



# Faculty and Administrators

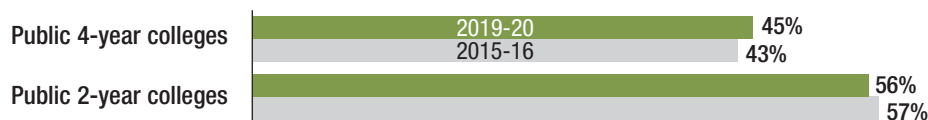
## Representation of women, Black and Hispanic faculty continues to increase

Women have continued a long, steady trend of increasing their representation among full-time faculty and administrators at U.S. public four-year colleges and universities. In 2019-20, women accounted for 45 percent of full-time faculty (up from 43 percent in 2015-16) and 55 percent of full-time administrators (up from 52 percent) at public four-year colleges and universities in the SREB region. Women accounted for a larger percentage of faculty and administrators at public two-year colleges, accounting for 56 percent of faculty (down from 57 percent) and 60 percent of full-time administrators (the same as in 2015-16).

In 2019-20, women represented about the same proportion of faculty at public four-year colleges and universities across all regions nationwide, with about 45 percent in SREB states, the Midwest and the Northeast. Women represented 46 percent of faculty at public four-year institutions in the West. At public two-year colleges, women accounted for 56 percent of full-time faculty in the SREB and Northeast regions, followed by nearly 54 percent in the West and 53 percent in the Midwest.

## Women Faculty and Administrators SREB States

### Full-Time Faculty



### Full-Time Administrators



Source: SREB analysis of National Center for Education Statistics data.

By 2019-20, Black and Hispanic faculty accounted for 14 percent of full-time faculty at public four-year colleges and universities in the SREB region and 20 percent at public two-year colleges. The figure for four-year institutions increased by one percentage point from 2015-16, but the percentage for two-year colleges rose by three points over that same period. The majority of Black faculty at public four-year colleges in the SREB region are not

## Black and Hispanic Faculty and Administrators SREB States

### Full-Time Faculty



### Full-Time Administrators



Source: SREB analysis of National Center for Education Statistics data.

employed at predominantly or historically Black colleges, with just over 40 percent serving in such institutions. Among Black faculty working at public two-year colleges in the region, 17 percent worked in predominantly or historically Black colleges.

In 2019-20, full-time Black and Hispanic administrators accounted for 23 percent of all administrators at public four-year colleges and universities and 28 percent at two-year institutions in the SREB region — the latter being an increase of about three percentage points since 2015-16. Black and Hispanic college faculty and administrators grew as proportions of all faculty and administrators, and while their representation still lagged the Black and Hispanic proportions of the region’s college students and resident population, it is narrowing the gap. In 2019, 39 percent of the region’s public college students and approximately 37 percent of the region’s resident population were Black or Hispanic.

### Staffing changes differ for two-year and four-year institutions

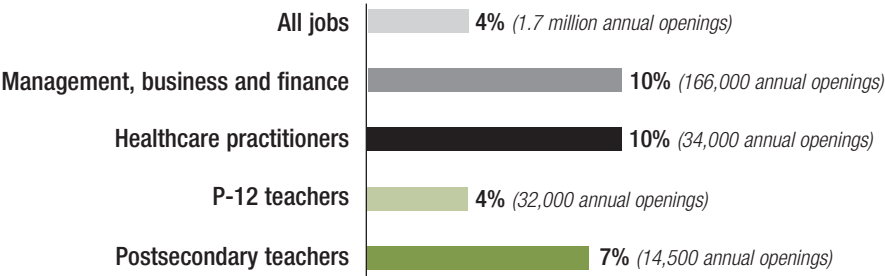
Four-year colleges and universities hired more staff in all employment categories in recent years. From 2015-16 to 2019-20, the number of staff at public four-year institutions increased by 9 percent nationwide and 6 percent in the SREB region. Changes varied among SREB states, however, ranging from a 4 percent decline in Oklahoma to a 16 percent increase in Georgia.

Public two-year colleges in the SREB region experienced declines in staffing levels during the five-year period ending in 2019-20. The number of staff in these colleges decreased by less than 1 percent in the SREB region, compared with about a 12 percent increase nationwide. As with four-year colleges, changes in public two-year college staffing varied greatly by state. Decreases ranged in size from 1 percent for Mississippi to 47 percent for Georgia. Florida and Texas saw the largest growth, with 8 percent and 6 percent respectively.

### Faculty openings projected to grow

The U.S. Bureau of Labor Statistics forecasts that the nation will need 7 percent more college faculty (both full- and part-time) in 2029 than in 2019. That means the number of faculty needed will increase by 14,500 on average per year during the period, when growth and replacement needs are factored in. The overall U.S. job growth rate is projected to be 4 percent over the period.

## Projected U.S. Job Growth 2019 to 2029



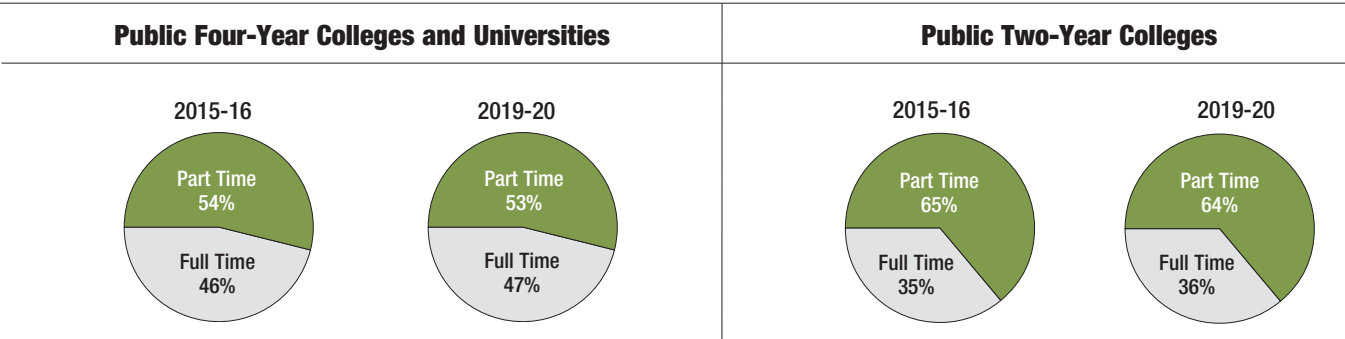
Note: Includes both full- and part-time positions and openings due to growth and replacement needs.  
Source: U.S. Bureau of Labor Statistics.

## Part-time faculty representation decreases slightly at four-year and two-year institutions

The trend among colleges and universities to hire part-time faculty and teaching/research assistants to meet their instructional demands appears to have decreased only slightly. In SREB states, part-time faculty and teaching/research assistants at public four-year colleges and universities made up 53 percent of total instructional staff in 2019-20 compared to 54 percent in 2015-16. At public two-year colleges in the region, the percentage of part-time instructors also slightly decreased — from 65 percent of the teaching staff to 64 percent — over the same period.

The fact that part-time faculty and teaching/research assistants are a majority of the instructional staff does not mean they do a majority of the instruction, because part-time faculty members and teaching/research assistants typically do not teach as many classes as full-time faculty members. In addition, part-time faculty members generally do not have campus committee assignments or participate in student advising.

## Part-Time Faculty SREB States



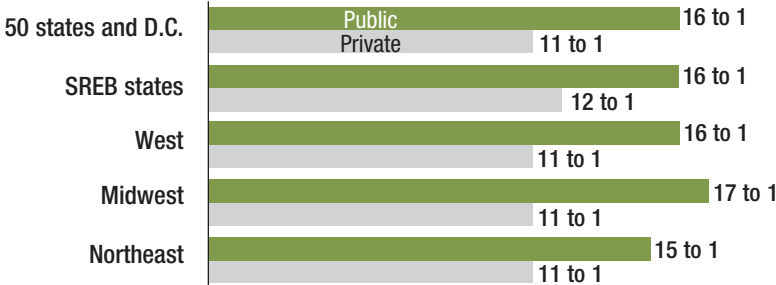
Note: At four-year colleges and universities, part-time faculty include teaching and research assistants.  
Source: SREB analysis of National Center for Education Statistics data.

In 2019-20, full-time public four-year college faculty members in SREB states were less concentrated in the senior ranks (professor and associate professor), compared with the other U.S. regions. Nationally, senior faculty accounted for 54 percent of all full-time teaching staff, whereas in the SREB region senior faculty accounted for 52 percent. This suggests that college faculty in the SREB region might have fewer years of service than in the other regions.

**Student-to-faculty ratios differ by institution type, but remain similar across regions**

Student-to-faculty ratios at public four-year colleges and universities are higher than those at private (or independent) four-year institutions. In 2019-20, the national median student-to-faculty ratio at public four-year colleges and universities was 16 to 1 — compared with 11 to 1 at private four-year institutions nationwide. The ratio at public four-year colleges and universities in the SREB region and the West was 16 to 1, which was lower than in the Midwest (17 to 1) and higher than in the Northeast (15 to 1).

**Student-to-Faculty Ratios  
Four-Year Colleges and Universities, 2019**

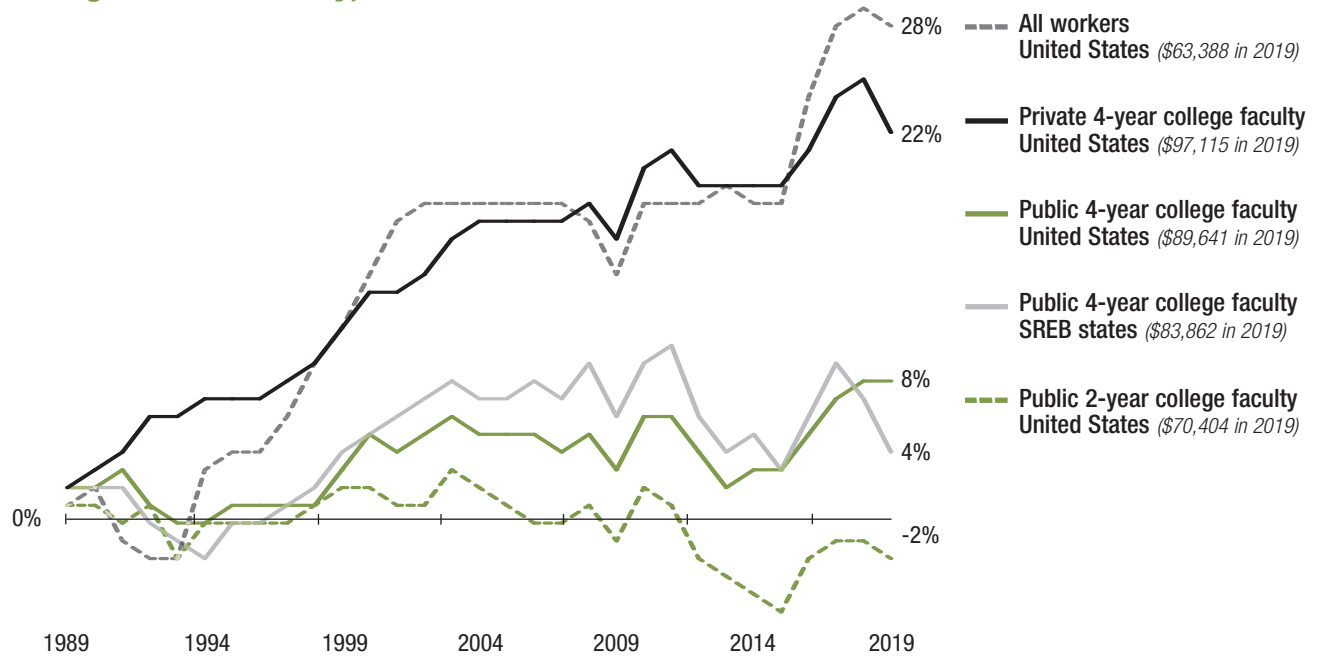


Source: SREB analysis of National Center for Education Statistics fall enrollment survey.

**Faculty salary growth at public institutions continues to trail that of average American workers**

College faculty members have higher levels of education and higher pay than the average American worker, but the inflation-adjusted growth in regional and national average college faculty salaries has not kept pace with the rate of increase for all U.S. workers. The inflation-adjusted average salary for all U.S. workers nationwide rose 28 percent (increasing by \$13,775) from 1989 to 2019. In contrast, inflation-adjusted faculty salaries at public four-year colleges and universities in the SREB region went up 4 percent during that period (increasing by \$3,286). The average increase at these institutions nationwide was 8 percent. Despite the increase, the average public four-year faculty salary in the SREB region remained below the national average. The average salary of full-time faculty at the nation’s public two-year colleges, when adjusted for inflation, dropped by 2 percent between 1989 and 2019 (a \$1,608 decrease).

## Changes in Annual Pay, 1989 to 2019



Note: Adjusted for inflation. Faculty salaries are 9-month or 9-month-equivalent.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics and U.S. Census Bureau data.

### Faculty salaries rise, but inflation negates increases

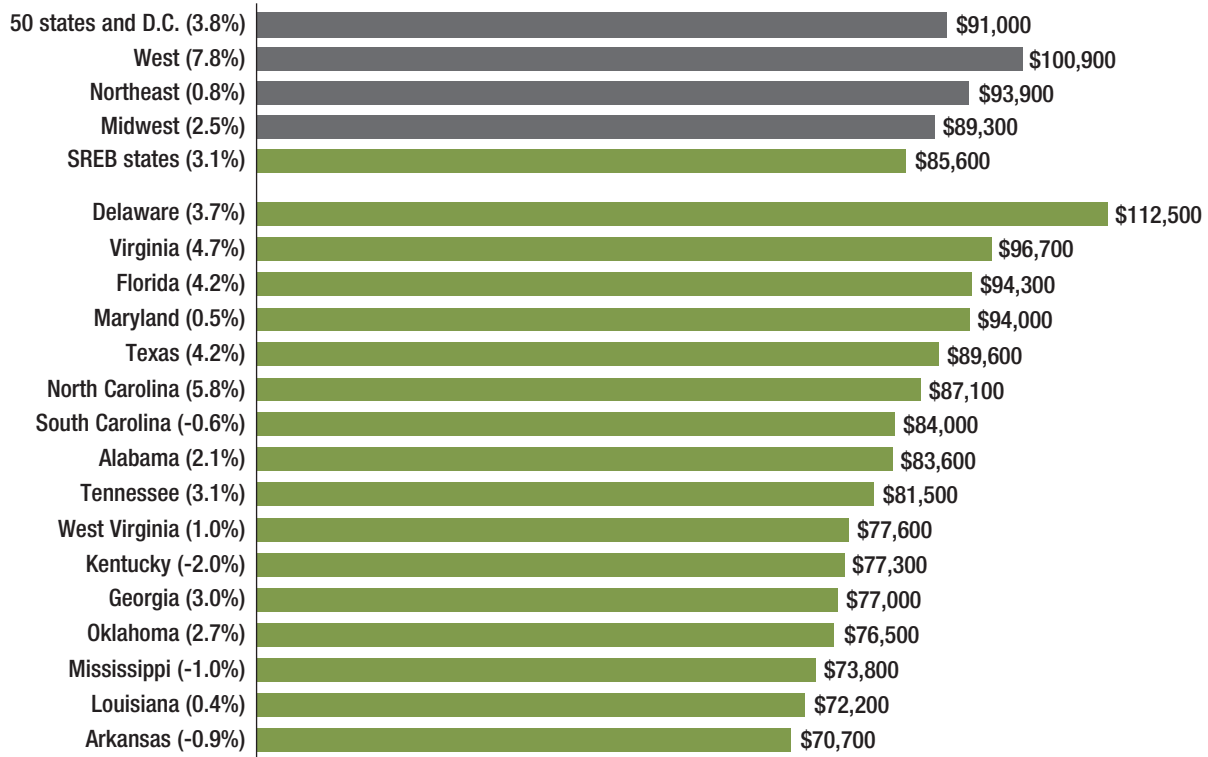
From 2014-15 to 2019-20, average salaries (in current dollars) of full-time instructional faculty at public four-year colleges and universities in the SREB region increased by 11 percent, compared to about 12 percent for the United States. As a result, the average salary for the region trailed the U.S. average. It was almost 95 percent of the U.S. average in 2014-15 but dropped to 94 percent in 2019-20. Average faculty salaries adjusted for inflation rose just over 3 percent in the SREB region during this period and nearly 4 percent for the United States.

The average faculty salary in most SREB states moved closer to the national average during the period, with salaries in Delaware, Florida, Maryland and Virginia surpassing the national average. In current dollars, every SREB state had an increase in average faculty salaries from 2014-15 to 2019-20. Four states had lower average faculty salaries in 2019-20 than in 2014-15 after adjusting for inflation. The average salary in the SREB region remained lower than that in the West, Midwest and Northeast.

From 2014-15 to 2019-20 salaries of faculty ranked as professors at public four-year colleges and universities in the SREB region increased by 11 percent. Salaries of associate and assistant professors increased by 11 and 12 percent, respectively. Average salaries of instructors in the SREB region rose 12 percent over this period. The 11 percent increase for the all-ranks salary average in the SREB region was lower than increases in the West (16 percent) but higher than in the Midwest (10 percent) and Northeast (9 percent).

From 2014-15 to 2019-20, full-time faculty salaries at public two-year colleges in SREB states rose by a little more than 8 percent in current dollars; however, they decreased as a percentage of the average U.S. salary — from 88 percent of the national average to 84 percent. When adjusted for inflation, average salaries of full-time instructional faculty at two-year colleges increased by less than 1 percent. The average salary in the SREB region remained lower than in the other regions. Fifteen SREB states experienced increases in average salaries in current dollars from 2014-15 to 2019-20. Faculty salaries at public two-year colleges were above the national average in just one SREB state, Maryland.

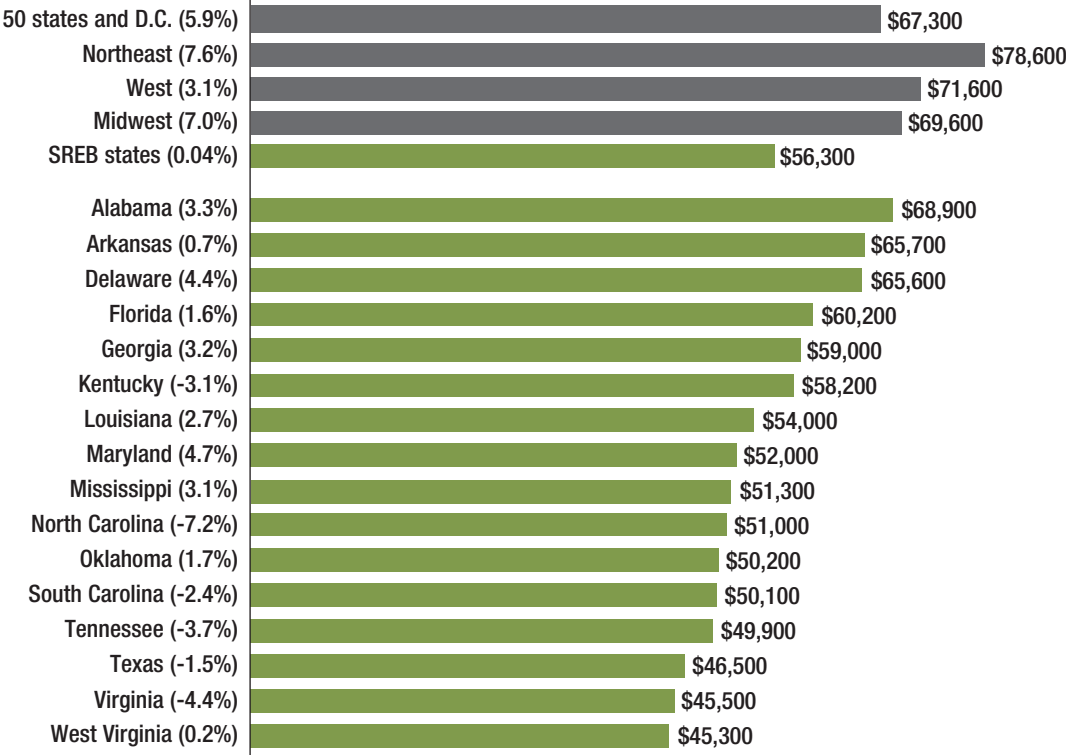
## Average Salaries, Full-Time Instructional Faculty at Public Four-Year Colleges and Universities, 2019-20



Note: Inflation-adjusted change 2014-15 to 2019-20 shown in parentheses.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics data.

## Average Salaries, Full-Time Instructional Faculty at Public Two-Year Colleges, 2019-20



Note: Inflation-adjusted change 2014-15 to 2019-20 shown in parentheses.

Sources: SREB-State Data Exchange and SREB analysis of National Center for Education Statistics data.

Salaries show considerable variation between smaller colleges and universities and larger, more complex institutions. Pay is generally higher at larger public universities that have more advanced degree programs and higher research productivity. In SREB states, average faculty salaries in 2019-20 ranged from \$61,800 at four-year colleges and universities that award few graduate degrees to \$99,100 at large universities that award the most doctoral degrees.

Faculty salaries also vary among academic disciplines. In their 2019-20 survey of faculty at four-year institutions, the College and University Professional Association for Human Resources found that the median salary for full-time faculty with the rank of professor ranged from \$84,900 for those in visual and performing arts to \$133,000 for law professors. The median salaries of new assistant professors ranged from \$56,400 for visual and performing arts to \$118,000 for business faculty.

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### **Senior administrator salaries vary considerably by area or academic discipline**

The unweighted median salaries for top executive administrators varied by type of institution and the area of responsibility. Results of the College and University Professional Association for Human Resources survey of administrators found that the unweighted median salary for chief executive officers of single institutions was \$327,400 in 2019-20 while the median salary for chief institutional research officers was \$103,900. Among academic deans, median salaries ranged from \$116,000 for deans of mathematics to \$608,800 for deans of medicine.



Table 73

## Full-Time Faculty at Public Four-Year Colleges and Universities

	Total 2019-20	Percent Change <sup>1</sup> 2015-16 to 2019-20	Percent of Total						Percent of Black Faculty at PBIs or HBCUs <sup>3</sup>		Percent of PBI/HBCU Faculty Who Are Black	
			2015-16			2019-20			2015-16	2019-20	2015-16	2019-20
			Women	Black <sup>2</sup>	Hispanic <sup>2</sup>	Women	Black <sup>2</sup>	Hispanic <sup>2</sup>				
50 states and D.C.	410,279	10.5	43.2	5.4	4.6	45.3	5.5	5.3	28.9	25.6	56.2	52.8
SREB states as a percent of U.S.	146,444 35.7	8.4	43.1	8.3	4.6	45.1	8.6	5.4	45.7	40.3	56.7	53.4
Alabama	9,126	10.5	43.2	10.0	2.3	45.5	10.1	2.6	39.4	35.0	62.1	63.8
Arkansas	4,064	0.4	46.3	7.5	2.3	46.5	7.6	2.7	41.7	41.5	58.2	59.8
Delaware	1,516	9.6	41.9	10.2	3.4	45.3	11.1	3.5	68.6	60.7	35.6	39.4
Florida	16,629	17.3	42.0	7.5	7.9	43.3	7.5	8.9	41.2	35.8	67.1	63.6
Georgia	13,267	11.3	44.7	9.5	3.1	46.3	9.8	3.2	25.9	24.1	52.2	41.3
Kentucky	7,302	2.4	43.7	5.1	2.3	45.7	5.4	2.7	10.6	13.5	29.8	41.7
Louisiana	6,110	9.2	44.4	14.8	2.5	48.3	16.3	2.7	71.8	51.7	76.3	75.3
Maryland	7,163	4.0	42.7	13.7	3.6	45.3	14.4	4.7	63.6	61.6	50.0	42.7
Mississippi	4,715	0.9	44.4	15.3	2.3	46.5	14.9	2.6	64.3	59.2	64.9	64.2
North Carolina	14,876	9.1	45.6	10.8	3.5	48.1	10.5	4.3	58.1	51.4	51.3	48.5
Oklahoma	4,868	-0.4	41.2	4.4	2.9	43.4	3.7	3.1	47.7	36.8	53.4	49.2
South Carolina	6,113	20.2	43.5	7.2	3.2	45.3	7.7	3.3	35.4	26.9	68.8	67.4
Tennessee	6,572	5.2	43.5	7.7	2.5	46.2	7.8	3.0	32.8	29.8	44.0	41.9
Texas	25,595	7.1	42.0	6.0	10.2	43.7	6.4	11.8	39.6	37.9	63.2	60.9
Virginia	14,459	7.0	41.3	6.5	2.9	43.2	6.9	3.4	41.6	36.2	60.1	58.3
West Virginia	4,069	7.0	41.3	3.4	1.3	42.7	3.0	1.7	24.6	19.6	15.8	11.7
West as a percent of U.S.	104,702 25.5	20.4	43.4	2.1	6.4	46.1	2.4	7.4	NA	NA	NA	NA
Alaska	1,625	-25.5	51.3	1.0	3.1	48.2	1.1	4.1	NA	NA	NA	NA
Arizona	8,333	17.4	44.8	2.4	7.5	46.5	2.5	10.3	NA	NA	NA	NA
California	41,862	27.4	41.1	3.0	8.0	44.5	3.4	8.9	NA	NA	NA	NA
Colorado	14,009	21.2	47.4	1.6	5.7	49.9	1.7	6.3	NA	NA	NA	NA
Hawaii	1,657	-5.5	44.2	1.5	2.5	45.1	1.6	2.4	NA	NA	NA	NA
Idaho	2,376	8.7	44.2	0.7	2.7	45.8	0.7	3.2	NA	NA	NA	NA
Montana	2,048	14.9	40.0	0.3	1.9	45.0	0.3	2.1	NA	NA	NA	NA
Nevada	2,523	27.1	40.5	3.2	5.0	43.8	3.8	6.7	NA	NA	NA	NA
New Mexico	3,293	2.3	48.1	1.9	15.8	47.4	1.6	17.3	NA	NA	NA	NA
Oregon	7,471	46.9	44.5	1.3	5.2	49.6	1.6	5.4	NA	NA	NA	NA
Utah	7,083	11.8	38.4	0.8	3.7	40.8	1.0	4.1	NA	NA	NA	NA
Washington	11,422	14.8	45.4	1.9	4.5	48.4	2.0	5.7	NA	NA	NA	NA
Wyoming	1,000	-0.9	40.5	1.2	1.6	42.8	1.5	2.0	NA	NA	NA	NA
Midwest as a percent of U.S.	100,300 24.4	4.6	42.9	4.0	3.3	44.6	4.0	3.7	3.0	4.8	35.4	37.6
Illinois	10,082	-2.3	45.4	6.4	4.6	46.8	5.9	5.1	NA	16.0	NA	45.8
Indiana	12,340	10.6	42.1	3.8	3.5	44.3	4.2	4.1	NA	NA	NA	NA
Iowa	5,412	-0.5	38.7	2.7	3.4	41.2	2.5	4.3	NA	NA	NA	NA
Kansas	6,435	0.7	45.2	2.7	3.5	45.4	3.1	4.0	NA	NA	NA	NA
Michigan	19,692	3.0	42.8	4.9	3.6	44.6	5.0	3.6	NA	NA	NA	NA
Minnesota	8,040	2.5	43.3	2.4	3.1	44.8	2.8	3.6	NA	NA	NA	NA
Missouri	6,383	-5.0	43.3	4.4	2.6	45.4	5.0	3.1	20.3	17.1	27.9	29.7
Nebraska	4,395	53.6	40.3	2.4	3.3	44.1	2.2	3.8	NA	NA	NA	NA
North Dakota	1,945	-6.5	44.8	1.3	1.2	45.9	1.4	1.2	NA	NA	NA	NA
Ohio	14,374	8.6	42.4	5.0	2.9	44.5	4.8	3.3	8.1	5.9	51.1	34.9
South Dakota	1,641	10.7	45.7	1.0	1.6	45.1	1.1	2.0	NA	NA	NA	NA
Wisconsin	9,561	2.9	42.0	2.5	3.1	43.9	2.5	3.4	NA	NA	NA	NA
Northeast as a percent of U.S.	58,616 14.3	10.7	43.9	4.9	3.9	45.4	5.1	4.4	7.8	6.7	58.2	59.5
Connecticut	3,641	1.1	43.8	4.5	4.2	45.3	4.4	5.1	NA	NA	NA	NA
Maine	1,278	12.8	42.5	0.6	1.9	46.6	1.0	2.0	NA	NA	NA	NA
Massachusetts	5,212	5.7	47.3	4.6	3.6	47.9	4.8	3.5	NA	NA	NA	NA
New Hampshire	1,281	11.8	44.9	1.8	2.7	50.8	1.3	2.8	NA	NA	NA	NA
New Jersey	9,090	10.3	44.4	6.2	4.5	46.1	6.8	5.7	NA	NA	NA	NA
New York	16,207	10.6	44.2	6.5	4.9	44.8	6.4	5.3	12.7	10.5	62.8	64.8
Pennsylvania	19,199	15.0	42.3	4.2	3.2	44.2	4.3	3.5	11.4	9.9	52.2	53.3
Rhode Island	1,108	5.3	50.1	2.1	2.8	54.4	3.1	3.4	NA	NA	NA	NA
Vermont	1,600	8.5	42.2	1.8	2.9	43.7	1.2	4.1	NA	NA	NA	NA
District of Columbia	217	-11.1	75.0	65.3	0.0	55.3	55.9	0.9	100.0	100.0	60.2	54.8

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> States with very large percent increases or decreases reflect reclassifications of staff. (See table "Staff at Public Four-Year Colleges and Universities" and related database for further information.)

<sup>2</sup> Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

<sup>3</sup> Predominantly Black institutions (PBIs) are those in which Black students account for more than 50 percent of total enrollment. Historically Black colleges and universities (HBCUs) are those founded prior to 1964 as institutions for Black students. While an institution's PBI status may change from year to year, HBCU status will not.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 74**  
**Full-Time Faculty at Public Two-Year Colleges**

	Total Faculty 2019-20	Percent Change <sup>1</sup> 2015-16 to 2019-20	Percent of Total						Percent of Black Faculty at PBIs or HBCUs <sup>3</sup>	
			2015-16			2019-20			2015-16	2019-20
			Women	Black <sup>2</sup>	Hispanic <sup>2</sup>	Women	Black <sup>2</sup>	Hispanic <sup>2</sup>		
50 states and D.C.	118,994	14.8	55.0	7.6	6.5	54.9	7.7	8.1	7.3	12.5
SREB states as a percent of U.S.	46,686 39.2	1.9	56.8	10.6	6.4	56.2	11.3	8.2	11.4	17.4
Alabama	1,718	-0.9	57.6	17.1	0.4	58.2	16.3	0.4	56.2	54.0
Arkansas	1,392	0.6	59.9	6.3	1.1	57.9	6.6	1.2	NA	42.9
Delaware	388	-3.2	62.8	5.8	2.0	65.5	8.0	3.1	NA	NA
Florida	7,230	20.9	56.1	10.6	11.3	54.4	11.6	12.6	NA	1.2
Georgia	938	-37.5	55.4	16.8	1.6	55.9	21.6	2.2	21.6	22.2
Kentucky	1,376	-15.1	55.3	4.0	0.6	55.6	4.5	0.4	NA	NA
Louisiana	1,102	-3.8	59.7	23.5	2.2	59.6	26.9	3.1	24.1	23.5
Maryland	2,494	-3.4	62.4	16.3	2.6	61.6	18.5	2.9	37.6	40.0
Mississippi	2,326	-4.0	62.7	13.2	0.5	62.9	16.9	0.6	16.8	61.6
North Carolina	6,399	-3.2	57.9	10.7	1.4	58.1	11.0	2.0	NA	6.4
Oklahoma	1,395	-1.2	58.2	4.6	2.5	59.2	5.4	2.8	NA	NA
South Carolina	2,007	-4.9	56.1	13.5	1.7	55.3	14.2	2.4	9.9	15.9
Tennessee	1,895	2.2	57.8	8.2	1.9	57.2	8.2	2.0	NA	40.1
Texas	13,265	10.1	53.3	8.3	15.4	52.6	8.7	18.2	2.8	2.4
Virginia	2,174	-8.4	56.5	10.5	1.9	57.2	10.5	2.1	NA	NA
West Virginia	587	-4.7	60.6	2.3	0.8	59.8	2.2	0.7	NA	NA
West as a percent of U.S.	34,759 29.2	43.3	52.8	4.5	11.4	53.9	4.8	13.5	NA	2.7
Alaska	12	—	—	—	—	41.7	8.3	0.0	NA	NA
Arizona	2,495	305.7	51.7	4.0	10.1	54.0	3.6	10.0	NA	NA
California	20,677	46.1	54.3	6.3	16.2	55.0	6.4	18.3	NA	3.4
Colorado	1,274	128.3	55.2	2.5	3.6	56.3	2.1	6.0	NA	NA
Hawaii	690	-4.7	49.9	1.0	2.5	50.6	0.7	3.1	NA	NA
Idaho	514	13.0	49.0	0.2	2.2	48.2	0.4	3.0	NA	NA
Montana	317	42.8	47.3	0.0	2.8	49.2	0.6	1.3	NA	NA
Nevada	833	6.7	46.5	3.7	4.1	47.9	4.5	6.2	NA	NA
New Mexico	1,332	52.2	52.5	1.3	17.1	52.3	2.2	19.5	NA	NA
Oregon	1,739	-0.3	51.3	1.1	4.2	52.1	0.9	5.1	NA	NA
Utah	587	-13.4	41.9	0.3	3.6	41.2	1.2	3.4	NA	NA
Washington	3,698	30.9	53.9	3.2	3.9	54.4	3.3	4.2	NA	NA
Wyoming	591	-6.6	48.3	0.5	0.8	50.4	0.2	1.7	NA	NA
Midwest as a percent of U.S.	24,549 20.6	28.6	52.9	4.7	2.0	53.3	4.9	2.3	2.4	12.3
Illinois	4,378	55.6	54.2	5.3	3.3	54.9	7.9	4.4	14.4	31.0
Indiana	1,418	-4.7	57.6	6.3	1.8	58.2	5.8	2.4	NA	NA
Iowa	1,717	-2.9	48.4	1.2	1.4	49.6	1.3	1.3	NA	NA
Kansas	1,784	41.9	50.1	3.1	2.7	49.9	2.7	3.2	NA	NA
Michigan	2,641	5.7	50.5	5.8	1.7	50.6	7.1	1.4	NA	22.8
Minnesota	2,273	21.9	50.5	2.1	1.4	50.9	2.3	1.8	NA	NA
Missouri	1,708	0.7	56.8	5.3	1.2	56.4	4.1	1.4	NA	NA
Nebraska	1,089	26.6	48.7	2.3	1.4	50.5	1.9	1.9	NA	NA
North Dakota	393	-4.4	43.3	1.5	0.7	48.1	1.8	0.8	NA	NA
Ohio	3,510	0.8	56.7	5.9	1.5	57.5	6.3	1.6	NA	NA
South Dakota	405	0.5	49.1	0.0	0.5	46.9	0.0	1.0	NA	NA
Wisconsin	3,233	485.7	53.1	16.0	6.9	52.7	4.6	2.4	NA	NA
Northeast as a percent of U.S.	13,000 10.9	-10.6	55.5	6.9	4.4	56.1	7.5	4.7	NA	1.7
Connecticut	785	-0.1	57.8	7.3	3.5	55.3	7.6	4.9	NA	NA
Maine	331	-9.6	45.1	0.3	0.8	46.5	0.3	0.3	NA	NA
Massachusetts	1,517	-7.6	64.0	6.9	3.9	63.2	7.8	4.8	NA	13.7
New Hampshire	274	1.9	59.5	0.0	0.7	59.5	0.7	1.1	NA	NA
New Jersey	1,960	-9.7	55.6	8.4	5.1	56.2	9.0	4.4	NA	NA
New York	5,713	-11.3	52.9	7.6	5.8	53.7	8.0	6.5	NA	NA
Pennsylvania	2,118	-14.4	56.3	6.3	2.5	57.5	7.0	2.1	NA	NA
Rhode Island	302	-6.8	63.3	2.5	1.2	63.9	3.0	1.0	NA	NA
Vermont	0	—	49.4	1.5	1.5	—	—	—	NA	NA
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

"—" indicates data not reported in one or both years.

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> States with very large percent increases or decreases reflect reclassifications of staff. See table "Staff at Public Two-Year Colleges" and related database for further information.)

<sup>2</sup> Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

<sup>3</sup> Predominantly Black institutions (PBIs) are those in which Black students account for more than 50 percent of total enrollment. Historically Black colleges and universities (HBCUs) are those founded prior to 1964 as institutions for Black students. While an institution's PBI status may change from year to year, HBCU status will not.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 75**  
**Part-Time Faculty and Graduate Assistants as a Percent**  
**of Total Instructional Faculty**

	Four-Year						Two-Year	
	2015-16			2019-20			Part-Time Faculty	
	Part-Time Faculty	Teaching and Research Assistants	Subtotal <sup>1</sup>	Part-Time Faculty	Teaching and Research Assistants	Subtotal <sup>1</sup>	2015-16	2019-20
50 states and D.C.	20.5	34.4	54.9	20.4	33.3	53.7	68.5	67.0
<b>SREB states</b>	<b>16.4</b>	<b>37.3</b>	<b>53.7</b>	<b>16.3</b>	<b>36.4</b>	<b>52.6</b>	<b>65.5</b>	<b>64.2</b>
Alabama	19.9	30.8	50.7	18.8	29.9	48.6	61.5	61.1
Arkansas	18.2	32.0	50.3	18.6	30.7	49.3	54.6	52.7
Delaware	5.7	51.1	56.8	4.9	51.0	55.9	62.2	65.5
Florida	16.8	40.5	57.4	15.9	33.6	49.5	71.8	68.6
Georgia	14.6	39.6	54.2	14.2	42.2	56.4	52.5	54.4
Kentucky	20.3	27.0	47.3	21.4	25.6	47.0	53.3	57.3
Louisiana	13.1	38.4	51.5	14.0	36.4	50.4	53.4	53.5
Maryland	21.6	33.9	55.5	21.8	34.0	55.9	75.9	72.9
Mississippi	13.3	36.2	49.5	13.4	36.7	50.1	41.6	41.0
North Carolina	12.3	39.3	51.6	14.0	37.9	51.9	67.3	69.4
Oklahoma	16.7	36.9	53.6	15.3	38.0	53.4	58.5	56.3
South Carolina	23.6	31.1	54.8	18.5	36.4	54.9	60.9	58.3
Tennessee	17.2	39.4	56.6	16.8	39.7	56.5	62.7	62.3
Texas	14.0	42.6	56.6	15.1	41.1	56.2	65.0	62.3
Virginia	17.5	34.1	51.7	17.1	33.2	50.3	73.4	71.9
West Virginia	22.0	24.6	46.5	21.1	24.1	45.2	57.4	52.6
<b>West</b>	<b>21.7</b>	<b>33.5</b>	<b>55.2</b>	<b>20.7</b>	<b>32.6</b>	<b>53.4</b>	<b>68.0</b>	<b>66.7</b>
Alaska	38.4	10.2	48.6	35.1	10.7	45.8	—	50.0
Arizona	11.6	43.4	55.1	16.7	40.4	57.1	72.5	72.2
California	23.0	36.3	59.4	21.3	35.8	57.2	68.6	66.2
Colorado	24.2	24.8	49.1	23.3	25.2	48.5	76.0	73.6
Hawaii	21.8	33.2	55.0	21.2	35.4	56.6	46.9	46.7
Idaho	24.5	27.2	51.7	21.3	28.4	49.7	62.6	62.3
Montana	25.2	30.6	55.8	25.4	29.6	55.1	64.1	57.2
Nevada	27.9	35.1	63.0	28.3	32.7	61.0	66.4	71.6
New Mexico	26.7	34.9	61.6	19.4	38.0	57.4	67.2	64.6
Oregon	21.2	35.3	56.5	22.2	26.9	49.1	71.6	69.9
Utah	18.2	29.6	47.9	19.0	27.1	46.1	72.3	71.0
Washington	16.9	29.5	46.3	15.0	28.8	43.7	63.6	63.5
Wyoming	3.4	46.7	50.1	1.3	46.4	47.7	62.7	58.6
<b>Midwest</b>	<b>17.1</b>	<b>38.4</b>	<b>55.4</b>	<b>18.2</b>	<b>36.6</b>	<b>54.8</b>	<b>70.9</b>	<b>68.0</b>
Illinois	13.8	50.1	63.9	14.3	50.0	64.3	72.5	70.3
Indiana	17.4	38.5	55.9	20.2	35.5	55.6	77.0	69.3
Iowa	7.4	47.7	55.1	8.7	45.3	53.9	70.0	70.3
Kansas	11.1	37.0	48.1	12.2	35.9	48.1	64.0	60.5
Michigan	20.3	29.0	49.4	18.2	29.9	48.1	77.7	74.1
Minnesota	18.9	36.5	55.4	17.9	37.0	54.9	49.4	49.7
Missouri	22.0	34.1	56.1	23.2	31.1	54.3	75.2	72.4
Nebraska	15.8	39.4	55.2	16.3	33.2	49.5	69.2	63.6
North Dakota	10.9	36.6	47.5	19.7	32.7	52.3	56.0	50.5
Ohio	20.7	40.5	61.2	23.8	36.6	60.4	71.5	73.5
South Dakota	17.9	33.7	51.6	19.5	29.2	48.7	36.4	45.3
Wisconsin	14.6	36.0	50.6	17.0	34.0	51.0	54.7	62.0
<b>Northeast</b>	<b>34.1</b>	<b>22.1</b>	<b>56.2</b>	<b>33.2</b>	<b>21.7</b>	<b>54.9</b>	<b>73.6</b>	<b>73.4</b>
Connecticut	23.9	31.4	55.2	33.1	27.8	60.9	78.7	78.1
Maine	36.1	24.1	60.2	36.2	24.4	60.6	72.7	72.9
Massachusetts	28.4	32.3	60.7	26.5	32.9	59.5	76.5	76.5
New Hampshire	38.4	23.4	61.7	31.2	25.1	56.3	85.1	81.3
New Jersey	45.8	13.7	59.5	44.2	13.5	57.7	77.5	78.0
New York	44.1	16.7	60.8	42.9	16.3	59.1	66.8	65.6
Pennsylvania	19.9	27.1	47.0	18.5	26.5	45.1	76.7	77.3
Rhode Island	32.9	25.0	57.9	30.1	26.7	56.8	60.5	64.3
Vermont	26.1	19.7	45.8	28.8	17.4	46.2	90.1	100.0
District of Columbia	52.5	7.8	52.5	62.1	6.8	68.8	NA	NA

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

"—" indicates data not reported in one or both years.

<sup>1</sup> Percentages in subtotal column might not equal the sum of the percentages in the preceding columns, due to rounding.

Notes: Data include all full-time faculty at public four-year colleges and universities except those at specialized institutions, to be consistent with group used in calculating faculty salary averages. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 76**  
**Full-Time Administrators' at Public Four-Year Colleges and Universities**

	Total 2019-20	Percent Change 2015-16 to 2019-20	Percent of Total						Percent of Black Administrators at PBIs or HBCUs <sup>3</sup>	
			2015-16			2019-20			2015-16	2019-20
			Women	Black <sup>2</sup>	Hispanic <sup>2</sup>	Women	Black <sup>2</sup>	Hispanic <sup>2</sup>		
50 states and D.C.	104,961	13.6	53.1	10.5	5.5	55.2	10.8	6.5	25.9	23.1
SREB states as a percent of U.S.	42,885 40.9	14.4	52.3	15.2	6.6	54.5	15.8	7.4	39.7	34.2
Alabama	2,499	8.0	47.8	14.9	0.7	48.7	16.6	0.8	39.8	33.4
Arkansas	1,346	17.3	55.0	15.2	1.4	58.8	13.7	2.1	23.3	20.4
Delaware	611	12.9	49.9	13.7	0.0	47.3	11.5	1.6	45.9	35.7
Florida	5,026	4.2	54.7	14.6	14.2	56.6	13.6	16.0	39.3	28.5
Georgia	5,514	10.9	51.6	19.6	1.8	53.0	22.8	2.5	20.7	17.8
Kentucky	2,021	22.3	56.6	9.6	1.0	55.0	9.2	1.3	20.5	21.5
Louisiana	1,299	5.0	50.8	17.9	2.0	53.3	21.5	2.5	54.3	52.5
Maryland	1,626	-11.8	54.7	33.9	3.1	56.2	30.8	2.5	69.9	67.9
Mississippi	1,103	2.1	55.0	31.3	0.7	56.7	32.0	1.2	59.5	57.1
North Carolina	1,938	6.6	45.7	21.9	1.9	45.8	21.8	2.8	75.4	68.6
Oklahoma	1,028	12.2	49.1	7.6	2.3	52.6	7.0	3.5	43.5	41.4
South Carolina	1,950	9.7	47.9	12.7	1.7	55.6	16.4	1.6	20.0	14.8
Tennessee	1,928	26.0	50.4	14.6	1.6	54.7	14.5	1.2	41.1	38.0
Texas	9,779	25.0	53.1	8.9	17.8	55.3	10.2	18.6	18.7	20.1
Virginia	4,121	36.7	55.1	13.5	1.3	57.8	16.5	1.9	42.0	38.7
West Virginia	1,096	8.5	53.1	7.0	0.8	55.7	5.7	1.2	30.4	38.3
West as a percent of U.S.	20,663 19.7	26.3	53.3	4.3	9.0	55.6	4.3	10.4	NA	NA
Alaska	309	-8.3	56.1	2.4	2.7	57.0	1.7	3.0	NA	NA
Arizona	3,003	81.8	56.1	3.1	10.3	60.5	4.1	16.6	NA	NA
California	6,548	2.0	54.2	7.0	10.7	55.1	7.1	11.9	NA	NA
Colorado	2,555	46.3	57.4	3.2	7.0	59.8	3.4	7.8	NA	NA
Hawaii	195	8.3	50.0	1.1	0.6	51.3	1.0	2.1	NA	NA
Idaho	525	23.2	40.4	1.7	1.9	46.5	1.8	2.2	NA	NA
Montana	631	-30.7	59.3	0.6	1.5	57.5	0.0	2.4	NA	NA
Nevada	355	36.5	41.9	4.6	7.3	49.0	9.4	8.0	NA	NA
New Mexico	997	3.3	58.2	3.1	29.3	56.2	2.6	33.8	NA	NA
Oregon	1,506	113.3	44.3	2.5	3.6	55.3	3.3	3.9	NA	NA
Utah	2,369	103.3	43.2	0.6	3.9	49.3	1.1	4.7	NA	NA
Washington	1,552	5.7	53.4	3.6	5.0	55.7	4.1	5.4	NA	NA
Wyoming	118	0.0	40.7	2.0	3.0	39.0	2.1	1.1	NA	NA
Midwest as a percent of U.S.	27,941 26.6	5.4	54.3	7.8	2.5	55.8	7.9	3.0	4.1	5.5
Illinois	3,800	1.3	56.9	13.4	5.8	58.4	13.3	6.8	NA	8.7
Indiana	3,798	54.5	52.3	7.0	2.0	55.2	7.3	2.8	NA	NA
Iowa	628	-2.0	51.2	4.4	1.4	47.1	3.8	2.1	NA	NA
Kansas	1,464	5.8	51.4	4.5	2.9	56.1	4.3	3.0	NA	NA
Michigan	4,365	-1.8	53.9	8.8	2.0	56.3	9.7	2.8	NA	NA
Minnesota	1,294	21.8	52.4	2.9	1.7	53.5	3.4	1.6	NA	NA
Missouri	1,406	-29.3	53.4	7.2	1.7	49.8	7.3	1.7	25.4	32.0
Nebraska	1,335	37.3	46.5	3.0	2.8	52.7	2.8	3.1	NA	NA
North Dakota	348	-18.7	47.2	0.7	0.5	48.3	0.3	1.2	NA	NA
Ohio	7,173	-3.2	57.5	8.8	1.7	58.7	8.9	2.2	7.5	7.0
South Dakota	588	22.2	47.4	2.1	1.0	52.7	1.4	1.4	NA	NA
Wisconsin	1,742	17.5	51.8	4.0	2.5	52.1	4.6	2.7	NA	NA
Northeast as a percent of U.S.	13,379 12.7	12.0	52.9	9.8	4.4	55.4	10.4	5.1	8.9	7.7
Connecticut	526	5.6	51.2	7.7	3.4	53.0	8.6	5.1	NA	NA
Maine	197	146.3	43.8	2.6	0.0	49.2	0.5	1.1	NA	NA
Massachusetts	1,226	-9.7	56.8	6.0	3.3	58.6	6.0	4.0	NA	NA
New Hampshire	572	6.1	55.3	1.2	0.6	57.7	1.3	0.9	NA	NA
New Jersey	1,507	4.7	51.0	12.8	5.2	52.6	12.7	6.7	NA	NA
New York	3,917	12.6	52.7	14.0	8.0	55.1	15.3	8.9	13.3	10.9
Pennsylvania	5,101	19.9	52.7	8.4	2.1	56.0	8.8	2.6	10.8	9.1
Rhode Island	120	7.1	50.9	7.1	2.7	49.2	8.3	3.3	NA	NA
Vermont	213	11.5	49.2	3.6	4.8	56.8	4.9	3.3	NA	NA
District of Columbia	93	2.2	58.2	76.7	1.2	49.5	77.8	1.1	100.0	100.0

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

Notes: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> Administrators are non-instructional staff who were reported in the Management Occupations category of the IPEDS Human Resource (HR) survey beginning in fall 2012. Previously, these staff were reported in the executive/administrative/managerial category.

<sup>2</sup> Calculated based on a total that excludes people whose race is unknown and people from foreign countries. While an institution's PBI status may change from year to year, HBCU status will not.

<sup>3</sup> Predominantly Black Institutions (PBIs) are those in which Black students account for more than 50 percent of total enrollment. Historically Black Colleges and Universities (HBCUs) are those founded prior to 1964 as institutions for Black students.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

Table 77

Full-Time Administrators<sup>1</sup> at Public Two-Year Colleges

	Total 2019-20	Percent Change 2015-16 to 2019-20	Percent of Total						Percent of Black Administrators at PBIs or HBCUs <sup>3</sup>	
			2015-16			2019-20			2015-16	2019-20
			Women	Black <sup>2</sup>	Hispanic <sup>2</sup>	Women	Black <sup>2</sup>	Hispanic <sup>2</sup>		
50 states and D.C.	35,469	19.4	58.2	12.9	6.7	59.1	13.2	9.1	7.0	9.7
SREB states as a percent of U.S.	13,730 38.7	4.9	59.5	18.0	6.6	60.3	18.9	9.1	10.9	14.4
Alabama	412	1.7	60.7	28.1	0.3	60.0	29.1	0.3	67.9	59.5
Arkansas	421	-10.8	62.3	12.6	0.6	60.3	10.4	1.0	NA	23.3
Delaware	64	-22.9	44.6	9.6	1.2	53.1	9.4	1.6	NA	NA
Florida	1,423	15.1	54.0	12.9	9.0	53.8	18.0	11.0	NA	1.2
Georgia	244	-55.9	53.5	26.9	0.9	56.1	24.7	1.2	22.3	35.0
Kentucky	321	-0.3	65.2	11.0	0.0	62.6	11.6	0.0	NA	NA
Louisiana	336	10.2	61.3	40.0	2.6	62.2	35.1	3.0	30.3	17.8
Maryland	828	4.5	60.6	21.9	1.7	61.4	23.6	2.3	39.3	38.7
Mississippi	505	11.5	54.7	23.0	0.9	58.4	27.1	0.2	19.4	74.1
North Carolina	2,395	4.7	62.5	16.8	1.3	62.5	18.0	1.5	NA	7.0
Oklahoma	446	-3.7	56.6	6.9	2.4	57.0	7.7	2.0	NA	NA
South Carolina	514	4.0	58.7	23.2	0.8	57.4	21.4	1.6	13.3	17.3
Tennessee	237	10.7	59.3	17.4	0.5	59.1	18.7	1.3	NA	31.8
Texas	3,936	21.4	56.5	15.7	19.8	58.8	16.7	24.4	1.6	1.4
Virginia	1,476	-6.8	67.9	22.2	1.8	69.6	23.0	2.5	NA	NA
West Virginia <sup>4</sup>	172	-7.5	60.2	2.9	0.0	55.2	1.9	0.0	NA	NA
West as a percent of U.S.	9,179 25.9	52.7	56.0	6.1	12.0	57.4	7.1	15.3	NA	0.7
Alaska	14	0.0	0.0	0.0	0.0	71.4	14.3	7.1	NA	NA
Arizona	882	379.3	57.1	5.5	17.7	54.1	5.2	18.4	NA	NA
California	3,859	61.5	53.8	9.8	19.3	55.5	10.4	22.6	NA	1.1
Colorado	399	90.9	58.4	5.4	3.4	62.4	6.2	7.8	NA	NA
Hawaii	80	3.9	42.9	1.3	1.3	57.5	0.0	5.1	NA	NA
Idaho	215	46.3	51.7	0.7	4.9	56.7	1.9	4.3	NA	NA
Montana	146	28.1	60.5	0.0	0.9	63.0	0.7	0.7	NA	NA
Nevada	125	-32.1	56.0	7.1	10.3	61.6	9.9	19.0	NA	NA
New Mexico	428	41.3	55.8	2.7	31.9	55.1	2.9	29.5	NA	NA
Oregon	746	11.8	55.8	1.9	4.8	55.2	2.6	7.7	NA	NA
Utah	185	-14.4	37.0	5.1	3.2	47.0	3.3	7.1	NA	NA
Washington	1,894	44.7	63.9	4.9	4.4	63.5	6.4	5.7	NA	NA
Wyoming	206	-2.8	55.2	1.5	2.0	55.8	0.0	2.0	NA	NA
Midwest as a percent of U.S.	7,767 21.9	34.7	56.7	8.6	2.2	58.5	9.1	2.8	1.2	6.8
Illinois	1,344	63.3	60.0	9.4	3.8	60.5	13.8	5.1	7.9	17.7
Indiana	428	-0.2	53.6	9.6	1.6	59.1	10.0	2.3	NA	NA
Iowa	598	16.1	55.9	2.3	1.2	56.7	2.5	2.2	NA	NA
Kansas	638	38.1	56.5	3.1	3.1	57.2	3.0	2.8	NA	NA
Michigan	1,310	20.0	55.4	9.4	1.9	57.6	11.2	2.6	NA	10.6
Minnesota	276	39.4	56.6	5.1	2.5	57.6	8.7	1.8	NA	NA
Missouri	504	-1.6	56.1	10.2	1.4	58.7	11.8	1.4	NA	NA
Nebraska	281	51.1	51.6	5.4	1.6	58.4	6.1	3.6	NA	NA
North Dakota	103	-17.6	56.0	0.0	0.8	52.4	0.0	0.0	NA	NA
Ohio	1,204	0.5	57.1	11.3	1.6	57.7	11.8	1.5	NA	NA
South Dakota	103	35.5	61.8	1.3	0.0	61.2	0.0	1.0	NA	NA
Wisconsin	978	547.7	62.3	25.8	8.6	59.8	6.0	3.0	NA	NA
Northeast as a percent of U.S.	4,793 13.5	-0.7	58.9	12.3	6.2	59.8	14.8	8.2	NA	3.1
Connecticut	122	-24.7	63.6	17.0	4.6	60.7	15.0	4.4	NA	NA
Maine	104	9.5	49.5	0.0	0.0	52.9	1.0	0.0	NA	NA
Massachusetts	854	1.5	66.6	9.8	4.6	64.6	11.6	6.3	NA	22.4
New Hampshire	37	5.7	48.6	0.0	8.6	73.0	0.0	8.1	NA	NA
New Jersey	754	0.8	60.6	17.3	7.2	59.2	19.6	10.0	NA	NA
New York	1,816	0.9	55.6	13.4	9.6	57.1	16.3	12.4	NA	NA
Pennsylvania	962	2.0	56.8	11.1	2.1	60.5	14.5	2.8	NA	NA
Rhode Island	71	22.4	43.1	5.2	0.0	59.2	9.9	1.4	NA	NA
Vermont	73	-50.7	68.2	0.8	1.6	69.9	1.7	0.0	NA	NA
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

Notes: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> Administrators are non-instructional staff who were reported in the Management Occupations category of the IPEDS Human Resource (HR) survey beginning in fall 2012.

<sup>2</sup> Calculated based on a total that excludes people whose race is unknown and people from foreign countries.

<sup>3</sup> Predominantly Black Institutions (PBIs) are those in which Black students account for more than 50 percent of total enrollment. Historically Black Colleges and Universities (HBCUs) are those founded prior to 1964 as institutions for Black students. While an institution's PBI status may change from year to year, HBCU status will not.

<sup>4</sup> Two-year colleges formerly embedded in and reported as four-year are now separate and reported as two-year.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 78**  
**Staff at Public Four-Year Colleges and Universities**

	Total 2019-20	Percent Change 2015-16 to 2019-20	2019-20 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	1,840,581	8.9	32.1	16.0	1.0	3.4	6.1	6.7	7.5
SREB states as a percent of U.S.	655,399 35.6	6.1	30.0	17.2	0.9	3.4	6.7	6.0	7.5
Alabama	42,948	3.4	29.0	12.3	0.7	4.4	5.9	6.9	9.0
Arkansas	17,106	1.0	32.5	14.4	1.1	5.5	7.9	4.8	6.8
Delaware	7,644	9.9	22.0	22.9	1.0	1.6	8.0	7.6	9.7
Florida	68,433	3.3	31.9	16.2	1.2	4.2	7.5	7.0	7.9
Georgia	67,552	16.3	26.0	19.0	0.5	5.7	8.2	3.0	9.6
Kentucky	33,319	-2.2	30.8	10.6	0.9	2.2	6.2	4.2	8.4
Louisiana	23,712	5.2	33.0	18.9	1.1	3.5	5.5	5.1	6.4
Maryland	30,154	4.5	35.5	18.3	1.0	1.0	5.4	12.5	4.8
Mississippi	28,554	3.1	21.0	12.1	0.6	3.5	4.0	8.2	6.1
North Carolina	64,206	11.2	29.9	18.2	0.7	4.1	3.1	5.6	10.1
Oklahoma	21,816	-4.1	29.7	18.2	0.8	4.7	4.8	6.0	5.3
South Carolina	28,141	8.4	30.7	17.5	1.5	2.8	7.6	3.8	5.5
Tennessee	31,338	1.9	29.1	19.1	0.8	4.0	6.2	3.7	5.0
Texas	117,086	7.8	29.4	20.5	1.1	2.0	8.5	6.1	6.9
Virginia	60,194	8.2	32.3	16.0	1.1	2.8	7.3	7.4	7.9
West Virginia	13,196	-1.4	42.7	13.6	1.0	1.2	8.5	3.3	4.7
West as a percent of U.S.	450,815 24.5	18.6	33.6	16.3	0.9	3.5	4.9	8.9	7.7
Alaska	5,284	-16.4	50.7	6.1	0.7	2.9	6.1	3.1	5.0
Arizona	40,080	16.6	28.9	19.6	1.0	3.6	7.8	9.9	9.8
California	195,825	22.6	32.0	17.9	0.8	2.7	3.6	10.5	7.6
Colorado	49,232	21.8	41.3	13.9	0.6	4.8	5.3	5.2	8.4
Hawaii	6,951	-1.7	35.4	19.4	1.3	8.6	3.0	7.3	4.7
Idaho	9,869	6.7	34.3	13.6	1.0	6.6	6.0	6.4	8.0
Montana	8,513	-0.2	37.7	15.9	0.8	2.1	7.8	5.5	6.2
Nevada	12,447	16.5	35.0	17.0	1.0	2.3	3.1	9.4	5.6
New Mexico	16,347	-2.1	29.3	18.0	1.1	2.7	6.6	7.7	7.2
Oregon	31,279	47.3	34.3	12.6	0.8	4.1	5.1	8.2	10.7
Utah	30,477	19.2	31.4	11.7	0.9	5.0	8.0	5.3	6.6
Washington	39,834	9.8	36.3	14.7	1.1	4.2	3.9	10.5	6.4
Wyoming	4,677	15.6	21.9	19.0	1.5	2.8	15.6	5.6	4.1
Midwest as a percent of U.S.	466,464 25.3	4.3	30.1	17.4	0.9	3.4	6.2	6.1	8.0
Illinois	59,388	-1.7	23.8	23.8	0.9	4.1	6.5	4.6	6.0
Indiana	54,757	7.1	32.8	18.0	0.7	2.3	7.0	4.6	6.6
Iowa	24,741	-0.8	26.0	21.5	0.9	8.4	2.8	7.0	10.0
Kansas	25,310	2.9	31.4	17.6	1.1	4.0	6.3	5.0	7.8
Michigan	77,493	2.6	34.3	14.7	1.1	3.7	5.7	8.6	9.5
Minnesota	34,860	3.9	32.2	18.9	1.3	4.1	3.8	8.5	9.1
Missouri	30,756	-6.6	31.3	14.1	0.7	4.3	4.6	5.2	6.5
Nebraska	18,246	42.5	31.9	15.8	0.9	2.5	7.4	4.5	7.3
North Dakota	8,095	-1.6	33.9	16.5	1.0	3.2	5.3	4.5	7.4
Ohio	85,257	6.6	27.0	15.6	0.6	2.5	8.5	5.5	7.5
South Dakota	6,347	6.3	35.7	14.7	0.9	2.0	10.0	4.9	5.0
Wisconsin	41,214	10.5	31.3	16.1	1.1	1.2	4.8	6.8	11.4
Northeast as a percent of U.S.	266,698 14.5	9.7	38.2	10.6	1.6	3.1	6.2	5.8	5.9
Connecticut	18,362	4.6	36.6	14.1	1.0	2.2	2.9	3.1	5.1
Maine	6,922	10.1	35.4	11.4	0.8	5.1	4.1	11.4	1.1
Massachusetts	24,245	4.9	35.6	17.5	1.1	3.9	5.1	4.7	4.9
New Hampshire	6,814	-0.1	32.2	10.8	1.1	4.4	8.4	4.6	6.4
New Jersey	46,182	5.2	40.3	6.3	0.8	2.9	3.4	9.4	5.8
New York	77,589	8.2	42.8	8.3	1.3	3.6	5.2	5.2	3.8
Pennsylvania	71,185	12.4	36.1	13.0	1.0	1.9	7.2	5.3	9.0
Rhode Island	5,111	5.7	36.8	13.4	0.9	6.9	2.5	3.7	8.6
Vermont	10,288	87.1	23.9	5.0	14.8	4.0	30.0	2.9	4.8
District of Columbia	1,205	13.7	53.9	3.9	0.5	6.6	7.7	7.6	2.2

\*\*\* indicates less than 0.1 percent.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

Notes: Data include all full-time faculty at public four-year colleges and universities except those at specialized institutions, to be consistent with group used in calculating faculty salary averages. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

**Table 78**  
continued

2019-20 Percent Distribution							
Community Service, Legal Arts, & Media	Healthcare Practitioners and Technical	Service	Sales and Related	Office Administrative and Support	Natural Resources, Constructions, Maintenance	Production Transportation, Material Moving	
4.6	3.5	6.4	0.1	9.5	2.4	0.6	50 states and D.C.
4.8	2.8	6.4	0.1	10.7	2.9	0.6	SREB states
6.2	2.0	7.8	0.2	11.4	3.3	0.9	Alabama
5.4	0.5	5.8	0.1	11.5	3.1	0.6	Arkansas
7.2	1.4	5.8	*	8.2	2.7	1.7	Delaware
4.4	2.8	5.2	*	9.3	2.5	*	Florida
3.0	2.8	8.6	0.1	10.5	2.6	0.2	Georgia
6.2	6.5	5.3	0.1	14.1	3.9	0.7	Kentucky
4.9	1.3	6.4	0.1	10.3	3.0	0.4	Louisiana
4.3	0.6	4.7	0.2	7.6	2.9	1.0	Maryland
3.6	22.5	5.0	0.1	10.1	2.5	0.8	Mississippi
4.0	2.1	6.7	0.1	11.7	3.2	0.3	North Carolina
5.2	0.9	6.3	0.2	13.5	3.6	0.7	Oklahoma
6.9	1.3	6.5	0.1	11.1	4.2	0.6	South Carolina
5.4	0.9	11.9	0.1	10.5	2.6	0.7	Tennessee
5.0	1.2	5.3	0.2	11.2	2.0	0.8	Texas
4.7	1.0	5.7	0.1	9.5	3.4	0.8	Virginia
6.8	0.8	5.9	*	7.7	3.4	0.4	West Virginia
4.5	3.6	5.5	0.2	7.8	2.0	0.7	West
3.5	0.3	1.6	1.2	15.3	3.0	0.6	Alaska
5.3	0.6	3.6	0.2	7.4	1.7	0.6	Arizona
4.5	3.8	6.5	*	7.7	1.7	0.7	California
3.1	4.1	4.9	0.1	5.6	2.1	0.4	Colorado
7.0	0.9	6.2	0.4	3.6	1.8	0.3	Hawaii
6.2	0.9	4.8	0.1	8.6	2.3	1.0	Idaho
5.5	1.8	7.5	0.4	6.5	2.1	0.4	Montana
7.2	5.1	4.3	0.1	7.8	1.9	0.2	Nevada
4.4	3.1	4.7	0.1	10.9	3.4	0.7	New Mexico
3.6	5.4	4.3	0.3	8.4	1.9	0.4	Oregon
5.0	4.6	6.2	1.0	11.8	2.0	0.6	Utah
3.8	4.4	4.8	0.1	6.9	2.1	0.8	Washington
5.5	2.2	5.3	0.3	5.1	9.2	2.0	Wyoming
4.8	4.6	6.6	0.1	8.8	2.2	0.7	Midwest
3.7	7.3	6.5	0.1	9.6	2.2	1.1	Illinois
4.7	2.1	6.5	0.2	11.9	2.0	0.6	Indiana
3.3	4.2	7.3	0.2	4.9	2.3	1.3	Iowa
4.5	3.7	5.6	0.1	9.9	2.8	0.3	Kansas
3.3	1.8	6.2	*	8.2	2.2	0.8	Michigan
5.1	1.7	5.3	0.2	6.8	2.6	0.3	Minnesota
7.0	4.1	6.7	0.5	11.7	2.2	0.8	Missouri
5.2	5.7	6.3	0.2	9.7	2.0	0.7	Nebraska
5.9	1.9	7.1	0.1	8.8	2.8	1.6	North Dakota
4.4	10.4	7.8	0.1	7.8	1.7	0.6	Ohio
7.1	0.5	6.7	0.2	9.2	2.5	0.6	South Dakota
9.1	1.8	6.2	*	6.9	2.7	0.7	Wisconsin
4.0	3.4	7.3	0.1	10.8	2.5	0.5	Northeast
2.8	7.2	6.5	*	14.9	3.6	0.2	Connecticut
7.1	0.5	9.2	0.1	9.5	3.7	0.5	Maine
5.0	0.9	9.7	*	8.4	2.2	0.9	Massachusetts
6.0	1.1	5.3	*	15.0	3.8	1.0	New Hampshire
3.8	7.0	8.1	*	9.7	2.4	0.1	New Jersey
3.8	2.9	7.5	*	12.3	2.6	0.7	New York
4.3	2.6	6.3	0.3	10.1	2.3	0.5	Pennsylvania
3.1	1.3	11.9	0.1	8.6	1.9	0.4	Rhode Island
2.4	0.5	3.6	0.1	6.4	1.5	0.2	Vermont
2.3	*	2.3	*	10.8	1.7	0.6	District of Columbia

**Table 79**  
**Staff at Public Two-Year Colleges<sup>1</sup>**

	Total 2019-20	Percent Change 2015-16 to 2019-20	2019-20 Percent Distribution						
			Faculty	Graduate Assistants	Librarian, Archivist, Curator	Student/ Academic & Other Services	Management	Business/ Financial Operations	Computer, Engineering, Science
50 states and D.C.	662,995	11.6	54.4	*	0.9	8.9	5.5	2.9	2.7
SREB states as a percent of U.S.	254,360 38.4	-0.3	51.2	*	1.0	10.0	5.6	3.0	2.8
Alabama	8,374	-4.3	52.7	*	1.2	11.4	5.1	1.6	1.7
Arkansas	5,972	-3.6	49.2	*	1.2	10.5	7.1	3.4	3.0
Delaware	1,700	0.5	66.2	*	0.9	4.8	3.8	2.8	2.5
Florida	48,816	7.8	47.1	*	1.0	11.1	3.0	3.4	3.0
Georgia	3,619	-47.0	56.8	*	0.9	6.7	6.8	1.9	2.3
Kentucky	5,928	-8.0	54.4	*	1.1	7.2	5.5	2.7	1.7
Louisiana	4,288	-2.9	55.3	*	0.3	7.1	7.9	14.2	1.1
Maryland	17,945	-6.4	51.3	*	0.8	9.7	4.6	3.7	4.6
Mississippi	8,462	-0.6	46.6	*	1.2	5.4	6.1	1.5	1.3
North Carolina	37,974	2.6	55.0	*	0.9	12.5	6.8	1.5	2.3
Oklahoma	7,750	0.9	41.2	*	1.3	8.7	5.8	2.4	3.8
South Carolina	9,301	-7.5	51.7	*	1.3	5.5	5.7	4.5	3.4
Tennessee	8,688	4.0	57.9	*	0.4	3.2	2.7	2.4	1.7
Texas	69,519	5.5	50.6	*	1.0	11.1	5.8	3.1	2.9
Virginia	13,959	-15.3	55.5	*	0.6	8.5	11.9	3.5	2.3
West Virginia	2,076	-10.4	59.6	*	0.8	2.6	8.3	2.4	2.6
West as a percent of U.S.	174,196 26.3	41.9	59.9	*	0.8	6.7	5.5	2.8	2.2
Alaska	142	—	16.9	*	12.66	16.17	9.8	3.5	2.11
Arizona	18,458	334.2	48.6	*	1.6	12.4	4.8	2.0	3.6
California	89,722	40.0	68.2	*	0.4	3.4	4.5	2.5	1.4
Colorado	8,081	105.6	59.8	*	0.7	10.5	5.0	4.0	2.0
Hawaii	2,451	4.4	52.8	*	1.3	10.2	3.3	3.6	2.3
Idaho	3,774	32.9	36.2	*	0.9	26.1	5.9	6.9	2.6
Montana	1,523	24.4	48.7	*	1.8	7.5	9.9	3.0	3.0
Nevada	4,706	14.5	62.1	0.1	0.8	9.7	4.3	4.6	2.0
New Mexico	7,660	54.2	49.1	*	0.9	12.1	5.7	3.8	3.5
Oregon	10,924	-2.1	52.9	*	1.1	8.1	6.9	2.6	4.3
Utah	4,352	-19.8	46.5	*	1.1	10.0	4.3	3.1	3.7
Washington	19,377	30.2	52.2	*	1.1	5.4	10.1	2.6	2.5
Wyoming	3,118	-10.7	45.8	*	1.5	10.6	6.7	1.9	3.7
Midwest as a percent of U.S.	144,211 21.8	21.7	53.2	*	0.9	8.6	5.5	3.3	3.0
Illinois	29,596	54.3	49.8	*	1.0	7.3	4.6	3.8	3.5
Indiana	8,816	-19.4	52.3	*	0.3	1.7	5.0	4.5	3.1
Iowa	10,549	-0.6	54.7	*	0.5	10.0	5.7	2.5	2.4
Kansas	9,634	28.9	46.9	*	0.8	10.4	6.7	2.0	2.6
Michigan	18,699	-0.3	54.6	*	1.1	6.8	7.2	2.7	3.3
Minnesota	8,870	27.6	50.9	*	1.1	16.2	3.6	4.4	3.4
Missouri	12,014	-10.4	51.5	*	2.1	10.8	4.2	2.7	2.6
Nebraska	5,466	24.5	54.7	*	0.7	8.7	5.2	2.7	3.0
North Dakota	1,654	-13.5	48.0	*	0.9	8.2	6.3	3.1	2.4
Ohio	22,918	7.0	57.7	*	0.7	10.3	5.3	3.8	2.6
South Dakota	1,359	23.0	54.5	*	1.4	5.0	9.6	4.3	2.4
Wisconsin	14,781	538.2	57.5	*	0.5	6.8	6.6	2.5	2.9
Northeast as a percent of U.S.	89,967 13.6	-8.1	54.4	*	1.3	10.6	5.4	2.2	2.8
Connecticut	4,910	-6.1	73.0	*	1.1	8.1	2.5	2.4	1.6
Maine	1,729	-9.9	70.6	*	0.7	6.2	6.1	2.3	2.0
Massachusetts	12,023	-9.5	53.6	*	1.4	14.8	7.3	2.0	3.1
New Hampshire	2,488	-6.9	58.9	*	1.0	15.6	1.5	1.6	1.2
New Jersey	15,854	-5.2	56.2	*	1.1	10.5	4.9	2.3	2.4
New York	35,779	-7.8	46.5	*	1.5	11.9	5.1	1.8	3.5
Pennsylvania	15,280	-9.2	61.1	*	1.1	5.8	6.5	2.3	2.2
Rhode Island	1,320	6.4	64.1	*	*	0.4	5.5	11.0	2.0
Vermont	642	-44.9	76.2	*	0.3	2.2	11.5	0.3	0.9
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*\*\* indicates less than 0.1 percent.

"NA" indicates not applicable. There was no institution of this type in this state during the specified years.

"—" indicates data not reported in one or both years.

Note: SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> Two-year colleges formerly embedded in and reported as four-year are now separate and reported as two-year.

Source: SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).



**Table 79**  
continued

2019-20 Percent Distribution							
Community Service, Legal Arts, & Media	Healthcare Practitioners and Technical	Service	Sales and Related	Office Administrative and Support	Natural Resources, Constructions, Maintenance	Production Transportation, Material Moving	
4.2	0.3	5.7	0.3	12.8	1.2	0.2	50 states and D.C.
4.3	0.2	5.6	0.2	14.1	1.6	0.3	SREB states
3.4	*	6.1	0.2	15.3	1.1	0.2	Alabama
4.3	*	6.3	0.2	12.5	1.8	0.1	Arkansas
3.1	*	6.0	*	8.1	1.5	*	Delaware
4.7	0.2	6.4	0.3	17.4	2.1	0.2	Florida
3.3	0.5	7.4	*	11.2	0.9	*	Georgia
5.9	0.2	6.3	*	15.0	*	*	Kentucky
1.3	0.9	4.1	*	6.2	1.5	*	Louisiana
3.8	0.1	5.7	0.2	12.9	2.3	0.4	Maryland
5.6	0.2	14.9	0.9	13.1	2.5	0.3	Mississippi
3.9	0.1	5.2	0.3	10.5	1.0	0.4	North Carolina
9.7	0.9	7.0	0.3	14.4	2.3	0.9	Oklahoma
6.5	0.4	4.5	*	13.9	1.9	0.3	South Carolina
5.9	1.9	4.7	*	17.7	1.2	*	Tennessee
3.9	0.1	4.4	0.2	15.2	1.3	0.2	Texas
1.8	0.1	3.5	*	9.9	2.1	0.2	Virginia
3.6	0.5	5.7	*	11.1	1.7	*	West Virginia
3.4	0.2	5.4	0.1	12.2	0.8	0.1	West
2.8	14.1	*	0.0	8.4	3.5	*	Alaska
5.1	0.3	5.2	*	15.6	0.7	0.2	Arizona
2.4	0.1	4.8	*	12.3	0.1	*	California
4.4	*	4.8	0.3	6.9	1.2	0.4	Colorado
9.8	*	6.9	0.2	7.6	0.7	0.8	Hawaii
7.3	0.3	4.5	*	7.5	1.5	0.2	Idaho
3.0	0.1	9.0	0.7	11.7	1.5	*	Montana
3.8	0.2	3.1	*	7.6	1.7	*	Nevada
3.0	0.1	10.3	0.6	8.7	1.9	0.3	New Mexico
4.7	*	5.1	0.4	12.6	1.0	0.3	Oregon
7.3	0.4	7.6	0.2	13.8	1.6	0.2	Utah
2.6	0.2	6.0	0.3	14.1	2.7	0.2	Washington
6.8	0.3	10.7	0.3	9.4	1.7	0.8	Wyoming
5.6	0.4	6.4	0.6	11.3	0.9	0.2	Midwest
9.7	0.6	8.8	1.4	9.2	0.2	*	Illinois
6.0	0.1	4.3	*	22.2	0.3	*	Indiana
5.9	0.1	6.5	0.6	9.9	1.0	0.5	Iowa
7.1	1.2	7.9	0.4	11.9	1.7	0.4	Kansas
4.2	*	6.7	0.1	12.0	0.9	0.3	Michigan
2.6	0.3	5.3	1.3	8.9	1.8	*	Minnesota
3.4	*	5.9	0.8	14.8	1.1	0.1	Missouri
5.8	0.9	5.4	0.6	9.3	2.6	0.3	Nebraska
5.4	0.4	10.2	0.4	10.2	2.8	2.1	North Dakota
4.6	0.4	4.5	0.2	8.8	0.9	0.1	Ohio
3.7	0.9	8.5	1.5	5.8	1.0	0.4	South Dakota
3.3	0.2	5.4	0.5	12.8	0.9	0.2	Wisconsin
3.4	0.3	5.6	0.1	12.6	1.1	0.3	Northeast
2.2	*	3.6	*	4.6	0.5	0.1	Connecticut
1.9	*	4.3	*	4.4	1.4	*	Maine
1.1	0.3	5.0	*	10.1	1.0	0.5	Massachusetts
11.3	*	3.7	*	3.2	0.3	*	New Hampshire
3.7	0.3	5.7	0.1	11.5	1.1	0.2	New Jersey
4.1	0.6	6.4	*	16.7	1.4	0.5	New York
2.7	*	5.6	0.2	11.7	0.8	*	Pennsylvania
0.3	*	3.7	*	10.8	1.6	*	Rhode Island
0.8	*	*	*	7.8	*	*	Vermont
NA	NA	NA	NA	NA	NA	NA	District of Columbia

**Table 80**  
**Percent Distribution of Full-Time Instructional Faculty**  
**by Rank at Public Four-Year Colleges and Universities**

	2019-20					2014-15				
	Professor	Associate Professor	Assistant Professor	Instructor	All Other <sup>1</sup>	Professor	Associate Professor	Assistant Professor	Instructor	All Other <sup>1</sup>
50 states and D.C.	29.3	25.1	25.0	6.9	13.7	29.7	26.5	25.1	6.9	11.7
SREB states	26.7	25.3	25.1	9.0	13.9	26.8	26.1	25.7	9.3	12.0
Alabama	23.4	26.0	30.8	12.4	7.5	24.7	26.3	30.0	12.2	6.8
Arkansas	22.6	23.0	25.1	21.6	7.8	24.1	23.7	27.3	17.9	7.0
Delaware	30.2	31.2	29.9	6.7	2.0	30.6	32.6	28.2	7.7	0.9
Florida	26.4	23.9	22.7	15.1	11.9	26.6	25.2	21.4	15.7	11.1
Georgia	25.7	25.4	25.7	5.5	17.7	29.0	25.9	28.5	6.5	10.0
Kentucky	27.3	28.1	25.1	8.0	11.4	26.2	29.5	28.0	7.7	8.6
Louisiana	24.2	21.9	28.2	22.5	3.3	25.2	25.9	26.0	17.9	4.7
Maryland	29.5	27.8	22.6	1.2	18.8	26.3	23.9	23.5	3.5	22.8
Mississippi	23.0	26.2	29.0	18.0	3.9	21.2	25.7	31.6	18.5	3.0
North Carolina	29.0	27.9	25.6	3.1	14.5	26.2	27.3	23.3	3.0	20.2
Oklahoma	27.9	22.2	25.3	11.2	13.5	29.2	23.8	26.6	12.0	8.3
South Carolina	26.0	27.1	25.9	9.7	11.3	26.3	28.9	27.5	9.5	7.7
Tennessee	29.9	25.3	23.9	6.9	14.0	30.7	26.2	26.8	6.1	10.2
Texas	26.0	22.8	20.5	5.1	25.6	27.2	25.2	22.4	5.3	19.9
Virginia	28.7	28.0	29.1	9.1	5.1	26.4	26.4	28.9	13.0	5.4
West Virginia	27.6	27.6	31.7	8.6	4.6	25.0	29.3	31.1	12.8	1.8
West	32.6	20.9	23.6	6.7	16.2	33.7	24.4	22.3	6.3	13.4
Alaska	26.0	30.7	36.0	6.7	0.6	21.1	28.2	41.7	9.0	0.1
Arizona	27.3	21.8	23.2	9.4	18.3	26.7	22.5	18.4	11.9	20.6
California	40.4	16.7	22.8	0.1	20.1	41.6	22.5	20.3	1.3	14.4
Colorado	28.2	22.8	22.8	17.8	8.5	26.6	25.8	22.9	14.9	9.9
Hawaii	36.4	28.0	23.1	12.4	*	31.3	30.6	24.6	10.6	2.9
Idaho	24.7	26.4	28.9	8.1	11.9	22.1	19.8	21.6	6.3	30.2
Montana	33.3	23.7	23.5	7.8	11.8	32.6	24.0	24.8	12.7	5.8
Nevada	23.9	20.1	25.0	0.2	30.8	29.1	29.8	27.4	0.9	12.7
New Mexico	26.4	28.5	29.2	6.6	9.2	26.5	28.0	31.1	4.7	9.8
Oregon	25.9	23.6	23.0	26.7	0.8	27.9	25.6	25.7	19.0	1.8
Utah	23.6	24.5	30.3	4.6	17.1	29.3	30.4	25.6	3.3	11.5
Washington	31.2	22.0	17.7	5.9	23.2	28.7	25.3	21.6	7.3	17.1
Wyoming	27.2	26.2	20.7	2.9	23.0	26.9	28.6	22.8	0.4	21.3
Midwest	30.2	26.3	24.3	5.6	13.6	29.6	27.7	26.0	6.2	10.5
Illinois	28.4	26.6	25.7	10.1	9.3	29.0	27.8	24.8	9.0	9.4
Indiana	26.7	24.7	23.4	3.5	21.7	28.5	27.7	26.6	5.1	12.0
Iowa	32.4	31.4	26.9	2.4	6.9	30.5	28.1	26.4	7.1	7.9
Kansas	28.0	26.5	26.7	10.6	8.2	26.8	28.2	26.6	10.2	8.3
Michigan	31.6	24.4	21.0	3.1	20.0	31.3	25.4	24.1	3.6	15.6
Minnesota	36.5	25.4	26.8	2.9	8.4	31.0	27.6	25.6	4.3	11.4
Missouri	27.8	25.1	29.7	10.7	6.8	29.9	27.2	28.2	9.0	5.8
Nebraska	28.9	25.4	25.0	6.8	14.0	32.1	27.9	25.8	4.8	9.3
North Dakota	23.2	28.5	29.0	8.6	10.7	21.3	25.7	35.0	6.4	11.5
Ohio	30.9	29.9	22.9	5.2	11.1	28.7	31.4	25.0	6.2	8.6
South Dakota	22.2	21.9	26.0	19.2	10.7	24.0	22.3	30.7	17.5	5.5
Wisconsin	34.6	25.9	22.1	1.1	16.2	31.4	25.4	28.0	2.1	13.0
Northeast	29.9	28.8	27.7	4.0	9.6	31.4	27.5	25.5	4.7	10.9
Connecticut	37.6	30.7	27.7	2.2	1.8	35.7	26.8	26.8	2.1	8.6
Maine	32.2	24.0	27.0	1.8	15.1	30.1	30.9	25.2	3.6	10.2
Massachusetts	30.8	26.8	23.5	1.7	17.2	34.9	24.6	22.6	2.6	15.3
New Hampshire	28.2	28.1	22.8	0.3	20.6	36.3	31.3	24.3	2.0	6.1
New Jersey	32.4	26.6	28.5	4.7	7.8	34.7	28.4	24.4	5.5	7.1
New York	29.0	31.2	26.9	1.8	11.1	30.8	28.7	25.4	3.1	12.1
Pennsylvania	26.9	28.7	31.1	8.1	5.2	26.7	27.3	28.1	9.5	8.4
Rhode Island	36.2	24.4	25.2	*	14.2	36.3	27.3	23.9	2.2	10.4
Vermont	33.1	28.2	19.4	1.7	17.6	29.6	27.2	23.1	2.8	17.3
District of Columbia	22.5	36.3	35.8	5.4	*	29.5	28.4	22.2	3.8	16.2

\*\*\* indicates less than 0.1 percent.

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> Includes lecturers, faculty with no rank and faculty in a single rank system.

Sources: SREB-State Data Exchange.

SREB analysis of National Center for Education Statistics fall staff surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 81**  
**Median Student-to-Faculty Ratios**

	2019					
	Public			Private Not-For-Profit and For-Profit		
	Four-Year	Two-Year	Less Than Two-Year	Four-Year	Two-Year	Less Than Two-Year
50 states and D.C.	16	17	16	11	14	15
SREB states as a percent of U.S.	16 98.4	19 115.2	16 103.2	12 106.7	15 107.1	15 100.0
Alabama	17	18	12	13	14	15
Arkansas	15	15	NA	12	9	NA
Delaware	16	12	NA	16	10	NA
Florida	19	23	NA	14	15	12
Georgia	19	21	16	13	15	NA
Kentucky	16	19	18	12	14	NA
Louisiana	20	23	21	11	16	NA
Maryland	15	16	NA	10	18	NA
Mississippi	16	19	NA	13	27	NA
North Carolina	16	13	NA	12	11	NA
Oklahoma	18	20	NA	11	16	NA
South Carolina	15	16	NA	13	16	NA
Tennessee	16	20	NA	12	15	15
Texas	18	20	NA	12	19	30
Virginia	14	22	NA	11	13	12
West Virginia	14	15	15	13	20	24
West as a percent of U.S.	16 100.0	16 97.0	NA NA	11 97.8	14 100.0	12 80.0
Alaska	10	8	NA	7	13	NA
Arizona	17	18	NA	16	23	NA
California	23	26	NA	11	18	12
Colorado	16	18	NA	13	14	NA
Hawaii	13	15	NA	11	25	NA
Idaho	15	16	NA	14	8	NA
Montana	15	12	NA	10	14	NA
Nevada	18	19	NA	7	24	NA
New Mexico	13	16	NA	12	17	NA
Oregon	17	17	NA	11	10	NA
Utah	20	19	NA	18	13	NA
Washington	19	15	NA	11	19	NA
Wyoming	15	15	NA	NA	14	NA
Midwest as a percent of U.S.	17 104.7	17 100.0	NA NA	11 97.8	13 92.9	19 126.7
Illinois	14	19	NA	11	15	15
Indiana	15	20	NA	11	19	NA
Iowa	17	17	NA	11	8	NA
Kansas	18	16	NA	11	10	NA
Michigan	16	16	NA	11	17	NA
Minnesota	17	20	NA	12	12	NA
Missouri	17	18	NA	12	10	30
Nebraska	17	13	NA	11	11	NA
North Dakota	13	12	NA	12	NA	NA
Ohio	16	18	NA	11	14	19
South Dakota	17	13	NA	12	NA	NA
Wisconsin	19	11	NA	11	16	NA
Northeast as a percent of U.S.	15 95.3	15 90.9	NA NA	11 97.8	12 85.7	11 73.3
Connecticut	16	15	NA	11	NA	NA
Maine	13	15	NA	10	10	6
Massachusetts	15	15	NA	11	9	NA
New Hampshire	16	10	NA	12	8	NA
New Jersey	16	21	NA	12	18	NA
New York	16	19	NA	12	12	13
Pennsylvania	16	16	NA	11	12	11
Rhode Island	15	19	NA	13	NA	NA
Vermont	15	14	NA	9	NA	NA
District of Columbia	9	NA	NA	11	24	NA

"NA" indicates not applicable. There were no degree-granting institutions of this type in the state.

Notes: Includes Title IV-eligible, degree-granting postsecondary institutions. Excludes specialized schools such as stand-alone medical or law schools, military schools, and single or limited program technical schools. The degree-granting, Title IV-eligible institutions that offer instruction only online are also excluded. Two-year colleges awarding bachelor's degrees are included as two-year schools, not as four-year schools.

Student-to-faculty ratios are based on full-time-equivalent counts of students not enrolled in graduate or professional programs and instructional staff not teaching in these programs.

Source: SREB analysis of National Center for Education Statistics enrollment survey — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 82**  
**Average Salaries of Full-Time Instructional Faculty**  
**at Public Four-Year Colleges and Universities**

	Average Salary (all ranks) 2019-20	Percent Change 2014-15 to 2019-20	Inflation-Adjusted Percent Change <sup>1</sup> 2014-15 to 2019-20	Percent of U.S. Average Salary		National Ranking	
				2014-15	2019-20	2014-15	2019-20
50 states and D.C.	\$91,034	11.8	3.8				
SREB states	85,572	11.0	3.1	94.7	94.0		
Alabama	83,647	10.0	2.1	93.4	91.9	33	33
Arkansas	70,742	6.7	-0.9	81.4	77.7	49	49
Delaware	112,456	11.7	3.7	123.6	123.5	1	2
Florida	94,267	12.2	4.2	103.2	103.6	17	14
Georgia	76,966	10.9	3.0	85.2	84.5	42	41
Kentucky	77,255	5.5	-2.0	89.9	84.9	38	40
Louisiana	72,151	8.1	0.4	81.9	79.3	48	48
Maryland	93,972	8.2	0.5	106.6	103.2	10	15
Mississippi	73,815	6.6	-1.0	85.1	81.1	43	46
North Carolina	87,097	14.0	5.8	93.8	95.7	32	25
Oklahoma	76,541	10.6	2.7	85.0	84.1	44	42
South Carolina	83,977	7.0	-0.6	96.4	92.2	30	32
Tennessee	81,474	11.0	3.1	90.1	89.5	37	35
Texas	89,629	12.3	4.2	98.0	98.5	24	20
Virginia	96,672	12.7	4.7	105.3	106.2	14	10
West Virginia	77,622	8.7	1.0	87.6	85.3	41	39
<b>West</b>	<b>100,911</b>	<b>16.1</b>	<b>7.8</b>	<b>106.7</b>	<b>110.9</b>		
Alaska	83,090	5.2	-2.3	97.0	91.3	27	34
Arizona	93,713	8.6	0.8	106.0	102.9	12	16
California	118,922	20.7	12.1	120.9	130.6	2	1
Colorado	88,461	11.5	3.5	97.4	97.2	25	23
Hawaii	106,504	14.3	6.2	114.4	117.0	5	3
Idaho	75,132	17.7	9.3	78.4	82.5	50	45
Montana	68,278	-1.1	-8.2	84.8	75.0	45	50
Nevada	94,651	5.5	-2.0	110.2	104.0	9	13
New Mexico	78,371	6.3	-1.3	90.5	86.1	36	38
Oregon	88,666	13.7	5.6	95.7	97.4	31	22
Utah	84,324	17.9	9.4	87.9	92.6	40	30
Washington	100,100	16.0	7.7	106.0	110.0	13	6
Wyoming	89,100	8.5	0.8	100.8	97.9	20	21
<b>Midwest</b>	<b>89,297</b>	<b>10.4</b>	<b>2.5</b>	<b>99.4</b>	<b>98.1</b>		
Illinois	91,900	11.6	3.6	101.1	101.0	19	18
Indiana	84,925	8.0	0.3	96.5	93.3	29	29
Iowa	97,943	6.0	-1.6	113.5	107.6	6	8
Kansas	80,214	7.9	0.2	91.3	88.1	35	36
Michigan	97,859	13.1	5.0	106.3	107.5	11	9
Minnesota	96,309	13.0	4.9	104.7	105.8	16	11
Missouri	75,655	5.1	-2.4	88.4	83.1	39	44
Nebraska	86,596	9.4	1.6	97.2	95.1	26	27
North Dakota	76,456	10.9	3.0	84.6	84.0	46	43
Ohio	91,833	10.7	2.8	101.9	100.9	18	19
South Dakota	73,792	7.3	-0.3	84.4	81.1	47	47
Wisconsin	84,167	11.0	3.1	93.1	92.5	34	31
<b>Northeast</b>	<b>93,881</b>	<b>8.5</b>	<b>0.8</b>	<b>106.2</b>	<b>103.1</b>		
Connecticut	99,748	6.7	-0.9	114.8	109.6	4	7
Maine	80,194	1.5	-5.7	97.0	88.1	28	37
Massachusetts	101,178	12.5	4.5	110.4	111.1	8	5
New Hampshire	93,646	2.2	-5.1	112.6	102.9	7	17
New Jersey	102,686	9.0	1.2	115.7	112.8	3	4
New York	87,106	6.2	-1.4	100.8	95.7	21	24
Pennsylvania	94,799	10.8	2.9	105.0	104.1	15	12
Rhode Island	87,001	8.8	1.0	98.2	95.6	23	26
Vermont	86,268	7.8	0.1	98.3	94.8	22	28
District of Columbia	77,711	-1.6	-8.6	97.0	85.4		

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> The Consumer Price Index (CPI) increased by 7.7 percent from 2014-15 to 2019-20. The CPI in July of the year in which the academic year begins is used.

Sources: SREB analysis of faculty salary data from the NCES IPEDS Human Resources survey — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

Table 83

### Average Salaries of Full-Time Instructional Faculty at Public Two-Year Colleges and Technical Institutes or Colleges

	Two-Year Colleges					Technical Institutes or Colleges		
	Average Salary (all ranks)  2019-20	Percent Change 2014-15 to 2019-20		Percent of U.S. Average		Average Salary (all ranks)  2019-20	Percent Change 2014-15 to 2019-20	
		Current Dollars	Inflation Adjusted <sup>1</sup>	2014-15	2019-20		Current Dollars	Inflation Adjusted <sup>1</sup>
50 states and D.C.	\$67,269	14.0	5.9			\$42,393	-32.5	-37.3
SREB states	56,305	8.1	0.4	88.3	83.7	\$42,393	5.5	-2.0
Alabama	59,026	11.1	3.2	90.0	87.7	46,210	-11.9	-18.2
Arkansas	45,517	3.0	-4.4	74.9	67.7	—	—	—
Delaware	65,574	12.4	4.4	98.8	97.5	—	—	—
Florida	58,165	4.4	-3.1	94.4	86.5	—	—	—
Georgia	45,253	7.9	0.2	71.1	67.3	41,727	4.2	-3.2
Kentucky	52,016	12.8	4.7	78.2	77.3	46,681	13.5	5.4
Louisiana	46,542	6.1	-1.5	74.3	69.2	43,212	16.1	7.9
Maryland	68,850	11.3	3.3	104.9	102.3	—	—	—
Mississippi	49,905	3.7	-3.7	81.6	74.2	—	—	—
North Carolina	50,140	5.1	-2.4	80.8	74.5	—	—	—
Oklahoma	50,150	9.6	1.7	77.6	74.6	—	—	—
South Carolina	50,962	-0.1	-7.2	86.4	75.8	—	—	—
Tennessee	54,010	10.5	2.7	82.8	80.3	—	—	—
Texas	60,161	9.4	1.6	93.2	89.4	—	—	—
Virginia	65,721	8.4	0.7	102.8	97.7	—	—	—
West Virginia	51,288	11.1	3.1	78.3	76.2	46,972	-8.0	-14.6
West	78,561	15.9	7.6	114.9	116.8	—	—	—
Alaska	90,588	—	—	—	134.7	—	—	—
Arizona	71,784	0.5	-6.7	121.0	106.7	—	—	—
California	87,006	17.5	9.1	125.5	129.3	—	—	—
Colorado	61,326	14.4	6.3	90.8	91.2	—	—	—
Hawaii	77,148	11.4	3.5	117.4	114.7	—	—	—
Idaho	55,425	11.5	3.5	84.3	82.4	—	—	—
Montana	49,623	6.7	-0.9	78.8	73.8	—	—	—
Nevada	74,759	13.6	5.5	111.5	111.1	—	—	—
New Mexico	55,095	7.4	-0.2	86.9	81.9	—	—	—
Oregon	69,563	12.8	4.8	104.5	103.4	—	—	—
Utah	58,887	11.9	3.9	89.2	87.5	—	—	—
Washington	68,380	21.2	12.6	95.6	101.7	—	—	—
Wyoming	60,338	3.7	-3.7	98.6	89.7	—	—	—
Midwest	69,613	15.2	7.0	102.4	103.5	—	—	—
Illinois	79,566	14.1	3.1	118.1	118.3	—	—	—
Indiana	52,178	14.1	6.0	77.5	77.6	—	—	—
Iowa	60,880	8.6	0.9	95.0	90.5	—	—	—
Kansas	53,746	0.2	-7.0	90.9	79.9	—	—	—
Michigan	79,737	8.8	1.0	124.2	118.5	—	—	—
Minnesota	71,908	10.2	2.3	110.6	106.9	—	—	—
Missouri	56,674	11.7	3.8	86.0	84.2	—	—	—
Nebraska	58,847	6.6	-1.0	93.6	87.5	—	—	—
North Dakota	54,881	5.9	-1.6	87.8	81.6	—	—	—
Ohio	68,597	10.5	2.6	105.2	102.0	—	—	—
South Dakota	55,281	16.5	8.2	80.4	82.2	—	—	—
Wisconsin	81,830	56.4	45.2	88.7	121.6	—	—	—
Northeast	71,566	11.0	3.1	109.3	106.4	—	—	—
Connecticut	74,121	8.1	0.4	116.2	110.2	—	—	—
Maine	58,633	6.4	-1.2	93.4	87.2	—	—	—
Massachusetts	64,243	3.9	-3.5	104.7	95.5	—	—	—
New Hampshire	60,826	7.2	-0.5	96.2	90.4	—	—	—
New Jersey	69,628	6.3	-1.3	111.0	103.5	—	—	—
New York	78,507	17.3	8.9	113.5	116.7	—	—	—
Pennsylvania	63,733	5.3	-2.3	102.6	94.7	—	—	—
Rhode Island	61,018	0.7	-6.5	102.7	90.7	—	—	—
Vermont	—	—	—	93.7	—	—	—	—
District of Columbia	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There was no institution of this type in the state during the specified years.

"—" indicates not available.

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public two-year colleges and technical institutes except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> The Consumer Price Index (CPI) increased by 7.7 percent from 2014-15 to 2019-20. The CPI in July of the year in which the academic year begins is used.

Source: SREB analysis of National Center for Education Statistics Human Resources survey — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 84**

**Average Salaries of Full-Time Instructional Faculty by Rank at Public Four-Year Colleges and Universities**

	2019-20					Percent Change, 2014-15 to 2019-20				
	All Ranks <sup>1</sup>	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks <sup>1</sup>	Professor	Associate Professor	Assistant Professor	Instructor
50 states and D.C.	\$91,034	\$126,235	\$90,026	\$77,920	\$54,150	11.8	8.8	11.9	12.8	12.2
SREB states as a percent of U.S.	85,572 94.0	120,625 95.6	86,407 96.0	74,919 96.1	53,345 98.5	11.0	11.0	11.0	11.8	12.1
Alabama	83,647	120,353	86,497	72,297	54,307	10.0	11.6	12.0	13.2	12.1
Arkansas	70,742	99,568	75,262	65,227	49,233	6.7	6.3	7.8	6.4	9.1
Delaware	112,456	152,059	105,517	91,712	75,995	11.7	10.9	13.7	14.9	19.2
Florida	94,267	135,531	95,559	82,608	60,200	12.2	14.9	14.9	12.4	14.4
Georgia	76,966	107,617	77,198	67,899	47,609	10.9	9.6	11.2	13.2	13.4
Kentucky	77,255	102,802	77,804	68,391	46,352	5.5	1.7	7.1	8.1	1.7
Louisiana	72,151	99,702	74,105	67,681	47,162	8.1	10.2	7.1	12.2	2.3
Maryland	93,972	130,895	92,856	79,327	61,324	8.2	12.3	8.7	-2.1	-6.1
Mississippi	73,815	100,606	78,681	68,185	48,673	6.6	6.5	7.3	4.7	7.4
North Carolina	87,097	118,533	85,694	76,286	55,176	14.0	7.8	9.1	9.8	1.1
Oklahoma	76,541	104,913	79,905	70,450	45,675	10.6	9.8	11.4	15.5	6.8
South Carolina	83,977	114,482	84,909	75,250	53,794	7.0	6.2	7.6	8.0	8.6
Tennessee	81,474	109,854	82,179	71,787	50,386	11.0	11.9	12.0	14.2	10.9
Texas	89,629	133,468	90,824	79,810	58,976	12.3	13.1	10.7	14.5	27.4
Virginia	96,672	134,091	95,163	80,432	57,291	12.7	12.7	14.7	14.0	14.9
West Virginia	77,622	95,966	77,215	66,501	44,580	8.7	3.0	7.5	9.3	11.3
West as a percent of U.S.	100,911 110.9	139,729 110.7	98,153 109.0	84,760 108.8	56,707 104.7	16.1	19.7	18.3	16.4	16.4
Alaska	83,090	102,837	87,272	69,792	60,144	5.2	-2.8	5.2	2.6	7.0
Arizona	93,713	137,290	99,123	80,806	47,816	8.6	9.5	15.3	7.9	25.1
California	118,922	157,247	112,166	94,991	88,238	20.7	26.1	29.4	20.7	61.2
Colorado	88,461	120,569	91,272	80,082	62,429	11.5	9.4	10.0	12.2	18.0
Hawaii	106,504	134,529	101,322	89,313	67,964	14.3	13.6	14.9	16.2	10.2
Idaho	75,132	97,545	79,516	69,976	50,187	17.7	18.1	18.6	20.0	14.1
Montana	68,278	87,446	69,141	58,122	48,548	-1.1	1.2	-0.9	-5.7	1.4
Nevada	94,651	134,826	99,626	83,987	78,519	5.5	42.0	36.1	29.4	75.1
New Mexico	78,371	102,097	78,996	69,643	48,922	6.3	-16.1	-10.5	-1.7	-24.6
Oregon	88,666	123,901	93,622	81,086	57,229	13.7	15.4	12.3	12.7	16.5
Utah	84,324	118,988	86,383	74,262	54,457	17.9	22.0	19.0	18.2	23.4
Washington	100,100	135,150	101,639	90,468	52,289	16.0	17.7	18.3	12.1	12.1
Wyoming	89,100	118,590	88,317	82,240	81,475	8.5	5.6	11.3	13.5	-2.7
Midwest as a percent of U.S.	89,297 98.1	121,341 96.1	88,024 97.8	78,228 100.4	52,792 97.5	10.4	9.1	10.1	12.9	12.2
Illinois	91,900	124,307	90,767	85,363	54,526	11.6	6.2	9.5	12.6	14.1
Indiana	84,925	122,456	85,825	78,097	47,326	8.0	9.8	10.7	16.5	1.7
Iowa	97,943	130,196	91,097	81,009	60,083	6.0	6.0	4.8	5.4	0.4
Kansas	80,214	107,370	80,659	69,947	50,787	7.9	2.8	11.2	6.9	15.6
Michigan	97,859	137,976	96,671	83,416	58,438	13.1	11.7	11.4	14.3	13.7
Minnesota	96,309	123,061	91,877	79,161	57,355	13.0	11.2	12.8	14.0	18.8
Missouri	75,655	99,247	78,038	67,865	47,215	5.1	3.6	7.9	12.0	8.9
Nebraska	86,596	113,577	86,185	79,029	53,705	9.4	9.5	9.3	18.8	8.9
North Dakota	76,456	104,044	79,792	69,866	46,360	10.9	7.7	5.8	16.0	-1.5
Ohio	91,833	121,728	89,904	78,588	52,975	10.7	7.3	10.4	12.1	16.9
South Dakota	73,792	98,631	77,751	70,221	53,375	7.3	10.8	8.6	9.8	13.2
Wisconsin	84,167	109,363	79,352	75,483	64,246	11.0	11.3	10.2	12.4	22.2
Northeast as a percent of U.S.	93,881 103.1	126,111 99.9	92,812 103.1	76,315 97.9	55,723 102.9	8.5	8.7	9.1	9.4	5.6
Connecticut	99,748	123,930	92,960	78,253	67,077	6.7	6.4	6.0	9.5	2.7
Maine	80,194	102,328	81,486	67,106	49,687	1.5	3.5	4.7	15.0	-6.0
Massachusetts	101,178	130,789	101,911	83,851	61,372	12.5	14.6	15.1	13.6	6.6
New Hampshire	93,646	120,381	97,900	82,249	64,563	2.2	9.4	9.9	13.8	22.1
New Jersey	102,686	141,321	99,532	81,319	57,967	9.0	10.4	10.0	12.6	11.9
New York	87,106	114,746	86,548	71,130	49,373	6.2	5.7	8.7	5.0	2.0
Pennsylvania	94,799	134,512	94,826	76,964	55,321	10.8	9.0	7.4	9.6	4.6
Rhode Island	87,001	109,836	84,725	74,983	NA	8.8	10.5	13.4	13.5	-100.0
Vermont	86,268	107,883	88,439	67,101	68,380	7.8	3.9	8.1	9.7	31.5
District of Columbia	77,711	107,190	75,852	63,965	58,170	-1.6	-0.7	-2.4	0.1	19.0

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> Includes the ranks shown, plus all other full-time faculty, such as lecturers and unranked faculty.

Sources: SREB analysis of NCES IPEDS Human Resources faculty salary surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

Table 85

### Average Salaries of Full-Time Instructional Faculty by Type of Public Four-Year College or University

	Average for All Ranks of Faculty, 2019-20 SREB Categories of Four-Year Colleges and Universities <sup>1</sup>						Percent Change, 2014-15 to 2019-20 <sup>2</sup> SREB Categories of Four-Year Colleges and Universities					
	1	2	3	4	5	6	1	2	3	4	5	6
50 states and D.C.	\$104,080	\$84,846	\$78,739	\$72,887	\$72,224	\$66,465	12.2	7.9	11.2	8.3	9.5	5.0
SREB states as a percent of U.S.	99,124 95.2	81,314 95.8	69,972 88.9	66,049 90.6	66,172 91.6	61,806 93.0	11.4	3.1	8.7	7.2	9.6	6.7
Alabama	95,654	73,968	65,836	68,237	65,106	75,323	11.0	-16.2	8.4	7.8	5.9	8.5
Arkansas	90,348	62,956	63,793	58,405	NA	58,551	10.5	-11.2	7.9	9.5	NA	4.8
Delaware	119,070	NA	74,426	NA	NA	NA	9.8	NA	15.8	NA	NA	NA
Florida	98,990	NA	74,911	78,017	83,344	77,195	12.7	NA	7.2	9.8	25.7	7.2
Georgia	96,871	116,744	63,361	61,556	56,405	57,360	13.8	11.7	12.9	9.0	9.9	6.0
Kentucky	90,362	NA	65,974	60,027	NA	NA	4.2	NA	5.5	7.9	NA	NA
Louisiana	91,803	72,920	63,004	58,633	54,890	53,317	7.8	7.5	11.2	6.0	7.4	10.9
Maryland	121,911	89,137	74,364	74,532	72,972	70,661	10.9	8.3	15.6	4.2	11.2	8.1
Mississippi	78,622	63,791	NA	56,505	NA	NA	13.3	-14.9	NA	1.9	NA	NA
North Carolina	98,952	77,643	75,460	77,553	70,712	73,564	19.6	8.3	6.9	5.4	10.3	7.5
Oklahoma	88,701	NA	62,859	64,856	55,563	49,296	9.4	NA	8.2	0.9	2.9	1.6
South Carolina	96,133	NA	76,461	69,479	65,992	63,248	7.6	NA	6.3	11.5	-1.2	12.4
Tennessee	93,760	72,226	74,600	NA	66,548	NA	9.5	14.7	16.8	NA	10.0	NA
Texas	104,679	78,405	69,756	74,892	72,974	NA	13.1	9.4	6.1	7.6	8.7	NA
Virginia	104,188	102,763	77,463	NA	81,139	71,227	8.4	25.8	11.7	NA	12.9	15.6
West Virginia	94,361	NA	71,166	NA	61,206	59,045	10.8	NA	11.1	NA	3.5	3.4
West as a percent of U.S.	117,325 112.7	85,033 100.2	89,724 114.0	80,321 110.2	69,763 96.6	68,653 103.3	17.3	12.0	19.3	15.5	6.7	12.0
Alaska	NA	86,827	82,009	NA	75,358	NA	NA	5.2	5.5	NA	6.5	NA
Arizona	103,649	79,195	82,761	83,750	73,209	NA	9.8	7.8	NA	10.7	11.5	NA
California	150,387	108,770	92,230	89,008	98,315	91,323	20.3	30.3	19.1	14.8	NA	22.0
Colorado	99,863	85,434	76,795	60,783	61,604	70,908	13.3	6.7	24.8	7.7	-4.9	14.4
Hawaii	111,058	NA	NA	NA	91,168	87,407	15.0	NA	NA	NA	NA	16.6
Idaho	NA	76,665	NA	NA	NA	58,287	NA	16.0	NA	NA	NA	16.8
Montana	NA	70,422	NA	64,407	NA	55,688	NA	-4.4	NA	7.8	NA	7.6
Nevada	95,959	NA	NA	NA	NA	71,147	6.2	NA	NA	NA	NA	-2.1
New Mexico	82,872	NA	58,499	70,578	59,157	60,145	6.9	NA	4.6	21.0	NA	NA
Oregon	92,753	90,791	NA	81,002	61,111	69,150	11.9	24.2	NA	26.2	10.5	6.2
Utah	98,862	84,635	NA	70,595	74,674	66,065	29.8	NA	NA	13.8	13.4	NA
Washington	109,039	NA	77,798	93,658	81,802	NA	16.8	NA	8.3	9.6	17.9	NA
Wyoming	89,100	NA	NA	NA	NA	NA	NA	-100.0	NA	NA	NA	NA
Midwest as a percent of U.S.	101,534 97.6	80,854 95.3	76,074 96.6	69,347 95.1	70,476 97.6	57,003 85.8	10.3	9.4	8.6	9.6	14.2	0.2
Illinois	102,050	75,951	74,508	NA	NA	NA	7.3	6.9	7.5	NA	NA	NA
Indiana	104,899	71,502	71,720	63,184	61,444	47,417	11.9	5.7	3.6	10.2	3.1	-14.6
Iowa	101,696	NA	75,169	NA	NA	NA	6.1	NA	2.7	NA	NA	NA
Kansas	89,936	73,029	64,456	68,607	NA	55,934	10.2	7.7	6.1	1.1	NA	NA
Michigan	106,378	88,437	84,395	82,552	NA	57,850	13.1	11.7	12.8	14.8	NA	2.7
Minnesota	110,449	NA	84,200	82,384	84,128	67,725	10.6	NA	17.2	17.3	20.6	10.5
Missouri	88,260	85,161	67,501	62,698	NA	54,957	7.2	7.0	6.0	3.7	NA	11.2
Nebraska	100,104	75,231	NA	68,989	77,248	NA	9.1	NA	NA	12.5	21.9	NA
North Dakota	92,753	80,888	NA	64,025	55,016	56,516	NA	10.5	NA	11.1	5.7	3.2
Ohio	96,849	87,387	75,786	NA	62,268	66,598	10.6	11.7	0.7	NA	NA	14.9
South Dakota	NA	74,320	NA	84,618	67,112	NA	NA	8.8	NA	NA	6.0	NA
Wisconsin	103,568	NA	65,798	66,867	60,709	NA	13.5	NA	NA	8.3	1.1	NA
Northeast as a percent of U.S.	102,628 98.6	103,530 122.0	89,734 114.0	80,927 111.0	83,974 116.3	75,698 113.9	8.7	9.9	7.5	2.9	10.5	5.5
Connecticut	114,275	NA	83,682	NA	78,891	NA	6.6	NA	6.0	NA	2.9	NA
Maine	NA	88,972	79,611	NA	NA	65,127	NA	2.9	-3.1	NA	NA	4.3
Massachusetts	115,397	105,659	92,638	85,773	81,362	NA	11.9	10.0	10.0	16.0	12.6	NA
New Hampshire	NA	100,436	78,561	NA	48,308	87,240	NA	-1.6	NA	NA	1.8	9.3
New Jersey	111,728	121,957	90,505	91,437	94,594	NA	13.1	14.6	3.4	5.2	7.9	NA
New York	98,287	NA	92,718	72,723	82,964	76,339	7.6	NA	11.3	-2.7	13.8	3.9
Pennsylvania	98,964	90,672	88,783	89,330	88,633	78,383	10.1	7.6	5.4	6.5	12.7	10.3
Rhode Island	89,360	NA	81,556	NA	NA	NA	NA	-100.0	20.4	NA	NA	NA
Vermont	NA	95,501	NA	NA	61,931	62,547	NA	8.9	NA	NA	9.4	12.3
District of Columbia	NA	NA	77,711	NA	NA	NA	NA	NA	NA	NA	NA	NA

"NA" indicates not applicable. There were no institutions of this type in the state during the specified years.

Notes: For this table to profile the same group as the faculty salary averages, figures include all full-time faculty at public four-year colleges and universities except those at specialized institutions. (See Appendix A for examples.)

SREB and the National Center for Education Statistics (NCES) treat two-year colleges awarding bachelor's degrees differently. NCES classifies two-year colleges awarding bachelor's degrees as four-year institutions. SREB classifies them as two-year colleges until they meet other criteria. (See Appendix A for definitions.)

<sup>1</sup> SREB classifies four-year college into six categories based on number of degrees awarded and number of subjects in which degrees are awarded. (See Appendix A.)

<sup>2</sup> Salaries are not adjusted for inflation.

Sources: SREB analysis of National Center for Education Statistics salary surveys — [www.nces.ed.gov/ipeds](http://www.nces.ed.gov/ipeds).

**Table 86****Median Salaries of Full-Time Faculty by Discipline and Rank at Public Four-Year Colleges and Universities, United States, 2019-20**

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>New Assistant Professor</b>	<b>Instructor</b>
Agriculture, Agriculture Operations, and Related Sciences	\$97,840	77,442	68,688	69,592	57,277
Architecture and Related Services	115,785	87,713	70,380	71,000	65,682
Area Ethnic, Cultural, Gender and Group Studies	104,986	77,413	67,535	69,875	
Biological and Biomedical Sciences	90,635	76,412	67,882	68,824	57,884
Business Management, Marketing, and Related Support Services	123,379	112,101	108,964	118,327	70,774
Communication, Journalism, and Related Programs	87,126	7,907	61,500	62,250	58,072
Communications Technologies/Technicians and Support Services	89,453	81,983	64,002		
Computer and Information Sciences and Support Services	116,292	97,813	86,929	95,000	66,650
Education	90,969	74,058	63,548	63,003	55,546
Engineering	124,305	98,095	87,858	91,670	66,625
Engineering Technologies and Engineering Related Fields	98,358	83,642	74,420	76,898	58,115
English Language and Literature/Letters	86,111	68,746	60,362	61,317	57,678
Family and Consumer Sciences/Human Sciences	91,819	76,147	65,152	66,984	53,446
Foreign Languages, Literatures, and Linguistics	88,595	69,220	60,331	63,250	53,114
Health Professions and Related Programs	101,409	83,000	72,391	70,667	60,243
History	87,903	70,285	61,200	63,343	56,600
Homeland Security, Law Enforcement, Firefighting, and Related Protective Service	91,307	72,995	62,430	65,000	62,389
Legal Professions and Studies	133,064	108,217	89,592	105,000	
Liberal Arts and Sciences, General Studies and Humanities	88,579	73,577	63,426	57,996	53,289
Library Science	88,579	73,557	63,426	57,996	53,289
Mathematics and Statistics	90,046	73,075	66,406	68,400	54,339
Multidisciplinary Studies	103,004	82,214	69,909	77,797	65,835
Natural Resources and Conservation	104,000	81,751	70,294	73,333	
Parks, Recreation, Leisure and Fitness Studies	88,915	73,228	63,532	63,000	58,496
Personal and Culinary Studies	90,621	69,230	61,419		55,475
Philosophy and Religious Studies	90,611	72,379	62,805	62,000	61,430
Physical Sciences	93,676	75,641	66,018	68,003	57,917
Psychology	90,667	74,498	64,205	64,000	54,142
Public Administration and Social Service Professions	95,874	77,285	65,916	67,000	59,253
Social Sciences	92,203	74,498	65,294	65,000	58,934
Transportation and Material Services	103,505	86,260	69,525	70,000	55,539
Visual and Performing Arts	84,887	69,598	58,592	56,438	59,747

Source: Pritchard, Adam; Fuesting, Melissa; Nadel-Hawthorne, Sarah; Schmidt, Anthony & Bischel, Jacqueline (2020, March). *Faculty in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Teaching, and Non-Tenure Research Faculty and Summary Data for Adjunct Faculty for the 2019-20 Academic Year* (Research Report). CUPA-HR. Available from <https://www.cupahr.org/survey/results/>.



**Table 87**  
**Unweighted Median Salary by Classification**  
**All Institutions, 2019-20**

	Doctoral	Master's	Baccalaureate	Associate	All Institutions		
					Median	Number of Incumbents	Number of Institutions
<b>Top Executive Officers</b>							
Chief Executive Officer/Single Institution	512,321	323,150	325,000	213,004	327,414	940	912
Chief Academic Affairs Officer/Provost	351,009	204,000	185,000	141,461	204,000	906	869
Chief Business Officer	307,780	189,968	195,035	141,461	198,391	689	666
Chief Development/Advancement Officer	303,540	178,000	183,707	117,650	190,000	752	731
Chief Enrollment Management Officer	212,620	160,000	165,000	123,000	169,872	666	642
Chief Financial Officer	267,800	175,015	174,850	137,646	189,108	361	351
Chief Human Resources Officer	203,422	117,300	109,825	114,890	127,500	827	815
Chief Information/IT Officer	239,850	140,454	125,265	120,042	152,752	791	774
Chief Institutional Planning Officer	203,577	148,153	127,423	110,334	150,440	142	132
Chief Institutional Research Officer	138,888	95,768	95,500	93,268	103,859	627	588
Chief Library Officer	188,355	99,437	87,966	81,944	105,502	663	636
Chief Public Relations/Communications Officer	186,660	111,100	118,236	97,606	128,135	509	484
Chief Student Affairs/Student Life Officer	230,935	151,470	144,454	120,790	161,372	764	723
<b>Academic Deans</b>							
Dean, Agriculture	285,600	149,477	*	97,848	251,158	58	58
Dean, Architecture	255,000	165,110	*	*	251,535	51	51
Dean, Liberal Arts	224,431	147,000	120,510	103,108	146,875	163	150
Dean, Arts and Sciences	252,350	145,568	127,000	104,250	165,240	405	377
Dean, Business	329,035	180,355	128,900	106,996	205,000	548	530
Dean, Computer and Information Sciences	282,855	*	*	99,540	207,440	37	36
Dean, Education	226,600	140,367	104,739	104,728	164,708	396	379
Dean, Engineering	324,119	198,900	147,742	116,515	275,402	219	214
Dean, Fine Arts	212,949	143,500	114,174	108,483	168,461	107	105
Dean, Graduate School	209,668	135,354	120,500	*	180,000	214	207
Dean, Humanities	242,049	143,500	102,734	102,937	135,075	120	108
Dean, Communications/Journalism/Media	241,436	180,353	*	*	222,436	66	66
Dean, Law	359,461	280,250	331,500	*	347,506	123	119
Dean, Library Science	201,974	123,850	*	100,429	157,400	90	89
Dean, Mathematics	250,000	118,514	*	108,723	116,027	27	26
Dean, Medicine	633,886	448,038	*	*	608,797	56	54
Dean, Nursing	274,467	139,158	113,476	104,728	155,016	233	229
Dean, Sciences	262,379	153,524	113,214	107,720	156,579	203	190
Dean, Social Sciences	252,000	138,900	101,523	111,403	143,210	94	88
Dean, Social Work	255,000	144,789	*	*	244,008	49	49
Dean, Undergraduate Programs	217,362	120,505	115,115	*	171,822	77	74
<b>Institutional Administrators</b>							
Bursar	102,989	75,000	70,368	79,851	80,902	462	449
Chief Budget Officer	160,000	111,427	118,000	98,820	128,805	368	360
Chief Student Admissions Officer	132,800	92,617	95,000	78,451	100,709	731	637
Chief Student Financial Aid Officer	120,000	87,880	85,980	83,622	93,240	827	796
Chief Student Registrar/Records Officer	119,358	85,008	79,662	82,108	89,609	831	804
Chief Faculty Affairs Officer	205,999	157,258	120,542	124,466	177,513	127	118

\*\*\* indicates four cases or fewer.

Source: Pritchard, Adam; Nadel-Hawthorne, Sarah; Schmidt, Anthony; Fuesting, Melissa & Bichsel, Jacqueline; (2020 April). *Administrators in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2019-20 Academic Year* (Research Report). CUPA-HR — <https://www.cupahr.org/surveys/results/>.

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