

***2007-08 Faculty Salaries – Average Salaries Lowest and Sex Gap Smallest at For-Profit Institutions***

According to new data in the National Center for Education Statistics’ annual report on employees in post-secondary institutions in the United States, gaps in pay between women and men faculty, when controlling for rank and institution type are relatively narrow, but are smallest at the for-profit institutions.

The sex gap in pay is generally computed as the ratio of women’s to men’s average salaries. In recent years, the gap in pay between men and women has narrowed for the labor force overall. According to the 22<sup>nd</sup> edition of CPST’s *Salaries of Scientists of Scientists, Engineers, and Technicians*, women earned \$.808 for every dollar that men earned, on average, among all U.S. full-time wage and salary workers aged 16 and older.

As shown in the table, faculty salary gaps are much narrower than that in the U.S. labor force in general. Women and men as assistant and associate professors at for-profit institutions make nearly identical average salaries, as shown in the chart. Gaps in pay for women and men at the assistant and associate levels at public and private (not-for-profit) are similar. The sex gap in pay is widest among faculty in full professor positions.

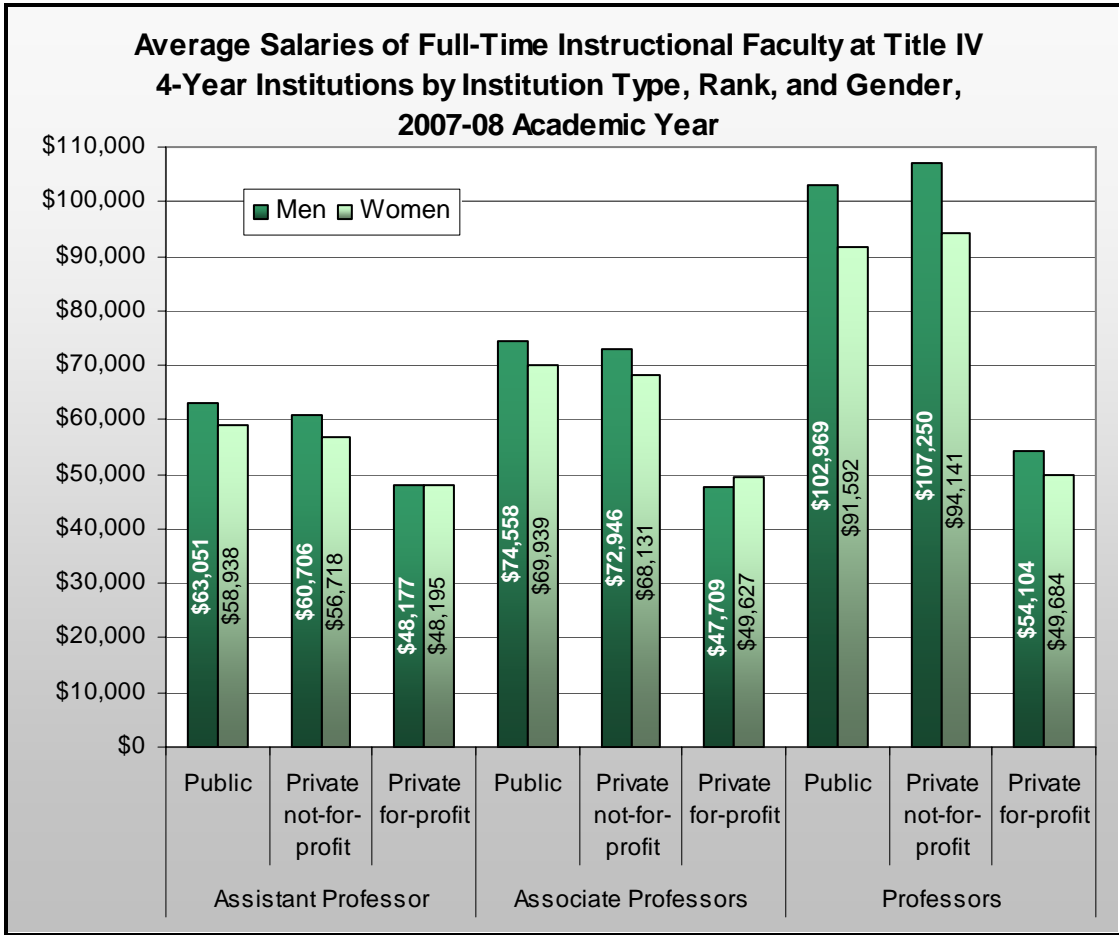
Sex Gap in Average Salaries, 2007-08 Academic Year by Type of Institution and Rank, 4-Year Institutions			
	Assistant Professor	Associate Professors	Professors
Public	0.935	0.938	0.890
Private not-for-profit	0.934	0.934	0.878
Private for-profit	1.000	1.040	0.918

Source: CPST analysis of data in "Employees in Postsecondary Institutions, Fall 2007, and Salaries of Full-Time Instructional Faculty, 2007-08: First Look", NCES 2009-154.

The bar graph (next page), shows the average salaries by gender, rank and institutional type. Title IV institutions include all of those institutions that have a written agreement with the Secretary of Education to allow the institution to participate in the Title IV federal student financial assistant programs, which includes almost all post-secondary 4-year institutions in the United States. For the salary portion of the annual Institutional Postsecondary Education Data System (IPEDS) data collection, a total of 4,308 institutions of the 4,311 total universe reported results, representing a 99.9% response rate. Of these, 663 were public 4-year, 1,517 were private not-for-profit, and 456 were private for-profit institutions. Response rates did not differ across institutional type.

The highest paid faculty are male professors at private not-for-profit institutions, who earned an average of \$107,250, followed closely by male professors at public institutions, who earned an average of \$102,969. While differences by rank are fairly sizable for ranked faculty at public and private not-for-profit institutions, such differences are smaller at the for-profit institutions. Salaries were lowest for both men and women assistant professors at private, for-profit schools, averaging just under \$48,200.

The full “First Look” report is available at the web address provided on the next page.



On the Web: <http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2009154>

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