

The Nation

FACULTY AND STAFF

- Average faculty salaries
- Full-time professors by race
- College employees by race

Average Salaries of Full-Time Faculty Members, 2007-8

	All		Public		Private, independent		Church-related	
	Salary	1-year Increase	Salary	1-year Increase	Salary	1-year Increase	Salary	1-year Increase
Doctoral Institutions								
Professor	\$118,444	4.6%	\$109,569	4.5%	\$144,256	4.6%	\$124,435	4.9%
Associate professor	80,043	4.3	77,033	4.3	92,148	4.6	84,004	4.2
Assistant professor	68,112	4.1	65,416	4.1	78,840	4.2	71,061	4.3
Instructor	46,321	4.2	44,116	3.7	55,982	8.5	56,833	4.2
Lecturer	51,404	—	49,079	—	59,153	—	50,289	—
No rank	59,845	—	52,751	—	68,663	—	62,007	—
All	86,520	3.9	80,962	3.8	106,272	4.0	90,247	4.1
Master's Institutions								
Professor	\$87,272	4.4%	\$85,726	4.6%	\$95,171	3.9%	\$86,158	3.7%
Associate professor	68,637	4.2	68,034	4.6	71,931	3.2	67,328	3.5
Assistant professor	57,549	4.3	57,540	4.4	58,930	4.2	55,845	3.8
Instructor	42,959	2.9	41,794	2.6	47,459	4.3	45,912	4.2
Lecturer	47,585	—	47,263	—	51,311	—	47,762	—
No rank	52,232	—	49,556	—	58,362	—	53,231	—
All	67,119	4.1	66,107	4.3	71,982	3.8	66,629	3.4
Baccalaureate Institutions								
Professor	\$83,560	4.0%	\$80,408	3.5%	\$94,333	4.1%	\$72,445	4.4%
Associate professor	64,277	3.8	65,431	3.3	69,562	4.2	58,293	3.8
Assistant professor	53,351	3.8	54,844	4.2	56,621	3.6	49,240	3.6
Instructor	43,609	5.6	44,349	6.7	45,441	7.2	41,668	3.5
Lecturer	49,479	—	47,699	—	56,832	—	41,877	—
No rank	51,151	—	46,878	—	56,177	—	44,894	—
All	64,498	3.8	62,447	3.8	72,104	4.0	57,901	3.9
Two-year institutions with academic ranks								
Professor	\$71,779	2.8%	\$71,910	2.8%	\$59,969	—	—	—
Associate professor	58,492	3.6	58,708	3.5	49,144	—	—	—
Assistant professor	51,183	3.6	51,329	3.6	41,434	—	—	—
Instructor	44,132	3.9	44,174	4.0	40,015	—	—	—
Lecturer	48,338	—	48,338	—	—	—	—	—
No rank	40,109	—	40,109	—	—	—	—	—
All	57,642	3.2	57,772	3.2	48,571	—	—	—
Two-year institutions without academic ranks								
All	\$55,302	2.1%	\$55,316	2.1%	—	—	—	—
All Institutions with academic ranks								
Professor	\$102,867	4.3%	\$98,314	4.3%	\$122,159	4.2%	\$90,935	4.3%
Associate professor	72,961	4.1	72,187	4.3	79,214	3.9	67,820	3.8
Assistant professor	61,103	4.1	60,802	4.2	65,826	3.9	55,733	3.8
Instructor	44,533	3.9	43,386	3.6	49,894	6.5	46,243	4.0
Lecturer	49,846	—	48,282	—	57,740	—	47,773	—
No rank	56,245	—	50,945	—	64,348	—	56,660	—
All	75,677	3.8	73,191	3.8	88,190	4.0	68,771	3.8

Note: The figures cover full-time members of the instructional staff except those in medical schools. The salaries are adjusted to a standard nine-month work year. The salary figures are based on data from 1,386 institutions. Percentage changes are based on data from 1,269 institutions that reported comparable data for both years. A dash indicates that no data were reported.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Number of Full-Time Faculty Members by Sex, Rank, and Racial and Ethnic Group, Fall 2005

Rank	Total	U.S. citizens and resident aliens						Nonresident aliens	Race unknown
		American Indian	Asian	Black	Hispanic	White			
Professor									
All	169,192	519	11,060	5,484	3,793	145,936	1,386	1,014	
Men	126,788	348	9,180	3,498	2,680	109,128	1,190	764	
Women	42,404	171	1,880	1,986	1,113	36,808	196	250	
Associate professor									
All	138,444	564	10,144	7,402	4,319	112,507	2,212	1,296	
Men	84,783	296	7,099	3,947	2,551	68,383	1,672	835	
Women	53,661	268	3,045	3,455	1,768	44,124	540	461	
Assistant professor									
All	159,689	706	14,922	9,897	5,728	114,470	11,157	2,809	
Men	86,182	306	8,903	4,459	3,003	60,244	7,666	1,601	
Women	73,507	400	6,019	5,438	2,725	54,226	3,491	1,208	
Instructor									
All	98,555	905	4,740	7,462	5,261	76,359	1,975	1,853	
Men	46,481	472	2,320	2,987	2,581	36,034	1,109	978	
Women	52,074	433	2,420	4,475	2,680	40,325	866	875	
Lecturer									
All	27,215	109	1,714	1,286	1,233	20,982	1,411	480	
Men	12,976	51	839	595	495	9,898	834	264	
Women	14,239	58	875	691	738	11,084	577	216	
Other									
All	82,529	428	5,877	3,927	2,484	57,646	9,916	2,251	
Men	44,297	224	3,370	1,543	1,176	29,998	6,760	1,226	
Women	38,232	204	2,507	2,384	1,308	27,648	3,156	1,025	
Total									
All	675,624	3,231	48,457	35,458	22,818	527,900	28,057	9,703	
Men	401,507	1,697	31,711	17,029	12,486	313,685	19,231	5,668	
Women	274,117	1,534	16,746	18,429	10,332	214,215	8,826	4,035	

Note: Totals may differ from figures reported in other tables because of varying survey methodologies.

SOURCE: U.S. EDUCATION DEPARTMENT

Employees in Colleges and Universities by Racial and Ethnic Group, Fall 2005

	Total	U.S. citizens and resident aliens					Nonresident aliens	Race unknown
		American Indian	Asian	Black	Hispanic	White		
Full-time								
Professional								
Executive, administrative, managerial	190,078	1,087	5,324	17,968	8,208	154,254	834	2,403
Faculty members	675,624	3,231	48,457	35,458	22,818	527,900	28,057	9,703
Other	566,405	3,325	37,755	56,621	27,893	413,254	18,861	8,696
Nonprofessional	747,757	6,183	29,268	134,036	71,765	490,866	5,540	10,099
Total	2,179,864	13,826	120,804	244,083	130,684	1,586,274	53,292	30,901
Part-time								
Professional								
Executive, administrative, managerial	6,246	33	169	385	212	5,240	50	157
Faculty members	614,802	3,112	22,542	40,987	23,842	459,878	7,052	57,389
Instruction and research assistants	317,141	1,229	23,681	12,405	11,049	163,385	86,784	18,608
Other	89,589	419	3,999	6,439	3,741	67,051	2,112	5,828
Nonprofessional	171,445	1,354	6,999	24,416	15,424	111,600	3,223	8,429
Total	1,199,223	6,147	57,390	84,632	54,268	807,154	99,221	90,411
Men								
Professional								
Executive, administrative, managerial	95,223	519	2,645	7,331	3,693	79,200	541	1,294
Faculty members	714,453	3,217	43,788	34,670	24,673	548,692	23,070	36,343
Instruction and research assistants	167,529	540	12,491	4,666	4,811	81,665	53,877	9,479
Other	262,825	1,344	17,066	20,432	11,899	193,234	12,325	6,525
Nonprofessional	341,468	2,891	14,156	57,647	34,778	220,574	3,879	7,543
Total	1,581,498	8,511	90,146	124,746	79,854	1,123,365	93,692	61,184
Women								
Professional								
Executive, administrative, managerial	101,101	601	2,848	11,022	4,727	80,294	343	1,266
Faculty members	575,973	3,126	27,211	41,775	21,987	439,086	12,039	30,749
Instruction and research assistants	149,612	689	11,190	7,739	6,238	81,720	32,907	9,129
Other	393,169	2,400	24,688	42,628	19,735	287,071	8,648	7,999
Nonprofessional	577,734	4,646	22,111	100,805	52,411	381,892	4,884	10,985
Total	1,797,589	11,462	88,048	203,969	105,098	1,270,063	58,821	60,128
Public 4-year								
Professional								
Executive, administrative, managerial	74,241	449	2,146	7,443	2,972	60,236	341	654
Faculty members	486,691	2,565	35,952	24,875	17,953	372,215	20,413	12,718
Instruction and research assistants	257,578	1,099	19,891	10,276	9,276	135,646	68,649	12,741
Other	381,658	2,433	27,917	34,463	18,932	277,287	13,141	7,485
Nonprofessional	456,541	4,039	18,199	80,635	42,461	301,473	4,094	5,640
Total	1,656,709	10,585	104,105	157,692	91,594	1,146,857	106,638	39,238
Private 4-year								
Professional								
Executive, administrative, managerial	90,415	285	2,618	7,611	3,564	74,318	489	1,530
Faculty members	430,305	1,384	23,650	24,431	12,190	325,283	12,684	30,683
Instruction and research assistants	59,147	126	3,767	2,057	1,751	27,459	18,131	5,856
Other	209,312	659	11,897	20,402	8,667	154,927	7,608	5,152
Nonprofessional	284,585	1,245	11,160	51,608	24,664	185,197	3,241	7,470
Total	1,073,764	3,699	53,092	106,109	50,836	767,184	42,153	50,691
Public 2-year								
Professional								
Executive, administrative, managerial	26,770	314	622	2,713	1,488	21,293	48	292
Faculty members	354,497	2,262	10,845	25,063	15,577	275,596	2,000	23,154
Instruction and research assistants	374	1	22	70	13	256	4	8
Other	58,895	550	1,767	7,329	3,504	43,969	222	1,554
Nonprofessional	170,442	2,009	6,604	25,034	19,044	111,140	1,423	5,188
Total	610,978	5,136	19,860	60,209	39,626	452,254	3,697	30,196
Private 2-year								
Professional								
Executive, administrative, managerial	4,898	72	107	586	396	3,647	6	84
Faculty members	18,933	132	552	2,076	940	14,684	12	537
Instruction and research assistants	42	3	1	2	9	24	0	3
Other	6,129	102	173	866	531	4,122	2	333
Nonprofessional	7,634	244	304	1,175	1,020	4,656	5	230
Total	37,636	553	1,137	4,705	2,896	27,133	25	1,187
All								
Professional								
Executive, administrative, managerial	196,324	1,12						

- Faculty salaries by field
- Faculty tenure
- Trends in faculty employment
- Profile of faculty members

Average Faculty Salaries by Selected Fields and Rank at 4-Year Institutions, 2007-8

	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor
Agriculture, agriculture operations, and related sciences	\$86,062	\$68,259	\$58,360	\$57,963	\$43,527
Architecture and related services	93,591	72,024	58,808	56,695	46,345
Area, ethnic, cultural, and gender studies	94,700	71,014	56,271	56,035	45,311
Biological and biomedical sciences	86,146	64,836	54,610	54,209	41,938
Business, management, marketing, and related support services	102,965	86,633	79,910	86,640	53,937
Communication, journalism, and related programs	80,514	61,745	51,401	50,469	42,420
Communications technologies/technicians and support services	85,704	63,950	52,317	42,519	43,571
Computer and information sciences and support services	96,180	78,784	68,954	71,889	48,859
Education	79,281	62,672	53,075	52,128	43,639
Engineering	107,134	82,857	72,734	71,802	55,364
Engineering technologies/technicians	82,525	68,513	59,710	59,335	46,190
English language and literature/letters	76,793	59,949	49,528	48,289	39,834
Family and consumer sciences/human sciences	81,482	64,400	53,667	53,646	42,709
Foreign languages, literatures, and linguistics	82,094	62,564	51,621	49,802	40,638
Health professions and related clinical sciences	88,748	70,801	59,091	60,088	50,015
History	79,409	60,523	50,076	49,314	41,103
Legal professions and studies	129,527	94,444	79,684	78,901	63,174
Liberal arts and sciences, general studies, and humanities	81,626	61,707	49,876	49,832	41,788
Library science	82,225	65,266	52,553	54,108	47,491
Mathematics and statistics	81,818	63,728	53,800	53,787	40,971
Multi/interdisciplinary studies	87,674	66,784	54,166	51,338	39,948
Natural resources and conservation	87,676	67,417	56,735	56,809	46,053
Parks, recreation, leisure, and fitness studies	76,038	62,002	50,894	50,628	42,702
Philosophy and religious studies	81,464	61,686	51,183	50,059	40,228
Physical sciences	85,294	64,835	54,782	54,359	42,403
Psychology	80,546	62,491	52,825	52,153	42,896
Public administration and social-service professions	85,477	66,152	54,268	53,619	44,677
Security and protective services	80,766	63,683	52,340	52,417	43,618
Science technologies/technicians	101,406	69,155	58,278	—	—
Social sciences	85,729	65,680	55,052	55,243	43,667
Theology and religious vocations	69,855	57,790	49,214	51,105	42,687
Visual and performing arts	76,293	60,204	49,821	48,004	41,608

* Includes data for new assistant professors

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SOURCE: COLLEGE AND UNIVERSITY PROFESSIONAL ASSOCIATION FOR HUMAN RESOURCES

Tenure Status of Full-Time Faculty Members by Type of Institution, 2005-6

	All		Men		Women	
	Number	Proportion with tenure	Number	Proportion with tenure	Number	Proportion with tenure
Public Institutions						
All	397,323	51.5%	237,147	57.1%	160,176	43.3%
4-year	324,919	48.7	202,230	55.4	122,689	37.8
2-year	72,404	64.1	34,917	67.2	37,487	61.2
Private Institutions						
All	174,085	45.2%	107,958	51.1%	66,127	35.5%
4-year	173,547	45.1	107,680	51.1	65,867	35.5
2-year	538	59.7	278	61.5	260	57.7
All Institutions						
All	571,408	49.6%	345,105	55.2%	226,303	41.0%
4-year	498,466	47.5	309,910	53.9	188,556	37.0
2-year	72,942	64.0	35,195	67.1	37,747	61.2

Note: Figures include only those full-time faculty members employed at institutions that have a tenure system. About 85 percent of faculty members work at such institutions.

SOURCE: U.S. EDUCATION DEPARTMENT

Trends in Faculty Employment

Year	Total	Employment status		Type of institution			Level of institution		
		Full-time	Part-time	Public	Private		4-year	2-year	
				All	Nonprofit	For-profit			
1987	793,000	66%	34%	70%	30%	—	—	69%	31%
1989	824,000	64	36	70	30	—	—	71	29
1991	826,000	65	35	70	30	—	—	72	28
1993	915,000	60	40	71	29	28	1	68	32
1995	932,000	59	41	70	30	28	1	69	31
1997	990,000	57	43	70	30	27	2	69	31
1999	1,028,000	57	43	69	31	28	3	69	31
2001	1,113,000	56	44	69	31	28	3	69	31
2003	1,175,000	54	46	67	33	28	3	69	31
2005	1,290,000	52	48	65	35	28	7	71	29

Note: Because of rounding, figures may not equal 100 percent. A dash indicates that figures are not available.

SOURCE: U.S. EDUCATION DEPARTMENT

Profile of Faculty Members With Teaching Duties by Employment Status and Type of Institution, Fall 2003

	All institutions*	Doctoral†		Master's		Baccalaureate	2-year
		Public	Private nonprofit	Public	Private nonprofit	Private nonprofit	Public
Full-time faculty members							
Age							
Under 35	8.2%	8.3%	8.4%	8.0%	8.3%	12.1%	7.0%
35 to 44	24.5	25.9	26.2	23.2	23.8	25.4	22.2
45 to 54	32.5	32.7	31.3	30.7	30.8	29.7	34.4
55 to 64	28.5	26.8	25.3	31.1	30.5	27.2	31.7
65 to 70	5.1	5.2	6.2	5.8	5.2	4.5	4.0
71 or older	1.3	1.1	2.8	1.2	1.5	1.1	0.7
Sex							
Men	61.9%	68.4%	69.0%	59.2%	57.1%	59.3%	51.3%
Women	38.1	31.6	31.1	40.9	42.9	40.7	48.7
Racial and ethnic group							
White non-Hispanic	80.8%	79.4%	79.1%	78.3%	85.5%	85.8%	81.2%
Black non-Hispanic	5.5	4.3	4.7	8.4	4.6	6.5	6.7
Asian	8.1	11.3	11.4	7.1	5.5	3.5	3.9
Hispanic	3.5	3.1	3.0	3.6	2.5	2.2	2.7
Other	2.1	2.0	1.8	2.5	2.0	2.0	2.5
Highest earned degree							
Doctorate or professional	67.9%	85.5%	86.9%	76.1%	68.2%	71.0%	18.8%
Master's	26.6	12.8	10.8	21.7	29.5	26.0	63.2
Bachelor's or less	5.5	1.7	2.3	2.2	2.4	2.9	18.0
Academic rank							
Full professor	29.5%	33.4%	34.6%	31.1%	24.9%	28.8%	21.5%
Associate professor	22.4	25.4	25.5	23.2	27.4	24.6	11.3
Assistant professor	23.1	24.1	24.7	28.6	32.8	29.9	10.2
Instructor or lecturer	15.6	10.4	9.3	12.4	8.4	8.1	39.5
Other or not applicable	9.3	6.8	6.0	4.7	6.5	8.7	17.5
Tenure status							
Tenured	49.3%	53.0%	47.1%	53.8%	41.9%	42.9%	49.1%
On tenure track	21.3	20.4	19.6	28.3	28.1	25.0	15.6
Not on tenure track	20.9	25.9	28.8	17.0	21.5	21.6	9.3
No tenure system	8.5	0.7	4.5	1.0	8.6	10.5	26.0
Principal work activity							
Teaching	67.8%	51.6%	48.6%	81.9%	82.6%	83.4%	85.1%
Research	12.4	25.3	25.0	2.0	0.6	0.7	0.1
Administration	10.5	11.0	11.8	10.7	11.1	10.7	7.6
Other	9.3	12.1	14.6	5.4	5.7	5.2	7.3
Estimated number of full-time faculty members (in thousands)	619.8	210.7	82.4	90.5	43.4	42.1	114.7
Part-time faculty members							
Age							
Under 35	12.3%	14.9%	11.2%	14.0%	9.5%	12.4%	12.3%
35 to 44	22.0	22.1	22.7	22.2	18.6	23.9	22.5
45 to 54	30.2	31.7	28.5	24.8	32.6	29.6	30.4
55 to 64	24.5	20.5	23.4	26.3	26.0	22.8	25.3
65 to 70	7.0	6.7	8.3	8.6	9.0	6.8	5.9
71 or older	4.0	4.1	5.9	4.2	4.4	4.5	3.6
Sex							
Men	52.9%	50.3%	58.8%	51.1%	53.7%	50.9%	52.3%
Women	47.1	49.7	41.2	48.9	46.3	49.1	47.7
Racial and ethnic group							
White	85.3%	83.7%	88.5%	86.9%	89.9%	87.4%	83.8%
Black	5.6	3.2	3.9	4.8	3.5	7.3	6.8
Asian	3.6	7.5	4.5	2.7	2.0	2.6	2.9
Hispanic	3.4	3.8	2.5	3.2	2.6	1.5	4.2
Other	2.2	1.8	0.6	2.4	2.0	1.2	2.4
Highest earned degree							
Doctorate or professional	25.3%	43.9%	48.9%	28.1%	28.1%	26.6%	13.8%
Master's	53.2	44.0	39.8	58.0	64.7	62.0	53.3
Bachelor's or less	21.5	12.1	11.3	14.0	7.2	11.4	32.9
Academic rank							
Full professor	4.6%	6.3%	5.6%	6.4%	2.7%	4.6%	3.4%
Associate professor	2.9	4.5	4.9	2.3	3.4	4.2	1.5
Assistant professor	3.4	8.1	9.1	2.0	2.7	5.5	1.0
Instructor or lecturer	42.2	45.0	31.9	40.7	30.3	32.5	49.5
Other or not applicable	46.9	36.0	48.6	48.7	60.9	53.3	44.6
Tenure status							
Tenured	2.7%	5.1%	2.3%	3.8%	0.9%	2.8%	2.4%
On tenure track	1.5	1.4	1.3	1.0	1.1	1.3	1.9
Not on tenure track	86.6	92.6	92.6	92.3	92.6	86.9	82.9
No tenure system	9.2	0.8	3.8	2.9	5.4	9.0	12.8
Principal work activity							
Teaching	91.3%	81.0%	83.1%	92.7%	94.3%	92.0%	94.1%
Research	1.1	5.3	2.7	0.6	0.2	0.9	—
Administration	0.8	1.6	1.5	0.6	0.4	1.9	0.4
Other	6.8	12.1	12.7	6.2	5.1	5.2	5.5
Estimated number of part-time faculty members (in thousands)	473.2	60.6	38.8	52.5	53.5	24.6	206.3

Note: The figures are based on responses to a survey conducted in 2003 of about 35,000 full- and part-time faculty members and other instructional personnel at 1,080 colleges and universities. The response rate was 76 percent. The survey covered employees whose regular assignment included instruction and people with faculty status whose regular assignment did not include instruction. The survey excluded graduate teaching assistants. This table is limited to only those faculty members and other personnel with instructional responsibilities. Details may not add to totals because of rounding. A dash indicates less than 0.1 percent.

* Includes institution categories not shown separately

† Includes medical schools

SOURCE: 2004 NATIONAL STUDY OF POSTSECONDARY FACULTY, U.S. EDUCATION DEPARTMENT

The Nation

■ Opinions and attitudes of full-time faculty members

FACULTY AND STAFF

Opinions and Attitudes of Full-Time Faculty Members, 2004-5

	All institutions			Universities		Other 4-year colleges		2-year colleges
	Total	Men	Women	Public	Private	Public	Private	Public
Political orientation:								
Far left	7.9%	7.7%	8.3%	9.5%	9.8%	7.5%	8.6%	5.5%
Liberal	43.4	40.6	47.6	49.5	49.6	44.6	43.3	33.3
Middle of the road	29.2	30.7	27.0	26.3	26.2	29.4	26.9	35.3
Conservative	18.8	20.2	16.7	14.3	14.2	17.9	20.5	24.9
Far right	0.7	0.8	0.4	0.4	0.3	0.6	0.7	1.1
Primary interest								
Very heavily in teaching	37.2%	32.9%	43.7%	17.9%	16.9%	31.2%	38.9%	70.8%
In teaching and research, but leaning toward teaching	36.7	37.4	35.7	33.4	33.6	47.4	45.6	23.9
In teaching and research, but leaning toward research	22.7	25.7	18.1	40.8	43.3	19.4	14.4	4.7
Very heavily in research	3.4	3.9	2.5	7.9	6.2	2.0	1.1	0.6
Agrees strongly or somewhat that:								
Western civilization and culture should be the foundation of the undergraduate curriculum	55.4%	60.3%	47.9%	52.9%	55.5%	55.7%	58.2%	55.6%
College officials have the right to ban persons with extreme views from speaking on campus	24.7	27.0	21.3	17.9	28.0	20.6	32.4	28.0
The chief benefit of a college education is that it increases one's earning power	29.9	29.9	30.0	27.0	19.0	29.0	22.6	45.5
Promoting diversity leads to the admission of too many underprepared students	24.1	28.2	17.7	24.4	22.0	26.0	21.7	24.1
Colleges should be actively involved in solving social problems	64.1	63.1	65.6	67.1	68.0	66.2	66.8	55.4
Tenure is an outmoded concept	33.7	30.6	38.4	31.3	32.3	31.0	33.8	39.4
Colleges should encourage students to be involved in community-service activities	84.7	81.9	89.2	80.0	82.8	84.9	89.7	86.2
Tenure is essential to attract the best minds to academe	61.3	65.9	54.3	67.4	66.7	65.4	60.3	49.9
A racially/ethnically diverse student body enhances the educational experience of all students	90.2	87.7	94.0	91.2	91.4	90.1	91.8	87.7
Realistically, an individual can do little to bring about changes in society	18.6	21.9	13.7	20.7	19.7	18.7	16.6	17.7
Colleges should be concerned with facilitating undergraduate students' spiritual development	30.0	30.3	29.6	17.6	37.2	22.6	53.5	27.5
Colleges have a responsibility to work with their surrounding communities to address local issues	81.0	79.2	83.7	77.1	79.7	83.2	82.0	82.9
The spiritual dimension of faculty members' lives has no place in the academy	43.0	43.5	42.3	51.2	41.7	46.6	31.0	41.5
Including community service as part of a course is a poor use of resources	19.4	24.2	11.9	24.5	22.0	19.9	15.3	15.7
Aspects of job noted as satisfactory or very satisfactory:								
Autonomy and independence	85.2%	86.0%	83.8%	87.2%	88.6%	85.0%	86.9%	80.9%
Competency of colleagues	78.7	78.2	79.6	77.0	81.1	76.4	81.9	80.2
Professional relationships with other faculty members	78.3	78.5	78.1	74.9	74.5	78.3	80.8	82.0
Overall job satisfaction	77.9	78.8	76.6	75.2	79.6	75.4	79.5	81.5
Opportunity to develop new ideas	76.2	78.0	73.5	78.8	81.9	73.1	77.3	73.4
Social relationships with other faculty members	66.3	65.0	68.3	61.2	63.0	67.3	69.2	70.4
Office/lab space	63.9	64.6	62.8	66.3	71.9	59.6	68.7	58.7
Relationship with administration	56.7	56.7	56.8	52.1	57.4	54.6	61.3	60.5
Teaching load	54.8	56.8	51.7	62.2	65.6	46.2	51.7	54.2
Clerical and administrative support	53.2	54.4	51.4	48.9	52.4	52.5	54.9	57.4
Opportunity for scholarly pursuits	53.1	57.2	46.8	64.3	65.5	45.5	47.4	48.9
Prospects for career advancement	52.5	54.8	49.1	54.3	60.4	51.5	53.5	47.9
Quality of students	49.6	48.1	51.9	51.7	75.1	42.5	55.9	38.8
Visibility for jobs at other institutions/organizations	48.8	49.1	48.2	54.6	59.0	43.3	44.2	47.2
Salary and fringe benefits	47.4	49.4	44.3	47.1	55.8	42.8	47.0	50.5
Availability of child care at own institution	34.7	36.3	32.4	26.2	33.0	36.8	23.2	48.9
Attributes noted as being very descriptive of own institution								
It is easy for students to see faculty members outside of regular office hours	55.4%	56.6%	53.6%	41.1%	56.4%	56.0%	74.8%	53.3%
Faculty members here respect each other	53.4	52.9	54.2	46.3	56.3	49.5	59.2	59.4
There is respect for the expression of diverse values and beliefs	32.5	32.4	32.6	29.0	38.9	30.2	35.4	34.7
Faculty members are rewarded for their efforts to use instructional technology	18.6	16.7	21.6	17.4	15.5	19.5	15.2	24.1
Faculty members are rewarded for being good teachers	16.1	16.2	16.0	12.0	16.9	17.1	22.1	14.7
The faculty are typically at odds with campus administration	14.4	14.7	14.0	15.3	11.7	15.6	12.6	14.9
Social activities are overemphasized	6.4	7.0	5.3	8.8	5.9	4.7	7.8	4.4
Faculty members are rewarded for their efforts to work with underprepared students	5.8	5.1	6.9	2.6	2.9	4.9	6.1	11.7
Most students are treated like "numbers in a book"	3.1	3.6	2.4	6.0	1.5	3.1	1.1	2.5
Agrees strongly or somewhat that at own institution:								
My teaching is valued by faculty members in my department	85.1%	85.6%	84.3%	80.3%	84.0%	85.5%	90.6%	85.8%
Faculty members are interested in students' personal problems	79.8	78.4	81.8	64.9	78.8	79.9	92.5	85.2
Faculty members here are strongly interested in the academic problems of undergraduates	79.3	79.0	79.8	65.3	82.5	79.9	90.3	83.1
There is adequate support for integrating technology in my teaching	76.4	78.2	73.5	75.0	78.3	75.0	77.0	78.6
The criteria for advancement and promotion decisions are clear	67.6	69.7	64.3	69.0	70.3	69.3	68.7	61.8
My values are congruent with the dominant institutional values	67.4	66.2	69.1	56.6	69.1	65.2	76.8	72.3
My research is valued by faculty members in my department	66.4	68.7	62.7	71.6	73.9	68.3	71.8	50.4
This institution takes responsibility for educating underprepared students	61.7	62.0	61.3	49.1	51.5	59.5	62.9	80.6
My department does a good job of mentoring new faculty members	60.7	62.1	58.6	54.2	61.7	60.0	67.6	63.8
There is adequate support for faculty development	55.2	55.7	54.5	48.6	56.3	51.2	59.5	63.6
Racial and ethnic diversity should be more strongly reflected in the curriculum	52.5	46.3	62.0	50.3	50.7	52.5	60.0	49.8
Faculty members are sufficiently involved in campus decision making	51.4	51.7	51.0	44.6	48.0	53.4	59.1	52.7
Most of the students I teach lack the basic skills for college-level work	40.9	38.4	44.8	32.5	16.2	44.8	30.4	65.4
My department has difficulty recruiting faculty members	40.2	39.0	41.9	39.0	33.3	48.4	36.4	39.1
Faculty members feel that most students are well prepared academically	35.5	35.4	35.6	36.5	67.3	27.9	44.9	21.5
Most students are strongly committed to community service	32.7	32.4	33.2	30.7	51.7	25.4	53.5	17.1
My department has difficulty retaining faculty members	25.3	24.8	26.0	32.7	22.3	27.3	21.1	19.7
This institution should not offer remedial/developmental education	24.9	28.6	19.2	32.9	36.0	28.0	26.0	7.9
Issues believed to be of high or highest priority at own institution:								
To promote the intellectual development of students	83.4%	83.0%	84.1%	80.1%	92.0%	81.2%	87.8%	82.4%
To enhance the institution's national image	61.4	63.3	58.5	80.2	82.6	55.7	63.1	37.6
To increase or maintain institutional prestige	61.2	61.0	61.6	71.2	75.4	55.9	59.8	52.1
To pursue extramural funding	58.0	59.8	55.2	78.0	66.7	52.7	45.5	49.0
To develop a sense of community among students and faculty members	54.4	52.4	57.5	43.4	61.5	50.1	71.0	54.0
To create a diverse multicultural campus environment	53.0	51.6	55.1	55.8	53.7	51.9	53.3	51.7
To develop leadership ability among students	53.0	51.2	55.6	48.6	62.1	48.9	64.7	48.1
To recruit more minority students	47.7	47.1	48.5	54.1	48.1	48.4	48.8	40.3
To create and sustain partnerships with surrounding communities	46.4	42.9	51.7	35.3	37.1	49.5	40.9	64.8
To promote gender equity among faculty members	46.4	50.4	40.3	47.1	50.2	45.7	46.4	45.8
To increase the representation of minorities in the faculty and administration	46.3	46.2	46.6	50.5	46.2	47.4	45.2	43.4
To increase the representation of women in the faculty and administration	41.8	46.1	35.3	47.8	46.7	40.6	38.3	38.4
To mentor new faculty members	43.9	43.9	43.9	40.9	45.1	43.2	44.9	47.7
To help students learn how to bring about change in American society	33.2	30.7	37.0	26.9	38.6	31.6	42.7	31.9
To provide resources for faculty members to engage in community-based teaching or research	31.2	29.2	34.4	26.7	28.0	34.2	31.0	35.8
To hire faculty "stars"	26.9	27.0	26.8	48.9	42.5	16.2	15.5	17.5

Note: The figures are based on survey responses of 40,670 faculty members at 421 colleges and universities. The survey was conducted in the fall and winter of 2004-5 and covered full-time faculty members who spent at least part of their time teaching undergraduates. The figures were statistically adjusted to represent the total population of full-time faculty members. Because of rounding or multiple responses, figures may add to more than 100 percent.

SOURCE: "THE AMERICAN COLLEGE TEACHER: NATIONAL NORMS FOR THE 2004-2005 HEE FACULTY SURVEY," PUBLISHED BY THE UNIVERSITY OF CALIFORNIA AT LOS ANGELES HIGHER EDUCATION RESEARCH INSTITUTE