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ABSTRACT Data on faculty salaries for the academic year 1981-1982 are presented with narrative explanations, based on findings of the Higher Education General Information Survey of Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty. Of 3,253 institutions surveyed, 2,350 responded. Statistical tables include the following: percent change in salary levels and numbers of full-time instructional faculty on 9-month contracts by type of institution, faculty rank, and sex for the 50 states and the District of Columbia; number and average salaries of full-time instructional faculty by academic rank of faculty member and by region, state, or other area; percent of tenured full-time instructional faculty and percent change from 1980-1981 to 1981-1982, by type of institution and level of institutional unit, rank, and sex; women as percent of total full-time instructional faculty by academic rank and control and level of institutional unit; average fringe benefit expenditures for full-time instructional faculty by academic rank, type of institution, and benefit plan; and number and percent of institutional units of higher education responding to the survey by control, level, and enrollment size, 1981-1982. It was found that faculty salaries in the United States rose 9.2 percent for the academic year 1981-1982 over the previous year. The average salary increase was slightly higher for private institutions (9.8 percent versus 8.9 percent for public institutions). The greatest percentage increase occurred at private universities (10.5 percent), while the smallest came at public other four-year colleges (8.6 percent). The number of full-time instructional faculty in 1981-1982 remained near the 1980-1981 levels for both public and private institutions, and women represented 27.5 percent of the total in 1981-1982. (SW)

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# Early Release

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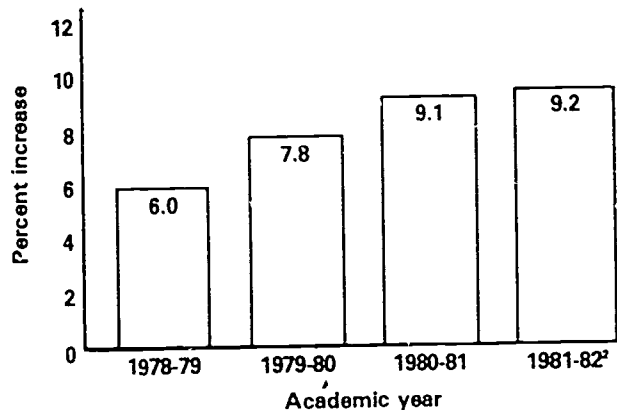
May 1982

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## Faculty Salaries up 9.2 Percent in 1981-82

Faculty salaries at the Nation's colleges and universities rose 9.2 percent<sup>1</sup> for the academic year 1981-82 over the previous year, according to preliminary tabulations by the National Center for Education Statistics (NCES). The rise occurred for full-time instructional faculty with 9-month contracts (see graph).

Percent increase in average salaries of full-time instructional faculty,<sup>1</sup> with 9-month contracts in the institutional units of higher education - 50 States and D.C. academic years 1978-79 through 1981-82



<sup>1</sup>All ranks combined, including those without academic rank  
<sup>2</sup>This percentage was computed using the same set of institutions for two consecutive years. Percentages for other years were computed from the full universe of institutions.

These are among the findings of the survey of Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, a part of the Higher Education General Information Survey. Of 3,253 institutions surveyed, 2,350 responded - a response rate of 72.2 percent (see Methodology).

<sup>1</sup>Percentage increases cited were derived using the same set of institutions for 1980-81 and 1981-82.  
<sup>2</sup>Average salaries cited are derived from all institutions reporting in 1981-82. To compute an average salary for any given rank, the sum of salary outlays is divided by the sum of the faculty.

While public and private institutions both registered average salary increases, in comparison, the latter came out ahead in several respects. First, the average salary increase was slightly higher for private institutions (9.8 percent vs. 8.9 percent for public institutions - table 1). Furthermore, the greatest percentage increase occurred at private universities (10.5 percent), while the smallest came at public other 4-year colleges (8.6 percent). When salaries are broken down by faculty rank, private institutions showed a higher percentage increase at every rank except instructor. However, despite these gains by private institutions, public institutions still paid a higher average salary (table 2).

Overall, the average faculty salary for all ranks combined was \$24,843<sup>2</sup> in 1981-82. Salaries ranged from a high of \$32,547 for professors to a low of \$16,393 for instructors. Women were paid 18.5 percent less than men - \$21,337 on the average compared to \$26,172. At public institutions, average salaries were \$22,016 for women and \$26,434 for men. At private institutions, the gap between average salaries was even greater - \$19,591 for women compared to \$25,536 for men.

Average salaries cited here were subject to year-to-year turnover, creating different pools of faculty for comparison purposes. These changing pools have the effect of creating lower average salaries and lower percentage changes from the preceding year than would be the case if the salaries of the same faculty members were monitored for 2 consecutive years. Similarly, comparisons of salaries by sex may be somewhat affected by this changing pools phenomenon.

### Numbers of Full-Time Instructional Faculty

The number of full-time instructional faculty in academic year 1981-82 remained near the 1980-81 levels for both public and private institutions (table 5). Women represented 27.5 percent of the total in 1981-82 (table 7). Their percentage representation was highest at 2-year colleges (37.6 percent), lower at other 4-year colleges (27.5 percent), and lowest at universities (19.6 percent). Their participation by rank ranged from a high of 54.0 percent of instructors to a low of 10.9 percent of professors.

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## Tenure

In institutions reporting tenure status, 64.6 percent of instructional faculty had tenure in 1981-82 — essentially unchanged since 1980-81 (table 6). By rank, those with tenure ranged from a high of 95.6 percent of professors to a low of approximately 2.4 percent of lecturers. Men were more likely to have tenure than women — 69.7 percent compared to 50.0 percent.

## Fringe Benefits

Average fringe benefit expenditures for faculty were \$4,956 (table 8). The largest benefits were for retirement (\$2,468), social security (\$1,566), housing plans (\$1,507), tuition plans (\$1,504), hospitalization (\$846), and other benefits in kind, with cash options (\$847). Tuition plans, whereby dependents of faculty can attend college at a reduced rate or free, averaged \$271 at public institutions and \$2,586 at private institutions.

## Methodology

The survey of faculty salaries, tenure, and fringe benefits was mailed to 3,253 institutional units (i.e., universities, colleges, and their branches — table 9). Responses were received from 2,350 institutions — a response rate of 72.2 percent. Response rates by control of institution (public or private) were similar for universities and other 4-year institutions. However, public 2-year colleges out-responded their private counterparts 79.6 percent to 60.2 percent; thus, there was a slight bias toward public institutions in the sample.

In past years, comparisons between early estimates based on preliminary tabulations and the final universe report (where response rate exceeds 90 percent) for the same survey year indicate that the two differ somewhat. Average salaries of faculty were from 1 to 4 percent higher in the final report than early estimates suggested. The percent of tenured faculty was underestimated by about 2 percent in early estimates. Differences in reported values for fringe benefits, by type, ranged from 1 percent for social security benefits to 19 percent for housing plans. Differences in the changes in the number of full-time instructional faculty occurred by 1 to 2 percentage points. Thus, caution should be used when interpreting small differences in these data.

## Additional Information

Information about the Center's statistical program and a catalog of NCES publications may be obtained from the Statistical Information Office, National Center for Education Statistics (1001 Presidential Building), 400 Maryland Avenue SW., Washington, D.C., 20202, telephone (301) 436-7900. Computer tapes and special tabulations may also be obtained from the Statistical Information Office.

**Table 1 —Percent change in salary levels of full-time instructional faculty on 9-month contracts in institutional units of higher education reporting data in both 1980-81 and 1981-82, by control, level, rank, and sex: 50 States and D.C.**

RANK AND SEX	PUBLIC AND PRIVATE				PUBLIC				PRIVATE			
	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR
	TOTAL, ALL RANKS . . . . .	9.2	9.7	8.9	8.7	8.9	9.4	8.6	8.8	9.8	10.5	9.5
MEN . . . . .	9.3	10.0	9.1	8.9	9.1	9.6	8.8	8.9	10.0	10.7	9.7	8.6
WOMEN . . . . .	8.8	9.3	8.6	8.7	8.6	8.8	8.3	8.6	9.5	10.3	9.2	9.1
PROFESSORS . . . . .	8.8	9.5	8.4	7.9	8.2	9.1	7.8	7.8	9.9	10.3	9.7	11.3
MEN . . . . .	8.8	9.5	8.4	7.9	8.3	9.1	7.8	7.8	9.9	10.3	9.6	10.6
WOMEN . . . . .	8.7	9.0	8.7	7.8	8.0	8.7	7.9	7.6	9.8	9.6	9.6	13.7
ASSOCIATE PROFESSORS . . . . .	8.7	9.3	8.5	8.2	8.3	9.0	7.9	8.2	9.7	10.0	9.6	8.8
MEN . . . . .	8.8	9.5	8.4	8.2	8.4	9.1	7.9	8.2	9.7	10.3	9.5	7.5
WOMEN . . . . .	8.7	8.7	8.7	8.5	8.1	8.4	7.9	8.2	10.3	9.4	10.1	10.5
ASSISTANT PROFESSORS . . . . .	8.9	9.9	8.6	7.9	8.9	9.7	8.5	8.0	9.3	10.3	9.0	9.4
MEN . . . . .	9.4	10.2	9.0	8.3	9.3	10.1	9.0	8.4	9.6	10.6	9.1	9.5
WOMEN . . . . .	8.3	9.3	8.0	7.4	8.0	9.1	7.6	7.5	9.1	9.8	8.9	9.4
INSTRUCTORS . . . . .	8.4	8.2	8.1	9.2	8.6	7.7	8.3	9.8	8.1	9.6	8.0	4.5
MEN . . . . .	8.9	9.7	8.3	9.8	9.0	9.0	8.3	10.4	9.0	10.9	8.5	3.7
WOMEN . . . . .	8.0	6.9	8.0	8.9	8.3	6.8	8.3	9.5	7.1	7.5	7.4	5.0
LECTURERS . . . . .	8.2	8.6	7.3	1/	7.4	7.7	6.6	1/	10.6	10.6	10.8	1/
MEN . . . . .	7.6	8.1	7.1	1/	7.1	7.7	6.3	1/	9.5	9.1	10.9	1/
WOMEN . . . . .	9.0	9.7	7.6	1/	7.9	8.0	7.0	1/	12.4	13.1	10.7	1/
NO ACADEMIC RANK . . . . .	8.7	1/	8.9	8.7	8.6	1/	11.5	8.6	9.1	1/	6.4	9.8
MEN . . . . .	8.6	1/	9.9	8.8	8.8	1/	11.6	8.8	9.5	1/	9.7	9.1
WOMEN . . . . .	9.6	1/	7.0	8.6	8.5	1/	11.8	8.5	8.3	1/	5.5	10.1

1/ SAMPLE TOO SMALL TO BE MEANINGFUL

**Table 2 —Number and average salaries of full-time instructional faculty on 9-month contracts in institutional units of higher education, by control, sex, and academic rank of faculty member, 50 States and D.C., 1981-82**

SEX AND ACADEMIC RANK (1)	PUBLIC AND PRIVATE		PUBLIC		PRIVATE	
	NUMBER OF FACULTY (2)	AVERAGE SALARY (3)	NUMBER OF FACULTY (4)	AVERAGE SALARY (5)	NUMBER OF FACULTY (6)	AVERAGE SALARY (7)
<b>MEN AND WOMEN</b>						
ALL RANKS (INCLUDING NO ACADEMIC RANK)	246,308	\$24,843	175,172	\$25,205	71,136	\$23,951
ALL RANKS (EXCLUDING NO ACADEMIC RANK)	208,239	25,048	139,512	25,464	68,727	24,202
PROFESSOR . . . . .	65,018	32,547	43,660	32,617	21,358	32,402
ASSOCIATE PROFESSOR . . . . .	60,806	24,774	41,516	25,279	19,290	23,687
ASSISTANT PROFESSOR . . . . .	60,599	20,350	39,476	20,943	21,123	19,240
INSTRUCTOR . . . . .	18,818	16,393	12,626	16,948	6,192	15,260
LECTURER . . . . .	2,998	17,274	2,234	17,148	764	17,642
NO ACADEMIC RANK . . . . .	38,069	23,724	35,660	24,193	2,409	16,782
<b>MEN</b>						
ALL RANKS (INCLUDING NO ACADEMIC RANK)	178,623	26,172	126,451	26,434	52,172	25,536
ALL RANKS (EXCLUDING NO ACADEMIC RANK)	154,558	26,410	103,864	26,727	50,694	25,760
PROFESSOR . . . . .	57,919	32,907	38,877	32,881	19,042	32,960
ASSOCIATE PROFESSOR . . . . .	47,723	25,063	32,769	25,497	14,954	24,172
ASSISTANT PROFESSOR . . . . .	38,670	20,805	25,344	21,360	13,326	19,749
INSTRUCTOR . . . . .	8,659	16,885	5,691	17,435	2,968	15,831
LECTURER . . . . .	1,587	18,338	1,183	18,268	404	18,543
NO ACADEMIC RANK . . . . .	24,065	24,645	22,587	25,087	1,478	17,881
<b>WOMEN</b>						
ALL RANKS (INCLUDING NO ACADEMIC RANK)	67,685	21,337	48,721	22,016	18,964	19,591
ALL RANKS (EXCLUDING NO ACADEMIC RANK)	53,681	21,127	35,648	21,785	18,033	19,826
PROFESSOR . . . . .	7,099	29,612	4,783	30,476	2,316	27,830
ASSOCIATE PROFESSOR . . . . .	13,083	23,719	8,747	24,462	4,336	22,220
ASSISTANT PROFESSOR . . . . .	21,929	15,546	14,132	20,195	7,797	19,370
INSTRUCTOR . . . . .	10,159	15,973	6,935	16,549	3,224	14,733
LECTURER . . . . .	1,411	16,077	1,051	15,888	360	16,630
NO ACADEMIC RANK . . . . .	14,004	22,142	13,073	22,647	931	15,039

**Table 3—Number and average salaries of full-time instructional faculty on 9-month contracts in institutional units of higher education, by control and level of institutional unit and by sex and academic rank of faculty member: 50 States and D.C., 1981-82**

SEX AND ACADEMIC RANK (1)	PUBLIC AND PRIVATE			PUBLIC			PRIVATE		
	UNIVER- SITIES (2)	OTHER 4-YEAR (3)	2-YEAR (4)	UNIVER- SITIES (5)	OTHER 4-YEAR (6)	2-YEAR (7)	UNIVER- SITIES (8)	OTHER 4-YEAR (9)	2-YEAR (10)
MEN AND WOMEN									
ALL RANKS (INCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	69,903	121,614	54,791	49,405	73,190	52,577	20,498	48,424	2,214
AVERAGE SALARY . . . . .	\$27,874	\$23,785	\$23,325	\$27,115	\$25,035	\$23,645	\$29,691	\$21,897	\$15,730
ALL RANKS (EXCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	69,809	119,848	18,582	49,319	72,811	17,383	20,491	47,037	1,199
AVERAGE SALARY . . . . .	\$27,887	\$23,855	\$22,073	\$27,136	\$25,049	\$22,461	\$29,695	\$22,007	\$16,449
PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	26,142	35,358	3,518	17,898	22,443	3,319	8,244	12,915	199
AVERAGE SALARY . . . . .	\$35,823	\$30,630	\$27,475	\$34,569	\$31,760	\$27,892	\$38,546	\$28,666	\$20,515
ASSOCIATE PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	20,072	35,509	5,225	14,711	21,829	4,976	5,361	13,680	249
AVERAGE SALARY . . . . .	\$26,240	\$24,029	\$24,197	\$25,873	\$25,072	\$24,432	\$27,249	\$22,366	\$19,512
ASSISTANT PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	18,538	36,227	5,834	13,037	20,979	5,460	5,501	15,248	374
AVERAGE SALARY . . . . .	\$21,417	\$19,803	\$20,351	\$21,286	\$20,808	\$20,643	\$21,726	\$18,421	\$16,082
INSTRUCTOR									
NUMBER OF INDIVIDUALS . . . . .	3,541	11,419	3,858	2,631	6,499	3,496	910	4,920	362
AVERAGE SALARY . . . . .	\$16,769	\$16,018	\$17,154	\$16,398	\$16,815	\$17,610	\$17,841	\$14,967	\$12,754
LECTURER									
NUMBER OF INDIVIDUALS . . . . .	1,516	1,335	147	1,041	1,061	132	475	274	15
AVERAGE SALARY . . . . .	\$17,939	\$16,801	\$14,713	\$17,596	\$16,944	\$15,251	\$18,689	\$16,245	\$9,977
NO ACADEMIC RANK									
NUMBER OF INDIVIDUALS . . . . .	94	1,766	36,209	87	379	35,194	7	1,387	1,015
AVERAGE SALARY . . . . .	\$17,816	\$19,028	\$23,968	\$17,738	\$22,190	\$24,230	\$18,781	\$18,164	\$14,861
MEN									
ALL RANKS (INCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	56,205	88,235	34,183	39,514	53,886	53,051	16,697	34,349	1,132
AVERAGE SALARY . . . . .	\$29,246	\$24,946	\$24,281	\$28,428	\$26,131	\$24,546	\$31,184	\$23,087	\$16,566
ALL RANKS (EXCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	56,138	87,049	11,371	39,453	53,651	10,760	16,685	33,398	611
AVERAGE SALARY . . . . .	\$29,259	\$25,014	\$23,027	\$28,443	\$26,143	\$23,349	\$31,189	\$23,201	\$17,350
PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	24,521	30,739	2,659	16,763	19,592	2,522	7,758	11,147	137
AVERAGE SALARY . . . . .	\$36,048	\$30,844	\$27,779	\$34,772	\$31,875	\$28,126	\$38,805	\$29,033	\$21,401
ASSOCIATE PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	16,495	27,731	3,497	12,129	17,286	3,354	4,366	10,445	143
AVERAGE SALARY . . . . .	\$26,506	\$24,283	\$24,438	\$26,116	\$25,230	\$24,632	\$27,589	\$22,716	\$19,886
ASSISTANT PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	12,716	22,595	3,359	8,897	13,265	3,182	3,819	9,330	177
AVERAGE SALARY . . . . .	\$21,869	\$20,214	\$20,753	\$21,731	\$21,199	\$20,998	\$22,189	\$18,815	\$16,359
INSTRUCTOR									
NUMBER OF INDIVIDUALS . . . . .	1,608	5,258	1,793	1,112	2,934	1,645	496	2,324	148
AVERAGE SALARY . . . . .	\$17,423	\$16,423	\$17,757	\$16,874	\$17,213	\$19,210	\$18,653	\$15,427	\$12,724
LECTURER									
NUMBER OF INDIVIDUALS . . . . .	798	726	63	552	574	57	246	152	6
AVERAGE SALARY . . . . .	\$19,151	\$17,711	\$15,271	\$18,834	\$17,942	\$16,067	\$19,862	\$16,836	\$7,711
NO ACADEMIC RANK									
NUMBER OF INDIVIDUALS . . . . .	67	1,186	22,812	61	235	22,291	6	951	521
AVERAGE SALARY . . . . .	\$18,791	\$19,928	\$24,907	\$16,790	\$23,285	\$25,123	\$18,795	\$19,098	\$15,648
WOMEN									
ALL RANKS (INCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	13,698	33,379	20,608	9,891	19,304	19,526	3,807	14,075	1,082
AVERAGE SALARY . . . . .	\$22,241	\$20,717	\$21,739	\$21,893	\$21,974	\$22,121	\$23,146	\$18,993	\$14,855
ALL RANKS (EXCLUDING NO ACADEMIC RANK)									
NUMBER OF INDIVIDUALS . . . . .	13,671	32,799	7,211	9,865	19,160	6,623	3,806	13,639	588
AVERAGE SALARY . . . . .	\$22,255	\$20,780	\$20,569	\$21,910	\$21,986	\$21,018	\$23,147	\$19,085	\$15,513
PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	1,621	4,619	859	1,135	2,851	797	486	1,760	62
AVERAGE SALARY . . . . .	\$32,412	\$29,202	\$26,534	\$31,562	\$30,972	\$27,155	\$34,398	\$26,349	\$18,557
ASSOCIATE PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	3,577	7,778	1,728	2,582	4,543	1,622	995	3,235	106
AVERAGE SALARY . . . . .	\$25,016	\$23,125	\$23,710	\$24,730	\$24,470	\$24,017	\$25,758	\$21,237	\$19,017
ASSISTANT PROFESSOR									
NUMBER OF INDIVIDUALS . . . . .	5,822	13,632	2,475	4,140	7,714	2,278	1,682	5,918	197
AVERAGE SALARY . . . . .	\$20,431	\$19,122	\$19,804	\$20,331	\$20,137	\$20,147	\$20,676	\$17,799	\$15,832
INSTRUCTOR									
NUMBER OF INDIVIDUALS . . . . .	1,933	6,161	2,065	1,519	3,565	1,851	414	2,596	214
AVERAGE SALARY . . . . .	\$16,225	\$15,673	\$16,631	\$16,050	\$16,487	\$17,077	\$16,867	\$14,555	\$12,775
LECTURER									
NUMBER OF INDIVIDUALS . . . . .	718	609	84	489	487	75	229	122	9
AVERAGE SALARY . . . . .	\$16,592	\$15,716	\$14,225	\$16,200	\$15,768	\$14,632	\$17,430	\$15,508	\$11,487
NO ACADEMIC RANK									
NUMBER OF INDIVIDUALS . . . . .	27	580	13,397	26	144	12,903	1	436	494
AVERAGE SALARY . . . . .	\$15,396	\$17,187	\$22,370	\$15,268	\$20,403	\$22,487	\$18,701	\$16,125	\$14,073









Table 5 —Percent change in number of full-time instructional faculty on 9-month contracts in institutional units of higher education reporting data in 1980-81 and 1981-82, by control, level, rank and sex: 50 States and D.C.

RANK AND SEX	PUBLIC AND PRIVATE				PUBLIC				PRIVATE			
	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR	TOTAL	UNIVER-SITIES	OTHER 4-YEAR	2-YEAR
TOTAL, ALL RANKS . . . . .	1.2	1.2	1.4	0.7	0.9	1.0	1.0	0.6	2.0	1.5	2.2	1.8
MEN . . . . .	0.8	0.7	1.2	-0.1	0.4	0.5	0.7	-0.2	1.6	0.9	1.9	2.7
WOMEN . . . . .	2.4	3.3	2.2	2.0	2.1	3.1	1.7	2.1	3.0	3.9	2.9	1.0
PROFESSORS . . . . .	3.9	2.8	4.4	7.3	4.3	2.9	5.0	7.3	3.0	2.5	3.3	6.7
MEN . . . . .	3.8	2.6	4.5	7.9	4.1	2.7	4.9	8.0	3.2	2.4	3.7	5.7
WOMEN . . . . .	4.4	5.1	4.0	5.5	5.7	5.3	6.0	5.2	1.9	4.5	0.9	9.1
ASSOCIATE PROFESSORS . . . . .	1.0	0.6	1.4	0.4	0.6	0.3	0.9	0.5	1.9	1.5	2.2	-2.9
MEN . . . . .	-0.1	-0.8	0.6	-1.8	-0.5	-0.9	0.0	-1.8	0.9	-0.6	1.7	-0.8
WOMEN . . . . .	5.3	7.8	4.3	5.0	5.2	6.3	4.3	5.7	5.6	11.9	4.1	-5.6
ASSISTANT PROFESSORS . . . . .	-1.0	-0.5	-0.8	-3.9	-2.1	-0.7	-2.4	-4.5	1.2	0.1	1.5	5.2
MEN . . . . .	-1.9	-1.1	-2.0	-4.0	-2.8	-1.4	-3.4	-4.4	0.0	-0.5	0.2	4.5
WOMEN . . . . .	0.5	1.0	1.1	-3.9	-0.9	0.8	-0.7	-4.6	3.3	1.6	3.7	5.8
INSTRUCTORS . . . . .	-2.4	0.2	-2.9	-3.4	-2.7	0.0	-2.9	-4.2	-1.8	0.8	-2.8	5.1
MEN . . . . .	-3.4	0.2	-3.5	-6.4	-4.9	-2.0	-4.8	-7.0	-0.4	5.5	-1.7	0.0
WOMEN . . . . .	-1.5	0.2	-2.4	-0.6	-0.8	1.5	-1.4	-1.6	-3.1	-4.4	-3.7	8.8
LECTURERS . . . . .	5.2	2.8	8.7	1/	6.7	4.7	9.4	1/	0.6	-1.0	4.9	1/
MEN . . . . .	4.3	0.9	8.0	1/	6.5	3.0	8.8	1/	-1.4	-3.5	4.2	1/
WOMEN . . . . .	6.1	5.0	9.4	1/	7.3	6.6	10.2	1/	2.8	1.8	5.8	1/
NO ACADEMIC RANK . . . . .	1.2	1/	2.9	1.1	1.2	1/	-2.9	1.2	2.1	1/	1.7	-1.4
MEN . . . . .	0.4	1/	1.2	0.3	0.3	1/	-4.8	0.3	2.8	1/	2.8	2.4
WOMEN . . . . .	2.7	1/	6.8	2.6	2.8	1/	0.8	2.8	0.9	1/	9.1	-5.5

1/ SAMPLE TOO SMALL TO BE MEANINGFUL



**Table 7 — Women as percent of total full-time instructional faculty on 9-month contracts in institutional units of higher education, by academic rank and control and level of institutional unit: 50 States and D.C., 1981-82**

CONTROL AND LEVEL OF INSTITUTIONAL UNIT	TOTAL, ALL RANKS	PROFESSORS	ASSOCIATE PROFESSORS	ASSISTANT PROFESSORS	INSTRUCTORS	LECTURERS	NO ACADEMIC RANK
ALL INSTITUTIONAL UNITS . . . . .	27.5	10.9	21.5	36.2	54.0	47.1	36.8
UNIVERSITIES . . . . .	19.6	6.2	17.8	31.4	54.6	47.4	28.7
OTHER 4-YEAR . . . . .	27.4	13.1	21.9	37.6	54.0	45.6	32.8
2-YEAR . . . . .	37.6	24.4	33.1	42.6	53.5	57.1	37.0
PUBLICLY CONTROLLED . . . . .	27.8	11.0	21.1	35.8	54.9	47.0	36.7
UNIVERSITIES . . . . .	20.0	6.3	17.6	31.8	57.7	47.0	29.9
OTHER 4-YEAR . . . . .	26.4	12.7	20.8	36.8	54.9	45.9	38.0
2-YEAR . . . . .	37.2	24.0	32.6	42.0	52.9	56.8	36.7
PRIVATELY CONTROLLED . . . . .	26.7	10.9	22.5	36.9	52.1	47.1	38.6
UNIVERSITIES . . . . .	18.6	5.9	18.6	30.6	45.5	48.2	14.3
OTHER 4-YEAR . . . . .	29.1	13.7	23.6	38.8	52.8	44.5	31.4
2-YEAR . . . . .	48.6	31.1	42.5	51.8	58.7	60.0	48.7

**Table 8 — Average fringe benefit expenditures for full-time instructional faculty on 9-month contracts in institutional units of higher education, by academic rank of faculty member, control of institutional unit, and benefit plan: 50 States and D.C., 1981-82**

CONTROL OF INSTITUTIONAL UNIT AND BENEFIT PLAN (1)	NUMBER OF INSTI-TUTIONS (2)	ALL RANKS (3)	PRO-FESSORS (4)	ASSOC. PRO-FESSORS (5)	ASSIST. PRO-FESSORS (6)	INSTRUC-TORS (7)	LTC-TORERS (8)	NO ACA-DEMIC RANK (9)
PUBLIC AND PRIVATE . . . . .	1,972	\$4,950	\$6,637	\$5,041	\$4,047	\$3,305	\$3,384	\$4,459
RETIREMENT TOTAL . . . . .	1,869	\$2,468	\$3,413	\$2,392	\$1,909	\$1,658	\$1,497	\$2,183
VESTED WITHIN 5 YR . . . . .	1,394	2,554	3,557	2,413	1,900	1,560	1,485	2,054
VESTED AFTER 5 YR . . . . .	688	2,270	2,873	2,332	1,932	1,779	1,547	2,295
HOSPITALIZATION . . . . .	1,924	846	862	807	759	751	813	1,080
DISABILITY . . . . .	1,118	149	166	141	126	114	117	196
TUITION PLANS . . . . .	768	1,504	2,256	1,676	1,160	628	1,176	263
HOUSING PLANS . . . . .	67	1,507	1,745	1,840	1,212	1,075	895	1,097
SOCIAL SECURITY . . . . .	1,691	1,566	1,905	1,637	1,363	1,118	1,179	1,416
UNEMPLOYMENT COMP . . . . .	1,825	138	139	117	135	137	113	143
GROUP LIFE INSURANCE . . . . .	1,566	149	185	153	131	107	106	135
WORKMAN'S COMPENSATION . . . . .	1,900	97	104	90	75	111	67	130
OTHER . . . . .	88	847	853	767	748	942	896	1,143
PUBLIC . . . . .	1,075	\$5,030	\$6,565	\$5,119	\$4,290	\$3,625	\$3,407	\$4,551
RETIREMENT TOTAL . . . . .	1,025	\$2,595	\$3,608	\$2,596	\$2,088	\$1,783	\$1,500	\$2,231
VESTED WITHIN 5 YR . . . . .	621	2,759	3,861	2,687	2,141	1,725	1,460	2,131
VESTED AFTER 5 YR . . . . .	579	2,333	2,972	2,416	1,998	1,839	1,646	2,310
HOSPITALIZATION . . . . .	1,055	895	906	836	802	802	837	1,105
DISABILITY . . . . .	491	164	190	152	134	119	117	203
TUITION PLANS . . . . .	198	271	365	332	284	230	484	160
HOUSING PLANS . . . . .	6	1,054	1,758	1,855	1,392	1,229	1,015	592
SOCIAL SECURITY . . . . .	801	1,607	1,947	1,687	1,421	1,172	1,176	1,451
UNEMPLOYMENT COMP . . . . .	986	122	119	117	115	126	100	140
GROUP LIFE INSURANCE . . . . .	830	145	184	146	129	108	103	137
WORKMAN'S COMPENSATION . . . . .	993	98	96	85	72	128	64	134
OTHER . . . . .	47	798	688	699	728	994	895	1,229
PRIVATE . . . . .	897	\$4,772	\$6,788	\$4,872	\$3,589	\$2,471	\$3,313	\$3,240
RETIREMENT TOTAL . . . . .	844	\$2,088	\$2,974	\$1,905	\$1,458	\$1,032	\$1,486	\$1,336
VESTED WITHIN 5 YR . . . . .	773	2,153	3,044	1,950	1,489	1,076	1,576	1,390
VESTED AFTER 5 YR . . . . .	105	1,140	1,461	1,179	1,038	788	1,026	892
HOSPITALIZATION . . . . .	869	719	70	744	676	602	731	683
DISABILITY . . . . .	627	124	135	125	115	106	116	112
TUITION PLANS . . . . .	570	2,586	2,959	2,544	1,920	1,544	2,899	1,795
HOUSING PLANS . . . . .	61	1,613	1,743	1,843	1,188	1,009	731	2,194
SOCIAL SECURITY . . . . .	890	1,487	1,833	1,550	1,277	1,017	1,185	1,146
UNEMPLOYMENT COMP . . . . .	889	174	180	176	169	163	144	187
GROUP LIFE INSURANCE . . . . .	736	156	187	166	135	106	113	113
WORKMAN'S COMPENSATION . . . . .	907	97	120	99	81	73	76	84
OTHER . . . . .	41	1,181	1,916	1,235	861	441	924	210

Table 9 --Number and percent of institutional units of higher education responding to the survey of full-time institutional faculty, by control, level, and enrollment size of institutional unit: 50 States and D.C., 1981-82

LEVEL AND ENROLLMENT SIZE OF INSTITUTIONAL UNIT (1)	INSTITUTIONAL UNITS SURVEYED			INSTITUTIONAL UNITS RESPONDING			PERCENT RESPONDING		
	TOTAL (2)	PUBLIC (3)	PRIVATE (4)	TOTAL (5)	PUBLIC (6)	PRIVATE (7)	TOTAL (8)	PUBLIC (9)	PRIVATE (10)
ALL INSTITUTIONAL UNITS . . . . .	3,253	1,498	1,755	2,350	1,150	1,200	72.2	76.8	66.4
UNIVERSITY UNITS . . . . .	156	94	62	114	69	45	73.1	73.4	72.6
BELOW 10,000 . . . . .	44	13	31	35	11	24	79.5	84.6	77.4
10,000 - 19,999 . . . . .	50	27	23	40	22	18	80.0	81.5	78.3
20,000 AND ABOVE . . . . .	62	54	8	39	36	3	62.9	66.7	37.5
OTHER 4-YEAR UNITS . . . . .	1,823	464	1,359	1,287	333	954	70.6	71.8	70.2
BELOW 1,000 . . . . .	827	39	788	532	24	508	64.3	61.5	64.5
1,000 - 2,499 . . . . .	490	90	400	378	66	312	77.1	73.3	78.0
2,500 - 4,999 . . . . .	239	116	123	181	86	95	75.7	74.1	77.2
5,000 - 9,999 . . . . .	159	117	42	115	80	35	72.3	68.4	83.3
10,000 AND ABOVE . . . . .	108	102	6	81	77	4	75.0	75.5	66.7
2-YEAR UNITS . . . . .	1,274	940	334	949	748	201	74.5	79.6	60.2
BELOW 500 . . . . .	261	48	213	152	30	122	58.2	62.5	57.3
500 - 999 . . . . .	194	112	82	154	99	55	79.4	88.4	67.1
1,000 - 2,499 . . . . .	339	308	31	274	254	20	80.8	82.5	64.5
2,500 AND ABOVE . . . . .	480	472	8	369	365	4	76.9	77.3	50.0