



U.S. Department of Education  
Institute of Education Sciences  
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# Staff in Postsecondary Institutions, Fall 2002, and Salaries of Full-Time Instructional Faculty, 2002-03

E.D. Tabs





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November 2004

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# Summary

## Introduction

This report presents findings from the Integrated Postsecondary Education Data System (IPEDS) winter 2002–03 data collection that included both primary occupational activity information for staff<sup>1</sup> employed in fall 2002 and salaries and fringe benefits of full-time instructional faculty<sup>2</sup> for academic year 2002–03. The data included in this publication were collected through the IPEDS web-based data collection system.

IPEDS began collecting data in 1985 from all postsecondary institutions in the United States (the 50 states and the District of Columbia) and its outlying areas.<sup>3</sup> Prior to that, institutions of higher education provided data through the Higher Education General Information Surveys (HEGIS), which began in 1966. IPEDS defines a postsecondary institution as an organization that is open to the public and has a primary mission of providing education or training beyond the high school level. This includes institutions that offer academic, vocational, and continuing professional education programs and excludes institutions that offer only avocational (leisure) and adult basic education programs.

Since 1992, participation in IPEDS has been required for all postsecondary institutions and central or system offices that participate in Title IV federal student financial aid programs, such as Pell Grants or Stafford Loans.<sup>4</sup> During the 2002–03 academic year, 6,508 institutions and 80 central or system offices were required to participate in IPEDS. Because 2 of these institutions closed after the 2002–03 collection cycle began, 6,506 institutions were expected to participate in the winter 2002–03 collection. Moreover, the 80 central or system offices were not required to participate because neither of the two required component surveys—Employees by Assigned Position (EAP) and Salaries—was applicable to them. The EAP component was required of all 6,506 Title IV institutions and 6,405, or 98.4 percent, responded. The Salaries component was required of all 4-year Title IV institutions and the 2-year degree-granting Title IV institutions; note that less than 4-year institutions granting only certificates are *not* surveyed. In addition, institutions are not required to respond to the Salaries component if all instructional faculty are part-time, contribute their services, are in the military, or teach clinical or preclinical medicine. For the winter 2002–03 collection, 4,102 institutions were required to complete the Salaries component. Of these, 4,052—or 98.8 percent—responded. The Fall Staff component, which is applicable for Title IV institutions that employ 15 or more full-time staff, was optional during the

<sup>1</sup>The term “staff,” as used in this report, is synonymous with employees and includes faculty.

<sup>2</sup>Instructional faculty are those whose specific assignments customarily are made for the purpose of providing instruction or teaching, or for whom it is not possible to differentiate between teaching, research, and public service because each of these functions is an integral component of their regular assignment.

<sup>3</sup>The outlying areas are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

<sup>4</sup>Institutions participating in Title IV programs are accredited by an agency or organization recognized by the Secretary of the U.S. Department of Education, have a program of over 300 clock hours or 8 credit hours, have been in business for at least 2 years, and have a signed Program Participation Agreement (PPA) with the Office of Postsecondary Education (OPE), U.S. Department of Education.

winter 2002–03 collection.<sup>5</sup> Because the Fall Staff component is not required of all Title IV institutions, the EAP component was designed to collect annual data on the total number of employees in Title IV postsecondary institutions.

Tabulations in this report present selected data collected during the winter 2002–03 IPEDS collection about staff employed at Title IV institutions<sup>6</sup> in the United States. Degree-granting institutions (those offering associate’s, bachelor’s, master’s, doctor’s and first-professional degrees) are displayed separately in some tables. Summary data only are provided for institutions in the outlying areas.

## Employees in All Title IV Institutions

In fall 2002, the 6,506 Title IV institutions in the United States employed more than 2.9 million staff (table A). Institutions are asked to report employees in medical schools separately from all others in the EAP component of IPEDS. Table A also indicates that institutions that do not have a medical school component employed nearly 2.1 million staff in fall 2002, while those with a medical school component employed 826,600 staff. Freestanding medical schools employed an additional 19,800 staff in 2002. Overall, 10 percent of all staff, or about 286,400 people, were employed in medical schools.

Table A. Employees in all Title IV institutions, by school type, employment status, and control and level of institution: United States, fall 2002

School type, employment status, and control and level of institution	Number	Percent
Total	2,938,458	100.0
Institutions with no medical school component	2,092,068	71.2
Institutions with a medical school component	826,604	28.1
Medical school component only	266,589	9.1
Freestanding medical schools	19,786	0.7
Full-time	2,092,286	71.2
Part-time	846,172	28.8
Public	1,951,751	66.4
Private not-for-profit	880,273	30.0
Private for-profit	106,434	3.6
4-year	2,242,374	76.3
2-year	651,303	22.2
Less-than-2-year	44,781	1.5

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

<sup>5</sup>Fall Staff data are required biannually, in odd-numbered years.

<sup>6</sup>Title IV institutions described in this report include the 6,506 Title IV institutions, all of which are required to complete the Employees by Assigned Position component; of these, 4,102 Title IV institutions are required to complete the Salaries component.

In the tables in this publication, institutions or their components will be referred to as either “medical schools” (those that are freestanding plus the medical school component that is affiliated with an institution of higher education) or as “institutions (excluding medical schools),” which include those with no medical school component and the non-medical component of institutions with a medical school.

Just over 70 percent of all staff were employed full time in fall 2002. Approximately 66 percent of all staff were employed by public institutions, 30 percent were employed by private not-for-profit institutions, and the remaining 4 percent were employed by private for-profit institutions. About 76 percent of staff were employed by 4-year institutions, 22 percent were employed by 2-year institutions, and the remaining 2 percent were employed by less-than-2-year institutions.

More than 1.2 million, or 42 percent, of all employees in Title IV institutions in the United States were classified as faculty (either as primarily instruction, primarily research, primarily public service, or instruction combined with research and/or public service) (table B). About 30 percent of all employees were in positions classified as primarily instruction, 2 percent were primarily research, 1 percent were primarily public service, and 9 percent were instruction combined with research and/or public service.

About 7 percent of all employees held executive, administrative, or managerial positions; 20 percent held other professional (support/service) positions; 7 percent held technical and paraprofessional positions; 15 percent held clerical/secretarial positions; 2 percent held skilled craft positions; and 8 percent held service maintenance positions.

Title IV medical school employees had different patterns of activity compared to the majority of employees in Title IV institutions. For example, in Title IV institutions (excluding medical schools), 32 percent of employees were in positions classified as primarily instruction; however, in Title IV medical schools 11 percent of employees were in positions classified as primarily instruction. Also, a higher proportion of employees in Title IV medical schools were in positions classified as instruction combined with research and/or public service (17 percent), compared to about 8 percent of employees in the same positions in Title IV institutions (excluding medical schools).

Patterns also varied by control of institution. About 54 percent of all employees in private for-profit institutions held positions classified as primarily instruction, while about 29 percent held similar positions in public and private not-for-profit institutions. The private sector institutions employed higher percentages of staff with executive/administrative/managerial functions: 12 percent in the for-profit institutions and 9 percent in the not-for-profit institutions, compared to 5 percent in public institutions.

One of the major differences between full-time and part-time employees involved those in positions classified as primarily instruction. More than half of all part-time employees (56 percent) were in positions classified as primarily instruction, compared to 20 percent of full-time

Table B. Employees in all Title IV institutions, by school type, employment status, control of institution, and primary function/occupational activity: United States, fall 2002

Primary function/occupational activity	School type			Employment status		Control		
	Total	Institutions (excluding medical schools) <sup>1</sup>	Medical schools <sup>2</sup>	Full-time	Part-time	Public	Private not-for-profit	Private for-profit
	Number							
Total	2,938,458	2,652,083	286,375	2,092,286	846,172	1,951,751	880,273	106,434
Primarily instruction	888,572	857,055	31,517	413,817	474,755	578,513	252,297	57,762
Instruction/research/public service	255,490	206,559	48,931	192,179	63,311	186,975	66,553	1,962
Primarily research	54,810	38,346	16,464	41,094	13,716	40,804	13,983	23
Primarily public service	20,933	14,188	6,745	14,224	6,709	13,734	7,042	157
Executive/administrative/managerial	190,449	176,861	13,588	180,846	9,603	95,743	82,446	12,260
Other professional (support/service)	579,405	496,487	82,918	493,300	86,105	385,906	176,347	17,152
Technical and paraprofessionals	205,862	173,103	32,759	160,713	45,149	150,047	52,756	3,059
Clerical and secretarial	450,113	405,321	44,792	348,128	101,985	298,444	140,797	10,872
Skilled crafts	66,727	65,303	1,424	62,659	4,068	50,902	15,454	371
Service maintenance	226,097	218,860	7,237	185,326	40,771	150,683	72,598	2,816
	Percent							
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Primarily instruction	30.2	32.3	11.0	19.8	56.1	29.6	28.7	54.3
Instruction/research/public service	8.7	7.8	17.1	9.2	7.5	9.6	7.6	1.8
Primarily research	1.9	1.4	5.7	2.0	1.6	2.1	1.6	#
Primarily public service	0.7	0.5	2.4	0.7	0.8	0.7	0.8	0.1
Executive/administrative/managerial	6.5	6.7	4.7	8.6	1.1	4.9	9.4	11.5
Other professional (support/service)	19.7	18.7	29.0	23.6	10.2	19.8	20.0	16.1
Technical and paraprofessionals	7.0	6.5	11.4	7.7	5.3	7.7	6.0	2.9
Clerical and secretarial	15.3	15.3	15.6	16.6	12.1	15.3	16.0	10.2
Skilled crafts	2.3	2.5	0.5	3.0	0.5	2.6	1.8	0.3
Service maintenance	7.7	8.3	2.5	8.9	4.8	7.7	8.2	2.6

#Rounds to zero.

<sup>1</sup>Includes institutions with no medical school component and the non-medical component of institutions with a medical school.

<sup>2</sup>Includes freestanding medical schools and the medical school component affiliated with an institution of higher education.

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

employees. Whereas, a greater proportion of full-time than part-time employees held positions classified as other professional (support/service), 24 percent and 10 percent, respectively.

### Full-Time Professional Employees in Title IV Degree-Granting Institutions

About 1.1 million full-time professionals<sup>7</sup> were employed in Title IV degree-granting institutions (excluding medical schools) in fall 2002, and another 169,000 professionals were employed full time in Title IV medical schools (table C).

Table C. Full-time professional employees in Title IV degree-granting institutions, by control of institution, school type, and faculty status: United States, fall 2002

School type and faculty status	Number				Percent			
	Total	Public	Private not-for-profit	Private for-profit	Total	Public	Private not-for-profit	Private for-profit
Institutions (excluding medical schools) <sup>1</sup>	1,131,051	754,373	344,082	32,596	100.0	100.0	100.0	100.0
With faculty status								
Tenured	275,355	204,148	70,767	440	24.3	27.1	20.6	1.3
On tenure track	114,801	79,775	34,923	103	10.1	10.6	10.1	0.3
Not on tenure track/no tenure system	194,665	122,607	56,134	15,924	17.2	16.3	16.3	48.9
Without faculty status	546,230	347,843	182,258	16,129	48.3	46.1	53.0	49.5
Medical schools <sup>2</sup>	168,996	97,604	71,375	17	100.0	100.0	100.0	100.0
With faculty status								
Tenured	20,483	13,027	7,456	0	12.1	13.3	10.4	0
On tenure track	15,045	6,500	8,545	0	8.9	6.7	12.0	0
Not on tenure track/no tenure system	43,947	24,678	19,252	17	26.0	25.3	27.0	100.0
Without faculty status	89,521	53,399	36,122	0	53.0	54.7	50.6	0

<sup>1</sup>Includes institutions with no medical school component and the non-medical component of institutions with a medical school.

<sup>2</sup>Includes freestanding medical schools and the medical school component affiliated with an institution of higher education.

NOTE: Detail may not sum to totals because of rounding. Professional employees include those whose primary function or occupational activity is classified as either faculty (including primarily instruction; instruction combined with research and/or public service; primarily research; and primarily public service); executive/administrative/managerial; and other professional. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

In Title IV degree-granting institutions, 24 percent of full-time professional employees in institutions other than medical schools were tenured, while 12 percent of full-time professional employees in medical schools were tenured. Public institutions (excluding medical schools) reported that more than 27 percent of their full-time professional employees were tenured, while 21 percent of these employees in private not-for-profit institutions were tenured, and only 1

<sup>7</sup>Professionals include faculty; staff in executive, administrative, and other managerial positions; and other professional (support/service) staff.

percent in the private for-profit institutions were tenured. The proportion of tenured employees was smaller for medical schools regardless of institutional control (about 13 percent in public institutions and 10 percent in private not-for-profit institutions).

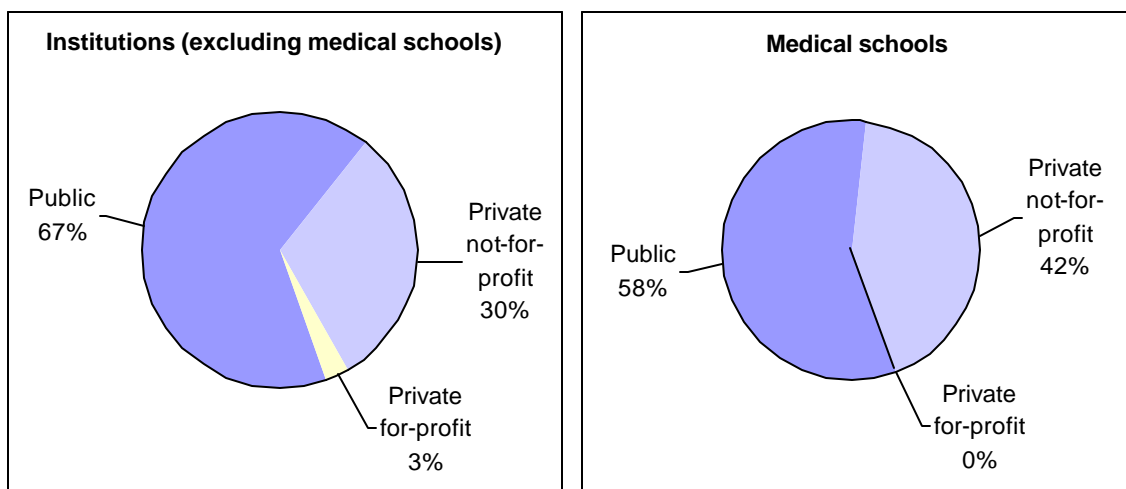
Among the full-time professional employees in institutions (excluding medical schools), 67 percent were employed in public institutions, 30 percent were employed in private not-for-profit institutions, and the remaining 3 percent were employed in private for-profit institutions (figure A). Of the professional staff employed by medical schools, 58 percent were employed in public institutions, 42 percent were employed in private not-for-profit institutions, and less than one percent (17 employees) were employed in private for-profit institutions.

### Salaries of Full-Time Instructional Faculty

During the 2002–03 academic year, full-time instructional faculty on 9/10-month contracts earned an average salary of about \$61,000, while full-time instructional faculty on 11/12-month contracts earned an average salary of about \$70,000 (table D).

As expected, salaries varied by rank, with faculty holding higher ranks earning higher average salaries. Among full-time instructional faculty on 9/10-month contracts, professors earned an average salary of \$83,000, associate professors earned an average salary of \$60,000, while assistant professors averaged \$51,000, instructors averaged \$48,000, and lecturers earned an average salary of \$43,000. Full-time instructional faculty on 9/10-month contracts who work at institutions without standard academic ranks (no academic rank) earned an average salary of \$46,000. Those on 11/12-month contracts earned the following average salaries: professors—\$100,000; associate professors—\$77,000; assistant professors—\$66,000; instructors—\$45,000;

Figure A. Full-time professional employees in Title IV degree-granting institutions, by school type and control of institution: United States, fall 2002



SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.



Table D. Average salaries of full-time instructional faculty on 9/10- and 11/12-month contracts in Title IV degree-granting institutions, by gender, control of institution, and academic rank: United States, academic year 2002–03

Contract length and academic rank	Total	Gender		Control		
		Men	Women	Public	Private not-for-profit	Private for-profit
Total faculty with 9/10-month contracts, all ranks	\$61,330	\$66,126	\$54,105	\$60,014	\$64,634	\$39,629
Professor	83,466	86,191	75,028	80,872	88,817	46,059
Associate professor	60,471	62,226	57,716	60,308	60,786	55,220
Assistant professor	50,552	52,441	48,380	50,659	50,370	36,764
Instructor	48,304	50,272	46,573	49,976	38,090	29,209
Lecturer	42,622	45,469	40,265	41,474	46,064	†
No academic rank	46,338	47,412	45,251	46,102	48,289	48,427
Total faculty with 11/12-month contracts, all ranks	\$69,572	\$75,004	\$60,530	\$77,665	\$69,117	\$37,345
Professor	99,792	103,275	86,729	107,245	88,413	55,743
Associate professor	76,573	79,011	72,185	80,508	71,835	50,359
Assistant professor	66,463	68,872	63,670	68,551	64,461	49,114
Instructor	44,745	44,351	45,205	51,125	47,672	36,222
Lecturer	51,875	55,832	47,334	53,376	51,566	40,624
No academic rank	47,298	48,271	46,081	54,733	50,255	27,961

†Not applicable. There are no faculty members in this cell.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

and lecturers—\$52,000. Full-time instructional faculty on 11/12-month contracts who work at institutions without standard academic ranks (no academic rank) earned an average salary of \$47,000.

On average, men generally earned higher average salaries than women regardless of contract length or rank. Overall, male faculty with 9/10-month contracts earned an average salary of \$66,000, while female faculty with contracts of the same length earned an average salary of \$54,000. Likewise, male faculty with 11/12-month contracts earned an average salary of \$75,000, while female faculty with contracts of the same length earned an average salary of \$61,000. Similarly, male professors with 9/10-month contracts earned an average salary of \$86,000, while female professors with contracts of the same length earned an average salary of \$75,000. Male professors with 11/12-month contracts earned an average salary of \$103,000, while female professors with contracts of the same length earned an average salary of \$87,000.

In general, public and private not-for-profit faculty earned higher average salaries than private for-profit faculty, regardless of contract length or rank. Faculty with 9/10-month contracts at public institutions earned an average salary of \$60,000, and those at private not-for-profit institutions earned \$65,000, while those at private for-profit institutions earned average salaries of \$40,000. Likewise, faculty with 11/12-month contracts at public institutions earned an average salary of \$78,000, and those at private not-for-profit institutions earned \$69,000, while those at private for-profit institutions earned average salaries of \$37,000.

Professors at public institutions with 9/10-month contracts earned an average salary of \$81,000, and those at private not-for-profit institutions earned \$89,000, while those at private for-profit institutions earned average salaries of \$46,000. Professors at public institutions with 11/12-month contracts earned an average salary of \$107,000, and those at private not-for-profit institutions earned \$88,000, while those at private for-profit institutions earned average salaries of \$56,000.

Overall, between 2001–02 and 2002–03, average salaries of full-time instructional faculty with 11/12-month contracts rose slightly more than average salaries for those with 9/10-month contracts (3.5 percent compared to 2.7 percent) (data derived from table E). Likewise, considering full-time instructional faculty employed at public and private not-for-profit institutions, average salaries of those with 11/12-month contracts rose 3.6 percent and 6.1 percent, respectively, while those with 9/10-month contracts rose 2.5 percent and 2.7 percent, respectively, during this period.

Table E. Change in average salaries of full-time instructional faculty on 9/10- and 11/12-month contracts in Title IV degree-granting institutions, by control of institution and academic rank: United States, academic years 2001–02 and 2002–03

Contract length and academic rank	Public			Private not-for-profit			Private for-profit		
	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change
Total faculty with 9/10-month contracts, all ranks	\$58,524	\$60,014	2.5	\$62,947	\$64,634	2.7	\$33,891	\$39,629	16.9
Professor	78,387	80,872	3.2	85,867	88,817	3.4	54,882	46,059	-16.1
Associate professor	58,663	60,308	2.8	58,871	60,786	3.3	43,124	55,220	28.0
Assistant professor	48,956	50,659	3.5	48,504	50,370	3.8	33,884	36,764	8.5
Instructor	48,279	49,976	3.5	37,637	38,090	1.2	29,957	29,209	-2.5
Lecturer	40,809	41,474	1.6	44,762	46,064	2.9	†	†	†
No academic rank	46,772	46,102	-1.4	46,043	48,289	4.9	31,987	48,427	51.4
Total faculty with 11/12-month contracts, all ranks	\$74,932	\$77,665	3.6	\$65,158	\$69,117	6.1	\$39,187	\$37,345	-4.7
Professor	103,936	107,245	3.2	85,320	88,413	3.6	54,256	55,743	2.7
Associate professor	77,529	80,508	3.8	66,036	71,835	8.8	47,199	50,359	6.7
Assistant professor	66,475	68,551	3.1	59,294	64,461	8.7	42,978	49,114	14.3
Instructor	50,715	51,125	0.8	45,758	47,672	4.2	37,359	36,222	-3.0
Lecturer	53,444	53,376	-0.1	44,282	51,566	16.4	38,768	40,624	4.8
No academic rank	52,664	54,733	3.9	55,046	50,255	-8.7	38,040	27,961	-26.5

†Not applicable. There are no faculty members in this cell.

NOTE: Average salaries data should be used with caution; some averages may represent small numbers of individuals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2001–02 and Winter 2002–03.

## **Compendium of Tables**



Table 1. Employees in all Title IV institutions, by employment status, school type, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)		Total	Institutions (excluding medical)		Total	Institutions (excluding medical)	
		Medical schools	Medical schools		Medical schools	Medical schools			
Total	2,938,458	2,652,083	286,375	2,092,286	1,847,601	244,685	846,172	804,482	41,690
Primarily instruction	888,572	857,055	31,517	413,817	390,785	23,032	474,755	466,270	8,485
Instruction/research/public service	255,490	206,559	48,931	192,179	150,735	41,444	63,311	55,824	7,487
Primarily research	54,810	38,346	16,464	41,094	27,545	13,549	13,716	10,801	2,915
Primarily public service	20,933	14,188	6,745	14,224	8,845	5,379	6,709	5,343	1,366
Executive/administrative/managerial	190,449	176,861	13,588	180,846	167,961	12,885	9,603	8,900	703
Other professional (support/service)	579,405	496,487	82,918	493,300	420,593	72,707	86,105	75,894	10,211
Technical and paraprofessionals	205,862	173,103	32,759	160,713	132,669	28,044	45,149	40,434	4,715
Clerical and secretarial	450,113	405,321	44,792	348,128	307,752	40,376	101,985	97,569	4,416
Skilled crafts	66,727	65,303	1,424	62,659	61,282	1,377	4,068	4,021	47
Service/maintenance	226,097	218,860	7,237	185,326	179,434	5,892	40,771	39,426	1,345
Public	1,951,751	1,791,644	160,107	1,380,718	1,244,004	136,714	571,033	547,640	23,393
Primarily instruction	578,513	563,020	15,493	265,709	253,031	12,678	312,804	309,989	2,815
Instruction/research/public service	186,975	157,537	29,438	140,247	115,680	24,567	46,728	41,857	4,871
Primarily research	40,804	31,053	9,751	29,394	21,394	8,000	11,410	9,659	1,751
Primarily public service	13,734	12,521	1,213	8,958	8,006	952	4,776	4,515	261
Executive/administrative/managerial	95,743	90,460	5,283	91,776	86,871	4,905	3,967	3,589	378
Other professional (support/service)	385,906	332,279	53,627	328,951	282,449	46,502	56,955	49,830	7,125
Technical and paraprofessionals	150,047	134,086	15,961	115,370	102,407	12,963	34,677	31,679	2,998
Clerical and secretarial	298,444	273,886	24,558	227,280	205,055	22,225	71,164	68,831	2,333
Skilled crafts	50,902	50,254	648	47,814	47,189	625	3,088	3,065	23
Service/maintenance	150,683	146,548	4,135	125,219	121,922	3,297	25,464	24,626	838
Private not-for-profit	880,273	754,044	126,229	648,272	540,318	107,954	232,001	213,726	18,275
Primarily instruction	252,297	236,304	15,993	126,388	116,045	10,343	125,909	120,259	5,650
Instruction/research/public service	66,553	47,065	19,488	50,800	33,927	16,873	15,753	13,138	2,615
Primarily research	13,983	7,270	6,713	11,684	6,135	5,549	2,299	1,135	1,164
Primarily public service	7,042	1,510	5,532	5,126	699	4,427	1,916	811	1,105
Executive/administrative/managerial	82,446	74,143	8,303	77,287	69,309	7,978	5,159	4,834	325
Other professional (support/service)	176,347	147,057	29,290	148,683	122,478	26,205	27,664	24,579	3,085
Technical and paraprofessionals	52,756	35,958	16,798	43,070	27,989	15,081	9,686	7,969	1,717
Clerical and secretarial	140,797	120,563	20,234	112,370	94,219	18,151	28,427	26,344	2,083
Skilled crafts	15,454	14,678	776	14,625	13,873	752	829	805	24
Service/maintenance	72,598	69,496	3,102	58,239	55,644	2,595	14,359	13,852	507
Private for-profit	106,434	106,395	39	63,296	63,279	17	43,138	43,116	22
Primarily instruction	57,762	57,731	31	21,720	21,709	11	36,042	36,022	20
Instruction/research/public service	1,962	1,957	5	1,132	1,128	4	830	829	1
Primarily research	23	23	0	16	16	0	7	7	0
Primarily public service	157	157	0	140	140	0	17	17	0
Executive/administrative/managerial	12,260	12,258	2	11,783	11,781	2	477	477	0
Other professional (support/service)	17,152	17,151	1	15,666	15,666	0	1,486	1,485	1
Technical and paraprofessionals	3,059	3,059	0	2,273	2,273	0	786	786	0
Clerical and secretarial	10,872	10,872	0	8,478	8,478	0	2,394	2,394	0
Skilled crafts	371	371	0	220	220	0	151	151	0
Service/maintenance	2,816	2,816	0	1,868	1,868	0	948	948	0

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 1a. Employees in all Title IV institutions, by employment status, school type, control of institution, and primary function/occupational activity: Outlying areas, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools
Total	28,372	26,999	1,373	22,084	20,947	1,137	6,288	6,052	236
Primarily instruction	11,197	10,971	226	6,679	6,563	116	4,518	4,408	110
Instruction/research/public service	1,400	1,050	350	1,021	768	253	379	282	97
Primarily research	69	62	7	54	47	7	15	15	0
Primarily public service	139	138	1	112	111	1	27	27	0
Executive/administrative/managerial	2,062	2,011	51	2,013	1,964	49	49	47	2
Other professional (support/service)	4,420	4,172	248	3,948	3,717	231	472	455	17
Technical and paraprofessionals	1,597	1,474	123	1,303	1,183	120	294	291	3
Clerical and secretarial	4,420	4,084	336	4,140	3,811	329	280	273	7
Skilled crafts	473	465	8	448	440	8	25	25	0
Service/maintenance	2,595	2,572	23	2,366	2,343	23	229	229	0
Public	14,653	13,809	844	12,676	11,955	721	1,977	1,854	123
Primarily instruction	4,724	4,724	0	3,700	3,700	0	1,024	1,024	0
Instruction/research/public service	1,113	798	315	871	653	218	242	145	97
Primarily research	57	57	0	46	46	0	11	11	0
Primarily public service	112	112	0	90	90	0	22	22	0
Executive/administrative/managerial	615	597	18	608	592	16	7	5	2
Other professional (support/service)	2,452	2,293	159	2,221	2,079	142	231	214	17
Technical and paraprofessionals	966	870	96	756	662	94	210	208	2
Clerical and secretarial	2,591	2,347	244	2,503	2,264	239	88	83	5
Skilled crafts	364	363	1	351	350	1	13	13	0
Service/maintenance	1,659	1,648	11	1,530	1,519	11	129	129	0
Private not-for-profit	9,451	8,922	529	6,805	6,389	416	2,646	2,533	113
Primarily instruction	4,388	4,162	226	2,163	2,047	116	2,225	2,115	110
Instruction/research/public service	104	69	35	54	19	35	50	50	0
Primarily research	8	1	7	8	1	7	0	0	0
Primarily public service	16	15	1	14	13	1	2	2	0
Executive/administrative/managerial	921	888	33	904	871	33	17	17	0
Other professional (support/service)	1,279	1,190	89	1,147	1,058	89	132	132	0
Technical and paraprofessionals	490	463	27	453	427	26	37	36	1
Clerical and secretarial	1,464	1,372	92	1,330	1,240	90	134	132	2
Skilled crafts	106	99	7	95	88	7	11	11	0
Service/maintenance	675	663	12	637	625	12	38	38	0
Private for-profit	4,268	4,268	0	2,603	2,603	0	1,665	1,665	0
Primarily instruction	2,085	2,085	0	816	816	0	1,269	1,269	0
Instruction/research/public service	183	183	0	96	96	0	87	87	0
Primarily research	4	4	0	0	0	0	4	4	0
Primarily public service	11	11	0	8	8	0	3	3	0
Executive/administrative/managerial	526	526	0	501	501	0	25	25	0
Other professional (support/service)	689	689	0	580	580	0	109	109	0
Technical and paraprofessionals	141	141	0	94	94	0	47	47	0
Clerical and secretarial	365	365	0	307	307	0	58	58	0
Skilled crafts	3	3	0	2	2	0	1	1	0
Service/maintenance	261	261	0	199	199	0	62	62	0

NOTE: The outlying areas are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands. Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 2. Employees in Title IV 4-year institutions, by employment status, school type, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools
Total	2,242,374	1,955,999	286,375	1,732,571	1,487,886	244,685	509,803	468,113	41,690
Primarily instruction	515,208	483,691	31,517	280,157	257,125	23,032	235,051	226,566	8,485
Instruction/research/public service	238,272	189,341	48,931	186,396	144,952	41,444	51,876	44,389	7,487
Primarily research	54,705	38,241	16,464	41,014	27,465	13,549	13,691	10,776	2,915
Primarily public service	16,987	10,242	6,745	13,595	8,216	5,379	3,392	2,026	1,366
Executive/administrative/managerial	153,418	139,830	13,588	145,271	132,386	12,885	8,147	7,444	703
Other professional (support/service)	511,206	428,288	82,918	441,572	368,865	72,707	69,634	59,423	10,211
Technical and paraprofessionals	157,106	124,347	32,759	128,563	100,519	28,044	28,543	23,828	4,715
Clerical and secretarial	350,752	305,960	44,792	284,370	243,994	40,376	66,382	61,966	4,416
Skilled crafts	59,456	58,032	1,424	56,794	55,417	1,377	2,662	2,615	47
Service/maintenance	185,264	178,027	7,237	154,839	148,947	5,892	30,425	29,080	1,345
Public	1,331,532	1,171,425	160,107	1,073,081	936,367	136,714	258,451	235,058	23,393
Primarily instruction	240,792	225,299	15,493	151,854	139,176	12,678	88,938	86,123	2,815
Instruction/research/public service	171,173	141,735	29,438	135,225	110,658	24,567	35,948	31,077	4,871
Primarily research	40,721	30,970	9,751	29,330	21,330	8,000	11,391	9,640	1,751
Primarily public service	10,041	8,828	1,213	8,537	7,585	952	1,504	1,243	261
Executive/administrative/managerial	69,038	63,755	5,283	66,049	61,144	4,905	2,989	2,611	378
Other professional (support/service)	330,117	276,490	53,627	287,430	240,928	46,502	42,687	35,562	7,125
Technical and paraprofessionals	104,797	88,836	15,961	85,657	72,694	12,963	19,140	16,142	2,998
Clerical and secretarial	207,121	182,563	24,558	169,436	147,211	22,225	37,685	35,352	2,333
Skilled crafts	44,122	43,474	648	42,282	41,657	625	1,840	1,817	23
Service/maintenance	113,610	109,475	4,135	97,281	93,984	3,297	16,329	15,491	838
Private not-for-profit	862,458	736,229	126,229	636,592	528,638	107,954	225,866	207,591	18,275
Primarily instruction	245,572	229,579	15,993	122,893	112,550	10,343	122,679	117,029	5,650
Instruction/research/public service	66,444	46,956	19,488	50,711	33,838	16,873	15,733	13,118	2,615
Primarily research	13,974	7,261	6,713	11,678	6,129	5,549	2,296	1,132	1,164
Primarily public service	6,929	1,397	5,532	5,042	615	4,427	1,887	782	1,105
Executive/administrative/managerial	80,584	72,281	8,303	75,507	67,529	7,978	5,077	4,752	325
Other professional (support/service)	172,814	143,524	29,290	146,343	120,138	26,205	26,471	23,386	3,085
Technical and paraprofessionals	51,296	34,498	16,798	42,054	26,973	15,081	9,242	7,525	1,717
Clerical and secretarial	138,823	118,589	20,234	110,923	92,772	18,151	27,900	25,817	2,083
Skilled crafts	15,237	14,461	776	14,443	13,691	752	794	770	24
Service/maintenance	70,785	67,683	3,102	56,998	54,403	2,595	13,787	13,280	507
Private for-profit	48,384	48,345	39	22,898	22,881	17	25,486	25,464	22
Primarily instruction	28,844	28,813	31	5,410	5,399	11	23,434	23,414	20
Instruction/research/public service	655	650	5	460	456	4	195	194	1
Primarily research	10	10	0	6	6	0	4	4	0
Primarily public service	17	17	0	16	16	0	1	1	0
Executive/administrative/managerial	3,796	3,794	2	3,715	3,713	2	81	81	0
Other professional (support/service)	8,275	8,274	1	7,799	7,799	0	476	475	1
Technical and paraprofessionals	1,013	1,013	0	852	852	0	161	161	0
Clerical and secretarial	4,808	4,808	0	4,011	4,011	0	797	797	0
Skilled crafts	97	97	0	69	69	0	28	28	0
Service/maintenance	869	869	0	560	560	0	309	309	0

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 3. Employees in Title IV less-than-4-year institutions, by level, employment status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	2-year institutions			Less-than-2-year institutions		
	Total	Full time	Part time	Total	Full time	Part time
Total	651,303	328,822	322,481	44,781	30,893	13,888
Primarily instruction	349,088	119,523	229,565	24,276	14,137	10,139
Instruction/research/public service	16,531	5,288	11,243	687	495	192
Primarily research	91	69	22	14	11	3
Primarily public service	3,720	445	3,275	226	184	42
Executive/administrative/managerial	31,559	30,441	1,118	5,472	5,134	338
Other professional (support/service)	63,374	47,690	15,684	4,825	4,038	787
Technical and paraprofessionals	47,336	31,126	16,210	1,420	1,024	396
Clerical and secretarial	94,573	60,016	34,557	4,788	3,742	1,046
Skilled crafts	6,775	5,630	1,145	496	235	261
Service/maintenance	38,256	28,594	9,662	2,577	1,893	684
Public	603,646	296,882	306,764	16,573	10,755	5,818
Primarily instruction	327,367	107,981	219,386	10,354	5,874	4,480
Instruction/research/public service	15,589	4,857	10,732	213	165	48
Primarily research	81	63	18	2	1	1
Primarily public service	3,657	394	3,263	36	27	9
Executive/administrative/managerial	25,713	24,809	904	992	918	74
Other professional (support/service)	54,737	40,734	14,003	1,052	787	265
Technical and paraprofessionals	44,717	29,333	15,384	533	380	153
Clerical and secretarial	89,525	56,360	33,165	1,798	1,484	314
Skilled crafts	6,454	5,417	1,037	326	115	211
Service/maintenance	35,806	26,934	8,872	1,267	1,004	263
Private not-for-profit	14,303	9,137	5,166	3,512	2,543	969
Primarily instruction	5,604	2,930	2,674	1,121	565	556
Instruction/research/public service	80	64	16	29	25	4
Primarily research	5	3	2	4	3	1
Primarily public service	16	12	4	97	72	25
Executive/administrative/managerial	1,395	1,339	56	467	441	26
Other professional (support/service)	2,971	1,868	1,103	562	472	90
Technical and paraprofessionals	1,253	833	420	207	183	24
Clerical and secretarial	1,578	1,131	447	396	316	80
Skilled crafts	134	109	25	83	73	10
Service/maintenance	1,267	848	419	546	393	153
Private for-profit	33,354	22,803	10,551	24,696	17,595	7,101
Primarily instruction	16,117	8,612	7,505	12,801	7,698	5,103
Instruction/research/public service	862	367	495	445	305	140
Primarily research	5	3	2	8	7	1
Primarily public service	47	39	8	93	85	8
Executive/administrative/managerial	4,451	4,293	158	4,013	3,775	238
Other professional (support/service)	5,666	5,088	578	3,211	2,779	432
Technical and paraprofessionals	1,366	960	406	680	461	219
Clerical and secretarial	3,470	2,525	945	2,594	1,942	652
Skilled crafts	187	104	83	87	47	40
Service/maintenance	1,183	812	371	764	496	268

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.



Table 4. Employees in Title IV degree-granting institutions, by employment status, school type, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools
		Total	Total		Total	Total			
Total	2,864,234	2,577,859	286,375	2,042,178	1,797,493	244,685	822,056	780,366	41,690
Primarily instruction	854,263	822,746	31,517	394,286	371,254	23,032	459,977	451,492	8,485
Instruction/research/public service	254,448	205,517	48,931	191,400	149,956	41,444	63,048	55,561	7,487
Primarily research	54,791	38,327	16,464	41,080	27,531	13,549	13,711	10,796	2,915
Primarily public service	20,613	13,868	6,745	14,003	8,624	5,379	6,610	5,244	1,366
Executive/administrative/managerial	182,892	169,304	13,588	173,751	160,866	12,885	9,141	8,438	703
Other professional (support/service)	568,267	485,349	82,918	485,527	412,820	72,707	82,740	72,529	10,211
Technical and paraprofessionals	200,975	168,216	32,759	157,311	129,267	28,044	43,664	38,949	4,715
Clerical and secretarial	441,685	396,893	44,792	341,548	301,172	40,376	100,137	95,721	4,416
Skilled crafts	65,998	64,574	1,424	62,208	60,831	1,377	3,790	3,743	47
Service/maintenance	220,302	213,065	7,237	181,064	175,172	5,892	39,238	37,893	1,345
Public	1,920,948	1,760,841	160,107	1,360,454	1,223,740	136,714	560,494	537,101	23,393
Primarily instruction	562,647	547,154	15,493	257,190	244,512	12,678	305,457	302,642	2,815
Instruction/research/public service	186,508	157,070	29,438	139,879	115,312	24,567	46,629	41,758	4,871
Primarily research	40,800	31,049	9,751	29,391	21,391	8,000	11,409	9,658	1,751
Primarily public service	13,614	12,401	1,213	8,903	7,951	952	4,711	4,450	261
Executive/administrative/managerial	94,188	88,905	5,283	90,317	85,412	4,905	3,871	3,493	378
Other professional (support/service)	382,272	328,645	53,627	326,297	279,795	46,502	55,975	48,850	7,125
Technical and paraprofessionals	147,926	131,965	15,961	113,816	100,853	12,963	34,110	31,112	2,998
Clerical and secretarial	294,598	270,040	24,558	224,067	201,842	22,225	70,531	68,198	2,333
Skilled crafts	50,381	49,733	648	47,507	46,882	625	2,874	2,851	23
Service/maintenance	148,014	143,879	4,135	123,087	119,790	3,297	24,927	24,089	838
Private not-for-profit	866,800	740,571	126,229	639,861	531,907	107,954	226,939	208,664	18,275
Primarily instruction	249,506	233,513	15,993	124,912	114,569	10,343	124,594	118,944	5,650
Instruction/research/public service	66,468	46,980	19,488	50,735	33,862	16,873	15,733	13,118	2,615
Primarily research	13,976	7,263	6,713	11,680	6,131	5,549	2,296	1,132	1,164
Primarily public service	6,938	1,406	5,532	5,048	621	4,427	1,890	785	1,105
Executive/administrative/managerial	81,344	73,041	8,303	76,253	68,275	7,978	5,091	4,766	325
Other professional (support/service)	172,590	143,300	29,290	146,829	120,624	26,205	25,761	22,676	3,085
Technical and paraprofessionals	50,769	33,971	16,798	41,776	26,695	15,081	8,993	7,276	1,717
Clerical and secretarial	139,423	119,189	20,234	111,367	93,216	18,151	28,056	25,973	2,083
Skilled crafts	15,363	14,587	776	14,547	13,795	752	816	792	24
Service/maintenance	70,423	67,321	3,102	56,714	54,119	2,595	13,709	13,202	507
Private for-profit	76,486	76,447	39	41,863	41,846	17	34,623	34,601	22
Primarily instruction	42,110	42,079	31	12,184	12,173	11	29,926	29,906	20
Instruction/research/public service	1,472	1,467	5	786	782	4	686	685	1
Primarily research	15	15	0	9	9	0	6	6	0
Primarily public service	61	61	0	52	52	0	9	9	0
Executive/administrative/managerial	7,360	7,358	2	7,181	7,179	2	179	179	0
Other professional (support/service)	13,405	13,404	1	12,401	12,401	0	1,004	1,003	1
Technical and paraprofessionals	2,280	2,280	0	1,719	1,719	0	561	561	0
Clerical and secretarial	7,664	7,664	0	6,114	6,114	0	1,550	1,550	0
Skilled crafts	254	254	0	154	154	0	100	100	0
Service/maintenance	1,865	1,865	0	1,263	1,263	0	602	602	0

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 4a. Employees in Title IV degree-granting institutions, by employment status, school type, control of institution, and primary function/occupational activity: Outlying areas, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools
Total	24,968	23,595	1,373	19,892	18,755	1,137	5,076	4,840	236
Primarily instruction	9,631	9,405	226	5,985	5,869	116	3,646	3,536	110
Instruction/research/public service	1,273	923	350	970	717	253	303	206	97
Primarily research	69	62	7	54	47	7	15	15	0
Primarily public service	117	116	1	92	91	1	25	25	0
Executive/administrative/managerial	1,541	1,490	51	1,513	1,464	49	28	26	2
Other professional (support/service)	3,828	3,580	248	3,456	3,225	231	372	355	17
Technical and paraprofessionals	1,477	1,354	123	1,224	1,104	120	253	250	3
Clerical and secretarial	4,205	3,869	336	3,968	3,639	329	237	230	7
Skilled crafts	473	465	8	448	440	8	25	25	0
Service/maintenance	2,354	2,331	23	2,182	2,159	23	172	172	0
Public	14,653	13,809	844	12,676	11,955	721	1,977	1,854	123
Primarily instruction	4,724	4,724	0	3,700	3,700	0	1,024	1,024	0
Instruction/research/public service	1,113	798	315	871	653	218	242	145	97
Primarily research	57	57	0	46	46	0	11	11	0
Primarily public service	112	112	0	90	90	0	22	22	0
Executive/administrative/managerial	615	597	18	608	592	16	7	5	2
Other professional (support/service)	2,452	2,293	159	2,221	2,079	142	231	214	17
Technical and paraprofessionals	966	870	96	756	662	94	210	208	2
Clerical and secretarial	2,591	2,347	244	2,503	2,264	239	88	83	5
Skilled crafts	364	363	1	351	350	1	13	13	0
Service/maintenance	1,659	1,648	11	1,530	1,519	11	129	129	0
Private not-for-profit	9,040	8,511	529	6,519	6,103	416	2,521	2,408	113
Primarily instruction	4,229	4,003	226	2,072	1,956	116	2,157	2,047	110
Instruction/research/public service	56	21	35	51	16	35	5	5	0
Primarily research	8	1	7	8	1	7	0	0	0
Primarily public service	3	2	1	2	1	1	1	1	0
Executive/administrative/managerial	862	829	33	845	812	33	17	17	0
Other professional (support/service)	1,223	1,134	89	1,093	1,004	89	130	130	0
Technical and paraprofessionals	481	454	27	444	418	26	37	36	1
Clerical and secretarial	1,431	1,339	92	1,304	1,214	90	127	125	2
Skilled crafts	106	99	7	95	88	7	11	11	0
Service/maintenance	641	629	12	605	593	12	36	36	0
Private for-profit	1,275	1,275	0	697	697	0	578	578	0
Primarily instruction	678	678	0	213	213	0	465	465	0
Instruction/research/public service	104	104	0	48	48	0	56	56	0
Primarily research	4	4	0	0	0	0	4	4	0
Primarily public service	2	2	0	0	0	0	2	2	0
Executive/administrative/managerial	64	64	0	60	60	0	4	4	0
Other professional (support/service)	153	153	0	142	142	0	11	11	0
Technical and paraprofessionals	30	30	0	24	24	0	6	6	0
Clerical and secretarial	183	183	0	161	161	0	22	22	0
Skilled crafts	3	3	0	2	2	0	1	1	0
Service/maintenance	54	54	0	47	47	0	7	7	0

NOTE: The outlying areas are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands. Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 5. Employees in Title IV degree-granting 4-year institutions, by employment status, school type, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools	Total	Institutions (excluding medical)	Medical schools
Total	2,238,185	1,951,810	286,375	1,730,117	1,485,432	244,685	508,068	466,378	41,690
Primarily instruction	514,998	483,481	31,517	280,089	257,057	23,032	234,909	226,424	8,485
Instruction/research/public service	238,264	189,333	48,931	186,391	144,947	41,444	51,873	44,386	7,487
Primarily research	54,704	38,240	16,464	41,013	27,464	13,549	13,691	10,776	2,915
Primarily public service	16,986	10,241	6,745	13,594	8,215	5,379	3,392	2,026	1,366
Executive/administrative/managerial	153,221	139,633	13,588	145,090	132,205	12,885	8,131	7,428	703
Other professional (support/service)	509,661	426,743	82,918	440,919	368,212	72,707	68,742	58,531	10,211
Technical and paraprofessionals	156,234	123,475	32,759	128,014	99,970	28,044	28,220	23,505	4,715
Clerical and secretarial	350,377	305,585	44,792	284,105	243,729	40,376	66,272	61,856	4,416
Skilled crafts	59,454	58,030	1,424	56,792	55,415	1,377	2,662	2,615	47
Service/maintenance	184,286	177,049	7,237	154,110	148,218	5,892	30,176	28,831	1,345
Public	1,331,510	1,171,403	160,107	1,073,059	936,345	136,714	258,451	235,058	23,393
Primarily instruction	240,775	225,282	15,493	151,837	139,159	12,678	88,938	86,123	2,815
Instruction/research/public service	171,173	141,735	29,438	135,225	110,658	24,567	35,948	31,077	4,871
Primarily research	40,721	30,970	9,751	29,330	21,330	8,000	11,391	9,640	1,751
Primarily public service	10,041	8,828	1,213	8,537	7,585	952	1,504	1,243	261
Executive/administrative/managerial	69,036	63,753	5,283	66,047	61,142	4,905	2,989	2,611	378
Other professional (support/service)	330,117	276,490	53,627	287,430	240,928	46,502	42,687	35,562	7,125
Technical and paraprofessionals	104,797	88,836	15,961	85,657	72,694	12,963	19,140	16,142	2,998
Clerical and secretarial	207,120	182,562	24,558	169,435	147,210	22,225	37,685	35,352	2,333
Skilled crafts	44,122	43,474	648	42,282	41,657	625	1,840	1,817	23
Service/maintenance	113,608	109,473	4,135	97,279	93,982	3,297	16,329	15,491	838
Private not-for-profit	858,374	732,145	126,229	634,194	526,240	107,954	224,180	205,905	18,275
Primarily instruction	245,440	229,447	15,993	122,858	112,515	10,343	122,582	116,932	5,650
Instruction/research/public service	66,437	46,949	19,488	50,707	33,834	16,873	15,730	13,115	2,615
Primarily research	13,973	7,260	6,713	11,677	6,128	5,549	2,296	1,132	1,164
Primarily public service	6,928	1,396	5,532	5,041	614	4,427	1,887	782	1,105
Executive/administrative/managerial	80,401	72,098	8,303	75,339	67,361	7,978	5,062	4,737	325
Other professional (support/service)	171,274	141,984	29,290	145,694	119,489	26,205	25,580	22,495	3,085
Technical and paraprofessionals	50,424	33,626	16,798	41,505	26,424	15,081	8,919	7,202	1,717
Clerical and secretarial	138,452	118,218	20,234	110,661	92,510	18,151	27,791	25,708	2,083
Skilled crafts	15,235	14,459	776	14,441	13,689	752	794	770	24
Service/maintenance	69,810	66,708	3,102	56,271	53,676	2,595	13,539	13,032	507
Private for-profit	48,301	48,262	39	22,864	22,847	17	25,437	25,415	22
Primarily instruction	28,783	28,752	31	5,394	5,383	11	23,389	23,369	20
Instruction/research/public service	654	649	5	459	455	4	195	194	1
Primarily research	10	10	0	6	6	0	4	4	0
Primarily public service	17	17	0	16	16	0	1	1	0
Executive/administrative/managerial	3,784	3,782	2	3,704	3,702	2	80	80	0
Other professional (support/service)	8,270	8,269	1	7,795	7,795	0	475	474	1
Technical and paraprofessionals	1,013	1,013	0	852	852	0	161	161	0
Clerical and secretarial	4,805	4,805	0	4,009	4,009	0	796	796	0
Skilled crafts	97	97	0	69	69	0	28	28	0
Service/maintenance	868	868	0	560	560	0	308	308	0

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 6. Employees in Title IV degree-granting 2-year institutions, by employment status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Total	Full time	Part time
Total	626,049	312,061	313,988
Primarily instruction	339,265	114,197	225,068
Instruction/research/public service	16,184	5,009	11,175
Primarily research	87	67	20
Primarily public service	3,627	409	3,218
Executive/administrative/managerial	29,671	28,661	1,010
Other professional (support/service)	58,606	44,608	13,998
Technical and paraprofessionals	44,741	29,297	15,444
Clerical and secretarial	91,308	57,443	33,865
Skilled crafts	6,544	5,416	1,128
Service/maintenance	36,016	26,954	9,062
Public	589,438	287,395	302,043
Primarily instruction	321,872	105,353	216,519
Instruction/research/public service	15,335	4,654	10,681
Primarily research	79	61	18
Primarily public service	3,573	366	3,207
Executive/administrative/managerial	25,152	24,270	882
Other professional (support/service)	52,155	38,867	13,288
Technical and paraprofessionals	43,129	28,159	14,970
Clerical and secretarial	87,478	54,632	32,846
Skilled crafts	6,259	5,225	1,034
Service/maintenance	34,406	25,808	8,598
Private not-for-profit	8,426	5,667	2,759
Primarily instruction	4,066	2,054	2,012
Instruction/research/public service	31	28	3
Primarily research	3	3	0
Primarily public service	10	7	3
Executive/administrative/managerial	943	914	29
Other professional (support/service)	1,316	1,135	181
Technical and paraprofessionals	345	271	74
Clerical and secretarial	971	706	265
Skilled crafts	128	106	22
Service/maintenance	613	443	170
Private for-profit	28,185	18,999	9,186
Primarily instruction	13,327	6,790	6,537
Instruction/research/public service	818	327	491
Primarily research	5	3	2
Primarily public service	44	36	8
Executive/administrative/managerial	3,576	3,477	99
Other professional (support/service)	5,135	4,606	529
Technical and paraprofessionals	1,267	867	400
Clerical and secretarial	2,859	2,105	754
Skilled crafts	157	85	72
Service/maintenance	997	703	294

NOTE: Part-time graduate assistants are not included.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002-03.

Table 7. Part-time graduate assistants in Title IV degree-granting institutions, by school type, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Institutions (excluding medical schools)			Medical schools <sup>1</sup>
	Total	4-year	2-year	
Total	273,591	254,371	1,572	17,648
Primarily instruction	83,525	81,015	1,343	1,167
Instruction/research/public service	90,519	83,555	29	6,935
Primarily research	76,764	70,470	0	6,294
Primarily public service	2,467	797	0	1,670
Executive/administrative/managerial	618	616	2	0
Other professional (support/service)	15,408	14,064	131	1,213
Technical and paraprofessionals	495	435	31	29
Clerical and secretarial	3,140	2,775	25	340
Skilled crafts	9	8	1	0
Service/maintenance	646	636	10	0
Public	226,842	213,978	1,527	11,337
Primarily instruction	69,425	67,195	1,336	894
Instruction/research/public service	75,174	71,302	29	3,843
Primarily research	62,665	58,847	0	3,818
Primarily public service	2,315	762	0	1,553
Executive/administrative/managerial	528	526	2	0
Other professional (support/service)	14,568	13,241	127	1,200
Technical and paraprofessionals	303	266	8	29
Clerical and secretarial	1,780	1,762	18	0
Skilled crafts	1	0	1	0
Service/maintenance	83	77	6	0
Private not-for-profit	45,915	39,598	6	6,311
Primarily instruction	14,033	13,760	0	273
Instruction/research/public service	15,338	12,246	0	3,092
Primarily research	13,394	10,918	0	2,476
Primarily public service	146	29	0	117
Executive/administrative/managerial	90	90	0	0
Other professional (support/service)	836	823	0	13
Technical and paraprofessionals	152	152	0	0
Clerical and secretarial	1,355	1,013	2	340
Skilled crafts	8	8	0	0
Service/maintenance	563	559	4	0
Private for-profit	834	795	39	0
Primarily instruction	67	60	7	0
Instruction/research/public service	7	7	0	0
Primarily research	705	705	0	0
Primarily public service	6	6	0	0
Executive/administrative/managerial	0	0	0	0
Other professional (support/service)	4	0	4	0
Technical and paraprofessionals	40	17	23	0
Clerical and secretarial	5	0	5	0
Skilled crafts	0	0	0	0
Service/maintenance	0	0	0	0

<sup>1</sup> Medical schools are 4-year and above institutions only.

NOTE: Part-time graduate assistants are not included in tables 1 through 6.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 8. Full-time professional employees in Title IV degree-granting institutions (excluding medical schools), by faculty status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Number					Percent				
	Faculty status					Faculty status				
	Total	Tenured	On tenure track	Not on tenure track/no tenure system	Without faculty status	Total	Tenured	On tenure track	Not on tenure track/no tenure system	Without faculty status
Total	1,131,051	275,355	114,801	194,665	546,230	100.0	24.3	10.1	17.2	48.3
Primarily instruction	371,254	168,667	76,559	121,890	4,138	100.0	45.4	20.6	32.8	1.1
Instruction/research/public service	149,956	88,529	34,366	23,382	3,679	100.0	59.0	22.9	15.6	2.5
Primarily research	27,531	2,912	1,156	12,797	10,666	100.0	10.6	4.2	46.5	38.7
Primarily public service	8,624	1,813	658	3,199	2,954	100.0	21.0	7.6	37.1	34.3
Executive/administrative/managerial	160,866	9,761	850	14,910	135,345	100.0	6.1	0.5	9.3	84.1
Other professional (support/service)	412,820	3,673	1,212	18,487	389,448	100.0	0.9	0.3	4.5	94.3
Public	754,373	204,148	79,775	122,607	347,843	100.0	27.1	10.6	16.3	46.1
Primarily instruction	244,512	118,952	50,152	72,339	3,069	100.0	48.6	20.5	29.6	1.3
Instruction/research/public service	115,312	69,823	26,252	16,661	2,576	100.0	60.6	22.8	14.4	2.2
Primarily research	21,391	2,845	1,146	10,094	7,306	100.0	13.3	5.4	47.2	34.2
Primarily public service	7,951	1,756	642	2,792	2,761	100.0	22.1	8.1	35.1	34.7
Executive/administrative/managerial	85,412	7,775	542	8,032	69,063	100.0	9.1	0.6	9.4	80.9
Other professional (support/service)	279,795	2,997	1,041	12,689	263,068	100.0	1.1	0.4	4.5	94.0
Private not-for-profit	344,082	70,767	34,923	56,134	182,258	100.0	20.6	10.1	16.3	53.0
Primarily instruction	114,569	49,463	26,338	38,136	632	100.0	43.2	23.0	33.3	0.6
Instruction/research/public service	33,862	18,685	8,114	5,962	1,101	100.0	55.2	24.0	17.6	3.3
Primarily research	6,131	67	10	2,701	3,353	100.0	1.1	0.2	44.1	54.7
Primarily public service	621	57	16	378	170	100.0	9.2	2.6	60.9	27.4
Executive/administrative/managerial	68,275	1,921	290	4,850	61,214	100.0	2.8	0.4	7.1	89.7
Other professional (support/service)	120,624	574	155	4,107	115,788	100.0	0.5	0.1	3.4	96.0
Private for-profit	32,596	440	103	15,924	16,129	100.0	1.3	0.3	48.9	49.5
Primarily instruction	12,173	252	69	11,415	437	100.0	2.1	0.6	93.8	3.6
Instruction/research/public service	782	21	0	759	2	100.0	2.7	0.0	97.1	0.3
Primarily research	9	0	0	2	7	100.0	0.0	0.0	22.2	77.8
Primarily public service	52	0	0	29	23	100.0	0.0	0.0	55.8	44.2
Executive/administrative/managerial	7,179	65	18	2,028	5,068	100.0	0.9	0.3	28.2	70.6
Other professional (support/service)	12,401	102	16	1,691	10,592	100.0	0.8	0.1	13.6	85.4

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 9. Full-time professional employees in Title IV degree-granting medical schools, by faculty status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Number					Percent				
	Faculty status					Faculty status				
	Total	Tenured	On tenure track	Not on track/no tenure system	Without faculty status	Total	Tenured	On tenure track	Not on track/no tenure system	Without faculty status
Total	168,996	20,483	15,045	43,947	89,521	100.0	12.1	8.9	26.0	53.0
Primarily instruction	23,032	6,275	4,633	11,689	435	100.0	27.2	20.1	50.8	1.9
Instruction/research/public service	41,444	12,109	9,066	18,753	1,516	100.0	29.2	21.9	45.2	3.7
Primarily research	13,549	936	621	5,619	6,373	100.0	6.9	4.6	41.5	47.0
Primarily public service	5,379	423	624	4,212	120	100.0	7.9	11.6	78.3	2.2
Executive/administrative/managerial	12,885	663	91	830	11,301	100.0	5.1	0.7	6.4	87.7
Other professional (support/service)	72,707	77	10	2,844	69,776	100.0	0.1	#	3.9	96.0
Public	97,604	13,027	6,500	24,678	53,399	100.0	13.3	6.7	25.3	54.7
Primarily instruction	12,678	3,949	2,431	5,930	368	100.0	31.1	19.2	46.8	2.9
Instruction/research/public service	24,567	7,648	3,532	12,398	989	100.0	31.1	14.4	50.5	4.0
Primarily research	8,000	777	416	2,483	4,324	100.0	9.7	5.2	31.0	54.1
Primarily public service	952	50	39	812	51	100.0	5.3	4.1	85.3	5.4
Executive/administrative/managerial	4,905	528	72	621	3,684	100.0	10.8	1.5	12.7	75.1
Other professional (support/service)	46,502	75	10	2,434	43,983	100.0	0.2	#	5.2	94.6
Private not-for-profit	71,375	7,456	8,545	19,252	36,122	100.0	10.4	12.0	27.0	50.6
Primarily instruction	10,343	2,326	2,202	5,748	67	100.0	22.5	21.3	55.6	0.6
Instruction/research/public service	16,873	4,461	5,534	6,351	527	100.0	26.4	32.8	37.6	3.1
Primarily research	5,549	159	205	3,136	2,049	100.0	2.9	3.7	56.5	36.9
Primarily public service	4,427	373	585	3,400	69	100.0	8.4	13.2	76.8	1.6
Executive/administrative/managerial	7,978	135	19	207	7,617	100.0	1.7	0.2	2.6	95.5
Other professional (support/service)	26,205	2	0	410	25,793	100.0	#	0.0	1.6	98.4
Private for-profit	17	0	0	17	0	100.0	0.0	0.0	100.0	0.0
Primarily instruction	11	0	0	11	0	100.0	0.0	0.0	100.0	0.0
Instruction/research/public service	4	0	0	4	0	100.0	0.0	0.0	100.0	0.0
Primarily research	0	0	0	0	0	†	†	†	†	†
Primarily public service	0	0	0	0	0	†	†	†	†	†
Executive/administrative/managerial	2	0	0	2	0	100.0	0.0	0.0	100.0	0.0
Other professional (support/service)	0	0	0	0	0	†	†	†	†	†

†Not applicable. There are no employees in this cell.

#Rounds to zero.

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 10. Part-time professional employees in Title IV degree-granting institutions (excluding medical schools), by faculty status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Number					Percent				
	Faculty status					Faculty status				
	Total	Tenured	On tenure track	Not on tenure track/no tenure system	Without faculty status	Total	Tenured	On tenure track	Not on tenure track/no tenure system	Without faculty status
Total	604,060	5,632	3,778	452,506	142,144	100.0	0.9	0.6	74.9	23.5
Primarily instruction	451,492	2,972	3,196	392,291	53,033	100.0	0.7	0.7	86.9	11.7
Instruction/research/public service	55,561	1,988	479	46,586	6,508	100.0	3.6	0.9	83.8	11.7
Primarily research	10,796	121	34	6,021	4,620	100.0	1.1	0.3	55.8	42.8
Primarily public service	5,244	30	2	2,478	2,734	100.0	0.6	#	47.3	52.1
Executive/administrative/managerial	8,438	115	14	816	7,493	100.0	1.4	0.2	9.7	88.8
Other professional (support/service)	72,529	406	53	4,314	67,756	100.0	0.6	0.1	5.9	93.4
Public	410,851	4,584	3,358	315,188	87,721	100.0	1.1	0.8	76.7	21.4
Primarily instruction	302,642	2,324	2,887	266,570	30,861	100.0	0.8	1.0	88.1	10.2
Instruction/research/public service	41,758	1,657	379	37,291	2,431	100.0	4.0	0.9	89.3	5.8
Primarily research	9,658	119	34	5,642	3,863	100.0	1.2	0.4	58.4	40.0
Primarily public service	4,450	28	2	1,924	2,496	100.0	0.6	#	43.2	56.1
Executive/administrative/managerial	3,493	82	6	522	2,883	100.0	2.3	0.2	14.9	82.5
Other professional (support/service)	48,850	374	50	3,239	45,187	100.0	0.8	0.1	6.6	92.5
Private not-for-profit	161,421	964	407	107,679	52,371	100.0	0.6	0.3	66.7	32.4
Primarily instruction	118,944	602	296	96,995	21,051	100.0	0.5	0.2	81.5	17.7
Instruction/research/public service	13,118	319	100	8,622	4,077	100.0	2.4	0.8	65.7	31.1
Primarily research	1,132	2	0	379	751	100.0	0.2	0.0	33.5	66.3
Primarily public service	785	2	0	547	236	100.0	0.3	0.0	69.7	30.1
Executive/administrative/managerial	4,766	20	8	240	4,498	100.0	0.4	0.2	5.0	94.4
Other professional (support/service)	22,676	19	3	896	21,758	100.0	0.1	#	4.0	96.0
Private for-profit	31,788	84	13	29,639	2,052	100.0	0.3	#	93.2	6.5
Primarily instruction	29,906	46	13	28,726	1,121	100.0	0.2	#	96.1	3.7
Instruction/research/public service	685	12	0	673	0	100.0	1.8	0.0	98.2	0.0
Primarily research	6	0	0	0	6	100.0	0.0	0.0	0.0	100.0
Primarily public service	9	0	0	7	2	100.0	0.0	0.0	77.8	22.2
Executive/administrative/managerial	179	13	0	54	112	100.0	7.3	0.0	30.2	62.6
Other professional (support/service)	1,003	13	0	179	811	100.0	1.3	0.0	17.8	80.9

#Rounds to zero.

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.



Table 11. Part-time professional employees in Title IV degree-granting medical schools, by faculty status, control of institution, and primary function/occupational activity: United States, fall 2002

Control of institution and primary function/occupational activity	Number					Percent				
	Faculty status					Faculty status				
	Total	Tenured	On tenure track	Not on track/no tenure system	Without faculty status	Total	Tenured	On tenure track	Not on track/no tenure system	Without faculty status
Total	31,167	1,159	670	15,497	13,841	100.0	3.7	2.1	49.7	44.4
Primarily instruction	8,485	250	183	7,107	945	100.0	2.9	2.2	83.8	11.1
Instruction/research/public service	7,487	784	399	6,007	297	100.0	10.5	5.3	80.2	4.0
Primarily research	2,915	51	30	951	1,883	100.0	1.7	1.0	32.6	64.6
Primarily public service	1,366	16	40	968	342	100.0	1.2	2.9	70.9	25.0
Executive/administrative/managerial	703	41	16	110	536	100.0	5.8	2.3	15.6	76.2
Other professional (support/service)	10,211	17	2	354	9,838	100.0	0.2	#	3.5	96.3
Public	17,201	828	419	7,661	8,293	100.0	4.8	2.4	44.5	48.2
Primarily instruction	2,815	171	168	2,338	138	100.0	6.1	6.0	83.1	4.9
Instruction/research/public service	4,871	555	227	3,925	164	100.0	11.4	4.7	80.6	3.4
Primarily research	1,751	45	13	718	975	100.0	2.6	0.7	41.0	55.7
Primarily public service	261	0	0	235	26	100.0	0.0	0.0	90.0	10.0
Executive/administrative/managerial	378	40	9	96	233	100.0	10.6	2.4	25.4	61.6
Other professional (support/service)	7,125	17	2	349	6,757	100.0	0.2	#	4.9	94.8
Private not-for-profit	13,944	331	251	7,815	5,547	100.0	2.4	1.8	56.0	39.8
Primarily instruction	5,650	79	15	4,750	806	100.0	1.4	0.3	84.1	14.3
Instruction/research/public service	2,615	229	172	2,081	133	100.0	8.8	6.6	79.6	5.1
Primarily research	1,164	6	17	233	908	100.0	0.5	1.5	20.0	78.0
Primarily public service	1,105	16	40	733	316	100.0	1.4	3.6	66.3	28.6
Executive/administrative/managerial	325	1	7	14	303	100.0	0.3	2.2	4.3	93.2
Other professional (support/service)	3,085	0	0	4	3,081	100.0	0.0	0.0	0.1	99.9
Private for-profit	22	0	0	21	1	100.0	0.0	0.0	95.5	4.5
Primarily instruction	20	0	0	19	1	100.0	0.0	0.0	95.0	5.0
Instruction/research/public service	1	0	0	1	0	100.0	0.0	0.0	100.0	0.0
Primarily research	0	0	0	0	0	†	†	†	†	†
Primarily public service	0	0	0	0	0	†	†	†	†	†
Executive/administrative/managerial	0	0	0	0	0	†	†	†	†	†
Other professional (support/service)	1	0	0	1	0	100.0	0.0	0.0	100.0	0.0

†Not applicable. There are no employees in this cell.

#Rounds to zero.

NOTE: Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 12. Full-time instructional faculty on less-than-9-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	3,473	297	133	282	1,628	435	698
4-year	1,700	279	133	278	343	359	308
2-year	1,773	18	0	4	1,285	76	390
Public	2,381	69	41	122	1,243	400	506
4-year	834	66	41	118	162	325	122
2-year	1,547	3	0	4	1,081	75	384
Private not-for-profit	854	210	92	160	181	34	177
4-year	814	207	92	160	144	34	177
2-year	40	3	0	0	37	0	0
Private for-profit	238	18	0	0	204	1	15
4-year	52	6	0	0	37	0	9
2-year	186	12	0	0	167	1	6
Men							
Total men	1,838	234	96	174	793	199	342
4-year	965	226	96	172	159	166	146
2-year	873	8	0	2	634	33	196
Public	1,179	57	32	77	586	183	244
4-year	431	56	32	75	68	150	50
2-year	748	1	0	2	518	33	194
Private not-for-profit	523	168	64	97	88	16	90
4-year	498	167	64	97	64	16	90
2-year	25	1	0	0	24	0	0
Private for-profit	136	9	0	0	119	0	8
4-year	36	3	0	0	27	0	6
2-year	100	6	0	0	92	0	2
Women							
Total women	1,635	63	37	108	835	236	356
4-year	735	53	37	106	184	193	162
2-year	900	10	0	2	651	43	194
Public	1,202	12	9	45	657	217	262
4-year	403	10	9	43	94	175	72
2-year	799	2	0	2	563	42	190
Private not-for-profit	331	42	28	63	93	18	87
4-year	316	40	28	63	80	18	87
2-year	15	2	0	0	13	0	0
Private for-profit	102	9	0	0	85	1	7
4-year	16	3	0	0	10	0	3
2-year	86	6	0	0	75	1	4

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 13. Average salaries of full-time instructional faculty on less-than-9-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	\$27,736	\$54,479	\$45,789	\$37,511	\$21,675	\$18,358	\$28,948
4-year	29,182	55,333	45,789	37,322	17,532	18,512	16,386
2-year	26,349	41,239	†	50,689	22,781	17,627	38,868
Public	27,692	60,072	61,271	37,650	24,946	17,307	33,109
4-year	26,058	61,596	61,271	37,208	20,582	17,241	14,977
2-year	28,573	26,552	†	50,689	25,600	17,595	38,869
Private not-for-profit	31,484	54,113	38,889	37,406	11,172	30,669	16,363
4-year	32,739	54,486	38,889	37,406	12,983	30,669	16,363
2-year	5,943	28,333	†	†	4,127	†	†
Private for-profit	14,725	37,315	†	†	11,062	20,000	37,071
4-year	23,597	15,669	†	†	21,886	†	35,918
2-year	12,244	48,138	†	†	8,664	20,000	38,800
Men							
Total men	\$30,985	\$56,323	\$48,861	\$36,881	\$23,286	\$17,183	\$31,513
4-year	33,528	56,786	48,861	36,706	19,265	16,997	18,030
2-year	28,174	43,244	†	51,876	24,295	18,116	41,557
Public	30,713	61,509	61,693	35,940	27,431	16,282	36,513
4-year	29,709	62,177	61,693	35,515	21,408	15,878	16,944
2-year	31,292	24,071	†	51,876	28,221	18,116	41,557
Private not-for-profit	36,402	55,562	42,445	37,627	15,212	27,489	17,324
4-year	38,007	55,703	42,445	37,627	19,687	27,489	17,324
2-year	4,428	32,000	†	†	3,279	†	†
Private for-profit	12,510	37,698	†	†	8,849	†	38,625
4-year	17,299	16,466	†	†	12,866	†	37,667
2-year	10,785	48,314	†	†	7,670	†	41,500
Women							
Total women	\$24,083	\$47,629	\$37,819	\$38,528	\$20,145	\$19,348	\$26,483
4-year	23,476	49,137	37,819	38,321	16,035	19,815	14,903
2-year	24,579	39,636	†	49,502	21,307	17,251	36,153
Public	24,729	53,248	59,771	40,577	22,730	18,172	29,938
4-year	22,155	58,339	59,771	40,162	19,985	18,408	13,611
2-year	26,027	27,792	†	49,502	23,189	17,186	36,125
Private not-for-profit	23,714	48,315	30,762	37,065	7,350	33,496	15,369
4-year	24,437	49,406	30,762	37,065	7,619	33,496	15,369
2-year	8,467	26,500	†	†	5,692	†	†
Private for-profit	17,678	36,932	†	†	14,161	20,000	35,295
4-year	37,768	14,871	†	†	46,241	†	32,422
2-year	13,940	47,962	†	†	9,884	20,000	37,450

†Not applicable. There are no faculty members in this cell.

NOTE: Average salaries data should be used with caution. See previous table for numbers of faculty represented.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 14. Full-time instructional faculty on 9/10-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	425,370	121,806	96,424	102,630	58,558	15,026	30,926
4-year	330,364	108,832	87,473	92,879	21,511	14,218	5,451
2-year	95,006	12,974	8,951	9,751	37,047	808	25,475
Public	301,544	81,873	63,335	67,001	50,477	11,266	27,592
4-year	207,698	69,030	54,597	57,482	13,862	10,472	2,255
2-year	93,846	12,843	8,738	9,519	36,615	794	25,337
Private not-for-profit	123,328	39,904	33,061	35,584	7,874	3,760	3,145
4-year	122,316	39,774	32,855	35,372	7,560	3,746	3,009
2-year	1,012	130	206	212	314	14	136
Private for-profit	498	29	28	45	207	0	189
4-year	350	28	21	25	89	0	187
2-year	148	1	7	20	118	0	2
Men							
Total men	255,650	92,076	58,894	54,909	27,403	6,807	15,561
4-year	208,454	84,899	54,593	50,429	9,160	6,446	2,927
2-year	47,196	7,177	4,301	4,480	18,243	361	12,634
Public	178,265	61,278	38,737	35,906	23,644	5,059	13,641
4-year	131,612	54,167	34,541	31,518	5,609	4,698	1,079
2-year	46,653	7,111	4,196	4,388	18,035	361	12,562
Private not-for-profit	77,124	30,779	20,143	18,988	3,671	1,748	1,795
4-year	76,632	30,713	20,040	18,899	3,507	1,748	1,725
2-year	492	66	103	89	164	0	70
Private for-profit	261	19	14	15	88	0	125
4-year	210	19	12	12	44	0	123
2-year	51	0	2	3	44	0	2
Women							
Total women	169,720	29,730	37,530	47,721	31,155	8,219	15,365
4-year	121,910	23,933	32,880	42,450	12,351	7,772	2,524
2-year	47,810	5,797	4,650	5,271	18,804	447	12,841
Public	123,279	20,595	24,598	31,095	26,833	6,207	13,951
4-year	76,086	14,863	20,056	25,964	8,253	5,774	1,176
2-year	47,193	5,732	4,542	5,131	18,580	433	12,775
Private not-for-profit	46,204	9,125	12,918	16,596	4,203	2,012	1,350
4-year	45,684	9,061	12,815	16,473	4,053	1,998	1,284
2-year	520	64	103	123	150	14	66
Private for-profit	237	10	14	30	119	0	64
4-year	140	9	9	13	45	0	64
2-year	97	1	5	17	74	0	0

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 15. Average salaries of full-time instructional faculty on 9/10-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	\$61,330	\$83,466	\$60,471	\$50,552	\$48,304	\$42,622	\$46,338
4-year	63,979	86,017	61,377	51,076	37,623	42,212	46,392
2-year	52,117	62,071	51,617	45,568	54,506	49,839	46,327
Public	60,014	80,872	60,308	50,659	49,976	41,474	46,102
4-year	63,486	84,330	61,640	51,453	37,290	40,813	43,158
2-year	52,330	62,283	51,986	45,863	54,778	50,186	46,364
Private not-for-profit	64,634	88,817	60,786	50,370	38,090	46,064	48,289
4-year	64,875	88,972	60,938	50,469	38,332	46,124	48,704
2-year	35,514	41,346	36,572	33,784	32,257	30,186	39,105
Private for-profit	39,629	46,059	55,220	36,764	29,209	†	48,427
4-year	43,651	46,525	62,451	42,067	29,231	†	48,184
2-year	30,117	33,000	33,525	30,135	29,192	†	71,148
Men							
Total men	\$66,126	\$86,191	\$62,226	\$52,441	\$50,272	\$45,469	\$47,412
4-year	68,932	88,070	62,984	52,959	38,603	44,824	47,954
2-year	53,736	63,966	52,605	46,604	56,131	56,971	47,287
Public	64,564	83,593	62,069	52,443	52,181	44,052	47,140
4-year	68,322	86,143	63,165	53,213	38,525	43,059	45,006
2-year	53,962	64,175	53,044	46,910	56,428	56,971	47,323
Private not-for-profit	69,815	91,387	62,527	52,451	38,462	49,569	49,218
4-year	70,040	91,494	62,668	52,546	38,816	49,569	49,589
2-year	34,727	41,458	35,092	32,162	30,891	†	40,090
Private for-profit	43,345	46,384	62,835	34,602	29,913	†	51,205
4-year	46,565	46,384	67,831	36,058	31,646	†	50,881
2-year	30,083	†	32,861	28,774	28,180	†	71,148
Women							
Total women	\$54,105	\$75,028	\$57,716	\$48,380	\$46,573	\$40,265	\$45,251
4-year	55,511	78,735	58,708	48,838	36,896	40,046	44,581
2-year	50,518	59,724	50,703	44,687	52,929	44,080	45,383
Public	53,435	72,773	57,536	48,598	48,032	39,372	45,087
4-year	55,121	77,725	59,014	49,316	36,451	38,986	41,463
2-year	50,717	59,935	51,008	44,968	53,176	44,529	45,421
Private not-for-profit	55,986	80,149	58,072	47,989	37,766	43,019	47,054
4-year	56,210	80,424	58,233	48,086	37,914	43,109	47,517
2-year	36,259	41,230	38,052	34,957	33,750	30,186	38,060
Private for-profit	35,537	45,441	47,605	37,845	28,688	†	43,002
4-year	39,280	46,823	55,279	47,613	26,871	†	43,002
2-year	30,135	33,000	33,791	30,375	29,794	†	†

†Not applicable. There are no faculty members in this cell.

NOTE: Average salaries data should be used with caution. See previous table for numbers of faculty represented.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 16. Change in average salaries of full-time instructional faculty on 9/10-month contracts in Title IV degree-granting institutions, by academic rank, and control and level of institution: United States, academic year 2001–02 and 2002–03

Control and level of institution	All ranks			Professor			Associate professor		
	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change
Total	\$59,742	\$61,330	2.7	\$80,792	\$83,466	3.3	\$58,724	\$60,471	3.0
4-year	62,404	63,979	2.5	83,265	86,017	3.3	59,637	61,377	2.9
2-year	50,636	52,117	2.9	60,415	62,071	2.7	50,206	51,617	2.8
Public	58,524	60,014	2.5	78,387	80,872	3.2	58,663	60,308	2.8
4-year	62,013	63,486	2.4	81,726	84,330	3.2	60,041	61,640	2.7
2-year	50,837	52,330	2.9	60,614	62,283	2.8	50,436	51,986	3.1
Private not-for-profit	62,947	64,634	2.7	85,867	88,817	3.4	58,871	60,786	3.3
4-year	63,189	64,875	2.7	86,009	88,972	3.4	58,969	60,938	3.3
2-year	33,595	35,514	5.7	40,221	41,346	2.8	38,481	36,572	-5.0
Private for-profit	33,891	39,629	16.9	54,882	46,059	-16.1	43,124	55,220	28.0
4-year	35,122	43,651	24.3	61,442	46,525	-24.3	47,521	62,451	31.4
2-year	28,886	30,117	4.3	29,956	33,000	10.2	31,694	33,525	5.8

Control and level of institution	Assistant professor			Instructor			Lecturer		
	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change
Total	\$48,796	\$50,552	3.6	\$46,959	\$48,304	2.9	\$41,798	\$42,622	2.0
4-year	49,287	51,076	3.6	37,187	37,623	1.2	41,545	42,212	1.6
2-year	44,168	45,568	3.2	52,273	54,506	4.3	45,479	49,839	9.6
Public	48,956	50,659	3.5	48,279	49,976	3.5	40,809	41,474	1.6
4-year	49,697	51,453	3.5	36,820	37,290	1.3	40,361	40,813	1.1
2-year	44,487	45,863	3.1	52,505	54,778	4.3	45,610	50,186	10.0
Private not-for-profit	48,504	50,370	3.8	37,637	38,090	1.2	44,762	46,064	2.9
4-year	48,616	50,469	3.8	37,981	38,332	0.9	44,794	46,124	3.0
2-year	31,096	33,784	8.6	30,617	32,257	5.4	23,484	30,186	28.5
Private for-profit	33,884	36,764	8.5	29,957	29,209	-2.5	†	†	†
4-year	36,193	42,067	16.2	30,855	29,231	-5.3	†	†	†
2-year	24,647	30,135	22.3	29,358	29,192	-0.6	†	†	†

Control and level of institution	No academic rank		
	2001–02	2002–03	Percent change
Total	\$46,569	\$46,338	-0.5
4-year	50,238	46,392	-7.7
2-year	45,675	46,327	1.4
Public	46,772	46,102	-1.4
4-year	53,777	43,158	-19.7
2-year	45,756	46,364	1.3
Private not-for-profit	46,043	48,289	4.9
4-year	46,888	48,704	3.9
2-year	33,614	39,105	16.3
Private for-profit	31,987	48,427	51.4
4-year	32,264	48,184	49.3
2-year	23,987	71,148	196.6

†Not applicable. There are no faculty members or the percent change cannot be calculated in this cell.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2001–02 and Winter 2002–03.

Table 17. Full-time instructional faculty on 11/12-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	89,557	23,544	16,220	17,258	21,983	2,066	8,486
4-year	68,069	21,935	15,134	16,246	8,347	1,900	4,507
2-year	21,488	1,609	1,086	1,012	13,636	166	3,979
Public	51,990	15,911	10,017	9,881	9,947	1,543	4,691
4-year	38,346	14,591	9,037	8,954	2,732	1,435	1,597
2-year	13,644	1,320	980	927	7,215	108	3,094
Private not-for-profit	24,863	6,662	5,736	6,995	3,417	326	1,727
4-year	23,845	6,628	5,704	6,954	2,628	310	1,621
2-year	1,018	34	32	41	789	16	106
Private for-profit	12,704	971	467	382	8,619	197	2,068
4-year	5,878	716	393	338	2,987	155	1,289
2-year	6,826	255	74	44	5,632	42	779
Men							
Total men	55,950	18,589	10,426	9,265	11,852	1,104	4,714
4-year	44,273	17,690	9,840	8,789	4,431	1,035	2,488
2-year	11,677	899	586	476	7,421	69	2,226
Public	32,540	12,747	6,461	5,338	4,660	795	2,539
4-year	25,585	12,046	5,944	4,884	1,112	745	854
2-year	6,955	701	517	454	3,548	50	1,685
Private not-for-profit	15,302	5,140	3,642	3,679	1,771	172	898
4-year	14,738	5,123	3,633	3,664	1,303	168	847
2-year	564	17	9	15	468	4	51
Private for-profit	8,108	702	323	248	5,421	137	1,277
4-year	3,950	521	263	241	2,016	122	787
2-year	4,158	181	60	7	3,405	15	490
Women							
Total women	33,607	4,955	5,794	7,993	10,131	962	3,772
4-year	23,796	4,245	5,294	7,457	3,916	865	2,019
2-year	9,811	710	500	536	6,215	97	1,753
Public	19,450	3,164	3,556	4,543	5,287	748	2,152
4-year	12,761	2,545	3,093	4,070	1,620	690	743
2-year	6,689	619	463	473	3,667	58	1,409
Private not-for-profit	9,561	1,522	2,094	3,316	1,646	154	829
4-year	9,107	1,505	2,071	3,290	1,325	142	774
2-year	454	17	23	26	321	12	55
Private for-profit	4,596	269	144	134	3,198	60	791
4-year	1,928	195	130	97	971	33	502
2-year	2,668	74	14	37	2,227	27	289

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 18. Average salaries of full-time instructional faculty on 11/12-month contracts in Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2002–03

Control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
Total							
Total	\$69,572	\$99,792	\$76,573	\$66,463	\$44,745	\$51,875	\$47,298
4-year	76,924	102,906	78,191	67,568	45,681	53,130	47,836
2-year	46,285	57,346	54,022	48,728	44,171	37,505	46,688
Public	77,665	107,245	80,508	68,551	51,125	53,376	54,733
4-year	86,535	111,302	83,162	70,539	49,014	53,971	62,468
2-year	52,738	62,407	56,031	49,346	51,924	45,472	50,741
Private not-for-profit	69,117	88,413	71,835	64,461	47,672	51,566	50,255
4-year	70,195	88,726	71,967	64,593	48,036	52,053	51,609
2-year	43,871	27,460	48,188	41,984	46,459	42,140	29,554
Private for-profit	37,345	55,743	50,359	49,114	36,222	40,624	27,961
4-year	41,524	63,082	54,205	50,040	40,562	47,498	24,962
2-year	33,746	35,137	29,936	41,993	33,920	15,253	32,924
Men							
Total men	\$75,004	\$103,275	\$79,011	\$68,872	\$44,351	\$55,832	\$48,271
4-year	82,578	105,566	80,535	69,970	44,777	56,800	49,794
2-year	46,287	58,180	53,413	48,604	44,097	41,302	46,569
Public	84,762	110,693	83,066	71,573	50,927	57,554	57,241
4-year	93,468	113,391	85,392	73,670	49,914	58,067	69,483
2-year	52,734	64,318	56,330	49,014	51,244	49,907	51,036
Private not-for-profit	73,297	91,081	74,332	66,185	46,372	56,039	52,846
4-year	74,433	91,307	74,408	66,292	46,475	56,540	54,252
2-year	43,612	22,977	43,720	40,123	46,084	35,000	29,488
Private for-profit	39,065	57,851	50,647	50,602	38,039	45,576	27,221
4-year	42,431	64,847	55,418	50,906	40,846	49,421	23,632
2-year	35,867	37,715	29,735	40,152	36,377	14,302	32,987
Women							
Total women	\$60,530	\$86,729	\$72,185	\$63,670	\$45,205	\$47,334	\$46,081
4-year	66,404	91,819	73,833	64,736	46,705	48,739	45,422
2-year	46,282	56,291	54,736	48,838	44,260	34,804	46,839
Public	65,793	93,355	75,860	65,000	51,299	48,936	51,775
4-year	72,633	101,409	78,878	66,783	48,396	49,549	54,405
2-year	52,743	60,242	55,698	49,664	52,581	41,649	50,388
Private not-for-profit	62,426	79,401	67,491	62,548	49,071	46,571	47,449
4-year	63,335	79,937	67,686	62,702	49,571	46,744	48,716
2-year	44,192	31,944	49,937	43,058	47,007	44,520	29,616
Private for-profit	34,311	50,243	49,713	46,359	33,141	29,317	29,156
4-year	39,667	58,368	51,750	47,891	39,972	40,391	27,048
2-year	30,440	28,834	30,797	42,341	30,162	15,781	32,817

NOTE: Average salaries data should be used with caution. See previous table for numbers of faculty represented.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.



Table 19. Change in average salaries of full-time instructional faculty on 11/12-month contracts in Title IV degree-granting institutions, by academic rank, and control and level of institution: United States, academic year 2001–02 and 2002–03

Control and level of institution	All ranks			Professor			Associate professor		
	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change
Total	\$67,233	\$69,572	3.5	\$96,288	\$99,792	3.6	\$72,233	\$76,573	6.0
4-year	73,720	76,924	4.3	98,098	102,906	4.9	73,361	78,191	6.6
2-year	46,099	46,285	0.4	60,195	57,346	-4.7	53,470	54,022	1.0
Public	74,932	77,665	3.6	103,936	107,245	3.2	77,529	80,508	3.8
4-year	83,370	86,535	3.8	106,650	111,302	4.4	79,793	83,162	4.2
2-year	51,890	52,738	1.6	63,836	62,407	-2.2	54,704	56,031	2.4
Private not-for-profit	65,158	69,117	6.1	85,320	88,413	3.6	66,036	71,835	8.8
4-year	65,933	70,195	6.5	85,453	88,726	3.8	66,122	71,967	8.8
2-year	43,440	43,871	1.0	42,157	27,460	-34.9	47,502	48,188	1.4
Private for-profit	39,187	37,345	-4.7	54,256	55,743	2.7	47,199	50,359	6.7
4-year	45,035	41,524	-7.8	57,881	63,082	9.0	49,103	54,205	10.4
2-year	35,370	33,746	-4.6	38,402	35,137	-8.5	36,435	29,936	-17.8
Control and level of institution	Assistant professor			Instructor			Lecturer		
	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change	2001–02	2002–03	Percent change
Total	\$62,529	\$66,463	6.3	\$45,458	\$44,745	-1.6	\$50,530	\$51,875	2.7
4-year	63,521	67,568	6.4	45,415	45,681	0.6	51,014	53,130	4.1
2-year	45,861	48,728	6.3	45,484	44,171	-2.9	43,656	37,505	-14.1
Public	66,475	68,551	3.1	50,715	51,125	0.8	53,444	53,376	-0.1
4-year	68,378	70,539	3.2	47,718	49,014	2.7	53,765	53,971	0.4
2-year	48,167	49,346	2.4	51,780	51,924	0.3	44,453	45,472	2.3
Private not-for-profit	59,294	64,461	8.7	45,758	47,672	4.2	44,282	51,566	16.4
4-year	59,363	64,593	8.8	46,440	48,036	3.4	43,867	52,053	18.7
2-year	41,807	41,984	0.4	43,310	46,459	7.3	51,172	42,140	-17.7
Private for-profit	42,978	49,114	14.3	37,359	36,222	-3.0	38,768	40,624	4.8
4-year	46,991	50,040	6.5	41,218	40,562	-1.6	38,111	47,498	24.6
2-year	28,413	41,993	47.8	35,514	33,920	-4.5	39,337	15,253	-61.2
Control and level of institution	No academic rank								
	2001–02	2002–03	Percent change						
Total	\$48,935	\$47,298	-3.3						
4-year	54,595	47,836	-12.4						
2-year	43,474	46,688	7.4						
Public	52,664	54,733	3.9						
4-year	60,419	62,468	3.4						
2-year	48,995	50,741	3.6						
Private not-for-profit	55,046	50,255	-8.7						
4-year	55,512	51,609	-7.0						
2-year	42,026	29,554	-29.7						
Private for-profit	38,040	27,961	-26.5						
4-year	43,907	24,962	-43.1						
2-year	35,094	32,924	-6.2						

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2001–02 and Winter 2002–03.

Table 20. Full-time instructional faculty on 9/10-month contracts in Title IV degree-granting institutions, by academic rank and state: Academic year 2002–03

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
United States	425,370	121,806	96,424	102,630	58,558	15,026	30,926
Alabama	6,668	1,337	1,415	1,592	642	52	1,630
Alaska	868	201	215	368	68	10	6
Arizona	5,984	1,508	1,113	822	427	276	1,838
Arkansas	3,897	757	732	1,003	1,012	75	318
California	43,069	12,200	5,134	6,662	17,446	1,122	505
Colorado	6,363	1,980	1,448	1,360	755	269	551
Connecticut	5,892	2,321	1,496	1,592	200	212	71
Delaware	1,532	421	414	346	128	7	216
District of Columbia	3,590	1,234	1,026	852	141	76	261
Florida	14,068	4,201	3,253	3,343	1,430	399	1,442
Georgia	10,235	2,614	2,858	3,421	1,011	218	113
Hawaii	1,929	573	517	505	315	19	0
Idaho	1,983	536	420	438	296	28	265
Illinois	19,396	5,750	4,438	4,841	2,473	511	1,383
Indiana	10,232	2,973	2,960	3,006	800	455	38
Iowa	5,773	1,554	1,404	1,477	1,000	141	197
Kansas	5,043	1,299	1,181	1,152	1,022	48	341
Kentucky	6,094	1,679	1,868	1,675	564	293	15
Louisiana	6,749	1,722	1,589	2,023	1,280	57	78
Maine	2,187	531	601	602	301	69	83
Maryland	7,296	2,287	1,854	1,949	397	534	275
Massachusetts	15,573	6,461	3,783	3,790	563	715	261
Michigan	13,792	4,226	3,123	3,265	1,686	635	857
Minnesota	9,039	2,288	1,722	2,008	452	1	2,568
Mississippi	4,638	779	647	934	1,449	75	754
Missouri	8,416	2,231	2,130	2,471	781	229	574
Montana	1,701	496	381	361	342	18	103
Nebraska	3,093	775	759	766	163	142	488
Nevada	1,776	732	324	385	201	87	47
New Hampshire	2,216	904	654	494	64	40	60
New Jersey	9,167	3,137	2,364	2,637	628	307	94
New Mexico	2,512	650	594	622	455	113	78
New York	33,661	11,375	8,540	9,240	2,352	1,567	587
North Carolina	15,580	3,046	2,751	2,720	2,197	648	4,218
North Dakota	1,621	243	440	568	256	79	35
Ohio	17,404	5,241	5,111	4,842	1,395	417	398
Oklahoma	5,051	1,282	1,044	1,378	1,007	157	183
Oregon	5,155	1,098	1,009	1,037	1,174	29	808
Pennsylvania	22,270	6,808	6,148	6,734	1,836	639	105
Rhode Island	2,633	1,127	643	674	79	97	13
South Carolina	6,457	1,472	1,334	1,370	473	124	1,684
South Dakota	1,489	314	315	395	362	6	97
Tennessee	8,369	2,460	2,460	2,361	837	215	36
Texas	26,687	6,772	5,159	5,691	3,959	2,413	2,693
Utah	3,923	1,144	1,090	1,057	325	123	184
Vermont	1,552	486	375	396	47	89	159
Virginia	10,621	3,261	3,236	2,951	900	221	52
Washington	8,252	1,764	1,379	1,345	547	302	2,915
West Virginia	2,662	830	757	805	243	27	0
Wisconsin	10,206	2,531	2,057	2,106	1,957	553	1,002
Wyoming	1,006	195	159	198	120	87	247

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 21. Average salaries of full-time instructional faculty on 9/10-month contracts in Title IV degree-granting institutions, by academic rank and state: Academic year 2002–03

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
United States	\$61,330	\$83,466	\$60,471	\$50,552	\$48,304	\$42,622	\$46,338
Alabama	51,449	71,756	54,969	45,895	34,128	37,117	44,440
Alaska	53,957	69,244	55,268	47,731	39,194	49,154	52,115
Arizona	63,106	84,159	61,841	53,345	39,732	45,099	59,097
Arkansas	46,690	64,275	52,993	43,668	35,329	31,103	39,682
California	73,010	95,997	68,592	56,497	66,651	50,205	50,798
Colorado	58,952	80,197	60,312	50,187	39,431	32,957	40,105
Connecticut	73,968	97,218	66,877	54,896	43,319	47,704	55,736
Delaware	69,519	100,724	68,864	56,302	45,040	46,124	46,386
District of Columbia	73,300	98,763	68,965	55,555	43,865	41,546	53,027
Florida	57,364	74,114	58,092	49,923	38,833	39,364	47,528
Georgia	58,028	79,660	59,297	48,499	36,180	39,882	44,479
Hawaii	60,383	77,416	60,776	52,874	42,100	38,744	†
Idaho	49,423	62,625	53,076	44,868	38,881	30,164	38,269
Illinois	62,824	86,537	61,895	51,942	43,902	38,725	48,047
Indiana	58,843	80,420	57,532	48,523	34,057	39,990	36,593
Iowa	55,593	76,004	56,765	47,262	39,388	34,725	45,893
Kansas	51,397	69,867	53,618	45,406	37,812	32,948	36,892
Kentucky	51,849	67,836	51,703	45,113	33,277	36,119	38,381
Louisiana	52,155	74,178	53,588	45,744	33,397	30,308	26,807
Maine	54,815	73,255	56,041	45,368	43,944	41,572	46,926
Maryland	63,162	83,105	61,271	52,382	43,844	41,382	56,627
Massachusetts	75,337	96,053	68,019	57,292	45,262	53,884	54,299
Michigan	64,458	83,235	63,377	52,365	55,055	38,582	59,552
Minnesota	58,628	79,795	59,525	49,745	37,597	33,000	49,824
Mississippi	46,453	62,582	52,797	45,397	38,690	27,186	42,490
Missouri	54,978	75,475	55,542	46,914	35,881	33,967	42,303
Montana	49,168	63,686	50,762	44,388	35,149	35,414	39,063
Nebraska	54,206	75,545	57,566	46,396	35,032	37,313	38,669
Nevada	64,394	76,914	70,744	55,409	43,481	46,169	22,417
New Hampshire	61,496	74,718	59,116	48,806	39,436	40,098	30,506
New Jersey	70,373	96,319	67,020	53,134	38,445	49,171	54,961
New Mexico	49,858	66,537	53,317	46,065	34,911	39,675	16,700
New York	68,793	91,832	66,993	54,139	38,530	48,064	55,819
North Carolina	53,542	84,810	60,049	50,223	39,975	38,532	38,229
North Dakota	44,594	58,953	47,848	43,780	32,708	30,580	35,741
Ohio	59,451	79,093	58,651	48,423	37,134	36,715	47,273
Oklahoma	49,733	66,149	53,225	45,659	35,462	30,915	40,149
Oregon	53,686	70,786	54,625	46,356	44,596	34,998	52,562
Pennsylvania	66,268	89,443	64,787	53,489	41,900	42,926	37,981
Rhode Island	68,779	86,216	61,616	53,176	42,222	46,802	45,806
South Carolina	51,365	72,655	54,541	46,401	35,102	37,582	39,860
South Dakota	46,180	62,889	48,746	42,655	35,862	32,338	37,478
Tennessee	53,408	72,249	51,738	44,565	33,225	36,220	32,018
Texas	56,545	79,381	58,511	50,399	40,472	41,169	45,748
Utah	58,199	76,802	57,843	49,672	38,335	36,208	43,409
Vermont	53,220	69,456	51,853	43,727	35,333	37,946	44,293
Virginia	59,380	78,208	58,666	47,804	36,725	41,242	49,272
Washington	55,831	76,769	57,775	51,315	42,166	44,441	48,068
West Virginia	49,414	62,502	49,871	41,161	32,347	33,936	†
Wisconsin	60,843	77,250	57,234	49,457	60,900	54,306	54,240
Wyoming	52,694	74,146	57,540	50,608	41,502	41,079	43,841

†Not applicable. There are no faculty members in this cell.

NOTE: Average salaries data should be used with caution. See previous table for numbers of faculty represented.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 22. Full-time instructional faculty on 11/12-month contracts in Title IV degree-granting institutions, by academic rank and state: Academic year 2002–03

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
United States	89,557	23,544	16,220	17,258	21,983	2,066	8,486
Alabama	1,777	583	424	378	255	27	110
Alaska	37	1	2	14	20	0	0
Arizona	1,257	260	146	84	586	18	163
Arkansas	990	268	212	195	257	2	56
California	9,416	2,897	1,123	1,274	3,426	146	550
Colorado	1,163	225	203	211	377	21	126
Connecticut	291	62	57	109	33	16	14
Delaware	284	85	54	40	10	0	95
District of Columbia	368	135	111	85	17	1	19
Florida	4,550	843	699	726	917	74	1,291
Georgia	4,579	891	563	558	2,113	28	426
Hawaii	503	179	90	69	159	0	6
Idaho	706	483	49	40	99	3	32
Illinois	3,848	893	791	1,051	705	32	376
Indiana	1,817	708	368	287	286	113	55
Iowa	1,616	472	281	238	461	8	156
Kansas	969	255	208	187	253	4	62
Kentucky	2,067	553	524	392	562	24	12
Louisiana	2,605	476	396	460	1,132	52	89
Maine	155	18	34	31	47	6	19
Maryland	2,245	760	454	435	269	104	223
Massachusetts	2,311	609	498	713	275	83	133
Michigan	2,874	870	562	513	270	63	596
Minnesota	1,081	445	164	163	282	0	27
Mississippi	1,930	577	370	397	419	8	159
Missouri	2,291	506	406	472	620	93	194
Montana	121	38	28	13	33	0	9
Nebraska	1,964	446	408	557	171	19	363
Nevada	512	156	134	105	92	10	15
New Hampshire	280	85	51	52	49	11	32
New Jersey	1,170	414	306	236	171	20	23
New Mexico	724	119	80	79	424	21	1
New York	4,415	1,035	1,061	1,069	874	147	229
North Carolina	1,514	475	309	217	91	93	329
North Dakota	340	93	63	72	58	47	7
Ohio	2,092	573	426	402	457	24	210
Oklahoma	1,275	260	215	263	424	94	19
Oregon	1,964	411	383	559	453	9	149
Pennsylvania	3,618	479	469	657	1,413	216	384
Rhode Island	406	146	113	114	15	8	10
South Carolina	733	243	203	142	92	34	19
South Dakota	357	96	82	74	60	0	45
Tennessee	1,835	455	439	425	463	10	43
Texas	8,658	2,230	1,517	2,108	1,537	162	1,104
Utah	917	378	213	116	153	19	38
Vermont	194	60	34	28	5	17	50
Virginia	1,938	625	432	406	414	44	17
Washington	1,539	393	240	249	341	97	219
West Virginia	393	109	75	72	101	6	30
Wisconsin	659	120	125	112	144	21	137
Wyoming	209	51	25	9	98	11	15

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table 23. Average salaries of full-time instructional faculty on 11/12-month contracts in Title IV degree-granting institutions, by academic rank and state: Academic year 2002–03

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
United States	\$69,572	\$99,792	\$76,573	\$66,463	\$44,745	\$51,875	\$47,298
Alabama	72,199	98,624	72,886	60,475	37,090	38,941	59,339
Alaska	59,600	101,155	67,528	68,203	50,707	†	†
Arizona	54,612	102,895	70,096	60,863	32,813	60,495	38,228
Arkansas	61,319	85,584	66,322	53,680	41,081	41,451	46,439
California	71,194	100,960	70,422	61,882	53,798	57,010	49,687
Colorado	59,631	96,193	69,863	61,228	38,382	50,597	40,270
Connecticut	78,373	100,400	81,641	65,886	46,941	75,822	141,749
Delaware	72,623	95,597	70,882	47,762	53,788	†	65,506
District of Columbia	79,473	100,020	72,603	62,631	55,656	70,000	70,771
Florida	50,260	87,505	64,741	56,224	38,714	45,303	23,231
Georgia	64,388	100,623	80,054	63,400	48,695	53,124	47,764
Hawaii	70,533	96,263	74,399	56,849	46,327	†	43,775
Idaho	62,286	67,159	64,135	53,360	45,415	35,076	51,800
Illinois	71,670	91,431	79,750	70,144	49,438	47,599	55,735
Indiana	74,558	104,356	71,964	53,563	39,113	59,047	34,053
Iowa	69,581	103,945	73,357	57,494	44,781	61,291	50,962
Kansas	64,861	91,305	71,461	60,375	41,729	48,588	42,938
Kentucky	56,833	82,405	61,230	50,029	33,165	41,866	47,101
Louisiana	61,283	96,721	77,604	65,922	41,563	41,853	37,309
Maine	54,417	77,022	65,532	52,600	47,356	41,632	37,582
Maryland	84,200	115,613	86,944	71,042	44,113	49,783	61,633
Massachusetts	92,623	111,049	101,165	91,639	56,371	72,361	69,145
Michigan	75,755	100,292	69,761	59,839	53,997	59,991	70,812
Minnesota	64,512	76,588	71,306	59,463	45,675	†	51,446
Mississippi	66,727	88,852	73,767	62,667	42,272	33,875	46,287
Missouri	58,134	89,872	67,441	54,549	37,261	37,635	41,133
Montana	62,287	88,808	71,094	61,394	34,037	†	27,776
Nebraska	72,117	103,789	79,498	65,992	44,746	54,268	48,133
Nevada	80,931	106,584	86,951	84,906	33,110	41,294	52,270
New Hampshire	59,010	75,489	67,464	55,946	37,566	46,078	44,028
New Jersey	85,867	113,431	86,759	68,361	47,599	50,863	72,432
New Mexico	56,935	90,539	70,084	62,081	43,921	59,663	60,000
New York	75,034	107,018	81,623	69,185	45,299	54,199	54,119
North Carolina	77,611	107,505	82,192	66,545	30,578	50,010	58,259
North Dakota	58,968	80,912	66,922	59,339	34,379	38,039	36,267
Ohio	65,549	93,715	72,875	57,378	37,939	38,554	52,646
Oklahoma	56,357	84,441	65,745	58,343	39,751	30,183	38,374
Oregon	73,291	116,721	76,263	67,009	46,869	57,208	50,723
Pennsylvania	57,667	104,465	74,082	61,549	39,663	55,136	40,276
Rhode Island	69,971	91,824	64,998	56,535	49,563	34,088	19,600
South Carolina	64,713	84,118	63,859	54,397	42,440	56,907	24,568
South Dakota	51,720	72,295	51,088	44,318	35,736	†	42,465
Tennessee	61,914	82,568	65,524	61,377	40,862	43,035	42,886
Texas	84,265	117,982	97,080	87,121	46,590	55,633	49,751
Utah	72,754	94,996	71,272	63,105	36,600	41,794	50,308
Vermont	55,139	70,100	60,838	47,543	46,470	50,533	39,999
Virginia	77,234	113,571	76,161	59,417	44,958	51,543	46,629
Washington	69,718	103,704	72,829	61,813	50,414	59,285	48,988
West Virginia	54,848	82,050	65,022	51,704	28,402	38,755	30,373
Wisconsin	70,206	102,926	75,078	64,796	61,152	62,402	52,235
Wyoming	57,260	91,078	69,919	64,336	36,820	55,621	51,674

†Not applicable. There are no faculty members in this cell.

NOTE: Average salaries data should be used with caution. See previous table for numbers of faculty represented.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.



## Survey Methodology

### Overview

IPEDS defines a postsecondary institution as an organization that is open to the public and has a primary mission of providing education or training beyond the high school level. The primary focus of the IPEDS winter 2002–03 data collection was to collect data from Title IV institutions on the number of employees by primary occupational category and the salaries of full-time instructional faculty. These institutions have Program Participation Agreements (PPAs) with the Office of Postsecondary Education (OPE) within the U.S. Department of Education and thus are eligible to participate in Title IV student financial aid programs. There were 6,588 Title IV entities<sup>1</sup> located in the United States and outlying areas<sup>2</sup> in the 2002–03 academic year.

IPEDS began collecting data from all postsecondary institutions in 1985. The surveys were phased in over a three-year period, eventually replacing the Higher Education General Information Survey (HEGIS), which was directed at institutions of higher education only. HEGIS data were collected from 1966 through 1986. In 1992, the focus of IPEDS became the Title IV institutions, when the Higher Education Amendments made IPEDS mandatory for these institutions. In 2000, IPEDS implemented a web-based data collection system with the capability of tailoring data collections screen to each institution. Edits were also built into the system to give immediate feedback to the institutions when problems were detected. This system has allowed for earlier release of data to institutions and the public.

For Winter 2002–03, institutions in the universe were asked to enter their survey responses using the IPEDS data collection web site. The winter 2002–03 IPEDS data were collected between November 25, 2002, and January 22, 2003. The collection had three components: Employees by Assigned Position (EAP), Salaries, and Fall Staff. The Fall Staff component was optional for all institutions in 2002–03. Copies of the data collection instruments are available at <http://nces.ed.gov/ipeds/survey2002.asp>.

### Terminology Used in the IPEDS Web Collection

Please refer to the Glossary provided at the end of this document for definitions of various terms.

### Universe, Institutions Surveyed, and Response Rates

Each year, the IPEDS universe is established during the fall collection period. For the 2002–03 cycle, 120 institutions included in prior IPEDS data collections were declared to be outside the scope of IPEDS. This happened because (1) they were duplicates of other institutions on the file, (2) they closed or were merged with another institution and thus were no longer a legitimate institution or branch, or (3) they no longer offered a full program of study at the postsecondary level. In addition, 158 institutions were added to the universe. These schools were identified

<sup>1</sup>Includes 6,508 institutions and 80 central or system offices.

<sup>2</sup>The outlying areas are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

through several sources, including a universe review by state coordinators, a review of the data file maintained by the OPE, and information provided by the institutions themselves.

The set of 6,588 Title IV institutions and offices located in the United States and the outlying areas in the 2002–03 academic year was validated by matching the IPEDS universe file with OPE’s Postsecondary Education Participation System (PEPS) file. Because most of the studies that use IPEDS data concentrate on the Title IV institutions, this group is the focus of IPEDS. According to Section 490 of the Higher Education Amendments of 1992 (P.L. 102-325), IPEDS is mandatory for any institutions that participate in or are applicants for participation in any federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended (20 USC 1094(a)(17)).

Non–Title IV institutions are not required to respond to IPEDS but are encouraged to provide data. Thus, the IPEDS database includes some institutions that do not participate in Title IV financial aid programs. These institutions are invited to participate in the IPEDS program, and if they voluntarily respond to the surveys, the institutions are included in College Opportunities On-Line (IPEDS COOL). IPEDS COOL is a web site developed to help parents and students make informed decisions about postsecondary education. (See <http://nces.ed.gov/ipeds/cool>)

Not all Title IV institutions were required to complete all parts of the winter data collection. The Salaries component applies to 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions. Less-than-2-year institutions and 2-year non-degree-granting institutions are excluded from the scope of the Salaries component. Among the 6,588 active Title IV entities, 6,506 were eligible for the winter 2002–03 IPEDS collection (excluding 80 central and system offices and 2 institutions that closed after the 2002–03 cycle started). All 6,506 institutions were eligible for the EAP component, and 4,102 were eligible for the Salaries component. These institutions constitute the final universe of the winter 2002–03 data collection.

The Fall Staff component is required in odd-numbered years only; thus data are not included in this publication. Institutions may provide data on a voluntary basis and these data are perturbed to protect confidentiality and migrated to the Peer Analysis System. However, no imputations are performed on these data and they are not to be used to estimate national totals.

Table M1 provides the number of Title IV institutions and the survey response rates by degree-granting status and by level and control of institution for the United States and outlying areas for the two surveys that were required in winter 2002–03. Because Title IV institutions are the primary focus of IPEDS and they are required to respond, response rates for Title IV institutions in the winter 2002–03 IPEDS collection were quite high. The response rate for the EAP component was 98.4 percent, and the response rate for the Salaries component was 98.8 percent. Except for private not-for-profit 2-year non-degree-granting institutions (94.4 percent), all the domains had a response rate higher than 95 percent for the EAP component. Public institutions had the highest response rates for the Salaries component (99.8 percent), while private for-profit institutions had the lowest response rates (94.9 percent).



Table M1. Title IV institutions responding to the IPEDS winter 2002–03 data collection, by degree-granting status and level and control of institution: United States and outlying areas

Degree-granting status and level and control of institution	Employees by Assigned Position			Salaries		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,506	6,405	98.4	4,102	4,052	98.8
Public	2,080	2,069	99.5	1,727	1,724	99.8
Private not-for-profit	1,968	1,939	98.5	1,645	1,635	99.4
Private for-profit	2,458	2,397	97.5	730	693	94.9
4-year	2,550	2,520	98.8	2,429	2,389	98.4
Public	650	645	99.2	642	641	99.8
Private not-for-profit	1,593	1,574	98.8	1,522	1,512	99.3
Private for-profit	307	301	98.0	265	236	89.1
2-year	2,194	2,173	99.0	1,673	1,663	99.4
Public	1,166	1,163	99.7	1,085	1,083	99.8
Private not-for-profit	254	247	97.2	123	123	100.0
Private for-profit	774	763	98.6	465	457	98.3
Less-than-2-year	1,762	1,712	97.2	†	†	†
Public	264	261	98.9	†	†	†
Private not-for-profit	121	118	97.5	†	†	†
Private for-profit	1,377	1,333	96.8	†	†	†
Degree-granting	4,250	4,212	99.1	4,092	4,042	98.8
4-year	2,526	2,497	98.9	2,419	2,379	98.3
Public	649	644	99.2	642	641	99.8
Private not-for-profit	1,573	1,555	98.9	1,513	1,503	99.3
Private for-profit	304	298	98.0	264	235	89.0
2-year	1,724	1,715	99.5	1,673	1,663	99.4
Public	1,092	1,089	99.7	1,085	1,083	99.8
Private not-for-profit	130	130	100.0	123	123	100.0
Private for-profit	502	496	98.8	465	457	98.3
Non-degree-granting	2,256	2,193	97.2	10	10	100.0
4-year <sup>1</sup>	24	23	95.8	10	10	100.0
Public	1	1	100.0	0	0	†
Private not-for-profit	20	19	95.0	9	9	100.0
Private for-profit	3	3	100.0	1	1	100.0
2-year	470	458	97.4	†	†	†
Public	74	74	100.0	†	†	†
Private not-for-profit	124	117	94.4	†	†	†
Private for-profit	272	267	98.2	†	†	†
Less-than-2-year	1,762	1,712	97.2	†	†	†
Public	264	261	98.9	†	†	†
Private not-for-profit	121	118	97.5	†	†	†
Private for-profit	1,377	1,333	96.8	†	†	†

†Not applicable.

<sup>1</sup>These institutions grant certificates only at the post-baccalaureate, post-master's, and post-doctorate levels.

NOTE: The Fall Staff component was optional for all institutions in 2002–03 and is not considered in the response rates. The Employees by Assigned Position component was applicable to all institutions. The Salaries component was applicable to all 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions except for those institutions where all instructional faculty are part time, contribute their services, are in the military, or teach clinical or preclinical medicine. The outlying areas are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table M1a provides the number of Title IV institutions and the survey response rates by degree-granting status and by level and control of institution for those institutions located in the United States only (excludes the outlying areas).

The potential for nonresponse bias for all institutions (including those in the outlying areas) was analyzed for domains for which the response rate was less than 90 percent. As mentioned above and shown in table M1, for Employees by Assigned Position, no domains had response rates below 90 percent. Therefore, nonresponse bias analysis was not performed for EAP data. For Salaries, two domains had response rates below 90 percent: private for-profit 4-year institutions (89.1 percent) and private for-profit 4-year degree-granting institutions (89.0 percent).

Estimates of nonresponse bias must be computed using data that are available for both the current year's respondents and nonrespondents. Therefore, the analysis of nonresponse bias for the current year's Salaries component was based on the prior year's respondents who were eligible for the current year's survey (both current year respondents and nonrespondents).

If the imputed data are not used, the bias of the estimate of the current year's mean,  $\mu$ , based on the current year's respondents, can be estimated as

$$\hat{B}(\bar{y}_R) = \mathbf{h}(\bar{y}_R - \bar{y}_{NR}) \quad ,$$

where  $\mathbf{h}$  is the nonresponse rate and  $\bar{y}_R$  and  $\bar{y}_{NR}$  are the respondent and nonrespondent sample means, respectively. Likewise, the percentage of relative bias can be estimated as

$$\hat{R}_B = \frac{100 \hat{B}(\bar{y}_R)}{(1 - \mathbf{h}) \bar{y}_R + \mathbf{h} \bar{y}_{NR}} \quad ,$$

where the denominator estimates the true population mean.

These formulae were used to estimate nonresponse bias (absolute and relative) for the domains with a response rate below 90 percent for the Salaries component. The current year's data were used to estimate the nonresponse rate,  $\mathbf{h}$ , and the prior year's respondents were used to estimate the current-year respondent and nonrespondent means,  $\bar{y}_R$  and  $\bar{y}_{NR}$ , respectively. No significance tests were performed because the IPEDS is a census, not a sample survey.

Table M2 provides the bias estimates for the domains for which the Salaries response rate was less than 90 percent. It provides estimates for 11/12-month contracts only because sufficient data were not available for the other contract lengths. For 9/10-month contracts and less-than-9-month contracts, very few of the current year nonresponding institutions provided data in either of the prior 2 years (no institutions for 9/10-month contracts and one for less-than-9-month contracts). Hence, estimates of nonresponse bias would be very unreliable for them.

Table M1a. Title IV institutions responding to the IPEDS winter 2002–03 data collection, by degree-granting status and level and control of institution: United States

Degree-granting status and level and control of institution	Employees by Assigned Position			Salaries		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,352	6,257	98.5	4,023	3,973	98.8
Public	2,051	2,041	99.5	1,699	1,696	99.8
Private not-for-profit	1,920	1,891	98.5	1,607	1,597	99.4
Private for-profit	2,381	2,325	97.6	717	680	94.8
4-year	2,489	2,459	98.8	2,370	2,330	98.3
Public	632	627	99.2	624	623	99.8
Private not-for-profit	1,557	1,538	98.8	1,487	1,477	99.3
Private for-profit	300	294	98.0	259	230	88.8
2-year	2,170	2,150	99.1	1,653	1,643	99.4
Public	1,155	1,153	99.8	1,075	1,073	99.8
Private not-for-profit	251	244	97.2	120	120	100.0
Private for-profit	764	753	98.6	458	450	98.3
Less-than-2-year	1,693	1,648	97.3	†	†	†
Public	264	261	98.9	†	†	†
Private not-for-profit	112	109	97.3	†	†	†
Private for-profit	1,317	1,278	97.0	†	†	†
Degree-granting	4,167	4,130	99.1	4,013	3,963	98.8
4-year	2,465	2,436	98.8	2,360	2,320	98.3
Public	631	626	99.2	624	623	99.8
Private not-for-profit	1,537	1,519	98.8	1,478	1,468	99.3
Private for-profit	297	291	98.0	258	229	88.8
2-year	1,702	1,694	99.5	1,653	1,643	99.4
Public	1,081	1,079	99.8	1,075	1,073	99.8
Private not-for-profit	127	127	100.0	120	120	100.0
Private for-profit	494	488	98.8	458	450	98.3
Non-degree-granting	2,185	2,127	97.3	10	10	100.0
4-year <sup>1</sup>	24	23	95.8	10	10	100.0
Public	1	1	100.0	0	0	†
Private not-for-profit	20	19	95.0	9	9	100.0
Private for-profit	3	3	100.0	1	1	100.0
2-year	468	456	97.4	†	†	†
Public	74	74	100.0	†	†	†
Private not-for-profit	124	117	94.4	†	†	†
Private for-profit	270	265	98.1	†	†	†
Less-than-2-year	1,693	1,648	97.3	†	†	†
Public	264	261	98.9	†	†	†
Private not-for-profit	112	109	97.3	†	†	†
Private for-profit	1,317	1,278	97.0	†	†	†

†Not applicable.

<sup>1</sup>These institutions grant certificates only at the post-baccalaureate, post-master's, and post-doctorate levels.

NOTE: The Fall Staff component was optional for all institutions in 2002–03 and is not considered in the response rates. The Employees by Assigned Position component was applicable to all institutions. The Salaries component was applicable to all 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions except for those institutions where all instructional faculty are part time, contribute their services, are in the military, or teach clinical or preclinical medicine.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

Table M2. Estimated bias prior to imputations for salary outlays for instructional faculty on 11/12-month contracts within domains with response rates below 90 percent, by degree-granting status, sector, gender, and academic rank at Title IV institutions: United States and outlying areas, academic year 2002–03

Degree-granting status, sector, gender, and academic rank	Number of current year respondents <sup>1</sup>		Number of current year nonrespondents <sup>2</sup>		Percent respondent distribution	Percent non- respondent distribution	Non- response bias	Percent relative bias
	All	Responded prior year	All	Responded prior year				
All institutions								
Private for-profit 4-year (11/12-month contracts only)								
Gender								
Percent men	203	184	29	29	70.18	53.37	2.10	3.09
Percent women	203	184	29	29	29.82	46.63	-2.10	-6.59
Academic rank								
Percent professor	203	184	29	29	17.05	0.0	2.13	14.29
Percent associate professor	203	184	29	29	5.47	0.0	0.68	14.29
Percent assistant professor	203	184	29	29	5.87	0.0	0.73	14.29
Percent instructor	203	184	29	29	48.25	38.00	1.28	2.73
Percent lecturer	203	184	29	29	1.27	0.0	0.16	14.29
Percent no academic rank	203	184	29	29	22.09	62.00	-4.99	-18.42
Degree-granting								
Private for-profit 4-year (11/12-month contracts only)								
Gender								
Percent men	202	184	29	29	70.18	53.37	2.11	3.10
Percent women	202	184	29	29	29.82	46.63	-2.11	-6.61
Academic rank								
Percent professor	202	184	29	29	17.05	0.0	2.14	14.36
Percent associate professor	202	184	29	29	5.47	0.0	0.69	14.36
Percent assistant professor	202	184	29	29	5.87	0.0	0.74	14.36
Percent instructor	202	184	29	29	48.25	38.00	1.29	2.74
Percent lecturer	202	184	29	29	1.27	0.0	0.16	14.36
Percent no academic rank	202	184	29	29	22.09	62.00	-5.01	-18.49

<sup>1</sup>Number of institutions that responded for 11/12-month contract length.

<sup>2</sup>Number of institutions that are overall current year nonrespondents because indicators of nonresponse are not available by the contract length.

NOTE: All instructional faculty in the private for-profit nonrespondent institutions were imputed as being on 11/12-month contracts, because very few faculty in these institutions are on 9/10-month contracts.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

For faculty on 11/12-month contracts, table M2 provides estimates of nonresponse bias for the estimated distributions by sector, gender, and academic rank. For the gender distributions, the bias estimates are all less than 3 percent (in absolute value) and the relative bias estimates are all less than 10 percent (in absolute value). However, for the academic rank distributions, the bias is less than 3 percent for 83 percent of the estimates, but the estimated relative bias is less than 10 percent for only 17 percent of the estimates. Because the relative bias is not negligible (i.e., it is more than 10 percent) for several academic rank categories, the imputed data should be used to reduce the bias when making inferences from the Salaries component.

## **Survey Procedures**

The winter 2002–03 IPEDS data collection was conducted using the IPEDS web-based data collection system. Each institution appointed a keyholder, who was the person responsible for ensuring that survey data submitted by the institution were correct. The keyholder could generate UserIDs and passwords for up to six additional survey respondents who could also enter or review data. For many institutions, keyholders were also required to edit and “lock” the data; locking is equivalent to submitting completed data to NCES.

Coordinators are individuals who take responsibility for a specified group of institutions to ensure that all data were entered correctly. Some coordinators may be responsible for a system of institutions (e.g., SUNY—the State University of New York); others may coordinate all or some institutions in a state. Also, coordinators may elect to provide different levels of review. For example, some may only view data provided by their institutions, while others may upload, review, and/or lock data for their institutions.

For the 2002–03 IPEDS data collections, keyholders were asked to register prior to the fall 2002 data collection. Registration information, including UserIDs and passwords, was e-mailed to existing keyholders in mid-July. Also in mid-July, letters were sent to chief executive officers (CEOs) at institutions without pre-registered keyholders, requesting that they appoint a keyholder for the 2002–03 collection year. The package included a letter for the keyholder and a registration certificate with the institution’s UserID and password for the entire 2002–03 collection period. Subsequent registration mailings were sent to CEOs at institutions at which a keyholder had still not been registered, in mid-August, mid-September, mid-December, and mid-March. At the beginning of the winter and spring collections, in late November and early March, respectively, e-mail messages were sent to registered keyholders and coordinators requesting that they update or confirm their registration contact information when the collections opened. Schools were allowed to designate a new keyholder at any time during the collection year, if needed. As with previous IPEDS studies, follow-up for nonresponse was conducted with CEOs, coordinators, and keyholders via mail, e-mail, and telephone throughout all three collection periods.

The web-based survey instruments offered many features designed to improve the quality and timeliness of the data. As indicated above, survey respondents were required to register before entering 2002–03 data to ensure a point of contact between NCES/IPEDS and the institution. Online data entry forms were tailored to each institution based on characteristics such as degree-granting status, public vs. private control, and length of longest program offered.

When data from previous years were available for an institution, they were preloaded on the customized forms for easy reference and comparison purposes. Once the 2002–03 data were entered, either manually or through file upload, the keyholders were required to run edit checks and resolve all errors before they were able to lock their data. Once data were locked, they were considered “submitted,” regardless of whether or not the coordinator had reviewed the submission.

Once the data were complete and all locks were applied, IPEDS help desk staff conducted a final review. If any additional problems were detected, the help desk staff contacted the institutions to resolve any remaining questions. Once data were reviewed, and, if necessary, problems resolved, most data were migrated to the Peer Analysis System (PAS), where they were made available to other responding institutions for comparison purposes. Because of confidentiality issues, Salaries data were not immediately available in the PAS.

## **Survey Components**

***Employees by Assigned Position (EAP)***—This component of the web-based survey was mandatory for all Title IV institutions for winter 2002–03. The EAP survey is used to categorize all persons on the institution’s payroll as of November 1 of the collection year, by employment status (full or part time), faculty status, and primary occupational activity (assigned position). Title IV 4-year institutions that have a medical school component are required to report their medical school employees separately.

The primary occupational activities are: faculty (primarily instruction, instruction combined with research and/or public service, primarily research, and primarily public service), executive/administrative/managerial, other professional (support/service), technical and paraprofessionals, clerical and secretarial, skilled crafts, and service/maintenance. If, by institutional definition, an employee has faculty status, the employee is categorized according to tenure status: tenured, on tenure track, or not on tenure track/no tenure system. If the employee does not have faculty status, he/she is counted as “without faculty status.”

All staff reported in the EAP component should be included in the Fall Staff component in the same occupational activity categories. All staff reported as full-time in the EAP component as either primarily instruction or instruction combined with research and/or public service should be included in the Salaries component, unless they are exempted because of one of the exclusions noted in the description of the Salaries component. Instructional faculty in medical schools are not included in the Salaries component because they all teach preclinical or clinical medicine.

***Salaries (SA)***—This component of the web-based survey collects data on full-time instructional faculty; that is, faculty classified (on the EAP) as either primarily instruction or instruction combined with research and/or public service. The data are current as of November 1 of the collection year and include all full-time instructional faculty on the payroll. This component is applicable to all 4-year institutions and 2-year degree-granting institutions. Less-than-2-year institutions and 2-year non-degree-granting institutions are excluded from the scope of the Salaries survey. Also, the Salaries component is not applicable (institutions are not asked to respond) if one of the following conditions apply:

- all instructional faculty are military personnel;
- all instructional faculty contribute their services;
- all instructional faculty teach preclinical or clinical medicine; or
- all instructional faculty are employed on a part-time basis.

Part A of the Salaries component collects data on the number of full-time instructional faculty and the total salary outlays, by contract length (less-than-9-month, 9/10-month, 11/12-month) and by gender and academic rank (professor, associate professor, assistant professor, instructor, lecturer, no academic rank). Part B collects data on the fringe benefit expenditures and the number of full-time instructional faculty on 9/10-month and 11/12-month contracts covered by these benefits. Types of fringe benefits included are retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plan, housing plan, Social Security taxes, unemployment compensation, worker's compensation, and other benefits.

**Fall Staff (S)**—This component of the web-based survey was optional for winter 2002–03. This component collects data for all persons on the payroll of the institution as of November 1 of the collection year, by primary occupational activity, full- and part-time status, contract length, salary class intervals, gender, and race/ethnicity. The primary occupational activity categories are the same as those used in the EAP component. There are two versions of this component. The long form, which replaced the EEO-6 survey in 1993, is completed by degree-granting institutions, and the short form is completed by non-degree-granting institutions. Institutions with fewer than 15 full-time staff are not asked to respond to this component of the IPEDS survey. The long form has six parts:

- Part A: Full-time faculty by racial/ethnic category, gender, contract length, and salary class intervals
- Part B: All other full-time employees by racial/ethnic category, gender, primary occupational activity, and salary class intervals
- Part D: Part-time employees by racial/ethnic category, gender, and primary occupational activity
- Part E: Summary of full-time and part-time employees by racial/ethnic category and gender
- Part F: Tenure of full-time faculty by racial/ethnic category, gender, and academic rank
- Part G: New hires by racial/ethnic category, gender, and primary occupational activity.

The short form has three parts:

- Part A: Full-time employees by racial/ethnic category, gender, and primary occupational activity
- Part B: Part-time employees by racial/ethnic category, gender, and primary occupational activity
- Part C: Summary of full-time and part-time employees by racial/ethnic category and gender.

## **Edit Procedures**

Edit checks were built into the web-based instrument to detect major reporting errors. The system automatically generated average salaries or totals on each component (as required), and edit checks compared current responses to previously reported data. The edit checks could be run at any time during the collection, and all edits were required to be resolved before the keyholder could lock the data. As edit checks were executed, survey respondents were notified of any errors detected by the system, and respondents could correct the data as needed. If data were entered correctly but failed the edit checks, the survey respondents were asked either to confirm that the data were correct as entered or to explain why the data appeared to be out of the expected data range. Survey respondents were also provided with a caveats box on each survey component and were encouraged to use this area to explain any special circumstances that might not be evident in their reported data. Finally, the data were manually reviewed for additional inconsistencies by coordinators (when applicable) and the IPEDS help desk staff. When necessary, keyholders were contacted to verify the accuracy of the data.

For the Salaries component, current year data were compared to the previous year's data and large discrepancies had to be explained. Average salaries were calculated and checks were in place for unusually high or unusually low averages. The number of faculty receiving fringe benefits could not exceed the total number of faculty on contract. The number of full-time instructional faculty in the Salaries component had to be equal to or less than the number of full-time faculty reported as either primarily instruction or instruction combined with research and/or public service in the EAP and less than or equal to the number of faculty in the Fall Staff component (if completed).

If the Fall Staff component was completed, current year data were compared to data from the previous collection and large discrepancies had to be justified. The total number of full-time faculty reported in parts A and F were compared to each other and to the counts provided in the EAP. Additionally, the number of staff reported in the EAP component was compared to the Fall Staff data for each primary occupational activity/assigned position category.

## **Imputation Procedures**

The EAP data and Salaries data for Title IV institutions were subject to imputation for nonresponse—both total (unit) nonresponse and partial (item) nonresponse. Fall Staff data were not imputed because they were not required for 2002–03. The imputation base was restricted to institutions satisfying the following conditions:

- the institution must participate in Title IV student financial aid programs;
- the institution must be currently active<sup>3</sup> in IPEDS;
- the institution must not be a child<sup>4</sup> institution (data for a child institution are reported by another institution, referred to as the parent);

<sup>3</sup>Institutions that did not respond were verified as currently active (open for business) prior to imputation through telephone calls and/or e-mail.

<sup>4</sup>A child is one that has all of its data reported by the parent institution.



- For the Salaries component, the institution must be either a 4-year institution or a 2-year degree-granting institution; and
- For the Salaries component, the institution's instructional faculty must not fall into one of the following categories:
  - all instructional faculty are military personnel;
  - all instructional faculty contribute their services;
  - all instructional faculty teach preclinical or clinical medicine; or
  - all instructional faculty are employed on a part-time basis.

For the EAP component, there were 31 imputation groups. The imputation groups were formed primarily based on institutional sector, undergraduate, graduate, and first-professional offerings.

For the Salaries component, only Part A of the survey form was subject to imputation for total (unit) and partial (item) nonresponse. Twenty-nine imputation groups were formed based primarily on institutional sector, undergraduate, graduate, and first-professional offerings. No imputations were performed for missing fringe benefits data.

#### *Employees by Assigned Position*

The following imputation methods were used to impute missing data in the EAP component of the data collection:

- *Carry Forward*—Reported prior year EAP data were carried forward to the current year. The number of employees reported in the prior year was used as the base value for the imputation. For each combination of full-time/part-time and non-medical school/medical school, to adjust for year-to-year change, the base value was then multiplied by the median ratio of the total staff reported in the current year to those reported in the prior year, within the imputation group.
- *Nearest Neighbor*—The current year Salaries data or the previous year Fall Enrollment data were used to determine the distance between an imputee and a potential donor. A distance was defined depending on the survey used. For the Salaries survey, the distance measure was the sum of employees over the three different contract lengths. For the Fall Enrollment survey, the distance measure was full-time equivalent (FTE) enrollment, defined as  $(1/3 \times \text{part-time students}) + (\text{full-time students})$ . Salaries survey data were considered first, and then fall enrollment data were considered. Each nearest neighbor imputee was imputed with the EAP data from the donor in the same imputation group with the nearest value of the distance measure. The donor's data values were multiplied by the ratio of the imputee's distance measure and the donor's distance measure.
- *Group Median*—For each imputation group, the sum of all full-time staff and one-third of the part-time staff was calculated for each institution. The institution with the median value of this measure within each imputation group was the donor institution.

## *Salaries*

The following imputation methods were used to impute missing data in the Salaries component of the survey:

- *Carry Forward*—Reported prior year Salaries data were carried forward to the current year. The values were then multiplied by a year-to-year adjustment for employee count and by an inflation adjustment for average salaries each from within the imputation group. Salary outlays were then calculated as the product of employee count and average salaries.
- *Nearest Neighbor EAP*—Data from a nearest neighbor of the imputee based on the current year EAP data within the imputation group were used as the imputed values. In the full-time, non-medical school category of the EAP dataset, the sum of employees for primarily instruction and instruction combined with research and/or public service was used in defining the distance measure. An imputee/donor adjustment was made to the imputed values. Only institutions having data for the same types of contract lengths as the imputee were considered as potential donors within the imputation group.
- *Nearest Neighbor FTE*—Data from a nearest neighbor of the imputee based on previous years' FTE enrollment values within the imputation group were used as the imputed values. An imputee/donor FTE adjustment was made to the imputed values. Only institutions having data for the same types of contract lengths as the imputee were considered as potential donors within the imputation group.
- *Group Median*—For each institution, the sum of total salary outlays over all contract lengths was calculated and ranked within each imputation group. The institution with the median rank was the donor institution. Only institutions having data for the same types of contract lengths as the imputee were considered within the imputation group.
- *Partial Imputations*—Partial nonresponse was determined by comparison with prior year Salaries data and the related screening questions. Partial nonrespondents were imputed by Carry Forward imputation only.

For the Employees by Assigned Position component, table M3 provides information on the number of employees and the number and percentages of employees that were imputed for all Title IV institutions in the United States, by control of institution, employment status, primary/function occupational activity, school type, and degree-granting status.

For the Salaries component, table M4 provides the total salary outlays and the amounts and percentages that were imputed for all Title IV institutions in the United States, by control of institution, contract length, gender, and academic rank.

## *Fall Staff*

No imputations were performed on the Fall Staff data because completion of this component was optional for winter 2002–03.

Table M3. Employees, number of employees imputed, and percentage imputed for all Title IV institutions, by control of institution, employment status, primary function/occupational activity, school type, and degree-granting status: United States, fall 2002

Employment status, primary function/occupational activity, degree-granting status, and school type	Total			Public			Private not-for-profit			Private for-profit		
	Employees	Imputed		Employees	Imputed		Employees	Imputed		Employees	Imputed	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
Employees	2,938,458	31,220	1.1	1,951,751	22,179	1.1	880,273	7,534	0.9	106,434	1,507	1.4
Full-time employees	2,092,286	27,156	1.3	1,380,718	20,017	1.4	648,272	6,090	0.9	63,296	1,049	1.7
Primarily instruction	413,817	1,929	0.5	265,709	917	0.3	126,388	679	0.5	21,720	333	1.5
Instruction/research/public service	192,179	4,300	2.2	140,247	2,942	2.1	50,800	1,347	2.7	1,132	11	1.0
Primarily research	41,094	897	2.2	29,394	897	3.1	11,684	0	0.0	16	0	0.0
Primarily public service	14,224	162	1.1	8,958	162	1.8	5,126	0	0.0	140	0	0.0
Executive/administrative/managerial	180,846	2,176	1.2	91,776	1,242	1.4	77,287	691	0.9	11,783	243	2.1
Other professional (support/service)	493,300	8,244	1.7	328,951	6,725	2.0	148,683	1,227	0.8	15,666	292	1.9
Technical and paraprofessionals	160,713	1,626	1.0	115,370	1,346	1.2	43,070	251	0.6	2,273	29	1.3
Clerical and secretarial	348,128	4,893	1.4	227,280	3,285	1.4	112,370	1,497	1.3	8,478	111	1.3
Skilled crafts	62,659	966	1.5	47,814	906	1.9	14,625	58	0.4	220	2	0.9
Service/maintenance	185,326	1,963	1.1	125,219	1,595	1.3	58,239	340	0.6	1,868	28	1.5
Part-time employees	846,172	4,064	0.5	571,033	2,162	0.4	232,001	1,444	0.6	43,138	458	1.1
Primarily instruction	474,755	2,323	0.5	312,804	1,176	0.4	125,909	836	0.7	36,042	311	0.9
Instruction/research/public service	63,311	618	1.0	46,728	430	0.9	15,753	186	1.2	830	2	0.2
Primarily research	13,716	369	2.7	11,410	369	3.2	2,299	0	0.0	7	0	0.0
Primarily public service	6,709	47	0.7	4,776	14	0.3	1,916	33	1.7	17	0	0.0
Executive/administrative/managerial	9,603	76	0.8	3,967	32	0.8	5,159	31	0.6	477	13	2.7
Other professional (support/service)	86,105	218	0.3	56,955	25	#	27,664	141	0.5	1,486	52	3.5
Technical and paraprofessionals	45,149	83	0.2	34,677	25	0.1	9,686	42	0.4	786	16	2.0
Clerical and secretarial	101,985	222	0.2	71,164	56	0.1	28,427	125	0.4	2,394	41	1.7
Skilled crafts	4,068	18	0.4	3,088	15	0.5	829	3	0.4	151	0	0.0
Service/maintenance	40,771	90	0.2	25,464	20	0.1	14,359	47	0.3	948	23	2.4
Degree-granting	2,864,234	30,391	1.1	1,920,948	22,026	1.1	866,800	7,324	0.8	76,486	1,041	1.4
Non-degree-granting	74,224	829	1.1	30,803	153	0.5	13,473	210	1.6	29,948	466	1.6
Non-medical school	2,652,083	22,272	0.8	1,791,644	17,081	1.0	754,044	3,684	0.5	106,395	1,507	1.4
Medical school	286,375	8,948	3.1	160,107	5,098	3.2	126,229	3,850	3.1	39	0	0.0

#Rounds to zero.

NOTE: Table is restricted to U.S. institutions only. For institutions in outlying areas, 335 of 28,372, or 1.1 percent of employees were imputed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002-03.

Table M4. Salary outlays, amounts imputed, and percentages imputed for all Title IV institutions, by control of institution, contract length, gender, and academic rank: United States, academic year 2002–03

[Amounts except percentages are in thousands of dollars]

Gender and academic rank	Total			Public			Private not-for-profit			Private for-profit		
	Total salary outlays	Imputed		Total salary outlays	Imputed		Total salary outlays	Imputed		Total salary outlays	Imputed	
		Amount	Percent		Amount	Percent		Amount	Percent		Amount	Percent
Less-than-9-month contract												
Total	\$97,273	\$7,385	7.6	\$65,935	\$6,707	10.2	\$27,834	\$0	0.0	\$3,504	\$678	19.4
Men	57,053	4,489	7.9	36,211	4,195	11.6	19,141	0	0.0	1,701	294	17.3
Professor	13,180	0	0.0	3,506	0	0.0	9,334	0	0.0	339	0	0.0
Associate professor	4,691	0	0.0	1,974	0	0.0	2,716	0	0.0	0	0	†
Assistant professor	6,417	0	0.0	2,767	0	0.0	3,650	0	0.0	0	0	†
Instructors	18,466	4,489	24.3	16,074	4,195	26.1	1,339	0	0.0	1,053	294	27.9
Lecturers	3,419	0	0.0	2,980	0	0.0	440	0	0.0	0	0	†
No academic rank	10,880	0	0.0	8,909	0	0.0	1,661	0	0.0	309	0	0.0
Women	40,220	2,897	7.2	29,724	2,512	8.5	8,693	0	0.0	1,803	384	21.3
Professor	3,001	0	0.0	639	0	0.0	2,029	0	0.0	332	0	0.0
Associate professor	1,399	0	0.0	538	0	0.0	861	0	0.0	0	0	†
Assistant professor	4,161	0	0.0	1,826	0	0.0	2,335	0	0.0	0	0	†
Instructors	16,846	2,897	17.2	14,934	2,512	16.8	709	0	0.0	1,204	384	31.9
Lecturers	4,566	0	0.0	3,943	0	0.0	603	0	0.0	20	0	0.0
No academic rank	10,246	0	0.0	7,844	0	0.0	2,155	0	0.0	247	0	0.0
9/10-month contract												
Total	26,087,806	23,697	0.1	18,096,905	10,053	0.1	7,971,166	13,643	0.2	19,735	0	0.0
Men	16,905,188	13,790	0.1	11,509,469	5,414	#	5,384,406	8,375	0.2	11,313	0	0.0
Professor	7,936,119	5,613	0.1	5,122,440	0	0.0	2,812,797	5,613	0.2	881	0	0.0
Associate professor	3,664,718	1,226	#	2,404,351	31	#	1,259,487	1,194	0.1	880	0	0.0
Assistant professor	2,879,470	1,552	0.1	1,883,016	0	0.0	995,935	1,552	0.2	519	0	0.0
Instructors	1,377,599	5,399	0.4	1,233,774	5,383	0.4	141,193	16	#	2,632	0	0.0
Lecturers	309,504	0	0.0	222,857	0	0.0	86,647	0	0.0	0	0	†
No academic rank	737,778	0	0.0	643,031	0	0.0	88,347	0	0.0	6,401	0	0.0
Women	9,182,618	9,907	0.1	6,587,435	4,639	0.1	2,586,760	5,268	0.2	8,422	0	0.0
Professor	2,230,581	2,414	0.1	1,498,767	0	0.0	731,360	2,414	0.3	454	0	0.0
Associate professor	2,166,098	1,089	0.1	1,415,261	67	#	750,170	1,022	0.1	666	0	0.0
Assistant professor	2,308,728	1,672	0.1	1,511,169	0	0.0	796,424	1,672	0.2	1,135	0	0.0
Instructors	1,450,990	4,733	0.3	1,288,847	4,572	0.4	158,728	161	0.1	3,414	0	0.0
Lecturers	330,938	0	0.0	244,384	0	0.0	86,554	0	0.0	0	0	†
No academic rank	695,282	0	0.0	629,007	0	0.0	63,523	0	0.0	2,752	0	0.0
11/12-month contract												
Total	6,231,572	19,982	0.3	4,037,825	4,249	0.1	1,719,275	3,508	0.2	474,472	12,225	2.6
Men	4,196,855	13,083	0.3	2,758,155	3,646	0.1	1,121,920	3,209	0.3	316,780	6,227	2.0
Professor	1,919,816	1,671	0.1	1,411,001	310	#	468,159	1,360	0.3	40,656	0	0.0
Associate professor	823,767	1,454	0.2	536,691	393	0.1	270,717	954	0.4	16,359	106	0.7
Assistant professor	638,101	624	0.1	382,055	265	0.1	243,496	325	0.1	12,549	34	0.3
Instructors	525,919	6,133	1.2	237,318	2,677	1.1	82,391	569	0.7	206,210	2,886	1.4
Lecturers	61,638	0	0.0	45,756	0	0.0	9,639	0	0.0	6,244	0	0.0
No academic rank	227,613	3,201	1.4	145,334	0	0.0	47,517	0	0.0	34,762	3,201	9.2
Women	2,034,717	6,899	0.3	1,279,670	603	#	597,356	299	#	157,691	5,998	3.8
Professor	429,740	187	#	295,376	151	0.1	120,848	36	#	13,515	0	0.0
Associate professor	418,241	435	0.1	269,757	209	0.1	141,326	109	0.1	7,159	118	1.6
Assistant professor	508,916	338	0.1	295,296	25	#	207,408	0	0.0	6,212	313	5.0
Instructors	458,052	3,247	0.7	271,217	219	0.1	80,850	154	0.2	105,984	2,874	2.7
Lecturers	45,535	0	0.0	36,604	0	0.0	7,172	0	0.0	1,759	0	0.0
No academic rank	174,233	2,693	1.5	111,419	0	0.0	39,752	0	0.0	23,062	2,693	11.7

†Not applicable.

#Rounds to zero.

NOTE: Detail may not sum to totals because of rounding. Table is restricted to U.S. institutions only. For institutions in outlying areas, no salary outlays were imputed because all in-scope institutions in outlying areas reported Salaries data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2002–03.

## **Data Perturbation and Confidentiality**

Five laws cover protection of the confidentiality of individually identifiable information collected by NCES - the Privacy Act of 1974, as amended, the E-Government Act of 2002, the Education Sciences Reform Act of 2002, and the US Patriot Act of 2001. Therefore,

Under law, public use data collected and distributed by the National Center for Education Statistics (NCES) may be used only for statistical purposes. Any effort to determine the identity of any reported case by public-use data users is prohibited by law. Violations are subject to Class E felony charges of a fine up to \$250,000 and/or a prison term up to 5 years.

In order to preserve the confidentiality of individuals' salaries, data in the Fall Staff and Salaries data files are subject to perturbation. Perturbation of the Salaries data was performed in such a manner that the average salaries by institutional level were not affected by perturbation. All Salaries data in this report are based on the perturbed data. Fall Staff and Salaries data included in the Peer Analysis System (PAS) are perturbed.



## Glossary of IPEDS Terms

11/12-month contract: The contracted teaching period of faculty employed for the entire year, usually for a period of 11 or 12 months.

2-year institution: A postsecondary institution that offers programs of at least 2 but less than 4 years' duration. Includes occupational and vocational schools with programs of at least 1,800 hours and academic institutions with programs of less than 4 years. Does not include bachelor's degree-granting institutions where the baccalaureate program can be completed in 3 years.

4-year institution: A postsecondary institution that offers programs of at least 4 years' duration or one that offers programs at or above the baccalaureate level. Includes schools that offer postbaccalaureate certificates only or those that offer graduate programs only. Also includes free-standing medical, law, or other first-professional schools.

9/10-month contract: The contracted teaching period of faculty employed for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent.

Child institution: An institution that has its data reported by another institution, known as the *parent institution*.

Clerical and secretarial: A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer), and/or information and other paperwork required in an office. Also includes such occupational titles such as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.

Control of institution: A classification of whether an institution is operated by publicly elected or appointed officials (public control) or by privately elected or appointed officials and derives its major source of funds from private sources (private control).

Coordinator: The person who ensures that all data have been entered correctly by each institution under their jurisdiction. Coordinators can be designated for any group of institutions.

Degree-granting institution: An institution offering an associate's, bachelor's, master's, doctor's, or first-professional degree.

Donor institution: A responding institution whose values are assigned to the impute.

Executive/administrative/managerial: A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are employees holding titles such as top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators, such as presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, and assistant and associate managers (including first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory activities); engineering managers; food service managers; lodging managers; and medical and health services managers.

Faculty: Persons identified by the institution as such and typically those whose initial assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. The designation as “faculty” is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, instruction, and research assistants are not included in this category.

Fringe benefits: Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee’s contribution. Employee fringe benefits include retirement plans, Social Security taxes, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, unemployment compensation plans, group life insurance plans, worker’s compensation plans, and other benefits in kind with cash options.

Full-time instructional faculty: Those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Also includes full-time faculty for whom it is not possible to differentiate between teaching, research, and public service because each of these functions is an integral component of his/her regular assignment.

Graduate assistant: Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research.



Graduate students with titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.

Imputee: A nonresponding institution that has its values imputed.

Institutions (excluding medical schools): The term that refers to the group of institutions that includes all postsecondary institutions that are not affiliated with a medical school and the non-medical component of an institution that has a medical school. (The non-medical component includes all parts of the institution except the medical school.)

Instruction combined with research and/or public service: A primary function or occupational activity category used to classify persons for whom it is not possible to differentiate between teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. These employees may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. This category includes all officers holding titles such as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction combined with research and/or public service.

Keyholder: The person designated by an official institutional representative to have in their possession the necessary UserID and password to gain access to the Integrated Postsecondary Education Data System (IPEDS) data collection system to complete the survey. The keyholder is responsible for entering data and locking the site by each survey completion date.

Less-than-2-year institution: A postsecondary institution that offers programs below the baccalaureate level of less than 2 years' duration. Includes occupational and vocational schools with programs that do not exceed 1,800 contact hours.

Less-than-9-month contract: The contracted teaching period of faculty employed for less than two semesters, three quarters, two trimesters, or two 4-month sessions.

Level of institution: A classification of whether an institution's programs are 4 years or higher (4 year), at least 2 but less than 4 years (2 year), or less than 2 years.

Medical schools: (As used in this report) The term used to describe the group of institutions that includes all medical schools affiliated with an institution of higher education and all free-standing medical schools (those that are not affiliated with an institution of higher education). (For example: Duke University and the University of Pennsylvania have medical schools affiliated with the university; whereas, the Medical College of Georgia is considered a free-standing medical school.)

Medical school staff: Staff employed by or employees working in the medical school component of a postsecondary institution or in a freestanding medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing, or dental hygiene.

Non-degree-granting institution: An institution offering only postbaccalaureate, post-master's, or first-professional certificates, or certificates or diplomas of 4 years or less.

Non-professional: Non-professional staff include those staff in technical, paraprofessional, clerical, secretarial, skilled crafts, service, and maintenance positions.

OPE: Office of Postsecondary Education

Other professional (support/service): A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, research; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education; lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.

Outlying areas: Areas outside the United States that are surveyed as part of IPEDS include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands

Parent institution: An institution that reports data for another institution, known as the *child institution*.

PEPS: Postsecondary Education Participation System (used by OPE for Title IV federal student financial aid programs).

Postsecondary education: The provision of a formal instructional program whose curriculum is designed primarily for students who are beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education and excludes avocational and adult basic education programs.

Postsecondary education institution: An institution that has as its sole purpose or one of its primary missions the provision of postsecondary education.

Primarily instruction: A primary function or occupational activity category used to classify persons whose specific assignments are customarily made for the purpose of conducting instruction or teaching and who hold academic titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction.

Primarily public service: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education and who may hold academic titles of professor, associate professor, or assistant professor. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is public service.

Primarily research: A primary function or occupational activity category used to classify persons whose specific assignments are customarily made for the purpose of conducting research and who hold academic titles of professor, associate professor, assistant professor, or titles such as research associate or postdoctoral fellow. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is research.

Primary occupational activity: The principal activity of a staff member as determined by the institution. If an individual participates in two or more activities, the primary activity is normally determined by the amount of time spent in each activity. Occupational activities are designated as follows: executive, administrative, and managerial; faculty (instruction/research/public service); graduate assistants; other professional (support/service); technical and paraprofessional; clerical and secretarial; skilled crafts; and service/maintenance (see separate definitions).

Professional staff: Employees of an institution whose primary function or occupational activity is classified as one of the following: faculty; executive, administrative, managerial, or other professional.

Program Participation Agreement (PPA): A written agreement between a postsecondary institution and the Secretary of Education. This agreement allows institutions to participate in any of the Title IV student assistance programs other than the State Student Incentive Grant (SSIG) and the National Early Intervention Scholarship and Partnership (NEISP) programs. The PPA conditions the initial and continued participation of an eligible institution in any Title IV program upon compliance with the General Provisions regulations, the individual program regulations, and any additional conditions specified in the program participation agreement that the Department of Education requires the institution to meet. Institutions with such an agreement are referred to as *Title IV institutions*.

Sector: One of nine institutional categories resulting from dividing the universe according to control and level. Control categories are public, private not-for-profit, and private for-profit.

Level categories are 4 years and higher (4 year), at least 2 but less than 4 years (2 year), and less than 2 year. For example: public 4-year institutions.

Service/maintenance: A primary function or occupational activity category used to classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.

Skilled crafts: A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs. Includes occupational titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.

Technical/paraprofessional: A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and/or experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.

Title IV institution: An institution that has a written agreement with the Secretary of Education that allows the institution to participate in any of the Title IV federal student financial assistance programs (other than the State Student Incentive Grant [SSIG] and the National Early Intervention Scholarship and Partnership [NEISP] programs).

UserID: A series of numbers possibly with an alpha prefix that is created for a specific user to be able to access a system. Each user is required to have a UserID and a password in order to access the Integrated Postsecondary Education Data System (IPEDS) data collection system for security purposes.