

TABLE C

## Average Salary for Full-Time Faculty Members, by Unionization Status and Type of Institution, 2010–11

	Public						Private						Union Effect (%)	
	Unionized			Not Unionized			Unionized			Not Unionized				
	Avg. Salary	% of Faculty	Inst.	Avg. Salary	% of Faculty	Inst.	Avg. Salary	% of Faculty	Inst.	Avg. Salary	% of Faculty	Inst.	Public	Private
<b>CATEGORY I (Doctoral)</b>														
Professor	116,376	22.7	50	118,628	77.3	110	137,173	2.3	3	152,710	97.7	66	-1.9	-11.3
Associate	82,896	25.2	50	80,784	74.8	110	99,027	4.9	3	95,958	95.1	66	2.5	3.1
Assistant	68,943	24.3	50	70,093	75.7	110	77,245	3.6	3	83,332	96.4	66	-1.7	-7.9
Other Ranks	53,665	29.5	61	49,707	70.5	99	77,292	0.7	3	65,123	99.3	66	7.4	15.7
All Combined	85,003	24.7	61	87,256	75.3	99	104,153	3.0	3	110,325	97.0	66	-2.6	-5.9
<b>CATEGORY IIA (Master's)</b>														
Professor	94,714	57.0	110	83,181	43.0	118	106,755	6.5	10	96,420	93.5	176	12.2	9.7
Associate	75,609	50.7	110	67,147	49.3	118	86,414	7.6	10	73,268	92.4	176	11.2	15.2
Assistant	63,962	46.0	110	57,735	54.0	118	70,822	5.7	10	61,374	94.3	176	9.7	13.3
Other Ranks	51,832	41.6	113	44,394	58.4	115	58,008	5.0	10	53,706	95.0	176	14.4	7.4
All Combined	75,539	49.7	113	63,791	50.3	115	85,332	6.4	10	73,751	93.6	176	15.6	13.6
<b>CATEGORY IIB (Baccalaureate)</b>														
Professor	89,309	35.3	32	82,471	64.7	53	99,103	3.6	12	88,147	96.4	358	7.7	11.1
Associate	73,849	32.0	32	67,104	68.0	53	77,871	3.3	12	67,342	96.7	358	9.1	13.5
Assistant	62,144	32.4	32	55,729	67.6	53	63,196	3.5	12	55,726	96.5	358	10.3	11.8
Other Ranks	52,624	24.8	33	47,514	75.2	52	53,955	2.1	12	49,966	97.9	358	9.7	7.4
All Combined	70,875	31.6	33	62,863	68.4	52	78,725	3.4	12	68,501	96.6	358	11.3	13.0
<b>CATEGORY III (Associate's with Ranks)</b>														
Professor	81,062	43.6	57	68,696	56.4	87	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	15.3	
Associate	67,454	37.3	57	57,907	62.7	87	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	14.2	
Assistant	58,994	39.9	57	51,189	60.1	87	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	13.2	
Other Ranks	52,961	39.2	58	44,592	60.8	86	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	15.8	
All Combined	66,710	40.2	58	56,377	59.8	86	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	15.5	
<b>CATEGORY IV (Associate's without Ranks)</b>														
No Rank	60,393	51.7	40	54,617	48.3	36	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	9.6	

Notes: "Inst." is the number of institutions. "Other ranks" includes instructors, lecturers, and unranked faculty; approximately 95 percent of these positions are off the tenure track. "N.d." indicates too few institutions providing salary data.

Sources: Faculty salary data are from the AAUP Faculty Compensation Survey. Unionization status data are from the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College of the City University of New York and other sources.