participating in the coalition, and are thus weighted heavily toward the humanities and social sciences. Salaries reported for faculty members in business disciplines are generally higher, as is the case when data for all full-time faculty members are tabulated, but the table does not include several disciplines that typically pay the highest salaries, such as engineering or computer science. The table also indicates that salaries within discipline categories do not necessarily increase with the level of degrees offered. For example, in several of the largest categories, including English, other modern languages, and history, the median salary in doctoral and research universities is lower than it is in associate’s degree colleges.

Table E presents median salaries for full-time non-tenure-track faculty members according to two individual characteristics, gender and race or ethnicity. The breakdown by gender indicates that men generally earn higher salaries, except in baccalaureate colleges. (Women are more likely than men to hold non-tenure-track appointments, and more women than men responded to the survey. According to US Department of Education national data for fall 2009, 44 percent of women in full-time faculty positions were off the tenure track, compared with 33 percent of men.) The breakdown of salaries by race or ethnicity does not show a clear pattern of differences. A more detailed statistical analysis that controls simultaneously for the specific contributions of multiple individual and institutional factors to the differences in non-tenure-track salaries would be desirable—and appropriate, given the wide range of variables available in the CAW dataset—but is beyond the scope of this report. We should also note one additional survey item not shown in the tables: about 35 percent of the full-time non-tenure-track respondents reported that they could expect regular salary increases, and the proportion was similar across institutional types. This proportion seems low, although we do not have comparable survey responses from tenure-eligible faculty members for comparison. (The proportion among part-time faculty members documented in the CAW report was 18.8 percent.)

Table F examines another characteristic of individual non-tenure-track respondents, academic qualifications. A majority of all survey respondents providing information about their academic training held a doctorate, but the proportion varies considerably by institutional category. Respondents teaching in associate’s degree colleges most commonly held a master’s degree, the generally accepted qualification for the undergraduate teaching that comprises nearly all of the workload.