

# A Study of Nurse Educator Salaries in North Carolina

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One of the most critical issues facing North Carolina's ability to produce an adequate supply of nurses for the future is a growing shortage of nurse educators. This shortage has several roots: the impending retirement of 'baby boom' generation nurses who make up the majority of nurse educators; growing opportunities for RNs with advanced degrees in both clinical practice and the business side of healthcare; and the growth in demand for more educators in order to expand our nursing education pipeline. One of the factors frequently cited by RNs as a deterrent to an academic career is poor pay relative to other opportunities they have.

This report examines the salaries earned by nurse educators in North Carolina. We have restricted our analysis to nurse educators holding 9 month, full time contracts with either the Community College or the University system in the state. We also compare average nurse faculty salaries to the salary ranges for other types of state-funded positions for RNs that require or prefer a Masters degree.

Salary data for the 2006-2007 academic year were provided by the North Carolina Community College System and the Institutional Research and Analysis division of the University of North Carolina's General Administration. The list of state-funded nursing positions and their salary ranges was obtained through the Office of State Personnel's annual salary report. That document was current as of July 1<sup>st</sup>, 2007.

### Nursing Faculty Salaries in the NC Community College System

**Table 1. Community College System Average Salary Among 9 Month Nurse Faculty by Area of Instruction and Highest Degree Held by the Educators**

Area of Instruction	Highest Degree Held by Educator					
	Bachelor's Degree		Master's Degree		Doctoral Degree	
	Total #	Average Salary	Total #	Average Salary	Total #	Average Salary
Community College nursing faculty - PNE only	60	\$42,828.90	35	\$47,830.63	1	<sup>a</sup>
Community College nursing faculty - ADN only	123	\$43,093.76	272	\$49,064.29	6	\$55,381.50

<sup>a</sup> For reasons of confidentiality, salary is not reported because only one person fits this category.

Average salaries were computed from all 9-month, full-time Community College system nursing faculty in 2006

Table 1 reports the average salary amount earned by nursing faculty with nine month appointments within the North Carolina Community College system by their area of instruction (Associate Degree or Practice Nurse Education) and the highest degree held by the educators. Program directors are only included in this analysis if the Community College where they are employed lists them as faculty rather than administration. When faculty salaries are compared

holding the education level of the faculty constant there is little difference between those teaching in PNE programs or ADN programs. There is a moderate increase in average salary as educational credentials increase. And, while a recent study by the National League for Nursing did not look at the level of education of nursing faculty, it did find that median salaries for nurse educators in Associate degree programs climb as rank increases, from \$43,000 for Instructors to \$57,000 for Professors.<sup>1</sup>

See Appendix A for a table that ranks the average salaries of nurse educators within the broad spectrum of all areas of instruction offered by the Community College System in North Carolina. The table is ordered by salary among educators holding a Master’s degree as their highest educational credential, since this is the dominant degree held by nursing educators in this system. The information in Appendix A comes from a master list of all average faculty salaries by area of instruction provided by the North Carolina Community College System for the 2006-2007 academic year. Areas of instruction that did not have educators with a Masters or Doctorate were not included in the table.

### **Nursing Faculty Salaries in the NC University System**

**Table 2. University System Average Salary Among 9 Month Nurse Faculty by Level of Instruction and Highest Degree Held by the Educators**

Level of Instruction	Highest Degree Held by Educator			
	Master's Degree		Doctoral Degree	
	Total #	Average Salary	Total #	Average Salary
University nursing faculty - Undergraduate only	107	\$57,604.84	31	\$71,476.35
University nursing faculty - Both grad/undergrad	13	\$64,935.00	41	\$80,954.78
University nursing faculty - Graduate only	9	\$71,321.33	29	\$85,280.48

*Computed from all 9-month, full-time University system nursing faculty in 2006 except those classified as teaching an "Unknown" level of instruction.*

Table 2 reports the average salary of nurse educators employed within the North Carolina University system by the student level taught (undergraduate only, both undergraduate and graduate level, and graduate level only) and the educators’ highest degree. Deans and other administrators of University system nursing programs generally have contracts that are longer than nine months, or they are paid through supplemental contracts not included in their 9-month contract amount. The salaries in Table 2 are restricted to the 9 month contract amounts and do not include additional income related to administrative roles or responsibilities outside of a 9 month contract.

As level of instruction moves from undergraduate to graduate level, average salary for nursing faculty in the University system increases. This is true whether the educators hold a Masters or Doctorate. In addition, nurse educators having a Doctorate receive a significant

additional financial reward in the University system. Doctorally-prepared nurse educators earn, on average, about \$14,000 more than Master's-prepared educators at each level of instruction.

Educational credentials have a significant impact on faculty earnings in University system nursing programs. Table 3 examines faculty salaries by rank. While there is little difference between the average salaries earned by Master's prepared Lecturers and Instructors, there is an increase in average salaries for both Master's and Doctorally-prepared nurse educators as rank moves from Assistant Professor to full Professor. Note also that only doctorally-prepared faculty members hold the rank of Professor in the University system. This incremental increase in average salary by rank is consistent with the incrementally increasing median salaries reported by the NLN for each rank in Baccalaureate and higher programs.<sup>2</sup>

**Table 3. – NC University System Average Salary among 9 Month Nursing Faculty by Faculty Rank and Highest Degree Held by the Educators**

Faculty Rank	Highest Degree Held by Educator			
	Master's Degree		Doctoral Degree	
	Total #	Average Salary	Total #	Average Salary
Lecturer	33	\$55,472.00	1	<sup>a</sup>
Instructor	34	\$52,857.00	1	<sup>a</sup>
Assistant Professor	77	\$61,808.00	47	\$67,553.47
Associate Professor	14	\$65,067.71	48	\$77,394.29
Professor	0	n/a	25	\$102,137.52
All ranks combined	158	\$58,847.33	122	\$78,388.20

<sup>a</sup> For reasons of confidentiality, salary is not reported because only one person fits this category. Average salaries were computed from all 9-month, full-time University system nursing faculty in 2006.

See Appendix B for a ranked list of average faculty salaries by discipline or program type and education level of the faculty within the state University System. The table is ordered by average salary for faculty with a Master's degree. This information, provided by the Institutional Research and Analysis division of the University of North Carolina General Administration, is based on salary information for the 2006-2007 academic year from all campuses within the University system.

### Comparing Nursing Faculty Salaries Across Education Systems in NC

Table 4 makes as much of an apples-to-apples comparison of Community College and University system average salaries for nursing educators as is possible. As in all previous tables, the analysis is limited to faculty with a 9-month, full-time position, and is now further limited to those faculty teaching entry-level RN students. For the Community College system, this includes nursing faculty who teach only in Associate degree programs. For the University

system the analysis includes only those educators who teach undergraduates.<sup>1</sup> These similarities – in contract length, employment status, and student level – reduce some of the heterogeneity naturally found in these two different education systems.

**Table 4. Average Salary of Nursing Faculty with 9 Month Contracts by Employment in the Community College or University System and by Highest Degree Held by Educator**

Education System Type	Highest Degree Held by Educator			
	Master's Degree		Doctoral Degree	
	Total #	Average Salary	Total #	Average Salary
Community College nursing faculty - ADN only	272	\$49,064.29	6	\$55,381.50
University nursing faculty - Undergraduate only	107	\$57,604.84	31	\$71,476.35

*Average salaries were computed from only those nursing faculty with 9-month, full-time positions. Those in the University system were also reported as teaching only undergraduate students. For nursing faculty in the Community College system this analysis was restricted to only those teaching in ADN programs..*

Salaries for nursing faculty are higher, on average, in the University system than in the Community College system regardless of the educational credentials held by the educators – over \$12,000 higher for Master’s-prepared nursing faculty, and over \$16,000 more for doctorally-prepared nursing faculty. These findings match similar national median salary differences reported by the NLN which show full professors in Baccalaureate and higher degree programs earning over \$15,000 more than similarly-ranked colleagues employed in Associate degree programs. However, the NLN report does show that for those ranks most likely to teach at the undergraduate level only – Assistant Professors and Instructor – the median salary differences are much smaller between program types. Nationally, the median salary for assistant professors in baccalaureate programs is about \$5,000 higher than for nurse educators employed in associate degree programs.<sup>3</sup>

### Other Job Opportunities for Nurse Faculty within the State

Most nursing faculty teaching in North Carolina are employed by one of the two state education systems and, thus, are state employees. The state also employs a large number of nurses in clinical and administrative positions outside of academia. In order to make a reasonable comparison between the salary levels of Registered Nurses qualified for faculty positions with those in other types of state-supported positions we have annualized the average salaries of nursing faculty.<sup>2</sup>

<sup>1</sup> This grouping may include some faculty teaching RN-BSN students.

<sup>2</sup> Salary amounts for faculty with 9 month contracts were divided by 9 to arrive at a monthly amount, then that monthly amount was multiplied by 12. The result is an ‘annualized’ salary amount.

Using the Office of State Personnel salary guide for 2007, we identified 51 job categories that require an RN license or that could be filled by an RN. In most cases, state jobs employing advanced practice RNs explicitly state a preference or a requirement for a Master's degree. However, we also included position types considered attractive to RNs with advanced degrees regardless of the minimum education requirements of the position. The NC Office of State Personnel does not publish average salary figures, but rather the minimum and maximum salary for each position category. We have computed midpoints from those published salary ranges.

**Table 5 - Salary Range and Midpoint for State-Funded Nursing Positions by Job Category Compared to Nurse Faculty Average Salary Amounts**

State Job Categories	Salary Range		Salary Midpoint
	Minimum	Maximum	
<b>State-funded RN positions requiring no experience:</b>			
Staff Clinic Nurse	\$32,965	\$52,374	\$42,670
Public Health Nurse I	\$37,074	\$59,982	\$48,528
Staff Nurse	\$37,074	\$59,982	\$48,528
Lead Nurse	\$38,549	\$62,707	\$50,628
<b>State-funded RN positions requiring 1 – 2 years experience:</b>			
Public Health Nurse II	\$40,071	\$65,566	\$52,819
Infection Control Nurse	\$40,071	\$65,566	\$52,819
Nurse Clinician I	\$40,071	\$65,566	\$52,819
Nurse Supervisor I	\$40,071	\$65,566	\$52,819
Utilization Review Nurse	\$40,071	\$65,566	\$52,819
Utilization Review Nurse Consultant	\$40,071	\$65,566	\$52,819
Nurse Clinician II	\$43,474	\$71,857	\$57,666
<b>State-funded RN positions requiring 3 – 4 years experience:</b>			
Nursing Eye Care Consultant	\$40,071	\$65,566	\$52,819
Public Health Nurse III	\$41,687	\$68,613	\$55,150
Nurse Supervisor II	\$43,474	\$71,857	\$57,666
Public Health Nursing Supervisor I	\$43,474	\$71,857	\$57,666
Utilization Review Nurse Supervisor	\$43,474	\$71,857	\$57,666
Nurse Supervisor III	\$47,352	\$78,736	\$63,044
Public Health Nursing Supervisor II	\$47,352	\$78,736	\$63,044
Director Of Nursing Services I	\$49,577	\$82,424	\$66,001
Asst Dir Of Nursing Services	\$49,577	\$82,424	\$66,001
<b>State-funded RN positions requiring 5 - 6 years experience:</b>			
Utilization Review Director	\$47,352	\$78,736	\$63,044
Nursing Director Dept Of Correction	\$49,577	\$82,424	\$66,001
Director Of Nursing Services II	\$54,233	\$90,435	\$72,334
Director Of Nursing Services III	\$59,332	\$99,141	\$79,237

Table 5 - Continued  State Job Categories	Salary Range		Salary Midpoint
	Minimum	Maximum	
State-funded RN positions that require or prefer an advanced degree: <sup>a</sup>			
Mental Health Unit Director I	\$34,237	\$54,822	\$44,530
Clinical Substance Abuse Counselor	\$34,237	\$54,822	\$44,530
Substance Abuse Program Supervisor	\$35,585	\$57,321	\$46,453
Mental Health Unit Director II	\$37,074	\$59,982	\$48,528
Public Health Program Consultant I	\$37,074	\$59,982	\$48,528
Nursing In-Service Education Instructor	\$40,071	\$65,566	\$52,819
Public Health Program Consultant II	\$40,071	\$65,566	\$52,819
Public Health Program Supervisor I	\$40,071	\$65,566	\$52,819
Substance Abuse Program Director I	\$40,071	\$65,566	\$52,819
Nursing In-Service Education Director I	\$43,474	\$71,857	\$57,666
Mental Retardation Unit Director	\$43,474	\$71,857	\$57,666
Substance Abuse Program Director II	\$43,474	\$71,857	\$57,666
Mental Health Program Manager I	\$43,474	\$71,857	\$57,666
Nursing In-Service Education Director II	\$47,352	\$78,736	\$63,044
Mental Health Program Manager II	\$47,352	\$78,736	\$63,044
Public Health Nursing Consultant II	\$49,577	\$82,424	\$66,001
Public Health Nursing Director I	\$49,577	\$82,424	\$66,001
Mental Health Program Administrator I	\$51,823	\$86,341	\$69,082
Physician Extender I	\$54,233	\$90,435	\$72,334
Public Health Nursing Director II	\$54,233	\$90,435	\$72,334
Public Health Nursing Education & Research Specialist	\$54,233	\$90,435	\$72,334
Mental Health Program Administrator II	\$56,710	\$94,675	\$75,693
Physician Extender II	\$59,332	\$99,141	\$79,237
Public Health Nursing Director III	\$59,332	\$99,141	\$79,237
Public Health Nursing Chief	\$61,990	\$103,929	\$82,960
Physician Extender III	\$64,941	\$108,999	\$86,970
Nursing Faculty Positions by Instruction Level, System Type, and Educator Highest Degree	Annualized Average Salary		
Community College PNE nursing faculty - Master's degree			\$63,774
Community College ADN nursing faculty - Master's degree			\$65,419
Community College ADN faculty - Doctorate degree			\$73,842
University nursing faculty - Master's degree			\$78,463
University nursing faculty - Doctorate degree			\$104,518

*a Some of these jobs may be filled by non-RN personnel, depending on the requirements of a specific position.*

Table 5 compares the average annualized nursing faculty salaries to the salary range midpoints of jobs held by RNs in non-faculty state-funded positions. Bear in mind that using the midpoint allows us to make a comparison between faculty positions and other state-funded positions, the midpoint might not be directly comparable to an average salary amount.

## **Study Limitations**

The information presented here is limited in several ways. Our analysis is restricted to only publicly employed nurse educators holding 9-month, full-time positions. This was done to ensure that comparing faculty earnings in the community college system (where most faculty work under a 9 month contract) with their colleagues in the university system was equitable. However, as a consequence our analysis excludes nursing faculty with either longer or shorter contract periods such as deans and directors of nursing programs or part-time nursing faculty. Also, nursing faculty in private colleges, universities and hospital diploma programs have not been included in this study.

Our comparison of non-academic, state-funded RN positions with nursing faculty in academic programs ignores the issue of workload. A recent study of full time nursing faculty in North Carolina found they work an average of 53 hours per week<sup>4</sup>. In order to judge earnings equity it is necessary to also consider the amount and difficulty of the work performed in order to reach an accurate conclusion. This analysis does not include any measure of effort or difficulty. Nor does this study include information about benefits that are also an important part of any compensation package.

## **Summary**

Three characteristics of nurse educator salaries stand out in this analysis. First, in both the community college and university systems, nurse educators with doctoral degrees earn higher salaries, on average, than those with Master's degrees. Second, the average salary of nurse educators employed in community college-based programs is much lower than their colleagues with the same education level employed within the university system. Finally, when we annualize nursing faculty salaries, they seem to be in line with the salary midpoints of many state-funded clinical practice positions that require an advanced degree. However, that comparison does not include information about benefits, or workload differences.

This is, in fact, an important inequity visited upon many nursing faculty by virtue of how their employment contracts are written and the benefits attached to those contracts. While all nursing faculty employed by the state receive paid sick leave, not all of them receive paid vacation time. The granting of such leave time varies from school to school within each system. In recent years, when the General Assembly chose not to increase state employee salaries, they have instead granted a number of hours of paid vacation leave instead. This leave time can be used, or saved and cashed out when an employee leaves the state system. However, if some Community College and University faculty receive annual leave but not others, then granting additional paid annual leave time in lieu of increasing salaries affects only a portion of

nursing faculty state-wide. Beside the possibility of creating resentment, awarding benefits in an unequal way puts some schools at a disadvantage in terms of recruitment and retention of faculty. Policymakers need to be aware of this problem and seek a solution.

## References

<sup>1</sup> National League for Nursing. 2006. *Nurse Educators 2006: A Report for the Faculty Census Survey of RN and Graduate Programs*. See Table 19 on page 43.

<sup>2</sup> *Ibid.*, Table 19 on page 43 on the report.

<sup>3</sup> *Ibid.*

<sup>4</sup> Lacey, LM, Bond, D. and McNoldy, T. “Influential Factors in the Choice of a Nursing Education Career.” North Carolina Center for Nursing, Raleigh, NC.

## Appendix A

**Table A1. Average Faculty Salaries in the NC Community College System by Area of Instruction and Faculty Educational Level**

Area of Instruction	Highest Degree Earned by Educator	
	Master's Degree Average Salary	Doctoral Degree Average Salary
Physical Therapy	\$67,863.00	\$68,301.00
Maritime Occupations	\$66,168.00	
Cytotechnology	\$65,817.00	
Public Administration	\$64,588.50	
Metallurgical Technology	\$61,830.00	
Transportation	\$59,436.00	
Safety	\$55,782.00	
Other, Agriculture	\$54,324.00	
Machine Shop	\$54,309.60	
Woodworking Occupations	\$53,847.00	
Management Development Supervision	\$53,460.00	
Drafting	\$53,373.60	\$57,267.00
Electromechanical Technology	\$52,998.75	
Finance And Credit	\$52,983.00	
Industrial Electricity/Electronics	\$52,182.00	
Mortuary Science	\$52,035.00	
Aviation Occupations	\$51,993.00	
Welding & Cutting	\$51,835.50	
Respiratory Care Technology	\$51,523.88	\$53,589.00
Typing And Related Occupations	\$51,456.00	
Civil Technology	\$51,294.60	\$52,344.00
Fire And Safety Technology	\$51,147.00	
Electronic Technology	\$50,934.38	\$52,335.00
Occupational Therapy	\$50,742.00	
Recreational Athletics	\$50,373.00	
Radiologic And Nuclear Medicine	\$50,185.42	\$55,183.50
General Merchandising & Retailing	\$49,824.00	
Computer Keyboarding	\$49,506.00	
Other, Engineering & Science	\$49,444.20	
Environmental Engineering	\$49,387.50	
Nursing--Associate Degree	\$49,064.29	\$55,381.50
Animal Science	\$48,855.00	\$52,057.80
Medical Laboratory Technology	\$48,834.69	\$52,713.00
Architectural Technology	\$48,749.00	
Culinary Science (Cook/Chef)	\$48,670.71	
Surveying	\$48,654.00	\$42,354.00

**Table A1. Continued**

Area of Instruction	Highest Degree Earned by Educator	
	Master's Degree Average Salary	Doctoral Degree Average Salary
Other, Trades	\$48,177.00	\$45,360.00
Food Mgmt., Production & Services	\$48,105.00	
Civil Preparedness	\$48,078.00	
Alcohol And Drug Abuse	\$47,988.00	
Hotel And Lodging	\$47,974.50	
Lineman	\$47,835.00	
Nursing--Practical	\$47,830.63	a
Advertising Services	\$47,824.20	
Ornamental Horticulture	\$47,551.85	\$43,140.00
Nursing Aide	\$47,533.50	
Marketing And Wholesaling	\$47,517.23	\$64,656.00
Computer Programming	\$47,370.40	\$44,868.00
Cosmetology	\$47,367.00	
Secretarial, Stenographic, And Related	\$47,253.95	\$47,376.00
Agricultural Supplies And Services	\$46,980.00	
Education, Business	\$46,903.34	\$52,432.71
Mechanical And Manufacturing Technology	\$46,875.86	\$55,431.00
Dental Hygiene	\$46,791.53	\$63,204.00
Agricultural Products	\$46,746.00	
Administrative Management & Supervisory	\$46,735.83	\$49,068.00
Adult High School Education	\$46,665.00	\$39,006.00
Other, Health Occupations	\$46,449.00	\$58,736.25
Dental Assisting	\$46,431.00	\$75,816.00
Accounting/Bookkeeping	\$46,382.45	\$51,624.00
Ceramics/Pottery	\$46,323.00	
Rehabilitation	\$46,319.40	\$50,022.00
Sign Language	\$46,278.00	
Agricultural Resources	\$46,161.00	\$49,410.00
Medical Assistant	\$46,017.00	
Automotive Mechanic	\$45,981.00	
Product Design (Arts & Crafts, Furniture)	\$45,958.50	
Forestry	\$45,954.00	\$45,360.00
Other, Office	\$45,680.25	\$59,206.50
Drama	\$45,581.63	\$52,753.50
Commercial Art Occupations	\$45,342.00	
Paralegal	\$45,320.63	\$51,151.50
Music	\$45,317.77	\$51,327.75
Industrial Technology	\$45,235.29	\$52,740.00

**Table A1. Continued**

Area of Instruction	Highest Degree Earned by Educator	
	Master's Degree Average Salary	Doctoral Degree Average Salary
Opticianry	\$45,207.00	
Food Services	\$45,063.00	
Political Science And Govt.	\$45,056.08	\$46,802.25
Economics	\$45,006.21	\$46,323.00
Chemistry	\$44,869.21	\$44,752.50
Computer Microcomputer Applications	\$44,720.66	\$51,540.75
Computer Operations	\$44,685.59	\$43,924.50
Police Science Technology	\$44,469.00	\$50,086.80
Medical Emergency Technician	\$44,409.60	
Carpentry	\$44,358.00	
Mathematics	\$44,249.65	\$46,370.81
General Office Clerical Occupations	\$44,150.67	\$41,328.00
Social Science	\$44,124.43	\$49,961.00
Reading	\$44,121.80	\$45,936.00
Education, Elementary	\$43,966.50	
Sociology	\$43,958.63	\$45,456.75
Electrical Technology	\$43,956.00	\$60,880.50
Earth Sciences	\$43,767.00	\$59,742.00
Physical Education	\$43,762.81	
Other, Academic, General & Related	\$43,656.05	\$51,835.50
Physics	\$43,596.29	\$48,091.50
Education, Secondary	\$43,529.40	
Surgical Technology	\$43,455.00	
Biology	\$43,451.17	\$45,165.48
Other, Home Economics	\$43,308.00	
Graphic Art Occupations	\$43,264.80	
Child Care And Guidance	\$43,211.44	\$44,088.75
Other, Distribution & Marketing	\$43,170.75	
Personnel Training	\$43,089.75	
Law Enforcement/Police Training	\$42,835.29	\$46,620.00
English	\$42,763.21	\$49,285.69
Information Communications Occupations	\$42,731.55	
Art	\$42,565.59	
Psychology	\$42,469.70	\$47,444.29
Education, Pre-Elementary	\$42,389.54	\$48,807.00
English As A Second Language	\$41,898.46	
Social Service Associate	\$41,703.00	
Plastics Occupations	\$41,625.00	

**Table A1. Continued**

Area of Instruction	Highest Degree Earned by Educator	
	Master's Degree Average Salary	Doctoral Degree Average Salary
History	\$41,554.62	\$47,806.41
Theology And Religion	\$41,545.59	\$46,872.00
Foreign Language	\$41,154.18	\$47,435.63
Zoology	\$41,148.00	
Photography	\$40,203.00	
General Education Development	\$40,068.00	
Automotive Technology	\$40,068.00	
Recreational Hobbies	\$39,654.00	
Air Conditioning, Heating & Refrigeration	\$39,492.00	
Adult Basic Education	\$39,322.00	
Automotive Body & Fender	\$39,249.00	
Electrical Occupations	\$39,132.00	
Human Resources Development	\$38,988.00	
Instrumentation Technology	\$38,745.00	
Recreation And Tourism	\$38,619.00	
Interior Design/Decorating And Home Furnishing	\$38,310.00	\$39,393.00
Agricultural Production	\$38,178.00	
Crafts/Ceramics/Needlework, Etc.	\$36,027.00	
Compensatory Education	\$36,018.00	
Environmental Control Technology		\$49,059.00
Pharmacy Technology		\$57,159.00
Tool And Die Making		\$38,736.00

<sup>a</sup> For reasons of confidentiality, salary is not reported because only one person appears in this category.  
Average salaries computed from all 9-month, full-time faculty positions in the Community College system for 2006.  
Areas of instruction that do not employ Master's or Doctorally-prepared educators are excluded.  
Areas of Instruction may overlap multiple degree and certificate programs, and are not necessarily programs themselves.

## Appendix B.

**Table B1. University System Average Faculty Salary by Discipline/Program Type and Faculty Education Level**

Discipline / Program Type	Faculty Education Level					
	Master's Degree			Doctoral Degree		
	Rank	Total #	Average Salary	Rank	Total #	Average Salary
Legal Professions And Studies	1	7	\$87,269.00	2	77	\$106,422.00
Architecture And Related Services	2	37	\$70,151.00	24	25	\$69,379.00
Natural Resources And Conservation	3	2	\$62,928.00	15	59	\$76,628.93
Engineering	4	45	\$62,560.00	5	406	\$92,076.00
Area, Ethnic, Cultural, And Gender Studies	5	2	\$62,450.00	35	34	\$62,181.00
Engineering Technologies/Technicians	6	32	\$62,374.00	9	53	\$80,011.09
Business, Management, Marketing, and Related Support Services	7	143	\$62,369.00	3	575	\$101,099.03
Agriculture, Agriculture Operations, And Related Sciences	8	17	\$62,295.00	8	150	\$82,239.00
Communications Technologies/Technicians And Support Services	9	12	\$61,328.00	26	12	\$68,666.50
Computer And Information Sciences And Support Services	10	44	\$59,716.00	4	192	\$94,024.00
Residency Programs	11	15	\$59,049.00	1	235	\$147,787.36
Nursing	12	158	\$58,847.33	10	122	\$78,388.20
Technology Education/Industrial Arts	13	11	\$57,665.00	28	13	\$67,138.00
Visual And Performing Arts	14	360	\$56,693.00	34	259	\$62,979.52
Health Professions And Related Clinical Sciences	15	211	\$55,711.00	6	325	\$84,684.93
Leisure And Recreational Activities	16	20	\$52,440.00	29	18	\$66,337.00
Public Administration And Social Service Professions	17	63	\$52,279.00	25	95	\$68,862.00
Social Sciences	18	55	\$50,566.00	14	717	\$76,907.98
Communication, Journalism And Related Programs	19	64	\$49,970.00	30	116	\$65,647.43
Library Science	20	18	\$49,685.00	22	38	\$69,835.00
Mechanic And Repair Technologies/Technicians	21	3	\$49,521.00	33	4	\$63,634.00
Education	22	191	\$48,964.00	27	816	\$68,256.47
Multi/Interdisciplinary Studies	23	3	\$46,277.00	13	20	\$77,052.60
Family And Consumer Sciences/Human Sciences	24	23	\$45,435.00	18	74	\$73,410.00
Parks, Recreation, Leisure And Fitness Studies	25	98	\$45,365.00	32	114	\$63,798.93
History	26	16	\$45,206.00	23	247	\$69,441.00
Psychology	27	19	\$45,196.00	19	304	\$72,562.30

**Table B1. Continued**

Discipline / Program Type	Faculty Education Level					
	Master's Degree			Doctoral Degree		
	Rank	Total #	Average Salary	Rank	Total #	Average Salary
English Language And Literature/Letters	28	212	\$43,568.00	31	412	\$64,221.00
Mathematics And Statistics	29	75	\$43,502.00	11	335	\$78,344.00
Biological And Biomedical Sciences	30	34	\$43,484.00	16	534	\$74,550.06
Theology And Religious Vocations	31	5	\$43,194.00	37	10	\$59,234.40
Physical Sciences	32	28	\$43,099.00	12	509	\$77,096.00
Philosophy And Religious Studies	33	9	\$42,024.00	20	161	\$70,886.16
Foreign Languages, Literatures, And Linguistics	34	87	\$40,768.00	36	276	\$59,653.14
Liberal Arts And Sciences, General Studies And Humanities	35	5	\$37,898.00	17	33	\$73,794.21
Security And Protective Services	36	2	\$36,914.00	38	16	\$59,010.88
Science Technologies/Technicians	37	3	\$25,920.00	39	4	\$53,189.00
Basic Skills	--	0	--	40	1	<sup>a</sup>
Personal And Culinary Services	--	0	--	21	1	<sup>a</sup>
Transportation And Materials Moving	--	0	--	7	2	\$83,248.00

<sup>a</sup> For reasons of confidentiality, salary is not reported because only one person appears in this category.

This data is based on all faculty with a 9-month, full-time position in 2006. All University disciplines / programs are represented.

Average salary is calculated for all 9-month, full-time faculty for all possible teaching levels and for all ranks, who hold a Master's degree or a Doctorate.

This table is ordered from highest average salary for faculty with a Master's degree to lowest average salary for faculty with a Master's degree. Nursing is shown in the natural order in which it appears.