

TABLE 1.
Difference Between Male and Female Salaries by Rank
and Type of Institution for Selected Years, Expressed As a
Percent of Male Salaries

Rank	All Institutions	Category I (doctoral)	Category IIA (master's)	Category IIB (bachelor's)	Category III (two-year with rank)
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1975

Professor	9.2	10.2	3.0	6.1	3.1
Associate	3.8	4.7	1.9	6.3	1.2
Assistant	3.8	5.4	3.1	5.0	0.7
Instructor	4.5	4.8	4.3	4.9	4.6

1988

Professor	11.8	10.6	4.8	6.9	5.5
Associate	7.4	6.9	5.9	6.0	6.8
Assistant	9.5	10.0	7.5	5.4	6.4
Instructor	7.4	11.1	6.3	5.5	7.2

1998

Professor	12.5	9.4	5.4	5.2	0.1
Associate	7.2	6.2	5.0	3.5	0.1
Assistant	6.4	7.5	4.3	2.6	4.9
Instructor	3.8	5.7	2.9	1.3	3.2

Percentage Point Increase or Decrease in Male Advantage 1975 to 1998

Professor	3.3	-0.8	2.4	-0.9	-3.0
Associate	3.4	1.5	3.1	-2.8	-1.1
Assistant	2.6	2.1	1.2	-2.4	4.2
Instructor	-0.7	0.9	-1.4	-3.6	-1.4

Note: Categories correspond to those used in the AAUP's annual salary survey.
 Source: AAUP Salary Surveys for 1974-75, 1987-88, and 1997-98.

Proportion of Faculty Members Who Are Women by Type of Institution and Rank (Percent)

Rank	1974-75	1997-98
Category I (doctoral)		
Professor	6.1	13.8
Associate	12.7	30.0
Assistant	23.9	43.1
Instructor	46.8	58.3
Lecturer	36.1	55.6
All Ranks	16.8	28.3
Category IIA (master's)		
Professor	12.9	21.3
Associate	18.6	35.8
Assistant	28.3	48.6
Instructor	48.4	61.7
Lecturer	44.7	56.0
All Ranks	23.9	36.4
Category IIB (bachelor's)		
Professor	14.1	21.8
Associate	20.0	38.4
Assistant	27.8	48.4
Instructor	47.0	57.8
Lecturer	47.8	57.1
All Ranks	25.6	38.1
Category III (two year with rank)		
Professor	28.2	37.6
Associate	32.4	47.8
Assistant	42.0	52.8
Instructor	50.0	53.7
Lecturer	52.5	55.6
All Ranks	40.6	46.7
Category IV (no ranks)		
No Rank	32.1	47.2
All Categories Combined		
Professor	10.1	18.7
Associate	17.3	34.6
Assistant	27.9	46.8
Instructor	48.0	58.6
Lecturer	41.4	55.6
All Ranks	22.5	33.8

Source: AAUP Salary Surveys for 1974-75 and 1997-98

Distribution of Faculty by Full- or Part-Time Status,
Tenure Status, and Gender, 1975(6) and 1995

Year (fall)	N of All Faculty	% of All Faculty	N of Women	% of Women in Category	% of All Female Faculty
All Full-Time Faculty					
1977	435,000	68.7	107,445	24.7	62.2
1995	550,822	58.1	190,672	34.6	50.3
% Change	26.6		77.5		
Tenured Faculty					
1977	227,562	35.9	41,259	18.1	23.9
1995	284,870	30.0	74,045	26.0	19.5
% Change	25.2		79.5		
Nontenured Faculty on Tenure-Track					
1977	126,465	20.0	38,680	30.6	22.4
1995	110,311	11.6	46,982	42.6	12.4
% Change	-12.8		21.5		
Non-Tenure-Track Faculty					
1977	81,010	12.8	27,398	33.8	15.9
1995	155,641	16.4	69,645	44.7	18.4
% Change	92.1		154.2		
All Part-Time Faculty					
1976a	199,139	31.4	65,410	32.8	37.9
1995	386,829	40.8	181,962	47.0	48.0
% Change	94.3		178.2		
All Full-Time and Part-Time Faculty					
1976	633,210	100	172,657	27.3	100
1995	948,035	100	379,050	40.0	100
% Change	49.7		119.5		

Source: U.S. Department of Education, National Center for Education Statistics, Fall Staff in Postsecondary Institutions, 1993, and 1995
a. Shift from 1975 to 1976 due to lack of available data.