

**Table 9. Number, Average Salaries, and Salary Difference, Full-Time Faculty in Public Four-Year Institutions, by Bargaining Status and Discipline, 2011–2012**

Discipline	Average Salaries			Number of Faculty	
	Collective Bargaining (CB)	Non-Collective Bargaining (Non-CB)	Difference (CB – Non-CB)	Collective Bargaining	Non-Collective Bargaining
Library Science	\$ 74,617	\$ 64,787	\$ 9,830	361	281
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services*	72,515	63,199	9,316	460	779
Communications Technologies/Technicians and Support Services	73,372	64,329	9,043	35	33
Philosophy and Religious Studies	72,027	64,487	7,540	715	1,326
Visual and Performing Arts	66,708	59,486	7,222	3,420	7,720
History	69,057	62,140	6,917	1,279	2,899
Communication, Journalism, and Related Services	69,480	62,631	6,849	1,277	2,727
English Language and Literature/Letters	65,012	59,088	5,924	2,861	5,811
Education	70,074	64,546	5,528	4,539	8,252
Engineering Technologies/Technicians	74,447	69,053	5,394	499	868
Psychology	72,047	66,894	5,153	1,792	3,591
Computer and Information Sciences and Support Services	88,521	84,101	4,420	1,040	2,477
Mathematics and Statistics	69,830	65,656	4,174	2,132	4,701
Foreign Languages, Literatures, and Linguistics	66,813	62,721	4,092	1,428	3,102
Social Sciences	73,852	69,870	3,982	3,550	6,476
Physical Sciences	74,050	70,109	3,941	2,879	6,223
Parks, Recreation, Leisure, and Fitness Studies	66,906	63,561	3,345	798	1,637
Public Administration and Social Service Professions	72,521	69,185	3,336	816	1,775
<b>All Fields</b>	<b>75,694</b>	<b>73,026</b>	<b>2,668</b>	<b>45,749</b>	<b>102,080</b>
Health Professions and Related Clinical Sciences	76,611	74,648	1,963	4,040	12,546
Agriculture, Agriculture Operations, and Related Sciences	75,222	73,705	1,517	412	1,660
Natural Resources and Conservation	74,740	73,677	1,063	305	186
Business, Management, Marketing, and Related Support Services	99,705	98,981	724	3,946	8,768
Liberal Arts and Sciences, General Studies, and Humanities	64,949	64,416	533	274	424
Biological and Biomedical Sciences	74,784	74,476	308	2,864	6,185
Architecture and Related Services	76,921	77,189	-268	278	999
Family and Consumer Sciences/Human Sciences	67,247	67,586	-339	406	1,213
Area, Ethnic, Cultural, and Gender Studies	71,335	71,794	-459	381	601
Legal Professions and Studies	99,715	101,713	-1,998	416	1,184
Multi/Interdisciplinary Studies	74,058	76,415	-2,357	193	596
Engineering	90,704	94,242	-3,538	2,266	6,330

Source: College and University Professional Association for Human Resources. 2011–12 National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities.

Note: Sorted in descending order by salary differential. CUPA-HR collects data from a different set of institutions every year; as such, caution should be taken in making year-to-year comparisons. CUPA-HR reports average salaries based on simple averages of institutions, rather than on the number of faculty. Data reflect salaries as of October 15, 2011.

\* Formerly called "Security and Protective Services."