
The Annual Report on the Economic Status of the Profession, 2023–24

(JUNE 2024)

After three consecutive years of declining real (inflation-adjusted) salaries for full-time faculty members in US higher education, a glimmer of hope has emerged from this year’s AAUP Faculty Compensation Survey findings. For the first time since fall 2019, annual growth in average full-time faculty salaries outpaced inflation in fall 2023. However, although real average salaries for full-time faculty members increased 0.4 percent from fall 2022 to fall 2023, they are nowhere near the prepandemic levels of early 2020. From 2019–20 to 2023–24, nominal average full-time faculty salaries increased 10.9 percent, but real salaries decreased 7.1 percent after adjusting for inflation.¹

This year’s annual report presents findings from the AAUP’s Faculty Compensation Survey just over a year after the World Health Organization and the US government declared an end to the COVID-19 pandemic emergency. The report documents salaries and fringe benefits for both full- and part-time faculty members, as well as salaries for senior administrators. The report also documents the ongoing shift in the makeup of the academic workforce from mostly full-time tenured or tenure-track faculty members to mostly faculty members holding contingent appointments that are

ineligible for tenure. Finally, the report describes key financial trends in US higher education, with a focus on structural shifts occurring as institutions continue to take on long-term debt to handle greater amounts of noninstructional expenses.

Survey Findings

Data collection for the AAUP’s 2023–24 Faculty Compensation Survey concluded in March, with nearly 880 US colleges and universities providing employment data for more than 375,000 full-time and 92,000 part-time faculty members; more than 500 institutions also provided data on senior administrators. Participants reflected the wide range of institutional types across the United States, including approximately 250 doctoral universities, 250 regional universities, 200 liberal arts colleges, 100 community colleges, and 180 minority-serving institutions.

This section summarizes the findings from this year’s survey. Survey report tables discussed in this section are presented following the report.

Full-Time Faculty Salaries

From fall 2022 to fall 2023, nominal average salaries for full-time faculty members increased 3.8 percent for all academic ranks combined, the third-highest increase since the Great Recession of the late 2000s (see table A). However, real average salaries increased only 0.4 percent after adjusting for inflation, which was 3.4 percent from fall 2022 to fall 2023. Real average salaries increased at 45.1 percent (380 out of 842) of colleges and universities participating both this year and the prior year, whereas in the previous year

1. The Consumer Price Index for All Urban Consumers increased 1.4 percent in 2020, 7.0 percent in 2021, 6.5 percent in 2022, and 3.4 percent in 2023, with a total increase of 19.4 percent from December 2019 to December 2023. Among the 814 colleges and universities completing the survey in both 2019–20 and 2023–24, nominal average full-time faculty salaries (all ranks combined) increased from \$101,541 to \$112,658.

TABLE A

Average percentage change in salaries for all full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2023–24

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All ranks	Prof.	Assoc.	Asst.	Inst.	All ranks	
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.9	0.8	0.7	0.5	0.7	3.4
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	-3.2	-3.2	-3.6	-3.7	-3.3	8.7
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	-5.8	-5.7	-5.9	-5.8	-5.8	12.3
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	-0.7	-0.9	-1.1	-0.7	-0.8	6.9
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	-0.2	-0.2	-0.2	-0.2	-0.2	4.9
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	-1.4	-1.2	-1.3	-1.2	-1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	-3.1	-2.9	-2.8	-2.7	-2.9	9.0
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	-5.1	-5.5	-5.7	-6.1	-5.4	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	-3.3	-3.6	-3.3	-3.5	-3.4	12.5
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.1	-0.1	0.2	-0.7	0.1	8.9
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	2.4	2.4	2.9	2.8	2.5	3.8
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.8	0.6	1.2	1.3	0.9	3.8
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.7	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.2	2.0	2.3	2.0	2.2	3.8
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	4.9	4.7	4.6	3.8	4.8	1.1
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	-0.6	0.5	4.4
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.4	2.3	1.6	0.9	1.4	4.4
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	1.7	1.7	1.7	0.8	1.5	4.6
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	-0.6	-0.8	-0.6	-1.1	-0.7	6.1
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	-0.3	-0.6	-0.3	-0.6	-0.4	2.9
1992–93 to 1993–94	3.0	3.1	3.0	3.2	3.0	0.3	0.4	0.3	0.5	0.3	2.7
1993–94 to 1994–95	3.4	3.4	3.2	3.5	3.4	0.7	0.7	0.5	0.8	0.7	2.7
1994–95 to 1995–96	3.1	2.9	2.7	2.6	2.9	0.6	0.4	0.2	0.1	0.4	2.5
1995–96 to 1996–97	2.9	3.0	2.4	3.2	3.0	-0.4	-0.3	-0.9	-0.1	-0.3	3.3
1996–97 to 1997–98	3.6	3.2	2.8	2.6	3.3	1.9	1.5	1.1	0.9	1.6	1.7
1997–98 to 1998–99	4.0	3.6	3.5	2.9	3.6	2.4	2.0	1.9	1.3	2.0	1.6
1998–99 to 1999–00	4.3	4.0	3.9	3.7	3.7	1.6	1.3	1.2	1.0	1.0	2.7
1999–00 to 2000–01	4.4	3.9	4.4	3.6	3.5	1.0	0.5	1.0	0.2	0.1	3.4
2000–01 to 2001–02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
2001–02 to 2002–03	3.4	3.1	3.8	2.2	3.0	1.0	0.7	1.4	-0.2	0.6	2.4
2002–03 to 2003–04	2.4	2.0	2.3	2.0	2.1	0.5	0.1	0.4	0.1	0.2	1.9
2003–04 to 2004–05	3.4	3.0	3.2	2.7	2.8	0.1	-0.3	-0.1	-0.6	-0.5	3.3
2004–05 to 2005–06	3.7	3.3	3.3	3.2	3.1	0.3	-0.1	-0.1	-0.2	-0.3	3.4
2005–06 to 2006–07	4.2	3.9	4.1	3.9	3.8	1.7	1.4	1.6	1.4	1.3	2.5
2006–07 to 2007–08	4.3	4.1	4.1	3.9	3.8	0.2	0.0	0.0	-0.2	-0.3	4.1
2007–08 to 2008–09	3.8	3.6	3.6	3.3	3.4	3.7	3.5	3.5	3.2	3.3	0.1
2008–09 to 2009–10	1.0	0.8	1.1	1.4	1.2	-1.7	-1.9	-1.6	-1.3	-1.5	2.7
2009–10 to 2010–11	1.4	1.2	1.5	0.9	1.4	-0.1	-0.3	0.0	-0.6	-0.1	1.5
2010–11 to 2011–12	2.2	1.6	2.1	1.7	1.8	-0.8	-1.4	-0.9	-1.3	-1.2	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.4	-0.0	0.4	0.3	-0.0	1.7
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.9	0.6	0.8	0.5	0.7	1.5
2013–14 to 2014–15	2.6	2.4	2.6	2.4	2.2	1.8	1.6	1.8	1.6	1.4	0.8
2014–15 to 2015–16	3.7	3.5	4.0	n.d.	4.0	3.0	2.8	3.3	n.d.	3.3	0.7
2015–16 to 2016–17	2.4	2.6	2.9	2.7	2.5	0.3	0.5	0.8	0.6	0.4	2.1
2016–17 to 2017–18	3.0	2.5	2.8	3.6	2.8	0.9	0.4	0.7	1.5	0.7	2.1
2017–18 to 2018–19	2.2	2.2	2.1	1.9	2.0	0.3	0.3	0.2	0.0	0.1	1.9
2018–19 to 2019–20	2.8	2.4	2.8	-3.0	2.8	0.5	0.1	0.5	-5.3	0.5	2.3
2019–20 to 2020–21	0.1	0.5	1.0	1.4	1.0	-1.3	-0.9	-0.4	0.0	-0.4	1.4
2020–21 to 2021–22	2.3	2.0	2.0	-0.1	2.0	-4.7	-5.0	-5.0	-7.1	-5.0	7.0
2021–22 to 2022–23	4.2	4.3	4.2	5.5	4.1	-2.3	-2.2	-2.3	-1.0	-2.4	6.5
2022–23 to 2023–24	3.7	4.2	4.0	4.4	3.8	0.3	0.8	0.6	1.0	0.4	3.4

Note: Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI-U. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for prior years have been recalculated using a consistent level of precision. N.d. = no data.

TABLE B

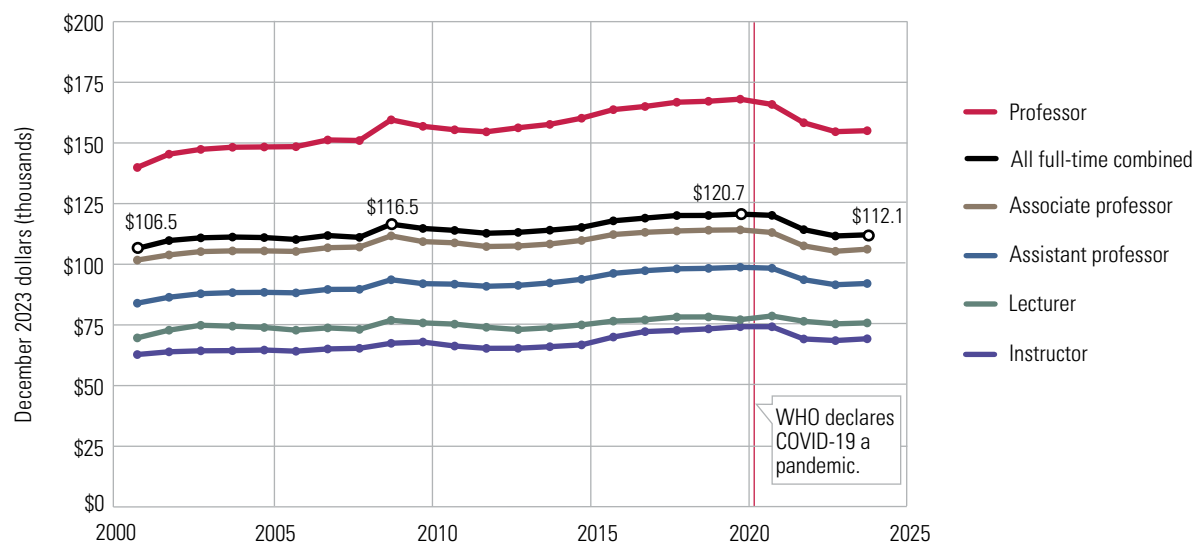
Average percentage change in salaries for continuing full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2023–24

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All ranks	Prof.	Assoc.	Asst.	Inst.	All ranks	
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	1.3	2.2	2.4	2.8	2.0	3.4
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	-3.0	-2.2	-2.0	-1.6	-2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	-5.0	-4.4	-3.9	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	2.4	1.7	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	-0.7	-0.6	-0.7	-0.7	-0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	-1.9	-1.3	-0.9	-0.5	-1.5	9.0
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	-4.8	-4.5	-4.0	-3.8	-4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	-2.6	-2.2	-1.7	-1.7	-2.2	12.5
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.4	1.0	1.6	1.5	0.9	8.9
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.5	3.8	4.5	4.3	3.9	3.8
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.8	2.4	2.0	1.8	3.8
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.1	3.5	4.0	3.7	3.4	3.8
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2.0	2.7	3.2	3.0	2.4	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.1	0.9	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2.0	1.2	3.1
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2.0	1.8	1.5	2.7
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.4	2.0	2.2	2.2	1.9	2.7
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4.0	1.2	1.6	2.0	1.9	1.5	2.5
1995–96 to 1996–97	3.0	4.0	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996–97 to 1997–98	4.0	4.6	4.8	5.0	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997–98 to 1998–99	4.5	5.0	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998–99 to 1999–00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999–00 to 2000–01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001–02 to 2002–03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	2.0	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1
2016–17 to 2017–18	2.9	3.4	3.5	3.6	3.3	0.8	1.3	1.4	1.5	1.2	2.1
2017–18 to 2018–19	2.7	3.3	3.4	3.7	3.1	0.8	1.4	1.5	1.8	1.2	1.9
2018–19 to 2019–20	2.8	3.3	3.6	3.4	3.2	0.5	1.0	1.3	1.1	0.9	2.3
2019–20 to 2020–21	0.8	1.4	1.5	1.5	1.2	-0.6	0.0	0.1	0.1	-0.2	1.4
2020–21 to 2021–22	2.5	3.1	3.2	3.3	2.9	-4.5	-3.9	-3.8	-3.7	-4.1	7.0
2021–22 to 2022–23	4.3	4.9	5.4	5.6	4.8	-2.2	-1.6	-1.1	-0.9	-1.7	6.5
2022–23 to 2023–24	4.3	5.2	5.4	5.5	4.9	0.9	1.8	2.0	2.1	1.5	3.4

Note: Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI-U. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated. Figures for prior years have been recalculated using a consistent level of precision.

FIGURE 1

Average full-time faculty salaries increased for the first time in four years but remain far below prepandemic levels after adjusting for inflation.



Note: This figure presents average salaries for full-time faculty members by academic rank from fall 2000 through fall 2023, adjusted for inflation (December 2023 dollars) using the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Salaries may vary from previously published values. Marked data points include fall 2000, fall 2008, fall 2019, and fall 2023. Vertical red line indicates when the World Health Organization (WHO) declared COVID-19 a pandemic in March 2020.
 Source: AAUP Faculty Compensation Survey, US Bureau of Labor Statistics Consumer Price Index Retroactive Series (R-CPI-U-RS).

real average salaries decreased at 87.7 percent (767 out of 875) of colleges and universities participating in consecutive years.

Average salaries for full-time faculty members ranged from a low of \$55,895 for instructors at associate’s institutions with ranking systems to a high of \$176,162 for full professors at doctoral universities. Survey report table 1 presents average full-time faculty salaries by AAUP category, control and affiliation, and academic rank.

Survey report table 2 presents the percentage change from previously published 2022–23 average full-time faculty salaries.² Nominal average salaries for full-time faculty members increased 3.4 percent among public institutions, 4.3 percent among private-independent institutions, and 4.9 percent among

religiously affiliated institutions. Nominal average salaries increased 3.6 percent among doctoral institutions, 3.1 percent among master’s institutions, 4.3 percent among baccalaureate institutions, and 3.2 percent among associate’s institutions with ranking systems. Associate’s institutions without ranks reported nominal average salaries 7.7 percent higher than last year, but that figure may be unrepresentative because the data sample included just seventeen institutions. Nominal average salaries increased at 86.5 percent (728 out of 842) of colleges and universities participating in both the 2022–23 and 2023–24 surveys, compared with 86.2 percent (754 out of 875) participating in consecutive years last year.

Figure 1 presents real average full-time faculty salaries since fall 2000. In the 2000s, real average salaries reached a peak in fall 2008, in the middle of the Great Recession that occurred from late 2007 to 2009. After 2008, real average salaries trended down to a low point in fall 2011, then trended up to a peak in fall 2019. Following the COVID-19 recession in early 2020, real average full-time faculty salaries declined sharply for three consecutive years, with a

2. The percentage change in salary for all full-time faculty members listed in survey report table 2 may be distorted because some institutions did not participate in both years. In contrast, percentage change presented in table A is calculated using data from institutions that participated in consecutive years.

cumulative decrease of 7.5 percent from fall 2019 to fall 2022 after adjusting for the 15.8 percent inflation during that period. The downward trend halted in fall 2023, but the average salary of full-time faculty members in inflation-adjusted terms was 3.8 percent less than the average salary in fall 2008—the middle of the Great Recession.

Survey report table 3 presents full-time faculty salaries by gender and will be discussed in the next section. Survey report table 4 presents full-time faculty salaries by region, and survey report table 5 presents full-time faculty salaries as percentile distributions of institutions. Survey report tables 6 and 7 present summary statistics on the full-time faculty members represented in the survey by academic rank, tenure status, and gender.

Full-Time Continuing Faculty Salaries

The Faculty Compensation Survey collects employment data on full-time continuing faculty members—those who were employed full time in the previous year and remain employed full time in the current year. This cohort analysis excludes newly appointed and departed faculty members, thus providing an indication of how much salaries have changed for those already in the profession. Percentage change in average salary for full-time continuing faculty members is reported by rank and institution type in survey report table 2, with corresponding annual results listed by rank in table B.

In fall 2023, average salaries for continuing full-time faculty members increased 4.9 percent in nominal terms and 1.5 percent in real terms, after subtracting 3.4 percent inflation, marking the first time in four years that average continuing faculty salary growth has exceeded inflation. Salary growth for full-time continuing faculty members decreased with progression in academic rank, with nominal increases of 5.5, 5.4, 5.2, and 4.3 percent for instructors, assistant professors, associate professors, and full professors, respectively. After adjustment for inflation, real average salaries increased 2.1, 2.0, 1.8, and 0.9 percent for those ranks, respectively.

Salary growth for continuing full-time faculty members varied by institutional type, ranging from an average increase of 4.0 percent among private-independent master's institutions to 8.1 percent among public associate's institutions without ranking systems. Fewer than 0.4 percent (3 out of 781) of institutions reported a decrease in average salaries for continuing full-time faculty members, compared with approximately 1.0 percent (8 out of 827) in the previous year (not shown in table). After adjusting for inflation, 65.4

percent (511 out of 781) of institutions reported a real increase in average continuing faculty salaries, compared with 17.3 percent (143 out of 827) the previous year.

Salary Equity

Average full-time faculty salaries for women were 82.6 percent of those for men in 2023–24, when women earned an average salary of \$100,921, compared with \$122,173 for men (see figure 2), consistent with the US Bureau of Labor Statistics finding that women who were full-time workers earned 83.6 percent of what men earned across all sectors in 2023. Full-time women faculty members earned less than men across all academic ranks, but the gender salary-equity ratio—the ratio of women's to men's salaries expressed as a percentage—was lowest (87.0) at the full professor rank, where women earned a salary of \$141,572, on average, compared with \$162,717 for men. Among other academic ranks, gender salary-equity ratios ranged from 91.5 for faculty members with no rank to 92.9 for associate professors (see figure 2 and survey report table 3).³

Full-time women faculty members are underrepresented at higher ranks that tend to pay higher salaries, partly explaining why the overall gender salary-equity ratio for all ranks combined is lower than the ratio for any particular academic rank (see survey report tables 6 and 7). In their 2024 report *Representation and Pay Equity in Higher Education Faculty: A Review and Call to Action*, Jennifer Schneider and Jacqueline Bichsel report that this pattern holds for women faculty members and faculty members of color within nearly every discipline, suggesting that reasons for gender pay gaps extend beyond the clustering of women in lower-paying disciplines. Federal figures on women and underrepresented minority faculty members are discussed in the section on “The Academic Labor Force” later in this report.

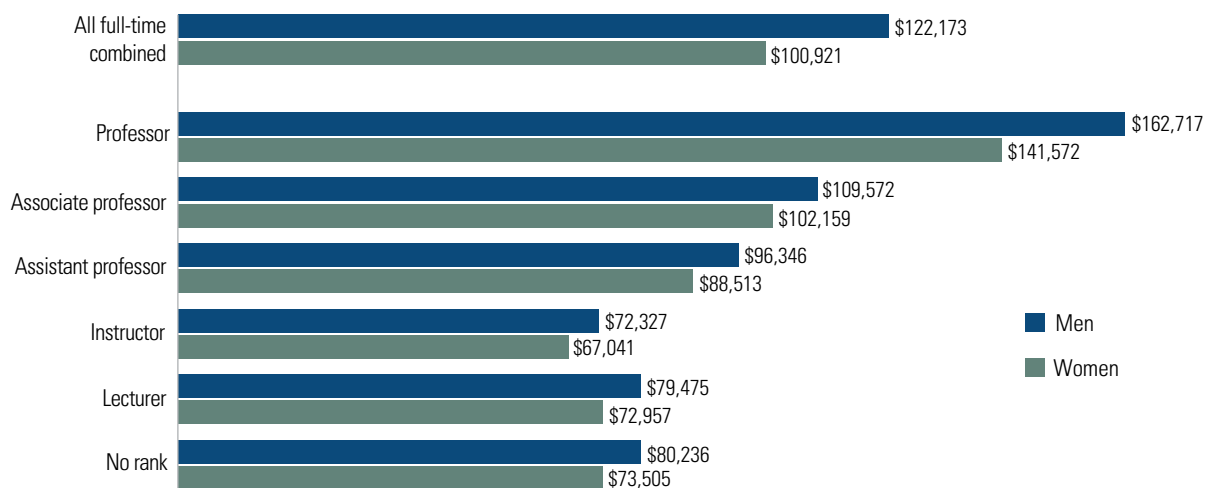
Full-Time Faculty Fringe Benefits

In 2023–24, 97.5 percent of full-time faculty members

3. Reporting on nonbinary faculty members or faculty members whose gender is unknown is not possible at this time because the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey assumes binary genders (men or women), stating that “it is up to the institution to decide how best to handle reporting individuals whose gender is unknown.” AAUP reporting categories generally follow IPEDS reporting categories to minimize the reporting burden on survey respondents.

FIGURE 2

Average salaries for full-time women faculty members are lower than average salaries for men at all ranks.



Note: This figure presents average salaries for men and women full-time faculty members by academic rank in fall 2023. The figure is based on 850 institutions with faculty ranking systems reporting full-time faculty salary data and excludes seventeen associate’s institutions without faculty ranking systems. Reporting on nonbinary faculty members or faculty members whose gender is unknown is not possible at this time because reporting categories are generally aligned with those of the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey, which assumes binary genders (men or women).

Source: AAUP Faculty Compensation Survey.

were eligible to participate in retirement plans, indicating that more institutions may have restored retirement benefits to the levels of 2019–20, before the COVID-19 pandemic, when 96.8 percent were eligible. As discussed in previous annual reports, some institutions eliminated or reduced contributions to retirement plans in 2020–21, the first full academic year of the pandemic, when 94.4 percent of full-time faculty members received this benefit. Average institutional expenditures for full-time faculty members covered were \$12,684, equivalent to 11.2 percent of the average salary for all full-time faculty members.⁴ There were large disparities in expenditures by

institutional control and affiliation, with public, private-independent, and religiously affiliated employer contributions to retirement plans equivalent to 12.3, 9.2, and 8.4 percent of average salaries, respectively (see survey report table 8).

The percentage of full-time faculty members eligible for medical insurance benefits increased slightly from 2022–23 to 2023–24, from 94.0 percent to 95.6 percent. Consistent with findings in prior years, there were disparities in coverage by institutional control and affiliation, ranging from a low of 91.6 percent in religiously affiliated institutions to a high of 96.5 percent in public institutions. Institutions reported average institutional expenditures of \$13,726 for all full-time faculty members covered, equivalent to 12.1 percent of the average salary for all full-time faculty members (see survey report table 9).

About 94 percent of institutions reported providing full-time faculty members with some form of tuition benefit for dependents in 2023–24, with 89.8 percent providing tuition waivers to dependents admitted at their institutions; 61.4 percent provided full waivers, and 28.4 percent provided partial waivers (see survey report table 10). Results varied considerably

4. The AAUP Faculty Compensation Survey collects data on the number of full-time faculty members who are eligible to participate in retirement and medical insurance benefit plans, regardless of whether the institution contributes to the benefit plans. It is therefore possible for some faculty members to be “covered” by a benefit plan even if there are no institutional expenditures. This is consistent with Internal Revenue Service guidelines for reporting coverage. Next year, the survey will also collect data on the number of full-time faculty members who participate in the plans.

by institutional control. Among public institutions, slightly more than one-third (35.1 percent) provided full tuition benefits at their institutions, with nearly half (47.5 percent) providing only partial waivers. In contrast, about three-quarters (74.7 percent) of private-independent institutions provided full waivers, and 83.7 percent of religiously affiliated institutions provided full waivers.

Nearly half (47.6 percent) of institutions provided tuition waivers to dependents admitted at other specified institutions, usually through a consortium or system, with 26.5 percent providing full waivers. These waivers were far more prevalent at private institutions than at public institutions; about half (50.0 percent) of private-independent institutions and over two-thirds (68.3 percent) of religiously affiliated institutions provided tuition waivers at other specified institutions, compared with 29.3 percent of public institutions. Just over half (51.7 percent) of institutions participate in Tuition Exchange or other competitive reciprocal scholarship programs for dependents of eligible faculty members and staff, with private institutions making up the majority of members. Among religiously affiliated institutions, 88.8 percent provided the opportunity to apply for such scholarship programs, as did 70.7 percent of private-independent institutions. Just under 10 percent of public institutions provided competitive scholarship programs for dependents of full-time faculty members in 2023–24.

Among public institutions, 14.0 percent reported offering no dependent tuition benefits to full-time faculty members, and among private institutions, only one institution reported offering no such benefits. Dependent tuition benefits vary by years of service at 29.8 percent of institutions in 2023–24. Public institutions were much less likely than private institutions to make dependent tuition benefits contingent on years of service, with only 10.7 percent doing so. Among private institutions, 42.0 percent of independent institutions and 43.9 percent of religiously affiliated institutions offered varying dependent tuition benefits based on years of service.

Administrator Salaries

Median salaries for college and university presidents in 2023–24 ranged from a low of about \$259,000 at public associate's institutions without ranking systems to a high of over \$912,000 at private-independent doctoral universities (see survey report table 11). Ratios of presidents' to full professors' average salaries ranged from a low of just under three to one in public baccalaureate institutions to a high of more than five to

one in private-independent and religiously affiliated doctoral institutions (see survey report table 12). For chief academic officers, median salaries ranged from a low of just under \$160,000 in public associate's institutions without ranking systems to a high of \$450,000 in private-independent and religiously affiliated doctoral institutions (see survey report tables 13 and 14). For chief financial officers, median salaries ranged from a low of just under \$120,000 in associate's institutions without ranking systems to a high of about \$490,000 in religiously affiliated doctoral institutions.

Growth in salaries for college and university presidents has outpaced the growth in full-time faculty salaries for years. The COVID-19 pandemic may have provided a brief pause in the trend—average salaries for presidents of colleges and universities even decreased in nominal terms by 1.1 percent from fall 2019 to fall 2020—but now these salaries appear to be making up for lost time. For example, the median ratio of presidential salary to average full professor salary was 4.6 among doctoral institutions in fall 2023, compared with 4.2 in fall 2020. Similar increases were reported for chief academic officers and chief financial officers.

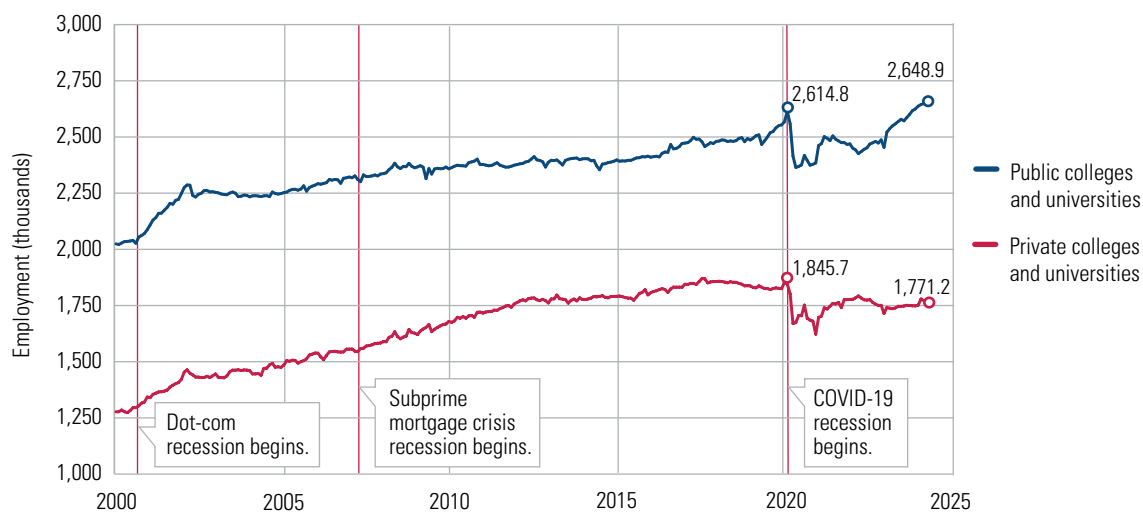
Part-Time Faculty Members

Data on part-time faculty compensation are difficult to collect, in large part because many institutions manage part-time faculty appointments and class assignments in a decentralized manner rather than through centralized databases. This year, fewer than half of the institutions completing the AAUP Faculty Compensation Survey provided information on part-time faculty compensation, and as always, we stress that the information we report is not nationally representative. The response rate among doctoral institutions was particularly low, with only 65 out of 230 doctoral institutions providing information on part-time faculty pay. Timing is also an issue, because the survey is administered in the middle of the academic year, before many institutions have set their class schedules for spring. For this reason, information on part-time faculty members was collected for the prior academic year, 2022–23, to ensure that institutions could provide data representing an entire academic year.

Survey report table 15 shows that among 339 reporting institutions, part-time faculty members who were paid on a per-course-section basis in 2022–23 received an average of \$3,903 per three-credit course section, less than a 1 percent increase from 2021–22, when the average pay was \$3,874, and a 9.8 percent increase from

FIGURE 3

Employment in public colleges and universities has surpassed prepandemic levels but has not fully recovered in privately owned colleges and universities.



Note: This figure presents seasonally adjusted employment (head count) in colleges and universities by institutional control from January 2000 through February 2024. Figures include all full-time and part-time employees, faculty and staff, and employees on paid leave who worked or received pay for any part of the pay period that includes the twelfth day of the month. Labeled values represent employment as of February 2020, when the COVID-19 recession began, and February 2024. Vertical red lines indicate when recessions started and include March 2001, December 2007, and February 2020.

Source: US Bureau of Labor Statistics, Employment, Hours, and Earnings from the Current Employment Statistics survey (National), Series IDs CES6561130001 (“privately owned colleges and universities”) and CES9092161101 (“publicly owned postsecondary schools”), retrieved from <https://beta.bls.gov/labs/> on April 9, 2024.

2019–20, when the average pay was \$3,556. But as was the case with full-time faculty salaries discussed earlier, real pay for part-time faculty members has not returned to the levels before the onset of the COVID-19 pandemic in early 2020. After adjusting for inflation, which was 15.8 percent from December 2019 to December 2022, per-course-section pay for part-time faculty members decreased about 5 percent from 2019–20 to 2022–23, on average (not shown in table).

Average rates of pay per course varied widely between institutional types in 2022–23, ranging from a low of \$3,301 in public associate’s institutions with ranks to a high of \$5,586 in private-independent doctoral institutions. Minimum and maximum pay rates for teaching a course section spanned huge ranges across all institutional categories, with minima often falling under \$1,000 and maxima sometimes exceeding \$20,000 in highly specialized fields.

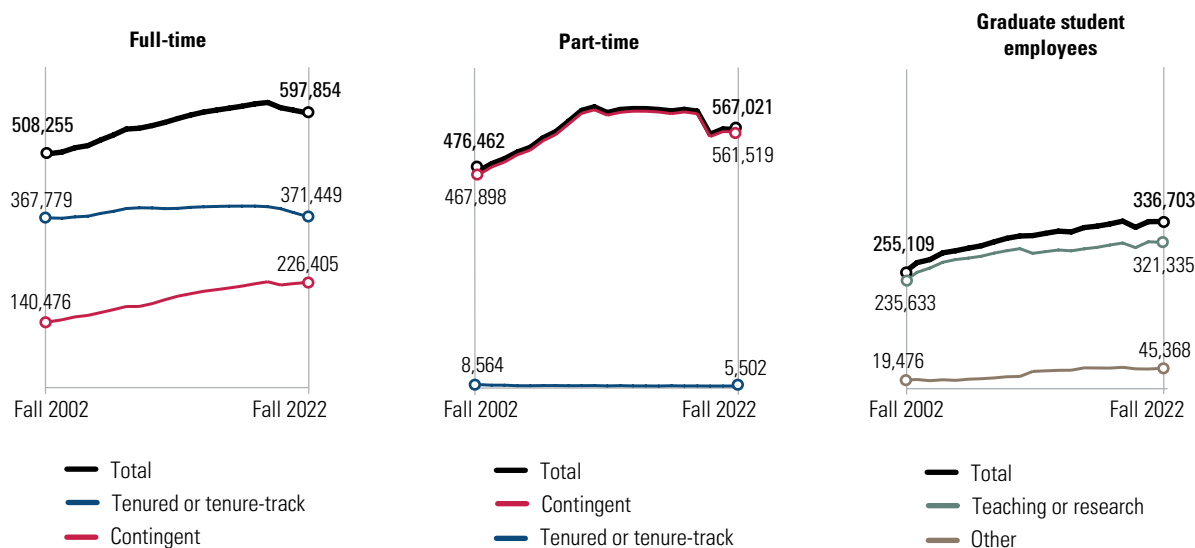
Most faculty members who were paid per course section received neither retirement plan nor medical insurance contributions in 2022–23, with only 35.0 percent of institutions contributing toward retirement

plans for some or all part-time faculty members and only 32.5 percent of institutions contributing to premiums for medical insurance plans. Associate’s institutions were most likely to contribute to retirement plans for part-time faculty members paid per course section, with 57.1 percent reporting such contributions. Doctoral institutions were most likely to contribute to medical insurance premiums, with 51.6 percent providing this benefit (see survey report table 16).

The Academic Labor Force

The COVID-19 pandemic devastated employment in US higher education. Public college and university employment for faculty and staff only recently returned to prepandemic levels, and employment in private institutions has still not fully recovered (see figure 3). The pandemic also affected the makeup of the academic labor force, including faculty members and graduate student employees. This section will explore the impact of the COVID-19 pandemic on the academic labor force in US higher education and will summarize patterns of faculty appointments and graduate student

FIGURE 4
Contingent appointments and graduate student employment increased substantially from fall 2002 to fall 2022, while the number of tenured or tenure-track appointments barely changed.



Note: This figure presents the total number of faculty members and graduate student employees by employment status, tenure status (for faculty), and function (for graduate student employees) from fall 2002 through fall 2022. Fall 2002 is the earliest year for which comparable figures are available. Figures represent nonmedical instructional staff (instruction/research/public service or primarily instruction), with or without formal faculty status, and graduate assistants in degree-granting nonprofit institutions participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). The term contingent refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. Categories of graduate student employee functions were redefined in fall 2012; similar categories have been grouped in the teaching or research category to provide comparable figures over time. The category “other” for graduate student employees includes noninstructional occupations such as business and financial operations, management, and health-care practitioners and technical occupations.

Source: Figures represent data from the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component (Employees by Assigned Position), a census survey required for all institutions participating in Title IV programs, including the 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

employment from fall 1987 through fall 2022, focusing on the prevalence of tenure, contingency, and part-time employment. The analysis draws primarily on federal data from the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component, a census survey required for all institutions participating in Title IV federal financial aid programs.

Contingent Appointments

Faculty members serving on contingent appointments, who lack the protection of tenure and are more likely to be women and underrepresented minorities, were affected the most by the pandemic.⁵ In a single

year—from fall 2019 to fall 2020—the number of faculty members on contingent appointments decreased by more than 57,000, or about 6.9 percent. The number of full-time faculty members on contingent appointments decreased by about 3.1 percent from fall 2019 to fall 2020, and the number of part-time faculty members decreased by about 8.3 percent. Graduate student employment decreased by about 3.7 percent in the same period, but unlike contingent faculty appointments, had nearly recovered by fall 2022 (see figure 4).

Administrations have long argued that contingent faculty appointments are justified because they provide flexibility in times of economic turmoil. The decreases in contingent appointments described above correspond with large decreases in student enrollment during the pandemic, with fall enrollments dropping 5.3 percent nationally from 2019 to 2020, according to National Student Clearinghouse fall enrollment estimates. In contrast, following the

5. The term underrepresented minority (URM) encompasses the IPEDS race and ethnicity categories of American Indian or Alaska Native, Black or African American, Hispanic/Latino, and Native Hawaiian or Other Pacific Islander, in accordance with prior research.

subprime mortgage crisis recession of the late 2000s, student enrollments increased sharply, and colleges and universities met the increased demand primarily by increasing the number of faculty members on contingent appointments. By 2014, when the US unemployment rate returned to prerecession levels, the number of faculty members holding full-time contingent appointments had increased by more than 33,000 (19 percent), while the number of full-time tenured or tenure-track appointments had increased by only about 2,100 (0.6 percent).

Contract Lengths

The disparity in outcome between full- and part-time faculty members on contingent appointments was likely due to the differences in contract types that they usually hold. Most full-time faculty members on contingent appointments have renewable contracts, with nearly one in four serving on renewable multiyear contracts. In contrast, most part-time faculty members on contingent appointments have nonrenewable, less-than-annual contracts, and nearly one in four are not even granted formal faculty status by their institutions.⁶ In short, faculty members on part-time contingent appointments are most vulnerable to staffing reductions when student enrollments decline.

Tenured and Tenure-Track Faculty

Tenured or tenure-track faculty members were somewhat insulated from the effects of the COVID-19 pandemic in its first year, particularly within public institutions. The number of tenured or tenure-track faculty members decreased by about 1.2 percent from fall 2019 to fall 2020, compared with the 6.9 percent decrease among faculty members on contingent appointments discussed above. During the same time period, the number of tenured or tenure-track faculty members decreased by about 0.9 percent among public institutions, while the number decreased by about 1.8 percent among private institutions. This smaller decrease among public institutions may be

attributable in part to a greater prevalence of collective bargaining agreements and other institutional policies that comport with AAUP-recommended standards regarding order of layoff, length of notice, and fair consideration for alternative suitable positions for faculty members with tenure.⁷ Following the initial 1.2 percent decrease in fall 2020, the number of tenured or tenure-track faculty members decreased an additional 4.2 percent from fall 2020 to fall 2022, while the number on contingent appointments increased an additional 2.0 percent (see figure 5). IPEDS data on new hires indicate that among more than 56,700 full-time faculty members newly appointed in 2022, about 70.9 percent were hired on contingent appointments, providing further evidence of a continued shift toward reliance on contingent appointments.

Women and Underrepresented Minority Faculty

Neither the AAUP Faculty Compensation Survey nor the IPEDS Human Resources survey component collects faculty salary data by race and ethnicity, and the National Center for Education Statistics has not collected faculty salary data by race and ethnicity since ending the National Study of Postsecondary Faculty in 2004.⁸ But AAUP analysis of IPEDS data shows that the percentage of both women and underrepresented minority (URM) faculty members decreases with progression in rank among full-time tenured and tenure-track faculty members. Among full-time tenured and tenure-track full professors, about 8.8 percent (3.7 and 5.1 percent women and men, respectively) were URM faculty members as of fall 2022 (see figure 6). As of fall 2022, about 6.1 percent of full-time faculty members were Black or African American, and about 5.8 percent were Hispanic or Latino.

Overall, URM faculty members make up about 12.5 percent of the total number of full-time faculty members in US higher education, compared with about 68.3 percent who were white and about 11.1

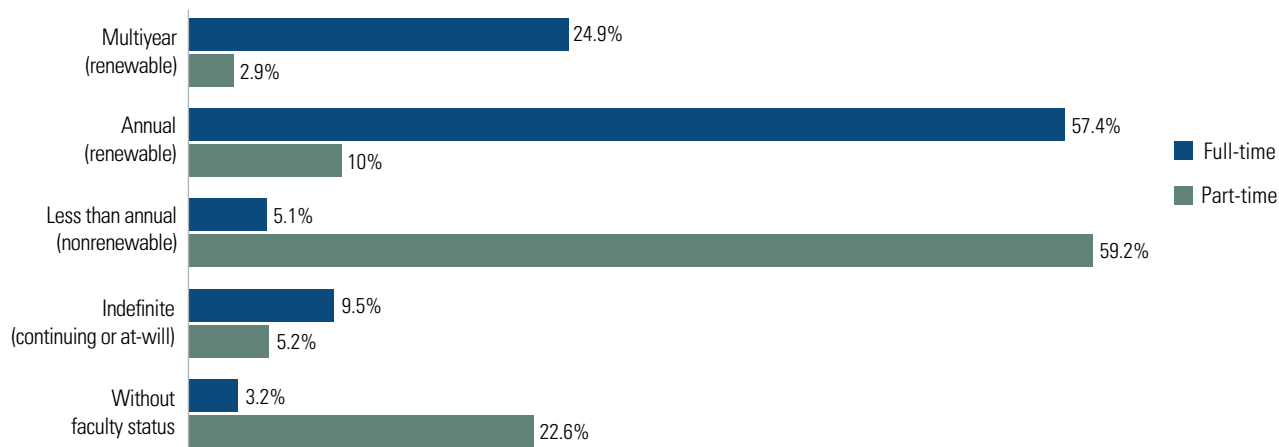
6. Many previous reports on the academic workforce have excluded instructional staff who are reported to IPEDS as “without faculty status.” Such individuals are included as faculty members in the present report because, from the AAUP’s perspective, they carry out instructional duties and most of them function as faculty members. Although IPEDS does not collect information on the contract types for instructional staff without formal faculty status, we understand that most of them are on nonrenewable less-than-annual contracts.

7. These guidelines are discussed in the AAUP’s *Recommended Institutional Regulations on Academic Freedom and Tenure* (regulation 4), *The Role of the Faculty in Budgetary and Salary Matters*, and *On Institutional Problems Resulting from Financial Exigency: Some Operating Guidelines*.

8. The AAUP has explored adding race and ethnicity as a component of its annual survey, but many participating institutions—especially private universities—have indicated that they would not provide such data to the AAUP out of concerns for data privacy.

FIGURE 5

Most full-time contingent faculty members are on renewable contracts, while most part-time contingent faculty members are on nonrenewable less-than-annual contracts.



Note: This figure presents the percentage of total number of faculty members on contingent appointments by employment status and contract type in fall 2022. Figures represent nonmedical instructional staff (instruction/research/public service or primarily instruction), with or without formal faculty status, in degree-granting nonprofit institutions participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). The term contingent refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. The “other or unknown” category includes the Integrated Postsecondary Education Data System (IPEDS) “indefinite duration” contract category, which encompasses both “continuing” and “at-will” contracts, as well as instructional staff without formal faculty status, for whom IPEDS does not collect contract types. Percentages may not sum to 100 percent because of rounding.

Source: IPEDS Human Resources survey component (Fall Staff) 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

percent who were Asian. Among full-time URM faculty members in fall 2022, about 35.9 percent were tenured, compared with about 43.5 percent of white and 45.6 percent of Asian full-time faculty members. In sum, not only are URM faculty members underrepresented among full-time faculty members overall, but those who are in the profession are also far less likely to hold appointments at higher academic ranks that often pay higher salaries and offer the protections of tenure.

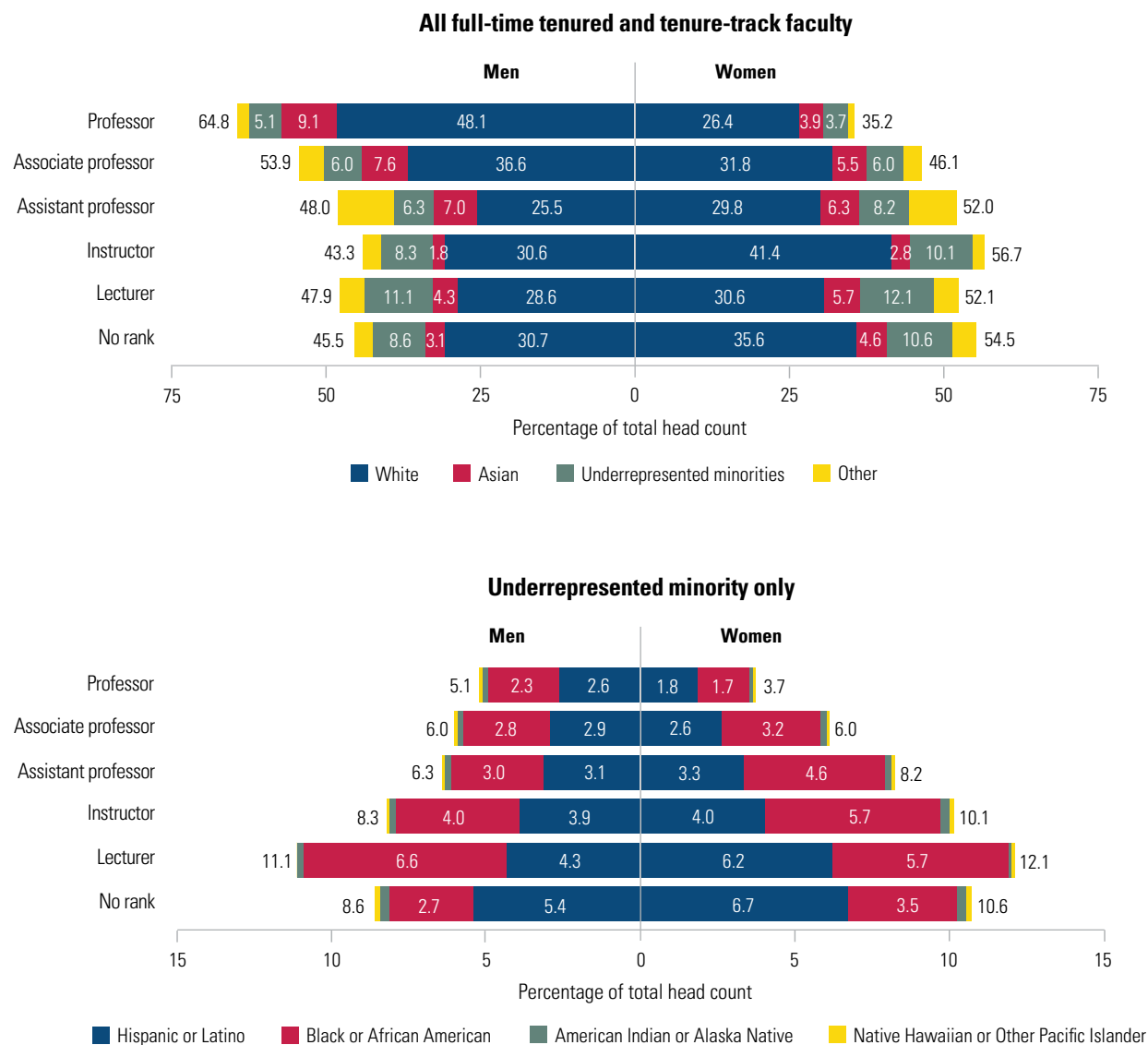
Long-Term Trends

The US academic workforce continues to shift away from full-time tenured or tenure-track appointments. In fall 2022, only 31.9 percent of faculty members held full-time tenured or tenure-track appointments, compared with an estimated 53.1 percent in fall 1987. Approximately 23.2 percent of faculty members were on full-time tenured appointments in fall 2022, compared with an estimated 39.1 percent in fall 1987. Just under half (48.7 percent) of faculty members were employed part time in fall 2022, compared

with an estimated 33.1 percent in fall 1987. Overall, approximately 67.7 percent of nonmedical instructional faculty members in US higher education are on contingent appointments, including 48.2 percent holding part-time contingent appointments, 12.9 percent holding full-time non-tenure-track appointments, and 6.6 percent working at institutions without tenure systems (see figure 7).

The declining numbers of tenured and tenure-line appointments, increasing numbers of contingent appointments, and increasing reliance on graduate student employees to teach classes weaken academic freedom, faculty governance, and the integrity of faculty work, and these trends ultimately diminish student learning. Tenure provided some protection for faculty members during the COVID-19 pandemic, but as tenured faculty members depart, through retirement or otherwise, they are being replaced by faculty members on contingent appointments and graduate student employees, all of whom have less security, protection for academic freedom, remuneration, and institutional

FIGURE 6
Representation of women and underrepresented minorities decreases with progression in rank among full-time tenured and tenure-track faculty members.

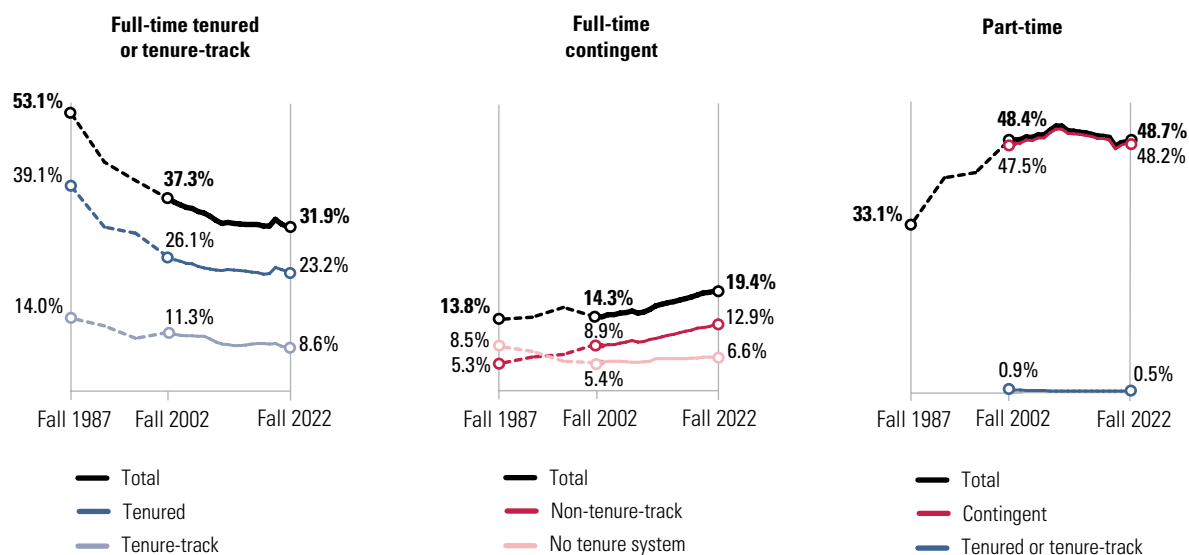


Note: This figure presents the percentage of the total number of full-time tenured and tenure-track faculty by academic rank, gender, race, and ethnicity in fall 2022. Figures represent nonmedical instructional staff (instruction/research/public service or primarily instruction), with or without formal faculty status, in degree-granting nonprofit institutions participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). The term contingent refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. The term *underrepresented minority* (URM) encompasses the Integrated Postsecondary Education Data System (IPEDS) race and ethnicity categories of American Indian or Alaska Native, Black or African American, Hispanic/Latino, and Native Hawaiian or Other Pacific Islander, in accordance with prior research. “Other” includes the IPEDS race and ethnicity categories of two or more races, race and ethnicity unknown, and US nonresident. Reporting on nonbinary faculty members or faculty members whose gender is unknown is not possible at this time because the IPEDS human resources survey assumes binary genders (men or women). Percentages may not sum to totals because of rounding.

Source: IPEDS Human Resources survey component (Fall Staff) 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

FIGURE 7

The makeup of the US academic workforce has shifted from mostly full-time tenured or tenure-track faculty members to mostly faculty holding contingent appointments.



Note: This figure presents the percentage of the total number of faculty members by appointment type from fall 1987 through fall 2022. Fall 1987 is the earliest year for which comparable figures are available. Figures represent nonmedical instructional staff (instruction/research/public service or primarily instruction), with or without formal faculty status, in degree-granting nonprofit institutions participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). The term *contingent* refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. Percentages may not sum to totals because of rounding.

Source: Figures from 1987 through 2001 were derived from estimates from the National Study of Postsecondary Faculty series, which featured nationally representative samples with margins of sampling error; figures from 2002 through 2022 represent data from the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component (Employees by Assigned Position), a census survey required for all institutions participating in Title IV programs, including the 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

support. As the saying goes, “Faculty working conditions are student learning conditions.” It follows that increasing the proportion of tenure-line faculty positions would improve faculty working conditions, which would in turn support effective teaching and benefit students.

Institutional Finances

Increased state funding for public higher education, which was bolstered by federal stimulus funding, record positive returns for endowments in fiscal year 2021, and decreasing debt-to-asset ratios, suggest that US higher education now stands on firmer financial ground. After all, in fiscal year 2022, inflation-adjusted government support for public education per student finally returned to the level seen in 2000, before the dot-com recession of the early 2000s and the subprime mortgage crisis recession of the late 2000s that

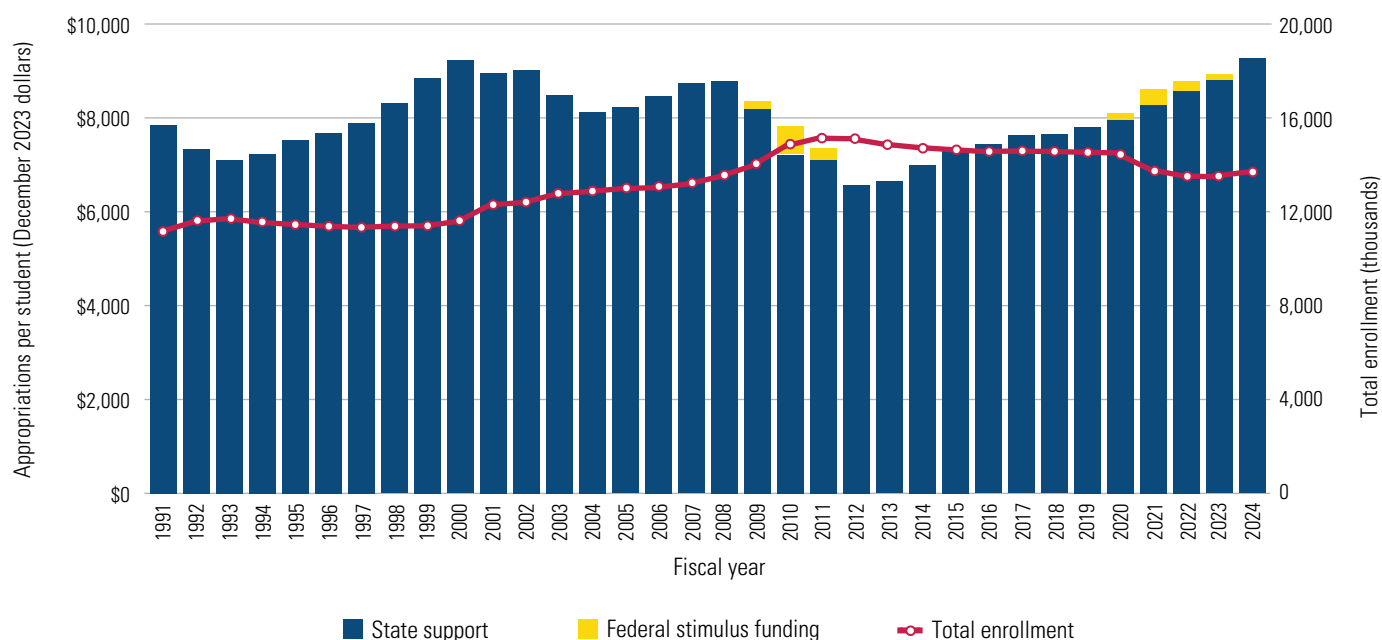
decimated funding for higher education, according to the 2024 State Higher Education Executive Officers Association Grapevine report (see figure 8). But financial indicators can obfuscate serious financial problems and lead to an illusion that policies are working for all. They are not.

More than two dozen colleges and universities have closed or merged since 2023, according to *Higher Ed Dive*, and more than one hundred colleges and universities have implemented or planned faculty layoffs or program cuts since August 2023, as documented by Tim Watson, a professor of English at the University of Miami. Most relevant to this report, faculty compensation growth has not kept pace with inflation, as discussed earlier.

More than half of the increase in state funding per student since 2011 resulted from declines in student

FIGURE 8

Government fiscal support for public higher education has returned to the level of 2000, after adjusting for inflation.



Note: This figure presents inflation-adjusted appropriations per student (blue and yellow stacked bars), by funding source, and total enrollment (red line) among public colleges and universities from fiscal year 1991 through 2024. State fiscal support includes taxes and other state monies. Federal stimulus funding includes funds from the American Recovery and Reinvestment Act of 2009 (2009 through 2012), the Coronavirus Aid, Relief, and Economic Security Act (2020 through 2024), the Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (2021 through 2024), and the American Rescue Plan Act of 2021 (2021 through 2024). Total enrollment is defined as the total number of students enrolled for credit in the fall of the academic year. Total enrollment was calculated using data from the Integrated Postsecondary Education Data System (IPEDS) through fiscal year 2023, then projected for fiscal year 2024 using fall 2023 enrollment estimates published by the National Student Clearinghouse. Total enrollment is the unduplicated twelve-month enrollment at institutions from July 1 of one year through June 30 of the next. Prior to 2010–11, institutions could choose to report enrollment on the twelve-month period between July 1 and June 30 or September 1 and August 31.

Source: Grapevine project of the Center for the Study of Education Policy at Illinois State University, IPEDS Fall Enrollment survey component 2022–23 provisional release, the National Student Clearinghouse’s “Current Term Enrollment Estimates: Fall 2023” report, and the US Bureau of Labor Statistics Consumer Price Index Retroactive Series (R-CPI-U-RS). Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

enrollment, although government allocations still increased substantially. There are huge variations in state funding for public higher education across the country, ranging from a low of under \$4,000 per student in Arizona to a high of more than \$20,000 per student in Connecticut in fiscal year 2024.⁹ Among private colleges and universities, which tend to rely more heavily on endowment assets for funding, the massive endowment gains enjoyed in 2021 were

9. This report presents national figures for government fiscal support for public higher education, but state-level figures and trends are available on the AAUP’s interactive data website at <https://data.aaup.org>.

followed by losses in 2022. AAUP analysis of federal data shows that of the nearly \$600 billion in endowment assets held by more than 1,600 private colleges and universities at the end of fiscal year 2022, over half were held by only fourteen institutions, less than 1 percent of the total number of private institutions (see table C).

Revenues and Expenses

Contrary to what many believe, government appropriations, not tuition and fees, remain the greatest source of revenue for public colleges and universities. In fiscal year 2022, federal, state, and local appropriations provided 29.9 percent of revenue for public institutions,

TABLE C

Private institutions with the largest endowments compared with all other private institutions, fiscal year 2022

Institution	Endowment assets	Percentage of total
PRIVATE INSTITUTIONS WITH THE LARGEST ENDOWMENTS		
Harvard University	\$50,877,680,000	8.6%
Yale University	\$41,383,260,000	7.0%
Stanford University	\$36,338,794,000	6.1%
Princeton University	\$35,126,217,000	5.9%
Massachusetts Institute of Technology	\$24,600,809,000	4.1%
University of Pennsylvania	\$20,724,351,000	3.5%
University of Notre Dame	\$17,101,110,000	2.9%
Columbia University in the City of New York	\$13,279,846,000	2.2%
Washington University in St. Louis	\$12,242,758,000	2.1%
Duke University	\$12,116,260,000	2.0%
Emory University	\$11,155,404,520	1.9%
Northwestern University	\$10,879,850,000	1.8%
Vanderbilt University	\$10,206,067,257	1.7%
Cornell University	\$9,346,229,362	1.6%
Top 14 private institutions combined	\$305,378,636,139	51.5%
ALL PRIVATE INSTITUTIONS		
Top 14 private institutions combined	\$305,378,636,139	51.5%
All other private institutions combined	\$287,950,586,171	48.5%
All private institutions combined	\$593,329,222,310	100.0%

Note: Figures represent endowment assets among 1,616 private degree-granting nonprofit institutions reporting under the Financial Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). Endowment assets reflect values at the end of the fiscal year and consist of gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations. Percentages may not sum to totals because of rounding.

Source: Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

while tuition and fees provided about 22.0 percent of revenue (see figure 9). Given that higher education is generally a discretionary part of state budgets, appropriations not only vary between states but can also be unpredictable, making it difficult for public colleges and universities to plan. As Jennifer A. Delaney and others discuss in their 2023 book *Volatility in State Spending for Higher Education*, public colleges and universities sometimes respond to volatility in state support by seeking more predictable funding streams, which can lead to higher tuition rates and student fees, undermining college affordability. Delaney documents how the COVID-19 pandemic exacerbated the volatility in state funding for higher education, and we must consider the impact of this volatility, not just levels of funding.

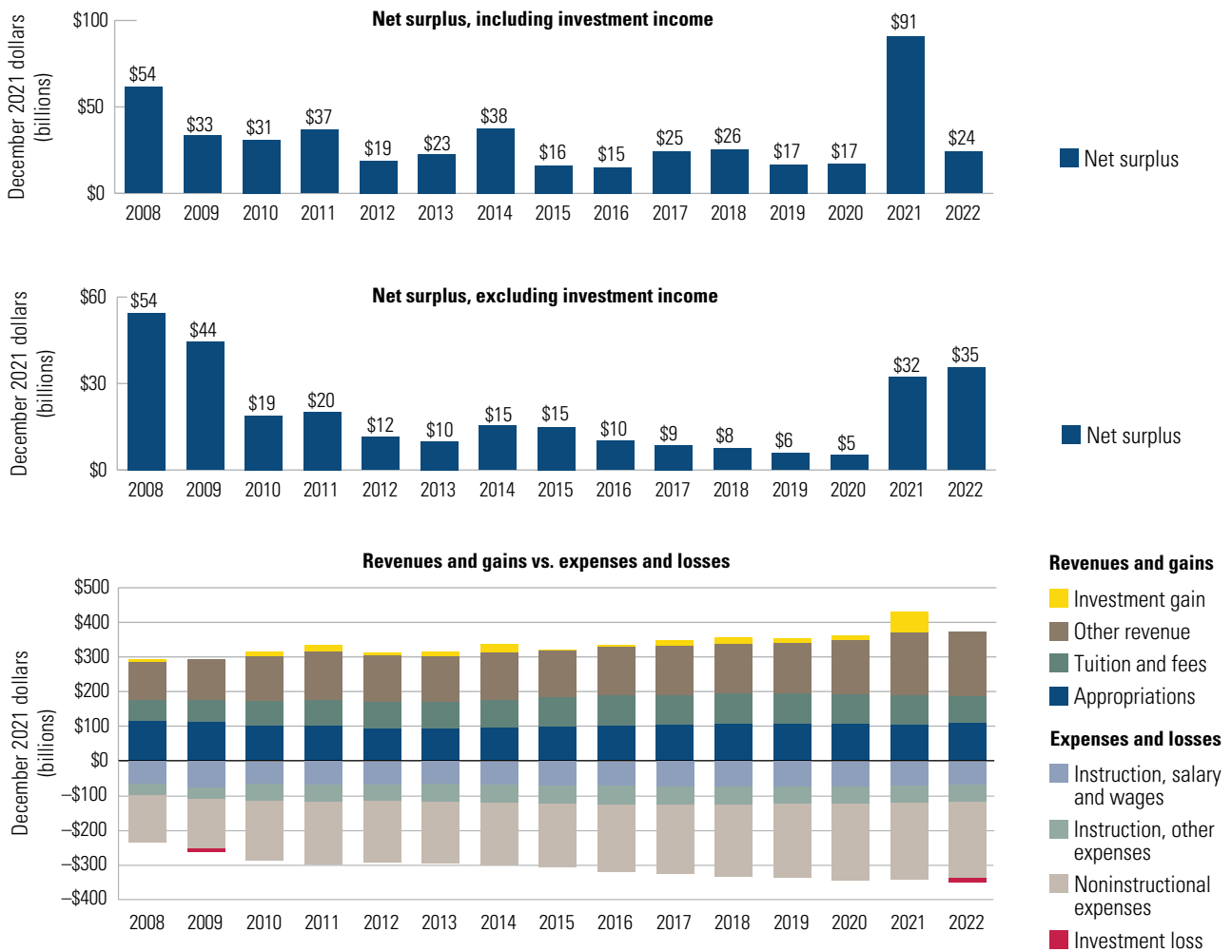
Among private colleges and universities, tuition and fees typically provide the greatest amount of revenue, accounting for slightly more than half of

total revenue in fiscal year 2022. But in 2021, private institutions received over \$186 billion in revenue from investment returns, an amount slightly greater than all other core revenue sources combined (see figure 10). In fiscal year 2021, the value of endowment assets among private institutions increased over 35 percent, from about \$465 billion to about \$628 billion. But while public colleges and universities might experience volatility in state funding for higher education, private institutions that rely on endowment assets for revenue can experience volatility in investment returns. Following 35 percent investment gains in fiscal year 2021, a record high, endowment assets among private institutions decreased by 5.5 percent on average in 2022, with nearly two-thirds of these institutions reporting reductions in endowment assets.

Student enrollment peaked in 2011 following the subprime mortgage crisis of the late 2000s, and throughout the remainder of this section, we will

FIGURE 9

Revenues, mostly from investment returns, far exceeded expenses in public colleges and universities in fiscal year 2021, then returned to normal levels after investment losses in 2022.

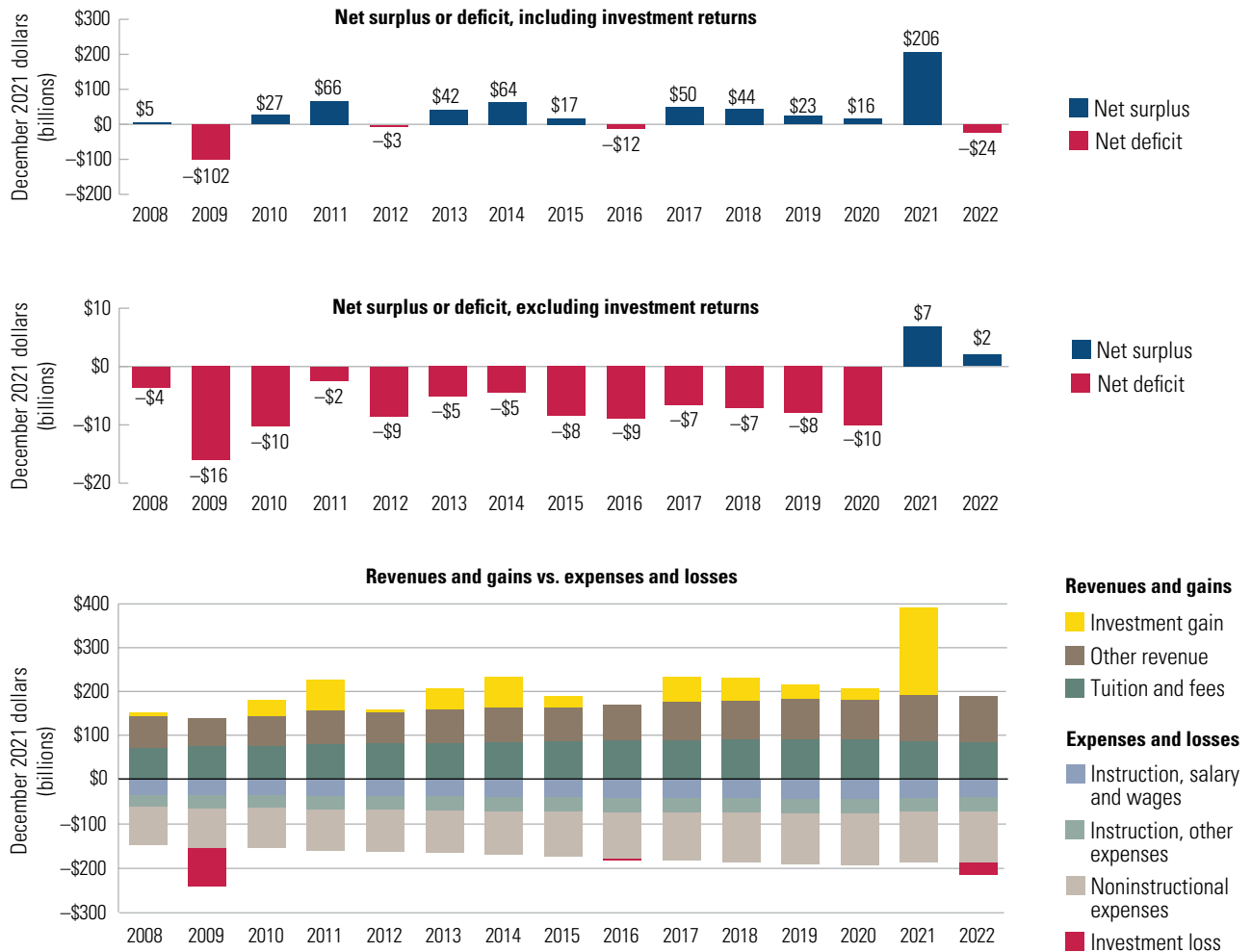


Note: This figure presents inflation-adjusted revenue, expenses, and net deficit or surplus among public institutions, by revenue source, from fiscal year 2008 through fiscal year 2022. Figures represent core revenues and expenses among public degree-granting nonprofit institutions using the Governmental Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). Appropriations include federal, state, and local appropriation revenues. "Tuition and fees" is defined as the amount of all tuition and fees assessed against students for educational purposes, net of refunds, discounts, and allowances. "Investment gain and loss" includes investments of endowment funds, interest income, dividend income, rental income, and royalty income and includes both realized and unrealized gains and losses. "Instruction, salary, and wages" includes salary and wage expenses incurred in instruction. "Instruction, other expenses," includes all expenses of the colleges, schools, departments, and other instructional divisions of the institution and expenses for departmental research and public service that are not separately budgeted, less salary and wages. "Noninstructional expenses" includes core expenses, less instruction expenses, and includes research, public service, academic support, student services, institutional support, scholarships and fellowships expenses, and other expenses and deductions. "Other revenue" includes government grants and contracts; private gifts, grants, and contracts; other operating and nonoperating sources; and other revenues and additions. In general, core revenues exclude revenues from auxiliary enterprises (such as bookstores and dormitories), hospitals, and independent operations.

Source: Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

FIGURE 10

Revenues, mostly from investment returns, far exceeded expenses in private colleges and universities in fiscal year 2021, then fell short of expenses after investment losses in 2022.



Note: This figure presents inflation-adjusted revenue, expenses, and net deficit or surplus among public institutions, by revenue source, from fiscal year 2008 through fiscal year 2022. Figures represent core revenues and expenses among private degree-granting nonprofit institutions reporting under the Financial Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). "Tuition and fees" is defined as the amount of tuition and educational fees, net of any allowances applied in the general-purpose financial statements, and include fees for continuing education programs, conferences, and seminars. "Investment gain and loss" includes all investment income (interest, dividends, rents, and royalties); gains and losses (realized and unrealized) from holding investments (regardless of the nature of the investment); student loan interest; and amounts distributed from irrevocable trusts held by others. "Instruction, salary, and wages" includes salary and wage expenses incurred in instruction. "Instruction, other expenses," includes all expenses of the colleges, schools, departments, and other instructional divisions of the institution and expenses for departmental research and public service that are not separately budgeted, less salary and wages. "Noninstructional expenses" includes core expenses, less instruction expenses, and includes research, public service, academic support, student services, institutional support, net grant aid to students, and other expenses. "Other revenue" includes government grants and contracts; private gifts, grants, and contracts; sales and services of educational activities; and other sources. In general, core revenues exclude revenues from auxiliary enterprises (such as bookstores and dormitories), hospitals, and independent operations.

Source: Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

FIGURE 11

The value of endowment assets in public colleges and universities increased more than 30 percent in fiscal year 2021, bringing the debt ratio well below 100 percent.



Note: This figure presents inflation-adjusted endowment assets, long-term debt, and debt ratio among public institutions from fiscal year 2008 through fiscal year 2022. Figures represent endowment assets and long-term debt among public degree-granting nonprofit institutions using the Governmental Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). Endowment assets reflect values at the end of the fiscal year and consist of gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations. Long-term debt is the debt of an institution in the form of bonds, notes, capital leases, and other forms of debt that are repayable over a period greater than one year.

Source: Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

use 2011 as a marker in gauging how institutional finances have changed in recent years. While total enrollment subsequently declined each year from 2011 until 2022, total core revenue among public colleges and universities increased about 8.9 percent during the same period, after adjusting for inflation. Growth in core expenses far outpaced growth in core revenue, and among public institutions inflation-adjusted core expenses were about 14.2 percent higher in 2022 than in 2011. Most of the growth was in noninstructional expenses, which increased by about 23.6 percent, while expenses for instruction decreased by about 0.4 percent from 2011 to 2022, after adjusting for inflation. Despite the tremendous

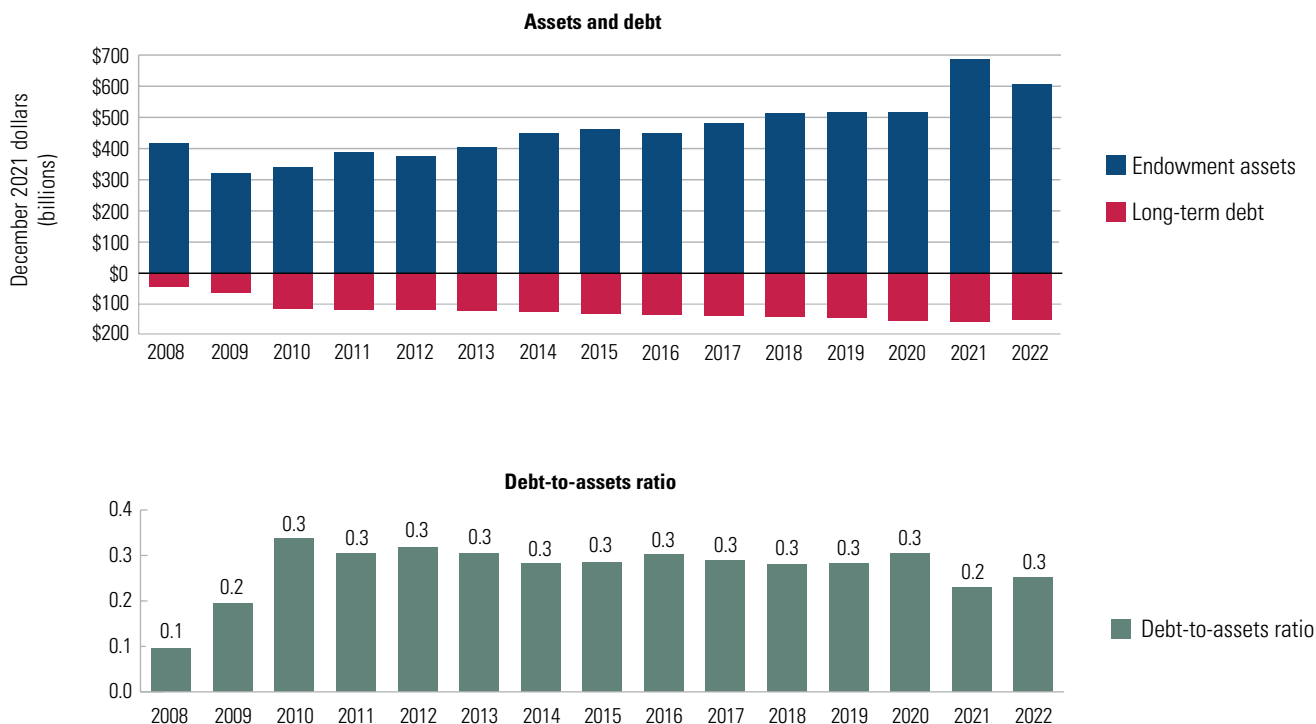
growth in core expenses from 2011 to 2022, public institutions reported an overall net surplus each year since 2010.

Institutional Debt

Long-term debt among US colleges and universities amounted to about \$388 billion in 2022, an increase of about 30.9 percent since 2011, after adjusting for inflation. As was the case with endowment assets, the debt in 2022 was not evenly distributed across institutions, and about 1 percent of US colleges and universities held about 40 percent of the debt. Granted, many institutions can rely on their endowments to service long-term debt, and institutions

FIGURE 12

The value of endowment assets in private colleges and universities increased more than 33 percent in fiscal year 2021, decreasing the debt ratio by nearly 25 percent in a single year.



Note: This figure presents inflation-adjusted endowment assets, long-term debt, and debt ratio among private institutions from fiscal year 2008 through fiscal year 2022. Numbers represent endowment assets and long-term debt among private degree-granting nonprofit institutions reporting under the Financial Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). Endowment assets reflect values at the end of the fiscal year and consist of gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations. Long-term debt is the debt of an institution related to property, plant, and equipment and includes amounts for all long-term debt obligations: bonds payable, mortgages payable, capital leases payable, and long-term notes payable.

Source: Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

with large endowments may use them as collateral to borrow money on highly favorable terms. But while federal stimulus funding in recent years may have boosted endowments and lowered debt-to-assets ratios overall, it may have also widened gaps between the haves and the have-nots in higher education. Among the fourteen US universities reporting endowment assets of more than \$10 billion in 2022, the median debt-to-assets ratio was about 0.16, whereas more than 1,100 institutions reported debt-to-assets ratios over 1.0 in 2022, meaning that they carried more debt than the value of their endowment assets.

Long-term debt among public institutions

amounted to over \$235 billion in 2022, an increase of 32.4 percent since 2011, after adjusting for inflation (see figure 11). Despite the large increase in debt during this period, the overall debt-to-assets ratio decreased from about 1.2 to 0.8 as endowment assets increased by 87.0 percent. But hundreds of public colleges and universities reported debt-to-asset ratios greater than 1.0 in 2022.

Among private colleges and universities, long-term debt amounted to over \$152 billion in 2022, an increase of about 28.7 percent since 2011, after adjusting for inflation (see figure 12). Private institutions generally have lower debt-to-assets ratios than

public institutions because endowment assets are a more important source of revenue for them, and despite the large increase in debt among private colleges and universities, the overall debt-to-assets ratio for private colleges and universities decreased from about 0.30 to just over 0.25 from 2011 to 2022.

Conclusion

This report has documented years of stagnant wage growth, long-standing gender pay gaps, gender and racial disparities, and growth of contingent appointments among the faculty in US higher education. Economic conditions are particularly dire for part-time faculty members, who make up just under half (48.7 percent) of the academic workforce, with the vast majority employed on short-term nonrenewable contracts. This report has also documented a structural shift in higher education finance, with institutions continuing to take on long-term debt and having greater amounts of noninstructional expenses. The growth in noninstructional expenses has been driven in part by massive salary increases for high-level administrative officers, as illustrated by the 27.1 percent nominal increase in median base salaries for doctoral institution presidents, from \$505,187 to \$642,317, that we have documented from fall 2019 (prepandemic) to fall 2023 (see survey report table 11). In comparison, nominal average base salaries for full professors in doctoral institutions increased 10.0 percent, from \$160,080 to \$176,162, during the same time period (see survey report table 1).

Federal stimulus funding has provided nearly \$10 billion of additional government appropriations to public colleges and universities since the COVID-19 recession began in February 2020, and the Federal Reserve System has added about \$550 billion of currency to circulation, temporarily propping up stock markets (and endowments). These and other actions have helped many US colleges and universities keep their doors open, but the high levels of growth in institutional debt reported in the previous section, combined with growth in noninstructional expenses, have prohibited many institutions from supporting real wage growth to help make the profession attractive to prospective faculty members of ability. Colleges and universities in the top revenue brackets will likely enjoy good financial health for years to come, and their faculty salaries should reflect that. But for other institutions that have become highly leveraged, providing increased economic security for faculty members may remain elusive.

US higher education faces an uncertain future as it continues to be subjected to political attacks, corporate intrusions, austerity measures, and attacks on knowledge and expertise. Unless more Americans start believing that higher education is fulfilling its mission in society—and develop a consensus about what its mission is in the first place—volatility in state funding for public higher education will continue. Private colleges and universities must also prepare for changes in the coming years. The US Census Bureau’s latest projections show that the population of eighteen-year-olds will crest at about 4.5 million in 2026 but will then decrease steadily for the next five years, with a total decrease of about 330,000. The decrease will not be distributed equally across the country, and private colleges and universities—which often rely heavily on tuition and fees for revenue—may be at great risk in some areas.

Now is the time to prepare for the coming changes in higher education. More and more institutions face pressures to discontinue programs, merge with larger institutions, or close, and faculty members should become familiar with relevant AAUP guidelines, such as those contained in the AAUP report *The Role of the Faculty in Conditions of Financial Exigency*, and work collectively to ensure that standards set forth in the AAUP’s *Recommended Institutional Regulations on Academic Freedom and Tenure* are incorporated into collective bargaining agreements (where lawful and feasible) and institutional policies. It is critical that faculty members are meaningfully involved in budget decisions on an ongoing basis and are able to distinguish between a perceived budgetary hardship and an actual budgetary crisis. As *The Role of the Faculty in Conditions of Financial Exigency* emphasizes, “The determination of the financial position of the institution as a whole must precede any discussion of program closures.” Such a determination cannot be made based solely on the types of information presented in the present report (summary data on salaries, total expenses, amount of long-term debt, and so on). We therefore urge administrations to be fully transparent with their faculties regarding finances by providing them unfettered and ongoing access to audited financial statements and employment data, along with detailed program, department, and administrative-unit budgets to ensure that difficult decisions are made with appropriate faculty participation.

The AAUP’s Department of Research and Public Policy documents the economic status of the profession through its annual Faculty Compensation Survey;

conducts research on issues of academic freedom, tenure, and governance; and makes relevant information available through reports, presentations, and online tools. Much of our work depends on the cooperation and support of colleges and universities, and when institutions openly share data on faculty and administrator compensation, they indicate that they are committed to creating fair compensation for all. Many colleges and universities face uncertain economic futures, and some may be experiencing financial distress. Our office will continue to work with faculty members, administrators, associations, labor unions, elected officials, and citizens to support academic freedom and economic security for all those engaged in teaching and research in US higher education and to ensure that institutions are successful in fulfilling their obligations to students and to society.

Acknowledgments

The AAUP's Department of Research and Public Policy would like to thank the college and university administrative offices that provided data in a timely manner for inclusion in this report. We are grateful for their continued collaboration and participation. We also acknowledge the contribution of the National Higher Education Benchmarking Institute (NHEBI) in developing and supporting the Faculty Compensation Survey research portal. NHEBI, established in 2004, is a nonprofit service and research institute sponsored and supported by Johnson County Community College (Kansas). Finally, the author would like to acknowledge the substantial contribution of Ruben Guzman, our department's research assistant, in administering the Faculty Compensation Survey and shaping the report. ■



This report was authored by Glenn T. Colby, senior researcher at the AAUP, and is published under the auspices of the AAUP's Committee on the Economic Status of the Profession.

ROTUA LUMBANTOBING (Economics)
Western Connecticut State University, chair

WHITNEY DECAMP (Sociology)
Western Michigan University

OSKAR HARMON (Economics)
University of Connecticut

JAN MEDLOCK (Biomedical Sciences)
Oregon State University

SARANNA THORNTON (Economics)
Hampden-Sydney College

The committee

SURVEY REPORT TABLE 1

Average full-time faculty salary, by AAUP category, affiliation, and academic rank, 2023–24 (dollars)

Academic rank	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>				
Professor	176,162	160,135	227,163	181,785
Associate	115,749	110,734	137,942	118,811
Assistant	100,538	95,794	121,334	104,614
Instructor	72,751	68,103	86,787	84,380
Lecturer	79,585	73,449	99,190	71,993
No rank	81,069	81,929	69,313	89,140
All combined	124,612	115,274	159,500	130,246
<i>AAUP CATEGORY IIA (Master's)</i>				
Professor	112,920	111,117	124,337	110,135
Associate	92,020	91,932	97,118	88,370
Assistant	79,604	79,696	83,254	76,853
Instructor	63,929	60,342	70,088	68,245
Lecturer	66,479	65,368	78,870	59,652
No rank	64,807	61,764	74,723	73,153
All combined	90,229	89,022	97,953	88,243
<i>AAUP CATEGORY IIB (Baccalaureate)</i>				
Professor	117,352	109,631	134,507	96,694
Associate	90,368	89,822	100,435	78,109
Assistant	77,020	75,718	85,520	68,291
Instructor	65,870	68,446	68,588	60,120
Lecturer	71,334	65,282	81,229	59,935
No rank	94,931	148,355	84,876	74,534
All combined	91,403	85,992	103,397	78,825
<i>AAUP CATEGORY III (Associate's with ranks)</i>				
Professor	96,634	96,666	76,913	n.d.
Associate	81,481	81,564	62,102	n.d.
Assistant	69,196	69,349	49,623	n.d.
Instructor	55,895	55,956	51,510	n.d.
Lecturer	73,587	73,587	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.
All combined	79,600	79,725	55,594	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>				
No rank	85,969	85,969	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>				
Professor	155,056	145,112	196,353	136,928
Associate	106,216	104,179	120,631	97,721
Assistant	92,094	90,309	105,491	83,400
Instructor	69,307	65,742	79,079	73,229
Lecturer	75,841	70,956	95,406	66,824
No rank	76,502	76,878	74,370	74,857
All combined	112,139	106,726	137,889	102,177

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 2

Percentage change in salary for all full-time faculty and continuing faculty, by AAUP category, affiliation, and academic rank, 2022–23 to 2023–24

Academic rank	All faculty				Continuing faculty			
	All combined	Public	Private-independent	Religiously affiliated	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>								
Professor	3.7	3.5	4.2	2.5	4.7	4.7	4.8	4.6
Associate	4.3	4.2	4.3	3.9	5.7	5.7	5.8	5.2
Assistant	3.6	3.4	4.3	3.0	5.8	5.8	6.0	5.2
Instructor	3.9	5.0	3.6	3.1	5.6	6.3	5.8	0.8
All combined	3.6	3.4	4.1	3.3	5.3	5.4	5.3	4.4
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	2.8	2.6	3.5	3.0	3.4	3.5	3.2	3.5
Associate	3.3	3.1	4.0	3.5	4.5	4.6	4.4	4.3
Assistant	3.1	2.4	4.5	3.7	4.6	4.8	4.5	4.4
Instructor	4.7	4.0	5.8	5.6	5.3	5.1	5.2	5.8
All combined	3.1	2.8	4.0	3.8	4.2	4.2	4.0	4.1
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	3.6	5.1	2.7	3.6	3.8	3.5	4.2	3.4
Associate	3.9	4.4	3.4	4.3	4.4	4.2	4.5	4.4
Assistant	4.9	4.2	4.8	5.1	4.9	5.0	5.2	4.3
Instructor	5.2	9.9	0.3	7.4	4.8	4.9	5.8	3.5
All combined	4.3	4.8	3.1	5.0	4.3	4.3	4.6	3.9
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Professor	3.1	3.2	n.d.	n.d.	4.2	4.2	n.d.	n.d.
Associate	3.5	3.6	n.d.	n.d.	4.3	4.3	n.d.	n.d.
Assistant	4.8	5.1	n.d.	n.d.	4.7	4.7	n.d.	n.d.
Instructor	3.3	3.4	n.d.	n.d.	5.6	5.6	n.d.	n.d.
All combined	3.2	3.4	n.d.	n.d.	4.3	4.3	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	7.7	7.7	n.d.	n.d.	8.1	8.1	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	3.6	3.3	4.2	4.0	4.3	4.4	4.5	3.9
Associate	4.2	4.0	4.4	4.7	5.2	5.3	5.2	4.7
Assistant	3.9	3.5	4.9	5.1	5.4	5.5	5.5	4.6
Instructor	4.5	5.1	2.8	5.0	5.5	6.0	5.7	3.1
All combined	3.8	3.4	4.3	4.9	4.9	5.0	4.9	4.2

Note: The table is based on 866 institutions reporting full-time faculty salary data and 781 institutions reporting full-time continuing faculty salary data. Figures for all faculty are calculated as a simple percentage increase from previously published 2022–23 salary figures and may be biased due to different participants each year. Figures for continuing faculty represent a cohort analysis, where institutions reported the 2022–23 rank and salaries of continuing faculty along with their 2023–24 salaries. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Rows labeled “All Combined” include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 3

Average salary for men and women full-time faculty, by affiliation, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
AAUP CATEGORY I (Doctoral)								
Professor	182,704	162,716	165,675	148,936	235,222	209,223	188,830	168,291
Associate	119,736	111,027	114,442	106,348	142,980	131,804	122,766	114,335
Assistant	105,754	95,852	100,660	91,435	127,357	115,614	110,533	99,830
Instructor	76,437	69,839	71,159	65,834	90,303	83,325	88,217	81,040
Lecturer	83,998	75,968	77,309	70,348	104,575	94,507	75,040	69,491
No rank	85,368	77,627	85,627	78,796	76,371	67,167	92,750	77,408
All combined	136,216	110,373	125,406	103,098	175,031	138,563	141,538	116,785
AAUP CATEGORY IIA (Master's)								
Professor	115,197	109,794	112,873	108,660	129,011	118,639	112,986	106,099
Associate	93,680	90,373	93,725	90,096	99,173	95,172	89,300	87,500
Assistant	81,140	78,468	81,286	78,415	84,505	82,413	78,325	75,912
Instructor	65,804	62,722	61,995	59,333	70,844	69,525	70,640	66,660
Lecturer	67,888	65,452	66,373	64,639	83,477	75,230	59,112	60,002
No rank	65,943	63,927	63,788	60,140	73,186	75,875	72,662	73,473
All combined	94,357	86,296	92,981	85,132	102,864	93,523	92,522	84,402
AAUP CATEGORY IIB (Baccalaureate)								
Professor	118,643	115,588	112,059	106,321	135,728	132,883	98,165	94,602
Associate	91,798	88,938	91,975	87,344	101,969	98,981	79,223	77,011
Assistant	77,442	76,697	77,042	74,611	86,377	84,885	67,875	68,606
Instructor	66,779	65,156	70,486	67,155	69,243	67,998	60,439	59,882
Lecturer	71,051	71,545	67,015	63,710	79,671	82,237	57,982	60,978
No rank	103,851	84,822	154,112	125,329	84,683	85,130	70,492	75,588
All combined	94,660	88,193	89,929	82,026	106,941	99,925	81,334	76,361
AAUP CATEGORY III (Associate's with ranks)								
Professor	97,963	95,527	97,986	95,565	78,795	75,971	n.d.	n.d.
Associate	82,145	80,962	82,145	81,106	n.d.	62,102	n.d.	n.d.
Assistant	69,534	68,901	69,611	69,118	48,440	49,951	n.d.	n.d.
Instructor	55,061	56,467	55,016	56,605	59,523	48,076	n.d.	n.d.
Lecturer	74,477	72,819	74,477	72,819	n.d.	n.d.	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	80,454	78,907	80,508	79,088	58,225	54,910	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)								
No rank	87,399	84,692	87,399	84,692	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	162,717	141,572	151,560	133,755	207,341	176,042	143,469	126,461
Associate	109,909	102,159	107,691	100,252	125,573	115,248	100,525	94,875
Assistant	96,346	88,513	94,305	86,826	111,185	100,744	86,465	81,221
Instructor	72,327	67,041	68,370	63,881	81,846	76,551	76,376	70,836
Lecturer	79,475	72,957	73,995	68,574	100,568	91,053	68,870	65,326
No rank	80,236	73,505	80,738	73,619	77,594	72,474	76,061	74,058
All combined	122,173	100,921	115,649	96,730	152,123	121,128	110,237	93,988

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 4

Average salary for full-time faculty, by region, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	Northeast		North Central		South			West	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
AAUP CATEGORY I (Doctoral)									
Professor	217,981	198,609	165,073	147,097	146,669	163,091	169,407	144,438	202,598
Associate	133,189	125,524	111,902	102,835	102,224	109,672	115,270	105,752	130,388
Assistant	116,371	106,681	99,650	91,662	87,991	98,387	99,491	88,886	113,856
Instructor	96,484	79,347	66,817	61,879	61,325	74,080	73,396	70,703	72,226
Lecturer	93,878	96,247	69,019	69,110	66,113	69,294	75,340	70,241	96,158
No rank	67,021	80,928	67,748	62,964	63,641	104,402	86,060	76,799	111,425
All combined	152,073	138,667	119,684	109,295	103,053	112,318	121,988	104,379	149,351
AAUP CATEGORY IIA (Master's)									
Professor	135,528	121,505	96,686	97,318	95,321	100,937	108,732	103,482	123,043
Associate	103,744	97,219	82,353	80,479	80,160	82,090	88,343	86,046	103,377
Assistant	88,293	81,000	74,025	69,985	72,592	72,289	78,441	74,887	90,008
Instructor	82,856	65,450	60,508	60,060	55,892	57,857	63,437	64,946	72,665
Lecturer	84,501	75,805	52,538	55,393	57,680	54,898	61,602	65,638	72,015
No rank	92,293	72,929	57,105	75,262	58,123	58,030	64,689	59,921	102,299
All combined	106,045	96,835	79,138	78,786	77,549	78,735	86,459	81,875	101,177
AAUP CATEGORY IIB (Baccalaureate)									
Professor	140,479	128,262	94,482	103,771	101,259	84,043	109,761	101,901	147,732
Associate	104,695	97,562	78,455	80,530	81,378	71,126	84,141	88,399	112,956
Assistant	88,592	83,441	68,629	69,226	66,471	63,206	73,831	72,601	94,052
Instructor	68,610	71,045	58,479	63,468	59,777	52,642	60,981	57,257	75,103
Lecturer	84,524	74,423	53,936	68,890	55,139	60,112	59,948	56,731	75,175
No rank	101,360	83,354	n.d.	74,496	n.d.	73,105	147,472	58,551	65,000
All combined	107,801	97,531	78,187	82,653	80,711	70,526	84,986	83,383	115,339
AAUP CATEGORY III (Associate's with ranks)									
Professor	81,136	110,045	94,777	80,495	64,501	103,827	101,756	86,272	107,609
Associate	63,789	92,647	79,954	68,847	54,649	81,248	86,011	73,957	91,350
Assistant	59,224	76,719	67,335	62,916	48,029	71,436	75,361	66,007	80,116
Instructor	42,675	53,699	57,475	58,457	47,270	55,167	62,904	58,234	70,142
Lecturer	n.d.	80,353	58,370	42,069	42,997	n.d.	n.d.	52,866	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	68,606	91,704	74,314	68,317	54,662	92,302	88,013	71,202	87,738
AAUP CATEGORY IV (Associate's without ranks)									
No rank	59,912	n.d.	n.d.	65,045	63,485	62,520	87,364	83,626	119,912
ALL AAUP CATEGORIES COMBINED EXCEPT IV									
Professor	191,461	164,042	145,393	130,587	124,832	148,827	150,970	138,946	171,511
Associate	121,066	110,144	100,923	94,481	93,138	102,860	105,813	101,834	118,066
Assistant	104,421	93,942	89,219	83,011	81,523	92,037	91,765	85,728	102,593
Instructor	87,724	74,023	64,139	61,336	57,507	69,856	69,631	69,560	72,497
Lecturer	91,897	88,085	64,709	66,964	63,218	67,726	70,787	69,483	84,253
No rank	72,168	75,738	61,063	64,065	61,802	97,764	85,579	75,080	106,184
All combined	135,617	118,296	105,893	98,245	92,342	105,300	110,207	100,649	128,348

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

^a New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

^b Middle Atlantic: New Jersey, New York, and Pennsylvania.

^c East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d West North Central: Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, and South Dakota.

^e East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

^f West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

^g South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina,

Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

^h Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

ⁱ Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 5

Percentile distribution of institutions, by average full-time faculty salary, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	Rating ^a and percentile									
	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
<i>AAUP CATEGORY I (Doctoral)</i>										
Professor	247,129	212,634	187,275	171,604	160,322	151,244	143,091	130,571	120,192	109,490
Associate	156,541	144,103	130,251	121,104	115,406	110,255	105,250	99,001	93,571	87,723
Assistant	136,525	128,255	113,043	106,651	99,878	95,393	92,042	86,107	82,391	76,997
Instructor	108,515	97,153	85,300	79,605	74,496	69,790	66,818	63,139	59,875	55,690
All combined	181,961	161,796	136,517	127,743	118,089	111,379	104,774	98,744	92,765	85,082
<i>AAUP CATEGORY IIA (Master's)</i>										
Professor	145,881	133,337	123,359	116,339	109,708	103,023	95,812	91,252	86,890	77,888
Associate	113,764	109,290	101,735	95,040	89,526	85,505	81,160	77,754	72,783	68,292
Assistant	95,941	93,186	88,586	82,798	78,754	75,650	73,109	69,848	66,678	62,106
Instructor	88,889	82,218	73,872	68,563	64,831	62,365	58,728	56,367	53,654	49,120
All combined	117,443	106,975	99,546	94,326	86,838	82,806	79,666	76,072	71,820	66,421
<i>AAUP CATEGORY IIB (Baccalaureate)</i>										
Professor	162,436	148,615	124,864	109,633	103,451	96,757	90,769	83,267	78,446	70,307
Associate	123,542	113,300	98,725	88,514	83,900	78,663	74,826	70,688	66,971	62,177
Assistant	104,519	93,926	84,352	76,567	73,686	69,272	66,405	63,260	60,457	56,414
Instructor	78,330	74,948	70,033	66,394	62,888	60,106	57,324	53,724	51,442	48,357
All combined	124,824	114,769	98,029	86,841	82,145	79,290	74,703	69,976	67,110	61,264
<i>AAUP CATEGORY III (Associate's with ranks)</i>										
Professor	127,079	122,453	108,480	104,430	97,586	90,299	85,663	77,401	66,624	64,201
Associate	105,154	100,267	91,483	86,733	81,639	76,018	70,699	64,562	55,448	53,277
Assistant	90,631	85,824	80,308	73,274	66,591	63,557	60,249	58,402	49,623	46,731
Instructor	74,138	68,817	65,103	61,401	56,305	54,337	52,239	48,292	46,720	42,482
All combined	102,329	100,711	90,578	85,634	78,842	71,847	69,377	65,543	56,798	54,074
<i>AAUP CATEGORY IV (Associate's without ranks)</i>										
No rank	123,705	120,693	117,620	87,364	78,563	66,213	63,485	63,209	59,912	51,112

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. Calculated using SAS STDIZE procedure using the order statistics method.

^a Interpretation of the ratings: 1* = 95th percentile; 1 = 80th; 2 = 60th; 3 = 40th; 4 = 20th. An average lower than the 20th percentile is rated 5 (not displayed).

SURVEY REPORT TABLE 6

Percentage of full-time faculty in tenure-track appointments and percentage of faculty with tenure, by affiliation, gender, and academic rank, 2023–24

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N
MEN																
Professor	93.3	1.1	5.6	74,697	94.4	1.0	4.6	51,910	90.5	0.9	8.5	15,834	91.7	1.6	6.7	6,953
Associate	84.5	5.8	9.7	50,997	86.5	4.9	8.6	36,156	78.3	7.5	14.2	8,805	81.8	8.3	9.9	6,036
Assistant	3.1	73.8	23.0	39,280	3.2	74.9	21.9	28,228	1.1	76.0	22.9	6,764	5.7	63.4	30.9	4,288
Instructor	0.8	3.0	96.3	11,799	1.0	3.8	95.2	7,731	0.3	1.1	98.6	2,360	0.2	1.8	98.0	1,708
Lecturer	2.6	2.1	95.3	16,916	3.5	2.7	93.9	12,782	0.0	0.1	99.9	3,553	0.0	0.3	99.7	581
No rank	20.3	6.7	72.9	2,820	22.5	7.3	70.2	2,540	0.5	0.0	99.5	182	0.0	4.1	95.9	98
All combined	58.6	17.1	24.3	196,509	59.0	17.4	23.5	139,347	56.8	16.0	27.2	37,498	58.8	17.2	24.1	19,664
WOMEN																
Professor	89.1	1.2	9.6	41,138	90.0	1.2	8.7	28,510	86.1	0.7	13.2	8,324	89.1	2.1	8.8	4,304
Associate	78.8	5.9	15.2	45,877	80.5	5.0	14.5	31,988	73.7	7.3	19.1	8,027	77.1	9.2	13.7	5,862
Assistant	2.8	66.5	30.7	46,070	3.1	67.1	29.8	31,846	1.2	69.6	29.2	8,047	3.4	59.5	37.1	6,177
Instructor	0.7	3.2	96.1	16,010	0.8	3.9	95.2	10,948	0.3	1.3	98.4	2,705	0.6	2.2	97.2	2,357
Lecturer	2.8	1.7	95.5	21,338	3.6	2.2	94.2	16,326	0.1	0.1	99.8	4,174	0.0	0.1	99.9	838
No rank	15.2	5.6	79.2	3,325	17.1	6.1	76.8	2,949	0.8	0.0	99.2	251	0.0	4.8	95.2	125
All combined	43.4	20.1	36.5	173,758	43.7	19.8	36.5	122,567	41.8	19.9	38.3	31,528	43.6	22.2	34.2	19,663
MEN AND WOMEN COMBINED																
Professor	91.8	1.1	7.0	115,835	92.8	1.1	6.1	80,420	89.0	0.9	10.1	24,158	90.7	1.8	7.5	11,257
Associate	81.8	5.9	12.3	96,874	83.6	5.0	11.4	68,144	76.1	7.4	16.5	16,832	79.5	8.8	11.8	11,898
Assistant	3.0	69.9	27.1	85,350	3.2	70.8	26.1	60,074	1.1	72.5	26.4	14,811	4.3	61.1	34.5	10,465
Instructor	0.7	3.1	96.2	27,809	0.9	3.9	95.2	18,679	0.3	1.2	98.5	5,065	0.4	2.0	97.6	4,065
Lecturer	2.7	1.9	95.4	38,254	3.5	2.4	94.1	29,108	0.1	0.1	99.8	7,727	n.d.	0.2	99.8	1,419
No rank	17.6	6.1	76.3	6,145	19.6	6.6	73.7	5,489	0.7	n.d.	99.3	433	n.d.	4.5	95.5	223
All combined	51.4	18.5	30.0	370,267	51.9	18.6	29.6	261,914	50.0	17.8	32.3	69,026	51.2	19.7	29.1	39,327

Note: The table is based on 862 institutions reporting full-time faculty salary data. Prior to 2003–04, this table counted as tenure-track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. T = tenured, TT = tenure-track, NTT = non-tenure-track. N.d. = no data. Percentages may not sum to 100 percent because of rounding. Four institutions were excluded because they did not report salary data for non-tenure-track faculty.

SURVEY REPORT TABLE 7

Percentage of full-time faculty, by affiliation, gender, AAUP category, and rank, 2023–24

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total
AAUP CATEGORY I (Doctoral)																
Professor	67.3	32.7	79,576	33.0	66.9	33.1	56,857	31.7	69.0	31.0	17,267	38.0	65.7	34.3	5,452	33.0
Associate	54.2	45.8	60,373	25.0	54.2	45.8	45,801	25.5	54.9	45.1	9,673	21.3	53.1	46.9	4,899	29.7
Assistant	47.3	52.7	53,844	22.3	47.3	52.7	41,612	23.2	48.7	51.3	8,825	19.4	44.7	55.3	3,407	20.6
Instructor	44.1	55.9	18,590	7.7	42.6	57.4	13,727	7.6	49.6	50.4	3,015	6.6	46.5	53.5	1,848	11.2
Lecturer	45.0	55.0	26,850	11.1	44.6	55.4	19,503	10.9	46.5	53.5	6,451	14.2	45.1	54.9	896	5.4
No rank	44.5	55.5	2,247	0.9	45.9	54.1	2,067	1.2	23.3	76.7	163	0.4	76.5	23.5	17	0.1
All combined	55.1	44.9	241,480	100.0	54.6	45.4	179,567	100.0	57.4	42.6	45,394	100.0	54.4	45.6	16,519	100.0
AAUP CATEGORY IIA (Master's)																
Professor	57.9	42.1	27,942	29.3	58.3	41.7	18,531	29.8	54.9	45.1	4,198	28.9	58.6	41.4	5,213	27.7
Associate	49.8	50.2	26,597	27.9	50.6	49.4	16,682	26.9	48.6	51.4	4,304	29.6	48.3	51.7	5,611	29.9
Assistant	42.5	57.5	23,413	24.5	44.6	55.4	13,912	22.4	40.2	59.8	3,884	26.7	39.0	61.0	5,617	29.9
Instructor	39.2	60.8	6,397	6.7	37.9	62.1	3,721	6.0	42.7	57.3	974	6.7	39.8	60.2	1,702	9.1
Lecturer	42.1	57.9	9,989	10.5	42.0	58.0	8,433	13.6	44.1	55.9	1,040	7.2	39.3	60.7	516	2.7
No rank	43.7	56.3	1,079	1.1	44.5	55.5	809	1.3	42.9	57.1	133	0.9	39.4	60.6	137	0.7
All combined	48.8	51.2	95,417	100.0	49.6	50.4	62,088	100.0	47.4	52.6	14,533	100.0	47.3	52.7	18,796	100.0
AAUP CATEGORY IIB (Baccalaureate)																
Professor	57.7	42.3	7,559	29.7	57.7	42.3	1,250	23.5	57.1	42.9	3,702	32.3	58.7	41.3	2,607	30.2
Associate	50.0	50.0	7,351	28.9	53.5	46.5	1,518	28.5	48.7	51.3	3,240	28.3	49.6	50.4	2,593	30.0
Assistant	43.4	56.6	6,258	24.6	45.5	54.5	1,296	24.3	42.5	57.5	2,612	22.8	43.1	56.9	2,350	27.2
Instructor	44.0	56.0	2,916	11.5	38.8	61.2	663	12.4	47.4	52.6	1,328	11.6	42.7	57.3	925	10.7
Lecturer	42.7	57.3	1,222	4.8	47.6	52.4	578	10.8	39.3	60.7	509	4.4	34.8	65.2	135	1.6
No rank	53.1	46.9	128	0.5	80.0	20.0	25	0.5	56.8	43.2	74	0.6	20.7	79.3	29	0.3
All combined	49.6	50.4	25,434	100.0	50.2	49.8	5,330	100.0	49.5	50.5	11,465	100.0	49.5	50.5	8,639	100.0
AAUP CATEGORY III (Associate's with ranks)																
Professor	45.5	54.5	3,718	30.7	45.5	54.5	3,712	30.8	33.3	66.7	6	9.5	n.d.	n.d.	n.d.	n.d.
Associate	43.9	56.1	3,292	27.2	44.1	55.9	3,278	27.2	n.d.	100.0	14	22.2	n.d.	n.d.	n.d.	n.d.
Assistant	46.5	53.5	2,965	24.5	46.7	53.3	2,942	24.4	21.7	78.3	23	36.5	n.d.	n.d.	n.d.	n.d.
Instructor	40.7	59.3	1,462	12.1	40.8	59.2	1,442	12.0	30.0	70.0	20	31.7	n.d.	n.d.	n.d.	n.d.
Lecturer	46.3	53.7	669	5.5	46.3	53.7	669	5.6	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	44.8	55.2	12,106	100.0	44.9	55.1	12,043	100.0	20.6	79.4	63	100.0	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)																
No rank	47.2	52.8	2,362	100.0	47.2	52.8	2,362	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
AAUP ALL CATEGORIES COMBINED EXCEPT IV																
Professor	63.8	36.2	118,812	31.5	63.8	36.2	80,367	30.7	64.9	35.1	25,173	35.2	61.5	38.5	13,272	30.2
Associate	52.3	47.7	97,623	25.9	52.8	47.2	67,289	25.7	52.1	47.9	17,231	24.1	50.4	49.6	13,103	29.8
Assistant	45.7	54.3	86,504	23.0	46.6	53.4	59,786	22.9	45.5	54.5	15,344	21.5	41.6	58.4	11,374	25.9
Instructor	42.9	57.1	29,497	7.8	41.6	58.4	19,685	7.5	47.7	52.3	5,337	7.5	43.2	56.8	4,475	10.2
Lecturer	44.2	55.8	38,730	10.3	43.9	56.1	29,183	11.2	45.8	54.3	8,000	11.2	42.3	57.7	1,547	3.5
No rank	45.5	54.5	5,633	1.5	46.4	53.6	5,080	1.9	37.0	63.0	370	0.5	39.9	60.1	183	0.4
All combined	52.8	47.2	376,799	100.0	52.8	47.2	261,390	100.0	54.1	45.9	71,455	100.0	50.4	49.6	43,954	100.0

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Percentages may not sum to 100 percent because of rounding.

SURVEY REPORT TABLE 8

Full-time faculty retirement benefits, by affiliation and AAUP category, 2023–24 (dollars)

AAUP category	Retirement benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	97.8	13,986	11.2	98.1	13,900	12.0
Category IIA (Master's)	96.8	10,125	11.2	97.8	11,578	13.0
Category IIB (Baccalaureate)	95.6	9,067	9.9	97.4	12,028	13.9
Category III (Associate's with ranks)	99.4	11,863	14.2	99.4	11,923	14.3
Category IV (Associate's without ranks)	97.6	14,820	16.9	97.6	14,820	16.9
All combined	97.5	12,684	11.2	98.1	13,261	12.3

AAUP category	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
	Category I (Doctoral)	97.0	14,970	9.3	96.8	12,284
Category IIA (Master's)	95.3	8,260	8.5	94.7	6,392	7.3
Category IIB (Baccalaureate)	95.8	9,878	9.5	94.3	5,991	7.5
Category III (Associate's with ranks)	100.0	1,874	3.4	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	96.5	12,875	9.2	95.5	8,692	8.4

Note: The table is based on 798 reporting institutions. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Figures represent institutions that provided retirement benefits data. Average contribution and percentage of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Retirement benefits include the contribution by the institution, state, and local government to the retirement plans but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security.

SURVEY REPORT TABLE 9

Full-time faculty medical benefits, by affiliation and AAUP category, 2023–24 (dollars)

AAUP category	Medical benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	95.9	13,866	11.1	96.4	13,061	11.3
Category IIA (Master's)	95.0	13,662	15.1	97.0	14,457	16.2
Category IIB (Baccalaureate)	93.6	12,301	13.4	94.8	13,676	15.8
Category III (Associate's with ranks)	96.1	14,309	17.1	96.1	14,363	17.1
Category IV (Associate's without ranks)	96.3	13,502	15.4	96.3	13,502	15.4
All combined	95.6	13,726	12.1	96.5	13,451	12.5

AAUP category	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
	Category I (Doctoral)	95.0	16,714	10.4	93.0	15,146
Category IIA (Master's)	91.8	12,886	13.2	90.4	11,266	12.7
Category IIB (Baccalaureate)	94.9	12,370	11.9	91.1	11,277	14.2
Category III (Associate's with ranks)	100.0	5,588	10.1	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	94.4	15,305	11.0	91.6	12,845	12.3

Note: The table is based on 792 reporting institutions. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Figures represent institutions that provided medical benefits data. Average coverage and percentage of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Medical benefits include institutional contributions to premiums for insurance plans combining medical, dental, and other health care, but exclude long-term disability, Medicare, and life insurance.

SURVEY REPORT TABLE 10

Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2023–24

Dependent tuition waiver	Dependent tuition benefit							
	All combined		Public		Private-independent		Religiously affiliated	
	N	Percent	N	Percent	N	Percent	N	Percent
AAUP CATEGORY I (Doctoral)	147		94		35		18	
Full (institution)	59	40.1	27	28.7	19	54.3	13	72.2
Partial (institution)	70	47.6	57	60.6	10	28.6	3	16.7
Full (specified institutions)	17	11.6	5	5.3	7	20.0	5	27.8
Partial (specified institutions)	40	27.2	26	27.7	9	25.7	5	27.8
Competitive scholarship programs	40	27.2	14	14.9	14	40.0	12	66.7
Other	33	22.4	17	18.1	12	34.3	4	22.2
Varies by years of service	36	24.5	13	13.8	14	40.0	9	50.0
None	8	5.4	7	7.4	0	0.0	1	5.6
AAUP CATEGORY IIA (Master's)	232		75		60		97	
Full (institution)	160	69.0	22	29.3	55	91.7	83	85.6
Partial (institution)	51	22.0	34	45.3	3	5.0	14	14.4
Full (specified institutions)	70	30.2	4	5.3	19	31.7	47	48.5
Partial (specified institutions)	46	19.8	16	21.3	12	20.0	18	18.6
Competitive scholarship programs	147	63.4	6	8.0	54	90.0	87	89.7
Other	41	17.7	17	22.7	11	18.3	13	13.4
Varies by years of service	80	34.5	10	13.3	25	41.7	45	46.4
None	16	6.9	16	21.3	0	0.0	0	0.0
AAUP CATEGORY IIB (Baccalaureate)	157		22		54		81	
Full (institution)	111	70.7	5	22.7	38	70.4	68	84.0
Partial (institution)	33	21.0	12	54.5	12	22.2	9	11.1
Full (specified institutions)	65	41.4	3	13.6	13	24.1	49	60.5
Partial (specified institutions)	33	21.0	8	36.4	15	27.8	10	12.3
Competitive scholarship programs	116	73.9	3	13.6	38	70.4	75	92.6
Other	39	24.8	4	18.2	17	31.5	18	22.2
Varies by years of service	57	36.3	1	4.5	24	44.4	32	39.5
None	5	3.2	5	22.7	0	0.0	0	0.0
AAUP CATEGORY III/IV (Associate's)	52		51		1		0	
Full (institution)	31	59.6	31	60.8	0	0.0	n.d.	n.d.
Partial (institution)	13	25.0	12	23.5	1	100.0	n.d.	n.d.
Full (specified institutions)	4	7.7	4	7.8	0	0.0	n.d.	n.d.
Partial (specified institutions)	5	9.6	5	9.8	0	0.0	n.d.	n.d.
Competitive scholarship programs	1	1.9	1	2.0	0	0.0	n.d.	n.d.
Other	7	13.5	7	13.7	0	0.0	n.d.	n.d.
Varies by years of service	2	3.8	2	3.9	0	0.0	n.d.	n.d.
None	6	11.5	6	11.8	0	0.0	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED	588		242		150		196	
Full (institution)	361	61.4	85	35.1	112	74.7	164	83.7
Partial (institution)	167	28.4	115	47.5	26	17.3	26	13.3
Full (specified institutions)	156	26.5	16	6.6	39	26.0	101	51.5
Partial (specified institutions)	124	21.1	55	22.7	36	24.0	33	16.8
Competitive scholarship programs	304	51.7	24	9.9	106	70.7	174	88.8
Other	120	20.4	45	18.6	40	26.7	35	17.9
Varies by years of service	175	29.8	26	10.7	63	42.0	86	43.9
None	35	6.0	34	14.0	0	0.0	1	0.5

Note: N.d. = no data. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Dependent tuition benefits are collected as a series of multiple-choice items only. The items and their choices are: Tuition waiver at this institution (Full, Partial, or None); Tuition waiver at specified institutions through a consortium or system (Full, Partial, or None); Institution provides competitive scholarship programs, such as Tuition Exchange (Yes or No); Tuition benefit varies based on years of service (Yes, No, or Not applicable); and Other dependent tuition benefits (with an open-text response field); and None. Institutions may indicate multiple dependent tuition benefits; therefore, percentages within each AAUP category may not add up to 100.

SURVEY REPORT TABLE 11

Presidential salary, by AAUP category and affiliation, 2023–24 (dollars)

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	683,025	642,317	176,585	2,100,000	626,932	600,000	176,585	1,432,730
Category IIA (Master's)	397,252	375,000	173,441	950,000	353,423	350,000	173,441	633,700
Category IIB (Baccalaureate)	394,329	350,000	121,000	1,162,150	313,107	285,144	207,618	699,000
Category III (Associate's with ranks)	348,449	296,771	174,720	600,000	348,449	296,771	174,720	600,000
Category IV (Associate's without ranks)	255,729	258,706	116,000	362,250	255,729	258,706	116,000	362,250

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	1,032,788	912,500	397,860	2,100,000	708,938	652,000	365,889	1,049,490
Category IIA (Master's)	505,780	496,200	199,614	950,000	386,735	375,000	200,000	850,000
Category IIB (Baccalaureate)	495,288	462,000	121,000	1,162,150	347,569	337,253	131,952	685,500
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 509 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For one institution where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 12

Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2023–24

AAUP category	Ratio of presidential salary to average full professor salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	4.76	4.55	2.13	11.05	4.50	4.41	2.13	7.53
Category IIA (Master's)	3.98	3.82	1.42	10.39	3.42	3.43	1.42	7.04
Category IIB (Baccalaureate)	4.07	4.16	1.43	7.18	3.33	2.96	2.22	6.93
Category III (Associate's with ranks)	3.70	3.31	2.13	6.71	3.70	3.31	2.13	6.71
Category IV (Associate's without ranks)	3.45	3.60	2.13	4.67	3.45	3.60	2.13	4.67

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	6.20	5.45	3.53	11.05	5.31	5.25	3.61	7.54
Category IIA (Master's)	4.70	4.49	2.85	10.39	4.23	4.16	2.36	8.45
Category IIB (Baccalaureate)	4.37	4.34	1.43	7.18	4.10	4.22	1.94	6.90
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 509 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For one institution where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 13

Chief academic officer salary, by AAUP category and affiliation, 2023–24 (dollars)

AAUP category	Chief academic officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	441,751	423,035	188,500	1,327,000	426,652	409,121	188,500	1,327,000
Category IIA (Master's)	242,005	230,400	17,000	550,000	247,872	241,972	156,756	464,989
Category IIB (Baccalaureate)	205,217	198,000	72,528	436,800	176,308	185,000	115,000	255,000
Category III (Associate's with ranks)	220,705	190,000	101,127	386,325	220,705	190,000	101,127	386,325
Category IV (Associate's without ranks)	159,413	159,394	66,562	222,931	159,413	159,394	66,562	222,931

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	537,036	450,000	240,000	906,000	428,215	450,000	193,865	673,041
Category IIA (Master's)	275,515	283,000	83,013	500,000	217,443	210,000	17,000	550,000
Category IIB (Baccalaureate)	236,854	219,013	112,450	436,800	191,337	182,000	72,528	330,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 496 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 14

Chief financial officer salary, by AAUP category and affiliation, 2023–24 (dollars)

AAUP category	Chief financial officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	394,022	360,535	159,120	1,199,000	373,628	352,813	159,120	1,199,000
Category IIA (Master's)	235,382	215,914	86,578	670,000	220,427	210,000	128,942	366,973
Category IIB (Baccalaureate)	230,657	209,028	50,000	618,000	157,988	137,300	112,770	270,546
Category III (Associate's with ranks)	204,907	174,675	74,255	372,300	204,907	174,675	74,255	372,300
Category IV (Associate's without ranks)	135,117	119,187	72,093	209,019	135,117	119,187	72,093	209,019

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	504,942	451,956	276,040	1,100,000	398,520	491,377	174,877	525,000
Category IIA (Master's)	301,982	280,670	150,026	606,361	218,159	199,000	86,578	670,000
Category IIB (Baccalaureate)	289,220	269,505	108,644	618,000	205,506	194,625	50,000	573,500
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 478 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 15

Average amount paid to part-time faculty members for a standard course section, by AAUP category and affiliation, 2022–23 (dollars)

AAUP category	Part-time faculty pay per section					
	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,867	667	26,000	4,549	667	26,000
Category IIA (Master's)	3,458	893	12,879	3,505	893	12,105
Category IIB (Baccalaureate)	4,293	850	18,266	4,122	1,300	9,000
Category III (Associate's with ranks)	3,301	1,000	9,030	3,301	1,000	9,030
Category IV (Associate's without ranks)	3,358	700	10,500	3,358	700	10,500
All combined	3,903	667	26,000	3,776	667	26,000

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,586	1,210	13,338	5,136	1,013	18,000
Category IIA (Master's)	3,545	1,000	12,879	3,343	1,000	12,878
Category IIB (Baccalaureate)	5,520	1,000	18,266	3,549	850	12,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	4,382	1,000	18,266	3,837	850	18,000

Note: This table is based on 339 reporting institutions. Pay is for the 2022–23 academic year to enable institutions to report data for an entire academic year. The standard course section is three credit hours, with some exceptions; see notes to Appendix III. Minimum pay reported as less than \$500 per section or more than \$50,000 is excluded from the table and analysis but is listed in Appendix III. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 16

Institutional contribution to part-time faculty retirement and medical benefits, by AAUP category, 2022–23

AAUP category	Percentage of institutions contributing to benefits for part-time faculty							
	Retirement				Medical			
	N	All	Some	None	N	All	Some	None
Category I (Doctoral)	65	15.4	24.6	60.0	64	4.7	46.9	48.4
Category IIA (Master's)	174	4.0	21.8	74.1	174	0.6	24.7	74.7
Category IIB (Baccalaureate)	111	0.9	34.2	64.9	110	0.9	30.0	69.1
Category III/IV (Associate's)	56	30.4	26.8	42.9	49	0.0	36.7	63.3
All combined	406	8.6	26.4	65.0	397	1.3	31.2	67.5

Note: Benefits are for the 2022–23 academic year to enable institutions to report data for an entire academic year. The proportion of part-time faculty receiving benefits was reported as All, Some, or None for each institution. Percentages may not sum to 100 percent because of rounding.

SURVEY REPORT TABLE 17

Number of institutions included in full-time faculty salary tabulations, by AAUP category and affiliation, 2023–24

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	230	156	48	26
Category IIA (Master's)	348	165	71	112
Category IIB (Baccalaureate)	192	40	71	81
Category III (Associate's with ranks)	79	78	1	0
Category IV (Associate's without ranks)	17	17	0	0
All combined	866	456	191	219

Note: For definitions of categories, see Explanation of Statistical Data.

SURVEY REPORT TABLE 18

Number of faculty members included in full-time faculty salary tabulations, by AAUP category and affiliation, 2023–24

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	241,480	179,567	45,394	16,519
Category IIA (Master's)	95,417	62,088	14,533	18,796
Category IIB (Baccalaureate)	25,434	5,330	11,465	8,639
Category III (Associate's with ranks)	12,106	12,043	63	0
Category IV (Associate's without ranks)	2,362	2,362	0	0
All combined	376,799	261,390	71,455	43,954

Note: For definitions of categories, see Explanation of Statistical Data.

Explanation of Statistical Data

FULL-TIME FACULTY. The full-time faculty members reported in the survey are those who meet the US Department of Education’s eligibility criteria for full-time instructional staff in the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component.

Institutions are asked to include (a) full-time faculty members who are on the payroll of the institution as of November 1, 2023, and working nine-, ten-, eleven-, or twelve-month contracts; (b) full-time “Primarily Instructional” and “Instructional/Research Public Service” faculty members whose regular assignment has an instruction component (including release time for research), regardless of whether they are formally designated as “faculty” and irrespective of tenure status; (c) faculty members who are working on a reduced load (for example, 0.75 FTE) but who are still considered full-time in the institution’s human resources or payroll system; (d) full-time faculty members who are on sabbatical or leave with pay; and (e) replacement faculty members for those on sabbatical or leave without pay, but only if the replacement faculty members are employed full-time.

Institutions are asked to exclude (a) faculty members who are working on contracts of less than nine months; (b) clinical or basic science faculty, medical faculty, and/or military faculty paid on a different scale from civilian employees; (c) extreme outliers, meaning faculty members whose base salary falls well outside the norm for a particular rank; (d) faculty members on sabbatical or leave without pay; (e) replacement faculty members for those on sabbatical or leave with pay; (f) research faculty members and other faculty members who do not have a contractual instructional role, such as research assistant or associate, research professor, postdoctoral research fellow, or research fellow; (g) faculty members on courtesy appointments and other faculty members whose services are valued by book-keeping entries rather than by full cash transactions, unless their salaries are determined by the same principles as those who do not donate their services; and (h) contributed service personnel, or administrative officers with titles such as provost, dean, associate or assistant dean, librarian, counselor, registrar, or coach, even though they may devote part of their time to classroom instruction and may have faculty status.

The academic ranks assigned to full-time faculty members are those determined by the reporting institution. Not all institutions use all ranks, and the definitions vary by institution. Institutions have been instructed to report “visiting” faculty members and those with instructional postdoctoral appointments at the rank of instructor. Institutions have been instructed to report “teaching” faculty members (for example, “Associate Teaching Professor”) at the same rank used in their titles, regardless of their tenure status.

“No rank” full-time faculty members meet the other criteria for inclusion, regardless of whether they are formally designated as “faculty.” They may have titles such as “artist in residence” or “scholar in residence.” Institutions that do not assign faculty rank are instructed to report all full-time faculty members as “no rank.” (See also the definition of institutional category IV below.)

PART-TIME FACULTY. The part-time faculty members reported in the survey are those who were paid per course section and defined by their institutions as employed less than full time. As with full-time faculty members, part-time faculty members are those included in the US Department of Education categories

of “Primarily Instructional” and “Instructional/Research/Public Service,” regardless of whether they are formally designated as “faculty.” Clinical or basic science faculty in schools of medicine or military faculty are excluded. Individuals employed to meet short-term needs (for example, to cover a few weeks of a course) and students in the Federal Work-Study Program are excluded, even if their work has an instructional component.

The course sections for which part-time faculty pay is reported are those meeting the definition of an undergraduate class section in the Common Data Set for 2023–24 (<http://www.commondataset.org/>), item I-3: “an organized course offered for credit, identified by discipline and number, meeting at a stated time or times in a classroom or similar setting, and not a subsection such as a laboratory or discussion session. Undergraduate class sections are defined as any sections in which at least one degree-seeking undergraduate student is enrolled for credit. Inclusion criteria were modified in 2023–24 to include part-time faculty members who taught distance-learning (online or remote) course sections, unless they were paid on a different scale from those who taught in-person course sections. Exclude noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Exclude students in independent study, co-operative programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes.” (Also see the notes for survey report table 15 and appendix III.)

SALARY. This figure represents the contracted academic-year salary for full-time faculty members excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis as determined by the institution. The factor used to convert salaries is reflected in the notes to appendixes I and II.

CHANGE IN SALARY FOR CONTINUING FACULTY. The change in salary reported is for those 2022–23 full-time faculty members who remained employed as full-time faculty at the same institution for 2023–24. The change includes both promotions in rank and increases (or decreases) due to other factors.

BENEFITS. These figures represent contributions by the institution, state, and local government on behalf of individual faculty members and do not include employee contributions. The benefits reported in the survey include (a) retirement plan contributions, regardless of vesting provisions, excluding payments for unfunded retirement liability, prepaid retiree health insurance, and social security; (b) medical insurance contributions, including premiums for insurance plans combining medical, dental, and other health care, but excluding long-term disability, Medicare, life insurance, and Health Savings Accounts; and (c) tuition benefits available to faculty dependents. As with salary figures, retirement figures are converted to a standard academic-year basis as determined by the institution. Medical insurance contributions are not converted to an academic-year basis. Dependent tuition benefits were collected for full-time faculty as a series of multiple-choice items only (see survey report table 10). In 2023–24, the “Institution is a member of Tuition Exchange” field was changed to “Competitive scholarship programs, such

as Tuition Exchange.” For part-time faculty, retirement and medical benefits were collected as categorical variables only (see survey report table 16). Not all institutions reported all items. Institutions were asked to provide their best estimate of the data for the entire academic year.

INSTITUTIONAL CATEGORIES. AAUP institutional categories are assigned to institutions by the AAUP Research Office based on the following institutional characteristics:

Category I (Doctoral). Institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Institutions in this category grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs. Awards previously categorized as first-professional degrees, such as the JD, MD, and DD, do not count as doctorates for this classification. Awards in the category of “doctor’s degree—professional practice” are reviewed on a case-by-case basis.

Category IIA (Master’s). Institutions characterized by diverse postbaccalaureate programs (including first professional) but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of fifty postbaccalaureate degrees annually, from at least three distinct programs. Awards of postbaccalaureate certificates are reviewed on a case-by-case basis.

Category IIB (Baccalaureate). Institutions characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of fifty bachelor’s degrees annually, from at least three distinct programs, and bachelor’s and higher degrees make up at least 50 percent of total degrees awarded.

Category III (Associate’s with Ranks). Institutions characterized by a significant emphasis on undergraduate associate’s degree education. Institutions in this category grant a minimum of fifty associate’s degrees annually. Associate’s degrees make up at least 50 percent, and bachelor’s and higher degrees make up less than 50 percent, of total degrees and certificates awarded. Faculty members are distinguished on the basis of standard academic ranks (professor, associate professor, and so forth). Associate’s institutions without standard academic ranks should be included in category IV.

Category IV (Associate’s without Ranks). Institutions characterized by the criteria for category III but without standard academic ranks. An institution that refers to all faculty members as “instructors” or “professors” but does not distinguish among them on the basis of standard ranks should be included in this category. However, if an institution utilizes another ranking scheme that is analogous to the standard ranks, it can be included in category I, II, or III as appropriate.

The AAUP institutional category assigned to an institution may change after meeting the criteria for another category for three consecutive years; exceptions are made on a case-by-case basis.

ABBREVIATIONS USED IN APPENDIXES I AND II. Academic Ranks: PR = Professor; AO = Associate Professor; AI = Assistant Professor; IN = Instructor; LE = Lecturer; NR = No Rank; AR = All Ranks. All institutions that do not assign professorial ranks are listed in appendix II.

Col. (1) Institutional Category—The definition of AAUP institutional categories is given above.

Col. (2) Institutional Control—PU = Public; PI = Private-Independent; FP = Private For-Profit; PR = Private-Religiously Affiliated.

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure has been rounded to the nearest hundred. “All Ranks Combined” includes the rank of lecturer and the category of “No Rank.” Salary averages are replaced by a dash (—) when the number of individuals in a given rank is fewer than three.

Col. (4) Percentage of Faculty Covered for Benefits and Benefits as a Percentage of Average Salary—Percentage of full-time faculty members (all ranks combined) who are eligible to be covered and average total expenditures for full-time faculty members who are eligible to be covered as a percentage of the average salary for all full-time faculty members. RET = Retirement benefits (as defined above); MED = Medical benefits (as defined above).

Col. (5) Dependent Tuition Benefit—F = Full tuition waiver at this institution; P = Partial tuition waiver at this institution; f = Full tuition waiver at specified institutions through a consortium or system; p = Partial tuition waiver at specified institutions through a consortium or system; T = Institution is a member of Tuition Exchange; O = Other (with an open-text response field); V = Tuition benefit varies based on years of service; N = None.

Col. (6) Percentage of Faculty by Tenure Status—T = Tenured; TT = Tenure-Track; NTT = Non-Tenure-Track. The figures represent the total number of full-time (FT) faculty members with a given tenure status.

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for those 2022–23 full-time faculty members who remain employed as full-time faculty at the institution for 2023–24. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

Col. (8) Number of Faculty Members by Rank and Gender—The figures represent the total number of full-time (FT) faculty members in a given rank by gender.

Col. (9) Average Salary by Rank and by Gender with Salary-Equity Ratios—Same definition as that given for col. (3) but by gender. Salary-equity ratio is the ratio of women’s to men’s average salaries, multiplied by 100.

ABBREVIATIONS USED IN APPENDIX III

Col. (1) Institutional Category—The definition of AAUP categories is given above.

Col. (2) Institutional Control—The definition of institutional control is given above.

Col. (3) Part-Time Faculty Pay—NO. (\$) = The number of part-time faculty members paid on a per-section basis. MIN. (\$) = Minimum pay for a standard course section, whether from actual data or by policy. MAX. (\$) = Maximum pay for a standard course section, whether from actual data or by policy. AVG. (\$) = Average (mean) pay for a standard course section.

Col. (4) Part-Time Faculty Benefits—RET = The proportion of part-time faculty members receiving an institutional contribution toward retirement benefits. MED = The proportion of part-time faculty members receiving an institutional contribution toward health-care benefits. None = no part-time faculty are eligible to receive benefits; Some = some part-time faculty are eligible to receive benefits; All = all part-time faculty are eligible to receive benefits.

Col. (5) Calendar—The institution's academic calendar.

Appendixes I, II, and III are published with the Faculty Compensation Survey results on the AAUP's website. See <https://www.aaup.org/our-work/research/FCS>.

Any inquiries concerning the data in this report may be directed to the AAUP Department of Research and Public Policy. Email: aaupfcs@aaup.org.

Faculty Compensation Survey Data Submission and Results Portal: <https://research.aaup.org>.

AAUP interactive data website: <https://data.aaup.org>.

STATEMENT ON DATA QUALITY

The AAUP Faculty Compensation Survey collects data from colleges and universities across the United States through an online portal. These data are reviewed through our internal verification process. Whenever the AAUP believes an error may have occurred, we ask institutional representatives to review the specific issues we identify. Nearly all institutions comply with our requests for additional review. If resubmitted data meet our internal standard, they are approved for inclusion in published tables and appendixes. Questionable data without an institutional response may be excluded.

While the AAUP makes every effort to report the most accurate data, the published tables and appendixes may include inaccuracies, errors, or omissions. Users assume the sole risk of making use of these data. Under no circumstances will the AAUP be liable to any user for damages arising from the use of these data. The AAUP publishes additions and corrections to the Faculty Compensation Survey results online and may make modifications to the content at any time.

Readers are requested to report possible errors in the published data to the AAUP Department of Research and Public Policy at the email address above.