
The Annual Report on the Economic Status of the Profession, 2019–20

(MAY 2020)

With the COVID-19 pandemic currently raging through the country, higher education has entered grim and uncertain times. Although we naturally look to past economic crises for guidance on how colleges and universities and their faculties should respond, the current crisis is distinguished in its abruptness and severity as well as its particular impact on some sectors, including higher education. This year's Annual Report on the Economic Status of the Profession highlights some areas of concern—the “preexisting conditions”—for faculty as higher education enters a new economic era. Our findings provide a snapshot of faculty compensation for the 2019–20 academic year, when the country was on the brink of what may be the most serious economic crisis since the Great Depression.

The primary data source for this report is the 2019–20 Faculty Compensation Survey. For this survey, the AAUP collected data from 928 colleges and universities across the United States, including community colleges, small liberal arts colleges, and major research universities (see survey report table 17). Data collection began in December 2019 and concluded in February 2020, just as the first cases of COVID-19 were being reported in the United States. The survey covered almost 380,000 full-time and more than 96,000 part-time faculty members, as well as senior administrators at nearly 600 institutions. Data on part-time faculty members were collected for the prior academic year, 2018–19, to ensure that institutions could provide complete data.

Background and Historical Context

Last winter, the AAUP Research Office engaged in numerous informal discussions with Faculty Compensation Survey participants about what we should focus on in this year's annual report. Participants wanted to

know why and how we changed our full-time faculty benefits data collection. They wanted to see salary comparisons that account for relative differences in the cost of living between cities and states. And they wanted to know more about the prevalence of contingent faculty appointments, both part- and full-time. We have addressed these issues where possible in this report.

Our work was set in the same historical context as the last several years: a postrecession economy with stagnant wages for full-time faculty members, slow progress toward gender equity, and continued reliance on faculty members on contingent appointments, who are often compensated at scandalously low rates. In an era of falling state appropriations, rising tuition costs, and declining confidence in higher education across the country, how can we convey the urgency of these matters to governing boards and other policy makers?

The COVID-19 pandemic changed our plans, and our attention has turned to the likely economic impact of the crisis on the profession given the trends over the last several years. Since our data collection ended in February, colleges and universities have been forced to close their campuses and move instruction online for the foreseeable future at a time when many were already struggling to balance their budgets. They have taken blow after blow—huge endowment losses for private institutions, swift and deep cuts to state appropriations for public institutions, and enrollment declines—and many have responded by implementing cost-cutting measures such as hiring freezes, pay cuts, furloughs, and layoffs. The \$2 trillion Coronavirus Aid, Relief, and Economic Security Act may help the economy overall, but it does not include nearly as much funding—or guidance—for higher education as the 2009 American Recovery and Reinvestment

TABLE A

Average Percent Change in Salaries for All Faculty in Nominal and Real Terms for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2019–20

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	2.9	2.4	2.8	-2.9	2.8	0.6	0.1	0.5	-5.2	0.5	2.3

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 percent increase in real terms is the percent increase in nominal terms adjusted for the percent 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.

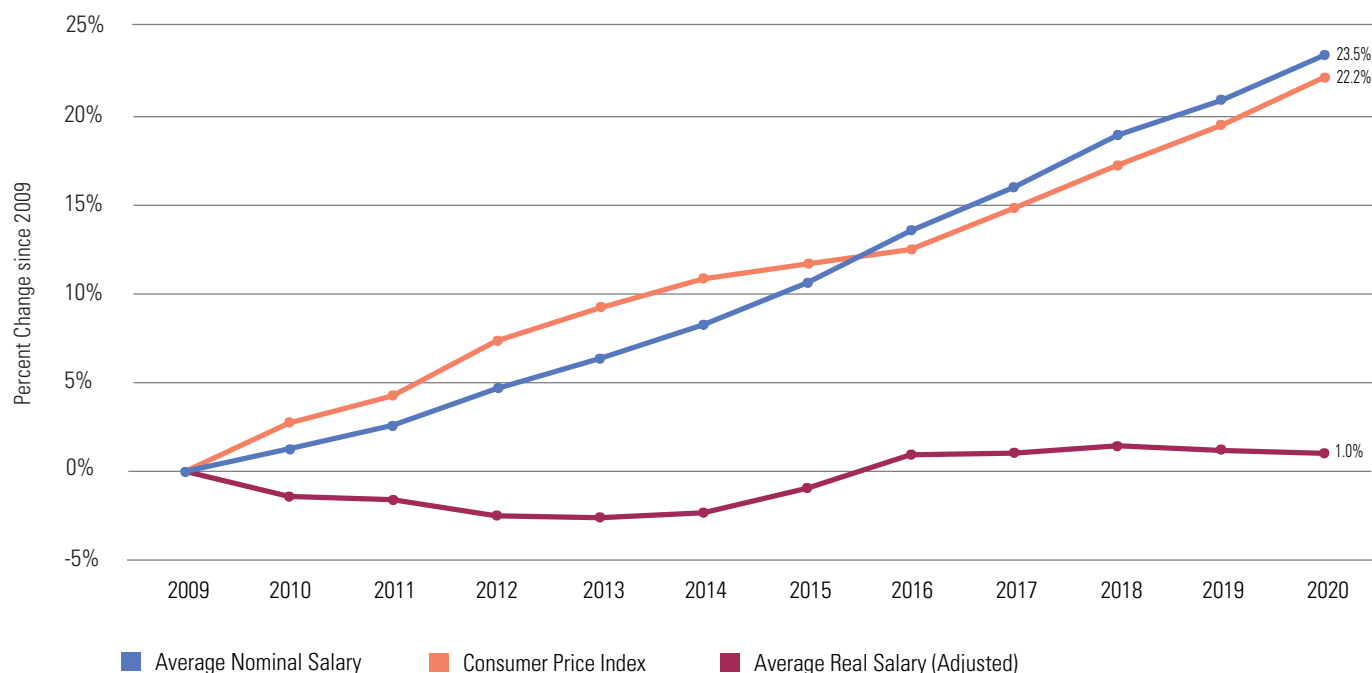
TABLE B

Average Percent Change in Salaries for Continuing Faculty in Nominal and Real Terms for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2019–20

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

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 percent increase in real terms is the percent increase in nominal terms adjusted for the percent change in the CPI-U. Figures for Continuing Faculty represent the average salary change for faculty employed by 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
Faculty Salaries Have Barely Outpaced Inflation since the Great Recession
 Percent Change in Faculty Salary since 2009, All Faculty Ranks Combined



Source: AAUP Faculty Compensation Survey.

Act did during the Great Recession. Unlike in previous crises, we can no longer assume that the mission and structure of academe will remain the same for years to come; the ongoing politicization of colleges and universities that produce and distribute expert knowledge, the rise of consumerist conceptions of education, and the recent widespread implementation of online classes could change the nature of higher education itself. It is in this context that we present the findings from the AAUP’s Faculty Compensation Survey for 2019–20.

Summary of Findings from This Year’s Survey

On average, salaries for full-time faculty members at US colleges and universities are 2.8 percent higher in 2019–20 than they were in the preceding academic year. With consumer prices growing by 2.3 percent during the year, the increase in real terms was 0.5 percent. For continuing full-time faculty members—those who were employed full time in 2018–19 and remained employed full time at the same institution in 2019–20—salary growth was slightly higher at 3.2 percent, or 0.9 percent in real terms. Average salaries

for full-time faculty members range from \$49,000 for a lecturer at a religiously affiliated baccalaureate college to \$203,000 for a full professor at a private-independent doctoral university (see survey report table 1).

Table A lists historical growth in full-time faculty salaries in both nominal (unadjusted) and real (adjusted) terms for each year since 1971–72, calculated by comparing the “all categories combined” section of survey report table 1 with the published results from the prior year. Similarly, table B lists historical growth in salaries for continuing faculty members since 1971–72 and corresponds to survey report table 2.¹

Following the Great Recession of the late 2000s, nominal salary growth remained below consumer

1. In prior reports, table A listed the average percentage change in salaries for both all faculty and continuing faculty. Over the years, the table became so lengthy that the results had to be condensed by grouping the increases for the years to 2003–04 into two-year intervals in order to fit the table on one page. This year we have split the table into two tables that display all one-year intervals: table A for all faculty and table B for continuing faculty.

price growth until 2015–16, and real salary growth has remained flat ever since. Among the 842 institutions that have participated in the survey from 2008–09 to 2019–20, average salaries for full-time faculty members have increased 1.0 percent since 2008–09 and less than 0.1 percent since 2015–16 after adjusting for inflation (see figure 1).

Survey report table 2 presents average percent change in salary from 2018–19 to 2019–20 for all full-time faculty and continuing faculty. Salaries for all full-time faculty members in doctoral institutions increased 3.2 percent, or 0.9 percent in real terms after adjusting for the 2.3 percent increase in the consumer price index. Average salaries at master’s and associate’s institutions increased 1.2 percent and 1.0 percent, respectively; in real terms, average salaries decreased 1.1 percent and 1.3 percent, respectively, after adjusting for inflation. At baccalaureate institutions, average salaries increased 2.3 percent, matching the annual inflation rate. Average salaries for faculty members in associate’s institutions with ranks increased 1.0 percent overall, a decrease of 1.3 percent after adjusting for inflation. At associate’s institutions without ranks, average salaries did not change from the previous year; in real terms, average salaries decreased 2.3 percent after adjusting for inflation. Survey report table 1 presents average full-time faculty salaries for 2019–20; these figures were compared with the 2018–19 survey report table 1 to produce the figures in survey report table 2 for all full-time faculty. Survey report table 5 presents full-time faculty salaries as percentile distributions of institutions.

Average pay for part-time faculty members teaching a three-credit course section varies widely between institutional types, with average rates of pay ranging from \$2,263 per section in public associate’s institutions without ranks to \$4,620 per section in private-independent doctoral institutions. Within institutional categories, minimum and maximum pay rates span huge ranges (see survey report table 15). For example, part-time faculty pay for teaching a course section at doctoral institutions ranged from a minimum of \$568 to a maximum of over \$33,000.

On average, faculty salaries for women were 81.4 percent of those for men, a slight improvement from 81.0 percent in 2009–10. Within the ranks, the gender pay gap for professors (87.0 percent) and assistant professors (91.2 percent) has increased slightly since 2009–10, when the pay gap was comparatively smaller for professors (87.9 percent) and for assistant professors (93.0 percent). Despite shifts in distributions between men and women in terms of faculty

rank, the overall gender pay gap has not budged (and in some ranks has increased) over the last ten years (see survey report tables 3, 6, and 7).

Salary growth for college and university presidents continues to outpace growth for full-time faculty members across all institutional categories. Presidential salaries at doctoral and master’s institutions increased 6 percent since 2018–19, while presidential salaries at baccalaureate and associate’s institutions increased 3 percent and 9 percent, respectively. Median salaries in 2019–20 range from around \$230,000 at public associate’s institutions to nearly \$800,000 at private-independent doctoral universities. Ratios of presidents’ to full professors’ salaries range from just over three to one in public associate’s institutions to over five to one in private-independent doctoral institutions (see survey report tables 11 and 12). For chief academic officers and chief financial officers, the median salaries range from around \$133,000 and \$121,000, respectively, in associate’s institutions without ranks to around \$385,000 and \$303,000, respectively, in doctoral institutions (see survey report tables 13 and 14).

Full-Time Faculty Benefits

Before discussing the findings from the full-time faculty benefits data collection in detail, it is important to highlight a major change in the data collection for 2019–20. Benefits data collection in the AAUP Faculty Compensation Survey was simplified in 2019–20 to reduce the reporting burden on institutions, to simplify data validation processes, and to increase comparability between institutions with respect to compensation beyond base salary. The AAUP now collects information about full-time faculty retirement benefits, total medical insurance premiums, and dependent tuition benefits by contract length (nine-month or twelve-month). The “total compensation” statistic has been eliminated from the survey results in 2019–20.²

2. After 2011–12, when the National Center for Education Statistics stopped collecting fringe benefits data for full-time faculty members in the human resources survey component of the Integrated Postsecondary Education Data System, it became increasingly difficult to collect consistent benefits data from institutions. In recent years, the AAUP had reported “compensation” figures when an institution submitted data for any element of the benefits survey form, but the responses for these elements varied widely; the “total compensation” figures were no longer comparable and were, in fact, misleading. Therefore, for 2019–20 we have reduced the number of full-time faculty benefit items to three. See the Explanation of Statistical Data at <https://www.aaup.org/2019-20-faculty-compensation-survey-results> for additional details.

Almost 97 percent of full-time faculty members earn additional compensation in the form of contributions by the institution or state or local government toward retirement plans, with an average expenditure of 10.7 percent of the average salary of faculty members who are covered (see survey report table 8). The median of the average expenditures for retirement plans was 9.7 percent of average salaries, slightly lower than the average; several institutions reported average expenditures of more than 25 percent of average faculty salaries. Medians of the average expenditures for retirement plans as a percentage of salaries were comparable for faculty members on nine- or ten-month contracts (9.7 percent) and eleven- or twelve-month contracts (9.5 percent).

About 94 percent of full-time faculty members receive medical benefits in the form of institutional contributions to premiums for insurance plans, with an average expenditure of 11.9 percent of the average salary of faculty members who are covered (see survey report table 9). The median of the average expenditures for medical insurance plans was 13.3 percent of average salaries, somewhat higher than the average, and the distribution of the medians was bimodal—with a second peak occurring near 0 percent—since quite a few institutions reported average expenditures of less than 5 percent of average salaries. Medians of the average expenditures for medical insurance premiums as a percentage of salaries were higher for faculty members on nine- or ten-month contracts (13.3 percent) than for those on eleven- or twelve-month contracts (11.3 percent).

Survey report table 10 presents data on dependent tuition benefits. Table C provides further details on these benefits based on an analysis of open-ended responses from the plurality of institutions that reported “other” dependent tuition benefits. We conducted analyses of these responses and found that most of these institutions chose “other” because multiple choices applied but the survey item had been constructed to allow only one choice. For example, some institutions indicated that full-time faculty members receive full dependent tuition waivers both at the institutions as well as through consortia. This survey item will be revised in future years to account for institutions that provide multiple categories of dependent tuition benefits.

Our analysis showed that at least 68.3 percent of the institutions provide full-time faculty members with a full dependent tuition benefit, with 51.9 percent providing a full waiver at the institution. We also found that at least 48.3 percent of the institutions provide a partial dependent tuition benefit, with 32.0 percent providing a partial waiver at the school. At least 25.1 percent of institutions

provide either a full or a partial tuition waiver through a consortium. At least thirty-five institutions (4.6 percent) are members of the Tuition Exchange, a reciprocal scholarship opportunity for dependents of eligible faculty and staff. Institutions within systems often indicated that dependents of faculty members are eligible to receive full or partial tuition waivers at other institutions within the system; we categorized this as a “consortium” waiver for the purposes of our analysis. Finally, although we did not explicitly ask about relationships between dependent tuition benefits and years of service, thirty-five institutions (4.6 percent) indicated that their dependent tuition benefits varied depending on the faculty member’s years of service at the institution; in general, the greater the number of years of service, the higher the percentage of tuition that is covered.

Cost-of-Living Adjustments

This year we have incorporated regional price parities (RPPs) into the Faculty Compensation Survey, thus adding a new dimension to salary comparisons: cost-of-living adjustments for state and metro areas. RPPs are regional price levels expressed as a percentage of the US average price level. As in prior years, we are presenting a table of average salaries for full-time faculty members by region (see survey report table 4); RPP-adjusted average salaries for full-time faculty members by rank and for all ranks combined are now included in our data products.

RPPs were obtained from the US Bureau of Economic Analysis and assigned to institutions based on their Core Based Statistical Areas (CBSAs) in the Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics Survey.³ If an institution was not assigned to a CBSA, the state’s RPP was used. The RPP-adjusted salaries were calculated by dividing the average salary by the institution’s RPP and then multiplying the result by 100. For example, Stanford University had an average salary for full professors of \$262,000—the highest among our participating institutions—and its CBSA, San Jose–Sunnyvale–Santa Clara, California, had an RPP of 130.9, the highest in the nation. After adjusting for the RPP, the salary for full professors at Stanford was about \$200,000. In contrast, the average salary for full professors at Duke University increased from about \$221,000 to over \$233,000 after adjusting for the RPP of 95.2 assigned to its CBSA, Durham–Chapel Hill, North Carolina.

3. RPPs are from 2018 because the Bureau of Economic Analysis has not yet released the RPPs for 2019. Revised appendices, to be released in August, will incorporate the 2019 RPPs.

TABLE C

Institutions Providing a Dependent Tuition Benefit to Full-Time Faculty, All AAUP Categories Combined, 2019–20

Dependent Tuition Waiver	N	Percent
Full tuition waiver at this institution	393	51.9
Full tuition waiver at specified institutions through a consortium	109	14.4
Full (other)	15	2.0
Subtotal (full tuition)	517	68.3
Partial tuition waiver at this institution	242	32.0
Partial tuition waiver at specified institutions through a consortium	81	10.7
Partial (other)	43	5.7
Subtotal (partial tuition)	366	48.3
Tuition Exchange	35	4.6
None	75	9.9
Total	757	100.0

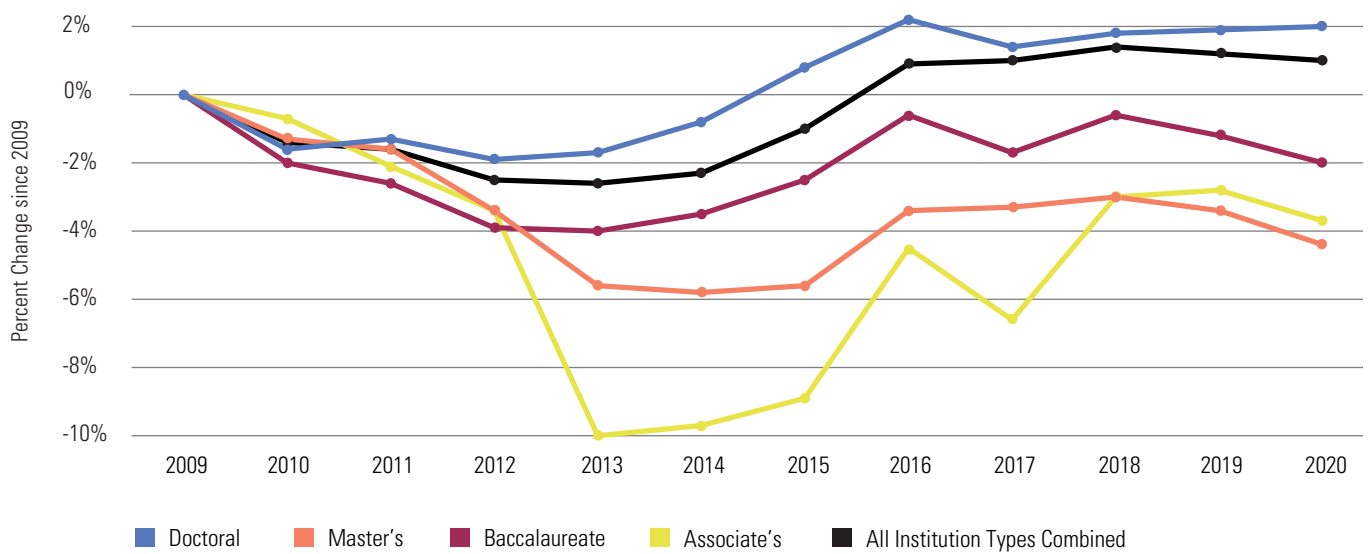
Note: Response percentages add up to more than 100 because many institutions provide more than one form of dependent tuition waiver.

Source: AAUP Faculty Compensation Survey.

FIGURE 2

Faculty Salary Growth Has Varied by Institution Type since the Great Recession

Inflation-Adjusted Percentage Change in Faculty Salary, All Faculty Ranks Combined



Source: AAUP Faculty Compensation Survey.

Analysis of the RPP-adjusted salary data is ongoing, and we hope to share the findings in a “data snapshot” on the AAUP’s website during the summer.

Trends in Salary, the Economy, and Funding

Some critics may argue that it is perfectly acceptable to have nominal wage growth on par with the inflation rate. Shouldn’t faculty members be happy that their wages are keeping up with inflation? However, economists tell us that inflation is only a part of the picture. While it is true that the Federal Reserve has set an overall price inflation target of 2 percent, it has also assumed 1.5 to 2 percent productivity growth on top of the inflation target, thus requiring a nominal wage target of 3.5 to 4 percent to be consistent with its overall target. In other words, keeping up with inflation would only be acceptable if we assume flat productivity growth; faculty members are no doubt taking advantage of technological innovations that make them more “productive” in their work.⁴ However, for real wage growth to match the Federal Reserve’s target, revenues (that is, tuition rates) for colleges and universities would also need to increase

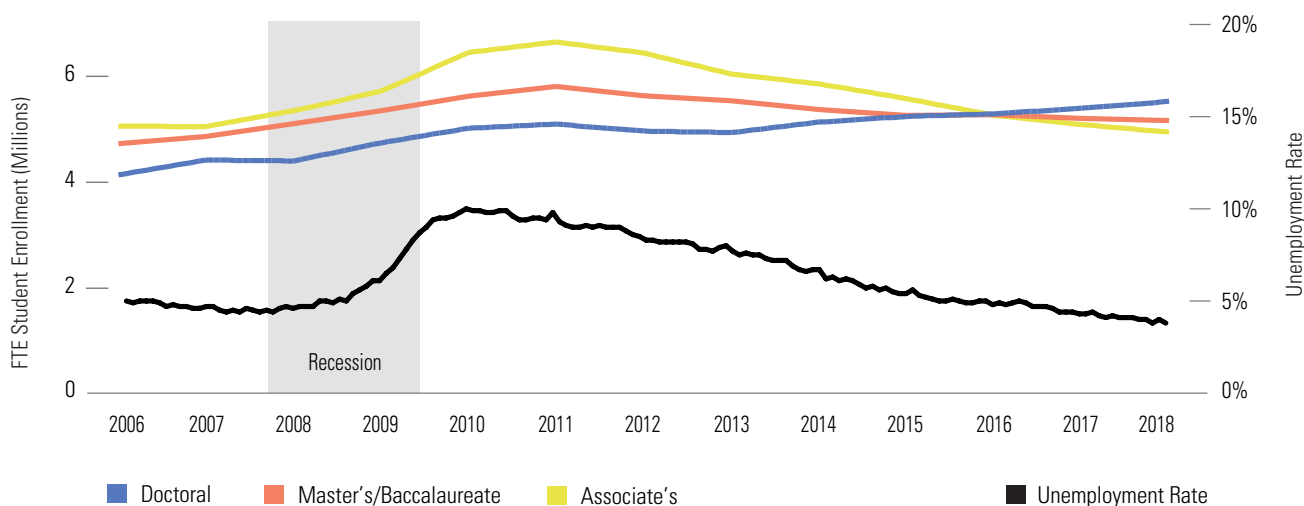
even faster than inflation. Unfortunately, continued flat wage growth places institutions at risk of losing talented faculty members in some fields to other sectors in which they would be paid better.

Differences between institutional types emerge when we look more closely at faculty wage growth since the Great Recession (see figure 2). Average real salaries for faculty members at doctoral institutions remained below prerecession levels until 2015–16 and have remained flat ever since, consistent with most studies on US earnings in general. For master’s, baccalaureate, and associate’s institutions, average real salaries have yet to return to prerecession levels and have, in fact, declined over the last three years. These institutions have been hit by declines in student enrollment combined with declines in funding for higher education in general. After rising unemployment rates drove up enrollment in the wake of the Great Recession—particularly in community colleges—enrollment peaked at 13 million full-time-equivalent students (FTES) in 2010–11 but has since declined sharply to the prerecession level of about 11 million FTES.⁵

4. Extreme caution must be exercised when considering “faculty productivity” in a quantitative sense. See, for example, the AAUP’s *Statement on “Academic Analytics” and Research Metrics*, available at <https://www.aaup.org/news/statement-urges-caution-toward-academic-analytics>.

5. FTES enrollment measures enrollment as a proportion of course load compared with what a full-time student’s expected course load would be. If the expected course load at a college is thirty credits per year, then a student who takes fifteen credits in a year would be counted as 0.5 FTES.

FIGURE 3
College Enrollment Is Correlated with Unemployment



Source: IPEDS Twelve-Month Enrollment Survey and the US Bureau of Labor Statistics. Data compiled by the AAUP Research Office.

Associate’s colleges have borne the brunt of the recent enrollment decline, with master’s and baccalaureate colleges not far behind (see figure 3). State and local appropriations—the primary mechanism for public colleges and universities to subsidize the cost of education—have finally returned to prerecession levels for public associate’s colleges, but funding for all other institutional categories has yet to return to the prerecession levels of 2007–08 (see figure 4).⁶ Appropriations for public institutions have declined 12 percent, after adjusting for inflation, from \$8,100 per FTES in 2007–08 to \$7,100 per FTES in 2017–18, and growth has been flat for several years. In addition, there is huge variation between states (see figure 5). In 2017–18, state and local appropriations ranged from under \$1,000 per FTES in Colorado to almost \$25,000 per FTES in the District

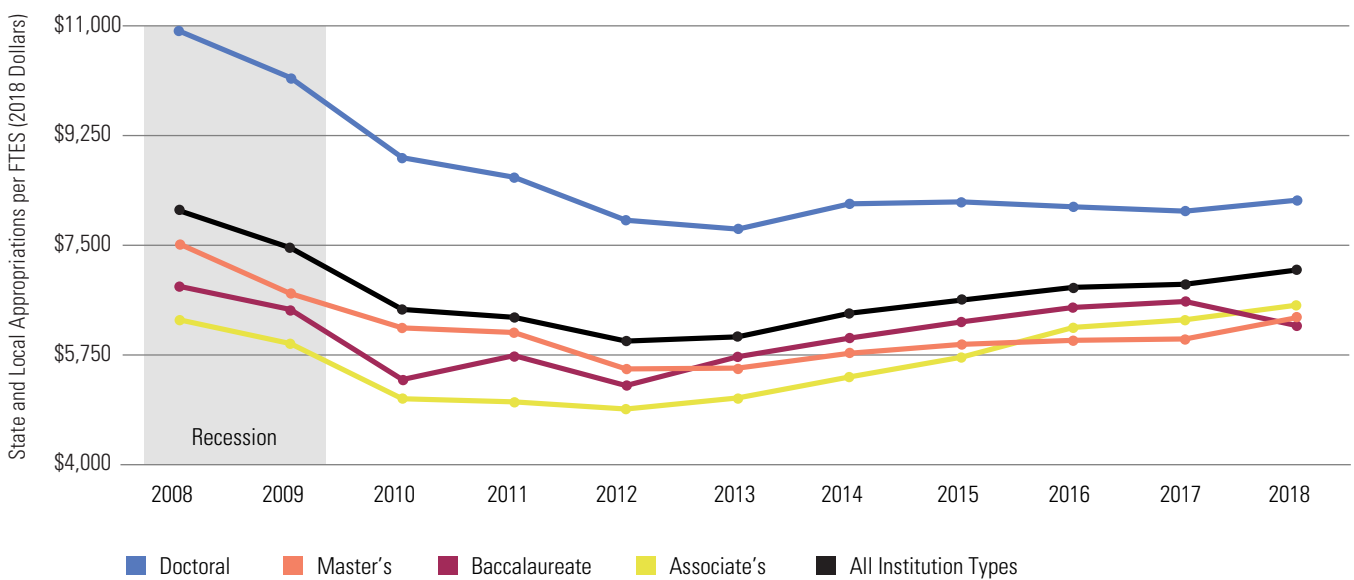
of Columbia.⁷ For the first time, the majority of funding for public higher education in half of the states now comes from student tuition and fees, according to a 2018 study by the State Higher Education Executive Officers. State and local appropriations make a difference in higher education, not only by reducing tuition and fees but also by increasing degree completion rates.

Private institutions that rely heavily on endowments for their operating budgets and federal funds for research had their own problems weathering the Great Recession, and in some recent years endowments have been well below their targets. While we have not conducted an in-depth analysis of endowments for this report, it is worth noting that during the Great Depression that took place in the 1930s

6. State and local appropriations are funds available to public institutions for operating expenses and exclude appropriations to private-independent institutions, research facilities, medical schools, and hospitals.

7. Many states also fund higher education through financial aid that goes directly to students. For example, Colorado provides substantial support directly to students through a mechanism called the College Opportunity Fund, which allocates a fixed dollar amount per credit hour throughout a student’s undergraduate career across all Colorado institutions.

FIGURE 4
State and Local Appropriations Have Not Recovered since the Great Recession
 Inflation-Adjusted Appropriations to Public Institutions

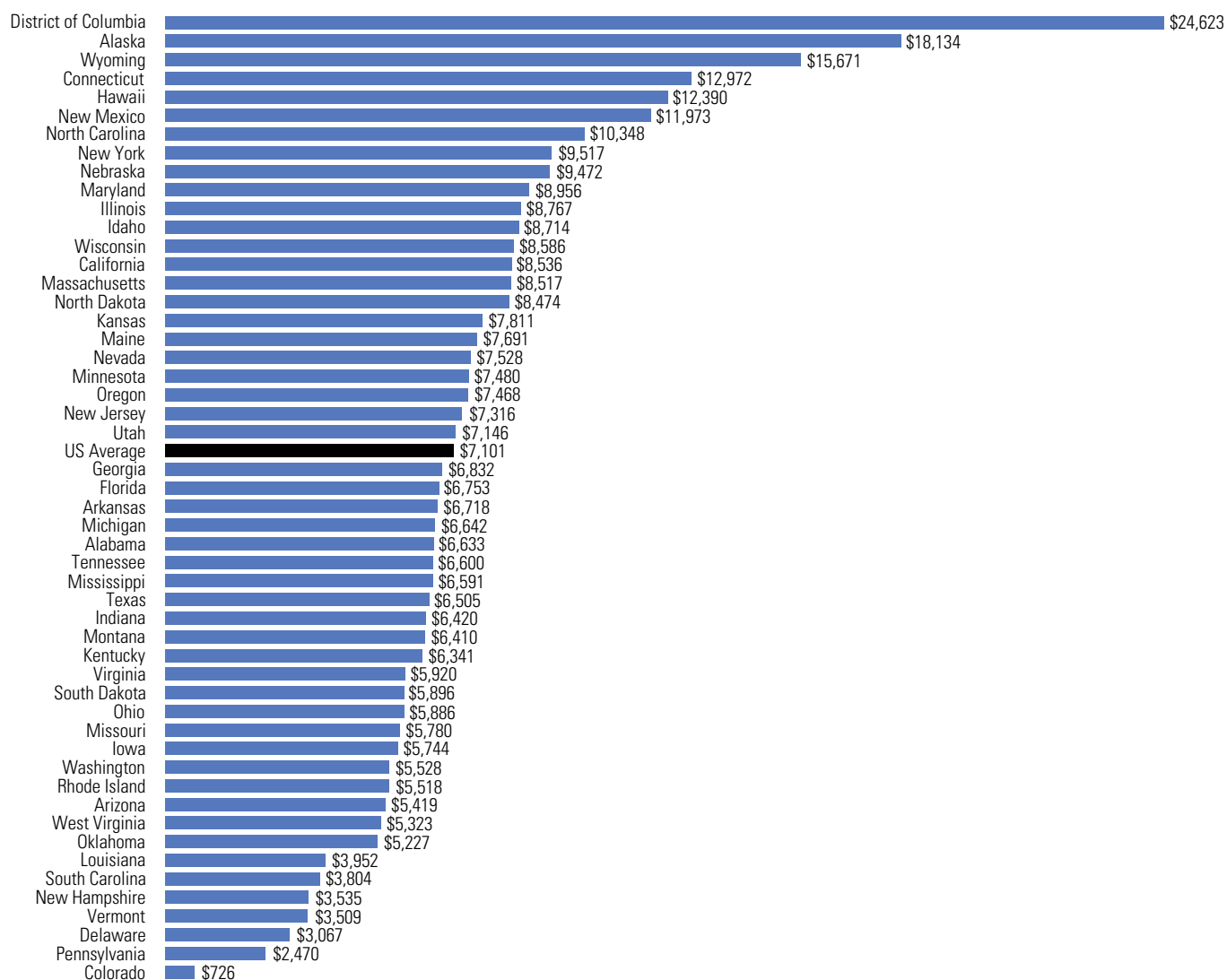


Source: IPEDS Finance Survey and Twelve-Month Enrollment Survey. Data compiled by the AAUP Research Office.

FIGURE 5

State and Local Appropriations Vary Widely by State

Appropriations per Full-Time Equivalent Student, Public Institutions, Fiscal Year 2018



Source: IPEDS Finance Survey. Data compiled by the AAUP Research Office.

there was some evidence that institutions depending more on tuition for operating budgets tended to fare better financially than those relying more on endowments.⁸ The AAUP Research Office will be monitoring the effects of the pandemic and the economic crisis on endowments, state and local appropriations, federal

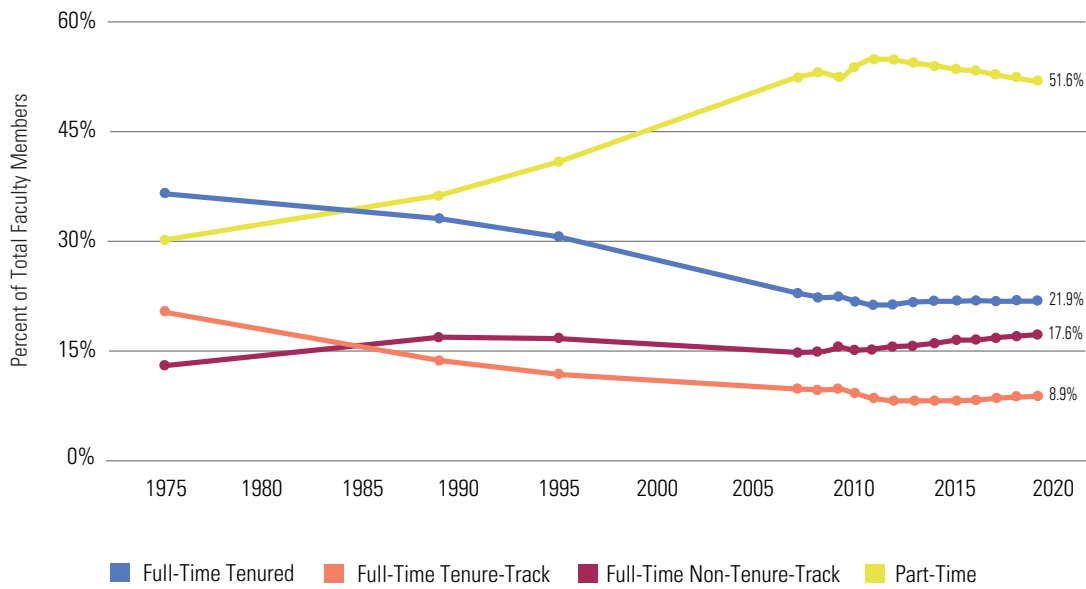
funding, and other funding sources in the months or years to come.

Contingent Faculty in the Academic Labor Force

The makeup of the academic labor force changed dramatically in the years leading up to the Great Recession. The proportion of part- and full-time faculty members on contingent appointments increased from 43 percent in 1975 to 68 percent in 2008,

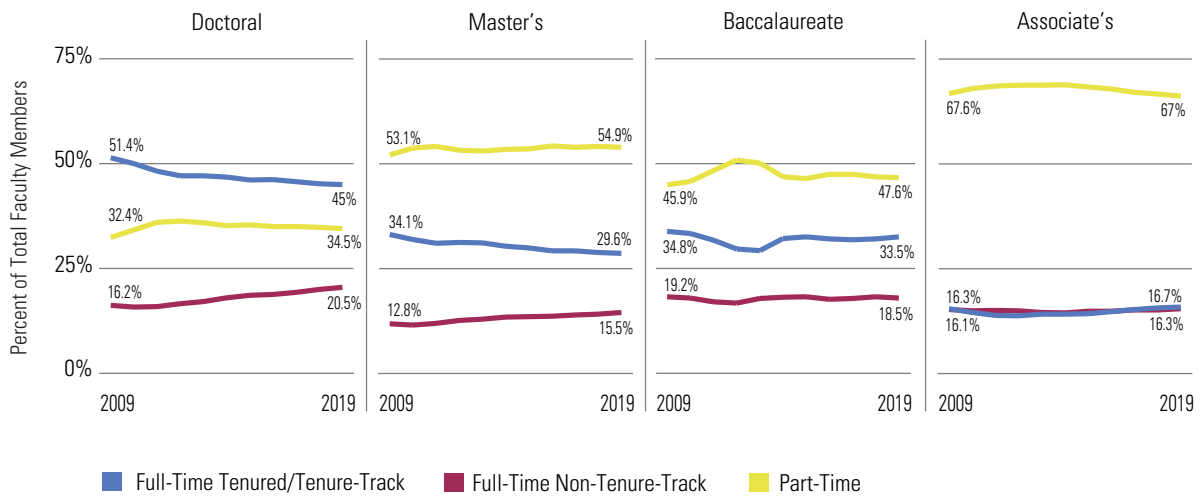
8. Robert L. Kelly, "Compensations of the Depression," *Bulletin of the American Association of University Professors* 18, no. 6 (1932): 442–43.

FIGURE 6
Full-Time Tenured and Tenure-Track Faculty Members Make Up Less Than One-Third of Today's Academic Labor Force



Source: IPEDS Human Resources Survey. Data compiled by the AAUP Research Office.

FIGURE 7
The Makeup of the Academic Labor Force Varies Widely by Institution Type



Source: IPEDS Human Resources Survey. Data compiled by the AAUP Research Office.

the start of the recession (see figure 6). During the Great Recession and in subsequent years, as enrollment grew, most colleges and universities hired more faculty members on contingent appointments, and when enrollment declined, they eliminated these positions. This was especially the case with baccalaureate and associate's colleges; these institutions filled the increased demand almost exclusively with part-time contingent faculty members (see figure 7). In the case of doctoral institutions, the continued increase in enrollment over the past few years has similarly corresponded with greater proportions of contingent faculty appointments; from 2009 to 2019, the proportion of tenured or tenure-track faculty members in doctoral institutions decreased from 51 to 45 percent, and now more than half of faculty members in doctoral institutions are serving in either full-time (20.5 percent) or part-time (34.5 percent) contingent positions.⁹ In 2018–19, more than 70 percent of the faculty at master's institutions were serving in either part-time (54.9 percent) or full-time (15.5 percent) contingent positions.

How the current crisis will affect the makeup of the academic labor force is anybody's guess. But from what we have observed in the years following the Great Recession, any sort of enrollment decline will certainly hurt faculty members on contingent appointments more than those with tenure or on the tenure track. Conversely, if enrollment somehow increases as it did following the Great Recession, colleges and universities would likely respond by making more contingent faculty appointments; it is difficult to imagine institutions meeting an increased demand for more faculty members in the next few years by creating more tenure-track positions, particularly as many institutions are already implementing hiring freezes in response to the COVID-19 pandemic.

Last year, the AAUP Faculty Compensation Survey began collecting data on pay rates for part-time faculty members who were paid per course section taught. This year participation increased from 335 to 370 institutions submitting part-time pay data, with 438 institutions providing data on their contributions to benefits for part-time faculty members (some institutions indicated available benefits but did not provide actual pay rates). AAUP staff carefully scrutinized the part-time data throughout the data collection

cycle, often contacting survey respondents to discuss their policies and practices around compensation for part-time faculty members. Despite our rigorous data validation processes, data on part-time faculty compensation are inherently messy and unreliable because of the lack of standards for tracking and reporting part-time faculty in general. Nonetheless, the AAUP's survey is the largest source of such data and may serve as a reminder that the rates of pay offered to part-time faculty members by some institutions remain appallingly low by any reasonable standards (see survey report table 15).

Most faculty members who are paid per course section do not receive either retirement or medical benefits contributions. Overall, 35 percent of institutions contribute toward retirement plans for some or all part-time faculty members, and 33 percent of institutions contribute to premiums for medical insurance plans. Part-time faculty members who are paid per course section are more likely to receive benefits at doctoral institutions, with 48 percent of institutions contributing to retirement plans and 57 percent contributing to medical insurance plans (see survey report table 16).

Survey Limitations

While the AAUP Research Office makes every effort to collect high-quality data, we understand that the Faculty Compensation Survey has its limitations. To begin with, we have grave concerns over the survey participation rates among some institution types. The participation rate among doctoral institutions has remained strong, with 227 of 287 doctoral institutions (79.1 percent) submitting data in 2019–20. Participation rates among master's and baccalaureate institutions were 49.2 percent and 31.8 percent, respectively. Participation rates among associate's institutions—where more than 30 percent of faculty members are employed—were much lower, with only 13.7 percent of institutions in AAUP category III (associate's colleges with ranks) submitting data and only eleven of 714 eligible institutions in AAUP category IV (associate's colleges without ranks) submitting data.

We recognize that the information we collected from eighty-one associate's institutions this year cannot be construed as representative of the 1,225 associate's institutions in the country; we have supplemented the AAUP survey data with IPEDS data in some cases to compensate for these low participation rates. At the same time, we know that, across all categories, most faculty members work in a relatively small number of institutions. If we rank the 3,726

9. In this report, full- and part-time faculty members are employees categorized as "instructional staff" in the IPEDS Human Resources Survey and do not include graduate assistants.

institutions eligible to participate in 2019–20 by their number of faculty members, half of the faculty are employed by the top 384 institutions (10.3 percent), 254 (66 percent) of which responded to the AAUP survey in 2019–20. At the other end of the spectrum, the bottom half of the institutions employs only about 7.7 percent of all faculty members. Thus, despite our concerns about institutional participation rates, the data collected for the large institutions in this survey may well be an accurate representation of the economic status of the profession.

Finally, critics continue to remind us that the survey should use the median instead of the arithmetic mean (average) for salary comparisons. This problem has vexed the AAUP since it began collecting these data more than sixty years ago. The median would be preferable since it would better reflect “typical” values with less potential for distortion from outliers. And we recognize that the hypothetical “average” faculty member working at the “average” institution may not exist because of the enormous number of possible combinations of faculty and institutional characteristics. However, college and university administrators would be less likely to participate if they were required to rank order each subgroup of faculty members to calculate median values. Our participants can usually complete the survey using the data already prepared for IPEDS and other purposes.

That being said, we also know that our continued collection of averages aggregated for each faculty subgroup precludes us from adding useful dimensions to the survey such as race and ethnicity, age, years in rank, or discipline, since this would place an enormous burden on participants. The AAUP Research Office will be consulting with our institutional respondents this year to determine the best approach to address this issue.

Conclusion

The US economy is facing a crisis that is unprecedented in recent memory, with an estimated unemployment rate higher than at any time since the Great Depression. Will soaring unemployment trends lead to another enrollment increase in associate’s colleges as it did in the years following the Great Recession? Will the landscape of higher education be forever altered by a tectonic shift to online learning? What will happen with the money earmarked for higher education in the stimulus bills? And will prospective students even show up in the fall? These are questions that will determine the economic status of the profession for years to

come. In the coming months or years of the COVID-19 pandemic and economic crisis, the AAUP Research Office will focus on key data points—the economy, institutional finances, enrollment, the academic workforce, and salaries—and will release online data snapshots as events unfold.

For new PhD recipients seeking employment as full-time faculty members in fall 2020, most searches for tenure-track faculty positions were well under way before we understood the grave threat the coronavirus would pose in the United States. Some institutions are completing these searches, but others are halting ongoing searches and in some cases rescinding job offers. In 2021–22, an already tough job market for new faculty members will likely be even tougher. The ramifications of the economic crisis for contingent faculty members hoping for contract renewal are even more worrisome. As one contingent faculty member suggested in response to our Faculty Compensation Survey data release in April, “Most adjuncts have two months before we are out on the streets.” Even in the best-case scenario, the near-term future looks particularly bleak for those serving on contingent appointments, given that enrollment declines have historically hit these faculty members the hardest.

Faculty members are now being asked to take on tremendous amounts of additional work, without additional pay, as classes are moved online, departments are downsized, and course loads are increased. Furlough programs—unpaid leaves of absence—do not necessarily translate to reduced workloads for faculty members. Tenured and tenure-track faculty members are not immune from furloughs, other forms of pay cuts, or even layoffs when institutions face serious financial difficulties. The AAUP has developed standards and procedures for financial exigency. As stated in the AAUP report *Financial Exigency, Academic Governance, and Related Matters*, “The desirable thing to do about financial exigency and governance issues is for colleges and universities, through joint action by the faculty, administration, and governing board, to ensure that sound standards and procedures exist to deal with budgetary problems in good times and bad, and to ensure that what is applied in actual practice matches the stated standards and procedures.” The report makes specific recommendations aimed at solving an institution’s financial difficulties, including steps that institutions may take to avoid terminating faculty and staff positions. During this perilous time, all faculty members should become familiar with the AAUP’s recommended

standards and procedures on financial exigency and program discontinuance.¹⁰

The COVID-19 pandemic has highlighted some of the inequities entrenched in our higher education system. It has revealed the indifference of some administrators, trustees, and legislators to the lives of contingent faculty members, who now make up the majority of faculty members in the country. It has laid bare the disparities in faculty salary, medical benefits, and job security that underwrite a veritable caste system in US colleges and universities. As John Dewey stated in 1916, “A society to which stratification into separate classes would be fatal, must see to it that intellectual opportunities are accessible to all on equal and easy terms.” The AAUP aims to document this stratification as an integral part of its research on the economic impact of the COVID-19 pandemic on the profession. At the same time, we are hopeful that the pandemic will reveal a spirit of cooperation between faculties and administrations as they work together for the common good.

Acknowledgments

The AAUP Research Office would like to thank all 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. Finally, this report would not have been possible without the substantial support of John W. Curtis, consultant for the 2019–20 AAUP Faculty Compensation Survey. ■

10. See Regulation 4 (Termination of Appointments by the Institution) in the AAUP’s *Recommended Institutional Regulations on Academic Freedom and Tenure*, available at <https://www.aaup.org/report/recommended-institutional-regulations-academic-freedom-and-tenure>.



This report was authored by Glenn T. Colby, senior researcher at the AAUP, with contributions from Chelsea Fowler, research assistant at AAUP, and is published under the auspices of the AAUP’s Committee on the Economic Status of the Profession.

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SURVEY REPORT TABLE 1

Average Full-Time Faculty Salary, by AAUP Category, Affiliation, and Academic Rank, 2019–20 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
<i>AAUP CATEGORY I (Doctoral)</i>				
Professor	160,080	145,899	202,917	168,837
Associate	104,408	99,743	122,492	111,086
Assistant	90,764	86,791	108,195	96,674
Instructor	65,919	59,073	83,252	78,642
Lecturer	67,896	64,640	81,204	64,579
No Rank	79,383	67,751	96,345	107,210
All Combined	112,962	104,560	143,458	119,477
<i>AAUP CATEGORY IIA (Master's)</i>				
Professor	104,555	101,926	118,061	103,694
Associate	83,537	83,057	88,782	81,394
Assistant	73,120	72,949	76,953	71,128
Instructor	56,409	52,725	64,550	60,634
Lecturer	59,804	58,487	72,715	57,119
No Rank	61,196	56,609	75,813	61,996
All Combined	82,166	80,494	90,804	81,471
<i>AAUP CATEGORY IIB (Baccalaureate)</i>				
Professor	108,070	99,150	127,055	89,645
Associate	82,757	81,331	92,843	72,219
Assistant	69,387	68,581	77,463	62,243
Instructor	58,019	52,119	64,326	54,849
Lecturer	63,833	59,914	73,969	48,923
No Rank	71,859	77,959	70,548	62,719
All Combined	83,830	77,555	97,117	72,827
<i>AAUP CATEGORY III (Associate's with Ranks)</i>				
Professor	91,949	91,949	n.d.	n.d.
Associate	74,847	74,847	n.d.	n.d.
Assistant	63,996	63,996	n.d.	n.d.
Instructor	53,885	53,885	n.d.	n.d.
Lecturer	64,476	64,476	n.d.	n.d.
No Rank	51,800	51,800	n.d.	n.d.
All Combined	73,578	73,578	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without Ranks)</i>				
No Rank	76,822	76,822	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>				
Professor	140,373	131,890	176,885	121,716
Associate	95,382	93,579	108,032	88,101
Assistant	82,508	81,252	93,886	74,859
Instructor	62,043	56,864	75,893	66,280
Lecturer	65,335	62,626	79,230	59,845
No Rank	74,695	65,074	90,279	92,034
All Combined	100,800	96,063	124,396	91,210

Note: The table is based on 928 reporting institutions. 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 2

Percent Change in Salary for All Faculty and Continuing Faculty, by AAUP Category, Affiliation, and Academic Rank, 2018–19 to 2019–20

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	3.3	3.2	3.5	3.8	2.9	2.9	3.1	2.6
Associate	3.1	3.2	2.6	2.6	3.6	3.6	4.0	3.1
Assistant	3.2	3.2	3.2	3.6	3.8	3.8	4.3	3.2
Instructor	-0.1	-5.7	6.7	24.5	3.2	3.3	3.1	3.3
All Combined	3.2	3.2	3.7	3.4	3.4	3.4	3.5	3.0
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	1.0	1.1	0.5	0.6	2.4	2.6	2.0	2.0
Associate	0.8	0.9	0.1	0.8	2.9	3.3	2.4	2.4
Assistant	1.7	2.0	0.9	1.4	3.3	3.3	3.0	3.3
Instructor	-4.3	-8.1	-11.4	0.5	3.2	3.5	2.9	2.8
All Combined	1.2	1.5	0.5	0.8	2.9	3.1	2.5	2.5
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	2.1	5.6	1.3	2.0	2.4	3.0	2.6	2.0
Associate	2.4	4.6	1.4	1.7	2.9	3.0	3.1	2.6
Assistant	2.7	3.1	3.0	1.8	3.5	3.3	4.0	3.1
Instructor	-11.4	-11.7	-14.7	8.3	4.0	3.7	4.3	3.9
All Combined	2.3	5.1	1.5	1.9	2.8	3.1	3.0	2.5
<i>AAUP CATEGORY III (Associate's with Ranks)</i>								
Professor	0.6	0.6	n.d.	n.d.	2.8	2.8	n.d.	n.d.
Associate	0.5	0.5	n.d.	n.d.	2.8	2.8	n.d.	n.d.
Assistant	0.2	0.2	n.d.	n.d.	3.3	3.3	n.d.	n.d.
Instructor	-17.1	-17.1	n.d.	n.d.	4.1	4.1	n.d.	n.d.
All Combined	1.0	1.0	n.d.	n.d.	2.8	2.8	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without Ranks)</i>								
No Rank	0.0	0.0	n.d.	n.d.	4.3	4.3	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	2.8	2.9	2.8	2.2	2.8	2.8	2.9	2.2
Associate	2.4	2.6	2.0	1.7	3.3	3.4	3.4	2.7
Assistant	2.8	2.9	2.4	1.8	3.6	3.6	3.9	3.2
Instructor	-3.0	-6.8	-1.6	9.1	3.4	3.4	3.3	3.2
All Combined	2.8	2.9	2.7	2.0	3.2	3.3	3.2	2.6

Note: The table is based on 928 (all faculty) and 871 (continuing faculty) responding institutions reporting faculty salary data. 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 AAUP Category, Affiliation, and Academic Rank, 2019–20 (Dollars)

Academic Rank	All Combined		Public		Private-Independent		Religiously Affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
AAUP CATEGORY I (Doctoral)								
Professor	165,051	147,792	150,325	135,131	208,732	187,583	173,408	158,020
Associate	107,782	100,082	102,955	95,635	126,700	116,940	113,704	107,852
Assistant	95,501	85,950	91,136	82,397	114,005	101,944	102,493	91,269
Instructor	69,671	63,019	61,127	57,609	88,777	78,201	82,837	74,663
Lecturer	72,067	64,514	68,199	61,834	86,541	76,308	68,584	61,604
No Rank	84,396	75,263	71,417	64,930	100,621	92,445	114,850	100,018
All Combined	123,688	98,378	114,080	91,926	157,215	122,645	129,594	106,179
AAUP CATEGORY IIA (Master's)								
Professor	106,865	100,975	103,808	98,990	121,581	112,994	106,908	98,550
Associate	84,851	82,153	84,247	81,777	90,693	86,848	82,701	80,056
Assistant	74,792	71,783	74,700	71,462	78,560	75,725	72,530	70,146
Instructor	57,447	55,749	53,118	52,486	66,620	62,835	61,737	59,959
Lecturer	61,057	58,842	59,369	57,806	76,745	69,414	57,772	56,701
No Rank	63,548	59,254	58,992	54,479	79,549	73,022	64,537	60,336
All Combined	86,202	78,060	84,265	76,579	95,525	86,089	85,981	77,117
AAUP CATEGORY IIB (Baccalaureate)								
Professor	109,346	106,061	100,793	96,417	129,241	123,833	90,737	87,832
Associate	83,900	81,566	83,118	79,323	94,062	91,642	73,297	71,079
Assistant	70,547	68,448	69,944	67,400	78,674	76,482	63,025	61,641
Instructor	59,364	57,067	52,138	52,106	65,888	63,106	56,095	54,045
Lecturer	64,248	63,534	62,637	57,500	72,434	74,920	46,859	50,042
No Rank	75,034	67,533	85,274	61,587	70,394	70,726	65,864	59,573
All Combined	87,505	79,968	81,128	73,699	101,507	92,569	75,919	69,583
AAUP CATEGORY III (Associate's with Ranks)								
Professor	93,137	90,857	93,137	90,857	n.d.	n.d.	n.d.	n.d.
Associate	75,478	74,362	75,478	74,362	n.d.	n.d.	n.d.	n.d.
Assistant	64,042	63,957	64,042	63,957	n.d.	n.d.	n.d.	n.d.
Instructor	53,962	53,815	53,962	53,815	n.d.	n.d.	n.d.	n.d.
Lecturer	65,014	64,004	65,014	64,004	n.d.	n.d.	n.d.	n.d.
No Rank	57,577	45,061	57,577	45,061	n.d.	n.d.	n.d.	n.d.
All Combined	74,230	73,021	74,230	73,021	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without Ranks)								
No Rank	76,942	76,721	76,942	76,721	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	146,613	127,583	137,314	120,713	185,289	158,836	126,913	112,219
Associate	98,497	91,742	96,586	90,009	112,152	103,239	90,316	85,688
Assistant	86,468	78,863	84,934	77,749	99,126	89,014	77,890	72,538
Instructor	64,866	59,976	58,369	55,816	80,336	72,030	69,877	63,644
Lecturer	68,539	62,786	65,283	60,535	84,081	74,986	62,252	58,217
No Rank	78,943	71,128	68,448	62,324	94,056	86,883	99,917	85,363
All Combined	110,033	89,633	104,383	85,981	137,079	107,958	98,407	83,430

Note: The table is based on 928 reporting institutions. 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 4

Average Salary for Full-Time Faculty, by Region, AAUP Category, and Academic Rank, 2019–20 (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	194,978	179,156	150,633	136,847	135,341	147,030	152,474	131,216	183,246
Associate	119,333	114,102	101,193	93,249	93,398	98,478	102,744	96,241	116,032
Assistant	101,974	96,007	90,690	83,752	79,290	89,398	88,395	81,841	102,756
Instructor	92,735	71,243	66,763	61,358	54,538	58,660	67,044	60,940	62,526
Lecturer	83,259	73,605	63,115	63,976	56,489	58,294	62,493	62,336	86,615
No Rank	63,703	100,073	55,608	47,696	68,254	70,639	81,465	47,963	85,529
All Combined	135,914	126,410	108,997	100,848	94,661	100,904	107,724	96,278	134,191
AAUP CATEGORY IIA (Master's)									
Professor	122,238	113,067	91,435	90,313	89,952	101,062	99,399	99,269	112,187
Associate	92,850	88,690	76,167	75,682	72,257	79,529	79,483	81,378	94,662
Assistant	80,010	74,210	68,571	65,178	65,019	69,373	70,432	70,609	83,545
Instructor	68,961	58,493	54,455	51,292	49,887	55,780	57,328	50,620	64,682
Lecturer	74,354	64,985	53,379	51,875	50,796	50,993	53,046	53,759	65,484
No Rank	81,541	73,730	50,467	56,707	56,842	57,011	55,849	59,407	88,049
All Combined	95,161	88,003	74,008	73,172	70,586	76,697	77,385	74,945	91,936
AAUP CATEGORY IIB (Baccalaureate)									
Professor	127,956	121,085	92,182	95,718	91,781	75,963	95,144	98,262	132,191
Associate	93,476	90,660	74,637	74,629	72,839	64,440	75,194	81,486	98,915
Assistant	77,979	75,611	63,398	63,815	60,447	57,637	64,274	67,982	80,374
Instructor	65,034	64,365	54,270	57,744	53,163	46,755	51,718	52,732	67,299
Lecturer	75,181	66,694	50,352	59,790	47,117	47,289	53,283	67,810	71,315
No Rank	67,845	73,438	45,593	66,777	85,053	n.d.	90,851	n.d.	68,471
All Combined	98,202	91,235	74,594	76,060	72,278	63,802	74,839	77,846	103,915
AAUP CATEGORY III (Associate's with Ranks)									
Professor	73,657	102,325	85,825	74,635	74,979	92,247	94,350	74,651	99,507
Associate	59,188	83,519	68,637	63,693	63,473	71,500	79,057	62,936	86,064
Assistant	51,611	72,618	54,752	59,089	51,651	60,603	69,596	57,722	74,444
Instructor	51,397	50,956	47,525	55,343	49,706	50,784	58,968	51,099	63,027
Lecturer	n.d.	69,110	54,454	43,868	n.d.	n.d.	n.d.	42,998	n.d.
No Rank	n.d.	38,333	n.d.	n.d.	n.d.	n.d.	n.d.	55,840	n.d.
All Combined	62,417	81,412	63,394	64,496	58,268	81,152	80,833	61,198	78,165
AAUP CATEGORY IV (Associate's without Ranks)									
No Rank	n.d.	n.d.	n.d.	60,101	56,986	57,736	77,175	n.d.	97,419
ALL AAUP CATEGORIES COMBINED EXCEPT IV									
Professor	167,894	150,454	132,798	117,860	119,262	134,058	133,930	125,658	154,376
Associate	107,366	99,952	91,162	85,519	84,966	91,962	93,426	92,236	106,545
Assistant	90,822	84,152	80,571	75,153	73,613	82,496	80,515	78,614	92,478
Instructor	82,550	65,197	61,820	55,404	52,859	57,182	62,531	58,697	63,303
Lecturer	80,946	70,042	60,162	62,016	54,290	57,288	59,298	60,868	74,710
No Rank	70,969	94,793	53,011	52,507	63,797	69,061	78,376	56,241	86,239
All Combined	119,518	107,158	96,270	88,915	85,599	94,054	96,416	91,540	114,930

Note: The table is based on 928 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

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

^b New Jersey, New York, and Pennsylvania.

^c Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

^e Alabama, Kentucky, Mississippi, and Tennessee.

^f Arkansas, Louisiana, Oklahoma, and Texas.

^g Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

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

ⁱ 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, 2019–20 (Dollars)

Rating ^a	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>AAUP CATEGORY I (Doctoral)</i>										
Professor	217,207	192,409	173,602	159,818	149,194	139,258	131,458	122,902	113,731	102,934
Associate	141,119	130,235	118,235	111,185	105,197	100,191	96,326	90,699	86,219	79,860
Assistant	120,310	113,994	104,126	97,059	92,052	87,629	83,998	81,079	76,335	70,014
Instructor	100,558	84,982	78,396	72,450	67,463	63,001	58,852	55,349	52,446	47,486
All Combined	167,764	146,686	125,094	115,887	109,745	102,173	96,058	90,038	86,865	78,598
<i>AAUP CATEGORY IIA (Master's)</i>										
Professor	136,159	125,992	114,186	108,725	101,716	95,379	90,416	85,962	80,345	73,172
Associate	103,686	100,008	92,972	86,706	81,241	77,943	74,941	71,706	68,656	63,224
Assistant	89,044	85,655	79,531	75,610	71,582	69,381	66,874	64,403	61,657	57,480
Instructor	79,683	74,000	65,200	61,973	58,853	55,806	53,608	50,995	48,716	43,871
All Combined	104,839	98,650	90,242	84,173	80,115	76,832	73,462	70,046	66,546	62,618
<i>AAUP CATEGORY IIB (Baccalaureate)</i>										
Professor	148,896	137,669	113,981	103,357	96,175	89,099	82,681	78,972	72,360	63,658
Associate	109,082	102,755	90,547	82,588	77,436	74,096	69,808	65,560	61,126	56,977
Assistant	90,403	85,371	76,812	70,932	66,233	63,482	61,540	57,610	54,314	51,240
Instructor	78,532	69,571	63,703	59,714	56,146	53,818	51,806	49,250	46,000	44,000
All Combined	114,977	105,710	91,117	82,602	76,195	72,101	68,593	65,289	61,213	55,280
<i>AAUP CATEGORY III (Associate's with Ranks)</i>										
Professor	116,442	113,867	106,166	101,473	97,685	91,908	82,843	77,888	73,706	66,768
Associate	94,201	91,292	85,117	81,794	78,674	75,610	70,441	66,299	63,953	57,119
Assistant	80,265	79,125	74,638	69,639	65,797	62,994	59,386	58,624	55,743	51,651
Instructor	69,632	67,402	62,875	60,214	57,664	53,595	51,404	49,378	47,887	43,650
All Combined	91,320	89,336	82,071	78,187	75,909	71,997	66,962	64,156	61,378	57,081
<i>AAUP CATEGORY IV (Associate's without Ranks)</i>										
No Rank	98,574	97,122	93,967	77,175	67,552	63,922	58,643	57,755	56,986	56,019

Note: The table is based on 928 reporting institutions. 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

Percent of Full-Time Faculty with Tenure and in Tenure-Track Appointments by Affiliation, Gender, and Academic Rank, 2019–20

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	95.0	0.5	4.4	79,472	95.9	0.5	3.6	53,259	93.3	0.4	6.4	17,330	93.1	1.4	5.4	8,883
Associate	86.4	5.9	7.7	53,166	88.6	4.9	6.4	36,118	80.1	7.6	12.3	9,548	83.8	8.5	7.7	7,500
Assistant	3.4	76.8	19.8	44,283	3.5	77.9	18.6	31,292	1.9	77.8	20.3	7,508	5.0	69.1	26.0	5,483
Instructor	0.6	4.2	95.2	11,125	0.8	5.7	93.5	6,889	0.1	0.9	98.9	2,250	0.7	2.6	96.7	1,986
Lecturer	2.4	2.0	95.6	15,886	3.1	2.5	94.4	12,368	0.0	0.3	99.6	2,858	0.0	0.5	99.5	660
No Rank	7.5	3.7	88.7	3,675	10.6	5.2	84.2	2,580	0.5	0.3	99.2	776	0.0	0.0	100.0	319
All Combined	59.6	18.5	21.9	207,607	59.6	19.1	21.3	142,506	59.5	16.5	24.0	40,270	59.8	18.5	21.7	24,831
WOMEN																
Professor	91.8	0.6	7.6	38,775	92.6	0.5	6.9	25,844	89.3	0.4	10.3	8,070	91.7	1.6	6.7	4,861
Associate	82.8	5.8	11.4	45,504	84.5	4.9	10.6	30,409	77.5	6.7	15.8	8,210	81.6	8.9	9.5	6,885
Assistant	3.5	69.7	26.9	48,124	3.7	70.6	25.7	32,889	2.3	70.6	27.1	8,074	3.7	64.5	31.9	7,161
Instructor	1.0	3.9	95.0	15,189	1.3	4.9	93.9	9,891	0.1	0.9	99.0	2,588	1.1	3.3	95.5	2,710
Lecturer	2.0	1.3	96.7	19,965	2.5	1.5	96.0	15,722	0.1	0.4	99.4	3,267	0.1	0.6	99.3	976
No Rank	6.3	2.9	90.8	4,379	8.5	4.0	87.5	3,139	0.6	0.3	99.1	863	0.5	0.5	98.9	377
All Combined	44.1	21.7	34.2	171,936	43.8	21.8	34.4	117,894	44.3	20.3	35.4	31,072	45.2	23.5	31.3	22,970
MEN AND WOMEN COMBINED																
Professor	94.0	0.6	5.5	118,247	94.8	0.5	4.7	79,103	92.0	0.4	7.6	25,400	92.6	1.5	5.9	13,744
Associate	84.8	5.9	9.4	98,670	86.7	4.9	8.3	66,527	78.9	7.2	13.9	17,758	82.8	8.7	8.6	14,385
Assistant	3.4	73.1	23.5	92,407	3.6	74.1	22.2	64,181	2.1	74.1	23.8	15,582	4.2	66.5	29.3	12,644
Instructor	0.9	4.0	95.1	26,314	1.1	5.2	93.7	16,780	0.1	0.9	99.0	4,838	1.0	3.0	96.0	4,696
Lecturer	2.2	1.6	96.2	35,851	2.8	1.9	95.3	28,090	0.1	0.4	99.5	6,125	0.1	0.6	99.4	1,636
No Rank	6.9	3.3	89.8	8,054	9.5	4.5	86.0	5,719	0.5	0.3	99.1	1,639	0.3	0.3	99.4	696
All Combined	52.6	20.0	27.4	379,543	52.4	20.3	27.3	260,400	52.9	18.2	28.9	71,342	52.8	20.9	26.3	47,801

Note: The table is based on 928 reporting institutions. 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 = number. Totals may not add to 100 due to rounding.

SURVEY REPORT TABLE 7

Percent of Full-Time Faculty, by Rank, Gender, AAUP Category, and Affiliation, 2019–20

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	71.2	28.8	76,407	33.2	70.9	29.1	54,699	31.9	72.5	27.5	17,184	39.0	70.3	29.7	4,524	30.8
Associate	56.2	43.8	57,623	25.0	56.1	43.9	43,693	25.5	56.9	43.1	9,714	22.0	55.3	44.7	4,216	28.7
Assistant	50.4	49.6	52,519	22.8	50.3	49.7	41,194	24.0	51.8	48.2	8,397	19.1	48.2	51.8	2,928	19.9
Instructor	43.6	56.4	15,496	6.7	41.6	58.4	10,769	6.3	47.8	52.2	2,946	6.7	48.7	51.3	1,781	12.1
Lecturer	44.8	55.2	23,553	10.2	44.1	55.9	18,141	10.6	47.9	52.1	4,633	10.5	42.6	57.4	779	5.3
No Rank	45.1	54.9	4,500	2.0	43.5	56.5	2,845	1.7	47.7	52.3	1,193	2.7	48.5	51.5	462	3.1
All Combined	57.6	42.4	230,098	100.0	57.0	43.0	171,341	100.0	60.2	39.8	44,067	100.0	56.8	43.2	14,690	100.0
AAUP CATEGORY IIA (Master's)																
Professor	60.8	39.2	29,834	27.9	60.9	39.1	19,742	28.5	59.0	41.0	4,218	27.7	61.5	38.5	5,874	26.2
Associate	51.3	48.7	29,327	27.4	51.9	48.1	17,781	25.7	50.3	49.7	4,505	29.6	50.6	49.4	7,041	31.5
Assistant	44.4	55.6	28,584	26.7	45.9	54.1	17,750	25.6	43.3	56.7	4,227	27.8	41.2	58.8	6,607	29.5
Instructor	38.9	61.1	7,142	6.7	37.9	62.1	4,270	6.2	45.3	54.7	918	6.0	38.0	62.0	1,954	8.7
Lecturer	43.4	56.6	10,485	9.8	43.5	56.5	8,756	12.6	45.0	55.0	1,037	6.8	39.0	61.0	692	3.1
No Rank	45.2	54.8	1,490	1.4	47.2	52.8	983	1.4	42.8	57.2	297	2.0	39.5	60.5	210	0.9
All Combined	50.4	49.6	106,862	100.0	50.9	49.1	69,282	100.0	50.0	50.0	15,202	100.0	49.1	50.9	22,378	100.0
AAUP CATEGORY IIB (Baccalaureate)																
Professor	61.1	38.9	8,942	30.3	62.5	37.5	1,598	23.7	59.6	40.4	3,998	33.1	62.4	37.6	3,346	31.2
Associate	51.0	49.0	8,585	29.1	52.9	47.1	1,918	28.4	49.6	50.4	3,539	29.3	51.4	48.6	3,128	29.1
Assistant	44.7	55.3	8,155	27.6	46.4	53.6	2,088	31.0	44.8	55.2	2,958	24.5	43.5	56.5	3,109	29.0
Instructor	41.4	58.6	2,460	8.3	41.0	59.0	525	7.8	43.8	56.2	974	8.1	39.2	60.8	961	9.0
Lecturer	41.9	58.1	1,169	4.0	47.0	53.0	549	8.1	38.2	61.8	455	3.8	35.2	64.8	165	1.5
No Rank	57.7	42.3	241	0.8	69.1	30.9	68	1.0	53.7	46.3	149	1.2	50.0	50.0	24	0.2
All Combined	51.2	48.8	29,552	100.0	51.9	48.1	6,746	100.0	50.9	49.1	12,073	100.0	51.2	48.8	10,733	100.0
AAUP CATEGORY III (Associate's with Ranks)																
Professor	47.9	52.1	3,064	27.3	47.9	52.1	3,064	27.3	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Associate	43.4	56.6	3,135	27.9	43.4	56.6	3,135	27.9	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Assistant	46.4	53.6	3,149	28.1	46.4	53.6	3,149	28.1	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Instructor	47.3	52.7	1,216	10.8	47.3	52.7	1,216	10.8	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Lecturer	46.7	53.3	644	5.7	46.7	53.3	644	5.7	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No Rank	53.8	46.2	13	0.1	53.8	46.2	13	0.1	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	46.1	53.9	11,221	100.0	46.1	53.9	11,221	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without Ranks)																
No Rank	45.6	54.4	1,810	100.0	45.6	54.4	1,810	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	67.2	32.8	118,247	31.2	67.3	32.7	79,103	30.4	68.2	31.8	25,400	35.6	64.6	35.4	13,744	28.8
Associate	53.9	46.1	98,670	26.0	54.3	45.7	66,527	25.5	53.8	46.2	17,758	24.9	52.1	47.9	14,385	30.1
Assistant	47.9	52.1	92,407	24.3	48.8	51.2	64,181	24.6	48.2	51.8	15,582	21.8	43.4	56.6	12,644	26.5
Instructor	42.3	57.7	26,314	6.9	41.1	58.9	16,780	6.4	46.5	53.5	4,838	6.8	42.3	57.7	4,696	9.8
Lecturer	44.3	55.7	35,851	9.4	44.0	56.0	28,090	10.8	46.7	53.3	6,125	8.6	40.3	59.7	1,636	3.4
No Rank	45.6	54.4	8,054	2.1	45.1	54.9	5,719	2.2	47.3	52.7	1,639	2.3	45.8	54.2	696	1.5
All Combined	54.7	45.3	379,543	100.0	54.7	45.3	260,400	100.0	56.4	43.6	71,342	100.0	51.9	48.1	47,801	100.0

Note: The table is based on 928 reporting institutions. For definitions of categories, see Explanation of Statistical Data. *N* = number. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 8

Full-Time Faculty Retirement Benefits, by AAUP Category and Affiliation, 2019–20

AAUP Category	Retirement Benefits					
	All Combined			Public		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	97.1	12,033	10.8	97.6	11,605	11.4
Category IIA (Master's)	96.4	8,223	10.0	97.8	8,711	10.8
Category IIB (Baccalaureate)	94.9	8,537	10.2	98.6	10,130	13.4
Category III (Associate's with Ranks)	97.8	10,771	14.6	97.8	10,771	14.6
Category IV (Associate's without Ranks)	100.0	12,559	16.3	100.0	12,559	16.3
All Combined	96.8	10,659	10.7	97.7	10,745	11.4

AAUP Category	Private-Independent			Religiously Affiliated		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	96.0	13,849	9.6	94.9	11,237	9.3
Category IIA (Master's)	94.5	8,100	8.9	93.3	6,594	8.0
Category IIB (Baccalaureate)	94.4	9,707	9.9	93.3	6,186	8.4
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	95.4	12,002	9.5	93.8	8,024	8.7

Note: The table is based on 864 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided retirement benefits data. Average contribution and percent 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 AAUP Category and Affiliation, 2019–20

AAUP Category	Medical Benefits					
	All Combined			Public		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	95.1	12,270	11.0	95.8	11,862	11.7
Category IIA (Master's)	92.5	11,160	13.5	95.9	11,183	13.8
Category IIB (Baccalaureate)	90.1	11,053	13.1	93.7	11,755	15.5
Category III (Associate's with Ranks)	93.6	12,472	16.8	93.6	12,472	16.8
Category IV (Associate's without Ranks)	94.3	13,886	18.0	94.3	13,886	18.0
All Combined	94.0	11,886	11.9	95.7	11,714	12.5

AAUP Category	Private-Independent			Religiously Affiliated		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	94.4	13,566	9.4	89.5	12,954	10.7
Category IIA (Master's)	87.5	11,616	12.8	84.9	10,754	13.1
Category IIB (Baccalaureate)	91.3	11,491	11.7	86.7	10,090	13.8
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	92.5	12,861	10.1	86.8	11,332	12.2

Note: The table is based on 861 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided medical benefits data. Average coverage and percent 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, 2019–20

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)								
Full	44	25.6	24	22.6	14	30.4	6	30
Partial	42	24.4	36	34.0	4	8.7	2	10
Full (Consortium)	7	4.1	1	0.9	4	8.7	2	10
Partial (Consortium)	8	4.7	8	7.5	n.d.	n.d.	n.d.	n.d.
Other	52	30.2	20	18.9	22	47.8	10	50
None	19	11.0	17	16.0	2	4.3	n.d.	n.d.
Total	172	100.0	106	100.0	46	100.0	20	100.0
AAUP CATEGORY IIA (Master's)								
Full	100	31.2	18	13.3	37	56.1	45	37.5
Partial	73	22.7	59	43.7	2	3.0	12	10.0
Full (Consortium)	12	3.7	2	1.5	1	1.5	9	7.5
Partial (Consortium)	8	2.5	4	3.0	n.d.	n.d.	4	3.3
Other	97	30.2	23	17.0	26	39.4	48	40.0
None	31	9.7	29	21.5	n.d.	n.d.	2	1.7
Total	321	100.0	135	100.0	66	100.0	120	100.0
AAUP CATEGORY IIB (Baccalaureate)								
Full	61	31.1	3	10.7	12	17.1	46	46.9
Partial	14	7.1	10	35.7	3	4.3	1	1.0
Full (Consortium)	13	6.6	n.d.	n.d.	6	8.6	7	7.1
Partial (Consortium)	7	3.6	n.d.	n.d.	3	4.3	4	4.1
Other	91	46.4	6	21.4	46	65.7	39	39.8
None	10	5.1	9	32.1	n.d.	n.d.	1	1.0
Total	196	100.0	28	100.0	70	100.0	98	100.0
AAUP CATEGORY III/IV (Associate's)								
Full	26	38.2	26	38.2	n.d.	n.d.	n.d.	n.d.
Partial	19	27.9	19	27.9	n.d.	n.d.	n.d.	n.d.
Full (Consortium)	2	2.9	2	2.9	n.d.	n.d.	n.d.	n.d.
Partial (Consortium)	3	4.4	3	4.4	n.d.	n.d.	n.d.	n.d.
Other	5	7.4	5	7.4	n.d.	n.d.	n.d.	n.d.
None	13	19.1	13	19.1	n.d.	n.d.	n.d.	n.d.
Total	68	100.0	68	100.0	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED								
Full	231	30.5	71	21.1	63	34.6	97	40.8
Partial	148	19.6	124	36.8	9	4.9	15	6.3
Full (Consortium)	34	4.5	5	1.5	11	6.0	18	7.6
Partial (Consortium)	26	3.4	15	4.5	3	1.6	8	3.4
Other	245	32.4	54	16.0	94	51.6	97	40.8
None	73	9.6	68	20.2	2	1.1	3	1.3
Total	757	100.0	337	100.0	182	100.0	238	100.0

Note: The table is based on 757 reporting institutions. There were twelve institutions that reported full or partial tuition waivers for faculty on nine- or ten-month contracts but no tuition waivers for faculty on eleven- or twelve-month contracts. *N* = number. *N.d.* = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. One institution reported full tuition waiver for faculty on nine- or ten-month contracts and partial tuition waiver for faculty on eleven- or twelve-month contracts. 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 categorical variable only. The categories are as follows: Full tuition waiver at this institution; Partial tuition waiver at this institution; Full tuition waiver at specified institutions through a consortium; Partial tuition waiver at specified institutions through a consortium; Other (with an open-text response field); and None.

SURVEY REPORT TABLE 11

Presidential Salary, by AAUP Category and Affiliation, 2019–20 (Dollars)

AAUP Category	Presidential Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	572,394	505,187	220,572	1,500,000	531,265	495,813	220,572	999,999
Category IIA (Master's)	349,817	325,000	95,324	872,405	308,029	294,583	146,528	872,405
Category IIB (Baccalaureate)	331,004	310,000	102,500	750,000	272,910	250,000	172,455	688,000
Category III (Associate's with Ranks)	266,473	241,727	142,857	489,357	266,473	241,727	142,857	489,357
Category IV (Associate's without Ranks)	228,208	222,742	192,000	262,700	228,208	222,742	192,000	262,700

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	803,890	787,000	325,000	1,500,000	564,680	588,300	267,350	900,000
Category IIA (Master's)	457,624	420,240	189,487	830,000	347,927	344,355	95,324	711,900
Category IIB (Baccalaureate)	428,337	410,000	102,500	750,000	287,453	285,264	109,560	576,184
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 593 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For four institutions 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, 2019–20

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)	4.27	4.17	1.50	8.73	4.08	4.09	1.50	7.00
Category IIA (Master's)	3.72	3.60	1.33	9.93	3.26	3.17	1.33	9.01
Category IIB (Baccalaureate)	3.72	3.70	1.28	8.65	3.32	2.87	2.00	8.65
Category III (Associate's with Ranks)	3.06	2.82	2.15	5.37	3.06	2.82	2.15	5.37
Category IV (Associate's without Ranks)	3.42	3.37	2.21	4.48	3.42	3.37	2.21	4.48

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.19	4.39	3.31	8.73	4.63	4.30	3.24	7.39
Category IIA (Master's)	4.47	4.18	2.95	9.93	3.91	3.88	1.38	7.44
Category IIB (Baccalaureate)	3.92	3.93	1.28	5.64	3.73	3.68	2.19	7.00
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 593 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For four institutions 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, 2019–20 (Dollars)

AAUP Category	Chief Academic Officer Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	382,848	385,125	169,000	828,000	371,029	360,811	196,086	709,324
Category IIA (Master's)	219,634	210,063	63,715	490,000	221,712	214,742	80,520	457,479
Category IIB (Baccalaureate)	182,463	177,500	52,000	370,800	156,573	148,949	101,911	248,880
Category III (Associate's with Ranks)	181,107	148,089	88,441	378,750	181,107	148,089	88,441	378,750
Category IV (Associate's without Ranks)	135,694	132,574	112,475	170,807	135,694	132,574	112,475	170,807

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	463,129	400,000	231,750	828,000	335,465	409,892	169,000	538,200
Category IIA (Master's)	253,446	258,895	75,821	412,000	200,523	192,400	63,715	490,000
Category IIB (Baccalaureate)	222,374	206,021	112,100	370,800	164,358	159,000	52,000	306,136
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 590 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 chief academic officer's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 14

Chief Financial Officer Salary, by AAUP Category and Affiliation, 2019–20 (Dollars)

AAUP Category	Chief Financial Officer Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	334,465	302,580	154,652	1,491,570	307,926	300,000	154,652	640,000
Category IIA (Master's)	208,260	193,836	75,000	580,000	195,931	192,868	80,400	323,446
Category IIB (Baccalaureate)	189,047	181,000	65,000	463,500	140,622	135,000	75,406	234,617
Category III (Associate's with Ranks)	169,408	141,252	58,297	327,726	169,408	141,252	58,297	327,726
Category IV (Associate's without Ranks)	128,188	121,471	105,027	160,995	128,188	121,471	105,027	160,995

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	464,196	408,000	194,782	1,491,570	334,922	399,555	170,000	469,024
Category IIA (Master's)	262,521	250,000	100,000	454,506	196,296	187,500	75,000	580,000
Category IIB (Baccalaureate)	236,303	206,863	95,556	463,500	171,443	171,635	65,000	363,440
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 553 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, 2018–19 (Dollars)

AAUP Category	Part-Time Faculty Pay Per Section					
	All Combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,371	568	33,272	4,270	568	33,272
Category IIA (Master's)	3,333	771	28,800	3,287	771	28,800
Category IIB (Baccalaureate)	3,757	1,000	23,133	4,096	1,500	9,450
Category III (Associate's with Ranks)	2,833	675	11,263	2,833	675	11,263
Category IV (Associate's without Ranks)	2,263	1,000	4,125	2,263	1,000	4,125
All Combined	3,532	568	33,272	3,421	568	33,272

AAUP Category	Private-Independent			Religiously Affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,620	2,325	25,000	4,501	1,333	12,000
Category IIA (Master's)	3,908	1,000	22,682	2,966	1,000	15,000
Category IIB (Baccalaureate)	4,600	1,000	23,133	3,113	1,000	13,333
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	4,217	1,000	25,000	3,221	1,000	15,000

Note: This table is based on 370 reporting institutions. Pay is for the 2018–19 academic year to enable more institutions to report. 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 but 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. This table was corrected on April 13, 2020.

SURVEY REPORT TABLE 16

Institutional Contribution to Part-Time Faculty Retirement and Medical Benefits, by AAUP Category, 2018–19

AAUP Category	Institutions Contributing to Benefits for Part-Time Faculty (%)							
	Retirement				Medical			
	N	All	Some	None	N	All	Some	None
Category I (Doctoral)	63	15.9	31.7	52.4	62	12.9	43.5	43.5
Category IIA (Master's)	182	6.0	20.9	73.1	182	3.3	23.6	73.1
Category IIB (Baccalaureate)	138	0.7	29.0	70.3	138	0.0	27.5	72.5
Category III/IV (Associate's)	55	21.8	38.2	40.0	48	0.0	39.6	60.4
All Combined	438	7.8	27.2	65.1	430	3.3	29.5	67.2

Note: The table includes only institutions submitting data on part-time faculty pay and benefits. The proportion of part-time faculty receiving benefits was reported as All, Some, or None for each institution. This table was corrected on May 22, 2020.

SURVEY REPORT TABLE 17

Number of Institutions Included in Tabulations, by AAUP Category and Affiliation, 2019–20

AAUP Category	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	227	154	50	23
Category IIA (Master's)	390	182	74	134
Category IIB (Baccalaureate)	230	48	77	105
Category III (Associate's with Ranks)	70	70	0	0
Category IV (Associate's without Ranks)	11	11	0	0
All Combined	928	465	201	262

Note: No for-profit institutions are included in the tabulations. 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 included in the US Department of Education categories of “Primarily Instructional” and “Instructional/Research/Public Service,” regardless of whether they are formally designated “faculty.” They do not include clinical or basic science faculty in schools of medicine or military faculty. Full-time faculty members on sabbatical leave with pay are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Full-time replacements for those on leave with pay are not counted. All faculty members who have contracts for the full academic year are included, regardless of whether their status is considered “permanent.” Institutions are asked to exclude (a) full-time faculty members on sabbatical or leave without pay; (b) full-time faculty members whose services are valued by book-keeping entries rather than by monetary payments unless their salaries are determined by the same principles as those who do not donate their services; (c) full-time faculty members who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as academic dean, associate or assistant dean, librarian, registrar, or coach, even though they may devote part of their time to instruction, unless their instructional salary can be isolated; and (e) research faculty whose appointments have no instructional component.

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.

“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 faculty members who were paid per section of course taught and defined by their institutions as employed less than full time. As with full-time faculty, 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 “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 2018–19 (<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. Exclude distance learning classes and 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 to survey report table 14 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 appendices I and II.

CHANGE IN SALARY FOR CONTINUING FACULTY. The change in salary reported is for those 2018–19 full-time faculty members who remained employed as full-time faculty at the same institution for 2019–20. 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; the amounts 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, and life insurance; 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 categorical variable only (see survey report table 10). 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 Academic 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.

Category IV (Associate's without Academic 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.

ABBREVIATIONS USED IN APPENDICES 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—Total benefit coverage for all ranks combined and expenditures as a percentage of average salary for faculty who are covered. 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; FC = Full tuition waiver at specified institutions through a consortium; PC = Partial tuition waiver at specified institutions through a consortium; O = Other (with an open-text response field); 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 2018–19 full-time faculty members who remain employed as full-time faculty at the institution for 2019–20. 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.

Any inquiries concerning the data in this report may be directed to the AAUP Research Office. Email: aaupfcs@aaup.org.

Website: <https://research.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 appendices. 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 appendices 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 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 Research Office at the email address above.