
The Annual Report on the Economic Status of the Profession, 2021–22

(JUNE 2022)

COVID-19 arrived in the United States in January 2020, and the World Health Organization elevated the status of the virus to a pandemic in March 2020. Vaccines became available in the United States in December 2020, but the virus persisted, and the COVID-19 pandemic has since surpassed the 1918 flu as the deadliest pandemic in US history. And, as Dr. Anthony Fauci, chief medical advisor to the president, said in April 2022, “There’s no doubt this pandemic is still ongoing.”

The initial economic effects of COVID-19 were severe and will last for years. The US Bureau of Labor Statistics estimates that the unemployment rate might have been as high as 16 percent (in May 2020), a level not seen since the Great Depression of the 1930s, with the highest rates among women and people of color. Last year’s *Annual Report* documented the initial effects of the pandemic on higher education, including the lowest nominal wage growth (1.0 percent) for full-time faculty since the AAUP began tracking annual wage growth in 1972. The present *Annual Report* further documents the economic impact of the COVID-19 pandemic in a year when the Consumer Price Index for All Urban Consumers (CPI-U) rose 7.0 percent, the largest December-to-December percentage increase since 1981. Nominal wages for full-time faculty increased 2.0 percent overall in 2021–22, but after accounting for inflation, we are faced with a stark reality: real average full-time faculty salary decreased 5.0 percent overall, the largest decrease on record.¹

This report documents the economic status for not only full-time faculty members but also part-time adjunct faculty members paid on a per-course-section basis—and faculty members on contingent appointments in general. It includes special sections on the academic labor force and key gender equity indicators, with an eye toward documenting changes that have occurred since the 2019–20 academic year, when the COVID-19 pandemic began. The primary data source is the AAUP’s annual Faculty Compensation Survey (FCS), a national survey completed by US college and university administrators. The report also incorporates data from the US Department of Education’s Integrated Postsecondary Education Data System (IPEDS) database and other sources.

Data collection for the AAUP’s 2021–22 Faculty Compensation Survey concluded in March 2022, with over 900 US colleges and universities providing employment data for more than 370,000 full-time and 90,000 part-time faculty members as well as senior administrators at over 500 institutions. Participants reflected the wide range of institution types across the United States, including nearly 280 major research universities, 320 regional universities, 160 liberal arts colleges, and 100 community colleges. Over 170 minority-serving institutions participated, including 17 Historically Black Colleges and Universities. Provisional results were released in early April 2022, including summary tables and institution-level datasets.

An Existential Threat to Higher Education?

The impact of COVID-19 on higher education was swift and severe. Campuses closed, sometimes within a matter of days, and faculty members were forced

1. Larger decreases were reported in 1974 and 1979, when the December-to-December CPI-U was reported as 12.3 percent and 13.3 percent, respectively; however, as discussed later in this report, the US Bureau of Labor Statistics has since decreased those CPI-U estimates in its “retroactive series” (R-CPI-U-RS) to reflect methodological improvements.

TABLE A

Average percentage change in salaries for all full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2021–22

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

Note: Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI-U. Figures for all faculty were calculated by comparing the “all categories combined” section of survey report table 1 with the published results from the prior year. Figures for prior years have been recalculated using a consistent level of precision. N.d. = no data.

TABLE B

Average percentage change in salaries for continuing full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2021–22

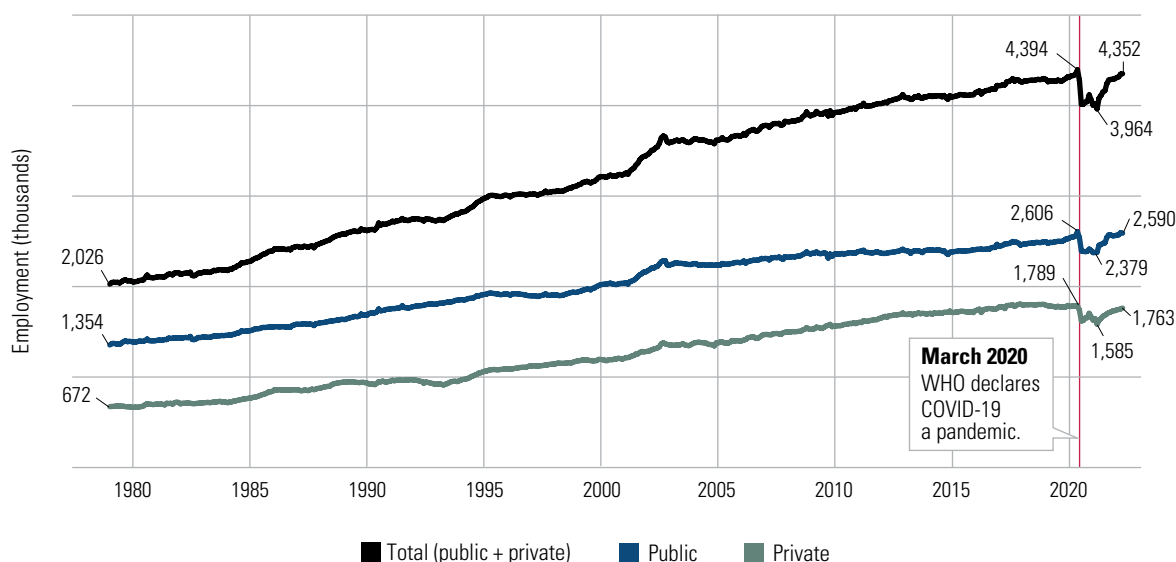
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1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	-3.0	-2.2	-2.0	-1.6	-2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	-5.0	-4.4	-3.9	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	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 2003–04	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	2.0	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1
2016–17 to 2017–18	2.9	3.4	3.5	3.6	3.3	0.8	1.3	1.4	1.5	1.2	2.1
2017–18 to 2018–19	2.7	3.3	3.4	3.7	3.1	0.8	1.4	1.5	1.8	1.2	1.9
2018–19 to 2019–20	2.8	3.3	3.6	3.4	3.2	0.5	1.0	1.3	1.1	0.9	2.3
2019–20 to 2020–21	0.8	1.4	1.5	1.5	1.2	-0.6	0.0	0.1	0.1	-0.2	1.4
2020–21 to 2021–22	2.5	3.1	3.2	3.3	2.9	-4.5	-3.9	-3.8	-3.7	-4.1	7.0

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

FIGURE 1

College and university employment has nearly returned to pre-pandemic levels.

Employment in colleges and universities, seasonally adjusted, by institutional control (thousands), January 1979 to January 2022



Note: Marked datapoints include January 1, 1979; February 1, 2020; December 1, 2020; and January 1, 2022. WHO = World Health Organization. Source: US Bureau of Labor Statistics, Employment, Hours, and Earnings from the Current Employment Statistics survey (National), Series IDs CES6561130001 (privately owned colleges and universities) and CES9092161101 (publicly owned postsecondary schools), retrieved from <https://beta.bls.gov/labs/> on April 17, 2022.

to move their face-to-face classes online using whatever means available. In the first two months of the COVID-19 pandemic, colleges and universities lost 381,300 jobs, an 8.7 percent decrease (see figure 1). Noninstructional staff, especially those in low-wage and part-time positions, bore the brunt of layoffs in spring 2020, but with student enrollment plummeting in fall 2020, substantial faculty layoffs followed. By the end of 2020, an additional 49,000 jobs were lost, for a net decrease of 430,300 jobs or 9.8 percent from February 2020 to December 2020.

Faculty members on contingent appointments, who are more likely to be women and people of color, were hardest hit by actions taken by institutions in response to the COVID-19 pandemic. But, as reported in last year's *Annual Report*, tenure-line faculty members were also affected by a variety of institutional responses to the pandemic ranging from less severe actions such as furloughs, salary freezes or reductions, and fringe-benefit cuts to more extreme measures such as program closures and layoffs. The faculty members

who remained often took on increased course loads, converted face-to-face classes into online ones, and assumed more service responsibilities, often without additional pay.

In April 2020, colleges and universities were facing extraordinary uncertainty. Many experts reasonably viewed the COVID-19 pandemic as an “existential threat” to a US higher education system already struggling from two decades of declining federal and state funding, increasing costs, the rise of student consumerism, and the politicization of education. Robert Zemsky, a professor at the University of Pennsylvania and founding director of the university's Institute for Research on Higher Education, predicted that two hundred of the nation's one thousand private liberal-arts colleges would close in the next year. His prediction did not come to pass, although eighteen public and private nonprofit colleges have since closed or merged, or have announced plans to do so, according to Higher Ed Dive. However, faculty have been working in constant crisis mode for two years, with

deteriorating working conditions, wage stagnation, wage inequality, and in some cases wage suppression. Many higher education experts have raised concerns about faculty morale and burnout in a moment management professor Anthony Klotz has termed “the Great Resignation.”

A Slow Recovery. Employment recovery in higher education has lagged behind the national recovery, but by January 2022 employment in colleges and universities had recovered by 90.2 percent for a net decrease of 42,300 or 1.0 percent from February 2020 (see figure 1). It is plausible that overall higher education employment will return to pre-pandemic levels in the fall, assuming student enrollment levels recover. But even if student enrollment were to rebound in the short term, serious concerns remain about long-term student enrollment trends, particularly for less selective four-year colleges and community colleges. Before the onset of the COVID-19 pandemic, rising costs, consumerism, and growing mistrust of higher education were leading more students to view college with skepticism while thinking about college in terms of return on investment. These factors, along with a decline in the number of high school graduates projected by the Western Interstate Commission for Higher Education’s report *Knocking at the College Door*, will affect student enrollment, and therefore institutional revenue, for years to come.

Most public colleges and universities are heavily dependent on state tax appropriations for revenue, and some states’ long-term revenue forecasts are uncertain at best. In 2020–21, thirty-two states used \$1.9 billion of federal stimulus funding as protection against cuts in state tax appropriations, limiting the decline to 0.1 percent across the United States overall, without adjusting for inflation. More than \$7 billion of federal stimulus funding helped states maintain their fiscal support for higher education in the short term, and longer-term trends for state support for higher education are promising, according to the State Higher Education Executive Officers Association (SHEEO). But now the country is seeing its highest inflation rate since the early 1980s. As Harold Hovey posited in 1999, and Jennifer Delaney and William Doyle expanded upon in 2011, higher education is “the great balance wheel in state budgets,” meaning that states are likely to fund higher education during good economic times and cut funding for it during economic downturns. The SHEEO’s analysis of data from the Grapevine Survey on State Higher

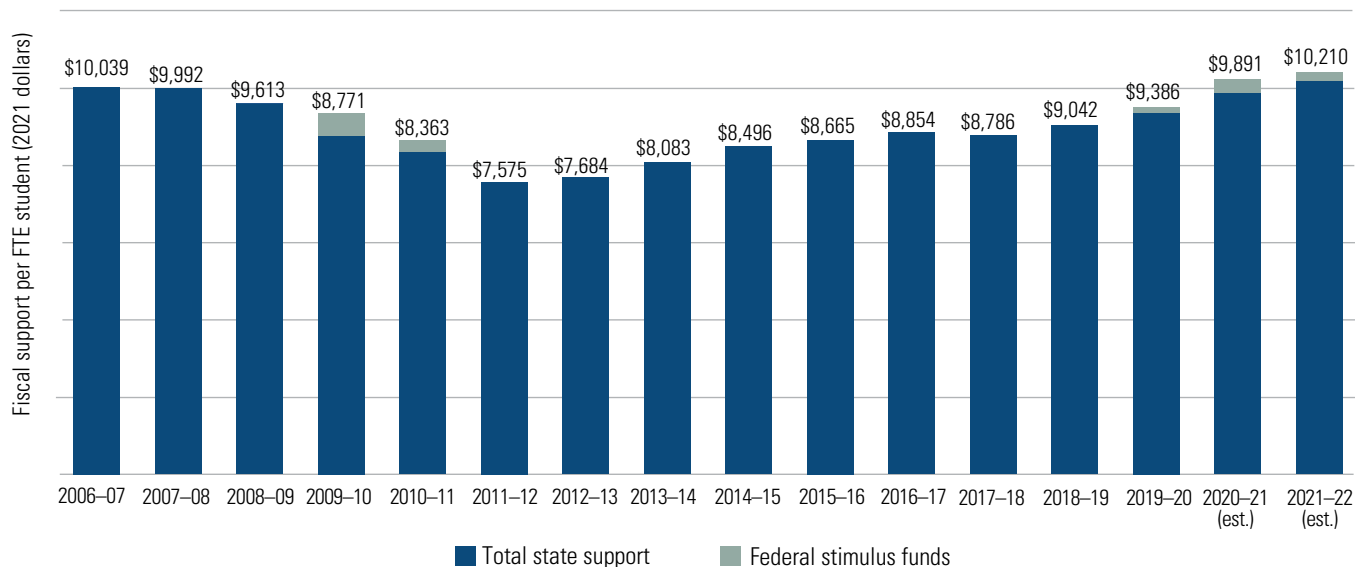
Education Funding found that in twenty-six states, appropriations for higher education declined from 2019–20 to 2020–21, with the largest cuts occurring in California (\$1.25 billion), Colorado (\$501 million), and Georgia (\$305 million). Analysis of state appropriations initially approved in fiscal year 2021–22 has shown that state funding for higher education increased 8.5 percent, excluding federal stimulus money, over the previous year (see figure 2). In fact, only five states decreased funding for higher education in fiscal year 2021–22, compared with twenty-six states in fiscal year 2020–21, although these figures are not adjusted for inflation.

Private institutions rely more on endowments for funding than do public institutions. The average school spends 4.6 percent of its endowment each year, according to the National Association of College and University Business Officers (NACUBO), and there are diverging opinions on how endowment drawdown should be structured. Financial markets were volatile in the beginning of the pandemic, but endowment returns recovered quickly and ultimately soared in fiscal year 2020–21. According to the 2021 NACUBO-TIAA Study of Endowments, college and university endowments generated an overall average return of 30.6 percent (net of fees) in fiscal year 2020–21, up sharply from a 1.8 percent overall average return in the previous year. But in April 2022, stock prices were falling into bear-market territory, and, with the likelihood of the Federal Reserve continuing to raise interest rates in response to increasing inflation, falling stock prices now threaten the high endowment returns that many colleges and universities have enjoyed for the past two years. Those who monitored endowment returns during the financial crisis of 2007–08 are aware that endowments do not always grow. And while the average size of endowments has grown to \$1.1 billion, there is increasing disparity between elite universities and less prestigious institutions. The median endowment is a more modest \$200 million, and about half of all US endowment assets are held by just twenty-five institutions, according to the Urban Institute.

Charitable Giving. According to the 2021 Voluntary Support of Education survey carried out by the Council for Advancement and Support of Education, charitable giving to US colleges and universities increased 6.9 percent in fiscal year 2020–21, with unrestricted contributions—those not limited to particular uses—increasing 30.2 percent, an

FIGURE 2

Federal stimulus funds helped return state fiscal support for higher education to 2006–07 levels.
 State fiscal support per full-time equivalent student, FY 2006–07 through FY 2021–22 (2021 dollars)



Note: State fiscal support includes taxes, other state monies, and federal stimulus funds from the American Recovery and Reinvestment Act of 2009 (2009–10 through 2011–12), the Coronavirus Aid, Relief, and Economic Security Act (2019–20 through 2021–22), the Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (2020–21 through 2021–22), and the American Rescue Plan Act of 2021 (2020–21 through 2021–22). Full-time equivalent student enrollment values were calculated from IPEDS through 2019–20, then estimated using preliminary fall enrollment figures published by the National Student Clearinghouse.

Source: Grapevine project of the Center for the Study of Education Policy at Illinois State University, IPEDS Fall Enrollment survey component 2020–21 provisional release, the National Student Clearinghouse’s *Term Enrollment Estimates: Fall 2021* report, and the US Bureau of Labor Statistics Consumer Price Index retroactive series (R-CPI-U-RS). Data compiled by the AAUP Research Department.

“unprecedented level of growth for this type of donation.” Much of the growth was the result of large gifts to minority-serving institutions and community colleges that have been historically overlooked by philanthropists or have been saddled with overly restrictive conditions on corporate donations. Predominantly Black Institutions have received large unrestricted donations, including several multimillion-dollar gifts from MacKenzie Scott and Michael Bloomberg, widely reported in the media, and donations to community colleges increased 52.5 percent in fiscal year 2020–21, according to the survey. Even among restricted gifts across all institutions, nearly two-thirds of respondents to the 2021 NACUBO-TIAA Study of Endowments reported having received gifts specifically targeted to support diversity, equity, and inclusion initiatives. Notably, many institutions receiving large unrestricted gifts over the last two years have chosen to use the funds to increase their endowments.

Summary of FCS Results

A few caveats are necessary before presenting this year’s summary of findings. We advise the reader to use caution when interpreting certain findings because the Faculty Compensation Survey collects average (arithmetic mean) values rather than median values for many of its compensation measures, an approach that increases the potential for distortion from outliers. We are aware of the benefits of collecting median compensation measures, but the AAUP is sensitive to the need to balance reporting burden with the utility of the data requested. That being said, this year we have encountered a greater-than-typical number of situations where institutional changes in salary distributions have distorted findings, as discussed below in the subsection on survey delimitations. We encourage the reader to keep these issues in mind, especially when examining institution-level results included in the appendices and published datasets.

Full-Time Faculty Salary Growth. From fall 2020 to fall 2021, average salaries for full-time faculty members increased 2.0 percent, consistent with the flat wage growth we have observed since the Great Recession of the late 2000s. The December-to-December Consumer Price Index for All Urban Consumers (CPI-U) increased 7.0 percent in 2021, the greatest increase since the 8.3 percent increase in 1981.² After we adjusted for inflation using the CPI-U, real average salaries for full-time faculty members decreased 5.0 percent, the largest decrease on record since the AAUP began tracking this measure in 1972. Among doctoral institutions, nominal average salaries increased 1.9 percent; after adjusting for inflation, they fell by 5.1 percent. Among master's and baccalaureate institutions, average salaries increased 2.0 percent and 1.7 percent, respectively; in real (inflation-adjusted) terms, they decreased 5.0 percent and 5.3 percent, respectively.

Because of low participation rates among associate's institutions, we must stress that the results should in no way be considered representative of associate's institutions nationally. Nonetheless, we present the findings. For associate's institutions with faculty ranking systems, average salaries decreased 1.0 percent, a decrease of 8.0 percent in real terms (that is, after adjusting for inflation). However, much of the decrease resulted from the inclusion of institutions participating for the first time this year with relatively low average salaries. If we limit the analysis to the sixty-one such institutions that participated in the survey in both 2020–21 and 2021–22, average salaries among associate's institutions with faculty ranking systems increased 2.9 percent, a decrease of 4.1 percent after adjusting for inflation. Similarly, for associate's institutions without faculty ranking systems, average salaries increased 7.4 percent, an increase of 0.4 percent after adjusting for inflation. However, if we limit the analysis to the seventeen such institutions that participated in both 2020–21 and 2021–22, average salaries among associate's institutions without faculty ranking systems increased 4.2 percent, a decrease of 2.8 percent after adjusting for inflation.

Average salaries for full-time faculty members ranged from \$52,411 for a lecturer at a religiously affiliated baccalaureate college to \$210,260 for a full professor at a private-independent doctoral university (see survey report table 1). Survey report table 4 presents full-time faculty salaries by region, and survey report table 5 presents full-time faculty salaries as percentile distributions of institutions.

Nominal average salaries decreased at 24.0 percent (208 out of 867) of colleges and universities participating in both 2020–21 and 2021–22, with real faculty salaries decreasing at 95.4 percent (827 out of 867) of institutions after adjusting for inflation. Average salary growth varied by institutional control and religious affiliation. Average salaries increased 1.7 percent among public institutions, 2.2 percent among private-independent institutions, and 2.9 percent among private religiously affiliated colleges and universities. Table A lists historical growth in full-time faculty salaries in both nominal and real (inflation-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.

Figure 3 presents nominal average full-time faculty salary growth compared with inflation since fall 2008. After 2008, real wages trended down to a low point in 2011, then trended up to a peak in 2019, then declined sharply in 2021 with a 5.0 percent decrease in real average salaries as described earlier. In fall 2021, the average salary of full-time faculty members in inflation-adjusted terms was 2.3 percent less than the average salary in fall 2008—the middle of the Great Recession.

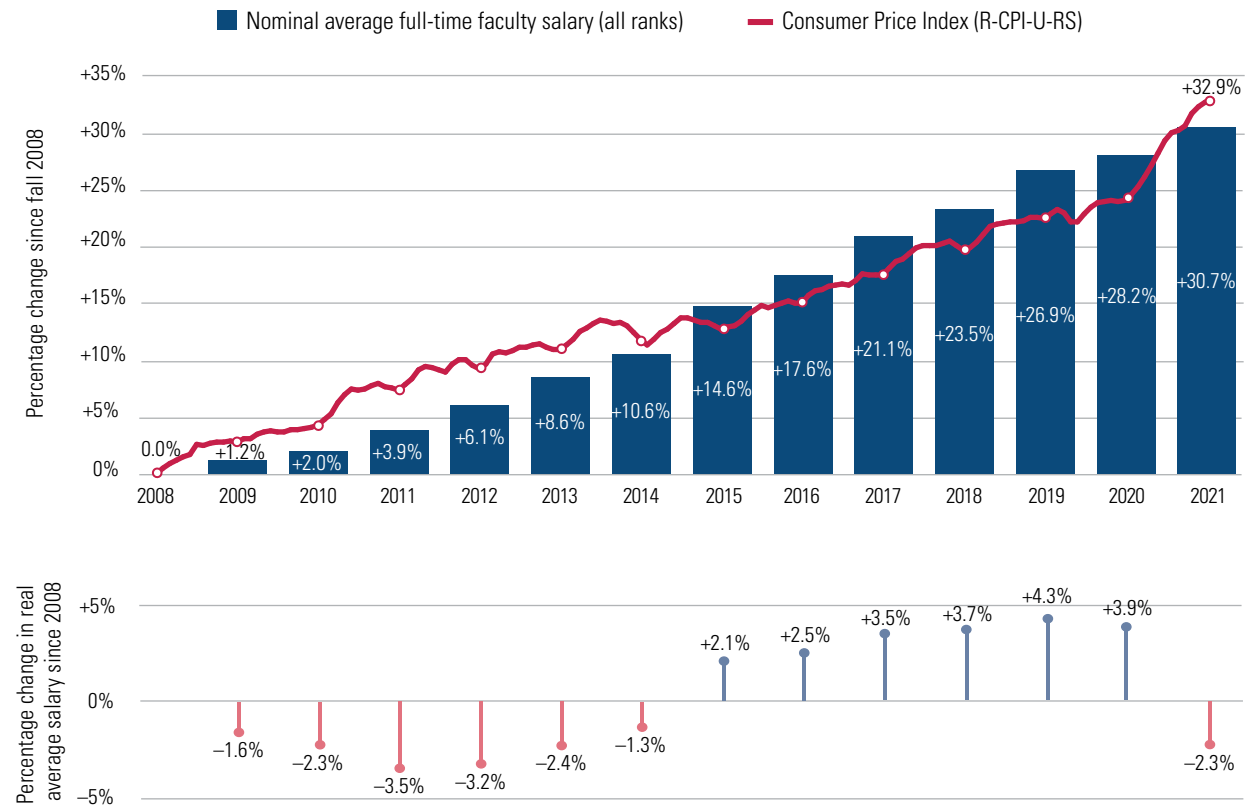
Full-Time Continuing Faculty Salary Growth. Beyond the measure of average salary for full-time faculty members, perhaps the most reliable measure collected by the Faculty Compensation Survey is full-time continuing faculty salary, a survey item in which institutions indicate the number of full-time faculty members employed full time in both the previous year and the current year (at the same contract length) by the rank held in the previous year, along with their previous and current average salaries. The importance many attribute to this measure, reported as a percentage change, lies in its exclusion of newly hired and departed faculty members, as well as institutions no longer participating in the survey, which reduces bias in our account of how salaries changed for those already in the profession.

2. The US Bureau of Labor Statistics originally reported an increase of 8.9 percent for 1981, but it has since made numerous improvements to the Consumer Price Index (CPI) and has published the Consumer Price Index retroactive series (R-CPI-U-RS), which lists an increase of 8.3 percent for 1981.

FIGURE 3

Real wages fell below Great Recession levels in 2021, with average full-time faculty salary falling to 2.3 percent below the 2008 average salary, after adjusting for inflation.

Percentage change in average full-time faculty salary (nominal), all ranks; percentage change in Consumer Price Index for All Urban Consumers, adjusted (R-CPI-U-RS); and percentage change in real salary since 2008 expressed as the difference between percentage changes in average salary and R-CPI-U-RS, fall 2008 through fall 2021



Note: Figure represents average full-time faculty salary (all ranks) as published in the Annual Report on the Economic Status of the Profession and the US Bureau of Labor Statistics Consumer Price Index retroactive series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Differences are calculated using December R-CPI-U-RS values, which are indicated with circles. Some values differ from simple subtraction due to rounding. The Great Recession began in December 2007 and ended in June 2009.

Source: AAUP Faculty Compensation Survey, US Bureau of Labor Statistics Consumer Price Index retroactive series (R-CPI-U-RS).

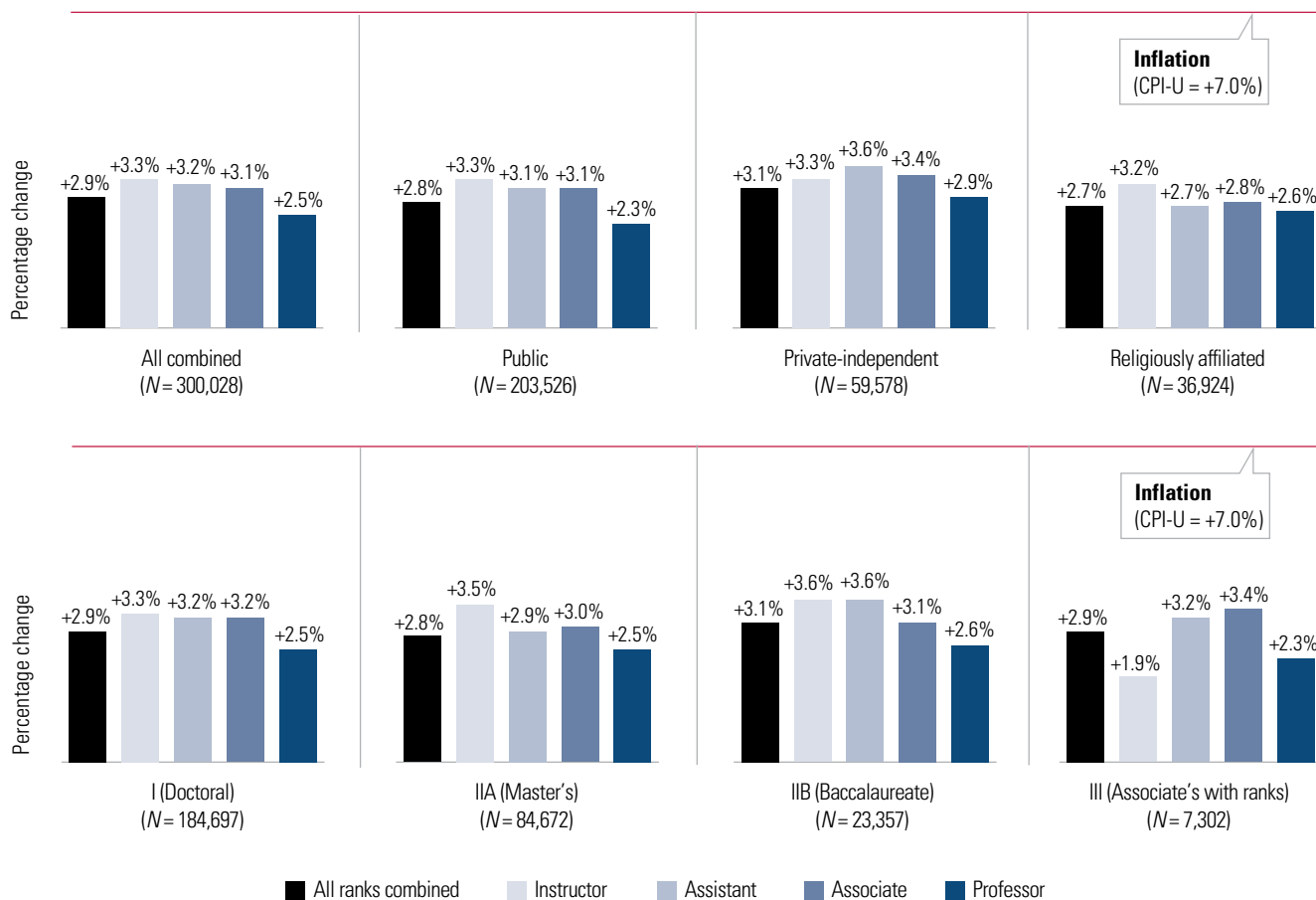
Findings for full-time continuing faculty salaries are reported as weighted averages by rank and institutional type in survey report table 2, with corresponding annual results listed by rank in table B. For all ranks combined, average salaries for continuing full-time faculty increased 2.9 percent from 2020–21 to 2021–22; after adjusting for inflation, average salaries decreased 4.1 percent.

For full professors, associate professors, assistant professors, and instructors, the average increase in nominal salaries for continuing full-time faculty members was 2.5 percent, 3.1 percent, 3.2 percent, and 3.3 percent, respectively (see figure 4). After adjusting for inflation, their average salaries decreased 4.5 percent, 3.9 percent, 3.8 percent, and 3.7 percent, respectively.

FIGURE 4

Salary increases for full-time continuing faculty fell well below inflation among all institution types.

One-year nominal change in salary for full-time continuing faculty, by AAUP institutional category, institutional control and affiliation, and academic rank, fall 2020 to fall 2021



Note: The figure is based on 801 institutions with faculty ranking systems reporting full-time continuing faculty salary data. The figure excludes 20 associate's institutions without faculty ranking systems. Academic ranks are those held by faculty members in fall 2020 and do not account for any changes in rank (e.g., promotions).

Source: AAUP Faculty Compensation Survey.

Salary growth for continuing full-time faculty members varied by institutional type, ranging from an average increase of 2.6 percent among private-independent and religiously affiliated master's institutions to an average increase of 3.5 percent among public baccalaureate institutions. (Associate's institutions were excluded from this summary because of low participation rates.)

At the institution level, only 14 institutions (1.7 percent) reported a decrease in average salaries for their continuing full-time faculty members, but after

adjusting for inflation, 774 institutions (94.3 percent) reported a decrease. The findings were similar across all academic ranks: the percentage of institutions reporting a decrease in inflation-adjusted average salaries for continuing full-time faculty members was 95.6 percent for full professors, 92.9 percent for associate professors, and 92.9 percent for assistant professors.

Full-Time Faculty Fringe Benefits. In 2021–22, 97.2 percent of full-time faculty members were eligible to

participate in retirement plans, a 2.8 point increase from 2020–21, when 94.4 percent of full-time faculty members received this benefit. After last year's 2.4 point decrease from 2019–20, when 96.8 percent received this benefit, this year's increase indicates that some institutions may have restored benefits that were eliminated or reduced in 2020–21 in response to the COVID-19 pandemic. Average expenditure for faculty members who were covered was \$11,835, equivalent to 11.3 percent of the average salary for all full-time faculty members (see survey report table 8). Average institutional expenditure toward retirement plans was \$11,788 per full-time faculty member, including those not covered, equivalent to 11.0 percent of average salary (\$104,092) for the 850 institutions reporting benefits data.

As in 2020–21, there was little change in the percentage of full-time faculty members eligible to participate in medical insurance plans. Institutions reported covering 94.5 percent of full-time faculty members, with an average expenditure of \$12,461 for faculty members who were covered, equivalent to 11.9 percent of the average salary for all full-time faculty members (see survey report table 9). Average institutional expenditure toward medical insurance plans was \$11,501 per full-time faculty member, including those not covered, equivalent to 11.3 percent of average salary (\$104,092) for the 850 institutions reporting benefits data.

More than 94 percent of institutions reported providing full-time faculty members some form of tuition waivers for dependents in 2021–22, with 89.2 percent providing dependent tuition waivers at their institutions; 59.1 percent provided full waivers and 30.1 percent provided partial waivers. Notably, less than half of public institutions provided full tuition benefits at their institutions; about one third (32.6 percent) provided full waivers and about half (49.8 percent) provided partial waivers. In contrast, about three-quarters (73.3 percent) of private-independent institutions provided full waivers, and 82.7 percent of religiously affiliated institutions provided full waivers at their institutions. Almost half of institutions provided tuition waivers at other specified institutions, usually through a consortium or system, with 27.2 percent providing full waivers. These waivers were more prevalent at private institutions than at public institutions. Just over half of institutions were members of Tuition Exchange, a reciprocal scholarship opportunity arrangement for dependents of eligible faculty and staff, with private institutions making up

the majority of members. Among religiously affiliated institutions, 89.1 percent were members of Tuition Exchange, as were 66.5 percent of private-independent institutions. Just over 10 percent of public institutions were members of Tuition Exchange in 2021–22.

Finally, 26.3 percent of institutions varied their dependent tuition benefits based on the faculty member's years of service; anecdotally, when institutions reduce dependent tuition benefits, they tend to do so for newly hired employees. Private institutions were more likely than public institutions to vary dependent tuition benefits based on years of service, including 39.2 percent of independent institutions and 38.2 percent of religiously affiliated institutions. Among public institutions, 9.2 percent offered varying dependent tuition benefits depending on years of service. Dependent tuition benefits for full-time faculty members are listed in survey report table 10.

Gender Pay Gaps. Institutions reported full-time faculty salaries for women that are, on average, 81.9 percent of those for men in 2021–22, consistent with the US Bureau of Labor Statistics finding that median earnings for women in 2021 were 83.1 percent of the median for men nationally across all sectors. To be clear, this means that, on average, among full-time faculty members reported in this survey, a woman earns 82 cents for each dollar a man earns. Full-time women faculty members earn less than men across all academic ranks, but the gender pay gap is greatest at the full professor rank (see figure 5 and survey report table 3).

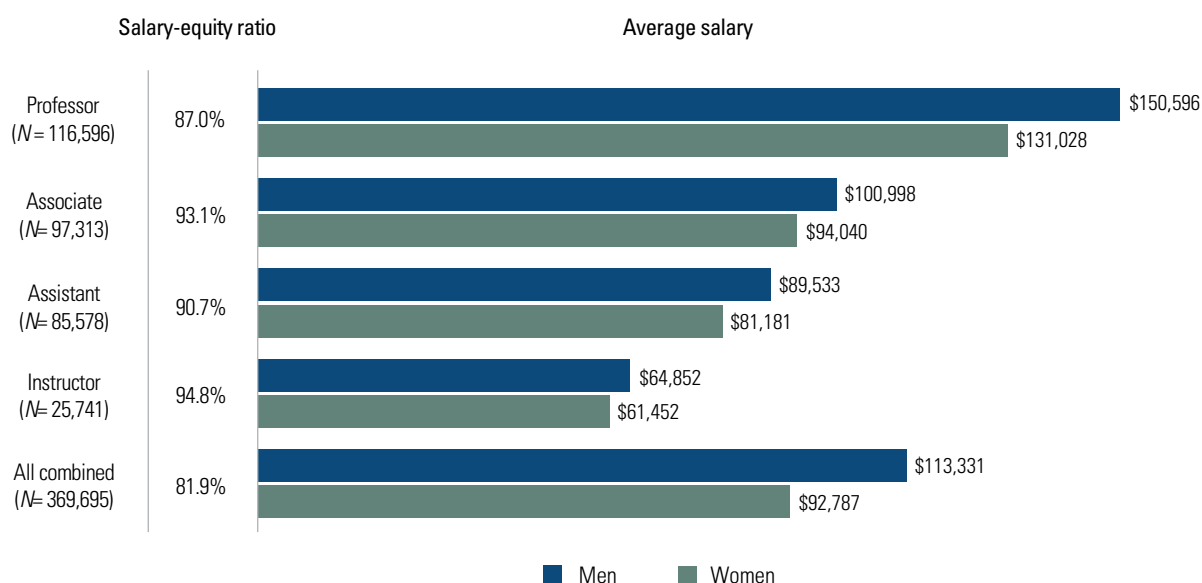
Some have argued that such pay disparities are explained by "market factors" and the overrepresentation of women in low-paying disciplines. But little is known about how such market factors operate, and there are many other factors contributing to gender-based pay disparities in academia, including biases in hiring and promotion practices, lack of institutional resources and support, and caregiving responsibilities. In any case, when gender pay gaps are identified, they must be corrected.

As we have previously reported, the gender pay gap has not budged in years, and the consequences are cumulative and follow women into retirement, where they receive less in Social Security benefits and pensions. Furthermore, women continue to remain concentrated in the lower faculty ranks and are underrepresented in doctoral institutions that generally pay higher salaries (see survey report tables 6 and 7). Gender equity will remain a priority of the AAUP Research Department until the gaps in pay

FIGURE 5

Full-time women faculty members earn less than men at all ranks.

Salary-equity ratio by academic rank and average full-time faculty salary, by academic rank and gender, fall 2021 (dollars)



Note: Salary-equity ratio is the ratio of women’s to men’s average salaries, multiplied by 100. The figure is based on 885 institutions with faculty ranking systems reporting full-time faculty salary data. The figure excludes 21 associate’s institutions without faculty ranking systems. Source: AAUP Faculty Compensation Survey.

and representation are closed. To further examine the representation of women in the academy, this report includes an additional “Gender Equity” section below that incorporates the most recent Integrated Postsecondary Education Data System (IPEDS) data available, highlighting changes that have occurred since the pandemic began.

Part-Time Faculty. Before presenting survey findings on part-time faculty, we must stress that the results are not representative of US higher education as a whole. Institutions struggle to compile data on part-time faculty employment, and this year only 355 out of 907 (39.1 percent) responding institutions were able to provide data on part-time adjunct faculty members paid on a per-course-section basis, with wide variation by institutional type. For example, only 43 out of 229 (18.8 percent) doctoral institutions responding to the survey reported average part-time adjunct faculty pay per course section, and only one member of the Association of American Universities reported such values. That said, response rates were better among

other institution types, with 135 master’s institutions and 113 baccalaureate institutions reporting average part-time adjunct faculty pay per course section. Data on part-time faculty members were collected for the prior academic year, 2020–21, to ensure that institutions could provide complete data records for an entire academic year.

Report table 15 shows that among responding institutions, adjunct faculty members paid on a per-course-section basis in 2020–21 received an average of \$3,843 per three-credit course section, an 8.1 percent increase from 2019–20, when average pay was \$3,556. Average rates of pay varied widely among institutional types, ranging from \$2,979 in public associate’s institutions without ranks to \$5,557 in public doctoral institutions. Minimum and maximum pay rates for teaching a course section spanned huge ranges across all institutional categories, with minima often falling under \$1,000 and maxima often exceeding \$20,000.

In addition to the appalling wages described above, most faculty members who are paid per course section

did not receive either retirement or medical benefits contributions. For 2020–21, 34.7 percent of institutions reported contributing toward retirement plans for some or all part-time faculty members, and 30.9 percent of institutions contributed to premiums for medical insurance plans. Part-time faculty members paid per course section were more likely to receive benefits at associate's institutions, with 53.5 percent of institutions contributing to their retirement plans. Doctoral institutions were most likely to contribute to medical insurance premiums, with 55.0 percent of doctoral institutions providing this benefit (see survey report table 16).

The economic status of faculty members serving on contingent appointments, including those paid on a per-course-section basis, will be discussed in a special section, "The Academic Labor Force," later in this report.

Administrator Salaries. Following an average increase of 1.1 percent in 2020–21, salaries for presidents of colleges and universities increased in nominal terms by 7.1 percent, on average, in 2021–22 among the 522 institutions that submitted administrator salary data in both 2020–21 and 2021–22. This represents a 0.1 percent increase after adjusting for inflation. In nominal terms, presidential salaries increased across all AAUP institutional categories, including doctoral (+6.9 percent), master's (+8.3 percent), baccalaureate (+6.9 percent), and associate's (+3.6 percent) institutions. Public institutions (N = 265) reported an average presidential salary increase of 5.3 percent, while private institutions (N = 257) reported an increase of 9.0 percent. The greatest increase in average presidential salary reported was among private master's institutions (N = 122), which reported an increase of 12.9 percent from 2020–21 to 2021–22.

Median salaries for college and university presidents in 2021–22 ranged from just over \$242,000 at public associate's institutions without faculty rank systems to \$775,000 at private-independent doctoral universities (see survey report table 11). Ratios of presidents' to full professors' average salaries ranged from just over three to one in public baccalaureate institutions to over five to one in private-independent and religiously affiliated doctoral institutions (see survey report table 12). For chief academic officers and chief financial officers, median salaries ranged from around \$132,000 and \$130,000, respectively, in associate's institutions without ranks to around \$393,000 and \$315,000, respectively, in doctoral institutions (see survey report tables 13 and 14).

Survey Delimitations. In addition to the usual methodological concerns about the AAUP's Faculty Compensation Survey, such as nonprobability sampling and potential distortion from outliers resulting from using averages (arithmetic means), the reader should be aware of the following:

- Some institutions reported substantially higher average salaries this year, not because faculty members received pay increases per se, but because of the termination or nonreappointment of faculty members who had been on the lower end of the pay scale. We therefore recommend using the *continuing faculty data* (column 7 of Appendix I) when comparing average salaries to the previous year for individual institutions.
- The percentage of faculty members who are tenured, or tenure-track, may increase in a particular institution for reasons similar to the salary issues above; that is, if contracts are not renewed for contingent faculty members but the tenured faculty members remain employed, the percentage of those with tenure will increase.
- Faculty members (and administrators) at a particular institution may have been on reduced pay last year; thus, it may appear that an institution gave substantial pay raises this year when pay levels were only returned to pre-pandemic levels. Institutions that implemented temporary salary reductions due to COVID-19 were instructed to report salary figures that reflect the pay cuts.

The Academic Labor Force

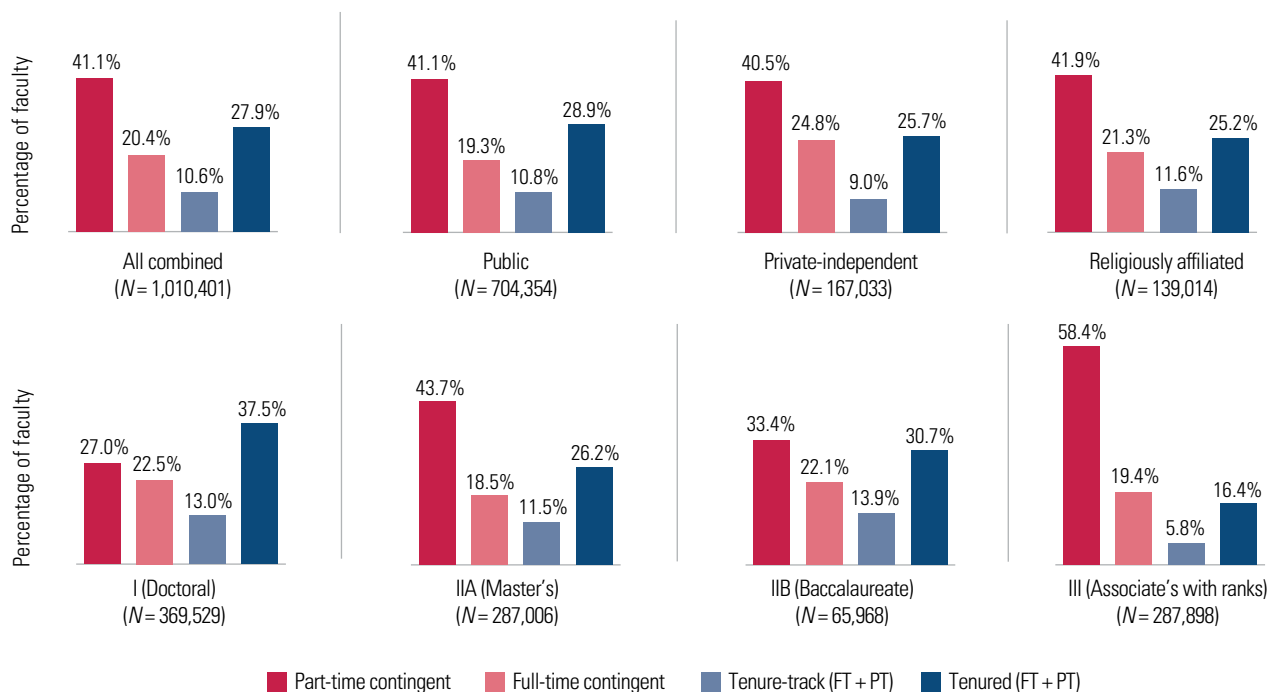
The AAUP has long held that all full-time faculty members, regardless of rank, should be considered eligible for tenure, meaning that after the expiration of a probationary period, their appointment should be terminated only for adequate cause or under extraordinary circumstances because of financial exigencies.³ Thus, with the exception of special appointments clearly limited to a brief association with the institution, there should be two kinds of full-time faculty appointments: (a) probationary appointments and

3. The 1940 *Statement of Principles on Academic Freedom and Tenure* specifies a maximum probationary period of seven years before tenure is granted.

FIGURE 6

Almost two-thirds of faculty members have contingent appointments, including about half among doctoral institutions and almost 80 percent among associate’s institutions.

Makeup of the faculty, by tenure status and employment status, institutional control and affiliation, and AAUP institutional category, fall 2020



Note: Figures represent full-time nonmedical instructional staff in degree-granting nonprofit institutions participating in Title IV federal financial aid programs.

Source: IPEDS Human Resources survey component 2020–21 provisional release. Data compiled by the AAUP Research Department.

(b) appointments with continuous tenure.⁴ The AAUP also recommends that tenure be offered to part-time faculty members with “proportional expectations for service and professional development.”⁵ Faculty members eligible for tenure are generally categorized as either *tenured* (with continuous tenure) or *tenure-track* (on probation) and are collectively referred to as *tenure-line* faculty members, while those ineligible for tenure

are referred to as *contingent* faculty members.

Tenure exists not only to protect the individual faculty members but also to benefit students and serve the common good by ensuring the quality of teaching and research in higher education. According to the 1940 *Statement of Principles on Academic Freedom and Tenure*, “Tenure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.”

Notwithstanding AAUP policies on tenure, most college and university faculty members today are not eligible for tenure, based on our analysis of Integrated

4. See the AAUP’s *Recommended Institutional Regulations on Academic Freedom and Tenure*, <https://www.aaup.org/report/recommended-institutional-regulations-academic-freedom-and-tenure>.

5. See the AAUP’s report *Tenure and Teaching-Intensive Appointments*, <http://www.aaup.org/report/tenure-and-teaching-intensive-appointments>.

TABLE C

One-year change in number of faculty (headcount), institutional control and affiliation, tenure and employment status, and AAUP institutional category, fall 2019 to fall 2020

AAUP category	All combined			Public			Private-independent			Religiously affiliated		
	Fall 2019	Fall 2020	1-year change	Fall 2019	Fall 2020	1-year change	Fall 2019	Fall 2020	1-year change	Fall 2019	Fall 2020	1-year change
CATEGORY I (Doctoral)												
Tenured (FT + PT)	136,812	138,695	+1.4%	101,663	103,334	+1.6%	24,494	24,543	+0.2%	10,655	10,818	+1.5%
Tenure-track (FT + PT)	48,763	47,976	-1.6%	36,897	36,011	-2.4%	8,060	7,851	-2.6%	3,806	4,114	+8.1%
Full-time contingent	85,286	83,187	-2.5%	59,171	57,926	-2.1%	18,216	17,589	-3.4%	7,899	7,672	-2.9%
Part-time contingent	106,808	99,671	-6.7%	65,412	62,352	-4.7%	25,105	21,809	-13.1%	16,291	15,510	-4.8%
All combined	377,669	369,529	-2.2%	263,143	259,623	-1.3%	75,875	71,792	-5.4%	38,651	38,114	-1.4%
AAUP CATEGORY IIA (Master's)												
Tenured (FT + PT)	77,063	75,332	-2.2%	49,239	48,944	-0.6%	10,291	9,993	-2.9%	17,533	16,395	-6.5%
Tenure-track (FT + PT)	34,901	33,134	-5.1%	21,634	21,001	-2.9%	4,285	4,006	-6.5%	8,982	8,127	-9.5%
Full-time contingent	54,520	53,142	-2.5%	22,713	21,870	-3.7%	16,561	16,401	-1.0%	15,246	14,871	-2.5%
Part-time contingent	135,064	125,398	-7.2%	62,353	55,843	-10.4%	36,565	37,217	+1.8%	36,146	32,338	-10.5%
All combined	301,548	287,006	-4.8%	155,939	147,658	-5.3%	67,702	67,617	-0.1%	77,907	71,731	-7.9%
AAUP CATEGORY IIB (Baccalaureate)												
Tenured (FT + PT)	20,181	20,223	+0.2%	4,328	4,217	-2.6%	8,141	8,260	+1.5%	7,712	7,746	+0.4%
Tenure-track (FT + PT)	9,221	9,142	-0.9%	2,303	2,194	-4.7%	3,007	3,073	+2.2%	3,911	3,875	-0.9%
Full-time contingent	15,255	14,546	-4.6%	3,145	2,904	-7.7%	5,460	5,173	-5.3%	6,650	6,469	-2.7%
Part-time contingent	23,222	22,057	-5.0%	6,118	5,826	-4.8%	7,519	6,770	-10.0%	9,585	9,461	-1.3%
All combined	67,879	65,968	-2.8%	15,894	15,141	-4.7%	24,127	23,276	-3.5%	27,858	27,551	-1.1%
AAUP CATEGORY III/IV (Associate's)												
Tenured (FT + PT)	47,606	47,330	-0.6%	47,396	47,123	-0.6%	134	120	-10.4%	76	87	+14.5%
Tenure-track (FT + PT)	18,644	16,685	-10.5%	18,503	16,543	-10.6%	90	79	-12.2%	51	63	+23.5%
Full-time contingent	57,916	55,728	-3.8%	55,148	52,944	-4.0%	2,197	2,231	+1.5%	571	553	-3.2%
Part-time contingent	190,774	168,155	-11.9%	187,520	165,322	-11.8%	2,435	1,918	-21.2%	819	915	+11.7%
All combined	314,940	287,898	-8.6%	308,567	281,932	-8.6%	4,856	4,348	-10.5%	1,517	1,618	+6.7%
ALL AAUP CATEGORIES COMBINED												
Tenured (FT + PT)	281,662	281,580	-0.0%	202,626	203,618	+0.5%	43,060	42,916	-0.3%	35,976	35,046	-2.6%
Tenure-track (FT + PT)	111,529	106,937	-4.1%	79,337	75,749	-4.5%	15,442	15,009	-2.8%	16,750	16,179	-3.4%
Full-time contingent	212,977	206,603	-3.0%	143,842	139,487	-3.0%	44,594	43,035	-3.5%	31,704	30,814	-2.8%
Part-time contingent	455,868	415,281	-8.9%	398,851	360,615	-9.6%	98,223	92,697	-5.6%	91,669	85,936	-6.3%
All combined	1,062,036	1,010,401	-4.9%	824,656	779,469	-5.5%	201,319	193,657	-3.8%	176,099	167,975	-4.6%

Note: Figures represent full-time nonmedical instructional staff in degree-granting nonprofit institutions participating in Title IV federal financial aid programs.

Source: IPEDS Human Resources survey component 2020–21 provisional release. Data compiled by the AAUP Research Department.

Postsecondary Education Data System (IPEDS) provisional data (see figure 6). In fact, 12.7 percent of full-time faculty members in fall 2020 were employed at institutions that reported having no tenure system. Contingent faculty members are often categorized as either *contract-renewable* (usually full-time non-tenure-track) or *adjunct* (fixed-term or temporary) faculty members. Many

institutions categorize adjunct faculty members, who are often paid on a per-course-section basis, as part-time employees even when they carry course loads equivalent to full-time tenure-line faculty members at their institutions.

Loss of Faculty on Contingent Appointments. The COVID-19 pandemic has devastated the livelihoods of thousands of contingent faculty members—who are more likely to be women and people of color⁶—and has revealed the tenuous nature of their employment. The number of contingent faculty appointments decreased 6.9 percent from fall 2019 to fall 2020, including a 2.9 percent decrease in full-time non-tenure-track appointments and a staggering 8.7 percent decrease in part-time appointments, according to our analysis of IPEDS provisional data.⁷

AAUP Faculty Compensation Survey results complement the IPEDS results and also suggest that part-time faculty members experienced a much larger adverse impact than full-time faculty members. For the AAUP survey, the number of part-time faculty members employed during the entire academic year decreased 10.6 percent from 2019–20 to 2020–21 among the 383 institutions that provided the data for both years, whereas the number of full-time faculty members increased 1.9 percent among the 889 institutions that completed the survey for fall 2019 and fall 2020, according to last year’s annual report.⁸ Though the number of full-time faculty members fell by only 0.6 percent from fall 2019 to fall 2021, it is likely that the percentage decrease in the number of part-time faculty members will be significantly larger.

Tenure-Line Faculty. After years of decline, the percentage of full-time faculty members with tenure increased 1.0 percentage points last year among institutions with a tenure system, from 52.1 percent in fall 2019 to 53.1 percent in fall 2020, according to our

analysis of IPEDS provisional data. At first glance, an increase in the percentage of full-time faculty members with tenure may seem like a good sign. But when we consider the situation of contingent faculty members, discussed above, it becomes apparent that the percentage of full-time faculty members with tenure increased not because of growth in the number of tenured faculty members (which did not occur) but because thousands of contingent faculty members—and tenure-track faculty members—departed their jobs between fall 2019 and fall 2020. In fact, the number of tenured full-time faculty members increased by only sixteen, or less than 0.01 percent, while the number of all full-time faculty members without tenure decreased by a staggering 10,313, or 4.0 percent, among institutions with a tenure system. The same percentage decrease was observed for both contingent and tenure-track full-time faculty members. Table C shows that this pattern occurred in almost all institutional types.

Without detailed data on faculty promotions, departures, and so forth, we can only hypothesize, but it appears that the number of tenured faculty members remained unchanged from fall 2019 to fall 2020 because, although many tenured faculty members departed, perhaps through early retirement programs, many tenure-track faculty members received tenure. But with a net decrease of nearly five thousand tenure-track faculty members, it appears that many institutions did not hire new tenure-track faculty members to fill the positions previously held by those with tenure.

From an AAUP policy perspective, the concern is whether tenure-line faculty members who leave an institution, through retirement or otherwise, are replaced by contingent faculty members with less security, remuneration, and support. The proliferation of contingent faculty appointments in US colleges and universities is well documented: in fall 2020, 61.5 percent of faculty members employed in the United States were on contingent appointments (see figure 7), and since 2004, there has been a threefold increase in replacing tenured with fixed-term positions among four-year institutions with a tenure system, according to the *2022 AAUP Survey of Tenure Practices*, published online in May and printed in this issue of the *Bulletin*. The increased reliance on contingent faculty members—those without opportunity for tenure—harms students and the public because faculty tenure is the best protection for academic freedom in teaching, research, and service.

Ranked Contingent Appointments. This year, as in other recent years, we observed that some institutions

6. See Glenn Colby and Chelsea Fowler, “Data Snapshot: Full-Time Women Faculty and Faculty of Color,” AAUP, December 2020, https://www.aaup.org/sites/default/files/Dec-2020_Data_Snapshot_Women_and_Faculty_of_Color.pdf.

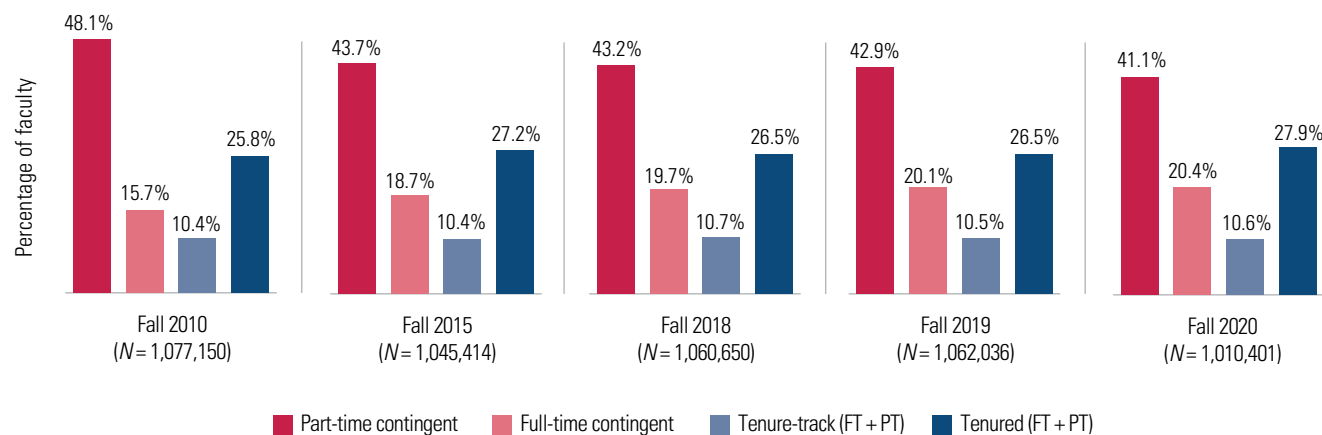
7. In this context, the term *appointments* refers to an unduplicated headcount of employees at each institution, although some faculty members may be on multiple appointments simultaneously.

8. Whereas IPEDS collects employment data on part-time faculty members employed in the fall (as of November 1) of each year, the AAUP Faculty Compensation Survey collects employment and salary data on part-time adjunct faculty members for the entire (previous) academic year. Thus, the 2021–22 FCS reports data for part-time adjunct faculty members employed during 2020–21, the previous academic year. This approach partially accounts for “spring melt”—student enrollment is typically lower in spring than in fall, which can decrease employment opportunities for adjunct faculty members.

FIGURE 7

About three in five (61.5 percent) faculty members are on contingent appointments.

Makeup of faculty, by tenure status and employment status, fall 2010 to fall 2020, selected years



Note: Figures represent full-time nonmedical instructional staff in degree-granting nonprofit institutions participating in Title IV federal financial aid programs.

Source: IPEDS Human Resources survey component 2020–21 provisional release. Data compiled by the AAUP Research Department.

have implemented policies to improve the working conditions for contingent faculty members by creating ranked full-time appointments with titles such as “teaching professor” or “professor of practice.”⁹ Some of these policies grant contingent faculty members decision-making authority and opportunities for promotion normally associated only with tenure-track appointments. Others lengthen contracts for some full-time contingent faculty members, or even (in a small number of cases) allow for conversions to tenure-track appointments after a designated number of terms, as recommended in the Association’s statement *Contingent Appointments and the Academic Profession*.

While the efforts described above are encouraging, let us make no mistake: these are still contingent appointments and fall short of the recommendation in the Association’s report *Tenure and Teaching-Intensive Appointments* to provide access to the tenure system. The AAUP Research Department is working to better

understand the nature and implications of these new policies, but for now, we simply report that 13.7 percent of ranked full-time faculty members were on contingent appointments, an increase of three percentage points from fall 2016. Ranked contingent appointments are particularly prevalent at the assistant professor level; 26.4 percent of full-time assistant professors were on contingent appointments in fall 2021, an increase of 5.5 percentage points from fall 2016 (see figure 8).

Gender Equity

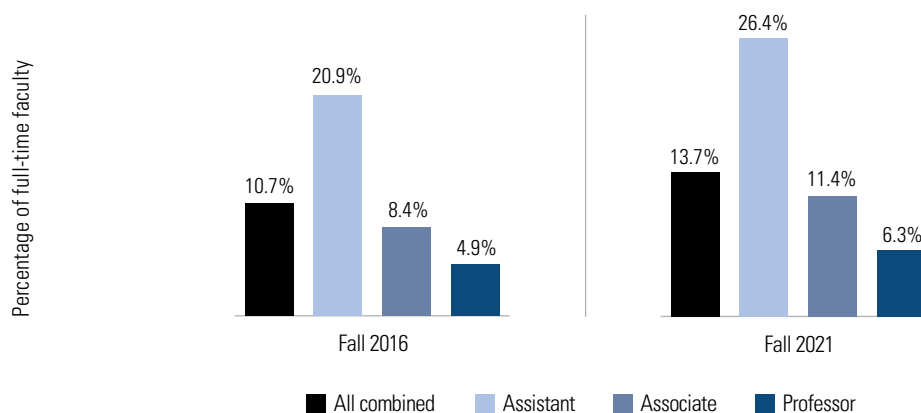
Fifty years ago, Title IX of the Education Amendments of 1972, later renamed the Patsy Takemoto Mink Equal Opportunity in Education Act, was signed into law.¹⁰ The act prohibited federally funded educational institutions from discriminating against students or employees on the basis of sex, including during the

9. See *Professors of Practice*, AAUP, November 2004, <https://www.aaup.org/report/professors-practice>, for a discussion of such appointments.

10. Patsy Takemoto Mink, the first woman of color elected to Congress, coauthored Title IX in 1972 and later introduced and helped pass the Women’s Educational Equity Act of 1974, which provided funding to educational institutions to meet the requirements of Title IX. Following her death in 2002, Title IX was renamed in her honor.

FIGURE 8

Nearly one in seven (10.7 percent) ranked full-time faculty members (i.e., “teaching professors”) is on a contingent appointment, including one in four (26.4 percent) full-time assistant professors. Percentage of full-time faculty members who are ranked on contingent (non-tenure-track) appointments, by academic rank, fall 2016 and fall 2021



Note: The figure is based on 885 institutions with faculty ranking systems reporting full-time faculty salary data. The figure excludes 21 associate’s institutions without faculty ranking systems.
Source: AAUP Faculty Compensation Survey.

application phase. After fifty years, the United States has made dramatic progress for women in higher education. When Title IX was passed, just 43.1 percent of students attending college were female, compared to 58.6 percent of students in fall 2020, according to the “Digest of Education Statistics.” And in the 2019–20 academic year, 55.2 percent of doctoral degrees conferred in the United States were conferred on women.

Just because more doctoral degrees have been earned by women than men in each year since the early 2000s does not mean that Patsy Mink’s dream of equal opportunity in education has been fully realized. As documented earlier in this report and previously in *The Annual Report on the Economic Status of the Profession, 2019–20*, women continue to earn less than men at all ranks and are under-represented in the elite doctoral research universities that typically pay the highest salaries. An in-depth discussion of gender inequity in the profession is beyond the scope of this report, but in this section we supplement the findings from this year’s Faculty Compensation Survey with analysis of IPEDS data to

update some findings presented in previous reports¹¹ and to consider the impact of the COVID-19 pandemic on women faculty members.

Our analysis of IPEDS provisional data shows that, in fall 2020, only about a third (35.8 percent) of full professors in the United States were women, although representation had increased more than six percentage points in the previous ten years and more than half (53.6 percent) of assistant professors were women (see figure 9). Nonetheless, women remain concentrated in the lower faculty ranks and in contingent positions—the least secure and worst remunerated teaching positions in higher education.

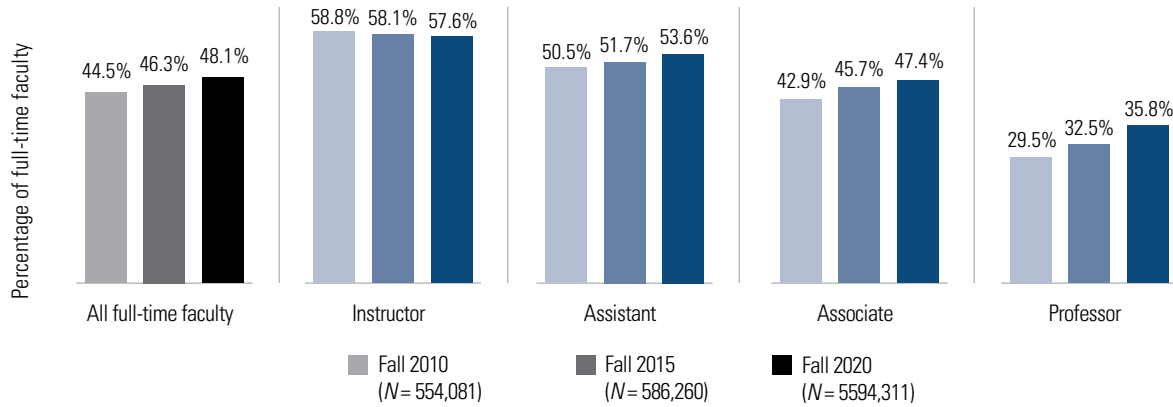
If we take the same set of numbers for fall 2020 but represent them in a different way—the proportion of men and women in each academic rank—we find further evidence of the unique challenges faced

11. See Colby and Fowler, “Data Snapshot,” which provides a demographic profile of full-time faculty members by academic rank and institutional type as well as further documentation of pay disparities for women faculty members.

FIGURE 9

The percentage of full-time faculty members who are women has grown to nearly half (48.1 percent), but representation decreases with progression in rank.

Percentage of full-time faculty members who are women, by academic rank, fall 2010 to fall 2020, selected years

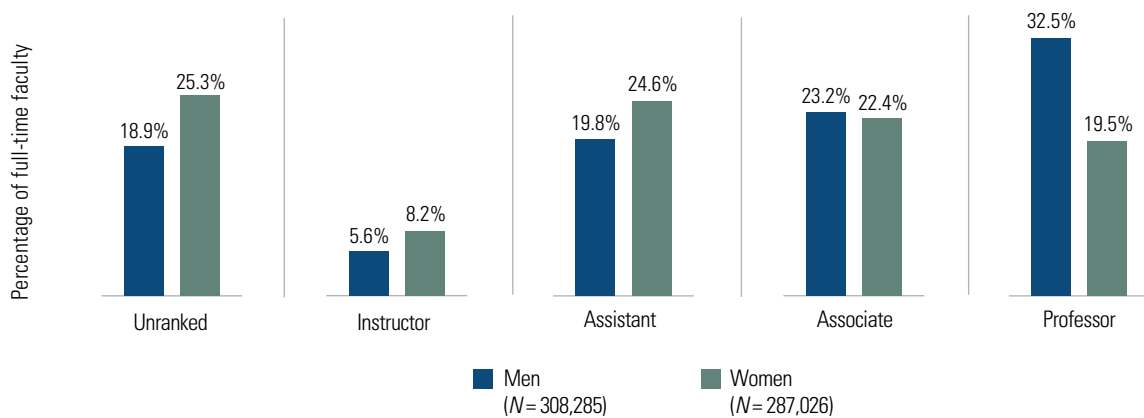


Note: Figures represent full-time nonmedical instructional staff in degree-granting nonprofit institutions participating in Title IV federal financial aid programs.
Source: IPEDS Human Resources survey component 2020–21 provisional release. Data compiled by the AAUP Research Department.

FIGURE 10

About one in five (19.5 percent) full-time women faculty members are full professors, compared with one in three (32.5 percent) men.

Percentage of full-time faculty members in each academic rank, by gender, fall 2020



Note: Figures represent full-time nonmedical instructional staff in degree-granting nonprofit institutions participating in Title IV federal financial aid programs.
Source: IPEDS Human Resources survey component 2020–21 provisional release. Data compiled by the AAUP Research Department.

by women in academia with respect to employment, advancement, salary, and job security (see figure 10). In fall 2020, only 19.5 percent of full-time women faculty members were full professors, compared with 32.5 percent of men. In contrast, 24.6 percent

of full-time women faculty members were assistant professors, compared with 19.8 percent of men. The lower representation of women among higher ranks and lower pay within each rank are the result of many factors, including biases in hiring and promotion

TABLE D

Two-year change in faculty headcount, by AAUP institutional category, academic rank, and gender

AAUP category	All combined					Men					Women				
	Fall 2019	Fall 2020	Fall 2021	1-year change	2-year change	Fall 2019	Fall 2020	Fall 2021	1-year change	2-year change	Fall 2019	Fall 2020	Fall 2021	1-year change	2-year change
CATEGORY I (Doctoral)															
Professor	63,987	64,876	65,171	+0.5%	+1.9%	45,578	45,630	45,142	-1.1%	-1.0%	18,409	19,246	20,029	+4.1%	+8.8%
Associate	48,206	49,054	49,263	+0.4%	+2.2%	27,090	27,313	27,204	-0.4%	+0.4%	21,116	21,741	22,059	+1.5%	+4.5%
Assistant	44,269	43,514	43,107	-0.9%	-2.6%	22,248	21,599	20,913	-3.2%	-6.0%	22,021	21,915	22,194	+1.3%	+0.8%
Instructor	12,779	12,761	12,762	+0.0%	-0.1%	5,541	5,490	5,508	+0.3%	-0.6%	7,238	7,271	7,254	-0.2%	+0.2%
Unranked	22,855	23,109	23,086	-0.1%	+1.0%	10,182	10,264	10,368	+1.0%	+1.8%	12,673	12,845	12,718	-1.0%	+0.4%
All combined	192,096	193,314	193,389	+0.0%	+0.7%	110,639	110,296	109,135	-1.1%	-1.4%	81,457	83,018	84,254	+1.5%	+3.4%
CATEGORY IIA (Master's)															
Professor	24,053	23,982	23,678	-1.3%	-1.6%	14,585	14,333	14,054	-1.9%	-3.6%	9,468	9,649	9,624	-0.3%	+1.6%
Associate	23,146	23,233	23,087	-0.6%	-0.3%	11,848	11,826	11,638	-1.6%	-1.8%	11,298	11,407	11,449	+0.4%	+1.3%
Assistant	22,721	21,707	20,915	-3.6%	-7.9%	10,181	9,533	9,079	-4.8%	-10.8%	12,540	12,174	11,836	-2.8%	-5.6%
Instructor	5,479	5,219	5,363	+2.8%	-2.1%	2,133	2,001	2,073	+3.6%	-2.8%	3,346	3,218	3,290	+2.2%	-1.7%
Unranked	10,197	9,798	9,968	+1.7%	-2.2%	4,447	4,170	4,226	+1.3%	-5.0%	5,750	5,628	5,742	+2.0%	-0.1%
All combined	85,596	83,939	83,011	-1.1%	-3.0%	43,194	41,863	41,070	-1.9%	-4.9%	42,402	42,076	41,941	-0.3%	-1.1%
CATEGORY IIB (Baccalaureate)															
Professor	7,392	7,310	7,186	-1.7%	-2.8%	4,541	4,375	4,288	-2.0%	-5.6%	2,851	2,935	2,898	-1.3%	+1.6%
Associate	6,787	6,886	6,911	+0.4%	+1.8%	3,470	3,494	3,485	-0.3%	+0.4%	3,317	3,392	3,426	+1.0%	+3.3%
Assistant	6,404	6,283	6,055	-3.6%	-5.4%	2,870	2,810	2,662	-5.3%	-7.2%	3,534	3,473	3,393	-2.3%	-4.0%
Instructor	1,957	1,827	2,106	+15.3%	+7.6%	822	770	904	+17.4%	+10.0%	1,135	1,057	1,202	+13.7%	+5.9%
Unranked	1,157	1,208	1,172	-3.0%	+1.3%	529	553	524	-5.2%	-0.9%	628	655	648	-1.1%	+3.2%
All combined	23,697	23,514	23,430	-0.4%	-1.1%	12,232	12,002	11,863	-1.2%	-3.0%	11,465	11,512	11,567	+0.5%	+0.9%
AAUP CATEGORY III (Associate's with Ranks)															
Professor	2,582	2,650	2,637	-0.5%	+2.1%	1,216	1,230	1,207	-1.9%	-0.7%	1,366	1,420	1,430	+0.7%	+4.7%
Associate	2,753	2,840	2,794	-1.6%	+1.5%	1,174	1,193	1,193	0.0	+1.6%	1,579	1,647	1,601	-2.8%	+1.4%
Assistant	2,649	2,378	2,297	-3.4%	-13.3%	1,209	1,113	1,061	-4.7%	-12.2%	1,440	1,265	1,236	-2.3%	-14.2%
Instructor	848	799	762	-4.6%	-10.1%	410	372	353	-5.1%	-13.9%	438	427	409	-4.2%	-6.6%
Unranked	653	540	597	+10.6%	+8.6%	308	261	288	+10.3%	+6.5%	345	279	309	+10.8%	+10.4%
All combined	9,485	9,207	9,087	-1.3%	-4.2%	4,317	4,169	4,102	-1.6%	-5.0%	5,168	5,038	4,985	-1.1%	-3.5%
ALL AAUP CATEGORIES COMBINED EXCEPT IV															
Professor	98,014	98,818	98,672	-0.1%	+0.7%	65,920	65,568	64,691	-1.3%	-1.9%	32,094	33,250	33,981	+2.2%	+5.9%
Associate	80,892	82,013	82,055	+0.1%	+1.4%	43,582	43,826	43,520	-0.7%	-0.1%	37,310	38,187	38,535	+0.9%	+3.3%
Assistant	76,043	73,882	72,374	-2.0%	-4.8%	36,508	35,055	33,715	-3.8%	-7.7%	39,535	38,827	38,659	-0.4%	-2.2%
Instructor	21,063	20,606	20,993	+1.9%	-0.3%	8,906	8,633	8,838	+2.4%	-0.8%	12,157	11,973	12,155	+1.5%	-0.0%
Unranked	34,862	34,655	34,823	+0.5%	-0.1%	15,466	15,248	15,406	+1.0%	-0.4%	19,396	19,407	19,417	+0.1%	+0.1%
All combined	310,874	309,974	308,917	-0.3%	-0.6%	170,382	168,330	166,170	-1.3%	-2.5%	140,492	141,644	142,747	+0.8%	+1.6%

Note: The table represents 835 institutions with ranking systems that completed the survey in three consecutive years: 2019–20, 2020–21, and 2021–2022.
Source: AAUP Faculty Compensation Survey.

practices, lack of institutional resources and support, and caregiving responsibilities.

Finally, we examine how the makeup of the academic workforce has changed since the start of the COVID-19 pandemic in 2020. IPEDS Human Resources Survey component data collected in spring 2021 will not be available until sometime next

year, so we cannot provide a definitive account of gender differences in the makeup of the academic workforce through fall 2021. But the AAUP Faculty Compensation Survey results on full-time faculty indicate that representation of men and women among the academic ranks has changed in dramatically different ways (see table D).

Among all AAUP institutional categories, the number of full-time women faculty members has increased 1.6 percent over the last two years, compared with a 2.5 percent decrease for men. The difference was greater at the full professor rank: the number of full-time women professors increased 5.9 percent, compared with a 1.9 percent decrease for men. We emphasize, however, that these figures represent full-time faculty members at institutions that responded to the AAUP's Faculty Compensation Survey in each of the past three years, not all institutions in the United States.

Doctoral institutions, the AAUP institutional category that had the highest response rate for the survey (79.0 percent), reported the most dramatic differences in numbers of full-time women and men faculty members from fall 2019 to fall 2021. Among 227 doctoral institutions completing the survey all three years, the number of full-time women faculty members has increased 3.4 percent from fall 2019 to fall 2021, compared with a decrease of 1.4 percent for men. Most notably, the number of full-time women faculty members at the full professor rank increased 8.8 percent, compared with a 1.0 percent decrease for men. We hypothesize that because men are more likely to hold appointments at the full professor rank, it is possible that COVID-19 risks, budget cuts, and changing working conditions caused more of them to retire early.

Despite these dramatic shifts, men still outnumber women at the full professor rank by large margins among all four-year institutions. The underrepresentation of women in higher education adversely affects not only those seeking careers in academia but also the students they serve.

A Note on Inflation Adjustment

Each year, the AAUP's *Annual Report* uses the Consumer Price Index for All Urban Consumers (CPI-U) to express annual wage growth in "real terms," adjusting nominal wages to account for annual changes in purchasing power. This year, the CPI-U increased 7.0 percent from December 2020 to December 2021, the highest rate in nearly 40 years, more than taking away any wage gains for faculty this year. The annual rate subsequently accelerated to 8.5 percent in March 2022, and the Federal Reserve is likely to raise interest rates repeatedly throughout the remainder of 2022 to lower the inflation rate. Given debates among macroeconomists about how best to measure overall changes in the prices of goods and services, a reader may ask,

Is the CPI-U the most appropriate index of inflation for analyzing faculty compensation data?

The AAUP Research Department generally uses the CPI-U, which includes food and energy prices, to report faculty compensation data in "real terms" (inflation adjusted). The CPI-U is used not only because it is an index of a broad "basket of goods and services" purchased by urban consumers, who make up about 88 percent of the total population, but also because the US Bureau of Labor Statistics (BLS) designed the CPI-U to measure price changes using weights that are fixed for periods of one, two, six, and twelve months. For our purposes—analyzing faculty compensation data to measure the well-being of faculty members on an ongoing basis—the use of a fixed market basket makes sense because it allows us to calculate salary increases necessary for faculty members to maintain their standard of living.

One potential drawback of using the CPI-U is that it fails to account for consumers' altered buying patterns—purchasing less expensive substitutes (e.g., rice and beans) for the items they would have purchased (e.g., meat)—when there are sudden economic shocks such as the enormous disruption of the COVID-19 pandemic. For this, one might consider using a "chained" measure of inflation that builds in a lower standard of living for consumers when prices rise. The BLS Chained Consumer Price Index for All Urban Consumers (C-CPI-U) accounts for altered buying patterns, as do many US Bureau of Economic Analysis (BEA) indexes, including the popular Personal Consumption Expenditures Price Index (PCE), which is also chained.¹² The CPI-U tends to show a bit more inflation than the C-CPI-U and PCE, but the three measures of inflation that result from the different price indexes track fairly closely over several years. From December 2020 to December 2021, the C-CPI-U and PCE increased 6.9 percent and 6.1 percent, respectively, compared with a CPI-U increase of 7.0 percent.

Beyond the conceptual or methodological nuances of each measure, it is important to emphasize that both BLS and BEA periodically revise their measures

12. For a discussion of differences between the CPI and PCE, see US Bureau of Labor Statistics, "Differences between the Consumer Price Index and the Personal Consumption Expenditures Price Index," *Focus on Prices and Spending* 2, no. 3 (May 2011), <https://www.bls.gov/opub/btn/archive/differences-between-the-consumer-price-index-and-the-personal-consumption-expenditures-price-index.pdf>.

for previous years to reflect current methodologies. The BLS recently developed the CPI “retroactive series” (R-CPI-U-RS, all items), formerly named the “research series,” to provide a historical research series with consistent measures over time. The retroactive series incorporates numerous improvements such as a new geometric means formula, first incorporated into the CPI in 1999, to correct for measurement errors (such as substitution bias) that cause overstated inflation rates. As an example, using the retroactive series, the estimated overall inflation rate for 1991 was 2.4 percent, as compared to the unadjusted change in CPI-U of 3.1 percent (see Table A). Thus, with the nominal 3.5 percent increase in average full-time faculty salary (all ranks) reported in 1991–92, the estimated increase in real wages of full-time faculty members is 1.1 percent using the retroactive series, as compared to 0.4 percent using the unadjusted CPI-U measure. This year’s *Annual Report* incorporates the CPI retroactive series into longitudinal analyses of salary and financial data (for example, in figures 2 and 3) but lists unadjusted changes in CPI-U in tables A and B to remain consistent with prior reports.

Conclusion and Recommendations

The AAUP’s annual Faculty Compensation Survey has given us a first look at how full-time faculty salaries have changed in the second academic year of the COVID-19 pandemic, and we will have a better picture next year when the US Department of Education releases IPEDS data. The survey also has provided us a sense of how fringe benefits, administrator pay, gender pay equity, and part-time faculty pay have changed. Collectively, these data sources paint a bleak economic picture of the profession: deteriorating wages of college and university faculty members in relation to the wages of other professions, continued gender pay inequality, appallingly low pay for adjunct faculty members, erosion of the financial structures that support higher education, rising threats to academic freedom and shared governance, and continued uncertainty about the COVID-19 pandemic—all threaten the standards of the profession and the quality of higher education itself.

Let us now return to the goal of achieving “correction or mitigation of the distortion in salary structures which has resulted from the uneven and incomplete impact of competition” set when the AAUP established the Faculty Compensation Survey program in 1958, especially with respect to equality of opportunities and compensation in the profession. The AAUP is

committed to addressing issues of gender and sexuality and racial justice in higher education.¹³ Furthermore, the AAUP has tracked the progress of women in the academy for many years through its annual compensation survey, and in recent years it has expanded the scope of analysis reporting efforts to include figures on the race and ethnicity of faculty members.¹⁴ But too often, the movement toward equity in the profession has been limited to formal equality. That is, the AAUP has developed and promulgated recommended principles and standards regarding fair opportunity and compensation in the profession,¹⁵ but sometimes lacks commensurate means to determine whether the principles are being realized.

If we are to attain real equality in US higher education, we must develop indicators and procedures, set quantified, verifiable goals, and periodically adjust our policies to help fight gendered, ethno-racial, and other social discrimination in the profession. To begin with, full transparency by all institutions—both public and private—is critical. Faculty employment data must be made publicly available on an annual basis, not just collected from time to time by individual researchers or limited to variables readily accessible in campus payroll systems. Specifically, we must have complete and reliable data on faculty employment, salary, fringe benefits, and working conditions—for all faculty members, not just those employed full time—published annually and broken down by various institutional and individual characteristics. Broad access to this information would foster a balanced, democratic debate among governing boards, legislators, and other policy makers who allocate funds to adjust academic salary levels.

The AAUP Research Department is working to compile and provide easier access to information on faculty employment. The department has developed a new website of data visualization tools, launched in July 2022, that will make readily available research findings on the economic status of the profession and on AAUP-supported principles and standards, such

13. See AAUP, “Gender and Sexuality in Higher Education,” <https://www.aaup.org/issues/gender-and-sexuality-higher-education>; and AAUP, “Racial Justice,” <https://www.aaup.org/issues/racial-justice>.

14. See, for example, Colby and Fowler, “Data Snapshot.”

15. The AAUP’s *Policy Documents and Reports* (widely known as the “Redbook” because of the color of its cover) presents in convenient format a wide range of policies, available at <https://www.aaup.org/reports-publications/publications/redbook>.

as those related to academic freedom, tenure, and shared governance. Up-to-date data will be presented in ways designed to inform policy makers, faculty members, and administrators as they work to adjust their policies.

Annual data collection and the development of meaningful indicators will be central, but not sufficient, if we are to achieve fairer and more competitive wages and improved working conditions for all faculty members. The economic future of the profession is uncertain; without a doubt, many colleges and universities are facing financial distress and shared academic governance has been under severe pressure.¹⁶ Achieving our goals will require the participation of faculty members, administrators, associations, labor unions (where not prohibited by so-called right-to-work laws), elected officials, and citizens, who must all demand access to relevant data to inform policy decisions. We can break the cycle only through up-to-date, objective, reliable demographic data and complete transparency regarding faculty compensation and working conditions, combined with collective action focused on social justice.

Acknowledgments

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16. The AAUP has compiled resources for responding to a financial crisis (see "Financial Crisis FAQs," <https://www.aaup.org/issues/financial-crisis-faqs>) and threats to shared governance (see *Statement on Government of Colleges and Universities*, <https://www.aaup.org/report/statement-government-colleges-and-universities>).

SURVEY REPORT TABLE 1

Average full-time faculty salary, by AAUP category, affiliation, and academic rank, 2021–22 (dollars)

Academic rank	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>				
Professor	163,485	148,414	210,260	169,971
Associate	106,564	101,871	126,701	110,746
Assistant	93,116	88,834	112,375	98,069
Instructor	66,160	60,114	81,437	78,783
Lecturer	72,718	67,353	89,408	69,188
No rank	78,987	68,543	73,879	117,942
All combined	115,762	107,008	147,907	121,080
<i>AAUP CATEGORY IIA (Master's)</i>				
Professor	106,419	104,175	117,082	105,623
Associate	85,973	85,663	90,395	83,593
Assistant	74,930	75,105	77,451	72,766
Instructor	58,601	55,117	64,460	63,093
Lecturer	61,521	59,959	74,405	59,146
No rank	62,997	57,055	80,437	62,069
All combined	84,503	83,064	91,830	83,601
<i>AAUP CATEGORY IIB (Baccalaureate)</i>				
Professor	109,501	101,523	126,336	90,546
Associate	83,996	82,095	93,348	73,418
Assistant	71,678	69,978	78,321	65,600
Instructor	59,701	53,469	65,288	55,697
Lecturer	65,309	60,508	73,204	52,411
No rank	79,296	109,354	73,560	66,007
All combined	85,325	79,346	96,652	74,576
<i>AAUP CATEGORY III (Associate's with ranks)</i>				
Professor	91,297	91,282	108,639	n.d.
Associate	75,051	75,053	74,305	n.d.
Assistant	64,548	64,515	75,505	n.d.
Instructor	52,278	51,771	67,338	n.d.
Lecturer	69,707	69,742	62,743	n.d.
No rank	53,870	53,870	n.d.	n.d.
All combined	74,125	74,146	70,808	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>				
No rank	80,313	80,313	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>				
Professor	143,823	134,580	181,490	126,289
Associate	97,724	95,764	110,651	90,672
Assistant	85,063	83,562	96,657	77,743
Instructor	62,874	58,064	74,566	67,767
Lecturer	69,499	65,109	86,233	64,570
No rank	74,493	66,114	76,197	101,729
All combined	103,803	98,745	127,366	94,835

Note: The table is based on 906 institutions reporting salary data for 369,695 full-time faculty members. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 2

Percentage change in salary for all full-time faculty and continuing faculty, by AAUP category, affiliation, and academic rank, 2020–21 to 2021–22

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	2.2	1.6	4.0	1.7	2.5	2.3	3.1	2.6
Associate	2.0	1.9	3.4	0.8	3.2	3.1	3.7	2.7
Assistant	1.9	1.6	3.9	0.9	3.2	3.0	4.1	3.0
Instructor	-0.7	0.5	-4.3	-0.5	3.3	3.3	3.5	2.8
All combined	1.9	1.6	2.6	1.6	2.9	2.8	3.3	2.9
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	1.9	1.7	0.6	4.4	2.5	2.4	2.3	2.8
Associate	2.4	2.5	1.0	3.5	3.0	3.0	2.9	2.8
Assistant	2.0	1.9	1.4	2.7	2.9	3.1	2.7	2.5
Instructor	2.6	2.5	-0.4	3.8	3.5	3.7	2.3	3.7
All combined	2.0	1.9	1.0	3.5	2.8	2.8	2.6	2.6
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	1.9	1.9	0.7	1.5	2.6	2.8	2.8	2.3
Associate	1.6	0.5	1.4	1.7	3.1	3.6	3.1	2.9
Assistant	2.7	1.5	1.0	5.1	3.6	4.3	3.6	3.0
Instructor	1.7	1.1	-0.1	1.3	3.6	4.9	3.6	2.9
All combined	1.7	1.6	0.4	2.0	3.1	3.5	3.1	2.7
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Professor	0.1	0.1	n.d.	n.d.	2.3	2.3	2.0	n.d.
Associate	-0.7	-0.7	n.d.	n.d.	3.4	3.4	2.0	n.d.
Assistant	-0.4	-0.5	n.d.	n.d.	3.2	3.2	2.0	n.d.
Instructor	-4.2	-5.1	n.d.	n.d.	1.9	1.9	2.0	n.d.
All combined	-1.0	-0.9	n.d.	n.d.	2.9	2.9	2.0	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	7.4	7.4	n.d.	n.d.	2.6	2.6	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	2.3	1.8	3.2	3.6	2.5	2.3	2.9	2.6
Associate	2.0	1.9	2.3	2.5	3.1	3.1	3.4	2.8
Assistant	2.0	1.7	2.8	3.0	3.2	3.1	3.6	2.7
Instructor	-0.1	0.4	-3.7	0.6	3.3	3.3	3.3	3.2
All combined	2.0	1.7	2.2	2.9	2.9	2.8	3.1	2.7

Note: The table is based on 906 institutions reporting salary data for 369,695 full-time faculty members and 821 institutions reporting salary data for 302,689 full-time continuing faculty members. Figures for all faculty are calculated as a simple percentage increase from previously published 2020–21 salary figures and may be biased due to different participants each year. Figures for continuing faculty represent a cohort analysis, where institutions reported the 2020–21 rank and salaries of continuing faculty along with their 2021–22 salaries. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Rows labeled “all combined” include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 3

Average salary for men and women full-time faculty, by affiliation, AAUP category, and academic rank, 2021–22 (dollars)

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
AAUP CATEGORY I (Doctoral)								
Professor	169,147	150,795	153,306	137,715	216,896	194,030	175,162	158,588
Associate	110,045	102,296	105,221	97,785	130,644	121,706	113,846	107,015
Assistant	98,479	88,068	93,665	84,329	119,044	105,608	104,785	92,230
Instructor	68,818	64,170	61,751	58,972	84,196	78,899	82,142	76,023
Lecturer	77,079	69,180	71,209	64,314	94,313	85,019	71,692	67,334
No rank	85,537	73,383	71,768	65,741	82,762	68,356	132,284	104,274
All combined	126,821	101,553	116,678	94,887	162,381	127,197	131,910	107,586
AAUP CATEGORY IIA (Master's)								
Professor	108,414	103,519	105,753	101,852	120,792	112,222	108,167	101,773
Associate	87,473	84,445	87,170	84,103	92,349	88,449	84,747	82,453
Assistant	76,837	73,477	76,917	73,595	80,152	75,586	74,251	71,809
Instructor	59,568	57,985	55,522	54,870	64,852	64,138	65,011	61,910
Lecturer	62,740	60,621	60,761	59,378	77,977	71,538	60,312	58,187
No rank	65,534	61,148	60,071	54,675	84,134	77,707	61,437	62,406
All combined	88,494	80,593	86,810	79,300	96,646	87,268	87,915	79,605
AAUP CATEGORY IIB (Baccalaureate)								
Professor	110,799	107,603	103,254	98,993	128,093	123,864	91,761	88,670
Associate	85,515	82,463	84,772	79,242	94,576	92,150	74,726	72,089
Assistant	73,619	70,168	71,807	68,406	79,447	77,464	68,543	63,424
Instructor	60,344	59,228	52,629	54,013	65,949	64,785	56,755	54,902
Lecturer	66,189	64,665	64,146	57,350	70,895	74,739	55,165	50,933
No rank	82,565	74,720	111,819	101,734	74,500	72,330	63,746	67,639
All combined	89,057	81,551	83,222	75,370	100,677	92,633	77,976	71,114
AAUP CATEGORY III (Associate's with ranks)								
Professor	92,638	90,152	92,638	90,123	n.d.	108,639	n.d.	n.d.
Associate	75,421	74,767	75,428	74,764	65,196	75,317	n.d.	n.d.
Assistant	64,757	64,371	64,760	64,306	60,974	77,322	n.d.	n.d.
Instructor	51,646	52,748	51,557	51,937	65,560	67,500	n.d.	n.d.
Lecturer	69,972	69,459	69,990	69,508	64,735	61,748	n.d.	n.d.
No rank	58,186	43,080	58,186	43,080	n.d.	n.d.	n.d.	n.d.
All combined	74,803	73,572	74,816	73,593	64,735	71,452	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)								
No Rank	80,297	80,327	80,297	80,327	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	150,596	131,028	140,345	123,726	190,989	162,535	131,737	116,825
Associate	100,998	94,040	98,973	92,113	114,638	106,156	93,157	88,033
Assistant	89,533	81,181	87,537	79,983	103,009	91,143	81,784	74,836
Instructor	64,852	61,452	59,213	57,278	76,847	72,629	70,567	65,755
Lecturer	73,010	66,724	68,087	62,806	90,783	82,301	66,707	62,974
No rank	80,103	69,768	69,809	62,918	80,851	72,544	115,898	90,156
All combined	113,331	92,787	107,205	88,963	140,712	110,949	102,566	86,738

Note: The table is based on 906 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 4

Average salary for full-time faculty, by region, AAUP category, and academic rank, 2021–22 (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	200,921	185,320	152,882	137,194	135,684	151,681	155,179	132,959	188,236
Associate	122,536	116,831	103,589	94,653	94,321	102,213	104,783	97,122	118,256
Assistant	106,856	98,948	93,067	86,200	81,627	93,749	91,246	80,983	103,061
Instructor	89,352	75,028	63,962	61,643	56,389	63,489	67,796	57,547	65,871
Lecturer	85,600	85,747	65,258	62,382	59,002	64,867	65,309	64,477	89,622
No rank	64,170	81,934	63,263	55,530	67,388	76,847	91,639	50,762	85,791
All combined	139,858	130,303	111,006	101,978	95,647	105,359	111,323	96,365	137,729
AAUP CATEGORY IIA (Master's)									
Professor	127,636	116,544	91,172	90,043	90,159	96,489	99,765	95,794	115,252
Associate	96,351	92,562	77,757	75,300	73,916	77,552	80,659	80,431	96,613
Assistant	82,034	76,946	70,336	65,528	66,885	68,492	72,899	70,458	84,814
Instructor	72,162	60,919	56,623	53,762	51,211	54,699	58,916	57,962	68,589
Lecturer	77,314	70,090	53,906	51,928	54,522	50,225	54,658	53,091	65,675
No rank	81,583	72,685	53,920	52,063	61,399	58,467	54,263	54,775	88,416
All combined	98,775	92,370	75,226	73,273	72,129	74,580	78,938	74,914	94,292
AAUP CATEGORY IIB (Baccalaureate)									
Professor	132,245	123,187	90,532	96,012	91,783	75,604	99,224	97,780	138,954
Associate	96,886	92,202	73,988	75,617	73,007	65,316	76,934	81,542	104,263
Assistant	81,744	77,821	63,602	63,194	60,912	86,713	66,634	69,013	86,595
Instructor	65,268	65,458	51,979	59,951	54,022	47,179	55,035	53,275	70,790
Lecturer	79,182	71,226	44,776	65,194	47,633	50,120	54,470	57,383	65,497
No rank	70,422	78,435	47,688	68,310	73,377	n.d.	108,365	64,169	62,267
All combined	100,719	93,008	73,761	77,045	72,852	71,158	77,333	78,442	108,604
AAUP CATEGORY III (Associate's with ranks)									
Professor	80,841	110,870	87,039	77,613	60,484	93,081	94,268	75,819	100,994
Associate	64,014	92,234	69,167	66,278	52,790	70,441	78,490	64,572	85,726
Assistant	57,442	78,679	55,276	61,192	45,549	57,857	69,209	58,764	74,946
Instructor	48,820	56,695	49,893	57,618	43,461	45,922	57,584	52,663	64,470
Lecturer	n.d.	76,968	56,218	n.d.	35,082	n.d.	n.d.	46,611	n.d.
No rank	n.d.	38,100	n.d.	n.d.	n.d.	n.d.	n.d.	56,498	n.d.
All combined	68,214	90,066	64,624	67,698	51,484	79,830	80,701	63,225	80,572
AAUP CATEGORY IV (Associate's without ranks)									
No rank	55,218	n.d.	79,601	62,889	59,358	59,104	80,221	70,889	105,200
ALL AAUP CATEGORIES COMBINED EXCEPT IV									
Professor	176,788	155,007	134,242	121,702	117,440	137,923	137,079	126,864	159,361
Associate	111,646	103,340	92,980	87,814	85,412	94,983	95,366	92,744	108,491
Assistant	96,075	87,469	82,461	77,666	75,597	86,914	83,476	77,953	94,115
Instructor	81,040	68,667	60,511	58,318	53,011	60,301	63,788	57,092	66,808
Lecturer	83,836	80,321	62,014	61,212	57,375	63,262	61,617	62,886	77,077
No rank	72,993	77,164	57,141	56,187	64,960	74,206	88,757	52,256	86,477
All combined	124,961	111,481	97,924	91,883	85,934	98,040	99,631	91,865	118,452

Note: The table is based on 906 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

^a New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
^b Middle Atlantic: New Jersey, New York, and Pennsylvania.
^c East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
^d West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
^e East South Central: Alabama, Kentucky, Mississippi, and Tennessee.
^f West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
^g South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
^h Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
ⁱ Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 5

Percentile distribution of institutions, by average full-time faculty salary, AAUP category, and academic rank, 2021–22 (dollars)

Academic rank	Rating ^a and percentile									
	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
AAUP CATEGORY I (Doctoral)										
Professor	224,209	203,891	176,358	159,875	151,956	140,908	131,353	120,704	113,398	100,914
Associate	145,900	133,084	120,449	113,577	107,136	102,841	97,264	91,398	87,418	81,229
Assistant	125,988	119,536	105,495	98,004	93,627	89,294	86,599	80,186	76,216	72,449
Instructor	97,400	89,000	79,761	74,208	68,147	64,265	60,916	56,965	53,936	50,509
All combined	171,109	150,288	127,581	119,134	110,699	103,243	98,943	91,729	87,208	80,194
AAUP CATEGORY IIA (Master's)										
Professor	139,562	129,624	115,307	108,780	102,087	97,219	91,105	85,865	81,609	74,680
Associate	107,912	102,497	94,431	89,168	83,473	79,482	75,723	72,616	69,669	64,070
Assistant	91,320	88,353	81,489	77,566	74,433	71,644	68,836	65,650	63,389	57,973
Instructor	84,079	75,425	68,750	64,561	60,969	58,580	56,405	53,778	51,768	46,018
All combined	112,498	100,348	93,052	86,486	81,946	77,680	75,535	71,683	67,946	63,312
AAUP CATEGORY IIB (Baccalaureate)										
Professor	149,347	140,127	117,103	105,833	97,007	90,348	84,822	78,745	74,610	65,284
Associate	112,580	105,846	93,992	82,905	78,644	74,023	70,692	65,950	63,164	58,817
Assistant	95,627	89,795	78,998	73,188	68,344	64,925	62,043	59,435	56,160	53,100
Instructor	77,605	70,252	65,331	61,463	58,323	55,432	53,212	50,761	48,243	43,695
All combined	117,448	107,289	94,293	84,375	77,783	73,712	69,883	66,930	62,729	57,077
AAUP CATEGORY III (Associate's with ranks)										
Professor	127,283	108,639	101,905	96,929	90,763	85,514	79,729	68,634	61,342	59,931
Associate	104,652	88,718	82,390	78,591	75,224	72,605	66,863	62,031	52,083	49,481
Assistant	88,966	82,554	72,577	67,618	62,875	61,440	57,583	54,678	45,760	43,349
Instructor	67,816	66,560	62,287	60,024	56,017	52,005	49,163	46,598	42,000	40,319
All combined	100,929	92,507	80,973	76,066	71,874	68,419	65,059	59,769	52,965	50,075
AAUP CATEGORY IV (Associate's without ranks)										
No rank	105,851	104,708	96,098	80,221	69,153	64,156	59,358	57,003	56,641	55,160

Note: The table is based on 906 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. Calculated using SAS STDIZE procedure with the order statistics method.

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

SURVEY REPORT TABLE 6

Percentage of full-time faculty in tenure-track appointments and percent of faculty with tenure, by affiliation, gender, and academic rank, 2021–22

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	94.1	0.9	5.0	76,183	94.7	0.9	4.4	51,272	92.8	0.6	6.6	16,761	93.4	1.1	5.5	8,150
Associate	85.4	5.5	9.1	51,514	86.9	4.7	8.4	35,512	80.5	7.3	12.2	9,187	84.0	7.8	8.2	6,815
Assistant	3.2	74.8	22.0	39,784	3.4	75.0	21.7	28,214	1.1	79.0	19.8	6,877	5.1	67.6	27.3	4,693
Instructor	0.7	3.8	95.5	10,781	1.0	5.3	93.7	6,725	0.1	1.1	98.8	2,258	0.3	1.5	98.2	1,798
Lecturer	2.7	1.5	95.8	16,477	3.6	1.9	94.5	12,208	0.0	0.1	99.8	3,614	0.0	0.6	99.4	655
No rank	12.1	4.5	83.4	3,259	15.3	5.6	79.2	2,568	0.6	0.0	99.4	321	0.0	0.8	99.2	370
All combined	59.5	17.2	23.2	197,998	59.5	17.6	22.9	136,499	59.0	16.0	25.0	39,018	60.4	17.0	22.5	22,481
WOMEN																
Professor	90.5	0.8	8.6	40,413	90.6	0.9	8.5	27,322	89.3	0.6	10.1	8,400	92.2	1.1	6.7	4,691
Associate	80.6	5.7	13.7	45,799	81.6	4.8	13.7	31,236	77.3	6.6	16.1	8,147	79.9	9.2	10.9	6,416
Assistant	3.4	66.5	30.1	45,794	3.8	66.4	29.9	31,348	1.1	71.6	27.3	7,922	4.2	61.0	34.9	6,524
Instructor	1.0	3.8	95.2	14,960	1.2	5.0	93.8	9,799	0.2	0.7	99.1	2,659	1.1	2.4	96.5	2,502
Lecturer	2.1	1.6	96.3	20,842	2.7	2.0	95.3	15,784	0.1	0.2	99.7	4,181	0.2	0.1	99.7	877
No rank	10.2	4.1	85.7	3,889	13.0	5.2	81.8	3,027	0.5	0.0	99.5	409	0.0	0.9	99.1	453
All combined	44.3	20.1	35.7	171,697	44.2	19.8	36.0	118,516	43.8	19.8	36.4	31,718	45.4	21.8	32.7	21,463
MEN AND WOMEN COMBINED																
Professor	92.9	0.9	6.2	116,596	93.3	0.9	5.8	78,594	91.6	0.6	7.8	25,161	93.0	1.1	5.9	12,841
Associate	83.1	5.6	11.2	97,313	84.4	4.7	10.9	66,748	79.0	7.0	14.0	17,334	82.0	8.5	9.5	13,231
Assistant	3.3	70.4	26.4	85,578	3.6	70.5	26.0	59,562	1.1	75.0	23.8	14,799	4.6	63.8	31.7	11,217
Instructor	0.9	3.8	95.3	25,741	1.1	5.1	93.8	16,524	0.2	0.9	98.9	4,917	0.8	2.0	97.2	4,300
Lecturer	2.4	1.5	96.1	37,319	3.1	2.0	94.9	27,992	0.1	0.2	99.7	7,795	0.1	0.3	99.5	1,532
No rank	11.1	4.3	84.6	7,148	14.1	5.4	80.6	5,595	0.5	n.d.	99.5	730	n.d.	0.9	99.1	823
All combined	52.4	18.5	29.0	369,695	52.4	18.6	29.0	255,015	52.2	17.7	30.1	70,736	53.1	19.4	27.5	43,944

Note: The table is based on 906 institutions reporting full-time faculty salary data. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. T = tenured, TT = tenure-track, NTT = non-tenure-track. N.d. = no data.

SURVEY REPORT TABLE 7

Percentage of full-time faculty, by affiliation, gender, AAUP category, and rank, 2021–22

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	Men	Women	N	% of total	Men	Women	N	% of total	Men	Women	N	% of total	Men	Women	N	% of total
AAUP CATEGORY I (Doctoral)																
Professor	69.1	30.9	76,623	33.4	68.6	31.4	54,833	32.2	71.0	29.0	17,004	38.8	68.7	31.3	4,786	31.1
Associate	55.1	44.9	58,158	25.4	54.9	45.1	44,288	26.0	55.9	44.1	9,390	21.4	54.6	45.4	4,480	29.2
Assistant	48.5	51.5	50,662	22.1	48.3	51.7	39,673	23.3	50.4	49.6	8,069	18.4	46.5	53.5	2,920	19.0
Instructor	42.8	57.2	15,299	6.7	41.1	58.9	10,751	6.3	47.9	52.1	2,861	6.5	45.1	54.9	1,687	11.0
Lecturer	44.8	55.2	25,758	11.2	44.1	55.9	18,657	11.0	47.2	52.8	6,189	14.1	42.5	57.5	912	5.9
No rank	46.1	53.9	2,906	1.3	46.5	53.5	2,024	1.2	38.3	61.7	300	0.7	48.8	51.2	582	3.8
All combined	56.2	43.8	229,406	100.0	55.6	44.4	170,226	100.0	58.9	41.1	43,813	100.0	55.5	44.5	15,367	100.0
AAUP CATEGORY IIA (Master's)																
Professor	59.2	40.8	27,777	28.6	59.5	40.5	18,304	29.1	56.7	43.3	4,243	28.8	60.2	39.8	5,230	26.9
Associate	50.4	49.6	27,413	28.2	50.9	49.1	16,992	27.0	49.9	50.1	4,420	30.0	49.7	50.3	6,001	30.8
Assistant	43.3	56.7	24,716	25.4	45.5	54.5	15,020	23.9	40.9	59.1	3,919	26.6	39.2	60.8	5,777	29.7
Instructor	39.0	61.0	6,212	6.4	38.0	62.0	3,639	5.8	45.1	54.9	821	5.6	38.1	61.9	1,752	9.0
Lecturer	42.4	57.6	9,800	10.1	42.0	58.0	8,219	13.1	44.5	55.5	1,087	7.4	45.1	54.9	494	2.5
No rank	42.2	57.8	1,224	1.3	44.1	55.9	748	1.2	42.5	57.5	266	1.8	34.8	65.2	210	1.1
All combined	49.5	50.5	97,142	100.0	50.1	49.9	62,922	100.0	48.7	51.3	14,756	100.0	48.1	51.9	19,464	100.0
AAUP CATEGORY IIB (Baccalaureate)																
Professor	59.4	40.6	8,277	29.8	59.4	40.6	1,541	23.6	58.5	41.5	3,911	32.3	60.7	39.3	2,825	31.0
Associate	50.2	49.8	8,247	29.7	51.6	48.4	1,983	30.4	49.3	50.7	3,514	29.1	50.4	49.6	2,750	30.2
Assistant	43.8	56.2	7,259	26.2	46.2	53.8	1,937	29.7	43.2	56.8	2,802	23.2	42.5	57.5	2,520	27.7
Instructor	42.3	57.7	2,559	9.2	39.3	60.7	511	7.8	43.2	56.8	1,187	9.8	42.9	57.1	861	9.4
Lecturer	42.3	57.7	1,152	4.2	46.5	53.5	510	7.8	39.9	60.1	516	4.3	34.9	65.1	126	1.4
No rank	58.3	41.7	240	0.9	75.6	24.4	45	0.7	56.7	43.3	164	1.4	41.9	58.1	31	0.3
All combined	50.3	49.7	27,734	100.0	50.6	49.4	6,527	100.0	50.0	50.0	12,094	100.0	50.4	49.6	9,113	100.0
AAUP CATEGORY III (Associate's with ranks)																
Professor	46.1	53.9	3,493	29.1	46.1	53.9	3,490	29.3	n.d.	100.0	3	4.1	n.d.	n.d.	n.d.	n.d.
Associate	43.4	56.6	3,474	29.0	43.5	56.5	3,464	29.1	10.0	90.0	10	13.7	n.d.	n.d.	n.d.	n.d.
Assistant	45.9	54.1	2,941	24.5	46	54	2,932	24.6	11.1	88.9	9	12.3	n.d.	n.d.	n.d.	n.d.
Instructor	42.7	57.3	1,474	12.3	43.8	56.2	1,426	12.0	8.3	91.7	48	65.8	n.d.	n.d.	n.d.	n.d.
Lecturer	48.4	51.6	608	5.1	48.4	51.6	605	5.1	33.3	66.7	3	4.1	n.d.	n.d.	n.d.	n.d.
No rank	71.4	28.6	7	0.1	71.4	28.6	7	0.1	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	45.0	55.0	11,997	100.0	45.2	54.8	11,924	100.0	9.6	90.4	73	100.0	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)																
No rank	46.4	53.6	3,416	100.0	46.4	53.6	3,416	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	65.3	34.7	116,596	31.5	65.2	34.8	78,594	30.8	66.6	33.4	25,161	35.6	63.5	36.5	12,841	29.2
Associate	52.9	47.1	97,313	26.3	53.2	46.8	66,748	26.2	53.0	47.0	17,334	24.5	51.5	48.5	13,231	30.1
Assistant	46.5	53.5	85,578	23.1	47.4	52.6	59,562	23.4	46.5	53.5	14,799	20.9	41.8	58.2	11,217	25.5
Instructor	41.9	58.1	25,741	7.0	40.7	59.3	16,524	6.5	45.9	54.1	4,917	7.0	41.8	58.2	4,300	9.8
Lecturer	44.2	55.8	37,319	10.1	43.6	56.4	27,992	11.0	46.4	53.6	7,795	11.0	42.8	57.2	1,532	3.5
No rank	45.6	54.4	7,148	1.9	45.9	54.1	5,595	2.2	44.0	56.0	730	1.0	45.0	55.0	823	1.9
All combined	53.6	46.4	369,695	100.0	53.5	46.5	255,015	100.0	55.2	44.8	70,736	100.0	51.2	48.8	43,944	100.0

Note: The table is based on 906 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 8

Full-time faculty retirement benefits, by affiliation and AAUP category, 2021–22 (dollars)

AAUP category	Retirement benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	97.7	13,297	11.5	97.8	13,512	12.6
Category IIA (Master's)	96.8	9,132	10.8	97.8	10,523	12.6
Category IIB (Baccalaureate)	93.2	8,828	10.3	97.7	12,606	15.9
Category III (Associate's with ranks)	98.0	11,326	14.6	97.9	11,382	14.6
Category IV (Associate's without ranks)	96.8	10,705	13.2	96.8	10,705	13.2
All combined	97.2	11,835	11.3	97.8	12,645	12.7

AAUP category	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
	Category I (Doctoral)	97.9	13,356	9.0	96.3	10,708
Category IIA (Master's)	96.1	7,314	8.0	94.1	5,699	6.8
Category IIB (Baccalaureate)	91.0	9,022	9.3	92.9	5,634	7.5
Category III (Associate's with ranks)	100.0	3,494	4.9	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	96.4	11,408	8.9	94.6	7,553	7.9

Note: The table is based on 850 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Figures represent institutions that provided retirement benefits data. Average contribution and percentage of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Retirement benefits include the contribution by the institution, state, and local government to the retirement plans but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security.

SURVEY REPORT TABLE 9

Full-time faculty medical benefits, by affiliation and AAUP category, 2021–22 (dollars)

AAUP category	Medical Benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	95.1	12,690	10.9	95.7	12,150	11.3
Category IIA (Master's)	93.8	12,212	14.4	96.4	12,552	15.0
Category IIB (Baccalaureate)	92.5	11,451	13.4	96.0	12,432	15.6
Category III (Associate's with ranks)	93.2	12,689	16.3	93.1	12,745	16.3
Category IV (Associate's without ranks)	96.5	11,003	13.6	96.5	11,003	13.6
All combined	94.5	12,461	11.9	95.8	12,262	12.3

AAUP category	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
	Category I (Doctoral)	94.7	14,526	9.8	89.9	13,625
Category IIA (Master's)	92.4	12,151	13.2	86.1	10,966	13.0
Category IIB (Baccalaureate)	92.4	11,945	12.3	89.9	9,995	13.4
Category III (Associate's with ranks)	100.0	5,261	7.4	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	93.8	13,597	10.6	88.3	11,746	12.2

Note: The table is based on 850 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Figures represent institutions that provided medical benefits data. Average coverage and percentage of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Medical benefits include institutional contributions to premiums for insurance plans combining medical, dental, and other health care, but excluding 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, 2021–22

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)	153		96		40		17	
Full (institution)	58	37.9	27	28.1	21	52.5	10	58.8
Partial (institution)	71	46.4	54	56.3	12	30.0	5	29.4
Full (specified institutions)	14	9.2	2	2.1	8	20.0	4	23.5
Partial (specified institutions)	38	24.8	23	24.0	11	27.5	4	23.5
Tuition Exchange	39	25.5	13	13.5	15	37.5	11	64.7
Other	41	26.8	17	17.7	17	42.5	7	41.2
Varies by years of service	38	24.8	14	14.6	17	42.5	7	41.2
None	9	5.9	8	8.3	0	0.0	1	5.9
AAUP CATEGORY IIA (Master's)	262		92		67		103	
Full (institution)	167	63.7	21	22.8	61	91.0	85	82.5
Partial (institution)	73	27.9	52	56.5	5	7.5	16	15.5
Full (specified institutions)	89	34.0	4	4.3	28	41.8	57	55.3
Partial (specified institutions)	38	14.5	13	14.1	9	13.4	16	15.5
Tuition Exchange	158	60.3	9	9.8	57	85.1	92	89.3
Other	71	27.1	36	39.1	17	25.4	18	17.5
Varies by years of service	79	30.2	9	9.8	26	38.8	44	42.7
None	15	5.7	17	18.5	0	0.0	0	0.0
AAUP CATEGORY IIB (Baccalaureate)	178		28		68		82	
Full (institution)	126	70.8	7	25.0	47	69.1	72	87.8
Partial (institution)	37	20.8	15	53.6	18	26.5	8	9.8
Full (specified institutions)	68	38.2	3	10.7	15	22.1	47	57.3
Partial (specified institutions)	41	23.0	8	28.6	20	29.4	13	15.9
Tuition Exchange	127	71.3	5	17.9	45	66.2	77	93.9
Other	48	27.0	7	25.0	27	39.7	14	17.1
Varies by years of service	53	29.8	1	3.6	26	38.2	26	31.7
None	6	3.4	6	21.4	0	0.0	0	0.0
AAUP CATEGORY III/IV (Associate's)	58		57		1		n.d.	
Full (institution)	34	58.6	34	59.6	0	0.0	n.d.	n.d.
Partial (institution)	15	25.9	15	26.3	0	0.0	n.d.	n.d.
Full (specified institutions)	6	10.3	6	10.5	0	0.0	n.d.	n.d.
Partial (specified institutions)	3	5.2	3	5.3	0	0.0	n.d.	n.d.
Tuition Exchange	2	3.4	2	3.5	0	0.0	n.d.	n.d.
Other	5	8.6	5	8.8	0	0.0	n.d.	n.d.
Varies by years of service	1	1.7	1	1.8	0	0.0	n.d.	n.d.
None	7	12.1	6	10.5	1	100.0	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED	651		273		176		202	
Full (institution)	385	59.1	89	32.6	129	73.3	167	82.7
Partial (institution)	196	30.1	136	49.8	35	19.9	29	14.4
Full (specified institutions)	177	27.2	15	5.5	51	29.0	108	53.5
Partial (specified institutions)	120	18.4	47	17.2	40	22.7	33	16.3
Tuition Exchange	326	50.1	29	10.6	117	66.5	180	89.1
Other	165	25.3	65	23.8	61	34.7	39	19.3
Varies by years of service	171	26.3	25	9.2	69	39.2	77	38.1
None	37	5.7	37	13.6	1	0.6	1	0.5

Note: The table is based on 651 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Dependent tuition benefits are collected as a series of multiple choice items only. The items and their choices are: Tuition waiver at this institution (full, partial, or none); tuition waiver at specified institutions through a consortium or system (full, partial, or none); institution is a member of Tuition Exchange (yes or no); tuition benefit varies based on years of service (yes, no, or not applicable); and other dependent tuition benefits (with an open-text response field); and none. Institutions may indicate multiple dependent tuition benefits; therefore, percentages within each AAUP category may not add up to 100.

SURVEY REPORT TABLE 11

Presidential salary, by AAUP category and affiliation, 2021–22 (dollars)

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	602,854	533,375	213,904	1,456,000	557,176	505,000	213,904	1,287,500
Category IIA (Master's)	359,581	334,908	75,000	863,200	316,419	308,700	157,316	661,500
Category IIB (Baccalaureate)	349,411	325,000	100,000	1,000,000	264,900	258,666	100,000	457,259
Category III (Associate's with ranks)	300,271	261,284	124,030	498,820	293,180	261,142	124,030	489,000
Category IV (Associate's without ranks)	245,248	242,124	146,363	348,935	245,248	242,124	146,363	348,935

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	849,406	775,000	400,000	1,456,000	673,196	750,000	274,197	975,000
Category IIA (Master's)	459,062	420,240	189,487	863,200	352,336	350,000	75,000	750,000
Category IIB (Baccalaureate)	444,021	425,800	102,500	1,000,000	316,294	311,075	120,816	618,000
Category III (Associate's with ranks)	–	–	–	–	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 564 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. For three 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, 2021–22

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)	4.49	4.28	1.38	9.25	4.27	4.20	1.38	7.41
Category IIA (Master's)	3.82	3.63	1.38	10.02	3.28	3.19	1.38	6.77
Category IIB (Baccalaureate)	3.87	3.94	1.19	6.71	3.07	2.94	1.19	5.40
Category III (Associate's with ranks)	3.41	3.23	1.81	5.72	3.37	3.18	1.81	5.72
Category IV (Associate's without ranks)	3.53	3.70	2.16	5.44	3.53	3.70	2.16	5.44

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.53	4.88	3.26	9.25	5.25	5.23	2.78	7.93
Category IIA (Master's)	4.60	4.30	2.60	10.02	3.98	3.94	1.38	7.66
Category IIB (Baccalaureate)	4.15	4.10	1.26	6.71	3.99	3.96	2.26	6.62
Category III (Associate's with ranks)	–	–	–	–	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 564 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. For three 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, 2021–22 (dollars)

AAUP category	Chief academic officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	395,676	393,376	188,144	869,400	379,834	355,000	188,144	737,000
Category IIA (Master's)	219,529	215,000	75,000	480,000	226,935	221,585	135,000	354,000
Category IIB (Baccalaureate)	186,609	180,000	21,500	400,000	167,332	154,500	113,300	331,040
Category III (Associate's with ranks)	193,651	183,000	90,000	378,750	195,054	183,876	90,000	378,750
Category IV (Associate's without ranks)	152,156	131,950	91,476	236,028	152,156	131,950	91,476	236,028

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	481,931	440,000	230,432	869,400	395,667	425,000	190,000	625,000
Category IIA (Master's)	236,288	229,500	75,821	426,420	203,701	198,400	75,000	480,000
Category IIB (Baccalaureate)	218,405	210,000	120,000	400,000	171,572	167,250	21,500	320,000
Category III (Associate's with ranks)	—	—	—	—	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 548 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 14

Chief financial officer salary, by AAUP category and affiliation, 2021–22 (dollars)

AAUP category	Chief financial officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	353,385	314,610	162,750	1,566,149	327,384	309,500	162,750	721,000
Category IIA (Master's)	214,536	200,000	75,000	615,000	200,941	195,961	126,600	315,000
Category IIB (Baccalaureate)	196,968	185,000	17,000	550,000	145,090	141,044	76,538	247,500
Category III (Associate's with ranks)	148,401	141,880	58,297	272,910	145,606	139,689	58,297	272,910
Category IV (Associate's without ranks)	141,587	130,086	88,863	236,028	141,587	130,086	88,863	236,028

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	492,466	415,681	213,000	1,566,149	357,995	378,586	209,300	475,000
Category IIA (Master's)	261,994	250,110	120,000	550,000	201,914	181,456	75,000	615,000
Category IIB (Baccalaureate)	241,744	210,000	109,550	550,000	183,216	185,000	17,000	415,000
Category III (Associate's with ranks)	—	—	—	—	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 526 reporting institutions. N.d. = no data. Category III includes one private-independent institution and no religiously affiliated institutions reported data in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 15

Average amount paid to part-time faculty members for a standard course section, by AAUP category and affiliation, 2020–21 (dollars)

AAUP category	Part-time faculty pay per section					
	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,085	850	23,660	5,557	1,023	22,500
Category IIA (Master's)	3,397	558	26,500	3,468	1,000	10,000
Category IIB (Baccalaureate)	3,622	750	39,500	3,290	1,500	6,000
Category III (Associate's with ranks)	3,271	750	12,939	3,271	750	12,939
Category IV (Associate's without ranks)	2,979	1,306	7,500	2,979	1,306	7,500
All combined	3,843	558	39,500	4,037	750	22,500

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
	Category I (Doctoral)	4,024	850	12,546	4,794	1,000
Category IIA (Master's)	3,450	558	15,458	3,285	800	26,500
Category IIB (Baccalaureate)	4,824	1,000	39,500	3,044	750	10,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	3,773	558	39,500	3,527	750	26,500

Note: This table is based on 355 reporting institutions. Pay is for the 2020–21 academic year to enable institutions to report data for an entire academic year. The standard course section is three credit hours, with some exceptions; see notes to appendix III. Minimum pay reported as less than \$500 per section or more than \$50,000 is excluded from the table and analysis but is listed in appendix III. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 16

Institutional contribution to part-time faculty retirement and medical benefits, by AAUP category, 2020–21

AAUP category	Percentage of institutions contributing to benefits for part-time faculty						
	N	Retirement			Medical		
		All	Some	None	All	Some	None
Category I (Doctoral)	60	8.3	38.3	53.3	5.0	50.0	43.3
Category IIA (Master's)	179	2.2	24.0	71.5	0.6	24.0	73.7
Category IIB (Baccalaureate)	130	0.0	32.3	66.9	0.0	29.2	68.5
Category III/IV (Associate's)	58	27.6	25.9	44.8	0.0	29.3	56.9
All combined	427	5.9	28.8	63.9	0.9	30.0	65.6

Note: This table is based on 427 reporting institutions. Benefits are for the 2020–21 academic year to enable institutions to report data for an entire academic year. The proportion of part-time faculty receiving benefits was reported as all, some, or none for each institution.

SURVEY REPORT TABLE 17

Number of institutions included in full-time faculty salary tabulations, by AAUP category and affiliation, 2021–22

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	229	153	50	26
Category IIA (Master's)	363	165	78	120
Category IIB (Baccalaureate)	214	48	76	90
Category III (Associate's with ranks)	79	78	1	0
Category IV (Associate's without ranks)	21	21	0	0
All combined	906	465	205	236

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

SURVEY REPORT TABLE 18

Number of faculty members included in full-time faculty salary tabulations, by AAUP category and affiliation, 2021–22

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	229,406	170,226	43,813	15,367
Category IIA (Master's)	97,142	62,922	14,756	19,464
Category IIB (Baccalaureate)	27,734	6,527	12,094	9,113
Category III (Associate's with ranks)	11,997	11,924	73	0
Category IV (Associate's without ranks)	3,416	3,416	0	0
All combined	369,695	255,015	70,736	43,944

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

Explanation of Statistical Data

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

Institutions are asked to include (a) full-time faculty members who are on the payroll of the institution as of November 1, 2021, and working 9-, 10-, 11-, or 12-month contracts; (b) full-time "Primarily Instructional" and "Instructional/Research Public Service" faculty members whose regular assignment has an instruction component (including release time for research), regardless of whether they are formally designated as "faculty" and irrespective of tenure status; (c) faculty members who are working on a reduced load (for example, 0.75 FTE) but who are still considered full-time in the institution's human resources or payroll system; (d) full-time faculty members who are on sabbatical or leave with pay; and (e) replacement faculty members for those on sabbatical or leave without pay, but only if the replacement faculty members are employed full-time.

Institutions are asked to exclude (a) faculty members who are working less-than-9-month contracts; (b) clinical or basic science faculty, medical faculty, and/or military faculty paid on a different scale from civilian employees; (c) extreme outliers, meaning faculty members whose base salary falls well outside the norm for a particular rank; (d) faculty members on sabbatical or leave without pay; (e) replacement faculty members for those on sabbatical or leave with pay; (f) research faculty members and other faculty members who do not have a contractual instructional role, such as research assistant or associate, research professor, postdoctoral research fellow, or research fellow; (g) faculty members on courtesy appointments and other faculty members whose services are valued by book-keeping entries rather than by full cash transactions, unless their salaries are determined by the same principles as those who do not donate their services; and (h) contributed service personnel, or administrative officers with titles such as provost, dean, associate or assistant dean, librarian, counselor, registrar, or coach, even though they may devote part of their time to classroom instruction and may have faculty status.

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

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

PART-TIME FACULTY. The part-time faculty members reported in the survey are those 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 members, part-time faculty members are those included in the US Department of Education categories of "Primarily Instructional"

and "Instructional/Research/Public Service," regardless of whether they are formally designated "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 2021–22 (<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 15 and appendix III.)

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

TEMPORARY COVID-19 SALARY REDUCTIONS. Institutions were instructed to report salary figures based on what faculty members were actually paid. If an institution implemented temporary salary reductions due to COVID-19, the salary figures reflect the pay cut.

CHANGE IN SALARY FOR CONTINUING FACULTY. The change in salary reported is for those 2020–21 full-time faculty members who remained employed as full-time faculty at the same institution for 2021–22. 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, life insurance, and Health Savings Accounts; and (c) tuition benefits available to faculty dependents. As with salary figures, retirement figures are converted to a standard academic-year basis as determined by the institution. Medical insurance contributions are not converted to an academic-year basis. Dependent tuition benefits were collected for full-time faculty as a series of multiple-choice items only (see survey report table 10). For part-time faculty, retirement and medical benefits were collected as categorical variables only (see

survey report table 16). Not all institutions reported all items. Institutions were asked to provide their best estimate of the data for the entire academic year.

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

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

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

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

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

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

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

ABBREVIATIONS USED IN 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—Percentage of full-time faculty members (all ranks combined) who are eligible to be covered and average total expenditures for full-time faculty members who are eligible to be covered as a percentage of the average salary for all full-time faculty members. RET = Retirement benefits (as defined above); MED = Medical benefits (as defined above).

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

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

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for those 2020–21 full-time faculty members who remain employed as full-time faculty at the institution for 2021–22. 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.

Faculty Compensation Survey Data Submission and Results Portal: <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.