

TABLE A

**Annual percentage change in average salaries for full-time faculty, by academic rank, in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and annual percentage change in the Consumer Price Index, 1971–72 to 2024–25**

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	-1.0	-1.2	-0.8	-0.9	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	-2.0	-1.9	-1.8	-1.7	-1.9	7.8
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	-3.0	-3.5	-3.7	-4.0	-3.4	10.9
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	-1.8	-2.1	-1.8	-2.0	-1.9	10.8
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.6	0.5	0.7	-0.1	0.6	8.3
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.2	1.2	1.7	1.6	1.3	5.0
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	2.8	2.5	2.7	2.3	2.7	3.8
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.4	2.2	2.5	2.2	2.4	3.6
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	5.1	4.9	4.8	4.0	5.0	0.9
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.9	0.7	0.8	-0.3	0.8	4.1
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.8	2.7	2.0	1.3	1.8	3.9
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	2.0	2.0	2.0	1.2	1.8	4.2
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	-0.2	-0.4	-0.2	-0.7	-0.3	5.7
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	1.0	1.1	1.4	1.5	1.1	2.4
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	0.1	-0.2	0.1	-0.2	0.0	2.5
1992–93 to 1993–94	3.0	3.1	3.0	3.2	3.0	0.7	0.8	0.7	0.9	0.7	2.3
1993–94 to 1994–95	3.4	3.4	3.2	3.5	3.4	1.2	1.2	1.0	1.3	1.2	2.2
1994–95 to 1995–96	3.1	2.9	2.7	2.6	2.9	0.8	0.6	0.4	0.3	0.6	2.3
1995–96 to 1996–97	2.9	3.0	2.4	3.2	3.0	-0.2	-0.1	-0.7	0.1	-0.1	3.1
1996–97 to 1997–98	3.6	3.2	2.8	2.6	3.3	2.0	1.6	1.2	1.0	1.7	1.5
1997–98 to 1998–99	4.0	3.6	3.5	2.9	3.6	2.6	2.2	2.1	1.5	2.2	1.4
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	-0.2	-0.1	-0.5	-0.4	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	1.6	1.3	1.5	1.3	1.2	2.6
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	-1.3	-0.9	-1.3	-1.1	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.3	-0.1	0.3	0.2	-0.1	1.8
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.8	0.5	0.7	0.4	0.6	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	2.9	2.7	3.2	n.d.	3.2	0.8
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	-5.2	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	-4.5	-4.9	-4.8	-6.8	-4.9	7.2
2021–22 to 2022–23	4.2	4.3	4.2	5.5	4.1	-2.2	-2.1	-2.2	-1.0	-2.3	6.5
2022–23 to 2023–24	3.7	4.2	4.0	4.4	3.8	0.3	0.8	0.6	1.0	0.4	3.4
2023–24 to 2024–25	3.3	3.7	3.1	2.1	3.8	0.4	0.8	0.2	-0.8	0.9	2.9

*Note:* The annual percentage change in real terms is calculated as the annual percentage change in nominal terms adjusted for the December-to-December percentage change in the Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics. Starting in 1978–79, CPI-U values are from the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Values may vary from previously published values. N.d. = no data.

TABLE B

**Annual percentage change in average salaries for continuing full-time faculty, by academic rank, in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and annual percentage change in the Consumer Price Index, 1971–72 to 2024–25**

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All ranks	Prof.	Assoc.	Asst.	Inst.	All ranks	
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	1.3	2.2	2.4	2.8	2.0	3.4
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	-3.0	-2.2	-2.0	-1.6	-2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	-5.0	-4.4	-4.0	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.7	1.0	1.5	0.6	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.3	1.8	2.2	2.4	1.8	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	-0.8	-0.7	-0.8	-0.8	-0.8	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	-0.8	-0.2	0.2	0.6	-0.4	7.8
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	-2.8	-2.4	-1.9	-1.8	-2.5	10.9
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	-1.1	-0.7	-0.2	-0.2	-0.7	10.8
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	1.0	1.6	2.2	2.1	1.5	8.3
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	2.4	2.6	3.3	3.1	2.7	5.0
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	2.8	3.2	3.8	3.9	3.1	3.8
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.3	3.7	4.2	3.9	3.6	3.6
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.4	5.8	6.1	5.6	5.7	0.9
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	2.0	2.4	2.9	2.7	2.3	4.1
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2.4	3.1	3.6	3.4	2.8	3.9
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.6	3.1	3.5	3.2	3.0	4.2
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.4	1.0	1.4	1.2	0.8	5.7
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	1.5	2.1	2.5	2.7	1.9	2.4
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.7	1.2	1.7	1.9	1.1	2.5
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.5	2.1	2.4	2.2	1.9	2.3
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.9	2.5	2.7	2.7	2.4	2.2
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4.0	1.4	1.8	2.2	2.1	1.7	2.3
1995–96 to 1996–97	3.0	4.0	4.2	4.6	3.5	-0.1	0.9	1.1	1.5	0.4	3.1
1996–97 to 1997–98	4.0	4.6	4.8	5.0	4.3	2.4	3.0	3.2	3.4	2.7	1.5
1997–98 to 1998–99	4.5	5.0	5.3	5.3	4.8	3.1	3.6	3.9	3.9	3.4	1.4
1998–99 to 1999–00	4.5	4.9	5.4	5.3	4.8	1.7	2.1	2.6	2.5	2.0	2.7
1999–00 to 2000–01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001–02 to 2002–03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	1.9	2.7	2.8	2.5	2.4	2.6
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.5	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	-0.0	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.1	1.6	1.7	1.8	1.4	1.8
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.4	2.0	2.1	2.0	1.8	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	2.9	2.9	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.1	2.9	3.0	3.5	2.6	0.8
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	0.7	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	-4.4	-3.8	-3.7	-3.6	-4.0	7.2
2021–22 to 2022–23	4.3	4.9	5.4	5.6	4.8	-2.1	-1.5	-1.1	-0.9	-1.6	6.5
2022–23 to 2023–24	4.3	5.2	5.4	5.5	4.9	0.9	1.8	2.0	2.1	1.5	3.4
2023–24 to 2024–25	4.2	5.0	5.1	4.9	4.7	1.3	2.1	2.2	2.0	1.8	2.9

*Note:* Figures for continuing faculty represent the annual percentage change in average salary for faculty employed at the same institution in both years and excludes salaries for new hires and departed faculty. The annual percentage change in real terms is calculated as the annual percentage change in nominal terms adjusted for the December-to-December percentage change in the Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics. Starting in 1978–79, CPI-U values are from the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Values may vary from previously published values.

**SURVEY REPORT TABLE 1**

**Average full-time faculty salary, by AAUP category, affiliation, and academic rank, 2024–25 (dollars)**

Academic rank	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>				
Professor	181,273	164,884	238,238	181,266
Associate	119,801	114,519	144,655	122,491
Assistant	103,337	98,378	126,080	107,413
Instructor	74,559	69,874	89,934	91,674
Lecturer	84,643	78,685	103,168	78,095
No rank	78,408	78,114	73,347	91,075
All combined	128,733	119,295	166,397	131,590
<i>AAUP CATEGORY IIA (Master's)</i>				
Professor	118,061	117,169	126,153	114,241
Associate	96,667	97,407	99,438	92,109
Assistant	83,057	83,686	85,283	79,908
Instructor	65,876	62,725	74,307	68,963
Lecturer	71,411	70,416	82,264	64,178
No rank	69,504	68,081	75,538	69,952
All combined	94,792	94,255	100,505	91,797
<i>AAUP CATEGORY IIB (Baccalaureate)</i>				
Professor	121,439	114,186	138,162	98,539
Associate	93,316	93,117	103,361	80,284
Assistant	79,226	78,730	87,056	70,042
Instructor	67,514	70,889	70,264	60,426
Lecturer	75,256	67,297	84,612	63,586
No rank	97,894	124,941	91,153	71,066
All combined	94,606	89,321	106,508	80,614
<i>AAUP CATEGORY III (Associate's with ranks)</i>				
Professor	105,039	105,098	68,393	n.d.
Associate	86,007	86,106	67,399	n.d.
Assistant	72,126	72,331	53,320	n.d.
Instructor	62,023	62,225	52,338	n.d.
Lecturer	77,221	77,221	n.d.	n.d.
No rank	50,573	50,205	63,818	n.d.
All combined	85,491	85,682	57,385	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>				
No rank	90,141	90,141	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>				
Professor	160,954	151,270	203,603	137,644
Associate	110,840	108,929	125,272	100,985
Assistant	95,511	93,808	108,718	85,991
Instructor	71,322	67,951	81,959	74,730
Lecturer	81,175	76,286	99,437	73,614
No rank	76,955	76,635	81,349	76,325
All combined	116,976	111,758	142,975	104,343

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

**SURVEY REPORT TABLE 2**

**Annual percentage change in average salary for full-time faculty and continuing faculty, by AAUP category, affiliation, and academic rank, 2023–24 to 2024–25**

Academic rank	All faculty				Continuing faculty			
	All combined	Public	Private-independent	Religiously affiliated	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>								
Professor	3.3	3.1	3.9	2.7	4.1	4.0	4.3	3.6
Associate	3.5	3.5	3.6	3.2	5.0	5.0	5.2	4.4
Assistant	2.8	2.7	2.6	3.0	5.0	5.0	5.1	4.7
Instructor	2.3	2.2	3.6	7.8	4.7	4.9	3.6	4.1
Lecturer	6.2	7.0	4.0	8.3	5.4	5.6	5.0	4.1
No rank	-3.2	-4.7	8.1	2.2	5.0	5.0	2.7	5.6
All combined	3.6	3.5	3.6	3.6	4.6	4.6	4.6	4.1
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	3.7	5.0	0.6	2.1	4.9	5.7	3.6	3.0
Associate	4.0	5.3	1.5	2.4	5.4	6.3	4.2	3.7
Assistant	3.5	4.4	1.6	2.8	5.5	6.3	4.6	3.9
Instructor	3.0	4.1	6.1	0.2	5.3	5.6	5.9	4.2
Lecturer	6.9	7.4	4.1	7.1	9.8	11.0	4.4	3.7
No rank	7.7	10.2	1.1	-3.4	5.6	5.8	2.6	7.2
All combined	4.2	5.3	1.8	2.4	5.3	6.1	4.2	3.5
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	2.6	3.5	2.9	1.5	3.5	3.7	4.1	2.5
Associate	3.1	3.5	3.3	2.7	4.3	4.3	4.9	3.4
Assistant	2.4	2.9	1.9	2.6	4.5	4.9	4.8	3.9
Instructor	2.7	2.8	3.4	1.0	5.4	5.5	6.0	4.4
Lecturer	4.3	2.9	4.4	6.3	4.2	3.2	5.2	4.0
No rank	2.8	-18.3	7.4	-4.7	5.1	3.2	6.5	4.4
All combined	2.9	3.2	3.2	2.2	4.1	4.3	4.6	3.2
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Professor	2.4	2.4	-11.1	n.d.	3.8	3.8	n.d.	n.d.
Associate	2.5	2.5	8.5	n.d.	4.2	4.2	n.d.	n.d.
Assistant	3.0	3.0	7.5	n.d.	5.4	5.4	n.d.	n.d.
Instructor	3.6	3.6	1.6	n.d.	6.8	6.8	n.d.	n.d.
Lecturer	1.6	1.6	n.d.	n.d.	2.5	2.5	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	6.5	6.5	n.d.	n.d.
All combined	2.7	2.8	3.2	n.d.	4.2	4.2	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	5.4	5.4	n.d.	n.d.	7.0	7.0	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	3.3	3.4	3.4	2.6	4.2	4.4	4.2	3.2
Associate	3.7	3.9	3.4	2.9	5.0	5.3	4.9	3.9
Assistant	3.1	3.2	2.6	2.9	5.1	5.3	4.9	4.2
Instructor	2.1	2.3	3.9	1.1	4.9	5.1	4.6	4.2
Lecturer	6.5	7.0	4.2	9.6	6.3	6.9	4.9	4.0
No rank	1.1	0.1	10.0	2.3	5.2	5.2	4.3	6.3
All combined	3.8	3.9	3.6	3.0	4.7	5.0	4.5	3.7

*Note:* The table is based on 782 institutions reporting full-time faculty salary data in both 2023–24 and 2024–25 and 749 institutions reporting full-time continuing faculty salary data in 2024–25. Figures for continuing faculty represent the annual percentage change in average salary, in nominal terms, for faculty employed at the same institution in both years and excludes salaries for new hires and departed faculty. For definitions of categories, see Explanation of Statistical Data. There were no private-independent or religiously affiliated institutions in categories III or IV. Rows labeled "All Combined" include lecturers and unranked faculty where reported. N.d. = no data.

SURVEY REPORT TABLE 3

**Average salary for men and women full-time faculty, by affiliation, AAUP category, and academic rank, 2024–25 (dollars)**

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>AAUP CATEGORY I (Doctoral)</b>								
Professor	188,450	167,219	170,968	153,180	247,106	219,197	188,249	168,894
Associate	123,818	115,149	118,253	110,186	149,929	138,427	126,439	118,187
Assistant	108,438	98,797	103,034	94,238	132,493	120,062	113,324	102,794
Instructor	77,898	71,905	72,461	67,936	92,862	87,008	96,720	87,142
Lecturer	89,102	80,924	82,768	75,280	109,075	98,197	79,980	76,591
No rank	82,772	74,808	82,598	74,425	76,929	68,692	92,660	89,899
All combined	140,401	114,685	129,416	107,299	182,768	144,913	142,314	119,485
<b>AAUP CATEGORY IIA (Master's)</b>								
Professor	120,337	115,010	118,883	114,859	130,663	120,700	117,134	110,070
Associate	98,258	95,105	99,147	95,665	100,918	98,027	93,261	91,018
Assistant	84,386	82,070	84,947	82,679	85,877	84,883	81,783	78,658
Instructor	67,314	64,963	63,898	62,001	75,086	73,753	71,051	67,630
Lecturer	72,609	70,543	71,191	69,853	86,110	79,226	63,883	64,349
No rank	70,902	68,298	70,684	65,772	72,241	78,470	70,536	69,522
All combined	98,900	90,903	98,149	90,490	104,994	96,450	96,420	87,567
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Professor	122,831	119,597	116,697	110,639	139,868	135,995	99,833	96,764
Associate	94,914	91,740	95,268	90,677	105,106	101,715	81,599	79,005
Assistant	79,870	78,730	81,214	76,429	87,823	86,480	69,487	70,447
Instructor	68,729	66,623	72,574	69,822	71,183	69,501	61,417	59,746
Lecturer	74,790	75,580	69,501	65,513	82,405	86,012	63,106	63,858
No rank	102,773	92,379	128,744	112,393	85,974	96,731	52,279	73,884
All combined	98,106	91,229	93,769	84,770	110,312	102,879	83,194	78,166
<b>AAUP CATEGORY III (Associate's with ranks)</b>								
Professor	106,589	103,760	106,658	103,809	57,889	75,395	n.d.	n.d.
Associate	86,950	85,218	86,950	85,394	n.d.	67,399	n.d.	n.d.
Assistant	72,492	71,820	72,642	72,069	51,961	53,924	n.d.	n.d.
Instructor	61,743	62,204	61,847	62,472	55,883	50,566	n.d.	n.d.
Lecturer	79,757	75,340	79,757	75,340	n.d.	n.d.	n.d.	n.d.
No rank	50,160	50,797	49,021	50,797	63,818	n.d.	n.d.	n.d.
All combined	86,816	89,378	86,945	89,378	54,803	58,314	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>								
No rank	91,017	84,692	91,017	84,692	n.d.	n.d.	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Professor	168,927	147,375	157,951	139,876	215,605	182,246	143,482	128,614
Associate	114,515	106,850	112,421	105,066	130,190	120,012	103,761	98,200
Assistant	99,697	91,996	97,697	90,434	114,436	103,975	89,010	83,836
Instructor	74,141	69,230	70,218	66,342	84,640	79,571	78,708	71,825
Lecturer	84,956	78,144	79,601	73,628	104,867	94,983	75,435	72,299
No rank	80,815	73,703	81,289	72,693	78,292	84,435	76,932	75,941
All combined	127,125	105,751	120,763	101,746	157,737	125,977	111,954	96,758

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

SURVEY REPORT TABLE 4

**Average salary for full-time faculty, by region, AAUP category, and academic rank, 2024–25 (dollars)**

Academic rank	Northeast		North Central		South			West	
	New England <sup>a</sup>	Middle Atlantic <sup>b</sup>	East North Central <sup>c</sup>	West North Central <sup>d</sup>	East South Central <sup>e</sup>	West South Central <sup>f</sup>	South Atlantic <sup>g</sup>	Mountain <sup>h</sup>	Pacific <sup>i</sup>
<b>AAUP CATEGORY I (Doctoral)</b>									
Professor	224,936	209,506	170,329	149,679	151,475	165,063	172,951	148,674	209,536
Associate	136,181	131,728	115,516	106,140	105,163	111,749	119,938	110,208	135,977
Assistant	120,348	112,182	102,695	92,382	90,298	98,486	102,494	91,794	117,341
Instructor	100,800	82,428	69,271	63,700	62,882	71,935	75,104	71,321	75,428
Lecturer	97,838	103,874	72,570	70,011	69,832	78,846	79,163	73,220	102,131
No rank	100,590	80,444	69,089	66,351	63,647	59,553	87,336	89,752	105,802
All combined	157,379	146,291	123,878	112,160	106,549	114,391	125,160	108,870	153,896
<b>AAUP CATEGORY IIA (Master's)</b>									
Professor	138,228	128,539	98,467	99,178	98,829	104,056	112,002	96,646	132,190
Associate	106,834	103,788	85,078	82,947	82,421	84,733	91,025	79,212	111,971
Assistant	90,958	86,951	76,762	71,215	73,532	73,339	80,332	68,145	96,292
Instructor	81,633	70,354	61,342	61,436	58,006	59,123	67,235	53,516	73,957
Lecturer	86,707	83,220	54,652	58,640	58,994	57,635	64,023	56,366	82,387
No rank	104,443	71,460	59,746	n.d.	55,146	61,394	68,128	62,165	106,558
All combined	108,962	104,039	81,663	80,310	79,719	80,675	89,019	75,472	110,056
<b>AAUP CATEGORY IIB (Baccalaureate)</b>									
Professor	144,288	135,077	97,939	105,892	102,165	85,509	112,988	110,077	152,632
Associate	108,920	102,041	80,446	81,200	83,388	72,665	87,342	93,300	118,292
Assistant	91,942	86,501	69,496	69,178	68,361	65,900	78,077	77,148	97,164
Instructor	72,656	74,430	57,481	62,596	61,670	55,752	62,011	59,753	77,761
Lecturer	89,116	80,767	57,778	70,269	57,712	55,172	63,811	57,271	77,826
No rank	91,139	86,629	72,815	89,646	42,667	73,369	130,503	59,077	69,000
All combined	112,322	102,763	80,295	83,302	82,274	72,613	87,756	88,519	120,187
<b>AAUP CATEGORY III (Associate's with ranks)</b>									
Professor	88,897	116,868	96,188	89,390	n.d.	105,373	101,934	89,302	112,053
Associate	71,515	99,608	80,010	77,020	n.d.	82,686	83,315	77,491	94,934
Assistant	63,816	81,740	64,428	71,315	n.d.	74,567	74,405	67,952	83,443
Instructor	49,478	55,619	59,038	64,932	n.d.	56,678	63,907	60,744	72,783
Lecturer	n.d.	84,025	62,978	n.d.	n.d.	n.d.	55,799	55,728	n.d.
No rank	n.d.	63,818	n.d.	73,882	n.d.	n.d.	49,528	n.d.	n.d.
All combined	75,056	98,138	74,262	77,145	n.d.	94,125	85,230	74,109	91,074
<b>AAUP CATEGORY IV (Associate's without ranks)</b>									
No rank	60,134	n.d.	91,819	67,735	64,542	64,838	96,789	88,482	120,666
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>									
Professor	197,552	174,497	149,958	134,765	135,128	151,016	154,095	144,196	178,337
Associate	124,592	116,981	104,447	98,015	98,084	105,193	109,582	106,879	124,805
Assistant	108,324	100,120	92,294	84,462	85,055	93,020	94,284	88,588	107,321
Instructor	91,339	77,868	65,398	62,678	61,466	68,196	71,366	70,289	75,117
Lecturer	95,699	96,352	68,267	68,281	66,621	76,414	74,522	72,195	92,834
No rank	100,695	76,092	66,002	66,589	59,082	60,768	85,795	86,425	105,848
All combined	140,652	126,644	109,863	101,587	98,361	107,488	112,893	105,545	134,650

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

<sup>a</sup> New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

<sup>b</sup> Middle Atlantic: New Jersey, New York, and Pennsylvania.

<sup>c</sup> East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

<sup>d</sup> West North Central: Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, and South Dakota.

<sup>e</sup> East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

<sup>f</sup> West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

<sup>g</sup> South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina,

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

<sup>h</sup> Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

<sup>i</sup> 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, 2024–25 (dollars)**

Academic rank	Rating <sup>a</sup> and percentile									
	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
<b>AAUP CATEGORY I (Doctoral)</b>										
Professor	253,044	221,094	192,208	178,183	167,095	153,617	145,930	134,615	121,881	110,578
Associate	163,008	149,143	135,761	125,354	119,894	114,084	108,800	102,860	96,831	90,080
Assistant	138,638	131,759	118,133	108,012	103,111	97,492	93,467	88,323	83,433	78,696
Instructor	112,114	104,675	88,912	83,753	80,105	74,231	70,593	66,662	62,696	57,586
Lecturer	115,112	105,986	93,506	87,516	82,384	76,885	72,663	68,465	62,608	56,200
No rank	116,571	109,479	96,466	83,287	75,532	68,281	63,070	56,139	50,427	43,226
All combined	178,870	165,571	141,970	131,293	122,699	115,703	108,739	102,693	95,401	87,642
<b>AAUP CATEGORY IIA (Master's)</b>										
Professor	151,809	139,449	131,032	122,826	113,272	105,742	99,900	93,100	88,906	79,484
Associate	120,756	115,432	108,061	99,518	92,531	88,453	84,205	80,548	75,941	70,981
Assistant	103,358	97,723	92,350	85,839	81,218	77,761	74,733	72,240	68,600	64,632
Instructor	92,500	83,863	77,750	71,503	67,465	64,030	60,952	58,875	55,561	50,774
Lecturer	90,150	86,753	82,513	78,105	69,906	64,852	60,902	58,452	54,210	46,669
No rank	177,534	171,828	117,628	87,044	78,000	71,636	64,224	61,692	57,452	47,844
All combined	120,736	114,829	106,537	99,628	91,018	85,451	81,900	78,866	74,439	69,070
<b>AAUP CATEGORY IIB (Baccalaureate)</b>										
Professor	168,799	157,755	132,514	112,386	105,532	97,152	92,407	83,558	79,721	71,778
Associate	126,547	117,869	103,498	91,337	85,503	80,992	77,079	71,973	68,036	63,437
Assistant	105,949	96,943	87,322	79,852	74,995	71,340	68,033	63,739	61,369	57,259
Instructor	80,485	76,503	71,992	67,906	63,958	61,105	58,874	55,267	53,159	48,584
Lecturer	103,030	96,350	83,430	77,205	71,523	68,997	61,464	57,877	55,105	49,985
No rank	176,902	126,571	102,514	90,943	87,151	79,883	69,000	59,077	57,094	53,782
All combined	129,787	119,301	104,927	91,762	84,364	80,410	75,458	71,109	68,350	62,179
<b>AAUP CATEGORY III (Associate's with ranks)</b>										
Professor	128,672	125,599	114,047	111,064	105,759	98,873	95,359	90,749	85,926	78,714
Associate	106,073	103,691	95,771	93,213	87,758	84,205	81,174	77,111	72,116	67,471
Assistant	90,969	89,479	85,746	81,191	78,095	71,150	66,380	64,400	62,190	59,299
Instructor	77,496	74,244	69,480	67,708	65,000	60,217	57,990	56,647	55,973	53,205
Lecturer	85,840	85,725	84,068	83,104	68,427	64,955	63,786	56,902	55,799	54,631
No rank	73,882	73,882	73,882	73,882	63,818	63,818	63,818	49,528	49,528	49,528
All combined	106,644	103,376	97,878	91,674	87,066	80,700	79,602	74,224	72,887	65,929
<b>AAUP CATEGORY IV (Associate's without ranks)</b>										
No rank	121,785	121,050	119,955	96,789	79,602	75,805	69,241	65,527	62,222	59,964
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>										
Professor	206,979	177,888	152,726	135,947	123,801	113,513	105,117	96,710	90,429	79,753
Associate	142,643	127,062	116,430	107,754	99,600	92,611	87,494	82,061	76,398	69,717
Assistant	122,480	109,140	98,075	92,550	86,207	81,115	76,896	72,482	68,033	62,046
Instructor	101,754	87,706	80,084	73,800	69,480	65,807	62,438	59,174	56,141	51,301
Lecturer	105,804	95,202	86,736	81,742	75,999	70,341	64,727	60,586	56,500	51,418
No rank	172,299	126,571	101,548	86,236	76,701	70,162	63,818	59,937	54,715	47,227
All combined	149,741	132,294	116,257	107,304	98,934	91,246	84,682	80,316	74,748	68,883

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. Calculated using SAS STDIZE procedure using the order statistics method.

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

**SURVEY REPORT TABLE 6**

**Percentage of full-time faculty in tenure-track appointments and percentage of faculty with tenure, by affiliation, gender, and academic rank, 2024–25**

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
<i><b>MEN</b></i>																
Professor	89.5	4.2	6.3	73,788	88.9	5.9	5.2	50,845	90.7	0.5	8.8	15,975	90.9	1.0	8.1	6,968
Associate	80.2	8.3	11.5	48,787	80.9	8.6	10.5	34,338	77.1	8.0	14.9	8,690	81.0	6.9	12.1	5,759
Assistant	5.9	69.7	24.3	38,787	7.6	69.1	23.2	27,410	1.3	75.1	23.6	6,997	3.0	64.5	32.5	4,380
Instructor	0.6	2.5	96.9	11,601	0.9	3.2	95.9	7,875	0.1	1.0	98.9	2,317	0.1	1.2	98.7	1,409
Lecturer	2.8	2.1	95.2	17,597	3.8	2.8	93.5	12,897	0.1	0.2	99.8	3,867	0.0	0.2	99.8	833
No rank	17.5	4.3	78.2	2,580	18.7	4.5	76.8	2,405	1.0	2.9	96.2	104	0.0	0.0	100.0	71
All combined	56.2	18.1	25.7	193,140	56.0	18.9	25.1	135,770	56.1	16.0	27.9	37,950	57.3	17.0	25.6	19,420
<i><b>WOMEN</b></i>																
Professor	83.4	5.6	11.1	43,421	82.1	7.7	10.1	29,817	85.2	0.6	14.2	8,978	87.5	1.3	11.2	4,626
Associate	73.5	8.7	17.8	45,010	73.6	9.2	17.2	31,048	72.4	7.7	20.0	8,125	74.3	7.3	18.4	5,837
Assistant	5.7	62.8	31.4	46,250	7.8	61.4	30.8	31,590	0.8	70.6	28.6	8,435	2.0	59.7	38.3	6,225
Instructor	0.5	3.1	96.3	15,614	0.7	3.7	95.6	11,083	0.1	0.8	99.1	2,602	0.2	2.7	97.0	1,929
Lecturer	2.4	2.3	95.3	21,952	3.3	2.9	93.8	16,085	0.1	0.6	99.3	4,714	0.1	0.1	99.8	1,153
No rank	13.6	5.4	81.0	3,025	14.6	5.7	79.8	2,810	2.9	1.9	95.1	103	0.0	0.0	100.0	112
All combined	41.6	20.8	37.5	175,272	41.5	20.9	37.6	122,433	41.3	20.3	38.4	32,957	42.8	21.4	35.8	19,882
<i><b>MEN AND WOMEN COMBINED</b></i>																
Professor	87.2	4.7	8.1	117,209	86.4	6.6	7.1	80,662	88.7	0.5	10.7	24,953	89.6	1.1	9.3	11,594
Associate	77.0	8.5	14.5	93,797	77.4	8.9	13.7	65,386	74.8	7.8	17.4	16,815	77.7	7.1	15.3	11,596
Assistant	5.8	66.0	28.2	85,037	7.7	65.0	27.3	59,000	1.0	72.7	26.3	15,432	2.4	61.7	35.9	10,605
Instructor	0.6	2.8	96.6	27,215	0.8	3.5	95.7	18,958	0.1	0.9	99.0	4,919	0.2	2.1	97.7	3,338
Lecturer	2.6	2.2	95.2	39,549	3.5	2.9	93.6	28,982	0.1	0.4	99.5	8,581	0.1	0.2	99.8	1,986
No rank	15.4	4.9	79.7	5,605	16.5	5.2	78.4	5,215	1.9	2.4	95.7	207	0.0	0.0	100.0	183
All combined	49.2	19.4	31.3	368,412	49.1	19.8	31.0	258,203	49.2	18.0	32.8	70,907	50.0	19.2	30.8	39,302

*Note:* The table is based on 807 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. Two institutions were excluded because they did not report salary data for non-tenure-track faculty. T = tenured, TT = tenure-track, NTT = non-tenure-track, n.d. = no data. Percentages may not sum to 100 percent because of rounding.



**SURVEY REPORT TABLE 7**

**Percentage of full-time faculty, by affiliation, gender, AAUP category, and rank, 2024–25**

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total
<b>AAUP CATEGORY I (Doctoral)</b>																
Professor	66.2	33.8	80,156	33.0	65.8	34.2	58,508	32.0	68.2	31.8	16,834	37.7	63.9	36.1	4,814	32.0
Associate	53.7	46.3	59,993	24.7	53.7	46.3	46,204	25.3	54.2	45.8	9,337	20.9	52.2	47.8	4,452	29.5
Assistant	47.1	52.9	54,874	22.6	47.1	52.9	42,854	23.4	48.4	51.6	8,760	19.6	43.9	56.1	3,260	21.6
Instructor	44.3	55.7	16,999	7.0	42.8	57.2	13,127	7.2	50.0	50.0	2,737	6.1	47.3	52.7	1,135	7.5
Lecturer	45.5	54.5	28,578	11.8	45.5	54.5	20,239	11.1	45.7	54.3	6,987	15.6	44.4	55.6	1,352	9.0
No rank	45.2	54.8	2,011	0.8	45.1	54.9	1,934	1.1	56.5	43.5	23	0.1	42.6	57.4	54	0.4
All combined	54.6	45.4	242,611	100.0	54.2	45.8	182,866	100.0	56.8	43.2	44,678	100.0	53.0	47.0	15,067	100.0
<b>AAUP CATEGORY IIA (Master's)</b>																
Professor	57.3	42.7	27,078	30.3	57.4	42.6	17,923	30.9	54.7	45.3	4,279	29.7	59.0	41.0	4,876	28.4
Associate	49.5	50.5	24,328	27.2	50.0	50.0	15,080	26.0	48.8	51.2	4,229	29.3	48.6	51.4	5,019	29.3
Assistant	42.6	57.4	21,655	24.2	44.4	55.6	12,689	21.9	40.2	59.8	3,768	26.1	40.0	60.0	5,198	30.3
Instructor	38.9	61.1	6,548	7.3	38.2	61.8	4,102	7.1	41.6	58.4	1,006	7.0	39.0	61.0	1,440	8.4
Lecturer	42.0	58.0	9,205	10.3	42.1	57.9	7,658	13.2	44.1	55.9	1,040	7.2	36.9	63.1	507	3.0
No rank	46.3	53.7	674	0.8	47.0	53.0	466	0.8	47.1	52.9	102	0.7	42.5	57.5	106	0.6
All combined	48.6	51.4	89,488	100.0	49.2	50.8	57,918	100.0	47.5	52.5	14,424	100.0	47.8	52.2	17,146	100.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>																
Professor	57.0	43.0	7,387	30.0	58.5	41.5	1,100	23.8	56.0	44.0	3,835	32.7	57.8	42.2	2,452	29.8
Associate	49.7	50.3	6,998	28.4	53.1	46.9	1,291	27.9	48.5	51.5	3,234	27.6	49.3	50.7	2,473	30.0
Assistant	43.5	56.5	6,343	25.8	48.1	51.9	1,069	23.1	42.8	57.2	2,878	24.5	42.2	57.8	2,396	29.1
Instructor	42.3	57.7	2,582	10.5	38.8	61.2	663	14.3	45.4	54.6	1,155	9.8	40.7	59.3	764	9.3
Lecturer	40.9	59.1	1,146	4.7	44.7	55.3	465	10.0	38.8	61.2	554	4.7	36.2	63.8	127	1.5
No rank	53.1	46.9	147	0.6	76.7	23.3	43	0.9	51.9	48.1	81	0.7	13.0	87.0	23	0.3
All combined	49.1	50.9	24,603	100.0	50.6	49.4	4,631	100.0	48.8	51.2	11,737	100.0	48.7	51.3	8,235	100.0
<b>AAUP CATEGORY III (Associate's with ranks)</b>																
Professor	45.2	54.8	3,136	31.2	45.2	54.8	3,131	31.3	40.0	60.0	5	7.4	n.d.	n.d.	n.d.	n.d.
Associate	45.5	54.5	2,826	28.1	45.8	54.2	2,811	28.1	n.d.	100.0	15	22.1	n.d.	n.d.	n.d.	n.d.
Assistant	45.5	54.5	2,414	24.0	45.7	54.3	2,388	23.9	30.8	69.2	26	38.2	n.d.	n.d.	n.d.	n.d.
Instructor	39.4	60.6	1,026	10.2	39.5	60.5	1,005	10.1	33.3	66.7	21	30.9	n.d.	n.d.	n.d.	n.d.
Lecturer	42.6	57.4	620	6.2	42.6	57.4	620	6.2	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No rank	35.1	64.9	37.0	0.4	33.3	66.7	36.0	0.4	100.0	0.0	1	1.5	n.d.	n.d.	n.d.	n.d.
All combined	44.6	55.4	10,059	100.0	44.7	55.3	9,991	100.0	26.5	73.5	68	100.0	n.d.	n.d.	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>																
No rank	46.5	53.5	2,797	100.0	46.5	53.5	2,797	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
<b>AAUP ALL CATEGORIES COMBINED EXCEPT IV</b>																
Professor	63.0	37.0	117,757	31.9	63.0	37.0	80,662	31.2	64.0	36.0	24,953	35.2	60.7	39.3	12,142	30.0
Associate	52.1	47.9	94,145	25.5	52.5	47.5	65,386	25.3	51.7	48.3	16,815	23.7	50.1	49.9	11,944	29.5
Assistant	45.6	54.4	85,286	23.1	46.5	53.5	59,000	22.9	45.3	54.7	15,432	21.8	41.7	58.3	10,854	26.8
Instructor	42.6	57.4	27,216	7.4	41.5	58.5	18,958	7.3	47.1	52.9	4,919	6.9	42.2	57.8	3,339	8.3
Lecturer	44.5	55.5	39,549	10.7	44.5	55.5	28,982	11.2	45.1	54.9	8,581	12.1	41.9	58.1	1,986	4.9
No rank	46.0	54.0	5,605	1.5	46.1	53.9	5,215	2.0	50.2	49.8	207	0.3	38.8	61.2	183	0.5
All combined	52.5	47.5	369,558	100.0	52.6	47.4	258,203	100.0	53.5	46.5	70,907	100.0	49.9	50.1	40,448	100.0

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data. Percentages may not sum to 100 percent because of rounding.

**SURVEY REPORT TABLE 8**

**Full-time faculty retirement benefits coverage (eligibility) and participation, by affiliation and AAUP category, 2024–25 (dollars)**

Affiliation	Retirement benefits							
	Coverage (eligibility)				Participation			
	Percentage covered	Average contribution (\$)	Average salary (\$)	Percentage of salary	Percentage participating	Average contribution (\$)	Average salary (\$)	Percentage of salary
<i>AAUP CATEGORY I (Doctoral)</i>								
Public	98.4	14,346	119,343	12.0	97.5	14,441	118,535	12.2
Private-independent	99.7	15,128	166,338	9.1	96.0	14,811	164,226	9.0
Religiously affiliated	98.2	11,731	131,443	8.9	95.1	11,759	131,443	8.9
All combined	98.7	14,332	128,523	11.2	97.1	14,339	127,520	11.2
<i>AAUP CATEGORY IIA (Master's)</i>								
Public	98.8	11,900	93,997	12.7	97.8	11,872	93,687	12.7
Private-independent	96.3	9,668	100,947	9.6	91.1	9,876	100,916	9.8
Religiously affiliated	98.0	6,139	91,513	6.7	91.3	6,251	91,513	6.8
All combined	98.3	10,487	94,692	11.1	95.5	10,562	94,449	11.2
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Public	99.4	12,794	89,321	14.3	97.4	13,404	90,585	14.8
Private-independent	97.3	9,992	107,442	9.3	93.6	10,079	107,704	9.4
Religiously affiliated	97.1	6,017	81,388	7.4	92.1	6,130	81,245	7.5
All combined	97.7	9,283	95,397	9.7	93.8	9,463	95,853	9.9
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Public	98.6	12,658	85,864	14.7	97.0	12,779	85,869	14.9
Private-independent	100.0	1,580	57,385	2.8	100.0	1,580	57,385	2.8
Religiously affiliated	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	98.6	12,581	85,668	14.7	97.0	12,700	85,673	14.8
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	99.2	14,947	90,972	16.4	99.1	15,042	91,620	16.4
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Public	98.5	13,728	112,064	12.2	97.6	13,786	111,203	12.4
Private-independent	98.6	13,223	143,550	9.2	94.6	13,041	141,719	9.2
Religiously affiliated	97.9	8,299	104,989	7.9	92.9	8,433	105,080	8.0
All combined	98.5	13,084	117,157	11.2	96.5	13,104	116,151	11.3

*Note:* The table is based on 760 reporting institutions. Figures represent institutions that provided retirement benefits data. Coverage represents eligibility regardless of whether the institution contributes to the retirement plan, per Internal Revenue Service guidelines for reporting fringe benefits. Prior to 2024–25, this table reported only coverage (eligibility) and did not separately report participation. Twenty-four institutions did not report participation. 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/or local government to the retirement plan(s) but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

SURVEY REPORT TABLE 9

**Full-time faculty medical benefits coverage (eligibility) and participation, by affiliation and AAUP category, 2024–25 (dollars)**

Affiliation	Medical benefits							
	Coverage (eligibility)				Participation			
	Percentage covered	Average contribution (\$)	Average salary (\$)	Percentage of salary	Percentage participating	Average contribution (\$)	Average salary (\$)	Percentage of salary
<i>AAUP CATEGORY I (Doctoral)</i>								
Public	99.0	13,667	119,343	11.5	94.2	13,495	118,149	11.4
Private-independent	99.4	16,881	166,338	10.1	90.9	17,516	164,226	10.7
Religiously affiliated	99.5	14,947	131,443	11.4	88.4	15,140	131,443	11.5
All combined	99.1	14,324	128,523	11.1	93.2	14,307	127,369	11.2
<i>AAUP CATEGORY IIA (Master's)</i>								
Public	99.5	14,417	93,997	15.3	94.9	14,675	93,895	15.6
Private-independent	98.0	13,149	100,526	13.1	86.0	13,397	100,475	13.3
Religiously affiliated	99.1	10,988	91,513	12.0	81.0	11,101	91,513	12.1
All combined	99.2	13,585	94,593	14.4	90.9	13,878	94,489	14.7
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Public	99.8	12,924	89,321	14.5	94.3	13,266	90,290	14.7
Private-independent	99.5	12,826	107,214	12.0	89.9	12,970	107,468	12.1
Religiously affiliated	99.2	10,448	81,136	12.9	84.6	10,444	80,989	12.9
All combined	99.5	12,073	95,207	12.7	88.9	12,236	95,615	12.8
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Public	98.0	13,681	85,864	15.9	93.5	13,645	85,225	16.0
Private-independent	100.0	5,776	57,385	10.1	75.0	5,776	57,385	10.1
Religiously affiliated	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	98.0	13,626	85,668	15.9	93.3	13,597	85,014	16.0
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	97.9	14,732	90,972	16.2	94.4	14,838	91,620	16.2
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Public	99.1	13,814	112,064	12.3	94.3	13,760	111,008	12.4
Private-independent	99.1	15,475	143,593	10.8	89.8	15,941	141,758	11.2
Religiously affiliated	99.3	12,414	104,835	11.8	84.6	12,611	104,925	12.0
All combined	99.1	13,990	117,127	11.9	92.4	14,057	116,064	12.1

*Note:* The table is based on 761 reporting institutions. Figures represent institutions that provided medical benefits data. Coverage represents eligibility regardless of whether the institution contributes to the medical plan, per Internal Revenue Service guidelines for reporting fringe benefits. Prior to 2024–25, this table reported only coverage (eligibility) and did not separately report participation. Forty-two institutions reported only coverage (eligibility) and did not report participation. 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 the contribution by the institution, state, and/or local government to premiums for insurance plans combining medical, dental, and other health care but exclude long-term disability, Medicare, life insurance, health savings account contributions, and other benefits that were historically collected as “other benefits in kind.” There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

SURVEY REPORT TABLE 10

**Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2024–25**

Dependent tuition waiver	Dependent tuition benefit							
	All combined		Public		Private-independent		Religiously affiliated	
	N	Percent	N	Percent	N	Percent	N	Percent
<b>AAUP CATEGORY I (Doctoral)</b>	144		97		34		13	
Full (institution)	57	39.6	28	28.9	19	55.9	10	76.9
Partial (institution)	68	47.2	56	57.7	10	29.4	2	15.4
Full (specified institutions)	21	14.6	5	5.2	10	29.4	6	46.2
Partial (specified institutions)	37	25.7	28	28.9	8	23.5	1	7.7
Competitive scholarship programs	42	29.2	16	16.5	15	44.1	11	84.6
Other	31	21.5	16	16.5	11	32.4	4	30.8
Varies by years of service	40	27.8	15	15.5	16	47.1	9	69.2
None	9	6.3	9	9.3	0	0.0	0	0.0
<b>AAUP CATEGORY IIA (Master's)</b>	198		76		60		62	
Full (institution)	137	69.2	28	36.8	55	91.7	54	87.1
Partial (institution)	43	21.7	33	43.4	3	5.0	7	11.3
Full (specified institutions)	50	25.3	3	3.9	16	26.7	31	50.0
Partial (specified institutions)	46	23.2	22	28.9	12	20.0	12	19.4
Competitive scholarship programs	105	53.0	4	5.3	50	83.3	51	82.3
Other	39	19.7	10	13.2	13	21.7	16	25.8
Varies by years of service	65	32.8	10	13.2	28	46.7	27	43.5
None	15	7.6	15	19.7	0	0.0	0	0.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>	161		23		57		81	
Full (institution)	114	70.8	7	30.4	39	68.4	68	84.0
Partial (institution)	34	21.1	11	47.8	14	24.6	9	11.1
Full (specified institutions)	65	40.4	3	13.0	13	22.8	49	60.5
Partial (specified institutions)	32	19.9	8	34.8	14	24.6	10	12.3
Competitive scholarship programs	118	73.3	4	17.4	39	68.4	75	92.6
Other	43	26.7	7	30.4	18	31.6	18	22.2
Varies by years of service	61	37.9	1	4.3	28	49.1	32	39.5
None	4	2.5	4	17.4	0	0.0	0	0.0
<b>AAUP CATEGORY III/IV (Associate's)</b>	52		51		1		0	
Full (institution)	26	50.0	26	51.0	0	0.0	n.d.	n.d.
Partial (institution)	14	26.9	13	25.5	1	100.0	n.d.	n.d.
Full (specified institutions)	5	9.6	5	9.8	0	0.0	n.d.	n.d.
Partial (specified institutions)	3	5.8	3	5.9	0	0.0	n.d.	n.d.
Competitive scholarship programs	3	5.8	3	5.9	0	0.0	n.d.	n.d.
Other	3	5.8	3	5.9	0	0.0	n.d.	n.d.
Varies by years of service	2	3.8	2	3.9	0	0.0	n.d.	n.d.
None	10	19.2	10	19.6	0	0.0	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED</b>	555		247		152		156	
Full (institution)	334	60.2	89	36.0	113	74.3	132	84.6
Partial (institution)	159	28.6	113	45.7	28	18.4	18	11.5
Full (specified institutions)	141	25.4	16	6.5	39	25.7	86	55.1
Partial (specified institutions)	118	21.3	61	24.7	34	22.4	23	14.7
Competitive scholarship programs	268	48.3	27	10.9	104	68.4	137	87.8
Other	116	20.9	36	14.6	42	27.6	38	24.4
Varies by years of service	168	30.3	28	11.3	72	47.4	68	43.6
None	38	6.8	38	15.4	0	0.0	0	0.0

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

**SURVEY REPORT TABLE 11**

**Presidential salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	713,381	650,544	331,532	2,175,000	668,234	650,000	331,532	1,454,221
Category IIA (Master's)	407,818	383,160	110,583	890,400	369,121	367,168	110,583	652,712
Category IIB (Baccalaureate)	411,678	362,750	139,872	1,243,501	323,692	297,438	202,853	699,000
Category III (Associate's with ranks)	374,294	312,003	178,000	816,700	378,625	324,006	178,000	816,700
Category IV (Associate's without ranks)	270,281	267,800	185,649	362,250	270,281	267,800	185,649	362,250

  

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	1,025,483	900,000	358,074	2,175,000	723,190	759,125	365,889	965,000
Category IIA (Master's)	521,397	542,000	233,520	890,400	386,696	372,389	142,500	877,800
Category IIB (Baccalaureate)	516,959	480,000	182,000	1,243,501	361,112	344,950	139,872	725,000
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 504 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for one institution where supplemental pay far exceeded the president's base salary, the salary figure used here includes supplemental pay. There was one private-independent institution in category III; values have been masked ("—") to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 12**

**Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2024–25**

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)	4.87	4.63	2.08	11.52	4.66	4.56	2.08	8.24
Category IIA (Master's)	3.93	3.78	1.13	9.02	3.46	3.50	1.13	7.13
Category IIB (Baccalaureate)	4.13	4.23	2.13	7.51	3.24	3.11	2.13	6.80
Category III (Associate's with ranks)	4.18	3.37	2.13	10.78	4.19	3.35	2.13	10.78
Category IV (Associate's without ranks)	3.40	3.39	2.11	4.81	3.40	3.39	2.11	4.81

  

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	6.24	5.28	3.33	11.52	5.23	5.25	3.04	7.64
Category IIA (Master's)	4.61	4.56	2.59	9.02	4.13	4.12	1.86	6.71
Category IIB (Baccalaureate)	4.51	4.47	2.18	7.51	4.17	4.26	2.36	6.82
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 504 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for one institution where supplemental pay far exceeded the president's base salary, the salary figure used here includes supplemental pay. There was one private-independent institution in category III; values have been masked ("—") to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 13**

**Chief academic officer salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Chief academic officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	451,768	422,182	191,000	1,373,445	440,643	410,000	224,460	1,373,445
Category IIA (Master's)	252,197	238,790	68,076	570,000	256,063	252,197	134,113	483,728
Category IIB (Baccalaureate)	211,464	201,000	73,992	425,000	191,345	196,016	136,500	267,903
Category III (Associate's with ranks)	239,209	198,696	125,449	475,000	242,018	207,563	125,449	475,000
Category IV (Associate's without ranks)	176,420	187,200	99,399	247,453	176,420	187,200	99,399	247,453

  

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	523,292	450,000	230,625	950,000	443,804	470,404	191,000	584,525
Category IIA (Master's)	290,652	299,661	68,076	516,250	223,876	205,000	100,000	570,000
Category IIB (Baccalaureate)	244,358	225,000	104,499	425,000	193,668	182,755	73,992	350,000
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 498 reporting institutions. Figures represent base salary and exclude supplemental pay. There was one private-independent institution in category III; values have been masked (“—”) to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 14**

**Chief financial officer salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Chief financial officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	406,606	360,500	166,329	1,255,233	391,495	358,567	166,329	1,255,233
Category IIA (Master's)	243,308	228,071	100,000	700,000	228,251	220,000	140,000	381,762
Category IIB (Baccalaureate)	236,441	215,000	96,672	627,270	159,829	144,840	98,930	244,947
Category III (Associate's with ranks)	198,861	178,931	76,483	315,000	198,861	178,931	76,483	315,000
Category IV (Associate's without ranks)	147,342	141,916	94,958	210,919	147,342	141,916	94,958	210,919

  

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	494,444	400,000	278,775	1,111,000	428,797	512,415	174,877	530,747
Category IIA (Master's)	307,750	300,000	120,000	636,679	224,727	207,782	100,000	700,000
Category IIB (Baccalaureate)	295,599	274,695	117,000	627,270	212,793	197,422	96,672	600,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 473 reporting institutions. Figures represent base salary and exclude supplemental pay. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

**SURVEY REPORT TABLE 15**

**Average amount paid to part-time faculty members for a standard course section, by AAUP category and affiliation, 2023–24 (dollars)**

AAUP category	Part-time faculty pay per section					
	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,818	785	33,600	4,629	785	33,600
Category IIA (Master's)	3,652	785	23,667	3,697	785	23,667
Category IIB (Baccalaureate)	4,772	700	45,143	4,608	700	9,000
Category III (Associate's with ranks)	3,649	1,000	12,775	3,674	1,000	12,775
Category IV (Associate's without ranks)	3,523	700	10,500	3,523	700	10,500
All combined	4,093	700	45,143	4,018	700	33,600

  

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,861	1,349	16,431	5,407	1,013	18,000
Category IIA (Master's)	3,959	1,000	15,385	3,226	1,000	14,520
Category IIB (Baccalaureate)	6,481	1,000	45,143	3,730	1,000	16,653
Category III (Associate's with ranks)	1,950	1,776	3,000	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	4,444	1,000	45,143	3,875	1,000	18,000

*Note:* This table is based on 336 reporting institutions. Pay is collected for the prior academic year, 2023–24, 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. There were no private-independent or religiously affiliated institutions in categories III or IV. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

**SURVEY REPORT TABLE 16**

**Institutional contribution to part-time faculty retirement and medical benefits, by AAUP category, 2023–24**

AAUP category	Percentage of institutions contributing to benefits for part-time faculty							
	Retirement				Medical			
	N	All	Some	None	N	All	Some	None
Category I (Doctoral)	66	12.1	28.8	59.1	65	4.6	43.1	52.3
Category IIA (Master's)	163	5.5	22.1	72.4	164	0.6	27.4	72.0
Category IIB (Baccalaureate)	111	0.9	33.3	65.8	111	0.0	26.1	73.9
Category III/IV (Associate's)	47	29.8	19.1	51.1	44	0.0	43.2	56.8
All combined	387	8.3	26.1	65.6	384	1.0	31.5	67.4

*Note:* Benefits are collected for the prior academic year, 2023–24, to enable institutions to report data for an entire academic year. The proportion of part-time faculty receiving benefits was reported as All, Some, or None for each institution. Percentages may not sum to 100 percent because of rounding.

**SURVEY REPORT TABLE 17**

**Number of institutions included in full-time faculty salary tabulations, by AAUP category and affiliation, 2024–25**

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	224	156	46	22
Category II A (Master's)	322	151	70	101
Category II B (Baccalaureate)	183	35	73	75
Category III (Associate's with ranks)	60	59	1	0
Category IV (Associate's without ranks)	18	18	0	0
All combined	807	419	190	198

*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, 2024–25**

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	242,611	182,866	44,678	15,067
Category II A (Master's)	89,488	57,918	14,424	17,146
Category II B (Baccalaureate)	24,603	4,631	11,737	8,235
Category III (Associate's with ranks)	10,059	9,991	68	0
Category IV (Associate's without ranks)	2,797	2,797	0	0
All combined	369,558	258,203	70,907	40,448

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