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Data Snapshot: IPEDS Data on Full-Time Women Faculty and Faculty of Color

An in-depth look at the makeup and salaries of full-time faculty members in US higher education

By Glenn Colby and Chelsea Fowler

The AAUP is committed to addressing issues of [gender and sexuality](#) and [racial justice](#) in higher education. This commitment includes highlighting the disparities in opportunity and compensation for women and people of color across the country. The AAUP has tracked the progress of women in the academy for many years through its [annual compensation survey](#); this data snapshot expands the scope of this effort to include figures on the race and ethnicity of faculty members. Using the most recent [Integrated Postsecondary Education Data System](#) (IPEDS) data available—provisional data from fall 2018—this snapshot provides an updated demographic profile of full-time faculty by academic rank and institution type, highlighting disparities among women and people of color. It answers the following questions:

1. What are the proportions of full-time women faculty members and faculty members of color by tenure status, academic rank, and institution type?
2. Are there salary gaps between full-time women and men faculty members by tenure status, academic rank, and institution type?
3. Are there differences in proportions of full-time women faculty members by race and ethnicity?

The scope of this report is limited to full-time faculty members because IPEDS data collection is extremely limited for part-time faculty members. Although the annual IPEDS Human Resources (HR) survey component collects the numbers of part-time faculty members by “primary occupational activity,” IPEDS collects data disaggregated by gender, race and ethnicity, and academic rank only for full-time faculty members. The AAUP Faculty Compensation Survey (FCS) began collecting data on pay and benefits for part-time faculty members in 2016–17 and will continue to expand data collection in this area.

Background

Nearly fifteen years ago, Jack Schuster and Martin Finkelstein described efforts to diversify the American faculty, examining national data to provide a demographic profile of the faculty in their seminal book, *The American Faculty: The Restructuring of Academic Work and Careers*.¹ Martin Finkelstein, Victoria Conley, and Jack Schuster subsequently extended this work to examine the impact of technology, globalization, and financial constraints following the Great Recession in *The Faculty Factor: Reassessing the American Academy in a Turbulent Era*.² The latter work showed not only how the numbers and proportions of women faculty members changed over a twenty-year period (1993–2013) but also how underrepresented minority (URM) faculty members—the term the authors used to represent any IPEDS

race or ethnicity category other than white or Asian—have fared in the academic workforce. Their findings are summarized in a stand-alone report, [Taking the Measure of Faculty Diversity](#).³ Collectively, this body of research is foundational to understanding the demographic breakdown of the faculty and the disparities that persist. The following data snapshot builds on this foundation by providing updated figures with additional levels of disaggregation.

Data came from the provisional release of the Fall 2018 IPEDS HR survey component and thus allows direct comparisons with the studies described above and other related reports. Although the annual AAUP [Faculty Compensation Survey](#) provides more recent data than IPEDS, the FCS does not currently collect faculty employment data by race and ethnicity. It is important to note that IPEDS does not collect faculty salary data by race and ethnicity either, thus limiting salary disaggregation in this data snapshot to gender. The race and ethnicity terminology used throughout this data snapshot is consistent with the sources that provide the foundation for this analysis, including [IPEDS definitions for race and ethnicity categories](#) and the term *underrepresented minority* (URM) used in [Taking the Measure of Faculty Diversity](#). For compatibility with data published by the National Center for Education Statistics (NCES) in its [Digest of Education Statistics](#), the analyses were limited to degree-granting Title IV postsecondary institutions located in the fifty states or Washington, DC.⁴ For compatibility with the AAUP FCS standards, private for-profit institutions were excluded. Except where noted otherwise, faculty head counts are limited to full-time nonmedical “instructional staff” reported in the IPEDS HR survey component and exclude faculty members with no teaching responsibilities. Average salaries were calculated as total salary expenditures equated to a nine-month contract divided by the number of faculty members.

Key Findings

Key findings are listed below, with references to relevant figures. Except where noted otherwise, these findings are based on analysis of provisional data from the Fall 2018 IPEDS HR survey component.

- Women make up 46.7 percent of full-time faculty members, 53.8 percent of part-time faculty members, and 50.0 percent of faculty members overall (figure 1).
- Among women faculty members, 49.6 percent are employed part time, whereas only 42.5 percent of men faculty members are employed part time (NCES⁵).
- Women make up 42.5 percent of full-time tenured or tenure-track faculty members and 53.9 percent of full-time contingent (non-tenure-track) faculty members (figure 2).
- Salaries for full-time women faculty members are approximately 81.2 percent of men’s. Among tenured or tenure-track faculty members, women earn 82.4 percent of what men earn (figure 3).
- Among tenure-line faculty members, women make up 50.0 percent of assistant professors but only 45.0 percent of associate professors and 32.5 percent of full professors (figure 4).
- Among full professors, women’s salaries are approximately 85.1 percent of men’s. Among associate professors and assistant professors, women earn approximately 92.7 percent and 90.7 percent, respectively, of what men earn (figure 5).
- The percentage of full-time women faculty members varies by institutional category, ranging from 54.7 percent among associate’s (two-year) institutions to 42.3 percent among doctoral institutions. For full-time tenure-line faculty members, the percentage ranges from 54.4 percent among associate’s institutions to 36.3 percent among doctoral institutions (figure 6).

- Underrepresented minority faculty members make up only 12.9 percent of full-time faculty members across the country, despite making up 32.6 percent of the US population (figure 7).
- Only 5.2 percent of full-time faculty members self-identify as Hispanic or Latino, whereas 17.5 percent of the US population self-identifies as Hispanic or Latino (figure 8).
- Only 6.0 percent of full-time faculty members self-identify as Black or African American, whereas 12.7 percent of the US population self-identifies as Black or African American (figure 8).

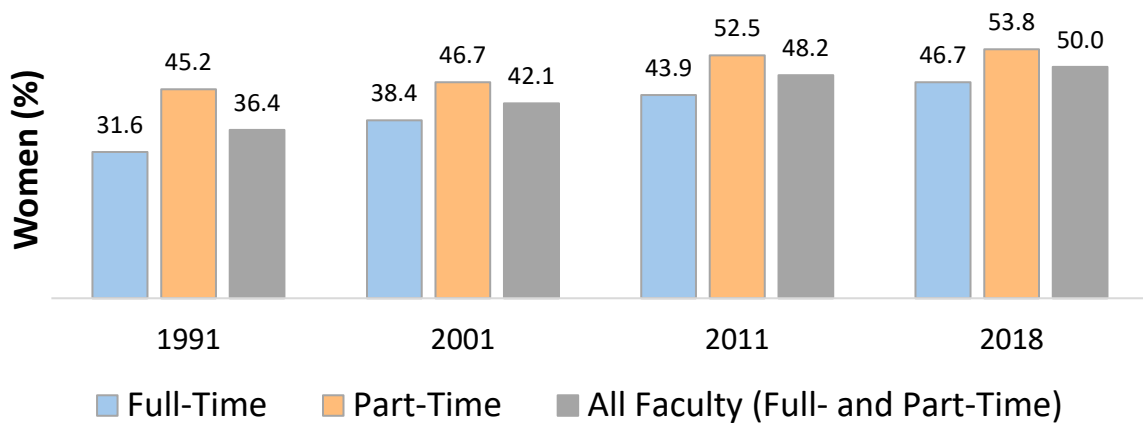
These findings are discussed in greater detail in the sections below. Figures are provided in each section to summarize the findings, and supplemental tables appear at the end of this data snapshot.

Gender

Discussions of gender often cite the increase in the proportion of women faculty members in academia as reported in the [Digest of Education Statistics](#) (see figure 1). The trend is encouraging—half (50.0 percent) of the faculty members employed in degree-granting postsecondary institutions in fall 2018 were women, compared with only 36.4 percent in fall 1991. The most dramatic change has been the percentage of women among full-time faculty members, which increased from 31.6 to 46.7 percent between 1991 and 2018. Over half (53.8 percent) of part-time faculty members were women in fall 2018, compared with 45.2 percent in fall 1991. Despite this overall progress toward parity between men and women faculty members, a serious disparity remains: 49.6 percent of women faculty members were employed part time in fall 2018, whereas only 42.5 percent of men faculty members were employed part time.⁵

FIGURE 1

The percentage of women faculty members has increased over the past few decades.



Note: This figure represents degree-granting postsecondary institutions only. For the sake of consistency with common IPEDS reporting methodologies, this figure includes all categories of faculty (instructional, research, and public service) and therefore includes some faculty with no instructional responsibilities. Thus, the percentage of women faculty members employed full time in fall 2018 (46.7 percent) is slightly lower than that reported in subsequent figures.

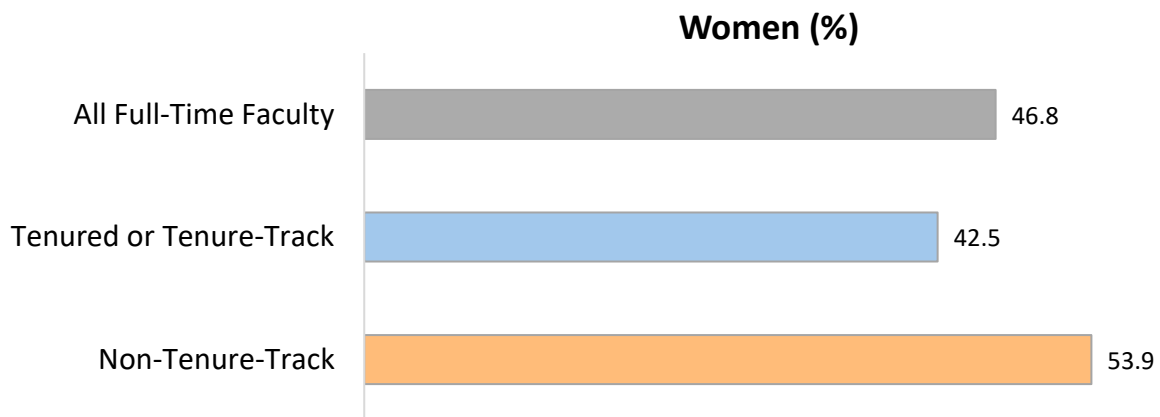
Source: NCES, *Digest of Education Statistics*. Data compiled by the AAUP Research Department.

Representation of Women by Tenure Status

Full-time faculty members are less likely to be women (46.8 percent) than men, and full-time tenured or tenure-track faculty are even less likely to be women (42.5 percent) than men (see figure 2). In contrast, full-time faculty with non-tenure-track (contingent) appointments are more likely to be women (53.9 percent). This distinction is important because contingent appointments are the least secure and worst remunerated teaching positions in higher education. Contingent faculty members often do not have access to the same quality of benefits as tenured or tenure-track faculty members. Table 1 provides further details, including proportions by institution type.

FIGURE 2

Among full-time faculty, women are concentrated in non-tenure-track positions.



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 2,774$).

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

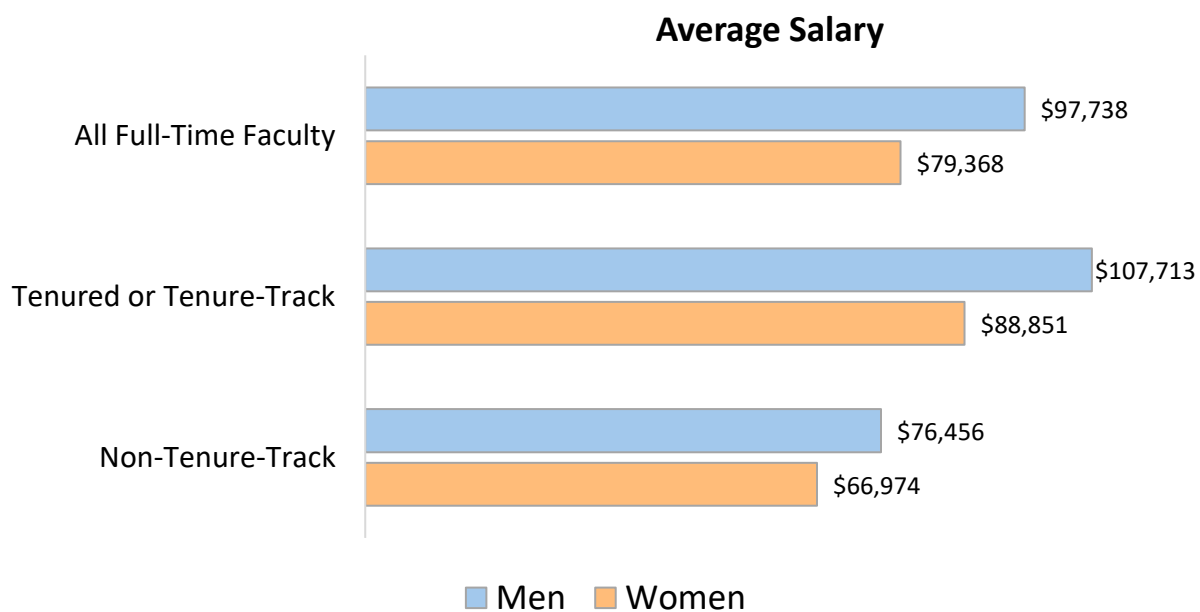
Gender Pay Gaps

The *gender pay gap* is a common term used to describe the difference between men’s and women’s salaries. The pay gap is both persistent and consistent across many industries and fields, including higher education. As noted in [The Annual Report on the Economic Status of the Profession, 2019–20](#), “Despite shifts in distributions between men and women in terms of faculty rank, the overall gender pay gap has not budged (and in some ranks has increased) over the last ten years.” The consequences of the gender pay gap are cumulative and follow women into retirement, where they receive less in Social Security benefits and pensions.

Salaries for full-time women faculty members are approximately 81.2 percent of men’s, with women earning \$79,368 and men earning \$97,738 on average (see figure 3). The salary gap is comparable among tenured or tenure-track faculty members, with women earning 82.4 percent of what men earn on average. The salary gap for non-tenure-track women faculty members, 87.6 percent, is slightly narrower but still far from parity. Table 1 provides further details, including salary differences by institution type.

FIGURE 3

Full-time women faculty members earn less than men, on average.



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 2,774$).

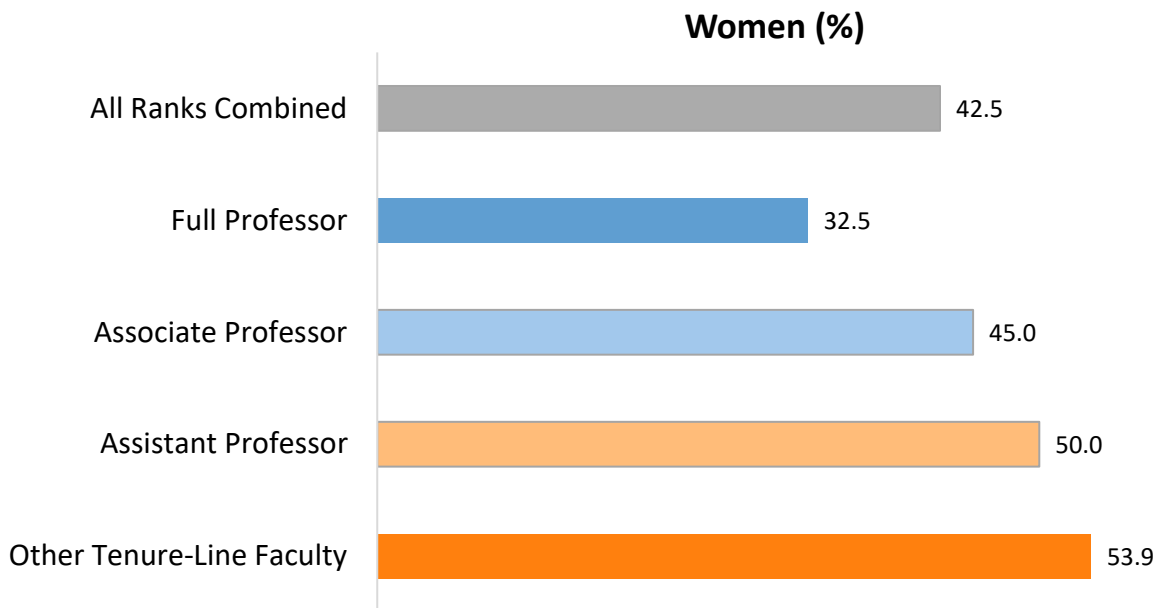
Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

Representation of Women by Rank

Further disparities are apparent in the representation of women among full-time tenured or tenure-track faculty members within higher academic ranks (see figure 4). Although women make up 50.0 percent of assistant professors, the percentage is lower for associate professors (45.0 percent) and even lower for full professors (32.5 percent). For the full-time tenured or tenure-track instructor/lecturer/other category, 53.9 percent are women. Although, it is important to note that less than 10 percent of full-time faculty fall into this category. Despite the increase in the proportion of women faculty members over the past thirty years, women are still less likely than men to “move up the ranks.” Full-time women faculty members remain concentrated in lower-ranked or no-rank positions. Table 2 provides further details, including proportions by institution type.

FIGURE 4

Representation of women among full-time tenure-line faculty members decreases with progression in rank.



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 1,903$). The rank “Other Tenure-Line Faculty” includes some tenure-line faculty with the titles “Lecturer” or “Instructor,” although most faculty members with these titles are non-tenure-track.

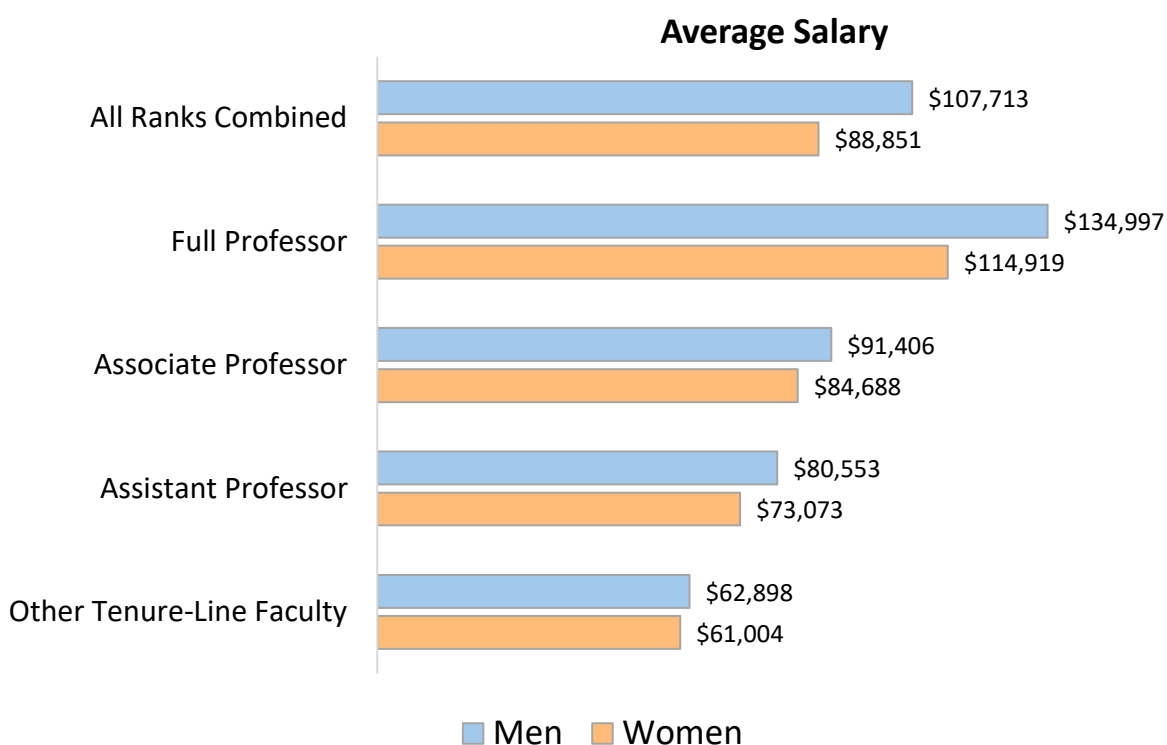
Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

Gender Pay Gaps by Rank

Gender pay gaps within academic ranks are somewhat lower than the overall gender pay gap for full-time tenured or tenure-track faculty members (see figure 5). Among full professors, women earn approximately 85.1 percent of what men earn, with women earning \$114,919 and men earning \$134,997 on average. Among associate professors and assistant professors, women earn approximately 92.7 and 90.7 percent, respectively, of what men earn. The gender pay gap within each academic rank is narrower than the overall gender pay gap for full-time tenured or tenure-track women faculty members because women are less likely to hold appointments in the higher academic ranks, as shown in figure 4. Thus, the gender pay gaps at the individual academic ranks are compounded by the gaps in opportunity to move up to higher ranks that women experience. Table 2 provides further details, including salary differences by institution type.

FIGURE 5

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



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 1,903$). The rank “Other Tenure-Line Faculty” includes some tenure-line faculty with the titles “Lecturer” or “Instructor,” although most faculty members with these titles are non-tenure-track.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

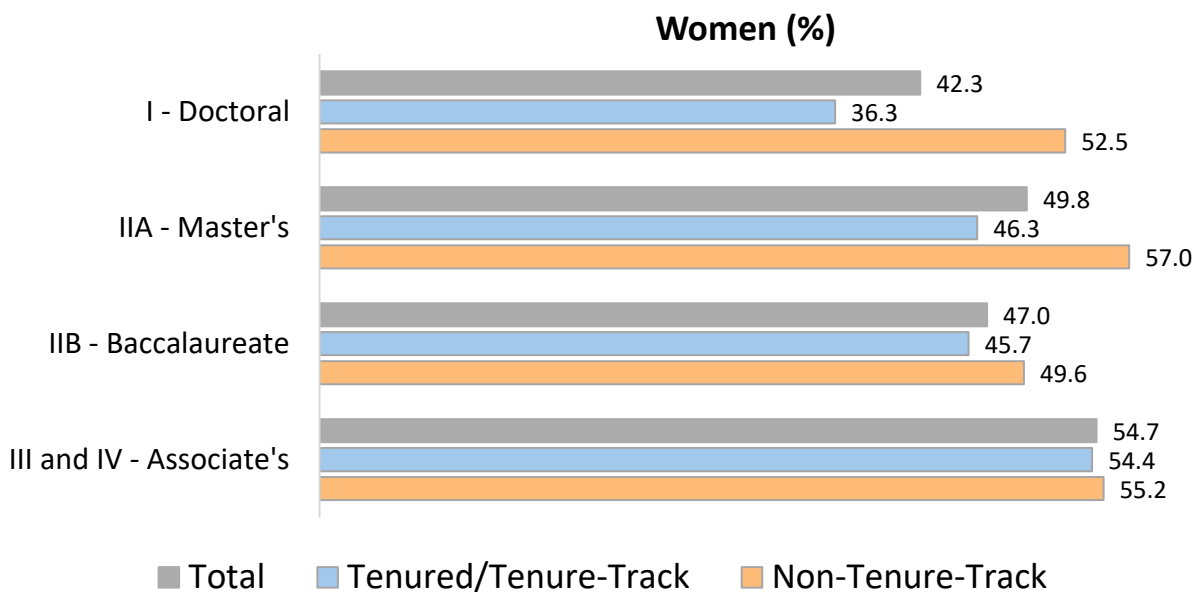
Representation of Women by Institutional Category

There is notable variation in the proportions of full-time women faculty members by AAUP institutional category (see figure 6). Although women make up approximately 42.3 percent of full-time faculty members at doctoral institutions, only 36.3 percent of full-time tenure-line faculty members at these institutions are women, while 52.5 percent of non-tenure-track faculty members are women. At the other end of the spectrum, women make up 54.7 percent of full-time faculty members at associate's institutions, including 54.4 percent of full-time tenure-line faculty members. The percentages of full-time women faculty members at master's and baccalaureate institutions are 49.8 percent and 47.0 percent, respectively, but these institutional categories also have lower percentages of full-time tenured or tenure-track women faculty members (46.3 percent and 45.7 percent, respectively).

The underrepresentation of women in doctoral institutions compounds salary disparities within academic ranks and institution types, not only denying women the opportunity to earn higher salaries (see table 1) but also depriving women of access to the resources of doctoral institutions. Tables 4 and 5 provide further details, including proportions of women faculty members and salary data by institution type and rank.

FIGURE 6

Representation of women among full-time faculty members generally decreases with progression in AAUP institutional category.



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 2,774$). AAUP institutional categories are assigned by the AAUP based on characteristics such as program offerings, degrees awarded, and rank systems.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

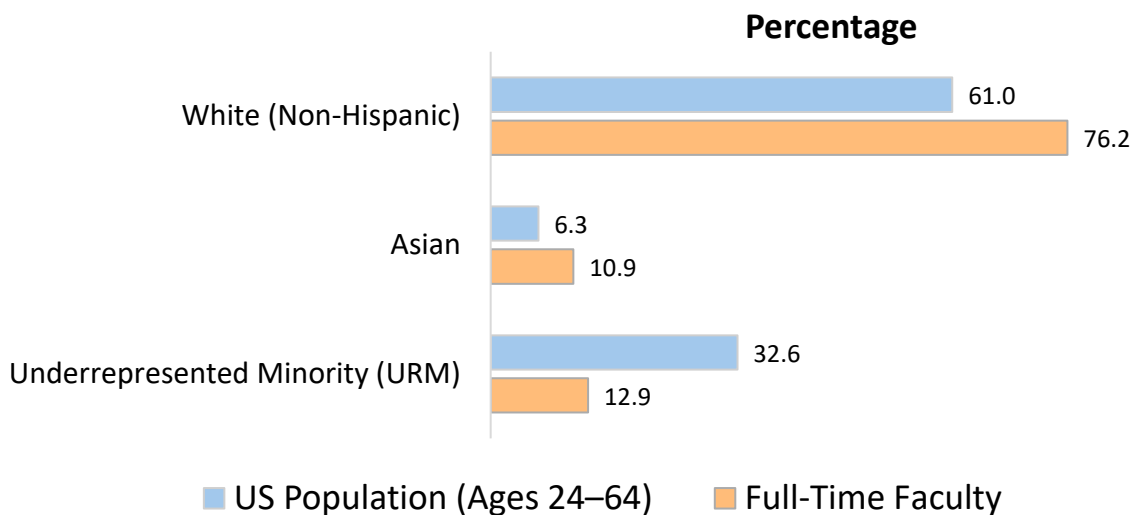
Race and Ethnicity

IPEDS collects the numbers of full-time faculty members by gender and race and ethnicity for each institution; these numbers form the basis of the analysis that follows. IPEDS disaggregates full-time faculty salary data only by gender, thus precluding analysis of full-time faculty salary data by race and ethnicity. As discussed earlier, the race and ethnicity categories used in this data snapshot are consistent with [IPEDS race and ethnicity categories](#), and the term *underrepresented minority* (URM)—all IPEDS race and ethnicity categories other than white or Asian—has been incorporated to allow for direct comparison with prior reports such as [Taking the Measure of Faculty Diversity](#). Although it has been common and convenient to use a broad URM category in higher education research, the term by no means represents a single coherent population, nor do the IPEDS race and ethnicity categories represent monolithic groups.⁶

A comparison of the proportions of full-time faculty members in each IPEDS race and ethnicity category (excluding “nonresident alien”) with the broader US adult population between the ages of twenty-four and sixty-four shows that the composition of the faculty does not mirror the US population as a whole (see figure 7). URM individuals make up only 12.9 percent of full-time faculty members across the country, despite making up 32.6 percent of the US population aged twenty-four to sixty-four. White

FIGURE 7

The racial and ethnic composition of the faculty does not mirror the US population as a whole.



Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 2,774$). Only domestic faculty members are included; the IPEDS categories of Unknown and Nonresident Alien are excluded from this analysis. The term *underrepresented minority* (URM) is used here in accordance with prior research and encompasses the IPEDS categories of Black, Hispanic, Pacific Islander, American Indian/Alaska Native, and Two or More Races.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

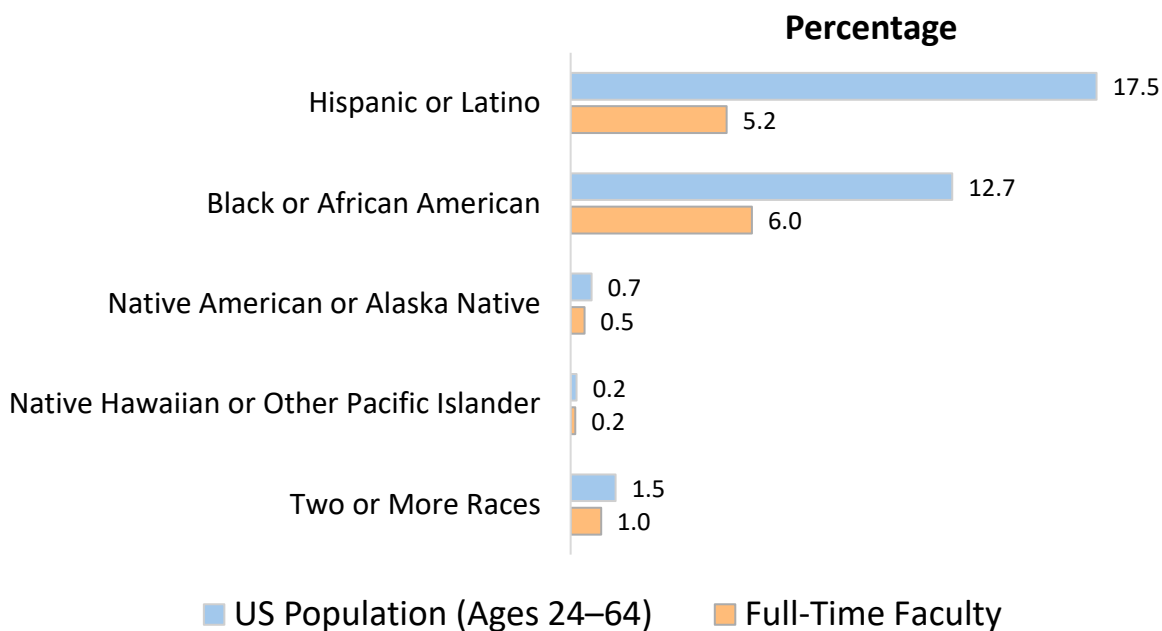
individuals are vastly overrepresented among full-time faculty members, making up 76.2 percent of the faculty but only 61.0 percent of US adults between the ages of twenty-four and sixty-four. People of Asian origin—a racial category recently introduced in IPEDS—are also overrepresented, making up 10.9 percent of full-time faculty members but only 6.3 percent of US adults between the ages of twenty-four and sixty-four. Table 3 provides further details, including proportions by institution type.

Underrepresented Minorities

Within the broader URM category, underrepresentation is particularly pronounced in certain race and ethnicity categories (see figure 8). Whereas 17.5 percent of US adults between the ages of twenty-four and sixty-four self-identify as Hispanic or Latino, only 5.2 percent of full-time faculty members self-identify as Hispanic or Latino. Similarly, only 6.0 percent of full-time faculty members self-identify as Black or African American, whereas 12.7 percent of the broader population self-identifies as Black or African American. Table 3 provides further details, including proportions by institution type.

FIGURE 8

Hispanic or Latino and Black or African American individuals are especially underrepresented among full-time faculty members.



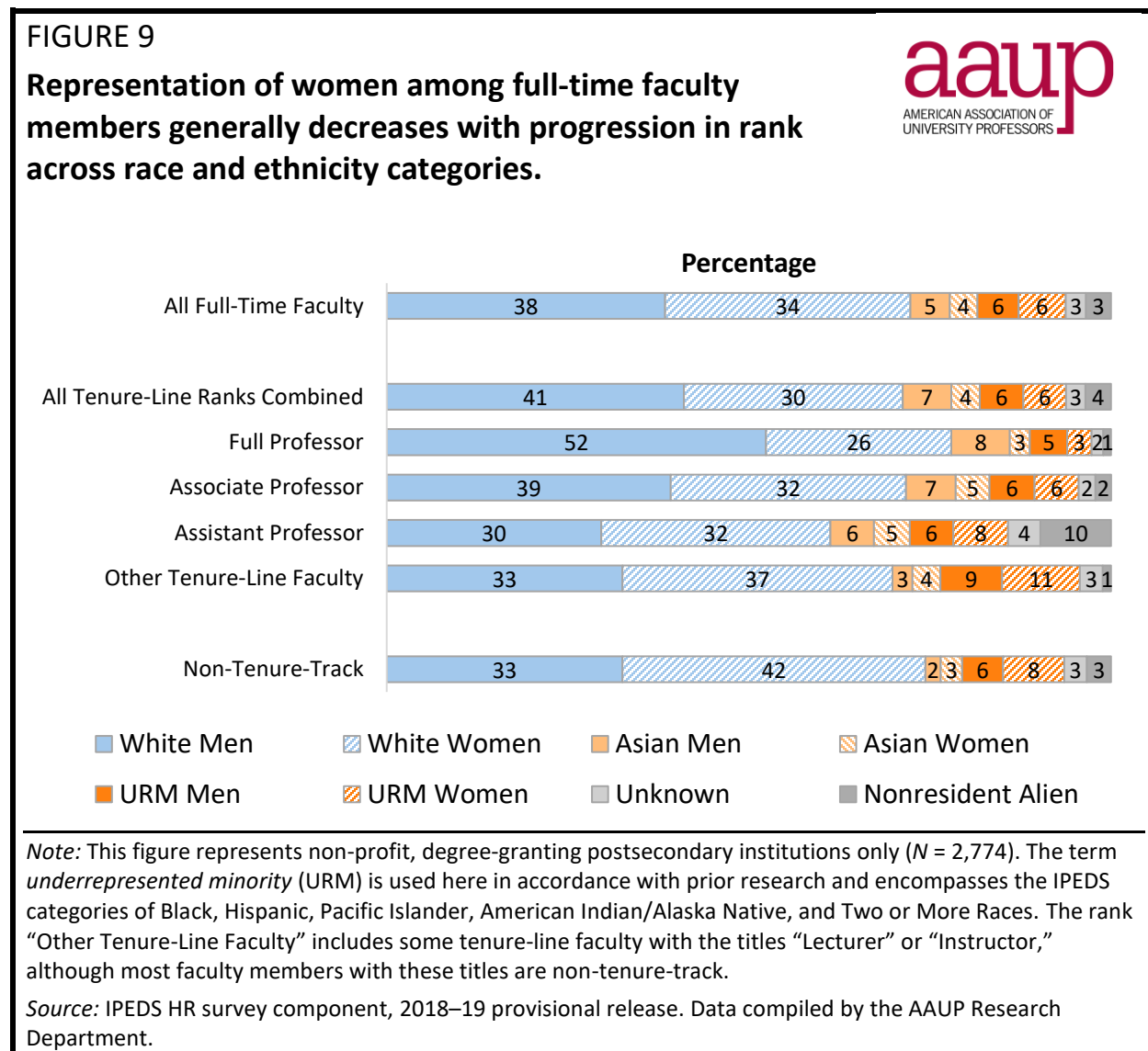
Note: This figure represents non-profit, degree-granting postsecondary institutions only ($N = 2,774$). Race and ethnicity categories are drawn directly from IPEDS. Only domestic faculty members are included; the IPEDS categories of Unknown and Nonresident Alien are excluded from this analysis. The term *underrepresented minority* (URM) is used here in accordance with prior research.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

The Intersection of Gender and Race and Ethnicity

Figure 9 summarizes the makeup of full-time faculty members across the United States by both gender and race and ethnicity. For consistency with the work of Finkelstein, Conley, and Schuster, this figure introduces a “nonresident alien” category for individuals who were in the United States on a visa. Notably, these nonresident alien faculty members are concentrated at the assistant professor rank (9.7 percent). To facilitate comparison, figure 9 is constructed similarly to figure 2 in the recent NCES report [Characteristics of Postsecondary Faculty](#).

The major findings of this study are shown in figure 9, including the underrepresentation of women in higher academic ranks, the overrepresentation of women in non-tenure-track appointments, and the underrepresentation of URM individuals in higher academic ranks. Given the lack of URM individuals at the higher academic ranks, particularly among women, we can infer the existence of a racial pay gap overall, even though IPEDS does not directly collect faculty salary data by race and ethnicity.



Conclusion

Women faculty members continue to face unique challenges in academia with respect to employment, advancement, salary, and job security, and higher education is by no means immune from systemic racism. The pay and opportunity gaps identified in this data snapshot are the result of many factors beyond gender, race, and ethnicity, and closing them will require innovative and sustained efforts. The underrepresentation of women and members of some racial and ethnic groups among faculty in higher education affects not only those seeking careers in academia but also the success of the students they serve.

The pay disparities faced by women faculty members and faculty members of color are often said to be explained by “market factors” and the tendency for women and people of color to be clustered in low-paying disciplines. However, this is an oversimplification of a nuanced problem. There are many variables that contribute to the gender pay gap in academia, including biases in hiring and promotion practices, lack of institutional resources and support, and caregiving responsibilities. Little is known about how such “market factors” behave, in part because the NCES has not collected faculty demographic data by discipline since 2003, and recent efforts to collect faculty salary data by discipline are limited to particular disciplines or institution types. Nonetheless, as Mary Gray argued, “There will always be a tendency to believe that some other factor must explain any disparity.”⁷ We suggest careful examination of underlying data and a healthy dose of skepticism when considering arguments that disparities can be “explained” by statistical evidence.

This data snapshot used the most recent IPEDS data available—data collected *before* the COVID-19 pandemic—to highlight some of the disparities faced by women faculty members and faculty members of color in US colleges and universities. Given the finding that women and URM faculty members are less likely than non-URM men faculty members to have full-time tenured or tenure-track appointments, we anticipate that the COVID-19 pandemic will disproportionately affect women and URM faculty members. In the months and years to come, the AAUP will continue to document the disparities faced by women and people of color in the profession as well as the impact of the COVID-19 pandemic on these groups.

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Notes

1. Jack Schuster and Martin J. Finkelstein, *The American Faculty: The Restructuring of Academic Work and Careers* (Baltimore, MD: Johns Hopkins University Press, 2006), <https://doi.org/10.1353/book.3484>.
2. Martin J. Finkelstein, Valerie Martin Conley, and Jack Schuster, *The Faculty Factor: Reassessing the American Academy in a Turbulent Era* (Baltimore, MD: Johns Hopkins University Press, 2016).
3. Martin J. Finkelstein, Valerie Martin Conley, and Jack Schuster, *Taking the Measure of Faculty Diversity* (TIAA Institute, 2016), <https://www.tiaainstitute.org/publication/taking-measure-faculty-diversity>.
4. National Center for Education Statistics, *Digest of Education Statistics*, <https://nces.ed.gov/programs/digest/>.
5. National Center for Education Statistics, *Characteristics of Postsecondary Faculty*, https://nces.ed.gov/programs/coe/indicator_csc.asp.
6. See, for example, B. Runi Mukherji, Lorenz S. Neuwirth, and Laura Limonic, "Making the Case for Real Diversity: Redefining Underrepresented Minority Students in Public Universities," *SAGE Open* (April 2017): 1–10, <https://doi.org/10.1177/2158244017707796>.
7. Mary W. Gray, "Can Statistics Tell Us What We Do Not Want to Hear? The Case of Complex Salary Structures," *Statistical Science* 8, no. 2 (May 1993): 144–58, <https://www.jstor.org/stable/2246152>.

Supplemental Tables

TABLE 1

Average salary and number of full-time faculty, by gender, AAUP institutional category, and faculty tenure status, fall 2018



AAUP Institutional Category / Faculty Tenure Status	N	Average Salary				Number of Faculty			
		Total	Men	Women	Women (% of Men's)	Total	Men	Women	Women (% of Total)
All Combined	2,774	\$89,220	\$97,738	\$79,368	81.2%	666,121	354,377	311,744	46.8%
Tenured/Tenure-Track		\$99,821	\$107,713	\$88,851	82.5%	415,786	238,994	176,792	42.5%
Non-Tenure-Track		\$71,335	\$76,456	\$66,974	87.6%	250,335	115,383	134,952	53.9%
I - Doctoral	282	\$105,599	\$115,651	\$91,836	79.4%	330,524	190,785	139,739	42.3%
Tenured/Tenure-Track		\$118,524	\$126,370	\$104,754	82.9%	208,428	132,778	75,650	36.3%
Non-Tenure-Track		\$83,165	\$90,714	\$76,327	84.1%	122,096	58,007	64,089	52.5%
IIA - Master's	776	\$75,145	\$79,110	\$71,158	89.9%	164,812	82,697	82,115	49.8%
Tenured/Tenure-Track		\$82,268	\$85,429	\$78,600	92.0%	110,669	59,441	51,228	46.3%
Non-Tenure-Track		\$53,326	\$55,067	\$52,174	94.7%	54,143	23,256	30,887	57.0%
IIB - Baccalaureate	595	\$73,020	\$75,670	\$70,092	92.6%	46,854	24,812	22,042	47.0%
Tenured/Tenure-Track		\$80,008	\$82,599	\$76,927	93.1%	30,569	16,609	13,960	45.7%
Non-Tenure-Track		\$59,263	\$60,530	\$58,049	95.9%	16,285	8,203	8,082	49.6%
III and IV - Associate's	1,121	\$61,796	\$62,651	\$61,100	97.5%	123,931	56,083	67,848	54.7%
Tenured/Tenure-Track		\$67,427	\$68,533	\$66,520	97.1%	66,120	30,166	35,954	54.4%
Non-Tenure-Track		\$56,366	\$56,931	\$55,909	98.2%	57,811	25,917	31,894	55.2%

Note: AAUP institutional categories are assigned by the AAUP based on characteristics such as program offerings, degrees awarded, and rank systems.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

TABLE 2

Average salary and number of full-time tenured and tenure-track faculty, by gender, AAUP institutional category, and academic rank, fall 2018



AAUP Institutional Category / Academic Rank	N	Average Salary				Number of Faculty			
		Total	Men	Women	Women (% of Men's)	Total	Men	Women	Women (% of Total)
All Combined	1,903	\$99,821	\$107,713	\$88,851	82.5%	415,786	238,994	176,792	42.5%
Professor		\$128,496	\$134,997	\$114,919	85.1%	152,397	102,904	49,493	32.5%
Associate Professor		\$88,380	\$91,406	\$84,688	92.7%	121,163	66,595	54,568	45.0%
Assistant Professor		\$76,810	\$80,553	\$73,073	90.7%	102,351	51,128	51,223	50.0%
Instructor/Lecturer/Other		\$61,860	\$62,898	\$61,004	97.0%	39,875	18,367	21,508	53.9%
I - Doctoral	273	\$118,524	\$126,370	\$104,754	82.9%	208,428	132,778	75,650	36.3%
Professor		\$150,787	\$155,353	\$138,362	89.1%	91,067	66,593	24,474	26.9%
Associate Professor		\$98,835	\$101,866	\$94,586	92.9%	64,496	37,641	26,855	41.6%
Assistant Professor		\$87,181	\$91,267	\$82,372	90.3%	51,878	28,051	23,827	45.9%
Instructor/Lecturer/Other		\$75,835	\$79,698	\$71,979	90.3%	987	493	494	50.1%
IIA - Master's	622	\$82,268	\$85,429	\$78,600	92.0%	110,669	59,411	51,228	46.3%
Professor		\$98,092	\$99,977	\$95,039	95.1%	38,900	24,052	14,848	38.2%
Associate Professor		\$78,576	\$79,974	\$77,052	96.3%	37,503	19,556	17,947	47.9%
Assistant Professor		\$68,507	\$70,194	\$67,054	95.5%	32,868	15,208	17,660	53.7%
Instructor/Lecturer/Other		\$64,544	\$66,995	\$62,563	93.4%	1,398	625	773	55.3%
IIB - Baccalaureate	381	\$80,008	\$82,599	\$76,927	93.1%	30,569	16,609	13,960	45.7%
Professor		\$99,156	\$100,151	\$97,496	97.3%	10,814	6,758	4,056	37.5%
Associate Professor		\$76,149	\$76,702	\$75,525	98.5%	10,367	5,499	4,868	47.0%
Assistant Professor		\$62,524	\$62,963	\$62,149	98.7%	8,941	4,119	4,822	53.9%
Instructor/Lecturer/Other		\$59,519	\$63,643	\$55,040	86.5%	447	233	214	47.9%
III and IV - Associate's	627	\$67,427	\$68,533	\$66,520	97.1%	66,120	30,166	35,954	54.4%
Professor		\$80,325	\$81,891	\$78,900	96.3%	11,616	5,501	6,115	52.6%
Associate Professor		\$67,945	\$68,505	\$67,499	98.5%	8,797	3,899	4,898	55.7%
Assistant Professor		\$60,841	\$61,592	\$60,269	97.9%	8,664	3,750	4,914	56.7%
Instructor/Lecturer/Other		\$60,617	\$61,040	\$60,276	98.7%	37,043	17,016	20,027	54.1%

Note: AAUP institutional categories are assigned by the AAUP based on characteristics such as program offerings, degrees awarded, and rank systems.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

TABLE 3

Average salary, number, and percent of full-time faculty, by AAUP institutional category, gender, and race and ethnicity, fall 2018



AAUP Institutional Category	N	Gender	Average Salary	Number of Faculty	Percent of Total Number of Faculty												Non-resident Alien	
					Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or More Races											Unknown
							Total	Asian	Underrepresented Minority (URM)									
									Total	American Indian or Alaska Native	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races				
All Combined	2,774	Total	\$89,220	666,121	100.0%	72.3%	21.4%	9.3%	12.2%	0.4%	5.7%	5.0%	0.2%	1.0%	2.8%	3.4%		
		Men	\$97,738	354,377	53.2%	38.4%	11.1%	5.4%	5.7%	0.2%	2.5%	2.5%	0.1%	0.4%	1.5%	2.1%		
		Women	\$79,368	311,744	46.8%	33.9%	10.3%	3.8%	6.5%	0.2%	3.2%	2.5%	0.1%	0.5%	1.3%	1.3%		
I - Doctoral	282	Total	\$105,599	330,524	100.0%	69.2%	22.6%	12.3%	10.3%	0.3%	4.3%	4.7%	0.1%	0.9%	3.2%	5.0%		
		Men	\$115,651	190,785	57.7%	40.1%	12.7%	7.6%	5.1%	0.2%	1.9%	2.5%	0.1%	0.4%	1.8%	3.1%		
		Women	\$91,836	139,739	42.3%	29.2%	9.9%	4.6%	5.3%	0.2%	2.3%	2.2%	0.1%	0.5%	1.4%	1.8%		
IIA - Master's	776	Total	\$75,145	164,812	100.0%	74.5%	20.0%	7.8%	12.3%	0.4%	6.5%	4.2%	0.1%	1.0%	2.8%	2.7%		
		Men	\$79,110	82,697	50.2%	37.2%	9.9%	4.3%	5.7%	0.2%	2.9%	2.0%	0.1%	0.4%	1.4%	1.6%		
		Women	\$71,158	82,115	49.8%	37.3%	10.1%	3.5%	6.6%	0.2%	3.6%	2.2%	0.1%	0.6%	1.4%	1.1%		
IIB - Baccalaureate	595	Total	\$73,020	46,854	100.0%	77.1%	18.0%	5.7%	12.3%	0.4%	7.1%	3.7%	0.3%	0.8%	2.7%	2.2%		
		Men	\$75,670	24,812	53.0%	41.6%	8.8%	2.9%	5.9%	0.2%	3.3%	1.9%	0.2%	0.4%	1.4%	1.2%		
		Women	\$70,092	22,042	47.0%	35.5%	9.2%	2.8%	6.4%	0.2%	3.8%	1.8%	0.1%	0.4%	1.3%	1.0%		
III and IV - Associate's	1,121	Total	\$61,796	123,931	100.0%	75.8%	21.6%	4.6%	17.0%	0.9%	7.6%	7.2%	0.3%	1.0%	1.9%	0.7%		
		Men	\$62,651	56,083	45.3%	34.5%	9.4%	2.0%	7.4%	0.4%	2.9%	3.4%	0.1%	0.5%	1.0%	0.4%		
		Women	\$61,100	67,848	54.8%	41.3%	12.2%	2.5%	9.7%	0.5%	4.7%	3.8%	0.1%	0.6%	1.0%	0.3%		

Note: AAUP institutional categories are assigned by the AAUP based on characteristics such as program offerings, degrees awarded, and rank systems. The term *underrepresented minority* (URM) is used here in accordance with prior research and encompasses the IPEDS categories of Black, Hispanic, Pacific Islander, American Indian/Alaska Native, and Two or More Races.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

TABLE 4

Average salary, number, and percent of full-time tenured and tenure-track faculty, by AAUP institutional category, gender, and race and ethnicity, fall 2018



AAUP Institutional Category	N	Gender	Average Salary	Number of Faculty	Percent of Total Number of Faculty												Unknown	Non-resident Alien
					Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or More Races											
							Total	Asian	Underrepresented Minority (URM)									
									Total	American Indian or Alaska Native	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races				
All Combined	1,903	Total	\$99,821	415,786	100.0%	71.2%	22.6%	10.7%	11.9%	0.4%	5.3%	5.1%	0.2%	0.9%	2.7%	3.5%		
		Men	\$107,713	238,994	57.5%	41.0%	12.7%	6.7%	6.0%	0.2%	2.6%	2.7%	0.1%	0.5%	1.5%	2.2%		
		Women	\$88,851	176,792	42.5%	30.2%	9.9%	4.0%	5.9%	0.2%	2.8%	2.4%	0.1%	0.5%	1.1%	1.3%		
I - Doctoral	273	Total	\$118,524	208,428	100.0%	68.9%	23.4%	13.5%	10.0%	0.3%	4.2%	4.5%	0.1%	0.9%	3.0%	4.7%		
		Men	\$126,370	132,778	63.7%	44.2%	14.6%	9.2%	5.4%	0.2%	2.1%	2.7%	0.0%	0.4%	1.8%	3.1%		
		Women	\$104,754	75,650	36.3%	24.7%	8.8%	4.3%	4.6%	0.2%	2.1%	1.8%	0.0%	0.5%	1.1%	1.6%		
IIA - Master's	622	Total	\$82,268	110,669	100.0%	73.1%	21.3%	9.3%	12.0%	0.4%	6.3%	4.3%	0.1%	0.9%	2.4%	3.2%		
		Men	\$85,429	59,441	53.7%	39.2%	11.3%	5.3%	6.0%	0.2%	3.1%	2.2%	0.1%	0.4%	1.3%	1.9%		
		Women	\$78,600	51,228	46.3%	33.9%	10.0%	4.0%	6.0%	0.2%	3.2%	2.1%	0.1%	0.5%	1.1%	1.3%		
IIB - Baccalaureate	381	Total	\$80,008	30,569	100.0%	76.7%	18.6%	6.6%	12.0%	0.3%	6.9%	3.7%	0.2%	0.9%	2.6%	2.2%		
		Men	\$82,599	16,609	54.3%	42.2%	9.4%	3.5%	6.0%	0.1%	3.4%	1.9%	0.2%	0.4%	1.5%	1.2%		
		Women	\$76,927	13,960	45.7%	34.4%	9.2%	3.1%	6.1%	0.2%	3.6%	1.8%	0.1%	0.4%	1.1%	1.0%		
III and IV - Associate's	627	Total	\$67,427	66,120	100.0%	73.0%	23.8%	6.1%	17.7%	0.6%	6.7%	9.0%	0.3%	1.1%	2.4%	0.9%		
		Men	\$68,533	30,166	45.6%	33.5%	10.5%	2.7%	7.8%	0.3%	2.8%	4.1%	0.2%	0.5%	1.2%	0.5%		
		Women	\$66,520	35,954	54.4%	39.5%	13.3%	3.4%	9.9%	0.3%	3.9%	4.9%	0.2%	0.6%	1.2%	0.4%		

Note: AAUP institutional categories are assigned by the AAUP based on characteristics such as program offerings, degrees awarded, and rank systems. The term *underrepresented minority* (URM) is used here in accordance with prior research and encompasses the IPEDS categories of Black, Hispanic, Pacific Islander, American Indian/Alaska Native, and Two or More Races.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

TABLE 5

Average salary, number, and percent of full-time faculty, by faculty tenure status, academic rank, gender, and race and ethnicity, fall 2018



Tenure Status / Academic Rank	Gender	Average Salary	Number of Faculty	Percent of Total Number of Faculty											
				Total	White	Black, Hispanic, Asian, Pacific Islander, American Indian/Alaska Native, and Two or More Races						Unknown	Non-resident Alien		
						Total	Asian	Underrepresented Minority (URM)							
								American Indian or Alaska Native	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander			Two or More Races	
All Combined	Total	\$89,220	666,121	100.0%	72.3%	21.4%	9.3%	12.2%	0.4%	5.7%	5.0%	0.2%	1.0%	2.8%	3.4%
	Men	\$97,738	354,377	53.2%	38.4%	11.1%	5.4%	5.7%	0.2%	2.5%	2.5%	0.1%	0.4%	1.5%	2.1%
	Women	\$79,368	311,744	46.8%	33.9%	10.3%	3.8%	6.5%	0.2%	3.2%	2.5%	0.1%	0.5%	1.3%	1.3%
Tenured/Tenure-Track	Total	\$99,821	415,786	100.0%	71.2%	22.6%	10.7%	11.9%	0.4%	5.3%	5.1%	0.2%	0.9%	2.7%	3.5%
	Men	\$107,713	238,994	57.5%	41.0%	12.7%	6.7%	6.0%	0.2%	2.6%	2.7%	0.1%	0.5%	1.5%	2.2%
	Women	\$88,851	176,792	42.5%	30.2%	9.9%	4.0%	5.9%	0.2%	2.8%	2.4%	0.1%	0.5%	1.1%	1.3%
Professor	Total	\$128,496	152,397	100.0%	78.0%	19.4%	10.9%	8.5%	0.3%	3.7%	3.7%	0.1%	0.7%	1.6%	1.1%
	Men	\$134,997	102,904	67.5%	52.4%	13.2%	8.1%	5.1%	0.2%	2.2%	2.3%	0.1%	0.4%	1.1%	0.8%
	Women	\$114,919	49,493	32.5%	25.6%	6.1%	2.8%	3.4%	0.1%	1.5%	1.4%	0.0%	0.3%	0.5%	0.3%
Associate Professor	Total	\$88,380	121,163	100.0%	71.7%	23.8%	11.6%	12.3%	0.4%	5.9%	5.0%	0.2%	0.8%	2.3%	2.2%
	Men	\$91,406	66,595	55.0%	39.2%	13.1%	6.9%	6.2%	0.2%	2.8%	2.7%	0.1%	0.4%	1.4%	1.4%
	Women	\$84,688	54,568	45.0%	32.5%	10.8%	4.7%	6.1%	0.2%	3.1%	2.3%	0.1%	0.4%	0.9%	0.8%
Assistant Professor	Total	\$76,810	102,351	100.0%	61.3%	24.5%	11.0%	13.6%	0.4%	6.6%	5.2%	0.2%	1.3%	4.4%	9.7%
	Men	\$80,553	51,128	50.0%	29.6%	12.0%	6.0%	6.0%	0.2%	2.6%	2.6%	0.1%	0.6%	2.3%	6.0%
	Women	\$73,073	51,223	50.1%	31.7%	12.6%	5.0%	7.6%	0.2%	4.0%	2.6%	0.1%	0.8%	2.1%	3.7%
Instructor/Lecturer/Other	Total	\$61,860	39,875	100.0%	69.8%	25.9%	6.6%	19.3%	0.6%	6.7%	10.3%	0.3%	1.4%	3.2%	1.1%
	Men	\$62,898	18,367	46.1%	32.6%	11.3%	2.8%	8.6%	0.3%	2.8%	4.6%	0.2%	0.6%	1.6%	0.6%
	Women	\$61,004	21,508	53.9%	37.3%	14.5%	3.8%	10.7%	0.3%	3.9%	5.7%	0.2%	0.8%	1.6%	0.6%
Non-Tenure-Track	Total	\$71,335	250,335	100.0%	74.4%	19.2%	5.1%	14.1%	0.7%	6.8%	5.4%	0.1%	1.1%	3.1%	3.3%
	Men	\$76,456	115,383	43.8%	32.6%	7.8%	2.2%	5.7%	0.3%	2.5%	2.4%	0.1%	0.4%	1.5%	1.9%
	Women	\$66,974	134,952	56.2%	41.8%	11.4%	3.0%	8.4%	0.4%	4.3%	3.1%	0.1%	0.6%	1.7%	1.4%

Note: N = 2,774 institutions. The term *underrepresented minority* (URM) is used here in accordance with prior research and encompasses the IPEDS categories of Black, Hispanic, Pacific Islander, American Indian/Alaska Native, and Two or More Races.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.