

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 2025–26

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
2024–25 to 2025–26	1.6	2.3	1.8	3.2	2.3	-1.1	-0.3	-0.8	0.5	-0.4	2.7

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. From 1978–79 through 2024–25, 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 2025–26

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 2003–04	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	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
2024–25 to 2025–26	2.9	3.8	3.8	3.9	3.4	0.2	1.1	1.1	1.2	0.7	2.7

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. From 1978–79 through 2024–25, 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, 2025–26 (dollars)

Academic rank	All combined	Public	Private-independent	Religiously affiliated
<i>AAUP CATEGORY I (Doctoral)</i>				
Professor	184,361	168,759	237,467	178,712
Associate	122,300	117,478	143,951	122,928
Assistant	105,052	100,452	125,261	107,979
Instructor	78,051	73,104	91,906	95,273
Lecturer	87,644	82,079	105,117	82,382
No rank	81,884	81,128	92,362	97,571
All combined	131,678	122,691	166,750	130,990
<i>AAUP CATEGORY IIA (Master's)</i>				
Professor	120,105	118,788	130,017	116,611
Associate	98,805	99,198	103,244	93,981
Assistant	84,212	84,490	87,874	80,981
Instructor	67,455	64,993	74,647	70,962
Lecturer	74,214	73,039	86,083	67,296
No rank	69,442	66,709	73,798	70,182
All combined	96,817	96,105	103,809	93,548
<i>AAUP CATEGORY IIB (Baccalaureate)</i>				
Professor	124,681	113,046	140,588	101,222
Associate	96,141	92,970	105,292	83,057
Assistant	81,819	78,446	89,176	72,530
Instructor	69,777	73,421	72,737	61,395
Lecturer	79,492	71,632	88,257	67,247
No rank	86,470	58,188	92,440	72,497
All combined	97,924	89,279	109,481	83,497
<i>AAUP CATEGORY III (Associate's with ranks)</i>				
Professor	110,739	110,739	n.d.	n.d.
Associate	89,396	89,396	n.d.	n.d.
Assistant	74,037	74,037	n.d.	n.d.
Instructor	63,155	63,155	n.d.	n.d.
Lecturer	85,858	85,858	n.d.	n.d.
No rank	72,786	72,786	n.d.	n.d.
All combined	89,692	89,692	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>				
No rank	91,802	91,802	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>				
Professor	163,836	154,341	205,034	138,469
Associate	113,427	111,594	127,004	102,905
Assistant	97,232	95,577	109,769	87,260
Instructor	74,087	70,621	84,804	78,423
Lecturer	84,292	79,625	101,715	77,956
No rank	78,520	78,266	78,981	80,427
All combined	119,836	114,703	145,148	105,925

Note: The table is based on 768 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. 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, 2024–25 to 2025–26

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	1.7	2.0	0.8	1.3	2.8	3.0	2.3	2.4
Associate	2.2	2.5	1.0	2.0	3.8	3.9	3.4	3.3
Assistant	1.8	2.0	0.9	2.6	3.8	3.8	3.2	4.6
Instructor	3.7	3.9	2.2	4.3	3.8	4.1	2.6	3.7
Lecturer	3.5	4.4	1.4	5.5	3.7	3.9	3.1	3.6
No rank	3.2	2.6	25.9	7.1	3.7	3.7	4.8	5.7
All combined	2.2	2.5	1.3	2.2	3.3	3.5	2.7	3.2
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	1.4	1.2	2.1	1.9	2.9	2.8	3.6	2.5
Associate	2.2	1.8	3.7	2.0	3.5	3.6	3.8	3.0
Assistant	1.5	1.0	3.1	1.5	3.4	3.3	4.1	3.1
Instructor	2.0	3.2	-1.7	3.1	3.6	3.4	3.9	4.0
Lecturer	3.8	3.8	4.4	2.4	3.4	3.3	4.2	2.7
No rank	0.0	-2.0	-2.3	0.6	3.7	3.7	5.3	-1.0
All combined	2.1	2.0	2.9	1.9	3.2	3.2	3.8	2.9
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	2.2	4.4	1.0	1.6	3.2	4.0	3.2	2.9
Associate	2.6	3.5	0.8	2.8	4.1	5.0	4.1	3.6
Assistant	3.0	3.3	2.0	2.9	4.4	5.2	4.4	4.0
Instructor	2.6	3.9	2.4	1.0	4.4	4.6	4.9	3.6
Lecturer	5.1	5.8	3.9	7.4	5.2	5.7	5.1	3.8
No rank	0.1	3.0	1.4	2.0	3.0	2.1	2.7	4.7
All combined	3.1	4.4	1.9	2.6	3.9	4.7	3.8	3.4
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Professor	4.9	4.9	n.d.	n.d.	5.7	5.7	n.d.	n.d.
Associate	3.4	3.4	n.d.	n.d.	6.3	6.3	n.d.	n.d.
Assistant	2.3	2.3	n.d.	n.d.	6.7	6.7	n.d.	n.d.
Instructor	2.2	2.2	n.d.	n.d.	5.7	5.7	n.d.	n.d.
Lecturer	8.5	8.5	n.d.	n.d.	9.5	9.5	n.d.	n.d.
No rank	-1.5	-1.5	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	4.2	4.2	n.d.	n.d.	6.3	6.3	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
No rank	1.6	1.6	n.d.	n.d.	1.9	1.9	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	1.6	1.8	0.8	1.9	2.9	3.1	2.6	2.6
Associate	2.3	2.5	1.4	2.4	3.8	3.9	3.6	3.2
Assistant	1.8	1.9	1.1	2.1	3.8	3.8	3.6	3.7
Instructor	3.2	3.5	2.6	4.2	3.9	4.0	3.3	3.8
Lecturer	3.8	4.5	1.8	5.0	3.8	3.9	3.4	3.4
No rank	1.8	1.9	-3.2	5.5	3.7	3.7	4.9	1.5
All combined	2.3	2.4	1.5	2.5	3.4	3.5	3.1	3.1

Note: The table is based on 752 institutions reporting full-time faculty salary data in both 2024–25 and 2025–26 and 699 institutions reporting full-time continuing faculty salary data in 2025–26. 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, 2025–26 (dollars)

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
AAUP CATEGORY I (Doctoral)								
Professor	191,873	170,202	175,136	156,893	247,373	217,197	184,131	169,856
Associate	126,632	117,428	121,546	112,867	149,741	137,398	126,688	119,081
Assistant	110,054	100,595	105,025	96,370	132,091	118,999	112,640	104,264
Instructor	81,807	75,091	76,199	70,788	95,346	88,592	100,647	90,821
Lecturer	92,275	83,783	86,475	78,397	110,969	100,207	83,870	81,257
No rank	85,366	79,037	84,287	78,525	107,413	70,862	108,805	90,830
All combined	143,430	117,765	132,931	110,695	183,511	145,396	140,450	120,887
AAUP CATEGORY IIA (Master's)								
Professor	122,452	117,038	120,645	116,355	134,810	124,328	119,316	112,816
Associate	100,533	97,120	100,796	97,596	105,442	101,177	95,651	92,437
Assistant	85,967	82,937	86,022	83,290	89,416	86,841	83,343	79,475
Instructor	69,172	66,350	66,221	64,224	77,260	72,671	73,076	69,605
Lecturer	75,400	73,330	73,743	72,515	90,551	82,619	67,980	66,820
No rank	71,714	67,614	70,590	63,281	74,790	73,075	69,142	70,892
All combined	101,041	92,854	99,960	92,396	109,006	99,153	98,401	89,215
AAUP CATEGORY IIB (Baccalaureate)								
Professor	126,566	122,296	114,990	110,514	142,498	138,174	102,993	99,007
Associate	97,461	94,858	93,985	91,915	107,195	103,528	84,298	81,805
Assistant	82,141	81,571	80,534	76,592	89,368	89,029	71,956	72,947
Instructor	70,949	68,917	74,193	72,912	74,097	71,639	62,434	60,661
Lecturer	78,981	79,852	74,106	69,498	86,072	89,600	66,581	67,628
No rank	89,129	84,202	n.d.	58,188	88,118	97,981	95,450	65,939
All combined	101,256	94,750	92,478	86,175	113,265	105,870	86,061	81,089
AAUP CATEGORY III (Associate's with ranks)								
Professor	113,010	108,895	113,010	108,895	n.d.	n.d.	n.d.	n.d.
Associate	90,196	88,691	90,196	88,691	n.d.	n.d.	n.d.	n.d.
Assistant	74,432	73,728	74,432	73,728	n.d.	n.d.	n.d.	n.d.
Instructor	62,832	63,358	62,832	63,358	n.d.	n.d.	n.d.	n.d.
Lecturer	88,060	84,173	88,060	84,173	n.d.	n.d.	n.d.	n.d.
No rank	72,786	n.d.	72,786	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	91,339	88,377	91,339	88,377	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)								
No rank	92,429	91,260	92,429	91,260	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	172,101	150,245	161,324	142,832	217,388	183,706	143,474	131,177
Associate	117,249	109,355	115,230	107,639	132,200	121,584	105,528	100,344
Assistant	101,520	93,652	99,556	92,143	115,516	105,020	90,311	85,121
Instructor	77,261	71,742	73,214	68,786	88,152	81,824	82,453	75,513
Lecturer	88,152	81,175	83,129	76,782	107,193	97,250	79,373	76,921
No rank	81,649	75,967	81,488	75,574	80,430	77,737	86,431	76,979
All combined	130,064	108,678	123,787	104,719	160,055	128,239	112,961	99,135

Note: The table is based on 768 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. 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, 2025–26 (dollars)

Academic rank	Northeast		North Central		South			West	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
AAUP CATEGORY I (Doctoral)									
Professor	227,106	211,599	172,092	152,373	145,970	170,856	172,758	152,308	217,756
Associate	139,278	133,966	118,731	107,747	104,114	115,709	120,332	112,325	140,874
Assistant	122,646	114,706	104,360	93,638	88,987	101,424	102,764	92,862	121,321
Instructor	102,306	85,318	73,261	67,857	65,406	79,407	77,066	74,250	84,685
Lecturer	101,852	106,436	78,484	71,255	71,123	81,188	79,901	76,240	108,524
No rank	108,827	80,714	75,390	67,815	85,408	57,481	91,796	88,914	92,767
All combined	161,819	148,982	126,498	113,700	104,057	118,417	125,385	111,910	162,939
AAUP CATEGORY IIA (Master's)									
Professor	140,589	133,734	100,696	95,239	102,583	101,317	113,197	104,071	133,448
Associate	110,706	107,364	87,440	80,373	84,854	85,892	92,691	89,451	113,086
Assistant	94,697	87,987	78,570	70,529	75,465	75,068	80,981	74,572	97,671
Instructor	82,494	71,214	63,495	63,126	61,510	60,850	68,534	55,462	74,567
Lecturer	91,810	90,332	59,236	61,281	61,110	59,925	63,905	70,955	82,972
No rank	69,518	75,938	62,702	178,190	71,482	55,846	69,355	62,736	104,252
All combined	111,882	107,559	84,298	78,157	82,767	81,268	90,409	83,846	111,756
AAUP CATEGORY IIB (Baccalaureate)									
Professor	146,049	138,696	102,487	108,667	103,698	85,274	111,652	112,620	155,951
Associate	111,461	105,735	84,874	83,521	85,255	74,783	85,032	95,917	121,537
Assistant	95,136	89,203	72,566	71,627	69,388	67,741	78,392	80,505	100,532
Instructor	73,186	77,112	60,018	64,166	63,053	54,562	65,116	65,454	79,403
Lecturer	92,750	86,441	61,728	76,542	58,687	56,171	66,676	58,955	78,978
No rank	105,984	85,557	72,370	75,565	40,000	70,719	158,030	65,529	69,000
All combined	115,013	107,015	84,566	85,938	84,515	73,612	86,812	91,276	125,273
AAUP CATEGORY III (Associate's with ranks)									
Professor	92,324	128,998	96,832	90,643	76,643	106,977	108,117	96,247	114,979
Associate	74,485	110,367	79,418	77,424	66,045	83,588	89,624	78,438	97,143
Assistant	66,550	89,475	64,049	73,937	54,619	73,584	78,895	69,452	86,129
Instructor	50,642	60,601	56,948	69,602	49,426	60,975	65,774	62,148	74,707
Lecturer	n.d.	92,808	63,853	n.d.	n.d.	n.d.	n.d.	55,518	n.d.
No rank	n.d.	n.d.	n.d.	72,786	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	78,258	109,383	73,599	79,855	62,583	95,341	92,401	76,875	92,768
AAUP CATEGORY IV (Associate's without ranks)									
No rank	59,534	n.d.	93,593	69,575	66,447	65,257	97,547	90,719	123,042
ALL AAUP CATEGORIES COMBINED EXCEPT IV									
Professor	199,311	179,362	152,254	136,945	131,448	153,551	154,642	146,900	183,675
Associate	127,297	121,053	107,715	99,076	97,713	107,954	110,856	108,314	128,304
Assistant	110,543	103,111	93,964	85,526	84,581	95,530	94,873	89,493	110,752
Instructor	92,691	80,519	68,458	65,742	64,096	73,436	73,474	72,998	79,518
Lecturer	99,535	100,741	74,115	69,941	68,001	78,833	75,589	75,331	96,564
No rank	74,908	78,479	72,207	68,647	82,173	57,111	88,147	85,954	96,005
All combined	143,752	130,995	112,796	102,851	97,273	110,302	113,948	107,829	140,603

Note: The table is based on 768 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

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

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

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

^{d.} West North Central: Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, and South Dakota.

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

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

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

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

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

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

SURVEY REPORT TABLE 5

Percentile distribution of institutions, by average full-time faculty salary, AAUP category, and academic rank, 2025–26 (dollars)

Academic rank	Rating ^a and percentile									
	1*	1	1	2	2	3	3	4	4	10
	95	90	80	70	60	50	40	30	20	10
<i>AAUP CATEGORY I (Doctoral)</i>										
Professor	277,756	224,406	198,538	179,289	169,300	158,230	147,620	136,939	123,281	111,727
Associate	169,036	155,226	138,930	127,739	122,399	116,733	111,194	104,361	98,717	90,078
Assistant	143,979	133,794	119,972	110,403	105,120	98,837	94,477	90,759	85,659	78,990
Instructor	119,179	106,542	91,539	87,473	81,933	76,891	70,643	66,840	63,180	58,420
Lecturer	117,738	110,397	99,490	91,857	86,411	80,807	75,222	70,329	64,269	58,638
No rank	130,479	122,990	106,294	94,777	77,125	71,068	66,528	64,332	59,355	46,190
All combined	187,366	171,383	147,004	134,710	124,246	117,816	111,202	106,423	97,278	88,332
<i>AAUP CATEGORY IIA (Master's)</i>										
Professor	157,447	144,572	132,794	125,295	115,178	107,647	100,375	94,565	88,293	79,767
Associate	123,714	119,075	109,878	101,526	95,430	89,856	86,487	81,209	76,609	71,017
Assistant	105,008	100,964	93,902	87,613	82,500	78,978	75,937	73,222	70,090	65,163
Instructor	96,751	87,800	80,213	72,783	69,570	65,702	62,987	60,630	57,274	52,800
Lecturer	97,109	92,149	83,816	79,170	71,957	66,406	62,723	59,467	56,198	50,180
No rank	175,175	171,186	111,972	86,014	83,205	72,678	68,119	62,167	57,207	45,474
All combined	125,402	118,308	108,849	100,556	93,008	87,001	83,436	79,608	75,765	69,524
<i>AAUP CATEGORY IIB (Baccalaureate)</i>										
Professor	172,430	160,197	139,567	116,704	106,965	100,926	96,750	88,272	81,909	76,135
Associate	128,337	121,050	107,726	94,899	88,721	85,219	79,618	74,673	69,449	64,930
Assistant	107,779	99,801	88,656	81,135	76,872	73,193	70,201	66,988	63,351	59,423
Instructor	83,115	78,949	74,443	70,009	66,488	64,416	61,351	56,994	53,712	48,357
Lecturer	104,507	102,058	90,156	81,724	73,706	70,710	65,363	62,260	58,462	54,945
No rank	201,089	176,902	104,501	89,411	83,897	70,289	69,000	63,668	61,200	54,657
All combined	134,474	122,640	108,357	94,431	87,692	82,957	78,967	75,510	70,170	64,301
<i>AAUP CATEGORY III (Associate's with ranks)</i>										
Professor	140,840	139,157	123,309	114,664	111,260	101,272	95,562	92,464	89,567	82,765
Associate	117,752	115,177	98,073	94,238	89,856	85,838	80,872	77,725	74,078	69,861
Assistant	99,329	97,142	86,677	83,821	77,203	74,382	70,760	66,684	64,040	62,335
Instructor	78,163	76,616	71,750	70,223	68,700	64,000	60,984	58,866	56,686	55,631
Lecturer	95,426	94,720	93,373	93,326	73,870	69,495	66,769	64,100	60,651	55,518
No rank	72,786	72,786	72,786	72,786	72,786	72,786	72,786	72,786	72,786	72,786
All combined	117,783	113,351	98,568	94,091	88,021	83,269	78,847	78,258	74,285	69,489
<i>AAUP CATEGORY IV (Associate's without ranks)</i>										
No rank	125,973	124,419	121,746	97,384	76,819	70,086	69,037	67,096	62,576	59,534
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>										
Professor	207,842	180,041	155,023	139,797	126,626	116,427	107,085	98,177	91,390	82,073
Associate	144,110	130,302	119,039	111,046	102,254	95,435	89,022	83,952	78,443	70,932
Assistant	124,669	112,010	101,112	94,477	88,114	82,619	78,019	74,146	69,907	64,065
Instructor	101,844	90,389	82,313	76,350	70,873	67,871	64,303	60,984	57,589	53,040
Lecturer	110,103	100,633	91,974	85,141	79,240	72,604	67,516	62,954	59,072	54,439
No rank	175,175	140,896	104,628	91,878	83,205	71,239	66,547	63,166	59,244	47,330
All combined	150,176	135,654	120,035	110,022	101,742	93,558	86,780	81,951	76,646	70,073

Note: The table is based on 768 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. Calculated using SAS STDIZE procedure using the order statistics method.

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

SURVEY REPORT TABLE 6

Percentage of full-time faculty in tenure-track appointments and percentage of faculty with tenure, by affiliation, gender, and academic rank, 2025–26

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N
MEN																
Professor	92.7	0.6	6.7	72,045	93.8	0.6	5.6	49,339	90.4	0.4	9.2	15,988	90.1	1.1	8.9	6,718
Associate	82.6	5.2	12.2	47,042	84.4	4.2	11.5	32,848	77.4	7.6	14.9	8,723	79.9	7.5	12.6	5,471
Assistant	2.7	72.7	24.6	37,621	2.7	73.8	23.6	26,427	1.1	75.9	23.0	7,038	5.2	60.7	34.1	4,156
Instructor	1.5	2.7	95.8	10,497	0.7	3.5	95.8	7,154	0.2	0.4	99.3	2,035	8.0	1.4	90.6	1,308
Lecturer	3.0	2.0	95.0	17,489	3.9	2.7	93.3	12,870	0.3	0.1	99.7	3,781	0.0	0.0	100.0	838
No rank	19.6	5.4	75.0	2,574	21.8	6.0	72.2	2,317	0.0	0.0	100.0	176	0.0	0.0	100.0	81
All combined	57.6	16.6	25.9	187,268	57.8	16.7	25.4	130,955	56.4	16.1	27.4	37,741	57.9	16.3	25.9	18,572
WOMEN																
Professor	87.2	0.7	12.1	43,808	88.3	0.7	11.0	29,937	86.6	1.4	12.1	4,611	86.6	1.4	12.1	4,611
Associate	76.2	5.0	18.8	44,161	77.7	4.0	18.3	30,195	73.0	7.6	19.4	5,602	73.0	7.6	19.4	5,602
Assistant	2.4	66.2	31.4	45,064	2.5	66.5	31.0	30,617	3.7	57.0	39.3	5,931	3.7	57.0	39.3	5,931
Instructor	1.6	3.3	95.1	14,208	0.9	4.1	95.0	10,110	7.8	1.5	90.7	1,812	7.8	1.5	90.7	1,812
Lecturer	2.5	2.2	95.2	21,654	3.3	3.0	93.6	15,867	0.1	0.0	99.9	1,147	0.1	0.0	99.9	1,147
No rank	15.5	5.6	78.9	3,071	17.4	6.2	76.4	2,725	0.0	0.0	100.0	141	0.0	0.0	100.0	141
All combined	43.2	19.5	37.4	171,966	43.3	19.1	37.6	119,451	43.9	20.3	35.9	19,244	43.9	20.3	35.9	19,244
MEN AND WOMEN COMBINED																
Professor	90.6	0.6	8.7	115,853	91.7	0.6	7.7	79,276	88.1	0.4	11.5	25,248	88.6	1.2	10.2	11,329
Associate	79.5	5.1	15.4	91,203	81.2	4.1	14.7	63,043	75.3	7.3	17.4	17,087	76.4	7.5	16.0	11,073
Assistant	2.5	69.2	28.3	82,685	2.6	69.9	27.6	57,044	1.1	73.5	25.4	15,554	4.3	58.5	37.2	10,087
Instructor	1.6	3.0	95.4	24,705	0.8	3.9	95.3	17,264	0.2	0.7	99.1	4,321	7.9	1.5	90.6	3,120
Lecturer	2.7	2.1	95.1	39,143	3.6	2.9	93.5	28,737	0.4	0.0	99.6	8,421	0.1	n.d.	99.9	1,985
No rank	17.4	5.5	77.1	5,645	19.4	6.1	74.5	5,042	0.8	0.8	98.4	381	n.d.	n.d.	100.0	222
All combined	50.7	18.0	31.4	359,234	50.9	17.9	31.2	250,406	49.7	18.1	32.2	71,012	50.7	18.3	31.0	37,816

Note: The table is based on 768 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, 2025–26

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total	Men	Women	<i>N</i>	% of total
AAUP CATEGORY I (Doctoral)																
Professor	65.3	34.7	78,789	33.3	65.0	35.0	57,021	32.3	67.2	32.8	17,235	37.8	62.0	38.0	4,533	31.5
Associate	52.9	47.1	58,569	24.7	53.1	46.9	44,567	25.2	53.1	46.9	9,804	21.5	50.6	49.4	4,198	29.1
Assistant	47.1	52.9	53,451	22.6	47.2	52.8	41,452	23.5	47.8	52.2	9,002	19.8	44.3	55.7	2,997	20.8
Instructor	44.1	55.9	15,412	6.5	42.8	57.2	11,571	6.5	49.1	50.9	2,647	5.8	45.3	54.7	1,194	8.3
Lecturer	45.5	54.5	28,451	12.0	45.6	54.4	20,194	11.4	45.6	54.4	6,854	15.0	43.1	56.9	1,403	9.7
No rank	45.0	55.0	1,992	0.8	45.2	54.8	1,895	1.1	58.8	41.2	17	0.0	37.5	62.5	80	0.6
All combined	54.2	45.8	236,664	100.0	53.9	46.1	176,700	100.0	56.0	44.0	45,559	100.0	51.6	48.4	14,405	100.0
AAUP CATEGORY IIA (Master's)																
Professor	56.6	43.4	26,744	30.7	56.7	43.3	18,123	31.7	54.3	45.7	4,026	29.9	58.4	41.6	4,595	28.2
Associate	49.4	50.6	23,388	26.9	50.0	50.0	14,675	25.7	48.5	51.5	3,916	29.1	48.0	52.0	4,797	29.4
Assistant	42.1	57.9	20,878	24.0	43.9	56.1	12,388	21.7	40.1	59.9	3,480	25.9	38.9	61.1	5,010	30.7
Instructor	39.2	60.8	6,089	7.0	38.5	61.5	4,030	7.0	43.1	56.9	734	5.5	39.1	60.9	1,325	8.1
Lecturer	42.7	57.3	9,031	10.4	42.7	57.3	7,522	13.1	43.7	56.3	1,026	7.6	41.0	59.0	483	3.0
No rank	44.6	55.4	848	1.0	46.9	53.1	467	0.8	42.2	57.8	275	2.0	40.6	59.4	106	0.6
All combined	48.4	51.6	86,978	100.0	49.0	51.0	57,205	100.0	47.3	52.7	13,457	100.0	47.2	52.8	16,316	100.0
AAUP CATEGORY IIB (Baccalaureate)																
Professor	55.9	44.1	7,201	30.9	56.6	43.4	1,013	24.1	55.8	44.2	3,987	33.2	55.6	44.4	2,201	31.0
Associate	49.3	50.7	6,589	28.3	51.0	49.0	1,144	27.3	48.1	51.9	3,367	28.1	50.2	49.8	2,078	29.3
Assistant	43.6	56.4	6,124	26.3	47.0	53.0	972	23.2	43.5	56.5	3,072	25.6	42.1	57.9	2,080	29.3
Instructor	42.4	57.6	2,160	9.3	39.7	60.3	619	14.7	44.7	55.3	940	7.8	41.4	58.6	601	8.5
Lecturer	41.3	58.7	1,089	4.7	46.3	53.7	449	10.7	38.1	61.9	541	4.5	36.4	63.6	99	1.4
No rank	46.0	54.0	126	0.5	n.d.	100.0	1	0.0	56.2	43.8	89	0.7	22.2	77.8	36	0.5
All combined	48.8	51.2	23,289	100.0	49.2	50.8	4,198	100.0	48.8	51.2	11,996	100.0	48.4	51.6	7,095	100.0
AAUP CATEGORY III (Associate's with ranks)																
Professor	44.8	55.2	3,119	32.4	44.8	55.2	3,119	32.4	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Associate	46.9	53.1	2,657	27.6	46.9	53.1	2,657	27.6	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Assistant	43.9	56.1	2,232	23.2	43.9	56.1	2,232	23.2	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Instructor	38.6	61.4	1,044	10.8	38.6	61.4	1,044	10.8	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Lecturer	43.4	56.6	572	5.9	43.4	56.6	572	5.9	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No rank	100.0	0	1	0.0	100.0	0	1	0.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	44.4	55.6	9,625	100.0	44.4	55.6	9,625	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)																
No rank	46.3	53.7	2,678	100.0	46.3	53.7	2,678	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
AAUP ALL CATEGORIES COMBINED EXCEPT IV																
Professor	62.2	37.8	115,853	32.3	62.2	37.8	79,276	31.7	63.3	36.7	25,248	35.6	59.3	40.7	11,329	30.0
Associate	51.6	48.4	91,203	25.4	52.1	47.9	63,043	25.2	51.1	48.9	17,087	24.1	49.4	50.6	11,073	29.3
Assistant	45.5	54.5	82,685	23.0	46.3	53.7	57,044	22.8	45.2	54.8	15,554	21.9	41.2	58.8	10,087	26.7
Instructor	42.5	57.5	24,767	6.9	41.5	58.5	17,326	6.9	47.1	52.9	4,321	6.1	41.9	58.1	3,120	8.3
Lecturer	44.7	55.3	39,143	10.9	44.8	55.2	28,737	11.5	44.9	55.1	8,421	11.9	42.2	57.8	1,985	5.2
No rank	45.5	54.5	5,583	1.6	45.8	54.2	4,980	2.0	46.2	53.8	381	0.5	36.5	63.5	222	0.6
All combined	52.1	47.9	359,234	100.0	52.3	47.7	250,406	100.0	53.1	46.9	71,012	100.0	49.1	50.9	37,816	100.0

Note: The table is based on 768 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. 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, 2025–26 (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	98.7	14,768	122,963	12.0	96.5	14,791	122,706	12.1
Private-independent	97.0	14,877	167,038	8.9	95.2	14,830	162,904	9.1
Religiously affiliated	97.6	11,886	130,329	9.1	94.4	11,887	130,329	9.1
All combined	98.3	14,624	131,907	11.1	96.1	14,622	130,198	11.2
<i>AAUP CATEGORY IIA (Master's)</i>								
Public	99.1	12,122	96,682	12.5	98.4	12,188	96,655	12.6
Private-independent	97.5	8,574	103,393	8.3	92.1	8,608	103,491	8.3
Religiously affiliated	98.6	6,217	93,030	6.7	91.5	6,389	93,203	6.9
All combined	98.7	10,521	97,093	10.8	96.2	10,656	97,099	11.0
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Public	99.7	12,188	89,172	13.7	99.2	12,572	90,277	13.9
Private-independent	97.4	10,068	109,460	9.2	93.9	10,086	109,716	9.2
Religiously affiliated	97.9	6,365	84,113	7.6	93.5	6,487	84,113	7.7
All combined	98.0	9,315	97,695	9.5	94.7	9,397	98,092	9.6
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Public	99.7	13,247	90,142	14.7	97.6	13,404	90,149	14.9
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
Public	98.5	13,774	91,802	15.0	98.3	13,837	92,370	15.0
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Public	98.8	14,072	115,214	12.2	97.0	14,101	114,941	12.3
Private-independent	97.2	12,920	145,869	8.9	94.4	12,763	141,422	9.0
Religiously affiliated	98.1	8,420	105,577	8.0	93.0	8,563	105,680	8.1
All combined	98.4	13,281	120,132	11.1	96.1	13,293	118,700	11.2

Note: The table is based on 716 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 reported 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 local government to the retirement plan(s) but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

SURVEY REPORT TABLE 9

Full-time faculty medical benefits coverage (eligibility) and participation, by affiliation and AAUP category, 2025–26 (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	14,798	122,963	12.0	93.4	14,667	122,329	12.0
Private-independent	98.9	18,226	167,038	10.9	90.5	19,156	162,904	11.8
Religiously affiliated	99.9	15,466	130,329	11.9	86.6	15,816	130,329	12.1
All combined	99.0	15,499	131,907	11.7	92.4	15,515	130,039	11.9
<i>AAUP CATEGORY IIA (Master's)</i>								
Public	98.7	15,299	96,682	15.8	93.9	15,677	96,917	16.2
Private-independent	98.7	13,446	103,187	13.0	83.0	13,948	103,278	13.5
Religiously affiliated	98.7	11,115	93,270	11.9	80.9	11,400	93,447	12.2
All combined	98.7	14,269	97,112	14.7	89.8	14,727	97,297	15.1
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Public	99.9	14,852	89,172	16.7	96.1	15,199	89,845	16.9
Private-independent	99.5	13,204	109,460	12.1	89.4	13,353	109,716	12.2
Religiously affiliated	100.0	11,581	84,176	13.8	84.9	11,708	84,176	13.9
All combined	99.7	13,009	97,751	13.3	89.1	13,190	98,110	13.4
<i>AAUP CATEGORY III (Associate's with ranks)</i>								
Public	98.3	14,509	90,142	16.1	94.2	13,943	89,666	15.5
<i>AAUP CATEGORY IV (Associate's without ranks)</i>								
Public	98.3	16,613	91,802	18.1	95.7	16,905	92,370	18.3
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Public	98.9	14,899	115,214	12.9	93.6	14,877	114,768	13.0
Private-independent	98.9	16,520	145,829	11.3	88.8	17,129	141,378	12.1
Religiously affiliated	99.4	12,904	105,789	12.2	83.9	13,233	105,893	12.5
All combined	99.0	15,034	120,155	12.5	91.7	15,147	118,668	12.8

Note: The table is based on 715 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 reported coverage (eligibility) and did not separately report participation. Forty-one institutions only reported 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 local government to premiums for insurance plans combining medical, dental, and other health care, but excluding long-term disability, Medicare, life insurance, health savings account contributions, and other benefits that were historically collected as “other benefits in kind.” There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

SURVEY REPORT TABLE 10

Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2025–26

Dependent tuition waiver	Dependent tuition benefit							
	All combined		Public		Private-independent		Religiously affiliated	
	N	Percent	N	Percent	N	Percent	N	Percent
AAUP CATEGORY I (Doctoral)	128		77		37		14	
Full (institution)	52	40.6	20	26.0	21	56.8	11	78.6
Partial (institution)	63	49.2	49	63.6	11	29.7	3	21.4
Full (specified institutions)	18	14.1	3	3.9	10	27.0	5	35.7
Partial (specified institutions)	35	27.3	23	29.9	8	21.6	4	28.6
Competitive scholarship programs	44	34.4	14	18.2	17	45.9	13	92.9
Other	32	25.0	15	19.5	13	35.1	4	28.6
Depends on years of service or other factors	45	35.2	15	19.5	20	54.1	10	71.4
None	5	3.9	4	5.2	1	2.7	0	0.0
AAUP CATEGORY IIA (Master's)	197		68		52		77	
Full (institution)	137	69.5	19	27.9	48	92.3	70	90.9
Partial (institution)	44	22.3	33	48.5	4	7.7	7	9.1
Full (specified institutions)	55	27.9	3	4.4	13	25.0	39	50.6
Partial (specified institutions)	35	17.8	14	20.6	13	25.0	8	10.4
Competitive scholarship programs	120	60.9	5	7.4	48	92.3	67	87.0
Other	29	14.7	7	10.3	7	13.5	15	19.5
Depends on years of service or other factors	87	44.2	16	23.5	28	53.8	43	55.8
None	16	8.1	16	23.5	0	0.0	0	0.0
AAUP CATEGORY IIB (Baccalaureate)	129		20		50		59	
Full (institution)	90	69.8	5	25.0	33	66.0	52	88.1
Partial (institution)	30	23.3	10	50.0	15	30.0	5	8.5
Full (specified institutions)	47	36.4	3	15.0	14	28.0	30	50.8
Partial (specified institutions)	33	25.6	7	35.0	14	28.0	12	20.3
Competitive scholarship programs	93	72.1	5	25.0	40	80.0	48	81.4
Other	32	24.8	4	20.0	14	28.0	14	23.7
Depends on years of service or other factors	69	53.5	4	20.0	33	66.0	32	54.2
None	5	3.9	5	25.0	0	0.0	0	0.0
AAUP CATEGORY III/IV (Associate's)	43		43		0		0	
Full (institution)	21	48.8	21	48.8	n.d.	n.d.	n.d.	n.d.
Partial (institution)	13	30.2	13	30.2	n.d.	n.d.	n.d.	n.d.
Full (specified institutions)	5	11.6	5	11.6	n.d.	n.d.	n.d.	n.d.
Partial (specified institutions)	4	9.3	4	9.3	n.d.	n.d.	n.d.	n.d.
Competitive scholarship programs	2	4.7	2	4.7	n.d.	n.d.	n.d.	n.d.
Other	5	11.6	5	11.6	n.d.	n.d.	n.d.	n.d.
Depends on years of service or other factors	6	14.0	6	14.0	n.d.	n.d.	n.d.	n.d.
None	6	14.0	6	14.0	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED	497		208		139		150	
Full (institution)	300	60.4	65	31.3	102	73.4	133	88.7
Partial (institution)	150	30.2	105	50.5	30	21.6	15	10.0
Full (specified institutions)	125	25.2	14	6.7	37	26.6	74	49.3
Partial (specified institutions)	107	21.5	48	23.1	35	25.2	24	16.0
Competitive scholarship programs	259	52.1	26	12.5	105	75.5	128	85.3
Other	98	19.7	31	14.9	34	24.5	33	22.0
Depends on years of service or other factors	207	41.6	41	19.7	81	58.3	85	56.7
None	32	6.4	31	14.9	1	0.7	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 (Yes or No); Tuition benefit depends 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, 2025–26 (dollars)

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	751,863	672,365	331,532	2,028,000	723,678	651,084	331,532	2,000,000
Category IIA (Master's)	427,909	400,000	143,394	1,050,000	389,264	391,924	143,394	676,016
Category IIB (Baccalaureate)	429,618	375,000	143,394	1,318,111	337,173	314,364	143,394	699,000
Category III (Associate's with ranks)	376,092	332,106	200,236	624,240	376,092	332,106	200,236	624,240
Category IV (Associate's without ranks)	274,592	275,000	185,649	362,250	274,592	275,000	185,649	362,250

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	903,326	850,000	450,000	2,028,000	778,361	837,517	375,091	990,000
Category IIA (Master's)	540,447	525,000	233,520	1,050,000	402,604	370,576	200,000	832,342
Category IIB (Baccalaureate)	526,509	500,000	235,000	1,318,111	383,797	358,938	149,880	770,000
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 475 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for two institutions where supplemental pay far exceeded the presidents' base salaries, the salary figures used here include supplemental pay. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

SURVEY REPORT TABLE 12

Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2025–26

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)	5.15	4.95	2.04	11.44	5.00	4.85	2.04	10.66
Category IIA (Master's)	4.06	3.82	1.47	10.44	3.55	3.55	1.47	7.28
Category IIB (Baccalaureate)	4.17	4.34	1.48	7.64	3.25	3.10	1.48	6.63
Category III (Associate's with ranks)	4.10	3.33	2.02	8.76	4.10	3.33	2.02	8.76
Category IV (Associate's without ranks)	3.45	3.51	2.16	4.89	3.45	3.51	2.16	4.89

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.90	5.44	3.60	11.44	5.41	5.27	3.99	7.97
Category IIA (Master's)	4.71	4.57	2.81	10.44	4.27	4.25	2.85	7.08
Category IIB (Baccalaureate)	4.42	4.45	2.14	7.64	4.34	4.41	2.44	7.16
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 475 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for two institutions where supplemental pay far exceeded the presidents' base salaries, the salary figures used here include supplemental pay. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

SURVEY REPORT TABLE 13

Chief academic officer salary, by AAUP category and affiliation, 2025–26 (dollars)

Chief academic officer salary								
AAUP category	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	481,870	430,648	193,865	1,478,011	473,015	414,865	251,569	1,478,011
Category IIA (Master's)	259,402	248,000	68,076	531,738	268,418	269,991	142,800	483,728
Category IIB (Baccalaureate)	219,841	209,800	75,489	436,000	201,860	206,050	142,800	305,000
Category III (Associate's with ranks)	241,677	220,000	129,589	416,150	241,677	220,000	129,589	416,150
Category IV (Associate's without ranks)	181,329	178,980	104,902	275,000	181,329	178,980	104,902	275,000

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	525,522	441,430	220,000	956,150	492,591	528,379	193,865	650,000
Category IIA (Master's)	297,610	290,000	68,076	531,738	224,065	209,640	113,300	475,000
Category IIB (Baccalaureate)	245,857	234,481	104,499	436,000	204,743	197,050	75,489	375,000
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 469 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 14

Chief financial officer salary, by AAUP category and affiliation, 2025–26 (dollars)

Chief financial officer salary								
AAUP category	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	423,982	375,000	184,501	1,358,026	410,047	370,000	207,000	1,358,026
Category IIA (Master's)	256,892	241,216	125,888	902,303	239,308	240,420	140,000	393,900
Category IIB (Baccalaureate)	249,371	223,689	83,200	660,000	177,462	175,352	83,200	312,000
Category III (Associate's with ranks)	204,101	175,782	79,542	322,782	204,101	175,782	79,542	322,782
Category IV (Associate's without ranks)	160,897	156,850	103,505	255,000	160,897	156,850	103,505	255,000

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	497,121	387,500	263,305	1,111,000	420,553	454,663	184,501	562,162
Category IIA (Master's)	334,867	301,000	175,000	902,303	227,546	213,942	125,888	501,122
Category IIB (Baccalaureate)	310,477	286,000	124,570	646,088	220,323	200,000	102,480	660,000
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 447 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, 2024–25 (dollars)

Part-time faculty pay per section

AAUP category	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,115	516	32,581	4,727	516	32,581
Category II A (Master's)	3,629	600	21,000	3,976	600	15,500
Category II B (Baccalaureate)	4,804	750	33,280	4,145	750	10,000
Category III (Associate's with ranks)	3,575	1,000	12,250	3,575	1,000	12,250
Category IV (Associate's without ranks)	3,348	700	10,500	3,348	700	10,500
All combined	4,093	516	33,280	4,110	516	32,581

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,342	1,000	28,139	6,227	1,033	16,500
Category II A (Master's)	3,591	900	12,000	3,200	923	21,000
Category II B (Baccalaureate)	6,320	1,000	33,280	3,537	1,000	15,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	4,121	900	33,280	4,000	923	21,000

Note: This table is based on 428 reporting institutions. Pay is collected for the prior academic year, 2024–25, 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, 2024–25

Percentage of institutions contributing to benefits for part-time faculty

AAUP category	Retirement				Medical			
	N	All	Some	None	N	All	Some	None
Category I (Doctoral)	85	10.6	31.8	57.6	84	2.4	40.5	57.1
Category II A (Master's)	200	4.5	19.0	76.5	200	1.0	22.5	76.5
Category II B (Baccalaureate)	125	1.6	30.4	67.2	124	0.0	26.6	72.6
Category III/IV (Associate's)	52	26.9	26.9	46.2	47	0.0	48.9	51.1
All combined	462	7.4	25.3	67.1	455	0.9	29.7	69.2

Note: Benefits are collected for the prior academic year, 2024–25, 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, 2025–26

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	218	148	48	22
Category IIA (Master's)	304	145	65	94
Category IIB (Baccalaureate)	171	33	72	66
Category III (Associate's with ranks)	57	57	0	0
Category IV (Associate's without ranks)	18	18	0	0
All combined	<u>768</u>	<u>401</u>	<u>185</u>	<u>182</u>

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, 2025–26

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	236,664	176,700	45,559	14,405
Category IIA (Master's)	86,978	57,205	13,457	16,316
Category IIB (Baccalaureate)	23,289	4,198	11,996	7,095
Category III (Associate's with ranks)	9,625	9,625	0	0
Category IV (Associate's without ranks)	2,678	2,678	0	0
All combined	<u>359,234</u>	<u>250,406</u>	<u>71,012</u>	<u>37,816</u>

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