

TABLE A

**Average Percent Change in Salaries for All Full-Time Faculty in Nominal and Real Terms for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2020–21**

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

*Note:* Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percent increase in real terms is the percent increase in nominal terms adjusted for the percent change in the CPI-U. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for prior years have been recalculated using a consistent level of precision. N.d. = no data.

TABLE B

**Average Percent Change in Salaries for Continuing Full-Time Faculty in Nominal and Real Terms for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2020–21**

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	1.3	2.2	2.4	2.8	2.0	3.4
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	-3.0	-2.2	-2.0	-1.6	-2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	-5.0	-4.4	-3.9	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	2.4	1.7	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	-0.7	-0.6	-0.7	-0.7	-0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	-1.9	-1.3	-0.9	-0.5	-1.5	9.0
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	-4.8	-4.5	-4.0	-3.8	-4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	-2.6	-2.2	-1.7	-1.7	-2.2	12.5
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.4	1.0	1.6	1.5	0.9	8.9
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.5	3.8	4.5	4.3	3.9	3.8
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.8	2.4	2.0	1.8	3.8
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.1	3.5	4.0	3.7	3.4	3.8
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2.0	2.7	3.2	3.0	2.4	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.1	0.9	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2.0	1.2	3.1
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2.0	1.8	1.5	2.7
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.4	2.0	2.2	2.2	1.9	2.7
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4.0	1.2	1.6	2.0	1.9	1.5	2.5
1995–96 to 1996–97	3.0	4.0	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996–97 to 1997–98	4.0	4.6	4.8	5.0	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997–98 to 1998–99	4.5	5.0	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998–99 to 1999–00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999–00 to 2000–01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001–02 to 2003–04	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	2.0	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1
2016–17 to 2017–18	2.9	3.4	3.5	3.6	3.3	0.8	1.3	1.4	1.5	1.2	2.1
2017–18 to 2018–19	2.7	3.3	3.4	3.7	3.1	0.8	1.4	1.5	1.8	1.2	1.9
2018–19 to 2019–20	2.8	3.3	3.6	3.4	3.2	0.5	1.0	1.3	1.1	0.9	2.3
2019–20 to 2020–21	0.8	1.4	1.5	1.5	1.2	-0.6	0.0	0.1	0.1	-0.2	1.4

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

**SURVEY REPORT TABLE 1**

**Average Full-Time Faculty Salary, by AAUP Category, Affiliation, and Academic Rank, 2020–21 (Dollars)**

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
<b>AAUP CATEGORY I (Doctoral)</b>				
Professor	159,919	146,020	202,199	167,124
Associate	104,482	99,930	122,556	109,874
Assistant	91,408	87,457	108,202	97,168
Instructor	66,620	59,829	85,056	79,145
Lecturer	69,295	65,705	82,471	68,566
No Rank	77,990	71,449	72,642	115,493
All Combined	113,607	105,321	144,152	119,190
<b>AAUP CATEGORY IIA (Master's)</b>				
Professor	104,389	102,450	116,426	101,203
Associate	83,958	83,613	89,470	80,728
Assistant	73,492	73,699	76,377	70,827
Instructor	57,103	53,757	64,741	60,761
Lecturer	60,404	58,934	73,156	57,625
No Rank	63,054	58,648	74,821	61,815
All Combined	82,859	81,553	90,935	80,786
<b>AAUP CATEGORY IIB (Baccalaureate)</b>				
Professor	107,432	99,616	125,420	89,246
Associate	82,664	81,718	92,071	72,201
Assistant	69,814	68,953	77,546	62,414
Instructor	58,682	52,881	65,354	54,963
Lecturer	64,439	59,832	72,569	51,444
No Rank	71,760	75,371	71,430	63,331
All Combined	83,912	78,126	96,264	73,078
<b>AAUP CATEGORY III (Associate's with Ranks)</b>				
Professor	91,196	91,196	n.d.	n.d.
Associate	75,550	75,550	n.d.	n.d.
Assistant	64,823	64,823	n.d.	n.d.
Instructor	54,547	54,547	n.d.	n.d.
Lecturer	68,641	68,641	n.d.	n.d.
No Rank	44,917	44,917	n.d.	n.d.
All Combined	74,841	74,841	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without Ranks)</b>				
No Rank	74,784	74,784	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>				
Professor	140,543	132,199	175,943	121,895
Associate	95,828	93,991	108,195	88,460
Assistant	83,362	82,136	93,999	75,500
Instructor	62,926	57,812	77,417	67,385
Lecturer	66,669	63,624	80,190	63,263
No Rank	73,625	68,368	73,164	99,801
All Combined	101,810	97,141	124,683	92,179

*Note:* The table is based on 929 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 2

**Percent Change in Salary for All Full-Time Faculty and Continuing Faculty, by AAUP Category, Affiliation, and Academic Rank, 2019–20 to 2020–21**

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	-0.1	0.1	-0.4	-1.0	0.8	0.9	0.5	0.3
Associate	0.1	0.2	0.1	-1.1	1.5	1.6	1.4	1.1
Assistant	0.7	0.8	0.0	0.5	1.5	1.6	1.0	1.1
Instructor	1.1	1.3	2.2	0.6	1.6	1.8	1.3	1.0
All Combined	0.6	0.7	0.5	-0.2	1.2	1.3	0.8	0.8
<i>AAUP CATEGORY IIA (Master's)</i>								
Professor	-0.2	0.5	-1.4	-2.4	0.7	1.1	0.2	-0.1
Associate	0.5	0.7	0.8	-0.8	1.2	1.7	0.8	0.3
Assistant	0.5	1.0	-0.7	-0.4	1.5	1.7	1.2	1.2
Instructor	1.2	2.0	0.3	0.2	1.1	1.4	0.8	0.7
All Combined	0.8	1.3	0.1	-0.8	1.1	1.5	0.7	0.4
<i>AAUP CATEGORY IIB (Baccalaureate)</i>								
Professor	-0.6	0.5	-1.3	-0.4	0.3	1.6	0.2	-0.4
Associate	-0.1	0.5	-0.8	0.0	0.8	2.0	0.5	0.3
Assistant	0.6	0.5	0.1	0.3	1.2	1.9	1.3	0.7
Instructor	1.1	1.5	1.6	0.2	1.4	1.2	1.2	1.7
All Combined	0.1	0.7	-0.9	0.3	0.7	1.7	0.6	0.2
<i>AAUP CATEGORY III (Associate's with Ranks)</i>								
Professor	-0.8	-0.8	n.d.	n.d.	2.0	2.0	n.d.	n.d.
Associate	0.9	0.9	n.d.	n.d.	2.3	2.3	n.d.	n.d.
Assistant	1.3	1.3	n.d.	n.d.	2.6	2.6	n.d.	n.d.
Instructor	1.2	1.2	n.d.	n.d.	1.2	1.2	n.d.	n.d.
All Combined	1.7	1.7	n.d.	n.d.	2.4	2.4	n.d.	n.d.
<i>AAUP CATEGORY IV (Associate's without Ranks)</i>								
No Rank	-2.7	-2.7	n.d.	n.d.	1.8	1.8	n.d.	n.d.
<i>ALL AAUP CATEGORIES COMBINED EXCEPT IV</i>								
Professor	0.1	0.2	-0.5	0.1	0.8	1.0	0.4	-0.1
Associate	0.5	0.4	0.2	0.4	1.4	1.7	1.1	0.5
Assistant	1.0	1.1	0.1	0.9	1.5	1.7	1.1	1.0
Instructor	1.4	1.7	2.0	1.7	1.5	1.6	1.2	1.0
All Combined	1.0	1.1	0.2	1.1	1.2	1.4	0.8	0.5

*Note:* The table is based on 929 (all faculty) and 859 (continuing faculty) responding institutions reporting faculty salary data. Figures for all faculty are calculated as a simple percent increase from previously published 2019–20 salary figures and may be biased as a result of differences in participants between years. Figures for continuing faculty represent a cohort analysis, where institutions reported the 2019–20 rank and salaries of continuing faculty along with their 2020–21 salaries. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Rows labeled “All Combined” include lecturers and unranked faculty where reported. One for-profit baccalaureate institution reported full-time continuing faculty salary data and is represented in the All Combined column only.

SURVEY REPORT TABLE 3

**Average Salary for Men and Women Full-Time Faculty, by AAUP Category, Affiliation, and Academic Rank, 2020–21 (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	165,223	147,422	150,668	135,279	208,516	186,167	171,996	156,112
Associate	107,873	100,250	103,174	95,895	126,458	117,520	113,022	106,117
Assistant	96,369	86,524	92,042	82,954	114,208	102,015	103,364	91,628
Instructor	69,970	64,076	61,602	58,577	89,642	80,906	83,676	75,099
Lecturer	73,270	66,136	69,167	63,003	87,609	78,024	71,651	66,363
No Rank	83,550	73,568	74,834	68,778	80,032	67,473	127,554	104,603
All Combined	124,360	99,372	114,789	93,069	158,161	123,505	129,656	105,987
<b>AAUP CATEGORY IIA (Master's)</b>								
Professor	106,263	101,619	103,873	100,323	119,793	111,942	103,986	96,871
Associate	85,348	82,519	84,895	82,244	91,484	87,461	81,948	79,538
Assistant	75,306	72,088	75,498	72,193	78,106	75,164	72,606	69,643
Instructor	58,501	56,230	54,556	53,269	66,864	63,077	62,597	59,688
Lecturer	61,765	59,400	59,913	58,216	76,496	70,402	58,665	56,966
No Rank	65,790	61,004	61,311	56,631	77,688	72,627	64,451	59,984
All Combined	86,778	78,972	85,195	77,839	95,542	86,534	85,224	76,648
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Professor	108,594	105,691	101,157	97,190	127,245	122,854	90,445	87,352
Associate	83,966	81,328	83,743	79,514	93,130	91,030	73,567	70,786
Assistant	70,894	68,942	70,033	67,992	78,776	76,551	63,057	61,932
Instructor	59,171	58,333	52,044	53,439	65,622	65,152	56,071	54,185
Lecturer	65,102	63,953	62,515	57,395	71,586	73,179	51,605	51,356
No Rank	75,604	67,030	82,860	60,394	72,518	70,276	60,818	65,044
All Combined	87,295	80,414	81,454	74,562	100,190	92,286	76,075	69,977
<b>AAUP CATEGORY III (Associate's with Ranks)</b>								
Professor	92,530	89,989	92,530	89,989	n.d.	n.d.	n.d.	n.d.
Associate	76,036	75,186	76,036	75,186	n.d.	n.d.	n.d.	n.d.
Assistant	64,967	64,699	64,967	64,699	n.d.	n.d.	n.d.	n.d.
Instructor	54,420	54,653	54,420	54,653	n.d.	n.d.	n.d.	n.d.
Lecturer	69,175	68,143	69,175	68,143	n.d.	n.d.	n.d.	n.d.
No Rank	42,030	47,262	42,030	47,262	n.d.	n.d.	n.d.	n.d.
All Combined	75,601	74,204	75,601	74,204	n.d.	n.d.	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without Ranks)</b>								
No Rank	75,601	74,104	75,601	74,104	n.d.	n.d.	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Professor	147,042	127,819	137,779	121,257	184,972	157,421	127,213	112,448
Associate	98,995	92,208	97,039	90,451	112,109	103,709	90,966	85,816
Assistant	87,530	79,621	85,979	78,554	99,511	89,097	78,970	72,935
Instructor	65,544	61,034	59,193	56,857	81,195	74,207	71,320	64,531
Lecturer	69,857	64,187	66,335	61,533	84,772	76,352	65,730	61,610
No Rank	78,340	69,828	71,769	65,637	77,398	69,828	110,740	90,659
All Combined	111,091	90,829	105,424	87,314	137,591	108,440	99,672	84,262

*Note:* The table is based on 929 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. One for-profit baccalaureate institution reported full-time faculty salary data and is represented in the All Combined column only.

SURVEY REPORT TABLE 4

**Average Salary for Full-Time Faculty, by Region, AAUP Category, and Academic Rank, 2020–21 (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	193,838	180,032	151,251	135,222	132,011	148,403	152,823	128,479	185,156
Associate	119,673	114,321	102,165	92,939	91,537	99,606	103,048	94,183	117,367
Assistant	103,088	97,042	91,514	84,160	78,706	91,545	89,871	80,659	103,475
Instructor	92,635	71,330	66,677	60,478	54,370	62,937	66,270	59,889	71,329
Lecturer	84,536	74,754	64,281	60,778	56,551	60,412	63,781	62,346	88,391
No Rank	61,754	77,310	58,321	51,227	54,616	76,712	86,013	42,843	69,120
All Combined	136,294	127,980	110,518	100,308	92,832	103,296	108,996	94,642	135,143
<b>AAUP CATEGORY IIA (Master's)</b>									
Professor	123,170	113,199	91,331	87,635	88,716	95,706	98,485	91,630	113,554
Associate	93,589	90,045	76,761	73,790	72,217	76,516	79,293	78,076	94,880
Assistant	80,665	74,894	69,531	64,541	64,956	68,223	70,679	68,051	83,817
Instructor	71,331	58,941	56,330	51,374	50,816	53,487	56,864	55,658	66,239
Lecturer	75,553	66,809	53,779	52,671	52,524	50,569	53,697	51,520	65,921
No Rank	81,563	72,295	54,646	51,398	58,017	56,027	58,720	52,071	82,531
All Combined	96,426	89,428	75,068	71,809	70,948	74,003	77,324	72,037	93,232
<b>AAUP CATEGORY IIB (Baccalaureate)</b>									
Professor	129,478	120,679	90,806	94,013	91,604	75,818	96,599	95,240	132,229
Associate	94,671	90,816	74,372	74,027	72,483	64,201	76,103	80,128	98,003
Assistant	80,365	76,192	63,709	62,358	59,907	57,745	65,163	68,817	80,894
Instructor	66,152	64,856	54,775	58,403	54,245	47,112	53,147	52,527	68,282
Lecturer	76,414	68,593	50,381	62,828	45,111	46,608	53,205	56,609	69,984
No Rank	69,206	73,283	41,151	67,824	85,053	85,833	78,613	63,494	60,000
All Combined	99,625	91,575	74,219	75,403	72,537	63,862	76,007	76,903	104,105
<b>AAUP CATEGORY III (Associate's with Ranks)</b>									
Professor	77,375	106,042	84,942	76,157	75,023	91,401	92,053	78,176	104,438
Associate	63,126	87,036	68,973	63,312	60,640	69,726	76,590	63,032	89,395
Assistant	56,281	75,313	56,201	59,146	51,125	59,184	66,978	56,356	76,247
Instructor	55,080	51,568	48,121	55,842	46,042	47,919	56,737	56,453	65,683
Lecturer	n.d.	72,909	55,561	43,868	n.d.	n.d.	42,021	49,562	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	44,917	n.d.
All Combined	67,157	85,440	64,756	65,303	56,600	79,198	77,674	65,655	83,285
<b>AAUP CATEGORY IV (Associate's without Ranks)</b>									
No Rank	58,676	n.d.	80,521	61,284	57,719	65,759	77,401	59,319	106,463
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>									
Professor	168,701	151,297	133,217	118,196	118,736	134,720	134,236	120,066	156,420
Associate	108,397	101,063	91,938	85,743	84,896	92,494	93,543	90,300	107,255
Assistant	92,738	85,488	81,602	75,682	74,182	84,076	81,531	77,301	93,155
Instructor	83,310	65,757	62,201	56,365	53,266	59,220	62,005	58,729	69,821
Lecturer	82,416	71,697	61,180	59,761	55,214	59,096	60,261	60,839	77,072
No Rank	71,602	74,934	55,941	53,297	55,859	74,877	82,869	47,394	74,574
All Combined	121,067	108,853	97,657	89,524	85,882	95,671	97,306	89,637	116,607

Note: The table is based on 929 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

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

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

<sup>c</sup> Illinois, Indiana, Michigan, Ohio, and Wisconsin.

<sup>d</sup> Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

<sup>e</sup> Alabama, Kentucky, Mississippi, and Tennessee.

<sup>f</sup> Arkansas, Louisiana, Oklahoma, and Texas.

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

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

<sup>i</sup> 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, 2020–21 (Dollars)**

Rating <sup>a</sup>	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>AAUP CATEGORY I (Doctoral)</i>										
Professor	214,287	192,055	169,909	158,928	148,344	139,455	130,704	121,172	110,802	100,952
Associate	141,211	128,166	117,832	111,353	105,810	101,012	96,371	89,985	86,093	79,860
Assistant	120,361	114,024	103,070	97,235	92,219	88,037	84,618	80,767	75,944	70,868
Instructor	95,312	84,402	77,467	71,372	67,377	63,454	58,926	55,936	52,809	49,757
All Combined	172,464	145,145	124,931	116,700	108,629	102,973	96,404	91,337	86,521	79,692
<i>AAUP CATEGORY IIA (Master's)</i>										
Professor	133,372	125,312	113,589	107,742	100,535	95,419	90,684	85,203	80,574	74,603
Associate	104,506	100,472	93,391	86,745	81,565	77,755	74,344	71,577	69,182	64,093
Assistant	90,147	86,595	80,394	75,886	72,515	69,692	67,183	64,707	61,962	57,973
Instructor	81,758	75,303	66,523	62,689	58,580	56,214	54,446	52,260	49,939	45,130
All Combined	108,590	99,001	91,682	85,469	80,251	77,148	73,648	70,480	67,001	63,090
<i>AAUP CATEGORY IIB (Baccalaureate)</i>										
Professor	146,319	138,585	117,278	103,614	94,906	89,245	82,559	77,898	72,787	64,271
Associate	108,950	104,548	93,481	82,442	78,088	73,096	69,443	66,063	61,817	57,634
Assistant	90,585	87,069	77,075	71,101	66,712	64,092	61,122	58,397	55,505	52,026
Instructor	77,490	71,776	64,884	61,593	58,047	55,160	52,152	49,685	46,963	44,033
All Combined	114,601	106,142	91,939	82,717	76,497	71,814	68,438	65,623	62,183	56,233
<i>AAUP CATEGORY III (Associate's with Ranks)</i>										
Professor	121,055	115,164	102,422	100,314	93,132	88,564	82,273	79,527	74,136	66,727
Associate	98,181	94,511	85,757	79,236	76,903	74,169	71,160	66,868	63,286	57,969
Assistant	84,693	81,788	75,306	70,441	65,614	62,441	60,482	58,071	55,515	51,362
Instructor	74,976	71,495	64,472	60,028	58,206	55,394	51,895	48,520	47,553	46,042
All Combined	95,095	92,979	84,164	80,177	76,069	73,089	68,218	65,843	62,427	56,219
<i>AAUP CATEGORY IV (Associate's without Ranks)</i>										
No Rank	100,145	99,569	81,470	77,401	65,320	61,735	58,937	57,719	56,358	48,757

*Note:* The table is based on 929 reporting institutions. 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

**Percent of Full-Time Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Gender, and Academic Rank, 2020–21**

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
<b>MEN</b>																
Professor	94.5	0.5	5.0	79,216	95.5	0.5	4.0	53,273	91.9	0.4	7.7	17,451	93.6	1.2	5.1	8,490
Associate	85.4	5.5	9.1	53,321	87.6	4.7	7.8	36,564	77.8	7.6	14.7	9,747	84.9	7.1	7.9	7,010
Assistant	3.4	76.3	20.3	42,700	3.6	77.1	19.3	30,271	2.0	76.3	21.7	7,465	4.6	70.8	24.6	4,964
Instructor	1.4	4.0	94.7	11,267	1.7	5.3	93.0	7,302	0.9	0.9	98.2	2,084	0.7	2.1	97.2	1,880
Lecturer	3.3	0.8	95.8	15,234	4.1	1.0	94.9	11,700	1.0	0.3	98.7	2,930	0.0	0.2	99.8	604
No Rank	7.2	3.9	88.9	3,725	8.7	4.6	86.7	3,020	1.9	0.0	98.1	364	0.0	1.5	98.5	341
All Combined	59.8	17.8	22.4	205,463	59.7	18.3	22.0	142,130	59.5	16.3	24.2	40,041	60.7	17.9	21.4	23,289
<b>WOMEN</b>																
Professor	90.8	0.6	8.6	40,457	91.5	0.5	8.0	27,170	87.5	0.6	11.9	8,507	92.8	1.1	6.1	4,779
Associate	81.1	5.5	13.4	46,639	82.8	4.5	12.7	31,490	74.9	6.5	18.6	8,505	81.3	8.8	9.9	6,643
Assistant	3.1	69.1	27.8	47,574	3.4	70.2	26.4	32,465	1.5	68.4	30.1	8,394	3.7	64.4	31.9	6,715
Instructor	1.2	3.9	94.9	15,495	1.6	4.8	93.6	10,450	0.4	0.9	98.7	2,453	0.5	3.0	96.5	2,592
Lecturer	3.2	0.7	96.1	19,566	3.9	0.9	95.3	15,165	1.3	0.1	98.6	3,499	0.1	0.3	99.6	902
No Rank	5.7	3.5	90.8	4,578	6.7	4.2	89.1	3,708	2.6	0.0	97.4	462	0.0	0.7	99.3	408
All Combined	44.3	21.0	34.8	174,309	44.0	20.9	35.1	120,448	44.0	20.0	36.0	31,820	45.8	22.9	31.3	22,039
<b>MEN AND WOMEN COMBINED</b>																
Professor	93.3	0.5	6.2	119,673	94.2	0.5	5.4	80,443	90.5	0.4	9.1	25,958	93.3	1.2	5.5	13,273
Associate	83.4	5.5	11.1	99,960	85.4	4.6	10.1	68,054	76.4	7.1	16.5	18,252	83.2	7.9	8.9	13,654
Assistant	3.3	72.5	24.3	90,274	3.5	73.6	22.9	62,736	1.8	72.1	26.1	15,859	4.1	67.1	28.8	11,679
Instructor	1.3	3.9	94.8	26,762	1.7	5.0	93.3	17,752	0.6	0.9	98.5	4,537	0.6	2.6	96.8	4,471
Lecturer	3.3	0.8	96.0	34,800	3.9	0.9	95.1	26,865	1.1	0.2	98.7	6,429	0.1	0.3	99.7	1,506
No Rank	6.4	3.7	90.0	8,303	7.6	4.4	88.0	6,728	2.3	0.0	97.7	826	0.0	1.1	98.9	749
All Combined	52.7	19.3	28.1	379,772	52.5	19.5	28.0	262,578	52.7	17.9	29.4	71,861	53.5	20.3	26.2	45,332

*Note:* The table is based on 929 reporting institutions. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. T = tenured, TT = tenure-track, NTT = non-tenure-track. One for-profit baccalaureate institution reported full-time faculty salary data and is represented in the All Combined column only.



**SURVEY REPORT TABLE 7**

**Percent of Full-Time Faculty, by Rank, Gender, AAUP Category, and Affiliation, 2020–21**

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	70.2	29.8	78,358	33.5	69.8	30.2	56,016	32.2	71.7	28.3	17,608	39.7	69.3	30.7	4,734	30.7
Associate	55.5	44.5	59,780	25.6	55.4	44.6	45,248	26.0	56.3	43.7	10,060	22.7	54.4	45.6	4,472	29.0
Assistant	49.6	50.4	52,834	22.6	49.5	50.5	41,193	23.7	50.7	49.3	8,675	19.5	47.2	52.8	2,966	19.2
Instructor	43.2	56.8	15,758	6.7	41.4	58.6	11,076	6.4	47.5	52.5	2,804	6.3	47.2	52.8	1,878	12.2
Lecturer	44.3	55.7	23,488	10.0	43.8	56.2	17,757	10.2	46.4	53.6	4,886	11.0	41.7	58.3	845	5.5
No Rank	44.3	55.7	3,628	1.6	44.1	55.9	2,737	1.6	41.2	58.8	362	0.8	47.4	52.6	529	3.4
All Combined	57.0	43.0	233,846	100.0	56.4	43.6	174,027	100.0	59.6	40.4	44,395	100.0	55.8	44.2	15,424	100.0
<b>AAUP CATEGORY IIA (Master's)</b>																
Professor	59.7	40.3	28,940	28.6	59.9	40.1	19,044	29.1	57.1	42.9	4,498	28.6	60.9	39.1	5,398	26.9
Associate	50.9	49.1	28,356	28.0	51.7	48.3	17,320	26.5	49.9	50.1	4,760	30.3	49.4	50.6	6,276	31.3
Assistant	43.6	56.4	26,608	26.3	45.6	54.4	16,409	25.1	41.2	58.8	4,285	27.3	40.0	60.0	5,914	29.5
Instructor	38.4	61.6	6,424	6.4	37.9	62.1	3,834	5.9	43.9	56.1	842	5.4	36.9	63.1	1,748	8.7
Lecturer	42.4	57.6	9,604	9.5	42.3	57.7	8,023	12.3	45.2	54.8	1,042	6.6	38.8	61.2	539	2.7
No Rank	42.8	57.2	1,207	1.2	43.1	56.9	731	1.1	43.3	56.7	293	1.9	41.0	59.0	183	0.9
All Combined	49.8	50.2	101,139	100.0	50.5	49.5	65,361	100.0	48.9	51.1	15,720	100.0	48.3	51.7	20,058	100.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>																
Professor	60.0	40.0	8,545	30.3	61.2	38.8	1,553	23.5	58.4	41.6	3,852	32.8	61.2	38.8	3,137	31.9
Associate	50.6	49.4	8,305	29.4	52.1	47.9	1,967	29.7	49.6	50.4	3,432	29.2	50.9	49.1	2,905	29.5
Assistant	44.7	55.3	7,678	27.2	47.1	52.9	1,980	29.9	44.7	55.3	2,899	24.7	42.9	57.1	2,799	28.4
Instructor	41.7	58.3	2,218	7.9	40.0	60.0	480	7.2	42.9	57.1	891	7.6	41.3	58.7	846	8.6
Lecturer	42.3	57.7	1,163	4.1	47.6	52.4	540	8.2	38.3	61.7	501	4.3	35.2	64.8	122	1.2
No Rank	55.2	44.8	310	1.1	66.7	33.3	102	1.5	51.5	48.5	171	1.5	40.5	59.5	37	0.4
All Combined	50.8	49.2	28,219	100.0	51.7	48.3	6,622	100.0	50.3	49.7	11,746	100.0	50.9	49.1	9,846	100.0
<b>AAUP CATEGORY III (Associate's with Ranks)</b>																
Professor	47.5	52.5	3,830	30.7	47.5	52.5	3,830	30.7	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Associate	42.8	57.2	3,519	28.2	42.8	57.2	3,519	28.2	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Assistant	46.1	53.9	3,154	25.2	46.1	53.9	3,154	25.2	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Instructor	45.1	54.9	1,358	10.9	45.1	54.9	1,358	10.9	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Lecturer	48.3	51.7	545	4.4	48.3	51.7	545	4.4	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No Rank	44.8	55.2	87	0.7	44.8	55.2	87	0.7	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	45.6	54.4	12,493	100.0	45.6	54.4	12,493	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without Ranks)</b>																
No Rank	45.4	54.6	4,075	100.0	45.4	54.6	4,075	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	66.2	33.8	119,673	31.5	66.2	33.8	80,443	30.6	67.2	32.8	25,958	36.1	64.0	36.0	13,269	29.3
Associate	53.3	46.7	99,960	26.3	53.7	46.3	68,054	25.9	53.4	46.6	18,252	25.4	51.3	48.7	13,653	30.1
Assistant	47.3	52.7	90,274	23.8	48.3	51.7	62,736	23.9	47.1	52.9	15,859	22.1	42.5	57.5	11,679	25.8
Instructor	42.1	57.9	26,762	7.0	41.1	58.9	17,752	6.8	45.9	54.1	4,537	6.3	42.0	58.0	4,472	9.9
Lecturer	43.8	56.2	34,800	9.2	43.6	56.4	26,865	10.2	45.6	54.4	6,429	8.9	40.1	59.9	1,506	3.3
No Rank	44.9	55.1	8,303	2.2	44.9	55.1	6,728	2.6	44.1	55.9	826	1.1	45.5	54.5	749	1.7
All Combined	54.1	45.9	379,772	100.0	54.1	45.9	262,578	100.0	55.7	44.3	71,861	100.0	51.4	48.6	45,328	100.0

*Note:* The table is based on 929 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. One for-profit baccalaureate institution reported full-time faculty salary data and is represented in the All Combined column only.

**SURVEY REPORT TABLE 8**

**Full-Time Faculty Retirement Benefits, by AAUP Category and Affiliation, 2020–21 (Dollars)**

AAUP Category	Retirement Benefits					
	All Combined			Public		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	95.2	12,890	11.4	98.4	13,095	12.4
Category IIA (Master's)	93.6	8,743	10.5	97.9	10,100	12.3
Category IIB (Baccalaureate)	89.0	7,425	8.8	98.6	10,708	13.7
Category III (Associate's with Ranks)	96.5	10,805	14.4	96.5	10,805	14.4
Category IV (Associate's without Ranks)	99.9	10,179	13.2	99.9	10,179	13.2
All Combined	94.4	11,337	11.1	98.2	12,153	12.5

  

AAUP Category	Private-Independent			Religiously Affiliated		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
	Category I (Doctoral)	86.9	13,054	8.9	83.2	9,686
Category IIA (Master's)	86.0	6,852	7.5	84.8	4,739	5.8
Category IIB (Baccalaureate)	86.9	7,779	8.0	85.1	4,320	5.9
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	86.7	10,807	8.5	84.3	6,420	6.9

*Note:* The table is based on 879 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided retirement benefits data. Average contribution and percent of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Retirement benefits include the contribution by the institution, state, and local government to the retirement plans but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security. One for-profit baccalaureate institution reported full-time faculty retirement benefits data and is represented in the All Combined column only.

**SURVEY REPORT TABLE 9**

**Full-Time Faculty Medical Benefits, by AAUP Category and Affiliation, 2020–21 (Dollars)**

AAUP Category	Medical Benefits					
	All Combined			Public		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
Category I (Doctoral)	95.5	12,586	11.0	96.4	12,098	11.4
Category IIA (Master's)	92.3	12,068	14.5	96.0	12,410	15.1
Category IIB (Baccalaureate)	91.0	11,026	13.1	95.9	11,681	14.9
Category III (Associate's with Ranks)	92.8	12,475	16.5	92.8	12,475	16.5
Category IV (Associate's without Ranks)	97.0	12,320	15.9	97.0	12,320	15.9
All Combined	94.2	12,335	12.0	96.1	12,185	12.5

  

AAUP Category	Private-Independent			Religiously Affiliated		
	Percent Covered	Average Contribution (\$)	Percent of Salary	Percent Covered	Average Contribution (\$)	Percent of Salary
	Category I (Doctoral)	93.9	14,106	9.7	89.6	14,040
Category IIA (Master's)	85.1	11,519	12.6	85.4	11,155	13.7
Category IIB (Baccalaureate)	91.1	11,785	12.1	87.5	9,546	13.2
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	91.5	13,187	10.5	87.4	11,872	12.6

*Note:* The table is based on 879 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided medical benefits data. Average coverage and percent of salary figures apply to faculty who were covered. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Medical benefits include institutional contributions to premiums for insurance plans combining medical, dental, and other health care but exclude long-term disability, Medicare, and life insurance. One for-profit baccalaureate institution reported full-time faculty medical benefits data and is represented in the All Combined column only.

SURVEY REPORT TABLE 10

**Institutions Providing a Dependent Tuition Benefit to Full-Time Faculty, by AAUP Category and Affiliation, 2020–21**

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>	175		110		44		21	
Full (Institution)	68	38.9	29	26.4	25	56.8	14	66.7
Partial (Institution)	74	42.3	58	52.7	12	27.3	4	19.0
Full (Specified Institutions)	22	12.6	5	4.5	9	20.5	8	38.1
Partial (Specified Institutions)	46	26.3	28	25.5	13	29.5	5	23.8
Tuition Exchange	41	23.4	13	11.8	15	34.1	13	61.9
Other	43	24.6	21	19.1	15	34.1	7	33.3
Varies by Years of Service	43	24.6	12	10.9	18	40.9	13	61.9
None	12	6.9	12	10.9	0	0.0	0	0.0
<b>AAUP CATEGORY IIA (Master's)</b>	288		114		66		108	
Full (Institution)	182	63.2	36	31.6	54	81.8	92	85.2
Partial (Institution)	80	27.8	56	49.1	9	13.6	15	13.9
Full (Specified Institutions)	83	28.8	3	2.6	23	34.8	57	52.8
Partial (Specified Institutions)	57	19.8	26	22.8	11	16.7	20	18.5
Tuition Exchange	168	58.3	12	10.5	56	84.8	100	92.6
Other	56	19.4	36	31.6	13	19.7	7	6.5
Varies by Years of Service	85	29.5	8	7.0	29	43.9	48	44.4
None	17	5.9	17	14.9	0	0.0	0	0.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>	168		25		60		82	
Full (Institution)	121	72.0	9	36.0	39	65.0	72	87.8
Partial (Institution)	28	16.7	8	32.0	13	21.7	7	8.5
Full (Specified Institutions)	69	41.1	3	12.0	15	25.0	51	62.2
Partial (Specified Institutions)	31	18.5	7	28.0	16	26.7	8	9.8
Tuition Exchange	115	68.5	5	20.0	36	60.0	74	90.2
Other	47	28.0	6	24.0	26	43.3	14	17.1
Varies by Years of Service	52	31.0	1	4.0	21	35.0	30	36.6
None	7	4.2	7	28.0	0	0.0	0	0.0
<b>AAUP CATEGORY III/IV (Associate's)</b>	63		25		60		82	
Full (Institution)	121	72.0	9	36.0	39	65.0	72	87.8
Partial (Institution)	28	16.7	8	32.0	13	21.7	7	8.5
Full (Specified Institutions)	69	41.1	3	12.0	15	25.0	51	62.2
Partial (Specified Institutions)	31	18.5	7	28.0	16	26.7	8	9.8
Tuition Exchange	115	68.5	5	20.0	36	60.0	74	90.2
Other	47	28.0	6	24.0	26	43.3	14	17.1
Varies by Years of Service	52	31.0	1	4.0	21	35.0	30	36.6
None	7	4.2	7	28.0	0	0.0	0	0.0
<b>ALL AAUP CATEGORIES COMBINED</b>	694		312		170		211	
Full (Institution)	404	58.2	107	34.3	118	69.4	178	84.4
Partial (Institution)	206	29.7	146	46.8	34	20.0	26	12.3
Full (Specified Institutions)	180	25.9	17	5.4	47	27.6	116	55.0
Partial (Specified Institutions)	148	21.3	75	24.0	40	23.5	33	15.6
Tuition Exchange	325	46.8	31	9.9	107	62.9	187	88.6
Other	152	21.9	69	22.1	54	31.8	28	13.3
Varies by Years of Service	180	25.9	21	6.7	68	40.0	91	43.1
None	42	6.1	42	13.5	0	0.0	0	0.0

*Note:* The table is based on 694 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Dependent tuition benefits are collected as a series of multiple-choice items only. The items and their choices are presented as follows: Tuition waiver at this institution (Full, Partial, or None); Tuition waiver at specified institutions through a consortium or system (Full, Partial, or None); Institution is a member of Tuition Exchange (Yes or No); Tuition benefit varies based on years of service (Yes, No, or Not applicable); Other dependent tuition benefits (with an open-text response field); and None. Institutions may indicate multiple dependent tuition benefits; therefore, percentages within each AAUP category may not add up to 100. One for-profit baccalaureate institution reported dependent tuition benefit data and is represented in the All Combined column only.

SURVEY REPORT TABLE 11

**Presidential Salary, by AAUP Category and Affiliation, 2020–21 (Dollars)**

AAUP Category	Presidential Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	563,795	500,781	220,572	1,400,000	527,504	495,000	220,572	1,250,000
Category IIA (Master's)	341,202	313,577	95,715	2,000,000	295,770	284,415	118,567	661,500
Category IIB (Baccalaureate)	321,990	300,000	92,250	722,125	254,476	250,000	140,000	441,796
Category III (Associate's with Ranks)	273,814	241,727	124,030	489,357	273,814	241,727	124,030	489,357
Category IV (Associate's without Ranks)	241,453	224,371	130,000	437,091	241,453	224,371	130,000	437,091

  

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	780,567	824,000	325,000	1,400,000	561,332	554,070	267,350	900,000
Category IIA (Master's)	445,752	391,000	189,487	2,000,000	337,712	334,404	95,715	700,000
Category IIB (Baccalaureate)	405,706	387,446	92,250	722,125	292,319	289,194	115,056	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 581 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For three institutions where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay. One for-profit baccalaureate institution reported presidential salary data and is represented in the All Combined column only.

SURVEY REPORT TABLE 12

**Comparison of Average Salaries of Presidents and Faculty, by AAUP Category and Affiliation, 2020–21**

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)	4.29	4.06	1.82	8.89	4.11	3.83	1.82	8.89
Category IIA (Master's)	3.66	3.54	1.34	16.54	3.14	3.14	1.34	6.65
Category IIB (Baccalaureate)	3.67	3.64	1.17	6.67	3.05	2.92	1.77	4.88
Category III (Associate's with Ranks)	3.19	3.04	1.85	5.58	3.19	3.04	1.85	5.58
Category IV (Associate's without Ranks)	3.59	3.61	2.16	6.18	3.59	3.61	2.16	6.18

  

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.14	4.71	3.11	8.85	4.79	4.60	3.16	7.60
Category IIA (Master's)	4.42	4.07	2.35	16.54	3.85	3.88	1.44	7.46
Category IIB (Baccalaureate)	3.85	3.79	1.17	5.56	3.79	3.63	2.18	6.67
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 581 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For three institutions where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay. One for-profit baccalaureate institution reported presidential salary data and is represented in the All Combined column only.

**SURVEY REPORT TABLE 13**

**Chief Academic Officer Salary, by AAUP Category and Affiliation, 2020–21 (Dollars)**

AAUP Category	Chief Academic Officer Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	378,011	379,251	169,000	745,200	368,539	364,000	197,100	607,500
Category IIA (Master's)	218,200	209,625	20,500	867,000	222,236	221,472	143,965	324,647
Category IIB (Baccalaureate)	180,057	175,000	7,000	343,118	163,606	154,395	110,000	321,000
Category III (Associate's with Ranks)	154,660	146,436	88,441	275,941	154,660	146,436	88,441	275,941
Category IV (Associate's without Ranks)	153,959	142,268	87,500	280,500	153,959	142,268	87,500	280,500

  

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	446,990	421,875	231,750	745,200	338,847	371,422	169,000	562,500
Category IIA (Master's)	251,132	254,460	75,821	867,000	195,954	186,000	20,500	463,878
Category IIB (Baccalaureate)	213,546	202,978	94,557	343,118	163,016	165,000	7,000	306,136
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 559 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For one institution where supplemental pay far exceeded a chief academic officer's base salary, the salary figure used here includes supplemental pay. One for-profit baccalaureate institution reported chief academic officer salary data and is represented in the All Combined column only.

**SURVEY REPORT TABLE 14**

**Chief Financial Officer Salary, by AAUP Category and Affiliation, 2020–21 (Dollars)**

AAUP Category	Chief Financial Officer Salary							
	All Combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	328,468	300,000	122,400	1,342,413	304,966	292,325	122,400	608,000
Category IIA (Master's)	210,565	191,557	80,000	1,100,000	194,741	193,140	114,012	289,900
Category IIB (Baccalaureate)	187,386	180,000	65,000	463,500	141,056	131,750	75,406	247,500
Category III (Associate's with Ranks)	170,509	141,775	58,297	327,726	170,509	141,775	58,297	327,726
Category IV (Associate's without Ranks)	145,081	128,562	85,000	234,316	145,081	128,562	85,000	234,316

  

AAUP Category	Private-Independent				Religiously Affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	454,483	395,091	213,037	1,342,413	321,092	350,504	170,000	439,700
Category IIA (Master's)	267,630	242,524	120,000	1,100,000	196,251	180,208	80,000	545,170
Category IIB (Baccalaureate)	232,004	208,580	102,000	463,500	172,485	175,134	65,000	363,440
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 546 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. One for-profit baccalaureate institution reported chief financial officer salary data and is represented in the All Combined column only.

SURVEY REPORT TABLE 15

**Average Amount Paid to Part-Time Faculty Members for a Standard Course Section, by AAUP Category and Affiliation, 2019–20 (Dollars)**

AAUP Category	Part-Time Faculty Pay Per Section					
	All Combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,519	548	47,588	4,134	548	47,588
Category IIA (Master's)	3,299	750	22,682	3,200	1,000	12,750
Category IIB (Baccalaureate)	3,705	750	23,480	3,708	1,050	6,000
Category III (Associate's with Ranks)	3,019	661	10,325	3,019	661	10,325
Category IV (Associate's without Ranks)	2,611	1,281	7,500	2,611	1,281	7,500
All Combined	3,556	548	47,588	3,381	548	47,588

  

AAUP Category	Private-Independent			Religiously Affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,050	2,400	12,546	5,760	1,516	12,000
Category IIA (Master's)	3,473	1,000	22,682	3,254	750	22,500
Category IIB (Baccalaureate)	4,871	750	23,480	3,108	1,000	10,500
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	3,974	750	23,480	3,635	750	22,500

*Note:* This table is based on 360 reporting institutions. Pay is for the 2019–20 academic year to enable more institutions to report. The standard course section is three credit hours, with some exceptions; see notes to Appendix III. Minimum pay reported as less than \$500 per section or more than \$50,000 is excluded from the table and analysis but is listed in Appendix III. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. One for-profit baccalaureate institution reported part-time faculty salary data and is represented in the All Combined column only.

SURVEY REPORT TABLE 16

**Institutional Contribution to Part-Time Faculty Retirement and Medical Benefits, by AAUP Category, 2019–20**

AAUP Category	Institutions Contributing to Benefits for Part-Time Faculty (%)						
	N	Retirement			Medical		
		All	Some	None	All	Some	None
Category I (Doctoral)	60	15.0	30.0	53.3	10.0	45.0	41.7
Category IIA (Master's)	184	1.1	17.4	78.8	0.5	23.4	73.4
Category IIB (Baccalaureate)	130	0.0	25.4	66.9	0.0	23.8	69.2
Category III/IV (Associate's)	64	31.3	29.7	39.1	0.0	35.9	53.1
All Combined	438	7.1	23.3	66.0	1.6	28.3	64.8

*Note:* Benefits are for the 2019–20 academic year to enable more institutions to report. The proportion of part-time faculty receiving benefits was reported as All, Some, or None for each institution.

**SURVEY REPORT TABLE 17**

**Number of Institutions Included in Full-Time Faculty Salary Tabulations, by AAUP Category and Affiliation, 2020–21**

AAUP Category	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	231	156	50	25
Category IIA (Master's)	377	171	81	125
Category IIB (Baccalaureate)	220	48	75	96
Category III (Associate's with Ranks)	79	79	0	0
Category IV (Associate's without Ranks)	<u>22</u>	<u>22</u>	<u>0</u>	<u>0</u>
All Combined	929	476	206	246

*Note:* For definitions of categories, see Explanation of Statistical Data. One for-profit baccalaureate institution completed the survey and is represented in the All Combined column only.

**SURVEY REPORT TABLE 18**

**Number of Faculty Members Included in Full-Time Faculty Salary Tabulations, by AAUP Category and Affiliation, 2020–21**

AAUP Category	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	233,846	174,027	44,395	15,424
Category IIA (Master's)	101,139	65,361	15,720	20,058
Category IIB (Baccalaureate)	28,219	6,622	11,746	9,846
Category III (Associate's with Ranks)	12,493	12,493	0	0
Category IV (Associate's without Ranks)	<u>4,075</u>	<u>4,075</u>	<u>0</u>	<u>0</u>
All Combined	379,772	262,578	71,861	45,328

*Note:* For definitions of categories, see Explanation of Statistical Data. One for-profit baccalaureate institution completed the survey and is represented in the All Combined column only.

# Explanation of Statistical Data

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

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

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

**PART-TIME FACULTY.** The part-time faculty members reported in the survey are those faculty members who were paid per section of course taught and defined by their institutions as employed less than full time. As with full-time faculty, part-time faculty members are those included in the US Department of Education categories of “Primarily Instructional” and “Instructional/Research/Public Service,” regardless of whether they are formally designated “faculty.” Clinical or basic science faculty in schools of medicine or military faculty are excluded. Individuals employed to meet short-term needs (for example, to cover a few weeks of a course) and students in the Federal Work-Study Program are excluded, even if their work has an instructional component.

The course sections for which part-time faculty pay is reported are those meeting the definition of an undergraduate class section in the Common Data Set for 2020–21 (<http://www.commondataset.org/>), item I-3: “an organized course offered for credit, identified by discipline and number, meeting at a stated time or times in a classroom or similar setting, and not a subsection such as a laboratory or discussion session. Undergraduate class sections are defined as any sections in which at least one degree-seeking undergraduate student is enrolled for credit. Exclude distance learning classes and noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Exclude students in independent study, co-operative

programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes.” (Also see the notes to survey report table 15 and appendix III.)

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

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

**CHANGE IN SALARY FOR CONTINUING FACULTY.** The change in salary reported is for those 2019–20 full-time faculty members who remained employed as full-time faculty at the same institution for 2020–21. The change includes both promotions in rank and increases (or decreases) due to other factors.

**BENEFITS.** These figures represent contributions by the institution, state, and local government on behalf of individual faculty members; the amounts do not include employee contributions. The benefits reported in the survey include (a) retirement plan contributions, regardless of vesting provisions, excluding payments for unfunded retirement liability, prepaid retiree health insurance, and social security; (b) medical insurance contributions, including premiums for insurance plans combining medical, dental, and other health care, but excluding long-term disability, Medicare, life insurance, and Health Savings Accounts; and (c) tuition benefits available to faculty dependents. As with salary figures, retirement figures are converted to a standard academic-year basis as determined by the institution. Medical insurance contributions are not converted to an academic-year basis. Dependent tuition benefits were collected for full-time faculty as a series of multiple-choice items only (see survey report table 10). For part-time faculty, retirement and medical benefits were collected as categorical variables only (see survey report table 16). Not all institutions reported all items. Institutions were asked to provide their best estimate of the data for the entire academic year.

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

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

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



distinct programs. Awards of postbaccalaureate certificates are reviewed on a case-by-case basis.

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

*Category III (Associate's with Academic Ranks).* Institutions characterized by a significant emphasis on undergraduate associate's degree education. Institutions in this category grant a minimum of fifty associate's degrees annually. Associate's degrees make up at least 50 percent, and bachelor's and higher degrees make up less than 50 percent, of total degrees and certificates awarded.

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

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

**ABBREVIATIONS USED IN APPENDICES I AND II.** Academic Ranks: PR = Professor; AO = Associate Professor; AI = Assistant Professor; IN = Instructor; LE = Lecturer; NR = No Rank; AR = All Ranks. All institutions that do not assign professorial ranks are listed in appendix II.

*Col. (1) Institutional Category*—The definition of AAUP institutional categories is given above.

*Col. (2) Institutional Control*—PU = Public; PI = Private-Independent; FP = Private For-Profit; PR = Private-Religiously Affiliated.

*Col. (3) Average Salary by Rank and for All Ranks Combined*—This figure has been rounded to the nearest hundred. "All Ranks Combined" includes the rank of lecturer and the category of "No Rank." Salary averages are replaced by a dash (—) when the number of individuals in a given rank is fewer than three.

*Col. (4) Percentage of Faculty Covered for Benefits and Benefits as a Percentage of Average Salary*—Total benefit coverage for all ranks combined and expenditures as a percentage of average salary for faculty who are covered. RET = Retirement benefits (as defined above); MED = Medical benefits (as defined above).

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

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

*Col. (7) Percentage Increase in Salary for Continuing Faculty*—The percentage increase in salary for those 2019–20 full-time faculty members who remain employed as full-time faculty at the institution for 2020–21. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

*Col. (8) Number of Faculty Members by Rank and Gender*—The figures represent the total number of full-time (FT) faculty members in a given rank by gender.

*Col. (9) Average Salary by Rank and by Gender with Salary Equity Ratios*—Same definition as that given for col (3) but by gender. Salary equity ratio is the ratio of women's to men's average salaries, multiplied by 100.

### **ABBREVIATIONS USED IN APPENDIX III**

*Col. (1) Institutional Category*—The definition of AAUP categories is given above.

*Col. (2) Institutional Control*—The definition of institutional control is given above.

*Col. (3) Part-Time Faculty Pay*—NO. = The number of part-time faculty members paid on a per-section basis. MIN. (\$) = Minimum pay for a standard course section, whether from actual data or by policy. MAX. (\$) = Maximum pay for a standard course section, whether from actual data or by policy. AVG. (\$) = Average (mean) pay for a standard course section.

*Col. (4) Part-Time Faculty Benefits*—RET = The proportion of part-time faculty members receiving an institutional contribution toward retirement benefits. MED = The proportion of part-time faculty members receiving an institutional contribution toward health-care benefits. None = no part-time faculty are eligible to receive benefits; Some = some part-time faculty are eligible to receive benefits; All = all part-time faculty are eligible to receive benefits.

*Col. (5) Calendar*—The institution's academic calendar.

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

Website: <https://research.aaup.org>.

### **STATEMENT ON DATA QUALITY**

The AAUP Faculty Compensation Survey collects data from colleges and universities across the United States through an online portal. These data are reviewed through our internal verification process. Whenever the AAUP believes an error may have occurred, we ask institutional representatives to review the specific issues we identify. Nearly all institutions comply with our requests for additional review. If resubmitted data meet our internal standard, they are approved for inclusion in published tables and appendices. Questionable data without an institutional response may be excluded.

While the AAUP makes every effort to report the most accurate data, the published tables and appendices may include inaccuracies, errors, or omissions. Users assume the sole risk of making use of these data; under no circumstances will the AAUP be liable to any user for damages arising from use of these data. The AAUP publishes additions and corrections to the Faculty Compensation Survey results online and may make modifications to the content at any time.

Readers are requested to report possible errors in the published data to the AAUP Research Office at the email address above.