

TABLE A

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

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

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

TABLE B

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

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
2020–21 to 2021–22	2.5	3.1	3.2	3.3	2.9	-4.5	-3.9	-3.8	-3.7	-4.1	7.0

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

SURVEY REPORT TABLE 1

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

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

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

SURVEY REPORT TABLE 2

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

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

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

SURVEY REPORT TABLE 3

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

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

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

SURVEY REPORT TABLE 4

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

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

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

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

SURVEY REPORT TABLE 5

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

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

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

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

SURVEY REPORT TABLE 6

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

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

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

SURVEY REPORT TABLE 7

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

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

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

SURVEY REPORT TABLE 8

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

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

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

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

SURVEY REPORT TABLE 9

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

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

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

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

SURVEY REPORT TABLE 10

Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2021–22

Dependent tuition benefit

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

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

SURVEY REPORT TABLE 11

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

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

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	849,406	775,000	400,000	1,456,000	673,196	750,000	274,197	975,000
Category IIA (Master's)	459,062	420,240	189,487	863,200	352,336	350,000	75,000	750,000
Category IIB (Baccalaureate)	444,021	425,800	102,500	1,000,000	316,294	311,075	120,816	618,000
Category III (Associate's with ranks)	–	–	–	–	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 564 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. For three institutions where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 12

Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2021–22

AAUP category	Ratio of presidential salary to average full professor salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	4.49	4.28	1.38	9.25	4.27	4.20	1.38	7.41
Category IIA (Master's)	3.82	3.63	1.38	10.02	3.28	3.19	1.38	6.77
Category IIB (Baccalaureate)	3.87	3.94	1.19	6.71	3.07	2.94	1.19	5.40
Category III (Associate's with ranks)	3.41	3.23	1.81	5.72	3.37	3.18	1.81	5.72
Category IV (Associate's without ranks)	3.53	3.70	2.16	5.44	3.53	3.70	2.16	5.44

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.53	4.88	3.26	9.25	5.25	5.23	2.78	7.93
Category IIA (Master's)	4.60	4.30	2.60	10.02	3.98	3.94	1.38	7.66
Category IIB (Baccalaureate)	4.15	4.10	1.26	6.71	3.99	3.96	2.26	6.62
Category III (Associate's with ranks)	–	–	–	–	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 564 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. For three institutions where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 13

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

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

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	481,931	440,000	230,432	869,400	395,667	425,000	190,000	625,000
Category IIA (Master's)	236,288	229,500	75,821	426,420	203,701	198,400	75,000	480,000
Category IIB (Baccalaureate)	218,405	210,000	120,000	400,000	171,572	167,250	21,500	320,000
Category III (Associate's with ranks)	—	—	—	—	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 548 reporting institutions. N.d. = no data. There was one private-independent institution and there were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 14

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

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

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	492,466	415,681	213,000	1,566,149	357,995	378,586	209,300	475,000
Category IIA (Master's)	261,994	250,110	120,000	550,000	201,914	181,456	75,000	615,000
Category IIB (Baccalaureate)	241,744	210,000	109,550	550,000	183,216	185,000	17,000	415,000
Category III (Associate's with ranks)	—	—	—	—	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 526 reporting institutions. N.d. = no data. Category III includes one private-independent institution and no religiously affiliated institutions reported data in category III. There were no private-independent or religiously affiliated institutions in category IV.

SURVEY REPORT TABLE 15

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

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

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,024	850	12,546	4,794	1,000	23,660
Category IIA (Master's)	3,450	558	15,458	3,285	800	26,500
Category IIB (Baccalaureate)	4,824	1,000	39,500	3,044	750	10,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	3,773	558	39,500	3,527	750	26,500

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

SURVEY REPORT TABLE 16

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

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

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

SURVEY REPORT TABLE 17

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

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	229	153	50	26
Category IIA (Master's)	363	165	78	120
Category IIB (Baccalaureate)	214	48	76	90
Category III (Associate's with ranks)	79	78	1	0
Category IV (Associate's without ranks)	21	21	0	0
All combined	<u>906</u>	<u>465</u>	<u>205</u>	<u>236</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, 2021–22

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

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

Explanation of Statistical Data

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

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

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

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

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

PART-TIME FACULTY. The part-time faculty members reported in the survey are those faculty members who were paid per section of course taught and defined by their institutions as employed less than full time. As with full-time faculty members, part-time faculty members are those included in the US Department of Education categories of "Primarily Instructional"

and "Instructional/Research/Public Service," regardless of whether they are formally designated "faculty." Clinical or basic science faculty in schools of medicine or military faculty are excluded. Individuals employed to meet short-term needs (for example, to cover a few weeks of a course) and students in the Federal Work-Study Program are excluded, even if their work has an instructional component.

The course sections for which part-time faculty pay is reported are those meeting the definition of an undergraduate class section in the Common Data Set for 2021–22 (<http://www.commondataset.org/>), item I-3: "an organized course offered for credit, identified by discipline and number, meeting at a stated time or times in a classroom or similar setting, and not a subsection such as a laboratory or discussion session. Undergraduate class sections are defined as any sections in which at least one degree-seeking undergraduate student is enrolled for credit. Exclude distance learning classes and noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Exclude students in independent study, co-operative programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes." (Also see the notes to survey report table 15 and appendix III.)

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

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

CHANGE IN SALARY FOR CONTINUING FACULTY. The change in salary reported is for those 2020–21 full-time faculty members who remained employed as full-time faculty at the same institution for 2021–22. The change includes both promotions in rank and increases (or decreases) due to other factors.

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

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

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

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

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

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

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

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

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

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

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

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

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

Col. (4) Percentage of Faculty Covered for Benefits and Benefits as a Percentage of Average Salary—Percentage of full-time faculty members (all ranks combined) who are eligible to be covered and average total expenditures for full-time faculty members who are eligible to be covered as a percentage of the average salary for all full-time faculty members. RET = Retirement benefits (as defined above); MED = Medical benefits (as defined above).

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

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

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for those 2020–21 full-time faculty members who remain employed as full-time faculty at the institution for 2021–22. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

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

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

ABBREVIATIONS USED IN APPENDIX III

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

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

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

Col. (4) Part-Time Faculty Benefits—RET = The proportion of part-time faculty members receiving an institutional contribution toward retirement benefits. MED = The proportion of part-time faculty members receiving an institutional

contribution toward health-care benefits. None = no part-time faculty are eligible to receive benefits; Some = some part-time faculty are eligible to receive benefits; All = all part-time faculty are eligible to receive benefits.

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

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

Faculty Compensation Survey Data Submission and Results Portal: <https://research.aaup.org>.

STATEMENT ON DATA QUALITY

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

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

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