Using AAUP Faculty Compensation Survey Data for Collective Bargaining

Glenn Colby, Senior Researcher
AAUP Department of Research and Public Policy
May 22, 2024
Agenda

- Introduction: AAUP Department of Research and Public Policy
- Webinar focus: AAUP annual Faculty Compensation Survey (FCS)
- Publicly available resources (https://www.aaup.org/our-work/research/FCS)
- FCS resources for AAUP chapter leaders, AAUP state conference officers, and AFT local or state federation presidents
- Other resources
- Discussion: How can we help?
What we do

The AAUP’s Department of Research and Public Policy conducts and publishes research on:

- Academic freedom
- Tenure
- Governance
- Faculty Compensation

The department also serves as a general “clearinghouse” for research on those issues.
Rotua Lumbantobing (Economics)
Western Connecticut State University, chair, 2026

Whitney DeCamp (Sociology)
Western Michigan University, 2025

Oskar Harmon (Economics)
University of Connecticut, 2026

Jan Medlock (Biomedical Sciences)
Oregon State University, 2024

Saranna Thornton (Economics)
Hampden-Sydney College, 2024

Glenn Colby, staff
# AAUP Faculty Compensation Survey: Form 2

## Form 2: Full-Time Faculty Salaries (Required)

Instructions for completing Form 2 and frequently asked questions (FAQ) are available at
- [https://research.aaup.org/instructions#form2](https://research.aaup.org/instructions#form2)
- [https://research.aaup.org/faq#form2](https://research.aaup.org/faq#form2)

**Report the number and salaries of full-time faculty members who were on the payroll as of November 1, 2023.**

- Report projected annual base salary expenditures excluding extra loads, summer teaching, stipends, or other forms of remuneration.
- For faculty working on a reduced load (e.g., 0.75 FTE), adjust salaries to the equivalent full load (e.g., 1.0 FTE).
- Exclude medical faculty and military faculty.
- Exclude extreme outliers.
- Report ranked faculty, including teaching faculty, at their named academic ranks.
- Report visiting faculty at the “instructor” rank.

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>Number of Faculty</th>
<th>Total Contracted Base Salaries ($)</th>
<th>Number Non-Tenure Track</th>
<th>Number Tenure Track</th>
<th>Number Tenured</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEN</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>WOMEN</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Section 1. Faculty on 9- or 10-Month Contracts (Regardless of Number of Salary Installments)**

1. Professor  
2. Associate  
3. Assistant  
4. Instructor  
5. Lecturer  
6. No Rank  
7. TOTAL  

<table>
<thead>
<tr>
<th>Number of Faculty</th>
<th>Total Contracted Base Salaries ($)</th>
<th>Number Non-Tenure Track</th>
<th>Number Tenure Track</th>
<th>Number Tenured</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
- Average percentage change in salaries for all full-time faculty
- Average percentage change in salaries for continuing full-time faculty
- Salary differences by institutional category, control, affiliation, and region [Survey Report Tables 1, 2, 4, and 5]
- Gender differences [Survey Report Tables 3, 6, and 7]
- Retirement benefits [Survey Report Table 8]
- Medical benefits [Survey Report Table 9]
- Dependent tuition benefits [Survey Report Table 10]
- Administrator salaries [Survey Report Tables 11, 12, 13, and 14]
- Part-time faculty pay [Survey Report Table 15]
- Part-time faculty benefits [Survey Report Table 16]
Average full-time faculty salaries increased for the first time in four years but remain far below prepandemic levels after adjusting for inflation.
Average salaries for full-time women faculty members.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Women (average)</th>
<th>Men (average)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All full-time combined</td>
<td>100,921</td>
<td>122,173</td>
</tr>
<tr>
<td>Professor</td>
<td>141,572</td>
<td>162,717</td>
</tr>
<tr>
<td>Associate professor</td>
<td>102,159</td>
<td>109,909</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>88,513</td>
<td>96,346</td>
</tr>
<tr>
<td>Instructor</td>
<td>67,041</td>
<td>72,327</td>
</tr>
<tr>
<td>Lecturer</td>
<td>72,957</td>
<td>79,475</td>
</tr>
<tr>
<td>No rank</td>
<td>73,505</td>
<td>80,236</td>
</tr>
</tbody>
</table>
Representation of women and underrepresented minorities.

[IPEDS, Fall 2022]
Representation of women and underrepresented minorities.
[IPEDS, Fall 2022]
The makeup of the US academic workforce. [NCES]

- **Full-time tenured or tenure-track**
  - Fall 1987: 53.1%
  - Fall 2022: 31.9%

- **Fall 1987**
  - Total: 39.1%
  - Tenured: 14.0%
  - Tenure-track: 5.3%

- **Fall 2022**
  - Total: 23.2%
  - Tenured: 11.3%
  - Tenure-track: 8.6%

- **Full-time contingent**
  - Fall 1987: 13.8%
  - Fall 2022: 19.4%

- **Fall 1987**
  - Total: 8.5%
  - Non-tenure-track: 5.3%
  - No tenure system: 3.2%

- **Fall 2022**
  - Total: 12.9%
  - Non-tenure-track: 8.9%
  - No tenure system: 6.6%

- **Part-time**
  - Fall 1987: 33.1%
  - Fall 2022: 48.7%

- **Fall 1987**
  - Total: 0.9%
  - Contingent: 0.9%
  - Tenured or tenure-track: 0.0%

- **Fall 2022**
  - Total: 0.5%
  - Contingent: 0.5%
  - Tenured or tenure-track: 0.0%
Contract types for faculty members on contingent appointments.
[IPEDS, Fall 2022]
Number of faculty and graduate student employees by appointment type. [IPEDS]
Revenues and expenses in public colleges and universities. [IPEDS]

### Net surplus, excluding investment income

![Net surplus chart]

### Revenues and gains vs. Expenses and losses

![Revenues and expenses chart]

**Revenues and gains**
- Investment gain
- Other revenue
- Tuition and fees
- Appropriations

**Expenses and losses**
- Instruction, salary and wages
- Instruction, other expenses
- Non-instructional expenses
- Investment loss
Endowment assets and long-term debt in public colleges and universities. [IPEDS]

Assets and debt

- Endowment assets
- Long-term debt

December 2021 dollars (billions)
<table>
<thead>
<tr>
<th>Fiscal year</th>
<th>State support</th>
<th>Federal stimulus funding</th>
<th>Total enrollment (thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1991</td>
<td>$6,700</td>
<td>$200</td>
<td>7,300</td>
</tr>
<tr>
<td>1992</td>
<td>$6,800</td>
<td>$300</td>
<td>7,600</td>
</tr>
<tr>
<td>1993</td>
<td>$7,000</td>
<td>$400</td>
<td>7,900</td>
</tr>
<tr>
<td>1994</td>
<td>$7,200</td>
<td>$500</td>
<td>8,200</td>
</tr>
<tr>
<td>1995</td>
<td>$7,400</td>
<td>$600</td>
<td>8,500</td>
</tr>
<tr>
<td>1996</td>
<td>$7,600</td>
<td>$700</td>
<td>8,800</td>
</tr>
<tr>
<td>1997</td>
<td>$7,800</td>
<td>$800</td>
<td>9,000</td>
</tr>
<tr>
<td>1998</td>
<td>$8,000</td>
<td>$900</td>
<td>9,200</td>
</tr>
<tr>
<td>1999</td>
<td>$8,200</td>
<td>$1,000</td>
<td>9,400</td>
</tr>
<tr>
<td>2000</td>
<td>$8,400</td>
<td>$1,100</td>
<td>9,600</td>
</tr>
<tr>
<td>2001</td>
<td>$8,600</td>
<td>$1,200</td>
<td>9,800</td>
</tr>
<tr>
<td>2002</td>
<td>$8,800</td>
<td>$1,300</td>
<td>10,000</td>
</tr>
<tr>
<td>2003</td>
<td>$9,000</td>
<td>$1,400</td>
<td>10,200</td>
</tr>
<tr>
<td>2004</td>
<td>$9,200</td>
<td>$1,500</td>
<td>10,400</td>
</tr>
<tr>
<td>2005</td>
<td>$9,400</td>
<td>$1,600</td>
<td>10,600</td>
</tr>
<tr>
<td>2006</td>
<td>$9,600</td>
<td>$1,700</td>
<td>10,800</td>
</tr>
<tr>
<td>2007</td>
<td>$9,800</td>
<td>$1,800</td>
<td>11,000</td>
</tr>
<tr>
<td>2008</td>
<td>$10,000</td>
<td>$1,900</td>
<td>11,200</td>
</tr>
<tr>
<td>2009</td>
<td>$10,200</td>
<td>$2,000</td>
<td>11,400</td>
</tr>
<tr>
<td>2010</td>
<td>$10,400</td>
<td>$2,100</td>
<td>11,600</td>
</tr>
<tr>
<td>2011</td>
<td>$10,600</td>
<td>$2,200</td>
<td>11,800</td>
</tr>
<tr>
<td>2012</td>
<td>$10,800</td>
<td>$2,300</td>
<td>12,000</td>
</tr>
<tr>
<td>2013</td>
<td>$11,000</td>
<td>$2,400</td>
<td>12,200</td>
</tr>
<tr>
<td>2014</td>
<td>$11,200</td>
<td>$2,500</td>
<td>12,400</td>
</tr>
<tr>
<td>2015</td>
<td>$11,400</td>
<td>$2,600</td>
<td>12,600</td>
</tr>
<tr>
<td>2016</td>
<td>$11,600</td>
<td>$2,700</td>
<td>12,800</td>
</tr>
<tr>
<td>2017</td>
<td>$11,800</td>
<td>$2,800</td>
<td>13,000</td>
</tr>
<tr>
<td>2018</td>
<td>$12,000</td>
<td>$2,900</td>
<td>13,200</td>
</tr>
<tr>
<td>2019</td>
<td>$12,200</td>
<td>$3,000</td>
<td>13,400</td>
</tr>
<tr>
<td>2020</td>
<td>$12,400</td>
<td>$3,100</td>
<td>13,600</td>
</tr>
<tr>
<td>2021</td>
<td>$12,600</td>
<td>$3,200</td>
<td>13,800</td>
</tr>
<tr>
<td>2022</td>
<td>$12,800</td>
<td>$3,300</td>
<td>14,000</td>
</tr>
<tr>
<td>2023</td>
<td>$13,000</td>
<td>$3,400</td>
<td>14,200</td>
</tr>
<tr>
<td>2024</td>
<td>$13,200</td>
<td>$3,500</td>
<td>14,400</td>
</tr>
</tbody>
</table>
Publicly available resources

Main page: https://www(aaup.org/our-work/research/FCS
● Annual reports
● Summary tables
● Appendices and “explanation of statistical data”
● Interactive data website: https://data.aaup.org/
● Data order form: https://research.aaup.org/order
FCS resources for AAUP chapter leaders, AAUP state conference officers, and AFT local or state federation presidents

- FCS data order form: https://research.aaup.org/order
- IPEDS data
- Direct assistance
We are available to answer questions, chat with local leaders, help compile data for bargaining teams, etc.
Discussion

How can we support your efforts?
Thanks!

Contact info

research@aaup.org
https://aaup.org