

# 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.





## AAUP Committee on the Economic Status of the Profession

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



**American Association of University Professors  
Faculty Compensation Survey 2023-24**

### 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/fag#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.

Academic Rank	MEN					WOMEN				
	Number of Faculty	Total Contracted Base Salaries (\$)	Number Non-Tenure-Track	Number on Tenure Track	Number Tenured	Number of Faculty	Total Contracted Base Salaries (\$)	Number Non-Tenure-Track	Number on Tenure Track	Number Tenured

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

[illegible]

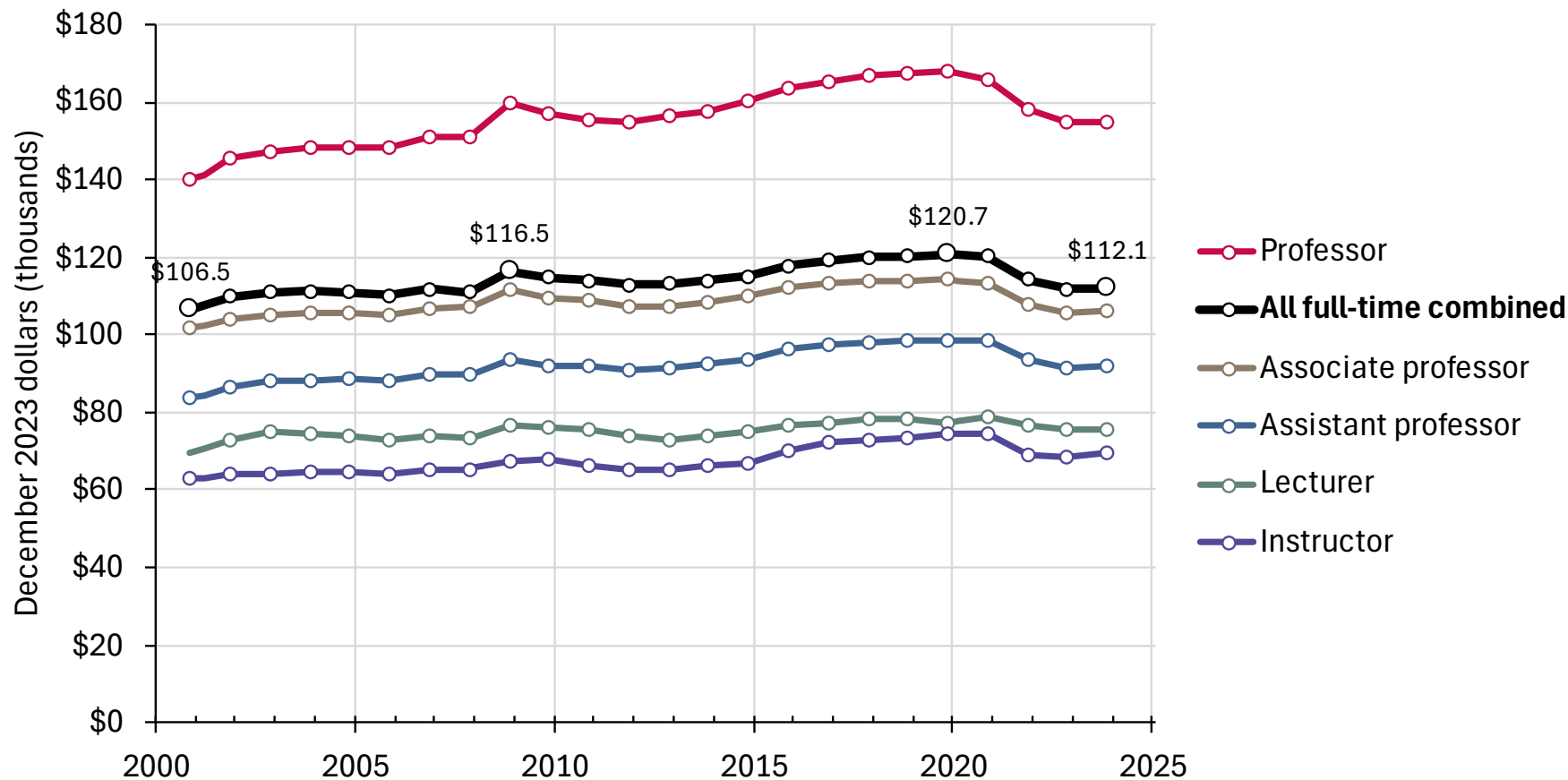


## Annual report: FCS summary tables

- 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]

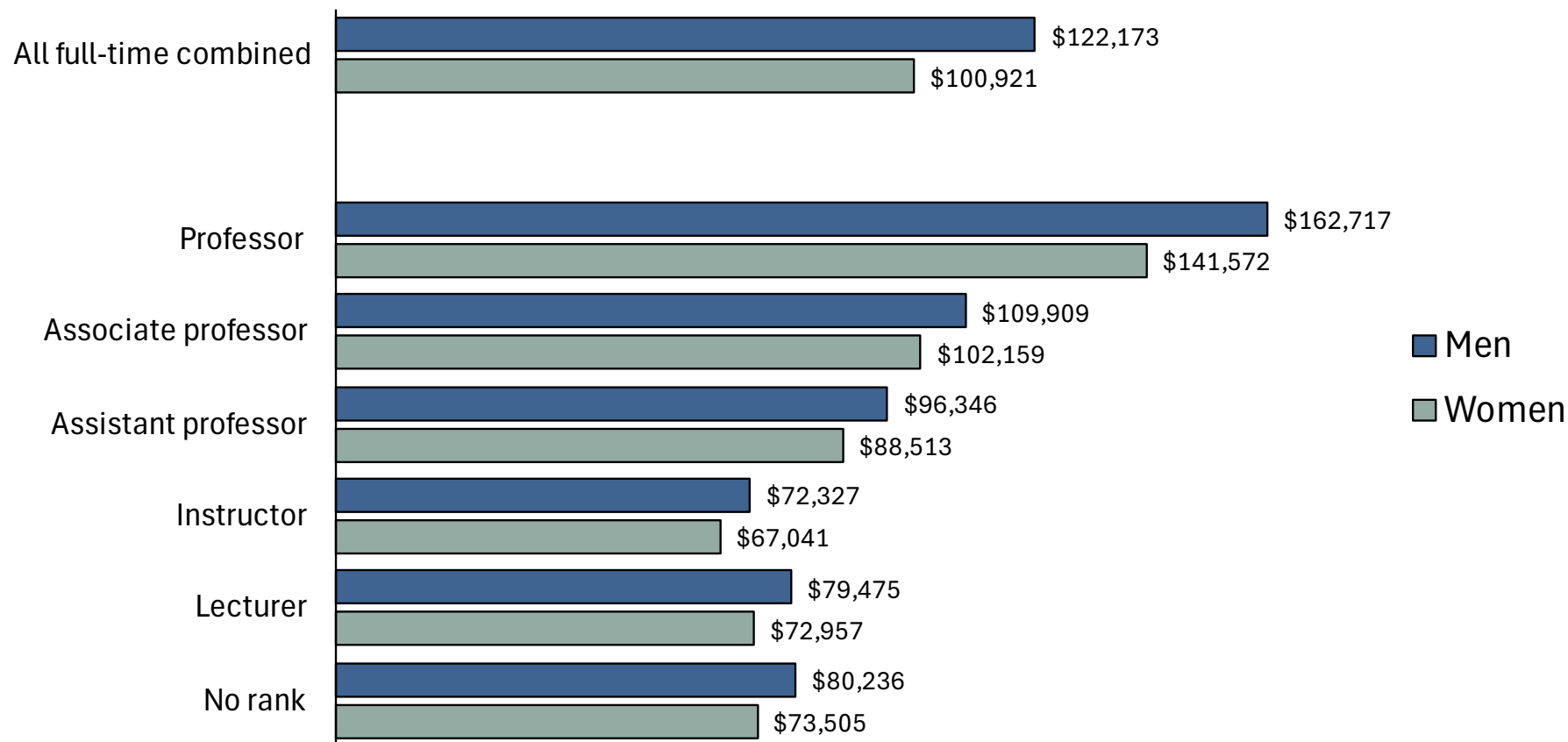


Average full-time faculty salaries increased for the first time in four years but remain far below prepandemic levels after adjusting for inflation.





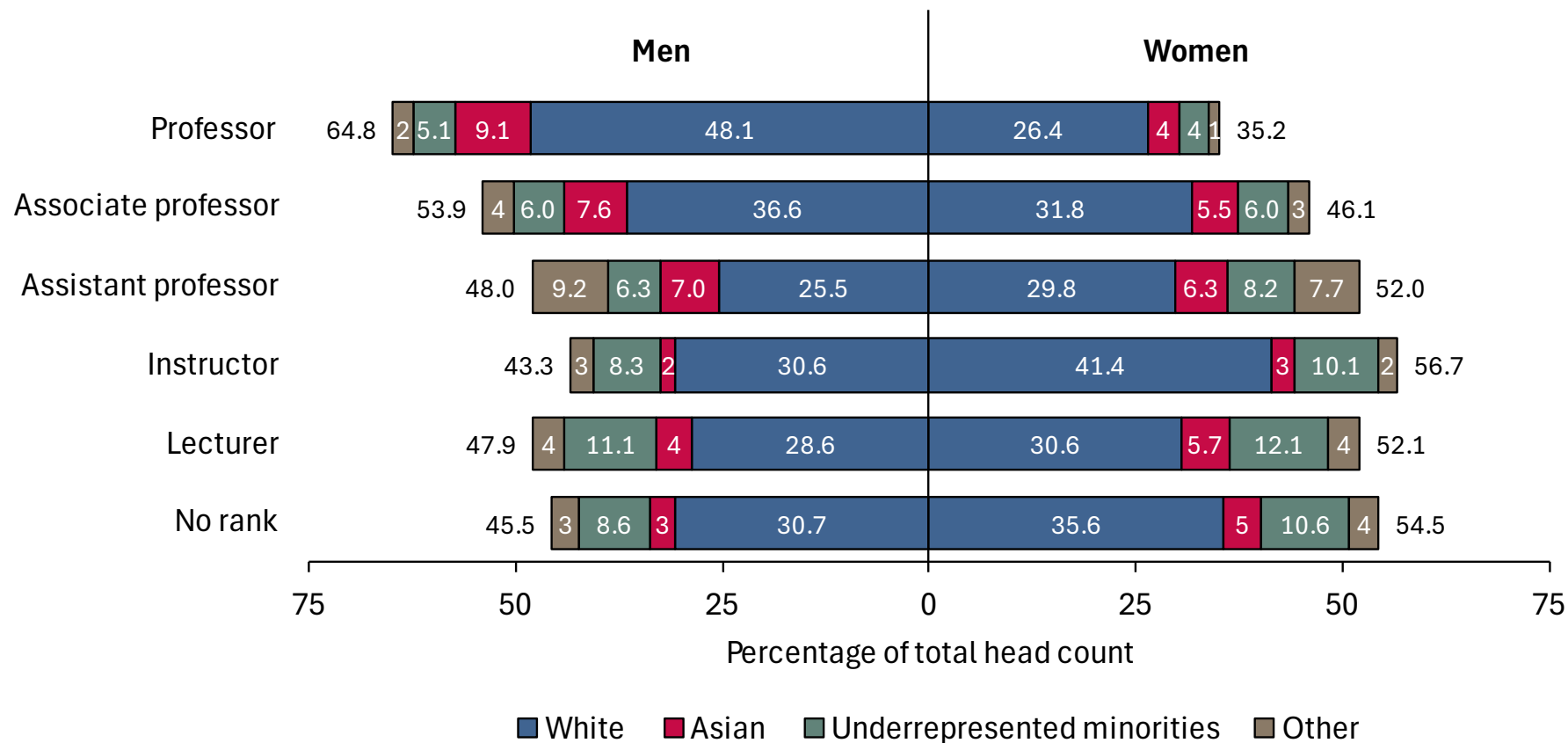
## Average salaries for full-time women faculty members.





# Representation of women and underrepresented minorities.

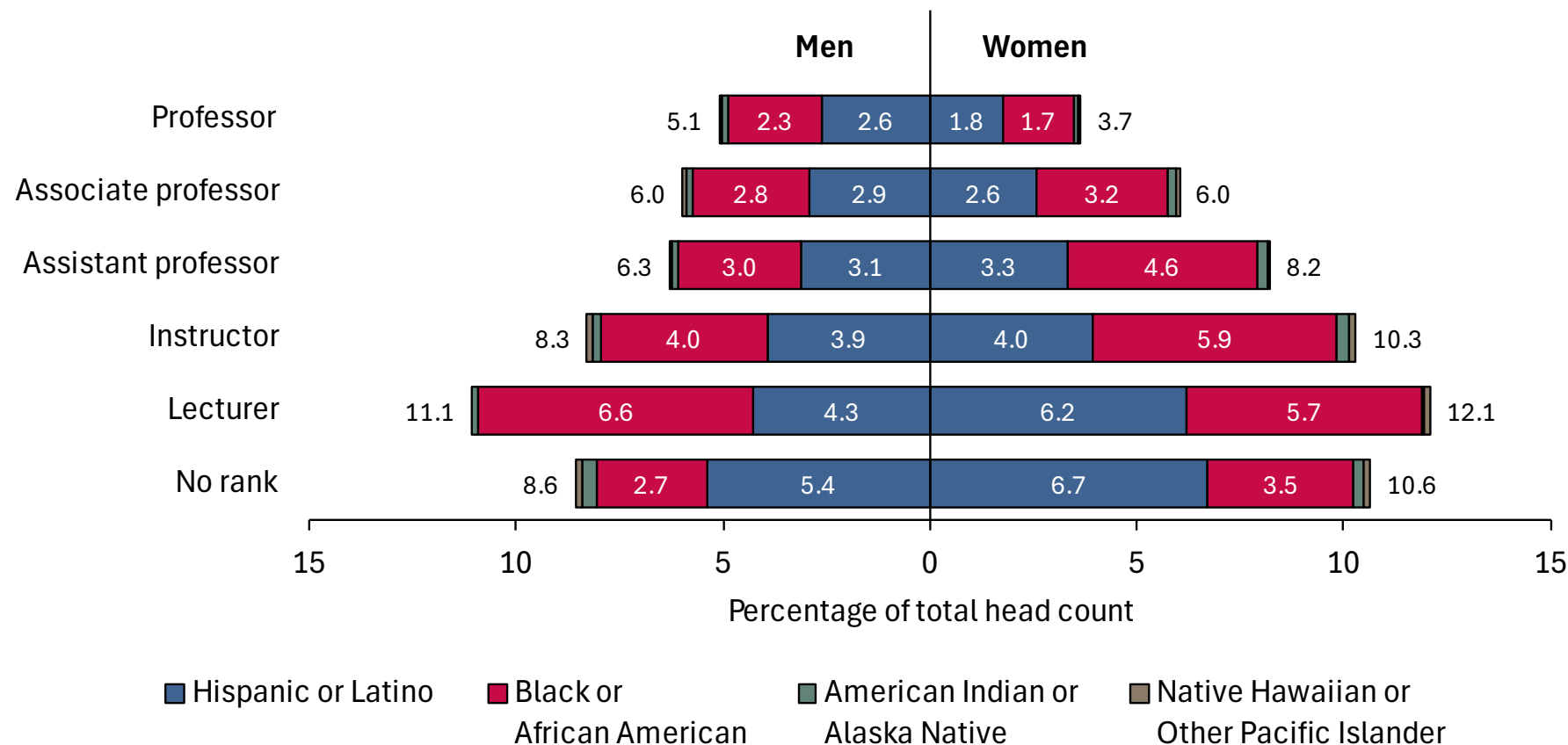
[IPEDS, Fall 2022]





# Representation of women and underrepresented minorities.

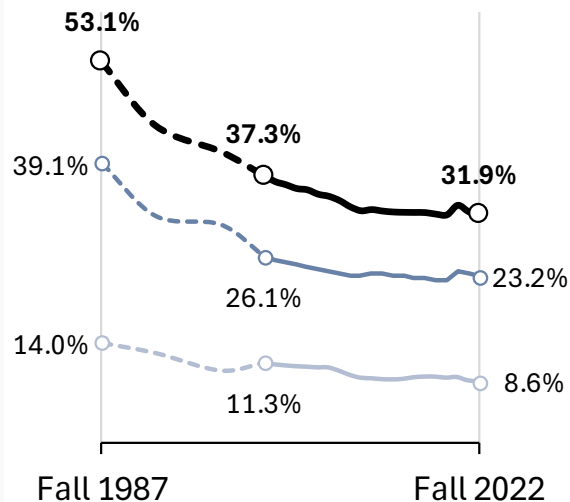
[IPEDS, Fall 2022]





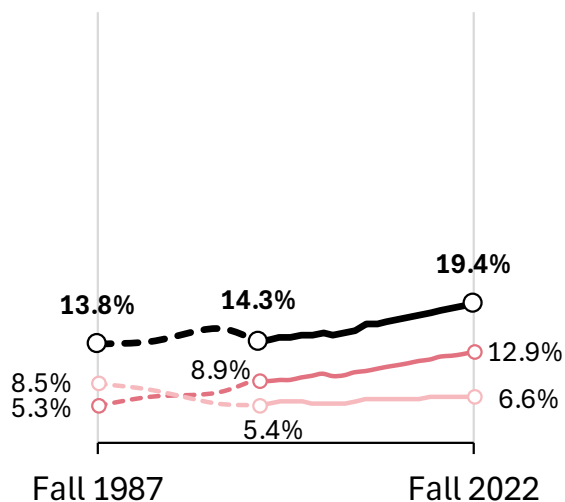
# The makeup of the US academic workforce. [NCES]

## Full-time tenured or tenure-track



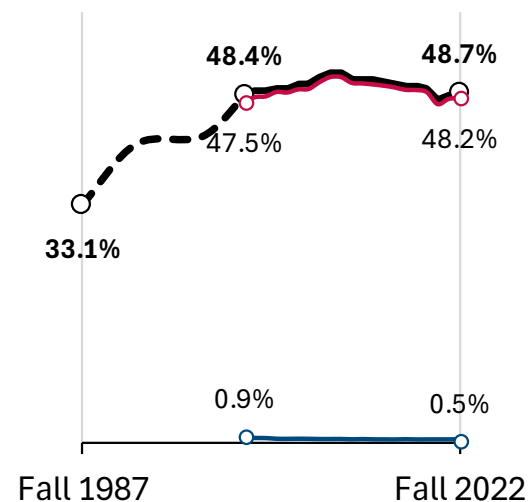
— Total  
— Tenured  
— Tenure-track

## Full-time contingent



— Total  
— Non-tenure-track  
— No tenure system

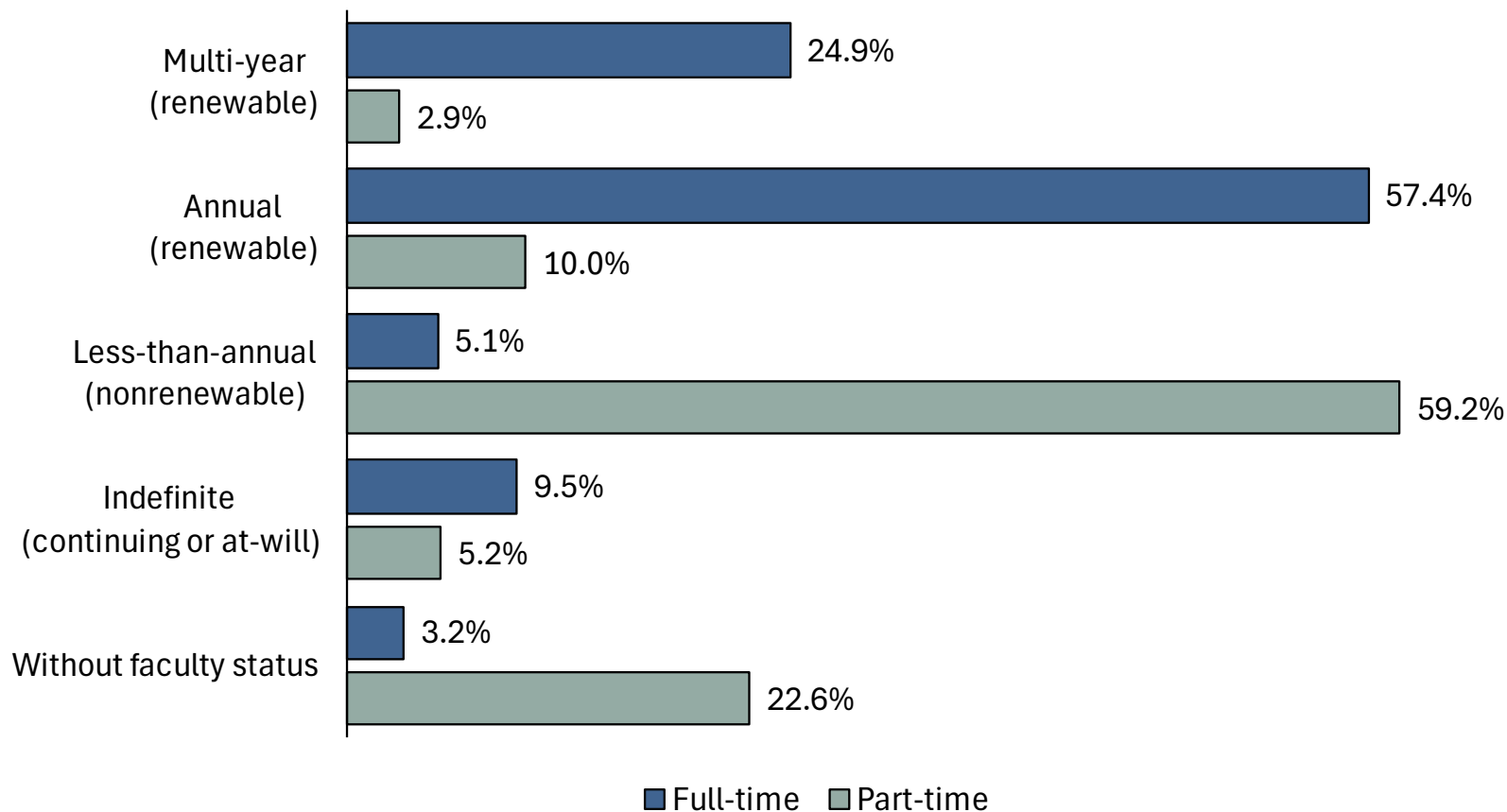
## Part-time



— Total  
— Contingent  
— Tenured or tenure-track



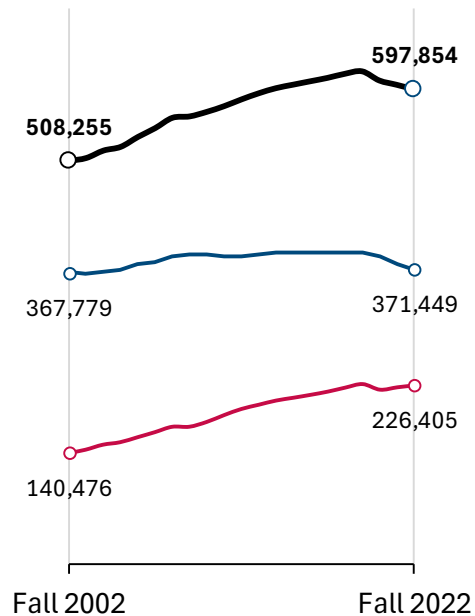
## Contract types for faculty members on contingent appointments. [IPEDS, Fall 2022]





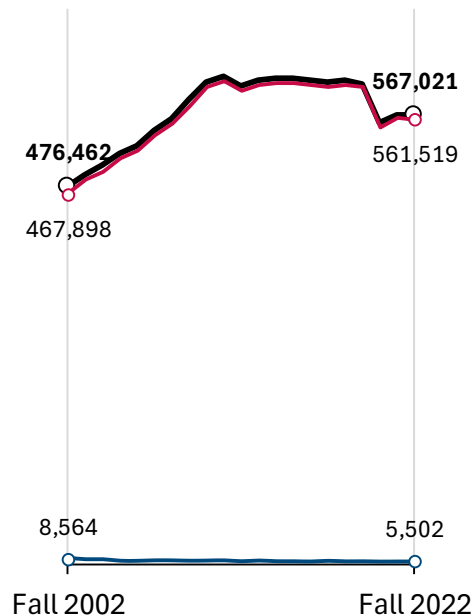
# Number of faculty and graduate student employees by appointment type. [IPEDS]

## Full-time



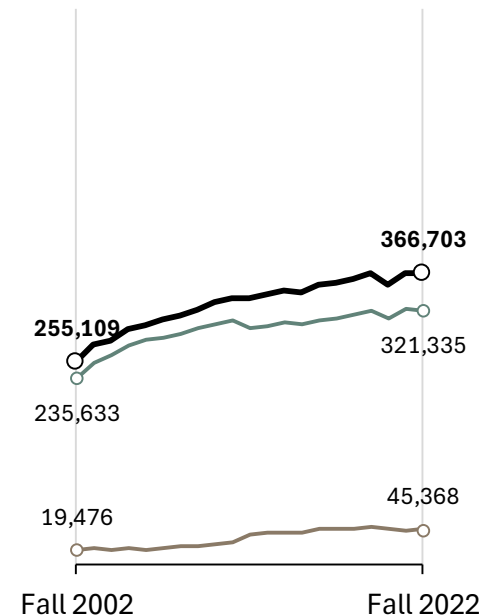
— Total  
— Tenured or tenure-track  
— Contingent

## Part-time



— Total  
— Tenured or tenure-track  
— Contingent

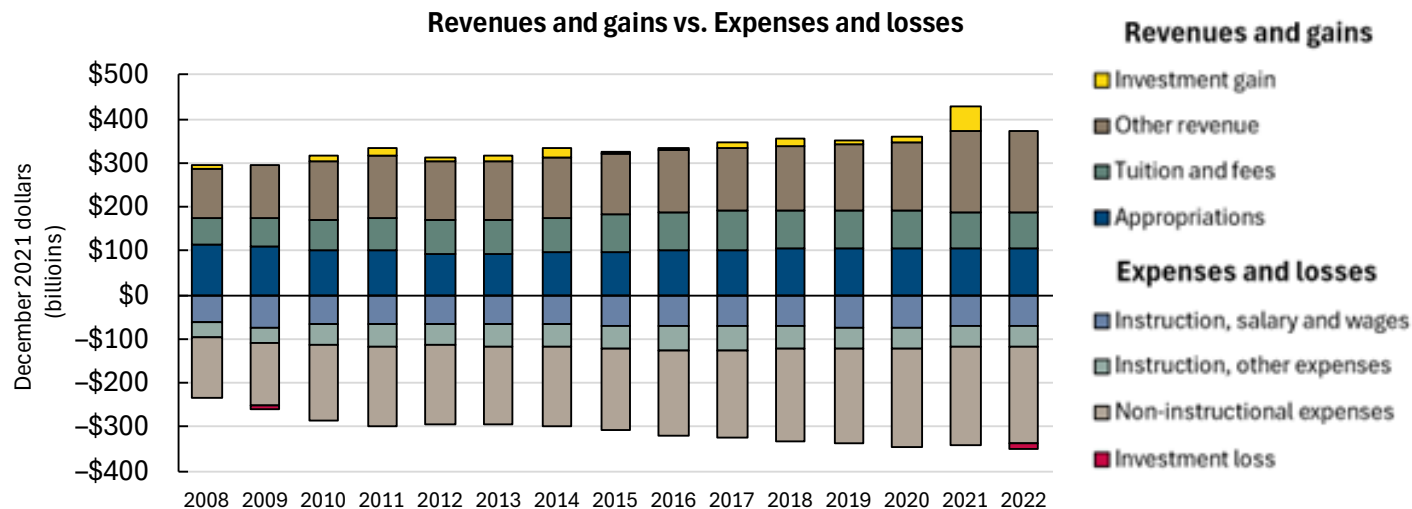
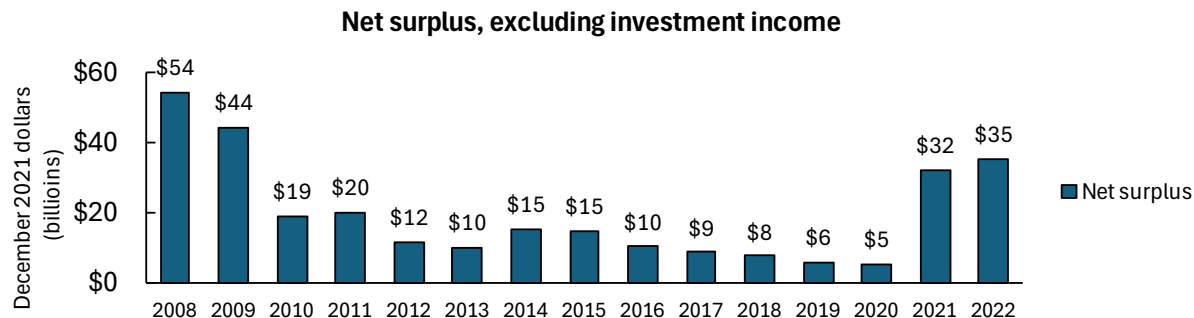
## Graduate student employees



— Total  
— Tenured or tenure-track  
— Teaching or research  
— Other

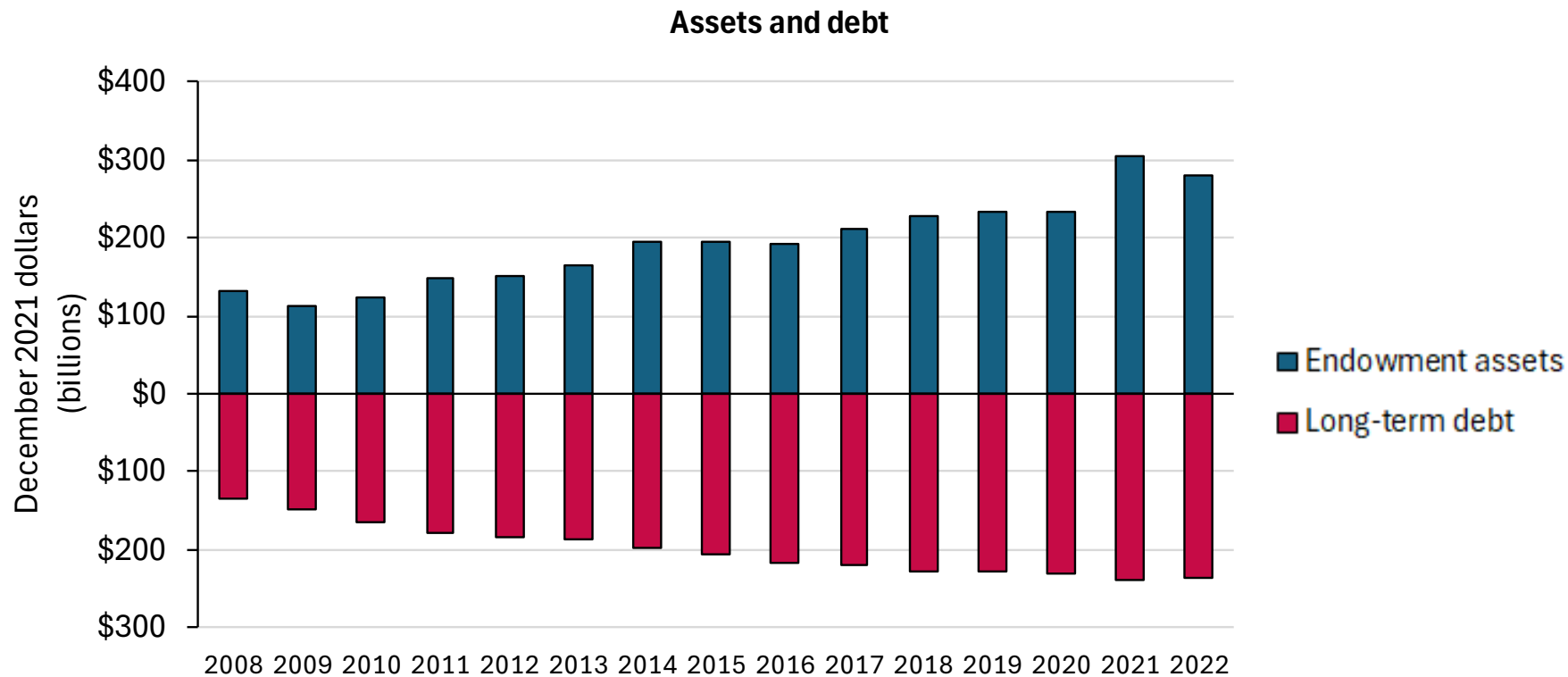


# Revenues and expenses in public colleges and universities. [IPEDS]



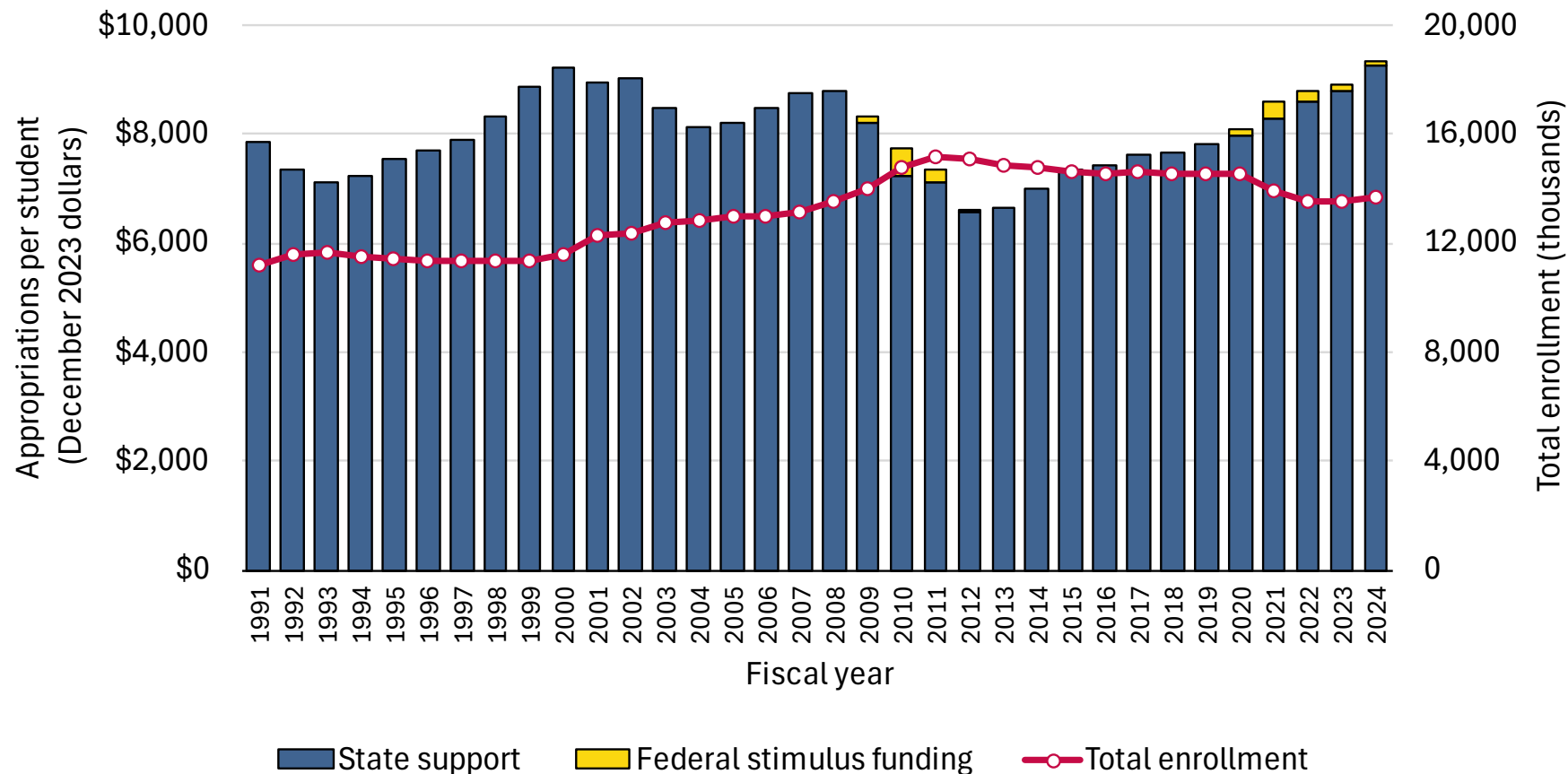


# Endowment assets and long-term debt in public colleges and universities. [IPEDS]





## Government fiscal support for public higher education. [Grapevine]





# 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](mailto:research@aaup.org)

<https://aaup.org>

aaup