
The Annual Report on the Economic Status of the Profession, 2018–19

(MAY 2019)

This year's annual report provides an overview of the results of the 2018–19 AAUP Faculty Compensation Survey, which compiled data on more than 380,000 full-time faculty members at 952 colleges and universities, as well as improved data on pay and benefits for more than 64,000 part-time faculty members at more than 360 institutions. In addition, this year's report examines the changes in full-time faculty salaries and appointment types, with a particular focus on progress toward gender equity, in the ten years since the Great Recession. Finally, the report explores some of the improved data on part-time faculty pay.

Findings from This Year's Survey

On average, salaries for full-time faculty members were 2 percent higher in 2018–19 than in the preceding academic year. But with prices in the economy as a whole growing by 1.9 percent during this period, faculty salaries barely budged when adjusted for inflation. For full-time faculty members who remained employed at the same college or university between 2017–18 and 2018–19, the situation was somewhat more promising. These continuing faculty members earned average salary increases of 3.1 percent, with higher rates of increase for those who were assistant professors or instructors last year. Since the increases for continuing faculty include any salary raises those who were promoted may have received, the higher rates of increase among continuing faculty members are to be expected. But even among these full-time faculty members in relatively stable positions, the rates of salary increase are lower than last year.

The historical context for the full-time faculty salary change this year is presented in table A, which documents the trend over more than forty-five years. Table

A is divided into two halves, each providing a different way of looking at the change in full-time faculty salaries from the previous year.¹ The change in overall averages shown in the upper half of table A represents a comparison of two years of published average salaries for all institutions using faculty ranks, calculated from the “all categories combined” section of survey report table 1. The lower half of table A presents the average salary increase for continuing faculty members, those who remained at the same college or university from the previous year. The increases in this year's continuing faculty salaries are shown in greater detail in survey report table 2. Those increases include both promotions in rank and across-the-board increases.

Changes in average full-time faculty salaries this year were not uniform across all categories of colleges and universities, and the standard survey report tables that accompany this report enable a detailed examination of faculty pay by institutional type, faculty rank, and gender. Following are a few highlights from this year's results:

- Full-time faculty salaries vary by the type of institution as well as by faculty rank, as displayed in survey report table 1. For example, the average salary for a full professor at a private-independent doctoral university is nearly

1. This year's Table A includes several corrections of its counterpart in last year's published report. For the years 2014–15 through 2017–18, the upper half of table A has been revised to include the corrected data published in August 2018, as well as unpublished revisions from earlier years. In the lower half, the figures for 2016–17 to 2017–18 have been corrected to match those published in survey report table 2. The change in the consumer price index for 2016–17 to 2017–18 in both halves has also been corrected.

TABLE A

Percent Change in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2018–19

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI-U
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971–72 to 1973–74	9.7	9.6	9.1	8.8	9.4	-2.8	-2.9	-3.4	-3.7	-3.1	12.5
1973–74 to 1975–76	12.4	12.1	11.7	12.3	12.1	-7.7	-8.0	-8.4	-7.8	-8.0	20.1
1975–76 to 1977–78	10.1	10.4	10.2	10.4	10.2	-1.8	-1.5	-1.7	-1.5	-1.7	11.9
1977–78 to 1979–80	13.5	13.2	13.1	12.8	13.3	-10.0	-10.3	-10.4	-10.7	-10.2	23.5
1979–80 to 1981–82	18.6	18.0	18.7	17.5	18.5	-3.8	-4.4	-3.7	-4.9	-3.9	22.4
1981–82 to 1983–84	11.2	11.0	11.9	12.1	11.4	3.4	3.2	4.1	4.3	3.6	7.8
1983–84 to 1985–86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985–86 to 1987–88	11.3	10.9	10.9	8.9	11.1	5.7	5.3	5.3	3.3	5.5	5.6
1987–88 to 1989–90	12.5	13.4	12.7	11.0	12.3	3.2	4.1	3.4	1.7	3.0	9.3
1989–90 to 1991–92	9.1	9.0	9.5	9.1	9.1	-0.3	-0.4	0.1	-0.3	-0.3	9.4
1991–92 to 1993–94	5.7	5.5	5.7	5.6	5.6	0.0	-0.2	0.0	-0.1	-0.1	5.7
1993–94 to 1995–96	6.6	6.4	6.0	6.2	6.4	1.3	1.1	0.7	0.9	1.1	5.3
1995–96 to 1997–99	6.5	6.2	5.2	5.8	6.3	1.5	1.2	0.2	0.8	1.3	5.0
1997–98 to 1999–00	8.3	7.6	7.4	6.6	7.3	4.0	3.3	3.1	2.3	3.0	4.3
1999–00 to 2001–02	8.6	7.7	9.2	7.8	7.3	3.6	2.7	4.2	2.8	2.3	5.0
2001–02 to 2003–04	5.8	5.1	6.1	4.2	5.1	1.5	0.8	1.8	-0.1	0.8	4.3
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
CONTINUING FACULTY											
1971–72 to 1973–74	10.4	12.4	12.8	13.7	11.9	-2.1	-0.1	0.3	1.2	-0.6	12.5
1973–74 to 1975–76	14.2	15.7	16.5	17.9	15.6	-5.9	-4.4	-3.6	-2.2	-4.5	20.1
1975–76 to 1977–78	12.5	13.2	13.5	13.7	13.0	0.6	1.3	1.6	1.8	1.1	11.9
1977–78 to 1979–80	15.2	16.3	17.4	18.0	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979–80 to 1981–82	19.9	21.0	22.4	22.3	20.9	-2.5	-1.4	0.0	-0.1	-1.5	22.4
1981–82 to 1983–84	13.3	13.9	15.3	14.7	14.1	5.5	6.1	7.5	6.9	6.3	7.8
1983–84 to 1985–86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7.0	7.9
1985–86 to 1987–88	12.8	13.7	14.6	13.8	13.5	7.2	8.1	9.0	8.2	7.9	5.6
1987–88 to 1989–90	13.7	15.0	16.0	15.5	14.6	4.4	5.7	6.7	6.2	5.3	9.3
1989–90 to 1991–92	10.2	11.6	12.5	12.5	11.2	0.8	2.2	3.1	3.1	1.8	9.4
1991–92 to 1993–94	7.1	8.3	9.1	9.1	8.0	1.4	2.6	3.4	3.4	2.3	5.7
1993–94 to 1995–96	8.0	9.0	9.6	9.5	8.8	2.7	3.7	4.3	4.2	3.5	5.3
1995–96 to 1997–99	7.0	8.6	9.0	9.6	7.8	2.0	3.6	4.0	4.6	2.8	5.0
1997–98 to 1999–00	9.0	9.9	10.7	10.6	9.6	4.7	5.6	6.4	6.3	5.3	4.3
1999–00 to 2001–02	9.8	10.5	11.5	11.2	10.3	4.8	5.5	6.5	6.2	5.3	5.0
2001–02 to 2003–04	6.9	7.7	8.2	8.3	7.4	2.6	3.4	3.9	4.0	3.1	4.3
2003–04 to 2004–05	4.2	4.7	4.8	4.7	4.5	0.9	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.1	4.7	4.8	4.4	4.4	0.7	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.7	5.3	5.4	5.1	5.0	2.2	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.8	5.4	5.4	5.7	5.1	0.7	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

Note: Salary increases for the years to 2003–04 are grouped in two-year intervals in order to present the full 1971–72 through current year series. 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 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.

\$196,000, while an assistant professor at a religiously affiliated baccalaureate college is paid about \$61,000, on average.

- By comparing survey report table 1 from this year with that from 2017–18, we can see differences in the increases in average full-time faculty salary between different categories of institutions. The increase in overall average full-time salary was slightly higher at private colleges and universities (2.2 percent) than at public institutions (1.8 percent). The overall increase in average salary was higher at associate's, or community, colleges (3.3 percent) than at doctoral universities (2.1 percent) or baccalaureate colleges (1.4 percent). However, some of that difference may be attributable to changes in institutional participation in the survey between the years.
- Those individual full-time faculty members who remained at the same institution over two years ("continuing full-time faculty") saw greater salary increases, 3.1 percent on average, with higher rates of change at community colleges (3.6 percent) than at doctoral universities (3.2 percent). The full details are in survey report table 2.
- Salaries for women in full-time faculty positions continue to lag behind those paid to men. On average, women were paid 81.6 percent of the salaries of men during the 2018–19 academic year. The differences are attributable primarily to an unequal distribution of employment between men and women in terms of institutional type and faculty rank, as is documented in survey report tables 3 and 9. This year's report discusses changes in women's representation in the full-time faculty over the last ten years.
- The AAUP data also include summary tables on salaries for senior administrators: presidents, chief academic officers, and chief financial officers. As has been noted in previous years, salaries for presidents vastly exceed faculty salaries, with presidents paid three to four times the salary of even the most senior faculty members at their institutions, on average (survey report table 11). The median salary for a college president in 2018–19 ranged from just over \$200,000 at public community colleges to nearly \$700,000 at private-independent doctoral universities (survey report table 10).

A Great Recovery?

The Great Recession formally lasted from December 2007 to June 2009. However, the recession's effects on

full-time faculty salaries did not really take hold until the 2009–10 academic year. In this section we examine changes in average salary and in the composition of the full-time faculty, both in terms of tenure status and in terms of women's representation, in the ten years since the recession, by looking specifically at the institutions that submitted data for the AAUP survey in both 2008–09 and 2018–19.

The 2008–09 edition of this annual report, titled "On the Brink," noted the paradox in the full-time faculty salary data reported that year, before the recession's full impact was apparent: "After six years of stagnation, inflation-adjusted full-time faculty salaries are up on average for 2008–09 because inflation is running at its lowest rate in decades. Yet faculty members around the country—all of us, really—approach the coming year with trepidation. The systematic data we have been able to assemble do not reflect the ominous economic reality that is now confronting colleges and universities across the land."

Ten years later, what have been the lasting effects for higher education?

As table B indicates, 870 colleges and universities provided data across the ten-year interval, and the total number of full-time faculty members at these institutions increased by nearly 12 percent, from 329,497 to 367,982. The growth in full-time faculty members was greatest at doctoral universities, particularly in the private sector, and somewhat lower in public master's degree universities, private baccalaureate colleges, and public associate's degree colleges.

This overall growth in faculty numbers disguises significant variation, however, as depicted by the lower half of table B. While faculty counts grew at the majority of institutions, they decreased by at least 5 percent at more than one in five of them, and at another fifth of institutions the number of faculty members remained essentially unchanged. Among the seventy-four community colleges reporting data in both years, nearly as many showed a decrease in full-time faculty numbers as showed an increase.

And not all full-time faculty positions are created equal. Most of the growth in full-time faculty positions shown in table B was in non-tenure-track appointments, which grew from 10.1 percent of all full-time positions at these institutions in 2008–09 to 26.6 percent in 2018–19. (The number of tenured and tenure-track faculty members at these 870 institutions actually declined by 35 percent over the decade.) Figure 1 depicts the growth in non-tenure-track appointments by institutional category. The

TABLE B

Change in Number of Full-Time Faculty, by Category and Affiliation, 2008–09 to 2018–19

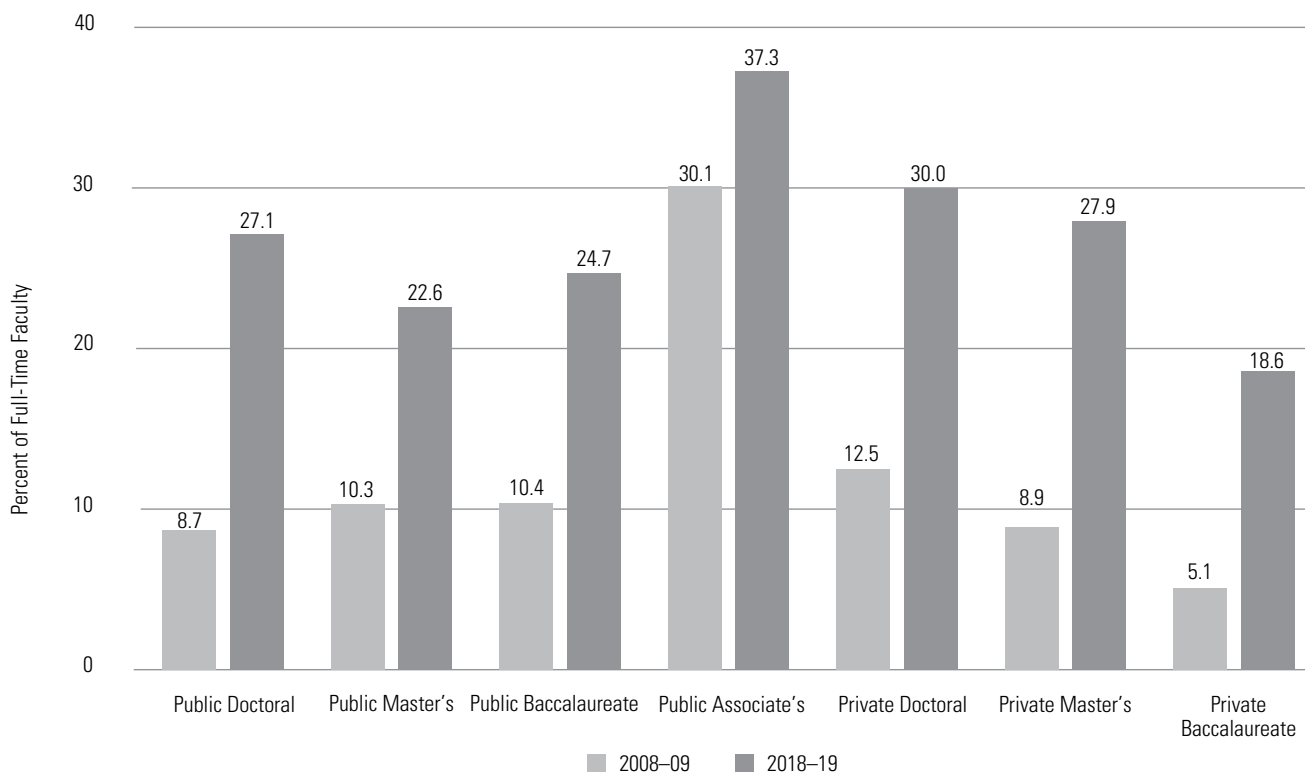
Count of Full-Time Faculty	Public				Private			
	Inst.	Total Full-Time Faculty 2008–09	Total Full-Time Faculty 2018–19	Percent Change	Inst.	Total Full-Time Faculty 2008–09	Total Full-Time Faculty 2018–19	Percent Change
Category I (Doctoral)	152	149,422	168,617	12.8	75	50,489	58,226	15.3
Category IIA (Master's)	172	61,287	66,546	8.6	186	31,632	34,845	10.2
Category IIB (Baccalaureate)	42	5,422	5,972	10.1	169	20,561	22,142	7.7
Category III/IV (Associate's)	74	10,684	11,634	8.9	0	0	0	n.d.
All institutions	440	226,815	252,769	11.4	430	102,682	115,213	12.2

Change, 2008–09 to 2018–19 (Percent of Institutions)	Public			Private		
	Increase	Decrease	Unchanged	Increase	Decrease	Unchanged
Category I (Doctoral)	69.1	13.2	17.8	80.0	9.3	10.7
Category IIA (Master's)	54.7	20.3	25.0	54.8	24.2	21.0
Category IIB (Baccalaureate)	52.4	33.3	14.3	53.8	24.3	21.9
Category III/IV (Associate's)	37.8	35.1	27.0	n.d.	n.d.	n.d.
All institutions	56.6	21.6	21.8	58.8	21.6	19.5

Notes: The table includes only institutions submitting data in both years, with adjustments for institutions that combined after 2008–09. Category is for the 2018–19 survey. "Increase" and "decrease" are changes of at least 5 percent.

Source: AAUP Faculty Compensation Survey.

FIGURE 1

Proportion of Full-Time Faculty Members Who Are Non-Tenure-Track, by Category and Affiliation, 2008–09 and 2018–19

Notes: The figure includes only institutions submitting data in both years, with adjustments for institutions that combined after 2008–09. Category is for the 2018–19 survey.

Source: AAUP Faculty Compensation Survey.

AAUP has been a leader in documenting the rise of non-tenure-track faculty appointments, both full- and part-time, over the last several decades. As the AAUP’s 2018 data snapshot “Contingent Faculty in US Higher Ed” noted, “The percentage of instructional positions that is off the tenure track amounted to 73 percent in 2016, the latest year for which data are available.” Figure 1 indicates that the shift toward non-tenure-track appointments within the full-time faculty has been dramatic at this large set of institutions in the decade since the Great Recession and has been particularly pronounced at doctoral universities.

What has been the impact of these shifts in appointment type on full-time faculty salaries? Table C presents decadal changes in average full-time faculty salaries for the continuing institutions that use faculty ranks. (The number of colleges not using ranks that responded to the 2018–19 survey is too small for meaningful analysis.) This table also shows a mixed pattern of increases and decreases across different institutional categories, when the 2008–09 salaries are adjusted to account for inflation.

Average salaries for full-time faculty members in doctoral universities increased over ten years at each of the three ranks in both the public and private

TABLE C
Change in Average Full-Time Faculty Salary, by Category, Affiliation, and Academic Rank, 2008–09 to 2018–19

	Public					Private				
	No. of Institutions	Avg. Salary 2008–09 (Current \$)	Avg. Salary 2008–09 (Real \$)	Avg. Salary 2018-19	Pct. Change (Real)	No. of Institutions	Avg. Salary 2008–09 (Current \$)	Avg. Salary 2008–09 (Real \$)	Avg. Salary 2018-19	Pct. Change (Real)
CATEGORY I (Doctoral)	152					75				
Professor		114,559	136,903	141,859	3.6		145,134	173,443	189,310	9.1
Associate Professor		79,660	95,198	96,909	1.8		92,861	110,973	115,960	4.5
Assistant Professor		67,660	80,857	84,308	4.3		78,834	94,211	102,006	8.3
CATEGORY IIA (Master’s)	171					186				
Professor		88,853	106,184	101,182	-4.7		94,846	113,346	109,910	-3.0
Associate Professor		70,125	83,803	81,905	-2.3		71,588	85,551	84,386	-1.4
Assistant Professor		59,845	71,518	71,950	0.6		59,325	70,897	72,845	2.7
CATEGORY IIB (Baccalaureate)	42					169				
Professor		82,328	98,386	94,503	-3.9		95,476	114,099	109,274	-4.2
Associate Professor		66,997	80,064	78,312	-2.2		70,540	84,299	82,348	-2.3
Assistant Professor		57,457	68,663	66,894	-2.6		58,015	69,331	68,647	-1.0
CATEGORY III (Associate’s)	68					0				
Professor		77,496	92,611	90,964	-1.8		n.d.	n.d.	n.d.	n.d.
Associate Professor		61,932	74,012	74,159	0.2		n.d.	n.d.	n.d.	n.d.
Assistant Professor		54,376	64,982	63,581	-2.2		n.d.	n.d.	n.d.	n.d.

Notes: The table includes only institutions with faculty ranks submitting data in both years, with adjustments for institutions that combined after 2008–09. Category is for the 2018–19 survey. “Real” average salary is adjusted by the change in the Consumer Price Index (CPI-U) from December 2008 to December 2018.

Source: AAUP Faculty Compensation Survey.

sectors, with somewhat greater increases at private doctoral universities. With a couple of exceptions, however, average salaries declined at all other categories of institutions after controlling for inflation. It is important to recognize that the AAUP does not collect data from individual faculty members, so the changes in salary, rank, and tenure status described in this report are changes in the aggregate composition of and average salary paid to the faculty in categories of institutions.

The steepest declines were at the full professor rank in both public and private institutions; such declines might be an indicator of senior faculty retirements, although the survey data available do not provide that level of detail.

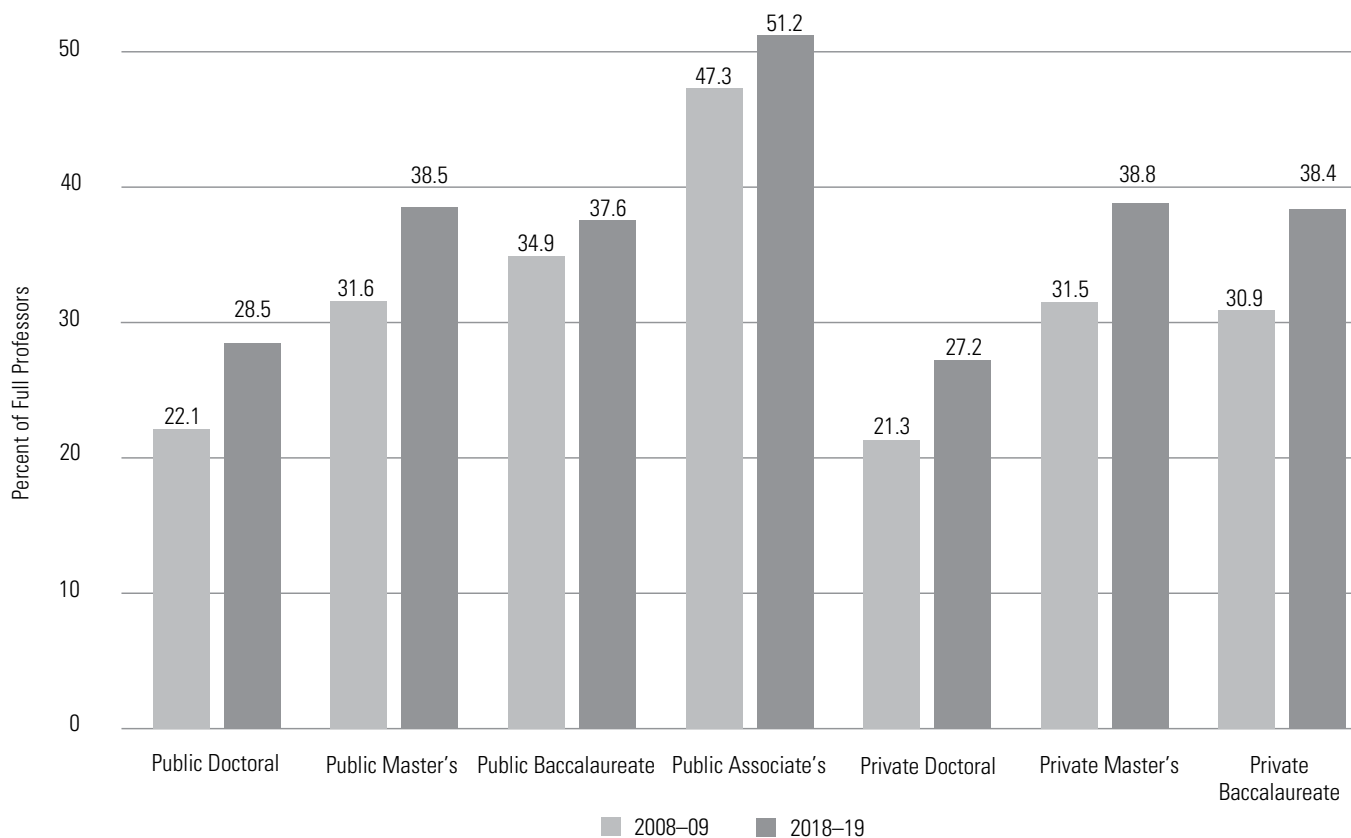
The Recession’s Impact on Women Faculty

As noted above, salaries for women faculty members continue to lag behind those of men. On average, women in full-time faculty positions were paid 81.6 percent of the salaries of men in full-time positions during the 2018–19 academic year. That figure stood at 80.8 percent in the analogous table from 2008–09. The AAUP has been tracking gender differences in salary since the mid-1970s, and the progress toward equity has been exceedingly slow.

The aggregate difference in average full-time faculty salaries for women and men has many components: Women are less well represented at the research universities that pay the highest salaries, and they also continue to be underrepresented at the

FIGURE 2

Proportion of Full Professors Who Are Women, by Category and Affiliation, 2008–09 and 2018–19



Notes: The figure includes only institutions submitting data in both years, with adjustments for institutions that combined after 2008–09. Category is for the 2018–19 survey.

Source: AAUP Faculty Compensation Survey.

full professor rank (except in community colleges) at which salaries are highest. In addition, the disciplines in which women are most represented often pay lower salaries on average. Since the data for the AAUP survey are reported as institutional aggregates, we are not able to disentangle all of these components of the gender difference. However, looking at the changes across ten years, we can see evidence of several contradictory developments in the postrecession period.

Between 2008–09 and 2018–19, the total number (not shown here) of women in full-time faculty positions at the institutions reporting faculty by rank grew by a hefty 24.8 percent; the number of men in comparable positions at those same colleges and universities grew

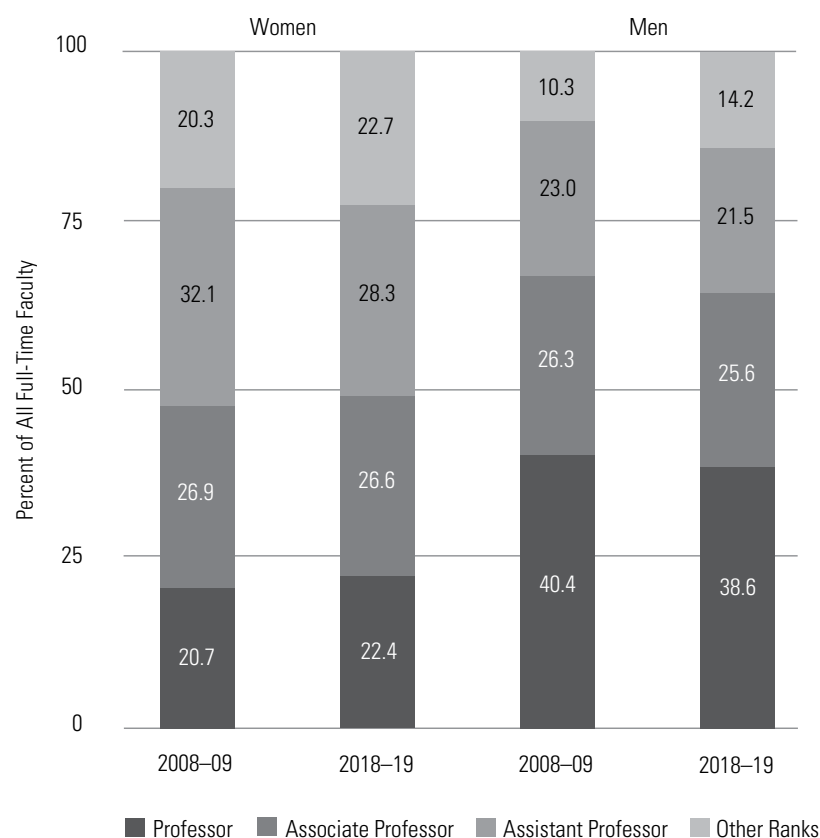
by 3.1 percent during the period. In fact, the growth in the number of women on the faculty outpaced that of men at each of the three professorial ranks and across all institutional categories. As a result, women now make up 44.8 percent of the full-time faculty at these colleges and universities, up from 40.1 percent in 2008–09.

At the same time, the growth in full-time non-tenure-track positions described in the previous section affected both women and men. We do not have the complete original data from the 2008–09 survey to allow a precise analysis by tenure status. An analysis of data on academic rank, which is highly correlated with tenure status (see survey report table 8), shows that the number of women in the predominantly non-tenure-track ranks of instructor and lecturer and in

unranked positions grew 39.5 percent in the postrecession decade—but the number of men in those positions grew even faster, at 43.1 percent. Growth in these ranks outpaced that in other ranks, with the number of men in the three predominantly tenure-line professorial ranks (professor, associate, and assistant) actually declining during the period. The number of women in the professorial ranks grew by 21 percent, with more growth in the predominantly tenured ranks of professor and associate professor.

What has been the net result of these multiple shifts in faculty composition over ten years? In the long movement toward gender equity, there is a difference between growing numbers and proportionate representation. For example, figure 2 depicts the progress toward equity at the full professor rank for this set of institutions over ten years. Women made up a larger proportion of full professors in 2018–19 than they did ten years previously, and that holds across all categories of institutions. The majority

FIGURE 3
Full-Time Faculty, by Gender and Academic Rank, 2008–09 and 2018–19



Note: The figure includes only institutions submitting data in both years, with adjustments for institutions that combined after 2008–09.

Source: AAUP Faculty Compensation Survey.

of full professors in community colleges are women, and women make up nearly 40 percent of professors in master's degree universities and baccalaureate colleges. They remain significantly underrepresented as full professors at doctoral universities, however. Because the categories of institutions that are approaching gender equity in terms of faculty appointments—community colleges and some baccalaureate colleges—employ fewer full-time faculty

members than the large public doctoral and master's universities, women continue to be underrepresented overall at the full professor rank.

Figure 3 presents the aggregate distribution of full-time faculty members by rank in all institutions that participated in the AAUP survey across the past decade, with the percentages calculated for all faculty members in each gender. (Ideally, the AAUP survey would acknowledge nonbinary gender options. That

TABLE D
Women's Average Full-Time Faculty Salary Compared to Men's, by Category and Academic Rank, 2008–09 and 2018–19

	No. of Institutions	2008–09			2018–19		
		Women	Men	Women (%)	Women	Men	Women (%)
<i>CATEGORY I (Doctoral)</i>	227						
Professor		113,593	125,586	90.5	143,142	160,166	89.4
Associate Professor		78,960	85,131	92.8	97,501	104,529	93.3
Assistant Professor		67,993	72,961	93.2	85,019	92,655	91.8
All Ranks Combined		75,627	97,075	77.9	95,397	120,160	79.4
<i>CATEGORY IIA (Master's)</i>	358						
Professor		87,886	91,688	95.9	101,804	107,214	95.0
Associate Professor		69,240	71,691	96.6	83,065	84,970	97.8
Assistant Professor		58,483	60,232	97.1	71,792	74,766	96.0
All Ranks Combined		64,978	72,981	89.0	78,244	86,473	90.5
<i>CATEGORY IIB (Baccalaureate)</i>	211						
Professor		89,601	94,627	94.7	105,232	108,069	97.4
Associate Professor		69,072	70,361	98.2	80,454	82,510	97.5
Assistant Professor		56,956	58,581	97.2	67,617	69,246	97.6
All Ranks Combined		66,159	74,277	89.1	78,957	86,390	91.4
<i>CATEGORY III (Associate's)</i>	68						
Professor		75,258	78,014	96.5	89,812	92,174	97.4
Associate Professor		60,111	62,758	95.8	73,392	75,152	97.7
Assistant Professor		53,478	54,573	98.0	63,277	63,696	99.3
All Ranks Combined		58,990	61,685	95.6	71,236	72,872	97.8
<i>ALL INSTITUTIONS</i>	864						
Professor		102,043	115,137	88.6	125,428	143,635	87.3
Associate Professor		74,346	79,683	93.3	90,625	96,570	93.8
Assistant Professor		63,716	67,303	94.7	79,207	84,821	93.4
All Ranks Combined		71,016	88,227	80.5	87,973	107,981	81.5

Notes: The table includes only institutions with faculty ranks submitting data in both years, with adjustments for institutions that combined after 2008–09. "All ranks combined" includes instructors, lecturers, and unranked faculty members.

Source: AAUP Faculty Compensation Survey.

would require changes in data collection and reporting from a large set of institutions, however, and would introduce the further challenge of representing a small category in a statistical analysis.) The proportion of women who are full professors increased only slightly over ten years, primarily because of their continuing underrepresentation at that rank in doctoral universities. As a consequence, even though the proportion of men at that rank declined over ten years, men continue to greatly outnumber women. The proportion of women who are associate or assistant professors declined slightly, as it did for men. (In terms of numbers rather than proportion, women's representation in those ranks grew and men's declined, a sign of some progress toward equity.) And the proportions of both men and women in predominantly non-tenure-track appointments increased, with women continuing to be overrepresented there.

In terms of average salary, the change during the post-recessionary period looks much the same for women as it does for men, and the pattern by type of institution follows that shown in table C: salaries increased faster than the rate of inflation in doctoral universities but declined in real terms at other institutions.

Table D helps illustrate the combined effect of all these shifts on salary equity. When women are in the same rank as their male colleagues and at the same type of institution, their average salaries approach equity. However, that comparison remained essentially unchanged over the ten-year period, and the remaining lag is highest (nearly 11 percent) for women full professors at doctoral universities, where both the salaries and the numbers of faculty are the highest. Bearing in mind the figure 3 distributions by rank for the two genders, we see that the "all ranks combined" row in each category shows a larger gap than that at any of the professorial ranks. And when we look at all categories of institutions combined in the bottom section of the table, we see the stubborn overall gender pay gap referenced above. (The bottom-line figures in table D differ slightly from those cited at the beginning of this section, as the table includes only a subset of the institutions responding in each year.)

In sum, the postrecessionary years have brought continued slow progress toward gender equity within the full-time faculty. Yet women remain underrepresented at the most senior and highest-paying posts, and their aggregate position has barely budged in ten years. A great deal of work remains in the quest for equity and inclusion in higher education.

Bringing Transparency to Part-Time Faculty Pay

Since 2015–16, the annual AAUP compensation report has collected and published data on part-time faculty pay. This year's report takes a new approach to those data, focusing on pay rates for part-time faculty members teaching a standard course section. For this year's report, more than 360 colleges and universities provided at least partial data on per-section pay and benefits for more than 64,000 part-time faculty members in the 2017–18 academic year. (Collecting data for the previous academic year enabled more institutions to respond.)

The part-time pay data are summarized in survey report table 14. Across all responding institutions, the average pay for a part-time faculty member teaching a three-credit course was \$3,894—but the pay rates spanned a huge range. The lowest average rates of pay were reported by religiously affiliated private baccalaureate colleges, at \$2,925, while religiously affiliated doctoral universities paid the highest rates, \$5,858 on average.

It is difficult to say whether pay for part-time faculty members is improving. The data summarized in table 14 are not comparable with data the AAUP collected in prior years, since those earlier data included only pay per part-time faculty member—a less useful measure of what these faculty colleagues are actually paid for their work than the per-course-section data reported this year. Although several other attempts have been made to collect and publish data on part-time faculty pay since the US Department of Education's National Study of Postsecondary Faculty was last conducted in 2004, none of the surveys has been comprehensive, and data from different surveys are not easily comparable. This year's AAUP Faculty Compensation Survey is the largest source for these data at present.

In addition to pay, the survey asked responding institutions whether they made a contribution to retirement plans or health insurance for part-time faculty members and what proportion of part-time faculty members were covered—all, some, or none. The results are in table E. Provision of retirement benefits is most frequent at community colleges, although the number of colleges providing data is small. The majority of other responding institutions do not make a retirement contribution for any part-time faculty members. An institutional contribution toward health insurance is much less common among the responding institutions, with 70 percent not making any contribution. Nearly half of doctoral universities make at least some health insurance contribution, but only a

TABLE E
Institutions Providing Part-Time Faculty Benefits, by Category, 2017–18

	No. of Institutions	Retirement Contribution for Part-Time Faculty (%)			Health Insurance Contribution for Part-Time Faculty (%)		
		All	Some	None	All	Some	None
Category I (Doctoral)	41	17.1	29.3	53.7	9.8	36.6	53.7
Category IIA (Master's)	142	6.3	23.9	69.7	2.1	22.5	75.4
Category IIB (Baccalaureate)	104	1.0	28.2	70.9	1.9	26.9	71.2
Category III/IV (Associate's)	35	22.9	45.7	31.4	0.0	34.3	65.7
All Institutions	322	7.8	28.3	63.9	2.8	27.0	70.2

Notes: The table includes only institutions submitting data on part-time faculty pay and benefits. The proportion of part-time faculty receiving benefits was reported only as all, some, or none for each institution.

Source: AAUP Faculty Compensation Survey.

few completed this survey item. (The survey did not ask whether part-time faculty members could buy in to an institutional health plan without an employer contribution.)

This year's report also includes a new institution-specific appendix III that lists minimum, maximum, and average pay rates per course section for part-time faculty members. Collecting these data is challenging, and the figures presented in this report undoubtedly include errors, despite the survey's rigorous procedures for validating data submitted by institutions.² Both the summary table and the appendix show a wide range between minimum and maximum pay rates. It is our hope that publication of these data may lead to further corrections where necessary. (The 2018–19 survey also included a section on pay for graduate student employees, revised from the format used in previous years. However, the data submitted for that survey element did not meet our quality standards and are not published with this year's report.)

The publication of appendix III represents an important step forward in efforts to shed light on part-time faculty pay and benefits. For decades, the AAUP has been advocating for improvements in the working conditions, economic security, and academic freedom of these faculty colleagues. Our intention in producing institution-specific

data is to make part-time faculty pay more transparent. We hope that the publication of these data will spur renewed advocacy for the majority of faculty members working on contingent appointments. ■



This report was written by John W. Curtis, consultant for the 2018–19 AAUP Faculty Compensation survey. Complete details on tabulations not included here are available from the AAUP Research Office. This report is published under the auspices of the Committee on the Economic Status of the Profession.

OSKAR HARMON (Economics)
 University of Connecticut, *chair*

BARBARA HOPKINS (Economics)
 Wright State University

ROBERT KELCHEN (Higher Education)
 Seton Hall University

JOE PERSKY (Economics)
 University of Illinois at Chicago

The Committee

2. During the validation process, we asked institutional respondents to verify amounts that were unusually high or low; in many cases, we requested that validation more than once, and many respondents corrected their initial data submission to conform to the new data definitions for this year. Some of the remaining extremely low values have been removed from survey report table 14, as specified in that table's note, but the amounts reported in appendix III include validated responses with extreme values.

SURVEY REPORT TABLE 1

Average Full-Time Faculty Salary and Compensation, by Category, Affiliation, and Academic Rank, 2018–19 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	154,983	141,314	195,988	162,685	197,537	181,110	246,643	206,920
Associate	101,296	96,650	119,361	108,248	132,730	126,934	155,628	140,720
Assistant	87,954	84,062	104,889	93,322	115,266	110,916	135,519	117,746
Instructor	65,961	62,659	78,021	63,166	88,684	84,965	102,223	85,760
Lecturer	63,319	57,079	80,637	76,564	85,077	78,170	104,827	98,804
No Rank	82,443	68,999	100,581	88,480	107,984	90,961	131,667	113,301
All Combined	109,428	101,312	138,335	115,524	141,908	132,224	176,785	148,053
<i>CATEGORY IIA (Master's)</i>								
Professor	103,556	100,831	117,508	103,081	135,141	132,885	149,893	132,428
Associate	82,886	82,304	88,665	80,746	109,715	110,233	114,737	105,178
Assistant	71,874	71,534	76,267	70,144	95,374	96,787	97,752	90,144
Instructor	58,945	57,383	72,882	60,344	80,275	78,927	95,446	78,651
Lecturer	55,200	51,608	63,671	59,437	73,876	70,737	81,954	77,647
No Rank	59,627	56,796	71,958	60,503	82,420	79,256	94,337	80,976
All Combined	81,160	79,341	90,374	80,808	107,436	106,462	116,306	104,599
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	105,864	93,924	125,389	87,882	139,867	125,977	164,679	116,143
Associate	80,818	77,761	91,593	71,014	108,103	105,980	121,988	94,256
Assistant	67,545	66,516	75,208	61,127	89,584	92,227	98,951	79,076
Instructor	65,462	58,995	75,451	50,643	86,950	84,586	96,773	66,995
Lecturer	55,906	52,104	62,780	51,960	74,675	73,762	82,422	67,970
No Rank	65,947	45,442	71,122	54,977	85,797	62,039	91,832	61,796
All Combined	81,915	73,826	95,689	71,448	108,910	101,239	126,209	94,064
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	91,418	91,418	n.d.	n.d.	120,441	120,441	n.d.	n.d.
Associate	74,444	74,444	n.d.	n.d.	101,320	101,320	n.d.	n.d.
Assistant	63,868	63,868	n.d.	n.d.	89,934	89,934	n.d.	n.d.
Instructor	65,004	65,004	n.d.	n.d.	95,857	95,857	n.d.	n.d.
Lecturer	53,707	53,707	n.d.	n.d.	75,587	75,587	n.d.	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	72,824	72,824	n.d.	n.d.	99,660	99,660	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	76,857	76,857	n.d.	n.d.	105,363	105,363	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	136,506	128,230	172,033	119,040	175,535	165,693	218,042	153,556
Associate	93,133	91,202	105,964	86,651	122,812	120,729	138,491	113,430
Assistant	80,289	78,949	91,671	73,505	106,046	105,368	118,702	94,258
Instructor	63,931	61,017	77,111	60,739	86,442	83,412	100,980	80,825
Lecturer	59,919	55,251	74,061	63,504	80,621	75,923	96,285	82,883
No Rank	75,277	64,139	92,785	82,428	100,712	86,849	121,355	106,753
All Combined	98,088	93,366	121,175	89,418	128,417	123,136	155,823	116,001

Note: The table is based on 952 reporting institutions for salary and 932 for compensation. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 2

Percent Change in Salary for Continuing Full-Time Faculty, by Category, Affiliation, and Academic Rank, 2017–18 to 2018–19

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
CHANGE FOR CONTINUING FACULTY				
<i>CATEGORY I (Doctoral)</i>				
Professor	2.8	2.7	3.2	2.8
Associate	3.4	3.3	4.0	3.2
Assistant	3.5	3.3	4.4	3.6
Instructor	3.6	3.7	3.3	3.4
All Combined	3.2	3.1	3.6	3.2
<i>CATEGORY IIA (Master's)</i>				
Professor	2.4	2.4	2.7	2.3
Associate	3.2	3.2	3.6	3.0
Assistant	3.2	3.2	3.5	3.1
Instructor	3.4	3.4	3.8	3.4
All Combined	3.0	3.0	3.3	2.8
<i>CATEGORY IIB (Baccalaureate)</i>				
Professor	2.5	2.4	2.8	2.0
Associate	3.1	2.8	3.6	2.7
Assistant	3.4	2.9	4.0	3.0
Instructor	3.3	2.5	3.4	3.7
All Combined	2.9	2.7	3.3	2.5
<i>CATEGORY III (Associate's with Ranks)</i>				
Professor	2.8	2.8	n.d.	n.d.
Associate	3.4	3.4	n.d.	n.d.
Assistant	4.1	4.1	n.d.	n.d.
Instructor	7.4	7.4	n.d.	n.d.
All Combined	3.6	3.6	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>				
No Rank	4.1	4.1	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>				
Professor	2.7	2.6	3.1	2.4
Associate	3.3	3.3	3.8	3.0
Assistant	3.4	3.3	4.1	3.2
Instructor	3.7	3.9	3.4	3.5
All Combined	3.1	3.1	3.5	2.9

Note: The table is based on 890 responding institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however. Rows labeled "All Combined" include lecturers and unranked faculty where reported. This table was corrected on April 24, 2019.

SURVEY REPORT TABLE 3

Average Full-Time Faculty Salary, by Gender, Category, Affiliation, and Academic Rank, 2018–19 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	MEN				WOMEN			
<i>CATEGORY I (Doctoral)</i>								
Professor	159,852	145,655	201,690	166,928	142,633	130,494	180,504	152,335
Associate	104,378	99,641	122,863	110,549	97,322	92,810	114,641	105,420
Assistant	92,473	88,167	110,327	98,575	83,264	79,848	98,693	88,391
Instructor	70,099	66,124	83,813	66,609	62,605	59,905	72,908	60,625
Lecturer	66,842	59,304	85,726	79,858	60,652	55,497	75,934	73,863
No Rank	87,919	73,739	104,658	94,021	77,710	65,373	96,787	82,615
All Combined	119,828	110,544	151,620	125,282	95,121	88,918	117,930	102,697
<i>CATEGORY IIA (Master's)</i>								
Professor	106,544	103,844	120,864	105,934	101,356	99,816	112,560	98,327
Associate	84,483	84,003	90,240	82,181	82,606	82,819	87,087	79,264
Assistant	74,216	74,280	78,484	71,405	71,069	70,970	74,599	69,241
Instructor	60,404	58,496	76,961	61,866	57,832	56,531	69,490	59,313
Lecturer	56,300	51,913	65,863	60,899	54,571	51,502	62,027	58,522
No Rank	66,266	64,741	75,398	63,310	62,976	62,005	69,531	58,531
All Combined	85,831	84,057	95,296	85,271	77,760	76,535	85,489	76,395
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	106,847	95,018	127,141	88,667	104,277	92,108	122,687	86,562
Associate	81,743	78,521	92,894	72,068	79,838	76,933	90,275	69,860
Assistant	68,550	67,728	76,183	61,898	66,735	65,467	74,424	60,532
Instructor	68,237	61,645	78,131	49,632	63,144	56,745	73,042	51,247
Lecturer	56,848	51,848	64,276	52,435	55,251	52,282	61,619	51,661
No Rank	66,004	48,156	71,042	51,813	65,894	42,322	71,195	56,785
All Combined	85,416	76,625	100,045	74,332	78,191	70,895	91,024	68,376
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	92,483	92,483	n.d.	n.d.	90,420	90,420	n.d.	n.d.
Associate	75,360	75,360	n.d.	n.d.	73,747	73,747	n.d.	n.d.
Assistant	63,853	63,853	n.d.	n.d.	63,881	63,881	n.d.	n.d.
Instructor	65,646	65,646	n.d.	n.d.	64,451	64,451	n.d.	n.d.
Lecturer	53,957	53,957	n.d.	n.d.	53,491	53,491	n.d.	n.d.
No Rank	42,390	42,390	n.d.	n.d.	53,315	53,315	n.d.	n.d.
All Combined	73,641	73,641	n.d.	n.d.	72,133	72,133	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	78,269	78,269	n.d.	n.d.	75,740	75,740	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	142,693	133,786	179,924	123,743	124,527	117,966	154,531	110,185
Associate	96,080	94,130	109,580	88,693	90,165	88,441	101,699	84,403
Assistant	84,311	82,736	97,003	76,299	76,943	75,889	86,574	71,330
Instructor	67,262	63,709	82,423	63,061	61,270	58,894	72,451	59,122
Lecturer	62,570	56,871	78,429	66,119	58,040	54,160	70,308	61,709
No Rank	80,636	72,620	96,793	88,438	73,745	67,770	89,216	76,616
All Combined	107,120	101,590	133,448	96,249	87,389	83,840	105,013	81,924

Note: The table is based on 952 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however. This table was corrected on April 24, 2019.

SURVEY REPORT TABLE 4

Average Full-Time Faculty Salary, by Region, Category, and Academic Rank, 2018–19 (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
<i>CATEGORY I (Doctoral)</i>									
Professor	188,553	173,871	147,369	134,631	130,779	140,085	147,992	127,577	174,662
Associate	116,621	111,547	98,895	91,159	90,496	93,946	99,289	93,234	112,276
Assistant	100,261	93,212	88,026	81,138	77,220	85,326	86,178	80,198	97,943
Instructor	87,076	68,569	63,417	60,638	53,365	54,928	64,448	57,122	61,050
Lecturer	81,206	71,607	61,458	61,336	54,926	57,692	61,009	62,048	83,821
No Rank	66,388	101,520	63,430	48,246	95,948	57,556	85,702	39,568	79,298
All Combined	132,094	122,803	106,767	98,415	91,419	95,982	104,678	93,481	128,441
<i>CATEGORY IIA (Master's)</i>									
Professor	119,076	113,654	92,003	88,436	89,250	98,265	96,512	98,883	112,502
Associate	90,994	88,983	75,520	73,766	78,768	78,229	77,453	79,187	93,216
Assistant	78,381	74,160	68,300	63,076	63,435	68,573	68,404	69,352	82,030
Instructor	67,432	58,191	54,218	49,345	49,564	53,056	56,583	51,166	61,086
Lecturer	73,605	64,509	51,423	50,354	49,180	51,912	51,137	52,547	65,284
No Rank	79,945	69,664	49,908	55,428	59,484	57,766	54,706	55,475	82,320
All Combined	93,273	88,016	73,956	71,292	71,619	74,381	75,355	73,336	91,331
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	125,629	119,295	91,262	91,760	91,536	77,118	90,022	98,555	129,892
Associate	91,279	89,429	73,877	71,983	71,674	64,184	69,680	79,773	97,020
Assistant	77,230	73,859	62,864	61,492	60,591	57,400	60,309	64,620	77,612
Instructor	62,339	62,277	51,843	55,683	51,873	46,646	48,144	50,021	67,576
Lecturer	75,082	66,000	49,623	58,098	47,954	48,718	53,255	84,684	67,040
No Rank	68,025	75,808	42,305	58,292	83,385	n.d.	51,087	60,835	72,427
All Combined	96,691	89,409	73,582	73,691	72,226	64,819	69,800	77,676	102,739
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	73,633	103,556	84,270	73,642	72,138	90,981	93,590	70,799	97,099
Associate	57,989	85,076	66,994	63,809	58,755	68,898	77,340	63,066	84,516
Assistant	51,123	73,867	53,833	58,325	52,151	54,400	67,951	55,963	74,096
Instructor	51,212	53,126	46,941	54,461	47,257	45,118	57,862	51,013	62,505
Lecturer	n.d.	69,900	55,766	43,474	n.d.	42,152	n.d.	44,001	n.d.
No Rank	n.d.	37,142	n.d.	n.d.	n.d.	n.d.	n.d.	52,180	n.d.
All Combined	62,255	81,921	62,260	63,160	55,761	77,567	78,530	59,729	76,855
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	60,741	55,233	60,022	76,137	52,419	96,242
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	162,355	147,890	129,552	114,902	117,433	127,468	130,724	121,892	148,838
Associate	104,308	98,875	88,983	83,239	85,553	88,374	90,639	89,424	103,588
Assistant	89,155	82,661	78,319	72,236	72,315	79,575	78,412	76,683	89,403
Instructor	79,787	63,432	59,014	54,104	52,165	53,754	60,596	55,438	61,571
Lecturer	79,215	68,988	58,712	59,834	52,889	56,895	57,869	61,590	73,151
No Rank	70,300	95,227	56,254	49,812	62,735	57,642	81,718	50,683	80,891
All Combined	116,231	105,232	94,058	86,323	84,529	89,542	93,969	88,575	111,226

Note: The table is based on 952 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. This table was corrected on April 24, 2019.

^a Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

^b New Jersey, New York, and Pennsylvania.

^c Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d Iowa, Kansas, Minnesota, Missouri, Nebraska,

North Dakota, and South Dakota.

^e Alabama, Kentucky, Mississippi, and Tennessee.

^f Arkansas, Louisiana, Oklahoma, and Texas.

^g Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina,

Virgin Islands, Virginia, and West Virginia.

^h Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

ⁱ Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 5

Average Full-Time Faculty Compensation, by Region, Category, and Academic Rank, 2018–19 (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
<i>CATEGORY I (Doctoral)</i>									
Professor	238,916	222,917	187,429	173,115	164,131	173,974	186,728	160,943	229,286
Associate	153,456	147,920	129,852	119,227	117,084	119,907	128,720	120,400	152,396
Assistant	130,526	123,528	115,343	104,957	99,956	108,605	112,209	104,292	133,871
Instructor	113,081	93,607	85,821	79,304	70,413	72,796	85,580	76,488	88,011
Lecturer	107,656	96,879	83,576	81,599	72,417	75,585	80,766	84,102	117,991
No Rank	91,143	133,928	85,846	66,939	119,146	75,965	110,264	52,414	104,819
All Combined	170,269	160,466	138,351	127,603	117,125	121,599	134,578	120,414	172,087
<i>CATEGORY IIA (Master's)</i>									
Professor	157,534	146,565	119,672	114,129	115,526	124,560	127,132	131,953	147,176
Associate	120,601	118,026	100,286	95,398	98,536	101,001	103,182	108,740	125,034
Assistant	102,256	98,274	91,170	81,556	80,996	87,951	91,307	96,222	110,749
Instructor	86,791	75,128	74,231	64,905	67,164	71,254	77,047	71,620	85,097
Lecturer	94,129	92,936	70,545	67,569	62,023	62,636	69,893	75,471	89,611
No Rank	104,808	92,786	65,798	66,899	77,712	71,840	76,665	78,461	109,945
All Combined	122,946	116,089	98,256	92,393	91,546	95,301	100,685	100,818	122,087
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	165,148	157,747	123,083	121,800	120,721	98,435	117,491	129,393	168,792
Associate	122,285	120,683	99,441	96,041	95,659	84,608	91,032	105,800	127,574
Assistant	101,024	99,902	82,879	80,884	77,874	72,795	78,657	86,104	103,263
Instructor	79,459	85,429	68,183	73,686	65,893	59,175	65,042	67,366	90,562
Lecturer	100,331	95,044	68,575	75,862	64,720	60,503	68,603	88,663	92,064
No Rank	88,091	100,353	56,740	73,493	104,000	n.d.	66,193	79,841	88,375
All Combined	127,584	120,252	98,596	97,825	94,817	83,339	91,303	102,610	134,714
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	101,893	140,633	110,485	99,108	102,056	109,934	116,974	98,793	138,664
Associate	83,329	119,756	89,232	86,780	85,994	85,112	98,966	92,302	122,600
Assistant	75,511	108,172	71,147	80,282	74,776	68,189	89,502	82,970	109,282
Instructor	68,642	81,024	57,119	75,508	67,395	60,961	74,115	73,936	94,540
Lecturer	n.d.	104,457	79,468	54,492	n.d.	50,094	n.d.	69,955	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	70,481	n.d.
All Combined	88,277	116,536	82,339	86,123	80,419	95,001	100,214	86,766	112,829
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	89,267	75,946	75,760	111,806	71,644	127,557
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	208,213	190,821	166,533	149,313	148,656	158,864	166,705	154,997	195,631
Associate	137,924	131,797	117,771	109,128	109,961	113,134	118,425	116,998	140,246
Assistant	116,499	110,527	103,350	94,154	93,311	101,547	102,994	101,233	121,820
Instructor	103,261	85,987	79,508	71,409	69,332	71,564	81,027	75,131	88,427
Lecturer	104,578	96,340	80,183	80,153	68,761	73,814	77,421	82,496	101,728
No Rank	93,847	125,886	77,584	67,121	81,385	74,267	106,445	70,478	107,268
All Combined	151,152	138,903	123,276	112,852	108,416	113,713	122,166	115,517	149,389

Note: The table is based on 932 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data or too few institutions for statistically reliable results. This table was corrected on April 24, 2019.

^a Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

^b New Jersey, New York, and Pennsylvania.

^c Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d Iowa, Kansas, Minnesota, Missouri, Nebraska,

North Dakota, and South Dakota.

^e Alabama, Kentucky, Mississippi, and Tennessee.

^f Arkansas, Louisiana, Oklahoma, and Texas.

^g Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina,

Virgin Islands, Virginia, and West Virginia.

^h Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

ⁱ Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 6

Percentile Distribution of Institutions, by Average Full-Time Faculty Salary and Academic Rank, 2018–19 (Dollars)

Rating ^a	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	209,834	187,472	166,627	154,153	145,711	133,766	127,449	119,224	110,904	98,406
Associate	135,771	124,395	114,499	108,630	102,177	98,206	93,504	87,783	83,943	77,372
Assistant	117,239	110,004	100,993	93,175	89,245	85,042	81,640	77,534	74,010	67,874
Instructor	94,072	79,582	72,694	67,678	63,089	60,002	56,015	54,045	50,470	47,404
All Combined	161,170	139,997	121,649	112,345	105,678	98,492	94,136	87,436	83,340	76,655
<i>CATEGORY IIA (Master's)</i>										
Professor	135,274	125,903	112,918	106,617	100,985	95,778	90,113	85,300	79,756	72,135
Associate	103,135	99,988	91,032	85,606	80,354	77,154	73,410	70,331	67,126	62,181
Assistant	88,490	84,242	78,392	73,931	70,592	67,741	65,507	63,071	60,454	56,789
Instructor	74,876	71,444	63,742	61,149	58,392	55,713	53,380	51,282	48,728	44,096
All Combined	105,065	96,581	89,159	83,910	78,842	75,679	72,094	68,957	65,621	61,245
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	146,242	134,136	111,924	101,995	93,878	87,764	82,403	78,082	70,908	64,635
Associate	106,302	100,689	88,409	80,692	75,810	72,110	68,100	65,027	59,732	56,522
Assistant	87,273	83,187	73,934	68,823	65,100	62,347	60,043	56,678	53,188	49,825
Instructor	70,735	67,612	62,862	58,262	54,369	52,501	50,210	47,803	45,117	42,595
All Combined	111,480	104,555	88,851	80,079	75,298	70,551	67,290	64,139	59,540	55,500
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	118,873	116,322	99,782	96,830	95,757	89,928	81,666	77,104	72,138	62,186
Associate	95,750	92,691	82,655	79,243	76,469	74,240	69,612	65,129	58,755	55,965
Assistant	80,938	79,515	74,647	69,374	64,637	62,401	60,464	56,859	53,819	50,853
Instructor	70,476	65,721	61,398	58,154	55,699	52,243	49,386	47,480	46,124	44,961
All Combined	90,198	89,815	79,416	76,299	74,809	71,422	65,444	62,942	58,508	52,830
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 952 reporting institutions. For definitions of categories, see Explanation of Statistical Data. Calculated using R quantile function (type = 3) nearest even order statistic. N.d. = too few institutions reporting data for statistically reliable results.

^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.

SURVEY REPORT TABLE 7

Percentile Distribution of Institutions, by Average Full-Time Faculty Compensation and Academic Rank, 2018–19 (Dollars)

Rating ^a	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	268,583	239,780	209,273	196,168	185,300	172,376	164,157	154,108	142,932	127,153
Associate	178,452	166,923	148,979	141,521	135,347	129,878	122,041	116,086	109,512	101,930
Assistant	151,132	142,904	129,972	123,494	117,606	111,502	107,549	101,852	96,331	88,618
Instructor	126,413	110,189	97,143	92,049	86,483	80,973	77,307	71,871	68,600	62,887
All Combined	206,097	181,617	158,329	146,110	135,866	130,613	122,752	115,000	106,842	97,301
<i>CATEGORY IIA (Master's)</i>										
Professor	178,266	162,327	146,076	137,631	132,122	125,187	117,421	111,386	103,648	91,873
Associate	139,020	132,788	121,290	111,821	107,080	101,819	96,852	92,197	87,596	81,483
Assistant	120,588	113,477	104,817	96,939	92,530	89,335	85,765	82,029	78,257	73,034
Instructor	102,927	96,061	86,685	81,173	76,981	73,494	69,851	66,267	62,266	56,938
All Combined	138,837	129,038	116,985	109,765	104,131	99,794	94,976	89,859	85,593	79,796
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	188,679	176,033	150,467	137,978	125,523	116,606	109,300	101,661	94,786	80,741
Associate	143,061	135,344	119,474	107,210	100,911	97,058	91,333	85,602	80,178	70,554
Assistant	116,805	112,919	96,900	91,224	86,338	82,476	78,399	74,073	68,996	63,771
Instructor	98,255	89,721	81,923	76,136	71,245	68,369	64,916	61,643	56,219	52,355
All Combined	147,548	137,309	118,177	110,472	100,426	93,265	89,256	84,225	79,211	70,543
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	154,446	153,165	138,366	136,695	127,114	119,744	111,113	107,496	100,678	82,618
Associate	132,433	129,724	116,417	108,584	104,732	99,269	93,238	90,804	84,177	74,170
Assistant	116,990	114,392	106,610	94,590	89,698	86,228	82,416	80,158	77,390	71,026
Instructor	107,190	104,494	93,702	85,052	79,909	71,630	69,426	66,790	64,201	54,980
All Combined	126,585	121,008	111,398	104,808	101,632	95,934	90,789	89,012	84,488	70,466
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 932 reporting institutions. For definitions of categories, see Explanation of Statistical Data. Calculated using R quantile function (type = 3) nearest even order statistic. N.d. = too few institutions reporting data for statistically reliable results.

^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.

SURVEY REPORT TABLE 8

Distribution of Full-Time Faculty, by Tenure Status, Affiliation, Academic Rank, and Gender, 2018–19

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	NON-TENURE-TRACK				TENURE-TRACK				TENURED			
MEN												
Professor	4.3	3.2	6.5	6.6	0.6	0.6	0.5	1.3	95.1	96.2	93.1	92.2
Associate	7.5	6.2	11.7	8.7	5.9	5.1	8.4	6.8	86.6	88.7	80.0	84.5
Assistant	18.9	17.5	19.0	26.2	77.1	78.1	79.0	69.0	4.0	4.4	2.0	4.8
Instructor	94.7	92.8	98.9	97.3	4.6	6.2	1.0	2.5	0.7	1.0	0.1	0.2
Lecturer	95.7	95.0	97.2	99.9	1.8	1.9	1.6	0.1	2.5	3.0	1.2	0.0
No Rank	89.4	83.2	99.6	100.0	3.4	5.3	0.2	0.0	7.3	11.5	0.2	0.0
WOMEN												
Professor	7.2	6.2	10.0	7.7	0.8	0.8	0.6	1.3	92.0	93.0	89.4	90.9
Associate	10.8	9.9	14.3	10.9	6.2	5.5	7.0	8.3	83.0	84.6	78.7	80.8
Assistant	26.3	24.6	27.1	32.8	69.7	70.7	71.6	63.3	4.1	4.7	1.4	3.9
Instructor	95.0	93.4	99.2	97.4	4.2	5.4	0.7	2.5	0.9	1.2	0.2	0.1
Lecturer	96.6	95.9	98.8	99.6	1.5	1.8	0.8	0.3	1.9	2.4	0.4	0.1
No Rank	91.5	87.3	99.4	100.0	2.7	4.1	0.3	0.0	5.8	8.7	0.3	0.0
MEN AND WOMEN COMBINED												
Professor	5.2	4.2	7.6	7.0	0.7	0.6	0.5	1.3	94.1	95.2	91.9	91.7
Associate	9.1	7.9	12.9	9.8	6.0	5.3	7.8	7.5	84.9	86.9	79.4	82.8
Assistant	22.7	21.1	23.1	29.9	73.3	74.3	75.2	65.8	4.0	4.6	1.7	4.3
Instructor	94.9	93.1	99.1	97.4	4.4	5.8	0.8	2.5	0.8	1.1	0.1	0.2
Lecturer	96.2	95.5	98.1	99.7	1.6	1.8	1.2	0.2	2.2	2.7	0.8	0.1
No Rank	90.5	85.5	99.5	100.0	3.0	4.6	0.3	0.0	6.5	9.9	0.3	0.0

Note: The table is based on 952 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. This table was corrected on April 24, 2019.

SURVEY REPORT TABLE 9

Distribution of Full-Time Faculty, by Rank, Gender, Category, and Affiliation, 2018–19 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Religiously Affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	23.7	9.4	22.7	9.1	28.2	10.4	21.8	8.9
Associate	14.1	10.9	14.4	11.2	12.3	9.1	15.7	12.8
Assistant	11.7	11.3	12.3	12.0	10.2	8.9	10.1	10.8
Instructor	2.9	3.8	2.7	3.8	3.2	3.4	4.2	5.1
Lecturer	4.6	5.6	4.6	5.8	5.3	6.0	2.2	2.9
No Rank	0.9	1.1	0.6	0.8	1.5	1.6	2.8	2.7
All Combined	57.9	42.1	57.3	42.7	60.6	39.4	56.8	43.2
<i>CATEGORY IIA (Master's)</i>								
Professor	17.1	10.7	17.4	10.9	16.5	11.2	16.5	9.9
Associate	14.2	13.2	13.5	12.1	15.2	15.1	15.8	15.3
Assistant	12.1	14.9	12.0	13.9	12.0	15.9	12.4	17.3
Instructor	2.6	4.2	2.4	4.0	2.7	3.6	3.2	5.2
Lecturer	4.0	5.2	5.1	6.7	2.6	3.2	1.4	2.1
No Rank	0.8	1.0	0.9	1.0	0.9	1.2	0.4	0.5
All Combined	50.8	49.2	51.4	48.7	49.8	50.2	49.7	50.3
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	18.6	11.5	14.1	8.5	20.2	13.1	19.5	11.6
Associate	15.0	14.1	14.7	13.5	14.5	14.3	15.6	14.2
Assistant	12.4	15.4	14.6	16.8	10.9	13.6	12.7	16.5
Instructor	3.3	4.7	3.7	5.3	3.1	3.9	3.2	5.1
Lecturer	1.9	2.3	3.7	4.4	2.2	2.5	0.5	0.9
No Rank	0.5	0.5	0.4	0.3	0.9	0.9	0.1	0.1
All Combined	51.5	48.5	51.1	48.9	51.7	48.3	51.6	48.4
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	12.7	13.5	12.7	13.5	n.d.	n.d.	n.d.	n.d.
Associate	11.7	15.4	11.7	15.4	n.d.	n.d.	n.d.	n.d.
Assistant	13.4	16.0	13.4	16.0	n.d.	n.d.	n.d.	n.d.
Instructor	5.4	6.3	5.4	6.3	n.d.	n.d.	n.d.	n.d.
Lecturer	2.6	3.0	2.6	3.0	n.d.	n.d.	n.d.	n.d.
No Rank	0.0	0.0	0.0	0.0	n.d.	n.d.	n.d.	n.d.
All Combined	45.8	54.2	45.8	54.2	n.d.	n.d.	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	44.2	55.9	44.2	55.9	n.d.	n.d.	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	21.1	10.0	20.6	9.8	24.4	11.0	18.8	10.0
Associate	14.1	12.0	14.0	11.7	13.3	11.2	15.7	14.3
Assistant	11.9	12.8	12.3	12.8	10.7	11.1	11.8	15.1
Instructor	2.9	4.1	2.8	4.0	3.1	3.6	3.5	5.2
Lecturer	4.1	5.2	4.6	5.9	4.2	4.8	1.4	2.1
No Rank	0.8	1.0	0.6	0.8	1.3	1.4	1.1	1.1
All Combined	55.0	45.0	55.0	45.0	56.8	43.2	52.3	47.7

Note: The table is based on 952 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. This table was corrected on April 24, 2019.

SURVEY REPORT TABLE 10

Presidential Salary, by Category and Affiliation, 2018–19 (Dollars)

	Presidential Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	504,927	482,125	190,719	900,409	751,001	690,200	325,000	1,500,000
Category IIA (Master's)	290,359	280,000	142,606	600,000	437,996	423,555	185,772	730,244
Category IIB (Baccalaureate)	251,732	250,000	91,366	500,000	414,887	401,057	125,000	700,000
Category III (Associate's with Ranks)	244,482	206,594	137,363	482,125	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	209,756	213,150	154,038	256,250	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	481,261	393,300	283,250	746,800	541,628	500,000	190,719	1,500,000
Category IIA (Master's)	332,207	331,500	95,324	711,900	329,943	309,500	95,324	730,244
Category IIB (Baccalaureate)	287,868	288,972	109,560	576,184	320,685	300,978	91,366	700,000
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	244,482	206,594	137,363	482,125
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	209,756	213,150	154,038	256,250

Note: The table is based on 634 reporting institutions. N.d. = no data. For four institutions where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 11

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2018–19

	Ratio of Salaries, President to Average Full Professor							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	4.00	4.08	1.35	6.21	5.16	4.78	3.34	8.87
Category IIA (Master's)	3.13	3.04	1.33	6.18	4.17	4.16	2.87	6.40
Category IIB (Baccalaureate)	2.99	2.93	1.15	5.22	3.82	3.81	1.56	5.53
Category III (Associate's with Ranks)	2.99	2.69	1.68	5.72	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	3.14	3.28	2.24	4.13	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	4.23	3.96	3.38	6.25	4.20	4.09	1.35	8.87
Category IIA (Master's)	3.77	3.73	1.39	7.53	3.54	3.48	1.33	7.53
Category IIB (Baccalaureate)	3.74	3.72	1.67	6.90	3.63	3.62	1.15	6.90
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	2.99	2.69	1.68	5.72
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	3.14	3.28	2.24	4.13

Note: The table is based on 628 reporting institutions. N.d. = no data. For category IV, the ratio is president to average full-time faculty member.

SURVEY REPORT TABLE 12

Chief Academic Officer Salary, by Category and Affiliation, 2018–19 (Dollars)

	Chief Academic Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	357,389	363,850	180,000	671,802	441,657	393,688	225,000	828,000
Category IIA (Master's)	214,913	210,868	126,196	457,479	243,503	234,397	74,335	405,000
Category IIB (Baccalaureate)	154,142	154,246	88,284	222,000	220,935	207,050	112,100	360,000
Category III (Associate's with Ranks)	170,632	145,000	82,000	375,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	130,362	130,266	97,370	166,837	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	285,166	290,000	169,000	416,919	366,307	365,000	169,000	828,000
Category IIA (Master's)	195,772	185,000	75,000	465,000	212,518	200,000	74,335	465,000
Category IIB (Baccalaureate)	167,822	165,000	66,366	296,500	181,584	178,482	66,366	360,000
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	170,632	145,000	82,000	375,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	130,362	130,266	97,370	166,837

Note: The table is based on 631 reporting institutions. N.d. = no data. For one institution where supplemental pay far exceeded a chief academic officer's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 13

Chief Financial Officer Salary, by Category and Affiliation, 2018–19 (Dollars)

	Chief Financial Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	300,535	295,200	145,000	590,000	421,381	366,000	160,709	1,434,202
Category IIA (Master's)	191,829	189,350	85,000	301,947	254,006	237,000	105,000	441,000
Category IIB (Baccalaureate)	136,528	133,752	49,140	230,000	233,232	210,826	100,000	386,250
Category III (Associate's with Ranks)	160,561	133,737	78,557	312,120	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	127,517	129,346	108,414	148,089	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	290,252	200,000	168,165	455,363	368,049	365,981	145,000	1,434,202
Category IIA (Master's)	208,203	188,769	75,000	1,687,000	211,472	200,000	75,000	1,687,000
Category IIB (Baccalaureate)	167,428	165,420	71,424	352,000	181,638	178,500	49,140	386,250
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	173,460	142,338	78,557	312,120
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	130,362	130,266	108,414	148,089

Note: The table is based on 602 reporting institutions. N.d. = no data.

SURVEY REPORT TABLE 14

Average Amount Paid to Part-Time Faculty Members for a Standard Course Section, by Category and Affiliation, 2017–18 (Dollars)

	Amount Paid to Part-Time Faculty Members for a Standard Course Section					
	Public			Private-Independent		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,974	805	41,665	4,105	2,325	10,244
Category IIA (Master's)	3,254	590	25,311	4,174	1,000	19,890
Category IIB (Baccalaureate)	5,011	1,050	25,311	4,525	1,000	85,002
Category III (Associate's with Ranks)	4,070	675	25,311	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	2,474	525	7,020	n.d.	n.d.	n.d.
All Combined	3,998	525	41,665	4,218	1,000	85,002

	Religiously Affiliated			All Combined		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,858	1,700	12,000	4,911	805	41,665
Category IIA (Master's)	3,245	500	16,000	3,438	500	25,311
Category IIB (Baccalaureate)	2,925	500	13,000	3,785	500	85,002
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	4,070	675	25,311
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	2,474	525	7,020
All Combined	3,450	500	16,000	3,894	500	85,002

Note: This table is not comparable with tables 14 or 15 from the 2017–18 report and is based on 335 reporting institutions. Pay is for the 2017–18 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 is excluded from the table but listed in Appendix III. For definitions of categories, see Explanation of Statistical Data. N.d. = no data or too few institutions for statistically valid reporting.

SURVEY REPORT TABLE 15

Number of Institutions Included in Tabulations, by Category and Affiliation, 2018–19

Category	Number in Tabulations			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	235	157	53	25
Category IIA (Master's)	403	189	75	139
Category IIB (Baccalaureate)	231	47	75	109
Category III (Associate's with Ranks)	72	72	0	0
Category IV (Associate's without Ranks)	11	11	0	0
All Combined	952	476	203	273

Note: The number of individual institutions included in the appendices may differ from that shown in the tabulations. For-profit institutions are not included in the tabulations, as there are too few to constitute a valid separate category. For definitions of categories, see Explanation of Statistical Data. This table was corrected on April 24, 2019.

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 and 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.

“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 category IV below.)

PART-TIME FACULTY. The part-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” and defined by their institutions as employed less than full time, excluding clinical or basic science faculty in schools of medicine and military faculty. Individuals meeting these criteria are reported regardless of whether they are formally designated as “faculty.” This category does not include 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, 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 2018–19 (<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.” (See also the notes to table 14 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. The factor used to convert salaries is reflected in the notes to appendices I and II.

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

BENEFITS. This figure represents the institution (or state) contribution on behalf of an individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan’s vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty members and dependents (both waivers and remissions are included); (e) dental insurance; (f) social security (FICA); (g) unemployment insurance; (h) group life insurance; (i) workers’ compensation premiums; and (j) other benefits paid directly to the faculty member (for the most part, these include benefits such as moving expenses, housing, and cafeteria plans or cash options to certain benefits). Not all institutions reported all items. Institutions are asked to provide their best estimate of the data for the entire academic year.

COMPENSATION. Compensation represents salary plus institutional contribution to benefits. It is best viewed as an approximate “cost” figure for the institution, rather than an amount received by the faculty member.

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.

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 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 and compensation averages are replaced by a dash (—) when the number of individuals in a given rank is fewer than three.

Col. (4) Average Compensation by Rank and for All Ranks Combined—Same definition as that given for col. (3) but for compensation.

Col. (5) Benefits as a Percentage of Average Salary—Total benefit expenditure as a percentage of average salary for all ranks combined.

Col. (6) Percentage of Faculty with Tenure—This figure represents the percentage of faculty members tenured within a given rank. A zero indicates that tenured faculty are less than 0.5 percent of that rank.

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for full-time faculty members remaining at the institution in 2018–19 from the previous year. 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.

Col. (9) Average Salary by Rank and by Gender—This figure has been rounded to the nearest hundred. Salary averages are replaced by a dash (—) when the number of individuals in a given rank is fewer than three.

ABBREVIATIONS USED IN APPENDIX III

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.

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

Any inquiries concerning the data in this report may be directed to the AAUP Research Office, 1133 Nineteenth Street NW, Suite 200, Washington, DC 20036. Email: 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. The AAUP will also notify *Inside Higher Ed*, which publishes data from the survey on its website, of corrections to published tabulations.

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