

TABLE A

Average percentage change in salaries for all full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2023–24

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All ranks	Prof.	Assoc.	Asst.	Inst.	All ranks	
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.9	0.8	0.7	0.5	0.7	3.4
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	-3.2	-3.2	-3.6	-3.7	-3.3	8.7
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	-5.8	-5.7	-5.9	-5.8	-5.8	12.3
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	-0.7	-0.9	-1.1	-0.7	-0.8	6.9
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	-0.2	-0.2	-0.2	-0.2	-0.2	4.9
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	-1.4	-1.2	-1.3	-1.2	-1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	-3.1	-2.9	-2.8	-2.7	-2.9	9.0
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	-5.1	-5.5	-5.7	-6.1	-5.4	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	-3.3	-3.6	-3.3	-3.5	-3.4	12.5
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.1	-0.1	0.2	-0.7	0.1	8.9
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	2.4	2.4	2.9	2.8	2.5	3.8
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.8	0.6	1.2	1.3	0.9	3.8
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.7	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.2	2.0	2.3	2.0	2.2	3.8
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	4.9	4.7	4.6	3.8	4.8	1.1
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	-0.6	0.5	4.4
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.4	2.3	1.6	0.9	1.4	4.4
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	1.7	1.7	1.7	0.8	1.5	4.6
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	-0.6	-0.8	-0.6	-1.1	-0.7	6.1
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	-0.3	-0.6	-0.3	-0.6	-0.4	2.9
1992–93 to 1993–94	3.0	3.1	3.0	3.2	3.0	0.3	0.4	0.3	0.5	0.3	2.7
1993–94 to 1994–95	3.4	3.4	3.2	3.5	3.4	0.7	0.7	0.5	0.8	0.7	2.7
1994–95 to 1995–96	3.1	2.9	2.7	2.6	2.9	0.6	0.4	0.2	0.1	0.4	2.5
1995–96 to 1996–97	2.9	3.0	2.4	3.2	3.0	-0.4	-0.3	-0.9	-0.1	-0.3	3.3
1996–97 to 1997–98	3.6	3.2	2.8	2.6	3.3	1.9	1.5	1.1	0.9	1.6	1.7
1997–98 to 1998–99	4.0	3.6	3.5	2.9	3.6	2.4	2.0	1.9	1.3	2.0	1.6
1998–99 to 1999–00	4.3	4.0	3.9	3.7	3.7	1.6	1.3	1.2	1.0	1.0	2.7
1999–00 to 2000–01	4.4	3.9	4.4	3.6	3.5	1.0	0.5	1.0	0.2	0.1	3.4
2000–01 to 2001–02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
2001–02 to 2002–03	3.4	3.1	3.8	2.2	3.0	1.0	0.7	1.4	-0.2	0.6	2.4
2002–03 to 2003–04	2.4	2.0	2.3	2.0	2.1	0.5	0.1	0.4	0.1	0.2	1.9
2003–04 to 2004–05	3.4	3.0	3.2	2.7	2.8	0.1	-0.3	-0.1	-0.6	-0.5	3.3
2004–05 to 2005–06	3.7	3.3	3.3	3.2	3.1	0.3	-0.1	-0.1	-0.2	-0.3	3.4
2005–06 to 2006–07	4.2	3.9	4.1	3.9	3.8	1.7	1.4	1.6	1.4	1.3	2.5
2006–07 to 2007–08	4.3	4.1	4.1	3.9	3.8	0.2	0.0	0.0	-0.2	-0.3	4.1
2007–08 to 2008–09	3.8	3.6	3.6	3.3	3.4	3.7	3.5	3.5	3.2	3.3	0.1
2008–09 to 2009–10	1.0	0.8	1.1	1.4	1.2	-1.7	-1.9	-1.6	-1.3	-1.5	2.7
2009–10 to 2010–11	1.4	1.2	1.5	0.9	1.4	-0.1	-0.3	0.0	-0.6	-0.1	1.5
2010–11 to 2011–12	2.2	1.6	2.1	1.7	1.8	-0.8	-1.4	-0.9	-1.3	-1.2	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.4	-0.0	0.4	0.3	-0.0	1.7
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.9	0.6	0.8	0.5	0.7	1.5
2013–14 to 2014–15	2.6	2.4	2.6	2.4	2.2	1.8	1.6	1.8	1.6	1.4	0.8
2014–15 to 2015–16	3.7	3.5	4.0	n.d.	4.0	3.0	2.8	3.3	n.d.	3.3	0.7
2015–16 to 2016–17	2.4	2.6	2.9	2.7	2.5	0.3	0.5	0.8	0.6	0.4	2.1
2016–17 to 2017–18	3.0	2.5	2.8	3.6	2.8	0.9	0.4	0.7	1.5	0.7	2.1
2017–18 to 2018–19	2.2	2.2	2.1	1.9	2.0	0.3	0.3	0.2	0.0	0.1	1.9
2018–19 to 2019–20	2.8	2.4	2.8	-3.0	2.8	0.5	0.1	0.5	-5.3	0.5	2.3
2019–20 to 2020–21	0.1	0.5	1.0	1.4	1.0	-1.3	-0.9	-0.4	0.0	-0.4	1.4
2020–21 to 2021–22	2.3	2.0	2.0	-0.1	2.0	-4.7	-5.0	-5.0	-7.1	-5.0	7.0
2021–22 to 2022–23	4.2	4.3	4.2	5.5	4.1	-2.3	-2.2	-2.3	-1.0	-2.4	6.5
2022–23 to 2023–24	3.7	4.2	4.0	4.4	3.8	0.3	0.8	0.6	1.0	0.4	3.4

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

TABLE B

Average percentage change in salaries for continuing full-time faculty in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and percentage change in the Consumer Price Index, 1971–72 to 2023–24

Interval	NOMINAL TERMS					REAL TERMS					Change in CPI-U
	Prof.	Assoc.	Asst.	Inst.	All ranks	Prof.	Assoc.	Asst.	Inst.	All ranks	
1971–72 to 1972–73	4.7	5.7	5.9	6.3	5.5	1.3	2.2	2.4	2.8	2.0	3.4
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	-3.0	-2.2	-2.0	-1.6	-2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	-5.0	-4.4	-3.9	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	2.4	1.7	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	-0.7	-0.6	-0.7	-0.7	-0.7	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	-1.9	-1.3	-0.9	-0.5	-1.5	9.0
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	-4.8	-4.5	-4.0	-3.8	-4.6	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	-2.6	-2.2	-1.7	-1.7	-2.2	12.5
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	0.4	1.0	1.6	1.5	0.9	8.9
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	3.5	3.8	4.5	4.3	3.9	3.8
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.8	2.4	2.0	1.8	3.8
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.1	3.5	4.0	3.7	3.4	3.8
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2.0	2.7	3.2	3.0	2.4	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.1	0.9	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2.0	1.2	3.1
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2.0	1.8	1.5	2.7
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.4	2.0	2.2	2.2	1.9	2.7
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4.0	1.2	1.6	2.0	1.9	1.5	2.5
1995–96 to 1996–97	3.0	4.0	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996–97 to 1997–98	4.0	4.6	4.8	5.0	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997–98 to 1998–99	4.5	5.0	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998–99 to 1999–00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999–00 to 2000–01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001–02 to 2002–03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.5	4.7	4.8	4.7	4.5	1.2	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.5	4.7	4.8	4.4	4.4	1.1	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.5	5.3	5.4	5.1	5.0	2.0	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1
2016–17 to 2017–18	2.9	3.4	3.5	3.6	3.3	0.8	1.3	1.4	1.5	1.2	2.1
2017–18 to 2018–19	2.7	3.3	3.4	3.7	3.1	0.8	1.4	1.5	1.8	1.2	1.9
2018–19 to 2019–20	2.8	3.3	3.6	3.4	3.2	0.5	1.0	1.3	1.1	0.9	2.3
2019–20 to 2020–21	0.8	1.4	1.5	1.5	1.2	-0.6	0.0	0.1	0.1	-0.2	1.4
2020–21 to 2021–22	2.5	3.1	3.2	3.3	2.9	-4.5	-3.9	-3.8	-3.7	-4.1	7.0
2021–22 to 2022–23	4.3	4.9	5.4	5.6	4.8	-2.2	-1.6	-1.1	-0.9	-1.7	6.5
2022–23 to 2023–24	3.8	4.0	3.3	4.2	4.0	0.4	0.6	-0.1	0.8	0.6	3.4

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

SURVEY REPORT TABLE 1

Average full-time faculty salary, by AAUP category, affiliation, and academic rank, 2023–24 (dollars)

Academic rank	All combined	Public	Private-independent	Religiously affiliated
AAUP CATEGORY I (Doctoral)				
Professor	176,162	160,135	227,163	181,785
Associate	115,749	110,734	137,942	118,811
Assistant	100,538	95,794	121,334	104,614
Instructor	72,751	68,103	86,787	84,380
Lecturer	79,585	73,449	99,190	71,993
No rank	81,069	81,929	69,313	89,140
All combined	124,612	115,274	159,500	130,246
AAUP CATEGORY IIA (Master's)				
Professor	112,920	111,117	124,337	110,135
Associate	92,020	91,932	97,118	88,370
Assistant	79,604	79,696	83,254	76,853
Instructor	63,929	60,342	70,088	68,245
Lecturer	66,479	65,368	78,870	59,652
No rank	64,807	61,764	74,723	73,153
All combined	90,229	89,022	97,953	88,243
AAUP CATEGORY IIB (Baccalaureate)				
Professor	117,352	109,631	134,507	96,694
Associate	90,368	89,822	100,435	78,109
Assistant	77,020	75,718	85,520	68,291
Instructor	65,870	68,446	68,588	60,120
Lecturer	71,334	65,282	81,229	59,935
No rank	94,931	148,355	84,876	74,534
All combined	91,403	85,992	103,397	78,825
AAUP CATEGORY III (Associate's with ranks)				
Professor	96,634	96,666	76,913	n.d.
Associate	81,481	81,564	62,102	n.d.
Assistant	69,196	69,349	49,623	n.d.
Instructor	55,895	55,956	51,510	n.d.
Lecturer	73,587	73,587	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.
All combined	79,600	79,725	55,594	n.d.
AAUP CATEGORY IV (Associate's without ranks)				
No rank	85,969	85,969	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV				
Professor	155,056	145,112	196,353	136,928
Associate	106,216	104,179	120,631	97,721
Assistant	92,094	90,309	105,491	83,400
Instructor	69,307	65,742	79,079	73,229
Lecturer	75,841	70,956	95,406	66,824
No rank	76,502	76,878	74,370	74,857
All combined	112,139	106,726	137,889	102,177

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 2

Percentage change in salary for all full-time faculty and continuing faculty, by AAUP category, affiliation, and academic rank, 2022–23 to 2023–24

Academic rank	All faculty				Continuing faculty			
	All combined	Public	Private-independent	Religiously affiliated	All combined	Public	Private-independent	Religiously affiliated
AAUP CATEGORY I (Doctoral)								
Professor	3.7	3.5	4.2	2.5	4.7	4.7	4.8	4.6
Associate	4.3	4.2	4.3	3.9	5.7	5.7	5.8	5.2
Assistant	3.6	3.4	4.3	3.0	5.8	5.8	6.0	5.2
Instructor	3.9	5.0	3.6	3.1	5.6	6.3	5.8	0.8
All combined	3.6	3.4	4.1	3.3	5.3	5.4	5.3	4.4
AAUP CATEGORY IIA (Master's)								
Professor	2.8	2.6	3.5	3.0	3.4	3.5	3.2	3.5
Associate	3.3	3.1	4.0	3.5	4.5	4.6	4.4	4.3
Assistant	3.1	2.4	4.5	3.7	4.6	4.8	4.5	4.4
Instructor	4.7	4.0	5.8	5.6	5.3	5.1	5.2	5.8
All combined	3.1	2.8	4.0	3.8	4.2	4.2	4.0	4.1
AAUP CATEGORY IIB (Baccalaureate)								
Professor	3.6	5.1	2.7	3.6	3.8	3.5	4.2	3.4
Associate	3.9	4.4	3.4	4.3	4.4	4.2	4.5	4.4
Assistant	4.9	4.2	4.8	5.1	4.9	5.0	5.2	4.3
Instructor	5.2	9.9	0.3	7.4	4.8	4.9	5.8	3.5
All combined	4.3	4.8	3.1	5.0	4.3	4.3	4.6	3.9
AAUP CATEGORY III (Associate's with ranks)								
Professor	3.1	3.2	n.d.	n.d.	4.2	4.2	n.d.	n.d.
Associate	3.5	3.6	n.d.	n.d.	4.3	4.3	n.d.	n.d.
Assistant	4.8	5.1	n.d.	n.d.	4.7	4.7	n.d.	n.d.
Instructor	3.3	3.4	n.d.	n.d.	5.6	5.6	n.d.	n.d.
All combined	3.2	3.4	n.d.	n.d.	4.3	4.3	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)								
No rank	7.7	7.7	n.d.	n.d.	8.1	8.1	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	3.6	3.3	4.2	4.0	4.3	4.4	4.5	3.9
Associate	4.2	4.0	4.4	4.7	5.2	5.3	5.2	4.7
Assistant	3.9	3.5	4.9	5.1	5.4	5.5	5.5	4.6
Instructor	4.5	5.1	2.8	5.0	5.5	6.0	5.7	3.1
All combined	3.8	3.4	4.3	4.9	4.9	5.0	4.9	4.2

Note: The table is based on 866 institutions reporting full-time faculty salary data and 781 institutions reporting full-time continuing faculty salary data. Figures for all faculty are calculated as a simple percentage increase from previously published 2022–23 salary figures and may be biased due to different participants each year. Figures for continuing faculty represent a cohort analysis, where institutions reported the 2022–23 rank and salaries of continuing faculty along with their 2023–24 salaries. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. Rows labeled “All Combined” include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 3

Average salary for men and women full-time faculty, by affiliation, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
AAUP CATEGORY I (Doctoral)								
Professor	182,704	162,716	165,675	148,936	235,222	209,223	188,830	168,291
Associate	119,736	111,027	114,442	106,348	142,980	131,804	122,766	114,335
Assistant	105,754	95,852	100,660	91,435	127,357	115,614	110,533	99,830
Instructor	76,437	69,839	71,159	65,834	90,303	83,325	88,217	81,040
Lecturer	83,998	75,968	77,309	70,348	104,575	94,507	75,040	69,491
No rank	85,368	77,627	85,627	78,796	76,371	67,167	92,750	77,408
All combined	136,216	110,373	125,406	103,098	175,031	138,563	141,538	116,785
AAUP CATEGORY IIA (Master's)								
Professor	115,197	109,794	112,873	108,660	129,011	118,639	112,986	106,099
Associate	93,680	90,373	93,725	90,096	99,173	95,172	89,300	87,500
Assistant	81,140	78,468	81,286	78,415	84,505	82,413	78,325	75,912
Instructor	65,804	62,722	61,995	59,333	70,844	69,525	70,640	66,660
Lecturer	67,888	65,452	66,373	64,639	83,477	75,230	59,112	60,002
No rank	65,943	63,927	63,788	60,140	73,186	75,875	72,662	73,473
All combined	94,357	86,296	92,981	85,132	102,864	93,523	92,522	84,402
AAUP CATEGORY IIB (Baccalaureate)								
Professor	118,643	115,588	112,059	106,321	135,728	132,883	98,165	94,602
Associate	91,798	88,938	91,975	87,344	101,969	98,981	79,223	77,011
Assistant	77,442	76,697	77,042	74,611	86,377	84,885	67,875	68,606
Instructor	66,779	65,156	70,486	67,155	69,243	67,998	60,439	59,882
Lecturer	71,051	71,545	67,015	63,710	79,671	82,237	57,982	60,978
No rank	103,851	84,822	154,112	125,329	84,683	85,130	70,492	75,588
All combined	94,660	88,193	89,929	82,026	106,941	99,925	81,334	76,361
AAUP CATEGORY III (Associate's with ranks)								
Professor	97,963	95,527	97,986	95,565	78,795	75,971	n.d.	n.d.
Associate	82,145	80,962	82,145	81,106	n.d.	62,102	n.d.	n.d.
Assistant	69,534	68,901	69,611	69,118	48,440	49,951	n.d.	n.d.
Instructor	55,061	56,467	55,016	56,605	59,523	48,076	n.d.	n.d.
Lecturer	74,477	72,819	74,477	72,819	n.d.	n.d.	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	80,454	78,907	80,508	79,088	58,225	54,910	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)								
No rank	87,399	84,692	87,399	84,692	n.d.	n.d.	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED EXCEPT IV								
Professor	162,717	141,572	151,560	133,755	207,341	176,042	143,469	126,461
Associate	109,909	102,159	107,691	100,252	125,573	115,248	100,525	94,875
Assistant	96,346	88,513	94,305	86,826	111,185	100,744	86,465	81,221
Instructor	72,327	67,041	68,370	63,881	81,846	76,551	76,376	70,836
Lecturer	79,475	72,957	73,995	68,574	100,568	91,053	68,870	65,326
No rank	80,236	73,505	80,738	73,619	77,594	72,474	76,061	74,058
All combined	122,173	100,921	115,649	96,730	152,123	121,128	110,237	93,988

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 4

Average salary for full-time faculty, by region, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	Northeast		North Central		South			West	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
AAUP CATEGORY I (Doctoral)									
Professor	217,981	198,609	165,073	147,097	146,669	163,091	169,407	144,438	202,598
Associate	133,189	125,524	111,902	102,835	102,224	109,672	115,270	105,752	130,388
Assistant	116,371	106,681	99,650	91,662	87,991	98,387	99,491	88,886	113,856
Instructor	96,484	79,347	66,817	61,879	61,325	74,080	73,396	70,703	72,226
Lecturer	93,878	96,247	69,019	69,110	66,113	69,294	75,340	70,241	96,158
No rank	67,021	80,928	67,748	62,964	63,641	104,402	86,060	76,799	111,425
All combined	152,073	138,667	119,684	109,295	103,053	112,318	121,988	104,379	149,351
AAUP CATEGORY IIA (Master's)									
Professor	135,528	121,505	96,686	97,318	95,321	100,937	108,732	103,482	123,043
Associate	103,744	97,219	82,353	80,479	80,160	82,090	88,343	86,046	103,377
Assistant	88,293	81,000	74,025	69,985	72,592	72,289	78,441	74,887	90,008
Instructor	82,856	65,450	60,508	60,060	55,892	57,857	63,437	64,946	72,665
Lecturer	84,501	75,805	52,538	55,393	57,680	54,898	61,602	65,638	72,015
No rank	92,293	72,929	57,105	75,262	58,123	58,030	64,689	59,921	102,299
All combined	106,045	96,835	79,138	78,786	77,549	78,735	86,459	81,875	101,177
AAUP CATEGORY IIB (Baccalaureate)									
Professor	140,479	128,262	94,482	103,771	101,259	84,043	109,761	101,901	147,732
Associate	104,695	97,562	78,455	80,530	81,378	71,126	84,141	88,399	112,956
Assistant	88,592	83,441	68,629	69,226	66,471	63,206	73,831	72,601	94,052
Instructor	68,610	71,045	58,479	63,468	59,777	52,642	60,981	57,257	75,103
Lecturer	84,524	74,423	53,936	68,890	55,139	60,112	59,948	56,731	75,175
No rank	101,360	83,354	n.d.	74,496	n.d.	73,105	147,472	58,551	65,000
All combined	107,801	97,531	78,187	82,653	80,711	70,526	84,986	83,383	115,339
AAUP CATEGORY III (Associate's with ranks)									
Professor	81,136	110,045	94,777	80,495	64,501	103,827	101,756	86,272	107,609
Associate	63,789	92,647	79,954	68,847	54,649	81,248	86,011	73,957	91,350
Assistant	59,224	76,719	67,335	62,916	48,029	71,436	75,361	66,007	80,116
Instructor	42,675	53,699	57,475	58,457	47,270	55,167	62,904	58,234	70,142
Lecturer	n.d.	80,353	58,370	42,069	42,997	n.d.	n.d.	52,866	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	68,606	91,704	74,314	68,317	54,662	92,302	88,013	71,202	87,738
AAUP CATEGORY IV (Associate's without ranks)									
No rank	59,912	n.d.	n.d.	65,045	63,485	62,520	87,364	83,626	119,912
ALL AAUP CATEGORIES COMBINED EXCEPT IV									
Professor	191,461	164,042	145,393	130,587	124,832	148,827	150,970	138,946	171,511
Associate	121,066	110,144	100,923	94,481	93,138	102,860	105,813	101,834	118,066
Assistant	104,421	93,942	89,219	83,011	81,523	92,037	91,765	85,728	102,593
Instructor	87,724	74,023	64,139	61,336	57,507	69,856	69,631	69,560	72,497
Lecturer	91,897	88,085	64,709	66,964	63,218	67,726	70,787	69,483	84,253
No rank	72,168	75,738	61,063	64,065	61,802	97,764	85,579	75,080	106,184
All combined	135,617	118,296	105,893	98,245	92,342	105,300	110,207	100,649	128,348

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

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

^b Middle Atlantic: New Jersey, New York, and Pennsylvania.

^c East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d West North Central: Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, and South Dakota.

^e East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

^f West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

^g South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina,

Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

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

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

SURVEY REPORT TABLE 5

Percentile distribution of institutions, by average full-time faculty salary, AAUP category, and academic rank, 2023–24 (dollars)

Academic rank	Rating ^a and percentile									
	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
AAUP CATEGORY I (Doctoral)										
Professor	247,129	212,634	187,275	171,604	160,322	151,244	143,091	130,571	120,192	109,490
Associate	156,541	144,103	130,251	121,104	115,406	110,255	105,250	99,001	93,571	87,723
Assistant	136,525	128,255	113,043	106,651	99,878	95,393	92,042	86,107	82,391	76,997
Instructor	108,515	97,153	85,300	79,605	74,496	69,790	66,818	63,139	59,875	55,690
All combined	181,961	161,796	136,517	127,743	118,089	111,379	104,774	98,744	92,765	85,082
AAUP CATEGORY IIA (Master's)										
Professor	145,881	133,337	123,359	116,339	109,708	103,023	95,812	91,252	86,890	77,888
Associate	113,764	109,290	101,735	95,040	89,526	85,505	81,160	77,754	72,783	68,292
Assistant	95,941	93,186	88,586	82,798	78,754	75,650	73,109	69,848	66,678	62,106
Instructor	88,889	82,218	73,872	68,563	64,831	62,365	58,728	56,367	53,654	49,120
All combined	117,443	106,975	99,546	94,326	86,838	82,806	79,666	76,072	71,820	66,421
AAUP CATEGORY IIB (Baccalaureate)										
Professor	162,436	148,615	124,864	109,633	103,451	96,757	90,769	83,267	78,446	70,307
Associate	123,542	113,300	98,725	88,514	83,900	78,663	74,826	70,688	66,971	62,177
Assistant	104,519	93,926	84,352	76,567	73,686	69,272	66,405	63,260	60,457	56,414
Instructor	78,330	74,948	70,033	66,394	62,888	60,106	57,324	53,724	51,442	48,357
All combined	124,824	114,769	98,029	86,841	82,145	79,290	74,703	69,976	67,110	61,264
AAUP CATEGORY III (Associate's with ranks)										
Professor	127,079	122,453	108,480	104,430	97,586	90,299	85,663	77,401	66,624	64,201
Associate	105,154	100,267	91,483	86,733	81,639	76,018	70,699	64,562	55,448	53,277
Assistant	90,631	85,824	80,308	73,274	66,591	63,557	60,249	58,402	49,623	46,731
Instructor	74,138	68,817	65,103	61,401	56,305	54,337	52,239	48,292	46,720	42,482
All combined	102,329	100,711	90,578	85,634	78,842	71,847	69,377	65,543	56,798	54,074
AAUP CATEGORY IV (Associate's without ranks)										
No rank	123,705	120,693	117,620	87,364	78,563	66,213	63,485	63,209	59,912	51,112

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. Calculated using SAS STDIZE procedure using the order statistics method.

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

SURVEY REPORT TABLE 6

Percentage of full-time faculty in tenure-track appointments and percentage of faculty with tenure, by affiliation, gender, and academic rank, 2023–24

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N	% T	% TT	% NTT	N
MEN																
Professor	93.3	1.1	5.6	74,697	94.4	1.0	4.6	51,910	90.5	0.9	8.5	15,834	91.7	1.6	6.7	6,953
Associate	84.5	5.8	9.7	50,997	86.5	4.9	8.6	36,156	78.3	7.5	14.2	8,805	81.8	8.3	9.9	6,036
Assistant	3.1	73.8	23.0	39,280	3.2	74.9	21.9	28,228	1.1	76.0	22.9	6,764	5.7	63.4	30.9	4,288
Instructor	0.8	3.0	96.3	11,799	1.0	3.8	95.2	7,731	0.3	1.1	98.6	2,360	0.2	1.8	98.0	1,708
Lecturer	2.6	2.1	95.3	16,916	3.5	2.7	93.9	12,782	0.0	0.1	99.9	3,553	0.0	0.3	99.7	581
No rank	20.3	6.7	72.9	2,820	22.5	7.3	70.2	2,540	0.5	0.0	99.5	182	0.0	4.1	95.9	98
All combined	58.6	17.1	24.3	196,509	59.0	17.4	23.5	139,347	56.8	16.0	27.2	37,498	58.8	17.2	24.1	19,664
WOMEN																
Professor	89.1	1.2	9.6	41,138	90.0	1.2	8.7	28,510	86.1	0.7	13.2	8,324	89.1	2.1	8.8	4,304
Associate	78.8	5.9	15.2	45,877	80.5	5.0	14.5	31,988	73.7	7.3	19.1	8,027	77.1	9.2	13.7	5,862
Assistant	2.8	66.5	30.7	46,070	3.1	67.1	29.8	31,846	1.2	69.6	29.2	8,047	3.4	59.5	37.1	6,177
Instructor	0.7	3.2	96.1	16,010	0.8	3.9	95.2	10,948	0.3	1.3	98.4	2,705	0.6	2.2	97.2	2,357
Lecturer	2.8	1.7	95.5	21,338	3.6	2.2	94.2	16,326	0.1	0.1	99.8	4,174	0.0	0.1	99.9	838
No rank	15.2	5.6	79.2	3,325	17.1	6.1	76.8	2,949	0.8	0.0	99.2	251	0.0	4.8	95.2	125
All combined	43.4	20.1	36.5	173,758	43.7	19.8	36.5	122,567	41.8	19.9	38.3	31,528	43.6	22.2	34.2	19,663
MEN AND WOMEN COMBINED																
Professor	91.8	1.1	7.0	115,835	92.8	1.1	6.1	80,420	89.0	0.9	10.1	24,158	90.7	1.8	7.5	11,257
Associate	81.8	5.9	12.3	96,874	83.6	5.0	11.4	68,144	76.1	7.4	16.5	16,832	79.5	8.8	11.8	11,898
Assistant	3.0	69.9	27.1	85,350	3.2	70.8	26.1	60,074	1.1	72.5	26.4	14,811	4.3	61.1	34.5	10,465
Instructor	0.7	3.1	96.2	27,809	0.9	3.9	95.2	18,679	0.3	1.2	98.5	5,065	0.4	2.0	97.6	4,065
Lecturer	2.7	1.9	95.4	38,254	3.5	2.4	94.1	29,108	0.1	0.1	99.8	7,727	n.d.	0.2	99.8	1,419
No rank	17.6	6.1	76.3	6,145	19.6	6.6	73.7	5,489	0.7	n.d.	99.3	433	n.d.	4.5	95.5	223
All combined	51.4	18.5	30.0	370,267	51.9	18.6	29.6	261,914	50.0	17.8	32.3	69,026	51.2	19.7	29.1	39,327

Note: The table is based on 862 institutions reporting full-time faculty salary data. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track. T = tenured, TT = tenure-track, NTT = non-tenure-track. N.d. = no data. Percentages may not sum to 100 percent because of rounding. Four institutions were excluded because they did not report salary data for non-tenure-track faculty.

SURVEY REPORT TABLE 7

Percentage of full-time faculty, by affiliation, gender, AAUP category, and rank, 2023–24

Academic rank	All combined				Public				Private-independent				Religiously affiliated			
	Men	Women	N	% of total	Men	Women	N	% of total	Men	Women	N	% of total	Men	Women	N	% of total
AAUP CATEGORY I (Doctoral)																
Professor	67.3	32.7	79,576	33.0	66.9	33.1	56,857	31.7	69.0	31.0	17,267	38.0	65.7	34.3	5,452	33.0
Associate	54.2	45.8	60,373	25.0	54.2	45.8	45,801	25.5	54.9	45.1	9,673	21.3	53.1	46.9	4,899	29.7
Assistant	47.3	52.7	53,844	22.3	47.3	52.7	41,612	23.2	48.7	51.3	8,825	19.4	44.7	55.3	3,407	20.6
Instructor	44.1	55.9	18,590	7.7	42.6	57.4	13,727	7.6	49.6	50.4	3,015	6.6	46.5	53.5	1,848	11.2
Lecturer	45.0	55.0	26,850	11.1	44.6	55.4	19,503	10.9	46.5	53.5	6,451	14.2	45.1	54.9	896	5.4
No rank	44.5	55.5	2,247	0.9	45.9	54.1	2,067	1.2	23.3	76.7	163	0.4	76.5	23.5	17	0.1
All combined	55.1	44.9	241,480	100.0	54.6	45.4	179,567	100.0	57.4	42.6	45,394	100.0	54.4	45.6	16,519	100.0
AAUP CATEGORY IIA (Master's)																
Professor	57.9	42.1	27,942	29.3	58.3	41.7	18,531	29.8	54.9	45.1	4,198	28.9	58.6	41.4	5,213	27.7
Associate	49.8	50.2	26,597	27.9	50.6	49.4	16,682	26.9	48.6	51.4	4,304	29.6	48.3	51.7	5,611	29.9
Assistant	42.5	57.5	23,413	24.5	44.6	55.4	13,912	22.4	40.2	59.8	3,884	26.7	39.0	61.0	5,617	29.9
Instructor	39.2	60.8	6,397	6.7	37.9	62.1	3,721	6.0	42.7	57.3	974	6.7	39.8	60.2	1,702	9.1
Lecturer	42.1	57.9	9,989	10.5	42.0	58.0	8,433	13.6	44.1	55.9	1,040	7.2	39.3	60.7	516	2.7
No rank	43.7	56.3	1,079	1.1	44.5	55.5	809	1.3	42.9	57.1	133	0.9	39.4	60.6	137	0.7
All combined	48.8	51.2	95,417	100.0	49.6	50.4	62,088	100.0	47.4	52.6	14,533	100.0	47.3	52.7	18,796	100.0
AAUP CATEGORY IIB (Baccalaureate)																
Professor	57.7	42.3	7,559	29.7	57.7	42.3	1,250	23.5	57.1	42.9	3,702	32.3	58.7	41.3	2,607	30.2
Associate	50.0	50.0	7,351	28.9	53.5	46.5	1,518	28.5	48.7	51.3	3,240	28.3	49.6	50.4	2,593	30.0
Assistant	43.4	56.6	6,258	24.6	45.5	54.5	1,296	24.3	42.5	57.5	2,612	22.8	43.1	56.9	2,350	27.2
Instructor	44.0	56.0	2,916	11.5	38.8	61.2	663	12.4	47.4	52.6	1,328	11.6	42.7	57.3	925	10.7
Lecturer	42.7	57.3	1,222	4.8	47.6	52.4	578	10.8	39.3	60.7	509	4.4	34.8	65.2	135	1.6
No rank	53.1	46.9	128	0.5	80.0	20.0	25	0.5	56.8	43.2	74	0.6	20.7	79.3	29	0.3
All combined	49.6	50.4	25,434	100.0	50.2	49.8	5,330	100.0	49.5	50.5	11,465	100.0	49.5	50.5	8,639	100.0
AAUP CATEGORY III (Associate's with ranks)																
Professor	45.5	54.5	3,718	30.7	45.5	54.5	3,712	30.8	33.3	66.7	6	9.5	n.d.	n.d.	n.d.	n.d.
Associate	43.9	56.1	3,292	27.2	44.1	55.9	3,278	27.2	n.d.	100.0	14	22.2	n.d.	n.d.	n.d.	n.d.
Assistant	46.5	53.5	2,965	24.5	46.7	53.3	2,942	24.4	21.7	78.3	23	36.5	n.d.	n.d.	n.d.	n.d.
Instructor	40.7	59.3	1,462	12.1	40.8	59.2	1,442	12.0	30.0	70.0	20	31.7	n.d.	n.d.	n.d.	n.d.
Lecturer	46.3	53.7	669	5.5	46.3	53.7	669	5.6	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	44.8	55.2	12,106	100.0	44.9	55.1	12,043	100.0	20.6	79.4	63	100.0	n.d.	n.d.	n.d.	n.d.
AAUP CATEGORY IV (Associate's without ranks)																
No rank	47.2	52.8	2,362	100.0	47.2	52.8	2,362	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
AAUP ALL CATEGORIES COMBINED EXCEPT IV																
Professor	63.8	36.2	118,812	31.5	63.8	36.2	80,367	30.7	64.9	35.1	25,173	35.2	61.5	38.5	13,272	30.2
Associate	52.3	47.7	97,623	25.9	52.8	47.2	67,289	25.7	52.1	47.9	17,231	24.1	50.4	49.6	13,103	29.8
Assistant	45.7	54.3	86,504	23.0	46.6	53.4	59,786	22.9	45.5	54.5	15,344	21.5	41.6	58.4	11,374	25.9
Instructor	42.9	57.1	29,497	7.8	41.6	58.4	19,685	7.5	47.7	52.3	5,337	7.5	43.2	56.8	4,475	10.2
Lecturer	44.2	55.8	38,730	10.3	43.9	56.1	29,183	11.2	45.8	54.3	8,000	11.2	42.3	57.7	1,547	3.5
No rank	45.5	54.5	5,633	1.5	46.4	53.6	5,080	1.9	37.0	63.0	370	0.5	39.9	60.1	183	0.4
All combined	52.8	47.2	376,799	100.0	52.8	47.2	261,390	100.0	54.1	45.9	71,455	100.0	50.4	49.6	43,954	100.0

Note: The table is based on 866 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. Percentages may not sum to 100 percent because of rounding.

SURVEY REPORT TABLE 8

Full-time faculty retirement benefits, by affiliation and AAUP category, 2023–24 (dollars)

AAUP category	Retirement benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	97.8	13,986	11.2	98.1	13,900	12.0
Category IIA (Master's)	96.8	10,125	11.2	97.8	11,578	13.0
Category IIB (Baccalaureate)	95.6	9,067	9.9	97.4	12,028	13.9
Category III (Associate's with ranks)	99.4	11,863	14.2	99.4	11,923	14.3
Category IV (Associate's without ranks)	97.6	14,820	16.9	97.6	14,820	16.9
All combined	97.5	12,684	11.2	98.1	13,261	12.3

AAUP category	Retirement benefits					
	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	97.0	14,970	9.3	96.8	12,284	9.4
Category IIA (Master's)	95.3	8,260	8.5	94.7	6,392	7.3
Category IIB (Baccalaureate)	95.8	9,878	9.5	94.3	5,991	7.5
Category III (Associate's with ranks)	100.0	1,874	3.4	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	96.5	12,875	9.2	95.5	8,692	8.4

Note: The table is based on 798 reporting institutions. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided retirement benefits data. Average contribution and percentage of salary figures apply to faculty who were covered. The "total compensation" statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Retirement benefits include the contribution by the institution, state, and local government to the retirement plans but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and social security.

SURVEY REPORT TABLE 9

Full-time faculty medical benefits, by affiliation and AAUP category, 2023–24 (dollars)

AAUP category	Medical benefits					
	All combined			Public		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	95.9	13,866	11.1	96.4	13,061	11.3
Category IIA (Master's)	95.0	13,662	15.1	97.0	14,457	16.2
Category IIB (Baccalaureate)	93.6	12,301	13.4	94.8	13,676	15.8
Category III (Associate's with ranks)	96.1	14,309	17.1	96.1	14,363	17.1
Category IV (Associate's without ranks)	96.3	13,502	15.4	96.3	13,502	15.4
All combined	95.6	13,726	12.1	96.5	13,451	12.5

AAUP category	Medical benefits					
	Private-independent			Religiously affiliated		
	Percentage covered	Average contribution (\$)	Percentage of salary	Percentage covered	Average contribution (\$)	Percentage of salary
Category I (Doctoral)	95.0	16,714	10.4	93.0	15,146	11.5
Category IIA (Master's)	91.8	12,886	13.2	90.4	11,266	12.7
Category IIB (Baccalaureate)	94.9	12,370	11.9	91.1	11,277	14.2
Category III (Associate's with ranks)	100.0	5,588	10.1	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	94.4	15,305	11.0	91.6	12,845	12.3

Note: The table is based on 792 reporting institutions. N.d. = no data. There was one private-independent institution in category III. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in categories III or IV. Figures represent institutions that provided medical benefits data. Average coverage and percentage of salary figures apply to faculty who were covered. The "total compensation" statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Medical benefits include institutional contributions to premiums for insurance plans combining medical, dental, and other health care, but exclude long-term disability, Medicare, and life insurance.

SURVEY REPORT TABLE 10

Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2023–24

Dependent tuition waiver	Dependent tuition benefit							
	All combined		Public		Private-independent		Religiously affiliated	
	N	Percent	N	Percent	N	Percent	N	Percent
AAUP CATEGORY I (Doctoral)	147		94		35		18	
Full (institution)	59	40.1	27	28.7	19	54.3	13	72.2
Partial (institution)	70	47.6	57	60.6	10	28.6	3	16.7
Full (specified institutions)	17	11.6	5	5.3	7	20.0	5	27.8
Partial (specified institutions)	40	27.2	26	27.7	9	25.7	5	27.8
Competitive scholarship programs	40	27.2	14	14.9	14	40.0	12	66.7
Other	33	22.4	17	18.1	12	34.3	4	22.2
Varies by years of service	36	24.5	13	13.8	14	40.0	9	50.0
None	8	5.4	7	7.4	0	0.0	1	5.6
AAUP CATEGORY IIA (Master's)	232		75		60		97	
Full (institution)	160	69.0	22	29.3	55	91.7	83	85.6
Partial (institution)	51	22.0	34	45.3	3	5.0	14	14.4
Full (specified institutions)	70	30.2	4	5.3	19	31.7	47	48.5
Partial (specified institutions)	46	19.8	16	21.3	12	20.0	18	18.6
Competitive scholarship programs	147	63.4	6	8.0	54	90.0	87	89.7
Other	41	17.7	17	22.7	11	18.3	13	13.4
Varies by years of service	80	34.5	10	13.3	25	41.7	45	46.4
None	16	6.9	16	21.3	0	0.0	0	0.0
AAUP CATEGORY IIB (Baccalaureate)	157		22		54		81	
Full (institution)	111	70.7	5	22.7	38	70.4	68	84.0
Partial (institution)	33	21.0	12	54.5	12	22.2	9	11.1
Full (specified institutions)	65	41.4	3	13.6	13	24.1	49	60.5
Partial (specified institutions)	33	21.0	8	36.4	15	27.8	10	12.3
Competitive scholarship programs	116	73.9	3	13.6	38	70.4	75	92.6
Other	39	24.8	4	18.2	17	31.5	18	22.2
Varies by years of service	57	36.3	1	4.5	24	44.4	32	39.5
None	5	3.2	5	22.7	0	0.0	0	0.0
AAUP CATEGORY III/IV (Associate's)	52		51		1		0	
Full (institution)	31	59.6	31	60.8	0	0.0	n.d.	n.d.
Partial (institution)	13	25.0	12	23.5	1	100.0	n.d.	n.d.
Full (specified institutions)	4	7.7	4	7.8	0	0.0	n.d.	n.d.
Partial (specified institutions)	5	9.6	5	9.8	0	0.0	n.d.	n.d.
Competitive scholarship programs	1	1.9	1	2.0	0	0.0	n.d.	n.d.
Other	7	13.5	7	13.7	0	0.0	n.d.	n.d.
Varies by years of service	2	3.8	2	3.9	0	0.0	n.d.	n.d.
None	6	11.5	6	11.8	0	0.0	n.d.	n.d.
ALL AAUP CATEGORIES COMBINED	588		242		150		196	
Full (institution)	361	61.4	85	35.1	112	74.7	164	83.7
Partial (institution)	167	28.4	115	47.5	26	17.3	26	13.3
Full (specified institutions)	156	26.5	16	6.6	39	26.0	101	51.5
Partial (specified institutions)	124	21.1	55	22.7	36	24.0	33	16.8
Competitive scholarship programs	304	51.7	24	9.9	106	70.7	174	88.8
Other	120	20.4	45	18.6	40	26.7	35	17.9
Varies by years of service	175	29.8	26	10.7	63	42.0	86	43.9
None	35	6.0	34	14.0	0	0.0	1	0.5

Note: N.d. = no data. The “total compensation” statistic was eliminated in 2019–20 to reduce the number of benefit items to three: retirement, medical, and dependent tuition. Dependent tuition benefits are collected as a series of multiple-choice items only. The items and their choices are: Tuition waiver at this institution (Full, Partial, or None); Tuition waiver at specified institutions through a consortium or system (Full, Partial, or None); Institution provides competitive scholarship programs, such as Tuition Exchange (Yes or No); Tuition benefit varies based on years of service (Yes, No, or Not applicable); and Other dependent tuition benefits (with an open-text response field); and None. Institutions may indicate multiple dependent tuition benefits; therefore, percentages within each AAUP category may not add up to 100.

SURVEY REPORT TABLE 11

Presidential salary, by AAUP category and affiliation, 2023–24 (dollars)

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	683,025	642,317	176,585	2,100,000	626,932	600,000	176,585	1,432,730
Category IIA (Master's)	397,252	375,000	173,441	950,000	353,423	350,000	173,441	633,700
Category IIB (Baccalaureate)	394,329	350,000	121,000	1,162,150	313,107	285,144	207,618	699,000
Category III (Associate's with ranks)	348,449	296,771	174,720	600,000	348,449	296,771	174,720	600,000
Category IV (Associate's without ranks)	255,729	258,706	116,000	362,250	255,729	258,706	116,000	362,250

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	1,032,788	912,500	397,860	2,100,000	708,938	652,000	365,889	1,049,490
Category IIA (Master's)	505,780	496,200	199,614	950,000	386,735	375,000	200,000	850,000
Category IIB (Baccalaureate)	495,288	462,000	121,000	1,162,150	347,569	337,253	131,952	685,500
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 509 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For one institution where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 12

Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2023–24

AAUP category	Ratio of presidential salary to average full professor salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	4.76	4.55	2.13	11.05	4.50	4.41	2.13	7.53
Category IIA (Master's)	3.98	3.82	1.42	10.39	3.42	3.43	1.42	7.04
Category IIB (Baccalaureate)	4.07	4.16	1.43	7.18	3.33	2.96	2.22	6.93
Category III (Associate's with ranks)	3.70	3.31	2.13	6.71	3.70	3.31	2.13	6.71
Category IV (Associate's without ranks)	3.45	3.60	2.13	4.67	3.45	3.60	2.13	4.67

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	6.20	5.45	3.53	11.05	5.31	5.25	3.61	7.54
Category IIA (Master's)	4.70	4.49	2.85	10.39	4.23	4.16	2.36	8.45
Category IIB (Baccalaureate)	4.37	4.34	1.43	7.18	4.10	4.22	1.94	6.90
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 509 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV. For one institution where supplemental pay far exceeded a president's base salary, the salary figure used here includes supplemental pay.

SURVEY REPORT TABLE 13

Chief academic officer salary, by AAUP category and affiliation, 2023–24 (dollars)

Chief academic officer salary								
AAUP category	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	441,751	423,035	188,500	1,327,000	426,652	409,121	188,500	1,327,000
Category IIA (Master's)	242,005	230,400	17,000	550,000	247,872	241,972	156,756	464,989
Category IIB (Baccalaureate)	205,217	198,000	72,528	436,800	176,308	185,000	115,000	255,000
Category III (Associate's with ranks)	220,705	190,000	101,127	386,325	220,705	190,000	101,127	386,325
Category IV (Associate's without ranks)	159,413	159,394	66,562	222,931	159,413	159,394	66,562	222,931

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	537,036	450,000	240,000	906,000	428,215	450,000	193,865	673,041
Category IIA (Master's)	275,515	283,000	83,013	500,000	217,443	210,000	17,000	550,000
Category IIB (Baccalaureate)	236,854	219,013	112,450	436,800	191,337	182,000	72,528	330,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 496 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 14

Chief financial officer salary, by AAUP category and affiliation, 2023–24 (dollars)

Chief financial officer salary								
AAUP category	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	394,022	360,535	159,120	1,199,000	373,628	352,813	159,120	1,199,000
Category IIA (Master's)	235,382	215,914	86,578	670,000	220,427	210,000	128,942	366,973
Category IIB (Baccalaureate)	230,657	209,028	50,000	618,000	157,988	137,300	112,770	270,546
Category III (Associate's with ranks)	204,907	174,675	74,255	372,300	204,907	174,675	74,255	372,300
Category IV (Associate's without ranks)	135,117	119,187	72,093	209,019	135,117	119,187	72,093	209,019

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	504,942	451,956	276,040	1,100,000	398,520	491,377	174,877	525,000
Category IIA (Master's)	301,982	280,670	150,026	606,361	218,159	199,000	86,578	670,000
Category IIB (Baccalaureate)	289,220	269,505	108,644	618,000	205,506	194,625	50,000	573,500
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

Note: The table is based on 478 reporting institutions. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 15

Average amount paid to part-time faculty members for a standard course section, by AAUP category and affiliation, 2022–23 (dollars)

AAUP category	Part-time faculty pay per section					
	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,867	667	26,000	4,549	667	26,000
Category IIA (Master's)	3,458	893	12,879	3,505	893	12,105
Category IIB (Baccalaureate)	4,293	850	18,266	4,122	1,300	9,000
Category III (Associate's with ranks)	3,301	1,000	9,030	3,301	1,000	9,030
Category IV (Associate's without ranks)	3,358	700	10,500	3,358	700	10,500
All combined	3,903	667	26,000	3,776	667	26,000

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	5,586	1,210	13,338	5,136	1,013	18,000
Category IIA (Master's)	3,545	1,000	12,879	3,343	1,000	12,878
Category IIB (Baccalaureate)	5,520	1,000	18,266	3,549	850	12,000
Category III (Associate's with ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	4,382	1,000	18,266	3,837	850	18,000

Note: This table is based on 339 reporting institutions. Pay is for the 2022–23 academic year to enable institutions to report data for an entire academic year. The standard course section is three credit hours, with some exceptions; see notes to Appendix III. Minimum pay reported as less than \$500 per section or more than \$50,000 is excluded from the table and analysis but is listed in Appendix III. For definitions of categories, see Explanation of Statistical Data. N.d. = no data. There were no private-independent or religiously affiliated institutions in categories III or IV.

SURVEY REPORT TABLE 16

Institutional contribution to part-time faculty retirement and medical benefits, by AAUP category, 2022–23

AAUP category	Percentage of institutions contributing to benefits for part-time faculty							
	Retirement				Medical			
	N	All	Some	None	N	All	Some	None
Category I (Doctoral)	65	15.4	24.6	60.0	64	4.7	46.9	48.4
Category IIA (Master's)	174	4.0	21.8	74.1	174	0.6	24.7	74.7
Category IIB (Baccalaureate)	111	0.9	34.2	64.9	110	0.9	30.0	69.1
Category III/IV (Associate's)	56	30.4	26.8	42.9	49	0.0	36.7	63.3
All combined	406	8.6	26.4	65.0	397	1.3	31.2	67.5

Note: Benefits are for the 2022–23 academic year to enable institutions to report data for an entire academic year. The proportion of part-time faculty receiving benefits was reported as All, Some, or None for each institution. Percentages may not sum to 100 percent because of rounding.

SURVEY REPORT TABLE 17

Number of institutions included in full-time faculty salary tabulations, by AAUP category and affiliation, 2023–24

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	230	156	48	26
Category IIA (Master's)	348	165	71	112
Category IIB (Baccalaureate)	192	40	71	81
Category III (Associate's with ranks)	79	78	1	0
Category IV (Associate's without ranks)	17	17	0	0
All combined	866	456	191	219

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

SURVEY REPORT TABLE 18

Number of faculty members included in full-time faculty salary tabulations, by AAUP category and affiliation, 2023–24

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	241,480	179,567	45,394	16,519
Category IIA (Master's)	95,417	62,088	14,533	18,796
Category IIB (Baccalaureate)	25,434	5,330	11,465	8,639
Category III (Associate's with ranks)	12,106	12,043	63	0
Category IV (Associate's without ranks)	2,362	2,362	0	0
All combined	376,799	261,390	71,455	43,954

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

Explanation of Statistical Data

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

Institutions are asked to include (a) full-time faculty members who are on the payroll of the institution as of November 1, 2023, and working nine-, ten-, eleven-, or twelve-month contracts; (b) full-time “Primarily Instructional” and “Instructional/Research Public Service” faculty members whose regular assignment has an instruction component (including release time for research), regardless of whether they are formally designated as “faculty” and irrespective of tenure status; (c) faculty members who are working on a reduced load (for example, 0.75 FTE) but who are still considered full-time in the institution’s human resources or payroll system; (d) full-time faculty members who are on sabbatical or leave with pay; and (e) replacement faculty members for those on sabbatical or leave without pay, but only if the replacement faculty members are employed full-time.

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

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

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

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

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

The course sections for which part-time faculty pay is reported are those meeting the definition of an undergraduate class section in the Common Data Set for 2023–24 (<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. Inclusion criteria were modified in 2023–24 to include part-time faculty members who taught distance-learning (online or remote) course sections, unless they were paid on a different scale from those who taught in-person course sections. Exclude noncredit classes and individual instruction such as dissertation or thesis research, music instruction, or one-to-one readings. Exclude students in independent study, co-operative programs, internships, foreign language taped tutor sessions, practicums, and all students in one-on-one classes.” (Also see the notes for survey report table 15 and appendix III.)

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

CHANGE IN SALARY FOR CONTINUING FACULTY. The change in salary reported is for those 2022–23 full-time faculty members who remained employed as full-time faculty at the same institution for 2023–24. The change includes both promotions in rank and increases (or decreases) due to other factors.

BENEFITS. These figures represent contributions by the institution, state, and local government on behalf of individual faculty members and do not include employee contributions. The benefits reported in the survey include (a) retirement plan contributions, regardless of vesting provisions, excluding payments for unfunded retirement liability, prepaid retiree health insurance, and social security; (b) medical insurance contributions, including premiums for insurance plans combining medical, dental, and other health care, but excluding long-term disability, Medicare, life insurance, and Health Savings Accounts; and (c) tuition benefits available to faculty dependents. As with salary figures, retirement figures are converted to a standard academic-year basis as determined by the institution. Medical insurance contributions are not converted to an academic-year basis. Dependent tuition benefits were collected for full-time faculty as a series of multiple-choice items only (see survey report table 10). In 2023–24, the “Institution is a member of Tuition Exchange” field was changed to “Competitive scholarship programs, such

as Tuition Exchange.” For part-time faculty, retirement and medical benefits were collected as categorical variables only (see survey report table 16). Not all institutions reported all items. Institutions were asked to provide their best estimate of the data for the entire academic year.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for those 2022–23 full-time faculty members who remain employed as full-time faculty at the institution for 2023–24. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

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

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

ABBREVIATIONS USED IN APPENDIX III

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

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

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

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

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

Appendixes I, II, and III are published with the Faculty Compensation Survey results on the AAUP's website. See <https://www.aaup.org/our-work/research/FCS>.

Any inquiries concerning the data in this report may be directed to the AAUP Department of Research and Public Policy. Email: aaupfcs@aaup.org.

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

AAUP interactive data website: <https://data.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 appendixes. 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 appendixes 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 the use of these data. The AAUP publishes additions and corrections to the Faculty Compensation Survey results online and may make modifications to the content at any time.

Readers are requested to report possible errors in the published data to the AAUP Department of Research and Public Policy at the email address above.