

# The Annual Report on the Economic Status of the Profession, 2024–25

(JUNE 2025)

This year's annual report begins with good news from the 2024–25 AAUP Faculty Compensation Survey: Wage growth for full-time faculty members in US higher education exceeded inflation for the second consecutive year, following three consecutive years of declining real (inflation-adjusted) salaries. However, despite the positive trend over the last two years, real average salaries remain about 6.2 percent lower than they were in fall 2019, before the COVID-19 pandemic.

This report presents findings from the AAUP's annual Faculty Compensation Survey at a time when US higher education faces an uncertain future. Only months into his new term, President Donald Trump has cut billions of dollars of federal grants and contracts for universities; targeted diversity, equity, and inclusion programs; and engaged in “unprecedented government overreach and political interference” regarding higher education, according to a statement published by the American Association of Colleges and Universities on April 22, 2025, and, as of this writing, signed by more than six hundred US college and university presidents. The Trump administration decimated the Institute of Education Sciences (IES), which is housed in the Department of Education, through the mass cancellation of contracts and mass layoffs of staff, making it impossible for IES to carry out the vital functions of collecting high-quality data; conducting rigorous education research; and disseminating information to educators, researchers, policymakers, and the public. AAUP researchers have relied on IES data—especially Integrated Postsecondary Education Data System (IPEDS) data—to form the foundation of the Faculty Compensation Survey, which will be harmed without a plausible

substitute in future years. The AAUP, together with the AFT and other allies, has filed lawsuits to block several of the Trump administration's actions and will continue working to develop and promote standards that protect academic freedom and the quality of higher education.

This report documents salaries and fringe benefits for both full- and part-time faculty members as well as salaries for senior administrators. It also documents the ongoing shift in the makeup of the academic workforce from mostly full-time tenured or tenure-track faculty members to mostly part-time and full-time faculty members holding appointments that are ineligible for tenure, whom AAUP policy documents refer to as contingent faculty members. And it describes key financial trends in US higher education. Finally, it highlights important concepts and resources that faculty members should be aware of during these uncertain times.

## Survey Findings

Data collection for the AAUP's 2024–25 Faculty Compensation Survey concluded in March, with over 800 US colleges and universities providing employment data for approximately 370,000 full-time and 90,000 part-time faculty members as well as senior administrators at more than 500 institutions. Participants reflected the wide range of institutional types across the United States, including approximately 225 doctoral universities, 320 regional universities, 180 liberal arts colleges, 80 community colleges, and 175 minority-serving institutions.

The sections that follow summarize the findings from this year's survey. Survey report tables discussed below are presented after the report.

TABLE A

**Annual percentage change in average salaries for full-time faculty, by academic rank, in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and annual percentage change in the Consumer Price Index, 1971–72 to 2024–25**

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	-1.0	-1.2	-0.8	-0.9	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	-2.0	-1.9	-1.8	-1.7	-1.9	7.8
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	-3.0	-3.5	-3.7	-4.0	-3.4	10.9
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	-1.8	-2.1	-1.8	-2.0	-1.9	10.8
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.6	0.5	0.7	-0.1	0.6	8.3
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.2	1.2	1.7	1.6	1.3	5.0
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	2.8	2.5	2.7	2.3	2.7	3.8
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.4	2.2	2.5	2.2	2.4	3.6
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	5.1	4.9	4.8	4.0	5.0	0.9
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.9	0.7	0.8	-0.3	0.8	4.1
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.8	2.7	2.0	1.3	1.8	3.9
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	2.0	2.0	2.0	1.2	1.8	4.2
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	-0.2	-0.4	-0.2	-0.7	-0.3	5.7
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	1.0	1.1	1.4	1.5	1.1	2.4
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	0.1	-0.2	0.1	-0.2	0.0	2.5
1992–93 to 1993–94	3.0	3.1	3.0	3.2	3.0	0.7	0.8	0.7	0.9	0.7	2.3
1993–94 to 1994–95	3.4	3.4	3.2	3.5	3.4	1.2	1.2	1.0	1.3	1.2	2.2
1994–95 to 1995–96	3.1	2.9	2.7	2.6	2.9	0.8	0.6	0.4	0.3	0.6	2.3
1995–96 to 1996–97	2.9	3.0	2.4	3.2	3.0	-0.2	-0.1	-0.7	0.1	-0.1	3.1
1996–97 to 1997–98	3.6	3.2	2.8	2.6	3.3	2.0	1.6	1.2	1.0	1.7	1.5
1997–98 to 1998–99	4.0	3.6	3.5	2.9	3.6	2.6	2.2	2.1	1.5	2.2	1.4
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	-0.2	-0.1	-0.5	-0.4	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	1.6	1.3	1.5	1.3	1.2	2.6
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	-1.3	-0.9	-1.3	-1.1	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.3	-0.1	0.3	0.2	-0.1	1.8
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.8	0.5	0.7	0.4	0.6	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	2.9	2.7	3.2	n.d.	3.2	0.8
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	-5.2	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	-4.5	-4.9	-4.8	-6.8	-4.9	7.2
2021–22 to 2022–23	4.2	4.3	4.2	5.5	4.1	-2.2	-2.1	-2.2	-1.0	-2.3	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
2023–24 to 2024–25	3.3	3.7	3.1	2.1	3.8	0.4	0.8	0.2	-0.8	0.9	2.9

*Note:* The annual percentage change in real terms is calculated as the annual percentage change in nominal terms adjusted for the December-to-December percentage change in the Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics. Starting in 1978–79, CPI-U values are from the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Values may vary from previously published values. N.d. = no data.

TABLE B

**Annual percentage change in average salaries for continuing full-time faculty, by academic rank, in nominal and real terms for institutions reporting comparable data for adjacent one-year periods, and annual percentage change in the Consumer Price Index, 1971–72 to 2024–25**

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	-4.0	-3.2	-4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.7	1.0	1.5	0.6	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.3	1.8	2.2	2.4	1.8	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	-0.8	-0.7	-0.8	-0.8	-0.8	6.7
1977–78 to 1978–79	6.9	7.6	8.0	8.4	7.4	-0.8	-0.2	0.2	0.6	-0.4	7.8
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	-2.8	-2.4	-1.9	-1.8	-2.5	10.9
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	-1.1	-0.7	-0.2	-0.2	-0.7	10.8
1980–81 to 1981–82	9.4	10.0	10.7	10.6	9.9	1.0	1.6	2.2	2.1	1.5	8.3
1981–82 to 1982–83	7.5	7.8	8.5	8.3	7.9	2.4	2.6	3.3	3.1	2.7	5.0
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	2.8	3.2	3.8	3.9	3.1	3.8
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.3	3.7	4.2	3.9	3.6	3.6
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.4	5.8	6.1	5.6	5.7	0.9
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	2.0	2.4	2.9	2.7	2.3	4.1
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2.4	3.1	3.6	3.4	2.8	3.9
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.6	3.1	3.5	3.2	3.0	4.2
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.4	1.0	1.4	1.2	0.8	5.7
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	1.5	2.1	2.5	2.7	1.9	2.4
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.7	1.2	1.7	1.9	1.1	2.5
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.5	2.1	2.4	2.2	1.9	2.3
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.9	2.5	2.7	2.7	2.4	2.2
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4.0	1.4	1.8	2.2	2.1	1.7	2.3
1995–96 to 1996–97	3.0	4.0	4.2	4.6	3.5	-0.1	0.9	1.1	1.5	0.4	3.1
1996–97 to 1997–98	4.0	4.6	4.8	5.0	4.3	2.4	3.0	3.2	3.4	2.7	1.5
1997–98 to 1998–99	4.5	5.0	5.3	5.3	4.8	3.1	3.6	3.9	3.9	3.4	1.4
1998–99 to 1999–00	4.5	4.9	5.4	5.3	4.8	1.7	2.1	2.6	2.5	2.0	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	1.9	2.7	2.8	2.5	2.4	2.6
2006–07 to 2007–08	4.5	5.4	5.4	5.7	5.1	0.4	1.3	1.3	1.5	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	-0.0	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.1	1.6	1.7	1.8	1.4	1.8
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.4	2.0	2.1	2.0	1.8	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	2.9	2.9	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.1	2.9	3.0	3.5	2.6	0.8
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	0.7	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	-4.4	-3.8	-3.7	-3.6	-4.0	7.2
2021–22 to 2022–23	4.3	4.9	5.4	5.6	4.8	-2.1	-1.5	-1.1	-0.9	-1.6	6.5
2022–23 to 2023–24	4.3	5.2	5.4	5.5	4.9	0.9	1.8	2.0	2.1	1.5	3.4
2023–24 to 2024–25	4.2	5.0	5.1	4.9	4.7	1.3	2.1	2.2	2.0	1.8	2.9

*Note:* Figures for continuing faculty represent the annual percentage change in average salary for faculty employed at the same institution in both years and exclude salaries for new hires and departed faculty. The annual percentage change in real terms is calculated as the annual percentage change in nominal terms adjusted for the December-to-December percentage change in the Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics. Starting in 1978–79, CPI-U values are from the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Values may vary from previously published values.

### **Full-Time Faculty Salaries**

From fall 2023 to fall 2024, average salaries for full-time faculty members (all ranks combined) increased 3.8 percent, following a 3.8 percent increase the prior year, which was the third-highest increase since the subprime mortgage crisis of the late 2000s (see table A). Growth in real average salaries for full-time faculty members exceeded inflation for the second consecutive year, but real average salaries have still not fully recovered from the effects of the COVID-19 pandemic and remain about 6.2 percent lower than they were in fall 2019.<sup>1</sup>

Average salaries increased 0.9 percent from fall 2023 to fall 2024 after adjusting for inflation, which was 2.9 percent from December 2023 to December 2024. Growth in average salaries outpaced inflation at 47.7 percent (373 out of 782) colleges and universities participating in both this year and the prior year, compared with 45.1 percent (380 out of 842) in the previous year.

Average salaries for full-time faculty members ranged from a low of \$62,023 for instructors at associate's institutions with ranking systems to a high of \$181,273 for full professors at doctoral universities. Survey report table 1 presents average full-time faculty salaries by AAUP category, control and affiliation, and academic rank.

Survey report table 2 presents the annual percentage change in average salary for full-time faculty members from fall 2023 to fall 2024.<sup>2</sup> The annual percentage change varied by institutional control and affiliation, with nominal (non-inflation-adjusted) average salaries for full-time faculty members increasing 3.9 percent among public institutions, 3.6 percent among private-independent institutions, and 3.0 percent among religiously affiliated institutions. Change also varied by AAUP category, with nominal average salaries increasing 3.6 percent among doctoral institutions, 4.2 percent among master's institutions,

2.9 percent among baccalaureate institutions, and 2.7 percent among associate's institutions with ranking systems. Associate's institutions without ranks reported nominal average salaries 5.4 percent higher than last year, but that figure may be unrepresentative because the data sample included only seventeen institutions. Nominal average salaries increased at 89.3 percent (698 out of 782) of colleges and universities participating in both the 2023–24 and 2024–25 surveys, compared with 86.5 percent (728 out of 842) participating in consecutive years last year.

Figure 1 presents real average full-time faculty salaries since fall 2000. Real average full-time faculty salaries peaked in fall 2019, just before the COVID-19 recession in early 2020, then declined sharply for three consecutive years, with a cumulative decrease of 7.5 percent from fall 2019 to fall 2022 after adjusting for the 15.8 percent inflation during that period. In real terms, average salaries are 2.4 percent lower than the average salary in fall 2008—the middle of the Great Recession.

Survey report table 3 presents full-time faculty salaries by gender and will be discussed in a later section. Survey report table 4 presents full-time faculty salaries by region, and survey report table 5 presents full-time faculty salaries as percentile distributions of institutions. Survey report tables 6 and 7 present summary statistics on the full-time faculty members represented in the survey by academic rank, tenure status, and gender.

### **Full-Time Continuing Faculty Salaries**

The AAUP Faculty Compensation Survey collects salary data on full-time continuing faculty members—those who were employed in the previous year and continue to be employed in the current year. This cohort analysis excludes newly appointed and departed faculty members, thus providing an indication of how much salaries have changed for those already in the profession. Annual percentage change in average salary for full-time continuing faculty members is reported by rank and institutional type in survey report table 2, with historical results listed in table B.

In fall 2024, average salaries for continuing full-time faculty members (all ranks combined) increased 4.7 percent in nominal terms and 1.8 percent in real terms, after adjusting for 2.9 percent inflation, marking the second consecutive year that average continuing faculty salary growth has exceeded inflation. By academic rank, annual percentage growth in

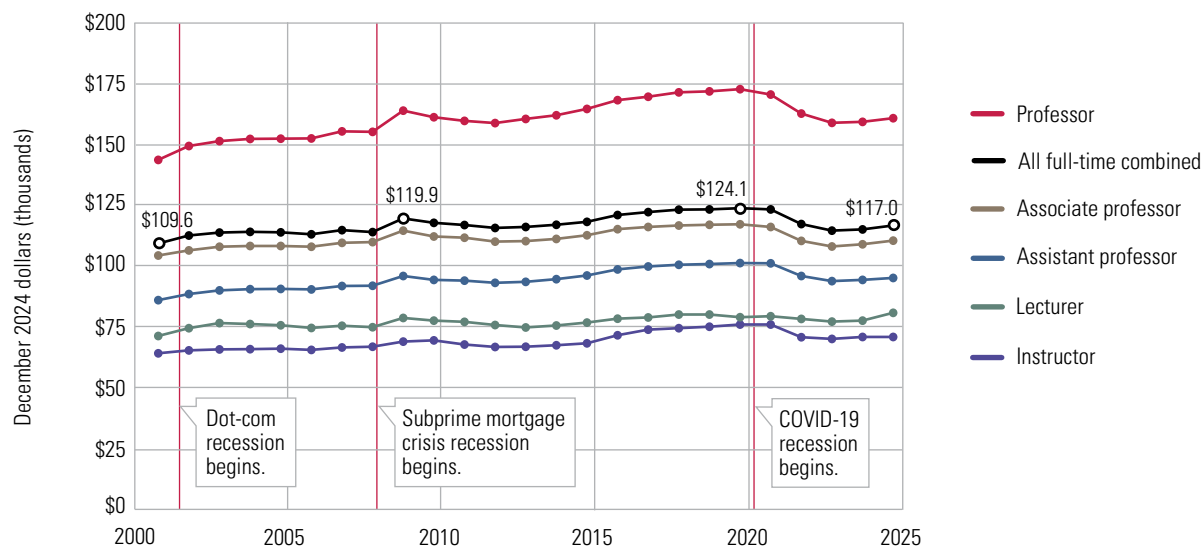
---

1. Nominal (non-inflation-adjusted) average salaries published each year in survey report table 1 increased from \$100,800 in fall 2019 to \$116,976 in fall 2024, an increase of 16.0 percent, while the Consumer Price Index for All Urban Consumers (CPI-U) increased 23.2 percent.

2. The percentage change in salary for all full-time faculty members listed in survey report table 2 represents the change among institutions reporting full-time faculty salary data in both the current year and the prior year. In contrast, previous versions of table 2 were calculated as a simple percentage change in the values published in survey report table 1, which may have distorted results because some institutions did not participate in both years.

FIGURE 1

**Real average full-time faculty salaries increased for the second consecutive year but remain far below the levels before the COVID-19 recession.**



*Note:* This figure presents average salaries for full-time faculty members by academic rank from fall 2000 through fall 2024, adjusted for inflation (December 2024 dollars). Figures represent average full-time faculty salary previously published in the Annual Report on the Economic Status of the Profession, adjusted for inflation (December 2024 dollars) using the Consumer Price Index Retroactive Series (R-CPI-U-RS), which includes revised measures to reflect current methodologies. Salaries may vary from previously published values. Vertical red lines indicate when recessions started and include March 2001, December 2007, and February 2020.

*Source:* AAUP Faculty Compensation Survey, US Bureau of Labor Statistics Consumer Price Index Retroactive Series (R-CPI-U-RS).

average salaries was 4.2, 5.0, 5.1, and 4.9 percent for full professors, associate professors, assistant professors, and instructors, respectively.<sup>3</sup> After adjustment for inflation, average salaries increased 1.3, 2.1, 2.2, and 2.0 percent for those ranks, respectively.

Salary growth for continuing full-time faculty members varied by institutional type, ranging from an average increase of 4.0 percent among private-independent master's institutions to 8.1 percent among public associate's institutions without ranking systems.<sup>4</sup> Fewer than 0.4 percent (3 out of 781) of institutions reported a decrease in average salaries

for continuing full-time faculty members, compared with approximately 1.0 percent (8 out of 827) in the previous year (not shown in table). After adjusting for inflation, 65.4 percent (511 out of 781) of institutions reported a real increase in average continuing faculty salaries, compared with 17.3 percent (143 out of 827) the previous year.

### Salary Equity

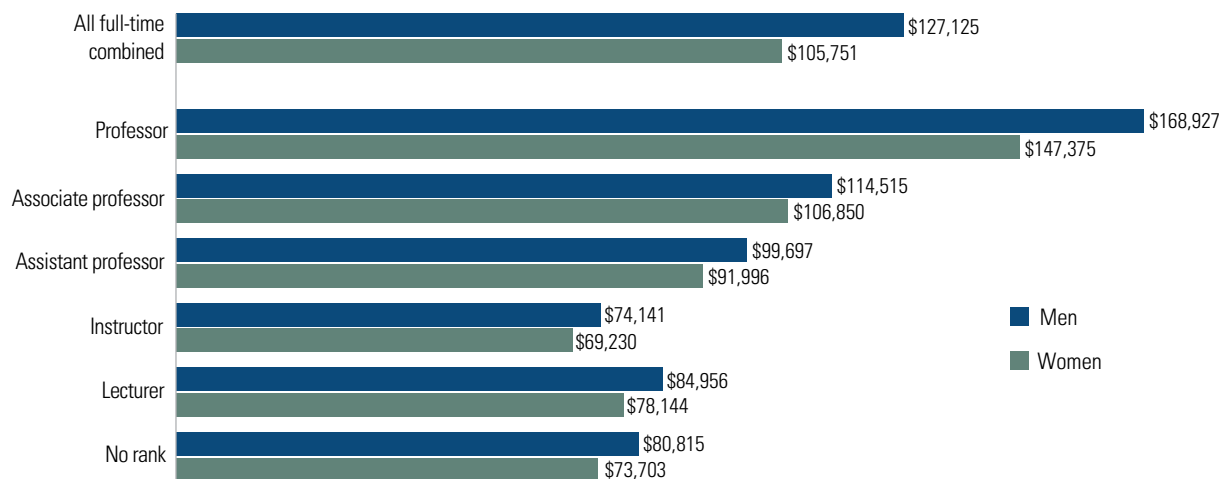
Average full-time faculty salaries for women were 83.2 percent of those for men in 2024–25, with women earning an average salary of \$105,751, compared with \$127,125 for men (see figure 2), consistent with the US Bureau of Labor Statistics finding that women had median weekly earnings that were 83.2 percent of the median for men across all sectors in the fourth quarter of 2024. The gender salary-equity ratio—the ratio of women's to men's salaries expressed as a percentage—was lowest (87.2) at the full professor rank, where women earned a salary of \$147,375, on average, compared with \$168,927 for men. Among other academic

3. Assistant professors and instructors typically receive the greatest annual percentage change in average salaries because they are most likely to receive promotions and commensurate pay increases.

4. Annual increases for full-time continuing faculty members in public associate's institutions without ranking systems may be distorted owing to low participation among such institutions, combined with extremely high values for the two largest institutions (see appendix II).

FIGURE 2

**Average salaries for full-time women faculty members are lower than average salaries for men at all ranks.**



*Note:* This figure presents average salaries for men and women full-time faculty members by academic rank in fall 2024. The figure is based on 790 institutions with faculty ranking systems reporting full-time faculty salary data. The figure excludes seventeen associate's institutions without faculty ranking systems. Reporting on faculty members with unknown or nonbinary gender identities is not possible at this time because reporting categories are generally aligned with those of the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey, which assumes binary genders (men or women).

*Source:* AAUP Faculty Compensation Survey.

ranks, gender salary-equity ratios ranged from 91.2 for faculty members with no rank to 93.4 for instructors (see figure 2 and survey report table 3).<sup>5</sup>

The overall gender salary-equity ratio for all ranks combined is lower than the ratio for any particular academic rank for several reasons. Full-time women faculty members are not only underrepresented at higher ranks that tend to pay higher salaries but are also less likely to hold tenured appointments within each rank. In addition, women are underrepresented at doctoral institutions, which generally pay higher salaries, and are overrepresented at associate's institutions, which generally pay lower salaries (see survey report tables 6 and 7). Although some have argued that gender-based parities may be explained by “market

factors” and the tendency for women to be clustered in low-paying disciplines, these patterns hold for women faculty members and faculty members of color across nearly all disciplines, as researchers Jennifer Schneider and Jacqueline Bichsel discussed in a 2024 report for the College and University Professional Association for Human Resources, *Representation and Pay Equity in Higher Education Faculty: A Review and Call to Action*.

### Full-Time Faculty Fringe Benefits

New benchmarks were added to the Faculty Compensation Survey in 2024–25, including the number of full-time faculty members participating in retirement plans and medical insurance plans. Prior to 2024–25, the survey collected the number of full-time faculty members covered (eligible) for such plans, whether or not the faculty members participated in the plans.<sup>6</sup> After adding “number participating” benchmarks this

5. Reporting on nonbinary faculty members or faculty members whose gender is unknown is not possible at this time because the IPEDS Human Resources survey assumes binary genders (men or women), stating that “it is up to the institution to decide how best to handle reporting individuals whose gender is unknown.” AAUP reporting categories generally follow IPEDS reporting categories to minimize the reporting burden on survey respondents.

6. Benefit coverage represents eligibility regardless of whether the institution contributes to the benefit plan, consistent with Internal Revenue Service guidelines for reporting fringe benefits.

year, the “number covered” benchmarks increased sharply, indicating that some institutions may have conflated coverage with participation in prior years. The new benchmarks led many survey respondents to carefully review the survey instructions rather than simply rely on their colloquial understanding of benefits coverage. These new benchmarks not only are important for understanding faculty compensation but will also improve the validity of the existing coverage benchmarks. However, analysts should exercise caution when comparing benefits coverage with data collected prior to 2024–25.

In 2024–25, 98.5 percent of full-time faculty members were eligible to participate in retirement plans, and 96.5 percent participated in such plans. Average institutional expenditures were \$13,084 for covered faculty members, equivalent to 11.2 percent of their average salary, and \$13,104 for participating faculty members, or 11.3 percent of their average salary.<sup>7</sup> There were large disparities in expenditures by institutional control and affiliation, with public, private-independent, and religiously affiliated employer contributions to retirement plans equivalent to 12.2, 9.2, and 7.9 percent of average salaries, respectively (see survey report table 8).

The percentage of full-time faculty members eligible for medical insurance benefits was 99.1 percent, with 92.4 percent participating in such programs. Coverage (eligibility) was fairly consistent across institutional affiliation and AAUP category, but there were disparities in participation by institutional control and affiliation, ranging from a low of 84.6 percent in religiously affiliated institutions to a high of 94.3 percent in public institutions. Institutions reported average institutional expenditures of \$13,990 for all full-time faculty members covered, equivalent to 11.9 percent of the average salary for all full-time faculty members, and \$14,057 for those participating, or 12.1 percent of the average salary (see survey report table 9).

About 93 percent of institutions reported providing full-time faculty members with some form of tuition benefit for dependents in 2024–25. Nearly 90 percent provided tuition waivers to dependents admitted at their institutions, with 60.2 percent providing full waivers and 28.6 percent providing partial

waivers (see survey report table 10). Results varied considerably by institutional control. Among public institutions, 36.0 percent provided full tuition benefits at their institutions, with nearly half (45.7 percent) providing only partial waivers. In contrast, about three-quarters (74.3 percent) of private-independent institutions provided full waivers, and 84.6 percent of religiously affiliated institutions provided full waivers.

Nearly half (46.7 percent) of institutions provided tuition waivers to dependents admitted at other specified institutions, usually through a consortium or system, with 25.4 percent providing full waivers. Such tuition waivers were far more prevalent at private institutions than at public institutions; 48.1 percent of private-independent institutions and 69.8 percent of religiously affiliated institutions provided tuition waivers at other specified institutions, compared with 31.2 percent of public institutions. Just under half (48.3 percent) of institutions participate in Tuition Exchange or other competitive reciprocal scholarship programs for dependents of eligible faculty members and staff, with private institutions making up the majority of members. Among religiously affiliated institutions, 87.8 percent provided the opportunity to apply for such scholarship programs, as did 68.4 percent of private-independent institutions. Just over 10 percent of public institutions provided competitive scholarship programs for dependents of full-time faculty members.

All private institutions reported offering at least some dependent tuition benefits to full-time faculty members, compared with 84.6 percent of public institutions. Dependent tuition benefits were tied to years of service at 30.3 percent of institutions, with considerable variation by institutional control and affiliation. Among private institutions, 47.4 percent of independent institutions and 43.6 percent of religiously affiliated institutions offered varying dependent tuition benefits based on years of service. In contrast, only 11.3 percent of public institutions reported making dependent tuition benefits contingent on years of service.

### **Administrator Salaries**

Median salaries for college and university presidents in 2024–25 ranged from a low of about \$268,000 at public associate’s institutions without ranking systems to a high of over \$900,000 at private-independent doctoral universities (see survey report table 11). Ratios of median presidents’ to full professors’ average salaries ranged from a low of just over three to one in public baccalaureate institutions to a high of

---

7. Retirement expenditures represent contributions by the institution, state, and local government on behalf of individual faculty members and exclude employee contributions, payments for unfunded retirement liability, prepaid retiree health insurance, and Social Security.

more than five to one in private-independent and religiously affiliated doctoral institutions (see survey report table 12). For chief academic officers, median salaries ranged from a low of just over \$187,000 in public associate's institutions without ranking systems to a high of over \$470,000 in religiously affiliated doctoral institutions (see survey report tables 13 and 14). For chief financial officers, median salaries ranged from a low of just under \$142,000 in associate's institutions without ranking systems to a high of over \$512,000 in religiously affiliated doctoral institutions.

Growth in salaries for college and university administrators has outpaced the growth in full-time faculty salaries for years. For example, the ratio of presidents' to full professors' average salaries in doctoral institutions was 1.7 in fall 1981, as reported in *The Annual Report on the Economic Status of the Profession, 2004–05*, compared with 4.9 in fall 2024. Although proponents of high presidential salaries might argue that presidents deserve high salaries because few individuals are able to do the work required in that position and because successful presidents increase revenue for their institutions, critical university studies scholars such as Christopher Newfield see high presidential salaries as a symptom of the privatization that is raising costs in higher education. Beyond the financial concerns, in the case of public universities, Newfield explains that “privatization has become the main process whereby business practices are brought in, not to support but to restructure teaching and research. Privatization is a mode of governance and a control mechanism.”<sup>8</sup> Whether soaring administrator salaries are a cause or a symptom of rising costs in US higher education, a greater concern is whether running colleges and universities like businesses—with more emphasis on corporate power structures than shared governance—conflicts with the mission of higher education to serve the common good by fostering the production and dissemination of knowledge.

### **Part-Time Faculty Members**

The AAUP Faculty Compensation Survey collects data on part-time faculty members for the prior academic year to ensure that institutions can provide data

representing an entire academic year. Fewer than half of the institutions completing the survey provided data on part-time faculty compensation, and we stress, as always, that the results we report are not nationally representative.

Among 336 reporting institutions,<sup>9</sup> part-time faculty members who were paid on a per-course-section basis in the prior year (2023–24) received an average of \$4,093 per three-credit course section (see survey report table 15), nearly a 5 percent increase from 2022–23, when the average pay was \$3,903, and a 15.1 percent increase from 2019–20, when the average pay was \$3,556. Despite the positive trend, part-time faculty pay remains appallingly low, and in real terms it has not returned to the levels before the onset of the COVID-19 pandemic in early 2020. After adjusting for inflation, which was 19.7 percent from December 2019 to December 2023, per-course-section pay for part-time faculty members decreased about 3.9 percent from 2019–20 to 2023–24, on average (not shown in table).

Average rates of pay per course varied widely between institutional types in 2023–24, ranging from a low of \$3,523 in public associate's institutions without ranks to a high of \$6,481 in private-independent baccalaureate institutions. Minimum and maximum pay rates for teaching a course section spanned huge ranges across all institutional categories, with minima often falling under \$1,000 and maxima sometimes exceeding \$20,000 in highly specialized fields.

Most faculty members who were paid per course section received neither retirement plan nor medical insurance contributions in 2023–24, with only 34.4 percent of institutions contributing toward retirement plans for some or all part-time faculty members and only 32.6 percent of institutions contributing to premiums for medical insurance plans. These findings are similar to those in prior years. Associate's institutions were most likely to contribute to retirement plans for part-time faculty members paid per course section, with nearly half (48.9 percent) reporting such contributions. Doctoral institutions were most likely to contribute to medical insurance premiums, with nearly half (47.7 percent) providing this benefit (see survey report table 16).

---

8. Christopher Newfield, *The Great Mistake: How We Wrecked Public Universities and How We Can Fix Them* (Johns Hopkins University Press, 2016), 27.

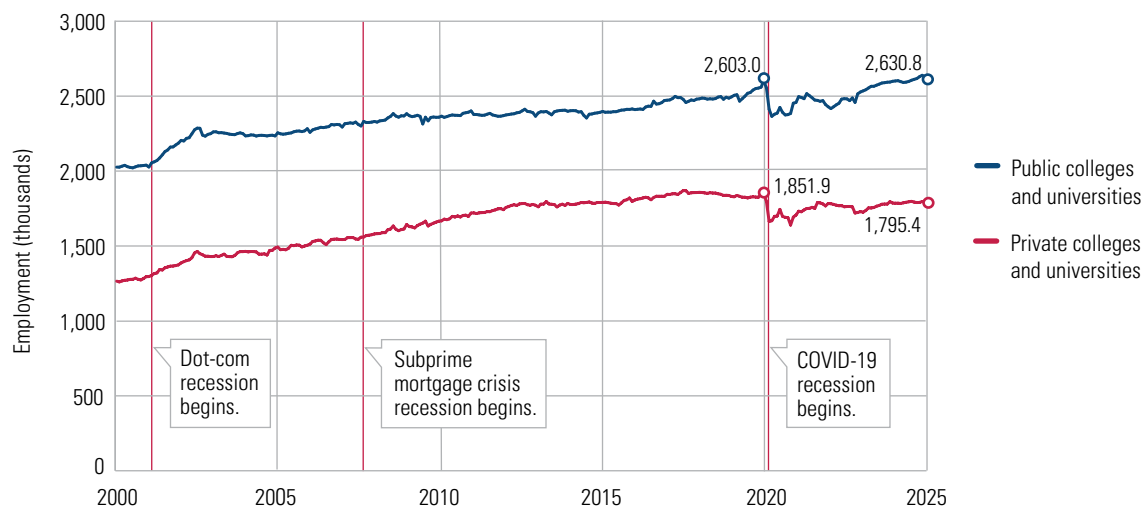
---

9. This figure represents the number of institutions that reported pay amounts and excludes institutions that reported only the number of part-time faculty members or their benefits coverage.



FIGURE 3

**Employment in public colleges and universities has surpassed levels prior to the COVID-19 recession but has not fully recovered in privately owned colleges and universities.**



*Note:* This figure presents seasonally adjusted employment (head count) in colleges and universities by institutional control from January 2000 through February 2025. Figures include all persons who worked or received pay for any part of the pay period that includes the twelfth day of the month: full-time and part-time employees, faculty and staff, and those on paid leave. Labeled values represent employment as of February 2020, when the COVID-19 recession began, and February 2024. Vertical red lines indicate when recessions started and include March 2001, December 2007, and February 2020.

*Source:* US Bureau of Labor Statistics, Employment, Hours, and Earnings from the Current Employment Statistics survey (National), Series IDs CES6561130001 (privately owned colleges and universities) and CES9092161101 (publicly owned postsecondary schools), retrieved from <https://beta.bls.gov/labs/> on April 7, 2025.

### The Academic Labor Force

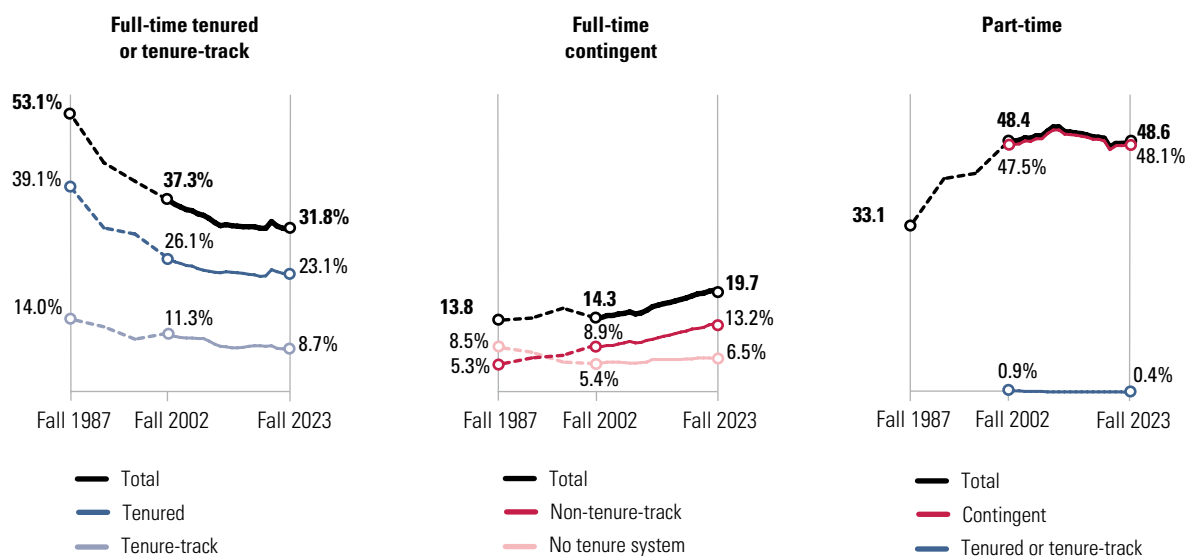
Overall employment in US higher education has still not recovered from the COVID-19 pandemic. Although public college and university employment recently returned to prepandemic levels, overall employment in private institutions remains about 3 percent lower than February 2020, the start of the COVID-19 recession (see figure 3). As discussed at length in last year's *Annual Report on the Economic Status of the Profession*, the pandemic also affected the makeup of the academic labor force, including faculty members and graduate student employees. Federal funding freezes, including a freeze on National Institutes of Health (NIH) funding, now threaten the economic security of many faculty members in US higher education, highlighting the importance of tenure and other job protections for academic workers. Patterns of faculty appointments and graduate student employment are briefly summarized in this section.

Analyzing federal figures on nonmedical instructional faculty and graduate student employment, the AAUP's 2025 *Data Snapshot: Tenure and Contingency in US Higher Education, Fall 2023*, shows how the makeup of the US academic workforce has shifted from mostly full-time tenured or tenure-track faculty members to mostly part-time and full-time faculty members holding contingent appointments (see figure 4). About 31.8 percent of faculty members in US colleges and universities held full-time tenured or tenure-track appointments in fall 2023, compared with about 53.1 percent in fall 1987. Conversely, about 68.2 percent of faculty members in US colleges and universities held either part-time or full-time contingent appointments in fall 2023, compared with about 46.9 percent in fall 1987.

Although there was some variation between institutional types, federal figures show that most faculty members in US colleges and universities held contingent appointments across all institutional types in fall 2023;

FIGURE 4

**The makeup of the US academic workforce has shifted from mostly full-time tenured or tenure-track faculty members to mostly faculty members holding contingent appointments that are ineligible for tenure.**



*Note:* This figure presents percentages of the total number of faculty members by appointment type from fall 1987 through fall 2023. Fall 1987 is the earliest year for which comparable figures are available. Figures represent nonmedical instructional staff (instruction, research, public service, or primarily instruction), with or without formal faculty status, in degree-granting nonprofit institutions participating in Title IV federal financial-aid programs in the United States (fifty states and the District of Columbia). The term *contingent* refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. Percentages may not sum to totals because of rounding.

*Source:* Figures from 1987 through 2001 were derived from estimates from the National Study of Postsecondary Faculty series, which featured nationally representative samples with margins of sampling error; figures from 2002 through 2023 represent data from the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component (Employees by Assigned Position), a census survey required for all institutions participating in Title IV programs, including the 2023–24 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 27, 2025.

the percentage of faculty members holding contingent appointments ranged from about 51.5 percent across Research I doctoral universities to about 82.6 percent among associate's colleges. Nearly half (48.1 percent) of faculty members held part-time contingent appointments, 81.4 percent of whom either were on short-term nonrenewable contracts (58.2 percent) or were not even granted formal faculty status (23.2 percent).

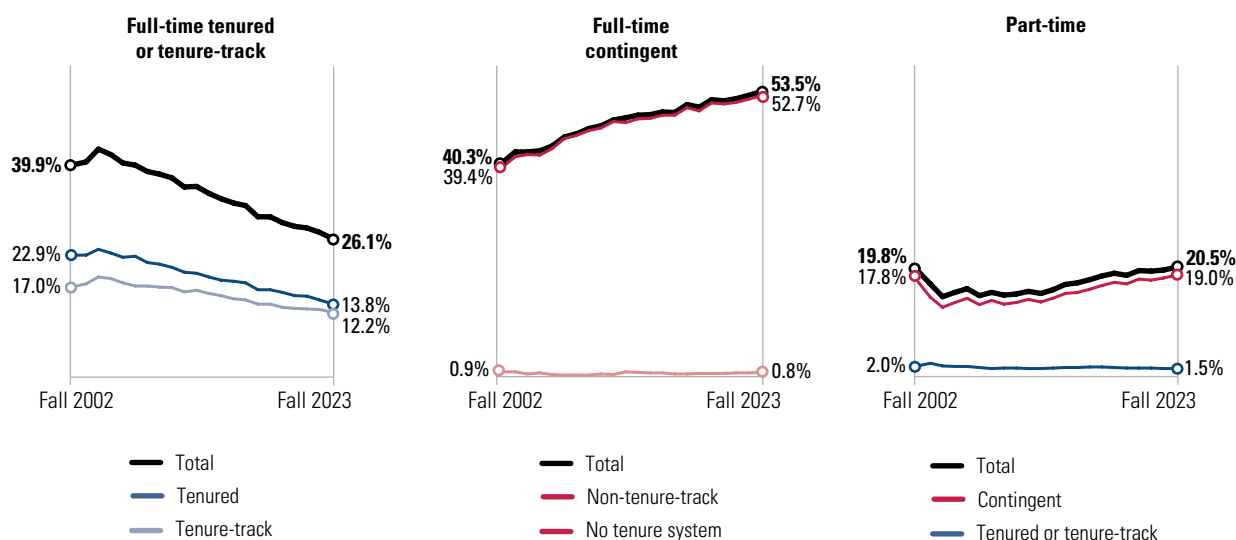
The freeze on NIH funding, which has faced legal challenges, is most likely to impact faculty members at medical schools that rely on NIH grants for funding. It is therefore imperative that we consider the makeup of the academic labor force in medical schools, which have also increasingly relied on faculty members on “soft money” who hold contingent appointments. The AAUP's 2025 *Data Snapshot: Tenure and Contingency*

*in US Medical Schools, Fall 2023*, summarizes federal data on instructional faculty appointments and graduate student employment in US medical schools and shows that the proportion of instructional faculty members holding tenured or tenure-track appointments in US medical schools has declined steadily, with about 26.1 percent of faculty members holding full-time tenured or tenure-track appointments in fall 2023, compared with about 39.9 percent in fall 2002 (see figure 5). Conversely, the overall percentage of faculty members holding contingent appointments increased from about 58.1 percent to about 72.5 percent.

The shift in US academic employment from mostly full-time tenured or tenure-track appointments to mostly contingent appointments started long before the COVID-19 pandemic. Declining proportions of

FIGURE 5

**The proportion of instructional faculty members holding tenured or tenure-track appointments in US medical schools has declined steadily.**



*Note:* This figure presents percentages of the total number of faculty members by appointment type from fall 1987 through fall 2023. Fall 2002 is the earliest year for which comparable figures are available. Figures represent medical instructional staff (instruction, research, public service, or primarily instruction), with or without formal faculty status, in degree-granting nonprofit institutions participating in Title IV federal financial-aid programs in the United States (fifty states and the District of Columbia). The term *contingent* refers to appointments that are ineligible for tenure, including non-tenure-track appointments and appointments at institutions without tenure systems. Percentages may not sum to totals because of rounding.

*Source:* Figures represent data from the Integrated Postsecondary Education Data System (IPEDS) Human Resources survey component (Employees by Assigned Position), a census survey required for all institutions participating in Title IV programs, including the 2023–24 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 27, 2025.

tenured and tenure-track appointments, increasing numbers of contingent appointments, and increasing reliance on graduate student employees to teach classes threaten academic freedom, faculty governance, and the integrity of faculty work—trends that ultimately diminish student learning.

### Institutional Finances

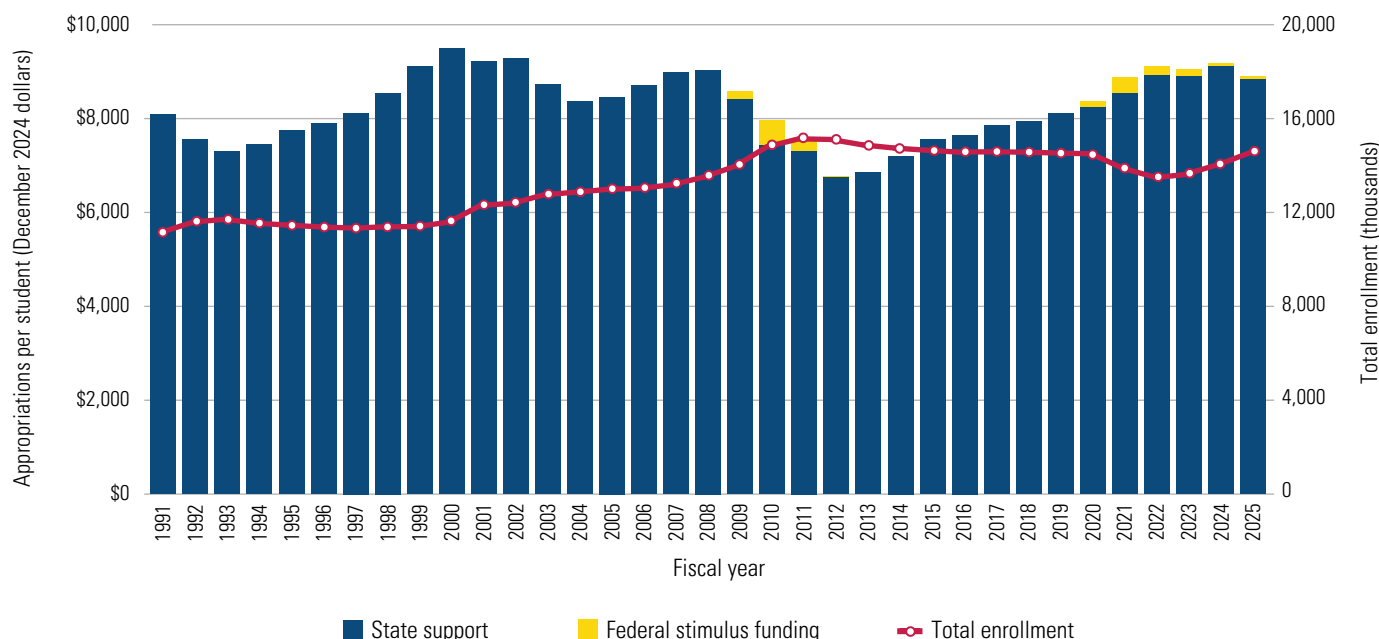
State funding for public higher education in fiscal year 2025 increased 4.3 percent, or 1.5 percent after adjusting for inflation, according to the 2025 State Higher Education Executive Officers Association Grapevine report. Along with positive returns for endowments totaling over \$20 billion among private institutions in fiscal year 2023, these key indicators by themselves might suggest that US higher education is in good financial health. However, with student enrollment among public institutions increasing about 4.5 percent, total state appropriations per student decreased 2.9 percent

in fiscal year 2025, after adjusting for inflation (see figure 6), and there are huge variations in state funding for public higher education across the country.<sup>10</sup> And federal data show that of the approximately \$600 billion in endowment assets held by nearly 1,600 private colleges and universities at the end of fiscal year 2023, over half (52.1 percent) were held by only fifteen institutions, less than 1 percent of the total number of private institutions (see table C). More than 1,100 institutions—about 380 private and 750 public—reported debt-to-assets ratios over 1.0 in fiscal year 2023, meaning that they carried more debt than the value of their endowment assets, according to our analysis of federal data.

10. This report presents national figures for government fiscal support for public higher education, but state-level figures and trends are available on the AAUP's interactive data website at <https://data.aaup.org>.

FIGURE 6

**State funding per student decreased 2.9 percent in fiscal year 2025, after adjusting for inflation, due in large part to a 4.5 percent increase in student enrollment.**



*Note:* This figure presents inflation-adjusted appropriations per student (blue and yellow stacked bars), by funding source, and total enrollment (red line) among public colleges and universities from fiscal year 1991 through 2025. State fiscal support includes taxes and other state monies. Federal stimulus funding includes funds from the American Recovery and Reinvestment Act of 2009 (2009 through 2012), the Coronavirus Aid, Relief, and Economic Security Act (2020 through 2024), the Coronavirus Response and Relief Supplemental Appropriations Act of 2021 (2021 through 2024), and the American Rescue Plan Act of 2021 (2021 through 2024). Total enrollment is defined as total number of students enrolled for credit in the fall of the academic year. Total enrollment was calculated using data from the Integrated Postsecondary Education Data System (IPEDS) through fiscal year 2024, then projected for fiscal year 2025 using fall 2024 enrollment estimates published by the National Student Clearinghouse. Total enrollment is the unduplicated twelve-month enrollment at institutions from July 1 of one year through June 30 of the next. Prior to 2010–11, institutions could choose to report enrollment on the twelve-month period between July 1 and June 30 or September 1 and August 31.

*Sources:* Grapevine project of the Center for the Study of Education Policy at Illinois State University, IPEDS Fall Enrollment survey component 2023–24 provisional release, the National Student Clearinghouse’s “Current Term Enrollment Estimates: Fall 2024” report, and the US Bureau of Labor Statistics Consumer Price Index Retroactive Series (R-CPI-U-RS). Data retrieved and compiled by the AAUP Department of Research and Public Policy on April 8, 2025.

## Conclusion

The indicators of financial health described in the previous section suggest that the gaps between the haves and the have-nots are widening in higher education, and the increase in recent years in college closures, mergers, program cuts, and faculty layoffs has alarmed many. *Higher Ed Dive* has documented more than 125 college closings and mergers since 2016, and news of layoffs and program cuts keeps coming.<sup>11</sup> However, as higher

education researcher Robert Kelchen recently warned, caution should be exercised when interpreting data on college closures; sometimes college “closures” would be more aptly described as administrative consolidations.<sup>12</sup> That some closures may actually have been consolidations would partly explain why the number of institutions participating in the AAUP’s annual Faculty Compensation Survey (see survey report table 17) has declined in recent years while the number of full-time

11. For example, see Josh Moody, “Another Round of Cuts Hit Colleges in March,” *Inside Higher Ed*, April 2, 2025, <https://www.insidehighered.com/news/business/cost-cutting/2025/04/02/march-brought-another-round-job-and-program-cuts>.

12. Robert Kelchen, “How Many Colleges Really Close Each Year?,” *Kelchen on Education* (blog), September 3, 2024, <https://robertkelchen.com/2024/09/03/how-many-colleges-really-close-each-year/>.

TABLE C

**Fifteen private institutions held more endowment assets than all other private institutions combined in fiscal year 2023.**

Institution	Endowment assets	Percentage of total
<b>TOP 15 PRIVATE INSTITUTIONS</b>		
Harvard University	\$50,748,594,000	8.5%
Yale University	\$40,746,867,000	6.8%
Stanford University	\$36,494,893,000	6.1%
Princeton University	\$33,380,863,000	5.6%
Massachusetts Institute of Technology	\$23,453,446,000	3.9%
University of Pennsylvania	\$20,962,941,000	3.5%
University of Notre Dame	\$16,960,542,000	2.8%
Columbia University in the City of New York	\$13,642,667,000	2.3%
Duke University	\$11,602,230,000	1.9%
Washington University in St. Louis	\$11,489,314,000	1.9%
Emory University	\$11,358,435,000	1.9%
Northwestern University	\$10,553,989,000	1.8%
Johns Hopkins University	\$10,538,865,000	1.8%
Vanderbilt University	\$9,684,196,096	1.6%
Cornell University	\$9,553,279,351	1.6%
Top 15 private institutions combined	\$311,171,121,447	52.1%
<b>ALL PRIVATE INSTITUTIONS</b>		
Top 15 private institutions combined	\$311,171,121,447	52.1%
All 1,583 other private institutions combined	\$286,140,773,653	47.9%
All 1,598 private institutions combined	\$597,311,895,100	100.0%

*Note:* Figures represent endowment assets among 1,616 private degree-granting nonprofit institutions reporting under the Financial Accounting Standards Board standards and participating in Title IV federal financial aid programs in the United States (fifty states and the District of Columbia). Endowment assets reflect values at the end of the fiscal year and consist of gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations. Percentages may not sum to totals because of rounding.

*Source:* Integrated Postsecondary Education Data System (IPEDS) Finance survey component 2022–23 provisional release. Data retrieved and compiled by the AAUP Department of Research and Public Policy on January 16, 2024.

faculty members included in the tabulations (see survey report table 18) has remained stable. But make no mistake. We are observing an uptick in college closings. The college-age population is expected to shrink considerably in some states over the next several years; dwindling enrollment and volatility in government funding for higher education will place many more institutions at risk.

The COVID-19 pandemic exacerbated the volatility in state funding for public higher education, as higher education policy researcher Jennifer A. Delaney and others documented in their 2023 book *Volatility in State Spending for Higher Education*. Now, given recent actions taken by the Trump administration, both public and private institutions are facing funding cuts writ large, such as freezes to NIH grants and reduced funding for indirect costs.

Institutions that have come to rely on large numbers of international students for tuition revenue could see that revenue greatly diminished as well. In these uncertain times, increased economic security for faculty members may remain elusive.

Economic uncertainty, political attacks, corporate intrusion, attacks on knowledge and expertise, and financial disparity among colleges and universities threaten US higher education's goal of serving the common good, which it pursues by fostering the production and dissemination of knowledge, developing a well-informed and thoughtful electorate, and contributing to public service. The threat extends far beyond higher education, as John Dewey, the AAUP's first president, argued in *Democracy and Education* in 1916: "Obviously a society to which stratification into separate classes would be fatal, must see to it

that intellectual opportunities are accessible to all on equitable and easy terms.”

The AAUP is working with its chapters and allies in higher education and in the labor movement to defend and advance its vision of higher education that is accessible and affordable. In addition to actions on campuses, such as teach-ins and demonstrations, the AAUP has provided guidelines, such as those contained in the AAUP report *The Role of the Faculty in Conditions of Financial Exigency*, for institutions facing pressures to discontinue programs, merge with larger institutions, or close. The Association also works to ensure that standards set forth in the AAUP’s *Recommended Institutional Regulations on Academic Freedom and Tenure* are incorporated into collective bargaining agreements (where lawful and feasible) and institutional policies. Faculty members must be meaningfully involved in budgetary decisions on an ongoing basis, and we urge administrations to be fully transparent with their faculties regarding finances by providing them ongoing and unfettered access to audited financial statements and employment data, along with detailed program, department, and administrative-unit budgets.

Many colleges and universities face uncertain economic futures, and some may be experiencing financial distress. The AAUP’s Department of Research and Public Policy will continue to work with faculty members, administrators, associations, labor unions, elected officials, and citizens to support academic freedom and economic security for all those engaged in teaching and research in US higher education and to ensure that institutions are successful in fulfilling their obligations to students and to society.

### **Acknowledgments**

The AAUP’s Department of Research and Public Policy thanks the college and university administrative offices that provided data in a timely manner for inclusion in this report. We are grateful for their continued collaboration and participation. We also acknowledge the contribution of the National Higher Education Benchmarking Institute (NHEBI) in developing and supporting the Faculty Compensation Survey research portal. NHEBI, established in 2004, is a nonprofit service and research institute sponsored and supported by Johnson County Community College (Kansas). Finally, the author acknowledges the substantial contribution of Ruben Guzman, our department’s research assistant, in administering

the Faculty Compensation Survey and shaping the report. ■

This report was authored by Glenn T. Colby, senior researcher at the AAUP, and is published under the auspices of the AAUP’s Committee on the Economic Status of the Profession.

**ROTUA LUMBANTOBING** (Economics)  
Western Connecticut State University, *chair*

**WHITNEY DECAMP** (Sociology)  
Western Michigan University

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

**JAN MEDLOCK** (Biomedical Sciences)  
Oregon State University

**SARANNA THORNTON** (Economics)  
Hampden-Sydney College

*The Committee*

**SURVEY REPORT TABLE 1**

**Average full-time faculty salary, by AAUP category, affiliation, and academic rank, 2024–25 (dollars)**

Academic rank	All combined	Public	Private-independent	Religiously affiliated
<b>AAUP CATEGORY I (Doctoral)</b>				
Professor	181,273	164,884	238,238	181,266
Associate	119,801	114,519	144,655	122,491
Assistant	103,337	98,378	126,080	107,413
Instructor	74,559	69,874	89,934	91,674
Lecturer	84,643	78,685	103,168	78,095
No rank	78,408	78,114	73,347	91,075
All combined	128,733	119,295	166,397	131,590
<b>AAUP CATEGORY IIA (Master's)</b>				
Professor	118,061	117,169	126,153	114,241
Associate	96,667	97,407	99,438	92,109
Assistant	83,057	83,686	85,283	79,908
Instructor	65,876	62,725	74,307	68,963
Lecturer	71,411	70,416	82,264	64,178
No rank	69,504	68,081	75,538	69,952
All combined	94,792	94,255	100,505	91,797
<b>AAUP CATEGORY IIB (Baccalaureate)</b>				
Professor	121,439	114,186	138,162	98,539
Associate	93,316	93,117	103,361	80,284
Assistant	79,226	78,730	87,056	70,042
Instructor	67,514	70,889	70,264	60,426
Lecturer	75,256	67,297	84,612	63,586
No rank	97,894	124,941	91,153	71,066
All combined	94,606	89,321	106,508	80,614
<b>AAUP CATEGORY III (Associate's with ranks)</b>				
Professor	105,039	105,098	68,393	n.d.
Associate	86,007	86,106	67,399	n.d.
Assistant	72,126	72,331	53,320	n.d.
Instructor	62,023	62,225	52,338	n.d.
Lecturer	77,221	77,221	n.d.	n.d.
No rank	50,573	50,205	63,818	n.d.
All combined	85,491	85,682	57,385	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>				
No rank	90,141	90,141	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>				
Professor	160,954	151,270	203,603	137,644
Associate	110,840	108,929	125,272	100,985
Assistant	95,511	93,808	108,718	85,991
Instructor	71,322	67,951	81,959	74,730
Lecturer	81,175	76,286	99,437	73,614
No rank	76,955	76,635	81,349	76,325
All combined	116,976	111,758	142,975	104,343

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical 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 category IV. N.d. = no data.

SURVEY REPORT TABLE 2

**Annual percentage change in average salary for full-time faculty and continuing faculty, by AAUP category, affiliation, and academic rank, 2023–24 to 2024–25**

Academic rank	All faculty				Continuing faculty			
	All combined	Public	Private-independent	Religiously affiliated	All combined	Public	Private-independent	Religiously affiliated
<b>AAUP CATEGORY I (Doctoral)</b>								
Professor	3.3	3.1	3.9	2.7	4.1	4.0	4.3	3.6
Associate	3.5	3.5	3.6	3.2	5.0	5.0	5.2	4.4
Assistant	2.8	2.7	2.6	3.0	5.0	5.0	5.1	4.7
Instructor	2.3	2.2	3.6	7.8	4.7	4.9	3.6	4.1
Lecturer	6.2	7.0	4.0	8.3	5.4	5.6	5.0	4.1
No rank	-3.2	-4.7	8.1	2.2	5.0	5.0	2.7	5.6
All combined	3.6	3.5	3.6	3.6	4.6	4.6	4.6	4.1
<b>AAUP CATEGORY IIA (Master's)</b>								
Professor	3.7	5.0	0.6	2.1	4.9	5.7	3.6	3.0
Associate	4.0	5.3	1.5	2.4	5.4	6.3	4.2	3.7
Assistant	3.5	4.4	1.6	2.8	5.5	6.3	4.6	3.9
Instructor	3.0	4.1	6.1	0.2	5.3	5.6	5.9	4.2
Lecturer	6.9	7.4	4.1	7.1	9.8	11.0	4.4	3.7
No rank	7.7	10.2	1.1	-3.4	5.6	5.8	2.6	7.2
All combined	4.2	5.3	1.8	2.4	5.3	6.1	4.2	3.5
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Professor	2.6	3.5	2.9	1.5	3.5	3.7	4.1	2.5
Associate	3.1	3.5	3.3	2.7	4.3	4.3	4.9	3.4
Assistant	2.4	2.9	1.9	2.6	4.5	4.9	4.8	3.9
Instructor	2.7	2.8	3.4	1.0	5.4	5.5	6.0	4.4
Lecturer	4.3	2.9	4.4	6.3	4.2	3.2	5.2	4.0
No rank	2.8	-18.3	7.4	-4.7	5.1	3.2	6.5	4.4
All combined	2.9	3.2	3.2	2.2	4.1	4.3	4.6	3.2
<b>AAUP CATEGORY III (Associate's with ranks)</b>								
Professor	2.4	2.4	-11.1	n.d.	3.8	3.8	n.d.	n.d.
Associate	2.5	2.5	8.5	n.d.	4.2	4.2	n.d.	n.d.
Assistant	3.0	3.0	7.5	n.d.	5.4	5.4	n.d.	n.d.
Instructor	3.6	3.6	1.6	n.d.	6.8	6.8	n.d.	n.d.
Lecturer	1.6	1.6	n.d.	n.d.	2.5	2.5	n.d.	n.d.
No rank	n.d.	n.d.	n.d.	n.d.	6.5	6.5	n.d.	n.d.
All combined	2.7	2.8	3.2	n.d.	4.2	4.2	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>								
No rank	5.4	5.4	n.d.	n.d.	7.0	7.0	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Professor	3.3	3.4	3.4	2.6	4.2	4.4	4.2	3.2
Associate	3.7	3.9	3.4	2.9	5.0	5.3	4.9	3.9
Assistant	3.1	3.2	2.6	2.9	5.1	5.3	4.9	4.2
Instructor	2.1	2.3	3.9	1.1	4.9	5.1	4.6	4.2
Lecturer	6.5	7.0	4.2	9.6	6.3	6.9	4.9	4.0
No rank	1.1	0.1	10.0	2.3	5.2	5.2	4.3	6.3
All combined	3.8	3.9	3.6	3.0	4.7	5.0	4.5	3.7

*Note:* The table is based on 782 institutions reporting full-time faculty salary data in both 2023–24 and 2024–25 and 749 institutions reporting full-time continuing faculty salary data in 2024–25. Figures for continuing faculty represent the annual percentage change in average salary, in nominal terms, for faculty employed at the same institution in both years and exclude salaries for new hires and departed faculty. For definitions of categories, see Explanation of Statistical Data. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. Rows labeled “All Combined” include lecturers and unranked faculty where reported. N.d. = no data.



SURVEY REPORT TABLE 3

**Average salary for men and women full-time faculty, by affiliation, AAUP category, and academic rank, 2024–25 (dollars)**

Academic rank	All combined		Public		Private-independent		Religiously affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>AAUP CATEGORY I (Doctoral)</b>								
Professor	188,450	167,219	170,968	153,180	247,106	219,197	188,249	168,894
Associate	123,818	115,149	118,253	110,186	149,929	138,427	126,439	118,187
Assistant	108,438	98,797	103,034	94,238	132,493	120,062	113,324	102,794
Instructor	77,898	71,905	72,461	67,936	92,862	87,008	96,720	87,142
Lecturer	89,102	80,924	82,768	75,280	109,075	98,197	79,980	76,591
No rank	82,772	74,808	82,598	74,425	76,929	68,692	92,660	89,899
All combined	140,401	114,685	129,416	107,299	182,768	144,913	142,314	119,485
<b>AAUP CATEGORY IIA (Master's)</b>								
Professor	120,337	115,010	118,883	114,859	130,663	120,700	117,134	110,070
Associate	98,258	95,105	99,147	95,665	100,918	98,027	93,261	91,018
Assistant	84,386	82,070	84,947	82,679	85,877	84,883	81,783	78,658
Instructor	67,314	64,963	63,898	62,001	75,086	73,753	71,051	67,630
Lecturer	72,609	70,543	71,191	69,853	86,110	79,226	63,883	64,349
No rank	70,902	68,298	70,684	65,772	72,241	78,470	70,536	69,522
All combined	98,900	90,903	98,149	90,490	104,994	96,450	96,420	87,567
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Professor	122,831	119,597	116,697	110,639	139,868	135,995	99,833	96,764
Associate	94,914	91,740	95,268	90,677	105,106	101,715	81,599	79,005
Assistant	79,870	78,730	81,214	76,429	87,823	86,480	69,487	70,447
Instructor	68,729	66,623	72,574	69,822	71,183	69,501	61,417	59,746
Lecturer	74,790	75,580	69,501	65,513	82,405	86,012	63,106	63,858
No rank	102,773	92,379	128,744	112,393	85,974	96,731	52,279	73,884
All combined	98,106	91,229	93,769	84,770	110,312	102,879	83,194	78,166
<b>AAUP CATEGORY III (Associate's with ranks)</b>								
Professor	106,589	103,760	106,658	103,809	57,889	75,395	n.d.	n.d.
Associate	86,950	85,218	86,950	85,394	n.d.	67,399	n.d.	n.d.
Assistant	72,492	71,820	72,642	72,069	51,961	53,924	n.d.	n.d.
Instructor	61,743	62,204	61,847	62,472	55,883	50,566	n.d.	n.d.
Lecturer	79,757	75,340	79,757	75,340	n.d.	n.d.	n.d.	n.d.
No rank	50,160	50,797	49,021	50,797	63,818	n.d.	n.d.	n.d.
All combined	86,816	89,378	86,945	89,378	54,803	58,314	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>								
No rank	91,017	84,692	91,017	84,692	n.d.	n.d.	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Professor	168,927	147,375	157,951	139,876	215,605	182,246	143,482	128,614
Associate	114,515	106,850	112,421	105,066	130,190	120,012	103,761	98,200
Assistant	99,697	91,996	97,697	90,434	114,436	103,975	89,010	83,836
Instructor	74,141	69,230	70,218	66,342	84,640	79,571	78,708	71,825
Lecturer	84,956	78,144	79,601	73,628	104,867	94,983	75,435	72,299
No rank	80,815	73,703	81,289	72,693	78,292	84,435	76,932	75,941
All combined	127,125	105,751	120,763	101,746	157,737	125,977	111,954	96,758

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical 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 category IV. N.d. = no data.

**SURVEY REPORT TABLE 4**

**Average salary for full-time faculty, by region, AAUP category, and academic rank, 2024–25 (dollars)**

Academic rank	Northeast		North Central		South			West	
	New England <sup>a</sup>	Middle Atlantic <sup>b</sup>	East North Central <sup>c</sup>	West North Central <sup>d</sup>	East South Central <sup>e</sup>	West South Central <sup>f</sup>	South Atlantic <sup>g</sup>	Mountain <sup>h</sup>	Pacific <sup>i</sup>
<b>AAUP CATEGORY I (Doctoral)</b>									
Professor	224,936	209,506	170,329	149,679	151,475	165,063	172,951	148,674	209,536
Associate	136,181	131,728	115,516	106,140	105,163	111,749	119,938	110,208	135,977
Assistant	120,348	112,182	102,695	92,382	90,298	98,486	102,494	91,794	117,341
Instructor	100,800	82,428	69,271	63,700	62,882	71,935	75,104	71,321	75,428
Lecturer	97,838	103,874	72,570	70,011	69,832	78,846	79,163	73,220	102,131
No rank	100,590	80,444	69,089	66,351	63,647	59,553	87,336	89,752	105,802
All combined	157,379	146,291	123,878	112,160	106,549	114,391	125,160	108,870	153,896
<b>AAUP CATEGORY IIA (Master's)</b>									
Professor	138,228	128,539	98,467	99,178	98,829	104,056	112,002	96,646	132,190
Associate	106,834	103,788	85,078	82,947	82,421	84,733	91,025	79,212	111,971
Assistant	90,958	86,951	76,762	71,215	73,532	73,339	80,332	68,145	96,292
Instructor	81,633	70,354	61,342	61,436	58,006	59,123	67,235	53,516	73,957
Lecturer	86,707	83,220	54,652	58,640	58,994	57,635	64,023	56,366	82,387
No rank	104,443	71,460	59,746	n.d.	55,146	61,394	68,128	62,165	106,558
All combined	108,962	104,039	81,663	80,310	79,719	80,675	89,019	75,472	110,056
<b>AAUP CATEGORY IIB (Baccalaureate)</b>									
Professor	144,288	135,077	97,939	105,892	102,165	85,509	112,988	110,077	152,632
Associate	108,920	102,041	80,446	81,200	83,388	72,665	87,342	93,300	118,292
Assistant	91,942	86,501	69,496	69,178	68,361	65,900	78,077	77,148	97,164
Instructor	72,656	74,430	57,481	62,596	61,670	55,752	62,011	59,753	77,761
Lecturer	89,116	80,767	57,778	70,269	57,712	55,172	63,811	57,271	77,826
No rank	91,139	86,629	72,815	89,646	42,667	73,369	130,503	59,077	69,000
All combined	112,322	102,763	80,295	83,302	82,274	72,613	87,756	88,519	120,187
<b>AAUP CATEGORY III (Associate's with ranks)</b>									
Professor	88,897	116,868	96,188	89,390	n.d.	105,373	101,934	89,302	112,053
Associate	71,515	99,608	80,010	77,020	n.d.	82,686	83,315	77,491	94,934
Assistant	63,816	81,740	64,428	71,315	n.d.	74,567	74,405	67,952	83,443
Instructor	49,478	55,619	59,038	64,932	n.d.	56,678	63,907	60,744	72,783
Lecturer	n.d.	84,025	62,978	n.d.	n.d.	n.d.	55,799	55,728	n.d.
No rank	n.d.	63,818	n.d.	73,882	n.d.	n.d.	49,528	n.d.	n.d.
All combined	75,056	98,138	74,262	77,145	n.d.	94,125	85,230	74,109	91,074
<b>AAUP CATEGORY IV (Associate's without ranks)</b>									
No rank	60,134	n.d.	91,819	67,735	64,542	64,838	96,789	88,482	120,666
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>									
Professor	197,552	174,497	149,958	134,765	135,128	151,016	154,095	144,196	178,337
Associate	124,592	116,981	104,447	98,015	98,084	105,193	109,582	106,879	124,805
Assistant	108,324	100,120	92,294	84,462	85,055	93,020	94,284	88,588	107,321
Instructor	91,339	77,868	65,398	62,678	61,466	68,196	71,366	70,289	75,117
Lecturer	95,699	96,352	68,267	68,281	66,621	76,414	74,522	72,195	92,834
No rank	100,695	76,092	66,002	66,589	59,082	60,768	85,795	86,425	105,848
All combined	140,652	126,644	109,863	101,587	98,361	107,488	112,893	105,545	134,650

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

<sup>a</sup> New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

<sup>b</sup> Middle Atlantic: New Jersey, New York, and Pennsylvania.

<sup>c</sup> East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

<sup>d</sup> West North Central: Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, and South Dakota.

<sup>e</sup> East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

<sup>f</sup> West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

<sup>g</sup> South Atlantic: Delaware, District of Columbia,

Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

<sup>h</sup> Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

<sup>i</sup> 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, 2024–25 (dollars)**

Academic rank	Rating <sup>a</sup> and percentile									
	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
<b>AAUP CATEGORY I (Doctoral)</b>										
Professor	253,044	221,094	192,208	178,183	167,095	153,617	145,930	134,615	121,881	110,578
Associate	163,008	149,143	135,761	125,354	119,894	114,084	108,800	102,860	96,831	90,080
Assistant	138,638	131,759	118,133	108,012	103,111	97,492	93,467	88,323	83,433	78,696
Instructor	112,114	104,675	88,912	83,753	80,105	74,231	70,593	66,662	62,696	57,586
Lecturer	115,112	105,986	93,506	87,516	82,384	76,885	72,663	68,465	62,608	56,200
No rank	116,571	109,479	96,466	83,287	75,532	68,281	63,070	56,139	50,427	43,226
All combined	178,870	165,571	141,970	131,293	122,699	115,703	108,739	102,693	95,401	87,642
<b>AAUP CATEGORY IIA (Master's)</b>										
Professor	151,809	139,449	131,032	122,826	113,272	105,742	99,900	93,100	88,906	79,484
Associate	120,756	115,432	108,061	99,518	92,531	88,453	84,205	80,548	75,941	70,981
Assistant	103,358	97,723	92,350	85,839	81,218	77,761	74,733	72,240	68,600	64,632
Instructor	92,500	83,863	77,750	71,503	67,465	64,030	60,952	58,875	55,561	50,774
Lecturer	90,150	86,753	82,513	78,105	69,906	64,852	60,902	58,452	54,210	46,669
No rank	177,534	171,828	117,628	87,044	78,000	71,636	64,224	61,692	57,452	47,844
All combined	120,736	114,829	106,537	99,628	91,018	85,451	81,900	78,866	74,439	69,070
<b>AAUP CATEGORY IIB (Baccalaureate)</b>										
Professor	168,799	157,755	132,514	112,386	105,532	97,152	92,407	83,558	79,721	71,778
Associate	126,547	117,869	103,498	91,337	85,503	80,992	77,079	71,973	68,036	63,437
Assistant	105,949	96,943	87,322	79,852	74,995	71,340	68,033	63,739	61,369	57,259
Instructor	80,485	76,503	71,992	67,906	63,958	61,105	58,874	55,267	53,159	48,584
Lecturer	103,030	96,350	83,430	77,205	71,523	68,997	61,464	57,877	55,105	49,985
No rank	176,902	126,571	102,514	90,943	87,151	79,883	69,000	59,077	57,094	53,782
All combined	129,787	119,301	104,927	91,762	84,364	80,410	75,458	71,109	68,350	62,179
<b>AAUP CATEGORY III (Associate's with ranks)</b>										
Professor	128,672	125,599	114,047	111,064	105,759	98,873	95,359	90,749	85,926	78,714
Associate	106,073	103,691	95,771	93,213	87,758	84,205	81,174	77,111	72,116	67,471
Assistant	90,969	89,479	85,746	81,191	78,095	71,150	66,380	64,400	62,190	59,299
Instructor	77,496	74,244	69,480	67,708	65,000	60,217	57,990	56,647	55,973	53,205
Lecturer	85,840	85,725	84,068	83,104	68,427	64,955	63,786	56,902	55,799	54,631
No rank	73,882	73,882	73,882	73,882	63,818	63,818	63,818	49,528	49,528	49,528
All combined	106,644	103,376	97,878	91,674	87,066	80,700	79,602	74,224	72,887	65,929
<b>AAUP CATEGORY IV (Associate's without ranks)</b>										
No rank	121,785	121,050	119,955	96,789	79,602	75,805	69,241	65,527	62,222	59,964
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>										
Professor	206,979	177,888	152,726	135,947	123,801	113,513	105,117	96,710	90,429	79,753
Associate	142,643	127,062	116,430	107,754	99,600	92,611	87,494	82,061	76,398	69,717
Assistant	122,480	109,140	98,075	92,550	86,207	81,115	76,896	72,482	68,033	62,046
Instructor	101,754	87,706	80,084	73,800	69,480	65,807	62,438	59,174	56,141	51,301
Lecturer	105,804	95,202	86,736	81,742	75,999	70,341	64,727	60,586	56,500	51,418
No rank	172,299	126,571	101,548	86,236	76,701	70,162	63,818	59,937	54,715	47,227
All combined	149,741	132,294	116,257	107,304	98,934	91,246	84,682	80,316	74,748	68,883

*Note:* The table is based on 807 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.

<sup>a</sup> 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, 2024–25**

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
<b>MEN</b>																
Professor	89.5	4.2	6.3	73,788	88.9	5.9	5.2	50,845	90.7	0.5	8.8	15,975	90.9	1.0	8.1	6,968
Associate	80.2	8.3	11.5	48,787	80.9	8.6	10.5	34,338	77.1	8.0	14.9	8,690	81.0	6.9	12.1	5,759
Assistant	5.9	69.7	24.3	38,787	7.6	69.1	23.2	27,410	1.3	75.1	23.6	6,997	3.0	64.5	32.5	4,380
Instructor	0.6	2.5	96.9	11,601	0.9	3.2	95.9	7,875	0.1	1.0	98.9	2,317	0.1	1.2	98.7	1,409
Lecturer	2.8	2.1	95.2	17,597	3.8	2.8	93.5	12,897	0.1	0.2	99.8	3,867	0.0	0.2	99.8	833
No rank	17.5	4.3	78.2	2,580	18.7	4.5	76.8	2,405	1.0	2.9	96.2	104	0.0	0.0	100.0	71
All combined	56.2	18.1	25.7	193,140	56.0	18.9	25.1	135,770	56.1	16.0	27.9	37,950	57.3	17.0	25.6	19,420
<b>WOMEN</b>																
Professor	83.4	5.6	11.1	43,421	82.1	7.7	10.1	29,817	85.2	0.6	14.2	8,978	87.5	1.3	11.2	4,626
Associate	73.5	8.7	17.8	45,010	73.6	9.2	17.2	31,048	72.4	7.7	20.0	8,125	74.3	7.3	18.4	5,837
Assistant	5.7	62.8	31.4	46,250	7.8	61.4	30.8	31,590	0.8	70.6	28.6	8,435	2.0	59.7	38.3	6,225
Instructor	0.5	3.1	96.3	15,614	0.7	3.7	95.6	11,083	0.1	0.8	99.1	2,602	0.2	2.7	97.0	1,929
Lecturer	2.4	2.3	95.3	21,952	3.3	2.9	93.8	16,085	0.1	0.6	99.3	4,714	0.1	0.1	99.8	1,153
No rank	13.6	5.4	81.0	3,025	14.6	5.7	79.8	2,810	2.9	1.9	95.1	103	0.0	0.0	100.0	112
All combined	41.6	20.8	37.5	175,272	41.5	20.9	37.6	122,433	41.3	20.3	38.4	32,957	42.8	21.4	35.8	19,882
<b>MEN AND WOMEN COMBINED</b>																
Professor	87.2	4.7	8.1	117,209	86.4	6.6	7.1	80,662	88.7	0.5	10.7	24,953	89.6	1.1	9.3	11,594
Associate	77.0	8.5	14.5	93,797	77.4	8.9	13.7	65,386	74.8	7.8	17.4	16,815	77.7	7.1	15.3	11,596
Assistant	5.8	66.0	28.2	85,037	7.7	65.0	27.3	59,000	1.0	72.7	26.3	15,432	2.4	61.7	35.9	10,605
Instructor	0.6	2.8	96.6	27,215	0.8	3.5	95.7	18,958	0.1	0.9	99.0	4,919	0.2	2.1	97.7	3,338
Lecturer	2.6	2.2	95.2	39,549	3.5	2.9	93.6	28,982	0.1	0.4	99.5	8,581	0.1	0.2	99.8	1,986
No rank	15.4	4.9	79.7	5,605	16.5	5.2	78.4	5,215	1.9	2.4	95.7	207	0.0	0.0	100.0	183
All combined	49.2	19.4	31.3	368,412	49.1	19.8	31.0	258,203	49.2	18.0	32.8	70,907	50.0	19.2	30.8	39,302

*Note:* The table is based on 807 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. Two institutions were excluded because they did not report salary data for non-tenure-track faculty. T = tenured, TT = tenure-track, NTT = non-tenure-track. Percentages may not sum to 100 percent because of rounding.

**SURVEY REPORT TABLE 7**

**Percentage of full-time faculty, by affiliation, gender, AAUP category, and rank, 2024–25**

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
<b>AAUP CATEGORY I (Doctoral)</b>																
Professor	66.2	33.8	80,156	33.0	65.8	34.2	58,508	32.0	68.2	31.8	16,834	37.7	63.9	36.1	4,814	32.0
Associate	53.7	46.3	59,993	24.7	53.7	46.3	46,204	25.3	54.2	45.8	9,337	20.9	52.2	47.8	4,452	29.5
Assistant	47.1	52.9	54,874	22.6	47.1	52.9	42,854	23.4	48.4	51.6	8,760	19.6	43.9	56.1	3,260	21.6
Instructor	44.3	55.7	16,999	7.0	42.8	57.2	13,127	7.2	50.0	50.0	2,737	6.1	47.3	52.7	1,135	7.5
Lecturer	45.5	54.5	28,578	11.8	45.5	54.5	20,239	11.1	45.7	54.3	6,987	15.6	44.4	55.6	1,352	9.0
No rank	45.2	54.8	2,011	0.8	45.1	54.9	1,934	1.1	56.5	43.5	23	0.1	42.6	57.4	54	0.4
All combined	54.6	45.4	242,611	100.0	54.2	45.8	182,866	100.0	56.8	43.2	44,678	100.0	53.0	47.0	15,067	100.0
<b>AAUP CATEGORY IIA (Master's)</b>																
Professor	57.3	42.7	27,078	30.3	57.4	42.6	17,923	30.9	54.7	45.3	4,279	29.7	59.0	41.0	4,876	28.4
Associate	49.5	50.5	24,328	27.2	50.0	50.0	15,080	26.0	48.8	51.2	4,229	29.3	48.6	51.4	5,019	29.3
Assistant	42.6	57.4	21,655	24.2	44.4	55.6	12,689	21.9	40.2	59.8	3,768	26.1	40.0	60.0	5,198	30.3
Instructor	38.9	61.1	6,548	7.3	38.2	61.8	4,102	7.1	41.6	58.4	1,006	7.0	39.0	61.0	1,440	8.4
Lecturer	42.0	58.0	9,205	10.3	42.1	57.9	7,658	13.2	44.1	55.9	1,040	7.2	36.9	63.1	507	3.0
No rank	46.3	53.7	674	0.8	47.0	53.0	466	0.8	47.1	52.9	102	0.7	42.5	57.5	106	0.6
All combined	48.6	51.4	89,488	100.0	49.2	50.8	57,918	100.0	47.5	52.5	14,424	100.0	47.8	52.2	17,146	100.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>																
Professor	57.0	43.0	7,387	30.0	58.5	41.5	1,100	23.8	56.0	44.0	3,835	32.7	57.8	42.2	2,452	29.8
Associate	49.7	50.3	6,998	28.4	53.1	46.9	1,291	27.9	48.5	51.5	3,234	27.6	49.3	50.7	2,473	30.0
Assistant	43.5	56.5	6,343	25.8	48.1	51.9	1,069	23.1	42.8	57.2	2,878	24.5	42.2	57.8	2,396	29.1
Instructor	42.3	57.7	2,582	10.5	38.8	61.2	663	14.3	45.4	54.6	1,155	9.8	40.7	59.3	764	9.3
Lecturer	40.9	59.1	1,146	4.7	44.7	55.3	465	10.0	38.8	61.2	554	4.7	36.2	63.8	127	1.5
No rank	53.1	46.9	147	0.6	76.7	23.3	43	0.9	51.9	48.1	81	0.7	13.0	87.0	23	0.3
All combined	49.1	50.9	24,603	100.0	50.6	49.4	4,631	100.0	48.8	51.2	11,737	100.0	48.7	51.3	8,235	100.0
<b>AAUP CATEGORY III (Associate's with ranks)</b>																
Professor	45.2	54.8	3,136	31.2	45.2	54.8	3,131	31.3	40.0	60.0	5	7.4	n.d.	n.d.	n.d.	n.d.
Associate	45.5	54.5	2,826	28.1	45.8	54.2	2,811	28.1	n.d.	100.0	15	22.1	n.d.	n.d.	n.d.	n.d.
Assistant	45.5	54.5	2,414	24.0	45.7	54.3	2,388	23.9	30.8	69.2	26	38.2	n.d.	n.d.	n.d.	n.d.
Instructor	39.4	60.6	1,026	10.2	39.5	60.5	1,005	10.1	33.3	66.7	21	30.9	n.d.	n.d.	n.d.	n.d.
Lecturer	42.6	57.4	620	6.2	42.6	57.4	620	6.2	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No rank	35.1	64.9	37.0	0.4	33.3	66.7	36.0	0.4	100.0	0.0	1	1.5	n.d.	n.d.	n.d.	n.d.
All combined	44.6	55.4	10,059	100.0	44.7	55.3	9,991	100.0	26.5	73.5	68	100.0	n.d.	n.d.	n.d.	n.d.
<b>AAUP CATEGORY IV (Associate's without ranks)</b>																
No rank	46.5	53.5	2,797	100.0	46.5	53.5	2,797	100.0	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
<b>AAUP ALL CATEGORIES COMBINED EXCEPT IV</b>																
Professor	63.0	37.0	117,757	31.9	63.0	37.0	80,662	31.2	64.0	36.0	24,953	35.2	60.7	39.3	12,142	30.0
Associate	52.1	47.9	94,145	25.5	52.5	47.5	65,386	25.3	51.7	48.3	16,815	23.7	50.1	49.9	11,944	29.5
Assistant	45.6	54.4	85,286	23.1	46.5	53.5	59,000	22.9	45.3	54.7	15,432	21.8	41.7	58.3	10,854	26.8
Instructor	42.6	57.4	27,216	7.4	41.5	58.5	18,958	7.3	47.1	52.9	4,919	6.9	42.2	57.8	3,339	8.3
Lecturer	44.5	55.5	39,549	10.7	44.5	55.5	28,982	11.2	45.1	54.9	8,581	12.1	41.9	58.1	1,986	4.9
No rank	46.0	54.0	5,605	1.5	46.1	53.9	5,215	2.0	50.2	49.8	207	0.3	38.8	61.2	183	0.5
All combined	52.5	47.5	369,558	100.0	52.6	47.4	258,203	100.0	53.5	46.5	70,907	100.0	49.9	50.1	40,448	100.0

*Note:* The table is based on 807 institutions reporting full-time faculty salary data. For definitions of categories, see Explanation of Statistical 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 category IV. N.d. = no data. Percentages may not sum to 100 percent because of rounding.

SURVEY REPORT TABLE 8

**Full-time faculty retirement benefits coverage (eligibility) and participation, by affiliation and AAUP category, 2024–25 (dollars)**

Affiliation	Retirement benefits							
	Coverage (eligibility)				Participation			
	Percentage covered	Average contribution (\$)	Average salary (\$)	Percentage of salary	Percentage participating	Average contribution (\$)	Average salary (\$)	Percentage of salary
<b>AAUP CATEGORY I (Doctoral)</b>								
Public	98.4	14,346	119,343	12.0	97.5	14,441	118,535	12.2
Private-independent	99.7	15,128	166,338	9.1	96.0	14,811	164,226	9.0
Religiously affiliated	98.2	11,731	131,443	8.9	95.1	11,759	131,443	8.9
All combined	98.7	14,332	128,523	11.2	97.1	14,339	127,520	11.2
<b>AAUP CATEGORY IIA (Master's)</b>								
Public	98.8	11,900	93,997	12.7	97.8	11,872	93,687	12.7
Private-independent	96.3	9,668	100,947	9.6	91.1	9,876	100,916	9.8
Religiously affiliated	98.0	6,139	91,513	6.7	91.3	6,251	91,513	6.8
All combined	98.3	10,487	94,692	11.1	95.5	10,562	94,449	11.2
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Public	99.4	12,794	89,321	14.3	97.4	13,404	90,585	14.8
Private-independent	97.3	9,992	107,442	9.3	93.6	10,079	107,704	9.4
Religiously affiliated	97.1	6,017	81,388	7.4	92.1	6,130	81,245	7.5
All combined	97.7	9,283	95,397	9.7	93.8	9,463	95,853	9.9
<b>AAUP CATEGORY III (Associate's with ranks)</b>								
Public	98.6	12,658	85,864	14.7	97.0	12,779	85,869	14.9
Private-independent	100.0	1,580	57,385	2.8	100.0	1,580	57,385	2.8
Religiously affiliated	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	98.6	12,581	85,668	14.7	97.0	12,700	85,673	14.8
<b>AAUP CATEGORY IV (Associate's without ranks)</b>								
No rank	99.2	14,947	90,972	16.4	99.1	15,042	91,620	16.4
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Public	98.5	13,728	112,064	12.2	97.6	13,786	111,203	12.4
Private-independent	98.6	13,223	143,550	9.2	94.6	13,041	141,719	9.2
Religiously affiliated	97.9	8,299	104,989	7.9	92.9	8,433	105,080	8.0
All combined	98.5	13,084	117,157	11.2	96.5	13,104	116,151	11.3

*Note:* The table is based on 760 reporting institutions. Figures represent institutions that provided retirement benefits data. Coverage represents eligibility regardless of whether the institution contributes to the retirement plan, per Internal Revenue Service guidelines for reporting fringe benefits. Prior to 2024–25, this table reported only coverage (eligibility) and did not separately report participation. Twenty-four institutions did not report participation. 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 plan(s) but exclude payments for unfunded retirement liability, prepaid retiree health insurance, and Social Security. 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 category IV. N.d. = no data.

SURVEY REPORT TABLE 9

**Full-time faculty medical benefits coverage (eligibility) and participation, by affiliation and AAUP category, 2024–25 (dollars)**

Affiliation	Medical benefits							
	Coverage (eligibility)				Participation			
	Percentage covered	Average contribution (\$)	Average salary (\$)	Percentage of salary	Percentage participating	Average contribution (\$)	Average salary (\$)	Percentage of salary
<b>AAUP CATEGORY I (Doctoral)</b>								
Public	99.0	13,667	119,343	11.5	94.2	13,495	118,149	11.4
Private-independent	99.4	16,881	166,338	10.1	90.9	17,516	164,226	10.7
Religiously affiliated	99.5	14,947	131,443	11.4	88.4	15,140	131,443	11.5
All combined	99.1	14,324	128,523	11.1	93.2	14,307	127,369	11.2
<b>AAUP CATEGORY IIA (Master's)</b>								
Public	99.5	14,417	93,997	15.3	94.9	14,675	93,895	15.6
Private-independent	98.0	13,149	100,526	13.1	86.0	13,397	100,475	13.3
Religiously affiliated	99.1	10,988	91,513	12.0	81.0	11,101	91,513	12.1
All combined	99.2	13,585	94,593	14.4	90.9	13,878	94,489	14.7
<b>AAUP CATEGORY IIB (Baccalaureate)</b>								
Public	99.8	12,924	89,321	14.5	94.3	13,266	90,290	14.7
Private-independent	99.5	12,826	107,214	12.0	89.9	12,970	107,468	12.1
Religiously affiliated	99.2	10,448	81,136	12.9	84.6	10,444	80,989	12.9
All combined	99.5	12,073	95,207	12.7	88.9	12,236	95,615	12.8
<b>AAUP CATEGORY III (Associate's with ranks)</b>								
Public	98.0	13,681	85,864	15.9	93.5	13,645	85,225	16.0
Private-independent	100.0	5,776	57,385	10.1	75.0	5,776	57,385	10.1
Religiously affiliated	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All combined	98.0	13,626	85,668	15.9	93.3	13,597	85,014	16.0
<b>AAUP CATEGORY IV (Associate's without ranks)</b>								
No rank	97.9	14,732	90,972	16.2	94.4	14,838	91,620	16.2
<b>ALL AAUP CATEGORIES COMBINED EXCEPT IV</b>								
Public	99.1	13,814	112,064	12.3	94.3	13,760	111,008	12.4
Private-independent	99.1	15,475	143,593	10.8	89.8	15,941	141,758	11.2
Religiously affiliated	99.3	12,414	104,835	11.8	84.6	12,611	104,925	12.0
All combined	99.1	13,990	117,127	11.9	92.4	14,057	116,064	12.1

*Note:* The table is based on 761 reporting institutions. Figures represent institutions that provided medical benefits data. Coverage represents eligibility regardless of whether the institution contributes to the medical plan, per Internal Revenue Service guidelines for reporting fringe benefits. Prior to 2024–25, this table reported only coverage (eligibility) and did not separately report participation. Forty-two institutions reported only coverage (eligibility) and did not report participation. 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 the contribution by the institution, state, and local government to premiums for insurance plans combining medical, dental, and other health care but exclude long-term disability, Medicare, life insurance, health savings account contributions, and other benefits that were historically collected as “other benefits in kind.” 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 category IV. N.d. = no data.

SURVEY REPORT TABLE 10

**Institutions providing a dependent tuition benefit to full-time faculty, by AAUP category and affiliation, 2024–25**

Dependent tuition waiver	Dependent tuition benefit							
	All combined		Public		Private-independent		Religiously affiliated	
	N	Percent	N	Percent	N	Percent	N	Percent
<b>AAUP CATEGORY I (Doctoral)</b>	144		97		34		13	
Full (institution)	57	39.6	28	28.9	19	55.9	10	76.9
Partial (institution)	68	47.2	56	57.7	10	29.4	2	15.4
Full (specified institutions)	21	14.6	5	5.2	10	29.4	6	46.2
Partial (specified institutions)	37	25.7	28	28.9	8	23.5	1	7.7
Competitive scholarship programs	42	29.2	16	16.5	15	44.1	11	84.6
Other	31	21.5	16	16.5	11	32.4	4	30.8
Varies by years of service	40	27.8	15	15.5	16	47.1	9	69.2
None	9	6.3	9	9.3	0	0.0	0	0.0
<b>AAUP CATEGORY IIA (Master's)</b>	198		76		60		62	
Full (institution)	137	69.2	28	36.8	55	91.7	54	87.1
Partial (institution)	43	21.7	33	43.4	3	5.0	7	11.3
Full (specified institutions)	50	25.3	3	3.9	16	26.7	31	50.0
Partial (specified institutions)	46	23.2	22	28.9	12	20.0	12	19.4
Competitive scholarship programs	105	53.0	4	5.3	50	83.3	51	82.3
Other	39	19.7	10	13.2	13	21.7	16	25.8
Varies by years of service	65	32.8	10	13.2	28	46.7	27	43.5
None	15	7.6	15	19.7	0	0.0	0	0.0
<b>AAUP CATEGORY IIB (Baccalaureate)</b>	161		23		57		81	
Full (institution)	114	70.8	7	30.4	39	68.4	68	84.0
Partial (institution)	34	21.1	11	47.8	14	24.6	9	11.1
Full (specified institutions)	65	40.4	3	13.0	13	22.8	49	60.5
Partial (specified institutions)	32	19.9	8	34.8	14	24.6	10	12.3
Competitive scholarship programs	118	73.3	4	17.4	39	68.4	75	92.6
Other	43	26.7	7	30.4	18	31.6	18	22.2
Varies by years of service	61	37.9	1	4.3	28	49.1	32	39.5
None	4	2.5	4	17.4	0	0.0	0	0.0
<b>AAUP CATEGORY III/IV (Associate's)</b>	52		51		1		0	
Full (institution)	26	50.0	26	51.0	0	0.0	n.d.	n.d.
Partial (institution)	14	26.9	13	25.5	1	100.0	n.d.	n.d.
Full (specified institutions)	5	9.6	5	9.8	0	0.0	n.d.	n.d.
Partial (specified institutions)	3	5.8	3	5.9	0	0.0	n.d.	n.d.
Competitive scholarship programs	3	5.8	3	5.9	0	0.0	n.d.	n.d.
Other	3	5.8	3	5.9	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	10	19.2	10	19.6	0	0.0	n.d.	n.d.
<b>ALL AAUP CATEGORIES COMBINED</b>	555		247		152		156	
Full (institution)	334	60.2	89	36.0	113	74.3	132	84.6
Partial (institution)	159	28.6	113	45.7	28	18.4	18	11.5
Full (specified institutions)	141	25.4	16	6.5	39	25.7	86	55.1
Partial (specified institutions)	118	21.3	61	24.7	34	22.4	23	14.7
Competitive scholarship programs	268	48.3	27	10.9	104	68.4	137	87.8
Other	116	20.9	36	14.6	42	27.6	38	24.4
Varies by years of service	168	30.3	28	11.3	72	47.4	68	43.6
None	38	6.8	38	15.4	0	0.0	0	0.0

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



**SURVEY REPORT TABLE 11**

**Presidential salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Presidential salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	713,381	650,544	331,532	2,175,000	668,234	650,000	331,532	1,454,221
Category IIA (Master's)	407,818	383,160	110,583	890,400	369,121	367,168	110,583	652,712
Category IIB (Baccalaureate)	411,678	362,750	139,872	1,243,501	323,692	297,438	202,853	699,000
Category III (Associate's with ranks)	374,294	312,003	178,000	816,700	378,625	324,006	178,000	816,700
Category IV (Associate's without ranks)	270,281	267,800	185,649	362,250	270,281	267,800	185,649	362,250

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	1,025,483	900,000	358,074	2,175,000	723,190	759,125	365,889	965,000
Category IIA (Master's)	521,397	542,000	233,520	890,400	386,696	372,389	142,500	877,800
Category IIB (Baccalaureate)	516,959	480,000	182,000	1,243,501	361,112	344,950	139,872	725,000
Category III (Associate's with ranks)	—	—	—	—	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 504 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for one institution where supplemental pay far exceeded the president's base salary, the salary figure used here includes supplemental pay. There was one private-independent institution in category III; values have been masked ("—") to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 12**

**Comparison of average salaries of presidents and faculty, by AAUP category and affiliation, 2024–25**

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)	4.87	4.63	2.08	11.52	4.66	4.56	2.08	8.24
Category IIA (Master's)	3.93	3.78	1.13	9.02	3.46	3.50	1.13	7.13
Category IIB (Baccalaureate)	4.13	4.23	2.13	7.51	3.24	3.11	2.13	6.80
Category III (Associate's with ranks)	4.18	3.37	2.13	10.78	4.19	3.35	2.13	10.78
Category IV (Associate's without ranks)	3.40	3.39	2.11	4.81	3.40	3.39	2.11	4.81

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	6.24	5.28	3.33	11.52	5.23	5.25	3.04	7.64
Category IIA (Master's)	4.61	4.56	2.59	9.02	4.13	4.12	1.86	6.71
Category IIB (Baccalaureate)	4.51	4.47	2.18	7.51	4.17	4.26	2.36	6.82
Category III (Associate's with ranks)	—	—	—	—	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 504 reporting institutions. Figures represent base salary and exclude supplemental pay; however, for one institution where supplemental pay far exceeded the president's base salary, the salary figure used here includes supplemental pay. There was one private-independent institution in category III; values have been masked ("—") to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 13**

**Chief academic officer salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Chief academic officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	451,768	422,182	191,000	1,373,445	440,643	410,000	224,460	1,373,445
Category IIA (Master's)	252,197	238,790	68,076	570,000	256,063	252,197	134,113	483,728
Category IIB (Baccalaureate)	211,464	201,000	73,992	425,000	191,345	196,016	136,500	267,903
Category III (Associate's with ranks)	239,209	198,696	125,449	475,000	242,018	207,563	125,449	475,000
Category IV (Associate's without ranks)	176,420	187,200	99,399	247,453	176,420	187,200	99,399	247,453

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	523,292	450,000	230,625	950,000	443,804	470,404	191,000	584,525
Category IIA (Master's)	290,652	299,661	68,076	516,250	223,876	205,000	100,000	570,000
Category IIB (Baccalaureate)	244,358	225,000	104,499	425,000	193,668	182,755	73,992	350,000
Category III (Associate's with ranks)	—	—	—	—	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.

*Note:* The table is based on 498 reporting institutions. Figures represent base salary and exclude supplemental pay. There was one private-independent institution in category III; values have been masked (“—”) to prevent disclosure for individual institutions. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. N.d. = no data.

**SURVEY REPORT TABLE 14**

**Chief financial officer salary, by AAUP category and affiliation, 2024–25 (dollars)**

AAUP category	Chief financial officer salary							
	All combined				Public			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	406,606	360,500	166,329	1,255,233	391,495	358,567	166,329	1,255,233
Category IIA (Master's)	243,308	228,071	100,000	700,000	228,251	220,000	140,000	381,762
Category IIB (Baccalaureate)	236,441	215,000	96,672	627,270	159,829	144,840	98,930	244,947
Category III (Associate's with ranks)	198,861	178,931	76,483	315,000	198,861	178,931	76,483	315,000
Category IV (Associate's without ranks)	147,342	141,916	94,958	210,919	147,342	141,916	94,958	210,919

AAUP category	Private-independent				Religiously affiliated			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	494,444	400,000	278,775	1,111,000	428,797	512,415	174,877	530,747
Category IIA (Master's)	307,750	300,000	120,000	636,679	224,727	207,782	100,000	700,000
Category IIB (Baccalaureate)	295,599	274,695	117,000	627,270	212,793	197,422	96,672	600,000
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 473 reporting institutions. Figures represent base salary and exclude supplemental pay. There were no private-independent or religiously affiliated institutions in categories III or IV. N.d. = no data.

**SURVEY REPORT TABLE 15**

**Average amount paid to part-time faculty members for a standard course section, by AAUP category and affiliation, 2023–24 (dollars)**

AAUP category	Part-time faculty pay per section					
	All combined			Public		
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,818	785	33,600	4,629	785	33,600
Category IIA (Master's)	3,652	785	23,667	3,697	785	23,667
Category IIB (Baccalaureate)	4,772	700	45,143	4,608	700	9,000
Category III (Associate's with ranks)	3,649	1,000	12,775	3,674	1,000	12,775
Category IV (Associate's without ranks)	3,523	700	10,500	3,523	700	10,500
All combined	4,093	700	45,143	4,018	700	33,600

AAUP category	Private-independent			Religiously affiliated		
	Average	Minimum	Maximum	Average	Minimum	Maximum
	Average	Minimum	Maximum	Average	Minimum	Maximum
Category I (Doctoral)	4,861	1,349	16,431	5,407	1,013	18,000
Category IIA (Master's)	3,959	1,000	15,385	3,226	1,000	14,520
Category IIB (Baccalaureate)	6,481	1,000	45,143	3,730	1,000	16,653
Category III (Associate's with ranks)	1,950	1,776	3,000	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	4,444	1,000	45,143	3,875	1,000	18,000

*Note:* This table is based on 336 reporting institutions. Pay is collected for the prior academic year, 2023–24, 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. There were no religiously affiliated institutions in category III. There were no private-independent or religiously affiliated institutions in category IV. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

**SURVEY REPORT TABLE 16**

**Institutional contribution to part-time faculty retirement and medical benefits, by AAUP category, 2023–24**

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)	66	12.1	28.8	59.1	65	4.6	43.1	52.3
Category IIA (Master's)	163	5.5	22.1	72.4	164	0.6	27.4	72.0
Category IIB (Baccalaureate)	111	0.9	33.3	65.8	111	0.0	26.1	73.9
Category III/IV (Associate's)	47	29.8	19.1	51.1	44	0.0	43.2	56.8
All combined	387	8.3	26.1	65.6	384	1.0	31.5	67.4

*Note:* Benefits are collected for the prior academic year, 2023–24, 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, 2024–25**

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	224	156	46	22
Category IIA (Master's)	322	151	70	101
Category IIB (Baccalaureate)	183	35	73	75
Category III (Associate's with ranks)	60	59	1	0
Category IV (Associate's without ranks)	18	18	0	0
All combined	807	419	190	198

*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, 2024–25**

AAUP category	All combined	Public	Private-independent	Religiously affiliated
Category I (Doctoral)	242,611	182,866	44,678	15,067
Category IIA (Master's)	89,488	57,918	14,424	17,146
Category IIB (Baccalaureate)	24,603	4,631	11,737	8,235
Category III (Associate's with ranks)	10,059	9,991	68	0
Category IV (Associate's without ranks)	2,797	2,797	0	0
All combined	369,558	258,203	70,907	40,448

*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, 2024, 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 "teaching" faculty members (for example, "Associate Teaching Professor") at the same rank used in their titles, regardless of their tenure status. Institutions have been instructed to report "visiting" faculty members and those with instructional postdoctoral appointments at the rank of instructor. Instructions for reporting visiting faculty were updated in 2024–25 to ensure consistent reporting and now state that visiting appointments are short-term, non-tenure-track positions held by individuals who ordinarily continue to hold tenured or tenure-track positions at other academic institutions. In the past, the AAUP asked that full-time faculty members with "visiting" in their titles be reported in the category of "instructor," but in recent years it became clear that some institutions assign "visiting" titles to faculty members holding other types of non-tenure-track appointments. In such cases, faculty members should be reported at their named ranks.

"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 2023–24 full-time faculty members who remained employed as full-time faculty at the same institution for 2024–25. 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. Benefit coverage represents eligibility regardless of whether the institution contributes to the benefit plan, per Internal Revenue Service guidelines for reporting fringe benefits. Prior to 2024–25, the survey reported only collected data on benefit coverage (eligibility) and did not separately collect data on benefit participation. 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 2023–24 full-time faculty members who remain employed as full-time faculty at the institution for 2024–25. 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](mailto: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.