

THE STATUS OF FACULTY SALARIES

The American Association of University Professors (AAUP) recently released its annual report on the economic status of the profession. The report includes data from AAUP’s 2017–18 Faculty Compensation Survey, which reports on average faculty and administrator salaries and benefits. A total of 1,018 institutions representing 378,865 full-time faculty participated in the survey.

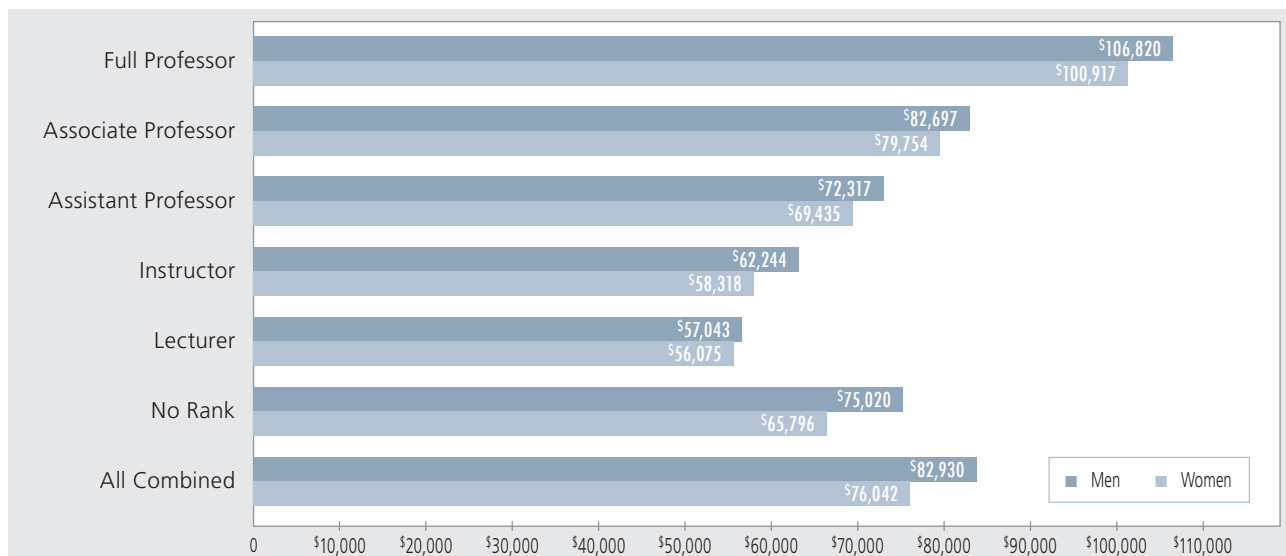
The report indicates that average salaries for full-time continuing faculty increased 3 percent over the previous year. However, when adjusted for inflation, the average increase is only 1.1 percent. The report suggests that the conditions responsible for producing years of salary changes near or below the inflation rate seem unlikely to change soon.

Average Salary and Salary Change Among Faculty by Academic Rank, 2017–2018

POSITION	AVERAGE FACULTY SALARY	NOMINAL SALARY INCREASE FOR CONTINUING FACULTY	INFLATION-ADJUSTED SALARY INCREASE FOR CONTINUING FACULTY
Full Professor	\$104,820	2.5	0.6
Associate Professor	\$81,274	3.2	1.3
Assistant Professor	\$70,791	3.3	1.4
Lecturer	\$56,712	3.4	1.5
Instructor	\$59,400	3.3	1.4

The report also finds salary to be linked to gender. A total of 93 percent of reporting institutions pay men more than women at the same rank in at least one rank. There appears to be no change in gender salary inequity as faculty advance through the ranks, indicating that it is unlikely gender pay equity will be achieved in the near future.

Average Salary for Men and Women Faculty Across Rank and Institutional Affiliation and Category, 2017–2018



Note: These salaries represent the combined average salaries of men and women in numerous institutional categories (doctoral, master’s, baccalaureate, and associate with ranks) as well as multiple institutional affiliations (public, private-independent, and religiously affiliated). The full AAUP report, *The Annual Report on the Economic Status of the Profession, 2017-18*, can be found here: https://www.aaup.org/sites/default/files/ARES_2017-18.pdf.