

Using AAUP Faculty Compensation Survey Data for Collective Bargaining

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Agenda

- Introduction: AAUP Department of Research and Public Policy
- Webinar focus: AAUP annual Faculty Compensation Survey (FCS)
- Publicly available resources (<https://www.aaup.org/our-work/research/FCS>)
- FCS resources for AAUP chapter leaders, AAUP state conference officers, and AFT local or state federation presidents
- Other resources
- Discussion: How can we help?

What we do

The AAUP's Department of Research and Public Policy conducts and publishes research on:

- Academic freedom
- Tenure
- Governance
- Faculty Compensation

The department also serves as a general “clearinghouse” for research on those issues.



AAUP Committee on the Economic Status of the Profession

Rotua Lumbantobing (Economics)
Western Connecticut State University,
chair, 2026

Whitney DeCamp (Sociology)
Western Michigan University, 2025

Oskar Harmon (Economics)
University of Connecticut, 2026

Jan Medlock (Biomedical Sciences)
Oregon State University, 2024

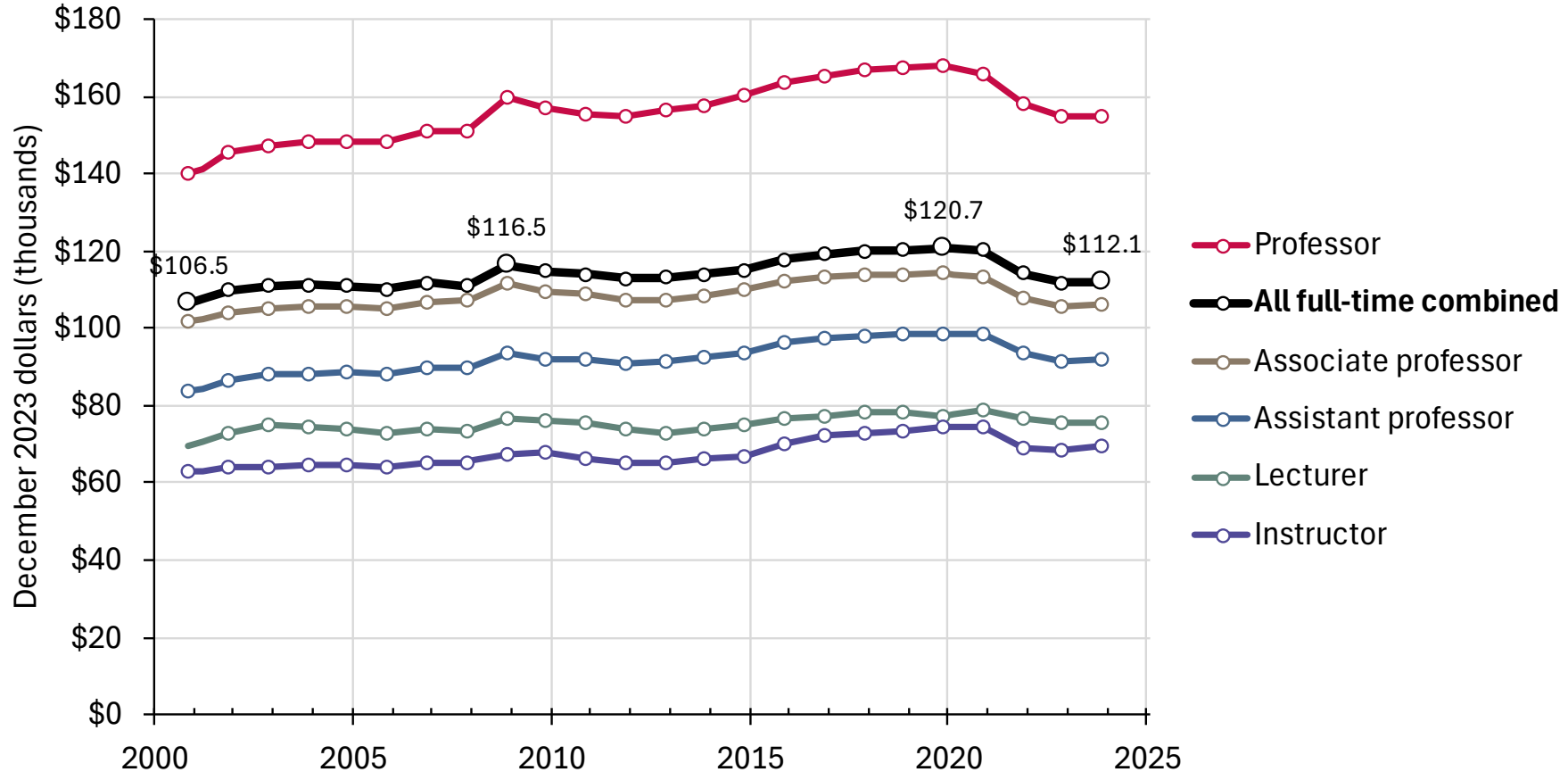
Saranna Thornton (Economics)
Hampden-Sydney College, 2024

Glenn Colby, staff

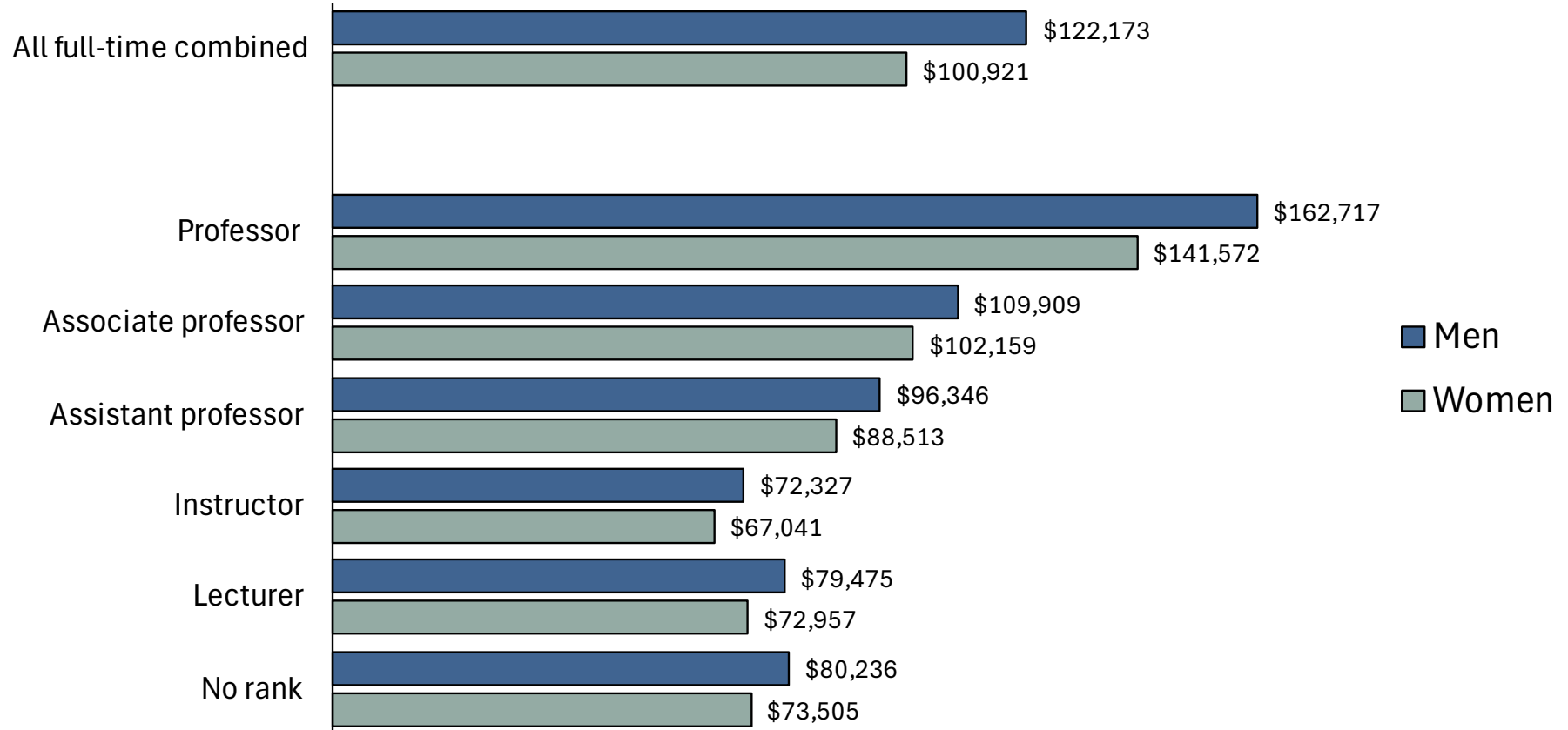
Annual report: FCS summary tables

- Average percentage change in salaries for all full-time faculty
- Average percentage change in salaries for continuing full-time faculty
- Salary differences by institutional category, control, affiliation, and region [Survey Report Tables 1, 2, 4, and 5]
- Gender differences [Survey Report Tables 3, 6, and 7]
- Retirement benefits [Survey Report Table 8]
- Medical benefits [Survey Report Table 9]
- Dependent tuition benefits [Survey Report Table 10]
- Administrator salaries [Survey Report Tables 11, 12, 13, and 14]
- Part-time faculty pay [Survey Report Table 15]
- Part-time faculty benefits [Survey Report Table 16]

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

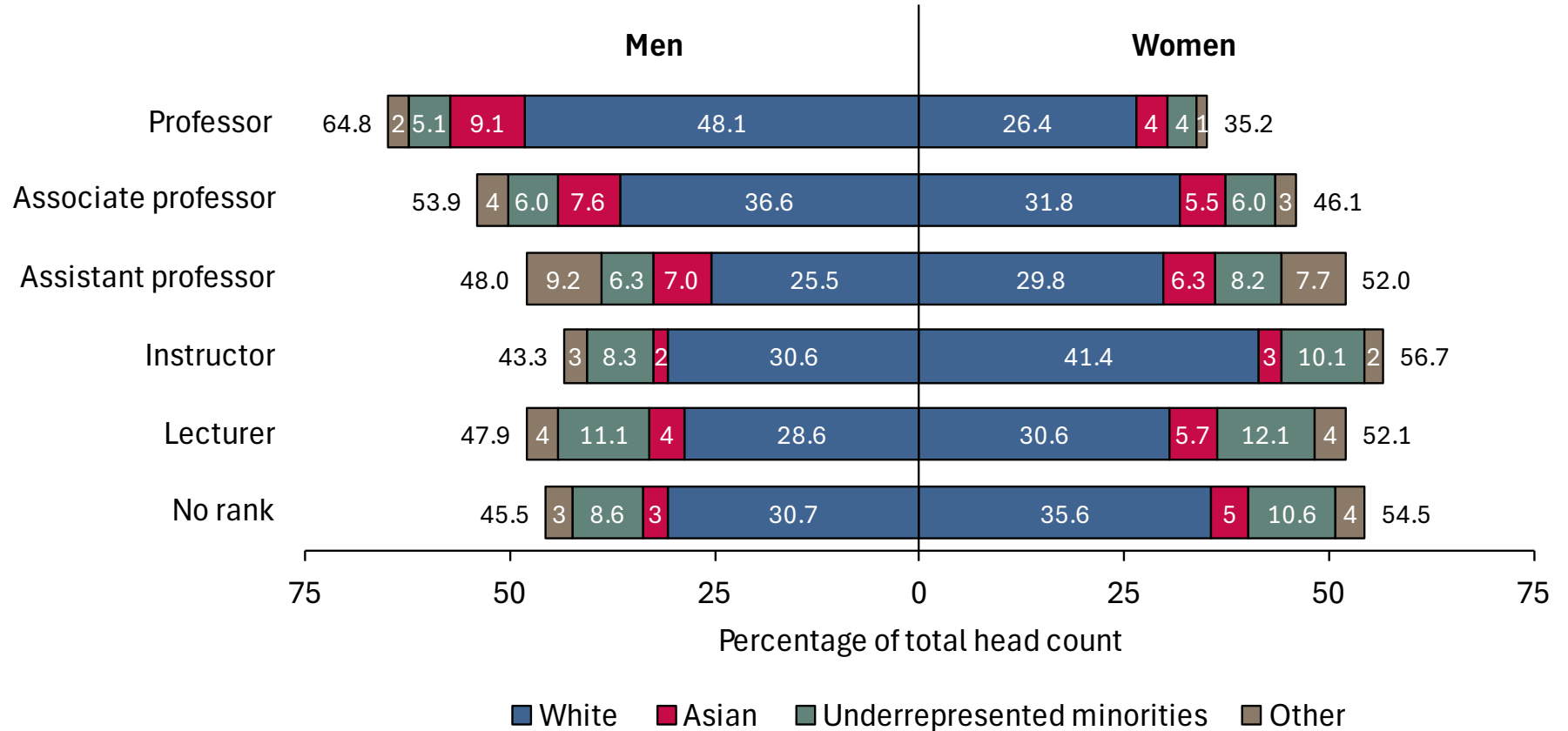


Average salaries for full-time women faculty members.



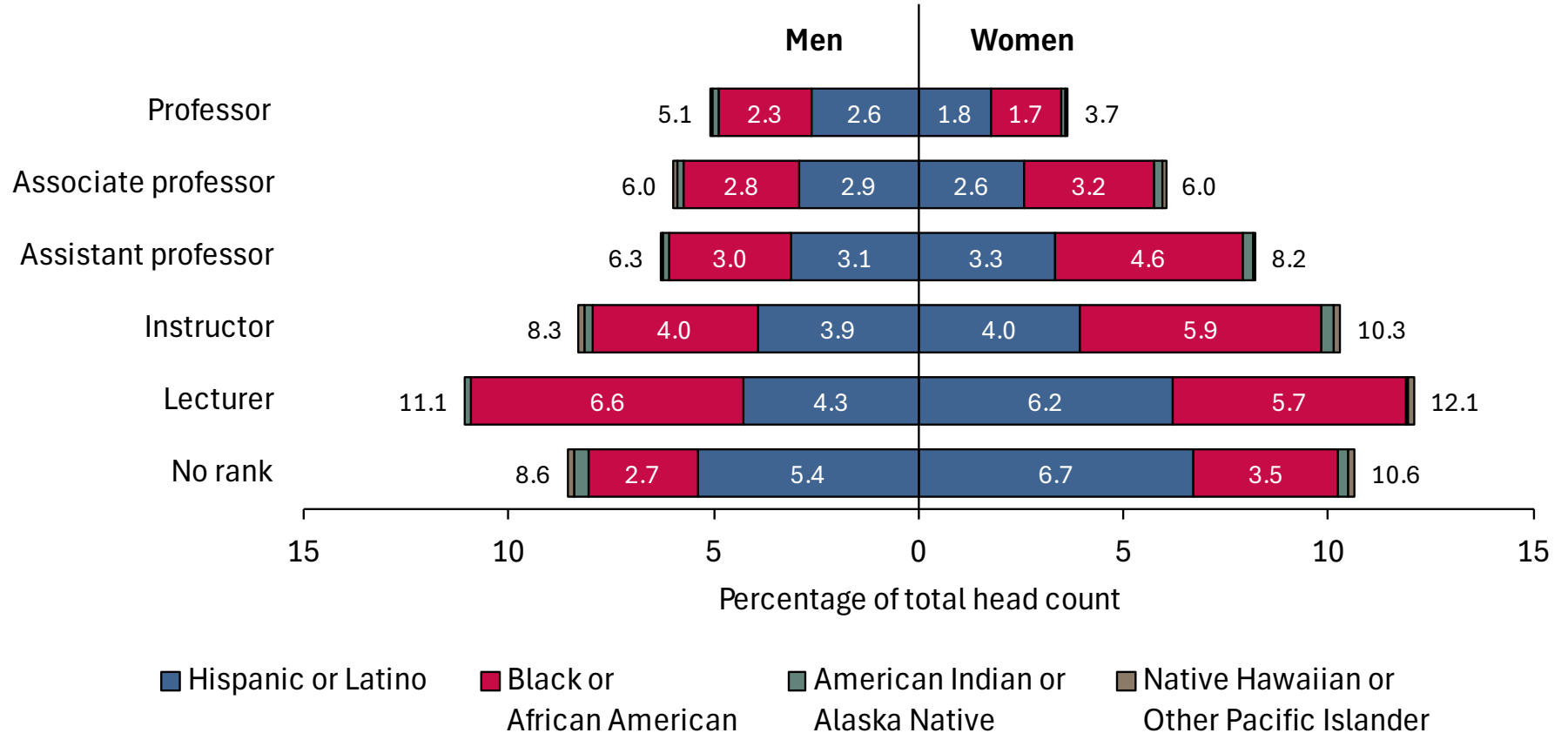
Representation of women and underrepresented minorities.

[IPEDS, Fall 2022]



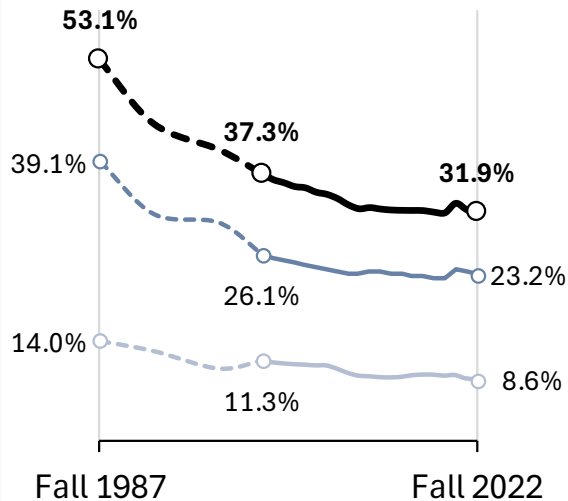
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[IPEDS, Fall 2022]



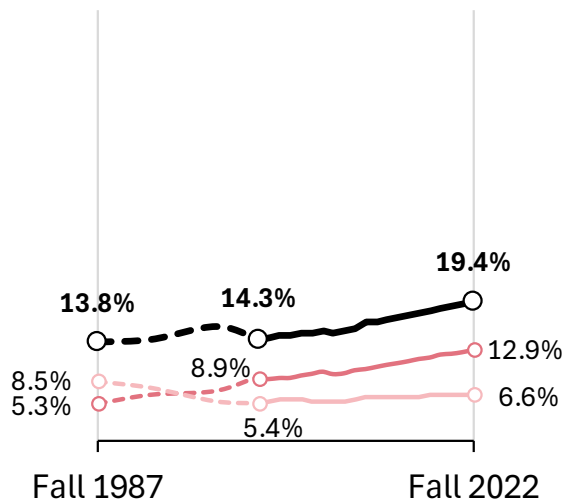
The makeup of the US academic workforce. [NCES]

Full-time tenured or tenure-track



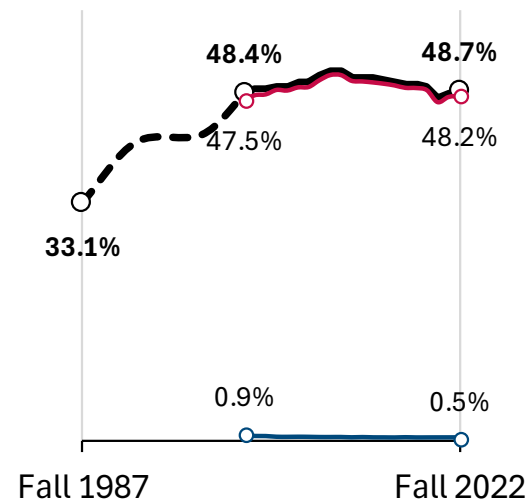
- Total
- Tenured
- Tenure-track

Full-time contingent



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

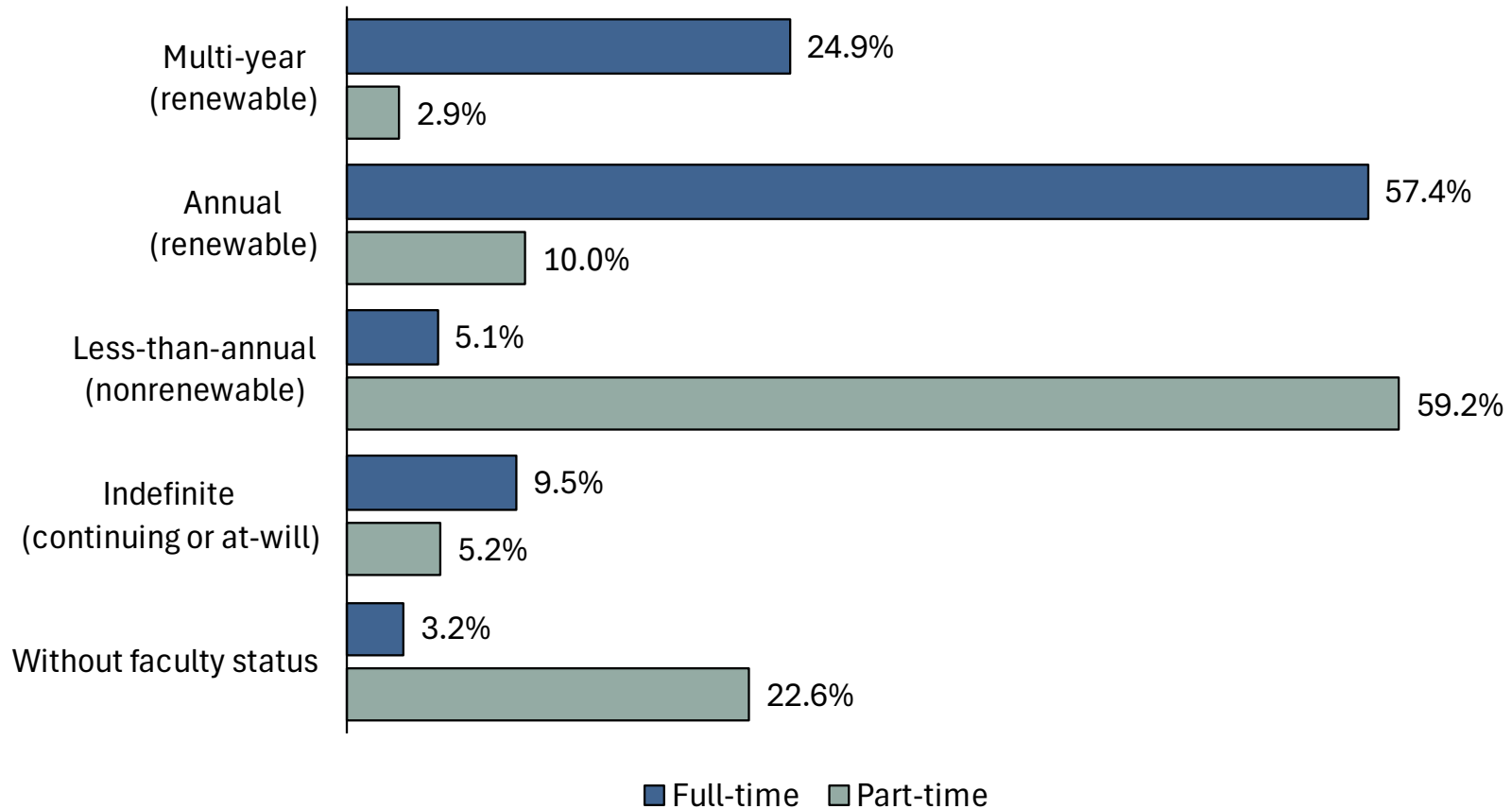
Part-time



- Total
- Contingent
- Tenured or tenure-track

Contract types for faculty members on contingent appointments.

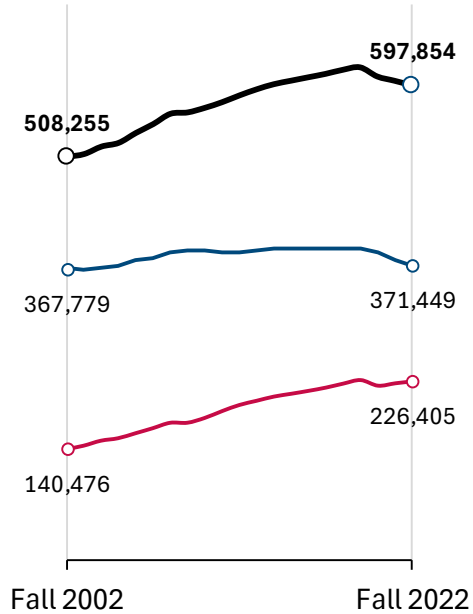
[IPEDS, Fall 2022]



Number of faculty and graduate student employees by appointment type.

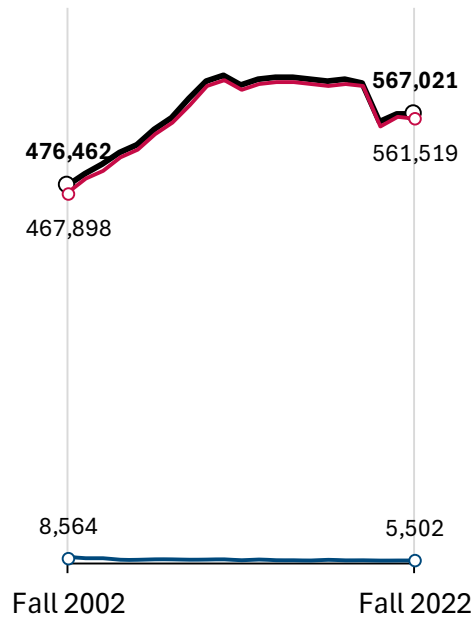
[IPEDS]

Full-time



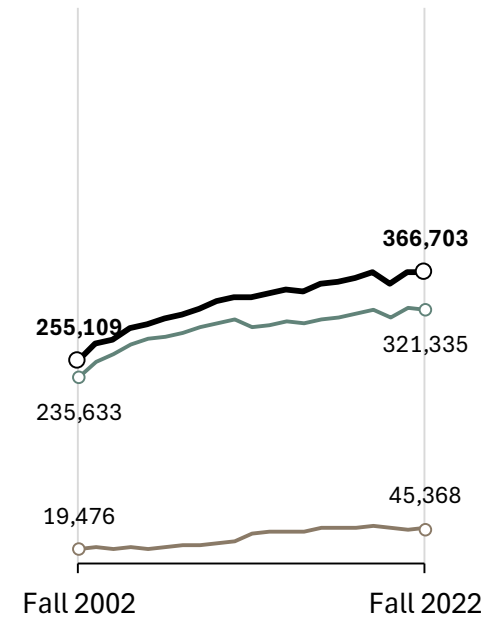
- Total
- Tenured or tenure-track
- Contingent

Part-time



- Total
- Tenured or tenure-track
- Contingent

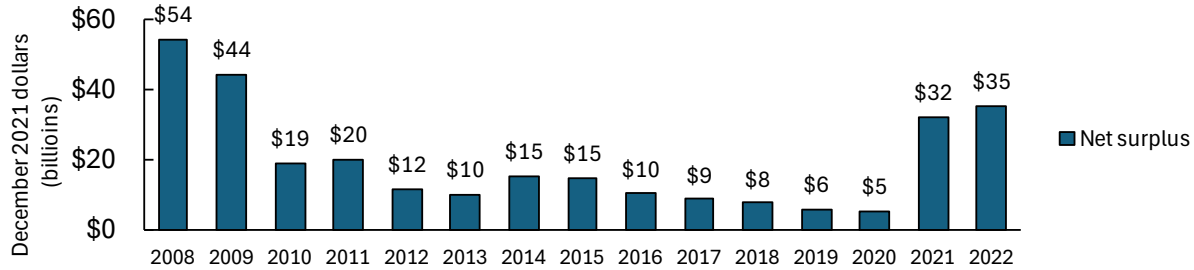
Graduate student employees



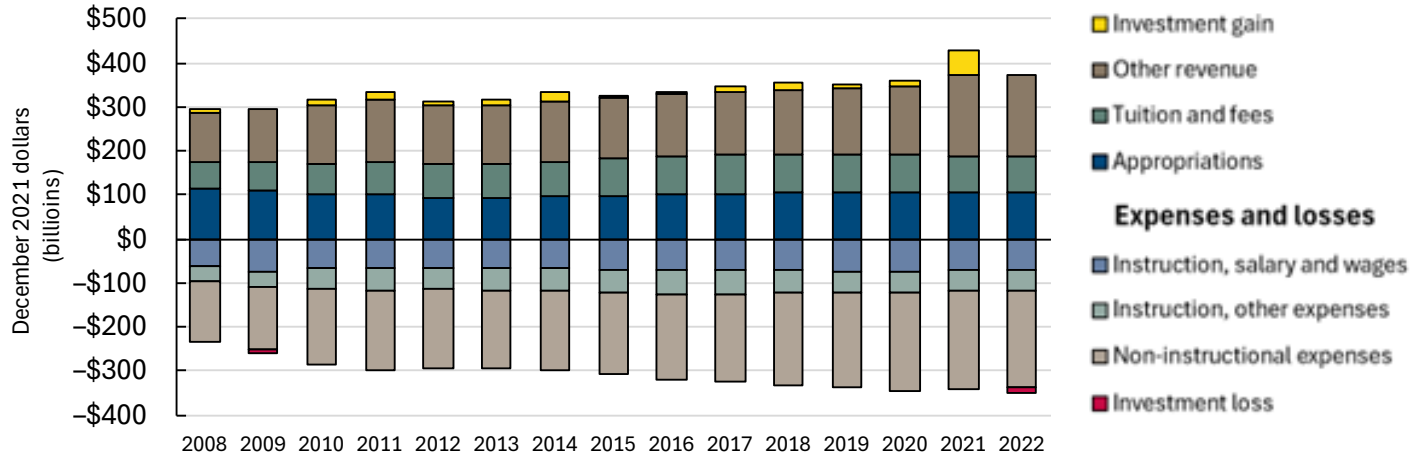
- Total
- Teaching or research
- Other

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

Net surplus, excluding investment income

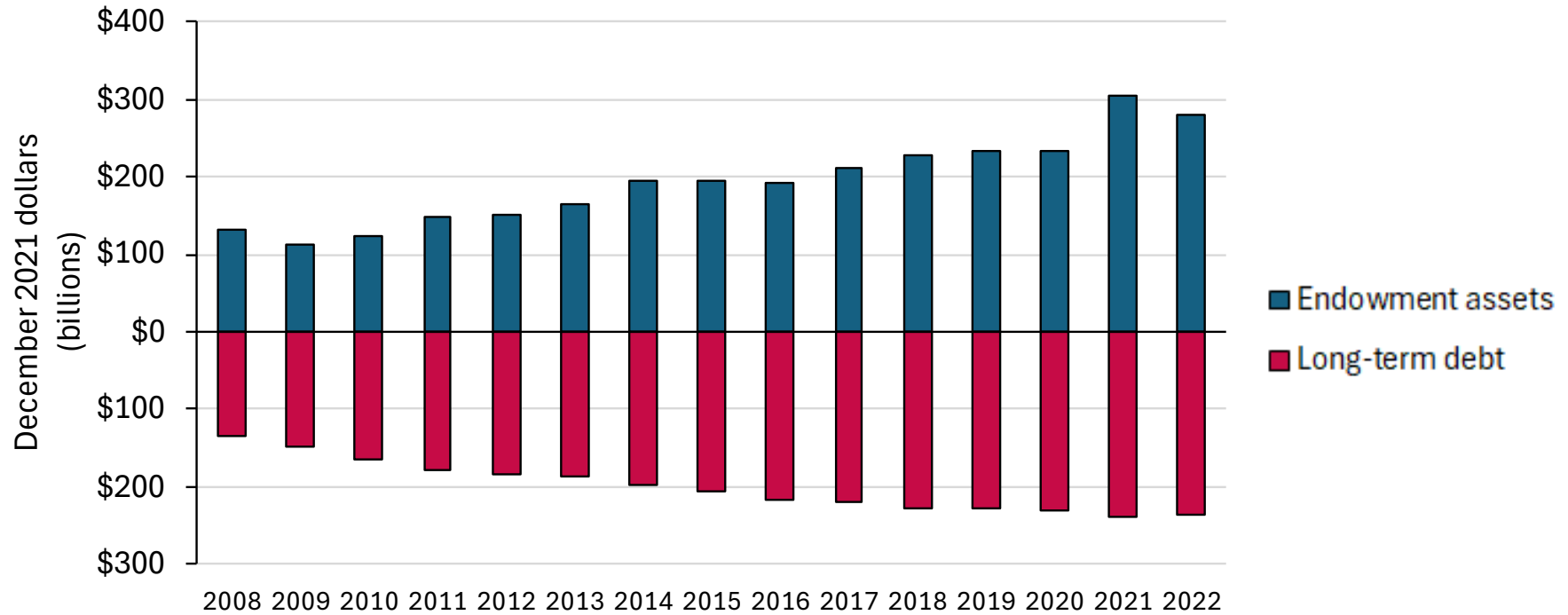


Revenues and gains vs. Expenses and losses

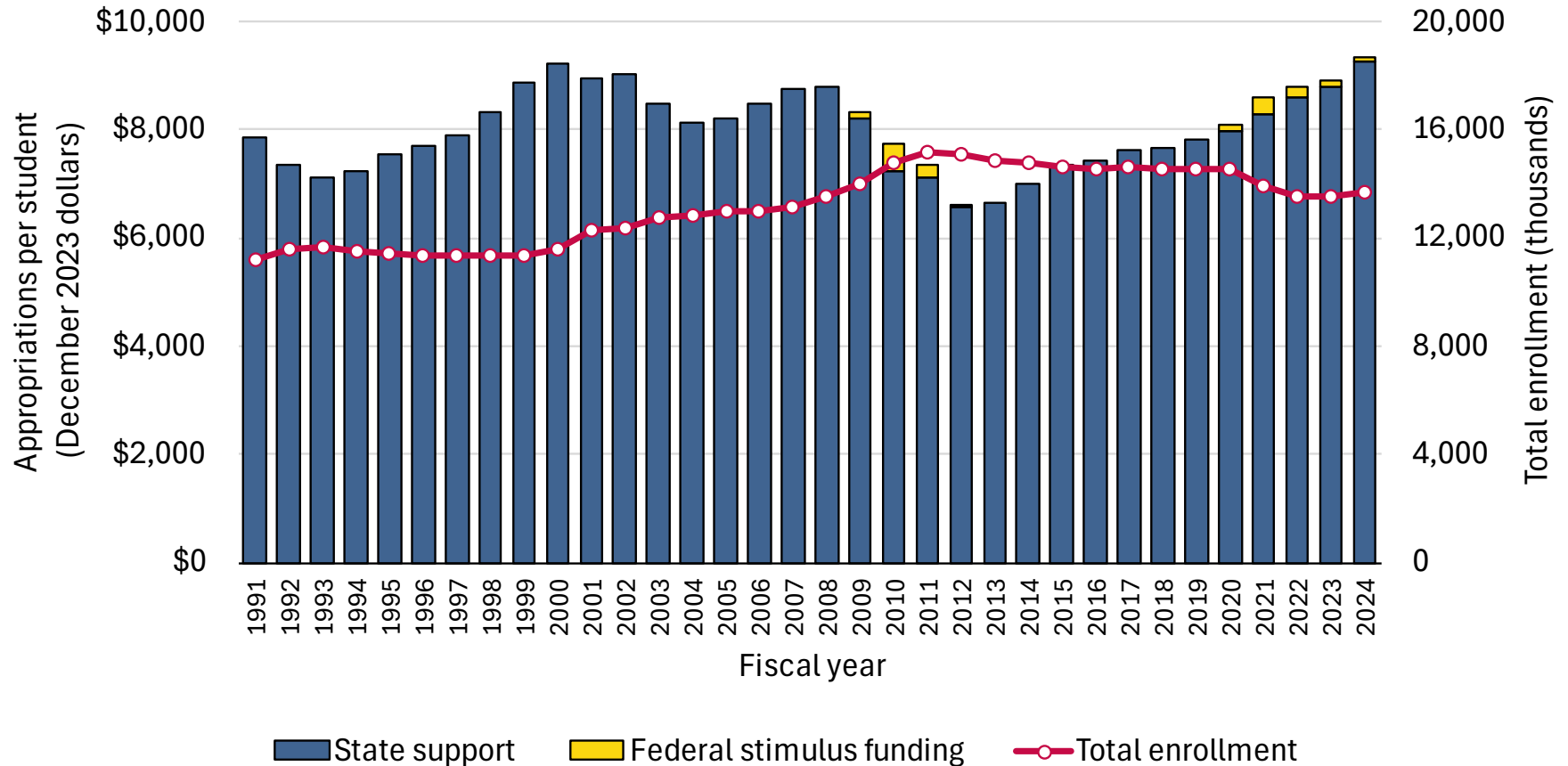


Endowment assets and long-term debt in public colleges and universities. [IPEDS]

Assets and debt



Government fiscal support for public higher education. [Grapevine]



Publicly available resources

Main page: <https://www.aaup.org/our-work/research/FCS>

- Annual reports
- Summary tables
- Appendices and “explanation of statistical data”
- Interactive data website: <https://data.aaup.org/>
- Data order form: <https://research.aaup.org/order>

FCS resources for AAUP chapter leaders, AAUP state conference officers, and AFT local or state federation presidents

- FCS data order form: <https://research.aaup.org/order>
- IPEDS data
- Direct assistance

We are available to
answer questions, chat
with local leaders, help
compile data for
bargaining teams, etc.

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Discussion

How can we support your efforts?

Thanks!

Contact info

research@aaup.org

<https://aaup.org>

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