

# *Annual Faculty Salary Report, 2020-2021<sup>1</sup>*

## *Committee on Priorities and Resources*

April 5, 2022

### **I. Purpose of this Report**

The Faculty Handbook charges the Committee on Priorities and Resources (CPR) to report each year to the Faculty on the status of Amherst faculty salaries and compensation.<sup>2</sup> Since the late 1970s, the annual report has compared salaries and compensation at Amherst with those at designated peer institutions. Over this period the list of institutions used for the purposes of comparison has seen two substantive revisions and one minor adjustment (see below). The comparative data on average salaries by rank (Full, Associate, and Assistant Professors) are provided by the American Association of University Professors (AAUP) and are prepared for the CPR by the Amherst Office of Institutional Research Office.

In this report, the CPR compares unadjusted salaries, salaries normalized across years, and salaries adjusted for cost of living differences among a select group of liberal arts institutions, including Amherst College, for the years 2004-2021.<sup>3</sup> In addition, the committee summarizes salary comparisons within the college organized by gender, rank, and divisions at the college. And finally, the committee provides historical (2012-2021) data on average salaries (by rank) for each of three comparison groups (*Liberal Arts group, Traditional group, New group*).

### **II. Background**

Since the 1970s the CPR has compared faculty salaries at Amherst College with peer institutions. A *Traditional group* including twelve research universities and liberal arts colleges plus Amherst was used for many years. In 2003, the Board of Trustees and the administration asked the CPR to create a *New group* to better define salary benchmarks that the faculty saw as comparable.<sup>4</sup> This group included the original twelve institutions from the traditional group plus eighteen additional institutions. In 2016, the CPR adopted a *Liberal Arts group* of 12 peers, including Amherst, for faculty salary benchmarking, choosing those institutions regarded as peer elite

---

<sup>1</sup> This report is submitted by the voting members of the Committee on Priorities and Resources (CPR) including Profs. Nusrat Chowdhury, Andrew Dole (chair), Jill Miller, and Monica Ringer; Staff representatives Emily Ziomek and Peter Charron; and Student members Allie Ho '24 and Jaden Richards '25. The committee thanks Mariana Gerena Melia and Jesse Barba in the Institutional Research office for compiling data included in this report. We thank *ex officio* CPR members Chris Casey, Thomas Dwyer, Catherine Epstein, Jae Yun Ham '22, Kate Harrington, and Ashley Travis for comments and discussion, and also thank Steven Hegarty, recorder, for his administrative labors.

<sup>2</sup> Recent reports and [minutes from CPR meetings](#) are available on the Office of the Provost and Dean of the Faculty's website.

<sup>3</sup> As described below, since 2016 the CPR's mandate has been to compare salaries within the Liberal Arts Group, but in fact the institutions included in its data did not conform to this list prior to 2019-20. See the explanation provided in Section II.

<sup>4</sup> The process resulting in the *New Group* is described in the CPR's Amherst College Institutional Comparison Group Report of 2005.

liberal arts colleges and without prior consideration of salary levels. Institutions included in each of these named groups are listed in Table 1.

**Table 1.** Institutions included in named groups for comparison in salary reports completed by the Committee on Priorities and Resources.

<i>Traditional group</i>	<i>New group</i>	<i>Liberal Arts group</i>
Amherst	Amherst	Amherst
Dartmouth	Bowdoin	Bowdoin
Harvard	Brown Univ.	Carleton
Indiana Univ.	Carleton	Davidson
Mount Holyoke	Columbia Univ.	Haverford
Smith	Dartmouth	Middlebury
UMass/Amherst	Davidson	Pomona
Univ. Michigan	Duke Univ.	Smith
Univ. Virginia	Harvard	Swarthmore
Wellesley	Haverford	Vassar
Wesleyan	Indiana Univ.	Wellesley
Williams	MIT	Williams
Yale	Mount Holyoke	
	Northwestern Univ.	
	Pomona	
	Princeton Univ.	
	Smith	
	Stanford Univ.	
	Swarthmore	
	UMass/Amherst	
	Univ. California/Berkeley	
	Univ. California/LA	
	Univ. Michigan	
	Univ. North Carolina/Chapel Hill	
	Univ. Pennsylvania	
	Univ. Virginia	
	Washington Univ.	
	Wellesley	
	Wesleyan	
	Williams	
	Yale	

For several years following 2016, data provided to the CPR did not conform to the Liberal Arts group, omitting Middlebury and Wellesley and including Wesleyan and Mount Holyoke. This was corrected beginning with data for 2019-20. As a result the list of institutions against which this report compares Amherst College changes between 2018-19 and 2019-20 (Appendix 1).

The CPR is now focused on salary comparisons with the *Liberal Arts group* and, as recommended by the CPR in Spring 2016, uses the benchmarking system set in place by the 2015-2016 CPR that presents salaries (by rank) in a quartile system, including unadjusted salary data and normalized salary data.

## ***Data Resources and Limitations:***

The committee relies on salary data compiled by the AAUP (American Association of University Professors). These tend to be crude measures of the total compensation, which include some, but not all, benefits in various degrees across institutions, and do not reflect regional or geographical differences in the cost of living. Moreover, salary information for Amherst faculty and that compiled by the AAUP includes only tenure-line faculty who are full-time instructors; faculty with partial administrative roles or with reduced teaching loads due to phased retirement or other factors are not included in the AAUP report.

Within the salary data there are several potential sources of bias. One is an absence of information regarding the demographic balance within ranks. The AAUP does not report salary by years-in-rank or years-in-service; thus, an institution with many long-serving full professors will have a larger average salary at the full professor rank as compared to an institution with proportionally more recently promoted full professors. In 1997-98 the Amherst administration conducted a confidential time-in-rank and salary survey and concluded that demographic differences did not have a significant effect on Amherst's rankings as compared to the *Traditional group*. However, in recent years the college has experienced significant faculty turnover and changed its peer comparison group, leaving unclear how differences in years-in-rank might affect comparisons of Amherst with peer institutions. The CPR has the ability to track changes in average years-in-rank at Amherst across time, but does not have the ability to compare this information with comparable data from peer institutions.

A second potential source of bias comes from the inclusion of professional school faculty salaries in the AAUP data, which contributes to salaries in the both the *Traditional* and *New* groups. Salaries at professional schools (business, law, medicine, etc.) are usually higher than salaries at liberal arts institutions due to market competition given opportunities available to professionals in those fields outside of academia. By focusing on comparisons to the *Liberal Arts* group, bias associated with professional schools is alleviated.

A final potential source of bias in salary and compensation includes regional variation in the cost of living. To address cost of living variation, previous committees have adjusted for cost of living differences among institutions in the *Liberal Arts group* using the local living wage estimates published at <http://livingwage.mit.edu>. However this data has at least two significant limitations which have led the CPR to discontinue this adjustment.

The first limitation is that the data used compares the cost of living at the county level, while living costs near the institution may differ substantially from the surrounding county. For example, Pomona is located in the broadly expensive Los Angeles County, and housing costs near Pomona are 66% of the county-wide average ([www.census.gov](http://www.census.gov)). In contrast, in the town of Amherst, surrounded as it is by a more rural environment, housing costs are 126% of the county average. As a consequence, the COLA salary of Amherst is inflated relative to, for example, Pomona.

The second limitation is that the cost of living calculator adjusts historical salary data (i.e., from 10-15 years prior) using COLA data for the current year, rather than adjusting salaries for each year with that year's historical COLA data. This result does not convey accurate comparative cost-of-living information over time.

### III. Benchmarks

#### *Past Benchmarks and History*

Historically the Amherst College Board of Trustees has sought to raise faculty salaries to meet stated goals. As noted in the 2004-05 CPR Salary Report, in 1958 the Trustees issued a policy statement that Amherst faculty salaries should be “*as high as those in any other college in the country.*” In 1970, this policy was updated to indicate that faculty compensation should be “*at a level no lower than that of other institutions of the highest quality.*” Nevertheless, in the 1970s faculty salaries dropped significantly on a relative basis. This resulted in much discussion and a resolution by the Board in 1979 that by 1982 faculty salaries should be increased to regain Amherst’s 1968 relative competitive position, which in 1968 corresponded to 3<sup>rd</sup> in the *Traditional group* (see the [2004-05 CPR Salary Report](#) for details and caveats).

The benchmark targeted to be reached by 1982 was not achieved, and by the mid-1990s Amherst faculty salaries had once again lost relative ground. This resulted in a 1998 commitment to close the gaps for associate and full professors in particular. Then, in 2003, the administration and Board of Trustees asked the CPR to set a benchmark for a ranking within the *New Group* that Amherst should try to reach and maintain. The 2004-05 salary report concluded that despite several periods in which salary trends were corrected to improve the relative positions of Amherst professors and despite increases in real or inflation-corrected salaries, salaries of Amherst professors have tended to rest below both the median and the average of the *Traditional group*, which includes research universities and institutions with professional schools.

#### *Current Benchmarks*

The figures and tables in this report focus on the *Liberal Arts group* of twelve colleges as the comparison group (Figures 1-9; Appendix 1).

In Figures 1-9 in this report (see Figure 1 for depiction), the dark gray band borders the 1<sup>st</sup> and 3<sup>rd</sup> quartiles (25<sup>th</sup> and 75<sup>th</sup> percentiles, respectively), while the minimum and maximum values are bound by the light gray band. The median (circles) marks the split between the upper six and the lower six salaries from the comparison of twelve institutions. The upper light gray band marks the top three salaries; dark gray band includes the middle six salaries; lower light gray band marks the bottom three salaries. The plotted Amherst values (dashed lines, triangles) represent the mean (average) salary values in each faculty rank.

***The current benchmark is to remain in the top light gray band or above the 75<sup>th</sup> percentile (i.e., in the top three institutions) among the twelve institutions comprising the Liberal Arts group (Table 1).***

#### IV. Historic quartile analyses: Comparison with the Liberal Arts Group

Historic quartile analyses can be used to determine if Amherst is achieving its stated benchmark of exceeding the 75<sup>th</sup> percentile in terms of faculty salaries in comparison to the *Liberal Arts group*. Three analyses are presented including (A) the raw salary data (by rank) across the comparison group, and (B) normalized salary data to remove the effect of increasing salaries through time.

##### *Note: impact of the COVID-19 pandemic on salaries*

Given budgetary pressures associated with the COVID-19 pandemic, Amherst College instituted salary freezes in 2020-2021. However, faculty members who were promoted in rank starting in July 2020 did receive promotional increases such that their salaries remain in line with the general faculty salary structure. Many (or most) of our peer institutions also instituted salary freezes.

##### *(A) Untransformed and unadjusted data*

The historic quartile analysis shows a comparison of faculty salaries among the *Liberal Arts group*. The following graphs display salary (in thousands of dollars) as absolute numbers without transformation or modification for full professors (Figure 1), associate professors (Figure 2), and assistant professors (Figure 3).

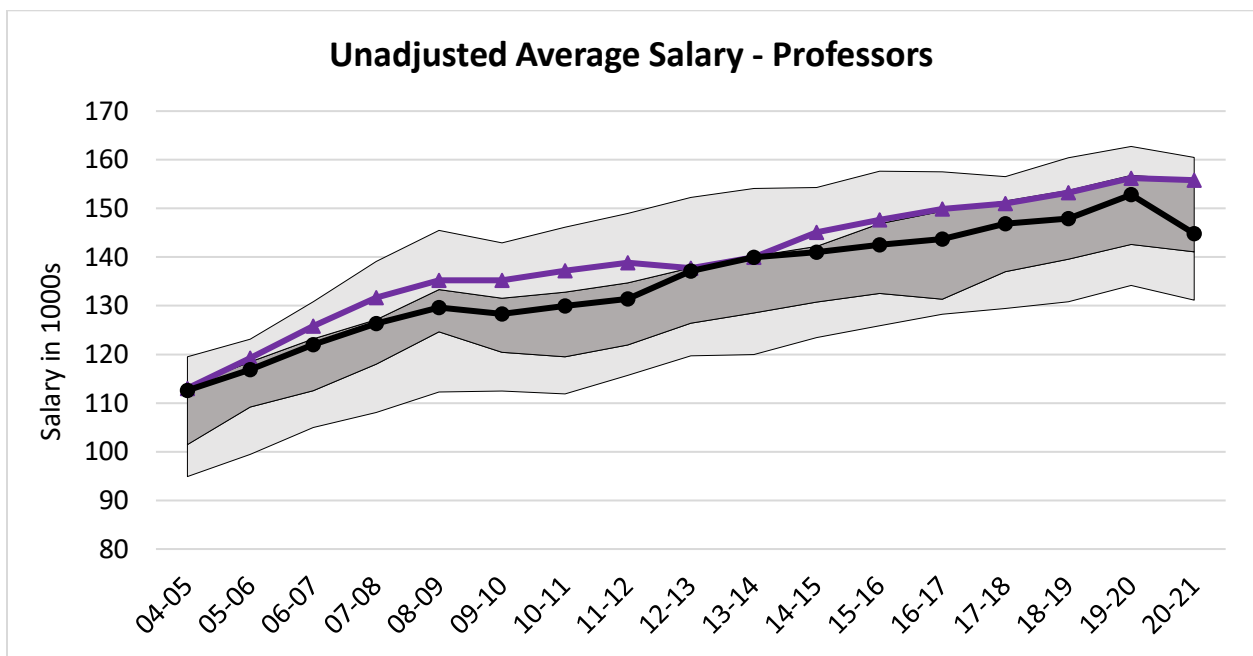


Fig. 1: Unadjusted Average Salary for Full Professors, 2004-2021

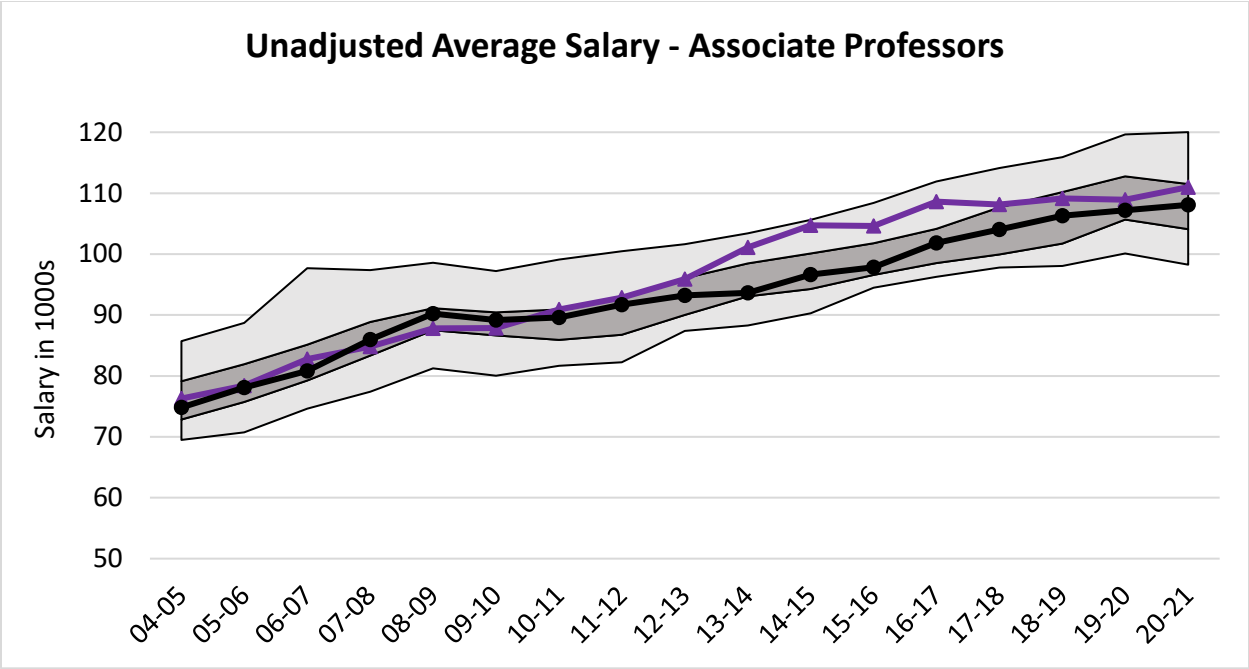


Fig. 2: Unadjusted Average Salary for Associate Professors, 2004-2021

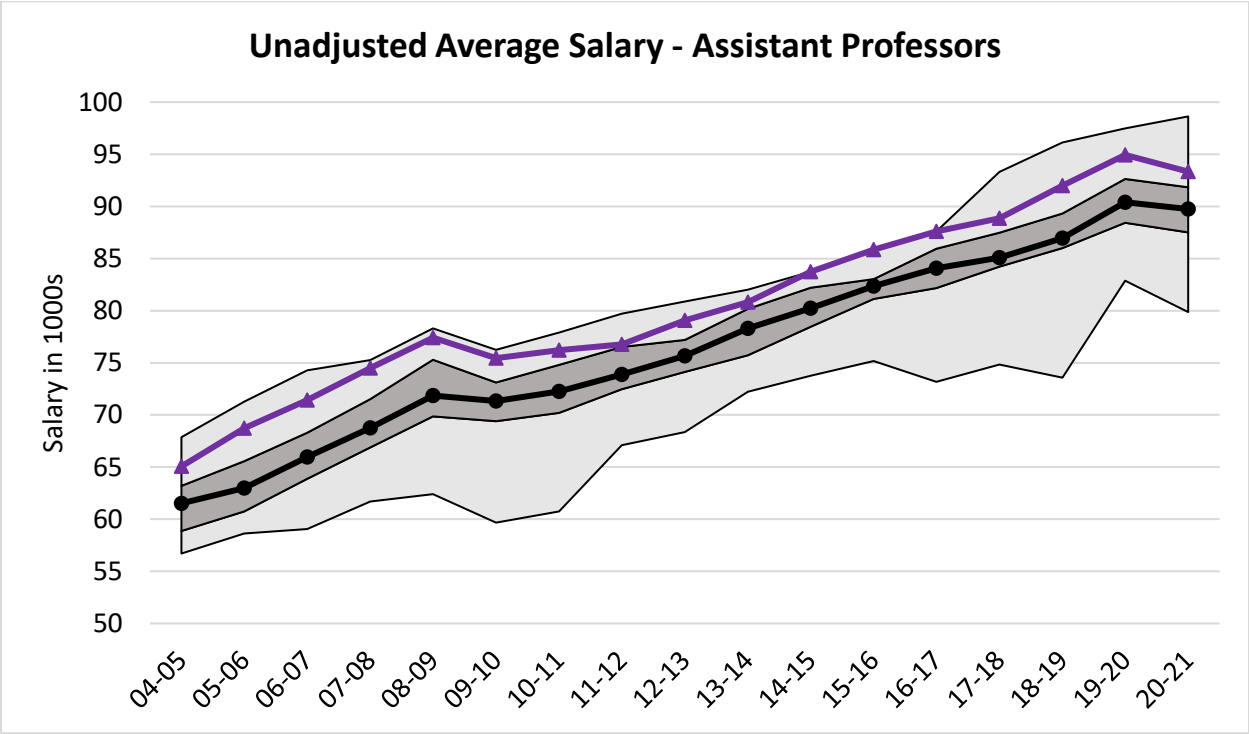


Fig. 3: Unadjusted Average Salary for Assistant Professors, 2004-2021

***(B) Normalized data***

To facilitate comparison of salary data over time, salaries were normalized by dividing each salary by the group median for that time point. A three-year running average was applied first to smooth out single year fluctuations to better observe long-term trends. Data are plotted as the percent of the group median.

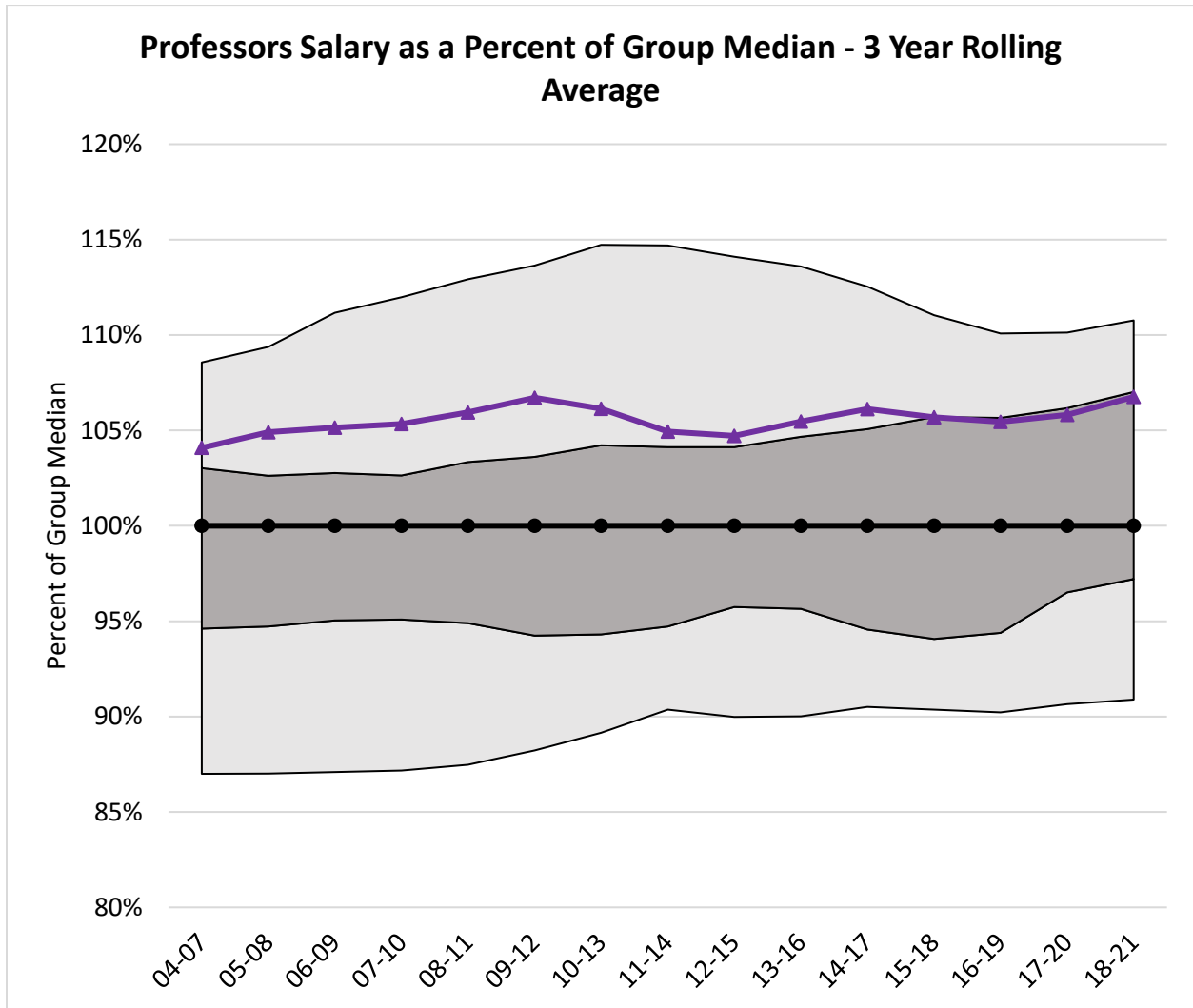


Fig. 4: Normalized Salary plotted as the percentage of the median for full professors at Amherst College; three-year averages from 2004-2021 are shown.

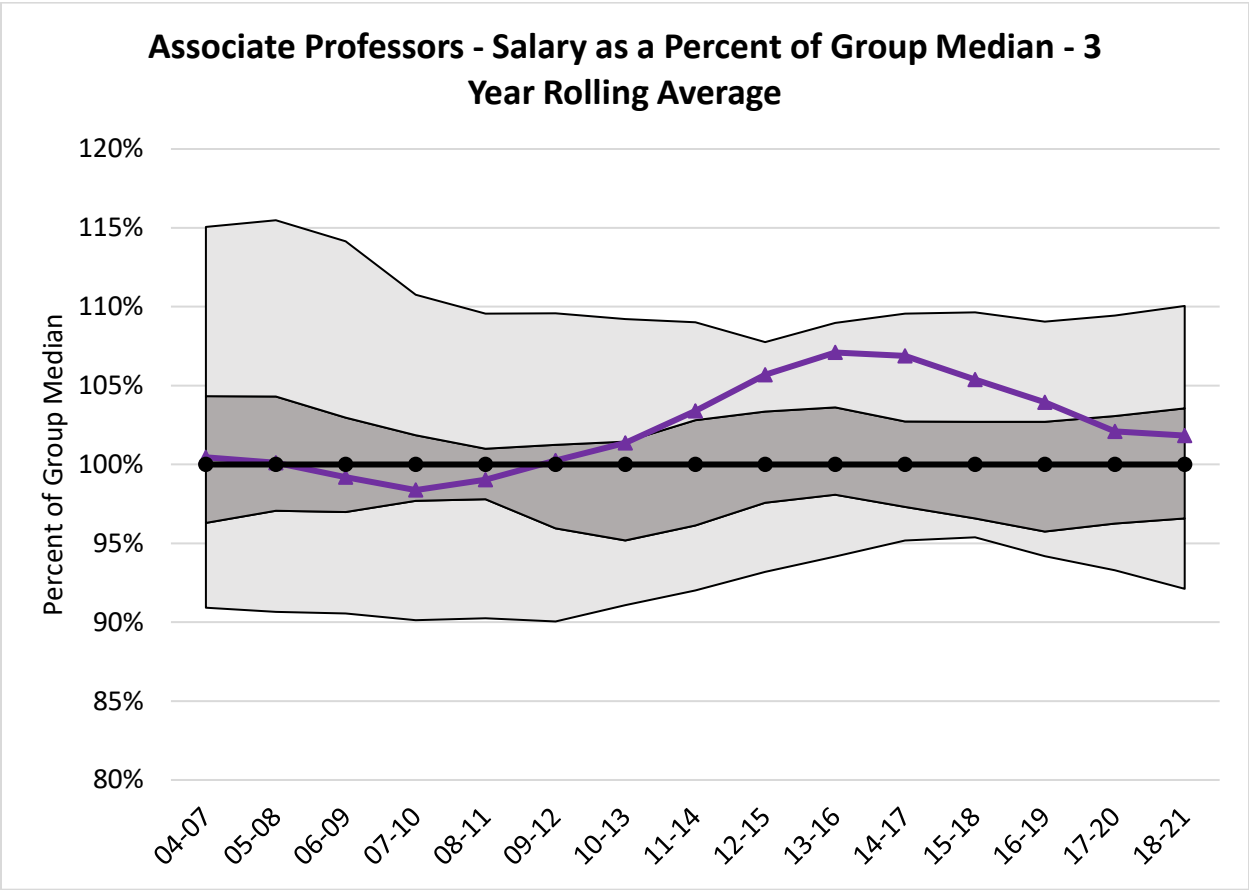


Fig. 5: Normalized Salary plotted as the percentage of the median for associate professors at Amherst College; three-year averages from 2004-2021 are shown.



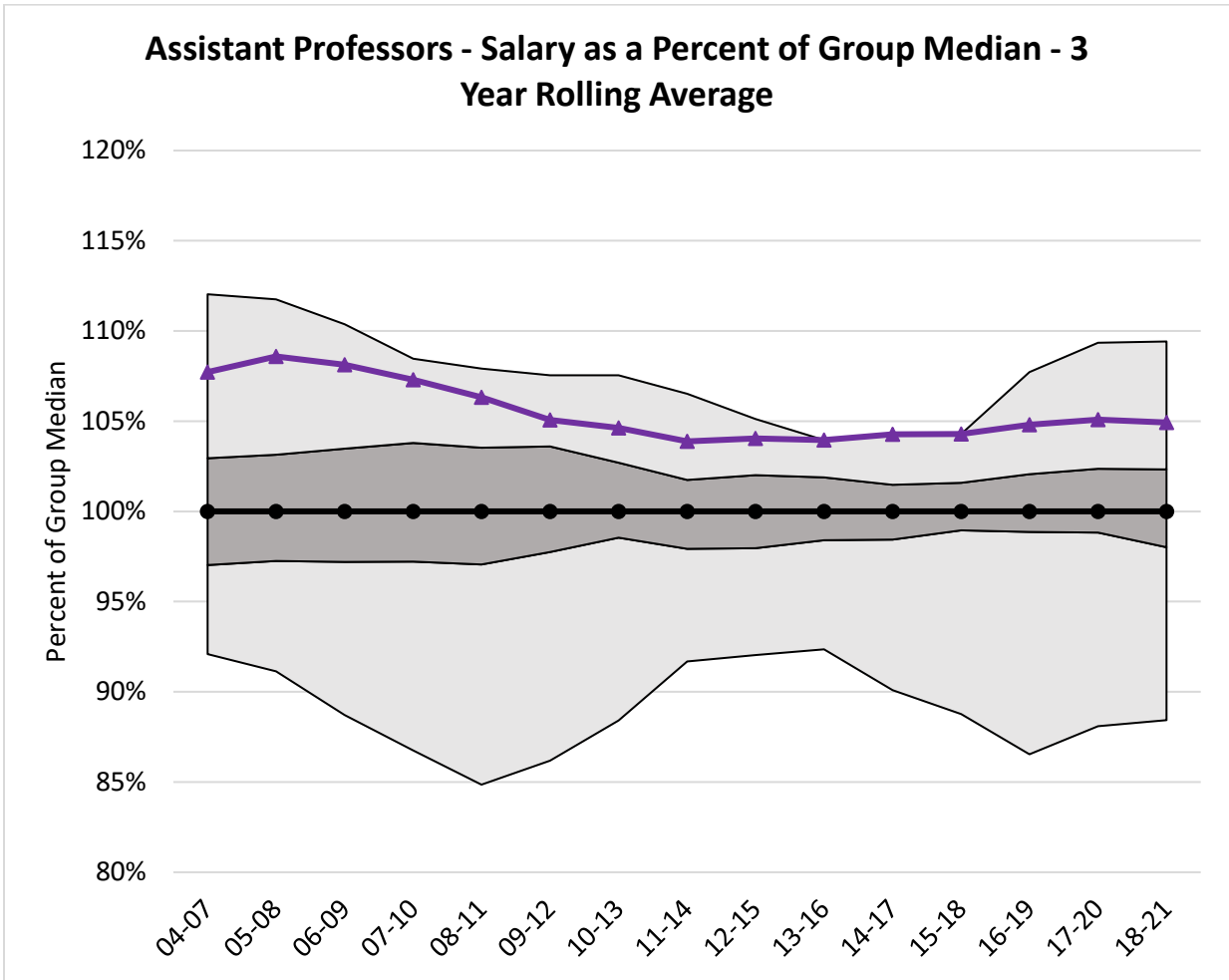


Fig. 6: Normalized Salary plotted as the percentage of the median for assistant professors at Amherst College; three-year averages from 2004-2021 are shown.

## **V. Summary of Salary Comparisons with the *Liberal Arts* group**

If the benchmark is to maintain Amherst's salaries among the top three institutions (i.e., in the top quarter) among peer institutions (i.e., within the top light gray band) in order to remain competitive, then with respect to the normalized data, Amherst is in the acceptable range for assistant professors (Figure 6) but is lagging behind peers for associate and full professors. In particular, the full professor salary average has fallen below the benchmark for the past four years (Figure 4) and there has been a five-year decline for the associate professor salary average, which has now fallen below the benchmark for two years (Figure 5).

As usual, we caution faculty members not to read these mean (average) data for comparison with their individual increases because the mean data as reported by the AAUP include salary increases at the time of promotion or tenure in the more junior ranks, thus overstating the actual salary increases for most members of the assistant and associate professor groups. We also reiterate that overall trends are more significant than single-year or single-category movements that may be due to demographic variations in rank that result from hiring, promotion and retirement.

For reference, Appendix 1 includes average salary information (in thousands of dollars) for a comparison group of twelve colleges beginning in 2012, conforming to the Liberal Arts group after 2018-19.

### ***Full Professors***

For the 2019-2020 academic year, the median salary for full professors at Amherst was \$152,400 and the mean salary (\$155,800) was 4<sup>th</sup> among the twelve liberal arts peer institutions (Appendix 1). This places Amherst below the targeted 75th percentile benchmark of \$156,000 for professors at that rank. Looking across time at the normalized data, salaries for full professors at Amherst were above the benchmark from 2007 to 2017 but have fallen below this target in recent years (Figure 4).

Noting the two-year failure to meet the benchmark for full professors, the CPR's annual faculty salary report for 2018-19 suggested a possible explanation. Full professors span a wider range of salary level, from newly promoted faculty to those working at the college for several decades; and series of retiring senior faculty, replaced by new promotions to full professor, may have contributed to a drop in the full professor average salary. In that report, a graph of average number of years in rank showed that in 2018 Amherst reached a minimum point for the average years-in-rank for full professors. As anticipated in that report, average years-in-rank have been increasing over the past three years (Appendix 5). Over this same period the mean salary has more or less maintained its position just below the College's stated benchmark, tracking an increase in mean salaries for the Liberal Arts group but not meaningfully gaining ground (Figure 4). It seems unlikely that a continued increase in the average years in rank for full professors will, by itself, bring salaries for colleagues of that rank into line with the benchmark.

## ***Associate Professors***

For the 2019-2020 academic year, the median salary for associate professors at Amherst was \$104,400 and the mean salary (\$111,000) was 5<sup>th</sup> among the twelve liberal arts peer institutions (Appendix 1), and below the targeted 75th percentile benchmark of \$111,500 for professors at that rank. Looking over time at the normalized data, salaries for associate professors at Amherst were above the benchmark and peaked in 2016/2017 but have been declining since that time (Figure 5).

An explanation in terms of average year-in-rank does not seem to be available to explain the relative decline in associate professor salaries over the past five years. The associate professor category is small and there tends to be fairly rapid promotion out of this rank. Over the last decade, promotion from associate to full professor at Amherst in most cases occurred six years post-tenure, contributing to a lower percentage of total faculty at the associate rank at Amherst. Moreover, the rapid promotion (relative to many peer institutions) means that associate professors at Amherst tend to have fewer years-in-service (as well as fewer years-in-rank) than do associate professors at the various comparative institutions. As an assumption, it seems likely that those individuals at other institutions who remain at the associate professor rank for more than six years continue to receive salary increases; if true, this would mean that the average salary for associate professors at those institutions would be skewed higher. However, these promotion practices at Amherst and elsewhere are not new, and thus do not explain the several-year decline observed for this group, which coincides with a trend of increasing number of years-in-rank (Appendix 5).

A second possible explanation has to do with the disciplinary volatility of the associate professor rank at Amherst College. Since colleagues tend to spend relatively few years in this rank, aggregated salary data for associate professors will be highly responsive to salary differences across disciplinary divisions. Specifically, a small number of promotions into our out of the rank for colleagues from higher- or lower-salaried divisions will significantly influence the aggregated data. The CPR considerer but declined the option of requesting more detailed data about relative salaries for associate professors across different divisions in order to further investigate this potential explanation.

## ***Assistant Professors***

This is the category where the most direct competition among academic institutions takes place: when candidates are hired at the assistant professor level they may negotiate their salaries relative to other offers they have received, whereas comparatively few tenured professors are actively on the job market in any given year and thus receiving competitive offers.

For the 2020-21 academic year, the Amherst assistant professor median salary was \$89,800 and the mean salary (\$93,300) ranked 3<sup>rd</sup> among peer institutions (Appendix 1). Over time, Amherst has consistently maintained its high ranking for the assistant professor rank. The normalized data (Figure 6) demonstrate that the assistant professor median salary has remained above the 75<sup>th</sup> percentile benchmark consistently. Looking back to previous CPR reports, we note that this trend of exceeding the benchmark for assistant professor salaries has held as far back as 2002/2003.

## VI. Salary Comparisons within Amherst College

In light of national conversations about inequalities between disciplines and by gender, the CPR began to present Amherst salaries by discipline and gender in 2013-14. The following comparisons of salary data within Amherst do not include faculty in administrative positions, for which there were nine in 2019-20. The traditional groupings for departments and programs into major divisions (Humanities; Physical & Life Sciences; Social Sciences) is included in Appendix 4. We include median salary values in each category in the summary tables below as an alternative measure that is less sensitive to outliers than the mean.

**Table 2. Amherst faculty salaries by rank and discipline from 2018-2021.**

Amherst College Faculty Salaries 2020-21					
		No. of Persons	Mean	Median	
<b>Humanities</b>	Professor	46	155,457	154,450	95
	Associate	19	110,823	105,000	
	Assistant	30	87,180	87,600	
<b>Social Sciences</b>	Professor	18	153,050	151,750	37
	Associate	6	117,783	115,750	
	Assistant	13	102,962	92,500	
<b>Physical and Life Sciences</b>	Professor	23	158,326	151,300	55
	Associate	9	106,800	101,900	
	Assistant	23	95,904	89,400	
<b>All*</b>		187	125,565	118,500	

Amherst College Faculty Salaries 2019-20					
		No. of Persons	Mean	Median	
<b>Humanities</b>	Professor	43	157,098	155,900	90
	Associate	17	108,243	108,200	
	Assistant	30	89,500	89,800	
<b>Social Sciences</b>	Professor	19	152,368	150,100	36
	Associate	5	115,000	100,100	
	Assistant	12	107,133	113,300	
<b>Physical and Life Sciences</b>	Professor	23	157,830	151,300	49
	Associate	9	106,800	101,900	
	Assistant	17	95,929	89,400	
<b>All*</b>		175	127,189	119,700	

Amherst College Faculty Salaries 2018-19					
Discipline	Rank	No. of Persons	Mean	Median	
<b>Humanities</b>	Professor	44	154,770	152,000	91
	Associate	20	107,630	103,800	
	Assistant	27	88,755	88,600	
<b>Social Sciences</b>	Professor	19	147,642	145,700	34
	Associate	2	133,300	133,300	
	Assistant	13	98,800	91,000	
<b>Physical and Life Sciences</b>	Professor	23	154,883	147,000	46
	Associate	9	107,078	100,600	
	Assistant	14	91,900	87,350	
<b>All*</b>		171	125,893	120,000	

**Table 3. Amherst faculty salaries by rank and gender from 2018-2021.**

2020-21

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$150,100	\$151,252	39	\$153,450	\$159,554	48
Associate	\$105,000	\$111,012	17	\$103,700	\$110,961	17
Assistant	\$89,800	\$92,360	35	\$89,400	\$94,423	31
All	\$115,500	\$121,084	91	\$120,000	\$129,813	96

2019-20

Rank	Women			Men		
	Median	Average	Count	Median	Average	Count
Professor	\$148,100	\$150,424	37	\$156,050	\$160,721	48
Associate	\$103,000	\$108,813	15	\$105,950	\$109,008	16
Assistant	\$91,000	\$93,457	30	\$89,800	\$96,472	29
All	\$117,100	\$121,971	82	\$120,300	\$131,790	93

2018-  
19

Rank	Female			Male		
	Median	Average	Count	Median	Average	Count
Professor	\$148,900	\$148,489	37	\$153,000	\$156,802	49
Associate	\$105,000	\$110,824	13	\$102,200	\$107,900	18
Assistant	\$89,000	\$92,106	30	\$88,300	\$91,842	24
All	\$119,000	\$121,225	80	\$123,600	\$129,997	91

Both the median and mean full professor salaries have consistently been higher for male than for female colleagues, but in 2020-21 the gap between the two has declined relative to recent years (Table 3). For associate professors, median and mean salaries have been higher for female than for male colleagues since 2014, but salaries within this group have recently been converging. The median and mean salaries for female and male assistant professors appear to be the most consistently equivalent across all ranks.

Previous reports have pursued possible explanations of the gender gap in salaries for full professors in terms of differences in average years-in-rank. Across all divisions, the average years-in-rank of male and female colleagues do not differ significantly; but there are more significant differences at the level of major divisions, with average years-in-rank for female colleagues higher within the Humanities and lower within the Social Sciences and STEM fields (Table 4).

**Table 4. Average years-in-rank for Professors by Division and Gender.**

<b>Average Years-in-Rank for Full-Time Professors by Division and Gender, 2021</b>		
<b>Division</b>	<b>2021</b>	
	<b>Female</b>	<b>Male</b>
Humanities	15.18	14.57
Science and Math	12.75	14.06
Social Sciences	14.40	16.20
Total	14.50	14.72

The committee believes that these are important data to monitor, and we recommend that the Office of Institutional Research continue to provide the CPR with such data moving forward.

## **VII. Additional Salary Information**

### ***Comparison with the Traditional and New groups***

In addition to comparisons with the *Liberal Arts group*, the average salaries (by rank) are also provided for comparisons of Amherst to other peer institution groupings, including average salaries (in thousands of dollars) from 2012-2021 for the *Traditional Group* (Appendix 2) and the *New group* (Appendix 3).

## *How Salaries Are Set*

Each year, the administration with the approval of the Board of Trustees, establishes a “pool” for faculty salary increases. This pool represents a percentage of the total salary budget for the teaching staff<sup>5</sup>. The amount of this percentage increase, previously in the 3% to 5% range, results in the dollars which the administration then allots to salaries. A 3% percentage increase in the pool, however, does not mean that everyone receives a 3% salary increase for from that pool must come adjustments for promotions, for equity across ranks, and for other one-time increases. Generally speaking, those promoted from assistant to associate professor, and then to full, have received a raise equal to approximately twice the pool for that year, with corrections made in years when the pool is larger or smaller than normal, to ensure equity among cohorts promoted in different years. A similar pool is established for staff and administrators.

Members of the Faculty have noted that salary notices are often not provided until only a few weeks or days before the new salary takes effect (July 1<sup>st</sup>). This has much to do with the timing of Board of Trustee meetings. Waiting as late as possible to finalize the pool often allows the administration to make positive adjustments to salaries as the budget plays itself out at the end of the fiscal year.

## **IX. Conclusions**

This year the CPR evaluated salary data across a comparison group of twelve liberal arts colleges as recommended by the 2015-2016 CPR. We compared data normalized in a quartile system by rank and adjusted for cost of living variation across institutions in different parts of the country. In the present cycle, we appear to be exceeding the 75<sup>th</sup> percentile benchmark criterion (i.e., among the top three institutions in the *Liberal Arts group*) for assistant professors (Figure 6), but are below the benchmark for associate (Figure 5) and full (Figure 4) professors. We also reviewed median and mean salaries by discipline (Humanities, Social Sciences, and Physical and Life Sciences; Table 2) and by gender (Table 3) from 2018 to 2021 and agree that these data continue to be provided by the Office of Institutional Research and monitored by the CPR.

---

<sup>5</sup>Teaching staff includes tenured and tenure-track faculty, coaches, lecturers and visitors.









RANK/INSTITUTION	FY2017-18 SALARY	RANK/INSTITUTION	FY2018-19 SALARY	RANK/INSTITUTION	FY2019-20 SALARY	RANK/INSTITUTION	FY2020-21 SALARY
<b>PROFESSORS</b>							
Columbia U	251.3	Columbia U	259.7	Columbia U in the City of New York	274.7	Columbia U in the City of New York	280.8
Stanford U	246.2	Stanford U	256.1	Stanford U	261.9	Stanford U	260.1
Harvard U	245.8	Princeton U	248.0	Princeton U	255.0	Princeton U	257.6
Princeton U	238.0	Harvard U	244.3	Harvard U	253.9	Harvard U	254.9
Massachusetts Inst Tech	222.8	Massachusetts Inst Tech	232.2	Yale U	242.2	Massachusetts Inst of Tech	238.5
U Pennsylvania	217.3	Yale U	230.9	Massachusetts Inst of Tech	240.4	U of Pennsylvania	236.8
Yale U	214.3	U Pennsylvania	223.6	U of Pennsylvania	237.3	Yale U	234.3
Northwestern U	211.2	Northwestern U	215.2	U of California-Los Angeles	225.0	U of California-Los Angeles	234.2
Duke U	209.7	Duke U	214.2	Duke U	221.5	Duke U	220.6
U California-Los Angeles	204.0	U California-Los Angeles	214.0	Northwestern U	217.2	Northwestern U	217.1
Dartmouth Coll	196.6	Dartmouth Coll	207.8	Dartmouth Coll	216.3	U of California-Berkeley	214.3
Washington U St. Louis	196.6	U California-Berkeley	201.7	U of California-Berkeley	213.1	Washington U in St. Louis	212.5
U California-Berkeley	191.2	Washington U St. Louis	201.7	Washington U in St. Louis	212.5	Dartmouth Coll	212.2
Brown U	183.9	Brown U	187.7	Brown U	192.4	Brown U	192.0
U Virginia	177.3	U Virginia	182.6	U of Virginia-Main Campus	185.1	U of Virginia-Main Campus	187.7
U Michigan-Ann Arbor	170.2	U Michigan-Ann Arbor	175.0	U of Michigan-Ann Arbor	178.5	U of Michigan-Ann Arbor	177.1
U North Carolina-Chapel Hill	159.3	U North Carolina-Chapel Hill	163.3	Wellesley Coll	162.7	U of North Carolina at Chapel Hill	168.1
Pomona Coll	156.5	Wellesley Coll	160.4	U of North Carolina at Chapel Hill	162.7	Pomona Coll	160.5
Wellesley Coll	156.1	Pomona Coll	159.3	Pomona Coll	161.2	Wellesley Coll	159.6
U Massachusetts-Amherst	153.4	Wesleyan U	155.8	U of Massachusetts-Amherst	161.2	U of Massachusetts-Amherst	158.7
Swarthmore Coll	153.1	Swarthmore Coll	155.2	Wesleyan U	160.2	Wesleyan U	158.5
Wesleyan U	152.6	<del>Amherst Coll</del>	<del>153.2</del>	Swarthmore Coll	158.4	Swarthmore Coll	156.3
<del>Amherst Coll</del>	<del>152.8</del>	U Massachusetts-Amherst	152.3	<del>Amherst Coll</del>	<del>152.8</del>	<del>Amherst Coll</del>	<del>152.8</del>
Williams Coll	146.9	Bowdoin Coll	149.2	Williams Coll	152.8	Williams Coll	149.9
Bowdoin Coll	146.6	Williams Coll	147.9	Bowdoin Coll	149.2	Bowdoin Coll	146.9
Indiana U-Bloomington	142.2	Indiana U-Bloomington	142.1	Vassar Coll	143.7	Vassar Coll	142.8
Smith Coll	141.6	Smith Coll	141.3	Indiana U-Bloomington	143.5	Smith Coll	142.1
Vassar Coll	137.4	Vassar Coll	140.0	Smith Coll	143.4	Carlton Coll	141.3
Carlton Coll	135.9	Carlton Coll	138.1	Carlton Coll	142.4	Indiana U-Bloomington	141.3
Davidson Coll	130.4	Davidson Coll	133.4	Davidson Coll	135.5	Davidson Coll	134.7
Haverford Coll	129.5	Haverford Coll	130.8	Haverford Coll	134.2	Mount Holyoke Coll	131.6
Mount Holyoke Coll	125.3	Mount Holyoke Coll	130.7	Mount Holyoke Coll	132.7	Haverford Coll	131.2
AC Median	146.8	AC Median	150.0	AC Median	152.4	AC Median	152.4
Group Median	164.8	Group Median	169.1	Group Median	170.6	Group Median	172.6
Group Mean	177.9	Group Mean	182.7	Group Mean	188.3	Group Mean	187.8
<b>ASSOCIATE PROFESSORS</b>							
Columbia U	161.2	Columbia U	171.7	Columbia U in the City of New York	180.1	Columbia U in the City of New York	184.7
Stanford U	157.8	Stanford U	163.6	Stanford U	167.7	Stanford U	167.9
Harvard U	151.7	Massachusetts Inst Tech	156.9	Massachusetts Inst of Tech	162.7	Massachusetts Inst of Tech	159.5
Massachusetts Inst Tech	149.1	Princeton U	148.0	Princeton U	154.1	Harvard U	153.6
Princeton U	143.8	Harvard U	144.6	Harvard U	150.8	Princeton U	151.4
U Pennsylvania	140.1	U Pennsylvania	143.9	U of California-Los Angeles	148.9	U of California-Los Angeles	149.3
Duke U	138.8	U California-Los Angeles	142.0	Yale U	145.7	U of Pennsylvania	146.7
Northwestern U	135.4	Duke U	141.4	U of Pennsylvania	145.6	Yale U	145.0
Yale U	135.0	Northwestern U	138.4	Duke U	144.8	U of California-Berkeley	144.0
U California-Los Angeles	133.7	U California-Berkeley	137.7	U of California-Berkeley	142.4	Duke U	142.5
U California-Berkeley	131.5	Dartmouth Coll	135.8	Northwestern U	140.6	Northwestern U	138.9
Dartmouth Coll	128.4	Yale U	134.4	Dartmouth Coll	137.0	Dartmouth Coll	136.4
Washington U St. Louis	124.4	Brown U	124.4	Washington U in St. Louis	128.4	Washington U in St. Louis	131.2
Brown U	120.1	Washington U St. Louis	123.8	Brown U	126.6	Brown U	125.7
U Virginia	118.7	U Virginia	120.8	U of Virginia-Main Campus	125.3	U of Virginia-Main Campus	122.2
Pomona Coll	114.1	Pomona Coll	115.9	Pomona Coll	119.6	Pomona Coll	120.0
U Michigan-Ann Arbor	113.2	U Michigan-Ann Arbor	115.8	U of Michigan-Ann Arbor	118.6	U of Michigan-Ann Arbor	118.0
U Massachusetts-Amherst	109.0	Vassar Coll	110.4	Bowdoin Coll	114.1	Bowdoin Coll	113.7
Swarthmore Coll	108.7	Swarthmore Coll	110.2	Swarthmore Coll	112.9	Vassar Coll	111.5
<del>Amherst Coll</del>	<del>108.2</del>	Bowdoin Coll	110.2	Vassar Coll	112.7	Swarthmore Coll	111.5
Bowdoin Coll	107.5	<del>Amherst Coll</del>	<del>102.1</del>	U of Massachusetts-Amherst	112.3	U of Massachusetts-Amherst	111.4
Wesleyan U	106.5	Wesleyan U	108.7	Wesleyan U	111.2	Wesleyan U	111.0
U North Carolina-Chapel Hill	105.7	Wellesley Coll	107.6	Wellesley Coll	109.1	<del>Amherst Coll</del>	<del>111.8</del>
Vassar Coll	105.5	U Massachusetts-Amherst	106.6	<del>Amherst Coll</del>	<del>108.2</del>	Wellesley Coll	109.0
Wellesley Coll	105.0	U North Carolina-Chapel Hill	106.3	Williams Coll	107.2	Carlton Coll	107.2
Williams Coll	104.0	Williams Coll	106.3	Carlton Coll	106.9	U of North Carolina at Chapel Hill	107.0
Carlton Coll	101.2	Smith Coll	101.8	U of North Carolina at Chapel Hill	104.8	Williams Coll	106.0
Haverford Coll	99.0	Carlton Coll	101.4	Smith Coll	104.6	Smith Coll	103.3
Davidson Coll	98.8	Haverford Coll	101.0	Indiana U-Bloomington	102.0	Indiana U-Bloomington	102.9
Smith Coll	97.8	Indiana U-Bloomington	98.3	Davidson Coll	101.3	Williams Coll	101.0
Indiana U-Bloomington	97.3	Davidson Coll	98.0	Haverford Coll	100.1	Davidson Coll	98.2
Mount Holyoke Coll	97.1	Mount Holyoke Coll	96.7	Mount Holyoke Coll	97.8	Mount Holyoke Coll	96.7
AC Median	101.6	AC Median	103.8	AC Median	102.7	AC Median	104.4
Group Median	113.7	Group Median	115.9	Group Median	119.1	Group Median	119.0
Group Mean	120.2	Group Mean	122.9	Group Mean	126.4	Group Mean	126.2
<b>ASSISTANT PROFESSORS</b>							
Harvard U	140.7	Stanford U	137.0	Columbia U in the City of New York	142.1	Columbia U in the City of New York	152.7
Stanford U	131.6	Harvard U	134.6	Massachusetts Inst of Tech	138.8	U of Pennsylvania	140.3
U Pennsylvania	130.3	U Pennsylvania	132.6	Stanford U	138.8	Harvard U	139.7
Columbia U	126.2	Massachusetts Inst Tech	132.1	Harvard U	138.6	Massachusetts Inst of Tech	137.8
Massachusetts Inst Tech	124.5	Columbia U	130.2	U of Pennsylvania	136.5	Stanford U	136.0
Northwestern U	116.7	Duke U	121.9	Duke U	123.5	Princeton U	124.2
Princeton U	115.2	Princeton U	118.4	Princeton U	122.4	Duke U	123.4
Duke U	114.1	Yale U	117.9	Yale U	120.3	Northwestern U	120.4
U California-Berkeley	111.0	Northwestern U	117.2	Northwestern U	119.0	Yale U	119.8
Washington U St. Louis	110.4	U California-Berkeley	115.4	U of California-Berkeley	118.2	U of California-Berkeley	116.3
Yale U	109.6	Washington U St. Louis	114.4	Washington U in St. Louis	116.0	Washington U in St. Louis	114.5
U California-Los Angeles	106.0	U California-Los Angeles	108.6	Dartmouth Coll	113.3	U of California-Los Angeles	114.4
Dartmouth Coll	103.9	Dartmouth Coll	104.7	U of California-Los Angeles	111.1	Dartmouth Coll	113.2
Indiana U-Bloomington	99.9	Indiana U-Bloomington	104.6	Indiana U-Bloomington	105.5	U of North Carolina at Chapel Hill	103.2
Brown U	97.4	U North Carolina-Chapel Hill	101.9	U of North Carolina at Chapel Hill	104.1	Indiana U-Bloomington	102.2
U North Carolina-Chapel Hill	95.7	Brown U	99.7	Brown U	102.1	Brown U	101.7
U Michigan-Ann Arbor	95.6	U Michigan-Ann Arbor	98.5	U of Michigan-Ann Arbor	100.8	U of Michigan-Ann Arbor	99.9
Pomona Coll	93.3	Pomona Coll	96.1	Pomona Coll	97.5	Pomona Coll	98.6
U Massachusetts-Amherst	91.2	U Virginia	91.5	U of Massachusetts-Amherst	97.1	U of Virginia-Main Campus	98.3
U Virginia	90.6	<del>Amherst Coll</del>	<del>92.8</del>	U of Virginia-Main Campus	97.1	U of Massachusetts-Amherst	96.0
Wesleyan U	89.9	Wesleyan U	91.5	<del>Amherst Coll</del>	<del>94.3</del>	Williams Coll	93.8
<del>Amherst Coll</del>	<del>88.9</del>	U Massachusetts-Amherst	91.4	Williams Coll	93.3	<del>Amherst Coll</del>	<del>93.3</del>
Wellesley Coll	87.7	Wellesley Coll	90.3	Wesleyan U	93.0	Bowdoin Coll	91.4
Bowdoin Coll	87.4	Williams Coll	89.0	Bowdoin Coll	92.4	Wesleyan U	91.2
Williams Coll	85.4	Bowdoin Coll	86.6	Wellesley Coll	91.0	Wellesley Coll	90.6
Vassar Coll	84.9	Vassar Coll	87.3	Carlton Coll	90.4	Vassar Coll	89.3
Smith Coll	84.8	Carlton Coll	86.6	Vassar Coll	90.1	Carlton Coll	88.5
Swarthmore Coll	84.4	Smith Coll	86.6	Swarthmore Coll	88.5	Swarthmore Coll	87.7
Carlton Coll	83.7	Swarthmore Coll	83.7	Smith Coll	88.2	Smith Coll	87.0
Haverford Coll	80.9	Haverford Coll	83.2	Haverford Coll	85.4	Haverford Coll	85.0
Mount Holyoke Coll	79.0	Mount Holyoke Coll	79.8	Davidson Coll	82.9	Mount Holyoke Coll	80.0
Davidson Coll	74.8	Davidson Coll	73.6	Mount Holyoke Coll	79.9	Davidson Coll	79.9
AC Median	87.4	AC Median	88.8	AC Median	90.7	AC Median	89.8
Group Median	95.7	Group Median	99.1	Group Median	101.5	Group Median	100.8
Group Mean	100.5	Group Mean	103.3	Group Mean	106.7	Group Mean	106.6

**APPENDIX 4: Grouping of departments and programs by discipline**

<b>Humanities</b>	<b>Physical and Life Sciences</b>	<b>Social Sciences</b>
AMST	ASTR	ANSO
ARAB	BCBP	ANTH
ARAH	BIOL	ECON
ARCH	CHEM	POSC
ARHA	COSC	PSYC
ASLC	GEOL	SOCI
BLST	MATH	
CHIN	NEUR	
CLAS	PHYS	
ENGL	STAT	
ENST		
EUST		
FAMS		
FIAR		
FREN		
GERM		
GREE		
HIST		
JAPA		
LATI		
LJST		
MUSI		
PHIL		
RELI		
RUSS		
SPAN		
SWAGS		
THDA		

## APPENDIX 5: Average Years in Rank for Tenure-Line Faculty

Average Number of Years in Rank for Full-time, Tenure-line Faculty (2009-2021)

