

CUPA-HR AY 2019-2024 SUMMARY

The College and University Professional Association for Human Resources (CUPA-HR) survey collects salary data for full-time faculty by discipline, rank and tenure status. The CUPA-HR populations is a subset of the IPEDS-HR file generated as a snapshot of NAU's human resources/payroll data as of November 1, each year.

CUPA added Postdoctoral Scholars to the survey in 2015. While postdocs typically fall into their own category rather than being classified as either faculty or staff, these individuals will most often be employed by research institutions for whom prevailing wage data are particularly important. Data for postdocs are collected along with the non-tenure-track research faculty in the section titled "Full-Time Non-Tenure-Track Research Faculty and Postdoctoral Scholar Salaries"

Tables to follow include trend data going back 6 academic years:

- Tenure by rank counts
- New Assistant Professor
- Full-Time Faculty Salary Comparisons

Tenure by rank counts AY 2019-2024							
TENURE	RANK DESCRIPTION	2019	2020	2021	2022	2023	2024
Tenure/ Tenure Track	PROFESSOR	275	272	264	235	227	241
	ASSOCIATE PROFESSOR	156	146	144	146	143	137
	ASSISTANT PROFESSOR	120	127	125	108	124	130
	SUBTOTAL	551	545	533	489	494	508
Non Tenure Track Teachers	PROFESSOR	17	19	17	23	57	71
	ASSOCIATE PROFESSOR	58	59	69	69	163	179
	ASSISTANT PROFESSOR	155	159	129	133	253	297
	INSTRUCTOR	379	367	227	263	64	60
	SUBTOTAL	609	604	442	488	537	607
Non Tenure Track Researchers + POSTDOCS	PROFESSOR	3	1	1	1	1	1
	ASSOCIATE PROFESSOR		2	4	5	4	4
	ASSISTANT PROFESSOR	16	21	18	18	18	20
	POSTDOCTORAL SCHOLAR	38	36	43	44	38	52
	SUBTOTAL	57	60	66	68	61	77
Grand Total		1217	1209	1041	1045	1092	1192

New Assistant Professor							
TENURE	RANK DESCRIPTION	2019	2020	2021	2022	2023	2024
Tenure/Tenure Track	NEW ASSISTANT PROFESSOR	36	31	22	10	49	39
Grand Total		36	31	22	10	49	39

Full-time Faculty Salary Comparisons				
Academic Year	Count	Average Annual Salary	Minimum	Maximum
2019	1217	73,110	30,675	230,000
2020	1209	74,989	30,675	234,489
2021	1041	79,042	33,743	234,489
2022	1045	79,088	35,387	239,034
2023	1092	81,905	38,997	239,034
2024	1192	85,287	24,235	265,000