

# CUPA-HR FY 2020-2025 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.

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 Fiscal Year counts							
TENURE_DESCR	RANK_DESCR	2020	2021	2022	2023	2024	2025
Tenure/Tenure-Track	Professor	272	264	235	227	241	233
	Associate Professor	146	144	146	143	137	137
	Assistant Professor	96	103	98	75	91	107
	New Assistant Professor	31	22	10	49	39	28
	<b>SUBTOTAL</b>	<b>545</b>	<b>533</b>	<b>489</b>	<b>494</b>	<b>508</b>	<b>505</b>
Non Tenure Track Teachers	Professor	19	17	23	57	71	83
	Associate Professor	59	69	69	163	179	186
	Assistant Professor	159	129	133	253	297	300
	Instructor	367	227	263	64	60	61
	<b>SUBTOTAL</b>	<b>604</b>	<b>442</b>	<b>488</b>	<b>537</b>	<b>607</b>	<b>630</b>
Non Tenure Track Researchers + POSTDOCS	Professor	1	1	1	1	1	3
	Associate Professor	2	4	5	4	4	4
	Assistant Professor	21	18	18	18	20	19
	Post-Doc	36	43	44	38	52	49
	<b>SUBTOTAL</b>	<b>60</b>	<b>66</b>	<b>68</b>	<b>61</b>	<b>77</b>	<b>75</b>
<b>Grand Total</b>		<b>1209</b>	<b>1041</b>	<b>1045</b>	<b>1092</b>	<b>1192</b>	<b>1210</b>

Full-time Faculty Salary Comparisons				
Fiscal Year	Count	Average Annual Salary	Minimum	Maximum
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
2025	1210	87,583	40,442	272,950

New Assistant Professor Fiscal Year counts						
TENURE	RANK DESCRIPTION	2021	2022	2023	2024	2025
Tenure/Tenure Track	NEW ASSISTANT PROFESSOR	22	10	49	39	28
<b>Grand Total</b>		<b>22</b>	<b>10</b>	<b>49</b>	<b>39</b>	<b>28</b>