

2019–20  
Staff Compensation  
and Demographics  
Survey

**Executive Summary**



# 2019–20 Staff Compensation and Demographics Survey

## Introduction

The 2019–20 academic year marked the 52nd anniversary of the AACSB Staff Compensation and Demographics Survey (formerly known as the Salary Survey), and the 13th year that the survey has been available to all AACSB member schools worldwide. This is the third year in which we now track the year hired, specific tenure status (tenured, tenure-track, neither, or not applicable), and base salary as a percentage of total compensation for each faculty member reported. Other demographics collected at the person level include primary field/discipline appointment, pay period (nine to 10 months versus 11 to 12 months), faculty qualification types, and gender.



**Thirty-six total countries and territories are represented in the survey responses for the 2019–20 iteration, which provide data on 34,621 business faculty members and 4,828 administrators.**

## Participation

This executive summary provides an overview of the results for all participating schools whose surveys were submitted and validated by March 4, 2020 (n = 514). AACSB invited over 1,600 business school members and their academic units to participate in this year's survey. Fifty-two percent of all AACSB-accredited schools and 73 percent of U.S.-based AACSB-accredited schools participated in the survey.

Approximately 63 percent of all U.S. member schools participated in this year's survey, and 30 percent of all member schools worldwide responded to the survey. The 514 participating schools provided data on 34,621 business faculty members across all ranks and 36 business fields plus an "other" category, as well as data on 4,828 administrators in 22 positions normally found in business schools. Of the 4,828 administrators reported, 372 are on a nine-month contract, while 4,456 are on a 12-month contract.

For further information about this and other surveys, please visit [aacsb.edu/data](https://aacsb.edu/data). If you have questions about these reports, the Business School Questionnaire, or other AACSB Business Education Intelligence products, please contact us at [datadirect@aacsb.edu](mailto:datadirect@aacsb.edu).

**Table 1. Number of Participating Schools by Region**

Region	Participants
<b>Asia Pacific</b>	
Asia (excl. Near and Middle East)	20
Oceania	1
Total	21
<b>Europe, Middle East, and Africa</b>	
Europe and Near East	31
Middle East	7
Total	38
<b>Americas</b>	
Canada	30
Latin America and Caribbean	8
United States*	417
Total	455
*Excluding Puerto Rico, which is included in the Caribbean numbers	

## Time in Role

Looking across all full-time faculty members reported in the survey, the average number of years a faculty member has been at their current institution is about 11 years. The average number of years a female faculty member has been at her current institution is nine years, and the average for males is 12 years. The average number of years that a faculty member at a private school has been at their current institution is around 12 years, while the average number for faculty members at public schools is about 11 years.

Faculty from the statistics discipline have been at their current institutions longer than those from other disciplines, at an average of 15 years, while business law faculty and e-business faculty are a close second, with an average of 14 years each. While the largest number of faculty reported is in the discipline of accounting (n = 5,477), the average number of years that an accounting faculty member has been at an institution is about 10 years. Averages can be impacted by high numbers of new hires in certain fields; the discipline that has the largest number of new hires is accounting, where about 8 percent of the faculty teaching in that field were hired in 2019 (the current survey year).

Below is the distribution of the number of years individual faculty members have been at their current institution, by faculty rank. It is important to note that the year hired is the year the individual started as a full-time faculty member at a given institution, and the rank is the individual's current rank (i.e., those with professor rank most likely started at the institution at a lower rank).

**Figure 1. Number of Years at Business School By Faculty Rank**



**Table 2. Distribution of Number of Years by Faculty Rank**

Statistic	Professor	Associate Professor	Assistant Professor	Instructor
Maximum	65	55	65	45
75th Percentile	28	16	5	12
Median	18	10	3	5
25th Percentile	12	6	1	2
Minimum	2019 Hire	2019 Hire	2019 Hire	2019 Hire
Mean	19	12	4	8
Std. Dev.	10.8	8.8	5.2	7.7
N Incumbents	9,195	9,060	9,296	7,070

## Faculty Qualifications

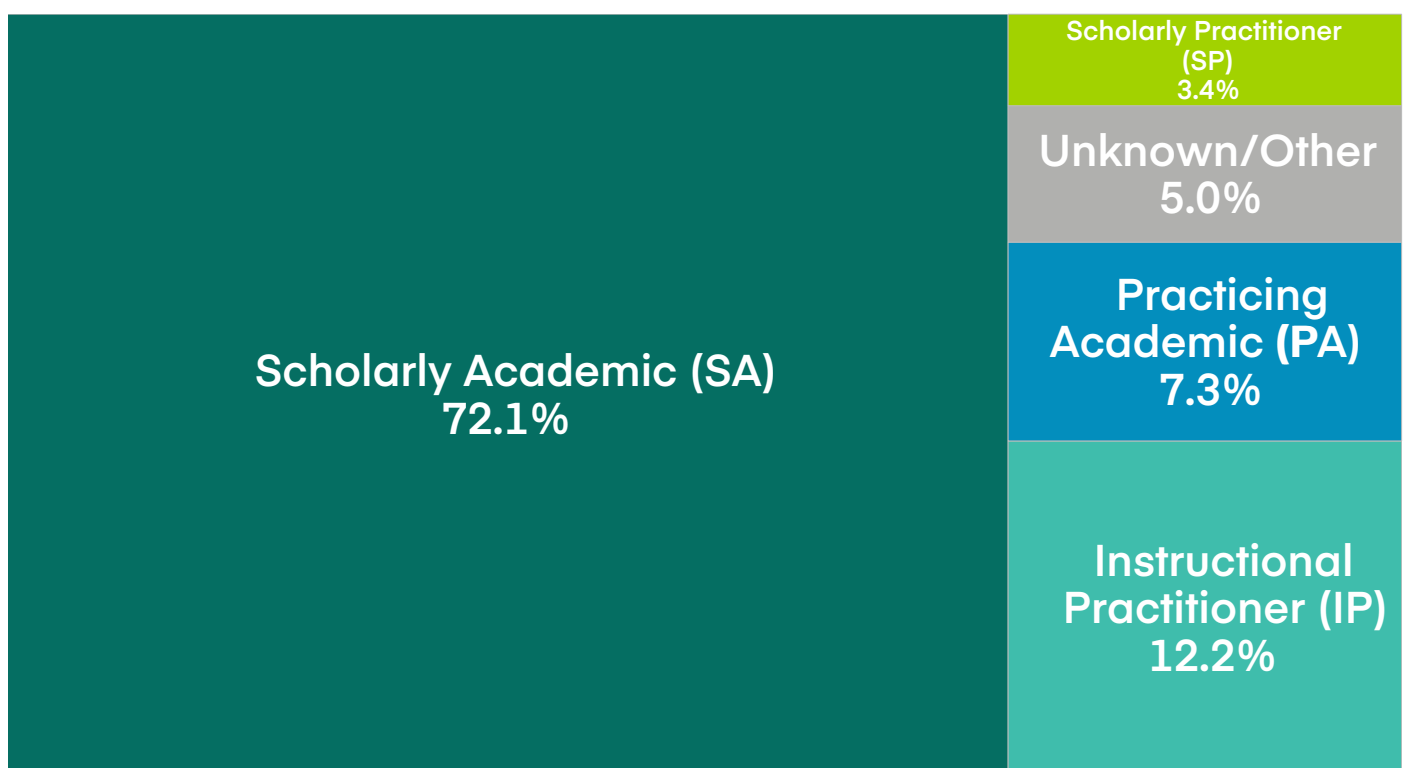
As a part of the data collections, one of the demographics unique to the surveys is each faculty member's qualification status, according to AACSB's business accreditation standards adopted in April 2013. The four categories are based on the faculty member's initial academic preparation, initial professional experience, and sustained academic and professional engagement as described below (see Table 3).

Individuals holding a faculty title but whose qualifications do not meet the school's criteria for Scholarly Academic (SA), Practice Academic (PA), Scholarly Practitioner (SP), or Instructional Practitioner (IP) status are either categorized as Other, if the individual does not fit into these four categories, or as Unknown, if the individual's qualifications are unknown by the school. These last two categories are collapsed in this report and labeled UN\_Other.

**Table 3. AACSB Faculty Qualification Categories**

Initial Academic Preparation and Professional Experience	Sustained Engagement Activities	
	Academic Research/Scholarly	Applied/Practice
Professional Experience, Substantial in Duration, and Level of Responsibility	Scholarly Practitioners (SP)	Instructional Practitioners (IP)
Doctoral Degree	Scholarly Academics (SA)	Practice Academics (PA)

**Figure 2. Percentage of Full-Time Faculty Reported in One of the AACSB Qualification Categories**



Looking at Scholarly Academics in terms of disciplines (aggregated into 19 main areas), the discipline of behavioral science/organizational behavior has the highest percentage of SA faculty at 81 percent. In contrast, only about 52 percent of faculty in the discipline of general business are categorized as SA. Figure 3 below contains the percentages for all 19 disciplinary groups.

Figure 3. Percentage of Full-Time Faculty Who Are Scholarly Academics by Disciplinary Group

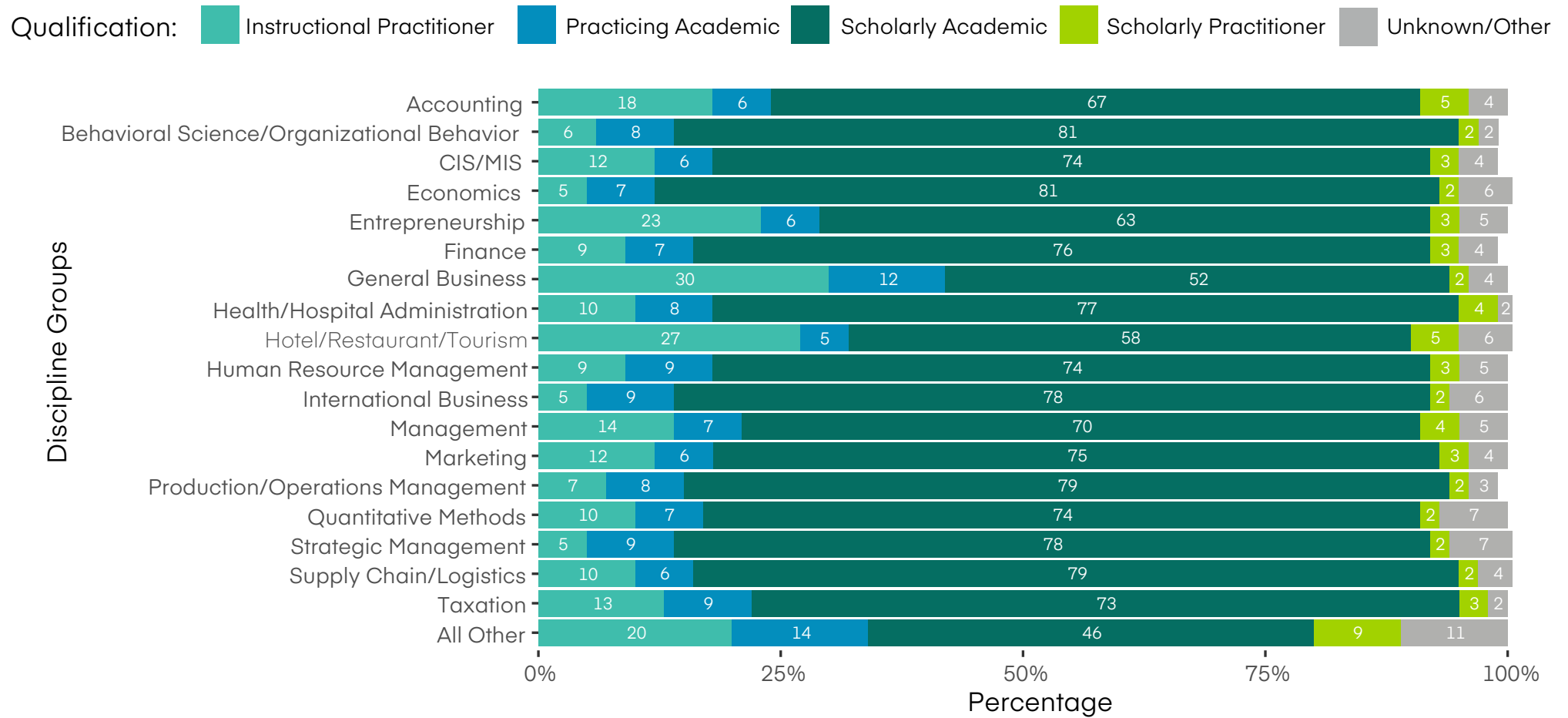


Table 4 shows the percentage of full-time faculty in each of the four AACSB qualification categories by discipline groups. As noted in Figure 2, only a very small percentage (3 percent) of faculty are SP. This was also the case when faculty were broken out by discipline groups.

The percentage of SP faculty ranges from 2 percent (supply chain/logistics) to 9 percent (all other). About 72 percent of the overall faculty were reported as SA, with the highest disciplinary percentages at around 81 percent in behavioral science/organizational behavior, and only 52 percent in the discipline group of general business are categorized as Scholarly Academics.

Overall, 7 percent of the full-time faculty reported in the survey are PA. The discipline group with the largest percentage of PA faculty is “all other”, at 14 percent. Hotel/restaurant/tourism has the lowest percentage of PA faculty, at 5 percent. Only 12 percent of full-time faculty are classified as IP.

**Table 4. Percentage of Full-Time Faculty in One of the Four AACSB Qualification Categories in Each Disciplinary Group**

	SA	PA	IP	SP	UN/ Other
Accounting	67.06	6.04	17.64	4.77	4.49
Behavioral Science/Organizational Behavior	80.88	8.25	6.32	2.19	2.37
CIS/MIS	74.15	5.73	12.30	3.41	4.41
Economics	80.64	6.82	4.69	1.65	6.21
Entrepreneurship	63.27	6.03	23.06	2.95	4.69
Finance	76.25	7.48	9.45	2.56	4.27
General Business	51.63	12.20	29.67	2.03	4.47
Health/Hospital Administration	76.15	7.75	10.08	3.88	1.55
Hotel/Restaurant/Tourism	57.69	5.38	26.54	4.62	5.77
Human Resource Management	73.69	9.30	9.01	3.05	4.94
International Business	78.00	9.07	4.76	2.27	5.90
Management	69.58	7.28	14.42	3.51	5.22
Marketing	75.14	5.68	12.28	3.07	3.83
Production/Operations Management	79.42	8.01	7.29	2.45	2.82



	SA	PA	IP	SP	UN/ Other
Quantitative Methods	73.71	7.44	9.95	1.86	7.04
Strategic Management	77.96	8.55	4.95	1.84	6.71
Supply Chain/Logistics	78.79	5.88	9.80	1.60	3.92
Taxation	73.02	8.73	13.49	3.17	1.59
All Other	45.71	14.40	20.10	8.74	11.05

## Faculty Salary

The overall average nine-month salary<sup>1</sup> for all 33,440 full-time faculty whose salaries were reported, across all regions, is around 130.7 thousand USD; the median is 121.0 thousand USD. Information on full-time faculty salaries is displayed in Table 6. As expected, there is quite a range depending on the discipline and rank.

The median salary for the instructor rank is 79.2 thousand USD, with the largest median salary in this rank at 94.2 thousand USD, in taxation. The lowest median salary reported for this rank is 65.8 thousand USD in general business. For the rank of assistant professor, the median salary is 120.2 thousand USD, and for associate professor the median salary is 127.1 thousand USD, where Taxation (for assistant professors) and behavioral science/organizational Behavior (for associate professors) are the disciplines with the largest median salaries for these two ranks (154.5 thousand USD and 145.2 thousand USD, respectively). The lowest median salaries for assistant and associate professors is general business (48.9 thousand USD and 95.5 thousand USD, respectively).

For the highest faculty rank (professor), the median salary across all faculty (and all disciplines) is 148.1 thousand USD. The highest median salary is in the discipline of behavioral science/organizational behavior, and the lowest median salary for this rank is found in general business, at 78.5 thousand USD.

Information on salaries broken out by new hires and regions is available via the DataDirect custom benchmarking tool and related overview reports for member schools that participated in the survey. These reports are also available for purchase.

<sup>1</sup> Faculty salaries that were reported at a 12-month rate were converted to an equivalent nine-month salary. All descriptive statistics for each grouping are calculated at the person level (i.e., these are not weighted statistics at the school level). Reporting salary was not required for this year's survey; this table contains information from 499 schools that reported salary.

**Table 6. Nine-Month Full-Time Faculty Salary by Disciplinary Group and Level**

	Professor	Associate Professor	Assistant Professor	Instructor
<b>Accounting</b>				
75th Percentile	231.68	181.05	192.55	102.60
Median	161.80	143.10	141.10	80.30
25th Percentile	130.00	118.55	114.80	65.50
Mean	183.22	151.17	147.44	87.29
N Incumbents	1,139	1,399	1,519	1,229
<b>Behavioral Science/Organizational Behavior</b>				
75th Percentile	272.10	185.93	162.90	119.30
Median	194.30	145.20	131.40	89.60
25th Percentile	137.20	113.33	91.36	64.10
Mean	205.05	149.79	127.42	96.90
N Incumbents	321	328	290	183
<b>CIS/MIS</b>				
75th Percentile	186.17	150.95	144.74	96.20
Median	144.95	126.22	120.00	77.20
25th Percentile	122.50	106.65	96.65	63.00
Mean	158.48	130.10	119.17	81.60
N Incumbents	778	672	715	577

	Professor	Associate Professor	Assistant Professor	Instructor
<b>Economics</b>				
75th Percentile	176.05	130.00	115.00	87.60
Median	128.00	105.35	94.00	70.30
25th Percentile	106.25	89.45	81.15	57.50
Mean	151.30	112.02	98.88	73.49
N Incumbents	935	842	748	408
<b>Entrepreneurship</b>				
75th Percentile	212.08	156.93	137.50	106.47
Median	143.20	125.42	116.46	85.09
25th Percentile	115.45	101.49	88.72	67.25
Mean	163.34	129.31	113.53	90.25
N Incumbents	164	166	183	222
<b>Finance</b>				
75th Percentile	260.65	193.20	210.30	120.83
Median	168.60	144.15	147.16	92.75
25th Percentile	129.65	115.30	112.20	72.00
Mean	197.67	154.06	153.79	98.69
N Incumbents	1,478	1,290	1,277	810

	Professor	Associate Professor	Assistant Professor	Instructor
<b>General Business</b>				
75th Percentile	115.95	120.79	55.31	80.53
Median	78.48	95.54	48.88	65.75
25th Percentile	67.07	65.74	46.99	55.26
Mean	98.71	100.23	66.88	71.37
N Incumbents	23	31	27	96
<b>Health/Hospital Administration</b>				
75th Percentile	146.15	131.88	115.68	105.53
Median	126.40	114.81	101.25	94.00
25th Percentile	107.70	100.57	93.54	86.83
Mean	140.94	111.83	101.46	95.05
N Incumbents	25	34	38	28
<b>Hotel/Restaurant/Tourism</b>				
75th Percentile	152.60	121.10	101.51	103.05
Median	125.74	109.23	87.50	90.00
25th Percentile	110.30	92.90	80.00	74.68
Mean	132.11	110.95	89.57	85.42
N Incumbents	53	55	52	83

	Professor	Associate Professor	Assistant Professor	Instructor
<b>Human Resource Management</b>				
75th Percentile	166.27	123.35	122.00	86.31
Median	131.23	104.79	100.05	74.50
25th Percentile	108.55	83.63	69.35	62.36
Mean	141.80	103.22	96.74	74.24
N Incumbents	200	196	170	115
<b>International Business</b>				
75th Percentile	189.30	147.20	134.40	92.28
Median	144.00	115.65	98.45	79.40
25th Percentile	117.27	93.79	69.47	60.72
Mean	152.37	121.17	101.80	78.01
N Incumbents	145	100	90	62
<b>Management</b>				
75th Percentile	166.03	136.70	127.00	90.95
Median	130.55	114.10	105.20	76.40
25th Percentile	112.00	96.90	86.90	59.85
Mean	145.16	118.43	106.43	78.41
N Incumbents	820	851	981	835

	Professor	Associate Professor	Assistant Professor	Instructor
<b>Marketing</b>				
75th Percentile	214.85	160.69	152.25	97.02
Median	149.10	128.00	120.00	80.25
25th Percentile	122.30	105.32	96.40	62.70
Mean	174.12	132.95	121.58	83.22
N Incumbents	1,203	1,194	1,163	762
<b>Production/Operations Management</b>				
75th Percentile	229.40	171.88	164.35	109.60
Median	162.74	134.75	129.60	87.70
25th Percentile	124.23	109.42	107.20	71.40
Mean	177.09	138.80	129.58	93.58
N Incumbents	430	346	370	221
<b>Quantitative Methods</b>				
75th Percentile	200.40	152.93	148.53	102.03
Median	155.40	123.25	121.42	81.40
25th Percentile	118.50	98.76	95.27	63.00
Mean	162.94	127.19	120.09	84.84
N Incumbents	323	270	346	244

	Professor	Associate Professor	Assistant Professor	Instructor
<b>Strategic Management</b>				
75th Percentile	250.15	177.55	164.18	116.70
Median	170.00	135.00	125.00	89.00
25th Percentile	126.40	109.73	91.86	66.01
Mean	184.95	139.88	122.44	93.90
N Incumbents	375	351	367	151
<b>Supply Chain/Logistics</b>				
75th Percentile	208.33	163.85	146.30	110.00
Median	154.58	131.60	122.85	88.20
25th Percentile	120.22	109.60	88.42	70.68
Mean	162.74	129.12	116.01	91.37
N Incumbents	148	163	148	97
<b>Taxation</b>				
75th Percentile	191.75	148.10	205.60	116.36
Median	156.10	130.00	154.50	94.25
25th Percentile	135.67	118.20	130.55	78.00
Mean	163.99	134.55	156.29	97.49
N Incumbents	36	33	29	26

	Professor	Associate Professor	Assistant Professor	Instructor
<b>All Other</b>				
75th Percentile	146.80	119.75	95.11	84.85
Median	120.50	98.96	82.00	66.85
25th Percentile	98.80	78.78	65.80	55.70
Mean	123.78	95.31	81.19	72.68
N Incumbents	373	379	397	712



## Administrator Salary

The information collected on administrative roles at each school is also reported at the individual level. For gender, 75 percent of deans and 62 percent of associate deans are male. Overall, 50 percent of the individuals serving in administrative leadership roles (not including department chairs) are male. Also collected was information on the salaries for all administrative ranks. Table 6 displays the reported salaries for administrative roles.

**Table 6. 12-Month Administrator Salary by Position**

Position	75th Percentile	Median	25th Percentile	Mean	Incumbents	N
Assistant Dean	148.0	106.7	77.6	117.9	154	
Assistant Dean or Director: Graduate Programs	144.7	105.0	67.2	115.5	193	
Assistant Dean or Director: Career Services/Placement	127.3	98.5	77.7	106.9	152	
Assistant Dean or Director: Development	160.9	127.0	101.3	136.9	86	
Assistant Dean or Director: Executive Education	179.2	135.7	97.0	143.4	90	
Assistant Dean or Director: Finance and Administration	149.1	109.0	79.9	114.9	168	
Assistant Dean or Director: Information Technology	127.8	106.7	83.3	107.3	119	
Assistant Dean or Director: MBA Programs	155.0	117.5	76.3	120.0	115	
Assistant Dean or Director: Undergraduate Programs	120.2	92.4	70.3	100.1	200	
Associate Dean	232.3	180.0	144.7	192.7	677	
Dean	316.1	229.3	182.0	259.2	444	
Director of Business Library Services	102.0	91.0	66.9	87.3	18	
Director of Communications/ Public Relations	121.3	91.5	64.2	98.5	158	

Position	75th Percentile	Median	25th Percentile	Mean	Incumbents	N
Director of Cooperative Programs	91.5	70.7	59.0	81.4		29
Director of Distance Education	149.3	111.1	84.8	120.2		26
Director of Internship	78.0	70.0	50.8	81.4		29
Director of Research	149.3	111.1	84.8	120.2		26
Executive MBA (EMBA) Director	78.0	70.0	50.8	69.2		49
Major Gifts Officer	218.3	134.4	99.0	159.3		41
MBA/Master's Admissions Director	149.4	122.5	97.8	132.9		61
School of Accounting Director	128.8	95.8	80.0	108.2		66
Small Business Administration Director	132.2	95.0	72.7	103.3		117
Other	262.0	172.3	148.0	203.4		21

## Continued Improvements

By expanding the survey, the information we now collect in the Staff Compensation and Demographics Survey is more robust and comprehensive, containing not only salary information for full-time faculty and administrators but also additional information on part-time faculty and staff demographics. By adding the year hired as one of the person-level demographics, in the future we will be able to track annual cohorts at the school level. In addition, by taking all faculty-related sections from other surveys and bringing them into one collection, we can now incorporate more efficient and pragmatic validation processes.

Full overview reports are available to all participating schools that provide detailed breakouts by field/discipline, accreditation status, and institutional control (public versus private). Custom reports are also available via the AACSB DataDirect benchmarking tools and can be customized using any parameters available. The overview reports are available for purchase.

For additional requests and questions, please contact us at [datadirect@aacsb.edu](mailto:datadirect@aacsb.edu).



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