

2018–19
Staff Compensation
and Demographics
Survey

Executive Summary



2018-19 Staff Compensation and Demographics Survey

Introduction

The 2018–19 academic year marked the 51st anniversary of the AACSB International Salary Survey, and the 12th year that the survey has been available to all AACSB member schools worldwide. This is the second year in which we now track the year hired, specific tenure status (tenured, tenure-track, neither, not applicable), and base salary as a percentage of total compensation for each faculty member reported. Other demographics collected at the person level were primary field/discipline appointment, pay period (9 to 10 months vs. 11 to 12 months), faculty qualification types, and gender.

Twenty-seven total countries and territories were represented in the survey responses, providing responses on 30,799 business faculty members and 4,201 administrators.

Participation

This executive summary provides an overview of the results for all participating schools whose surveys were submitted and validated by March 13, 2019 (n = 475). AACSB invited over 1,600 business school members and their academic units to participate in this year's survey. Twenty-seven total countries and territories are represented in the survey responses. Reflecting the high value placed on the survey-informed reports, member participation was high among accredited institutions, where 52 percent of all AACSB-accredited schools and 73 percent of U.S.-based AACSB-accredited schools participated in the survey. While approximately 62 percent of all U.S. member schools participated in this year's survey, only 29 percent of all member schools worldwide responded to the survey. The 475 participating schools provided data on 30,799 business faculty members across all ranks and 35 business fields plus an "other" category, as well as data on 4,201 administrators in 22 positions normally found in business schools. Of the 4,201 administrators reported, 376 are on a nine-month contract, while 3,825 are on a 12-month contract.

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

Table 1. Number of Participating Schools by Region

Region	Participants
Asia Pacific	
Asia (excl. Near & Middle East)	10
Oceania	2
Total	12
EMEA	
Europe & Near East	15
Middle East	5
Total	20
Americas	
Canada	31
Latin America & Caribbean	5
United States*	407
Total	443

*Excluding Puerto Rico, which is included in the Caribbean numbers

Time in Role

When looking across all full-time faculty members reported in the survey, the average amount of years a faculty member has been at their current institution is 11. The average number of years a female faculty member has been at her current institution is 10 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, and at public schools about 11 years.

Faculty from the Statistics discipline have been at their current institutions longer than those from other disciplines, at an average of 17 years, while faculty from Business Law, Quantitative Methods, and Taxation 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 = 4,966), the average number of years that an accounting faculty member has been at an institution is about 11 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 2018 (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

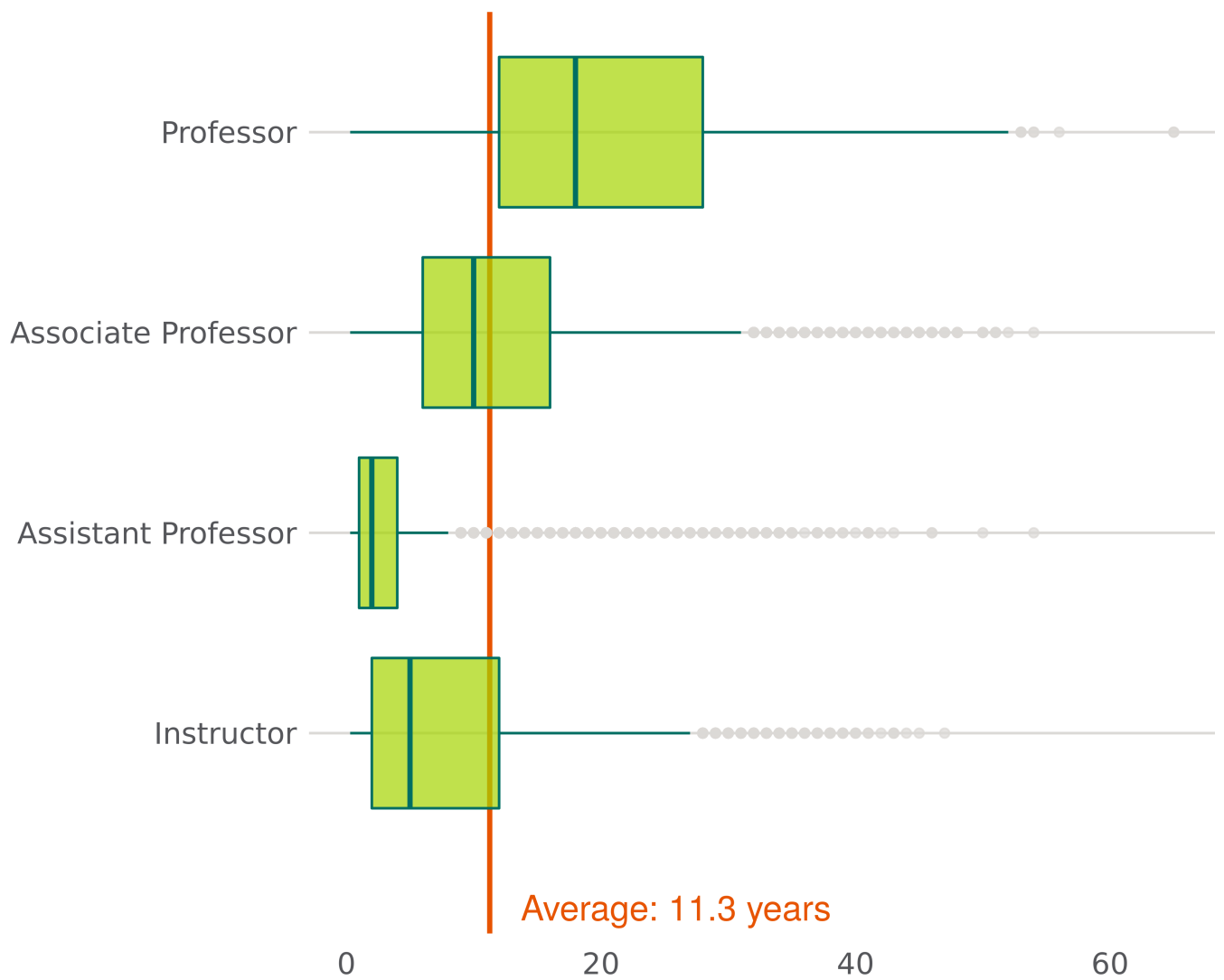


Table 2. Distribution of Number of Years by Faculty Rank

Statistic	Professor	Associate Professor	Assistant Professor	Instructor
Maximum	65	54	54	47
75th Percentile	28	16	4	12
Median	18	10	2	5
25th Percentile	12	6	1	2
Minimum	2018 Hire	2018 Hire	2018 Hire	2018 Hire
Mean	20.0	12.4	3.7	7.7
Std. Dev	10.7	8.9	4.7	7.8
N Incumbents	8,426	8,104	8,092	6,177

Faculty Qualifications

As a part of our data collections, one of the demographics unique to our 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 criteria established by the school for Scholarly Academics (SA), Practice Academics (PA), Scholarly Practitioners (SP), or Instructional Practitioners (IP) status, or individuals for whom the status is unknown/not listed (UN/NL), are also identified as such; the distributions of faculty in this executive summary concern only that set for which one of the four categories has been applied.

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 Reported In One of the AACSB Qualification Categories

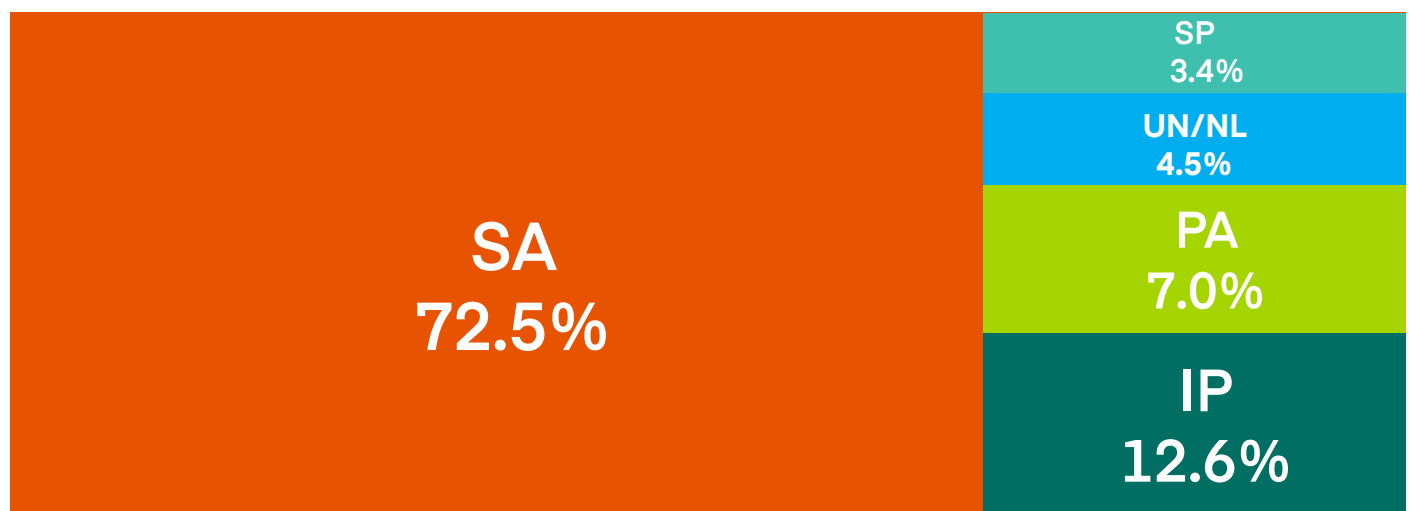
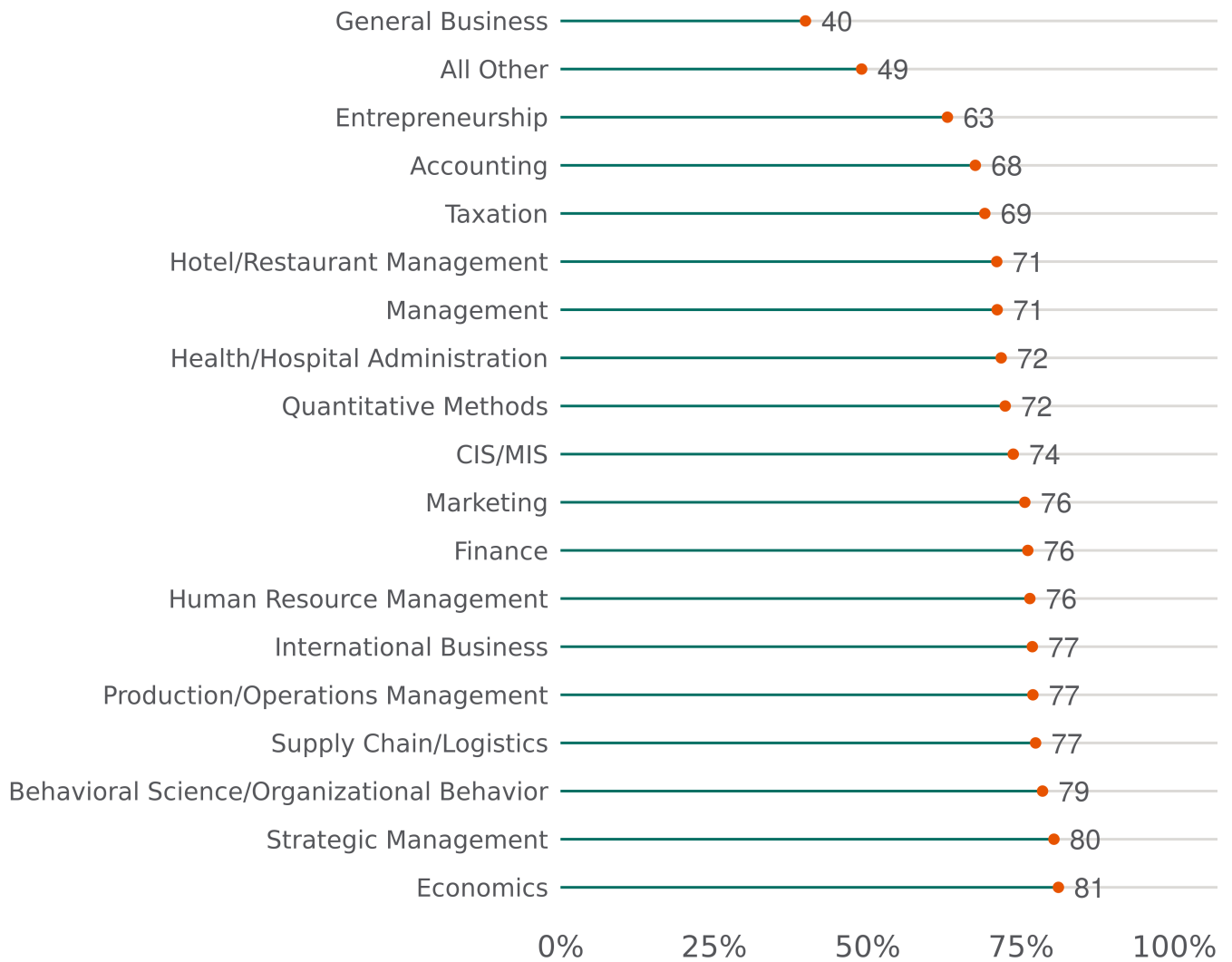


Figure 3. Percentage of Full-Time Faculty Who Are Scholarly Academics By Disciplinary Group



Looking at Scholarly Academics in terms of disciplines (aggregated into 19 main areas), Economics has the highest percentage, where 81 percent of all faculty reported in this field are categorized as Scholarly Academics.

In contrast, only 40 percent of faculty in the discipline of General Business are categorized as Scholarly Academics. Figure 3 below contains the percentages for all 19 disciplinary groups.

Table 4 contains information regarding the percentage of full-time faculty in one 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 range from 2 percent (Taxation) to 8 percent (All Other). About 72 percent of the overall faculty were reported as SA, with the highest disciplinary percentages at around 81 percent in Economics, while only 40 percent of the faculty teaching in the discipline group of General Business were reported in this category.

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 Management had the lowest percentage of PA faculty, at 5 percent.

Only 13 percent of full-time faculty are classified as IP.

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

	SA	PA	IP	SP	UN/NL
Accounting	67.56	5.44	18.30	4.63	4.07
Behavioral Science/Organizational Behavior	78.51	9.11	6.96	2.05	3.38
CIS/MIS	73.74	5.96	12.52	3.59	4.19
Economics	81.09	6.13	4.22	2.27	6.28
Entrepreneurship	63.02	6.67	23.49	3.33	3.49
Finance	76.10	7.58	9.62	2.57	4.12
General Business	39.90	9.84	41.97	3.63	4.66
Health/Hospital Administration	71.77	10.48	11.29	6.45	N/A
Hotel/Restaurant Management	71.05	4.61	13.82	2.63	7.89
Human Resource Management	76.44	8.63	9.71	2.70	2.52
International Business	76.84	8.16	5.53	2.89	6.58

	SA	PA	IP	SP	UN/NL
Management	71.12	6.80	14.14	3.73	4.22
Marketing	75.62	5.01	12.85	2.96	3.55
Production/Operations Management	76.94	7.74	8.21	2.61	4.50
Quantitative Methods	72.43	6.28	10.80	1.95	8.54
Strategic Management	80.36	9.29	5.36	2.68	2.30
Supply Chain/Logistics	77.38	5.70	10.65	2.28	3.99
Taxation	69.11	10.57	15.45	1.63	3.25
All Other	49.04	14.48	21.60	8.05	6.83

Compensation Practices

When we surveyed member schools in June 2017, over 72 percent indicated that they wanted the Compensation Practices section returned to this survey, from its previous location in our Business School Questionnaire (BSQ) Finances Module. In this section, we collect information from member schools regarding full-time tenured and tenure-track faculty teaching loads, new hire compensation practices, and full-time faculty compensation practices.

Table 5 displays information regarding full-time faculty compensation practices collected in this year's survey. Summer research funds were reported by 269 of the schools that submitted the survey; collectively these schools average 75 total full-time faculty. The schools awarded summer research funds to an average of 24 faculty per school and awarded an average of 16,270 USD per benefit. In total, 128 schools indicated that they compensate their full-time faculty with a stipend for teaching non-credit courses. The schools, which collectively average 82 total full-time faculty, awarded this stipend to an average of 13 faculty per school, and awarded an average total of 9,078 USD per individual. Only 15 schools indicated that they compensate faculty with additional pay for production of intellectual contributions beyond expected standards; collectively these schools average 99 total full-time faculty, awarded this additional bonus pay to an average of 18 faculty members per school, and awarded an average of 11,767 USD to each recipient annually.

Among schools that award a stipend for teaching non-credit courses, the average stipend was 9,078 USD.

Table 5. Compensation Practices

Full-Time Faculty Compensation Practices	Number of Schools Reporting	Average Number of Total Full-Time Faculty	Average Number of Faculty Receiving Compensation	Average Annual Amount in USD
a. Summer research funds	269	75	24	16,270
b. Summer teaching compensations	361	62	24	12,061
c. Overload/stipends for teaching credit courses	367	67	19	9,850
d. Stipends for teaching non-credit courses	128	82	13	9,078
e. Additional funds for research	200	76	27	6,975
f. Additional pay for administrative duties (above and beyond teaching/research)	77	75	13	10,426
g. Additional pay for teaching at international partner institution(s)	32	79	12	9,606
h. Additional pay for production of intellectual contributions beyond expected standards	15	99	18	11,767

Faculty Salary

The overall average nine-month salary¹ for all 30,200 full-time faculty whose salaries were reported, across all regions, is around 208.4 thousand USD; the median is 125.0 thousand USD. Information regarding 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 80.0 thousand USD, with the largest median salary in this rank at 96.0 thousand USD, in Health/Hospital Administration. The lowest median salary reported for this rank is 65.6 thousand USD in General Business. For the rank of assistant professor, the median salary is 123.7 thousand USD, and for associate professor the median salary is 130.1 thousand USD, where Finance (for assistant professors) and Behavioral Science/Organizational Behavior (for associate professors) are the disciplines with the largest median salaries for these two ranks (150.0 thousand USD and 144.9 thousand USD, respectively). The lowest median salaries for assistant and associate professors is General Business (61.9 thousand USD and 77.1 thousand USD, respectively). For the highest faculty rank (professor), the median salary across all faculty (and all disciplines) is 151.8 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 89.8 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.

¹ Faculty Salaries that were reported at a 12-month rate were converted to an equivalent nine-month salary. Reporting salary was not required for this year's survey; this table contains information from 467 schools that reported salary.

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

	Professor	Associate Professor	Assistant Professor	Instructor
Accounting				
75th Percentile	221.40	180.20	188.70	101.40
Median	156.00	143.20	143.00	80.70
25th Percentile	128.95	118.40	120.00	65.90
Mean	179.87	152.17	148.88	91.49
N Incumbents	1,074	1,307	1,416	1,169
Behavioral Science/ Organizational Behavior				
75th Percentile	241.10	174.00	155.98	110.00
Median	187.50	144.90	132.25	83.40
25th Percentile	140.70	117.15	99.84	64.90
Mean	195.54	145.92	127.81	90.46
N Incumbents	283	295	246	153
CIS/MIS				
75th Percentile	185.00	147.90	140.43	98.00
Median	146.40	125.00	117.60	80.00
25th Percentile	123.90	106.60	98.97	63.05
Mean	157.98	129.16	118.34	82.74
N incumbents	744	638	630	520

	Professor	Associate Professor	Assistant Professor	Instructor
Economics				
75th Percentile	177.40	132.60	120.00	86.00
Median	129.20	106.60	97.80	71.60
25th Percentile	109.70	81.82	85.00	60.63
Mean	152.48	116.77	104.85	76.43
N Incumbents	896	783	715	377
Entrepreneurship				
75th Percentile	213.85	154.20	135.23	107.98
Median	153.05	126.99	118.10	85.00
25th Percentile	116.12	111.77	90.69	69.33
Mean	165.99	133.91	114.13	92.53
N Incumbents	131	138	165	196
Finance				
75th Percentile	253.70	191.60	206.00	121.30
Median	171.95	144.20	150.00	91.80
25th Percentile	131.90	119.60	117.89	70.75
Mean	198.02	156.13	156.58	99.97
N incumbents	1,393	1,218	1,177	723

	Professor	Associate Professor	Assistant Professor	Instructor
General Business				
75th Percentile	110.40	94.92	78.22	82.68
Median	89.80	77.13	61.87	65.60
25th Percentile	83.09	68.79	58.12	51.93
Mean	102.54	83.03	76.52	79.36
N Incumbents	26	28	39	100
Health/Hospital Administration				
75th Percentile	174.83	135.45	119.91	105.00
Median	131.74	115.75	106.62	96.00
25th Percentile	106.60	99.49	83.63	79.60
Mean	149.69	115.80	98.95	97.89
N Incumbents	31	29	39	25
Hotel/Restaurant Management				
75th Percentile	143.84	125.70	97.67	88.38
Median	124.98	108.48	87.60	74.35
25th Percentile	107.58	91.90	76.60	64.25
Mean	127.16	107.65	83.58	74.54
N incumbents	38	46	38	30

	Professor	Associate Professor	Assistant Professor	Instructor
Human Resource Management				
75th Percentile	167.21	128.65	120.25	95.60
Median	137.00	112.50	107.00	78.31
25th Percentile	115.05	96.16	87.93	66.88
Mean	145.02	111.59	105.82	83.84
N Incumbents	181	171	125	79
International Business				
75th Percentile	197.72	147.98	140.80	103.65
Median	149.40	121.76	116.00	87.85
25th Percentile	130.15	97.58	87.39	73.53
Mean	163.05	125.89	112.81	86.75
N Incumbents	126	117	83	54
Management				
75th Percentile	180.45	144.90	127.70	91.88
Median	133.80	117.30	108.60	75.00
25th Percentile	116.85	100.80	92.20	59.70
Mean	154.90	125.76	110.00	84.65
N incumbents	801	809	953	733

	Professor	Associate Professor	Assistant Professor	Instructor
Marketing				
75th Percentile	208.10	158.60	152.34	96.21
Median	149.86	127.00	123.50	79.00
25th Percentile	122.49	107.10	101.00	62.10
Mean	173.15	134.54	126.00	88.29
N Incumbents	1,132	1,136	1,092	693
Production/Operations Management				
75th Percentile	225.08	178.80	167.05	108.15
Median	165.94	142.87	133.50	86.30
25th Percentile	131.50	119.69	110.50	70.90
Mean	181.30	146.96	133.52	95.49
N Incumbents	402	310	338	216
Quantitative Methods				
75th Percentile	193.70	153.55	138.47	100.00
Median	147.70	122.90	117.90	75.00
25th Percentile	120.00	100.00	95.02	60.00
Mean	160.26	127.34	117.77	81.67
N incumbents	300	207	256	209

	Professor	Associate Professor	Assistant Professor	Instructor
Strategic Management				
75th Percentile	239.44	176.83	160.00	119.55
Median	169.77	136.29	131.70	94.84
25th Percentile	127.38	113.10	104.58	70.80
Mean	183.69	144.83	129.46	99.51
N Incumbents	336	320	277	111
Supply Chain/Logistics				
75th Percentile	203.95	164.07	143.20	110.00
Median	157.60	129.70	126.70	90.00
25th Percentile	122.51	102.81	105.00	75.00
Mean	164.95	128.83	122.70	93.65
N Incumbents	128	168	145	85
Taxation				
75th Percentile	185.00	155.50	172.50	110.55
Median	156.45	139.35	141.80	90.45
25th Percentile	140.58	112.60	114.95	78.60
Mean	159.10	138.71	143.10	97.70
N Incumbents	38	38	23	24

	Professor	Associate Professor	Assistant Professor	Instructor
All Other				
75th Percentile	149.70	125.50	103.66	90.30
Median	123.05	102.40	86.32	67.90
25th Percentile	102.51	85.20	72.00	57.40
Mean	135.24	106.99	90.86	83.85
N Incumbents	366	346	335	680

The information collected on administrative roles at each school is also reported at the individual level. For gender, 75 percent of deans and 65 percent of associate deans reported are male. Overall, 51 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 7 contains the reported salaries for administrative roles.

Table 7. Twelve-Month Administrator Salary by Position

Position	75th Percentile	Median	25th Percentile	Mean	Incumbents	N
Assistant Dean	147.78	106.10	80.10	117.07		138
Assistant Dean or Director of Graduate Programs	142.95	112.04	73.58	117.79		150
Assistant Dean or Director: Career Services/Placement	138.00	96.20	76.05	106.32		151
Assistant Dean or Director: Development	150.15	122.10	98.50	132.92		91
Assistant Dean or Director: Executive Education	182.00	140.00	99.52	147.87		83
Assistant Dean or Director: Finance and Administration	149.34	113.70	78.84	118.22		150
Assistant Dean or Director: Information Technology	129.65	107.30	83.35	112.52		107
Assistant Dean or Director: MBA Programs	159.75	122.11	92.23	129.49		114
Assistant Dean or Director: Undergraduate Programs	120.20	94.00	74.00	105.63		177
Associate Dean	221.63	175.70	142.41	186.71		644
Dean	318.00	225.00	183.23	257.01		414
Director of Business Library Services	108.56	90.40	82.38	93.18		20
Director of Communications/ Public Relations	123.00	91.70	66.43	98.24		156

Position	75th Percentile	Median	25th Percentile	Mean	Incumbents	N
Director of Cooperative Programs	93.93	83.63	57.30	85.55		33
Director of Distance Education	143.36	112.65	83.38	120.49		18
Director of Internship	75.80	62.40	49.10	65.43		49
Director of Research	213.85	160.00	102.10	162.03		39
Executive MBA (EMBA) Director	164.00	125.17	97.43	136.38		74
Major Gifts Officer	125.00	96.30	85.00	106.30		61
MBA/Master's Admissions Director	136.15	104.15	78.06	111.42		122
School of Accounting Director	251.70	210.50	167.43	220.44		22
Small Business Administration Director	111.68	84.70	67.68	92.83		66
Other	103.00	67.00	50.00	84.34		857

Survey Enhancements

By expanding our survey, the information we now collect via the Staff Compensation and Demographic 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 our 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 incorporating 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 vs. private), in addition to custom reports available via the AACSB DataDirect benchmarking tools. The overview reports are available for purchase.

For additional requests and questions, please contact us at datadirect@aacsb.edu.



Business Education.
Connected.

aacsb.edu

Americas Headquarters

777 South Harbour Island
Blvd. Suite 750
Tampa, Florida 33602-5730
USA
Main +1 813 769 6500

**Europe, Middle East, and
Africa Headquarters**

UP Building, Piet Heinkade 55
1019 GM Amsterdam,
The Netherlands
Main +31 20 509 1070

**Asia Pacific
Headquarters**

331 North Bridge Road
#10-04/05 Odeon Towers
Singapore, 188720
Main +65 6592 5210