

2026

AACSB Trend Watch: Faculty Salaries

Analysis of full-time business school faculty compensation by rank, discipline, gender, tenure status, qualification, institution type, region, school size, and longitudinal trends.

June 2026

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Introduction

This report provides a comprehensive analysis of compensation for full-time faculty at AACSB-accredited business schools. Faculty salary data is among the most frequently accessed information in the AACSB data ecosystem, informing hiring, retention, workforce planning, and budgeting decisions at institutions around the world.

The findings are based on data collected through AACSB's Staff Compensation and Demographics Survey (SCDS), administered via [DataDirect](#) during the 2025–26 survey cycle. Participating institutions report individual-level salary data for each full-time faculty member, including their rank, discipline, gender, tenure status, and faculty qualification category.

This year's report comes amid significant pressure on the global higher education sector. Many institutions are navigating salary and hiring freezes, constrained public funding, shifting enrollment patterns, and growing financial strains. While the data presented here reflect compensation levels reported during the 2025–26 cycle, future editions will provide important insight into how these challenges influence faculty compensation, recruitment, and retention over time.

We are grateful to the 413 AACSB-accredited institutions that contributed data to this report. Their participation enables AACSB to provide meaningful benchmarks and insights that support evidence-based decision-making across the global business education community.

Snapshot Sample

All single-year tables in this report—by rank, region, school size, type (public/private), discipline, gender, tenure, faculty qualification, and new doctorates—draw from the full 2025–26 accredited school reporting sample below.

413

ACCREDITED INSTITUTIONS

30,619

FACULTY WITH SALARY DATA

25

COUNTRIES REPRESENTED

5-Year Trend Cohort

Trend tables (by rank, region, gender, and new doctorate status) use a controlled cohort—only institutions that reported in every year of the 2021–22 through 2025–26 period—so year-over-year change is not distorted by schools entering or leaving the sample.

339

CONTROLLED COHORT INSTITUTIONS

reporting in all 5 years

Sample Representation by Macroregion

REGION	INSTITUTIONS	% OF INSTITUTIONS	FACULTY	% OF FACULTY	COUNTRIES
Americas	386	93%	27,105	89%	5
Europe, Middle East, and Africa (EMEA)	19	5%	2,233	7%	13
Asia Pacific	11	3%	1,281	4%	7

Although AACSB-accredited institutions from all regions participate in the survey, reporting levels vary because many data elements are optional, and local regulations or institutional policies may limit the compensation data that can be shared. As a result, the findings in this report more heavily represent institutions in the Americas, where participation and reporting completeness tend to be higher. To protect confidentiality, all data are reported in aggregate, and no identifying information for institutions or individuals is disclosed.

Key Considerations

- This report includes only AACSB-accredited institutions (business and business plus accounting accreditations) to provide a more consistent comparison set. Non-accredited member institutions are excluded.
- All salary figures represent annual base salary in USD for full-time faculty. Supplemental compensation (e.g., summer teaching, overloads, and administrative stipends) is not included.
- Salary figures are presented in nominal U.S. dollars and are not adjusted for inflation. Because this report includes institutions from multiple countries, with salaries converted to a common currency, applying a single inflation adjustment would not accurately reflect differences in national inflation rates. Therefore, year-over-year salary increases should be interpreted with caution and should not be considered equivalent to real salary growth.
- Both mean and median are reported throughout. The mean is sensitive to outliers (a few very high-paid faculty raise averages, particularly at the professor rank); the median is the middle value and is more representative of a typical salary. Where the two diverge sharply, the distribution is skewed.
- Mean and median are computed across all individual faculty records, not averaged across institutions.
- Single-year data include all reporting institutions. Trend data are based on controlled cohorts of institutions that reported in every year of the five-year period.
- Faculty with salary reported as zero or null are excluded from all calculations.
- Aggregate data provide context but should not substitute for peer benchmarking. For institution-level comparison, use AACSB's [Analytics Hub](#).

AI-assisted tools, guided by prompts and instructions developed by AACSB staff, were used to support the analysis of anonymized, aggregate data and the creation of a draft. All analyses, interpretations, and written content were reviewed, validated, and substantially edited by AACSB staff, who retain full responsibility for the final report.

1. EXECUTIVE SUMMARY

Key findings from the 2025–26 survey cycle and trend analysis

+14%

Faculty salaries continue to rise in nominal terms.

Professor salaries increased 14 percent over the past five years, while instructors recorded the highest percentage increase (16 percent). Although these figures are not inflation-adjusted, the consistent increases across faculty ranks suggest that institutions have continued to prioritize faculty compensation despite mounting financial pressures.

7%

Gender pay differences persist.

The average salary for female faculty is 7 percent lower than that of male faculty across all ranks. Although the gap is narrower for assistant professors (2 percent) than for professors (10 percent), the findings suggest that compensation patterns continue to vary by gender across the faculty pipeline.

\$193K

Market demand shapes compensation.

Real Estate faculty earn the highest average salary at 192,795 USD, followed by Finance at 190,553 USD, while the difference between the highest- and lowest-paid disciplines exceeds 98,000 USD. These patterns highlight how external labor markets and demand for specialized expertise continue to influence faculty compensation.

+22%

Institutional context influences pay.

Faculty at private institutions earn more than those at public institutions across every rank, with the largest premium occurring among instructors, who earn 22 percent more on average, followed by professors, at 13 percent. These differences likely reflect variations in institutional resources, market positioning, and compensation structures.

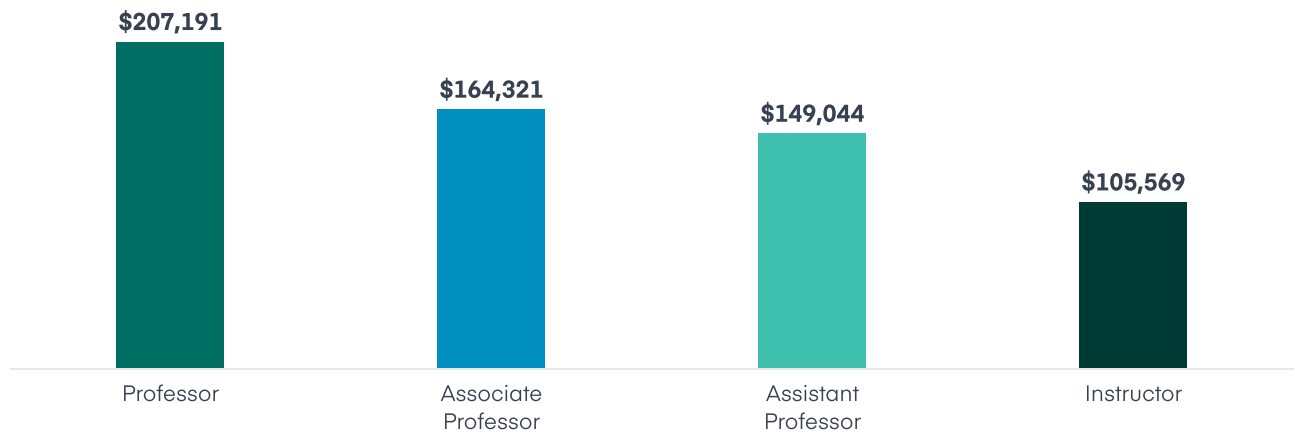
\$140K

The new-doctorate market remains competitive.

New-doctorate hires earned an average salary of 139,659 USD during the 2025–26 cycle. As the market-clearing salary for newly hired faculty, this figure provides an important leading indicator of future compensation trends across business schools.

2. SALARY BY FACULTY RANK

Average Salary by Faculty Rank (2025–26)



FACULTY RANK	MEAN	MEDIAN	STANDARD DEVIATION	N FACULTY	N INSTITUTIONS
Professor	\$207,191	\$182,100	\$90,462	8,287	413
Associate Professor	\$164,321	\$154,400	\$59,923	7,839	413
Assistant Professor	\$149,044	\$142,400	\$54,937	7,683	410
Instructor	\$105,569	\$97,500	\$40,183	6,810	371

**Insight:**

The spread between professor and instructor compensation is substantial: Professors earn almost twice the mean salary of instructors. This disparity reflects not only academic seniority but also the premium placed on sustained research achievement, scholarly impact, and the competitive market for senior faculty talent. The standard deviation at the professor rank (90,462 USD), which reflects how widely salaries vary around the average, indicates significant differences across institutions in the sample, with some raising the average.

Salary by Faculty Rank Across Macroregions

Americas

RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$211,120	\$186,000	7,373	384
Associate Professor	\$168,931	\$157,700	6,869	383
Assistant Professor	\$155,957	\$146,900	6,615	380
Instructor	\$106,712	\$99,000	6,248	347

EMEA

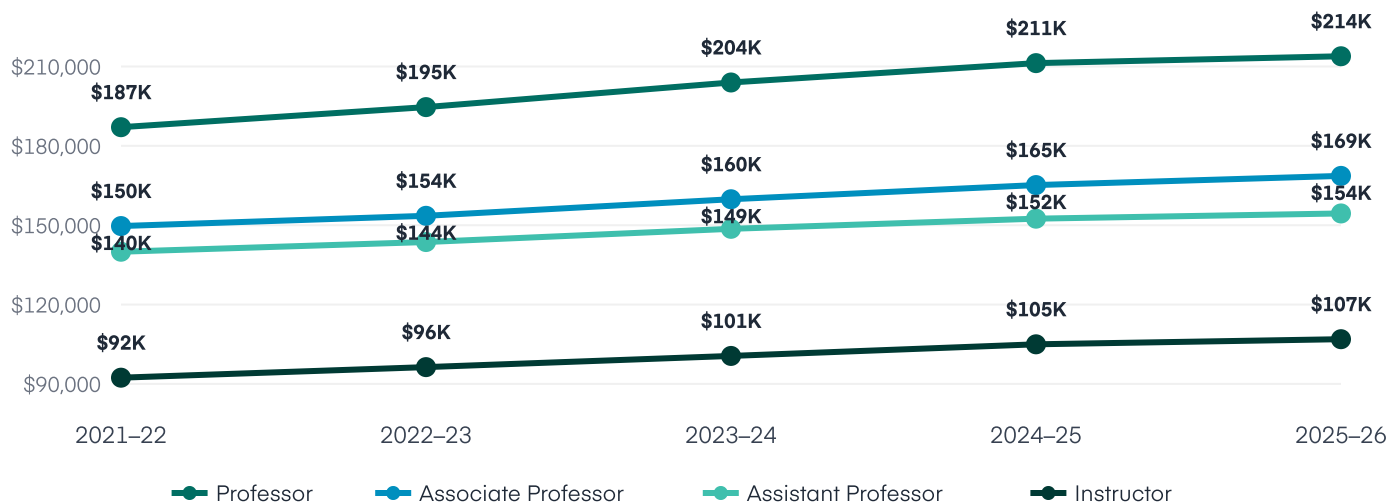
RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$187,099	\$139,767	627	19
Associate Professor	\$125,826	\$92,784	674	19
Assistant Professor	\$104,878	\$80,136	608	19
Instructor	\$93,190	\$73,265	324	16

Asia Pacific

RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$150,139	\$142,778	287	10
Associate Professor	\$144,999	\$136,265	296	11
Assistant Professor	\$108,003	\$105,932	460	11
Instructor	\$92,410	\$92,115	238	8

5-Year Trend in Average Salary by Rank

Controlled cohort of 339 institutions reporting in all five years. Mean base salary in USD.



YEAR	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	N TOTAL FACULTY
2021-22	\$187,059	\$149,680	\$139,972	\$92,346	24,930
2022-23	\$194,654	\$153,552	\$143,636	\$96,344	25,265
2023-24	\$203,962	\$159,814	\$148,634	\$100,571	25,728
2024-25	\$211,281	\$165,175	\$152,470	\$104,967	25,905
2025-26	\$213,881	\$168,646	\$154,444	\$106,902	26,269

5-Year Change Summary

RANK	2021-22	2025-26	\$ CHANGE	% CHANGE
Professor	\$187,059	\$213,881	+\$26,822	14%
Associate Professor	\$149,680	\$168,646	+\$18,966	13%
Assistant Professor	\$139,972	\$154,444	+\$14,472	10%
Instructor	\$92,346	\$106,902	+\$14,556	16%



Insight:

Salary growth over the last five years has been steady and predictable across all ranks, with professors experiencing the largest absolute gains and instructors recording the highest percentage growth (16 percent), indicating that compensation growth has occurred throughout the faculty pipeline, albeit at different rates.

3. SALARY BY REGION

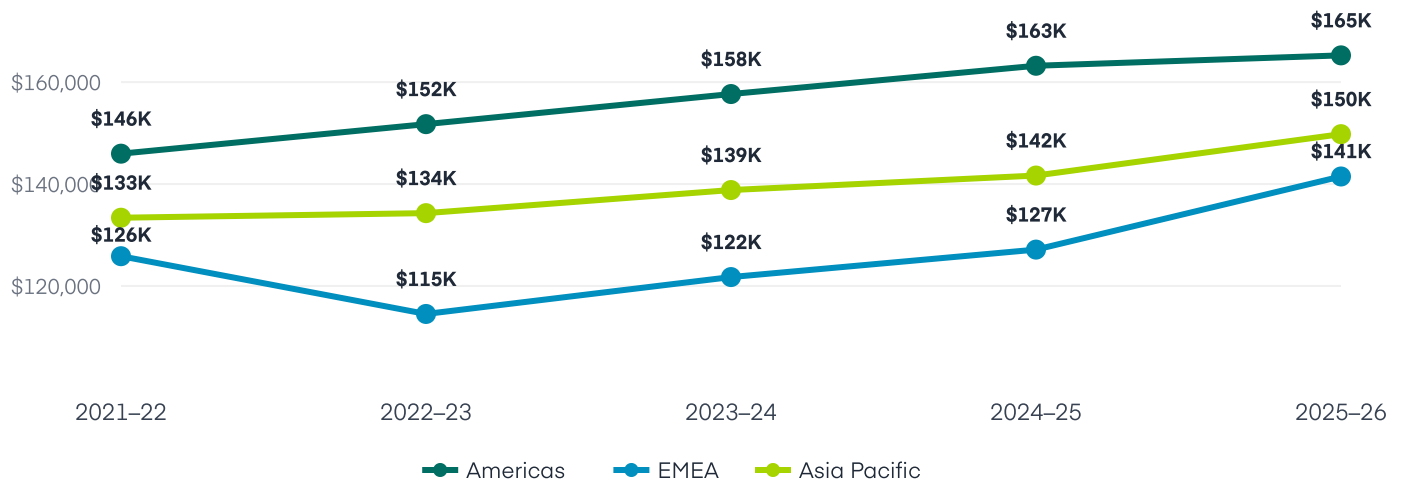
Average Salary by Macroregion (2025–26)



REGION	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Americas	\$162,899	\$148,400	27,105	386
EMEA	\$132,592	\$95,388	2,233	19
Asia Pacific	\$123,095	\$105,867	1,281	11

5-Year Trend in Average Salary by Macroregion

Controlled cohort of 339 institutions reporting in all five years. Mean base salary in USD.



YEAR	AMERICAS MEAN	AMERICAS N	EMEA MEAN	EMEA N	ASIA PACIFIC MEAN	ASIA PACIFIC N
2021-22	\$145,955	22,987	\$125,840	1,410	\$133,390	533
2022-23	\$151,750	23,180	\$114,505	1,532	\$134,287	553
2023-24	\$157,657	23,589	\$121,745	1,572	\$138,818	567
2024-25	\$163,205	23,733	\$127,133	1,593	\$141,665	579
2025-26	\$165,243	24,006	\$141,480	1,657	\$149,785	606



Insight:

Faculty compensation reflects a range of regional factors, including labor market conditions, institutional funding models, employment benefits, and cost-of-living differences. Because sample sizes are smaller in EMEA and Asia Pacific, regional findings should be interpreted with caution, and direct salary comparisons may not fully reflect differences in overall employment conditions. Nevertheless, average faculty salaries have increased year over year across all regions in the period examined.

4. SALARY BY SCHOOL SIZE

Salary by Faculty Rank Across School Sizes (2025–26)

Large (75 or more full-time faculty)

RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$229,176	\$210,500	5,293	156
Associate Professor	\$176,690	\$168,600	4,909	156
Assistant Professor	\$160,547	\$157,250	5,030	155
Instructor	\$110,445	\$102,100	4,987	143

Medium (36–74 full-time faculty)

RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$176,251	\$164,000	2,146	140
Associate Professor	\$149,040	\$144,000	2,074	140
Assistant Professor	\$131,436	\$128,700	1,857	139
Instructor	\$93,850	\$85,650	1,370	131

Small (up to 35 full-time faculty)

RANK	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Professor	\$148,261	\$142,350	848	117
Associate Professor	\$130,415	\$127,550	856	117
Assistant Professor	\$117,428	\$116,000	796	116
Instructor	\$87,331	\$83,000	453	97



Insight:

Larger schools (75+ faculty) report higher compensation at every rank, indicating a consistent association between school size and faculty pay. Large schools also show the biggest mean salary gap between associate professors and professors, at 23 percent, compared to medium and small schools, at 15 and 12 percent, respectively. While the data do not identify the drivers of this relationship, several factors may contribute, including differences in institutional resources, research intensity, market positioning, faculty composition, and geographic location.

It is important to note that the SCDS captures compensation data only. Other considerations that may influence faculty employment decisions, such as teaching expectations, work-life balance, institutional culture, and governance, are not reflected in these data and may be particularly relevant at smaller schools.

5. SALARY AT PUBLIC VS. PRIVATE INSTITUTIONS

Salary by Faculty Rank Across Public vs. Private Institutions (2025–26)

RANK	PUBLIC MEAN	PUBLIC MEDIAN	PUBLIC N FACULTY	PUBLIC N INST.	PRIVATE MEAN	PRIVATE MEDIAN	PRIVATE N FACULTY	PRIVATE N INST.	MEAN DIFFERENCE (PRIVATE – PUBLIC)
Professor	\$199,527	\$175,200	5,914	294	\$226,289	\$200,700	2,373	119	+\$26,762 (+13%)
Associate Professor	\$162,698	\$152,400	5,525	294	\$168,198	\$159,000	2,314	119	+\$5,500 (+3%)
Assistant Professor	\$147,217	\$141,000	5,664	293	\$154,166	\$145,200	2,019	117	+\$6,949 (+5%)
Instructor	\$100,860	\$94,908	5,392	275	\$123,475	\$113,400	1,418	96	+\$22,615 (+22%)



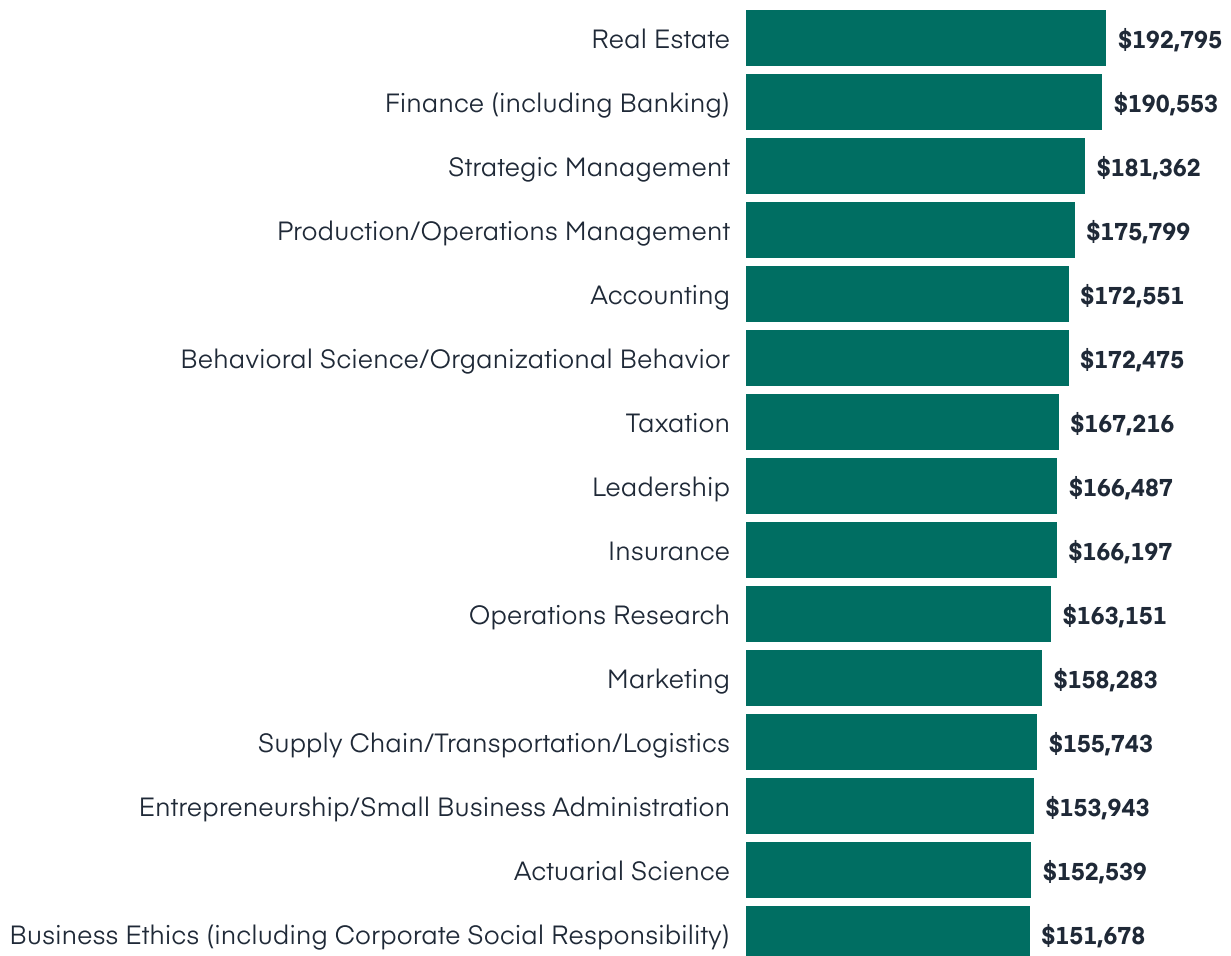
Insight:

Faculty at private institutions earn higher average salaries than their counterparts at public institutions across all ranks. While compensation differences are evident throughout the faculty hierarchy, the gap is most pronounced among instructors, who earn 22 percent more on average at private institutions, and professors, who earn 13 percent more. By comparison, salary differences for assistant and associate professors are relatively modest, between 3 and 5 percent.

6. SALARY BY DISCIPLINE

Average Faculty Salaries by Discipline: Top 15 Highest-Paying Disciplines (2025–26)

Includes disciplines reporting at least 20 faculty.

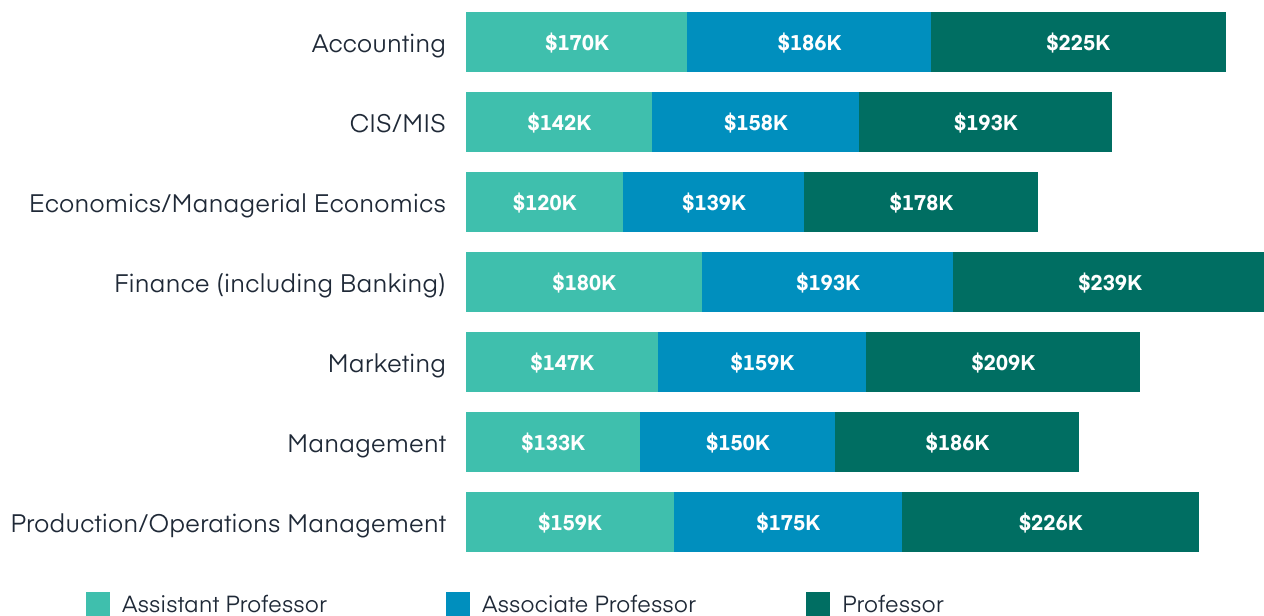


Salary by Discipline (2025–26)

DISCIPLINE	MEAN	MEDIAN	N FACULTY
Real Estate	\$192,795	\$177,900	189
Finance (including Banking)	\$190,553	\$170,000	4,248
Strategic Management	\$181,362	\$165,200	1,049
Production/Operations Management	\$175,799	\$162,600	1,146
Accounting	\$172,551	\$159,293	4,401
Behavioral Science/Organizational Behavior	\$172,475	\$166,800	969
Taxation	\$167,216	\$155,500	129
Leadership	\$166,487	\$153,600	110
Insurance	\$166,197	\$161,200	115
Operations Research	\$163,151	\$164,450	156
Marketing	\$158,283	\$145,600	3,970
Supply Chain/Transportation/Logistics	\$155,743	\$148,100	685
Entrepreneurship/Small Business Administration	\$153,943	\$142,500	807
Actuarial Science	\$152,539	\$145,403	21
Business Ethics (including Corporate Social Responsibility)	\$151,678	\$147,250	168
Statistics	\$151,648	\$138,800	264
International Business	\$151,161	\$141,550	382
Quantitative Methods	\$150,060	\$141,200	365
Energy Management	\$149,477	\$141,000	20

DISCIPLINE	MEAN	MEDIAN	N FACULTY
Computer Information Systems (CIS)/Management Information Systems (MIS)	\$148,654	\$140,350	2,444
Data Analytics	\$146,598	\$141,700	708
Management	\$141,462	\$130,000	3,076
Economics/Managerial Economics	\$140,477	\$125,392	2,545
HR Management (including Personnel and Industry/Labor Relations)	\$140,356	\$132,550	560
Hotel/Restaurant/Tourism	\$127,104	\$117,800	232
Sports Management	\$127,093	\$123,250	90
Business Law/Legal Environment	\$120,901	\$113,596	643
General Business	\$120,232	\$106,800	166
Health Services/Hospital Administration	\$118,811	\$119,050	122
Public Administration	\$116,782	\$115,000	53
Manufacturing and Technology Management	\$115,304	\$88,300	29
Business Communication	\$97,061	\$89,500	444
Business Education	\$95,167	\$94,100	43

Average Salary by Rank Across Selected Disciplines



Insight:

Real Estate, Finance, and Strategic Management show the highest average salaries across all faculty ranks combined. Compensation varies considerably by discipline, with a gap of more than 97,628 USD between the highest- and lowest-paid fields. These differences may reflect varying levels of market demand and competition for talent.

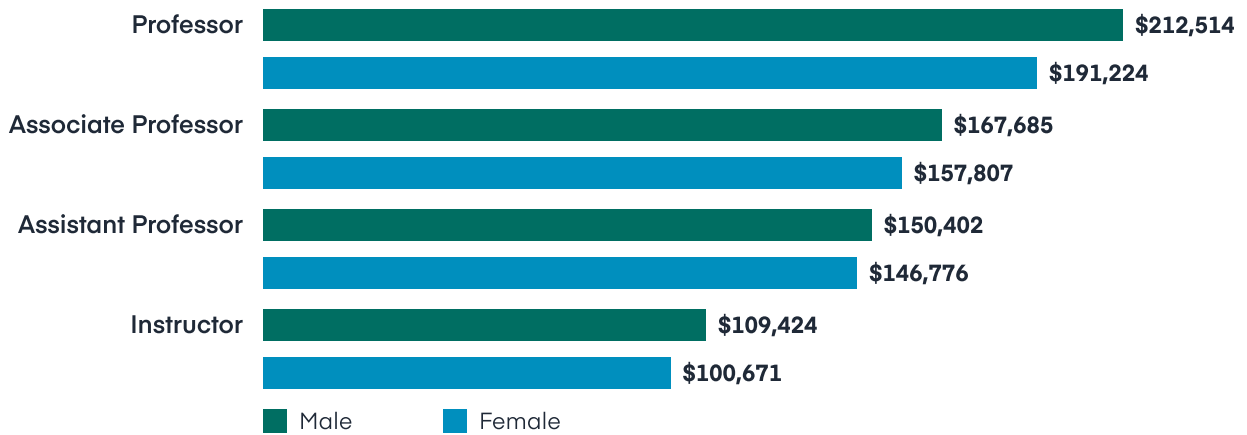
When comparing faculty ranks within disciplines, Marketing has the largest salary gap between professors and associate professors, with average professor salaries exceeding those of associate professors by 32 percent, while Accounting shows the smallest gap, at 21 percent.

Discipline-level comparisons should be interpreted with caution, as some disciplines are represented by far fewer faculty than others. Specialized fields may have smaller sample sizes and compensation figures that are more sensitive to the characteristics of individual faculty members, while larger disciplines tend to provide more stable estimates. Despite these differences, the data offer insight into compensation patterns and market demand across academic disciplines.

7. SALARY BY GENDER

Average Faculty Salary by Gender and Faculty Rank (2025–26)

Average Gender Salary Gap



RANK	MALE MEAN	MALE MEDIAN	MALE N	FEMALE MEAN	FEMALE MEDIAN	FEMALE N	GAP
Professor	\$212,514	\$187,000	5,988	\$191,224	\$169,781	2,230	10%
Associate Professor	\$167,685	\$156,616	4,917	\$157,807	\$150,000	2,840	6%
Assistant Professor	\$150,402	\$142,900	4,395	\$146,776	\$141,200	3,167	2%
Instructor	\$109,424	\$100,000	3,944	\$100,671	\$94,100	2,802	8%

"Gap" = (male mean – female mean) / male mean. Positive values indicate that male faculty earn more.

Gender analyses include only faculty whose gender was reported as male or female in the survey. The “Other/Not Reported” category is excluded because the sample size is insufficient for meaningful statistical analysis.



Insight:

A gender pay gap is evident across all faculty ranks, though its magnitude varies. The largest disparity occurs at the professor level, where female faculty earn 10 percent less on average than male faculty. The gap narrows considerably among assistant professors, to 2 percent, but widens again at the instructor level, where female faculty earn 8 percent less on average.

Gender Salary Gap Across Macroregions

Mean and median base salary by macroregion and gender, all ranks combined.

REGION (MEAN)	MALE MEAN	MALE MEDIAN	MALE N	FEMALE MEAN	FEMALE MEDIAN	FEMALE N	GAP
Americas	\$168,848	\$152,300	17,092	\$152,055	\$142,000	9,677	10%
EMEA	\$145,569	\$99,165	1,367	\$112,106	\$89,969	866	23%
Asia Pacific	\$133,355	\$113,155	785	\$106,857	\$98,037	496	20%

Gender Salary Gap by Discipline

All disciplines with at least 30 male and 30 female faculty are included. Color scale: deeper orange = larger gap; green = negative gap (women earn more).

DISCIPLINE	MALE MEAN	MALE MEDIAN	MALE N	MALE N INST.	FEMALE MEAN	FEMALE MEDIAN	FEMALE N	FEMALE N INST.	GAP
Accounting	\$183,515	\$167,900	2,423	392	\$158,541	\$148,231	1,944	384	14%
Behavioral Science/ Organizational Behavior	\$185,451	\$176,600	483	130	\$157,793	\$153,262	472	127	15%
Business Communication	\$102,970	\$94,000	152	61	\$92,919	\$85,100	284	102	10%
Business Ethics (including Corporate Social Responsibility)	\$157,552	\$149,950	98	52	\$142,644	\$134,424	68	38	9%
Business Law/Legal Environment	\$121,827	\$111,350	388	200	\$119,703	\$115,700	251	137	2%
Computer Information Systems (CIS)/ Management Information Systems (MIS)	\$151,715	\$142,900	1,677	282	\$140,726	\$134,000	730	233	7%
Data Analytics	\$150,397	\$143,100	495	135	\$137,647	\$138,800	212	96	8%
Economics/Managerial Economics	\$145,611	\$128,620	1,739	274	\$127,578	\$115,750	756	230	12%
Entrepreneurship/Small Business Administration	\$157,543	\$144,732	540	200	\$145,725	\$136,290	254	125	8%
Finance (including Banking)	\$194,378	\$172,050	3,176	400	\$178,033	\$161,500	1,031	339	8%
General Business	\$126,498	\$117,228	103	35	\$109,986	\$95,000	63	32	13%
HR Management (including Personnel and Industry/Labor Relations)	\$145,820	\$134,408	280	121	\$134,971	\$131,400	279	134	7%
Health Services/Hospital Administration	\$117,797	\$119,900	65	35	\$119,967	\$118,500	57	32	-2%
Hotel/Restaurant/Tourism	\$131,224	\$119,500	120	40	\$122,690	\$115,950	112	33	7%
Insurance	\$170,611	\$170,300	77	31	\$157,253	\$147,500	38	26	8%
International Business	\$155,881	\$145,110	249	89	\$142,323	\$135,000	133	63	9%
Leadership	\$173,383	\$155,850	58	36	\$158,796	\$152,570	52	33	8%

DISCIPLINE	MALE MEAN	MALE MEDIAN	MALE N	MALE N INST.	FEMALE MEAN	FEMALE MEDIAN	FEMALE N	FEMALE N INST.	GAP
Management	\$145,424	\$132,800	1,741	319	\$136,105	\$126,381	1,308	307	6%
Marketing	\$164,810	\$150,809	2,269	393	\$149,196	\$140,800	1,661	385	9%
Operations Research	\$158,323	\$159,900	103	44	\$161,010	\$160,400	43	25	-2%
Production/Operations Management	\$180,179	\$165,034	832	189	\$162,229	\$156,850	304	121	10%
Quantitative Methods	\$159,140	\$145,175	260	80	\$126,718	\$125,300	104	48	20%
Real Estate	\$202,070	\$190,300	142	58	\$175,317	\$155,000	42	29	13%
Sports Management	\$127,018	\$127,400	57	33	\$127,224	\$117,200	33	18	0%
Statistics	\$164,414	\$147,000	164	57	\$132,964	\$132,450	96	47	19%
Strategic Management	\$187,716	\$169,800	710	198	\$167,208	\$157,700	322	128	11%
Supply Chain/Transportation/Logistics	\$156,782	\$150,000	503	152	\$153,383	\$141,100	165	94	2%
Taxation	\$166,586	\$152,900	87	56	\$168,521	\$167,700	42	34	-1%

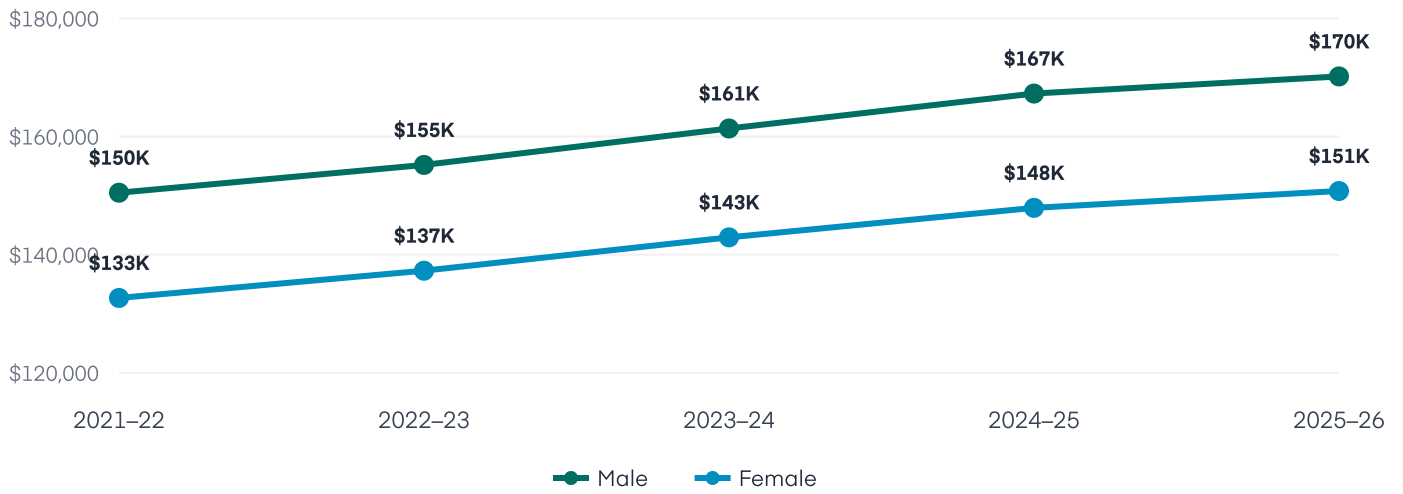


Insight:

The gender pay gap varies substantially across both regions and disciplines. While the gap appears larger in EMEA and Asia Pacific than in the Americas, those findings should be interpreted with caution due to inconsistent sample sizes. At the disciplinary level, Statistics and Quantitative Methods shows some of the largest salary disparities in absolute terms. Conversely, a small number of disciplines exhibit a reversed gap, including Health Services/Hospital Administration, Operations Research, Sports Management, and Taxation, where female faculty earn slightly more on average than male faculty.

Average Gender Salary Trend

Controlled cohort of 339 institutions reporting in all five years. Mean base salary by gender in USD among all ranks combined.



YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$150,491	\$132,675	\$17,816	12%	16,246	8,592
2022-23	\$155,192	\$137,288	\$17,904	12%	16,328	8,827
2023-24	\$161,365	\$142,932	\$18,433	11%	16,533	9,085
2024-25	\$167,276	\$147,927	\$19,349	12%	16,443	9,347
2025-26	\$170,178	\$150,778	\$19,400	11%	16,670	9,483

Average Gender Salary Gap Trend by Faculty Rank

Mean base salary by rank and gender over the five-year window (controlled cohort).

Professor

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$190,547	\$175,076	\$15,471	8%	5,016	1,615
2022-23	\$198,058	\$183,249	\$14,809	7%	4,999	1,661
2023-24	\$207,833	\$191,249	\$16,584	8%	5,071	1,714
2024-25	\$216,239	\$196,335	\$19,904	9%	5,072	1,832
2025-26	\$219,209	\$198,162	\$21,047	10%	5,201	1,897

Associate Professor

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$151,559	\$145,674	\$5,885	4%	4,192	2,257
2022-23	\$156,183	\$148,065	\$8,118	5%	4,163	2,294
2023-24	\$162,275	\$154,697	\$7,578	5%	4,192	2,317
2024-25	\$168,267	\$159,084	\$9,183	5%	4,150	2,363
2025-26	\$172,211	\$161,796	\$10,415	6%	4,221	2,438

Assistant Professor

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$142,767	\$135,147	\$7,620	5%	3,785	2,469
2022-23	\$146,222	\$139,501	\$6,721	5%	3,834	2,565
2023-24	\$151,119	\$144,704	\$6,415	4%	3,763	2,636
2024-25	\$154,464	\$149,230	\$5,234	3%	3,725	2,701
2025-26	\$156,108	\$151,597	\$4,511	3%	3,721	2,713

Instructor

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$96,337	\$86,508	\$9,829	10%	3,253	2,251
2022-23	\$99,965	\$91,021	\$8,944	9%	3,332	2,307
2023-24	\$104,082	\$95,476	\$8,606	8%	3,507	2,418
2024-25	\$108,715	\$99,552	\$9,163	8%	3,496	2,451
2025-26	\$110,284	\$101,920	\$8,364	8%	3,527	2,435

Average Gender Salary Gap Trend by Macroregion

Controlled cohort of 339 institutions reporting in all five years. Mean base salary by gender and region in USD. Each region uses its own color scale to show variation within the region.

Americas

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$151,305	\$135,200	\$16,105	11%	14,957	7,938
2022-23	\$157,314	\$140,904	\$16,410	10%	14,959	8,111
2023-24	\$163,358	\$146,655	\$16,703	10%	15,146	8,333
2024-25	\$169,384	\$151,628	\$17,756	10%	15,065	8,553
2025-26	\$171,339	\$153,778	\$17,561	10%	15,246	8,644

EMEA

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021-22	\$137,928	\$102,784	\$35,144	25%	925	485
2022-23	\$125,442	\$94,699	\$30,743	25%	987	545
2023-24	\$134,355	\$99,578	\$34,777	26%	1,002	570
2024-25	\$139,587	\$106,903	\$32,684	23%	986	607
2025-26	\$155,580	\$119,073	\$36,507	23%	1,017	640

Asia Pacific

YEAR	MALE MEAN	FEMALE MEAN	\$ GAP	% GAP	N MALE	N FEMALE
2021–22	\$148,960	\$99,855	\$49,105	33%	364	169
2022–23	\$148,963	\$101,503	\$47,460	32%	382	171
2023–24	\$153,278	\$108,231	\$45,047	29%	385	182
2024–25	\$155,893	\$111,839	\$44,054	28%	392	187
2025–26	\$163,156	\$122,438	\$40,718	25%	407	199



Insight:

Average salaries for both male and female faculty have increased steadily over the past five years. However, the gender pay gap has remained relatively persistent, with female faculty earning approximately 11 percent less than their male counterparts on average.

Within faculty ranks, the largest gender pay gaps are found among professors and instructors, where female faculty earn approximately 8 to 10 percent less than their male counterparts; representing the senior and junior ends of the academic hierarchy. While regional comparisons should be interpreted with caution due to differences in sample sizes, the data suggest that the gender pay gap is more pronounced in EMEA and Asia Pacific than in the Americas. Encouragingly, the gap appears to be narrowing over time in both regions.

8. SALARY BY TENURE AND FACULTY QUALIFICATION

Average Salary by Tenure Status (2025–26)

TENURE STATUS	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Tenured	\$192,261	\$171,700	13,424	392
Tenure Track	\$161,461	\$152,600	6,525	385
Non-Tenure Track	\$116,560	\$105,800	8,151	376
Not Applicable *	\$112,984	\$95,396	2,519	24

* "Not Applicable" indicates faculty at institutions where the tenure system does not apply—primarily institutions outside of U.S./Canadian tenure frameworks.

Tenure Status of Faculty by Macroregion

Counts only for context.

REGION	NON-TENURE TRACK N	TENURE TRACK N	TENURED N	TOTAL N
Americas	7,929	6,110	12,661	26,700
EMEA	98	210	385	693
Asia Pacific	124	205	378	707

Average Salary by AACSB Faculty Qualification Status (2025–26)

QUALIFICATION STATUS	MEAN	MEDIAN	N FACULTY	N INSTITUTIONS
Scholarly Academic (SA)	\$173,576	\$158,600	22,024	416
Practice Academic (PA)	\$148,965	\$136,618	2,774	334
Additional Faculty (A)	\$125,693	\$126,400	903	234
Scholarly Practitioner (SP)	\$118,859	\$105,783	748	242
Instructional Practitioner (IP)	\$103,277	\$95,000	4,170	377



Insight:

Scholarly Academics earn the highest average compensation (173,576 USD), followed by Practice Academics. The nearly 80,000 USD gap between Scholarly Academics and Instructional Practitioners highlights compensation differences across faculty qualification categories. These differences may reflect varying expectations for research, teaching, professional engagement, and other characteristics associated with each faculty type.

For definitions of each AACSB faculty qualification category (SA, PA, SP, IP, A), see the [AACSB Global Standards for Business Education™](#).

9. SALARY AMONG NEW DOCTORATES

New-Doctorate Salaries (2025–26)

Compensation for newly hired PhD graduates entering academic positions in business schools, often viewed as an early signal of broader faculty market trends.

	VALUE
N New-Doctorate Hires	287
N Hiring Institutions	95
Mean Salary	\$139,659
Median Salary	\$128,000

New-Doctorate Salaries by Public vs. Private Institution

INSTITUTION TYPE	MEAN	MEDIAN	N HIRES	N INSTITUTIONS
Private	\$147,213	\$133,000	106	30
Public	\$135,236	\$125,000	181	65

New-Doctorate Salaries by Macroregion

REGION	MEAN	MEDIAN	N HIRES	N INSTITUTIONS
Americas	\$152,550	\$135,000	212	79
EMEA	\$117,066	\$77,664	23	8
Asia Pacific	\$97,097	\$81,595	52	8

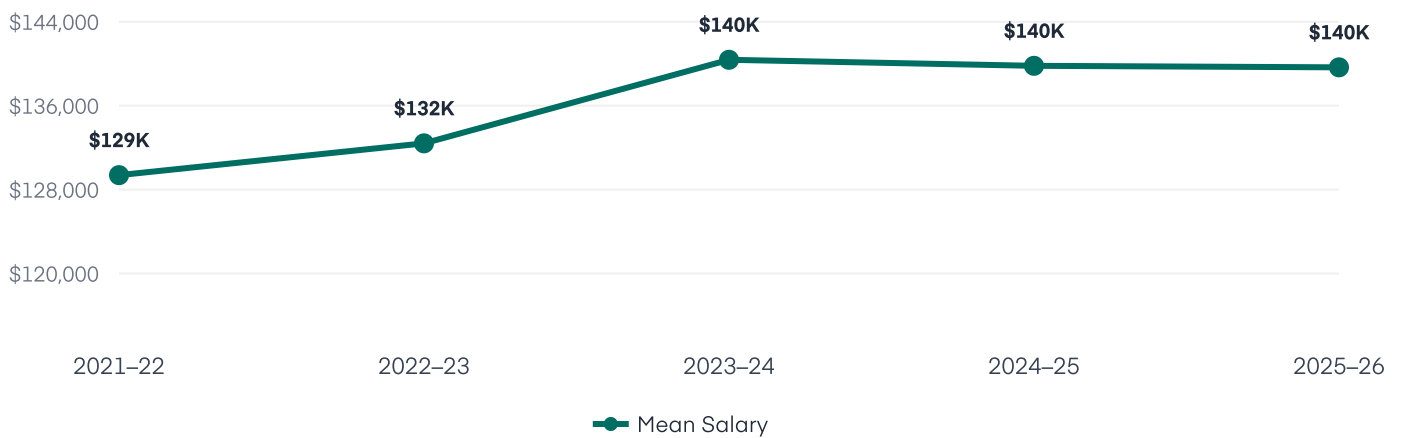
New-Doctorate Salaries by Gender

GENDER	MEAN	MEDIAN	N HIRES	N INSTITUTIONS
Female	\$138,769	\$127,250	134	72
Male	\$140,688	\$130,500	152	66

5-Year Trend in New-Doctorate Salaries

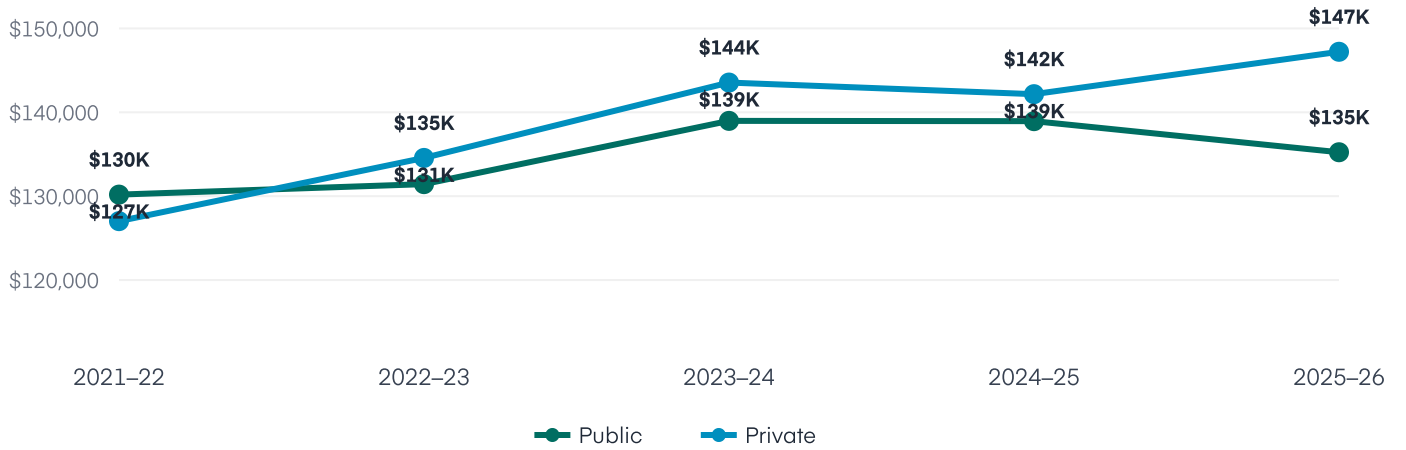
Year-by-year count and mean salary for new-doctorate hires. Note: Unlike the earlier rank and gender trend tables, this view shows the actual annual flow of new hires rather than a controlled cohort, as the composition of the new-hire population changes each year.

The 2025–26 reporting window shifted from a fall census date to the full prior academic year, so this cycle captures only hires not already reflected in the previous one—explaining the lower headcount relative to earlier years.



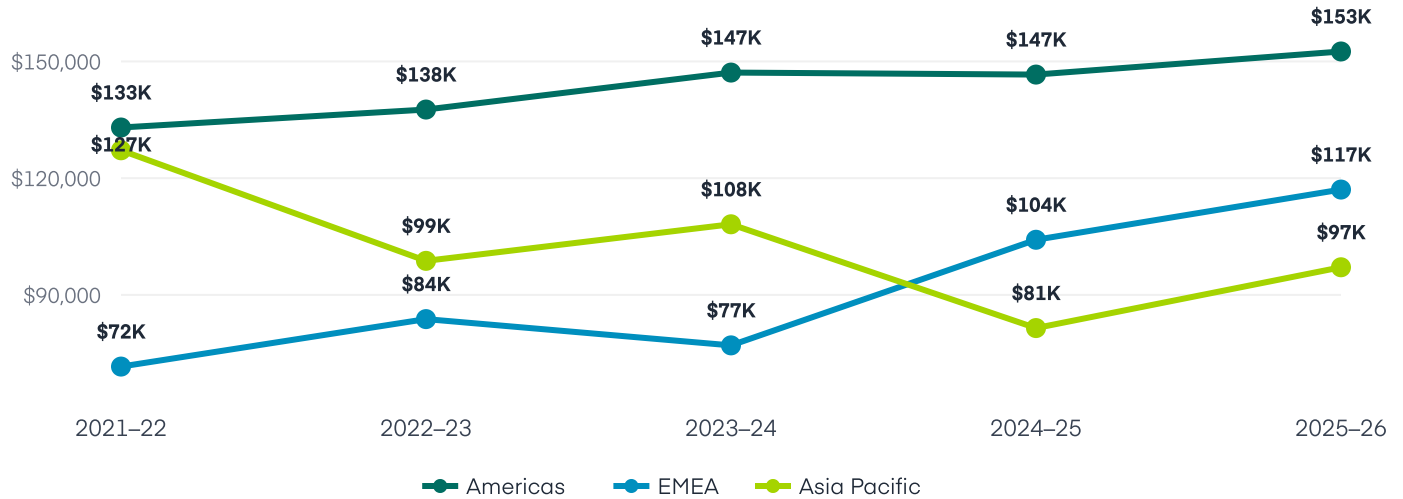
YEAR	MEAN	MEDIAN	N HIRES	N HIRING INSTITUTIONS
2021-22	\$129,381	\$123,000	779	285
2022-23	\$132,413	\$125,000	1,068	330
2023-24	\$140,378	\$138,000	863	317
2024-25	\$139,804	\$135,000	810	306
2025-26	\$139,659	\$128,000	287	95

New-Doctorate Salary Trend by Public vs. Private Institution



YEAR	PUBLIC MEAN	PUBLIC N HIRES	PUBLIC N INST.	PRIVATE MEAN	PRIVATE N HIRES	PRIVATE N INST.
2021-22	\$130,185	581	200	\$127,022	198	85
2022-23	\$131,433	733	234	\$134,559	335	96
2023-24	\$138,976	598	221	\$143,544	265	96
2024-25	\$138,942	593	218	\$142,160	217	88
2025-26	\$135,236	181	65	\$147,213	106	30

New-Doctorate Salary Trend by Macroregion



YEAR	AMERICAS MEAN	AMERICAS N HIRES	AMERICAS N INST.	EMEA MEAN	EMEA N HIRES	EMEA N INST.	ASIA PACIFIC MEAN	ASIA PACIFIC N HIRES	ASIA PACIFIC N INST.
2021-22	\$133,012	704	266	\$71,576	43	12	\$127,161	32	7
2022-23	\$137,629	949	302	\$83,774	63	19	\$98,745	56	9
2023-24	\$147,132	763	291	\$77,024	62	16	\$108,144	38	10
2024-25	\$146,617	703	276	\$104,164	64	18	\$81,472	43	12
2025-26	\$152,550	212	79	\$117,066	23	8	\$97,097	52	8



Insight:

Newly hired doctoral faculty earned an average salary of 139,659 USD in 2025-26. As with the broader faculty population, private institutions offered higher average salaries than public institutions despite hiring fewer new doctorates. While regional findings should be interpreted cautiously due to smaller sample sizes outside the Americas, the data suggest steady growth in new-doctorate salaries in the Americas and EMEA, alongside greater volatility in Asia Pacific. Because these salaries reflect current hiring decisions, they often provide an early signal of broader faculty market trends.

Go Deeper

- [Analytics Hub](#): Benchmark your school's salary data against peer institutions interactively.
- [AACSB Insights](#): Explore the latest research, perspective articles, data reports, and thought leadership.
- [DataDirect](#): Access full data reports and custom reporting options.



Source: Staff Compensation and Demographics Survey (2025–26)

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