

Report on the Compensation of Medical School Deans - Public

2023-2024

March 2024

Executive Summary

Background

The Survey on the Compensation of Medical School Deans, 2023-2024, was sent in September 2023 to the 157 deans of accredited U.S. medical schools. Deans were asked to report compensation and responsibility data as of September 1, 2023.

The report presents aggregate data on compensation for 119 deans (a 76% response rate). The report displays the following components of compensation: salary, deferred compensation, employer retirement contributions, additional income, total compensation, and total compensation plus additional income. The report includes permanent deans as well as interim deans.

Selected Findings

The median salary for all deans in 2023-2024 (\$833,200) is 8.4% higher than the median salary for all deans in 2022-2023 (\$768,550). The median total compensation, which is derived from the sum of salary, deferred compensation, and employer retirement contributions, increased by 7.2% (from \$840,668 in 2022-2023 to \$900,973 in 2023-2024).

When only permanent deans from medical schools with data in both years are analyzed, the median salary increased by 5.9% (from \$775,994 in 2022-2023 to \$821,661 in 2023-2024), and the median total compensation increased by 6.6% (from \$850,630 in 2022-2023 to \$906,630 in 2023-2024).

Definition of Compensation Components

Salary: Salary is compensation that is annually fixed by the institution, regardless of source. Salary includes employee retirement contributions through a salary reduction plan.

Deferred Compensation: Deferred compensation is the annual amount set aside under a contractual agreement whereby a part of the compensation for services rendered in the current year would be paid in future years. Deferred compensation does not include employee retirement contributions paid through a salary reduction plan, which are considered part of salary.

Employer Retirement Contributions as a Percent of Salary: Employer payments to a retirement plan (e.g., state pension, TIAA, 401k, and other tax deferred payments) are reported as a percent of salary.

Additional Income: Additional income, regardless of source, includes earnings such as those generated from medical practice, consultation, lectureship, publication, and merit bonuses. The figure includes earnings from the past fiscal year only (which may run at many institutions from July 1, 2022 through June 30, 2023).

Total Compensation: Total compensation is the sum of salary, deferred compensation, and employer retirement contributions. Total compensation excludes deans who did not report employer retirement contributions.

Total Compensation Plus Additional Income: This amount is the sum of total compensation and additional income for those deans with additional income.

Explanation of Tables Available to Deans at Participating Institutions

The full report, which is distributed to participating and new deans, includes the compensation data of medical school deans by different characteristics, as described below. The public report contains Tables 1, 1a, and 1b only. In addition, compensation is reported for all, public, and private institutions.

For each table with deans having the characteristics reported on below, the number of deans out of the 119 participating medical schools is in parentheses. Tables 2 through 7 group deans by the responsibilities deans indicated they had in the survey. Medical school deans were instructed to indicate they were responsible for other health profession schools or colleges if the dean or similar head of health profession school reported to the medical school dean. Likewise, medical school deans were instructed to indicate they were responsible for the faculty practice plan and/or the hospital or health system if they served as the president or CEO (or equivalent) of these entities. Tables 8 through 13 group deans according to various medical school characteristics. The sources of the medical school characteristics data are noted below.

In November 2022, the AAMC released the *Exploring Salary Equity Among Medical School Leadership* report. The report provides a monograph analyzing data from various AAMC sources, including the Survey on the Compensation of Medical School Deans and the Survey on the Compensation of the Dean's Office Staff. It was released to the public to promote diversity, equity, and inclusion in academic medicine. For more information, please visit "[Understanding and Addressing Faculty Salary Equity.](#)"

Compensation statistics are provided only when at least five deans contribute to a display. Compensation data are not shown in either the Women or Men statistics for data displayed by gender, the White or People of Color statistics for data displayed by race/ethnicity, or public or private statistics when the corresponding statistics cannot be displayed.

Table 1: All deans who provided data for the survey (119 deans).

Table 1a: All deans by gender (119 deans) – These respondents include all deans self-identifying as either a man or a woman in the 2023-2024 survey.

Table 1b: All deans by race/ethnicity (116 deans) – These respondents include all deans reporting race/ethnicity in the 2023-2024 survey. Deans self-identifying as either Hispanic, Latino, or of Spanish origin; American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or Other Pacific Islander; and/or of Other identities are included in the People of Color (POC) category, even if they also identify as White. Deans self-identifying as only White are included in the White category.

Table 2: Deans with responsibility for the medical school only (53 deans).

Table 3: Deans with responsibility for the medical school and the faculty practice plan only (27 deans).

Table 4: Deans with responsibility for the medical school and at least one other health profession school or college only (12 deans).

Table 5: Deans with responsibility for the medical school, faculty practice plan, and at least one other health professions school or college only (14 deans).

Table 6: Deans with responsibility for the medical school and a hospital or health system (13 deans) — These respondents may have other responsibilities.

Table 7: Deans without responsibility for the faculty practice plan or the hospital/health system (65 deans) – These respondents include deans with responsibility for the medical school only, as well as deans with responsibility for the medical school and at least one other health professions school or college only.

Table 8: Deans at Community-Based Medical Schools (28 deans) — According to the AAMC's analytic definition, a "community-based" medical school: (1) does not have an integrated teaching hospital, (2) received full accreditation in 1972 or later, and (3) is non-federal. Currently, there are 36 community-based medical schools.

Table 9: Deans at Research-Intensive Medical Schools (11 deans) — For the purpose of this analysis, research intensity is defined based on federal research grants and contracts, including both direct and indirect costs, derived from the FY 2022 LCME Part I-A Annual Financial Questionnaire (AFQ), the most recent data available. For this year's report, research-intensive medical schools refer to medical schools with reported total federal research grants and contracts expenditures at or above \$467,079,874. Research expenditures were available for 116 of the 119 medical schools that participated in the survey.

Table 10: Deans at Medical Schools with Total Federal Research Grants and Contracts Expenditures At or Above the Median (58 deans) — This table shows the total compensation data of the deans at medical schools that were at or above the 50th percentile for total federal research grants and contracts expenditures (i.e., direct and indirect costs), derived from the FY 2022 AFQ. The 50th percentiles are calculated based on the total federal research grants and contracts expenditures of the schools for which the deans participated in the 2023-2024 survey. For all, public, and private schools, the 50th percentiles are \$72,656,239, \$67,095,220, and \$91,819,374, respectively. Research expenditures were available for 116 of the 119 medical schools that participated in the survey.

Table 11: Deans at Medical Schools with Total Federal Research Grants and Contracts Expenditures Below the Median (58 deans) — This table shows the total compensation data of the deans at medical schools that were below the 50th percentile for total federal research grants and contracts expenditures. Research expenditures were available for 116 of the 119 medical schools that participated in the survey.

Table 12: Deans at Medical Schools with Total Recorded Revenues At or Above the Median (59 deans) — This table shows the total compensation data of the deans at medical schools that were at or above the 50th percentile for total recorded revenues (i.e., funds recorded on the books of the medical schools), derived from the FY 2022 AFQ, the most recent data available. The 50th percentiles are calculated based on the total recorded revenues of the schools for which the deans participated in the 2023-2024 survey. For all, public, and private schools, the 50th percentiles are \$322,998,681, \$324,335,996, and \$263,738,625, respectively. Total recorded revenues were available for 118 of the 119 medical schools that participated in the survey.

Table 13: Deans at Medical Schools with Total Recorded Revenues Below the Median (59 deans) — This table shows the total compensation data of the deans at medical schools that were below the 50th percentile for total recorded revenues. Total recorded revenues were available for 118 of the 119 medical schools that participated in the survey.

The 2022-2023 figures in this report reflect new data that were received from respondents after the 2022-2023 publication was released.

The full report is classified as restricted to new and participating medical school deans, and it is not generally distributed to other individuals. The public report, which is posted to the AAMC website, contains Tables 1, 1a, and 1b only. If you have any thoughts or questions, please contact survey staff at dcs@aamc.org.

TABLE

1

All Deans

	All Schools		Public Schools		Private Schools	
	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023
Salary						
Count	119	116	79	80	40	36
25th Percentile	678,609	628,265	663,440	618,827	817,862	656,750
Median	833,200	768,550	775,000	750,000	969,223	873,616
75th Percentile	1,000,000	928,392	913,256	876,039	1,125,560	1,096,625
Mean	876,591	809,182	795,894	759,622	1,035,968	919,317
Deferred Compensation						
Count	27	22	15	13	12	9
25th Percentile	62,000	68,770	62,000	66,693	114,718	75,000
Median	125,000	122,500	101,000	108,672	225,000	200,000
75th Percentile	250,000	187,500	152,260	125,000	306,372	250,000
Mean	173,783	133,728	122,546	114,739	237,829	161,156
Employer Retirement as a Percent of Salary						
Count	108	104	73	76	35	28
25th Percentile	3	3	4	4	2	2
Median	4	5	5	5	3	3
75th Percentile	7	8	8	8	4	5
Mean	7	7	8	7	4	5
Total Compensation						
Count	108	104	73	76	35	28
25th Percentile	745,746	680,747	721,000	665,923	863,000	752,122
Median	900,973	840,668	860,600	796,124	1,102,150	993,735
75th Percentile	1,114,479	1,016,727	1,057,420	964,113	1,353,302	1,263,913
Mean	993,824	897,513	887,577	831,496	1,215,424	1,076,703
Additional Income						
Count	63	54	43	38	20	16
25th Percentile	14,465	28,750	9,991	21,250	56,000	46,000
Median	70,000	102,547	35,000	100,000	206,000	137,500
75th Percentile	220,010	202,774	143,626	198,464	350,106	259,850
Mean	146,783	149,748	107,676	146,618	230,862	157,180
Total Compensation Plus Additional Income						
Count	59	51	41	38	18	13
25th Percentile	848,300	849,800	822,508	841,687	1,154,079	1,091,065
Median	1,054,772	1,064,193	956,093	947,162	1,562,946	1,300,000
75th Percentile	1,404,657	1,291,905	1,180,138	1,165,446	1,817,762	1,737,789
Mean	1,246,064	1,125,394	1,043,222	1,015,598	1,708,091	1,446,334

**TABLE
1a****All Deans by Gender**

	All Schools		Public Schools		Private Schools	
	Men	Women	Men	Women	Men	Women
Salary						
Count	86	33	63	16	23	17
25th Percentile	703,750	600,000	678,609	597,500	835,217	655,000
Median	836,355	825,000	772,500	779,839	1,000,000	850,000
75th Percentile	1,000,000	1,000,000	937,742	880,250	1,280,598	1,100,000
Mean	905,674	800,800	810,915	736,748	1,165,229	861,085
Deferred Compensation						
Count	22	5	12	3	10	2
25th Percentile	100,250	50,000				
Median	157,905	58,000				
75th Percentile	250,000	100,000				
Mean	194,120	84,300				
Employer Retirement as a Percent of Salary						
Count	81	27	59	14	22	13
25th Percentile	3	2	4	5	2	2
Median	5	4	5	6	3	2
75th Percentile	7	6	8	10	4	4
Mean	7	5	8	7	5	3
Total Compensation						
Count	81	27	59	14	22	13
25th Percentile	770,800	657,750	727,146	626,550	878,068	784,000
Median	906,630	883,226	865,185	833,347	1,093,686	1,102,150
75th Percentile	1,128,279	1,106,075	1,056,133	1,026,770	1,609,686	1,141,316
Mean	1,023,490	904,826	903,990	818,410	1,343,968	997,888
Additional Income						
Count	46	17	36	7	10	10
25th Percentile	10,926	25,000	9,996	7,500	137,867	35,000
Median	72,500	58,000	42,500	26,087	285,365	79,000
75th Percentile	242,630	200,000	129,277	165,000	401,581	209,000
Mean	154,825	125,023	109,454	98,532	318,158	143,567
Total Compensation Plus Additional Income						
Count	45	14	35	6	10	8
25th Percentile	823,871	921,008	821,216	880,278	1,426,369	1,132,000
Median	1,024,000	1,158,158	957,113	932,703	1,803,321	1,275,658
75th Percentile	1,416,376	1,390,954	1,159,240	1,200,598	2,890,019	1,551,919
Mean	1,269,775	1,169,847	1,049,316	1,007,674	2,041,381	1,291,477

**TABLE
1b**

All Deans by Race/Ethnicity

	All Schools		Public Schools		Private Schools	
	POC	White	POC	White	POC	White
Salary						
Count	29	87	18	59	11	28
25th Percentile	638,500	712,500	641,375	669,836	542,500	823,331
Median	735,000	839,510	715,193	783,716	850,000	1,024,614
75th Percentile	975,000	1,013,403	834,558	913,256	987,500	1,271,484
Mean	743,454	909,389	738,818	809,042	751,041	1,120,833
Deferred Compensation						
Count	6	21	3	12	3	9
25th Percentile	62,500	66,000				
Median	100,500	179,520				
75th Percentile	119,000	250,000				
Mean	104,083	193,697				
Employer Retirement as a Percent of Salary						
Count	21	85	14	58	7	27
25th Percentile	3	3	4	4	2	2
Median	4	5	6	5	3	3
75th Percentile	6	8	6	8	3	4
Mean	7	6	9	7	3	5
Total Compensation						
Count	21	85	14	58	7	27
25th Percentile	725,117	751,644	732,764	720,434	805,750	863,000
Median	833,375	906,630	791,047	881,834	996,446	1,140,376
75th Percentile	1,066,500	1,140,376	980,437	1,058,900	1,073,250	1,374,965
Mean	851,578	1,019,093	826,294	900,413	902,145	1,274,036
Additional Income						
Count	17	45	11	31	6	14
25th Percentile	30,000	10,000	33,289	8,991	35,000	125,992
Median	58,000	100,000	68,165	16,000	50,000	249,115
75th Percentile	106,119	250,729	128,060	153,310	56,000	386,431
Mean	93,699	167,049	92,819	111,994	95,314	288,955
Total Compensation Plus Additional Income						
Count	14	44	10	30	4	14
25th Percentile	850,779	858,577				
Median	1,003,368	1,066,386				
75th Percentile	1,172,604	1,551,919				
Mean	1,034,664	1,315,775				