



Report on the Compensation of Medical School Deans

2025-2026

March 2026

Executive Summary

Background

The Survey on the Compensation of Medical School Deans, 2025-2026, was sent in September 2025 to the 160 deans of LCME-accredited U.S. medical schools. Deans were asked to report compensation and responsibility data as of September 1, 2025.

The report presents aggregate data on compensation for 113 deans (a 70.6% 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 participating deans in 2025-2026 (\$867,444) is 2.9% higher than the median salary for all participating deans in 2024-2025 (\$843,148). The median total compensation, which is derived from the sum of salary, deferred compensation, and employer retirement contributions, increased by 4.8% (from \$897,465 in 2024-2025 to \$940,676 in 2025-2026).

When only permanent deans from medical schools with data in both years are analyzed, the median salary increased by 4.7% (from \$852,014 in 2024-2025 to \$892,233 in 2025-2026), and the median total compensation increased by 4.2% (from \$912,144 in 2024-2025 to \$950,474 in 2025-2026).

Definition of Compensation Components

Salary: Salary is compensation that is annually fixed by the institution, regardless of source. Salary includes any 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 period would be paid in future years. Deferred compensation does not include employee retirement contributions through salary reduction plans, 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, 2024 through June 30, 2025).

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 who reported additional income. Total compensation plus additional income excludes deans who did not report employer retirement contributions.

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. Compensation is reported by all, public, and private medical schools.

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 the Public or Private statistics when the corresponding statistics cannot be displayed.

In the table descriptions below, the number of deans having the reported characteristics out of the 113 participating medical schools is in parentheses.

Tables 2 through 7 group deans by the responsibilities that 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 the health profession school or college reported to the medical school dean. Likewise, medical school deans were instructed to indicate they were responsible for the faculty practice plan(s) 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.

Table 1: All deans who provided data for the survey (113 deans).

Table 1a: All deans by gender (112 deans) – These respondents include all deans reporting gender and self-identifying as either a man or a woman in the 2025-2026 survey.

Table 1b: All deans by race/ethnicity (111 deans) – These respondents include all deans reporting race/ethnicity in the 2025-2026 survey. Deans self-identifying as either American Indian or Alaska Native; Asian; Black or African American; Hispanic or Latino; Middle Eastern or North African; Native Hawaiian or Pacific Islander; and/or of Some Other Race or Ethnicity are included in the People of Color 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 (58 deans).

Table 3: Deans with responsibility for the medical school and the faculty practice plan(s) only (21 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(s), and at least one other health profession school or college only (9 deans).

Table 6: Deans with responsibility for the medical school and a hospital or health system (12 deans) — These respondents may have other responsibilities.

Table 7: Deans without responsibility for the faculty practice plan(s) or the hospital or health system (71 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 profession school or college only.

Table 8: Deans at Community-Based Medical Schools (24 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 37 community-based medical schools.

Table 9: Deans at Research-Intensive Medical Schools (15 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 2024 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 \$536,322,794. Research expenditures were available for 108 of the 113 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 (54 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 2024 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 2025-2026 survey. For all, public, and private schools, the 50th percentiles are \$80,637,506, \$76,639,140, and \$99,914,262, respectively. Research expenditures were available for 108 of the 113 medical schools that participated in the survey.

Table 11: Deans at Medical Schools with Total Federal Research Grants and Contracts Expenditures Below the Median (54 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 108 of the 113 medical schools that participated in the survey.

Table 12: Deans at Medical Schools with Total Recorded Revenues At or Above the Median (56 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 2024 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 2025-2026 survey. For all, public, and private schools, the 50th percentiles are \$314,861,543, \$332,091,522, and \$239,550,990, respectively. Total recorded revenues were available for 112 of the 113 medical schools that participated in the survey.

Table 13: Deans at Medical Schools with Total Recorded Revenues Below the Median (56 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 112 of the 113 medical schools that participated in the survey.

The 2024-2025 figures in this report reflect new data that were received from respondents after the 2024-2025 publication was released.

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 [Advancing Compensation Equity as a Strategic Workforce Solution](#).

The full report is classified as restricted to new and participating medical school deans, and it is not distributed to other individuals unless otherwise provided by the AAMC at its sole discretion. 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	
	2025-2026	2024-2025	2025-2026	2024-2025	2025-2026	2024-2025
Salary						
Count	113	124	74	83	39	41
25th Percentile	738,500	694,830	739,559	697,500	729,868	680,000
Median	867,444	843,148	844,333	800,000	1,140,000	890,950
75th Percentile	1,150,000	1,008,896	959,220	970,431	1,334,000	1,220,000
Mean	979,979	914,515	887,478	860,421	1,155,493	1,024,021
Deferred Compensation						
Count	21	24	13	13	8	11
25th Percentile	50,000	64,250	50,000	50,000	187,500	87,500
Median	112,500	130,500	70,000	100,000	391,362	140,001
75th Percentile	282,723	241,962	112,500	225,000	588,005	391,362
Mean	213,296	184,694	114,229	139,840	374,279	237,702
Employer Retirement as a Percent of Salary						
Count	108	114	72	80	36	34
25th Percentile	3	3	4	3	3	3
Median	5	4	6	5	4	3
75th Percentile	8	8	9	9	5	4
Mean	6	7	7	7	5	4
Total Compensation						
Count	108	114	72	80	36	34
25th Percentile	795,982	743,500	795,982	746,500	806,001	731,125
Median	940,676	897,465	919,704	890,658	1,201,111	905,988
75th Percentile	1,252,622	1,153,208	1,092,971	1,127,114	1,513,416	1,277,804
Mean	1,089,054	1,004,501	968,569	951,843	1,330,024	1,128,403
Additional Income						
Count	60	62	40	39	20	23
25th Percentile	50,000	40,100	26,625	37,850	136,250	51,000
Median	133,804	126,318	86,000	100,000	286,652	237,000
75th Percentile	254,779	270,619	200,000	196,258	550,972	481,703
Mean	212,129	248,974	139,584	189,849	357,220	349,230
Total Compensation Plus Additional Income						
Count	57	58	38	39	19	19
25th Percentile	955,839	872,621	895,419	851,298	1,497,400	1,057,500
Median	1,104,346	1,068,357	1,005,100	1,005,849	1,741,672	1,572,943
75th Percentile	1,665,738	1,461,409	1,211,950	1,255,576	2,055,672	1,831,723
Mean	1,351,080	1,352,385	1,079,373	1,161,770	1,894,494	1,743,648

AAMC REPORT ON THE COMPENSATION OF MEDICAL SCHOOL DEANS 2025-2026

**TABLE
1a**

All Deans by Gender

	All Schools		Public Schools		Private Schools	
	Men	Women	Men	Women	Men	Women
Salary						
Count	75	37	52	21	23	16
25th Percentile	769,000	658,000	753,021	726,582	816,008	567,373
Median	867,444	871,082	841,726	861,332	1,150,000	1,012,900
75th Percentile	1,109,800	1,218,850	961,250	906,361	1,491,850	1,295,650
Mean	1,009,441	923,916	888,331	887,407	1,283,256	971,834
Deferred Compensation						
Count	16	5	9	4	7	1
25th Percentile	45,707	70,000				
Median	116,250	100,000				
75th Percentile	220,681	582,757				
Mean	190,428	286,471				
Employer Retirement as a Percent of Salary						
Count	72	35	51	20	21	15
25th Percentile	3	3	4	5	2	3
Median	5	6	5	6	3	4
75th Percentile	7	10	8	10	5	7
Mean	6	7	6	8	4	5
Total Compensation						
Count	72	35	51	20	21	15
25th Percentile	805,240	763,597	798,470	784,289	844,570	653,171
Median	940,676	952,948	919,333	943,142	1,244,996	1,183,450
75th Percentile	1,209,233	1,339,048	1,069,824	1,220,041	1,750,000	1,369,275
Mean	1,113,176	1,044,968	955,881	1,004,589	1,495,179	1,098,807
Additional Income						
Count	38	21	28	11	10	10
25th Percentile	67,847	27,500	50,000	14,500	220,681	52,500
Median	138,499	100,000	86,000	60,000	411,334	175,000
75th Percentile	259,636	249,850	200,000	174,789	602,241	464,820
Mean	227,041	187,203	153,131	102,431	433,987	280,452
Total Compensation Plus Additional Income						
Count	37	19	27	10	10	9
25th Percentile	955,839	884,938	904,214	849,432	1,666,743	1,357,547
Median	1,077,000	1,357,547	1,004,258	987,626	1,883,452	1,683,581
75th Percentile	1,481,138	1,712,627	1,205,431	1,401,663	2,916,570	1,759,252
Mean	1,393,024	1,284,497	1,081,390	1,075,439	2,234,433	1,516,783

**TABLE
1b**

All Deans by Race/Ethnicity

	All Schools		Public Schools		Private Schools	
	People of Color	White	People of Color	White	People of Color	White
Salary						
Count	30	81	18	54	12	27
25th Percentile	683,250	742,734	775,000	729,562	556,250	816,008
Median	847,316	875,000	847,316	841,726	874,500	1,170,000
75th Percentile	1,070,600	1,170,000	951,703	951,980	1,165,749	1,416,510
Mean	877,393	1,013,307	872,968	881,889	884,031	1,276,143
Deferred Compensation						
Count	5	16	4	9	1	7
25th Percentile	70,000	50,000				
Median	70,000	116,250				
75th Percentile	144,750	520,689				
Mean	91,910	251,229				
Employer Retirement as a Percent of Salary						
Count	28	78	18	52	10	26
25th Percentile	4	3	4	4	3	3
Median	5	5	6	6	4	3
75th Percentile	7	9	8	10	6	5
Mean	6	6	6	7	5	5
Total Compensation						
Count	28	78	18	52	10	26
25th Percentile	775,350	808,994	801,723	787,143	621,038	850,177
Median	912,538	959,073	912,538	926,335	974,464	1,304,024
75th Percentile	1,162,771	1,317,013	1,091,083	1,062,599	1,238,440	1,789,122
Mean	952,532	1,134,935	935,552	970,674	983,096	1,463,457
Additional Income						
Count	20	40	13	27	7	13
25th Percentile	60,000	26,875	66,000	9,410	55,000	200,000
Median	88,974	181,228	77,947	88,000	140,000	290,581
75th Percentile	175,742	284,688	136,998	220,423	420,686	627,875
Mean	168,194	234,097	101,869	157,742	291,367	392,678
Total Compensation Plus Additional Income						
Count	19	38	13	25	6	13
25th Percentile	904,214	959,289	921,803	876,250	897,949	1,669,758
Median	1,051,477	1,158,229	1,004,258	1,005,941	1,525,367	2,002,333
75th Percentile	1,433,067	1,680,125	1,332,066	1,192,391	1,722,689	2,485,267
Mean	1,150,711	1,451,264	1,070,669	1,083,899	1,324,138	2,157,735

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