

Report on the Compensation of Medical School Deans

2024-2025

March 2025

Executive Summary

Background

The Survey on the Compensation of Medical School Deans, 2024-2025, was sent in September 2024 to the 158 deans of accredited U.S. medical schools. Deans were asked to report compensation and responsibility data as of September 1, 2024.

The report presents aggregate data on compensation for 120 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 participating deans in 2024-2025 (\$848,148) is 2.0% higher than the median salary for all participating deans in 2023-2024 (\$831,600). The median total compensation, which is derived from the sum of salary, deferred compensation, and employer retirement contributions, increased by 0.6% (from \$891,971 in 2023-2024 to \$897,577 in 2024-2025).

When only permanent deans from medical schools with data in both years are analyzed, the median salary increased by 1.8% (from \$839,755 in 2023-2024 to \$854,797 in 2024-2025), and the median total compensation increased by 1.4% (from \$899,740 in 2023-2024 to \$912,144 in 2024-2025).

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 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, 2023 through June 30, 2024).

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.

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.

For each table with deans having the characteristics reported on below, the number of deans out of the 120 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.

Table 1: All deans who provided data for the survey (120 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 2024-2025 survey.

Table 1b: All deans by race/ethnicity (120 deans) – These respondents include all deans reporting race/ethnicity in the 2024-2025 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 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 (56 deans).

Table 3: Deans with responsibility for the medical school and the faculty practice plan only (25 deans).

Table 4: Deans with responsibility for the medical school and at least one other health profession school or college only (15 deans).

Table 5: Deans with responsibility for the medical school, faculty practice plan, and at least one other health professions school or college only (13 deans).

Table 6: Deans with responsibility for the medical school and a hospital or health system (11 deans) — These respondents may have other responsibilities.

Table 7: Deans without responsibility for the faculty practice plan or the hospital/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 professions school or college only.

Table 8: Deans at Community-Based Medical Schools (31 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 (13 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 2023 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 \$508,156,268. Research expenditures were available for 117 of the 120 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 (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 federal research grants and contracts expenditures (i.e., direct and indirect costs), derived from the FY 2023 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 2024-2025 survey. For all, public, and private schools, the 50th percentiles are \$70,469,729, \$68,227,664, and \$74,979,270, respectively. Research expenditures were available for 117 of the 120 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 117 of the 120 medical schools that participated in the survey.

Table 12: Deans at Medical Schools with Total Recorded Revenues At or Above the Median (60 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 2023 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 2024-2025 survey. For all, public, and private schools, the 50th percentiles are \$297,638,800, \$324,227,188, and \$176,835,304, respectively. Total recorded revenues were available for 119 of the 120 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 119 of the 120 medical schools that participated in the survey.

The 2023-2024 figures in this report reflect new data that were received from respondents after the 2023-2024 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 "[Understanding and Addressing Faculty Salary Equity](#)."

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

All Deans

1

	All Schools		Public Schools		Private Schools	
	2024-2025	2023-2024	2024-2025	2023-2024	2024-2025	2023-2024
Salary						
Count	120	120	82	80	38	40
25th Percentile	697,438	680,413	700,000	664,720	684,563	817,862
Median	848,148	831,600	806,664	773,750	900,475	969,223
75th Percentile	1,008,896	1,000,000	977,197	917,234	1,201,319	1,125,560
Mean	910,583	875,089	859,407	794,650	1,021,015	1,035,968
Deferred Compensation						
Count	25	26	14	14	11	12
25th Percentile	69,000	60,000	54,750	60,000	87,500	114,718
Median	136,000	122,500	112,500	100,500	140,001	225,000
75th Percentile	282,723	237,500	227,531	123,750	403,862	306,372
Mean	203,191	170,852	162,351	113,442	255,169	237,829
Employer Retirement as a Percent of Salary						
Count	110	115	79	79	31	36
25th Percentile	3	3	4	4	3	2
Median	5	4	6	5	3	3
75th Percentile	8	7	9	8	4	4
Mean	7	7	8	8	4	4
Total Compensation						
Count	110	115	79	79	31	36
25th Percentile	750,294	728,703	752,589	718,857	741,750	858,209
Median	897,577	891,971	895,315	833,375	912,362	1,091,075
75th Percentile	1,176,258	1,108,686	1,131,437	1,038,399	1,301,961	1,347,489
Mean	1,009,268	983,655	959,254	882,628	1,136,722	1,205,352
Additional Income						
Count	60	65	40	45	20	20
25th Percentile	40,300	15,227	38,925	10,000	51,500	56,000
Median	126,318	75,000	100,000	50,000	193,500	206,000
75th Percentile	265,534	212,000	197,268	150,000	378,734	350,106
Mean	221,569	147,015	192,863	109,750	278,982	230,862
Total Compensation Plus Additional Income						
Count	56	62	40	44	16	18
25th Percentile	859,696	827,750	834,298	821,862	1,139,750	1,154,079
Median	1,050,713	1,029,716	1,000,934	925,059	1,475,708	1,562,946
75th Percentile	1,393,438	1,390,954	1,253,194	1,148,791	1,776,160	1,817,762
Mean	1,299,204	1,228,788	1,150,536	1,032,710	1,670,877	1,708,091

AAMC REPORT ON THE COMPENSATION OF MEDICAL SCHOOL DEANS 2024-2025

**TABLE
1a**

All Deans by Gender

	All Schools		Public Schools		Private Schools	
	Men	Women	Men	Women	Men	Women
Salary						
Count	90	29	65	16	25	13
25th Percentile	700,000	655,000	700,000	614,000	698,250	680,000
Median	848,148	859,963	813,328	816,592	950,000	890,950
75th Percentile	1,018,068	956,900	988,772	905,013	1,250,000	1,140,000
Mean	937,714	831,059	878,224	788,240	1,092,387	883,759
Deferred Compensation						
Count	18	7	9	5	9	2
25th Percentile	81,250	50,000	100,000		75,000	
Median	170,001	100,000	200,000		140,001	
75th Percentile	295,681	164,750	228,375		525,000	
Mean	227,071	141,786	178,880		275,263	
Employer Retirement as a Percent of Salary						
Count	84	25	64	14	20	11
25th Percentile	3	3	4	3	3	3
Median	5	4	5	6	3	4
75th Percentile	8	8	9	10	5	4
Mean	7	6	8	8	4	4
Total Compensation						
Count	84	25	64	14	20	11
25th Percentile	761,544	720,500	762,669	641,520	752,063	752,250
Median	899,380	899,839	899,380	854,666	898,648	985,000
75th Percentile	1,159,196	1,183,191	1,127,114	1,094,631	1,461,915	1,216,596
Mean	1,035,768	928,323	977,290	887,691	1,222,898	980,036
Additional Income						
Count	43	16	32	7	11	9
25th Percentile	60,673	37,313	40,300	39,625	126,318	40,000
Median	139,381	77,217	100,000	102,433	273,162	52,000
75th Percentile	268,077	258,672	203,854	193,869	481,703	344,174
Mean	248,524	161,826	211,778	131,313	355,420	185,559
Total Compensation Plus Additional Income						
Count	40	15	32	7	8	8
25th Percentile	881,673	838,405	859,696	831,820	1,257,104	1,109,625
Median	1,050,713	1,222,000	1,025,825	925,927	1,757,896	1,246,596
75th Percentile	1,393,438	1,427,079	1,253,194	1,176,345	2,739,103	1,643,110
Mean	1,376,273	1,125,282	1,204,579	949,939	2,063,045	1,278,708

AAMC REPORT ON THE COMPENSATION OF MEDICAL SCHOOL DEANS 2024-2025

**TABLE
1b**

All Deans by Race/Ethnicity

	All Schools		Public Schools		Private Schools	
	POC	White	POC	White	POC	White
Salary						
Count	30	90	20	62	10	28
25th Percentile	651,250	730,290	678,500	706,388	523,750	822,870
Median	745,500	859,982	751,675	845,000	672,500	965,713
75th Percentile	935,238	1,028,127	906,723	980,804	935,238	1,272,981
Mean	744,894	965,813	774,777	886,708	685,129	1,140,974
Deferred Compensation						
Count	6	19	3	11	3	8
25th Percentile	81,250	59,500		50,000		127,000
Median	112,500	140,001		100,000		211,362
75th Percentile	176,375	306,273		262,500		543,750
Mean	128,229	226,864		165,413		311,358
Employer Retirement as a Percent of Salary						
Count	27	83	20	59	7	24
25th Percentile	3	3	3	4	3	3
Median	4	5	4	6	4	3
75th Percentile	6	8	7	10	4	5
Mean	6	7	6	8	4	4
Total Compensation						
Count	27	83	20	59	7	24
25th Percentile	715,250	784,000	720,491	774,250	715,250	830,613
Median	791,000	906,120	798,875	904,165	763,000	1,027,181
75th Percentile	1,020,068	1,219,027	1,028,206	1,169,546	1,005,925	1,394,894
Mean	835,273	1,065,869	837,603	1,000,492	828,614	1,226,586
Additional Income						
Count	19	41	12	28	7	13
25th Percentile	56,673	35,700	64,836	28,460	51,000	65,000
Median	100,000	146,012	85,000	101,217	130,000	273,162
75th Percentile	196,258	312,120	177,711	253,248	294,312	446,115
Mean	143,344	257,820	111,027	227,935	198,743	322,188
Total Compensation Plus Additional Income						
Count	18	38	12	28	6	10
25th Percentile	842,899	908,179	859,696	831,596	802,625	1,345,736
Median	998,425	1,185,541	998,425	1,004,967	1,057,500	1,681,972
75th Percentile	1,220,494	1,525,893	1,116,459	1,273,826	1,339,354	2,342,117
Mean	1,017,606	1,432,593	972,742	1,226,733	1,107,334	2,009,002

AAMC REPORT ON THE COMPENSATION OF MEDICAL SCHOOL DEANS 2024-2025