Higher Education Price Index:

Fiscal Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021*
HEPI	2.3%	1.7%	1.6%	3.0%	2.0%	1.5%	3.0%	2.6%	3.0%	1.9%	2.2%

*2021 is projected

- Luke McHale

Commonfund Higher Education Price Index

2020 Update

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Welcome

We are pleased to share the 2020 update of the annual Higher Education Price Index® (HEPI) with the many stakeholders who make use of this data in their institutional governance and management processes.

Every year the higher education community faces challenges unique to itself. This has never been truer than in fiscal year 2020, interrupted and disrupted as it has been by the novel coronavirus. As the data in this report show, costs this fiscal year did not reflect the enormity of this aberration; year-over-year changes were generally moderate, most likely because COVID-19 did not emerge until the final four months of the period. While the virus burst onto the scene with major impact, inflation—the long-term focus of this report—is one whose true effects are felt more gradually.

A change this year is the method by which HEPI data for faculty salaries and fringe benefits are calculated. This follows similar recalculations dating to 2015. As we did in the past few reports, we are restating data for the preceding five years for purposes of consistency and comparability. Changes in the methodology should be viewed as refinements and the continuity of data gathering and analysis that dates back as far as 1961 remains sound.

The most satisfying part of producing this report every year is the feedback we get from trustees and senior managers telling us how they use HEPI. We hope this will remain true for 2020 and in the years to come.

George Suttles
Executive Director
Commonfund Institute

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About Commonfund Institute

Commonfund Institute houses the education and research activities of Commonfund and provides the entire community of long-term investors with investment information and professional development programs. Commonfund Institute is dedicated to the advancement of investment knowledge and the promotion of best practices in financial management. It provides a wide variety of resources, including conferences, seminars and roundtables on topics such as endowments and governance; proprietary and third-party research such as the Commonfund Benchmark Studies®; publications including the Commonfund Higher Education Price Index® (HEPI); and events such as the annual Commonfund Forum and Investment Stewardship Academy.

Higher Education Price Index Introduction

Executive Summary

Commonfund Higher Education Price Index® (HEPI) data show that costs for colleges and universities rose 1.9 percent in FY2020, a decline from the 3.0 percent increase in FY2019 and the lowest reading since 1.5 percent in FY2016. The FY2020 increase was also below the five-year average annual increase of 2.4 percent.

Year over year, costs in FY2020 rose in six of the eight components tracked by HEPI and declined in two. Faculty salaries, the most heavily weighted component of the index at 35 percent, rose 2.7 percent compared with 2.6 percent in FY2019. Clerical costs, the second-heaviest weighting at 18 percent, rose 3.2 percent, a lower rate than 3.5 percent in FY2019. Fringe benefits, 13 percent of the index, rose 2.9 percent, which was also below last fiscal year's 3.5 percent increase. In only one component—miscellaneous services—was the inflation rate higher this fiscal year than last.

The greatest single change came in the utilities component, where costs declined 15.7 percent compared with the previous year. The steepest increase was 4.0 percent in the service employee component, but that was the same rate of increase reported for FY2019; over the past five years, this component has shown the highest average annual inflation rate.

Compared with the Consumer Price Index[1] (CPI) inflation rate of 1.6 percent in FY2020, HEPI's 1.9 percent rate of inflation was only moderately higher—and by historical standards a very narrow spread. For instance, the difference in FY2017 was 1.2 percentage points (3.0 percent versus 1.8 percent) and for FY2016 the gap was more than double (1.5 percent versus 0.7 percent). For the 2019 fiscal year, HEPI showed a 3.0 percent annual increase versus 2.1 percent for the CPI.

About HEPI

The Higher Education Price Index (HEPI) is an inflation index designed specifically for use by institutions of higher education. Compiled from data reported by government agencies and industry sources, HEPI measures the average relative level in the price of a fixed market basket of goods and services purchased by colleges and universities each year through current fund educational and general expenditures, excluding research. A more accurate indicator of cost changes for colleges and universities than the Consumer Price Index (CPI), HEPI is used primarily to project future budget increases required to preserve purchasing power. With compilations dating back to 1961, HEPI offers almost 60 continuous years of higher education inflation data. It is an essential tool enabling schools to determine increases in funding necessary to maintain both real purchasing power and investment.

In 2005, Commonfund Institute assumed responsibility for the index and the proprietary model used to calculate HEPI's values from Research Associates of Washington, D.C. In subsequent years, in keeping with its commitment to improving and expanding the index, Commonfund Institute has expanded HEPI to include additional calculations and measures.

HEPI is compiled using data items from publicly-available sources that are released at different points in the academic fiscal year, which runs from July 1 through the following June 30. We use this data, as it is released, to calculate HEPI forecasts that are released each April, June and August. The final report is released in December each year.

1 The Bureau of Labor Statistics (BLS) updates CPI statistics monthly. It also provides a six- and 12-month average change; January-June, July-December and January-December. The CPI values reported on Commonfund's HEPI web site are based on fiscal year (July 1 through June 30) 12-month averages rather than the monthly (or point-to-point) CPI values usually reported by the BLS.

IMPORTANT NOTE: In 2015, the American Association of University Professors (AAUP) began using a new methodology to calculate salary and total compensation that was not directly comparable with the past. Further adjustments were made to the data for FY2020 and data for fiscal years 2015 through 2019 have now been restated to account for the change and make the data compatible with past reporting.

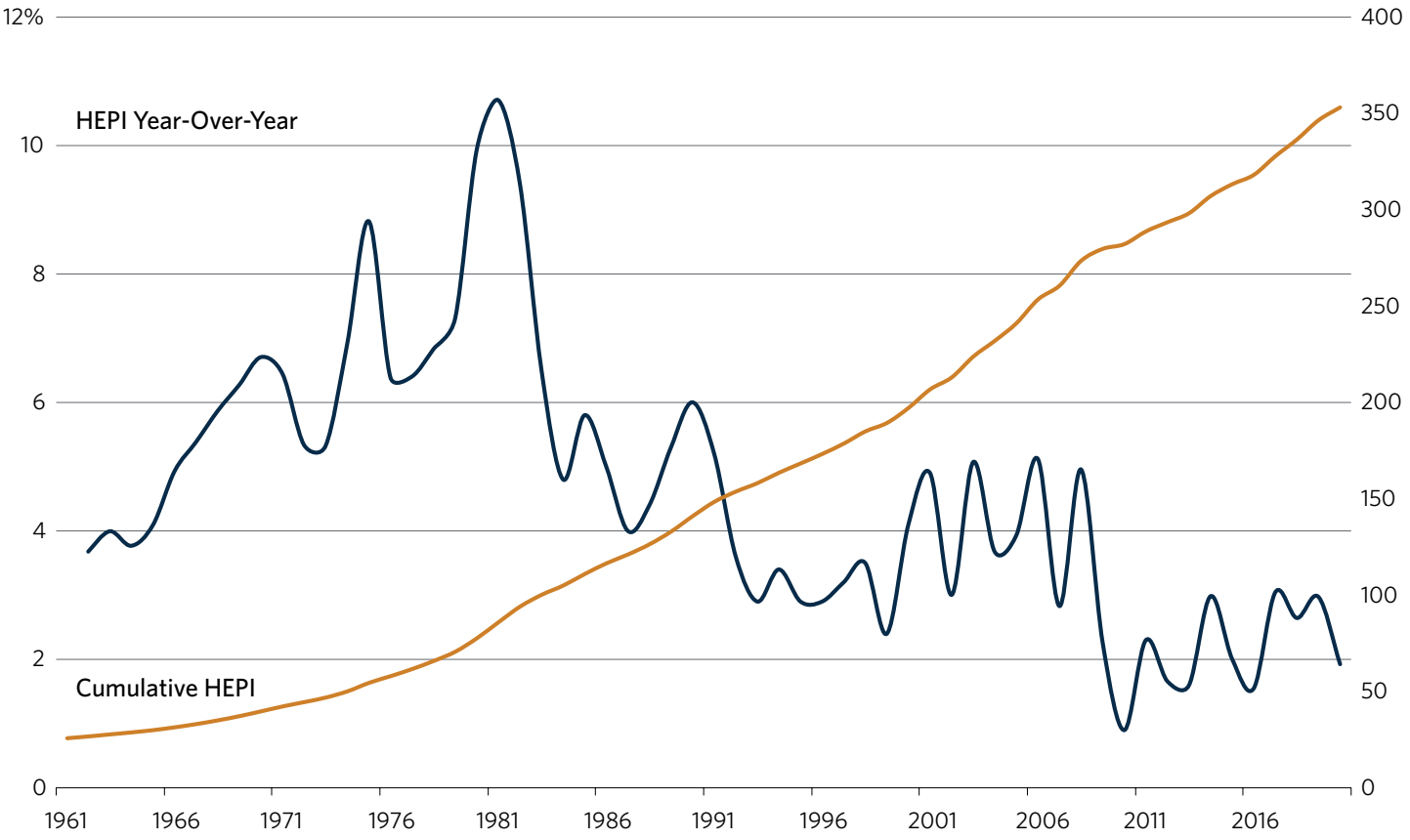
HEPI data are provided free of charge via Commonfund's website at www.commonfund.org/HEPI where you can sign up to receive forecasts and the full HEPI report.

The HEPI Tables

The chart below shows HEPI from fiscal years 1961 to 2020. Table A on page 3 summarizes HEPI and CPI for the same period. Table B on page 4 summarizes the regression formula used since FY2002 to calculate HEPI. HEPI data beginning with FY2002 have been restated to reflect methodological improvements adopted in 2009.

HIGHER EDUCATION PRICE INDEX

1961-2020



This chart traces the Higher Education Price Index (HEPI) from 1961 to 2020. Cumulative HEPI is represented by the steadily increasing orange line, indexed to 100 for 1983, and should be read using the right-hand scale. The jagged line traces percentage year-over-year changes in HEPI and should be read using the left-hand scale. In this chart and in the supporting data in Table A on page 3, HEPI is presented in two ways—as an index level and as a year-over-year percent change. HEPI data beginning with FY2002 have been restated to reflect the methodological improvements adopted in 2009.

TABLE A

HISTORICAL SUMMARY OF HIGHER EDUCATION PRICE INDEX AND CONSUMER PRICE INDEX

Fiscal Years 1961 to 2020

	College and university operations		Consumer prices			College and university operations		Consumer prices	
Fiscal year	HEPI Index Value 1983 = 100	Yearly % Change	CPI Index Value 1983 = 100	Yearly % Change	Fiscal year	HEPI Index Value 1983 = 100	Yearly % Change	CPI Index Value 1983 = 100	Yearly % Change
1961	25.6	-	30.3	-	1991	148.2	5.2%	136.4	5.4%
1962	26.5	3.7%	30.6	1.0%	1992	153.5	3.6%	140.8	3.2%
1963	27.6	4.0%	31.0	1.1%	1993	157.9	2.9%	145.2	3.1%
1964	28.6	3.8%	31.4	1.4%	1994	163.3	3.4%	148.8	2.5%
1965	29.8	4.1%	31.8	1.3%	1995	168.1	2.9%	153.2	3.0%
1966	31.3	4.9%	32.6	2.3%	1996	173.0	2.9%	157.4	2.7%
1967	32.9	5.4%	33.5	3.0%	1997	178.4	3.2%	161.9	2.9%
1968	34.9	5.9%	34.6	3.3%	1998	184.7	3.5%	164.8	1.8%
1969	37.1	6.3%	36.3	4.8%	1999	189.1	2.4%	167.6	1.7%
1970	39.5	6.7%	38.5	5.9%	2000	196.9	4.1%	172.5	2.9%
1971	42.1	6.4%	40.5	5.2%	2001	208.7	6.0%	178.4	3.4%
1972	44.3	5.3%	41.9	3.6%	2002	212.7	1.9%	181.6	1.8%
1973	46.7	5.3%	43.6	3.9%	2003	223.5	5.1%	185.5	2.2%
1974	49.9	6.9%	47.5	8.9%	2004	231.7	3.7%	189.6	2.2%
1975	54.3	8.8%	52.8	11.2%	2005	240.8	3.9%	195.3	3.0%
1976	57.8	6.4%	56.5	7.1%	2006	253.1	5.1%	202.7	3.8%
1977	61.5	6.4%	59.8	5.8%	2007	260.3	2.8%	208.0	2.6%
1978	65.7	6.8%	63.8	6.8%	2008	273.2	5.0%	215.7	3.7%
1979	70.5	7.3%	69.8	9.3%	2009	279.3	2.3%	218.7	1.4%
1980	77.5	9.9%	79.1	13.3%	2010	281.8	0.9%	220.8	1.0%
1981	85.8	10.7%	88.2	11.6%	2011	288.4	2.3%	225.3	2.0%
1982	93.9	9.4%	95.8	8.7%	2012	293.2	1.7%	231.9	2.9%
1983	100.0	6.5%	100.0	4.3%	2013	297.8	1.6%	235.7	1.7%
1984	104.8	4.8%	103.7	3.7%	2014	306.7	3.0%	239.4	1.6%
1985	110.8	5.8%	107.7	3.9%	2015	312.9	2.0%	241.1	0.7%
1986	116.3	5.0%	110.8	2.9%	2016	317.7	1.5%	242.8	0.7%
1987	120.9	4.0%	113.3	2.2%	2017	327.4	3.0%	247.2	1.8%
1988	126.2	4.4%	118.0	4.1%	2018	336.1	2.6%	252.8	2.3%
1989	132.8	5.3%	123.5	4.7%	2019	346.0	3.0%	258.0	2.1%
1990	140.8	6.0%	129.4	4.8%	2020	352.7	1.9%	262.2	1.6%

Sources: HEPI, Research Associates of Washington and Commonfund Institute, July 1 - June 30 data
CPI, U.S. Department of Labor, data is calculated July 1 - June 30 (annual published CPI is computed over the calendar 12-month period)

IMPORTANT NOTE: In 2015, the American Association of University Professors (AAUP) began using a new methodology to calculate salary and total compensation that was not directly comparable with the past. Further adjustments were made to the data for FY2020 and data for fiscal years 2015 through 2020 have now been restated to account for the change and to make the data compatible with past reporting.

Table 3.1 Higher Education Price Index®, 2010-2021
Compiled by Regression Analysis of Components, FY 1961-2001
Reported data through March 23, 2021

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I inserted this page from another document, the 2021 forecast.
- Luke McHale

Fiscal year	Regression HEPI	Faculty salaries (H1.1)	Admin salaries (H1.6)	Clerical (H2.3)	Service employees (H2.5)	Fringe benefits (H3.0)	Misc services (H4.5)	Supplies & mat'l (H5.0)	Utilities (H8.0)
2010	281.8	280.6	337.6	255.2	230.0	402.8	255.8	179.3	193.6
2011	288.4	284.5	343.2	260.2	233.2	417.6	260.3	193.9	201.5
2012	293.2	289.6	352.3	264.8	235.7	425.3	264.6	204.0	191.7
2013	297.8	294.6	362.4	269.8	239.4	437.5	269.4	180.0	195.6
2014	306.7	301.0	366.4	274.8	242.0	458.3	274.2	200.2	211.4
2015	312.9	306.4	381.9	280.4	248.4	484.0	279.8	190.7	183.5
2016	317.7	318.2	393.3	289.1	253.3	487.9	285.7	179.5	146.5
2017	327.4	326.0	405.2	297.3	262.7	501.6	290.7	180.1	167.8
2018	336.1	333.6	414.1	305.9	271.6	516.3	297.8	187.9	170.7
2019	346.0	342.2	424.1	316.6	282.5	534.1	304.8	195.6	172.3
2020	352.7	351.4	430.3	326.6	293.9	549.6	313.2	188.8	145.3
2021 Preliminary Forecast *	**360.4**							**189.7**	**144.7**
2010	0.9%	1.2%	2.0%	1.4%	1.4%	2.1%	1.1%	-1.3%	-9.5%
2011	2.3%	1.4%	1.7%	2.0%	1.4%	3.7%	1.8%	8.1%	4.1%
2012	1.7%	1.8%	2.7%	1.7%	1.1%	1.8%	1.7%	5.2%	-4.9%
2013	1.6%	1.7%	2.9%	1.9%	1.6%	2.9%	1.8%	-11.7%	2.0%
2014	3.0%	2.2%	1.1%	1.9%	1.1%	4.8%	1.8%	11.2%	8.1%
2015	2.0%	1.8%	4.2%	2.1%	2.6%	5.6%	2.1%	-4.8%	-13.2%
2016	1.5%	3.8%	3.0%	3.1%	2.0%	0.8%	2.1%	-5.8%	-20.2%
2017	3.0%	2.5%	3.0%	2.8%	3.7%	2.8%	1.7%	0.3%	14.5%
2018	2.6%	2.3%	2.2%	2.9%	3.4%	2.9%	2.4%	4.3%	1.7%
2019	3.0%	2.6%	2.4%	3.5%	4.0%	3.5%	2.4%	4.1%	0.9%
2020	1.9%	2.7%	1.5%	3.2%	4.0%	2.9%	2.8%	-3.5%	-15.7%
2021 Preliminary Forecast *	**2.2%**							**0.5%**	**10.5%**
Coefficients	-0.286286907	0.3537417	0.104289477	0.18408585	0.082314791	0.131020859	0.022899544	0.055138426	0.068247106
	Intercept	Faculty	Admin	Clerical	Service	Fringe	Services	Supplies	Utilities

SUMMARY OUTPUT

Regression Statistics

Multiple R	0.999998904
R Square	0.999997809
Adjusted R Square	0.999997261
Standard Error	0.096391663
Observations	41

* 2021 Preliminary Forecast: This estimate of HEPI is calculated by inserting into the model a combination of actual new data points, where they have become available, and forecasts of the remaining data points based upon historical information. Numbers in blue are updated monthly.

IMPORTANT NOTES:
As of this forecasting, we have only been able to include information for Supplies & Materials plus Utilities, the most volatile basket items, and the numbers are both positive; these are the only items that do not measure salary changes. As a consequence this forecast does not include salary data for the other six HEPI components. Also, due to COVID-19, we are working to fully understand the impact on salary data. As data comes in over the next few months, we will work to analyze the data and have a better grasp on how salaries are being impacted.

TABLE B

HIGHER EDUCATION PRICE INDEX 2009 – 2020

Regression analysis of components—Fiscal Years 1961 to 2020

	Fiscal	Regression HEPI	Faculty salaries	Admin-istrative salaries	Clerical	Service Employees	Fringe Benefits	Miscel-laneous services	Supplies and materials	Utilities
Index Value	2009	279.3	277.3	330.9	251.6	226.7	394.4	253.1	181.6	213.8
	2010	281.8	280.6	337.6	255.2	230.0	402.8	255.8	179.3	193.6
	2011	288.4	284.5	343.2	260.2	233.2	417.6	260.3	193.9	201.5
	2012	293.2	289.6	352.3	264.8	235.7	425.3	264.6	203.9	191.7
	2013	297.8	294.6	362.4	269.8	239.4	437.5	269.4	180.0	195.6
	2014	306.7	301.0	366.4	274.8	242.0	458.3	274.2	200.2	211.4
	2015	312.9	306.4	381.9	280.4	248.4	484.0	279.8	190.7	183.5
	2016	317.7	318.2	393.3	289.1	253.3	487.9	285.7	179.5	146.5
	2017	327.4	326.0	405.2	297.3	262.7	501.6	290.7	180.1	167.8
	2018	336.1	333.6	414.1	305.9	271.6	516.3	297.8	187.9	170.7
	2019	346.0	342.2	424.1	316.6	282.5	534.1	304.8	195.6	172.3
	2020	352.7	351.4	430.3	326.6	293.9	549.6	313.2	188.8	145.3
Standard Deviation	2002-2020	41.4	39.2	59.7	35.8	30.1	83.2	32.5	23.4	34.8
Yearly% change	2009	2.3%	3.4%	5.4%	2.7%	2.8%	3.6%	2.7%	0.9%	-15.1%
	2010	0.9%	1.2%	2.0%	1.4%	1.4%	2.1%	1.1%	-1.3%	-9.5%
	2011	2.3%	1.4%	1.7%	2.0%	1.4%	3.7%	1.8%	8.2%	4.1%
	2012	1.7%	1.8%	2.7%	1.7%	1.1%	1.8%	1.7%	5.2%	-4.9%
	2013	1.6%	1.7%	2.9%	1.9%	1.6%	2.9%	1.8%	-11.7%	2.1%
	2014	3.0%	2.2%	1.1%	1.9%	1.1%	4.8%	1.8%	11.2%	8.1%
	2015	2.0%	1.8%	4.2%	2.1%	2.6%	5.6%	2.1%	-4.8%	-13.2%
	2016	1.5%	3.8%	3.0%	3.1%	2.0%	0.8%	2.1%	-5.8%	-20.2%
	2017	3.0%	2.5%	3.0%	2.8%	3.7%	2.8%	1.7%	0.3%	14.5%
	2018	2.6%	2.3%	2.2%	2.9%	3.4%	2.9%	2.4%	4.3%	1.7%
	2019	3.0%	2.6%	2.4%	3.5%	4.0%	3.5%	2.4%	4.1%	0.9%
	2020	1.9%	2.7%	1.5%	3.2%	4.0%	2.9%	2.8%	-3.5%	-15.7%

IMPORTANT NOTE: In 2015, the American Association of University Professors (AAUP) began using a new methodology to calculate salary and total compensation that was not directly comparable with the past. Further adjustments were made to the data for FY2020 and data for fiscal years 2015 through 2020 have now been restated to account for the change and to make the data compatible with past reporting.

Summary Output

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Coefficients

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Admin	0.104289477
Clerical	0.18408585
Service	0.082314791
Fringe	0.131020859
Services	0.022899544
Supplies	0.055138426
Utilities	0.068247106

Higher Education Price Index Analysis

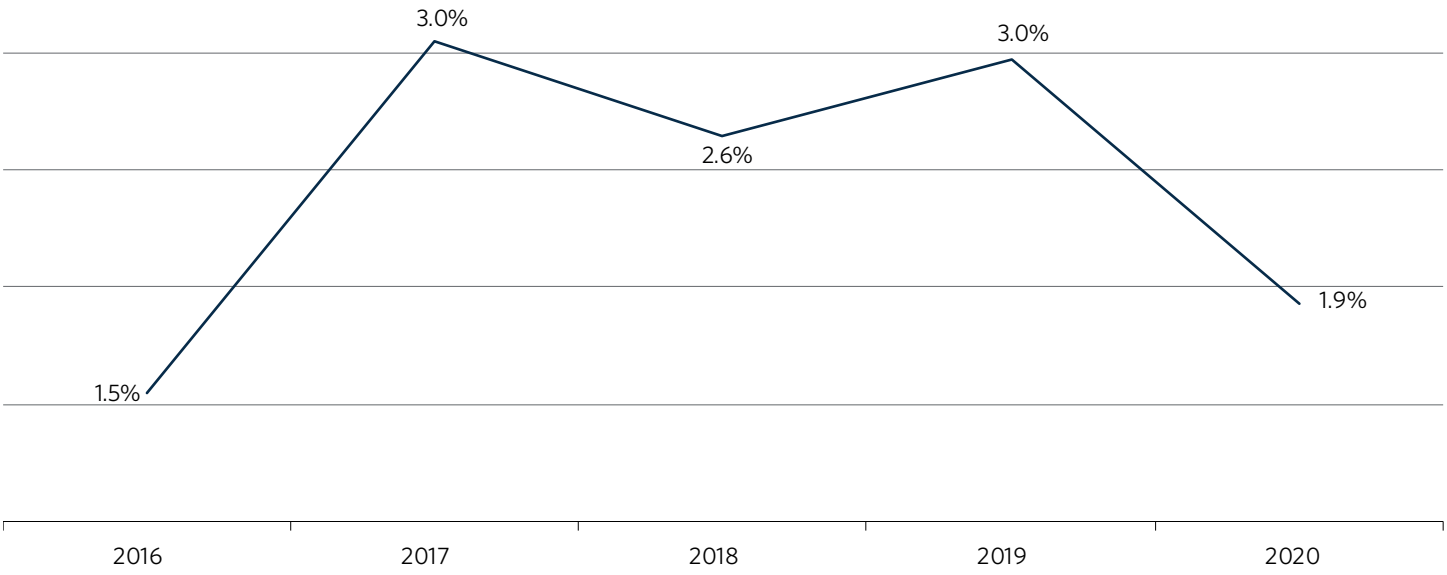
HEPI for 2020

For fiscal year 2020, which ended on June 30, the HEPI calculation reveals that inflation for colleges and universities was 1.9 percent, representing a decline from FY2019's 3.0 percent. FY2020 also represented the lowest rate of inflation since 1.5 percent recorded for FY2016. Rounding out the other two fiscal years in the five-year period, costs rose at a rate of 2.6 percent in FY2018 and 3.0 percent in FY 2017.

FIGURE 1

THE HIGHER EDUCATION PRICE INDEX

Fiscal years 2016 - 2020



- There are eight cost factor components that contribute to the HEPI regression calculation: faculty salaries, administrative salaries, clerical costs, service employee costs, fringe benefits, miscellaneous services, supplies and materials, and utilities.
- The regression equation assigns a different weighting to each cost factor and, therefore, a change in one component may influence the final HEPI calculation more than another.
- The components that are most heavily weighted are faculty salaries, clerical costs, fringe benefits and administrative salaries.

Highlights of 2020 Study

Costs for FY2020 rose in six of the eight components tracked by HEPI and declined in two. For the most part, costs increased at a lower rate in FY2020 compared with FY2019. For example, faculty salaries—most heavily weighted component in the index—increased just one-tenth of a percentage point over FY2019 (2.7 percent versus 2.6 percent) while FY2019 represented a yearly increase of three-tenths of a percentage point over FY2018 (2.6 percent versus 2.3 percent). Cost increases were modest across the board, save a 4.0 percent rise in the costs related to service employees (and that was unchanged from the same rate of increase in FY2019). Costs in two components, utilities and supplies and materials, deflated; costs in the former fell by 15.7 percent and in the latter by 3.5 percent.

Supporting Data

As noted, moderate change typified most cost categories in FY2020. The second most heavily weighted component, clerical costs, rose by 3.2 percent, but that was down from last year's 3.5 percent increase. Fringe benefits, the third most heavily weighted component, rose by 2.9 percent, but that represented a 60-basis-point decline versus the prior year. After that, the fourth most heavily weighted component, administrative salaries, showed a decline of 0.9 percentage point, rising just 1.5 percent versus last year's 2.4 percent.

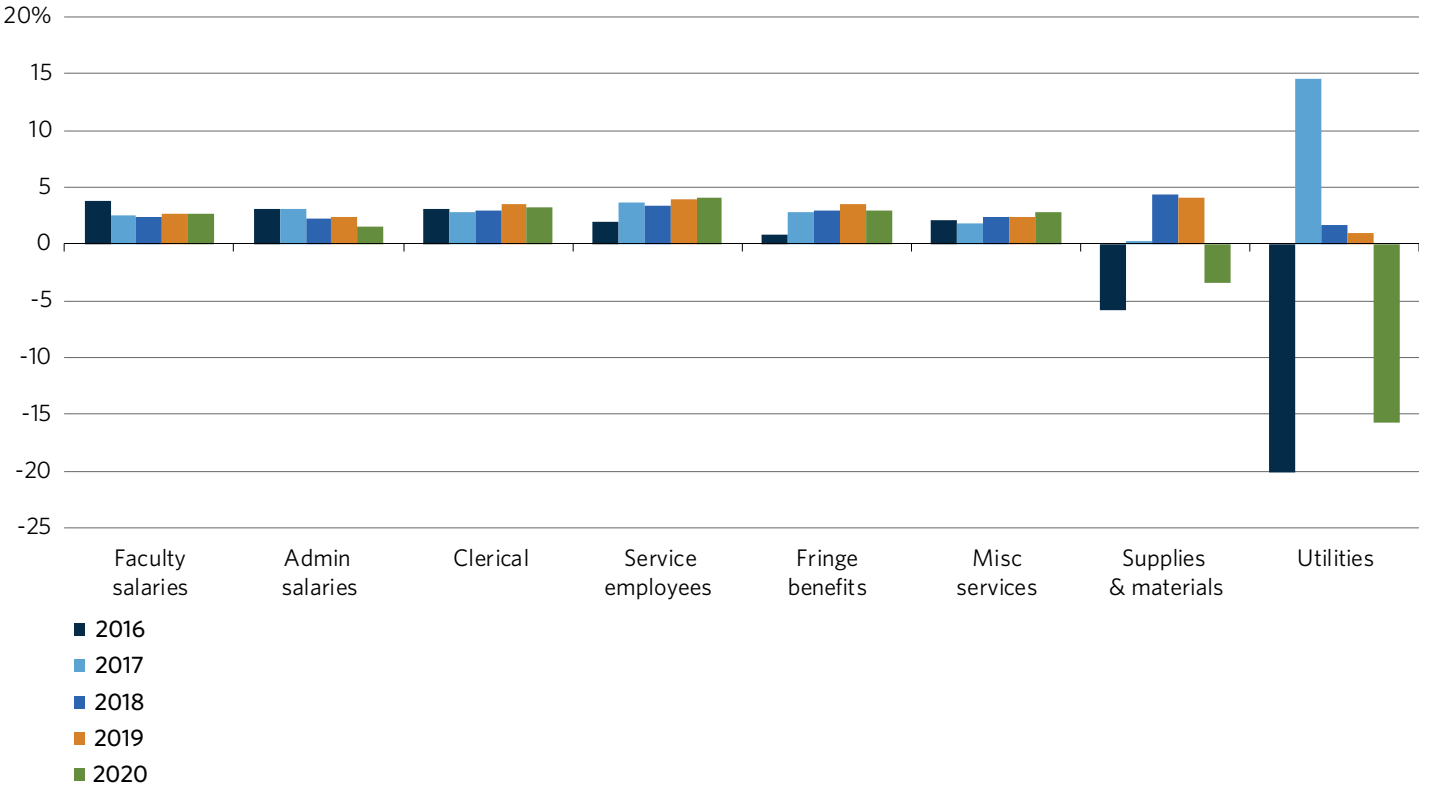
Utilities, with its 15.7 percent decline in costs for FY2020, continued to be the most volatile of the eight components. Dating to FY2015, prices have risen or fallen at double-digit rates in four of the six years. Among the eight components, utilities and supplies and materials are the only categories to show price declines in any of the six trailing years.

5-Year Changes in Cost Factors: Figure 2 Analysis

Figure 2 shows a graphical representation of the changes in the eight cost factors from FY2016 to FY2020. Six cost factors were reasonably stable over the period, rising steadily but not dramatically in any single year. Two cost factors reflect considerable volatility. As mentioned, the most dramatic year-over-year changes have occurred in utilities, which deflated by 15.7 percent for FY2020, after being close to flat in FY2019 and FY2018 (increases of 0.9 percent and 1.7 percent, respectively). In FY2017, this component soared in price, rising by 14.5 percent, marking the single greatest increase for any component over the FY2016 – FY2020 period. Yet that followed a year when costs declined by 20.2 percent, marking the single greatest decline for any component over the five-year period. Turning to supplies and materials, volatility has characterized this component throughout the past decade. Costs fell in four of the 10 years and rose at a double-digit rate in one other. In only one year was the price change negligible (FY2017, when costs rose 0.3 percent).

FIGURE 2

ANNUAL PERCENTAGE CHANGES IN THE 8 HEPI COST FACTORS, FISCAL YEARS 2016 - 2020



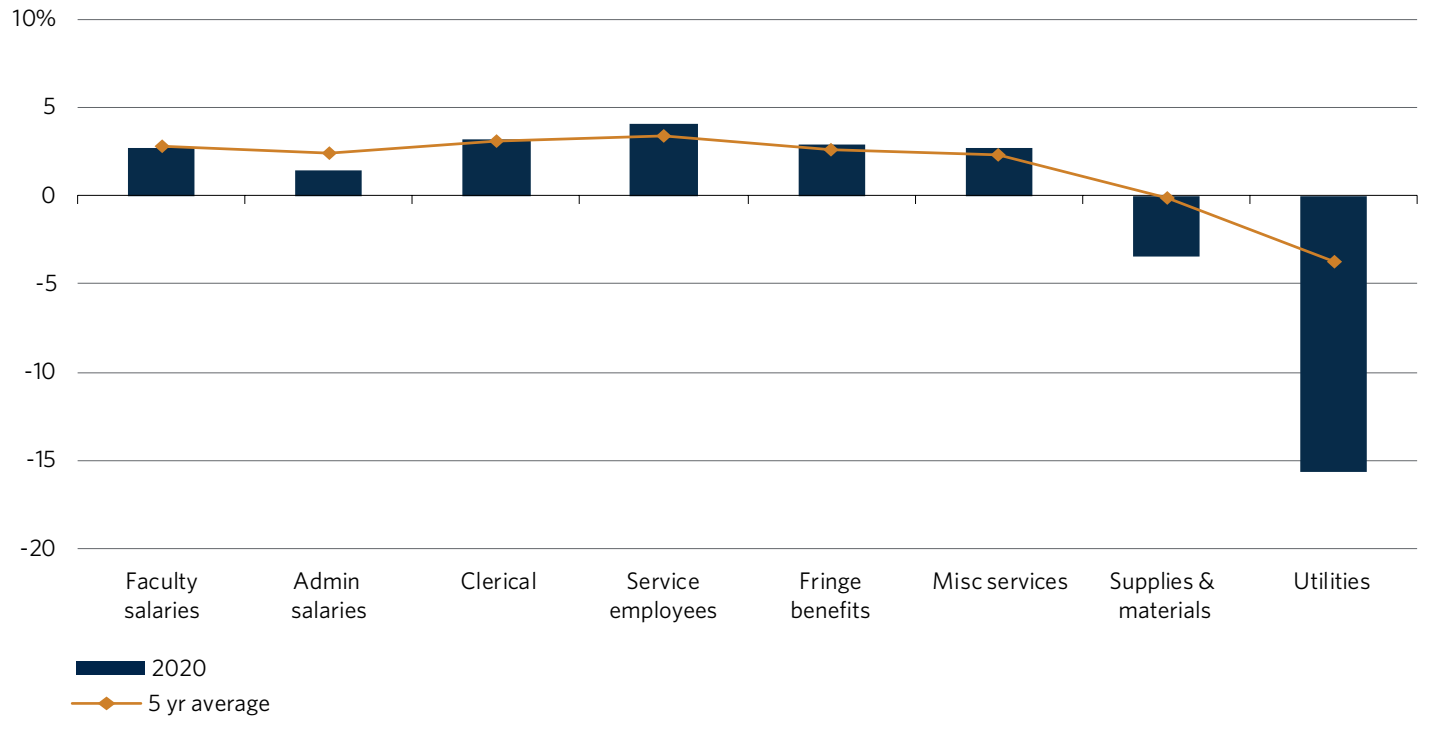
HEPI for FY2020 versus a 5-Year Average: Figure 3 Analysis

Figure 3 shows the results of a longer-term analysis of HEPI's components, comparing the reported rates for FY2020 against their historical five-year averages.

- Of the eight cost factors, four were above their five-year average in FY2020 and four were below.
- Of the four most heavily weighted HEPI components, cost increases in FY2020 were below their five-year average for two: faculty salaries (2.7 percent in FY2020 versus the five-year average of 2.8 percent) and administrative salaries (1.5 percent versus 2.4 percent). Costs were higher for the other two components: clerical (3.2 percent in FY2020 versus the five-year average of 3.1 percent) and fringe benefits (2.9 percent versus 2.6 percent).
- For FY2020, the greatest deviation from the five-year average was in the utilities component, where the difference in cost was 12 percentage points (-15.7 percent in FY2020 versus -3.7 percent for the five-year period).
- The second highest deviation occurred in supplies and materials, where the difference was 3.4 percentage points (-3.5 percent in FY2020 versus a five-year average of -0.1 percent).
- Among components increasing in cost in FY2020 versus the five-year average, the greatest difference (0.6 percentage point) was in service employee costs, which rose 4.0 percent in FY2020 versus a five-year average of 3.4 percent. Miscellaneous services were close behind, at a difference of 0.5 percentage point, with an increase of 2.8 percent in FY2020 compared with a five-year average of 2.3 percent.
- The components showing the least deviation were faculty salaries, which rose 2.7 percent in FY2020 compared to a five-year average of 2.8 percent, and clerical costs, which increased 3.2 percent in FY2020 versus a five-year average of 3.1 percent.

FIGURE 3

ANNUAL PERCENTAGE CHANGES IN THE 8 HEPI COST FACTORS VS. 5-YEAR AVERAGE



Looking at five-year trends, service employee costs have risen the most, an average annual rate of 3.4 percent; costs in this category accelerated to 4.0 percent annually for the past two fiscal years. Following that, clerical costs rose an average of 3.1 percent over the past five years. Faculty salaries showed an average annual increase of 2.8 percent while fringe benefits rose at an average annual pace of 2.6 percent. Administrative salaries rose at a 2.4 percent rate and miscellaneous services increased at a rate of 2.3 percent. As noted, costs fell for the period for utilities (-3.7 percent annually) and supplies and materials (-0.1 percent annually).

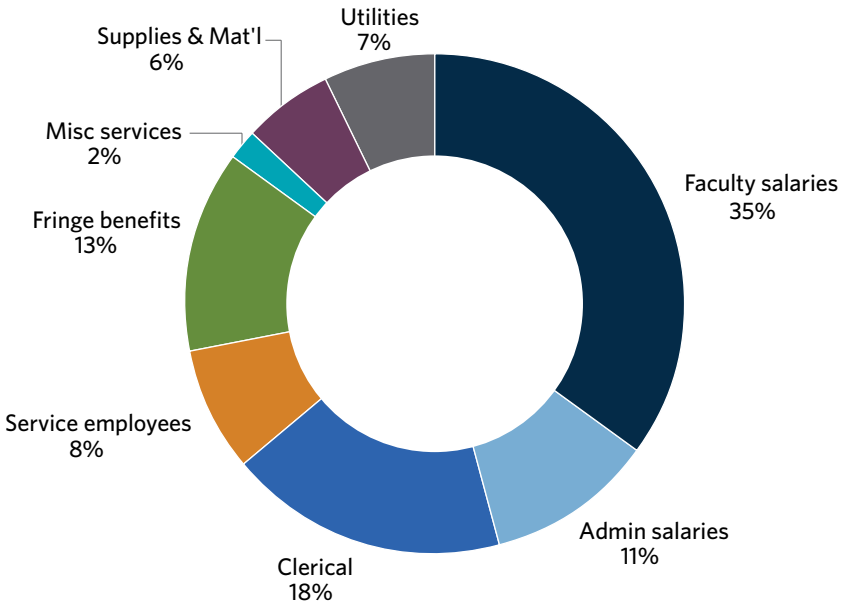
Sensitivity Analysis of the 8 HEPI Regression Components: Figure 4 Analysis

Figure 4 shows how the HEPI regression equation assigns a different weighting to each cost factor.

- Owing to the large variance in these weightings (a difference of 33 percentage points between the high and low), an increase in one component may influence the final HEPI calculation more than an identical increase in another.
- Those components that are most heavily weighted are faculty and clerical salaries and fringe benefits.
- Utilities represent the third lowest weighting and supplies and materials the second lowest. The low weightings of these two components have served to mitigate the effect of the high volatility that has characterized these cost factors in recent years.

FIGURE 4

HEPI COST FACTOR WEIGHTINGS



Sensitivity of HEPI to a 5 Percent Increase in Faculty Salaries or Miscellaneous Services: Figure 5 Analysis

The sensitivity analysis in Figure 5 shows that a 5 percent increase in faculty salaries, the largest component of HEPI, from an index value of 351.4 to 368.9, has the effect of increasing HEPI by 180 basis points, keeping all other components constant. However, a similar 5 percent increase in the index for miscellaneous services, the smallest component, has the effect of adding only 10 basis points to HEPI.

FIGURE 5

SENSITIVITY OF HEPI TO A 5 PERCENT INCREASE IN FACULTY SALARIES OR MISCELLANEOUS SERVICES

	Total	Faculty salaries	Admin salaries	Clerical	Service employees	Fringe benefits	Misc. services	Supplies & mat'l	Utilities
Current									
Index Value	352.7	351.4	430.3	326.6	293.9	549.6	313.2	188.8	145.3
Yearly % Change	1.9%	2.7%	1.5%	3.2%	4.0%	2.9%	2.8%	-3.5%	-15.7%
Scenario: Faculty Salaries up 5%									
Index Value	358.9	368.9	430.3	326.6	293.9	549.6	313.2	188.8	145.3
Yearly % Change	3.7%	7.8%	1.5%	3.2%	4.0%	2.9%	2.8%	-3.5%	-15.7%
△	**180 b.p.**	**510 b.p.**							
Scenario: Misc. Services up 5%									
Index Value	353.1	351.4	430.3	326.6	293.9	549.6	328.8	188.8	145.3
Yearly % Change	2.0%	2.7%	1.5%	3.2%	4.0%	2.9%	7.9%	-3.5%	-15.7%
△	**10 b.p.**						**510 b.p.**		

Higher Education Price Index for Different Types of Educational Institutions

Beginning in FY2007 Commonfund expanded the calculations of HEPI for eight types of educational institutions:

- Public institutions as a whole
- Public doctoral degree-granting institutions
- Public master's degree-granting institutions
- Public two-year colleges
- Private institutions as a whole
- Private doctoral degree-granting institutions
- Private masters' degree-granting institutions
- Private baccalaureate institutions

These indices were calculated using the appropriate faculty salary and fringe benefit information for each type of institution, while holding the other six HEPI cost factors constant. Table C on page 12 shows HEPI for FY2009 – 2020 for these institution types.

For FY2020, HEPI showed a disparity between cost increases for public and private institutions. For public institutions, costs rose 1.5 percent while for private institutions costs rose at more than twice that rate, 3.4 percent. A year ago, costs increased more for public institutions than for private institutions and the difference was a much narrower 0.4 percentage points—2.7 percent for public institutions and 2.3 percent for private institutions.

Public institution costs in FY2020 rose at the second slowest pace of the past five years; only in FY2016 were cost increases more modest—a rate of 1.1 percent. Overall cost increases in FY2020 were in the median range of the five-year period for private institutions; costs actually deflated 2.3 percent in FY2016 but at the other extreme they rose 8.0 percent in FY2018.

TABLE C

HIGHER EDUCATION PRICE INDEX FISCAL YEARS 2009 - 2020

by major categories of public and private educational institutions

		NATIONAL	PUBLIC INSTITUTIONS				PRIVATE INSTITUTIONS			
	Fiscal year	Total	Total	Doctoral	Master's	2 Year College	Total	Doctoral	Master's	Baccalau-reate
Index Value	2009	279.3	276.8	302.1	280.6	275.5	290.5	325.7	295.8	295.7
	2010	281.8	279.3	305.2	281.6	278.3	292.0	327.7	296.0	296.2
	2011	288.4	285.7	311.9	289.6	286.1	298.5	336.7	301.5	301.8
	2012	293.2	290.2	318.0	292.0	290.9	304.7	347.4	305.7	306.5
	2013	297.8	293.2	325.5	294.2	286.3	312.1	354.6	312.6	313.1
	2014	306.7	302.5	334.3	301.1	295.9	322.1	366.3	319.9	323.7
	2015	312.9	308.3	340.1	306.2	300.9	328.7	374.6	321.8	328.4
	2016	317.7	311.7	347.8	313.8	312.3	321.3	375.7	321.3	318.3
	2017	327.4	322.9	360.4	325.0	319.5	332.8	389.1	337.1	330.4
	2018	336.1	332.0	371.3	334.3	334.1	359.3	405.1	353.2	368.2
	2019	346.0	341.0	381.9	342.5	341.4	367.6	417.9	351.4	374.2
	2020	352.7	346.1	387.6	344.3	340.9	380.0	427.4	360.8	376.8
Yearly % Change	2009	2.3%	2.0%	2.3%	2.1%	0.6%	2.8%	3.3%	3.6%	2.7%
	2010	0.9%	0.9%	1.0%	0.4%	1.0%	0.5%	0.6%	0.1%	0.2%
	2011	2.3%	2.3%	2.2%	2.8%	2.8%	2.2%	2.7%	1.8%	1.9%
	2012	1.7%	1.6%	2.0%	0.8%	1.7%	2.1%	3.2%	1.4%	1.6%
	2013	1.6%	1.0%	2.4%	0.7%	-1.6%	2.4%	2.1%	2.3%	2.2%
	2014	3.0%	3.2%	2.7%	2.3%	3.4%	3.2%	3.3%	2.3%	3.4%
	2015	2.0%	1.9%	1.7%	1.7%	1.7%	2.1%	2.3%	0.6%	1.4%
	2016	1.5%	1.1%	2.3%	2.5%	3.8%	-2.3%	0.3%	-0.2%	-3.1%
	2017	3.0%	3.6%	3.6%	3.6%	2.3%	3.6%	3.6%	4.9%	3.8%
	2018	2.6%	2.8%	3.0%	2.8%	4.6%	8.0%	4.1%	4.8%	11.4%
	2019	3.0%	2.7%	2.9%	2.5%	2.2%	2.3%	3.2%	-0.5%	1.6%
	2020	1.9%	1.5%	1.5%	0.6%	-0.1%	3.4%	2.3%	2.7%	0.7%

Faculty Salary Differences by Institution Type

As shown in Figures 6 and 7, faculty salaries – the most heavily weighted component of HEPI – saw an increase of 2.8 percent at public institutions and 3.0 percent at private institutions. Among public institutions, faculty salaries rose the most, 3.1 percent, at doctoral institutions and the least, 0.6 percent at two-year colleges. They rose an average of 1.4 percent at master's degree-granting institutions. Among private institutions, salaries rose the most, 3.7 percent, at doctoral institutions, 1.7 percent at baccalaureate institutions and 0.6 percent at master's degree-granting institutions.

FIGURE 6

FY2020 FACULTY SALARIES
PUBLIC INSTITUTIONS

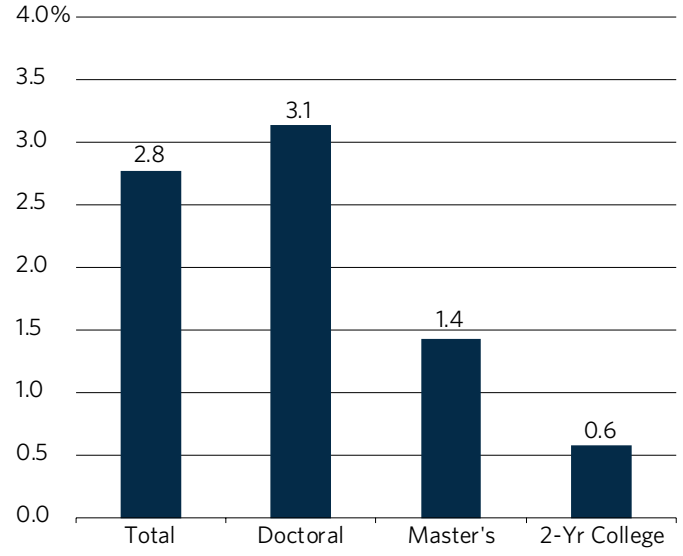
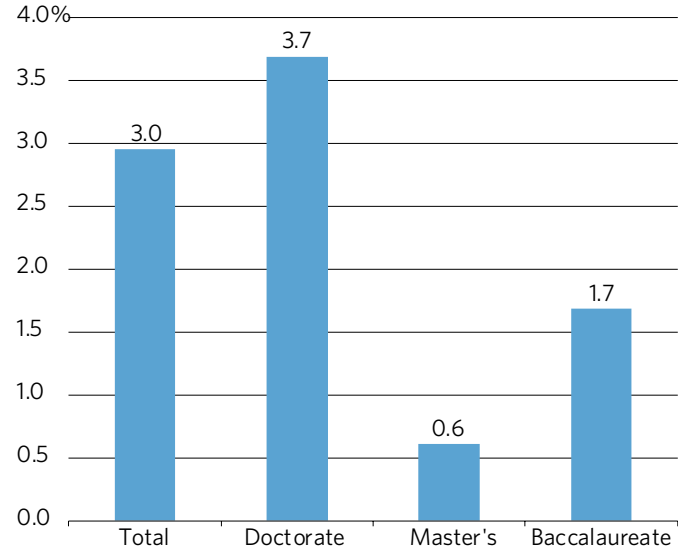


FIGURE 7

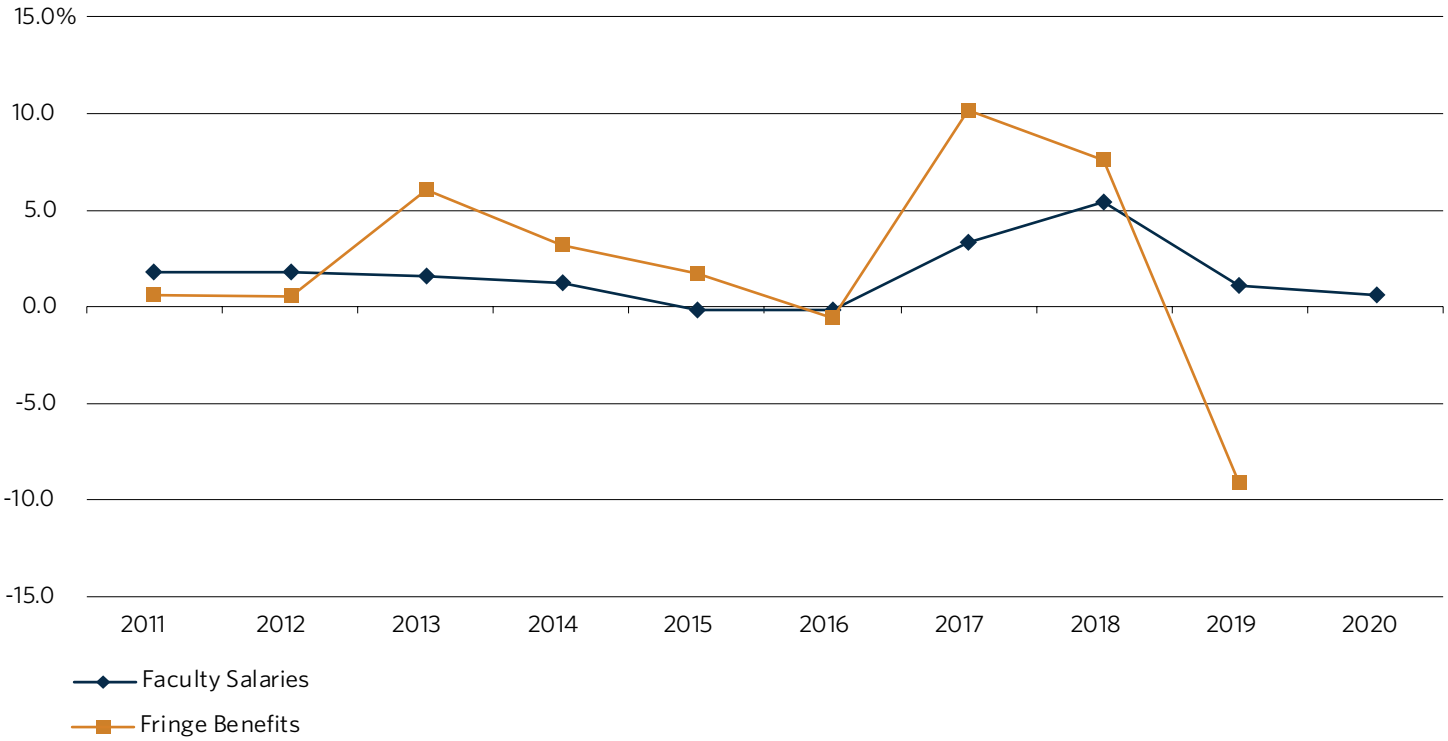
FY2020 FACULTY SALARIES
PRIVATE INSTITUTIONS



As shown in Figure 8, faculty salaries at private master's degree-granting institutions rose 0.6 percent in FY2020, which represented the second lowest rate of inflation over the past five years. This component increased at a rate or 5.4 percent in FY2018, but rose at a much more moderate 1.1 percent in FY2019 before moderating again in FY2020. As noted in Figure 8, fringe benefits are not available for FY2020 but trend data since 2011 are shown as a matter of historical interest.

FIGURE 8

PRIVATE MASTER'S DEGREE-GRANTING INSTITUTIONS



NOTE: Fringe benefits data calculated separately from salaries are not available for FY2020.

Higher Education Price Indices for Different Regions of the Country

Beginning in FY2009, Commonfund further expanded its HEPI service to include calculations of HEPI for the nine standard census divisions of the United States:

- New England — Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
- Middle Atlantic — New Jersey, New York, Pennsylvania
- East North Central — Illinois, Indiana, Michigan, Ohio, Wisconsin
- West North Central — Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
- South Atlantic — Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia
- East South Central — Alabama, Kentucky, Mississippi, Tennessee
- West South Central — Arkansas, Louisiana, Oklahoma, Texas
- Mountain — Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming
- Pacific — Alaska, California, Guam, Hawaii, Oregon, Washington

These indices were calculated using the appropriate faculty salary and fringe benefit information for each region, while holding the other six HEPI cost factors constant. Table D shows HEPI for FY2009 – 2020 for the nine regions.

The FY2020 HEPI, which was 1.9 percent on a national basis, ranged from a high of 3.6 percent in the West North Central region to a low of 0.6 percent in the Middle Atlantic region. No other region was above 3.0 percent, the closest being New England with an average cost increase of 2.9 percent. The second lowest rate of inflation in FY2020 was found in East North Central Region, at 1.4 percent; a year ago, this region had the highest rate of inflation, at 4.5 percent.

TABLE D

HIGHER EDUCATION PRICE INDEX FISCAL YEARS 2009-2020

summarized by region

	Fiscal Year	HEPI National	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
Index Value	2009	279.3	283.2	277.1	275.8	280.6	275.2	281.9	283.2	285.0	295.3
	2010	281.8	284.2	280.7	280.1	281.8	277.6	278.6	288.3	282.9	298.3
	2011	288.4	291.8	288.5	286.3	286.9	281.6	288.1	292.4	289.8	304.4
	2012	293.2	298.3	292.8	289.2	293.7	285.1	294.2	300.2	296.0	310.5
	2013	297.8	307.4	306.0	294.9	299.2	285.7	295.5	301.0	298.4	316.3
	2014	306.7	314.2	307.2	302.1	308.5	300.1	307.4	314.0	307.2	323.7
	2015	312.9	320.6	310.1	308.1	314.3	304.9	312.5	319.6	316.2	331.8
	2016	317.7	326.5	316.5	314.1	319.4	312.6	313.9	327.9	322.9	329.5
	2017	327.4	334.6	324.1	320.4	325.3	323.6	322.1	333.5	327.9	350.3
	2018	336.1	343.5	333.6	323.6	335.3	333.2	331.6	345.6	335.7	363.7
	2019	346.0	350.2	342.7	338.3	341.4	341.3	343.5	351.6	342.9	373.7
	2020	352.7	360.2	344.7	343.1	353.9	350.3	352.7	359.8	350.5	383.4
Yearly % Change	2009	2.3%	3.4%	2.6%	2.4%	3.1%	2.0%	2.0%	2.1%	2.5%	2.6%
	2010	0.9%	0.4%	1.3%	1.6%	0.4%	0.9%	-1.2%	1.8%	-0.7%	1.0%
	2011	2.3%	2.6%	2.8%	2.2%	1.8%	1.5%	3.4%	1.4%	2.4%	2.1%
	2012	1.7%	2.3%	1.5%	1.0%	2.4%	1.2%	2.1%	2.7%	2.1%	2.0%
	2013	1.6%	3.0%	4.5%	2.0%	1.9%	0.2%	0.5%	0.3%	0.8%	1.9%
	2014	3.0%	2.2%	0.4%	2.4%	3.1%	5.1%	4.0%	4.3%	2.9%	2.3%
	2015	2.0%	2.0%	0.9%	2.0%	1.9%	1.6%	1.7%	1.8%	2.9%	2.5%
	2016	1.5%	1.9%	2.0%	1.9%	1.6%	2.5%	0.5%	2.6%	2.1%	-0.7%
	2017	3.0%	2.5%	2.4%	2.0%	1.8%	3.5%	2.6%	1.7%	1.6%	6.3%
	2018	2.6%	2.6%	2.9%	1.0%	3.1%	3.0%	2.9%	3.6%	2.4%	3.8%
	2019	3.0%	2.0%	2.7%	4.5%	1.8%	2.4%	3.6%	1.7%	2.1%	2.8%
	2020	1.9%	2.9%	0.6%	1.4%	3.6%	2.6%	2.7%	2.3%	2.2%	2.6%

Faculty Salary Differences by Region

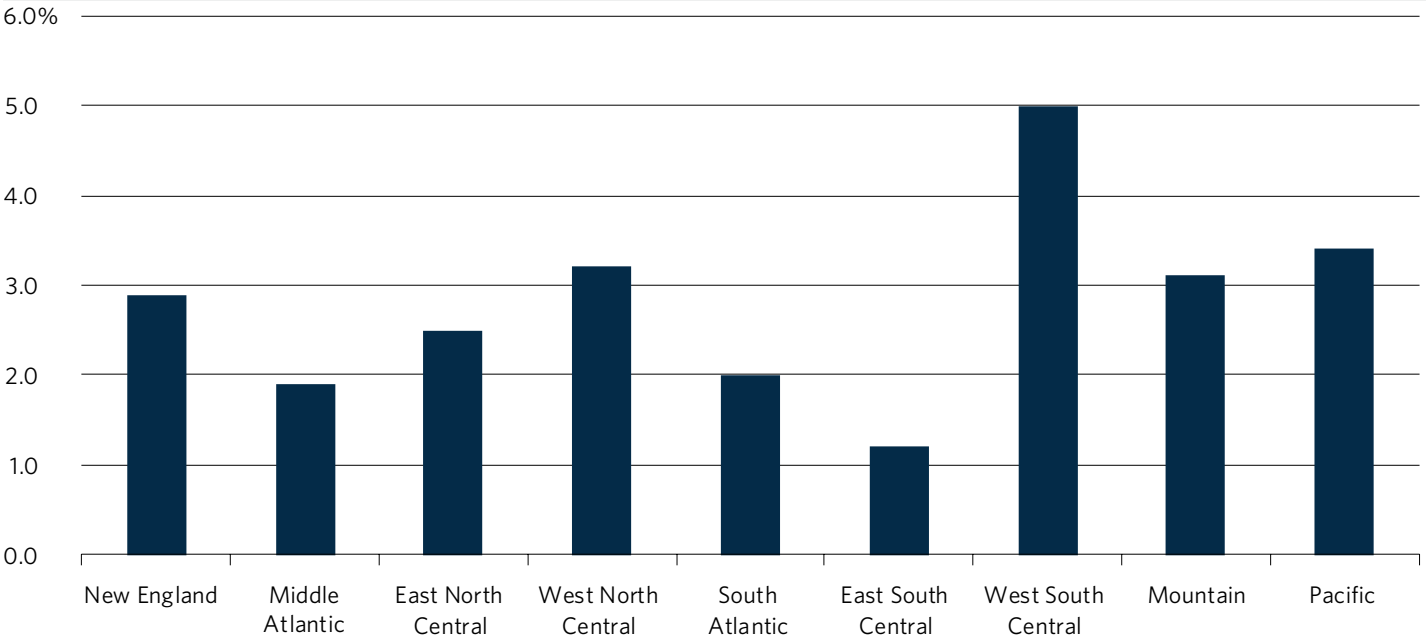
As shown in Figure 9, faculty salaries rose most strongly in the West South Central region, up 5.0 percent, and in the Pacific region although at the much lower rate of 3.4 percent.

Two additional regions showed increases above 3.0 percent—West North Central at 3.2 percent and Mountain at 3.1 percent. Faculty salaries rose at the lowest rate, 1.2 percent, in the East South Central region followed by the Middle Atlantic region at 1.9 percent.

As noted, this is the first time since FY2015 that HEPI has compiled data on faculty salaries owing to changes in the way the AAUP calculated this data.

FIGURE 9

FY2020 FACULTY SALARIES BY REGION



Limitations and Opportunities of HEPI by Institutional Type and Region

In providing HEPI figures and analysis by type of institution and geographical region, it is appropriate to bear in mind the limitations of the methodology employed while also recognizing the potential opportunities for users of these indices to improve their fit with their own institution.

As noted, the institutional and regional HEPI indices are derived by substituting appropriate data for faculty salaries and fringe benefits into the standard HEPI regression equation, while leaving the other six cost factors unchanged. These two components, which together account for nearly half of the factor weighting in the HEPI equation, are the only ones for which information by institutional type and region is available. Since the other six factors, representing over half the weighting, are not changed, the institutional and regional HEPI indices are of necessity approximations and should be used accordingly.

In deriving the institutional and regional indices, the standard HEPI equation's factor weightings are also left unchanged. This is of relatively little importance in the institutional HEPI, where each component includes schools throughout the nation; in the regional HEPI, however, the weightings are kept the same because there is no standard source of information to serve as a guide to how they might be appropriately adjusted for each region.

For example, in a region where weather patterns are comparatively moderate the weighting assigned to utilities may be too high, while in a region of severe weather it might be appropriate to increase it. Users of the regional HEPI who are confident of the proportional composition of their institution's budgets, as expressed in the eight cost factors, may want to adjust the relative weightings of the factors in order to produce a HEPI that is more appropriate for their own institution.

Purchasing Power and Salaries of Full-Time Professors

As part of the calculation of HEPI, Commonfund Institute also gathers information about the salaries of full-time professors at public and private institutions. As illustrated in Tables E and F, these salaries have been restated in constant dollar terms so that they reflect the impact of inflation as measured by CPI.

Table E shows that salaries of professors at public doctoral-level institutions have increased in constant terms over the last 53 years by $26,316, evidencing an increase in real purchasing power. For public comprehensive institutions, salary increases in constant terms have been far more modest — just $2,124 over the same period. In constant dollars, salaries in the public comprehensive category reached their high point of $110,975 in FY1973 but had fallen below the $100,000 level by FY1978. For public two-year colleges FY2020 salaries had increased by $14,309 over the 53-year period.

Table F shows that at private colleges, salaries have kept ahead of inflation in absolute terms as well as relative to public institutions. Salaries at doctoral-level institutions have led the way with a real increase of $74,759 over 53 years, while those at comprehensive schools have increased by $26,397. Salaries at general baccalaureate institutions have increased by $35,986 over the shorter 43-year period that they have been tracked since 1977.

Comparing public and private institutions, it is apparent that salaries for professors at public doctoral-level and comprehensive institutions have lagged behind those for professors at comparable private institutions. In FY1967 when calculations began, professors in private doctoral-level institutions earned an average of $9,010 more than professors in their public counterparts; by FY2020 that gap had expanded to $57,453 in constant dollars. The same is not only true for professors in comprehensive institutions, the salary levels actually reversed. While salaries for professors at comprehensive public institutions were $8,415 more than were those of their counterparts at private institutions in 1967, by FY2020 salaries for professors at private comprehensive institutions were $15,858 higher in constant dollars than they were for professors at public comprehensive institutions.

TABLE E

HIGHER EDUCATION FACULTY SALARIES IN CURRENT AND CONSTANT FY2020 DOLLARS

Illustrative data—Fiscal Years 1967 to 2020

Public Faculty Salaries

Full professor average 9 - 10 month salaries by type of institution

	Category I (Doctoral-Level)			Cat IIA (Comprehensive)			Cat III (Two-Year Colleges)		
Fiscal year	Amount	Yearly %	Constant FY20 dollars	Amount	Yearly %	Constant FY20 dollars	Amount	Yearly %	Constant FY20 dollars
1967	$15,273	----	$119,452	$12,798	----	$100,094	$9,927	----	$77,640
1968	$16,160	5.8%	$122,351	$13,747	7.4%	$104,082	$10,659	7.4%	$80,702
1969	$16,900	4.6%	$122,047	$14,550	5.8%	$105,076	$11,800	10.7%	$85,216
1970	$17,750	5.0%	$121,033	$15,400	5.8%	$105,009	$12,950	9.7%	$88,303
1971	$18,600	4.8%	$120,524	$16,350	6.2%	$105,945	$14,150	9.3%	$91,689
1972	$19,678	5.8%	$123,025	$17,313	5.9%	$108,239	$15,217	7.5%	$95,135
1973	$20,545	4.4%	$123,604	$18,446	6.5%	$110,975	$17,080	12.2%	$102,757
1974	$21,400	4.2%	$118,200	$19,600	6.3%	$108,258	$18,100	6.0%	$99,973
1975	$22,648	5.8%	$112,536	$20,840	6.3%	$103,553	$19,312	6.7%	$95,960
1976	$24,277	7.2%	$112,684	$22,067	5.9%	$102,426	$20,254	4.9%	$94,011
1977	$25,210	3.8%	$110,583	$23,190	5.1%	$101,723	$21,860	7.9%	$95,889
1978	$26,420	4.8%	$108,583	$24,290	4.7%	$99,829	$23,240	6.3%	$95,514
1979	$28,000	6.0%	$105,233	$25,030	3.0%	$94,071	$23,420	0.8%	$88,020
1980	$30,120	7.6%	$99,861	$27,200	8.7%	$90,180	$25,190	7.6%	$83,516
1981	$32,850	9.1%	$97,652	$29,580	8.8%	$87,932	$26,200	4.0%	$77,884
1982	$35,680	8.6%	$97,606	$31,700	7.2%	$86,719	$27,720	5.8%	$75,831
1983	$38,180	7.0%	$100,104	$33,490	5.6%	$87,807	$30,480	10.0%	$79,915
1984	$39,770	4.2%	$100,597	$34,560	3.2%	$87,418	$31,510	3.4%	$79,703
1985	$42,560	7.0%	$103,600	$37,090	7.3%	$90,285	$33,230	5.5%	$80,889
1986	$45,560	7.0%	$107,783	$39,720	7.1%	$93,967	$34,870	4.9%	$82,493
1987	$48,740	7.0%	$112,790	$42,290	6.5%	$97,864	$37,460	7.4%	$86,687
1988	$51,080	4.8%	$113,497	$46,060	8.9%	$102,343	$38,230	2.1%	$84,945
1989	$54,240	6.2%	$115,151	$46,920	1.9%	$99,611	$41,200	7.8%	$87,467
1990	$57,520	6.0%	$116,547	$49,610	5.7%	$100,519	$43,000	4.4%	$87,126
1991	$60,450	5.1%	$116,197	$52,190	5.2%	$100,320	$45,050	4.8%	$86,595
1992	$61,950	2.5%	$115,360	$53,750	3.0%	$100,090	$47,700	5.9%	$88,824
1993	$63,250	2.1%	$114,211	$54,240	0.9%	$97,942	$47,820	0.3%	$86,349
1994	$64,860	2.5%	$114,285	$55,690	2.7%	$98,127	$49,120	2.7%	$86,551
1995	$67,560	4.2%	$115,623	$57,090	2.5%	$97,705	$51,490	4.8%	$88,121
1996	$69,750	3.2%	$116,186	$58,520	2.5%	$97,480	$51,560	0.1%	$85,886
1997	$72,220	3.5%	$116,957	$60,481	3.4%	$97,946	$52,752	2.3%	$85,429
1998	$75,154	4.1%	$119,567	$61,839	2.2%	$98,383	$53,024	0.5%	$84,359
1999	$79,284	5.5%	$124,030	$63,817	3.2%	$99,834	$55,326	4.3%	$86,551
2000	$82,535	4.1%	$125,448	$66,657	4.5%	$101,314	$57,089	3.2%	$86,772
2001	$84,007	1.8%	$123,463	$68,828	3.3%	$101,154	$57,932	1.5%	$85,141
2002	$89,631	6.7%	$129,442	$72,770	5.7%	$105,092	$60,997	5.3%	$88,090
2003	$92,387	3.1%	$130,553	$74,545	2.4%	$105,340	$65,730	7.8%	$92,884
2004	$94,606	2.4%	$130,827	$74,872	0.4%	$103,537	$64,439	-2.0%	$89,110
2005	$97,948	3.5%	$131,491	$76,665	2.4%	$102,920	$66,405	3.1%	$89,146
2006	$101,620	3.7%	$131,416	$78,884	2.9%	$102,014	$66,011	-0.6%	$85,366
2007	$106,495	4.8%	$134,249	$81,855	3.8%	$103,187	$68,424	3.7%	$86,256
2008	$111,807	5.0%	$135,909	$85,642	4.6%	$104,104	$71,936	5.1%	$87,443
2009	$115,509	3.3%	$138,476	$88,357	3.2%	$105,925	$74,933	4.2%	$89,832
2010	$116,750	1.1%	$138,635	$89,648	1.5%	$106,453	$74,103	-1.1%	$87,994
2011	$118,054	1.1%	$137,411	$89,808	0.2%	$104,534	$74,092	0.0%	$86,241
2012	$120,955	2.5%	$136,780	$88,940	-1.0%	$100,577	$73,534	-0.8%	$83,155
2013	$123,393	2.0%	$137,253	$88,988	0.1%	$98,983	$74,845	1.8%	$83,252
2014	$126,981	2.9%	$139,072	$90,517	1.7%	$99,136	$77,671	3.8%	$85,067
2015	$130,039	2.4%	$141,392	$91,389	1.0%	$99,367	$79,234	2.0%	$86,151
2016	$133,552	2.7%	$144,238	$95,433	4.4%	$103,069	$84,848	7.1%	$91,637
2017	$134,562	0.8%	$142,704	$97,406	2.1%	$103,300	$84,871	0.0%	$90,006
2018	$138,377	2.8%	$143,515	$99,307	2.0%	$102,994	$88,168	3.9%	$91,441
2019	$141,327	2.1%	$143,598	$100,775	1.5%	$102,395	$91,418	3.7%	$92,887
2020	$145,768	3.1%	$145,768	$102,218	1.4%	$102,218	$91,949	0.6%	$91,949

**Constant dollars based on inflation measured by the Consumer Price Index.*
Sources: FY1967 - FY1976, NCES; FY1977 - present, AAUP

TABLE F

HIGHER EDUCATION FACULTY SALARIES IN CURRENT AND CONSTANT FY2020 DOLLARS

Illustrative data—Fiscal Years 1967 to 2020

Private Faculty Salaries

Full professor average 9 - 10 month salaries by type of institution

	Category I (Doctoral-Level)			Cat IIA (Comprehensive)			Cat III (Two-Year Colleges)**		
Fiscal year	**Amount**	**Yearly %**	**Constant FY20 dollars**	**Amount**	**Yearly %**	**Constant FY20 dollars**	**Amount**	**Yearly %**	**Constant FY20 dollars**
1967	$16,425	----	$128,462	$11,722	----	$91,679			
1968	$17,057	3.8%	$129,143	$12,572	7.3%	$95,186			
1969	$18,050	5.8%	$130,352	$13,250	5.4%	$95,688			
1970	$18,950	5.0%	$129,215	$14,100	6.4%	$96,144			
1971	$19,800	4.5%	$128,300	$14,950	6.0%	$96,873			
1972	$20,775	4.9%	$129,883	$15,899	6.3%	$99,399			
1973	$21,507	3.5%	$129,391	$16,501	3.8%	$99,274			
1974	$22,600	5.1%	$124,828	$17,200	4.2%	$95,002			
1975	$23,832	5.5%	$118,420	$18,047	4.9%	$89,674			
1976	$25,368	6.4%	$117,748	$19,153	6.1%	$88,901			
1977	$27,810	9.6%	$121,988	$22,020	15.0%	$96,590	$20,780		$91,151
1978	$28,880	3.8%	$118,693	$23,380	6.2%	$96,089	$21,790	4.9%	$89,554
1979	$31,090	7.7%	$116,847	$24,830	6.2%	$93,320	$23,230	6.6%	$87,306
1980	$33,400	7.4%	$110,735	$26,160	5.4%	$86,732	$24,740	6.5%	$82,024
1981	$36,000	7.8%	$107,016	$28,710	9.7%	$85,345	$27,030	9.3%	$80,351
1982	$40,220	11.7%	$110,026	$31,530	9.8%	$86,254	$29,720	10.0%	$81,302
1983	$43,950	9.3%	$115,232	$33,750	7.0%	$88,489	$32,410	9.1%	$84,976
1984	$47,070	7.1%	$119,062	$36,000	6.7%	$91,061	$34,140	5.3%	$86,356
1985	$49,880	6.0%	$121,418	$37,980	5.5%	$92,451	$36,500	6.9%	$88,849
1986	$53,190	6.6%	$125,833	$40,170	5.8%	$95,031	$38,200	4.7%	$90,371
1987	$56,900	7.0%	$131,673	$42,680	6.2%	$98,766	$40,460	5.9%	$93,629
1988	$59,850	5.2%	$132,983	$44,010	3.1%	$97,788	$42,540	5.1%	$94,521
1989	$64,290	7.4%	$136,487	$47,010	6.8%	$99,802	$44,770	5.2%	$95,046
1990	$68,360	6.3%	$138,510	$51,000	8.5%	$103,336	$46,830	4.6%	$94,887
1991	$72,950	6.7%	$140,225	$52,820	3.6%	$101,531	$49,610	5.9%	$95,361
1992	$76,890	5.4%	$143,180	$54,980	4.1%	$102,380	$52,230	5.3%	$97,260
1993	$80,280	4.4%	$144,962	$57,060	3.8%	$103,034	$54,620	4.6%	$98,628
1994	$82,520	2.8%	$145,402	$59,610	4.5%	$105,034	$56,780	4.0%	$100,048
1995	$84,790	2.8%	$145,111	$60,830	2.0%	$104,106	$58,040	2.2%	$99,331
1996	$88,050	3.8%	$146,669	$63,430	4.3%	$105,659	$59,830	3.1%	$99,662
1997	$92,112	4.6%	$149,171	$64,468	1.6%	$104,403	$62,047	3.7%	$100,482
1998	$95,023	3.2%	$151,177	$67,282	4.4%	$107,043	$64,784	4.4%	$103,068
1999	$98,606	3.8%	$154,257	$69,509	3.3%	$108,738	$67,180	3.7%	$105,095
2000	$103,761	5.2%	$157,710	$71,547	2.9%	$108,747	$70,528	5.0%	$107,198
2001	$107,633	3.7%	$158,185	$75,143	5.0%	$110,435	$74,031	5.0%	$108,801
2002	$112,534	4.6%	$162,518	$77,310	2.9%	$111,649	$76,692	3.6%	$110,756
2003	$118,269	5.1%	$167,127	$80,011	3.5%	$113,064	$79,928	4.2%	$112,947
2004	$122,158	3.3%	$168,927	$81,570	1.9%	$112,800	$82,344	3.0%	$113,870
2005	$127,214	4.1%	$170,780	$83,986	3.0%	$112,748	$85,575	3.9%	$114,881
2006	$131,292	3.2%	$169,789	$88,800	5.7%	$114,837	$87,779	2.6%	$113,517
2007	$136,689	4.1%	$172,312	$91,197	2.7%	$114,964	$90,353	2.9%	$113,900
2008	$144,428	5.7%	$175,562	$95,114	4.3%	$115,618	$94,139	4.2%	$114,432
2009	$151,403	4.8%	$181,507	$99,555	4.7%	$119,350	$98,808	5.0%	$118,454
2010	$153,332	1.3%	$182,074	$99,963	0.4%	$118,701	$98,098	-0.7%	$116,487
2011	$157,282	2.6%	$183,071	$101,290	1.3%	$117,898	$99,976	1.9%	$116,369
2012	$162,561	3.4%	$183,830	$103,094	1.8%	$116,583	$101,568	1.6%	$114,857
2013	$167,118	2.8%	$185,889	$104,186	1.1%	$115,889	$104,335	2.7%	$116,054
2014	$173,890	4.1%	$190,447	$107,082	2.8%	$117,278	$106,641	2.2%	$116,795
2015	$177,600	2.1%	$193,105	***	***	$116,188	$108,741	2.0%	$118,234
2016	$177,513	0.0%	$191,717	***	***	$115,153	***	***	$108,737
2017	$181,416	2.2%	$192,393	***	***	$116,793	***	***	$112,421
2018	$189,889	4.7%	$196,939	***	***	$120,414	***	***	$127,318
2019	$195,995	3.2%	$199,145	$117,355	1.1%	$119,241	$125,025	1.8%	$127,034
2020	$203,221	3.7%	$203,221	$118,076	0.6%	$118,076	$127,137	1.7%	$127,137

** Constant dollars based on inflation measured by the Consumer Price Index.*
*** Data collection by AAUP did not begin until FY1977 for this category.*
**** Due to a change in the methodology used by AAUP there was a discontinuity and these data cannot be cited reliably.*
Sources: FY1967 – FY1976, NCES; FY1977 – present, AAUP

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End Notes

Data for the eight HEPI components is gathered from the following sources:

- Faculty Salaries: American Association of University Professors Survey Report
- Administrative Salaries: College and University Professional Association for HR Survey, Professional Salaries – Medians
- Clerical: U.S. Bureau of Labor Statistics Employment Cost Index
- Service Employees: U.S. Bureau of Labor Statistics Employment Cost Index
- Fringe Benefits: American Association of University Professors Survey Report
- Miscellaneous Services: U.S. Bureau of Labor Statistics Employment Cost Index
- Supplies and Materials: U.S. Bureau of Labor Statistics Producer Price Index (17 selected categories)
- Utilities: U.S. Bureau of Labor Statistics Producer Price Index (4 selected categories)