



**American Association of University Professors
Faculty Compensation Survey 2015-16**

Form 2: Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty

Academic Rank	MEN					WOMEN				
	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured
Section 1. Faculty on 9-Month Contracts (Regardless of Number of Salary Installments)										
1. Professor	57	5,166,413			57	27	2,356,143	1		26
2. Associate	37	2,642,392	7		30	32	2,236,251	8		24
3. Assistant	32	1,946,407	5	27		43	2,558,645	13	30	
4. Instructor						6	312,718	6		
5. Lecturer										
6. No Rank										
7. TOTAL	126	9,755,212	12	27	87	108	7,463,757	28	30	50
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor										
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	0	0	0	0	0
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	57	#REF!	0	0	57	27	#REF!	1	0	26
2. Associate	37	#REF!	7	0	30	32	#REF!	8	0	24
3. Assistant	32	#REF!	5	27	0	43	#REF!	13	30	0
4. Instructor	#VALUE!	#VALUE!	#VALUE!	0	0	6	#REF!	6	0	0
5. Lecturer	0	#REF!	0	0	0	0	#REF!	0	0	0
6. No Rank	0	#REF!	0	0	0	0	#REF!	0	0	0
7. TOTAL	#VALUE!	#REF!	#VALUE!	27	87	108	#REF!	28	30	50

[Click here for a webinar on how to complete Form 2 of the 2015-16 Faculty Compensation Survey.](#)

Instructions for Completing Form 2: Full-Time Faculty Salary Data

Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty

Length of contract. Data for those whose base contract requires 9- or 10-months of instruction (e.g., two semesters, three quarters, or two trimesters) should be reported in Section 1 regardless of whether the pay period extends over 9- or 12-months. Data for those on 11- or 12-month contracts should be reported in Section 2, "Faculty on 11- or 12-Month Contracts (i.e. Regardless of Number of Installments). Section 2 is also for "Faculty on 12-Month Contracts (i.e., On Actual Basis, No Conversion)."

Faculty Members Included in Survey. For "Form 2: Full-Time Faculty Salary Data," report full-time faculty members for the entire institution, excluding clinical or basic science faculty located in schools of medicine and/or military faculty. For the purpose of this survey, include all members of the "Primarily Instructional" and "Instructional/Research Public Service" staff who are employed full-time and whose regular assignment has an instruction component (including released time for research), regardless of whether they are formally designated "faculty."

Primarily Instructional refers to an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time providing instruction or teaching.

Instructional/Research/Public Service refers to an occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. Regardless of title, academic rank, or tenure status, these employees spend the majority of their time providing instruction, research, and/or public service.

The unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service" excluding clinical or basic science faculty, medical faculty in schools of medicine and military faculty should be reported in the Faculty Compensation Survey.

Faculty on sabbatical or leave with pay should be reported at their regular salaries even though they may be receiving a reduced salary while on leave. Faculty on sabbatical or leave without pay should not be reported. Replacement faculty for those **on sabbatical or leave with pay should not be reported if they are full-time**. Replacement faculty for those **on sabbatical or leave with pay should be reported in Form 6 if they are part-time**.

Please report, Visiting Assistant Professors, Continuing Non-Tenure Track, Post-Doctoral Faculty who have instruction as part of their contractual responsibilities and Other Regular Faculty in the category of "Instructor."

Other Regular Faculty refers to an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction, or instruction/research/public service on a **recurring contractual basis** in which the individual and the institution both assume a continuing appointment but are not tenure eligible.

Exclusions For Form 2: Full-Time Faculty Salary Data. Do not include (1) clinical, medical school faculty, and/or military members in military organizations paid on a different scale from civilian employees, (2) faculty who are on sabbatical or leave without pay, (3) replacement faculty for faculty on sabbatical leave or leave with pay who are full-time, (4) members who are not employed on a full-time basis irrespective of tenure status, (5) faculty members whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services, (6) contributed service personnel, or administrative officers with titles of Provost, Dean, Associate or Assistant Dean, Librarian, Counselor, Registrar, or Coach, even though they may devote part of their time to classroom instruction, (7) Research Faculty, or faculty who have never had a contractual instructional role such as a Research Assistant, Associate, or Research Professor, and/or a Post-Doctoral Research Fellow or a Research Fellow.

Exclusion Criteria for Form 2: Full-Time Faculty Salary Data

Criteria	Full-Time	Part-Time
Clinical, Medical School Faculty and/or Military Faculty	Exclude	Exclude
Faculty on Sabbatical or Leave <u>with</u> Pay	Include	Exclude
Faculty on Sabbatical or Leave <u>without</u> Pay	Exclude	Exclude
Replacement Faculty for faculty on sabbatical leave or leave with pay.	Exclude	Include
Part-Time Tenured/Tenure-Track Faculty	Exclude	Include
Courtesy Faculty Appointments and faculty who have a bookkeeping value.	Exclude	Exclude
Contributed Service Personnel: Administrative officers with titles such as Provost, Dean, Librarian, Registrar, Coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status and other administrators/staff clinical credit courses.	Exclude	Exclude
Research Faculty: Faculty who have never had a contractual instructional role (Research Assistant Professors).	Exclude	Exclude

Faculty Salary Outlays (Total Contracted Salaries). Report the projected expenditure for full-time contracted salaries excluding extra loads, summer teaching, stipends, or other forms of remuneration. Department or program heads with faculty rank and no other administrative title should be reported at their instructional salary (i.e., excluding administrative stipends).

Tenure Status. The total number of faculty should be divided into three mutually exclusive categories: Not on Tenure-Track; Tenure Track; and Tenured. If your institution does not have a tenure system, please enter the total number in the "Not Tenure-Track" column.

Totals and Averages. The application will total columns and calculate averages once you save your spreadsheet; please verify that these figures are correct and report any discrepancies immediately to the AAUP Research Office at aaupfcs@aaup.org.



Form 3: Major Benefits for Full-Time Instructional Faculty, 2015-16

If reporting by rank, use the cells below. Otherwise, use "Undifferentiated Rank" to the right

Major Benefits	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RANK		Totals by Rank		UNDIFFERENTIATED RANK	
	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.

Section 1. Faculty on 9-Month Contracts (i.e., regardless of number of installments)

1. Retirement	789,868	84	512,258	69	389,556	63	27,375	5					1,719,057	221		
2. Medical	847,683	79	632,663	61	673,856	65	22,339	3					2,176,541	208		
3. Dental													0	0		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	12,412	84	8,050	69	7,162	72	430	5					28,054	230		
6. Tuition	563,499	16	300,709	11	195,086	6							1,059,294	33		
7. FICA	575,387	84	373,216	69	344,636	75	23,923	6					1,317,162	234		
8. Unemployment													0	0		
9. Group Life	21,008	84	13,942	69	13,105	75	927	6					48,982	234		
10. Worker's Comp.	18,806	84	12,197	69	11,262	75	782	6					43,047	234		
11. Other*													0	0		
12. TOTAL	2,828,663	84	1,853,035	69	1,634,663	75	75,776	6	0	0	0	0	6,392,137	234	0	0

Section 2. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)

1. Retirement													0	0		
2. Medical													0	0		
3. Dental													0	0		
4. (Optional) Medical combined w/dental													0	0		
5. Disability													0	0		
6. Tuition													0	0		
7. FICA													0	0		
8. Unemployment													0	0		
9. Group Life													0	0		
10. Worker's Comp.													0	0		
11. Other*													0	0		
12. TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Section 3. 9-Month plus 12-Month converted** (Calculates automatically)

1. Retirement	#REF!	84	#REF!	69	#REF!	63	#REF!	5	#REF!	0	#REF!	0	#REF!	221	#REF!	0
2. Medical**	847,683	79	632,663	61	673,856	65	22,339	3	0	0	0	0	2,176,541	208	0	0
3. Dental**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. (Optional) Medical combined w/dental	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disability**	12,412	84	8,050	69	7,162	72	430	5	0	0	0	0	28,054	230	0	0
6. Tuition**	563,499	16	300,709	11	195,086	6	0	0	0	0	0	0	1,059,294	33	0	0
7. FICA	#REF!	84	#REF!	69	#REF!	75	#REF!	6	#REF!	0	#REF!	0	#REF!	234	#REF!	0
8. Unemployment**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Group Life	#REF!	84	#REF!	69	#REF!	75	#REF!	6	#REF!	0	#REF!	0	#REF!	234	#REF!	0
10. Worker's Comp.	#REF!	84	#REF!	69	#REF!	75	#REF!	6	#REF!	0	#REF!	0	#REF!	234	#REF!	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	#REF!	84	#REF!	69	#REF!	75	#REF!	6	#REF!	0	#REF!	0	#REF!	234	#REF!	0

*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)

**Benefits that are not computed as a percentage of salary are not subject to conversion (medical, dental, disability, tuition, unemployment, other)

Please refer to instructions below for complete definitions.

No. Cov.: The number of faculty included (covered) in the benefit expenditures.

Instructions for Completing Form 3:

Major Benefits for Full-Time Instructional Faculty

Report the projected benefit expenditures that will be paid by the institution or state for full-time instructional faculty reported in Form 2. Recall that full-time instructional faculty is defined as the unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service" excluding clinical or basic science faculty, medical faculty in schools of medicine and military faculty.

The employee's contribution should not be included when determining the dollar value of benefits. When expenditure is reported for a given benefit, the number of persons covered should also be reported. In the case of tuition, this is the number of actual faculty recipients (faculty members *not* their dependents using the benefit) rather than the number of faculty eligible.

Note: If you are not able to produce benefit outlay data by rank, you can submit total expenditures for each item. Using the Excel data file, enter your data in the "Undifferentiated Rank" column only.

Retirement Include the contribution by the institution, state, and/or local government to the retirement plan(s) but exclude payments for unfunded retirement liability. (See the FAQ regarding Emeriti or other retirement health insurance plans.)

Medical Include premiums for insurance plans which provide medical, hospital, surgical, and/or vision benefits.

Dental Include premiums for dental insurance.

Combined Med/Dental This line allows for reporting medical and dental insurance expenditures combined. Please provide these items separately, but if this is not possible, this line is for institutions who are not able to separate the two expenses. (Do not complete this line if you report the items separately.)

Disability Include expenditures, through insurance or otherwise, for long-term disability income protection, defined as salary in excess of six months and not covered in other retirement or insurance plans. Do not include payments for accumulated unused sick leave.

Tuition Include both cash payments and the dollar value of tuition waivers and exchanges for faculty dependents. Note that for tuition, the number covered is the number of actual faculty members rather than the number of faculty eligible or the faculty dependents using the tuition waivers or exchanges.

FICA Include Social Security (OASDI and Medicare) taxes calculated at the rate effective for the current year.

Unemployment Include the unemployment compensation taxes (not the benefits) to be paid by law. Note: If the institution is self-insured for unemployment and/or worker's compensation, report the estimated amount which would otherwise be paid to the state under these laws.

Group Life Include expenditures by the institution for life insurance premiums.

Worker Comp Include the worker's compensation insurance premiums (not the benefits) paid, including any premiums or taxes required under state law.

Other Include benefits in-kind with cash alternatives. These benefits are those for which the institution provides an option of taking a cash payment if the individual prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, professional benefits (e.g., conference travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.

Total Expenditure columns will total automatically. The total number covered is an unduplicated count, not the sum of those covered by individual benefits. The spreadsheet will automatically determine the maximum number in each column.

Conversion Benefit expenditure amounts for 11- and 12-month faculty that are not generally figured as a percentage of salary are not converted. These include medical, dental, disability, tuition, unemployment, and "other" benefits. Other items will be converted using the factor entered in Form 2. If you provided only converted salary figures in Form 2, please follow the same procedure in Form 3. Once you click "Save"; please verify that these figures are correct and report any discrepancies immediately to the AAUP Research Office at aaupfcs@aaup.org.

