



American Association of University Professors Faculty Compensation Survey 2016-17

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	56	5,118,128		1	55	26	2,288,760	1		25
2. Associate	35	2,528,696	7		28	34	2,417,061	7	1	26
3. Assistant	29	1,799,826	4	25		39	2,335,936	11	28	
4. Instructor	5	281,000	5			5	274,316	5		
5. Lecturer										
6. No Rank										
7. TOTAL	125	9,727,650	16	26	83	104	7,316,073	24	29	51
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	56	5,118,128	0	1	55	26	2,288,760	1	0	25
2. Associate	35	2,528,696	7	0	28	34	2,417,061	7	1	26
3. Assistant	29	1,799,826	4	25	0	39	2,335,936	11	28	0
4. Instructor	5	281,000	5	0	0	5	274,316	5	0	0
5. Lecturer	0	0	0	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	125	9,727,650	16	26	83	104	7,316,073	24	29	51



Form 3: Major Benefits for Full-Time Instructional Faculty, 2016-17

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

Major Benefits	If reporting by rank, use the cells below. Otherwise, use "Undifferentiated Rank" to the right												Totals by Rank		UNDIFFERENTIATED RANK	
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO 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.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.
Section 1. Faculty on 9-Month Contracts (i.e., regardless of number of installments)																
1. Retirement	769,991	81	513,373	68	394,880	62	28,803	5					1,707,047	216		
2. Medical	837,510	77	659,372	61	633,003	59	52,397	5					2,182,282	202		
3. Dental													0	0		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	12,221	82	8,159	69	6,556	65	453	5					27,389	221		
6. Tuition	541,924	19	205,679	7	165,025	9							912,628	35		
7. FICA	565,620	82	378,351	69	316,386	68	42,483	10					1,302,840	229		
8. Unemployment													0	0		
9. Group Life	20,678	82	14,119	69	12,021	68	1,631	10					48,449	229		
10. Worker's Comp.	18,517	82	12,364	69	10,339	68	1,389	10					42,609	229		
11. Other*													0	0		
12. TOTAL	2,766,461	82	1,791,417	69	1,538,210	68	127,156	10	0	0	0	0	6,223,244	229	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	769,991	81	513,373	68	394,880	62	28,803	5	0	0	0	0	1,707,047	216	0	0
2. Medical**	837,510	77	659,372	61	633,003	59	52,397	5	0	0	0	0	2,182,282	202	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**	12,221	82	8,159	69	6,556	65	453	5	0	0	0	0	27,389	221	0	0
6. Tuition**	541,924	19	205,679	7	165,025	9			0	0	0	0	912,628	35	0	0
7. FICA	565,620	82	378,351	69	316,386	68	42,483	10	0	0	0	0	1,302,840	229	0	0
8. Unemployment**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Group Life	20,678	82	14,119	69	12,021	68	1,631	10	0	0	0	0	48,449	229	0	0
10. Worker's Comp.	18,517	82	12,364	69	10,339	68	1,389	10	0	0	0	0	42,609	229	0	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	2,766,461	82	1,791,417	69	1,538,210	68	127,156	10	0	0	0	0	6,223,244	229	0	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.

BENEFITS AS PERCENT OF SALARY

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	10.40%	10.38%	9.55%	5.19%			10.02%
2. Medical	11.31%	13.33%	15.31%	9.44%			12.80%
3. Dental	0.00%	0.00%	0.00%	0.00%			0.00%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%			0.00%
5. Disability	0.16%	0.16%	0.16%	0.08%			0.16%
6. Tuition	7.32%	4.16%	3.99%	0.00%			5.35%
7. FICA	7.64%	7.65%	7.65%	7.65%			7.64%
8. Unemployment	0.00%	0.00%	0.00%	0.00%			0.00%
9. Group Life	0.28%	0.29%	0.29%	0.29%			0.28%
10. Worker's Com	0.25%	0.25%	0.25%	0.25%			0.25%
11. Other*	0.00%	0.00%	0.00%	0.00%			0.00%
12. TOTAL	37.35%	36.22%	37.19%	22.90%	0.00%	0.00%	36.51%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement							0.00%
2. Medical							0.00%
3. Dental							0.00%
4. Combined Medical/Dental							0.00%
5. Disability							0.00%
6. Tuition							0.00%
7. FICA							0.00%
8. Unemployment							0.00%
9. Group Life							0.00%
10. Worker's Com							0.00%
11. Other*							0.00%
12. TOTAL	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	10.40%	10.38%	9.55%	5.19%			10.02%
2. Medical	11.31%	13.33%	15.31%	9.44%			12.80%
3. Dental	0.00%	0.00%	0.00%	0.00%			0.00%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%			0.00%
5. Disability	0.16%	0.16%	0.16%	0.08%			0.16%
6. Tuition	7.32%	4.16%	3.99%	0.00%			5.35%
7. FICA	7.64%	7.65%	7.65%	7.65%			7.64%
8. Unemployment	0.00%	0.00%	0.00%	0.00%			0.00%
9. Group Life	0.28%	0.29%	0.29%	0.29%			0.28%
10. Worker's Com	0.25%	0.25%	0.25%	0.25%			0.25%
11. Other*	0.00%	0.00%	0.00%	0.00%			0.00%
12. TOTAL	37.35%	36.22%	37.19%	22.90%	0.00%	0.00%	36.51%

BENEFITS AVERAGE

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9,506	7,550	6,369	5,761			7,903
2. Medical	10,877	10,809	10,729	10,479			10,803
3. Dental							
4. Combined Medical/Dental							
5. Disability	149	118	101	91			124
6. Tuition	28,522	29,383	18,336				26,075
7. FICA	6,898	5,483	4,653	4,248			5,689
8. Unemployment							
9. Group Life	252	205	177	163			212
10. Worker's Com	226	179	152	139			186
11. Other*							
12. TOTAL	33,737	25,963	22,621	12,716			27,176
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement							
2. Medical							
3. Dental							
4. Combined Medical/Dental							
5. Disability							
6. Tuition							
7. FICA							
8. Unemployment							
9. Group Life							
10. Worker's Com							
11. Other*							
12. TOTAL							
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9,506	7,550	6,369	5,761			7,903
2. Medical	10,877	10,809	10,729	10,479			10,803
3. Dental							
4. Combined Medical/Dental							
5. Disability	149	118	101	91			124
6. Tuition	28,522	29,383	18,336				26,075
7. FICA	6,898	5,483	4,653	4,248			5,689
8. Unemployment							
9. Group Life	252	205	177	163			212
10. Worker's Com	226	179	152	139			186
11. Other*							
12. TOTAL	33,737	25,963	22,621	12,716			27,176



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2016-17

Please Note: Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2016-17 and 2015-16. This number will almost always be smaller than that in Form 2. Report individuals in the row for the rank the person held in 2015-16. For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2015 - 2016) outlay is the last year's salary outlay of CURRENT continuing faculty members. Salaries of faculty that are no longer working at your institution or newly hired in 2015 - 2016 should NOT be included in Form 4.

Section 1. Full-time Faculty on 9-Month Contracts

Academic Rank in 2015-16	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2016-17)	Previous Yr. (2015-16)	
1. Professor	76	6,953,870	6,790,533	2.41%
2. Associate	67	4,856,597	4,724,500	2.80%
3. Assistant	65	4,025,673	3,904,110	3.11%
4. Instructor	5	274,316	260,718	5.22%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	213	16,110,456	15,679,861	2.75%

Section 2. Full-time Faculty on 12-Month Contracts

Academic Rank in 2015-16	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2016-17)	Previous Yr. (2015-16)	
1. Professor				0.00%
2. Associate				0.00%
3. Assistant				0.00%
4. Instructor				0.00%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	0	0	0	0.00%

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

Academic Rank in 2015-16	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2016-17)	Previous Yr. (2015-16)	
1. Professor	76	6,953,870	6,790,533	2.41%
2. Associate	67	4,856,597	4,724,500	2.80%
3. Assistant	65	4,025,673	3,904,110	3.11%
4. Instructor	5	274,316	260,718	5.22%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	213	16,110,456	15,679,861	2.75%



Form 5: Administrative Compensation 2016-17

Confidentiality Notice:

The figures supplied in this section will be used for aggregate calculations only; they will not be published or disclosed for individual institutions.

	Base Salary	Supplement
President/Chancellor	318263	
Chief Academic Officer		
Chief Financial Officer	196000	
Chief Development Officer	235238	
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management	178500	
Director of Athletics		