



American Association of University Professors Faculty Compensation Survey 2015-16

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Note on Copy/Paste: For best results, if you want to copy data from another source-including another Excel file-use only the "Paste Values" function. If you paste in values with decimal points or commas, the file may not function properly. If you need help with this feature, please contact AAUP Research.

Form 1: Institutional Information

Institutional Control	<input type="text"/>	Use Institutional Control from 2014 - 2015 IPEDS General Information
Institutional Sector	<input type="text"/>	Use Institutional Sector from 2014 - 2015 IPEDS General Information
AAUP Category	<input type="text"/>	Use Faculty Compensation Survey Institutional Category
Carnegie Classification	<input type="text"/>	Use Carnegie Classification: Basic from 2014 - 2015 IPEDS General Information
System	<input type="text"/>	
Highest Degree Offered	<input type="text"/>	Use Highest Degree Offered from 2014 - 2015 IPEDS General Information
Institution Grants Medical Degree	<input type="text"/>	Use Institution Grants Medical Degree from 2014-2015 IPEDS General Information
Publication Footnote	<input type="text"/>	Use Faculty Compensation Survey publication Footnote
Conversion Factor	<input type="text" value="0.818181818"/>	Use Faculty Compensation Survey Conversion Factor, See Instructions Below
Eligible CIP Codes	<input type="text"/>	
Campuses	<input type="text"/>	
Comments	<input type="text"/>	
Additional Comments	<input type="text"/>	
Accuracy Confirmation	<input type="text"/>	

Deadline Change

For a deadline change contact the AAUP Research Office at aaupfcs@aaup.org and record your new deadline

Non-Submission

Tenure System

Faculty Union

Part-Time Benefits

Instructions for Completing Form 1: Institutional Information

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

For Unit ID, OPE ID, Institution Name, Publication Name, Institutional Control, Institutional Sector, AAUP Category, Carnegie Classification, Highest Degree Offered, Institution Grants Medical Degree, you do not need to enter these data as they will be pre-populated using the prior year's submission in the National Center for Education Statistics (NCES) Integrated Post-Secondary Educational Data System (IPEDS). If you would like to make a change to more accurately reflect an institutional characteristic, you may do so for every field except AAUP Category. AAUP Category is only changed with the permission of the AAUP Research Office.

Conversion Factor. Completion of this field is necessary only if you report data for 11- or 12-month faculty. You may use default value of 9/11 or 0.81818181818 for 11-month faculty. If you wish to convert 12-month amounts equally into 9-month equivalent period, please use a conversion factor of 0.75. If you prefer to use a different factor, please enter the conversion factor you will use in Form1: Institutional Information, Conversion Factor. This factor will be used to automatically do the conversions in the rest of the survey.

AAUP Institutional Categories 2015-16

Note: These definitions were revised in 2008-09 and 2009-10. The intent of the revisions is not to change the existing classification of any institution, but only to clarify. In determining the category for an institution, the highest applicable level shall be assigned.

Category I (Doctoral) - Institutions characterized by a significant level and breadth of activity in doctoral-level education, as measured by the number of doctorate recipients and the diversity in doctoral programs. Institutions in this category grant a minimum of 30 doctorate degrees annually, from at least three distinct programs. (Awards previously categorized by NCES as first-professional degrees, such as the J.D., M.D., and D.Div. do not count as doctorates for this classification. Awards for the new category of "doctor's degree - professional practice" will be reviewed on a case-by-case basis.)

Category IIA (Master's) - Institutions characterized by diverse post-baccalaureate programs (including first professional), but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of 50 post-baccalaureate degrees annually, from at least three distinct programs. Awards of post-baccalaureate certificates will be reviewed on a case-by-case basis.

Category IIB (Baccalaureate) - Institutions characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of 50 bachelor's degrees annually, from at least three distinct programs, and bachelor's and higher degrees comprise at least 50 percent of total degrees awarded.

Category III (Associate's with Academic Rank) - Institutions characterized by a significant emphasis on undergraduate associate's-degree education. Institutions in this category grant a minimum of 50 associate's degrees annually. Associate's degrees comprise at least 50 percent, and bachelor's and higher degrees comprise less than 50 percent, of total degrees and certificates awarded.

Category IV (Associate's without Academic Ranks) - These institutions meet the criteria for "Associate's" (category III), but do not utilize standard academic ranks. An institution that refers to all faculty members as "instructors" or "lecturers" but does not distinguish among them on the basis of standard ranks should be included in this category. However, if an institution utilizes another ranking scheme that is analogous to the standard ranks, it can be included in Category I, II, or III as appropriate.

To suggest a change in institutional category, contact the AAUP Research Office at aaupfcs@aaup.org. If you are the survey data contact for your institution, you can expedite the process by providing degree completion counts, by degree level and specific program, for the last three academic years.



**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	151	19,358,476	0	0	151	37	4,681,485	0	0	37
2. Associate	111	10,085,053	0	2	109	74	6,034,621	0	4	70
3. Assistant	125	10,105,914	0	125	0	81	6,305,885	0	81	0
4. Instructor	79	3,946,267	79	0	0	142	7,129,645	142	0	0
5. Lecturer	28	1,469,765	28	0	0	47	2,256,166	47	0	0
6. No Rank										
7. TOTAL	494	44,965,475	107	127	260	381	26,407,802	189	85	107
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor	121	17,229,671	5	0	116	25	3,023,671	0	0	25
2. Associate	32	3,312,053	2	2	28	11	1,151,575	0	0	11
3. Assistant	12	1,007,285	3	9	0	5	400,650	0	5	0
4. Instructor	27	1,673,320	27	0	0	27	1,768,296	27	0	0
5. Lecturer	0	0	0	0	0	2	159,890	2	0	0
6. No Rank										
7. TOTAL	192	23,222,329	37	11	144	70	6,504,082	29	5	36
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	272	33,455,480	5	0	267	62	7,155,398	0	0	62
2. Associate	143	12,794,915	2	4	137	85	6,976,819	0	4	81
3. Assistant	137	10,930,056	3	134	0	86	6,633,690	0	86	0
4. Instructor	106	5,315,347	106	0	0	169	8,576,433	169	0	0
5. Lecturer	28	1,469,765	28	0	0	49	2,386,985	49	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	686	63,965,562	144	138	404	451	31,729,324	218	90	143

[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

Major Benefits	If reporting by rank, use the cells below. Otherwise, use "Undifferentiated Rank" to the right												UNDIFFERENTIATED RANK			
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RANK		Totals by 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	2,347,323	188	1,482,322	185	1,463,801	206	912,189	221	282,609	75			6,488,246	875		
2. Medical	1,531,522	179	1,468,385	172	1,630,722	191	1,296,935	180	412,822	61			6,340,385	783		
3. Dental	65,602	166	64,147	165	68,500	186	54,947	170	16,050	53			269,246	740		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	6,768	188	6,660	185	7,416	206	7,967	221	2,693	75			31,504	875		
6. Tuition	79,891	22	39,858	17	24,301	9	91,419	39	23,889	8			259,358	95		
7. FICA	1,516,846	188	1,174,650	185	1,213,121	206	842,090	221	285,034	75			5,031,740	875		
8. Unemployment	23,205	188	15,637	185	15,848	206	10,731	221	3,719	75			69,141	875		
9. Group Life	13,775	188	14,314	185	16,074	206	14,801	221	5,135	75			64,100	875		
10. Worker's Comp.	62,654	188	42,220	185	42,790	206	28,975	221	10,040	75			186,678	875		
11. Other*													0	0		
12. TOTAL	5,647,587	188	4,308,194	185	4,482,572	206	3,260,054	221	1,041,990	75	0	0	18,740,396	875	0	0
Section 2. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)																
1. Retirement	1,930,270	146	375,630	43	115,811	17	302,316	54	11,116	2			2,735,143	262		
2. Medical	1,199,552	134	415,604	42	148,093	16	337,934	45	3,871	1			2,105,052	238		
3. Dental	56,055	130	17,830	40	5,863	15	14,487	42	396	1			94,631	228		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	5,244	146	1,548	43	612	17	1,944	54	72	2			9,420	262		
6. Tuition	76,624	23	27,217	6	0	0	20,806	12	0	0			124,647	41		
7. FICA	1,334,554	146	333,684	43	107,707	17	263,284	54	12,101	2			2,051,330	262		
8. Unemployment	19,584	146	4,317	43	1,356	17	3,325	54	174	2			28,757	262		
9. Group Life	10,856	146	3,354	43	1,326	17	4,047	54	139	2			19,722	262		
10. Worker's Comp.	52,877	146	11,658	43	3,663	17	8,977	54	469	2			77,644	262		
11. Other*													0	0		
12. TOTAL	4,685,616	146	1,190,843	43	384,431	17	957,119	54	28,337	2	0	0	7,246,345	262	0	0
Section 3. 9-Month plus 12-Month converted** (Calculates automatically)																
1. Retirement	3,926,635	334	1,789,656	228	1,558,556	223	1,159,539	275	291,704	77	0	0	8,726,090	1,137	0	0
2. Medical**	2,731,073	313	1,883,989	214	1,778,815	207	1,634,868	225	416,693	62	0	0	8,445,438	1,021	0	0
3. Dental**	121,657	296	81,977	205	74,362	201	69,434	212	16,446	54	0	0	363,876	968	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**	12,012	334	8,208	228	8,028	223	9,911	275	2,765	77	0	0	40,924	1,137	0	0
6. Tuition**	156,515	45	67,075	23	24,301	9	112,225	51	23,889	8	0	0	384,005	136	0	0
7. FICA	2,608,753	334	1,447,664	228	1,301,245	223	1,057,504	275	294,935	77	0	0	6,710,100	1,137	0	0
8. Unemployment**	42,790	334	19,955	228	17,205	223	14,056	275	3,892	77	0	0	97,898	1,137	0	0
9. Group Life	22,657	334	17,059	228	17,159	223	18,112	275	5,249	77	0	0	80,235	1,137	0	0
10. Worker's Comp.	105,917	334	51,758	228	45,786	223	36,320	275	10,423	77	0	0	250,205	1,137	0	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	9,728,011	334	5,367,341	228	4,825,457	223	4,111,968	275	1,065,995	77	0	0	25,098,771	1,137	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	9.76%	9.20%	8.92%	8.24%	7.58%		9.09%
2. Medical	6.37%	9.11%	9.94%	11.71%	11.08%		8.88%
3. Dental	0.27%	0.40%	0.42%	0.50%	0.43%		0.38%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.05%	0.07%	0.07%		0.04%
6. Tuition	0.33%	0.25%	0.15%	0.83%	0.64%		0.36%
7. FICA	6.31%	7.29%	7.39%	7.60%	7.65%		7.05%
8. Unemployment	0.10%	0.10%	0.10%	0.10%	0.10%		0.10%
9. Group Life	0.06%	0.09%	0.10%	0.13%	0.14%		0.09%
10. Worker's Com	0.26%	0.26%	0.26%	0.26%	0.27%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	23.49%	26.73%	27.31%	29.43%	27.97%	0.00%	26.26%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.53%	8.42%	8.23%	8.78%	6.95%		9.20%
2. Medical	5.92%	9.31%	10.52%	9.82%	2.42%		7.08%
3. Dental	0.28%	0.40%	0.42%	0.42%	0.25%		0.32%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.03%	0.04%	0.06%	0.05%		0.03%
6. Tuition	0.38%	0.61%	0.00%	0.60%	0.00%		0.42%
7. FICA	6.59%	7.48%	7.65%	7.65%	7.57%		6.90%
8. Unemployment	0.10%	0.10%	0.10%	0.10%	0.11%		0.10%
9. Group Life	0.05%	0.08%	0.09%	0.12%	0.09%		0.07%
10. Worker's Com	0.26%	0.26%	0.26%	0.26%	0.29%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	23.14%	26.68%	27.30%	27.81%	17.72%	0.00%	24.38%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.67%	9.05%	8.87%	8.35%	7.56%		9.12%
2. Medical	6.72%	9.53%	10.13%	11.77%	10.80%		8.83%
3. Dental	0.30%	0.41%	0.42%	0.50%	0.43%		0.38%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.05%	0.07%	0.07%		0.04%
6. Tuition	0.39%	0.34%	0.14%	0.81%	0.62%		0.40%
7. FICA	6.42%	7.32%	7.41%	7.61%	7.65%		7.01%
8. Unemployment	0.11%	0.10%	0.10%	0.10%	0.10%		0.10%
9. Group Life	0.06%	0.09%	0.10%	0.13%	0.14%		0.08%
10. Worker's Com	0.26%	0.26%	0.26%	0.26%	0.27%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	23.95%	27.15%	27.47%	29.60%	27.64%	0.00%	26.23%

BENEFITS AVERAGE

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	12,486	8,013	7,106	4,128	3,768		7,415
2. Medical	8,556	8,537	8,538	7,205	6,768		8,098
3. Dental	395	389	368	323	303		364
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	3,631	2,345	2,700	2,344	2,986		2,730
7. FICA	8,068	6,349	5,889	3,810	3,800		5,751
8. Unemployment	123	85	77	49	50		79
9. Group Life	73	77	78	67	68		73
10. Worker's Com	333	228	208	131	134		213
11. Other*							
12. TOTAL	30,040	23,288	21,760	14,751	13,893		21,418
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	13,221	8,736	6,812	5,598	5,558		10,439
2. Medical	8,952	9,895	9,256	7,510	3,871		8,845
3. Dental	431	446	391	345	396		415
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	3,331	4,536		1,734			3,040
7. FICA	9,141	7,760	6,336	4,876	6,051		7,830
8. Unemployment	134	100	80	62	87		110
9. Group Life	74	78	78	75	69		75
10. Worker's Com	362	271	215	166	234		296
11. Other*							
12. TOTAL	32,093	27,694	22,614	17,724	14,168		27,658
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	11,756	7,849	6,989	4,217	3,788		7,675
2. Medical	8,725	8,804	8,593	7,266	6,721		8,272
3. Dental	411	400	370	328	305		376
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	3,478	2,916	2,700	2,200	2,986		2,824
7. FICA	7,811	6,349	5,835	3,845	3,830		5,902
8. Unemployment	128	88	77	51	51		86
9. Group Life	68	75	77	66	68		71
10. Worker's Com	317	227	205	132	135		220
11. Other*							
12. TOTAL	29,126	23,541	21,639	14,953	13,844		22,075

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.



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2015-16

Please Note: Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2015-16 and 2014-15. This number will almost always be smaller than that in Section 1. Report individuals in the row for the rank the person held in 2014-15. For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2014 - 2015) 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 Section 3.

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor	181	23,169,651	22,606,255	2.49%
2. Associate	172	15,006,495	14,711,893	2.00%
3. Assistant	182	14,788,418	14,474,444	2.17%
4. Instructor	169	8,670,474	8,359,449	3.72%
5. Lecturer	55	2,792,739	2,560,502	9.07%
6. No Rank				0.00%
7. TOTAL	759	64,427,777	62,712,543	2.74%

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor	134	18,404,423	18,096,477	1.70%
2. Associate	42	4,158,119	4,054,094	2.57%
3. Assistant	14	1,173,231	1,159,680	1.17%
4. Instructor	44	2,832,092	2,749,108	3.02%
5. Lecturer	1	121,200	120,000	1.00%
6. No Rank				0.00%
7. TOTAL	235	26,689,065	26,179,359	1.95%

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor	315	38,227,815	37,412,463	2.18%
2. Associate	214	18,408,592	18,028,879	2.11%
3. Assistant	196	15,748,334	15,423,273	2.11%
4. Instructor	213	10,987,641	10,608,719	3.57%
5. Lecturer	56	2,891,903	2,658,684	8.77%
6. No Rank	0	0	0	0.00%
7. TOTAL	994	86,264,285	84,132,019	2.53%

Instructions for completing Form 4:

Salaries and Percentage Increase for Continuing Full-Time Instructional Faculty

In the "Number of Continuing Faculty" column, include only those specific individual 2014-15 faculty members who remain employed full-time at your institution for 2015-16. 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. Entirely omit faculty from Form 4 if they are: new appointees; faculty who left at the end of 2014-15; and those who did not have the same length contract in both years (unless the second is prorated to the same length as the first). **Where a faculty member received a promotion in rank for 2015-16, that individual's salary should be reported under last year's rank in both salary outlay columns.** The percentage change will calculate automatically when you save your spreadsheet. It is intended to include promotions as well as individual and across-the-board increases.

Note: A negative change in this form means that the individuals in a particular rank took an overall cut in salary, which is generally not the case. Please verify that you are reporting salary for the same individuals in both the "Current Year" and "Previous Year" columns, and that the salaries are for the same contract length. If an individual held an administrative appointment in the previous year, it would be preferable to report salary for the previous year without any additional administrative stipend. 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.



Form 5: Administrative Compensation

2015-16

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		
Chief Academic Officer		
Chief Financial Officer		
Chief Development Officer		
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management		
Director of Athletics		

Instructions for Completing Form 5:

Administrative Compensation

For each administrative position, enter the annual amounts for 2015; report amounts for one individual only and for the institution specified in the response. Use the most current figures available and convert partial-year figures to an annual basis. "Salary" is the contractual base salary provided by the institution; "Supplement" is the cash value of any supplemental compensation provided by the institution or a private foundation. (See also FAQ.) **Confidentiality:** The figures supplied in this report will be used to calculate aggregate ratios of administrative and faculty salaries, they will not be published or disclosed for individual institutions.

President/Chancellor - The principal official responsible for all affairs and operations of the specific institution named in the survey response.

Chief Academic Officer - The principal official responsible for the direction of the academic program of the institution.

Chief Financial Officer - The principal official responsible for the direction of the financial affairs of the institution, including investments, accounting, purchasing, and budgets. In some cases, this may include the functions described for Chief Administration Officer below.

Chief Development Officer - The principal official responsible for institutional fundraising. This individual may also be responsible for public information and other functions; however, if a separate and co-equal individual administers those programs, include here only the fundraising function.

Chief Administration Officer - The principal official responsible for operation of the institution that is generally non-academic and non-financial and includes operation of personnel, physical plant, property management, and auxiliary enterprises. Enter a figure only where this position is held by a separate individual, not if the function is administered by the Chief Financial Officer.

Chief Counsel – The principal official responsible for advising institution on legal rights, obligations, and related matters.

Director of Enrollment Management – The principal official responsible for the planning, development, and implementation of strategies to sustain student enrollment. This individual may also be responsible for admissions or financial aid and other functions; however, if a separate and co-equal individual administers those programs, include here only the enrollment function.

Director of Athletics – The principal official responsible for the operation of intramural and intercollegiate programs including employment, scheduling, promotion, maintenance of athletics.

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.



Form 6: Number, Total Salaries of Part-Time Instructional Faculty and Graduate Teaching Assistants, 2015-16

Confidentiality Notice: The figures supplied in this section will be used for aggregate calculations only; they will only published or disclosed by institutional classification.

Academic Rank	MEN		WOMEN		TOTAL	
	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)
Section 1. Faculty on Contract (Regardless of number of salary installments)						
1. Part-Time Faculty	176	3,987,460	179	2,775,689	355	6,763,149
2. Graduate Teaching Assistant	520	6,893,158	474	6,118,578	994	13,011,736
3. TOTAL	696	10,880,618	653	8,894,267	1,349	19,774,885

Instructions for Completing Form 6:

In the "Number of Part-Time Faculty" column, include only those specific individual 2015-16 faculty members who were designated as less than full-time whose regular assignment has an instruction component (including released time for research), regardless of whether they are formally designated "part-time faculty." **As with Form 2, 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.** Casual employees, hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study program are not considered part-time faculty, even if they have an instructional component.

Report the total contracted salaries for these faculty and do not include any benefits.

In the "Graduate Teaching Assistant" column, include all individuals that assist faculty or other instructional staff in postsecondary institutions by performing teaching or teaching-related duties, such as teaching lower level courses, developing teaching materials, preparing and giving examination, and grading examinations or papers. Graduate Teaching Assistants must be enrolled in a graduate school program. Include the unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service" excluding clinical or basic science, medical, and military Graduate Teaching Assistants. Include Graduate Teaching Assistants who are (a) the instructor of record for an organized class section, (b) the instructor of record for a laboratory section or individualized instruction session, (c) assisting faculty and are not the instructor of record, and (d) "floating" Graduate Teaching Assistants who have a role that primarily supports instruction but is not directly associated with one section or faculty member.

Do not include Graduate Assistants who primarily perform non-teaching duties such as research

Report the total contracted salaries for Graduate Teaching Assistants and do not include any benefits.