



American Association of University Professors Faculty Compensation Survey 2016-2017

Please complete the following fields to ensure proper identification of this file.

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OPE ID:	110800
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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 2015 - 2016 IPEDS General Information
Institutional Sector	<input type="text"/>	Use Institutional Sector from 2015 - 2016 IPEDS General Information
AAUP Category	<input type="text"/>	Use Faculty Compensation Survey Institutional Category
Carnegie Classification	<input type="text"/>	Use Carnegie Classification: Basic from 2015 - 2016 IPEDS General Information
System	<input type="text"/>	
Highest Degree Offered	<input type="text"/>	Use Highest Degree Offered from 2015 - 2016 IPEDS General Information
Institution Grants Medical Degree	<input type="text"/>	Use Institution Grants Medical Degree from 2015-2016 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 AAUP Research at aaupfcs@aaup.org and record your new deadline here.

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 2016-17 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 AAUP Research.

Conversion Factor. Completion of this field is necessary only if you report data for 11- or 12-month faculty. Leaving this cell blank will automatically calculate the conversion as 1.00. You may use default value of 9/11 or 0.818181818181818 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 2016-17

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 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
Section 1. Faculty on 9-Month Contracts (Regardless of Number of Salary Installments)									
1. Professor	158	21,037,156	1	0	157	41	5,149,614	0	0
2. Associate	104	9,565,255	0	2	102	74	6,402,178	0	6
3. Assistant	139	11,600,116	0	139	0	82	6,146,055	0	82
4. Instructor	95	4,851,462	95	0	0	152	7,837,820	152	0
5. Lecturer	28	1,471,490	28	0	0	37	1,836,616	37	0
6. No Rank									
7. TOTAL	524	48,525,479	124	141	259	386	27,372,283	189	88
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)									
1. Professor	112	16,156,935	5	0	107	23	2,840,961	1	0
2. Associate	35	4,053,394	3	2	30	12	1,260,206	1	0
3. Assistant	15	1,252,402	3	12	0	6	506,735	0	6
4. Instructor	28	1,860,495	28	0	0	33	2,149,083	33	0
5. Lecturer						3	369,472	3	0
6. No Rank									
7. TOTAL	190	23,323,226	39	14	137	77	7,126,457	38	6
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)									
1. Professor	270	34,256,466	6	0	264	64	7,474,037	1	0
2. Associate	139	12,881,668	3	4	132	86	7,433,256	1	6
3. Assistant	154	12,624,809	3	151	0	88	6,560,656	0	88
4. Instructor	123	6,373,685	123	0	0	185	9,596,161	185	0
5. Lecturer	28	1,471,490	28	0	0	40	2,138,911	40	0
6. No Rank	0	0	0	0	0	0	0	0	0
7. TOTAL	714	67,608,118	163	155	396	463	33,203,021	227	94

[Click here for a webinar on how to complete Form 2 of the 2016-17 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 trimes) 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 instructional 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 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, Counselor, Registrar, or Coach, even though they may devote part of their time to classroom instruction, (7) Research Faculty, or faculty who have 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
<u>Faculty on Sabbatical or Leave with Pay</u>	Include	Exclude
<u>Faculty on Sabbatical or Leave without Pay</u>	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 teaching, stipends, or other forms of remuneration. Department or program heads with faculty rank and no other administrative title should be 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 1 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 at aaupfcs@aaup.org.

Tenured

41
68
0
0
0
109

22
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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	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RAN
	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)

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

1. Retirement	2,494,549	198	1,465,292	178	1,583,532	221	1,086,522	247	260,954	65	
2. Medical	1,596,118	188	1,362,907	161	1,773,724	207	1,507,626	206	313,884	49	
3. Dental	69,774	181	60,329	160	72,275	195	64,870	198	13,085	46	
4. (Optional) Medical combined w/dental											
5. Disability	7,164	199	6,417	178	7,956	221	8,887	247	2,349	65	
6. Tuition	64,266	18	38,620	13	17,386	7	160,768	51	11,276	4	
7. FICA	1,652,275	199	1,159,142	178	1,316,562	221	966,532	247	253,070	65	
8. Unemployment	50,994	199	30,868	178	34,058	221	25,016	247	6,771	65	
9. Group Life	14,528	199	13,827	178	17,245	221	16,741	247	4,350	65	
10. Worker's Comp.	7,650	199	4,631	178	5,109	221	3,752	247	1,016	65	
11. Other*											
12. TOTAL	5,957,316	199	4,142,034	178	4,827,846	221	3,840,714	247	866,756	65	0

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

1. Retirement	1,844,508	135	448,939	47	155,101	21	345,878	61	29,093	3	
2. Medical	1,184,408	123	425,981	45	178,218	19	385,234	50	7,902	2	
3. Dental	53,509	121	17,911	42	7,378	18	15,799	46	984	3	
4. (Optional) Medical combined w/dental											
5. Disability	4,860	135	1,692	47	756	21	2,196	61	108	3	
6. Tuition	91,788	23	37,961	6	0	0	21,785	7	0	0	
7. FICA	1,243,990	135	382,250	47	134,574	21	306,733	61	27,872	3	
8. Unemployment	36,917	135	10,240	47	3,394	21	7,844	61	733	3	
9. Group Life	10,105	135	3,666	47	1,638	21	4,583	61	234	3	
10. Worker's Comp.	5,538	135	1,536	47	509	21	1,177	61	110	3	
11. Other*											
12. TOTAL	4,475,623	135	1,330,176	47	481,568	21	1,091,228	61	67,036	3	0

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

1. Retirement	4,003,691	333	1,832,606	225	1,710,433	242	1,369,513	308	284,758	68	0
2. Medical**	2,780,526	311	1,788,887	206	1,951,942	226	1,892,860	256	321,785	51	0
3. Dental**	123,283	302	78,241	202	79,653	213	80,669	244	14,069	49	0

4. (Optional) Medical combined w/dental	0	0	0	0	0	0	0	0	0	0	0
5. Disability**	12,024	334	8,109	225	8,712	242	11,083	308	2,457	68	0
6. Tuition**	156,054	41	76,581	19	17,386	7	182,553	58	11,276	4	0
7. FICA	2,670,084	334	1,471,892	225	1,426,668	242	1,217,496	308	275,874	68	0
8. Unemployment**	87,911	334	41,109	225	37,452	242	32,860	308	7,505	68	0
9. Group Life	22,796	334	16,826	225	18,585	242	20,491	308	4,541	68	0
10. Worker's Comp.	12,181	334	5,888	225	5,525	242	4,715	308	1,106	68	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	9,868,550	334	5,320,139	225	5,256,356	242	4,812,238	308	923,372	68	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. Record the unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service" excluding clinical or basic science faculty 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 item, also be reported. In the case of tuition, this is the number of actual faculty recipients (faculty members) not their dependents using the benefit.

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 form, report the total column only.

Retirement Include the contribution by the institution, state, and/or local government to the retirement plan(s) but exclude payments for unfunded pension plans 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 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 60% of salary for 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 dollar value should be reported for 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 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 or some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, 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 individuals. Do not 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 cost of tuition, unemployment, and "other" benefits. Other items will be converted using the factor entered in Form 2. If you provided only converted amounts, use the procedure in Form 3. Once you click "Save"; please verify that these figures are correct and report any discrepancies immediately to the AAI

K	Totals by Rank		UNDIFFERENTIATED RANK	
	No. Cov.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)

	6,890,850	909		
	6,554,258	811		
	280,333	780		
	0	0		
	32,773	910		
	292,316	93		
	5,347,581	910		
	147,707	910		
	66,690	910		
	22,157	910		
	0	0		
0	19,634,666	910	0	0

	2,823,518	267		
	2,181,743	239		
	95,581	230		
	0	0		
	9,612	267		
	151,534	36		
	2,095,418	267		
	59,129	267		
	20,227	267		
	8,870	267		
	0	0		
0	7,445,631	267	0	0

0	9,201,001	1,176	0	0
0	8,736,001	1,050	0	0
0	375,915	1,010	0	0

BENEFITS AS PERCENT OF SALARY

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK
1. Retirement	9.53%	9.18%	8.92%	8.56%	7.89%	
2. Medical	6.10%	8.54%	9.99%	11.88%	9.49%	
3. Dental	0.27%	0.38%	0.41%	0.51%	0.40%	
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Disability	0.03%	0.04%	0.04%	0.07%	0.07%	
6. Tuition	0.25%	0.24%	0.10%	1.27%	0.34%	
7. FICA	6.31%	7.26%	7.42%	7.62%	7.65%	
8. Unemployment	0.19%	0.19%	0.19%	0.20%	0.20%	
9. Group Life	0.06%	0.09%	0.10%	0.13%	0.13%	
10. Worker's Com	0.03%	0.03%	0.03%	0.03%	0.03%	
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%	
12. TOTAL	22.75%	25.94%	27.21%	30.27%	26.20%	0.00%

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK
1. Retirement	9.71%	8.45%	8.82%	8.63%	7.87%	
2. Medical	6.23%	8.02%	10.13%	9.61%	2.14%	
3. Dental	0.28%	0.34%	0.42%	0.39%	0.27%	
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Disability	0.03%	0.03%	0.04%	0.05%	0.03%	
6. Tuition	0.48%	0.71%	0.00%	0.54%	0.00%	
7. FICA	6.55%	7.19%	7.65%	7.65%	7.54%	
8. Unemployment	0.19%	0.19%	0.19%	0.20%	0.20%	
9. Group Life	0.05%	0.07%	0.09%	0.11%	0.06%	
10. Worker's Com	0.03%	0.03%	0.03%	0.03%	0.03%	
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%	
12. TOTAL	23.56%	25.03%	27.38%	27.22%	18.14%	0.00%

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK
1. Retirement	9.59%	9.02%	8.92%	8.58%	7.89%	
2. Medical	6.66%	8.81%	10.17%	11.85%	8.91%	
3. Dental	0.30%	0.39%	0.42%	0.51%	0.39%	

0	0	0	0	0
0	42,385	1,177	0	0
0	443,850	129	0	0
0	7,062,014	1,177	0	0
0	206,836	1,177	0	0
0	83,239	1,177	0	0
0	29,415	1,177	0	0
0	0	0	0	0
0	26,180,654	1,177	0	0

4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%	
5. Disability	0.03%	0.04%	0.05%	0.07%	0.07%	
6. Tuition	0.37%	0.38%	0.09%	1.14%	0.31%	
7. FICA	6.40%	7.25%	7.44%	7.62%	7.64%	
8. Unemployment	0.21%	0.20%	0.20%	0.21%	0.21%	
9. Group Life	0.05%	0.08%	0.10%	0.13%	0.13%	
10. Worker's Com	0.03%	0.03%	0.03%	0.03%	0.03%	
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%	
12. TOTAL	23.65%	26.19%	27.40%	30.13%	25.58%	0.00%

all that full-time instructional faculty is defined as
faculty, medical faculty in schools of medicine and

an benefit, the number of persons covered should
(t) rather than the number of faculty eligible.

file, enter your data in the "Undifferentiated Rank"

funded retirement liability. (See the FAQ regarding

separately, but if this is not possible, this line is for

six months and not covered in other retirement or

e number covered is the number of actual faculty

for unemployment and/or worker's compensation,

er state law.

ayment if the individual prefers to use the money in
ses, professional benefits (e.g., conference travel,

vidual benefits. The spreadsheet will automatically

onverted. These include medical, dental, disability,
d salary figures in Form 2, please follow the same
JP Research at aaupfcs@aaup.org.

BENEFITS AVERAGE

ALL RANKS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
9.08%	12,599	8,232	7,165	4,399	4,015		7,581
8.64%	8,490	8,465	8,569	7,319	6,406		8,082
0.37%	385	377	371	328	284		359
0.00%							
0.04%	36	36	36	36	36		36
0.39%	3,570	2,971	2,484	3,152	2,819		3,143
7.05%	8,303	6,512	5,957	3,913	3,893		5,876
0.19%	256	173	154	101	104		162
0.09%	73	78	78	68	67		73
0.03%	38	26	23	15	16		24
0.00%							
25.87%	29,936	23,270	21,845	15,549	13,335		21,577
ALL RANKS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
9.27%	13,663	9,552	7,386	5,670	9,698		10,575
7.17%	9,629	9,466	9,380	7,705	3,951		9,129
0.31%	442	426	410	343	328		416
0.00%							
0.03%	36	36	36	36	36		36
0.50%	3,991	6,327		3,112			4,209
6.88%	9,215	8,133	6,408	5,028	9,291		7,848
0.19%	273	218	162	129	244		221
0.07%	75	78	78	75	78		76
0.03%	41	33	24	19	37		33
0.00%							
24.45%	33,153	28,302	22,932	17,889	22,345		27,886
ALL RANKS	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
9.13%	12,023	8,145	7,068	4,446	4,188		7,824
8.67%	8,941	8,684	8,637	7,394	6,310		8,320
0.37%	408	387	374	331	287		372

0.00%	4. Combined Medical/Dental							
0.04%	5. Disability	36	36	36	36	36		36
0.44%	6. Tuition	3,806	4,031	2,484	3,147	2,819		3,441
7.01%	7. FICA	7,994	6,542	5,895	3,953	4,057		6,000
0.21%	8. Unemployment	263	183	155	107	110		176
0.08%	9. Group Life	68	75	77	67	67		71
0.03%	10. Worker's Com	36	26	23	15	16		25
0.00%	11. Other*							
25.97%	12. TOTAL	29,547	23,645	21,720	15,624	13,579		22,244



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	178	23,288,964	22,622,841	2.94%
2. Associate	173	15,764,963	15,126,466	4.22%
3. Assistant	193	15,806,089	15,313,972	3.21%
4. Instructor	186	9,720,326	9,424,695	3.14%
5. Lecturer	58	2,985,754	2,848,850	4.81%
6. No Rank				0.00%
7. TOTAL	788	67,566,096	65,336,824	3.41%

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	134	19,067,241	18,738,680	1.75%
2. Associate	42	4,584,297	4,371,486	4.87%
3. Assistant	17	1,430,492	1,407,935	1.60%
4. Instructor	49	3,284,083	3,172,931	3.50%
5. Lecturer	1	128,472	121,200	6.00%
6. No Rank				0.00%
7. TOTAL	243	28,494,586	27,812,232	2.45%

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	312	38,889,434	37,954,488	2.46%
2. Associate	215	19,515,752	18,703,136	4.34%
3. Assistant	210	16,976,492	16,465,919	3.10%
4. Instructor	235	12,407,304	12,020,729	3.22%
5. Lecturer	59	3,090,867	2,948,014	4.85%
6. No Rank	0	0	0	0.00%
7. TOTAL	1,031	90,879,848	88,092,287	3.16%

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 2015-16 faculty members who remain employed full-time at your institution for 2016-17. 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 2015-16; 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 2016-17, 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

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		
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 2016; 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 at aaupfcs@aaup.org.



Form 6: Number, Total Salaries of Part-Time Instructional Faculty and Graduate Teaching Assistants, 2016-17

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	156	3,724,232	193	3,173,422	349	6,897,654
2. Graduate Teaching Assistant	524	7,174,709	447	6,003,363	971	13,178,072
3. Part-Time Per Section Faculty					0	0
4. TOTAL	680	10,898,941	640	9,176,785	1,320	20,075,726

Instructions for Completing Form 6:

In the "Number of Part-Time Faculty" column, include only those specific individual 2016-17 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.