



American Association of University Professors Faculty Compensation Survey 2017-2018

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 2016-17 IPEDS General Information
Institutional Sector	<input type="text"/>	Use Institutional Sector from 2016-17 IPEDS General Information
AAUP Category	<input type="text"/>	Use Faculty Compensation Survey Institutional Category
Carnegie Classification	<input type="text"/>	Use Carnegie Classification: Basic from 2016-17 IPEDS General Information
System	<input type="text"/>	
Highest Degree Offered	<input type="text"/>	Use Highest Degree Offered from 2016-17 IPEDS General Information
Institution Grants Medical Degree	<input type="text"/>	Use Institution Grants Medical Degree from 2016-17 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	<input type="text"/>	For a deadline change contact AAUP Research at aaupfcs@aaup.org and record your new deadline here.
Non-Submission	<input type="text"/>	
Tenure System	<input type="text"/>	
Faculty Union	<input type="text"/>	
Part-Time Benefits	<input type="text"/>	

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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 0.81818181818 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 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 the. 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 2017-18**

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	153	21,307,243	0	0	153	46	5,777,678	0	0	46
2. Associate	112	10,986,870	0	2	110	66	6,008,817	0	4	62
3. Assistant	142	12,391,764	0	142	0	92	6,988,278	0	92	0
4. Instructor	96	5,151,966	96	0	0	154	8,430,836	154	0	0
5. Lecturer	26	1,333,234	26	0	0	31	1,667,593	31	0	0
6. No Rank										
7. TOTAL	529	51,171,077	122	144	263	389	28,873,202	185	96	108
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor	111	16,477,434	5	0	106	23	2,900,013	1	0	22
2. Associate	37	4,131,220	5	2	30	17	1,794,209	1	0	16
3. Assistant	12	1,018,315	4	8	0	7	667,339	0	7	0
4. Instructor	26	1,763,279	26	0	0	29	1,968,701	29	0	0
5. Lecturer	1	77,250	1	0	0	4	460,126	4	0	0
6. No Rank										
7. TOTAL	187	23,467,498	41	10	136	80	7,790,388	35	7	38
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	264	34,788,780	5	0	259	69	8,150,416	1	0	68
2. Associate	149	14,366,959	5	4	140	83	7,476,806	1	4	78
3. Assistant	154	13,224,931	4	150	0	99	7,534,283	0	99	0
4. Instructor	122	6,594,649	122	0	0	183	10,041,591	183	0	0
5. Lecturer	27	1,396,439	27	0	0	35	2,044,060	35	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	716	70,371,757	163	154	399	469	35,247,156	220	103	146

[Current Instructions](#)

[Frequently Asked Questions](#)

[Webinars for 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
<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 without instructional activity).	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 at aaupfcs@aaup.org.

Major Benefits	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	2,603,060	197	1,573,561	177	1,770,287	234	1,192,594	250	223,418	57			7,362,920	915		
2. Medical	1,639,502	188	1,450,029	161	1,918,653	218	1,572,824	208	228,990	38			6,809,997	813		
3. Dental	68,741	179	62,791	161	75,524	203	65,836	197	9,119	32			282,010	772		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	7,164	199	6,372	177	8,424	234	9,020	250	2,052	57			33,032	917		
6. Tuition	46,557	17	40,743	13	12,007	7	191,588	47	10,605	3			301,500	87		
7. FICA	1,722,235	199	1,229,729	178	1,443,128	234	1,036,672	250	229,563	57			5,661,328	918		
8. Unemployment	27	196	16	155	18	183	14	155	3	33			78	722		
9. Group Life	14,473	199	13,690	177	18,259	234	17,317	250	3,954	57			67,694	917		
10. Worker's Comp.	26,439	199	16,488	177	18,778	234	13,563	250	3,083	57			78,351	917		
11. Other*													0	0		
12. TOTAL	6,128,197	199	4,393,420	178	5,265,078	234	4,099,429	250	710,787	57	0	0	20,596,910	918	0	0
Section 2. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)																
1. Retirement	1,888,432	134	500,833	54	159,439	19	321,664	55	45,498	5			2,915,866	267		
2. Medical	1,173,694	122	459,513	48	170,223	18	393,647	48	29,081	5			2,226,159	241		
3. Dental	52,936	121	19,539	47	6,411	16	16,714	46	1,714	5			97,314	235		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	4,824	134	1,944	54	684	19	1,980	55	180	5			9,612	267		
6. Tuition	46,421	15	9,933	6	0	0	24,939	9	0	0			81,293	30		
7. FICA	1,285,683	134	436,122	54	128,907	19	285,496	55	39,690	5			2,175,899	267		
8. Unemployment	19	127	5	40	1	12	3	29	0	4			29	212		
9. Group Life	10,094	134	4,212	54	1,482	19	4,150	55	390	5			20,328	267		
10. Worker's Comp.	19,065	134	5,594	54	1,627	19	3,591	55	528	5			30,406	267		
11. Other*													0	0		
12. TOTAL	4,481,167	134	1,437,696	54	468,775	19	1,052,186	55	117,082	5	0	0	7,556,905	267	0	0
Section 3. 9-Month plus 12-Month converted** (Calculates automatically)																
1. Retirement	4,148,140	331	1,983,334	231	1,900,737	253	1,455,773	305	260,644	62	0	0	9,748,629	1,182	0	0
2. Medical**	2,813,195	310	1,909,542	209	2,088,876	236	1,966,471	256	258,071	43	0	0	9,036,156	1,054	0	0
3. Dental**	121,677	300	82,330	208	81,934	219	82,550	243	10,833	37	0	0	379,325	1,007	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**	11,988	333	8,316	231	9,108	253	11,000	305	2,232	62	0	0	42,644	1,184	0	0
6. Tuition**	92,978	32	50,676	19	12,007	7	216,527	56	10,605	3	0	0	382,793	117	0	0
7. FICA	2,774,158	333	1,586,557	232	1,548,597	253	1,270,260	305	262,037	62	0	0	7,441,608	1,185	0	0
8. Unemployment**	45	323	21	195	19	195	18	184	4	37	0	0	107	934	0	0
9. Group Life	22,731	333	17,136	231	19,472	253	20,713	305	4,273	62	0	0	84,326	1,184	0	0
10. Worker's Comp.	42,038	333	21,065	231	20,109	253	16,501	305	3,515	62	0	0	103,228	1,184	0	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	10,026,951	333	5,658,977	232	5,680,860	253	5,039,814	305	812,213	62	0	0	27,218,815	1,185	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	9.61%	9.26%	9.13%	8.78%	7.45%		9.20%
2. Medical	6.05%	8.53%	9.90%	11.58%	7.63%		8.51%
3. Dental	0.25%	0.37%	0.39%	0.48%	0.30%		0.35%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.04%	0.07%	0.07%		0.04%
6. Tuition	0.17%	0.24%	0.06%	1.41%	0.35%		0.38%
7. FICA	6.36%	7.24%	7.45%	7.63%	7.65%		7.07%
8. Unemployment	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
9. Group Life	0.05%	0.08%	0.09%	0.13%	0.13%		0.08%
10. Worker's Comp.	0.10%	0.10%	0.10%	0.10%	0.10%		0.10%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	22.63%	25.85%	27.17%	30.18%	23.69%	0.00%	25.73%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.75%	8.45%	9.46%	8.62%	8.47%		9.33%
2. Medical	6.06%	7.75%	10.10%	10.55%	5.41%		7.12%
3. Dental	0.27%	0.33%	0.38%	0.45%	0.32%		0.31%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.02%	0.03%	0.04%	0.05%	0.03%		0.03%
6. Tuition	0.24%	0.17%	0.00%	0.67%	0.00%		0.26%
7. FICA	6.63%	7.36%	7.65%	7.65%	7.39%		6.96%
8. Unemployment	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
9. Group Life	0.05%	0.07%	0.09%	0.11%	0.07%		0.07%
10. Worker's Comp.	0.10%	0.09%	0.10%	0.10%	0.10%		0.10%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	23.13%	24.26%	27.81%	28.19%	21.79%	0.00%	24.18%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.66%	9.08%	9.16%	8.75%	7.58%		9.23%
2. Medical	6.55%	8.74%	10.06%	11.82%	7.50%		8.56%
3. Dental	0.28%	0.38%	0.39%	0.50%	0.31%		0.36%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.04%	0.07%	0.06%		0.04%
6. Tuition	0.22%	0.23%	0.06%	1.30%	0.31%		0.36%
7. FICA	6.46%	7.26%	7.46%	7.64%	7.62%		7.05%
8. Unemployment	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
9. Group Life	0.05%	0.08%	0.09%	0.12%	0.12%		0.08%
10. Worker's Comp.	0.10%	0.10%	0.10%	0.10%	0.10%		0.10%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	23.35%	25.91%	27.37%	30.29%	23.61%	0.00%	25.77%

BENEFITS AVERAGE

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	13,214	8,890	7,565	4,770	3,920		8,047
2. Medical	8,721	9,006	8,801	7,562	6,026		8,376
3. Dental	384	390	372	334	285		365
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	2,739	3,134	1,715	4,076	3,535		3,466
7. FICA	8,654	6,909	6,167	4,147	4,027		6,167
8. Unemployment	0	0	0	0	0		0
9. Group Life	73	77	78	69	69		74
10. Worker's Comp.	133	93	80	54	54		85
11. Other*							
12. TOTAL	30,795	24,682	22,500	16,398	12,470		22,437
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	14,093	9,275	8,392	5,848	9,100		10,921
2. Medical	9,620	9,573	9,457	8,201	5,816		9,237
3. Dental	437	416	401	363	343		414
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	3,095	1,656		2,771			2,710
7. FICA	9,595	8,076	6,785	5,191	7,938		8,149
8. Unemployment	0	0	0	0	0		0
9. Group Life	75	78	78	75	78		76
10. Worker's Comp.	142	104	86	65	106		114
11. Other*							
12. TOTAL	33,442	26,624	24,672	19,131	23,416		28,303
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	12,532	8,586	7,513	4,773	4,204		8,248
2. Medical	9,075	9,137	8,851	7,682	6,002		8,573
3. Dental	406	396	374	340	293		377
4. Combined Medical/Dental							
5. Disability	36	36	36	36	36		36
6. Tuition	2,906	2,667	1,715	3,867	3,535		3,272
7. FICA	8,331	6,839	6,121	4,165	4,226		6,280
8. Unemployment	0	0	0	0	0		0
9. Group Life	68	74	77	68	69		71
10. Worker's Comp.	126	91	79	54	57		87
11. Other*							
12. TOTAL	30,111	24,392	22,454	16,524	13,100		22,969

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 at aaupfcs@aaup.org.



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2017-18

Please Note: Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2017-18 and 2016-17. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2016-17.** For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2016 - 2017) 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 2016 - 2017 should NOT be included in Form 4.

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

Academic Rank in 2016-17	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2017-18)	Previous Yr. (2016-17)	
1. Professor	187	25,500,731	24,603,173	3.65%
2. Associate	172	16,320,258	15,391,652	6.03%
3. Assistant	213	17,843,785	16,946,262	5.30%
4. Instructor	215	11,734,625	11,312,032	3.74%
5. Lecturer	50	2,791,761	2,574,306	8.45%
6. No Rank				0.00%
7. TOTAL	837	74,191,160	70,827,425	4.75%

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

Academic Rank in 2016-17	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2017-18)	Previous Yr. (2016-17)	
1. Professor	128	18,399,113	18,005,538	2.19%
2. Associate	45	5,194,651	4,925,680	5.46%
3. Assistant	20	1,710,646	1,684,137	1.57%
4. Instructor	53	3,658,975	3,463,048	5.66%
5. Lecturer	3	385,126	369,472	4.24%
6. No Rank				0.00%
7. TOTAL	249	29,348,510	28,447,875	3.17%

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

Academic Rank in 2016-17	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2017-18)	Previous Yr. (2016-17)	
1. Professor	315	40,554,551	39,334,977	3.10%
2. Associate	217	20,570,427	19,421,754	5.91%
3. Assistant	233	19,243,404	18,324,192	5.02%
4. Instructor	268	14,728,331	14,145,435	4.12%
5. Lecturer	53	3,106,864	2,876,601	8.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	1,086	98,203,577	94,102,959	4.36%

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 2016-17 faculty members who remain employed full-time at your institution for 2017-18. 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 2016-17; 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 2017-18, 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 2017-18

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 2017; 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, 2017-18

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	91	1,657,276	99	1,593,916	190	3,251,192
2. Graduate Teaching Assistant	347	4,729,141	298	3,904,608	645	8,633,749
3. Part-Time Per Section Faculty					0	0
4. TOTAL	438	6,386,417	397	5,498,524	835	11,884,941

Instructions for Completing Form 6:

In the "Number of Part-Time Faculty" column, include only those specific individual 2017-18 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.