



American Association of University Professors Faculty Compensation Survey 2018-19

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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"/>	



**American Association of University Professors
Faculty Compensation Survey 2018-19**

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	148	20,933,488	0	0	148	49	6,243,795	0	0	49
2. Associate	115	11,480,173	0	0	115	71	6,799,775	0	2	69
3. Assistant	143	13,015,460	0	143	0	91	6,881,974	0	91	0
4. Instructor	101	5,537,687	101	0	0	163	9,337,849	163	0	0
5. Lecturer	28	1,590,500	28	0	0	20	948,819	20	0	0
6. No Rank										
7. TOTAL	535	52,557,308	129	143	263	394	30,212,212	183	93	118
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor	111	17,281,591	5	0	106	20	2,541,579	1	0	19
2. Associate	36	3,995,733	6	1	29	18	1,884,174	1	0	17
3. Assistant	11	952,994	3	8	0	7	690,418	0	7	0
4. Instructor	25	1,745,166	25	0	0	33	2,368,038	33	0	0
5. Lecturer	0	0	0	0	0	2	175,000	2	0	0
6. No Rank										
7. TOTAL	183	23,975,484	39	9	135	80	7,659,209	37	7	36
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	259	35,072,972	5	0	254	69	8,323,269	1	0	68
2. Associate	151	14,749,409	6	1	144	89	8,341,372	1	2	86
3. Assistant	154	13,795,182	3	151	0	98	7,446,861	0	98	0
4. Instructor	126	6,965,550	126	0	0	196	11,275,335	196	0	0
5. Lecturer	28	1,590,500	28	0	0	22	1,092,001	22	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	718	72,173,613	168	152	398	474	36,478,838	220	100	154



Form 3: Major Benefits for Full-Time Instructional Faculty, 2018-19

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	2,566,654	194	1,715,975	186	1,772,236	234	1,319,006	263	201,100	48			7,574,971	925		
2. Medical	1,530,488	187	1,484,681	170	1,835,170	219	1,729,400	227	212,496	34			6,792,235	837		
3. Dental	70,234	182	66,985	170	72,467	196	73,566	211	8,395	29			291,647	788		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	7,730	197	7,299	186	9,182	234	10,438	263	1,925	48			36,575	928		
6. Tuition	59,268	19	43,242	15	15,247	5	153,033	39	10,232	2			281,022	80		
7. FICA	1,720,261	197	1,305,195	186	1,472,045	234	1,131,295	264	194,258	48			5,823,053	929		
8. Unemployment	5,270	197	3,541	186	3,854	234	2,979	263	526	48			16,171	928		
9. Group Life	17,145	197	17,130	186	21,755	234	22,402	263	4,103	48			82,535	928		
10. Worker's Comp.	71,152	197	47,810	186	52,032	234	40,217	263	7,106	48			218,316	928		
11. Other*													0	0		
12. TOTAL	6,048,202	197	4,691,858	186	5,253,989	234	4,482,336	264	640,141	48	0	0	21,116,526	929	0	0
Section 2. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)																
1. Retirement	1,914,894	131	557,937	54	142,803	18	345,043	58	13,500	2			2,974,177	263		
2. Medical	1,061,662	119	435,977	48	143,612	16	393,297	50	15,141	2			2,049,688	235		
3. Dental	51,078	119	20,023	48	5,689	15	18,084	49	934	2			95,808	233		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	5,140	131	2,119	54	706	18	2,263	58	78	2			10,307	263		
6. Tuition	60,880	18	21,540	6	0	0	34,264	12	0	0			116,684	36		
7. FICA	1,293,657	131	441,028	54	124,790	18	313,615	58	13,388	2			2,186,476	263		
8. Unemployment	3,883	131	1,136	54	315	18	793	58	33	2			6,161	263		
9. Group Life	11,644	131	5,022	54	1,674	18	5,184	58	186	2			23,710	263		
10. Worker's Comp.	52,435	131	15,338	54	4,253	18	10,707	58	443	2			83,176	263		
11. Other*													0	0		
12. TOTAL	4,455,273	131	1,500,119	54	423,842	18	1,123,249	58	43,703	2	0	0	7,546,186	263	0	0
Section 3. 9-Month plus 12-Month converted** (Calculates automatically)																
1. Retirement	4,133,386	325	2,172,469	240	1,889,074	252	1,601,314	321	212,145	50	0	0	10,008,388	1,188	0	0
2. Medical**	2,592,150	306	1,920,658	218	1,978,782	235	2,122,696	277	227,637	36	0	0	8,841,923	1,072	0	0
3. Dental**	121,311	301	87,008	218	78,156	211	91,650	260	9,329	31	0	0	387,455	1,021	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**	12,871	328	9,418	240	9,888	252	12,701	321	2,004	50	0	0	46,882	1,191	0	0
6. Tuition**	120,148	37	64,782	21	15,247	5	187,297	51	10,232	2	0	0	397,706	116	0	0
7. FICA	2,778,707	328	1,666,036	240	1,574,145	252	1,387,889	322	205,211	50	0	0	7,611,988	1,192	0	0
8. Unemployment**	9,153	328	4,678	240	4,169	252	3,772	321	559	50	0	0	22,331	1,191	0	0
9. Group Life	26,672	328	21,239	240	23,125	252	26,643	321	4,256	50	0	0	101,934	1,191	0	0
10. Worker's Comp.	114,053	328	60,359	240	55,512	252	48,977	321	7,468	50	0	0	286,370	1,191	0	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	9,908,451	328	6,006,646	240	5,628,100	252	5,482,940	322	678,841	50	0	0	27,704,977	1,192	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	9.44%	9.39%	8.91%	8.87%	7.92%		9.15%
2. Medical	5.63%	8.12%	9.22%	11.63%	8.37%		8.21%
3. Dental	0.26%	0.37%	0.36%	0.49%	0.33%		0.35%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.05%	0.07%	0.08%		0.04%
6. Tuition	0.22%	0.24%	0.08%	1.03%	0.40%		0.34%
7. FICA	6.33%	7.14%	7.40%	7.61%	7.65%		7.04%
8. Unemployment	0.02%	0.02%	0.02%	0.02%	0.02%		0.02%
9. Group Life	0.06%	0.09%	0.11%	0.15%	0.16%		0.10%
10. Worker's Comp.	0.26%	0.26%	0.26%	0.27%	0.28%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	22.25%	25.67%	26.41%	30.13%	25.21%	0.00%	25.51%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.66%	9.49%	8.69%	8.39%	7.71%		9.40%
2. Medical	5.36%	7.41%	8.74%	9.56%	8.65%		6.48%
3. Dental	0.26%	0.34%	0.35%	0.44%	0.53%		0.30%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.04%	0.06%	0.04%		0.03%
6. Tuition	0.31%	0.37%	0.00%	0.83%	0.00%		0.37%
7. FICA	6.53%	7.50%	7.59%	7.62%	7.65%		6.91%
8. Unemployment	0.02%	0.02%	0.02%	0.02%	0.02%		0.02%
9. Group Life	0.06%	0.09%	0.10%	0.13%	0.11%		0.07%
10. Worker's Comp.	0.26%	0.26%	0.26%	0.26%	0.25%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	22.48%	25.51%	25.79%	27.31%	24.97%	0.00%	23.85%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	9.52%	9.41%	8.89%	8.78%	7.91%		9.21%
2. Medical	5.97%	8.32%	9.32%	11.64%	8.49%		8.14%
3. Dental	0.28%	0.38%	0.37%	0.50%	0.35%		0.36%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
5. Disability	0.03%	0.04%	0.05%	0.07%	0.07%		0.04%
6. Tuition	0.28%	0.28%	0.07%	1.03%	0.38%		0.37%
7. FICA	6.40%	7.22%	7.41%	7.61%	7.65%		7.01%
8. Unemployment	0.02%	0.02%	0.02%	0.02%	0.02%		0.02%
9. Group Life	0.06%	0.09%	0.11%	0.15%	0.16%		0.09%
10. Worker's Comp.	0.26%	0.26%	0.26%	0.27%	0.28%		0.26%
11. Other*	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
12. TOTAL	22.83%	26.01%	26.50%	30.06%	25.31%	0.00%	25.50%

BENEFITS AVERAGE

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	13,230	9,226	7,574	5,015	4,190		8,189
2. Medical	8,184	8,733	8,380	7,619	6,250		8,115
3. Dental	386	394	370	349	289		370
4. Combined Medical/Dental							
5. Disability	39	39	39	40	40		39
6. Tuition	3,119	2,883	3,049	3,924	5,116		3,513
7. FICA	8,732	7,017	6,291	4,285	4,047		6,268
8. Unemployment	27	19	16	11	11		17
9. Group Life	87	92	93	85	85		89
10. Worker's Comp.	361	257	222	153	148		235
11. Other*							
12. TOTAL	30,702	25,225	22,453	16,979	13,336		22,730
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	14,618	10,332	7,933	5,949	6,750		11,309
2. Medical	8,922	9,083	8,976	7,866	7,570		8,722
3. Dental	429	417	379	369	467		411
4. Combined Medical/Dental							
5. Disability	39	39	39	39	39		39
6. Tuition	3,382	3,590		2,855			3,241
7. FICA	9,875	8,167	6,933	5,407	6,694		8,314
8. Unemployment	30	21	18	14	16		23
9. Group Life	89	93	93	89	93		90
10. Worker's Comp.	400	284	236	185	222		316
11. Other*							
12. TOTAL	34,010	27,780	23,547	19,366	21,851		28,693
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	12,718	9,052	7,496	4,989	4,243		8,425
2. Medical	8,471	8,810	8,420	7,663	6,323		8,248
3. Dental	403	399	370	353	301		379
4. Combined Medical/Dental							
5. Disability	39	39	39	40	40		39
6. Tuition	3,247	3,085	3,049	3,672	5,116		3,428
7. FICA	8,472	6,942	6,247	4,310	4,104		6,386
8. Unemployment	28	19	17	12	11		19
9. Group Life	81	88	92	83	85		86
10. Worker's Comp.	348	251	220	153	149		240
11. Other*							
12. TOTAL	30,209	25,028	22,334	17,028	13,577		23,242



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2018-19

Please Note: Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2018-19 and 2017-18. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2017-18.** For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2017 - 2018) 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 2018 - 2019 should NOT be included in Form 4.

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

Academic Rank in 2017-18	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2018-19)	Previous Yr. (2017-18)	
1. Professor	185	25,778,424	25,180,334	2.38%
2. Associate	170	16,844,517	16,262,610	3.58%
3. Assistant	220	18,719,478	18,051,015	3.70%
4. Instructor	227	12,924,883	12,503,705	3.37%
5. Lecturer	43	2,427,700	2,265,317	7.17%
6. No Rank				0.00%
7. TOTAL	845	76,695,003	74,262,981	3.27%

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

Academic Rank in 2017-18	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2018-19)	Previous Yr. (2017-18)	
1. Professor	123	18,313,952	17,646,977	3.78%
2. Associate	50	5,622,474	5,382,505	4.46%
3. Assistant	19	1,749,738	1,685,654	3.80%
4. Instructor	49	3,430,068	3,321,832	3.26%
5. Lecturer	2	246,696	243,820	1.18%
6. No Rank				0.00%
7. TOTAL	243	29,362,928	28,280,788	3.83%

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. (2018-19)	Previous Yr. (2017-18)	
1. Professor	308	40,762,566	39,618,770	2.89%
2. Associate	220	21,444,723	20,666,478	3.77%
3. Assistant	239	20,151,082	19,430,186	3.71%
4. Instructor	276	15,731,303	15,221,568	3.35%
5. Lecturer	45	2,629,542	2,464,806	6.68%
6. No Rank	0	0	0	0.00%
7. TOTAL	1,088	100,719,217	97,401,808	3.41%



Form 5: Administrative Compensation 2018-19

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		



Form 6: Number, Total Salaries of Part-Time Instructional Faculty and Graduate Teaching Assistants, 2017-18

These figures will be used to produce a third appendix this year where each institution's data will be reported individually. Please note we are asking for data from the previous academic year.

Academic Rank	Number of Faculty	Minimum per Section Salary ¹	Maximum per Section Salary ¹	Mean Salary for Per Section Faculty ¹	Do Part-Time Per Section Faculty have Retirement Benefits? ²	Do Part-Time Per Section Faculty have Medical Benefits? ²	Calendar System ³
1. Part-Time Per Section Faculty					some	some	Semester

Academic Rank	Number of GTAs	Minimum Salary	Maximum Salary	Average Salary	Do GTAs have Retirement Benefits? ²	Do GTAs have Medical Benefits? ²
2. Graduate Teaching Assistants	645	5400	25,500	13,386		