

Explanation of Statistical Data

Faculty. *Full-time 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, regardless of whether they are formally designated “faculty.” *Primarily Instructional* is an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, regardless of their title, academic rank, or tenure status. *Instructional/Research/Public Service* is 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 their regular assignments, regardless of their title, academic rank, or tenure status. Full-time faculty members on sabbatical leave with pay are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Full-time replacements for those on leave with pay are not counted if they are full time. Replacement faculty for those on sabbatical or leave with pay are counted if they are part time. All faculty members who have contracts for the full academic year are included, regardless of whether their status is considered “permanent.” Institutions are asked to exclude (a) full-time faculty on sabbatical or leave without pay; (b) full-time 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; (c) full-time faculty members who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to instruction, unless their instructional salary is separately budgeted or can be isolated; and (e) research faculty whose appointments have no instructional component.

Lecturer 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, regardless of whether they are formally designated as “faculty” who have titles such as “lecturer” or “visiting lecturer.” For institutions that do not use the title “lecturer” at all, respondents are instructed not to report faculty under the category of “lecturer.”

No Rank 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, regardless of whether they are formally designated as “faculty” who have titles such as “artist in residence” or “scholar in residence.” For institutions that do not use faculty rank at all, respondents are instructed to report faculty under the category of “no rank.”

Part-time faculty is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” faculty who are less than full time (employed for fewer than thirty hours per week on average), excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated “faculty.” Part-time faculty exclude casual employees, which are those hired on an ad hoc or occasional basis to meet short-term needs such as students in a college work-study program or faculty members who replace full- or part-time faculty on an interim basis.

Graduate teaching assistant is defined as the unduplicated combined total of individuals enrolled in a graduate school program who assist faculty or other instructional staff by performing teaching or teaching-related duties, such as teaching lower-level courses, developing teaching materials, preparing and giving examinations, and grading examinations or papers. Graduate teaching assistants include those individuals who are (a) the instructor of record for an organized class section, (b) the instructor of record for a laboratory section or individualized instruction section, (c) assisting faculty who 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.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institution’s own factor, reflected in a footnote to the appendix tables of this report located at <http://www.aaup.org/ares>.

Benefits. This figure represents the institution (or state) contribution on behalf of the individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan’s vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty dependents (both waivers and remissions are included); (e) dental insurance; (f) social security (FICA); (g) unemployment insurance; (h) group life insurance; (i) workers’ compensation premiums; and (j) other benefits with cash alternatives (for the most part, these include benefits such as moving expenses, housing, and cafeteria plans or cash options to certain benefits).

Compensation. Compensation represents salary plus institutional contribution to benefits. It is best viewed as an approximate “cost” figure for the institution, rather than an amount received by the faculty member.

Institutional Control. Control of an institution refers to whether an institution of higher education is operated by publicly elected or appointed officials (public) or privately elected or appointed officials and whether institutions derive major source of funding from private sources. Institutional Control: PU=Public; PI=Private-Independent; PP=Private For-Profit; PR=Private-Religiously Affiliated.

Institutional Categories. *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-level program offerings. Institutions in this category grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs. (Awards previously categorized as first-professional degrees, such as the JD, MD, and DD, do not count as doctorates for this classification. Awards in the new category of “doctor’s degree–professional practice” are reviewed on a case-by-case basis.)

Category IIA (Master’s). Institutions characterized by diverse postbaccalaureate programs (including first professional) but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of fifty postbaccalaureate degrees annually, from at least three distinct programs. Awards of postbaccalaureate certificates are 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 fifty bachelor’s degrees annually, from at least three distinct programs, and bachelor’s and higher degrees make up at least 50 percent of total degrees awarded.

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

Category IV (Associate’s without Academic Ranks). Institutions characterized by the criteria for category III but without standard academic ranks. An institution that refers to all faculty members as “instructors” or “professors” 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.

Definition of Data Presented in Appendices I and II. Academic Ranks: PR=Professor; AO=Associate Professor; AI=Assistant Professor; IN=Instructor; LE=Lecturer; NR=No Rank; AR=All Ranks. All institutions that do not assign professorial ranks are listed in appendix II. The appendices are published online at <http://www.aaup.org/ares>.

Col. (1) Institutional Category—The definition of categories is given above.

Col. (2) Institutional Control—The definition of control is given above.

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure has been rounded to the nearest hundred. “All Ranks Combined” includes the rank of lecturer and the category of “No Rank.” Salary and compensation averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

Col. (4) Average Compensation by Rank and for All Ranks Combined—Same definition as that given for Col. (3) but for compensation.

Col. (5) Benefits as a Percent of Average Salary—Total benefits as a percent of average salary for all ranks combined.

Col. (6) Percent of Faculty with Tenure—This figure represents the percent of faculty members tenured within a given rank. A zero indicates tenured faculty are less than 0.5 percent of that rank.

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for faculty members remaining at the institution in 2015–16 from the previous year. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

Col. (8) Number of Faculty Members by Rank and Gender—This number represents the total number of full-time (FT) faculty members in a given rank.

Col. (9) Average Salary by Rank and by Gender—See the definition for Col. (3).

Institutional Footnotes. Institutional Footnote numbers are given in the appendix tables between the name of the institution and its category. The footnotes for both appendix I (institutions with academic ranks) and appendix II (institutions without ranks) are available at <http://www.aaup.org/ares>. Footnotes identify specific professional schools or programs (law, dentistry, nursing, engineering, or business) included in the faculty salary and compensation tabulations for each institution. Respondents were asked to self-identify their schools or programs, based on the type of institution, as follows: for a university, they were to include only those organized as separate schools, colleges, or divisions; for smaller institutions, they were to identify programs that are degree granting and employ a substantial number of faculty. Medical school faculty members are excluded from the tabulations.

Institutions seeking peer compensation reports, complete datasets, or data on ratings of average salary or compensation, other tables, or any additional inquiries concerning the data in this report should contact the AAUP Research Office, 1133 Nineteenth Street NW, Suite 200, Washington, DC 20036. Telephone: 202-737-5900 x3627. E-mail: aaupfcs@aaup.org.