



American Association of University Professors Faculty Compensation Survey 2019-20

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Survey Year:	2019-20

Instructions for
completing Form 1 are
available at
<https://research.aaup.org/instructions#form1>

Form 1: Institutional Information

Institutional Control	Public	Pre-populated by AAUP
AAUP Category	Master's	Pre-populated by AAUP
Carnegie Classification	Master's Colleges & Universities: Larger Programs	Pre-populated by AAUP
AAUP FCS System		Pre-populated by AAUP if institution is part of a system for FCS data collection.
Publication Footnote		Displays previous year text, if any. Note any changes needed in the comment fields.
Conversion Factor	0.75	Enter a conversion factor if faculty with 11- or 12-month contracts are reported se
Comments		
Additional Comments		



**American Association of University Professors
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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-	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	60	5,201,771	0	0	60	44	3,581,535	0	0	44
2. Associate	34	2,275,801	0	0	34	40	2,805,623	0	0	40
3. Assistant	37	2,274,083	0	37	0	48	2,704,628	0	45	3
4. Instructor	48	2,320,464	48	0	0	76	3,626,833	76	0	0
5. Lecturer	1	76,908	1	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	180	12,149,028	49	37	94	208	12,718,619	76	45	87
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor										
2. Associate										
3. Assistant	2	111,725	0	2	0					
4. Instructor						1	54,014	1	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	2	111,725	0	2	0	1	54,014	1	0	0
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	60	5,201,771	0	0	60	44	3,581,535	0	0	44
2. Associate	34	2,275,801	0	0	34	40	2,805,623	0	0	40
3. Assistant	39	2,357,877	0	39	0	48	2,704,628	0	45	3
4. Instructor	48	2,320,464	48	0	0	77	3,667,343	77	0	0
5. Lecturer	1	76,908	1	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	182	12,232,822	49	39	94	209	12,759,129	77	45	87



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Instructions for
completing Form 3
are available at

<https://research.aaup>

Form 3: Institutional Expenditure on Benefits for Full-Time Instructional Faculty

Benefit	All Ranks Combined	
	Total Expenditure (\$)	Number Covered

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

Retirement	3126129.74	388	If tuition benefit is "Other," please specify: reimbursement of 50% if grade of C or better for qualifying classes
Total Health Insurance Premiums	2763848.34	371	
Dependent Tuition Benefits (select) Other			
Total 9-month	5,889,978	388	

Section 2. Faculty on 11- or 12-Month Contracts (i.e., on actual basis, no conversion)

Retirement	18427.9	3	If tuition benefit is "Other," please specify: reimbursement of 50% if grade of C or better for qualifying classes
Total Health Insurance Premiums	27675	3	
Dependent Tuition Benefits (select) Other			
Total 12-month	46,103	3	

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

Retirement	3,139,951	391
Total Health Insurance Premiums	2,791,523	374
Total All Faculty	5,931,474	391



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2019-20

Please Note: Individuals reported on this form should be only those who held faculty positions in BOTH 2019-20 and 2018-19. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2018-19.** For those institutions not able to complete Columns C or D, see the instructions and the Form 4 Estimate tab. Previous Year (2018-19) outlay is the last year's salary outlay for CURRENT continuing faculty members. Salaries of faculty who are no longer working at your institution or were newly hired for 2019-20 should NOT be included in Form 4.

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

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor	96	8,203,341	8,071,739	1.63%
2. Associate	61	4,187,284	4,092,011	2.33%
3. Assistant	81	4,929,929	4,748,381	3.82%
4. Instructor	116	5,671,197	5,483,538	3.42%
5. Lecturer	1	42,740	36,000	18.72%
6. No Rank	0	0	0	0.00%
7. TOTAL	355	23,034,491	22,431,668	2.69%

Section 2. Full-time Faculty on 11- or 12-Month Contracts

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor	0	0	0	0.00%
2. Associate	0	0	0	0.00%
3. Assistant	0	0	0	0.00%
4. Instructor	1	54,014	53,402	1.15%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	1	54,014	53,402	1.15%

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

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor	96	8,203,341	8,071,739	1.63%
2. Associate	61	4,187,284	4,092,011	2.33%
3. Assistant	81	4,929,929	4,748,381	3.82%
4. Instructor	117	5,711,708	5,523,589	3.41%
5. Lecturer	1	42,740	36,000	18.72%
6. No Rank	0	0	0	0.00%
7. TOTAL	356	23,075,002	22,471,719	2.68%



Form 5: Administrative Compensation 2019-20

**Instructions for completing
Form 5 are available at**

<https://research.aaup.org/instructions#fc>

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	280780	
Chief Academic Officer	215000	
Chief Financial Officer	171705.97	
Chief Development Officer	126078.31	
Chief Administrative Officer	159464.55	
Chief Counsel		
Director of Enrollment Management	81819.88	
Director of Athletics	156554.04	



Form 6: Number and Per-Section Pay for Part-Time Instructional Faculty, 2018-19

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

	Number of Faculty	Minimum Pay per Section	Maximum Pay per Section	Mean Pay per Section	Do Part-Time Per Section Faculty have Retirement Benefits?²	Do Part-Time Per Section Faculty have Medical Benefits?²	Calendar System³
Part-Time Per Section Faculty	195	2520	3,651	2,722	No	No	Semester