

**American Association of University Professors  
Faculty Compensation Survey 2008-09**

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

Unit ID (see e-mail): \_\_\_\_\_  
 Institution: \_\_\_\_\_  
 Respondent Name: \_\_\_\_\_  
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**Administrative Compensation**

*See instructions*

**Base Salary    Supplement**

President/Chancellor		
Chief Academic Officer		
Chief Financial Officer		
Chief Development Officer		
Chief Administration Officer		

**For complete instructions and general assistance with  
this form, please check our Web page at  
<https://research.aaup.org/fcs/default.aspx>**

**Note:** If you report 12-month faculty salaries, whether separately or combined with 9-month, please read the instructions before completing this page. The handling of conversion to 9-month equivalents has changed from previous years.

**Section I -- Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty, 2008-09**

Academic Rank	MEN					WOMEN				
	(1) Number of Faculty	(2) Total Contracted Salaries (\$)	(3) Not Tenure- Track	(4) On Tenure- Track	(5) Tenured	(6) Number of Faculty	(7) Total Contracted Salaries (\$)	(8) Not Tenure- Track	(9) On Tenure- Track	(10) Tenured
<b>Part a. Faculty on 9-Month Contracts (i.e., regardless of number of salary installments)</b>										
1. Professor	180	17,470,426	0	0	180	29	2,476,498	0	0	29
2. Associate	136	10,214,369	0	4	132	78	5,277,223	1	3	74
3. Assistant	142	8,687,746	17	123	2	94	5,363,130	11	83	0
4. Instructor	47	2,164,971	46	1	0	81	3,246,996	79	2	0
5. Lecturer										
6. No Rank										
7. TOTAL	<b>505</b>	<b>38,537,512</b>	<b>63</b>	<b>128</b>	<b>314</b>	<b>282</b>	<b>16,363,847</b>	<b>91</b>	<b>88</b>	<b>103</b>
<b>Part b. Faculty on 12-Month Contracts (give actual amounts here, they will be converted in processing)</b>										
1. Professor	66	8,234,213	0	0	66	15	1,711,518	0	0	15
2. Associate	29	2,780,887	0	3	26	15	1,414,895	2	0	13
3. Assistant	21	1,701,249	9	12	0	22	1,863,254	11	11	0
4. Instructor	9	539,361	8	0	1	22	1,166,631	21	1	0
5. Lecturer										
6. No Rank										
7. TOTAL	<b>125</b>	<b>13,255,711</b>	<b>17</b>	<b>15</b>	<b>93</b>	<b>74</b>	<b>6,156,299</b>	<b>34</b>	<b>12</b>	<b>28</b>
<b>Part c. (Calculates automatically) 9-Month plus 12-Month converted</b>										
1. Professor	246	24,207,510	0	0	246	44	3,876,831	0	0	44
2. Associate	165	12,489,640	0	7	158	93	6,434,864	3	3	87
3. Assistant	163	10,079,677	26	135	2	116	6,887,611	22	94	0
4. Instructor	56	2,606,266	54	1	1	103	4,201,513	100	3	0
5. Lecturer	0	0	0	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	<b>630</b>	<b>49,383,093</b>	<b>80</b>	<b>143</b>	<b>407</b>	<b>356</b>	<b>21,400,819</b>	<b>125</b>	<b>100</b>	<b>131</b>

Conversion factor for 12-month faculty salaries (see instructions): 0.81818181

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	<b>Section II -- Major Benefits for Full-Time Instructional Faculty, 2008-09</b> (Please note that the order of the benefit items has changed)												
2	<b>Major Benefits</b>	<b>PROFESSOR</b>		<b>ASSOCIATE</b>		<b>ASSISTANT</b>		<b>INSTRUCTOR</b>		<b>LECTURER</b>		<b>NO RANK</b>	
3		<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>
4	<b>Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)</b>												
5	1. Retirement	1,818,641	209	1,220,437	214	84,097	236	176,160	128				
6	2. Medical	1,255,773	205	1,270,930	209	1,285,655	233	574,043	111				
7	3. Dental	0	0	0	0	0	0	0	0				
8	4. (Optional) Medical combined w/dental	0	0	0	0	0	0	0	0				
9	5. Disability	0	0	0	0	0	0	0	0				
10	6. Tuition	0	0	0	0	0	0	0	0				
11	7. FICA	1,227,009	209	960,479	214	830,988	236	330,847	128				
12	8. Unemployment	33,644	209	26,336	214	22,785	236	9,072	128				
13	9. Group Life	0	0	0	0	0	0	0	0				
14	10. Worker's Comp.	171,385	209	134,157	214	116,070	236	46,212	128				
15	11. Other*	98,953	209	77,458	214	67,015	236	26,681	128				
16	12. TOTAL	<b>4,605,406</b>	<b>209</b>	<b>3,689,797</b>	<b>214</b>	<b>2,406,610</b>	<b>236</b>	<b>1,163,015</b>	<b>128</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
17	<b>Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)</b>												
18	1. Retirement	748,407	81	312,651	44	55,415	43	79,151	31				
19	2. Medical	482,310	81	263,797	42	182,967	42	152,939	29				
20	3. Dental	0	0	0	0	0	0	0	0				
21	4. (Optional) Medical combined w/dental	0	0	0	0	0	0	0	0				
22	5. Disability	0	0	0	0	0	0	0	0				
23	6. Tuition	0	0	0	0	0	0	0	0				
24	7. FICA	598,562	81	248,737	44	178,981	43	105,772	31				
25	8. Unemployment	16,412	81	6,820	44	4,908	43	2,900	31				
26	9. Group Life	0	0	0	0	0	0	0	0				
27	10. Worker's Comp.	83,606	81	34,743	44	25,000	43	14,774	31				
28	11. Other*	48,271	81	20,059	44	14,434	43	8,530	31				
29	12. TOTAL	<b>1,977,568</b>	<b>81</b>	<b>886,807</b>	<b>44</b>	<b>461,704</b>	<b>43</b>	<b>364,065</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
30	<b>Part c. (Calculates automatically) 9-Month plus 12-Month converted**</b>												
31	1. Retirement	2,430,974	290	1,476,242	258	129,436	279	240,919	159	0	0	0	0
32	2. Medical**	1,738,083	286	1,534,727	251	1,468,622	275	726,982	140	0	0	0	0
33	3. Dental**	0	0	0	0	0	0	0	0	0	0	0	0
34	4. (Optional) Medical combined w/dental**	0	0	0	0	0	0	0	0	0	0	0	0
35	5. Disability**	0	0	0	0	0	0	0	0	0	0	0	0
36	6. Tuition**	0	0	0	0	0	0	0	0	0	0	0	0
37	7. FICA	1,716,742	290	1,163,991	258	977,427	279	417,388	159	0	0	0	0
38	8. Unemployment**	50,056	290	33,156	258	27,693	279	11,972	159	0	0	0	0
39	9. Group Life	0	0	0	0	0	0	0	0	0	0	0	0
40	10. Worker's Comp.	239,790	290	162,583	258	136,524	279	58,300	159	0	0	0	0
41	11. Other*	147,224	290	97,518	258	81,449	279	35,211	159	0	0	0	0
42	12. TOTAL	<b>6,322,869</b>	<b>290</b>	<b>4,468,217</b>	<b>258</b>	<b>2,821,151</b>	<b>279</b>	<b>1,490,772</b>	<b>159</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
43	*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)												
44	**Benefits that are not computed as a percentage of salary are not subject to conversion (medical, disability, tuition, dental, unemployment, other)												
45	Please refer to instructions for complete definitions.												

### Section III -- Salaries and Percentage Increase for Continuing Instructional Faculty, 2008-09

**Please Note:** Individuals reported in Column (1) should be only those who held faculty positions in both 2008-09 and 2007-08. This number will almost always be smaller than that in Section I of this report **Report salaries for 2008-09 at the rank the person held in 2007-08** If you have questions, see the instructions or contact AAUP.

For those institutions not able to complete columns (1), (2), or (3), see the instructions and the Section III (Estimate) tab.

#### Part a. Full-time Faculty on 9-Month Contracts

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	186	17,732,545	16,837,541	5.32%
2. Associate	196	14,332,642	13,654,222	4.97%
3. Assistant	201	12,546,650	11,780,526	6.50%
4. Instructor	90	3,948,665	3,753,847	5.19%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	673	48,560,501	46,026,135	5.51%

#### Part b. Full-time Faculty on 12-Month Contracts

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	71	8,713,894	8,374,644	4.05%
2. Associate	41	3,888,241	3,673,590	5.84%
3. Assistant	39	3,336,911	3,209,383	3.97%
4. Instructor	25	1,385,225	1,331,292	4.05%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	176	17,324,271	16,588,909	4.43%

#### Part c. (Calculates automatically) 9-Month plus 12-Month Converted

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	257	24,862,094	23,689,522	4.95%
2. Associate	237	17,513,929	16,659,887	5.13%
3. Assistant	240	15,276,850	14,406,385	6.04%
4. Instructor	115	5,082,032	4,843,086	4.93%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	849	62,734,905	59,598,879	5.26%

**Section IV -- Distribution of Full-Time Instructional Faculty, 2008-09**

Note: Expanded upper-level salary ranges. Please include those reported in Section I. Show both 9-month and converted data combined under "9-Month" only if you have 12-Month contracts already converted in Section I.

*(Pr.=Professor, Ao.=Associate, Ai.=Assistant, In.=Instructor, Le.=Lecturer, and NR=No Rank)*

Salary Intervals	9-Month						12-Month					
	Pr.	Ao.	Ai.	In.	Le.	NR	Pr.	Ao.	Ai.	In.	Le.	NR
1. \$270,000 and Over	0	0	0	0	0		0	0	0	0		
2. 265,000 - 269,999	0	0	0	0	0		0	0	0	0		
3. 260,000 - 264,999	0	0	0	0	0		0	0	0	0		
4. 255,000 - 259,999	0	0	0	0	0		0	0	0	0		
5. 250,000 - 254,999	0	0	0	0	0		0	0	0	0		
6. 245,000 - 249,999	0	0	0	0	0		0	0	0	0		
7. 240,000 - 244,999	0	0	0	0	0		0	0	0	0		
8. 235,000 - 239,999	0	0	0	0	0		0	0	0	0		
9. 230,000 - 234,999	0	0	0	0	0		0	0	0	0		
10. 225,000 - 229,999	0	0	0	0	0		0	0	0	0		
11. 220,000 - 224,999	0	0	0	0	0		0	0	0	0		
12. 215,000 - 219,999	0	0	0	0	0		0	0	0	0		
13. 210,000 - 214,999	0	0	0	0	0		0	0	0	0		
14. 205,000 - 209,999	0	0	0	0	0		0	0	0	0		
15. 200,000 - 204,999	0	0	0	0	0		0	0	0	0		
16. 195,000 - 199,999	0	0	0	0	0		0	0	0	0		
17. 190,000 - 194,999	0	0	0	0	0		0	0	0	0		
18. 185,000 - 189,999	0	0	0	0	0		1	0	0	0		
19. 180,000 - 184,999	0	0	0	0	0		0	0	0	0		
20. 175,000 - 179,999	0	0	0	0	0		1	0	0	0		
21. 170,000 - 174,999	1	0	0	0	0		0	0	0	0		
22. 165,000 - 169,999	0	0	0	0	0		1	0	0	0		
23. 160,000 - 164,999	1	0	0	0	0		3	1	0	0		
24. 155,000 - 159,999	2	0	0	0	0		4	0	0	0		
25. 150,000 - 154,999	0	0	0	0	0		1	0	0	0		
26. 145,000 - 149,999	5	0	0	0	0		2	0	0	0		
27. 140,000 - 144,999	1	0	0	0	0		4	0	0	0		
28. 135,000 - 139,999	3	0	0	0	0		7	2	0	0		
29. 130,000 - 134,999	2	0	0	0	0		4	0	0	0		
30. 125,000 - 129,999	4	0	0	0	0		6	0	0	0		
31. 120,000 - 124,999	9	3	0	0	0		6	1	1	0		
32. 115,000 - 119,999	8	2	1	0	0		12	2	0	0		
33. 110,000 - 114,999	12	1	5	0	0		7	3	4	0		
34. 108,000 - 109,999	7	3	1	0	0		3	0	1	0		
35. 106,000 - 107,999	4	0	0	0	0		2	2	1	0		
36. 104,000 - 105,999	3	1	0	0	0		2	0	0	0		
37. 102,000 - 103,999	7	1	0	0	0		1	0	1	0		
38. 100,000 - 101,999	7	1	2	0	0		0	1	0	0		
39. 98,000 - 99,999	5	4	4	0	0		2	3	2	0		
40. 96,000 - 97,999	6	4	0	0	0		2	1	2	0		
41. 94,000 - 95,999	5	1	0	0	0		1	4	0	0		
42. 92,000 - 93,999	11	2	0	0	0		1	1	1	0		
43. 90,000 - 91,999	7	1	0	0	0		2	2	3	0		
44. 88,000 - 89,999	6	10	1	0	0		2	4	1	0		
45. 86,000 - 87,999	6	9	1	0	0		0	3	0	0		
46. 84,000 - 85,999	8	4	2	0	0		1	1	3	0		
47. 82,000 - 83,999	9	5	1	1	0		0	0	1	1		
48. 80,000 - 81,999	14	7	0	0	0		0	2	2	1		
49. 78,000 - 79,999	12	6	6	0	0		1	2	1	0		
50. 76,000 - 77,999	7	11	0	0	0		0	3	0	0		
51. 74,000 - 75,999	10	12	4	0	0		0	4	1	0		
52. 72,000 - 73,999	8	8	4	1	0		1	2	2	1		
53. 70,000 - 71,999	3	9	4	0	0		1	0	4	1		
54. 68,000 - 69,999	4	13	4	0	0		0	0	5	0		
55. 66,000 - 67,999	3	8	4	0	0		0	0	0	0		
56. 64,000 - 65,999	5	14	4	0	0		0	0	0	4		
57. 62,000 - 63,999	3	11	16	0	0		0	0	1	0		
58. 60,000 - 61,999	1	9	16	4	0		0	0	2	1		
59. 58,000 - 59,999	0	14	22	7	0		0	0	2	1		
60. 56,000 - 57,999	0	11	29	5	0		0	0	1	2		
61. 54,000 - 55,999	0	10	16	2	0		0	0	0	1		
62. 52,000 - 53,999	0	9	17	5	0		0	0	0	3		
63. 50,000 - 51,999	0	3	14	12	0		0	0	0	7		
64. 48,000 - 49,999	0	4	21	2	0		0	0	1	0		
65. 46,000 - 47,999	0	0	19	5	0		0	0	0	0		
66. 44,000 - 45,999	0	3	6	10	0		0	0	0	3		
67. 42,000 - 43,999	0	0	5	9	0		0	0	0	2		
68. 40,000 - 41,999	0	0	5	6	0		0	0	0	0		
69. 38,000 - 39,999	0	0	0	7	0		0	0	0	2		
70. 36,000 - 37,999	0	0	0	5	0		0	0	0	1		
71. 34,000 - 35,999	0	0	2	13	0		0	0	0	0		
72. 32,000 - 33,999	0	0	0	15	0		0	0	0	0		
73. 30,000 - 31,999	0	0	0	8	0		0	0	0	0		
74. Below 30,000	0	0	0	11	0		0	0	0	0		
<b>75. TOTAL</b>	<b>209</b>	<b>214</b>	<b>236</b>	<b>128</b>	<b>0</b>	<b>0</b>	<b>81</b>	<b>44</b>	<b>43</b>	<b>31</b>	<b>0</b>	<b>0</b>