American Association of University Professors
Faculty Compensation Survey 2003-04

Please complete all fields below to ensure that we have the most recent information.

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AAUP Category (see e-mail III **(e.g., I, IIA, IIB, III, IV)** *If institutional category is missing or incorrect, please see instructions for guidance in choosing the appropriate category.*

If this report includes data for more than one campus, please list:

This report includes data for faculty teaching in which of the following? (Please type an "X" in the box below all that apply.)

Law	Dentistry	Nursing	Engineering	Business
				X

Section I -- Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty, 2003-04

	MEN					WOMEN				
Academic Rank	(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
Part a. Faculty on 9-Month Contracts (i.e., regardless of number of salary installments)										
1. Professor	12	851,910		1	11	20	1,262,874			20
2. Associate	15	847,099			15	29	1,462,642			29
3. Assistant	8	369,924		6	2	28	1,099,749		27	1
4. Instructor	2	55,952		2		4	140,686		4	
5. Lecturer										
6. No Rank										
7. TOTAL	37	2,124,885	0	9	28	81	3,965,951	0	31	50
Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor						1	29,213		1	
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	1	29,213	0	1	0
Part c. (Optional) 9-Month and 12-Month Contracts (i.e., with 12-month converted)										
1. Professor	12	851,910	0	1	11	20	1,262,874	0	0	20
2. Associate	15	847,099	0	0	15	29	1,462,642	0	0	29
3. Assistant	8	369,924	0	6	2	28	1,099,749	0	27	1
4. Instructor	2	55,952	0	2	0	5	164,582	0	5	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	37	2,124,885	0	9	28	82	3,989,847	0	32	50

Note: If you have entered data in Part b. but did not complete Part c., we will use a factor of 9/11 or 81.8 percent to convert 12-month salaries to the standard academic-year basis unless you provide a different factor here: 0.818

Section II -- Major Benefits for Full-Time Instructional Faculty, 2003-04

Major Benefits	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO 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.
Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)												
1. Retirement	281,266	32	307,196	44	195,466	36	26,153	6				
2. Medical	261,387	32	285,484	44	181,651	36	24,304	6				
3. Disability	211	32	231	44	147	36	20	6				
4. Tuition	3,384	32	3,696	44	2,351	36	315	6				
5. Dental	24,954	32	27,255	44	17,342	36	2,320	6				
6. FICA												
7. Unemployment	423	32	462	44	294	36	39	6				
8. Group Life	6,133	32	6,698	44	4,262	36	570	6				
9. Worker's Comp.	5,498	32	6,005	44	3,821	36	511	6				
10. Other*	51,178	32	55,896	44	35,566	36	4,759	6				
11. TOTAL	634,434	32	692,923	44	440,900	36	58,991	6	0	0	0	0
Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)												
1. Retirement							3,885	1				
2. Medical							3,611	1				
3. Disability							3	1				
4. Tuition							47	1				
5. Dental							345	1				
6. FICA												
7. Unemployment							6	1				
8. Group Life							85	1				
9. Worker's Comp.							76	1				
10. Other*							707	1				
11. TOTAL	0	0	0	0	0	0	8,765	1	0	0	0	0
Part c. (Optional) 9-Month and 12-Month Contracts (i.e., with 12-month converted)**												
1. Retirement	281,266	32	307,196	44	195,466	36	29,331	7	0	0	0	0
2. Medical**	261,387	32	285,484	44	181,651	36	27,915	7	0	0	0	0
3. Disability**	211	32	231	44	147	36	23	7	0	0	0	0
4. Tuition**	3,384	32	3,696	44	2,351	36	362	7	0	0	0	0
5. Dental**	24,954	32	27,255	44	17,342	36	2,665	7	0	0	0	0
6. FICA	0	0	0	0	0	0	0	0	0	0	0	0
7. Unemployment**	423	32	462	44	294	36	45	7	0	0	0	0
8. Group Life	6,133	32	6,698	44	4,262	36	640	7	0	0	0	0
9. Worker's Comp.	5,498	32	6,005	44	3,821	36	573	7	0	0	0	0
10. Other*	51,178	32	55,896	44	35,566	36	5,466	7	0	0	0	0
11. TOTAL	634,434	32	692,923	44	440,900	36	67,020	7	0	0	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, disability, tuition, dental, unemployment, other)

Please refer to instructions for complete definitions.

Section III -- Salaries and Percentage Increase for Continuing Instructional Faculty, 2003-04

Please Note: Individuals reported in Column (1) should be only those who held faculty positions in both 2003-04 and 2002-03. This number will almost always be smaller than that in Section I of this report. **Report salaries for 2003-04 at the rank the person held in 2002-03**. 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 Section III (Estimate)

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

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays (2) Current Yr. (2003-04)	Total Salary Outlays (3) Previous Yr. (2002-03)	Percentage Increase (4)
1. Professor	27	1,801,326	1,731,745	4.02%
2. Associate	42	2,278,243	2,175,094	4.74%
3. Assistant	34	1,427,620	1,355,516	5.32%
4. Instructor	3	103,686	100,155	3.53%
5. Lecturer				#DIV/0!
6. No Rank				#DIV/0!
7. TOTAL	106	5,610,875	5,362,510	4.63%

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

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays (2) Current Yr. (2003-04)	Total Salary Outlays (3) Previous Yr. (2002-03)	Percentage Increase (4)
1. Professor				#DIV/0!
2. Associate				#DIV/0!
3. Assistant				#DIV/0!
4. Instructor				#DIV/0!
5. Lecturer				#DIV/0!
6. No Rank				#DIV/0!
7. TOTAL	0	0	0	#DIV/0!

Part c. (Optional) 9-Month and 12-Month Converted Combined

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays (2) Current Yr. (2003-04)	Total Salary Outlays (3) Previous Yr. (2002-03)	Percentage Increase (4)
1. Professor	27	1,801,326	1,731,745	4.02%
2. Associate	42	2,278,243	2,175,094	4.74%
3. Assistant	34	1,427,620	1,355,516	5.32%
4. Instructor	3	103,686	100,155	3.53%
5. Lecturer	0	0	0	#DIV/0!
6. No Rank	0	0	0	#DIV/0!
7. TOTAL	106	5,610,875	5,362,510	4.63%

Section IV -- Distribution of Full-Time Instructional Faculty, 2003-04

Note: **Expanded upper-level salary ranges for 2003-04.** Please include those reported in Section I. Should you have 12-Month contracts already converted, show both 9-month and converted data combined under "9-Month."

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