American Association of University Professors
Faculty Compensation Survey 2008-09

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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		

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

	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	10	786,432			10	28	1,936,317			28
2. Associate	17	1,054,388		3	14	28	1,570,267		3	25
3. Assistant	10	505,862	7	1	2	31	1,432,739	19	10	2
4. Instructor	2	79,205	2							
5. Lecturer										
6. No Rank										
7. TOTAL	39	2,425,887	9	4	26	87	4,939,323	19	13	55
Part b. Faculty on 12-Month Contracts (give actual amounts here, they will be converted in processing)										
1. Professor						1	96,830	1		
2. Associate	1	71,005	1							
3. Assistant										
4. Instructor	2	116,800	2			1	42,840	1		
5. Lecturer										
6. No Rank										
7. TOTAL	3	187,805	3	0	0	2	139,670	2	0	0
Part c. (Calculates automatically) 9-Month plus 12-Month converted										
1. Professor	10	786,432	0	0	10	29	2,015,542	1	0	28
2. Associate	18	1,112,483	1	3	14	28	1,570,267	0	3	25
3. Assistant	10	505,862	7	1	2	31	1,432,739	19	10	2
4. Instructor	4	174,769	4	0	0	1	35,051	1	0	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	42	2,579,546	12	4	26	89	5,053,598	21	13	55

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

Section II -- Major Benefits for Full-Time Instructional Faculty, 2008-09

(*Please note that the order of the benefit items has changed*)

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	388,264	38	374,276	45	276,444	41	11,295	2				
2. Medical	395,343	38	381,100	45	281,485	41	11,501	2				
3. Dental	37,574	38	36,220	45	26,753	41	1,093	2				
4. (**Optional**) Medical combined w/dental												
5. Disability												
6. Tuition	2,422	4	32,714	5	34,098	4						
7. FICA												
8. Unemployment	817	38	787	45	582	41	24	2				
9. Group Life	9,802	38	9,449	45	6,979	41	285	2				
10. Worker's Comp.	8,441	38	8,136	45	6,010	41	246	2				
11. Other*	27,227	38	26,247	45	19,386	41	792	2				
12. TOTAL	869,890	38	868,929	45	651,737	41	25,236	2	0	0	0	0
Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)												
1. Retirement	13,808	1	10,125	1			22,765	3				
2. Medical	14,060	1	10,310	1			23,180	3				
3. Dental	1,336	1	980	1			2,203	3				
4. (**Optional**) Medical combined w/dental												
5. Disability												
6. Tuition			22,539	1			2,424	1				
7. FICA												
8. Unemployment	29	1	21	1			48	3				
9. Group Life	349	1	256	1			575	3				
10. Worker's Comp.	300	1	220	1			495	3				
11. Other*	968	1	710	1			1,596	3				
12. TOTAL	30,850	1	45,161	1	0	0	53,286	3	0	0	0	0
Part c. (Calculates automatically) 9-Month plus 12-Month converted**												
1. Retirement	399,561	39	382,560	46	276,444	41	29,921	5	0	0	0	0
2. Medical**	409,403	39	391,410	46	281,485	41	34,681	5	0	0	0	0
3. Dental**	38,910	39	37,200	46	26,753	41	3,296	5	0	0	0	0
4. (**Optional**) Medical combined w/dental**	0	0	0	0	0	0	0	0	0	0	0	0
5. Disability**	0	0	0	0	0	0	0	0	0	0	0	0
6. Tuition**	2,422	4	55,253	6	34,098	4	2,424	1	0	0	0	0
7. FICA	0	0	0	0	0	0	0	0	0	0	0	0
8. Unemployment**	846	39	808	46	582	41	72	5	0	0	0	0
9. Group Life	10,088	39	9,658	46	6,979	41	755	5	0	0	0	0
10. Worker's Comp.	8,686	39	8,316	46	6,010	41	651	5	0	0	0	0
11. Other*	28,195	39	26,957	46	19,386	41	2,388	5	0	0	0	0
12. TOTAL	898,111	39	912,163	46	651,737	41	74,188	5	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, 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 (2) Current Yr. (2008-09)	Total Salary Outlays (3) Previous Yr. (2007-08)	Percentage Increase (4)
1. Professor	31	2,266,996	2,211,083	2.53%
2. Associate	42	2,527,276	2,408,940	4.91%
3. Assistant	42	2,088,921	1,963,159	6.41%
4. Instructor	3	120,518	108,568	11.01%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	118	7,003,711	6,691,750	4.66%

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

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays (2) Current Yr. (2008-09)	Total Salary Outlays (3) Previous Yr. (2007-08)	Percentage Increase (4)
1. Professor	1	96,830	94,931	2.00%
2. Associate	1	71,005	69,613	2.00%
3. Assistant				0.00%
4. Instructor	3	159,640	154,265	3.48%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	5	327,475	318,809	2.72%

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

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays (2) Current Yr. (2008-09)	Total Salary Outlays (3) Previous Yr. (2007-08)	Percentage Increase (4)
1. Professor	32	2,346,221	2,288,754	2.51%
2. Associate	43	2,585,371	2,465,896	4.85%
3. Assistant	42	2,088,921	1,963,159	6.41%
4. Instructor	6	251,133	234,785	6.96%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	123	7,271,645	6,952,594	4.59%

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												
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							1					
41. 94,000 - 95,999												
42. 92,000 - 93,999												
43. 90,000 - 91,999	1											
44. 88,000 - 89,999	1											
45. 86,000 - 87,999	1											
46. 84,000 - 85,999												
47. 82,000 - 83,999	1											
48. 80,000 - 81,999	2	2										
49. 78,000 - 79,999	3											
50. 76,000 - 77,999	1											
51. 74,000 - 75,999	3	1	1									
52. 72,000 - 73,999	2	1										
53. 70,000 - 71,999	4	1						1				
54. 68,000 - 69,999	1		1									
55. 66,000 - 67,999	3	2										
56. 64,000 - 65,999	12	2										
57. 62,000 - 63,999	3	2										
58. 60,000 - 61,999		4										
59. 58,000 - 59,999		1	1							1		
60. 56,000 - 57,999		2								1		
61. 54,000 - 55,999		3	1									
62. 52,000 - 53,999		18										
63. 50,000 - 51,999		6	1									
64. 48,000 - 49,999			5									
65. 46,000 - 47,999			6									
66. 44,000 - 45,999			12									
67. 42,000 - 43,999			12							1		
68. 40,000 - 41,999			1	1								
69. 38,000 - 39,999												
70. 36,000 - 37,999				1								
71. 34,000 - 35,999												
72. 32,000 - 33,999												
73. 30,000 - 31,999												
74. Below 30,000												
75. **TOTAL**	**38**	**45**	**41**	**2**	**0**	**0**	**1**	**1**	**0**	**3**	**0**	**0**