

Worksheets for All Options of CUPR-HR 2007–08 COMMUNITY COLLEGE FACULTY SALARY SURVEY

Use these worksheets to assist with the data collection process. Actual survey submissions must be online at <https://surveysonline.cupahr.org>

If you are completing the survey for:

Option A: Pay Structure Based on Level of Education/Degree, you only need to print pages 1 -12 of this document.

Option B: Pay Structure Based on Academic Rank, you only need to print pages 1 -13 of this document.

Option C-1: Pay Structure Based on Discipline–Faculty Unranked, you only need to print pages 1 -16 of this document.

Option C-2: Pay Structure Based on Discipline–Faculty Ranked, you need to print this entire document.

SURVEY INSTRUCTIONS

The survey collects salary and rate structure data for full-time teaching faculty. It also collects pay practices data for both full-time and part-time/adjunct teaching faculty, and information about each institution's structure, enrollment, staffing, and budget.

The primary contact for this survey is [Ray Sizemore](#), CUPA-HR Director of Research at 865-862-2838. Secondary contacts are [Maria Rodriguez-Calcano](#) at 865-862-2840 and [Suzi Bowen](#) at 865-862-2842.

Community colleges use a number of different pay structures. Because of this, we have provided four options for reporting faculty salaries. If none of these meet your needs, please contact Ray Sizemore to discuss your unique situation.

At the end of the survey we ask for your input and comments. Any suggestions you can provide that will help us improve the survey for next year will be greatly appreciated.

Go to <http://www.cupahr.org/surveys/salariesurvey2007-08.html> for questionnaire worksheets and full discipline descriptions.

GENERAL INSTRUCTIONS

Please complete the Institutional Basics section, which collects data on your institution's structure, enrollment, staffing, and budget. Also complete the section on Pay Practices.

Complete **only one** of the options for reporting full-time faculty salaries:

Option A: Pay Structure Based on Level of Education/Degree. Starts on page 11.

Option B: Pay Structure Based on Academic Rank. Starts on page 13.

Option C-1: Pay Structure Based on Discipline–Faculty Unranked. Starts on page 14.

Option C-2: Pay Structure Based on Discipline–Faculty Ranked. Starts on page 17.

If you are reporting salaries using option C-1 or C-2, please review the full discipline descriptions, as not all are described in their entirety on the questionnaire due to length. The survey covers 43 disciplines.

GUIDELINES FOR REPORTING SALARIES

- Report salaries effective as of **October 15 of the 2007-08 academic year**. Report only current information despite the possibility of future or pending salary changes.
- Report all annual salaries in terms of an Academic Year (9–10 month) Contract. A full-time 9–10 month contract covers teaching two semesters, three quarters, two 4-month sessions, or the equivalent. Multiply salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.
- Report base salary only. Do not include non-salary compensation such as housing allowances or stipends.
- Report salary for full-time teaching faculty only. Full-time teaching faculty is defined as faculty on annual contracts of at least 9 months, whose teaching represents more than half of their duties.
- If you report salary data by academic discipline, report each faculty member's data in one discipline only. If you have no faculty in a particular discipline, simply skip that discipline.
- Report the regular salaries of faculty members on sabbatical, even though they may receive reduced pay while on leave.
- Report coaches with faculty status who teach half-time or more, independent of their coaching duties.

Who to Exclude - Do NOT report salary data for the following:

- Adjunct faculty or others who teach full-time, but on a **temporary** basis (such as a semester)
- Adjunct faculty or others who teach **half-time or less** on a limited, ad hoc basis
- Visiting faculty, regardless of whether they have full-time contracts of at least 9 months
- Replacements for faculty on sabbatical
- Retirees on staff who are paid below or above the market rate
- Individuals on leave without pay

ASSIGNMENT OF FACULTY TO DISCIPLINES IF USING REPORTING OPTION C

This survey defines disciplines from the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). CIP–1990 program codes and names are also provided. The two are essentially the same for the purposes of this survey. The only changes you will notice for CIP–2000 are that some program names have been slightly modified and History has been made a stand-alone discipline; program codes are the same.

For more information on CIP–2000, go to <http://nces.ed.gov/pubs2002/2002165.pdf>

Report each faculty member in one and only one discipline (i.e., CIP code). In all or most instances, the disciplines you report are likely to represent divisions or departments within your college, such as the History Department or the Physical Sciences Department. If a faculty member has a joint appointment in two or more disciplines (for example, communications and English), only report his or her full 9–10 month salary once in the most appropriate discipline.

CONFIDENTIALITY AND PRIVACY STATEMENT

All possible steps are taken to protect the confidentiality of each institution's salary data. Confidential data are released only in aggregated form. Salary data reported for a given position by five or fewer institutions are neither listed in the survey report nor available in DataOnDemand or special studies. Any attempt to use DataOnDemand for the purpose of violating the confidentiality of survey data is illicit and subject to serious penalty. CUPA-HR reports and DataOnDemand are in compliance with Department of Justice "Safe Harbor" Guidelines.

For a complete statement of CUPA-HR policy regarding use of survey data, click the Privacy Policy link under General in the menu at the top of the page in SurveysOnLine.

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GENERAL QUESTIONS

INSTITUTIONAL BASICS

The “Institutional Basics” section needs to be completed only once per year by your institution and is then used for all surveys. If someone else has already entered data below, please review and answer any unanswered questions. **If you disagree with any existing entries, please do not edit them until you have first contacted Ray Sizemore, CUPA-HR Director of Research and Information Systems.**

1. Entity Type

Please select the type of entity for which you are reporting data. Your options:

- Single Unit Institution.** Institution that is not part of a college or university system. May offer classes at multiple sites, but these are not separate institutions with their own administration and programs of study.
- Institution within a College or University System.** Associated with one or more other colleges or universities in a group usually headed by a main campus or system office. Has its own administration, full program of study (not just courses), and a unique FICE Code/Unit ID assigned by the Department of Education.
- System Office.** The administrative office that oversees a group of institutions (system) usually comprised of a main campus and several individual campuses. The System Office does not offer courses or programs of study.
- System Summary.** Select this option if you wish to report data in the **aggregate** for all colleges and universities within your system. **Note:** This option may be used only for the Benefits Survey and only if benefits are the same across all institutions within the system.

IMPORTANT: If you want to select this option, but the words *System Summary is not part* of your institution’s name at the top of the survey page (e.g. Demonstration University System Summary), please contact Ray Sizemore at 865-862-2838.

For the remaining questions, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.

2. Financial Data

Please provide the following data for your **2007–08 fiscal year**.

- a. **Total Operating Budget:** What is the dollar value of your institution’s 2007–08 total operating budget for educational and general operations and auxiliary enterprises? **Include** research funds and *funded* student aid. **Do not include** unfunded student aid (discounts) or capital funds. Ask your comptroller for this number. Budget is a required field.
- b. **Total Endowment:** What is the total amount of your institution’s endowment? If you are a public institution, include the value of endowments held by your institutionally-affiliated foundation.
- c. **Cost of Benefits:** What is the total cost of benefits as a % of payroll for employees who are eligible for benefits? This number is the total \$ expended on benefits divided by the total \$ expended on salaries for employees eligible for benefits.

3. Student Enrollment

Report student enrollment for **fall of the 2007–08 academic year**. Please supply FTE enrollment figures by one of the three methods described below, which are listed in descending order of preference. **FTE enrollment should always be less than FT + PT enrollment.**

- If you can completely answer rows a, b and c, please do so. Then **hit the “Calculate” button** below the grid and row d FTE figures will be derived for you as follows: Number of Full-Time Students + (Fall Part-Time Credit Hours divided by 15 for undergraduates, by 12 for graduates).
- If you are unable to provide row c amounts, please complete just rows a and b (enter 0 if appropriate), leave row c blank, and then **hit the “Calculate” button**. FTE figures will be derived as: Number of Full-Time Students + 1/3 Number of Part-Time Students.
- If you are unable to provide amounts for at least rows a and b, please just enter your FTE numbers directly in row d and leave rows a – c blank. **Don’t hit the “Calculate” button.**

	Undergraduate Students	Graduate Students	Total All Students
a. Number of Full-Time Students			DO NOT ENTER TOTALS. SURVEYS ONLINE WILL CALCULATE THESE AUTOMATICALLY
b. Number of Part-Time Students			
c. Total Number of Fall Credit Hours taken by Part-Time Students			
d. Full-Time Equivalent Enrollment			

4. Faculty Size

Please report faculty size figures for **fall of the 2007-08 academic year**. Include **all** full-time and part-time faculty (even if excluded in salary data). Please supply an FTE figure for faculty by one of the three methods described below, which are listed in descending order of preference. **The FTE number of faculty should always be less than the number of FT + PT faculty.**

- If you are able to answer rows a-d completely, Faculty FTE will be derived automatically when you **hit the “Calculate” button** as: Number of Full-Time Faculty + (Total Number of Fall Course Hours Taught by Part-Time Faculty Only / Standard Full-Time Teaching Load in Course Hours).
- If you are unable to provide row d amount, please complete just rows a and c, leave rows b and d blank, and then **hit the “Calculate” button**. FTE figures will be derived as: Number of Full-Time Faculty + 1/3 Number of Part-Time Faculty.
- If you are unable to supply amounts for all rows a-d, please just enter the FTE figure directly into row e and leave rows a-d blank. **Don’t hit the “Calculate” button.**

	Faculty
a. Number of Full-Time Faculty	
b. Standard Full-Time Teaching Load in Course Hours for a regular semester (e.g. 15)	
c. Number of Part-Time Faculty	
d. Total Number of Fall Course Hours Taught by Part-Time Faculty Only	
e. Full-Time Equivalent Faculty	

5. Collective Bargaining

Are your faculty or staff represented by a union for purposes of collective bargaining?

	Yes	No
a. Faculty		
b. Staff		

FULL-TIME FACULTY PAY PRACTICES**1. Use of Ranks**

Is your full-time teaching faculty Ranked or Unranked?

Ranked (professor, assoc professor, etc.)

Unranked

2. Type of Salary Structure Used

What are your pay grades for full-time teaching faculty based upon?

Level of Education/Degree

Academic Rank – e.g., professor, assoc professor, etc.

Academic Discipline

Academic Rank and Discipline

Other (please explain below in comment box)

Please explain if you choose 'Other' above

3. Hard-to-Hire Disciplines

Do you pay differentially for selected hard-to-hire disciplines?

Yes – please answer open-ended questions below

No

What are your current "hard-to-hire" disciplines?

How do you determine the pay differential for hard-to-hire disciplines? **Check all that apply.**

Market value

Negotiated on individual basis

Fixed percentage multiplier

Variable percentage multiplier

Determined by each department

- Determined by college president or other senior administrators
- Salary survey
- Other (please explain below in comment box)

4. Academic versus Technical Disciplines

Do you pay differentially for either academic or technical disciplines?

- Yes – pay more for academic disciplines
- Yes – pay more for technical disciplines
- No

5. Type of Faculty Contracts

About what percentage of your full-time teaching faculty is on Academic Year (9–10 month) Contracts versus Calendar-Year (11–12 month) Contracts? *Make sure percentages total 100%.*

<u>Contract Type</u>	<u>Percentage of Faculty</u>
Academic Year (9–10 months)	[]
Calendar Year (11–12 months)	[]

6. Definition of Teaching Load

Which method does your college (primarily) use to define a full-time teaching load?

- Credits/course hours
- Contact hours
- Number of courses
- Other

7. Full-Time Teaching Load

How many credits/course hours **per term** are considered a full-time teaching load?

Regardless of how your college defines teaching load, please answer in terms of credits/course hours to facilitate comparisons.

	Credits/Course Hours Per term
Regular term	[]
Summer term	[]

8. Compensation Methods for Overload and Summer Term Teaching

Which of the following methods does your college use to pay full-time faculty for overload and summer term teaching beyond the scope of their contract? **Check all that apply.**

	Overload Teaching	Summer Term Teaching
Dollar amount per credit/course hour	<input type="checkbox"/>	<input type="checkbox"/>
Dollar amount per contact hour	<input type="checkbox"/>	<input type="checkbox"/>
Dollar amount per course	<input type="checkbox"/>	<input type="checkbox"/>
Pro-ration of full-time contract per credit/course hour	<input type="checkbox"/>	<input type="checkbox"/>
Pro-ration of full-time contract per contact hour	<input type="checkbox"/>	<input type="checkbox"/>
Pro-ration of full-time contract per course	<input type="checkbox"/>	<input type="checkbox"/>
Other (please explain below)	<input type="checkbox"/>	<input type="checkbox"/>

If your college uses other methods, please briefly describe below.

9. Compensation Rates for Overload and Summer Term Teaching

Based on your salary schedule/rate structure, what are the minimum and maximum dollar amounts per credit/course hour you can pay full-time faculty for overload and summer term teaching?

Regardless of how your institution defines teaching load, please answer in terms of dollars per credit/course hour to facilitate comparisons.

Dollars per credit/course hour for:	Minimum Amount	Maximum Amount
Overload Teaching		
Summer Term teaching		

10. Factors Affecting Compensation Rates for Overload and Summer Term Teaching

If the compensation rate permitted for overload and summer term teaching varies, what factors help determine the actual amount per credit/course hour that a full-time faculty member is paid? **Check all that apply**

- Pay Grade / Rank
- Discipline Taught
- Total # of Units Taught
- Level of Education
- Amount of College Teaching Experience
- Length of Tenure at College
- Other (specify below)

If other factors help determine actual compensation rates, please briefly describe below.

PART-TIME/ADJUNCT TEACHING FACULTY – PAY PRACTICES

11. Limits on Part-Time/Adjunct Faculty Teaching Load

Do you limit the teaching load of your part-time/adjunct faculty?

- Yes
- No

If Yes: What is the maximum number of credits/course hours per term your Part-Time/Adjunct faculty may teach? *Regardless of how your institution defines teaching load, please answer in terms of credits/course hours to facilitate comparisons.*

	Credits/Course Hours Per term
Regular term	[]
Summer term	[]

12. Compensation Methods for Part-Time/Adjunct Teaching Faculty

Which of the following methods does your college use to pay Part-Time/Adjunct teaching faculty? **Check all that apply.**

- Dollar amount per credit
- Dollar amount per contact hour
- Dollar amount per course
- Pro-ration of appropriate full-time position per credit
- Pro-ration of appropriate full-time position per contact hour
- Pro-ration of appropriate full-time position per course
- Other (specify below)

If your institution uses other methods, please briefly describe below.

13. Compensation Rates for Part-Time/Adjunct Teaching Faculty

Based on your salary schedule/rate structure, what are the minimum and maximum dollar amounts **per credit/course hour** you can pay Part-Time/Adjunct teaching faculty?

Regardless of how your institution defines teaching load, please answer in terms of dollars per credit/course hour to facilitate comparisons.

Minimum \$ per credit/course hour	Maximum \$ per credit/course hour
[]	[]

14. Factors Affecting Compensation Rates for Part-Time/Adjunct Teaching Faculty

If the compensation rate per credit/course hour varies, what factors help determine the actual amount per credit/course hour that a Part-Time/Adjunct faculty member is paid? **Check all that apply.**

- Pay Grade / Rank
- Discipline Taught
- Total # of Units Taught
- Level of Education
- Amount of College Teaching Experience
- Length of Tenure at College

If other factors help determine actual compensation rates, please briefly describe below.

OPTION A: PAY STRUCTURE BASED ON LEVEL OF EDUCATION/DEGREE

Complete this section if your pay structure for full-time teaching faculty is based on level of education or degree, and not on rank or discipline.

What are the current salaries of your full-time teaching faculty? Place your **full-time teaching faculty** in the Degree Pay Grades most like those used at your college. You will not use every grade. Report **actual salaries**. Report salary data for each faculty member one time only.

Check the “Not Exact Match” box, if a grade is similar enough to use, but not exactly the same. Explain how your grade(s) differ in the open-ended question at the bottom.

Report actual annual salary in terms of Academic Year (9–10 month) Contracts. Multiply salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.

If a Degree Pay Grade has:

- **One faculty member**
Enter 1 as the number of incumbents, then enter the faculty member’s current 9–10 month salary in the average salary field only.
- **More than one faculty member**
Enter the number of incumbents, the average 9–10 month salary for all faculty members, the lowest salary, and the highest salary.
- **No faculty members**
Skip to the next pay grade.

Rows 1, 2, and 3: Report data in these rows only if faculty members with a Doctorate and those with a Master’s plus graduate semester credits are in the same pay grade.

Report all data for the 2007–08 academic year.

	Check if not exact match	Number of Full-time Faculty	Average Salary	Lowest Salary	Highest Salary
1. Doctorate or Master’s+60 graduate semester credits	<input type="checkbox"/>				
2. Doctorate or Masters+45 graduate semester credits	<input type="checkbox"/>				
3. Doctorate or Master’s+30 graduate semester credits	<input type="checkbox"/>				
4. Doctorate	<input type="checkbox"/>				
5. Master’s + 60 graduate semester credits	<input type="checkbox"/>				
6. Master’s + 45 graduate semester credits	<input type="checkbox"/>				
7. Master’s + 30 graduate semester credits	<input type="checkbox"/>				
8. Master’s + 15 graduate semester credits	<input type="checkbox"/>				
9. Master’s Degree	<input type="checkbox"/>				
10. Less than Master’s Degree	<input type="checkbox"/>				
11. Bachelor’s Degree	<input type="checkbox"/>				
12. Associate’s Degree or Certificate	<input type="checkbox"/>				

Rate Structure/Salary Schedule

Enter the minimum, midpoint (if applicable), and maximum rate structure salaries. If your college does not have rate/salary structures, leave this table blank. Please report rate structure salaries in terms of Academic Year (9-10 month) contracts. Multiply rate structure salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.

Report all data for the 2007–08 academic year.

	Rate Structure Minimum	Rate Structure Midpoint	Rate Structure Maximum
1. Doctorate or Master's+60 graduate semester credits			
2. Doctorate or Master's+45 graduate semester credits			
3. Doctorate or Master's+30 graduate semester credits			
4. Doctorate			
5. Master's + 60 graduate semester credits			
6. Master's + 45 graduate semester credits			
7. Master's + 30 graduate semester credits			
8. Master's + 15 graduate semester credits			
9. Master's Degree			
10. Less than Master's Degree			
11. Bachelor's Degree			
12. Associate's Degree or Certificate			

Please describe any other requirements you may have in general or for specific grades.

OPTION B: PAY STRUCTURE BASED ON ACADEMIC RANK

Complete this section if your pay structure for full-time teaching faculty is based on academic rank, and not on education level or discipline.

What are the current salaries of your **full-time teaching faculty**? Place your full-time teaching faculty in the appropriate Academic Rank. Report **actual salaries**. Report salary data for each faculty member one time only.

Report actual annual salary in terms of Academic Year (9–10 month) Contracts. Multiply salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.

If a Rank has:

- **One faculty member**
Enter 1 as the number of incumbents, then enter the faculty member's current 9–10 month salary in the average salary field only.
- **More than one faculty member**
Enter the number of incumbents, the average 9–10 month salary for all faculty members, the lowest salary, and the highest salary.
- **No faculty members**
Skip to the next rank.

Report all data for the 2007–08 academic year.

	Number of Full-time Faculty	Average Salary	Lowest Salary	Highest Salary
1. Professor				
2. Associate Professor				
3. Assistant Professor				
4. Instructor				
5. Lecturer				

Rate Structure/Salary Schedule

Enter the minimum, midpoint (if applicable), and maximum rate structure salaries. If your institution does not have rate (salary) structures, leave this table blank. Please report rate structure salaries in terms of Academic Year (9-10 month) Contracts. Multiply rate structure salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.

Report all data for the 2007–08 academic year.

	Rate Structure Minimum	Rate Structure Mid-Point	Rate Structure Maximum
1. Professor			
2. Associate Professor			
3. Assistant Professor			
4. Instructor			
5. Lecturer			

OPTION C-1: PAY STRUCTURE BASED ON DISCIPLINE – FACULTY UNRANKED

Complete this section if your pay structure for full-time teaching faculty is based on discipline, and not on education level or rank – and your faculty is Unranked. **Please print out the full discipline descriptions.**

Agriculture, Agri Ops, Rel Sci [01.] – Eng Technol/Techn [15.]

If a discipline (row) below has:

- **No full-time (FT) faculty members**
Simply leave the row blank. Do not enter '0' as the number of FT faculty.
- **One FT faculty member**
Enter 1 as the number of FT faculty, then enter the faculty member's current 9–10 month salary in the average salary field only.
- **More than one FT faculty member**
Enter the number of FT faculty, the average 9–10 month salary for all faculty members, the lowest salary, and the highest salary.

Report actual annual salary in terms of an Academic Year (9–10 month) Contracts. Multiply salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.

Report all data for the 2007–08 academic year.

Click a discipline name for its description. Click a **Save** button when you have completed all rows.

	Number FT Faculty	Average Salary	Lowest Salary	Highest Salary
Agri, Agri Ops, Related Sci [01.]				
Natural Res/Conserv [03.]				
Architecture/Related Svs [04.]				
Area, Ethnic, Cultural, Gender Studies [05.]				
Comm, Journalism, Related Programs [09.]				
Comm Technol/Technicians/Support Svs [10.]				
Computer/Information Sci/Support Svs [11.]				
Personal and Culinary Services [12.]				
Education [13.]				
Engineering [14.]				
Engineering Technol/Technicians [15.]				

Foreign Lang, Lit, Linguistics [16.] – Basic Skills [32.]

	Number FT Faculty	Average Salary	Lowest Salary	Highest Salary
Foreign Lang, Lit/Linguistics [16.]				
Family/Consumer Sci/Human Sci [19.]				
Legal Support Services [22.03]				
English Language/Literature/Letters [23.]				
Lib Arts/Sci, General Studies/Humanities [24.]				
Library Assistant [25.03]				
Biological/Biomed Sci [26.]				
Math and Stat [27.]				
Multi/Interdisciplinary Studies [30.]				
Parks, Rec, Leisure/Fitness Studies [31.]				
Basic Skills [32.]				

Philosophy [38.01] – Precision Production [48.]

	Number FT Faculty	Average Salary	Lowest Salary	Highest Salary
Philosophy [38.01]				
Physical Sci [40.]				
Sci Technol/Technicians [41.]				
Psychology [42.]				
Criminal Justice/Corrections [43.01]				
Fire Protection [43.02]				
Public Admin/Soc Srv Professions [44.]				
Social Sci [45.]				
Construction Trades [46.]				
Mechanic/Repair Technol/Technicians [47.]				
Precision Production [48.]				

Transport and Materials Moving [49.] – History [54.]

	Number FT Faculty	Average Salary	Lowest Salary	Highest Salary
Transport/Materials Moving [49.]				
Visual/Performing Arts [50.]				
Dental Support Svcs/Allied Profs [51.06]				
Health/Med Admin Svcs [51.07]				
Allied Heal Diag/Intervene/Treat Profs [51.09]				
Clinical/Med Lab Sci/Allied Profs [51.10]				
Nursing [51.16]				
Bus, Mgt, Mrkting, Related Support Svcs [52.]				
History [54.]				

OPTION C-2: Pay Structure Based on Discipline – Faculty Ranked

Complete this section if your pay structure for full-time teaching faculty is based on discipline, and not on education level or rank – and your faculty is ranked. **Please print out the full discipline descriptions.**

Discipline Description Here

Directions

If the above discipline has no full-time (FT) teaching faculty members at all, click your browser's Back button and continue to the next discipline. Otherwise:

- Place your FT teaching faculty in their appropriate Academic Rank
- Report actual salaries. Do not report schedule or rate structure ranges.
- Report actual annual salary in terms of an Academic Year (9–10 month) Contract. Multiply salaries for Calendar Year (11–12 month) Contracts by 9/11 or .818.
- Report all data for the 2007–08 academic year.

For a given rank, if the above discipline has:

- **One FT faculty member**
Enter 1 as the number of FT faculty, then enter the faculty member's current academic year salary in the average salary field only.
- **More than one FT faculty member**
Enter the number of FT faculty, the average academic year salary for all faculty members, the lowest salary, and the highest salary.
- **No FT faculty members in the rank**
Skip to the next rank.

Agriculture, Agriculture Operations, and Related Sciences [01.]				
<i>CIP–1990: Agricultural Business and Production [01.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Natural Resources and Conservation [03.]				
<i>CIP–1990: Conservation and Renewable Natural Resources [03.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Architecture and Related Services [04.] <i>CIP-1990: Architecture and Related Programs [04]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Area, Ethnic, Cultural, and Gender Studies [05.] <i>CIP-1990: Area, Ethnic and Cultural Studies [05.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Communication, Journalism, and Related Programs [09.] <i>CIP-1990: Communications [09.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Communications Technologies/Technicians and Support Services [10.] <i>CIP-1990: Communications Technologies [10.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Computer and Information Sciences and Support Services [11.]				
<i>CIP-1990: Computer and Information Sciences [11.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Personal and Culinary Services [12.]				
<i>CIP-1990: Personal and Miscellaneous Services [12.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Education [13.]				
<i>CIP-1990: Education [13.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Engineering [14.]				
<i>CIP-1990: Engineering [14.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Engineering Technologies/Technicians [15.] <i>CIP-1990: Engineering-Related Technologies [15.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Foreign Languages, Literatures, and Linguistics [16.] <i>CIP-1990: Foreign Languages and Literatures [16.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Family and Consumer Sciences/Human Sciences [19.] <i>CIP-1990: Home Economics [19.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Legal Support Services [22.03] <i>CIP-1990: Legal Support Services [22.03]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

English Language and Literature/Letters [23.] <i>CIP-1990: English Language and Literature/Letters [23.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Liberal Arts and Sciences, General Studies and Humanities [24.] <i>CIP-1990: Liberal Arts and Sciences, General Studies and Humanities [24.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Library Assistant [25.03] <i>CIP-1990: Library Assistant [25.03]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Biological and Biomedical Sciences [26.] <i>CIP-1990: Biological Sciences/Life Sciences [26.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Mathematics and Statistics [27.] <i>CIP–1990: Mathematics [27.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Multi/Interdisciplinary Studies [30.] <i>CIP–1990: Multi/Interdisciplinary Studies [30.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Parks, Recreation, Leisure and Fitness Studies [31.] <i>CIP–1990: Parks, Recreation, Leisure and Fitness Studies [31.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Basic Skills [32.] <i>CIP–1990: Basic Skills [32.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Philosophy [38.01] <i>CIP-1990: Philosophy [38.01]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Physical Sciences [40.] <i>CIP-1990: Physical Sciences [40.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Science Technologies/Technicians [41.] <i>CIP-1990: Science Technologies/Technicians [41.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Psychology [42.] <i>CIP-1990: Psychology [42.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Criminal Justice and Corrections [43.01] <i>CIP–1990: Criminal Justice and Corrections [43.01]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Fire Protection [43.02] <i>CIP–1990: Fire Protection [43.02]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Public Administration and Social Service Professions [44.] <i>CIP–1990: Public Administration [44.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Social Sciences [45.] <i>History is now the new series 54.</i> <i>CIP–1990: Social Sciences and History. [45.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Construction Trades [46.] <i>CIP–1990: Construction Trades [46.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Mechanic and Repair Technologies/Technicians [47.] <i>CIP–1990: Mechanic and Repairers [47.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Precision Production [48.] <i>CIP–1990: Precision Production Trades [48.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Transportation and Materials Moving [49.] <i>CIP–1990: Transportation and Materials Moving Workers [49.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Visual and Performing Arts [50.] <i>CIP–1990: Visual and Performing Arts [50.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Dental Support Services and Allied Professions [51.06] <i>CIP–1990: Dental Services [51.06]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Health and Medical Administrative Services [51.07] <i>CIP–1990: Health and Medical Administrative Services [51.07]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Allied Health and Medical Assisting Services [51.08] <i>CIP–1990: Health and Medical Assistants [51.08]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

Allied Health, diagnostic, Intervention, and Treatment Professions [51.09] <i>CIP–1990: Health and Medical Diagnostics and Treatment Services [51.09]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Clinical/Medical Laboratory Sciences and Allied Professions [51.10] <i>CIP–1990: Health and Medical Laboratories Technologies/Technicians [51.10]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Nursing [51.16] <i>CIP–1990: Nursing [51.16]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				
Business, Management, Marketing, and Related Support Services [52.] <i>CIP–1990: Business Management and Administrative Services [52.]</i>				
	Number of FT Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				

History [54.] <i>CIP-1990: History [45.08]</i>				
	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor				
Instructor				
Lecturer				