

**Worksheets for
CUPA-HR 2007–08
NATIONAL FACULTY SALARY
SURVEY FOR FOUR-YEAR
INSTITUTIONS**

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

SURVEY INSTRUCTIONS

This survey collects salary data for **full-time faculty by discipline and rank**.

The primary contact for this survey is **Ray Sizemore**, CUPA-HR Director of Research at 865-862-2838. Secondary contacts are **María Rodríguez-Calcano** at 865-862-2840 and **Suzi Bowen** at 865-862-2842.

SALARY UPLOAD OPTION AVAILABLE

An Upload Option is available that allows you to upload a file of salary data to the SurveysOnLine (SOL) database server, saving you the effort of manually keying in each item.

The *WILL DO* and *DONE* status boxes still need to be checked and Institutional Basics and Pay Practices data still have to be keyed into SOL. The NFSS Upload Option is for salary data only.

This process will **most benefit** institutions with HRIS type groups that can create the file for you. If you have to create your upload file manually (e.g. in Excel), this option may not save you time.

DISCIPLINES COVERED

You may enter faculty salary data into any of the 333 four-digit CIP program codes defined by the U.S. Department of Education. **Survey results will be reported for all four-digit disciplines having a sufficient number of respondents. Salary data at the four-digit level will also be aggregated and reported at the two-digit level.**

INSTRUCTIONS

Before entering data, review the discipline descriptions and match them to those at your institution. Valid matches should be based on discipline description content, not on title. You may find it useful to print out a questionnaire worksheet and discipline descriptions prior to entering data online.

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

When entering data, please adhere to the following guidelines:

- 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 salary for full-time faculty only. See **Full-time Faculty** below.
- Report base salary only. Do not include non-salary compensation such as housing allowances or stipends.
- Report salaries in terms of full-time 9–10 month contracts only. See **Contract Length** below.
- Report each faculty member in one discipline only. See **Assignment of Faculty to Disciplines** below.
- If you do not have faculty in a particular discipline, simply skip that discipline.

FULL-TIME FACULTY

Report salary data for full-time faculty only. Full-time faculty are defined as faculty on annual contracts of at least 9 months, whose teaching/research represents **50% or more of their duties**.

Whom to include:

- Professors, Associate Professors, Assistant Professors, New Assistant Professors, and Instructors
 - Include positions regardless of whether they are tenured, tenure-track, or nontenure-track appointments.
 - Equate clinical duties with teaching/research duties when determining whether teaching/research represents more than half of a faculty member's duties.

- Report salaries for New Assistant Professors twice: once with all Assistant Professors and once separately. New Assistant Professors are all fall 2007 external or internal hires to this position.
- Report salaries for the position immediately below the rank of Assistant Professor as Instructors. Do not include data for adjunct faculty ranks such as Lecturer.
- Department chairs and other administrative staff who hold full-time faculty rank and whose teaching/research represents more than half of their duties
 - Report the contracted faculty salaries for these positions. Compensation, such as stipends, for administrative, managerial, or other responsibilities should not be reported.
 - Do not adjust the contracted faculty salaries to reflect a reduced teaching load.
- Faculty on sabbatical (report their regular salaries, even though they may receive reduced pay while on leave.)
- Coaches with faculty status who teach/research more than half time, independent of their coaching duties

Whom to exclude: Do **NOT** report salary data for the following:

- Adjunct faculty or others who teach/research full-time, but on a **temporary** basis (such as a semester)
- Adjunct faculty or others who teach/research **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 for their rank and discipline
- Individuals on leave without pay
- Faculty whose services are valued by bookkeeping entries rather than by full cash transactions, such as members of religious orders
- Teaching/research faculty who, as members of the military, are paid on a salary scale different from that for civilian employees
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, or registrar

ASSIGNMENT OF FACULTY TO DISCIPLINES

The survey defines disciplines using the *Classification of Instructional Programs: 2000 Edition* published by the U.S. Department of Education's National Center for Education Statistics (NCES). This publication replaces the CIP–1990 edition. Crosswalk information is provided where needed.

The CIP taxonomy is a hierarchy organized on 3 levels:

- 2-digit codes define the most general groupings of related programs. (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives. (XX.XX)
- 6-digit codes define specific instructional programs. (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES. Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations.

01.01 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101 - 01.0199

01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing, planning, human resources management, and other managerial responsibilities.

This survey allows you to report faculty salaries in any of the 333 four-digit codes available. 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 institution, such as the History Department or the Chemistry Department.

- If a faculty member has a joint appointment in two or more disciplines (for example, sociology and anthropology), only report his or her full 9–10 month salary once in the most appropriate discipline.
- If your institution has an “interdisciplinary” division/department, report the salaries for its faculty in this division/department, even though its members may teach/research in several related, but different discipline groups. For example, if your institution has a Department of Social Sciences, General (CIP 45.01) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and Sociology (45.11), you should report their salary data in CIP 45.01 and not in the other disciplines.

CONTRACT LENGTH

Report all salaries in terms of full-time 9–10 month contracts.

- A full-time 9–10 month contract covers teaching/researching two semesters, three quarters, two 4-month sessions, or the equivalent.
- Convert the salary of a full-time 11–12 month contract to a full-time 9–10 month contract by multiplying the 11–12 month salary by $\frac{9}{11}$ or .818.

SURVEY DESCRIPTION

Specific instructions appear on the questionnaire. Please read these instructions carefully before answering. For each discipline and rank, please provide the following information as appropriate.

- **Number of Faculty** is the number reported for a given discipline and rank.
- **Average Salary** is the sum of the full-time 9–10 month salaries divided by the number of salaries. When the number of faculty is 1, please enter the single salary in only the Average Salary field.
- **Lowest Salary** is the lowest full-time 9–10 month salary. Do not report the bottom of a salary scale.
- **Highest Salary** is the highest full-time 9–10 month salary. Do not report the top of a salary scale.

Please provide salary data for New Assistant Professors twice: once with all Assistant Professors and again separately.

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

This 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 1, 2 and 3, 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, 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		

FACULTY PAY PRACTICES**Full-Time Faculty****1. Tenure**

What percentage of your full-time faculty is tenured? %

2. Promotion

Is tenure required for promotion to:

	Yes	No
Professor	<input type="checkbox"/>	<input type="checkbox"/>
Associate Professor	<input type="checkbox"/>	<input type="checkbox"/>
Assistant Professor	<input type="checkbox"/>	<input type="checkbox"/>

3. Contract Type

About what percentage of your full-time faculty is on Academic Year (9–10 month) versus Calendar Year (11–12 month) or Other Types of contracts?

<u>Contract Type</u>	Percentage of Faculty
Academic Year (9–10 months)	<input type="text"/>
Calendar Year (11–12 months)	<input type="text"/>
Other Types	<input type="text"/>

4. Contract Payout

Can full-time faculty members on 9–10 month contracts choose to be paid over 12 months?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

5. Pay Period

How frequently are full-time faculty members paid?

Weekly	<input type="checkbox"/>
Biweekly (every two weeks)	<input type="checkbox"/>
Semimonthly (twice a month)	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Other	<input type="checkbox"/>

6. Definition of Teaching Load

Which method does your institution (primarily) use to define teaching load?

Credits/course hours	<input type="checkbox"/>
Contact hours	<input type="checkbox"/>
Number of courses	<input type="checkbox"/>
Other	<input type="checkbox"/>

7. Full-Time Teaching Load

How many **credits/course hours per term** are **generally** considered to be a full-time teaching load for undergraduate level teaching? For graduate level teaching?

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

Credits/Course Hours Per:	Undergraduate Level Teaching	Graduate Level Teaching
Regular term		
Summer term		

8. Compensation Methods for Overload and Summer Term Teaching

Which of the following methods does your institution 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	<input type="checkbox"/>	<input type="checkbox"/>

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.

	Minimum \$ per credit/course hour	Maximum \$ per credit/course hour
Overload Teaching		
Summer Term teaching		

10. Factors Affecting Compensation 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

Faculty rank	<input type="checkbox"/>
Discipline taught	<input type="checkbox"/>
Total # of units taught	<input type="checkbox"/>
Level of education/degree	<input type="checkbox"/>
Amount of college teaching experience	<input type="checkbox"/>
Length of tenure at institution	<input type="checkbox"/>
Lecture versus lab instruction	<input type="checkbox"/>
Graduate versus undergraduate instruction	<input type="checkbox"/>
Other	<input type="checkbox"/>

Department Chairs

11. Use of Department Chairs

Does your institution have department chairs or its equivalent?Yes No (Go to Q. 15)**12. Additional Compensation for Department Chairs**How does your institution compensate faculty members serving as department chairs? **Check all that apply**No additional compensation provided Pay stipends Reduce teaching load Extend contract to 11–12 months Other **13. Duration of Department Chair Appointments**

What is generally the duration of department chair appointments?

Varies by department Permanent 1 year 2 years 3 years More than 3 years Varies by individual Other **14. Rank Requirements for Department Chairs**

What is the minimum rank required to be a Department Chair?

No minimum rank specified Professor Associate Professor Assistant Professor No minimum rank specified

Adjunct Faculty

15. Use of Paid Adjunct Faculty

Does your institution have paid adjunct faculty?

- Yes
- No (go to end of section and save)

16. Use of Academic Ranks for Adjunct Faculty

Does your institution assign academic ranks to adjunct faculty?

- Yes
- No

17. Pay Period for Adjunct Faculty

How frequently are adjunct faculty members paid?

- Weekly
- Biweekly (every two weeks)
- Semimonthly (twice a month)
- Monthly
- Mid-term and end of term
- Once a term
- Other

18. Compensation Methods for Adjunct Faculty

Which of the following methods does your institution use to pay adjunct faculty?

Check all that apply.

- Dollar amount per credit/course hour
- Dollar amount per contact hour
- Dollar amount per course
- Pro-ration of appropriate full-time position per credit/course hour
- Pro-ration of appropriate full-time position per contact hour
- Pro-ration of appropriate full-time position per course
- Other

19. Compensation Rates for Adjunct Faculty

Based on your salary schedule/rate structure, what are the minimum and maximum dollar amounts per credit/course hour you can pay adjunct 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
Undergraduate instruction		
Graduate instruction		

20. Factors Affecting Compensation Rates for Adjunct Teaching Faculty

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

- Faculty rank
- Discipline taught
- Total # of units taught
- Level of education/degree
- Amount of college teaching experience
- Length of tenure at institution
- Lecture versus lab instruction
- Graduate versus undergraduate instruction
- Other

SALARIES BY DISCIPLINE & RANK – Copy these two pages as needed.

Enter the 4-digit code of each discipline for which you are reporting salary data. Discipline descriptions can be found at <http://www.cupahr.org/surveys/salarysurvey2007-08.html> and in SurveysOnLine.

CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				

CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				
CIP 4-digit code: _____				
Rank	# of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (Include New Asst Prof reported below)				
New Assistant Professor – Hired Fall 2007.				
Instructor (Exclude Lecturers)				

RESEARCHER SALARIES

Beginning-Level Researcher: A beginning-level researcher (e.g. a postdoctoral fellow or research fellow) who typically works under the general supervision of one or more faculty members. The position is designed to enable the individual to continue studies in a specialty training program while he or she gains practical experience in the field. Individual typically would have earned an advanced degree in his or her field of specialization within the last two years.

Senior-Level Researcher: A senior-level researcher (e.g. senior research scientist, research project head or senior research engineer) who carries out independent research in his or her field of specialization. Incumbent is responsible for design, execution and interpretation of research projects, which he or she may head. Individual holds an advanced degree appropriate to his or her field of research or has related education and at least four years of high-level research experience.

[01] Agriculture, Agriculture Operations, and Related Services				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[11] Computer and Information Sciences and Support Services				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[13] Education				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[14] Engineering				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[26] Biological and Biomedical Sciences				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[27] Mathematics and Statistics				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				

[40] Physical Sciences				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[42] Psychology				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[45] Social Sciences				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				
[51] Health Professions and Related Clinical Sciences				
	# of Researchers	Average Salary	Lowest Salary	Highest Salary
Beginning-Level Researcher				
Senior-Level Researcher				