

# Methodology

## SURVEY

The data collection period for CUPA-HR's *Faculty in Higher Education Survey* ran from November 2, 2020 to January 15, 2021. The survey was conducted through Surveys Online.<sup>26</sup>

### Full-Time Faculty and Department Heads

This year's survey includes data for 263,721 full-time faculty, including 171,367 tenure-track (TT) faculty; 79,339 non-tenure teaching (NTT) faculty; and 13,015 non-tenure research (NTR) faculty. Of those faculty, 9,579 were identified as department heads. For each full-time faculty member, the following data were collected:

- Annualized 9-10-month salary (effective date November 1, 2020)
- Tenure type (TT, NTT, or NTR)
- Rank
  - professor, associate professor, assistant professor, new assistant professor, and instructor for TT and NTT faculty
  - professor, associate professor, assistant professor, new assistant professor, scientist, and postdoctoral scholar for NTR faculty
- Highest degree attained [doctorate (Ph.D., M.D., J.D., or equivalent), master's, bachelor's, associate's]
- H-1B status
- Sex (optional)
- Race/ethnicity (optional)
- Year entered current rank (optional)
- Birth year (optional)
- Whether the faculty member is a department head (if checked, additional data on salary supplements, summer salary, and course relief were collected)

Participants could either enter this data manually online for each faculty member or upload a file containing this data.

26 Surveys Online is a product of [Peerfocus](#).

### Faculty Paid by the Course (Adjunct Faculty)

A total of 362 institutions provided optional aggregate information on pay and pay practices for at least 57,190 pay-per-course (adjunct) faculty.<sup>27</sup> Data collected were:

- Which entity sets the adjunct pay rate (collective bargaining, single unit, department, other)
- Whether and how pay is affected by enrollment in course
- Whether adjunct faculty are paid different rates based on:
  - Level of education
  - Type of degree program taught (graduate or undergraduate)
  - Selected disciplines/courses
- Total number of adjunct faculty
- Average pay per semester credit hour
- Lowest pay per semester credit hour
- Highest pay per semester credit hour
- Total number of credit hours taught by adjunct faculty

### Institutional Characteristics

In addition, data on institutional characteristics were collected from all participants:<sup>28</sup>

- Total expenses reported to IPEDS in 2019-20
- Student enrollment (effective date approximately October 15, 2020)
- Faculty size (effective date November 1, 2020) and number of separations in the past year
- Staff size (effective date November 1, 2020) and number of separations in the past year
- Human resources staff size and number of separations in the past year
- CHRO reporting relationship
- Whether collective bargaining exists for the following groups:
  - Full-time faculty
  - Part-time or adjunct faculty
  - Full-time staff
  - Graduate students

Basic information on total expenses as well as student, faculty, and staff size were required questions. All other questions were optional.

27 The total number of adjunct faculty reported is a low estimate, given that the question on number of adjunct faculty is optional.

28 See the *Faculty Survey Participation and Information Template (SPIT)* for more specific information about the data collected on this year's survey, as well as the instructions provided to participants.

## RESPONDENTS

Respondents were largely human resources professionals and institutional research professionals from higher education institutions in the U.S.<sup>29</sup> There were 793 institutions that completed the survey (Table 1). All participating institutions are listed in Appendix B.

**Table 1. Number of Responding Institutions by Classification and Affiliation**

Classification		Affiliation			Total
		Private Independent	Private Religious	Public	
Classification	Doctoral	38	40	134	<b>212</b>
	Master's	71	94	121	<b>286</b>
	Baccalaureate	34	54	28	<b>116</b>
	Associate's	0	0	107	<b>107</b>
	Special Focus/Other	51	9	12	<b>72</b>
<b>Total Participants</b>		<b>194</b>	<b>197</b>	<b>402</b>	<b>793</b>
<b>Total N for This Report</b>		<b>143</b>	<b>188</b>	<b>390</b>	<b>721</b>

29 Special focus/other institutions ( $n = 72$ ) were excluded from the analyses of full-time faculty in this report. Special focus/other institutions include medical/law institutions, tribal colleges, research foundations, international institutions, for-profit institutions, higher ed affiliates, and unclassified institutions that typically have much different salary structures than traditional institutions and differ greatly from each other, so reporting them as a single category is not appropriate. Although their data were not analyzed for this report, their data are available for benchmarking in DataOnDemand, and their names appear in the participant list in Appendix B. They are included as "Other" institutions in Table 2.