2015 – 2016 AAUP Faculty Compensation Survey Data Collection Webinar

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Faculty Compensation Survey
Data Collection Webinar Overview

- Faculty Compensation Survey Overview
- Benefits to Participation
- Explanation and Justification for Changes
- Methods of Submission for 2015 - 2016
- Form Overviews
- Your Comments and Questions
What is the AAUP Faculty Compensation Survey?

• The AAUP Faculty Compensation Survey is a longitudinal benchmarking project among two- and four-year colleges and universities that includes more than 1,100 institutions and 375,000 full-time faculty.

• Benefits to participation include:
  – Largest coverage of total compensation in higher education.
  – Widespread coverage in Academe in Inside Higher Ed.
  – Useful recruiting tool for current and prospective faculty.
  – Strong peer coverage for benchmarking.
  – Widely used for cost alignment, bargaining, and institutional planning.
  – External verification and validation for compensation reporting.
  – Faculty and benefits align with US News & World Report America’s Best Colleges.
  – Educational resource for public, labor market economists, scholars, media, and policymakers.
  – First-time inclusion of part-time faculty salary data.
  – Custom datasets, peer compensation reports and new results portal.
2015 – 2016 Data Collection Cycle

- November 30, 2015: Invitation to Participate (Enrollment/Cycle Opens)
- January 15, 2015: Webinar for AAUP FCS Web Portal
- January 29, 2016: Submission of Data (Enrollment Closes)
- Spring 2016: Verify and Validate Data Submissions
- April 15, 2016: Release of FCS Data through Academe and Inside Higher Ed
- April 15, 2016: Secure Site Data Release (Cycle Closes)
- May 15, 2016: Additions and Corrections for Bulletin
- July 31, 2016: Release of Bulletin
The 2015 – 2016 AAUP Faculty Compensation Survey consists of six forms:

- **Form 1**: Institutional Information
- **Form 2**: Number, Total Salaries, Tenure Status of Full-Time Instructional Faculty (Salary Data)
- **Form 3**: Major Benefits for Full-Time Instructional Faculty (Benefits Data)
- **Form 4**: Salaries and Percentage Increase for Continuing Faculty (Continuing Data)
- **Form 5**: Administrative Compensation (Senior Administration Data)
- **Form 6**: Part-Time and Graduate Teaching Assistant Salary (New)
Why change anything?

- The academic labor force has changed.
- Prior conceptualization and design led to total survey error, reduced survey participation, and lower quality data.
- As institutional reporting burden increases, an assessment of what adds value had to be undertaken.
- Tremendous demand for compensation and part-time faculty data.
Capturing Change

- Advantages of alignment include (1) better understanding of academic labor force, (2) lower reporting burdens, (3) greater conceptual adherence, (4) higher participation rates, and (5) higher quality data due to multiple validations.

- Any change will result in (1) additional education, (2) some loss of data comparability, (3) initial time expenditure to modify collection.
The Changing Academic Labor Force

Trends in Instructional Staff Employment Status, 1975–2011
All Institutions, National Totals

Notes: Figures for 2011 are estimated. Figures from 2005 have been corrected from those published in 2012. Figures are for degree-granting institutions only, but the precise category of institutions included has changed over time. Graduate student employee figure for 1975 is from 1976. Percentages may not add to 100 due to rounding.

Source: US Department of Education, IPEDS Fall Staff Survey.
The Changing Academic Labor Force

![Graph showing instructional faculty by rank and reporting category for 2013.](image)

Getting Started: Access and Collection Basics

- Before you begin submitting data for your institution, make sure your information is fully updated and accurate.

- For 2015 – 2016, you may submit your institutional data via:
  - The new data collection template and e-mail to aaupfcs@aaup.org.
  - The new data collection template and upload in January 2016 when the reporting portal opens.

- Check to make sure secondary and most importantly, primary contact information is updated and accurate. To make a change, please visit http://aaup.co1.qualtrics.com/jfe/form/SV_8ozpahiyxYCcZE1

Getting Started: Access and Collection Basics

DOWNLOAD EXCEL FILE
Step 1: If you prefer collecting your data in an Excel spreadsheet, download this file.
Step 2: Save the Excel spreadsheet to your computer. You should work exclusively on the website OR the Excel file.

Download

UPLOAD EXCEL FILE
Step 1: Complete the Excel file.
Step 2: Warning – Uploading the Excel file will overwrite any information you have entered on the website. Copy any information you have entered on the website into your Excel file and save.
Step 3: Upload the updated file using the form below. If there are any errors, the import will not be saved and the errors will be shown on the next screen.

Choose File
Excel file
Upload
<table>
<thead>
<tr>
<th>Form</th>
<th>Content</th>
<th>Summary of Change(s)</th>
<th>Field Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Institutional Information</td>
<td>Inclusion of IPEDS variables; Capturing additional institutional variables</td>
<td>Yes</td>
</tr>
<tr>
<td>2</td>
<td>Full-Time Faculty Salary</td>
<td>Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty;</td>
<td>No</td>
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<tr>
<td></td>
<td></td>
<td>Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”</td>
<td></td>
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<tr>
<td>3</td>
<td>Full-Time Faculty Benefits</td>
<td>Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty;</td>
<td>No</td>
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<tr>
<td></td>
<td></td>
<td>Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”</td>
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</tr>
<tr>
<td>4</td>
<td>Continuing Full-Time Faculty Salary</td>
<td>Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty;</td>
<td>No</td>
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<tr>
<td></td>
<td></td>
<td>Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”</td>
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</tr>
<tr>
<td>5</td>
<td>Administrative Compensation</td>
<td>Inclusion of Chief Counsel, Director of Enrollment Management; Director of Athletics</td>
<td>Yes</td>
</tr>
<tr>
<td>6</td>
<td>Part-Time and Graduate Teaching Assistant Salary</td>
<td>Inclusion of Part-Time Faculty and Graduate Teaching Assistant Salary by Gender</td>
<td>Yes</td>
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<tr>
<td>Field</td>
<td>Instructions</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Institutional Control</td>
<td>Use Institutional Control from 2014 - 2015 IPEDS General Information</td>
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<tr>
<td>Institutional Sector</td>
<td>Use Institutional Sector from 2014 - 2015 IPEDS General Information</td>
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<tr>
<td>AAUP Category</td>
<td>Use Faculty Compensation Survey Institutional Category</td>
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<tr>
<td>Carnegie Classification</td>
<td>Use Carnegie Classification: Basic from 2014 - 2015 IPEDS General Information</td>
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<tr>
<td>System</td>
<td>Use Faculty Compensation Survey System List</td>
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<td></td>
</tr>
<tr>
<td>Highest Degree Offered</td>
<td>Use Highest Degree Offered from 2014 - 2015 IPEDS General Information</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Institution Grants Medical Degree</td>
<td>Use Institution Grants Medical Degree from 2014-2015 IPEDS General Information</td>
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<td>Publication Footnote</td>
<td>Use Faculty Compensation Survey publication Footnote</td>
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<td>Conversion Factor</td>
<td>Use Faculty Compensation Survey Conversion Factor, See Instructions Below</td>
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<td>Eligible CIP Codes</td>
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<tr>
<td>Campuses</td>
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</tbody>
</table>
For a deadline change contact the AAUP Research Office at aaupts@aaup.org and record your new deadline here.
Form 2: Number, Total Salaries, Tenure Status of Full-Time Instructional Faculty (Salary Data)

- The unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty should be reported in the Faculty Compensation Survey.

- The salary represents the contracted salary excluding summer teaching, stipends, extra load, or other remuneration. Where faculty members are given duties for 11- or 12 months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institutions own factor reflected in the footnotes.

- The conversion factor is necessary only if you report data for 11- or 12-month faculty. You may use default value of 9/11 or 0.81818181818 for 11-month faculty. If you wish to convert 12-month amounts equally into 9-month equivalent period, please use a conversion factor of 0.75. If you prefer to use a different factor, please enter the conversion factor you will use in Form1: Institutional Information, Conversion Factor. This factor will be used to automatically do the conversions in the rest of the survey.

- Form 2 reporting should be identical to IPEDS reporting.

Keys to Remember: Should be the same as IPEDS, full-time faculty, 9/11 conversion factor.
## Form 2: Selection Criteria

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical School Faculty and/or Military Faculty</td>
<td>Exclude</td>
<td>Exclude</td>
</tr>
<tr>
<td><strong>Contributed Service Personnel:</strong> Administrative officers with titles as Provost, Dean, Librarian, Registrar, Coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status and other administrators/staff clinical credit courses.</td>
<td>Exclude</td>
<td>Exclude</td>
</tr>
<tr>
<td><strong>Graduate Teaching Assistant:</strong> Assist faculty or other instructional staff in postsecondary institutions by performing teaching or teaching-related duties, such as teaching lower level courses, developing teaching materials, preparing and giving examinations, and grading examinations or papers.</td>
<td>Exclude</td>
<td>Include</td>
</tr>
<tr>
<td>Research Faculty: Faculty who have never had a contractual instructional role.</td>
<td>Exclude</td>
<td>Exclude</td>
</tr>
<tr>
<td>Part-Time Tenured/Tenure-Track Faculty</td>
<td>Exclude</td>
<td>Include</td>
</tr>
<tr>
<td>Faculty on Sabbatical or Leave with Pay</td>
<td>Include</td>
<td>Exclude</td>
</tr>
<tr>
<td>Faculty on Sabbatical or Leave without Pay</td>
<td>Exclude</td>
<td>Exclude</td>
</tr>
<tr>
<td>Replacement Faculty for faculty on sabbatical leave or leave with pay.</td>
<td>Exclude</td>
<td>Include</td>
</tr>
<tr>
<td>Courtesy Faculty Appointments and faculty who have a bookkeeping value.</td>
<td>Exclude</td>
<td>Exclude</td>
</tr>
</tbody>
</table>
Form 3: Major Benefits for Full-Time Instructional Faculty (Benefits Data)

- The benefits represent the institution (or state) contribution on behalf of the individual faculty member and does not include the employee contribution.

- The major benefits include (a) retirement contribution, regardless of vesting (b) medical insurance, (c) disability income protection (d) tuition for faculty dependents (both waivers and remissions), (e) dental insurance, (f) social security (FICA), (g) unemployment insurance, (h) group life insurance, (i) workers’ compensation premiums and (j) other benefits with cash alternatives (moving expenses, cafeteria plans).

- The tuition benefits for faculty dependents should capture the total number of faculty using the benefits.

Keys to Remember: Major benefits included, tuition benefits includes number of faculty.
The continuing faculty data explores only those who held faculty positions this year (2015 – 2016) and last year (2014 – 2015). This number will almost always be smaller than the number submitted in Form 2.

Report salaries for this year (2015 – 2016) at the rank the person held in the prior year (2014 – 2015).

Form 4 should exclude all newly hired and all newly retired faculty.

Keys to Remember: Explores only continuing faculty, rank the person held in the prior year.
Form 5: Administrative Compensation

- Although Form 5 explores unit-record data, these data are never published in a personally identifiable manner.

- Form 5 data will always be reported in aggregate.

- Form 5 are not publically available in an individual institutional report.

-keys to remember: Generally, easiest to report of all sections, published at an aggregated level.
Form 6: Part-Time Faculty Salary

- Form 6 explores part-time men, part-time women, part-time total contracted salaries by men and women.

- Form 6 also includes Graduate Teaching Assistant by gender and salary.

- Form 6 data will be released as topline data.

*Keys to Remember:* Low values are likely ‘normal’, published at a topline level.
Keys to Remember

Form 1: Institutional data should be same as IPEDS, variables add modeling value.

Form 2: Should be the same as IPEDS, full-time faculty, 9/11 conversion factor.

Form 3: Major benefits included, tuition benefits includes number of faculty.

Form 4: Explores only continuing faculty, rank the person held in the prior year.

Form 5: Generally, easiest to report of all sections, published at an aggregate level.

Form 6: Published at a topline level. Tremendous assistance to higher education.

Submission Deadline: January 29, 2016
Discussion: Addressing Your Questions and Comments

• What questions do you have at this time?