

# 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.

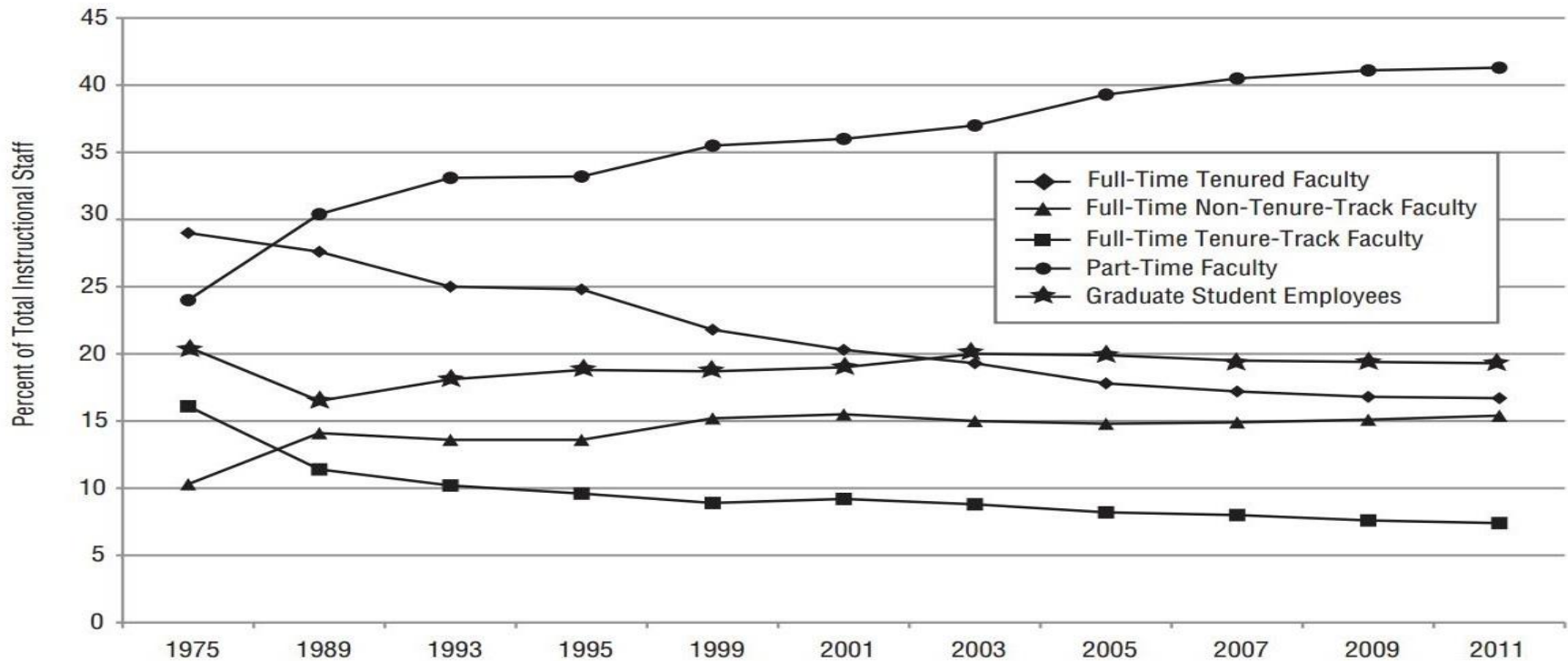


# The Changing Academic Labor Force



## 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.

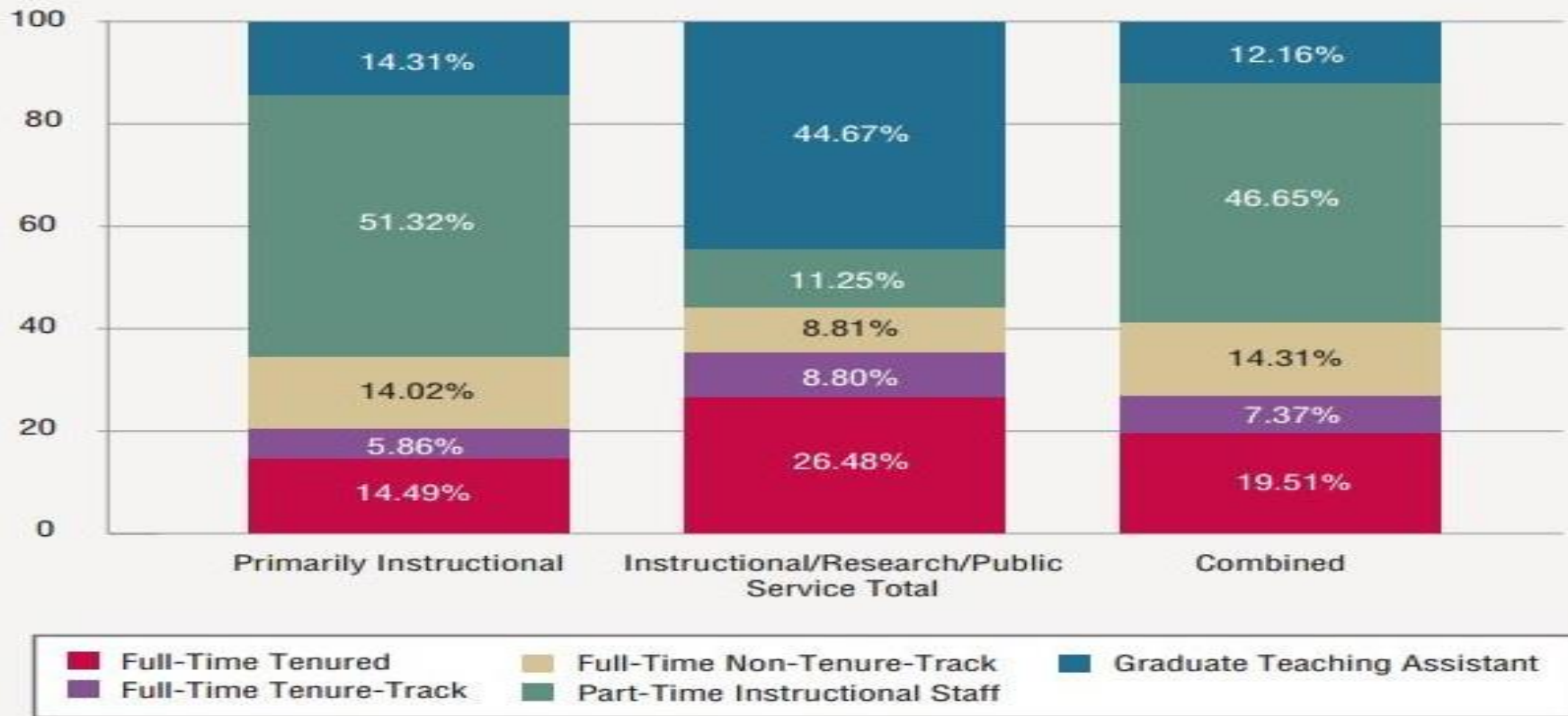
*Source:* US Department of Education, IPEDS Fall Staff Survey.



# The Changing Academic Labor Force



**Instructional Faculty by Rank and Reporting Category, 2013**



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds/datacenter/>.



# 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](mailto:aaupfcs@aaup.org).
  - The new data collection template and upload in January 2016 when the reporting portal opens.
  - The new reporting portal in January 2016.
- 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](http://aaup.co1.qualtrics.com/jfe/form/SV_8ozpahiyxYCcZE1)
- The summary of changes, instructions, and template may be accessed anytime at <http://www.aaup.org/our-programs/research/economic-status-report/2015-16-faculty-compensation-survey>



# Getting Started: Access and Collection Basics



AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS

## Faculty Compensation Survey

ABOUT ▾

DATA COLLECTION ▾

DOCUMENTATION ▾

RESULTS ▾

RESOURCES ▾

CONTACT ▾

DR. BARNSHAW ▾



### 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.

Excel file

Choose File No file chosen

Upload

ABOUT ▾

DATA COLLECTION ▾

DOCUMENTATION ▾

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CONTACT ▾

DR. BARNSHAW ▾



# General Summary of 2015 – 2016 Faculty Compensation Survey Changes

Form	Content	Summary of Change(s)	Field Changes
1	Institutional Information	Inclusion of IPEDS variables; Capturing additional institutional variables	Yes
2	Full-Time Faculty Salary	Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty; Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”	No
3	Full-Time Faculty Benefits	Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty; Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”	No
4	Continuing Full-Time Faculty Salary	Emphasis of “Instructional” and “Instructional/Research/Public Service” of faculty; Capturing non-tenure eligible (VAP, CNTT, ORF, Post-Doc) in the category of “Instructor”	No
5	Administrative Compensation	Inclusion of Chief Counsel, Director of Enrollment Management; Director of Athletics	Yes
6	Part-Time and Graduate Teaching Assistant Salary	Inclusion of Part-Time Faculty and Graduate Teaching Assistant Salary by Gender	Yes

# Form 1: Institutional Information



## Form 1: Institutional Information

Institutional Control

Use Institutional Control from 2014 - 2015 IPEDS General Information

Institutional Sector

Use Institutional Sector from 2014 - 2015 IPEDS General Information

AAUP Category

Use Faculty Compensation Survey Institutional Category

Carnegie Classification

Use Carnegie Classification: Basic from 2014 - 2015 IPEDS General Information

System

Use Faculty Compensation Survey System List

Highest Degree Offered

Use Highest Degree Offered from 2014 - 2015 IPEDS General Information

Institution Grants Medical Degree

Use Institution Grants Medical Degree from 2014-2015 IPEDS General Information

Publication Footnote

Use Faculty Compensation Survey publication Footnote

Conversion Factor

**Use Faculty Compensation Survey Conversion Factor, See Instructions Below**

Eligible CIP Codes

Campuses

# Form 1: Institutional Information (Continued)



Comments

Additional Comments

Accuracy Confirmation

Deadline Change

Friday, January 29, 2016

For a deadline change contact the AAUP Research Office at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org) and record your new deadline here.

Non-Submission

Tenure System

Faculty Union

Part-Time Benefits



## 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



Criteria	Full-Time	Part-Time
Medical School Faculty and/or Military Faculty	Exclude	Exclude
<b>Contributed Service Personnel:</b> Administrative officers with titles such 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.	Exclude	Exclude
<b>Graduate Teaching Assistant:</b> 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.	Exclude	Include
<b>Research Faculty:</b> Faculty who have never had a contractual instructional role.	Exclude	Exclude
Part-Time Tenured/Tenure-Track Faculty	Exclude	Include
Faculty on Sabbatical or Leave <i>with</i> Pay	Include	Exclude
Faculty on Sabbatical or Leave <i>without</i> Pay	Exclude	Exclude
<b>Replacement Faculty</b> for faculty on sabbatical leave or leave with pay.	Exclude	Include
<b>Courtesy Faculty Appointments</b> and faculty who have a bookkeeping value.	Exclude	Exclude



# 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.

FORMS: 1 2 **3** 4 5 6

**FORM 3: FULL-TIME FACULTY BENEFITS**



## Form 4: Salaries and Percentage Increase for Continuing Faculty (Continuing Data)



- 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*.

FORMS: 1 2 3 **4** 5 6

**FORM 4: FULL-TIME CONTINUING FACULTY SALARIES**



## 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.

**FORMS:**

1

2

3

4

5

6

**FORM 5: ADMINISTRATIVE COMPENSATION**



# 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.

FORMS: 1 2 3 4 5 **6**

### FORM 6: PART-TIME FACULTY SALARY

Academic Rank	MEN		WOMEN		TOTAL	
	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)
Section 1.						
Part-time Faculty	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>	\$ <input type="text"/>
Graduate Teaching Assistant	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>	\$ <input type="text"/>
<b>TOTAL</b>	0	0	0	0	0	0





# 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?

