

**American Association of University Professors
Faculty Compensation Survey 2004-05**

Please complete all fields below to ensure that we have the most recent information.

Unit ID (see e-mail):	156620	For complete instructions and general assistance with this form, please check our Web page at http://www.aaup.org/research/		
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If institutional category is missing or incorrect, please see instructions for guidance in choosing the appropriate category.

AAUP Category (see e-mail (e.g., I, IIA, IIB, III, IV)

If this report includes data for more than one campus, please list:

This report includes data for faculty teaching in which of the following?(See instructions)

(Enter # of faculty or "X" Law Dentistry Nursing Engineering Business
Leave blank if none.)

Section I -- Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty, 2004-05

Academic Rank	MEN					WOMEN				
	(1) Number of Faculty	(2) Total Contracted Salaries (\$)	(3) Not Tenure-Track	(4) On Tenure-Track	(5) Tenured	(6) Number of Faculty	(7) Total Contracted Salaries (\$)	(8) Not Tenure-Track	(9) On Tenure-Track	(10) Tenured
Part a. Faculty on 9-Month Contracts (i.e., regardless of number of salary installments)										
1. Professor	83	5,988,244	1	2	80	33	2,184,224	0	0	33
2. Associate	66	3,874,543	1	10	55	84	4,625,808	0	12	72
3. Assistant	92	4,542,914	6	59	27	104	4,911,701	10	48	46
4. Instructor	8	359,789	6	2	0	13	520,790	8	5	0
5. Lecturer	15	495,002	15	0	0	12	382,205	12	0	0
6. No Rank	0	0	0	0	0	6	280,130	5	1	0
7. TOTAL	264	15,260,492	29	73	162	252	12,904,857	35	66	151
Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)										
1. Professor	12	1,023,154	0	0	12	5	400,040	0	0	5
2. Associate	15	1,082,234	0	1	14	4	340,855	0	0	4
3. Assistant	0	0	0	0	0	1	70,356	0	0	1
4. Instructor	0	0	0	0	0	0	0	0	0	0
5. Lecturer	0	0	0	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	27	2,105,388	0	1	26	10	811,250	0	0	10
Part c. (Optional) 9-Month and 12-Month Contracts (i.e., with 12-month converted)										
1. Professor	95	6,825,184	1	2	92	38	2,511,456	0	0	38
2. Associate	81	4,759,811	1	11	69	88	4,904,627	0	12	76
3. Assistant	92	4,542,914	6	59	27	105	4,969,252	10	48	47
4. Instructor	8	359,789	6	2	0	13	520,790	8	5	0
5. Lecturer	15	495,002	15	0	0	12	382,205	12	0	0
6. No Rank	0	0	0	0	0	6	280,130	5	1	0
7. TOTAL	291	16,982,700	29	74	188	262	13,568,459	35	66	161

Note: If you have entered data in Part b. but did not complete Part c., we will use a factor of 9/11 or 81.8 percent to convert 12-month salaries to the standard academic-year basis unless you provide a different factor here:

0.818

Section II -- Major Benefits for Full-Time Instructional Faculty, 2004-05

Major Benefits	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RANK	
	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.	Total Expenditure	No. Cov.
Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)												
1. Retirement	443,277	114	442,829	149	431,026	194	35,100	21	40,631	27	12,019	6
2. Medical	151,076	109	200,582	144	249,544	183	23,539	18	23,331	18	5,039	4
3. Disability	11,826	115	13,117	150	14,703	196	1,355	21	1,422	27	439	6
4. Tuition	6,504	8	7,675	10	11,259	10	681	1	2,880	2	0	0
5. Dental	0	0	0	0	0	0	0	0	0	0	0	0
6. FICA	226,197	115	245,162	150	273,609	195	26,273	21	26,440	26	8,253	6
7. Unemployment	0	0	0	0	0	0	0	0	0	0	0	0
8. Group Life	2,042	115	2,687	150	3,408	196	348	21	455	27	90	6
9. Worker's Comp.	188,879	115	242,845	150	323,793	196	35,977	21	44,971	27	8,994	6
10. Other*	3,979	17	807	8	5,540	12	1,681	2	120	1	0	0
11. TOTAL	1,033,781	115	1,155,704	150	1,312,882	196	124,953	21	140,251	27	34,834	6
Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)												
1. Retirement	78,016	17	79,314	19	4,057	1	0	0	0	0	0	0
2. Medical	24,554	17	24,568	17	1,448	1	0	0	0	0	0	0
3. Disability	1,929	17	2,066	19	111	1	0	0	0	0	0	0
4. Tuition	948	1	1,896	3	0	0	0	0	0	0	0	0
5. Dental	0	0	0	0	0	0	0	0	0	0	0	0
6. FICA	40,948	17	42,333	19	2,100	1	0	0	0	0	0	0
7. Unemployment	0	0	0	0	0	0	0	0	0	0	0	0
8. Group Life	322	17	368	19	19	1	0	0	0	0	0	0
9. Worker's Comp.	26,983	17	26,983	19	0	1	0	0	0	0	0	0
10. Other*	0	0	0	0	0	0	0	0	0	0	0	0
11. TOTAL	173,700	17	177,527	19	7,736	1	0	0	0	0	0	0
Part c. (Optional) 9-Month and 12-Month Contracts (i.e., with 12-month converted**)												
1. Retirement	507,094	131	507,708	168	434,345	195	35,100	21	40,631	27	12,019	6
2. Medical**	175,631	126	225,150	161	250,992	184	23,539	18	23,331	18	5,039	4
3. Disability**	13,755	132	15,183	169	14,814	197	1,355	21	1,422	27	439	6
4. Tuition**	7,452	9	9,571	13	11,259	10	681	1	2,880	2	0	0
5. Dental**	0	0	0	0	0	0	0	0	0	0	0	0
6. FICA	259,693	132	279,791	169	275,327	196	26,273	21	26,440	26	8,253	6
7. Unemployment**	0	0	0	0	0	0	0	0	0	0	0	0
8. Group Life	2,305	132	2,988	169	3,423	197	348	21	455	27	90	6
9. Worker's Comp.	210,951	132	264,917	169	323,793	197	35,977	21	44,971	27	8,994	6
10. Other*	3,979	17	807	8	5,540	12	1,681	2	120	1	0	0
11. TOTAL	1,180,860	132	1,306,113	169	1,319,493	197	124,953	21	140,251	27	34,834	6

*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)

**Benefits that are not computed as a percentage of salary are not subject to conversion (medical, disability, tuition, dental, unemployment, other)

Please refer to instructions for complete definitions.

BENEFITS AS PERCENT OF SALARY

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	5.42%	5.21%	4.56%	3.99%	4.63%	4.29%	4.99%
2. Medical	1.85%	2.36%	2.64%	2.67%	2.66%	1.80%	2.32%
3. Disability	0.14%	0.15%	0.16%	0.15%	0.16%	0.16%	0.15%
4. Tuition	0.08%	0.09%	0.12%	0.08%	0.33%	0.00%	0.10%
5. Dental	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. FICA	2.77%	2.88%	2.89%	2.98%	3.01%	2.95%	2.86%
7. Unemployment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Group Life	0.02%	0.03%	0.04%	0.04%	0.05%	0.03%	0.03%
9. Worker's Comp.	2.31%	2.86%	3.42%	4.09%	5.13%	3.21%	3.00%
10. Other*	0.05%	0.01%	0.06%	0.19%	0.01%	0.00%	0.04%
11. TOTAL	12.65%	13.60%	13.89%	14.19%	15.99%	12.43%	13.50%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	5.48%	5.57%	5.77%	#DIV/0!	#DIV/0!	#DIV/0!	5.53%
2. Medical	1.73%	1.73%	2.06%	#DIV/0!	#DIV/0!	#DIV/0!	1.73%
3. Disability	0.14%	0.15%	0.16%	#DIV/0!	#DIV/0!	#DIV/0!	0.14%
4. Tuition	0.07%	0.13%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.10%
5. Dental	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%
6. FICA	2.88%	2.97%	2.99%	#DIV/0!	#DIV/0!	#DIV/0!	2.93%
7. Unemployment	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%
8. Group Life	0.02%	0.03%	0.03%	#DIV/0!	#DIV/0!	#DIV/0!	0.02%
9. Worker's Comp.	1.90%	1.90%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	1.85%
10. Other*	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%
11. TOTAL	12.20%	12.47%	11.00%	#DIV/0!	#DIV/0!	#DIV/0!	12.31%
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	5.43%	5.25%	4.57%	3.99%	4.63%	4.29%	5.03%
2. Medical	1.88%	2.33%	2.64%	2.67%	2.66%	1.80%	2.30%
3. Disability	0.15%	0.16%	0.16%	0.15%	0.16%	0.16%	0.15%
4. Tuition	0.08%	0.10%	0.12%	0.08%	0.33%	0.00%	0.10%
5. Dental	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. FICA	2.78%	2.90%	2.89%	2.98%	3.01%	2.95%	2.87%
7. Unemployment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Group Life	0.02%	0.03%	0.04%	0.04%	0.05%	0.03%	0.03%
9. Worker's Comp.	2.26%	2.74%	3.40%	4.09%	5.13%	3.21%	2.91%
10. Other*	0.04%	0.01%	0.06%	0.19%	0.01%	0.00%	0.04%
11. TOTAL	12.65%	13.51%	13.87%	14.19%	15.99%	12.43%	13.44%

BENEFITS AVERAGE

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	3,888	2,972	2,222	1,671	1,505	2,003	2,749
2. Medical	1,386	1,393	1,364	1,308	1,296	1,260	1,372
3. Disability	103	87	75	65	53	73	83
4. Tuition	813	767	1,126	681	1,440		935
5. Dental							
6. FICA	1,967	1,634	1,403	1,251	1,017	1,375	1,571
7. Unemployment							
8. Group Life	18	18	17	17	17	15	18
9. Worker's Comp.	1,642	1,619	1,652	1,713	1,666	1,499	1,642
10. Other*	234	101	462	841	120		303
11. TOTAL	8,989	7,705	6,698	5,950	5,194	5,806	7,383
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	4,589	4,174	4,057				4,362
2. Medical	1,444	1,445	1,448				1,445
3. Disability	113	109	111				111
4. Tuition	948	632					711
5. Dental							
6. FICA	2,409	2,228	2,100				2,308
7. Unemployment							
8. Group Life	19	19	19				19
9. Worker's Comp.	1,587	1,420	CHECK				1,459
10. Other*							
11. TOTAL	10,218	9,344	7,736				9,702
	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	3,871	3,022	2,227	1,671	1,505	2,003	2,805
2. Medical	1,394	1,398	1,364	1,308	1,296	1,260	1,377
3. Disability	104	90	75	65	53	73	85
4. Tuition	828	736	1,126	681	1,440		910
5. Dental							
6. FICA	1,967	1,656	1,405	1,251	1,017	1,375	1,592
7. Unemployment							
8. Group Life	17	18	17	17	17	15	17
9. Worker's Comp.	1,598	1,568	1,644	1,713	1,666	1,499	1,612
10. Other*	234	101	462	841	120		303
11. TOTAL	8,946	7,728	6,698	5,950	5,194	5,806	7,439

Section III -- Salaries and Percentage Increase for Continuing Instructional Faculty, 2004-05

Please Note: Individuals reported in Column (1) should be only those who held faculty positions in both 2004-05 and 2003-04. This number will almost always be smaller than that in Section I of this report **Report salaries for 2004-05 at the rank the person held in 2003-04** If you have questions, see the instructions or contact AAUP.

For those institutions not able to complete columns (1), (2), or (3), see the instructions and Section III (Estimate)

Part a. Full-time Faculty on 9-Month Contracts

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2004-05)	(3) Previous Yr. (2003-04)	
1. Professor	113	7,938,104	8,417,598	-5.70%
2. Associate	145	8,217,903	7,948,905	3.38%
3. Assistant	171	8,352,045	7,922,171	5.43%
4. Instructor	15	599,092	788,234	-24.00%
5. Lecturer	19	627,898	54,000	1062.77%
6. No Rank	2	83,630	0	#DIV/0!
7. TOTAL	465	25,818,672	25,130,908	2.74%

Part b. Full-time Faculty on 12-Month Contracts

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2004-05)	(3) Previous Yr. (2003-04)	
1. Professor	15	1,275,646	1,140,931	11.81%
2. Associate	15	1,102,005	942,850	16.88%
3. Assistant	1	70,356	175,377	-59.88%
4. Instructor	0	0	0	#DIV/0!
5. Lecturer	0	0	0	#DIV/0!
6. No Rank	0	0	0	#DIV/0!
7. TOTAL	31	2,448,007	2,259,158	8.36%

Part c. (Optional) 9-Month and 12-Month Converted Combined

Academic Rank	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2004-05)	(3) Previous Yr. (2003-04)	
1. Professor	128	8,981,582	9,350,880	-3.95%
2. Associate	160	9,119,343	8,720,156	4.58%
3. Assistant	172	8,409,596	8,065,629	4.26%
4. Instructor	15	599,092	788,234	-24.00%
5. Lecturer	19	627,898	54,000	1062.77%
6. No Rank	2	83,630	0	#DIV/0!
7. TOTAL	496	27,821,142	26,978,899	3.12%

Section IV -- Distribution of Full-Time Instructional Faculty, 2004-05

Note: **Expanded upper-level salary ranges.** Please include those reported in Section I. Should you have 12-Month contracts already converted, show both 9-month and converted data combined under "9-Month."

(Pr.=Professor, Ao.=Associate, Ai.=Assistant, In.=Instructor, Le.=Lecturer, and NR=No Rank)

Salary Intervals	9-Month						12-Month					
	Pr.	Ao.	Ai.	In.	Le.	NR	Pr.	Ao.	Ai.	In.	Le.	NR
1. \$270,000 and Over	0	0	0	0	0	0	0	0	0	0	0	0
2. 265,000 - 269,999	0	0	0	0	0	0	0	0	0	0	0	0
3. 260,000 - 264,999	0	0	0	0	0	0	0	0	0	0	0	0
4. 255,000 - 259,999	0	0	0	0	0	0	0	0	0	0	0	0
5. 250,000 - 254,999	0	0	0	0	0	0	0	0	0	0	0	0
6. 245,000 - 249,999	0	0	0	0	0	0	0	0	0	0	0	0
7. 240,000 - 244,999	0	0	0	0	0	0	0	0	0	0	0	0
8. 235,000 - 239,999	0	0	0	0	0	0	0	0	0	0	0	0
9. 230,000 - 234,999	0	0	0	0	0	0	0	0	0	0	0	0
10. 225,000 - 229,999	0	0	0	0	0	0	0	0	0	0	0	0
11. 220,000 - 224,999	0	0	0	0	0	0	0	0	0	0	0	0
12. 215,000 - 219,999	0	0	0	0	0	0	0	0	0	0	0	0
13. 210,000 - 214,999	0	0	0	0	0	0	0	0	0	0	0	0
14. 205,000 - 209,999	0	0	0	0	0	0	0	0	0	0	0	0
15. 200,000 - 204,999	0	0	0	0	0	0	0	0	0	0	0	0
16. 195,000 - 199,999	0	0	0	0	0	0	0	0	0	0	0	0
17. 190,000 - 194,999	0	0	0	0	0	0	0	0	0	0	0	0
18. 185,000 - 189,999	0	0	0	0	0	0	0	0	0	0	0	0
19. 180,000 - 184,999	0	0	0	0	0	0	0	0	0	0	0	0
20. 175,000 - 179,999	0	0	0	0	0	0	0	0	0	0	0	0
21. 170,000 - 174,999	0	0	0	0	0	0	0	0	0	0	0	0
22. 165,000 - 169,999	0	0	0	0	0	0	0	0	0	0	0	0
23. 160,000 - 164,999	0	0	0	0	0	0	0	0	0	0	0	0
24. 155,000 - 159,999	0	0	0	0	0	0	0	0	0	0	0	0
25. 150,000 - 154,999	0	0	0	0	0	0	0	0	0	0	0	0
26. 145,000 - 149,999	0	0	0	0	0	0	0	0	0	0	0	0
27. 140,000 - 144,999	0	0	0	0	0	0	0	0	0	0	0	0
28. 135,000 - 139,999	0	0	0	0	0	0	0	0	0	0	0	0
29. 130,000 - 134,999	0	0	0	0	0	0	0	0	0	0	0	0
30. 125,000 - 129,999	0	0	0	0	0	0	0	0	0	0	0	0
31. 120,000 - 124,999	0	0	0	0	0	0	0	0	0	0	0	0
32. 115,000 - 119,999	0	0	0	0	0	0	0	0	0	0	0	0
33. 110,000 - 114,999	0	0	0	0	0	0	1	0	0	0	0	0
34. 108,000 - 109,999	0	0	0	0	0	0	0	0	0	0	0	0
35. 106,000 - 107,999	0	0	0	0	0	0	0	1	0	0	0	0
36. 104,000 - 105,999	2	0	0	0	0	0	0	0	0	0	0	0
37. 102,000 - 103,999	2	0	0	0	0	0	0	0	0	0	0	0
38. 100,000 - 101,999	0	0	0	0	0	0	0	0	0	0	0	0
39. 98,000 - 99,999	0	0	0	0	0	0	0	0	0	0	0	0
40. 96,000 - 97,999	1	0	0	0	0	0	0	0	0	0	0	0
41. 94,000 - 95,999	2	0	0	0	0	0	3	2	0	0	0	0
42. 92,000 - 93,999	1	0	0	0	0	0	1	0	0	0	0	0
43. 90,000 - 91,999	4	0	0	0	0	0	1	1	0	0	0	0
44. 88,000 - 89,999	3	1	0	0	0	0	0	0	0	0	0	0
45. 86,000 - 87,999	2	2	0	0	0	0	2	1	0	0	0	0
46. 84,000 - 85,999	1	3	1	0	0	0	0	1	0	0	0	0
47. 82,000 - 83,999	7	1	1	0	0	0	1	0	0	0	0	0
48. 80,000 - 81,999	2	3	1	1	0	0	1	0	0	0	0	0
49. 78,000 - 79,999	5	1	0	0	0	0	0	1	0	0	0	0
50. 76,000 - 77,999	3	0	0	0	0	0	0	0	0	0	0	0
51. 74,000 - 75,999	4	0	1	0	0	0	1	1	0	0	0	0
52. 72,000 - 73,999	5	3	0	0	0	0	5	1	0	0	0	0
53. 70,000 - 71,999	9	7	1	0	0	0	0	2	1	0	0	0
54. 68,000 - 69,999	8	3	0	0	0	0	0	1	0	0	0	0
55. 66,000 - 67,999	7	5	3	0	0	0	1	3	0	0	0	0
56. 64,000 - 65,999	5	5	3	0	0	0	0	0	0	0	0	0
57. 62,000 - 63,999	16	6	1	0	0	0	0	0	0	0	0	0
58. 60,000 - 61,999	4	7	4	0	0	0	0	1	0	0	0	0
59. 58,000 - 59,999	3	9	6	0	0	0	0	0	0	0	0	0
60. 56,000 - 57,999	7	10	7	2	0	1	0	2	0	0	0	0
61. 54,000 - 55,999	5	15	9	0	0	0	0	0	0	0	0	0
62. 52,000 - 53,999	2	18	19	0	1	0	0	0	0	0	0	0
63. 50,000 - 51,999	2	8	17	0	1	0	0	1	0	0	0	0
64. 48,000 - 49,999	1	7	17	2	0	2	0	0	0	0	0	0
65. 46,000 - 47,999	0	6	14	0	1	0	0	0	0	0	0	0
66. 44,000 - 45,999	0	12	15	1	1	0	0	0	0	0	0	0
67. 42,000 - 43,999	1	10	24	2	2	1	0	0	0	0	0	0
68. 40,000 - 41,999	0	4	21	2	0	2	0	0	0	0	0	0
69. 38,000 - 39,999	1	2	24	2	1	0	0	0	0	0	0	0
70. 36,000 - 37,999	0	1	3	2	0	0	0	0	0	0	0	0
71. 34,000 - 35,999	0	0	4	0	1	0	0	0	0	0	0	0
72. 32,000 - 33,999	0	0	0	5	0	0	0	0	0	0	0	0
73. 30,000 - 31,999	1	0	0	1	0	0	0	0	0	0	0	0
74. Below 30,000	0	1	0	1	19	0	0	0	0	0	0	0
75. TOTAL	116	150	196	21	27	6	17	19	1	0	0	0