


1991

## Human Resources 1991-92

UNO Office of Institutional Effectiveness

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U.S. DEPARTMENT OF COMMERCE  
BUREAU OF THE CENSUS  
ACTING AS COLLECTING AGENT FOR THE  
U.S. DEPARTMENT OF EDUCATION  
NATIONAL CENTER FOR EDUCATION STATISTICS

# INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

## SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1991-92

*Please read the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

If there are any questions about this form, contact Patricia Q. Brown, NCES, at (202) 219-1593 or John Medina, Bureau of the Census, at (301) 763-2898.

**Date due: November 15, 1991**

**NOTE** - This form is authorized by law (20 U.S.C. 1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651, and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, DC 20503.



181394-10

UNIVERSITY OF NEBRASKA AT OMAHA  
60TH AND DODGE STREET  
OMAHA, NE 68182

*Please correct errors in the name, address, and ZIP Code.*

**RETURN TO**

JEAN HULBERT  
RESEARCH ANALYST, NEBRASKA COORD.  
COMMISSION FOR POSTSECONDARY ED.  
P.O. BOX 95005  
LINCOLN, NE 68509-5005

1. Name of respondent  
JAMES MAYNARD

2. Title of respondent  
Director  
Institutional Research

3. Telephone (Area code, number, ext.)  
(402) 554-2367

**If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form.**

- All of the instructional faculty at this institution teach preclinical or clinical medicine
- All of the instructional faculty at this institution are employed on a part-time basis
- All of the instructional faculty at this institution contribute services (e.g., members of a religious order), or are military personnel

### PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States . . ." (20 U.S.C. 1221e-1, General Education Provisions Act, Sec. 406(b), as amended.)

### USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

**Part A -- SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991 - 92** SA

Line No.	Sex and academic rank	Faculty with tenure (1)	Nontenured faculty		Total number of faculty (Sum of columns 1-3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
			Those on tenure track (2)	Those not on tenure track (3)		
<b>I. FACULTY ON 9/10-MONTH SALARY CONTRACTS (a) MEN</b>						
01	Professors	119	0	1	120	\$ 5,951,239
02	Associate professors	81	13	0	94	3,889,803
03	Assistant professors	9	43	11	63	2,457,699
04	Instructors	0	2	11	13	394,692
05	Lecturers	0	0	2	2	27,358
06	No academic rank *					
07	<b>TOTAL MEN</b> (Sum of lines 1 thru 6)	209	58	25	292	\$ 12,720,791
<b>(b) WOMEN</b>						
08	Professors	17	0	0	17	770,826
09	Associate professors	21	7	0	28	1,186,750
10	Assistant professors	6	24	3	33	1,207,116
11	Instructors	0	3	16	19	533,387
12	Lecturers	0	0	3	3	55,751
13	No academic rank *					
14	<b>TOTAL WOMEN</b> (Sum of lines 8 thru 13)	44	34	22	100	\$ 3,753,830
15	<b>TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS</b> (Sum of lines 7 & 14)	253	92	47	392	\$ 16,474,621

\*Institutions without standard academic ranks should report full-time faculty here.

**Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991-92 — Cont.**

Line No.	Sex and academic rank	Faculty with tenure (1)		Nontenured faculty		Total number of faculty (Sum of columns 1-3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
		Those on tenure track (2)	Those not on tenure track (3)	Those on tenure track (2)	Those not on tenure track (3)		
<b>II. FACULTY ON 11/12-MONTH SALARY CONTRACTS (a) MEN</b>							
16	Professors	4	0	0	0	4	\$ 257,333
17	Associate professors	2	0	0	0	2	123,395
18	Assistant professors	0	0	0	1	1	41,953
19	Instructors						
20	Lecturers						
21	No academic rank *						
22	<b>TOTAL MEN</b> (Sum of lines 16 thru 21)	6	0	0	1	7	\$ 422,681
<b>(b) WOMEN</b>							
23	Professors						
24	Associate professors						
25	Assistant professors						
26	Instructors						
27	Lecturers						
28	No academic rank *						
29	<b>TOTAL WOMEN</b> (Sum of lines 23 thru 28)						\$
30	<b>TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS</b> (Sum of lines 22 & 29)	6	0	0	1	7	\$ 422,681
31	<b>III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN</b>						\$

\* Institutions without standard academic ranks should report full-time faculty here.

**Part B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, ACADEMIC YEAR 1991-92 SA**

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures (In whole dollars) (1)	Number covered (2)	Expenditures (In whole dollars) (3)	Number covered (4)
32	Retirement plans (Other than Social Security) Vested within 5 years	\$ 1,235,597	392	\$ 31,701	7
33	Vested after 5 years				
34	Medical/dental plans	878,080	392	15,680	7
35	Guaranteed disability income protection				
36	Tuition plan (Dependents only) Restricted — Mark (X) one box → <input type="checkbox"/> Yes <input type="checkbox"/> No				
37	Housing plan Restricted — Mark (X) one box → <input type="checkbox"/> Yes <input type="checkbox"/> No				
38	Social Security taxes	1,260,309	392	28,260	7
39	Unemployment compensation				
40	Group life insurance	282,240	392	5,040	7
41	Worker's compensation				
42	Other benefits in kind with cash options				
43	<b>TOTAL</b>	\$ 3,656,226		\$ 80,681	

## GENERAL INSTRUCTIONS – SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

### INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

**Exclusions from reporting** — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

### PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1991.

### PART A – SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1991-92

**General instructions for Part A – Sections I, II, and III** — The following general instructions apply to all of Part A – Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month) are provided in Section B.)

**In reporting instructional faculty, include only** those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

### In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should not be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank."
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

### Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine. \* (NOTE — Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis. \*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions. \*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees. \*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

\* If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

**(Remove instructions prior to mailing and retain for your files)**

## GENERAL INSTRUCTIONS — SA — *Continued*

### **SPECIFIC INSTRUCTIONS FOR PART A — SECTIONS I, II, AND III**

**Part A — Section I — Full-time faculty on 9/10-month salary contracts** — Also read the general instructions on the preceding page before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

**Column (1) — Faculty with tenure** — For each line, report the number of full-time instructional faculty with tenure.

**Column (2) — Nontenured faculty on tenure track** — For each line, report the number of full-time instructional faculty who are nontenured but are in positions which lead to consideration for tenure.

**Column (3) — Nontenured faculty not on tenure track** — For each line, report the number of full-time instructional faculty who are nontenured and are NOT in positions which lead to consideration for tenure. For each line, if your institution does not recognize tenure, then report the number of full-time instructional faculty in column 3.

**Column (4) — Total number of faculty** — For each line, report the sum of columns (1), (2), and (3).

**Column (5) — Total salary outlay** — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

**Part A — Section II — Full-time faculty on 11/12-month salary contracts** — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

**Part A — Section III — Full-time faculty on other than 9/10-month and 11/12-month salary contracts** — Also read the general instructions for Part A on page 5 before completing this part of the survey form.

The term, other than 9/10-month and 11/12-month salary contract, applies to faculty considered full-time employees that are not reported in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

### **PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1991-92**

Report the projected fringe benefit expenditures which will be paid by the institution, State, and local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, EXCLUDING those on other than 9/10-month and 11/12-month salary contracts (Part A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

**Lines 32 and 33 — Retirement plans (Other than Social Security)** — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

**On line 32**, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years\*.

**On line 33**, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.\*

**Line 34 — Medical/dental plans** — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.\*

\* Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

## GENERAL INSTRUCTIONS — SA — *Continued*

**Line 35 — Guaranteed disability income protection —** Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits. \*

**Line 36 — Tuition plan —** Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 36. If either of these conditions does not apply, mark (X) the "Yes" box on line 36.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the current rate for the benefit to the number receiving the tuition benefit in the previous academic year to derive an estimate.

**Line 37 — Housing plan —** Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 37. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate. \*

**Line 38 — Social Security taxes —** If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1991. \*

**Line 39 — Unemployment compensation —** Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State. \*

**Line 40 — Group life insurance —** Report expenditures by the institution to support the group life insurance program. \*

**Line 41 — Worker's compensation —** Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State. \*

**Line 42 — Other benefits in kind with cash options —** Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included. \*

**Line 43 — Total —** Report the sum of the expenditures on lines 32-42 for each of columns (1) and (3).

### CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

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\*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).



**GLOSSARY – SA  
SALARIES, TENURE, AND FRINGE BENEFITS OF  
FULL-TIME INSTRUCTIONAL FACULTY**

**FRINGE BENEFITS** — Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

**INSTRUCTIONAL FACULTY** — Instruction/Research staff employed full time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

**OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11–12 months, but still considered full-time employees (as defined by the institution).

**TENURE** — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

**TENURE TRACK** — Positions that lead to consideration for tenure.

**9/10-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

**11/12-MONTH SALARY CONTRACT** — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.