

Explanation Of Statistical Data

Instructional Faculty. The instructional faculty is defined as all those members of the instructional-research staff who are employed full time, rem0 g.t46TwJ aslese inmplofor9(, re.2(y)-1sigStam)885 -1.1e me s for those on leave without pay are counted. All faculty ll academic year are included, regardless of whether thei

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status is considered "permanent." Institutions are asked to exclude (a) instructional faculty who are not employed on a full-time basis; (b) instructional faculty whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services; (c) instructional faculty who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to classroom instruction; and (e) graduate or undergraduate students who assist in the instruction of courses, but who have titles such as teaching assistant, teaching associate, or teaching fellow.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institution's own factor, reflected in a footnote to the appendix tables of this report.

Benefits. Benefit amounts tabulated here represent the institution (or state) contribution on behalf of the individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan's vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty dependents (both waivers and remissions are included); (e) dent

more unrelated disciplines.

Category IIA (Master's). Institutions characterized by diverse postbaccalaureate programs (including first professional), but not engaged in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty postbaccalaureate degrees annually and either grant degrees in three or more postbaccalaureate programs or, alternatively, have an interdisciplinary program at the postbaccalaureate level.

Category IIB (Baccalaureate). Institutions characterized by their primary emphasis on general undergraduate baccalaureate-level education and not significantly engaged in postbaccalaureate education. Included in this category are institutions that are not considered specialized and in which the number of postbaccalaureate degrees granted is fewer than thirty annually or in which fewer than three post-baccalaureate-level programs are offered and that either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-Year Institutions with Academic Ranks). Institutions that confer at least 75 percent of their degrees and awards for work below the bachelor's degree and utilize academic ranks.

Category IV (Two-Year Institutions without Academic Ranks). Institutions that confer at least 75 percent of their degrees and awards for work below the bachelor's degree but do not utilize academic ranks. An institution that refers to all faculty members as "instructors" or "lecturers" but does not distinguish among them on the basis of standard ranks is included in this category. Category IV institutions are listed in Appendix II of this report.

A note on specialized institutions. Some institutions included in the tabulations are classified by the Carnegie Foundation as "specialized." The AAUP research office hopes to present these institutions in a separate category for 2004-05.

Definition of Data Presented in Appendices I and II

Academic Ranks. PR=Professor; AO=Associate Professor; AI=Assistant Professor; IN=Instructor; AR=All Ranks.

Col. (1) Institutional Category. The definition of categories is given above.

Col. (2) Ratings of Average Salary. Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1*=95th percentile or above; 1=80th to 94.9th percentile; and the like). An average salary lower than the twentieth percentile is rated 5. The ratings have been assigned using the actual average salary, which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined. This figure has been rounded to the nearest hundred. "All Ranks Combined" includes the rank of lecturer and the category of "No Rank." Salary and compensation averages are replaced by dashes (----) when the number of individuals in a

given rank is fewer than three.