



## American Association of University Professors Faculty Compensation Survey 2018-19

Please complete the following fields to ensure proper identification of this file.

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OPE ID	
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Survey Year:	2018-19

Note on Copy/Paste: For best results, if you want to copy data from another source-including another Excel file-use only the "Paste Values" function. If you paste in values with decimal points or commas, the file may not function properly. If you need help with this feature, please contact AAUP Research.

### Form 1: Institutional Information

Institutional Control	<input type="text" value="Public"/>	Use Institutional Control from 2016-17 IPEDS General Information
Institutional Sector	<input type="text" value="Public, 4-year or above"/>	Use Institutional Sector from 2016-17 IPEDS General Information
AAUP Category	<input type="text" value="Master's"/>	Use Faculty Compensation Survey Institutional Category
Carnegie Classification	<input type="text" value="Master's Colleges &amp; Universities: Larger Program"/>	Use Carnegie Classification: Basic from 2016-17 IPEDS General Information
System	<input type="text"/>	
Highest Degree Offered	<input type="text"/>	Use Highest Degree Offered from 2016-17 IPEDS General Information
Institution Grants Medical Degree	<input type="text" value="NO"/>	Use Institution Grants Medical Degree from 2016-17 IPEDS General Information
Publication Footnote	<input type="text"/>	Use Faculty Compensation Survey publication Footnote
Conversion Factor	<input type="text" value="0.75"/>	<b>Use Faculty Compensation Survey Conversion Factor, See Instructions Below</b>
Eligible CIP Codes	<input type="text"/>	
Campuses	<input type="text"/>	
Comments	<input type="text"/>	
Additional Comments	<input type="text"/>	
Accuracy Confirmation	<input type="text"/>	

Deadline Change

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

Non-Submission

Tenure System

Faculty Union

Part-Time Benefits

[Current Instructions](#)

[Frequently Asked Questions](#)

[Webinars for Survey](#)

### Form 1 Excel Template Instructions

For Unit ID, OPE ID, Institution Name, Publication Name, Institutional Control, Institutional Sector, AAUP Category, Carnegie Classification, Highest Degree Offered, Institution Grants Medical Degree, you do not need to enter these data as they will be pre-populated using the prior year's submission in the National Center for Education Statistics (NCES) Integrated Post-Secondary Educational Data System (IPEDS). If you would like to make a change to more accurately reflect an institutional characteristic, you may do so for every field except AAUP Category. AAUP Category is only changed with the permission of the AAUP Research Office.

**Conversion Factor:** Completion of this field is necessary only if you report data for 11- or 12-month faculty. Leaving this cell blank will automatically calculate the conversion as 1.00. 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.

### AAUP Institutional Categories

*Note: These definitions were revised in 2008-09 and 2009-10. The intent of the revisions is not to change the existing classification of any institution, but only to clarify the criteria used and provide a direct means for reporting a potential change in institutional category.*

In determining the category for an institution, the highest applicable level shall be assigned.

- *Category I (Doctoral)* refers to institutions characterized by a significant level and breadth of activities at the doctoral level, education as measured by the number of doctoral assistants and the



**American Association of University Professors  
Faculty Compensation Survey 2018-19**

**Form 2: Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty**

Academic Rank	MEN					WOMEN				
	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured
<b>Section 1. Faculty on 9-Month Contracts (Regardless of Number of Salary Installments)</b>										
1. Professor	69	6,037,860	0	0	69	40	3,259,798	0	0	40
2. Associate	31	2,081,092	0	0	31	34	2,313,647	0	0	34
3. Assistant	40	2,471,197	0	40	0	53	3,049,905	0	49	4
4. Instructor	46	2,161,785	46	0	0	82	3,805,869	82	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	186	12,751,934	46	40	100	209	12,429,219	82	49	78
<b>Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)</b>										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor						1	53,402	1		
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	1	53,402	1	0	0
<b>Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)</b>										
1. Professor	69	6,037,860	0	0	69	40	3,259,798	0	0	40
2. Associate	31	2,081,092	0	0	31	34	2,313,647	0	0	34
3. Assistant	40	2,471,197	0	40	0	53	3,049,905	0	49	4
4. Instructor	46	2,161,785	46	0	0	83	3,845,921	83	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	186	12,751,934	46	40	100	210	12,469,270	83	49	78

- [Current Instructions](#)
- [Frequently Asked Questions](#)
- [Webinars for Survey](#)

**Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty**

**Length of contract:** Data for those whose base contract requires 9- or 10-months of instruction (e.g., two semesters, three quarters, or two trimesters) should be reported in Section 1 regardless of whether the pay period extends over 9- or 12-months. Data for those on 11- or 12-month contracts should be reported in Section 2, "Faculty on 11- or 12-Month Contracts (i.e. Regardless of Number of Installments)." Section 2 is also for "Faculty on 12-Month Contracts (i.e., On Actual Basis, No Conversion)."

**Faculty Members Included in Survey:** For "Form 2: Full-Time Faculty Salary Data," report full-time faculty members for the entire institution, excluding clinical or basic science faculty located in schools of medicine and/or military faculty. For the purpose of this survey, include all members of the "Primarily Instructional" and "Instructional/Research Public Service" staff who are employed full-time and whose regular assignment has an instruction component (including released time for research), regardless of whether they are formally designated "faculty."

- *Primarily Instructional* refers to an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching. Regardless of title, academic rank, or tenure status, these employees formally spend the majority of their time providing instruction or teaching.
- *Instructional/Research/Public Service* refers to an occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of his/her regular assignment. Regardless of title, academic rank, or tenure status, these employees spend the majority of their time providing instruction, research, and/or public service.

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.

Faculty on sabbatical or leave with pay should be reported at their regular salaries even though they may be receiving a reduced salary while on leave. Faculty on sabbatical or leave without pay should not be reported. Replacement faculty for those on sabbatical or leave with pay should not be reported if

be reported. Replacement faculty for those on sabbatical or leave with pay should not be reported if they are full-time. Replacement faculty for those on sabbatical or leave with pay should be reported in Form 6 if they are part-time.

Please report, Visiting Assistant Professors and Post-Doctoral Faculty who have instructional duties as part of their contractual responsibilities, as well as Other Regular Faculty in the category of "Instructor."

Other Regular Faculty refers to an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction, or instruction/research/public service on a recurring contractual basis in which the individual and the institution both assume a continuing appointment but are not tenure eligible.

**Exclusions For Form 2: Full-Time Faculty Salary Data:** Do not include (1) clinical, medical school faculty, and/or military members in military organizations paid on a different scale from civilian employees; (2) faculty who are on sabbatical or leave without pay; (3) replacement faculty for faculty on sabbatical leave or leave with pay who are full-time; (4) members who are not employed on a full-time basis irrespective of tenure status; (5) faculty members 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; (6) contributed service personnel, or administrative officers with titles of Provost, Dean, Associate or Assistant Dean, Librarian, Counselor, Registrar, or Coach, even though they may devote part of their time to classroom instruction; and (7) Research Faculty, or faculty who have never had a contractual instructional role such as a Research Assistant, Associate, or Research Professor, and/or a Post-Doctoral Research Fellow or a Research Fellow.

**Exclusion Criteria for Form 2: Full-Time Faculty Salary Data**

Criteria	Full-Time	Part-Time
Clinical*, Medical School Faculty, and/or Military Faculty	Exclude	Exclude
Faculty on Sabbatical or Leave with Pay	Include	Exclude
Faculty on Sabbatical or Leave without Pay	Exclude	Exclude
Replacement Faculty (for faculty on sabbatical leave or leave with pay)	Exclude	Include
Part-Time Tenured/Tenure-Track Faculty	Exclude	Include
Courtesy Faculty Appointments and faculty who have a bookkeeping value	Exclude	Exclude
Contributed Service Personnel: 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
Research Faculty (faculty who have never had a contractual instructional role, such as Research Assistant Professors without instructional activity)	Exclude	Exclude

**Faculty Salary Outlays (Total Contracted Salaries):** Report the projected expenditure for full-time contracted salaries excluding extra loads, summer teaching, stipends, or other forms of remuneration. Department or program heads with faculty rank and no other administrative title should be reported at their instructional salary (i.e., excluding administrative stipends).

**Tenure Status:** The total number of faculty should be divided into three mutually exclusive categories: Not on Tenure-Track, Tenure Track, and Tenured. If your institution does not have a tenure system, please enter the total number in the "Not Tenure-Track" column.

**Totals and Averages:** The application will total columns and calculate averages once you save your spreadsheet; please verify that these figures are correct and report any discrepancies immediately to the AAUP Research at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).

**Classification of Gender:** Faculty members with unknown or non-binary genders *should* be reported in the survey. Following the model of IPEDS, it is up to the institution to determine how to report them. Please use a consistent classification for all forms (i.e. a faculty member categorized under "Women" in Form 2 should be classified under "Women" for every form).

*\*In the past, the AAUP Research Office has generally advised that faculty with "clinical" in their title be excluded from the survey. Institutions, however, have had a proliferation of non-tenure track titles and it remains difficult to delineate comparable categories for a national survey. We retain that advice this year with some more guidance that we hope is useful. If the purpose of the title "clinical" indicates what would be termed instructional faculty in the instructions for the AAUP, then those faculty should be included in the reported data, if they meet the other criteria (i.e. not in schools of medicine or military faculty).*



Form 3: Major Benefits for Full-Time Instructional Faculty, 2018-19

Table with columns for Major Benefits, Professor, Associate, Assistant, Instructor, Lecturer, No Rank, and Undifferentiated Rank. Includes sections for 9-Month Contracts, 12-Month Contracts, and 9-Month plus 12-Month converted.

\*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)
\*\*Benefits that are not compiled as a percentage of salary are not subject to conversion (medical, dental, disability, tuition, unemployment, other)
Please refer to instructions below for complete definitions.

Form 3 Excel Template Instructions

Instructions for Completing Form: Major Benefits for Full-Time Instructional Faculty

Report the projected benefit expenditures that will be paid by the institution or state for full-time instructional faculty reported in Form 2. Recall that full-time instructional faculty is defined as 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.

The employee's contribution should not be included when determining the dollar value of benefits. When expenditure is reported for a given benefit, the number of persons covered should also be reported. In the case of tuition, this is the number of actual faculty recipients (faculty members not their dependents using the benefit) rather than the number of faculty eligible.

Note: If you are not able to produce benefit outlay data by rank, you can submit total expenditures for each item. Using the Excel data file, enter your data in the "Undifferentiated Rank" column only.

Retirement: Include the contribution by the institution, state, and/or local government to the retirement plan(s) but exclude payments for unfunded retirement liability. (See the FAQ regarding Emerit or other retirement health insurance plans.)

Medical: Include premiums for insurance plans which provide medical, hospital, surgical, and/or vision benefits.

Dental: Include premiums for dental insurance.

Combined Med/Dental: This line allows for reporting medical and dental insurance expenditures combined. Please provide these items separately, but if this is not possible, this line is for institutions who are not able to separate the two expenses. (Do not complete this line if you report the items separately.)

Disability: Include expenditures, through insurance or otherwise, for long-term disability income protection, defined as salary in excess of six months and not covered in other retirement or insurance plans. Do not include payments for accumulated unused sick leave.

Tuition: Include both cash payments and the dollar value of tuition waivers and exchanges for faculty dependents. Note that for tuition, the number covered is the number of actual faculty members rather than the number of faculty eligible or the faculty dependents using the tuition waivers or exchanges.

FICA: Include Social Security (OASDI and Medicare) taxes calculated at the rate effective for the current year.

Unemployment: Include the unemployment compensation taxes (not the benefits) to be paid by law. Note: If the institution is self-insured for unemployment and/or worker's compensation, report the estimated amount which would otherwise be paid to the state under these laws.

Group Life: Include expenditures by the institution for life insurance premiums.

Worker's Comp: Include the worker's compensation insurance premiums (not the benefits) paid, including any premiums or taxes required under state law.

Other: Include benefits in kind with cash alternatives. These benefits are those for which the institution provides an option of taking a cash payment if the individual 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, professional benefits (e.g., conference travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.

Total: Expenditure columns will total automatically. The total number covered is an unduplicated count, not the sum of those covered by individual benefits. The spreadsheet will automatically determine the maximum number in each column.

Conversion: Benefit expenditure amounts for 11- and 12-month faculty that are not generally figured as

BENEFITS AS PERCENT OF SALARY

Table showing benefits as a percentage of salary for Professor, Associate, Assistant, Instructor, Lecturer, No Rank, and All Ranks. Includes rows for Retirement, Medical, Dental, Combined Medical/Dental, Disability, Tuition, FICA, Unemployment, Group Life, Worker's Comp, and Other.

BENEFITS AVERAGE

Table showing benefits average for Professor, Associate, Assistant, Instructor, Lecturer, No Rank, and All Ranks. Includes rows for Retirement, Medical, Dental, Combined Medical/Dental, Disability, Tuition, FICA, Unemployment, Group Life, Worker's Comp, and Other.

a percentage of salary are not converted. These include medical, dental, disability, tuition, unemployment, and "other" benefits. Other items will be converted using the factor entered in Form 2. If you provided only converted salary figures in Form 2, please follow the same procedure in Form 3. Once you click "Save," please verify that these figures are correct and report any discrepancies immediately to the AAUP Research Office at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).



**Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2018-19**

**Please Note:** Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2018-19 and 2017-18. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2017-18.** For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2017 - 2018) outlay is the last year's salary outlay of CURRENT continuing faculty members. Salaries of faculty that are no longer working at your institution or newly hired in 2018 - 2019 should NOT be included in Form 4.

**Section 1. Full-time Faculty on 9-Month Contracts**

Academic Rank in 2017-18	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2018-19)	Previous Yr. (2017-18)	
1. Professor	101	8,511,881	8,466,881	0.53%
2. Associate	53	3,717,789	3,678,289	1.07%
3. Assistant	86	5,172,864	5,068,438	2.06%
4. Instructor	116	5,484,688	5,417,788	1.23%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	356	22,887,222	22,631,396	1.13%

**Section 2. Full-time Faculty on 12-Month Contracts**

Academic Rank in 2017-18	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2018-19)	Previous Yr. (2017-18)	
1. Professor				0.00%
2. Associate				0.00%
3. Assistant				0.00%
4. Instructor	1	53,402	50,902	4.91%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	1	53,402	50,902	4.91%

**Section 3. 9-Month plus 12-Month Converted (Calculates automatically)**

Academic Rank in 2016-17	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2018-19)	Previous Yr. (2017-18)	
1. Professor	101	8,511,881	8,466,881	0.53%
2. Associate	53	3,717,789	3,678,289	1.07%
3. Assistant	86	5,172,864	5,068,438	2.06%
4. Instructor	117	5,524,740	5,455,965	1.26%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	357	22,927,274	22,669,573	1.14%

**Form 4 Excel Template Instructions**

**Instructions for completing Form 4: Salaries and Percentage Increase for Continuing Full-Time Instructional Faculty**

In the "Number of Continuing Faculty" column, include only those specific individual 2017-18 faculty members who remain employed full-time at your institution for 2018-19. Recall that full-time instructional faculty is defined as the unduplicated combined total of "Primarily Instructional" and "Instructional/Research/Public Service" faculty, excluding clinical\* or basic science faculty, medical faculty in schools of medicine, and military faculty. If a faculty member was included in Form 2 in 2017-18 and remained a full-time faculty member in 2018-19, they should be included in this form. Faculty should be omitted from Form 4 if they are: (1) new appointees; (2) faculty who left at the end of 2017-18; or (3) faculty who did not have the same length contract in both years (unless the second is prorated to the same length as the first). *Where a faculty member received a promotion in rank for 2018-19, that individual's salary should be reported under last year's rank in both salary outlay columns.* That means, if a faculty member was an assistant professor, for instance, in 2017-18, and was promoted to associate professor in 2018-19, they should be reported under the prior year's rank of assistant professor. That faculty member would then be counted as an associate professor starting in 2019-20 for the purposes of this form. The percentage change will calculate automatically when you click "Save." It is intended to include promotions as well as individual and across-the-board increases.

**Note:** A negative change in this form means that the individuals in a particular rank took an overall cut in salary, which is generally *not* the case. Please verify that you are reporting salary for the *same individuals* in both the "Current Year" and "Previous Year" columns, and that the salaries are for the

*same contract length.* If an individual held an administrative appointment in the previous year, it would be preferable to report salary for the previous year without any additional administrative stipend. Once you click "Save," please verify that these figures are correct and report any discrepancies immediately to the AAUP Research Office at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).

**Form 5: Administrative Compensation 2018-19**

**Confidentiality Notice:**

*The figures supplied in this section will be used for aggregate calculations only; they will not be published or disclosed for individual institutions.*

	<b>Base Salary</b>	<b>Supplement</b>
President/Chancellor		
Chief Academic Officer	161843	
Chief Financial Officer	170005.91	
Chief Development Officer	124830.01	
Chief Administrative Officer	157885.69	
Chief Counsel		
Director of Enrollment Management	81009.78	
Director of Athletics	155004	
278000		

**Form 5 Excel Template Instructions**

**Instructions for Completing Form 5: Administrative Compensation**

For each administrative position, report the annual compensation for one individual only and for the institution specified in the response. Use the most current figures available and convert partial-year figures to an annual basis. "Salary" is the contractual base salary provided by the institution. "Supplement" is the cash value of any supplemental compensation provided by the institution or a private foundation. **Confidentiality:** *The figures supplied in this report will be used to calculate aggregate ratios of administrative and faculty salaries, they will not be published or disclosed for individual institutions.*

- President/Chancellor - The principal official responsible for all affairs and operations of the specific institution named in the survey response.
- Chief Academic Officer - The principal official responsible for the direction of the academic program of the institution.
- Chief Financial Officer - The principal official responsible for the direction of the financial affairs of the institution, including investments, accounting, purchasing, and budgets. In some cases, this may include the functions described for Chief Administration Officer below.
- Chief Development Officer - The principal official responsible for institutional fundraising. This individual may also be responsible for public information and other functions; however, if a separate and co-equal individual administers those programs, include here only the fundraising function.
- Chief Administration Officer - The principal official responsible for operation of the institution that is generally non-academic and non-financial and includes operation of personnel, physical plant, property management, and auxiliary enterprises. Enter a figure only where this position is

primary property management, and primary asset protection responsibilities, where the position is held by a separate individual, not if the function is administered by the Chief Financial Officer.

- Chief Counsel - The principal official responsible for advising institution on legal rights, obligations, and related matters.
- Director of Enrollment Management - The principal official responsible for the planning, development, and implementation of strategies to sustain student enrollment. This individual may also be responsible for admissions or financial aid and other functions; however, if a separate and co-equal individual administers those programs, include here only the enrollment function.
- Director of Athletics - The principal official responsible for the operation of intramural and intercollegiate programs including employment, scheduling, promotion, and maintenance of athletics.

Once you click "Save," please verify that these figures are correct and report any discrepancies to the AAUP Research Office at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).