



AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS

## American Association of University Professors Faculty Compensation Survey 2015-16

<b>Unit ID:</b>	179557
<b>OPE ID</b>	
<b>Institution:</b>	Southeast Missouri State University
<b>Respondent Name:</b>	Carmen McNeely
<b>Phone Number:</b>	573-986-6192
<b>E-Mail Address:</b>	<a href="mailto:cmcneely@semo.edu">cmcneely@semo.edu</a>
<b>Survey Year:</b>	2015-16

### 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	85	7,399,851			85	50	4,049,889			50
2. Associate	30	2,089,469			30	30	2,025,370			30
3. Assistant	33	1,894,267		33		50	2,901,882		46	4
4. Instructor	47	2,184,106	47			81	3,682,592	80		1
5. Lecturer										
6. No Rank										
7. TOTAL	195	13,567,693	47	33	115	211	12,659,733	80	46	85
<b>Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)</b>										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor	1	42,860	1							
5. Lecturer										
6. No Rank										
7. TOTAL	1	42,860	1	0	0	0	0	0	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	85	7,399,851	0	0	85	50	4,049,889	0	0	50
2. Associate	30	2,089,469	0	0	30	30	2,025,370	0	0	30
3. Assistant	33	1,894,267	0	33	0	50	2,901,882	0	46	4
4. Instructor	48	2,219,173	48	0	0	81	3,682,592	80	0	1
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	196	13,602,760	48	33	115	211	12,659,733	80	46	85



Form 3: Major Benefits for Full-Time Instructional Faculty, 2015-16

Major Benefits	If reporting by rank, use the cells below. Otherwise, use "Undifferentiated Rank" to the right												UNDIFFERENTIATED RANK			
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		LECTURER		NO RANK		Totals by 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.	Total Expenditure (\$)	No. Cov.	Total Expenditure (\$)	No. Cov.		
<b>Section 1. Faculty on 9-Month Contracts (i.e., regardless of number of installments)</b>																
1. Retirement	1,713,674	135	409,250	60	347,691	83	523,211	128					2,993,826	406		
2. Medical	835,686	135	380,314	60	518,990	83	772,981	128					2,507,971	406		
3. Dental													0	0		
4. (Optional) Medical combined w/dental													0	0		
5. Disability	20,610	135	7,407	60	8,634	83	10,560	128					47,211	406		
6. Tuition													0	0		
7. FICA	875,905	135	314,785	60	366,905	83	448,802	128					2,006,397	406		
8. Unemployment													0	0		
9. Group Life	8,667	135	3,852	60	5,329	83	8,218	128					26,066	406		
10. Worker's Comp.													0	0		
11. Other*													0	0		
12. TOTAL	3,454,542	135	1,115,608	60	1,247,549	83	1,763,772	128	0	0	0	0	7,581,471	406	0	0
<b>Section 2. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)</b>																
1. Retirement							2,524	1					2,524	1		
2. Medical							5,686	1					5,686	1		
3. Dental													0	0		
4. (Optional) Medical combined w/dental													0	0		
5. Disability							94	1					94	1		
6. Tuition													0	0		
7. FICA							3,279	1					3,279	1		
8. Unemployment													0	0		
9. Group Life							64	1					64	1		
10. Worker's Comp.													0	0		
11. Other*													0	0		
12. TOTAL	0	0	0	0	0	0	11,647	1	0	0	0	0	11,647	1	0	0
<b>Section 3. 9-Month plus 12-Month converted** (Calculates automatically)</b>																
1. Retirement	1,713,674	135	409,250	60	347,691	83	525,276	129	0	0	0	0	2,995,891	407	0	0
2. Medical**	835,686	135	380,314	60	518,990	83	778,667	129	0	0	0	0	2,513,657	407	0	0
3. Dental**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. (Optional) Medical combined w/dental	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Disability**	20,610	135	7,407	60	8,634	83	10,654	129	0	0	0	0	47,305	407	0	0
6. Tuition**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7. FICA	875,905	135	314,785	60	366,905	83	451,485	129	0	0	0	0	2,009,080	407	0	0
8. Unemployment**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Group Life	8,667	135	3,852	60	5,329	83	8,270	129	0	0	0	0	26,118	407	0	0
10. Worker's Comp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Other*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12. TOTAL	3,454,542	135	1,115,608	60	1,247,549	83	1,774,352	129	0	0	0	0	7,592,051	407	0	0

\*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, dental, disability, tuition, unemployment, other)

**BENEFITS AS PERCENT OF SALARY**

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	14.97%	9.95%	7.25%	8.92%			11.41%
2. Medical	7.30%	9.24%	10.82%	13.18%			9.56%
3. Dental	0.00%	0.00%	0.00%	0.00%			0.00%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%			0.00%
5. Disability	0.18%	0.18%	0.18%	0.18%			0.18%
6. Tuition	0.00%	0.00%	0.00%	0.00%			0.00%
7. FICA	7.65%	7.65%	7.65%	7.65%			7.65%
8. Unemployment	0.00%	0.00%	0.00%	0.00%			0.00%
9. Group Life	0.08%	0.09%	0.11%	0.14%			0.10%
10. Worker's Com	0.00%	0.00%	0.00%	0.00%			0.00%
11. Other*	0.00%	0.00%	0.00%	0.00%			0.00%
12. TOTAL	30.17%	27.11%	26.01%	30.06%	0.00%	0.00%	28.91%

  

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement				5.89%			5.89%
2. Medical				13.27%			13.27%
3. Dental				0.00%			0.00%
4. Combined Medical/Dental				0.00%			0.00%
5. Disability				0.22%			0.22%
6. Tuition				0.00%			0.00%
7. FICA				7.65%			7.65%
8. Unemployment				0.00%			0.00%
9. Group Life				0.15%			0.15%
10. Worker's Com				0.00%			0.00%
11. Other*				0.00%			0.00%
12. TOTAL	0.00%	0.00%	0.00%	27.17%	0.00%	0.00%	27.17%

  

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	14.97%	9.95%	7.25%	8.90%			11.41%
2. Medical	7.30%	9.24%	10.82%	13.19%			9.57%
3. Dental	0.00%	0.00%	0.00%	0.00%			0.00%
4. Combined Medical/Dental	0.00%	0.00%	0.00%	0.00%			0.00%
5. Disability	0.18%	0.18%	0.18%	0.18%			0.18%
6. Tuition	0.00%	0.00%	0.00%	0.00%			0.00%
7. FICA	7.65%	7.65%	7.65%	7.65%			7.65%
8. Unemployment	0.00%	0.00%	0.00%	0.00%			0.00%
9. Group Life	0.08%	0.09%	0.11%	0.14%			0.10%
10. Worker's Com	0.00%	0.00%	0.00%	0.00%			0.00%
11. Other*	0.00%	0.00%	0.00%	0.00%			0.00%
12. TOTAL	30.17%	27.11%	26.01%	30.06%	0.00%	0.00%	28.91%

**BENEFITS AVERAGE**

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	12,694	6,821	4,189	4,088			7,374
2. Medical	6,190	6,339	6,253	6,039			6,177
3. Dental							
4. Combined Medical/Dental							
5. Disability	153	123	104	83			116
6. Tuition							
7. FICA	6,488	5,246	4,421	3,506			4,942
8. Unemployment							
9. Group Life	64	64	64	64			64
10. Worker's Com							
11. Other*							
12. TOTAL	25,589	18,593	15,031	13,779			18,674

  

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement				2,524			2,524
2. Medical				5,686			5,686
3. Dental							
4. Combined Medical/Dental							
5. Disability				94			94
6. Tuition							
7. FICA				3,279			3,279
8. Unemployment							
9. Group Life				64			64
10. Worker's Com							
11. Other*							
12. TOTAL				11,647			11,647

  

	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	LECTURER	NO RANK	ALL RANKS
1. Retirement	12,694	6,821	4,189	4,072			7,361
2. Medical	6,190	6,339	6,253	6,036			6,176
3. Dental							
4. Combined Medical/Dental							
5. Disability	153	123	104	83			116
6. Tuition							
7. FICA	6,488	5,246	4,421	3,500			4,936
8. Unemployment							
9. Group Life	64	64	64	64			64
10. Worker's Com							
11. Other*							
12. TOTAL	25,589	18,593	15,031	13,755			18,654



## Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2015-16

**Please Note:** Individuals reported in Number of Continuing Faculty should be only those who held faculty positions in BOTH 2015-16 and 2014-15. This number will almost always be smaller than that in Section 1. Report individuals in the row for the rank the person held in 2014-15. For those institutions not able to complete Columns B, C, or D, see the instructions and the Form 3 Estimate tab. Previous Year (2014 - 2015) 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 2015 - 2016 should NOT be included in Section 3.

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor	131	11,037,013	10,735,041	<b>2.81%</b>
2. Associate	59	4,047,839	3,938,932	<b>2.76%</b>
3. Assistant	65	3,749,238	3,680,927	<b>1.86%</b>
4. Instructor	110	5,142,432	5,038,845	<b>2.06%</b>
5. Lecturer				<b>0.00%</b>
6. No Rank				<b>0.00%</b>
7. TOTAL	<b>365</b>	<b>23,976,522</b>	<b>23,393,745</b>	<b>2.49%</b>

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor				<b>0.00%</b>
2. Associate				<b>0.00%</b>
3. Assistant				<b>0.00%</b>
4. Instructor				<b>0.00%</b>
5. Lecturer				<b>0.00%</b>
6. No Rank				<b>0.00%</b>
7. TOTAL	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>

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

Academic Rank in 2014-15	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2015-16)	Previous Yr. (2014-15)	
1. Professor	<b>131</b>	<b>11,037,013</b>	<b>10,735,041</b>	<b>2.81%</b>
2. Associate	<b>59</b>	<b>4,047,839</b>	<b>3,938,932</b>	<b>2.76%</b>
3. Assistant	<b>65</b>	<b>3,749,238</b>	<b>3,680,927</b>	<b>1.86%</b>
4. Instructor	<b>110</b>	<b>5,142,432</b>	<b>5,038,845</b>	<b>2.06%</b>
5. Lecturer	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
6. No Rank	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
7. TOTAL	<b>365</b>	<b>23,976,522</b>	<b>23,393,745</b>	<b>2.49%</b>



## Form 5: Administrative Compensation 2015-16

**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	270000	
Chief Academic Officer	220137	
Chief Financial Officer	166672	
Chief Development Officer	159986	
Chief Administrative Officer	154790	
Chief Counsel		
Director of Enrollment Management	79813	
Director of Athletics	119609	



**Form 6: Number, Total Salaries of Part-Time Instructional Faculty and Graduate Teaching Assistants, 2015-16**

**Confidentiality Notice:** *The figures supplied in this section will be used for aggregate calculations only; they will only be published or disclosed by institutional classification.*

Academic Rank	MEN		WOMEN		TOTAL	
	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)	Number of Faculty	Total Contracted Salaries (\$)
<b>Section 1. Faculty on Contract (Regardless of number of salary installments)</b>						
1. Part-Time Faculty	68	502,638	101	852,515	169	1,355,153
2. Graduate Teaching Assistant	26	216,965	48	400,550	74	617,515
3. TOTAL	<b>94</b>	<b>719,603</b>	<b>149</b>	<b>1,253,065</b>	<b>243</b>	<b>1,972,668</b>