

**American Association of University Professors  
Faculty Compensation Survey 2008-09**

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

Unit ID (see e-mail): 140164  
 Institution: Kennesaw State University  
 Respondent Name: Donna Hutcheson  
 Phone Number: (770) 423-6430  
 E-Mail Address: dhutches@kennesaw.edu

**Administrative Compensation**

*See instructions*

**Base Salary    Supplement**

President/Chancellor		
Chief Academic Officer		
Chief Financial Officer		
Chief Development Officer		
Chief Administration Officer		

**For complete instructions and general assistance with  
this form, please check our Web page at  
<https://research.aaup.org/fcs/default.aspx>**

**Note:** If you report 12-month faculty salaries, whether separately or combined with 9-month, please read the instructions before completing this page. The handling of conversion to 9-month equivalents has changed from previous years.

**Section I -- Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty, 2008-09**

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
<b>Part a. Faculty on 9-Month Contracts (i.e., regardless of number of salary installments)</b>										
1. Professor	63	5,523,885	1	4	58	40	2,948,625	3	1	36
2. Associate	69	4,873,589	1	16	52	67	4,437,127	1	0	66
3. Assistant	122	7,171,829	7	107	8	130	7,226,430	13	110	7
4. Instructor	17	733,624	13	4	0	28	1,209,266	21	7	0
5. Lecturer	32	1,508,649	32	0	0	42	1,991,839	42	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	<b>303</b>	<b>19,811,576</b>	<b>54</b>	<b>131</b>	<b>118</b>	<b>307</b>	<b>17,813,287</b>	<b>80</b>	<b>118</b>	<b>109</b>
<b>Part b. Faculty on 12-Month Contracts (give actual amounts here, they will be converted in processing)</b>										
1. Professor	18	2,007,023	1	2	15	10	1,030,524	0	1	9
2. Associate	4	443,554	0	0	4	6	511,187	0	0	6
3. Assistant	5	530,450	3	1	1	12	960,623	8	2	2
4. Instructor	1	75,000	1	0	0	0	0	0	0	0
5. Lecturer	2	192,809	2	0	0	5	311,592	5	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	<b>30</b>	<b>3,248,836</b>	<b>7</b>	<b>3</b>	<b>20</b>	<b>33</b>	<b>2,813,926</b>	<b>13</b>	<b>3</b>	<b>17</b>
<b>Part c. (Calculates automatically) 9-Month plus 12-Month converted</b>										
1. Professor	81	7,165,995	2	6	73	50	3,791,781	3	2	45
2. Associate	73	5,236,497	1	16	56	73	4,855,371	1	0	72
3. Assistant	127	7,605,834	10	108	9	142	8,012,394	21	112	9
4. Instructor	18	794,988	14	4	0	28	1,209,266	21	7	0
5. Lecturer	34	1,666,402	34	0	0	47	2,246,778	47	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	<b>333</b>	<b>22,469,715</b>	<b>61</b>	<b>134</b>	<b>138</b>	<b>340</b>	<b>20,115,590</b>	<b>93</b>	<b>121</b>	<b>126</b>

Conversion factor for 12-month faculty salaries (see instructions): 0.81818181

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	<b>Section II -- Major Benefits for Full-Time Instructional Faculty, 2008-09</b> (Please note that the order of the benefit items has changed)												
2	<b>Major Benefits</b>	<b>PROFESSOR</b>		<b>ASSOCIATE</b>		<b>ASSISTANT</b>		<b>INSTRUCTOR</b>		<b>LECTURER</b>		<b>NO RANK</b>	
3		<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>	<b>Total Expenditure</b>	<b>No. Cov.</b>
4	<b>Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)</b>												
5	1. Retirement	696,193	102	750,719	135	1,168,333	247	147,323	40	287,700	74		
6	2. Medical	768,435	97	809,977	116	1,375,904	209	124,849	24	281,102	44		
7	3. Dental												
8	4. (Optional) Medical combined w/dental												
9	5. Disability	9,890	103	10,767	136	16,754	252	2,309	45	4,105	74		
10	6. Tuition												
11	7. FICA	630,465	103	686,410	136	1,066,652	252	147,189	45	261,868	74		
12	8. Unemployment	2,935	103	3,876	136	7,182	252	1,283	45	2,109	74		
13	9. Group Life	18,486	103	24,480	136	45,360	252	8,100	45	13,320	74		
14	10. Worker's Comp.	6,704	103	8,852	136	16,403	252	2,929	45	4,817	74		
15	11. Other*												
16	12. TOTAL	<b>2,133,108</b>	<b>103</b>	<b>2,295,081</b>	<b>136</b>	<b>3,696,588</b>	<b>252</b>	<b>433,982</b>	<b>45</b>	<b>855,021</b>	<b>74</b>	<b>0</b>	<b>0</b>
17	<b>Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)</b>												
18	1. Retirement	245,006	27	81,039	10	125,881	17	6,960	1	41,508	7		
19	2. Medical	207,838	26	56,244	9	85,972	15	2,836	1	40,787	5		
20	3. Dental												
21	4. (Optional) Medical combined w/dental												
22	5. Disability	3,569	28	1,137	10	1,754	17	90	1	594	7		
23	6. Tuition												
24	7. FICA	227,525	28	72,497	10	111,849	17	5,738	1	37,879	7		
25	8. Unemployment	798	28	285	10	485	17	29	1	200	7		
26	9. Group Life	5,040	28	1,800	10	3,051	17	180	1	1,260	7		
27	10. Worker's Comp.	1,823	28	651	10	1,107	17	65	1	456	7		
28	11. Other*												
29	12. TOTAL	<b>691,599</b>	<b>28</b>	<b>213,653</b>	<b>10</b>	<b>330,099</b>	<b>17</b>	<b>15,898</b>	<b>1</b>	<b>122,684</b>	<b>7</b>	<b>0</b>	<b>0</b>
30	<b>Part c. (Calculates automatically) 9-Month plus 12-Month converted**</b>												
31	1. Retirement	<b>896,652</b>	<b>129</b>	<b>817,024</b>	<b>145</b>	<b>1,271,327</b>	<b>264</b>	<b>153,018</b>	<b>41</b>	<b>321,661</b>	<b>81</b>	<b>0</b>	<b>0</b>
32	2. Medical**	<b>976,273</b>	<b>123</b>	<b>866,221</b>	<b>125</b>	<b>1,461,876</b>	<b>224</b>	<b>127,685</b>	<b>25</b>	<b>321,889</b>	<b>49</b>	<b>0</b>	<b>0</b>
33	3. Dental**	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
34	4. (Optional) Medical combined w/dental**	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
35	5. Disability**	<b>13,459</b>	<b>131</b>	<b>11,904</b>	<b>146</b>	<b>18,508</b>	<b>269</b>	<b>2,399</b>	<b>46</b>	<b>4,699</b>	<b>81</b>	<b>0</b>	<b>0</b>
36	6. Tuition**	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
37	7. FICA	<b>816,622</b>	<b>131</b>	<b>745,726</b>	<b>146</b>	<b>1,158,165</b>	<b>269</b>	<b>151,884</b>	<b>46</b>	<b>292,860</b>	<b>81</b>	<b>0</b>	<b>0</b>
38	8. Unemployment**	<b>3,733</b>	<b>131</b>	<b>4,161</b>	<b>146</b>	<b>7,667</b>	<b>269</b>	<b>1,312</b>	<b>46</b>	<b>2,309</b>	<b>81</b>	<b>0</b>	<b>0</b>
39	9. Group Life	<b>22,610</b>	<b>131</b>	<b>25,953</b>	<b>146</b>	<b>47,856</b>	<b>269</b>	<b>8,247</b>	<b>46</b>	<b>14,351</b>	<b>81</b>	<b>0</b>	<b>0</b>
40	10. Worker's Comp.	<b>8,196</b>	<b>131</b>	<b>9,385</b>	<b>146</b>	<b>17,309</b>	<b>269</b>	<b>2,982</b>	<b>46</b>	<b>5,190</b>	<b>81</b>	<b>0</b>	<b>0</b>
41	11. Other*	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
42	12. TOTAL	<b>2,737,544</b>	<b>131</b>	<b>2,480,373</b>	<b>146</b>	<b>3,982,707</b>	<b>269</b>	<b>447,527</b>	<b>46</b>	<b>962,959</b>	<b>81</b>	<b>0</b>	<b>0</b>
43	*Benefits in kind reported under "Other" are those with cash alternatives (e.g., moving, travel, housing, etc.)												
44	**Benefits that are not computed as a percentage of salary are not subject to conversion (medical, disability, tuition, dental, unemployment, other)												
45	Please refer to instructions for complete definitions.												

### Section III -- Salaries and Percentage Increase for Continuing Instructional Faculty, 2008-09

**Please Note:** Individuals reported in Column (1) should be only those who held faculty positions in both 2008-09 and 2007-08. This number will almost always be smaller than that in Section I of this report **Report salaries for 2008-09 at the rank the person held in 2007-08** 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 the Section III (Estimate) tab.

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

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	90	7,484,714	7,211,166	3.79%
2. Associate	117	8,030,920	7,694,422	4.37%
3. Assistant	218	12,920,139	12,428,680	3.95%
4. Instructor	40	1,844,809	1,733,845	6.40%
5. Lecturer	53	2,478,015	2,381,382	4.06%
6. No Rank	0	0	0	0.00%
<b>7. TOTAL</b>	<b>518</b>	<b>32,758,597</b>	<b>31,449,495</b>	<b>4.16%</b>

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

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	21	2,265,374	2,170,011	4.39%
2. Associate	6	582,495	539,507	7.97%
3. Assistant	11	989,383	959,982	3.06%
4. Instructor	0	0	0	0.00%
5. Lecturer	4	333,404	265,515	25.57%
6. No Rank	0	0	0	0.00%
<b>7. TOTAL</b>	<b>42</b>	<b>4,170,656</b>	<b>3,935,015</b>	<b>5.99%</b>

#### Part c. (Calculates automatically) 9-Month plus 12-Month Converted

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	111	9,338,202	8,986,630	3.91%
2. Associate	123	8,507,507	8,135,837	4.57%
3. Assistant	229	13,729,634	13,214,120	3.90%
4. Instructor	40	1,844,809	1,733,845	6.40%
5. Lecturer	57	2,750,800	2,598,622	5.86%
6. No Rank	0	0	0	0.00%
<b>7. TOTAL</b>	<b>560</b>	<b>36,170,952</b>	<b>34,669,053</b>	<b>4.33%</b>

**Section IV -- Distribution of Full-Time Instructional Faculty, 2008-09**

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

*(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	1	0	0	0	0	0	1	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	1	0	0	0
25. 150,000 - 154,999	0	0	0	0	0	0	1	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	1	0	0	0	0
28. 135,000 - 139,999	0	0	0	0	0	0	2	0	1	0	0	0
29. 130,000 - 134,999	0	0	0	0	0	0	0	1	0	0	0	0
30. 125,000 - 129,999	3	1	0	0	0	0	1	1	0	0	0	0
31. 120,000 - 124,999	1	1	0	0	0	0	1	0	0	0	0	0
32. 115,000 - 119,999	1	2	0	0	0	0	0	0	1	0	0	0
33. 110,000 - 114,999	2	0	1	0	0	0	3	0	0	0	1	0
34. 108,000 - 109,999	1	0	1	0	0	0	0	0	1	0	0	0
35. 106,000 - 107,999	0	2	0	0	0	0	0	0	0	0	0	0
36. 104,000 - 105,999	3	0	0	0	0	0	3	0	0	0	0	0
37. 102,000 - 103,999	4	3	4	0	0	0	2	0	0	0	0	0
38. 100,000 - 101,999	3	2	1	0	0	0	4	0	1	0	0	0
39. 98,000 - 99,999	2	2	0	0	0	0	1	1	0	0	0	0
40. 96,000 - 97,999	4	2	3	0	0	0	1	0	0	0	0	0
41. 94,000 - 95,999	5	1	0	0	0	0	1	0	0	0	0	0
42. 92,000 - 93,999	3	1	3	0	0	0	1	1	0	0	0	0
43. 90,000 - 91,999	3	3	3	0	0	0	2	0	0	0	0	0
44. 88,000 - 89,999	2	0	0	0	0	0	2	2	0	0	0	0
45. 86,000 - 87,999	0	1	0	0	0	0	0	0	0	0	0	0
46. 84,000 - 85,999	2	3	5	0	0	0	0	1	0	0	0	0
47. 82,000 - 83,999	1	2	1	0	0	0	0	0	2	0	0	0
48. 80,000 - 81,999	5	2	4	0	0	0	0	1	0	0	1	0
49. 78,000 - 79,999	3	2	4	0	0	0	0	0	2	0	0	0
50. 76,000 - 77,999	1	3	3	0	0	0	0	0	0	0	0	0
51. 74,000 - 75,999	4	2	1	0	0	0	0	2	0	1	0	0
52. 72,000 - 73,999	3	4	1	0	0	0	0	0	3	0	1	0
53. 70,000 - 71,999	9	1	2	0	0	0	0	0	1	0	0	0
54. 68,000 - 69,999	8	3	1	0	0	0	0	0	1	0	2	0
55. 66,000 - 67,999	11	3	0	0	0	0	0	0	1	0	0	0
56. 64,000 - 65,999	4	6	3	0	2	0	0	0	1	0	0	0
57. 62,000 - 63,999	8	6	1	0	0	0	0	0	0	0	0	0
58. 60,000 - 61,999	1	21	4	0	6	0	0	0	0	0	1	0
59. 58,000 - 59,999	2	20	6	0	3	0	0	0	1	0	0	0
60. 56,000 - 57,999	0	18	5	1	0	0	0	0	0	0	0	0
61. 54,000 - 55,999	0	11	38	3	4	0	0	0	0	0	0	0
62. 52,000 - 53,999	0	7	73	1	8	0	0	0	0	0	0	0
63. 50,000 - 51,999	2	1	39	6	4	0	1	0	0	0	0	0
64. 48,000 - 49,999	0	0	14	0	1	0	0	0	0	0	0	0
65. 46,000 - 47,999	0	0	10	0	3	0	0	0	0	0	0	0
66. 44,000 - 45,999	1	0	3	1	6	0	0	0	0	0	0	0
67. 42,000 - 43,999	0	0	12	9	20	0	0	0	0	0	1	0
68. 40,000 - 41,999	0	0	4	17	10	0	0	0	0	0	0	0
69. 38,000 - 39,999	0	0	0	2	4	0	0	0	0	0	0	0
70. 36,000 - 37,999	0	0	1	2	3	0	0	0	0	0	0	0
71. 34,000 - 35,999	0	0	0	2	0	0	0	0	0	0	0	0
72. 32,000 - 33,999	0	0	0	0	0	0	0	0	0	0	0	0
73. 30,000 - 31,999	0	0	1	1	0	0	0	0	0	0	0	0
74. Below 30,000	0	0	0	0	0	0	0	0	0	0	0	0
<b>75. TOTAL</b>	<b>103</b>	<b>136</b>	<b>252</b>	<b>45</b>	<b>74</b>	<b>0</b>	<b>28</b>	<b>10</b>	<b>17</b>	<b>1</b>	<b>7</b>	<b>0</b>

Section II (Est.)

Part a. Faculty on 9-Month Contracts (i.e., regardless of number of installments)

1. Retirement	0	103	0	136	0	252	0	45	0	74	0	0
2. Medical	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
3. Dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
4. (Optional) Medical combined w/dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
5. Disability	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
6. Tuition	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
7. FICA	648,147	103	712,270	136	#####	252	148,631	45	267,787	74	0	0
8. Unemployment	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
9. Group Life	0	103	0	136	0	252	0	45	0	74	0	0
10. Worker's Comp.	0	103	0	136	0	252	0	45	0	74	0	0
11. Other*	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
12. TOTAL	#DIV/0!	103	#DIV/0!	136	#DIV/0!	252	#DIV/0!	45	#DIV/0!	74	#DIV/0!	0

Part b. Faculty on 12-Month Contracts (i.e., on actual basis, no conversion)

1. Retirement	0	28	0	10	0	17	0	1	0	7	0	0
2. Medical	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
3. Dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
4. (Optional) Medical combined w/dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
5. Disability	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
6. Tuition	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
7. FICA	232,372	28	73,038	10	114,067	17	5,738	1	38,587	7	0	0
8. Unemployment	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
9. Group Life	0	28	0	10	0	17	0	1	0	7	0	0
10. Worker's Comp.	0	28	0	10	0	17	0	1	0	7	0	0
11. Other*	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
12. TOTAL	#DIV/0!	28	#DIV/0!	10	#DIV/0!	17	#DIV/0!	1	#DIV/0!	7	#DIV/0!	0

Part c. (Calculates automatically) 9-Month plus 12-Month contracts converted

1. Retirement	0	131	0	146	0	269	0	46	0	81	0	0
2. Medical	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
3. Dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
4. (Optional) Medical combined w/dental	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
5. Disability	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
6. Tuition	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
7. FICA	838,270	131	772,028	146	#####	269	153,325	46	299,358	81	0	0
8. Unemployment	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
9. Group Life	0	131	0	146	0	269	0	46	0	81	0	0
10. Worker's Comp.	0	131	0	146	0	269	0	46	0	81	0	0
11. Other*	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0
12. TOTAL	#DIV/0!	131	#DIV/0!	146	#DIV/0!	269	#DIV/0!	46	#DIV/0!	81	#DIV/0!	0

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

\*\*Benefits which are not computed as a percentage of salary are not subject to conversion (e.g., medical, tuition, etc.)

Note: Please refer to Instructions

**Section III -- Estimating Percentage Increase for Continuing Instructional Faculty, 2008-09***(Complete only if actual salary amounts are not available; see instructions before completing )***Part a. Faculty on 9-Month Contracts**

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	103	8,472,510	8,472,510	0.00%
2. Associate	136	9,310,716	9,310,716	0.00%
3. Assistant	252	14,398,259	14,398,259	0.00%
4. Instructor	45	1,942,890	1,942,890	0.00%
5. Lecturer	74	3,500,488	3,500,488	0.00%
6. No Rank	0		#VALUE!	0.00%
7. TOTAL	610	37,624,863	#VALUE!	#VALUE!

**Part b. Faculty on 12-Month Contracts**

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	28	3,037,547	3,037,547	0.00%
2. Associate	10	954,741	954,741	0.00%
3. Assistant	17	1,491,073	1,491,073	0.00%
4. Instructor	1	75,000	75,000	0.00%
5. Lecturer	7	504,401	504,401	0.00%
6. No Rank	0		#VALUE!	0.00%
7. TOTAL	63	6,062,762	#VALUE!	#VALUE!

**Part c. (Calculates automatically) 9-Month plus 12-Month Converted**

Academic Rank in 2007-08	Number of Continuing Faculty (1)	Total Salary Outlays		Percentage Increase (4)
		(2) Current Yr. (2008-09)	(3) Previous Yr. (2007-08)	
1. Professor	131	10,957,775	10,957,775	0.00%
2. Associate	146	10,091,868	10,091,868	0.00%
3. Assistant	269	15,618,228	15,618,228	0.00%
4. Instructor	46	2,004,254	2,004,254	0.00%
5. Lecturer	81	3,913,180	3,913,180	0.00%
6. No Rank	0	#VALUE!	#VALUE!	#VALUE!
7. TOTAL	673	#VALUE!	#VALUE!	#VALUE!

--

Validity Checks

Data Entry Validity Checks for Various Sections (See Instructions)

Academic Rank	Section I. Salary and Tenure Status					Sect. II	Section III. Continuing Faculty			Sec IV	Sec IV / Sec I Outlays			
9-Month	Total Faculty	Tenure Status	Average Men	Average Women	Outlays	Benefits No.	Cont. Faculty	Current Yr. Outlays	Percent Increase	No. Faculty	Estimated Outlays	Difference		
1. Professor	103	OK	87,681	73,716	\$ 8,472,510	OK	90	\$ 7,484,714	OK	OK	\$ 8,464,000	\$ (8,510)	-0.10%	OK
2. Associate	136	OK	70,632	66,226	\$ 9,310,716	OK	117	\$ 8,030,920	OK	OK	\$ 9,325,000	\$ 14,284	0.15%	OK
3. Assistant	252	OK	58,785	55,588	\$ 14,398,259	OK	218	\$ 12,920,139	OK	OK	\$ 14,443,500	\$ 45,241	0.31%	OK
4. Instructor	45	OK	43,154	43,188	\$ 1,942,890	OK	40	\$ 1,844,809	OK	OK	\$ 1,963,000	\$ 20,110	1.04%	OK
5. Lecturer	74	OK	47,145	47,425	\$ 3,500,488	OK	53	\$ 2,478,015	OK	OK	\$ 3,518,000	\$ 17,512	0.50%	OK
6. No Rank	0	OK			\$ -	OK	0	\$ -	OK	OK	\$ -	\$ -		
7. TOTAL	610	OK	65,385	58,024	\$ 37,624,863		518	\$ 32,758,597	OK		\$ 37,713,500	\$ 88,637	0.24%	OK
<b>12-Month</b>														
1. Professor	28	OK	111,501	103,052	\$ 3,037,547	OK	21	\$ 2,265,374	OK	OK	\$ 3,045,000	\$ 7,453	0.25%	OK
2. Associate	10	OK	110,889	85,198	\$ 954,741	OK	6	\$ 582,495	OK	OK	\$ 956,000	\$ 1,259	0.13%	OK
3. Assistant	17	OK	106,090	80,052	\$ 1,491,073	OK	11	\$ 989,383	OK	OK	\$ 1,496,500	\$ 5,427	0.36%	OK
4. Instructor	1	OK	75,000		\$ 75,000	OK	0	\$ -	OK	OK	\$ 75,000	\$ -	0.00%	OK
5. Lecturer	7	OK	96,405	62,318	\$ 504,401	OK	4	\$ 333,404	CHECK	OK	\$ 508,500	\$ 4,099	0.81%	OK
6. No Rank	0	OK			\$ -	OK	0	\$ -	OK	OK	\$ -	\$ -		
7. TOTAL	63	OK	108,295	85,270	\$ 6,062,762		42	\$ 4,170,656	OK		\$ 6,081,000	\$ 18,238	0.30%	OK
<b>Combined converted</b>														
1. Professor	131	OK	88,469	75,836	\$ 10,957,775	OK	111	\$ 9,338,202	OK	OK	\$ 10,955,364	\$ (2,412)	-0.02%	OK
2. Associate	146	OK	71,733	66,512	\$ 10,091,868	OK	123	\$ 8,507,507	OK	OK	\$ 10,107,182	\$ 15,314	0.15%	OK
3. Assistant	269	OK	59,888	56,425	\$ 15,618,228	OK	229	\$ 13,729,634	OK	OK	\$ 15,667,909	\$ 49,681	0.32%	OK
4. Instructor	46	OK	44,166	43,188	\$ 2,004,254	OK	40	\$ 1,844,809	OK	OK	\$ 2,024,364	\$ 20,110	1.00%	OK
5. Lecturer	81	OK	49,012	47,804	\$ 3,913,180	OK	57	\$ 2,750,800	OK	OK	\$ 3,934,045	\$ 20,866	0.53%	OK
6. No Rank	0	OK			\$ -	OK	0	\$ -	OK	OK	\$ -	\$ -		
7. TOTAL	673	OK	67,477	59,163	\$ 42,585,304		560	\$ 36,170,952	OK		\$ 42,688,864	\$ 103,559	0.24%	OK