



AAUP Faculty Compensation Survey Instructions Timeline January 2024

This is a timeline of the AAUP Faculty Compensation Survey instructions, and how Wesleyan has interpreted them.

This timeline was compiled using documents obtained from:

- The AAUP website
- Dave Constantine's correspondence with AAUP national
- Michael Whitcomb's correspondence with AAUP national^[1]

The AAUP website contains the current survey instructions and a short history of changes to the survey; correspondence with AAUP national provided instruction sets from past years.

Background

Each year, the AAUP conducts a faculty compensation survey (FCS). Colleges and universities voluntarily submit data about their faculty, including salary and benefit data, to the AAUP. The data is submitted early in the calendar year and the AAUP releases the data as part of its annual Economic Status of the Profession report.^[2] The data is generally publicly available by April.

Wesleyan has for many years used the faculty salary data in this report to make decisions about faculty compensation. Very roughly, the Wesleyan administration uses a salary target of the median of our 16 school peer group^[3] in the Assistant, Associate, and Full Professor categories. This target informs the faculty salary pool line in each year's budget.

For the purposes of this timeline, the key categories in the FCS data are the average salaries reported by faculty rank, found in column (3) of the AAUP tables. There, average salaries for faculty categorized as "Professor," "Associate," "Assistant," "Instructor," "Lecturer," and "No Rank" are given. In compensation discussions involving the CBC, the key metric has been the data for the Professor, Associate, and Assistant ranks. Our rank among the 16-school peer group is generally central to these discussions, but the raw numbers also play a role.^[4]

Key questions for reporting this data and for interpreting the results are:

- Which faculty members are included in each of the AAUP categories?
- How have, and how should Professor of the Practice salaries be reported?
- How have, and how should Coaches' salaries be reported?

- How have, and how should salaries of faculty members serving in administrative roles be reported?

The AAUP provides instructions for the FCS via its website.^[5] According to our correspondence with the AAUP, these are the only instructions provided to colleges and universities. Through correspondence with the AAUP, we have been able to get documentation of these instructions. Each AAUP report also contains a section entitled “Explanation of Statistical Data” from which we can glean more information about what institutions have been asked to provide.

Below is an annotated timeline of how the AAUP FCS reporting instructions have evolved and what we know about how Wesleyan has reported our salary data.

- **Prior to 2017-18:** According to correspondence between Glenn Colby^[6] at AAUP and Michael Whitcomb, the AAUP provided general instructions on how to categorize faculty.

Colby provided the full set of instructions for 2014-15. The relevant section reads:

“Faculty Members Included in Survey Report full-time faculty members for the entire institution, excluding clinical or basic science faculty located in schools of medicine. For the purpose of this survey, include all members of the instructional/research staff who are employed full-time and whose major (at least 50%) regular assignment is instruction (including released time for research), regardless of whether they are formally designated "faculty." Faculty on sabbatical leave should be reported at their regular salaries even though they may be receiving a reduced salary while on leave. Replacements for those on leave with pay should not be reported; replacements for those on leave without pay should be. All faculty members who have contracts for the full academic year should be included, regardless of whether their status is considered "permanent."

Exclusions Do not include (1) faculty members who are not employed on a full-time basis; (2) 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; (3) faculty members in military organizations and paid on a different scale from civilian employees; (4) faculty members whose appointment is in a medical school; (5) administrative officers with titles of dean, associate or assistant dean (but see FAQ), librarian, counselor, registrar, or coach, even though they may devote part of their time to classroom instruction; and (6) graduate or undergraduate

students who assist in the instruction of courses, but who have titles such as teaching assistant, teaching associate, or teaching fellow.”

Colby provided text from the 2015-2016 instructions:

“Please report, Visiting Assistant Professors, Continuing Non-Tenure Track, Post-Doctoral Faculty who have instruction as part of their contractual responsibilities and Other Regular Faculty in the category of ‘Instructor.’”

In correspondence with Michael Whitcomb, Colby speculates that the AAUP probably got questions around this time about how to report various types of visiting and teaching faculty, leading them to clarify things in the coming years.

- **2017-18:** The AAUP reports beginning in this year are archived at the AAUP website.

Wesleyan reports faculty salaries for the Professor, Associate, Assistant, and No Rank categories – no Lecturers or Instructors.

The “Explanation of Statistical Data” section makes it clear that administrative officers, including Deans, and coaches, are generally not included in salary reporting. The language is slightly different this year:

“Institutions are asked to exclude ... 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 instruction, unless their instructional salary is separately budgeted or can be isolated”.

No rank is defined in the Explanation of Statistical Data:

“*No rank* 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, regardless of whether they are formally designated as ‘faculty’ who have titles such as ‘artist in residence’ or ‘scholar in residence.’”

The AAUP prepared and made available^[7] a spreadsheet cataloging possible position names and whether and how they should be included for salary reporting. Colby provided the 17-18 version of the spreadsheet. It includes about 60 different titles. It specifies that “Ranked (Assistant/Associate/Full) Professor-in-Practice/Professor-of-Practice (with Instructional Activity)” are to be included in the salary reporting at their ranks: i.e., in the Assistant,

Associate, or Professor categories. The 2017 and current spreadsheets are provided at the end of this document.

- **2018-2019:**

Wesleyan reports faculty salaries for the Professor, Associate, Assistant, and No Rank categories – no Lecturers or Instructors.

Language around Deans and coaches is basically identical to 17-18. Language describing “No rank” is similar to 17-18.

Some new language beginning this year gives some insight into AAUP’s intention regarding faculty rank.

“The academic ranks assigned to full-time faculty members are those determined by the reporting institution. Not all institutions use all ranks, and the definitions vary by institution. Institutions have been instructed to report “visiting” faculty members and those with instructional postdoctoral appointments at the rank of instructor.”

- **2019-2020:**

Wesleyan reports Professor, Associate, Assistant, and No Rank salaries only.

Language around Deans and coaches is basically identical to 17-18 and 18-19. Language describing “No rank” is similar to 17-19. Language indicating AAUP’s intention regarding faculty ranks is the same as 18-19.

- **2020-2021:**

Wesleyan reports Professor, Associate, Assistant, and No Rank salaries only.

Language around Deans and coaches is basically identical to 17-20. Language describing “No rank” is similar to 17-20. Language indicating AAUP’s intention regarding faculty ranks is the same as 18-20.

- **2021-2022:**

Wesleyan reports Professor, Associate, Assistant, and No Rank salaries only.

Language around Deans and coaches is similar to above, but now there is no option to include only the instructional part of their salary:

“Institutions are asked to exclude ... contributed service personnel, or administrative officers with titles such as provost, dean, associate or assistant dean, librarian, counselor, registrar, or coach, even though they may devote part of their time to classroom instruction and may have faculty status.”

“No rank” is defined as above.

Language around faculty rank is as above, but with some new clarification starting this year:

“Institutions have been instructed to report “teaching” faculty members (for example, “Associate Teaching Professor”) at the same rank used in their titles, regardless of their tenure status.”

We have another copy of the faculty titles spreadsheet from this year. It states that it has been updated in Dec 2021. Its instructions regarding PoPs are the same as they have been since 2017: their salaries should be reported at their ranks. We also have the online version of the reporting instructions showing the link to this spreadsheet.

- **2022-2023:**

Wesleyan changes its reporting practices this year. We report salary data in the Professor, Associate, Assistant, Instructor, and No Rank categories. As the administration reported to the CBC and to the faculty at that time, Wesleyan begins reporting PoPs at their ranks, instead of in the No Rank category. The AAUP data at this time also contains counts of faculty in these categories. Using these, one can see that from 2021-2022 to 2022-2023, there was a significant increase in Wesleyan’s reported faculty in the ranked categories and a large decrease in the No Rank category, consistent with our change in reporting. There is no similar change in the data for our peer schools. In their presentations during this year, the Administration argued to the CBC and to the faculty that Wesleyan had changed its reporting in response to new instructions from the AAUP, whereas our peer schools were unaware of changes, or chose not to follow the new reporting instructions.^[8]

Wesleyan’s change in reporting was reflected in our peer group ranks. In previous years, Wesleyan had ranked near the middle of the peer group in the ranked categories, and usually around 11 or 12 out of 16 for faculty at all ranks. After moving the PoPs to the ranked categories, our ranks in those categories fell to 10, 11, 11 (Full, Assoc, Assist) out of 16, in line with our all-rank salary numbers. The administration argued that larger raises were not

necessary to combat this decline in ranking as they believed our peers did not report their salaries correctly.

We also know from communications with the Provost that Wesleyan included coaches in the salary reporting this year, and that Deans have consistently been included.

On the instruction side, the faculty title spreadsheet was unchanged and was linked from the online instructions.

In the basic online instructions, deans and coaches are not to be included, with no option to report only their instructional salary. However, the linked FAQs describe the option to include only their instructional salary. Under this option, the FAQs allow that their salaries be reported as part of the part-time faculty:^[9]

“Contributed service personnel are administrative officers with titles such as Provost, Dean, Librarian, Registrar, Coach, etc. who may devote part of their time to classroom instruction and have faculty status and other administrators/staff clinical credit courses. If faculty are contributing to instruction on a part-time basis and their numbers and salaries can be isolated as part-time faculty, they may be included in the survey as they would be part-time faculty on a supplemental contract. If this is not possible, please exclude their numbers and values.”

Language in the Explanation of Statistical Data around No Rank and the AAUP’s understanding of ranks is the same as in the previous year.

- **2023-2024:**

There has been no significant change to reporting instructions from 2022-2023.

The AAUP maintains a “Changes and Errata” document covering changes made to the FCS over the years since 2015.^[10] It mentions significant clarifications of which faculty to exclude and include and where to include them made in 2015.

The footnotes to the AAUP data show that some institutions have deliberately excluded non-tenure-track faculty from salary reporting for the Professor, Associate, and Assistant categories.^[11] For example, in the 22-23 data, there are footnotes to this effect for Duke, Emory, Notre Dame, and U Penn. There are no notes to this effect in any of the available reports for any of the schools in Wesleyan’s salary peer group. Other footnotes to the reports (for example, notes regarding the Penn State system going back to the 18-19 report) note the reclassification and reporting of some

non-tenure-track faculty in the ranked faculty categories. This provides further confirmation that at least as far back as 18-19, the AAUP instructions called for^[12] non-tenure-track but ranked faculty to be reported in the ranked categories.

What Happened

It is clear from this history that the AAUP reporting instructions have become significantly more clear over time.

It is not hard to see an institution including *or* excluding ranked but untenured faculty from salary reporting prior to 2017 based on reasonable readings of the instructions we have. It is also easy to imagine an institution continuing to follow past years' practice even as the instructions became clearer, simply via inertia. In the case of non-tenure-track faculty at Wesleyan, it is also worth keeping in mind that over the time frame we are considering, there have been significant changes in the titles and numbers of such faculty. A decision taken in 2017 (under different and potentially unclear instructions) impacting a relatively small number of faculty could have a much larger impact in more recent years.

For Coaches, Deans, and other contributed service personnel, the general thrust of the instructions has been clear throughout: they should be excluded from salary reporting. However, the instructions have at times allowed for the option of including only the instructional part of their salary in salary reporting (although most recently, only in the reporting of part-time salaries).

Overall, Wesleyan has not been in line with the AAUP instructions for faculty salary reporting for most of this time period. At least since the faculty titles spreadsheet was introduced in 2017, PoP salaries should have been reported at their ranks, which we only did starting in 2022-23. Throughout, we have included salaries for Deans when they should probably be excluded (see below for further discussion). In 2022-23 we included coaches' salaries, although they should be excluded as well.

However, it is important to remark that this history of the instructions and our reporting is not intended to imply any deliberate attempt to mislead or misreport. A combination of initially unclear instructions which gradually shifted over time, inertia, and the shifting composition of Wesleyan's faculty is more than enough to explain what happened. There is no need to ascribe anything to malign intent.

In addition to Wesleyan's own history of reporting, this timeline provides important information for the CBC when it interprets the FCS data in salary discussions. The argument made by the administration in 2022-23 that Wesleyan had changed our reporting in response to new AAUP instructions while our peers did not was not correct. If our peers followed the AAUP instructions,

they would have already been reporting ranked, non-tenure-track faculty in the ranked salary categories prior to that year, and it would have been Wesleyan who was not following the instructions. This should impact how this year's data are viewed and used.

Recommendations

- **Wesleyan should follow, in full, the instructions provided by the AAUP for faculty salary reporting. This includes reporting all faculty with ranks at those ranks, regardless of tenure status.**
- **For Deans, Coaches, and other contributed service personnel, Wesleyan should exclude them from reporting unless that year's instructions allow reporting of only the instructional part of their salary. If they are included, they should be included in the part-time salary portion of the survey (under the current instructions). The administration should work with CBC to determine if and how the instructional part of their salaries could be isolated for reporting.**
- **CBC should revisit the question of our peer group salary rankings in light of the history outlined above.**

[1] Many thanks to MW for passing along his correspondence and the related documents, which were very helpful in understanding the situation.

[2] An archive of these reports is available [here](#).

[3] Amherst, Brandeis, Brown, Bryn Mawr, Carleton, Dartmouth, Mt Holyoke, Oberlin, Pomona, Smith, Swarthmore, Trinity, Tufts, Wellesley, Wesleyan, Williams.

[4] In particular, near the middle of the peer group, the salaries tend to be quite close to each other, so small changes in salary can change ranking within the group.

[5] The instructions for the 2023-24 survey are [here](#).

[6] Senior Research Officer, Department of Research and Public Policy

[7] In later years, we see this spreadsheet linked from the instructions or FAQ pages. We don't know exactly how it was presented in earlier years, but presumably it was available somehow.

[8] The main evidence for this was the lack of change in the number of faculty reported in each category at our peer schools, in contrast to Wesleyan's significant change.

[9] There is a separate section of the FCS for reporting salaries for part-time faculty.

[10] Available [here](#).

[11] Thanks to the VPAA for pointing this out.

[12] With at least some level of clarity.

Full-Time Faculty UPDATED 4 DECEMBER 2017

Tenure/Tenure Track Faculty	Institutional Faculty Category	Faculty Compensation Survey Reporting Category
Yes	Professor (or Full Professor)	Professor
No	Professor (or Full Professor)	Professor
Yes	Research Professor (with Instructional Activity)	Professor
No	Research Professor (with Instructional Activity)	Professor
Yes	Visiting Professor	Instructor
No	Visiting Professor	Instructor
Yes	Research Professor (without Instructional Activity)	Exclude
No	Research Professor (without Instructional Activity)	Exclude
Yes	Associate Professor	Associate Professor
No	Associate Professor	Associate Professor
Yes	Research Associate Professor (with Instructional Activity)	Associate Professor
No	Research Associate Professor (with Instructional Activity)	Associate Professor
Yes	Visiting Associate Professor	Instructor
No	Visiting Associate Professor	Instructor
Yes	Research Associate Professor (without Instructional Activity)	Exclude
No	Research Associate Professor (without Instructional Activity)	Exclude
Yes	Assistant Professor	Assistant Professor
No	Assistant Professor	Assistant Professor
Yes	Research Assistant Professor (with Instructional Activity)	Assistant Professor
No	Research Assistant Professor (with Instructional Activity)	Assistant Professor
Yes	Visiting Assistant Professor	Instructor
No	Visiting Assistant Professor	Instructor
Yes	Research Assistant Professor (without Instructional Activity)	Exclude
No	Research Assistant Professor (without Instructional Activity)	Exclude
No	Continuing Non-Tenure Track Assistant Professor (Generally for those Denied Tenure)	Instructor
Yes	Senior Lecturer	Lecturer
No	Senior Lecturer	Lecturer
Yes	Lecturer	Lecturer
No	Lecturer	Lecturer
Yes	Visiting Lecturer	Lecturer
No	Visiting Lecturer	Lecturer
Yes	Senior Instructor	Instructor
No	Senior Instructor	Instructor
Yes	Instructor	Instructor
No	Instructor	Instructor
Yes	Visiting Instructor	Instructor
No	Visiting Instructor	Instructor
Yes	Research Instructor (with Instructional Activity)	Instructor
No	Research Instructor (with Instructional Activity)	Instructor
No	Instructor (Paid on a Recurring Contract)	Instructor
Yes	Research Instructor (without Instructional Activity)	Exclude
No	Research Instructor (without Instructional Activity)	Exclude
No	Post-Doctoral Fellow (with Instructional Activity)	Instructor
No	Post-Doctoral Fellow (without Instructional Activity)	Exclude
Yes	Artist-in-Residence	No Rank
No	Artist-in-Residence	No Rank
Yes	Executive-in-Residence (with Instructional Activity)	No Rank
No	Executive-in-Residence (with Instructional Activity)	No Rank
Yes	Executive-in-Residence (without Instructional Activity)	Exclude
No	Executive-in-Residence (without Instructional Activity)	Exclude
Yes	Scholar-in-Residence (with Instructional Activity)	No Rank
No	Scholar-in-Residence (with Instructional Activity)	No Rank
Yes	Scholar-in-Residence (without Instructional Activity)	Exclude
Yes	Scholar-in-Residence (without Instructional Activity)	Exclude
Yes	Teaching Assistant Professor (Assistant Teaching Professor)	Assistant Professor
No	Teaching Assistant Professor (Assistant Teaching Professor)	Assistant Professor
Yes	Teaching Associate Professor (Associate Teaching Professor)	Associate Professor
No	Teaching Associate Professor (Associate Teaching Professor)	Associate Professor
Yes	Teaching Professor (Teaching Professor)	Professor
No	Teaching Professor (Teaching Professor)	Professor
Yes	Clinical (Full/Associate/Assistant) Professor	Exclude
No	Clinical (Full/Associate/Assistant) Professor	Exclude
No	Unranked Professor-in-Practice/Professor of Practice (with Instructional Activity)	Instructor
No	Unranked Professor-in-Practice/Professor of Practice (without Instructional Activity)	Exclude
No	Ranked (Assistant/Associate/Full) Professor-in-Practice/Professor of Practice (with Instructional Activity)	At Rank: Assistant, Associate, Full
No	Ranked Professor-in-Practice/Professor of Practice (without Instructional Activity)	Exclude

Updated December 6, 2021

On Form 2, report academic rank as of November 1, 2021, as follows:

- Report ranked faculty, including ranked teaching faculty (e.g., associate teaching professor), at their named rank at the institution, irrespective of tenure status.
- Report "Visiting Assistant Professors," "Visiting Associate Professors," "Visiting Professors," "Post-Doctoral Faculty" who have instruction as part of their contractual responsibilities, and
- If your institution does not have a faculty ranking system, for example if all faculty members are referred to as "instructors," report all faculty on as "No Rank."

For specific examples, please use the list below or contact the AAUP FCS staff at aaupfcs@aaup.org.

Tenure/Tenure Track Faculty	Institutional Faculty Title/Category	Faculty Compensation Survey Academic Rank
Yes	Professor (or Full Professor)	Professor
No	Professor (or Full Professor)	Professor
Yes	Research Professor (with Instructional Activity)	Professor
No	Research Professor (with Instructional Activity)	Professor
Yes	Visiting Professor	Instructor
No	Visiting Professor	Instructor
Yes	Research Professor (without Instructional Activity)	Exclude
No	Research Professor (without Instructional Activity)	Exclude
Yes	Associate Professor	Associate Professor
No	Associate Professor	Associate Professor
Yes	Research Associate Professor (with Instructional Activity)	Associate Professor
No	Research Associate Professor (with Instructional Activity)	Associate Professor
Yes	Visiting Associate Professor	Instructor
No	Visiting Associate Professor	Instructor
Yes	Research Associate Professor (without Instructional Activity)	Exclude
No	Research Associate Professor (without Instructional Activity)	Exclude
Yes	Assistant Professor	Assistant Professor
No	Assistant Professor	Assistant Professor
Yes	Research Assistant Professor (with Instructional Activity)	Assistant Professor
No	Research Assistant Professor (with Instructional Activity)	Assistant Professor
Yes	Visiting Assistant Professor	Instructor
No	Visiting Assistant Professor	Instructor
Yes	Research Assistant Professor (without Instructional Activity)	Exclude
No	Research Assistant Professor (without Instructional Activity)	Exclude
No	Continuing Non-Tenure Track Assistant Professor (Generally for those Denied Tenure)	Instructor
Yes	Senior Lecturer	Lecturer
No	Senior Lecturer	Lecturer
Yes	Lecturer	Lecturer
No	Lecturer	Lecturer
Yes	Visiting Lecturer	Lecturer
No	Visiting Lecturer	Lecturer
Yes	Senior Instructor	Instructor
No	Senior Instructor	Instructor
Yes	Instructor	Instructor
No	Instructor	Instructor
Yes	Visiting Instructor	Instructor
No	Visiting Instructor	Instructor
Yes	Research Instructor (with Instructional Activity)	Instructor
No	Research Instructor (with Instructional Activity)	Instructor
No	Instructor (Paid on a Recurring Contract)	Instructor
Yes	Research Instructor (without Instructional Activity)	Exclude
No	Research Instructor (without Instructional Activity)	Exclude
No	Post-Doctoral Fellow (with Instructional Activity)	Instructor
No	Post-Doctoral Fellow (without Instructional Activity)	Exclude
Yes	Artist-in-Residence	No Rank
No	Artist-in-Residence	No Rank
Yes	Executive-in-Residence (with Instructional Activity)	No Rank
No	Executive-in-Residence (with Instructional Activity)	No Rank
Yes	Executive-in-Residence (without Instructional Activity)	Exclude
No	Executive-in-Residence (without Instructional Activity)	Exclude
Yes	Scholar-in-Residence (with Instructional Activity)	No Rank
No	Scholar-in-Residence (with Instructional Activity)	No Rank
Yes	Scholar-in-Residence (without Instructional Activity)	Exclude
No	Scholar-in-Residence (without Instructional Activity)	Exclude
Yes	Teaching Assistant Professor (Assistant Teaching Professor)	Assistant Professor
No	Teaching Assistant Professor (Assistant Teaching Professor)	Assistant Professor
Yes	Teaching Associate Professor (Associate Teaching Professor)	Associate Professor
No	Teaching Associate Professor (Associate Teaching Professor)	Associate Professor
Yes	Teaching Professor (Teaching Professor)	Professor
No	Teaching Professor (Teaching Professor)	Professor
Yes	Clinical (Full/Associate/Assistant) Professor	Exclude
No	Clinical (Full/Associate/Assistant) Professor	Exclude
No	Unranked Professor-in-Practice/Professor of Practice (with Instructional Activity)	Instructor
No	Unranked Professor-in-Practice/Professor of Practice (without Instructional Activity)	Exclude
No	Ranked (Assistant/Associate/Full) Professor-in-Practice/Professor of Practice (with Instructional Activity)	At Rank: Assistant, Associate, Full
No	Ranked Professor-in-Practice/Professor of Practice (without Instructional Activity)	Exclude