

1977

## Human Resources 1977-78

UNO Office of Institutional Effectiveness

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Sent to Trani 9/29/77 J

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
EDUCATION DIVISION  
WASHINGTON, D.C. 20202

PLEASE  
READ  
INSTRUCTIONS  
BEFORE  
COMPLETING  
THIS FORM.

FORM APPROVED  
OMB NO. 51-R1022

1. INSTITUTION CODE NUMBER  
002554

2. DUE DATE

Not later than November 1, 1977

HIGHER EDUCATION GENERAL INFORMATION SURVEY (HEGIS XII)

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME  
INSTRUCTIONAL FACULTY, 1977-78

This report is authorized by law (20 U.S.C. 1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate and timely.

Please supply all the identifying information requested on this page. When the survey form has been completed, please return it either directly to Department of Health, Education, and Welfare, Education Division, National Center for Education Statistics, ATTENTION: Room 3073-HEGIS, 400 Maryland Avenue, SW, Washington, D.C. 20202, or to the HEGIS COORDINATOR, if there is a HEGIS coordinator in your State.

3. NAME BY T	FROM	INSTITUTION OR CAMPUS COVERED	PUB F	4. NAME AND TITLE OF RESPONDENT
	U OF NEBRASKA AT OMAHA		002554	JAMES MAYNARD, DIRECTOR
	P O BOX 688			OFFICE OF INSTITUTIONAL RESEARCH
	OMAHA	NE 68101	1	TELEPHONE NUMBER OF RESPONDENT (area code, local number, and extension)
				(402) 554-2367

6. PLEASE NOTE THAT EACH INSTITUTION, BRANCH, CAMPUS OR ENTITY SEPARATELY CERTIFIED BY THE DIVISION OF ELIGIBILITY AND AGENCY EVALUATION OF THE U.S. OFFICE OF EDUCATION, WITH IT'S OWN FICE CODE, AND LISTED SEPARATELY IN THE EDUCATION DIRECTORY - COLLEGES AND UNIVERSITIES, SHOULD BE REPORTED ON A SEPARATE SURVEY FORM AND NOT INCLUDED OR COMBINED WITH ANY OTHER SUCH CERTIFIED UNIT. BRANCHES, CAMPUSES, AND OTHER ORGANIZATIONAL ENTITIES NOT SEPARATELY CERTIFIED SHOULD BE INCLUDED WITH THE APPROPRIATE INSTITUTION OR BRANCH REPORT. IF SUCH ARE INCLUDED IN THIS REPORT, PLEASE LIST THEM BELOW.

ARE DATA FOR THIS UNIT INCLUDED IN THIS REPORT?	NAME OF BRANCH AND/OR OTHER CAMPUS	ADDRESS (city, State, and ZIP code)
<input type="checkbox"/> YES <input type="checkbox"/> NO		
<input type="checkbox"/> YES <input type="checkbox"/> NO		
<input type="checkbox"/> YES <input type="checkbox"/> NO		

7. IF THE EDUCATIONAL ORGANIZATION OR ENTITY COVERED BY THIS SURVEY REPORT IS PART OF A MULTI-CAMPUS INSTITUTION, OR PART OF A SYSTEM OF INSTITUTIONS, PLEASE ENTER THE NAME OF THE INSTITUTION OR SYSTEM BELOW. IF NOT APPLICABLE, CHECK HERE →

UNIVERSITY OF NEBRASKA SYSTEM

DEFINITIONS

**MULTI-CAMPUS INSTITUTION.** An organization bearing a resemblance to an institutional system, but unequivocally designated as a single institution with either of two organizational structures: (1) an institution having two or more campuses responsible to a central administration (which central administration may or may not be located on one of the administratively equal campuses) or (2) an institution having a main campus with one or more branch campuses attached to it.

**MAIN CAMPUS.** In those institutions comprised of a main campus and one or more branch campuses, the main campus (sometimes called the parent institution) is usually the location of the core, primary, or most comprehensive program. Unless the institution-wide or central administrative office for such institutions is reported to be at a different location, the main campus is also the location of the central administrative office.

**BRANCH CAMPUS.** A campus of an institution of higher education which is organized on a relatively permanent basis (i.e., has a relatively permanent administration), which offers an organized program or programs of work of at least 2 years (as opposed to courses), and which is located in a community different from that in which its parent institution is located. To be considered in a community different from that of the parent institution, a branch shall be located beyond a reasonable commuting distance from the main campus of the parent institution.

**INSTITUTIONAL SYSTEM.** A complex of two or more institutions of higher education, each separately organized or independently complete, under the control or supervision of a single administrative body.

## INSTRUCTIONS

Please prepare this report on the basis of the faculty members employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1977 and send one copy of this form, by November 1, 1977, to:

Department of Health, Education, and Welfare  
Education Division  
National Center for Education Statistics  
ATTENTION: Room 3073-HEGIS  
400 Maryland Avenue, SW  
Washington, D.C. 20202

In the event that annual salary increases or the total number of faculty cannot be reported by November 1, 1977, submission of the report may be delayed until January 15, 1978 so that the increases, and total number, may be reflected.

Please read the instructions before completing each part of the survey. If additional clarification is needed, please call Curtis O. Baker, (202) 245-8392 in Washington, D.C.

This survey consists of three parts, as follows:

Part 1 – Salaries and Tenure of Full-Time Instructional Faculty, 1977-78

Part 2 – Salaries of Continuing Faculty, 1977-78.

Part 3 – Fringe Benefits for Full-Time Instructional Faculty, 1977-78

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d) (2) of the Act is cited below:

“The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government.”

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes or through EDSTAT (direct access program of the National Center for Education Statistics) after removing the data items which would reveal salaries or fringe benefits of individuals. The tapes will contain all of the data items on the survey forms (except those which might identify individuals), as well as the names of institutions submitting the reports.

## PART 1 – SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, 1977-78

### DEFINITIONS

**Instructional Faculty.** For purposes of this part of the survey, the instructional faculty is defined as those members of the Instruction/Research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Instructional faculty on sabbatical leave should be reported at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave. Replacements for those on sabbatical leave should not be reported. Chairmen of departments should be reported (if they have no other administrative title and hold a faculty rank) at their contracted faculty salary. Do not report the salaries of: (1) faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions, unless the salary is determined on the same basis as lay faculty, or (2) faculty who as members of military organizations are paid on a different salary scale than civilian employees.

**Salary Contracts.** Report the salaries of faculty on either 9-month or 12-month bases. For purposes of this survey, the term 9-month salary applies to faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions or the equivalent. Those faculty members teaching on any of these bases should be reported in the section of this part of the survey entitled 9-month salaries. Faculty employed for the entire year should be reported in the section of the form entitled 12-month salaries. These faculty members are usually employed for 11 months of teaching with one month of vacation. Faculty should be reported as having 9-month or 12-month salaries on the basis of the contract period, not on the basis of the number of installments in which salaries are paid. If the conditions of employment of all of the faculty at your institution are other than those defined here, or your institution is a medical school, see the exclusions below.

**Tenure.** Of the number of instructional faculty being reported at each rank, also report the number who have tenure at each of those ranks. If a position is tenured, but the person holding it has not yet earned the tenure privilege, the person should not be counted as having tenure. Furthermore, do not count tenured persons as having tenure if their salaries were not included in the total salary outlay for that academic rank. If none of the instructional faculty at a particular rank are tenured, please enter a zero in that space.

**Exclusions.** Do not report the numbers of faculty, their salaries, nor the number tenured, for any of the groups of employees listed below:

- (1) Instructional faculty who are employed to teach less than

two semesters, three quarters, two trimesters, or two 4-month sessions. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 4.

- (2) Instructional faculty for preclinical and clinical medicine. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 4. (*NOTE: Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc. should be reported.*)

- (3) Instructional faculty who are employed on a part-time basis. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 4.

- (4) Administrative officers with titles such as Dean of Instruction, Academic Dean, Dean of Faculty, Dean of Students, Librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction.

- (5) Undergraduate or graduate students who assist in the instruction of courses but have titles such as teaching assistant, teaching associate, teaching fellow, etc.

### INSTRUCTIONS

In Part 1A, page 4, column 1, report the numbers of male faculty members on 9-month salaries according to their academic ranks. In column 2, report to the nearest whole dollar, the total salary outlay for those faculty members reported in column 1. Report in column 3 the number of faculty members reported in column 1 who currently have tenure privileges. In column 4, enter the numbers of faculty members who contribute their services or who are active members of military organizations; these persons should not be included in column 1 and their salaries should not be reported in column 2. On page 5, show the distribution by salary intervals of the male faculty reported in column 1 of Part 1A on page 4. The total on line 61, page 5, for each academic rank should equal the corresponding number of persons at that rank which are reported in column 1, page 4. The salary intervals in the distribution are in \$500 increments up to \$30,000 and in \$1,000 increments above \$30,000. Similarly, report the data for female faculty members on 9-month salaries in columns 5-8 on page 4, and on page 5 show the distribution by salary intervals of the persons reported in column 5, page 4.

In Part 1B, page 4, report data for faculty on 12-month salaries. The persons reported in columns 1 and 5, page 4, should be distributed by salary intervals on page 6.

PART 1 - SALARIES, AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, 1977-78

A. FACULTY ON 9-MONTH SALARY CONTRACTS

ACADEMIC RANK	MEN				WOMEN			
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (2)	NO. IN COL. 1 WITH TENURE (3)	NO. CONTRIBUTING SERVICES OR MILITARY (4)	NUMBER OF PERSONS (5)	TOTAL SALARY OUTLAY (6)	NO. IN COL. 5 WITH TENURE (7)	NO. CONTRIBUTING SERVICES OR MILITARY (8)
PROFESSORS	85	\$1,937,531	82	-	6	\$ 124,554	6	-
ASSOCIATE PROFESSORS	90	1,656,531	56	-	11	192,423	6	-
ASSISTANT PROFESSORS	84	1,283,259	24	-	41	593,479	17	-
INSTRUCTORS	26	361,093	-	-	15	203,111	-	-
LECTURERS	3	21,408	-	-	2	17,429	-	-
NO ACADEMIC RANK*	-	-	-	-	-	-	-	-
<b>TOTAL (sum of lines 1-6)</b>	<b>288</b>	<b>\$5,259,822</b>	<b>162</b>	<b>-</b>	<b>75</b>	<b>\$1,130,996</b>	<b>29</b>	<b>-</b>

B. FACULTY ON 12-MONTH SALARY CONTRACTS

ACADEMIC RANK	MEN				WOMEN			
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (2)	NO. IN COL. 1 WITH TENURE (3)	NO. CONTRIBUTING SERVICES OR MILITARY (4)	NUMBER OF PERSONS (5)	TOTAL SALARY OUTLAY (6)	NO. IN COL. 5 WITH TENURE (7)	NO. CONTRIBUTING SERVICES OR MILITARY (8)
1. PROFESSORS	5	\$ 148,330	2	1	-	-	-	-
2. ASSOCIATE PROFESSORS	2	48,473	0	-	-	-	-	-
10. ASSISTANT PROFESSORS	7	148,861	1	1	1	17,568	-	-
11. INSTRUCTORS	1	14,374	0	-	1	17,000	-	-
12. LECTURERS	-	-	-	-	1	18,473	-	-
13. NO ACADEMIC RANK*	-	-	-	-	-	-	-	-
<b>14. TOTAL (sum of lines 8-13)</b>	<b>15</b>	<b>\$ 360,038</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>\$ 53,041</b>	<b>-</b>	<b>-</b>

15. IF THIS SURVEY IS NOT APPLICABLE TO YOUR INSTITUTION BECAUSE THE EXCLUSIONS CITED IN THE DEFINITIONS EMBRACE ALL OF YOUR INSTRUCTIONAL FACULTY, PLEASE MARK THE APPROPRIATE ITEM BELOW AND RETURN THE FORM:

- (1) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE PAID UNDER CONTRACTS OTHER THAN 9 OR 11/12 MONTH DURATION.
- (2) ALL INSTRUCTIONAL FACULTY AT THIS INSTITUTION TEACH PRECLINICAL OR CLINICAL MEDICINE.
- (3) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE EMPLOYED ON A PART-TIME BASIS.



LINE NO	Salary Intervals	MEN						WOMEN						Salary Intervals	LINE NO
		Prof. (1)	Assoc. (2)	Asst. (3)	Instr. (4)	Lect. (5)	No Rank (6)	Prof. (7)	Assoc. (8)	Asst. (9)	Instr. (10)	Lect. (11)	No Rank (12)		
01	\$40,000 and over													\$40,000 and over	01.
02	39,000 to 39,999													39,000 to 39,999	02.
03	38,000 to 38,999													38,000 to 38,999	03.
04	37,000 to 37,999													37,000 to 37,999	04.
05	36,000 to 36,999													36,000 to 36,999	05.
06	35,000 to 35,999													35,000 to 35,999	06.
07	34,000 to 34,999													34,000 to 34,999	07.
08	33,000 to 33,999													33,000 to 33,999	08.
09	32,000 to 32,999													32,000 to 32,999	09.
10	31,000 to 31,999													31,000 to 31,999	10.
11	30,000 to 30,999	3												30,000 to 30,999	11.
12	29,500 to 29,999													29,500 to 29,999	12.
13	29,000 to 29,499													29,000 to 29,499	13.
14	28,500 to 28,999	1												28,500 to 28,999	14.
15	28,000 to 28,499	1												28,000 to 28,499	15.
16	27,500 to 27,999	1												27,500 to 27,999	16.
17	27,000 to 27,499	2												27,000 to 27,499	17.
18	26,500 to 26,999													26,500 to 26,999	18.
19	26,000 to 26,499	2												26,000 to 26,499	19.
20	25,500 to 25,999	2												25,500 to 25,999	20.
21	25,000 to 25,499	2	1											25,000 to 25,499	21.
22	24,500 to 24,999	6												24,500 to 24,999	22.
23	24,000 to 24,499	3												24,000 to 24,499	23.
24	23,500 to 23,999	7	1											23,500 to 23,999	24.
25	23,000 to 23,499	7	2											23,000 to 23,499	25.
26	22,500 to 22,999	5	2											22,500 to 22,999	26.
27	22,000 to 22,499	6	5					1						22,000 to 22,499	27.
28	21,500 to 21,999	5	2						1					21,500 to 21,999	28.
29	21,000 to 21,499	5	1					1		1				21,000 to 21,499	29.
30	20,500 to 20,999	6	1					1						20,500 to 20,999	30.
31	20,000 to 20,499	5	5					2						20,000 to 20,499	31.
32	19,500 to 19,999	14	6	1				1						19,500 to 19,999	32.
33	19,000 to 19,499		5	2	2				1		1			19,000 to 19,499	33.
34	18,500 to 18,999	1	4	2						1				18,500 to 18,999	34.
35	18,000 to 18,499	1	5	4					1					18,000 to 18,499	35.
36	17,500 to 17,999		6	5	2				1					17,500 to 17,999	36.
37	17,000 to 17,499		14	4					1	1				17,000 to 17,499	37.
38	16,500 to 16,999		15	1	1				3	1	1			16,500 to 16,999	38.
39	16,000 to 16,499		13	7					3	1	1			16,000 to 16,499	39.
40	15,500 to 15,999		1	11	1					2				15,500 to 15,999	40.
41	15,000 to 15,499			8						8				15,000 to 15,499	41.
42	14,500 to 14,999			8	2					3	1			14,500 to 14,999	42.
43	14,000 to 14,499			10	2					5	2			14,000 to 14,499	43.
44	13,500 to 13,999		1	4	2					2	1			13,500 to 13,999	44.
45	13,000 to 13,499			8	3					11				13,000 to 13,499	45.
46	12,500 to 12,999			6	2					2	1			12,500 to 12,999	46.
47	12,000 to 12,499			2	6					3	4			12,000 to 12,499	47.
48	11,500 to 11,999			1	1									11,500 to 11,999	48.
49	11,000 to 11,499				1						2			11,000 to 11,499	49.
50	10,500 to 10,999													10,500 to 10,999	50.
51	10,000 to 10,499				1						1	1		10,000 to 10,499	51.
52	9,500 to 9,999													9,500 to 9,999	52.
53	9,000 to 9,499													9,000 to 9,499	53.
54	8,500 to 8,999													8,500 to 8,999	54.
55	8,000 to 8,499													8,000 to 8,499	55.
56	7,500 to 7,999													7,500 to 7,999	56.
57	7,000 to 7,499					3							1	7,000 to 7,499	57.
58	6,500 to 6,999													6,500 to 6,999	58.
59	6,000 to 6,499													6,000 to 6,499	59.
60	Below \$6,000													Below \$6,000	60.
61	Total	85	90	84	26	3	-	6	11	41	15	2	-	Total	61.

LINE NO	Salary Intervals	MEN						WOMEN						Salary Intervals	LINE NO.
		Prof. (1)	Assoc. (2)	Asst. (3)	Instr. (4)	Lect. (5)	No Rank (6)	Prof. (7)	Assoc. (8)	Asst. (9)	Instr. (10)	Lect. (11)	No Rank (12)		
01	\$40,000 and over													\$40,000 and over	01.
02	39,000 to 39,999													39,000 to 39,999	02.
03	38,000 to 38,999													38,000 to 38,999	03.
04	37,000 to 37,999													37,000 to 37,999	04.
05	36,000 to 36,999													36,000 to 36,999	05.
06	35,000 to 35,999													35,000 to 35,999	06.
07	34,000 to 34,999													34,000 to 34,999	07.
08	33,000 to 33,999													33,000 to 33,999	08.
09	32,000 to 32,999													32,000 to 32,999	09.
10	31,000 to 31,999	2												31,000 to 31,999	10.
11	30,000 to 30,999													30,000 to 30,999	11.
12	29,500 to 29,999													29,500 to 29,999	12.
13	29,000 to 29,499													29,000 to 29,499	13.
14	28,500 to 28,999	1												28,500 to 28,999	14.
15	28,000 to 28,499	2												28,000 to 28,499	15.
16	27,500 to 27,999													27,500 to 27,999	16.
17	27,000 to 27,499													27,000 to 27,499	17.
18	26,500 to 26,999													26,500 to 26,999	18.
19	26,000 to 26,499													26,000 to 26,499	19.
20	25,500 to 25,999													25,500 to 25,999	20.
21	25,000 to 25,499		1	1										25,000 to 25,499	21.
22	24,500 to 24,999													24,500 to 24,999	22.
23	24,000 to 24,499													24,000 to 24,499	23.
24	23,500 to 23,999													23,500 to 23,999	24.
25	23,000 to 23,499		1	1										23,000 to 23,499	25.
26	22,500 to 22,999													22,500 to 22,999	26.
27	22,000 to 22,499			1										22,000 to 22,499	27.
28	21,500 to 21,999													21,500 to 21,999	28.
29	21,000 to 21,499													21,000 to 21,499	29.
30	20,500 to 20,999													20,500 to 20,999	30.
31	20,000 to 20,499			2										20,000 to 20,499	31.
32	19,500 to 19,999													19,500 to 19,999	32.
33	19,000 to 19,499			1										19,000 to 19,499	33.
34	18,500 to 18,999			1										18,500 to 18,999	34.
35	18,000 to 18,499											1		18,000 to 18,499	35.
36	17,500 to 17,999								1					17,500 to 17,999	36.
37	17,000 to 17,499									1				17,000 to 17,499	37.
38	16,500 to 16,999													16,500 to 16,999	38.
39	16,000 to 16,499													16,000 to 16,499	39.
40	15,500 to 15,999													15,500 to 15,999	40.
41	15,000 to 15,499													15,000 to 15,499	41.
42	14,500 to 14,999													14,500 to 14,999	42.
43	14,000 to 14,499				1									14,000 to 14,499	43.
44	13,500 to 13,999													13,500 to 13,999	44.
45	13,000 to 13,499													13,000 to 13,499	45.
46	12,500 to 12,999													12,500 to 12,999	46.
47	12,000 to 12,499													12,000 to 12,499	47.
48	11,500 to 11,999													11,500 to 11,999	48.
49	11,000 to 11,499													11,000 to 11,499	49.
50	10,500 to 10,999													10,500 to 10,999	50.
51	10,000 to 10,499													10,000 to 10,499	51.
52	9,500 to 9,999													9,500 to 9,999	52.
53	9,000 to 9,499													9,000 to 9,499	53.
54	8,500 to 8,999													8,500 to 8,999	54.
55	8,000 to 8,499													8,000 to 8,499	55.
56	7,500 to 7,999													7,500 to 7,999	56.
57	7,000 to 7,499													7,000 to 7,499	57.
58	6,500 to 6,999													6,500 to 6,999	58.
59	6,000 to 6,499													6,000 to 6,499	59.
60	Below \$6,000													Below \$6,000	60.
61	Total	5	2	7	1	0	-	0	0	1	1	1	-	Total	61.

This part of the survey requests data on the faculty on the staff in 1977-78 who were also on the staff in 1976-77. From the data reported in Part 1, exclude: (1) the faculty members who were first appointed in 1977-78, and (2) the faculty members holding salary contracts in 1977-78 which differ in length, e.g., 9 months versus 12 months, from those held in 1976-77. From the remainder, report the number of faculty members at each rank and the outlays for their salaries in both 1977-78 and in 1976-77. If a faculty

member has been promoted in 1977-78, report that person and the new salary at the rank held in 1976-77. For example, an instructor in 1976-77 who was promoted to assistant professor would be reported as an instructor (column 1); the salary as instructor would be included in 1976-77 (column 3) and the salary as assistant professor included in 1977-78 (column 2) at the rank of instructor.

ACADEMIC RANK	NUMBER OF FULL-TIME 1976-77 FACULTY REMAINING ON STAFF IN 1977-78 (1)	TOTAL SALARY OUTLAYS (only for those faculty reported in column (1))	
		1977-78 (2)	1976-77 (3)
<b>A. FACULTY ON 9-MONTH CONTRACTS</b>			
1. PROFESSOR	86	\$1,960,911	\$1,856,562
2. ASSOCIATE PROFESSOR	109	2,002,376	1,889,720
3. ASSISTANT PROFESSOR	136	2,042,324	1,946,162
4. INSTRUCTOR	45	581,165	560,480
5. LECTURER	10	86,715	86,367
6. NO ACADEMIC RANK*	-	-	-
7. TOTAL (sum of lines 1 through 6)	386	\$6,673,491	\$6,339,291
<b>B. FACULTY ON 12-MONTH CONTRACTS</b>			
8. PROFESSOR	5	\$145,498	\$139,557
9. ASSOCIATE PROFESSOR	2	43,603	42,123
10. ASSISTANT PROFESSOR	5	99,152	95,116
11. INSTRUCTOR	5	82,795	80,539
12. LECTURER	1	18,473	17,495
13. NO ACADEMIC RANK*	-	-	-
14. TOTAL (sum of lines 8 through 13)	18	\$389,521	\$374,830

\*Institutions without standard academic ranks should report all faculty here.



### PART 3 – FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY, 1977-78, MEN AND WOMEN

Report the projected fringe-benefits expenditures which will be paid by your institution, or State, to the full-time instructional faculty during the 1977-78 academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part 1 of this survey. The fringe benefits for male and female faculty on 9-month contracts, as reported in columns 1 and 5, lines 1-6 of Part 1A (page 4), should be reported in Part 3A. Similarly, the fringe benefits for male and female faculty on 12-month contracts reported in columns 1 and 5, lines 8-13 of Part 1B (page 4), should be reported in Part 3B. The exclusions cited in the instructions for Parts 1 also apply to Parts 3A and 3B.

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons covered by the expenditure should also be reported.

**Lines 1 and 2. Retirement Plans (other than Social Security).** Report contributions by your institution, State and local government toward retirement on line 1 or 2 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 1, report contributions toward retirement if they become vested in the faculty member not later than the end of his 5th year of full-time service at the institution and are not lost to him if he leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 1 even though some faculty members may have been employed less than 5 years.

On line 2, report expenditure for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.

**Line 3. Medical/Dental Plans.** Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.

**Line 4. Guaranteed Disability Income Protection Plan.** Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) and not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick-leave benefits.

**Line 5. Tuition Plan.** Report cash payments and the dollar value of tuition waivers and exchanges for children of faculty members to attend another institution or your own institution. If the tuition plan is available to all of the children of faculty members to attend any institution of their choice, please check "YES" on line 5. If either of these conditions does not apply, please check "NO" on line 5. The number covered by this benefit should be

the number of faculty children receiving tuition, rather than the number of faculty members covered by the benefits. If the number of faculty children who will receive this benefit in 1977-78 is unknown when this report is being prepared, apply the current rate for this benefit to the number covered in 1976-77 to derive an estimate.

**Line 6. Housing Plan.** Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, please check "YES" on line 6. If the housing plan only applies to institution-owned housing, please check "NO" on line 6. If the number of faculty members who will receive the housing benefit in 1977-78 is unknown when this report is being prepared, apply the current rate for this benefit to the number covered in 1976-77 to derive an estimate.

**Line 7. Social Security Taxes.** If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1977.

**Line 8. Unemployment Compensation Taxes.** Report the taxes (not benefits)\* to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.

**Line 9. Group Life Insurance.** Report expenditures by the institution to support the group life insurance program.

**Line 10. Workmen's Compensation.** Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.

**Line 11. Other Benefits In Kind With Cash Options.** Personal benefits in kind are reported only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person 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, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.

**Line 12. Totals.** Sum the figures reported in each of the "Expenditure" columns.

The total "Number Covered" is an unduplicated count of persons covered by one or more benefit plans; not the sum of all figures reported in each of the "Number Covered" columns.

In the interest of consistent reporting, please verify that the number covered on each line of Part 3 does not exceed the corresponding number of men plus women reported in Part 1. For example, the "number covered" in Part 3A, line 1, column 2 should not exceed the number of persons reported in Part 1A (page 4, line 1, column 1 plus column 5). However, the number covered by the tuition plan, line 5, Part 3, may exceed the corresponding number of persons reported in Part 1 when faculty members have more than one child receiving tuition.

UNIVERSITY OF NEBRASKA AT OMAHA

1. INSTITUTION CODE NUMBER  
002554

PART 3A - FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH SALARY CONTRACTS, 1977-78, MEN AND WOMEN

(In "Expenditure" columns, report only whole dollar amounts; omit cents)

L I N E N O.	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		UNDESIGNATED RANK	
	EXPENDITURE (1)	NO. COV. (2)	EXPENDITURE (3)	NO. COV. (4)	EXPENDITURE (5)	NO. COV. (6)	EXPENDITURE (7)	NO. COV. (8)	EXPENDITURE (9)	NO. COV. (10)	EXPENDITURE (11)	NO. COV. (11)
1												
2	\$123,725	91	\$110,937	101	\$112,604	125	\$33,852	41	\$2,330	5		
3	\$ 21,840	91	\$ 24,240	101	\$ 30,000	125	\$ 9,840	41	\$1,200	5		
4												
5												
6												
7	\$122,694	91	\$110,013	101	\$111,666	125	\$33,570	41	\$2,311	5		
8												
9	\$ 5,460	91	\$ 6,060	101	\$ 7,500	125	\$ 2,460	41	\$ 300	5		
10												
11												
12	\$273,719	91	\$251,250	101	\$261,770	125	\$79,722	41	\$6,141	5		

REMARKS

PART 3 B - FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 12-MONTH SALARY CONTRACTS, 1977-78, MEN AND WOMEN

(In "Expenditure" columns, report only whole dollar amounts; omit cents)

L I N E N O.	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		UNDESIGNATED RANK	
	EXPENDITURE (1)	NO. COV. (2)	EXPENDITURE (3)	NO. COV. (4)	EXPENDITURE (5)	NO. COV. (6)	EXPENDITURE (7)	NO. COV. (8)	EXPENDITURE (9)	NO. COV. (10)	EXPENDITURE (11)	NO. COV. (12)
1												
2	\$8,899	5	\$2,908	2	\$9,986	8	\$1,882	2	\$1,108	1		
3	\$1,200	5	\$480	2	\$1,920	8	\$480	2	\$240	1		
4												
5												
6												
7	\$8,826	5	\$2,884	2	\$9,902	8	\$1,867	2	\$1,099	1		
8												
9	\$300	5	\$120	2	\$480	8	\$120	2	\$60	1		
10												
11												
12	\$19,225	5	\$6,392	2	\$22,228	8	\$4,439	2	\$2,507	1		

REMARKS