

1978

## Human Resources 1978-79

UNO Office of Institutional Effectiveness

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Sent to Trani 10/12/78 JE

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, 1978

HIGHER EDUCATION GENERAL INFORMATION SURVEY (HEGIS XIII)

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME  
INSTRUCTIONAL FACULTY, 1978-79

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.

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

6. PLEASE NOTE THAT EACH INSTITUTION, BRANCH, CAMPUS OR OTHER 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, 1978 and send one copy of this form, by November 1, 1978, 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, 1978, submission of the report may be delayed until January 15, 1979, 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 Rhonda Wiggins, (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, 1978-79

Part 2 – Salaries of Continuing Faculty, 1978-79

Part 3 – Fringe Benefits for Full-Time Instructional Faculty, 1978-79

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). Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. 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.

## 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. Faculty on leave without pay should not be reported. Full-time replacements for those on leave without pay should 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 \$25,000 and in \$1,000 increments above \$25,000. 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, 1978-79

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)
1. PROFESSORS	89	2,163,770	82	0	7	154,579	7	0
2. ASSOCIATE PROFESSORS	91	1,790,398	51	0	12	220,035	6	0
3. ASSISTANT PROFESSORS	83	1,335,386	22	0	42	653,655	17	0
4. INSTRUCTORS	23	339,389	0	0	20	268,658	0	0
5. LECTURERS	1	8,300	0	0	3	27,752	0	0
6. NO ACADEMIC RANK*	0	0	0	0	0	0	0	0
7. TOTAL (sum of lines 1-6)	287	5,637,243	155	0	84	1,324,679	30	0

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)
8. PROFESSORS	6	186,094	3	1	0	0	0	0
9. ASSOCIATE PROFESSORS	2	50,419	1	0	0	0	0	0
10. ASSISTANT PROFESSORS	7	157,357	1	1	2	37,807	0	0
11. INSTRUCTORS	1	19,800	0	0	1	18,360	0	0
12. LECTURERS	0	0	0	0	1	22,611	0	0
13. NO ACADEMIC RANK*	0	0	0	0	0	0	0	0
14. TOTAL (sum of lines 8-13)	16	413,670	5	2	4	78,778	0	0

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.

(3) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE EMPLOYED ON A PART-TIME BASIS.

(2) ALL INSTRUCTIONAL FACULTY AT THIS INSTITUTION TEACH PRECLINICAL OR CLINICAL MEDICINE.

N E NO.	Salary Intervals	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)	Salary Intervals	N E NO.
01.	\$50,000 and over													\$50,000 and over	01.
02.	49,000 to 49,999													49,000 to 49,999	02.
03.	48,000 to 48,999													48,000 to 48,999	03.
04.	47,000 to 47,999													47,000 to 47,999	04.
05.	46,000 to 46,999													46,000 to 46,999	05.
06.	45,000 to 45,999													45,000 to 45,999	06.
07.	44,000 to 44,999													44,000 to 44,999	07.
08.	43,000 to 43,999													43,000 to 43,999	08.
09.	42,000 to 42,999													42,000 to 42,999	09.
10.	41,000 to 41,999													41,000 to 41,999	10.
11.	40,000 to 40,999													40,000 to 40,999	11.
12.	39,000 to 39,999													39,000 to 39,999	12.
13.	38,000 to 38,999													38,000 to 38,999	13.
14.	37,000 to 37,999													37,000 to 37,999	14.
15.	36,000 to 36,999													36,000 to 36,999	15.
16.	35,000 to 35,999	1												35,000 to 35,999	16.
17.	34,000 to 34,999													34,000 to 34,999	17.
18.	33,000 to 33,999													33,000 to 33,999	18.
19.	32,000 to 32,999													32,000 to 32,999	19.
20.	31,000 to 31,999	2												31,000 to 31,999	20.
21.	30,000 to 30,999	2												30,000 to 30,999	21.
22.	29,000 to 29,999	3												29,000 to 29,999	22.
23.	28,000 to 28,999	4												28,000 to 28,999	23.
24.	27,000 to 27,999	4	1											27,000 to 27,999	24.
25.	26,000 to 26,999	6	1											26,000 to 26,999	25.
26.	25,000 to 25,999	11	1											25,000 to 25,999	26.
27.	24,500 to 24,999	5												24,500 to 24,999	27.
28.	24,000 to 24,499	6	1					1						24,000 to 24,499	28.
29.	23,500 to 23,999	4	2											23,500 to 23,999	29.
30.	23,000 to 23,499	6	2					1		1				23,000 to 23,499	30.
31.	22,500 to 22,999	7	3					1						22,500 to 22,999	31.
32.	22,000 to 22,499	3	3											22,000 to 22,499	32.
33.	21,500 to 21,999	4	5					1		1				21,500 to 21,999	33.
34.	21,000 to 21,499	10	5		1			1	1					21,000 to 21,499	34.
35.	20,500 to 20,999	10	4	1				2						20,500 to 20,999	35.
36.	20,000 to 20,499	1	6	2					1					20,000 to 20,499	36.
37.	19,500 to 19,999		5	2	2						1			19,500 to 19,999	37.
38.	19,000 to 19,499		7	2					1					19,000 to 19,499	38.
39.	18,500 to 18,999		14	4					2					18,500 to 18,999	39.
40.	18,000 to 18,499		8	4					1	3	1			18,000 to 18,499	40.
41.	17,500 to 17,999		7	5	2				3	1				17,500 to 17,999	41.
42.	17,000 to 17,499		14	6					1	3				17,000 to 17,499	42.
43.	16,500 to 16,999		2	9	1				2	4	1			16,500 to 16,999	43.
44.	16,000 to 16,499			8	1					2	1			16,000 to 16,499	44.
45.	15,500 to 15,999			6						3	1			15,500 to 15,999	45.
46.	15,000 to 15,499			6	2					2	1			15,000 to 15,499	46.
47.	14,500 to 14,999			7	1					6	1			14,500 to 14,999	47.
48.	14,000 to 14,499			7	2					7				14,000 to 14,499	48.
49.	13,500 to 13,999			8	2					5	1			13,500 to 13,999	49.
50.	13,000 to 13,499			5	4					3	1			13,000 to 13,499	50.
51.	12,500 to 12,999									1	2			12,500 to 12,999	51.
52.	12,000 to 12,499			1	3						4			12,000 to 12,499	52.
53.	11,500 to 11,999													11,500 to 11,999	53.
54.	11,000 to 11,499				1						3			11,000 to 11,499	54.
55.	10,500 to 10,999				1							1		10,500 to 10,999	55.
56.	10,000 to 10,499										1			10,000 to 10,499	56.
57.	9,500 to 9,999													9,500 to 9,999	57.
58.	9,000 to 9,499										1			9,000 to 9,499	58.
59.	8,500 to 8,999											1		8,500 to 8,999	59.
60.	Below \$8,500					1						1		Below \$8,500	60.
61.	Total	89	91	83	23	1		7	12	42	20	3		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.	\$50,000 and over													\$50,000 and over	01.
02.	49,000 to 49,999													49,000 to 49,999	02.
03.	48,000 to 48,999													48,000 to 48,999	03.
04.	47,000 to 47,999													47,000 to 47,999	04.
05.	46,000 to 46,999													46,000 to 46,999	05.
06.	45,000 to 45,999													45,000 to 45,999	06.
07.	44,000 to 44,999													44,000 to 44,999	07.
08.	43,000 to 43,999													43,000 to 43,999	08.
09.	42,000 to 42,999													42,000 to 42,999	09.
10.	41,000 to 41,999													41,000 to 41,999	10.
11.	40,000 to 40,999													40,000 to 40,999	11.
12.	39,000 to 39,999													39,000 to 39,999	12.
13.	38,000 to 38,999													38,000 to 38,999	13.
14.	37,000 to 37,999													37,000 to 37,999	14.
15.	36,000 to 36,999													36,000 to 36,999	15.
16.	35,000 to 35,999													35,000 to 35,999	16.
17.	34,000 to 34,999	1												34,000 to 34,999	17.
18.	33,000 to 33,999	1												33,000 to 33,999	18.
19.	32,000 to 32,999	1												32,000 to 32,999	19.
20.	31,000 to 31,999													31,000 to 31,999	20.
21.	30,000 to 30,999	1												30,000 to 30,999	21.
22.	29,000 to 29,999													29,000 to 29,999	22.
23.	28,000 to 28,999	1												28,000 to 28,999	23.
24.	27,000 to 27,999	1		1										27,000 to 27,999	24.
25.	26,000 to 26,999		1											26,000 to 26,999	25.
26.	25,000 to 25,999													25,000 to 25,999	26.
27.	24,500 to 24,999													24,500 to 24,999	27.
28.	24,000 to 24,499			2										24,000 to 24,499	28.
29.	23,500 to 23,999		1											23,500 to 23,999	29.
30.	23,000 to 23,499													23,000 to 23,499	30.
31.	22,500 to 22,999											1		22,500 to 22,999	31.
32.	22,000 to 22,499			1										22,000 to 22,499	32.
33.	21,500 to 21,999													21,500 to 21,999	33.
34.	21,000 to 21,499													21,000 to 21,499	34.
35.	20,500 to 20,999			1										20,500 to 20,999	35.
36.	20,000 to 20,499													20,000 to 20,499	36.
37.	19,500 to 19,999			1	1									19,500 to 19,999	37.
38.	19,000 to 19,499									1				19,000 to 19,499	38.
39.	18,500 to 18,999									1				18,500 to 18,999	39.
40.	18,000 to 18,499			1							1			18,000 to 18,499	40.
41.	17,500 to 17,999													17,500 to 17,999	41.
42.	17,000 to 17,499													17,000 to 17,499	42.
43.	16,500 to 16,999													16,500 to 16,999	43.
44.	16,000 to 16,499													16,000 to 16,499	44.
45.	15,500 to 15,999													15,500 to 15,999	45.
46.	15,000 to 15,499													15,000 to 15,499	46.
47.	14,500 to 14,999													14,500 to 14,999	47.
48.	14,000 to 14,499													14,000 to 14,499	48.
49.	13,500 to 13,999													13,500 to 13,999	49.
50.	13,000 to 13,499													13,000 to 13,499	50.
51.	12,500 to 12,999													12,500 to 12,999	51.
52.	12,000 to 12,499													12,000 to 12,499	52.
53.	11,500 to 11,999													11,500 to 11,999	53.
54.	11,000 to 11,499													11,000 to 11,499	54.
55.	10,500 to 10,999													10,500 to 10,999	55.
56.	10,000 to 10,499													10,000 to 10,499	56.
57.	9,500 to 9,999													9,500 to 9,999	57.
58.	9,000 to 9,499													9,000 to 9,499	58.
59.	8,500 to 8,999													8,500 to 8,999	59.
60.	Below \$8,500													Below \$8,500	60.
61.	Total	6	2	7	1					2	1	1		Total	61.

PART 2 - SALARIES FOR CONTINUING FACULTY, 1978-79, MEN AND WOMEN

This part of the survey requests data on the faculty on the staff in 1978-79 who were also on the staff in 1977-78. From the data reported in Part 1, exclude: (1) the faculty members who were first appointed in 1978-79, and (2) the faculty members holding salary contracts in 1978-79 which differ in length, e.g., 9 months versus 12 months, from those held in 1977-78. From the remainder, report the number of faculty members at each rank and the outlays for their salaries in both 1978-79 and in 1977-78. If a faculty

member has been promoted in 1978-79, report that person and the new salary at the rank held in 1977-78. For example, an instructor in 1977-78 who was promoted to assistant professor would be reported as an instructor (column 1); the salary as instructor would be included in 1977-78 (column 3) and the salary as assistant professor included in 1978-79 (column 2) at the rank of instructor.

ACADEMIC RANK IN 1977-78	NUMBER OF FULL-TIME 1977-78 FACULTY REMAINING ON STAFF IN 1978-79  (1)	TOTAL SALARY OUTLAYS <i>(only for those faculty reported in column (1))</i>	
		1978-79 (2)	1977-78 (3)
<b>A. FACULTY ON 9-MONTH CONTRACTS</b>			
1. PROFESSOR	81	1,964,805	1,830,724
2. ASSOCIATE PROFESSOR	91	1,815,179	1,654,971
3. ASSISTANT PROFESSOR	101	1,651,588	1,507,244
4. INSTRUCTOR	22	325,346	297,402
5. LECTURER	3	27,552	24,565
6. NO ACADEMIC RANK*	0	0	0
7. TOTAL (sum of lines 1 through 6)	298	5,784,470	5,314,906
<b>B. FACULTY ON 12-MONTH CONTRACTS</b>			
8. PROFESSOR	4	130,884	117,028
9. ASSOCIATE PROFESSOR	1	26,764	25,285
10. ASSISTANT PROFESSOR	7	157,759	146,062
11. INSTRUCTOR	2	38,160	31,374
12. LECTURER	1	22,611	18,473
13. NO ACADEMIC RANK*	0	0	0
14. TOTAL (sum of lines 8 through 13)	15	376,178	338,222

\*Institutions without standard academic ranks should report all full-time faculty here. Full-time faculty not holding any of the above ranks should be reported here.



Report the projected fringe-benefits expenditures which will be paid by your institution, or State, to the full-time instructional faculty during the 1978-79 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 receiving the benefit 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 dependents of faculty members to attend another institution or your own institution. If the tuition plan is available to dependents of faculty members to attend any institution of their choice, please check "No" on line 5. If either of these conditions does not apply, please check "YES" on line 5. The number covered by this benefit should be

the number of faculty dependents receiving tuition, rather than the number of faculty members covered by the benefits. If the number of faculty dependents who will receive this benefit in 1978-79 is unknown when this report is being prepared, apply the current rate for the benefit to the number receiving tuition in 1977-78 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 "NO" on line 6. If the housing plan only applies to institution-owned housing, please check "YES" on line 6. If the number of faculty members who will receive the housing benefit in 1978-79 is unknown when this report is being prepared, apply the current rate for this benefit to the number receiving the housing benefit in 1977-78 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, 1978 (6.05% of the first \$17,700 earned per employee).

**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 participating in 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 dependent receiving tuition.

NAME OF INSTITUTION

UNIVERSITY OF NEBRASKA AT OMAHA

1. INSTITUTION CODE NUMBER  
002554

PART 3A - FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH SALARY CONTRACTS, 1978-79, MEN AND WOMEN

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

LINE NO.	FRINGE BENEFITS	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		NO ACADEMIC 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	RETIREMENT PLANS (Other than Social Security) A. Vested within 5 years												
2	B. Vested after 5 years	139,101	96	120,626	103	119,342	125	36,483	43	2,163	4		
3	MEDICAL/DENTAL PLANS	28,800	96	30,900	103	37,500	125	12,900	43	1,200	4		
4	GUARANTEED DISABILITY INCOME PROTECTION												
5	TUITION PLAN RESTRICTED <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 5)												
6	HOUSING PLAN RESTRICTED <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 6)												
7	SOCIAL SECURITY TAXES	141,187	96	122,435	103	121,132	125	37,030	43	21,956	4		
8	UNEMPLOYMENT COMPENSATION TAXES												
9	GROUP LIFE INSURANCE	5,760	96	6,180	103	7,500	125	2,580	43	240	4		
10	WORKMEN'S COMPENSATION												
11	OTHER BENEFITS IN KIND WITH CASH OP-TIONS (specify)												
12	TOTALS (see instructions for line 12)	314,848	96	280,141	103	285,474	125	88,993	43	25,559	4		
	REMARKS												

NAME OF INSTITUTION

UNIVERSITY OF NEBRASKA AT OMAHA

1. INSTITUTION CODE NUMBER  
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PART 3 B - FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 12-MONTH SALARY CONTRACTS, 1978-79. MEN AND WOMEN

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

LINE NO.	FRINGE BENEFITS	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		NO ACADEMIC 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	RETIREMENT PLANS (Other than Social Security) A. Vested within 5 years												
2	B. Vested after 5 years	11,166	6	3,025	2	11,710	9	2,290	2	1,357	1		
3	MEDICAL/DENTAL PLANS	1,800	6	600	2	2,700	9	600	2	300	1		
4	GUARANTEED DISABILITY INCOME PROTECTION												
5	TUITION PLAN RESTRICTED <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 5)												
6	HOUSING PLAN RESTRICTED <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 6)												
7	SOCIAL SECURITY TAXES	11,333	6	3,070	2	11,885	9	2,324	2	1,377	1		
8	UNEMPLOYMENT COMPENSATION TAXES												
9	GROUP LIFE INSURANCE	360	6	120	2	540	9	120	2	60	1		
10	WORKMEN'S COMPENSATION												
11	OTHER BENEFITS IN KIND WITH CASH OP- TIONS (specify)												
12	TOTALS (see instructions for line 12)	24,659	6	6,815	2	26,835	9	5,334	2	3,094	1		

REMARKS