

1985

Human Resources 1985-86

UNO Office of Institutional Effectiveness

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sent 9/10/85

Please supply ALL the identifying items (1-6) requested on this page.

When the questionnaire is completed, return either directly to: NCES/HEGIS Processing Center, P.O. Box 8637, Silver Spring, Md. 20907 or to the HEGIS coordinator, if there is a HEGIS coordinator in your State.

HEGIS XX

Form Approved
OMB NO. 1850-0003
Expiration Date: 7/31/86

Please read instructions before completing form.

U.S. Department of Education
Washington, D.C. 20202

Higher Education General Information Survey (HEGIS XX)

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY 1985-86

If there are any questions about this form, contact:

P. Elaine Kroc. (202)
254-6503

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

DUE DATE: NOVEMBER 30, 1985

1 NAME AND MAILING ADDRESS OF INSTITUTION OR CAMPUS COVERED BY THIS REPORT (See Definitions of Institutions on this page) (Include city, State and ZIP code)

FROM
NEBRASKA AT OMAHA UNIV
60TH AND DODGE STREET
OMAHA NE 68182

PLF 1
002554
1

2 FICE CODE NUMBER

002554

3 NAME AND TITLE OF RESPONDENT

James Maynard
Director, Institutional Research

4 TELEPHONE NUMBER OF RESPONDENT
(area code, local number, and extension)

(402) 554-2367

5 PLEASE NOTE THAT EACH INSTITUTION, BRANCH, CAMPUS OR OTHER ENTITY SEPARATELY CERTIFIED BY THE ELIGIBILITY AND AGENCY EVALUATION STAFF OF THE U.S. DEPARTMENT OF EDUCATION, WITH ITS 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		

6 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

Definitions of Institutions

Institutional System. A complex of two or more institutions of higher education, each separately organized or independently administered, under the control of a single administrative body.

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 understood to be the location of the central administrative office.)

Multi-Campus Institution. An organization resembling an institutional system, but clearly 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.

Branch Campus. A campus of an institution of higher education which is located in a community different from that of its parent institution, that is, beyond a reasonable commuting distance from the main campus of the parent institution. To be considered a branch campus, rather than an extension center, the educational activities at the location must be organized on a relatively permanent basis (i.e., have a relatively permanent administration) and include course offerings for one or more complete college-level programs of at least one full year.

Main Campus. In those institutions comprised of a main campus and one or more branch campuses, the main campus (sometimes called the parent

GENERAL

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, 1985, and send one copy of this form, by November 30, 1985, to:

NCES/HEGIS Processing Center
P.O. Box 8637
Silver Spring, Md. 20907

If annual salary increases or the total number of faculty cannot be reported by November 30, 1985, or if additional clarification is needed, please call P. Elaine Kroe (202) 254-6503, in Washington, D.C.

This survey consists of two parts, as follows:

Part 1—Salaries and Tenure of Full-Time Instructional Faculty, 1985-86

Part 2—Fringe Benefits for Full-Time Instructional Faculty, 1985-86

Please read pages 5 and 6 before completing the survey.

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 on 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 expenditure 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.

PART 1 - SALARIES, AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, 1985/86
A. FACULTY ON 9-MONTH SALARY CONTRACTS

MEN

ACADEMIC RANK	MEN			WOMEN		
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (OMIT CENTS) (2)	NO. IN COL. 1 WITH TENURE (3)	NUMBER OF PERSONS (4)	TOTAL SALARY OUTLAY (OMIT CENTS) (5)	NO. IN COL. 4 WITH TENURE (6)
1. PROFESSORS	121 ✓	4,178,515	119	9 ✓	300,655	9
2. ASSOCIATE PROFESSORS	90	2,554,259	79	29 ✓	784,039	27
3. ASSISTANT PROFESSORS	59	1,416,019	17	39 ✓	901,991	8
4. INSTRUCTORS	19	435,803	-	16 ✓	324,189	-
5. LECTURERS		406,413		5 ✓	63,145	
6. NO ACADEMIC RANK*						
7. TOTAL (sum of lines 1-6)	289	8,283,735	215	98 ✓	2,374,019	44

MEN

ACADEMIC RANK	MEN			WOMEN		
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (OMIT CENTS) (2)	NO. IN COL. 1 WITH TENURE (3)	NUMBER OF PERSONS (4)	TOTAL SALARY OUTLAY (OMIT CENTS) (5)	NO. IN COL. 4 WITH TENURE (6)
8. PROFESSORS	3 ✓	130,530	3			
9. ASSOCIATE PROFESSORS	2 ✓	65,234	2			
10. ASSISTANT PROFESSORS	1 ✓	34,378	1			
11. INSTRUCTORS	1 ✓	27,310	-			
12. LECTURERS		26,622				
13. NO ACADEMIC RANK*						
14. TOTAL (sum of lines 8-13)	7 ✓	252,901	6			

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 THIS PAGE WITH PAGE 1.

(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.

(4) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE MEMBERS OF A RELIGIOUS ORDER AND CONTRIBUTE SERVICES OR ARE MILITARY PERSONNEL

*Institutions without standard academic ranks should report all full-time faculty here.

NAME OF INSTITUTION

University of Nebraska at Omaha

1. FICE CODE NUMBER

002554

PART 2 - FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH AND 12-MONTH CONTRACTS, 1985-86, MEN AND WOMEN
(In "Expenditure" columns, report only whole dollar amounts, omit cents)

FRINGE BENEFITS	LINE NO.	FACULTY WITH 9-MONTH CONTRACTS		FACULTY WITH 12-MONTH CONTRACTS	
		EXPENDITURE (1)	NUMBER COVERED (2)	EXPENDITURE (3)	NUMBER COVERED (4)
RETIREMENT PLANS (Other than Social Security) A. Vested within 5 years	1				
B. Vested after 5 years	2	\$ 743,165	385	\$17,703	7
MEDICAL/DENTAL PLANS	3				
GUARANTEED DISABILITY INCOME PROTECTION	4	506,275	385	9,205	7
TUITION PLAN <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 5)	5				
HOUSING PLAN <input type="checkbox"/> YES <input type="checkbox"/> NO (see instruction for line 6)	6				
SOCIAL SECURITY TAXES	7	729,894	385	17,387	7
UNEMPLOYMENT COMPENSATION TAXES	8				
GROUP LIFE INSURANCE	9	23,100	385	420	7
WORKMEN'S COMPENSATION TAXES	10				
OTHER BENEFITS IN KIND WITH CASH OPTIONS (specify)	11				
TOTALS (see instruction for line 12)	12	\$2,002,434	385	\$44,715	7
REMARKS					

**INSTRUCTIONS FOR COMPLETING
SALARIES, TENURE, AND FRINGE BENEFITS OF
FULL-TIME INSTRUCTIONAL FACULTY, 1985-86**

FORM APPROVED
OMB NO. 1850-0003
EXPIRATION DATE: 7/31/86

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 full-time as defined by the institution 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.

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 number of faculty, their salaries, or 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 3.

- (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 3. (*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 3.

- (4) Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.

- (5) Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.

- (6) 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.

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

INSTRUCTIONS

**PART 1 – SALARIES AND TENURE OF FULL-TIME
INSTRUCTIONAL FACULTY, 1985-86**

In Part 1A, page 3, column 1, report the number 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. Similarly, report the data for female faculty members on 9-month salaries in columns 4-6.

In Part 1B, page 3, report data for faculty on 12-month salaries.

**PART 2 — FRINGE BENEFITS FOR FULL-TIME
INSTRUCTIONAL FACULTY, 1985-86, 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 1985-86 academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part 1 on this survey. The fringe benefits for male and female faculty on 9-month contracts, as reported in columns 1 and 4, lines 1-6 of Part 1A (page 3), should be reported in Part 2, columns 1 and 2. Similarly, the fringe benefits for male and female faculty on 12-month contracts reported in columns 1 and 4, lines 8-13 of Part 1B (page 3), should be reported in Part 2, columns 3 and 4. The exclusions cited in the instructions for Part 1 also apply to Part 2.

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 all children of all 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 1985-86 is unknown when this report is being prepared, apply the current rate for the benefit to the number receiving tuition in 1984-85 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 1985-86 is unknown when this report is being prepared, apply the current rate for this benefit to the number receiving the housing benefit in 1984-85 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, 1985 (7.05% of the first \$39,600 or \$2,792 maximum 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 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 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 2 does not exceed the corresponding number of men plus women reported in Part 1. However, the number covered by the tuition plan, line 5, Part 2, may exceed the corresponding number of persons reported in Part 1 when faculty members have more than one dependent receiving tuition.