

1995

## Human Resources 1995-96

UNO Office of Institutional Effectiveness

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FORM **IPEDS-SA**  
16-1-95)

U.S. DEPARTMENT OF COMMERCE  
BUREAU OF THE CENSUS  
ACTING AS COLLECTING AGENT FOR THE  
U.S. DEPARTMENT OF EDUCATION  
NATIONAL CENTER FOR EDUCATION STATISTICS

**INTEGRATED POSTSECONDARY  
EDUCATION DATA SYSTEM**

**SALARIES, TENURE, AND  
FRINGE BENEFITS OF  
FULL-TIME INSTRUCTIONAL  
FACULTY SURVEY  
1995-96**

**NOTE** - The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103-382, National Education Statistics Act of 1994, Sec. 404(a).

The time required to complete this information collection is estimated to vary from 30 minutes to 8.0 hours per response, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. **If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. If you have any comments or concerns regarding the status of your individual submission of this form, write directly to: National Center for Education Statistics/IPEDS  
U.S. Department of Education  
555 New Jersey Avenue, NW  
Washington, DC 20208-5652**



181394-10

UNIVERSITY OF NEBRASKA AT OMAHA  
60TH AND DODGE ST  
OMAHA, NE 68182

*Please correct any errors in the name, address, and ZIP Code.*

**Please read** the accompanying instructions before completing this survey form. Report data **ONLY** for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they **CANNOT** be reported separately, please provide a list of these schools.

If there are any questions about this form, contact a Bureau of the Census IPEDS representative at (800) 622-6193 or FAX number (301) 457-1542.

**RETURN TO**

JOHN INGRAM  
COORDINATING COMMISSION FOR POSTSECONDARY EDUC  
P.O. BOX 95005  
LINCOLN, NE 68509-5005  
402-471-0030

**Date due: November 15, 1995**

1. Name of respondent James Maynard	2. Title of respondent Director Institutional Research	3. Telephone (Area code, number, ext.) (402) 554-2367
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**If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form.** →

- All of the instructional faculty at this institution are employed on a part-time basis
- All of the instructional faculty at this institution are military personnel
- All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- All of the instructional faculty at this institution teach preclinical or clinical medicine

**PURPOSE OF THE SURVEY**

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States . . ." (P.L. 103-382 National Education Statistics Act of 1994, Sec. 404(a)).

**USES OF DATA**

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.



**Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995—96**

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
			Those on tenure track (2)	Those not on tenure track (3)		
<b>I. FACULTY ON 9/10-MONTH SALARY CONTRACTS</b>						
<b>(a) MEN</b>						
01	Professors	126	1	1	128	\$ 7,281,961
02	Associate professors	68	24	-	92	4,417,359
03	Assistant professors	8	36	3	47	2,028,749
04	Instructors	-	1	15	16	523,569
05	Lecturers	-	-	4	4	77,341
06	No academic rank*					
07	<b>TOTAL MEN</b> (Sum of lines 1—6)	202	62	23	287	\$ 14,328,979
<b>(b) WOMEN</b>						
08	Professors	25	-	-	25	\$ 1,302,775
09	Associate professors	21	13	-	34	1,572,225
10	Assistant professors	5	29	3	37	1,419,776
11	Instructors	-	5	15	20	616,580
12	Lecturers	-	-	3	3	65,014
13	No academic rank*					
14	<b>TOTAL WOMEN</b> (Sum of lines 8—13)	51	47	21	119	\$ 4,976,370
15	<b>TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS</b> (Sum of lines 7 + 14)	253	109	44	406	\$ 19,305,349

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



**Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995—96 — Continued** SA

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty		Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
			Those on tenure track (2)	Those not on tenure track (3)		
<b>II. FACULTY ON 11/12-MONTH SALARY CONTRACTS</b>						
<b>(a) MEN</b>						
16	Professors	4	-	-	4	\$ 297,979
17	Associate professors	2	-	1	3	199,098
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	<b>TOTAL MEN</b> (Sum of lines 16—21)	6	-	1	7	\$ 497,077
<b>(b) WOMEN</b>						
23	Professors					
24	Associate professors	1	1	-	2	103,686
25	Assistant professors	1	1	-	2	103,686
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	<b>TOTAL WOMEN</b> (Sum of lines 23—28)	1	1	-	2	\$ 103,686
30	<b>TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS</b> (Sum of lines 22 + 29)	7	1	1	9	\$ 600,763
31	<b>III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS. TOTAL MEN AND WOMEN</b>					\$

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



SA

**Part B - FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1995-96**

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures (in whole dollars) (1)	Number covered (2)	Expenditures (in whole dollars) (3)	Number covered (4)
32	Retirement plans (other than Social Security) Vested within 5 years	\$ 1,447,901	406 416	\$ 45,057	9
33	Vested after 5 years				
34	Medical /Dental plans	1,050,522 <del>1,076,192</del>	406 416	23,283	9
35	Group Life Insurance	24,360 <del>24,960</del>	406 416	5,400-540	9
36	Other Insurance Benefits (Cafeteria Plan, etc.)				
37	Guaranteed Disability income protection				
38	Tuition plan (Dependents only)				
	Restricted - Mark (X) one box 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No				
39	Housing plan				
	Restricted - Mark (X) one box 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No				
40	Social Security Taxes	1,476,859	406 416	48,219	9
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	<b>TOTAL</b>	\$ 3,999,442 <del>4,025,912</del>		\$ 117,099 <del>121,959</del>	

**Changes from the 1994 form for  
1995 Salaries, Tensure and Fringe Benefits of Full-Time  
Instructional Faculty**

The definition for Part B, Line 36, "Other Insurance Benefits" has been added.

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## GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

### INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

**Exclusions from reporting** — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

### PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1995.

### PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995-96

**General instructions for Part A — Sections I, II, and III** — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

**In reporting instructional faculty, include only** those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

**In reporting instructional faculty, the following apply** —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

**Do not report the following instructional faculty** —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.\* (NOTE — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.\*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.\*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.\*
- 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.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

### INSTRUCTIONS FOR COMPLETING THIS FORM

#### PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or less than 9/10-month salary contracts.

**Part A, Section I: Full-time faculty on 9/10-month salary contracts** — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

**Column (1) — Faculty with Tenure** — For each line report the number of full-time instructional faculty with tenure.

**Column (2) — Non-tenured Faculty on Tenure Track** — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

**Column (3) — Non-tenured Faculty Not on Tenure Track** — For each line, report the number of full-time instructional faculty who are non-tenured and are **not** in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

**Column (4) — Total Number of Faculty** — For each line, report the sum of columns (1), (2), and (3).

**Column (5) — Total Salary Outlay** — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

\*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

**REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.**

## GENERAL INSTRUCTIONS - SA — Continued

### PART A — SALARY CONTRACT LENGTHS — Continued

**Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts** — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

**Follow directions for Part A, Section I for reporting data in columns (1) through (5).**

**Part A, Section III: Full-time faculty on less than 9/10-month salary contracts** — Also read the general instructions Part A on page 1 before completing this part of the survey form.

The term, less than 9/10-month salary contract, applies to faculty considered full-time employees that are not in Part A, Sections I or II.

**Follow directions for Part A — Section I for reporting data in columns (1) through (5).**

### PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1995-96

Report the projected fringe benefit expenditures which will be paid by the institution, State, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A, column (4) of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

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 dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

**Lines 32 and 33 — Retirement plans (Other than Social Security)** — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 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 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 32**, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member 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 32 even though some faculty members may have been employed less than 5 years.\*

**On line 33**, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.\*

**Line 34 — Medical/dental plans** — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.\*

**Line 35 — Group life insurance** — Report expenditures by the institution to support the group life insurance program.\*

**Line 36 — Other insurance benefits (cafeteria plan)** — Report contributions to insurance plans which cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance) or plans which provide employee selected care options.\*

**Line 37 — Guaranteed disability income protection** — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) 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 38 — Tuition plan** — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box on line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

**Line 39 — 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, mark the "No" box on line 39. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 39. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.\*

**Line 40 — Social Security taxes** — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1995. This amount should include taxes for Medicare and OASDI.\*

**Line 41 — Unemployment 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 42 — Worker'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.\*

\*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

## GENERAL INSTRUCTIONS - SA - Continued

**Line 43 — Other benefits in kind with cash options —** Report personal benefits in kind 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 44 — Total —** Report the sum of expenditures on lines 32—43 for each of columns (1) and (3).

### CONFIDENTIALITY OF DATA

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 in this survey will be made available to the public in the form of computer tapes. 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 report (except those which might identify individuals), as well as the names of institutions submitting the reports.

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\*Verify that the number covered in column (2) on lines 32—43 does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on lines 32—43 does not exceed the total reported in Part A, line 30, column (4).

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## GLOSSARY SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY — SA

**FRINGE BENEFITS EXPENDITURES —** Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

**FULL-TIME INSTRUCTIONAL FACULTY —** Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with release time for research.

**HOUSING PLAN (RESTRICTED) —** Plans which restrict beneficiaries to choose from only institution-owned housing.

**LESS THAN 9/10-MONTH SALARY CONTRACT —** The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

**OTHER INSURANCE BENEFITS (Cafeteria Plan) —** An insurance plan that gives an employee the option of selecting a combination of health care and insurance benefits (e.g., hospital, medical, surgical, dental care, and group life insurance).

**TENURE —** Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

**TENURE TRACK —** Positions that lead to consideration for tenure.

**TUITION PLAN (RESTRICTED) —** Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.

**VESTED RETIREMENT PLAN —** One in which the full amount of the contribution by the institution and by the 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.

**9/10-MONTH SALARY CONTRACT —** The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

**11/12-MONTH SALARY CONTRACT —** The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.



END