



U.S. Department of Education  
Institute of Education Sciences  
NCES 2005-155

# Staff in Postsecondary Institutions, Fall 2003, and Salaries of Full-Time Instructional Faculty, 2003-04

E.D. TAB





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May 2005

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## Foreword

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This E.D. TAB presents findings from the Integrated Postsecondary Education Data System (IPEDS) Winter 2003–04 data collection, which included three survey components: Employees by Assigned Position (EAP) and Fall Staff (S) for fall 2003 and Salaries (SA) for academic year 2003–04. These data were collected through the IPEDS web-based data collection system.

The data on which this report is based are available to researchers and the public through the IPEDS Peer Analysis System and College Opportunities On-Line. Both of these sources can be found at <http://nces.ed.gov/ipeds>. This report continues a series of E.D. TABs based on the collection of data from over 6,500 postsecondary education institutions that participate in Title IV federal student financial aid programs.

We hope that the information provided in the report will be useful to a wide range of interested readers. Further, we hope that the results reported here will encourage researchers and others to make full use of the IPEDS data for analysis, for peer comparisons, or to help answer questions about postsecondary education institutions.

**Grover J. Whitehurst**

*Acting Commissioner  
National Center for Education Statistics*

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The U.S. Department of Education, National Center for Education Statistics (NCES), and the Office for Civil Rights, with the approval of the Office of Management and Budget, cooperate in the collection of racial/ethnic and gender information from all postsecondary institutions that participate in the Enrollment, Completions, and Fall Staff components of IPEDS. In this collaboration, data provided by postsecondary institutions are designated as Compliance Reports pursuant to the Civil Rights Act of 1964 (34 CFR 100.6(b)).

The authors are grateful to Sabrina Ratchford, Paula Knepper, and Dennis Carroll of the Postsecondary Studies Division of NCES for their valuable comments during the review of this publication. We also appreciate the thoughtful review provided by Tom Snyder, NCES; Mary Schifferli, Office for Civil Rights; and Laura Uerling, Assistant Director for Institutional Research and Systems Analysis at Stonehill College.





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# Introduction

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The Integrated Postsecondary Education Data System (IPEDS) is designed to collect data from postsecondary institutions in the United States (50 states and the District of Columbia) and other jurisdictions, such as Puerto Rico.<sup>1</sup> For IPEDS, a postsecondary institution is defined as an organization open to the public that has as its primary mission the provision of postsecondary education. IPEDS defines postsecondary education as formal instructional programs with a curriculum designed primarily for students who are beyond the compulsory age for high school. This includes academic, vocational, and continuing professional education programs and excludes institutions that offer only avocational (leisure) and adult basic education programs.

Prior to the inception of IPEDS, the National Center for Education Statistics (NCES) collected data from approximately 3,600 institutions of higher education through its Higher Education General Information Survey (HEGIS) program. HEGIS was conducted from 1966 until 1985, when NCES expanded its collection to include all postsecondary institutions.

## **IPEDS 2003–04**

Participation in IPEDS was a requirement for the 6,568 institutions that participated in Title IV federal student financial aid programs such as Pell Grants or Stafford Loans during the 2003–04 academic year. Title IV schools include traditional colleges and universities, 2-year institutions, and for-profit degree- and non-degree-granting institutions (such as schools of cosmetology), among others. In addition, the four U.S. Service Academies are included in the IPEDS universe as if they were Title IV institutions.

As the fall surveys were being conducted, information was received that 11 of these institutions closed or lost their Title IV eligibility after the 2003–04 collection cycle began; thus, 6,557 institutions and 83 administrative offices were expected to participate in the winter 2003–04 collection. In addition, the 83 administrative (central and system) offices were required to participate in only one of the component surveys, Fall Staff; the other two components—Employees by Assigned Position (EAP) and Salaries—were not applicable to them. The EAP component was required of all 6,557 Title IV institutions, and 6,550, or 99.9 percent, responded. The Salaries component was required of all 4-year Title IV institutions and 2-year degree-granting Title IV institutions. However, institutions were not required to respond to the Salaries component if all instructional faculty<sup>2</sup> were in the military, were part-time, contributed their services, or taught clinical or preclinical medicine. As a result, for the winter 2003–04 collection, 4,152 institutions were required to complete the Salaries component. Of these, 4,149, or 99.9 percent, responded. The Fall Staff component was required of all Title IV institutions and

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<sup>1</sup> The other jurisdictions surveyed in the Integrated Postsecondary Education Data System are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

<sup>2</sup> Instructional faculty are those whose specific assignments customarily are made for the purpose of providing instruction or teaching, or for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment. They are reported as “primarily instruction” or “instruction combined with research or public service” on the Employees by Assigned Position component.

administrative offices that employed 15 or more full-time employees.<sup>3</sup> Thus, for the winter 2003–04 collection, 4,932 institutions and administrative offices were required to complete the Fall Staff component. Of these, 4,925, or 99.9 percent, responded.

### **Focus of This Report**

Tabulations in this report present selected data collected during the winter 2003–04 IPEDS collection about faculty and staff employed at Title IV degree-granting institutions<sup>4</sup> in the United States. Degree-granting institutions are those offering associate’s, bachelor’s, master’s, doctor’s, and first-professional degrees.

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<sup>3</sup> Fall Staff data are required biannually in odd-numbered years.

<sup>4</sup> The Title IV degree-granting institutions in the United States described in this report are a subset of all institutions surveyed in winter 2003–04. They include 4,235 of the 6,557 Title IV institutions required to complete the Employees by Assigned Position component, 4,060 of the 4,152 Title IV institutions required to complete the Salaries component, and 3,923 of the 4,857 Title IV institutions required to complete the Fall Staff component. (Appendix tables A1 and A1a include administrative offices that were also required to complete the Fall Staff component.)

## Selected Findings

### Employees at Title IV Degree-Granting Institutions <sup>5</sup>

- Title IV degree-granting institutions in the United States employed almost 3.2 million individuals in fall 2003 (table 1). Of those employed, 2.3 million were professional staff (including faculty) and 0.9 million were nonprofessional staff.
- About two-thirds of all staff (65 percent) were employed full time, and over half (53 percent) were women (table 1).
- Over two-thirds of all staff (68 percent) were employed by public institutions, 29 percent were employed by private not-for-profit institutions, and only 3 percent of staff were employed by private for-profit institutions (table 1).
- Faculty<sup>6</sup> constituted 37 percent of all staff, other professional staff<sup>7</sup> accounted for 34 percent, and the remaining 29 percent were nonprofessional staff (table 1).<sup>8</sup>

Table 1. Employees at Title IV degree-granting institutions, by control of institution, employment status, gender, and professional status: United States, fall 2003

Control of institution, employment status, gender, and professional status	Total	Percent
Total	3,174,653	100.0
Public	2,149,163	67.7
Private not-for-profit	936,068	29.5
Private for-profit	89,422	2.8
Full time	2,068,083	65.1
Part time	1,106,570	34.9
Men	1,491,350	47.0
Women	1,683,303	53.0
Faculty <sup>1</sup>	1,173,556	37.0
Other professional <sup>2</sup>	1,087,227	34.2
Nonprofessional <sup>3</sup>	913,870	28.8

<sup>1</sup> Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity.

<sup>2</sup> Other professional staff include those in executive, administrative, and managerial positions; instruction/research assistants; and others in administrative and professional (support/services) positions.

<sup>3</sup> Nonprofessional staff include those in technical/paraprofessional, clerical/secretarial, skilled crafts, or service/maintenance positions.

NOTE: Detail may not sum to totals because of rounding. Data are for institutions with 15 or more full-time employees.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

<sup>5</sup> Includes only those institutions with 15 or more full-time employees.

<sup>6</sup> Faculty include those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity.

<sup>7</sup> Other professional staff include those in executive, administrative, and managerial positions; instruction/research assistants; and others in administrative and professional (support/services) positions.

<sup>8</sup> Nonprofessional staff include those in technical/paraprofessional, clerical/secretarial, skilled crafts, or service/maintenance positions.

## Faculty at Title IV Degree-Granting Institutions<sup>9</sup>

- About 630,000 full-time faculty were employed at Title IV degree-granting institutions in fall 2003 (table 2).
- More men than women were employed full time as faculty in fall 2003 (61 percent and 39 percent, respectively) (table 3). This proportion varied somewhat by length of contract; men constituted 54 percent of full-time faculty with less-than-9-month contracts, 59 percent of full-time faculty with 9/10-month contracts, and 64 percent of full-time faculty with 11/12-month contracts.
- The majority of full-time faculty at Title IV degree-granting institutions were White, non-Hispanic (about 80 percent), while 15 percent were races other than White, non-Hispanic,<sup>10</sup> 3 percent were nonresident aliens,<sup>11</sup> and 1 percent were of unknown race/ethnicity (table 3).
- More than 40,000 full-time faculty were employed by degree-granting institutions in each of the following three states—California, New York, and Texas—while degree-granting institutions in Alaska, Delaware, and Wyoming employed less than 2,000 full-time faculty (table 4).
- Of the full-time faculty employed at Title IV degree-granting institutions in fall 2003, 71 percent were employed under 9/10-month contracts, 29 percent were employed under 11/12-month contracts, and less than 1 percent were employed under less-than-9-month contracts (figure 1).
- About 45 percent of all full-time faculty at Title IV degree-granting institutions were tenured in fall 2003 (table 5). An additional 20 percent were nontenured but in tenure-track positions. Thirty-five percent of all full-time faculty at Title IV degree-granting institutions were not on tenure track or were employed at institutions that do not have a tenure system.
- About 48 percent of full-time faculty at public institutions had tenure, as opposed to 40 percent at private not-for-profit institutions and 3 percent at private for-profit institutions (tables 5 and 6).
- Overall, a greater proportion of full-time faculty at 4-year institutions than at 2-year institutions had tenure (tables 5 and 6). At public 4-year institutions, 50 percent of full-time faculty had tenure, while at public 2-year institutions 43 percent of full-time faculty had tenure (table 5). Likewise, at private not-for-profit 4-year institutions, 41 percent of full-time faculty had tenure, while at private not-for-profit 2-year institutions 10 percent of full-time faculty had tenure. At private for-profit institutions, the percentage of full-time faculty who had tenure was slightly greater at 2-year institutions than at 4-year institutions (3 percent and 2 percent, respectively).

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<sup>9</sup> Includes only those institutions with 15 or more full-time employees.

<sup>10</sup> Races other than White, non-Hispanic include Black, non-Hispanic; Hispanic; Asian/Pacific Islander; and American Indian/Alaska Native.

<sup>11</sup> A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Nonresident aliens are reported separately rather than included in any of the following five race/ethnicity categories: White, non-Hispanic; Black, non-Hispanic; Hispanic; Asian/Pacific Islander; and American Indian/Alaska Native.



- In fall 2003, a greater proportion of men than women had tenure (table 6). Approximately one-half, 50 percent, of men in full-time faculty positions had tenure, while 36 percent of women in full-time faculty positions had tenure.
- Over 47 percent of full-time White, non-Hispanic faculty members had tenure, while 42 percent of Asian/Pacific Islander full-time faculty members, 41 percent of Hispanic full-time faculty members, and 38 percent of Black, non-Hispanic full-time faculty members had tenure (table 6).

Table 2. Employees at Title IV degree-granting institutions, by employment status, gender, control of institution, and primary occupational activity: United States, fall 2003

Control of institution and primary occupational activity	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	3,174,653	1,491,350	1,683,303	2,068,083	956,196	1,111,887	1,106,570	535,154	571,416
Professional staff	2,260,783	1,156,852	1,103,931	1,329,422	683,059	646,363	931,361	473,793	457,568
Faculty <sup>1</sup>	1,173,556	664,150	509,406	630,419	382,232	248,187	543,137	281,918	261,219
Executive/administrative/ managerial	183,153	90,031	93,122	176,888	87,540	89,348	6,265	2,491	3,774
Instruction/research assistants	292,801	157,268	135,533	†	†	†	292,801	157,268	135,533
Other professional (support/service)	611,273	245,403	365,870	522,115	213,287	308,828	89,158	32,116	57,042
Nonprofessional staff	913,870	334,498	579,372	738,661	273,137	465,524	175,209	61,361	113,848
Technical and paraprofessionals	193,278	78,520	114,758	151,825	62,667	89,158	41,453	15,853	25,600
Clerical and secretarial	435,861	59,301	376,560	342,928	36,658	306,270	92,933	22,643	70,290
Skilled crafts	61,548	57,289	4,259	58,616	55,427	3,189	2,932	1,862	1,070
Service/maintenance	223,183	139,388	83,795	185,292	118,385	66,907	37,891	21,003	16,888
Public	2,149,163	1,007,614	1,141,549	1,353,057	629,026	724,031	796,106	378,588	417,518
Professional staff	1,529,396	777,172	752,224	858,288	442,546	415,742	671,108	334,626	336,482
Faculty <sup>1</sup>	791,384	436,920	354,464	425,320	253,797	171,523	366,064	183,123	182,941
Executive/administrative/ managerial	93,203	48,435	44,768	89,848	46,959	42,889	3,355	1,476	1,879
Instruction/research assistants	241,040	128,761	112,279	†	†	†	241,040	128,761	112,279
Other professional (support/ service)	403,769	163,056	240,713	343,120	141,790	201,330	60,649	21,266	39,383
Nonprofessional staff	619,767	230,442	389,325	494,769	186,480	308,289	124,998	43,962	81,036
Technical and paraprofessionals	139,544	56,646	82,898	106,970	44,102	62,868	32,574	12,544	20,030
Clerical and secretarial	285,940	38,531	247,409	219,065	21,516	197,549	66,875	17,015	49,860
Skilled crafts	46,069	42,919	3,150	43,920	41,550	2,370	2,149	1,369	780
Service/maintenance	148,214	92,346	55,868	124,814	79,312	45,502	23,400	13,034	10,366
Private not-for-profit	936,068	437,437	498,631	667,324	305,646	361,678	268,744	131,791	136,953
Professional staff	655,036	337,851	317,185	433,764	222,444	211,320	221,272	115,407	105,865
Faculty <sup>1</sup>	330,443	195,351	135,092	191,113	119,822	71,291	139,330	75,529	63,801
Executive/administrative/ managerial	82,308	38,109	44,199	79,502	37,140	42,362	2,806	969	1,837
Instruction/research assistants	51,649	28,461	23,188	†	†	†	51,649	28,461	23,188
Other professional (support/ service)	190,636	75,930	114,706	163,149	65,482	97,667	27,487	10,448	17,039
Nonprofessional staff	281,032	99,586	181,446	233,560	83,202	150,358	47,472	16,384	31,088
Technical and paraprofessionals	51,533	20,688	30,845	43,210	17,607	25,603	8,323	3,081	5,242
Clerical and secretarial	141,212	19,130	122,082	116,586	13,803	102,783	24,626	5,327	19,299
Skilled crafts	15,323	14,250	1,073	14,573	13,774	799	750	476	274
Service/maintenance	72,964	45,518	27,446	59,191	38,018	21,173	13,773	7,500	6,273

See notes at end of table.

Table 2. Employees at Title IV degree-granting institutions, by employment status, gender, control of institution, and primary occupational activity: United States, fall 2003—Continued

Control of institution and primary occupational activity	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Private for-profit	89,422	46,299	43,123	47,702	21,524	26,178	41,720	24,775	16,945
Professional staff	76,351	41,829	34,522	37,370	18,069	19,301	38,981	23,760	15,221
Faculty <sup>1</sup>	51,729	31,879	19,850	13,986	8,613	5,373	37,743	23,266	14,477
Executive/administrative/ managerial	7,642	3,487	4,155	7,538	3,441	4,097	104	46	58
Instruction/research assistants	112	46	66	†	†	†	112	46	66
Other professional (support/ service)	16,868	6,417	10,451	15,846	6,015	9,831	1,022	402	620
Nonprofessional staff	13,071	4,470	8,601	10,332	3,455	6,877	2,739	1,015	1,724
Technical and paraprofessionals	2,201	1,186	1,015	1,645	958	687	556	228	328
Clerical and secretarial	8,709	1,640	7,069	7,277	1,339	5,938	1,432	301	1,131
Skilled crafts	156	120	36	123	103	20	33	17	16
Service/maintenance	2,005	1,524	481	1,287	1,055	232	718	469	249

† Not applicable. By definition, instruction/research assistants are part time only.

<sup>1</sup> Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity.

NOTE: Data are for institutions with 15 or more full-time employees.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

Table 3. Full-time faculty at Title IV degree-granting institutions, by contract length, gender, and race/ethnicity: United States, fall 2003

Gender and race/ethnicity <sup>1</sup>	Total		Less-than-9-month contracts		9/10-month contracts		11/12-month contracts	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	630,419	100.0	3,747	100.0	445,427	100.0	181,245	100.0
Men	382,232	60.6	2,030	54.2	264,903	59.5	115,299	63.6
Women	248,187	39.4	1,717	45.8	180,524	40.5	65,946	36.4
White, non-Hispanic	505,478	80.2	2,464	65.8	363,951	81.7	139,063	76.7
Black, non-Hispanic	33,097	5.3	233	6.2	23,652	5.3	9,212	5.1
Hispanic	20,068	3.2	273	7.3	14,459	3.2	5,336	2.9
Asian/Pacific Islander	41,086	6.5	219	5.8	25,651	5.8	15,216	8.4
American Indian/Alaska Native	2,973	0.5	55	1.5	2,308	0.5	610	0.3
Race/ethnicity unknown	6,602	1.0	186	5.0	4,306	1.0	2,110	1.2
Nonresident alien	21,115	3.3	317	8.5	11,100	2.5	9,698	5.4

<sup>1</sup> Race/ethnicity (including race/ethnicity unknown) applies to United States citizens, resident aliens, and other eligible noncitizens. Nonresident aliens are not designated by race or ethnicity.

NOTE: Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity. Detail may not sum to totals because of rounding. Data are for institutions with 15 or more full-time employees.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

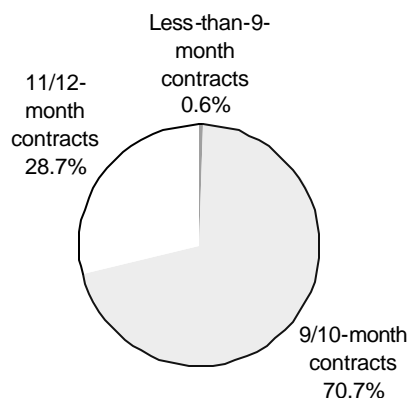
Table 4. Full-time faculty at Title IV degree-granting institutions, by race/ethnicity and state: Fall 2003

State	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Race/ethnicity unknown	Nonresident alien
United States	630,419	505,478	33,097	20,068	41,086	2,973	6,602	21,115
Alabama	10,240	7,917	1,339	109	593	39	27	216
Alaska	1,263	1,047	12	20	62	44	3	75
Arizona	8,344	6,764	201	536	370	138	109	226
Arkansas	6,137	5,298	386	71	267	36	18	61
California	58,263	42,895	2,570	4,236	6,213	362	984	1,003
Colorado	11,247	8,817	190	474	508	79	738	441
Connecticut	8,817	6,587	312	210	518	19	85	1,086
Delaware	1,779	1,425	165	28	110	5	9	37
District of Columbia	5,127	3,091	1,070	116	426	14	295	115
Florida	23,172	17,592	1,767	1,621	1,406	66	115	605
Georgia	17,856	13,611	2,194	307	1,080	47	105	512
Hawaii	2,945	1,743	20	50	980	18	1	133
Idaho	2,872	2,678	7	32	68	14	22	51
Illinois	27,484	22,112	1,383	699	2,197	54	248	791
Indiana	13,818	11,686	410	305	839	30	102	446
Iowa	8,544	7,409	143	138	359	24	26	445
Kansas	6,779	5,965	138	122	285	70	19	180
Kentucky	9,721	8,530	413	89	406	17	48	218
Louisiana	11,418	8,588	1,515	234	624	28	17	412
Maine	2,607	2,323	31	25	63	7	115	43
Maryland	13,773	10,180	1,334	237	1,022	30	98	872
Massachusetts	21,565	17,402	708	506	1,617	27	383	922
Michigan	19,706	15,844	988	372	1,446	92	158	806
Minnesota	11,456	9,942	204	169	457	104	159	421
Mississippi	6,769	5,372	885	54	298	10	5	145
Missouri	15,055	12,629	489	205	955	57	29	691
Montana	2,125	1,950	2	17	27	77	28	24
Nebraska	5,543	4,748	115	108	280	31	12	249
Nevada	2,314	1,926	72	98	153	17	12	36
New Hampshire	2,908	2,548	33	42	76	10	97	102
New Jersey	12,628	9,627	711	384	1,172	20	90	624
New Mexico	4,166	3,167	58	453	169	98	56	165
New York	49,660	39,653	2,478	1,666	3,625	118	369	1,751
North Carolina	22,810	18,527	2,032	329	941	101	191	689
North Dakota	2,447	2,128	20	13	72	52	10	152
Ohio	23,208	19,393	1,046	383	1,434	46	358	548
Oklahoma	7,440	6,154	263	123	353	243	20	284
Oregon	8,291	6,983	84	185	328	54	321	336
Pennsylvania	34,164	28,411	1,291	582	2,090	59	170	1,561
Rhode Island	3,560	2,945	87	60	162	16	50	240
South Carolina	8,698	7,167	778	108	368	18	34	225
South Dakota	2,065	1,803	11	23	62	63	57	46
Tennessee	12,771	10,590	1,001	172	710	26	55	217
Texas	40,072	30,661	2,041	3,229	2,783	185	134	1,039
Utah	6,834	5,799	51	134	285	27	147	391
Vermont	2,284	2,044	30	48	84	7	6	65
Virginia	15,793	12,944	1,242	227	769	26	60	525
Washington	12,903	10,455	272	332	828	144	245	627
West Virginia	4,069	3,606	113	47	207	7	0	89
Wisconsin	15,394	13,459	382	329	924	90	149	61
Wyoming	1,515	1,343	10	11	15	7	13	116

NOTE: Race/ethnicity (including race/ethnicity unknown) applies to United States citizens, resident aliens, and other eligible non-citizens. Nonresident aliens are not designated by race or ethnicity. Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity. Data are for institutions with 15 or more full-time employees.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

Figure 1. Full-time faculty at Title IV degree-granting institutions, by contract length: United States, fall 2003



NOTE: Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity. Data are for institutions with 15 or more full-time employees. Detail may not sum to totals because of rounding.  
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

Table 5. Full-time faculty at Title IV degree-granting institutions, by tenure status and control and level of institution: United States, fall 2003

Control and level of institution	Total	With tenure		On tenure track		Not on tenure track <sup>1</sup>	
		Number	Percent	Number	Percent	Number	Percent
Total	630,419	282,429	44.8	128,602	20.4	219,388	34.8
4-year	511,209	234,714	45.9	112,043	21.9	164,452	32.2
2-year	119,210	47,715	40.0	16,559	13.9	54,936	46.1
Public	425,320	204,973	48.2	85,078	20.0	135,269	31.8
4-year	315,310	157,698	50.0	68,649	21.8	88,963	28.2
2-year	110,010	47,275	43.0	16,429	14.9	46,306	42.1
Private not-for-profit	191,113	77,059	40.3	43,395	22.7	70,659	37.0
4-year	189,278	76,872	40.6	43,318	22.9	69,088	36.5
2-year	1,835	187	10.2	77	4.2	1,571	85.6
Private for-profit	13,986	397	2.8	129	0.9	13,460	96.2
4-year	6,621	144	2.2	76	1.1	6,401	96.7
2-year	7,365	253	3.4	53	0.7	7,059	95.8

<sup>1</sup> Includes faculty at institutions that do not have a tenure system.

NOTE: Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity. Data are for institutions with 15 or more full-time employees. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

Table 6. Full-time faculty and full-time faculty with tenure at Title IV degree-granting institutions, by control and level of institution, gender, and race/ethnicity: United States, fall 2003

Control and level of institution, gender, and race/ethnicity <sup>1</sup>	Total	With tenure	Percent with tenure
Total	630,419	282,429	44.8
Public	425,320	204,973	48.2
Private not-for-profit	191,113	77,059	40.3
Private for-profit	13,986	397	2.8
4-year	511,209	234,714	45.9
2-year	119,210	47,715	40.0
Men	382,232	193,023	50.5
Women	248,187	89,406	36.0
White, non-Hispanic	505,478	239,784	47.4
Black, non-Hispanic	33,097	12,704	38.4
Hispanic	20,068	8,149	40.6
Asian/Pacific Islander	41,086	17,308	42.1
American Indian/Alaska Native	2,973	1,149	38.6
Race/ethnicity unknown	6,602	1,277	19.3
Nonresident alien	21,115	2,058	9.7

<sup>1</sup> Race/ethnicity (including race/ethnicity unknown) applies to United States citizens, resident aliens, and other eligible non-citizens. Nonresident aliens are not designated by race or ethnicity.  
 NOTE: Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity. Data are for institutions with 15 or more full-time employees.  
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

### New Hires at Title IV Degree-Granting Institutions<sup>12</sup>

- Approximately 127,000 new staff were hired by degree-granting institutions for full-time permanent employment between July 1 and October 31, 2003 (table 7). Of these, 36 percent were for faculty positions, 28 percent were for other professional positions including support and service, and 14 percent were for clerical and secretarial positions.
- Public institutions hired more than 73,000 employees between July 1 and October 31, 2003; of these, nearly 29,000, or 39 percent, were in faculty positions. The majority of new hires in private not-for-profit institutions were also for faculty positions (32 percent); however, private for-profit institutions hired a larger percentage of employees for other professional (support/service) positions (45 percent).
- The majority of new hires (55 percent) were women (table 7). Considering race/ethnicity, 68 percent of new hires were White, non-Hispanic, while 11 percent were Black, non-Hispanic. Hispanics and Asian/Pacific Islanders each represented 6 percent of new hires, and less than 1 percent were American Indian/Alaska Native. The remaining were either nonresident aliens (5 percent) or their race/ethnicity was unknown (3 percent).

<sup>12</sup> Includes only those institutions with 15 or more full-time employees.

Table 7. New full-time hires at Title IV degree-granting institutions, by control of institution, primary occupational activity, gender, and race/ethnicity: United States, fall 2003

Primary occupational activity, gender, and race/ethnicity <sup>1</sup>	Total		Public		Private not-for-profit		Private for-profit	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	126,521	100.0	73,350	100.0	46,921	100.0	6,250	100.0
Faculty <sup>2</sup>	45,003	35.6	28,706	39.1	14,963	31.9	1,334	21.3
With tenure	1,806	1.4	1,230	1.7	549	1.2	27	0.4
On tenure track	16,830	13.3	11,466	15.6	5,293	11.3	71	1.1
Not on tenure track <sup>3</sup>	26,367	20.8	16,010	21.8	9,121	19.4	1,236	19.8
Executive/administrative/managerial	6,930	5.5	2,991	4.1	3,395	7.2	544	8.7
Other professional (support/service)	35,083	27.7	19,247	26.2	12,995	27.7	2,841	45.5
Technical and paraprofessionals	9,599	7.6	5,307	7.2	4,131	8.8	161	2.6
Clerical and secretarial	17,890	14.1	9,239	12.6	7,412	15.8	1,239	19.8
Skilled crafts	1,436	1.1	1,003	1.4	424	0.9	9	0.1
Service/maintenance	10,580	8.4	6,857	9.3	3,601	7.7	122	2.0
Men	56,886	45.0	33,459	45.6	20,763	44.3	2,664	42.6
Women	69,635	55.0	39,891	54.4	26,158	55.7	3,586	57.4
White, non-Hispanic	86,300	68.2	49,924	68.1	32,080	68.4	4,296	68.7
Black, non-Hispanic	14,010	11.1	8,003	10.9	5,040	10.7	967	15.5
Hispanic	7,690	6.1	4,602	6.3	2,545	5.4	543	8.7
Asian/Pacific Islander	7,540	6.0	4,429	6.0	2,861	6.1	250	4.0
American Indian/Alaska Native	894	0.7	637	0.9	223	0.5	34	0.5
Race/ethnicity unknown	3,970	3.1	2,083	2.8	1,734	3.7	153	2.4
Nonresident alien	6,117	4.8	3,672	5.0	2,438	5.2	7	0.1

<sup>1</sup> Race/ethnicity (including race/ethnicity unknown) applies to United States citizens, resident aliens, and other eligible non-citizens. Nonresident aliens are not designated by race or ethnicity.

<sup>2</sup> Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity.

<sup>3</sup> Includes faculty at institutions that do not have a tenure system.

NOTE: New hires include persons who were hired for full-time permanent employment for the first time or after a break in service between July 1 and October 31 of the survey year. New hires do not include persons who have returned from sabbatical leave or full-time faculty working less-than-9-month contracts/teaching periods. Detail may not sum to totals because of rounding. Data are for institutions with 15 or more full-time employees.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Fall Staff component.

## Employees by Place of Employment

- Title IV degree-granting institutions had 3.2 million employees in fall 2003, of which 300,000 were employed by medical schools (table 8).
- About 82 percent of the 300,000 medical school employees were employed full time and 18 percent were part time. These proportions were very different among other employees in Title IV institutions (those not employed in medical schools), where about 63 percent were full time and 37 percent were part time.<sup>13</sup>

<sup>13</sup> Percentages were calculated based on the numbers provided in table 8.

Table 8. Employees at Title IV degree-granting institutions, by employment status, place of employment, control of institution, and primary function/occupational activity: United States, fall 2003

Control of institution and primary function/occupational activity	Total			Full time			Part time		
	Total	Employees (except those in medical schools)	Medical school employees	Total	Employees (except those in medical schools)	Medical school employees	Total	Employees (except those in medical schools)	Medical school employees
		Total	Total		Total	Total		Total	
Total	3,194,610	2,883,791	310,819	2,068,290	1,812,144	256,146	1,126,320	1,071,647	54,673
Primarily instruction	888,656	862,523	26,133	402,142	381,609	20,533	486,514	480,914	5,600
Instruction/research/public service	249,429	197,656	51,773	190,283	146,424	43,859	59,146	51,232	7,914
Primarily research	46,993	32,271	14,722	38,155	25,623	12,532	8,838	6,648	2,190
Primarily public service	19,045	11,291	7,754	13,486	7,142	6,344	5,559	4,149	1,410
Executive/administrative/managerial	183,416	169,833	13,583	177,132	164,131	13,001	6,284	5,702	582
Graduate assistants	293,874	278,457	15,417	†	†	†	293,874	278,457	15,417
Other professional (support/service)	605,285	512,445	92,840	515,333	434,638	80,695	89,952	77,807	12,145
Technical and paraprofessionals	190,099	156,849	33,250	149,145	120,018	29,127	40,954	36,831	4,123
Clerical and secretarial	434,129	387,361	46,768	340,494	297,779	42,715	93,635	89,582	4,053
Skilled crafts	61,231	59,858	1,373	58,333	57,013	1,320	2,898	2,845	53
Service/maintenance	222,453	215,247	7,206	183,787	177,767	6,020	38,666	37,480	1,186
Public	2,163,264	1,988,242	175,022	1,361,164	1,220,941	140,223	802,100	767,301	34,799
Primarily instruction	584,701	569,744	14,957	264,324	252,299	12,025	320,377	317,445	2,932
Instruction/research/public service	174,538	144,422	30,116	133,951	109,133	24,818	40,587	35,289	5,298
Primarily research	35,613	25,907	9,706	27,998	20,131	7,867	7,615	5,776	1,839
Primarily public service	11,988	9,827	2,161	8,111	6,259	1,852	3,877	3,568	309
Executive/administrative/managerial	93,720	88,238	5,482	90,559	85,334	5,225	3,161	2,904	257
Graduate assistants	240,494	228,683	11,811	†	†	†	240,494	228,683	11,811
Other professional (support/service)	403,317	346,057	57,260	342,022	292,328	49,694	61,295	53,729	7,566
Technical and paraprofessionals	138,581	123,421	15,160	106,867	93,877	12,990	31,714	29,544	2,170
Clerical and secretarial	285,639	261,184	24,455	218,715	196,295	22,420	66,924	64,889	2,035
Skilled crafts	45,863	45,291	572	43,758	43,204	554	2,105	2,087	18
Service/maintenance	148,810	145,468	3,342	124,859	122,081	2,778	23,951	23,387	564
Private not-for-profit	936,845	801,123	135,722	657,572	541,692	115,880	279,273	259,431	19,842
Primarily instruction	250,469	239,333	11,136	123,958	115,475	8,483	126,511	123,858	2,653
Instruction/research/public service	73,124	51,486	21,638	55,537	36,499	19,038	17,587	14,987	2,600
Primarily research	11,369	6,353	5,016	10,146	5,481	4,665	1,223	872	351
Primarily public service	7,004	1,411	5,593	5,331	839	4,492	1,673	572	1,101
Executive/administrative/managerial	81,461	73,368	8,093	78,522	70,753	7,769	2,939	2,615	324
Graduate assistants	53,218	49,612	3,606	†	†	†	53,218	49,612	3,606
Other professional (support/service)	184,660	149,080	35,580	157,127	126,126	31,001	27,533	22,954	4,579
Technical and paraprofessionals	49,253	31,163	18,090	40,556	24,419	16,137	8,697	6,744	1,953
Clerical and secretarial	139,488	117,183	22,305	114,290	94,003	20,287	25,198	23,180	2,018
Skilled crafts	15,199	14,398	801	14,453	13,687	766	746	711	35
Service/maintenance	71,600	67,736	3,864	57,652	54,410	3,242	13,948	13,326	622
Private for-profit	94,501	94,426	75	49,554	49,511	43	44,947	44,915	32
Primarily instruction	53,486	53,446	40	13,860	13,835	25	39,626	39,611	15
Instruction/research/public service	1,767	1,748	19	795	792	3	972	956	16
Primarily research	11	11	0	11	11	0	0	0	0
Primarily public service	53	53	0	44	44	0	9	9	0
Executive/administrative/managerial	8,235	8,227	8	8,051	8,044	7	184	183	1
Graduate assistants	162	162	0	†	†	†	162	162	0
Other professional (support/service)	17,308	17,308	0	16,184	16,184	0	1,124	1,124	0
Technical and paraprofessionals	2,265	2,265	0	1,722	1,722	0	543	543	0
Clerical and secretarial	9,002	8,994	8	7,489	7,481	8	1,513	1,513	0
Skilled crafts	169	169	0	122	122	0	47	47	0
Service/maintenance	2,043	2,043	0	1,276	1,276	0	767	767	0

† Not applicable; by definition, all graduate assistants are part time.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Employees by Assigned Position component.



## **Salaries of Full-Time Instructional Faculty at Title IV Degree-Granting Institutions**

- During the 2003–04 academic year, full-time instructional faculty on less-than-9-month contracts earned an average salary of about \$30,000 (table 9). In general, salaries varied by rank, with faculty holding higher ranks earning higher average salaries. Among full-time instructional faculty on less-than-9-month contracts, professors earned an average salary of just over \$50,000 and associate professors earned an average salary of just under \$50,000, while assistant professors averaged about \$39,000, instructors averaged \$27,000, and lecturers earned an average salary of \$18,000.
- During the 2003–04 academic year, full-time instructional faculty on 9/10-month contracts earned an average salary of about \$63,000 (table 10). Salaries varied by rank, with faculty holding higher ranks earning higher average salaries. Among full-time instructional faculty on 9/10-month contracts, professors earned an average salary of \$85,000 and associate professors earned an average salary of \$62,000, while assistant professors averaged \$52,000, instructors averaged \$49,000, and lecturers earned an average salary of \$44,000.
- In general, men earned higher average salaries than women (table 10). Male faculty with 9/10-month contracts earned an average salary of \$68,000, and female faculty with contracts of the same length earned an average salary of \$55,000. Similarly, male professors with 9/10-month contracts earned an average salary of \$88,000, and female professors with 9/10-month contracts earned an average salary of \$77,000.
- Full-time instructional faculty on 11/12-month contracts earned an average salary of about \$71,000 (table 11). Faculty on 11/12-month contracts earned the following average salaries: professors earned an average salary of \$101,000, associate professors earned an average salary of \$77,000, assistant professors earned an average salary of \$68,000, instructors earned an average salary of \$46,000, and lecturers earned an average salary of \$53,000.
- Male faculty with 11/12-month contracts earned an average salary of \$76,000, while female faculty with 11/12-month contracts earned an average salary of \$62,000 (table 11). Likewise, male professors with 11/12-month contracts earned an average salary of \$105,000, while female professors with 11/12-month contracts earned an average salary of \$89,000.
- The most common fringe benefits offered to full-time instructional faculty are retirement plans and medical/dental plans (table 12).

Table 9. Average salaries of full-time instructional faculty on less-than-9-month contracts at Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2003–04

Gender and control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Total	\$30,298	\$50,335	\$49,613	\$38,615	\$26,903	\$17,814	\$39,522
4-year	25,894	50,612	49,720	38,697	19,033	16,577	21,418
2-year	35,667	38,148	40,310	31,612	30,824	23,602	52,178
Public	33,314	69,208	60,257	47,511	29,661	21,603	42,051
4-year	26,618	70,941	60,257	47,761	16,836	20,910	14,018
2-year	38,274	31,077	†	24,000	33,578	23,602	52,933
Private not-for-profit	24,631	43,856	40,328	27,494	14,414	9,599	29,405
4-year	24,610	43,835	40,328	27,338	14,414	9,599	30,226
2-year	26,020	45,219	40,310	39,223	†	†	15,038
Private for-profit	23,792	†	†	†	23,765	†	31,784
4-year	28,404	†	†	†	28,404	†	†
2-year	21,246	†	†	†	21,191	†	31,784
Men, total	32,467	53,189	49,662	39,566	28,197	17,282	40,508
4-year	28,587	53,302	49,662	39,569	19,869	16,090	21,212
2-year	37,765	45,219	†	39,223	32,519	23,243	54,167
Public	35,844	73,150	62,261	48,642	30,672	22,011	43,544
4-year	29,764	73,150	62,261	48,642	15,458	21,570	13,532
2-year	40,587	†	†	†	35,250	23,243	55,341
Private not-for-profit	27,127	46,221	38,862	28,167	14,423	9,139	28,893
4-year	27,176	46,240	38,862	27,904	14,423	9,139	30,216
2-year	24,674	45,219	†	39,223	†	†	13,546
Private for-profit	26,375	†	†	†	26,375	†	†
4-year	29,475	†	†	†	29,475	†	†
2-year	24,220	†	†	†	24,220	†	†
Women, total	27,794	39,304	49,475	37,368	25,606	18,322	38,346
4-year	22,423	39,774	49,892	37,551	18,148	17,053	21,667
2-year	33,546	31,077	40,310	24,000	29,172	23,911	49,833
Public	30,749	53,000	54,790	46,021	28,744	21,267	40,304
4-year	23,231	59,264	54,790	46,572	18,060	20,375	14,598
2-year	36,031	31,077	†	24,000	32,050	23,911	50,138
Private not-for-profit	20,877	34,901	44,603	26,616	14,407	10,206	30,078
4-year	20,798	34,901	44,993	26,616	14,407	10,206	30,239
2-year	31,405	†	40,310	†	†	†	22,500
Private for-profit	19,961	†	†	†	19,862	†	31,784
4-year	26,033	†	†	†	26,033	†	†
2-year	17,658	†	†	†	17,493	†	31,784

† Not applicable. There are no faculty members in this cell.

<sup>1</sup> Includes faculty at institutions without standard academic ranks.

NOTE: Full-time instructional faculty are those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Full-time instructional faculty also include full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Salaries component.

Table 10. Average salaries of full-time instructional faculty on 9/10-month contracts at Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2003–04

Gender and control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Total	\$62,615	\$85,352	\$61,744	\$51,808	\$49,076	\$43,689	\$47,746
4-year	65,355	87,930	62,677	52,418	38,291	43,815	47,340
2-year	52,890	62,775	52,485	46,107	55,129	41,059	47,836
Public	60,912	82,329	61,196	51,701	50,604	42,539	47,563
4-year	64,398	85,843	62,545	52,626	37,611	42,627	43,899
2-year	53,080	62,943	52,736	46,297	55,359	41,120	47,937
Private not-for-profit	66,817	91,313	62,783	52,025	39,411	47,621	49,837
4-year	67,042	91,439	62,894	52,098	39,651	47,643	50,876
2-year	36,841	44,089	39,238	36,686	33,047	33,028	36,442
Private for-profit	38,818	52,031	54,120	41,855	32,326	19,256	41,106
4-year	40,506	52,504	60,858	44,977	31,119	19,256	41,106
2-year	33,584	32,180	36,599	33,427	33,489	†	†
Men, total	67,509	88,254	63,465	53,660	50,997	46,273	48,977
4-year	70,391	90,126	64,243	54,263	39,422	46,463	49,078
2-year	54,436	64,739	53,539	47,010	56,545	41,294	48,952
Public	65,508	85,207	62,952	53,534	52,647	44,687	48,707
4-year	69,290	87,763	64,075	54,445	38,935	44,857	45,311
2-year	54,630	64,888	53,804	47,203	56,785	41,329	49,057
Private not-for-profit	72,143	94,068	64,436	53,906	40,012	51,403	51,568
4-year	72,341	94,149	64,528	53,973	40,380	51,414	52,542
2-year	36,231	45,788	38,171	34,479	30,468	31,000	37,959
Private for-profit	39,887	54,625	56,867	40,069	31,902	†	42,445
4-year	41,602	54,625	59,446	41,833	32,605	†	42,445
2-year	31,164	†	38,817	33,013	30,857	†	†
Women, total	55,425	76,749	59,093	49,696	47,414	41,562	46,555
4-year	56,965	80,505	60,134	50,245	37,478	41,598	45,367
2-year	51,410	60,486	51,508	45,344	53,771	40,925	46,794
Public	54,445	74,153	58,500	49,595	48,813	40,803	46,494
4-year	56,183	79,186	59,989	50,426	36,712	40,789	42,558
2-year	51,592	60,671	51,742	45,525	53,988	40,999	46,892
Private not-for-profit	58,106	82,407	60,226	49,906	38,936	44,298	47,630
4-year	58,330	82,644	60,360	49,979	39,076	44,323	48,723
2-year	37,354	42,536	40,111	38,082	35,168	33,434	34,796
Private for-profit	37,711	48,064	51,922	42,309	32,734	19,256	38,721
4-year	39,096	49,057	62,507	45,875	28,907	19,256	38,721
2-year	34,848	32,180	36,045	33,500	35,153	†	†

† Not applicable. There are no faculty members in this cell.

<sup>1</sup> Includes faculty at institutions without standard academic ranks.

NOTE: Full-time instructional faculty are those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Full-time instructional faculty also include full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Salaries component.

Table 11. Average salaries of full-time instructional faculty on 11/12-month contracts at Title IV degree-granting institutions, by academic rank, gender, and control and level of institution: United States, academic year 2003–04

Gender and control and level of institution	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank <sup>1</sup>
Total	\$70,631	\$101,396	\$77,347	\$67,680	\$45,840	\$52,793	\$50,566
4-year	78,212	104,682	79,044	68,750	46,622	54,635	53,215
2-year	47,513	60,590	55,227	50,128	45,373	40,121	47,261
Public	78,203	108,051	81,097	69,225	51,920	53,224	55,565
4-year	86,991	112,547	83,823	71,009	49,467	54,187	59,158
2-year	54,203	64,206	57,364	51,394	52,747	44,958	53,249
Private not-for-profit	70,841	92,142	73,092	66,261	47,244	57,122	48,123
4-year	72,022	92,235	73,320	66,557	48,647	57,120	48,689
2-year	42,562	53,427	45,422	38,230	42,227	57,138	39,932
Private for-profit	41,172	56,622	50,950	50,601	38,735	26,169	42,633
4-year	47,894	62,724	54,368	51,537	42,976	41,710	51,255
2-year	35,752	41,224	34,113	41,386	36,310	19,602	31,596
Men, total	76,198	104,711	79,863	70,362	45,539	54,962	51,900
4-year	83,953	107,265	81,451	71,420	45,896	57,903	55,327
2-year	47,562	60,809	54,884	50,655	45,323	37,845	47,462
Public	85,519	111,549	84,097	72,559	51,568	55,418	57,783
4-year	94,140	114,821	86,514	74,406	49,475	57,034	63,182
2-year	54,352	65,109	57,726	51,686	52,169	45,592	54,177
Private not-for-profit	75,068	94,188	75,031	68,302	45,594	61,280	50,039
4-year	76,168	94,246	75,180	68,514	46,602	61,589	50,669
2-year	41,941	45,121	43,823	38,547	42,264	52,400	37,815
Private for-profit	42,890	58,141	51,772	51,563	40,663	16,819	42,654
4-year	48,790	64,275	55,867	52,257	43,876	40,886	51,224
2-year	37,594	41,713	34,239	40,387	38,579	10,031	31,444
Women, total	61,835	89,356	73,028	64,772	46,183	50,310	49,114
4-year	68,009	94,306	74,772	65,812	47,475	51,072	50,835
2-year	47,457	60,289	55,614	49,675	45,430	43,778	47,052
Public	66,508	94,442	75,875	65,493	52,221	50,649	53,280
4-year	73,216	102,230	78,856	67,121	49,461	51,130	54,827
2-year	54,055	63,042	56,975	51,132	53,280	43,235	52,318
Private not-for-profit	64,467	85,348	69,919	64,209	48,919	52,623	46,145
4-year	65,639	85,525	70,248	64,577	50,650	51,739	46,574
2-year	43,140	58,410	46,327	38,068	42,184	58,445	41,259
Private for-profit	38,338	52,985	49,075	48,042	35,556	35,335	42,606
4-year	46,156	58,794	51,209	49,331	41,122	42,187	51,295
2-year	33,070	40,206	33,665	42,242	32,997	31,267	31,784

<sup>1</sup> Includes faculty at institutions without standard academic ranks.

NOTE: Full-time instructional faculty are those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Full-time instructional faculty also include full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Salaries component.

Table 12. Fringe benefits of full-time instructional faculty at Title IV degree-granting institutions, by contract length and control of institution: United States, academic year 2003–04

Control of institution and fringe benefits	9/10-month contracts		11/12-month contracts	
	Number covered	Average expenditures	Number covered	Average expenditures
Total				
Retirement plan (vested within 5 years) <sup>1</sup>	286,209	\$6,178	52,141	\$6,550
Retirement plan (vested after 5 years) <sup>1</sup>	123,718	5,280	23,949	6,143
Medical/dental plans	401,120	5,915	76,593	5,460
Group life insurance	336,180	215	64,450	570
Other insurance benefits	38,808	950	10,583	1,901
Guaranteed disability income protection	262,734	262	45,431	413
Tuition plan (dependents only)	56,146	3,504	9,407	3,022
Housing plan	1,865	6,101	629	8,904
Social Security taxes	391,057	4,240	78,775	4,473
Unemployment compensation	298,692	192	63,303	289
Worker's compensation	340,874	438	70,279	558
Other benefits in kind with cash options	34,979	1,451	6,231	1,640
Public				
Retirement plan (vested within 5 years) <sup>1</sup>	175,710	6,062	28,357	7,387
Retirement plan (vested after 5 years) <sup>1</sup>	118,219	5,329	19,252	6,893
Medical/dental plans	287,509	6,121	44,976	5,608
Group life insurance	220,305	206	34,199	258
Other insurance benefits	26,335	902	5,570	2,675
Guaranteed disability income protection	155,960	263	24,260	347
Tuition plan (dependents only)	34,553	1,022	3,070	1,597
Housing plan	4	4,589	3	11,276
Social Security taxes	267,621	4,043	44,125	4,738
Unemployment compensation	216,515	174	36,932	151
Worker's compensation	229,303	429	39,634	456
Other benefits in kind with cash options	18,526	1,334	4,166	1,807
Private not-for-profit				
Retirement plan (vested within 5 years) <sup>1</sup>	110,241	6,374	18,901	6,581
Retirement plan (vested after 5 years) <sup>1</sup>	5,440	4,260	2,730	3,644
Medical/dental plans	113,305	5,398	21,901	5,924
Group life insurance	115,679	230	20,471	1,164
Other insurance benefits	12,401	1,049	3,206	1,192
Guaranteed disability income protection	106,636	259	16,422	478
Tuition plan (dependents only)	21,559	7,487	5,637	3,676
Housing plan	1,861	6,104	626	8,892
Social Security taxes	122,945	4,675	22,920	4,663
Unemployment compensation	81,848	239	15,709	455
Worker's compensation	111,223	458	20,185	688
Other benefits in kind with cash options	16,440	1,582	1,723	1,375
Private for-profit				
Retirement plan (vested within 5 years) <sup>1</sup>	258	1,504	4,883	1,575
Retirement plan (vested after 5 years) <sup>1</sup>	59	994	1,967	2,271
Medical/dental plans	306	4,307	9,716	3,733
Group life insurance	196	1,056	9,780	418
Other insurance benefits	72	1,466	1,807	771
Guaranteed disability income protection	138	170	4,749	529
Tuition plan (dependents only)	34	1,527	700	3,998
Housing plan	0	0	0	0
Social Security taxes	491	2,941	11,730	3,105
Unemployment compensation	329	338	10,662	525
Worker's compensation	348	344	10,460	694
Other benefits in kind with cash options	13	4,061	342	934

<sup>1</sup> The retirement plan does not include Social Security.

NOTE: Full-time instructional faculty are those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Full-time instructional faculty also include full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment. Institutions responding to the Salaries survey reported 432,046 full-time instructional faculty on 9/10-month contracts and 89,153 on 11/12-month contracts. Fringe benefits data are not collected for faculty on less-than-9-month contracts.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04, Salaries component.



# Appendix A: Survey Methodology

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## Overview

IPEDS defines a postsecondary institution as an organization that is open to the public and has a primary mission of providing education or training beyond the high school level. The primary focus of the IPEDS winter 2003–04 data collection was to collect data from Title IV institutions. These institutions have Program Participation Agreements (PPAs) with the Office of Postsecondary Education (OPE) within the U.S. Department of Education and thus are eligible to participate in Title IV student financial aid programs. There were 6,651 Title IV entities<sup>1</sup> located in the United States and the other jurisdictions<sup>2</sup> at the beginning of the 2003–04 academic year.

IPEDS began collecting data from all postsecondary institutions in 1986, when it superseded the Higher Education General Information Survey (HEGIS), which was directed at institutions of higher education only. HEGIS data were collected from 1966 through 1985. In 1992, the focus of IPEDS became the Title IV institutions, when the Higher Education Amendments made IPEDS mandatory for these institutions. In 2000, IPEDS implemented a web-based data collection system with the capability of tailoring data collection screens to each institution. Edits were also built into the system to give immediate feedback to the institutions when problems were detected. This system has allowed for earlier release of data to institutions and the public.

For winter 2003–04, institutions in the universe were asked to enter their survey responses using the IPEDS data collection website. The winter 2003–04 IPEDS data were collected between December 3, 2003, and January 28, 2004. The collection had three components: Employees by Assigned Position (EAP), Salaries, and Fall Staff. Copies of the data collection instruments are available at <http://nces.ed.gov/ipeds/web2000/WinterDataItems.asp>.

## Terminology Used in the IPEDS Web Collection

Please refer to the Glossary in Appendix B for definitions of various terms.

## Universe, Institutions Surveyed, and Response Rates

Each year, the IPEDS universe is established during the fall collection period. For the 2003–04 cycle, 64 institutions included in prior IPEDS data collections were declared to be outside the scope of IPEDS. This happened because (1) they were duplicates of other institutions on the file, (2) they closed or were merged with another institution and thus were no longer a legitimate institution or branch, or (3) they no longer offered a full program of study at the postsecondary

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<sup>1</sup> Includes 6,568 institutions and 83 administrative offices. The 83 administrative (central and system) offices are required to complete the Institutional Characteristics component in the fall, the Staff component in the winter (if they have more than 15 full-time staff), and the Finance component in the spring (if they have their own separate budget). Note: The four U.S. Service Academies are included in all counts and data tables as if they were Title IV eligible.

<sup>2</sup> The other jurisdictions surveyed in IPEDS are American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

level. In addition, 177 institutions were added to the universe. These schools were identified through several sources, including a universe review by state coordinators, a review of the data file maintained by the OPE, and information provided by the institutions themselves.

The list of 6,568 Title IV institutions was validated by matching the IPEDS universe file with OPE's Postsecondary Education Participation System (PEPS) file. Because most of the studies that use IPEDS data concentrate on the Title IV institutions, this group is the main focus of IPEDS. Federal regulations require that as a condition of continued participation in the federal student aid programs, all institutions must complete, in a timely manner, and to the satisfaction of the Secretary, surveys conducted as a part of the IPEDS. See Section 487(a)(17) of the Higher Education Act of 1965 (HEA), as amended, 20 U.S.C. § 1094(a)(17) and 34 C.F.R. § 668.14 (b)(19). Non-Title IV institutions are not required to respond to IPEDS but are encouraged to provide data.

The IPEDS database includes institutions that do not participate in Title IV financial aid programs. These institutions are invited to participate in the IPEDS program, and if they voluntarily respond to the surveys, the institutions are included in College Opportunities On-Line (IPEDS COOL). IPEDS COOL is a website developed to help parents and students make informed decisions about postsecondary education.

Not all Title IV institutions are required to complete all parts of the winter data collection. The Salaries component applies to 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions. Less-than-2-year institutions and 2-year non-degree-granting institutions are excluded from the scope of the Salaries component. In addition, institutions do not respond to the Salaries component if all of their faculty fall into one of the four exclusionary categories (all are in the military, are part time, contribute their services, or teach clinical or preclinical medicine). The Fall Staff component, which is required in odd-numbered years, applies to institutions and administrative offices that have 15 or more full-time employees. Of the 6,640 Title IV entities eligible for the winter 2003–04 IPEDS collection (6,651 minus the 11 institutions that closed after the 2003–04 cycle started), 6,557 institutions were eligible for the EAP component, 4,152 institutions were eligible for the Salaries component, and 4,857 institutions and 75 administrative offices were eligible for the Fall Staff component.

Table A-1 provides the number of Title IV institutions and administrative offices and the survey response rates by degree-granting status and by level and control of institution for the United States and other jurisdictions for the three surveys that were required in winter 2003–04. Because Title IV institutions are the primary focus of IPEDS and they are required to respond, response rates for Title IV institutions in the winter 2003–04 IPEDS collection were quite high. The response rate in winter 2003–04 for each of the three components was 99.9 percent.

Table A-1a provides the number of Title IV institutions and administrative offices and the survey response rates by degree-granting status and by level and control of institution for those institutions located in the United States only.



Table A-1. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2003–04 data collection, by survey component, degree-granting status, and level and control of institution: United States and other jurisdictions

Degree-granting status and level and control of institution	Employees by Assigned Position			Fall Staff		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,557	6,550	99.9	4,932	4,925	99.9
Public	2,075	2,072	99.9	2,048	2,044	99.8
Private not-for-profit	1,961	1,961	100.0	1,691	1,689	99.9
Private for-profit	2,521	2,517	99.8	1,193	1,192	99.9
4-year	2,612	2,611	100.0	2,472	2,468	99.8
Public	653	652	99.8	685	684	99.9
Private not-for-profit	1,601	1,601	100.0	1,480	1,478	99.9
Private for-profit	358	358	100.0	307	306	99.7
2-year	2,202	2,200	99.9	1,806	1,804	99.9
Public	1,173	1,172	99.9	1,190	1,188	99.8
Private not-for-profit	236	236	100.0	156	156	100.0
Private for-profit	793	792	99.9	460	460	100.0
Less-than-2-year	1,743	1,739	99.8	654	653	99.8
Public	249	248	99.6	173	172	99.4
Private not-for-profit	124	124	100.0	55	55	100.0
Private for-profit	1,370	1,367	99.8	426	426	100.0
Degree-granting	4,322	4,320	100.0	4,081	4,075	99.9
4-year	2,592	2,591	100.0	2,468	2,464	99.8
Public	652	651	99.8	685	684	99.9
Private not-for-profit	1,583	1,583	100.0	1,476	1,474	99.9
Private for-profit	357	357	100.0	307	306	99.7
2-year	1,730	1,729	99.9	1,613	1,611	99.9
Public	1,097	1,096	99.9	1,121	1,119	99.8
Private not-for-profit	121	121	100.0	98	98	100.0
Private for-profit	512	512	100.0	394	394	100.0
Non-degree-granting	2,235	2,230	99.8	851	850	99.9
4-year <sup>1</sup>	20	20	100.0	4	4	100.0
Public	1	1	100.0	0	0	†
Private not-for-profit	18	18	100.0	4	4	100.0
Private for-profit	1	1	100.0	0	0	†
2-year	472	471	99.8	193	193	100.0
Public	76	76	100.0	69	69	100.0
Private not-for-profit	115	115	100.0	58	58	100.0
Private for-profit	281	280	99.6	66	66	100.0
Less-than-2-year	1,743	1,739	99.8	654	653	99.8
Public	249	248	99.6	173	172	99.4
Private not-for-profit	124	124	100.0	55	55	100.0
Private for-profit	1,370	1,367	99.8	426	426	100.0

See notes at end of table.

Table A-1. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2003–04 data collection, by survey component, degree-granting status, and level and control of institution: United States and other jurisdictions—Continued

Degree-granting status and level and control of institution	Salaries		
	Final universe	Number responded	Response rate (%)
All institutions	4,152	4,149	99.9
Public	1,734	1,731	99.8
Private not-for-profit	1,633	1,633	100.0
Private for-profit	785	785	100.0
4-year	2,485	2,485	100.0
Public	642	642	100.0
Private not-for-profit	1,517	1,517	100.0
Private for-profit	326	326	100.0
2-year	1,667	1,664	99.8
Public	1,092	1,089	99.7
Private not-for-profit	116	116	100.0
Private for-profit	459	459	100.0
Less-than-2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†
Degree-granting	4,146	4,143	99.9
4-year	2,479	2,479	100.0
Public	641	641	100.0
Private not-for-profit	1,512	1,512	100.0
Private for-profit	326	326	100.0
2-year	1,667	1,664	99.8
Public	1,092	1,089	99.7
Private not-for-profit	116	116	100.0
Private for-profit	459	459	100.0
Non-degree-granting	6	6	100.0
4-year <sup>1</sup>	6	6	100.0
Public	1	1	100.0
Private not-for-profit	5	5	100.0
Private for-profit	0	0	†
2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†
Less-than-2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†

† Not applicable.

<sup>1</sup> These institutions grant certificates only at the post-baccalaureate, post-master's, and post-doctorate levels.

NOTE: The Employees by Assigned Position component was applicable to all institutions, but not to administrative offices. The Fall Staff component was applicable to all institutions and administrative offices that have 15 or more full-time employees. The Salaries component was applicable to all 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions except for those institutions at which all instructional faculty are part time, contribute their services, are in the military, or teach clinical or preclinical medicine. The Salaries component was not applicable to administrative offices. The other jurisdictions include American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.

Table A-1a. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2003–04 data collection, by survey component, degree-granting status, and level and control of institution: United States

Degree-granting status and level and control of institution	Employees by Assigned Position			Fall Staff		
	Final universe	Number responded	Response rate (%)	Final universe	Number responded	Response rate (%)
All institutions	6,401	6,397	99.9	4,805	4,799	99.9
Public	2,046	2,044	99.9	2,018	2,015	99.9
Private not-for-profit	1,912	1,912	100.0	1,644	1,642	99.9
Private for-profit	2,443	2,441	99.9	1,143	1,142	99.9
4-year	2,550	2,549	100.0	2,409	2,405	99.8
Public	635	634	99.8	666	665	99.8
Private not-for-profit	1,564	1,564	100.0	1,443	1,441	99.9
Private for-profit	351	351	100.0	300	299	99.7
2-year	2,176	2,175	100.0	1,782	1,781	99.9
Public	1,162	1,162	100.0	1,179	1,178	99.9
Private not-for-profit	232	232	100.0	152	152	100.0
Private for-profit	782	781	99.9	451	451	100.0
Less-than-2-year	1,675	1,673	99.9	614	613	99.8
Public	249	248	99.6	173	172	99.4
Private not-for-profit	116	116	100.0	49	49	100.0
Private for-profit	1,310	1,309	99.9	392	392	100.0
Degree-granting	4,235	4,234	100.0	3,994	3,989	99.9
4-year	2,530	2,529	100.0	2,405	2,401	99.8
Public	634	633	99.8	666	665	99.8
Private not-for-profit	1,546	1,546	100.0	1,439	1,437	99.9
Private for-profit	350	350	100.0	300	299	99.7
2-year	1,705	1,705	100.0	1,589	1,588	99.9
Public	1,086	1,086	100.0	1,110	1,109	99.9
Private not-for-profit	117	117	100.0	94	94	100.0
Private for-profit	502	502	100.0	385	385	100.0
Non-degree-granting	2,166	2,163	99.9	811	810	99.9
4-year <sup>1</sup>	20	20	100.0	4	4	100.0
Public	1	1	100.0	0	0	†
Private not-for-profit	18	18	100.0	4	4	100.0
Private for-profit	1	1	100.0	0	0	†
2-year	471	470	99.8	193	193	100.0
Public	76	76	100.0	69	69	100.0
Private not-for-profit	115	115	100.0	58	58	100.0
Private for-profit	280	279	99.6	66	66	100.0
Less-than-2-year	1,675	1,673	99.9	614	613	99.8
Public	249	248	99.6	173	172	99.4
Private not-for-profit	116	116	100.0	49	49	100.0
Private for-profit	1,310	1,309	99.9	392	392	100.0

See notes at end of table.

Table A-1a. Response rates of Title IV institutions and administrative offices responding to the IPEDS winter 2003–04 data collection, by survey component, degree-granting status, and level and control of institution: United States—Continued

Degree-granting status and level and control of institution	Salaries		
	Final universe	Number responded	Response rate (%)
All institutions	4,066	4,064	100.0
Public	1,705	1,703	99.9
Private not-for-profit	1,593	1,593	100.0
Private for-profit	768	768	100.0
4-year	2,424	2,424	100.0
Public	624	624	100.0
Private not-for-profit	1,481	1,481	100.0
Private for-profit	319	319	100.0
2-year	1,642	1,640	99.9
Public	1,081	1,079	99.8
Private not-for-profit	112	112	100.0
Private for-profit	449	449	100.0
Less-than-2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†
Degree-granting	4,060	4,058	100.0
4-year	2,418	2,418	100.0
Public	623	623	100.0
Private not-for-profit	1,476	1,476	100.0
Private for-profit	319	319	100.0
2-year	1,642	1,640	99.9
Public	1,081	1,079	99.8
Private not-for-profit	112	112	100.0
Private for-profit	449	449	100.0
Non-degree-granting	6	6	100.0
4-year <sup>1</sup>	6	6	100.0
Public	1	1	100.0
Private not-for-profit	5	5	100.0
Private for-profit	0	0	†
2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†
Less-than-2-year	†	†	†
Public	†	†	†
Private not-for-profit	†	†	†
Private for-profit	†	†	†

† Not applicable.

<sup>1</sup> These institutions grant certificates only at the post-baccalaureate, post-master's, and post-doctorate levels.

NOTE: The Employees by Assigned Position component was applicable to all institutions, but not to administrative offices. The Fall Staff component was applicable to all institutions and administrative offices that have 15 or more full-time employees. The Salaries component was applicable to all 4-year institutions (both degree-granting and non-degree-granting) and 2-year degree-granting institutions except for those institutions at which all instructional faculty are part time, contribute their services, are in the military, or teach clinical or preclinical medicine. The Salaries component was not applicable to administrative offices.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.

NCES requires that the potential for nonresponse bias for all institutions (including those in the other jurisdictions) be analyzed for sectors for which the response rate was less than 90 percent. As shown in table A-1, no sectors require this analysis.

## **Survey Procedures**

The winter 2003–04 IPEDS data collection was conducted using the IPEDS web-based data collection system. Each institution appointed a keyholder, who was the person responsible for ensuring that survey data submitted by the institution were correct. The keyholder could generate UserIDs and passwords for up to six additional survey respondents who could also enter or review data. For many institutions, keyholders were also required to edit and “lock” the data; locking is equivalent to submitting completed data to NCES.

Coordinators are individuals who take responsibility for a specified group of institutions to ensure that all data were entered correctly. Some coordinators may be responsible for a system of institutions (e.g., SUNY—the State University of New York); others may coordinate all or some institutions in a state. Also, coordinators may elect to provide different levels of review. For example, some may only view data provided by their institutions, while others may upload, review, or lock data for their institutions.

For the 2003–04 IPEDS data collections, keyholders were asked to register prior to the fall 2003 data collection. Registration information, including UserIDs and passwords, was e-mailed to existing keyholders in mid-July. Also in mid-July, letters were sent to chief executive officers (CEOs) at institutions without preregistered keyholders, requesting that they appoint a keyholder for the 2003–04 collection year. The package included a letter for the keyholder and a registration certificate with the institution’s UserID and password for the entire 2003–04 collection period. Subsequent registration mailings were sent to CEOs at institutions at which a keyholder had still not been registered, in mid-August, mid-September, mid-December, and mid-March. At the beginning of the winter and spring collections, in late November and early March, respectively, e-mail messages were sent to registered keyholders and coordinators requesting that they update or confirm their registration contact information when the collections opened. Schools were allowed to designate a new keyholder at any time during the collection year, if needed. As with previous IPEDS studies, follow-up for nonresponse was conducted with CEOs, coordinators, and keyholders via mail, e-mail, and telephone throughout all three collection periods.

The web-based survey instruments offered many features designed to improve the quality and timeliness of the data. As indicated above, survey respondents were required to register before entering 2003–04 data to ensure a point of contact between NCES/IPEDS and the institution.

Online data entry forms were tailored to each institution based on characteristics such as degree-granting status, public vs. private control, and length of longest program offered. When data from previous years were available for an institution, they were preloaded on the customized forms for easy reference and comparison purposes. Once the 2003–04 data were entered, either manually or through file upload, the keyholders were required to run edit checks and resolve all errors before they were able to lock their data. Once data were locked, they were considered “submitted,” regardless of whether or not the coordinator had reviewed the submission.

Once the data were complete and all locks were applied, IPEDS help desk staff conducted a final review. If any additional problems were detected, the help desk staff contacted the institutions to resolve any remaining questions. Once all problems were resolved, the final data were migrated to the Peer Analysis System (PAS), where they were made available to other responding institutions for comparison purposes. Because of confidentiality issues, Salaries and Fall Staff data were perturbed during the migration process to protect any individually identifiable information.

## **Survey Components**

***Employees by Assigned Position (EAP)***—This component of the web-based survey was required for all Title IV institutions for winter 2003–04. The EAP survey is used to categorize all employees on the institution’s payroll as of November 1 of the collection year, by employment status (full or part time), faculty status, and primary occupational activity (assigned position). Title IV 4-year institutions that have medical schools are required to report their medical school employees separately.

The primary occupational activities are faculty (primarily instruction, instruction combined with research and/or public service, primarily research, and primarily public service), executive/administrative/managerial, other professional (support/service), technical and paraprofessionals, clerical and secretarial, skilled crafts, and service/maintenance. If, by institutional definition, an employee has faculty status, the employee is categorized according to tenure status: with tenure, on tenure track, or not on tenure track/no tenure system. If the employee does not have faculty status, he or she is counted as “without faculty status.”

All employees reported in the EAP component should be included in the Fall Staff component in the same occupational activity categories. All full-time employees (except those in medical schools) reported as either primarily instruction or instruction combined with research and/or public service should be included in the Salaries component, unless they are exempted because of one of the exclusions noted in the description of the Salaries component. Full-time instructional faculty in medical schools are not included in the Salaries component because they all teach preclinical or clinical medicine.

***Salaries (SA)***—This component of the web-based survey collects data on full-time instructional faculty; that is, those classified as either primarily instruction or instruction combined with research and/or public service (except those in medical schools, as described above). The data are current as of November 1 of the collection year and include all full-time instructional faculty on the payroll. This component is applicable to all 4-year institutions and 2-year degree-granting institutions. Less-than-2-year institutions and 2-year non-degree-granting institutions are excluded from the scope of the Salaries survey. Also, the Salaries component is not applicable (institutions are not asked to respond) if one of the following conditions apply:

- all instructional faculty are employed on a part-time basis;
- all instructional faculty contribute their services;
- all instructional faculty are military personnel; or
- all instructional faculty teach preclinical or clinical medicine.

Part A of the Salaries component collects data on the number of full-time instructional faculty and the total salary outlay, by contract length (less-than-9-month, 9/10-month, 11/12-month) and by gender and academic rank (professor, associate professor, assistant professor, instructor, lecturer, no academic rank). Part B collects data on the fringe benefit expenditures and the number of full-time instructional faculty on 9/10-month and 11/12-month contracts covered by these benefits. Types of fringe benefits included are retirement plans, medical/dental plans, group life insurance, other insurance benefits, guaranteed disability income protection, tuition plan, housing plan, Social Security taxes, unemployment compensation, worker's compensation, and other benefits.

**Fall Staff (S)**—This component of the web-based survey is required biannually, in odd-numbered years, and was required for winter 2003–04. (During even-numbered years, reporting Fall Staff data is optional.) In this component, data are collected for all persons on the payroll of the institution as of November 1 of the collection year, by primary occupational activity, full- and part-time status, contract length, salary class intervals, gender, and race/ethnicity. The primary occupational activity categories are the same as those used in the EAP component. There are two versions of the Fall Staff component. The long form, which replaced the EEO-6<sup>3</sup> survey in 1993, is completed by degree-granting institutions and administrative offices that have 15 or more full-time employees, and the shorter version is completed by non-degree-granting institutions that have 15 or more full-time employees. The long form has six parts:

- Part A: Full-time faculty by racial/ethnic category, gender, contract length, and salary class intervals;
- Part B: All other full-time employees by racial/ethnic category, gender, primary occupational activity, and salary class intervals;
- Part D: Part-time employees by racial/ethnic category, gender, and primary occupational activity;
- Part E: Summary of full-time and part-time employees by racial/ethnic category and gender;
- Part F: Tenure of full-time faculty by racial/ethnic category, gender, and academic rank; and
- Part G: New hires by racial/ethnic category, gender, and primary occupational activity.

The shorter version has three parts:

- Part A: Full-time employees by racial/ethnic category, gender, and primary occupational activity;
- Part B: Part-time employees by racial/ethnic category, gender, and primary occupational activity; and
- Part C: Summary of full-time and part-time employees by racial/ethnic category and gender.

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<sup>3</sup> Between 1987 and 1991, the Fall Staff data were collected in cooperation with the U.S. Equal Employment Opportunity Commission (EEOC). Beginning in 1993, all schools formerly surveyed by EEOC (using the EEO-6 survey form) were required to report through IPEDS Fall Staff.

## **Edit Procedures**

Edit checks were built into the web-based instrument to detect major reporting errors. The system automatically generated average salaries or totals on each component (as required), and edit checks compared current responses to previously reported data. The edit checks could be run at any time during the collection. As edit checks were executed, survey respondents were allowed to correct any errors detected by the system. If data were entered correctly but failed the edit checks, the survey respondents were asked either to confirm that the data were correct as entered or to explain why the data appeared to be out of the expected data range. All edit checks had to be resolved (confirmed, explained, or corrected) before the survey could be locked. Survey respondents were also provided with one or more caveats boxes on each survey component and were encouraged to use this area to explain any special circumstances that might not be evident in their reported data. In addition, the data were manually reviewed for additional inconsistencies by coordinators (when applicable) and the IPEDS help desk staff. When necessary, keyholders were contacted to verify the accuracy of the data.

For the Salaries component, current year data were compared to the previous year's data and large discrepancies had to be explained. Average salaries were calculated and checks were in place for unusually high or unusually low averages. The number of faculty receiving fringe benefits could not exceed the total number of faculty on contract. The number of full-time instructional faculty in the Salaries component had to be equal to or less than the number of full-time faculty reported as either primarily instruction or instruction combined with research and/or public service in the EAP and less than or equal to the number of faculty in the Fall Staff component.

For the Fall Staff component, current year data were compared to data from the most recent required collection (2 years previous) and large discrepancies had to be justified. The total number of full-time faculty reported in various parts of the survey were compared to each other and to the counts provided in the EAP. Additionally, the number of staff reported in the EAP component was compared to the Fall Staff data for each primary occupational activity/assigned position category.

## **Imputation Procedures**

The EAP data, Fall Staff data, and Salaries data for Title IV institutions were subject to imputation for nonresponse—both total (institutional) nonresponse and partial (item) nonresponse. The imputation base was restricted to institutions satisfying the following conditions:

- the institution must participate in Title IV student financial aid programs;
- the institution must be currently active<sup>4</sup> in IPEDS;

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<sup>4</sup> Institutions that did not respond were verified as currently active (open for business) prior to imputation through telephone calls or e-mail.



- the institution must not be a child<sup>5</sup> institution;
- for the Fall Staff component, the institution or administrative office must have 15 or more full-time employees;
- for the Salaries component, the institution must be either a 4-year institution or a 2-year degree-granting institution; and
- for the Salaries component, the institution’s instructional faculty must not fall into one of the following categories:
  - all instructional faculty are employed on a part-time basis;
  - all instructional faculty contribute their services;
  - all instructional faculty are military personnel; or
  - all instructional faculty teach preclinical or clinical medicine.

For the EAP component, there were 41 imputation groups. The imputation groups were formed primarily based on institutional sector, undergraduate, graduate, and first-professional offerings.

For the Fall Staff component, there were 60 imputation groups. Although non-degree-granting institutions receive a shorter version of the Fall Staff component, degree-granting status was not explicitly considered when forming the imputation groups. The imputation groups were formed primarily based on institutional sector, undergraduate, graduate, and first-professional offerings. Of the 60 imputation groups, six contained both degree-granting and non-degree-granting institutions, but non-degree-granting institutions were not allowed to be donors for degree-granting institutions.

For the Salaries component, both Part A and Part B of the survey form were subject to imputation. Thirty-three imputation groups were formed based primarily on institutional sector, undergraduate, graduate, and first-professional offerings.

***Employees by Assigned Position (EAP)***—The following imputation methods were used to impute missing data in the EAP component of the data collection:

- *Carry forward*—Reported prior year EAP data were carried forward to the current year. The number of employees reported in the prior year was used as the base value for the imputation. For each combination of full-time/part-time and non-medical school/medical school, to adjust for year-to-year change, the base value was then multiplied by the median ratio of the total staff reported in the current year to those reported in the prior year, within the imputation group.
- *Nearest neighbor*—The current year Salaries data or the previous year Enrollment data were used to determine the distance between an imputee and a potential donor. A distance was defined depending on the survey used. For the Salaries survey, the distance measure was

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<sup>5</sup>A child is one that has all of its data reported by the parent institution.

the sum of employees over the three different contract lengths. For the Enrollment survey, the distance measure was full-time-equivalent (FTE) enrollment, defined as  $(1/3 \times \text{part-time students}) + (\text{full-time students})$ . Salaries survey data were considered first, and then Enrollment data were considered. Each nearest neighbor imputee was imputed with the EAP data from the donor in the same imputation group with the nearest value of the distance measure. The donor's data values were multiplied by the ratio of the imputee's distance measure and the donor's distance measure.

- *Group median*—For each imputation group, the sum of all full-time staff and one-third of the part-time staff was calculated for each institution. The institution with the median value of this measure within each imputation group was the donor institution.

**Fall Staff (S)**—The following imputation methods were used to impute missing data in the Fall Staff component of the data collection:

- *Carry forward*—Reported 2001 Fall Staff data were carried forward to the current year. The number of fall staff reported in 2001 was used as the base value for the imputation. For each survey part, to adjust for year-to-year change, the base value was then multiplied by the ratio of the total fall staff reported in the current year to those reported in the past year. This ratio was determined and applied within each collapsed imputation group.
- *Nearest neighbor*—The preferred method of selecting a donor institution to provide data for the nearest neighbor procedure used total staff as reported in the current or previous year Employees by Assigned Position survey component. The nearest neighbor, or donor, was selected as the institution with the closest number of total staff to the nonrespondent institution. The donor's Fall Staff data were adjusted by the ratio of the nonrespondent's total staff to the donor's total staff to account for differences between the donor and nonrespondent institutions. If a nonrespondent institution for Fall Staff also did not have Employees by Assigned Position data, then the Enrollment data for 2002, 2001, or 2000 were used to select a donor institution. The nearest neighbor of the nonrespondent was selected from the responding institutions in the same imputation group. The donor was the institution within the nonrespondent's imputation group with the closest value of FTE (full-time-equivalent = full-time students +  $1/3 \times$  part-time students). The donor's fall staff counts were multiplied by the ratio of the nonrespondent's FTE to the donor's FTE to adjust for the difference between the two institutions. In both types of the nearest neighbor procedure, the adjusted values were used as the imputed values.
- *Group median*—For each institution within an imputation group, the sum of full-time faculty, all other full-time employees, and one-third of part-time employees was calculated. The institution with the median value within each imputation group is the donor institution.
- *Partial imputations*—If an entire survey part (e.g., Part A, or Parts A and B, but not all parts) was missing because of nonresponse, then the missing part was imputed using procedures analogous to carry forward if previous year data existed, or nearest neighbor if previous year data did not exist. For the partial imputation nearest neighbor procedure, a donor institution is determined by selecting the responding institution within the nonrespondent's imputation group with the closest value of the sum of full- and part-time employees, using only those components in the sum that exist in the nonrespondent's reported data. The donor data for

both the carry forward and nearest neighbor was then ratio adjusted using the values of the sum used to determine the donor. If the carry forward procedure was utilized, the sums were taken over the collapsed imputation group. The imputed values are the donor data multiplied by the ratio of the nonrespondent's sum to the donor's sum.

**Salaries (SA)**—The following imputation methods were used to impute missing data in the Salaries component of the survey:

- *Carry forward*—Reported prior year Salaries data were carried forward to the current year. The values were then multiplied by a year-to-year adjustment for employee count and by an inflation adjustment for average salaries each from within the imputation group. Salary outlays were then calculated as the product of employee count and average salaries.
- *Nearest neighbor using EAP*—Data from a nearest neighbor of the imputee based on the current year EAP data within the imputation group were used as the imputed values. In the full-time, non-medical-school category of the EAP dataset, the sum of employees for primarily instruction and instruction combined with research and/or public service was used in defining the distance measure. An imputee/donor total instructional faculty adjustment was made to the imputed values.
- *Nearest neighbor using Fall Staff*—Data from a nearest neighbor of the imputee based on the current year Fall Staff data within the imputation group were used as the imputed values. The number of faculty reported in Part A of the Fall Staff data was used in defining the distance measure. An imputee/donor total full-time faculty adjustment was made to the imputed values.
- *Nearest neighbor using FTE*—Data from a nearest neighbor of the imputee based on previous years' FTE enrollment values within the imputation group were used as the imputed values. An imputee/donor FTE adjustment was made to the imputed values.
- *Group median*—For each institution, the sum of total salary outlays over all contract lengths was calculated and ranked within each imputation group. The institution with the median rank was the donor institution. The donor's values are assigned to the imputee with no adjustments.

For the EAP component, table A-2 provides information on the number of employees and the number and percentages of employees that were imputed for all Title IV institutions in the United States, by control of institution, employment status, primary function/occupational activity, degree-granting status, and place of employment.

Table A-2. Employees, number of employees imputed, and percentage imputed for all Title IV institutions, by control of institution, employment status, primary function/occupational activity, degree-granting status, and place of employment: United States, fall 2003

Employment status, primary function/occupational activity, degree-granting status, and place of employment	Total			Public			Private not-for-profit			Private for-profit		
	Employees	Imputed		Employees	Imputed		Employees	Imputed		Employees	Imputed	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
Employees	3,259,261	846	#	2,190,349	827	#	942,567	0	0.0	126,345	19	#
Full-time employees	2,112,871	480	#	1,378,859	466	#	661,361	0	0.0	72,651	14	#
Primarily instruction	420,602	17	#	270,682	10	#	125,576	0	0.0	24,344	7	#
Instruction/research/public service	190,956	164	0.1	134,246	164	0.1	55,600	0	0.0	1,110	0	0.0
Primarily research	38,163	0	0.0	27,998	0	0.0	10,149	0	0.0	16	0	0.0
Primarily public service	13,615	0	0.0	8,145	0	0.0	5,343	0	0.0	127	0	0.0
Executive/administrative/managerial	184,305	48	#	91,905	46	0.1	79,248	0	0.0	13,152	2	#
Other professional (support/service)	522,724	52	#	345,314	51	#	157,596	0	0.0	19,814	1	#
Technical and paraprofessionals	151,030	28	#	108,089	28	#	40,671	0	0.0	2,270	0	0.0
Clerical and secretarial	346,378	64	#	221,856	60	#	114,753	0	0.0	9,769	4	#
Skilled crafts	58,675	22	#	44,006	22	#	14,464	0	0.0	205	0	0.0
Service/maintenance	186,423	85	#	126,618	85	0.1	57,961	0	0.0	1,844	0	0.0
Part-time employees	1,146,390	366	#	811,490	361	#	281,206	0	0.0	53,694	5	#
Primarily instruction	501,007	27	#	327,077	24	#	127,783	0	0.0	46,147	3	#
Instruction/research/public service	59,839	242	0.4	41,169	242	0.6	17,605	0	0.0	1,065	0	0.0
Primarily research	8,839	0	0.0	7,615	0	0.0	1,224	0	0.0	0	0	†
Primarily public service	5,634	0	0.0	3,934	0	0.0	1,675	0	0.0	25	0	0.0
Executive/administrative/managerial	6,715	1	#	3,242	0	0.0	2,985	0	0.0	488	1	0.2
Graduate assistants	293,987	0	0.0	240,514	0	0.0	53,222	0	0.0	251	0	0.0
Other professional (support/service)	91,001	34	#	61,746	33	0.1	27,678	0	0.0	1,577	1	0.1
Technical and paraprofessionals	41,483	11	#	32,035	11	#	8,739	0	0.0	709	0	0.0
Clerical and secretarial	95,225	45	#	67,545	45	0.1	25,376	0	0.0	2,304	0	0.0
Skilled crafts	3,111	0	0.0	2,278	0	0.0	748	0	0.0	85	0	0.0
Service/maintenance	39,549	6	#	24,335	6	#	14,171	0	0.0	1,043	0	0.0
Degree-granting	3,194,610	781	#	2,163,264	781	#	936,845	0	0.0	94,501	0	0.0
Non-degree-granting	64,651	65	0.1	27,085	46	0.2	5,722	0	0.0	31,844	19	0.1
Employees (except those in medical schools)	2,948,442	846	#	2,015,327	827	#	806,845	0	0.0	126,270	19	#
Medical school employees	310,819	0	0.0	175,022	0	0.0	135,722	0	0.0	75	0	0.0

† Not applicable.

# Rounds to zero.

NOTE: Table is restricted to U.S. institutions only. For institutions in other jurisdictions, 146 of 34,160, or 0.4 percent, of employees were imputed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.

For the Fall Staff component, table A-3 provides information on the number of fall staff and the number and percentages of fall staff that were imputed for Title IV institutions and administrative offices with 15 or more full-time employees in the United States, by control of institution, employment status, primary function/occupational activity, gender, and degree-granting status.

Table A-3. Fall staff, number of fall staff imputed, and percentage imputed for Title IV institutions and administrative offices, by control of institution, employment status, primary function/occupational activity, gender, and degree-granting status: United States, fall 2003

Employment status, primary occupational activity, gender, and degree-granting status	Total <sup>1</sup>			Public			Private not-for-profit			Private for-profit		
	Imputed			Imputed			Imputed			Imputed		
	Fall staff	Number	Percent	Fall staff	Number	Percent	Fall staff	Number	Percent	Fall staff	Number	Percent
Total <sup>1</sup>	3,243,351	2,906	0.1	2,193,178	913	#	940,780	1,775	0.2	109,393	218	0.2
Full-time employees	2,120,769	1,924	0.1	1,387,039	533	#	670,773	1,285	0.2	62,957	106	0.2
Faculty <sup>2</sup>	645,619	620	0.1	432,516	210	#	192,497	351	0.2	20,606	59	0.3
Executive/administrative/ managerial	185,011	227	0.1	94,195	54	0.1	80,167	136	0.2	10,649	37	0.3
Other professional (support/ service)	535,342	415	0.1	352,763	57	#	163,651	357	0.2	18,928	1	#
Technical and paraprofessionals	155,650	142	0.1	110,268	34	#	43,302	105	0.2	2,080	3	0.1
Clerical and secretarial	351,356	280	0.1	225,459	67	#	117,045	209	0.2	8,852	4	#
Skilled crafts	59,179	56	0.1	44,411	23	0.1	14,601	33	0.2	167	0	0.0
Service/maintenance	188,612	184	0.1	127,427	88	0.1	59,510	94	0.2	1,675	2	0.1
Part-time employees	1,122,582	982	0.1	806,139	380	#	270,007	490	0.2	46,436	112	0.2
Faculty <sup>2</sup>	554,039	532	0.1	372,748	286	0.1	140,111	143	0.1	41,180	103	0.3
Instruction/research assistants <sup>3</sup>	293,080	109	#	241,286	0	0.0	51,649	109	0.2	145	0	0.0
Executive/administrative/ managerial	6,550	11	0.2	3,509	0	0.0	2,828	11	0.4	213	0	0.0
Other professional (support/ service)	90,281	128	0.1	61,402	31	0.1	27,589	97	0.4	1,290	0	0.0
Technical and paraprofessionals	42,095	50	0.1	33,037	12	#	8,348	29	0.3	710	9	1.3
Clerical and secretarial	94,678	130	0.1	67,973	45	0.1	24,767	85	0.3	1,938	0	0.0
Skilled crafts	3,047	2	0.1	2,241	0	0.0	751	2	0.3	55	0	0.0
Service/maintenance	38,812	20	0.1	23,943	6	#	13,964	14	0.1	905	0	0.0
Men	1,518,866	1,489	0.1	1,025,880	480	#	439,001	837	0.2	53,985	172	0.3
Women	1,724,485	1,417	0.1	1,167,298	433	#	501,779	938	0.2	55,408	46	0.1
Degree-granting	3,194,169	2,869	0.1	2,167,902	876	#	936,689	1,775	0.2	89,578	218	0.2
Non-degree-granting	49,182	37	0.1	25,276	37	0.1	4,091	0	0.0	19,815	0	0.0

# Rounds to zero.

<sup>1</sup> Data are for institutions and administrative offices with 15 or more full-time employees.

<sup>2</sup> Faculty include only those staff whose principal activity is instruction, research, or public service; full-time staff who teach one or two courses are not included as faculty, unless this is their primary activity.

<sup>3</sup> By definition, all instruction/research assistants are part time.

NOTE: Table is restricted to U.S. institutions only. For institutions in other jurisdictions, 187 of 34,856, or 0.5 percent, of staff were imputed.  
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.

For the Salaries component, table A-4 provides the total salary outlays and the amounts and percentages that were imputed for all Title IV institutions in the United States, by control of institution, contract length, gender, and academic rank. Table A-5 provides the total benefit expenditures and the amounts and percentages that were imputed for all Title IV institutions in the United States, by control of institution, contract length, and benefit type.

### **Cautionary Notes**

The data in this publication should be used with caution. First, data tables are limited to degree-granting institutions. Tables 1-7 and figure 1 are based on data from the Fall Staff component of IPEDS and thus represent Title IV degree-granting institutions with 15 or more full-time employees. Institutions with fewer than 15 full-time employees are not required to provide Fall Staff data. Table 8 includes data from the Employees by Assigned Position component, which is required of all Title IV institutions. Further, certain institutions do not respond to the Salaries component (see list of exclusions described under Imputation Procedures) and are thus not represented in tables 9 through 12. Because of the differences in the sets of responding institutions, the numbers of employees and faculty may differ among the tables.

Second, the edit checks imbedded in the data collection system compare numbers of employees reported across the three human resource components; however, these edits provided for a certain amount of tolerance in the comparisons. For example, if the number of employees by primary function/occupational activity for one survey component differed in another survey component by 10 percent or less, no explanation was required.

### **Data Perturbation and Confidentiality**

Four laws cover protection of the confidentiality of individually identifiable information collected by NCES — the Privacy Act of 1974, as amended; the E-Government Act of 2002; the Education Sciences Reform Act of 2002; and the USA Patriot Act of 2001. Therefore,

Under law, public use data collected and distributed by the National Center for Education Statistics (NCES) may be used only for statistical purposes. Any effort to determine the identity of any reported case by public-use data users is prohibited by law. Violations are subject to Class E felony charges of a fine up to \$250,000 and/or a prison term up to 5 years.

In order to preserve the confidentiality of individuals' salaries, data in the Fall Staff and Salaries data files are subject to perturbation. Perturbation of the salaries data was performed in such a manner that the average salaries by institutional level were not affected by perturbation. All salaries data in this report are based on the perturbed data. Fall Staff and Salaries data included in the Peer Analysis System (PAS) are perturbed.

Table A-4. Salary outlays, amounts imputed, and percentages imputed for all Title IV institutions, by control of institution, contract length, gender, and academic rank: United States, academic year 2003–04

[Amounts except percentages are in thousands of dollars]

Gender and academic rank	Total			Public			Private not-for-profit			Private for-profit		
	Salary outlays	Imputed Amount	Percent	Salary outlays	Imputed Amount	Percent	Salary outlays	Imputed Amount	Percent	Salary outlays	Imputed Amount	Percent
<b>Less-than-9-month contracts</b>												
Total	\$87,470	\$14,399	16.5	\$63,729	\$14,399	22.6	\$16,650	\$0	0.0	\$7,090	\$0	0.0
Men	50,226	7,701	15.3	34,518	7,701	22.3	11,014	0	0.0	4,695	0	0.0
Professor	7,606	0	0.0	2,707	0	0.0	4,899	0	0.0	0	0	†
Associate professor	3,228	0	0.0	1,868	0	0.0	1,360	0	0.0	0	0	†
Assistant professor	3,838	0	0.0	2,627	0	0.0	1,211	0	0.0	0	0	†
Instructor	18,159	0	0.0	12,729	0	0.0	736	0	0.0	4,695	0	0.0
Lecturer	5,081	0	0.0	4,094	0	0.0	987	0	0.0	0	0	†
No academic rank	12,314	7,701	62.5	10,494	7,701	73.4	1,820	0	0.0	0	0	†
Women	37,243	6,699	18.0	29,211	6,699	22.9	5,637	0	0.0	2,395	0	0.0
Professor	1,454	0	0.0	477	0	0.0	977	0	0.0	0	0	†
Associate professor	1,138	0	0.0	603	0	0.0	535	0	0.0	0	0	†
Assistant professor	2,765	0	0.0	1,887	0	0.0	878	0	0.0	0	0	†
Instructor	16,465	0	0.0	13,136	0	0.0	965	0	0.0	2,364	0	0.0
Lecturer	5,643	0	0.0	4,806	0	0.0	837	0	0.0	0	0	†
No academic rank	9,778	6,699	68.5	8,303	6,699	80.7	1,444	0	0.0	32	0	0.0
<b>9/10-month contracts</b>												
Total	27,052,559	1,439	#	18,564,763	1,439	#	8,465,981	0	0.0	21,816	0	0.0
Men	17,355,180	819	#	11,671,164	819	#	5,672,609	0	0.0	11,408	0	0.0
Professor	8,113,001	0	0.0	5,129,707	0	0.0	2,981,874	0	0.0	1,420	0	0.0
Associate professor	3,761,515	0	0.0	2,437,550	0	0.0	1,323,509	0	0.0	455	0	0.0
Assistant professor	2,995,205	0	0.0	1,945,910	0	0.0	1,048,694	0	0.0	601	0	0.0
Instructor	1,382,318	819	0.1	1,244,265	819	0.1	134,640	0	0.0	3,414	0	0.0
Lecturer	365,696	0	0.0	269,778	0	0.0	95,918	0	0.0	0	0	†
No academic rank	737,445	0	0.0	643,953	0	0.0	87,975	0	0.0	5,518	0	0.0
Women	9,697,379	620	#	6,893,599	620	#	2,793,372	0	0.0	10,408	0	0.0
Professor	2,380,131	0	0.0	1,571,070	0	0.0	808,244	0	0.0	817	0	0.0
Associate professor	2,275,158	0	0.0	1,474,717	0	0.0	799,922	0	0.0	519	0	0.0
Assistant professor	2,433,267	0	0.0	1,569,047	0	0.0	861,724	0	0.0	2,496	0	0.0
Instructor	1,485,773	620	#	1,316,427	620	#	165,713	0	0.0	3,633	0	0.0
Lecturer	399,122	0	0.0	304,919	0	0.0	94,088	0	0.0	116	0	0.0
No academic rank	723,928	0	0.0	657,420	0	0.0	63,681	0	0.0	2,827	0	0.0
<b>11/12-month contracts</b>												
Total	6,300,137	40	#	3,989,289	40	#	1,764,006	0	0.0	546,842	0	0.0
Men	4,161,945	0	0.0	2,683,566	0	0.0	1,123,724	0	0.0	354,655	0	0.0
Professor	1,887,204	0	0.0	1,369,372	0	0.0	479,982	0	0.0	37,850	0	0.0
Associate professor	817,799	0	0.0	531,912	0	0.0	268,387	0	0.0	17,499	0	0.0
Assistant professor	621,581	0	0.0	368,673	0	0.0	242,337	0	0.0	10,570	0	0.0
Instructor	561,992	0	0.0	246,801	0	0.0	75,238	0	0.0	239,952	0	0.0
Lecturer	64,471	0	0.0	49,045	0	0.0	14,585	0	0.0	841	0	0.0
No academic rank	208,899	0	0.0	117,761	0	0.0	43,195	0	0.0	47,943	0	0.0
Women	2,138,191	40	#	1,305,723	40	#	640,281	0	0.0	192,187	0	0.0
Professor	443,385	0	0.0	297,964	0	0.0	131,009	0	0.0	14,412	0	0.0
Associate professor	435,760	0	0.0	275,653	0	0.0	152,844	0	0.0	7,263	0	0.0
Assistant professor	527,633	0	0.0	297,340	0	0.0	226,593	0	0.0	3,699	0	0.0
Instructor	498,029	40	#	291,243	40	#	79,568	0	0.0	127,219	0	0.0
Lecturer	51,568	0	0.0	38,189	0	0.0	11,577	0	0.0	1,802	0	0.0
No academic rank	181,816	0	0.0	105,334	0	0.0	38,690	0	0.0	37,792	0	0.0

† Not applicable.

# Rounds to zero.

NOTE: Table is restricted to U.S. institutions only. For institutions in other jurisdictions, \$1,022 of \$304,898, or 0.3 percent, of salary outlays were imputed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.

Table A-5. Benefit expenditures, amounts imputed, and percentages imputed for all Title IV institutions, by control of institution, contract length, and benefit type: United States, academic year 2003–04

[Amounts except percentages are in thousands of dollars]

Benefit type	Total			Public			Private not-for-profit			Private for-profit		
	Expend- itures	Imputed Amount Percent		Expend- itures	Imputed Amount Percent		Expend- itures	Imputed Amount Percent		Expend- itures	Imputed Amount Percent	
9/10-month contracts												
Total	\$7,095,601	\$8,572	0.1	\$4,842,922	\$8,572	0.2	\$2,248,798	\$0	0.0	\$3,880	\$0	0.0
Retirement plans— vested within 5 years	1,768,208	3,510	0.2	1,065,112	3,510	0.3	702,709	0	0.0	388	0	0.0
Retirement plans— vested after 5 years	653,278	53	#	630,045	53	#	23,174	0	0.0	59	0	0.0
Medical/dental plans	2,372,702	498	#	1,759,729	498	#	611,655	0	0.0	1,318	0	0.0
Group life insurance	72,247	170	0.2	45,443	170	0.4	26,597	0	0.0	207	0	0.0
Other insurance benefits	36,873	0	0.0	23,755	0	0.0	13,012	0	0.0	106	0	0.0
Guaranteed disability income protection	68,728	0	0.0	41,070	0	0.0	27,634	0	0.0	23	0	0.0
Tuition plan	196,757	0	0.0	35,298	0	0.0	161,407	0	0.0	52	0	0.0
Housing plan	11,379	0	0.0	18	0	0.0	11,360	0	0.0	0	0	†
Social Security taxes	1,658,077	4,235	0.3	1,081,884	4,235	0.4	574,748	0	0.0	1,444	0	0.0
Unemployment compensation	57,281	23	#	37,568	23	0.1	19,602	0	0.0	111	0	0.0
Worker's compensation	149,309	84	0.1	98,295	84	0.1	50,894	0	0.0	120	0	0.0
Other benefits in kind with cash options	50,764	0	0.0	24,706	0	0.0	26,005	0	0.0	53	0	0.0
11/12-month contracts												
Total	1,437,152	268	#	871,965	40	#	456,377	228	#	108,810	0	0.0
Retirement plans— vested within 5 years	341,767	121	#	209,681	16	#	124,394	105	0.1	7,693	0	0.0
Retirement plans— vested after 5 years	147,122	0	0.0	132,707	0	0.0	9,948	0	0.0	4,468	0	0.0
Medical/dental plans	418,446	4	#	252,266	0	0.0	129,914	4	#	36,266	0	0.0
Group life insurance	36,723	7	#	8,816	5	0.1	23,821	2	#	4,087	0	0.0
Other insurance benefits	20,118	0	0.0	14,899	0	0.0	3,826	0	0.0	1,393	0	0.0
Guaranteed disability income protection	18,769	5	#	8,411	0	0.0	7,846	5	0.1	2,511	0	0.0
Tuition plan	28,425	0	0.0	4,902	0	0.0	20,724	0	0.0	2,799	0	0.0
Housing plan	5,600	0	0.0	34	0	0.0	5,567	0	0.0	0	0	†
Social Security taxes	352,398	130	#	209,053	19	#	106,922	111	0.1	36,423	0	0.0
Unemployment compensation	18,332	#	#	5,577	#	#	7,159	0	0.0	5,597	0	0.0
Worker's compensation	39,232	1	#	18,090	#	#	13,887	1	#	7,255	0	0.0
Other benefits in kind with cash options	10,218	0	0.0	7,530	0	0.0	2,369	0	0.0	319	0	0.0

† Not applicable.

# Rounds to zero.

NOTE: Table is restricted to U.S. institutions only. For institutions in other jurisdictions, a negligible amount (less than 0.05 percent) of expenditures was imputed. Fringe benefits data are not collected for faculty on less-than-9-month contracts.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Winter 2003–04.



## Appendix B: Glossary of IPEDS Terms

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11/12-month salary contract/teaching period: The contracted teaching period of faculty employed for the entire year, usually for a period of 11 or 12 months.

9/10-month salary contract/teaching period: The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 four-month sessions, or the equivalent.

child institution: An institution that has its data reported by another institution, known as the parent institution.

clerical and secretarial: A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) or information and other paperwork required in an office. Also includes such occupational titles as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.

control (of institution): A classification of whether an institution is operated by publicly elected or appointed officials (public control) or by privately elected or appointed officials and derives its major source of funds from private sources (private control).

coordinator: The person responsible for Integrated Postsecondary Education Data System (IPEDS) survey-related coordination activities for a specified group of schools within a state. This person may have certain viewing, verifying, and locking privileges on the data collection system.

degree-granting institution: An institution offering an associate's, bachelor's, master's, doctor's, or first-professional degree.

donor institution: A responding institution whose values are assigned to the imputee.

executive, administrative, and managerial: A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are

employees holding titles such as top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators, such as presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, and assistant and associate managers (including first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory activities); engineering managers; food service managers; lodging managers; and medical and health services managers.

faculty: Persons identified by the institution as such and typically those whose initial assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. The designation as “faculty” is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, instruction, and research assistants are not included in this category.

four-year institution: A postsecondary institution that offers programs of at least 4 years’ duration or one that offers programs at or above the baccalaureate level. Includes schools that offer postbaccalaureate certificates only or those that offer graduate programs only. Also includes freestanding medical, law, or other first-professional schools.

fringe benefits: Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee’s contribution. Employee fringe benefits include retirement plans, Social Security taxes, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, unemployment compensation plans, group life insurance plans, worker’s compensation plans, and other benefits in-kind with cash options.

full-time instructional faculty: Those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Also includes full-time faculty for whom it is not possible to differentiate between teaching, research, and public service because each of these functions is an integral component of his/her regular assignment.

graduate assistants: Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.

imputee: A nonresponding institution that has its values imputed.

institutional affiliation: A classification that indicates whether a private not-for-profit institution is associated with a religious group or denomination. Private not-for-profit institutions may be either independent or religiously affiliated.

instruction combined with research and/or public service: A primary function or occupational activity category used to classify persons for whom it is not possible to differentiate between teaching, research, and public service because each of these functions is an integral component of his or her regular assignment. These employees may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. This category includes all officers holding titles such as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction combined with research and/or public service.

keyholder: The person designated by an official institutional representative to have in their possession the necessary UserID and password to gain access to the Integrated Postsecondary Education Data System (IPEDS) data collection system to complete the survey. The keyholder is responsible for entering data and locking the site by each survey completion date.

less-than-2-year institution: A postsecondary institution that offers programs of less than 2 years' duration below the baccalaureate level. Includes occupational and vocational schools with programs that do not exceed 1,800 contact hours.

less than 9/10-month salary contract/teaching period: The contracted teaching period of faculty employed for less than 2 semesters, 3 quarters, 2 trimesters, or 2 four-month sessions.

level (of institution): A classification of whether an institution's programs are 4-year or higher (4 year), 2-but-less-than-4-year (2 year), or less-than-2-year.

medical school staff (employees): Staff employed by or employees working in the medical school component of a postsecondary institution or in a freestanding medical school. Does not include staff employed by or employees working strictly in a hospital associated with a medical school or those who work in health or allied health schools or departments such as dentistry, veterinary medicine, nursing, or dental hygiene.

non-degree-granting institution: An institution offering only postbaccalaureate, post-master's, or first-professional certificates or certificates or diplomas of 4 years or less.

nonprofessional staff: Employees of an institution whose primary function or occupational activity is classified as one of the following: technical and paraprofessional; clerical and secretarial; skilled crafts; or service/maintenance.

nonresident alien: A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

OPE: Office of Postsecondary Education.

other professional (support/service): A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree

or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, research; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education; lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.

parent institution: An institution that reports data for another institution, known as the child institution.

PEPS: Postsecondary Education Participation System (used by OPE for Title IV federal student financial aid programs).

postsecondary education: The provision of a formal instructional program whose curriculum is designed primarily for students who are beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education and excludes avocational and adult basic education programs.

postsecondary education institution: An institution that has as its sole purpose or one of its primary missions the provision of postsecondary education.

primarily instruction: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of conducting instruction or teaching and who hold academic titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is instruction.

primarily public service: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of carrying out public service activities such as agricultural extension services, clinical services, or continuing education and who may hold academic titles of professor, associate professor, or assistant professor. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is public service.

primarily research: A primary function or occupational activity category used to classify persons whose specific assignments customarily are made for the purpose of conducting research and who hold academic titles of professor, associate professor, or assistant professor or titles such as research associate or postdoctoral fellow. Includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or equivalent) if their principal activity is research.

primary occupational activity: The principal activity of a staff member as determined by the institution. If an individual participates in two or more activities, the primary activity is normally determined by the amount of time spent in each activity. Occupational activities are designated as follows: executive, administrative, and managerial; faculty (instruction/research/public service); graduate assistants; other professional (support/service); technical and paraprofessional; clerical and secretarial; skilled crafts; and service/maintenance (see separate definitions).

private for-profit institution: A private institution in which the individual(s) or agency in control receives compensation other than wages, rent, or other expenses for the assumption of risk.

private institution: An educational institution controlled by a private individual(s) or by a nongovernmental agency, usually supported primarily by other than public funds, and operated by other than publicly elected or appointed officials. These institutions may be either for-profit or not-for-profit.

private not-for-profit institution: A private institution in which the individual(s) or agency in control receives no compensation, other than wages, rent, or other expenses for the assumption of risk. These include both independent not-for-profit schools and those affiliated with a religious organization.

professional staff: Employees of an institution whose primary function or occupational activity is classified as one of the following: faculty; executive, administrative, managerial; or other professional.

Program Participation Agreement (PPA): A written agreement between a postsecondary institution and the Secretary of Education. This agreement allows institutions to participate in any of the Title IV student assistance programs other than the State Student Incentive Grant (SSIG) and the National Early Intervention Scholarship and Partnership (NEISP) programs. The PPA conditions the initial and continued participation of an eligible institution in any Title IV program upon compliance with the General Provisions regulations, the individual program regulations, and any additional conditions specified in the PPA that the Department of Education requires the institution to meet. Institutions with such an agreement are referred to as Title IV institutions.

race/ethnicity: Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens, resident aliens, and other eligible noncitizens are as follows:

- White, non-Hispanic
- Black, non-Hispanic
- Hispanic
- Asian/Pacific Islander

- American Indian/Alaska Native

race/ethnicity unknown: The category used to report students or employees whose race/ethnicity is not known.

resident alien (and other eligible noncitizens): A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status (and who holds either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian).

sector: One of nine institutional categories resulting from dividing the universe according to control and level. Control categories are public, private not-for-profit, and private for-profit. Level categories are 4-year and higher (4 year), 2-but-less-than-4-year (2 year), and less-than-2-year. For example: public, 4-year institutions.

service/maintenance: A primary function or occupational activity category used to classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.

skilled crafts: A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs. Includes occupational titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.

technical and paraprofessional: A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.

Title IV institution: An institution that has a written agreement with the Secretary of Education that allows the institution to participate in any of the Title IV federal student financial assistance programs (other than the State Student Incentive Grant [SSIG] and the National Early Intervention Scholarship and Partnership [NEISP] programs).

two-year institution: A postsecondary institution that offers programs of at least 2 but less than 4 years' duration. Includes occupational and vocational schools with programs of at least 1,800 hours and academic institutions with programs of less than 4 years. Does not include bachelor's degree-granting institutions where the baccalaureate program can be completed in 3 years.

UserID: A series of numbers possibly with an alpha prefix that is created for a specific user to be able to access a system. For security purposes, each user is required to have a UserID and a password in order to access the Integrated Postsecondary Education Data System (IPEDS) data collection system.

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