



**American Association of University Professors  
Faculty Compensation Survey 2020-21  
Instructions for using the Excel upload template  
<https://research.aaup.org>**

## **Start**

**Registration (for new users only):** If you are not certain whether you are registered in our system, click "Start" on the survey home page and enter your e-mail address. If you are registered in our system, you will have the option to reset your password, if needed. (Check your spam folder.) If there is an existing data manager or system admin for your institution, they can add you under "Manage Your Institution's Users" in the menu. To register a new account, click "Start" on the survey home page and enter your e-mail address; complete the required information, including designating an institution, and "Save." Your registration request will be submitted to AAUP Research for approval, and you will be notified by e-mail when your registration has been approved.

**Existing Users Login:** Log in using your e-mail address and password. If you forget your password, click the "Get a New Password" link and it will be e-mailed to you. Passwords are case-sensitive.

Prior to beginning data entry for a survey, please verify your personal contact information in the "Manage Your Account" section.

There are two options for entering FCS data: (1) The preferred method is to upload this Excel file to the FCS website. This file provides preliminary data validation and a record of your data submission for future reference. (2) You may also enter data directly online in the portal. ***Note that when you upload the Excel file it will replace any data previously entered for the current year.***

## **Instructions for Data Entry and Upload via Excel Spreadsheet**

**Complete the Excel file using the instructions for each form. The main Instructions page is at <https://research.aaup.org/instructions>, and there are links at the bottom of each tab (form).**

**Note on copy/paste in the Excel file:** Improperly formatted data may create problems for formulas built into the Excel file. For best results, if you want to copy data into the Excel file from another source, including another Excel file, use only the "Paste Values" function. If you need help with this feature, please contact AAUP Research at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).

**When all forms are complete,** check the final tab labeled "Validity Checks." This section helps identify basic problems with the data. Make any corrections necessary. If there are no issues to correct, save the file.

**Prior to uploading data from the spreadsheet to FCS website you must log in at <https://research.aaup.org> and "Start" the survey for the current year. Follow the portal instructions for uploading your Excel spreadsheet and validating your data for submission.**



## American Association of University Professors Faculty Compensation Survey 2020-21

Please complete these first five fields for your own reference to ensure proper identification of this file. This information is optional and will not be uploaded to AAUP.

Unit ID:	237011
Institution:	Western Washington University
Respondent Name:	
Phone Number:	
E-Mail Address:	
Survey Year:	2020-21

Instructions for  
completing Form 1 are  
available at  
<https://research.aaup.org/instructions#form1>

### Form 1: Institutional Information

Institutional Control	Public	Pre-populated by AAUP
AAUP Category	Master's	Pre-populated by AAUP
Carnegie Classification	Master's Colleges & Universities: Larger Programs	Pre-populated by AAUP
AAUP FCS System		Pre-populated by AAUP if institution is part of a system for FCS data collection.
Publication Footnote		Displays previous year text, if any. Note any changes needed in the comment fields.
Conversion Factor	1	Enter if faculty with 11- or 12-month contracts are reported separately.
Comments		
Additional Comments		

Instructions for completing Form 1 are available at  
<https://research.aaup.org/instructions#form1>



AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

American Association of University Professors  
Faculty Compensation Survey 2020-21

Instructions for completing Form 2 are available at <https://research.aaup.org/instructions#form2>

Form 2: Number, Total Salaries, and Tenure Status of Full-Time Instructional Faculty

Academic Rank	MEN					WOMEN				
	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured	Number of Faculty	Total Contracted Salaries (\$)	Not Tenure-Track	On Tenure-Track	Tenured
<b>Section 1. Faculty on 9-Month Contracts (Regardless of Number of Salary Installments)</b>										
1. Professor	138	16,222,569	0	0	138	85	9,349,122	0	0	85
2. Associate	89	8,357,969	0	1	88	82	7,656,966	0	1	81
3. Assistant	66	5,160,157	0	66	0	82	6,032,616	0	82	0
4. Instructor	34	2,206,418	34	0	0	57	3,290,406	57	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	327	31,947,113	34	67	226	306	26,329,110	57	83	166
<b>Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)</b>										
1. Professor	5	654,735	0	0	5	4	482,209	0	0	4
2. Associate	1	91,922	0	0	1	1	89,750	0	0	1
3. Assistant										
4. Instructor	4	245,583	4	0	0	3	171,060	3	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	10	992,240	4	0	6	8	743,018	3	0	5
<b>Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)</b>										
1. Professor	143	16,877,303	0	0	143	89	9,831,331	0	0	89
2. Associate	90	8,449,891	0	1	89	83	7,746,715	0	1	82
3. Assistant	66	5,160,157	0	66	0	82	6,032,616	0	82	0
4. Instructor	38	2,452,001	38	0	0	60	3,461,466	60	0	0
5. Lecturer	0	0	0	0	0	0	0	0	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	337	32,939,353	38	67	232	314	27,072,128	60	83	171

Instructions for completing Form 2 are available at <https://research.aaup.org/instructions#form2>



AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS

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Faculty Compensation Survey 2020-21**

Instructions for  
completing Form 3  
are available at

<https://research.aaup.org/instructions#form3>

**Form 3: Institutional Expenditure on Benefits for Full-Time Instructional Faculty**

Benefit	All Ranks Combined	
	Total Expenditure (\$)	Number Covered

**Section 1. Faculty on 9-Month Contracts (i.e., regardless of number of installments)**

Retirement	5139978.48	612
Total Health Insurance Premiums	7437576.6	639
<b>Total 9-month</b>	<b>12,577,555</b>	<b>639</b>

**Section 2. Faculty on 11- or 12-Month Contracts (i.e., on actual basis, no conversion)**

Retirement	150706.62	16
Total Health Insurance Premiums	209509.2	18
<b>Total 12-month</b>	<b>360,216</b>	<b>18</b>

**Section 3. 9-Month plus 12-Month converted\*\* (Calculates automatically)**

Retirement	5,290,685	628
Total Health Insurance Premiums	7,647,086	657
<b>Total All Faculty</b>	<b>12,937,771</b>	<b>657</b>

**Section 4. Dependent Tuition Benefits**

Tuition waiver at institution	None
Tuition waiver at specified institutions through a consortium or system	None
Institution is a member of Tuition Exchange	No
Tuition benefit varies based on years of service	Not applicable
Other dependent tuition benefits	

Instructions for completing Form 3 are available at

<https://research.aaup.org/instructions#form3>



**Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2020-21**

Instructions for completing Form 4 are available at

<https://research.aaup.org/instructions#form4>

**Please Note:** Individuals reported on this form should be only those who held faculty positions in BOTH 2020-21 and 2019-20. This number will almost always be smaller than that in Form 2. Report individuals in the row for the rank the person held in 2019-20. For those institutions not able to complete Columns C or D, see the instructions and the Form 4 Estimate tab. Previous Year (2019-20) outlay is the last year's salary outlay for CURRENT continuing faculty members. Salaries of faculty who are no longer working at your institution or were newly hired for 2020-21 should NOT be included in Form 4.

**Section 1. Full-time Faculty on 9-Month Contracts**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor	194	22,457,825	22,321,135	0.61%
2. Associate	164	15,872,693	15,599,543	1.75%
3. Assistant	153	11,940,656	11,707,683	1.99%
4. Instructor	73	4,539,188	4,425,360	2.57%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	584	54,810,363	54,053,722	1.40%

**Section 2. Full-time Faculty on 11- or 12-Month Contracts**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor	7	912,413	912,413	0.00%
2. Associate	0	0	0	0.00%
3. Assistant	1	62,500	46,875	33.33%
4. Instructor	6	379,143	352,861	7.45%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	14	1,354,056	1,312,149	3.19%

**Section 3. 9-Month plus 12-Month Converted (Calculates automatically)**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor	201	23,370,238	23,233,548	0.59%
2. Associate	164	15,872,693	15,599,543	1.75%
3. Assistant	154	12,003,156	11,754,558	2.11%
4. Instructor	79	4,918,331	4,778,221	2.93%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	598	56,164,419	55,365,870	1.44%

Instructions for completing Form 4 are available at

<https://research.aaup.org/instructions#form4>



### Form 5: Administrative Compensation 2020-21

Instructions for completing  
Form 5 are available at  
<https://research.aaup.org/instructions#form5>

**Confidentiality Notice:**

The figures supplied in this section will be used for aggregate calculations only; they will not be published or disclosed for individual institutions.

	Base Salary	Supplement
President/Chancellor	400134.56	
Chief Academic Officer	304126.84	
Chief Financial Officer	253111.41	
Chief Development Officer	238113.73	
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management	259330.1	
Director of Athletics	138304.07	

Once you click "Save," please verify that these figures are correct and report any discrepancies to the AAUP Research Office at [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).



**Form 6: Number and Per-Section Pay for Part-Time Instructional Faculty, 2019-20**

*These figures will be used to produce an appendix where each institution's data will be reported individually.  
Please note we are asking for data in this section from the previous academic year.*



	Number of Faculty	Minimum per Section Pay	Maximum per Section Pay	Mean per Section Pay	Do Part-Time Per Section Faculty have Retirement Benefits? <sup>2</sup>	Do Part-Time Per Section Faculty have Medical Benefits? <sup>2</sup>	Calendar System <sup>3</sup>
Part-Time per Section Faculty					some	some	Quarter

Instructions for completing Form 6 are available at  
<https://research.aaup.org/instructions#form6>

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**Form 3: Estimator for Retirement Benefits Expenditure (Optional)**

If you do not have the actual dollar expenditure amount for retirement benefits, you may use a standard contribution rate here to calculate an estimate. Enter that estimate on Form 3 (it will not fill in automatically).

**Section 1. Faculty on 9-Month Contracts**

Institutional		Estimated Expenditure
Contribution Rate (%)	Number of Faculty	(enter on Form 3)
0.00%	633	0

**Section 2. Faculty on 11- or 12-Month Contracts**

Institutional		Estimated Expenditure
Contribution Rate (%)	Number of Faculty	(enter on Form 3)
0.00%	18	0



**Form 4 Estimator: Estimate Salary Increase for Continuing Instructional Faculty, 2020-21**  
 (Complete only if actual salary amounts are not available. This sheet provides an estimate for current and previous-year salary amounts, when entering the count of continuing faculty and a percentage increase. Enter values in columns B and E, and then copy and paste [values only] columns B-D to Form 4.)

**Section 1. Faculty on 9-Month Contracts**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor		0	0	0.00%
2. Associate		0	0	0.00%
3. Assistant		0	0	0.00%
4. Instructor		0	0	0.00%
5. Lecturer			#VALUE!	0.00%
6. No Rank			#VALUE!	0.00%
7. TOTAL	0	0	#VALUE!	#VALUE!

**Section 2. Faculty on 11- or 12-Month Contracts**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor		0	0	0.00%
2. Associate		0	0	0.00%
3. Assistant			#VALUE!	0.00%
4. Instructor		0	0	0.00%
5. Lecturer			#VALUE!	0.00%
6. No Rank			#VALUE!	0.00%
7. TOTAL	0	0	#VALUE!	#VALUE!

**Section 3. 9-Month plus 12-Month Converted (Calculates automatically)**

Academic Rank in 2019-20	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2020-21)	Previous Yr. (2019-20)	
1. Professor	0	0	0	#DIV/0!
2. Associate	0	0	0	#DIV/0!
3. Assistant	0	#VALUE!	#VALUE!	#VALUE!
4. Instructor	0	0	0	#DIV/0!
5. Lecturer	0	#VALUE!	#VALUE!	#VALUE!
6. No Rank	0	#VALUE!	#VALUE!	#VALUE!
7. TOTAL	0	#VALUE!	#VALUE!	#VALUE!

### Data Entry Validity Checks for Various Sections (See Instructions)

Academic Rank	Form 2 Salary and Tenure Status					Form 3	Form 4 Continuing Faculty		
9-Month	Total Faculty	Tenure Status	Average Men	Average Women	Outlays	Benefits No.	Avg. Sal. Curr. Yr.	Avg. Sal. Prev. Yr.	Percent Increase
1. Professor	223	OK	117,555	109,990	\$ 25,571,691		115,762	115,057	OK
2. Associate	171	OK	93,910	93,378	\$ 16,014,934		96,785	95,119	OK
3. Assistant	148	OK	78,184	73,568	\$ 11,192,773		78,044	76,521	OK
4. Instructor	91	OK	64,895	57,726	\$ 5,496,824		62,181	60,621	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	633	OK	97,698	86,043	\$ 58,276,223	CHECK	93,853	92,558	OK
<b>12-Month</b>									
1. Professor	9	OK	130,947	120,552	\$ 1,136,943		130,345	130,345	OK
2. Associate	2	OK	91,922	89,750	\$ 181,672		#DIV/0!	#DIV/0!	OK
3. Assistant	0	OK			\$ -		62,500	46,875	CHECK
4. Instructor	7	OK	61,396	57,020	\$ 416,643		63,190	58,810	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	18	OK	99,224	92,877	\$ 1,735,258	OK	96,718	93,725	OK
<b>Combined converted</b>									
1. Professor	232	OK	118,023	110,464	\$ 26,708,634		116,270	115,590	OK
2. Associate	173	OK	93,888	93,334	\$ 16,196,606		96,785	95,119	OK
3. Assistant	148	OK	78,184	73,568	\$ 11,192,773		77,943	76,328	OK
4. Instructor	98	OK	64,526	57,691	\$ 5,913,467		62,257	60,484	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	651	OK	97,743	86,217	\$ 60,011,481	CHECK	93,920	92,585	OK