



**American Association of University Professors  
Faculty Compensation Survey 2021-22  
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 2021-22

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:	<input type="text" value="237011"/>
Institution:	<input type="text" value="Western Washington University"/>
Respondent Name:	<input type="text"/>
Phone Number:	<input type="text"/>
E-Mail Address:	<input type="text"/>
Survey Year:	<input type="text" value="2021-22"/>

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

### Form 1: Institutional Information

Institutional Control	<input type="text" value="Public"/>	Pre-populated by AAUP
AAUP Category	<input type="text" value="Master's"/>	Pre-populated by AAUP
AAUP FCS System	<input type="text"/>	Pre-populated by AAUP if institution is part of a system for FCS data collection.
Publication Footnote	<input type="text"/>	Displays previous year text, if any. Note any changes needed in the comment fields.
Conversion Factor	<input type="text" value="1"/>	Enter value if you are reporting faculty with 11- or 12-month contracts.
Comments	<input type="text"/>	
Additional Comments	<input type="text"/>	

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 2021-22

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

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

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	137	16,724,827	0	0	137	88	9,981,437	0	0	88
2. Associate	98	9,497,330	0	0	98	84	7,929,633	0	1	83
3. Assistant	53	4,131,142	0	53	0	71	5,369,816	0	71	0
4. Instructor	49	3,182,529	49	0	0	64	3,800,766	64	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	337	33,535,828	49	53	235	307	27,081,652	64	72	171
<b>Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)</b>										
1. Professor	5	693,937	0	0	5	3	387,463	0	0	3
2. Associate	1	104,148	0	0	1	1	92,442	0	0	1
3. Assistant	0	0	0	0	0	1	56,250	0	1	0
4. Instructor	5	291,828	5	0	0	8	444,684	8	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	11	1,089,913	5	0	6	13	980,840	8	1	4
<b>Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)</b>										
1. Professor	142	17,418,764	0	0	142	91	10,368,900	0	0	91
2. Associate	99	9,601,478	0	0	99	85	8,022,075	0	1	84
3. Assistant	53	4,131,142	0	53	0	72	5,426,066	0	72	0
4. Instructor	54	3,474,356	54	0	0	72	4,245,450	72	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	348	34,625,741	54	53	241	320	28,062,491	72	73	175

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



**American Association of University Professors  
Faculty Compensation Survey 2021-22**

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	6153571.08	627
Total Health Insurance Premiums	7231291.2	648
<b>Total 9-month</b>	<b>13,384,862</b>	<b>648</b>

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

Retirement	222117.48	22
Total Health Insurance Premiums	267825.6	24
<b>Total 12-month</b>	<b>489,943</b>	<b>24</b>

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

Retirement	6,375,689	649
Total Health Insurance Premiums	7,499,117	672
<b>Total All Faculty</b>	<b>13,874,805</b>	<b>672</b>

**Section 4. Dependent Tuition Benefits**

Tuition waiver at institution	
Tuition waiver at specified institutions through a consortium or system	
Institution is a member of Tuition Exchange	
Tuition benefit varies based on years of service	
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, 2021-22**

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 2021-22 and 2020-21. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2020-21.** For those institutions not able to complete Columns C or D, see the instructions and the Form 4 Estimate tab. Previous Year (2020-21) 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 2021-22 should NOT be included in Form 4.

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

Academic Rank in 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
1. Professor	208	24,770,116	23,934,122	3.49%
2. Associate	160	15,604,419	14,974,833	4.20%
3. Assistant	148	11,817,693	11,189,402	5.62%
4. Instructor	73	4,732,569	4,516,262	4.79%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	589	56,924,798	54,614,619	4.23%

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

Academic Rank in 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
1. Professor	9	1,178,598	1,136,943	3.66%
2. Associate	2	196,590	181,672	8.21%
3. Assistant	0	0	0	0.00%
4. Instructor	6	353,423	354,243	-0.23%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	17	1,728,611	1,672,858	3.33%

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

Academic Rank in 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
1. Professor	217	25,948,714	25,071,065	3.50%
2. Associate	162	15,801,009	15,156,504	4.25%
3. Assistant	148	11,817,693	11,189,402	5.62%
4. Instructor	79	5,085,992	4,870,505	4.42%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	606	58,653,408	56,287,477	4.20%

Instructions for completing Form 4 are available at <https://research.aaup.org/instructions#form4>



## American Association of University Professors Faculty Compensation Survey 2021-22

Instructions for completing Form 5 are available at

<https://research.aaup.org/instructions#form5>

### Form 5: Administrative Compensation 2021-22

**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	460000	
Chief Academic Officer	313250.65	
Chief Financial Officer	278100	
Chief Development Officer	278100	
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management	242827.28	
Director of Athletics	142453	

Instructions for completing Form 5 are available at

<https://research.aaup.org/instructions#form5>



AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

### American Association of University Professors Faculty Compensation Survey 2021-22

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

#### Form 6: Number and Per-Section Pay for Part-Time Instructional Faculty, 2020-21

*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>
Part-Time per Section Faculty					some	some

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

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## American Association of University Professors Faculty Compensation Survey 2021-22

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

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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 Contribution Rate (%)	Number of Faculty	Estimated Expenditure (enter on Form 3)
0.00%	644	0

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

Institutional Contribution Rate (%)	Number of Faculty	Estimated Expenditure (enter on Form 3)
0.00%	24	0



**Form 4 Estimator: Estimate Salary Increase for Continuing Instructional Faculty, 2021-22**  
 (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 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
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 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
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 3. 9-Month plus 12-Month Converted (Calculates automatically)**

Academic Rank in 2020-21	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2021-22)	Previous Yr. (2020-21)	
1. Professor	0	0	0	#DIV/0!
2. Associate	0	0	0	#DIV/0!
3. Assistant	0	0	0	#DIV/0!
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	225	OK	122,079	113,425	\$ 26,706,264		119,087	115,068	OK
2. Associate	182	OK	96,912	94,400	\$ 17,426,963		97,528	93,593	OK
3. Assistant	124	OK	77,946	75,631	\$ 9,500,958		79,849	75,604	OK
4. Instructor	113	OK	64,950	59,387	\$ 6,983,294		64,830	61,867	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	644	OK	99,513	88,214	\$ 60,617,479	CHECK	96,647	92,724	OK
<b>12-Month</b>									
1. Professor	8	OK	138,787	129,154	\$ 1,081,401		130,955	126,327	OK
2. Associate	2	OK	104,148	92,442	\$ 196,590		98,295	90,836	OK
3. Assistant	1	OK		56,250	\$ 56,250		#DIV/0!	#DIV/0!	OK
4. Instructor	13	OK	58,366	55,586	\$ 736,512		58,904	59,040	CHECK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	24	OK	99,083	75,449	\$ 2,070,753	OK	101,683	98,403	OK
<b>Combined converted</b>									
1. Professor	233	OK	122,667	113,944	\$ 27,787,665		119,579	115,535	OK
2. Associate	184	OK	96,985	94,377	\$ 17,623,553		97,537	93,559	OK
3. Assistant	125	OK	77,946	75,362	\$ 9,557,208		79,849	75,604	OK
4. Instructor	126	OK	64,340	58,965	\$ 7,719,806		64,380	61,652	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	668	OK	99,499	87,695	\$ 62,688,232	CHECK	96,788	92,884	OK