



**American Association of University Professors  
Faculty Compensation Survey 2022-23  
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 2022-23

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:	2022-23

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
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 value if you are reporting faculty with 11- or 12-month contracts.
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 2022-23

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	144	18,291,373	0	0	144	88	10,371,236	0	0	88
2. Associate	101	10,330,552	0	0	101	90	8,819,554	0	1	89
3. Assistant	47	3,787,937	0	47	0	64	5,016,594	0	64	0
4. Instructor	62	4,217,297	62	0	0	72	4,251,085	72	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	354	36,627,159	62	47	245	314	28,458,468	72	65	177
<b>Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)</b>										
1. Professor	4	591,425	0	0	4	2	280,480	0	0	2
2. Associate	1	111,699	0	0	1	2	182,526	0	0	2
3. Assistant	0	0	0	0	0	0	0	0	0	0
4. Instructor	3	141,240	3	0	0	4	171,861	4	0	0
5. Lecturer										
6. No Rank										
7. TOTAL	8	844,364	3	0	5	8	634,867	4	0	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	148	18,882,797	0	0	148	90	10,651,716	0	0	90
2. Associate	102	10,442,251	0	0	102	92	9,002,080	0	1	91
3. Assistant	47	3,787,937	0	47	0	64	5,016,594	0	64	0
4. Instructor	65	4,358,538	65	0	0	76	4,422,946	76	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	362	37,471,523	65	47	250	322	29,093,336	76	65	181

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



AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS

**American Association of University Professors  
Faculty Compensation Survey 2022-23**

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	5835049.83	643
Total Health Insurance Premiums	8982608.4	666
<b>Total 9-month</b>	<b>14,817,658</b>	<b>666</b>

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

Retirement	136428.75	15
Total Health Insurance Premiums	215798.4	16
<b>Total 12-month</b>	<b>352,227</b>	<b>16</b>

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

Retirement	5,971,479	658
Total Health Insurance Premiums	9,198,407	682
<b>Total All Faculty</b>	<b>15,169,885</b>	<b>682</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, 2022-23**

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 2022-23 and 2021-22. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2021-22.** For those institutions not able to complete Columns C or D, see the instructions and the Form 4 Estimate tab. Previous Year (2021-22) 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 2022-23 should NOT be included in Form 4.

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

Academic Rank in 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
1. Professor	209	26,158,249	24,839,116	5.31%
2. Associate	171	17,378,744	16,343,981	6.33%
3. Assistant	120	10,081,428	9,225,582	9.28%
4. Instructor	79	5,370,675	5,037,504	6.61%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	579	58,989,097	55,446,183	6.39%

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

Academic Rank in 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
1. Professor	6	871,905	828,576	5.23%
2. Associate	2	208,070	196,590	5.84%
3. Assistant	1	79,707	56,250	41.70%
4. Instructor	12	702,730	699,012	0.53%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	21	1,862,412	1,780,428	4.60%

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

Academic Rank in 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
1. Professor	215	27,030,154	25,667,692	5.31%
2. Associate	173	17,586,814	16,540,571	6.33%
3. Assistant	121	10,161,135	9,281,832	9.47%
4. Instructor	91	6,073,406	5,736,516	5.87%
5. Lecturer	0	0	0	0.00%
6. No Rank	0	0	0	0.00%
7. TOTAL	600	60,851,508	57,226,611	6.33%

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



## American Association of University Professors Faculty Compensation Survey 2022-23

Instructions for completing Form 5 are available at

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

### Form 5: Administrative Compensation 2022-23

**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	479550	
Chief Academic Officer	310000	
Chief Financial Officer	289919.25	
Chief Development Officer	289919.25	
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management	253147.44	
Director of Athletics	148507.25	

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 2022-23

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, 2021-22

*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						

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 2022-23

### 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%	668	0

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

Institutional Contribution Rate (%)	Number of Faculty	Estimated Expenditure (enter on Form 3)
0.00%	16	0



**Form 4 Estimator: Estimate Salary Increase for Continuing Instructional Faculty, 2022-23**  
 (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 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
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 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
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 2021-22	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2022-23)	Previous Yr. (2021-22)	
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	232	OK	127,023	117,855	\$ 28,662,608		125,159	118,847	OK
2. Associate	191	OK	102,283	97,995	\$ 19,150,107		101,630	95,579	OK
3. Assistant	111	OK	80,594	78,384	\$ 8,804,531		84,012	76,880	OK
4. Instructor	134	OK	68,021	59,043	\$ 8,468,382		67,983	63,766	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	668	OK	103,467	90,632	\$ 65,085,628	OK	101,881	95,762	OK
<b>12-Month</b>									
1. Professor	6	OK	147,856	140,240	\$ 871,905		145,317	138,096	OK
2. Associate	3	OK	111,699	91,263	\$ 294,225		104,035	98,295	OK
3. Assistant	0	OK			\$ -		79,707	56,250	CHECK
4. Instructor	7	OK	47,080	42,965	\$ 313,102		58,561	58,251	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	16	OK	105,545	79,358	\$ 1,479,231	OK	88,686	84,782	OK
<b>Combined converted</b>									
1. Professor	238	OK	127,586	118,352	\$ 29,534,513		125,722	119,385	OK
2. Associate	194	OK	102,375	97,849	\$ 19,444,332		101,658	95,610	OK
3. Assistant	111	OK	80,594	78,384	\$ 8,804,531		83,976	76,709	OK
4. Instructor	141	OK	67,054	58,197	\$ 8,781,483		66,741	63,039	OK
5. Lecturer	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
6. No Rank	0	OK			\$ -		#DIV/0!	#DIV/0!	OK
7. TOTAL	684	OK	103,512	90,352	\$ 66,564,859	OK	101,419	95,378	OK