

**UNIVERSITY OF WASHINGTON
DEPARTMENTAL FACULTY SALARY ANALYSIS
1998-99**

EXPLANATORY NOTES

Data Sources

All data are from the Office of Institutional Studies' Staffing Database. Data used in this analysis was as of October 31, 1998.

Personnel Included

All full-time regular teaching faculty, as defined by the appointment occupation code (i.e., departmental chairs and/or directors, professors, associate professors, assistant professors and instructors), are included in this analysis. Specific occupation codes included are shown in Appendix A. Faculty members with regular teaching appointments and other types of appointments are included provided a regular teaching appointment comprises at least 50% of a member's total appointment. If a faculty member is included, the total salary and FTE for that member is reported in the member's home department regardless of budget source or pay distribution. Research, clinical, affiliate and adjunct faculty as well as deans and associate and assistant deans are excluded. Faculty on sabbatical leave are reported at their regular salaries and FTEs.

Data Elements Listed

Age – The average age of faculty by rank is calculated as of October 31, 1998.

Average Salaries – Average salaries are calculated by dividing total cash salaries for a given rank by the FTE.

Campus – This is the campus responsible for an indicated college.

Cash Salaries – These represent salaries expected to be paid to faculty based upon scheduled pay distributions and service-period data, and do not include benefits.

CIP Code – This code is from the U.S. Department of Education's booklet "Classification of Instructional Programs." CIP Codes are provided in this analysis to facilitate departmental comparisons among universities, since departmental names alone may not suffice.

College – This is the name of the college responsible for an indicated department.

FTE – Full-time equivalent represents the percentage of time for which a position is to be paid.

Health Science Faculty – Cash salaries in the Schools of Medicine and Dentistry exclude income from professional fees or clinical services. Clinical medicine faculty are not reported.

High and Low Salaries – These salaries represent highest and lowest cash salaries at full-time equivalent rates.

Nine-Month Faculty – This includes all full-time faculty positions budgeted on nine-month, nine-and-one-half-month, and ten-month bases. Nine-and-one-half and ten-month appointments are not converted to a nine-month basis.

Twelve-Month Faculty – This includes all full-time faculty positions budgeted on eleven-month and twelve-month bases. Eleven-month positions are not converted to a twelve-month basis.

Faculty Fringe Benefits Shown in Table I

Group Medical, Dental, Life and Disability Insurance

Permanent University faculty members are enrolled in a medical, dental, life and disability insurance plan. The University contributes \$341.75 per month for each faculty member. Faculty members may purchase additional group life insurance and group long-term disability income insurance. The University pays for \$5,000 life and \$50-per-month disability insurance coverage per faculty member.

Retirement

University faculty participate in the University retirement system, which provides a retirement annuity contract. Upon completion of two years of service, eligible faculty are required to participate in the program. The University matches faculty contributions. Faculty contribution rates are:

Under age 35	--	5.0% of basic annual salary
Age 35 and over	--	7.5% of basic annual salary (as of the January following a faculty member's 35th birthday)
Age 50 and over	--	7.5% of basic annual salary or 10.0% if so elected by a faculty member

Workman's Compensation and Unemployment Compensation

The University's 1998-99 worker's compensation premium equals .32% of salary. Unemployment compensation is .08% of salary.

Social Security

The University pays its employer's contributions as prescribed by federal law. For this report, the employee Social Security tax is calculated as 7.65% for the first \$70,000 of salary plus 1.45% of salary in excess of \$70,000.

Faculty Fringe Benefits Not Shown in Table I

Supplemental Pension

Each participant in the University retirement system may, under certain circumstances, be eligible for a retirement benefit supplement equal to the difference between the regular retirement benefit earned and 50% of that participant's average salary during her or his most highly-paid two consecutive years of full-time employment.

Sick Leave

In a case of protracted illness or disability, the University pays a faculty member's salary for a period not to exceed 90 days.

Holidays

The University provides eleven (11) paid holidays per faculty member during each calendar year.

Pregnancy Leave of Absence

In a case of a pregnancy-related leave of absence, the University pays a faculty member's salary for a period not to exceed 90 days.

Military Leave

The University pays up to fifteen (15) calendar days of military leave per faculty member per calendar year.

Sabbatical Leave

The University pays faculty members on sabbatical leaves:

- (a) Two-thirds salary for a leave of one year if a member is on an annual appointment;
- (b) Two-thirds salary for a leave of three academic quarters;
- (c) Three-fourths salary for a leave of two academic quarters;
- (d) Full salary for a leave of one academic quarter.

Under certain circumstances, state law limits sabbatical leave salaries to less than shown above. Grant funds may be used to fund salary payments during sabbatical leaves if grant conditions permit.

Table I
AVERAGE SALARY AND FRINGE BENEFIT EXPENSES
BY RANK AND SERVICE PERIOD
FOR UW FACULTY (SEATTLE CAMPUS)
1998-1999

<u>Rank</u>	<u>Salary</u>	<u>Retirement</u>	<u>Social Security</u>	<u>Insurance</u>	<u>Other</u>	<u>Total Salary and Benefit Expense</u>
Nine-Month:						
Professor	\$ 74,424	\$5,924	\$5,419	\$4,101	\$298	\$90,166
Associate	53,870	4,288	4,121	4,101	215	66,595
Assistant	47,395	3,773	3,626	4,101	190	59,085
All Ranks Average	\$ 63,757	\$5,075	\$4,750	\$4,101	\$255	\$77,938
Twelve-Month:						
Professor	\$ 97,552	\$7,941	\$5,754	\$4,101	\$390	\$115,738
Associate	72,320	5,887	5,389	4,101	289	87,986
Assistant	61,813	5,032	4,729	4,101	247	75,922
Instructor	42,136	3,430	3,223	4,101	169	53,059
All Ranks Average	\$ 81,567	\$6,640	\$6,240	\$4,101	\$326	\$ 98,874

Appendix A
OCCUPATIONAL CODES INCLUDED IN DEPARTMENTAL FACULTY SALARY ANALYSIS

Occupation		
<u>Code</u>	<u>Rank</u>	<u>Title</u>
0031	Professor	Chair
0034	Professor	Acting Chair
0035	Professor	Associate Chair
0036	Professor	Assistant Chair
0041	Professor	Director
0044	Professor	Acting Director
0051	Professor	Associate Director
0061	Professor	Assistant Director
0101	Professor	Professor with Tenure
0102	Associate Professor	Associate Professor with Tenure
0103	Assistant Professor	Assistant Professor with Tenure
0111	Professor	Professor without Tenure
0112	Associate Professor	Associate Professor without Tenure
0113	Assistant Professor	Assistant Professor without Tenure
0114	Instructor	Instructor, Full-Time
0116	Assistant Professor	Assistant Professor without Tenure
0118	Professor	Professor Awaiting Tenure
0119	Associate Professor	Associate Professor Awaiting Tenure
0121	Professor	Acting Professor
0122	Associate Professor	Acting Associate Professor
0123	Assistant Professor	Acting Assistant Professor
0124	Instructor	Acting Instructor
0125	Assistant Professor	Acting Assistant Professor, Temporary
0131	Professor	Visiting Professor
0132	Associate Professor	Visiting Associate Professor
0133	Assistant Professor	Visiting Assistant Professor
0184	Instructor	Instructor, Part-Time