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## SALARY SURVEY

### Introduction

Salary data were requested from 3,670 in scope postsecondary degree granting institutions in 1996 that were eligible for Title IV federal financial aid. The survey form (attached) was the same for all institutions surveyed.

This file contains the following data for Part A of the survey form:

Total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) for men and women, and for 9/10 - month and 11/12 - month contracts. In addition, salary outlays, total number and tenure status was collected for full-time faculty on contract schedules other than 9/10 and 11/12 months. These data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported on Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts) were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan -- restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

### Confidentiality of Data

The confidentiality of individuals' salaries was preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below:

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

In conformance to the above Act the following data suppression methodology was developed and used.

## Methodology for Data Suppression:

Parts A I and/or A II (pages 1 and 2 of the survey form):

Salary data have been suppressed to avoid identifying the salary of any individual faculty member. In general, data for column 5 (salaries) were set to zero if column 4 (number of faculty) was less than three. If two or more lines fit this category and the sum of column 4 for these lines was less than three, then the subtotal and grand total salary columns were also set to zero. The specific rules are provided below.

For column 4, if fewer than three males are reported in any one of lines 1-6 or 16-21, then the salary data (column 5) for the corresponding line and for lines 7 and/or 22 are suppressed. The suppression of salary data (column 5) lines 7 and 22 will occur if the sum of male faculty reported in column 4 for two lines is less than three; otherwise, lines 7 and 22 are left intact. When suppression is done for three or more lines in any of lines 1-6 and/or 16-21, lines 7 and/or 22 are left intact.

Female faculty and salary reported in columns 4 and 5, lines 8-13, 23-28, and total lines 14 and 29 are dealt with in the same way.

In addition to the above suppression methodology, for Part A I and/or A II:

If column 4 contains less than three for one of lines 1-6 and 8-13, salary data (column 5) are suppressed for line 15. The suppression of salary data (column 5) in line 15 will occur if the combination of faculty in column 4 for the two lines is less than three. When this suppression is done for three or more lines for any of lines 1-6 and 8-13 line 15 is left intact.

Faculty and salary reported in columns 4 and 5; lines 16-21 and 23-28 are dealt with in the same way in relation to line 30.

Part A III (page 2 of the survey form):

If column 4, line 31 contains fewer than three faculty, salary data in column 5 are suppressed for that line.

Part B (page 4 of the survey form):

If column 2 contains less than three for one of lines 32-35 and 38-42, fringe benefit expenditures data in column 1 are suppressed for that line and for line 44. The suppression of expenditure data (column 1) line 44 will occur if the combination of faculty in column 2 for the two lines is less than three; otherwise, line 44 is left intact. When this suppression is done for three or more lines for any of lines 32-35 and 38-43, line 44 is left intact. Faculty and fringe benefits expenditures reported in columns 3 and 4 are dealt with in the same way.

## UNITID

The UNITID that appears on the file can be used to link the data by institution among the various IPEDS surveys, and from year to year this number will not change. In addition, the FICE code is included for institutions of higher education that were accredited at the college level by an agency recognized by the Secretary of Education. These institutions were previously surveyed under the Higher Education General Information System (HEGIS), which IPEDS supersedes. These schools are identified on the data file to allow for the continued analysis of higher education trends.

## SALARY SURVEY METHODOLOGY

### Overview

The Salary survey is an annual survey that was mailed to 3,670 institutions in 1996-97. 2,204 were sent to 4-year institutions. 1,438 were sent to 2-year institutions. 28 were sent to less-than-2-year institutions.

Beginning in 1996, the subset of all postsecondary institutions that were eligible to participate in Title IV was validated by matching the IPEDS universe with the Postsecondary Education (PEPS) file which contains the "true" eligibility status of postsecondary institutions. This file is maintained by the Office of Postsecondary Education (OPE). OPE grants eligibility to institutions to participate in Title IV federal financial aid programs. Using the PEPS file as the source for determining eligibility, 3,670 institutions were mailed the Salary Survey form. In the past the universe was developed by selecting from the prior years' institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first-professional degrees.

Institutions were excluded from the survey based on responses to the IPEDS Institutional characteristics survey. The exclusions are:

- a. All of the instructional faculty at the institution are employed on a part-time basis
- b. All of the instructional faculty at the institution are military personnel
- c. All of the instructional faculty at the institution contribute their services (e.g., are members of a religious order)
- d. All of the instructional faculty at the institution teach preclinical or clinical medicine?

### Salary Data Base Composition

The forms were mailed out in July 1996. The survey results were collected from November 15, 1996 through April 15, 1997. During this time period institutions were added to the universe and other institutions were deleted from the universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe is provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Universe	Response	Response Rate
Total	3,670	3,637	3,378	92.9
4-year	2,204	2,212	2,043	92.4
Public	610	612	599	97.9
Nonprofit	1,493	1,495	1,348	90.2
For-profit	101	105	96	91.4
2-year	1,438	1,401	1,318	94.1
Public	1,063	1,050	1,008	96.0
Nonprofit	167	158	140	88.6
For-profit	208	193	170	88.1
Less-than-2-year	28	24	17	70.8
Public	3	3	2	66.7
Nonprofit	3	2	2	100.0
For-profit	22	19	13	68.4

## Data Management

Follow-up for nonresponse was started on January 9, 1997 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. Generated totals are indicated by an imputation flag code of 1. Also data for institutions with FICE codes were checked for consistency with their prior year's response. Data were imputed for total nonresponding institutions i.e., those institutions that did not return a survey form.

## Imputations

### **Partially Responding Institutions**

In 1995-96, Salary imputation procedures were developed for partially responding institutions. However, while this method is documented here, it was not utilized because all missing data items were resolved during telephone follow-up with the institutions<sup>1</sup>. Data for any partially responding institution reporting data for summary lines (7, 14, 15, 22 and 30) and column (4 and 5) but no corresponding detail data for lines (1-6, 8-14, 16-21 and 23-28) and columns (1, 2, 3, and 4) were imputed<sup>2</sup>.

- I. The following describes the imputation procedures for partially responding institutions in a single imputation group:
  - A. For institutions with prior year Salary data the prior year data were prorated to reported totals for columns 1-3. Estimates were made at the lowest possible level and then aggregated.
  - B. Columns 1-3 were added for each line to obtain imputations for column 4.
  - C. A salary/faculty ratio was computed by dividing column 5 by column 4 for each non-summary line in prior year salary data.
  - D. Column 5 interim figures for non-summary lines were added to obtain interim totals for lines and to prorate the interim figures to the reported salary for column 5.
  - E. For institutions without prior year Salary data, the same procedure above was used, except the group means was substituted for the prior year data.
- II. For partially reporting institutions that provided summary lines and some detail, the detail was subtracted from the reported totals and then the same procedure as above was used for the remaining lines and the remaining summary line totals.

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<sup>1</sup>Partial responding institutions were those with a RSTATUS=1, but included at least one detail "not reported" status code in Part A.

<sup>2</sup>Lines and column numbers refer to positions on the attached Salary survey form.

## Total Nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

- I. Imputation groups used to impute 1996-97 Salary data.
  1. All responding institutions were grouped into IPEDS sectors and BEA Region<sup>3</sup>. If any group had less than 20 institutions, it was merged with the groups from the adjacent BEA Region.
  2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:
    - (a) schools granting 30 or more doctoral degrees
    - (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees and
    - (c) all other schools (include schools with no C data)
  3. Sectors 3, 6, and 9 were combined in one imputation group.
  4. Sectors 4 and 7 were combined in one imputation group.
  5. Sectors 5 and 8 were combined in one imputation group.
- II. For institutions that responded in 1995-96 and not in 1996-97, the following method was used:
  - A. A group ratio by sector was calculated for institutions responding in both 1995-96 and 1996-97. For each 1996-97 nonrespondent institution, the group ratio was multiplied by the institution's reported 1995-96 data to get an estimate for 1996-97 salary outlays and number of faculty. Data based on prior year's response are indicated by an imputation flag code of 3.
  - B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (this was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.
  - C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.
  - D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate for full-time instructional faculty for the nonresponding school.
  - E. To distribute the estimated total full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equal the sum of rows 15, 30 and 31 in column 4 of the Salary form.
  - F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty FTE was then multiplied by the current year's FTE to obtain the imputation for the current year's total full-time faculty.

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<sup>3</sup>Bureau of Economic Analysis.

- G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institution's prior year Salary report was multiplied by the ratio computed above in Step F.
  - H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.
  - I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.
  - J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.
- III. For nonresponding institutions that reported Salary data in the prior year but are not on the Fall enrollment file in either the current or prior year, the prior year's response was used as final imputes for columns 1-4 and interim imputes for column 5. To obtain the final imputes for column 5 the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.
- IV. The imputation method below was used for nonresponding institutions **Without** prior year Salary data, but on the Fall Enrollment file:
- A. Using institutions that reported data for Salary and Fall Enrollment, the following aggregates were computed:
    - 1. The aggregate FTE on the Fall Enrollment file.
    - 2. The aggregate for each cell of Part A on the Salary survey.
    - 3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31)
  - B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.
  - C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.
  - D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.
  - E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.
  - F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institution FTE (Step E).
  - G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.
  - H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.

- I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.
- J. For each nonsummary line in the group means (Step B) the ratio of salary to faculty was computed.
- K. The group mean salary/faculty ratios was multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

For totally nonresponding institutions, without prior year Salary data, not on the current year Fall Enrollment file, the group means were used as imputations.

**Part B** was not imputed for any nonresponding institution.

## User Guidelines for Processing the 1996 IPEDS Salaries Data File

### Overview

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; and to permit analysis, from a national perspective, of the number and tenure status of full-time faculty members in relation to enrollment and number of degrees granted; to permit evaluation of faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions; and to permit trend analysis of average full-time salaries for an evaluation of the economic status of full-time faculty.

The data collected are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparisons with other States; by Federal agencies in their analyses of the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The 1995 Salaries Survey, part of the Integrated Postsecondary Education Data System (IPEDS) contains salary data for 4-year, 2-year, and less-than-2-year institutions. This information can be used to answer such questions as:

- a. What is the total number of full-time instructional faculty in this subset of the nation's postsecondary institutions?
- b. What are the average salaries by professorial rank for men as compared to women in the nation?
- c. What are the average full-time faculty salaries in Michigan as compared to Ohio and Illinois?

The guidelines that follow are designed to help analysts by reducing the time lag between receiving the file and generating accurate numbers to answer these types of questions.

### File Structure

The faculty salary data file consists of three fixed length formatted text files, each corresponding to a different part of the faculty survey form. File SAL96\_IC.DAT contains selected variables from the institutional characteristics (IC) file. These data allow selection of institutions by such data as highest level of degree offered, control of institution, state, name and address of institution, or other data that were not collected on the salary survey. File SAL96\_A.DAT contains number of faculty by tenure status, and salary outlays by gender, academic rank, and length of contract. File Sal96\_B.DAT contains fringe benefits, such as retirement plans and social security taxes for the number of faculty reported in part A..

### Analyzing IPEDS Salary Data

From a programming perspective, you will have to explicitly subset the file for specific analyses. For example, you may want to know:

- a) What are the average faculty salaries for men or women;
- b) the data from Part B only; and
- c) the salary data for any state.

Once those variables are selected, you may want to select other variables on the file to look at other

categories.

### A Sample Analysis

This section demonstrates how to subset the records for specific analyses. For example, suppose the following question is asked: "What are the average total (9/10-month) faculty salaries in Michigan as compared to Ohio and Illinois?"

Using SAS statements as an example, selecting the proper records could be performed as follows:

```
DATA SAL;
  MERGE IN.SAL96_IC IN.SAL96_A(KEEP=UNITID A74 A75);
  BY UNITID;
  IF (FIPS= 17 OR FIPS=26 OR FIPS= 39):
    ** FIPS = State codes (see ICD List 4) (attached);
PROC SUMMARY NWAY;
  CLASS FIPS;
  VAR A74 A75;
  OUTPUT OUT=TOTAL SUM=;
DATA TWO; SET TOTAL;
  AVERAGE=A75/A74;
PROC PRINT; VAR FIPS A74 A75 AVERAGE;
```

There are obviously many ways of subsetting the file. The point here is to demonstrate the kind of logic one should use to obtain the proper records for analysis. Just remember that the ordering of the IF tests can dramatically affect processing time. The rule of thumb is to eliminate records as soon as possible, so structure the IF tests accordingly.

In our example, the above steps reduce the file to a simple matrix of records that can be tallied by column to obtain counts and averages, ie.,

STATE	TOTAL FACULTY (A74)	TOTAL OUTLAY (A75)	AVERAGE SALARY
17	XX,XXX	XXX,XXX,XXX	\$XX,XXX
26	XX,XXX	XXX,XXX,XXX	XX,XXX
39	XX,XXX	XXX,XXX,XXX	XX,XXX

Column 1 represents the FIPS State code for a particular State, column 2 represents total number of faculty, column 3 represents total salary outlay and column 4 represents average salary for full-time faculty on 9- and 10-month salary contracts.

### Nonrespondent

As the response rates indicate, not every postsecondary institution returned a survey form. As explained on page 6, data were imputed for total nonresponding institutions for Part A only. See the record layout for imputation flags.

### Cautionary Notes

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_IC.DAT - Institutional Characteristics</b>				
UNITID	6	1 - 6	AN	This is a unique identifier for each institution.
INSTNM	50	7 - 56	AN	Institution (entity) name
CITY	20	57 - 76	AN	
STABBR	2	77 - 78	AN	Post Office Code State abbreviations. (See appendix A. ICD list 1)
FIPS	2	79 - 80	AN	FIPS State Code. (See appendix A. ICD list 1)
OBereg	2	81 - 82	AN	Bureau of Economic Analysis Region Codes. (See Appendix A. ICD list 1 & 2)
FICE	6	83 - 88	AN	Identifies schools accredited at the college level by an agency recognized by the Secretary of Education (formerly included in HEGIS) Blank for non-HEGIS schools.
RSTATUS	1	89 - 89	AN	1 = Respondent 3 = Nonrespondent, not imputed 4 = Nonrespondent, imputed Blank = institution closed before fall 1995
IMPTYPE	1	90 - 90	AN	Type of Imputation 1 = Record was imputed using current year mean average method 2 = Record was imputed using institution's previous year's data 3 = Partial imputation (imputation was done for nonresponding data items only) blank = no imputation was done
PARCHILD	1	91 - 91	AN	Parent/child indicator 1 = Parent record(Combined data respondent, carries data for more than one institution) 2 = Child record (Data reported with the parent institution) 3 = Child with data (record contains some data, but some data are reported with the parent institution - applicable to finance and fall staff). blank = not parent/child
UNITIDX	6	92 - 97	AN	UNITID of institution where data is reported (parent/child institutions)
SECTOR	2	98 - 99	AN	Generated Sector (based on response to IC survey) 00 - Central, System or Corporate Offices 01 - Public, 4 year or above 02 - Private, nonprofit, 4 year or above 03 - Private, for-profit, 4 year or above 04 - Public, 2 year 05 - Private, nonprofit, 2 year 06 - Private, for-profit, 2 year 07 - Public, less than 2 year 08 - Private, nonprofit, less than 2 year 09 - Private for-profit, less than 2 year
LEVEL	1	100 - 100	AN	1 = 4 or more years (Baccalaureate or higher) 2 = At least 2 but less than 4 years (Below baccalaureate) 3 = Less than 2 years (Below associate)
CONTROL	1	101 - 101	AN	1 = Public 2 = Private, nonprofit 3 = Private, for-profit
AFFIL	1	102 - 102	AN	1 = Public 2 = Private, for-profit 3 = Private, nonprofit, no religious affiliation 4 = Private, nonprofit, Catholic 5 = Private, nonprofit, Jewish 6 = Private, nonprofit, Protestant 7 = Private, nonprofit, Other religious affiliation blank = no response

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
HLOFFER	2	103 - 104	AN	Highest level of offering 01 = Postsecondary Award, Certificate or Diploma of less than one academic year 02 = Postsecondary Award, Certificate, Diploma of at least 1 but < 2 academic yrs 03 = Associate's Degree 04 = Postsecondary Award, Certificate, Diploma of at least 2 but < 4 academic yrs. 05 = Bachelor's Degree 06 = Postbaccalaureate Certificate 07 = Master's Degree 08 = Post-Master's Certificate 09 = Doctor's Degree 00 = Other blank = Not applicable or non-response
FPOFFER	1	105 - 105	AN	First-Professional Offering 1 = First-Professional Degree or post-degree certificate, blank=no
LOCALE	1	106 - 106	AN	Degree of urbanicity (See appendix A. ICD list 4)
PCTMIN1	2	107 - 108	AN	Percent minority - (generated from 1995 fall enrollment (Appendix A. ICD list 5)) %1995 fall enrollment Black, non-Hispanic
PCTMIN2	2	109 - 110	AN	%1995 fall enrollment American Indian/Alaskan Native
PCTMIN3	2	111 - 112	AN	%1995 fall enrollment Asian/Pacific Islander
PCTMIN4	2	113 - 114	AN	%1995 Fall enrollment Hispanic
HBCU	1	115 - 115	AN	Historically Black Colleges & Universities (1=yes, blank=no Appendix A. ICD list 6)
HOSPITAL	1	116 - 116	AN	Institution has hospital (1 = yes, blank = none)
MEDICAL	1	117 - 117	AN	Institution grants a medical degree (1 = yes, blank = none)
TRIBAL	1	118 - 118	AN	Tribal college (1 = yes, blank = no)
CARNEGIE	2	119 - 120	AN	1994 Carnegie classification code (see Appendix A. ICD list 7)
SOURCE	1	121 - 121	AN	Data Source - Medium used to collect data (see Appendix A. ICD list 8)
OPEID	8	122 - 129	AN	Office of Postsecondary Education identification number for those institutions eligible to participate in Title IV (financial aid) programs
OPEID	1	130 - 130	AN	OPE eligibility indicator code 1 = institutions eligible 2 = not listed separately as being an eligible institution by OPE, but is a branch campus or system office of a main campus that is eligible; or a US Service school not listed by OPE as being eligible. IPEDS will consider these institutions as eligible institutions blank = not eligible
HDEGOFFR	2	131 - 132	AN	Highest Degree Offered (Appendix A, ICD list 9)
NCESEDIT	1	133 - 133	AN	Edit flag 1 = Record was edited and no critical errors were found. 2 = Record was edited and errors were resolved. 3 = Record was edited and errors are not resolved (public release only). 4 = Record was edited, errors are being reviewed (early release only). 5 = Record was edited, errors have not been reviewed (early release only). blank = record has not been edited (Early release only)
FORMRT	3	134 - 136	AN	"SA" salary form return Exclusion codes (1 = yes), blank = no response)
BOX1	1	137 - 137	AN	All of the instructional faculty at this institution are employed on a part-time basis.
BOX2	1	138 - 138	AN	All of the instructional faculty at this institution are military personnel.
BOX3	1	139 - 139	AN	All of the instructional faculty at this institution contribute their services.
BOX4	1	140 - 140	AN	All of the instructional faculty at this institution teach preclinical or clinical medicine.

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_A.DAT - Part A. Salaries and Tenure of Full-time Instruction faculty</b>				
UNITID	6	1 - 6	AN	This is a unique identifier for each institution.
PART	1	7 - 7	AN	Part "A"
<b>Full-time faculty Men on 9/10 Month Contract</b>				
A1	4	8 - 11	N	Number of tenured Professors: Men
A2	4	12 - 15	N	Number of nontenured-on tenure track Professors: Men
A3	4	16 - 19	N	Number of nontenured- not on tenure track Professors: Men
A4	4	20 - 23	N	Total Professors: Men
A5	10	24 - 33	N	Total outlays of Professors: Men
A6	4	34 - 37	N	Number of tenured Associate Professors: Men
A7	4	38 - 41	N	Number of nontenured-on tenure track Associate Professors: Men
A8	4	42 - 45	N	Number of nontenured- not on tenure track Associate Professors: Men
A9	4	46 - 49	N	Total Associate Professors: Men
A10	10	50 - 59	N	Total outlays of Associate Professors: Men
A11	4	60 - 63	N	Number of tenured Assistant Professors: Men
A12	4	64 - 67	N	Number of nontenured-on tenure track Assistant Professors: Men
A13	4	68 - 71	N	Number of nontenured- not on tenure track Assistant Professors: Men
A14	4	72 - 75	N	Total Assistant Professors: Men
A15	10	76 - 85	N	Total outlays of Assistant Professors: Men
A16	4	86 - 89	N	Number of tenured Instructors : Men
A17	4	90 - 93	N	Number of nontenured-on tenure track Instructors: Men
A18	4	94 - 97	N	Number of nontenured- not on tenure track Instructors: Men
A19	4	98 - 101	N	Total Instructors: Men
A20	10	102 - 111	N	Total outlays of Instructors: Men
A21	4	112 - 115	N	Number of tenured Lecturers: Men
A22	4	116 - 119	N	Number of nontenured-on tenure track Lecturers: Men
A23	4	120 - 123	N	Number of nontenured- not on tenure track Lecturers: Men
A24	4	124 - 127	N	Total Lecturers: Men
A25	10	128 - 137	N	Total outlays of Lecturers: Men
A26	4	138 - 141	N	Number of tenured No-academic Rank: Men
A27	4	142 - 145	N	Number of nontenured-on tenure track No-academic Rank: Men
A28	4	146 - 149	N	Number of nontenured- not on tenure track No-academic Rank: Men
A29	4	150 - 153	N	Total No-academic Rank: Men
A30	10	154 - 163	N	Total outlays of No-academic Rank: Men
A31	4	164 - 167	N	Number of tenured faculty: Men
A32	4	168 - 171	N	Number of nontenured-on tenure track: Men
A33	4	172 - 175	N	Number of nontenured- not on tenure track: Men
A34	4	176 - 179	N	Total Men
A35	10	180 - 189	N	Total outlays of Men

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_A.DAT - Part A. Salaries and Tenure of Full-time Instruction faculty</b>				
<b>Full-time faculty Women on 9/10 Month Contract</b>				
A36	4	190 -	193 N	Number of tenured Professors: Women
A37	4	194 -	197 N	Number of nontenured-on tenure track Professors: Women
A38	4	198 -	201 N	Number of nontenured- not on tenure track Professors: Women
A39	4	202 -	205 N	Total Professors: Women
A40	10	206 -	215 N	Total outlays of Professors: Women
A41	4	216 -	219 N	Number of tenured Associate Professors: Women
A42	4	220 -	223 N	Number of nontenured-on tenure track Associate Professors: Women
A43	4	224 -	227 N	Number of nontenured- not on tenure track Associate Professors: Women
A44	4	228 -	231 N	Total Associate Professors: Women
A45	10	232 -	241 N	Total outlays of Associate Professors: Women
A46	4	242 -	245 N	Number of tenured Assistant Professors: Women
A47	4	246 -	249 N	Number of nontenured-on tenure track Assistant Professors: Women
A48	4	250 -	253 N	Number of nontenured- not on tenure track Assistant Professors: Women
A49	4	254 -	257 N	Total Assistant Professors: Women
A50	10	258 -	267 N	Total outlays of Assistant Professors: Women
A51	4	268 -	271 N	Number of tenured Instructors : Women
A52	4	272 -	275 N	Number of nontenured-on tenure track Instructors: Women
A53	4	276 -	279 N	Number of nontenured- not on tenure track Instructors: Women
A54	4	280 -	283 N	Total Instructors: Women
A55	10	284 -	293 N	Total outlays of Instructors: Women
A56	4	294 -	297 N	Number of tenured Lecturers: Women
A57	4	298 -	301 N	Number of nontenured-on tenure track Lecturers: Women
A58	4	302 -	305 N	Number of nontenured- not on tenure track Lecturers: Women
A59	4	306 -	309 N	Total Lecturers: Women
A60	10	310 -	319 N	Total outlays of Lecturers: Women
A61	4	320 -	323 N	Number of tenured No-academic Rank: Women
A62	4	324 -	327 N	Number of nontenured-on tenure track No-academic Rank: Women
A63	4	328 -	331 N	Number of nontenured- not on tenure track No-academic Rank: Women
A64	4	332 -	335 N	Total No-academic Rank: Women
A65	10	336 -	345 N	Total outlays of No-academic Rank: Women
A66	4	346 -	349 N	Number of tenured faculty: Women
A67	4	350 -	353 N	Number of nontenured-on tenure track: Women
A68	4	354 -	357 N	Number of nontenured- not on tenure track: Women
A69	4	358 -	361 N	Total Women
A70	10	362 -	371 N	Total outlays of Women
<b>Total Full-time faculty (Men and Women) on 9/10 Month Contract</b>				
A71	4	372 -	375 N	Number of tenured faculty : Men and Women
A72	4	376 -	379 N	Number of nontenured-on tenure track: Men and Women
A73	4	380 -	383 N	Number of nontenured- not on tenure track Men and Women
A74	4	384 -	387 N	Total Men and Women
A75	10	388 -	397 N	Total outlays of Men and Women

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_A.DAT - Part A. Salaries and Tenure of Full-time Instruction faculty</b>				
<b>Full-time faculty Men on 11/12 Month Contract</b>				
A76	4	398 -	401 N	Number of tenured Professors: Men
A77	4	402 -	405 N	Number of nontenured-on tenure track Professors: Men
A78	4	406 -	409 N	Number of nontenured- not on tenure track Professors: Men
A79	4	410 -	413 N	Total Professors: Men
A80	10	414 -	423 N	Total outlays of Professors: Men
A81	4	424 -	427 N	Number of tenured Associate Professors: Men
A82	4	428 -	431 N	Number of nontenured-on tenure track Associate Professors: Men
A83	4	432 -	435 N	Number of nontenured- not on tenure track Associate Professors: Men
A84	4	436 -	439 N	Total Associate Professors: Men
A85	10	440 -	449 N	Total outlays of Associate Professors: Men
A86	4	450 -	453 N	Number of tenured Assistant Professors: Men
A87	4	454 -	457 N	Number of nontenured-on tenure track Assistant Professors: Men
A88	4	458 -	461 N	Number of nontenured- not on tenure track Assistant Professors: Men
A89	4	462 -	465 N	Total Assistant Professors: Men
A90	10	466 -	475 N	Total outlays of Assistant Professors: Men
A91	4	476 -	479 N	Number of tenured Instructors : Men
A92	4	480 -	483 N	Number of nontenured-on tenure track Instructors: Men
A93	4	484 -	487 N	Number of nontenured- not on tenure track Instructors: Men
A94	4	488 -	491 N	Total Instructors: Men
A95	10	492 -	501 N	Total outlays of Instructors: Men
A96	4	502 -	505 N	Number of tenured Lecturers: Men
A97	4	506 -	509 N	Number of nontenured-on tenure track Lecturers: Men
A98	4	510 -	513 N	Number of nontenured- not on tenure track Lecturers: Men
A99	4	514 -	517 N	Total Lecturers: Men
A100	10	518 -	527 N	Total outlays of Lecturers: Men
A101	4	528 -	531 N	Number of tenured No-academic Rank: Men
A102	4	532 -	535 N	Number of nontenured-on tenure track No-academic Rank: Men
A103	4	536 -	539 N	Number of nontenured- not on tenure track No-academic Rank: Men
A104	4	540 -	543 N	Total No-academic Rank: Men
A105	10	544 -	553 N	Total outlays of No-academic Rank: Men
A106	4	554 -	557 N	Number of tenured faculty: Men
A107	4	558 -	561 N	Number of nontenured-on tenure track: Men
A108	4	562 -	565 N	Number of nontenured- not on tenure track: Men
A109	4	566 -	569 N	Total Men
A110	10	570 -	579 N	Total outlays of Men

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_A.DAT - Part A. Salaries and Tenure of Full-time Instruction faculty</b>				
<b>Full-time faculty Women on 11/12 Month Contract</b>				
A111	4	580 -	583 N	Number of tenured Professors: Women
A112	4	584 -	587 N	Number of nontenured-on tenure track Professors: Women
A113	4	588 -	591 N	Number of nontenured- not on tenure track Professors: Women
A114	4	592 -	595 N	Total Professors: Women
A115	10	596 -	605 N	Total outlays of Professors: Women
A116	4	606 -	609 N	Number of tenured Associate Professors: Women
A117	4	610 -	613 N	Number of nontenured-on tenure track Associate Professors: Women
A118	4	614 -	617 N	Number of nontenured- not on tenure track Associate Professors: Women
A119	4	618 -	621 N	Total Associate Professors: Women
A120	10	622 -	631 N	Total outlays of Associate Professors: Women
A121	4	632 -	635 N	Number of tenured Assistant Professors: Women
A122	4	636 -	639 N	Number of nontenured-on tenure track Assistant Professors: Women
A123	4	640 -	643 N	Number of nontenured- not on tenure track Assistant Professors: Women
A124	4	644 -	647 N	Total Assistant Professors: Women
A125	10	648 -	657 N	Total outlays of Assistant Professors: Women
A126	4	658 -	661 N	Number of tenured Instructors : Women
A127	4	662 -	665 N	Number of nontenured-on tenure track Instructors: Women
A128	4	666 -	669 N	Number of nontenured- not on tenure track Instructors: Women
A129	4	670 -	673 N	Total Instructors: Women
A130	10	674 -	683 N	Total outlays of Instructors: Women
A131	4	684 -	687 N	Number of tenured Lecturers: Women
A132	4	688 -	691 N	Number of nontenured-on tenure track Lecturers: Women
A133	4	692 -	695 N	Number of nontenured- not on tenure track Lecturers: Women
A134	4	696 -	699 N	Total Lecturers: Women
A135	10	700 -	709 N	Total outlays of Lecturers: Women
A136	4	710 -	713 N	Number of tenured No-academic Rank: Women
A137	4	714 -	717 N	Number of nontenured-on tenure track No-academic Rank: Women
A138	4	718 -	721 N	Number of nontenured- not on tenure track No-academic Rank: Women
A139	4	722 -	725 N	Total No-academic Rank: Women
A140	10	726 -	735 N	Total outlays of No-academic Rank: Women
A141	4	736 -	739 N	Number of tenured faculty: Women
A142	4	740 -	743 N	Number of nontenured-on tenure track: Women
A143	4	744 -	747 N	Number of nontenured- not on tenure track: Women
A144	4	748 -	751 N	Total Women
A145	10	752 -	761 N	Total outlays of Women
<b>Total Full-time faculty (Men and Women) on 11/12 Month Contract</b>				
A146	4	762 -	765 N	Number of tenured faculty : Men and Women
A147	4	766 -	769 N	Number of nontenured-on tenure track: Men and Women
A148	4	770 -	773 N	Number of nontenured- not on tenure track Men and Women
A149	4	774 -	777 N	Total Men and Women
A150	10	778 -	787 N	Total outlays of Men and Women
<b>Other Full-time faculty (Men &amp; Women) not on 9/10 or 11/12 Month Contract</b>				
A151	4	788 -	791 N	Number of tenured faculty : Men and Women
A152	4	792 -	795 N	Number of nontenured-on tenure track: Men and Women
A153	4	796 -	799 N	Number of nontenured- not on tenure track Men and Women
A154	4	800 -	803 N	Total Men and Women
A155	10	804 -	813 N	Total outlays of Men and Women
<b>File Name: SAL96_A.DAT - Part A. Salaries and Tenure of Full-time Instruction faculty</b>				

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>Generated totals for faculty and outlays (see methodology)</b>				
GA34	4	814 -	817 N	Generated total number of male faculty on 9/10-month contract.
GA35	10	818 -	827 N	Generated total outlays for male faculty on 9/10-month contract.
GA69	4	828 -	831 N	Generated total number of female faculty on 9/10-month contract.
GA70	10	832 -	841 N	Generated total outlays for female faculty on 9/10-month contract.
GA74	4	842 -	845 N	Generated total for faculty on 9/10-month contract.
GA75	10	846 -	855 N	Generated total outlays for faculty on 9/10-month contract.
GA109	4	856 -	859 N	Generated total number of male faculty on 11/12-month contract.
GA110	10	860 -	869 N	Generated total outlays for male faculty on 11/12-month contract.
GA144	4	870 -	873 N	Generated total number of female faculty on 11/12-month contract.
GA145	10	874 -	883 N	Generated total outlays for female faculty on 11/12-month contract.
GA149	4	884 -	887 N	Generated total number of faculty on 11/12-month contract.
GA150	10	888 -	897 N	Generated total outlays for faculty on 11/12-month contract.
<b>Item imputation flags (see appendix A, ICD list 10.)</b>				
IMPA1	1	898 -	898 AN	
IMPA2	1	899 -	899 AN	
IMPA3	1	900 -	900 AN	
IMPA4	1	901 -	901 AN	
IMPA5	1	902 -	902 AN	
IMPA6	1	903 -	903 AN	
IMPA7	1	904 -	904 AN	
IMPA8	1	905 -	905 AN	
IMPA9	1	906 -	906 AN	
IMPA10	1	907 -	907 AN	
IMPA11	1	908 -	908 AN	
IMPA12	1	909 -	909 AN	
IMPA13	1	910 -	910 AN	
IMPA14	1	911 -	911 AN	
IMPA15	1	912 -	912 AN	
IMPA16	1	913 -	913 AN	
IMPA17	1	914 -	914 AN	
IMPA18	1	915 -	915 AN	
IMPA19	1	916 -	916 AN	
IMPA20	1	917 -	917 AN	
IMPA21	1	918 -	918 AN	
IMPA22	1	919 -	919 AN	
IMPA23	1	920 -	920 AN	
IMPA24	1	921 -	921 AN	
IMPA25	1	922 -	922 AN	
IMPA26	1	923 -	923 AN	
IMPA27	1	924 -	924 AN	
IMPA28	1	925 -	925 AN	
IMPA29	1	926 -	926 AN	
IMPA30	1	927 -	927 AN	
IMPA31	1	928 -	928 AN	
IMPA32	1	929 -	929 AN	
IMPA33	1	930 -	930 AN	
IMPA34	1	931 -	931 AN	
IMPA35	1	932 -	932 AN	
IMPA36	1	933 -	933 AN	
IMPA37	1	934 -	934 AN	
IMPA38	1	935 -	935 AN	

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
IMPA39	1	936 -	936 AN	
IMPA40	1	937 -	937 AN	
IMPA41	1	938 -	938 AN	
IMPA42	1	939 -	939 AN	
IMPA43	1	940 -	940 AN	
IMPA44	1	941 -	941 AN	
IMPA45	1	942 -	942 AN	
IMPA46	1	943 -	943 AN	
IMPA47	1	944 -	944 AN	
IMPA48	1	945 -	945 AN	
IMPA49	1	946 -	946 AN	
IMPA50	1	947 -	947 AN	
IMPA51	1	948 -	948 AN	
IMPA52	1	949 -	949 AN	
IMPA53	1	950 -	950 AN	
IMPA54	1	951 -	951 AN	
IMPA55	1	952 -	952 AN	
IMPA56	1	953 -	953 AN	
IMPA57	1	954 -	954 AN	
IMPA58	1	955 -	955 AN	
IMPA59	1	956 -	956 AN	
IMPA60	1	957 -	957 AN	
IMPA61	1	958 -	958 AN	
IMPA62	1	959 -	959 AN	
IMPA63	1	960 -	960 AN	
IMPA64	1	961 -	961 AN	
IMPA65	1	962 -	962 AN	
IMPA66	1	963 -	963 AN	
IMPA67	1	964 -	964 AN	
IMPA68	1	965 -	965 AN	
IMPA69	1	966 -	966 AN	
IMPA70	1	967 -	967 AN	
IMPA71	1	968 -	968 AN	
IMPA72	1	969 -	969 AN	
IMPA73	1	970 -	970 AN	
IMPA74	1	971 -	971 AN	
IMPA75	1	972 -	972 AN	
IMPA76	1	973 -	973 AN	
IMPA77	1	974 -	974 AN	
IMPA78	1	975 -	975 AN	
IMPA79	1	976 -	976 AN	
IMPA80	1	977 -	977 AN	
IMPA81	1	978 -	978 AN	
IMPA82	1	979 -	979 AN	
IMPA83	1	980 -	980 AN	
IMPA84	1	981 -	981 AN	
IMPA85	1	982 -	982 AN	
IMPA86	1	983 -	983 AN	
IMPA87	1	984 -	984 AN	
IMPA88	1	985 -	985 AN	
IMPA89	1	986 -	986 AN	
IMPA90	1	987 -	987 AN	

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
IMPA91	1	988 -	988 AN	
IMPA92	1	989 -	989 AN	
IMPA93	1	990 -	990 AN	
IMPA94	1	991 -	991 AN	
IMPA95	1	992 -	992 AN	
IMPA96	1	993 -	993 AN	
IMPA97	1	994 -	994 AN	
IMPA98	1	995 -	995 AN	
IMPA99	1	996 -	996 AN	
IMPA100	1	997 -	997 AN	
IMPA101	1	998 -	998 AN	
IMPA102	1	999 -	999 AN	
IMPA103	1	1000 -	1000 AN	
IMPA104	1	1001 -	1001 AN	
IMPA105	1	1002 -	1002 AN	
IMPA106	1	1003 -	1003 AN	
IMPA107	1	1004 -	1004 AN	
IMPA108	1	1005 -	1005 AN	
IMPA109	1	1006 -	1006 AN	
IMPA110	1	1007 -	1007 AN	
IMPA111	1	1008 -	1008 AN	
IMPA112	1	1009 -	1009 AN	
IMPA113	1	1010 -	1010 AN	
IMPA114	1	1011 -	1011 AN	
IMPA115	1	1012 -	1012 AN	
IMPA116	1	1013 -	1013 AN	
IMPA117	1	1014 -	1014 AN	
IMPA118	1	1015 -	1015 AN	
IMPA119	1	1016 -	1016 AN	
IMPA120	1	1017 -	1017 AN	
IMPA121	1	1018 -	1018 AN	
IMPA122	1	1019 -	1019 AN	
IMPA123	1	1020 -	1020 AN	
IMPA124	1	1021 -	1021 AN	
IMPA125	1	1022 -	1022 AN	
IMPA126	1	1023 -	1023 AN	
IMPA127	1	1024 -	1024 AN	
IMPA128	1	1025 -	1025 AN	
IMPA129	1	1026 -	1026 AN	
IMPA130	1	1027 -	1027 AN	
IMPA131	1	1028 -	1028 AN	
IMPA132	1	1029 -	1029 AN	
IMPA133	1	1030 -	1030 AN	
IMPA134	1	1031 -	1031 AN	
IMPA135	1	1032 -	1032 AN	
IMPA136	1	1033 -	1033 AN	
IMPA137	1	1034 -	1034 AN	
IMPA138	1	1035 -	1035 AN	
IMPA139	1	1036 -	1036 AN	
IMPA140	1	1037 -	1037 AN	
IMPA141	1	1038 -	1038 AN	
IMPA142	1	1039 -	1039 AN	

**Record layout for the 1996-97 Full-time faculty data base file**

Variable Name	Length	Record Position	Variable Type	Description
IMPA143	1	1040 - 1040	AN	
IMPA144	1	1041 - 1041	AN	
IMPA145	1	1042 - 1042	AN	
IMPA146	1	1043 - 1043	AN	
IMPA147	1	1044 - 1044	AN	
IMPA148	1	1045 - 1045	AN	
IMPA149	1	1046 - 1046	AN	
IMPA150	1	1047 - 1047	AN	
IMPA151	1	1048 - 1048	AN	
IMPA152	1	1049 - 1049	AN	
IMPA153	1	1050 - 1050	AN	
IMPA154	1	1051 - 1051	AN	
IMPA155	1	1052 - 1052	AN	

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_B.DAT - Fringe Benefits of Full-time Instructional faculty</b>				
UNITID	6	1 - 6	AN	This is a unique identifier for each institution
PART	1	7 - 7	AN	Institution (entity) name
<b>Retirement plans (other than Social Security) Vested within 5 years</b>				
faculty on 9/10 month contracts:				
B1	10	8 - 17	N	Expenditures (in whole dollars)
B2	4	18 - 21	N	Number of faculty covered
faculty on 11/12 month contracts:				
B3	10	22 - 31	N	Expenditures (in whole dollars)
B4	4	32 - 35	N	Number of faculty covered
<b>Retirement plans (other than Social Security) Vested after 5 years</b>				
faculty on 9/10 month contracts:				
B5	10	36 - 45	N	Expenditures (in whole dollars)
B6	4	46 - 49	N	Number of faculty covered
faculty on 11/12 month contracts:				
B7	10	50 - 59	N	Expenditures (in whole dollars)
B8	4	60 - 63	N	Number of faculty covered
<b>Medical/dental plans</b>				
faculty on 9/10 month contracts:				
B9	10	64 - 73	N	Expenditures (in whole dollars)
B10	4	74 - 77	N	Number of faculty covered
faculty on 11/12 Month Contracts:				
B11	10	78 - 87	N	Expenditures (in whole dollars)
B12	4	88 - 91	N	Number of faculty covered
<b>Group life insurance</b>				
faculty on 9/10 month contracts:				
B13	10	92 - 101	N	Expenditures (in whole dollars)
B14	4	102 - 105	N	Number of faculty covered
faculty on 11/12 Month Contracts:				
B15	10	106 - 115	N	Expenditures (in whole dollars)
B16	4	116 - 119	N	Number of faculty covered
<b>Other insurance benefits (Cafeteria Plan, etc.)</b>				
faculty on 9/10 month contracts:				
B17	10	120 - 129	N	Expenditures (in whole dollars)
B18	4	130 - 133	N	Number of faculty covered
faculty on 11/12 month contracts:				
B19	10	134 - 143	N	Expenditures (in whole dollars)
B20	4	144 - 147	N	Number of faculty covered
<b>Guaranteed disability income protection</b>				
faculty on 9/10 month contracts:				
B21	10	148 - 157	N	Expenditures (in whole dollars)
B22	4	158 - 161	N	Number of faculty covered
faculty on 11/12 month contracts:				
B23	10	162 - 171	N	Expenditures (in whole dollars)
B24	4	172 - 175	N	Number of faculty covered

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_B.DAT - Fringe Benefits of Full-time Instructional faculty</b>				
TPR	1	176 - 176	AN	Tuition plan (dependents only)
				Tuition plan restricted? 1=yes 0=No blank=no response
B25	10	177 - 186	N	faculty on 9/10 month contracts: Expenditures (in whole dollars)
B26	4	187 - 190	N	Number of faculty covered
B27	10	191 - 200	N	faculty on 11/12 month contracts: Expenditures (in whole dollars)
B28	4	201 - 204	N	Number of faculty covered
HPR	1	205 - 205	AN	Housing plan
				Housing plan restricted? 1=yes 0=No blank=no response
B29	10	206 - 215	N	faculty on 9/10 month contract: Expenditures (in whole dollars)
B30	4	216 - 219	N	Number of faculty covered
B31	10	220 - 229	N	faculty on 11/12 month contracts: Expenditures (in whole dollars)
B32	4	230 - 233	N	Number of faculty covered
				Social Security taxes
B33	10	234 - 243	N	faculty on 9/10 month contract: Expenditures (in whole dollars)
B34	4	244 - 247	N	Number of faculty covered
B35	10	248 - 257	N	faculty on 11/12 month contracts: Expenditures (in whole dollars)
B36	4	258 - 261	N	Number of faculty covered
				Unemployed compensation
B37	10	262 - 271	N	faculty on 9/10 month contract: Expenditures (in whole dollars)
B38	4	272 - 275	N	Number of faculty covered
B39	10	276 - 285	N	faculty on 11/12 month contracts: Expenditures (in whole dollars)
B40	4	286 - 289	N	Number of faculty covered
				Worker's compensation
B41	10	290 - 299	N	faculty on 9/10 month contract: Expenditures (in whole dollars)
B42	4	300 - 303	N	Number of faculty covered
B43	10	304 - 313	N	faculty on 11/12 month contracts: Expenditures (in whole dollars)
B44	4	314 - 317	N	Number of faculty covered

## Record layout for the 1996-97 Full-time faculty data base file

Variable Name	Length	Record Position	Variable Type	Description
<b>File Name: SAL96_B.DAT - Fringe Benefits of Full-time Instructional faculty</b>				
				Other benefits in kind with cash options
				faculty on 9/10 month contract:
B45	10	318 - 327	N	Expenditures (in whole dollars)
B46	4	328 - 331	N	Number of faculty covered
				faculty on 11/12 month contracts:
B47	10	332 - 341	N	Expenditures (in whole dollars)
B48	4	342 - 345	N	Number of faculty covered
				Total fringe benefits
				faculty on 9/10 month contract:
B49	10	346 - 355	N	Expenditures (in whole dollars)
				faculty on 11/12 month contracts:
B50	10	356 - 365	N	Expenditures (in whole dollars)
IB1	1	366 - 366	AN	Item imputation flags - see appendix A. List 10
IB2	1	367 - 367	AN	
IB3	1	368 - 368	AN	
IB4	1	369 - 369	AN	
IB5	1	370 - 370	AN	
IB6	1	371 - 371	AN	
IB7	1	372 - 372	AN	
IB8	1	373 - 373	AN	
IB9	1	374 - 374	AN	
IB10	1	375 - 375	AN	
IB11	1	376 - 376	AN	
IB12	1	377 - 377	AN	
IB13	1	378 - 378	AN	
IB14	1	379 - 379	AN	
IB15	1	380 - 380	AN	
IB16	1	381 - 381	AN	
IB17	1	382 - 382	AN	
IB18	1	383 - 383	AN	
IB19	1	384 - 384	AN	
IB20	1	385 - 385	AN	
IB21	1	386 - 386	AN	
IB22	1	387 - 387	AN	
IB23	1	388 - 388	AN	
IB24	1	389 - 389	AN	
IB25	1	390 - 390	AN	
IB26	1	391 - 391	AN	
IB27	1	392 - 392	AN	
IB28	1	393 - 393	AN	
IB29	1	394 - 394	AN	
IB30	1	395 - 395	AN	
IB31	1	396 - 396	AN	
IB32	1	397 - 397	AN	
IB33	1	398 - 398	AN	
IB34	1	399 - 399	AN	
IB35	1	400 - 400	AN	
IB36	1	401 - 401	AN	
IB37	1	402 - 402	AN	
IB38	1	403 - 403	AN	

**Record layout for the 1996-97 Full-time faculty data base file**

Variable Name	Length	Record Position	Variable Type	Description
IB39	1	404 - 404	AN	
IB40	1	405 - 405	AN	
IB41	1	406 - 406	AN	
IB42	1	407 - 407	AN	
IB43	1	408 - 408	AN	
IB44	1	409 - 409	AN	
IB45	1	410 - 410	AN	
IB46	1	411 - 411	AN	
IB47	1	412 - 412	AN	
IB48	1	413 - 413	AN	
IB49	1	414 - 414	AN	
IB50	1	415 - 415	AN	

## Appendix A

### IPEDS CODE DESCRIPTORS (ICD)

These IPEDS Code Descriptors provide information on the IPEDS survey cycles, regional accreditation, and codes for States and BEA regions.

#### List 1 - State Codes

STATE NAME (PO)	STABBR CODE	FIPS	BEA REGION	REGIONAL ACCREDITATION
Alabama	AL	01	5 - Southeast	SACSCC
Alaska	AK	02	8 - Far West	NWASC
Arizona	AZ	04	6 - Southwest	NCACHE,NCACOS
Arkansas	AR	05	5 - Southeast	NCACHE,NCACOS
California	CA	06	8 - Far West	WASCJC,WASCCS,WASCSR
Colorado	CO	08	7 - Rocky Mountains	NCACHE,NCACOS
Connecticut	CT	09	1 - New England	NEASCHE,NEASCTC
Delaware	DE	10	2 - Mid East	MSACHE,MSACSS
District of Columbia	DC	11	2 - Mid East	MSACHE,MSACSS
Florida	FL	12	5 - Southeast	SACSCC
Georgia	GA	13	5 - Southeast	SACSCC
Hawaii	HI	15	8 - Far West	WASCJC,WASCCS,WASCSR
Idaho	ID	16	7 - Rocky Mountains	NWASC
Illinois	IL	17	3 - Great Lakes	NCACHE,NCACOS
Indiana	IN	18	3 - Great Lakes	NCACHE,NCACOS
Iowa	IA	19	4 - Plains	NCACHE,NCACOS
Kansas	KS	20	4 - Plains	NCACHE,NCACOS
Kentucky	KY	21	5 - Southeast	SACSCC
Louisiana	LA	22	5 - Southeast	SACSCC
Maine	ME	23	1 - New England	NEASCHE,NEASCTC
Maryland	MD	24	2 - Mid East	MSACHE,MSACSS
Massachusetts	MA	25	1 - New England	NEASCHE,NEASCTC
Michigan	MI	26	3 - Great Lakes	NCACHE,NCACOS
Minnesota	MN	27	4 - Plains	NCACHE,NCACOS
Mississippi	MS	28	5 - Southeast	SACSCC
Missouri	MO	29	4 - Plains	NCACHE,NCACOS
Montana	MT	30	7 - Rocky Mountains	NWASC
Nebraska	NE	31	4 - Plains	NCACHE,NCACOS
Nevada	NV	32	8 - Far West	NWASC
New Hampshire	NH	33	1 - New England	NEASCHE,NEASCTC
New Jersey	NJ	34	2 - Mid East	MSACHE,MSACSS
New Mexico	NM	35	6 - Southwest	NCACHE,NCACOS
New York	NY	36	2 - Mid East	MSACHE,MSACSS
North Carolina	NC	37	5 - Southeast	SACSCC
North Dakota	ND	38	4 - Plains	NCACHE,NCACOS

## Appendix A

### List 1 - State Codes (continued)

STATE NAME (PO)	STABBR CODE	FIPS	OBE REGION	REGIONAL ACCREDITATION
Ohio	OH	39	3 - Great Lakes	NCACHE,NCACOS
Oklahoma	OK	40	6 - Southwest	NCACHE,NCACOS
Oregon	OR	41	8 - Far West	NWASC
Pennsylvania	PA	42	2 - Mid East	MSACHE,MSACSS
Rhode Island	RI	44	1 - New England	NEASCHE,NEASCTC
South Carolina	SC	45	5 - Southeast	SACSCC
South Dakota	SD	46	4 - Plains	NCACHE,NCACOS
Tennessee	TN	47	5 - Southeast	SACSCC
Texas	TX	48	6 - Southwest	SACSCC
Utah	UT	49	7 - Rocky Mountains	NWASC
Vermont	VT	50	1 - New England	NEASCHE,NEASCTC
Virginia	VA	51	5 - Southeast	SACSCC
Washington	WA	53	8 - Far West	NWASC
West Virginia	WV	54	5 - Southeast	NCACHE,NCACOS
Wisconsin	WI	55	3 - Great Lakes	NCACHE,NCACOS
Wyoming	WY	56	7 - Rocky Mountains	NCACHE,NCACOS
American Samoa	AS	60	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Federated States of Micronesia	FM	64	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Guam	GU	66	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Marshall Islands	MH	68	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Northern Marianas	MP	69	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Palau	PW	70	9 - Outlying Areas	WASCJC,WASCCS,WASCSR
Puerto Rico	PR	72	9 - Outlying Areas	MSACHE,MSACSS
Virgin Islands	VI	78	9 - Outlying Areas	MSACHE,MSACSS

**Appendix A**  
**List 2 – Bureau of Economic Analysis (BEA) Region Codes**

00 - U.S. Service schools	
01 - New England	CT ME MA NH RI VT
02 - Mid East	DE DC MD NJ NY PA
03 - Great Lakes	IL IN MI OH WI
04 - Plains	IA KS MN MO NE ND SD
05 - Southeast	AL AR FL GA KY LA MS NC SC TN VA WV
06 - Southwest	AZ NM OK TX
07 - Rocky Mountains	CO ID MT UT WY
08 - Far West	AK CA HI NV OR WA
09 - Outlying Areas	AS FM GU MH MP PR PW VI

**List 3 - Regional Accreditation Agency Codes (Institutional Characteristics file only)**

01 - (MSACHE)	Middle States Association of Colleges and Schools, Commission on Higher Education
02 - (MSACSS)	Middle States Association of Colleges and Schools, Commission on Secondary Schools
03 - (NEASCHE)	New England Association of Schools and Colleges Commission on Institutions of Higher Education
04 - (NEASCTC)	New England Association of Schools and Colleges Commission on Technical and Career Institutions
05 - (NCACHE)	North Central Association of Colleges and Schools, Commission on Institutions of Higher Education
06 - (NCACOS)	North Central Association of Colleges and Schools, Commission on Schools
07 - (NWASC)	Northwest Association of Schools and Colleges, Commission on Colleges
08 - (SACSCC)	Southern Association of Colleges and Schools, Commission on Colleges
09 - (WASCJC)	Western Association of Schools and Colleges, Accrediting Commission for Community and Junior Colleges
10 - (WASCCS)	Western Association of Schools and Colleges, Accrediting Commission for Schools
11 - (WASCSR)	Western Association of Schools and Colleges, Accrediting Commission for Senior Colleges and Universities

**Appendix A**  
**List 4 - Locale codes - Degree of Urbanization**

Codes    Definitions

- b - blank
- 1 - **Large City** - A central city of a CMSA or MSA with the city having a population greater than or equal to 250,000.
- 2 - **Mid-size City** - A central city of a CMSA or MSA, with the city having a population less than 250,000.
- 3 - **Urban Fringe of Large City** - Any incorporated place, CDP, or non-place territory within a CMSA or MSA of a Large City and defined as urban by the Census Bureau.
- 4 - **Urban Fringe of Mid-size City** - Any incorporated place, CDP, or non-place territory within a CMSA or MSA of a Large City of a Mid-size City and defined as urban by the Census Bureau
- 5 - **Large Town** - An incorporated place or CDP with a population greater than or equal to 25,000 and located outside a CMSA or MSA.
- 6 - **Small Town** - An incorporated place or CDP with a population less than 25,000 and greater than or equal to 2,500 and located outside a CMSA or MSA.
- 7 - **Rural** - Any incorporated place, CDP, or non-place territory designated as rural by the Census Bureau.
- 9 - **Not Assigned**

**List 5 - Percent Minority Enrollment Codes**

The percent minority enrollment variables are included in all IPEDS data files to help users classify institutions by minority enrollment characteristics. These percentages were generated from the 1995 fall enrollment data file.

Codes            Values

- 00            -    0% to less than .5%
- 01-98       -    .5% to less than 98.5%
- 99            -    98.5% to 100%
- Blank        -    Percent minority was not calculated because the institution:
  - (1) was not in the 1995 fall enrollment file;
  - (2) or was imputed in 1995 using the mean averages of its sector;
  - (3) did not report race-ethnicity in 1995;

**Appendix A**  
**List 6 - Historically Black Colleges and Universities (HBCU's)**

UNITID	Institution Name	State	Sector
100654	Alabama A & M University	AL	1
100724	Alabama State University	AL	1
101073	Concordia College	AL	5
101462	J F Drake State Technical College	AL	4
101569	Lawson State Community College	AL	4
101675	Miles College	AL	2
101912	Oakwood College	AL	2
102030	Bishop State Community College	AL	4
102058	Selma University	AL	2
102270	Stillman College	AL	2
102298	Talladega College	AL	2
102313	Trenholm State Technical College	AL	4
102377	Tuskegee University	AL	2
106306	Arkansas Baptist College	AR	2
106412	University of Arkansas at Pine Bluff	AR	1
107600	Philander Smith College	AR	2
107840	Shorter College	AR	5
130934	Delaware State University	DE	1
131399	University of the District of Columbia	DC	1
131520	Howard University	DC	2
132602	Bethune Cookman College	FL	2
133526	Edward Waters College	FL	2
133650	Florida Agricultural and Mechanical University	FL	1
133979	Florida Memorial College	FL	2
138716	Albany State College	GA	1
138947	Clark Atlanta University	GA	2
139719	Fort Valley State College	GA	1
140146	Interdenominational Theological Center	GA	2
140553	Morehouse College	GA	2
140562	Morehouse School of Medicine/1	GA	2
140571	Morris Brown College	GA	2
140720	Paine College	GA	2
140960	Savannah State College	GA	1
141060	Spelman College	GA	2
157058	Kentucky State University	KY	1
158802	Dillard University	LA	2
159009	Grambling State University	LA	1
160621	Southern University and A & M College-Baton Rouge	LA	1
160630	Southern University-New Orleans	LA	1
160649	Southern University-Shreveport-Bossier City Campus	LA	4
160904	Xavier University	LA	2
162007	Bowie State University	MD	1
162283	Coppin State College	MD	1
163338	University of Maryland Eastern Shore	MD	1
163453	Morgan State University	MD	1
170693	Lewis College of Business	MI	5

**Appendix A**  
**List 6 - Historically Black Colleges and Universities (HBCU's) - continued**

UNITID	Institution Name	State	Sector
175342	Alcorn State University	MS	1
175519	Coahoma Community College	MS	4
175768	Hinds Community College-Utica Campus	MS	4
175856	Jackson State University	MS	1
175926	Mary Holmes College	MS	5
176044	Mississippi Valley State University	MS	1
176318	Rust College	MS	2
176406	Tougaloo College	MS	2
177551	Harris-Stowe State College	MO	1
177940	Lincoln University	MO	1
197948	Barber-Scotia College	NC	2
197993	Bennett College	NC	2
198507	Elizabeth City State University	NC	1
198543	Fayetteville State University	NC	1
198756	Johnson C Smith University	NC	2
198862	Livingstone College	NC	2
199102	North Carolina Agricultural & Technical State University	NC	1
199157	North Carolina Central University	NC	1
199582	Saint Augustine's College	NC	2
199643	Shaw University	NC	2
199999	Winston-Salem State University	NC	1
201690	Central State University	OH	1
206491	Wilberforce University	OH	2
207209	Langston University	OK	1
211608	Cheyney University of Pennsylvania	PA	1
213598	Lincoln University	PA	1
217624	Allen University	SC	2
217721	Benedict College	SC	2
217873	Claffin College	SC	2
217891	Clinton Junior College/2	SC	5
217989	Denmark Technical College	SC	4
218399	Morris College	SC	2
218733	South Carolina State University	SC	1
218919	Voorhees College	SC	2
220181	Fisk University	TN	2
220561	Knoxville College	TN	2
220598	Lane College	TN	2
220604	Le Moyne-Owen College	TN	2
220792	Meharry Medical College	TN	2
221838	Tennessee State University	TN	1
225575	Huston-Tillotson College	TX	2
225885	Jarvis Christian College	TX	2
227429	Paul Quinn College	TX	2
227526	Prairie View A & M University	TX	1
227854	St Philips College	TX	4
228486	Southwestern Christian College	TX	2

**Appendix A**  
**List 6 - Historically Black Colleges and Universities (HBCU's) - continued**

UNITID	Institution Name	State	Sector
228884	Texas College	TX	2
229063	Texas Southern University	TX	1
229887	Wiley College	TX	2
232265	Hampton University	VA	2
232937	Norfolk State University	VA	1
233499	Saint Paul's College	VA	2
234155	Virginia State University	VA	1
234164	Virginia Union University	VA	2
237215	Bluefield State College	WV	1
237899	West Virginia State College	WV	1
243665	University of the Virgin Islands	VI	1

1/ Exempt from Faculty Salary Survey

2/ Institution is not on the Faculty Salary file because it is a 2-year institution and is not accredited at the college level.

## **Appendix A**

### **List 7 - Carnegie Foundation Classification Codes**

The 1994 classification system created by the Carnegie Foundation for the Advancement of Teaching is included in the IPEDS data files to help users of this information further delineate institutions by type. This classification, which dates back to 1970, currently includes approximately 3,600 colleges and universities in the United States that are degree-granting and accredited by an agency recognized by the Secretary, U.S. Department of Education. The 10 categories that make up the new classification scheme are based largely on academic mission and are **not** intended to measure quality. Institutions are classified according to their highest level of offering, the number of degrees conferred by discipline, and the amount of federal support for research received by the institution. Some categories also rely on the selectivity of the institution's admissions.

Information provided by the Carnegie Foundation was matched against the IPEDS "Institutional Characteristics" file and the codes are indicated in the institutional listings where matches were certain. It is important for users to note that IPEDS includes separate listings for all branches of an institution, whereas, in some instances, Carnegie lists only one campus (which encompasses the main campus and all branches). Each of the categories, and the coding scheme used in this file, are explained below:

#### **11 - RESEARCH UNIVERSITIES I**

These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually \$40 million or more in federal support.

#### **12 - RESEARCH UNIVERSITIES II**

These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between \$15.5 million and \$40 million in federal support.

#### **13 - DOCTORAL UNIVERSITIES I**

These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more disciplines.

#### **14 - DOCTORAL UNIVERSITIES II**

These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award annually at least 10 doctoral degrees (in three or more disciplines), or 20 or more doctoral degrees in one or more disciplines.

#### **21 - MASTER'S (COMPREHENSIVE) UNIVERSITIES AND COLLEGES I**

These institutions offer a full range of baccalaureate programs and are committed to graduate education through the master's degree. They award 40 or more master's degrees annually in three or more disciplines.

**Appendix A**  
**List 7 – Carnegie Foundation Classification Codes – continued**

**22 - MASTER'S (COMPREHENSIVE) UNIVERSITIES AND COLLEGES II**

These institutions offer a full range of baccalaureate programs and are committed to graduate education through the master's degree. They award 20 or more master's degrees annually in one or more disciplines.

**31 - BACCALAUREATE (LIBERAL ARTS) COLLEGES I**

These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. They award 40 percent or more of their baccalaureate degrees in liberal arts fields and are restrictive in admissions.

**32 - BACCALAUREATE COLLEGES II**

These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degree programs. They award less than 40 percent of their baccalaureate degrees in liberal arts fields or are less restrictive in admissions.

**40 - ASSOCIATE OF ARTS COLLEGES**

These institutions offer associate of arts certificate or degree programs and, with few exceptions, offer no baccalaureate degrees.

**SPECIALIZED INSTITUTIONS**

These institutions offer degrees ranging from the baccalaureate to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single discipline.

- 51 - Theological seminaries, Bible colleges and other institutions offering degrees in religion:** This category includes institutions at which the primary purpose is to offer religious instruction or train members of the clergy.
- 52 - Medical schools and medical centers:** These institutions award most of their professional degrees in medicine. In some instances, their programs include other health professional schools, such as dentistry, pharmacy, or nursing.
- 53 - Other separate health profession schools:** Institutions in this category award most of their degrees in such fields as chiropractic, nursing, pharmacy, or podiatry.
- 54 - Schools of engineering and technology:** The institutions in this category award at least a bachelor's degree in programs limited almost exclusively to technical fields of study.
- 55 - Schools of business and management:** The schools in this category award most of their bachelor's or graduate degrees in business or business-related programs.

## Appendix A

### List 7 – Carnegie Foundation Classification Codes – continued

- 56 - **Schools of art, music, and design:** Institutions in this category award most of their bachelor's or graduate degrees in art, music, design, architecture, or some combination of such fields.
- 57 - **Schools of law:** The schools in this category award most of their degrees in law. The list includes only institutions that are separate entities or campuses.
- 58 - **Teachers colleges:** Institutions in this category award most of their bachelor's or graduate degrees in education or education-related fields.
- 59 - **Other specialized institutions:** Institutions in this category include graduate centers, maritime academies, military institutes, and institutions that do not fit any other classification category.
- 60 - **Tribal colleges:** These colleges are, with few exceptions, tribally controlled and located on reservations. They are all members of the American Indian Higher Education Consortium.

### List 8 - Data source - Medium used to collect data

- b - Not returned
- 1 - Internet
- 2 - Tape
- 3 - Diskette
- 4 - Form
- 5 - Form Facsimile
- 6 - PETS
- 7 - Other

## Appendix A

### List 9 -Highest Degree Offered

- 00 - Non-Degree Granting (Certificates only)
- 01 - First-professional degrees only
- 10 - Doctoral
- 11 - Doctoral and First-professional
- 20 - Master's
- 21 - Master's and First-professional
- 30 – Bachelor's
- 31 – Bachelor's and First-professional
- 40 – Associate's
- 41 – Associate's and First-professional

**Appendix A**  
**List 10 -Item Imputation Flag Descriptors**

- N - Original data field was blank (nonresponse)
- R - Original data value was a reported value, including reported zero
- A - Analyst adjusted a reported value
- C - Analyst corrected a cell that was previously a nonresponse
- P - Imputation for a cell that was previously a nonresponse, using prior year data as the base for imputation
- Q - Imputation for a cell that was previously reported, using prior year data as the base for imputation
- I - Imputation for a cell that was previously a nonresponse, using a method other than prior year
- X - Imputation for a cell that was previously reported, using a method other than prior year
- S - Details are adjusted (raked) to sum to the total
- T - Total adjusted to equal the sum of the detail
- U - Library data unavailable
- Z - Implied reported zero
- M - Data moved from one part of survey form to a corresponding field in another part of the survey.
- G - Data generated from other data values by the machine edits.
- D - Data suppressed due to disclosure considerations.
- J - Analyst adjusted reported value during scan edit of survey form