



American Association of University Professors Faculty Compensation Survey 2019-20

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:	167987
Institution:	University of Massachusetts-Dartmouth
Respondent Name:	Tammy A Silva
Phone Number:	508-999-8486
E-Mail Address:	tsilva@umassd.edu
Survey Year:	2019-20

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	Doctoral	Pre-populated by AAUP
Carnegie Classification	Doctoral Universities: Higher Research Activity	Pre-populated by AAUP
AAUP FCS System	University of Massachusetts	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 a conversion factor if faculty with 11- or 12-month contracts are reported sep
Comments		
Additional Comments		

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**American Association of University Professors
Faculty Compensation Survey 2019-20**

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

	MEN					WOMEN				
Academic Rank	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
Section 1. Faculty on 9-Month Contracts (Regardless of Number of Salary Installments)										
1. Professor	78	10,766,239	1	0	77	46	5,779,846	0	1	45
2. Associate	57	6,177,915	0	0	57	43	4,449,636	1	4	38
3. Assistant	28	2,558,037	0	28	0	45	3,802,678	6	38	1
4. Instructor										
5. Lecturer	45	3,260,336	45	0	0	53	3,786,496	53	0	0
6. No Rank										
7. TOTAL	208	22,762,527	46	28	134	187	17,818,657	60	43	84
Section 2. Faculty on 11- or 12-Month Contracts (Actual Amounts)										
1. Professor										
2. Associate										
3. Assistant										
4. Instructor										
5. Lecturer										
6. No Rank										
7. TOTAL	0	0	0	0	0	0	0	0	0	0
Section 3. 9-Month Contracts Plus 11- or 12-Month Contracts (Converts 11- or 12-Month Salaries and Calculates Automatically)										
1. Professor	78	10,766,239	1	0	77	46	5,779,846	0	1	45
2. Associate	57	6,177,915	0	0	57	43	4,449,636	1	4	38
3. Assistant	28	2,558,037	0	28	0	45	3,802,678	6	38	1
4. Instructor	0	0	0	0	0	0	0	0	0	0
5. Lecturer	45	3,260,336	45	0	0	53	3,786,496	53	0	0
6. No Rank	0	0	0	0	0	0	0	0	0	0
7. TOTAL	208	22,762,527	46	28	134	187	17,818,657	60	43	84



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Instructions for
completing Form 3
are available at

<https://research.aaup.org>

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	5691451	395	If tuition benefit is "Other," please specify:
Total Health Insurance Premiums	8153165	395	
Dependent Tuition Benefits (select)	Partial tuition waiver at specified institutions		
Total 9-month	13,844,616	395	

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

Retirement			If tuition benefit is "Other," please specify:
Total Health Insurance Premiums			
Dependent Tuition Benefits (select)			
Total 12-month	0	0	

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

Retirement	5,691,451	395
Total Health Insurance Premiums	8,153,165	395
Total All Faculty	13,844,616	395



Form 4: Salaries and Percentage Increase for Continuing Instructional Faculty, 2019-20

Please Note: Individuals reported on this form should be only those who held faculty positions in BOTH 2019-20 and 2018-19. This number will almost always be smaller than that in Form 2. **Report individuals in the row for the rank the person held in 2018-19.** For those institutions not able to complete Columns C or D, see the instructions and the Form 4 Estimate tab. Previous Year (2018-19) 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 2019-20 should NOT be included in Form 4.

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

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor	115	15,379,235	14,455,833	6.39%
2. Associate	95	10,256,286	9,540,412	7.50%
3. Assistant	70	6,280,589	5,950,168	5.55%
4. Instructor				0.00%
5. Lecturer	88	6,351,908	5,985,757	6.12%
6. No Rank				0.00%
7. TOTAL	368	38,268,018	35,932,170	6.50%

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

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor				0.00%
2. Associate				0.00%
3. Assistant				0.00%
4. Instructor				0.00%
5. Lecturer				0.00%
6. No Rank				0.00%
7. TOTAL	0	0	0	0.00%

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

Academic Rank in 2018-19	Number of Continuing Faculty	Total Salary Outlays		Percentage Increase
		Current Yr. (2019-20)	Previous Yr. (2018-19)	
1. Professor	115	15,379,235	14,455,833	6.39%
2. Associate	95	10,256,286	9,540,412	7.50%
3. Assistant	70	6,280,589	5,950,168	5.55%
4. Instructor	0	0	0	0.00%
5. Lecturer	88	6,351,908	5,985,757	6.12%
6. No Rank	0	0	0	0.00%
7. TOTAL	368	38,268,018	35,932,170	6.50%

Instructions for completing Form 4 are available at

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

Form 5: Administrative Compensation 2019-20

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	382500	
Chief Academic Officer	347551	
Chief Financial Officer	253000	
Chief Development Officer	240000	
Chief Administrative Officer		
Chief Counsel		
Director of Enrollment Management	183600	
Director of Athletics	130560	

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



Form 6: Number and Per-Section Pay for Part-Time Instructional Faculty, 2018-19

*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 Pay per Section	Maximum Pay per Section	Mean Pay per Section	Do Part-Time Per Section Faculty have Retirement Benefits? ²	Do Part-Time Per Section Faculty have Medical Benefits? ²	Calendar System ³
Part-Time Per Section Faculty	170	4,122	5,343	4,686	Some	Some	Semester

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