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Faculty News

1983-03-03

Faculty Newsnotes 1983 No. 147

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FACULTY NEWSNOTES

Edited by Debbie Gough

March 3, 1983

147

OFFICE OF THE PRESIDENT

We offer our condolences and prayers to Dr. Wayne Label on the death of his wife. Our condolences go also to Dr. Evelyn Anderson on the death of her mother.

OFFICE OF THE PROVOST

Enrollment for the 1982-1983 Academic Year:

Attached to these Newsnotes are the final enrollment charts for the regular academic year 1982-1983, with both Full-Time Equivalent (FTE) and headcount enrollments included for all segments of the University. On the charts also are USD's official and final budget projections for the 1983-1984 undergraduate, graduate, and law enrollment; undergraduate/graduate projections are in FTE terms, while law projections are in headcount terms, with minor exceptions.

Though the projections do not show this clearly (because "freshmen" in September always includes February freshmen and some transfer students who are not quite sophomores), we are seeking to enroll about 720 freshmen next fall, the same target as we had last fall, though last fall fewer than usual dropped out before the semester began, so we ended up with 773 freshmen. Last year our target for undergraduate transfer students was 350 (we enrolled slightly more than that), and we will probably drop this target to 300 transfers, unless pre-registration of returning students is down in May.

An analysis of the attached charts will reveal to you a number of factors:

- Undergraduate enrollment is above projections for fall, spring, and annual average, partially because the net attrition rate was 6.5% instead of the budgeted 8%; the 6.5% compares to a net attrition rate of 4.7% last year and 4.3% the year before;
- Graduate enrollment declined sharply for the spring semester, and 1983-1984 projections had to be reduced because of that decline, since we are well below budget for the current year; a more in-depth analysis (not visible on the charts) reveals an interesting phenomenon:

the School of Business, for example, enrolled almost exactly the same number of MBA students as they did in fall, 1982, but this same number of students took over 300 fewer units, so the FTE is down; what seems to be happening, probably because of the economy, is that students are continuing school but taking fewer courses;

- School of Law enrollment is over budget by 14 day students (annual average) and slightly under budget for evening students; LL.M. enrollment is over budget for full-timers and under for part-timers, which virtually evens out; the Los Angeles LL.M. program is right on target.

The overall effect of the spring enrollment situation is that, as already noted, some of the 1983-1984 projections had to be revised downward. Hence, we are unable to adopt any of the priorities suggested last fall by the Budget Committee for disposition of additional income if enrollment projections were higher for 1983-1984 than originally predicted.

Internal Publication of Faculty Salary and Compensation Data:

Appended to these Newsnotes are tables of data on the salary and compensation of our full-time faculty for 1982-1983. Similar data has been published in previous years (Newsnotes of October 15, 1982; February 27, 1981; April 11, 1980; March 6, 1979; February 1, 1978; March 2, 1977; April 9, 1976; February 28, 1975; and March 29, 1974). The first table contains the institutional summary, as reported (in a more complex form) to the Department of Education. The following tables show the breakdown by School/College. In order to avoid the identification of individual salaries, ranks with fewer than five persons are combined with one another, as noted, or are not reported. It is for this reason that ranks are combined in some units. Only summary data is reported for the Schools of Nursing and Education.

The School of Law has provided, as in previous years, comparative statistics from other law schools showing national and state medians and USD's relative position. The average salary and compensation figures on this chart differ from those on the other Law School table because the Law School includes Directors and Associate Deans in their faculty figures, and the Institutional Research department does not.

Manchester Executive Conference Center:

The University community is invited to the ground-blessing ceremony for the Manchester Executive Conference Center on Friday, March 11 at 3:30 p.m.

Skills Test for Prospective Teachers:

An analysis of the first statewide basic academic skills test for prospective teachers shows that the University of San Diego had the highest passing rate

among the entire state's private universities and colleges (76%). The statewide passing rate was 65%.

OFFICE OF STUDENT AFFAIRS

Blood Drive:

On Wednesday, March 23, 1983, the San Diego Blood Bank, in conjunction with the Office of Student Affairs and the Biology Club, will be holding a blood drive in the Nursing School, Room 106. Students, faculty and staff are encouraged to donate during this semi-annual blood drive. You can choose, at the time of donation, to put the blood towards the USD Reserve Fund. This fund is available for anyone in the USD community to draw from if the need for blood arises. The records of the funds are maintained by Karen Reed in Serra 200. Sign-ups are recommended, although walk-up appointments will be more than welcome. Students will be in front of Serra Hall on Friday, Monday and Tuesday (March 18, 21, and 22) with appointment sheets. They will also have donor requirements and other information at the time. T-shirts (new style!) from the San Diego Blood Bank will be given to everyone who donates blood. For more information, contact the Office of Student Affairs, at extension 4590.

USD Night at the San Diego Symphony:

Wednesday, April 13, 1983 at 8:00 p.m. in the Civic Theatre. Tickets are on sale in the Bookstore Box Office. Faculty and staff price is \$6.00. Going fast!

ASB Events:

ASB Speakers Bureau is having G. Gordon Liddy speak at USD on Tuesday, March 15, 1983, at 7:30 p.m. in Camino Theatre. Cost to USD faculty and staff will be \$2.00.

ASB Cultural Arts will have a limited number of tickets for the Old Globe performance of Terra Nova. The show is Sunday, March 20, 1983, at 2:00 p.m. Tickets are \$6.00 and are on sale in the Bookstore Box Office.

ASB Cultural Arts is also sponsoring the French Parlor Noon series. March dates are the 2, 9, 16 and 23, and include a variety of programs.

SCHOOL OF LAW

Parker Foundation Grant:

The Law School has received a grant from the Gerald and Inez Parker Foundation to re-establish the Law School's Neighborhood Legal and Family Service Program in Linda Vista. The grant will provide support of \$8,500 a year for two years.

VARIA

Dr. Patrick Drinan, Political Science Department, gave a guest lecture February 3 to the Institute on World Affairs at San Diego State University entitled, "Economic Policy Choices in USSR."

He was also elected February 14 to the Board of Directors of the United Nations Association of San Diego.

Dr. Gary Macy, Religious Studies Department, has recently received acceptance for publication of his book Theologies of the Eucharist in the Early Scholastic Period by Oxford University Press. His article, "Some Examples of the Influence of Exegesis on the Theology of the Eucharist in the Eleventh and Twelfth Centuries," has been accepted for publication in the journal Recherches de théologie ancienne et médiévale of the University of Louvain. Another paper, "The Theological Fate of Berengar's Oath of 1059: Interpreting a Blunder Become Tradition," has been accepted to be read at the annual meeting of the College Theology Society in June of 1983.

Dean Ed DeRoche, School of Education, has recently made the following speeches: to Association of Teacher Educators, Orlando, Florida, "Implications of Minimum Competency Tests on Teacher Education;" to CASE - Council for Advancement and Support of Education - Secondary Level, Monterey, California, "Long-Range Strategic Planning - A Model;" and to Kansas City and Selected Missouri Newspaper Editors and Publishers, "Current Research on Newspapers in Education."

Dr. Louis Burnett of the Biology Department has had an article, based on work which he presented at a symposium, accepted by American Zoologist. The article is entitled, "CO₂ Excretion Across Isolated Perfused Crab Gills: Facilitation by Carbonic Anhydrase."

On January 7, 1983, Professor Grant Morris, Law School, participated in a panel discussion dealing with post-verdict decisions involving persons acquitted of crime by reason of insanity. Professor Morris advocated a dispositional system that would not differentiate insanity acquittees from others in our society who have serious mental problems. The panel was conducted by the Law and Psychiatry Section of the Association of American Law Schools which held its annual meeting in Cincinnati.

On January 20, Professor Morris participated in a Legal Issues Workshop sponsored by the San Diego County Department of Health Services, Mental Health Services Division. Professor Morris spoke on California civil commitment and conservatorship law. The workshop was designed to be a staff training program for county employees dealing with mental health law issues.

Dr. Michael Wagner, Philosophy Department, has recently had the following article accepted for publication: "Plotinus' World," Dionysius (a Canadian journal on Ancient-Early Medieval Philosophy), Spring, 1983 edition.

Dr. Phil Hunsaker, School of Business, was recently interviewed by KNOWN Radio on his book, The Art of Managing People. He also has had an article, "More and Better Results Through Concentration," published in the February, 1983, issue of Supervisory Management. On March 16, Dr. Hunsaker has been invited to present the results of a year-long study on "Enhancing Health Care Delivery Systems," at the Western Division of the American Institute of Decision Sciences.

"Anselm's Inconceivability Argument," by Dr. Dennis Rohatyn, Philosophy Department, appeared in Sophia (Victoria, Australia), Vol. 21, No. 3, October, 1982, 57-63.

Dr. John Marambio and Dr. Robert Bacalski of the Department of Foreign Languages and Literatures attended the Modern Language Association convention in Los Angeles, December 27-30. Dr. Marambio, Chairman of the department and a specialist in Latin American literature, attended several sessions devoted to Latin American and Spanish literature. Dr. Bacalski attended meetings on his specialization: Spanish medieval literature and the Spanish Golden Age comedia. Both professors also devoted time during the convention to interviewing for the position of assistant professor which is vacant in the Spanish section of the Foreign Languages and Literatures Department.

Dr. John Schindler, Physical Science, was recently a delegate to the Conference for Officers of American Chemical Society, Western Local Section, January 28-30, in Phoenix, Arizona.

Dr. Jo Hunsaker, Schools of Education and Business, has recently had the following articles published or accepted: "The Impact of the Family on the Organization," Personnel Administrator, April, 1983; "Taking the Sting Out of Negative Feedback," Industrial Management, February, 1983; "Organizational Climate in Junior High Schools and Middle Schools," with Rolland L. Callaway, American Middle School Education Journal, December, 1982; and "Overcoming Organizational Barriers," chapter in Build A Better You - Starting Now, Showcase Publishing Co., 1982.

Dean Irene Palmer, School of Nursing, has received the following appointments: American Association of Colleges of Nursing's Board of Director's Subcommittee on Long Range Planning; and the Veterans Administration Deans Committee, which serves the affiliation between the University of California, San Diego School of Medicine and the Veterans Administration Medical Center.

Dr. William Soukup of the School of Business spoke on "What's Happening in American Industry" at a meeting of the La Costa "Invisible University" on February 22.

Dr. Evelyn Anderson, School of Nursing, has had the following published: a chapter in the book entitled Nurses Under Stress, S. F. Jacobson, H. M. McGrath, editors, John Wiley & Sons, Inc., February, 1983; and an article entitled "An Exploratory Study of Faculty Practice: Views of Those Faculty Engaged in Practice who Teach in an NLN Accredited Baccalaureate Program," coauthored with Patricia Pierson, a former faculty member, Western Journal of Nursing Research, Vol. 5, No. 2.

Dr. Anderson's recent presentations include: radio interviews on KOGO and KPBS, February 4th and 8th, on various aspects of the menopause; Planned Parenthood Seminar, February 12, on "Menopause: The Myth and the Reality"; Southern California Association for the Advancement of Nursing Research, February 7, on "A Study Concerning the Demographic Data, Educational Needs and Interest in a Menopausal Clinic of Women Attending a Menopause Symposium"; and Mira Costa College Community Services, March 5, on "Menopause: Myths and Realities." She will also speak on "Development of a Menopause Clinic and the Physical/Psychological Needs of Menopausal Women," on March 14 at a meeting of the San Diego Nurse Practitioner Association.

Sr. Dale Brown and Kathy Frisbie, Financial Aid Office, participated in a record number of "College Nights" this year, explaining in detail the financial aid process to high school counselors, parents and students. This function has become increasingly important to schools such as USD as high school budget cutbacks have reduced the number of counselors available to adequately portray the college choices available to their graduating seniors.

UNDERGRADUATES

2/21/83 FINAL

9/28/82

		Freshmen		Soph		Junior		Senior		Special		U.G. Total		Net Attrition Rates
		1		2		3		4		5		6		
		Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	
1977- 1978	FTE Head Ct.	589 (619) 556.5	524 (551)	475 (517) 449.5	424 (462)	477 (546) 467.5	458 (513)	352 (406) 352	352 (408)	16 (72) 17	18 (74)	1909 (2160) 1842.5	1776 (2008)	-6.97%
1978- 1979	FTE Head Ct.	631 (656) 604.5	578 (614)	538 (592) 526.5	515 (565)	441 (506) 432.5	424 (482)	431 (496) 401.5	372 (440)	18 (76) 15.5	13 (77)	2059 (2326) 1980.5	1902 (2178)	-7.6% -6.4%
1979- 1980	FTE Head Ct.	734 (766) 693	662 (726)	637 (682) 611.5	586 (638)	542 (609) 507	472 (526)	461 (532) 415	369 (434)	10 (47) 8.5	7 (26)	2384 (2636) 2240	2096 (2350)	-12% -10.8%
1980- 1981	FTE Head Ct.	825 (877) 783.5	742 (795)	652 (706) 653.5	655 (709)	579 (639) 574	569 (640)	448 (511) 441	434 (517)	15 (64) 13.5	12 (46)	2519 (2797) 2465.5	2412 (2707)	-4.3% -3.2%
1981- 1982	FTE Head Ct.	799 (850) 786	765 (807)	720 (779) 698.5	677 (732)	643 (712) 627	611 (670)	520 (586) 545.4	501 (590)	12 (64) 12.5	13 (59)	2694 (2991) 2630.5	2567 (2858)	-4.7% -4.4%
Projected FTE 1982-83		810 770	730	745 719	693	664 638	612	570 550	530	- -	-	2789 2677	2565	-8%
Actual 1982-83	FTE Head Ct.	1007 (1076) 889	771 (831)	721 (776) 676	631 (689)	628 (684) 637.5	647 (702)	518 (581) 577	636 (725)	8 (33) 9.5	11 (44)	2882 (3150) 2789	2696 (2991)	-6.5% -5%
Projected FTE 1983-84		880 828	776	775 746	717	645 635	625	600 591	582	- -	-	2900 2800	2700	-7%

USD ENROLLMENT: LAW SCHOOL

1982-83

	Day	Eve/PT	Day	LL.M. SD/LA	Total	FTE
Fall, 1978	709	277+32			1018	898
Spr, 1979	658	248+51			957	845
Fall, 1979	712	240+23	64		1039	908
Spr, 1980	652	233+20	79		984	845
Fall, 1980	681	242+12	94/50		1079	903
Spr, 1981	622	229+12	86/61		1010	848
Fall, 1981	670	249+28	115/64		1126	922
Spr, 1982	628	254+24	89/85		1080	865

	Day	Eve/PT	Day	LL.M. SD/LA	Total	FTE
Fall, 1982	705	240+17		110/82	1154	951
Spr, 1983	650	226+22		113/64	1075	880

Projections (annual average)

Day	Eve/PT	LL.M.	LA
664	246	25 f.t.	550 un.
678	244	800 un/yr	
actual		+100 summer	

1983-84 (ann. avg.)

Projections

Day	Eve/PT	LL.M.	LA
682	244	29 f.t.	600 units
		+550 units	

GRADUATES		TOTALS						
		GRAD On Campus	GRAD External Degree	TOTAL GRAD.	TOTAL On Campus	TOTAL Off Campus	GRAND TOTAL	Actual Annual Avg. FTE
		7	8	9	6+7	10	6+9	13
		Fall Spr	Fall Spr	Fall Spr	Fall Spr	Fall Spr	Fall Spr	
1977- 1978	FTE Head Ct.	237 257 (420) (434) 247	15 5 (28) (19) 10	252 262 (448) (453) 257	2146 2033 (2580) (2442) 2089.5	15 5 (28) (19) 10	2161 2038 (2608) (2461) 2099.5	2099.5
1978- 1979	FTE Head Ct.	220 246 (405) (444) 233	5.75 6.5 (23) (25) 6	226 252 (428) (469) 239	2279 2148 (2731) (2622) 2213.5	5.75 6.5 (23) (25) 6	2285 2154 (2754) (2647) 2219.5	2219.5
1979- 1980	FTE Head Ct.	230 239 (426) (448) 234.5	7 5 (22) (20) 6	237 244 (448) (468) 240.5	2614 2335 (3062) (2798) 2474.5	7 5 (22) (20) 6	2621 2340 (3084) (2818) 2480.5	2480.5
1980- 1981	FTE Head Ct.	295 287 (534) (550) 291	8 6+6 (18) (51) 10	303 299 (552) (601) 301	2814 2699 (3331) (3257) 2756.5	8 6+6 (18) (51) 10	2822 2711 (3349) (3308) 2766.5	2766.5
1981- 1982	FTE Head Ct.	375 339 (646) (591) 357	7 7 (28) (31) 7	382 346 (674) (622) 364	3069 2906 (3637) (3449) 2987.5	7 7 (28) (31) 7	3076 2913 (3665) (3480) 2994.5	2994.5
Projected FTE 1982-83		378 358 368	6.5 6.5 6.5	384.5 364.5 374.5	3167 2923 3045	6.5 6.5 6.5	3173.5 2929.5 3051.5	
Actual 1982-83	FTE Head Ct.	386 324 (672) (612) 355	7 7 (27) (26) 7	393 331 (699) (638) 362	3268 3020 (3822) (3603) 3144	7 7 (27) (26) 7	3275 3027 (3849) (3629) 3151	3151
Projected FTE 1983-84 (includes NIMH)		389 371 380	6 6 6	395 377 386	3289 3071 3180	6 6 6	3295 3077 3186	

USD TOTAL HEADCOUNTS: FALL SEMESTERS

1977-1978: 3611 - Spring: 3418
 1978-1979: 3772 - Spring: 3604
 1979-1980: 4123 - Spring: 3802
 1980-1981: 4428 - Spring: 4318
 1981-1982: 4791 - Spring: 4560
 1982-1983: 5003 - Spring: 4704

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits (4)	Total * Compensation (3+4) (5)	Avg. Sal. (3+2) (6)	Avg. FB (4+2) (7)	Avg. Comp. (5+2) (8)	FB as % Sal. (7+6) (9)		Total Salaries (11)	Avg. Sal. (11+10) (12)		Total Salaries (14)	Avg. Sal. (14+13) (15)
01. Prof.	67	2,500,500	504,475	3,004,975	37,321	7529	44,850	20.2	55	2,114,950	38,454	12	385,550	32,125
02. Assoc.	63	1,639,050	342,820	1,981,870	26,017	5442	31,459	20.9	44	1,160,235	26,369	19	478,815	25,200
03. Ass't.	49	1,129,770**	207,514**	1,337,284**	21,726**	3991*	25,717	18.4	31	723,580	21,927	18	406,190	21,378
04. Instr.	1						24,068	14.6	1			1		
05. Lect.	2						19,328	15.4	2					
06. All Rks.	182	5,269,320	1,054,809	6,324,129	28,952	5796	34,748	20.0	132	3,998,765	30,294	50	1,270,555	25,411

07. Salary Quartiles for All Ranks Combined:
(See directions on Table 7)Highest
Quartile

Median

Lowest
Quartile

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

Column (4): In order to insure comparability of data among institutions use Table 3 of this questionnaire. Insert in Table 1, column (4), the total countable fringe benefits figures shown in Table 3, line 11.

Columns (6), (7), and (8): These are simple arithmetic averages; that is, the data of columns (3), (4), and (5), respectively, divided by the number of full-time faculty members give in column (2).

Column (9): This figure which represents the fringe benefits as a percent of average salary should be rounded to the nearest tenth (e.g., 10.87=10.9).

Columns (10), (11), and (12): These columns should include the same data as those reported in columns (2), (3), and (6), but for MEN faculty members ONLY. The same data but for WOMEN faculty members ONLY should be reported in columns (13), (14), and (15).

IMPORTANT: Data in heavier-ruled boxes will be considered PUBLISHABLE unless the respondent indicates otherwise (use margin below). The ratings which will be based on 1974-75 actual distribution of average compensation (col. 8) will be sent to individual institutions prior to their publication. To preserve confidentiality of individual salary figures, data for columns (8) and (9) will NOT BE PUBLISHED for any rank with five or fewer faculty members. Similarly, the data reported in columns (12) and (15) will NOT BE PUBLISHED for any rank with five or fewer faculty members in either column.

*Not including tuition remission

**Includes 1 instructor and 2 lecturers

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

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		Total Salaries (3)	Total Fringe Benefits (4)	Total * Compensation (3+4) (5)	Avg. Sal. (3÷2) (6)	Avg. FB (4÷2) (7)	Avg. Comp. (5÷2) (8)	FB as % Sal. (7÷6) (9)	Total Salaries (11)		Avg. Sal. (11÷10) (12)	Total Salaries (14)		Avg. Sal. (14÷13) (15)	
01. Prof.	32	984,450	209,316	1,193,766	30,764	6541	37,305	21.3	24	749,650	31,235	8	234,800	29,350	
02. Assoc.	39	927,200	192,584	1,119,784	23,774	4938	28,712	20.8	28	663,700	23,706	11	263,500	23,955	
03. Ass't.	26	523,800**	93,840**	617,640**	18,707**	3351**	22,059**	17.9**	17**	354,300**	18,647	9	169,500	18,833	
04. Instr.	2														
05. Lect.						2578	19,328	15.4	2						
06. All Rks.	99	2,435,450	495,740	2,931,190	24,601	5007	29,608	20.4	71	1,767,650	24,896	28	667,800	23,850	
07. Salary Quartiles for All Ranks Combined: (See directions on Table 7)		Highest Quartile				Median				Lowest Quartile					

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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Column (9): This figure which represents the fringe benefits as a percent of average salary should be rounded to the nearest tenth (e.g., 10.87=10.9).

Columns (10), (11), and (12): These columns should include the same data as those reported in columns (2), (3), and (6), but for MEN faculty members ONLY. The same data but for WOMEN faculty members ONLY should be reported in columns (13), (14), and (15).

IMPORTANT: Data in heavier-ruled boxes will be considered PUBLISHABLE unless the respondent indicates otherwise (use margin below). The ratings which will be based on 1974-75 actual distribution of average compensation (col. 8) will be sent to individual institutions prior to their publication. To preserve confidentiality of individual salary figures, data for columns (8) and (9) will NOT BE PUBLISHED for any rank with five or fewer faculty members. Similarly, the data reported in columns (12) and (15) will NOT BE PUBLISHED for any rank with five or fewer faculty members in either column.

*Not including tuition remission

**Includes 2 Lecturers

Business

TABLE 1

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BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

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		Total Salaries (3)	Total Fringe Benefits (4)	Total * Compensation (3+4) (5)	Avg. Sal. (3+2) (6)	Avg. FB (4+2) (7)	Avg. Comp. (3+2) (8)	FB as % Sal. (7+6) (9)		Total Salaries (11)	Avg. Sal. (11+10) (12)		Total Salaries (14)	Avg. Sal. (14+13) (15)
01. Prof.	3								3					
02. Assoc.	14	536,000**	107,872	643,872	31,529	6345	37,871	20.1	12	481,050	32,070			
03. Ass't.	12	306,600	53,975	360,575	25,550	4498	30,048	17.6	9	231,100	25,678			
04. Instr.														
05. Lect.														
06. All Rks.	29	842,600	161,847	1,004,447	29,055	5581	34,636	19.2	24	712,150	29,673	5	130,450	26,090
07. Salary Quartiles for All Ranks Combined: (See directions on Table 7)		Highest Quartile <input type="text"/>			Median <input type="text"/>			Lowest Quartile <input type="text"/>						

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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Column (9): This figure which represents the fringe benefits as a percent of average salary should be rounded to the nearest tenth (e.g., 10.87=10.9).

Columns (10), (11), and (12): These columns should include the same data as those reported in columns (2), (3), and (6), but for MEN faculty members ONLY. The same data but for WOMEN faculty members ONLY should be reported in columns (13), (14), and (15).

IMPORTANT: Data in heavier-ruled boxes will be considered PUBLISHABLE unless the respondent indicates otherwise (use margin below). The ratings which will be based on 1974-75 actual distribution of average compensation (col. 8) will be sent to individual institutions prior to their publication. To preserve confidentiality of individual salary figures, data for columns (8) and (9) will NOT BE PUBLISHED for any rank with five or fewer faculty members. Similarly, the data reported in columns (12) and (15) will NOT BE PUBLISHED for any rank with five or fewer faculty members in either column.

*Not including tuition remission

**Includes 3 professors

Education

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits (4)	Total * Compensation (3+4) (5)	Avg. Sal. (3+2) (6)	Avg. FB (4+2) (7)	Avg. Comp. (5+2) (8)	FB as % Sal. (7+6) (9)		Total Salaries (11)	Avg. Sal. (11+10) (12)		Total Salaries (14)	Avg. Sal. (14+13) (15)
01. Prof.														
02. Assoc.														
03. Ass't.														
04. Instr.														
05. Lect.														
06. All Rks.	12	336,495	71,393	407,888	28,041	5949	33,990	21.2	8	243,475	30,434	4	93,020	23,555

07. Salary Quartiles for All Ranks Combined:
(See directions on Table 7)

Highest
Quartile

Median

Lowest
Quartile

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

Column (4): In order to insure comparability of data among institutions use Table 3 of this questionnaire. Insert in Table 1, column (4), the total countable fringe benefits figures shown in Table 3, line 11.

Columns (6), (7), and (8): These are simple arithmetic averages; that is, the data of columns (3), (4), and (5), respectively, divided by the number of full-time faculty members give in column (2).

Column (9): This figure which represents the fringe benefits as a percent of average salary should be rounded to the nearest tenth (e.g., 10.87=10.9).

Columns (10), (11), and (12): These columns should include the same data as those reported in columns (2), (3), and (6), but for MEN faculty members ONLY. The same data but for WOMEN faculty members ONLY should be reported in columns (13), (14), and (15).

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*Not including tuition remission

TABLE 1

**FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK**

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
		Total Salaries (3)	Total Fringe Benefits (4)	Total * Compensation (3+4) (5)	Avg. Sal. (3+2) (6)	Avg. FB (4+2) (7)	Avg. Comp. (5+2) (8)	FB as % Sal. (7+6) (9)		Total Salaries (11)	Avg. Sal. (11+10) (12)		Total Salaries (14)	Avg. Sal. (14+13) (15)
01. Prof.	26	1,206,330	230,723	1,437,053	46,397	8874	55,271	19.1	24					
02. Assoc.	3	183,060**	39,817**	222,877**	30,510**	6636**	37,146**	21.8**	2					
03. Ass't.	3								3					
04. Instr.														
05. Lect.														
06. All Rks.	32	1,389,390	270,540	1,659,930	43,418	8454	51,872	19.5	29	1,275,490	43,982	3	113,900	37,967

07. Salary Quartiles for All Ranks Combined:
(See directions on Table 7)

Highest
Quartile

Median

Lowest
Quartile

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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*Not including tuition remission

**Includes 3 Assistant Professors

School of Nursing

TABLE 1

FACULTY MEMBERS: NUMBERS, SALARIES, FRINGE BENEFITS—TOTALS, AVERAGES, AND SALARY QUANTILES—
BY ACADEMIC RANK

(cc. 6-1)

(Standard Academic-Year Basis, 1982-83)

Academic Rank (cc. 7-8) (1)	Number of Full-time Faculty (2)	Salaries and Fringe Benefits of Full-time Faculty Members							Number of MEN Faculty (10)	Salaries of MEN only		Number of WOMEN Faculty (13)	Salaries of Women only	
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01. Prof.														
02. Assoc.														
03. Ass't.														
04. Instr.														
05. Lect.														
06. All Rks.	10	265,385	55,289	320,674	26,539	5529	32,067	20.8				10	265,385	26,539

07. Salary Quartiles for All Ranks Combined:
(See directions on Table 7)

Highest
Quartile

Median

Lowest
Quartile

Column (2): Number of Full-time Faculty Members. See Definitions and Instructions (p. 1) for more details.

Column (3): Enter total salary outlay by academic rank for the full-time faculty members included in column (2). All salaries should be reported on a standard academic year basis as described in Definitions and Instructions, page 1.

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*Not including tuition remission

Law School Salaries
(Nationally Accredited School, Full-time Faculty, Academic Year)

	MEDIAN				AVERAGE			
	Salary	USD Rank	% Rank	Compensation* USD Rank	Salary	USD Rank	% Rank	Compensation* USD Rank
National								
1982-83	42,545	77 of 167	46.1		43,150	64 of 167	38.3	
1981-82	40,000	62 of 171	36.9		40,443	49 of 166	29.5	
1980-81**	35,804	77 of 161	47.0		35,829	70 of 161	43.0	
1979-80	32,387	84 of 162	51.9		33,007	75 of 162	46.3	
1978-79	30,558	82 of 161	50.9		30,624	70 of 159	44.0	
1977-78	28,000	104 of 157	66.2		28,808	78 of 157	49.7	
California								
1982-83	46,875	14 of 16		57,162 13 of 16	47,641 13 of 16			54,736 11 of 16
1981-82	44,646	10 of 16		53,524 9 of 16	44,104 9 of 16			52,910 7 of 16
1980-81**	40,753	12 of 15		46,916 10 of 15	39,461 11 of 15			47,110 9 of 15
1979-80	36,394	14 of 16		41,665 15 of 16	35,874 13 of 16			42,421 12 of 16
1978-79	33,200	14 of 16		39,512 14 of 16	33,051 12 of 16			38,664 11 of 16
1977-78	31,450	14 of 15		35,963 13 of 15	31,661 13 of 15			36,755 13 of 15
California Private								
1982-83	45,688	10 of 12		53,174 9 of 12	47,371 9 of 12			54,405 7 of 12
1981-82	42,691	6 of 12		50,005 5 of 12	41,959 5 of 12			49,062 3 of 12
1980-81**	37,500	8 of 11		43,116 6 of 11	37,456 7 of 11			43,983 5 of 11
1979-80	34,861	10 of 12		40,565 11 of 12	34,501 9 of 12			40,019 8 of 12
1978-79	32,500	10 of 12		37,011 10 of 12	32,491 8 of 12			37,603 7 of 12
1977-78	30,500	10 of 11		34,597 9 of 11	30,555 9 of 11			35,138 9 of 11
USD								
1982-83	43,735			52,167	45,597			54,346
1981-82	41,600			49,504	42,893			51,043
1980-81	36,232			43,116	37,408			44,516
1979-80	32,260			37,745	33,593			39,303
1978-79	30,550			35,591	31,477			36,671
1977-78	26,550			31,191	28,220			32,832

*Compensation = Salary + fringe benefits

**Stanford did not report