Prairie View A & M University
2015-16 Four-Year Faculty Salaries

Institutional Basics

Institutional Basics is common to all CUPA-HR surveys and needs to be completed only once per year by your institution. Answers entered in this section are visible to those responding to each of our surveys. If someone else has already entered data, please review and answer any unanswered questions.

If you disagree with any existing entries, please do not edit them until you have first contacted Jackie Bichsel, CUPA-HR Director of Research.

For any of the questions below, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.

1. Total Expenses Reported to IPEDS in the 2014-15 Spring Finance Survey

Please enter the total expenses reported by your institution to IPEDS last year in its 2014-15 Spring Finance Survey. Data collection for this survey was from December 2014 to April 2015. This number should be available from your Controller and can be found in one of these locations on the IPEDS survey depending on the reporting standards used by your institution. If GASB used, see Finance Survey Part C – line 19. If FASB used, see Finance Survey Part B - line 2 or Part E – line 13. If you are a private-for-profit institution, see Finance Survey Part B - line 2 or Part E – line 7. Total Expenses is a required field.

	$ Reported to IPEDS
Total Expenses reported to IPEDS in 2014-15 Spring Finance Survey	191,074,798
Reported Last Year	182,836,160

2. Fall 2015 Student Enrollment

Report fall student enrollment as of your institution's official fall reporting date or October 15. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Your Institutional Research Office is likely to be the best source for this data.

- ○ Please complete rows a, b and c if you can. FTE enrollment should always be less than FT + PT students.
- ○ If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button in Surveys Online. FTE figures will be derived as: Number of Full-Time Students + 1/3 the Number of Part-Time Students.
- ○ If you can only provide numbers for row c, please do so. Don't hit the "Calculate" button.

Click underlined terms for definitions.

	Undergraduate	Graduate	Total All
a. Number of full-time students	6,334	615	6,949
b. Number of part-time students	598	802	1,400
c. Full-Time-Equivalent (FTE) enrollment	6,533.3	882.3	7,415.6

	Undergraduate	Graduate	Total All
Reported Last Year	6,505.3	823.0	7,328.3

3. Fall 2015 Faculty Size

Report the number of faculty on your institution's payroll as of November 1, 2015. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Include all employees with faculty status, even if excluded in salary data. Your Institutional Research Office is likely to be the best source for this data.

- ○ Rows a through d are required as the detail is important for creating valid comparison groups based on faculty characteristics.
- ○ Report the headcount number for each faculty type in rows a through d. If your institution does not have a particular type of faculty, enter 0 in that row.
- ○ Report the Full-Time-Equivalent (FTE) of all faculty in row e.
- ○ If your institution's FTE Faculty is unknown to you, you can estimate the FTE as a + b + 1/3c + 1/3d.

	Headcount	Reported Last Year
a. Full-time tenured and tenure-track faculty	200	208
b. Full-time non-tenure-track faculty (benefits eligible)	168	174
c. Adjunct and part-time faculty (non-benefits eligible)	51	54
d. Adjunct and part-time faculty (benefits eligible - institution contributes to a retirement plan for these faculty)	46	45

	FTE	Reported Last Year
e. Total faculty FTE (FTE of a + b + 1/3c + 1/3d)	400.0	

4. Fall 2015 Staff Size (all employees not reported in IPEDS as faculty)

Report the number of staff on your institution's payroll as of November 1, 2015. If it is not possible to use this date, use a reporting date no earlier than September 15 and no later than November 1. Include all full-time and part-time employees not reported in IPEDS as faculty in your count; also include medical school staff if applicable. Your Institutional Research Office is likely to be the best source for this data.

Definitions

- ○ Full-time staff: As determined by the institution.
- ○ Part-time staff: As determined by the institution. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.
- ○ FLSA Employees: Employees whose jobs are governed by the Fair Labor Standards Act are either "exempt" or "non-exempt." Nonexempt employees are entitled to overtime pay, exempt employees are not.

Directions

- ○ Please complete rows a - f if you can, and then hit the "Calculate" button. The FTE number of staff should always be less than the FT + PT number.
- ○ If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button. FTE figures will be derived as: Number of Full-Time Employees + 1/3 the Number of Part-Time Employees. Follow the same process if you can answer d and e, but not f.
- ○ If you are unable to use any of the above methods but have the total staff FTE number, enter it in row g. Don't hit the "Calculate" button.

	Staff	Reported Last Year
Exempt Staff		
a. Number of full-time exempt staff	418	433
b. Number of part-time exempt staff	7	8
c. Full-Time-Equivalent (FTE) exempt staff	420.3	435.7
Non-Exempt Staff		
d. Number of full-time non-exempt staff	189	200
e. Number of part-time non-exempt staff (excluding casual employees)	8	10
f. Full-Time-Equivalent (FTE) non-exempt staff	191.6	203.3
g. Total FTE staff	611.9	639.0

5. Collective Bargaining

Are some or all of your full-time (FT) faculty or staff represented by a union for purposes of collective bargaining?

	Yes	No
a. FT Faculty		X
b. FT Staff		X

6. Targets for 2016-17 Pay Increases

Have you established targets for your 2016-17 pay increases? If Yes: What are the pay increase targets to the nearest tenth of a percent?

	Target Established?	If Yes: Pay Increase Target %
a. Exempt Administrators and Professionals	o Yes x **No**	
b. Non-exempt Staff	o Yes x **No**	
c. Faculty	o Yes x **No**	