

Faculty Total Compensation Calculator Survey Guide

Thank you for agreeing to complete this survey. This guide is to assist you in successfully completing this survey and if need be, collect some of the data before starting the survey for your institutions benefits representative and Human Resources office.

Thank you.

HealthImpact

Step 1: Complete the questions below and select your role(s), then continue.

Full Name *

Jay Smoth

Email Address *

We will not share your email with anyone. It is simply for us to reach out to you, if needed.

Jsmith@noemail.com

Workforce Sector *

Indicate the workforce sector being reported (select one).

Service / Clinical

Academic / Faculty

Respondent Role for Academic Sector *

Indicate the role of the respondent (select one).

HR Leader

Dean / Academic Leader

Program Director / Chair

Finance / Compensation Analyst

Other

By choosing Academia, the following questions have been selected specifically for the academic setting

Role of survey respondent.

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Institution Profile Type (Academic) *

Indicate institution type (select one).

- Community College (CCC)
- California State University (CSU)
- University of California (UC)
- Private University (Non-Profit)
- Private University (For-Profit)

Please select the institution type being reported.

Institution Profile Employer ZIP Code *

Please provide a 5-digit ZIP Code for your institution.

Institution Profile County Name *

Institution Profile Approximate Organization Size

Please estimate the number of staff in your organization.

Academic Roles

Select all academic roles employed. (Please note: all positions are assumed full-time).

- Tenure / Tenure-Track Faculty
- Full-Time Lecturer
- Full-time Adjunct Faculty
- Full-Time Clinical Faculty
- Program Director / Chair
- Dean

Please select all the roles within your institution from the selected list.

For the purposes of understanding the annual total compensation all roles will be calculated as a 1.0 FTE regardless of how the organization

PLEASE NOTE: Before saving this information, ensure the information is correct and save them later.

SAVE AND CONTINUE

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Step 2: Complete the remaining survey details below.

Roles to Benefits

Please answer questions specific to each role you chose in Step 1.

Please answer these questions, specific to the role below.

Role Name	Role Environment
<input type="text" value="Tenure / Tenure-Track Faculty"/>	<input type="text" value="Academic"/>

Benefit Tier Assignment

- Tier A - Fully Benefited
- Tier B - Partially / Conditionally Benefited
- Tier C - No Benefits / Stipend Only

Please select a role from the roles you previously Identified.

Choose a benefits tier as it pertains to the role you just selected

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Tier A Benefits

Total Monthly Health Insurance Premium Family (of 3+)

Please provide a dollar value.

\$

Employer Contribution to Health Premium Percent

Please provide a percentage value.

%

Annual Deductible

Please provide a dollar value.

\$

Annual Out of Pocket Maximum

Please provide a dollar value.

\$

Employer Retirement Contribution Percent Salary

Please provide a percentage value.

%

Paid Vacation Days per Year

Please provide a number.

Paid Sick Days per Year

Please provide a number.

Paid Holidays per Year

Please provide a number.

Annual Tuition or Professional Development Support

Please provide a dollar value.

\$

For Tier A, B, & C Benefits, please choose the best available information and as close to the dollar and percentage amount as possible for calculator accuracy.

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Tier B Benefits

Minimum Workload / Units per Term

Please provide a number in increments of .5 .

Minimum work load that would qualify the faculty member for benefits.

Employer Contribution to Health Premium Percent

Please provide a percentage value.

 %

Employer Retirement Contribution Percent

Please provide a percentage value.

 %

Paid Vacation Days

Please provide a number.

Paid Sick Days

Please provide a number.

Tier C Benefits

Annual Stipend in lieu of Benefits

Please provide a dollar value.

 \$

If any benefits or stipend is provided for non-benefited employees in lieu of benefits, or if benefits are in a form of a stipend.

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Union Represented

Is this institution represented by a union?

- Yes
- No

Minimum Degree Required

Please indicate the minimum degree required.

- Select - 

Typical Years of Experience

Please provide a number of years.

What is the minimum degree required based on the job description for the role you selected

This can be an approximate number of years or actual number of years if specified in the job description

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Academic Compensation

Compensation Method

Please indicate the compensation method.

- Salary
- Per Unit

Is the position based on Salary or number of units assigned

Base Pay Entry (Min)

Please provide a dollar value.

\$ _____

Base Pay Entry (Max)

Please provide a dollar value.

\$ _____

Base Pay Mid (Min)

Please provide a dollar value.

\$ _____

Base Pay Mid (Max)

Please provide a dollar value.

\$ _____

Base Pay Senior (Min)

Please provide a dollar value.

\$ _____

Base Pay Senior (Max)

Please provide a dollar value.

\$ _____

Please provide based on a full time FTE.
Entry level - New to academia
Mid level - 3-5 years of experience in academia
Senior level - more than 5 years in academia

Average Annual Overload or Supplemental

Please provide a dollar value.

\$ _____

Special programs, additional pay for teaching above contract...

Contract Length (months)

Please indicate the number of months.

Teaching Load per Term (units)

Please describe the teaching load as the number of units per term.

For a 1 FTE role

Course Release Units per Year

Please provide a number.

Average based on role. ex. 2 units for administrative.

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For your convenience, you may copy your responses (excluding salary information) from the "Tenure / Tenure-Track Faculty" section to other roles you hold. To use this feature, select the additional roles that apply and click *Replicate*.

Important: If you have already entered information in any of the selected role sections, those entries will be replaced when you click *Replicate*. You can review and modify responses for each role after replication.

Note: To avoid duplicate submissions, please complete the survey once. If you're reporting on multiple roles, use the replication option rather than submitting separate entries.

- Full-Time Lecturer
- Program Director / Chair
- Dean

REPLICATE

If the roles you selected have the exact same benefits you may choose to apply them to other roles. ex. your tenured faculty have the same benefits as your Full-Time Lecturers you can select the Lecturer and have your information copied into the new role.

The additional Roles will display you selected will follow and entries can be entered and/ or modified.

Please answer these questions, specific to the role below.

Role Name

Full-Time Lecturer

Role Environment

Academic

Benefit Tier Assignment

- Tier A - Fully Benefited
- Tier B - Partially / Conditionally Benefited
- Tier C - No Benefits / Stipend Only

Tier B Benefits

Minimum Workload / Units per Term

Please provide a number in increments of .5.

Employer Contribution to Health Premium Percent

Please provide a percentage value.

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Typical Annual Pay Adjustment (%)

Please provide a percentage value.

Primary Adjustment Type

Please indicate the adjustment type.

End of Survey... Don't forget to "Submit Survey"



Next...

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Once you have submitted the survey you should receive a confirmation page with some basic calculations from your entries. The role will be based on your selected roles at your institution.

Role:Staff RN		
Entry	Min Salary	\$90,799
	Benefits	\$40,244
	Total Compensation	\$131,043
Middle	Min Salary	\$103,009
	Benefits	\$42,340
	Total Compensation	\$145,349
Senior	Min Salary	\$114,109
	Benefits	\$44,246
	Total Compensation	\$158,355

Role:Nurse Educator		
Entry	Min Salary	\$111,000
	Benefits	\$44,055
	Total Compensation	\$155,055
Middle	Min Salary	\$123,210
	Benefits	\$46,151
	Total Compensation	\$169,361
Senior	Min Salary	\$143,310
	Benefits	\$49,772
	Total Compensation	\$193,082

Pay not provided.

Role:Manager		
Entry	Min Salary	\$158,055
	Benefits	\$46,961
	Total Compensation	\$205,016
Middle	Min Salary	\$125,210
	Benefits	\$47,151
	Total Compensation	\$172,361
Senior	Min Salary	\$136,310
	Benefits	\$49,057
	Total Compensation	\$185,367

Role:APRN		
Entry	Min Salary	\$233,571
	Benefits	\$35,143
	Total Compensation	\$268,714
Middle	Min Salary	\$256,428
	Benefits	\$36,057
	Total Compensation	\$292,485
Senior	Min Salary	\$297,987
	Benefits	\$37,719
	Total Compensation	\$335,706

