2022 CRA Taulbee Survey – Salary Section
of Ph.D.-granting Academic Units of
Computer Science, Computer Engineering, and Information

Changes this year

The Salary Survey is unchanged.

Teaching Faculty Categorization

As of fall 2018 are dividing the data for what we previously called Non-Tenure-Track Teaching Faculty into two categories: Teaching Professors and Other Instructors. Faculty counted in either category should be full time at the institution, although they may be part time in your unit with a shared appointment in another department or administrative unit. Do not include people employed on a course-by-course basis and do not count visiting faculty here. To decide which category your teaching faculty fall in (because titles vary widely across institutions and our intended division is based on qualifications and expectations rather than title) consider the following characteristics:

	Teaching Professors	**Other Instructors**
Title	Probably includes Professor or Faculty, but may also include Lecturer	Probably includes Instructor or Lecturer
Qualifications	Highly likely to require PhD	May require PhD
Teaching Expectations	More often include upper level and graduate courses. More often supervise REU or independent studies	Less often include upper level and graduate courses.
Research Expectations	More likely to conduct disciplinary or CS Ed research, be a PI or co-PI, or fund graduate students. More likely to have research as part of performance criteria.	Less likely
Service/Governance Expectations	More likely to vote in the unit or serve on committees. More likely to have service as part of performance criteria.	Less likely
External Visibility	External visibility more likely to be part of performance criteria.	Less likely
Professional Development	More likely to have a sabbatical option	Less likely
Length of contract	May be 1 year, but more likely 3 or 5	Most likely to be 1 year, but may be more

Taulbee Part 1 - Salaries

Section A. Preliminary Questions.

1. Salary Reporting Preference.

Your answer to the following question will customize the survey for you.

How will you be reporting faculty salaries?

____ Individual salaries

____ Summary salary data

2. Total number of full-time equivalent (FTE) tenured / tenure-track and teaching faculty in your academic unit as of fall 2022. (Count only faculty engaged in computing, e.g., in an EECS program, omit faculty who are EE-only, if separable. This question is included in the salary part of the survey to allow salary reporting by department size; remaining questions about faculty FTEs are included in the main Taulbee.)

Total tenured and tenure/track faculty FTE ____
Total Teaching Professors ____
Total Other Instructors ____

3. Salary benchmarking preference.

Salary benchmarking allows you to compare your unit's salary data with a peer group of your choosing. In order to use the salary benchmarking feature, you must grant permission for your unit's salary data to be used if others want to include your unit in their peer group. Use of your data in benchmarking will not reveal your individual unit data; other units can see only aggregates of at least 8 academic units.

If you do not grant permission, your data will only be used in developing general statistics for published Taulbee reports.

Do you allow your salary data to be used in benchmarking?

____ Permission granted

____ Permission not granted

Section B. Faculty Salaries (Individual Level)

You will enter EITHER individual-level salaries or summary-level salaries, not both.

Individual-level salary data may be uploaded from a spreadsheet or entered directly into the online form. Instructions for spreadsheet upload are after these general salary instructions.

The online form will allow entry of an unlimited number of faculty.

Include only full-time, regular-status salaries (e.g., omit phased retirement, negotiated reduction, occasional adjuncts, etc.).

If a faculty member is shared between departments, include them if they are 50% or more in your department. Provide entire salary, not just the portion funded by your department.

Internal Ref	Rank	Year Promoted to rank (Full & Assoc Only) OR Year Began Teaching at this Institution (Teaching Professors and Other Instructors only)	Salary	Check if New to Dept and New PhD (NOT Full or Associate)

Field Definitions

Internal Ref: Optional, for your internal reference use. DO NOT use for name or other readily identifiable data. Recommended 15 characters or less, but no hard limit.

Rank: Full Professor, Associate Professor, Assistant Professor, Teaching Professor, Other Instructor, Non-Tenure-Track Research, or Postdoctorate

Year: For for Full and Associate Professors, provide year promoted to current rank. For Teaching Professors and Other Instructors, provide year first teaching at your institution. This field will not be available for entry if Rank is not one of those.

Salary:
US schools, 9-month salary in US dollars
Canadians, 12-month salary in Canadian dollars.
Use salaries effective January 1, 2023.
Include pay supplements associated with teaching and research; do not include administrative supplements or summer support.

Check if New to Dept and New PhD: Not used for Full or Associate Professors; available for all other faculty ranks.

Spreadsheet Instructions

Preparing Spreadsheet

To upload individual salary data from a spreadsheet, first create a spreadsheet matching the specifications below. Users can download a sample csv spreadsheet from the downloads tab within the online Taulbee system.

Format can be xlsx, xls, or csv

Order of fields/columns must follow order in survey, as shown above.

A header row is allowed, but not required. If used, it must contain just this:
intref, rank, year, salary, new

In the "rank" field, use complete rank names as listed in Field Definitions above, including capitalization and punctuation/spacing.

In the "year" field, use a four-digit integer (not an Excel date field).

The "salary" field should include only digits (no dollar sign or commas) and be rounded to the nearest dollar.

The "new" field should be 1 if the person is new to your department AND a new PhD, and 0 otherwise.

If the format is csv, use commas to indicate any null fields, e.g.:

intref, rank, year, salary, new
billy, Assistant Professor,,123445,0

If the format is Excel (xls or xlsx), blank cells must be completely empty. Entry of a blank or nonprinting character may cause an error message.

Uploading Spreadsheet

On the survey menu for the Taulbee Part 1: Salary survey, there is an "Upload Data (Optional)" box between the "Survey Status" box and the "Survey Form" box.

Click the "Choose Data File" button to select your prepared spreadsheet, then click the "Upload" button.

Each row will be checked for errors. If any errors are found, the entire spreadsheet will be rejected. Correct the errors and re-upload.

Mixing upload and manual data entry.

Uploading a spreadsheet erases all previously entered individual salary data, if any, whether from a previous spreadsheet or from manual entry.

After upload, you may edit entries or add new rows. If you re-upload after editing the online form, any changes you made will be overwritten by the spreadsheet.

Section B. Faculty Salaries (Summary)

You will enter EITHER individual-level salaries or summary-level salaries, not both.

Salary:
US schools, 9-month salary in US dollars
Canadians, 12-month salary in Canadian dollars.
Use salaries effective January 1, 2023.
Enter numbers that represent actual salaries for actual faculty (not salary ranges).
Include pay supplements associated with teaching and research; do not include administrative supplements or summer support.

Academic-year salaries for Full Time Faculty

Faculty Salaries	# of People	Mean (Average)
Full		
in rank <=7 years		
8-15 years		
16+ years		
Associate		
in rank <=7 years		
8+ years		
Assistant		
All assistant		
Teaching Professors		
Teaching < 3 years		
Teaching 3-5 years		
Teaching 6-8 years		
Teaching 9+ years		
Other Instructors		
Teaching < 3 years		
Teaching 3-5 years		
Teaching 6-8 years		
Teaching 9+ years		
Other Non-Tenure-Track		
Research		
Postdoctorate		

NOTE: "Teaching x years" means teaching at your institution.

Academic-year salaries for newly-appointed, new PhD Full-Time Faculty who received their PhD after July 1, 2021.

Faculty Salaries	# of People	Mean (Average)
Tenure Track		
Non-Tenure-Track		
Teaching Professors		
Other Instructors		
Research		
Postdoctorate		

Section C. Doctoral Student Stipends and Adjunct Rates

Canadian schools, provide stipend in Canadian dollars.

Provide the total (*not monthly)* average amount (as of fall 2022) of an **academic-year** stipend for a first-year doctoral student (amount of stipend minus any allowances for tuition, registration, and other fees, if they are included in the stipend and the student has to pay them; do not include the value of tuition waivers). Include base salary only, not signing bonuses, conference travel, or other income.

1. **Doctoral Student Stipends**

	Average Stipend
Teaching Assistants	
Research Assistants	
Full-Support Fellows	
Graduate Assistants for Computer Systems Support	

2. Adjunct Teaching Rates.

What is your standard per-course dollar rate for an adjunct teaching a 3-credit semester undergraduate or graduate course or equivalent, with highest degree or MS equivalent or PhD? (Canadian schools, provide in Canadian dollars). If you don't have MS level adjuncts, leave blank, do not enter zero.

	Undergraduate Course	Graduate Course
With PhD		
With MS		

3. Factors Affecting Adjunct Per-Course Rate

a. Time at your institution   ___ Yes   ___ No
b. Special expertise   ___ Yes   ___ No
c. Other, please specify   ___ Yes   ___ No