

Faculty Salary Plan Status Report

August 15, 2012

Faculty Salary Plan Process

- The Board of Trustees Compensation Committee proposed the development of comparison groups to replace the AAUP IIA benchmark with *US News & World Report's* top 20 colleges & universities in the Midwest.

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- Starting with these institutions as the base, comparison groups for establishing benchmarks were created for each of the following areas:
 - Arts & Sciences
 - Computer Science
 - Engineering
 - Education
 - Nursing
 - Physical Therapy
 - Exercise Science
 - Business

FACULTY SALARY BENCHMARK INSTITUTIONS

8/4/2012

Institution	State	AAUP	A&S*	CS	ENGR	EDUC	NURS	PT	EXSS	SOBA	LIB**	Total	
A. T. Still University of Health Sciences	MO	IIA						X				1	PT only
Baldwin-Wallace College	OH	IIB							X			1	
Bellarmino University	KY	IIA	X				X	X	X	X		5	
Belmont University	TN	IIA	X					X	X	X		4	
Bethel University	MN	IIA	X			X	X		X			4	
Bradley University	IL	IIA	X	X	X	X	X	X	X	X		8	
Butler University	IN	IIA	X	X		X	X		X	X	X	7	
Canisius College	NY	IIB									X	1	
Cedarville University	OH	IIB			X							1	ENGR only
Christian Brothers University	TN	IIB			X							1	ENGR only
College of Mount Saint Joseph	OH	IIA						X				1	PT only
Creighton University	NE	IIA	X	X		X	X	X	X	X	X	8	
Dominican University	IL	IIA	X			X						2	
Drake University	IA	IIA	X	X		X	X		X	X	X	7	
Drury University	MO	IIB							X	X		2	
Elon University	NC	IIA									X	1	
Elmhurst College	IL	IIB	X						X			2	
Fairfield University	NY	IIA									X	1	
Gonzaga University	WA	IIB			X						X	2	
Hamline University	MN	IIB	X			X						2	
Hope College	MI	IIB	X	X	X				X			4	
Ithaca College	NY	IIA									X	1	
John Carroll University	OH	IIA	X			X	X			X		4	
Kettering University	MI	IIB		X	X							2	CS and ENGR only
Maryville University of Saint Louis	MO	IIA					X	X	X			3	
Mercer University	GA	IIB			X						X	2	
North Central College	IL	IIB	X			X						2	
Ohio Northern University	OH	IIB	X	X	X	X	X		X			6	
Otterbein University	OH	IIB				X	X		X			3	
Rhodes College	TN	IIB	X									1	
Rockhurst University	MO	IIB					X	X	X	X		4	
Rose-Hulman Institute of Technology	IN	IIB		X	X							2	CS and ENGR only
Saint Catherine University	MN	IIB	X			X		X				3	
Saint Olaf College	MN	IIB	X									1	
Sewanee	TN	IIB	X									1	
University of Dayton	OH	IIB	X	X		X		X	X	X		6	
University of Detroit Mercy	MI	IIB		X	X					X		3	
University of Indianapolis	IN	IIB					X	X				2	NURS and PT only
University of Scranton	PA	IIB									X	1	
Valparaiso University	IN	IIB	X	X	X	X	X		X	X	X	8	
Xavier University	OH	IIB	X	X		X	X		X	X		6	
Total			21	12	11	15	14	11	18	13	11	126	

*A&S benchmark institutions also used for Harlaxton faculty

**Comparable data for libraries are not available through the CUPA dataset used for other faculty members. Salary data for select institutions in the library's affinity group were used instead.

Faculty Salary Plan Process

- Salary data was provided by CUPA for those institutions that regularly submit this information to CUPA.

Faculty Salary Plan Process

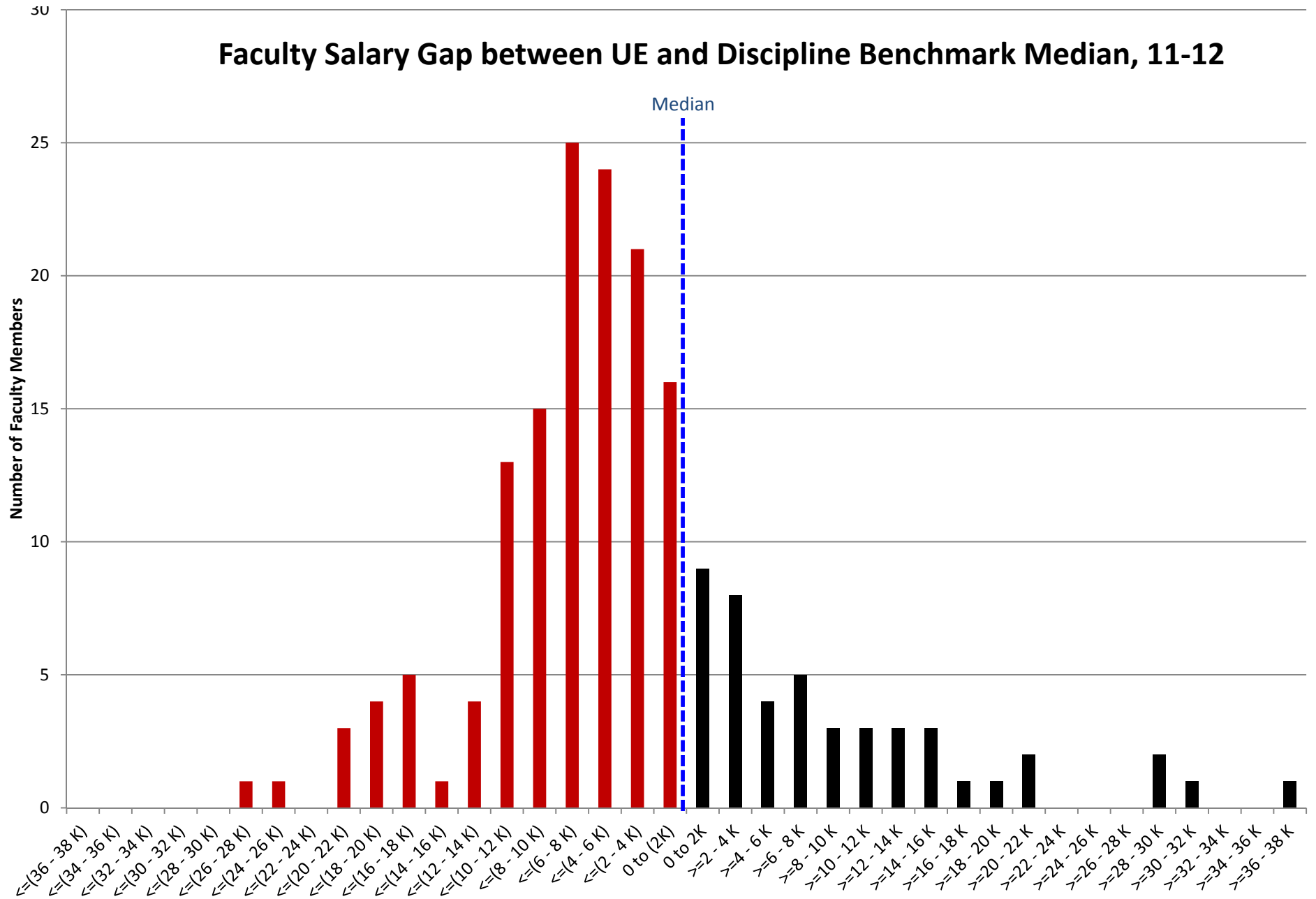
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- Each faculty salary at UE was compared to its benchmark median based on rank and discipline.

FACULTY SALARIES, 2011-12 BASE								
GAP BETWEEN UE AND BENCHMARK INSTITUTIONS								
		Below Discipline		Above Discipline				
		Benchmark Median		Benchmark Median		Net		
College		Total \$	n	Total \$	n	\$	n	
Arts & Sciences		626,589	81	224,256	21	(402,333)	(60)	
Engineering & Computer Science						36,529	(1)	
Education & Health Sciences						(16,978)	(9)	
Business Administration						(76,858)	(8)	
Harlaxton						(46,567)	(3)	
Libraries						(44,999)	(6)	
University Total						(551,206)	(87)	

Faculty Salary Gap between UE and Discipline Benchmark Median, 11-12



AAUP IIA & US News & World Report Comparisons (2011-12 Salaries)

Average Faculty Salary	Percentage of AAUP IIA*	Percentage of USNWR*
Current UE Salary	91.6%	93.3%
Benchmark Median	95.2%	96.9%

* Includes all faculty salaries for all disciplines in these institutions

Faculty Salary Plan Process

- Some elements of the Faculty Salary Plan:
 - Length of Plan (5 year proposal)
 - Annual Benchmark Salary Adjustment (3 year rolling average proposal)
 - Salary Gap reduction
 - Recognition of merit