

FACULTY COMPENSATION: COMPARISON TO ADJUSTED PEER MEDIANS

Institutional Research & Effectiveness

February 2020

Our Approach

- Market Based
- Peer Comparison (CUPA and Affinity)
- Years in Rank (Adjusting CUPA Median)
- Distance of Market-Based Salaries to the Median

Peer Institutions

Organizational Peers (12)

- Baldwin Wallace University (Berea, OH)
- Butler University (Indianapolis, IN)
- Drake University (Des Moines, IA)
- John Carroll University (University Heights, OH)
- Loyola University New Orleans (New Orleans, LA)
- Pacific Lutheran University (Tacoma, WA)
- Siena College (Loudonville, NY)
- University of Portland (Portland, OR)
- University of Puget Sound (Tacoma, WA)
- University of Redlands (Redlands, CA)
- University of the Pacific (Stockton, CA)
- Valparaiso University (Valparaiso, IN)

Regional Peers (5)

- Elon University (Elon, NC)
- Furman University (Greenville, SC)
- Rollins College (Winter Park, FL)
- Samford University (Birmingham, AL)
- The University of Tampa (Tampa, FL)

Adjusting CUPA Peer Medians

Assistant Professors

Years in Rank	Compa-ratio
0	0.850
1	0.880
2	0.900
3	0.950
4	1.000
5	1.100
6+	1.150

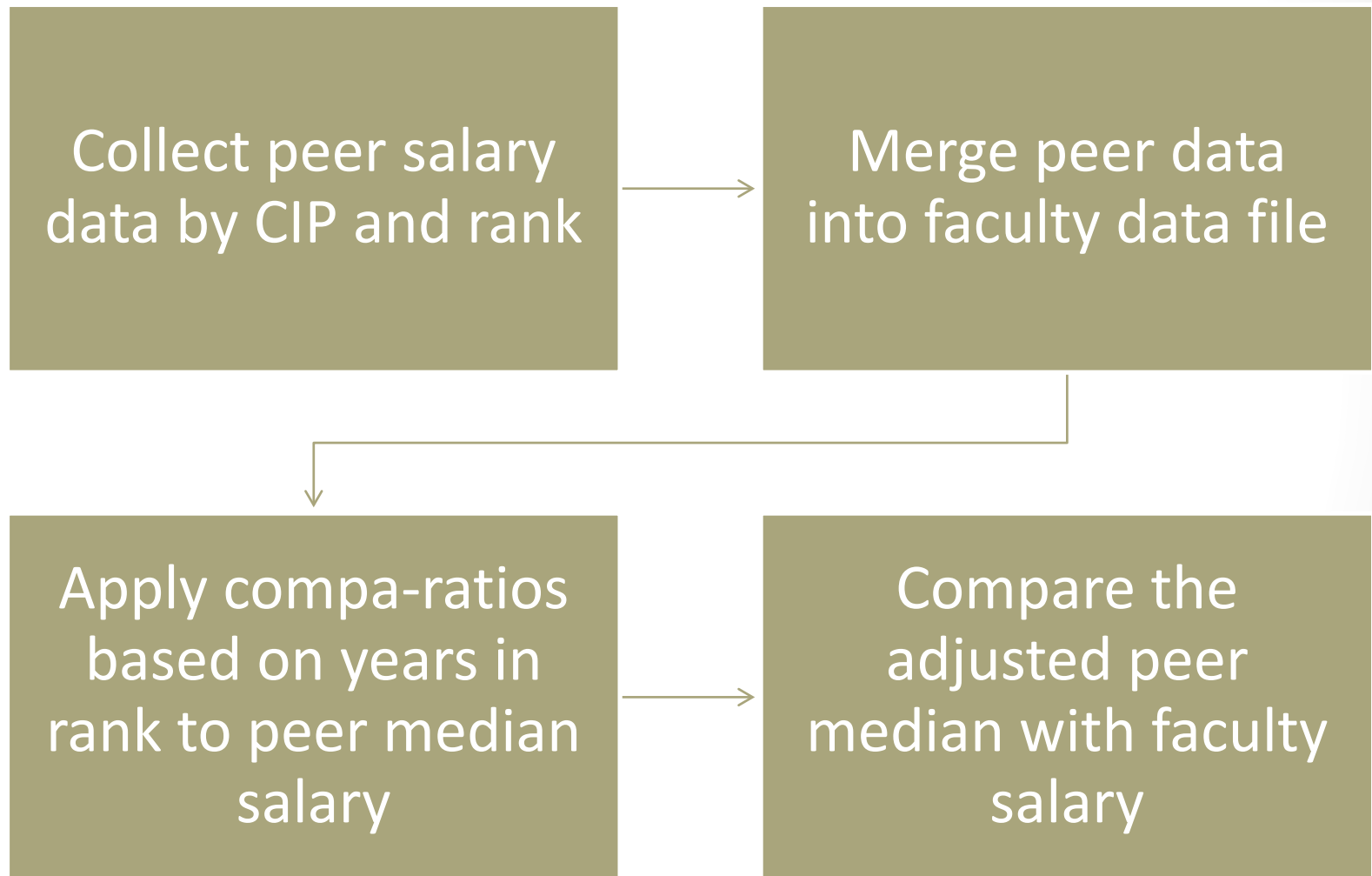
Associate Professors

Years in Rank	Compa-ratio
0	0.850
1	0.888
2	0.925
3	0.963
4	1.000
5	1.038
6	1.075
7	1.113
8+	1.150

Professors

Years in Rank	Compa-ratio
0	0.850
1	0.867
2	0.883
3	0.900
4	0.917
5	0.934
6	0.951
7	0.984
8	1.017
9	1.050
10	1.066
11	1.083
12	1.099
13	1.116
14	1.132
15+	1.150

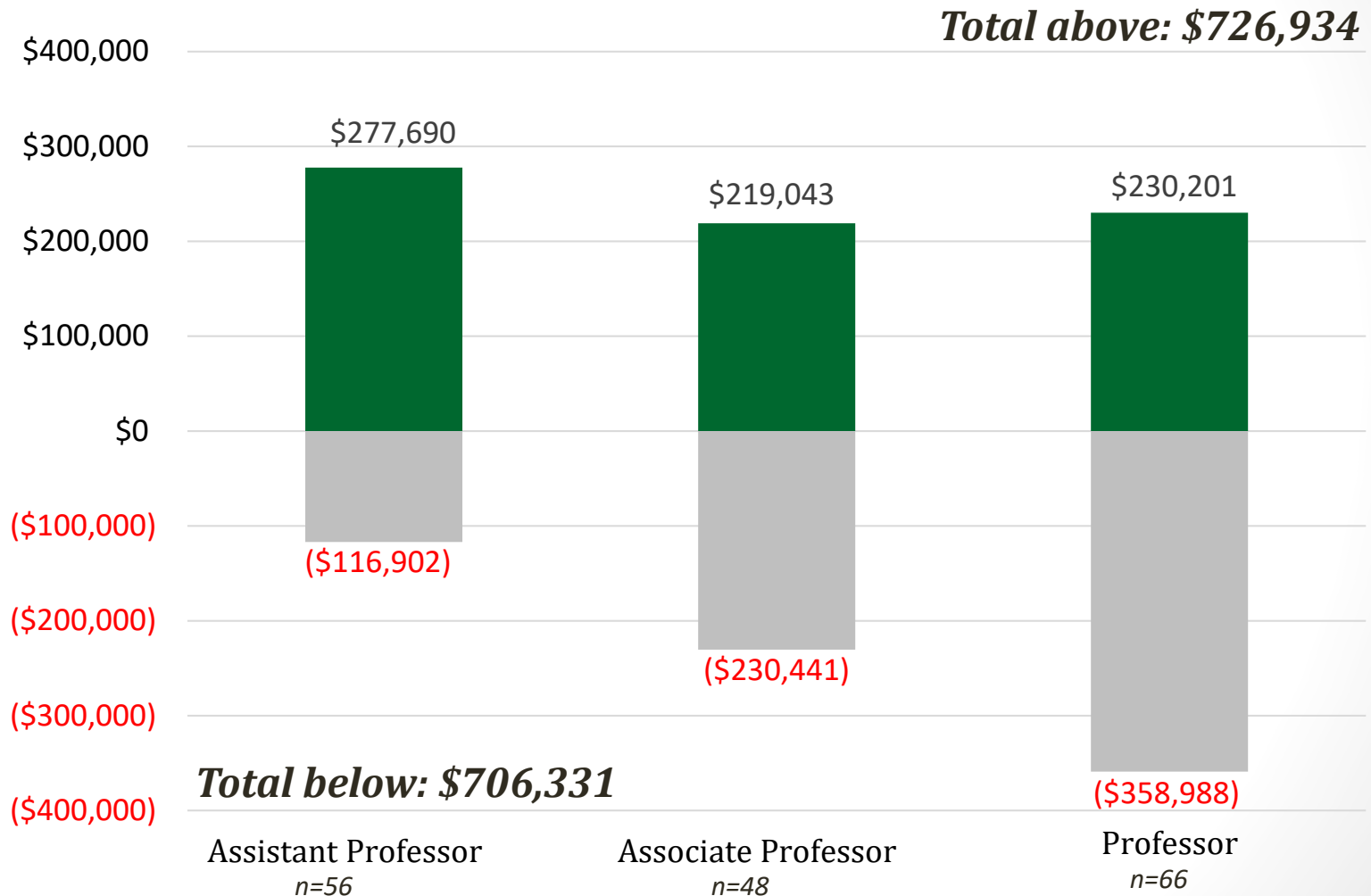
Process



Notes

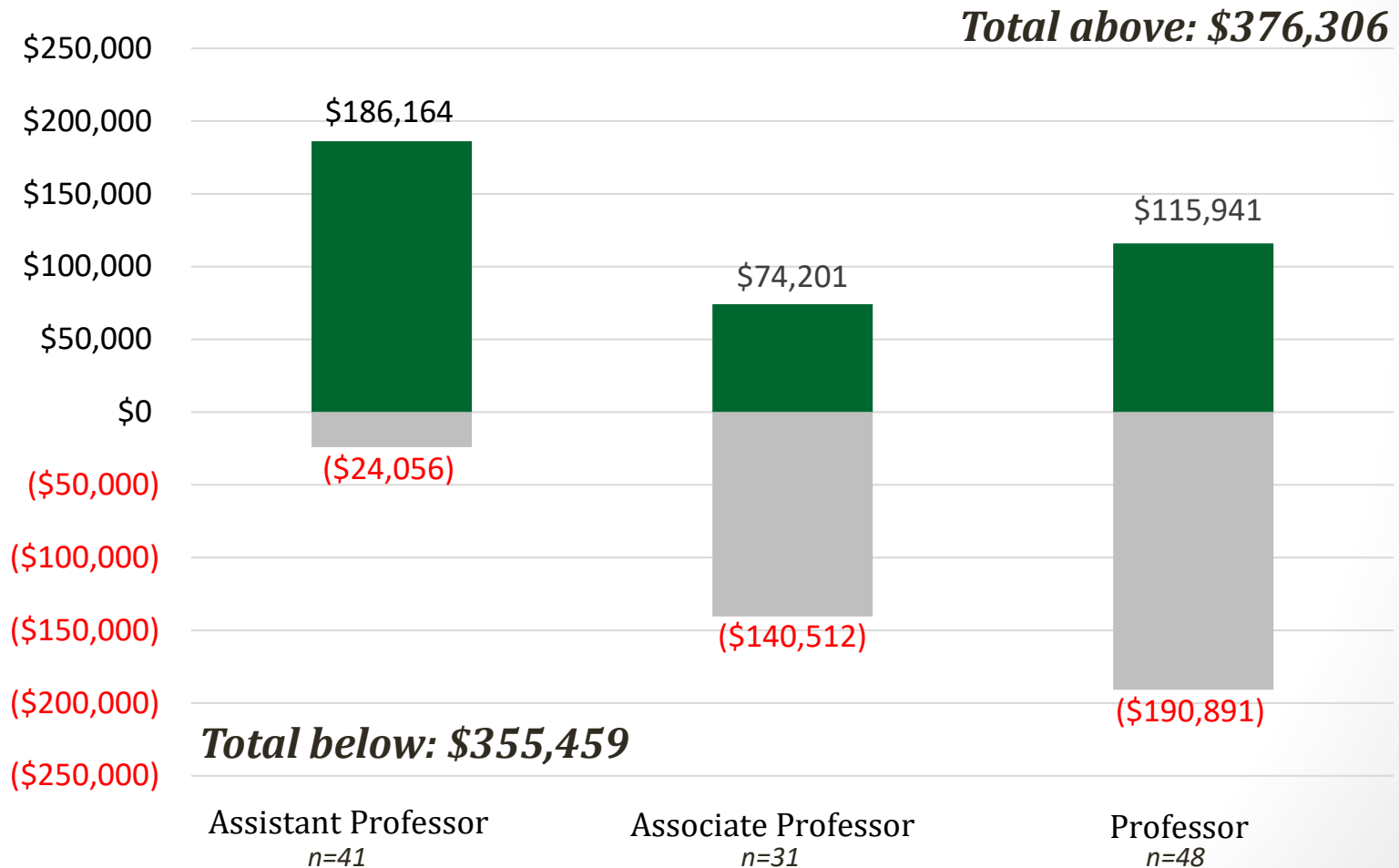
- Data exclude Professor of Practice faculty due to lack of comparative data.
- Hire date must be prior to December 2018 to be included in these data.
- Generally these data report full-time faculty who were here in 2018/19 and have a 2019/20 tenured or tenure-track contract.
- While all disciplines do not have direct comparative CUPA data, alignment is made to the closest disciplinary match.

Total Dollars from Adjusted CUPA Peer Median: CAS, SOBA, SOM Combined



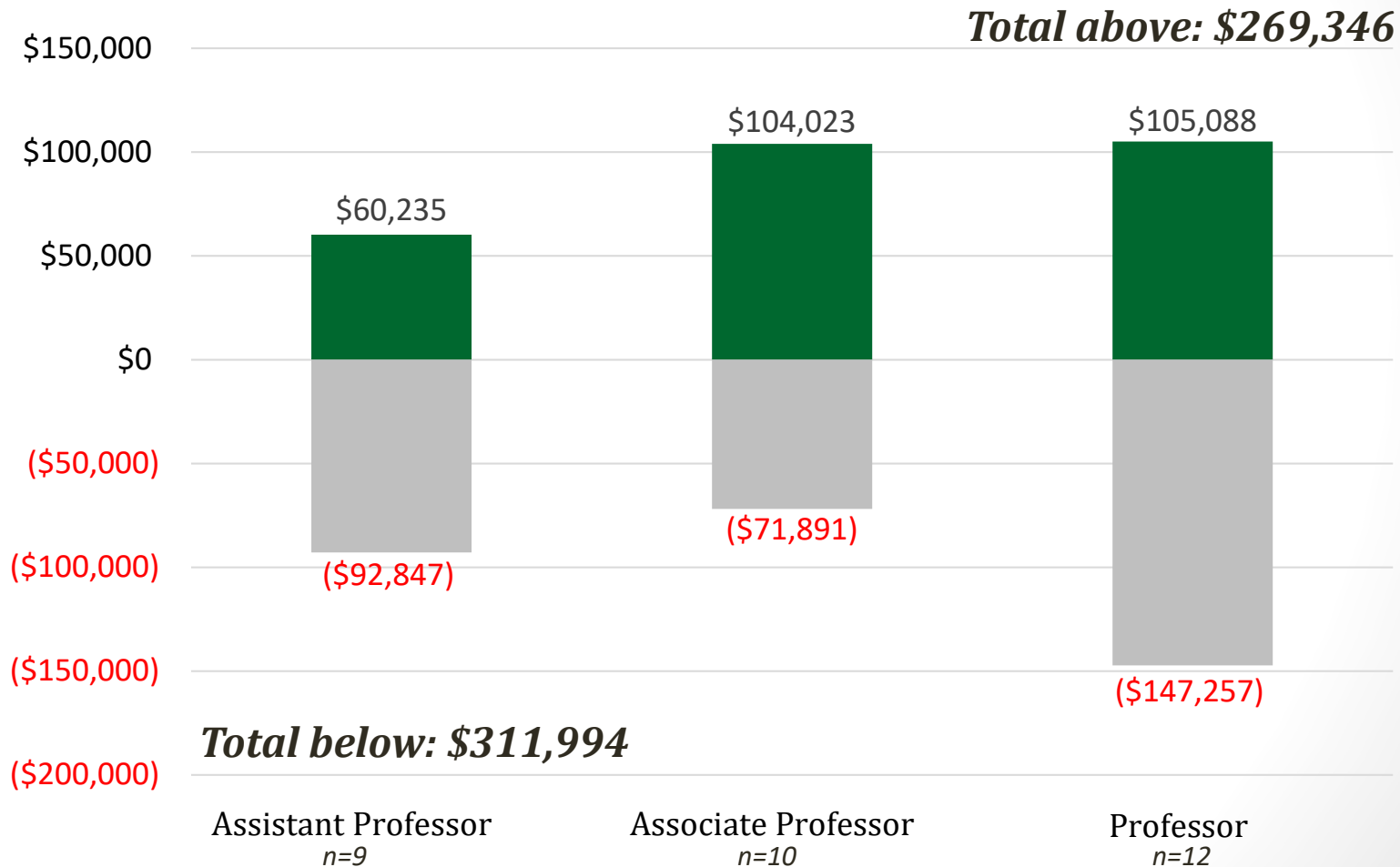
* Does not include library faculty or faculty of practice

Total Dollars from Adjusted 2019 CUPA Peer Median: CAS



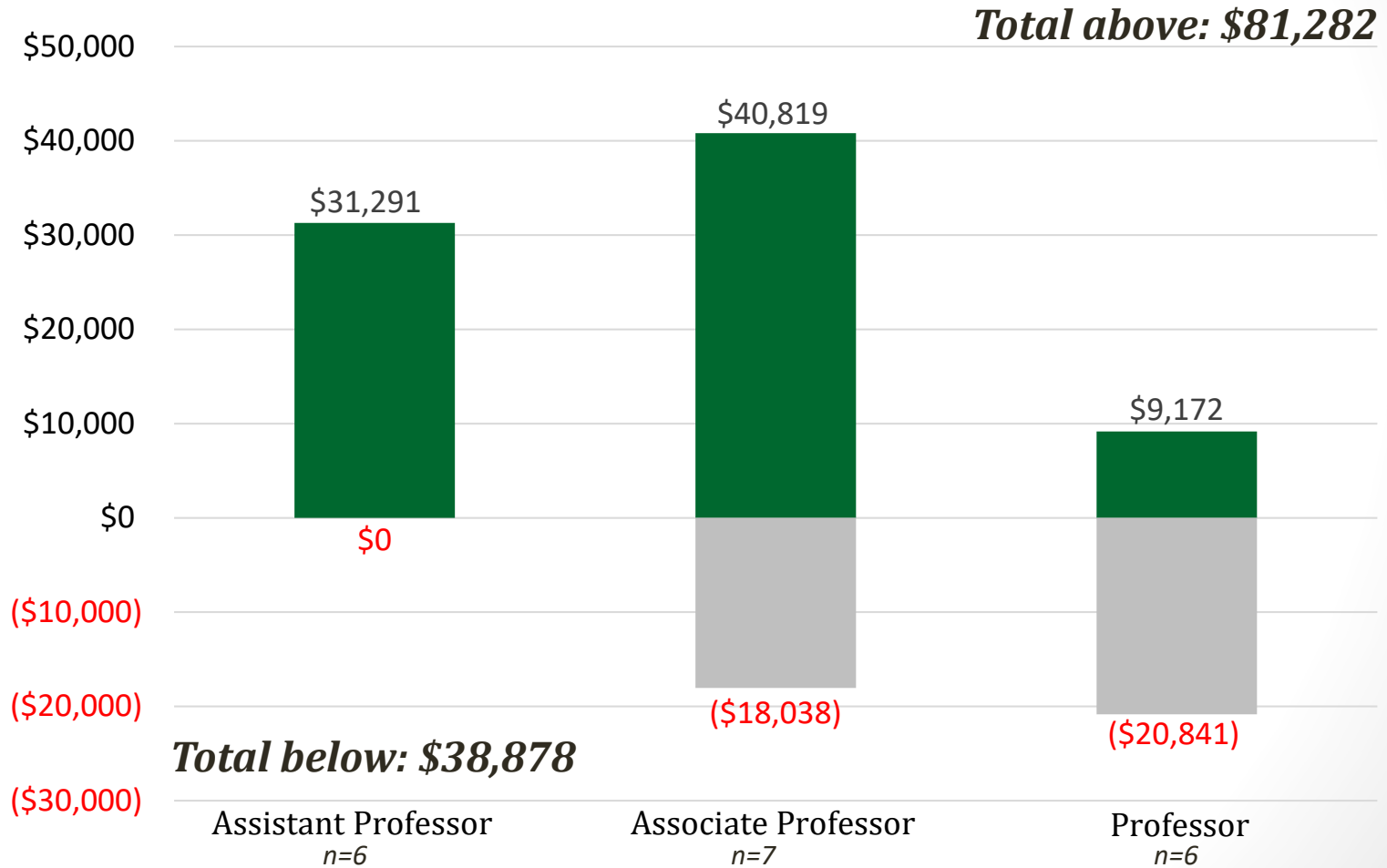
* Figures exclude faculty of practice due to lack of comparative data

Total Dollars from Adjusted 2019 CUPA Peer Median: SOBA

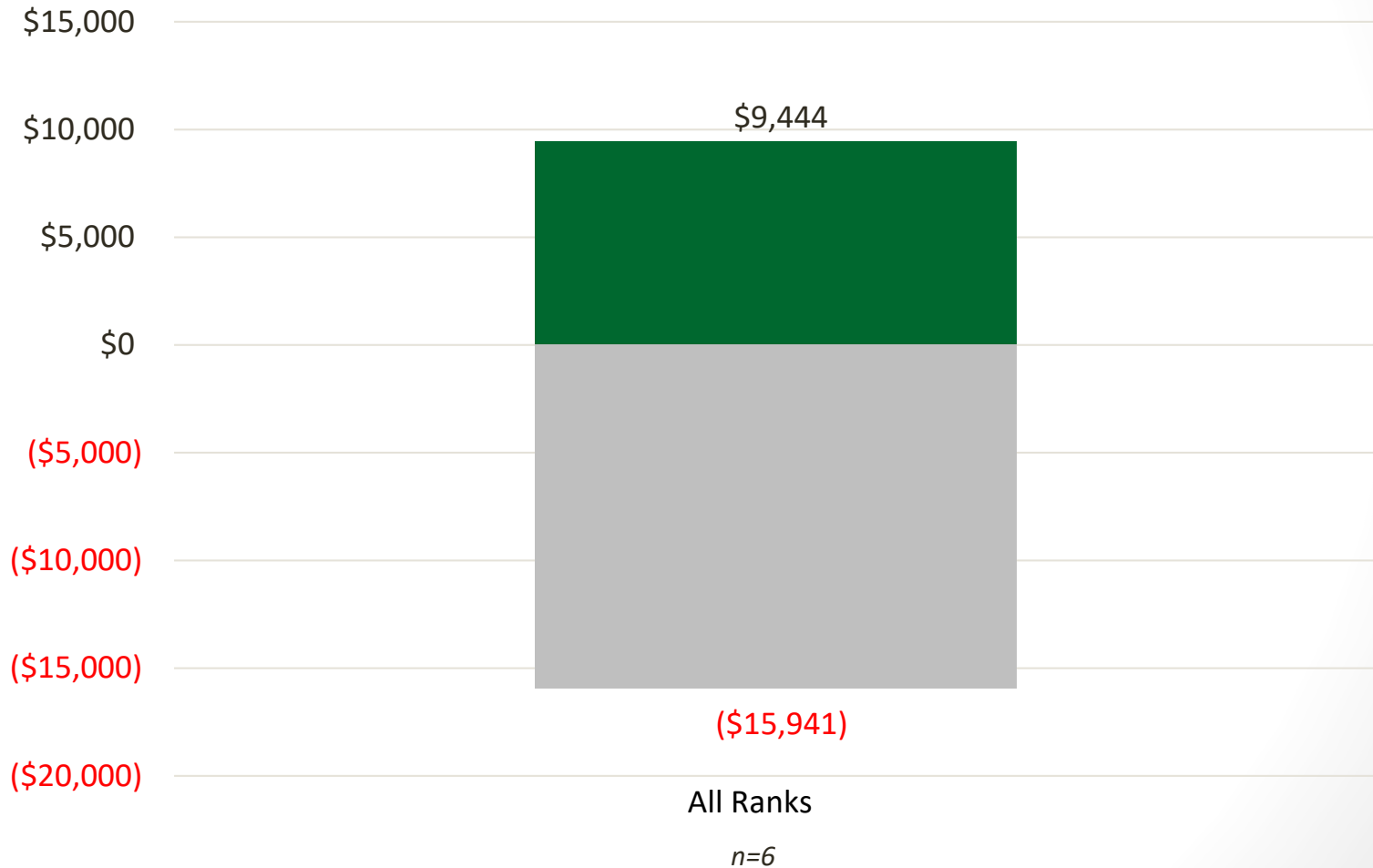


* Figures exclude faculty of practice due to lack of comparative data

Total Dollars from Adjusted 2019 CUPA Peer Median: SOM



Total Dollars from 2019 Affinity Peer Median: Library



Summary of Findings

- Collective difference across all ranks and all colleges/schools from the total adjusted CUPA median = \$21k (0.14% of total salary expenditures)
- No statistically significant difference in distance from the adjusted CUPA peer median between:
 - male and female within rank
 - minority and non-minority within rank
 - within rank

Average Peer Salary Comparison

Institution	Assistant Professor		Associate Professor		Professor	
	Average Peer salary	Difference from Stetson average salary	Average Peer salary	Difference from Stetson average salary	Average Peer salary	Difference from Stetson average salary
Stetson University	\$70,841	-	\$83,329	-	\$99,916	-
Baldwin Wallace University	\$59,378	(\$11,463)	\$71,708	(\$11,621)	\$84,815	(\$15,101)
Butler University	\$68,617	(\$2,224)	\$80,473	(\$2,856)	\$97,577	(\$2,339)
Drake University	\$69,327	(\$1,514)	\$80,220	(\$3,109)	\$104,972	\$5,056
John Carroll University	\$79,651	\$8,810	\$74,323	(\$9,006)	\$96,647	(\$3,269)
Loyola University New Orleans	\$68,881	(\$1,960)	\$70,152	(\$13,177)	\$108,019	\$8,103
Pacific Lutheran University	\$65,191	(\$5,650)	\$69,838	(\$13,491)	\$83,133	(\$16,783)
Siena College	\$68,253	(\$2,588)	\$77,399	(\$5,930)	\$94,507	(\$5,409)
University of Portland	\$76,011	\$5,170	\$83,143	(\$186)	\$98,382	(\$1,534)
University of Puget Sound	\$74,492	\$3,651	\$88,169	\$4,840	\$110,944	\$11,028
University of Redlands	\$74,956	\$4,115	\$88,445	\$5,116	\$108,598	\$8,682
University of the Pacific	\$81,560	\$10,719	\$90,948	\$7,619	\$111,236	\$11,320
Valparaiso University	\$60,148	(\$10,693)	\$72,342	(\$10,987)	\$90,267	(\$9,649)
Average	\$70,539	(\$302)	\$78,930	(\$4,399)	\$99,091	(\$825)

Average Regional Peer Salary Comparison

Institution	Assistant Professor		Associate Professor		Professor	
	Average Peer salary	Difference from Stetson average salary	Average Peer salary	Difference from Stetson average salary	Average Peer salary	Difference from Stetson average salary
Stetson University	\$70,841	-	\$83,329	-	\$99,916	-
Elon University	\$77,451	\$6,610	\$82,207	(\$1,122)	\$109,364	\$9,448
Furman University	\$72,412	\$1,571	\$82,793	(\$536)	\$107,445	\$7,529
Rollins College	\$61,580	(\$9,261)	\$78,349	(\$4,980)	\$88,502	(\$11,414)
Samford University	\$68,289	(\$2,552)	\$73,796	(\$9,533)	\$102,816	\$2,900
The University of Tampa	\$71,082	\$241	\$90,885	\$7,556	\$93,087	(\$6,829)
Average	\$70,163	(\$678)	\$81,606	(\$1,723)	\$100,243	\$327

QUESTIONS & COMMENTS