

Drake Salary Analysis

Fall 2006 Update

Background

- Planning started in Fall 2002 with recognition that Drake faculty and staff salaries had fallen well below our peers' and below what is needed to continue to attract and retain high quality faculty.
- This was evident from the AAUP Data

2001-02 Drake AAUP Levels

Rank	AAUP Level	Average Salary
Professor	2	\$72,300
Associate Prof.	4	\$52,300
Assistant Prof.	3	\$45,500

Initial Analysis

- CUPA-HR data were used for examination of faculty salaries:
 - Can specify a peer group for comparison
 - Data are provided by discipline and rank

Peer Group Selected

The peer comparison group included:

- Traditional peer group institutions
- Schools rated as top 10 regional institutions by U.S. News and World Report that had similar characteristics
- Schools that submitted data to CUPA-HR

Initial Peer Group

Bradley	Hamline	Redlands
Butler	Hartford	Samford
Creighton	John Carroll	Santa Clara
Dayton	Loyola/New Orleans	Seattle
Elon	Loyola College	Saint Joseph
Evansville	Loyola Marymount	Valparaiso
Fairfield	Pacific Lutheran	Xavier
Gonzaga	Providence	

Current Peer Group

Bradley	Loyola/New Orleans	Redlands
Butler	Loyola College	Samford
Creighton	Loyola Marymount	Santa Clara
Elon	Mercer	Seattle
Evansville	Pacific Lutheran	Saint Joseph
Fairfield	Providence	Valparaiso
Hamline	Quinnipiac	Xavier
John Carroll		

Board Action

- In January 2003 the Board of Trustees allocated *\$1.8 million for fiscal year 2004* (June 1, 2003-to May 31,2004) to begin the salary adjustment process.
- The Board specified that merit would be the most significant factor in determining individual compensation level.

Context and Caveat

From the beginning implementation of the salary plan has been dependent on the following:

- We must stay within budget to achieve goals;
- Endowment/market must be stable;
- Enrollment cannot decrease.

Principles and Procedures

- Every discipline is treated equitably;
- Salaries in every Drake discipline are compared to their own peer data;
- Individual salaries are compared to peers in the same rank within the discipline.

Goal

Long-range Goal

- Bring all contributing faculty members to a competitive salary that rewards performance.

Salary Pool

- Salary pool estimate is set for each academic unit by comparing each faculty salary to the previous year benchmark for their discipline and rank;
- Final pool is set in consultation that ensures equitable treatment of faculty and staff.

Salary Procedure

- Dean receives:
 - ✓ Total pool amount;
 - ✓ Benchmark information for each discipline and rank;
 - ✓ Individual comparisons to benchmark values.
- The Dean works within unit merit procedures to set actual raises.

Yearly Salary Pools

Yearly salary pools using these procedures have been:

- Salary pool for 2003-04 raises was \$1.8 million
- Salary pool for 2004-05 raises was \$1.6 million
- Salary pool for 2005-06 raises was \$1.9 million
- Salary pool for 2006-07 raises was \$1.75 million

Progress

- The starting goal was to raise Drake salaries to be competitive with peers; to be able to attract and maintain quality faculty.
- Two bases for comparison:
 - AAUP Salary Levels
 - Rank Comparison with Peers

Drake Assistant Professor AAUP Levels

Rank	AAUP Level	Average Salary
2001-02	3	\$45,500
2005-06	2	\$53,000

Drake Associate Professor AAUP Levels

Year	AAUP Level	Average Salary
2001-02	4	\$52,300
2005-06	2	\$65,500

Drake Professor AAUP Levels

Year	AAUP Level	Average Salary
2001-02	2	\$72,300
2005-06	1	\$88,000

Peer Comparison

Drake rank among in comparison to 22 peer institutions

	Salary Rank	Comp. Rank
2001-02	16	17
2002-03	15	15
2003-04	12	12
2004-05	12	13
2005-06	11	10

Progress

Progress in compensation has been accompanied by other faculty and staff benefits

- The bonuses that accompany promotion more than doubled for 2006-07;
- Funds to support faculty development in the schools and colleges will double in three years - starting with a 30% increase for 2006-07;

Progress

Teaching and learning environments have been upgraded and renovated:

- There has been extensive renovation of classrooms and laboratories;
- All classrooms and other learning environments are wireless;
- Classroom learning technology has been enhanced.

Next Steps

Continue progress on goal to bring all contributing faculty members to a competitive salary that rewards performance.

- We need to be vigilant to protect our gains;
- We have not reached our goal of bringing faculty salaries to the median of our peer group.

Next Steps

- Complete the three-year plan to increase faculty development funds;
- Maintain an attractive benefits package in the face of increasingly challenging benefits costs.

Future Considerations

Strategic Planning Process

- Consider setting appropriate salary targets to ensure that Drake faculty and staff salaries are equitable and competitive;
- Continue providing quality and competitive benefits;
- Consider strategic initiatives to attract and maintain high quality faculty and staff.