

Drake Salary Analysis

Fall 2007 Update

September 12, 2007

Background

- In Fall 2002 it was recognized 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 and staff.
- Long-range Goal
 - Bring all contributing faculty members to a competitive salary that rewards performance.

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:
- Peer Group was selected
 - 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

Peer Group

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

*In original Peer group, but dropped

**Added to peer group in 2006

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;
- Tuition income cannot decrease;
- The Board specified that merit would be the most significant factor in determining individual compensation level.

Salary Pool Procedure

- Salary pool estimate is set for each academic unit by comparing each faculty salary to the previous year median 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 for unit;
 - ✓ 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 pools
 - 2003-04 raises was \$1.8 million
 - 2004-05 raises was \$1.6 million
 - 2005-06 raises was \$1.9 million
 - 2006-07 raises was \$1.75 million
 - 2007-08 raises was \$1.85 million

Progress

- Goal has been to raise Drake salaries to be competitive with peers; to be able to attract and maintain quality faculty.
- Three bases for judging progress
 - AAUP Salary Levels
 - Rank Comparison with Peers
 - Percent Above Median

AAUP Levels

Drake *Assistant* Professors

Rank	AAUP Level	Average Salary
2001-02	3	\$45,500
2006-07	3	\$53,100

60th % = 54.8

50th % = 52.9

AAUP Levels

Drake *Associate* Professors

Year	AAUP Level	Average Salary
2001-02	4	\$52,300
2006-07	2	\$67,400

70th % = 67.6

60th % = 65.4

AAUP Levels

Drake *Professors*

Year	AAUP Level	Average Salary
2001-02	2	\$72,300
2006-07	1	\$93,400

90th % = 99.3

80th % = 91.0

Peer Rank Comparison

Drake rank among 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
2006-07	11	10

Percent Above Median

Previous Year Comparison	% above Md
01-02 compared to 00-01	10%
06-07 compared to 05-06	34%

Same Year Comparison	% above Md
05-06 compared to 05-06	22%
06-07 compared to 06-07	25%

Progress

Progress in compensation has been accomplished along with other faculty and staff benefits

- Bonuses that accompany promotion more than doubled in 2006-07;
- Funds to support faculty development in the schools and colleges will have doubled in three years - 06-07 to 08-09;
- Teaching and learning environments have been upgraded and renovated.

Next Steps

We have not reached our goal of bringing Drake average faculty salaries to the median of our peer group.

- We need to be vigilant to protect our gains;
- Continue progress toward goal to bring all contributing faculty members to a competitive salary that rewards performance.

Next Steps

- Complete the three-year plan to increase faculty development funds in 08-09;
- Maintain an attractive benefits package;
- Establish strategic initiatives to attract and maintain high quality faculty and staff.

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