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AAUP Peer Comparison Data 2013-14 Salary Report

The report on the status of Drake University faculty salaries is prepared annually by the Office of the Provost. The report is presented in two parts; the first indicates the position of Drake faculty salaries on the AAUP percentile ratings categories. The second compares Drake faculty salaries to those of faculty at our identified peer group. Salaries reported in the March-April issue of *Academe*, an AAUP publication, are used for both reports.

Drake AAUP Ratings

Drake University Average Salaries by Rank - Four-Year Trend

Table 1 reports average Drake faculty salaries, by rank, for the past four years. In 2013-14 Drake salaries for Assistant and Full Professors remained at the same AAUP level as in the previous two years. The Drake salaries for Associate Professors declined one level. Variations within salary categories across the years are due to many factors, including raise pools, number of faculty promoted into or out of a rank, and disciplines into which new faculty are hired.

Table 1. Drake University Salaries by Rank and AAUP Level: 2010-11 through 2013-14

Rank	2013-14		2012-13		2011-12		2010-11	
	Av. Salary	AAUP Level	Av. Salary	AAUP Level	Av. Salary	AAUP Level	Av. Salary	AAUP Level
Professors	109.2	1	109.1	1	106.8	1	105.6	1
Assoc. Profs	73.6	3	73.9	2	73.6	2	74.2	2
Assist Profs	68.1	2	64.9	2	64.9	2	61.9	2

AAUP Levels

AAUP "levels" provide a national standard for comparing faculty salaries by rank and type of institution. An AAUP rating of "1" indicates salaries in the top 20% among similar schools. A "5" rating means that average salaries are among the lowest 20% for similar schools. Drake University is in the AAUP IIA (Master's Institution) category. Percentile equivalents for 2013-14 Masters Universities appear in Table 2.

Table 2. 2013-14 A.A.U.P. Percentile Ratings Category IIA-Master's Universities¹

Rating	1*		1		2		3		4		5
Percentile	95%	90%	80%	70%	60%	50%	40%	30%	20%	10%	
Salary											
Professor	123.3	114.5	103.2	96.8	92.3	89.4	86.3	80.6	77.0	71.1	
Associate	94.4	86.7	80.1	76.5	74.1	71.3	68.3	66.3	63.4	59.7	
Assistant	78.5	73.7	69.0	66.3	63.9	62.0	59.9	57.4	55.4	51.5	

¹ The benchmarks increased significantly from 2012-13 to 2013-14. For instance, the 90th percentile for professors increased from 110.0 to 114.5. The increases in general were greater for the higher percentiles.

In Table 2 each boxed salary value marks the percentile and AAUP level at which the Drake average for the rank falls. The Drake professor average salary of \$109.2 is above 103.2, thus Drake professors are at AAUP level 1. The Drake associate professor 2013-14 average salary of \$73.6 is above the 50th percentile value of \$71.3 but below the value for the 60th percentile. Thus, Drake associate professors ranked at level 3. This is a drop from level 2 during the past few years. This appears to be due to a comparatively large number of promotions from assistant to associate, increasing the balance of faculty at lower salary levels in the associate rank. The Drake assistant professor average of \$68.1 was above the 70th percentile value of \$66.3 but below the level 1 value of 69.0.

Drake Peer Group Comparison

Context for Peer Group

For many years Drake used a peer group of 23 schools (including Drake) to benchmark progress on the faculty salary initiative. A few years ago Loyola Marymount stopped reporting salaries. Thus the peer group is reduced to 22.

Table 3. Drake Overall Salary and Compensation Ranks among Peer Institutions- Historical Salary Ranks with 22 peers reporting*

Year	Salary Rank	Comp. Rank	Year	Salary Rank	Comp. Rank
2005-06	10	9	2010-11	8	8
2006-07	10	9	2011-12	9	9
2007-08	11	10	2012-13	9	7
2008-09	10	9	2013-14**	9	
2009-10	8	8			

*In 2013-14 Loyola University - Maryland did not file. Since Loyola - Maryland has always ranked higher than Drake, ranks listed above for 2013-14 were calculated assuming that the school would have been above Drake.

**Because Drake data have not yet been officially submitted to AAUP, the compensation rank cannot be determined.

Table 4. Ranks of Overall and Professor 2013-14 Salaries - Drake Peer Institutions

<i>A. Overall Salary Ranks - 2013-14</i>			<i>B. Professor Salary Ranks -2013-14</i>		
Rank	Institutions	Mean Salary	Rank	Institutions	Mean Salary
1	Santa Clara (CA)	105.0	1	Santa Clara (CA)	146.4
2	Quinnipiac University (CT)	100.2	2	Quinnipiac University (CT)	132.5
3	Fairfield University (CT)	93.8	3	Seattle (WA)	123.5
4	Saint Joseph's (PA)	87.4	4	Fairfield University (CT)	119.0
5	Providence (RI)	85.2	5	Saint Joseph's (PA)	117.8
6	Redlands (CA)	84.3	6	Drake University (IA)	109.2
7	Seattle (WA)	81.9	7	Providence (RI)	109.1
8	Drake University (IA)	81.7	8	Loyola of New Orleans	107.3
9	Creighton University (NE)	81.0	9	Creighton University (NE)	106.6
10	Loyola of New Orleans	78.0	10	Elon University (NC)	106.5
11	Elon University (NC)	76.8	11	Valparaiso University (IN)	104.7
12	Bradley University (IL)	75.9	12	Bradley University (IL)	101.4
13	Samford University (AL)	75.8	13	Xavier University (OH)	100.1
14	John Carroll University (OH)	75.2	14	Redlands (CA)	99.0
15	Xavier University (OH)	74.5	15	Samford University (AL)	98.9
16	Valparaiso University (IN)	73.2	16	John Carroll University (OH)	92.1
17	Mercer University (GA)	73.0	17	Butler University (IN)	90.1

