FYI - About Faculty Salary Benchmarking Data and Analysis
Institutional Research & Market Analytics (IRMA)

What national faculty salary data does DePaul have access to?

IPEDS/Department of Education, AAUP and CUPA-HR are the three big agencies collecting full-time faculty salary data nationally. IRMA submits full-time faculty salary data annually, working with HR, to several external agencies that monitor trends nationally: the federal reporting system of IPEDS (Interdisciplinary Postsecondary Data System), AAUP (American Association of University Professors) and CUPA-HR (College and University Professional Association for Human Resources). These three agencies have similar but not the same methodologies for determining who is to be considered 'faculty' for the purpose of salary reporting (for more on this, contact IRMA). These three are typically the sources for other external inquiries about faculty salaries.

IRMA submits average full-time faculty salary data by rank, not individual records. IPEDS and AAUP collect salary data by rank at the university level and by some demographics.

CUPA-HR collects salary data for full-time faculty by broad discipline categories and also for contingent/part-time faculty. This contingent faculty salary survey is relatively new and the data have not been very useful for analysis yet. While there are other sources for part-time faculty salary information, CUPA-HR is the most respected organization in this area.

Where can I find average faculty salary data for benchmarking?

These and other sources exist for university-level benchmarking; CUPA-HR is the only source for discipline-level data.

a. **IRMA Fact File**: IRMA publishes AAUP faculty salaries by rank for doctoral institutions and DePaul annually in the Fact File Section 7 (http://oipr.depaul.edu/aaup/aaup_fsr.asp), see below.

Average Salaries for Full-Time Faculty Members

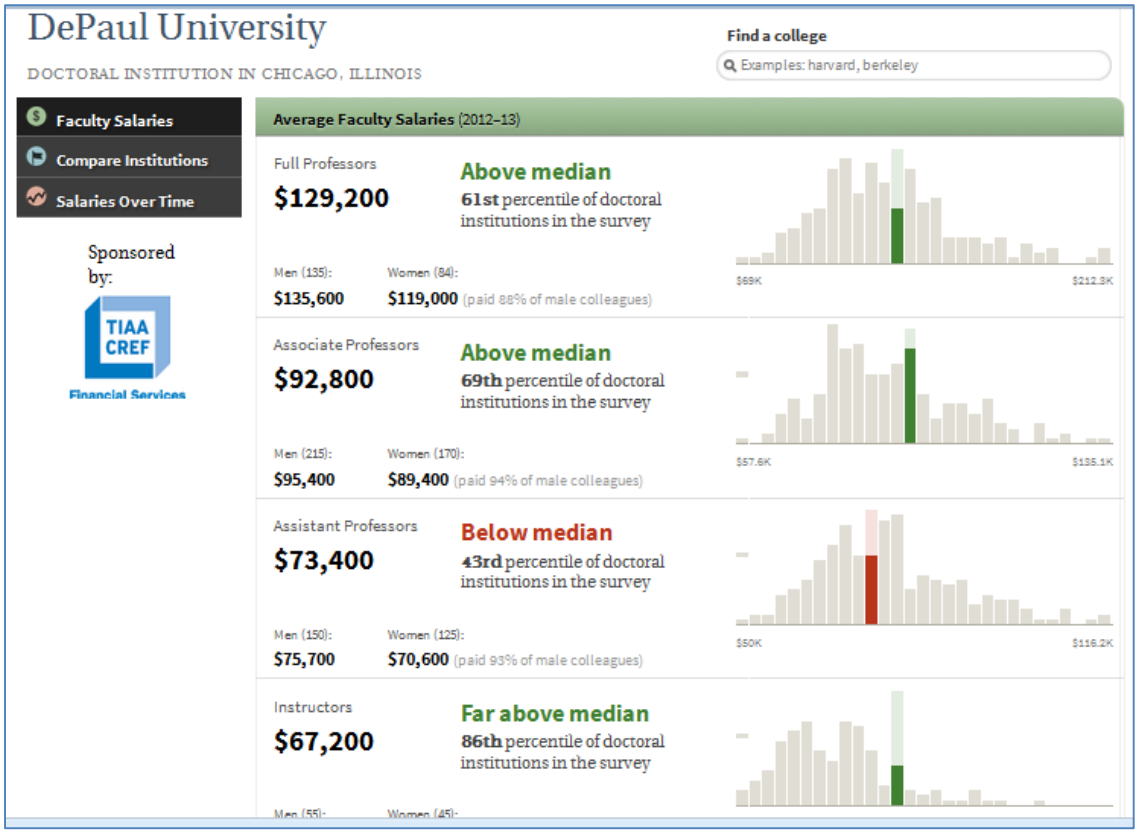
	2008		2009		2010		2011		2012	
Rank	Doctorals	DePaul	Doctorals	DePaul	Doctorals	DePaul	Doctorals	DePaul	Doctorals	DePaul
Professor	$123,785	$118,848	$125,300	$120,866	$127,296	$122,137	$127,296	$121,443	$130,803	$129,707
Associate Professor	$82,958	$85,063	$83,511	$87,683	$84,686	$88,165	$84,686	$88,684	$86,319	$92,753
Assistant Professor	$70,613	$65,368	$71,485	$66,707	$72,893	$69,703	$72,893	$70,874	$74,772	$73,376
Combined	$90,055	$84,015	$91,060	$86,210	$92,468	$87,771	$92,468	$88,257	$94,523	$92,856

Source of Data: American Association of University Professors (AAUP)
Data reported in the Fall of the year listed
"Combined" includes all full-time faculty such as Lecturers and Instructors

b. **The Department of Education Data Center and Digest of Education Statistics** publish average faculty salaries. http://nces.ed.gov/programs/digest/d12/tables/dt12_302.asp

c. **The Chronicle of Higher Education** has an online tool to look up institutional by-rank averages and provide some benchmarking: http://chronicle.com/article/2013-AAUP-Faculty-Salary/138291?cid=megamenu

(see screen-shot information below about DePaul as benchmarked by the Chronicle on the AAUP data. This snapshot is only part of the information the Chronicle provides).



(Source http://chronicle.com/article/aaup-survey-data-2013/138309#id=144740, pulled 2/12/2014)

d. **CUPA-HR publishes a report on the state of faculty salaries:** the Faculty in Higher Education Salary Survey. This report also highlights salary data by discipline. http://www.cupahr.org/surveys/files/salary2013/FHE4-2013-Executive-Summary.pdf

e. **AAUP publishes a yearly report on salarys:** http://www.aaup.org/report/heres-news-annual-report-economic-status-profession-2012-13.

How can I benchmark my college's faculty salaries against my specific college peer set?

IRMA has worked with two DePaul colleges to benchmark faculty salaries by rank and discipline and has presented this methodology to the deans for consideration. In these analyses, IRMA compares the faculty salary quartiles by rank of the total university, the specific college and the college's disciplines with two peer sets:

a. a national set of 25 peer institutions (standard benchmarking peer set).
b. a college-specific peer set developed with the dean.

If the median salary for the discipline, college or university is lower than the benchmark group median, IRMA also calculates the salary dollars that would be required to reach parity. Other data are provided in this analysis.

IRMA uses CUPA-HR data for this analysis and is limited by the discipline categories and the institutions that participate in this survey, but discipline-specific data are available for college-level analysis.

How can I find out more about benchmarking my college's faculty salaries?

Please contact Liz Sanders (lsander3@depaul.edu) or Gerry McLaughlin (gmclaugh@depaul.edu).