

# CUPA Faculty Salary Benchmarking

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# Faculty Salary Benchmarking Introduction

- Benchmarked UCF faculty salaries (as of January 20, 2015) to the 2013-14 CUPA-HR's "Faculty in Higher Education Salary Survey" data
- 117 benchmark institutions
  - Doctorate-granting high and very high research institutions<sup>^</sup>
  - Total expenditures\* of \$525,011,570 or more
  - Participated in the survey
- Comparison were based on 4-digit CIP level for each academic rank
- 30th, 40th and 50th (median) percentile salary statistics of the benchmarked institutions were used to differentiate UCF faculty salaries at same 4-digit CIP-level and the same academic rank.

## CUPA-HR Notes:

<sup>^</sup> 2010 Carnegie Classifications

\*Derived from standard CUPA-HR annual report Page 19; Total Expense Quartile by Carnegie Classification (3<sup>rd</sup> quartile lower limit)

# Faculty Salary Benchmarking Methodology Notes

- Faculty salaries are reported in terms of 9-10 month contract; salaries of a full-time 11-12 month contract were converted to a full-time 9-10 month contract
- UCF faculty whose salaries were found to be below the 30th percentile within their 4-digit CIP were flagged, and the dollar amount difference was summed
- Per Department of Justice Safe Harbor Guidelines, CUPA-HR does not provide counts or dollars when there are less than 5 institutions in a CIP area
- IKM masked cells where the counts in each category were less than 3

# Faculty Salary Benchmarking Results

- Detailed tables available in Pegasus Mine Portal in myUCF

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General	
MyPage	
Acad Program Inventory	
Admissions - Undergrad	
Athletics	
College of Nursing	
Course Info	
Degrees Awarded	
Enrollment	
Enterprise Guide Users	
<a href="#">Faculty</a>	
Grades	
IKM Developers / IR	
RDS	
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 CUPA Salary Benchmark for Faculty Senate  
CUPA Salary Benchmark for Faculty Senate  
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# Faculty Salary Benchmarking Findings

	Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)
1 Professor	286	89	\$1,328,317
2 Associate Professor	371	132	\$1,528,024
3 Assistant Professor	226	71	\$406,157
5 Instructor	433	55	\$462,045
University Totals	1,316	347	\$3,724,543

- Below 30<sup>th</sup> Percentile:
  - 26.4% of UCF faculty members salary compared to their peers in similar rank and CIP area
    - Males: 28.2%
    - Females: 23.7%
- \$3.72 million to bring all faculty members to 30<sup>th</sup> percentile level

# Faculty Salary Benchmarking Report

Tables included in the report are –

1. University-level – by Academic Rank
2. University-level – by Academic Rank and Gender
3. College-level – by Academic Rank
4. Department-level

			Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)	# below the 40th Percentile Salary	Dollars below 40th percentile (Sum)	# below the Median Salary	Dollars below Median (Sum)
University Total by Faculty Rank	1 Professor	Female	67	19	\$303,971	23	\$415,186	29	\$587,537
		Male	219	70	\$1,024,346	88	\$1,504,319	104	\$2,045,617
	2 Associate Professor	Female	132	49	\$587,635	60	\$765,481	74	\$983,936
		Male	239	83	\$940,389	101	\$1,283,857	126	\$1,781,382
	3 Assistant Professor	Female	106	31	\$134,039	49	\$293,022	60	\$414,757
		Male	120	40	\$272,118	55	\$432,906	67	\$610,091
	5 Instructor	Female	239	30	\$274,967	49	\$433,771	81	\$657,594
		Male	194	25	\$187,078	40	\$303,813	58	\$451,134
University total			1,316	347	\$3,724,543	465	\$5,432,355	599	\$7,532,048

		Total Number of Faculty	# below the 30th Percentile Salary	Dollars below 30th percentile (Sum)	# below the 40th Percentile Salary	Dollars below 40th percentile (Sum)	# below the Median Salary	Dollars below Median (Sum)
College of Arts and Humanities	1 Professor	42	17	\$237,872	19	\$280,054	21	\$404,661
	2 Associate Professor	92	42	\$203,718	47	\$288,217	56	\$424,186
	3 Assistant Professor	40	17	\$93,323	21	\$120,529	26	\$159,387
	5 Instructor	103	18	\$197,539	19	\$259,464	25	\$316,911
	Overall Dept. Total	277	94	\$732,452	106	\$948,264	128	\$1,305,145

- Questions

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