Planning and Budget University of Idaho
May 11, 2012

AAUP Faculty Salary Comparison – 2011-12
State Board of Education Peer Group

**Talking Points**

The American Association of University Professors publishes an annual review of faculty salaries and compensation from across the nation in a special edition of *Academe,* entitled the “The Annual Report on the Economic Status of the Profession”. This has been a long standing practice with a very well defined data collection process. The attached material is a compilation of that information for our institutional peer group.

* Our overall average faculty salaries are at 89.1% of peer average.
* Our overall average faculty compensation is at 92.6% of peer average.
* Overall institutional averages on faculty salaries are the appropriate comparison point, rather than disciplinary averages by faculty rank, since each institution makes choices (implicit or explicit) about which disciplines are at the heart of their strategic initiatives. Effectively, no institution funds all of its programs at their peer average salary – at least not public institutions similar to the University of Idaho.
* It is appropriate to compare our faculty salaries to peer averages, rather than to national averages, because these institutions share similar financial structures and hence, similar financial constraints on the funding available for salaries and compensation.
* Although we truly do compete for faculty geographically on a national or even international basis, that competition is also in terms of our overall financial structure and overall ability to pay competitive (for our type of institution and regional location) salaries and compensation.
* While our peers are like us in many dimensions – academic mission, breadth of programs, regional location – they are generally larger, in some cases, much larger, than we are and enjoy higher levels of funding on a per student basis.
* With comparable or even lower student:faculty ratios at peer institutions, funding per student is a critical component in being able to compensate faculty (and staff) at comparative levels.

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 Full Associate Assistant
 Professors Professors Professors

Clemson University $108,000 $79,000 $70,300

Colorado State University $108,900 $79,800 $71,300

Kansas State University $103,400 $73,300 $63,500

Montana State University $84,900 $64,900 $59,500

New Mexico State University $81,500 $67,400 $56,300

North Dakota State University $100,100 $75,600 $68,000

University of Arkansas $107,800 $75,700 $75,000

University of Nebraska $114,800 $77,600 $71,600

University of Wyoming $105,600 $75,700 $66,700

Utah State University $93,500 $71,300 $62,500

Washington State University $102,300 $74,100 $68,700

**Peer Weighted Average** $103,580 $74,580 $67,000

**University of Idaho $90,300 $68,900 $60,100**

**Weighted Average Salary Comparison**

University of Idaho $74,750

State Board of Education Peers $83,850

University of Idaho Average Salary as a percentage of SBOE Peer Weighted Average Salary **89.1%**

**Washington State University Salary Comparison**

Washington State University Average $84,240

University of Idaho Average $74,750

University of Idaho Average as a Percentage of Washington State University Average **88.7%**

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AAUP Faculty Compensation Comparison – 2011-12
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 Full Associate Assistant
 Professors Professors Professors

Clemson University $137,700 $102,900 $92,100

Colorado State University $137,500 $100,800 $90,200

Kansas State University $128,900 $91,700 $76,700

Montana State University $105,800 $83,000 $76,900

New Mexico State University $103,800 $84,500 $70,600

North Dakota State University $127,600 $98,800 $87,400

University of Arkansas $132,800 $95,600 $92,100

University of Nebraska $144,900 $102,000 $94,600

University of Wyoming $138,800 $102,700 $89,000

Utah State University $126,000 $99,100 $88,100

Washington State University $130,000 $96,800 $89,400

**Peer Weighted Average** $131,470 $96,830 $86,450

**University of Idaho $117,800 $92,600 $82,300**

Weighted Average Compensation Comparison

University of Idaho $99,500

State Board of Education Peers $107,500

University of Idaho Average Salary as a percentage of SBOE Peer Weighted Average Salary **92.6%**

**Washington State University Compensation Comparison**

Washington State University Average $108,470

University of Idaho Average $99,500

University of Idaho Average as a Percentage of Washington State University Average **91.7%**

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**Benefits as a Percentage of Faculty Salaries**

Clemson University 29.8%

Colorado State University 26.4%

Kansas State University 24.0%

Montana State University 27.3%

New Mexico State University 26.2%

North Dakota State University 29.6%

University of Arkansas 24.1%

University of Nebraska 29.0%

University of Wyoming 33.6%

Utah State University 38.6%

Washington State University 29.8%

**Peer Weighted Average** 28.2%

**University of Idaho 33.1%**

**Washington State University Benefit Rate Comparison**

Washington State University Average 29.8%

University of Idaho Average 33.1%

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**Study Methodology for Calculating a Weighted Average**

In *Academe*, a weighted average salary has been calculated, combining all faculty ranks. This methodology creates two issues. First, the weighted average salary includes the rank of “Instructor”. This rank is not as well defined as the traditional ranks of Full Professor, Associate Professor and Assistant Professor, and, as a result, salaries for this rank can vary widely. In fact, many institutions do not report a salary average for this rank for that reason. In this study the weighted averages have been calculated without the rank of Instructor

Second, the *Academe* methodology, while reasonable for comparisons of very large numbers of institutions, contains an implied and unrecognized assumption that the peer institutions had a similar number of faculty in each of the three ranks. Where this assumption is not true, the magnitude of the difference between the salaries at the University of Idaho and its peers would be incorrectly represented. For example, if 50% of the faculty at the University of Idaho were at the rank of full professor (and therefore at salaries higher than the salaries for associate or assistant professors) and the peers, as a group, had only 25% of their faculty at the rank of full professor, then a simple weighted average salary combining all ranks would inflate the University of Idaho salaries relative to the salaries of its peers.

In this study, a weighted average salary is calculated for the peer institutions that is designed to eliminate any bias which may have resulted from a difference between the University of Idaho and its peers in the distribution of faculty across the three ranks.

The process used here is one of constructing a weighted average salary that looks like the University of Idaho in the distribution of its faculty across the three ranks, but uses the peer’s average salary for each rank. The result is that the weighted average salary can now be compared to the (all ranks combined) average salary for the University of Idaho without a bias based on the distribution of faculty in each rank. In some literature this is referred to as a “constructed counterpart”.

This same methodology is used in calculating a weighted peer average compensation value and in calculating a peer average benefit rate.

**Peer Group**

Our peer group was selected based on recommendations from NCHEMS and is the result of careful comparison of a large number of institutions across a fairly large number of institutional variables. This peer group consists of institutions that look like us in terms of role and mission, range of academic and non-academic programs, and, in many cases, are direct competitors of ours for faculty hires within the region and within disciplines.