This analysis looks at how a faculty member’s rank, number of years at rank, and peer group average earnings relate to their current 9 month salary. Rank simply means whether they have earned the rank of Assistant Professor, Associate Professor or Full Professor. Years at rank represents the number of years the faculty member has been at their current rank – someone who was promoted during the summer of 2013 will have a rank of 0 years for the 2013-2014 school year as they have not completed their first year at that rank yet. The peer group is a group of universities who have been selected as our peer group, based on having similar characteristics such as number of students and geographic location. The peer group average is the average salary for people at the same rank and in the same discipline within the peer group. Some disciplines are not represented well enough within the peer group to have average salaries posted (an average will only be calculated if there are 5 people in that category). In order to include all faculty members, when an average is not available it is estimated using similar disciplines – these estimates are marked with blue on the spreadsheet.

At the far right of the spreadsheet are two columns which can be used for comparisons. The one labeled “Residual” represents the standardized residual for each faculty member. Faculty members with larger negative residuals are ones who are paid relatively low, compared to other similar members on campus. Those with larger positive residuals are paid relatively higher. There may be good reasons why a faculty member shows up with a larger negative residual – for example they may have years with no merit, or it is possible they are just paid more below their peer group average than other faculty members on campus. This is just a tool to help explore where some salary issues may be.

The last column “% deficit” is a calculation found be taking the difference between the peer group average and the faculty member’s salary, then dividing by the peer group average. Be careful using this as it does not take into account the number of years the faculty member has been at their current rank. Usually a faculty member who is in the first year of their rank will be paid much less than the average, but faculty members who have been at a rank for many years will be paid more than the peer average. Again, this is just a tool to help look for salary issues.