

CUPA/TWU FACULTY SALARY MARKET STUDY SUMMARY OVERVIEW

The Texas Woman's University holds membership in the College and University Professional Association for Human Resources (CUPA-HR). With this membership, and each year, the University participates in the National Faculty Salary Survey by Discipline and Rank in Four-Year Colleges and Universities (NFS Survey). A nationally recognized resource for faculty salary data, the 2006-07 NFS Survey was completed by 824 higher education institutions.

The DataOnDemand (DOD) tool allows for direct and dynamic access to survey data used for benchmarking institution's salaries for designated comparison groups. Faculty salary market study information was designed and produced in the Office of Academic Financial Services (AFS) using this hands-on application tool. The comparison group used was Doctoral Institutions – Intensive Public which included 64 institutions. The TWU 2006-07 NFS Survey report is attached, as well as a listing of institutions included in the comparison group.

Of particular interest for the CUPA/TWU study are several data coding considerations. The primary variable for the study is that of Classification of Instructional Programs (CIP) code. The secondary variable for the study is that of faculty rank. The most discipline specific CIP code was selected for each faculty member's rank match. In cases where a specific CIP code was unavailable for a given rank, a general CIP code was used. CIP code definitions may be found in the April 2002 National Center for Education Statistics: Classification of Instructional Programs manual.

In reviewing the tables provided, it is important to consider the timing of the NFS Survey data and the date budget decisions regarding salary are made. When salary decisions are made at TWU, the only CUPA data available is from the previous academic year. For 2006-07, faculty raises were based on 2005-06 CUPA data, and all salaries were brought to within 95% of the CUPA average salary. The CUPA salaries in the attached table (2006-07 salaries) are not the salaries used to calculate the TWU salaries shown in the table. For 2007-08, faculty raises were not based on CUPA data; a 2% raise was given to all faculty. Therefore, TWU current salaries may not all be within 95% of the CUPA average.

- Column A. Focus Salary indicates 2006-07 TWU average salary by discipline by rank.
- Column B. Comparison Group Statistics indicates 2006-07 comparison group average salary by discipline by rank.
- Column C. A's Avg. as of % of B's indicates 2006-07 TWU average salary as % of comparison group average by discipline by rank.

For the 2007-08 year, AFS will submit the CUPA NFS Survey by December 21, 2007. CUPA data will be available by mid March of 2008. The 2007-08 CUPA/TWU faculty salary market study for the FY 2009 is scheduled to commence at that time.