

Faculty Compensation Benchmarks Proposal

In the April 2005 faculty meeting, the faculty voted to replace the salary goal of 80th percentile of AAUP with the goal of 50th percentile of ACS institutions. In September 2005, President Cloyd appointed a task force to study the issue and identify both a peer and aspirant set of institutions for the Board of Trustees to use as benchmarks. The full report has already been presented to the faculty and will be incorporated into a fuller presentation at the May Trustees meeting.

The Council on Academic Policy recommends that the faculty revise its action of April 2005 in light of the Task Force's work, by identifying the ACS institutions as our aspirant group and the set of 25 institutions identified by the Task Force as the peer set for purposes of measuring our progress toward faculty compensation goals.

The Taskforce's Charge

The Faculty Salary Taskforce was formed by the President and given the charge

- *To develop a list of peer institutions and a list of aspirant institutions, taking into account mission, quality, resources (endowment, enrollment, net tuition revenue), setting (i.e., urban, rural, suburban), cost of living, etc.*
- *To analyze data from these two sets of institutions and compare it with data from Hendrix with regard to distribution among ranks (i.e., relative seniority levels) and differential compensation by rank, discipline, and gender; and*
- *To present a [2006] report to the faculty at the March faculty meeting, for action at the April meeting, if it appears that the action taken in April, 2005, needs to be revised, refined, or replaced with another benchmark.*

Table 1: Selection of 25 Colleges

October 20, 2005

The below ‘Group of 25’ colleges are those Carnegie classified schools, “Baccalaureate—Liberal Arts,” for which the following is the smallest:

$$\max (|\log(\text{endowment}/\text{Hendrix endowment})|, |\log(\text{net tuition}/\text{Hendrix net tuition})|)$$

College		USNews	Enroll	Faculty	Tuition	Pell%	Endow
DePauw U	IN	49	2,341	218	24,000	13	410,001
Furman U	SC	41	2,986	229	22,712	11	384,540
Southwestern U	TX	61	1,248	114	18,870	17	278,075
Wheaton C	IL	55	2,757	183	18,500	15	271,110
Spelman C	GA	73	2,013	162	14,125	70	244,079
Willamette U	OR	61	2,530	185	25,300	20	199,629
C of Wooster	OH	68	1,851	134	25,040	14	194,866
Lawrence U	WI	53	1,368	130	25,089	18	182,267
Centre C	KY	41	1,059	90	20,400	14	149,914
Goucher C	MD	94	1,738	98	24,150	16	140,849
Hendrix C	AR	73	1,047	81	15,630	23	137,137
Albion C	MI	81	1,716	118	21,948	16	136,600
Randolph-Macon Woman's C	VA	84	718	75	20,530	23	124,795
Transylvania U	KY	104	1,127	78	17,660	19	122,220
Birmingham-Southern C	AL	88	1,348	95	18,530	14	112,165
Wofford C	SC	55	1,148	82	20,610	14	110,056
Hampden-Sydney C	VA	104	1,035	101	21,387	14	102,963
Hanover C	IN	94	992	86	19,300	18	100,611
Hollins U	VA	88	935	83	20,575	28	99,272
Beloit C	WI	61	1,293	103	24,386	11	96,071
Alma C	MI	3rd	1,265	84	18,854	30	93,460
Sweet Briar C	VA	71	680	81	19,900	17	92,944
Randolph-Macon C	VA	104	1,097	87	21,160	16	90,286
Millsaps C	MS	81	1,146	93	18,414	23	83,717
Emory & Henry C	VA	3rd	885	68	15,700	28	67,655
Wells C	NY	94	403	49	14,292	38	54,491

USNews: Rank in the 2005 US News’ rankings of national liberal arts colleges. 3rd if the college falls in the third tier.

Enroll: Total student enrollment (FTE). Source: IPEDS, 2003-4.

Tuition: List price for tuition and fees. Source: IPEDS, 2003-4.

Pell%: Per cent of students receiving federal grants. Source: IPEDS, 2003-4.

Endow: Endowment in thousands of dollars, 2004. Source: NACUBO, 2005 report.

Table 2: Salary and Compensation for the Group of 25

November 3, 2005

College		Salary			Compensation		
		PR	AO	AI	PR	AO	AI
Hendrix C	AR	64.9	53.9	47.6	88.4	72.1	60.5
median of 25		72.7	57.1	46.7	93.6	73.2	59.3
difference		-7.8	-3.2	0.9	-5.2	-1.1	1.2
percentile among 25		5%	12%	56%	18%	42%	71%
Willamette U	OR	88.7	67.0	55.8	108.2	83.4	70.2
Goucher C	MD	86.0	65.1	51.1	107.1	80.2	62.5
DePauw U	IN	79.4	64.3	53.0	104.1	85.3	70.0
Furman U	SC	81.2	60.6	50.5	107.8	81.4	64.4
Spelman C	GA	81.5	59.7	48.5	97.9	75.0	60.5
Southwestern U	TX	78.5	62.9	46.7	100.5	79.9	59.7
Wheaton C	IL	75.9	61.5	48.9	102.4	85.6	66.2
Hampden-Sydney C	VA	73.1	59.9	48.5	97.9	73.7	60.3
Lawrence U	WI	72.7	58.4	48.7	89.7	73.3	58.5
Centre C	KY	72.3	58.9	48.4	91.8	74.1	58.6
C of Wooster	OH	73.1	58.9	46.3	99.0	79.8	61.6
Hanover C	IN	71.7	55.9	48.5	94.5	73.0	59.7
Albion C	MI	72.4	57.1	46.6	91.3	73.2	59.1
Birmingham-Southern C	AL	72.1	58.6	44.5	94.2	76.3	56.8
Millsaps C	MS	73.2	54.3	46.8	92.6	69.4	57.6
Wofford C	SC	69.1	55.9	48.5	91.0	71.9	63.1
Transylvania U	KY	73.1	56.9	43.4	93.6	72.0	59.3
Hollins U	VA	71.5	55.9	45.7	87.7	69.5	57.7
Randolph-Macon C	VA	71.7	54.8	46.2	90.0	69.0	55.9
Beloit C	WI	73.1	54.6	43.7	98.0	69.2	53.8
Alma C	MI	69.0	54.4	45.1	89.6	72.0	60.4
Randolph-Macon Woman's C	VA	67.7	55.0	45.6	85.4	69.7	58.6
Sweet Briar C	VA	65.9	52.3	46.3	81.7	65.3	59.0
Wells C	NY	63.9	52.6	42.1	77.5	65.1	50.8
Emory & Henry C	VA	64.6	47.7	39.5	78.3	58.1	48.9

{Colleges in decreasing order of average salary across ranks}

Source: AAUP Report, March 2005.

Table 3: Other Statistics for the Group of 25

November 3, 2005

		% At Rank			% Ben	PR/AI
		PR	AO	AI		
Hendrix College	AR	41%	27%	33%	33%	1.36
median of 25		36%	30%	31%	27%	1.55
percentile among 25		71%	31%	53%	93%	0%
Willamette U	OR	52%	24%	25%	24%	1.59
Goucher C	MD	24%	31%	45%	24%	1.68
DePauw U	IN	41%	19%	40%	32%	1.50
Furman U	SC	52%	26%	22%	32%	1.61
Spelman C	GA	20%	43%	38%	23%	1.68
Southwestern U	TX	25%	35%	40%	28%	1.68
Wheaton C	IL	34%	38%	28%	36%	1.55
Hampden-Sydney C	VA	48%	25%	27%	28%	1.51
Lawrence U	WI	30%	36%	35%	23%	1.49
Centre C	KY	41%	30%	30%	25%	1.49
C of Wooster	OH	35%	27%	37%	35%	1.58
Hanover C	IN	34%	29%	36%	29%	1.48
Albion C	MI	37%	21%	42%	27%	1.55
Birmingham-Southern C	AL	45%	25%	30%	30%	1.62
Millsaps C	MS	19%	44%	37%	26%	1.56
Wofford C	SC	40%	29%	31%	30%	1.42
Transylvania U	KY	39%	31%	30%	30%	1.68
Hollins U	VA	29%	44%	27%	24%	1.56
Randolph-Macon C	VA	36%	30%	34%	24%	1.55
Beloit C	WI	36%	36%	28%	29%	1.67
Alma C	MI	45%	32%	23%	32%	1.53
Randolph-Macon Woman's C	VA	33%	32%	35%	27%	1.48
Sweet Briar C	VA	49%	22%	29%	25%	1.42
Wells C	NY	53%	21%	26%	22%	1.52
Emory & Henry C	VA	35%	31%	35%	22%	1.64

% at rank: Per cent of Faculty at PR/AO/AI ranks.

% Ben: Amount of benefits relative to salary, averaged across ranks.

{The only colleges that are more generous with benefits (proportionate to salary) are Wheaton C and C of Wooster.}

PR/AI: Ratio of Professor's salary to Assistant Professor's salary.

{Hendrix's level of salary compression is truly unusual; the only ones that come close are Wofford C and Sweet Briar C.}

Table 4: ACS Faculty Salary and Compensation

School	Salary			Compensation		
	PR	AO	AT	PR	AO	AT
Hendrix College	64.9	53.9	47.6	88.4	72.1	60.5
ACS Institutions						
Rollins	83.0	65.3	48.2	106.0	83.8	61.4
Trinity University	95.7	63.9	52.4	117.1	80.2	64.9
University of Richmond	106.2	75.5	60.9	130.7	95.7	76.1
Birmingham Southern	72.1	58.6	44.5	94.2	76.3	56.8
Centenary	63.7	52.5	43.7	83.8	67.4	55.5
Centre College	72.3	58.9	48.4	91.8	74.1	58.6
Davidson	94.9	73.1	58.9	122.8	95.2	79.4
Furman	81.2	60.6	50.5	107.8	81.4	64.4
Hendrix College	64.9	53.9	47.6	88.4	72.1	60.5
Millsaps	73.2	54.3	46.8	92.6	69.4	57.6
Morehouse	73.1	60.4	44.9	91.8	75.7	56.5
Rhodes	79.1	61.1	50.7	102.6	79.8	64.0
Southwestern	78.5	62.9	46.7	100.5	79.9	59.7
Spelman	81.5	59.7	48.5	97.9	75.0	60.5
University of the South	81.8	57.2	48.5	110.0	78.6	62.1
Washington & Lee	94.6	67.6	56.3	120.0	88.5	70.8
Averages	84.7	63.4	50.8	108.3	81.6	64.2
Medians	80.2	60.5	48.5	101.6	79.2	61.0
Hendrix Rank	15	15	11	15	14	9
Discrepancies from ACS Median	-15.3	-6.6	-0.9	-13.2	-7.1	-0.5

Source: Hendrix Office of Academic Affairs