



AN ANALYSIS OF THE SEGAL FACULTY COMPENSATION STUDY SAMPLE OF COMPARISON SCHOOLS

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KY Council on Postsecondary Education (CPE) 17 Official Benchmark Schools for UofL

| Institution | Chronicle TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY | Raptor Rank (500) | IPEDS ID |
|---|---|-------------------|---------------|
| University of California - San Diego | \$152,248.00 | 71 | <u>110680</u> |
| University of California – Irvine | \$150,651.00 | 38 | <u>110653</u> |
| Stony Brook University | \$116,724.00 | 63 | <u>196097</u> |
| University of Illinois at Chicago | \$115,377.00 | 188 | <u>145600</u> |
| University of North Carolina at Chapel Hill | \$114,942.00 | 59 | <u>199120</u> |
| Temple University | \$106,835.00 | 135 | <u>216339</u> |
| University of Iowa | \$106,372.00 | 115 | <u>153658</u> |
| University of Alabama at Birmingham | \$104,003.00 | 192 | <u>100663</u> |
| University of South Carolina | \$102,889.00 | 261 | <u>218663</u> |
| University of Utah | \$102,141.00 | 220 | <u>230764</u> |
| Wayne State University | \$100,442.00 | 223 | <u>172644</u> |
| University of Pittsburgh - Main Campus | \$99,887.00 | 221 | <u>215293</u> |
| SUNY at Buffalo | \$99,300.00 | 422 | 196088 |
| University of Cincinnati - Main Campus | \$96,849.00 | 281 | <u>201885</u> |
| Virginia Commonwealth University | \$96,025.00 | 459 | <u>234030</u> |
| University of South Florida | \$95,758.00 | 364 | <u>137351</u> |
| University of New Mexico | \$87,370.00 | 349 | 187985 |
| University of Louisville | \$73,522.00 | 411 | 69.38% |
| CPE average (excluding UofL) | \$105,972.81 | 215 | |
| CPE median | \$102,889.00 | | |

Atlantic Coast Conference (ACC) 14 schools

| <u>School Name</u> | <u>TOTAL AVERAGE 9-MONTH-EQUIVALENT SALARY</u> | <u>Raptor Salary Rank</u> | <u>ACC Salary Rank</u> |
|--|--|---------------------------|------------------------|
| <u>Duke University</u> | <u>\$154,288.00</u> | <u>18</u> | 1 |
| <u>Boston College</u> | <u>\$143,185.00</u> | <u>23</u> | 2 |
| <u>University of Virginia-Main Campus</u> | <u>\$139,562.00</u> | <u>32</u> | 3 |
| <u>Georgia Institute of Technology-Main Campus</u> | <u>\$127,928.00</u> | <u>48</u> | 4 |
| <u>University of North Carolina at Chapel Hill</u> | <u>\$114,942.00</u> | <u>59</u> | 5 |
| <u>Wake Forest University</u> | <u>\$108,398.00</u> | <u>95</u> | 6 |
| <u>University of Miami</u> | <u>\$120,379.00</u> | <u>119</u> | 7 |
| <u>Syracuse University</u> | <u>\$110,720.00</u> | <u>156</u> | 8 |
| <u>North Carolina State University at Raleigh</u> | <u>\$100,145.00</u> | <u>180</u> | 9 |
| <u>Virginia Polytechnic Institute and State University</u> | <u>\$108,802.00</u> | <u>182</u> | 10 |
| <u>University of Pittsburgh-Pittsburgh Campus</u> | <u>\$99,887.00</u> | <u>222</u> | 11 |
| <u>Florida State University</u> | <u>\$103,515.00</u> | <u>265</u> | 12 |
| <u>Clemson University</u> | <u>\$96,424.00</u> | <u>319</u> | 13 |
| <u>University of Louisville</u> | <u>\$73,522.00</u> | <u>411</u> | <u>14</u> |
| Mean excluding UofL | <u>\$117,551.92</u> | <u>62.54%</u> | |
| Median | <u>\$120,379.00</u> | | |
| Scheduled To Join ACC (Stanford(10), Cal Berkely (12) Southern Methodist University (130) | | | |

Segal UofL Presidential Compensation Assessment July 9, 2021

20 Peer Institutions

| Institution | Average Salary | Raptor rank | Filters matched |
|--|----------------|-------------|-----------------|
| University of California-Irvine | \$150,651.00 | 38 | |
| University of Connecticut* | \$117,307.00 | 75 | 7 |
| Stony Brook University** | \$116,724.00 | 63 | 6 |
| University of Illinois at Chicago** | \$115,377.00 | 188 | 6 |
| Temple University** | \$106,835.00 | 135 | 6 |
| University of Iowa | \$106,372.00 | 115 | |
| University of Alabama at Birmingham | \$104,003.00 | 192 | |
| University of Utah | \$102,141.00 | 221 | |
| Wayne State University** | \$100,442.00 | 223 | 5 |
| University of Pittsburgh | \$99,887.00 | 222 | |
| University of Kentucky* | \$98,933.00 | 242 | 6 |
| West Virginia University* | \$97,277.00 | 336 | 7 |
| University of Colorado Denver | \$97,017.00 | 316 | |
| University of Cincinnati | \$96,849.00 | 282 | |
| University of Missouri | \$96,296.00 | 381 | |
| Virginia Commonwealth University** | \$96,025.00 | 459 | 7 |
| University of South Florida-Main Campus* | \$95,758.00 | 364 | 6 |
| University of Kansas | \$95,353.00 | 213 | |
| University of New Mexico-Main Campus** | \$87,370.00 | 349 | 6 |
| University of Mississippi | \$85,142.00 | 485 | |
| Average | \$103,287.95 | | |
| Median | \$99,400.00 | | |
| University of Louisville | \$73,522.00 | 411 | 71.18% |

Faculty Peer Group - Segal's list of 69 Proposed Peer Institutions- 3/22/2022

- Appalachian State University
 - Auburn University
 - Augusta University
 - Baylor University
 - Case Western Reserve University
 - Clemson University
 - DePaul University
 - Drexel University
 - East Carolina University
 - Florida International University
 - George Mason University
 - Georgia State University
 - Illinois State University
 - James Madison University
 - Kansas State University
 - Kent State University at Kent
 - Loyola University Chicago
 - Miami University-Oxford
 - Michigan Technological University
 - Mississippi State University
 - Missouri State University-Springfield
 - Montana State University
 - Ohio University-Main Campus
 - San Diego State University
 - Stony Brook University *X
 - SUNY at Buffalo¹ *
 - Syracuse University
 - Temple University *X
 - The University of Tennessee-Knoxville
 - The University of Texas at Arlington
 - The University of Texas at Dallas
 - The University of Texas at El Paso
 - The University of Texas at San Antonio
 - Thomas Jefferson University
 - Towson University
 - Tulane University of Louisiana
 - University at Buffalo X
 - University of Alabama in Huntsville
 - University of Central Florida
 - University of Colorado Boulder
 - University of Colorado Denver X
 - University of Connecticut X
 - University of Dayton
 - University of Florida
 - University of Houston
 - University of Idaho
 - University of Illinois at Chicago *X
 - University of Kentucky X
 - University of Maine
 - University of Miami
 - University of Michigan-Ann Arbor
 - University of Minnesota-Twin Cities
 - University of Missouri-Columbia
 - University of New Mexico-Main Campus
 - University of North Carolina at Charlotte
 - University of North Carolina at Greensboro
 - University of North Texas
 - University of Oklahoma-Norman Campus
 - University of Rhode Island
 - University of South Carolina *
 - University of South Florida *X
 - University of Wisconsin-Madison
 - University of Wisconsin-Milwaukee
 - Virginia Commonwealth University *X
 - Wayne State University *
 - West Virginia University X
 - Western Michigan University
 - William & Mary
- Idaho State University (added later)*
N=69 – 11 = 58 (n=57 minus duplicate Buffalo)
- * UL CPE Benchmark Peer
X President Peer
Dropped
Ambiguous status
Italics indicate an addition to the list

To the extent CPE and Presidential peers participate in the CUPA survey, they will be part of the faculty peer group as they meet the aforementioned criteria.

¹ Does not meet the aforementioned criteria, but is included.

THE 7 SEGAL FILTERS ARE VERY BROAD!

| Total Expenses Filter Criteria | Research Filter Criteria | Total Enrollment Filter Criteria | Retention Rate Filter Criteria |
|--|---------------------------------|----------------------------------|--------------------------------|
| UofL \$3,000,000,000 | UofL \$151,078,000 | UofL 22,684 | UofL 80% |
| \$600,000,000 | \$50,000,000 | 15,000 | 70% |
| \$3,500,000,000 | \$750,000,000 | 30,000 | 100% |
| Graduation Rate 6-year Filter Criteria | Total Staff FTE Filter Criteria | Total Faculty Filter Criteria | Endowment Criterion Dropped |
| UofL 59% | UofL 6,000 | UofL 2,035 | UofL \$719,816,000 |
| 55% | 4,000 | 1,500 | |
| 100% | 8,000 | 4,000 | |

UofL including UofL Health have a combined budget of more than \$4B; the academic side has a budget of \$1.5B. Segal claimed that schools with budgets that were less than half of UofL's, with expenses as low as \$600M, were a "match" to UofL.

UofL was said to have 2,035 faculty. Schools that Segal regarded as matching had as many as 4,000 and as few as 1,500 faculty. Other schools that did not meet the filter also are in the sample.

Segal 57 school sample: A large and diverse sample is better for estimating public opinion than establishing benchmarks

| Institution | Avg Salary | Rank | Filters Met | Institution | Avg Salary | Rank | Filters Met |
|---|--------------|------|-------------|---|--------------|------|-------------|
| Auburn University | \$99,349.00 | 269 | 6 | University of Central Florida** | \$98,575.00 | 432 | 6 |
| Augusta University* | \$79,150.00 | | 4 | University of Colorado Boulder | \$108,398.00 | 174 | 6 |
| Baylor University* | \$96,056.00 | 271 | 4 | University of Colorado Denver/Anschutz** | \$97,017.00 | 326 | 4 |
| Case Western University* | \$109,064.00 | 111 | 4 | University of Connecticut* | \$117,307.00 | 75 | 7 |
| Clemson University | \$96,424.00 | 319 | 5 | University of Dayton | \$81,638.00 | | 3 |
| DePaul University | \$105,376.00 | 190 | 3 | University of Florida* | \$112,102.00 | 181 | 4 |
| Drexel University* | \$105,392.00 | 146 | 6 | University of Houston | \$113,727.00 | 160 | 5 |
| East Carolina University* | \$77,368.00 | | 6 | University of Idaho | \$88,712.00 | | 3 |
| Florida International University* | \$92,273.00 | 270 | 6 | University of Illinois at Chicago** | \$115,377.00 | 188 | 6 |
| George Mason University | \$109,233.00 | 152 | 6 | University of Kentucky* | \$98,933.00 | 242 | 6 |
| Georgia State University | \$84,866.00 | 372 | 5 | University of Maine | \$91,510.00 | 432 | 3 |
| Idaho State University | \$71,459.00 | | 0 | University of Miami* | \$120,379.00 | 119 | 4 |
| Kansas State University | \$87,236.00 | 471 | 5 | University of Michigan-Ann Arbor* | \$113,587.00 | 123 | 2 |
| Loyola University Chicago* | \$99,734.00 | 183 | 3 | University of Minnesota-Twin Cities* | \$112,620.00 | 142 | 3 |
| Miami University-Oxford | \$94,134.00 | 487 | 4 | University of Missouri-Columbia* | \$96,296.00 | 379 | 7 |
| Mississippi State University | \$82,612.00 | | 5 | University of New Mexico-Main Campus** | \$87,370.00 | 349 | 6 |
| Montana State University | \$83,173.00 | | 3 | University of North Carolina at Charlotte | \$88,970.00 | 375 | 4 |
| Ohio University-Main Campus | \$119,968.00 | 66 | 5 | University of North Texas | \$95,498.00 | 354 | 4 |
| Stony Brook University** | \$116,724.00 | 63 | 6 | University of Oklahoma-Norman Campus* | \$93,350.00 | 287 | 5 |
| SUNY Buffalo State** | \$99,300.00 | 422 | 6 | University of Rhode Island | \$89,554.00 | 267 | 3 |
| Syracuse University | \$110,720.00 | 156 | 5 | University of South Carolina-Columbia** | \$102,889.00 | 261 | 4 |
| Temple University** | \$106,835.00 | 135 | 6 | University of South Florida-Main Campus* | \$95,758.00 | 364 | 6 |
| The University of Tennessee-Knoxville | \$105,104.00 | 237 | 7 | University of Wisconsin-Madison* | \$123,803.00 | 137 | 4 |
| The University of Texas at Arlington | \$92,569.00 | 462 | 4 | University of Wisconsin-Milwaukee | \$82,246.00 | | 3 |
| The University of Texas at Dallas | \$120,719.00 | 50 | 5 | Virginia Commonwealth University** | \$96,025.00 | 459 | 7 |
| The University of Texas at El Paso | \$82,728.00 | | 3 | Wayne State University** | \$100,442.00 | 223 | 5 |
| The University of Texas at San Antonio* | \$88,732.00 | | 4 | West Virginia University* | \$97,277.00 | 336 | 7 |
| Thomas Jefferson University* | \$90,388.00 | 493 | 3 | Western Michigan University* | \$92,796.00 | 320 | 2 |
| Tulane University of Louisiana* | \$110,149.00 | 132 | 4 | University of Louisville | \$73,522.00 | 411 | |

SEGAL SAMPLE IS NOT A CLOSE MATCH TO U_oF_L

Average match of just 4.6 filters out of 7 or 65.66%, which earns a D grade

- 5 schools met 7 filters (U. Tennessee-Knoxville, Connecticut, Missouri-Columbia, Virginia Commonwealth, *West Virginia),
- 14 met 6 filters (*Stony Brook, *Temple, *Univ. of Illinois-Chicago, *Univ of New Mexico) (assuming the 37 school sample)
- 10 met 5 filters (*Wayne State University).
- 13 met just 4 filters (Univ. of Florida, Augusta (GA) Univ.),
- 11 met only 3 filters (Univ. of Minnesota-Twin Cities, Univ. of Idaho),
- 2 met a scant 2 filters (Univ. of Michigan-Ann Arbor, Western Michigan Univ.) and
- 1 met an astonishing 0 filters (Idaho State).

Because 53 of 54 schools met the Retention Rate filter, making it an ineffective criterion, the degree of match is less than it seems.

- 46 schools have lower expenses than UofL (\$3.0B).
- 43 schools have smaller faculties than UofL (2,031).
- 45 schools have smaller staffs than UofL (6,000).
- 35 schools have smaller endowments than UofL (\$719,816,000).
- 29 schools have smaller enrollments than UofL (22,684).

Divergent schools can be used to provide information on rare units but do not belong in the primary benchmarking sample.

THE SEGAL SAMPLE SALARY MEAN IS \$4,534 LOWER THAN THE PRESIDENTIAL SAMPLE SALARY MEAN, \$7,219 LOWER THAN THE CPE BENCHMARKS MEAN AND \$18,798 LOWER THAN THE ACC MEAN.

| | |
|--|---|
| Segal 57 school average | \$98,754.23 |
| 29 schools meeting 5-7 filters | \$101,136.48 |
| 28 schools meeting 0-4 filters | \$96,286.89 |
| Difference (5-7) vs. (0-4) | \$4,849.49 |
| Segal 54 school average | \$98,611 |
| 27 schools meeting 5-7 filters | \$100,962.41 |
| 27 schools meeting 0-4 filters | \$96,259.85 |
| Difference (5-7) vs. (0-4) | \$4,702.56 |
| Optimized sample CPE salary mean = \$105,972.81 | Presidential sample mean = \$103,287.95 ACC salary mean = \$117,551.92 |
| All 5 schools meeting 7 filters were retained. All 14 schools meeting 6 filters were retained. 5 schools meeting 5 filters were retained (4 more than in the Presidential sample) 5 schools meeting 5 filters eliminated for low salaries | \$103,686.25 |

RECOMMENDED BENCHMARKING SAMPLE

| 24 schools with best match to UofL by filter | Chronicle | Filter match |
|--|--------------|--------------|
| University of Connecticut* | \$117,307.00 | 7 |
| The University of Tennessee-Knoxville | \$105,104.00 | 7 |
| West Virginia University* | \$97,277.00 | 7 |
| University of Missouri-Columbia* | \$96,296.00 | 7 |
| Virginia Commonwealth University** | \$96,025.00 | 7 |
| Stony Brook University** | \$116,724.00 | 6 |
| University of Illinois at Chicago** | \$115,377.00 | 6 |
| George Mason University | \$109,233.00 | 6 |
| University of Colorado Boulder | \$108,398.00 | 6 |
| Temple University** | \$106,835.00 | 6 |
| Drexel University* | \$105,392.00 | 6 |
| Auburn University | \$99,349.00 | 6 |
| SUNY Buffalo State** | \$99,300.00 | 6 |
| University of Kentucky* | \$98,933.00 | 6 |
| University of Central Florida** | \$98,575.00 | 6 |
| University of South Florida-Main Campus* | \$95,758.00 | 6 |
| Florida International University* | \$92,273.00 | 6 |
| University of New Mexico-Main Campus** | \$87,370.00 | 6 |
| East Carolina University* | \$77,368.00 | 6 |
| The University of Texas at Dallas | \$120,719.00 | 5 |
| Ohio University-Main Campus | \$119,968.00 | 5 |
| University of Houston | \$113,727.00 | 5 |
| Syracuse University | \$110,720.00 | 5 |
| Wayne State University** | \$100,442.00 | 5 |
| Average | \$103,686.25 | |
| University of Louisville | \$73,522.00 | 70.91% |

CPE mean faculty salary of \$108,694 and median \$102,889.
 24 school mean \$103,686 and median \$102,773
 22 school mean \$103,704.41 and median \$102,773

| Schools to exclude due to poor match to CPE salaries | | Filter Match |
|--|-------------|--------------|
| Clemson University | \$96,424.00 | 5 |
| University of Oklahoma-Norman Campus* | \$93,350.00 | 5 |
| Kansas State University | \$87,236.00 | 5 |
| Georgia State University | \$84,866.00 | 5 |
| Mississippi State University | \$82,612.00 | 5 |