

Trends in Full-time Faculty Salary Contracts (Equated 9/mo)

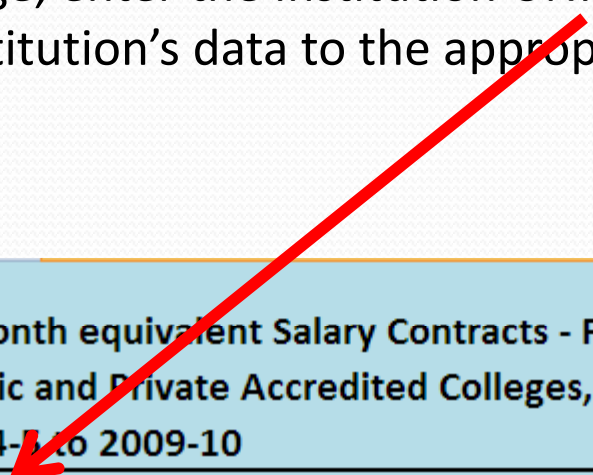
User's Guide

Step 1. Setup the Target

Target Institution

Select a target institution for comparison to the Reference Set norms. This usually is your institution.

On the Salary Data Page, enter the Institution UNITID. The program then copies all of the institution's data to the appropriate tables for comparison.



9 Month equivalent Salary Contracts - Full-time Faculty Public and Private Accredited Colleges, Universities 2004-10 to 2009-10	
152673	A Midwest College
GROUP:	All Colleges and Universities



Step 2. Setup the Reference

Reference Institution Set

The program automatically calculates the norms (Quartiles) for each set of Reference Institutions you select. You can select sets using the Excel Filter Function on the columns at the beginning of the Data Table. You can use them individually or in combination.

Name, State

Region

Sector

Religious Affiliation

Carnegie Classification: Basic

**Carnegie Classification Undergraduate
Instruction**

Carnegie Classification: Graduate Instruction

Carnegie Classification: Undergraduate Profile

Carnegie Classification: Enrollment Profile

Carnegie Classification: Size and Setting



Step 2. Setup the Reference

Reference Institution Set

You can also build sets including institutions you regard as peers, as models, as competitors, or any other criteria you wish to use in selection. Use the column at the very beginning of the Data Table to mark your special sets for sorting.

Set	Unitid	Name
	100654	Alabama A & M University
A	101949	Alabama Southern Community College
B	100724	Alabama State University
	100690	Amridge University
B	100812	Athens State University
	100858	Auburn University Main Campus
	100830	Auburn University-Montgomery
A	102429	Bevill State Community College
C	100937	Birmingham Southern College
A	102030	Bishop State Community College
A	100760	Central Alabama Community College
A	101028	Chattahoochee Valley Community College
	101073	Concordia College-Selma

Step 3. Analysis

The Dashboard Table

TARGET: A Midwest College

	ALL RANKS					
	2004-5	2005-6	2006-7	2007-8	2008-9	2009-10
75th%ile	57,365	59,006	61,018	63,020	65,023	66,426
50th%ile	46,394	47,667	49,400	51,007	52,904	53,538
25th%ile	37,814	38,297	39,625	41,077	42,626	43,075
Target	52,472	52,962	56,437	58,235	58,823	56,260
TARGET % OF 50th%ile	113	111	114	114	111	105
COUNT	3,761	3,761	3,761	3,761	3,761	3,761

Reference: All Colleges and Universities

Number of institutions used in creating the norms. Only institutions reporting all six years of data are included.

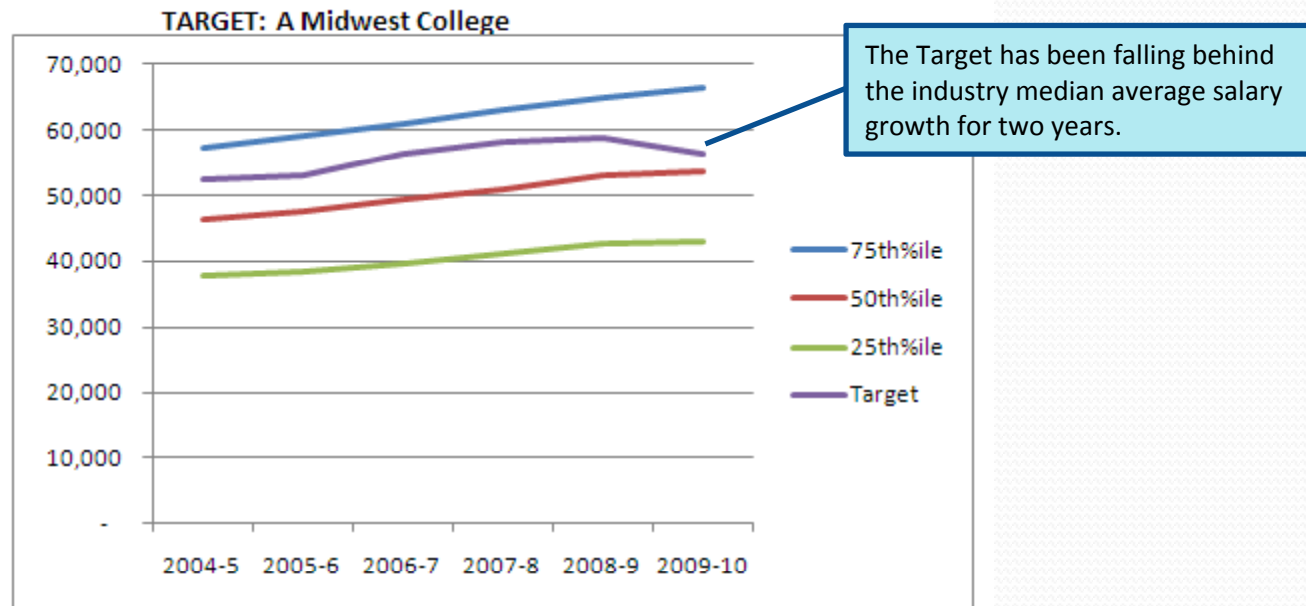
Trend in the Median Average Salary

The Target average indexed to the 50th%ile. 100 = the norm. Deviations in the Index measure the degree to which the institution is following industry trends.

Step 3. Analysis

The Dashboard Chart

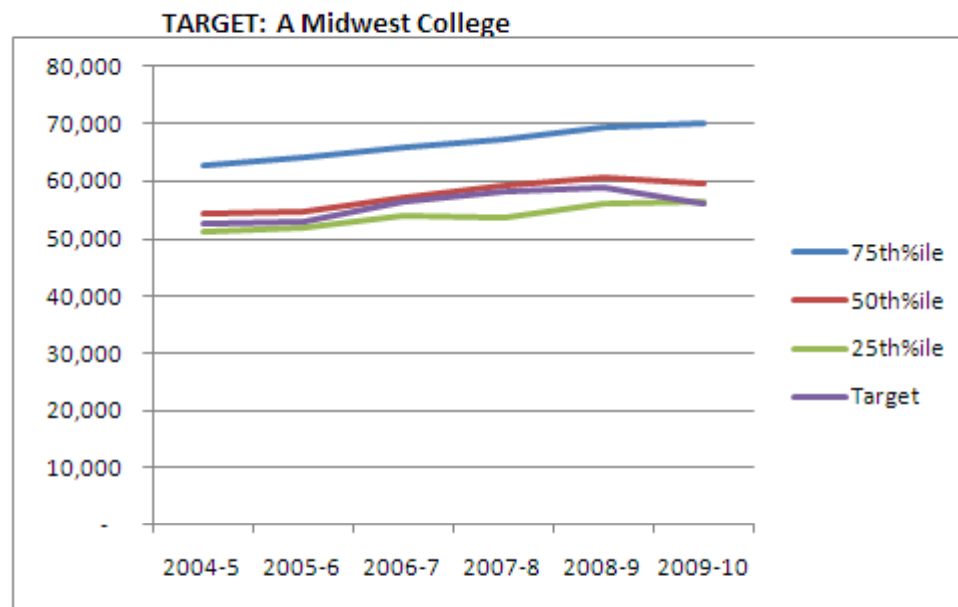
Each Dashboard Table is accompanied with a chart which gives a quick visual summary of the Reference Set trends and the Target trend in relation.



Reference: All Colleges and Universities

Step 3. Analysis

The Dashboard Chart – a different Reference Set (Regional Carnegie Classification Peers, non church related) This Reference Set is experiencing a decline in Median Average Faculty Salary, All Ranks similar to the Target suggesting different strategies than the former chart.

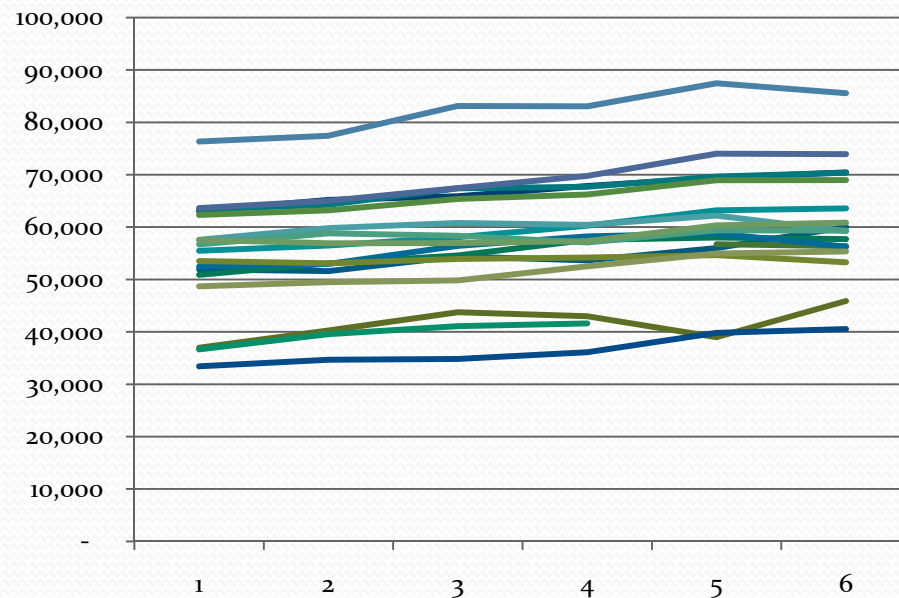


Reference: All Colleges and Universities

Step 3. Analysis

The Dashboard Chart

It is useful to know the individual trends that make up the norm. In particular it helps to identify unusual performance that can be researched further or excluded from the set. (Quartile norms are typically unaffected by these outlying values.) This set of Reference institutions clearly shows 4 subset.





Step 3. Analysis

Caveats

The data used in this workbook are from NCES/IPEDS surveys, 2004-5 through 2009-10. Self-reported data are always suspect for reporting errors.

However, in years of comparing normative results from coded financial statements with normative results for the same set using IPEDS data, the statistics are almost if not exactly the same. If your set contains 35 or more institutions, this will be the case.

If your set is much smaller than this or one on one, then measures used in critical strategic decisions should be checked out with the institution.