

Salary Check Bio for Michael Williams

Mike started his academic career teaching English at George Fox University and then at William Jewell College. It was at Jewell that the path from Tennyson to institutional research began. He was asked to lead a strategic planning group and discovered quickly the importance of data for an honest assessment of an institution's strengths and weaknesses. He began working with institutions part-time to supplement their institutional research capacities, eventually starting a company named the Austen Group.

The Austen Group's "External Comparisons Report" evolved into the Council of Independent Colleges' Key Indicators Tool followed several years later by the Financial Indicators Tool. These benchmarking reports have been the basis of a rewarding twenty year relationship with CIC. In addition to working on the KIT and FIT reports, Mike is CIC Senior Advisor for Data and Benchmarking Services. Over the years the Austen Group also did benchmarking work for the Council of Christian Colleges & Universities and the National Association of Intercollegiate Athletics (NAIA).

Mike created Salary Check as a cost-effective tool private colleges can use to evaluate where their faculty salaries stand in relationship to peer groups. Salary Check can provide a complement to any current methods used to determine compensation or can be used on its own to evaluate salaries for full, associate, and assistant professors in relationship to any comparison group important to the institution.