



SalaryCheck is an intuitive on-line tool that compares instructional salaries for full, associate, and assistant professors against self-selected comparison groups using actual dollars, dollars adjusted for cost of living and dollars adjusted for cost of labor, providing multiple perspectives on current compensation to help institutions make strategic, data-informed decisions on faculty salary levels.

We have information for 1,092 private institutions in our database. In total these institutions spent 45 billion dollars on instructional salaries and benefits in fiscal year 2021. At the median, 26% of an institution's total expenditures.

This money needs to be spent strategically. But is it? Do we really know?

A similarly large financial item affecting the budget is unfunded institutional aid, which might be a useful comparison. The institutions in our database apportioned 38 billion dollars in unfunded institutional aid in fiscal year 2021. Institutions are very careful about how this money is distributed using sophisticated statistical methods to generate the greatest possible net tuition revenue from the least possible expenditure in aid. Other examples would be money spent on marketing academic programs and the analytics that go into investment decisions.

Spending on faculty compensation is not submitted to the same analytical rigor that other areas of campus spending are.

SalaryCheck is a cost effective way to address this concern. You don't need to drop any salary comparisons you are currently using, but Salary Check will insure that these methods are in line with the reality of the marketplace. You will have access to detailed, relevant information for presentations and discussions with your administrative colleagues, board members, and faculty.