

Faculty Pay Across Lines Study

- Why
- What it is
- What it is not
- Teaching and Professional Line pay comparisons internal to DU
- Teaching and Professional Line pay comparisons to local Universities
- Adjunct pay comparisons to local Universities
- Recommendations

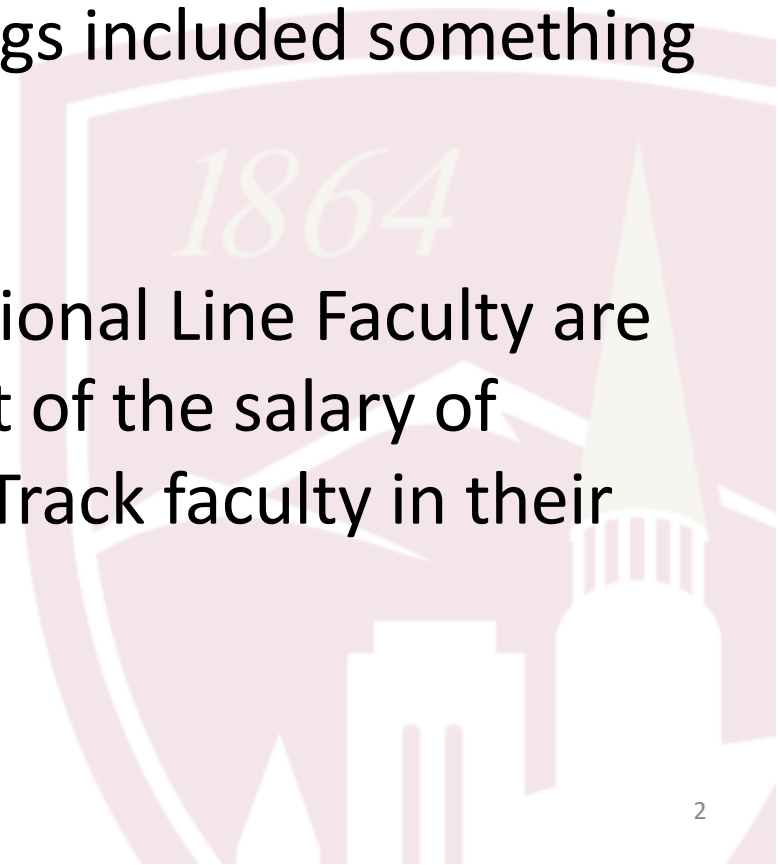


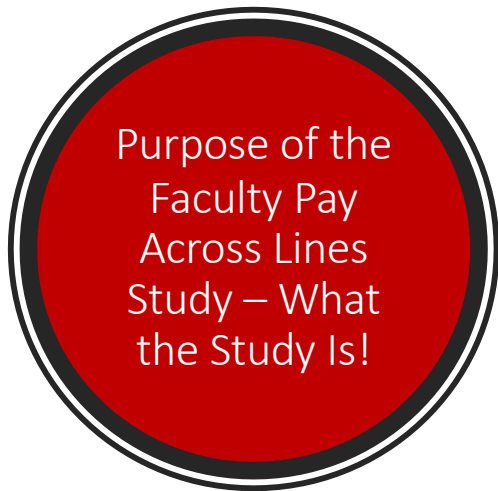


Many budget meetings included something like:

Teaching and Professional Line Faculty are paid 60 to 70 percent of the salary of Tenured and Tenure Track faculty in their unit.

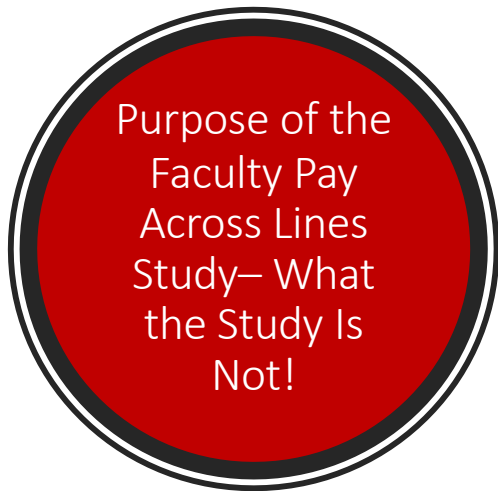
Is this True?





This came down to 3 parts:

1. Do different colleges pay Teaching and Professional Line Faculty around 60 to 70 Percent of Tenure Line Faculty within DU?
2. How do DU Teaching and Professional Faculty stack up against local Universities?
3. What about Adjuncts?

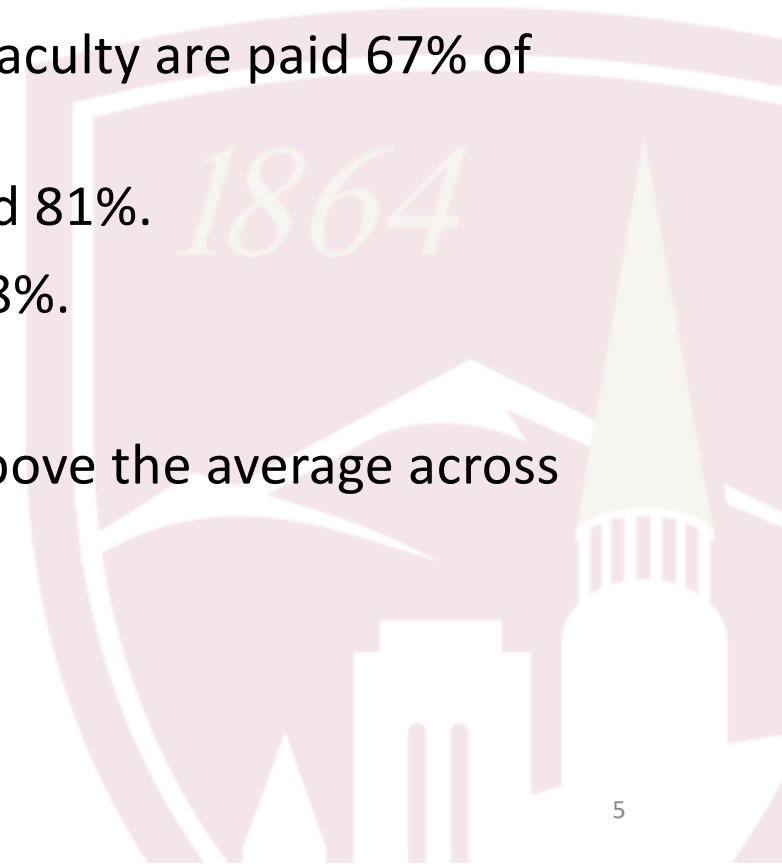


What this study did not do:

1. Look at Tenure Line Pay against outside measures.
2. Look at pay comparisons between units.
3. Look at equity in terms of legally protected groups.

Cross College Comparison Within DU

- University wide, Teaching and Professional Faculty are paid 67% of corresponding Tenure/Tenure Track Faculty.
- University wide, Professional Faculty are paid 81%.
- University wide, Teaching Faculty are paid 58%.
- Most Colleges at DU are paying around or above the average across the University.



Notable Variances Below the DU Average

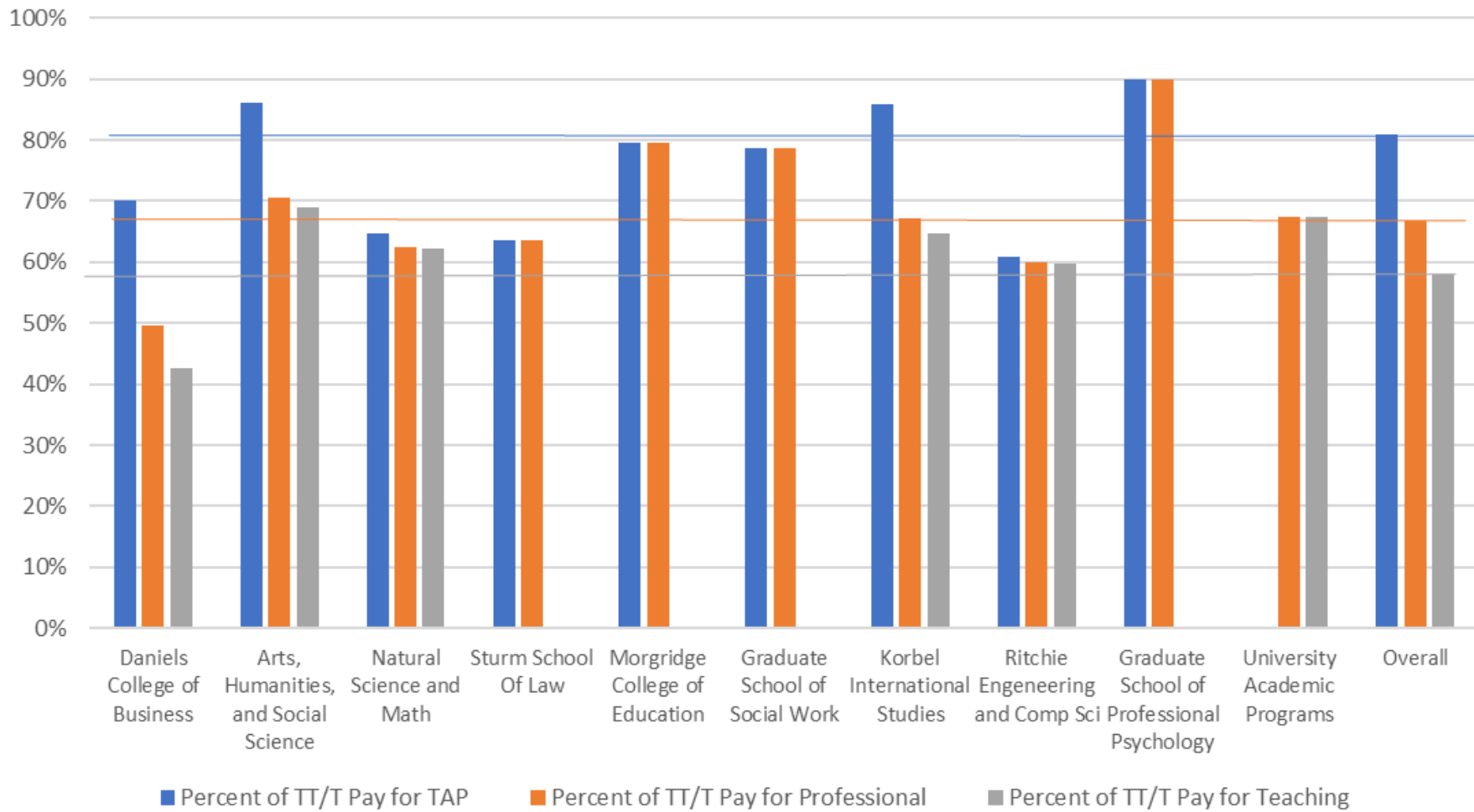
Professional Faculty – Average pay 81% of Tenure/Tenure Track salaries

- Daniels College of Business Professional Faculty are paid 70%.
- Natural Sciences and Mathematics Professional Faculty are paid 65%.
- Sturm Law Professional Faculty are paid 64%.
- Ritchie School of Engineering and Computer Science Professional Faculty are paid 61%.

Teaching Faculty – Average pay of 58% of Tenure/Tenure Track salaries

- Daniels College of Business Teaching Faculty are paid 43%.

Percentage of TT/T Pay by Other Lines



Comparisons To Local Colorado Universities Teaching and Professional Lines

- Based on the Equal Pay for Equal Work Act, Effective January 2021, attempted to match job openings at DU with other local Colorado Universities in the Professional and Teaching Lines.
- We found a few matches, but titles differ at different universities and hiring timelines do not match up.
- We recommend that DU find a way to collect this kind of data regularly, so DU can see market relevance for local jobs in the Teaching and Professional lines.

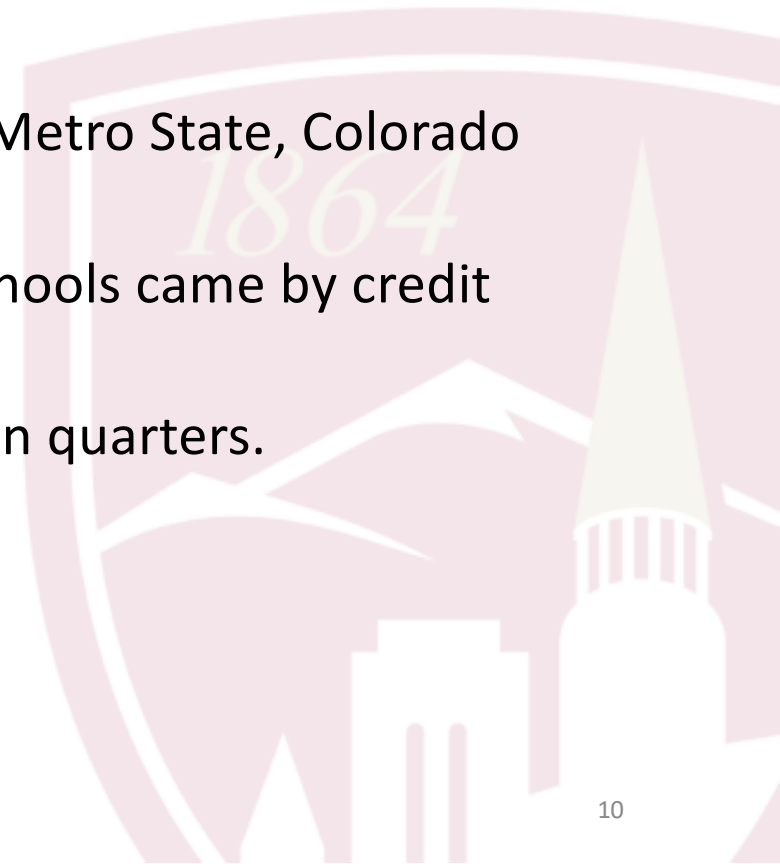
Notable Findings

- A Teaching Assistant job posted in Computer Science in Ritchie pays above a similar posting at CU Denver.
- An Assistant Professor of the practice in Business Analytics in DCB pays similarly to a posting at CU Denver.
- A job posted at CU Denver in Finance pays 47% above a similar Teaching Assistant job posting in Finance within DCB.
- A job posted at Metro State in Finance pays 32% above a similar Teaching Assistant job posting in Finance within DCB.
- A job posted at CU Denver in Information Systems pays 31% above a similar Teaching Assistant job posting in BIA within DCB.

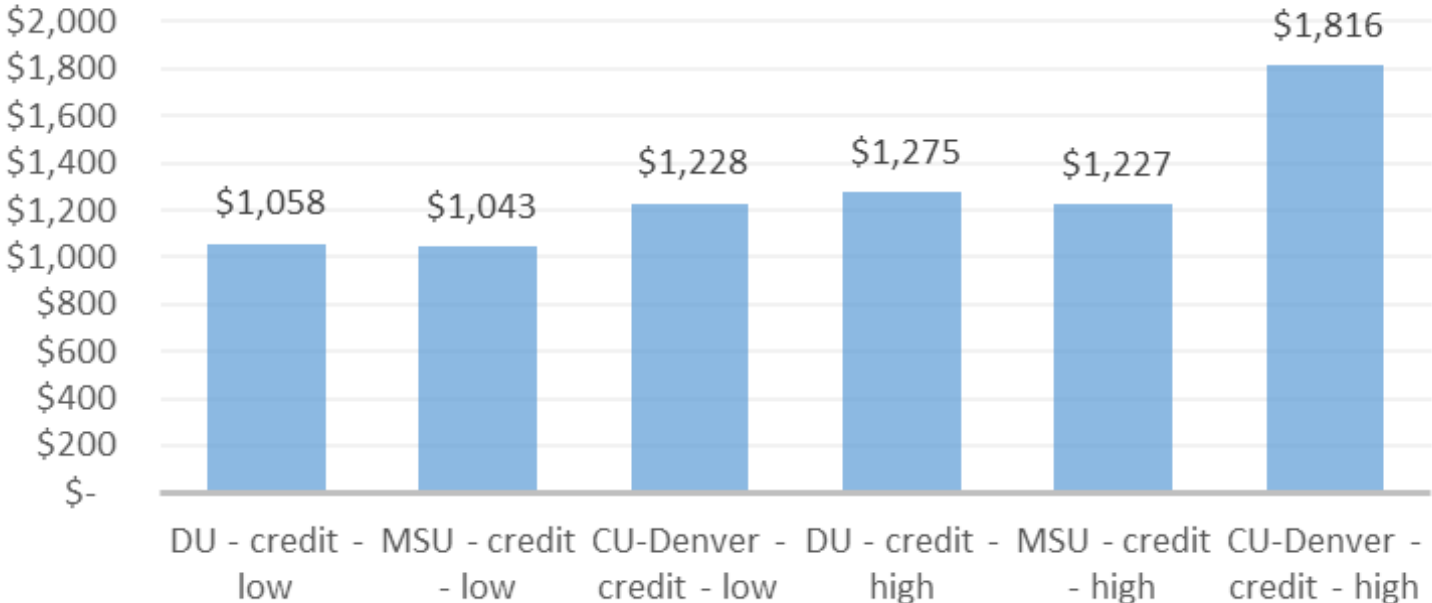
Comparisons To Local Colorado Universities

Adjunct pay

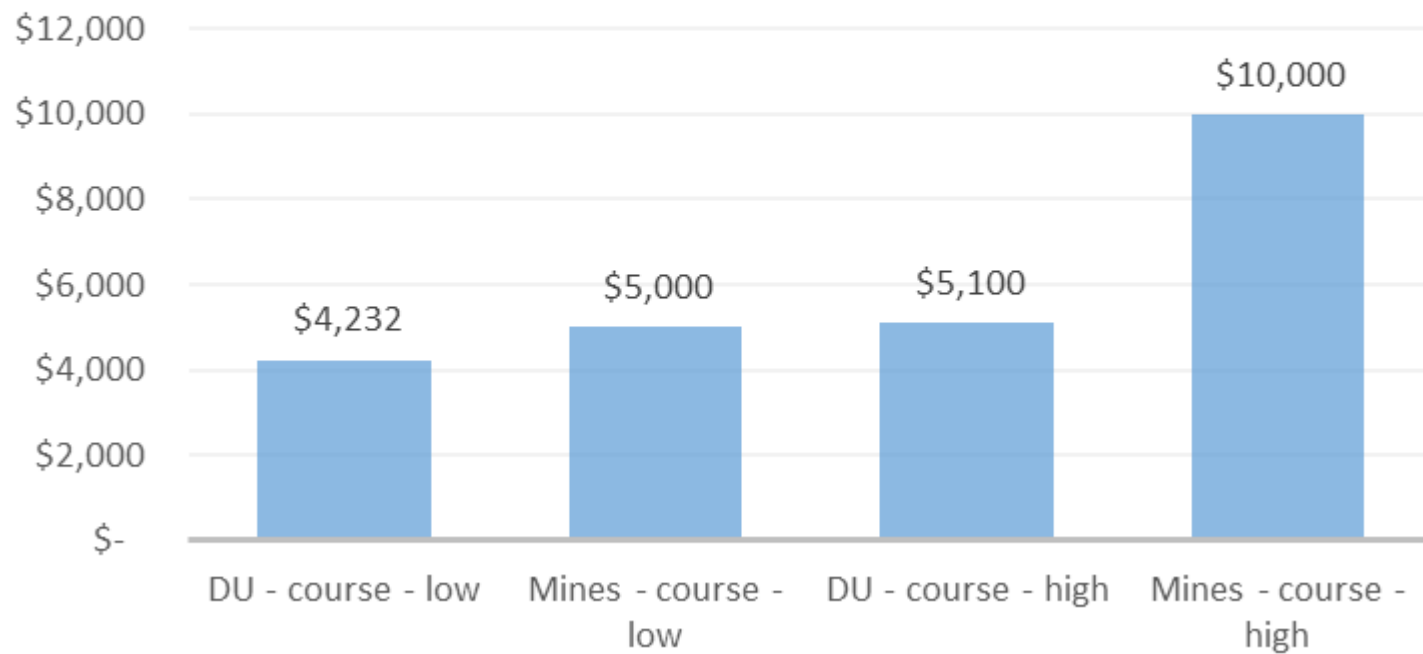
- We collected Adjunct Pay information from Metro State, Colorado School of Mines, and CU Denver.
- Mines information came by course, other schools came by credit hour.
- The comparisons are not perfect as we are on quarters.



Adjunct Pay Hourly - DU to comparison schools



Adjunct Pay by Course - DU compared to Mines





Faculty Pay Across
Lines Study -
Recommendations

- NSM and Ritchie should look at salaries for Professional Faculty to determine if adjustments are needed to come in line with the rest of DU.
- Bringing up the average Professional faculty salaries in Sturm Law School by 25% would bring the percentage of pay compared to Tenure and Tenure Track Faculty in line with the rest of DU percentages. This would cost just over \$500,000 the first year.



Faculty Pay Across
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- Bringing new salaries for DCB Teaching Assistants up by 30% would just about close the gap with Metro State and CU Denver job postings.
- Bringing up all Teaching faculty salaries in DCB by 30% on average would bring the percentage of pay compared to Tenure and Tenure Track Faculty in line with the rest of DU percentages. This would cost almost \$ 1 Million the first year.



Faculty Pay Across
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Keep collecting the data from other local Universities. It will take a while, but the publicly available data could help fill in the gaps on what we can get about pay in teaching and professional lines.



- Thanks to Linda Kosten and Mike Furno for working with our Committee on data issues.
- Thanks to Kevin Lynch and Emily Sposeto for a school year's worth of work on this.
- Thanks to all the faculty senate members that looked for jobs in the local market that matched jobs posted at DU.