

Faculty Compensation Task Force
Final List of 39 Benchmark Institutions (In Alphabetical Order)

American University
Belmont University
Bentley University
Butler University
Creighton University
Drake University
Emerson College
Fairfield University
Fordham University
Gonzaga University
Hofstra University
Ithaca College
John Carroll University
Lehigh University
Loyola Marymount University
Loyola University Chicago
Loyola University Maryland
Marist College
Marquette University
Mercer University
Pepperdine University
Providence College
Quinnipiac University
Sacred Heart University
Saint Joseph's University
Saint Louis University
Samford University
Santa Clara University
Seattle University
Seton Hall University
Southern Methodist University
Texas Christian University
University of Denver
University of Redlands
University of San Francisco
University of St Thomas
University of the Pacific
Villanova University
Xavier University

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Selection Methodology for the Final List of 39 Benchmark Institutions

1. We ran a query using College Results Online to identify schools based on Carnegie Doctoral/Research classification (including Doctoral Moderate, Masters Large and Medium), size (undergraduate FTE), median SAT/ACT scores, average high school GPA, 2016 six-year graduation rate, % Pell grant by freshman, % underrepresented minority, average net price after grants, median earnings 10 years after entry, and endowment assets. We excluded schools that specialize in technical studies and schools that do not have any available College and University Professional Association for Human Resources (CUPA-HR) faculty salary data.
2. From the list of institutions provided by College Results Online, we selected the top 40 that were most similar to USD based on the average of the normalized-absolute difference (the 'delta') given the nine criteria.
3. Faculty provided feedback about the list of 40 compensation benchmark group on the Faculty Compensation Task Force (FCTF) Survey.
4. Using an additional measure of endowment per student (graduate and undergraduate) and the Carnegie classification of Research Higher, the deans across the different units provided additional schools to add to the list of 40 compensation benchmark group in meetings with the deans and the Provost.
5. The FCTF Benchmark School Subcommittee incorporated the feedback from both the FCTF Survey and the deans to finalize the final list for our compensation benchmark group. Specifically, we added six additional institutions identified by deans in multiple units. Three institutions also suggested by the deans but did not make their final list were added by the FCTF (Lehigh University, Texas Christian University and Southern Methodist University). Lastly, we removed the institutions that ranked 31-40 on the original 40 list of institutions as those were least similar to USD based on the 'delta' and addressed concerns mentioned by the faculty in the survey.