

**NEW Compensation Peer Group Comparison of Average Salaries by Rank and AAUP Ratings
2016 - 2017**

PEER INSTITUTIONS	Full professors	Associate professors	Assistant professors	Cost of Labor**	Full professors	Associate professors	Assistant professors	Total FT faculty	% Ten/ Ten-track	% Full-time	Student-fac. ratio	Endowment **
	Actual				Adjusted							
Dominican University	\$87,280	\$69,313	\$64,959	100.0	\$87,280	\$69,313	\$64,959	165	82%	47%	11	\$31,317,870
Alvernia University, PA	\$79,273	\$70,116	\$59,266	91.0	\$86,408	\$76,426	\$64,599	108	71%	34%	12	\$21,839,253
Arcadia University, PA	na	na	na	98.2	na	na	na	170	66%	28%	10	\$64,189,000
Augsburg College, MN	\$83,328	\$67,669	\$63,928	96.9	\$85,911	\$69,767	\$65,909	177	77%	46%	13	\$39,412,669
Aurora University, IL	\$97,256	\$78,944	\$66,442	99.2	\$98,034	\$79,575	\$66,974	154	57%	32%	17	\$40,592,926
Benedictine University, IL	\$97,612	\$73,571	\$63,225	98.9	\$98,686	\$74,380	\$63,921	144	75%	25%	13	na
Bethel University, MN	\$78,700	\$67,841	\$56,143	97.4	\$80,746	\$69,605	\$57,602	201	87%	50%	11	\$32,341,213
California Lutheran Univ, CA	\$111,793	\$91,177	\$74,943	101.7	\$109,892	\$89,627	\$73,669	198	72%	45%	14	\$92,559,894
Capital University, OH	\$99,598	\$69,601	\$58,074	89.7	\$109,856	\$76,769	\$64,055	158	72%	39%	12	\$71,502,534
Concordia University, IL	na	na	na	100.0	na	na	na	284	48%	48%	15	\$20,753,560
DePaul University, IL	\$130,502	\$95,050	\$78,704	100.0	\$130,502	\$95,050	\$78,704	930	77%	50%	15	\$420,057,000
Edgewood College, WI	na	na	na	89.1	na	na	na	163	56%	56%	10	\$45,550,004
Elmhurst College, IL	na	na	na	98.9	na	na	na	152	70%	44%	14	\$85,981,470
Hamline University, MN	\$76,754	\$61,277	\$54,550	97.4	\$78,750	\$62,871	\$55,968	160	81%	50%	12	\$80,598,769
Lewis University, IL	\$101,572	\$84,380	\$70,402	98.6	\$102,994	\$85,561	\$71,388	225	59%	36%	13	\$61,646,926
Loyola U Chicago, IL	\$145,931	\$99,228	\$83,121	100.0	\$145,931	\$99,228	\$83,121	898	64%	55%	14	\$533,614,000
Marist College, NY	\$116,652	\$86,858	\$78,973	99.9	\$116,768	\$86,945	\$79,052	232	63%	40%	16	\$56,451,498
Maryville Univ. of St Louis, MO	\$85,252	\$75,566	\$64,836	91.1	\$92,839	\$82,291	\$70,606	143	69%	23%	13	\$43,983,817
Molloy College, NY	\$116,252	\$94,362	\$82,995	108.0	\$106,951	\$86,813	\$76,355	190	100%	26%	10	\$32,754,252
North Central College, IL	\$95,748	\$77,132	\$63,984	99.0	\$96,705	\$77,903	\$64,623	140	81%	51%	15	\$98,721,426
North Park University, IL	na	na	na	100.0	na	na	na	116	76%	28%	11	\$72,046,412
Philadelphia University, PA	\$102,739	\$80,070	\$65,832	98.7	\$104,075	\$81,111	\$66,688	130	37%	26%	13	\$27,738,864
Point Park University, PA	na	na	na	89.3	na	na	na	147	84%	23%	13	\$34,215,179
Regis University, CO	na	na	na	96.0	na	na	na	296	37%	39%	14	\$53,344,791
Rider University, NJ	\$117,482	\$102,716	\$83,146	103.8	\$113,018	\$98,813	\$79,986	243	97%	42%	12	\$56,251,000
Saint Ambrose University, IA	na	na	na	86.3	na	na	na	212	84%	63%	11	\$127,271,247
St. Edward's University, TX	\$104,336	\$78,169	\$67,149	90.3	\$114,456	\$85,751	\$73,662	196	82%	43%	14	\$99,433,834
Saint Mary's College of CA, CA	na	na	na	115.7	na	na	na	214	88%	63%	11	\$164,994,667
Saint Xavier University, IL	\$78,853	\$64,613	\$62,598	100.0	\$78,853	\$64,613	\$62,598	152	81%	42%	13	\$10,278,394
Seattle Pacific University, WA	na	na	na	103.2	na	na	na	215	79%	54%	14	\$81,042,000
St. Catherine University, MN	\$81,078	\$68,042	\$59,970	97.4	\$83,186	\$69,812	\$61,529	288	45%	56%	11	\$74,767,468
The College of St Scholastica, MN	\$84,181	\$64,526	\$56,659	88.0	\$94,282	\$72,269	\$63,459	203	50%	52%	15	\$68,763,878
The University of Findlay, OH	\$91,645	\$83,980	\$71,257	84.4	\$105,941	\$97,081	\$82,373	232	62%	71%	16	\$35,319,584
The University of Tampa, FL	\$103,426	\$86,330	\$67,945	86.7	\$117,181	\$97,812	\$76,981	306	77%	43%	17	\$35,659,852
University of Detroit Mercy, MI	na	na	na	96.7	na	na	na	345	72%	46%	10	\$43,455,726
University of Indianapolis, IN	\$85,390	\$73,067	\$62,194	88.4	\$95,295	\$81,543	\$69,409	267	68%	47%	13	\$91,052,281
University of New Haven, CT	\$132,537	\$95,979	\$76,341	101.1	\$131,079	\$94,924	\$75,501	262	64%	41%	16	\$53,194,472
University of St. Francis, IL	\$91,488	\$73,183	\$64,688	99.1	\$92,312	\$73,842	\$65,270	104	67%	31%	12	\$17,169,489
Peer Average	\$99,591	\$79,363	\$67,591	96.8	\$102,717	\$81,938	\$69,769	237	70%	43%	13	\$83,015,260
Dominican University	\$87,280	\$69,313	\$64,959	100.0	\$87,280	\$69,313	\$64,959	165	82%	47%	11	\$31,317,870
Percent Peer Average	88%	87%	96%		85%	85%	93%				84%	38%

*Cost of Labor: Compares the sum of all wages paid to employees, as well as the cost of employee benefits and payroll taxes paid by an employer, where the Cost of Labor for Chicago = 100. Source: Bureau of Labor Statistics

**Endowment assets as of the end of FY 2016, as reported on the 2017 IPEDS Finance Survey.

Sources: FY17 American Association of University Professors, 2016-17 IPEDS Finance Survey, 2016-17 IPEDS Human Resources Survey

**NEW Compensation Peer Group Comparison of Average Total Compensation (Salary & Benefits) by Rank and AAUP Ratings
2016 - 2017**

PEER INSTITUTIONS	Full professors	Associate professors	Assistant professors	Cost of Labor*	Full professors	Associate professors	Assistant professors	Benefits as % of Salary	Total FT faculty	% Ten/ Ten-track	% Full-time	Student-fac. ratio	Endowment **
	Actual				Adjusted								
Dominican University	\$112,069	\$93,342	\$84,184	100.0	\$112,069	\$93,342	\$84,184	30.1%	165	82%	47%	11	\$31,317,870
Alvernia University, PA	\$106,835	\$94,356	\$82,733	91.0	\$116,450	\$102,848	\$90,179	37.1%	108	71%	34%	12	\$21,839,253
Arcadia University, PA	na	na	na	98.2	na	na	na	na	170	66%	28%	10	\$64,189,000
Augsburg College, MN	\$102,048	\$85,648	\$78,020	96.9	\$105,211	\$88,303	\$80,439	23.4%	177	77%	46%	13	\$39,412,669
Aurora University, IL	\$112,238	\$92,472	\$77,717	99.2	\$113,135	\$93,212	\$78,339	16.6%	154	57%	32%	17	\$40,592,926
Benedictine University, IL	\$110,406	\$86,365	\$76,019	98.9	\$111,620	\$87,315	\$76,855	na	144	75%	25%	13	na
Bethel University, MN	\$105,495	\$91,316	\$74,896	97.4	\$108,238	\$93,690	\$76,843	33.9%	201	87%	50%	11	\$32,341,213
California Lutheran Univ, CA	\$143,478	\$117,226	\$97,928	101.7	\$141,039	\$115,233	\$96,263	29.2%	198	72%	45%	14	\$92,559,894
Capital University, OH	\$132,706	\$96,524	\$80,380	89.7	\$146,375	\$106,466	\$88,659	35.6%	158	72%	39%	12	\$71,502,534
Concordia University, IL	na	na	na	100.0	na	na	na	na	284	48%	48%	15	\$20,753,560
DePaul University, IL	\$163,285	\$121,880	\$97,364	100.0	\$163,285	\$121,880	\$97,364	26.1%	930	77%	50%	15	\$420,057,000
Edgewood College, WI	na	na	na	89.1	na	na	na	na	163	56%	56%	10	\$45,550,004
Elmhurst College, IL	na	na	na	98.9	na	na	na	na	152	70%	44%	14	\$85,981,470
Hamline University, OH	\$96,891	\$77,779	\$66,782	97.4	\$99,410	\$79,802	\$68,518	25.5%	160	81%	50%	12	\$80,598,769
Lewis University, IL	\$134,670	\$115,748	\$96,926	98.6	\$136,555	\$117,368	\$98,283	35.8%	225	59%	36%	13	\$61,646,926
Loyola U Chicago, IL	\$186,469	\$127,146	\$107,024	100.0	\$186,469	\$127,146	\$107,024	28.1%	898	64%	55%	14	\$533,614,000
Marist College, NY	\$160,489	\$124,577	\$109,727	99.9	\$160,649	\$124,701	\$109,837	40.6%	232	63%	40%	16	\$56,451,498
Maryville University of St Louis, MO	\$107,545	\$98,507	\$82,628	91.1	\$117,117	\$107,274	\$89,982	28.8%	143	69%	23%	13	\$43,983,817
Molloy College, NY	\$164,125	\$130,346	\$115,416	108.0	\$150,995	\$119,919	\$106,183	40.1%	190	100%	26%	10	\$32,754,252
North Central College, IL	\$124,222	\$100,101	\$81,972	99.0	\$125,464	\$101,102	\$82,792	29.2%	140	81%	51%	15	\$98,721,426
North Park University, IL	na	na	na	100.0	na	na	na	na	116	76%	28%	11	\$72,046,412
Philadelphia University, PA	\$145,452	\$112,785	\$93,502	98.7	\$147,343	\$114,252	\$94,717	41.8%	130	37%	26%	13	\$27,738,864
Point Park University, PA	na	na	na	89.3	na	na	na	na	147	84%	23%	13	\$34,215,179
Regis University, CO	na	na	na	96.0	na	na	na	na	296	37%	39%	14	\$53,344,791
Rider University, NJ	\$152,256	\$132,513	\$107,486	103.8	\$146,470	\$127,478	\$103,401	29.2%	243	97%	42%	12	\$56,251,000
Saint Ambrose University, IA	na	na	na	86.3	na	na	na	na	212	84%	63%	11	\$127,271,247
St. Edward's University, TX	\$133,709	\$98,538	\$83,028	90.3	\$146,679	\$108,096	\$91,082	25.4%	196	82%	43%	14	\$99,433,834
Saint Mary's College of CA, CA	na	na	na	115.7	na	na	na	na	214	88%	63%	11	\$164,994,667
Saint Xavier University, IL	\$97,906	\$79,003	\$75,054	100.0	\$97,906	\$79,003	\$75,054	22.3%	152	81%	42%	13	\$10,278,394
Seattle Pacific University, WA	na	na	na	103.2	na	na	na	na	215	79%	54%	14	\$81,042,000
St. Catherine University, MN	\$96,735	\$80,269	\$71,683	97.4	\$99,250	\$82,356	\$73,546	19.1%	288	45%	56%	11	\$74,767,468
The College of St Scholastica, MN	\$113,500	\$83,512	\$74,761	88.0	\$127,120	\$93,533	\$83,732	32.0%	203	50%	52%	15	\$68,763,878
The University of Findlay, OH	\$115,280	\$106,504	\$88,556	84.4	\$133,264	\$123,119	\$102,370	25.1%	232	62%	71%	16	\$35,319,584
The University of Tampa, FL	\$133,881	\$111,503	\$86,985	86.7	\$151,687	\$126,332	\$98,554	28.8%	306	77%	43%	17	\$35,659,852
University of Detroit Mercy, MI	na	na	na	96.7	na	na	na	na	345	72%	46%	10	\$43,455,726
University of Indianapolis, IN	\$109,188	\$93,808	\$79,463	88.4	\$121,854	\$104,690	\$88,681	28.1%	267	68%	47%	13	\$91,052,281
University of New Haven, CT	na	na	na	101.1	na	na	na	na	262	64%	41%	16	\$53,194,472
University of St. Francis, IL	\$112,809	\$94,504	\$86,009	99.1	\$113,824	\$95,355	\$86,783	na	104	67%	31%	12	\$17,169,489
Peer Average	\$126,465	\$102,117	\$86,882	96.8	\$130,696	\$105,619	\$89,819	29.6%	237	70%	43%	13	\$83,015,260
Dominican University	\$112,069	\$93,342	\$84,184	100.0	\$112,069	\$93,342	\$84,184	30.1%	112068.61	9334181%	8418359%	0	\$112,069
Percent Peer Average	89%	91%	97%		86%	88%	94%						

*Cost of Labor: Compares the sum of all wages paid to employees, as well as the cost of employee benefits and payroll taxes paid by an employer, where the Cost of Labor for Chicago = 100. Source: Bureau of Labor Statistics

**Endowment assets as of the end of FY 2016, as reported on the 2017 IPEDS Finance Survey.

Sources: FY17 American Association of University Professors, 2016-17 IPEDS Finance Survey, 2016-17 IPEDS Human Resources Survey

SURVEY REPORT TABLE 6

Percentile Distribution of Institutions by Average Salary Rank, 2016-17 (Dollars)

Rating ^a	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
CATEGORY I (Doctoral)										
Professor	195,024	175,277	155,359	145,544	136,340	127,191	120,913	114,548	105,394	96,670
Associate	127,415	116,609	107,719	102,552	97,615	93,418	88,859	84,696	81,341	75,074
Assistant	110,658	102,432	95,273	88,018	84,905	81,128	77,817	74,561	71,409	66,592
Instructor	93,398	82,668	71,742	67,319	63,610	59,291	55,930	51,885	49,364	44,878
All Combined	159,727	143,706	124,942	111,675	102,974	96,441	90,271	84,349	77,607	70,247
CATEGORY IIA (Master's)										
Professor	127,773	119,798	108,553	103,105	97,763	92,962	88,668	84,393	78,776	72,738
Associate	98,524	93,155	87,120	82,468	78,415	75,133	72,567	69,448	66,116	61,878
Assistant	83,146	80,180	75,173	71,526	68,180	65,532	63,512	61,056	58,632	54,483
Instructor	73,448	67,987	63,507	59,528	57,189	53,506	51,486	49,011	45,647	42,653
All Combined	110,334	102,655	98,685	86,520	81,619	76,758	73,067	69,188	64,807	59,688
CATEGORY IIB (Baccalaureate)										
Professor	140,775	129,072	105,860	97,230	90,067	85,447	81,331	76,236	71,268	64,573
Associate	100,588	96,226	82,526	76,611	72,348	69,631	66,805	63,625	60,316	55,877
Assistant	83,312	77,559	70,480	65,760	62,888	60,819	57,647	55,596	53,114	49,939
Instructor	69,768	65,031	59,594	55,116	53,333	50,500	48,071	45,929	43,875	41,215
All Combined	97,279	87,420	79,719	74,747	70,652	66,622	63,550	60,660	56,927	52,757

a. Interpretation of the Ratings: ¹95th Percentile; ¹80th; ²60th; ³40th; ⁴20th. An average lower than the 20th percentile is rated 5.

Dominican's Rating

Source: American Association of University Professors, 2016-2017 Survey

SURVEY REPORT TABLE 7

Percentile Distribution of Institutions by Average Compensation and Academic Rank, 2016-17 (Dollars)

Rating ^a	1*	1			2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
CATEGORY I (Doctoral)										
Professor	243,692	223,062	199,245	186,469	173,890	164,811	156,333	146,116	137,668	125,189
Associate	165,964	153,339	142,481	134,246	127,660	122,875	117,258	112,458	104,409	99,128
Assistant	142,184	133,606	122,674	117,139	111,958	106,954	102,853	97,763	93,588	86,531
Instructor	120,329	106,128	95,578	88,886	85,197	80,003	75,240	69,379	65,119	62,045
All Combined	195,062	169,602	150,070	139,767	129,440	124,077	117,473	110,367	102,372	94,591
CATEGORY IIA (Master's)										
Professor	169,372	156,391	141,642	135,679	128,473	121,311	114,645	109,706	101,526	93,765
Associate	132,613	125,976	117,743	108,237	103,607	99,047	94,934	90,966	86,927	80,001
Assistant	112,474	109,136	102,403	94,266	90,559	86,891	83,071	79,463	75,498	70,334
Instructor	98,354	93,389	86,312	80,049	75,832	70,562	67,439	64,057	61,099	57,735
All Combined	135,210	126,034	114,441	104,459	99,902	94,344	89,993	85,940	81,080	76,333
CATEGORY IIB (Baccalaureate)										
Professor	183,666	170,990	141,153	129,387	121,018	114,169	109,053	101,129	93,404	87,590
Associate	136,111	125,976	117,743	108,237	103,607	99,047	94,934	90,966	86,927	80,001
Assistant	109,897	104,834	92,720	86,972	83,238	79,645	76,336	73,026	68,407	64,162
Instructor	94,194	87,454	79,085	72,932	69,578	67,794	64,251	61,108	58,093	54,330
All Combined	141,943	132,989	110,820	102,042	94,723	90,617	86,304	81,190	75,987	69,231

a. Interpretation of the Ratings: ¹95th Percentile; ¹80th; ²60th; ³40th; ⁴20th. An average lower than the 20th percentile is rated 5.

Dominican's Rating

Source: American Association of University Professors, 2016-2017 Survey