

**Compensation Peer Group Comparison of AVERAGE SALARIES by Rank and AAUP Ratings  
2019 - 2020**

PEER INSTITUTIONS	Full professors	Associate professors	Assistant professors	Lecturers	All FT faculty	Cost of Labor*	Full professors	Associate professors	Assistant professors	Lecturers	All FT faculty	Total FT faculty	% Ten/ Ten-track	% Full-time	Student-fac. ratio	Endowment **
	Actual						Adjusted									
<b>Dominican University</b>	<b>\$85,800</b>	<b>\$70,200</b>	<b>\$68,900</b>	<b>\$64,500</b>	<b>\$74,600</b>	<b>100.0</b>	<b>\$85,800</b>	<b>\$70,200</b>	<b>\$68,900</b>	<b>\$64,500</b>	<b>\$74,600</b>	<b>158</b>	<b>78%</b>	<b>57%</b>	<b>10</b>	<b>\$35,577,238</b>
Alvernia University, PA	\$86,500	\$71,800	\$66,500	---	\$68,300	91.0	\$94,285	\$78,262	\$72,485	---	\$74,447	114	74%	60%	12	\$26,943,683
Arcadia University, PA	---	---	---	---	---	98.2	---	---	---	---	---	157	67%	69%	12	\$71,792,000
Augsburg College, MN	\$85,900	\$71,900	\$69,700	---	\$73,600	96.9	\$88,563	\$74,129	\$71,861	---	\$75,882	175	77%	53%	12	\$48,219,731
Aurora University, IL	\$96,500	\$75,600	\$66,900	---	\$74,700	99.2	\$97,272	\$76,205	\$67,435	---	\$75,298	141	62%	71%	19	\$41,198,522
Benedictine University, IL	---	---	---	---	---	98.9	---	---	---	---	---	150	75%	66%	15	\$36,442,132
Bethel University, MN	\$78,900	\$68,600	\$59,700	---	\$70,600	97.4	\$80,951	\$70,384	\$61,252	---	\$72,436	195	89%	53%	12	\$53,010,285
California Lutheran Univ, CA	---	---	---	---	---	101.7	---	---	---	---	---	195	75%	57%	16	\$108,839,898
Capital University, OH	---	---	---	---	---	89.7	---	---	---	---	---	168	71%	59%	11	\$107,345,637
Concordia University, IL	---	---	---	---	---	100.0	---	---	---	---	---	340	43%	36%	10	\$23,697,259
DePaul University, IL	\$134,500	\$99,700	\$90,200	---	\$99,700	100.0	\$134,500	\$99,700	\$90,200	---	\$99,700	907	77%	51%	15	\$593,407,000
Edgewood College, WI	---	---	---	---	---	89.1	---	---	---	---	---	155	56%	43%	10	\$57,005,562
Elmhurst College, IL	---	---	---	---	---	98.9	---	---	---	---	---	157	71%	60%	13	\$109,076,598
Hamline University, MN	\$81,300	\$68,900	\$65,300	\$70,300	\$73,900	97.4	\$83,414	\$70,691	\$66,998	\$72,128	\$75,821	147	78%	55%	12	\$92,988,042
Lewis University, IL	\$105,800	\$86,600	\$71,700	---	\$81,300	98.6	\$107,281	\$87,812	\$72,704	---	\$82,438	228	58%	61%	13	\$74,417,368
Loyola U Chicago, IL	\$154,000	\$105,200	\$92,100	---	\$101,700	100.0	\$154,000	\$105,200	\$92,100	---	\$101,700	942	62%	46%	14	\$640,303,000
Marist College, NY	\$125,900	\$102,500	\$83,000	\$78,800	\$90,200	99.9	\$126,026	\$102,603	\$83,083	\$78,879	\$90,290	238	61%	60%	16	\$71,167,181
Maryville Univ. of St Louis, MO	\$94,400	\$81,800	\$71,600	---	\$78,200	91.1	\$102,802	\$89,080	\$77,972	---	\$85,160	156	69%	81%	14	\$54,683,669
Molloy College, NY	\$120,800	\$99,600	\$87,400	---	\$99,800	108.0	\$111,136	\$91,632	\$80,408	---	\$91,816	192	100%	73%	10	\$38,240,438
North Central College, IL	\$97,400	\$76,300	\$67,200	\$72,100	\$79,200	99.0	\$98,374	\$77,063	\$67,872	\$72,821	\$79,992	149	69%	54%	14	\$116,939,127
North Park University, IL	\$78,500	\$63,200	\$55,200	---	\$69,000	100.0	\$78,500	\$63,200	\$55,200	---	\$69,000	123	77%	71%	10	\$76,873,615
Philadelphia University, PA	---	---	---	---	---	98.7	---	---	---	---	---	na	na	na	na	na
Point Park University, PA	---	---	---	---	---	89.3	---	---	---	---	---	151	86%	77%	12	\$47,117,897
Regis University, CO	---	---	---	---	---	96.0	---	---	---	---	---	322	35%	55%	14	\$65,140,880
Rider University, NJ	\$117,300	\$101,000	\$86,100	\$69,200	\$102,400	103.8	\$112,843	\$97,162	\$82,828	\$66,570	\$98,509	219	97%	60%	10	\$64,282,544
Saint Ambrose University, IA	---	---	---	---	---	86.3	---	---	---	---	---	200	84%	39%	11	\$158,227,186
St. Edward's University, TX	\$101,800	\$78,700	\$77,700	---	\$81,300	90.3	\$111,675	\$86,334	\$85,237	---	\$89,186	183	84%	53%	15	\$116,076,670
Saint Mary's College of CA, CA	\$123,400	\$99,600	\$87,000	---	\$103,200	115.7	\$104,026	\$83,963	\$73,341	---	\$86,998	220	88%	76%	11	\$180,473,706
Saint Xavier University, IL	\$79,900	\$70,000	\$67,800	\$59,700	\$67,300	100.0	\$79,900	\$70,000	\$67,800	\$59,700	\$67,300	140	68%	61%	15	\$13,650,425
Seattle Pacific University, WA	\$127,300	\$93,200	\$80,500	\$58,800	\$87,200	103.2	\$123,226	\$90,218	\$77,924	\$56,918	\$84,410	210	78%	50%	13	\$110,084,000
St. Catherine University, MN	\$84,000	\$70,500	\$62,500	---	\$68,100	97.4	\$86,184	\$72,333	\$64,125	---	\$69,871	257	49%	48%	10	\$93,559,626
The College of St Scholastica, MN	---	---	---	---	---	88.0	---	---	---	---	---	221	50%	48%	13	\$89,554,719
The University of Findlay, OH	---	---	---	---	---	84.4	---	---	---	---	---	236	66%	36%	16	\$41,745,865
The University of Tampa, FL	\$114,200	\$92,800	\$80,600	\$64,200	\$83,900	86.7	\$129,389	\$105,142	\$91,320	\$72,739	\$95,059	361	73%	64%	17	\$41,765,861
University of Detroit Mercy, MI	---	---	---	---	---	96.7	---	---	---	---	---	337	75%	51%	11	\$63,252,830
University of Indianapolis, IN	\$89,800	\$76,200	\$64,000	---	\$69,300	88.4	\$100,217	\$85,039	\$71,424	---	\$77,339	293	69%	52%	13	\$107,804,964
University of New Haven, CT	\$139,500	\$106,900	\$83,600	\$74,600	\$97,000	101.1	\$137,966	\$105,724	\$82,680	\$73,779	\$95,933	264	66%	61%	16	\$72,023,966
University of St. Francis, IL	\$94,100	\$76,700	\$66,900	---	\$74,800	99.1	\$94,947	\$77,390	\$67,502	---	\$75,473	102	64%	69%	13	\$19,785,918
<b>Peer Average</b>	<b>\$104,857</b>	<b>\$84,230</b>	<b>\$74,052</b>	<b>\$68,463</b>	<b>\$82,378</b>	<b>96.8</b>	<b>\$105,977</b>	<b>\$85,185</b>	<b>\$74,946</b>	<b>\$69,192</b>	<b>\$83,220</b>	<b>243</b>	<b>71%</b>	<b>58%</b>	<b>13</b>	<b>\$103,531,606</b>
<b>Dominican University</b>	<b>\$85,800</b>	<b>\$70,200</b>	<b>\$68,900</b>	<b>\$64,500</b>	<b>\$74,600</b>	<b>100.0</b>	<b>\$85,800</b>	<b>\$70,200</b>	<b>\$68,900</b>	<b>\$64,500</b>	<b>\$74,600</b>	<b>158</b>	<b>78%</b>	<b>57%</b>	<b>10</b>	<b>\$35,577,238</b>
<b>Percent Peer Average</b>	<b>82%</b>	<b>83%</b>	<b>93%</b>	<b>94%</b>	<b>91%</b>	<b>103.3%</b>	<b>81%</b>	<b>82%</b>	<b>92%</b>	<b>93%</b>	<b>90%</b>				<b>77%</b>	<b>34%</b>

\*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 2018, as reported on the 2019 IPEDS Finance Survey.

Sources: FY20 American Association of University Professors, 2018-19 IPEDS Finance Survey, 2018-19 IPEDS Human Resources Survey

Note: DU received the 2017 Cost of Labor data from Sibson Consultants

**Compensation Peer Group Comparison of Average TOTAL COMPENSATION by Rank and AAUP Ratings<sup>1</sup>  
2019 - 2020**

PEER INSTITUTIONS	Full professors	Associate professors	Assistant professors	Lecturers	All FT faculty	Cost of Labor*	Full professors	Associate professors	Assistant professors	Lecturers	All FT faculty	Total FT faculty	% Ten/Ten-track	% Full-time	Student-fac. ratio	Endowment**
	Actual						Adjusted									
<b>Dominican University</b>	<b>\$107,765</b>	<b>\$88,171</b>	<b>\$86,538</b>	<b>\$81,012</b>	<b>\$93,698</b>	<b>100.0</b>	<b>\$107,765</b>	<b>\$88,171</b>	<b>\$86,538</b>	<b>\$81,012</b>	<b>\$93,698</b>	<b>158</b>	<b>78%</b>	<b>57%</b>	<b>10</b>	<b>\$35,577,238</b>
Alvernia University, PA	\$115,045	\$95,494	\$88,445	---	\$90,839	91.0	\$125,399	\$104,088	\$96,405	---	\$99,015	114	74%	60%	12	\$26,943,683
Arcadia University, PA	---	---	---	---	---	98.2	---	---	---	---	---	157	67%	69%	12	\$71,792,000
Augsburg College, MN	\$85,900	\$71,900	\$69,700	---	\$73,600	96.9	\$88,563	\$74,129	\$71,861	---	\$75,882	175	77%	53%	12	\$48,219,731
Aurora University, IL	\$112,326	\$87,998	\$77,872	---	\$86,951	99.2	\$113,225	\$88,702	\$78,495	---	\$87,646	141	62%	71%	19	\$41,198,522
Benedictine University, IL	---	---	---	---	---	98.9	---	---	---	---	---	150	75%	66%	15	\$36,442,132
Bethel University, MN	\$100,598	\$87,465	\$76,118	---	\$90,015	97.4	\$103,213	\$89,739	\$78,097	---	\$92,355	195	89%	53%	12	\$53,010,285
California Lutheran Univ, CA	---	---	---	---	---	101.7	---	---	---	---	---	195	75%	57%	16	\$108,839,898
Capital University, OH	---	---	---	---	---	89.7	---	---	---	---	---	168	71%	59%	11	\$107,345,637
Concordia University, IL	---	---	---	---	---	100.0	---	---	---	---	---	340	43%	36%	10	\$23,697,259
DePaul University, IL	\$162,611	\$120,537	\$109,052	---	\$120,537	100.0	\$162,611	\$120,537	\$109,052	---	\$120,537	907	77%	51%	15	\$593,407,000
Edgewood College, WI	---	---	---	---	---	89.1	---	---	---	---	---	155	56%	43%	10	\$57,005,562
Elmhurst College, IL	---	---	---	---	---	98.9	---	---	---	---	---	157	71%	60%	13	\$109,076,598
Hamline University, MN	\$97,072	\$82,267	\$77,968	\$83,938	\$88,237	97.4	\$99,596	\$84,406	\$79,995	\$86,121	\$90,531	147	78%	55%	12	\$92,988,042
Lewis University, IL	\$126,643	\$103,660	\$85,825	---	\$97,316	98.6	\$128,416	\$105,111	\$87,026	---	\$98,679	228	58%	61%	13	\$74,417,368
Loyola U Chicago, IL	\$183,722	\$125,504	\$109,875	---	\$121,328	100.0	\$183,722	\$125,504	\$109,875	---	\$121,328	942	62%	46%	14	\$640,303,000
Marist College, NY	\$167,447	\$136,325	\$110,390	\$104,804	\$119,966	99.9	\$167,614	\$136,461	\$110,500	\$104,909	\$120,086	238	61%	60%	16	\$71,167,181
Maryville Univ. of St Louis, MO	\$115,262	\$99,878	\$87,424	---	\$95,482	91.1	\$125,521	\$108,767	\$95,204	---	\$103,980	156	69%	81%	14	\$54,683,669
Molloy College, NY	\$167,912	\$138,444	\$121,486	---	\$138,722	108.0	\$154,479	\$127,368	\$111,767	---	\$127,624	192	100%	73%	10	\$38,240,438
North Central College, IL	\$114,835	\$89,958	\$79,229	\$85,006	\$93,377	99.0	\$115,983	\$90,857	\$80,021	\$85,856	\$94,311	149	69%	54%	14	\$116,939,127
North Park University, IL	\$78,500	\$63,200	\$55,200	---	\$69,000	100.0	\$78,500	\$63,200	\$55,200	---	\$69,000	123	77%	71%	10	\$76,873,615
Philadelphia University, PA	---	---	---	---	---	98.7	---	---	---	---	---	na	na	na	na	na
Point Park University, PA	---	---	---	---	---	89.3	---	---	---	---	---	151	86%	77%	12	\$47,117,897
Regis University, CO	---	---	---	---	---	96.0	---	---	---	---	---	322	35%	55%	14	\$65,140,880
Rider University, NJ	\$138,883	\$119,584	\$101,942	\$81,933	\$121,242	103.8	\$133,606	\$115,040	\$98,069	\$78,819	\$116,634	219	97%	60%	10	\$64,282,544
Saint Ambrose University, IA	---	---	---	---	---	86.3	---	---	---	---	---	200	84%	39%	11	\$158,227,186
St. Edward's University, TX	\$120,429	\$93,102	\$91,919	---	\$96,178	90.3	\$132,111	\$102,133	\$100,835	---	\$105,507	183	84%	53%	15	\$116,076,670
Saint Mary's College of CA, CA	\$156,841	\$126,592	\$110,577	---	\$131,167	115.7	\$132,217	\$106,717	\$93,216	---	\$110,574	220	88%	76%	11	\$180,473,706
Saint Xavier University, IL	\$101,793	\$89,180	\$86,377	\$76,058	\$85,740	100.0	\$101,793	\$89,180	\$86,377	\$76,058	\$85,740	140	68%	61%	15	\$13,650,425
Seattle Pacific University, WA	\$127,300	\$93,200	\$80,500	\$58,800	\$87,200	103.2	\$123,226	\$90,218	\$77,924	\$56,918	\$84,410	210	78%	50%	13	\$110,084,000
St. Catherine University, MN	\$103,740	\$87,068	\$77,188	---	\$84,104	97.4	\$106,437	\$89,331	\$79,194	---	\$86,290	257	49%	48%	10	\$93,559,626
The College of St Scholastica, MN	---	---	---	---	---	88.0	---	---	---	---	---	221	50%	48%	13	\$89,554,719
The University of Findlay, OH	---	---	---	---	---	84.4	---	---	---	---	---	236	66%	36%	16	\$41,745,865
The University of Tampa, FL	\$143,892	\$116,928	\$101,556	\$80,892	\$105,714	86.7	\$163,030	\$132,479	\$115,063	\$91,651	\$119,774	361	73%	64%	17	\$41,765,861
University of Detroit Mercy, MI	---	---	---	---	---	96.7	---	---	---	---	---	337	75%	51%	11	\$63,252,830
University of Indianapolis, IN	\$111,083	\$94,259	\$79,168	---	\$85,724	88.4	\$123,968	\$105,193	\$88,351	---	\$95,668	293	69%	52%	13	\$107,804,964
University of New Haven, CT	\$168,795	\$129,349	\$101,156	\$90,266	\$117,370	101.1	\$166,938	\$127,926	\$100,043	\$89,273	\$116,079	264	66%	61%	16	\$72,023,966
University of St. Francis, IL	\$117,625	\$95,875	\$83,625	---	\$93,500	99.1	\$118,684	\$96,738	\$84,378	---	\$94,342	102	64%	69%	13	\$19,785,918
<b>Peer Average</b>	<b>\$126,881</b>	<b>\$102,077</b>	<b>\$89,678</b>	<b>\$82,712</b>	<b>\$99,709</b>	<b>96.8</b>	<b>\$128,211</b>	<b>\$103,210</b>	<b>\$90,737</b>	<b>\$83,701</b>	<b>\$100,695</b>	<b>243</b>	<b>71%</b>	<b>58%</b>	<b>13</b>	<b>\$103,531,606</b>
<b>Dominican University</b>	<b>\$107,765</b>	<b>\$88,171</b>	<b>\$86,538</b>	<b>\$81,012</b>	<b>\$93,698</b>	<b>100.0</b>	<b>\$107,765</b>	<b>\$88,171</b>	<b>\$86,538</b>	<b>\$81,012</b>	<b>\$93,698</b>	<b>158</b>	<b>78%</b>	<b>57%</b>	<b>10</b>	<b>\$35,577,238</b>
<b>Percent Peer Average</b>	<b>85%</b>	<b>86%</b>	<b>96%</b>	<b>98%</b>	<b>94%</b>	<b>103.3%</b>	<b>84%</b>	<b>85%</b>	<b>95%</b>	<b>97%</b>	<b>93%</b>				<b>77%</b>	<b>34%</b>

\*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 2018, as reported on the 2019 IPEDS Finance Survey.

Sources: FY20 American Association of University Professors, 2018-19 IPEDS Finance Survey, 2018-19 IPEDS Human Resources Survey

<sup>1</sup> AAUP changed its reporting of Total Compensation starting with Fall 2019 figures. It is now reported as a percentage of salary. The figures in this table are calculated using those percentages (vs. a fixed amount).

SURVEY REPORT TABLE 5

**Percentile Distribution of Institutions, by Average Full-Time Faculty Salary, AAUP Category, and Academic Rank, 2019–20 (Dollars)**

Rating <sup>a</sup>	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>AAUP CATEGORY I (Doctoral)</i>										
Professor	217,207	192,409	173,602	159,818	149,194	139,258	131,458	122,902	113,731	102,934
Associate	141,119	130,235	118,235	111,185	105,197	100,191	96,326	90,699	86,219	79,860
Assistant	120,310	113,994	104,126	97,059	92,052	87,629	83,998	81,079	76,335	70,014
Instructor	100,558	84,982	78,396	72,450	67,463	63,001	58,852	55,349	52,446	47,486
All Combined	167,764	146,686	125,094	115,887	109,745	102,173	96,058	90,038	86,865	78,598
<i>AAUP CATEGORY IIA (Master's)</i>										
Professor	136,159	125,992	114,186	108,725	101,716	95,379	90,416	85,962	80,345	73,172
Associate	103,686	100,008	92,972	86,706	81,241	77,943	74,941	71,706	68,656	63,224
Assistant	89,044	85,655	79,531	75,610	71,582	69,381	66,874	64,403	61,657	57,480
Instructor	79,683	74,000	65,200	61,973	58,853	55,806	53,608	50,995	48,716	43,871
All Combined	104,839	98,650	90,242	84,173	80,115	76,832	73,462	70,046	66,546	62,618
<i>AAUP CATEGORY IIB (Baccalaureate)</i>										
Professor	148,896	137,669	113,981	103,357	96,175	89,099	82,681	78,972	72,360	63,658
Associate	109,082	102,755	90,547	82,588	77,436	74,096	69,808	65,560	61,126	56,977
Assistant	90,403	85,371	76,812	70,932	66,233	63,482	61,540	57,610	54,314	51,240
Instructor	78,532	69,571	63,703	59,714	56,146	53,818	51,806	49,250	46,000	44,000
All Combined	114,977	105,710	91,117	82,602	76,195	72,101	68,593	65,289	61,213	55,280

a. Interpretation of the Ratings: <sup>1</sup>95th Percentile; <sup>1</sup>80th; <sup>2</sup>60th; <sup>3</sup>40th; <sup>4</sup>20th. An average lower than the 20th percentile is rated 5.

Dominican's Rating

Source: American Association of University Professors, 2018-2019 Survey