



# **HILLSBOROUGH** Community College

## Faculty Compensation Recommendations

Full-Time Tenure-Track Faculty Salary Schedule  
Basic Year Contract

**Kerri Arnold, SHRM-SCP, SPHR, CCP**

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April 27, 2023

Kristen Smuder, Executive Director Human Resources  
Andrea Lightfoot Bisson, Director, Total Rewards & Compensation  
Hillsborough Community College  
39 Columbia Drive  
Tampa, FL 33606

Dear Ms. Smuder and Ms. Lightfoot Bisson:

My team and I are pleased to be working with you on the Employee Compensation Study for Faculty and Staff positions. The enclosed report details our analysis and recommendations to update the Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract, as part of Phase I of the study.

This report also addresses the following scope of work, provided as a follow-up email by Charlene Bostic, Purchasing Officer after our April 14, 2023 RFP online interview:

- Average college faculty salary schedule increases for each year since 2016.
  - Comment on how inflation factors into this.
- Provide median and/or quartile salaries based on CUPA and other collected data.
  - Main factors should be degree level and possibly years of experience without regard to rank or discipline or hard to fill.

We are also confirming the following bulleted items as requested:

- HCC will provide the CUPA faculty data on demand by Wednesday, April 19. (Yes, received)
- Confirm that the cost for Phase 1 is \$2500. (Yes, confirmed)
- Due data for deliverables under Phase I is April 28. (Yes, confirmed)

Our next Phase I deliverable will be Step B. of our March 31, 2023 proposal document, as requested by Ms. Smuder, to provide a recommendation on market competitive pay rates for labs and clinicals relative to pay for lectures by May 15, 2023.

I would be glad to review this report with you tomorrow or at your convenience. Please reach out if you have any questions as you review.

Sincerely,



Kerri Arnold, SHRM-SCP, SPHR, CCP  
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Newport Project Team

## Background & Objectives

To meet Hillsborough Community College’s desired timeline for the faculty portion of the compensation study, as described in Addendum #4 of RFP # 2889-23 Employee Compensation Study posted 3/30/2023, we are pleased to present the following recommendations in this report:

### 1. Faculty Salary Schedule Recommendations

Year-by-year recommendations to update the faculty salary schedule, based on informed research on salary structure movement in community colleges & higher education institutions from academic years 2016-2017 to 2023-2024.

### 2. Faculty Salary Analysis

High-level analysis of current faculty salaries and time in position, compared to the 2023-2024 Salary Schedule Recommendation.

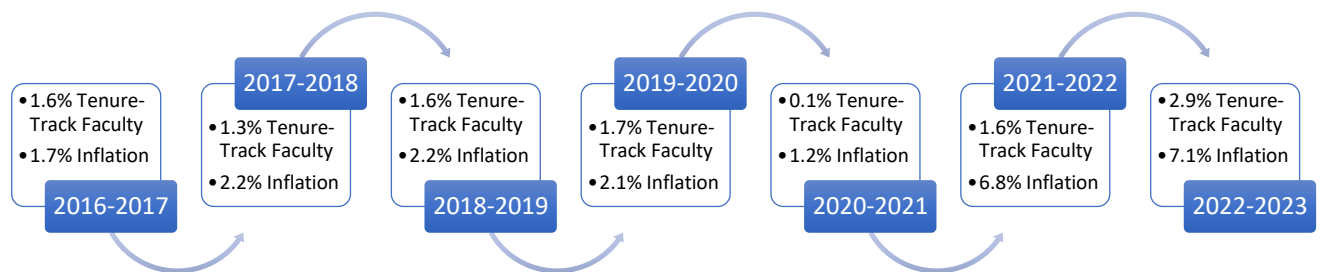
## Methodology

We understand Hillsborough Community College’s current faculty salary schedule (Article 14 of the current union contract) had been in place in the prior contract starting in 2016.

The following pages provide a year-by-year recommendation, referencing the annual salary increases for tenure-track faculty from the CUPA 2023 Workforce Surveys, from 2016-17 to 2022-23.

To provide a recommendation for 2023-2024, we referenced the 2022-2023 World at Work Salary Budget Survey projected 2023 salary structure movement for the Public Administration and Educational Services industries.

See the [Appendix](#) for detailed charts, tables, and website references. The annual data from these two key sources are summarized in the chart below:



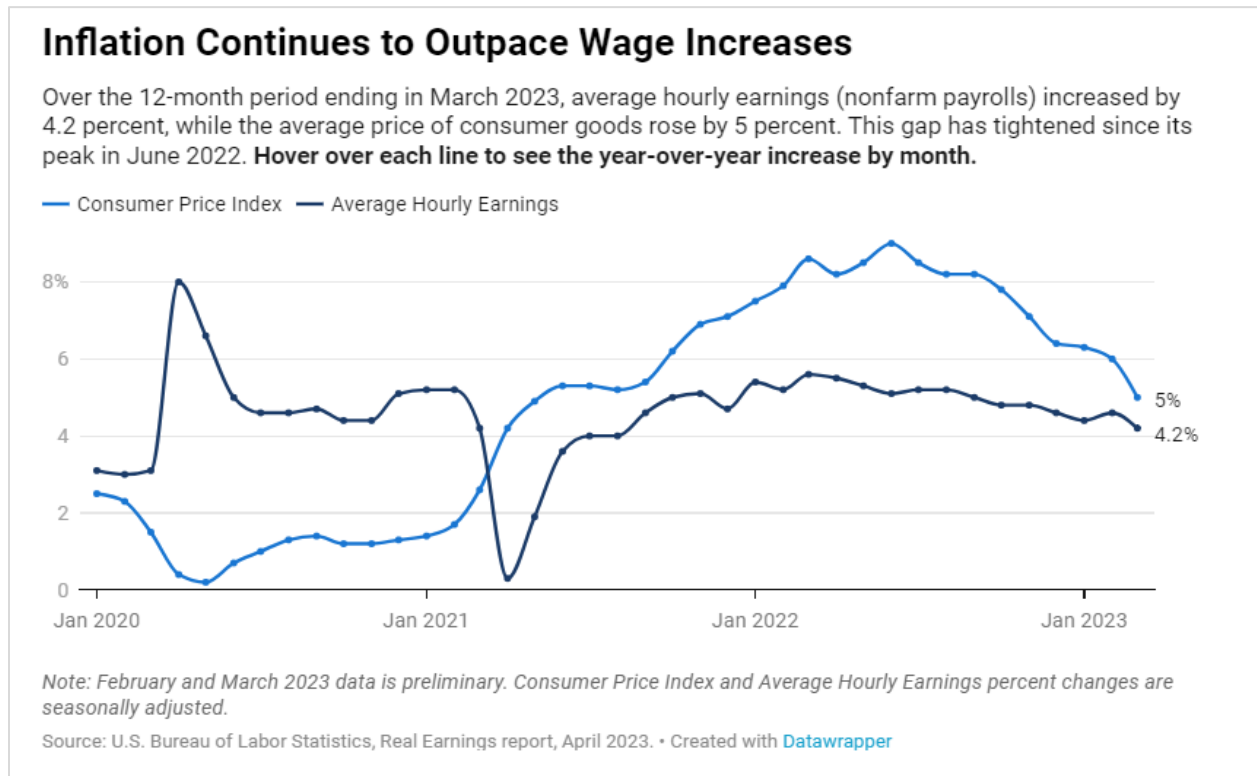
Annual trends data were referenced to provide an immediate recommendation (within a 2-week timeframe) for Hillsborough Community College’s Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract.

Phase 2 of the compensation study will include a reassessment of the faculty salary schedule, based on our market analysis including peer group organizations and published compensation data reports.

As we complete this portion of the study, our team will also provide market-informed recommendations on options for the Faculty salary schedule, which will factor in how organizations accounted for high rates of inflation and high labor market demand for qualified employees.

## Inflation

From 2016 to today, economic factors, including inflation (cost of goods) and average earnings (cost of labor) have influenced competitive compensation levels across all industries. In most recent years since the pandemic, high inflation rates have caused significant concerns for employers and consumers, as illustrated by the chart below.



Source (SHRM.org): “Inflation Falls Again, Now Up 5 Percent Year-Over-Year” By Kathryn Mayer, April 12, 2023

<https://www.shrm.org/ResourcesAndTools/hr-topics/compensation/Pages/March-2023-Consumer-Price-Index.aspx>

Inflation is beginning to trend downward, per the U.S. Bureau of Labor Statistics, however the average earnings in many occupations has been increasing in response to higher cost of living and high levels of demand for qualified workers across all industries.

Union contracts that include salary schedules for the term of the contract, which can be for several years, can have less flexibility in adjusting wages due to rapidly changing market conditions.

A complete market study will help us assess current competitive compensation for Hillsborough Community College’s faculty and staff positions, where we can determine if additional market adjustments may be needed to account for the economic and labor market effects on competitive faculty and staff salaries.

## Current Salary Schedule (2016-2017)

The following table displays the current salary schedule for the Full-Time Tenure-Track (and Non-Tenure-Track) Faculty Salary Schedule Basic Year Contract, from Article 14 of the contract agreement between Hillsborough Community College District Board of Trustees and the Faculty United Service Association, effective August 15, 2019 to the beginning of the 2022-2023 academic year.

We understand this salary schedule was carried forward from the previous contract from the 2016-2017 academic year.

(Developed 2016-2017, from previous contract)

ARTICLE 14

Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$42,187.00	\$44,248.00	\$46,514.00	\$48,781.00
2	\$43,243.19	\$45,355.79	\$47,678.52	\$50,002.28
3	\$44,299.38	\$46,463.58	\$48,843.04	\$51,223.56
4	\$45,355.57	\$47,571.37	\$50,007.56	\$52,444.83
5	\$46,411.76	\$48,679.16	\$51,172.08	\$53,666.11
6	\$47,467.95	\$49,786.95	\$52,336.61	\$54,887.39
7	\$48,524.14	\$50,894.74	\$53,501.13	\$56,108.67
8	\$49,580.33	\$52,002.53	\$54,665.65	\$57,329.94
9	\$50,636.53	\$53,110.32	\$55,830.17	\$58,551.22
10	\$51,692.72	\$54,218.11	\$56,994.69	\$59,772.50
11	\$52,748.91	\$55,325.90	\$58,159.21	\$60,993.78
12	\$53,805.10	\$56,433.69	\$59,323.73	\$62,215.05
13	\$54,861.29	\$57,541.48	\$60,488.25	\$63,436.33
14	\$55,917.48	\$58,649.27	\$61,652.77	\$64,657.61
15	\$56,973.67	\$59,757.06	\$62,817.30	\$65,878.89
16	\$58,029.86	\$60,864.85	\$63,981.82	\$67,100.16
17	\$59,086.05	\$61,972.64	\$65,146.34	\$68,321.44
18	\$60,142.24	\$63,080.42	\$66,310.86	\$69,542.72
19	\$61,198.43	\$64,188.21	\$67,475.38	\$70,764.00
20	\$62,254.62	\$65,296.00	\$68,639.90	\$71,985.27
21	\$63,310.81	\$66,403.79	\$69,804.42	\$73,206.55
22	\$64,367.00	\$67,511.58	\$70,968.94	\$74,427.83
23	\$65,423.19	\$68,619.37	\$72,133.46	\$75,649.11
24	\$66,479.38	\$69,727.16	\$73,297.99	\$76,870.38
25	\$67,535.58	\$70,834.95	\$74,462.51	\$78,091.66
26	\$68,591.77	\$71,942.74	\$75,627.03	\$79,312.94
27	\$69,647.96	\$73,050.53	\$76,791.55	\$80,534.22
28	\$70,704.15	\$74,158.32	\$77,956.07	\$81,755.49
29	\$71,760.34	\$75,266.11	\$79,120.59	\$82,976.77
30	\$72,816.53	\$76,373.90	\$80,285.11	\$84,198.05

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$42,187.00	\$44,248.00	\$46,514.00	\$48,781.00

**2017-2018**

To project the salary schedule forward to the **2017-2018** academic year, we recommend a **1.3%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 2.2%.

**2017-2018**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

1.3% Tenure-Track Faculty 2.2% Inflation		1.3% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$42,735.43	\$44,823.22	\$47,118.68	\$49,415.15
2	\$43,805.35	\$45,945.42	\$48,298.34	\$50,652.31
3	\$44,875.27	\$47,067.61	\$49,478.00	\$51,889.47
4	\$45,945.19	\$48,189.80	\$50,657.66	\$53,126.61
5	\$47,015.11	\$49,311.99	\$51,837.32	\$54,363.77
6	\$48,085.03	\$50,434.18	\$53,016.99	\$55,600.93
7	\$49,154.95	\$51,556.37	\$54,196.64	\$56,838.08
8	\$50,224.87	\$52,678.56	\$55,376.30	\$58,075.23
9	\$51,294.80	\$53,800.75	\$56,555.96	\$59,312.39
10	\$52,364.73	\$54,922.95	\$57,735.62	\$60,549.54
11	\$53,434.65	\$56,045.14	\$58,915.28	\$61,786.70
12	\$54,504.57	\$57,167.33	\$60,094.94	\$63,023.85
13	\$55,574.49	\$58,289.52	\$61,274.60	\$64,261.00
14	\$56,644.41	\$59,411.71	\$62,454.26	\$65,498.16
15	\$57,714.33	\$60,533.90	\$63,633.92	\$66,735.32
16	\$58,784.25	\$61,656.09	\$64,813.58	\$67,972.46
17	\$59,854.17	\$62,778.28	\$65,993.24	\$69,209.62
18	\$60,924.09	\$63,900.47	\$67,172.90	\$70,446.78
19	\$61,994.01	\$65,022.66	\$68,352.56	\$71,683.93
20	\$63,063.93	\$66,144.85	\$69,532.22	\$72,921.08
21	\$64,133.85	\$67,267.04	\$70,711.88	\$74,158.24
22	\$65,203.77	\$68,389.23	\$71,891.54	\$75,395.39
23	\$66,273.69	\$69,511.42	\$73,071.19	\$76,632.55
24	\$67,343.61	\$70,633.61	\$74,250.86	\$77,869.69
25	\$68,413.54	\$71,755.80	\$75,430.52	\$79,106.85
26	\$69,483.46	\$72,878.00	\$76,610.18	\$80,344.01
27	\$70,553.38	\$74,000.19	\$77,789.84	\$81,581.16
28	\$71,623.30	\$75,122.38	\$78,969.50	\$82,818.31
29	\$72,693.22	\$76,244.57	\$80,149.16	\$84,055.47
30	\$73,763.14	\$77,366.76	\$81,328.82	\$85,292.62

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$42,735.43	\$44,823.22	\$47,118.68	\$49,415.15

**2018-2019**

To project the salary schedule forward to the **2018-2019** academic year, we recommend a **1.6%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 2.2%.

**2018-2019**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

1.6% Tenure-Track Faculty 2.2% Inflation		1.6% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$43,419.20	\$45,540.40	\$47,872.58	\$50,205.80
2	\$44,506.24	\$46,680.54	\$49,071.11	\$51,462.75
3	\$45,593.28	\$47,820.69	\$50,269.65	\$52,719.70
4	\$46,680.32	\$48,960.83	\$51,468.18	\$53,976.64
5	\$47,767.35	\$50,100.98	\$52,666.71	\$55,233.59
6	\$48,854.39	\$51,241.13	\$53,865.26	\$56,490.54
7	\$49,941.43	\$52,381.27	\$55,063.79	\$57,747.49
8	\$51,028.47	\$53,521.42	\$56,262.32	\$59,004.43
9	\$52,115.52	\$54,661.57	\$57,460.86	\$60,261.38
10	\$53,202.56	\$55,801.71	\$58,659.39	\$61,518.34
11	\$54,289.60	\$56,941.86	\$59,857.92	\$62,775.29
12	\$55,376.64	\$58,082.01	\$61,056.46	\$64,032.23
13	\$56,463.68	\$59,222.15	\$62,254.99	\$65,289.18
14	\$57,550.72	\$60,362.30	\$63,453.52	\$66,546.13
15	\$58,637.76	\$61,502.44	\$64,652.07	\$67,803.08
16	\$59,724.80	\$62,642.59	\$65,850.60	\$69,060.02
17	\$60,811.84	\$63,782.74	\$67,049.13	\$70,316.97
18	\$61,898.87	\$64,922.87	\$68,247.67	\$71,573.92
19	\$62,985.91	\$66,063.02	\$69,446.20	\$72,830.87
20	\$64,072.95	\$67,203.17	\$70,644.73	\$74,087.82
21	\$65,159.99	\$68,343.31	\$71,843.27	\$75,344.77
22	\$66,247.03	\$69,483.46	\$73,041.80	\$76,601.72
23	\$67,334.07	\$70,623.60	\$74,240.33	\$77,858.67
24	\$68,421.11	\$71,763.75	\$75,438.88	\$79,115.61
25	\$69,508.16	\$72,903.90	\$76,637.41	\$80,372.56
26	\$70,595.20	\$74,044.04	\$77,835.94	\$81,629.51
27	\$71,682.24	\$75,184.19	\$79,034.48	\$82,886.46
28	\$72,769.28	\$76,324.34	\$80,233.01	\$84,143.40
29	\$73,856.32	\$77,464.48	\$81,431.54	\$85,400.36
30	\$74,943.36	\$78,604.63	\$82,630.08	\$86,657.31

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$43,419.20	\$45,540.40	\$47,872.58	\$50,205.80



**2019-2020**

To project the salary schedule forward to the **2019-2020** academic year, we recommend a **1.7%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 2.1%.

**2019-2020**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

1.7% Tenure-Track Faculty 2.1% Inflation		1.7% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$44,157.32	\$46,314.58	\$48,686.41	\$51,059.29
2	\$45,262.84	\$47,474.11	\$49,905.32	\$52,337.61
3	\$46,368.36	\$48,633.64	\$51,124.23	\$53,615.93
4	\$47,473.88	\$49,793.17	\$52,343.14	\$54,894.24
5	\$48,579.40	\$50,952.70	\$53,562.05	\$56,172.56
6	\$49,684.92	\$52,112.23	\$54,780.97	\$57,450.88
7	\$50,790.44	\$53,271.76	\$55,999.88	\$58,729.20
8	\$51,895.96	\$54,431.28	\$57,218.78	\$60,007.51
9	\$53,001.49	\$55,590.81	\$58,437.69	\$61,285.83
10	\$54,107.00	\$56,750.34	\$59,656.60	\$62,564.15
11	\$55,212.52	\$57,909.87	\$60,875.51	\$63,842.47
12	\$56,318.04	\$59,069.40	\$62,094.42	\$65,120.78
13	\$57,423.56	\$60,228.93	\$63,313.33	\$66,399.09
14	\$58,529.08	\$61,388.46	\$64,532.23	\$67,677.41
15	\$59,634.60	\$62,547.99	\$65,751.15	\$68,955.73
16	\$60,740.12	\$63,707.51	\$66,970.06	\$70,234.04
17	\$61,845.64	\$64,867.04	\$68,188.97	\$71,512.36
18	\$62,951.16	\$66,026.56	\$69,407.88	\$72,790.68
19	\$64,056.67	\$67,186.09	\$70,626.79	\$74,069.00
20	\$65,162.19	\$68,345.62	\$71,845.69	\$75,347.31
21	\$66,267.71	\$69,505.15	\$73,064.60	\$76,625.63
22	\$67,373.23	\$70,664.68	\$74,283.51	\$77,903.95
23	\$68,478.75	\$71,824.21	\$75,502.42	\$79,182.27
24	\$69,584.27	\$72,983.73	\$76,721.34	\$80,460.58
25	\$70,689.80	\$74,143.26	\$77,940.25	\$81,738.89
26	\$71,795.32	\$75,302.79	\$79,159.16	\$83,017.21
27	\$72,900.84	\$76,462.32	\$80,378.06	\$84,295.53
28	\$74,006.35	\$77,621.85	\$81,596.97	\$85,573.84
29	\$75,111.87	\$78,781.38	\$82,815.88	\$86,852.16
30	\$76,217.39	\$79,940.91	\$84,034.79	\$88,130.48

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$44,157.32	\$46,314.58	\$48,686.41	\$51,059.29

**2020-2021**

To project the salary schedule forward to the **2020-2021** academic year, we recommend a **0.1%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 1.2%.

**2020-2021**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

0.1% Tenure-Track Faculty 1.2% Inflation		0.1% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$44,201.48	\$46,360.90	\$48,735.10	\$51,110.35
2	\$45,308.11	\$47,521.59	\$49,955.23	\$52,389.95
3	\$46,414.73	\$48,682.27	\$51,175.36	\$53,669.55
4	\$47,521.35	\$49,842.96	\$52,395.48	\$54,949.14
5	\$48,627.98	\$51,003.65	\$53,615.61	\$56,228.73
6	\$49,734.60	\$52,164.34	\$54,835.75	\$57,508.33
7	\$50,841.23	\$53,325.03	\$56,055.88	\$58,787.93
8	\$51,947.85	\$54,485.72	\$57,276.00	\$60,067.52
9	\$53,054.49	\$55,646.40	\$58,496.13	\$61,347.11
10	\$54,161.11	\$56,807.09	\$59,716.26	\$62,626.71
11	\$55,267.74	\$57,967.78	\$60,936.38	\$63,906.31
12	\$56,374.36	\$59,128.47	\$62,156.51	\$65,185.90
13	\$57,480.98	\$60,289.16	\$63,376.64	\$66,465.49
14	\$58,587.61	\$61,449.85	\$64,596.77	\$67,745.09
15	\$59,694.23	\$62,610.53	\$65,816.90	\$69,024.69
16	\$60,800.86	\$63,771.22	\$67,037.03	\$70,304.28
17	\$61,907.48	\$64,931.91	\$68,257.16	\$71,583.87
18	\$63,014.11	\$66,092.59	\$69,477.29	\$72,863.47
19	\$64,120.73	\$67,253.28	\$70,697.41	\$74,143.07
20	\$65,227.36	\$68,413.97	\$71,917.54	\$75,422.66
21	\$66,333.98	\$69,574.65	\$73,137.67	\$76,702.25
22	\$67,440.60	\$70,735.34	\$74,357.79	\$77,981.85
23	\$68,547.23	\$71,896.03	\$75,577.92	\$79,261.45
24	\$69,653.85	\$73,056.72	\$76,798.06	\$80,541.04
25	\$70,760.49	\$74,217.41	\$78,018.19	\$81,820.63
26	\$71,867.11	\$75,378.10	\$79,238.31	\$83,100.23
27	\$72,973.74	\$76,538.78	\$80,458.44	\$84,379.83
28	\$74,080.36	\$77,699.47	\$81,678.57	\$85,659.42
29	\$75,186.99	\$78,860.16	\$82,898.70	\$86,939.01
30	\$76,293.61	\$80,020.85	\$84,118.82	\$88,218.61

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$44,201.48	\$46,360.90	\$48,735.10	\$51,110.35

**2021-2022**

To project the salary schedule forward to the **2021-2022** academic year, we recommend a **1.6%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 6.8%.

**2021-2022**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

1.6% Tenure-Track Faculty 6.8% Inflation		1.6% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$44,908.71	\$47,102.67	\$49,514.86	\$51,928.12
2	\$46,033.04	\$48,281.93	\$50,754.51	\$53,228.19
3	\$47,157.37	\$49,461.19	\$51,994.16	\$54,528.26
4	\$48,281.70	\$50,640.45	\$53,233.81	\$55,828.32
5	\$49,406.03	\$51,819.71	\$54,473.46	\$57,128.39
6	\$50,530.36	\$52,998.97	\$55,713.12	\$58,428.46
7	\$51,654.69	\$54,178.23	\$56,952.77	\$59,728.54
8	\$52,779.02	\$55,357.49	\$58,192.42	\$61,028.60
9	\$53,903.36	\$56,536.75	\$59,432.07	\$62,328.67
10	\$55,027.69	\$57,716.01	\$60,671.72	\$63,628.74
11	\$56,152.02	\$58,895.26	\$61,911.37	\$64,928.81
12	\$57,276.35	\$60,074.52	\$63,151.02	\$66,228.87
13	\$58,400.68	\$61,253.78	\$64,390.67	\$67,528.94
14	\$59,525.01	\$62,433.04	\$65,630.31	\$68,829.01
15	\$60,649.34	\$63,612.30	\$66,869.97	\$70,129.08
16	\$61,773.67	\$64,791.56	\$68,109.62	\$71,429.14
17	\$62,898.00	\$65,970.82	\$69,349.27	\$72,729.22
18	\$64,022.33	\$67,150.07	\$70,588.92	\$74,029.29
19	\$65,146.66	\$68,329.33	\$71,828.57	\$75,329.36
20	\$66,270.99	\$69,508.59	\$73,068.22	\$76,629.42
21	\$67,395.32	\$70,687.85	\$74,307.87	\$77,929.49
22	\$68,519.65	\$71,867.11	\$75,547.52	\$79,229.56
23	\$69,643.98	\$73,046.37	\$76,787.17	\$80,529.63
24	\$70,768.31	\$74,225.63	\$78,026.83	\$81,829.69
25	\$71,892.66	\$75,404.89	\$79,266.48	\$83,129.76
26	\$73,016.99	\$76,584.14	\$80,506.13	\$84,429.83
27	\$74,141.32	\$77,763.40	\$81,745.78	\$85,729.91
28	\$75,265.65	\$78,942.66	\$82,985.43	\$87,029.97
29	\$76,389.98	\$80,121.92	\$84,225.08	\$88,330.04
30	\$77,514.31	\$81,301.18	\$85,464.72	\$89,630.11

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$44,908.71	\$47,102.67	\$49,514.86	\$51,928.12

**2022-2023**

To project the salary schedule forward to the **2022-2023** academic year, we recommend a **2.9%** increase, informed by the annual pay increases reported by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The rate of inflation reported during this timeframe was 7.1%.

**2022-2023**

**Annual Pay Increases (CUPA 2023 Workforce Surveys)**

2.9% Tenure-Track Faculty 7.1% Inflation		2.9% Annual Salary Schedule Movement		
Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
1	\$46,211.06	\$48,468.65	\$50,950.79	\$53,434.03
2	\$47,367.99	\$49,682.11	\$52,226.39	\$54,771.81
3	\$48,524.93	\$50,895.56	\$53,501.99	\$56,109.58
4	\$49,681.87	\$52,109.02	\$54,777.59	\$57,447.34
5	\$50,838.80	\$53,322.48	\$56,053.19	\$58,785.12
6	\$51,995.74	\$54,535.94	\$57,328.80	\$60,122.89
7	\$53,152.67	\$55,749.40	\$58,604.40	\$61,460.66
8	\$54,309.61	\$56,962.85	\$59,880.00	\$62,798.43
9	\$55,466.56	\$58,176.31	\$61,155.60	\$64,136.20
10	\$56,623.49	\$59,389.77	\$62,431.20	\$65,473.97
11	\$57,780.43	\$60,603.23	\$63,706.80	\$66,811.75
12	\$58,937.36	\$61,816.69	\$64,982.40	\$68,149.51
13	\$60,094.30	\$63,030.14	\$66,257.99	\$69,487.28
14	\$61,251.24	\$64,243.60	\$67,533.59	\$70,825.05
15	\$62,408.17	\$65,457.06	\$68,809.20	\$72,162.83
16	\$63,565.11	\$66,670.52	\$70,084.80	\$73,500.59
17	\$64,722.04	\$67,883.97	\$71,360.40	\$74,838.36
18	\$65,878.98	\$69,097.42	\$72,636.00	\$76,176.14
19	\$67,035.92	\$70,310.88	\$73,911.60	\$77,513.91
20	\$68,192.85	\$71,524.34	\$75,187.20	\$78,851.67
21	\$69,349.79	\$72,737.80	\$76,462.80	\$80,189.44
22	\$70,506.72	\$73,951.25	\$77,738.40	\$81,527.22
23	\$71,663.66	\$75,164.71	\$79,014.00	\$82,864.99
24	\$72,820.60	\$76,378.17	\$80,289.61	\$84,202.75
25	\$73,977.54	\$77,591.63	\$81,565.21	\$85,540.53
26	\$75,134.48	\$78,805.08	\$82,840.81	\$86,878.30
27	\$76,291.41	\$80,018.54	\$84,116.40	\$88,216.07
28	\$77,448.35	\$81,232.00	\$85,392.00	\$89,553.84
29	\$78,605.29	\$82,445.46	\$86,667.60	\$90,891.61
30	\$79,762.22	\$83,658.92	\$87,943.20	\$92,229.38

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$46,211.06	\$48,468.65	\$50,950.79	\$53,434.03

## 2023-2024 Salary Schedule Recommendation

To project the salary schedule forward to the **2023-2024** academic year, we recommend a **3.0%** increase, informed by the annual salary structure movement reported by Public Sector and Educational Services Industries in the [2022-2023 World at Work Salary Budget Survey](#). Inflation as of March 2023 is 5%.

### 2023-2024

Annual Pay Increases (CUPA 2023 Workforce Surveys)

3.0%	World at Work 2022-23 Salary Budget Survey	3.0%	Annual Salary Schedule Movement
<b>Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract</b> Academic Years 2019-2020, 2020-2021, 2021-2022			
I	II	II+	I
1	\$47,597.39	\$49,922.71	\$52,479.32
2	\$48,789.03	\$51,172.57	\$53,793.18
3	\$49,980.68	\$52,422.43	\$55,107.05
4	\$51,172.32	\$53,672.29	\$56,420.92
5	\$52,363.97	\$54,922.15	\$57,734.79
6	\$53,555.61	\$56,172.02	\$59,048.66
7	\$54,747.25	\$57,421.88	\$60,362.53
8	\$55,938.90	\$58,671.74	\$61,676.40
9	\$57,130.55	\$59,921.60	\$62,990.27
10	\$58,322.20	\$61,171.46	\$64,304.13
11	\$59,513.84	\$62,421.32	\$65,618.00
12	\$60,705.49	\$63,671.19	\$66,931.87
13	\$61,897.13	\$64,921.05	\$68,245.73
14	\$63,088.77	\$66,170.91	\$69,559.60
15	\$64,280.42	\$67,420.77	\$70,873.48
16	\$65,472.06	\$68,670.63	\$72,187.35
17	\$66,663.71	\$69,920.49	\$73,501.21
18	\$67,855.35	\$71,170.34	\$74,815.08
19	\$69,046.99	\$72,420.21	\$76,128.95
20	\$70,238.64	\$73,670.07	\$77,442.82
21	\$71,430.28	\$74,919.93	\$78,756.68
22	\$72,621.93	\$76,169.79	\$80,070.55
23	\$73,813.57	\$77,419.65	\$81,384.42
24	\$75,005.21	\$78,669.51	\$82,698.30
25	\$76,196.87	\$79,919.38	\$84,012.16
26	\$77,388.51	\$81,169.24	\$85,326.03
27	\$78,580.16	\$82,419.10	\$86,639.90
28	\$79,771.80	\$83,668.96	\$87,953.76
29	\$80,963.44	\$84,918.82	\$89,267.63
30	\$82,155.09	\$86,168.68	\$90,581.50

<b>Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract</b> Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$47,597.39	\$49,922.71	\$52,479.32	\$55,037.06

## Total Dollar \$ Increase by Grade & Step

### TOTAL INCREASE RECOMMENDATION (Dollars \$)

Current Ranges (developed 2016-2017) to 2023-2024

Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$5,410.39	\$5,674.71	\$5,965.32	\$6,256.06
2	\$5,545.84	\$5,816.78	\$6,114.66	\$6,412.68
3	\$5,681.30	\$5,958.85	\$6,264.01	\$6,569.31
4	\$5,816.75	\$6,100.92	\$6,413.36	\$6,725.93
5	\$5,952.21	\$6,242.99	\$6,562.71	\$6,882.56
6	\$6,087.66	\$6,385.07	\$6,712.05	\$7,039.19
7	\$6,223.11	\$6,527.14	\$6,861.40	\$7,195.81
8	\$6,358.57	\$6,669.21	\$7,010.75	\$7,352.44
9	\$6,494.02	\$6,811.28	\$7,160.10	\$7,509.06
10	\$6,629.48	\$6,953.35	\$7,309.44	\$7,665.69
11	\$6,764.93	\$7,095.42	\$7,458.79	\$7,822.32
12	\$6,900.39	\$7,237.50	\$7,608.14	\$7,978.94
13	\$7,035.84	\$7,379.57	\$7,757.48	\$8,135.57
14	\$7,171.29	\$7,521.64	\$7,906.83	\$8,292.20
15	\$7,306.75	\$7,663.71	\$8,056.18	\$8,448.82
16	\$7,442.20	\$7,805.78	\$8,205.53	\$8,605.45
17	\$7,577.66	\$7,947.85	\$8,354.87	\$8,762.07
18	\$7,713.11	\$8,089.92	\$8,504.22	\$8,918.70
19	\$7,848.56	\$8,232.00	\$8,653.57	\$9,075.33
20	\$7,984.02	\$8,374.07	\$8,802.92	\$9,231.95
21	\$8,119.47	\$8,516.14	\$8,952.26	\$9,388.58
22	\$8,254.93	\$8,658.21	\$9,101.61	\$9,545.20
23	\$8,390.38	\$8,800.28	\$9,250.96	\$9,701.83
24	\$8,525.83	\$8,942.35	\$9,400.31	\$9,858.46
25	\$8,661.29	\$9,084.43	\$9,549.65	\$10,015.08
26	\$8,796.74	\$9,226.50	\$9,699.00	\$10,171.71
27	\$8,932.20	\$9,368.57	\$9,848.35	\$10,328.34
28	\$9,067.65	\$9,510.64	\$9,997.69	\$10,484.96
29	\$9,203.10	\$9,652.71	\$10,147.04	\$10,641.59
30	\$9,338.56	\$9,794.78	\$10,296.39	\$10,798.21

Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022				
	Grade III	Grade II	Grade II+	Grade I
	\$5,410.39	\$5,674.71	\$5,965.32	\$6,256.06

**Total Percent % Increase by Grade & Step**

**TOTAL INCREASE RECOMMENDATION (Percent % Compounded)**

Current Ranges (developed 2016-2017) to 2023-2024

<b>Full-Time Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022</b>				
	<b>Grade III</b>	<b>Grade II</b>	<b>Grade II+</b>	<b>Grade I</b>
1	12.8%	12.8%	12.8%	12.8%
2	12.8%	12.8%	12.8%	12.8%
3	12.8%	12.8%	12.8%	12.8%
4	12.8%	12.8%	12.8%	12.8%
5	12.8%	12.8%	12.8%	12.8%
6	12.8%	12.8%	12.8%	12.8%
7	12.8%	12.8%	12.8%	12.8%
8	12.8%	12.8%	12.8%	12.8%
9	12.8%	12.8%	12.8%	12.8%
10	12.8%	12.8%	12.8%	12.8%
11	12.8%	12.8%	12.8%	12.8%
12	12.8%	12.8%	12.8%	12.8%
13	12.8%	12.8%	12.8%	12.8%
14	12.8%	12.8%	12.8%	12.8%
15	12.8%	12.8%	12.8%	12.8%
16	12.8%	12.8%	12.8%	12.8%
17	12.8%	12.8%	12.8%	12.8%
18	12.8%	12.8%	12.8%	12.8%
19	12.8%	12.8%	12.8%	12.8%
20	12.8%	12.8%	12.8%	12.8%
21	12.8%	12.8%	12.8%	12.8%
22	12.8%	12.8%	12.8%	12.8%
23	12.8%	12.8%	12.8%	12.8%
24	12.8%	12.8%	12.8%	12.8%
25	12.8%	12.8%	12.8%	12.8%
26	12.8%	12.8%	12.8%	12.8%
27	12.8%	12.8%	12.8%	12.8%
28	12.8%	12.8%	12.8%	12.8%
29	12.8%	12.8%	12.8%	12.8%
30	12.8%	12.8%	12.8%	12.8%

<b>Full-Time Non-Tenure-Track Faculty Salary Schedule Basic Year Contract Academic Years 2019-2020, 2020-2021, 2021-2022</b>				
	<b>Grade III</b>	<b>Grade II</b>	<b>Grade II+</b>	<b>Grade I</b>
	12.8%	12.8%	12.8%	12.8%

## Faculty Salary Analysis

The following tables illustrate a high-level analysis of current faculty salaries and time in position, compared to the 2023-2024 Salary Schedule Recommendation, informed by the CUPA 2023 Workforce Surveys for Tenure-Track Faculty. The faculty salaries are referenced from the employee report provided, as of 4/19/2023.

Title	Grade Level	Average of Salary	Average of Time in position	2023-2024 Salary Schedule	Compa Ratio
Accounting Instr	II	\$69,727	19	\$72,420	103.9%
Accounting Instr	II+	\$63,108	13	\$68,246	108.1%
Anthropology Instructor	II+	\$54,083	6	\$59,049	109.2%
Aquaculture Instr	I	\$73,207	17	\$77,084	105.3%
Arch Constr Instr	I	\$56,109	5	\$60,549	107.9%
Arch Constr Instr	II	\$54,218	5	\$54,922	101.3%
Art Hist/Hum Instructor	II+	\$56,995	9	\$62,990	110.5%
Art Instructor	II+	\$59,324	8	\$61,676	104.0%
Biological Sciences Instructor	I	\$50,613	1	\$55,037	108.7%
Biology Instructor	I	\$64,658	10	\$67,438	104.3%
Biology Instructor	II	\$54,912	10	\$61,171	111.4%
Biology Instructor	II+	\$64,758	14	\$69,560	107.4%
Biotechnology Instructor	II+	\$52,337	2	\$53,793	102.8%
Business Instructor	I	\$62,826	10	\$67,438	107.3%
Business Instructor	II	\$64,188	17	\$69,920	108.9%
Cardiac Catherization Inst	I	\$59,773	0	\$55,037	92.1%
Cardiac Catherization Inst	II+	\$71,963	1	\$52,479	72.9%
Cardio Sonography Instr	I	\$75,470	3	\$57,793	76.6%
Chemistry Instructor	I	\$67,100	13	\$71,572	106.7%
Chemistry Instructor	II	\$58,280	13	\$64,921	111.4%
Chemistry Instructor	II+	\$58,741	8	\$61,676	105.0%
Cmptr Sci Instr	I	\$68,321	13	\$71,572	104.8%
Communications Instructor	I	\$67,711	8	\$64,682	95.5%
Communications Instructor	II	\$67,512	11	\$62,421	92.5%
Computer Sci Instr	I	\$58,551	3	\$57,793	98.7%
Computer Sci Instr	II	\$57,680	9	\$59,922	103.9%
Computer Sci Instr	II+	\$63,691	13	\$68,246	107.2%
Computer Science and Busine	I	\$53,666	1	\$55,037	102.6%
Computer Science Instructor	II+	\$56,995	9	\$62,990	110.5%
Counselor	I	\$79,902	16	\$75,706	94.7%
Counselor	II	\$74,279	11	\$62,421	84.0%
Counselor	II+	\$52,919	6	\$59,049	111.6%
Counselor, College Year	I	\$60,288	2	\$56,415	93.6%
Crim Just Instr	II+	\$60,488	11	\$65,618	108.5%
Criminal Justice Instr	I	\$61,604	9	\$66,060	107.2%
Dance Instructor	II	\$69,727	21	\$74,920	107.4%
Dental Hygiene Instr	II	\$65,353	8	\$58,672	89.8%
Dietetic Tech Instructor	II	\$57,541	10	\$61,171	106.3%
Drama Instructor	II+	\$58,159	11	\$65,618	112.8%



Title	Grade Level	Average of Salary	Average of Time in position	2023-2024 Salary Schedule	Compa Ratio
EAP Instructor	II+	\$51,172	2	\$53,793	105.1%
Early Childhood Ed Instr	I	\$75,649	20	\$81,217	107.4%
Earth Sciences Instr	I	\$72,596	17	\$77,084	106.2%
Earth Sciences Instr	II	\$65,296	17	\$69,920	107.1%
Earth Sciences Instr	II+	\$60,488	11	\$65,618	108.5%
Economics Instructor	II	\$67,512	12	\$63,671	94.3%
Economics Instructor	II+	\$57,577	9	\$62,990	109.4%
Electronics Instr	II	\$60,865	17	\$69,920	114.9%
Emergency Medical Tech Instr	II+	\$73,298	14	\$69,560	94.9%
EMT Instructor	I	\$60,994	8	\$64,682	106.0%
Eng for Acad Purposes Instr	II	\$49,787	3	\$52,422	105.3%
Engineering Technology Instr	II	\$54,218	7	\$57,422	105.9%
Engineering Technology Instr	II+	\$56,995	7	\$60,363	105.9%
English 2-Lang Instr	I	\$53,666	2	\$56,415	105.1%
English 2-Lang Instr	II	\$52,837	9	\$59,922	113.4%
English 2-Lang Instr	II+	\$64,564	13	\$68,246	105.7%
English Instructor	I	\$64,839	11	\$68,816	106.1%
English Instructor	II	\$54,795	10	\$61,171	111.6%
English Instructor	II+	\$58,741	9	\$62,990	107.2%
Environ Sci Instr	I	\$59,773	9	\$66,060	110.5%
Fire Science Instr	I	\$57,330	5	\$60,549	105.6%
Foreign Language Ins	II	\$55,326	9	\$59,922	108.3%
History Instructor	I	\$64,902	11	\$68,816	106.0%
History Instructor	II	\$63,080	17	\$69,920	110.8%
History Instructor	II+	\$66,311	15	\$70,873	106.9%
Hospitality Mgt Ins	II	\$64,188	17	\$69,920	108.9%
Human Services Instr	I	\$82,977	25	\$88,107	106.2%
Humanities Instr	I	\$65,146	13	\$71,572	109.9%
Humanities Instr	II	\$49,787	5	\$54,922	110.3%
Humanities Instr	II+	\$60,779	11	\$65,618	108.0%
Instr, Basic Yr Temp	I	\$48,781	0	\$55,037	112.8%
Instructor, Office Administr	II+	\$51,172	3	\$55,107	107.7%
Legal Asst Instr	I	\$62,215	9	\$66,060	106.2%
Librarian	I	\$65,268	5	\$60,549	92.8%
Librarian	II	\$57,172	7	\$57,422	100.4%
Librarian	II+	\$53,501	5	\$57,735	107.9%
Math Instructor	I	\$71,611	10	\$67,438	94.2%
Math Instructor	II	\$58,321	10	\$61,171	104.9%
Math Instructor	II+	\$61,018	11	\$65,618	107.5%
Math Instructor	III	\$72,817	25	\$76,197	104.6%
Medical Lab Science Instruct	I	\$80,508	6	\$61,927	76.9%
Medical Lab Science Instruct	III	\$47,468	2	\$48,789	102.8%
Music Instructor	I	\$82,977	24	\$86,729	104.5%
Music Instructor	II	\$61,419	13	\$64,921	105.7%
Nucl Med Tech Instr	III	\$51,693	7	\$54,747	105.9%
Nursing Instructor	I	\$64,547	9	\$66,060	102.3%
Nursing Instructor	II	\$56,064	9	\$59,922	106.9%
Nursing Instructor	II+	\$59,324	7	\$60,363	101.8%
Office Admin Inst	II	\$55,326	12	\$63,671	115.1%
Opticianry Instr	III	\$58,734	13	\$61,897	105.4%

Title	Grade Level	Average of Salary	Average of Time in position	2023-2024 Salary Schedule	Compa Ratio
Para-Legal Instructor	I	\$57,330	9	\$66,060	115.2%
Philosophy Instructor	I	\$59,772	8	\$64,682	108.2%
Phys Educ Instr	I	\$74,428	17	\$77,084	103.6%
Physics Instructor	I	\$67,711	14	\$72,950	107.7%
Physics Instructor	II	\$54,772	9	\$59,922	109.4%
Physics Instructor	II+	\$75,627	13	\$68,246	90.2%
Political Science Instructor	I	\$56,109	4	\$59,171	105.5%
Political Science Instructor	II	\$65,296	17	\$69,920	107.1%
Psychology Instr	I	\$72,799	16	\$75,706	104.0%
Psychology Instr	II	\$58,428	12	\$63,671	109.0%
Psychology Instr	II+	\$63,982	13	\$68,246	106.7%
Public Health Instructor	I	\$56,109	7	\$63,304	112.8%
Rad Therapy Instr	II	\$61,226	6	\$56,172	91.7%
Radio Commun Instr	II	\$54,218	11	\$62,421	115.1%
Radiologic Instr	II	\$49,787	1	\$49,923	100.3%
Reading Instructor	I	\$69,543	15	\$74,328	106.9%
Reading Instructor	II	\$60,311	13	\$64,921	107.6%
Reading Instructor	II+	\$61,071	11	\$65,618	107.4%
Religion Instructor	I	\$54,887	3	\$57,793	105.3%
Resp Ther Tech Instr	II	\$49,787	5	\$54,922	110.3%
Resp Therapy Instr	II+	\$86,374	16	\$72,187	83.6%
SLS Instructor	II	\$46,464	1	\$49,923	107.4%
Sociology Instructor	I	\$60,994	10	\$67,438	110.6%
Sociology Instructor	II	\$56,434	10	\$61,171	108.4%
Sociology Instructor	II+	\$80,285	25	\$84,012	104.6%
Sonography Instr	III	\$54,861	11	\$59,514	108.5%
Spanish Instructor	II+	\$74,463	20	\$77,443	104.0%
Speech Instructor	I	\$69,543	12	\$70,194	100.9%
Speech Instructor	II	\$48,679	6	\$56,172	115.4%
Speech Instructor	II+	\$56,995	9	\$62,990	110.5%
Surgical Technology Instruct	II	\$66,934	1	\$49,923	74.6%
Surgical Technology Instruct	III	\$42,187	1	\$47,597	112.8%
Veterinary Tech Instructor	I	\$121,693	16	\$75,706	62.2%
Veterinary Tech Instructor	III	\$44,827	5	\$52,364	116.8%

## Compa Ratio Analysis by Faculty Job Title

The following tables provide a high-level summary of the “Compa Ratio”, or comparison of current faculty salaries to the 2023-2024 salary schedule recommendation. The Compa Ratio is calculated by dividing the average salary (by job title) by the corresponding grade & step value in the recommended salary schedule.

Please note that for budget purposes, a cost analysis by employee should be evaluated, as this summary reflects *average* employee salaries by job title and pay grade.

Average Compa Ratio by Grade	Compa Ratio
III	108.1%
II	105.2%
II+	104.7%
I	102.4%

Average Compa Ratio	104.2%
---------------------	--------

Average Compa Ratio by Title	Compa Ratio
Accounting Instr	106.0%
Anthropology Instructor	109.2%
Aquaculture Instr	105.3%
Arch Constr Instr	104.6%
Art Hist/Hum Instructor	110.5%
Art Instructor	104.0%
Biological Sciences Instructor	108.7%
Biology Instructor	107.7%
Biotechnology Instructor	102.8%
Business Instructor	108.1%
Cardiac Catherization Inst	82.5%
Cardio Sonography Instr	76.6%
Chemistry Instructor	107.7%
Cmptr Sci Instr	104.8%
Communications Instructor	94.0%
Computer Sci Instr	103.2%
Computer Science and Busines	102.6%
Computer Science Instructor	110.5%
Counselor	96.8%
Counselor, College Year	93.6%
Crim Just Instr	108.5%
Criminal Justice Instr	107.2%
Dance Instructor	107.4%
Dental Hygiene Instr	89.8%
Dietetic Tech Instructor	106.3%

Average Compa Ratio by Title	Compa Ratio
Drama Instructor	112.8%
EAP Instructor	105.1%
Early Childhood Ed Instr	107.4%
Earth Sciences Instr	107.2%
Economics Instructor	101.9%
Electronics Instr	114.9%
Emergency Medical Tech Instru	94.9%
EMT Instructor	106.0%
Eng for Acad Purposes Instr	105.3%
Engineering Technology Instr	105.9%
English 2-Lang Instr	108.1%
English Instructor	108.3%
Environ Sci Instr	110.5%
Fire Science Instr	105.6%
Foreign Language Ins	108.3%
History Instructor	107.9%
Hospitality Mgt Ins	108.9%
Human Services Instr	106.2%
Humanities Instr	109.4%
Instr, Basic Yr Temp	112.8%
Instructor, Office Administr	107.7%
Legal Asst Instr	106.2%
Librarian	100.4%
Math Instructor	102.8%
Medical Lab Science Instruct	89.9%

Average Compa Ratio by Title	Compa Ratio
Music Instructor	105.1%
Nucl Med Tech Instr	105.9%
Nursing Instructor	103.7%
Office Admin Inst	115.1%
Opticianry Instr	105.4%
Para-Legal Instructor	115.2%
Philosophy Instructor	108.2%
Phys Educ Instr	103.6%
Physics Instructor	102.5%
Political Science Instructor	106.3%
Psychology Instr	106.5%
Public Health Instructor	112.8%
Rad Therapy Instr	91.7%
Radio Commun Instr	115.1%
Radiologic Instr	100.3%
Reading Instructor	107.3%
Religion Instructor	105.3%
Resp Ther Tech Instr	110.3%
Resp Therapy Instr	83.6%
SLS Instructor	107.4%
Sociology Instructor	107.9%
Sonography Instr	108.5%
Spanish Instructor	104.0%
Speech Instructor	108.9%
Surgical Technology Instruct	93.7%
Veterinary Tech Instructor	89.5%

## Appendix

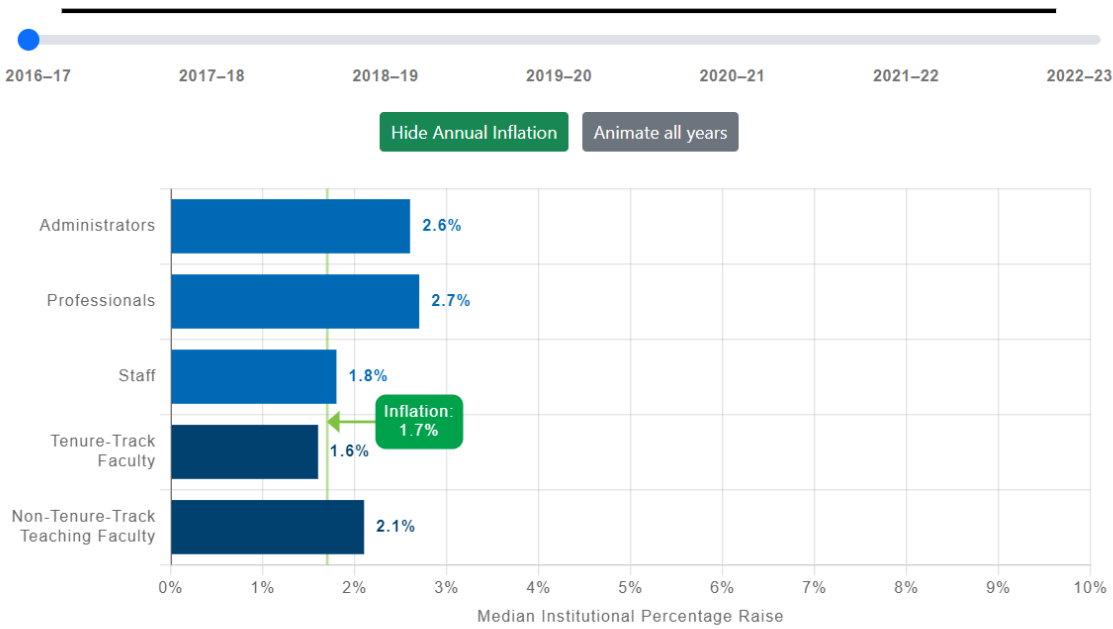
The following charts, from CUPA's 2023 Workforce Surveys detail the annual pay increases each year beginning with 2016-2017 to 2022-2023. For the faculty salary schedule recommendations in this report, we reference the Tenure-Track Faculty annual pay increases and note Inflation.

Source: <https://www.cupahr.org/surveys/workforce-data/workforce-pay-increases/>

## 2016-2017

2023 Workforce Surveys

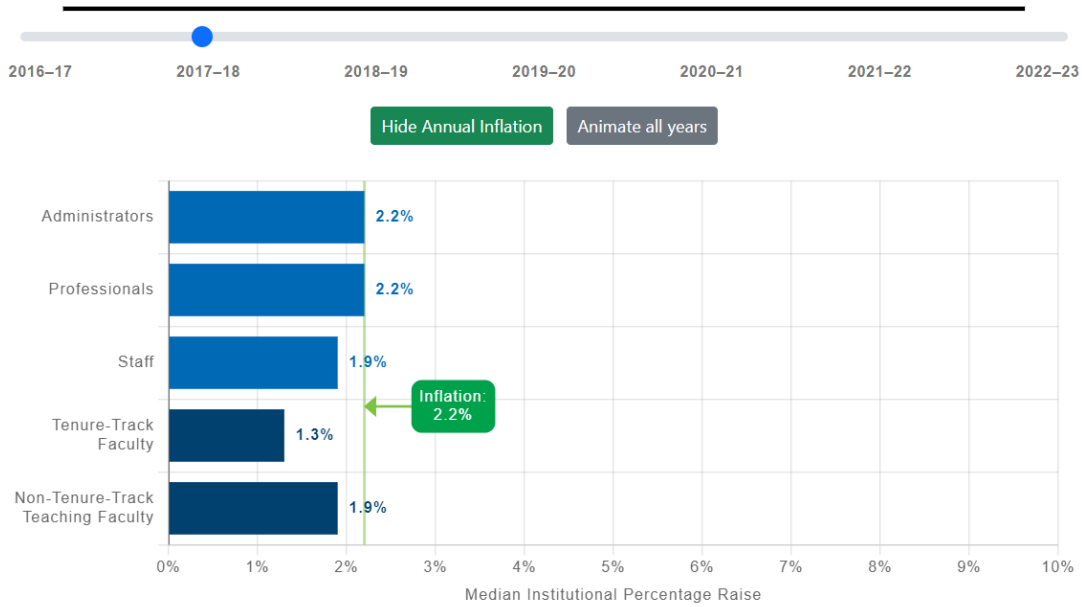
### Annual Pay Increases by Position Type



## 2017-2018

2023 Workforce Surveys

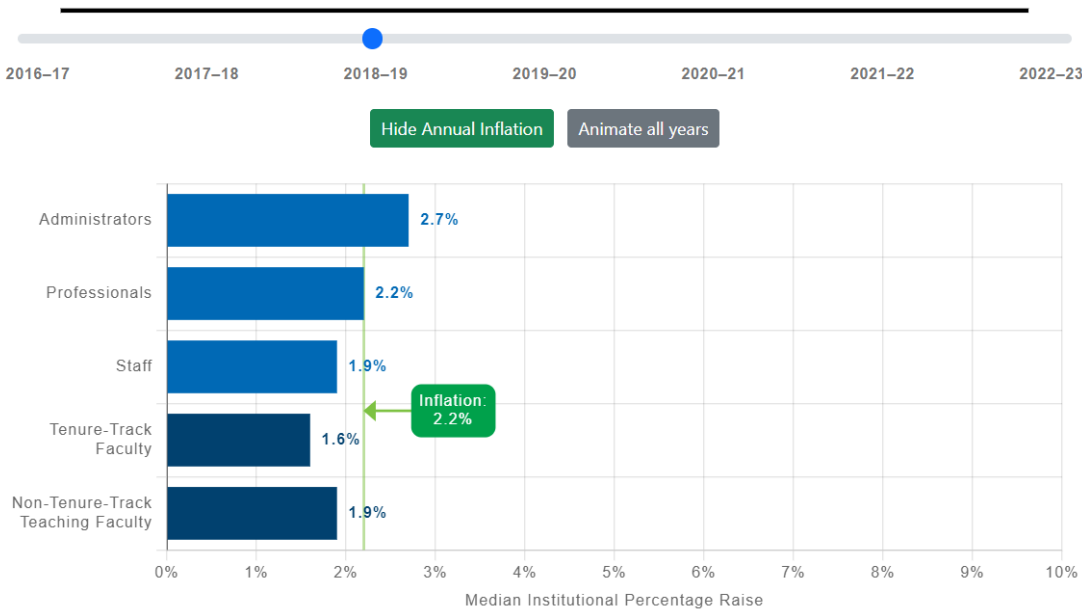
### Annual Pay Increases by Position Type



## 2018-2019

2023 Workforce Surveys

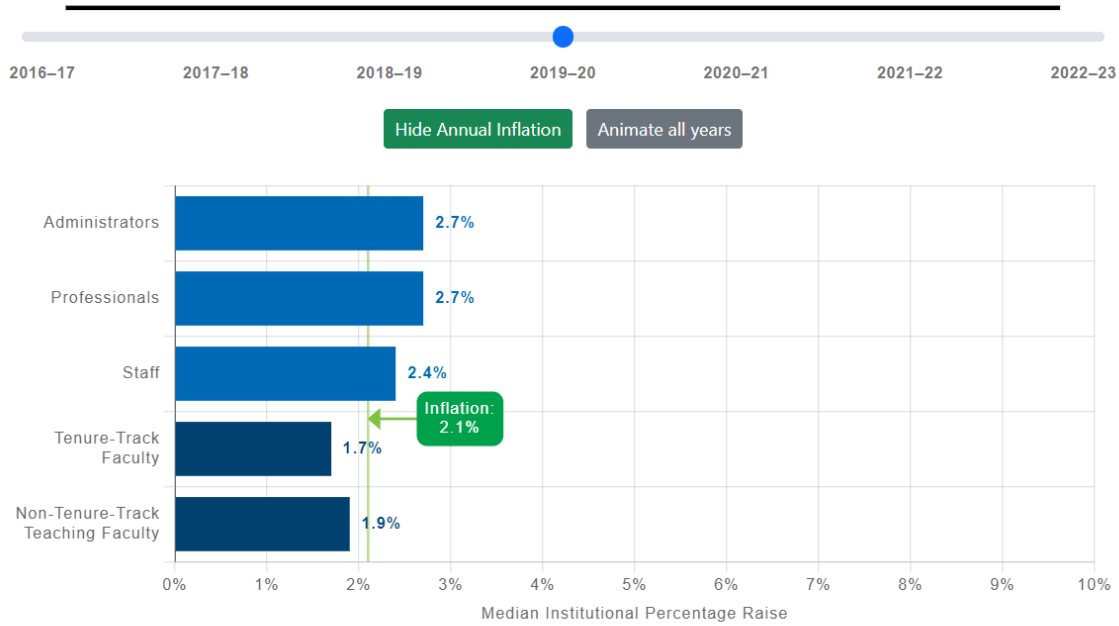
### Annual Pay Increases by Position Type



## 2019-2020

2023 Workforce Surveys

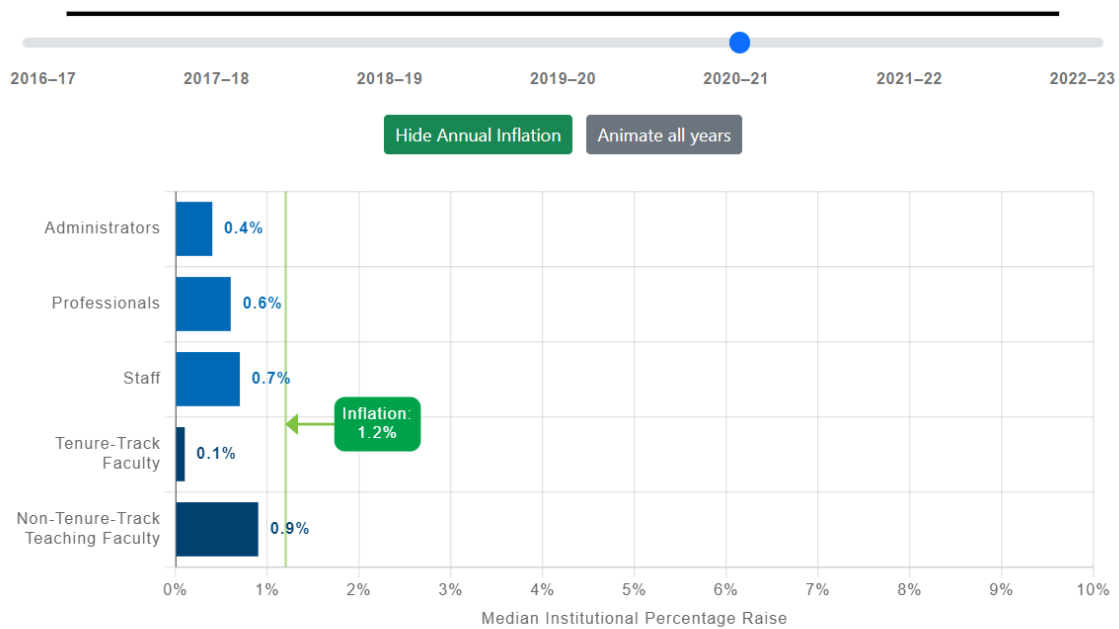
### Annual Pay Increases by Position Type



## 2020-2021

2023 Workforce Surveys

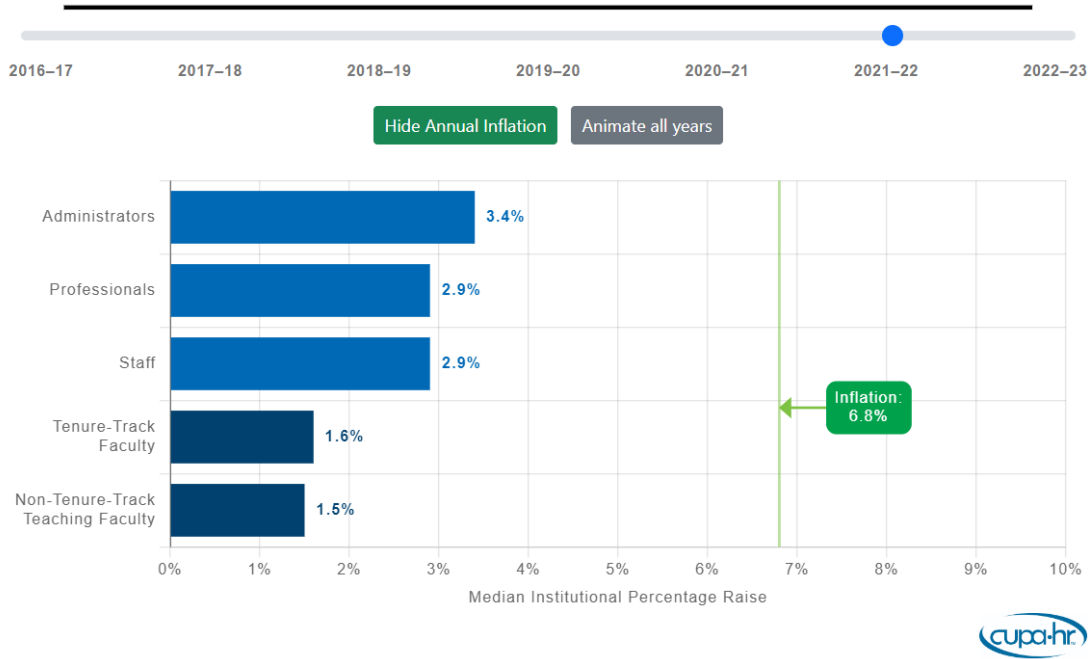
### Annual Pay Increases by Position Type



## 2021-2022

2023 Workforce Surveys

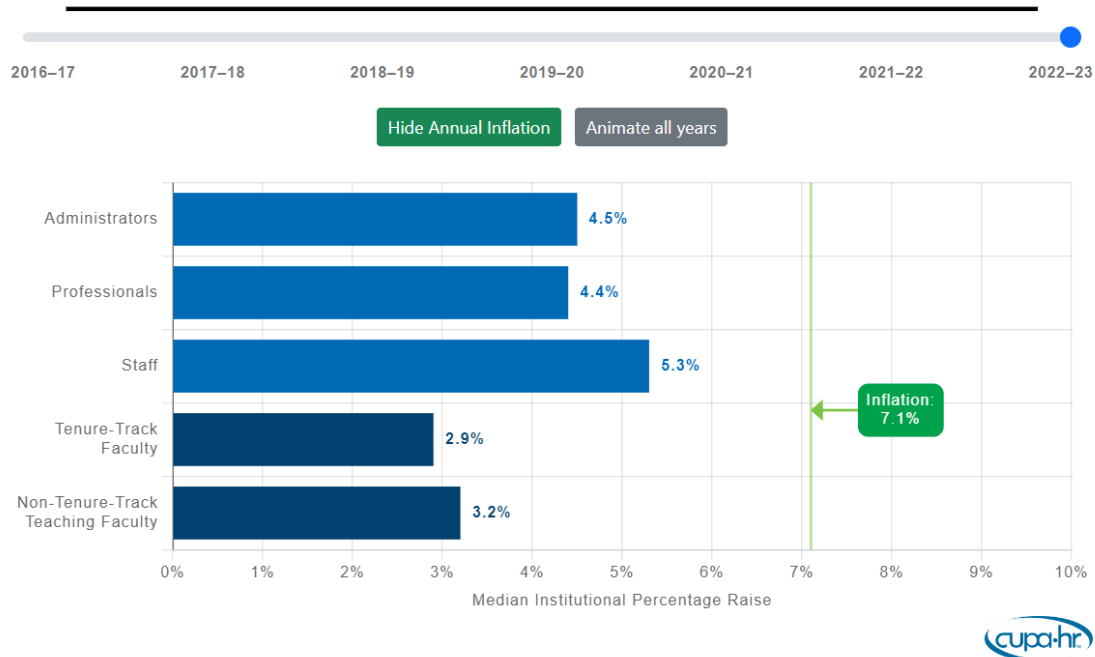
### Annual Pay Increases by Position Type



## 2022-2023

2023 Workforce Surveys

### Annual Pay Increases by Position Type





## 2023-2024 Recommendation

The following charts are from the 2022-2023 World at Work Salary Budget Survey, a well-known resource by Human Resources and Total Rewards professionals, including data from 4,085 organizations across 20+ industries.

Our 3% salary schedule movement recommendation for 2023-2024 is derived from the 2023 projected salary structure adjustments for the Public Administration and Educational Services industries.

PUBLIC ADMINISTRATION		
Position Level	Salary Structure Adjustments (Median, Excluding Structure Freezes)	
	2022 Actual	2023 Projected
<b>Industry: Public Administration: National</b>		
Nonexempt Hourly	3.0%	3.0%
Nonexempt Salaried	3.0%	3.0%
Exempt Salaried	3.0%	3.0%
Officers/Executives	3.0%	3.0%
<b>ALL</b>	<b>3.0%</b>	<b>3.0%</b>

EDUCATIONAL SERVICES		
Position Level	Salary Structure Adjustments (Median, Excluding Structure Freezes)	
	2022 Actual	2023 Projected
<b>Industry: Educational Services: National</b>		
Nonexempt Hourly	3.0%	3.0%
Nonexempt Salaried	3.0%	*
Exempt Salaried	2.8%	3.0%
Officers/Executives	2.4%	3.0%
<b>ALL</b>	<b>2.5%</b>	<b>3.0%</b>

Source: World at Work Salary Budget Survey 2022-2023

<https://worldatwork.org/resources/research/salary-budget-survey>

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