

Establishing Market Reference Point

CUPA-HR and OSU data sets from identified peer institutions were used to inform a U of A market reference point anchored to the CIP code and rank level of each faculty position, weighted by the number of institutions represented in each data set.

Example Position #1: Professor, 45.0601 (Economics, General.)

	# of Peer Institutions Represented	Average (Mean)	Weighted Multiplier	U of A Market Midpoint: \$207,622
CUPA-HR	28	\$195,413	28/71	
OSU	43	\$215,572	43/71	

Example Position #2: Associate Professor, 45.0601 (Economics, General.)

	# of Peer Institutions Represented	Average (Mean)	Weighted Multiplier	U of A Market Midpoint: \$145,549
CUPA-HR	27	\$142,906	27/68	
OSU	41	\$147,290	41/68	