

Dear Faculty and Staff:

I am writing to share with you some news on compensation, a priority for all of us here at Catholic University. It is very important to me that we pay people appropriately. This is both a matter of justice and a necessity in order to recruit and retain the caliber of faculty and staff we need for our University to flourish.

To make progress toward this important goal, I have authorized a full-time faculty and staff compensation study to begin this spring. Additionally, as I told the Academic Senate in a recent meeting, I will ask the University Budget Committee to set aside funds for pay raises over the next several years so we can begin immediately to address pay gaps.

The objectives of the compensation project will be to compare our current compensation practices, salary levels, and pay grades for full-time faculty and staff to peer institutions and to employers, nationally, regionally, and locally. This will allow us to identify and analyze any gaps in compensation.

In the interest of promoting involvement and engagement in this study, we have requested assistance from two committees, one for faculty and one for staff, that will partner with Mercer Consulting to conduct the study. The Senate Committee on Faculty Economic Welfare (CoFEW) will do the work of the faculty committee. The staff

CUA Compensation Study Announcement (4/12/19)

committee is composed of representatives from across the University. The committees will review the findings of Mercer and provide their perspectives.

The plan is to have the compensation study completed during the fall 2019 semester. As the project progresses, I will keep you informed.

As we head into the last months of this academic year, I want to express my gratitude to all of you for your work and dedication. I personally see many examples every day of faculty and staff going above and beyond the call of duty to serve our students and to encourage them in their studies and in their personal growth. Thank you for all of your contributions.

Sincerely,



John Garvey
President

Salary Data (from AAUP)

AAUP's Annual Report on the
Economic Status of the Profession, 2017-18
(March-April, 2018)

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)								(5)
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			

District of Columbia

Catholic U America

I	PR	109.4	84.3	71.9	52.0					87.2	134.8	104.6	84.1	61.8					106.4	22.0
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SURVEY REPORT TABLE 1
Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2017–18 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	141,476	130,376	176,953	145,035	186,750	175,246	225,291	186,046
Associate	99,820	93,785	118,236	103,420	134,187	127,538	154,940	136,688
Assistant	87,043	81,626	103,873	89,708	116,842	111,618	134,554	116,123
Instructor	85,888	82,258	78,885	87,918	89,918	88,528	101,452	88,828
Lecturer	64,614	59,300	75,667	74,763	90,554	86,145	100,734	96,704
No Rank	77,699	76,908	77,843	82,467	106,548	107,019	104,936	106,414
All Combined	95,176	88,490	113,829	102,521	128,103	121,306	148,049	133,091

APPENDIX I

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				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	

District of Columbia

17-18	Catholic U America	I	PR	109.4	84.3	71.9	52.0					87.2	134.8	104.6	84.1	61.8			106.4	22.0	
18-19	Catholic U America	I	PR	114.0	84.7	74.0	55.6					82.3	88.7	140.5	106.0	91.6	69.2		100.6	110.0	24.0

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Assistant	87,043	81,626	103,873	89,708	116,842	111,618	134,554	116,123
Instructor	65,606	62,259	76,685	67,319	89,910	86,529	101,452	88,629
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All Combined	95,176	88,490	113,829	102,521	128,103	121,306	148,049	133,091

SURVEY REPORT TABLE 2
Percent Change in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2016–17 to 2017–18

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
	CHANGE FOR CONTINUING FACULTY			
<i>CATEGORY I (Doctoral)</i>				
Professor	2.7	2.6	3.2	3.0
Associate	3.4	3.2	4.4	3.4
Assistant	3.4	3.1	4.6	4.4
Instructor	3.8	3.9	3.4	3.6
All Combined	3.2	3.0	4.1	3.4

APPENDIX I

CUA Vs. DC Institutions

NAME	NOTES	(1)		(2)								(3)								(4)								BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)																
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR											
Delaware																												
U Delaware	7	I	PU	159.7	111.0	93.9	78.2											120.4	207.6	149.0	125.5	110.9				159.7	32.6	
District of Columbia																												
American U		I	PR	172.8	110.2	91.5	75.7											108.5	212.5	139.1	115.0	95.1				135.4	24.8	
Catholic U America		I	PR	114.0	84.7	74.0	55.6			82.3	88.7	140.5	106.0	91.6	69.2			100.6	110.0	100.6	110.0	110.0				100.6	24.0	
Gallaudet U		IIA	PI	128.8	98.1	82.2	72.1	66.4										102.6	169.9	132.9	113.1	101.4	94.3			138.2	34.7	
George Washington U	7	I	PI	183.3	118.8	99.6	86.5											132.8	223.8	148.3	124.3	107.2				164.0	23.4	
Georgetown U		I	PR	206.1	136.9	120.3				103.9	145.8	249.5	169.8	148.0				145.8	249.5	169.8	148.0				129.6	179.0	22.8	
Howard U	7	I	PI	118.0	89.3	82.1	62.7	49.3	69.1	87.7	149.2	114.0	101.6	80.5	62.8	81.8	110.8	118.0	149.2	114.0	101.6	80.5	62.8	81.8	110.8	110.8	26.3	

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Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2017-18 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY				COMPENSATION			
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No Rank	77,699	76,908	77,843	82,467	106,548	107,019	104,936	106,414
All Combined	95,176	88,490	113,829	102,521	128,103	121,306	148,049	133,091

- (1) Institutional Carnegie Class (I: Doctoral; IIA: Masters; IIB: Baccalaureate; III: Assoc)
- (2) Institutional Control (PU: Public; PI: Private-Independent; FP: Private For-Profit; PR: Private-Religious)
- (3) Avg Salary by Rank (PR: Full Prof; AO: Assoc Prof; AI: Asst Prof; IN: Inst; LE: Lec; AR: All ranks)
- (4) Avg. Compensation (Salary + Benefits)

APPENDIX I

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		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	

District of Columbia

Catholic U America		I	PR	114.0	84.7	74.0	55.6		82.3	88.7	140.5	106.0	91.6	69.2		100.6	110.0	24.0
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Maryland

Bowie St U		IIA	PU	96.8	79.3	71.7	63.1	64.3		77.7	126.5	102.8	91.7	80.1	81.7		100.2	29.0
CC Baltimore County	12	III	PU	96.4	81.8	69.6	56.9			75.8	127.3	110.7	95.7	76.7			102.8	35.6
Cecil Coll	7	III	PU	81.1	64.2	56.9	—			66.5	105.7	83.5	78.3	—			88.3	32.7
Coppin St U	1	IIA	PU	88.9	75.6	72.6	—	63.0		75.7	114.4	99.6	94.2	—	66.2		97.5	28.9
Frostburg St U	7	IIA	PU	92.9	73.1	71.6		33.4		71.4	127.3	101.8	102.9		43.3		99.1	38.8
Hood Coll		IIA	PI	82.8	65.2	61.7	—			68.7	97.4	77.3	73.6	—			81.3	18.3
Howard CC		III	PU	91.7	76.5	67.6	62.9			77.9	120.5	101.1	92.7	87.4			104.1	33.6
Johns Hopkins U	7	I	PI	191.1	135.6	112.2	75.7	77.6	109.9	132.1	239.7	172.4	141.3	97.1	100.4	139.7	167.0	26.4
Loyola U Maryland		IIA	PR	127.3	95.3	81.7	57.6	57.9		89.7	164.2	124.2	107.0	78.3	75.1		116.6	30.1
McDaniel Coll		IIA	PI	82.1	67.5	57.6		53.7		68.7	111.7	90.7	75.4		70.0		92.0	34.1
Montgomery Coll		III	PU	97.1	80.7	74.6	72.6			89.8	119.2	99.2	93.1	85.1			110.4	23.0
Mount St Mary's U		IIA	PR	94.7	74.8	65.4	—	56.5		72.7	116.3	93.7	84.1	—	68.3		91.2	25.4
Notre Dame Maryland U		IIA	PR	83.4	74.7	69.6	—			73.6	100.3	85.4	78.4	—			84.4	14.6
Salisbury U		IIA	PU	95.7	79.2	72.3	71.5	52.7		75.2	127.7	108.8	101.3	103.0	62.2		100.8	34.0
St Mary's Coll Maryland	7	IIB	PU	92.9	74.0	62.2		—		77.7	121.7	98.6	85.0		—		103.4	33.1
Towson U		IIA	PU	95.5	82.1	70.2	65.1	45.9		73.5	129.5	111.3	95.1	88.0	62.0		99.6	35.5
U Maryland Eastern Shore	7	IIA	PU	92.5	80.2	74.4	—	55.9		76.3	112.8	98.4	91.5	—	69.9		93.8	22.9
U Maryland, Baltimore	7	I	PU	162.3	111.4	93.7	74.9	88.8	—	112.0	196.5	141.2	121.8	102.1	114.3	—	141.8	26.7
U Maryland-Baltimore County	7	I	PU	122.8	89.8	78.3	60.8	59.2		90.0	152.7	115.2	102.5	82.2	80.3		115.4	28.3
U Maryland-Coll Park	7	I	PU	161.6	108.8	96.4	68.2	64.4		118.6	196.1	137.2	123.3	92.3	86.3		147.9	24.7
Washington Coll		IIB	PI	94.2	78.9	66.7	50.8			71.9	118.0	100.9	85.8	63.9			91.8	27.6

CUA Vs. Virginia Institutions

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				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			

District of Columbia

Catholic U America		I	PR	109.4	84.3	71.9	52.0			87.2	134.8	104.6	84.1	61.8			106.4	22.0
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Virginia

Christopher Newport U		IIA	PU	107.5	83.8	69.9	66.2	63.2		78.4	144.9	117.0	98.0	88.6	88.2		108.3	38.3
Coll William and Mary	7	I	PU	133.3	99.7	83.7	72.3	60.3		104.8	175.3	135.9	114.1	97.8	82.7		140.5	34.0
Eastern Mennonite U	30	IIA	PR	64.5	56.3	49.5	45.4	31.3		53.7	86.1	75.5	64.5	60.3	44.5		71.2	32.5
George Mason U	7	I	PU	140.3	93.6	80.3	61.4			99.5	182.0	127.9	108.9	85.0			133.2	33.8
James Madison U	7	IIA	PU	96.1	77.7	71.0	59.5			79.3	134.4	111.6	102.6	88.9			113.5	43.0
Longwood U	1	IIA	PU	84.5	71.3	65.4	65.1	45.5		67.7	116.9	102.4	92.1	90.1	64.8		95.4	41.0
Lynchburg Coll	7	IIA	PR	81.1	69.3	64.7	55.7			69.9	106.9	88.3	83.9	69.7			90.5	29.4
Mary Baldwin U	1	IIA	PR	69.5	62.7	58.7	—			62.2	84.0	77.8	74.4	—			77.4	24.4
Marymount U	5	IIA	PR	97.2	78.0	67.7	58.6			77.8								
Old Dominion U	7	I	PU	118.2	85.5	75.1	48.6	55.2	—	83.3	155.7	116.9	100.9	60.9	76.7	—	112.2	34.7
Radford U	1	IIA	PI	90.9	73.2	67.7	56.2		38.7	75.1	123.9	103.5	94.9	81.1		60.2	104.6	39.4
Shenandoah U	7	I	PR	83.8	73.7	69.1	60.7	53.8	—	72.1	102.7	89.9	84.1	69.7	63.0	—	87.5	21.4
U Mary Washington	7	IIA	PU	86.7	71.8	63.4	—	66.1		74.1	118.3	102.4	89.3	—	91.4		103.5	39.6
U Richmond	7	IIA	PI	162.2	110.3	94.2	68.0			114.5	204.3	141.0	116.6	87.9			144.9	26.6
U Virginia-Main Campus	7	I	PU	182.6	120.8	93.5	61.1	61.3		132.0	223.8	151.6	118.6	78.5	79.2		164.1	24.3
U Virginia's Coll Wise		IIB	PU	83.9	73.6	62.9	55.4			69.0	112.8	98.9	85.5	75.8			93.3	35.2
Virginia Commonwealth U	7	I	PU	132.4	89.9	73.7	53.8			86.1	172.1	121.9	102.4	77.8			117.0	35.9
Virginia Military Institute		IIB	PU	95.7	75.4	63.3	45.2	—		79.6	135.5	107.6	90.5	71.2	—		113.3	42.4
Virginia Polytechnic Institute and St U	7	I	PU	146.8	101.9	90.4	54.0	65.3		106.5	190.1	136.7	122.9	79.4	92.9		142.1	33.4
Washington and Lee U		IIB	PI	144.3	106.2	93.3	61.5	—		117.7	189.3	142.1	120.9	78.3	—		154.5	31.3

President's Salary (p. 9-10)

ADMINISTRATIVE SALARIES

Survey report tables 10, 12, and 13 offer a detailed breakdown of compensation for institutional administrators. The national average total salary for presidents is \$353,183. For chief academic officers, the national average salary is \$229,334. For institutional chief financial officers, the national average salary is \$214,896. Presidents, on average, are paid 4.78 times the amount of the average full-time faculty members at their institutions. At the middle 50 percent of reporting institutions, the ratio of the president's salary to the average salary of all full-time faculty members at the institution is between 3.8 and 5.5.


- For CUA: (2016 salary)
 - President: \$649k
 - Provost: \$445k
 - Finance: \$445k
- Avg Faculty Salary: \$87.2k
- Prez-Fac Ratio: 7.44x

- Salaries for college and university presidents continue to outpace those for faculty, with presidents paid three to four times the salary of even the most senior faculty members at their institutions, on average [Survey Report Table 11]. The median salary for a college president in 2018-19 ranged from just over \$200,000 at public community colleges to nearly \$700,000 at private-independent doctoral universities [Survey Report Table 10].

<https://www.aaup.org/2018-19-faculty-compensation-survey-results#data>

NACUBO-TIAA Endowment Survey-2018

NACUBO-TIAA Endowment Survey



2018 | NACUBO-TIAA
Study of Endowments



U.S. and Canadian Institutions Listed by Fiscal Year 2018 Market Value of Endowment Assets and Change* in Endowment Market Value from FY17 to FY18

***Note:** The change in market value does NOT represent the rate of return for the institution's investments. Rather, the change in the market value of an endowment from FY17 to FY18 reflects the net impact of:

- 1) withdrawals to fund institutional operations and capital expenses;
- 2) the payment of endowment management and investment fees;
- 3) additions from donor gifts and other contributions; and
- 4) investment gains or losses.

Rank	Institution	State/ Province	FY18 Endowment Funds (\$000)	FY17 Endowment Funds (\$000)	*Change in Market Value (%)
234	Fairfield University	CT	362,648	349,348	3.8
235	Scripps College	CA	362,046	336,705	7.5
236	Rhodes College	TN	359,279	342,350	4.9
237	Colorado State University Foundation	CO	355,923	330,200	7.8
238	University of Maryland College Park Foundation	MD	355,272	316,109	12.4
239	University of California Santa Barbara	CA	353,027	322,419	9.5
240	Franklin & Marshall College	PA	352,131	340,699	3.4
241	The Catholic University of America	DC	350,041	330,182	6.0
242	Black Hills State University	SD	349,751	329,521	6.1
243	Wabash College	IN	349,670	340,245	2.8
244	Barnard College	NY	345,097	327,160	5.5
245	Lawrence University of Wisconsin	WI	339,831	318,204	6.8
246	University of Victoria Foundation [#]	BC	339,264	331,445	2.4
247	University of Alaska Foundation	AK	339,137	320,705	5.7

U.S. News Rankings



The Catholic University of America

620 Michigan Avenue NE, Washington, DC 20064 | (202) 319-5000

#129 (tie) in National Universities [?]

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General Information

 **Private, Coed**
SCHOOL TYPE

 **1887**
YEAR FOUNDED

 **Roman Catholic**
RELIGIOUS AFFILIATION

 **Semester**
ACADEMIC CALENDAR

 **Urban**
SETTING

 **\$336.9 million**
2017 ENDOWMENT