Final Comparison Group – Faculty

Factors Considered

- In the selection of peer institutions for **faculty**, Mercer used the benefits and current faculty compensation comparison groups as a foundation and considered institutions which reflect the majority of the following:

Control / Carnegie Class	• Private, 4+ years, not-for-profit institutions • Target Baccalaureate Colleges: Arts & Sciences Focus
Selectivity	• Highly selective institutions, admitting <35% of the applicant pool
Endowment per Student FTE	• ~½ to 2X Haverford's endowment per student FTE (~$225K – $1M)
Funding Structure	• Institutions which are less tuition dependent (< 45%)
Student to Faculty Ratio	• ½ to 2X Haverford's student to faculty ratio (4 – 16 students)
Region	• National

Final Faculty Peer Comparison Group
N = 55

- Adelphi University*
- Amherst College*
- Barnard College
- Bates College*
- Bowdoin College*
- Brandeis University*
- Bryn Mawr College*
- Bucknell University*
- Carleton College
- Colby College*
- Colgate University*
- College of the Holy Cross*
- Colorado College
- Davidson College*
- Denison University
- Drew University*
- Drexel University*
- Furman University
- Hamilton College*
- Hillsdale College
- Kenyon College
- Lafayette College*

- Lehigh University*
- Macalester College
- Marist College*
- Middlebury College*
- Mount Holyoke College*
- Oberlin College
- Occidental College
- Ohio Wesleyan University
- Pomona College
- Quinnipiac University*
- Reed College
- Saint Joseph's University
- Scripps College
- Seton Hall University*
- Skidmore College*
- Smith College*
- Swarthmore College*
- Trinity College
- Trinity University
- Union College*
- University of Hartford*
- University of Miami

- University of Pennsylvania*
- University of Richmond
- University of Tulsa
- Vassar College
- Villanova University*
- Washington College
- Wellesley College*
- Wesleyan University*
- Wheaton College*
- Williams College*
- Wofford College

Institution is a participant of CUPA-HR faculty survey in 2023 (N = 28)

Institution is in Haverford's current faculty peer group for compensation (N =24)

Institution is in Haverford's faculty peer group for benefits (N=32)

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Benchmarking Methodology

Overview

1 Confirm Methodology

Confirm the peer group criteria and determine peers for market data

2 Confirm Surveys

Select surveys to benchmark against, keeping in mind the following criteria: survey age, survey description, data relevance, survey statistics

3 Select & Match Jobs

Match Haverford College's jobs to survey jobs based on content (good match if 70%-80% of benchmark job matches)

4 Relevant Markets

Ensure data cuts selected match the targeted markets (industry, size, location) and that there is enough data available in the scope.

5 Gather Comp Statistics

Collect multiple data percentiles for base salary (to understand competitive landscape and the range of pay)

6 Make Adjustments to Data

Make adjustments (premiums or discounts) to the available survey data based on differences in responsibilities, level, institution size, location, etc.

7 Age Compensation Data

Age the data from the various survey sources to a common point in time

8 Develop Market Composite

Combine the data from multiple survey sources into a single, blended number based on the relevance of each data source

9 Analyze Market Results

Evaluate competitiveness and use market data to inform salary ranges