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  

*Source: Integrated Postsecondary Education Data System (IPEDS) 2023 dataset*
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)
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