Subcommittee on Finance (SCOFS)

Dan Fineman (ECLS)
Michael Hill, Chair (Chemistry)
Sanjeev Khagram (DWA)
Brandon Lehr (Economics)
Joseph Schulz (Biology)
Kirsten Wandschneider, FC liaison (Economics)
SCOF is a subcommittee of FC, whose tasks are to:

• Track faculty salaries and other financial indicators related to the academic program of the College;

• Serve on the College Budget Advisory Committee;

• Carry out additional projects as delegated by FC
2013 SCOF Agenda

• Prescribed Duties:
  • Salary Report / Endowment and IA Report
  • BAC (tuition/discount rates; resource allocation; strategies to support strategic initiatives; budget modeling, etc.)
2013 SCOIF Agenda

• Additional Projects:
  • Merit-compensation proposal
  • Retirement program
  • Faculty staffing (TT vs. NTT; demographics)
  • Impact of emerging technologies
  • “Institutionalize” data gathering
The 2013 Faculty-Salary Report

- Average salaries across ranks
- Total salary pool
# Oxy’s Comparison Colleges

## Current Peer Group (2011)

- Carleton College
- Colorado College
- Dickinson College
- Franklin and Marshall College
- Hamilton College
- Macalester College
- Oberlin
- Pitzer College
- Pomona College
- Reed College
- Rhodes College
- Scripps College
- Skidmore
- Trinity College
- Union College (NY)
- Whitman College

## Former Peer Group (1998)

- Bates College
- Bowdoin
- Carleton College
- Claremont McKenna College
- Coll Wooster
- Colorado College
- Davidson College
- Franklin and Marshall College
- Hamilton College
- Lafayette College
- Macalester College
- Oberlin
- Pomona College
- Reed College
- Trinity College
- University of the South
- Vassar College
- Whitman College
## Average Faculty Salaries across Ranks

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>% increase</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oxy</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asst.</td>
<td>64,558</td>
<td>64,737</td>
<td>0.3</td>
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<tr>
<td>Assoc.</td>
<td>82,911</td>
<td>84,062</td>
<td>1.4</td>
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<tr>
<td>Full</td>
<td>118,320</td>
<td>122,049</td>
<td>3.1</td>
</tr>
<tr>
<td><strong>1998 CC</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Asst.</td>
<td>69,126</td>
<td>70,210</td>
<td>1.6</td>
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<tr>
<td>Assoc.</td>
<td>85,058</td>
<td>87,324</td>
<td>2.7</td>
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<tr>
<td>Full</td>
<td>117,001</td>
<td>119,903</td>
<td>2.5</td>
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<tr>
<td><strong>2011 CC</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Asst.</td>
<td>67,172</td>
<td>70,210</td>
<td>4.5</td>
</tr>
<tr>
<td>Assoc.</td>
<td>83,531</td>
<td>86,857</td>
<td>4.0</td>
</tr>
<tr>
<td>Full</td>
<td>112,371</td>
<td>114,917</td>
<td>2.3</td>
</tr>
</tbody>
</table>

* These salary figures do not include the cash housing supplement. For assistant professors, that benefit averaged $9,500 in 2013; approximately 1/3 of associate professors still receive a cash housing supplement that hasn’t been converted fully into base salary.
Salary by Rank (2012 & 2013)

Friday, October 25, 13
Salary by Rank (2012 & 2013)
Update: 5-year Salary-Pool Plan

Projected salary-pool range for 2010 benchmark

Fiscal Year

$ Millions
Update: 5-year Salary-Pool Plan

Projected salary-pool range for 2010 benchmark.

Friday, October 25, 13
Update: 5-year Salary-Pool Plan

Friday, October 25, 13
Update: 5-year Salary-Pool Plan

![Graph showing projected salary-pool range for 2010 benchmark]

- **Oxy**
- **1998 CC**
- **2011 CC**

Projected salary-pool range for 2010 benchmark.