

C U P A				
Discipline	Rank	Position	Market Reference Point	Current Salary
04.02	A		\$91,781	\$122,374
04.02	A	A		
04.02	A		\$59,850	\$79,800
04.02	A	A	\$57,000	\$76,000
04.02	A	A	\$50,917	\$67,889
04.02	A		\$48,492	\$64,656
04.02	A		\$46,183	\$61,578
05.02			\$83,534	\$111,378
05.02		A	\$64,910	\$86,547
05.02		A	\$55,531	\$74,042
05.02			\$60,379	\$80,506
05.02		A	\$52,944	\$70,592
05.02		A	\$45,601	\$60,802
05.02			\$43,430	\$57,906
05.02			\$41,362	\$55,149
09.01			\$74,942	\$99,923
09.01		A	\$58,750	\$78,333
09.01		A	\$50,140	\$66,854
09.01			\$62,460	\$83,280
09.01		A	\$46,500	\$62,000
09.01		A	\$44,286	\$59,048
09.01			\$42,177	\$56,236
09.01			\$40,169	\$53,558
10.07			\$64,736	\$86,314

*Market reference points were developed using existing CUPA data from 46 peer institutions. Market reference points serve as a basis to identify competitive minimum salaries relevant to each rank and discipline. Structure as of 6/28/2023

Market Reference Points (MRPs) for Faculty Salaries				
Rank	Discipline	MRP	Market Reference Point	Market Reference Point
14.27	Business Administration	Assistant Professor	\$56,250	\$75,000
14.35	Business Administration	Assistant Professor	\$102,429	\$136,572
14.35	Business Administration	Assistant Professor	\$76,279	\$101,705
14.35	Business Administration	Assistant Professor	\$72,319	\$96,426
14.35	Business Administration	Assistant Professor	\$81,588	\$108,785
14.35	Business Administration	Assistant Professor	\$70,326	\$93,768
14.35	Business Administration	Assistant Professor	\$66,977	\$89,303
14.35	Business Administration	Assistant Professor	\$63,788	\$85,050
14.35	Business Administration	Assistant Professor	\$60,750	\$81,000
15.00	Business Administration	Assistant Professor	\$75,538	\$100,717
15.00	Business Administration	Assistant Professor	\$70,769	\$94,359
15.00	Business Administration	Assistant Professor	\$62,400	\$83,200
15.00	Business Administration	Assistant Professor	\$101,699	\$135,598
15.00	Business Administration	Assistant Professor	\$66,883	\$89,177
15.00	Business Administration	Assistant Professor	\$58,495	\$77,993
15.00	Business Administration	Assistant Professor	\$55,709	\$74,279
15.00	Business Administration	Assistant Professor	\$53,056	\$70,742
15.03	Business Administration	Assistant Professor	\$97,119	\$129,491
15.03	Business Administration	Assistant Professor	\$74,742	\$99,656
15.03	Business Administration	Assistant Professor	\$64,129	\$85,505
15.03	Business Administration	Assistant Professor	\$101,699	\$135,598
15.03	Business Administration	Assistant Professor	\$66,883	\$89,177
15.03	Business Administration	Assistant Professor	\$58,495	\$77,993
15.03	Business Administration	Assistant Professor	\$55,709	\$74,279
15.03	Business Administration	Assistant Professor	\$53,056	\$70,742
15.06	Business Administration	Assistant Professor	\$97,119	\$129,491
15.06	Business Administration	Assistant Professor	\$74,742	\$99,656
15.06	Business Administration	Assistant Professor	\$64,129	\$85,505
15.06	Business Administration	Assistant Professor	\$101,699	\$135,598

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15.06	15.06	15.06	15.06	15.08	15.08	15.08	15.08	15.08	15.08	15.08	15.08	15.08	15.08	16.01	16.01	16.01	16.01	16.01	
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\$66,883	\$58,495	\$55,709	\$53,056	\$97,119	\$74,742	\$64,129	\$101,699	\$66,883	\$58,495	\$55,709	\$53,056	\$71,156	\$56,636	\$52,560	\$50,817	\$43,004			
\$89,177	\$77,993	\$74,279	\$70,742	\$129,491	\$99,656	\$85,505	\$135,598	\$89,177	\$77,993	\$74,279	\$70,742	\$94,874	\$75,514	\$70,079	\$67,756				

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