

C U P A				
Discipline	Rank	Position	Market Reference Point	Current Salary
04.02	A			\$91,781
04.02	A		A	
04.02	A		1 1 (M-1,)	\$59,850
04.02	A		A 1 1 1 1 (M-1,)	\$57,000
04.02	A		A 1 1 1 1 (M-1,)	\$50,917
04.02	A			\$48,492
04.02	A			\$46,183
05.02				\$83,534
05.02			A 1 1 1 1	\$64,910
05.02			A 1 1 1 1	\$55,531
05.02			1 1 (M-1,)	\$60,379
05.02			A 1 1 1 1 (M-1,)	\$52,944
05.02			A 1 1 1 1 (M-1,)	\$45,601
05.02				\$43,430
05.02				\$41,362
09.01				\$74,942
09.01			A 1 1 1 1	\$58,750
09.01			A 1 1 1 1	\$50,140
09.01			1 1 (M-1,)	\$62,460
09.01			A 1 1 1 1 (M-1,)	\$46,500
09.01			A 1 1 1 1 (M-1,)	\$44,286
09.01				\$42,177
09.01				\$40,169
10.07				\$64,736

*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

14.10	14.10	14.10	14.10	14.10	14.10	14.10
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14.10	14.10	14.10	14.10	14.10	14.10	14.10
14.10	14.10	14.10	14.10	14.10	14.10	14.10
14.10	14.10	14.10	14.10	14.10	14.10	14.10

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Market Reference Points (MRPs) for Compensation Structure				
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	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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