

Fair Faculty Compensation

Advancing Mission through Balance and Collaboration

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ASSOCIATION OF CATHOLIC COLLEGES & UNIVERSITIES
2026 ANNUAL MEETING

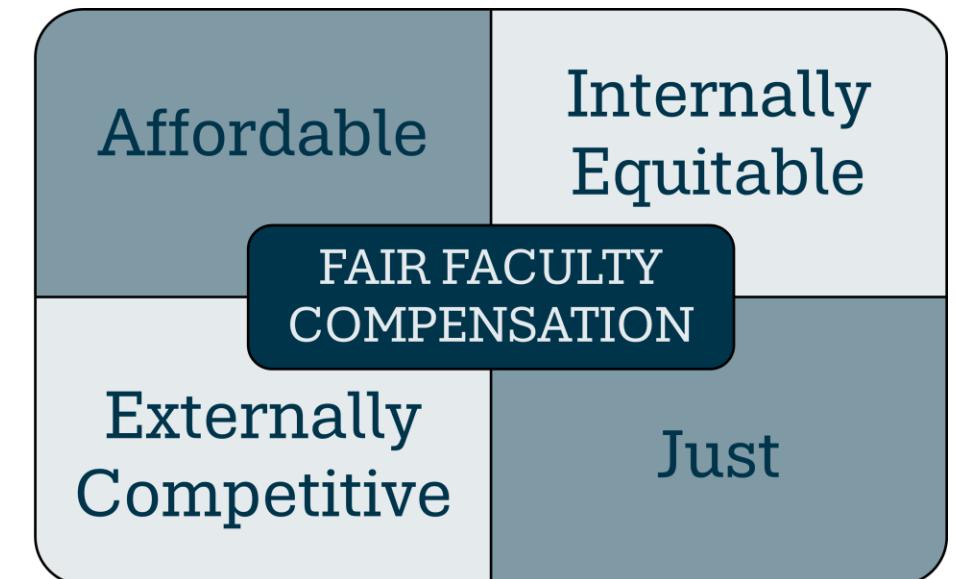
INTRODUCTION

Institutions of higher education must act as good stewards of limited resources.

- Personnel budgets regularly account for 60-70% of expenses.
- Faculty have a responsibility to understand basic institutional finances and compensation practices.

'Fair Faculty Compensation' requires a balance of principles in tension:

1. Affordability | Financial Sustainability
2. Internal equity | Fairness Among Colleagues
3. External Competitiveness | Market Positioning
4. Justice | Dignity and Respect



Compensation effectiveness is a community concern.

- Compensation practices reflect institutional priorities and values.
- Compensation decisions impact morale and trust.
- Compensation effectiveness is necessary for mission effectiveness.

AFFORDABILITY

FINANCIAL SUSTAINABILITY

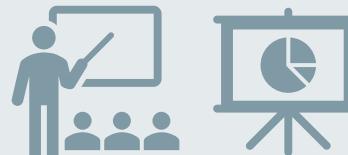
Key Characteristic

- Compensation must be sustainable across multiple budget cycles.



Vital Question

- Do faculty clearly understand our financial situation?



Illustrative Challenge

- The Faculty Salary & Benefits Committee recommends a 10% increase in base compensation, but enrollment revenue is declining.



INTERNAL EQUITY

FAIRNESS AMONG COLLEAGUES

Key Characteristic

- Comparable compensation for comparable roles.



Vital Question

- Can you explain why any two faculty earn different salaries (especially at the same rank)?



Illustrative Challenge

- Hiring a new Assistant Professor at current market rates results in compression or inversion; seasoned faculty feel devalued.



EXTERNAL COMPETITIVENESS

MARKET POSITIONING

Key Characteristic

- Sufficient compensation to attract and retain mission-aligned, effective faculty.



Vital Question

- What institutions do we use to benchmark compensation, and how was this group discerned?



Illustrative Challenge

- Faculty regularly point out that a nearby public institution pays 10% higher salaries.



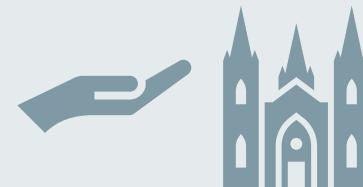
Key Characteristic

- Compensation supports a dignified standard of living.



Vital Question

- Do faculty salaries align with our Catholic identity, mission, and values?



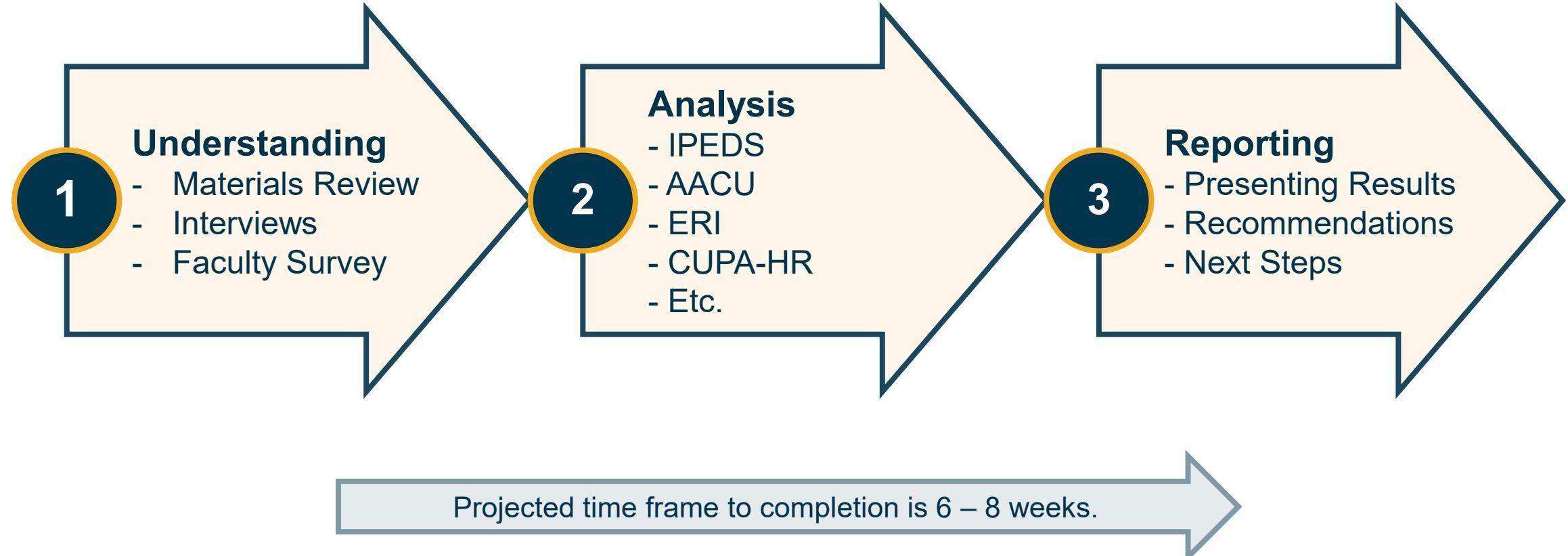
Illustrative Challenge

- A prospective hire in the Humanities is willing (eager, even!) to take the position at a below-market rate.



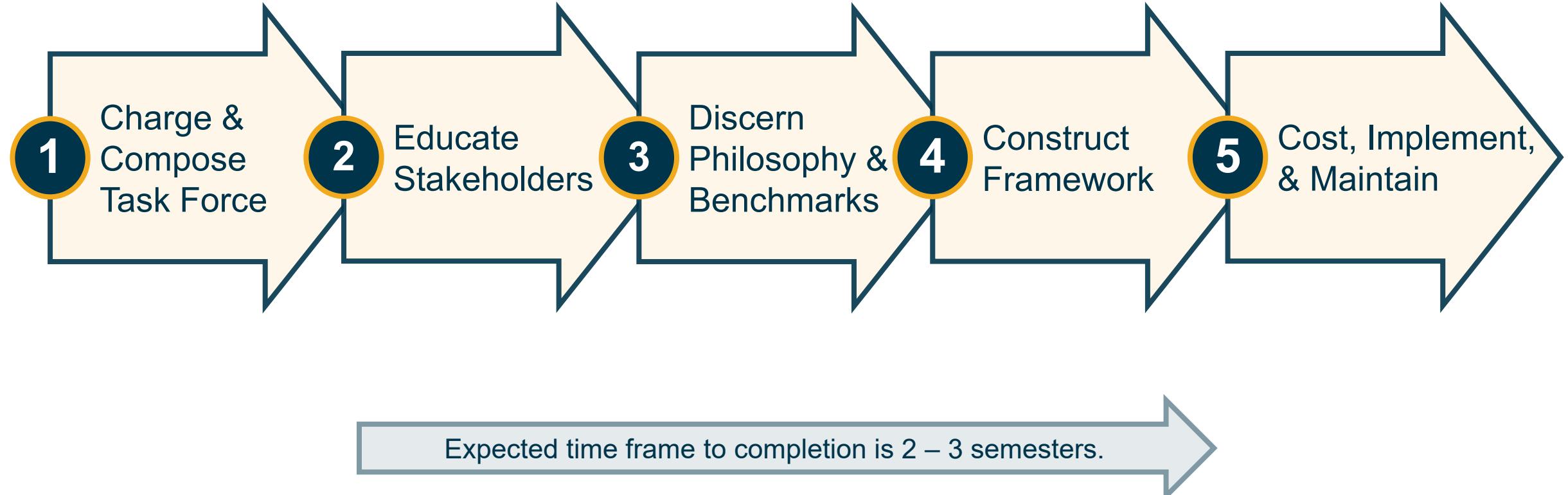
COLLABORATIVE PROCESS

PHASE 1: DIAGNOSTIC

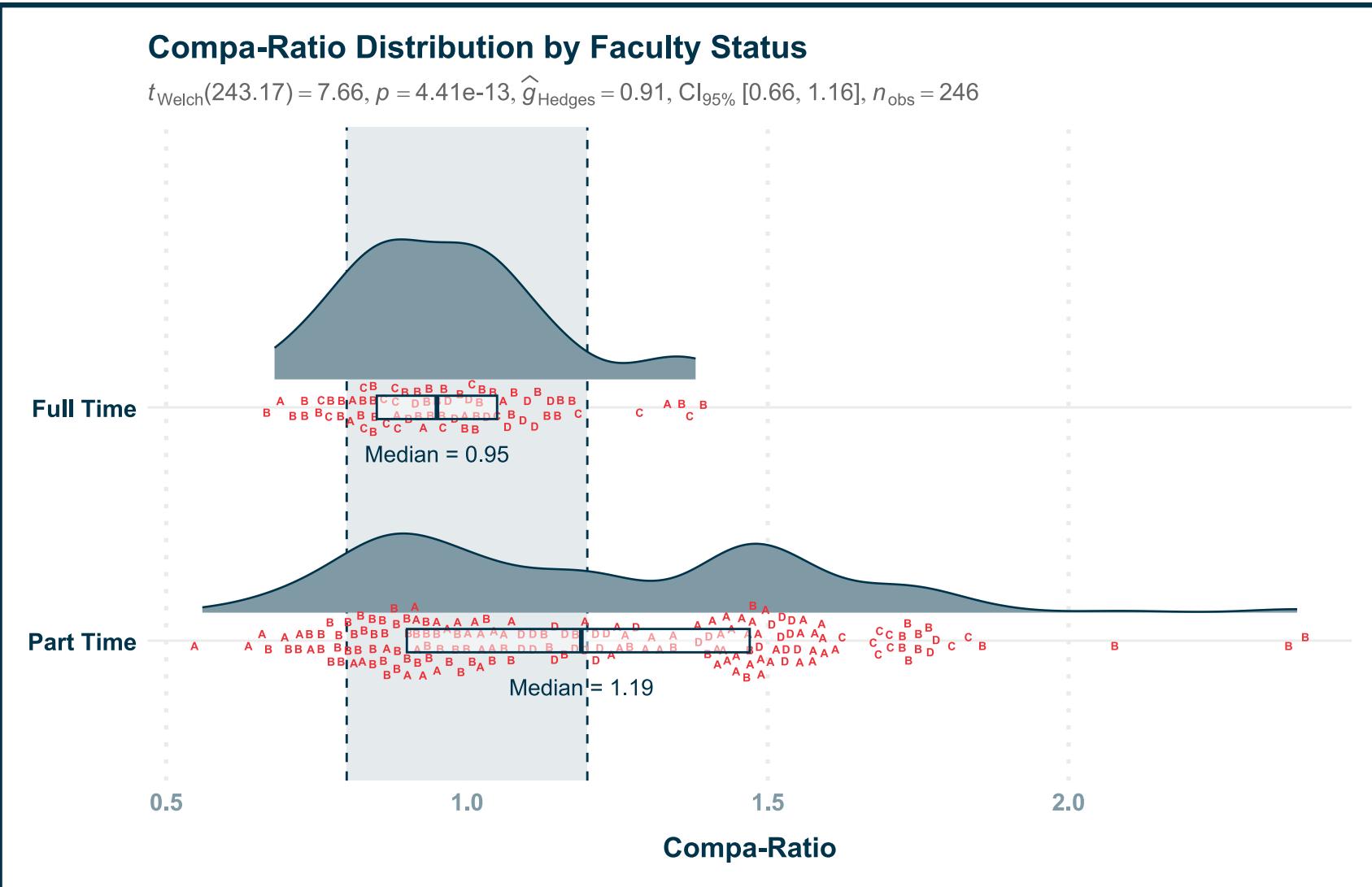


COLLABORATIVE PROCESS

PHASE 2: TASK FORCE



EXERCISES IN FACULTY COMPENSATION COMPA-RATIO ANALYSIS



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ABOUT THE CASAGRANDE INSTITUTE

OUR EXPERIENCE



Institutions Served by the Casagrande Institute (2024+): Benedictine Schools of Richmond, Berea College, Bryn Mawr College, Compass Rose Foundation, Des Moines University, Denver Seminary, La Salle University, Landmark College, Notre Dame of Maryland University, Southern California University of Health Sciences, Southwestern University, Spring Arbor University, St. Ambrose University, Trinity College, University of Dayton, University of Redlands, University of the Incarnate Word, and Wofford College.

Institutions Served by Casagrande Consulting (2009-2024): Albion College, Arcadia University, Ascension Health Ventures, Association of Chiropractic Colleges, Association of Independent California Colleges and Universities, Assumption University, Austin College, Ave Maria University, Brooklyn Law School, Bucknell University, Buena Vista University, Cabrini University, Carlow University, Carroll College (MT), Catawba College, Charles R. Drew University of Medicine and Science, Christian Brothers University, Claflin University, Clark Atlanta University, Coker University, College of Charleston, Commission on Independent Colleges and Universities, Concordia University – Chicago, Dordt University, Duke Corporate Education, Eastern Mennonite University, Education Strengthens Families, Emory University, Goddard College, Gwynedd Mercy University, Hollins University, Holy Family University, Illinois Wesleyan University, Independent Colleges of Indiana, Indiana Institute of Technology, Keuka College, Lander University, Library and Information Resources Network, Life Chiropractic College West, Life University, Logan University, Luther College, Manchester University, Martin Methodist College, Mary Baldwin University, Marymount University, Mercyhurst University, Millsaps College, Minnesota Private College Council, Mount Aloysius College, Mount Mercy University, Mount Saint Mary's University Los Angeles, New York Institute of Technology, North Park University, Northwest Commission on Colleges and Universities, Oakwood University, Oglethorpe University, Oregon Institute of Technology, Pacific Northwest University, Parker University, Prescott College, Quinnipiac University, Roanoke College, Robert Morris University, Rose-Hulman Institute of Technology, Sacred Heart University, Saint Anselm College, Saint Mary's College of California, Saint Thomas University, Salem College, Salve Regina University, Seton Hall University, Sherman College of Chiropractic, Southwest Florida College, Siena University, Southern California University of Health Sciences, Southwest College of Naturopathic Medicine & Health Sciences, St. Bonaventure University, Susquehanna University, Taylor University, Texas Chiropractic College, The University of Tampa, Thomas More University, Touro University, Trinity College (CT), Trocaire College, Union College, University of Dallas, University of Dayton, University of Hartford, University of Mobile, University of New Haven, University of North Texas System, University of Portland, University of Providence (MT), University of Puget Sound, University of San Diego, University of St. Francis, University of the Incarnate Word, University of St. Thomas (TX), University of Texas – Dallas, University of the Pacific, University of Western States, University of Wichita, Utah System of Higher Education, Ursuline College, Viterbo University, Wagner College, Westminster University (UT), Winthrop University, Wofford College, and Woodbury University.

ABOUT THE CASAGRANDE INSTITUTE

CHAT WITH THE TEAM AT ACCU

David J. Bauer, Ph.D. – Client Relationship and Faculty Compensation Project Manager

David leads the Casagrande Institute, managing day-to-day operations and drawing on more than 20 years of experience in consulting, education, and leadership. He specializes in faculty compensation consulting, partnering with institutions to educate stakeholders, conduct diagnostic analyses, design salary structures, benchmark compensation, and work collaboratively with faculty and administrative leaders to support fair, transparent, and mission-aligned pay practices. David also evaluates programs and initiatives funded by government agencies and private foundations. He has a broad academic background in psychology with primary emphases in behavioral neuroscience and quantitative analytics, and additional scholarly interest in moral judgment.



Frank A. Casagrande – Executive Compensation Project Manager

External Consultant to the Casagrande Institute with more than 30 years of experience in consulting and education. Prior to launching Casagrande Consulting in 2009, Frank was the higher education practice leader at Hay Group. He is a Certified Executive Compensation Professional from World at Work and was an Enrolled Actuary. Frank has a Master of Arts in Teaching from Montclair State University and a Bachelor of Science in Applied Mathematics from Union College (NY).



Karen Hutcheson – Staff Compensation Project Manager

External Consultant to the Casagrande Institute with over 35 years of compensation consulting experience. Karen leads the Institute's staff compensation consulting services. She specializes in working with colleges and universities, having personally worked with nearly 200 institutions nationwide (on both faculty and staff compensation engagements). Prior to working with the Institute, Karen was a Partner at Mercer, leading the national higher education compensation consulting practice, as well as a Senior Vice President at Segal, leading the higher education compensation consulting services. She has a Bachelor of Arts in Business Administration from Boston University and is a Certified Compensation Professional from Work at Work.

