**WFU AAUP Faculty Salary Report to the College**

**April 9, 2018**

The main focus of the study is to measure changes in University (Reynolda campus) and College tenure-track and tenured faculty salaries between 2011-12 and 2016-17.

The first table presents changes in College faculty salaries of Professors, Associate Professors and Assistant Professors, and changes in the salaries’ purchasing power; the second compares Reynolda campus salaries with those of nine cross-admit peers; and, the last table, provided by the Office of Institutional Research, compares changes in unadjusted and COL-adjusted salaries from 2015-16 to 2016-17 for the Reynolda campus and the cross-admit peers.

WFU AAUP is very concerned about the salaries of teaching professionals. Good data on teaching professionals’ salaries is not available in the AAUP annual faculty compensation survey.

* **Table 1 shows that the purchasing power of Wake Forest College Professors’ salary increased by 3.46 percent between July 2011 and July 2016. Purchasing power of Wake Forest College Associate and Assistant Professors’ salaries declined in that five- year period by 1.43 percent and .27 percent, respectively.**

**Table 1 shows that between July 2011 and July 2016, the CPI increase was 6.51 percent, Wake Forest College Professors’ salary increase was 9.97 percent; Associate Professors’ salary increase was 5.08 percent; and, Assistant Professors’ salary increase was 6.24 percent.**

* **Table 2 shows that compared to Professors at cross-admit universities, the change in salary between 2011-12 and 2016-17 at Wake Forest University was less than the change for all cross-admits with the exception of UNC-CH. Currently the mean of Professors’ salaries excluding WFU is $161,300. WFU’s current Professor salary is $149,300. The mean of the cross-admits’ Associate Professor salaries is $110,400; $98,500 at WFU. The mean of the cross-admits’ Assistant Professor salaries is $92,000; $77,900 at WFU.**

**Currently the median Professor salary of the nine cross-admits is $157,400; the salary is $149,300 at WFU. The median Associate Professor salary of the cross-admits is $105,700; the salary is $98,500 at WFU. The median Assistant Professor salary of the cross-admits is $91,200; the salary is $77,900 at WFU.**

**Wake Forest University faculty salaries have lost significant ground with respect to the mean and the median salaries of the cross-admit universities. In addition, benefits as a percent of salary at Wake Forest do not compensate for the lower salaries.**

* **The last table, from the Office of Institutional Research, includes unadjusted and COL- adjusted salary data from 2015-16 and 2016-17. Continuing the trend noted above, in the last two years the purchasing power of Wake Forest University salaries lags behind both the median and mean of the cross-admits (no data for Emory). Purchasing power of WFU Professors’ salaries has increased by 2.5 percent compared to a 2.9 percent median increase, and a 3.4 percent mean increase, at the cross-admits. Purchasing power of WFU Associate Professors’ salaries has declined by .2 percent compared to a 3.2 percent median increase, and a 2.7 percent mean increase, at the cross-admits. Purchasing power of WFU Assistant Professors’ salaries has declined by 3.9 percent compared to a 3.4 percent median increase, and a 4.0 percent mean increase, at the cross-admits.**





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