***Towards Fair Salaries for All Faculty***

WFU AAUP is following up on the motions passed in the College Faculty and Senate last year to raise faculty salaries at all ranks, but especially among the ranks of Associate, Assistant and Teaching Professors.

Faculty Members at WFU largely perceive that they are being underpaid, and the data bear that out.

In 2017-18, the mean of Professors’ salaries at the nine traditional cross-admit institutions is $165,700. WFU’s (Reynolda Campus) Professor salary is $151,700. The mean of the cross-admits’ Associate Professor salaries is $113,200; $101,900 at WFU. The mean of the cross-admits’ Assistant Professor salaries is $93,800; $76,200 at WFU;[[1]](#footnote-1)

According to the Office of Institutional Research, in the College and Graduate School of A&S only, the number of “Instructors,” a category that includes Teaching Professionals, Professors of the Practice and Visiting Faculty, grew from 115 in 2017-18 to 136 in 2018-19. The mean Instructor salary was $62,195 in 2017-18 and $61,128 in 2018-19. The mean salary of the 95 faculty who continued in their position in both years was $63,603 in 2017-18 and $65,621 in 2018-19, an increase of 3.20%. The inflation rate from July 2017 to July 2018 was 2.95%, virtually negating any salary increase for those continuing faculty.

The WFU AAUP *Faculty Financial Situation and Morale Survey*, which polled 556 College faculty members (392 of whom responded, a 71% response rate), revealed that two out of three survey respondents teach Summer School out of economic need. Student debt levels among incoming faculty -- especially Teaching Professors and Assistant Professors -- have increased substantially in recent years. Nearly 60% found that their monthly pay increases lagged behind their monthly repayment obligations.

According to the data in *WFU Salary Growth Relative to Tuition Increases*, a table available at wfuaaup.org, from 2002-2018 the cumulative percentage difference between increases in the faculty salary pool and increases in undergraduate tuition and fees is 23.3%. If salary increases had tracked tuition increases, salaries would be 23.3% higher than they are now.

Join WFU AAUP in seeking a commitment from the administration to raise the salary pool significantly and allocate it equitably among the faculty. **There is strength in numbers.**

1. Sources: American Association of University Professors, Faculty Compensation Survey (Mar.-Apr. 2018); Office of Institutional Research. The nine comparison institutions are: Davidson, Duke, Emory, Richmond, UNC-CH, UVA, Vanderbilt, Washington and Lee, and William and Mary. [↑](#footnote-ref-1)