

Date: October 31, 2003

MEMORANDUM

TO: Faculty Senate

FROM: David Soltz, Provost/Senior Vice President for Academic Affairs

**COPIES: J. McIntyre, President's Cabinet, Academic Affairs Council,
Academic Department Chairs Organization, Budget Office**

SUBJECT: Faculty Salary Base

Section 8.30 of the Faculty Code calls for a yearly report to the Faculty Senate conveying information related to faculty salaries. This report conveys information related to the faculty salary base, the average salary of the university's tenured and tenure-track faculty, the disposition of all funds authorized and appropriated for faculty salaries, and funds paid to faculty from all sources. In response to requests voiced by faculty, I have included the mean and median salary for tenured and tenure-track faculty by rank in addition to providing the average salary of the university's tenured and tenure-track faculty as required by Section 8.30 of the Faculty Code.

Faculty Salary Base

The faculty salary base is the sum of the budget lines of tenured, tenure-track, and full-time-non-tenure-track faculty plus adjunct lines and phased retirees in the 2003-2004 baseline budget. The 2003-2004 faculty salary base at Central Washington University equals \$21, 966,636. This reflects an increase of \$165,626 over the faculty salary base of 2002-2003, which totaled \$21,801,010.

**Average Salary of the University's
Tenured and Tenure-Track Faculty**

The average faculty salary of the university's tenured and tenure-track faculty can be computed two ways. One approach includes only tenured faculty and tenure-track faculty but not phased retirees. The second approach includes tenured faculty, tenure-track faculty, and phased retirees. Both figures are reported below.

- ◆ The average salary in Fall 2003 of the tenured and tenure-track faculty, excluding phased retirees is \$55,326.
- ◆ The average salary in Fall 2003 of the tenured and tenure-track faculty including phased retirees is \$55,188.

The HECB uses a third method of computing the average faculty salary for its yearly report to the legislature. That report also identifies a national percentile ranking for Washington's universities and The Evergreen State College. The HECB has used data from the Integrated Postsecondary Education Data System (IPEDS) reports. This data measures a different set of faculty from those used to compute the average salaries reported above.

The annual salary survey conducted by the U.S. Department of Education collects data regarding full-time instructional faculty. That set includes full-time tenured and non-tenured faculty, including lecturers. Faculty not included in the IPEDS data are (a) tenured and non-tenured faculty in positions less than full time, (b) librarians holding faculty rank, (c) coaches, and (d) exempt administrators with tenure. The table below reports the average faculty salary for the comparable set of faculty reported to IPEDS for Fall 1997, 1998, 1999, 2001, and 2002. The IPEDS faculty survey was cancelled for Fall 2000. The reporting method used for Fall 2000 was the American Association of University Professors (AAUP) faculty compensation survey. The AAUP collected faculty salary data in the same format as the previous IPEDS data.

Fall 1997	\$43,619
Fall 1998	\$44,666
Fall 1999	\$49,268 (48,939)*
Fall 2000 (AAUP)	\$50,978
Fall 2001	\$51,803
Fall 2002	\$51,591

*Beginning with Fall 1999, faculty in International Studies and Programs were added to the list of faculty reported to IPEDS. Adding the International Studies and Programs full-time faculty creates an average faculty salary of \$48,939.

Mean and Median Salary of the University's Tenured and Tenure-Track Faculty by Rank

In response to requests for measures other than average salary, the mean and median salary for tenured and tenure-track faculty by rank included in the IPEDS data is provided in the tables below.

	CWU Mean Salary, Fall 2002	CWU Mean Salary, Fall 2003
Professor	\$62,268	\$64,215
Associate	\$52,057	\$52,258
Assistant	\$44,591	\$45,524

	CWU Median Salary, Fall 2002	CWU Median Salary, Fall 2003
Professor	\$59,535	\$62,532
Associate	\$49,860	\$51,354
Assistant	\$43,857	\$43,857

Disposition of All funds Authorized and Appropriated for Faculty Salaries

Table 1, on the next page, reports the adjustments to the faculty salary base from the 2002-2003 faculty salary base. The Budget Office currently estimates benefits for new full-time faculty positions at 28 percent and benefits for new part-time faculty positions at 10 percent. When additional funds are allocated to existing positions, the Budget Office estimates the need for an accompanying increase to the benefits pool of 16 percent. In Table 1, the figures reported as "adjustment to salary lines" (column 2) represent funding added or deleted from the existing salary lines in the baseline budget.

Progress has been made toward achieving the intent of Section 8.46 D of the Faculty Code through the equity distribution of \$401,703, including benefits, to increase the faculty salary base during 2002-2003. An additional \$250,000 plus benefits has been set aside for distribution according to the Salary Administration Board procedure during 2003-2004.

	Salaries <i>(Excluding Benefits)</i>	Adjustment to Salary Lines	Estimated Benefits <i>(Additions to Benefits Pool -- Equals 16 Percent of Adjustment)</i>	Total <i>(Salary Plus Estimated Benefits)</i>
a) 2002-2003	<u>\$21,801,010</u>			
Across the Board		\$0	\$0	\$0
b) Promotions		120,584	19,293	139,877
Merit		0	0	0
c) Salary Administration Board		401,703	64,272	465,975
d) Grievances		12,501	2,000	14,501
e) Retention Funding		32,877	5,260	38,137
f) Administrative Stipends		(10,000)	(1,600)	(11,600)
g) 1.5% cut		(392,039)	(62,726)	(454,765)
Sum of Changes		<u>165,626</u>	<u>26,500</u>	<u>192,126</u>
Adjustments to Salaries	165,626			
Faculty Salary Base	<u><u>\$21,966,636</u></u>			

- a) This figure is the beginning faculty salary base for 2002 - 2003
- b) The figure in column 2 represents the without-benefits portion of the faculty promotions. The accompanying 16-percent estimate for benefits is shown in column 3.
- c) This figure represents the additions to faculty lines through the Salary Administration Board equity process approved by the Faculty Senate.
- d) This figure represents the additions to faculty lines for grievance settlements.
- e) This line reflects adjustments to faculty lines in accordance with university retention policy (2-2.48).
- f) Increase/decrease in faculty administrative stipends
- g) Faculty funds portion of 1.5% cut derived from defunding vacant lines, defunding amounts remaining after second year retirement incentive, and reductions to adjunct funds.