

W&M Faculty Salaries SCHEV Peer Group and Salary Distributions

Board of Visitors

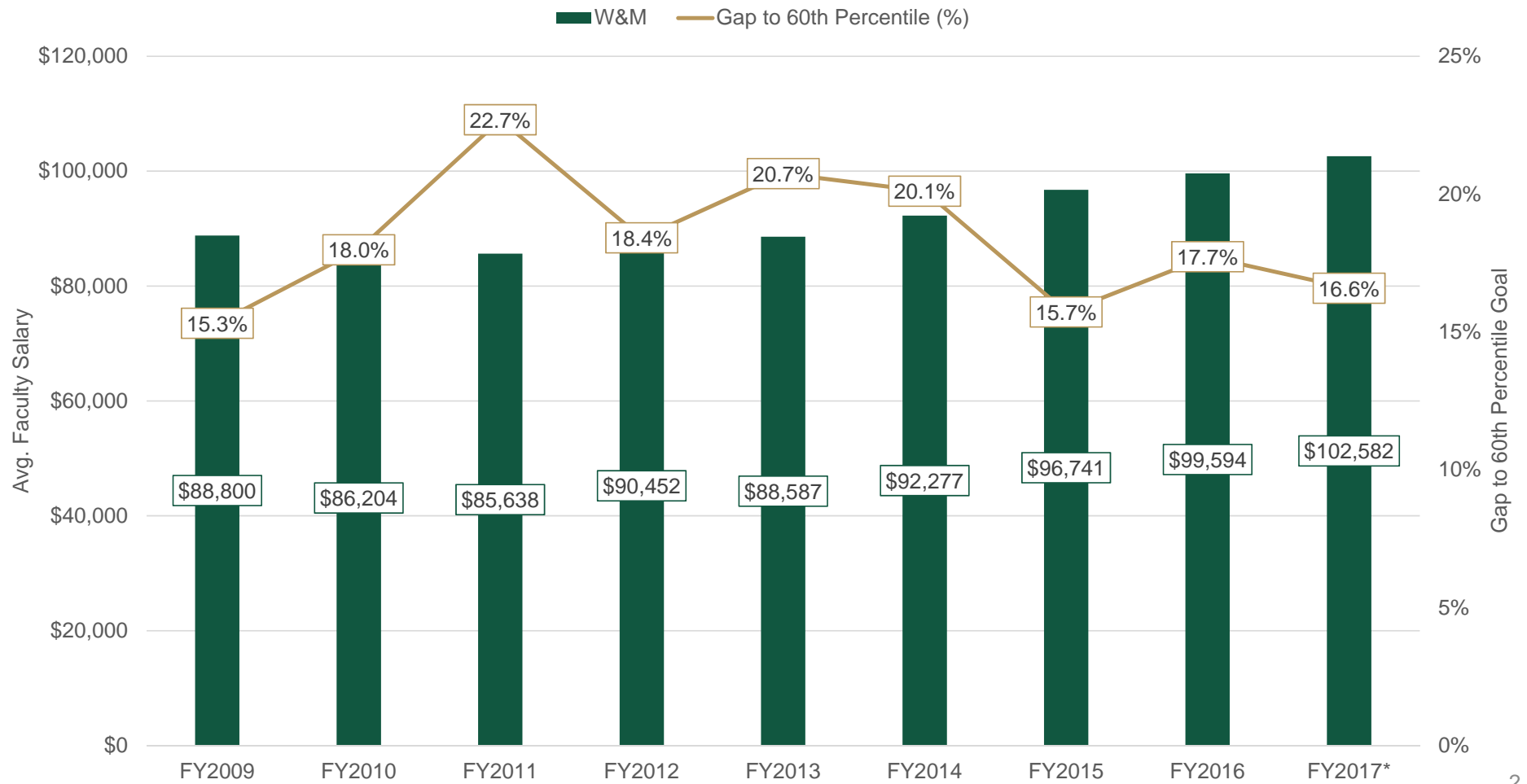
April 2017



WILLIAM & MARY

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W&M Avg. Faculty Salaries and Gap to the SCHEV 60th Percentile Goal, FY09-FY17* (est.)

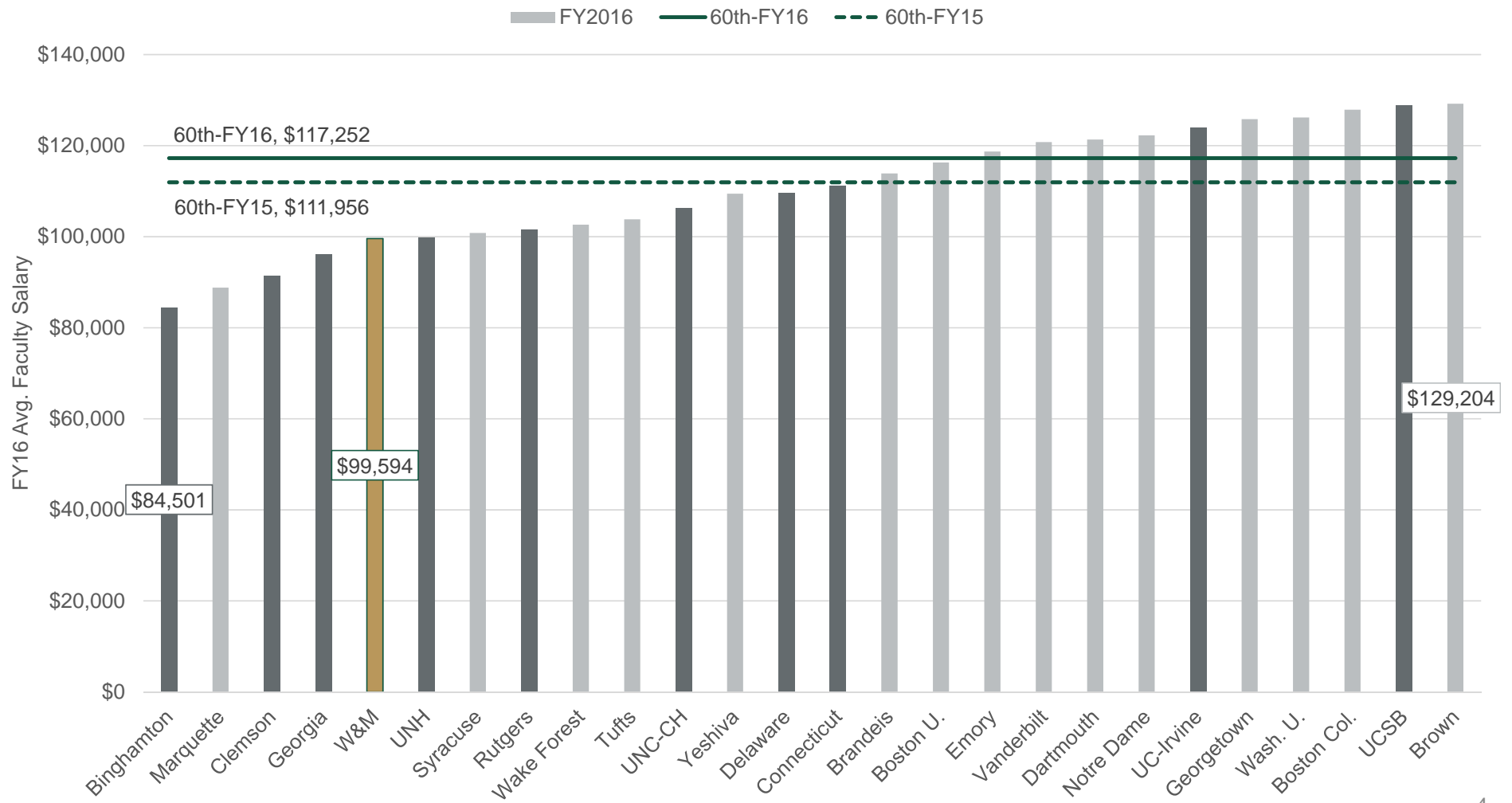


Why did the gap increase in FY16?

- W&M made gains, but so did our peers.
- Peers made much more substantial gains in FY16 than in prior years, and the 60th percentile target moved accordingly.

	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
60 th Pctl.	\$101,705	\$105,076	\$107,109	\$106,965	\$110,014	\$111,956	\$117,252
Change from Prior FY	-\$696	\$3,372	\$2,033	-\$144	\$3,049	\$1,942	\$5,296

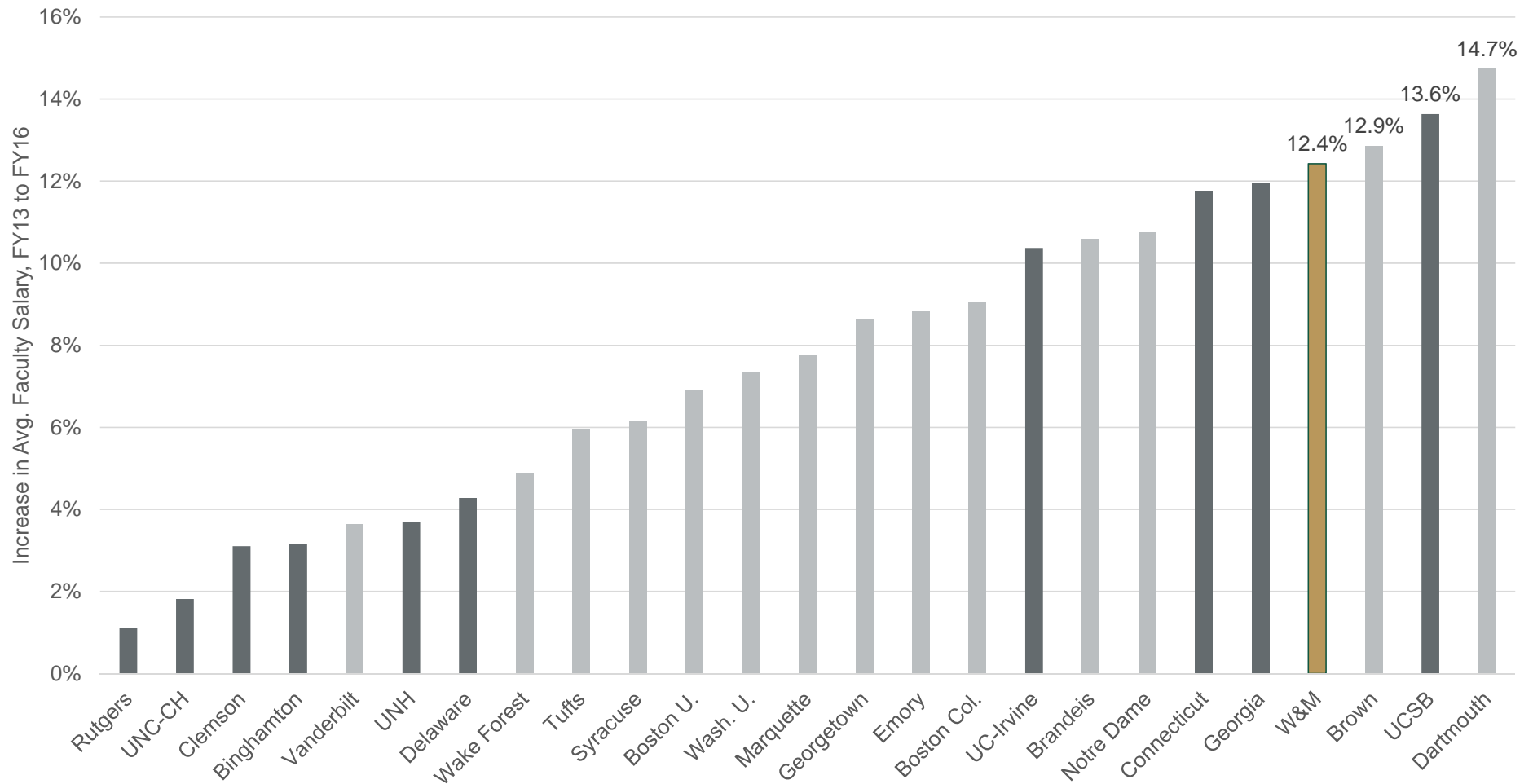
Average Faculty Salary, FY16



Key Points on Faculty Salaries

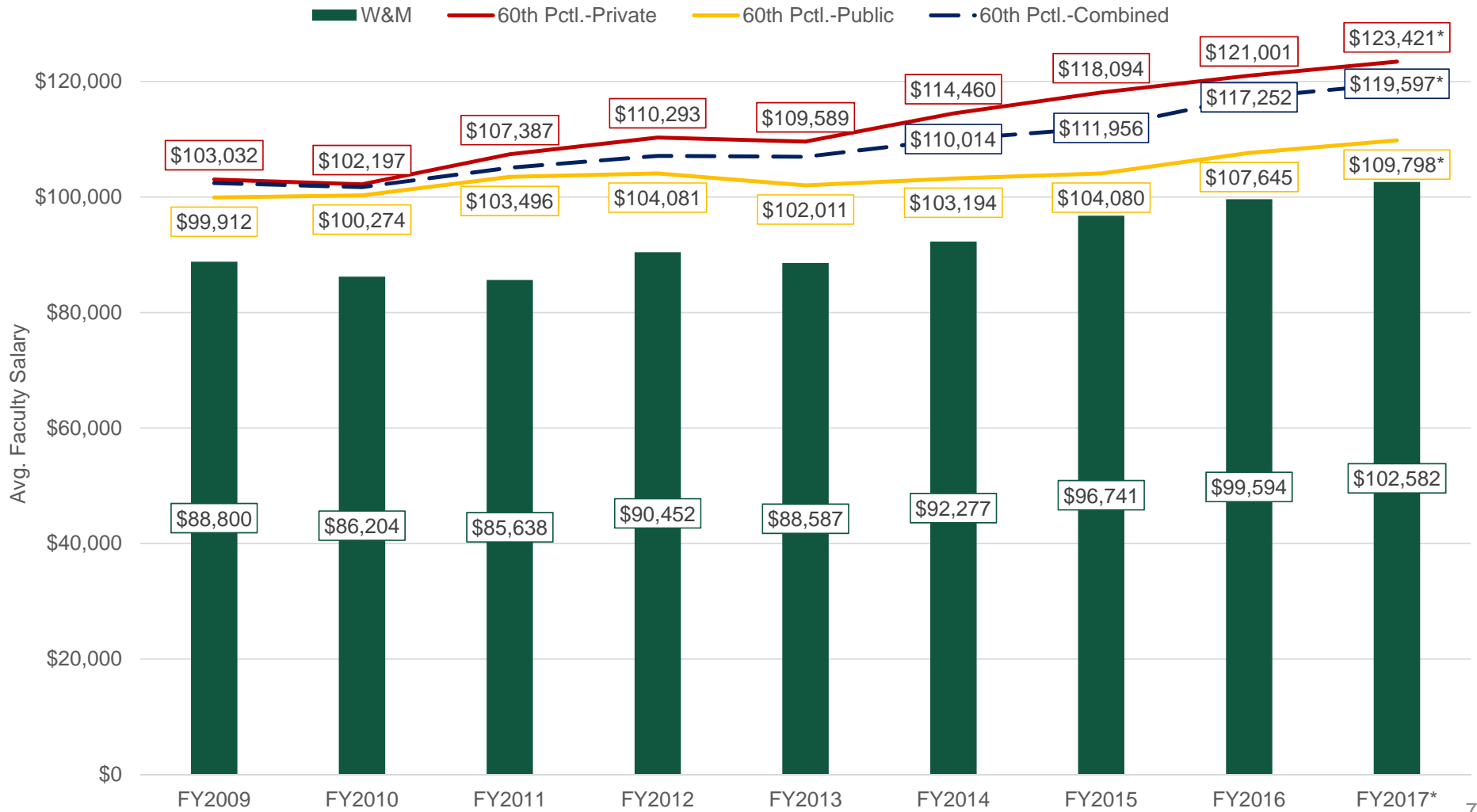
1. W&M's average faculty salary has increased by 12.4% since FY 2013.
 - 4th highest increase among all SCHEV peers.
 - 2nd highest among SCHEV public peers.
2. The SCHEV peer group is an ambitious benchmark. The 60th percentile within it is substantially higher than the same level within any of the following groups:
 - All R2 universities ("higher research activity," the designation shared by W&M),
 - All R1 universities ("highest research activity"), and
 - U.S. News & World Report's top 100 universities.

Percentage Increase in Avg. Faculty Salary, FY13 to FY16



Note: Yeshiva U. excluded due to apparent data error (45% increase from FY15 to FY 16).

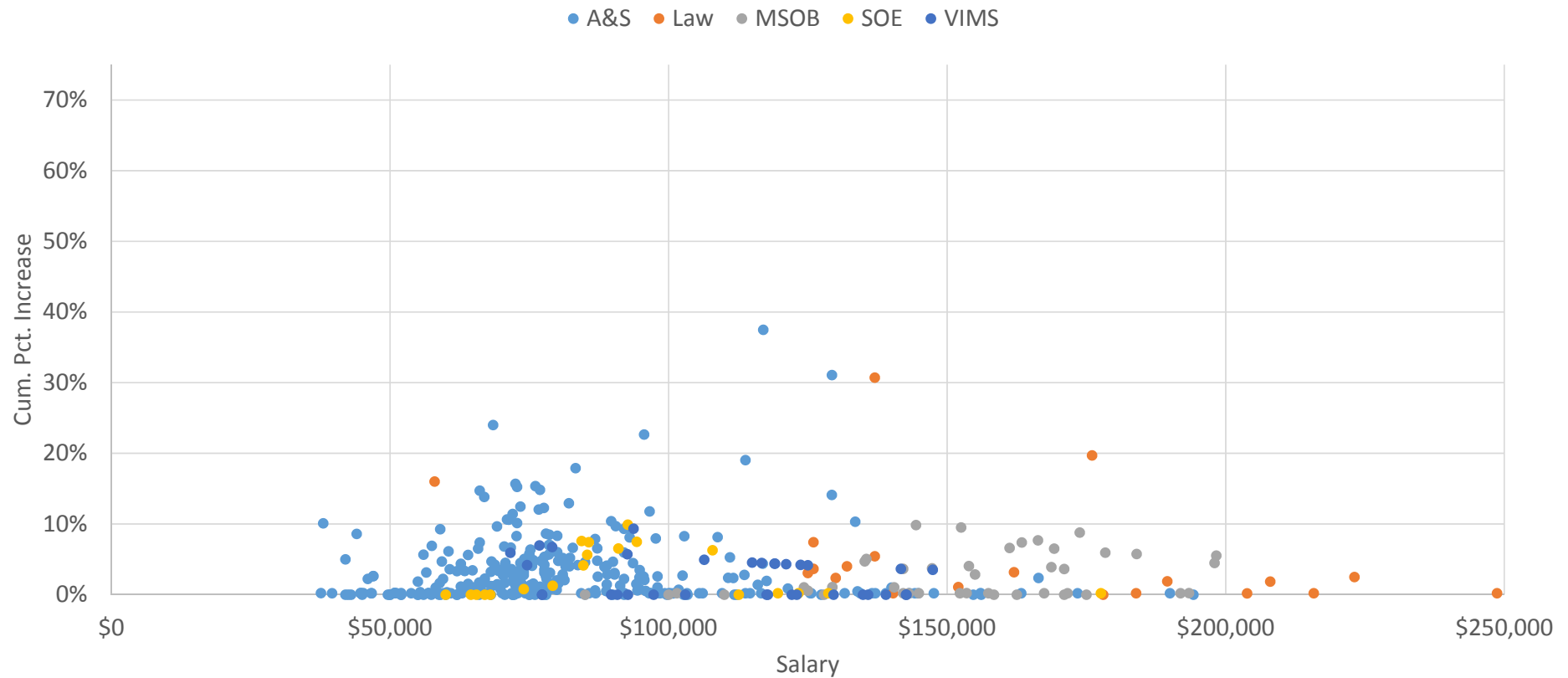
W&M Avg. Faculty Salaries, FY09-FY17* (est.)



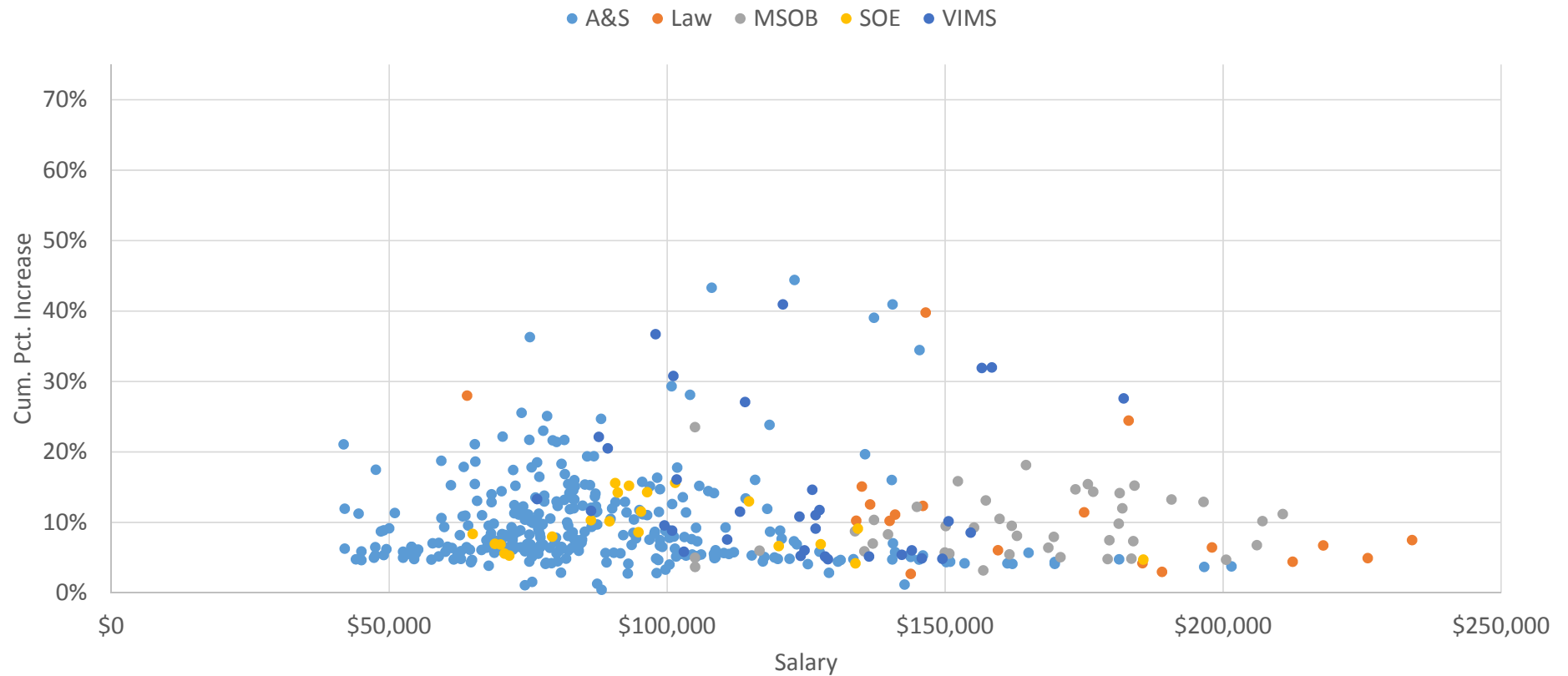
Faculty Salary Distribution

FY13-FY17

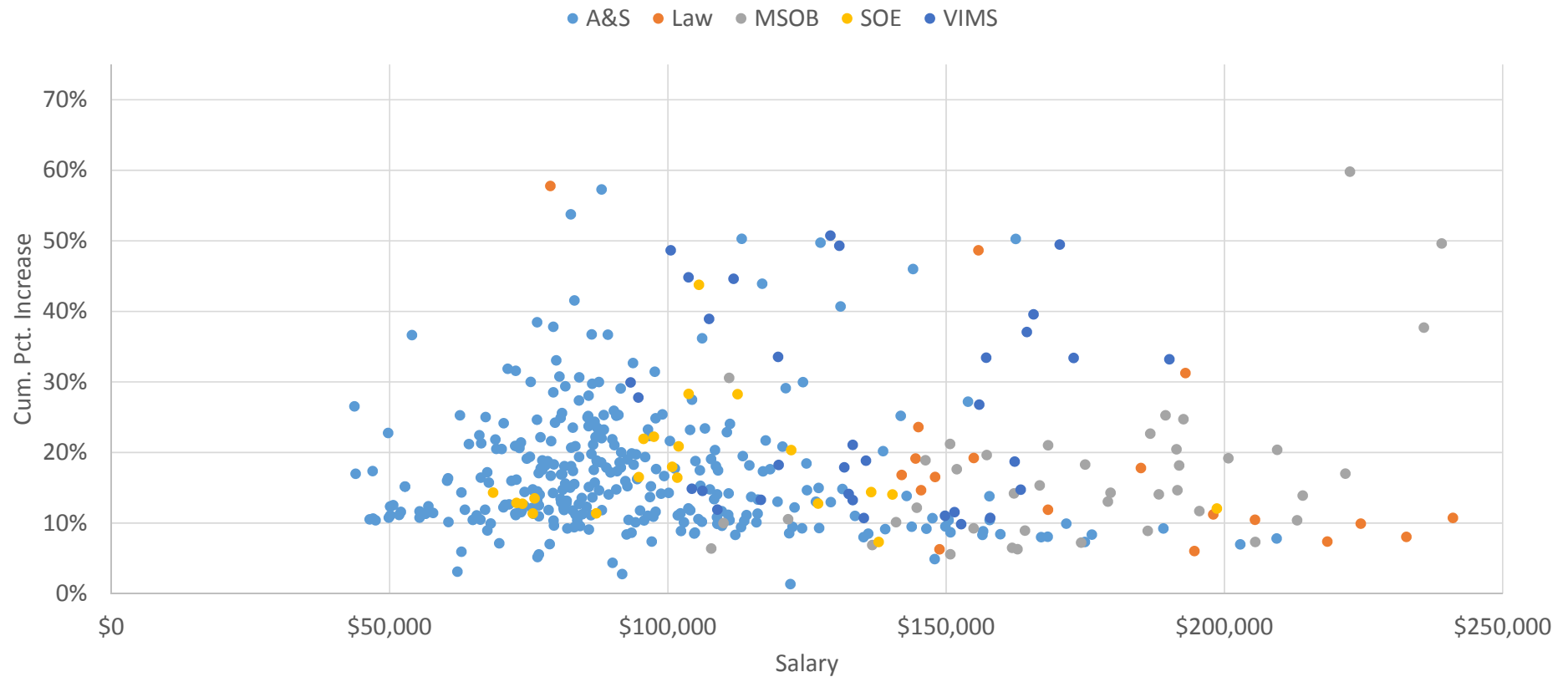
Continuing Faculty Salary Growth, FY13



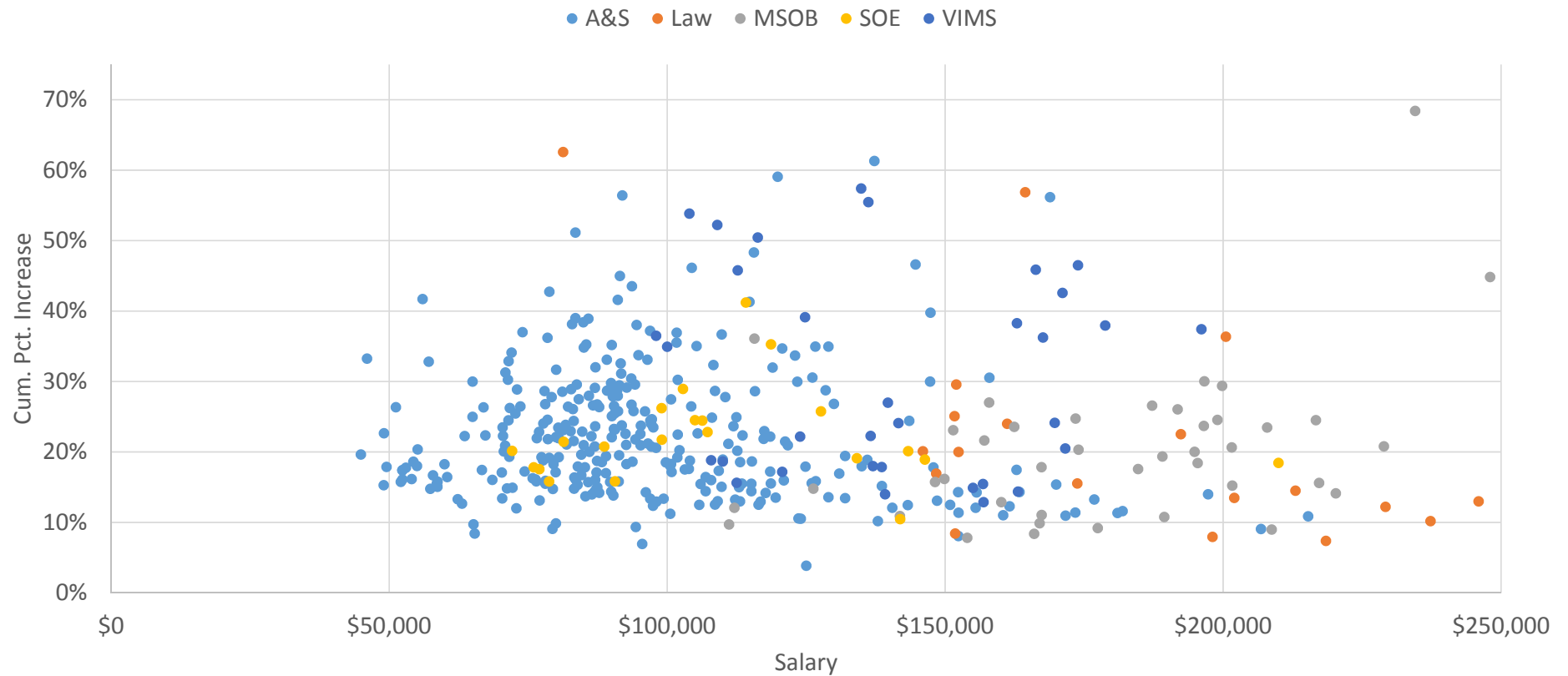
Continuing Faculty Salary Growth, FY14



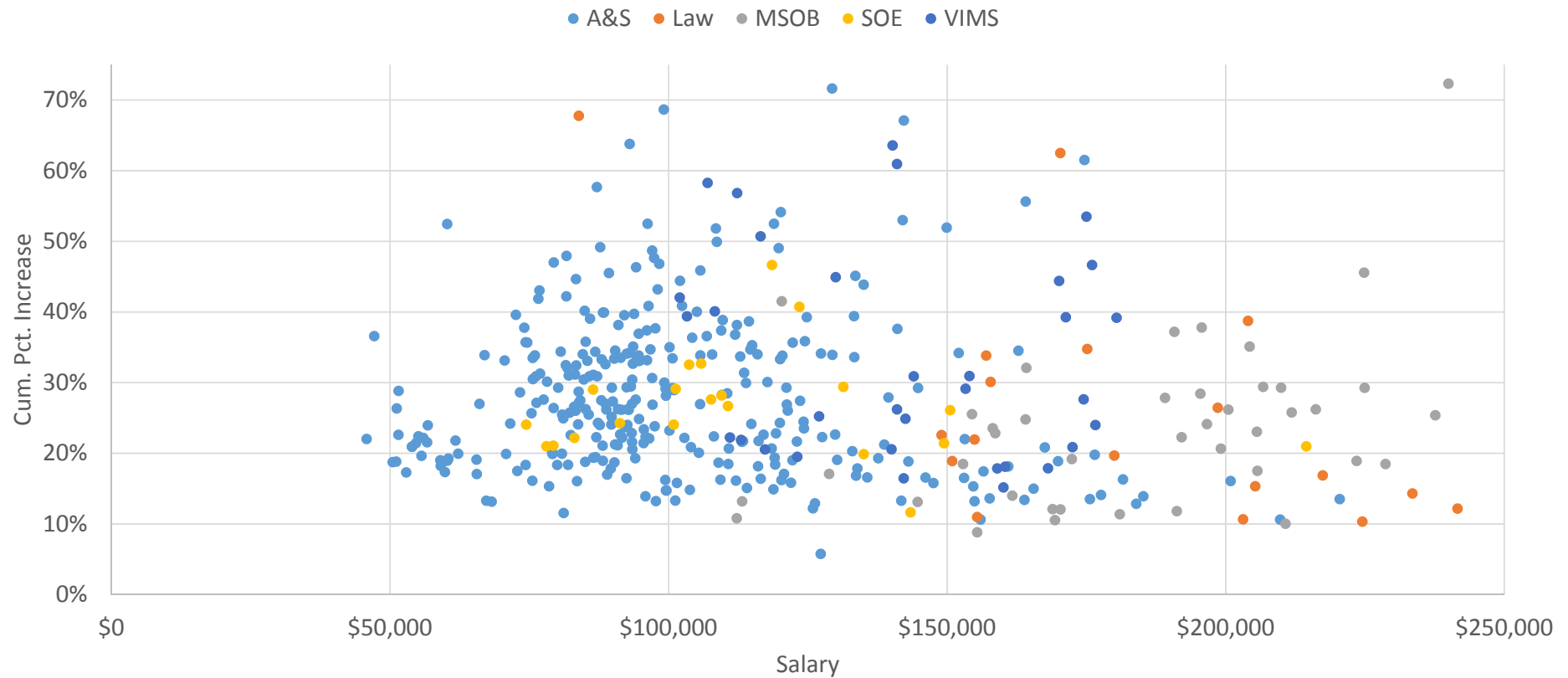
Continuing Faculty Salary Growth, FY15



Continuing Faculty Salary Growth, FY16

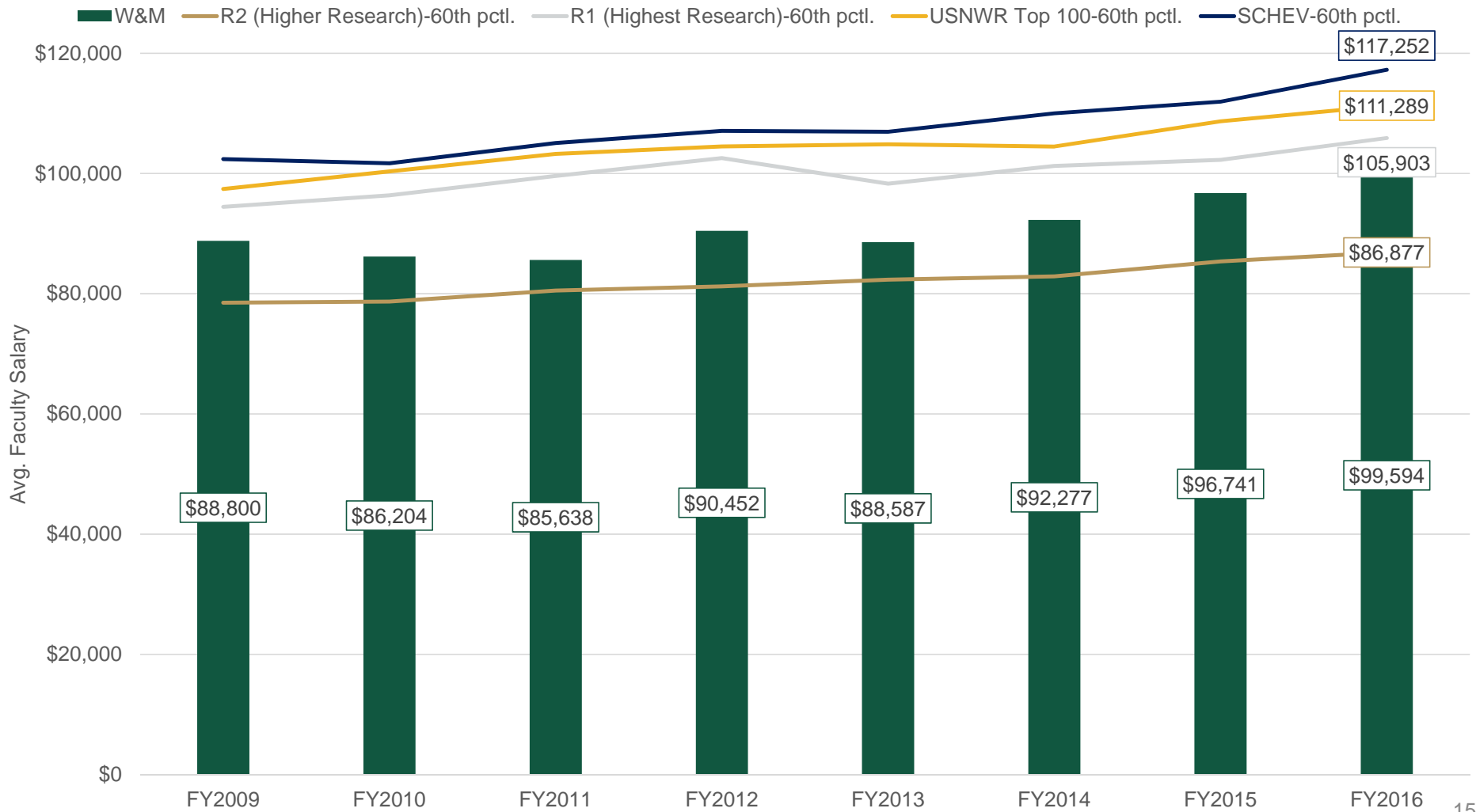


Continuing Faculty Salary Growth, FY17



~Backup Slides~

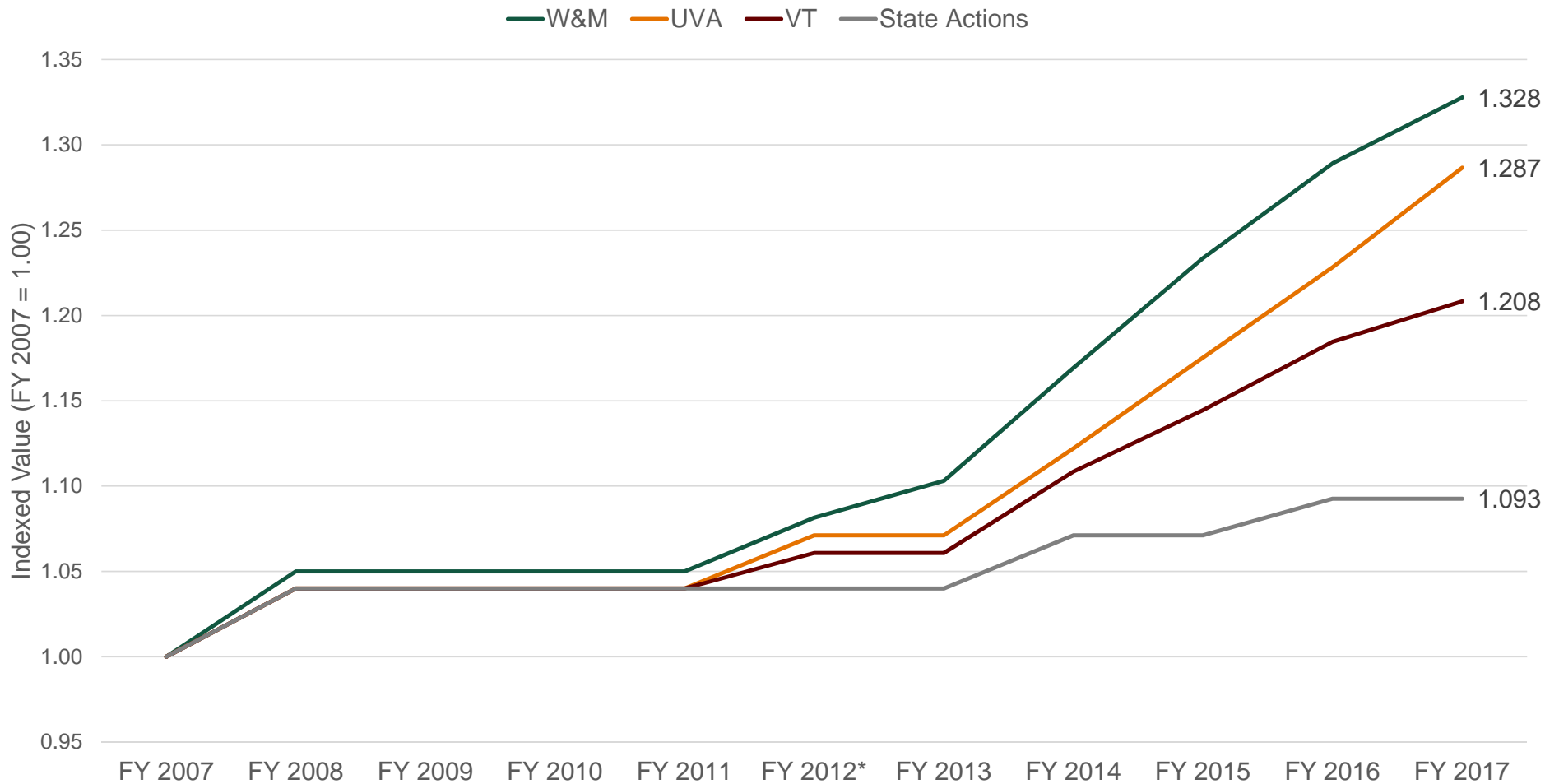
Avg. Faculty Salaries Among Research Universities, FY09-FY16



Further Context: Virginia Public Universities

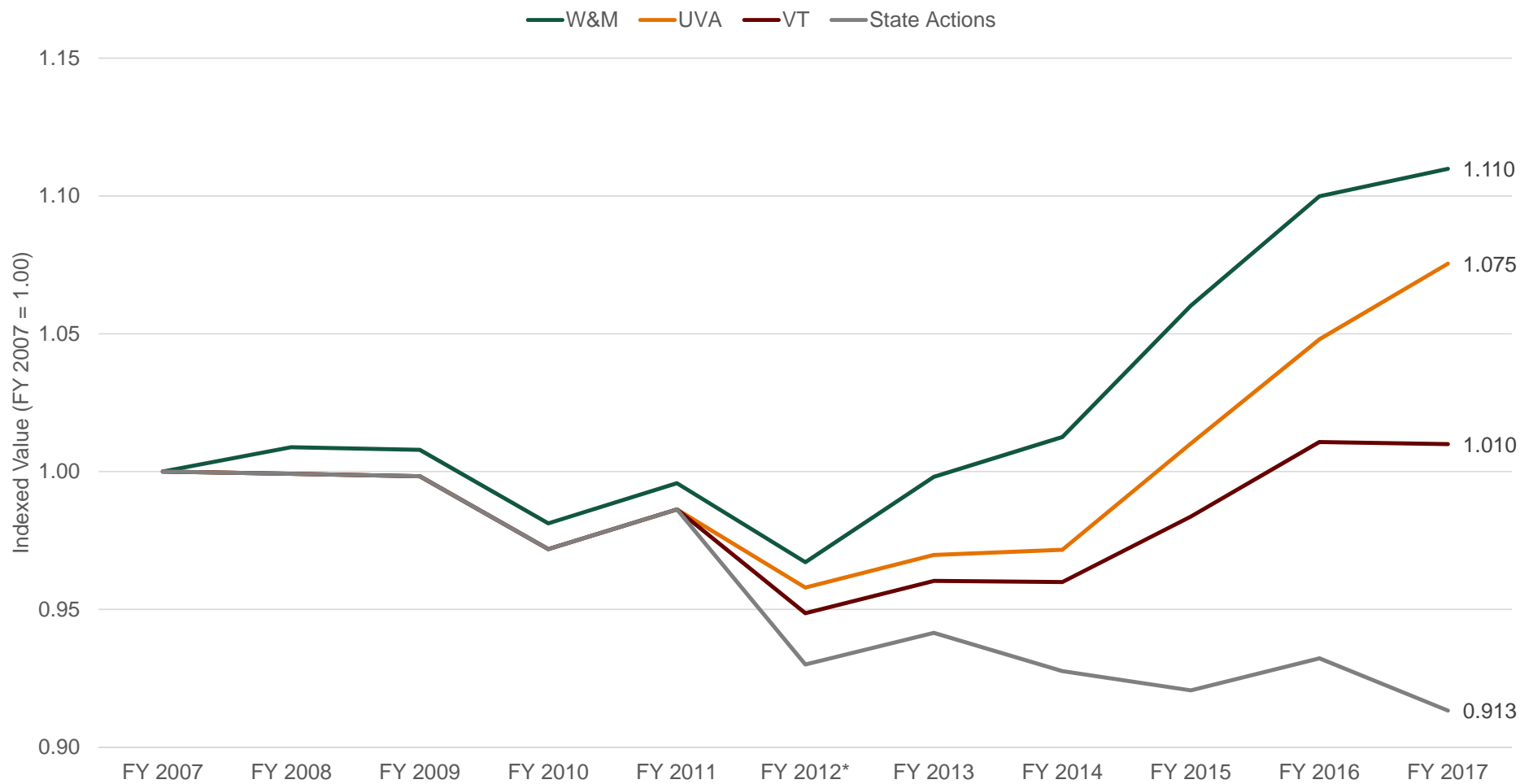
- The “Ten Year Salary Survey” conducted by the state provides comparable data for salary actions among Virginia’s institutions of higher education as well as the state salary actions from FY 2008-FY 2017.
- Using FY 2007 as a baseline year, an index (FY 2007 = 1.00) provides an apples-to-apples comparison of change over time.
- W&M has done more on faculty salaries since FY 2007, particularly since FY 2013 than any other Virginia public university.

Increases in Faculty Base Salary Indexed to FY 2007



*VRS participants statewide received a 5% raise in FY 2012 offset by a required 5% VRS contribution.

Inflation-Adjusted (CPI) Annual Faculty Compensation Indexed to FY 2007



*VRS participants statewide received a 5% raise in FY 2012 offset by a required 5% VRS contribution.