

W&M Faculty Salaries

Board of Visitors

April 2018



WILLIAM & MARY

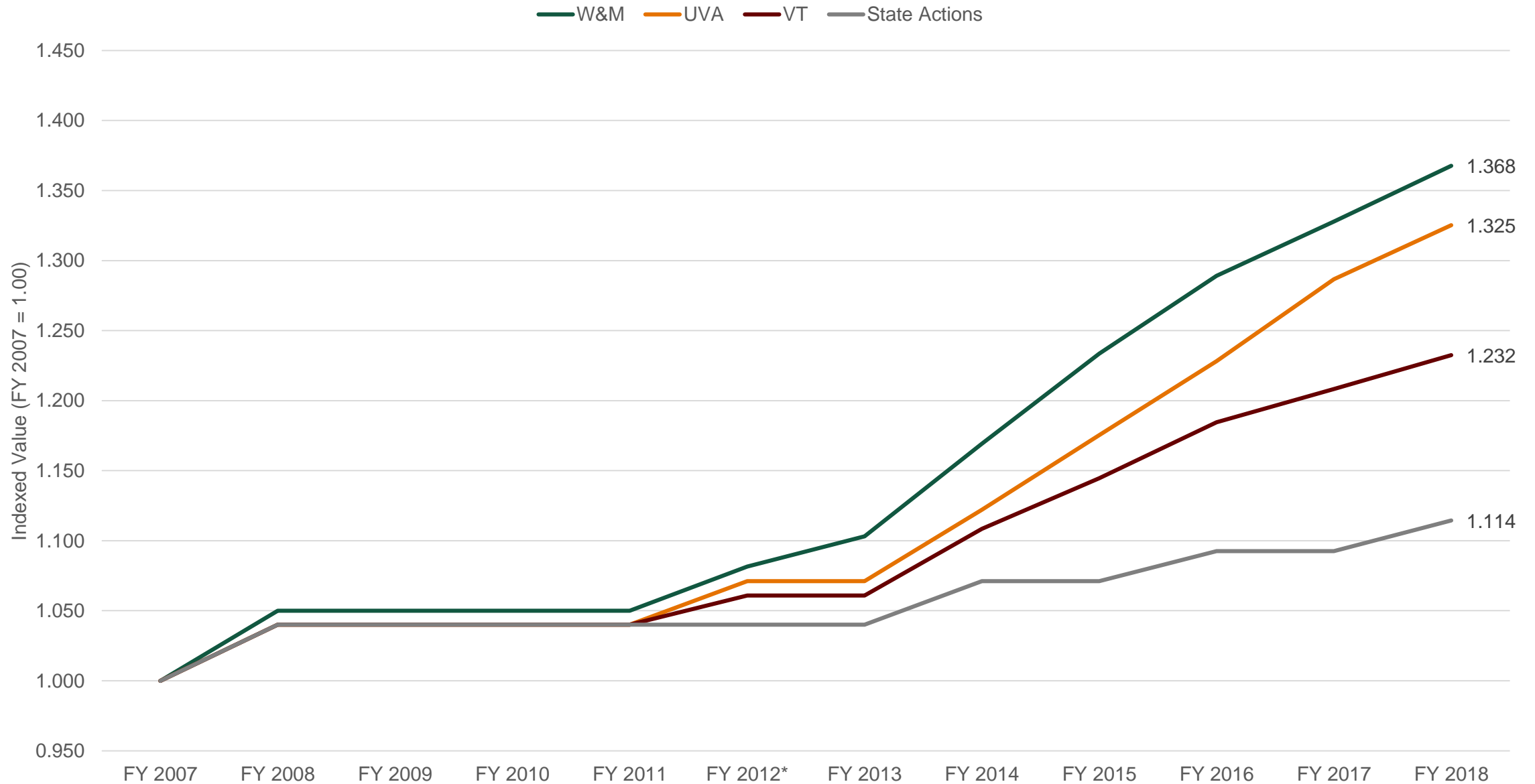
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Faculty Salaries Under the Promise

W&M Faculty Salary Increases FY14-FY18

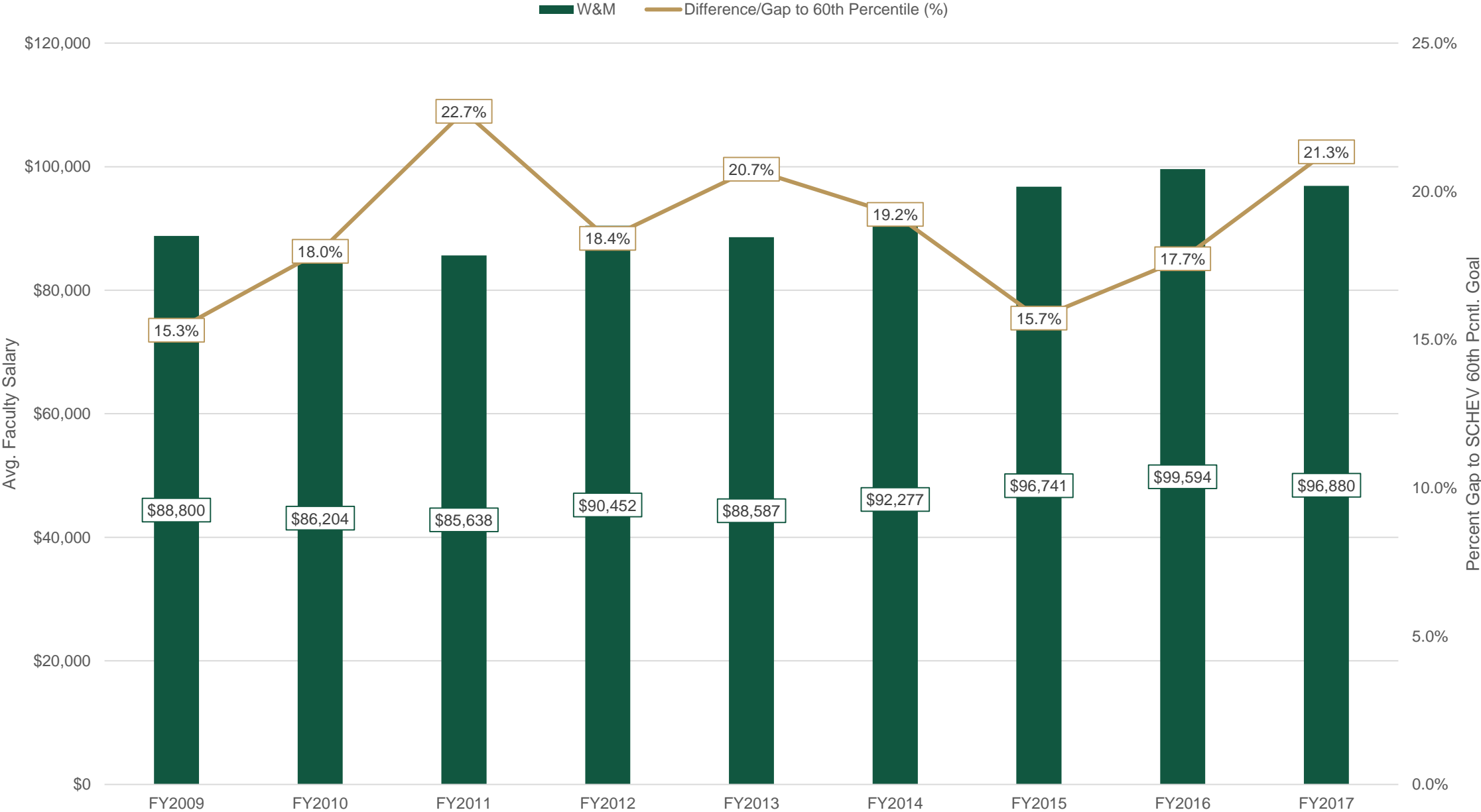
	Planned	Actual	State Authorization	State Funded	Constraints
FY14	6%	6%	3%	0.75%	—
FY15	6%	5.5%	0%	0%	5.7% drop in state support
FY16	6%	4.5%	2%	0.5%	4.5% statutory cap; 2.5% from reallocation
FY17	6%	3%	0%	0%	3% statutory cap; additional budget reductions
FY18	6%	3%	2%	0.5%	State budget reductions
Total	30%	22%	7%	1.75%	

Increases in Faculty Base Salary Indexed to FY 2007



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

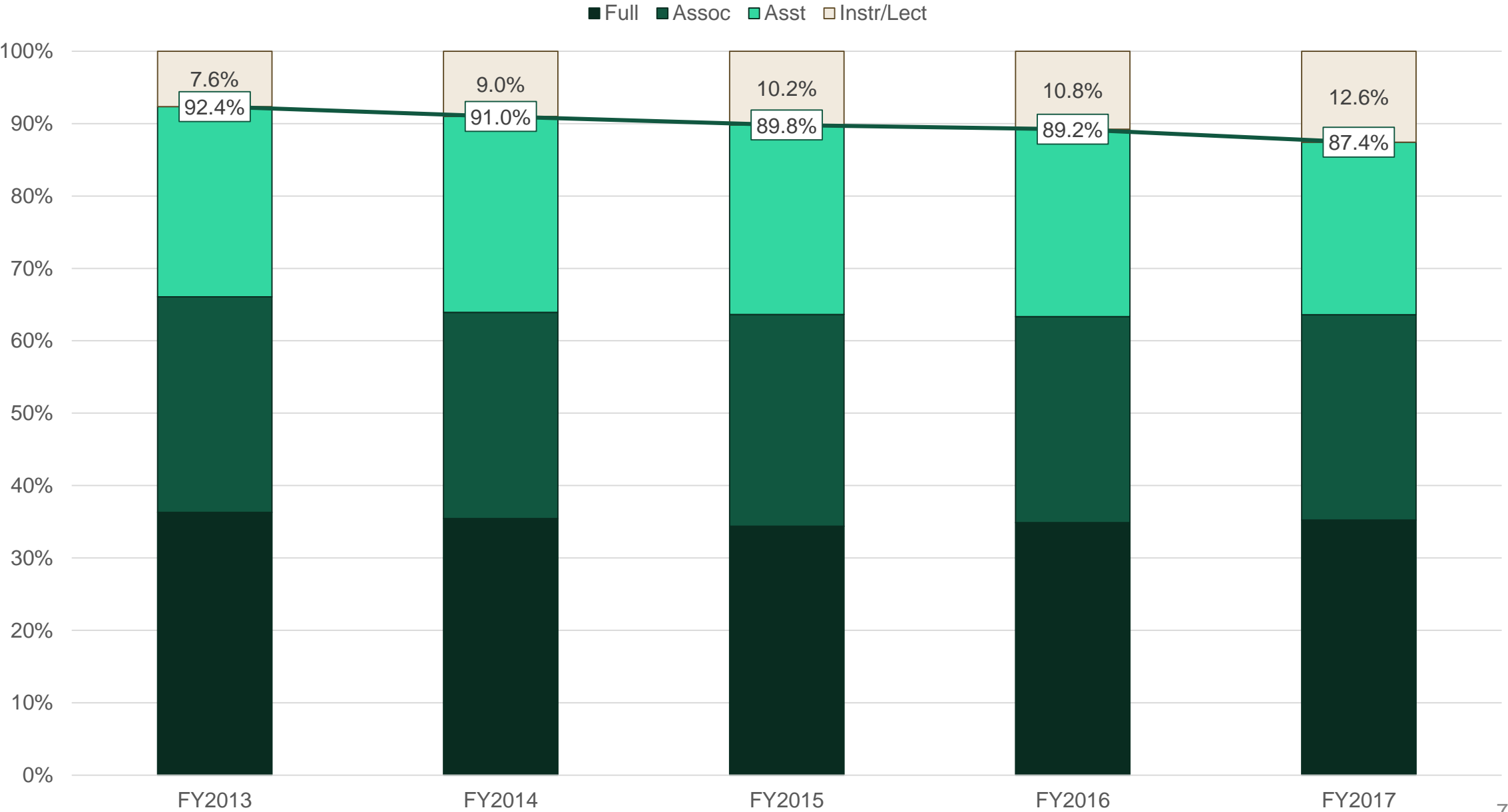
W&M Avg. Faculty Salaries and Gap to the SCHEV 60th Percentile Goal, FY09-FY17



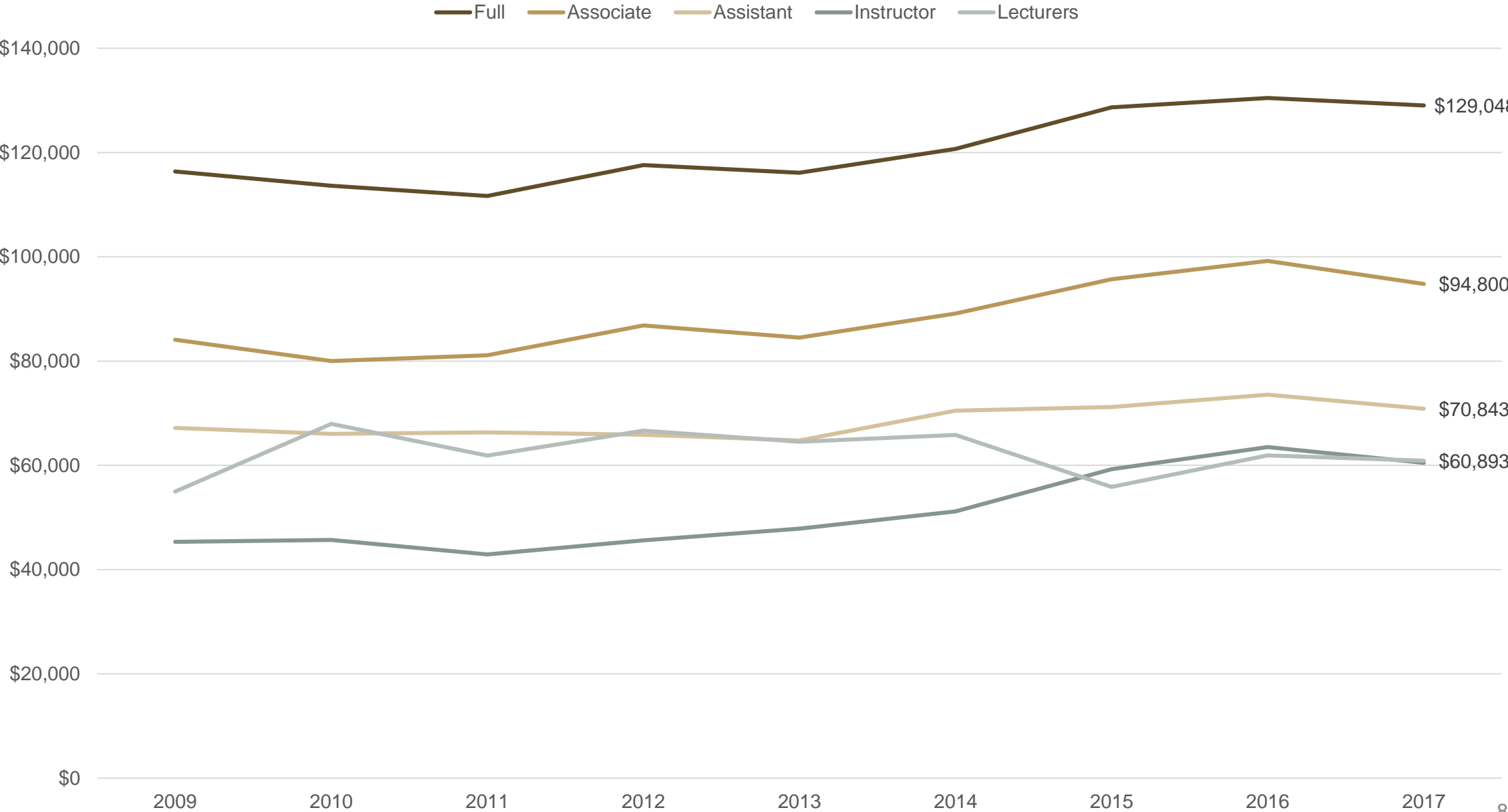
What happened?

- As the composition of W&M faculty has changed to incorporate more full-time NTE faculty, this has impacted average faculty salary.
- Fluctuation within the pool (retirements, promotions from one rank to another, etc.) create some variation from year-to-year.
- The Promise has done a lot, but not as much as originally hoped.

Composition of Full-Time Instructional Faculty Included in Average Salary



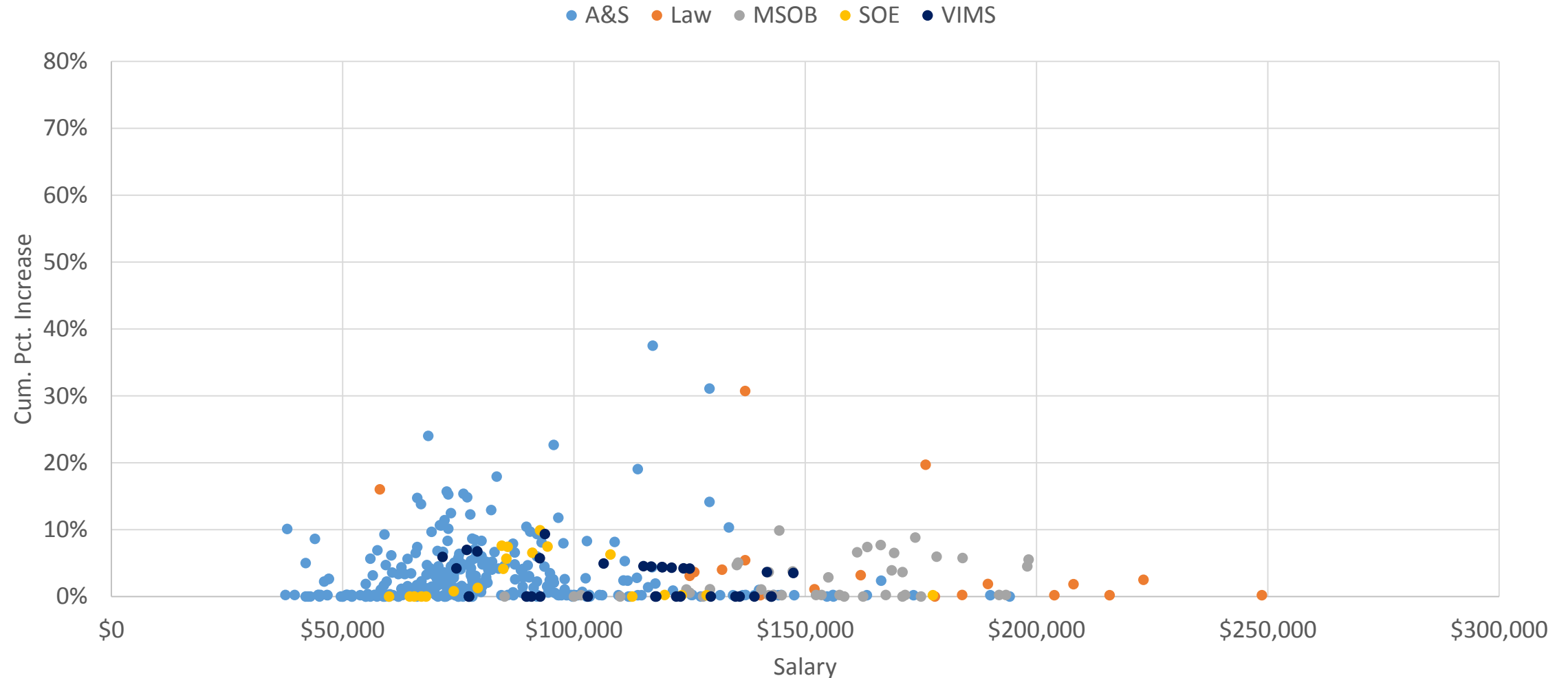
W&M Avg. Faculty Salaries by Rank, FY09-FY17



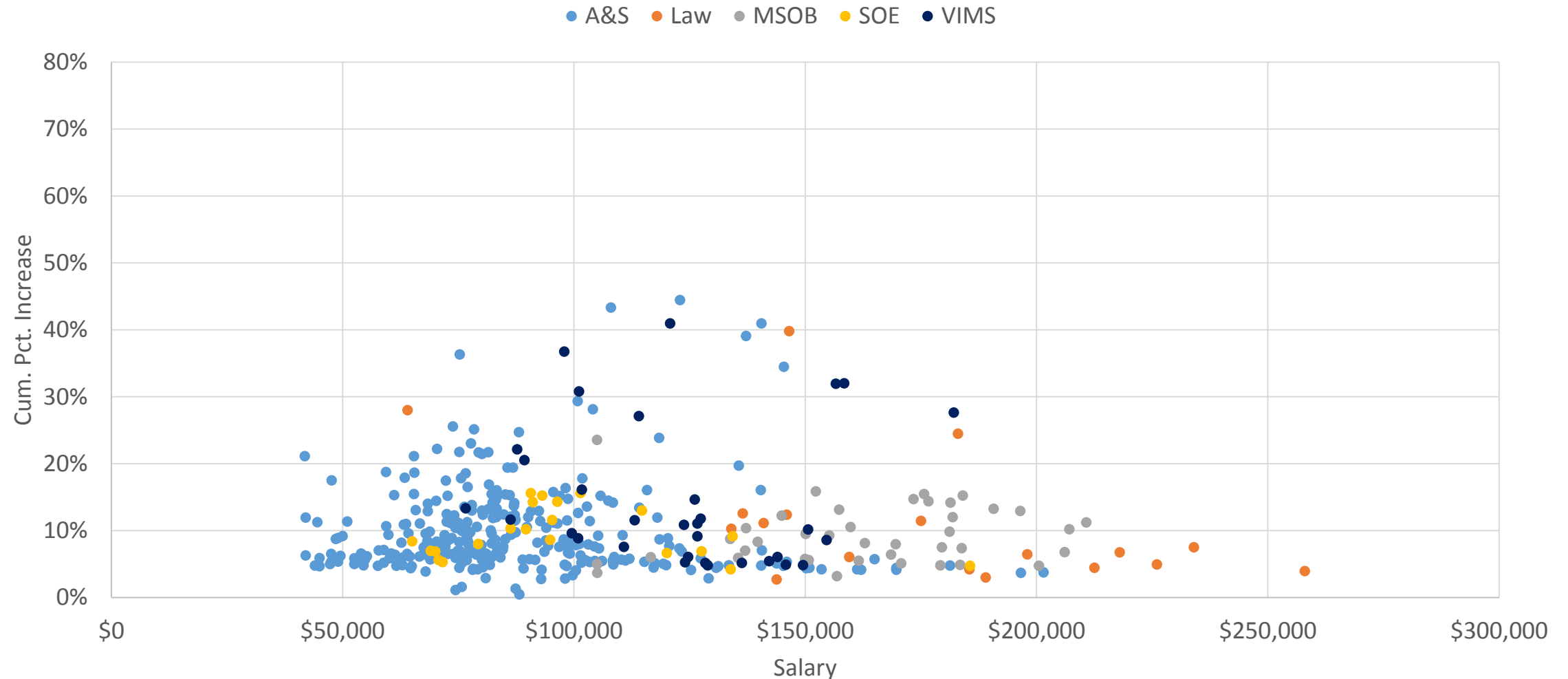
Faculty Salary Distribution

FY13-FY18

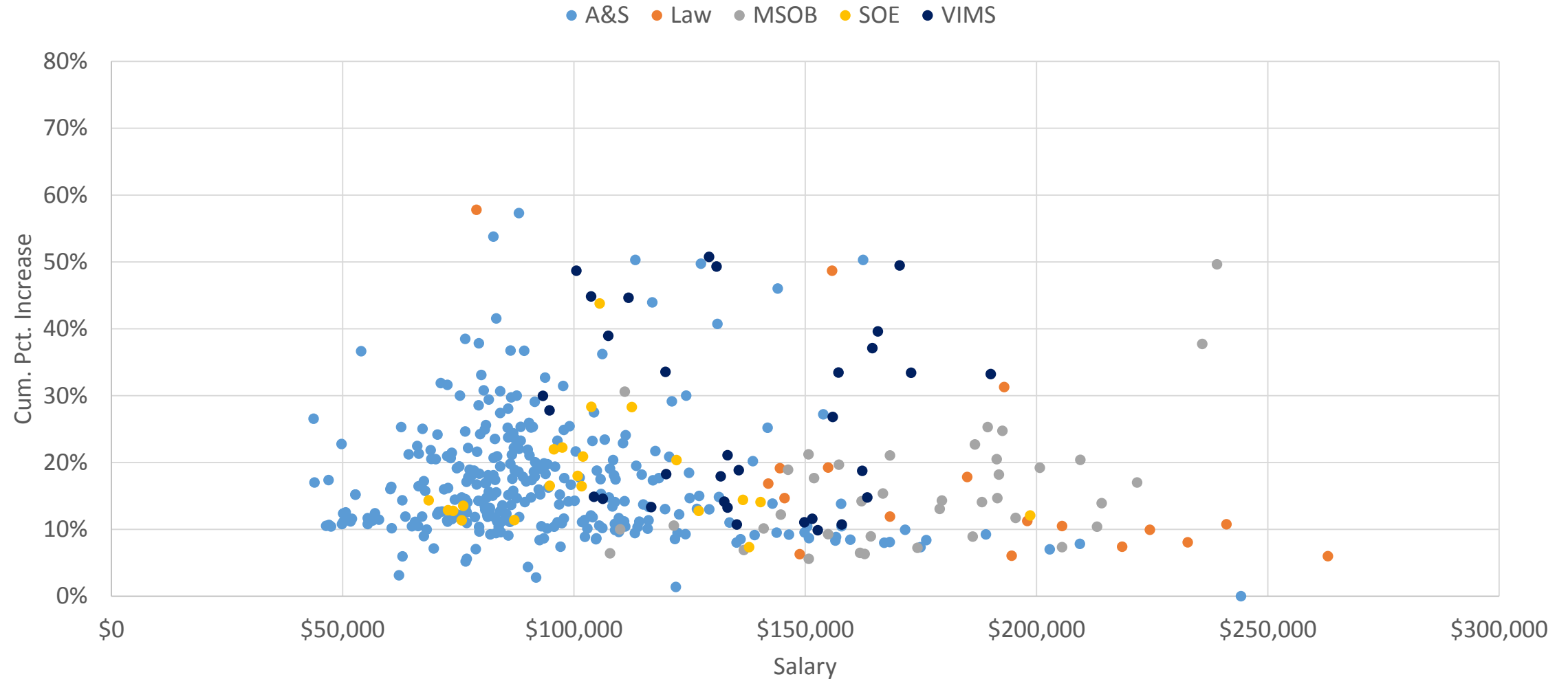
Continuing Faculty Salary Growth, FY13



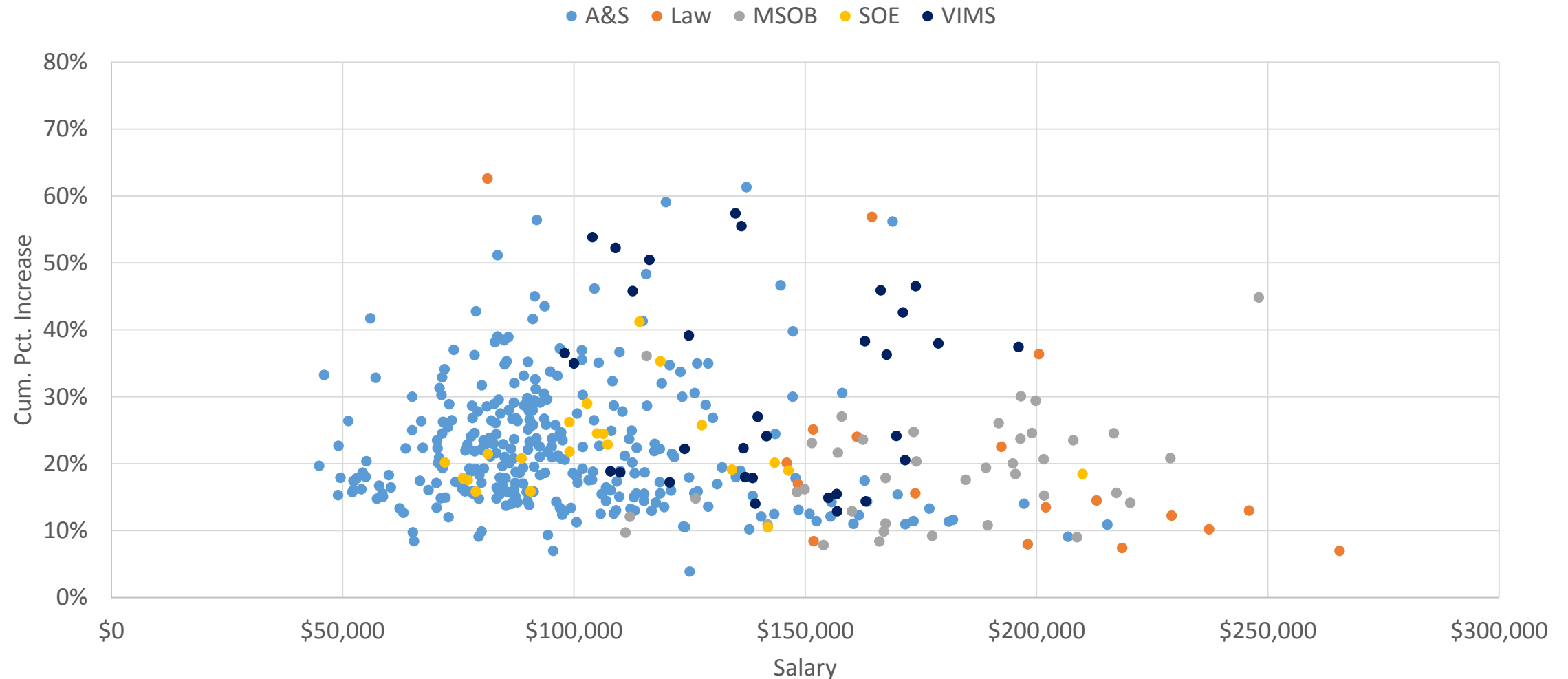
Continuing Faculty Salary Growth, FY14



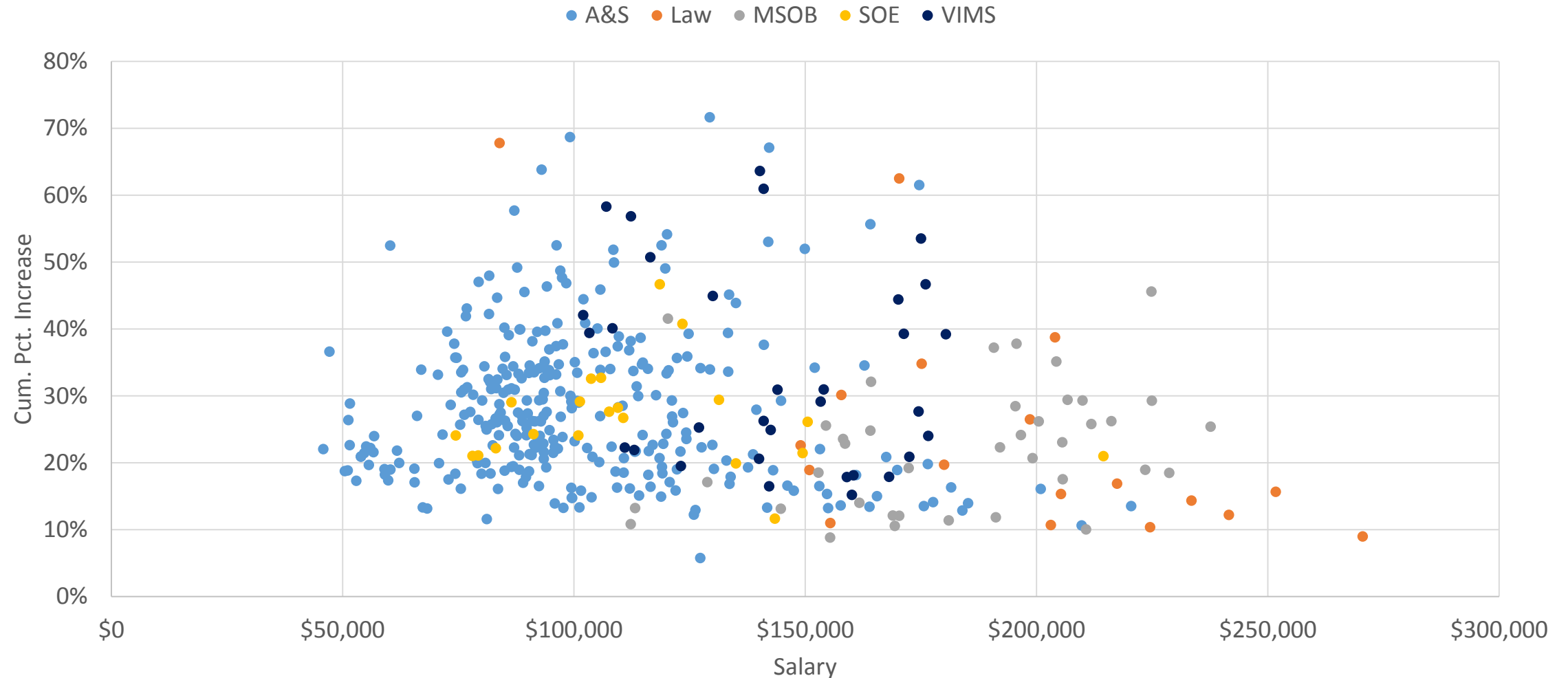
Continuing Faculty Salary Growth, FY15



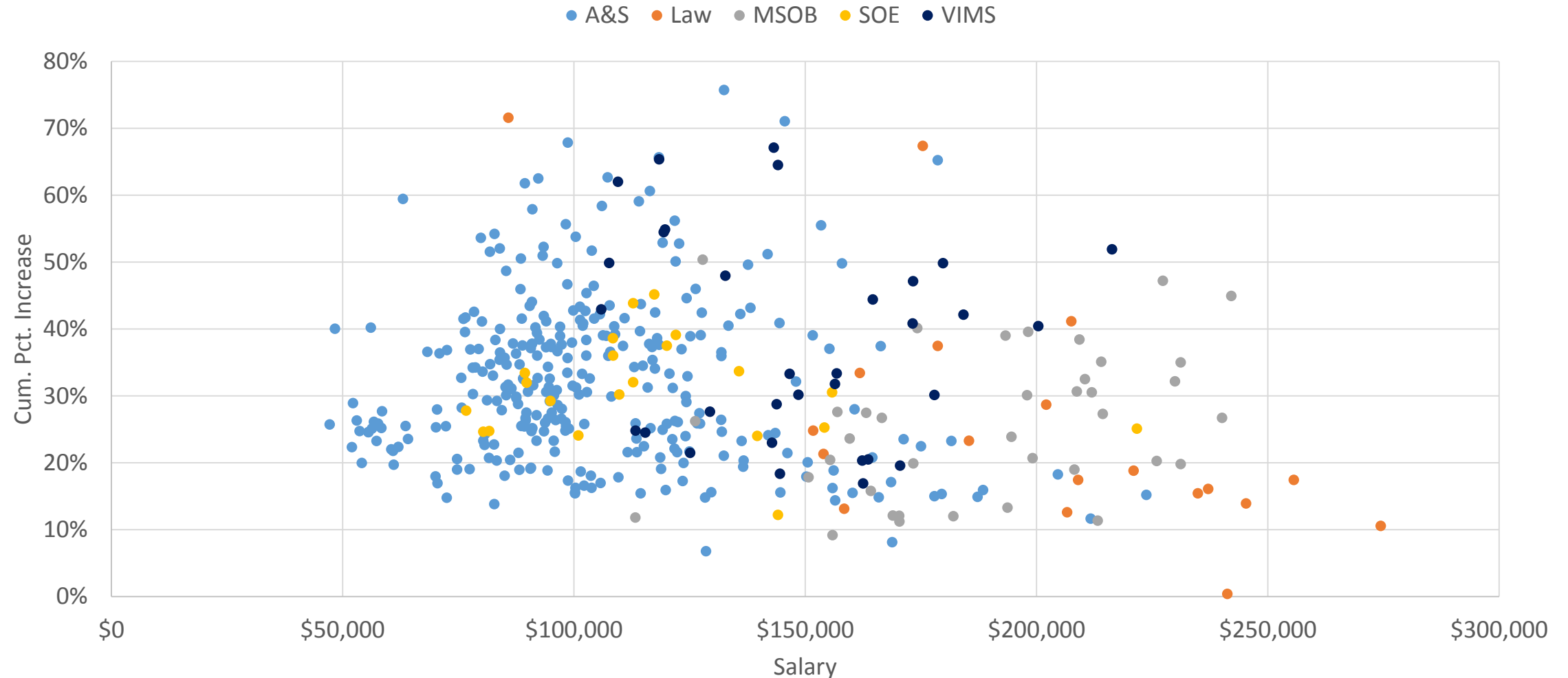
Continuing Faculty Salary Growth, FY16



Continuing Faculty Salary Growth, FY17

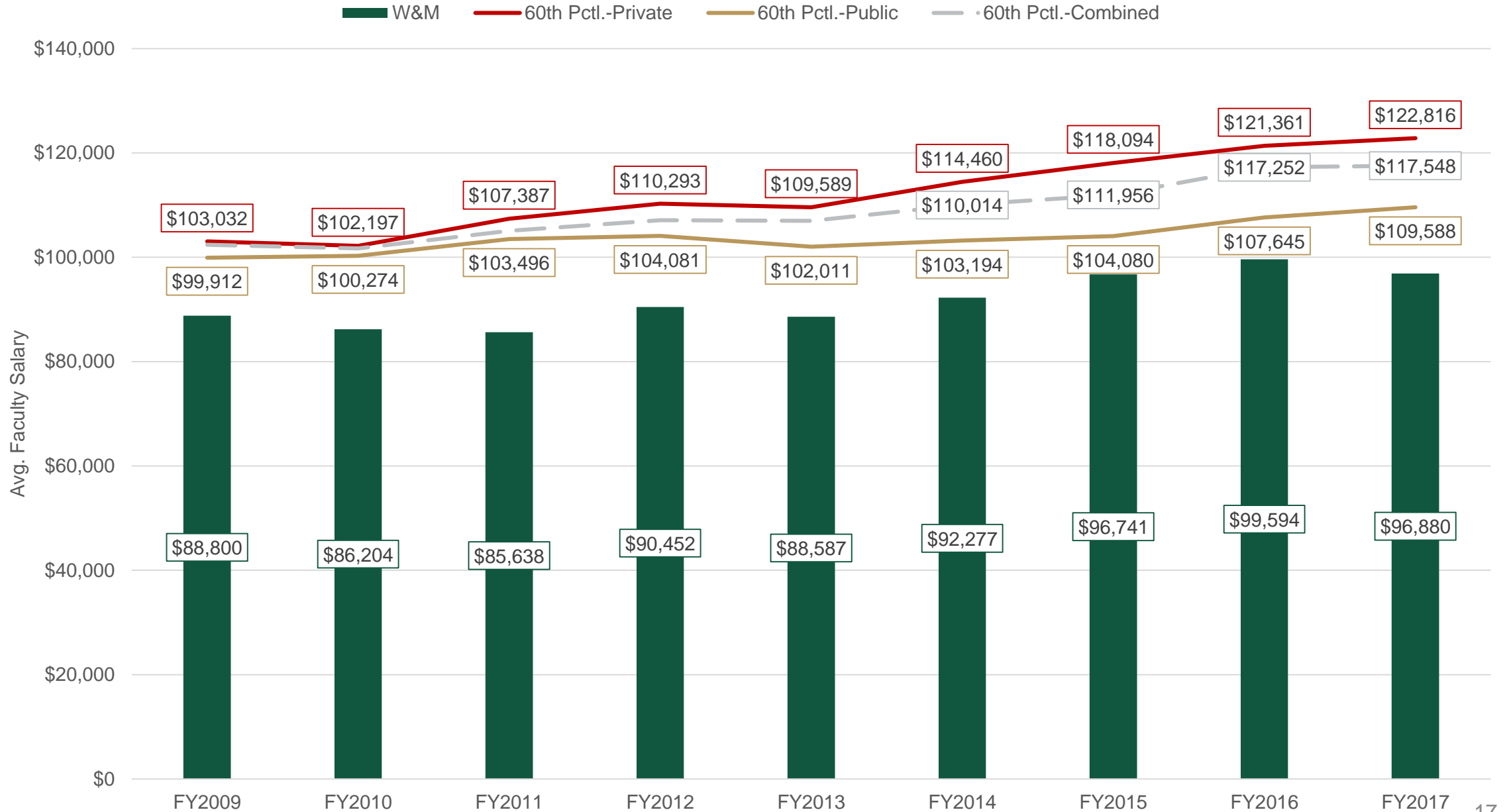


Continuing Faculty Salary Growth, FY18

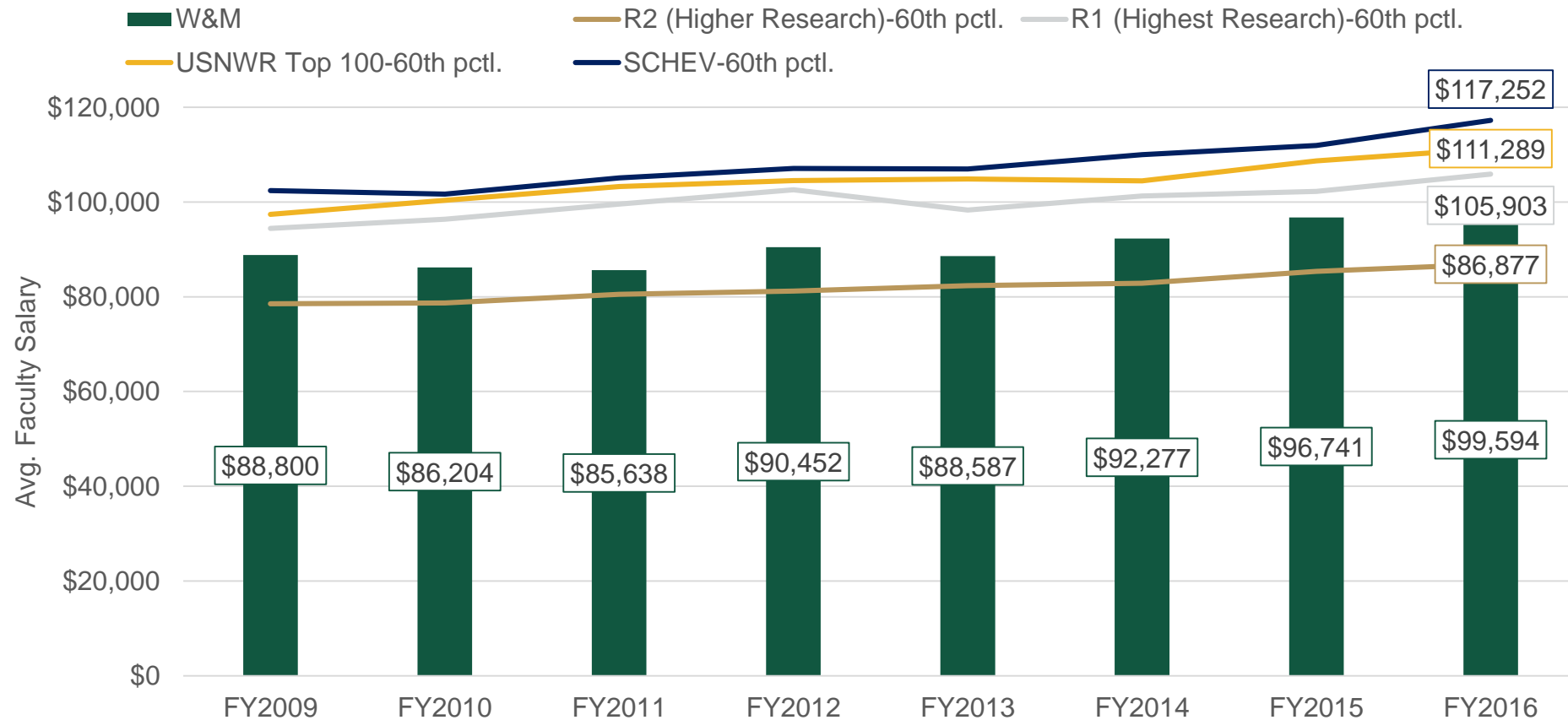


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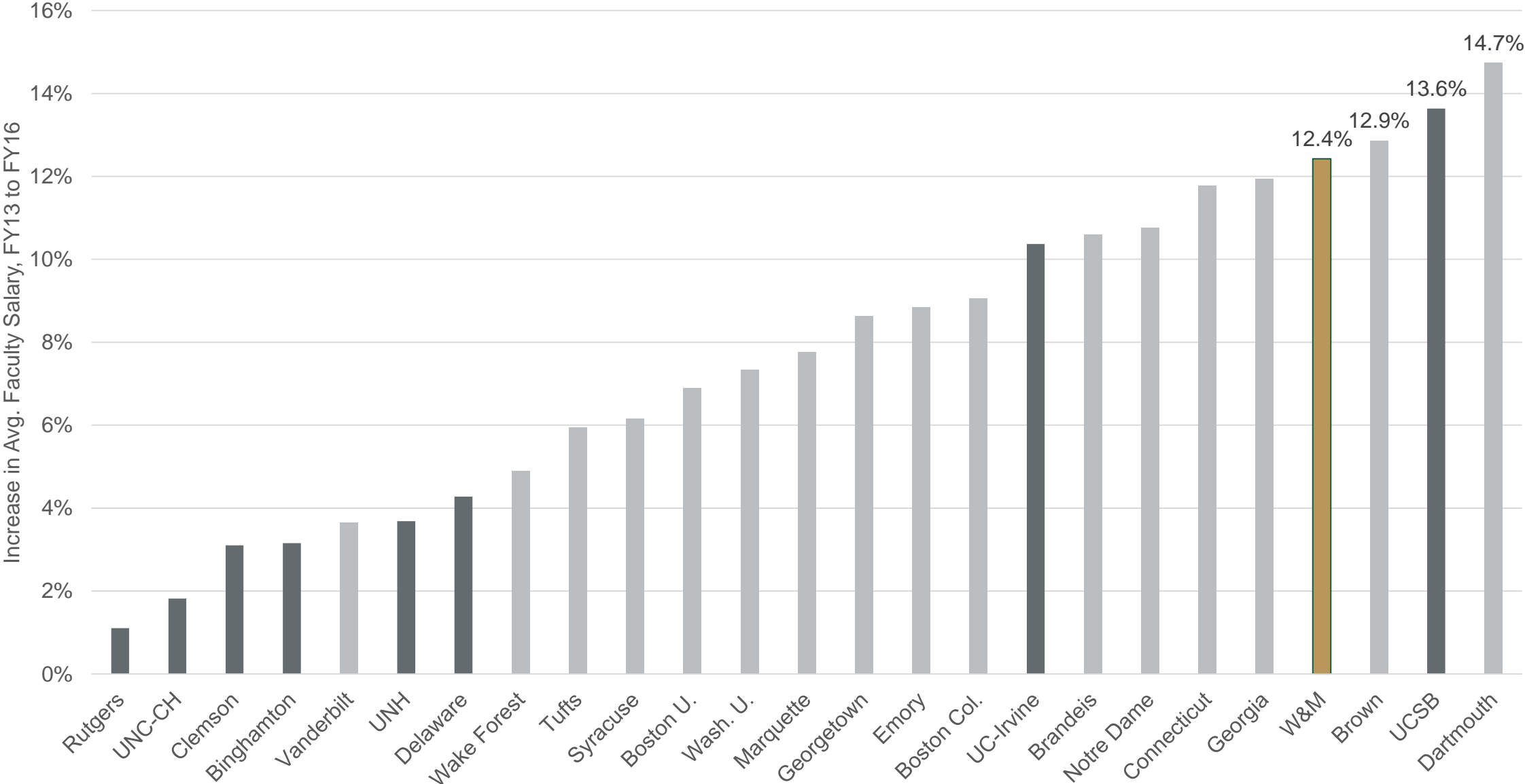
W&M Avg. Faculty Salaries and Gap to the SCHEV 60th Percentile Goal, FY09-FY17



Avg. Faculty Salaries Among Research Universities, FY09-FY16



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).

Percentile Rank among SCHEV Peer Group of W&M Avg. Faculty Salaries by Rank, FY09-FY17

