



WILLIAM & MARY

CHARTERED 1693

Provost's Report

September 2015

Merit-based Salary Increases

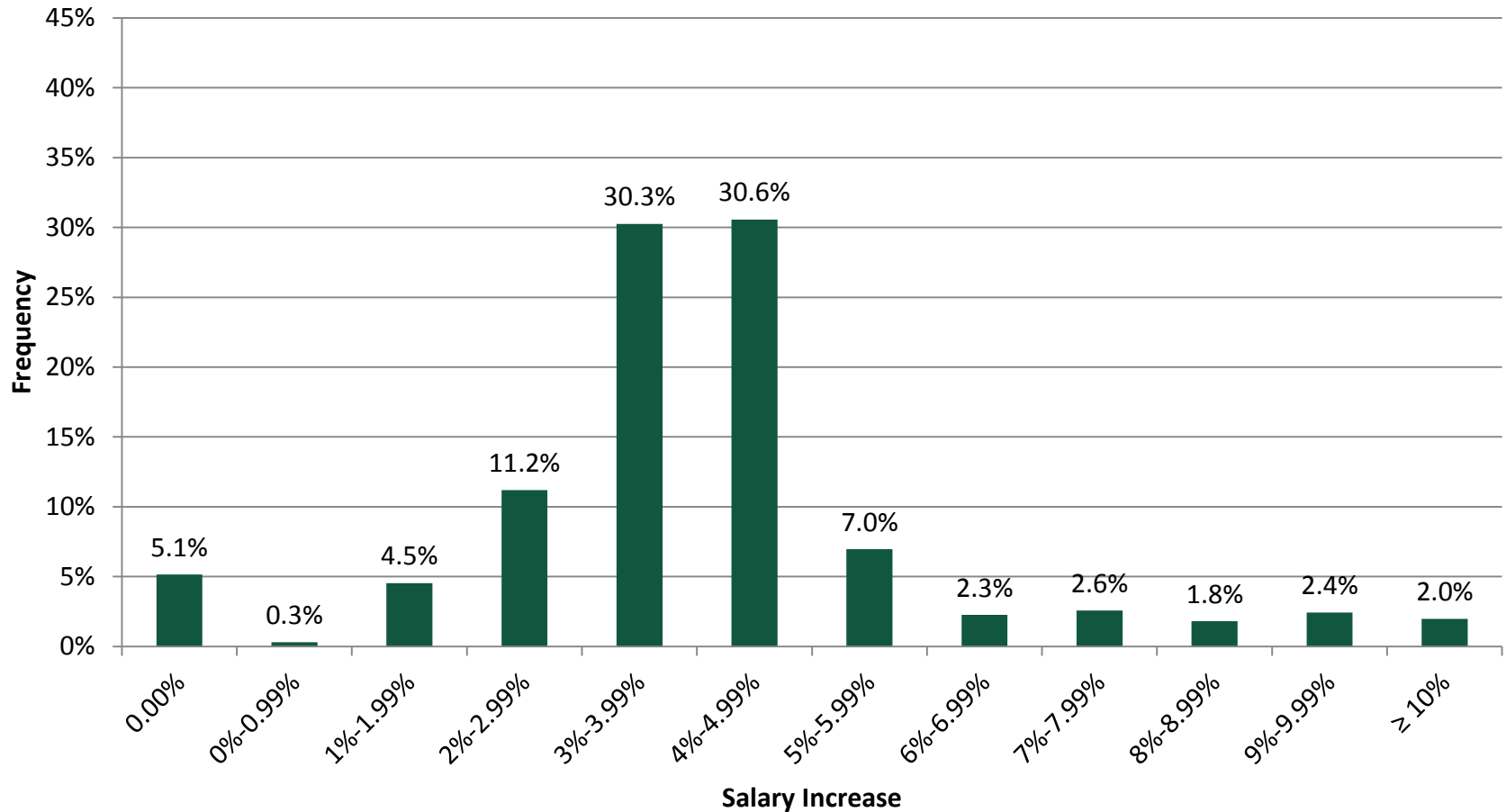
The fundamental principle for salary recommendations is merit. ...Neither time in service nor time in rank, however, can drive salary recommendations. The expectation in a merit system is that salary recommendations will be differential, with a true range of recommended salary increases. *No portion of the allocation may be applied “across-the-board.”*

Provost's Memo to VPs and Deans

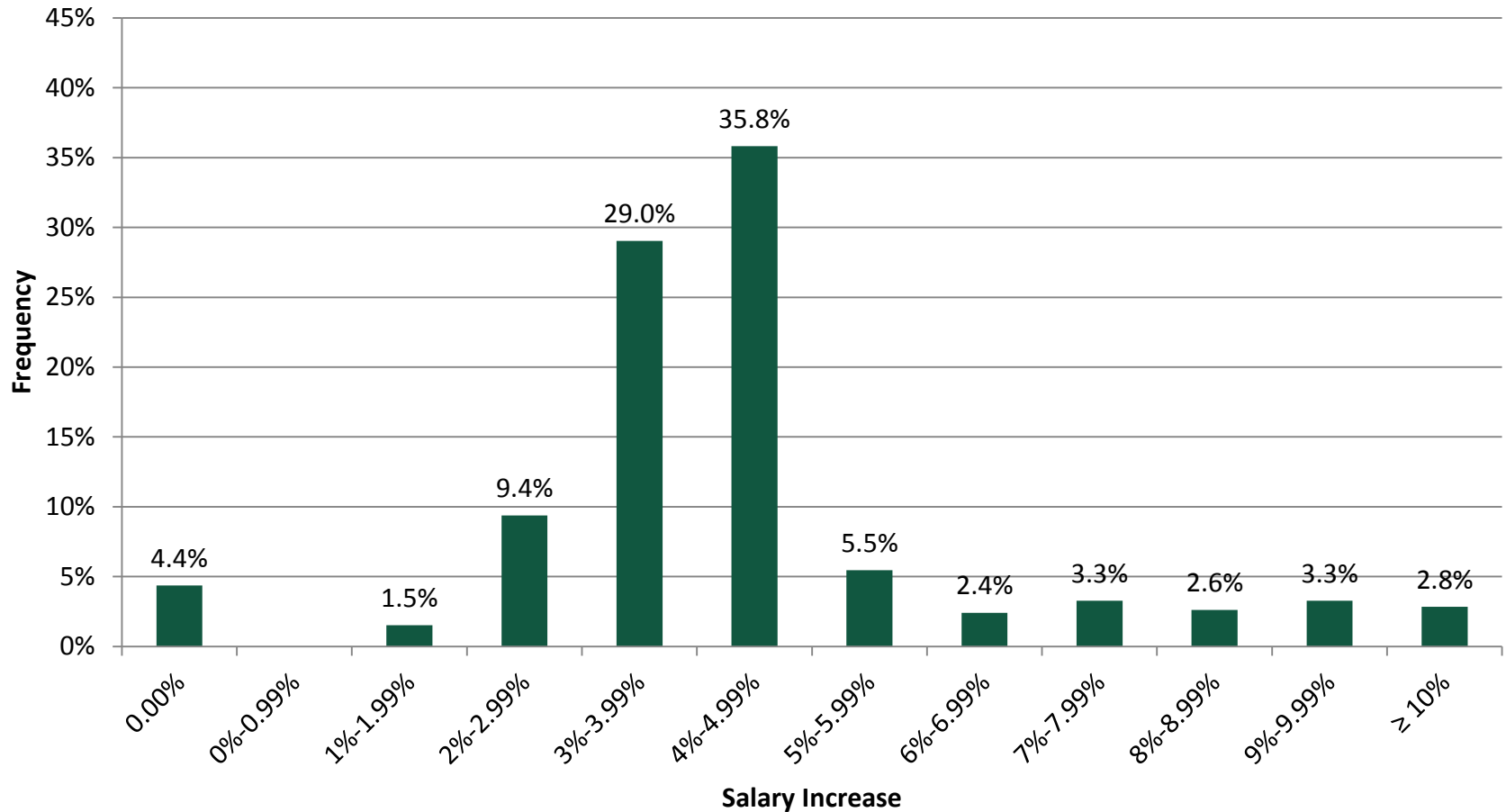
Merit Process and Salary Pools

- All staff have an annual performance evaluation, based on their job description and annual goals.
- All faculty have an annual performance evaluation, based on previous record of performance and cumulative contribution.
 - Some schools use a clearly defined point system (15 points in A&S; 20 in SoE) with decanal review.
 - Others rely on record alone and decanal review.
- Provost reviews all recommendations from VPs and deans.
- Salary Pools
 - Faculty: 4.5%
 - Operational and Professional Staff: 2.0%
 - Classified Staff: mandated by State policy

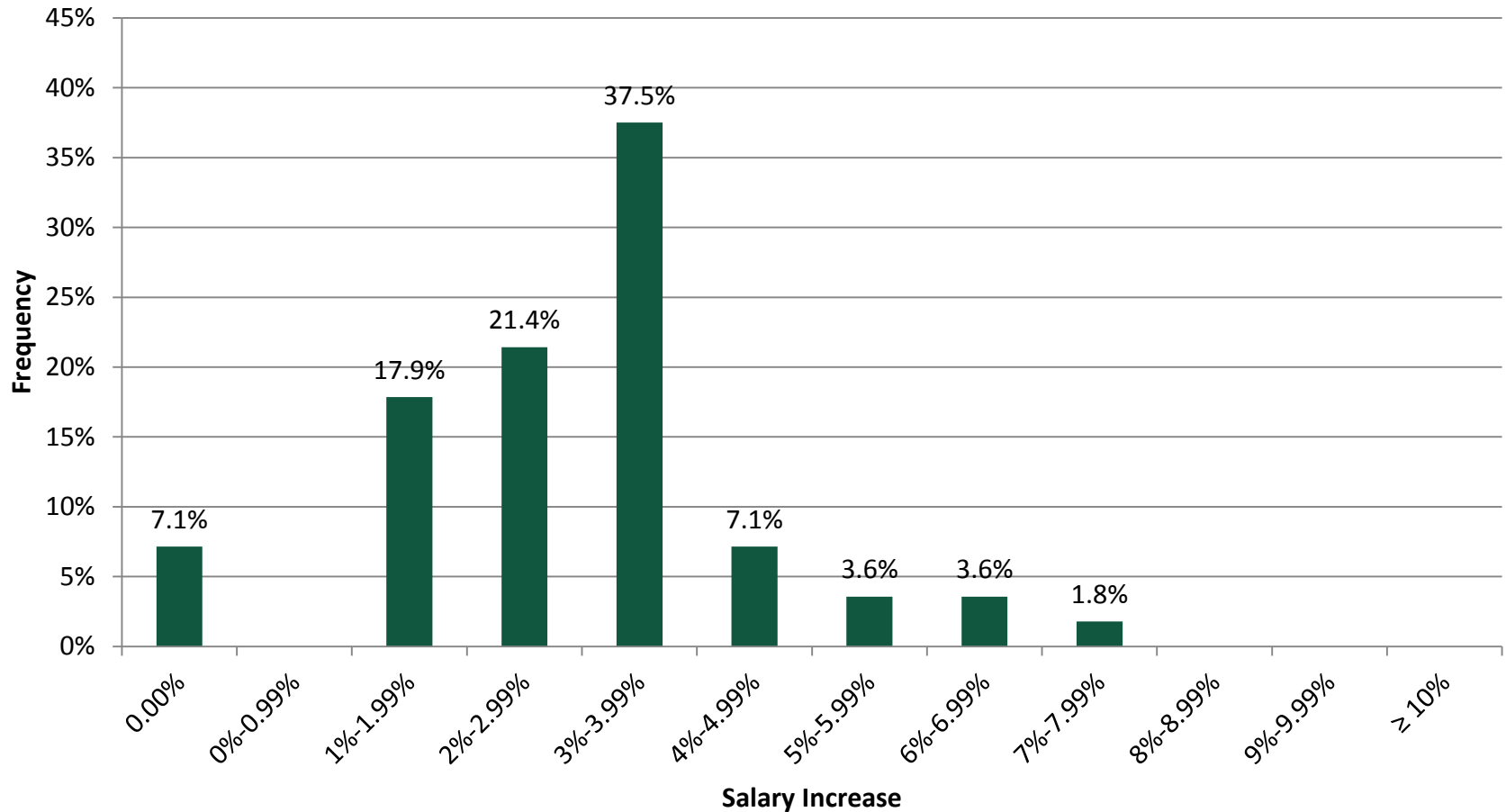
FY 16 Faculty Merit Raises, in %



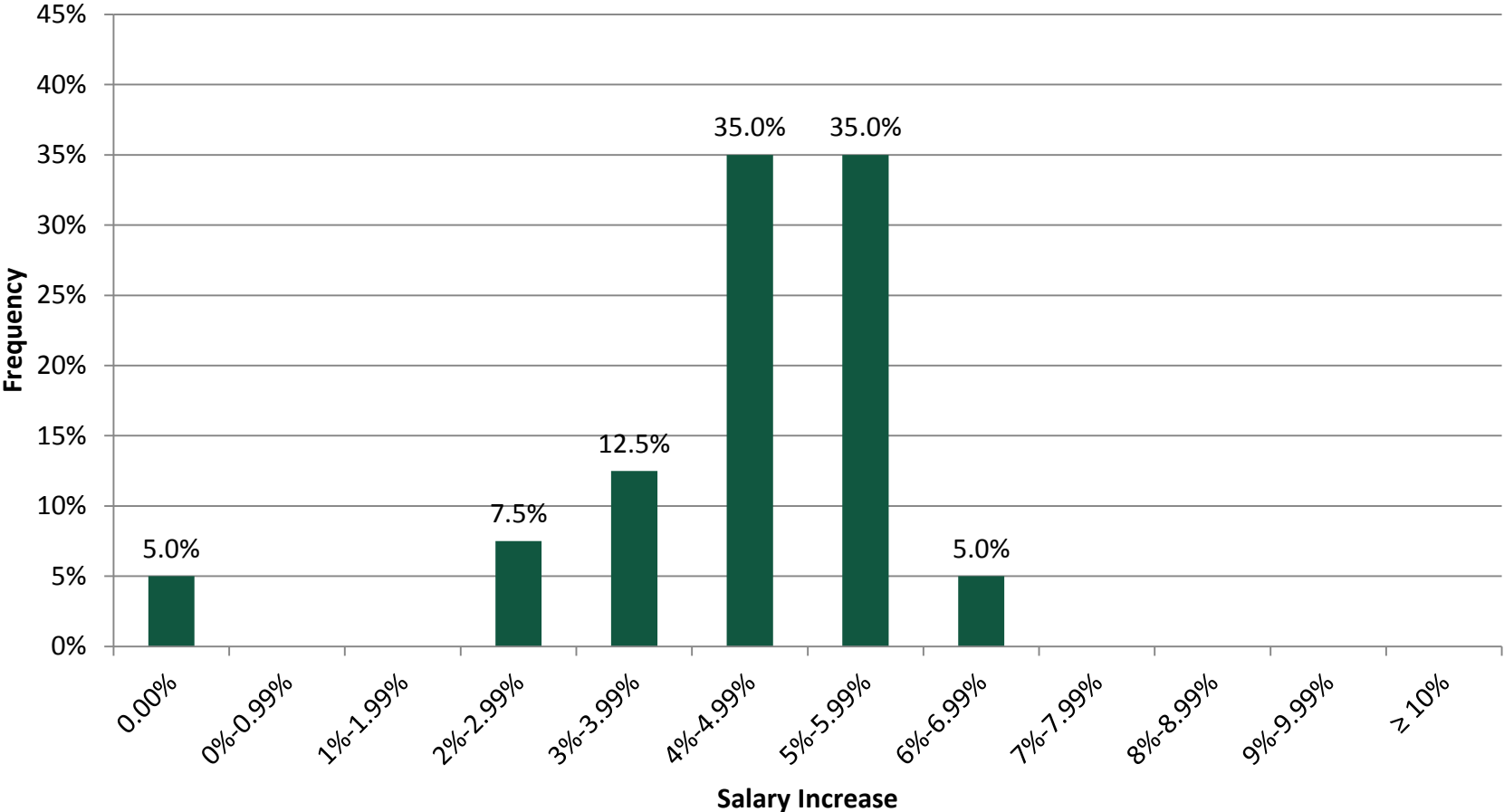
A&S Faculty Merit Raises, in %



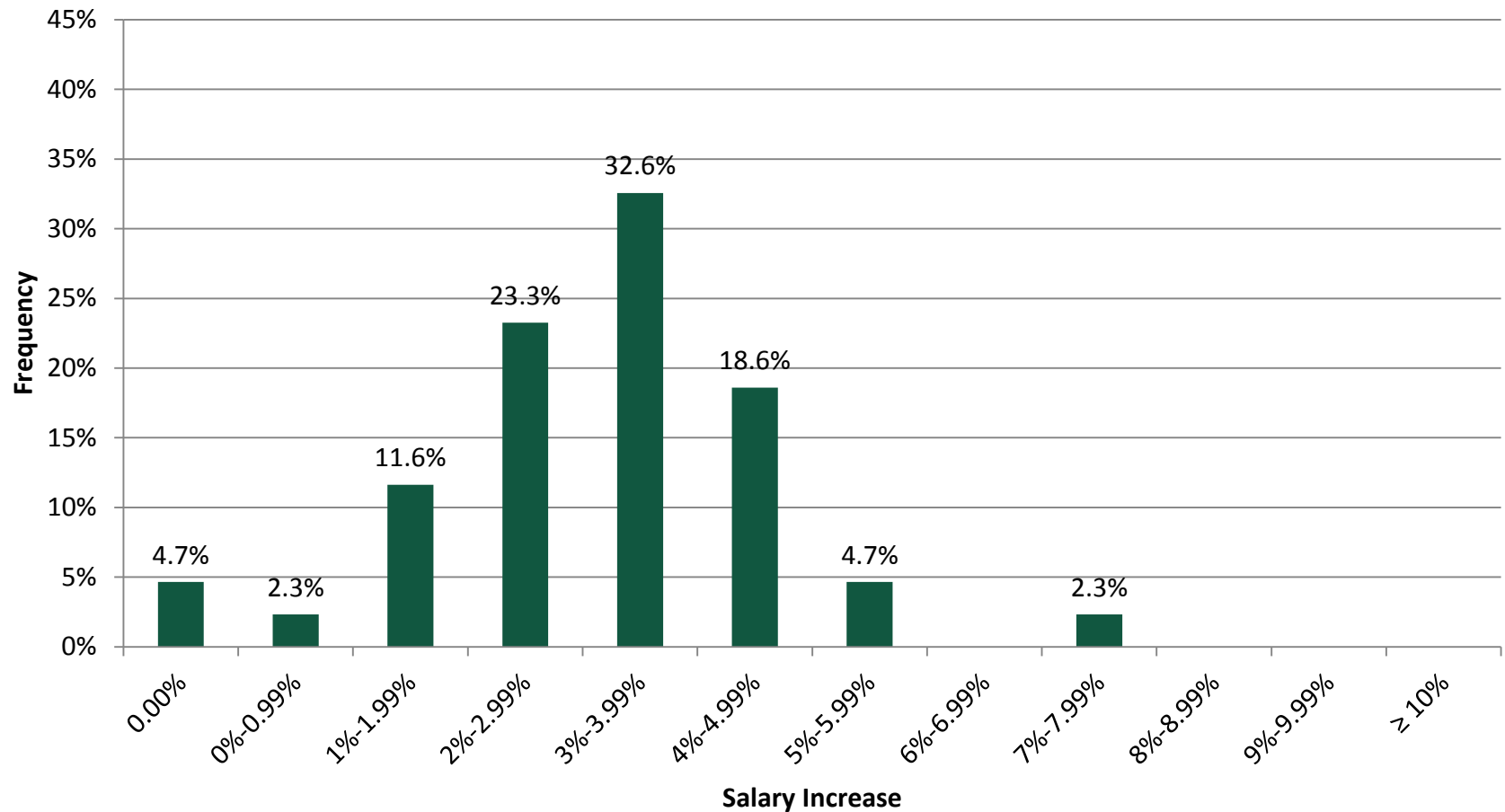
MSOB Faculty Merit Raises, in %



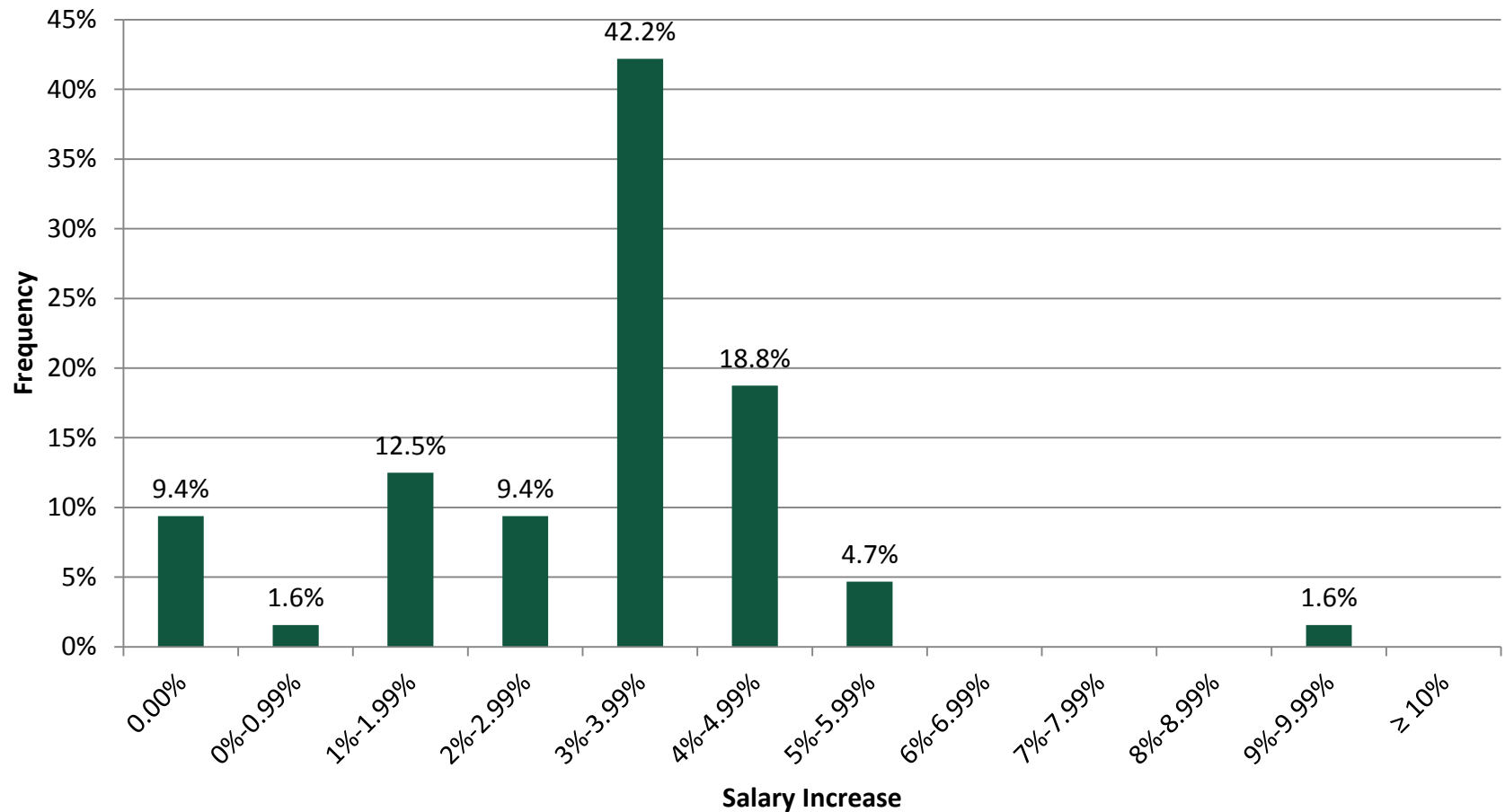
SOE Faculty Merit Raises, in %



Law Faculty Merit Raises, in %



VIMS Faculty Merit Raises, in %

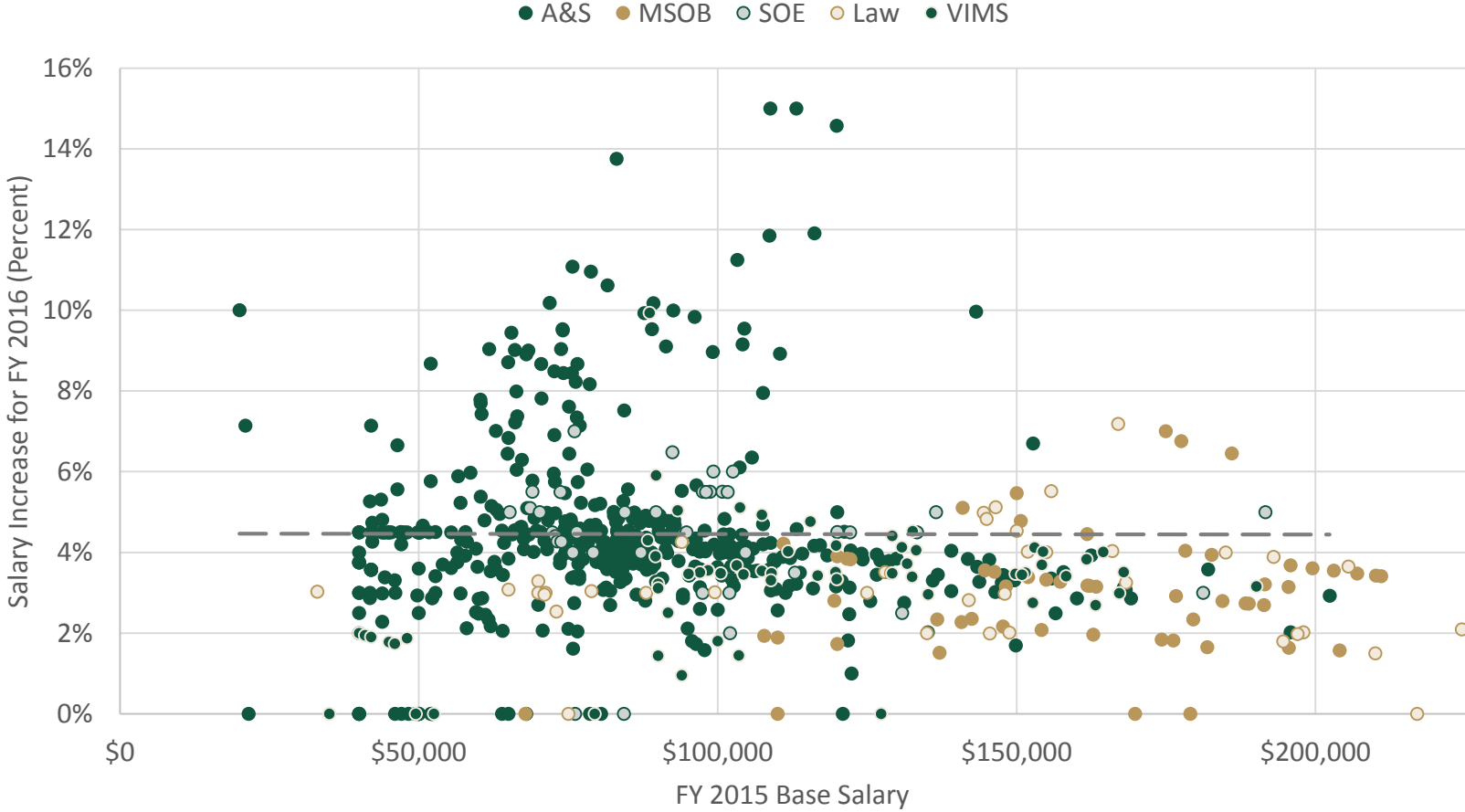


FY 16 Faculty Raises

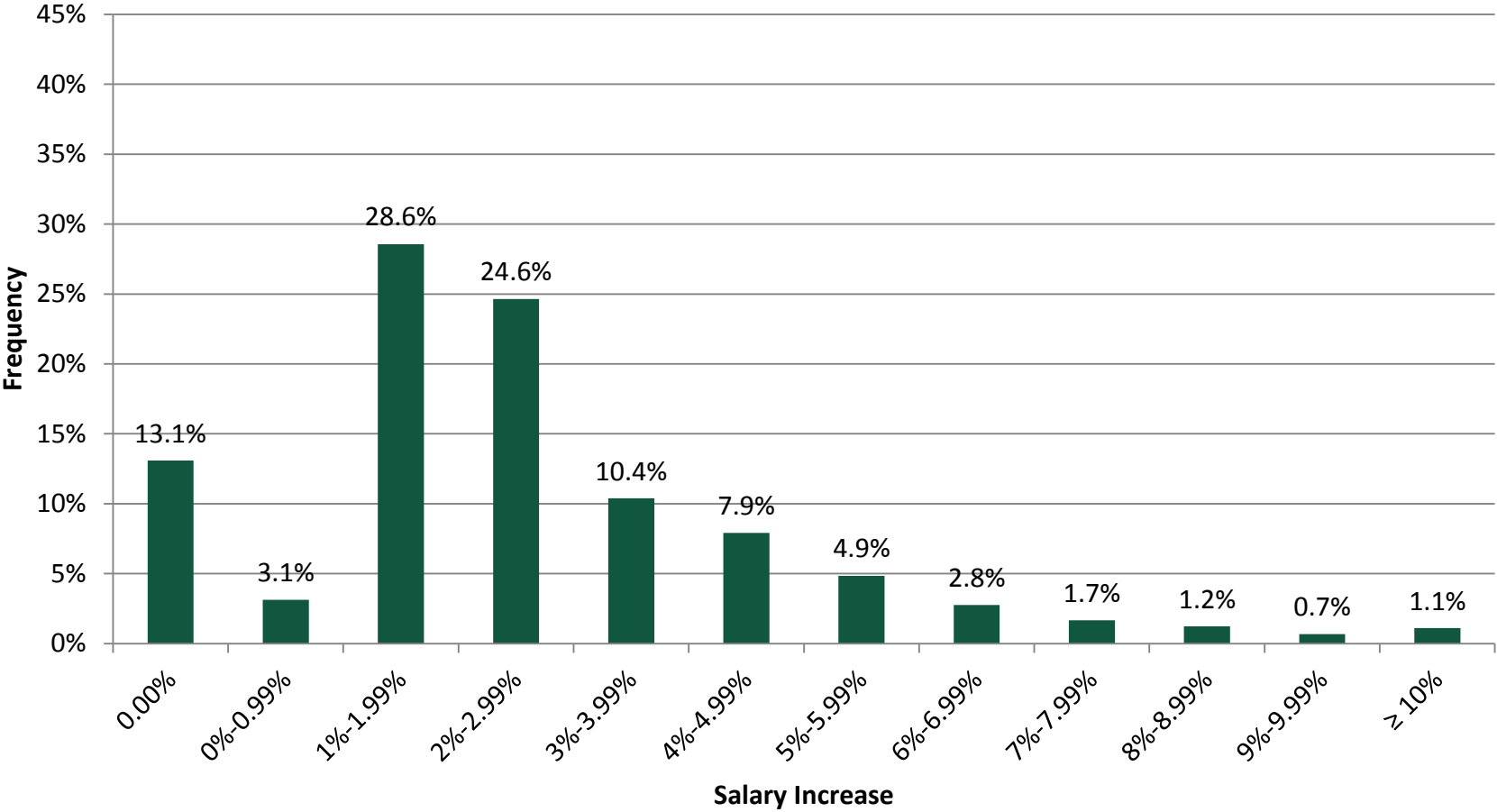
One More View:

- A scatterplot reveals just how much differentiation occurs above and below the average.
- Chart Orientation:
 - The horizontal axis is the individual FY 15 salary.
 - The vertical axis is the percent raise for FY 16.
 - The gray dashed line is the avg. (4.5%).

FY 16 Faculty Merit Raises



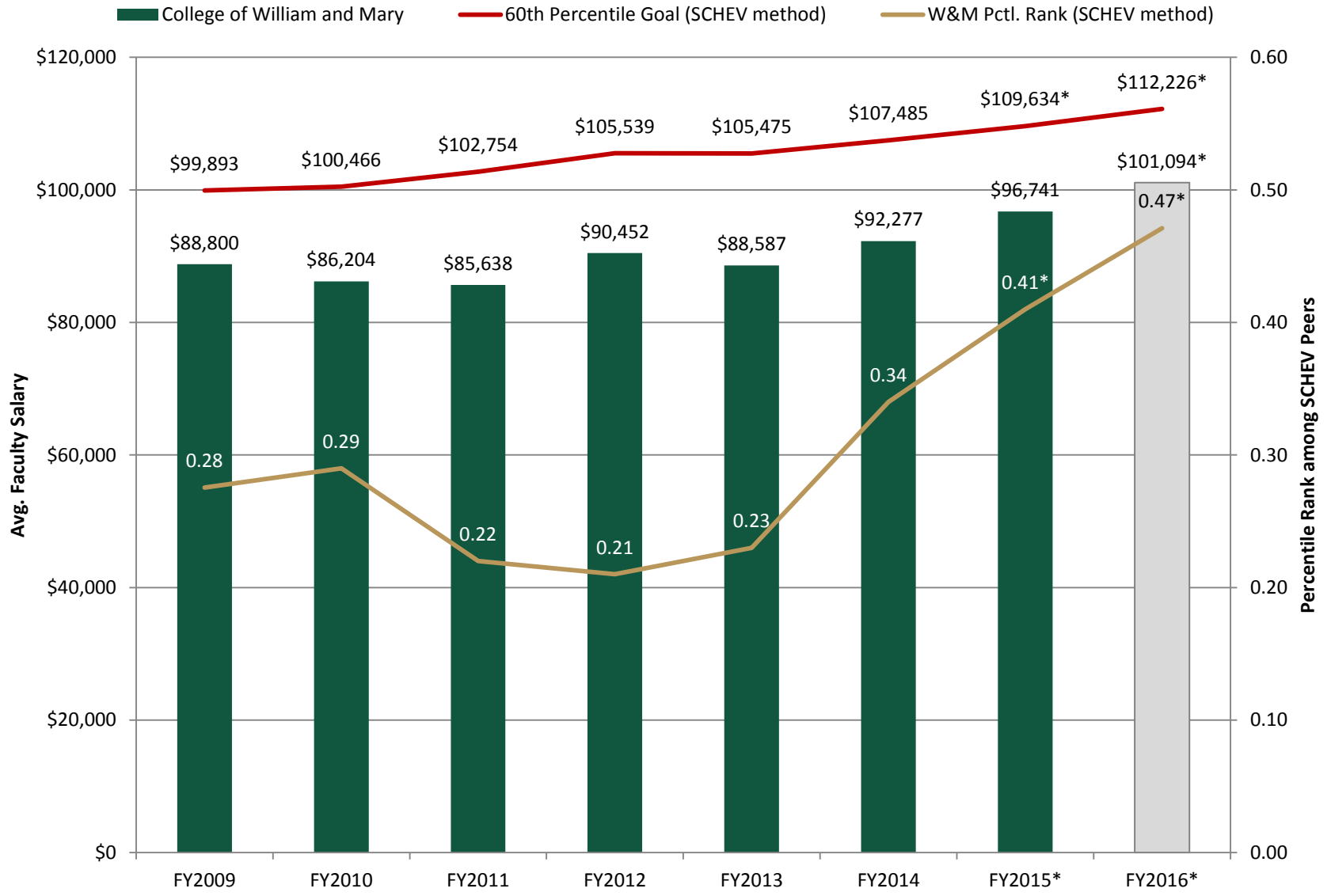
FY 16 Staff Merit Raises, in %



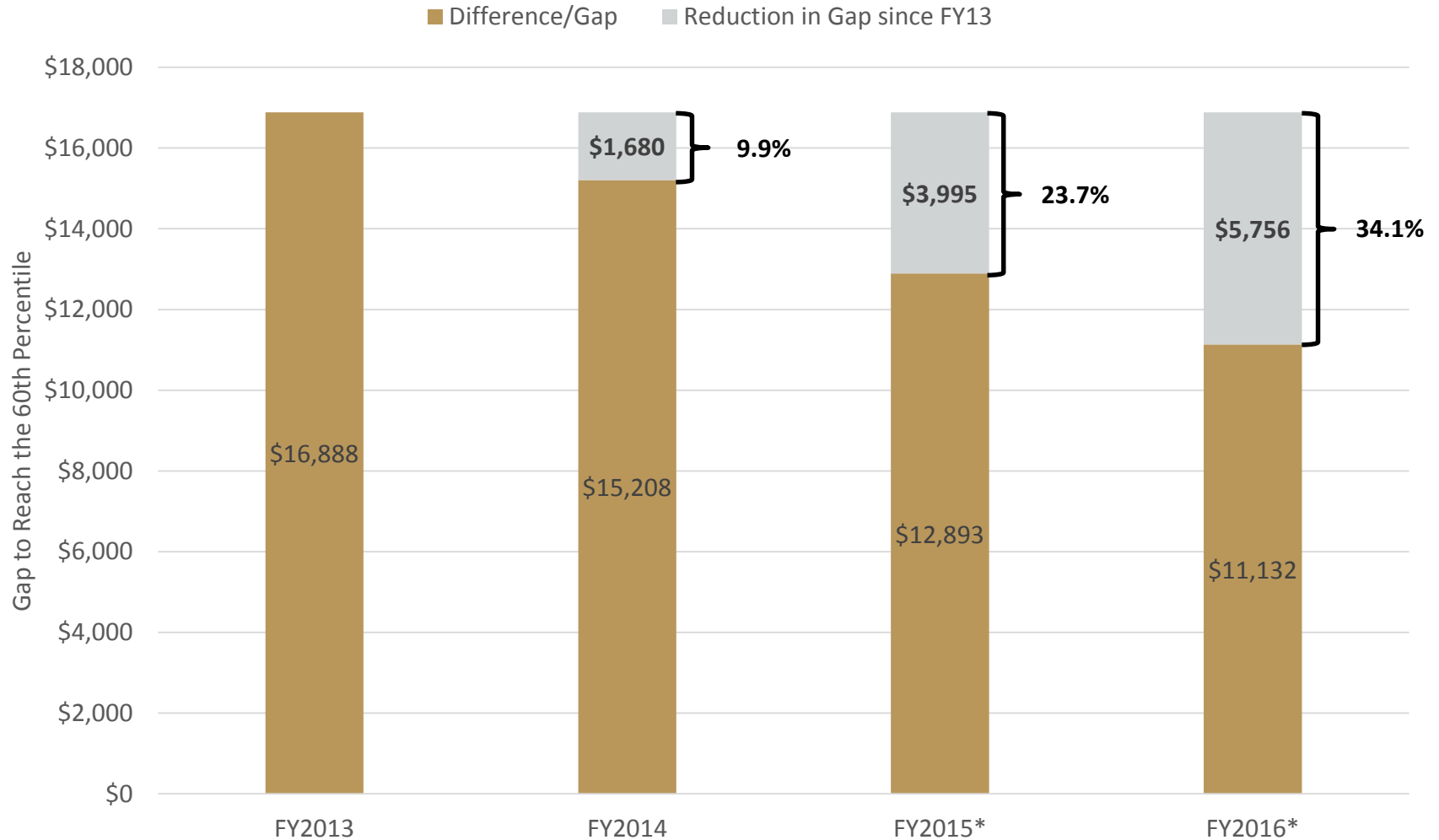
Estimated FY 16 Comparisons

- Private peers assumed at 2.4% increase in FY 16, public peers at 2.3% as reported by the Chronicle of Higher Education.
- Final FY 15 salary data still has not been published in IPEDS. FY 15 and FY 16 values are estimated based on FY 14 data, the most recent year available.

W&M Avg. Faculty Salaries, FY2009 to FY2016* (est.)



The 60th Percentile Goal: Cutting the Gap through the W&M Promise



The SCHEV Peer Group

- Public Institutions (10)

UC-Irvine

UC-Santa Barbara

Univ. of Connecticut

Univ. of Delaware

Univ. of Georgia

Univ. of New Hampshire

Rutgers University

SUNY at Binghamton

UNC-Chapel Hill

Clemson University

The SCHEV Peer Group

- Private Institutions (15)

Boston College

Boston University

Brandeis University

Brown University

Dartmouth College

Emory University

Georgetown Univ.

Marquette University

Syracuse University

Tufts University

Univ. of Notre Dame

Vanderbilt University

Wake Forest University

Washington U.-St. Louis

Yeshiva University

W&M Avg. Faculty Salaries, FY2009 to FY2016* (est.)

