

# Faculty Salary Peer Comparisons, 2020-21

Provided by WFU Office of Institutional Research (OIR)

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## ***Executive Summary:***

*The enclosed tables compare WFU faculty salary against two peer groups. After adjusting for regional cost of living, WFU faculty salaries exceed the group median in all cases. Before adjusting for regional cost of living, WFU salaries lag the group median in all cases.*

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## **Data Sources**

The 2020-21 AAUP Faculty Compensation Survey (which reflects full-time, non-medical faculty) is the source for the salary figures and the percent of faculty who are non-tenure track (NTT). The “Regional Price Parities” (used to adjust for cost of living) are taken from the U.S. Department of Commerce’s Bureau of Economic Analysis Website.

## **Explanation of Peer Groups**

The enclosed studies compare WFU’s faculty salary data to that of two peer groups: (1) the G14 (previously called the “Colonial Group”) and (2) a group of peers selected by the University Senate.

Not all institutions from these two groups are included, however. The AAUP survey includes tenure track *and* non-tenure track faculty in each of their rank categories. To mitigate any difference in pay

scale between these two groups, only those institutions where the percent of NTT is similar to WFU (within ten percentage points) are included. This is the first year where this has been done. OIR obtained the NTT percentages by purchasing a data set from AAUP that is more extensive than the data made publicly available by AAUP.

The table below provides the % NTT for each institution in the two peer groups. Those highlighted in grey are included in the attached studies.

| <b>G14 (Colonial Group)</b>   |                          | <b>University Senate Selected Peers</b> |                          |
|-------------------------------|--------------------------|---|--------------------------|
| <u>Institution</u>            | <u>% NTT<sup>^</sup></u> | <u>Institution</u>                      | <u>% NTT<sup>^</sup></u> |
| Lehigh University             | 0%                       | Lehigh University                       | 0%                       |
| Southern Methodist U          | 0%                       | Southern Methodist U                    | 0%                       |
| University of Notre Dame      | 0%                       | University of Notre Dame                | 0%                       |
| Tulane University             | 7%                       | Brown University                        | 4%                       |
| University of Miami           | 15%                      | Dartmouth College                       | 6%                       |
| Syracuse University           | 21%                      | Tulane University                       | 7%                       |
| Brandeis University           | 21%                      | Emory University                        | 8%                       |
| Boston College                | 22%                      | University of Richmond                  | 8%                       |
| <b>Wake Forest University</b> | <b>22%</b>               | American University                     | 12%                      |
| George Washington U           | 22%                      | University of Miami                     | 15%                      |
| Boston University             | 23%                      | Pepperdine University                   | 16%                      |
| Tufts University              | 37%                      | Vanderbilt University                   | 16%                      |
| Northeastern University       | 38%                      | Brandeis University                     | 21%                      |
| New York University           | 39%                      | <b>Wake Forest University</b>           | <b>22%</b>               |
|                               |                          | Tufts University                        | 37%                      |

<sup>^</sup>percent NTT in the AAUP survey rank categories of Professor, Associate, and Assistant (combined).  
Source: AAUP Faculty Compensation Survey (purchased data set)

**Wake Forest University Salaries\* (in thousands) Compared with Select\*\* G14 (Colonial Group) Schools  
2020-21**

***Includes Unadjusted and Cost of Living (COL) Adjusted Salary Data***

| Institution   | COL Region                             | % NTT <sup>^</sup> | COL Factor <sup>†</sup> | PROFESSOR    |              | ASSOCIATE    |              | ASSISTANT   |              |
|---|--|--------------------|-------------------------|--------------|--------------|--------------|--------------|-------------|--------------|
|   |  |                    |                         | Unadjusted   | COL Adjusted | Unadjusted   | COL Adjusted | Unadjusted  | COL Adjusted |
|   |  |                    |                         | 2020-21      | 2020-21      | 2020-21      | 2020-21      | 2020-21     | 2020-21      |
| Boston College  | <i>Boston-Cambridge-Newton</i>         | 22%                | 115.5                   | 191.7        | 166.0        | 121.3        | 105.0        | 115.6       | 100.1        |
| Boston University   | <i>Boston-Cambridge-Newton</i>         | 23%                | 115.5                   | 197.9        | 171.3        | 136.2        | 117.9        | 109.7       | 95.0         |
| Brandeis University   | <i>Boston-Cambridge-Newton</i>         | 21%                | 115.5                   | 158.4        | 137.1        | 113.2        | 98.0         | 97.2        | 84.2         |
| George Washington U   | <i>Washington-Arlington-Alexandria</i> | 22%                | 117.4                   | 186.0        | 158.4        | 118.1        | 100.6        | 101.4       | 86.4         |
| Syracuse University   | <i>Syracuse</i>                        | 21%                | 96.0                    | 137.9        | 143.6        | 101.0        | 105.2        | 83.1        | 86.6         |
| University of Miami   | <i>Miami-Ft Laud.-Pompano Beach</i>    | 15%                | 111.7                   | 167.1        | 149.6        | 118.3        | 105.9        | 98.8        | 88.5         |
| Wake Forest University  | <b><i>Winston-Salem</i></b>            | <b>22%</b>         | <b>88.7</b>             | <b>149.2</b> | <b>168.2</b> | <b>100.7</b> | <b>113.5</b> | <b>80.9</b> | <b>91.2</b>  |
| <b>MEDIAN (excluding WFU)</b><br>"Change" in this row reflects the median of values in column above |  |                    |                         | 176.6        | 154.0        | 118.2        | 105.1        | 100.1       | 87.5         |
| <b>MEAN (excluding WFU)</b><br>"Change" in this row reflects the mean of values in column above     |  |                    |                         | 173.2        | 154.4        | 118.0        | 105.4        | 101.0       | 90.1         |
| <b>WFU Deviation from Median</b>  |  |                    |                         | <b>-15%</b>  | <b>9%</b>    | <b>-15%</b>  | <b>8%</b>    | <b>-19%</b> | <b>4%</b>    |

Source of Salary Data: The American Association of University Professors, Faculty Compensation Survey

\*Salary figures include all non-medical professional schools.

\*\*This table above includes only those G14 schools where the percent of faculty who are non-tenure track is within ten percentage points of WFU. (Seven G14 schools are excluded.)

<sup>^</sup>Percent of 2020-21 faculty who are non-tenure track (NTT) in the Professor, Associate and Assistant groups combined.

<sup>†</sup>All salaries are indexed to a national average. COL Factor Source: Regional Price Parities by Metropolitan Area, 2019, Bureau of Economic Analysis, <https://www.bea.gov/news/2020/real-personal-income-state-and-metropolitan-area-2019>

## Wake Forest University Salaries\* (in thousands) Compared with University Senate Selected Peers\*\*

2020-21

*Includes Unadjusted and Cost of Living (COL) Adjusted Salary Data*

| Institution   | COL Region                      | % NTT <sup>^</sup> | COL Factor <sup>†</sup> | PROFESSOR    |              | ASSOCIATE    |              | ASSISTANT   |              |
|---|---------------------------------|--------------------|-------------------------|--------------|--------------|--------------|--------------|-------------|--------------|
|   |                                 |                    |                         | Unadjusted   | COL Adjusted | Unadjusted   | COL Adjusted | Unadjusted  | COL Adjusted |
|   |                                 |                    |                         | 2020-21      | 2020-21      | 2020-21      | 2020-21      | 2020-21     | 2020-21      |
| American University   | Washington-Arlington-Alexandria | 12%                | 117.4                   | 168.4        | 143.4        | 110.4        | 94.0         | 97.3        | 82.9         |
| Brandeis University   | Boston-Cambridge-Newton         | 21%                | 115.5                   | 158.4        | 137.1        | 113.2        | 98.0         | 97.2        | 84.2         |
| Pepperdine University   | Los Angeles-Long Beach-Anaheim  | 16%                | 118.8                   | 150.4        | 126.6        | 117.6        | 99.0         | 98.0        | 82.5         |
| University of Miami   | Miami-Fort Laud.-Pompano Beach  | 15%                | 111.7                   | 167.1        | 149.6        | 118.3        | 105.9        | 98.8        | 88.5         |
| Vanderbilt University   | Nashville-Davidson-Murfreesboro | 16%                | 94.4                    | 208.1        | 220.4        | 125.4        | 132.8        | 109.0       | 115.5        |
| Wake Forest University  | <b>Winston-Salem</b>            | <b>22%</b>         | <b>88.7</b>             | <b>149.2</b> | <b>168.2</b> | <b>100.7</b> | <b>113.5</b> | <b>80.9</b> | <b>91.2</b>  |
| <b>MEDIAN (excluding WFU)</b><br>"Change" in this row reflects the median of values in column above |                                 |                    |                         | 167.1        | 143.4        | 117.6        | 99.0         | 98.0        | 84.2         |
| <b>MEAN (excluding WFU)</b><br>"Change" in this row reflects the mean of values in column above     |                                 |                    |                         | 170.5        | 155.4        | 117.0        | 106.0        | 100.1       | 90.7         |
| <b>WFU Deviation from Median</b>  |                                 |                    |                         | <b>-11%</b>  | <b>17%</b>   | <b>-14%</b>  | <b>15%</b>   | <b>-17%</b> | <b>8%</b>    |

Source of Salary Data: The American Association of University Professors, Faculty Compensation Survey

\*Salary figures include all non-medical professional schools.

\*\*The University Senate originally selected fifteen peers. This table includes only those peers where the percent of faculty who are non-tenure track is within ten percentage points of WFU.

<sup>^</sup>Percent of 2020-21 faculty who are non-tenure track (NTT) in the Professor, Associate and Assistant groups combined.

<sup>†</sup>All salaries are indexed to a national average. COL Factor Source: Regional Price Parities by Metropolitan Area, 2019, Bureau of Economic Analysis, <https://www.bea.gov/news/2020/real-personal-income-state-and-metropolitan-area-2019>