

Collegiate Senate Report

College Senate met 10/3; Dean Krasas attended

Workday issues – teaching & courses

- No “copy & paste” function on schedule building; significant AC time

Workday mandatory for academic hiring???

- Met with Associate Dean Erica Still

Academic Freedom re: Oct. 7th talk

- College Faculty expressed significant frustration, low morale regarding the process & messaging, not just the decision



WFU Faculty Salary Analysis

Salaries Committee

Katherine Shaner (Chair), Mark Johnson, Ryan Shirey, Stephanie Bennett, Hank Kennedy, Catherine Harnois

October 8, 2024



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- **The Salaries subcommittee analyzed the 2023 – 2024 Faculty Salary Summary provided by the WFU Office of Institutional Research**
 - The OIR report summarized the American Association of University Professors (AAUP) annual Faculty Compensation Survey (FCS)
- **AAUP National Trends: Average salaries for full-time faculty members (all ranks combined) increased 3.8% from 2022 – 2023 to 2023 – 2024**
 - This follows a 4.1% increase from 2021 – 2022 to 2022 – 2023
- **AAUP National Trends: Average salaries for continuing full-time faculty members – those employed in Fall 2022 and remaining employed in Fall 2023 – increased 4.0% from 2022 – 2023 to 2023 – 2024**
 - This follows a 4.8% increase from 2021 – 2022 to 2022 – 2023

AAUP data source: [Tables A and B](#)

The WFU 2023 – 2024 Faculty Salary Summary reports:

- Average salaries for full-time faculty members (all ranks combined) increased 1.2% from 2022 – 2023 to 2023 – 2024
 - Average salaries for continuing full-time faculty members – those employed in Fall 2022 and remaining employed in Fall 2023 – increased 4.5% from 2022 – 2023 to 2023 – 2024
 - Above results are for all WFU faculty in the AAUP FCS Cohort below:
 - Undergraduate College, Graduate School of Arts and Sciences, School of Business, School of Divinity, Wake Forest Law, and School of Professional Studies (medical faculty are excluded per AAUP instructions)
 - **Data source: Section I – Page 1 from the 2023 – 2024 Faculty Salary Summary provided by the WFU Office of Institutional Research**
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- **WFU all faculty average salaries increased year over year (YoY) less than the AAUP national average (1.2% v. 3.8% v. CPI of 3.4%)**
 - **WFU continuing faculty average salaries increased YoY more than the AAUP national average (4.5% v. 4% v. CPI of 3.4%)**
 - CPI is one measure of inflation as is the Consumer Price Index for all Urban Consumers (CPI-U), which comes from the US Bureau of Labor Statistics
 - **When looking at averages, WFU continuing faculty salaries are higher than WFU all faculty salaries for 2023 – 2024**
 - Hard to explain this difference
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	2022-2023	2023-2024	
Rank	All WFU Faculty	All WFU Faculty	AAUP Average
Instructor	\$63,190	\$68,916	\$69,307
Assistant	\$84,092	\$84,379	\$92,094
Associate	\$109,755	\$110,988	\$106,216
Professor	\$153,717	\$154,789	\$155,056
All	\$111,843	\$113,169	\$112,139

	2022-2023	2023-2024
Rank	Cont. WFU Faculty	Cont. WFU Faculty
Instructor	\$73,127	\$77,849
Assistant	\$83,568	\$87,207
Associate	\$108,165	\$113,135
Professor	\$151,333	\$157,899
All	\$113,131	\$118,238

AAUP average salaries for continuing faculty not available at time of analysis

2022-2023 to 2023-2024 Average Percentage Change in Salaries					
Rank	All WFU Faculty	AAUP All Faculty % Change (Nominal)	Cont. WFU Faculty	AAUP Cont. Faculty % Change (Nominal)	Change in CPI
Instructor	9.1%	4.4%	6.5%	4.2%	3.4%
Assistant	0.3%	4.0%	4.4%	3.3%	3.4%
Associate	1.1%	4.2%	4.6%	4.0%	3.4%
Professor	0.7%	3.7%	4.3%	3.8%	3.4%
All	1.2%	3.8%	4.5%	4.0%	3.4%

Continuing faculty salary increases are above the AAUP averages and inflation (when measured by CPI)

- **WFU all faculty salaries percentage change from 2022-2023 to 2023-2024 is less than the AAUP average percentage increase**
 - **WFU continuing faculty salaries percentage change from 2022-2023 to 2023-2024 is higher than the AAUP average percentage increase**
 - **When studying average salaries versus median salaries across WFU, some skewness appears**
 - Mean salaries across ranks in some schools can be up to \$10k higher than median salaries
 - Can be normal given salary inversion, when new faculty hires are paid more than current faculty
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