



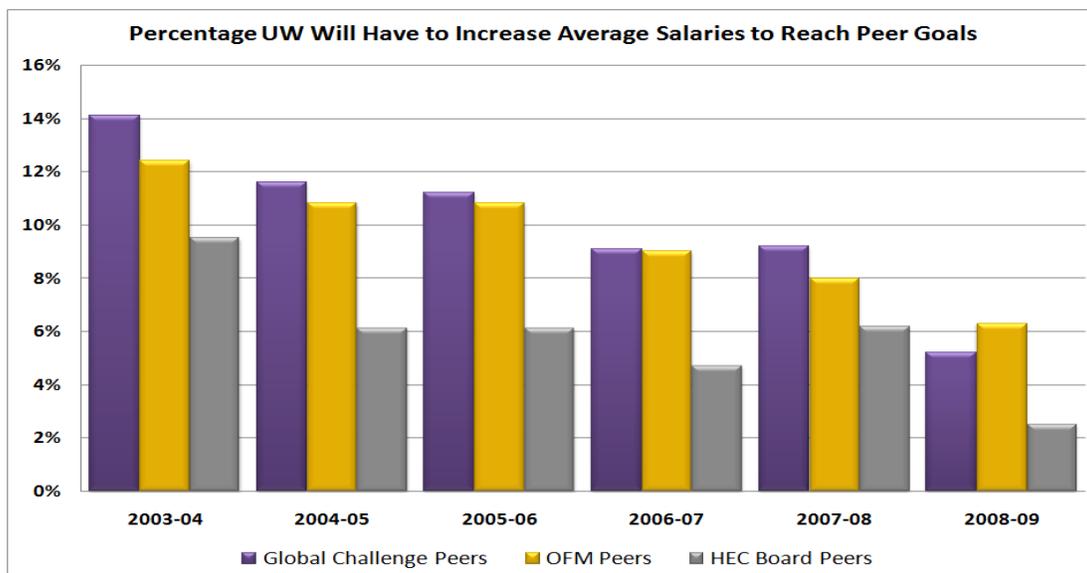
Planning and Budgeting Brief

Date Prepared: May 28, 2009
Subject: UW Faculty Salary Comparisons

UW faculty salary data in comparison to peer institutions for 2008 have become available in the March-April 2009 issue of *Academe*¹. Included below is an update on progress made over the past five years, based upon *Academe* reported data, to close the gap between average faculty salaries at the UW and average faculty salaries at peer institutions. Note that this data captures progress made through last year, before recent reductions in the University's state budget. Achievement of competitive faculty salary levels remains a primary University goal. Consistent with state law, the institution will seek to fund salary increases for faculty and staff despite economic conditions to ensure that the positive gains illustrated below are not eroded.

We took the number of faculty members and average faculty salaries by rank (full professor, associate professor and assistant professor) and average faculty salaries overall for those institutions that are designated as UW peers. We controlled for the different distributions of faculty rank across the groups to ensure comparability to the faculty rank mix at the UW, and then computed how far ahead or behind average faculty salaries at the UW are compared to the specific benchmarks set for the UW within each peer group. These benchmarks, as defined by various Washington State agencies, are the weighted arithmetic average for the OFM peer group, the 60th percentile for the Global Challenge peer group, and the 75th percentile for the HECB peer group.

Each of these groups has been defined by a different organization of Washington State Government. The Office of Financial Management (OFM) created a list of eight peer institutions over 20 years ago, the Higher Education Coordinating Board determined a list of twenty-four peer institutions several years later, and legislation in 2007 established the "global challenge states" as the official comparison states against which Washington's progress in improving education funding was to be measured.² The chart below displays where the UW stands relative to these targets over the last five years.



¹ Data Source: AAUP data for 2008-09, including 9 and 12 month faculty with 12 month adjusted to 9 month service period basis. Data reported in the March-April, 2009 *Academe* Bulletin of the American Association of University Professors (<http://www.aaup.org/AAUP/pubsres/academe/2009/MA/>).

² Please find a list of three peer groups here: www.washington.edu/admin/factbook/OisAcrobat/peers



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During this time, the overall gap between average faculty salaries at the UW and the goal set for each peer group has been closing steadily. More specifically, for the OFM group, the gap between UW and the average went from 12.4 percent in 2003-04 to 8 percent in 2007-08 and to 6.3 percent in 2008-09. In comparison to the Global Challenge State peer universities, the UW average faculty salary would need to increase 5.2 percent to reach the 60th percentile compared to 9.2 percent a year earlier and 14.1 percent five years earlier. In comparison to the HEC Board group, the UW average faculty salary would need to increase 2.5 percent to reach the 75th percentile compared to 6.2 percent a year earlier, and 9.5 percent five years earlier.

For more detailed faculty salary data, please visit the following page of the Office of Institutional Studies website at www.washington.edu/admin/factbook/OisAcrobat/peers.html#anchor3.