



Memo

To: Colby Faculty
From: Douglas Terp, Lori Kletzer, Michael Burke, Russ Cole, Duncan Tate
Date: June 6, 2011
Subject: 2010-11 NESCAC AAUP Salary and Total Compensation Information

The AAUP salary and total compensation data are now available and we are able to report that Colby's overall standing in salary and total compensation remains nationally competitive and average salaries are commensurate with Colby's endowment per student. Colby's average salaries within the similar NESCAC comparison group have improved in recent years as shown below (2005/06 salary rank in parentheses):

- Professors are 5th in salary and 6th in total compensation (7th) – Schedule A
- Associates are 3rd in salary and 4th in total compensation (8th) – Schedule B
- Assistants are 6th in salary and 7th in total compensation (6th) – Schedule C
- Colby's "balanced" average is 5th in salary and 6th in total compensation (8th) – Schedule D
- Colby's "all" average is 3rd in salary and 5th in total compensation. (5th) – Schedule E
- Colby's average increase to continuing faculty of 1.7 percent ranked 9th in NESCAC. The average increase reflects the modest general increase, as well as a limited number of special adjustments– Schedule G

Each year Colby participates in the AAUP's survey of salary and total compensation practices at colleges and universities in the United States. Of particular interest to both the College and the faculty has been Colby's position relative to similar NESCAC institutions. Nationally, Colby's professor salaries and the "all" average are in the 1+ category (the top 5 percent of all colleges), while associate and assistant salaries are in category 1 (the top 20 percent of all similar colleges).

The attached charts and tables summarize the comparison of salary and total compensation averages by rank and by all ranks combined for the 2010-11 academic year. These data were provided to Colby by the AAUP, which collects and publishes faculty salary and total compensation data each year, and the Higher Education Data Sharing Consortium (HEDS).

The "all" average is calculated by the AAUP and weights the ranks differently for each school using the actual distribution across the ranks and includes instructors, lecturers, and unranked faculty. The "balanced" data shown in the charts and tables were compiled by Colby using an equal one-third distribution of faculty across the ranks of professor, associate professor, and assistant professor (the actual distribution at Amherst is 56 percent professor, 21 percent associate, and 24 percent assistant while Colby is 43 percent professor, 25 percent associate, and 32 percent assistant). We believe that using an equal one-third distribution provides an appropriate comparison measure over time because it standardizes for rank composition and, therefore, reflects only salary and total compensation differences across institutions.

(over, please)

The total compensation figure represents salaries paid to faculty and the value of College-provided benefits, including health, life and disability insurance, retirement contributions, tuition assistance, accruals for post-retirement health insurance, and other fringe benefits. The survey excludes other faculty support such as research, travel, and sabbatical support. In addition to the AAUP data, the charts and tables include endowment-per-student values for each institution as of June 30, 2010. Because each institution relies on endowment income to support educational programs, endowment values provide a valuable comparison of institutional resources available to support faculty compensation.

Colby's overall standing in salary and total compensation remains very competitive nationally and the average salaries have improved relative to the NESCAC group in recent years. Colby's standing will, however, vary from year to year due to changes in the composition of the AAUP faculty census, the distribution of faculty among the merit "classes" in each three-year cycle, and differences among peer institutions in turnover and time in rank. For example, the retirement of several long-service professors and their replacement by new promotions from the rank of associate professor (or the hiring of assistant professors) can significantly impact an institution's reported average salary.

A report of average salaries by gender, including difference by rank, across NESCAC will be forthcoming when the data series is complete. In addition, the same report will include an analysis of gender differences in salary at Colby.

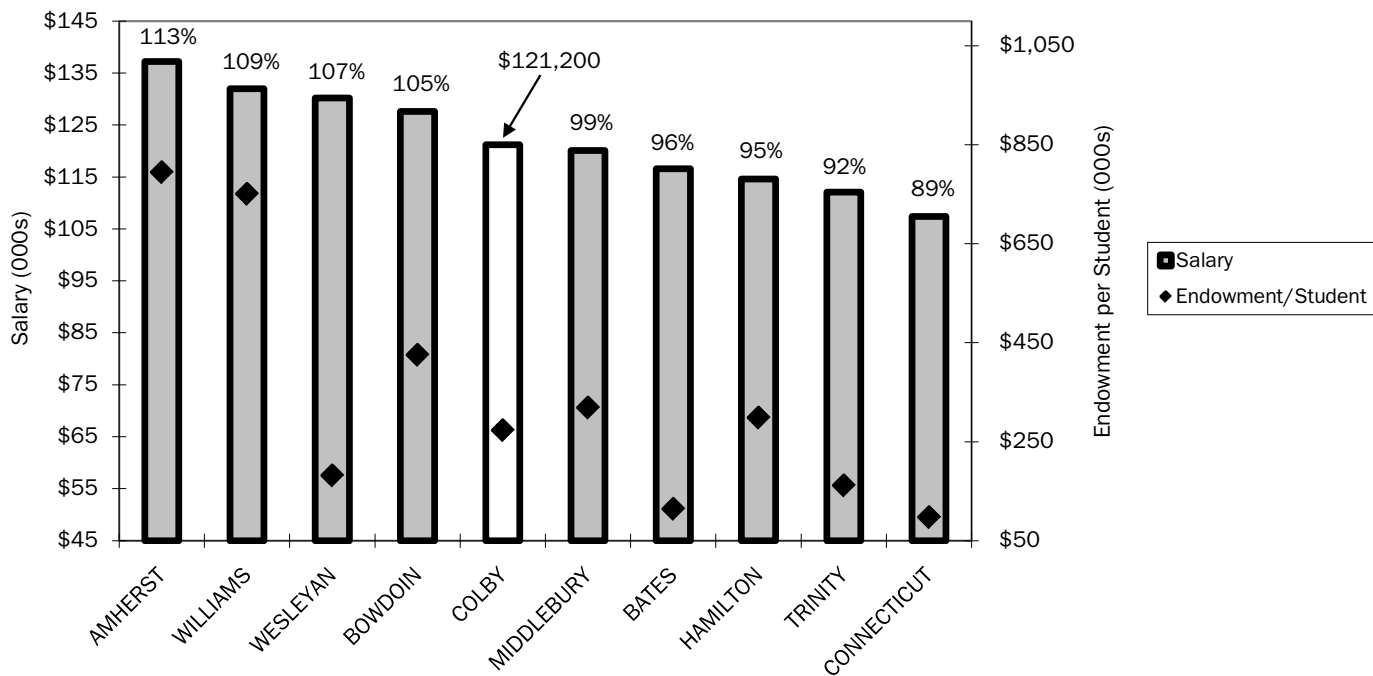
For your information, Colby's 2011-12 budget includes a general increase and restoration of the faculty merit program; roughly one-third of the faculty will be eligible for merit increases effective with the upcoming academic year. Funding has also been included for promotional, market, equity, and special adjustments, along with extra funding for health insurance in anticipation of a January 2012 rate increase.

The Financial Priorities Committee, the senior administrative staff, and the Board of Trustees recognize the need to provide a competitive compensation package to continue recruiting and retaining excellent faculty and staff. Current financial projections assume continued award of general and merit increases, albeit with a modest reduction in the assumed real increase for two more years. The College will carefully review faculty compensation as it updates long-range financial forecasts.

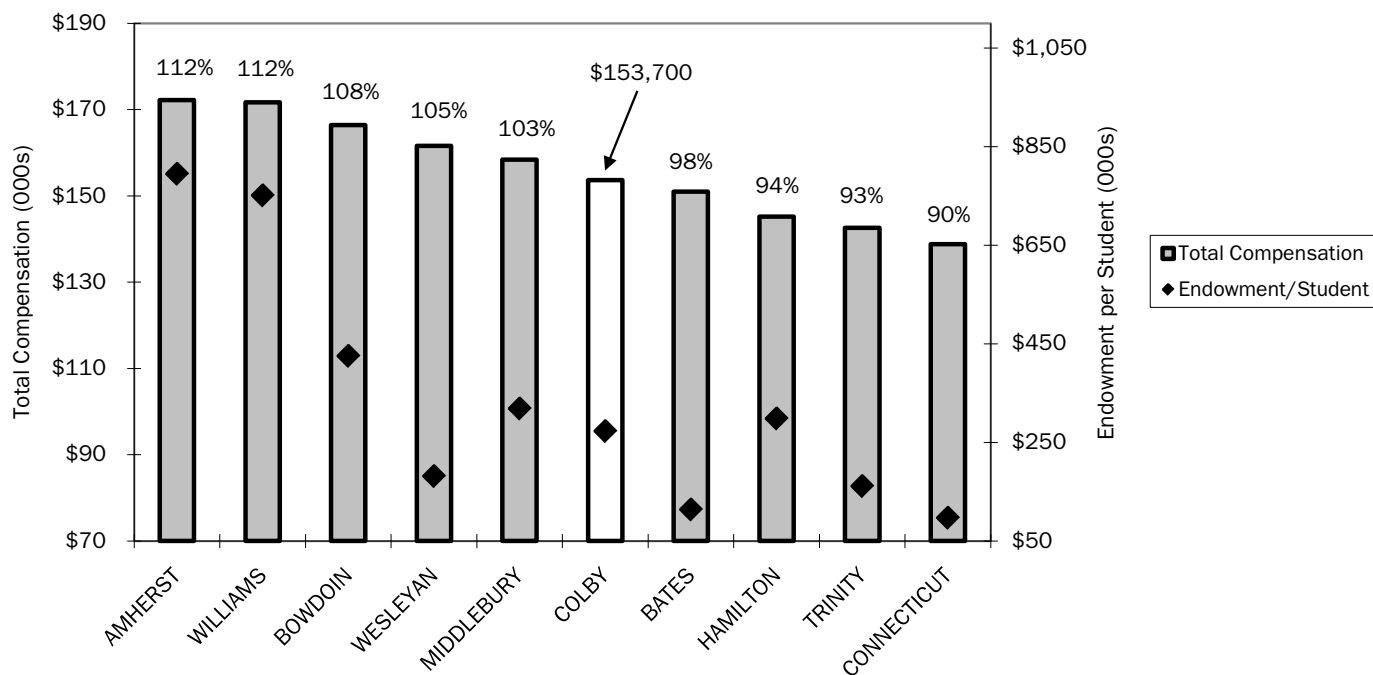
We hope that you find the information provided in the attached materials useful.

Schedule A

**Similar NESCAC Salary Comparison
2010-11 Academic Year
Professor**

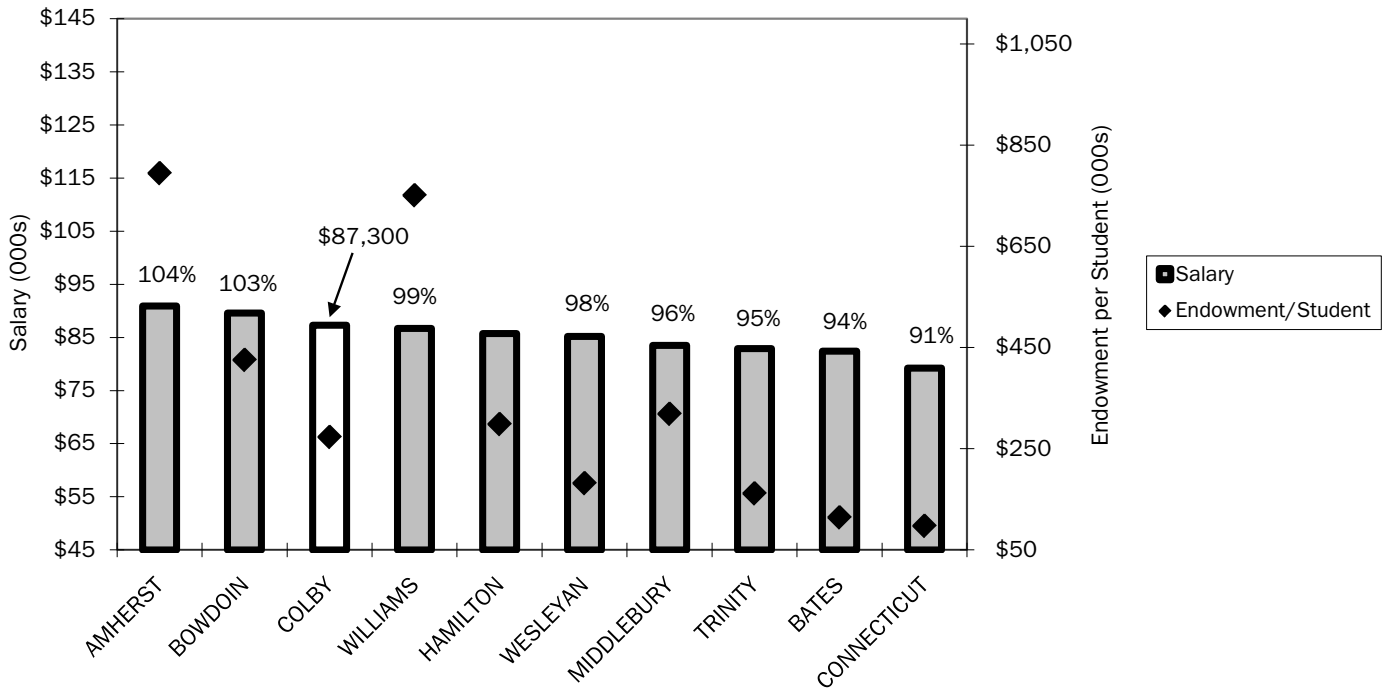


**Similar NESCAC Total Compensation Comparison
2010-11 Academic Year
Professor**

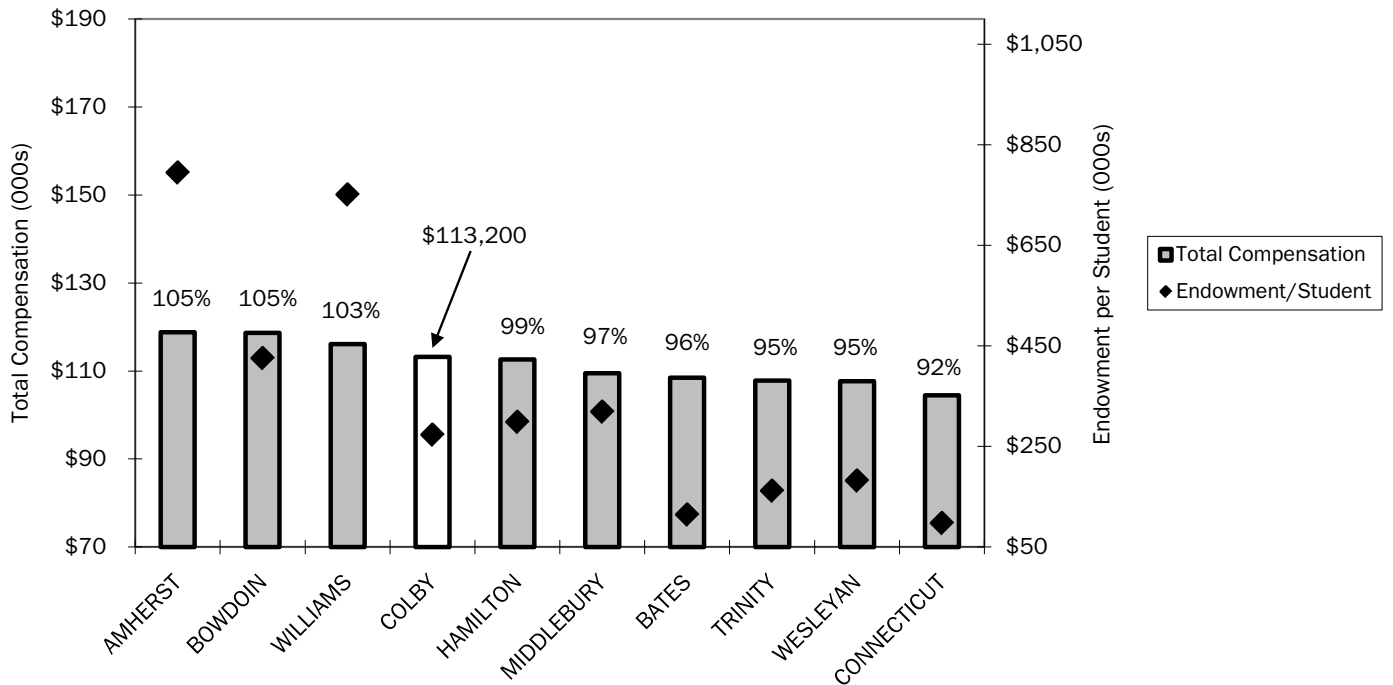


Schedule B

**Similar NESCAC Salary Comparison
2010-11 Academic Year
Associate**

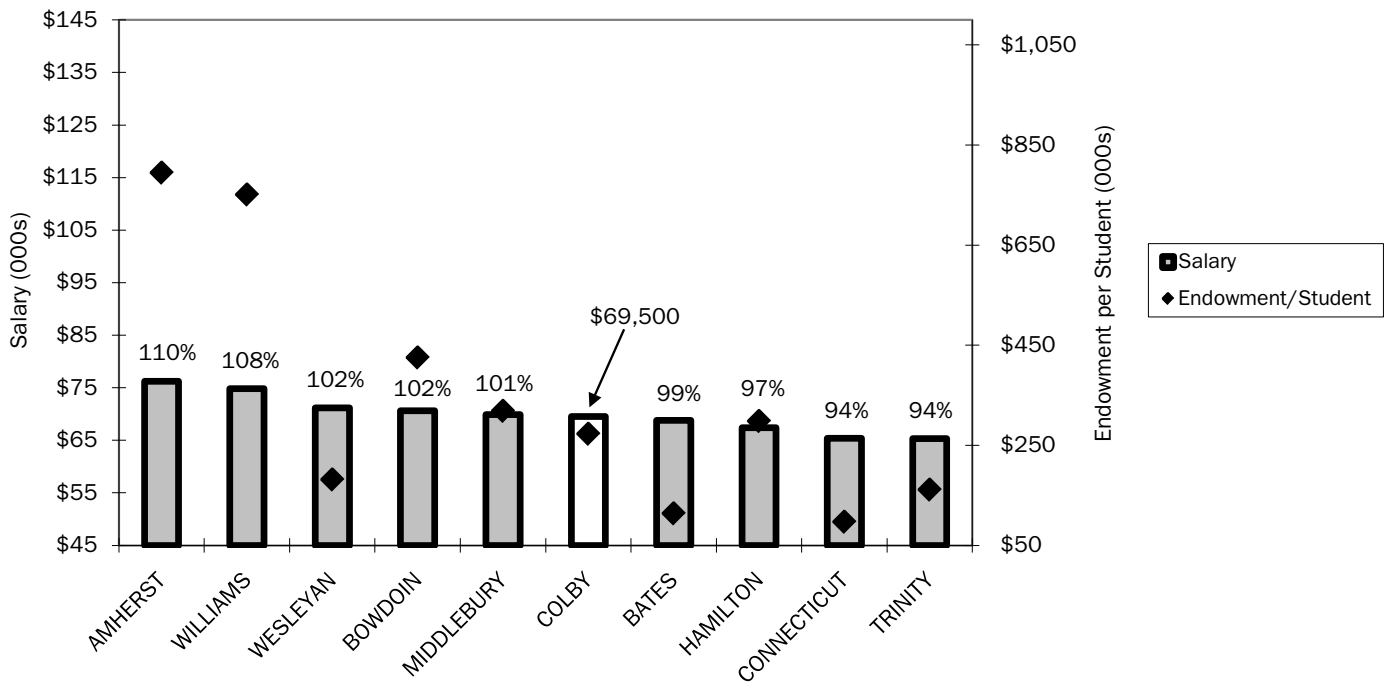


**Similar NESCAC Total Compensation Comparison
2010-11 Academic Year
Associate**

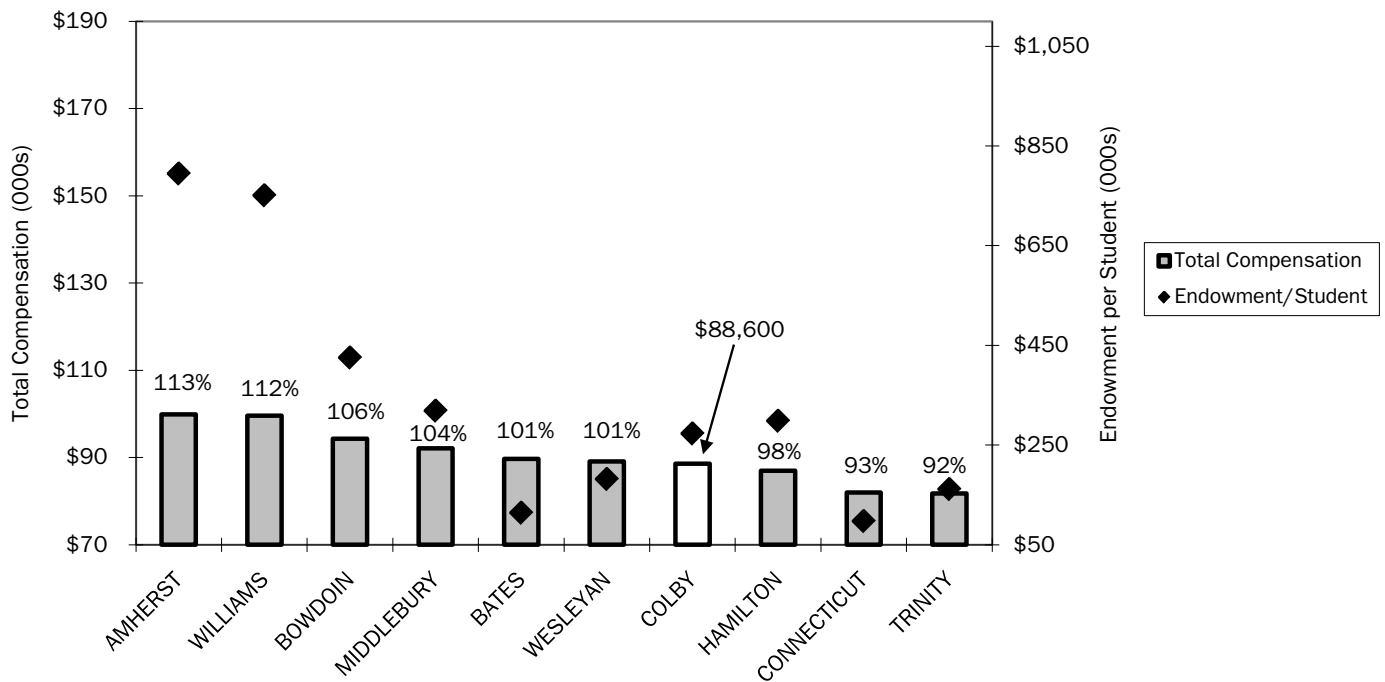


Schedule C

**Similar NESCAC Salary Comparison
2010-11 Academic Year
Assistant**

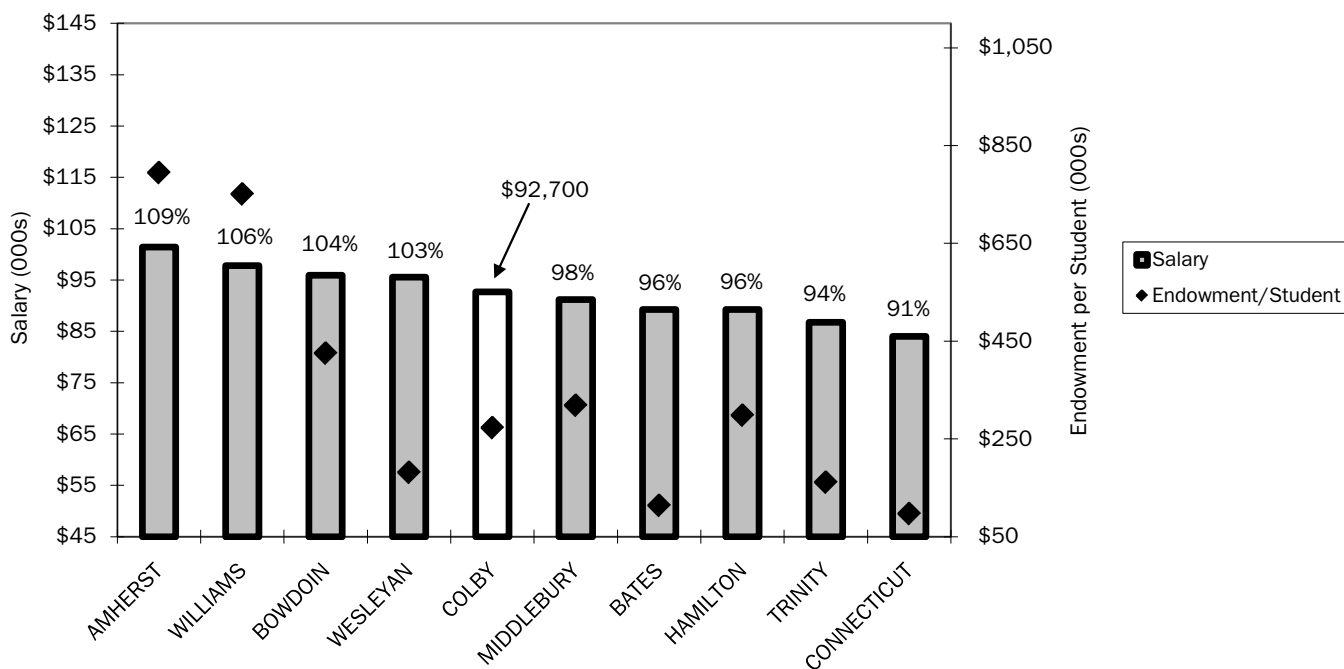


**Similar NESCAC Total Compensation Comparison
2010-11 Academic Year
Assistant**

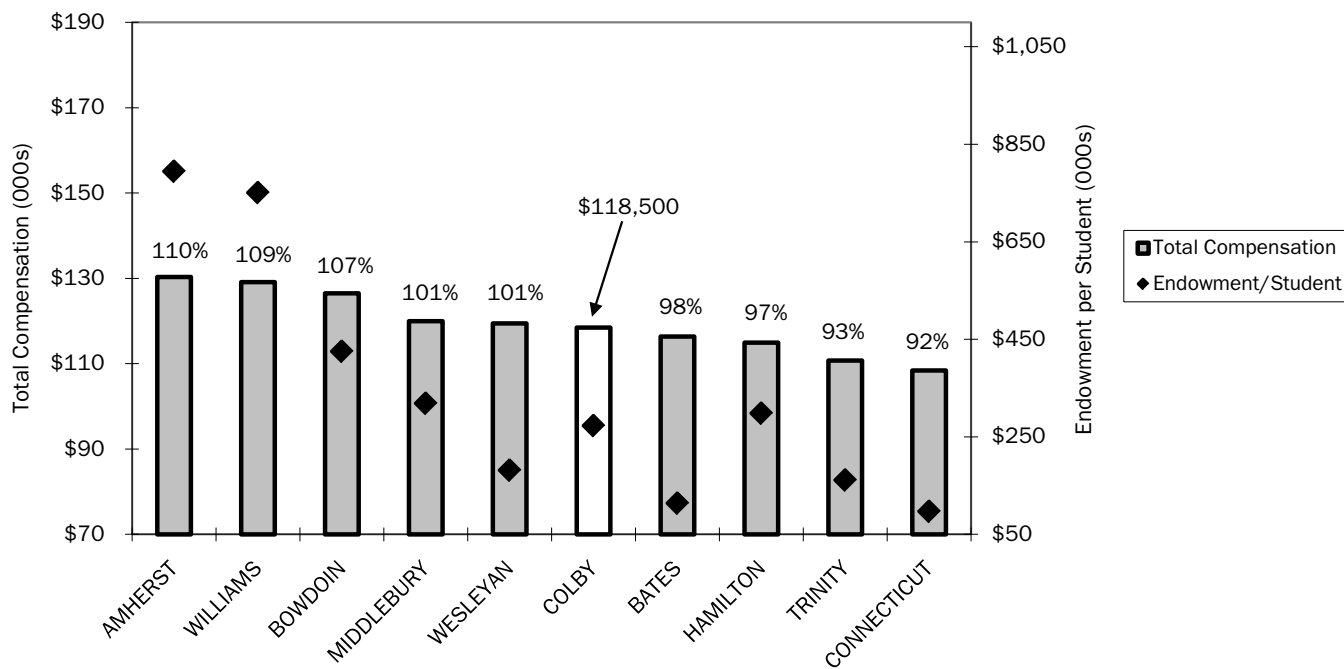


Schedule D

**Similar NESCAC Salary Comparison
2010-11 Academic Year
Balanced**

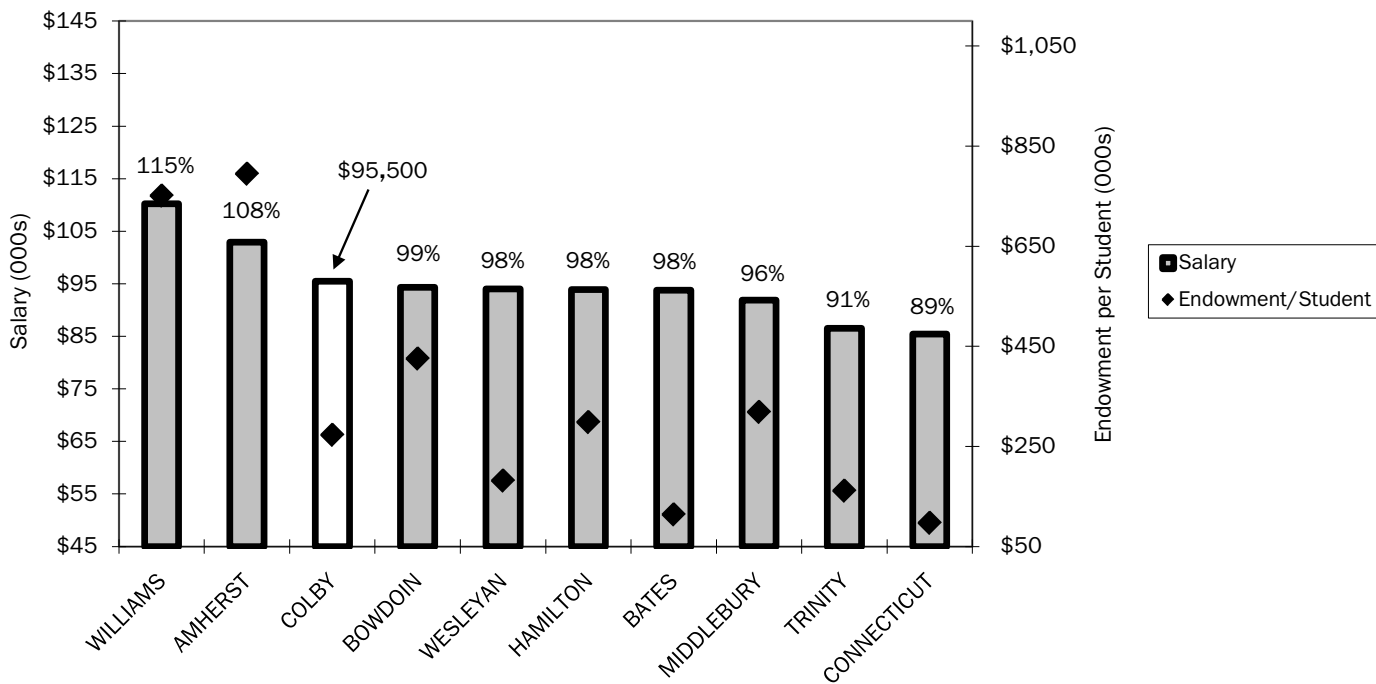


**Similar NESCAC Total Compensation Comparison
2010-11 Academic Year
Balanced**

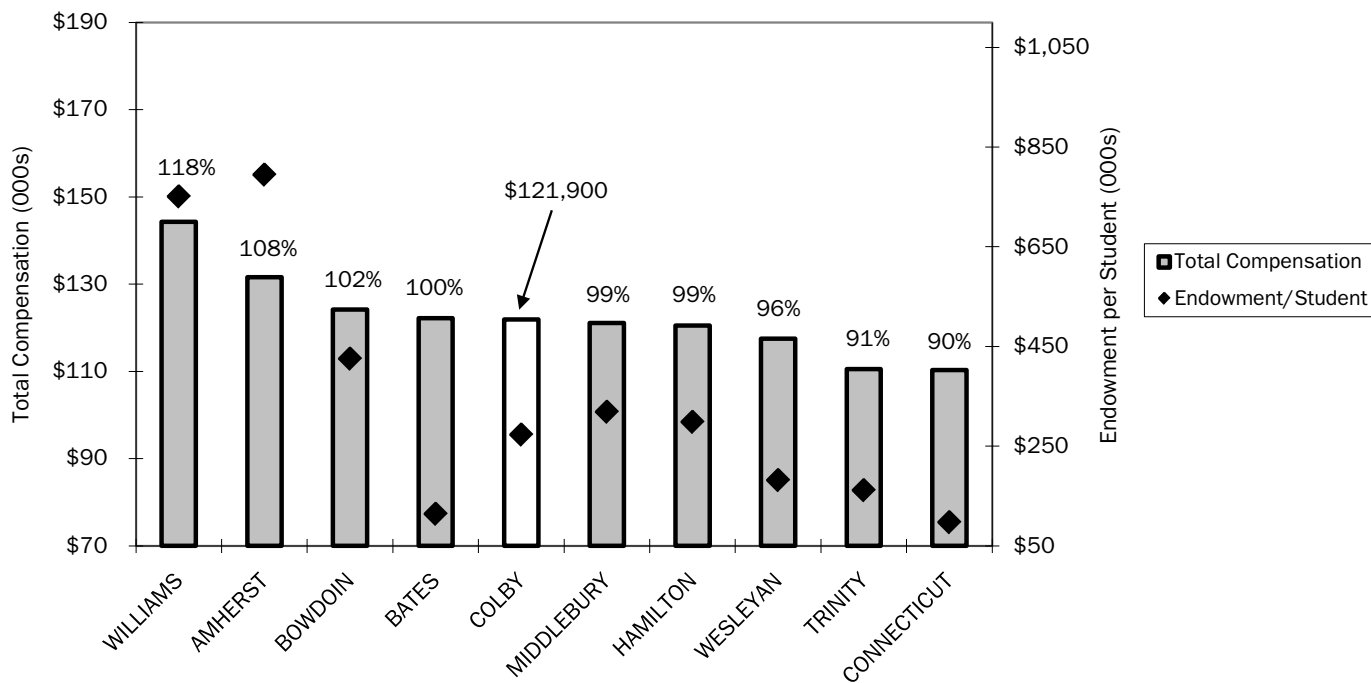


Schedule E

**Similar NESCAC Salary Comparison
2010-11 Academic Year
All**



**Similar NESCAC Total Compensation Comparison
2010-11 Academic Year
All**



Schedule F

AAUP SALARY AND TOTAL COMPENSATION RESULTS FOR SIMILAR NESCAC SCHOOLS – 2010-11

AVERAGE SALARIES (000's)

(Full-Time Faculty)

Institution	Balanced		All	Rank	Prof.	Rank	Assoc.	Rank	Asst.	Rank	Endowment / Student	
	Overall	Rank									(000s)	Rank
Amherst College	101.4	(1)	102.9	(2)	137.2	(1)	90.9	(1)	76.2	(1)	795	(1)
Williams College	97.8	(2)	110.2	(1)	132.0	(2)	86.7	(4)	74.8	(2)	751	(2)
Bowdoin College	95.9	(3)	94.3	(4)	127.6	(4)	89.6	(2)	70.6	(4)	425	(3)
Wesleyan University	95.5	(4)	94.0	(5)	130.2	(3)	85.2	(6)	71.2	(3)	182	(7)
COLBY COLLEGE	92.7	(5)	95.5	(3)	121.2	(5)	87.3	(3)	69.5	(6)	273	(6)
Middlebury College	91.2	(6)	91.9	(8)	120.1	(6)	83.5	(7)	69.9	(5)	319	(4)
Bates College	89.3	(7)	93.8	(7)	116.6	(7)	82.4	(9)	68.8	(7)	114	(9)
Hamilton College	89.2	(8)	93.9	(6)	114.6	(8)	85.7	(5)	67.4	(8)	299	(5)
Trinity College	86.8	(9)	86.5	(9)	112.1	(9)	82.9	(8)	65.3	(10)	162	(8)
Connecticut College	84.0	(10)	85.4	(10)	107.4	(10)	79.2	(10)	65.4	(9)	97	(10)

AVERAGE TOTAL COMPENSATION (in 000s)

(Full-time Faculty)

Institution	Balanced		All	Rank	Prof.	Rank	Assoc.	Rank	Asst.	Rank	Endowment / Student	
	Overall	Rank									(000s)	Rank
Amherst College	130.3	(1)	131.6	(2)	172.2	(1)	118.8	(1)	99.9	(1)	795	(1)
Williams College	129.1	(2)	144.3	(1)	171.7	(2)	116.1	(3)	99.6	(2)	751	(2)
Bowdoin College	126.5	(3)	124.2	(3)	166.4	(3)	118.7	(2)	94.3	(3)	425	(3)
Middlebury College	120.0	(4)	121.1	(6)	158.4	(5)	109.5	(6)	92.1	(4)	319	(4)
Wesleyan University	119.5	(5)	117.5	(8)	161.6	(4)	107.7	(9)	89.1	(6)	182	(7)
COLBY COLLEGE	118.5	(6)	121.9	(5)	153.7	(6)	113.2	(4)	88.6	(7)	273	(6)
Bates College	116.4	(7)	122.2	(4)	151.0	(7)	108.5	(7)	89.7	(5)	114	(9)
Hamilton College	114.9	(8)	120.5	(7)	145.2	(8)	112.6	(5)	87.0	(8)	299	(5)
Trinity College	110.7	(9)	110.5	(9)	142.6	(9)	107.8	(8)	81.8	(10)	162	(8)
Connecticut College	108.4	(10)	110.3	(10)	138.8	(10)	104.5	(10)	82.0	(9)	97	(10)

Notes:

- (1) Tufts University data are omitted from this comparison because reported faculty averages included Arts and Sciences, the Fletcher School of Law and Diplomacy, the Dental School, and the School of Veterinary Medicine.
- (2) The "Balanced Overall" averages were compiled by Colby assuming a one-third distribution of faculty among the ranks of professor, associate professor and assistant professor. The "All" average is calculated by AAUP, using the actual mix of faculty among ranks for each school (e.g., Amherst is 56 percent professor, 21 percent associate, and 24 percent assistant). The "All" weighting for Colby is 43 percent professor, 25 percent associate, and 32 percent assistant).
- (3) Endowment per student figures compiled by Colby using June 30, 2010 endowment data and Fall 2009 enrollment data.

Schedule G

AAUP SALARY AND TOTAL COMPENSATION RESULTS FOR SIMILAR NESAC SCHOOLS – 2010-11

PERCENT INCREASE IN SALARIES

(Continuing Faculty)

<u>Institution</u>	<u>Prof.</u>	<u>Rank</u>	<u>Assoc.</u>	<u>Rank</u>	<u>Asst.</u>	<u>Rank</u>	<u>All</u>	<u>Rank</u>	<u>Endowment/ Student (000s)</u>	<u>Rank</u>
Connecticut College	3.90	(1)	4.20	(2)	4.30	(1)	4.00	(1)	97	(10)
Amherst College	2.50	(2)	4.30	(1)	3.70	(3)	3.10	(2)	795	(1)
Hamilton College	2.30	(3)	4.10	(3)	3.60	(4)	3.00	(3)	299	(5)
Middlebury College	2.00	(5)	3.30	(4)	2.70	(8)	2.40	(4)	319	(4)
Bowdoin College	2.00	(4)	2.30	(5)	3.50	(5)	2.30	(5)	425	(3)
Bates College	1.90	(8)	2.10	(8)	2.80	(7)	2.20	(6)	114	(9)
Williams College	2.00	(7)	2.30	(6)	2.10	(9)	2.10	(7)	751	(2)
Wesleyan University	2.00	(6)	2.10	(7)	3.30	(6)	2.10	(8)	182	(7)
COLBY COLLEGE	0.80	(9)	1.60	(9)	4.20	(2)	1.70	(9)	273	(6)
Trinity College	0.10	(10)	0.20	(10)	1.10	(10)	0.30	(10)	162	(8)

Notes:

- (1) Tufts University data are omitted from this comparison because reported faculty averages included Arts and Sciences, the Fletcher School of Law and Diplomacy, the Dental School, and the School of Veterinary Medicine.
- (2) The "Balanced Overall" averages were compiled by Colby assuming a one-third distribution of faculty among the ranks of professor, associate professor and assistant professor. The "All" average is calculated by AAUP, using the actual mix of faculty among ranks for each school (e.g., Amherst is 56 percent professor, 21 percent associate, and 24 percent assistant. The "All" weighting for Colby is 43 percent professor, 25 percent associate, and 32 percent assistant).
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