



Memo

To: Colby Faculty
From: David Findlay, Hong Zhang, Denise Bruesewitz, Margaret McFadden, Douglas Terp
Date: November 25, 2019
Subject: 2018-19 NESCAC AAUP Salary and Total Compensation Information

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. We are able to report that Colby's overall standing in salary and total compensation remains competitive and average salaries are commensurate with Colby's endowment per student.

Nationally, Colby's average salaries are in the top 5 percent of all baccalaureate colleges for professors, associates, and assistants and in the top 10 percent for the "all ranks" average.

Colby's average salaries within the similar NESCAC comparison group have been around the mid-point in recent years, as was the case in 2018-19:

- Professors are 5th in salary and 5th in total compensation. (Schedule A)
- Associates are 5th in salary and 3rd in total compensation. (Schedule B)
- Assistants are 3rd in salary and 4th in total compensation. (Schedule C)
- Colby's "all" average is 7th in salary and 7th in total compensation. (Schedule D)
- Colby's "balanced" average is 5th in salary and 4th in total compensation. (Schedule E)
- Colby's average increase to continuing faculty, of 3.70 percent, ranked 7th in NESCAC. The average increase reflects general and merit increases, as well special adjustments. (Schedule G)

The attached charts and tables summarize the comparison of salary and total compensation averages by rank and by all ranks combined for the 2018-19 academic year. These data were provided to Colby by the AAUP, which collects and publishes faculty salary and total compensation data each year.

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 50 percent professor, 18 percent associate, and 32 percent assistant while Colby is 36 percent professor, 30 percent associate, and 34 percent assistant). We believe that using an equal one-third distribution also 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, 2018. 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 been in the middle ranks of 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.

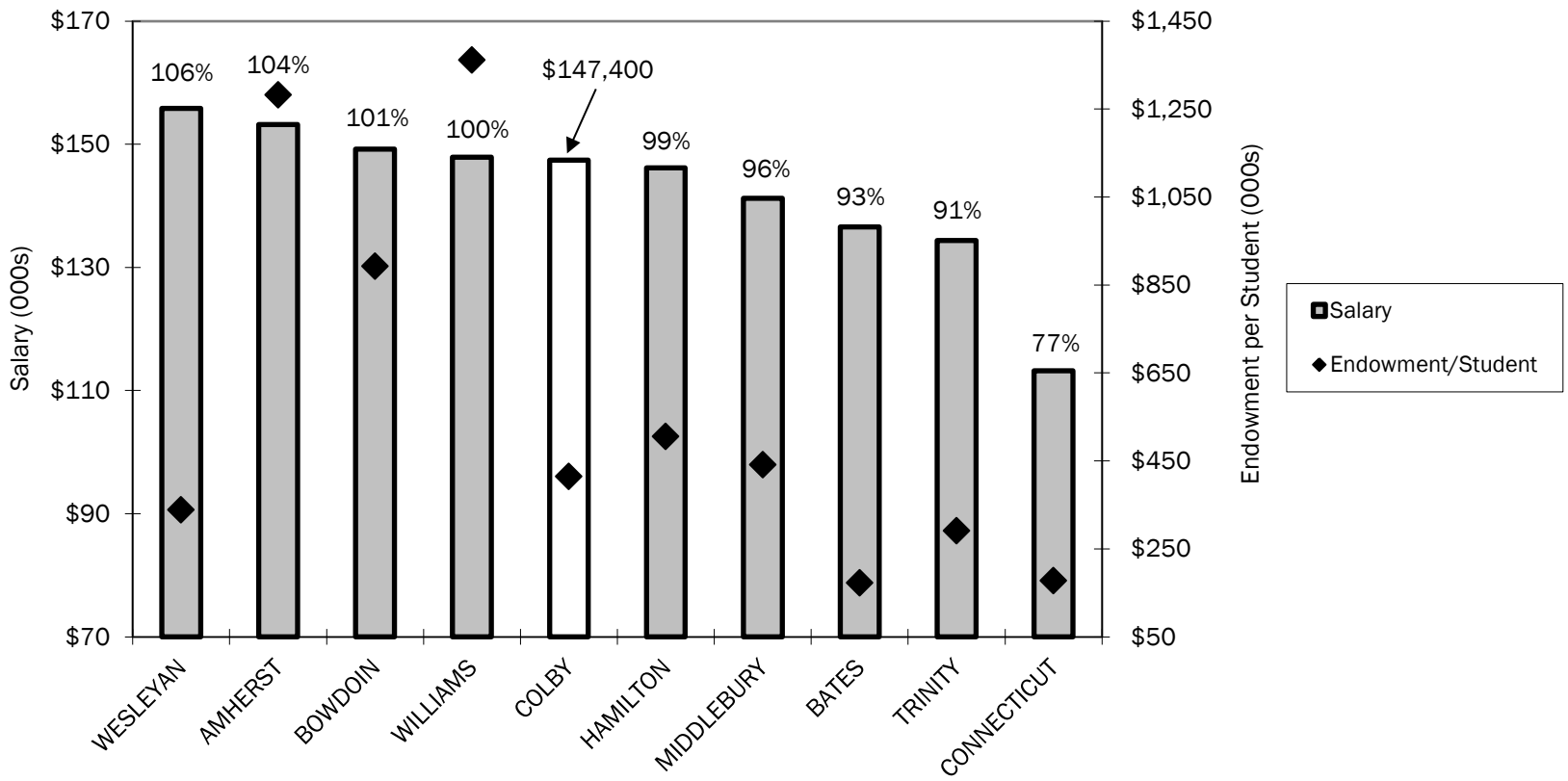
For your information, Colby's 2019-20 budget includes general and merit increases, with roughly one-third of the faculty eligible for merit increases effective with the upcoming academic year. Limited funding has also been included for promotional, market, equity, and special adjustments. Also for your information, Provost McFadden will review the results of the annual analysis of gender differences in salary at a faculty meeting, as done in past academic years.

The Budget 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 regular funding for merit and market increases. The College will carefully review faculty compensation as it updates long-range financial forecasts.

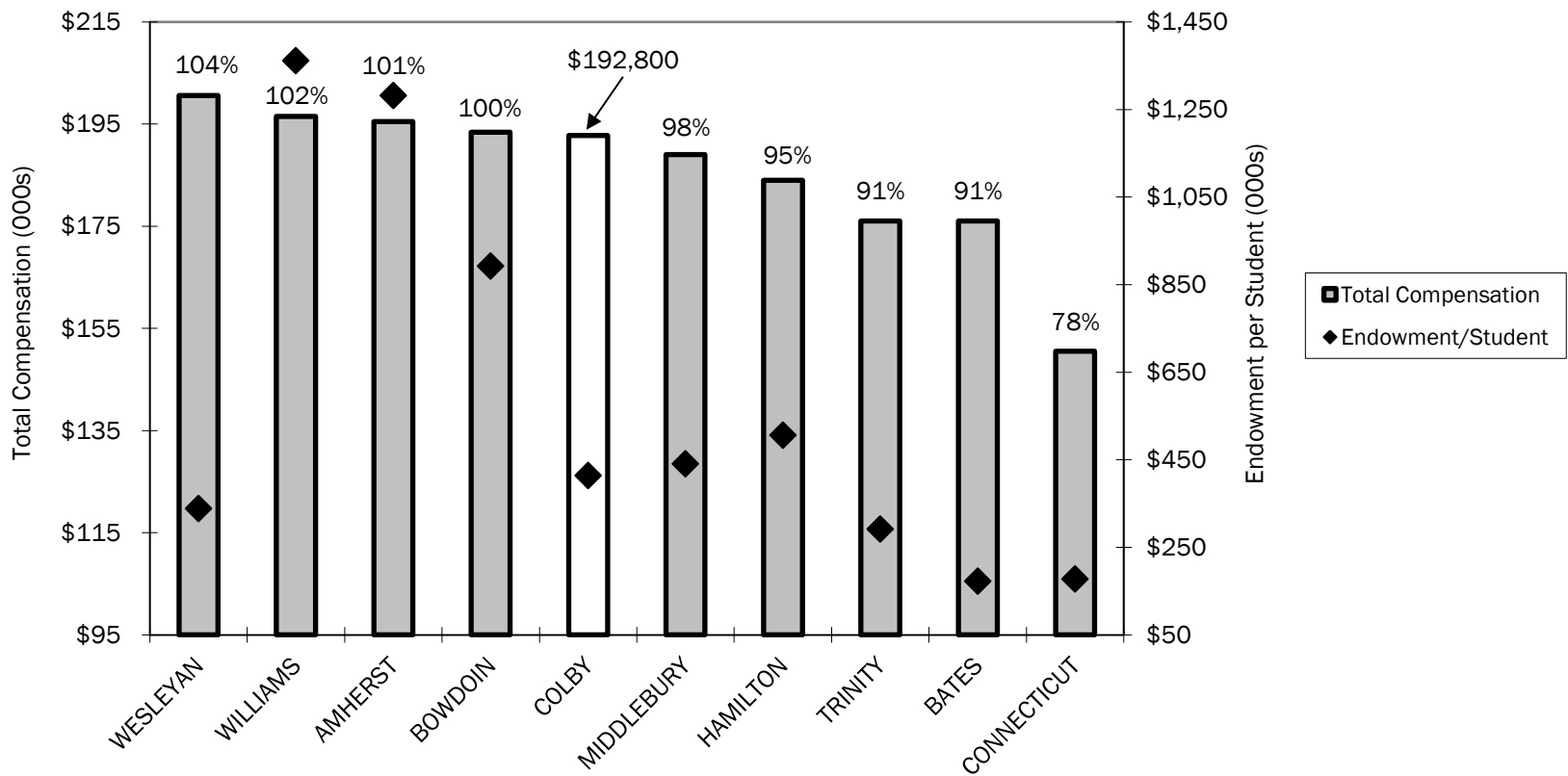
We hope that you find the information provided in the attached materials useful.

SCHEDULE A

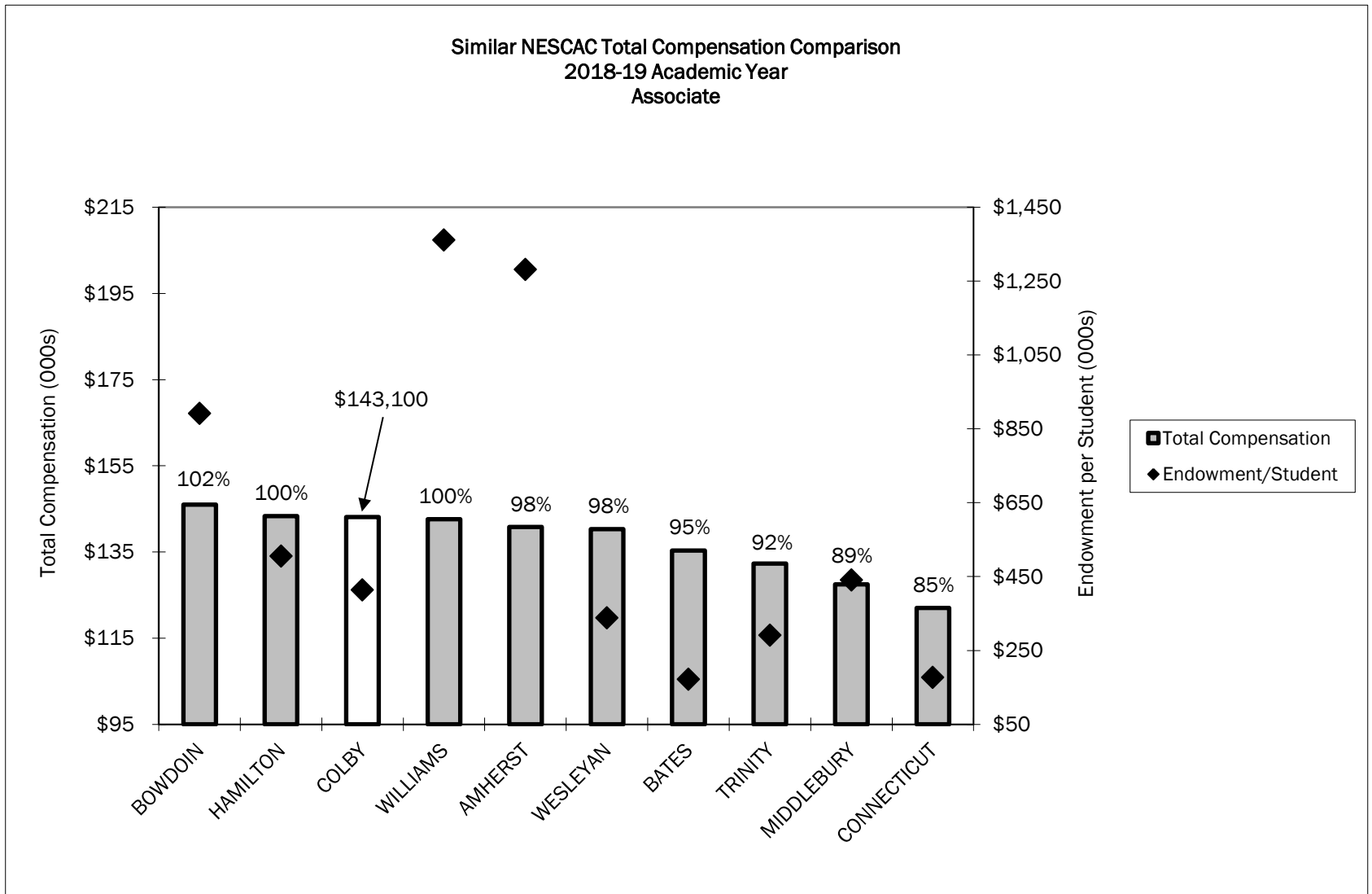
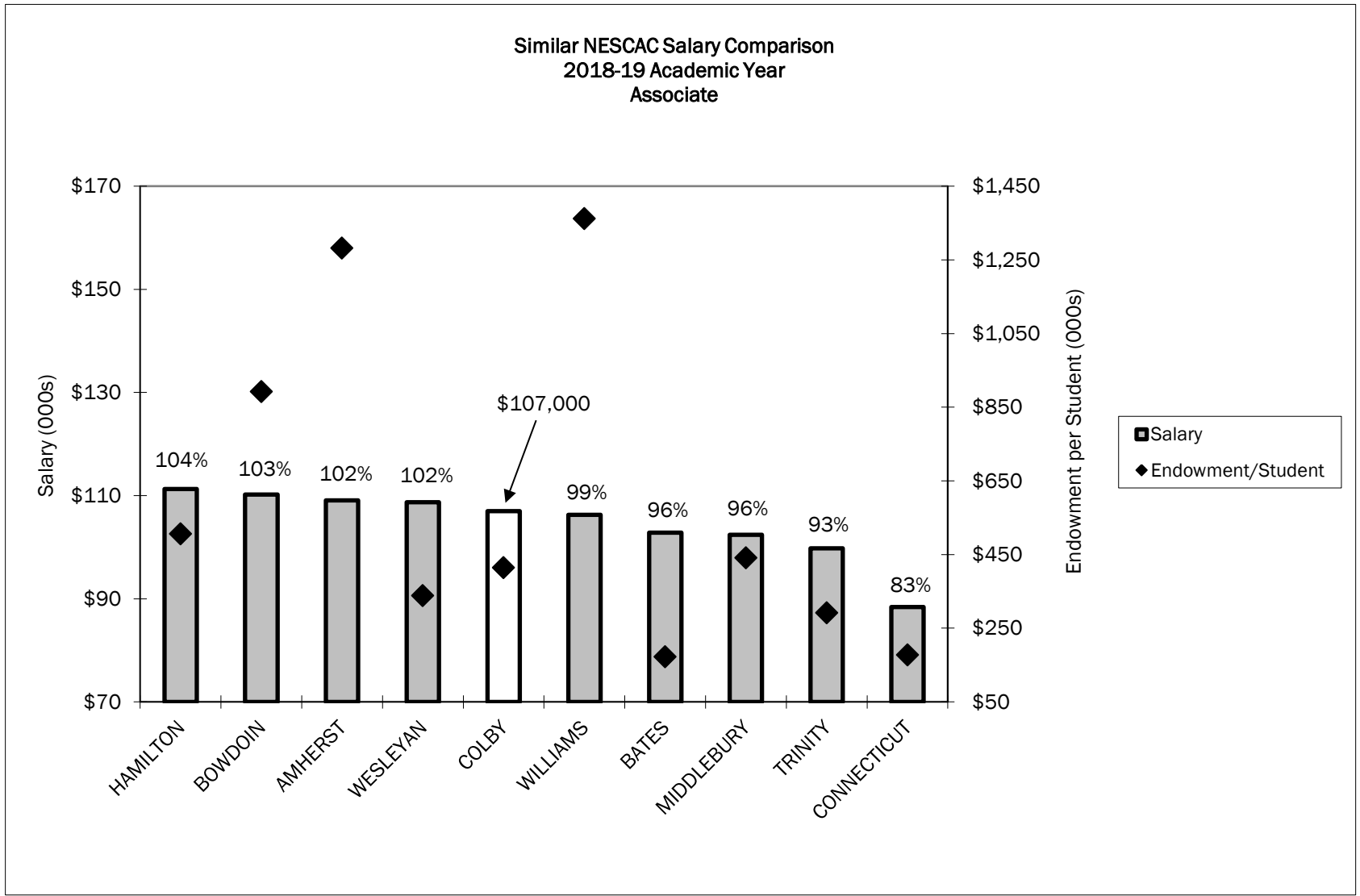
Similar NESCAC Salary Comparison
2018-19 Academic Year
Professor



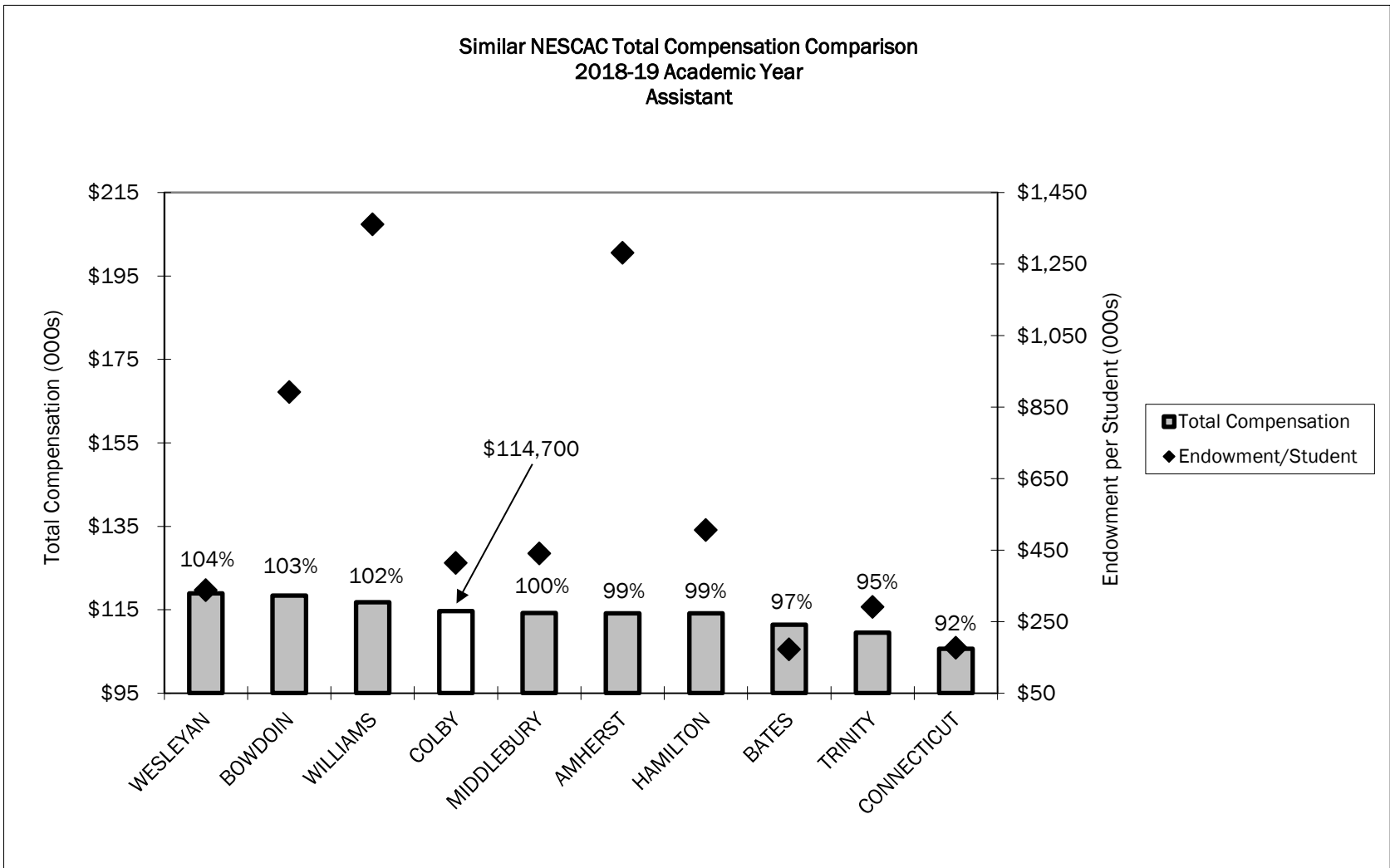
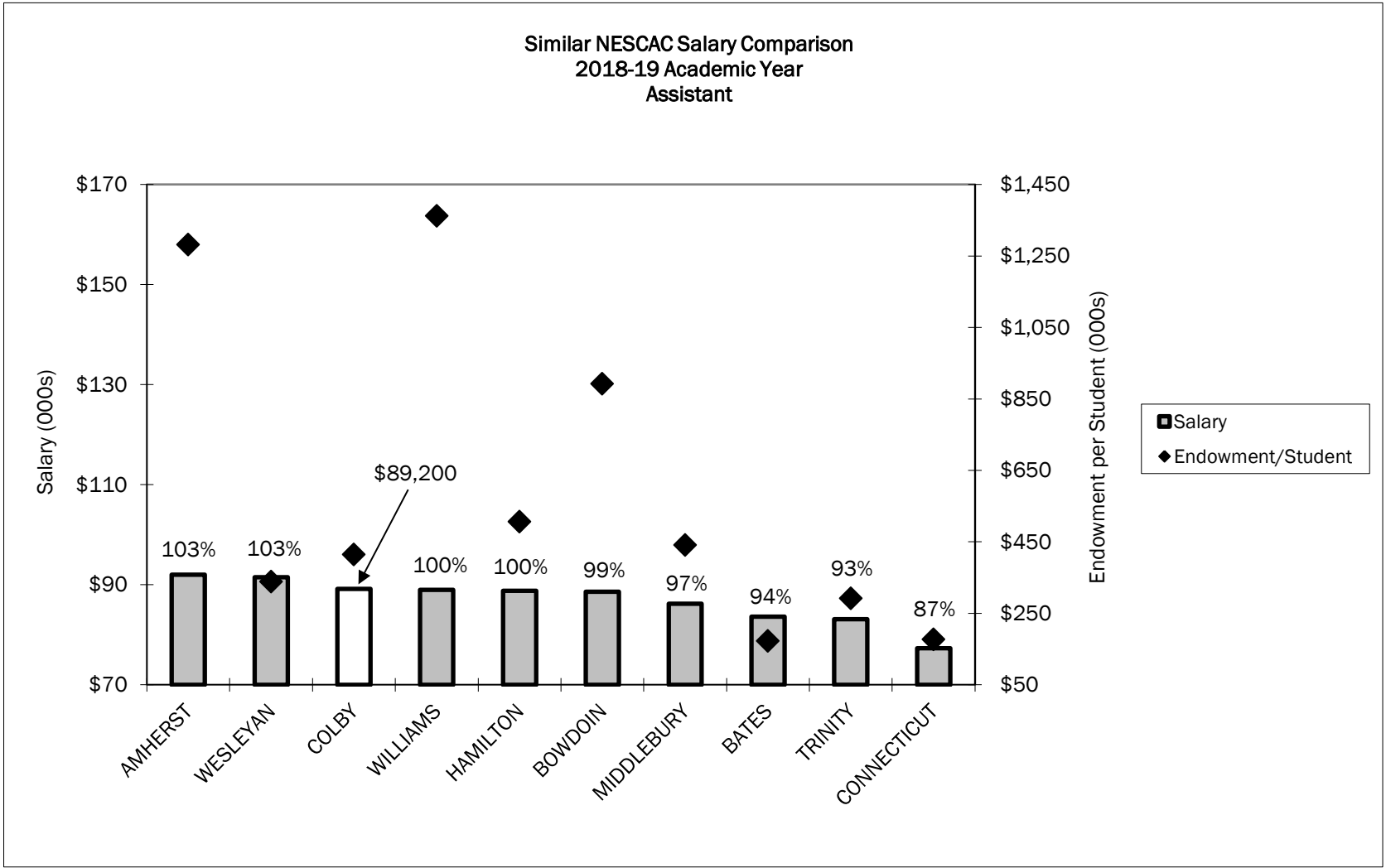
Similar NESCAC Total Compensation Comparison
2018-19 Academic Year
Professor



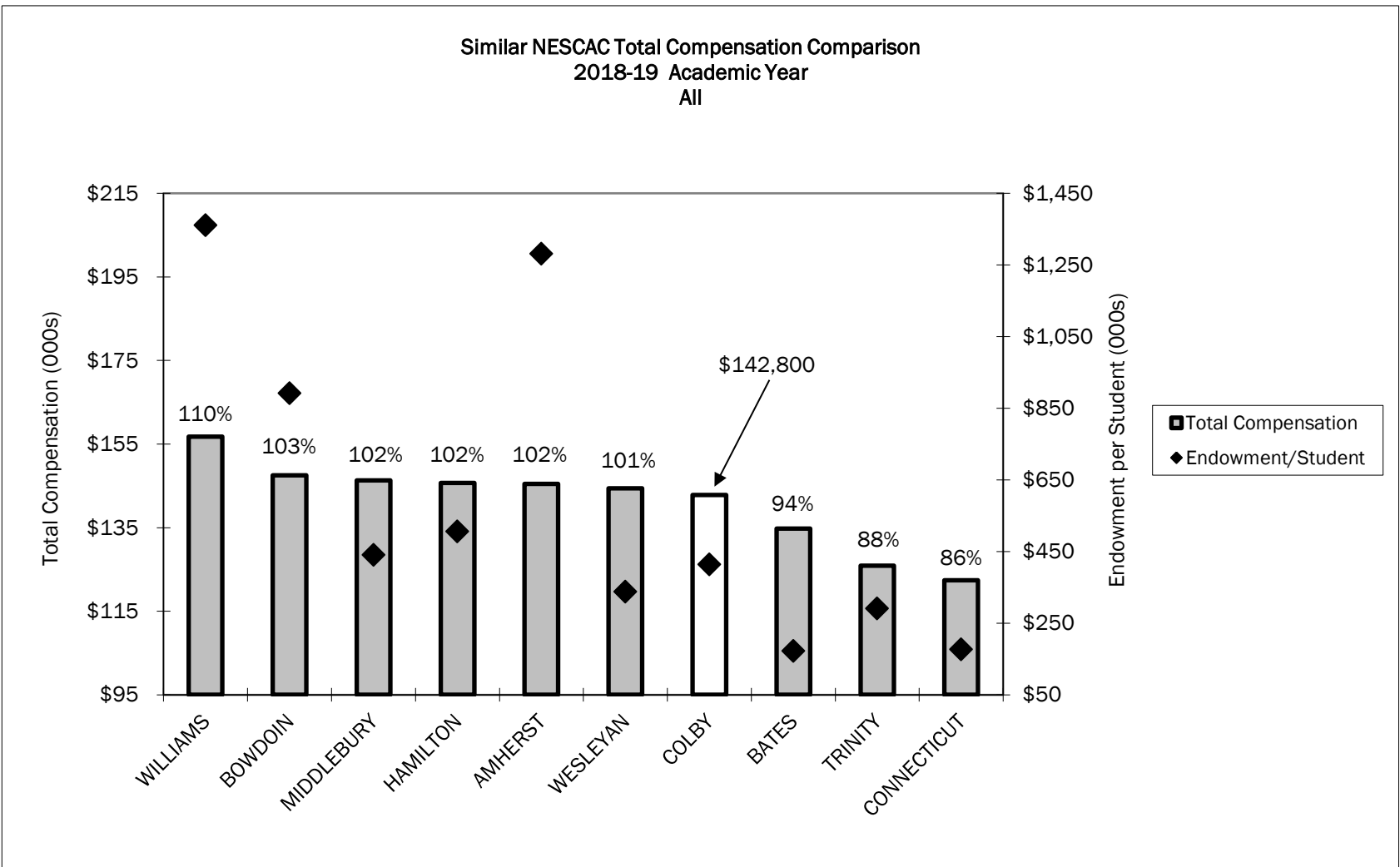
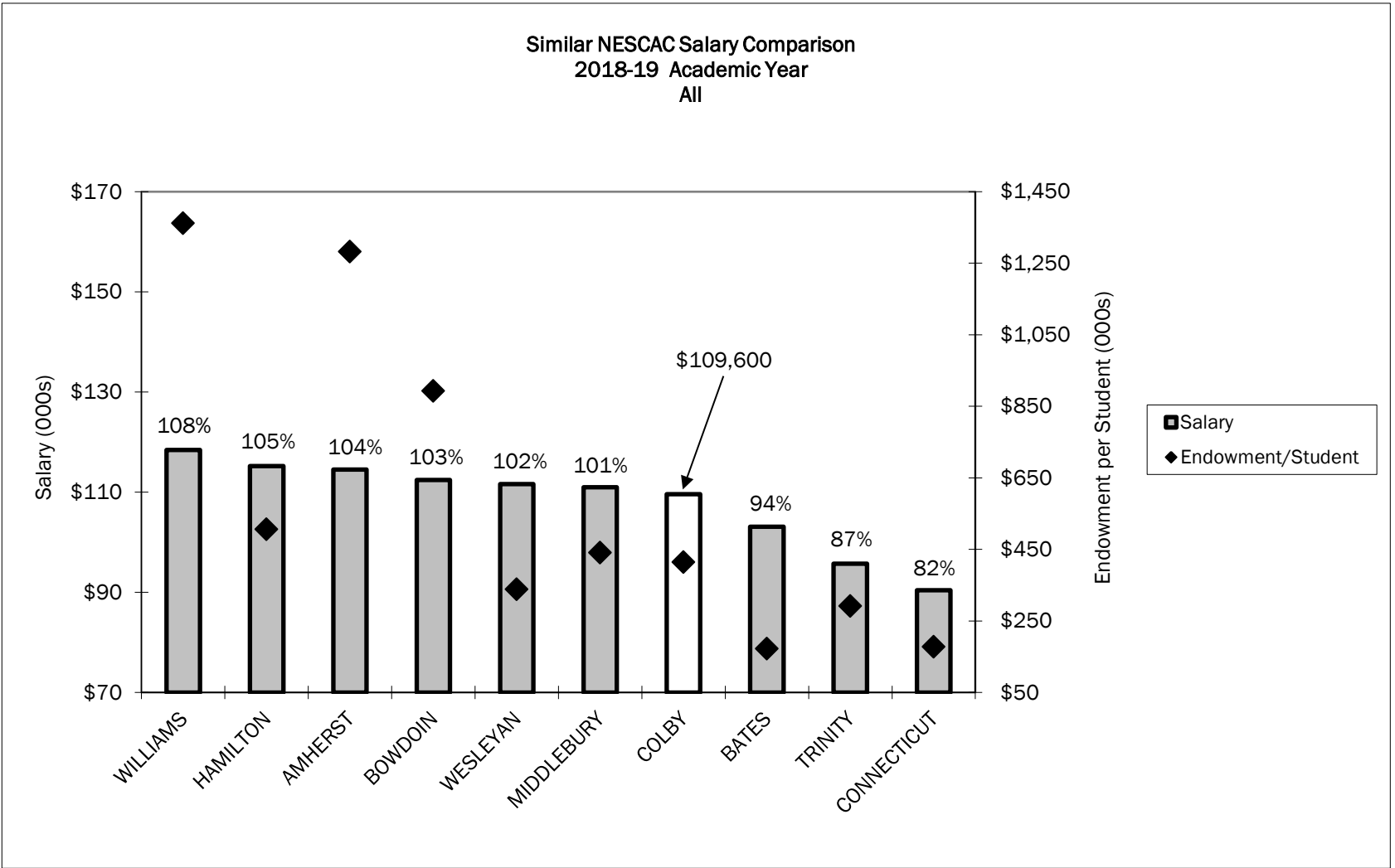
SCHEDULE B



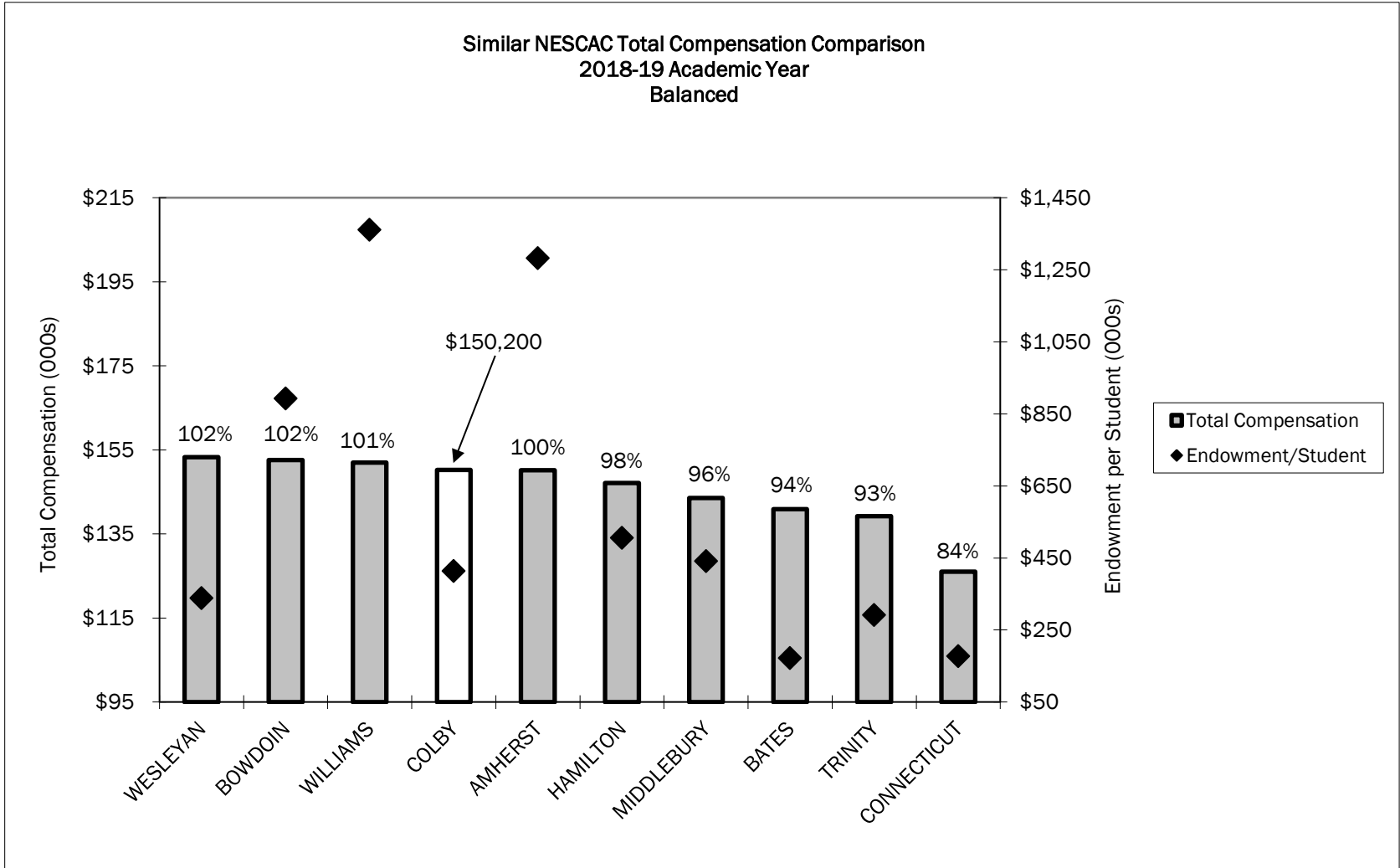
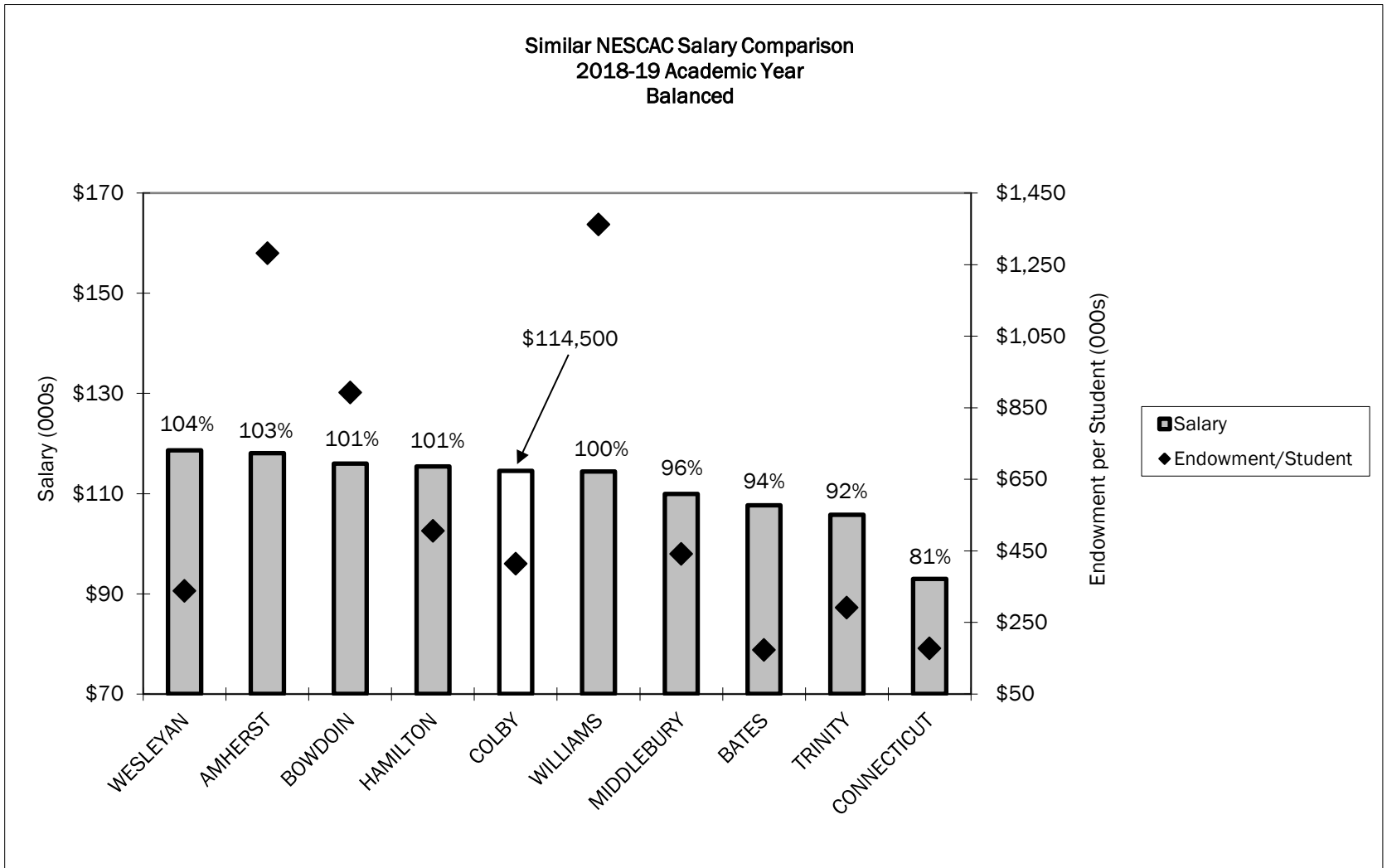
SCHEDULE C



SCHEDULE D



SCHEDULE E



SCHEDULE F

AAUP SALARY AND TOTAL COMPENSATION RESULTS FOR SIMILAR NESAC SCHOOLS – 2018-19

AVERAGE SALARIES (000's)

(Full-Time Faculty)

Institution	Balanced		All	Rank	Prof.	Rank	Assoc.	Rank	Asst.	Rank	Endowment / Student	
	Overall	Rank									(000s)	Rank
Wesleyan University	118.7	(1)	111.6	(5)	155.8	(1)	108.7	(4)	91.5	(2)	338	(7)
Amherst College	118.1	(2)	114.5	(3)	153.2	(2)	109.1	(3)	92.0	(1)	1,282	(2)
Bowdoin College	116.0	(3)	112.4	(4)	149.2	(3)	110.2	(2)	88.6	(6)	892	(3)
Hamilton College	115.4	(4)	115.2	(2)	146.2	(6)	111.3	(1)	88.8	(5)	506	(4)
COLBY COLLEGE	114.5	(5)	109.6	(7)	147.4	(5)	107.0	(5)	89.2	(3)	414	(6)
Williams College	114.4	(6)	118.4	(1)	147.9	(4)	106.3	(6)	89.0	(4)	1,361	(1)
Middlebury College	109.9	(7)	111.0	(6)	141.2	(7)	102.4	(8)	86.2	(7)	441	(5)
Bates College	107.7	(8)	103.1	(8)	136.6	(8)	102.8	(7)	83.6	(8)	172	(10)
Trinity College	105.8	(9)	95.7	(9)	134.4	(9)	99.8	(9)	83.1	(9)	291	(8)
Connecticut College	93.0	(10)	90.4	(10)	116.1	(10)	88.4	(10)	77.3	(10)	177	(9)

AVERAGE TOTAL COMPENSATION (in 000s)

(Full-time Faculty)

Institution	Balanced		All	Rank	Prof.	Rank	Assoc.	Rank	Asst.	Rank	Endowment / Student	
	Overall	Rank									(000s)	Rank
Wesleyan University	153.3	(1)	144.4	(6)	200.6	(1)	140.3	(6)	118.9	(1)	338	(7)
Bowdoin College	152.6	(2)	147.5	(2)	193.4	(4)	146.0	(1)	118.4	(2)	892	(3)
Williams College	152.0	(3)	156.8	(1)	196.5	(2)	142.6	(4)	116.8	(3)	1,361	(1)
COLBY COLLEGE	150.2	(4)	142.8	(7)	192.8	(5)	143.1	(3)	114.7	(4)	414	(6)
Amherst College	150.1	(5)	145.5	(5)	195.5	(3)	140.8	(5)	114.1	(6)	1,282	(2)
Hamilton College	147.1	(6)	145.7	(4)	184.0	(7)	143.3	(2)	114.1	(6)	506	(4)
Middlebury College	143.6	(7)	146.3	(3)	189.0	(6)	127.5	(9)	114.2	(5)	441	(5)
Bates College	140.9	(8)	134.8	(8)	176.0	(8)	135.3	(7)	111.4	(8)	172	(10)
Trinity College	139.3	(9)	125.9	(9)	176.0	(8)	132.3	(8)	109.5	(9)	291	(8)
Connecticut College	126.0	(10)	122.4	(10)	150.5	(10)	122.0	(10)	105.6	(10)	177	(9)

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 50 percent professor, 18 percent associate, and 32 percent assistant. The "All" weighting for Colby is 36 percent professor, 30 percent associate, and 34 percent assistant).
- (3) Endowment per student figures compiled by Colby using June 30, 2018 endowment data and Fall 2018 enrollment data.

SCHEDULE G

AAUP SALARY AND TOTAL COMPENSATION RESULTS FOR SIMILAR NESCAC SCHOOLS – 2018-19

PERCENT INCREASE IN SALARIES

(Continuing Faculty)

Institution	Prof.	Rank	Assoc.	Rank	Asst.	Rank	All	Rank	Endowment/ Student (000s)	Rank
Middlebury College	4.37	(1)	4.93	(3)	5.56	(3)	4.75	(1)	\$ 441	(5)
Wesleyan University	3.99	(4)	4.35	(5)	5.21	(4)	4.26	(2)	\$ 338	(7)
Williams College	4.09	(3)	5.32	(1)	5.11	(6)	4.15	(3)	\$ 1,361	(1)
Bowdoin College	3.37	(6)	4.01	(7)	5.60	(2)	4.05	(4)	\$ 892	(3)
Amherst College	3.37	(6)	4.66	(4)	4.26	(8)	3.73	(5)	\$ 1,282	(2)
Hamilton College	4.19	(2)	4.19	(6)	4.85	(7)	3.72	(6)	\$ 506	(4)
COLBY COLLEGE	3.01	(8)	5.13	(2)	3.79	(9)	3.70	(7)	\$ 414	(6)
Bates College	3.41	(5)	3.56	(8)	5.15	(5)	3.53	(8)	\$ 172	(10)
Trinity College	1.98	(9)	2.20	(10)	7.71	(1)	3.21	(9)	\$ 291	(8)
Connecticut College	0.00	(10)	3.00	(9)	2.89	(10)	2.81	(10)	\$ 177	(9)

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 50 percent professor, 18 percent associate, and 32 percent assistant. The "All" weighting for Colby is 36 percent professor, 30 percent associate, and 34 percent assistant).
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