



FAC presentation to SAC

A few things to think about

March 12, 2025



Members of the FAC

- Deb Copeland, BCHS - SOPPS
- Apoo Koticha, DMSB - Finance Group -- Chair
- Joseph McNabb, CPS - Graduate Programs
- Srinivas Sridhar, COS - Physics
- Joshua Stefanik, BCHS - PTMRS



— Charge 1

Charge 1

The committee shall propose a merit pool increase for faculty by:

1. Examining available data to report on the total faculty compensation.
2. Review match-mate institution data provided by NEU.
3. Compare salary raises and make recommendations for 2025 merit raises for full-time faculty.

Change in Charge 1

- Last year – “Examine the total faculty compensation.”
- So we did, and a key point was COLA
- In industry, raises are almost always higher than COLA
 - So a “raise” is actually a raise in real terms
- This year – “Examining **available data to report on** the total faculty compensation.”

COLA vs Salaries

| | 2020 | 2021 | 2022 | 2023 |
|------|------|------|------|------|
| COLA | 1.3 | 5.9 | 8.7 | 3.2 |

- Total cost of living increase in prices 20.34%

| | Average |
|----------------|---------|
| 2019/20 Salary | 129,572 |
| 2023/24 Salary | 142,380 |

- Average increase of faculty salaries 9.88%
- A pay cut of 9.13% in real terms

Review Match-Mate Institution Data

| | | | | | | 2021/22 Salary | | | | 2022/23 Salary | | | | 2023/24 Salary | | | | 2023/24 salary adjusted; by 25% of COLI | | | | 2023/24 salary adjusted; by 50% of COLI | | |
|----|----------------|-------|------------------------------|-------|--------------------------------|----------------|--------------|--------------|--|----------------|--------------|--------------|--|----------------|--------------|--------------|--|--|--------------|--------------|--|---|--------------|--------------|
| No | Institution | State | US News Rank (2025) | COLI | Adj COLI (Boston = 1.00) | Prof | Assoc | Asst | | Prof | Assoc | Asst | | Prof | Assoc | Asst | | Prof | Assoc | Asst | | Prof | Assoc | Asst |
| 1 | Boston C | MA | 37 | 100 | 1.00 | 192.0 | 123.2 | 120.1 | | 200.0 | 126.1 | 123.2 | | 208.2 | 133.1 | 128.3 | | 208.2 | 133.1 | 128.3 | | 208.2 | 133.1 | 128.3 |
| 2 | Boston U | MA | 41 | 100 | 1.00 | 204.1 | 141.2 | 115.8 | | 203.3 | 147.5 | 120.2 | | 212.7 | 151.3 | 124.7 | | 212.7 | 151.3 | 124.7 | | 212.7 | 151.3 | 124.7 |
| 3 | Brandeis | MA | 63 | 100 | 1.00 | 164.9 | 116.0 | 100.9 | | 171.3 | 119.6 | 102.2 | | 171.8 | 120.7 | 107.2 | | 171.8 | 120.7 | 107.2 | | 171.8 | 120.7 | 107.2 |
| 6 | GWU | DC | 63 | 98.18 | 0.98 | 189.7 | 122.6 | 104.7 | | 192.3 | 126.7 | 107.0 | | 195.0 | 129.3 | 109.1 | | 195.9 | 129.9 | 109.6 | | 196.8 | 130.5 | 110.1 |
| 7 | Lehigh | PA | 46 | 65.45 | 0.65 | 167.3 | 114.6 | 107.2 | | 168.6 | 115.4 | 103.9 | | 172.4 | 121.0 | 105.1 | | 195.2 | 137.0 | 119.0 | | 217.9 | 152.9 | 132.8 |
| 8 | Notre Dame | IN | 18 | 43.09 | 0.43 | 193.4 | 124.7 | 119.5 | | 206.3 | 133.6 | 128.1 | | 213.9 | 139.8 | 131.5 | | 284.5 | 186.0 | 174.9 | | 355.2 | 232.1 | 218.3 |
| 9 | NYU | NY | 30 | 109.9 | 1.10 | 242.5 | 142.8 | 127.7 | | 257.6 | 149.9 | 132.3 | | 269.9 | 158.0 | 135.6 | | 263.8 | 154.4 | 132.5 | | 257.7 | 150.9 | 129.5 |
| 10 | Rice | TX | 18 | 62.26 | 0.62 | 206.6 | 129.2 | 122.9 | | 217.5 | 136.9 | 124.7 | | 227.3 | 140.5 | 130.0 | | 261.8 | 161.8 | 149.7 | | 296.2 | 183.1 | 169.4 |
| 12 | SMU | TX | 91 | 65.84 | 0.66 | 176.4 | 119.2 | 119.4 | | 180.8 | 122.9 | 127.8 | | 187.2 | 129.5 | 138.0 | | 211.5 | 146.3 | 155.9 | | 235.8 | 163.1 | 173.8 |
| 13 | Syracuse | NY | 73 | 54.82 | 0.55 | 141.5 | 101.8 | 86.5 | | 145.7 | 104.6 | 89.6 | | 148.8 | 107.7 | 91.0 | | 179.5 | 129.9 | 109.7 | | 210.1 | 152.1 | 128.5 |
| 14 | Tufts | MA | 37 | 100 | 1.00 | 162.3 | 116.1 | 99.9 | | 168.8 | 123.0 | 104.6 | | 174.5 | 129.2 | 108.3 | | 174.5 | 129.2 | 108.3 | | 174.5 | 129.2 | 108.3 |
| 15 | Tulane | LA | 63 | 66.23 | 0.66 | 156.7 | 101.8 | 118.4 | | 161.0 | 107.6 | 121.6 | | 167.5 | 114.7 | 123.4 | | 188.8 | 129.3 | 139.1 | | 210.2 | 143.9 | 154.9 |
| 16 | U of Miami | FL | 63 | 79.79 | 0.80 | 174.7 | 122.0 | 99.7 | | 183.8 | 126.6 | 107.3 | | 187.3 | 129.3 | 111.2 | | 199.2 | 137.5 | 118.2 | | 211.0 | 145.7 | 125.3 |
| 17 | Wake Forest | NC | 46 | 53 | 0.53 | 152.3 | 106.4 | 81.9 | | 153.7 | 109.8 | 84.1 | | 154.8 | 111.0 | 84.4 | | 189.1 | 135.6 | 103.1 | | 223.4 | 160.2 | 121.8 |
| | | | | | | | | | | | | | | | | | | | | | | | | |
| | Average | | | | 0.785 | 180.3 | 120.1 | 108.9 | | 186.5 | 125.0 | 112.6 | | 192.2 | 129.7 | 116.3 | | 209.7 | 141.6 | 127.2 | | 227.3 | 153.5 | 138.1 |
| | Northeastern | MA | 54 | 100 | 1.00 | 176.8 | 116.7 | 101.5 | | 179.3 | 120.4 | 106.2 | | 180.3 | 127.1 | 113.0 | | 180.3 | 127.1 | 113.0 | | 180.3 | 127.1 | 113.0 |
| | NU-Ave. gap | | | | | (3.5) | (3.4) | (7.4) | | (7.2) | (4.6) | (6.4) | | (11.9) | (2.6) | (3.3) | | (29.4) | (14.5) | (14.2) | | (47.0) | (26.4) | (25.1) |
| | Diff / NU (%) | | | | | (2%) | (3%) | (7%) | | (4%) | (4%) | (6%) | | (7%) | (2%) | (3%) | | (16%) | (11%) | (13%) | | (26%) | (21%) | (22%) |

(3.8%)

(13.4%)

(23.0%)

Review BU/BC Data

| | | | | | 2021/22 Salary | | | 2022/23 Salary | | | 2023/24 Salary | | |
|----------------|-------|---------------------|------|--------------------------|----------------|--------------|--------------|----------------|--------------|--------------|----------------|--------------|--------------|
| Institution | State | US News Rank (2022) | COLI | Adj COLI (Boston = 1.00) | Prof | Assoc | Asst | Prof | Assoc | Asst | Prof | Assoc | Asst |
| Boston C | MA | 37 | 100 | 1.00 | 192.0 | 123.2 | 120.1 | 200.0 | 126.1 | 123.2 | 208.2 | 133.1 | 128.3 |
| Boston U | MA | 41 | 100 | 1.00 | 204.1 | 141.2 | 115.8 | 203.3 | 147.5 | 120.2 | 212.7 | 151.3 | 124.7 |
| | | | | | | | | | | | | | |
| Average | | | | 1.000 | 198.1 | 132.2 | 118.0 | 201.7 | 136.8 | 121.7 | 210.5 | 142.2 | 126.5 |
| Northeastern | MA | 54 | 100 | 1.00 | 176.8 | 116.7 | 101.5 | 179.3 | 120.4 | 106.2 | 180.3 | 127.1 | 113.0 |
| NU-Ave. gap | | | | | (21.3) | (15.5) | (16.5) | (22.4) | (16.4) | (15.5) | (30.2) | (15.1) | (13.5) |
| Diff / NU (%) | | | | | (12%) | (13%) | (16%) | (12%) | (14%) | (15%) | (17%) | (12%) | (12%) |

(13.5%)

- Note that a comparison to only BU would be starker

Resolutions re. Charge 1 From Last October

- WHEREAS the annual raises awarded to faculty for the last several years have been well below the cost of living increases due to inflation, and
- WHEREAS the faculty salaries at all levels are up to 20% below Boston area match mates based on AAUP salary data,

Resolutions re. Charge 1 From Last October, Continued

- **BE IT RESOLVED** that the recommended raise pool for merit for FY 2025 be 8.4%, at a minimum, of continuing salaries starting on July 1, 2025,
- **AND BE IT FURTHER RESOLVED** that the Provost develop a plan to align faculty salaries with Boston area match mates.

— Updates to Resolutions Based on Current Events

- **BE IT RESOLVED** that the recommended raise pool for merit be 8.4% at a minimum, and that it be implemented in two equal parts, for FY 2025 and FY 2026.
- **AND BE IT FURTHER RESOLVED** that the Provost develop a plan to align faculty salaries with Boston area match mates.