



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

No	Institution	State	US News Rank (2025)	COLI	Adj COLI (Boston = 1.00)	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			
						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	
						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

Institution	State	US News Rank (2022)	COLI	Adj COLI (Boston = 1.00)	2021/22 Salary			2022/23 Salary			2023/24 Salary		
					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.

