Report from the
Financial and Administrative Policy Committee
to the WPI Faculty concerning:

Faculty Compensation Study
2016-2017

FAP Members:

Prof. Nancy Burnham – PH
Prof. Tanja Dominko - BBT
Prof. Tahar El-Korchi - CEE
Prof. Fabienne Miller - FBS
Prof. George Pins (2016-17) – BME
Jeff Solomon - Executive VP and CFO
Kris Sullivan - Associate VP for Academic Affairs

Outline

- Background and Methodology

- Participating Institutions

- Key Institutional Indicators

- Results
  - Aggregate (all TTT Faculty)
  - By Rank (Assistant, Associate, Full)

Background and Methodology

- Senior management and the Executive Compensation Committee expressed a desire to conduct a comprehensive faculty market assessment every 3 – 4 years.

    - In late 2016, WPI engaged Sibson Consulting to update the faculty compensation assessment study it conducted in 2012-2013.

- The scope of the study was 245 full-time tenured and tenure-track faculty members[1].

    - Most recent data presented are for base salary in 2016-2017.

- Analysis and findings come from an examination of the College and University Professional Association for Human Resources (**CUPA-HR**) Four Year Faculty Survey in Higher Education data.

[1] Sibson was unable to find matches within the published compensation surveys for 9 faculty positions. The data tables and analysis exclude these 9 positions.

2017 Participating Institutions

Institution (n=13 + WPI)	Location	Public/ Private	Carnegie Classification (2017)	USNWR Rankings (2017)		Accredited Business School
				National	Engineering (Doctorate)	
Tufts University	MA	Private	R1	27	58	
Case Western Reserve University	OH	Private	R1	37	37	X
Northeastern University	MA	Private	R1	39	53	X
Lehigh University	PA	Private	R2	44	44	X
Worcester Polytechnic Institute	**MA**	**Private**	**R2**	**60**	**63**	**X**
Drexel University	PA	Private	R2	96	53	X
Illinois Institute of Technology	IL	Private	R2	103	63	X
Rochester Institute of Technology	NY	Private	R3	107	58	X
Clarkson University	NY	Private	R3	129	75	X
Rose-Hulman Institute of Technology	IN	Private	4 Yr Eng			
University of Connecticut Storrs	CT	Public	R1	60	63	X
University of Massachusetts Amherst	MA	Public	R1	74	63	X
Colorado School of Mines	CO	Public	R2	82	44	
Michigan Technological University	MI	Public	R2	118	63	X

A peer group of 24 institutions was identified based on feedback from the President, Provost, FAP, and Executive Compensation Committee and was approved by the Executive Compensation Committee in January 2017.

Thirteen (13) of these institutions participated in CUPA-HR survey and only data from those 13 peers are included in this report.

Sources of information: Carnegie Classification and 2017 USNWR College Rankings.

Key Institutional Indicators: 2013-2017

Ranking	WPI		Peer Median	
	2013	**2017**	**2013**	**2017**
National Ranking	65	60	57 (n=14)	78 (n=12)
Engineering Ranking	58	63	58 (n=15)	58 (n=12)

Changes between 2013-2017	WPI		
	2013	**2017**	
Student FTE[1]	5,023	5,718	+14%
Total Operating Expenses	$197M	$250M	+27%
TTT Faculty	243	245	+1%
Sponsored Research Expenses	$19M	$26M	+36%
Carnegie Classification[2]	R3	R2	

[1] WPI Fact Book Fall 2012 and Fall 2016, respectively
[2] R3 classification is equivalent to DRU classification in 2012-2013

Overall Results: WPI Faculty Salaries (all ranks)

2013	2017
108% of Market Median	**101% of Market Median**
75th Percentile (approx.)	**50th Percentile** (approx.)

- <u>190 Faculty participated in both 2013 and 2017</u>
  - their market median increase: 17%
  - their WPI increase: 10%

- <u>45 Faculty left between 2013 – 2017</u>
  - their 2013 market median: 113%
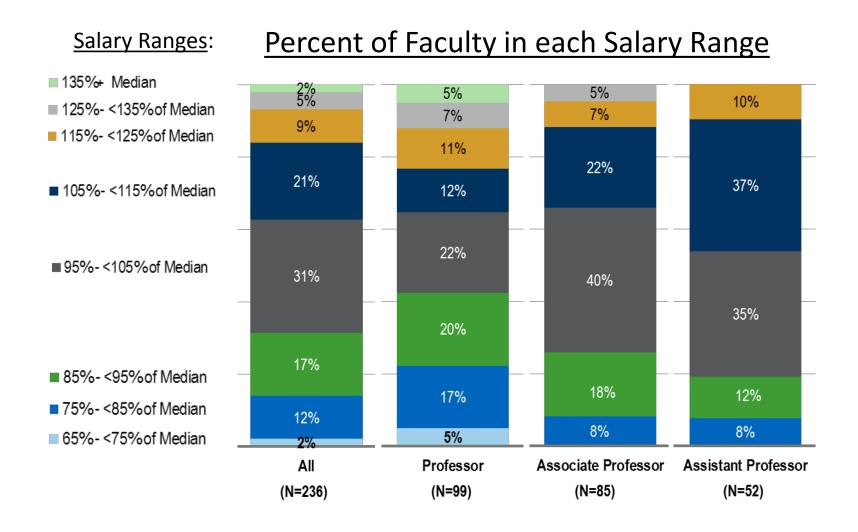
- <u>45 New Faculty hired between 2013 – 2017</u>
  - their 2017 market median: 107%

Change in Faculty Salaries: 2013 to 2017

Rank	2013 WPI Salary	2017 WPI Salary	Percent Increase
Assistant	89,918	101,077	12.4
Associate	101,744	107,109	5.3
Full	139,946	149,935	7.1

Rank	2013 Market Median Salary	2017 Market Median Salary	Percent Increase
Assistant	84,148	99,628	18.4
Associate	95,605	105,348	10.2
Full	128,753	148,631	15.4

Results: Distribution of 2017 WPI Faculty Salaries

Salary Ranges:

Percent of Faculty in each Salary Range

Salary Ranges legend:
- 135%+ Median
- 125%- <135% of Median
- 115%- <125% of Median
- 105%- <115% of Median
- 95%- <105% of Median
- 85%- <95% of Median
- 75%- <85% of Median
- 65%- <75% of Median

All (N=236)
- 2%
- 5%
- 9%
- 21%
- 31%
- 17%
- 12%
- 2%

Professor (N=99)
- 5%
- 7%
- 11%
- 12%
- 22%
- 20%
- 17%
- 5%

Associate Professor (N=85)
- 5%
- 7%
- 22%
- 40%
- 18%
- 8%

Assistant Professor (N=52)
- 10%
- 37%
- 35%
- 12%
- 8%

Discussion