



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

10 December 1987

FSE: 003.1: 10/12/87

Department of Mathematics

Memo To: Faculty Senate

From: Faculty Status and Welfare Committee  
Barry Brunson, Chair *[Signature]*

Subject: Faculty Salary Survey, AY 87-88 (continued)

The 3 December 87 issue of the College Heights Herald included average salary figures (for Full Professors) at WKU and several "benchmark" institutions. Attached are two additional measures of comparison: with inflation, and with all comparable institutions in the U.S.

Summary: In comparison with inflation, there has been some marginal and unsteady improvement since the "trough" of 80-82. Nevertheless, the hypothetical "average professor" at WKU earns, in purchasing power, from 16 to 21 percent less than his or her predecessor did in AY 70-71, (the earliest year for which we have data.)

In comparison with all comparable institutions in the U.S., the picture is, if anything, less favorable. The gap between the average salaries at WKU and those nationwide is widening. In AY 86-87 the average WKU salary was a lower percentage of the comparable nationwide figure, than in almost every year since AY 76-77 (the earliest year for which these data are available).

### Average Salaries by Rank at WKU: Actual and Adjusted for Inflation

Within each rank, there are three lines giving information for AY 70-71 and 75-76 through 86-87:

"Actual dollars" = average WKU salary (in thousands) in at-that-time current dollars.

"AY 86-87 dollars" = the equivalent salary (in thousands) in today's dollars, adjusted according to the Consumer Price Index.

"Net percentage change" = the changes in purchasing power compared with that of AY 70-71.

### Average Salaries by Rank at All Public Category IIA Institutions and at WKU

Within each rank, there are three lines giving information for AY 76-77 through 86-87:

"All" = average salary (in thousands) at all public category IIA Institutions

"WKU" = average salary (in thousands) at WKU

"Percent" = "WKU" as a percentage of "All"

Category IIA Institutions are Comprehensive Institutions: characterized by diverse post-baccalaureate programs, but no significant doctoral-level education.

Source of data: Maryse Eymonerie Associates and the American Association of University Professors.

Faculty Status and Welfare Committee

Barry Brunson	Hope Richards
Betty Fulwood	Jim Wesolowski
Tom Noser	Peggy Wright

BWB:jmw

Attachments

## Average Salaries by Rank at WKU: Actual and Adjusted

for Inflation (in AY.86-87 dollars)<sup>1</sup>

	70-71	75-76	76-77	77-78	78-79	79-80	80-81	81-82	82-83	83-84	84-85	85-86	86-87
Average Academic Year Consumer Price Index (1967 = 100)	117.8	166.2	175.8	187.6	205.2	232.5	259.4	281.9	293.9	304.9	316.8	326.0	333.3
<u>Full</u>													
Actual dollars	14.7	19.1	21.1	22.2	23.1	24.1	25.9	28.4	30.2	32.0	32.5	33.6	35.3
AY 86-87 dollars	41.6	38.3	40.0	39.4	37.5	34.5	33.3	33.6	34.2	35.0	34.2	34.4	35.3
Net percentage change <sup>2</sup>	0%	-8%	-4%	-5%	-10%	-17%	-20%	-19%	-18%	-16%	-18%	-17%	-15%
<u>Associate</u>													
Actual dollars	13.1	16.4	17.6	18.6	19.2	19.8	21.3	23.3	24.8	26.3	26.8	27.7	29.3
AY 86-87 dollars	37.1	32.9	33.4	33.0	31.2	28.4	27.4	27.5	28.1	28.7	28.2	28.3	29.3
Net percentage change <sup>2</sup>	0%	-11%	-10%	-11%	-16%	-23%	-26%	-26%	-24%	-23%	-24%	-24%	-21%
<u>Assistant</u>													
Actual dollars	10.8	13.7	14.6	15.6	16.2	16.5	17.8	19.7	21.1	22.5	22.9	23.9	25.6
AY 86-87 dollars	30.6	27.5	27.7	27.7	26.3	23.7	22.9	23.3	23.9	24.6	24.1	24.4	25.6
Net percentage change <sup>2</sup>	0%	-10%	-9%	-9%	-14%	-23%	-25%	-24%	-22%	-20%	-21%	-20%	-16%
<u>Instructor</u>													
Actual dollars	8.9	11.8	12.2	12.1	12.3	13.0	14.4	16.0	18.1	18.8	18.8	19.3	20.1
AY 86-87 dollars	25.2	23.7	23.1	21.5	20.0	18.6	18.5	18.9	20.5	20.6	19.8	19.7	20.1
Net percentage change <sup>2</sup>	0%	-6%	-8%	-15%	-21%	-26%	-27%	-25%	-19%	-18%	-21%	-22%	-20%
<u>All Ranks</u>													
Actual dollars	N/A	N/A	N/A	N/A	N/A	N/A	21.3	23.7	25.7	27.3	27.8	28.9	30.5
AY 86-87 dollars	-	-	-	-	-	-	27.4	28.0	29.1	29.8	29.2	29.5	30.5

1 Source: Maryse Eymonerie Associates; American Association of University Professors

2 Net percentage change = [(Actual dollars) ÷ CPI] x 333.3 x 100%

Age-Experience Grid by Rank at all Public Category IIA Institutions and WKU<sup>1</sup>

		76-77	77-78	78-79	79-80	80-81	81-82	82-83	83-84	84-85	85-86	86-87
<u>Full</u>	All	23.2	24.3	25.0	27.2	29.6	31.7	33.5	34.6	37.1	39.7	42.3
	WKU	21.1	22.2	23.1	24.1	25.9	28.4	30.2	32.0	32.5	33.6	35.3
	Percent <sup>2</sup>	91%	91%	92%	89%	88%	90%	90%	92%	88%	85%	83%
<u>Associate</u>	All	18.4	19.3	20.1	21.6	23.4	25.2	26.8	27.8	29.6	31.6	33.3
	WKU	17.6	18.6	19.2	19.8	21.3	23.3	24.8	26.3	26.8	27.7	29.3
	Percent <sup>2</sup>	96%	96%	96%	92%	91%	92%	93%	95%	91%	88%	88%
<u>Assistant</u>	All	15.1	15.9	16.6	17.8	19.3	20.8	22.0	23.0	24.4	26.0	27.5
	WKU	14.6	15.6	16.2	16.5	17.8	19.7	21.1	22.5	22.9	23.9	25.6
	Percent <sup>2</sup>	97%	98%	98%	93%	92%	95%	96%	98%	94%	92%	93%
<u>Instructors</u>	All	12.1	12.8	13.4	14.4	15.5	16.9	17.7	19.1	19.6	20.8	21.6
	WKU	12.2	12.1	12.3	13.0	14.4	16.0	18.1	18.8	18.8	19.3	20.1
	Percent <sup>2</sup>	101%	95%	92%	90%	93%	95%	102%	98%	96%	93%	93%
<u>All Ranks</u>	All	17.8	18.8	19.7	21.4	23.4	25.3	26.9	28.2	29.9	32.1	34.1
	WKU	N/A	N/A	N/A	N/A	21.3	23.7	25.7	27.3	27.8	28.9	30.5
	Percent <sup>2</sup>	-	-	-	-	91%	94%	96%	97%	93%	90%	89%

1 Source: Maryse Eymonerie Associates; American Association of University Professors

2 Percent = [(WKU) ÷ (All)] x 100%