

**WCU Faculty Compensation Range
Default Ranges for Staffing Plan
June 22, 2007**

Summary

The WCU Faculty Compensation Range indexes its values against survey data collected by the American Association of University Professors (AAUP). WCU uses comprehensive universities (Category IIA) within AAUP's South Atlantic region as its comparative group. AAUP publishes annual salary data each spring, usually in the March/April edition of *Academe*. WCU's model reports salary ranges for each rank, instructor through professor. The lower limit of a range is defined as 85% of the mean AAUP salary for the respective rank and the upper limit is 110% of the mean.

Determining Salary Ranges: The Rolling Five-Year Mean

Although indexing faculty salary ranges to the AAUP salary survey has many advantages, it presents several administrative problems. First, budget planning requires projected salary expense well in advance of the survey's March/April publication date. Second, chairs and deans need to make salary offers to prospective new hires for the upcoming year well in advance of published salary data. Consequently, instead of waiting on the salary survey information to determine the salary model, WCU uses a rolling five-year average to calculate a mean salary for each rank. This technique allows the provost's office staff to calculate the salary ranges two years into the future using the most recent AAUP survey data (www.aaup.org/statements/index.htm, see "Economics of the Profession"). Further, since the model uses a rolling 5-year mean, it is less susceptible to dramatic annual shifts in pay due to economic conditions.

Market Disciplines

Many disciplines command salary ranges above the average values shown in the table of WCU Salary Ranges. The table sets default values for all disciplines and the lower limit may be used as the advertised starting salary without further justification. However, as shown within Table E of the AAUP data, average salaries for assistant professors in certain disciplines may be significantly above the average salary for the base index which is based upon assistant professors of English. Therefore, deans may wish to propose a starting salary above the range or at a higher level within the range using the market of the discipline as a justification to do so. Deans may use AAUP data, CUPA data or professional discipline data (e.g. AACSB) to justify the salary.