

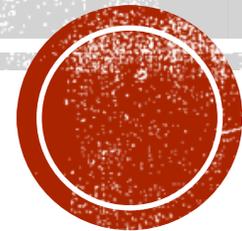
BROAD INVESTIGATION

RAISES & COMPENSATION INCREASES

Administrators & Staff/AP

VS

Faculty



DATA SOURCES

- Budgeted Employee Salaries as of Nov. 1st each year from 2012 through 2023.
 - Matthew Campbell, Office of Institutional Research
- Total Earnings of Employees for each *Fiscal Year* from 2013 through 2023.
 - Regular Salary, Summer, Overload, Supplemental, etc...
 - Won't see impact of most recent round of raises until the end of current budget year.
 - Bryan Elmore, Budget & Planning Services
- Open Alabama: <https://auapps.auburn.edu/openalabama/>

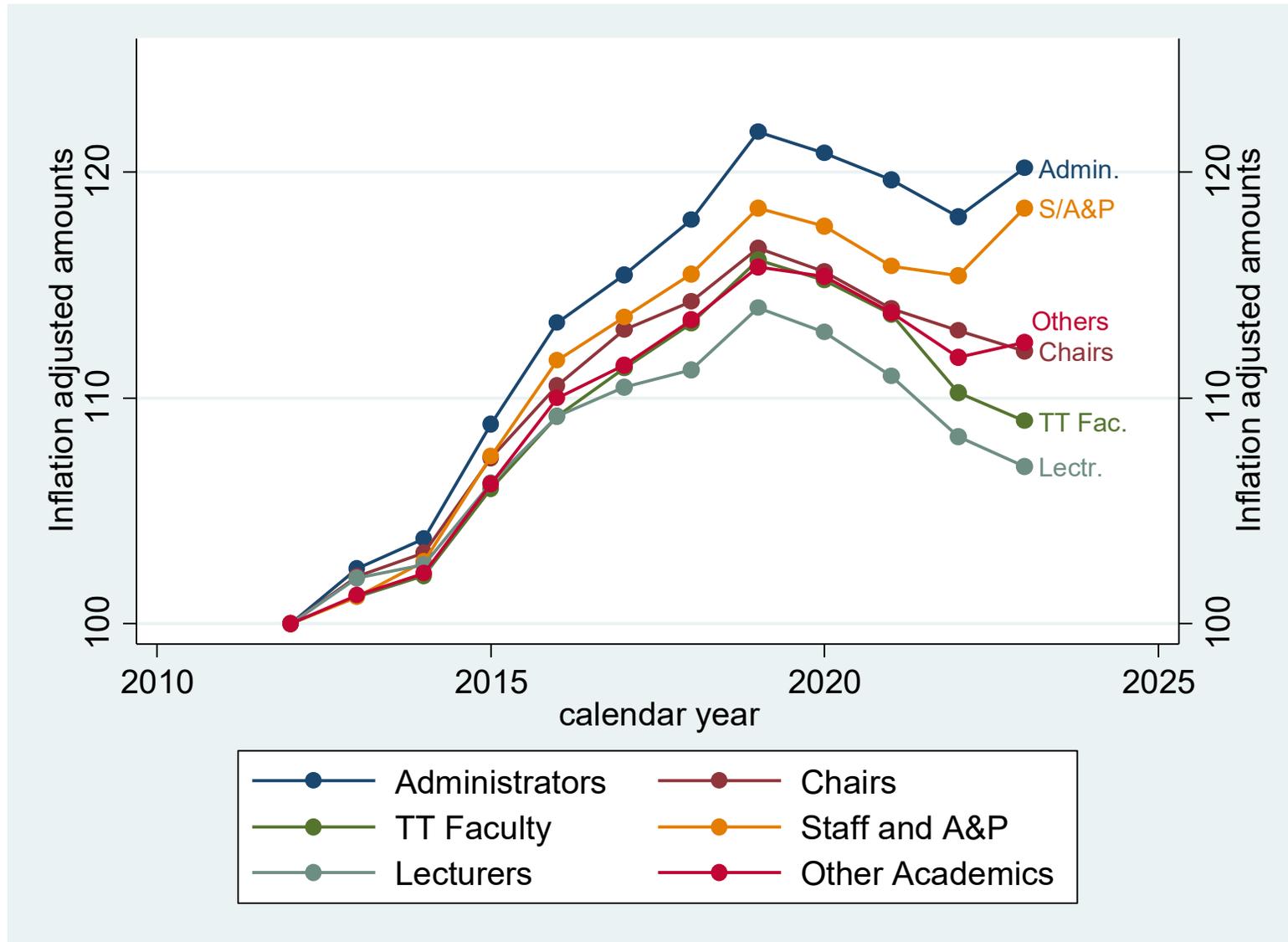


BASIC METHODOLOGY

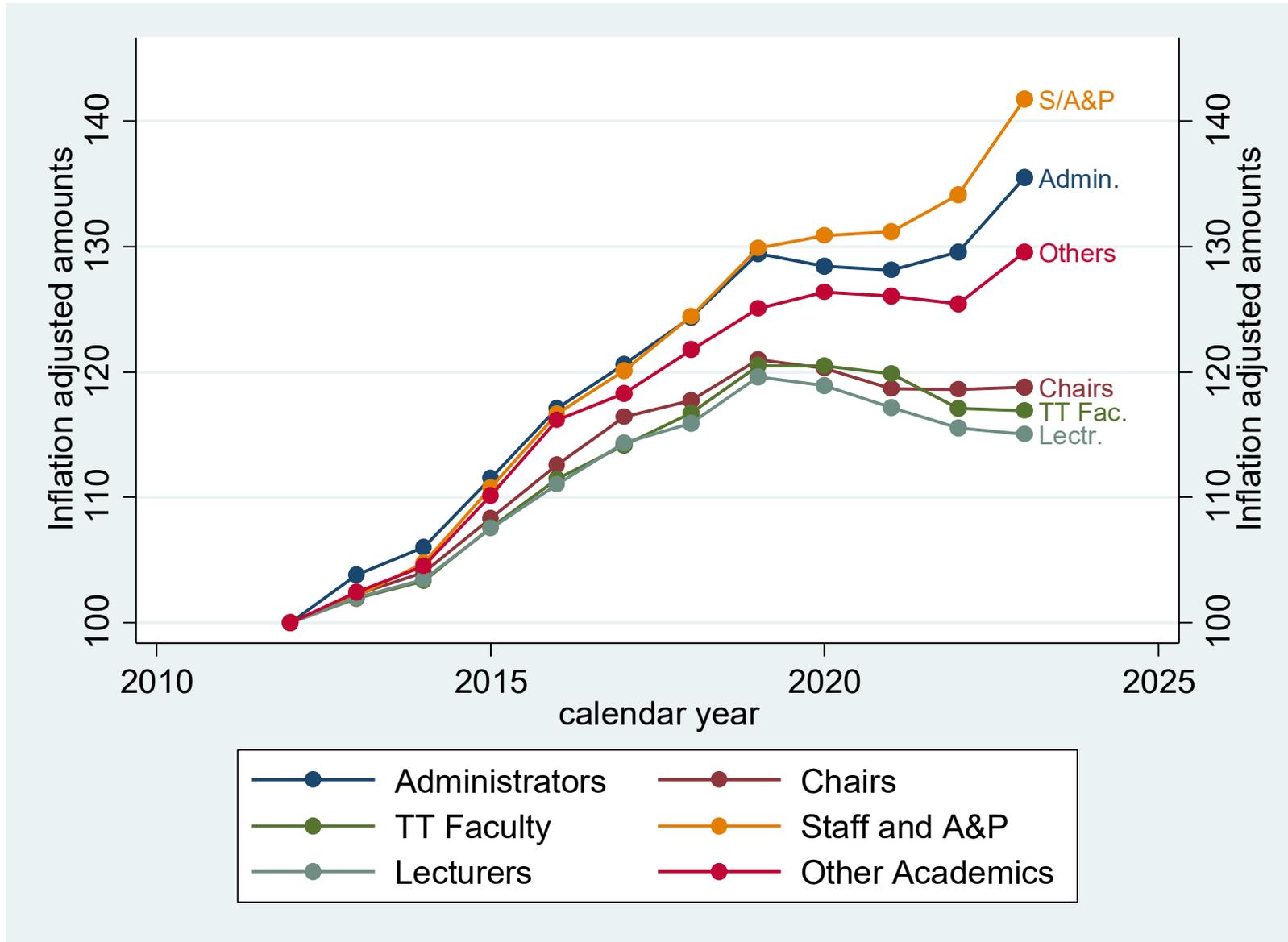
- Six “Bins” are Formed on the Basis of Job Titles.
 - (1) Administrators, (2) Staff and A&P, (3) Dept Chairs, (4) TT Faculty, (5) Lecturers, (6) Other Academic
- Observe the annual % increases in salary or aggregate earnings of an employee inside of the Bins.
 - Calculations can either include or exclude title changes.
- Take a starting investment of \$100 and index it to the average % increases observed in each of the Bins over time.
 - Adjust \$ Growth for Inflation using the CPI.
 - Note the CPI increased approximately 20% over the past four years.



The Evolution of a \$100 Salary Over Time by Job Title Category (Adjusted for Inflation, No Title Change)



The Evolution of a \$100 Salary Over Time by Job Title Category (Adjusted for Inflation, Including Title Changes)



Average Nominal Salary Increases by Job Title Category

(Not Adjusted for Inflation, Including Title Changes)

Year	Administrators	Staff and A&P	Dept. Chairs	TT Faculty	Lecturers	Other Academics
2013	9,458	1,704	5,619	2,758	1,560	2,362
2014	7,214	2,382	5,004	2,692	1,586	2,274
2015	10,100	2,743	6,149	3,526	1,792	3,082
2016	12,155	3,287	8,541	4,401	2,348	4,123
2017	9,737	2,651	9,036	4,118	2,530	2,781
2018	11,088	3,209	5,743	4,493	1,876	3,423
2019	13,933	3,205	7,005	4,886	2,718	3,014
2020	306	937	485	849	176	1,261
2021	10,590	3,073	7,023	4,738	2,147	3,481
2022	24,260	6,239	15,922	6,532	4,449	5,662
2023	23,923	6,882	10,732	4,741	2,664	5,171



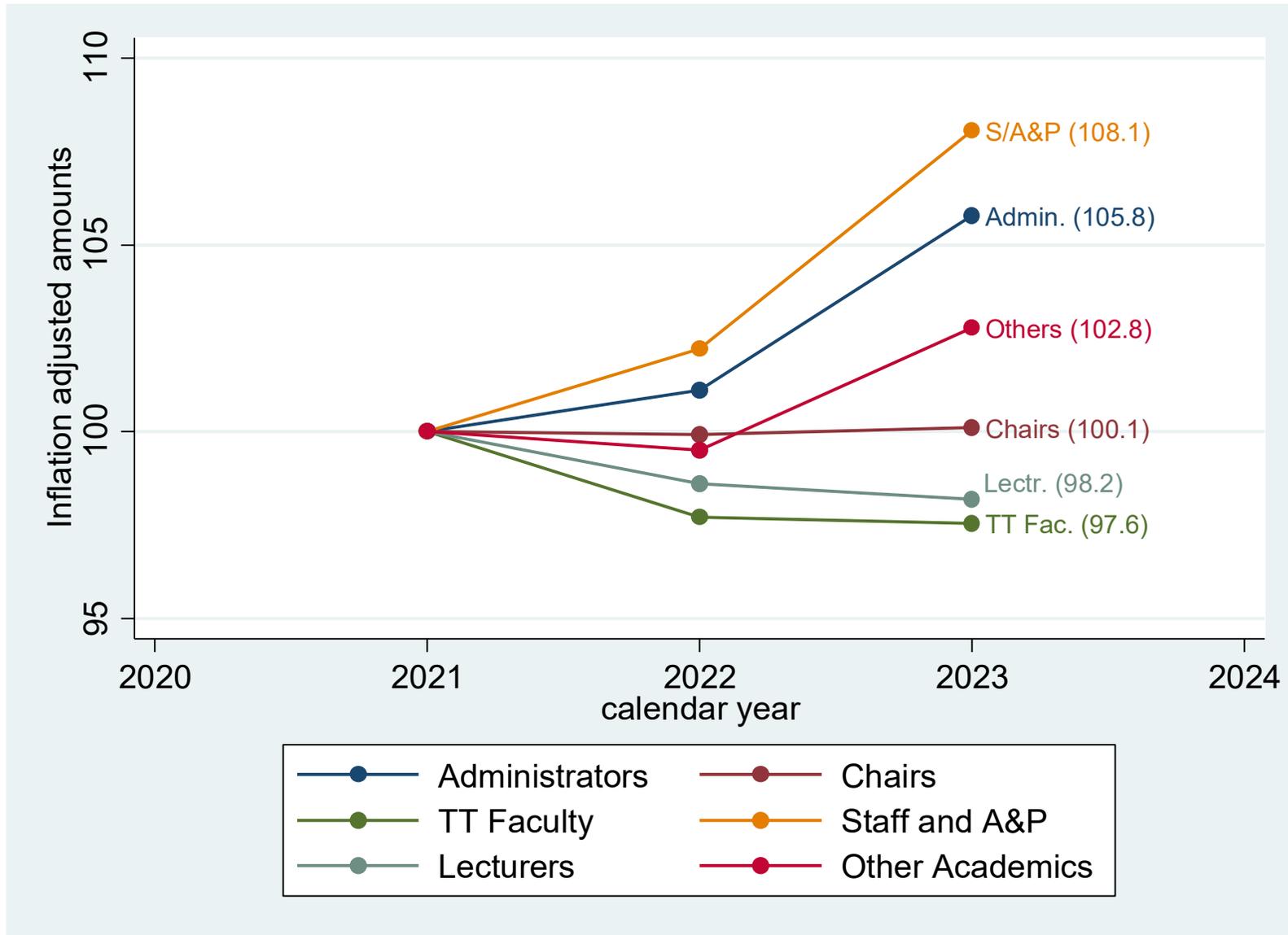
Total Nominal Salary Increases by Job Title Category

(Not Adjusted for Inflation, Including Title Changes)

Year	Administrators	Staff and A&P	Dept. Chairs	TT Faculty	Lecturers	Other Academics
2013	633,660	4,846,039	258,457	2,531,924	53,046	670,897
2014	490,575	7,017,566	240,207	2,428,383	60,250	627,489
2015	727,219	8,188,261	295,133	3,085,216	103,927	853,814
2016	935,913	9,105,056	350,162	3,802,388	145,570	841,077
2017	730,247	7,389,042	370,487	3,730,819	217,620	639,701
2018	798,371	9,785,220	235,450	4,192,099	195,080	1,067,931
2019	1,072,839	9,954,879	301,224	4,627,360	298,990	940,370
2020	25,359	3,009,717	16,500	813,820	23,904	448,778
2021	900,157	9,767,395	301,989	4,557,575	317,796	1,225,433
2022	1,989,340	19,678,910	620,947	6,225,251	631,719	1,930,806
2023	2,057,400	22,887,919	418,533	4,565,145	442,198	1,913,187



The Evolution of \$100 Salary Starting in 2021 by Job Title Category (Adjusted for Inflation, Including Title Changes)





BRIEF CONCLUSIONS

- The Tenure-Track Faculty and Lecturers have fallen far behind Administrators and Staff/A&P in terms of increases in their salaries.
 - The trend goes back a decade, but it becomes particularly pronounced over the past two years.
- Over the past two years, the total salary increases measured across all categories were sufficient to keep all category averages at or above inflation if the total had been more evenly distributed among the categories.

