

Compilation of Top Administration Salaries and Comparison with Faculty Salaries and Tuition at GWU-- April 27, 2005

The enclosed table contains a compilation of data obtained from the annual reports GW files with Internal Revenue Service on Form 990. The information reported here is contained in schedule A (compensation of the five highest paid employees other than officers, directors and trustees) and part V (compensation of the president and administrative officers). The faculty salaries information is obtained from EVP Lehman's annual reports to the ASPP committee and to Faculty Senate. This information is available online at <http://www.gwu.edu/~ire/fsas.htm>.

Until the 1999 IRS filing, GW reported this data annually for the years ending June 30 of the previous year. Starting with the 2000 IRS filing, GW started reporting salary data ending December 31 of the previous year. There is a time lag of about 1½ years in the reporting date of the data, and the latest filing currently available is for the tax year ending 12/2002 that was filed with the IRS on May 15, 2004. New salary info will be available, and is eagerly awaited, on or after May 15, 2005.

An examination of the enclosed data would reveal that President Stephen Joel Trachtenberg received a 20.4% raise in the year 2001 and thereby joined the \$500,000 club as reported annually by *Chronicle of Higher Education* [Nov 14, 2003] and also by *The Washington Post* [Nov 19, 2002]. In the year 2002, he received only a 9.2% increase. Other members of senior administration (*i.e.* Vice-Presidents) received even larger raises, the average raise being 33.5% for two years ending December 2002. Taken over a 3½ year time period (June 1999-December 2002), our president and vice presidents received an average of 46.8% raise. Over a 5½ year period this group collectively received a 63.9% increase. Note that the benefits are not included in these comparisons.

The faculty, as usual, continues to receive a much smaller collective increase of 4% or less each year. The one year increase (June 2001- June 2002) in the average faculty salaries was 3.5%; over a 5 year period (June 1997- June 2002), the faculty collectively received a 21.0% raise. The faculty salaries were frozen last year and EVP Lehman had stated that there was to be no new faculty salaries report to the Senate last year. It may be concluded that the one year increase for the present year would be close to 0.0% and the faculty raise collectively over 6 years (June 1997- June 2003) would still be close to 21.0%. This stands in sharp contrast to the senior administration salary increases of 63.9% over a 5½ year term.

The enclosed Table also lists the tuition and fees for continuing students for the years 2000- 2006 (this information is available online at www.gwu.edu/~ire/tuition_fees.htm). The tuition goes up each year and the total increase over a five year period is 30.91%. Each time the tuition is raised by an average of 5%, the students are told that the increase is needed to provide increased pay for the faculty.

It turns out that the senior administration at GW continue to enjoy a salary increase that's more than double of the tuition increase (63.9% v 30.91%) whereas the faculty collectively have received only the 2/3rd of the tuition increase (21.0% v 30.91%).

Historical Note about faculty salary freezes

In the early years (1980's), GW used to inform the faculty of their next academic year salary by March 31 of the same year. In 1991 the administration moved the date of salary notifications to May 31; the reason given was the uncertainty of enrollment projections. In May 1992, we had the first salary freeze when the new faculty salaries were announced to be effective January 1 of the following year, rather than the start of the academic year. The salary notification date was further moved to November 1 in 1996. This pattern continued until November 1, 2002 when the academic year salaries were announced for 2003. On November 1, 2003 we were informed of another salary freeze ("postponement of faculty merit salary increases from 1 January 2004 to 1 July 2004").

The last salary letters we received were dated April 30, 2004 and covered *only* the academic year 2004-05. It has been anticipated that the new salary letters for the year 2005-06 would be coming out at the end of this month. However, EVP Lehman stated at the Senate meeting (April 8, 2005) that new salary letters would not be coming out until November of this year. Does this mean another freeze? Question: What happens to Fall 2005? Are they proposing to claim financial difficulties and postpone increases one more time so soon after it was done last year? Do we work without pay during the coming fall? No mention was ever made to the ASPP committee and we only get the first hint from the Hatchet article of April 7, 2005.

Summary: In the 25 years (1980- 2005), the faculty salaries have been frozen twice so far during the following semesters. The increases, if any, for Fall 2005 are unknown.

Fall 1992	Salary notifications received May 1992 for increases eff. 1/1/1993
Spring 2004	Postponement of faculty merit salary increases to 1 July 2004
Fall 2005 (???)	Letter dated April 30, 2004 covered the academic year 2004-05

The George Washington University

Compilation of Top Administration Salaries; Comparison with Faculty Salaries and Tuition Increases

April 28, 2005

GW Compensation Data from Schedule A (IRS Form 990)	Year Ending Dec-02	Year Ending Dec-01	1 year % Change 12/01-12/02	Year Ending Dec-00	2 year % Change 12/00-12/02	Year Ending Jun-99	3.5 year % Change 6/99-12/02	Year Ending Jun-97	5.5 year % Change 6/97-12/02
<u>President and Vice Presidents</u>									
Stephen Joel Trachtenberg President	\$564,302	\$516,904	9.2%	\$429,445	31.4%	\$421,035	34.0%	\$385,241	46.5%
John Williams VP Health Affairs	\$516,304	\$507,206	1.8%	\$357,155	44.6%	\$320,948	60.9%		
Louis Katz VP and Treasurer	\$431,892	\$411,246	5.0%	\$326,310	32.4%	\$298,515	44.7%	\$255,431	69.1%
Robert Chernak VP Stud Supp and Acad Se	\$306,906	\$296,943	3.4%	\$255,494	20.1%	\$227,657	34.8%	\$209,943	46.2%
Don Lehman VP Acad Affairs	\$292,015	\$283,915	2.9%	\$217,536	34.2%	\$197,204	48.1%	\$163,462	78.6%
Dennis Blumer VP and General Counsel	\$287,720	\$276,582	4.0%	\$207,972	38.3%	\$181,450	58.6%	\$160,523	79.2%
Michael Freedman VP for Communications	\$210,189	\$187,127	12.3%						
<u>Average Administration Increases:</u>		Over 1 year->	5.5%	Over 2 years->	33.5%	Over 3.5 years->	46.8%	Over 5.5 years->	63.9%

Tuition and fees (Continuing students)	2000/2001	2001/2002	2002/2003	2003/2004	2004/05	2005/06
http://www.gwu.edu/~ire/tuition_fees.htm	\$24,720	\$25,830	\$27,820	\$29,070	\$30,820	\$32,360
Annual Increase -->		4.49%	7.70%	4.49%	6.02%	5.00%
Total Increase over 5 years-->						30.91%

Faculty Salaries Data from GW Fact Book (Average Regular Full Time Salaries, excl School of Medicine)
<http://www.gwu.edu/~ire/fsas.htm>

	Average Salaries 2001/02	Average Salaries 2000/01	1 year % Change 6/01-6/02	Average Salaries 1999/2000	2 year % Change 6/00-6/02	Average Salaries 1996/97	5 year % Change 6/97-6/02
Professor	\$103,314	\$98,315	5.1%	\$90,139	9.1%	\$84,229	22.7%
Associate Professor	\$74,213	\$72,223	2.8%	\$65,355	10.5%	\$60,728	22.2%
Assistant Professor	\$58,386	\$56,864	2.7%	\$52,665	8.0%	\$49,384	18.2%
<u>Average Faculty Increases:</u>		Over 1 year ->	3.5%	Over 2 years->	9.2%	Over 5 years ->	21.0%