

To: Drew Faculty

From: AAUP @ Drew

**Re: AAUP Salary Statement Fall 23**

For the last 20 years Drew faculty (tenure track, non-tenure track and adjuncts) salaries have lagged further and further behind our competitor schools when cost of living is taken into consideration. This disparity dates back at least to a wave of austerity measures in the wake of the 2008 recession. At the time, faculty were repeatedly told to be patient with regard to our salaries. The result of such patience was that faculty did not receive cost of living adjustments for over many years, while living in one of the most expensive regions of the country. **Today we have salaries that are considerably less than faculty at other institutions in the NY/NJ metro region (See Table 1).** We are unwilling to compare our salaries to “comparison” schools located in rural areas that have significantly lower cost of living.

Meanwhile, our top administrators have enjoyed consistent salary increases that put them at, or in many cases above, the salaries of fellow administrators at our competitor schools. There are many egregious examples of administrative bloat paid for off the backs of faculty and staff salaries. For example, until 2015 the President’s salary was on par with other presidents (around \$200,000) but this doubled in 2016 (\$447,844), and peaked in 2019 with a salary of \$786,755. This means that while faculty salaries and contributions to benefits were decreased, the president’s salary increased by 285%. **(See Table 2).** Such inflation of administrative salaries, especially when paired with austerity measures aimed at staff and faculty, undermines the fiscal health and educational mission of the institution and diminishes resources for underpaid faculty.

The relatively low salaries of Drew’s highly respected faculty make it difficult for us to live near the Drew campus, and thus to participate in the daily life of the University to the extent that is expected at a small liberal arts university. Our salaries make it difficult to meet everyday expenses for ourselves and our families, but also erodes morale, decreases trust in the administration and the board, and puts Drew at a competitive disadvantage with regard to hiring new faculty and maintaining existing faculty.

Drew University must make immediate efforts to bring ALL faculty salaries in line with the salaries being received by our fellow NY/NJ metro faculty.

**Table 1**  
**Tenure Track Salaries for Competitor**  
**Institutions to Drew University**  
**Fall 22**

Source: <https://data.aaup.org/ft-faculty-salaries/>

	<b>Full</b>	<b>Associate</b>	<b>Assistant</b>
<b>Drew University</b>	<b>92,554</b>	<b>77,968</b>	<b>73,253</b>
Rutgers U	185.4	120.2	93.4
*Montclair State U	124,483	100,828	88,218
Seton Hall U	133.6	102	83.5
Fairleigh Dickinson U	104.2	90.5	78.7
The College of NJ	134.3	112.6	93.6
Ramapo College	136.4	114.1	94.4
Rider U	120.3	105.8	84
*Rowan U	123,780	92,527	80,190
Monmouth U	137.7	104.2	89.6
NJ Institute of Technology	201.2	135.2	109.2
Fordham U	183.7	131.6	107.7
*Chronicle of Higher Education data			

**Table 2**  
**Drew University Administrative Salaries 2016-2021**

**Source: ProPublica**

<https://projects.propublica.org/nonprofits/organizations/221487164>

	2021	2020	2019	2018	2017	2016
President	467,452	662,298	786,755	527,852	563,273	447,844
Provost	179,998	235,185*	220,297*	170,792	NA	NA
Dean A&S	150,407					
Asst Secretary to Pres	72,644	75,371	64,300	62,385	NA	NA
Asst VP Advancement	210,996		155,816			
Director HR	153,348	169,885				
VP Enrollment	373,188	288,036	267,000	267,743	262,682	229,316
VP Finance	300,500	388,370	281,933	267,442	274,043	223,189
Asst Provost and Dean	199,239	196,869	151,420			