

Virginia Commonwealth University

**Comparisons of
Instructional Faculty
Salary Averages
1997-98**

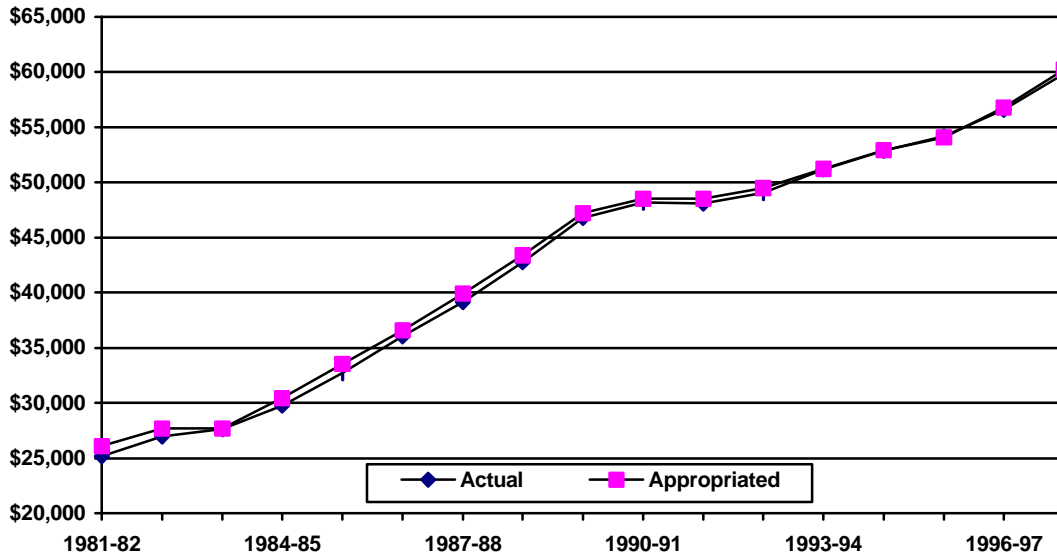
Office of Institutional Research and Evaluation
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❖ ❖ ❖ *Highlights* ❖ ❖ ❖

- ❖ The average salary of VCU instructional faculty¹ in 1997-98 was \$59,813. This represents an increase of 5.7 percent from the prior year. Since 1989-90, average salaries have increased 27.9 percent. During the preceding seven years (1981-82 to 1989-90), salaries increased 85.7 percent. (See Table 1.)
- ❖ VCU's Appropriated salary average for 1997-98 was \$60,194. This average represents the cumulative impact of average salary increases provided by the State since 1981-82. The State requires each Virginia public college and university to have an actual salary average that is within one percentage point ($\pm 1.0\%$) of its Appropriated average. VCU's 1997-98 actual salary average of \$59,813 was 99.4 percent of the Appropriated average. (See Table 1 and Table 4.)
- ❖ Nationally, salary averages increased by 3.2 percent from 1996-97 to 1997-98 for all institutions that reported data to the AAUP. The national average salary for all doctoral institutions increased 3.3 percent from the prior year and now is 3.3 percent greater than VCU's average. VCU's salary average exceeded the national average for all public doctoral institutions by 1.3 percent. (See Table 2.)
- ❖ Actual 1997-98 faculty salary averages at the six doctoral institutions in Virginia ranged from \$63,733 at the University of Virginia, to \$53,829 at Old Dominion Univ. Four of the five institutions (UVA, George Mason, William & Mary, and Virginia Tech) have average salaries that are higher than VCU's average. (See Table 3.)
- ❖ Groups of similar institutions across the nation (peer groups) are established for each of Virginia's public institution for evaluating faculty salaries and making recommendations for average increases. The State's goal is to have Appropriated faculty salary averages at each Virginia public institution equal to the 60th percentile of its peer group averages. For the 1998-2000 biennium, VCU has a new faculty salary peer group of 24 schools. Sixteen of these schools were members of the 1996-98 peer group. (See Table 5.)
- ❖ The 60th percentile goal for VCU in 1997-98 was \$62,918, which is \$2,724 or 4.5 percent higher than VCU's Appropriated average of \$60,194. (See Table 4.)
- ❖ VCU's Appropriated Average was equal to the 34th percentile of the peer group salary average distribution in 1996-97. Because VCU's 1997-98 Appropriated average increase of 6.00% doubled the increase at our peers, the Appropriated average rose to the 44th percentile in 1997-98.
- ❖ The 1997-98 average salary at VCU's new faculty salary peer group was \$61,192, 2.3 percent higher than VCU's actual salary average. VCU's 1997-98 Appropriated salary average ranked 13th among its 1998-00 peer group. The VCU actual average is \$1,378 below the group average. (See Table 4 and Table 5.)

¹ Because of the December 1st effective date for faculty salary increases, VCU computes two faculty salary averages each year. The first is computed for submission to AAUP and is based on salary data collected on October 31st and *adjusted* to include December 1st increases. The second average, \$59,813, was computed for submission to the State Department of Personnel and Training (DPT) for comparisons with our Appropriated Average and our national faculty salary peer group. It is based on salary data collected on December 31, 1997, which includes December 1 salary increases. For this report, the DPT average as of December 31, 1997 is used.

Table 1
Actual and Appropriated Instructional Faculty Salary Averages
at VCU Since 1981-82



Year	Actual Average Salary*	Appropriated Average	Percent Increase			
			Actual Salary Average*		Appropriated Average**	
			Cumulative	Annual	Cumulative	Annual
1981-82	\$25,177	\$26,102	--	--	--	--
1982-83	\$26,946	\$27,694	7.03%	7.03%	6.10%	6.10%
1983-84	\$27,613	\$27,694	9.68%	2.48%	6.10%	0.00%
1984-85	\$29,765	\$30,464	18.22%	7.79%	16.71%	10.00%
1985-86	\$32,699	\$33,510	29.88%	9.86%	28.38%	10.00%
1986-87	\$36,059	\$36,599	43.22%	10.28%	40.22%	11.75%
1987-88	\$39,156	\$39,893	55.52%	8.59%	52.84%	9.00%
1988-89	\$42,763	\$43,392	69.85%	9.21%	66.24%	8.78%
1989-90	\$46,764	\$47,202	85.74%	9.36%	80.84%	8.77%
1990-91	\$48,159	\$48,521	91.28%	2.98%	85.89%	3.00%
1991-92	\$48,069	\$48,521	90.92%	-0.19%	85.89%	0.00%
1992-93	\$49,059	\$49,491	94.86%	2.06%	89.61%	2.00%
1993-94	\$51,154	\$51,248	103.18%	4.27%	96.34%	3.55%
1994-95	\$52,870	\$52,893	109.99%	3.35%	102.64%	3.40%
1995-96	\$54,173	\$54,083	115.17%	2.46%	107.20%	2.25%
1996-97	\$56,572	\$56,787	124.70%	4.43%	117.56%	5.00%
1997-98	\$59,813	\$60,194	137.57%	5.73%	130.61%	6.00%

* Based on actual state salary averages for 1981-82 through 1997-98.

Beginning in 1994-95, actual averages include December 1st increases.

** Based on appropriated state salary averages for 1981-82 through 1997-98.

The 1993-94 appropriated average was "re-calibrated" from \$51,248 to \$51,154 for future comparisons.

Table 2
Instructional Faculty Salary Averages Nationally, 1997-98*

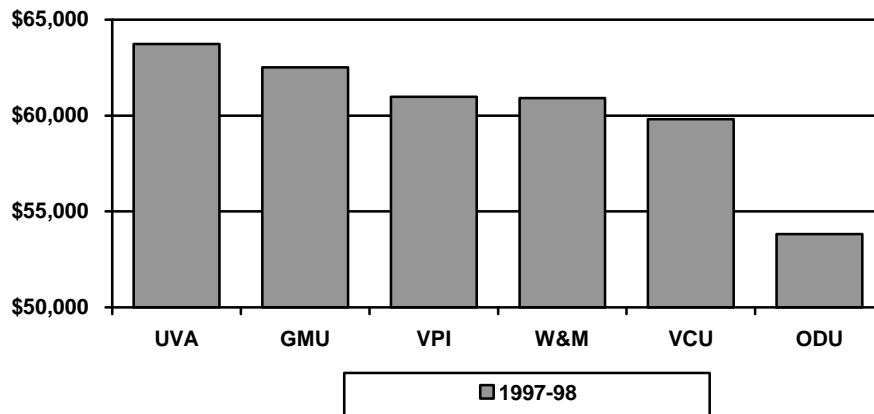
	Salary Average	1 - Year Increase	Percent of VCU
VCU **	\$59,813	5.7%	
All Institutions	\$54,241	3.2%	90.7%
All Public Institutions	\$53,594	3.0%	89.6%
All Doctoral Institutions	\$61,816	3.3%	103.3%
All Public Doctoral Institutions	\$59,051	3.3%	98.7%

* Based on AAUP survey data for all faculty, excluding clinical, research, and administrative faculty.

Salaries are adjusted to 9 month equivalent amounts.

** Based on December 31, 1997 salary averages reported to the State.

Table 3
Instructional Faculty Salary Averages for Virginia Doctoral Institutions, 1997-98*



	Salary Average	1-Year Increase	5-Year Increase
University of Virginia	\$63,733	2.8%	17.8%
George Mason University	\$62,513	0.4%	20.0%
Virginia Tech	\$60,984	5.2%	20.2%
College of William and Mary	\$60,914	8.5%	20.7%
Virginia Commonwealth University	\$59,813	5.7%	21.9%
Old Dominion University	\$53,829	4.6%	19.8%

* Based on December 31, 1997 actual salary averages reported to the State.

Table 4
Comparison of Actual and Appropriated VCU Salary Averages
with Faculty Salary Peer Group Average,
1996-97 and 1997-98

	Average Salary		Change Since 1996-97	
	1996-97	1997-98	Amount	Percent
<i>VCU Comparisons</i>				
Appropriated Average	\$56,787	\$60,194	\$3,407	6.00%
Actual Average*	\$56,572	\$59,813	\$3,241	5.73%
Actual as Percent of Appropriated	99.6%	99.4%		
<i>Peer Group Comparisons</i>				
Average Salaries**	\$59,446	\$61,192	\$1,746	2.9%
60 th Percentile Goal	\$61,097	\$62,918	\$1,821	3.0%
VCU Appropriated Average vs. 60 th Percentile Goal	(\$4,310)	(\$2,724)	\$1,568	
Appropriated Average Percentile	34 th	44 th		
Actual Average Percentile	33 rd	42 nd		
Appropriated Average Ranking	17 th	13 th		
Actual Average Ranking	18 th	14 th		

* Based on December 31, 1997 salary average reported to the State.

** There are 24 institutions in VCU's 1998-2000 faculty salary peer group. Ranking and percentile calculations exclude VCU.

Table 5
Instructional Faculty Salary Averages at
1998-2000 Peer Institutions,
1996-97 and 1997-98

University	1996-97		1997-98		Change Since 1996-97	
	Salary Average	Rank**	Salary Average	Rank**	Percent	Rank
Virginia Commonwealth U.						
Appropriated Avg.	\$56,787	17	\$60,194	13	6.0%	+4
Actual Average	\$56,572	18	\$59,813	14	5.7%	+4
New York U.	\$77,200	1	\$79,900	1	3.5%	-
U. of Connecticut	\$70,900	2	\$71,800	3	1.3%	-1
U. of Southern California	\$69,900	3	\$72,600	2	3.9%	+1
Temple U.	\$68,300	4	\$69,500	4	1.8%	-
U. of Massachusetts - Amherst	\$64,200	5	\$67,500	5	5.1%	-
U. of Iowa	\$64,000	6	\$66,000	6	3.1%	-
Boston U.*	\$59,800	7	\$61,600	9	2.9%	-2
U. of Arizona	\$59,400	8	\$61,700	8	3.9%	-
U. of Cincinnati	\$58,900	10	\$61,000	10	3.6%	-
U. of Illinois - Chicago	\$58,900	10	\$62,300	7	5.8%	+3
U. of Pittsburgh	\$58,900	10	\$60,200	12	2.2%	-2
U. of Indiana - Bloomington	\$58,800	12	\$60,000	13	2.0%	-1
U. of Colorado - Boulder	\$58,700	13	\$60,800	11	3.6%	+2
Wayne State U.	\$57,400	14	\$59,300	14	3.3%	-
U. of Kentucky	\$57,000	15	\$58,700	15	3.0%	-
Tennessee - Knoxville	\$56,900	16	\$56,700	19	-0.4%	-3
Syracuse U.	\$56,600	17	\$57,700	16	1.9%	+1
U. of Utah	\$55,900	18	\$57,100	17.5	2.1%	+0.5
Florida St.	\$55,400	19	\$57,100	17.5	3.1%	+1.5
U. of Kansas	\$53,800	20	\$55,800	20	3.7%	-
U. of New Mexico	\$52,000	21	\$52,000	23	0.0%	-2
U. of Louisville	\$51,900	22	\$54,200	21	4.4%	+1
U. of Alabama - Birmingham	\$51,100	23	\$51,900	24	1.6%	-1
U. of Oklahoma	\$50,800	24	\$53,200	22	4.7%	+2
Peer Group Mean**	\$59,446		\$61,192		2.9%	

* Estimated from 1987-88 AAUP data and advanced by annual national average increases.

** Means and rankings exclude VCU. VCU rankings show relative position in peer group only.

❖ ❖ ❖ *Glossary* ❖ ❖ ❖

The following definitions provide additional background information on the faculty salary average process and show the interrelated nature of its basic components.

- ❖ **Actual** salary averages: These salary averages are calculated for all faculty who meet the criteria for inclusion, as specified by the state's Department of Personnel and Training (DPT) in its annual Consolidated Salary Authorization and by the American Association of University Professors (AAUP) in its annual national survey of faculty salaries. Criteria for inclusion include full-time, active, instructional faculty status. Faculty in clinical and preclinical positions (defined as the School of Medicine) and faculty funded more than 50 percent from sponsored research funds are excluded from the average. Faculty on leave, regardless of salary arrangement, are excluded, as are faculty appointed for less than two semesters. Administrative, professional and part-time faculty are also excluded from the averages. All salaries are adjusted to 9 month equivalent amounts.

For the last several years, the timing of the data collection by AAUP and DPT has differed. AAUP averages are based on data collected on October 31st of each year. Since 1990, the State has moved its census date to December 31st to include salary reductions, restorations and annual increases funded on December 1st of a given year. Beginning in 1994-95, AAUP data include eligible faculty from October 31st and their December 1st salary increases.

- ❖ **Appropriated** salary average: This average is a constructed figure designed to show the cumulative impact of average appropriated salary increases on a base salary established in 1984-85. The average is increased each year by the percentage increase appropriated by the state. The appropriated average is compared with the actual salary average to insure all salary increase funds are allocated to faculty salaries. The 1993-94 appropriated averages were "re-calibrated" in 1994-95 by setting them equal to actual 1993-94 averages. Since VCU's actual and appropriated salary averages in 1993-94 differed by only \$94, the impact of the re-calibration was minimal.
- ❖ **Faculty salary peer group:** Each public college and university in Virginia has a unique group of similar non-Virginia institutions used for faculty salary comparisons. The peer group, also called a benchmark group, is selected through a collaborative process involving the institutions and SCHEV. Factors such as degrees awarded in various disciplines, research expenditures and student body size and mix are considered. It is SCHEV's goal to have each Virginia institution's appropriated faculty salary average equal the 60th percentile of its peer group. SCHEV estimates the 60th percentile amount prior to the beginning of each biennium based on national faculty salary trend data. These estimates are used to recommend average increases in faculty salaries for the upcoming biennium.
- ❖ **State Consolidated Salary Authorization:** This document is prepared by the state's Department of Personnel and Training for the Secretary of Education to direct colleges and universities in faculty salary average reporting and record keeping. The Authorization specifies the methodology used to compute each institution's faculty salary average and gives the year's appropriated salary average. Since the actual salary average is more than an average of continuing faculty salaries (for example, newly hired faculty are included and faculty on leave for the fall semester are excluded), the state allows the actual average to vary by as much as one percentage point above or below the appropriated average. Differences outside of this range must be explained to the Secretary of Education. The Authorization also specifies how to define and record faculty data in PMIS (the state's Personnel Management and Information System).