

Whereas, Radford University charges the second lowest (14 of 15 Virginia 4-year institutions) Total In-State and Total Out-of-State tuition, Mandatory Fees, and Room and Board for undergraduate students at Virginia state 4-year institutions.

Whereas, Radford University faculty average salaries are the third lowest (13 of 15 Virginia 4-year institutions) at Virginia state 4-year institutions.

Whereas, Radford University is a Level II institution, sharing that designation with George Mason University, James Madison University, Old Dominion University, and Virginia Military Institute. With the schools holding this designation, and the four universities with Level III authority, Radford University is situated as one of the 9 universities with greatest administrative autonomy in the Commonwealth of Virginia.

Whereas, the productivity of Radford University faculty, reflected in FTE per expenditure (the inverse of expenditure per FTE) (IPEDS data), is the highest in the state of Virginia and fourth highest of the twenty-six institutions in its SCHEV Salary Peer Group.

Whereas, Radford University shares with its peer institutions characteristics regarding student body composition, degree programs, and faculty research expectations that should be reflected with comparable compensation of the effort expended by the faculty at Radford University.

Whereas, according to the State Council of Higher Education for Virginia, Radford University average faculty salaries are currently the second farthest from the 60th percentile of its peer group (22nd percentile, with George Mason University at 14th percentile).

The least ambitious target average salary option of those presented in the SCHEV report "Options for Average Virginia Teaching and Research Faculty Salary to Reach the 60th Percentile of Peers" achieves an approximate 33rd percentile (against Peer Group) average salary by 2018 and calls for average faculty salaries at Radford University to be \$90,170 by 2018. In the three options presented, the required growth in average faculty salaries for Radford University would be higher than for any school excepting George Mason University. Option 1 calls for 10.8% annual growth for 2012-2014. Option 2 calls for 6.3% annual growth for 2012-2016. Option 3 calls for 4.8% annual growth for 2012-2018. In Option 3, the least ambitious plan, the 4.8% annual growth through 2018 for Radford University contrasts to the state average of 3.7%, a 1.1% average differential annually.

Thus, according to this analysis of SCHEV data, Radford University faculty should expect an average of 4.8% per year growth in average salaries through 2018, in order to assure progress relative to peers and SCHEV benchmarks. SCHEV projections are developed in collaboration with administrators from each of the respective institutions and are a basis for negotiations with state lawmakers in funding requests.

Be it resolved:

To meet the intent of the average salary goals stated in SCHEV reports, developed in collaboration with the administration of Radford University, the growth in average salaries at Radford University should be, at a minimum, at least 1.1% higher annually than the average growth rate for Virginia institutions, and should be at least the second highest growth rate in the state, over the 2012-2018 time horizon.