

1/25/12 (w)
FJEC

Options for Average Virginia Teaching and Research Faculty Salary to Reach the 60th Percentile of Peers

Inst	2011-12		Scenario 1 Annual Salary Increase Evenly Spread Across the Period ^{2,3}									Scenario 2 Va T&R Faculty Salary 2% Annual Increase	
	Virginia T&R Faculty Appropriated Salary ¹	Percentile to Peers by FY12	Option 1			Option 2			Option 3			Approp. Salary by FY14	Percentile to Peers by FY14
			Goal by FY14 Over Two Years		Percentile to Peers by FY13	Goal by FY16 Over Four Years		Percentile to Peers by FY14	Goal by FY18 Over Six Years		Percentile to Peers by FY14		
			Goal	Annual Incr		Goal	Annual Incr		Goal	Annual Incr			
CNU	\$69,914	27%	\$83,438	9.2%	42%	\$86,810	5.6%	42%	\$90,317	4.4%	37%	\$72,739	27%
CWM	\$93,536	22%	\$107,975	7.4%	39%	\$112,337	4.7%	39%	\$116,876	3.8%	33%	\$97,314	22%
GMU ⁴	\$81,071	3%	\$103,825	13.2%	20%	\$108,019	7.4%	20%	\$112,383	5.6%	11%	\$84,347	3%
JMU	\$74,983	38%	\$86,716	7.5%	48%	\$90,219	4.7%	48%	\$93,863	3.8%	45%	\$78,012	38%
LU	\$68,679	40%	\$75,120	4.6%	50%	\$78,155	3.3%	50%	\$81,313	2.9%	47%	\$71,454	40%
NSU	\$67,051	51%	\$71,819	3.5%	55%	\$74,720	2.7%	55%	\$77,739	2.5%	54%	\$69,760	51%
ODU	\$75,721	27%	\$89,356	8.6%	42%	\$92,966	5.3%	42%	\$96,722	4.2%	37%	\$78,780	27%
RU	\$67,916	22%	\$83,304	10.8%	39%	\$86,669	6.3%	39%	\$90,170	4.8%	33%	\$70,660	22%
UMW	\$73,897	24%	\$85,939	7.8%	40%	\$89,411	4.9%	41%	\$93,023	3.9%	35%	\$76,883	24%
UVA	\$96,158	28%	\$111,164	7.5%	43%	\$115,656	4.7%	43%	\$120,328	3.8%	38%	\$100,043	28%
UVAW ⁵	\$69,968	72%	\$70,028	2.0%	74%	\$72,857	1.0%	67%	\$75,801	1.3%	67%	\$72,795	73%
VCU	\$83,794	27%	\$96,452	7.3%	43%	\$100,348	4.6%	42%	\$104,403	3.7%	37%	\$87,179	27%
VMI	\$73,704	31%	\$88,918	9.8%	45%	\$92,510	5.8%	44%	\$96,248	4.5%	40%	\$76,681	31%
VSU	\$65,671	33%	\$75,774	7.4%	46%	\$78,836	4.7%	46%	\$82,021	3.8%	42%	\$68,325	33%
VT	\$90,392	27%	\$103,940	7.2%	42%	\$108,140	4.6%	43%	\$112,508	3.7%	37%	\$94,044	27%
4yr Avg		32%			45%			44%			39%		32%
RBC ⁵	\$58,505	71%	\$57,960	2.0%	71%	\$60,303	0.8%	65%	\$62,738	1.2%	67%	\$60,869	71%
VCCS	\$61,676	41%	\$74,004	9.5%	53%	\$76,994	5.7%	51%	\$80,105	4.5%	48%	\$64,168	41%
Avg Incr				7.4%			4.5%			3.7%			

Notes:

- (1) 2011-12 appropriated faculty salary includes the salary increase of faculty in VRS Plan 1 for employee contribution to retirement.
- (2) 2010-11 peer salary comes from IPEDS SA 2010.
- (3) Peer salaries are assumed to increase by 1% in 2011-2012, and 2% annually from 2012 to 2017-18.
- (4) GMU appropriated salary excludes COLA of 8.57%. Including COLA, GMU percentile to peers is at 14% in FY12.
- (5) Institution's average faculty salary is above the 60th percentile of its peer salaries. It is given a floor salary increase of 2% annually in Option 1.