

VIRGINIA MILITARY INSTITUTE

LEXINGTON, VIRGINIA 24450-0304

OFFICE OF THE SUPERINTENDENT

Phone 540-464-7311

Fax 540-464-7660

Virginia Relay/TDD dial 711

11 January 2024

MEMORANDUM TO THE VMI BOARD OF VISITORS THROUGH THE ACADEMIC AFFAIRS COMMITTEE

SUBJECT: Approval of Recommended Entrance Rate Guidelines for Academic Salaries

Background

The Board of Visitors is charged with the responsibility of approving entrance rate guidelines for faculty salaries at each academic rank.

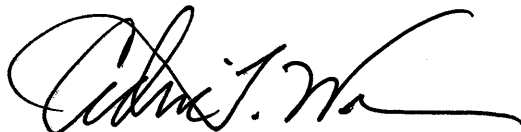
Discussion

The VMI Compensation Committee was formed in 1986 and charged with developing a salary plan that reflected the academic marketplace. From 1986 through 2013, the Committee developed faculty salary recommendations using a model based on an annual publication entitled *Faculty Survey by Discipline* (published by Oklahoma State University). However, after an extensive study, the Committee began developing a new faculty compensation model in 2014 using the *National Faculty Salary Survey Multi-Discipline Report* published annually by the College and University Professional Association for Human Resources (CUPA-HR) as a data source. After several iterations, a new, market-based model was finalized in 2017, which yields a target salary for each rank in each discipline according to the number of years of service within that rank and is used as a guideline for new hires and equity in compensation considerations.

The guidelines for faculty entrance salaries recommended by the Deputy Superintendent for Academics and Dean of the Faculty for the 2024-25 academic year are in Enclosure (1).

Recommended Motion

“The Academic Affairs Committee has considered the Recommended Entrance Rate Guidelines for Faculty Salaries for the 2024-25 academic year, dated 11 January 2024. I move that the Board of Visitors approve these Guidelines and that they be made part of the minutes.”



Cedric T. Wins '85

Major General, U.S. Army (Retired)

Superintendent

VIRGINIA MILITARY INSTITUTE

RECOMMENDED ENTRANCE RATE GUIDELINES FOR FACULTY SALARIES FOR THE 2024-25 ACADEMIC YEAR WITH 0 YEARS IN RANK

11 January 2024

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
Arts & Humanities Division			
English, Rhetoric & Humanistic Studies	\$91,700	\$81,200	\$71,200
History	\$96,400	\$85,100	\$73,600
Modern Languages & Cultures	\$99,100	\$87,200	\$75,400
Engineering Division			
Civil & Environmental Engineering	\$137,000	\$120,100	\$105,300
Electrical & Computer Engineering	\$145,700	\$128,800	\$112,200
Mechanical Engineering	\$141,700	\$122,600	\$107,100
Life Sciences Division			
Biology	\$94,800	\$83,200	\$71,200
Human Performance & Wellness	\$98,300	\$86,200	\$73,700
Psychology	\$99,400	\$88,300	\$77,300
Natural Sciences Division			
Applied Mathematics	\$109,900	\$100,000	\$94,300
Chemistry	\$100,500	\$89,300	\$80,400
Physics and Astronomy	\$105,400	\$94,700	\$87,600
Information & Social Sciences Division			
Computer & Information Sciences	\$132,400	\$117,900	\$103,900
Economics & Business	\$143,000	\$132,000	\$120,700
International Studies & Political Science	\$111,200	\$98,900	\$91,400

Enclosure (1)

RECOMMENDED ENTRANCE RATE GUIDELINES FOR FACULTY SALARIES
FOR THE 2024-25 ACADEMIC YEAR (Continued)
11 January 2024

Additional Salary Per Year in Rank

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
Arts & Humanities Division			
English, Rhetoric & Humanistic Studies	\$900	\$900	\$900
History	\$900	\$1,100	\$1,100
Modern Languages & Cultures	\$1,000	\$1,200	\$1,100
Engineering Division			
Civil & Environmental Engineering	\$1,800	\$1,400	\$1,400
Electrical & Computer Engineering	\$1,400	\$1,600	\$1,600
Mechanical Engineering	\$1,900	\$1,700	\$1,700
Life Sciences Division			
Biology	\$900	\$1,200	\$1,200
Physical Education	\$900	\$1,300	\$1,300
Psychology	\$900	\$1,000	\$1,000
Natural Sciences Division			
Applied Mathematics	\$1,300	\$200	\$200
Chemistry	\$1,000	\$1,000	\$800
Physics & Astronomy	\$1,300	\$400	\$400
Information & Social Sciences Division			
Computer & Information Sciences	\$1,200	\$1,300	\$1,300
Economics & Business	\$900	\$500	\$500
International Studies & Political Science	\$1,700	\$500	\$500