

# VIRGINIA MILITARY INSTITUTE

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21 January 2025

## 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 that 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 2025-26 academic year are in Enclosure (1).

### Recommended Motion

“The Academic Affairs Committee has considered the Recommended Entrance Rate Guidelines for Faculty Salaries for the 2025-26 academic year, dated 21 January 2025. 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 2025-26 ACADEMIC YEAR WITH 0 YEARS IN RANK

21 January 2025

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
<b>Arts &amp; Humanities Division</b>			
English, Rhetoric & Humanistic Studies	\$98,900	\$87,100	\$75,300
History	\$101,100	\$88,600	\$75,200
Modern Languages & Cultures	\$101,500	\$90,700	\$83,500
<b>Engineering Division</b>			
Civil & Environmental Engineering	\$145,900	\$126,800	\$109,600
Electrical & Computer Engineering	\$151,200	\$134,100	\$118,900
Mechanical Engineering	\$146,300	\$126,700	\$109,800
<b>Life Sciences Division</b>			
Biology	\$104,800	\$92,000	\$78,900
Human Performance & Wellness	\$103,500	\$90,800	\$78,000
Psychology	\$103,700	\$92,300	\$81,500
<b>Natural Sciences Division</b>			
Applied Mathematics	\$117,500	\$107,900	\$101,900
Chemistry	\$105,300	\$93,400	\$84,100
Physics and Astronomy	\$111,700	\$99,900	\$91,100
<b>Information &amp; Social Sciences Division</b>			
Computer & Information Sciences	\$139,500	\$124,800	\$109,300
Economics & Business	\$150,000	\$138,000	\$122,900
International Studies & Political Science	\$119,300	\$106,800	\$99,700

Enclosure (1)

RECOMMENDED ENTRANCE RATE GUIDELINES FOR FACULTY SALARIES  
FOR THE 2025-26 ACADEMIC YEAR (Continued)  
21 January 2025

Additional Salary Per Year in Rank

	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>
<b>Arts &amp; Humanities Division</b>			
English, Rhetoric & Humanistic Studies	\$1,000	\$1,200	\$1,200
History	\$900	\$1,400	\$1,400
Modern Languages & Cultures	\$1,100	\$700	\$1,300
<b>Engineering Division</b>			
Civil & Environmental Engineering	\$2,000	\$1,700	\$1,700
Electrical & Computer Engineering	\$1,700	\$1,300	\$1,300
Mechanical Engineering	\$2,100	\$1,600	\$1,600
<b>Life Sciences Division</b>			
Biology	\$1,000	\$1,300	\$1,300
Physical Education	\$1,100	\$1,300	\$1,300
Psychology	\$1,000	\$1,000	\$1,000
<b>Natural Sciences Division</b>			
Applied Mathematics	\$1,100	\$200	\$200
Chemistry	\$1,000	\$1,000	\$800
Physics & Astronomy	\$1,300	\$600	\$600
<b>Information &amp; Social Sciences Division</b>			
Computer & Information Sciences	\$1,000	\$1,400	\$1,400
Economics & Business	\$800	\$700	\$700
International Studies & Political Science	\$1,700	\$300	\$300