

MINUTES
UNIVERSITY ADVISORY COUNCIL ON
STRATEGIC BUDGETING AND PLANNING
March 17, 2022

Present: Scott Case, Carol Cash, Nikolaos Dervisis, Jeff Earley, Joell Eifert, Nancy Gruber, Dan Harrington, Tim Hodge, Ed Lener, Erin McCann, Ken Miller, Sean O'Keefe, and Michael Sorice.

Absent with Notice: Cyril Clarke, Anusha Prasad,

Absent: Angel Carter, Don Hatfield, Bob Hicok, Mintai Kim, Joe Merola, and Liza Morris

Guests: Nancy Meacham (substitute for Ken Miller), Jean Claude Mbarushimana (substitute for Anusha Prasad), Rachel Gabriele, Brennan Shepard & Ronald Fricker

1. Announcement of approval and posting of minutes of February 17, 2022

The February 17, 2022 minutes have been approved and forwarded to the University Council for posting on the web.

2. Presentation

Brennan Shepard, Director of Financial Planning in The Office of Budget and Financial Planning, and Rachel Gabriele, Assistant Provost for Faculty Initiatives Policies, shared an Overview of Faculty Salaries with the Council. Brennan provided some background information to the Council, including the data sources used to monitor salary averages, which include IPEDS, AAUP, and the Oklahoma State Annual Faculty Salary Survey. He also shared that faculty compensation variables used include Tenure-status, rank and discipline. For Fall 2021, the average salary for continuing faculty increased 6.1%.

Rachel Gabriele reviewed several comparisons of VT to the Top 20 Land Grant Schools and SCHEV Peers, including the percent of instructional faculty by tenure status. Rachel shared that the composition of faculty affects the overall weighted salary average and VT has a larger percent of Tenure-track faculty than our peers. She also shared the list of institutions who participated in the Oklahoma State Faculty Salary Survey and benchmarking from that survey.

Brennan finished the presentation by sharing that the General Assembly is considering a 5% salary increase effective June 10, 2022 as part of the 2022-24 biennial budget. He reminded the Council the General Assembly adjourned without a final budget, but is currently in Special Session to finalize. Council members participated in discussion of the topic, a copy of the presentation is attached to these minutes.

3. Adjournment

There being no further business, the meeting adjourned at 4:56 p.m.

OVERVIEW OF FACULTY SALARIES

UNIVERSITY ADVISORY COUNCIL ON STRATEGIC
BUDGETING AND PLANNING

MARCH 17, 2022

BACKGROUND

- VT annually monitor market competitiveness by comparing average salaries to other research institutions, land grant institutions, and SCHEV Peer group
- VT uses a variety of data sources to monitor average salaries, including IPEDS, AAUP, and the Oklahoma State Annual Faculty Salary Survey
 - National comparison data is generally provided by rank and discipline
- Faculty compensation comparisons are multi-faceted. Comparison variables include:
 - Tenure-status
 - Rank
 - Discipline

FALL 2021 AVERAGE SALARY INCREASE

COMMONWEALTH OF VIRGINIA CONSOLIDATED SALARY AVERAGE GUIDANCE
LIMITED TO E&G-FUNDED INSTRUCTIONAL FACULTY

<u>T&R Instructional Faculty</u>	12/31/2020		12/31/2021		% Increase
	FTE	Average Salary	FTE	Average Salary	
Continuing	1,722	\$ 105,464	1,722	\$ 111,946	6.1%
Departed	164	\$ 102,051	-	-	-
New	-	-	182	\$ 96,265	-
Overall	1,886	\$ 105,167	1,904	\$ 110,447	5.0%

FALL 2021 AVERAGE SALARY INCREASE

BY RANK

Rank	12/31/2020		12/31/2021		Change	
	FTE	Average Salary	FTE	Average Salary	FTE	Average Salary
Instructor	282	\$ 55,219	284	\$ 56,748	2	2.8%
Assistant Professor	558	\$ 92,726	536	\$ 96,711	(22)	4.3%
Associate Professor	506	\$ 104,694	489	\$ 109,624	(17)	4.7%
Professor	530	\$ 145,718	579	\$ 151,754	49	4.1%
	1,876	\$ 105,167	1,888	\$ 110,447	12	5.0%

BENCHMARKING - TOP 20 LAND GRANTS

Strategic Plan Objective: Achieve progress in competitive faculty salaries toward the 50th percentile of Research (R1) Public Land-Grant Universities by 2024

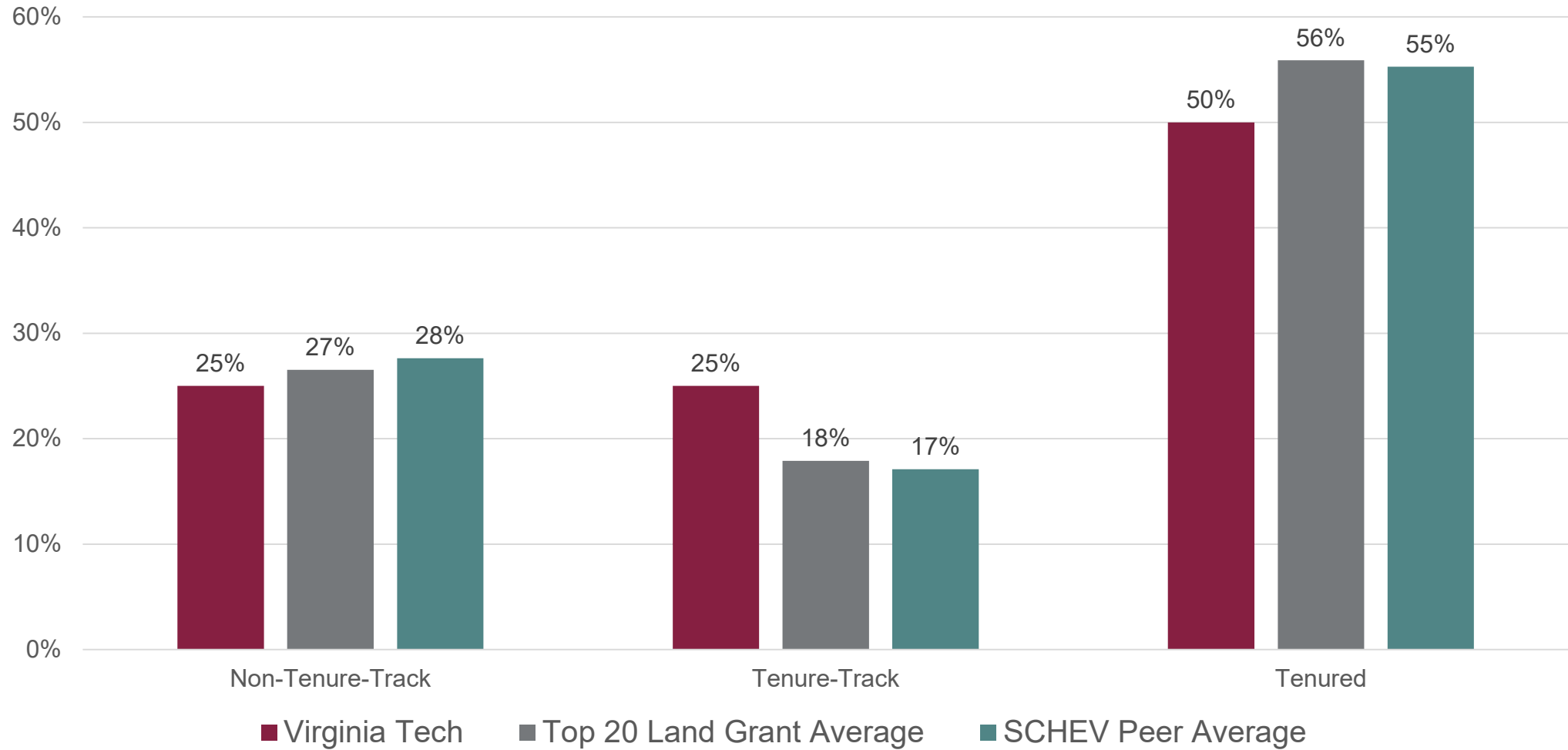
AVERAGE TEACHING & RESEARCH FACULTY SALARY





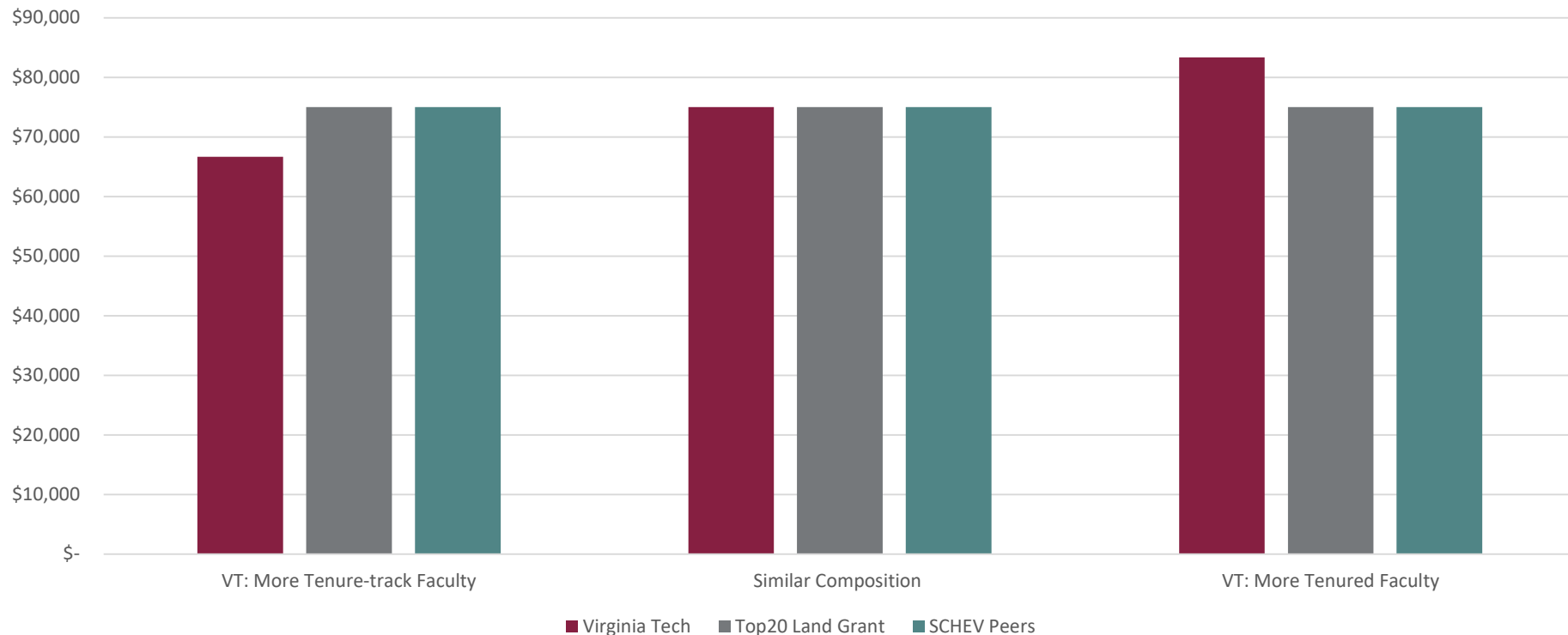
INSTRUCTIONAL FACULTY BY TENURE STATUS

FALL 2020



RANK COMPOSITION EXAMPLE

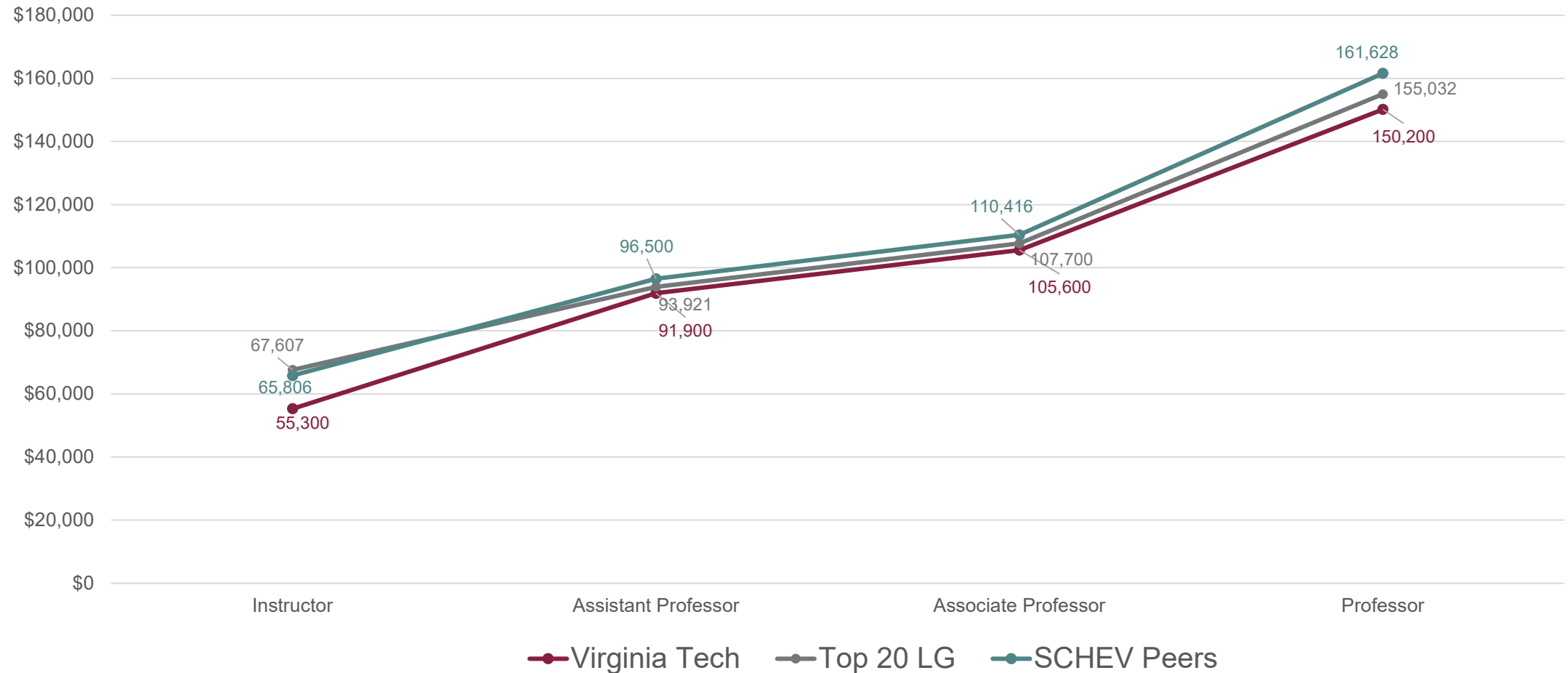
- Composition of faculty affects the overall weighted salary average
- Hypothetical example of Discipline XYZ:
 - VT and peers pay same average salary by rank
 - As VT composition changes, average salary of discipline changes





FACULTY SALARIES BY RANK

FALL 2020





OKLAHOMA STATE FACULTY SALARY SURVEY

PARTICIPATING UNIVERSITIES, 2020-21

TOP 20 LAND GRANT UNIVERSITIES

- > Michigan State University
- > Purdue University (IN)
- > Texas A & M University
- > University of Arizona
- > University of California at Davis
- > University of Delaware
- > University of Florida
- > University of Hawai'i at Manoa
- > University of Illinois at Urbana/Champaign
- > University of Maryland at College Park
- > University of Massachusetts
- > University of Minnesota-Twin Cities
- > University of Wisconsin at Madison
- > Washington State University

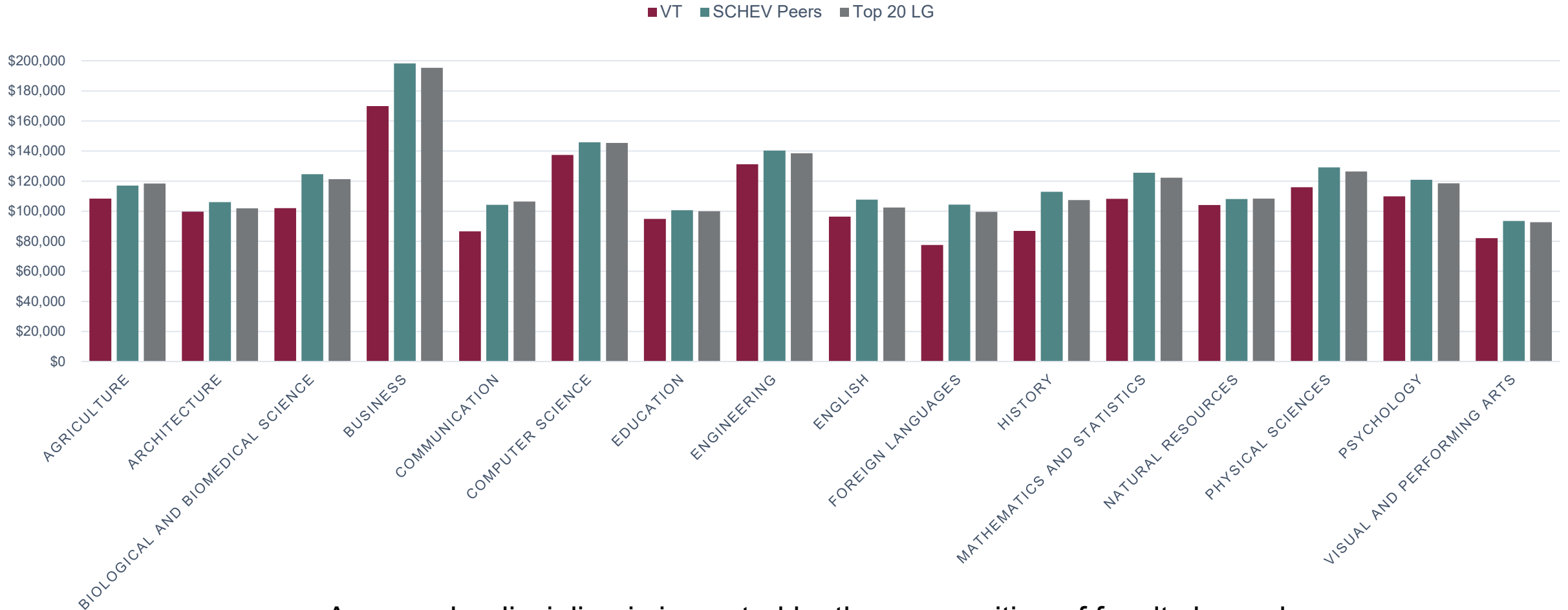
SCHEV PEERS

- > Iowa State University
- > Michigan State University
- > North Carolina State University at Raleigh
- > Purdue University (IN)
- > Texas A & M University
- > University at Buffalo (SUNY)
- > University of California at Berkeley
- > University of California at Davis
- > University of Florida
- > University of Illinois at Urbana/Champaign
- > University of Maryland at College Park
- > University of Minnesota-Twin Cities
- > University of Missouri at Columbia
- > University of Texas at Austin
- > University of Wisconsin at Madison



BENCHMARKING BY DISCIPLINE

AVERAGE T/TT FACULTY SALARIES | 2020-21



Average by discipline is impacted by the composition of faculty by rank.



BENCHMARKING BY DISCIPLINE

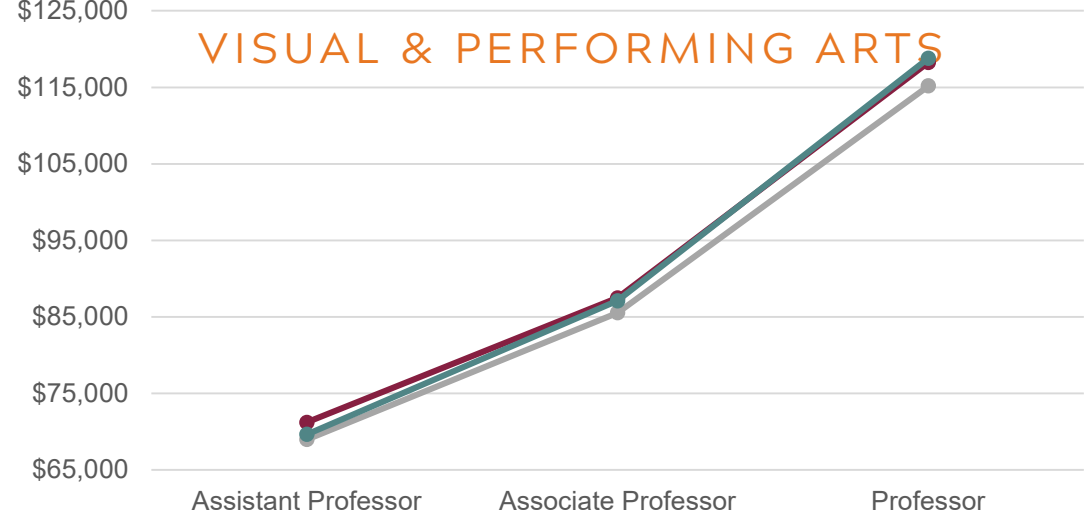
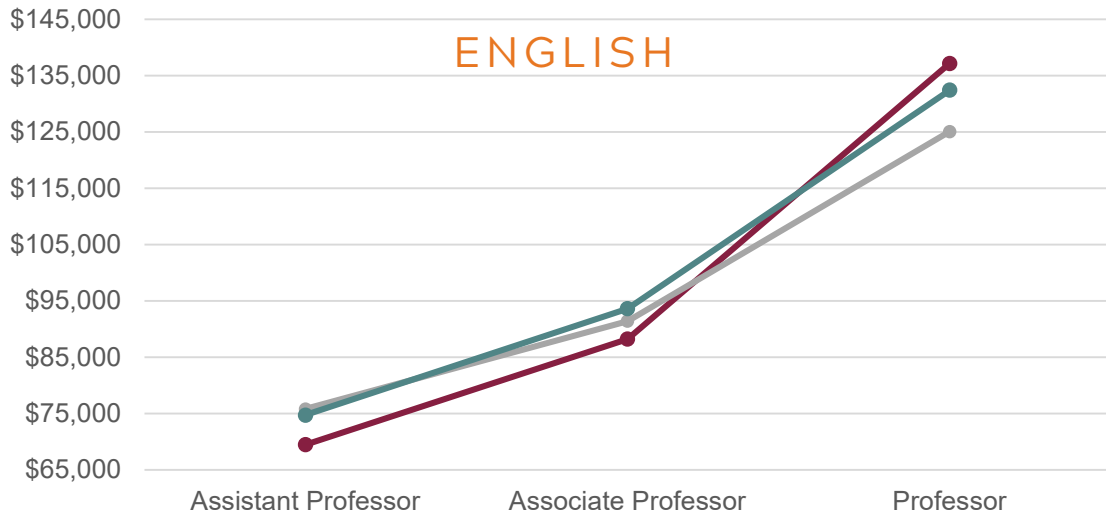
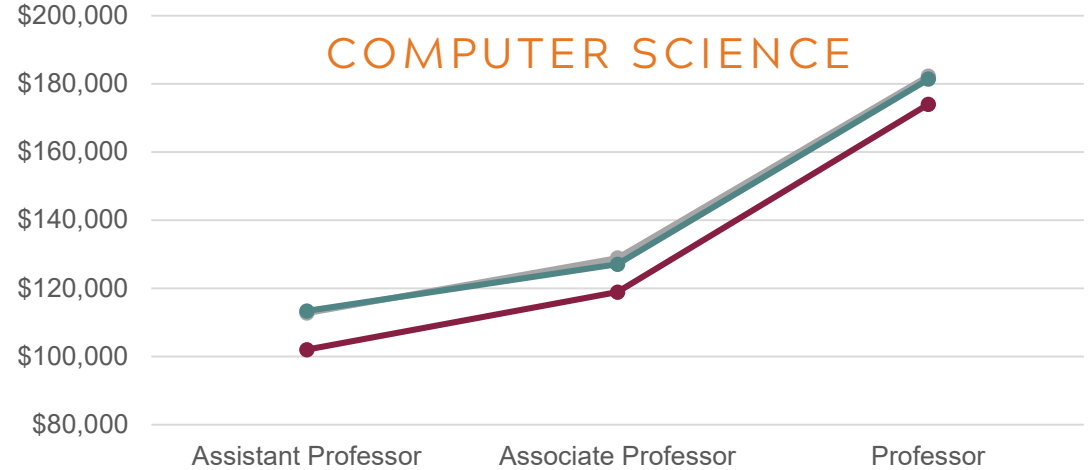
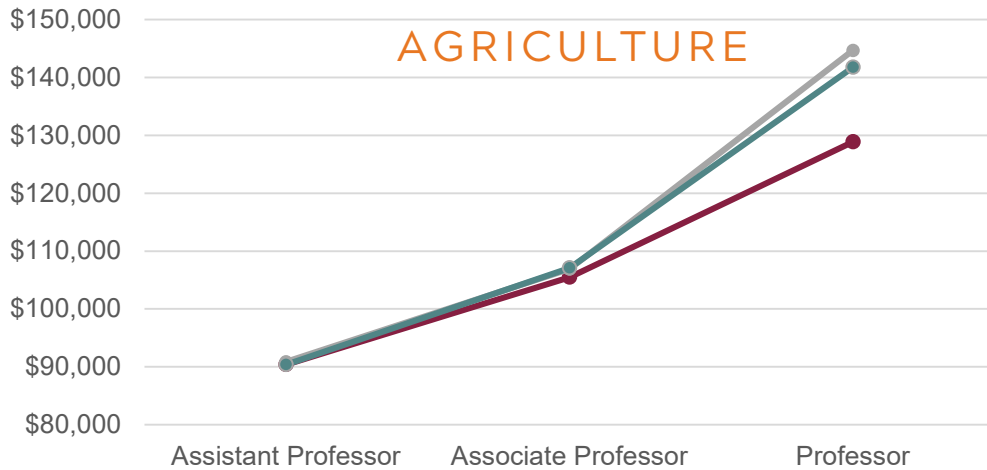
COMPARISON ACROSS RANKS

- Interest in looking at comparisons across disciplines through the ranks
- Influenced by composition of faculty at each in each discipline
- This approach can help identify trends, patterns for further discussion



BENCHMARKING BY DISCIPLINE

COMPARISON ACROSS RANKS | 2020-21



—●— Virginia Tech —●— Top 20 LG —●— SCHEV Peers

TAKEAWAYS

- Continuing faculty increased 6.1% from Fall 2020 to Fall 2021
- VT average salary is below average of the Top 20 Land Grants
- VT has larger proportion of early career faculty than peers
 - Enrollment growth and turnover lead to more early-career faculty
- VT average salaries are below comparison groups in many disciplines
 - Appointment rank distribution impacts comparisons
- Continued annual merit and national distinction processes can help move overall position and ensure top faculty are recognized/retained

SALARY PROGRAM FALL 2022

- General Assembly considering a 5% salary increase effective June 10, 2022 as part of the 2022-24 biennial budget. Faculty increases based on merit.
- Promotion & Tenure program in addition to merit increases.
- National Distinction Program helps to recognize top performing faculty who have achieved distinction in their disciplines and are in demand by other institutions.
- Faculty compensation remains dynamic nationally
 - Cal-State system authorized 4% increase for 2021-22 and 2022-23
 - Iowa State implemented a 2.1% increase for Fall 2021
 - University of Illinois-Champaign implemented a 2% increase for Fall 2021
 - Michigan State implemented a 2% merit increase beginning Jan 1, 2022
 - Maryland – one- time bonus of \$1000 and a 1% COLA adjustment (effective January) and an additional 3% COLA adjustment July 2022.
 - University of Wisconsin- Madison – 2% increase effective January 2, 2022

DISCUSSION
