

# FACULTY AND STAFF

**Academic Faculty (Instructional and Research):** In comparison to Fall 2012, full-time faculty headcount increased by 0.9% (Table 6.1). Part-time faculty headcount increased by 6.2%, however, part-time faculty FTE decreased by 3.7% (Tables 6.1 and 6.2). Graduate assistants headcount also increased by 5.9% (Table 6.1). Overall, the number of full-time instructional faculty increased by 1.2%, while full-time research faculty decreased by 1.0%.

**Administrative/Professional Faculty and Support Staff:** The administrative/professional faculty and support staff headcount increased by 3.9% from Fall 2012, with administrative/professional faculty headcount increasing by 4.1% and classified staff headcount increasing by 3.8%.

**Faculty and Staff from Under-Represented Groups:** Of the 6,379 faculty and staff employed at Mason, 1,237 identified themselves as racial/ethnic minorities (19.4%) (Table 6.4). An additional 8.4% are non-resident aliens. If we exclude the 11.8% who did not report their race, the percentage of ethnic minorities is 22.0%; when combined with non-resident aliens, the percentage is 31.5%.

**Age and Years of Service for Instructional Faculty:** The average years of service by instructional faculty for Fall 2013 is 11.5 years, and the average age of instructional faculty is 50.5 years (Table 6.3). The majority (57.7%) of full-time professors are age 60 or older and more than a quarter (27.6%) of all faculty are 60 or older, suggesting that Mason can expect considerable turnover in the near term.

**Faculty Salary:** The average salary for Mason's full-time instructional faculty for 2013-2014 was \$95,307 (Table 6.5). When comparing Mason's average salary with its peer institutions, the State Council of Higher Education for Virginia (SCHEV) target is to have Mason's state-appropriated salary reach the 60th percentile of the peer salary average. For 2012, Mason's appropriated salary with the 1989 cost of living adjustments was at the 31st percentile (Table 6.9).

Tables below provide a useful resource regarding Mason's faculty and staff.

**TABLE 6.1 Total University Personnel by Job Classification, Fall 2013**

|   | 2009         | 2010         | 2011         | 2012         | 2013         | % Change<br>'12 to '13 |
|---|--------------|--------------|--------------|--------------|--------------|------------------------|
| <b>Academic Faculty (Instructional and Research)</b>            |              |              |              |              |              |                        |
| Full-Time Faculty   | 1,331        | 1,342        | 1,374        | 1,418        | 1,431        | 0.9%                   |
| Part-Time Faculty   | 972          | 1,026        | 1,119        | 1,059        | 1,125        | 6.2%                   |
| <b>Subtotal</b>   | <b>2,303</b> | <b>2,368</b> | <b>2,493</b> | <b>2,477</b> | <b>2,556</b> | <b>3.2%</b>            |
| Graduate Assistants   | 911          | 1,053        | 1,176        | 1,225        | 1,297        | 5.9%                   |
| <b>Academic Faculty Total</b>                                   | <b>3,214</b> | <b>3,421</b> | <b>3,669</b> | <b>3,702</b> | <b>3,853</b> | <b>4.1%</b>            |
| <b>Administrative/Professional Faculty and Classified Staff</b> |              |              |              |              |              |                        |
| Administrative and Professional Faculty                         | 666          | 691          | 734          | 757          | 788          | 4.1%                   |
| Classified Staff  | 1,431        | 1,534        | 1,629        | 1,674        | 1,738        | 3.8%                   |
| <i>Manager/Professional/Technical</i>                           | 856          | 880          | 943          | 981          | 1,025        | 4.5%                   |
| <i>Office/Clerical</i>  | 327          | 324          | 331          | 339          | 355          | 4.7%                   |
| <i>Skilled/Service</i>  | 248          | 330          | 355          | 354          | 358          | 1.1%                   |
| <b>Administrative Faculty and Classified Staff Total</b>        | <b>2,097</b> | <b>2,225</b> | <b>2,363</b> | <b>2,431</b> | <b>2,526</b> | <b>3.9%</b>            |
| <b>Total University Faculty and Staff</b>                       | <b>5,311</b> | <b>5,646</b> | <b>6,032</b> | <b>6,133</b> | <b>6,379</b> | <b>4.0%</b>            |

*Note: Total faculty includes full-time faculty on leave with pay/benefits but not faculty on leave without pay. The university president is included in administrative and professional faculty. Information is based on fall census data and excludes wage employees.*

**TABLE 6.2 University Personnel FTE and Headcount by Gender and Average Age, Fall 2013**

|                                       | Total FTE      | Total Headcount | Female N     | Female %     | Male N       | Male %       | Average Age |
|---------------------------------------|----------------|-----------------|--------------|--------------|--------------|--------------|-------------|
| <i>Instructional and Research</i>     |                |                 |              |              |              |              |             |
| <b>Full-Time Faculty</b>              | <b>1,431.0</b> | <b>1,431</b>    | <b>596</b>   | <b>41.6%</b> | <b>835</b>   | <b>58.4%</b> | <b>49.4</b> |
| <i>Instructional</i>                  | 1,241.0        | 1,241           | 529          | 42.6%        | 712          | 57.4%        | 50.5        |
| <i>Research</i>                       | 190.0          | 190             | 67           | 35.3%        | 123          | 64.7%        | 42.0        |
| <b>Part-Time Faculty</b>              | <b>377.4</b>   | <b>1,125</b>    | <b>524</b>   | <b>46.6%</b> | <b>601</b>   | <b>53.4%</b> | <b>49.9</b> |
| <i>Instructional</i>                  | 356.7          | 1,086           | 516          | 47.5%        | 570          | 52.5%        | 49.6        |
| <i>Research</i>                       | 20.7           | 39              | 8            | 20.5%        | 31           | 79.5%        | 58.2        |
| <b>Graduate Assistants*</b>           | <b>157.0</b>   | <b>1,297</b>    | <b>664</b>   | <b>51.2%</b> | <b>633</b>   | <b>48.8%</b> | <b>29.3</b> |
| <b>Subtotal</b>                       | <b>1,965.3</b> | <b>3,853</b>    | <b>1,784</b> | <b>46.3%</b> | <b>2,069</b> | <b>53.7%</b> | <b>42.8</b> |
| <i>Administrators and Staff</i>       |                |                 |              |              |              |              |             |
| <b>Admin and Professional Faculty</b> | <b>778.0</b>   | <b>788</b>      | <b>484</b>   | <b>61.4%</b> | <b>304</b>   | <b>38.6%</b> | <b>45.5</b> |
| <b>Classified Staff</b>               | <b>1,714.8</b> | <b>1,738</b>    | <b>999</b>   | <b>57.5%</b> | <b>739</b>   | <b>42.5%</b> | <b>42.9</b> |
| <i>Manager/Professional/Technical</i> | 1,012.1        | 1,025           | 626          | 61.1%        | 399          | 38.9%        | 42.1        |
| <i>Office/Clerical</i>                | 345.0          | 355             | 313          | 88.2%        | 42           | 11.8%        | 42.4        |
| <i>Skilled/Service</i>                | 357.8          | 358             | 60           | 16.8%        | 298          | 83.2%        | 45.8        |
| <b>Subtotal</b>                       | <b>2,492.9</b> | <b>2,526</b>    | <b>1,483</b> | <b>58.7%</b> | <b>1,043</b> | <b>41.3%</b> | <b>43.7</b> |
| <b>Faculty and Staff Total</b>        | <b>4,458.2</b> | <b>6,379</b>    | <b>3,267</b> | <b>51.2%</b> | <b>3,112</b> | <b>48.8%</b> | <b>43.1</b> |

\*Only Graduate Teaching Assistants are assigned an FTE; Graduate Research Assistants are not assigned an FTE.

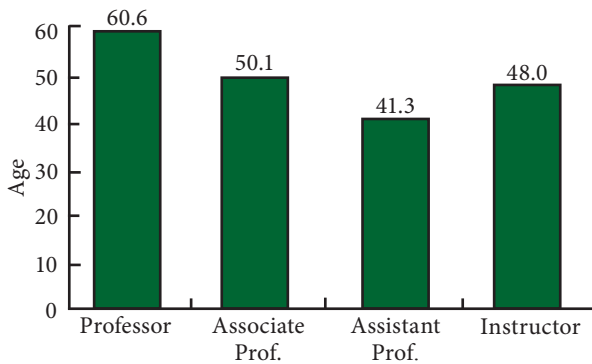
Note: Numbers may not add up to subtotals/totals due to rounding.

**TABLE 6.3 Full-Time Instructional Faculty by Age and Years of Service by Rank, Fall 2013**

|                            | Total        | Age 29 or Less | Age 30-39  | Age 40-49  | Age 50-59  | Age 60 or More | Average Age | Average Years of Service |
|----------------------------|--------------|----------------|------------|------------|------------|----------------|-------------|--------------------------|
| <b>Professor</b>           | <b>376</b>   | <b>0</b>       | <b>1</b>   | <b>50</b>  | <b>108</b> | <b>217</b>     | <b>60.6</b> | <b>18.0</b>              |
| <i>% of total</i>          |              | 0.0%           | 0.3%       | 13.3%      | 28.7%      | 57.7%          |             |                          |
| <b>Associate Professor</b> | <b>407</b>   | <b>0</b>       | <b>49</b>  | <b>174</b> | <b>102</b> | <b>82</b>      | <b>50.1</b> | <b>13.3</b>              |
| <i>% of total</i>          |              | 0.0%           | 12.0%      | 42.8%      | 25.1%      | 20.1%          |             |                          |
| <b>Assistant Professor</b> | <b>370</b>   | <b>12</b>      | <b>172</b> | <b>118</b> | <b>47</b>  | <b>21</b>      | <b>41.3</b> | <b>4.1</b>               |
| <i>% of total</i>          |              | 3.2%           | 46.5%      | 31.9%      | 12.7%      | 5.7%           |             |                          |
| <b>Instructor</b>          | <b>88</b>    | <b>6</b>       | <b>22</b>  | <b>21</b>  | <b>17</b>  | <b>22</b>      | <b>48.0</b> | <b>6.4</b>               |
| <i>% of total</i>          |              | 6.8%           | 25.0%      | 23.9%      | 19.3%      | 25.0%          |             |                          |
| <b>Total</b>               | <b>1,241</b> | <b>18</b>      | <b>244</b> | <b>363</b> | <b>274</b> | <b>342</b>     | <b>50.5</b> | <b>11.5</b>              |
| <i>% of Total</i>          |              | 1.5%           | 19.7%      | 29.3%      | 22.1%      | 27.6%          |             |                          |

Note: Percentages may not add up to totals due to rounding.

**Fig. 6.1 Full-Time Instructional Faculty Average Age by Rank, Fall 2013**



**Fig. 6.2 Full-Time Instructional Faculty Average Years of Service to Mason by Rank, Fall 2013**

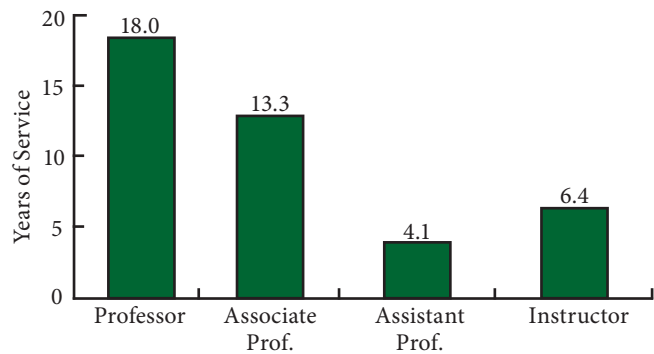


TABLE 6.4 Racial and Ethnic Distribution of University Personnel, Fall 2013

|  | Total        | Amer.<br>Ind./AK<br>Native | Asian      | Black/<br>Afr.<br>Amer. | His-<br>panic | Pac.<br>Island | Two<br>or<br>More | White        | Non-<br>Resident<br>Alien | Not<br>Re-<br>ported |
|--|--------------|----------------------------|------------|-------------------------|---------------|----------------|-------------------|--------------|---------------------------|----------------------|
| <i>Instructional and Research</i>              |              |                            |            |                         |               |                |                   |              |                           |                      |
| <b>Full-Time Faculty</b>                       | <b>1,431</b> | <b>5</b>                   | <b>137</b> | <b>45</b>               | <b>30</b>     | <b>0</b>       | <b>3</b>          | <b>893</b>   | <b>89</b>                 | <b>229</b>           |
| <i>% of total</i>                              |              | 0.3%                       | 9.6%       | 3.1%                    | 2.1%          | 0.0%           | 0.2%              | 62.4%        | 6.2%                      | 16.0%                |
| <i>Instructional</i>                           | 1,241        | 5                          | 114        | 43                      | 27            | 0              | 2                 | 820          | 50                        | 180                  |
| <i>% of total</i>                              |              | 0.4%                       | 9.2%       | 3.5%                    | 2.2%          | 0.0%           | 0.2%              | 66.1%        | 4.0%                      | 14.5%                |
| <i>Research</i>                                | 190          | 0                          | 23         | 2                       | 3             | 0              | 1                 | 73           | 39                        | 49                   |
| <i>% of total</i>                              |              | 0.0%                       | 12.1%      | 1.1%                    | 1.6%          | 0.0%           | 0.5%              | 38.4%        | 20.5%                     | 25.8%                |
| <b>Part-Time Faculty</b>                       | <b>1,125</b> | <b>4</b>                   | <b>59</b>  | <b>58</b>               | <b>37</b>     | <b>0</b>       | <b>2</b>          | <b>765</b>   | <b>24</b>                 | <b>176</b>           |
| <i>% of total</i>                              |              | 0.4%                       | 5.2%       | 5.2%                    | 3.3%          | 0.0%           | 0.2%              | 68.0%        | 2.1%                      | 15.6%                |
| <i>Instructional</i>                           | 1,086        | 4                          | 57         | 56                      | 36            | 0              | 2                 | 742          | 19                        | 170                  |
| <i>% of total</i>                              |              | 0.4%                       | 5.2%       | 5.2%                    | 3.3%          | 0.0%           | 0.2%              | 68.3%        | 1.7%                      | 15.7%                |
| <i>Research</i>                                | 39           | 0                          | 2          | 2                       | 1             | 0              | 0                 | 23           | 5                         | 6                    |
| <i>% of total</i>                              |              | 0.0%                       | 5.1%       | 5.1%                    | 2.6%          | 0.0%           | 0.0%              | 59.0%        | 12.8%                     | 15.4%                |
| <b>Graduate Assistants</b>                     | <b>1,297</b> | <b>0</b>                   | <b>60</b>  | <b>61</b>               | <b>46</b>     | <b>3</b>       | <b>17</b>         | <b>583</b>   | <b>388</b>                | <b>139</b>           |
| <i>% of total</i>                              |              | 0.0%                       | 4.6%       | 4.7%                    | 3.5%          | 0.2%           | 1.3%              | 44.9%        | 29.9%                     | 10.7%                |
| <i>Administrators and Staff</i>                |              |                            |            |                         |               |                |                   |              |                           |                      |
| <b>Admin and Professional Faculty</b>          | <b>788</b>   | <b>0</b>                   | <b>45</b>  | <b>60</b>               | <b>20</b>     | <b>0</b>       | <b>12</b>         | <b>506</b>   | <b>6</b>                  | <b>139</b>           |
| <i>% of total</i>                              |              | 0.0%                       | 5.7%       | 7.6%                    | 2.5%          | 0.0%           | 1.5%              | 64.2%        | 0.8%                      | 17.6%                |
| <b>Classified Staff</b>                        | <b>1,738</b> | <b>4</b>                   | <b>140</b> | <b>191</b>              | <b>173</b>    | <b>7</b>       | <b>18</b>         | <b>1,104</b> | <b>30</b>                 | <b>71</b>            |
| <i>% of total</i>                              |              | 0.2%                       | 8.1%       | 11.0%                   | 10.0%         | 0.4%           | 1.0%              | 63.5%        | 1.7%                      | 4.1%                 |
| <i>Manager/Professional/<br/>    Technical</i> | 1,025        | 1                          | 89         | 96                      | 59            | 5              | 13                | 707          | 13                        | 42                   |
| <i>% of total</i>                              |              | 0.1%                       | 8.7%       | 9.4%                    | 5.8%          | 0.5%           | 1.3%              | 69.0%        | 1.3%                      | 4.1%                 |
| <i>Office/Clerical</i>                         | 355          | 1                          | 23         | 43                      | 24            | 1              | 4                 | 242          | 0                         | 17                   |
| <i>% of total</i>                              |              | 0.3%                       | 6.5%       | 12.1%                   | 6.8%          | 0.3%           | 1.1%              | 68.2%        | 0.0%                      | 4.8%                 |
| <i>Skilled/Service</i>                         | 358          | 2                          | 28         | 52                      | 90            | 1              | 1                 | 155          | 17                        | 12                   |
| <i>% of total</i>                              |              | 0.6%                       | 7.8%       | 14.5%                   | 25.1%         | 0.3%           | 0.3%              | 43.3%        | 4.7%                      | 3.4%                 |
| <b>Faculty and Staff Total</b>                 | <b>6,379</b> | <b>13</b>                  | <b>441</b> | <b>415</b>              | <b>306</b>    | <b>10</b>      | <b>52</b>         | <b>3,851</b> | <b>537</b>                | <b>754</b>           |
| <i>% of total</i>                              |              | 0.2%                       | 6.9%       | 6.5%                    | 4.8%          | 0.2%           | 0.8%              | 60.4%        | 8.4%                      | 11.8%                |

Note: Percentages may not add up to subtotals/totals due to rounding.

**TABLE 6.5 Average Full-Time Instructional Faculty Salaries**

|                     | 2012-2013         |                   | 2013-2014         |                   | % Change     |              |
|---------------------|-------------------|-------------------|-------------------|-------------------|--------------|--------------|
|                     | State Salary (\$) | Total Salary (\$) | State Salary (\$) | Total Salary (\$) | State Salary | Total Salary |
| Professor           | 127,165           | 130,351           | 130,642           | 133,770           | 2.7%         | 2.6%         |
| Associate Professor | 84,857            | 84,857            | 87,896            | 87,896            | 3.6%         | 3.6%         |
| Assistant Professor | 71,020            | 71,020            | 73,465            | 73,465            | 3.4%         | 3.4%         |
| Instructor          | 57,371            | 57,371            | 57,079            | 57,079            | -0.5%        | -0.5%        |
| <b>All Ranks</b>    | <b>91,370</b>     | <b>92,319</b>     | <b>94,360</b>     | <b>95,307</b>     | <b>3.3%</b>  | <b>3.2%</b>  |

Note: All salaries have been converted to a 9/10 month contract equivalent and 1.0 FTE. State salary is that portion of the salary funded through Educational and General appropriations. Total salary includes eminent scholar stipends.

Note: Because this table tracks salary by rank, it does not capture the entire salary picture due to faculty movement across ranks and due to differentials between departing faculty and new faculty.

**TABLE 6.6 Trends in Fall Average Full-Time Instructional Faculty Salaries (Total Salaries\* in dollars)**

|                     | 2009            | 2010            | 2011          | 2012          | 2013          |
|---------------------|-----------------|-----------------|---------------|---------------|---------------|
| Professor           | 126,406         | 127,311         | 130,942       | 130,351       | 133,770       |
| Associate Professor | 82,404          | 83,149          | 85,373        | 84,857        | 87,896        |
| Assistant Professor | 69,579          | 68,538          | 71,002        | 71,020        | 73,465        |
| Instructor          | 55,780          | 55,845          | 58,447        | 57,371        | 57,079        |
| <b>All Ranks</b>    | <b>\$89,025</b> | <b>\$89,901</b> | <b>92,523</b> | <b>92,319</b> | <b>95,307</b> |

\*Total salary includes eminent scholar stipends.

Note: Because this table tracks salary by rank, it does not capture the entire salary picture due to faculty movement across ranks and due to differentials between departing faculty and new faculty within a given rank.

**Fig. 6.3 Full-Time Instructional Faculty Salaries (Total Salaries with Eminent Scholar Stipends)**

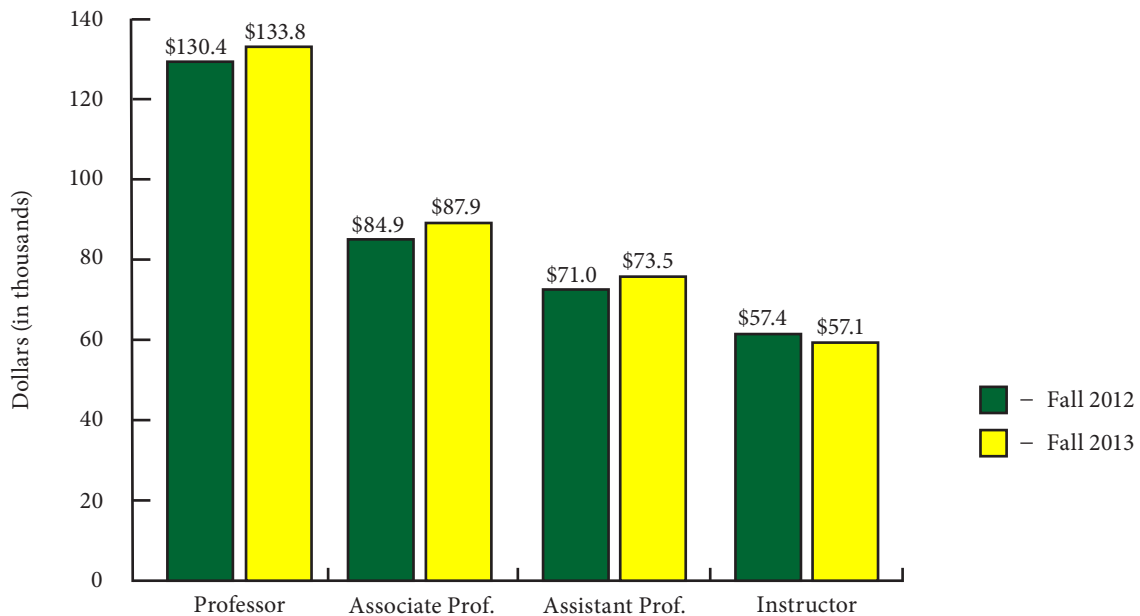


TABLE 6.7 Full-Time Faculty by Division/Department\*/Rank/Tenure Status, Fall 2013

|   | Total      | Rank       |              |             |           | Tenure Status |           |            | Type       |           | % With Terminal Degree |
|---|------------|------------|--------------|-------------|-----------|---------------|-----------|------------|------------|-----------|------------------------|
|   |            | Prof.      | Assoc. Prof. | Asst. Prof. | Instr.    | Tenured       | Track     | Term       | Instr.     | Rsrch.    |                        |
|   |            |            |              |             |           |               |           |            |            |           |                        |
| <b>College of Education and Human Development</b> | <b>126</b> | <b>28</b>  | <b>45</b>    | <b>48</b>   | <b>5</b>  | <b>64</b>     | <b>27</b> | <b>35</b>  | <b>123</b> | <b>3</b>  | <b>96.8%</b>           |
| CEHD Acad. Admin. & Student Services              | 1          | 0          | 1            | 0           | 0         | 1             | 0         | 0          | 1          | 0         | 100.0%                 |
| Graduate School of Education                      | 94         | 25         | 31           | 37          | 1         | 51            | 21        | 22         | 92         | 2         | 100.0%                 |
| School of Recreation, Health, and Tourism         | 31         | 3          | 13           | 11          | 4         | 12            | 6         | 13         | 30         | 1         | 87.1%                  |
| <b>College of Health and Human Services</b>       | <b>91</b>  | <b>17</b>  | <b>25</b>    | <b>37</b>   | <b>12</b> | <b>32</b>     | <b>19</b> | <b>40</b>  | <b>82</b>  | <b>9</b>  | <b>84.6%</b>           |
| CHHS Acad. Admin. and Student Services            | 2          | 2          | 0            | 0           | 0         | 2             | 0         | 0          | 1          | 1         | 100.0%                 |
| Center for Health Policy                          | 1          | 1          | 0            | 0           | 0         | 1             | 0         | 0          | 0          | 1         | 100.0%                 |
| Global and Community Health                       | 12         | 2          | 3            | 6           | 1         | 5             | 4         | 3          | 11         | 1         | 100.0%                 |
| Health Administration and Policy                  | 17         | 3          | 7            | 4           | 3         | 6             | 6         | 5          | 15         | 2         | 82.4%                  |
| Nursing   | 33         | 3          | 7            | 17          | 6         | 6             | 2         | 25         | 31         | 2         | 78.8%                  |
| Nutrition   | 5          | 1          | 1            | 3           | 0         | 1             | 4         | 0          | 5          | 0         | 80.0%                  |
| Rehabilitation Science                            | 6          | 1          | 1            | 4           | 0         | 2             | 2         | 2          | 4          | 2         | 83.3%                  |
| Social Work                                       | 15         | 4          | 6            | 3           | 2         | 9             | 1         | 5          | 15         | 0         | 86.7%                  |
| <b>College of Humanities and Social Sciences</b>  | <b>435</b> | <b>108</b> | <b>153</b>   | <b>140</b>  | <b>34</b> | <b>231</b>    | <b>74</b> | <b>130</b> | <b>403</b> | <b>32</b> | <b>89.2%</b>           |
| CHSS Acad. Admin. and Student Services            | 1          | 1          | 0            | 0           | 0         | 0             | 0         | 1          | 1          | 0         | 0.0%                   |
| Communication                                     | 42         | 12         | 9            | 10          | 11        | 16            | 5         | 21         | 35         | 7         | 73.8%                  |
| Criminology, Law, and Society                     | 26         | 3          | 7            | 6           | 10        | 8             | 4         | 14         | 13         | 13        | 57.7%                  |
| Economics   | 31         | 18         | 8            | 5           | 0         | 25            | 3         | 3          | 31         | 0         | 100.0%                 |
| English   | 78         | 14         | 31           | 28          | 5         | 36            | 13        | 29         | 78         | 0         | 88.5%                  |
| Higher Education Program                          | 4          | 2          | 2            | 0           | 0         | 4             | 0         | 0          | 4          | 0         | 100.0%                 |
| History and Art History                           | 57         | 14         | 24           | 19          | 0         | 34            | 7         | 16         | 50         | 7         | 96.5%                  |
| Interdisciplinary and Associated Programs         | 10         | 4          | 0            | 5           | 1         | 4             | 1         | 5          | 10         | 0         | 80.0%                  |
| Modern and Classical Languages                    | 32         | 4          | 7            | 17          | 4         | 11            | 8         | 13         | 32         | 0         | 84.4%                  |
| New Century College                               | 22         | 2          | 9            | 9           | 2         | 10            | 6         | 6          | 22         | 0         | 86.4%                  |
| Philosophy  | 11         | 1          | 7            | 3           | 0         | 7             | 3         | 1          | 11         | 0         | 100.0%                 |
| Psychology  | 47         | 11         | 19           | 17          | 0         | 26            | 9         | 12         | 42         | 5         | 97.9%                  |
| Public and International Affairs                  | 39         | 12         | 15           | 12          | 0         | 26            | 8         | 5          | 39         | 0         | 100.0%                 |
| Religious Studies                                 | 7          | 1          | 5            | 1           | 0         | 6             | 1         | 0          | 7          | 0         | 85.7%                  |
| Sociology and Anthropology                        | 26         | 8          | 10           | 7           | 1         | 17            | 6         | 3          | 26         | 0         | 96.2%                  |
| Women and Gender Studies                          | 2          | 1          | 0            | 1           | 0         | 1             | 0         | 1          | 2          | 0         | 100.0%                 |
| <b>College of Science</b>                         | <b>293</b> | <b>85</b>  | <b>70</b>    | <b>107</b>  | <b>31</b> | <b>119</b>    | <b>25</b> | <b>149</b> | <b>199</b> | <b>94</b> | <b>82.3%</b>           |
| COS Acad. Admin. and Student Services             | 36         | 8          | 7            | 16          | 5         | 7             | 0         | 29         | 12         | 24        | 66.7%                  |
| Atmospheric, Oceanic, and Earth Sciences          | 21         | 8          | 5            | 8           | 0         | 12            | 3         | 6          | 17         | 4         | 90.5%                  |
| Biology   | 17         | 1          | 4            | 11          | 1         | 1             | 0         | 16         | 17         | 0         | 76.5%                  |
| Biomedical Program                                | 4          | 0          | 0            | 0           | 4         | 0             | 0         | 4          | 4          | 0         | 0.0%                   |
| Biomedical Research Lab                           | 4          | 4          | 0            | 0           | 0         | 3             | 0         | 1          | 3          | 1         | 100.0%                 |
| Chemistry   | 17         | 4          | 7            | 6           | 0         | 10            | 1         | 6          | 17         | 0         | 100.0%                 |
| Center for Earth Observation                      | 13         | 1          | 1            | 5           | 6         | 0             | 0         | 13         | 0          | 13        | 15.4%                  |
| Center for Environmental Science and Technology   | 2          | 1          | 0            | 1           | 0         | 0             | 0         | 2          | 0          | 2         | 100.0%                 |
| Center for Intelligent Spatial Computing          | 2          | 0          | 0            | 1           | 1         | 0             | 0         | 2          | 0          | 2         | 50.0%                  |
| Center for Proteomics and Molec. Medicine         | 10         | 3          | 0            | 7           | 0         | 2             | 1         | 7          | 3          | 7         | 80.0%                  |
| Center for Spatial Info. Science and Systems      | 12         | 3          | 4            | 1           | 4         | 0             | 0         | 12         | 0          | 12        | 75.0%                  |
| Environmental Science and Policy                  | 21         | 4          | 8            | 8           | 1         | 10            | 4         | 7          | 19         | 2         | 95.2%                  |

\*Departments as listed in Banner Finance System.

\*\*University total with terminal degree excludes University Life faculty.

(Continues on next page)

TABLE 6.7 Full-Time Faculty by Division/Department\*/Rank/Tenure Status, Fall 2013 (Continued)

|  | Total        | Rank       |              |             |            | Tenure Status |            |            | Type        |            | % With Terminal Degree |
|--|--------------|------------|--------------|-------------|------------|---------------|------------|------------|-------------|------------|------------------------|
|  |              | Prof.      | Assoc. Prof. | Asst. Prof. | Instr.     | Tenure        |            |            | Instr.      | Rsrch.     |                        |
|  |              |            |              |             |            | Tenured       | Track      | Term       |             |            |                        |
| <b>College of Science (Continued)</b>                    | <b>293</b>   | <b>85</b>  | <b>70</b>    | <b>107</b>  | <b>31</b>  | <b>119</b>    | <b>25</b>  | <b>149</b> | <b>199</b>  | <b>94</b>  | <b>82.3%</b>           |
| Geography and Geoinformation Sciences                    | 25           | 6          | 8            | 10          | 1          | 13            | 4          | 8          | 19          | 6          | 88.0%                  |
| Mathematical Sciences                                    | 35           | 16         | 6            | 7           | 6          | 22            | 4          | 9          | 35          | 0          | 88.6%                  |
| National Center for Biodefense and Infectious Diseases   | 8            | 1          | 1            | 6           | 0          | 1             | 3          | 4          | 4           | 4          | 87.5%                  |
| School of Physics, Astronomy, and Computational Sciences | 55           | 21         | 13           | 19          | 2          | 28            | 5          | 22         | 39          | 16         | 92.7%                  |
| School of Systems Biology                                | 11           | 4          | 6            | 1           | 0          | 10            | 0          | 1          | 10          | 1          | 100.0%                 |
| <b>College of Visual and Performing Arts</b>             | <b>70</b>    | <b>21</b>  | <b>27</b>    | <b>22</b>   | <b>0</b>   | <b>44</b>     | <b>9</b>   | <b>17</b>  | <b>69</b>   | <b>1</b>   | <b>74.3%</b>           |
| CVPA Acad. Admin. and Student Services                   | 3            | 1          | 0            | 2           | 0          | 1             | 0          | 2          | 2           | 1          | 33.3%                  |
| Art and Visual Technology                                | 22           | 6          | 11           | 5           | 0          | 17            | 0          | 5          | 22          | 0          | 90.9%                  |
| Arts Management Program                                  | 2            | 0          | 1            | 1           | 0          | 1             | 0          | 1          | 2           | 0          | 50.0%                  |
| Computer Game Design                                     | 5            | 0          | 1            | 4           | 0          | 1             | 1          | 3          | 5           | 0          | 40.0%                  |
| Dance  | 7            | 2          | 3            | 2           | 0          | 5             | 2          | 0          | 7           | 0          | 57.1%                  |
| Film and Video Studies                                   | 3            | 0          | 0            | 3           | 0          | 0             | 2          | 1          | 3           | 0          | 100.0%                 |
| Green Machine  | 1            | 0          | 1            | 0           | 0          | 1             | 0          | 0          | 1           | 0          | 100.0%                 |
| Music  | 20           | 11         | 5            | 4           | 0          | 12            | 3          | 5          | 20          | 0          | 70.0%                  |
| Theatre  | 7            | 1          | 5            | 1           | 0          | 6             | 1          | 0          | 7           | 0          | 85.7%                  |
| <b>Krasnow Institute for Advanced Study</b>              | <b>22</b>    | <b>6</b>   | <b>1</b>     | <b>13</b>   | <b>2</b>   | <b>5</b>      | <b>5</b>   | <b>12</b>  | <b>10</b>   | <b>12</b>  | <b>77.3%</b>           |
| <b>School for Conflict Analysis and Resolution</b>       | <b>23</b>    | <b>8</b>   | <b>6</b>     | <b>6</b>    | <b>3</b>   | <b>12</b>     | <b>2</b>   | <b>9</b>   | <b>19</b>   | <b>4</b>   | <b>82.6%</b>           |
| <b>School of Law</b>                                     | <b>46</b>    | <b>25</b>  | <b>4</b>     | <b>7</b>    | <b>10</b>  | <b>26</b>     | <b>5</b>   | <b>15</b>  | <b>35</b>   | <b>11</b>  | <b>91.3%</b>           |
| <b>School of Management</b>                              | <b>82</b>    | <b>12</b>  | <b>29</b>    | <b>33</b>   | <b>8</b>   | <b>34</b>     | <b>25</b>  | <b>23</b>  | <b>82</b>   | <b>0</b>   | <b>85.4%</b>           |
| <b>School of Public Policy</b>                           | <b>51</b>    | <b>32</b>  | <b>12</b>    | <b>6</b>    | <b>1</b>   | <b>38</b>     | <b>6</b>   | <b>7</b>   | <b>46</b>   | <b>5</b>   | <b>94.1%</b>           |
| <b>Volgenau School of Engineering</b>                    | <b>156</b>   | <b>44</b>  | <b>56</b>    | <b>41</b>   | <b>15</b>  | <b>82</b>     | <b>22</b>  | <b>52</b>  | <b>139</b>  | <b>17</b>  | <b>91.0%</b>           |
| VSE Acad. Admin. and Student Services                    | 1            | 1          | 0            | 0           | 0          | 1             | 0          | 0          | 1           | 0          | 100.0%                 |
| Applied Information Technology                           | 17           | 2          | 6            | 3           | 6          | 3             | 1          | 13         | 17          | 0          | 64.7%                  |
| Bioengineering   | 10           | 1          | 1            | 8           | 0          | 2             | 5          | 3          | 8           | 2          | 90.0%                  |
| C4I Center   | 9            | 1          | 1            | 2           | 5          | 0             | 0          | 9          | 0           | 9          | 55.6%                  |
| Civil Engineering and Infrastructure                     | 11           | 3          | 2            | 6           | 0          | 5             | 4          | 2          | 11          | 0          | 100.0%                 |
| Computer Science   | 46           | 13         | 20           | 13          | 0          | 32            | 5          | 9          | 43          | 3          | 95.7%                  |
| Center for Secure Information                            | 2            | 1          | 0            | 1           | 0          | 0             | 0          | 2          | 0           | 2          | 100.0%                 |
| Electrical and Computer Engineering                      | 29           | 11         | 14           | 4           | 0          | 22            | 2          | 5          | 28          | 1          | 96.6%                  |
| Statistics   | 14           | 3          | 6            | 1           | 4          | 8             | 1          | 5          | 14          | 0          | 100.0%                 |
| Systems Engineering and Oper. Research                   | 17           | 8          | 6            | 3           | 0          | 9             | 4          | 4          | 17          | 0          | 100.0%                 |
| <b>Academic Administration</b>                           | <b>17</b>    | <b>11</b>  | <b>0</b>     | <b>5</b>    | <b>1</b>   | <b>10</b>     | <b>0</b>   | <b>7</b>   | <b>15</b>   | <b>2</b>   | <b>82.4%</b>           |
| <b>University Life</b>                                   | <b>19</b>    | <b>0</b>   | <b>0</b>     | <b>0</b>    | <b>19</b>  | <b>0</b>      | <b>0</b>   | <b>19</b>  | <b>19</b>   | <b>0</b>   | <b>5.3%</b>            |
| English Language Institute                               | 19           | 0          | 0            | 0           | 19         | 0             | 0          | 19         | 19          | 0          | 5.3%                   |
| <b>University Total</b>                                  | <b>1,431</b> | <b>397</b> | <b>428</b>   | <b>465</b>  | <b>141</b> | <b>697</b>    | <b>219</b> | <b>515</b> | <b>1241</b> | <b>190</b> | <b>87.3%**</b>         |

\*Departments as listed in Banner Finance System.

\*\*University total with terminal degree excludes University Life faculty.

## SCHEV-APPROVED PEER INSTITUTIONS FACULTY DATA

The State Council of Higher Education for Virginia (SCHEV), in collaboration with institutions, creates a peer institution group for each public institution. The purpose of the peer group is to set salary targets, but the institution uses the peer group as a benchmark for other comparisons.

There are two issues that may explain the significant changes at some institutions in the number of full-time faculty reported to the Integrated Postsecondary Education Data System (IPEDS) from 2011 to 2012:

- 1.) institutions may be changing the full/part-time status of faculty in response to the Affordable Care Act,
- 2.) in 2012, IPEDS implemented changes to the occupational categories used for reporting employees.

**TABLE 6.8 SCHEV-Approved Peer Group Comparative Data**

| Peer Institutions                    | Fall 2011                         |  | Fall 2012                         |  | % Change                          |  |
|--------------------------------------|-----------------------------------|--|-----------------------------------|--|-----------------------------------|--|
|                                      | Full-Time<br>Instruct.<br>Faculty | Full-Time<br>Instruct.,<br>Research,<br>& Public<br>Service<br>Faculty | Full-Time<br>Instruct.<br>Faculty | Full-Time<br>Instruct.,<br>Research,<br>& Public<br>Service<br>Faculty | Full-Time<br>Instruct.<br>Faculty | Full-Time<br>Instruct.,<br>Research,<br>& Public<br>Service<br>Faculty |
| <i>George Mason University</i>       | 1,171                             | 1,374  | 1,226                             | 1,418  | 4.7%                              | 3.2%   |
| Arizona State University             | 2,389                             | 2,542  | 2,410                             | 2,554  | 0.9%                              | 0.5%   |
| Boston University*                   | 1,643                             | 2,015  | 1,639                             | 2,000  | -0.2%                             | -0.7%  |
| Florida State University*            | 1,259                             | 1,569  | 1,268                             | 1,628  | 0.7%                              | 3.8%   |
| George Washington University*        | 1,004                             | 1,061  | 1,059                             | 1,117  | 5.5%                              | 5.3%   |
| Michigan State University*           | 2,314                             | 2,314  | 2,234                             | 2,234  | -3.5%                             | -3.5%  |
| New York University*                 | 2,534                             | 3,213  | 2,579                             | 2,579  | 1.8%                              | -19.7%   |
| North Carolina State U. at Raleigh   | 1,736                             | 1,736  | 1,347                             | 1,937  | -22.4%                            | 11.6%  |
| Northeastern University              | 1,071                             | 1,103  | 1,120                             | 1,157  | 4.6%                              | 4.9%   |
| Rutgers U.-New Brunswick             | 1,736                             | 2,487  | 1,714                             | 2,471  | -1.3%                             | -0.6%  |
| Stony Brook University*              | 916                               | 917  | 857                               | 970  | -6.4%                             | 5.8%   |
| SUNY at Albany                       | 583                               | 591  | 583                               | 595  | 0.0%                              | 0.7%   |
| Syracuse University                  | 981                               | 1,048  | 1,020                             | 1,087  | 4.0%                              | 3.7%   |
| Temple University*                   | 1,453                             | 1,453  | 1,472                             | 1,472  | 1.3%                              | 1.3%   |
| U. of Arizona*                       | 1,530                             | 2,012  | 1,536                             | 1,915  | 0.4%                              | -4.8%  |
| U. of Connecticut*                   | 1,336                             | 1,450  | 1,394                             | 1,720  | 4.3%                              | 18.6%  |
| U. of Florida*                       | 2,176                             | 2,985  | 2,086                             | 2,926  | -4.1%                             | -2.0%  |
| U. of Illinois at Urbana-Champaign   | 2,050                             | 2,148  | 2,095                             | 2,201  | 2.2%                              | 2.5%   |
| U. of Kansas*                        | 1,175                             | 1,982  | 1,239                             | 1,852  | 5.4%                              | -6.6%  |
| U. of Maryland-College Park          | 1,668                             | 3,200  | 1,677                             | 3,193  | 0.5%                              | -0.2%  |
| U. of Massachusetts Amherst          | 1,221                             | 1,531  | 1,234                             | 1,473  | 1.1%                              | -3.8%  |
| U. of Minnesota-Twin Cities*         | 1,851                             | 3,195  | 2,348                             | 3,455  | 26.9%                             | 8.1%   |
| U. of Nebraska-Lincoln               | 1,131                             | 1,599  | 1,724                             | 1,917  | 52.4%                             | 19.9%  |
| U. of North Carolina at Chapel Hill* | 1,686                             | 1,686  | 1,661                             | 1,875  | -1.5%                             | 11.2%  |
| U. of Southern California*           | 1,723                             | 1,970  | 1,789                             | 2,028  | 3.8%                              | 2.9%   |
| U. of Washington-Seattle Campus*     | 1,831                             | 1,914  | 1,838                             | 2,905  | 0.4%                              | 51.8%  |
| <b>Average</b>                       | <b>1,560</b>                      | <b>1,909</b>   | <b>1,597</b>                      | <b>1,970</b>   | <b>3.1%</b>                       | <b>4.4%</b>  |

Note: *George Mason University's figures are excluded from the average calculation.*

\*Excludes Medical College faculty.

Source: IPEDS 2012-2013 Reporting Year

## PEER AVERAGE FACULTY SALARIES

Mason's peer institutions are used as a benchmark for establishing faculty salaries by the State Council of Higher Education for Virginia (SCHEV). The state "Conventional Goal" is to reach the 60th percentile of the average salaries of our peer institutions.

In Fall 2012, Mason's average salary was at the 31st percentile among peer institutions, considerably below the target of the 60th percentile. SCHEV uses the appropriated salary rather than actual salaries to determine distance from the target, for Mason, it also includes the 8.57% cost of living salary adjustment (COLA) made by the state in 1989.

Note that beginning in 2012, average faculty salaries are now reported as a weighted monthly average as opposed to an annual average as a result of reporting changes implemented by the National Center for Education Statistics' Integrated Postsecondary Education Data System (IPEDS).

**TABLE 6.9 George Mason University Peer Average Faculty Salaries, Fall 2012**

| <b>Peer Institutions</b>                             | <b>Average Weighted Monthly Salary (\$)</b> | <b>Average Weighted 9-month Salary (\$)</b> |
|--|---|---|
| <b>George Mason University</b>                       | <b>10,180</b>                               | <b>91,620</b>                               |
| Arizona State University                             | 9,620                                       | 86,580                                      |
| Boston University                                    | 12,086                                      | 108,774                                     |
| Florida State University                             | 9,224                                       | 83,016                                      |
| George Washington University                         | 12,857                                      | 115,713                                     |
| Michigan State University                            | 9,937                                       | 89,433                                      |
| New York University                                  | 12,243                                      | 110,187                                     |
| North Carolina State University at Raleigh           | 9,835                                       | 88,515                                      |
| Northeastern University                              | 11,098                                      | 99,882                                      |
| Rutgers University-New Brunswick                     | 11,159                                      | 100,431                                     |
| Stony Brook University                               | 10,234                                      | 92,106                                      |
| SUNY at Albany                                       | 9,680                                       | 87,120                                      |
| Syracuse University                                  | 10,552                                      | 94,968                                      |
| Temple University                                    | 9,492                                       | 85,428                                      |
| University of Arizona                                | 10,124                                      | 91,116                                      |
| University of Connecticut                            | 11,050                                      | 99,450                                      |
| University of Florida                                | 9,893                                       | 89,037                                      |
| University of Illinois at Urbana-Champaign           | 11,227                                      | 101,043                                     |
| University of Kansas                                 | 9,563                                       | 86,067                                      |
| University of Maryland-College Park                  | 11,428                                      | 102,852                                     |
| University of Massachusetts Amherst                  | 10,981                                      | 98,829                                      |
| University of Minnesota-Twin Cities                  | 10,680                                      | 96,120                                      |
| University of Nebraska-Lincoln                       | 9,474                                       | 85,266                                      |
| University of North Carolina at Chapel Hill          | 11,598                                      | 104,382                                     |
| University of Southern California                    | 12,651                                      | 113,859                                     |
| University of Washington-Seattle Campus              | 9,989                                       | 89,901                                      |
| <b>Average</b>                                       | <b>10,667</b>                               | <b>96,003</b>                               |
| <b>Conventional Goal (60th Percentile of Peers)</b>  | <b>10,951</b>                               | <b>98,562</b>                               |
| <b>Mason's Actual Average Salary Percentile Rank</b> | <b>31.2%</b>                                | <b>31.2%</b>                                |

Source: IPEDS 2012-13 with weighted monthly salary (averages exclude George Mason University).