



# RESEARCH NOTES

## Office of Institutional Research

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### A FACULTY IN TRANSITION, 1986 TO 2004

In the past 19 years JMU has experienced significant changes in many areas. The on-campus headcount increased from 9,757 in 1986 to 15,809 in 2004. Additional majors were added or expanded, including the development of the Integrated Science and Technology major in the College of Integrated Science and Technology, the expansion of the computer-related disciplines, and the development of the Media Arts and Design major. Additional faculty have been added to meet enrollment demands for the new or expanded majors.

The Office of Institutional Research (OIR) is responsible for collecting and reporting data on JMU's faculty to the state and federal government along with organizations such as American Association of University Professors (AAUP) and the College and University Professional Association (CUPA). In 1986 OIR created an electronic database of faculty to improve the analyses of faculty data and respond to various constituencies who need to know about our faculty. This database has become a very valuable warehouse of information about faculty.

Below are some of the most important changes in faculty since 1986. A full report is on OIR's Web site.

1. The number of full-time faculty has grown in proportion to increases in students, but the percentage of faculty with tenure has decreased significantly in the last five years to 48 percent. Since 1997-98 the number of full-time students per FTE faculty has decreased by more than 2.8.
2. The percentage of faculty holding the terminal degree increased from 70 percent in 1986 to 81 percent in 2004, but is down from a high of 84 percent in 2002.
3. The JMU faculty is more diverse than in 1986. Non-Caucasian faculty increased from four percent in 1986 to eight percent in 2004, but is down from a high of 10 percent in 2002. Women now constitute 41 percent of faculty, up from 26 percent in 1986.
4. Annual changes in the average JMU faculty salary, as reported to AAUP, since 1987-88 has ranged from 10.1 percent in 1989-90 to -1.8 percent in 1992-93. Annual changes in total compensation (salary + fringe benefits) ranged from 10.8 percent in 1989-90 to -4.0 percent in 1991-92. In 2003-04 and 2004-05 compensation increased 1.7% and 4.8%, respectively. In 2004-05 benefits accounted for 31.6 percent of total compensation, up from 27.2 percent in 2002-03. This primarily reflects increasing medical costs borne by the Commonwealth.
5. JMU's average faculty salary has increased by 24 percent since 1995-96, compared with 27 percent for its peers. Total compensation has increased by 31 percent. The average salary still is \$6,000 below the stated 60<sup>th</sup> percentile goal for its peers.
6. The most recent student-to-faculty ratio, 16.8:1, is the lowest in the last ten years, down from 19.2:1 in 1997. Total student credit hours per FTE faculty declined from 281 in 1991 to 251 in 2004. The percentage of total Fall credit hours taught by full-time faculty has remained fairly stable around 80 percent since 1991. However, the percentage of lower division credit hours taught by full-time faculty declined from 76 percent in 1998 to 64 percent in 2004.

Questions about this Research Note or the full study can be directed to JMU's Office of Institutional Research at [ask-oir@jmu.edu](mailto:ask-oir@jmu.edu) or (540)568-6830.

### Faculty Demographics, 1986 To 2004

Fall	Faculty Total	Percent Terminal Degree	Percent Tenured	Average Years at JMU	Average Age	Male	Female	Percent Female	African-American	American Indian	Asian	Caucasian	Hispanic	Unknown	Percent Non-Caucasian
1986	459	70%	66%	9.9	44.4	338	121	26%	8		8	439	4		4%
1987	457	71%	67%	10.5	44.9	336	121	26%	8		9	436	4		5%
1988	477	72%	67%	10.6	45.3	342	135	28%	10		10	452	5		5%
1989	476	73%	68%	11.2	45.7	337	139	29%	11		9	451	5		5%
1990	476	75%	71%	11.6	46.5	333	143	30%	14		10	446	6		6%
1991	482	79%	72%	12.0	46.8	336	146	30%	16		10	450	6		7%
1992	495	79%	68%	11.1	46.3	341	154	31%	14	1	12	462	6		7%
1993	508	81%	69%	11.5	46.7	348	160	31%	16	1	17	467	7		8%
1994	520	81%	69%	12.0	47.2	349	171	33%	16	1	16	480	7		8%
1995	528	83%	69%	12.1	47.5	354	174	33%	19	1	15	483	8	2	9%
1996	559	80%	67%	11.8	47.5	369	190	34%	20	2	15	512	8	2	8%
1997	581	85%	62%	11.2	47.3	377	204	35%	25	1	17	528	8	2	9%
1998	617	84%	57%	10.3	46.9	394	223	36%	24	2	20	561	9	1	9%
1999	640	83%	55%	10.4	47.2	403	237	37%	30	3	22	576	9		10%
2000	675	81%	51%	9.9	46.8	422	253	37%	32	2	23	608	10		10%
2001	685	82%	50%	10.1	47.2	426	259	38%	30	2	22	621	10		9%
2002	704	84%	50%	10.3	47.7	436	268	38%	30	2	24	637	11		10%
2003	721	82%	48%	10.2	47.5	438	283	39%	27	2	20	642	14		9%
2004	749	81%	48%	9.9	47.1	444	305	41%	21	2	27	687	12		8%

### Average Faculty Salary By Rank, 1986 to 2004

Year	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks	Percent Change
1986-87	39,389	33,818	29,341	21,555	33,225	--
1987-88	42,499	36,420	31,052	23,547	35,647	7.3%
1988-89	46,235	39,246	33,435	25,607	38,724	8.6%
1989-90	50,261	42,935	36,917	27,943	42,618	10.1%
1990-91	51,698	44,177	37,768	29,398	44,329	4.0%
1991-92	50,829	43,791	36,596	28,603	43,576	-1.7%
1992-93	50,958	43,650	35,296	29,113	42,800	-1.8%
1993-94	52,135	44,674	36,558	28,506	44,086	3.0%
1994-95	55,254	47,439	39,017	30,866	47,286	7.3%
1995-96	56,991	48,235	40,415	31,180	48,857	3.3%
1996-97	59,158	49,899	40,711	32,069	49,979	2.3%
1997-98	62,312	53,371	43,038	33,604	52,519	5.1%

Year	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks	Percent Change
1998-99	66,342	55,943	44,418	34,622	54,394	3.6%
1999-00	70,206	58,818	46,009	36,407	56,859	4.5%
2000-01	72,223	59,695	46,518	39,359	57,407	1.0%
2001-02	72,325	59,153	46,376	39,531	57,349	-0.1%
2002-03	71,690	58,312	46,620	39,601	57,077	-0.5%
2003-04	73,066	59,758	47,852	41,483	58,030	1.7%
2004-05	77,648	62,798	50,559	42,936	60,731	4.7%

**Summary Of AAUP Faculty Salary Data As Published In Academe  
1995-96 To 2004-05  
(In Thousands Of Dollars)**

State	Institution	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	Pct Chg 95-96 To 04-05
IN	University of Notre Dame	68.8	71.3	74.1	77.8	79.7	83.9	87.2	89.4	92.5	94.7	38%
DE	University of Delaware	61.2	63.7	66.6	69.3	71.1	72.9	75.1	76.9	79.4	81.8	34%
RI	University of Rhode Island	57.0	59.4	61.2	63.2	65.9	67.7	70.5	74.5	74.6	73.7	29%
NY	SUNY - Binghamton	59.2	58.4	57.5	59.6	60.4	65.3	68.0	70.4	71.3	74.1	25%
CA	California State Univ.-Chico	58.7	60.5	62.2	60.9	64.3	64.9	67.1	70.1	70.4	70.2	20%
PA	Indiana University of Pennsylvania	59.1	58.4	60.4	60.9	61.8	63.6	66.7	68.3	69.5	71.0	20%
TX	Texas Christian University	54.7	56.1	57.7	59.6	61.1	63.6	66.2	67.6	69.0	70.2	28%
RI	Providence College	53.9	56.0	57.3	58.0	59.4	61.5	63.6	66.2	68.2	70.0	30%
CA	California State Univ.-Fresno	58.5	60.0	61.1	60.5	63.8	64.2	65.9	67.6	67.7	67.2	15%
TX	Baylor University	51.0	51.3	54.4	56.7	58.1	59.7	61.3	62.5	64.1	64.8	27%
OH	Ohio University Main Campus	59.8	56.1	57.6	58.0	58.8	60.7	62.0	63.3	63.7	68.1	14%
IL	Bradley University	46.8	47.5	48.5	50.9	51.9	54.0	58.7	61.4	62.8	63.9	37%
OR	University of Oregon	46.8	47.2	49.2	52.5	53.4	56.9	57.6	59.8	61.0	61.7	32%
IA	University of Northern Iowa	47.6	49.2	50.4	52.2	52.2	53.4	55.9	58.5	60.7	62.9	32%
NY	SUNY College - Brockport	50.7	49.9	49.4	51.4	52.7	55.1	56.5	59.2	58.9	61.0	20%
VA	<b>James Madison University</b>	<b>48.9</b>	<b>50.0</b>	<b>52.5</b>	<b>54.4</b>	<b>56.9</b>	<b>57.4</b>	<b>57.3</b>	<b>57.1</b>	<b>58.0</b>	<b>60.7</b>	<b>24%</b>
NC	Appalachian State University	45.3	47.9	49.7	50.6	52.7	54.4	55.9	58.0	57.9	59.8	32%
TN	University of Tennessee - Chattanooga	46.2	46.8	46.1	47.5	48.4	50.5	52.4	54.0	55.8	57.4	24%
MD	Salisbury State University	43.5	43.5	44.6	47.1	49.9	52.3	54.2	55.6	55.7	56.5	30%
WA	Western Washington University	47.4	46.8	47.7	48.6	50.4	53.0	55.3	55.8	55.6	56.6	19%

State	Institution	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	Pct Chg 95-96 To 04-05
TN	Middle Tennessee State University	43.2	44.0	45.8	45.8	48.1	50.1	53.2	53.6	55.6	56.6	31%
MD	Towson University	NA	47.9	49.5	51.3	51.3	53.1	56.1	57.1	55.4	57.4	20%
NY	SUNY College - Oswego	46.0	45.2	45.9	47.8	49.6	52.0	51.8	54.8	53.6	55.8	21%
ND	University of North Dakota - Main Campus	38.4	39.7	41.8	43.3	44.8	46.4	49.2	51.8	53.5	56.0	46%
SC	College of Charleston	40.9	42.4	43.8	44.5	47.4	49.5	50.5	51.6	52.6	55.1	35%
Peer Average		51.5	52.1	53.4	54.9	56.6	58.7	60.9	62.8	63.7	65.3	27%
PEER 60th Percentile (Using MS Excel Formula)		54.1	55.1	56.7	57.7	58.7	60.5	61.9	63.1	64.0	66.7	23%
JMU Difference From 60th Percentile (In Thousands)		(5.20)	(5.10)	(4.20)	(3.30)	(1.80)	(3.10)	(4.60)	(6.00)	(6.00)	(6.00)	

### Measures Of Faculty Resources And Use Fall 1991 To Fall 2004

Fall	Student-To-Faculty Ratio <sup>1</sup>	Total Student Credit Hours Per Full-Time Equivalent Faculty	Percent Of Total Fall Credit Hours Taught By Full-Time Faculty	Percent Of Lower Division Student Course Enrollments Taught By Full-Time Faculty	Regular Session (Fall + Spring) FTE Students
1991	18.9 : 1	281.2	78.5%	Section / Subsection	10,620
1992	18.3 : 1	271.6	79.5%	NA	10,720
1993	18.2 : 1	270.2	77.7%	NA	10,711
1994	18.3 : 1	271.5	77.1%	NA	10,869
1995	18.8 : 1	279.0	79.6%	NA	11,087
1996	19.1 : 1	283.7	79.5%	75.9% / 82.9%	12,119
1997	19.2 : 1	284.8	78.2%	74.3% / 77.5%	12,877
1998	18.8 : 1	279.8	79.6%	76.4% / 75.3%	13,539
1999	18.3 : 1	272.0	79.8%	75.7% / 75.2%	13,697
2000	17.5 : 1	260.3	78.6%	73.7% / 75.2%	13,823
2001	17.5 : 1	263.3	80.1%	75.8% / 70.9%	14,094
2002	17.4 : 1	257.7	80.7%	71.0% / 82.4%	14,496
2003	17.3 : 1	258.3	79.9%	73.0% / 70.8%	14,732
2004	16.8 : 1	250.6	80.9%	64.3% / 65.9%	*14,800

\* Estimated June 2005

<sup>1</sup> Beginning with Fall 1996, Student-To-Faculty Ratios are calculated by the methodology of prior years and will vary slightly from the annual statistical summaries published by the Office of Institutional Research. The revised methodology was adopted by Academic Council to satisfy SCHEV definitions.