

# **2015-2016 Faculty Salaries of James Madison University's Academic Council Peer Group Adjusted for Cost-of-Living**

*Faculty Senate, Budget and Compensation Committee \**

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A comparison of average faculty salaries is made between JMU and its 2015 Academic Council Peer Group, based on the academic ranks of professor, associate, and assistant. This peer group consists of 14 universities, including JMU. The average salaries are taken from *The Chronicle of Higher Education*, <https://data.chronicle.com/category/sector/1/faculty-salaries/>, but unfortunately are based on academic year 2015-2016 rather than 2016-2017 or 2017-2018, since these latter salaries are unavailable. The population sizes of the faculty, based on university and academic rank, are listed in Table 1, and the average salaries are listed in Table 2. All salaries listed herein were collected from the internet on December 18, 2017.

The data are analyzed both with and without a cost-of-living adjustment, based on each metro area for the university. The online cost-of-living calculator used herein is from <http://www.bestplaces.net> also on December 18, 2017. Other competing calculators are also available online.

Without taking cost-of-living into account, JMU has rankings of #11, 9, and 8 (from the top) among the 14 universities for the academic ranks of professor, associate, and assistant,

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respectively, as shown in Table 2. These rankings correspond to percentiles of 25%, 39% and 46% (from the bottom). However, JMU has the 8th highest cost-of-living among the 14 universities, according to Table 3. *JMU's rankings from the previous year 2014-2015 were somewhat worse, #13, 13, and 9 (from the top), corresponding to percentiles of 11%, 11%, and 39% (from the bottom), and JMU had the 9th highest cost-of-living.* Dividing the salaries from Table 2 by the cost-of-living from Table 3 and multiplying by JMU's cost-of-living produce Table 4, which shows the average faculty salaries adjusted for cost-of-living in terms of JMU dollars. Therefore, taking cost-of-living into account, JMU has rankings of #9, 9, and 7 (from the top) among the 14 universities for the academic ranks of professor, associate, and assistant, respectively, as shown in Table 4. These rankings, adjusted for cost-of-living, correspond to percentiles of 39%, 39% and 54% (from the bottom). *JMU's rankings from the previous year 2014-2015 were only slightly worse, #9, 10, and 7 (from the top), corresponding to percentiles of 39%, 32%, and 54% (from the bottom).*

Aggregating the three academic ranks (professor, associate, and assistant), based on weighting the salaries from Tables 2 and 4 by the population sizes from Table 1, produces Table 5. Without taking cost-of-living into account, JMU has the ranking of #11 (from the top) among the 14 universities, and is hence in the 25th percentile (from the bottom), based on Table 5. *JMU's ranking from the previous year 2014-2015 was worse, #13 (from the top) and 11th percentile (from the bottom).* Furthermore, taking cost-of-living into account, JMU has the ranking of #9 (from the top) among the 14 universities, and is hence in the 39th percentile (from the bottom), based on Table 5. *JMU's ranking from the previous year 2014-2015 remains unchanged.* Some universities have a high or low proportion of assistant professors relative to the peer group (noting Table 1), so only limited credibility should be given to Table 5.

Excluding the cost-of-living adjustment, the average salaries for professors, associate professors, assistant professors, and all faculty are graphed in Figures 1a, 1b, 1c, and 1d, respectively. However, including the cost-of-living adjustment, the corresponding average salaries are graphed in Figures 2a, 2b, 2c, and 2d.

Moreover, regarding cost-of-living, only a limited amount of consideration should be taken into account. For example, Fredericksburg (home of University of Mary Washington,

although not a member of JMU's 2015 Academic Council Peer Group) has a higher cost-of-living than Harrisonburg. However, some hefty expenses are pretty much identical for both JMU and UMW employees. Examples include expenses related to sending our own children to college, going on vacation to Virginia Beach, and retiring in Florida.

Finally, a huge caution should be noted when interpreting Tables 2, 4, and 5. The data provided by *The Chronicle of Higher Education* do not take into account academic programs, noting that universities with (for example) a relatively high proportion of Business faculty will tend to have a high overall average salary. However, if we momentarily ignore this *huge caution*, then the data herein hint that JMU tends to offer competitive salaries for assistant professors, but not for professors and associate professors - Suggesting that JMU is competitive in the market for new hires, but JMU is not adequately addressing compressed and inverted salaries among faculty of higher ranks.

The endowments of the universities are listed in Table 6 and graphed in Figure 3, both excluding and including the adjustment for cost-of-living in terms of JMU dollars. Without taking cost-of-living into account, JMU has the ranking of #10 (from the top) among the 14 universities, and is hence in the 32nd percentile (from the bottom), based on Table 6. Furthermore, taking cost-of-living into account, JMU has the ranking of #9 (from the top) among the 14 universities, and is hence in the 39th percentile (from the bottom), based on Table 6.

These endowments for twelve of these universities (excluding College of Charleston and Towson University) are available in a 2017 report entitled "U.S. and Canadian Institutions Listed by Fiscal Year (FY) 2016 Endowment Market Value and Change in Endowment Market Value from FY2015 to FY2016" from the National Association of College and University Business Officers and Commonfund Institute. This report is available at <http://www.nacubo.org/Documents/EndowmentFiles/2016-Endowment-Market-Values.pdf> and these twelve endowments are based on the fiscal year ending June 30, 2016. The endowment of the College of Charleston is based on fiscal year ending June 30, 2015, and the report is available at <https://foundation.cofc.edu/financial-information/investments>. The endowment of Towson University is based on March 31, 2017, and the report is available at

<https://webapps.towson.edu/tufoundation/>.

Table 1: Population Sizes of Faculty Members

University	Professor	Associate	Assistant	Instructors	Lecturers
James Madison University	312	282	269	139	0
Appalachian State University	289	236	191	10	149
Clemson University	344	283	255	0	250
College of Charleston	152	178	163	55	0
Grand Valley State University	259	345	209	16	0
Illinois State University	219	261	203	0	183
Miami University-Oxford	223	226	158	87	108
Rowan University	126	129	104	44	0
SUNY at Binghamton	164	183	234	13	61
Towson University	199	226	235	15	206
UNC-Wilmington	181	194	129	0	124
University of Northern Iowa	150	180	130	76	0
West Chester University	178	180	214	107	0
Western Washington University	186	174	124	114	0

The salaries for instructors, lecturers, and unranked faculty are excluded from the calculations herein.

Table 2: Average Faculty Salaries Excluding Cost-of-Living

University	Professor	Associate	Assistant	Instructors	Lecturers
James Madison University	91,674	73,071	66,411	55,440	NA
Appalachian State University	91,431	72,216	64,350	54,198	42,768
Clemson University	127,386	90,981	82,089	NA	51,732
College of Charleston	92,565	73,278	65,790	55,008	NA
Grand Valley State University	101,034	80,622	68,094	61,623	NA
Illinois State University	90,936	72,801	71,010	NA	42,786
Miami University-Oxford	116,334	86,139	86,287	42,372	55,548
Rowan University	111,870	85,599	63,414	43,983	NA
SUNY at Binghamton	118,683	85,950	69,975	57,096	49,374
Towson University	86,427	71,487	62,577	55,026	40,770
UNC-Wilmington	93,186	72,090	64,845	NA	48,888
University of Northern Iowa	92,070	72,576	64,251	68,148	NA
West Chester University	107,910	86,859	70,875	49,734	NA
Western Washington University	98,748	80,091	69,138	50,157	NA
JMU's ranking (from the top)	11	9	8		
JMU's percentile (from the bottom)	25	39	46		

Table 3: Cost-of-Living Index

University	Cost-of-Living Index	City
James Madison University	99.8	Harrisonburg, VA
Appalachian State University	106.0	Boone, NC
Clemson University	93.4	Clemson, SC
College of Charleston	106.1	Charleston, SC
Grand Valley State University	94.5	Allendale, MI
Illinois State University	91.6	Normal, IL
Miami University-Oxford	89.5	Oxford, OH
Rowan University	107.3	Glassboro, NJ
SUNY at Binghamton	87.0	Binghamton, NY
Towson University	111.9	Towson, MD
UNC-Wilmington	104.0	Wilmington, NC
University of Northern Iowa	95.5	Cedar Falls, IA
West Chester University	111.3	West Chester, PA
Western Washington University	126.2	Bellingham, WA

The cost-of-living index is based on the metro area containing the city listed in the far right column.

Table 4: Average Faculty Salaries in JMU Dollars, Based on Cost-of-Living

University	Professor	Associate	Assistant
James Madison University	91,674	73,071	66,411
Appalachian State University	86,083	67,992	60,586
Clemson University	136,115	97,215	87,714
College of Charleston	87,069	68,927	61,884
Grand Valley State University	106,700	85,144	71,913
Illinois State University	99,077	79,318	77,367
Miami University-Oxford	129,722	96,052	96,217
Rowan University	104,051	79,616	58,982
SUNY at Binghamton	136,144	98,596	80,270
Towson University	77,081	63,757	55,810
UNC-Wilmington	89,423	69,179	62,226
University of Northern Iowa	96,216	75,844	67,144
West Chester University	96,760	77,884	63,552
Western Washington University	78,091	63,337	54,675
JMU's ranking (from the top)	9	9	7
JMU's percentile (from the bottom)	39	39	54

Table 5: Average Faculty Salaries, Excluding and Including Cost-of-Living

University	Excluding Cost- of-Living	Including Cost- of-Living
James Madison University	77,721	77,721
Appalachian State University	77,873	73,319
Clemson University	102,609	109,640
College of Charleston	76,749	72,192
Grand Valley State University	83,904	88,610
Illinois State University	78,084	85,074
Miami University-Oxford	97,271	108,465
Rowan University	88,393	82,214
SUNY at Binghamton	88,756	101,814
Towson University	72,819	64,945
UNC-Wilmington	77,812	74,669
University of Northern Iowa	76,580	80,028
West Chester University	87,430	78,396
Western Washington University	84,455	66,787
JMU's ranking (from the top)	11	9
JMU's percentile (from the bottom)	25	39

This table should be taken with a grain of salt, noting that some universities have a high or low proportion of assistant professors relative to the peer group.

Table 6: Endowment (in terms of \$1,000,000), Excluding and Including Cost-of-Living

University	Excluding Cost- of-Living	Including Cost- of-Living
James Madison University	79.977	79.977
Appalachian State University	88.738	83.547 66
Clemson University	621.294	663.8666
College of Charleston	71.7	67.4426
Grand Valley State University	102.22	107.953
Illinois State University	98.274	107.0715
Miami University-Oxford	446.795	498.2139
Rowan University	173.209	161.1021
SUNY at Binghamton	96.307	110.4763
Towson University	60.932 64	54.343 86
UNC-Wilmington	81.575	78.280 63
University of Northern Iowa	107.559	112.402
West Chester University	20.987	18.818 53
Western Washington University	68.622	54.266 84
JMU's ranking (from the top)	10	9
JMU's percentile (from the bottom)	32	39

Figure 1a: Professor Salaries Excluding C-of-L (\$1000)

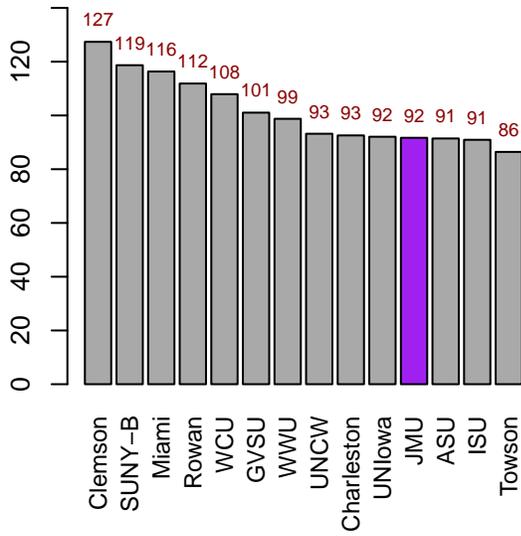


Figure 1b: Associate Professor Salaries Excluding C-of-L (\$1000)

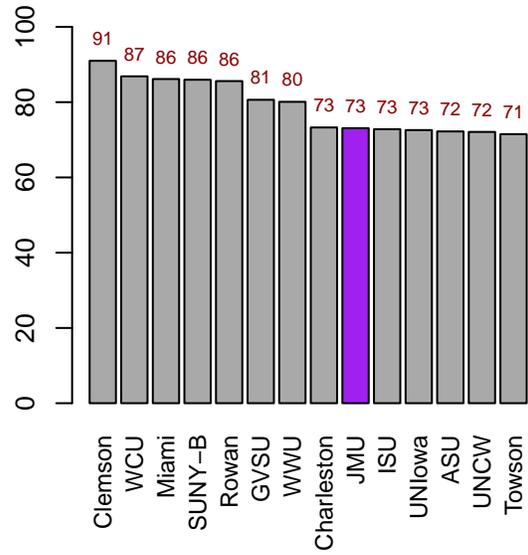


Figure 1c: Assistant Professor Salaries Excluding C-of-L (\$1000)

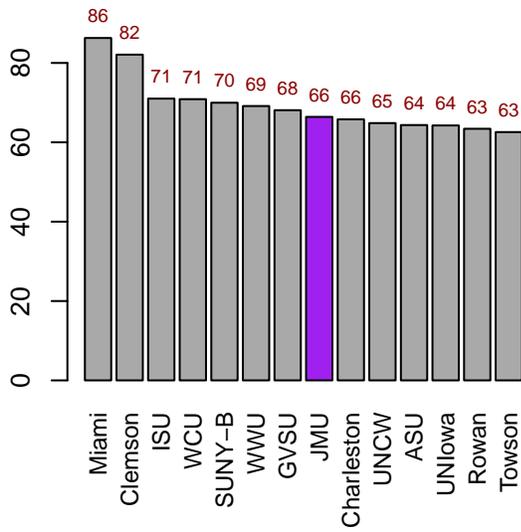


Figure 1d: Average Faculty Salaries Excluding C-of-L (\$1000)

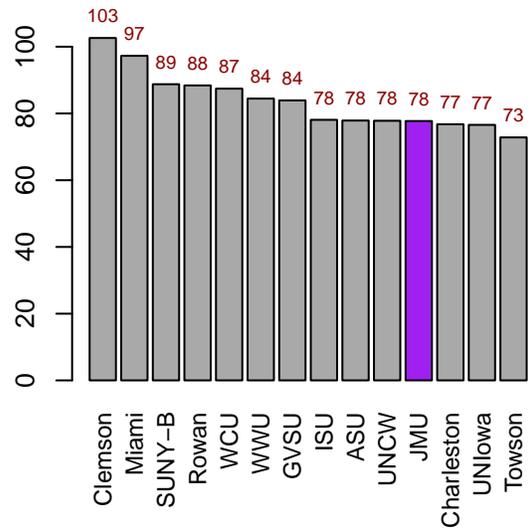


Figure 2a: Professor Salaries Including C-of-L (\$1000)

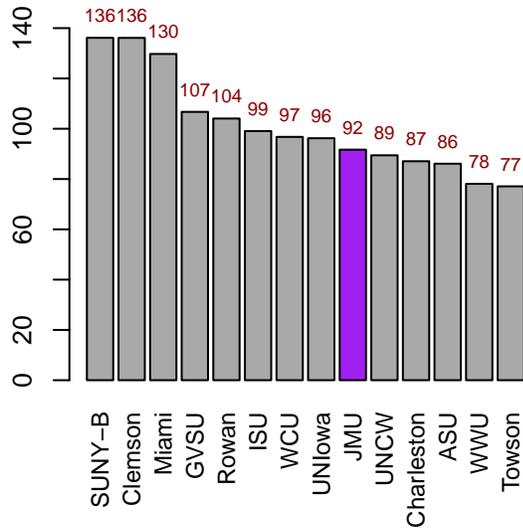


Figure 2b: Associate Professor Salaries Including C-of-L (\$1000)

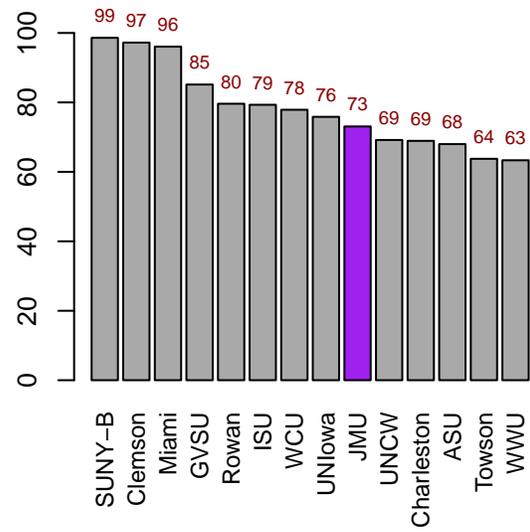


Figure 2c: Assistant Professor Salaries Including C-of-L (\$1000)

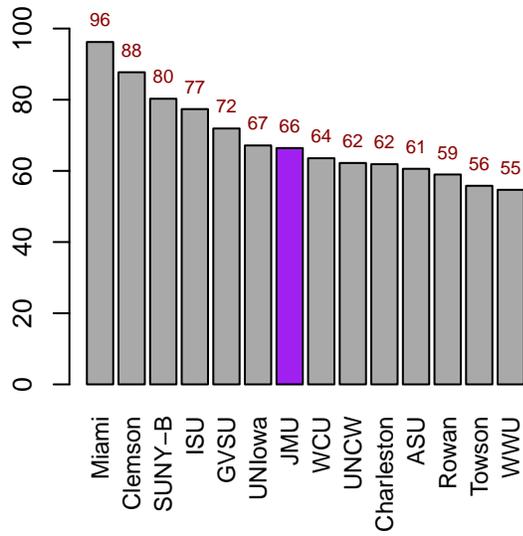


Figure 2d: Average Faculty Salaries Including C-of-L (\$1000)

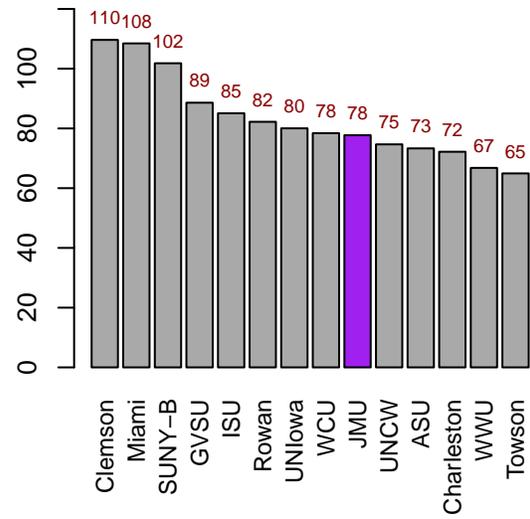


Figure 3a: Endowment Excluding Cost-of-Living (\$1,000,000)

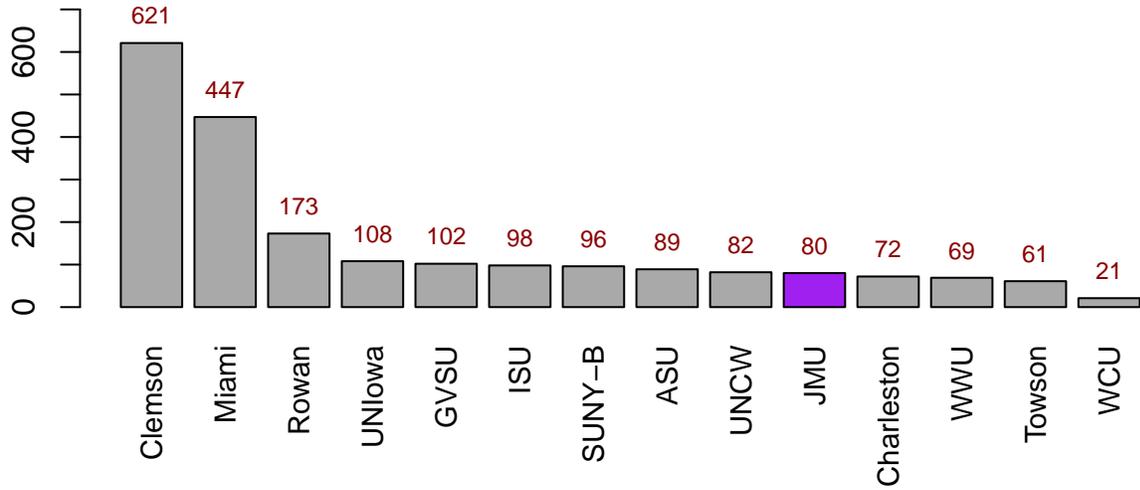


Figure 3b: Endowment Including Cost-of-Living (\$1,000,000)

