

**George Mason University
Faculty Salary Summary
FY03 to FY07**

Further improvements in faculty salaries remain a high budget priority for the University, particularly to address cost-of-living issues, and this priority builds on recent trajectories. The University's efforts to increase faculty salaries are long standing and these efforts have resulted in annual average faculty salary increases above the annual salary increases appropriated by the Commonwealth. The University has used other state appropriated funds and non-state funds to provide these enhancements. Mason salaries increased an average of 4.1% for the five-year period from FY03 to FY07 compared to both the state appropriated average salary increase and the peer group average increase of 3.0% during the same period.

Mason has established minimum base salaries for new hires as well as enhanced salaries for current faculty. The actual average salary dollar increase over the five-year period was \$2,663 in state salary appropriations. Mason's institutional enhancements increased the average annual salary by an additional average of \$424 annually. All salary figures include the 1989 cost of living adjustment of 8.57% Mason receives annually from the state. For FY08 both the Mason salary increase and state salary appropriation increase are 4.0%.

Growth in Faculty Salaries from FY03 to FY07

	Annual Percent Faculty Salary Increase					Average
	FY03	FY04	FY05	FY06	FY07	
Mason	1.7	1.9	4.6	6.4	5.7	4.1
State Salary Appropriation	0.0	2.3	4.5	4.0	4.1	3.0
New Peer Group Avg.	2.8	1.0	3.2	3.9	4.1	3.0
Former Peer Group Avg.	2.5	1.4	2.2	2.6	4.0	2.5
Annual Average Salary Increase						
Mason	\$1,225	\$1,360	\$3,349	\$4,872	\$4,628	\$3,087
State Salary Appropriation *	0	\$1,231	\$3,086	\$4,627	\$4,370	\$2,663

Salaries include the 1989 8.57% cost of living adjustment.

* Funded from 55% state general fund support and 45% university tuition funds

Progress toward Salary Goal

The SCHEV salary goal for each state institution is the sixtieth percentile of its average peer group salary. Progress has been made toward this goal with annual faculty salary increases raising Mason's percentile ranking among its peers from the 34th to the 53rd percentile in the past five-year period.

New Peer Group Advantage

Mason's new peer group recently negotiated with the State Council will provide faculty salary enhancements through Mason's state appropriations. The University has changed considerably over the past ten years and the institutions included in the new peer group reflect a more appropriate mix given its size, its emphasis on graduate education, and its research activity.

With this new group of peer institutions, the peer average salary in FY07 was 3.8% higher than the former peer group average. It is to Mason's advantage to have two other institutions within the Washington, D.C. metro area included in the group, the University of Maryland at College Park and George Washington University.

Mason and Peer Group Salaries for FY03 through FY07

	Average Faculty Salaries				
	FY03	FY04	FY05	FY06	FY07
Mason Actual ¹	71,783	73,143	76,492	81,364	85,992
Mason's Percentile Rank Old Peer Group	34	37	46	53	53
Mason's Percentile Rank New Peer Group	29	33	38	38	38

¹Includes the 1989 8.57% cost of living adjustment.

Please note – Actual salary numbers for peer group and appropriation are available on request. The comparisons are complicated because of the gap between actual salaries and appropriation, and the way that the 1989 COLA is or is not included in the calculations.

Cost of Living

The high cost of living in Northern Virginia and the greater Washington, D.C. metropolitan area has an impact on the University's ability to attract and retain quality faculty. The cost of living differential for institutions has not been reviewed since Mason received the 8.57% adjustment in 1989. Mason requested a cost of living adjustment for faculty salaries as part of the process for updating its peer group and offered the State Council three possible options to address this issue.

Current Status

As a result of Mason's request, SCHEV is undertaking a cost of living study for faculty salaries with the focus on Northern Virginia, with a mandate to include recommendations for salary adjustments as a result of the study. We are currently pressing SCHEV to complete the study by May and Mason plans to be actively involved in this study.