

FACULTY AND STAFF

Academic Faculty (Instructional and Research): As the student population increased this fall, so did the number of academic faculty (Instructional and Research). In comparison with Fall 2007, full-time academic faculty has increased by 2.0%, and part-time faculty has increased by 1.3% (Table 7.1). Overall, the number of academic faculty has increased by 1.7%, excluding the graduate assistants (Table 7.1).

Administrative Faculty and Support Staff: The number of administrative faculty and support staff increased 5.1% when compared to Fall 2007; the number of administrative faculty increased by 9.7% and the number of support staff increased 3.0% (Table 7.1).

Minority Faculty: Of the total 5,286 faculty and staff employed by Mason, 905 of them are from ethnic minority backgrounds (17.1%) (Table 7.3). This does not include the 541 non-resident aliens and the 290 in the "Other/Not Reported" category.

Age and Years of Service of Instructional Faculty: The average years of service by instructional faculty for Fall 2008 are 10.3 years (Table 7.4). The average age of instructional faculty is 49.3 years for Fall 2008 (Table 7.4).

Faculty Salary: In 2007, Mason's average faculty salary was at the 41st percentile within its peer group. The salary used for Mason is a calculated average salary without the 8.57% cost of living adjustment (COLA) received from the state in 1989.

Tables in this section present a comprehensive report on university staffing, and detailed information on our instructional faculty.

TABLE 7.1 Total University Personnel by Job Classification

	2004	2005	2006	2007	2008	% Change '08 from '07
Academic Faculty (Instructional and Research)						
Full-Time Faculty	1,152	1,203	1,238	1,302	1,328	2.0
Part-Time Faculty	907	978	1,010	992	1,005	1.3
Subtotal	2,059	2,181	2,248	2,294	2,333	1.7
Graduate Assistants	619	712	907	938	903	-3.7
Academic Faculty Total	2,678	2,893	3,155	3,232	3,236	0.1
Administrative Faculty and Support Staff						
Administrative Faculty	467	514	568	599	657	9.7
Classified Staff	1,120	1,189	1,277	1,352	1,393	3.0
<i>Manager/Professional/Technical</i>	672	709	758	812	825	1.6
<i>Office/Clerical</i>	251	281	306	318	338	6.3
<i>Skilled/Service</i>	197	199	213	222	230	3.6
Administrative Faculty and Support Staff Total	1,587	1,703	1,845	1,951	2,050	5.1
Total University Faculty and Staff	4,265	4,596	5,000	5,183	5,286	2.0

Note: Total faculty includes full-time faculty on leave with pay/benefits. The university president is included in administrative faculty. Information is based on fall census data (with revisions to classified staff categories in June 2009 to reflect updates in staff categorization).

TABLE 7.2 University Personnel FTE and Headcount by Gender and Average Age, Fall 2008

	Total FTE	Total Headcount	Female N	Female %	Male N	Male %	Average Age
Instructional and Research							
Full-Time Faculty	1,316.9	1,328	542	40.8	786	59.2	48.3
<i>Instructional</i>	1,122.9	1,134	468	41.3	666	58.7	49.3
<i>Research</i>	194.0	194	74	38.1	120	61.9	42.9
Part-Time Faculty	346.0	1,005	478	47.6	527	52.4	48.7
Graduate Assistants	86.6	903	450	49.8	453	50.2	29.0
Subtotal	1,749.4	3,236	1,470	45.4	1,766	54.6	43.1
Administrators and Staff							
Administrative Faculty	649.6	657	394	60.0	263	40.0	45.5
Classified Staff	1,368.2	1,393	823	59.1	570	40.9	41.8
<i>Manager/Professional/Technical</i>	811.7	825	499	60.5	326	39.5	41.8
<i>Office/Clerical</i>	326.9	338	295	87.3	43	12.7	40.5
<i>Skilled/Service</i>	229.6	230	29	12.6	201	87.4	43.4
Subtotal	2,017.9	2,050	1,217	59.4	833	40.6	43.0
Faculty and Staff Total	3,767.3	5,286	2,687	50.8	2,599	49.2	43.0

Note: Information is based on fall census data (with revisions to classified staff categories in June 2009 to reflect updates in staff categorization).

TABLE 7.3 Ethnic Distribution of University Personnel, Fall 2008

	Total	Amer Indian	Asian	Black	Hispanic	White	NRA	Not Reported
Instructional and Research								
Full-Time Faculty	1,328	3	123	50	32	927	117	76
% of total		0.2	9.3	3.8	2.4	69.8	8.8	5.7
<i>Instructional</i>	1,134	3	102	45	26	839	57	62
% of total		0.3	9.0	4.0	2.3	74.0	5.0	5.5
<i>Research</i>	194	0	21	5	6	88	60	14
% of total		0.0	10.8	2.6	3.1	45.4	30.9	7.2
Part-Time Faculty	1,005	3	79	46	25	787	21	44
% of total		0.3	7.9	4.6	2.5	78.3	2.1	4.4
Graduate Assistants	903	0	34	21	12	385	371	80
% of total		0.0	3.8	2.3	1.3	42.6	41.1	8.9
Administrators and Staff								
Administrative Faculty	657	2	30	57	14	505	9	40
% of total		0.3	4.6	8.7	2.1	76.9	1.4	6.1
Classified	1,393	2	124	150	98	946	23	50
% of total		0.1	8.9	10.8	7.0	67.9	1.7	3.6
<i>Mang./Professional/Tech.</i>	825	0	84	71	32	595	17	26
% of total		0.0	10.2	8.6	3.9	72.1	2.1	3.2
<i>Office/Clerical</i>	338	2	24	47	21	227	2	15
% of total		0.6	7.1	13.9	6.2	67.2	0.6	4.4
<i>Skilled/Service</i>	230	0	16	32	45	124	4	9
% of total		0.0	7.0	13.9	19.6	53.9	1.7	3.9
Faculty and Staff Total	5,286	10	390	324	181	3,550	541	290
% of total	100.0%	0.2	7.4	6.1	3.4	67.2	10.2	5.5

Note: Percentages may not add up to total due to rounding. Information is based on fall census data (with revisions to classified staff categories in June 2009 to reflect updates in staff categorization).

TABLE 7.4 Full-Time Instructional Faculty Age and Years of Service by Rank, Fall 2008

	Total	Age 29 or Less	Age 30-39	Age 40-49	Age 50-59	Age 60 or More	Average Age	Average Years of Service
Professor	318	0	1	40	132	145	58.8	16.1
<i>% of total</i>	28.0	0.0	0.1	3.5	11.6	12.8		
Associate Professor	347	0	36	132	102	77	51.0	13.5
<i>% of total</i>	30.7	0.0	3.2	11.6	9.1	6.8		
Assistant Professor	387	22	205	100	47	13	40.2	3.3
<i>% of total</i>	34.1	1.9	18.1	8.8	4.1	1.1		
Instructor	82	4	15	24	27	12	48.2	6.5
<i>% of total</i>	7.2	0.4	1.3	2.1	2.4	1.1		
Total	1,134	26	257	296	308	247	49.3	10.3
<i>% of Total</i>	100.0	2.3	22.7	26.1	27.2	21.8		

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

Fig. 7.1 Fall 2008 Full-Time Instructional Faculty
Average Age by Rank

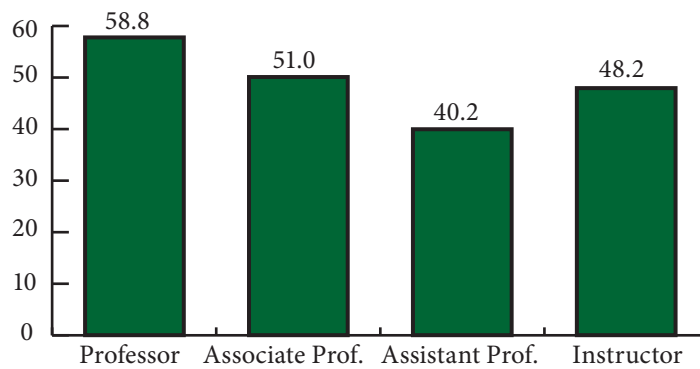


Fig. 7.2 Fall 2008 Full-Time Instructional Faculty
Average Years of GMU Service by Rank

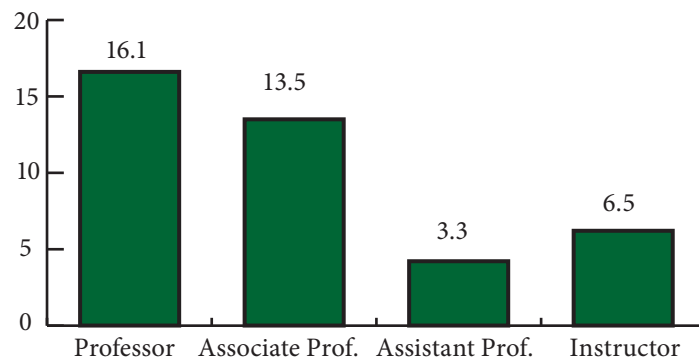


TABLE 7.5 Average Full-Time Instructional Faculty Salary

	2007-08		2008-09		% Change	
	State Salary (\$)	Total Salary (\$)	State Salary (\$)	Total Salary (\$)	State Salary	Total Salary
Professor	123,158	126,830	121,109	124,525	-1.7	-1.8
Associate Professor	82,948	82,948	83,402	83,432	0.5	0.6
Assistant Professor	68,884	68,884	69,422	69,422	0.8	0.8
Instructor	55,704	55,704	56,738	56,738	1.9	1.9
All Ranks	\$87,724	\$88,775	\$87,277	\$88,244	-0.5	-0.6*

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.

* 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 7.6 Trends in Average Full-Time Instructional Faculty Salaries (Total Salaries* in dollars)

	2003	2004	2005	2006	2007	2008
Professor	103,006	108,238	114,864	123,016	126,830	124,525
Associate Professor	70,503	73,173	76,941	81,564	82,948	83,432
Assistant Professor	55,405	57,375	61,531	65,330	68,884	69,422
Instructor	41,623	44,629	48,760	52,243	55,704	56,738
All Ranks	\$73,143	\$76,492	\$81,346	\$85,992	\$88,775	\$88,244**

* Total salary includes eminent scholar stipends.

** 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.

Fig. 7.3 Full-Time Instructional Faculty Salaries (Total Salaries with Eminent Scholar Stipends)

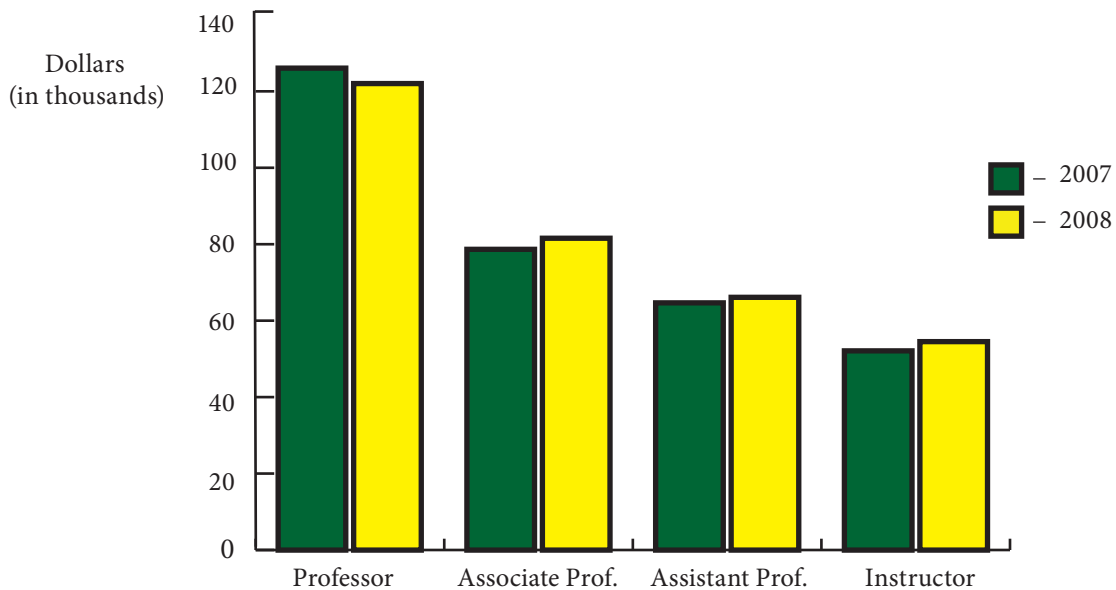


TABLE 7.7 Full-Time Faculty by Division/Department*/Rank/Tenure Status, Fall 2008

	Total	Rank				Tenure Status			Type		% With Terminal Degree
		Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Tenured	Tenure Track	Term	Instr.	Rsrch.	
College of Education and Human Development	111	24	45	37	5	56	34	21	107	4	95.5
Graduate School of Education	85	20	34	28	3	46	25	14	81	4	96.5
School of Recreation,Health,Tourism (SRHT)	26	4	11	9	2	10	9	7	26	0	92.3
College of Health and Human Services	74	16	15	25	18	25	19	30	66	8	73.0
Social Work	12	3	4	4	1	4	6	2	12	0	91.7
Center for Health Policy	1	0	0	0	1	0	0	1	0	1	0.0
Nursing	38	4	7	12	15	9	4	25	37	1	55.3
CHHS Academic Admin and Student Svcs	2	2	0	0	0	2	0	0	1	1	100.0
Global & Community Health	11	4	3	4	0	7	4	0	8	3	100.0
Health Administration and Policy	10	3	1	5	1	3	5	2	8	2	90.0
College of Humanities and Social Sciences	412	90	132	161	29	203	96	113	393	19	92.5
Communication	33	11	5	8	9	14	4	15	31	2	71.9
Economics	31	17	8	6	0	24	5	2	31	0	100.0
English	84	10	28	40	6	33	22	29	84	0	91.7
Modern/Classical Languages	33	3	9	16	5	11	5	17	33	0	84.8
History and Art History	52	10	18	24	0	26	11	15	49	3	100.0
Philosophy	12	1	9	2	0	10	1	1	12	0	100.0
Psychology	44	14	10	20	0	20	14	10	39	5	100.0
Public/International Affairs	41	11	15	15	0	26	9	6	39	2	95.1
Sociology and Anthropology	26	7	10	8	1	16	8	2	26	0	96.2
New Century College	18	1	8	7	2	8	6	4	18	0	88.9
Higher Education Program	2	0	1	1	0	0	2	0	1	1	100.0
Interdisciplinary and Associated Program	5	2	1	2	0	3	1	1	5	0	100.0
Women's Studies	2	0	1	1	0	1	1		2	0	100.0
Religious Studies	8	0	6	2	0	6	1	1	8	0	100.0
Administration of Justice	21	3	3	9	6	5	6	10	15	6	76.2
College of Science	273	66	71	86	50	103	38	132	179	94	83.2
Molecular & Microbiology	17	2	7	7	1	7	2	8	16	1	100.0
Chemistry	21	6	7	7	1	12	3	6	18	3	100.0
Environmental Science and Policy	24	3	10	11	0	9	7	8	24	0	100.0
Mathematical Sciences	33	15	10	5	3	25	3	5	33	0	90.9
Physics and Astronomy	25	7	7	8	3	11	5	9	23	2	88.0
Life Science	24	7	1	10	6	4	1	19	6	18	70.8
COS Academic Admin & Student Svcs	6	0	1	4	1	0	0	6	1	5	83.3
Ctr for Earth Observation (CEOSR)	33	4	3	11	15	1	0	32	1	32	45.5
Bioinformatics	10	2	4	3	1	6	0	4	7	3	90.0
Atmospheric, Oceanic & Earth Science	10	4	5	1	0	7	2	1	10	0	100.0
Earth Systems (ESGS)	12	1	2	1	8	1	0	11	1	11	50.0
Computational and Data Sciences	17	6	5	4	2	9	5	3	13	4	88.2
Cntr Spatial Info Science & System	4	0	0	1	3	0	0	4	0	4	50.0
Comp Materials Science Cntr (CMaSC)	3	0	2	1	0	0	0	3	0	3	100.0
Cntr Computational Fluid Dynamics	2	0	0	0	2	0	0	2	0	2	100.0
Geography & Geoinformation Sciences	32	9	7	12	4	11	10	11	26	6	90.6

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TABLE 7.7 Full-Time Faculty by Division/Department*/Rank/Tenure Status, Fall 2008 (Continued)

	Total	Rank				Tenure Status			Type		% With Terminal Degree
		Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Tenured	Tenure Track	Term	Instr.	Rsrch.	
College of Visual and Performing Arts	63	21	19	22	1	29	14	20	63	0	74.6
CVPA Acad Admin and Student Services	3	1	2	0	0	3	0	0	3	0	100.0
Art and Visual Technology	21	5	4	12	0	9	7	5	21	0	85.7
Dance	8	2	2	4	0	4	1	3	8	0	37.5
Music	22	13	4	4	1	8	5	9	22	0	72.7
Theater	7	0	7	0	0	5	1	1	7	0	85.7
Film and Video Studies	1	0	0	1	0	0	0	1	1	0	100.0
Computer Games Design	1	0	0	1	0	0	0	1	1	0	0.0
School of Law	47	20	6	13	8	23	14	10	39	8	89.4
School of Management	81	10	23	44	4	28	32	21	81	0	95.1
School of Public Policy	66	26	10	13	17	33	7	26	40	26	72.7
SPP Academic Admin & Student Svcs	53	26	9	9	9	33	7	13	40	13	83.0
SPP Centers	13	0	1	4	8	0	0	13	0	13	30.8
The Volgenau School of Information Technology and Engineering	142	43	38	42	19	68	24	50	118	24	82.4
Statistics	11	2	3	3	3	5	2	4	11	0	90.9
C4I Center	8	0	2	3	3	0	0	8	0	8	25.0
Civil Engineering & Infrastructure	9	4	3	2	0	6	2	1	9	0	100.0
Ctr for Secure Information	3	1	0	0	2	0	0	3	0	3	66.7
Computer Science (CS)	43	12	13	14	4	25	11	7	41	2	81.4
Electrical & Computer Engineering	29	10	11	8	0	17	6	6	25	4	100.0
Learning Agents Center	1	0	0	1	0	0	0	1	0	1	100.0
Systems Engr & Op Research	17	10	4	3	0	12	2	3	17	0	100.0
VSIT&E Academic Admin & Student Svcs	2	2	0	0	0	1	0	1	1	1	50.0
Research Center	2	0	1	0	1	0	0	2	0	2	50.0
Applied Information Technology	17	2	1	8	6	2	1	14	14	3	58.8
Institute for Conflict Analysis and Resolution	20	8	7	5	0	10	3	7	19	1	100.0
Krasnow Instruction and Research	18	5	1	11	1	5	4	9	8	10	88.9
Academic Administration	10	9	0	1	0	9	0	1	10	0	80.0
University Life											
English Language Institute	11	0	0	0	11	0	0	11	11	0	0.0
University Total	1,328	338	367	460	163	592	285	451	1,134	194	86.1

* Departments as listed in Banner Finance System

TABLE 7.8 George Mason University Peer Average Faculty Salaries in 2007-08

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

In 2007, Mason's average faculty salary was at the 41st percentile within its peer group. The salary used for Mason is a calculated average salary without the 8.57% cost of living adjustment (COLA) received from the state in 1989.

Peer Institutions	Fall 2006 Salary (\$)	Fall 2007 Salary (\$)	Percent Change
George Mason University	77,248	80,513	4.1
George Washington University	97,095	99,808	2.8
University of Maryland-College Park	94,181	97,841	3.9
University of Connecticut	93,230	96,492	3.5
Boston University	88,682	92,125	3.9
Northeastern University	84,621	91,062	7.6
SUNY at Buffalo	87,068	88,788	2.0
Arizona State University-the Tempe Campus	84,198	88,015	4.5
Indiana University-Bloomington	83,356	86,343	3.6
Syracuse University	81,277	84,747	4.3
University of Nevada-Reno	80,977	84,201	4.0
University of Nevada-Las Vegas	79,972	83,770	4.7
SUNY at Albany	82,151	83,358	1.5
University of Houston	78,092	82,706	5.9
University of Kansas-Main Campus	79,912	81,923	2.5
Wayne State University	77,591	79,901	3.0
University of Nebraska-Lincoln	76,792	79,366	3.4
University of Louisville	74,614	77,450	3.8
University of Oklahoma-Norman Campus	74,985	76,876	2.5
University of New Mexico-Main Campus	72,429	75,830	4.7
University of Arkansas-Main Campus	72,550	75,400	3.9
University of Cincinnati-Main Campus	74,319	74,072	-0.3
Georgia State University	68,432	70,707	3.3
University of Missouri-Columbia	68,800	70,410	2.3
University of Memphis	68,040	69,100	1.6
Indiana University-Purdue University- Indianapolis	65,744	68,377	4.0
Average (does not include George Mason University)	\$79,564	\$82,346	3.5
Standard Deviation	\$8,344	\$8,886	
Conventional Goal	\$81,817	\$84,746	

Source: IPEDS 2006-07 and 2007-08 (excluding George Mason University).

Note: GMU's appropriated faculty salary does not include the 8.57% cost of living adjustment.

SCHEV APPROVED PEER INSTITUTIONS FACULTY DATA

This list of 25 peer institutions is approved and maintained as a benchmark for targeting comparative data by the State Council for Higher Education of Virginia (SCHEV).

The Fall 2007 faculty headcount figures are from the staffing reports submitted to the Integrated Postsecondary Education Data System (IPEDS). Not all institutions split their faculty out into the Instructional and Research categories. The total numbers also exclude any Medical College faculty.

TABLE 7.9 SCHEV Approved Peer Group Comparative Data

Peer Institutions	Fall 2007 Full-Time Instructional Faculty	Fall 2007 Full-Time Instructional & Research Faculty
<i>George Mason University</i>	1,104	1,302
Arizona State University-the Tempe Campus	1,715	1,846
Boston University	1,512	1,571
George Washington University	904	974
Georgia State University	1,046	1,103
Indiana University-Bloomington	1,640	1,640
Indiana University-Purdue University-Indianapolis	738	738
Northeastern University	889	889
SUNY at Albany	650	658
SUNY at Buffalo	1,057	1,099
Syracuse University	913	964
University of Arkansas-Main Campus	874	896
University of Cincinnati-Main Campus	1,282	1,282
University of Connecticut	1,233	1,263
University of Houston	1,097	1,177
University of Kansas	1,228	1,712
University of Louisville	861	861
University of Maryland-College Park	1,597	2,835
University of Memphis	868	905
University of Missouri-Columbia	1,305	1,695
University of Nebraska-Lincoln	1,174	1,362
University of Nevada-Las Vegas	960	960
University of Nevada-Reno	658	724
University of New Mexico-Main Campus	918	1,081
University of Oklahoma-Norman Campus	1,113	1,309
Wayne State University	978	978
Average	1,088	1,150

Note: George Mason University's figures are excluded in the average.