Middle Tennessee State University
Faculty Market Salary Study Methodology, 2024-25

INFORMATION USED FOR CALCULATIONS

CUPA Special Salary Study based on 50 peer institutions. Peers were selected based upon enrollment, program offerings, Carnegie classification, state/public affiliation, and participation in CUPA Salary Survey (Attachment A)

For each tenured/tenure-track faculty member in service on December 31, 2024 and continuing in service in AY 2024-2025:
- Academic Discipline (Teaching Field)
- Faculty Rank
- Total Years of Credited Experience (Higher Education and Related) (See Attachment B for Conversion Table)
- Total Years in Rank (MTSU only) (See Attachment B for Conversion Table)

CALCULATION METHODOLOGY

This study includes tenure-track or tenured faculty only. Faculty on temporary (non-tenurable) contracts are excluded from the study. The purpose of the model is to determine a predicted market salary based on five factors: teaching discipline, rank, total years of experience, time in rank, and highest degree.

Academic disciplines are defined by CIP (Classification of Instructional Programs) codes developed by National Center for Education Statistics (NCES). Discipline codes are recommended by department chairpersons for each faculty member based upon the teaching field and academic preparation of the faculty in relationship to programs offered by the department. Codes used are the best match for which there is salary data available from CUPA (College and University Personnel Association).

Market salary determined for each rank within each teaching discipline represented in MTSU faculty cohort based on comparison with institutions of similar scope and mission (50 peer institutions approved for study). The average salary reported by CUPA by rank and discipline is the salary "midpoint" in the market study model.

Salary average for each discipline and rank is established as the midpoint of a salary range configured as follows:

Professor	65%
Associate	60%
Assistant	55%
Instructor	50%

The minimum of the range is calculated by taking the midpoint (average salary from CUPA) and dividing it by 1 plus half the factor for that particular rank. The average salary for professor rank in Agriculture is $104,008.00.

$$\$104,008/1.325 = \$78,496$$

Thus, the minimum salary for a professor in agriculture is $78,496.

The maximum of the range is calculated by taking the minimum and multiplying it by 1 plus the full percentage factor.

$69,213 x 1.65 = $129,519

The minimum and maximum salaries establish the salary range. The difference between the minimum and the maximum (salary range) is used in the model. In this example, the difference is $51,023.

$129,519 - $78,496 = $51,023

Within the pay range for the rank within the discipline, equal weights are assigned to three variables important to salary differentiation (total years of experience, total years in rank at MTSU and highest degree). These variables determine the range penetration factor needed to compute a predicted market salary. The three variables (time in rank at MTSU, total years of experience, and highest degree) are weighted equally at 33 1/3 % in the study. The factors were determined by a consulting firm based upon the faculty salary structure. The factors are stated as a percentage of range penetration.

Three Variables - Each faculty member's projected range penetration is calculated as the weighted average of relative standing on each variable. Predicted salary is capped at the midpoint of the range. Professors with greater than 10 years at the professor rank may progress beyond the midpoint.

A.	Total Years of Experience (See Conversion Table Attachment B)

Total years of experience includes time as a faculty member at MTSU, other higher education faculty experience and equivalent related experience. The amount of other higher education experience and related experience are normally determined at time of hire. Equivalent "related" experience is usually given at a one year credit for two years experience ratio. The total years of experience conversion table is shown on the attached table. For example, a professor with 20 years total experience credit is calculated as follows:

20 years of experience gives 75.8 (from table)
75.8 x .333333 = 25.27

B.	Time in Rank at MTSU (See Conversion Table Attachment B)

The time in rank conversion table is shown on the attached table. The model takes the range penetration percentage and multiplies it times the weight. Only time in rank at MTSU is counted in this variable. For example, a professor with eight years in rank is calculated as follows:

8	years in rank = 74 (from table)
74	x .333333 = 24.67

C.	Highest Degree

The factors for highest degree in use in the model are:

Degree	Factor
Bachelor's	23.34
Master's	26.5
Ed.S.	38.5

Master's +45 QH	38.5
Master's + 90 QH (ABD)	46
Juris Doctorate Non-Terminal	49
Master's as Terminal (MFA/MLS)	51
Juris Doctorate as Terminal	51
Doctorate	51

A faculty member with a doctorate, JD as terminal degree or MFA would be calculated as follows:

Master's as Terminal, JD as terminal or PhD gives a factor of 51

51 x .333333 = 16.99

Predicted Range Penetration Factor

The predicted range penetration factor is the sum of the three factors. In our example,

Experience =	25.27
Time in Rank =	24.67
Degree =	16.99
Range Penetration Factor	66.93

A range penetration factor greater than 50 will yield the salary midpoint (CUPA average) since MTSU is capping at the midpoint of the range.

In this example a professor in agriculture with 20 years experience, 8 years in rank and holding a doctoral degree would be calculated as follows:

Midpoint salary		$104,008 (CUPA Average)
Maximum salary		$129,519
Minimum salary	-	$78,496
Difference or range		$51,023
Range Penetration as %	x	.6693
Range Penetration		$34,149
Minimum salary	+	$78,496
Predicted salary		112,645
Salary capped at midpoint		$104,008

Salary adjustments are calculated as the positive difference, if any, between current salary and predicted (capped at midpoint) salary. Faculty whose current salary exceeds the midpoint salary would not receive an adjustment.

IMPLEMENTATION METHODOLOGY

Approved across-the-board increase will be applied before the market salary study adjustment is calculated. Available funding allows the University to provide an increase to all full-time tenured/tenure-track faculty equivalent to 65.0% of the gap between the current salary (includes the approved 2.0% across-the-board increase effective July 1, 2024) and the predicted market salary using the 2020-21 CUPA data. The study will be effective January 1, 2025, and increases will be paid in the January paycheck. A professor in Agriculture whose current salary is below the midpoint will be adjusted to 65.0% of the gap between current salary and predicted salary capped at midpoint.

Recommended Peer Institutions for Faculty Salary Study

Count	Institution	State	Carnegie Classification 2021	Tier	Fall 2021 Headcount Enrollment
	Middle Tennessee State University	TN	DU-High Research Act	R2	22,080
1	Auburn University	AL	DU-Very High Res Act	R1	30,737
2	University of South Alabama	AL	DU-High Research Act	R2	14,224
3	Arkansas State University	AR	DU-High Research Act	R2	13,106
4	Northern Arizona University	AZ	DU-High Research Act	R2	29,566
5	University of Colorado Denver	CO	DU-Very High Res Act	R1	24,723
6	Florida Atlantic University	FL	DU-High Research Act	R2	30,805
7	Georgia Southern University	GA	DU-High Research Act	R2	26,949
8	Illinois State University	IL	DU-High Research Act	R2	20,720
9	Northern Illinois University	IL	DU-High Research Act	R2	16,769
10	Southern Illinois University-Edwardsville	IL	Doctoral/Prof Univ	R3	12,860
11	Western Illinois University	IL	Masters/Large	M1	7,490
12	Ball State University	IN	DU-High Research Act	R2	21,597
13	Indiana State University	IN	Doctoral/Prof Univ	R3	10,829
14	Western Kentucky University	KY	Doctoral/Prof Univ	R3	17,517
15	Louisiana Tech University	LA	DU-High Research Act	R2	11,126
16	University of Louisiana at Lafayette	LA	DU-Very High Res Act	R1	16,450
17	University of Massachusetts Boston	MA	DU-High Research Act	R2	16,259
18	University of Massachusetts Lowell	MA	DU-High Research Act	R2	18,150
19	Central Michigan University	MI	DU-High Research Act	R2	17,311
20	Oakland University	MI	DU-High Research Act	R2	18,552
21	Western Michigan University	MI	DU-High Research Act	R2	19,887
22	Missouri State University	MO	Doctoral/Prof Univ	R3	23,505
23	University of Central Missouri	MO	Masters/Large	M1	9,959
24	University of Missouri - Kansas City	MO	DU-High Research Act	R2	16,147
25	University of Southern Mississippi	MS	DU-Very High Res Act	R1	14,606
26	East Carolina University	NC	DU-High Research Act	R2	28,798
27	University of Northern Carolina at Charlotte	NC	DU-High Research Act	R2	30,146

28	University of North Carolina at Greensboro	NC	DU-High Research Act	R2	19,764
29	University of North Dakota Main Campus	ND	DU-High Research Act	R2	13,615
30	University of Nebraska at Omaha	NE	DU-High Research Act	R2	15,892
31	University of Nevada - Las Vegas	NV	DU-Very High Res Act	R1	31,142
32	University of Nevada, Reno	NV	DU-Very High Res Act	R1	20,722
33	Bowling Green State University	OH	DU-High Research Act	R2	18,142
34	Cleveland State University	OH	DU-High Research Act	R2	15,247
35	Kent State University Main Campus	OH	DU-Very High Res Act	R1	26,822
36	Miami University	OH	DU-High Research Act	R2	18,880
37	University of Akron, Main Campus	OH	DU-High Research Act	R2	16,094
38	University of Toledo	OH	DU-High Research Act	R2	18,319
39	Wright State University Main Campus	OH	DU-High Research Act	R2	10,936
40	Portland State University	OR	DU-High Research Act	R2	23,640
41	Indiana University of Pennsylvania	PA	DU-High Research Act	R2	10,037
42	Clemson University	SC	DU-Very High Res Act	R1	26,406
43	Lamar University	TX	Doctoral/Prof Univ	R3	16,637
44	Sam Houston State University	TX	DU-High Research Act	R2	21,912
45	Texas Woman's University	TX	Doctoral/Prof Univ	R3	16,433
46	University of North Texas	TX	DU-Very High Res Act	R1	40,593
47	University of Texas at Dallas	TX	DU-Very High Res Act	R1	28,669
48	University of Texas at San Antonio	TX	DU-Very High Res Act	R1	34,742
49	George Mason University	VA	DU-Very High Res Act	R1	38,541
50	Old Dominion University	VA	DU-Very High Res Act	R1	24,286

Values for Total Experience and Time in Rank Factors

Total Years Experience	Conversion Factor	Years in Rank	Conversion Factor
0	5.20	0	7.30
1	15.70	1	22.40
2	25.50	2	36.00
3	34.70	3	47.20
4	41.50	4	56.00
5	45.30	5	61.70
6	49.00	6	65.90
7	52.60	7	69.70
8	55.20	8	74.00
9	57.60	9	77.30
10	59.80	10	79.10
11	62.40	11	81.70
12	65.50	12	84.80
13	67.90	13	87.30
14	69.40	14	88.50
15	70.30	15	88.90
16	71.30	16	89.70
17	72.40	17	90.50
18	73.30	18	91.70
19	74.30	19	93.60
20	75.80	20	95.10
21	78.10	21	96.20
22	80.60	22	97.10
23	83.90	23	98.10
24	86.70	24	98.80
25	88.70	25	99.10
26	91.30	26	99.40
27	93.60	27	99.50
28	94.80	28	99.60
29	96.10	29	99.80
30	97.10	30	99.90
31	97.70	31+	99.90
32	98.40		
33	98.80		
34	99.00		
35	99.20		
36	99.60		
37	99.80		
38+	99.90		