

STATE OF THE ACADEMIC PROGRAM
17 September 2024

1. SACSCOC reaccreditation *
2. Fall '24 AACSB and ABET reaccreditation
3. Teaching/Research faculty compensation update *
4. Administrative/Professional faculty compensation guidelines
5. Peay Academic Excellence update *
6. Innovation Programming progress
7. Use of SCHEV \$100K grant to support student internships *

* Denotes item has read-ahead materials



Representation

Accreditation by SACSCOC signifies that the institution:

- Has an appropriate mission.
- Has resources to accomplish the mission.
- Articulates educational objectives, demonstrates progress in pursuit of those outcomes.
 - Institutional effectiveness



VMI Reaffirmation Timeline



Budget
\$200-800k
2025-2032

- Formal notification
- Form Leadership Team
- Orientation at Annual Meeting Austin, TX, Dec. 7-10, 2024, Nashville, TN in '25

- Delegation Matrix
- Timelines
- Form committees – QEP, Compliance
- Hire consultants / reviewers

- Draft narratives
- Compile evidence
- Advisory Visit from VP

- **Submit Compliance Certification** (March) for off-site review
- Receive feedback
- Prepare for on-site visit

- Submit Focused Report and QEP
- On-site visit
- Initial discussion of findings / recommendations

- Submit Response Report
- Review by Trustees
- Formal notification of results, June





Outlook

Immediate Attention

- VMI Regulations need to be updated ASAP
- Strategic Plan (must show that it is integrated, *ongoing*, and evaluated with data)
- Admissions – standards, marketing

Monitor, Manage, Prepare

- Assessment of student learning (new requirements, core curriculum)
- BOV governance, self-evaluation
- Quality Enhancement Plan
- Distance learning
- Staffing/budget

New to Accreditation

- Admissions Director
- Assoc. Dir. of IR
- Ex. Officer/BOV Secretary
- CIO
- COS
- Deputy Chief of Staff/Strategic Planning
- SEM/Financial Aid Director
- HR Director
- MAC Director
- Librarian
- Registrar



VMI Reaffirmation Process

Preplanning

1. Budget allocation (\$200-800k+ b/t FL2024 and 2032)

Fall 2024

1. Notification from SACSCOC Fall 2024
2. Form Leadership Team (LT)
 - i. BG Moreschi (Chair)
 - ii. BG Clark
 - iii. Andrew Luna (SACSCOC Liaison)
 - iv. COL Young
 - v. New CMDT
 - vi. Darrell Campbell
 - vii. Shannon Eskam
3. LT attends SACSCOC Annual Meeting – December, Austin, TX

Spring 2025

1. Create delegation matrix
2. Est. timelines
3. Form committees (Compliance Cert./QEP)
4. Hire external reviewer/consultants

Fall 2025

1. Draft narratives
2. Compile documentation/evidence
3. Optional Advisory Visit

Spring 2026 (March)

1. Submit CC for off-site review

Fall 2026

1. Submit Focused Report & QEP
2. Prepare for on-site

Spring 2027

1. Submit Response Report

VIRGINIA MILITARY INSTITUTE

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2 September 2024

Dear Colleagues,

Welcome back to the start of AY24-25. I hope you had time to relax and recharge this summer.

I want to keep you informed of progress made in AY23-24 in faculty compensation. The state-authorized 3% salary increase and all additional adjustments were reflected in your August compensation.

Principal Goal for Faculty Compensation

Since 2016, the goal of the faculty compensation plan has been “to raise the average full-time (FT) faculty salary (tenured and tenure track) to a level that would place VMI at number 5 (top third) among all Virginia public colleges and universities, based on American Association of University Professors (AAUP) data.” The top five Virginia public colleges are large research universities. To have TR FT faculty salaries average #5 in the state would place VMI between #4 (William & Mary) and current #5 VCU, with William & Mary trailing UVA, George Mason, and Virginia Tech respectively.

AY 23-24 Progress

The AY 23-24 Institute Compensation Committee members included COL Barry Cobb, COL Scott Frein, COL Joyce Blandino, COL Jeff Lawhorne, COL John David, COL Lee Rakes, CAPT Mike Sebastino, LTC Julie Brown, and HR Director, Ms. Valarie Stores. I chaired the committee.

The committee’s charge is to manage the compensation model and create allocation recommendations based on available funds, considering fairness and the competitive marketplace for faculty.

For the August 2024 salary adjustments you’ve received, the approved committee recommendation was applied to TR FT faculty employed by VMI during AY 23-24:

- Approximately \$1.5 million was added to TR FT faculty salaries from 1 August 23 to 1 August 24, a combination of public funds (to include 5% in across-the-board raises, 2% at year-end 2023 and 3% in August 2024) and private funds.
- The Herndon Fund provided private funds of about \$142.5K (plus benefit costs) for targeted salary adjustments to faculty in engineering, natural sciences, computer science, and economics and business. This brings the total Herndon Fund annual support to approximately \$742K (plus benefit costs).
- While there was not a new chair to appoint, reallocation of public funds allowed for approximately \$144.5K (plus benefits cost) in targeted salary adjustments for faculty in those disciplines who are not eligible to participate in the Herndon Fund.
- The maximum individual targeted salary adjustment in August 24, above the 3% state authorized

salary increase, was capped at \$4,700.

- The average increase across all TR FT faculty was \$4,799 (inclusive of public and private funds).
- Of the funds allocated for targeted salary adjustments, full professors received 57% of the funds, and assistants/associates received 32%. The remaining 11% went to full-time instructors/lecturers.

Outcomes of AY 23-24 Actions

- In 2016, the average VMI TR FT faculty salary was approximately \$67,000. After the salary increases at year-end 2023 and August 2024, the average TR FT faculty salary is \$107,285, an increase in eight years of 60%. This 60% average increase is approximately evenly split between state authorized increases and private funds.
- The current average faculty salary places VMI at approximately #6 amongst state public colleges and universities.
- As of August 2024, the average assistant and associate professor is paid at approximately 95% of their target salary while the average full professor is paid at approximately 91% of their target salary. For context, in 2016 faculty salaries were as low as 60% to target.
- All TR FT faculty salaries are supported with private funds. Some individual faculty salaries are 100% privatized, but a significant majority are supported by a combination of public and private funding. **On average, 22% of each TR FT faculty member's salary is paid with private funds (about \$3.6 million/year total).**
- Institutional and donor resolve to fulfill the stated goal has not diminished.

If you have questions about the compensation model, you can contact me or any member of the AY 24-25 Institute Compensation Committee. If you wish to learn your individual target salary, contact COL John David. He is authorized to share this information privately.

Sincerely,



Robert W. Moreschi, Ph.D.

Deputy Superintendent for Academics and Dean of the Faculty

Peay Endowment for Academic Excellence

Peay Chairs

1. Commodore Matthew Fontaine Maury Chair for Academic Excellence
Colonel Gregory A. Topasna, Term: 2023-2028
2. Major General James M. Morgan, Jr. '45 Chair for Academic Excellence
Colonel Troy J. Siemers, Term: 2023-2028
3. Jonathan Myrick Daniels '61 Chair for Academic Excellence
Colonel Ryan R. Holston, Term: 2024-2029
4. Bruce C. Gottwald, Sr. '54 Chair for Academic Excellence
Colonel Ashleigh B. Smythe, Term: 2024-2029
5. The Major General John W. Knapp '54 Chair for Academic Excellence
Lieutenant Colonel Abbey B. Carrico: Term: 2023-2028
6. Bruce C. Gottwald, Jr. '81 Chair for Academic Excellence
Lieutenant Colonel Steven E. Knepper, TERM: 2023-2028

Jackson-Hope Chairs

1. Jackson-Hope Distinguished Chair in Information and Social Sciences
Colonel Dennis Foster, Term: 2022-2027
2. Jackson-Hope Distinguished Chair in Life Sciences
Colonel James T. Gire, Term: 2023-2028
3. Jackson-Hope Distinguished Chair in Arts and Humanities
Colonel Christina R. McDonald, Term: 2024-2029
4. Jackson-Hope Distinguished Chair in Natural Sciences
Lieutenant Colonel John A. David, Term: 2020-2025
5. Jackson-Hope Distinguished Chair in Engineering
Lieutenant Colonel Matthew K. Swenty, Term: 2021-2026

Peay Scholars – Current and Matriculating

Class	Last name	First name	Major
*2025	Clarke	Owen	BI
**2025	Novotny	Courtney N.	BI
2026	Rhodes	Alden	IS
2026	Savard	Nolan	ECE
2026	Ward	Julia	ECE
2027	Callejo	Barrett	BI
2027	Cockrill	William (Bill)	ECE
2028	Richardson	Zachary	ECBU

*graduating in December 2024

**Tripp funding

Peay Scholars – Left VMI or Removed from Program

Class	Last name	First name	Major	Reason No Longer a Peay Scholar
2025	Simmons	Patrick	IS	Dismissed in June 2024 due to not meeting requirements of the scholarship
2027	Brennan	William (Will)	ME	Resigned from VMI in December 2023 due to family issues
2027	Stanley	Kat	CH	Resigned from VMI in July 2024 - no reason given

Peay Scholars – Graduated

Class	Last name	First name	Major	Commissioned
2023	Lalena	Dominick J.	ECE	Second Lieutenant United States Army
2023	Tran	Binh	ECE	Second Lieutenant United States Air Force – Space Force
2024	Peterson	Justin T.	CEE	Second Lieutenant United States Army

Peay Fellows

Donald M. Martin '13: Graduated from UVA with a Master of Engineering in Civil Engineering in December 2022. Began teaching part-time at VMI second semester of the 2022-2023 academic year. Currently teaching one three-credit lecture and one three-hour lab in Civil and Environmental Engineering and one three-credit section in Mechanical Engineering. Not funded through the Peay Endowment.

Philip L. Crane '16, Peay Fellow Instructor-in-Residence: Graduated from Columbia University with a Master of International Affairs, Economic & Political Development in May 2024. Will begin teaching as an instructor in the fall semester of the 2024-2025 academic year. He will be responsible for performance in each of the four domains: Teaching, Scholarly Engagement, Professional Citizenship, and Cadet Development. Will be teaching two three-credit sections in International Studies and Political Science. Funded through the Peay Endowment.

Madeleine Austin '20: Working towards a Ph.D. in Political Science at UNC.

Carson Knox '22: Working towards a Masters in English at Florida Gulf Coast University.

Full Name	Name of Company	Job Title
Thomas Pearson	Timmons Group	Public Land Development Intern
Kephner Etienne	United States Army Futures Command in Fort Belvoir	Student trainee engineering
Isabella Claudia Bruzonic	CBG Building Company	Student Intern
Zacharia Bouchachia	Leopardo	Project Engineer Intern
Amber Leigh Strapponi	Ft Liberty	JSOC Intern
James Alexander Baber V	Tandem Investment	Student Intern
Timofey Nicholas Dovgalyuk	Defence Contract Audit Agency	Student Trainee Auditing
Lukas Maurer	HNTB Corporation	Intern Engineer
James Wynn	Air Force Civilian Service	Student Trainee
Trygve Bloom	Naval Academy	Offshore Sail Training
Jarrett Herndon	Altec	Co-op-Engineering
Dimethus J Thompson	Marine Corps Tactical Support	Student Intern
Laura Fenske	Intern Abroad HQ	Internship in Greece
Sedona Dancu	University of North Florida Athletic Department	Marketing Intern
Luke Addison Schalow	Fellowship of Christian Athletes	Summer Intern
Jonathan Hunter Horton	Northwestern Mututal	College Financial Representative
Audrey Davis	VMI	Student Researcher
Aiden Psczulkoski	Resonant Sciences	Student Intern
Dylan Patrick Poley	Rourke Law	Legal Intern
Connor Dawson Cherry	US Army War College	Summer Intern
john reagan harris	WRA	Transportation Highway Intern
Daniel Wallace Brishke	NCD	Office of National Cyber Intern
Terrell Jackson	VMI Department of Intercollegiate Athletics	Cadet-Athlete Development Intern
Eleyah Armstrong	VMI Department of Intercollegiate Athletics	Cadet-Athlete Development Intern
Brooks Davis Freeman	El Paso County	Relations Department Intern
Shamus Jones	Northwestern Mututal	College Financial Representative
William Michael Duffy	The Tenant Agency	Summer Intern
Dimaond Baker	VMI College Orientation Workshop	Camp Counselor
Woongchan Oh	VDOT	Engineering Tech
William Roberts	Congress House of Representatives	Summer Intern
Colby Evans	ATCS	Summer Intern
Joshua Cooper Tuell	General Dynamics	Intern Engineer
Hunter Maul	ECS	Geotechnical Intern
Apollo Lin	Amazon	Area Manager Intern
Jonah Paul Sporleder	Quantico	Summer Intern
Anthony Cruz Fernandez-Grimes	Difference Matters Youth Services Inc	Student Intern
Logan Gammon	FTS International	Student Intern
Benjamin An Cheng Fong	CornerStone Bank	Student Intern