

Annual Salary Survey, Longwood University, March 2019
Prepared by the Longwood University Chapter,
American Association of University Professors

There is actually some good news this year: Continuing faculty had a 1.95% mean increase over the past year with a median of .8%, which means at least half of faculty got some sort of increase but very few got very much. Remember that the difference between continuing faculty and all faculty is exactly those faculty eligible for a state increase. It looks like the number of faculty increased by 18 and the number of A/P administrators went down by 14 to where it was before.

Some things to remember: Anyone paid through Auxiliary and not in Athletics is listed in Student Services. Employees are not listed in our study at all if they are paid 50% or more by one of the foundations or by grants. And any faculty member who is teaching fewer than two courses due to administrative reassignment is listed as an administrator not faculty.

The first half of this study is a snapshot of the employees on the payroll as of November 2018. It shows the number of people actually employed then, not the number of positions authorized but perhaps not filled on that date. The totals reflect employees paid out of E & G or Auxiliary funds, except for classified employees. Since we do not work with the classified numbers, we just report their total.

Some Summary Charts:

Faculty Salary 2001-2018

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2018-19	\$69,097	0% (to two decimals)	1.9%
2017-18	\$69,063	3.94%	2.1%
2016-17	\$66,448	-.2%	2.1%
2015-16	\$66,576	4.65%	.7%
2014-15	\$63,618	-.6%	.8%
2013-14	\$64,026	3.9%	1.5%
2012-13	\$61,616	1.1%	1.7%
2011-12	\$60,953	-.3%	3.0%
2010-11	\$61,139	0.6%	1.5%
2009-10	\$60,746	1.7%	2.7%
2008-9	\$59,736	0.01%	0.1%
2007-8	\$59,730	4.3%	4.1%
2006-7	\$57,277	4.4%	2.5%
2005-6	\$54,869	4.1%	3.4%
2004-5	\$52,717	3.2%	3.3%

2003-4	\$51,091	1.1%	1.9%
2002-3	\$50,545	1.6%	2.4%
2001-2	\$49,752	-0.3%	1.6%

(Change in CPI is from December to December. Source: <http://www.usinflationcalculator.com/inflation/consumer-price-index-and-annual-percent-changes-from-1913-to-2018/>)

NUMBERS OF FULL TIME EMPLOYEES, 1993-2018

<u>Year</u>	<u>Faculty</u>	<u>Athletic</u>	<u>Student Service</u>	<u>Library</u>	<u>A/P Admin</u>	<u>Classified</u>	<u>Total</u>
18-19	270	46	42	7	107	319	792
17-18	252	47	35	6	121	318	779
16-17	253	43	30	6	106	314	752
15-16	253	41	25	6	106	312	743
14-15	248	45	31	5	98	302	729
13-14	238	46	28	7	97	301	717
12-13	230	41	32	7	99	305	714
11-12	221	43	32	8	85	294	683
10-11	214	43	36	7	80	301	681
09-10	207	41	32	7	72	299	658
08-09	210	45	31	7	73	302	668
07-08	207	44	31	7	74	288	651
06-07	200	34	26	6	63	286	615
05-06	200	31	29	5	56	260	581
04-05	194	31	26	6	52	233	542
03-04	183	21	25	5	51	233	518
02-03	171	17	26	7	43	250	514
01-02	171	14	30	7	48	253	523
00-01	169	17	30	7	44	245	512
99-00	164	14	29	6	38	248	499
98-99	165	15	22	6	35	236	479
97-98	158	15	25	7	32	223	460
96-97	158	13	21	7	29	228	456
95-96	157	13	23	7	29	225	454
94-95	153	13	20	7	33	232	458
93-94	151	12	20	7	33	243	466

LONGWOOD SALARIES COMPARED TO OTHER STATE SCHOOLS

How are we doing, compared to other state colleges and universities? The short answer is, not well. In 2017-18, the latest academic year for which we have data, Longwood ranked next to the bottom in average salary. For over a decade, the only state school with a lower average salary than Longwood's has been UVA at Wise. Remember that this table and the next one come from a different snapshot than the data above.

School 2017-18 Average Salary (All Ranks)

University of Virginia	128000
Virginia Tech	103100
William and Mary	102800
George Mason University	100300
Virginia Commonwealth	84800
Old Dominion University	88300
James Madison University	79600
Christopher Newport University	76700
Virginia Military Institute	76900
Radford University	74600
University of Mary Washington	73300
Longwood University	68800
UVA Wise	67500

Not Reporting: NSU, VSU

LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions

University	State	Average Salary 2017- 2018
Trinity University	TX	\$99,700
Shippensburg University	PA	\$92,800
Monmouth University	NJ	\$89,000
Eastern Conn	CT	\$86,200
Westfield State	MA	\$85,600
Marist College	NY	\$84,000
Cal State Bakersfield	CA	\$83,400
Elon University	NC	\$83,100
Rollins College	FL	\$80,100
Salisbury University	MD	\$76,100
Butler University	IN	\$75,200
King's College	PA	\$74,100
SUNY-Geneseo	NY	\$73,000
Berry College	GA	\$72,600
Abilene Christian	TX	\$71,600
Valparaiso University	IN	\$69,300
Longwood University	VA	\$68,800
Winthrop University	SC	\$68,400
SUNY-Plattsburg	NY	\$68,300
Pacific Lutheran	WA	\$67,300
Truman State University	MO	\$63,600
U of Wisconsin Parkside	WI	\$58,400

Not Reporting: Seattle Pacific University, U of Tampa, U of Texas Permian Basin (TX),

Source: *Academe* March-April 2018

The State of Virginia has the goal of the average faculty salary at each school reaching or exceeding the 60th percentile of its benchmark institutions, selected by SCHEV, but has

never provided sufficient funding to reach that goal. Longwood's position relative to its peers, using self-reported data from the AAUP for 2016-2017, is at the 23rd percentile. (Five of 22, or 22.73%, have a lower average salary.) Rollins College, with thirteen below, is in the 59th percentile. Assuming no change in salaries of its peers, Longwood's average salary, \$68800, would have to increase by \$11300 to equal Rollins' \$80100.

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