

Annual Salary Survey, Longwood University, April 2020  
 Prepared by the Longwood University Chapter,  
 American Association of University Professors

**There is actually some good news this year:** Continuing faculty had a 4.44% mean increase over the past year with a median just over 3%. I cannot imagine that anything here is relevant to what will happen in the next year. Only covid-19 and its effect on the economy. But here is the record for us to examine.

**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 2019. 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 2001-2019**

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2019-2020	\$71,513	4.44%	2.3%
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, 1993-2019

<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>
19-20	267	48	47	7	112	297	778
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 2018-19, the latest academic year for which we have data, Longwood ranked at the bottom in average salary. **Remember that this table and the next one come from a different snapshot and year than the data above.**

### School 2018-19 Average Salary (All Ranks)

University of Virginia	132000
Virginia Tech	106500
George Mason University	99500
Virginia Commonwealth	86100
Old Dominion University	83300
Virginia Military Institute	79600
James Madison University	79300
Christopher Newport University	78400
Radford University	75100
University of Mary Washington	74100
UVA Wise	69000
<b>Longwood University</b>	<b>67700</b>

Not Reporting: NSU, VSU, W&M

## LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

### Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions

<i>University</i>	<i>State</i>	<i>Average</i>
Trinity University	TX	\$97,500
Shippensburg University	PA	\$92,100
Monmouth University	NJ	\$90,900
Marist College	NY	\$88,100
Cal State Bakersfield	CA	\$86,300
Westfield State	MA	\$85,000
Butler University	IN	\$84,200
Elon University	NC	\$83,900
U Tampa	FL	\$83,100
Rollins College	FL	\$82,400
SUNY-Geneseo	NY	\$75,600
Salisbury University	MD	\$75,200
Berry College	GA	\$75,200
King's College	PA	\$73,400
Pacific Lutheran	WA	\$72,100
Abilene Christian	TX	\$71,400
SUNY-Plattsburg	NY	\$71,200
Valparaiso University	IN	\$69,600
Winthrop University	SC	\$67,800
<b>Longwood University</b>	<b>VA</b>	<b>\$67,700</b>
Truman State University	MO	\$65,900
U of Wisconsin Parkside	WI	\$59,500

Not Reporting: Seattle Pacific University, U of Texas Permian Basin (TX), Eastern Conn.

Source: *Academe* March-April 2019

The State of Virginia has the goal of the average faculty salary at each school reaching or exceeding the 60<sup>th</sup> 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 2018-2019, is at the 10<sup>th</sup> percentile. (2 of 22, or 9.09%, have a lower average salary.) U Tampa, with thirteen below, is in the 59<sup>th</sup> percentile. Assuming no change in salaries of its peers, Longwood's average salary, \$67700, would have to increase by \$15,400 to equal Rollins' \$83100.

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