

Annual Salary Survey, Longwood University, April 2021
Prepared by the Longwood University Chapter,
American Association of University Professors

There is actually some good news this year: Continuing faculty had a .09% mean increase over the past year with a median of 0%. Most of that is promotions. Also that means that the data I used was based on our salary without the reduction we took for this year. That makes it more comparable to last year and, I hope, next year. For next year the legislature is talking about a 5% raise, but I am not getting my hopes up.

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 2020. It shows the number of people actually employed then, not the number of positions authorized but perhaps not filled on that date. We do not work with the classified numbers, we just report their total.

Some Summary Charts:

Faculty Salary 2001-2020

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2020-21	\$71,492	0%	1.4%
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-2008/>)

NUMBERS OF FULL TIME EMPLOYEES, 1993-2020

<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>
20-21	264	44	38	6	115	268	735
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 2020-21 Average Salary (All Ranks)

University of Virginia	\$134,300
Virginia Tech	\$107,800
George Mason University	\$104,500
Virginia Commonwealth	\$89,300
Old Dominion University	\$87,100
Virginia Military Institute	\$86,100
James Madison University	\$83,600
Christopher Newport University	\$81,100
Radford University	\$75,400
University of Mary Washington	\$75,600
UVA Wise	\$70,600
Longwood University	\$70,100

Not Reporting: NSU, VSU, W&M

LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions

Trinity University	TX	\$99,600
Shippensburg University	PA	\$93,200
Monmouth University	NJ	\$90,300
Marist College	NY	\$90,200
Cal State Bakersfield	CA	\$86,800
Westfield State	MA	\$87,900
Butler University	IN	\$83,800
Elon University	NC	\$85,400
U Tampa	FL	\$83,900
Rollins College	FL	\$84,600
SUNY-Geneseo	NY	\$76,600
Salisbury University	MD	\$78,800
Berry College	GA	\$76,100
King's College	PA	\$77,700
Pacific Lutheran	WA	\$73,200
Abilene Christian	TX	\$72,600
SUNY-Plattsburg	NY	\$71,400
Valparaiso University	IN	\$70,200
Longwood Univ	VA	\$70,100
Truman State University	MO	\$65,600
U of Wisconsin Parkside	WI	\$62,500

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

Source: AAUP, The Annual Report on the Economic
Status of the Profession, 2019-20

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 2019-2020, is at the 10th percentile. (2 of 21, or 9.5%, have a lower average salary.) U Tampa, with twelve below, is in the 57th percentile. Assuming no change in salaries of its peers, Longwood's average salary, \$70,100, would have to increase by \$13,800 to equal Rollins' \$83,900.

Questions? Email abramswp@longwood.edu

LONGWOOD UNIVERSITY AVERAGE SALARIES 2020-2021

Prepared by the Longwood University Chapter of the American Association of University Professors

Note that these salaries do not include the reductions for this year

FACULTY (10 month salaries)

	Salaries							
	Number	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
All faculty	264	\$71,492	\$18,925	\$43,900	\$60,000	\$67,441	\$80,875	\$138,529
By rank								
Professor	54	\$89,187	\$16,509	\$69,577	\$77,955	\$85,547	\$91,250	\$138,529
Associate Professor	83	\$73,051	\$12,472	\$59,913	\$66,251	\$68,545	\$76,660	\$133,485
Assistant Professor	84	\$69,946	\$17,991	\$53,477	\$59,160	\$62,650	\$73,050	\$118,000
Year by Year	43	\$49,394	\$7,597	\$43,900	\$45,000	\$45,000	\$51,367	\$69,977
By college								
Business and Econ	24	\$110,110	\$18,561	\$60,000	\$98,971	\$113,302	\$117,960	\$138,529
Ed and Human Ser	57	\$68,440	\$12,394	\$43,900	\$62,294	\$65,724	\$75,436	\$117,000
Cook-Cole	179	\$68,068	\$14,824	\$31,040	\$58,957	\$66,923	\$77,564	\$122,158

ADMINISTRATION (12 month salaries)

	Salaries							
	Number	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
A/P Administrators	121	\$80,755	\$35,477	\$35,568	\$55,000	\$75,000	\$94,000	\$207,000
E&G Administrators	115	\$80,552	\$35,815	\$35,568	\$55,000	\$75,000	\$94,000	\$207,000
Librarians	6	\$67,611	\$27,762	\$50,403	\$51,988	\$55,611	\$67,106	\$122,323
Auxiliary Enterprise	82	\$60,438	\$24,734	\$27,500	\$40,700	\$55,000	\$70,785	\$150,000
Athletics	44	\$59,617	\$30,905	\$27,500	\$39,500	\$53,000	\$62,200	\$150,000
A/P Student Service	38	\$63,719	\$20,358	\$36,000	\$50,000	\$60,900	\$79,600	\$115,700

	Number continuing	Percent Change						
		Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
All faculty	249	0.09%	3.13%	-36.47%	0.00%	0.00%	0.00%	7.14%
By rank								
Professor	53	0.53%	1.98%	-3.07%	0.00%	0.00%	0.00%	7.14%
Associate Professor	83	0.79%	2.17%	-3.71%	0.00%	0.00%	0.00%	6.01%
Assistant Professor	74	-0.51%	2.37%	-15.80%	0.00%	0.00%	0.00%	0.00%
Year by Year	39	-0.87%	5.86%	-36.47%	0.00%	0.00%	0.00%	2.51%
By college								
Business and Econ	21	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ed and Human Ser	52	-0.68%	5.76%	-36.47%	0.00%	0.00%	0.00%	5.42%
Cook-Cole	172	0.32%	2.00%	-11.11%	0.00%	0.00%	0.00%	7.14%

	Number continuing	Percent Change						
		Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
A/P Administrators	114	1.11%	9.85%	-38.81%	0.00%	0.00%	0.00%	69.75%
E&G Administrators	108	1.13%	10.11%	-38.81%	0.00%	0.00%	0.00%	69.75%
Librarians	6	0.87%	2.14%	0.00%	0.00%	0.00%	0.00%	5.24%
Auxiliary Enterprise	76	0.26%	6.45%	-46.15%	0.00%	0.00%	0.00%	22.22%
Athletics	39	-0.79%	7.61%	-46.15%	0.00%	0.00%	0.00%	8.33%
A/P Student Service	37	1.36%	4.80%	0.00%	0.00%	0.00%	0.00%	22.22%