

## AAUP Salary Study 2024-2025

Here is the AAUP Salary Study for 2024-2025. Note that the comparison tables are from the same year as the salary data I computed, although they are done differently.

Please remember my tables, the first two, only include those employees most of whose salary is paid through state money, either E&G or Auxiliary. We have a number of employees paid by the Longwood Foundation, the Real Estate Foundation, or through Grants. They are not included.

As always my tables are a snapshot of the institution from November.

The average faculty salary for last year was \$83852. This is about a 3.5% increase over the average salary for 2023-2024. The increase for continuing faculty is a little more, 4.5%. Given the chaos in the economy, it would be foolish to try and predict what will happen to our salaries next year.

Note that we are last in the state (9<sup>th</sup> percentile) but in the 42<sup>nd</sup> percentile for our peer group. (Two schools that usually report did not for this year, but we moved past several schools that did.)

We have more faculty than last year, but you have to go back to 2013-2014 to see the last time we had this few faculty. Of course, our student numbers would have been different. The total number of employees (not including those paid mostly through a Foundation or Grant) went down by 18.

### Summary Charts:

#### Faculty Salary 2001-2024

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2024-2025	\$83,852	3.46%	2.9%
2023-2024	\$81,047	2.96%	3.4%
2022-23	\$78,719	3.9%	6.5%
2021-22	\$75,736	5.9%	7%
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: <https://www.usinflationcalculator.com/inflation/consumer-price-index-and-annual-percent-changes-from-1913-to-2008/>)

### NUMBERS OF FULL TIME EMPLOYEES, 1993-2023

Year	Faculty	Athletic	Student Service	Library	A/P Admin	Classified	Total
24-25	243	42	17	6	168	201	677
23-24	240	50	22	7	174	202	695
22-23	247	41	32	4	154	204	682
21-22	254	42	27	7	132	223	685
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

Below are the **comparison tables** for state universities and our peer group respectively. Note that these are for the same year as the data above even though the average for Longwood is different. (The snapshot is taken at a different time and the data is cleaned differently.)

School	2024-25 Average Salary (All Ranks)
University of Virginia	\$157,700
George Mason University	\$131,700
Virginia Tech	\$131,000
W & M	\$120,100
Virginia Commonwealth	\$114,500
Old Dominion University	\$105,100
Christopher Newport University	\$98,900
James Madison University	\$98,900
University of Mary Washington	\$89,600
Radford University	\$89,900
UVA Wise	\$83,700
<b>Longwood University</b>	<b>\$81,800</b>
Not Reporting: NSU, VSU, VMI	

School	State	Average Salary 2024-25
Trinity University	TX	\$114,500
Shippensburg University	PA	\$108,300
Cal State Bakersfield	CA	\$104,700
Monmouth University	NJ	\$103,000
Marist College	NY	\$101,000
Salisbury University	MD	\$101,000
U Tampa	FL	\$98,700
Rollins College	FL	\$96,200
Elon University	NC	\$95,500
Butler University	IN	\$88,100

Berry College	GA	\$83,800
<b>Longwood Univ</b>	<b>VA</b>	<b>\$81,800</b>
UT Permian Basin	TX	\$81,300
Abilene Christian	TX	\$79,700
Pacific Lutheran	WA	\$79,500
King's College	PA	\$79,000
Valparaiso University	IN	\$74,500
U of Wisconsin Parkside	WI	\$73,900
Truman State University	MO	\$68,500
Not Reporting: SUNY-Plattsburg, SUNY-Genesco, Winthrop Univ, Seattle Pacific University, Westfield State (MA), Eastern Conn.		

From the 2024-2025 AAUP Report on the Status of the Profession

This report is produced by the Longwood Chapter of the AAUP, an organization dedicated to the preservation of academic freedom and shared governance at Longwood. If you are interested in membership or have any questions please contact Bill Abrams at [abramswp@longwood.edu](mailto:abramswp@longwood.edu)