

Annual Salary Survey, Longwood University, March 2018  
 Prepared by the Longwood University Chapter,  
 American Association of University Professors

**There is a change to the salary study this year:** The AAUP has been concerned about the number of faculty who are moved into administrative positions but still classified as Faculty not A/P Administrators. So this year any faculty member who is teaching less than a half load (less than 12 credits per year) because of formal administrative reassignment is listed in this study as A/P Administration. The state still classifies them as faculty and the comparison charts with other Va. Schools and with our peer intuitions will not classify them this way.

**There is actually some good news this year:** Continuing faculty had a mean increase of 3.43% this year. (Note that is a smaller mean increase than for continuing AP administrators.) The median increase for continuing faculty was 1.68%. Remember that the difference between continuing faculty and all faculty is exactly those faculty eligible for the state increase. It looks like the number of faculty decreased by 1, but remember that 6 people were classified as faculty last year and as A/P Administrators this year without changing jobs. So it would be valid to say that the number of faculty went up by 4 as well.

**Some things to realize:** As we have reminded you the past few years, we are now dividing administrators paid by Auxiliary into Athletics and Student Services. Anyone paid through Auxiliary and not in Athletics is listed in Student Services. This year we did try our best to put Visiting Professors, Associate Professors, etc. into the Year by Year category. Employees are not listed in our study at all if they are paid 50% or more by one of the foundations or by grants.

It is important to remember that the first half of this study is a snapshot of the employees on the payroll as of November 2017. 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>
2017-2018	\$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>
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 2016-17, 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 2016-17 Average Salary (All Ranks)

University of Virginia	125600
Virginia Tech	102,000
William and Mary	99200
George Mason University	95600
Virginia Commonwealth	81300
Old Dominion University	81200
James Madison University	76400
Christopher Newport University	74600
Virginia Military Institute	72800
Radford University	72100
University of Mary Washington	69100
<b>Longwood University</b>	<b>67700</b>
UVA Wise	65100

Not Reporting: NSU, VSU

## LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

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

University	State	Average Salary 2016- 2017
Trinity University	TX	\$98,900
Shippensburg University	PA	\$92,500
Monmouth University	NJ	\$88,100
Elon University	NC	\$85,100
Marist College	NY	\$83,100
Cal State Bakersfield	CA	\$81,100
University of Tampa	FL	\$79,600
Rollins College	FL	\$79,200
Salisbury University	MD	\$75,100
Butler University	IN	\$73,900
SUNY-Geneseo	NY	\$73,500
Abilene Christian	TX	\$71,900
King's College	PA	\$71,300
Berry College	GA	\$71,000
Winthrop University	SC	\$70,500
Valparaiso University	IN	\$69,900
Pacific Lutheran	WA	\$69,900
SUNY-Plattsburg	NY	\$69,600
<b>Longwood University</b>	<b>VA</b>	<b>\$67,700</b>
Truman State University	MO	\$64,400
U of Wisconsin Parkside	WI	\$57,900

Not Reporting: Eastern Connecticut State, Seattle Pacific University, U of Texas Permian Basin (TX), Westfield State University (MA)

Source: *Academe* March-April 2017

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 2016-2017, is at the 10<sup>th</sup> percentile. (Two of 21, or 9.52%, have a lower average salary.) Butler University, with thirteen below, is in the 59<sup>th</sup> percentile. Assuming no change in salaries of its peers, Longwood's average salary, \$67,700, would have to increase by \$6,200 to equal Butler's \$73,900.

Questions? Email [abramswp@longwood.edu](mailto:abramswp@longwood.edu)

**LONGWOOD UNIVERSITY AVERAGE SALARIES 2017-2018**

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

**FACULTY (10 month salaries)**

	Number	Mean	Standard deviation	Minimum	Salaries			
					Q1	Median	Q3	Maximum
All faculty	252	\$69,083	\$18,269	\$42,000	\$58,951	\$64,337	\$78,307	\$145,335
By rank								
Professor	49	\$85,654	\$15,947	\$65,177	\$75,996	\$82,909	\$89,197	\$145,335
Associate Professor	67	\$71,841	\$11,833	\$58,813	\$64,032	\$68,545	\$75,754	\$128,161
Assistant Professor	88	\$66,386	\$16,711	\$52,000	\$58,000	\$60,817	\$63,436	\$141,725
Year by Year	48	\$53,263	\$15,584	\$42,000	\$42,630	\$45,446	\$60,425	\$109,500
By college								
Business and Econ	23	\$105,202	\$20,112	\$60,000	\$93,479	\$104,530	\$113,680	\$145,335
Ed and Human Ser	56	\$65,584	\$11,765	\$46,262	\$60,000	\$61,988	\$69,622	\$103,235
Cook-Cole	171	\$65,495	\$14,059	\$42,000	\$58,000	\$64,007	\$75,365	\$119,763

**ADMINISTRATION (12 month salaries)**

	Number	Mean	Standard deviation	Minimum	Salaries			
					Q1	Median	Q3	Maximum
A/P Administrators	127	\$76,815	\$35,846	\$26,500	\$52,015	\$70,167	\$90,250	\$205,000
E&G Administrators	121	\$77,622	\$36,296	\$26,500	\$52,700	\$72,000	\$91,000	\$205,000
Librarians	6	\$63,874	\$26,869	\$48,426	\$48,705	\$52,449	\$61,983	\$117,300
Auxiliary Enterprise	82	\$54,315	\$24,987	\$26,520	\$37,381	\$47,325	\$58,687	\$166,500
Athletics	47	\$53,127	\$28,001	\$28,000	\$35,000	\$47,500	\$52,750	\$166,500
A/P Student Service	35	\$55,909	\$20,545	\$26,520	\$40,733	\$47,150	\$72,458	\$111,100

	Number continuing	Percent Change						
		Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
All faculty	220	3.43%	5.31%	0.00%	1.50%	1.68%	3.21%	46.90%
By rank								
Professor	49	2.88%	2.61%	1.00%	1.50%	1.78%	2.82%	11.23%
Associate Professor	67	3.39%	3.75%	0.00%	1.50%	2.28%	3.86%	28.47%
Assistant Professor	67	3.51%	5.26%	1.00%	1.50%	1.50%	3.18%	28.89%
Year by Year	37	3.23%	7.59%	0.00%	1.50%	1.50%	1.72%	46.90%
By college								
Business and Econ	19	3.11%	4.98%	0.00%	1.50%	2.30%	2.62%	23.24%
Ed and Human Ser	44	3.87%	6.80%	0.00%	1.40%	1.50%	2.00%	35.56%
Cook-Cole	156	3.36%	4.90%	0.00%	1.50%	1.79%	3.38%	46.90%

	Number continuing	Percent Change						
		Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
A/P Administrators	106	4.03%	5.93%	0.00%	2.00%	2.00%	2.82%	42.86%
E&G Administrators	100	4.18%	6.08%	0.00%	2.00%	2.00%	3.44%	42.86%
Librarians	6	2.12%	0.29%	2.00%	2.00%	2.00%	2.00%	2.71%
Auxiliary Enterprise								
Athletics	37	6.74%	23.59%	0.00%	0.00%	2.00%	4.17%	143.06%
A/P Student Service	30	4.40%	5.36%	0.64%	2.00%	2.00%	2.13%	22.86%