

## Annual Salary Survey, Longwood University, March 2008

Prepared by the Longwood University chapter,  
American Association of University Professors

**Salaries at Longwood are up this year**, rising faster than the cost of living. The average faculty remuneration this year is \$59,730, up 4.3% from last year, and the average continuing faculty member received a 6.2% increase. For the third year in a row, the percent increase in average Longwood faculty salary exceeded the increase in the cost of living, as measured by the Consumer Price Index (CPI).

Year	Av. faculty salary	% change	CPI % change
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%
2000-1	\$49,910	0.8%	3.4%

**The mean increase in most categories was higher than the median.** The median is the “middle” increase. If the increases are sorted, the median is the one in the middle position. The mean is the sum of all the data, divided by the number of data items. Statisticians describe a situation in which the mean is larger than the median as “skewed right,” and it implies that a relatively few high raises drag the mean to a larger figure than one might expect.

**It was a good year for faculty for exceptional merit.** 33.1% of continuing faculty received extra raises for exceptional merit this year.

**It was also a good year for equity increases, at least for non-faculty.** Equity raises are given in recognition of the fact that we are underpaid, relative to our peers. This year 19.1% of continuing administrators (including athletic personnel) received equity increases. Only one faculty member received an equity increase.

**The number of lecturers went up sharply.** Lecturers are temporary faculty, hired under one-year contracts. Their service as lecturers does not count toward tenure. This

year Longwood has 33 lecturers, up from 28 last year. The 33 lecturers comprise 16% of the faculty.

**The average increase by college was not equal.** The College of Arts and Sciences continuing faculty received the highest average percent increase (6.8%), followed by Education and Human Services (5.3%) and Business and Economics (5.1%). The average salary in Business and Economics exceeds the average salary in the other two colleges by approximately \$24,000, however.

**Longwood salaries continue to lag far behind salaries at our sister Virginia universities and our benchmark institutions.** The following figures are from 2006-7, since current year's figures are not available yet for other schools.

Longwood Salary Average compared to Averages at other State Senior Institutions

University of Virginia	\$99,000
College of William and Mary	87,000
George Mason University	85,000
Virginia Tech	84,100
Virginia Commonwealth University	74,400
Old Dominion University	69,700
Christopher Newport University	66,500
James Madison University	65,500
University of Mary Washington	61,300
Radford University	60,800
Virginia State University	60,400
Norfolk State University	59,100
<b>Longwood University</b>	<b>57,000</b>
University of Virginia's College at Wise	53,700

N.B. VMI not reporting

Longwood Salary Average compared to Averages at SCHEV Benchmark Institutions

Trinity University (Tex.)	77,200
Rollins College (Fla.)	71,500
University of Scranton (Pa.)	71,300
Shippensburg University of Pa.	70,300
Eastern Connecticut State University	69,700
Monmouth University	69,200
California State University-Bakersfield	64,700
University of Tampa (Fla.)	64,400
Valparaiso University (Ind.)	63,900
Elon University (N.C.)	62,000
Seattle Pacific University (Wa.)	62,000
Butler University (Ind.)	61,700
Salisbury University (Md.)	60,800

Marist College (N.Y.)	59,700
SUNY-College at Plattsburgh	59,600
SUNY-College at Geneseo	59,500
King's College (Pa.)	59,200
Berry College (Ga.)	57,700
<b>Longwood University</b>	<b>57,000</b>
Truman State University (Mo.)	56,800
Pacific Lutheran University (Wa.)	56,700
Abilene Christian University (Tex.)	56,600
University of Wisconsin-Parkside	56,100

N.B. University of Texas-Permian Basin, Westfield State College (Ma.), Winthrop University (S.C.) not reporting

The State of Virginia has long had the goal of the average faculty salary at each state school reaching or exceeding the 60<sup>th</sup> percentile of its benchmark institutions. (However, the State has never provided sufficient funding to reach that goal!) Longwood's position relative to its peer institutions, using AAUP National Faculty Salary data as reported for 2006-7, is at the 18<sup>th</sup> percentile. [18 have higher average salaries; 4 have lower average salaries – 82% above, 18% below.] This is a higher percentile than last year, but we have a new set of benchmark schools this year, and they pay less, on the average, that did the old set. Elon University is at the 60<sup>th</sup> percentile, with 9 institutions above and 13 below. In order for Longwood to be at the 60<sup>th</sup> percentile, the average faculty salary would need to be higher than Elon's average of \$62,000 (assuming no change in average faculty salaries for the remaining institutions).

**For a summary of current Longwood salaries by rank and discipline, see the last page of this document.**

### CATEGORIES OF RAISES/DECREASES

**Merit** Practically all faculty and administrators received merit increases.

**Exceptional merit** 58 faculty received raises for exceptional merit, ranging from \$500 to \$2000.

**Promotion** The standard increase for faculty promotion to full professor is \$3000 and to associate professor, \$2000. Two faculty were promoted to full professor and six to associate professor. One person was promoted to assistant professor with an increase of \$5000. The total percent raise for those promoted, including merit, exceptional merit, and equity, ranged from 3.5% to 14.8%. One administrator was promoted, receiving a total percent raise of 24.0%.

**Equity** 21 administrators (including athletic personnel) received equity increases ranging from \$360 to \$15,320. The sole faculty equity increase was \$5000.

**Salary adjustment** Two athletics personnel received salary adjustments of 5.0% and 10.8%, respectively.

**Contract renewal** 16 faculty, including 11 of the 19 continuing lecturers, are in this category. Basically, they had to reapply for their jobs, since their positions did not automatically continue. Their total percent raises ranged from 3.1% to 25.7%.

**Performance** Six athletics personnel received performance increases, with total percent increases from 4.0% to 11.7%.

### NUMBERS OF FULL TIME EMPLOYEES, 1993-2007

The number of employees increased in every category, with particularly high percent increases in athletics (29.4%), Student Services (19.2%), and A/P Administrators (17.5%). The faculty increased by 3.5%. Overall, the number of employees was up 5.9%.

<u>Year</u>	<u>Faculty</u>	<u>Athletics</u>	<u>Student Service</u>	<u>Library</u>	<u>A/P Admin</u>	<u>Classified</u>	<u>Total</u>
93-94	151	12	20	7	33	243	466
94-95	153	13	20	7	33	232	458
95-96	157	13	23	7	29	225	454
96-97	158	13	21	7	29	228	456
97-98	158	15	25	7	32	223	460
98-99	165	15	22	6	35	236	479
99-00	164	14	29	6	38	248	499
00-01	169	17	30	7	44	245	512
01-02	171	14	30	7	48	253	523
02-03	171	17	26	7	43	250	514
03-04	183	21	25	5	51	233	518
04-05	194	31	26	6	52	233	542
05-06	200	31	29	5	56	260	581
06-07	200	34	26	6	63	286	615
07-08	207	44	31	7	74	288	651

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

**LONGWOOD UNIVERSITY AVERAGE SALARIES 2007-8 (Prepared by the Longwood University Chapter of the American Association of University Professors)**

**FACULTY (10 month salaries)**

	Salaries									Percent Change							
	Number	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum		Number continuing	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
All faculty	207	\$59,730	\$15,843	\$39,500	\$47,587	\$55,866	\$70,143	\$109,981	All faculty	175	6.21%	4.37%	0.00%	3.70%	4.18%	7.35%	25.71%
By rank									By rank								
Professor	42	\$77,453	\$13,227	\$59,789	\$67,761	\$84,885	\$86,508	\$109,981	Professor	40	5.09%	1.98%	2.50%	3.68%	4.47%	6.20%	11.86%
Associate Professor	51	\$65,781	\$11,352	\$49,850	\$57,508	\$63,223	\$73,387	\$94,593	Associate Professor	49	4.90%	2.36%	0.00%	3.40%	3.80%	6.09%	11.75%
Assistant Professor	76	\$54,557	\$10,869	\$44,000	\$47,599	\$50,649	\$55,691	\$86,263	Assistant Professor	64	6.42%	4.79%	3.00%	3.70%	4.11%	7.13%	25.71%
Instructor	5	\$48,819	\$6,765	\$39,500	\$46,416	\$50,000	\$50,000	\$58,181	Instructor	3	9.33%	6.88%	3.15%	5.63%	8.12%	12.43%	16.74%
Lecturer	33	\$41,389	\$2,837	\$40,000	\$40,000	\$40,000	\$41,393	\$50,803	Lecturer	19	10.75%	6.70%	3.29%	3.90%	10.99%	15.39%	25.00%
By college									By college								
Business and Econ	26	\$81,168	\$13,796	\$47,504	\$76,904	\$81,592	\$87,370	\$102,982	Business and Econ	23	5.09%	3.99%	3.19%	3.50%	3.74%	4.92%	22.55%
Ed and Human Ser	47	\$58,200	\$11,124	\$40,000	\$51,283	\$54,540	\$64,290	\$84,515	Ed and Human Ser	42	5.32%	2.85%	3.00%	3.65%	4.21%	5.99%	16.74%
Arts and Sciences	134	\$56,107	\$14,363	\$39,500	\$45,936	\$51,376	\$64,219	\$109,981	Arts and Sciences	110	6.78%	4.83%	0.00%	3.70%	4.30%	8.28%	25.71%

**ADMINISTRATION (12 month salaries)**

	Salaries									Percent Change							
	Number	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum		Number continuing	Mean	Standard deviation	Minimum	Q1	Median	Q3	Maximum
E&G Administrators	81	\$70,610	\$27,490	\$30,000	\$49,140	\$67,184	\$87,360	\$149,053	E&G Administrators	63	8.06%	6.68%	3.99%	4.00%	5.00%	8.09%	32.31%
Librarians	7	\$58,186	\$18,891	\$40,000	\$42,973	\$56,492	\$65,931	\$93,000	Librarians	6	5.29%	1.90%	4.00%	4.00%	4.50%	5.69%	8.84%
A/P Administrators	74	\$71,785	\$27,976	\$30,000	\$50,026	\$67,746	\$89,381	\$149,053	A/P Administrators	57	8.35%	6.94%	3.99%	4.00%	5.60%	8.13%	32.31%
Auxiliary Enterprise	75	\$43,098	\$17,306	\$20,082	\$28,101	\$38,480	\$52,000	\$105,000	Auxiliary Enterprise	47	7.15%	5.05%	2.11%	4.00%	4.00%	9.23%	21.99%
Athletics	44	\$40,562	\$17,048	\$20,082	\$28,060	\$36,024	\$48,939	\$105,000	Athletics	28	6.24%	4.48%	4.00%	4.00%	4.00%	5.64%	19.91%
A/P Student Service	31	\$46,699	\$17,301	\$26,000	\$31,200	\$41,200	\$62,566	\$85,000	A/P Student Service	19	8.48%	5.66%	2.11%	4.00%	7.55%	11.23%	21.99%

All salaries are as of December 2007. They include merit, equity, and promotion raises, and stipends (such as the ones for department chairs). All salary figures for faculty are for 9/10 months, and all administrative salaries are for 12 months. Where necessary, salaries were converted between 9/10 months and 12 months using a conversion factor of 9/11, which is a state formula.

Auxiliary Enterprise personnel hold faculty rank but are not paid from state funds. "E&G" stands for Educational and General. "A/P" stands for Administrative and Professional, which was formerly called T&R (Teaching and Research). Both are state classifications.