

Annual Salary Survey, Longwood University, March 2013

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

There is actually some good news this year: The mean faculty salary at Longwood increased by about 1% this year. For continuing faculty the mean increase was over 3%.

How could there be an increase for continuing faculty since the state didn't give us any salary money for increases? Money is freed up each year when relatively higher paid faculty retire or leave Longwood. Some people got promotions, which carry automatic increases. Some had their job titles changed. And we may have to pay more to hire new faculty, due to market pressures.

But more important were the equity increases that used current money to increase salaries without any additional state support. These raises were given to 27% of faculty and the average raise was 9.54%. These raises were also given to 36% of E&G Administrators with an average raise of 6.03%, 14% of Librarians with an average raise of 5%, 55% of Student Services Personnel with an average raise of 4.51%, and 55% of Athletics personnel with an average raise of 5.17%.

Unfortunately, the average continuing faculty member did not benefit. The median increase for continuing faculty remains 0%.

And almost everyone fell behind the increase in the cost of living. Here are the figures for Longwood average faculty salaries and changes in the cost of living over the past decade, as measured by the Consumer Price Index (CPI).

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2012-13	\$61,616	1.1%	2.1%
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: <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiiai.txt>).

There were also promotions: 15 faculty, 10 administrators, 4 librarians and 2 student services personnel got promotion increases. The mean increases were 6%, 17%, 10%, and 17% respectively.

There are 9 more faculty this year than last. This is a 4% increase, and it is most welcome. However, there are also more faculty this year who are not on the tenure track including Lecturers, Senior Lecturers, Instructors and Clinical Educators. These faculty are grouped together under Year by Year on the accompanying spreadsheet.

It is important to remember that this study is a snapshot of the employees on the payroll as of December 1. It shows the number of people actually employed then, not the number of positions authorized but perhaps not filled on that date.

NUMBERS OF FULL TIME EMPLOYEES, 1993-2011

<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>
12-13	230	41	32	7	92	305	707
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 continues to rank near the bottom of other Virginia schools and its benchmark institutions in salary. Our average salary last year was next to the lowest

among Virginia colleges and universities and our benchmark schools. The following figures are from fall 2011-12, since current year's figures are not available yet for other schools. They are taken from AAUP's Academe and are self-reported by the institutions.

Longwood Salary Average Compared to Averages at Other State Senior Institutions (2011-12)

University of Virginia	\$110,900
George Mason University	\$93,000
College of William and Mary	\$92,000
Virginia Tech	\$89,100
Virginia Commonwealth University	\$80,100
Old Dominion University	\$76,700
James Madison University	\$68,700
University of Mary Washington	\$66,700
Christopher Newport University	\$66,600
Virginia State University	\$66,000
Radford University	\$65,700
Longwood University	\$59,800
University of Virginia at Wise	\$58,200

Not reporting: Virginia Military Institute, Norfolk State University

Source: *Academe* (98:2) March-April 2012

Note: Within the Commonwealth, except for the non-reporting Norfolk State and VMI, Longwood ranks only above University of Virginia at Wise, which is younger, smaller, and far more rural.

Longwood Salary Average Compared to Averages at SCHEV Benchmark Institutions (2011-12)

Trinity University	TX	\$84,200
Shippensburg University	PA	\$82,600
Monmouth University	NJ	\$79,800
Rollins College	FL	\$78,100
Eastern Connecticut State	CT	\$77,300
Cal State Bakersfield	CA	\$75,500
Elon University	NC	\$74,900
SUNY at Geneseo	NY	\$73,900
University of Tampa	FL	\$73,100
Marist College	NY	\$72,600
Seattle Pacific University	WA	\$71,800
Butler University	IN	\$70,500

Valparaiso University	IN	\$70,400
SUNY at Plattsburgh	NY	\$69,600
Westfield State College	MA	\$69,000
Abilene Christian University	TX	\$65,800
Salisbury University	MD	\$65,200
Pacific Lutheran University	WA	\$65,200
Winthrop University	SC	\$63,700
Berry College	GA	\$62,700
Truman State University	MO	\$61,800
Longwood University	VA	\$59,800
U of Wisconsin Parkside	WI	\$56,100

Not Reporting: Kings College (PA), U of Texas Permian Basin (TX)

Source: *Academe* (98:2) March-April 2012

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 2011-12, is at the 4th percentile. (one of 23, or 4%, has a lower average salary.) University of Tampa is at the 61st percentile with 14 institutions below. Assuming no change in salaries of its peers, Longwood's average salary, \$59,800, would have to increase by \$13,300 to equal University of Tampa's, \$73,100.

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