

## Annual Salary Survey, Longwood University, March 2009

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

**This was a gloomy year in general for salaries at Longwood.** The average faculty salary this year is \$59,736, which is practically equal to the average salary last year, and the average continuing faculty member received a median 0% increase. The only saving grace is that the cost of living, as measured by the Consumer Price Index (CPI), barely increased last year.

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

(Change in CPI is from December to December. Source: <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiat.txt>).

**A few faculty and administration received large salary increases, however.** The maximum faculty increase was 23.75%, the maximum administration increase was 22.86%, and the maximum auxiliary enterprise raise was 26.80%.

**How did this happen, since the state didn't give us any more salary money?** Some people got promotions, which carry automatic increases. Some had their job titles changed. A little money is freed up each year when relatively higher paid faculty retire or leave Longwood, and so there was money for a few merit and equity increases. Finally, some people are able, due to market or other factors, to negotiate increases even in the worst of times.

**The Instructor rank is an endangered species at Longwood.** There are only two Instructors on the faculty this year. In part this is because more new faculty are coming to Longwood already possessing the terminal degree, and such people are usually hired at the Assistant Professor rank. However, we are hiring some Ph.D.s as Lecturers. Since the Lecturer rank is intended (in theory, at least) for temporary appointments and does

not give credit towards tenure, our ability to hire people with doctorates as Lecturers says volumes about how tough the market is for new faculty.

**Longwood salaries continue to lag far behind salaries at our sister Virginia universities and our benchmark institutions.** The following figures are from 2007-8, since current year's figures are not available yet for other schools. They are taken from Academe and are self-reported by the institutions.

**Longwood Salary 2007-8 Average Compared to Averages at Other State Senior Institutions**

University of Virginia	\$103,000
College of William and Mary	89,100
George Mason University	88,700
Virginia Tech	87,300
Virginia Commonwealth University	78,000
Virginia Military Institute	76,400
Old Dominion University	71,400
Christopher Newport University	69,200
James Madison University	68,200
University of Mary Washington	64,300
Virginia State University	63,000
Radford University	61,500
Norfolk State University	61,800
<b>Longwood University</b>	<b>59,600</b>
University of Virginia's College at Wise	56,900

**Longwood Salary 2007-8 Average Compared to Averages at SCHEV Benchmark Institutions**

Trinity University (Tex.)	\$78,900
Rollins College (Fla.)	73,600
Shippensburg University of Pa.	73,200
University of Scranton (Pa.)	72,500
Monmouth University (N.J.)	72,300
California State University-Bakersfield	71,500
Eastern Connecticut State University	70,000
University of Tampa (Fla.)	66,800
Valparaiso University (Ind.)	66,700
Elon University (N.C.)	65,700
Butler University (Ind.)	64,500
Seattle Pacific University (Wa.)	64,100
SUNY-College at Geneseo	63,700
Salisbury University (Md.)	62,900
Marist College (N.Y.)	62,700
Westfield College (Mass.)	62,200
Winthrop Univ. (S.C.)	62,000
SUNY-College at Plattsburgh	61,000
Berry College (Ga.)	60,800

King's College (Pa.)	60,400
Abilene Christian University (Tex.)	60,100
<b>Longwood University</b>	<b>59,600</b>
Pacific Lutheran University (Wa.)	58,700
Truman State University (Mo.)	57,900
University of Wisconsin-Parkside	55,300

N.B. University of Texas-Permian Basin did not report

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 2007-8, is at the 12<sup>th</sup> percentile. [Three of 25, or 12%, have lower average salaries.] Elon University is at the 60<sup>th</sup> percentile with 15 institutions 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 \$65,700 (assuming no change in average faculty salaries for the remaining institutions).

**For a summary of current Longwood salaries by rank and discipline, see the file Salary Summary 2008.pdf, which is attached.**

#### NUMBERS OF FULL TIME EMPLOYEES, 1993-2008

<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>
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
08-09	210	45	31	7	80	302	675

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