

Annual Salary Survey, Longwood University, March 2010

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

Midyear salary increases for faculty announced. 35% of continuing faculty received equity salary increases in February 2010, making salary news not as dismal as we expected this year. The average faculty salary (including the new equity increases) is \$60,746, up 1.7% from last year. Increases for continuing faculty were skewed right. Slightly over half of the faculty received no increase (so the median increase was 0%), but the remaining faculty did get increases, bringing the mean increase for continuing faculty to 2.36%. The situation was much the same for administrators (median increase 0%, mean increase 1.63%) and athletic personnel (median 0%, mean 4.78%).

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. Money is freed up each year when relatively higher paid faculty retire or leave Longwood. Finally, some people are able, due to market or other factors, to negotiate increases even in the worst of times.

It was a good year for equity increases, particularly for the senior faculty. There were two rounds of equity raises. In December, two faculty, eight administrators, and one athletic person received equity adjustments. More money was freed up in February, and the decision was made to increase the salaries of many senior faculty in an effort to get their salaries nearer the nationwide averages by discipline. Indeed, 64% of full professors, 63% of associate professors, 11% of assistant professors, and one lecturer received upward adjustments ranging from \$500 to \$6400, effective February 10. No non-faculty person received a February raise. By college, 62% of the College of Business and Economics faculty received equity adjustments, as compared to 30% of the faculty in the College of Education and Human Services and 38% of the Cook-Cole College of Arts and Sciences faculty.

However, we still fell behind the increase in the cost of living, even with the raises. Here are the figures for 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>% change</i>	<i>CPI % change</i>
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%
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>).

Longwood salaries continued to lag far behind salaries at our sister Virginia universities and our benchmark institutions last year. The following figures are from 2008-9, 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 Average Compared to Averages at Other State Senior Institutions (2008-09)

University of Virginia	\$103,000
College of William and Mary	89,400
George Mason University	88,400
Virginia Tech	88,000
Virginia Commonwealth University	78,000
Virginia Military Institute	73,600
Old Dominion University	73,400
Christopher Newport University	68,100
James Madison University	67,600
University of Mary Washington	65,400
Norfolk State University	65,000
Radford University	64,200
Longwood University	59,200

Not reporting: University of Virginia at Wise, Virginia State University

Longwood Salary Average Compared to Averages at SCHEV Benchmark Institutions (2008-09)

Trinity University (Tex.)	\$79,500
Rollins College (Fla.)	76,200
Shippensburg University of Pa.	76,100
Monmouth University (N.J.)	75,700
California State University-Bakersfield	74,100
Eastern Connecticut State University	72,700
Elon University (N.C.)	70,200
University of Tampa (Fla.)	67,500
Seattle Pacific University (Wa.)	67,500
SUNY-College at Geneseo	67,100
Valparaiso University (Ind.)	66,700
Butler University (Ind.)	66,500
Salisbury University (Md.)	65,300

Marist College (N.Y.)	65,200
Westfield College (Mass.)	65,000
SUNY-College at Plattsburgh	64,700
Berry College (Ga.)	63,000
Abilene Christian University (Tex.)	61,700
Pacific Lutheran University (Wa.)	61,400
King's College (Pa.)	61,200
Truman State University (Mo.)	59,600
Longwood University	59,200
University of Wisconsin-Parkside	57,400

Not reporting: University of Texas-Permian Basin, Winthrop University (S.C.)

The State of Virginia has long had the goal of the average faculty salary at each state school reaching or exceeding the 60th 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 2008-9, is at the 4th percentile. (One of 23, or 4%, has a lower average salary.) SUNY Geneseo is at the 60th percentile with 13 institutions below. In order for Longwood to be at the 60th percentile, the average faculty salary would need to be higher than SUNY Geneseo's average of \$67,100 (assuming no change in average faculty salaries for the remaining institutions).

NUMBERS OF FULL TIME EMPLOYEES, 1993-2009

For the first time in years, the total number of Longwood employees declined this year.

<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	73	302	668

09-10 207 41 32 7 72 299 658

For a summary of current Longwood salaries by rank and discipline, see the file [http://www.longwood.edu/senate/Salary summary 2009.pdf](http://www.longwood.edu/senate/Salary%20summary%202009.pdf)

Questions? Email webberrp@longwood.edu