

Annual Salary Survey, Longwood University, March 2014

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 almost 4% this year. For continuing faculty the mean increase was 3.6%. Most of us got the 3% state raise that helped a lot. In addition, this includes the \$4000 increase in the chair's stipend. It is interesting to note that the mean faculty salary for all faculty at Longwood increased more than the mean increase for continuing faculty.

It is worth noting that the snapshot we used for this study occurred after last year's equity increases for faculty but before this year's equity increases for faculty. This year's equity increases will be reflected in next year's study. Thus the median increase for faculty was exactly the 3% given by the state although for other categories of Longwood employees it was higher.

For the first time in a number of years we beat the CPI

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
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-2008/>)

There are 8 more faculty this year than last. This is a 3.5% increase, and it is most welcome. However, there is also one more faculty member this year who is not on the tenure track. Those faculty, including Lecturers, Senior Lecturers, Instructors, Visiting Professors, and Clinical Educators, are grouped together under Year by Year on the accompanying spreadsheet.

There were also promotions. Six faculty members were promoted to Associate Professor and three were promoted to Professor.

The times they are a changing. The way we divide up Longwood employees for the purpose of this study may be obsolete. There are now a handful of people being paid through Auxiliary that are working in neither Student Services nor Athletics. (For now we are listing them in Student Services.) There are about eight employees being paid by the foundation, over half of them working for Student Services. Employees paid by the foundation are not listed in our study at all.

It is important to remember that this study is a snapshot of the employees on the payroll as of November 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, 1993-2013

<u>Year</u>	<u>Faculty</u>	<u>Athletic</u>	Student <u>Service</u>	<u>Library</u>	A/P <u>Admin</u>	<u>Classified</u>	<u>Total</u>
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 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 2012-13, 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 Average Salary Compared to Averages at Other State Institutions (2012-13 Salaries)

School	2012-13 Average Salary (All Ranks)
University of Virginia	\$109,400
George Mason University	\$92,800
Virginia Tech	\$89,400
Virginia Commonwealth University	\$78,500
Old Dominion University	\$78,100
James Madison University	\$69,300
Virginia State University	\$69,300
Radford University	\$68,100
University of Mary Washington	\$67,700
Christopher Newport University	\$66,000
Longwood University	\$61,400
University of Virginia at Wise	\$58,300

Not reporting: Virginia Military Institute, Norfolk State University, William and Mary

Source: *Academe* (99:2) March-April 2013

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

Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions (2012-13 Salaries)

School	State	2012-13 Average Salary (All Ranks)
Trinity University	TX	\$85,400
Shippensburg University	PA	\$82,500
Eastern Connecticut State	CT	\$78,800
Rollins College	FL	\$78,500
Marist College	NY	\$75,700
Elon University	NC	\$75,200
Cal State Bakersfield	CA	\$74,800
University of Tampa	FL	\$74,300
Seattle Pacific University	WA	\$73,200

Westfield State University	MA	\$72,800
Valparaiso University	IN	\$71,600
Butler University	IN	\$71,300
SUNY at Plattsburgh	NY	\$68,300
Pacific Lutheran University	WA	\$66,600
Winthrop University	SC	\$66,100
King's College	PA	\$66,000
Abilene Christian University	TX	\$66,000
Salisbury University	MD	\$65,600
Berry College	GA	\$63,900
Truman State University	MO	\$63,700
Longwood University	VA	\$61,400
U of Wisconsin Parkside	WI	\$56,900

Not Reporting: Monmouth U (NJ), U of Texas Permian Basin (TX), SUNY at Geneseo (NY)

Source: *Academe* (99:2) March-April 2013

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 2012-13, is at the 5th percentile. (One of 22, or 4.5%, has a lower average salary.) Seattle Pacific University is at the 59th percentile with 13 institutions below. Assuming no change in salaries of its peers, Longwood's average salary, \$61,400, would have to increase by \$11,800 to equal Seattle Pacific's \$73,200.

Questions? Email abramswp@longwood.edu or webberrp@longwood.edu