

**BOARD OF VISITORS
ADMINISTRATION, FINANCE, FACILITIES AND TECHNOLOGY**

INFORMATION ITEM 23

Review of Report on Instructional Faculty Salaries for Fiscal Year 2010-2011

Periodically Longwood University participates in a national faculty salary survey conducted by the American Association of University Professors. The results of this survey are published in the AAUP journal Academe. The information in Academe was used to compare 2010-2011 faculty salary data from Longwood University to salaries from a variety of benchmark institutions throughout the country and within the Commonwealth of Virginia. The Longwood data was prepared by the Human Resources Department in October and used for its "Annual Summary of Positions and Salaries 2010-2011 Fiscal Year at Longwood University" Report.

A copy of the Faculty Salary Report is attached.

Longwood University Report on Instructional Faculty Salaries

FY 2010-2011

Prepared by Human Resources

October 2011

Background

Longwood University participates annually in the American Association of University Professors (AAUP) faculty salary survey. The most recent AAUP survey report published in Academe, March–April 2011 edition, was used to compare 2010-2011 Longwood University faculty salary averages from December 2010 to average salaries from Longwood University’s national benchmark institutions approved by State Council of Higher Education for Virginia (SCHEV) in June 2007 (refer to **Attachment 1**).

The Longwood University data contained in the AAUP salary survey is prepared annually in December by the Human Resources Department in collaboration with the Office of Academic Affairs. Longwood University instructional faculty salary data is also provided to the Longwood University Chapter of the AAUP.

Overview

As reported by Academe, although the worst recession since the Great Depression is now technically over, our analysis of faculty compensation and forecasts for state revenues indicates that the negative impact on higher education will continue for years in many states.¹

The overall increase in salary level was 1.4 percent between 2009–10 and 2010–11. This is barely higher than the overall change reported last year, when we described it as “the lowest year-to-year change recorded in the fifty years of this comprehensive survey.”²

The overall picture this year, then, is of mostly stagnant salaries for full-time faculty members. The numbers vary considerably across institutional types. But aggregate faculty salary levels did not keep up with inflation in the past year, and the cumulative increase during the last seven years lagged behind the cumulative increase in median earnings for all US workers.³

Longwood University offices of the President, Academic Affairs and Administration & Finance are concerned over the salaries of the instructional faculty and staff. In September 2011, Longwood University contracted with Sibson Consulting, a Division of Segal, to perform an overall compensation study. The Salary Study Project Team looks forward to working closely with Sibson Consulting over the next several months to achieve a positive step in making sure that all faculty and staff are compensated fairly.

¹ AAUP Journal, Academe, March-April 2011, 16.

² AAUP Journal, Academe, March-April 2011, 16.

³ AAUP Journal, Academe, March-April 2011, 16.

Data

Longwood University faculty salary data by Rank is depicted for a five year period, from Fiscal Year 2006-2007 through 2010-2011, per the following:

- Longwood University faculty salary averages (**Chart 1A**)
- SCHEV peer faculty salary averages (**Chart 1B**), and
- Longwood University faculty salary average as a percentage of SCHEV faculty salary averages (**Chart 1C**).

It is important to note that the Academe survey does not report average salaries for Lecturers, thus the rank is not included in the charts. However, the survey does use the average salary data for Lecturers and “No Rank” when calculating the “All Ranks Combined” data.

Chart 1A: Longwood University Instructional Faculty Salary Averages

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
FY10-11	77,300	63,000	53,800	56,400	60,400
FY09-10	74,300	63,100	52,500	49,000	59,300
FY08-09	75,200	62,400	54,100	51,100	59,200
FY07-08	77,500	65,700	54,300	48,600	59,600
FY06-07	73,800	62,000	52,300	43,000	57,000

**Chart 1B: Longwood University
State Council of Higher Education for Virginia (SCHEV) Peer Data
for Instructional Faculty Salary Averages**

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
FY10-11	90,583	70,967	59,888	47,994	70,242
FY09-10	89,691	69,970	58,326	47,512	69,196
FY08-09	88,465	68,748	57,291	47,216	67,896
FY07-08	84,696	66,317	55,321	45,078	65,342
FY06-07	83,995	66,291	54,909	45,389	65,982

**Chart 1C: Longwood Instructional Faculty Salary Averages
as a Percent of SCHEV Benchmarks**

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks
FY10-11	85%	89%	90%	118%	86%
FY09-10	83%	90%	90%	103%	86%
FY08-09	85%	91%	94%	108%	87%
FY07-08	92%	99%	98%	108%	91%
FY06-07	88%	94%	95%	95%	86%

Attachment 2 compares SCHEV individual institutional data for Fiscal Year 2010-2011 to Longwood University data.

Findings

1. Longwood data for the 2010-2011 reporting period accurately reflects instructional faculty base salary averages, contributing to the appearance of a decrease in salary averages. The exception to this is Instructors, which have continued to increase slightly over recent years. Of the twenty-six reporting SCHEV group, at least half indicated a decrease in salary in at least one rank or more (indicated in red font.)
2. Benchmarking against SCHEV peers by rank; all ranks at Longwood continue to lag the market, most notably in the rank of Professor, with the exception of Instructor. The gap at which Longwood average salaries appear to lose market competitiveness continues to widen.

Comparisons to 60th Percentile of SCHEV Benchmark Institutions

The *1984-86 Appropriations Act* required the State Council of Higher Education for Virginia (SCHEV) to revise the benchmark system for all public institutions in a manner that “shall reflect the regional and national patterns of recruiting for each institution.” SCHEV, in collaboration with the institutions of higher education, Department of Planning and Budget, Secretary of Education and legislative funding committees developed a “best fit” model to build a national benchmark (peer) group for each institution. In developing a funding policy, SCHEV recommended that the Commonwealth fund its institutions such that average faculty salaries would be at or above the 60th percentile of average salaries of each institution’s national peer group average salaries. The following charts (Charts 2A1, 2A & 2B) compare Longwood University’s average salary to the 60th percentile for Longwood University’s National Benchmark (SCHEV Peer Group) institutions.

Chart 2A: 60th Percentile Comparison - FY 2010-2011

Professor	Associate Professor	Assistant Professor	Instructor¹	All Ranks Combined	
93,173	72,774	61,005	49,892	71,790	60th Percentile of National (SCHEV) Benchmark Average Salaries (Calculated using SCHEV formula)
77,300	63,000	53,800	56,400	60,400	Longwood University Average Salaries
-15,873	-9,774	-7,205	6,508	-11,390	Dollar Difference of Longwood Average Salaries from SCHEV Peer Group 60th Percentile
82.96%	86.57%	88.19%	113.04%	84.13%	Longwood University Average Salaries as a Percentage of the SCHEV Peer Group 60th Percentile

¹The following institutions did not report "Instructor" salaries: California State University-Bakersfield, Marist College, Rollin's College, SUNY at Geneseo, The University of Texas of the Permian Basin and University of Wisconsin-Parkside. Winthrop University did not participate for all ranks.

Chart 2A: 60th Percentile Comparison - FY 2009-2010

Professor	Associate Professor	Assistant Professor	Instructor¹	All Ranks Combined	
92,175	71,691	59,356	48,996	70,589	60th Percentile of National (SCHEV) Benchmark Average Salaries (Calculated using SCHEV formula)
77,300	63,000	53,800	56,400	60,400	Longwood University Average Salaries
-14,875	-8,691	-5,556	7,404	-10,189	Dollar Difference of Longwood Average Salaries from SCHEV Peer Group 60th Percentile
83.86%	87.88%	90.64%	115.11%	85.57%	Longwood University Average Salaries as a Percentage of the SCHEV Peer Group 60th Percentile

¹The following institutions did not report "Instructor" salaries: California State University-Bakersfield, Eastern Connecticut State University, Kings College, Marist College, Rollin's College, SUNY at Geneseo, The University of Texas of the Permian Basin and University of Wisconsin-Parkside.

Chart 2B: 60th Percentile Comparison - FY 2008-2009

Professor	Associate Professor	Assistant Professor	Instructor¹	All Ranks Combined	
90,882	70,291	58,417	48,770	69,210	60th Percentile of National (SCHEV) Benchmark Average Salaries (Calculated using SCHEV formula)
75,200	62,400	54,100	51,100	59,200	Longwood University Average Salaries
-15,682	-7,891	-4,317	2,330	-10,010	Dollar Difference of Longwood Average Salaries from SCHEV Peer Group 60th Percentile
82.74%	88.77%	92.61%	104.78%	85.54%	Longwood University Average Salaries as a Percentage of the SCHEV Peer Group 60th Percentile

¹The following institutions did not report "Instructor" salaries: California State University-Bakersfield, Marist College, Rollin's College, and University of Wisconsin-Parkside.

Findings

1. Again, the 60th Percentile Calculations comparison shows a decrease in Longwood University average salaries when compared to the SCHEV 60th percentile calculations, in all ranks except Instructor, which remained steady from FY0910 to FY1011. The Professor rank lags the market the most when compared to the 60th percentile.

Chart 3 demonstrates the dollar amount of additional forms of compensation received by instructional faculty at Longwood. While average base salaries lag the market in most cases, additional compensation provides an average of 11.31 % supplemental pay when compared to total base salaries. In the last four years, the average percentage of supplemental pay has steadily increased. This year there was 1.59% increase in additional compensation from the previous year contributed to the academic strategic plan and additional retirement bonuses.

**Chart 3: Longwood University Instructional Faculty Additional Compensation¹
for Fiscal Years 2008 through 2011**

Reporting Period	Number of Instructional Faculty	Total Additional Compensation for All Instructional Faculty	Average Additional Compensation per Instructional Faculty	Total Base Salaries of Instructional Faculty	Percentage of Additional Compensation Compared to Total Instructional Base Salaries
08/10/10-08/09/11	214	1,707,611	7,979	12,926,013	13.21%
08/10/09-08/09/10	207	1,426,749	6,893	12,274,084	11.62%
08/10/08-08/09/09	209	1,297,834	6,210	12,370,286	10.49%
08/10/07-08/09/08	208	1,229,284	5,910	12,406,546	9.91%

¹ Additional compensation includes; teaching overload, summer session, interim pay, stipends, special projects, retirement bonus and Academic Strategic Plan.

Conclusion:

While Longwood University values the excellence of its faculty and continues to be ranked by *Forbes* magazine on the “[America's Best Colleges List for 2011](#)”, the AAUP data regarding faculty salary averages continues to pose an area of concern. It should be noted that the AAUP data contained in this report does not account for specific compensable differences such as individual experience, disciplinary differences, individual performance, and market competitiveness by both discipline and rank, or for strategies that are being utilized to respond to shrinking budgets, such as replacing senior retiring faculty with lesser experienced/lower ranked faculty.

Despite the discrepancy between the SCHEV peer average salaries and the Longwood average salaries, there are opportunities for faculty to supplement base salaries. This, in addition to non-monetary factors such as Work/Life benefits, may account for the reasonable turnover rate.

Longwood looks forward to the compensation study that is expected to be complete by summer 2012 which should provide a well defined plan for future faculty increases.

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Longwood University
State Council of Higher Education for Virginia (SCHEV) Benchmark Institutions
As Approved By SCHEV, July 10, 2007
(ATTACHMENT 1)

Abilene Christian University (TX)
Berry College (GA)
Butler University (IN)
California State University-Bakersfield (CA)
Eastern Connecticut State University (CT)
Elon University (NC)
King's College (PA)
Marist College (NY)
Monmouth University (NJ)
Pacific Lutheran University (WA)
Rollins College (FL)
Salisbury University (MD)
Seattle Pacific University (WA)
Shippensburg University of Pennsylvania (PA)
SUNY at Geneseo (NY)
SUNY College at Plattsburgh (NY)
The University of Tampa (FL)
The University of Texas of the Permian Basin (TX)
Trinity University (TX)
Truman State University (MO)
University of Scranton (PA)
University of Wisconsin-Parkside (WI)
Valparaiso University (IN)
Westfield State College (MA)
Winthrop University (SC)

**Comparison of Longwood University Instructional Faculty Salary Averages
to National (SCHEV) Benchmark Institutions By Rank**

FY 2010-2011¹

ATTACHMENT 2

Institution	Average Salary ²					Benefits % of Salary	Longwood Average Salaries as a Percent of Benchmarks				
	Professor	Assoc Professor	Assistant Professor	Instructor	All ³		Professor	Assoc Professor	Assistant Professor	Instructor	All
Longwood University	77,300	63,000	53,800	46,400	60,400	32.2					
Abilene Christian University (TX)	80,500	65,900	56,700	46,000	63,400	27.9	96.02%	95.60%	94.89%	122.61%	95.27%
Berry College (GA)	83,400	64,900	57,200	46,600	65,300	25.8	92.69%	97.07%	94.06%	121.03%	92.50%
Butler University (IN)	85,200	70,800	66,100	46,000	68,800	27.0	90.73%	88.98%	81.39%	122.61%	87.79%
California State University-Bakersfield (CA)	94,600	73,200	66,000	---	75,100	32.3	81.71%	86.07%	81.52%	---	80.43%
Eastern Connecticut State University (CT)	94,600	73,100	60,000	49,600	77,300	40.5	81.71%	86.18%	89.67%	---	78.14%
Elon University (NC)	99,000	72,800	62,800	44,000	73,300	26.1	78.08%	86.54%	85.67%	128.18%	82.40%
King's College (PA)	89,000	66,700	53,100	43,800	65,500	34.7	86.85%	94.45%	101.32%	---	92.21%
Marist College (NY)	100,000	77,200	66,800	---	71,200	35.4	77.30%	81.61%	80.54%	---	84.83%
Monmouth University (NJ)	114,100	93,000	66,000	50,800	77,900	34.5	67.75%	67.74%	81.52%	111.02%	77.54%
Pacific Lutheran University (WA)	79,100	63,500	57,100	51,300	63,700	27.1	97.72%	99.21%	94.22%	109.94%	94.82%
Rollins College (FL)	100,300	73,800	58,400	---	78,300	30.4	77.07%	85.37%	92.12%	---	77.14%
Salisbury University (MD)	84,100	67,900	64,400	54,300	65,100	28.8	91.91%	92.78%	83.54%	103.87%	92.78%
Seattle Pacific University (WA)	83,000	67,900	57,000	52,600	68,800	29.5	93.13%	92.78%	94.39%	107.22%	87.79%
Shippensburg University of Pennsylvania (PA)	104,100	82,900	68,000	44,800	82,200	24.4	74.26%	76.00%	79.12%	125.89%	73.48%
SUNY at Geneseo (NY)	89,300	72,400	60,900	---	73,800	32.3	86.56%	87.02%	88.34%	---	81.84%
SUNY College at Plattsburgh (NY)	88,500	70,100	57,200	57,400	70,000	33.4	87.34%	89.87%	94.06%	98.26%	86.29%
The University of Texas of the Permian Basin (TX)	81,900	66,400	59,900	---	60,800	18.3	94.38%	94.88%	89.82%	---	99.34%
The University of Tampa (FL)	88,700	77,400	64,400	55,400	71,800	29.9	87.15%	81.40%	83.54%	101.81%	84.12%
Trinity University (TX)	114,400	73,800	60,600	41,600	83,600	25.3	67.57%	85.37%	88.78%	135.58%	72.25%
Truman State University (MO)	69,800	55,100	48,300	39,500	60,500	31.2	110.74%	114.34%	111.39%	142.78%	99.83%
University of Scranton (PA)	97,200	81,900	61,100	52,600	77,700	35.5	79.53%	76.92%	88.05%	107.22%	77.73%
Univ of Wisconsin - Parkside (WI)	74,100	65,000	56,300	---	57,000	45.4	104.32%	96.92%	95.56%	---	105.96%
Valparaiso University (IN)	99,500	63,300	55,100	41,900	69,000	28.6	77.69%	99.53%	97.64%	134.61%	87.54%
Westfield State College (MA)	79,600	64,200	53,900	45,700	65,700	33.8	97.11%	98.13%	99.81%	123.41%	91.93%
Winthrop University (SC)	---	---	---	---	---	---	---	---	---	---	---
Benchmark Average	90,583	70,967	59,888	47,994	70,242		85.34%	88.77%	89.84%	117.51%	85.99%
All - Cat IIA Public Univ ⁴	89,808	71,516	60,612	43,772	69,620		86.07%	88.09%	88.76%	128.85%	86.76%
Cat IIA South Atlantic Reg ⁵	87,469	68,903	58,783	45,916	66,799		88.37%	91.43%	91.52%	122.83%	90.42%
Cat IIA Average	88,639	70,210	59,698	44,844	68,210		87.22%	89.76%	90.14%	125.84%	88.59%

NOTES:

¹National Benchmark Institutions for Longwood University as established by SCHEV, July 10, 2007.

²As reported in AAUP journal Academe, March-April 2011. Longwood University salaries reported as of December 2010. The following benchmark institution did not report salaries for FY09-10: Winthrop University (SC)

³The Academe survey did not report individual school data for Lecturer positions. However, Lecturer salaries are included in the "All" column as are salaries in the category "No Rank". (Academe, Mar-Apr, 2010, p. 23)

⁴Cat IIA = Master's granting institutions

⁵South Atlantic Region - all Cat IIA reporting institutions - Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia