

Annual Salary Survey, Longwood University, March 2011

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

The average faculty salary crept slightly higher this year, increasing 0.6%.

How did this happen, 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 a few changed from classified to faculty status. We may have to pay more to hire new faculty, due to market pressures. Finally, some people are able, due to market or other factors, to negotiate increases even in the worst of times.

Unfortunately, the average continuing faculty member did not benefit. The median, first quartile, and third quartile percent increases for continuing faculty were all 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>
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>).

What about the 3% bonus? According to Longwood's Human Resources office, every Longwood faculty and administration member received a 3% bonus in December. Bonuses were not based on merit, but were across the board. However, they were not added to your base salary. It has always been the AAUP's policy to include in salaries only monies that can reasonably be expected to continue from year to year, such as department chair stipends, and not to incorporate bonuses or other one-time events. Consequently the bonus is not included in this study.

A few people did get increases. There were several categories of raises this year.

- *Promotion*: 12 faculty, 6 administrators, and 1 athletic member received promotion increases. This category includes faculty who received raises for completing their terminal degree and those who were moved from lecturer or visiting to tenure-track positions.
- *Equity*: 4 faculty, 7 administrators, and 2 athletic personnel received equity adjustments. These raises are given to people judged to be seriously underpaid compared to their peers inside or outside Longwood.
- *Amended salary*: 4 faculty received these increases.
- *Classified to AP administration and competitive transfer*: 2 administrators received these increases.

There are seven more faculty this year than last. This is a 3% increase, and it is most welcome. Even better, most of the new positions are tenure-track. The number of lecturers was up by only one position.

But the number of administrators increased even more rapidly. The number of E&G administrators on the payroll shot up 14%. E&G administrators are paid from state monies. Half of the increase came from four new administrative positions; three were people whose salaries formerly came from grants or other external, non-state sources, but who were transferred to E&G; and one person took an E&G job that was unfilled last year. There were four more student services employees this year, which amounted to a 12% increase in filled positions. These people are paid from student fees. Athletics increased by two filled positions, or 5%. They are paid from the student athletic fee.

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, 1993-2010

The total number of Longwood employees was up 3.5% 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>
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

Based on retirement contributions, we now have two classes of employees at Longwood. New employees who signed their contracts after March 15, 2010 must contribute 5% of their salaries to retirement. Continuing and new employees hired before that date have their retirement contributions paid by the State. Suppose Smith and Jones were hired at \$50,000 each, but Smith signed her contract before March 15 and Jones signed his after. Effectively, Smith is making \$2500 more than Jones.

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 2009-10, 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 (2009-10)

University of Virginia	\$103,900
College of William and Mary	89,100
George Mason University	89,000
Virginia Tech	87,400
Virginia Commonwealth University	78,800
Virginia Military Institute	73,600
Old Dominion University	73,500
Christopher Newport University	68,100
James Madison University	68,100
University of Mary Washington	66,800
Radford University	63,700
Longwood University	59,300
University of Virginia at Wise	56,300
Not reporting: Norfolk State University, Virginia State University	

Longwood Salary Average Compared to Averages at SCHEV Benchmark Institutions (2009-10)

Trinity University (Tex.)	\$ 81,300
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Shippensburg University (Pa.)	79,200
Rollins College (Fla.)	78,400
Monmouth University (N.J.)	77,300
California State University-Bakersfield	75,200
Eastern Connecticut State University	74,500
Elon University (N.C.)	71,800
Valparaiso University (Ind.)	70,100
SUNY-College at Geneseo	70,000
University of Tampa (Fla.)	69,900
SUNY-College at Plattsburgh	67,800
Marist College (N.Y.)	67,600
Seattle Pacific University (Wa.)	67,200
Butler University (Ind.)	67,000
Salisbury University (Md.)	65,700
Westfield State College (Mass.)	65,200
Pacific Lutheran University (Wa.)	64,300
Winthrop University (S.C.)	63,200
Berry College (Ga.)	61,900
Abilene Christian University (Tex.)	61,400
Truman State University (Mo.)	60,300
Longwood University	59,300
University of Wisconsin—Parkside	57,400
Not reporting: King’s College (Pa.), University of Texas-Permian Basin	

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

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 2009-10, is at the 4th percentile. (One of 23, or 4%, has a lower average salary.) University of Tampa is at the 60th percentile with 13 institutions below. Assuming no change in salaries of its peers, Longwood’s average salary, \$59,300, would have to increase by \$10,600 to equal University of Tampa’s, \$69,900.

Notable as well is the fact that most of the average salaries at the SCHEV benchmark institutions increased at considerably higher percentages for 2009-10 than did salaries at state institutions in Virginia.

For a summary of current Longwood salaries by rank and discipline, see the file <http://www.longwood.edu/senate/Salary%20summary%202010.pdf>

Questions? Email webberrp@longwood.edu