

Annual Salary Survey, Longwood University, March 2017  
 Prepared by the Longwood University Chapter,  
 American Association of University Professors

**There is actually some good news this year:** Continuing faculty had a mean increase of 3.84% this year. (Note that is a smaller mean increase than for continuing AP administrators.)

**And some news is less good:** All faculty had a median increase of .1% but the mean faculty salary decreased by .2% indicating essentially no overall change. Remember that the difference between continuing faculty and all faculty is exactly those faculty eligible for the state increase. There was no increase in the number of faculty.

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
2016-17	\$66,448	-.2%	2.1%
2015-16	\$66,576	4.65%	.7%
2014-15	\$63,618	-.6%	.8%
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/>)

**The times they are still a-changin’.** As we have reminded you the past few years, we are now dividing administrators paid by Auxiliary into Athletics and Student Services. Anyone paid through Auxiliary and not in Athletics is listed in Student Services. This year we did try our best to put Visiting Professors, Associate Professors, etc. into the Year by Year category. Employees are not listed in our study at all if they are paid 50% or more by one of the foundations or by grants.

It is important to remember that this study is a snapshot of the employees on the payroll as of November 2016. It shows the number of people actually employed then, not the number of positions authorized but perhaps not filled on that date. The totals reflect employees paid out of E & G or Auxiliary funds, except for classified employees. Since we do not work with the classified numbers, we just report their total.

## NUMBERS OF FULL TIME EMPLOYEES, 1993-2015

<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>
16-17	253	43	30	6	106	314	752
15-16	253	41	25	6	106	312	743
14-15	248	45	31	5	98	302	729
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 SALARIES COMPARED TO OTHER STATE SCHOOLS

How are we doing, compared to other state colleges and universities? The short answer is, not well. In 2015-16, the latest academic year for which we have data, Longwood ranked next to the bottom in average salary. For over a decade, the only state school with a lower average salary than Longwood's has been UVA at Wise.

<b>School</b>	<b>2015-16 Average Salary (All Ranks)</b>
University of Virginia	\$122,500
Virginia Tech	\$99,000
George Mason University	\$97,500

William and Mary	\$93,100
Old Dominion University	\$84,400
Virginia Commonwealth	\$81,000
James Madison University	\$77,400
Virginia Military Institute	\$75,600
Christopher Newport University	\$74,400
Radford University	\$72,400
University of Mary Washington	\$69,800
<b>Longwood University</b>	<b>\$65,700</b>
UVA Wise	\$64,800

Not Reporting: NSU, VSU

## LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

### Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions

University	State	2015-2016 Average Salary
Trinity University	TX	\$95,200
Eastern Connecticut State	CT	\$90,300
Monmouth University	NJ	\$83,900
Marist College	NY	\$81,700
Elon University	NC	\$81,600
Seattle Pacific University	WA	\$79,000
University of Tampa	FL	\$78,600
Rollins College	FL	\$78,100
Butler University	IN	\$78,000
Cal State Bakersfield	CA	\$76,700
Salisbury University	MD	\$74,100
SUNY-Geneseo	NY	\$74,100
Valparaiso University	IN	\$73,100
Abilene Christian	TX	\$71,300
SUNY-Plattsburg	NY	\$70,900
King's College	PA	\$69,100
Berry College	GA	\$68,900
Winthrop University	SC	\$68,700
Pacific Lutheran	WA	\$68,600
<b>Longwood University</b>	<b>VA</b>	<b>\$65,700</b>
Truman State University	MO	\$63,500
U of Wisconsin Parkside	WI	\$57,100

Not Reporting: U of Texas Permian Basin (TX),  
Shippensburg (PA), Westfield State University (MA)

Source: *Academe* March-April 2016

The State of Virginia has the goal of the average faculty salary at each school reaching or exceeding the 60<sup>th</sup> 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 2014-15, is at the 9<sup>th</sup> percentile. (Two of 22, or 9.1%, have a lower average salary.) Butler University, with thirteen below, is in the 59<sup>th</sup> percentile. Assuming no change in salaries of its peers, Longwood's average salary, \$65,700, would have to increase by \$12,300 to equal Butler's \$78,000.

### **CHANGE IN STATE SALARIES 2008-2009 TO 2015-2016:**

This year the Virginia Conference of the AAUP computed the change in salaries from 2008-2009 to 2015-2016 for each of the tenure track ranks at each school in Virginia. The table below gives changes for the state schools. Note the small drop in average salary for professors and associate professors and the 4.61% increase for assistant professors.

	Professor	Associate	Assistant
Coll of William & Mary	-6.47	3.12	-10.01
Virginia Commonwealth U	-1.00	-2.28	-2.86
George Mason U	-2.16	-4.17	-2.74
Old Dominion U	6.81	5.28	4.27
Virginia Tech U	2.39	-1.04	6.51
UVA	11.40	9.38	14.49
Radford U	2.70	-1.02	3.88
Longwood U	-1.97	-0.20	4.61
James Madison U	0.53	-2.98	8.05
Virginia Military Institute	0.70	3.02	-13.31
Hampden-Sydney Coll	-9.98	-13.55	-4.18
Christopher Newport U	-1.84	-0.74	4.43
U of Mary Washington	-11.08	-7.82	5.31

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