

Annual Salary Survey, Longwood University, March 2012

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

The salary study was a little more interesting this year because of VRS increases.

Only those in VRS got the increases and those who got the increases also got a decrease in take home pay while they got an increase in base pay. The chart on this page includes VRS. The attached sheet does it both ways.

The average faculty salary dropped a little this year: The drop was .3% if you include VRS and 1.7% if you do not include VRS. On the other hand, the salary for continuing faculty increased this year. The increase was .68% without VRS and 2.28% with VRS.

How could there be an increase for continuing faculty 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. This year there were several significant retention increases.

Unfortunately, the average continuing faculty member did not benefit. The median, first quartile, and third quartile percent increases for continuing faculty without VRS were all 0%. (With VRS, the third quartile was 5%.)

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>
2011-2012	\$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: <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiiai.txt>).

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

- *Promotion:* 12 faculty, 8 administrators, and 1 athletic member received promotion increases.
- *Equity:* 0 faculty, 4 administrators, and 4 athletic personnel received equity adjustments. These raises are given to people judged to be seriously underpaid compared to their peers inside or outside Longwood.
- *Retention:* 4 faculty received retention adjustments.

There are 7 more faculty this year than last. This is a 3.3 % increase, and it is most welcome.

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, 1993-2011

<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>
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 2010-11, 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 (2010-11)

University of Virginia	\$106,300
George Mason University	90,300
College of William and Mary	87,400
Virginia Tech	86,200
Virginia Commonwealth University	78,400
Old Dominion University	74,500
Virginia Military Institute	72,400
James Madison University	67,800
Christopher Newport University	66,900
University of Mary Washington	66,200
Virginia State University	65,900
Radford University	63,400
Longwood University	60,400
University of Virginia at Wise	58,000
Not reporting: Norfolk State University	

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

Longwood Salary Average Compared to Averages at SCHEV Benchmark Institutions (2010-11)

Trinity University (Tex.)	\$ 83,600
Shippensburg University (Pa.)	82,200
Rollins College (Fla.)	78,300
Monmouth University (N.J.)	77,900
Eastern Connecticut State University	77,300
California State University-Bakersfield	75,100
SUNY-College at Geneseo	73,800
Elon University (N.C.)	73,300
University of Tampa (Fla.)	71,800
Marist College (N.Y.)	71,200
SUNY-College at Plattsburgh	70,000
Valparaiso University (Ind.)	69,000
Butler University (Ind.)	68,800
Seattle Pacific University (Wa.)	68,800
Westfield State College (Mass.)	65,700
Kings College (Pa.)	65,500
Berry College (Ga.)	65,300

Salisbury University (Md.)	65,100
Pacific Lutheran University (Wa.)	63,700
Abilene Christian University (Tex.)	63,400
University of Texas-Permian Basin	60,800
Truman State University (Mo.)	60,500
Longwood University	60,400
University of Wisconsin—Parkside	57,000
Not reporting: Winthrop University (SC)	

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 2010-11, is at the 4th percentile. (one of 24, or 4%, has a lower average salary.) Marist College is at the 60th percentile with 14 institutions below. Assuming no change in salaries of its peers, Longwood's average salary, \$60,400, would have to increase by \$10,800 to equal Marist College's, \$71,200.

Questions? Email webberrp@longwood.edu