

Annual Salary Survey, Longwood University, March 2016
 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 3.85% this year, and the overall mean faculty salary increased by 4.65%. Overall, we are paying faculty more and on average continuing faculty made more than the 2% given by the state. The median continuing faculty increase is 2%, so at least half the faculty received only the state raise.

It is also worth noting that the snapshot from early November 2014 that we used for last year's study occurred before equity increases. Thus, this year's salary study reflects the faculty equity raises from last year as well as the state raises.

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

There are 5 more faculty this year than last. This is a 4.2% increase, and it is most welcome.

The times they are still a changing. 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 2015. It shows the number of people actually employed then, not the number of positions authorized but perhaps not filled on that date. The totals below 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>
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 2014-15, 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.

Longwood Average Salary Compared to Averages at Other State Institutions

School	2014-15 Average Salary (All Ranks)
University of Virginia	\$118,600
William and Mary	\$100,500
Virginia Tech	\$96,100
George Mason University	\$95,400
Old Dominion University	\$78,100
Virginia Military Institute	\$76,000
James Madison University	\$72,400
Christopher Newport University	\$71,900
Radford University	\$70,600
University of Mary Washington	\$68,500
Virginia State University	\$67,900
Longwood University	\$63,400
UVA Wise	\$62,900

Not reporting: Norfolk State University, VCU

Source: *Academe* March-April 2015

LONGWOOD SALARIES COMPARED TO SCHEV BENCHMARKS

Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions

University	State	2014-2015 Average Salary
Trinity University	TX	\$91,300
Shippensburg University	PA	\$88,000
Eastern Connecticut State	CT	\$85,200
Monmouth University	NJ	\$84,500
Elon University	NC	\$80,900
Marist College	NY	\$80,400
Seattle Pacific University	WA	\$77,300
University of Tampa	FL	\$77,200
Westfield State University	MA	\$77,000
Rollins College	FL	\$76,300
Cal State Bakersfield	CA	\$74,500
Butler University	IN	\$74,400
Valparaiso University	IN	\$73,600
Salisbury University	MD	\$72,700
SUNY-Geneseo	NY	\$72,700
Abilene Christian	TX	\$70,100
SUNY-Plattsburg	NY	\$69,200
Pacific Lutheran	WA	\$68,900
King's College	PA	\$68,800
Winthrop University	SC	\$67,500
Berry College	GA	\$66,200
Truman State University	MO	\$64,100
Longwood University	VA	\$63,400
U of Wisconsin Parkside	WI	\$56,900

Not Reporting: U of Texas Permian Basin (TX)

Source: *Academe* March-April 2015

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 2014-15, is at the 5th percentile. (One of 24, or 4.2%, has a lower average salary.) Rollins College is at the 59th percentile with 14 institutions below. Assuming no change in salaries of its peers, Longwood's average salary, \$63,400, would have to increase by \$12,900 to equal Rollins' \$76,300.

Questions? Email abramswp@longwood.edu