

Annual Salary Survey, Longwood University, March 2015  
 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 3.08% this year. Unfortunately the overall faculty salary decreased by .6% this year.

**It is also worth noting** that the snapshot we used for this study, from early November 2014, occurred after last year's equity increases for faculty but before this year's equity increases for faculty. This year's equity increases will be reflected in next year's study. While some faculty got raises, the median increase for continuing faculty was zero.

<i>Year</i>	<i>Av. faculty salary</i>	<i>Salary % change</i>	<i>CPI % change</i>
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 10 more faculty this year than last.** This is a 4.2% increase, and it is most welcome.

**The times they are a changing.** We mentioned last year that it is getting harder to maintain the categories we have for faculty and A/P. We are now dividing everyone paid by Auxiliary into Athletics and Student Services. Anyone paid through Auxiliary and not in Athletics is listed in Student Services. And some of the Visiting Associate, Assistant, or Full Professors have job titles listing them as Associate, Assistant or Full Professors. So they end up under Associate, Assistant, or Full Professors instead of Other. We hope in the next few years things will stabilize. A/P employees paid 50% or more by the foundation or grants are not listed in our study at all.

It is important to remember that this study is a snapshot of the employees on the payroll as of November 1. 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>
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 2013-14, the latest academic year for which we have data, Longwood ranked at the bottom in average salary. This is our usual position. Over the past decade, the only state school with a lower average salary than Longwood's has been UVA at Wise – and it didn't report its average salary in 2013-14.

**Longwood Average Salary Compared to Averages at Other State Institutions (2013-14 Salaries)**

School	2013-14 Average Salary (All Ranks)
University of Virginia	\$116,000
George Mason University	\$95,900
William and Mary	\$94,800
Virginia Tech	\$92,900
Old Dominion University	\$79,700
Virginia Commonwealth University	\$79,100
Virginia Military Institute	\$76,800
James Madison University	\$72,700
University of Mary Washington	\$70,000
Radford University	\$69,400
Christopher Newport University	\$69,300
Virginia State University	\$68,300
<b>Longwood University</b>	<b>\$63,200</b>

Not reporting: Norfolk State University, University of Virginia at Wise

Source: *Academe* (100:2) March-April 2014

Longwood’s average faculty salary is \$5,100 below the next lowest figure in the state. Even worse, over the last decade Longwood’s average salary has been rising at a lower rate than the average salary at other state institutions. The next table compares Longwood’s average percent change to the average percent change in other schools.

Year	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
% change non-Longwood	4.41%	2.72%	4.11%	3.22%	-0.09%	-1.12%	2.83%	-1.05%	6.60%
% change Longwood	3.98%	4.01%	4.56%	-0.67%	0.17%	1.85%	-0.99%	2.68%	2.93%

Suppose you earned \$60,000 in 2004-05 and you got the average percent change in salary each year. In 2013-14 you would be making an average of \$74,099 at the average other state school, but only \$71,949 at Longwood – a shortfall of \$2,150 .

**Longwood Average Salary Compared to Averages at SCHEV Benchmark Institutions (2013-2014 Salaries)**

University	State	Average Salary
Trinity University	TX	\$88,000

Monmouth University	NJ	\$82,900
Shippensburg University	PA	\$84,400
Eastern Connecticut State	CT	\$80,900
Rollins College	FL	\$77,900
Marist College	NY	\$77,900
Elon University	NC	\$76,800
University of Tampa	FL	\$75,800
Seattle Pacific University	WA	\$75,300
Westfield State University	MA	\$75,300
Cal State Bakersfield	CA	\$73,400
Valparaiso University	IN	\$73,300
Butler University	IN	\$72,700
Suny-Plattsburg	NY	\$68,300
Abilene Christian	TX	\$67,800
Pacific Lutheran	WA	\$67,200
Salisbury University	MD	\$67,100
King's College	PA	\$67,000
Winthrop University	SC	\$65,500
Berry College	GA	\$64,400
Truman State University	MO	\$63,500
<b>Longwood University</b>	<b>VA</b>	<b>\$63,200</b>
U of Wisconsin Parkside	WI	\$56,800

Not Reporting: U of Texas Permian Basin (TX), SUNY at Geneseo (NY)

Source: *Academe* March-April 2014

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 2013-14, is at the 5<sup>th</sup> percentile. (One of 22, or 4.5%, has a lower average salary.) Westfield State University is at the 59<sup>th</sup> percentile with 13 institutions below. Assuming no change in salaries of its peers, Longwood's average salary, \$63,200, would have to increase by \$12,100 to equal Westfield State's \$75,300.

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