

UVa faculty pay highest in state

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The average salary for U.Va.'s full professors is \$134,700, with associate professors at the public university earning \$92,700. Instructors at U.Va. earn \$53,300, but the average for all fulltime faculty remains the highest in the state at \$103,900.

At UR, full professors earn an average of \$132,100, while associate professors at the private school earn \$92,300. The average salary for all faculty is \$88,600.

The survey of full-time instructional faculty found that pay rose 1.2 percent nationally for this academic year, the lowest year-to-year increase in the 50 years the AAUP has been compiling the figures. That's well below an inflation rate of 2.7 percent, the report notes.

Saranna R. Thornton, an economics professor at Hampden-Sydney College, co-wrote the AAUP report, which found academia has been no refuge from the recession.

The economic problems colleges face have repercussions beyond campuses, said Thornton, who chairs the AAUP Committee on the Economic Status of the Profession.

"We train everybody who either directly or indirectly services the public," she said. "Everybody benefits when academic institutions have what they need to educate students."

Faculty at Virginia's public colleges, like other state workers, have gone without an across-the-board increase since 2006, but that doesn't mean salaries can't rise.

Salaries can be supplemented through private funding sources, for example, and through the tax-supported Eminent Scholars program, which provides state matching funds on private money for endowed faculty positions.

U.Va. spokeswoman Carol Wood said that without funding from endowed chairs, the average salary for all faculty is \$96,384. Of that amount, 65 percent is funded by tuition payments with the remainder primarily from the state's General Fund. Research grants also are included in that salary pool.

UR Provost Stephen Allred said UR has given raises during the recession through "a modest salary pool" and merit-based increases.

UR's salary average includes law and business faculty, as well as 20-year veterans with endowed chairs and professors just beginning their careers, he said.

The work required of faculty goes far beyond the classroom, he said.

"There's a misperception out there about how hard can it be to teach" a few classes a week, he said. "That's not what scholarly life is all about."

At UR, professors are on a 3-2 schedule, which means they teach three courses one semester and two the other. But their responsibilities also include research, advising students, community service and "a commitment to long hours," Allred said.

In addition to other responsibilities, U.Va.'s faculty members teach eight courses a year. Those who are classified as research faculty teach four courses.

Not all schools participated in the AAUP survey. None of Virginia's historically black colleges and universities is included.

Pay for professors at George Mason University, which is public, ranks third in Virginia. Professors earn \$126,400 on average, and associate professors \$82,400.

The private Washington and Lee University pays its professors an average of \$117,600, with associate professors earning \$88,600.

The other schools paying six-figure salaries to professors are public:

Virginia Tech, \$115,900 for professors and \$82,900 for associate professors.

Virginia Commonwealth University, \$114,200 and \$80,200.

College of William and Mary, \$113,400 and \$80,300.

Old Dominion University, \$102,700 and \$74,100.

Another public school comes close: Christopher Newport University professors average \$97,500. Its associate professors earn \$74,700, slightly more than full professors at Longwood University.

Longwood professors are paid \$74,300 and associate professors average \$63,100.

Randolph-Macon College professors average \$78,600 and associate professors \$62,000.

Salaries at some two-year community colleges are comparable to those at four-year schools. Professors at Northern Virginia Community College and Mary Baldwin College earn on average \$72,600.

At J. Sargeant Reynolds Community College, salaries range from an average of \$66,200 for professors to \$49,700 for instructors.

For the survey, AAUP asked schools to include salaries for law, but not medical faculties. It found that average pay nationally for all academic ranks in 2009-10 is \$80,368. The average in the mid-Atlantic region is \$87,926.

The average for research institutions is \$91,060; at master's institutions, \$70,807; at four-year colleges, \$67,232; and at two-year colleges, \$59,400.

Harvard University has the highest-paid full professors, who earn an average of about \$191,200. Among doctoral universities, U.Va. ranks in the 80th percentile for pay nationally.

Karin Kapsidelis is a staff writer at the Richmond Times-Dispatch.

Faculty pay

Average salary, excluding benefits, for all academic ranks of full-time faculty at public colleges and universities. Figures do not include medical faculty. Virginia State and Norfolk State universities did not participate in the survey.

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

John Tyler Community College: \$56,800

J. Sargeant Reynolds Community College: \$56,400

University of Virginia College at Wise: \$56,300

Average salary, excluding benefits, for all academic ranks of fulltime faculty at private colleges and universities. Virginia Union and Hampton universities did not participate in the survey.

Washington and Lee University: \$93,400

University of Richmond: \$88,600

Marymount University: \$70,600

Hampden-Sydney College: \$67,000

Hollins University: \$64,500

Randolph-Macon College: \$63,900

Sweet Briar College: \$63,900

Shenandoah University: \$63,700

Virginia Wesleyan College: \$62,700

Lynchburg College: \$61,200

Roanoke College: \$61,200

Randolph College: \$61,100

Mary Baldwin College \$60,800

Liberty University: \$60,500

Bridgewater College: \$55,400

Emory and Henry College: \$54,500

Eastern Mennonite University: \$51,700

Ferrum College: \$48,300

Averett University: \$48,100

SOURCE: AMERICAN ASSOCIATION of UNIVERSITY PROFESSORS