

# **2010/11 AAUP LEHIGH FACULTY COMPENSATION COMPARISON**

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# 2010/11 Faculty Compensation BLUF

1. *Good news: Average salary of Lehigh Assistant Professors reached parity with “Group of 14”!* (Last achieved in 1991/92.)
  - Relative position of Lehigh Assistant Professor average compensation (salary plus benefits) also improved.
2. Relative positions of LU Associate and Full Professors average salaries and average compensation were down.
3. Average salary of LU Associate Professors is **LESS** than average salary of LU Assistant Professors.
  - Only nine out of 1,191 US colleges/universities pay Associates less than Assistants.
  - Lehigh now ranks 156<sup>th</sup> in Associate Professor salary. (Lafayette now pays Associates more than Lehigh.)

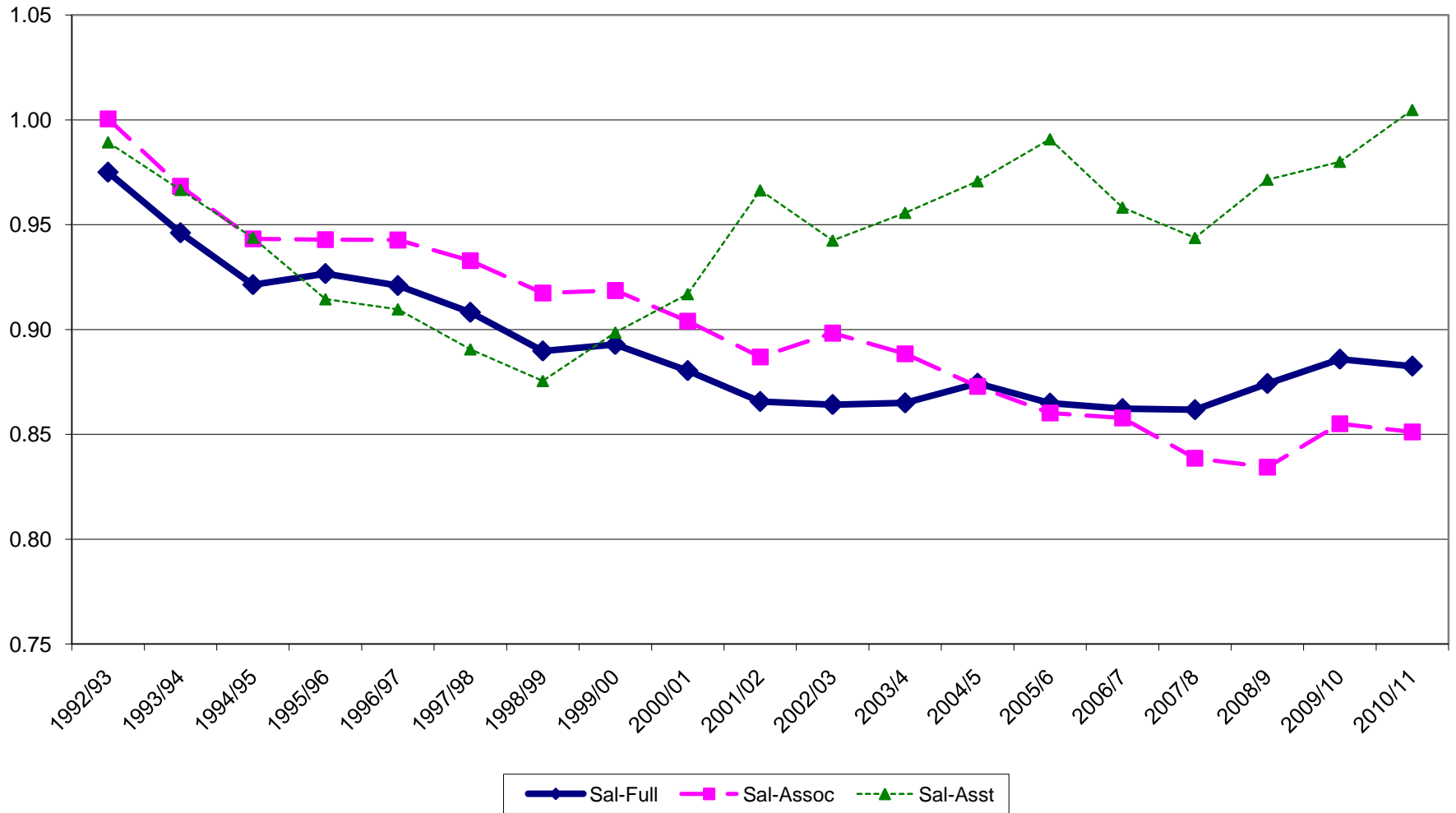
# 2010-2011 Lehigh Faculty Pay

(Excludes Lecturers and Professors of Practice)

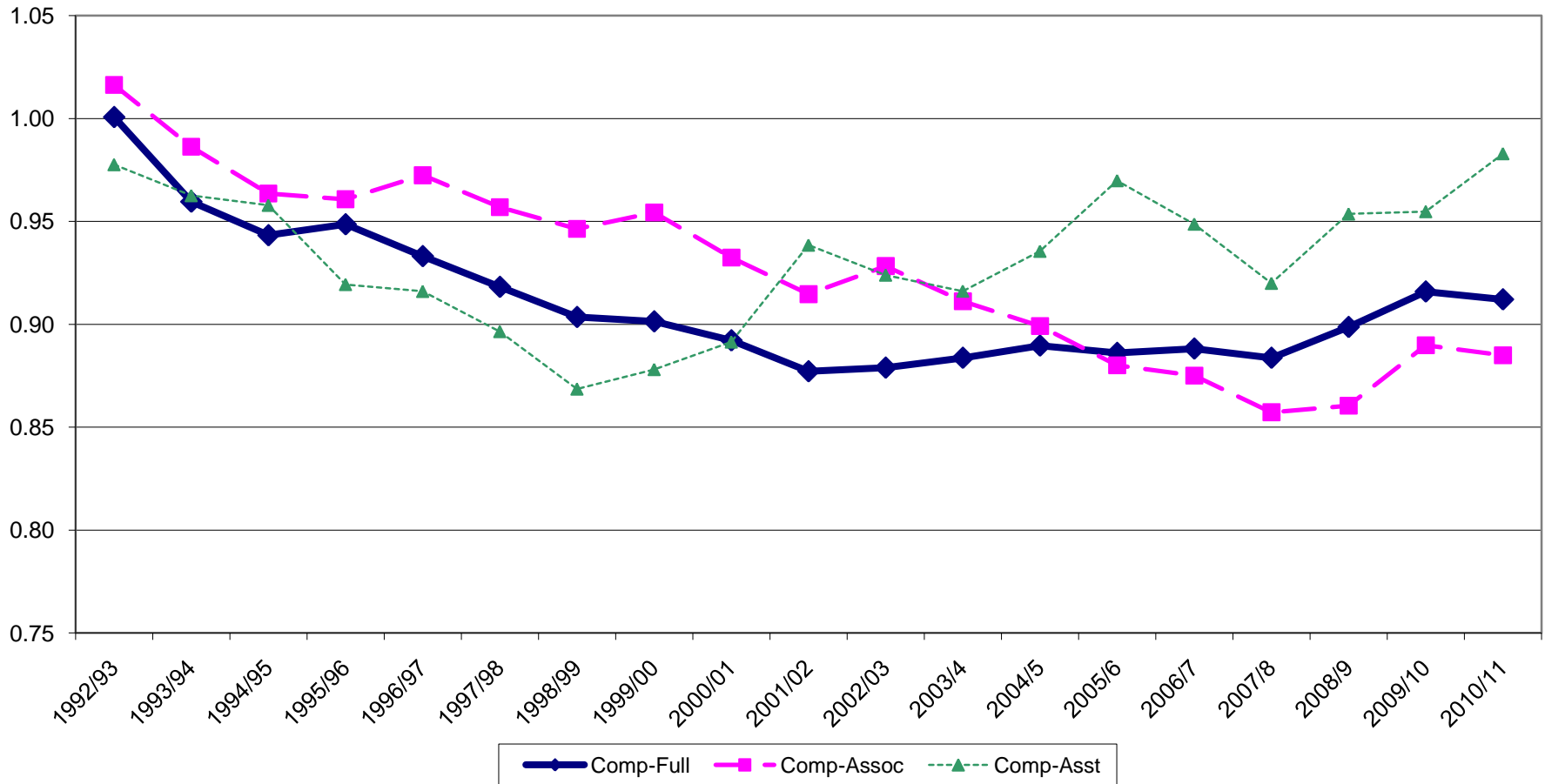
	Salary	Compensation	Number
<b>Full Professors (Since 2009/10)</b>	\$129,900 (2.2%)	\$168,600 (2.5%)	206 (-1.4%)
<b>Associate Prof</b>	<b>\$86,000</b> (1.9%)	\$114,800 (2.0%)	128 (9.4%)
<b>Assistant Prof</b>	<b>\$88,100</b> (5.4%)	\$110,700 (6.5%)	92 (-6.1%)
<b>Average All Professors</b>	\$107,700 (2.3%)	\$139,900 (2.8%)	
<b>Wage Bill</b>	\$45.9 million (2.8%)	\$59.6 million (3.2%)	<b>Total: 426</b> (0.5%)

**Inflation: 2.1%**

# Ratio of Lehigh University Faculty Salaries to Average Faculty Salaries of "Group of 14"



# Ratio of Lehigh University Faculty Compensation to Average Faculty Compensation of "Group of 14"



6/23/2011

# Trends: Full Professor Salary

	<b>1992/93</b>	<b>2009/10</b>	<b>2010/11</b>
Lehigh University	<b>\$75,600</b>	<b>\$127,100</b>	<b>\$129,900</b>
AAUP Doctoral Quintile (%)	<b>1(85%)</b>	<b>2(69%)</b>	<b>2(70%)</b>
AAUP Ranking - All Categories	<b>32<sup>nd</sup></b>	<b>87<sup>th</sup></b>	<b>87<sup>th</sup></b>
Running Mates	Santa Clara U. & U. of Rochester	Tufts U. & Swarthmore College	Wesleyan U. & U. of Rochester

# Trends: Associate Prof Salary

	<b>1992/93</b>	<b>2009/10</b>	<b>2010/11</b>
Lehigh University	<b>\$54,400</b>	<b>\$84,400</b>	<b>\$86,000</b>
AAUP Doctoral Quintile (%)	<b>1(90%)</b>	<b>3(58%)</b>	<b>3(60%)</b>
AAUP Ranking - All Categories	<b>38th</b>	<b>159th</b>	<b>156th</b>
Running Mates	Notre Dame & Cornell U.	Seton Hall U. & U. of Pittsburgh	Pitzer College (IIB CA) & U. of Colorado/B

# Trends: Assistant Prof Salary

	<b>1992/93</b>	<b>2009/10</b>	<b>2010/11</b>
Lehigh University	<b>\$44,500</b>	<b>\$83,600</b>	<b>\$88,100</b>
AAUP Doctoral Quintile (%)	<b>1(&gt;95%)</b>	<b>1(86%)</b>	<b>1(88%)</b>
AAUP Ranking - All Categories	<b>40th</b>	<b>39th</b>	<b>29th</b>
Running Mates	Rutgers - Brunswick & U. of CA, Berkley	Georgetwn U. & U. of Rochester	U. of CA, Berkley & Northeast U.

# Salary Compression: Ratio of Asst Salary to Assoc Salary

	Lehigh U.	14 Schools	295 AAUP Doctoral U.
1992/93	.82	.83	.84
2009/10	.99	.86	.86
2010/11	1.02	.87	.86

Of the 1,191 colleges and universities that report their salary data to the AAUP, only Lehigh and eight others pay their average Assistant Professors more than their average Associate Professors.

# Backup Slides

# 2010-11 Lehigh Compensation and Budget

	LU Faculty	All LU Employees	Ratio
<b>Number</b>	426	1881 FTE	22.6%
<b>Salary</b> (Growth)	\$45.9 million (2.8%)	\$140.5 million (3.9%)	32.7%
<b>Benefits</b>	\$13.7 million	\$44.0 million	31.1%
<b>Total Compensation</b> (Growth)	\$59.6 million (3.2%)	\$184.5 million (3.5%)	32.3%
<b>Ratio Total Comp to Total Expenditures</b>	14.8%	45.7%	

**2010/11 Expenditures and  
Appropriations: \$403.4 million**

# Schools that Pay Their Assistant Professors a Higher Average Salary than their Associate Professors: *9 Schools out of 1,191*

	Cat.	Number Faculty	Assoc Rank
Lehigh University	I	426	3
St. Francis Medical College of Nursing	IIA	30	5
U. Of Washington – Tacoma	IIA	95	4
Chowan U.	IIB	48	5
Mississippi U. for Women	IIB	81	5
St. Andrews Presbyterian College	IIB	25	5
Sullivan University	IIB	88	5
Virginia Wesleyan College	IIB	85	4
Northern Essex CC	III	94	5

# History of Comparison Group

- Trustees established the 14 School Comparison Group in October 1978 and canceled it in October 1990
  - “Lehigh University is committed to making every effort, consistent with sound financial management to attain, and then maintain...average compensation by appropriate disciplinary field and by rank of the following reference universities.”
- Boston University, Carnegie Mellon, Cornell-Endowed, Duke, MIT, Penn State, Princeton, RPI, Rutgers, Stevens, Tufts, U. of Pennsylvania, U. of Rochester and U. of Virginia.