LEHIGH FACULTY COMPENSATION COMPARISON USING AAUP 2021/2022 DATA

Faculty Subcommittee
frg2@lehigh.edu
14 November 2022
# Salary Comparison
(Tenure and tenure track)

<table>
<thead>
<tr>
<th></th>
<th>Lehigh 2021/2022 Salaries</th>
<th>Compared to Group of 14 Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professors</td>
<td>$167,300</td>
<td>84%</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>$114,600</td>
<td>87%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>$107,200</td>
<td>92%</td>
</tr>
</tbody>
</table>

**Interpretation:** The average salary of 2021/2022 Lehigh Full Professors was equal to 84% of the average salary of the Group of 14 Schools.


- The Group of 14 salary comparison schools were chosen by the Lehigh Board of Trustees in 1992.
2021/22 Salary Trend and Gender Data

1. Over the last five years, relative to “Group of 14”, Lehigh tenure and tenure track salaries for
   - Full Professor decreased four percentage points to 84%
   - Associate Professors decreased one percentage point to 87%
   - Assistant Professor Salary decreased three percentage points to 92%

2. In 2021/22, the average female Professor is paid less than the average male Professor for all three ranks.

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor</td>
<td>$171,300</td>
<td>$155,000</td>
<td>$167,300</td>
</tr>
<tr>
<td>Associate</td>
<td>$116,100</td>
<td>$112,500</td>
<td>$114,600</td>
</tr>
<tr>
<td>Assistant</td>
<td>$112,600</td>
<td>$101,000</td>
<td>$107,200</td>
</tr>
</tbody>
</table>
Problems with Faculty Compensation

- **Quality of Assistant Professors**
  - Of course, salary is not the only motive for choosing Lehigh (and may not even be the most important). However, Lehigh is often not competitive in salary offers to the best new PhDs or post-doc candidates
    - We pay 92% of the average of the Group of 14 universities.
  - Market for outstanding female/minority faculty is especially competitive

- **Retaining Female/Minority Faculty**
  - Female/minority faculty at Lehigh who have promising research agendas receive offers from other universities.
  - Lehigh makes decisions on offering competitive counteroffers on a case-by-case basis

- **Failure to Keep Up With Inflation**
  - Inflation in 2020/2021 was 5.4% and in 2021/2022 was 9.0% for a 14.9% compounded increase over two years.
  - The salary pool increase (including promotion additions) in 2020/2021 was 0.3% and in 2021/2022 was 2.3% for a 2.6% compounded increase over two years.
  - Historically, Lehigh faculty salaries have kept up with inflation. However, over the last two years the average faculty member experienced roughly a 12.3% real decline (14.9% - 2.6%) in salary!