

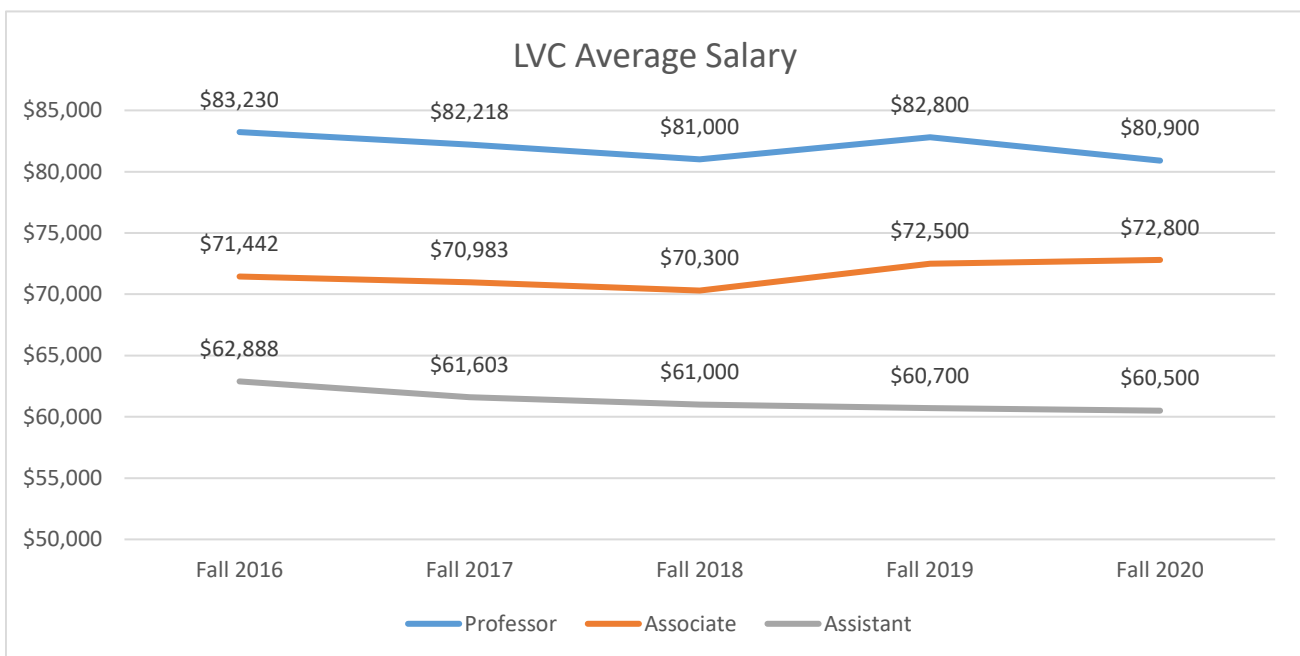
Lebanon Valley College

LVC and AAUP Faculty Salaries Five Fall Semesters

| | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 | Fall 2020 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|
| Professor Rank | | | | | |
| Number | 30 | 33 | 27 | 30 | 29 |
| Percent of all faculty | 29% | 31% | 26% | 25% | 24% |
| Average Salary | \$83,230 | \$82,218 | \$81,000 | \$82,800 | \$80,900 |
| AAUP IIB salary (60th percentile) | \$90,067 | \$91,188 | \$93,878 | \$96,175 | N/A |
| Average Compensation | 107,308 | 108,800 | 102,100 | 105,000 | 103,200 |
| AAUP IIB comp. (60th percentile) | 121,018 | 124,284 | 125,523 | N/A* | N/A* |

| | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 | Fall 2020 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|
| Associate Professor Rank | | | | | |
| Number | 46 | 48 | 43 | 47 | 44 |
| Percent of all faculty | 44% | 46% | 41% | 39% | 36% |
| Average Salary | \$71,442 | \$70,983 | \$70,300 | \$72,500 | \$72,800 |
| AAUP IIB salary (60th percentile) | \$72,348 | \$73,839 | \$75,810 | \$77,436 | N/A |
| Average Compensation | \$91,784 | \$97,200 | \$92,300 | \$96,700 | \$9,770 |
| AAUP IIB comp. (60th percentile) | \$103,607 | \$100,038 | \$100,911 | N/A* | N/A* |

| | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 | Fall 2020 |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|
| Assistant Professor Rank | | | | | |
| Number | 34 | 35 | 33 | 44 | 50 |
| Percent of all faculty | 32% | 33% | 31% | 36% | 41% |
| Average Salary | \$62,888 | \$61,603 | \$61,000 | \$60,700 | \$60,500 |
| AAUP IIB salary (60th percentile) | \$60,573 | \$64,432 | \$65,100 | \$66,233 | N/A |
| Average Compensation | \$77,981 | \$83,400 | \$79,700 | \$81,800 | \$81,600 |
| AAUP IIB comp. (60th percentile) | \$83,238 | \$86,368 | \$91,224 | N/A* | N/A* |



Note: This data is as of the required November 1st reporting date.

Source: AAUP Academe Magazine - March/April Edition

* Information available in April/May

| | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 | Fall 2020 |
|------------------|-----------|-----------|-----------|-----------|-----------|
| Professor | \$83,230 | \$82,218 | \$81,000 | \$82,800 | \$80,900 |
| Associate | \$71,442 | \$70,983 | \$70,300 | \$72,500 | \$72,800 |
| Assistant | \$62,888 | \$61,603 | \$61,000 | \$60,700 | \$60,500 |