

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Alabama</b>																		
Auburn U	5	I	PU	118.9	83.1	72.6	37.0	50.5	65.3	89.7	149.8	105.1	92.8	48.2	65.0	80.1	113.5	26.6
Auburn U at Montgomery		IIA	PU	93.3	69.4	60.0	41.2	52.8		71.0	115.4	87.3	76.0	53.3	65.4		88.8	25.2
Birmingham Southern Coll		IIB	PI	82.0	72.8	59.0	39.5	47.3		69.2	101.3	92.4	70.2	49.5	57.2		85.4	23.4
Huntingdon Coll		IIB	PI	69.8	59.8	50.4	33.4			52.4	81.8	70.9	58.6	38.5			61.3	17.0
Jacksonville St U		IIA	PU	77.3	61.0	53.6	45.2			58.9	104.1	84.3	68.0	63.9			79.8	35.3
Samford U	4	IIA	PI	104.8	75.2	62.5	51.5			79.5	130.6	97.6	81.3	68.1			101.5	27.7
The U Alabama	4	I	PU	142.8	92.8	72.1	53.4			90.8	193.2	127.7	98.7	73.3			124.0	36.4
Troy U	4	IIA	PU	75.9	69.3	61.5	--	37.1	--	63.5								
U Alabama at Birmingham		I	PU	147.9	97.2	84.3	74.4			102.6	179.3	120.1	103.7	93.0			121.2	22.3
U Alabama in Huntsville		I	PU	127.2	91.5	75.4	56.3	54.2		87.6	165.3	120.4	99.1	70.6	71.9		114.8	31.0
U Montevallo		IIA	PU	79.3	69.2	58.5	47.2			67.2	103.6	89.2	78.1	62.9			88.0	31.1
U North Alabama		IIA	PU	80.8	69.1	59.7	42.6			64.4	103.3	89.2	77.6	54.9			83.0	28.9
U South Alabama	2	IIA	PU	89.5	69.8	63.6	49.9			67.0	114.6	90.1	82.9	69.2			86.3	28.8
<b>Alaska</b>																		
Prince William Sound CC		III	PU	--	--	--				61.6		--	--	75.7			81.5	32.3
U Alaska Anchorage		IIA	PU	106.6	84.5	69.2	52.9			79.3	139.7	110.8	90.7	69.7			104.0	31.2
U Alaska Fairbanks		I	PU	104.4	84.5	69.8	56.8			81.7	136.5	110.5	91.4	74.3			106.9	30.9
<b>Arizona</b>																		
Arizona St U-Downtown Phoenix	4	IIA	PU	127.9	83.0	69.2	40.0	53.0		77.9	159.8	109.9	94.6	56.5	73.2		102.8	31.9
Arizona St U-Polytechnic	4	IIA	PU	120.2	88.7	78.9	38.6	58.2		75.0	153.7	117.6	103.7	56.9	80.3		100.1	33.6
Arizona St U-Tempe	4	I	PU	141.8	96.5	86.1	40.0	59.6	--	99.1	176.1	124.9	112.3	58.3	81.8	--	127.2	28.4
Arizona St U-West	4	IIA	PU	134.0	95.3	71.7	43.3	55.5		81.7	167.5	123.7	95.8	63.6	76.9		107.6	31.7
Embry-Riddle Aeronautical U-Prescott	1	IIB	PI	104.6	86.7	68.4	50.6			79.0	141.9	117.9	92.9	68.6			107.4	35.9
Grand Canyon U		IIB	PP	75.5	82.1	68.4	64.1			67.9								
Northern Arizona U		I	PU	107.1	78.2	63.8	47.7			73.9	136.3	104.2	84.9	64.5			97.0	31.3
U Arizona	4	I	PU	124.5	86.9	76.4	39.8	62.3	68.0	94.8	155.7	112.8	95.9	51.6	81.8	85.7	120.1	26.7
<b>Arkansas</b>																		
Arkansas St U-Main		IIA	PU	85.8	72.3	60.2	40.4			64.0	110.2	93.7	78.5	53.7			83.2	29.9
Harding U	4	IIA	PI	79.8	67.8	63.0	48.7	--		66.5	99.3	90.3	83.5	61.7	--		86.4	28.0
Henderson St U	4	IIA	PU	68.2	57.1	54.6	44.2			57.6	84.0	70.9	68.1	55.7			71.5	24.2
Hendrix Coll		IIB	PI	81.1	63.8	58.6	47.7			68.3	104.6	86.4	72.5	58.4			88.0	28.9
John Brown U	4	IIB	PI	65.9	59.1	53.9	--			59.6	87.4	79.0	73.2	--			79.7	31.7
Lyon Coll		IIB	PI	70.9	59.8	50.2	--			57.3	86.0	76.1	61.7	--			71.0	23.9
Ouachita Baptist U		IIB	PI	63.8	55.9	48.2	40.1			55.1	85.1	78.2	63.5	54.5			74.1	34.5
Southern Arkansas U Main	4	IIB	PU	82.5	65.1	55.5	44.4			58.4	111.4	87.1	74.3	60.0			78.4	34.3
U Arkansas	4	I	PU	121.6	86.7	78.8	50.5	50.1		84.2	150.7	110.3	100.4	65.5	63.9		106.2	26.2
U Arkansas at Little Rock	4	IIA	PU	92.5	69.9	61.4	44.8			71.4	114.9	88.8	77.5	57.6			89.9	25.8
U Central Arkansas	3	IIA	PU	81.0	67.8	60.5	50.3	46.2	41.4	60.7	101.9	86.5	78.1	65.1	60.3	53.6	77.8	27.9
<b>California</b>																		
Azusa Pacific U	4	I	PI	102.3	86.7	77.5	69.1		64.0	86.8	118.3	99.9	88.5	78.8		74.1	99.8	15.0
Biola U		IIA	PI		81.1	71.2				53.9	38.8	109.9	92.6	15.9			83.1	54.2
California Institute Tech	4	I	PI	194.8	143.3	124.3	51.4	63.0		170.9	235.7	169.6	149.7	61.6	79.3		206.8	21.0
California Lutheran U		IIA	PI	111.4	92.6	76.3	--	74.1		89.7	144.6	120.2	99.7	--	95.9		116.6	30.0
California Maritime Academy		IIB	PU	99.0	80.7	70.3		58.0		77.5	133.2	112.4	95.5		80.2		105.7	36.4
California Poly St U-San Luis Obispo		IIA	PU	100.5	82.8	74.2		62.7	--	82.6	133.6	112.2	100.9		85.6	--	111.3	34.7
California St Polytechnic U-Pomona		IIA	PU	100.9	83.4	75.2		60.6		85.0	132.5	113.6	102.8		82.8		113.8	33.9
California St U-Bakersfield		IIA	PU	99.2	81.6	72.6		57.1		76.7	130.6	112.1	99.5		77.9		103.5	35.0
California St U-Channel Islands		IIB	PU	104.5	88.6	79.4		61.5		80.0	137.2	115.1	107.6		83.1		106.6	33.3
California St U-Chico		IIA	PU	96.6	77.5	69.8		58.0	--	80.6	128.4	106.5	96.0		81.7	--	109.3	35.6
California St U-Dominguez Hills		IIA	PU	100.3	89.9	76.8		59.6		81.4	131.9	119.6	101.7		80.3		108.1	32.7
California St U-East Bay		IIA	PU	98.2	83.3	74.9		56.7		82.6	128.9	112.0	100.4		79.0		110.3	33.5
California St U-Fresno		IIA	PU	97.0	78.6	70.7		54.4	--	76.8	126.5	106.1	97.2		75.5	--	103.2	34.4
California St U-Fullerton		IIA	PU	98.2	82.6	77.7		60.5		81.4	130.2	112.2	103.8		84.1		109.6	34.7
California St U-Long Beach		IIA	PU	99.3	80.9	75.2		59.7	--	81.0	129.8	108.1	100.4		79.6	--	107.1	32.3
California St U-Los Angeles		IIA	PU	97.0	80.1	73.9		51.7		80.0	127.1	108.1	98.4		68.9		105.9	32.4
California St U-Monterey Bay		IIA	PU	95.4	79.3	73.0		51.9	--	71.9	127.7	104.8	98.4		72.1	--	97.1	35.0

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
98	89	2	0	4.0	5.0	4.4	6.7	339	231	120	20	90	164	139	22	122.3	85.6	75.9	35.8	99.0	106.0	79.7	69.7	38.2	79.1
100	83	10	0	5.6	12.8	28.8	1.7	42	30	25	2	13	23	33	6	96.0	72.6	61.2	--	77.6	84.7	65.2	59.1	43.6	65.0
100	95	0	0	0.9	1.3	3.0	2.1	26	12	10	5	12	9	13	3	83.3	72.3	56.0	38.3	74.1	79.2	73.3	61.4	--	69.1
100	22	0	0	5.9	10.9	6.1	19.2	4	7	7	4	4	2	10	5	68.3	61.2	40.5	38.1	54.7	71.3	--	57.3	29.6	60.5
100	86	4	0					53	34	31	25	25	25	36	62	78.6	62.8	53.1	42.2	67.3	74.5	58.6	54.1	46.4	61.3
89	69	3	0	3.1	5.5	6.7	8.7	78	52	39	3	31	48	64	18	107.8	76.9	61.7	--	87.7	97.2	73.3	63.0	52.2	73.9
96	92	1	0	2.9	3.6	4.8	5.6	221	178	178	110	71	124	175	135	146.5	95.6	77.6	54.4	109.5	131.5	88.7	66.6	52.7	86.4
90	55	34	0	3.5	3.6	3.7	2.6	20	35	32	1	9	20	41	1	79.2	69.4	63.2	--	66.2	68.7	69.1	60.2	--	61.1
91	75	0	0	2.3	3.8	3.9	1.8	127	105	109	38	58	95	124	70	145.4	94.8	86.3	73.6	110.9	153.5	99.9	82.6	74.9	103.4
100	85	1	0	2.0	2.0	3.0	2.7	57	66	46	0	12	34	45	11	127.5	96.4	78.7		97.9	125.9	82.2	72.0	56.3	74.8
100	100	13	0	2.5	3.6	3.1	4.2	26	25	22	1	17	18	30	7	80.9	72.3	60.5	--	71.8	77.0	65.0	57.0	48.1	64.4
100	85	23	0		1.8	1.8	1.8	43	27	41	10	23	19	47	31	82.1	70.0	60.9	34.2	71.3	78.4	67.9	58.6	45.3	65.7
89	82	2	0	2.8	2.2	3.3	3.3	78	72	99	42	33	54	106	84	89.9	72.9	63.6	49.7	74.5	88.6	65.7	63.6	50.0	68.5
0	0	0	0			2.0	--	0	1	3	1	0	0	0	1			--	--	63.8		--	--	--	
98	91	2	0	3.0	4.2	2.6	5.3	69	70	104	29	47	64	128	29	114.2	87.8	70.5	55.0	87.9	95.4	80.9	68.1	50.9	76.9
92	80	0	0	4.0	3.8	3.0	3.6	98	93	95	30	36	74	86	24	107.4	87.0	71.0	56.3	88.7	96.3	81.2	68.3	57.5	78.3
64	70	0	0	1.1	1.3	1.1	7.0	52	25	29	22	37	75	57	41	138.6	93.0	72.5	39.1	99.7	112.8	79.6	67.6	40.5	75.9
87	90	0	0	0.2		1.6	3.7	25	25	23	12	5	16	16	22	122.1	92.5	81.5	39.4	88.1	111.0	82.8	75.1	38.3	72.9
92	86	0	0	0.5	1.0	1.2	7.9	468	283	227	68	158	192	181	102	146.4	99.0	91.0	40.5	114.3	128.1	92.9	79.9	39.6	89.6
92	87	0	0	1.1	1.0	2.5	1.5	28	47	12	11	10	40	27	32	140.5	103.3	87.2	39.8	104.6	115.9	85.8	64.8	44.6	74.6
94	44	6	0	3.6	3.0	3.5	2.5	15	27	39	5	2	9	12	1	106.6	85.5	69.9	50.7	81.9	--	90.0	63.5	--	76.1
88	50	0	0					6	7	28	37	2	7	45	39	75.9	79.6	68.4	61.9	71.4	--	84.6	68.4	66.1	70.7
96	78	0	0	0.5	1.3	1.0	1.9	175	103	117	130	108	106	167	151	109.3	81.4	66.2	48.7	89.3	103.3	75.1	62.1	46.8	77.4
96	86	0	0	1.9	3.5	3.0	10.1	438	250	181	37	187	169	179	43	129.2	89.1	82.4	41.8	104.8	113.6	83.7	70.2	38.1	86.6
100	96	9	1	0.0	-0.1	1.1	1.0	70	64	64	36	35	57	98	78	86.8	72.7	60.5	43.0	73.8	83.7	71.8	60.1	39.3	68.0
0	0	0	0	1.8	2.1	2.2	4.2	60	47	69	12	8	21	56	15	80.0	68.8	63.5	48.4	70.4	78.0	65.7	62.5	49.0	64.1
100	82	12	0	2.6	4.3	4.1	4.4	43	18	23	11	10	20	35	17	68.6	58.9	54.3	48.0	62.6	66.3	55.6	54.8	41.8	56.8
100	96	0	0	2.4	3.6	2.6	3.4	28	14	17	2	15	12	13	5	83.0	63.7	58.0	--	71.2	77.6	63.9	59.3	45.7	67.6
0	0	0	0	5.4	3.7	4.0	3.6	26	21	13	1	5	3	13	1	66.2	59.5	56.2	--	61.7	64.4	--	51.7	--	55.4
100	85	10	0	2.7	2.4	4.1		8	10	12	0	1	3	8	1	71.9	60.0	50.1		59.2	--	--	50.4	--	53.6
100	90	29	0	2.3	2.6	3.1	2.5	28	16	10	4	8	4	18	5	65.5	56.9	50.6	39.9	60.2	58.1	52.0	46.9	40.3	50.6
89	88	12	0	3.7	3.8	9.2	5.1	13	27	25	22	6	16	33	19	80.4	68.1	58.1	44.9	66.7	87.2	59.9	53.4	43.9	59.0
99	96	0	0	2.2	2.1	2.1	3.6	272	143	137	106	62	85	86	169	123.0	89.5	79.8	50.1	101.1	115.4	82.1	77.1	50.7	82.1
99	95	2	0	-0.6	2.4	1.4	1.2	105	73	44	28	39	44	54	42	91.8	70.4	63.2	45.1	79.1	94.2	69.1	59.9	44.7	72.6
98	97	20	0	0.6	3.0	3.2	1.9	62	89	54	8	29	51	68	59	84.1	67.5	62.5	48.7	66.5	74.4	68.5	59.0	50.6	57.6
0	0	0	0	2.6	3.5	3.1	2.0	87	56	66	4	51	58	110	16	101.4	85.5	76.0	70.6	88.6	104.0	87.8	78.4	68.8	86.7
88	34	0	0	2.7	3.2	4.9	2.0	58	76	31	6	10	43	28	5	0.0	81.0	71.5	0.0	50.8	0.0	81.1	70.8	0.0	67.5
100	0	0	0					202	5	32	12	45	0	12	2	197.9	143.3	125.3	51.4	181.7	180.9		121.7	--	155.1
81	79	8	0	2.0	2.5	6.3	2.2	32	21	22	3	21	22	28	0	115.4	96.7	72.8	--	93.3	105.4	88.7	79.0		86.7
95	55	5	0					14	9	16	0	5	2	5	0	96.6	82.5	71.2		78.2	105.6	--	67.2		75.3
100	88	0	0					215	120	89	0	62	73	74	0	101.5	84.2	76.5		85.7	97.2	80.3	71.4		76.9
100	92	1	0					147	48	76	0	93	48	69	0	101.7	84.1	76.1		86.7	99.6	82.7	74.3		82.9
100	98	4	0					52	22	28	0	23	32	21	0	100.1	81.4	74.2		80.4	97.1	81.8	70.6		72.6
98	78	2	0					31	7	16	0	18	11	29	0	104.6	89.6	82.5		84.1	104.4	88.0	77.7		76.2
100	93	1	0					136	50	50	0	76	54	58	0	98.3	80.2	70.8		83.2	93.5	74.9	68.9		77.2
92	85	6	0					51	30	24	0	42	35	41	0	101.8	89.3	78.4		81.8	98.5	90.4	75.8		81.1
99	91	5	0					64	46	46	0	59	47	42	0	99.6	84.3	76.2		84.6	96.7	82.4	73.5		80.7
100	97	1	0					149	79	68	0	67	71	82	0	97.0	78.0	72.1		79.5	96.8	79.4	69.4		73.5
100	91	0	0					178	120	106	0	127	119	110	0	99.2	83.9	79.5		83.9	96.9	81.3	75.9		78.9
100	96	2	0					218	103	75	0	147	107	104	0	100.3	80.3	75.6		83.8	97.9	81.4	74.9		78.1
95	99	2	0					151	51	39	0	124	56	57	0	98.2	81.1	73.3		81.4	95.6	79.1	74.3		78.6
100	93	0	0					31	16	25	0	19	24	31	0	94.5	84.7	75.1		76.2	96.8	75.7	71.3		68.6

APPENDIX I

NAME	NOTES	(1)		(3)							(4)							(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)							BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>California (continued)</b>																		
California St U-Northridge		IIA	PU	96.6	79.4	72.3		56.0	128.2	81.0	126.7	107.7	98.9		78.5	165.4	108.8	34.2
California St U-Sacramento		IIA	PU	91.8	76.6	70.7		54.5	--	79.3	122.3	104.9	95.9		76.6	--	107.2	35.1
California St U-San Bernardino		IIA	PU	97.4	78.6	67.8		54.9		79.8	128.9	107.2	93.3		75.9		107.5	34.8
California St U-San Marcos		IIA	PU	97.7	81.5	74.3		56.9		78.3	126.4	107.4	99.0		77.2		103.3	31.9
California St U-Stanislaus		IIA	PU	93.0	79.0	69.3		51.3		76.6	124.0	109.2	95.1		73.6		104.4	36.3
Chapman U	4	IIA	PI	144.9	97.1	86.0	65.4			106.2	182.5	131.2	110.0	84.3			137.2	29.2
Claremont Graduate U		I	PI	140.7	103.2	100.8				121.0	181.1	131.4	128.3				155.0	28.1
Claremont McKenna Coll		IIB	PI	159.7	117.4	77.7	--	--		119.3	200.1	150.5	98.8	--	--		151.2	26.5
Cogswell Coll	1	IIB	PP	--	53.0	55.1	--	--		56.3	--	67.6	69.7	--	--		70.9	26.0
Dominican U California	1	IIA	PI	102.4	79.4	70.8				81.2	121.0	98.0	89.5				99.8	23.6
Fresno Pacific U	6	IIA	PI	71.2	64.2	59.0	47.2			61.6	90.5	83.5	78.3	66.5			81.0	31.4
Fuller Theological Seminary	1	I	PI	76.6	59.8	65.1	--			68.3	105.8	83.4	90.4	--			94.7	38.6
Harvey Mudd Coll		IIB	PI	143.8	103.1	85.9				123.4	186.6	143.0	118.3				163.5	32.5
Humboldt St U		IIA	PU	92.9	78.0	69.6		54.0		77.3	121.0	105.0	94.0		75.0		103.0	33.2
Life Pacific Coll		IIB	PI	79.8	75.7	57.3				70.9	96.1	92.1	73.7				87.3	23.1
Mount St Mary's Coll		IIA	PI	102.9	82.5	73.5	59.8			79.8								28.5
National U		IIA	PI	129.6	95.3	80.4	69.9		91.4	101.6	146.9	110.4	93.8	80.3		103.4	116.7	14.8
Occidental Coll		IIB	PI	130.3	89.8	68.5	62.9			97.7	169.9	118.3	100.7	85.4			130.2	33.4
Otis Coll Art and Design	1	IIA	PI	77.7	71.7	57.2				71.3	96.5	90.7	69.4				89.1	24.9
Pepperdine U		IIA	PI	139.2	114.5	86.0	59.0	80.8	70.7	106.7	181.9	149.8	112.8	80.1	105.9	93.7	139.9	31.1
Pitzer Coll		IIB	PI	124.7	95.5	79.0			58.6	100.2	172.7	133.4	103.7			75.0	137.1	36.9
Pomona Coll		IIB	PI	150.4	108.4	83.6				121.5	190.1	140.7	108.0				155.4	28.0
Saint Mary's Coll California		IIA	PI	115.2	92.9	74.9				96.4	151.7	124.5	101.7				128.5	33.3
San Diego St U		IIA	PU	106.4	85.8	80.3		62.0	134.6	88.5	139.8	115.7	107.9		85.3	175.2	118.1	33.5
San Francisco St U		IIA	PU	102.7	84.6	75.6		60.3	--	86.8	129.0	107.1	96.8		77.8	--	109.9	26.6
San Jose St U		IIA	PU	102.5	83.5	76.7		61.4	--	87.8	132.5	110.0	102.1		85.0	--	115.3	31.3
Santa Clara U	4	IIA	PI	155.5	109.8	92.8		72.0	67.9	109.3	199.8	146.0	123.0		99.3	94.7	144.3	32.0
Scripps Coll		IIB	PI	133.4	95.5	74.1	60.7		--	101.5	183.1	125.8	94.4	77.1		--	133.7	27.4
Sonoma St U		IIA	PU	91.8	74.5	68.8		57.7		79.8	122.3	102.8	95.5		80.1		108.1	35.6
Stanford U	4	I	PI	229.6	144.5	125.9		174.9		193.8	281.3	190.4	160.4		219.7		240.9	24.3
U California-Berkeley	12,19	I	PU	178.9	115.9	109.5	--	79.7	71.9	144.0	239.8	160.1	152.0	--	114.3	103.5	195.7	35.9
U California-Davis	12,19	I	PU	151.4	105.0	89.3		73.3		123.7	204.9	146.1	126.2		106.1		169.9	37.3
U California-Irvine	12,19	I	PU	159.4	101.7	90.7		80.7		124.3	215.1	142.0	128.2		115.4		170.6	37.3
U California-Los Angeles	12,19	I	PU	187.8	122.6	97.9		76.7	83.8	151.4	251.1	168.6	137.3		110.4	118.5	205.0	35.4
U California-Merced	12,19	IIB	PU	147.8	101.0	83.9		56.1		86.7	200.4	141.1	119.4		84.2		122.9	41.8
U California-Riverside	12,19	I	PU	148.7	94.3	87.2		66.8	--	111.3	201.5	132.6	123.7		97.8	--	154.1	38.5
U California-San Diego	12,19	I	PU	159.8	108.0	92.3		82.4		129.6	215.6	150.0	130.1		117.6		177.4	36.9
U California-Santa Barbara	12,19	I	PU	161.3	100.2	85.7		80.2		129.4	217.5	140.2	121.7		114.9		177.1	36.9
U California-Santa Cruz	12,19	I	PU	146.8	98.2	86.5		83.4	--	119.9	199.1	137.6	122.8		118.8	--	165.0	37.7
U Redlands		IIA	PI	107.0	87.8	74.9		61.7	55.0	92.3	133.1	111.1	89.1		78.6	69.4	115.3	24.9
U San Diego		I	PI	141.0	95.3	88.8	82.6			109.1	180.8	128.2	121.7	115.6			142.0	30.2
U San Francisco	4	I	PI	151.3	114.4	95.8	83.6			118.0	200.7	151.6	125.9	117.5			156.2	32.4
U Southern California	4	I	PI	170.6	107.2	93.9	--	63.2		123.4	225.2	149.8	132.9	--	97.1		168.8	36.8
U the Pacific	4	IIA	PI	122.4	91.3	88.5	61.8			100.5	158.0	120.8	114.9	82.7			131.1	30.4
Westmont Coll	4	IIB	PI	102.8	82.3	68.3	59.5			88.5	139.7	113.8	88.6	69.1			119.3	34.9
Whittier Coll		IIB	PI	116.1	83.8	72.1		--		91.2	137.7	101.9	86.1		--		109.1	19.6

Colorado

Adams St U	2	IIB	PU	66.0	48.9	49.4			44.5	53.6								
Colorado Coll		IIB	PI	135.2	96.1	75.5		--	61.1	103.5	170.3	125.5	98.9		--	77.2	132.8	28.3
Colorado School Mines	1	I	PU	134.0	99.6	85.7	57.6	74.1		99.0	182.8	135.9	116.9	78.5	101.1		135.1	36.5
Colorado St U-Fort Collins	4	I	PU	122.9	89.4	79.7				102.0	154.0	112.1	99.9				127.8	25.4
Fort Lewis Coll	4	IIB	PU	87.4	67.7	58.0	49.3			68.0	113.2	87.7	75.2	63.9			88.2	29.6
Morgan CC		III	PU						54.8	54.8						80.5	80.5	47.1
U Colorado Boulder	2	I	PU	134.4	96.4	87.5	65.0			99.5	168.7	124.6	113.1	86.5			127.6	28.2
U Colorado Colorado Springs	1	IIA	PU	105.0	80.7	75.1	47.0			70.6								
U Colorado Denver		I	PU	145.2	103.3	96.8	68.4			99.6	175.0	127.6	120.7	85.6			122.9	23.3
U Denver		I	PI	138.0	97.1	83.0		64.0		97.5	167.6	120.7	102.7		79.3		120.1	22.3
U Northern Colorado	4	I	PU	90.8	66.9	56.4	47.5	45.6		70.6	111.7	83.5	69.7	59.3	57.3		87.4	23.5

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
100	83	0	0					203	95	90	0	173	80	122	0	97.8	80.7	73.3			83.4	95.1	77.8	71.6	78.7	
99	96	4	0					196	69	61	0	145	68	53	0	92.7	79.0	72.6			81.5	90.6	74.2	68.5	76.8	
99	90	7	0					128	24	46	0	72	44	49	0	99.3	81.1	68.6			84.5	93.9	77.2	67.0	74.9	
100	100	0	0					53	39	27	0	55	32	40	0	101.0	83.7	74.2			83.4	94.4	78.7	74.3	74.6	
100	94	2	0					68	22	34	0	51	25	31	0	93.4	78.2	69.0			77.4	92.5	79.8	69.7	75.7	
88	71	0	0	1.3	2.3	3.0	4.2	91	79	60	11	36	47	70	17	153.3	99.2	90.4	64.7		118.3	123.7	93.4	82.2	66.0	95.4
84	76	0	0	1.7	2.8	6.3		31	17	7	0	14	16	8	0	150.2	105.6	90.8			128.8	119.8	100.7	109.5	109.6	
100	98	0	0	2.1	4.7	3.9	2.0	46	29	32	0	15	16	22	1	161.3	123.1	78.5			126.0	155.0	106.9	76.5	--	107.0
0	0	0	0	3.0	1.7	3.0	3.0	2	3	7	2	0	2	2	0	--	--	55.9	--		58.5	--	--	--	52.9	
100	93	0	0	2.3	2.9	5.1		13	6	21	0	16	9	36	0	102.9	83.4	73.7			84.7	101.9	76.7	69.1	78.9	
94	83	2	0					13	19	19	2	3	11	24	6	71.4	64.1	58.6	--		63.9	--	64.3	59.3	47.2	61.6
89	67	0	0	2.1	3.6	2.0		30	10	21	0	5	11	11	1	76.8	62.4	64.9			70.4	75.4	57.5	65.6	--	64.1
98	85	0	0	3.1	4.7	4.0		39	7	9	0	12	13	8	0	147.1	100.7	85.0			131.1	132.8	104.5	86.9	110.5	
100	93	2	0					73	26	25	0	42	20	36	0	93.8	77.6	72.3			80.4	91.2	78.6	67.6	73.6	
0	0	0	0	9.5	3.0	6.1		3	3	2	0	1	1	2	0	--	--	--			73.8	--	--	--	65.1	
91	66	27	6	2.7	3.7	3.6	3.0	7	8	11	2	15	27	34	14	99.6	85.1	80.7	--		87.1	104.5	81.7	71.2	56.4	81.5
0	0	0	0					65	42	29	6	38	53	51	11	129.0	96.0	77.8	66.4		107.5	130.5	94.8	81.9	71.9	99.7
100	100	0	0	3.3	4.2	5.3	4.5	37	20	11	17	32	21	18	14	132.9	86.9	71.0	63.4		109.4	127.2	92.5	66.9	62.3	101.6
0	0	0	0					11	10	4	0	10	16	6	0	78.9	74.9	58.2			74.0	76.3	69.7	56.5	69.3	
98	79	0	0	2.9	5.0	5.7	15.6	96	49	41	7	32	36	43	10	141.4	120.4	96.6	60.7		117.8	132.6	106.4	75.9	57.8	94.8
100	100	0	0	2.5	6.2	2.9		21	8	5	0	18	12	12	0	122.6	94.4	78.4			105.2	127.0	96.1	79.3	96.6	
96	100	0	0	3.4	3.9	6.5		45	42	19	0	33	32	15	0	156.7	107.7	82.1			123.9	141.8	109.3	85.4	118.2	
99	66	0	0	4.5	4.3	5.6		46	36	21	0	34	53	35	0	115.2	94.2	75.3			99.7	115.3	92.1	74.7	93.5	
99	97	0	0					220	120	63	0	108	99	77	0	107.6	86.4	83.5			93.3	103.9	85.1	77.7	82.8	
95	83	6	0					195	100	53	0	128	135	81	0	103.7	86.6	75.7			89.9	101.1	83.1	75.5	83.9	
98	97	4	0					191	65	61	0	119	89	84	0	104.0	85.4	76.9			92.0	100.1	82.0	76.6	83.6	
100	98	0	0	4.3	4.5	5.6		102	84	49	0	51	59	39	0	161.6	109.7	99.1			118.7	143.3	110.0	84.7	98.1	
100	93	0	0	4.4	4.3	8.2	3.0	14	13	7	3	19	15	6	9	134.5	95.1	74.1	--		107.0	132.6	95.8	74.1	60.5	108.8
100	100	0	0					61	30	17	0	60	24	19	0	93.6	73.3	69.6			81.4	90.0	75.9	68.0	78.1	
99	91	0	0	3.8	5.5	5.5		533	119	139	0	137	52	83	0	231.6	148.3	125.1			199.9	221.9	135.7	127.3	176.1	
95	96	0	0					635	175	162	0	230	138	85	1	183.0	120.1	114.6			154.0	167.6	110.6	100.0	--	125.2
96	92	0	0					568	147	122	0	221	130	114	0	155.1	105.8	92.2			132.1	141.9	104.1	86.1	109.9	
98	99	0	0					400	116	104	0	143	107	86	0	161.0	103.5	91.5			132.4	155.0	99.7	89.8	111.1	
96	91	0	0					683	139	156	0	280	118	84	0	192.9	124.7	100.4			161.6	175.5	120.2	93.2	133.2	
100	100	0	0					32	41	52	0	12	26	39	0	153.8	102.5	85.1			93.0	131.8	98.8	82.3	78.1	
100	99	0	0					244	90	132	0	70	76	74	0	150.6	96.0	87.9			117.1	142.2	92.3	86.0	99.9	
99	99	0	0					453	129	86	0	104	76	66	0	163.3	113.3	95.3			139.4	144.5	98.8	88.4	107.1	
100	100	0	0					365	92	59	0	146	71	52	0	167.6	101.8	85.5			139.8	145.7	98.2	85.8	112.0	
99	98	0	0					197	74	54	0	93	63	44	0	151.1	100.9	87.9			126.8	137.6	95.1	84.7	109.1	
98	98	0	0	5.0	5.7	8.0		61	22	5	0	47	31	4	0	110.1	89.9	76.4			95.2	103.0	86.3	73.0	89.1	
99	82	1	0	2.3	2.6	3.7	2.9	100	61	36	30	57	69	40	33	149.4	99.5	81.7	82.3		121.6	126.2	91.5	95.1	82.9	104.3
86	74	3	0	5.4	7.1	6.2	9.2	99	64	82	3	54	80	107	8	150.9	115.6	97.9	--		123.9	152.1	113.4	94.2	83.2	113.5
82	54	0	0	3.3	4.0	4.6	2.5	568	290	233	1	214	228	174	0	176.6	113.2	96.8	--		134.9	154.4	99.5	90.0	105.2	
93	87	5	0	3.4	3.0	3.5	15.9	90	77	49	0	37	72	49	6	128.1	92.3	92.0			107.1	108.4	90.2	85.1	61.8	92.9
98	67	0	0	3.4	4.1	5.1	3.0	34	11	7	2	11	13	12	2	104.7	83.0	69.5	--		95.4	97.0	81.7	67.6	--	81.7
84	86	2	0	2.9	2.6	7.7		28	21	19	0	22	23	25	0	124.8	83.9	74.0			97.7	105.0	83.6	70.7	85.0	
100	100	23	0	8.5	0.9	-0.1		25	5	19	0	13	9	12	0	66.6	49.9	47.8			55.0	64.8	48.3	52.0	51.8	
100	95	0	0	3.0	4.6	5.5		41	34	21	0	26	22	31	0	140.6	97.2	74.0			109.5	126.8	94.5	76.5	96.3	
95	95	0	0	3.9	1.5	3.1	6.8	68	48	45	7	13	10	17	3	135.1	100.1	85.9	60.4		104.7	128.0	97.3	84.9	--	89.0
99	97	0	0	3.3	3.9	3.0		332	202	116	0	118	154	106	0	127.5	91.2	79.5			107.7	109.9	87.0	79.9	92.2	
100	100	0	0	2.5	3.3	4.5	2.3	26	25	16	9	17	28	22	14	91.0	68.6	57.5	52.8		74.7	81.9	66.8	58.4	47.1	67.9
0	0	0	0					0	0	0	0	0	0	0	0						56.3					53.7
100	96	0	0	2.8	3.6	3.0	4.4	339	217	157	166	110	142	101	167	137.2	99.1	91.9	69.7		115.6	125.6	92.2	80.7	60.4	99.3
100	100	0	0	4.9	4.5	4.3	5.9	62	34	40	57	17	46	40	107	108.5	82.8	76.6	47.1		92.7	92.5	79.2	73.7	46.9	79.2
7	13	29	100	1.9	3.4	3.8	3.9	106	148	110	100	57	134	108	151	149.5	100.9	96.4	64.4		113.7	137.2	105.8	97.1	71.1	108.7
87	87	0	0	3.8	3.7	4.2		134	111	76	0	52	101	69	0	139.3	98.2	82.8			103.7	134.7	95.9	83.2	89.8	
99	86	0	0	1.5	3.9	3.6	5.1	105	69	46	5	63	68	64	11	93.4	69.6	58.1	44.1		77.1	86.5	64.2	55.1	49.1	65.6

**APPENDIX I**

NAME	NOTES	(1)		(3)							(4)							(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)							BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Connecticut</b>																		
Albertus Magnus Coll		IIB	PR	84.0	71.3	64.1		--	--	71.8	109.3	88.1	76.7		--		89.6	24.3
Central Connecticut St U		IIA	PU	108.3	86.6	69.9	61.0			91.1	158.3	136.6	119.9	111.0			141.2	54.9
Connecticut Coll		IIB	PI	115.2	87.2	75.9	54.4	65.9		89.9	152.0	118.6	101.0	70.1	93.4		120.3	33.8
Eastern Connecticut St U		IIA	PU	102.7	83.7	67.8				87.5	164.2	138.0	112.8				142.1	62.5
Fairfield U		IIA	PI	124.4	95.2	80.8	72.1			96.6	164.3	132.0	109.0	95.5			130.3	34.9
Southern Connecticut St U		IIA	PU	107.3	87.9	70.6	58.4			90.3								
U Bridgeport		IIA	PR	92.3	79.1	63.5		73.5		75.2	118.5	105.3	89.7		99.7		101.3	34.8
U Connecticut		I	PU	155.8	105.7	88.5	64.4	85.4		114.6	191.2	139.3	120.1	92.6	116.2		147.9	29.0
U Hartford	4	IIA	PI	97.8	76.1	64.7	57.1	--		76.5	130.4	101.3	87.5	73.4	--		102.0	32.5
U New Haven		IIA	PI	128.8	96.2	76.1	72.5	65.8		87.8								
U Saint Joseph	4	IIA	PI	90.8	76.2	68.0	52.0			73.0	119.1	98.5	87.6	63.5			94.3	29.2
Wesleyan U		IIA	PI	145.8	100.4	85.0			74.0	103.8	182.9	127.4	106.5		94.1		130.8	26.0
Western Connecticut St U		IIA	PU	109.8	89.1	73.6	--			94.5	150.9	130.1	114.7	--			135.6	43.5
Yale U	4	I	PI	203.5	122.1	103.3	149.5	81.1		155.3	245.2	154.2	131.6	174.8	106.7		190.7	22.8
<b>Delaware</b>																		
U Delaware	4	I	PU	149.4	103.7	88.3	70.3			113.9	193.7	138.5	117.6	98.1			150.3	31.9
<b>District of Columbia</b>																		
American U		I	PI	160.1	103.8	82.2	69.7			100.8	194.2	131.1	102.4	85.9			124.4	23.3
Catholic U America		I	PR	116.3	84.0	69.4	51.1			87.7	141.9	104.4	85.2	61.0			107.8	23.0
Gallaudet U		IIA	PI	125.4	96.0	75.9	66.9	62.5		100.2	162.8	126.5	103.3	93.0	86.8		132.2	31.9
George Washington U	4	I	PI	168.8	114.6	90.8	82.4			123.3	205.0	140.9	111.9	100.8			150.8	22.3
Georgetown U		I	PI	188.2	119.0	112.9			94.6	131.9	231.8	149.4	139.8		117.7		163.6	24.1
Howard U	4	I	PI	110.0	83.8	74.9	48.7	43.6	80.1	79.3	125.3	101.6	92.6	63.6	54.2	103.3	95.6	24.7
Trinity Washington U		IIB	PI	83.7	73.1	68.3			62.2	70.1	96.7	88.3	81.5		72.7		83.6	19.3
<b>Florida</b>																		
Bethune-Cookman U	4	IIB	PI	72.3	65.1	58.2	52.6			59.8								
Eckerd Coll		IIB	PI	88.4	67.8	62.4	38.5			66.5	120.8	93.3	84.8	57.1			91.7	38.0
Embry-Riddle Aeronautical U-Daytona Beach	1	IIA	PI	114.5	82.7	72.3	51.7			84.6	149.9	107.7	94.1	67.5			110.4	30.5
Flagler Coll-St Augustine	1	IIB	PI	79.0	66.4	58.1	51.2		--	62.9	96.0	80.9	71.4	60.7	--		76.7	21.9
Florida Agricultural and Mechanical U	4	IIA	PU	99.4	79.4	65.2	58.1			78.2	127.4	104.1	85.3	77.6			101.8	30.3
Florida Atlantic U	1	I	PU	103.7	75.3	70.0	52.2	--		76.2	133.7	100.6	92.8	71.4	--		100.8	32.2
Florida Gulf Coast U	4	IIA	PU	105.9	79.1	67.5	49.4			71.8	133.5	103.4	88.8	67.8			94.1	31.0
Florida International U	4	I	PU	125.8	93.7	83.9	62.2	81.2	75.2	90.3	157.0	120.9	109.1	83.4	105.8	95.2	116.3	28.8
Florida Southern Coll		IIB	PI	86.4	70.3	62.5	56.9		--	68.1	107.6	90.5	83.4	81.2	--		89.4	31.2
Florida St U	4	I	PU	124.6	88.4	86.0			64.4	94.6	156.4	113.7	110.6		84.0		120.9	27.8
Jacksonville U		IIA	PI	86.3	73.2	70.2	43.8			73.7	106.5	92.2	88.8	62.0			92.8	26.0
Miami Dade Coll		III	PU	85.1	70.0	62.3	54.9			69.2	102.8	85.4	76.5	68.6			84.6	22.2
New Coll Florida		IIB	PU	88.0	70.0	61.0	--			75.0	113.6	92.5	80.7	--			98.0	30.8
Palm Beach Atlantic U	3	IIB	PR	72.2	66.9	62.5	50.5			66.0	90.7	84.1	79.3	64.7			83.2	26.2
Rollins Coll		IIA	PI	98.7	78.8	65.1		56.3		78.1	128.1	105.2	85.7		73.3		102.5	31.2
Southeastern U		IIB	PI	81.9	67.2	53.1	40.6	28.4		64.6	98.0	82.8	63.6	49.1	33.6		78.0	20.8
Stetson U		IIA	PI	120.2	82.0	69.7			52.5	91.8	151.5	109.3	91.8		66.0		117.7	28.3
The U Tampa		IIA	PI	102.3	85.3	65.7	59.5			78.6	131.7	109.7	84.8	76.8			101.3	28.8
The U West Florida	4	IIA	PU	96.7	74.9	65.7	50.6	50.3		70.8	125.3	99.1	87.0	68.1	67.8		93.3	31.9
U Central Florida		I	PU	132.8	89.2	76.4	54.2	60.7		84.7	167.9	113.3	97.0	69.1	77.3		107.5	26.9
U Florida	4	I	PU	133.9	89.3	79.1		63.6		100.5	166.4	115.7	103.2		84.9		128.0	27.4
U Miami		I	PI	160.2	105.5	95.7	98.6	64.0		108.0	200.3	135.0	118.9	125.3	85.3		137.2	27.1
U North Florida		IIA	PU	106.8	76.0	65.7	54.6	50.6		75.8	132.0	97.9	84.4	72.5	70.3		96.8	27.8
U South Florida-Main	4	I	PU	120.2	88.8	77.3	56.9			86.9	145.2	110.9	96.8	74.3			108.1	24.4
U South Florida-Sarasota-Manatee	4	I	PU	127.7	92.6	66.5	58.2			73.0	154.4	113.6	85.5	75.9			92.4	26.5
U South Florida-St Petersburg		I	PU	122.5	81.2	61.5	58.1			79.8	149.6	102.4	79.0	75.1			100.3	25.7
<b>Georgia</b>																		
Agnes Scott Coll		IIB	PI	95.0	75.7	64.1	--			81.6	119.8	97.4	81.0	--			103.4	26.8
Berry Coll	1	IIA	PI	89.7	70.3	59.4	--	53.2		68.9	116.6	93.1	80.3	--	73.3		91.6	33.0
Brenau U		IIA	PI	81.4	74.1	61.9	49.6	41.0		68.2								
Clark Atlanta U	4	IIB	PI	74.8	66.5	54.8	49.1	51.0	--	63.5	95.7	85.2	69.2	61.4	63.7	--	80.9	27.3

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
67	5	0	0	0.8	0.7	1.7		7	10	7	0	5	10	4	0	81.9	70.7	65.0		72.0	87.0	71.9	62.4		71.5
100	81	8	0	5.2	5.9	5.5	6.2	120	82	54	5	71	57	55	6	108.9	86.3	69.3	61.6	93.3	107.3	86.9	70.5	60.4	89.9
100	80	0	0	2.8	2.9	2.7	2.0	39	25	11	5	24	25	24	10	117.0	89.8	75.5	58.9	99.3	112.2	84.7	76.0	52.2	87.4
100	98	3	0	5.7	6.8	5.3		51	22	33	0	42	19	31	0	103.3	85.8	68.6		88.8	101.9	81.2	66.9		85.8
100	99	8	0	2.6	3.9	3.1	2.6	37	43	22	12	35	50	38	26	128.4	97.3	86.8	74.7	106.3	120.1	93.5	77.3	70.9	96.0
99	91	6	0	6.0	5.7	5.9	4.6	108	55	52	1	71	72	74	7	107.7	88.8	69.6	--	93.6	106.7	87.2	71.3	58.2	88.2
94	75	5	0	3.2	4.7	3.6		13	33	16	0	4	19	24	0	95.2	82.0	62.7		78.9	83.1	74.2	64.0		70.2
96	83	1	0	5.1	5.8	5.8	5.3	336	258	198	46	138	192	194	25	159.7	109.9	92.3	67.2	126.1	146.4	100.0	84.5	59.3	104.4
99	87	4	0	3.9	4.0	4.1	5.8	61	75	37	20	21	53	48	15	97.3	75.6	67.9	60.3	81.6	99.4	76.9	62.2	52.9	74.9
98	71	4	0	3.7	4.2	2.5	3.7	39	41	38	7	8	22	35	4	131.9	98.6	77.8	76.9	93.8	113.6	91.7	74.2	65.0	78.8
95	86	0	0	0.0	0.4	0.5		8	15	16	1	12	22	53	5	94.0	75.1	67.3	--	75.8	88.6	76.9	68.2	53.3	73.3
100	98	0	0	4.2	5.2	4.8		87	28	30	0	33	32	41	0	147.6	101.3	85.3		111.7	141.1	99.7	84.8		94.3
100	80	13	0	2.6	1.4	-2.7		52	30	15	2	44	30	37	0	109.8	88.5	76.5	--	98.1	110.0	89.6	72.5		91.9
88	32	0	0	3.1	6.8	3.2		441	76	116	13	157	61	90	3	205.9	125.9	106.1	167.6	168.7	196.5	117.3	99.7	--	132.3
98	82	0	0	1.5	1.6	2.4	2.4	318	208	141	28	112	156	156	62	152.4	106.3	89.5	72.1	124.7	141.1	100.3	87.2	69.4	106.2
97	94	1	0	0.3	0.4	0.5	3.3	130	74	82	116	59	81	82	161	161.3	104.5	85.4	76.0	124.8	157.6	103.2	79.1	65.2	108.7
98	72	1	0	2.2	3.2	2.3	0.6	84	90	71	1	28	56	65	4	115.3	84.3	70.4	--	90.9	119.4	83.5	68.2	51.5	83.6
99	68	21	0					26	20	9	7	45	36	15	5	129.4	94.4	76.6	65.3	102.8	123.1	96.9	75.4	69.1	102.5
91	74	0	1	2.5	3.2	3.7	2.7	267	167	126	59	94	168	135	63	169.2	116.3	94.2	92.3	136.5	167.6	112.8	87.7	73.2	117.3
95	93	6	0	3.5	4.4	5.6		212	127	54	0	103	120	50	0	193.3	122.5	117.8		142.4	177.9	115.2	107.6		118.7
81	81	5	3	1.9	3.5	2.3	2.3	141	122	98	30	55	94	105	47	113.4	82.3	76.6	49.8	86.8	101.2	85.6	73.4	48.0	76.7
100	86	0	0	5.3	5.3	5.3		0.0	6	10	0.0	4	15	20	0		70.5	65.1		65.5	83.7	74.1	69.8		72.4
54	62	5	0	3.1		3.1	3.3	14	13	44	18	10	16	31	28	66.8	64.3	56.7	60.0	60.1	80.2	65.7	60.4	47.9	65.3
100	100	30	0	2.1	2.4	2.8	3.8	30	18	17	13	12	12	20	16	89.3	70.1	63.2	37.2	77.2	86.0	64.4	61.8	39.6	69.1
94	58	0	0	2.7	3.0	4.3	4.4	69	78	72	16	9	26	31	10	114.0	83.0	73.5	56.5	89.6	117.8	81.7	69.6	44.1	80.9
0	0	0	0	1.3	3.0	2.2		7	22	22	5	5	24	25	4	80.1	69.3	58.7	51.0	65.7	77.5	63.8	57.6	51.4	62.2
95	85	11	0	1.4	2.9	3.3	2.3	112	83	70	27	40	87	78	48	101.8	79.1	64.5	55.3	84.8	92.5	79.7	65.8	59.7	76.9
100	96	0	0	0.2	0.7	1.8	2.3	154	124	62	78	55	101	72	117	106.2	76.2	75.1	54.4	89.6	96.6	74.2	65.7	50.7	76.9
10	1	0	0	3.3	3.5	4.3	5.4	47	76	82	44	24	38	73	72	111.9	79.7	64.2	50.1	80.9	94.1	78.0	71.2	49.1	77.2
92	90	0	0	2.7	4.4	3.8	4.4	195	169	147	128	56	115	142	133	127.4	94.6	88.6	64.4	103.9	120.0	92.4	79.1	60.1	90.1
60	37	0	0	6.3	4.6	6.0	3.8	16	19	21	12	9	11	35	8	85.3	72.7	62.1	53.4	72.4	88.5	66.1	62.8	62.2	67.7
99	96	0	0	6.3	6.7	3.7	15.9	347	181	167	0	109	131	117	0	128.4	90.6	89.1		102.8	112.4	85.3	81.5		81.7
100	84	12	0	9.0	6.4	4.5	2.4	26	34	24	3	20	24	42	8	90.9	75.1	68.4	--	78.1	80.4	70.5	71.2	43.0	73.1
100	100	67	11	3.4	3.5	2.9	2.6	84	129	81	52	80	146	88	63	85.9	70.4	62.0	55.2	72.5	84.3	69.7	62.6	54.8	71.4
97	100	0	0	1.0	2.7	5.0	1.0	20	7	12	0	13	15	9	1	92.4	70.7	61.9		79.1	81.3	69.7	59.9	--	71.4
0	0	0	0					29	35	27	1	13	25	38	5	75.0	66.6	60.9	--	67.6	66.1	67.3	63.6	51.0	65.3
97	83	0	0					51	31	32	0	22	32	30	0	103.2	83.0	68.9		85.1	88.3	74.7	61.2		69.4
8	0	0	0	2.2	2.0	4.9	2.0	32	23	17	6	8	16	17	5	82.1	67.5	52.8	43.2	70.1	81.2	66.9	53.5	37.5	61.5
97	85	0	0	3.2	5.1	2.9		65	38	24	0	50	23	24	0	119.4	82.6	71.5		94.1	121.3	81.0	67.8		88.9
100	97	3	0	3.9	4.9	3.2	2.5	29	73	60	6	16	43	57	11	102.0	84.6	67.3	59.0	81.3	102.9	86.5	64.1	59.7	77.8
94	94	4	0	4.2	6.4	4.4	6.7	60	39	55	20	20	26	48	32	97.8	77.4	67.3	52.6	79.1	93.5	71.3	63.9	49.3	67.6
99	96	1	0					201	228	146	86	62	113	126	126	135.7	92.7	77.5	55.7	97.9	123.4	82.2	75.1	53.2	78.9
94	80	1	0	0.9	1.0	1.8		573	361	206	0	172	218	199	0	137.3	90.9	80.8		108.6	122.5	86.5	77.3		86.8
97	84	0	0	1.4	3.5	4.2	3.0	260	142	88	46	64	104	54	57	160.9	108.8	98.6	99.3	119.5	157.5	101.0	90.9	98.1	92.0
100	98	0	0	5.7	10.3	5.5	7.3	67	70	56	32	30	60	68	33	111.1	79.2	68.7	54.2	85.6	97.3	72.4	63.3	55.1	72.0
97	93	1	0	2.1	2.1	0.8	1.0	240	196	119	119	86	144	114	189	124.2	91.2	79.9	60.0	103.0	109.1	85.4	74.6	55.0	87.7
100	86	0	0		2.2	3.4	3.5	4	9	6	19	1	12	10	20	137.1	106.4	71.2	59.4	101.7	--	82.2	63.7	57.0	74.5
100	97	0	3	0.6	0.4	-0.1	-0.5	24	16	13	12	5	22	22	18	126.7	91.0	60.6	57.8	99.7	102.3	74.1	62.1	58.3	71.6
100	92	0	0	7.6	6.4	3.2		14	10	2	2	21	15	14	0	95.6	76.2	--	--	85.7	94.6	75.3	64.2		80.3
100	94	2	0	6.1	1.3	2.0	2.0	29	29	27	2	8	24	32	1	91.3	72.2	57.3	--	73.1	83.7	68.0	61.1	--	64.4
0	0	0	0					7	8	16	0	19	25	33	6	72.0	62.4	65.4		66.1	84.8	77.8	60.1	49.6	70.4
95	61	15	0	3.6	4.1	2.6	3.4	32	43	19	5	9	24	27	5	75.7	65.8	57.4	45.9	67.1	71.8	67.8	53.0	52.4	60.6

**APPENDIX I**

NAME	NOTES	(1)		(2)							(3)							(4)							(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)							BEN. as % of SAL.							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR								
<b>Georgia (continued)</b>																									
Clayton St U	1	IIB	PU	78.9	63.2	58.1	54.0	51.5			63.8	100.8	82.3	77.4	73.4	70.9		74.0	30.4						
Columbus St U		IIA	PU	77.7	68.7	57.3	50.0	41.5			63.4	95.9	85.6	71.0	61.9	50.0		78.4	23.6						
Covenant Coll		IIB	PI	73.3	66.0	51.8					67.3	102.9	86.9	70.9				92.8	37.8						
East Georgia St Coll		III	PU	55.9	48.4	42.3	37.4				44.0	75.5	64.7	56.1	47.9			58.4	32.6						
Georgia Coll and St U		IIA	PU	84.9	69.3	59.1	--	48.1			67.2	108.0	90.0	78.7	--	62.8		87.1	29.7						
Georgia Highlands Coll		III	PU	60.4	48.5	43.8	42.1				47.4	76.2	62.9	57.1	52.3			60.7	28.1						
Georgia Institute Tech-Main	4	I	PU	154.4	107.0	99.5					128.0	194.2	135.7	126.5				161.6	26.3						
Georgia Perimeter Coll		III	PU	63.1	53.6	40.1	37.0	38.2			45.0	80.2	68.5	52.6	43.9	45.6		56.6	25.9						
Georgia Southern U	4	IIA	PU	82.7	71.3	66.3	44.8	47.5			65.5	103.6	90.2	83.7	57.7	60.5		82.8	26.4						
Kennesaw St U	2	IIA	PU	88.5	70.1	60.5	42.4	50.1			66.9	115.3	93.2	81.4	57.1	66.8		88.7	32.7						
Mercer U	4	IIA	PI	90.6	71.7	66.4	65.0				73.9	119.7	96.0	89.1	86.9			98.5	33.3						
Morehouse Coll		IIB	PI	86.1	69.3	57.0	46.9				65.3														
Toccoa Falls Coll		IIB	PI	55.1	44.9	42.1					47.0	76.5	65.9	61.6				67.3	43.2						
U Georgia		I	PU	129.7	94.1	88.8	63.5	68.1			103.0	161.9	120.9	114.6	81.8	89.1		130.9	27.0						
U North Georgia	4	IIA	PU	76.9	62.5	54.9		41.7	41.5		56.6														
U West Georgia	4	IIA	PU	80.0	62.0	57.0	39.5	46.8			59.0	107.7	86.6	79.8	55.8	67.4		81.9	38.9						
Wesleyan Coll	4	IIB	PI	67.3	57.6	51.8	--				58.6	85.2	73.9	65.8	--			74.5	27.1						
Young Harris Coll		IIB	PI	73.1	58.3	52.6	39.1				54.0	91.3	76.6	70.9	57.3			72.2	33.8						
<b>Hawaii</b>																									
Chaminade U Honolulu		IIB	PI	85.3	74.9	66.7		53.2			70.8	104.0	89.4	79.9		65.1		85.4	20.6						
Hawaii CC	7	III	PU	89.7	80.3	66.4	58.6				70.2	124.9	113.1	95.7	85.9			100.5	43.1						
Honolulu CC	7	III	PU	89.2	76.8	71.0	57.3				72.0	124.3	108.7	101.6	84.3			102.8	42.7						
Kapiolani CC	7	III	PU	89.3	78.7	69.7	60.1				75.0	124.4	111.1	100.0	87.9			106.6	42.1						
Kauai CC	7	III	PU	95.2	81.7	71.6	60.7				71.6	131.6	114.9	102.3	88.7			102.2	42.8						
Leeward CC	7	III	PU	89.7	75.8	67.6	57.8				71.3	125.0	107.5	97.4	84.9			101.9	43.0						
U Hawaii at Hilo	7	IIB	PU	99.8	85.8	73.6	58.4				84.1	137.5	120.0	104.9	85.7			117.8	40.2						
U Hawaii at Manoa	7	I	PU	129.0	94.2	81.7	65.5				101.9	172.9	130.6	114.9	94.7			139.8	37.2						
U Hawaii Maui Coll	7	III	PU	91.0	79.6	73.7	59.9				72.4	126.5	112.2	104.8	87.5			103.3	42.6						
U Hawaii-West Oahu	7	IIB	PU	97.1	82.0	71.6	61.7				78.9	134.2	115.5	102.6	89.8			111.6	41.4						
Windward CC	7	III	PU	91.3	73.6	68.9	56.7				71.7	127.0	105.5	98.8	83.6			102.5	43.0						
<b>Idaho</b>																									
Boise St U		IIA	PU	88.3	70.2	67.3	57.6	44.3			68.3	118.0	96.2	92.3	80.7	64.6		93.8	37.3						
Lewis-Clark St Coll	4	IIB	PU	59.4	52.2	47.0	44.0				51.6	82.9	74.2	68.0	64.3			73.5	42.4						
<b>Illinois</b>																									
Augustana Coll		IIB	PI	88.0	67.5	54.3	48.9				68.9	113.0	86.3	69.8	64.6			88.5	28.6						
Aurora U	3	IIA	PI	95.1	74.9	62.1	--	49.6			68.1	116.9	93.1	76.9	--	59.3		83.8	23.1						
Benedictine U		IIA	PI	95.7	69.9	60.3	51.9		--		71.9	115.1	89.3	79.7	71.3		--	91.3	26.6						
Bradley U	4	IIA	PI	97.3	73.3	65.3	52.6	42.4			74.7	119.2	90.9	78.5	61.7	56.2		91.3	22.2						
Chicago St U	4	IIA	PU	86.6	72.9	70.1		44.0			67.0	110.9	95.5	92.8		59.6		87.9	30.0						
DePaul U	4	I	PI	129.3	92.6	78.3	67.4				92.8	161.3	118.5	97.9	83.2			116.8	25.8						
Dominican U		IIA	PI	89.9	70.7	64.9	--	54.9			71.9	117.6	95.6	84.7	--	74.9		95.2	32.4						
Eastern Illinois U	4	IIA	PU	91.7	73.5	67.2	49.7				73.2	117.7	97.4	89.6	69.6			96.7	32.0						
Elmhurst Coll		IIB	PI	85.5	70.4	61.0	--	43.7			71.1	112.4	94.3	83.0	--	55.5		94.7	33.2						
Governors St U		IIA	PU	103.6	86.2	77.4	61.4	65.5	71.9		79.8	129.1	107.2	95.8	77.0	83.2	85.8	99.5	24.5						
Greenville Coll		IIB	PI	61.2	56.1	54.7	38.2				54.7	78.2	71.1	68.2	46.1			68.8	25.9						
Illinois Coll		IIB	PI	81.7	66.9	54.8	44.8				65.3	100.1	84.2	69.3	53.1			81.0	24.1						
Illinois Institute Tech	4	I	PI	145.5	102.2	94.4	57.1	81.5			116.7	176.8	128.6	116.1	73.3	101.5		143.2	22.7						
Illinois St U	4	I	PU	93.5	74.8	71.8		43.8			73.4	123.1	102.0	96.2		62.1		99.0	34.8						
Illinois Wesleyan U	1	IIB	PI	89.6	69.5	59.0	52.1				72.8	130.0	100.1	81.1	69.2			103.8	42.6						
Kaskaskia Coll	4	III	PU	87.4	77.3	70.8	37.2				75.7	112.5	102.9	95.4	54.6			100.2	31.6						
Knox Coll	4	IIB	PI	83.8	63.0	52.8	50.7				66.8	108.5	84.1	68.0	62.5			87.1	30.4						
Lake Forest Coll	4	IIB	PI	98.3	75.3	60.6	--	77.7			76.6	129.4	99.5	81.4	--	95.0		101.2	32.2						
Lewis U		IIA	PI	104.8	87.0	70.7	61.1				83.7	139.2	116.4	96.8	85.8			112.8	34.8						
Lincoln Christian U	4	IIB	PI	53.4	55.2	49.9					53.0	65.1	66.7	61.9				64.7	22.1						
Loyola U Chicago		I	PI	142.3	96.3	81.1	70.2				96.0	182.1	122.6	103.0	90.2			122.7	27.8						
MacMurray Coll	4	IIB	PI	63.7	52.7	46.9					51.7	77.8	68.2	59.7				65.6	26.7						
McKendree U		IIA	PI	75.8	61.3	57.7	49.9				61.9	94.1	75.5	72.8	61.8			77.0	24.4						
Millikin U		IIB	PI	76.2	61.2	54.1	48.7	38.3			59.3	93.5	76.2	68.1	61.9	50.0		74.1	24.9						
Monmouth Coll		IIB	PI	74.7	62.0	51.9	47.9				61.6	97.1	82.5	69.4	62.6			81.2	31.9						

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
97	92	0	0	1.5	2.4	1.3	1.6	30	42	32	0	34	29	35	14	84.4	64.2	58.5		67.0	74.0	61.6	57.7	54.0	61.9
96	76	4	0					54	52	40	5	25	37	41	11	77.5	73.7	59.7	48.4	67.5	77.9	61.6	54.9	50.8	59.3
73	40	0	0					34	10	7	0	3	5	6	0	73.9	68.3	54.6		70.2	--	61.5	48.5		56.8
100	46	11	0		0.6	0.9	1.4	4	6	24	4	2	7	20	4	56.2	49.6	42.6	37.1	45.5	--	47.2	41.9	37.8	44.1
99	96	6	0	3.4	5.4	4.8	4.0	66	25	29	1	35	45	49	0	84.4	73.5	60.2	--	71.5	85.8	66.9	58.4		63.7
100	95	22	0	2.9	3.4	3.8	2.3	11	19	16	7	7	21	21	21	60.7	48.0	42.6	40.5	49.2	59.9	48.9	44.8	42.6	48.7
100	95	0	0	4.4	5.6	3.3		369	219	133	0	69	71	60	0	156.8	109.1	100.9		132.0	141.9	100.6	96.2		113.5
100	98	22	0					25	56	45	42	17	73	79	67	59.5	54.4	41.4	34.8	48.6	68.3	53.0	39.3	38.4	46.6
100	95	6	0	2.1	2.5	3.0	1.0	82	116	157	23	38	95	124	60	85.3	72.9	67.9	43.5	71.3	77.1	69.4	64.3	45.3	63.7
99	91	9	0	2.6	2.6	3.8	8.7	143	148	150	16	75	156	131	22	90.6	73.3	61.5	41.2	72.2	84.4	67.1	59.3	43.3	63.2
100	89	5	0	1.5	2.4	3.7	2.7	70	63	29	47	33	58	30	67	91.8	72.1	65.0	66.0	79.4	88.2	71.2	67.8	64.4	75.0
93	87	0	0	1.9	2.6	3.4	3.6	22	34	24	18	7	18	20	6	86.0	70.1	56.7	48.7	70.4	86.7	67.8	57.3	41.4	66.1
79	20	5	0	0.8	2.5	2.4		13	3	13	0	1	2	8	0	55.0		42.4		48.2	--	--	41.7		43.8
99	92	0	0	5.1	5.9	6.5	5.9	531	329	229	27	184	226	197	34	132.0	96.2	93.5	60.0	110.6	123.0	91.2	83.4	66.3	94.0
96	94	13	0	5.1	5.5	3.8		65	70	81	0	36	53	91	0	77.3	62.0	54.6		58.3	76.2	63.2	55.3		54.8
98	94	3	0	0.5	3.3	2.6	2.8	72	51	47	24	31	54	82	56	82.8	63.1	55.8	38.2	67.6	73.2	60.9	57.6	40.1	58.8
100	53	0	0					8	5	4	1	12	10	15	0	67.6	55.1	49.7	--	59.7	67.2	58.8	52.4		58.9
100	100	0	0					4	10	23	4	4	6	22	7	72.1	57.0	52.8	42.0	56.0	74.1	60.6	52.5	37.5	56.7
100	48	0	0	2.0	3.6	2.4		13	13	9	0	4	14	13	0	85.7	73.2	62.2		71.8	84.1	76.4	69.8		69.8
100	100	91	0	4.2	5.1	5.9	4.6	8	7	8	16	10	8	14	20	88.3	78.9	69.4	56.8	78.9	90.8	81.4	64.6	60.0	77.0
100	94	88	0	4.1	4.0	4.9	5.7	20	10	23	33	16	6	9	12	90.1	77.2	71.9	57.4	79.7	88.0	76.1	68.7	57.1	80.1
100	92	80	0	5.2	6.6	6.4	5.4	34	15	25	21	26	23	24	28	89.7	75.8	68.2	60.7	79.6	88.7	80.6	71.3	59.6	80.4
100	100	100	0	4.0	4.0	5.7	6.3	3	2	12	10	1	9	8	9	--		70.3	60.2	73.9	--	83.4	73.6	61.3	80.9
100	100	96	0	4.0	4.0	5.6	5.7	21	10	28	19	19	18	18	32	90.5	77.4	68.6	58.6	77.9	88.7	74.9	66.0	57.2	76.8
100	95	0	0	4.1	5.2	7.7	4.2	41	44	18	9	22	41	15	22	100.2	85.3	71.2	58.9	88.8	99.1	86.3	76.4	58.2	88.0
99	94	0	0	4.2	5.0	5.0	4.3	309	162	102	40	127	163	140	81	133.5	96.3	85.2	62.9	114.4	117.9	92.2	79.1	66.8	95.5
100	100	84	0	4.2	5.6	5.2	4.6	4	3	15	16	10	10	16	15	89.2		69.5	59.1	74.8	91.7	78.7	77.6	60.7	81.8
100	78	0	0	5.9	4.7	5.0	11.9	12	10	17	4	7	8	12	7	94.2	81.8	72.8	66.1	81.7	102.1	82.2	69.9	59.2	81.9
100	100	86	0	4.2	4.0	7.3	4.0	9	5	4	8	6	1	3	11	94.0	73.8	69.1	58.4	82.8	87.3	--	--	55.4	80.2
100	94	6	0	3.5	4.1	7.5	-1.9	107	94	79	7	55	83	64	8	89.3	75.1	71.3	55.0	73.9	86.4	64.6	62.2	60.0	62.2
73	84	4	0	4.8	4.6	5.1	4.2	33	12	20	5	18	25	35	16	59.4	52.6	46.1	46.4	54.1	59.3	51.9	47.6	43.2	51.7
100	100	0	0	2.5	3.0	5.0	4.6	37	26	34	7	30	20	25	11	87.7	66.8	52.0	48.8	69.6	88.3	68.3	57.4	49.0	72.7
100	68	0	0	1.8	2.4	3.5	2.9	10	27	17	2	10	29	27	1	95.7	76.5	60.0	--	69.9	94.5	73.5	63.4	--	67.0
91	85	55	0					28	16	23	7	19	24	32	11	100.5	67.1	60.0	52.8	77.9	88.6	71.8	60.6	51.3	71.3
100	100	4	0	0.4	1.0	0.9	0.5	78	61	43	17	15	51	46	20	98.9	76.9	64.3	56.3	82.8	89.0	69.1	66.3	49.5	69.0
85	36	6	0	0.1	2.4	-2.2		38	36	15	0	17	39	37	0	89.3	74.1	71.8		70.9	80.8	71.8	69.4		63.5
99	96	1	0	0.1	0.6	1.9	0.7	123	192	83	96	74	169	95	84	136.8	95.2	84.6	72.3	105.8	116.9	89.8	72.9	61.8	91.0
96	68	21	0	4.4	4.9	4.3	3.5	26	11	26	1	19	36	22	2	92.7	73.3	66.4	--	75.3	86.1	69.9	63.1	--	69.6
100	100	4	0	0.6	0.8	2.3	1.8	93	77	38	49	67	47	45	57	94.4	77.1	71.8	50.5	83.9	87.9	67.7	63.3	49.0	75.0
98	73	8	0	3.4	3.3	0.5		25	16	14	0	20	36	26	1	87.7	71.9	60.5		75.2	82.7	69.7	61.2	--	68.5
100	100	0	0	2.5	3.3	3.1	2.7	11	27	24	0	18	33	42	4	97.2	90.0	83.6		82.7	107.5	83.1	73.9	61.4	78.5
92	86	11	0	0.4	0.9	1.0	0.8	12	13	11	3	1	8	8	4	61.0	58.5	53.7	--	57.9	--	52.3	56.0	40.3	54.7
96	95	0	0	3.2	3.7	3.1	2.0	15	14	15	4	12	8	11	6	81.7	68.0	55.8	44.2	68.5	81.7	64.8	53.5	45.2	67.4
82	75	1	0	3.3	3.0	3.4	2.1	143	79	56	2	40	18	36	4	149.2	101.3	95.5	--	120.5	132.3	106.3	92.8	51.6	109.1
100	97	2	0	-0.2	0.7	0.9		155	134	85	0	90	125	112	0	96.9	78.0	72.3		79.3	87.6	71.3	71.4		67.7
100	100	9	0	2.2	3.1	2.3	4.7	37	28	18	3	15	20	27	2	90.7	70.3	61.0	--	77.4	87.0	68.5	57.6	--	68.2
100	100	70	50	5.5	5.7	1.7	1.7	15	7	12	3	14	7	15	3	87.2	82.1	73.0	--	81.1	87.5	72.5	69.1	--	76.9
97	97	7	0	3.2	3.4	0.9	0.7	23	23	17	3	16	16	13	3	86.6	62.9	52.4	--	68.7	79.7	63.3	53.5	--	66.3
100	97	0	0	1.6	2.2	2.3		23	14	17	1	4	19	16	0	97.5	74.9	60.3	--	80.4	102.7	75.7	60.9		71.9
97	53	1	0	6.4	8.7	7.9	1.7	41	24	46	2	26	25	51	12	106.5	88.5	71.5	--	88.1	102.2	85.5	70.0	60.4	82.0
0	0	0	0					17	5	4	0	4	2	4	0	53.7	57.0	45.3		53.1	52.2	--	54.4		52.8
98	99	3	0	2.5	2.4	2.5	2.2	132	88	61	115	61	86	58	166	147.0	97.9	83.9	65.6	117.9	132.3	94.7	78.2	73.4	101.2
100	100	0	0	4.0	9.2	7.7		1	5	8	0	5	5	9	0	--	50.1	47.9		50.5	61.7	55.4	46.1		52.6
96	94	7	0	-0.1	3.2	3.3	3.1	14	11	13	5	11	22	17	12	77.2	65.8	64.7	52.2	69.6	74.1	59.0	52.3	48.9	60.0
97	78	0	0	1.8	1.8	1.7	5.9	20	22	21	6	9	29	14	16	76.2	62.5	53.4	51.1	61.9	76.3	60.3	55.3	47.8	60.4
100	88	0	0	2.0	2.9	2.5	2.0	18	11	20	3	14	6	17	2	79.1	62.9	52.5	--	64.6	69.1	60.4	51.2	--	59.4

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
North Central Coll		IIA	PI	94.9	76.4	63.2	59.7					76.9	124.6	100.5	80.1	72.0			99.7	29.7
Northeastern Illinois U	4	IIA	PU	88.7	76.1	71.3	44.5					68.8								
Northern Illinois U	4	I	PU	97.7	76.2	67.9	42.5			65.1	73.0	127.1	102.6	93.1	64.0		87.5	99.0	35.5	
Northwestern U		I	PI	193.7	123.1	111.4					158.3	244.5	161.5	147.0				202.7	28.1	
Roosevelt U		IIA	PI	100.1	71.9	66.3	--	45.2	--		73.8	118.2	90.7	82.7	--	59.4	--	91.4	23.8	
Saint Anthony Coll Nursing		IIB	PR		--	74.3	53.2				66.5									
Saint Francis Medical Center Coll Nursing		IIA	PI	85.3	75.5	63.2	60.3				68.0	111.3	97.4	79.1	74.3			86.1	26.5	
Saint Xavier U		IIA	PI	77.3	66.2	57.2	--	35.7	--		63.6	96.4	83.5	71.5	--	44.0	--	79.8	25.4	
Southern Illinois U-Carbondale		I	PU	106.7	77.7	71.4	36.7	42.9	--		75.5	131.7	100.4	89.9	49.3	58.2		96.1	27.3	
Southern Illinois U-Edwardsville	4	IIA	PU	91.7	78.1	65.8	42.7				70.6	120.0	103.7	90.0	64.0			95.6	35.3	
Trinity Christian Coll	4	IIB	PI	73.2	60.8	54.4					60.9	95.4	79.5	67.7				77.7	27.7	
Trinity Int'l U-Evangelical Divinity School		IIA	PR	81.5	69.4	58.7					73.6	101.7	89.6	78.8				93.7	27.4	
Trinity International U-Illinois		IIA	PI	69.6	62.9	53.1					61.9	86.2	79.6	69.7				78.6	27.0	
U Chicago		I	PI	232.4	132.2	115.8	64.6	69.1	--		163.4	283.5	172.3	154.0	95.0	100.4	--	206.5	26.4	
U Illinois at Chicago	4	I	PU	141.8	101.3	87.8	58.1	49.9			104.6	182.9	136.1	120.4	86.0	76.5		139.9	33.7	
U Illinois at Springfield	4	IIA	PU	115.1	69.5	64.7	48.0	--			69.3	152.0	99.2	93.6	74.3	--		99.0	42.8	
U Illinois at Urbana-Champaign	4	I	PU	148.0	99.5	91.3	53.6	74.2			114.9	189.8	134.0	124.4	80.7	104.7		151.7	32.0	
U St Francis		IIA	PI	89.8	71.3	67.2	56.8				72.1	114.3	90.3	87.0	74.5			92.6	28.2	
Western Illinois U	4	IIA	PU	101.4	80.6	63.6	47.2	44.0			76.6	123.3	99.8	80.2	61.7	58.1		95.2	24.2	
Wheaton Coll	4	IIB	PI	94.9	80.7	66.5	55.2				81.8	127.8	111.6	90.8	74.7			111.6	36.5	

**Indiana**

Ball St U	4	I	PU	93.8	73.5	60.1	48.8				67.8	123.9	98.7	80.3	66.7			90.7	33.8
Bethel Coll-Indiana		IIB	PI	64.4	55.6	47.6	--				52.3	85.8	72.6	64.8	--			69.8	33.5
Butler U	4	IIA	PI	103.2	79.5	75.5	48.0				78.0	136.8	105.7	96.8	63.1			102.0	30.9
Calumet Coll Saint Joseph	1	IIA	PI	--	57.3	52.6	51.0				55.0	--	73.9	67.8	69.1			71.4	29.7
DePauw U		IIB	PI	99.4	78.3	67.4					86.6								30.7
Earlham Coll		IIB	PI	80.6	63.8	55.2	50.2				65.9	111.2	86.4	72.2	67.8			88.9	35.1
Franklin Coll		IIB	PI	79.7	63.4	49.5	41.8	32.0			60.3	103.0	82.1	64.8	56.0	43.0		78.5	30.1
Goshen Coll		IIB	PR	67.0	54.3	47.0					59.8	92.1	72.7	65.2				81.5	36.3
Hanover Coll		IIB	PI	79.5	67.7	57.2	50.7				70.1	105.4	92.5	73.0	70.6			93.6	33.4
Huntington U		IIB	PI	64.1	54.5	51.5	39.5				55.5	86.8	75.3	71.5	55.5			76.3	37.4
Indiana St U	1	I	PU	96.0	74.5	64.9	47.3	42.6			70.3	125.2	97.8	86.8	64.2	54.7		92.5	31.6
Indiana U-Bloomington	4	I	PU	138.8	94.1	91.8		61.5			104.0	169.6	116.1	112.3		78.1		127.9	23.0
Indiana U-East	4	IIB	PU	83.2	69.5	60.9		53.2			62.1	102.1	87.9	77.1		69.2		78.9	27.0
Indiana U-Kokomo	4	IIB	PU	87.8	66.1	55.4		49.1			61.0	110.3	85.0	72.2		65.0		78.9	29.3
Indiana U-Northwest	4	IIA	PU	86.1	68.3	60.0		49.7			66.8	109.7	87.8	76.1		64.5		85.4	27.8
Indiana U-Purdue U-Fort Wayne	4	IIA	PU	88.4	71.8	62.6	50.5		49.3		68.7	117.2	98.0	86.4	70.8		70.3	93.8	34.8
Indiana U-South Bend	4	IIA	PU	78.9	63.9	58.7		44.5			60.7	100.3	82.4	74.4		59.4		78.3	28.9
Indiana U-Southeast	4	IIA	PU	85.1	73.8	64.6		52.2			68.9	109.5	93.1	82.4		66.9		87.9	27.6
Indiana Wesleyan U		IIB	PI	76.5	64.4	55.6		--	--		63.9	110.2	92.8	80.0		--	--	91.9	43.9
Ivy Tech CC		III	PU	68.6	55.9	49.9	46.1	41.5			51.7	95.1	78.9	71.1	62.6	76.4		72.7	40.6
Manchester U		IIB	PI	83.8	69.9	75.6	--				74.5	111.3	93.6	94.1	--			97.5	26.5
Purdue U-Calumet	4	IIA	PU	96.1	75.7	65.0	46.1		47.5		74.8	126.0	102.8	88.6	64.4		66.1	100.6	34.5
Purdue U-Main	4	I	PU	134.8	95.4	84.9	67.6		53.6		106.2	168.3	125.1	111.8	89.5		73.6	136.1	28.2
Purdue U-North Central	4	IIB	PU	96.7	68.0	59.3			48.6		63.7	127.0	93.3	82.3		68.9		87.8	37.8
Rose-Hulman Institute Tech	4	IIB	PI	113.8	92.5	76.4					96.6	152.0	130.7	114.6				134.8	39.6
Saint Josephs Coll	4	IIB	PI	60.1	54.7	47.9	23.2				50.9	75.8	68.9	60.9	31.4			64.5	26.8
Saint Mary's Coll		IIB	PI	83.3	65.5	55.6	50.2	51.9			64.8	109.5	88.5	74.3	72.1	64.9		86.8	33.9
Taylor U	1	IIB	PI	67.5	57.5	50.1	--				60.4	99.3	92.7	72.7	--			90.5	49.0
U Indianapolis	4	IIA	PI	85.2	68.4	61.0	48.9				65.7	107.8	88.8	76.7	63.8			83.9	27.6
U Notre Dame		I	PR	171.1	111.8	102.2	--		65.3		122.2	220.0	151.2	134.3	--	90.5		160.9	31.6
U Southern Indiana		IIA	PU	89.4	71.3	62.7	51.8				65.3	120.8	98.4	85.0	71.6			89.3	36.8
Valparaiso U		IIA	PI	103.0	73.7	66.9	51.3	43.7			73.1	123.8	94.5	87.7	72.0	64.5		93.9	
Wabash Coll		IIB	PI	102.3	78.1	64.7	--				79.4	131.2	105.5	85.6	--			105.0	32.3

**Iowa**

Allen Coll		IIA	PI	79.0	72.0	61.8	60.9				68.0	98.8	87.5	75.4	77.9			83.8	23.2
Buena Vista U		IIB	PI	91.9	64.0	57.8	48.9	--			68.2	114.3	86.5	80.3	71.3	--		90.6	32.9
Central Coll		IIB	PI	77.5	61.7	54.2		52.0			63.5	96.4	77.7	65.9		64.0		78.9	24.3
Clarke U		IIB	PI	65.1	56.6	53.2	51.1				55.9								
Coe Coll		IIB	PI	84.9	62.9	56.9	46.3		--		65.7	112.8	85.2	126.9	103.0		--	108.1	64.6
Cornell Coll		IIB	PI	76.9	58.3	51.8		--	45.5		65.2	101.9	80.4	69.6		--	57.4	87.1	33.6

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
94	89	0	0	2.1	3.3	2.4	2.2	27	22	18	0	20	16	36	5	97.1	76.7	66.6		82.2	91.9	75.9	61.5	59.7	73.2
100	82	4	0	5.4	6.0	6.3	5.2	36	52	34	47	39	50	47	54	90.2	79.0	70.6	45.4	80.0	87.4	73.0	71.7	43.7	76.7
97	97	2	0	0.3	0.5	0.3	-0.3	147	144	82	71	59	145	79	96	99.7	76.3	70.1	43.5	84.2	92.8	76.0	65.6	41.7	76.2
92	81	0	0	4.1	5.3	5.4		453	180	143	0	151	99	104	0	199.6	127.7	119.9		168.2	175.9	114.7	99.9		136.5
98	94	8	0		0.2	0.8		35	54	36	0	13	49	28	2	102.8	76.3	65.6		77.9	92.7	67.1		--	67.7
0	0	0	0					0	1	0	1	0	0	12	8				--	93.6			74.3	53.6	74.3
0	0	0	0	2.0	3.7	2.5	4.3	0.0	0.0	0.0	1	6	5	18	6				--	0.0	85.3	75.5	63.2	61.3	69.9
93	95	5	0					15	36	13	0	14	45	31	3	81.9	67.6	62.3		67.5	72.4	65.1	55.1	--	61.1
98	97	7	0	1.5	1.0	0.7	0.9	151	175	91	38	43	106	73	23	109.2	78.8	71.3	35.3	82.7	97.6	75.9	71.5	39.0	71.8
99	91	1	0		0.3	2.2	0.7	79	118	67	44	48	95	69	85	94.4	80.6	68.6	42.4	81.7	87.2	74.9	63.1	42.9	73.9
100	27	0	0	2.0	2.3	1.5		15	9	11	0	5	6	27	0	73.6	61.7	54.4		64.5	72.1	59.4	54.4		57.5
90	20	0	0					21	12	5	0	0	3	2	0	81.5	69.8	59.8		74.9	--	--			63.1
100	89	0	0					7	9	6	0	2	10	4	0	68.9	63.7	51.8		62.1	--	62.2	54.9		61.6
94	78	0	0					463	138	170	53	132	72	82	24	239.4	137.7	121.0	64.7	185.0	207.6	121.8	104.9	64.4	135.2
93	84	0	0	0.7	1.2	1.4	5.7	234	176	167	4	111	186	168	16	142.9	107.5	89.8	55.0	112.3	139.6	95.5	85.8	58.9	97.1
100	99	0	0	0.3	-0.1	0.2		13	49	32	7	1	41	36	7	116.9	72.3	69.6	45.4	77.2	--	66.2	60.3	50.6	63.6
97	96	0	0	0.7	1.3	0.8	0.5	628	324	278	11	201	211	214	22	152.0	102.9	95.3	62.9	123.4	135.3	94.4	86.0	48.9	101.5
100	91	17	0	4.1	3.8			13	10	7	7	15	13	28	13	92.8	75.9	59.7	60.8	79.4	87.2	67.7	69.1	54.7	73.6
100	100	1	0	3.8	5.2	2.6	2.6	124	88	61	41	56	65	73	63	102.5	81.9	65.9	44.0	87.3	98.9	78.8	61.7	49.2	77.2
94	79	0	0	4.9	5.9	5.8	5.1	48	58	25	1	19	31	18	4	97.1	82.4	66.7	--	84.8	89.4	77.6	66.2	54.1	77.9
100	93	7	0	1.4	3.1	3.1	3.5	157	123	166	92	60	107	175	137	96.6	75.4	61.9	49.9	77.8	86.4	71.3	58.5	48.0	67.4
88	93	8	0	0.3	5.4	1.8	5.6	7	18	14	0	1	10	24	1	65.0	55.1	47.9		54.3	--	56.5	47.5	--	50.4
99	87	2	0	3.9	3.3	2.8		62	44	44	32	27	61	48	41	107.9	83.9	73.2	48.1	90.7	92.5	76.4	77.6	47.9	80.0
100	100	11	0	3.5	3.5	3.5	3.5	2	9	3	5	0	4	6	1	--	57.5	--	49.3	57.1		57.0	52.9	--	54.5
97	94	10	0	2.7	3.9	3.8		65	33	22	0	38	33	19	0	100.5	78.7	68.0		88.5	97.6	78.0	66.7		83.9
93	79	0	0	2.9	6.2	2.9	14.0	21	15	12	0	19	13	32	4	78.7	69.5	54.6		69.8	82.6	57.3	55.4	50.2	63.9
100	94	0	0					17	11	8	1	6	6	19	4	81.3	64.1	48.7	--	67.1	75.4	62.2	49.8	41.7	55.4
91	22	0	0	2.7	5.3	5.9		17	15	1	0	16	12	6	0	66.6	55.6	--		61.4	67.4	52.7	44.6		58.2
100	85	93	0	2.4	3.4	3.4	1.0	30	12	6	6	19	8	9	5	79.8	68.9	58.4	48.4	74.4	78.9	66.0	56.4	53.4	70.4
95	81	0	0	1.5	1.7	5.3	12.1	14	11	11	3	8	5	8	3	61.8	54.6	50.1	--	56.0	68.1	54.2	53.4	--	59.2
100	93	5	0	3.5	4.5	3.2	3.6	89	65	49	45	40	64	61	56	98.0	78.0	65.0	47.1	79.7	91.5	71.0	64.8	47.5	71.5
91	78	0	0	2.3	4.0	4.0		495	270	196	0	174	220	153	0	142.5	98.0	98.2		113.0	128.3	89.2	83.5		90.1
100	38	0	0	2.4	5.1	3.8		5	8	12	0	3	8	31	0	87.4	65.7	58.6		63.2	--	73.2	61.8		61.5
100	77	0	0	2.5	2.8	2.7		10	9	16	0	5	13	19	0	90.7	64.9	56.7		66.2	82.0	66.9	54.4		57.6
100	70	0	0	0.7	1.4	1.4		17	24	18	0	11	22	36	0	92.3	68.3	62.1		71.1	76.4	68.3	58.9		63.2
99	99	0	25	1.4	1.9	3.2	6.7	52	82	37	4	18	54	58	4	91.8	71.6	62.0	56.8	72.1	78.6	72.1	62.9	44.3	65.2
96	84	0	0	1.3	2.4	2.8		29	47	25	0	16	34	25	0	80.1	65.1	60.3		64.7	76.6	62.2	57.0		56.7
98	87	0	0	1.0	1.9	1.8		27	26	16	0	17	21	26	0	86.6	75.8	65.2		72.4	82.8	71.3	64.3		65.6
0	0	0	0	4.5	1.6	4.0	2.0	51	37	52	0	24	30	64	0	76.9	65.5	56.9		66.4	75.7	63.0	54.6		60.9
0	0	0	0					38	114	264	126	50	214	377	143	67.3	56.9	49.2	45.6	52.8	69.6	55.4	50.4	46.5	53.3
88	85	0	0	1.8	2.0	2.4	2.0	18	19	19	2	7	20	19	1	88.2	69.1	66.1	--	74.2	72.5	70.7	85.1	--	76.9
99	96	4	0	2.4	3.1	4.9	4.0	54	40	23	6	20	51	30	13	97.4	74.6	68.6	53.4	81.7	92.7	76.6	62.3	42.7	72.1
96	88	1	0	4.0	4.8	4.8	3.2	709	382	293	5	173	200	248	7	136.8	97.4	87.9	71.6	113.4	126.6	91.4	81.3	64.7	91.9
100	98	0	0	1.5	1.8	3.7		9	27	17	0	1	22	25	0	99.5	67.6	63.3		68.9	--	68.4	56.5		58.6
98	92	0	0	4.1	4.8	3.8		57	47	32	0	9	12	12	0	114.3	93.4	76.2		98.1	110.6	88.8	76.8		90.4
80	91	17	0					9	13	14	1	1	10	9	3	60.6	55.6	49.4	--	54.5	--	53.5	45.5	--	50.0
100	98	8	0	3.0	2.5	3.0	4.8	11	11	10	7	23	29	27	8	81.2	64.9	55.8	51.1	67.2	84.2	65.7	55.5	49.4	66.5
95	66	3	0	4.0	4.2	6.2	6.7	50	24	20	0	15	5	13	2	67.7	57.4	50.5		61.4	66.7	58.0	49.6	--	58.7
97	85	0	0	2.8	3.5	2.4	2.4	19	43	38	10	17	37	79	11	88.1	66.0	63.8	49.8	69.4	81.8	71.1	59.6	48.1	65.7
100	95	0	0	3.9	4.2	4.9		347	183	114	1	74	90	70	0	174.5	114.7	102.8	--	131.7	155.3	105.9	101.2		100.8
100	90	4	0	2.2	2.2	3.4	2.8	24	51	42	29	11	42	58	56	90.8	74.0	65.1	54.1	74.3	86.2	68.1	61.0	50.6	66.2
84	89	4	0	3.0	3.5	2.9	2.8	57	54	54	3	19	44	49	5	100.2	75.7	75.7	--	79.2	111.2	71.2	57.3	49.0	66.0
100	100	0	0	1.4	2.7	4.8	1.0	16	26	8	1	3	10	15	1	102.0	79.5	59.7	--	83.5	--	74.5	67.4	--	73.9
0	0	0	0	2.5	3.2	2.2	2.5	0.0	1	1	0.0	8	9	14	5			--		72.8	79.0	70.3	62.1	60.9	68.9
100	88	21	0	2.0				13	12	12	2	9	14	17	3	94.9	64.7	57.3	--	72.4	87.5	63.5	58.2	--	66.7
100	97	0	0	1.3	1.0	2.3	4.0	19	19	12	0	10	18	14	0	77.9	62.6	54.9		65.5	76.8	60.7	53.5		61.2
100	92	3	0					5	9	11	3	10	17	24	11	70.5	56.4	54.7	--	58.5	62.4	56.8	52.5	51.3	55.9
100	100	6	0	2.5	2.5	2.5		18	15	17	3	10	14	18	3	84.6	63.6	59.4	--	69.1	85.6	62.0	54.6	--	64.3
100	95	0	0	2.5	2.7	2.1		25	7	9	0	19	14	8	0	79.9	58.5	53.9		70.0	73.0	58.3	49.4		60.8

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>Iowa (continued)</b>																				
Dordt Coll		IIB	PI	70.9	59.5	54.2	45.7					62.0	103.8	88.6	78.0	69.4		91.2	47.2	
Drake U		IIA	PI	114.8	80.9	75.1	--					89.1	146.2	105.2	95.8	--		114.4	28.5	
Faith Baptist Bible Coll and Theo Seminary		IIB	PI	47.9	44.1	41.4						45.8	61.8	60.8	55.4			60.3	31.7	
Graceland U-Lamoni		IIB	PI	58.8	51.5	44.4	38.9			45.6	50.0									
Grinnell Coll		IIB	PI	122.2	93.7	76.2	67.0	--				95.9	164.1	126.7	100.0	82.3	--	128.0	33.4	
Iowa St U	4	I	PU	126.7	92.4	82.0	--	59.4				96.9	163.0	123.0	110.6	--	83.7	128.0	32.2	
Kirkwood CC	8	III	PU	71.8	63.3	57.4	53.2		--			63.6	96.1	86.1	79.3	74.3	--	86.5	36.0	
Loras Coll		IIB	PI	63.6	54.1	49.3	--					55.2	77.4	67.9	63.1	--		69.0	25.0	
Luther Coll		IIB	PI	82.2	69.0	58.1	51.3					68.7	112.9	93.1	79.3	67.6		93.5	36.0	
Morningside Coll		IIB	PI	74.1	60.7	53.0	57.1					60.2	96.6	77.4	70.6	72.7		78.3	30.0	
Northwestern Coll		IIB	PI	66.2	58.9	49.6	48.2					58.0	81.6	74.3		63.6		73.4	26.6	
U Iowa	4	I	PU	136.8	93.4	83.8	58.1	56.3	48.5			98.3	176.9	121.9	107.1	73.8	72.7	61.5	127.0	29.3
U Northern Iowa		IIA	PU	93.8	74.0	65.0	58.2					75.8	116.9	97.2	88.1	81.3			98.9	31.6
Upper Iowa U	4	IIB	PI	74.2	55.3	53.2	--	36.2				55.4	90.9	69.0	67.4	--	47.9		69.6	25.6
Wartburg Coll		IIB	PR	70.6	57.9	55.5		48.7				61.1	98.4	87.1	74.4		70.1		86.9	42.3

**Kansas**

Baker U		IIB	PI	63.4	53.2	42.9	41.3					52.9	78.5	71.4	53.4	49.0		67.2	27.0	
Emporia St U		IIA	PU	72.0	60.6	59.6	39.6					59.6	92.6	78.9	77.4	52.8		77.4	30.0	
Fort Hays St U	4	IIA	PU	80.0	66.9	59.4	50.2					62.8	100.3	84.9	76.1	65.3		80.0	27.5	
Kansas St U		I	PU	118.5	84.8	137.6	49.5	53.8				99.5	146.3	106.7	157.5	64.4	69.1		120.9	21.5
McPherson Coll	4	IIA	PI	61.5	54.2	46.2						52.3	77.4	68.6	59.2			66.4	25.6	
Ottawa U-Ottawa		IIB	PI	71.6	64.3	55.7	43.4					61.8	101.4	92.8	79.9	59.3		88.2	42.6	
Pittsburg St U		IIA	PU	84.7	64.3	59.7	47.6					66.5	107.8	83.3	77.3	63.4		85.9	29.1	
Southwestern Coll		IIB	PI	59.5	55.3	50.9						55.0	73.8	68.0	63.5			68.2	23.3	
Tabor Coll	4	IIB	PI	46.5	40.8	36.7						40.6	61.1	51.7	46.3			52.1	28.2	
U Kansas	4	I	PU	126.0	82.6	76.8	52.9	51.6				92.2	155.2	105.0	96.9	67.6	67.1		115.6	25.3
Washburn U	4	IIA	PU	96.3	71.6	60.6	--	47.2				69.6	121.8	92.8	79.0	--	62.0		89.9	29.2
Wichita St U	4	I	PU	100.6	73.9	63.5	43.5		51.8			72.0	127.5	97.1	83.0	58.5		67.4	93.5	28.8

**Kentucky**

Bellarmine U		IIA	PI	101.5	75.4	63.6	64.9					75.9	128.1	98.6	83.5	80.5		97.6	28.6	
Berea Coll		IIB	PI	89.0	70.1	58.6	50.2					70.3	113.0	88.7	74.4	63.3		89.1	26.8	
Centre Coll		IIB	PI	93.0	71.0	59.0	--		--			72.8	117.4	89.9	73.6	--	--	91.6	25.8	
Eastern Kentucky U		IIA	PU	83.8	65.6	59.2	66.4	48.9	47.9			66.3	100.0	78.2	70.4	76.9	59.2	58.1	79.0	19.1
Georgetown Coll	4	IIB	PI	67.0	54.7	47.4	--	--				57.3	79.0	64.0	55.7	--	--	67.3	17.5	
Morehead St U		IIA	PU	80.8	64.5	56.8	41.8					62.7	107.3	87.1	77.3	59.2		84.9	35.5	
Murray St U	4	IIA	PU	86.2	68.4	59.8		44.2				64.7	116.6	92.8	77.4		63.1	87.2	34.7	
Northern Kentucky U	1	IIA	PU	97.6	73.1	66.7		47.1				68.3	124.5	95.8	88.5		63.6	90.1	32.0	
Tennessee U		IIB	PI	85.5	73.0	58.1	49.1					72.9	109.8	93.3	74.6	68.3		93.8	28.6	
U Kentucky	4	I	PU	120.8	89.0	79.7	--	55.1				93.2	145.9	108.0	96.9	--	66.9		112.9	21.2
U Louisville	4	I	PU	121.8	82.4	68.2	53.1		--			87.2	152.6	107.1	90.4	72.4	--	112.5	29.0	
U Pikeville		IIB	PI	66.1	55.0	48.6	43.2					52.9	147.9	124.0	107.9	95.9		118.2	123.5	
Union Coll		IIB	PI	48.1	45.6	42.8	27.9					43.6	56.0	54.0	50.3	33.7		51.2	17.2	
Western Kentucky U	4	IIA	PU	86.7	67.0	58.5	44.3	--	53.6			64.4	114.1	89.7	79.1	61.8	--	72.9	86.5	34.3

**Louisiana**

Centenary Coll Louisiana		IIB	PI	76.6	59.0	54.0	--					64.2	95.1	74.4	68.6	--		80.4	25.3	
Louisiana St U and Agri & Mech Coll		I	PU	119.6	84.7	78.1	48.7	74.3				87.7	162.4	116.5	107.2	68.2	102.8		120.1	37.0
Louisiana St U Hlth Sci Ctr-New Orleans	4	I	PU	114.1	85.1	80.4	65.1					80.8	140.0	104.4	98.6	79.9			99.2	22.7
Louisiana St U-Eunice	4	III	PU	55.5	48.7	41.3	39.0					45.2	77.4	67.5	57.7	54.1			62.7	38.2
Louisiana Tech U		I	PU	94.1	73.7	68.3	42.5	65.2				70.7	136.5	107.0	99.1	61.6	94.6		102.6	45.1
Loyola U New Orleans		IIA	PR	108.0	74.5	63.2		55.5				77.8	133.0	93.8	82.9		71.4		98.1	26.0
McNeese St U	4	IIA	PU	83.4	63.4	57.0	42.8					60.4	115.2	88.0	79.6	61.6			84.4	38.9
Nunez CC		III	PU	48.5	46.5	46.6	42.5					44.8	66.1	59.6	65.7	61.2			62.4	38.5
Southeastern Louisiana U	1	IIA	PU	77.5	66.2	58.6	44.4					57.5	106.7	92.0	81.3	62.9			80.3	39.5
Tulane U	4	I	PI	145.4	90.9	91.5	63.5	72.2	71.5			99.8	174.7	112.5	110.2	74.4	87.1	90.2	121.3	21.5
U Louisiana at Monroe		IIA	PU	78.8	68.3	56.5	45.0					60.8	107.8	94.1	78.0	74.7			85.2	32.7
U New Orleans		I	PU	87.0	67.3	70.9	39.6					69.1								

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
0	0	0	0	5.7	6.3	4.5	4.0	31	19	11	2	4	8	2	7	71.2	59.5	54.4	--	64.5	68.5	59.6	--	45.0	61.3
98	81	0	0	2.0	3.8	4.0		58	55	41	1	27	69	36	2	118.3	82.1	78.2	--	94.7	107.1	79.9	71.6	--	83.2
0	0	0	0	1.0	1.0	1.1		11	3	2	0	0	1	2	0	47.9		--		46.3	--	--	--	--	42.8
100	94	8	0	8.0	7.8	2.9	2.3	13	5	14	5	15	11	12	3	58.4	54.2	45.4	39.3	51.8	59.2	50.3	43.3	--	50.6
100	98	0	0	7.0	7.5	6.6	3.0	24	37	22	5	22	24	19	4	126.6	93.9	76.2	67.7	98.9	117.3	93.6	76.2	66.3	96.0
99	96	1	0	1.3	1.7	1.8	1.0	420	274	213	2	107	147	180	1	128.0	95.9	85.5	--	104.2	121.6	85.9	77.8	--	83.8
0	0	0	0	2.8	2.9	3.5	3.4	69	26	31	25	45	24	34	23	71.4	63.6	57.1	52.8	66.2	72.5	62.9	57.7	53.7	65.2
100	95	0	0					23	24	16	0	5	20	12	1	64.0	54.6	49.9		56.8	62.0	53.5	48.5	--	53.0
100	92	2	0	1.0	1.7	2.5	1.8	32	37	19	4	20	29	27	9	82.2	70.1	58.1	50.7	71.9	82.2	67.6	58.1	51.5	68.1
100	76	0	0	3.5	2.9	3.8	3.1	11	8	15	7	8	9	14	13	74.8	62.0	52.6	65.5	62.0	73.1	59.5	53.5	52.5	60.3
100	53	19	0					25	8	12	6	9	7	9	6	66.6	59.2	49.6	45.8	60.8	65.1	58.5	49.5	50.5	57.6
96	85	0	0	2.0	2.1	2.7	1.6	343	214	159	39	121	175	141	21	140.6	98.1	90.3	59.5	110.1	126.0	87.6	76.5	55.5	85.5
100	95	7	26	4.5	3.5	2.5	1.2	120	96	54	26	48	90	72	50	96.8	74.9	69.9	59.3	83.6	86.3	73.1	61.2	57.6	72.1
100	89	3	0	3.1	0.1	4.0		8	8	11	0	4	11	24	2	76.7	58.1	52.6		59.7	69.1	53.2	53.5	--	53.2
100	97	5	0	1.3	2.2	1.6		24	14	11	0	11	19	8	0	71.8	60.0	53.6		63.0	68.1	56.4	58.0		58.8
91	67	40	0	11.1	0.1	0.3		13	13	8	2	10	8	12	2	66.4	52.9	45.9	--	56.4	59.4	53.8	40.9	--	50.5
100	95	4	0	0.0	0.6	0.9	3.4	42	44	33	17	24	30	36	28	74.3	61.3	65.3	42.0	67.0	67.9	59.6	54.4	38.1	59.7
100	92	15	0	2.6	3.1	3.6	3.2	37	46	57	24	16	31	41	48	83.5	66.5	59.5	52.9	68.1	71.7	67.5	59.4	48.9	64.5
99	95	0	0	1.1	3.0	2.6	2.7	213	163	151	92	63	122	136	126	119.9	85.9	77.9	53.5	96.3	113.7	83.2	203.9	46.5	137.7
100	71	0	0	4.0	-3.1	12.7		6	13	10	0	2	4	7	0	61.8	53.0	46.3		52.5	--	58.0	45.9		51.9
100	50	0	0			2.1		5	7	7	3	6	7	1	2	64.8	60.7	56.3	--	60.2	77.2	67.8	--	--	70.6
100	94	14	2	2.2	2.4	1.8	1.6	67	53	50	22	33	35	27	36	86.8	65.0	60.0	47.5	72.1	80.6	63.4	59.1	47.7	68.1
100	90	6	0					11	2	8	0	3	8	8	0	59.2		49.9		55.2	--	55.6	51.9		54.8
100	50	0	0	6.0	12.1	2.5		7	4	6	0	5	2	12	0	46.7	40.3	36.2		41.5	46.3	--	36.9		39.9
98	96	0	0		0.9	0.9		320	225	134	14	106	167	89	9	128.8	85.3	80.3	55.2	100.7	117.5	78.9	71.5	49.2	80.3
96	76	27	0	3.1	3.5	3.1	1.8	50	27	24	1	34	31	40	0	99.9	73.0	63.7	--	76.5	91.0	70.3	58.8		64.1
100	98	3	0	1.1	0.4	0.9	1.9	104	70	79	10	31	61	42	19	103.7	79.1	65.8	39.2	82.4	89.9	67.8	59.3	45.7	62.3
95	81	2	0	1.6	13.5	-4.3	0.7	26	20	22	9	14	23	38	15	104.8	70.8	60.5	74.4	80.5	95.5	79.5	65.4	59.3	75.3
97	78	0	0	3.6	3.9	4.5	3.0	16	33	21	1	16	22	19	5	91.5	70.4	58.7	--	71.7	86.5	69.6	58.4	50.8	70.6
97	97	0	0	4.3	4.3	4.9	3.0	28	16	28	0	11	15	24	1	94.0	72.5	59.4		75.7	90.3	69.4	58.6	--	68.8
99	80	21	0	3.2	3.4	2.7	2.6	102	105	91	13	70	107	123	18	85.5	66.0	58.5	77.0	67.9	81.4	65.3	59.7	58.8	64.6
100	97	10	0	-0.1	0.4			23	14	5	0	6	23	5	2	67.4	55.3	45.2		60.1	65.6	54.4	49.7	--	55.1
98	98	5	0	0.4	1.9	3.2	1.5	53	67	34	32	35	64	26	38	83.5	66.8	56.1	41.3	70.2	76.7	62.0	57.6	42.2	65.2
97	94	5	0	2.3	2.8	3.4		77	63	78	0	27	45	72	0	90.1	70.1	61.7		69.5	75.1	65.9	57.7		58.3
100	97	0	0	-0.1	0.3	2.3		71	93	38	0	42	84	62	0	101.8	74.4	71.6		74.2	90.5	71.6	63.6		62.9
97	100	0	0	0.2	3.1	-0.7	2.0	24	14	8	4	10	15	13	1	87.5	74.6	58.8	49.6	78.6	80.9	71.6	57.7	--	69.3
100	98	0	0	5.2	5.6	5.7		355	235	184	2	105	160	154	1	122.9	88.8	83.2	--	99.3	113.9	89.3	75.5	--	83.4
97	85	3	2	3.9	5.0	5.6	6.1	216	131	170	27	76	131	148	58	124.0	85.5	68.8	54.7	96.2	115.7	79.4	67.6	52.3	82.3
0	0	0	0	1.4	1.5	2.5	6.8	7	10	8	4	5	12	17	6	64.7	58.8	50.4	43.2	57.8	68.2	51.9	47.7	43.2	52.2
85	36	0	0					9	8	13	1	4	3	10	3	47.9	45.9	37.9	--	43.0	48.8	--	49.2	--	48.3
99	95	6	0	-0.6	0.5	1.5	0.9	118	122	77	43	55	110	110	108	88.0	68.6	62.0	43.9	73.4	84.0	65.2	56.1	44.5	64.6
100	100	0	0	0.5	0.5	9.7		17	7	10	1	7	5	9	1	76.2	59.5	57.7	--	67.3	77.4	58.3	49.8	--	61.0
99	92	0	0	0.8	0.8	0.4	4.6	342	190	175	105	82	113	106	142	122.5	86.5	79.7	51.9	101.8	107.4	81.8	75.6	46.4	86.0
94	40	0	0	3.8	4.6	4.7	5.0	8	23	33	5	8	29	40	41	125.2	76.8	91.5	72.1	90.4	103.0	91.7	71.3	64.2	82.2
92	93	25	0	1.2		0.6	1.3	9	7	2	10	4	7	2	17	56.0	50.9	--	37.2	52.2	54.3	46.4	--	40.0	48.3
100	96	11	0	4.5	5.2	3.7	4.0	41	82	51	20	20	33	50	29	99.3	74.8	73.7	46.1	78.9	83.3	71.0	62.8	40.0	68.8
99	71	0	0	0.2	0.1	0.9		53	31	27	0	25	35	20	0	109.8	72.2	65.5		81.2	104.4	76.6	60.0		73.6
100	98	46	0	5.6	5.2	5.1	3.7	37	30	42	24	12	21	55	30	85.2	65.1	58.7	42.8	69.5	77.9	60.9	55.7	42.8	60.0
0	0	0	0					3	4	4	11	4	4	2	12	--	47.7	47.1	42.2	48.0	47.5	45.2	--	42.9	46.2
100	100	15	0		0.1	0.2	0.2	71	54	15	76	29	52	32	151	78.7	69.2	61.6	43.4	73.2	74.5	63.0	57.2	44.9	64.3
99	89	1	0	0.3	1.8	1.2	4.4	139	97	81	28	46	77	67	39	149.7	90.9	95.5	72.0	112.1	132.2	90.9	86.7	57.4	90.9
100	84	17	0	2.2	2.7	1.6	3.6	24	51	32	19	10	39	70	34	79.6	65.4	60.3	47.1	67.1	76.8	72.0	54.8	43.9	62.3
96	93	4	0	-1.0	0.1	0.3	-0.7	70	47	27	25	20	28	19	28	89.7	68.6	74.7	40.3	80.0	77.8	65.1	65.5	39.0	69.0

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
<b>Maine</b>																			
Bates Coll		IIB	PI	130.4	95.3	81.1	68.2	76.7			100.5	164.9	121.1	104.5	88.2	98.4		128.0	27.3
Bowdoin Coll		IIB	PI	138.4	101.7	82.9	--	69.6	68.4	105.1	181.5	137.3	113.9	--	94.4	87.6	140.4	33.5	
Colby Coll		IIB	PI	137.2	98.8	80.9	69.5			105.8	179.1	132.1	104.8	86.3			138.3	30.7	
U Maine	4	I	PU	108.3	83.7	65.5	52.8	55.9			85.6	143.1	112.6	93.8	81.1	84.2		115.1	34.5
U Maine at Augusta	4	IIB	PU	80.4	64.9	52.1	--	54.0			65.1	109.4	90.2	76.3	--	76.5		90.7	39.5
U Maine at Farmington	4	IIB	PU	73.8	60.7	51.9	49.9	49.1			61.4	102.8	85.4	76.9	75.0	73.7		87.6	42.6
U Maine at Fort Kent	4	IIB	PU	78.7	63.1	51.8	--	--			62.1	106.8	85.6	73.1	--	--		85.5	37.5
U Maine at Machias	4	IIB	PU	68.6	56.5	47.4		--			56.4	93.0	86.8	73.0		--		82.4	46.2
U Maine at Presque Isle	4	IIB	PU	69.4	60.2	50.0	--	48.2			56.3	96.1	85.9	72.3	--	69.9		80.2	42.3
U New England	4	IIA	PI	93.6	81.3	79.1	57.4	52.9			76.9	123.0	105.4	101.2	87.8	70.6		100.2	30.2
U Southern Maine	4	IIA	PU	96.9	79.2	59.7	--	53.8			78.8	128.7	108.5	83.3	--	76.1		107.3	36.1
<b>Maryland</b>																			
Bowie St U		IIA	PU	97.9	80.3	69.7	68.2	58.9			75.1	124.2	101.9	90.0	88.5	79.2		95.4	26.9
Cecil Coll	4	III	PU	73.1	67.2	48.8	--				62.8	93.8	88.5	65.6	--			82.1	30.7
Coppin St U	4	IIA	PU	90.7	73.4	71.5	--	59.2			74.5	118.0	98.3	94.8	--	63.0		97.5	30.9
Frostburg St U	4	IIA	PU	90.3	75.0	64.7	62.0	36.6			71.7	116.2	99.0	87.1	74.9	40.3		93.5	29.7
Goucher Coll		IIB	PI	92.6	74.5	63.9	49.9	--			71.4	120.6	94.9	79.5	71.5	--		92.0	28.9
Hood Coll	4	IIA	PI	82.9	64.7	55.1	--				66.9	100.0	81.0	68.1	--			82.3	23.0
Howard CC		III	PU	92.7	72.0	65.1	58.6				74.1	118.1	95.8	86.7	80.5			97.5	31.5
Johns Hopkins U		I	PI	200.9	135.8	115.7	87.6	72.5	87.6	124.8	242.7	169.2	141.3	112.4	93.6	109.2		153.5	23.0
Loyola U Maryland		IIA	PI	124.2	92.2	83.0	65.3				97.0	155.3	116.6	105.5	80.8			122.6	25.1
McDaniel Coll		IIB	PI	84.8	67.7	54.1	--				69.8	116.9	91.1	73.1	--			94.9	35.9
Montgomery Coll		III	PU	94.6	76.7	70.3	67.7				86.4	104.0	86.7	77.5	76.4			95.6	10.7
Salisbury U	4	IIA	PU	94.2	77.0	70.3	71.2	49.8			74.1	126.0	106.2	98.3	96.2	61.6		99.9	34.9
St Mary's Coll Maryland	4	IIB	PU	93.0	71.7	61.6	--				78.2	117.9	91.5	80.3		--		99.9	27.7
Stevenson U		IIB	PI	97.1	79.3	69.2	68.0	48.0			76.7	119.3	100.2	87.1	81.8	57.3		95.6	24.8
The CC Baltimore County		III	PU	91.6	74.6	64.3	54.9				69.6	120.7	100.8	88.1	74.5			94.2	35.3
Towson U	4	IIA	PU	95.7	79.4	69.5	61.1	45.3			72.2	127.7	105.7	92.4	81.5	60.2		96.1	33.2
U Maryland Eastern Shore		IIA	PU	101.5	84.1	75.1	--	56.8	--		78.2	136.8	115.2	103.9	--	81.2	--	107.8	37.7
U Maryland-Baltimore	4	I	PU	157.2	109.5	88.9	71.4				108.1	193.4	139.3	114.2	96.0			137.0	26.8
U Maryland-Baltimore County	4	I	PU	122.8	86.7	76.4	59.3	57.8			89.4	151.6	110.9	99.3	79.0	77.5		113.8	27.3
U Maryland-U Coll		IIB	PU	83.1	--						82.6								
United States Naval Academy	11	IIB	PU	128.2	106.0	88.0	--				111.7	148.2	124.7	103.7	--			130.2	15.6
Washington Coll		IIB	PI	99.2	77.4	63.3	51.2	--			73.1	121.1	97.6	81.8	62.7	--		92.2	26.0
<b>Massachusetts</b>																			
Amherst Coll		IIB	PI	147.7	104.6	85.9		77.6	70.8	109.3	189.3	138.1	115.7		102.9	91.7	142.5	30.4	
Assumption Coll		IIB	PI	96.8	79.4	64.0	54.2				75.5	128.8	104.2	83.0	63.0			98.6	30.6
Babson Coll		IIB	PI	185.3	138.7	129.8		104.1			142.0	217.7	165.0	148.7		123.5		167.5	16.6
Bentley U		IIA	PI	158.4	111.3	114.3		77.4			115.6	196.4	142.0	140.6		101.4		145.9	26.2
Boston Coll	4	I	PR	174.0	111.6	97.9	68.3	106.8			127.9	218.9	147.5	123.3	89.9	140.2		163.5	27.9
Boston U	4	I	PI	171.7	117.1	99.1	97.6	66.6			118.4	222.4	154.9	129.0	126.2	86.9		154.2	30.2
Brandeis U	4	I	PI	147.6	103.5	84.6	--	67.4			115.6	181.7	130.6	105.1	--	87.4		143.8	24.2
Clark U		IIA	PI	118.4	86.9	82.1	61.6	75.9			93.0								
Coll Our Lady the Elms		IIA	PI	78.2	60.9	58.5	--	44.8			61.0	96.3	75.8	76.1	--	54.7		76.5	25.5
Coll the Holy Cross		IIB	PI	127.8	92.4	77.4	55.6				94.4	170.7	123.7	103.0	72.3			125.7	33.2
Curry Coll		IIB	PI	99.4	82.9	67.6					87.0	133.6	116.5	85.7				116.7	34.2
Emerson Coll		IIA	PI	120.2	95.3	72.9		71.4			87.2	150.2	122.4	92.1		90.4		110.8	27.0
Emmanuel Coll	1	IIB	PI	107.5	79.4	69.4		55.1			77.2	137.5	102.0	89.4		70.7		99.1	28.4
Endicott Coll		IIB	PI	98.1	83.3	73.9	78.5				85.1	124.5	105.6	94.0	99.6			108.0	26.9
Gordon Coll	1	IIB	PI	84.7	70.3	57.1	--				74.6	114.5	90.5	74.4	--			98.9	32.6
Hampshire Coll		IIB	PI	109.4	78.8	63.8	62.9	74.8			81.1	137.7	101.8	77.9	78.4	99.0		102.4	26.3
Harvard U		I	PI	220.2	129.2	120.2	62.0	103.8			172.1	278.2	161.0	147.4	77.1	130.3		216.4	25.8
Holyoke CC		III	PU	68.6	58.4	51.2	47.9				62.0	89.1	75.9	66.7	62.4			80.6	29.9
Lasell Coll		IIB	PI	82.7	77.4	64.9	53.8				71.5	103.6	93.5	77.9	60.9			86.4	20.8
Lesley U	1	IIA	PI	91.1	74.0	60.9	54.5				72.1	110.6	93.5	80.4	74.0			91.6	27.1
Massachusetts Institute Tech	4	I	PI	202.6	136.5	116.4	66.0	102.9			163.7	252.6	173.6	149.9	89.9	134.1		206.2	26.0
Merrimack Coll		IIB	PR	103.1	83.1	73.9		61.3			80.5	131.1	106.0	94.0		75.0		101.9	26.6
Mount Holyoke Coll		IIB	PI	115.7	92.3	74.5	57.7	73.9			90.0	150.2	118.9	94.5	69.9	101.6		115.7	28.5
Mount Ida Coll		IIB	PI	78.4	64.7	57.2	--				64.0	100.8	80.7	71.5	--			80.5	25.8
Northeastern U		I	PI	169.2	117.7	108.1	76.2	59.1	55.9	109.8	209.1	148.7	132.3	98.1	77.1	76.3	138.0	25.7	

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	100	0	0	3.4	4.3	5.3	3.2	33	16	13	6	19	26	14	10	133.6	98.1	82.2	68.9	111.6	124.7	93.5	80.2	67.7	97.1
97	98	0	0	4.0	4.1	5.9		35	27	19	0	28	32	21	1	139.7	102.5	85.0		108.1	136.7	101.0	81.0	--	102.4
100	98	0	0	3.1	4.5	3.8	2.5	42	22	28	7	27	20	28	6	143.1	98.9	82.5	68.5	114.1	128.0	98.7	79.3	70.6	102.0
98	97	0	0	1.8	1.1	0.1	1.9	145	78	60	3	43	51	32	6	110.0	86.8	65.2	--	90.5	102.7	78.9	66.2	50.8	77.7
100	100	0	0	1.6	1.5		1.6	17	8	6	1	11	14	11	2	80.5	64.3	52.2	--	69.0	80.2	65.3	51.9	--	62.6
100	100	0	0	3.4	2.2	0.0		20	15	11	0	16	22	14	6	73.2	62.6	51.7		64.0	74.6	59.3	52.1	49.9	60.5
100	100	11	0		2.8	2.4		6	6	4	0	3	3	5	2	79.1	61.2	49.2		63.2	--	--	53.9	--	64.0
100	75	0	0	1.5	2.0	1.8		6	5	6	0	4	3	4	0	68.5	57.1	47.4		56.7	68.9	--	47.4		55.9
100	86	0	0	3.5	1.7			5	6	6	1	2	8	9	0	69.1	60.0	50.2	--	58.2	--	60.3	49.8		55.3
90	72	4	0	3.4	2.1	3.4	2.0	24	35	27	1	15	30	54	4	93.8	84.2	86.8	--	81.1	93.3	77.9	75.3	52.6	74.2
94	95	5	0	1.0	0.5	0.2		51	46	9	0	29	42	12	2	97.8	83.5	60.1		85.2	95.4	74.4	59.3	--	72.6
100	66	21	0	3.0	2.2	2.0	2.0	26	26	40	0	11	27	45	6	98.1	80.8	70.7		78.6	97.4	79.8	68.9	68.2	72.0
5	13	0	0	0.6			15.2	6	1	11	0	16	7	7	1	75.4		48.5		58.8	72.2	66.4	49.1	--	65.5
100	92	45	0	2.0	2.1	2.6	2.0	12	22	20	1	11	17	36	0	90.8	77.8	71.2	--	75.9	90.7	67.6	71.6		73.3
100	100	18	0	1.7	3.6	3.8	15.9	54	36	38	3	24	23	36	1	91.8	72.3	63.9	--	74.2	86.9	79.2	65.6	--	68.5
100	92	0	0	0.9	1.5	1.4	2.6	10	15	22	2	14	34	21	11	97.3	73.7	66.7	--	74.6	89.3	74.8	61.0	48.6	73.2
100	76	0	0		0.8	1.4		10	18	13	1	20	19	19	0	81.9	67.0	58.0	--	67.8	83.3	62.5	53.2		66.6
0	0	0	0	1.3	1.6	1.9	1.7	20	21	17	6	35	35	40	19	90.1	72.4	68.8	56.8	77.4	94.2	71.7	63.5	59.2	75.9
92	39	0	0	2.4	5.3	4.8	5.8	267	75	147	3	92	63	120	25	202.3	140.1	119.4	--	139.3	196.7	130.8	111.1	86.1	107.3
100	98	5	0	3.3	4.9	7.0	5.7	60	46	43	2	26	49	49	17	125.0	98.0	85.2	--	105.2	122.1	86.8	81.0	66.2	91.9
100	100	3	0					18	20	13	0	19	19	16	1	90.6	68.5	54.4		72.7	79.4	66.8	53.9	--	67.4
1	0	0	0	5.4	6.3	6.1	6.1	145	43	24	0	191	91	59	7	94.7	77.2	71.4		88.5	94.6	76.4	69.8	67.7	85.5
100	99	15	0	2.6	3.0	2.6	2.0	69	74	45	1	35	52	44	7	98.0	78.2	72.9	--	80.5	86.6	75.4	67.8	72.0	67.2
100	100	0	0					28	25	10	0	21	22	13	0	98.3	74.1	60.3		82.0	85.9	68.9	62.7		73.8
0	0	0	0	8.4	6.3	7.9	3.0	15	17	31	1	21	18	34	4	96.3	81.0	70.8	--	78.2	97.8	77.6	67.6	71.8	76.1
57	13	2	0	5.6	6.4	6.7	6.8	23	48	76	19	35	81	111	45	93.5	75.0	64.5	54.8	72.5	90.4	74.3	64.2	55.0	71.8
99	91	2	0	2.0	3.3	3.7	4.6	117	100	92	1	82	126	143	14	99.1	82.4	69.6	--	76.9	90.8	77.0	69.5	61.7	68.6
97	80	11	0	1.6	2.5	2.0	2.0	25	44	39	1	12	25	31	1	101.0	85.3	76.6	--	81.6	102.7	82.1	73.2	--	74.0
86	55	1	0	3.2	2.4	2.8	5.1	69	35	39	10	42	60	117	61	161.3	120.7	91.7	71.4	132.4	150.5	103.0	88.0	71.4	104.1
92	91	1	0	1.7	1.7	2.5	2.0	114	72	51	2	43	79	60	10	126.9	90.4	80.3	--	99.0	111.7	83.3	73.2	61.7	79.7
0	0	0	0					17	3	0	0	20	0	0	0	88.7				86.8	78.3				78.3
85	96	0	0	1.3	2.1	2.6	0.3	111	76	47	1	40	28	29	1	129.4	107.4	92.0	--	114.7	125.0	102.1	81.4	--	105.4
100	98	3	0	1.8	1.9	1.7	1.8	9	28	15	1	3	18	19	6	102.5	78.4	63.9	--	77.9	--	75.9	62.9	49.7	70.7
100	89	0	0	3.3	5.1	3.5		51	14	23	0	32	14	28	0	151.4	101.7	86.6		116.9	141.8	107.6	85.3		101.2
100	100	15	0	2.5	2.8	4.2	4.2	16	38	29	1	8	26	24	6	96.6	81.6	63.6	--	78.2	97.4	76.2	64.4	53.4	74.3
100	91	0	0	4.8	4.7	4.1		35	37	19	0	17	21	16	0	190.5	143.3	129.3		146.1	174.5	130.6	130.4		134.8
96	93	0	0	3.2	3.0	3.9		59	44	15	0	26	37	21	0	157.3	110.3	116.4		117.7	160.8	112.6	112.7		112.3
93	77	0	0					188	141	124	2	82	125	107	8	178.6	115.9	101.4	--	136.5	163.3	106.9	93.9	68.4	117.1
84	71	0	0	4.0	4.4	4.9	4.0	408	188	159	110	115	140	133	117	173.9	119.8	102.8	104.4	134.4	163.7	113.6	94.6	91.1	102.2
84	79	2	0	4.1	5.8	4.5	2.5	101	56	32	1	56	40	31	1	151.5	106.5	86.8	--	122.6	140.5	99.3	82.3	--	106.6
100	95	0	0	5.1	3.4	3.5	3.5	41	34	16	13	28	29	21	10	121.0	86.4	83.5	63.4	99.6	114.6	87.5	81.1	59.2	93.9
100	88	13	0	4.6	4.7	3.7	3.0	3	8	6	0	7	17	10	1	--	60.7	56.5		58.3	80.1	60.9	59.7	--	63.0
100	100	0	0	4.6	5.8	6.2	2.3	55	47	26	27	33	49	22	23	129.4	92.7	77.3	54.3	105.3	125.2	92.2	77.4	57.1	99.6
0	0	0	0	1.5	6.1	3.3		23	9	10	0	36	19	22	0	102.1	84.6	67.9		90.2	97.6	82.1	67.5		85.2
100	99	3	0	1.8	3.0	3.6		15	48	16	0	13	26	24	0	124.7	97.0	73.7		91.4	115.1	92.3	72.3		82.3
94	93	0	0	2.5	3.8	2.4		5	14	13	0	12	15	19	0	113.9	79.9	66.8		76.0	104.9	78.9	71.3		78.0
0	0	0	0	9.2	8.2	5.7	10.4	19	11	10	2	13	20	18	5	98.1	84.3	75.5	--	88.7	98.1	82.7	73.1	70.5	83.2
94	48	0	0	1.3	1.1	0.3		38	16	6	0	9	15	12	1	84.9	67.3	59.3		77.7	83.7	73.6	56.0	--	70.2
0	0	0	0		0.7		3.2	19	13	12	7	12	18	20	4	110.4	83.0	63.9	63.8	87.8	107.8	75.7	63.8	61.3	78.5
89	0	0	0	3.5	10.3	5.0	4.2	736	91	127	52	261	55	90	78	224.3	129.4	123.6	61.8	190.5	208.8	128.8	115.4	62.0	161.0
100	86	0	0	1.8	1.7	1.7	2.1	33	5	3	6	42	16	12	12	70.0	53.5	--	46.9	66.6	67.5	59.9	51.1	48.4	63.0
0	0	0	0	5.4	5.4	6.3	10.1	2	16	11	2	7	20	25	2	--	77.4	64.0	--	70.3	92.8	77.3	65.3	--	73.6
0	0	0	0	1.7	2.9	3.7	2.0	12	18	18	1	22	30	37	6	94.8	79.4	60.2	--	76.1	89.0	70.8	61.2	56.7	71.3
100	58	0	0	4.5	6.5	4.9	3.7	522	139	117	43	119	43	58	9	202.3	138.6	119.9	66.3	173.7	204.1	129.6	109.5	65.0	151.4
100	88	0	0	2.8	6.3	7.0	15.7	22	34	21	0	10	24	28	0	102.0	84.4	75.6		83.2	105.6	81.3	72.7		77.3
100	100	0	0	2.2	5.1	4.2	2.9	42	10	11	17	37	19	20	26	119.1	94.6	74.3	58.6	106.2	111.9	91.1	74.6	57.1	93.7
100	71	4	0	1.0	1.3	1.2	1.0	5	7	8	2	9	7	17	1	86.4	69.0	55.0	--	67.7	74.0	60.4	58.2	--	63.0
98	89	0	0	1.3	2.9	3.8	3.3	251	157	105	146	80	104	73	179	171.4	116.5	109.7	79.3	130.0	162.2	119.6	105.9	73.7	106.6

APPENDIX I

NAME	NOTES	(1)		(3)								(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
<b>Massachusetts (continued)</b>																			
Smith Coll		IIB	PI	138.5	96.2	81.5		80.0			115.7	177.8	129.0	109.0		107.6		150.6	30.1
Springfield Coll	1	IIA	PI	85.8	73.6	59.0	50.3				71.9	103.2	88.7	70.0	58.6			86.0	19.7
Stonehill Coll		IIB	PI	109.0	80.0	64.8	50.7		33.2		81.6	146.3	103.9	84.8	67.8		46.5	107.7	32.0
Tufts U	18	I	PI	150.7	104.8	88.3	78.3	66.6			109.6	200.9	139.8	117.3	104.3	88.8		146.1	33.2
U Massachusetts-Amherst	4	I	PU	145.2	104.0	85.6	--	70.5			107.8	189.4	136.2	112.2	--	92.8		141.0	30.8
U Massachusetts-Boston		I	PU	136.2	104.7	86.4		70.0			95.3	177.5	136.9	113.2		91.7		124.6	30.8
U Massachusetts-Dartmouth	20	IIA	PU	124.4	97.4	83.0		66.5			95.2	161.7	126.6	107.8		86.4		123.6	29.9
U Massachusetts-Lowell		I	PU	142.2	108.7	88.5	--	73.8	64.4		104.0	182.7	139.7	113.7	--	94.8	82.8	133.6	28.5
Wellesley Coll		IIB	PI	157.6	102.1	84.1		80.5			113.5	199.5	134.6	106.9		102.9		145.3	28.0
Wheaton Coll		IIB	PI	104.1	79.4	61.1	56.5				84.6	136.9	102.9	79.6	71.0			110.3	30.4
Wheelock Coll		IIA	PI	96.2	77.1	61.5	54.3				71.0	114.1	96.1	75.3	64.8			86.8	22.3
Williams Coll		IIB	PI	142.5	97.9	81.4	--	107.4	62.8		114.7	187.4	129.8	106.3	--	136.4	81.6	150.5	31.3
Worcester St U		IIA	PU	96.0	78.4	62.2	64.6				79.0	125.5	102.6	81.4	84.6			103.3	30.8
<b>Michigan</b>																			
Adrian Coll		IIB	PI	83.3	67.3	60.5	--				70.1	111.6	93.9	73.3	--			92.7	31.8
Albion Coll		IIB	PI	78.7	62.8	54.9	--	46.5			66.3	104.0	84.2	71.4	--	63.0		87.8	32.3
Alma Coll		IIB	PI	81.1	65.0	60.5	45.6				65.9	106.4	88.6	79.3	63.0			87.8	33.3
Aquinas Coll		IIB	PI	61.8	54.1	48.6					54.4	83.6	75.4	67.0				74.9	37.7
Calvin Coll		IIB	PI	80.8	70.5	64.3			61.2		74.3	115.0	98.6	95.1		77.3		105.9	42.5
Central Michigan U	4	I	PU	104.3	80.7	74.2	52.3	48.2			78.4	138.6	110.2	100.3	68.9	66.4		105.7	34.9
Davenport U	1	IIB	PI	83.6	64.9	57.7	57.2				59.8	103.3	84.6	77.4	76.9			79.4	33.7
Eastern Michigan U		IIA	PU	94.3	77.3	70.4	60.5	42.9			79.7								
Ferris St U		IIA	PU	76.6	54.6	49.0					63.4	98.7	74.9	68.9				84.4	33.2
Grand Valley St U	4	IIA	PU	101.6	81.0	69.1	63.0		46.7		74.7								
Hope Coll		IIB	PI	89.6	70.7	60.1	52.1				73.6	123.2	97.6	81.9	64.7			100.9	37.1
Kettering U		IIB	PI	85.5	69.7	72.2	60.7	50.1			73.6								
Marygrove Coll	4	IIA	PI	--	60.6	50.0	--				56.9	--	72.7	59.8	--			68.0	19.5
Michigan St U	4	I	PU	145.4	97.2	76.6					110.4	185.9	131.0	102.1				144.4	30.8
Michigan Technological U		I	PU	114.9	94.6	78.2	67.2	61.5			90.3	158.5	130.5	107.6	92.5	85.7		124.6	38.0
Northern Michigan U		IIA	PU	89.6	73.6	61.8	51.5		55.9		71.3	126.6	106.2	91.1	77.9		81.7	103.1	44.6
Oakland U		I	PU	108.3	79.2	67.2	63.9				80.7	139.8	106.7	88.9	83.7			106.7	32.3
Siena Heights U		IIA	PI	65.1	53.1	45.9	46.6				52.5	89.1	71.0	65.5	65.4			72.7	38.5
Spring Arbor U	4	IIA	PI	60.0	50.0	44.4	--	28.6			50.1	83.7	74.0	66.6	--	43.9		73.2	46.0
U Michigan-Ann Arbor		I	PU	167.5	111.6	95.3	75.7	62.2			122.2	203.6	140.8	121.7	96.4	82.9		152.1	24.5
U Michigan-Dearborn		IIA	PU	110.2	90.1	77.7		62.6			87.6	148.0	121.0	104.4		84.1		117.6	34.3
U Michigan-Flint		IIA	PU	115.9	81.7	75.4	94.4	53.9			77.4	145.4	105.9	98.6	120.1	73.4		100.8	30.3
Wayne St U	4	I	PU	126.4	94.0	79.8	70.8	57.6			91.9	157.6	121.0	101.4	89.5	73.3		116.4	26.6
Western Michigan U	4	I	PU	106.2	78.5	66.8	47.8		--		84.9	162.1	120.1	102.3	74.1		--	129.8	52.9
<b>Minnesota</b>																			
Augsburg Coll	4	IIB	PI	83.7	67.8	62.3	50.6				67.4	103.5	86.4	73.0	60.5			82.7	22.2
Bethel U	1	IIA	PI	74.8	67.1	53.1	56.7				67.7	98.1	88.5	66.9	73.5			88.6	30.7
Carleton Coll		IIB	PI	128.6	94.5	82.6	--				110.2	166.1	123.8	107.6	--			143.0	29.7
Coll Saint Benedict		IIB	PI	93.2	72.8	63.7	63.5				75.1	116.8	96.4	87.3	87.1			98.7	31.4
Concordia Coll at Moorhead		IIB	PI	76.9	63.1	56.4	46.2				64.8	99.7	85.0	72.3	55.1			84.8	30.9
Gustavus Adolphus Coll		IIB	PI	82.6	65.5	55.7	51.2				65.7	107.9	88.8	72.4	62.7			86.7	31.9
Macalester Coll		IIB	PI	115.9	87.5	71.6	59.5	61.9			90.1	152.8	115.2	94.5	78.2	87.8		119.0	32.0
Minneapolis Coll Art and Design		IIB	PI	73.9	--	55.5	42.9				65.4	93.7	--	68.1	54.1			82.3	26.0
Saint Johns U		IIB	PI	91.2	72.9	62.1	60.6				74.1	115.8	97.6	86.7	85.2			98.8	33.3
Saint Mary's U Minnesota	4	IIA	PI	73.5	61.5	53.2	49.2				60.8	97.1	80.1	70.2	63.9			79.7	31.2
St Catherine U	1	IIA	PI	79.4	66.8	58.3	50.8				63.7	104.2	87.2	78.1	71.5			84.5	32.5
St Olaf Coll	1	IIB	PI	99.4	78.7	66.3	56.6		83.1		78.7	130.6	105.1	89.6	75.1		119.2	104.9	33.3
The Coll Saint Scholastica	4	IIB	PI	83.0	66.2	58.4	47.7	41.4			61.9	113.3	86.0	80.1	68.5	57.9		84.0	35.6
U Minnesota-Crookston	4	IIB	PU	83.5	70.5	68.1	48.8	62.1			65.0	113.9	99.2	94.1	71.2	86.2		90.7	39.6
U Minnesota-Duluth	4	IIA	PU	100.2	78.2	62.0	51.4				71.5	134.1	106.6	85.1	72.4			97.7	36.6
U Minnesota-Morris	4	IIB	PU	82.0	67.1	54.3	46.7	--			63.3	111.9	92.4	75.9	66.0	--		87.5	38.3
U Minnesota-Rochester	4	IIB	PU	--	68.0	48.5	48.8				56.0	--	--	93.7	69.6	68.8		78.6	40.3
U Minnesota-Twin Cities	4	I	PU	138.0	95.8	85.8	51.0	63.1	--		104.2	177.8	127.7	113.7	72.1	86.7	--	136.9	31.4
U Northwestern-St Paul	13	IIB	PI	69.3	59.6	54.9	42.8				61.8	88.3	82.0	74.2	53.6			81.6	31.9
U St Thomas		I	PI	112.0	87.0	75.4	--				66.0	141.6	110.8	98.6	--			116.5	23.8

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN						
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
99	100	0	0	3.5	4.5	3.6		82	17	19	0	75	27	33	0	143.8	97.7	81.8		124.1	132.8	95.3	81.4		108.7	
95	67	5	0	2.0	2.7	2.7	2.0	40	28	23	8	34	30	37	9	85.7	77.7	59.5	49.0	76.6	86.0	69.8	58.7	51.5	71.2	
100	89	0	0	4.9	5.4	5.1	4.3	34	32	23	0	12	25	22	7	113.4	79.3	68.4		87.8	96.6	80.9	61.0	50.7	75.8	
80	68	0	0	3.1	4.2	3.5	8.7	174	104	92	3	66	84	98	6	150.8	105.5	88.7	--	117.5	150.3	104.0	87.9	76.3	100.3	
99	96	0	0	6.1	7.2	6.4	2.1	330	165	131	0	128	147	172	3	147.8	107.7	88.6		117.3	138.3	99.9	83.3	--	95.9	
100	94	0	0	5.4	7.8	5.3		66	118	70	0	46	100	96	0	136.5	106.9	90.3		99.5	135.8	102.1	83.5		91.4	
99	98	1	0	6.4	6.0	6.1		77	61	45	0	35	49	33	0	126.2	98.9	88.8		102.0	120.6	95.6	75.0		86.9	
99	90	0	0	5.2	5.6	5.9		113	87	60	0	36	71	57	1	143.6	109.8	87.9		110.4	137.7	107.3	89.2	--	95.5	
100	100	0	0	2.7	3.5	3.7		50	34	23	0	48	34	38	0	163.0	102.8	83.8		119.1	152.0	101.5	84.3		109.1	
94	94	0	0	2.1	3.0	2.4	2.0	28	23	8	2	23	25	12	8	106.8	79.8	62.9	--	90.3	100.7	79.1	60.0	53.9	83.6	
100	82	0	0	3.0	2.9	3.2	3.5	4	6	6	4	6	27	14	12	94.8	77.9	60.8	52.6	75.7	97.2	76.9	61.8	54.9	75.0	
100	100	0	0	3.3	5.4	6.3	7.9	95	25	23	0	59	20	27	1	149.8	98.4	81.6		122.1	130.8	97.2	81.2	--	105.5	
99	92	8	0	5.7	4.4	3.2	5.6	26	30	28	2	49	22	38	8	97.1	82.3	60.7	--	79.7	95.3	73.1	63.4	65.3	79.7	
100	97	0	0					17	14	15	0	13	15	16	1	85.0	68.5	61.0		72.2	81.0	66.2	60.0	--	68.3	
100	96	17	0	3.8	3.2	5.6	2.5	26	13	16	0	18	12	13	2	78.7	61.5	58.7		68.4	78.8	64.2	50.3	--	64.8	
100	96	10	0	3.4	7.3	2.2	3.1	23	14	10	8	11	9	11	11	84.9	66.1	59.9	46.6	74.0	73.1	63.3	61.0	44.9	66.0	
100	86	15	0		0.5	0.5		16	19	17	0	6	18	9	0	62.1	53.9	48.6		54.7	61.1	54.4	48.4		54.0	
95	78	0	0	2.5	5.1	4.5		100	40	28	0	41	23	30	0	81.2	71.5	64.9		75.7	79.9	68.8	63.7		71.8	
100	94	6	0	4.2	3.0	3.9	1.5	177	97	75	1	95	65	75	4	108.7	82.9	77.0	--	84.3	96.1	77.4	71.4	50.9	70.7	
0	0	0	0	3.8	2.8	4.0	3.5	1	12	14	14	3	13	23	43	--	62.4	63.0	54.7	63.1	--	67.3	54.5	58.0	61.2	
99	59	10	33	0.4	2.1	1.8	2.2	196	74	63	2	161	88	96	4	97.7	79.3	72.1	--	84.1	90.1	75.6	69.3	66.3	75.8	
68	80	9	0	3.6	4.8	3.3		10	7	3	0	12	8	8	0	80.4	54.4	--		66.7	73.5	54.8	48.7		61.1	
100	98	18	38					166	185	88	6	77	154	119	10	103.6	81.4	70.7	63.0	80.1	97.3	80.5	67.9	63.1	69.3	
99	78	0	0	2.2	1.9	3.1	4.5	57	37	32	0	27	32	43	6	90.6	71.4	60.8		77.4	87.3	69.9	59.5	52.1	70.1	
97	94	0	0	3.4	8.8	9.1		35	23	18	5	4	9	15	0	84.3	71.6	75.6	60.7	76.2	96.0	64.8	68.2		68.7	
100	100	10	0	1.2	3.0	5.5	0.0	2	8	7	0	1	21	13	1	--	62.4	50.0		57.8	--	59.9	50.1	--	56.9	
95	89	0	0	4.1	4.8	4.5		623	362	315	0	197	261	292	0	146.4	100.7	78.6		117.2	142.3	92.4	74.5		98.5	
100	98	1	0	2.6	3.5	5.1	2.6	85	96	67	13	24	31	34	6	118.6	96.0	78.6	74.7	95.6	101.6	90.1	77.3	51.0	81.4	
99	80	2	0	3.3	5.0	6.0	7.1	53	41	42	15	36	28	40	20	90.7	75.5	65.1	53.6	76.8	87.9	70.8	58.4	50.0	70.2	
97	98	0	32	3.0	3.1	2.5	2.7	92	135	61	17	32	100	94	42	113.4	80.2	68.4	64.0	88.3	93.6	78.0	66.3	63.9	75.3	
0	0	0	0	2.9	5.2	9.2	4.0	14	10	14	3	7	10	21	5	64.0	52.4	45.3	--	54.1	67.3	53.9	46.3	50.1	52.1	
96	47	3	0	-2.1	1.2	2.3		22	20	19	0	6	14	11	1	60.6	50.2	46.2		52.3	57.4	49.8	41.2	--	46.5	
95	88	0	0	3.2	3.6	3.0	1.6	798	326	293	2	312	241	273	25	172.3	114.0	98.1	--	133.6	155.1	108.4	92.3	74.4	106.2	
99	97	0	0	5.6	5.9	6.5		49	71	39	0	18	44	34	0	116.0	92.8	80.1		93.8	94.6	85.8	74.9		78.7	
100	99	0	0	3.2	3.7	4.2	2.3	29	36	35	0	10	38	61	4	113.9	84.4	74.5		80.9	121.6	79.0	75.9	94.4	73.8	
97	89	2	0	3.4	3.2	3.3	3.5	203	170	114	2	62	122	148	31	128.2	98.1	80.9	--	101.2	120.5	88.3	79.1	70.9	81.9	
100	99	6	1	2.8	3.1	3.1	4.9	247	148	83	24	111	120	107	45	109.4	81.3	70.2	49.7	93.9	99.1	74.9	64.2	46.8	79.6	
100	95	2	0	5.2	2.7	5.0	2.0	15	36	28	2	16	29	35	10	87.2	65.9	62.1	--	68.6	80.4	70.2	62.4	50.6	68.8	
98	81	21	0	2.3	3.2	2.9	6.1	59	30	7	8	24	27	12	17	74.3	66.8	53.7	56.7	70.4	76.3	67.5	52.7	56.7	68.0	
94	90	0	0	5.1	6.4	6.5	2.2	59	23	19	0	44	19	24	1	129.4	94.5	81.8		112.5	127.6	94.4	83.2	--	108.1	
97	98	3	0					25	27	14	3	14	25	25	9	93.0	75.0	66.4	--	80.0	93.6	70.4	62.2	65.1	72.3	
100	88	11	0	2.5	2.5	2.9	5.8	33	33	19	3	19	32	28	4	80.0	63.5	55.4	--	68.1	71.4	62.7	57.0	41.1	62.8	
100	97	0	0	3.9	4.6	4.8	3.6	29	31	24	3	17	41	36	8	82.5	67.1	55.5	--	69.1	82.7	64.2	55.9	51.4	64.3	
97	100	0	0	3.0	4.7	7.1	3.0	40	22	15	13	27	27	13	15	117.8	87.1	72.6	61.5	100.3	113.1	87.8	70.5	57.8	91.2	
0	0	0	0	5.6	2.0	2.0	12.1	16	1	3	4	7	1	3	2	73.9		--	42.8	70.6	73.9	--	--	--	68.0	
97	96	3	0					24	26	13	2	13	22	22	9	93.0	74.8	62.8	--	79.3	87.8	70.7	61.6	59.7	71.1	
90	79	13	0	1.3	1.1	1.5	0.9	11	25	22	1	9	18	10	3	76.4	62.9	54.3	--	62.2	70.1	59.6	50.9	--	59.8	
90	63	1	0	3.3	3.9	4.2	2.3	7	21	20	3	34	62	129	4	82.6	66.9	56.0	--	64.6	78.8	66.8	58.6	51.5	63.9	
98	99	0	0	2.5	2.9	4.2	3.0	35	40	22	14	25	32	22	18	100.8	79.3	66.2	55.8	84.2	97.3	77.9	66.4	57.1	80.7	
96	76	14	0	1.5	3.4	2.8	2.9	18	22	23	5	7	19	76	7	84.0	65.6	57.3	44.5	67.1	80.5	66.9	58.8	49.9	60.4	
100	77	20	0	4.2	2.2	3.5	2.5	6	9	8	4	3	4	7	9	87.5	70.3	68.9	54.8	70.5	--	71.1	67.1	46.2	64.7	
100	96	1	0	4.7	5.5	4.7	5.1	62	95	85	39	18	66	82	50	103.4	79.8	64.0	53.7	80.3	89.1	75.9	59.9	49.5	69.5	
100	98	0	0	4.3	3.8	4.9	3.2	20	19	17	16	9	25	10	12	81.3	66.4	55.0	48.4	68.1	83.5	67.7	53.2	44.4	67.6	
0	0	0	0		2.1	2.0	5.7	0.0	1	6	7	0	0	6	5					68.8	48.0	61.9		67.1	49.2	57.6
97	85	0	0	2.1	3.4	4.0	2.4	676	358	283	60	263	269	250	125	141.8	98.3	89.5	51.9	116.1	128.2	92.6	81.6	50.5	96.4	
0	0	0	0	2.3	4.2	4.2	3.0	22	16	8	2	12	11	6	3	70.4	59.9	53.4	--	63.8	67.1	59.0	56.9	--	61.9	
100	98	1	0	1.2	2.5	1.7	1.4	79	99	53	2	41	92	53	0	118.7	90.3	53.2	--	97.9	98.9	83.3	70.0		82.9	

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
<b>Mississippi</b>																			
Alcorn St U		IIB	PU	80.0	69.7	57.8	45.0					62.4	106.9	93.3	77.4	60.2		83.5	33.8
Millsaps Coll		IIB	PI	88.0	63.6	61.3	--					69.2	109.4	80.1	76.3	--		86.4	24.9
Mississippi Coll	4	IIA	PI	90.9	71.7	58.4	50.6					67.7	108.2	86.0	70.1	60.9		81.0	19.7
Mississippi St U	1	I	PU	105.3	77.5	69.6	46.2	29.3				74.7	121.3	87.5	76.7	55.3	34.4	85.0	13.6
Mississippi U for Women	4	IIA	PU	64.9	61.3	53.0	52.5					57.3	84.9	80.1	69.7	69.0		75.1	31.1
Mississippi Valley St U		IIB	PU	65.3	57.8	52.7	43.3					53.5	86.0	78.5	73.4	64.1		74.2	38.8
U Mississippi	4	I	PU	116.9	89.0	77.7	49.2	52.9				83.0	140.8	109.2	95.9	62.2	66.6	101.9	22.7
U Southern Mississippi	4	I	PU	92.8	71.1	64.8	48.5	--	--			68.7	120.9	93.9	85.8	66.0	--	90.8	32.3

**Missouri**

Avila U	4	IIB	PR	71.3	65.1	59.4	49.6	--	--			61.2	90.3	83.9	75.0	64.7	--	--	78.1	27.7
Coll the Ozarks		IIB	PI	73.9	65.5	54.1						63.5	93.4	83.5	70.1				81.1	27.8
Columbia Coll		IIB	PI	92.0	70.5	56.9	62.6					69.6	113.6	88.5	71.1	79.3			87.1	25.1
Concordia Seminary	4	I	PI	78.2	68.5	--						72.0	103.9	93.1	--				97.3	35.1
Cotley Coll		III	PI	63.0	56.0	52.4						56.8	80.9	72.8	67.5				73.3	29.0
Drury U		IIB	PI	69.0	58.2	56.9	48.8	--				60.0	88.0	74.8	72.6	62.1	--		76.7	27.9
Lincoln U		IIA	PU	64.1	54.3	46.0	36.8					51.7	83.8	69.6	57.6	46.2			66.1	27.9
Lindenwood U		IIA	PI	88.0	75.5	64.0	49.0					71.0	103.3	89.1	75.8	58.4			83.8	18.1
Maryville U Saint Louis	5	IIA	PI	88.8	73.8	65.3	49.6					70.9	110.1	92.5	80.6	61.4			88.1	24.2
Mineral Area Coll		III	PU	57.5	52.0	49.2	47.4					51.3	75.1	68.2	65.3	63.3			67.7	32.0
Missouri Baptist U		IIB	PI	64.2	57.9	50.1	38.7					54.5	88.8	78.9	68.9	56.3			75.2	38.0
Missouri Southern St U	4	IIB	PU	77.2	59.0	48.3	48.1	41.1	--			60.3	102.6	77.5	62.3	62.7	53.1	--	79.1	31.3
Missouri St U-Springfield	4	IIA	PU	84.2	70.6	62.7	43.1		--			67.9	108.9	89.7	77.8	56.3		--	86.9	28.0
Missouri U Science and Tech	4	I	PU	127.9	85.1	74.1						96.3	163.2	111.3	93.7				123.5	28.3
Missouri Western St U		IIB	PU	78.1	62.0	54.6	41.2					60.1	102.8	80.2	71.3	55.7			78.6	30.8
Northwest Missouri St U		IIA	PU	77.7	64.5	59.3	47.9	42.9	43.2			59.2	103.8	85.8	76.5	63.6	56.2	57.4	78.0	31.6
Southeast Missouri St U	4	IIA	PU	84.8	68.6	57.8	45.8					64.5	110.4	87.2	72.8	59.5			83.2	28.9
Truman St U		IIA	PU	72.7	61.0	54.1	44.8					63.5	99.0	80.6	70.5	62.5			85.5	34.6
U Missouri-Columbia	4	I	PU	123.0	80.8	69.6						90.6	154.9	104.8	88.0				115.4	27.3
U Missouri-Kansas City	4	I	PU	109.8	78.0	69.2						84.5	138.4	100.5	87.1				107.4	27.1
U Missouri-St Louis	4	I	PU	99.1	72.4	62.9						78.1	125.8	93.5	79.4				99.7	27.6
Washington U in St Louis	4	I	PI	188.7	117.2	104.7	88.6	63.8				129.1	234.0	145.0	123.7	111.4	79.0		159.2	23.4
Webster U		IIA	PI	95.3	83.8	62.7						84.1	116.2	110.4	80.8				106.5	26.7
Westminster Coll		IIB	PI	62.9	51.6	48.2	--					53.8	74.2	62.7	58.3	--			64.6	20.1
William Woods U	4	IIB	PI	61.3	50.8	48.6	48.0					50.7	76.0	63.2	61.0	59.9			63.2	24.8

**Montana**

Montana St U		I	PU	101.4	74.0	68.4	52.0					79.7	124.3	93.3	87.1	68.3			99.8	25.2
Montana St U-Billings		IIA	PU	74.6	67.0	53.9	--	42.9	50.4			59.2	99.5	90.4	74.8	--	61.8	70.6	81.1	37.1
Rocky Mountain Coll	1	IIB	PI	63.3	52.3	47.8	--					53.6	80.1	65.5	61.0	--			67.8	26.5
The U Montana-Western	4	IIB	PU	68.2	54.2	47.4	38.2					55.5	89.5	75.5	68.7	59.5			76.8	38.3
U Montana	4	I	PU	86.2	70.7	61.5	46.2	45.8				70.7	112.6	94.0	83.0	64.4	64.6		94.0	32.9

**Nebraska**

Bryan Coll Health Sciences		IIA	PI	--	68.3	66.9	--					68.5			--					
Concordia U-Nebraska		IIB	PI	67.2	59.6	52.4	--					58.7	86.9	78.2	70.2	--			77.2	31.6
Creighton U	3	IIA	PI	114.7	85.6	71.3	56.6		--			86.8	141.1	110.5	89.9	74.9	--		109.7	26.3
Doane Coll-Crete		IIB	PI	75.8	59.3	50.4	45.1	39.1				58.6	91.6	73.1	63.5	53.6	54.1		72.3	23.3
Doane Coll-Lincoln Grand Isl & Master		IIA	PI	--	68.6	--	--	--				63.4	--	81.4	--	--	--		77.4	22.1
Hastings Coll		IIB	PR	66.9	57.0	48.0	40.0					57.6	--							
Nebraska Method Coll Nursing & Allied Hlth		IIA	PI	72.1	60.2	52.4	42.4					55.6	--							
Nebraska Wesleyan U		IIB	PI	68.7	59.1	52.2	46.5					58.9	86.4	83.8	71.2	59.9			78.8	33.7
U Nebraska at Kearney		IIA	PU	82.7	67.4	57.4		45.1				64.1								
U Nebraska at Omaha	1	IIA	PU	89.8	79.0	65.9	46.0	48.4	39.9			72.1	112.0	99.5	84.3	61.5	65.5	54.2	91.6	27.0
U Nebraska-Lincoln	4	I	PU	124.2	86.7	83.0		57.8				94.1	155.9	113.2	107.5		76.9		120.7	28.3
Wayne St Coll		IIA	PU	79.5	64.0	51.5	43.9	38.9				65.7	103.2	84.0	70.0	59.2	51.4		86.4	31.5

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	78	10	0	2.7	5.6	2.4	1.8	30	12	18	19	9	15	33	18	79.0	76.5	56.6	42.9	71.8	83.2	64.4	58.4	47.2	63.9
100	97	4	0	0.8	1.1	1.6	1.3	14	20	10	0	10	15	13	3	90.9	67.5	69.2		75.3	83.9	58.4	55.2	--	64.0
93	67	0	0	5.7	3.2	3.4	3.8	44	23	35	16	15	19	45	31	88.4	75.4	57.0	54.7	74.7	98.4	67.3	59.5	48.5	68.7
99	95	0	0	5.4	4.7	4.8	4.4	187	173	152	49	49	76	124	91	107.0	80.2	74.1	51.8	85.8	98.9	71.4	64.0	43.2	67.9
100	78	0	0	2.7	3.3	3.3	3.7	17	9	9	10	18	14	29	31	63.4	58.2	47.0	48.9	57.8	66.4	63.2	54.8	53.7	60.2
100	87	43	0					10	18	22	11	4	13	25	15	65.7	60.2	53.8	44.7	58.5	64.2	54.4	51.7	42.4	53.7
90	86	1	0	2.8	4.3	5.6	3.6	146	158	150	65	72	112	146	122	121.2	92.1	82.7	50.7	97.4	108.1	84.6	72.6	48.4	82.0
97	96	3	1	3.4	6.4	3.6	4.5	96	120	95	48	42	83	97	105	94.8	70.6	66.3	49.7	76.8	88.3	72.0	63.3	48.0	71.1
100	90	38	43	0.6	0.6	1.9	2.3	6	10	12	2	5	10	20	5	71.9	68.8	59.4	--	65.4	70.6	61.3	59.4	48.9	60.2
19	4	0	0	2.7	0.9	3.5		18	13	17	0	8	15	18	0	73.0	67.1	53.9		64.7	75.7	64.0	54.3		62.0
93	81	5	0	2.7	2.8	4.4	2.6	10	14	10	5	4	12	9	8	91.3	72.6	54.6	58.2	72.8	93.7	68.0	59.5	65.3	69.0
0	0	0	0	2.2	1.5	1.5		12	12	3	0	0	0	0	0	78.2	68.5	--		72.0					
100	78	7	0	0.3		0.7		4	3	3	0	8	6	12	0	64.0		--		57.5	62.4	55.3	53.2		56.5
100	98	0	0	0.1	0.7	1.6	0.3	22	29	11	10	17	18	9	8	70.1	58.6	58.8	54.1	62.6	67.7	57.5	54.7	42.1	60.9
100	79	10	0	1.5	2.2	2.4	1.5	17	20	19	6	12	13	22	8	65.4	54.8	46.5	36.4	55.2	62.2	53.5	45.5	37.0	52.0
0	0	0	0	2.0	2.0	2.0	2.0	27	52	61	14	27	60	48	16	88.2	78.9	65.2	49.1	74.7	87.8	72.5	62.4	48.9	72.0
95	90	0	0	14.6	10.4	9.8	9.8	7	23	12	2	13	18	49	4	90.6	72.7	67.0	--	74.1	87.8	75.3	64.8	50.7	70.9
0	0	0	0					9	7	5	10	11	3	11	15	58.6	52.8	53.2	48.2	55.4	56.6	--	47.5	46.8	51.8
0	0	0	0	3.3	13.6	5.1	8.9	10	8	16	1	7	9	13	5	63.2	60.9	50.1	--	56.5	65.6	55.2	50.0	40.4	55.4
100	73	7	13	1.0	2.9	3.2	2.1	45	25	25	6	24	19	50	2	79.3	60.8	48.0	50.4	66.0	73.2	56.6	48.5	--	55.7
100	97	11	1	2.6	2.2	2.5	4.8	163	87	69	56	88	60	70	94	85.1	73.1	64.2	44.3	77.2	82.7	67.1	61.2	42.3	71.5
98	82	0	0	2.5	3.6	2.7		108	86	70	0	15	37	43	0	129.5	85.9	77.5		101.5	117.0	83.2	68.5		81.9
100	97	10	0	2.0	2.6	3.6	4.0	27	33	45	11	16	25	38	12	77.4	60.9	56.5	40.8	63.3	79.2	63.5	52.3	41.5	61.3
100	92	4	0	1.5	-1.6	7.7	9.4	28	35	48	24	8	18	42	34	77.9	65.4	60.7	48.8	65.3	76.9	62.7	57.7	47.3	58.6
100	100	5	1	2.8	2.8	1.9	2.1	85	30	33	48	50	30	50	81	87.1	69.6	57.4	46.2	76.9	81.0	67.5	58.0	45.5	69.1
100	95	2	0	1.2	1.8	2.7	1.2	113	25	50	10	56	14	40	22	73.4	58.8	54.4	44.2	66.4	71.3	64.8	53.7	45.0	64.1
91	71	0	0	1.3	1.7	2.0		267	241	178	0	105	175	199	0	128.9	83.1	74.2		98.6	108.0	77.7	65.5		79.3
85	68	1	0	3.5	3.3	3.3		107	133	91	0	66	104	93	0	115.7	79.9	72.6		89.4	100.3	75.6	65.8		78.3
77	68	0	0	0.4	0.9	1.1		87	76	47	0	50	91	79	0	105.2	76.7	63.0		85.4	88.5	68.9	62.8		71.2
100	93	0	0					250	107	109	26	85	67	66	16	193.1	120.3	109.1	90.3	145.5	175.7	112.2	97.4	85.8	107.0
99	88	21	0	0.6	1.7	1.0		46	33	26	0	36	39	16	0	95.8	84.7	61.6		83.9	94.6	82.9	64.5		84.3
100	95	0	0	1.9	5.2	4.2		13	11	9	2	5	11	7	1	66.0	52.1	47.8	--	56.4	55.0	51.0	48.8	--	51.2
83	15	5	0	3.0	1.2	1.3	4.3	2	8	11	6	4	12	10	3	--	55.1	51.0	48.0	53.6	61.1	48.0	46.0	--	49.2
97	99	1	0	1.8	1.7	0.8	1.5	99	75	59	9	33	59	78	11	103.3	73.8	69.5	56.7	85.3	95.6	74.1	67.6	48.2	75.3
98	94	8	0	0.4	3.1	0.3		25	12	26	2	16	5	22	1	73.0	63.8	57.3	--	60.8	77.0	74.5	49.8	--	57.6
100	94	9	0	0.2	1.2	2.6		14	9	11	2	5	9	12	0	62.1	56.7	45.6	--	55.3	66.9	47.9	49.8		52.4
100	50	0	0					18	8	5	5	10	4	7	9	71.0	54.6	46.4	34.5	62.8	63.3	53.6	48.2	40.2	56.4
100	82	0	25	0.5	2.3	1.4	2.4	130	73	46	37	71	49	36	30	88.3	70.1	61.8	45.4	76.2	82.5	71.6	61.3	47.1	71.9
0	0	0	0					1	2	2	0	2	3	27	2	--		--		59.1	--	--	68.5	--	70.7
0	0	0	0	2.0	2.0	2.3	20.0	17	8	15	0	5	4	13	1	67.4	59.8	52.3		60.2	66.7	59.3	52.4	--	56.9
95	84	14	0	2.4	3.7	4.9	5.8	106	113	80	13	43	80	104	20	119.0	86.1	71.4	60.1	93.6	104.1	84.9	71.2	54.4	82.2
100	70	0	0	2.4	2.5	2.2	2.0	14	15	8	4	8	8	19	3	75.6	57.4	47.4	45.3	62.1	76.2	63.0	51.7	--	57.8
0	0	0	0	2.0	2.0	2.0	2.0	1	1	0.0	0.0	0.0	3	2	1	--		--		80.7	--	--	--	--	61.0
100	86	5	0					24	7	8	4	12	7	13	3	67.2	57.0	51.8	40.7	62.2	66.2	56.9	45.7	--	55.8
0	0	0	0	2.0	4.3	3.0	2.0	1	0.0	1	0.0	9	9	35	7	--		--		58.3	72.3	60.2	52.5	42.4	57.2
97	94	12	0	1.6	3.9	4.0	2.0	18	15	12	2	17	19	21	8	70.9	61.4	53.4	--	63.0	66.4	57.3	51.5	46.2	57.9
100	87	4	0	3.0	5.3	3.8		58	39	60	0	36	31	41	0	84.2	67.1	57.7		66.4	80.3	67.8	56.8		61.4
100	96	1	0	2.9	3.3	3.9	3.3	90	83	51	37	42	76	63	36	93.2	79.5	70.8	46.6	80.6	82.6	78.5	62.0	45.4	71.5
99	95	0	0	3.2	3.8	4.7		338	207	151	0	81	110	91	0	126.9	88.9	83.1		101.2	113.3	82.5	82.8		80.1
100	79	7	0	2.9	3.0	5.7	3.5	33	15	10	3	24	14	18	5	78.9	69.2	54.7	--	70.0	80.3	58.4	49.7	42.0	64.1

**APPENDIX I**

NAME	NOTES	(1)		(2)							(3)							(4)							(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)							BEN. as % of SAL.							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR								
<b>Nevada</b>																									
U Nevada-Las Vegas	3	I	PU	124.4	92.5	71.2		56.6	123.5	93.4	153.1	116.1	91.0		75.8	149.5	116.9	25.1							
U Nevada-Reno	3	I	PU	123.3	89.0	75.2	--	57.7		89.1	152.0	112.3	96.2	--	75.9		112.3	26.1							
<b>New Hampshire</b>																									
Dartmouth Coll		I	PI	184.4	116.5	101.6				144.3	233.5	151.9	128.8				184.0	27.5							
Franklin Pierce U		IIB	PI	74.9	62.8	58.0	79.6			65.6	103.5	86.3	74.5	102.1			88.2	34.5							
Saint Anselm Coll		IIB	PI	91.5	75.6	59.1	53.6	--	55.8	73.6	124.2	102.6	77.1	71.8	--	72.6	99.0	34.5							
<b>New Jersey</b>																									
Bloomfield Coll		IIB	PI	94.5	79.4	64.8	--			80.3	126.2	105.0	84.2	--			106.3	32.4							
Caldwell U		IIB	PI	83.5	72.9	61.4	--	--		74.0	105.9	99.6	79.5	--	--		95.4	29.0							
Centenary Coll	1	IIB	PR	88.3	69.8	58.9	--			66.0	104.4			--			82.1	24.4							
Coll Saint Elizabeth		IIB	PI	79.0	59.7	53.9	57.4			65.3	95.7	73.1	64.6	62.6			78.0	19.5							
Drew U		IIA	PI	99.3	76.3	61.8	--			81.3	126.7	101.6	77.0	--			105.2	29.3							
Fairleigh Dickinson U-Metropolitan		IIA	PI	102.0	82.5	74.8	--	59.7		80.7	139.6	112.6	96.6	--	83.3		109.0	35.1							
Georgian Court U		IIA	PI	88.8	67.8	64.4				73.5	111.0	85.6	83.8				93.3	26.9							
Kean U	4	IIA	PU	122.6	97.3	81.2		61.7		91.0															
Monmouth U		IIA	PI	118.4	98.0	70.1	54.5	65.4		83.9	159.6	133.6	95.1	69.0	90.6		114.1	35.9							
Montclair St U		IIA	PU	125.5	98.9	76.7	46.7		--	101.1	161.4	129.4	100.9	63.4		--	131.6	30.2							
New Jersey Institute Tech		I	PU	178.2	127.3	98.4	87.2	65.3	72.3	119.9	222.2	168.0	131.2	120.5	92.4	104.1	156.4	30.3							
Ramapo Coll New Jersey		IIB	PU	119.9	93.5	81.0	67.5			98.4	166.7	130.0	112.6	93.9			136.8	39.0							
Rider U		IIA	PI	117.5	104.5	81.6				104.8	152.6	138.9	109.0				137.9	31.6							
Rutgers U-Camden	9	IIA	PU	144.9	100.1	84.9	47.9	--		106.8	190.0	139.9	122.9	81.5	--		147.4	38.0							
Rutgers U-New Brunswick	9	I	PU	158.8	104.0	83.5	60.8	61.7	--	114.8	205.4	144.1	121.1	95.7	96.8	--	156.1	36.0							
Rutgers U-Newark	9	I	PU	170.0	124.3	105.6	67.9	105.8	--	129.3	218.0	166.9	146.1	103.9	146.2	--	172.5	33.4							
Saint Peter's U		IIA	PR	98.5	76.4	63.9		58.5	74.2	77.3	119.3	91.0	73.7		70.6	91.2	92.3	19.3							
Stevens Institute Tech		I	PI	134.9	108.2	89.2				110.9	172.7	142.7	115.9				143.9	29.8							
Stockton U		IIA	PU	122.2	92.9	71.7	68.8			91.4	172.8	131.5	100.6	94.3			128.9	41.0							
The Coll New Jersey		IIA	PU	119.3	95.8	79.1	74.4			97.1	165.4	132.8	109.6	103.1			134.5	38.6							
William Paterson U New Jersey		IIA	PU	127.0	96.3	77.7	66.8			103.5	156.0	125.3	106.7	95.7			132.5	28.0							
<b>New Mexico</b>																									
New Mexico Highlands U		IIA	PU	68.1	58.7	51.3	42.1		50.6	55.4															
New Mexico St U-Alamogordo	4	III	PU	62.5	54.1	53.5	--			56.9	80.5	68.8	68.0	--			73.0	28.3							
New Mexico St U-Carlsbad	4	III	PU	64.1	56.3	53.0	47.5			54.9	81.9	74.5	68.1	60.2			71.0	29.3							
New Mexico St U-Dona Ana	4	III	PU	59.9	53.2	50.8	44.9			52.5	77.8	69.8	66.3	56.8			68.1	29.7							
New Mexico St U-Grants	4	III	PU	--	51.0	50.1				52.9	--	68.2	65.8				69.1	30.6							
New Mexico St U-Main	4	I	PU	98.4	72.9	64.0	42.6			77.5	124.0	93.0	79.5	55.6			97.7	26.0							
U New Mexico-Main	1	I	PU	112.5	81.9	72.8	41.1	56.1	--	83.2	141.2	104.0	93.1	53.0	71.0	--	105.2	26.6							
U the Southwest		IIB	PI	44.6	50.7	40.6	38.2			43.4	51.1	58.9	48.2	44.8			50.9	17.2							
<b>New York</b>																									
Adelphi U		I	PI	138.0	104.7	86.0	88.3	88.0	98.6	108.3	184.3	139.3	115.1	103.2	114.7	124.6	143.6	32.5							
Bard Coll		IIB	PI	131.2	91.1	74.0				101.2	171.2	123.3	102.2				135.2	33.6							
Barnard Coll		IIB	PI	158.4	114.8	84.8	65.6	80.4		112.9	210.7	151.4	116.0	97.4	116.9		153.6	36.1							
Buffalo St SUNY	3	IIA	PU	94.7	77.3	66.3		46.0		77.1	125.4	103.2	89.9		63.5		103.0	33.6							
Canisius Coll		IIA	PI	90.6	75.2	61.5	--			78.5	118.7	99.8	81.7	--			103.6	32.0							
Cazenovia Coll		IIB	PI	77.7	64.1	51.7	41.4			62.3	98.1	82.0	67.3	52.3			79.4	27.3							
Clarkson U		I	PI	119.4	96.9	78.5	60.0			94.4	163.7	135.6	105.7	88.1			129.7	37.5							
Clinton CC		III	PU	63.4	59.5	48.4				56.9															
Colgate U		IIB	PI	141.4	99.0	81.0	64.1			104.2	181.7	127.2	104.6	81.9			133.9	28.5							
Coll Mount Saint Vincent		IIB	PI	99.8	73.6	67.1	61.7			74.6	109.0	81.1	73.6	67.3			81.8	9.8							
Coll Stn Island CUNY		IIA	PU	108.4	88.4	73.1		65.0		87.5	143.6	123.5	108.3		100.2		122.7	40.2							
Columbia U in the City New York	4	I	PI	236.3	158.8	121.5	--	76.2		176.0	288.8	196.3	146.2	--	97.7		216.1	22.6							
Columbia-Greene CC		III	PU	64.5	58.9	51.5	48.5			56.9	93.3	87.5	76.5	75.6			84.4	48.3							
Cornell U		I	PI	175.1	123.7	113.0	97.9	83.6		135.9	217.7	159.6	147.0	127.4	110.3		172.6	26.8							
Corning CC		III	PU	69.4	58.8	48.0	41.7			57.9	98.5	81.6	64.7	58.0			80.7	39.4							
CUNY Bernard M Baruch Coll		IIA	PU	121.7	101.9	98.2	--	71.3		106.4	158.0	138.2	134.5	--	107.5		142.7	34.1							
CUNY Borough Manhattan CC		III	PU	105.6	85.5	69.2	50.7	63.3		77.6	140.0	119.9	103.6	85.1	97.7		112.0	44.4							
CUNY Bronx CC		III	PU	103.3	83.0	65.0	54.1	60.4		77.0	137.7	117.4	99.4	88.4	94.8		111.3	44.7							

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
98	80	2	0	1.3	2.9	2.3		225	163	138	0	76	102	132	0	125.5	93.8	73.8		99.7	121.2	90.3	68.5		83.6
97	93	0	0	1.1	1.5	1.4	3.0	130	99	104	1	42	73	98	2	126.0	90.5	77.8	--	95.8	114.8	87.0	72.4	--	79.9
99	91	0	0	3.1	4.0	4.0		165	82	80	0	58	54	41	0	192.9	120.1	104.1		152.9	160.1	110.9	96.6		125.7
0	0	0	0	2.9	1.6	5.2	2.4	17	17	11	2	9	14	19	3	77.3	61.7	54.3	--	65.8	70.3	64.1	60.1	--	63.6
98	84	2	0	3.0	2.1	4.0	3.0	30	19	18	0	16	25	23	4	95.0	76.9	61.3		80.8	85.0	74.6	57.3	53.6	68.3
100	83	0	0	3.3	4.4	2.2		11	7	9	1	19	11	13	2	95.2	77.9	64.6	--	80.5	94.1	80.3	65.0	--	81.8
100	67	4	0	2.7	8.6	5.0	7.6	19	7	5	0	19	8	18	1	83.7	69.5	55.4		76.0	83.3	75.8	63.1	--	72.7
67	25	5	0	1.4	2.8	0.6		4	8	24	1	5	16	18	1	92.8	68.1	57.9	--	64.1	84.6	70.7	60.1	--	67.6
100	38	0	0					7	4	3	1	12	4	11	6	72.5	61.1	--	--	64.8	82.8	58.3	54.5	58.4	67.6
100	92	3	0	2.7	3.7	7.7	2.3	28	32	13	1	28	21	22	1	99.9	76.3	61.9	--	82.8	98.7	76.2	61.8	--	80.6
95	76	7	0					57	50	46	0	37	28	58	3	105.0	82.6	76.8		84.0	97.4	82.5	73.2	--	77.0
100	86	7	0	2.0	2.5	2.7		11	10	13	0	17	19	16	0	90.7	66.7	62.6		72.9	87.5	68.4	65.9		73.9
100	96	57	0	0.6	0.7	1.0		46	38	50	0	37	38	56	0	123.7	98.5	81.4		94.4	121.3	96.1	81.1		87.8
100	99	2	0					28	43	28	9	15	49	31	11	126.8	101.7	75.4	55.6	94.6	102.8	94.8	65.2	53.7	78.8
98	93	21	0	0.6	0.9	1.6		97	127	67	1	73	119	62	8	125.1	99.5	78.8	--	103.3	125.9	98.3	74.5	47.0	100.6
100	93	0	0	3.2	3.8	4.2	1.1	117	81	35	3	13	19	15	3	180.6	126.9	98.9	--	125.5	156.3	129.2	97.4	--	99.7
100	98	38	25	0.4	1.0	1.6		37	42	26	0	33	44	29	4	121.7	93.8	79.5		100.1	117.8	93.3	82.3	67.5	97.9
100	91	0	0					56	49	20	0	43	44	33	0	118.6	106.7	82.7		108.2	116.1	101.9	80.9		101.2
90	79	0	0					66	41	44	12	37	32	46	13	151.9	100.9	86.0	53.9	118.8	132.4	99.0	83.9	42.3	103.7
93	75	0	0					601	241	216	82	222	288	298	153	162.3	106.2	86.6	62.6	132.7	149.2	102.2	81.3	59.9	106.6
94	82	0	0					133	78	97	28	48	49	45	22	174.9	123.2	106.1	73.9	139.4	156.4	126.1	104.5	60.2	128.1
100	94	19	0	1.2	5.8	4.4		19	17	20	0	12	15	12	0	103.7	77.4	64.7		80.4	90.3	75.3	62.5		73.9
45	50	0	0	5.6	3.8	5.0		72	62	58	0	14	22	27	0	139.4	107.8	91.4		114.7	112.0	109.3	84.6		99.3
100	95	12	0	0.7	1.3	1.1		39	59	36	7	28	72	63	7	122.4	93.1	72.6	70.0	96.1	121.9	92.8	71.1	67.5	89.4
100	96	30	0	1.8	0.3	1.5	4.5	51	67	48	1	47	80	58	3	121.9	97.0	79.1	--	99.5	116.5	94.8	79.0	--	95.4
99	94	12	0	0.6	2.0	2.4	3.8	103	63	36	4	66	67	64	8	129.6	96.5	79.0	67.2	110.2	123.1	96.1	77.0	66.6	98.9
100	91	3	0	-0.1	0.6	0.4	1.9	17	22	18	6	12	11	11	10	68.7	59.3	52.5	42.3	58.3	67.3	57.4	49.3	42.0	55.6
75	62	25	0			1.3	3.0	10	1	3	1	6	12	9	1	61.4		--	--	58.8	64.2	54.2	53.9	--	56.3
100	50	25	0	0.5	-0.2	3.3	1.1	2	7	4	4	5	5	4	5	--	54.4	53.3	47.2	54.8	65.8	59.0	52.7	47.6	59.7
97	74	24	0		0.8	1.1	1.7	22	9	24	9	15	14	21	19	59.3	52.6	50.4	44.2	54.3	60.7	53.6	51.2	45.2	54.7
100	50	0	0			1.2		1	3	2	0	2	1	2	0	--	--	--	--	52.7	--	--	--	--	53.1
94	84	3	0	5.3	3.6	0.6		149	114	101	5	60	98	124	5	100.0	75.1	68.6	38.1	83.5	94.5	70.5	60.3	47.2	71.1
97	94	1	0	1.9	1.7	1.0	-0.9	205	139	138	13	107	150	131	23	115.6	84.6	73.1	40.4	90.5	106.6	79.4	72.6	41.5	78.2
0	0	0	0					1	3	8	3	3	5	7	1	--	--	46.1	--	49.8	--	45.7	34.3	--	39.7
100	97	3	0	3.5	3.5	4.0	3.3	49	55	33	2	32	76	33	2	142.3	109.4	85.4	--	115.1	131.3	101.3	86.6	--	102.9
75	84	0	0	2.2	2.6	3.5		37	22	27	0	22	23	21	0	132.2	94.7	74.2		104.4	129.4	87.6	73.6		97.1
94	97	0	0	3.9	7.6	5.5	4.1	39	9	13	16	44	20	23	30	160.4	114.3	84.0	64.3	133.7	156.6	115.0	85.3	66.4	120.8
99	94	5	0	2.7	2.6	2.4		76	86	25	0	29	91	34	0	95.2	80.0	66.4		81.6	93.5	74.6	66.2		71.9
100	100	0	0	2.0	2.2	4.7	8.7	46	51	16	1	28	28	18	1	93.8	78.5	63.6	--	82.6	85.5	69.2	59.5	--	73.0
100	100	9	0	2.0	3.2	5.1	1.9	8	6	0.0	6	13	8	11	5	79.2	62.2		41.6	71.9	76.8	65.5	51.7	41.1	65.3
94	90	0	0	2.6	2.8	3.1	3.0	54	43	49	9	10	15	33	4	120.6	97.6		79.9	64.8	100.1	113.1	95.1	76.4	87.6
0	0	0	0					7	2	9	0	16	4	10	0	71.6		47.8		58.2	59.7	60.4	48.9		56.2
99	94	0	0	2.2	3.1	4.9	4.8	68	43	34	28	37	27	40	18	145.8	99.2	82.1	67.5	117.0	133.4	98.8	80.1	58.8	103.9
92	65	17	0	0.7	0.3			7	14	10	2	6	20	14	7	92.6	73.4	69.1	--	76.4	108.2	73.8	65.6	61.6	76.1
97	90	15	0	1.1	1.6	2.1		71	72	53	0	40	59	61	0	109.6	88.9	73.6		90.7	106.1	87.7	72.7		83.9
87	59	0	0	4.6	5.8	5.9		564	141	135	0	179	88	70	1	242.3	165.5	121.7		193.1	217.2	148.0	121.3	--	143.0
100	100	69	29	1.6	2.3	2.5	3.0	6	7	3	3	7	9	10	4	66.3	62.9	--	--	61.7	62.9	55.8	52.1	47.7	56.3
99	94	0	0	1.3	2.7	2.8	1.2	564	249	175	52	172	149	115	50	177.8	125.3	114.5	96.6	146.4	166.4	121.0	110.8	99.3	122.7
100	100	55	17	2.0	2.5	3.0	3.6	18	17	12	6	14	8	8	6	71.3	59.5	46.9	42.8	60.8	66.9	57.3	49.8	40.7	59.8
92	97	5	0	1.2	2.6	0.5		138	91	60	0	65	57	58	1	123.0	102.5	99.9		108.7	119.0	101.0	96.5	--	103.1
100	95	18	0	1.4	1.9	2.3	5.3	58	52	85	21	49	61	146	17	107.6	86.7	68.0	50.5	82.2	103.2	84.5	69.9	51.0	77.5
100	79	15	0	1.8	2.5	3.8	2.9	49	40	49	0	25	36	50	6	103.6	83.0	64.4		78.8	102.7	83.1	65.7	54.1	75.7

APPENDIX I

NAME	NOTES	(1)		(3)							(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR		AR	
CUNY Brooklyn Coll		IIA	PU	112.4	87.9	76.4	--	65.2			92.5	147.9	123.4	111.9	--	100.7		128.0	38.4
CUNY City Coll		IIA	PU	121.6	93.4	78.9	--	79.5			99.4	157.4	129.3	114.7	--	115.4		135.3	36.1
CUNY Graduate School and U Center		I	PU	138.7	101.9	68.3		62.6			123.2	175.4	138.6	105.0		99.3		159.9	29.8
CUNY Hostos CC		III	PU	104.5	81.7	70.2	--	64.1			78.0	138.9	116.2	104.7	--	98.5		112.5	44.2
CUNY Hunter Coll		IIA	PU	113.7	91.2	75.2	--	66.2			95.6	149.3	126.9	110.9	--	101.8		131.3	37.3
CUNY John Jay Coll Criminal Justice		IIA	PU	111.5	88.4	75.4	--	67.6			88.8	146.7	123.6	110.6	--	102.9		124.0	39.7
CUNY Kingsborough CC		III	PU	101.2	84.0	69.9	58.0	62.4			76.8	135.6	118.4	104.2	92.4	96.8		111.2	44.7
CUNY LaGuardia CC		III	PU	103.6	81.6	67.3	60.1	67.7			79.1	138.1	116.2	101.8	94.6	102.3		113.7	43.7
CUNY Law School at Queens Coll		I	PU	144.1	120.9		86.6				129.4	181.5	158.2		123.9			166.7	28.9
CUNY Lehman Coll		IIA	PU	113.6	88.0	76.4	--	69.0			88.1	148.8	123.1	111.6	--	104.1		123.3	39.9
CUNY Medgar Evers Coll		IIB	PU	112.2	86.4	76.0	--	68.9			86.9	147.3	121.6	111.1	--	104.0		122.1	40.4
CUNY New York City Coll Tech		IIB	PU	108.4	86.6	73.0	--	67.6			81.5	143.2	121.3	107.8	--	102.3		116.3	42.6
CUNY Queens Coll		IIA	PU	113.0	89.1	75.3	63.3	68.1			91.5	148.4	124.5	110.8	98.7	103.5		126.9	38.7
CUNY Queensborough CC		III	PU	107.8	86.2	71.1	60.7	63.8			79.5	142.4	120.8	105.6	95.3	98.4		114.1	43.5
Daemen Coll		IIA	PI	90.1	75.2	59.5	66.4		50.2		67.8	116.6	99.2	80.3	82.6		69.0	89.6	32.2
Dominican Coll Blauvelt		IIA	PI	98.3	75.4	69.8	64.3				72.2	120.7	98.8	89.8	77.4			92.7	28.4
Dutchess CC		III	PU	96.6	83.0	71.2	58.8				77.7								
Farmingdale St Coll	3	IIB	PU	105.6	81.4	71.4		65.2			82.0	141.3	110.9	94.9		86.5		110.0	34.0
Finger Lakes CC		III	PU	71.5	61.8	53.1	46.2				59.6	98.4	87.3	74.1	66.7			83.3	39.7
Fordham U		I	PI	162.2	114.9	98.4	--	64.5	47.8		119.7	213.5	157.2	131.9	--	88.9	69.5	160.7	34.2
Fullton-Montgomery CC		III	PU	89.1	76.7	65.3	52.1				68.3	124.9	107.1	90.2	72.2			94.9	39.0
Hamilton Coll		IIB	PI	134.6	99.7	79.4		--	64.5		108.1	170.2	128.6	103.2	--	82.8		138.1	27.7
Hartwick Coll		IIB	PI	89.2	73.8	64.7	--				74.3	107.1	91.2	77.1	--			90.2	21.4
Hilbert Coll		IIB	PI	72.8	56.7	49.8					61.2	91.1	77.9	61.7				78.2	27.7
Hobart William Smith Colls		IIB	PI	116.7	84.3	68.9	--				86.2	149.4	110.6	89.0	--			111.7	29.5
Hofstra U		I	PI	147.6	102.6	89.1	--				118.3	204.4	143.7	114.7	--			162.8	37.7
Iona Coll		IIA	PI	110.0	81.9	70.1	--	73.6			85.0	143.4	106.2	82.8	--	90.7		107.6	26.7
Ithaca Coll	1	IIA	PI	101.4	80.4	66.9	63.6		42.6		77.8	131.4	106.9	89.0	87.2		59.5	102.9	32.3
Keuka Coll	4	IIA	PI	81.2	69.1	61.9	46.7				68.5	99.8	86.1	75.8	62.8			84.5	23.5
Le Moyne Coll	4	IIA	PI	102.8	77.9	57.4	66.8				79.6	128.7	100.4	76.4	87.4			102.1	28.3
LIU Post		IIA	PI	114.9	92.7	82.8	67.9				97.0	154.9	128.9	109.9	93.0			131.9	36.0
Manhattan Coll		IIA	PR	115.1	92.6	80.1	62.0	--			92.5	152.0	129.5	117.0	99.0	--		129.5	39.9
Manhattanville Coll		IIA	PI	86.4	76.5	53.4	53.8	50.4			70.7								
Marist Coll	1	IIA	PI	118.4	87.7	78.6	60.6	65.1			81.7	159.9	123.0	107.8	77.7	90.5		112.8	38.1
Marymount Manhattan Coll		IIB	PI	96.7	75.4	64.5	58.8				75.4	127.5	101.3	87.7	82.6			101.3	34.4
Medaille Coll		IIA	PI	78.1	62.3	50.4	37.3				57.8	95.9	76.7	65.2	46.8			72.5	22.1
Mercy Coll		IIA	PI	101.0	84.7	77.1	64.3				81.2	136.1	116.1	102.9	86.5			109.8	35.1
Mohawk Valley CC		III	PU	75.2	62.1	53.8	45.6				57.5	104.9	86.4	75.9	64.4			80.6	40.0
Molloy Coll		IIA	PI	112.9	91.7	80.7	75.8				93.1	148.1	122.0	106.9	98.7			123.0	32.1
Monroe CC		III	PU	85.7	62.1	54.8	49.4	54.5			62.9	124.4	92.8	82.5	72.2	78.8		93.2	48.0
Morrisville St Coll	3	III	PU	75.5	64.8	55.3	47.3	24.9	--		58.6	101.1	88.6	77.1	67.1	34.1		80.8	37.7
Mount Saint Mary Coll		IIB	PI	94.9	73.5	65.8	59.5				76.6	121.8	97.4	84.0	76.5			99.2	29.6
Nazareth Coll		IIA	PR	86.9	71.4	62.9	--				73.6	111.1	92.4	78.8	--			93.8	27.4
New York Institute Tech	1	IIA	PI	129.3	100.3	86.5	--				104.4	164.1	133.4	110.8	--			135.6	29.2
New York U		I	PI	205.6	120.2	115.0		55.8	95.2		130.9	272.1	159.0	152.1		73.8	126.0	173.3	32.3
Niagara County CC	4	III	PU	90.8	74.4	63.1	49.7				77.4	130.8	110.8	93.9	75.2			113.1	46.0
Orange County CC		III	PU	100.4	76.0	64.1	53.6				76.7	134.4	110.1	98.1	87.7			110.7	44.4
Pace U-New York		I	PI	129.4	100.9	79.9	--	60.1			104.6	166.2	131.2	102.8	--	78.5		134.9	28.6
Pratt Institute-Main	1	IIA	PI	95.5	89.1	77.0					89.8	127.0	119.7	104.1				120.1	33.7
Rensselaer Polytechnic Institute	4	I	PI	139.7	100.5	98.4	47.0	56.9			109.3	183.5	131.8	129.0	62.6	74.2		143.4	31.2
Rochester Institute Tech	1	I	PI	118.7	93.1	80.5	61.0	63.8			87.6	154.3	123.8	104.3	79.9	85.9		115.4	31.7
Saint John Fisher Coll	4	IIA	PI	103.2	79.8	72.7	54.6		--		79.4	130.5	101.6	90.8	70.4	--		100.2	26.2
Saint Joseph's Coll-New York		IIB	PI	105.8	76.3	67.3	65.0				78.5	138.8	97.7	87.7	82.1			101.8	29.7
Sarah Lawrence Coll	1	IIB	PI	107.7	80.7	71.4	57.0				90.8	138.8	106.5	94.8	67.3			117.4	29.4
Skidmore Coll		IIB	PI	117.7	94.8	74.1	53.8	--			92.9	153.3	127.0	98.9	88.2	--		123.8	33.3
St Francis Coll		IIB	PI	104.0	81.2	68.5		54.7			81.9	133.2	109.5	92.3		72.6		108.0	31.9
St John's U-New York		I	PI	157.2	111.8	98.3	71.4				122.5	202.7	147.3	121.5	98.4			158.4	29.2
St Lawrence U		IIB	PI	113.7	89.2	71.3	58.0				87.3	146.9	117.2	92.9	74.9			113.8	30.4
St Thomas Aquinas Coll		IIB	PI	98.0	76.1	60.3	56.7				78.1	130.1	98.7	78.0	71.8			102.3	31.0
St U New York at New Paltz	3	IIA	PU	101.7	72.1	62.5	57.9	51.9			69.7	134.8	98.0	85.2	80.6	72.2		94.7	35.8
Stella and Charles Guttman CC		III	PU	94.0	93.3	76.8	57.9	--			75.2	128.2	127.6	111.1	92.1	--		109.4	45.6
Stony Brook U	3	I	PU	150.4	103.6	88.4	63.9	65.5			109.7	191.2	136.0	115.5	87.8	87.8		142.1	29.2
Sullivan County CC		III	PU	59.2	52.7	47.1					54.4	87.7	79.5	67.2				80.6	48.1
SUNY at Albany	3	I	PU	127.1	94.4	75.7		55.4			94.8	164.1	125.3	100.9		73.8		124.8	31.5
SUNY at Binghamton	3	I	PU	132.0	95.4	77.7	55.7	54.7			93.3	170.0	125.8	103.4	77.9	75.3		122.8	31.6

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN						
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
98	96	20	0	1.1	1.3	1.5	8.9	132	77	61	0	71	80	75	3	114.0	89.2	77.4		96.3	109.5	86.6	75.6	--	88.3	
94	89	12	0	0.6	1.7	2.2	9.5	172	96	72	2	70	75	69	0	123.7	93.5	80.5	--	103.8	116.2	93.4	77.2		93.3	
76	71	4	0	0.0	1.8	2.6		101	19	13	0	56	5	10	0	143.7	100.6	68.0		126.8	129.7	106.9	68.8		116.4	
95	97	33	0	1.7	2.4	1.8	3.2	20	18	35	0	17	18	45	1	103.4	83.5	69.5		78.5	105.7	79.9	70.7	--	77.8	
83	90	16	0	1.3	2.0	1.5		150	113	50	0	149	110	70	2	116.8	90.3	74.3		97.2	110.5	92.1	75.9	--	94.3	
93	94	24	0	0.9	1.3	1.9	6.8	64	79	48	0	43	74	63	1	112.0	89.3	75.0		90.3	110.8	87.4	75.7	--	87.2	
94	83	20	0	1.7	2.6	3.1	3.0	38	32	50	3	34	34	73	6	101.7	84.6	70.0	--	78.9	100.6	83.5	69.8	57.7	76.0	
100	46	5	0	1.7	3.2	2.8	2.4	43	45	52	3	46	57	83	7	102.3	82.3	66.0	--	80.0	104.7	81.1	68.1	59.8	79.3	
91	25	0	0	0.5	0.4			9	3	0.0	0.0	13	5	0.0	6	141.1				136.0	146.2	120.9		86.6	139.2	
97	94	21	0	0.6	1.7	1.0		59	55	32	1	36	60	67	2	115.6	87.7	76.3	--	92.4	110.4	88.2	76.5	--	84.7	
92	68	32	0	0.7	1.1	1.2	2.6	32	21	18	3	20	17	29	0	115.1	85.6	75.5	--	90.1	107.5	87.5	76.3		84.4	
100	91	29	0	1.4	2.0	2.0	3.2	37	61	114	0	26	62	104	1	108.9	86.9	73.8		82.5	107.8	86.3	72.2	--	80.6	
95	94	14	0	0.6	1.4	1.9	2.4	140	98	54	3	72	88	73	1	115.5	88.6	74.3	--	95.8	108.0	89.5	76.1	--	86.9	
100	100	7	0	1.1	1.9	2.7	5.8	33	41	77	3	35	52	73	2	108.5	87.3	70.7	--	79.4	107.1	85.4	71.5	--	80.1	
100	98	3	0	2.7	4.1	3.0	2.0	6	18	26	3	7	28	34	10	90.3	76.5	58.7	--	68.2	89.9	74.4	60.2	67.4	67.7	
100	87	30	0	3.8	3.3	3.1	3.3	0.0	6	16	0.0	4	9	34	4		81.0	71.4			74.0	98.3	71.6	69.0	64.3	72.0
94	50	26	3					18	13	15	14	16	17	16	18	97.6	85.0	70.4	60.7	85.2	95.5	81.5	72.1	57.3	83.0	
96	76	11	0	2.5	2.7	2.7		30	22	54	0	22	28	48	0	107.3	83.1	71.4		83.5	103.2	80.1	71.3		80.4	
100	100	80	0	3.0	4.8	4.2	8.9	20	11	22	9	19	10	19	9	73.1	63.0	53.7	46.3	63.0	69.7	60.5	52.3	46.1	60.9	
95	86	15	0	3.1	3.3	3.7	2.2	166	129	74	0	81	105	77	3	165.7	116.4	97.3		126.3	155.1	113.1	99.4	--	111.3	
100	100	100	0	2.2	2.1	3.9	7.9	9	4	9	8	2	3	12	6	90.1	76.8	65.9	52.1	77.8	--	--	64.9	52.1	69.2	
99	98	0	0	3.9	4.0	6.9		57	25	10	0	32	22	13	0	136.1	100.0	81.9		115.3	131.7	99.3	77.4		99.8	
100	96	21	0	1.0	1.0	4.7		12	29	18	0	13	17	16	1	93.5	74.3	63.7		75.0	85.2	72.8	65.9	--	73.9	
39	0	0	0	2.9	2.9	2.9		11	5	5	0	7	6	9	0	73.5	53.0	59.1		65.2	71.8	59.7	44.7		57.4	
100	96	0	0	6.3	4.3	13.5	1.3	40	35	32	1	13	37	48	2	118.4	85.3	69.4	--	92.9	111.4	83.4	68.6	--	79.9	
96	91	0	0	2.7	3.1	3.1	12.0	129	101	42	1	74	98	51	2	153.7	107.1	89.4	--	126.5	136.8	98.0	88.9	--	108.8	
100	92	4	0	1.9	2.2	2.6	2.3	34	38	21	1	9	23	28	0	111.1	81.3	71.4	--	89.3	105.8	82.9	69.1		79.0	
93	88	0	0	2.0	2.4	2.6	3.5	62	95	108	10	39	78	98	16	102.5	81.8	67.6	65.8	80.4	99.6	78.6	66.1	62.2	76.3	
85	74	0	0	3.9	5.0	4.5	3.9	13	7	13	3	13	12	26	1	82.4	71.4	63.3	--	72.5	80.1	67.7	61.2	--	67.6	
100	100	3	0	2.3	2.8	3.1	6.1	35	33	23	8	16	27	15	11	103.5	79.7	57.1	63.8	83.1	101.3	75.6	57.8	69.0	78.1	
96	81	0	0	1.9	2.5	2.4	5.2	109	92	64	1	73	135	85	4	118.6	93.0	83.5	--	101.2	109.3	92.5	82.4	64.9	93.7	
91	91	12	0	3.6	3.6	3.6	3.6	36	34	46	3	22	24	44	3	118.1	95.8	78.2	--	95.6	110.1	88.0	82.1	--	90.5	
95	96	9	0					24	9	11	4	19	15	21	4	96.8	78.1	58.3	53.8	80.5	73.3	75.6	50.8	53.8	64.9	
89	88	25	0	2.5	2.4	2.9		13	42	30	3	14	26	38	1	124.4	87.8	82.4	--	85.3	112.9	87.4	75.6	--	78.8	
100	100	0	0	3.0	3.0	3.0	3.0	9	17	9	1	10	23	22	3	93.0	75.1	68.7	--	78.1	100.0	75.6	62.8	--	74.9	
100	63	0	0	6.1	10.3	3.2	14.5	8	11	11	0	2	16	22	4	79.6	61.0	47.4		61.0	--	63.2	51.8	37.3	57.4	
72	37	11	0	3.0	3.1	3.5	3.5	14	24	28	9	11	46	51	15	97.8	83.3	70.7	71.7	81.0	105.1	85.4	80.6	59.9	85.1	
100	100	83	11	2.8	4.0	5.1	11.0	15	23	20	22	11	7	28	14	75.4	62.9	53.5	44.8	62.9	74.8	59.7	54.0	46.8	59.9	
98	88	44	0	3.1	4.1	3.6	5.0	16	12	16	1	40	37	56	7	114.5	93.2	78.9	--	95.7	112.2	91.2	81.2	77.1	93.3	
98	97	82	5	0.1	3.1	0.6	1.0	25	46	40	16	40	52	55	25	86.9	64.4	56.0	49.8	65.9	85.0	60.0	54.0	49.1	64.3	
100	100	39	0	2.7	2.3	2.8	3.7	12	18	41	3	6	13	41	1	72.2	63.1	56.6	--	60.1	82.0	67.1	53.9	--	57.6	
100	97	0	0	1.4	6.3	3.9	1.0	13	12	8	2	12	18	15	5	100.1	72.3	62.9	--	81.0	89.2	74.3	67.3	58.7	75.9	
100	88	3	0	2.9	3.0	4.4	3.4	27	20	23	0	35	37	40	2	88.7	70.3	61.3		74.5	85.5	72.1	63.8	--	73.3	
100	91	16	0	0.1	0.1	0.1		54	52	31	1	11	41	32	2	130.6	104.4	90.8	--	111.7	122.5	95.1	82.4	--	93.8	
95	80	0	0	2.8	3.6	3.9		606	295	155	0	253	221	131	0	212.7	121.7	121.3		143.0	188.7	118.3	107.6		114.5	
100	100	100	0	2.6	1.1	1.4	7.3	28	5	7	6	31	6	7	14	92.7	74.8	64.2	49.5	85.5	89.1	74.0	61.9	49.8	82.7	
98	96	72	3	2.9	2.4	3.7	6.4	29	8	20	9	25	15	27	20	102.1	69.7	62.2	53.7	83.6	98.4	79.4	65.5	53.6	80.9	
93	84	12	0	0.3	4.0	2.6	1.0	128	54	47	0	86	57	74	3	133.1	102.7	79.5		109.2	123.9	99.3	80.2	--	99.9	
91	51	9	0	3.7	5.9	3.9		43	25	16	0	36	16	17	0	97.9	92.0	77.1		92.2	92.6	84.6	76.9		86.9	
91	96	0	0	4.7	4.5	4.7		160	65	38	3	26	35	22	5	139.2	101.9	102.0	--	114.8	142.8	97.9	92.1	48.8	97.9	
100	96	11	0	3.6	3.1	4.0		179	185	116	39	48	112	73	27	120.0	95.0	82.2	62.2	93.8	113.5	90.0	77.7	59.4	81.6	
100	85	4	0	3.3	3.1	3.0	3.0	28	35	38	6	9	53	55	3	106.5	78.5	73.7	55.5	83.9	92.8	80.6	72.1	--	77.3	
94	67	0	0		0.3	0.5		19	24	27	2	16	39	38	4	107.1	74.4	65.8	--	80.0	104.3	77.4	68.3	66.3	78.3	
100	96	0	0	2.7	5.8	4.1	3.5	25	15	8	6	27	12	6	4	107.5	82.3	69.7	57.5	93.3	107.9	78.6	73.7	56.2	95.5	
95	94	0	0	2.9	3.3	4.6		36	32	26	0	28	35	38	11	119.8	96.7	74.6		98.3	115.1	93.0	73.8	53.8	91.9	
100	96	0	0	3.0	4.2	4.5		16	10	7	0	10	16	10	0	108.1	83.1	71.8		85.9	97.3	80.0	66.1		77.8	
94	95	0	0	2.0	2.6	3.1	2.7	125	150	65	4	63	137	64	8	160.0	115.5	101.2	67.0	129.1	151.7	107.8	95.3	--	115.3	
100	100	17	0	2.8	3.1	4.5	2.7	28	31	22	5	10	45	19	12	117.2	90.9	70.5	57.4	94.5	104.0	88.0	72.2	58.3	86.1	
100	38	10	0	1.7	1.9	5.1	2.6	10	8	5	1	13	0	15	3	101.0	76.1	62.7	--	84.0	95.7		59.4	--	76.3	
100	93	5</																								

APPENDIX I

NAME	NOTES	(1)		(3)							(4)							(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).							AVG. COMPENSATION (\$1000s)							BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>New York (continued)</b>																		
SUNY at Fredonia	3	IIA	PU	90.2	68.0	59.2		44.5		70.8	121.3	92.8	80.5		64.2		96.3	36.1
SUNY at Purchase Coll		IIB	PU	96.8	76.8	59.1		--		72.3	127.4	103.2	79.7		--		96.9	33.3
SUNY Coll Agri and Tech at Cobleskill	3	III	PU	79.6	66.1	55.5	43.7	--		65.4	107.5	91.3	76.7	56.4	--		89.0	36.2
SUNY Coll at Brockport	3	IIA	PU	99.4	76.4	62.4	54.1	51.8		74.1	131.8	103.0	83.6	73.7	67.6		99.2	33.9
SUNY Coll at Cortland	3	IIA	PU	87.0	68.6	58.1	52.3	45.8	--	66.1	116.6	93.3	78.8	69.4	63.5		89.6	35.6
SUNY Coll at Genesee		IIA	PU	93.0	74.0	59.1		52.0		74.1	121.7	100.2	80.0		69.1		98.8	33.3
SUNY Coll at Old Westbury		IIB	PU	101.5	84.9	79.3	60.1	57.1		84.0	133.1	113.1	102.7	82.2	72.0		110.4	31.5
SUNY Coll at Oswego		IIA	PU	89.9	74.0	57.8	44.3	55.4		68.9	119.8	100.2	78.4	58.0	77.5		92.8	34.8
SUNY Coll at Plattsburgh	3	IIA	PU	91.2	70.1	59.2		51.1		70.9	121.5	95.1	81.0		71.6		96.1	35.5
SUNY Coll at Potsdam		IIA	PU	82.1	64.9	52.6	39.7	48.0		65.1	110.5	88.7	73.6	54.6	67.1		88.9	36.5
SUNY Coll Environ Science and Forestry	3	I	PU	102.5	82.3	64.8	57.0	49.2		84.6	136.7	109.7	88.7	79.3	68.1		113.5	34.2
SUNY Coll Tech at Alfred	3	III	PU	80.4	65.6	56.4	43.2	35.4		59.2	109.8	91.1	79.4	62.7	49.3		82.6	39.5
SUNY Coll Tech at Canton	3	III	PU	88.2	70.8	59.6	34.2	47.9		61.4	117.7	97.1	82.3	47.4	65.9		84.0	36.5
SUNY Coll Tech at Delhi	3	III	PU	75.4	62.5	54.6	47.2		--	57.5	103.2	87.3	75.1	66.4			79.6	38.3
SUNY Empire St Coll	3	IIB	PU	88.6	67.4	60.4		56.9		67.4	116.3	92.6	83.9		76.8		92.1	36.7
SUNY Institute Tech at Utica-Rome	3	IIA	PU	130.2	97.9	79.4	--	48.4		93.4	170.8	130.5	106.3	--	66.7		124.4	33.1
SUNY Maritime Coll		IIA	PU	93.8	77.9	67.9	39.5	59.1		70.8	125.8	106.6	91.6	59.9	79.7		96.2	35.8
SUNY Oneonta		IIA	PU	86.6	69.5	61.0		47.4		65.6	117.7	95.2	84.1		65.8		90.1	37.3
SUNY Westchester CC		III	PU	118.5	104.8	89.2	61.7			96.1	194.7	177.2	160.0	102.4			162.5	69.2
Syracuse U	3	I	PI	131.0	95.7	77.6	68.2	58.0	94.0	101.3	173.5	132.5	109.3	99.2	86.9	130.2	138.4	36.6
The Coll New Rochelle		IIA	PI	102.5	83.1	68.6	67.5			81.6	125.3	100.7	85.9	83.5			100.1	22.7
The New School		I	PI	147.0	100.9	79.7	57.0	65.0		96.9	182.5	131.1	105.5	75.6	80.8		125.5	29.4
Tompkins Cortland CC		III	PU	77.6	58.8	56.6	--	--		70.7	107.4	84.7	86.7	--	--		99.5	40.7
U at Buffalo	3	I	PU	137.7	94.6	82.3	61.8	64.2		102.5	177.3	125.3	107.9	82.4	87.9		133.9	30.6
U Rochester		I	PI	152.6	105.5	100.6	46.7	73.8		117.8	191.3	132.9	126.9	59.0	93.1		148.1	25.7
Union Coll		IIB	PI	126.0	92.7	77.2	67.2	71.7		99.2	166.7	125.6	102.1	88.1	95.2		132.0	33.1
Utica Coll		IIB	PI	83.8	77.1	66.7	70.7			74.0	109.4	102.7	92.3	96.3			99.6	35.5
Vassar Coll	1	IIB	PI	133.8	99.0	83.5		76.0	68.5	104.0	177.6	132.3	108.0		101.8	94.9	138.7	33.4
Yeshiva U		I	PI	166.6	93.9	92.0	60.8	51.6		114.6	187.8	115.4	110.8	88.9	61.6		136.3	18.5

North Carolina

Appalachian St U	1	IIA	PU	91.4	72.2	64.4	54.8	42.7	48.4	70.3	117.3	94.1	84.1	71.3	58.0	64.4	91.5	30.2
Barton Coll	4	IIA	PR	58.4	50.5	54.7	--	--		53.8	74.2	64.6	67.1	--	--		67.7	25.8
Belmont Abbey Coll	1	IIB	PI	64.7	52.7	50.6	--	18.6		45.7	81.1	66.7	63.5	--	24.7		57.8	26.6
Brevard Coll		IIB	PI	51.3	44.3	43.4				45.8	64.6	54.3	53.0				56.6	23.5
Campbell U		IIA	PI	119.6	85.1	82.7	46.6	--	--	86.9	150.1	107.7	101.5	59.5	--	--	108.2	23.9
Catawba Coll		IIB	PI	71.4	69.6	53.1	41.1			60.2	87.9	84.8	67.4	51.6			75.0	24.4
Chowan U	4	IIB	PI	70.8	62.0	55.5	48.0			58.9	84.9	74.6	69.0	60.0			72.0	22.1
Davidson Coll	1	IIB	PI	128.4	97.4	75.2	--	--		108.7	163.8	125.2	94.4	--	--		138.6	27.5
Duke U		I	PI	197.8	128.4	109.9				165.3	254.8	163.8	137.8				211.9	28.2
East Carolina U	4	I	PU	96.8	74.9	69.2	60.2		59.8	73.4	123.8	97.1	90.1	76.9		77.6	95.1	29.5
Elizabeth City St U	4	IIB	PU	74.3	67.0	62.0	--	61.0	--	68.0	95.4	87.9	82.3	--	81.4	--	88.9	30.6
Elon U	4	IIA	PI	112.8	81.3	70.6	49.4	66.0		81.6	142.0	103.9	90.0	65.1	84.3		103.8	27.3
Fayetteville St U	4	IIA	PU	85.0	73.0	69.7	--	58.0	--	73.2	110.1	94.9	91.0	--	75.6	--	95.2	30.0
Gardner-Webb U	1	IIA	PI	68.1	61.2	53.6	48.4			59.9	93.0	82.4	76.4	66.8			82.6	37.9
Greensboro Coll		IIB	PI	55.0	50.1	53.7	--			53.4	68.3	59.6	62.5	--			64.7	21.2
Guilford Coll		IIB	PI	71.0	56.7	52.2	44.8			58.3	91.1	75.2	67.6	60.0			76.1	30.4
Lees-McRae Coll		IIB	PR	57.4	45.8	41.7	45.9			45.5	66.8	53.6	47.7	49.7			51.9	14.2
Mars Hill U	4	IIB	PI	59.9	53.2	50.0	43.3			53.3	73.2	65.4	62.0	57.4			65.8	23.6
Meredith Coll		IIA	PI	72.0	59.4	52.7	45.6			61.5	87.3	73.2	67.3	56.7			75.9	23.4
North Carolina A & T St U	4	IIA	PU	98.6	80.9	72.5	--	51.6	62.0	80.2	126.4	104.8	94.8	--	69.5	81.7	104.0	29.7
North Carolina Central U	4	IIA	PU	98.1	77.6	67.5	57.6	49.9	53.2	70.6	126.1	101.1	88.6	76.4	67.4	71.1	92.6	31.0
North Carolina St U at Raleigh	4	I	PU	126.1	88.8	78.1		50.0	56.4	94.0	158.2	113.0	100.3		66.3	67.8	119.3	26.9
North Carolina Wesleyan Coll	4	IIB	PI	56.6	55.1	47.7	46.6			52.3	71.8	70.4	61.2	61.1			67.0	28.1
Salem Coll		IIB	PI	67.4	58.6	53.7	--		--	56.6	85.7	72.9	66.3	--			70.2	24.1
U North Carolina at Asheville	4	IIB	PU	87.8	75.7	65.4		54.5	40.7	71.6	112.9	98.1	85.7		72.5	55.2	93.3	30.2
U North Carolina at Chapel Hill	4	I	PU	150.6	101.8	87.1	--	56.6	90.4	109.0	187.2	129.6	112.0	--	74.8	114.7	137.9	26.5
U North Carolina at Charlotte	4	I	PU	114.2	82.4	77.1		49.7	69.7	79.7	144.6	106.0	99.5		66.3	89.4	102.7	28.8
U North Carolina at Greensboro	4	I	PU	106.0	76.1	69.2	--	43.6	58.8	74.6	134.8	98.5	90.2	--	59.0	77.4	96.8	29.6
U North Carolina at Pembroke	4	IIA	PU	80.8	63.4	57.8	--	48.1	56.5	62.3	104.4	83.2	76.6	--	64.4	74.6	81.9	31.5
U North Carolina School the Arts	4	IIA	PU	72.1	67.1	61.4	55.6			64.3	93.8	87.7	80.9	71.4			83.9	30.5
U North Carolina Wilmington	4	IIA	PU	94.2	72.2	64.8		48.9	--	72.3	120.7	93.9	85.0		65.7	--	94.1	30.1
Wake Forest U	4	IIA	PI	145.6	98.7	81.1	61.4	77.0	78.5	101.9	182.3	127.2	100.0	76.0	98.3	101.0	128.3	25.9
Western Carolina U		IIA	PU	93.7	70.9	60.9	42.3	--	55.5	68.9	120.2	92.5	80.3	57.6	--	73.8	90.1	30.7

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	94	4	0	3.0	2.7	2.3		49	49	25	0	29	51	21	0	93.5	67.4	59.1		73.0	84.6	68.6	59.2		68.1
100	89	0	0					19	28	33	0	14	34	45	0	97.2	76.9	59.3		74.4	96.1	76.7	59.0		70.5
100	84	6	10	2.6	2.5	2.7	2.6	24	18	16	6	13	7	15	4	79.9	66.6	55.9	45.4	69.2	78.9	65.0	55.1	41.1	65.3
100	93	3	0	2.5	2.7	2.8	1.4	38	65	48	1	19	73	69	3	102.7	79.2	64.8	--	79.7	92.9	74.0	60.8	--	69.3
100	89	11	33	3.0	3.0	3.5	4.3	43	41	33	2	29	56	33	4	88.1	70.5	58.1	--	69.6	85.5	67.1	58.2	51.9	63.5
98	99	20	0	2.7	2.7	2.9		55	48	22	0	28	33	34	0	94.5	75.1	57.3		77.0	90.0	72.5	60.2		70.4
100	95	0	20	2.6	2.3	2.0	1.9	16	28	20	2	12	34	30	3	103.7	87.5	84.9	--	88.7	98.5	82.8	75.5	--	81.5
99	93	9	0	2.7	2.6	2.6	9.5	51	47	77	4	27	44	86	5	90.4	78.4	58.4	37.2	72.6	89.1	69.3	57.4	49.9	66.0
100	93	6	0	2.5	2.9	2.7		58	54	27	0	24	45	26	0	94.2	72.3	60.8		76.7	84.0	67.4	57.6		63.9
100	100	5	18	2.9	2.6	2.6	-0.1	56	45	20	4	26	35	23	13	82.6	64.3	51.7	40.9	69.0	81.0	65.6	53.5	39.3	64.3
100	100	6	73	2.5	2.4	2.3	2.6	47	20	9	7	4	14	9	4	102.8	83.9	64.7	55.4	92.2	98.8	80.0	64.9	59.7	74.8
100	93	32	6	2.8	2.7	3.8	2.9	20	33	38	16	11	8	24	2	80.6	66.1	55.8	44.3	61.2	79.9	63.6	57.3	--	60.9
100	87	14	5	2.5	3.4	3.6	1.0	9	19	23	9	13	12	14	12	88.6	71.7	62.0	34.6	66.4	87.8	69.2	55.7	33.9	67.0
100	58	18	15	3.3	2.3	3.2	5.7	17	12	23	22	8	14	32	17	75.9	62.1	55.3	49.0	63.1	74.4	62.8	54.1	44.9	59.4
100	80	15	0	2.0	2.5	2.5		14	26	21	0	14	48	51	0	88.1	70.7	60.7		70.6	89.1	65.6	60.2		65.7
81	88	6	0	2.9	2.4	2.5	2.0	27	34	20	0	4	18	12	3	134.0	102.5	80.9		99.8	104.5	89.1	76.9	--	80.0
95	92	15	0	2.5	2.7	3.2	4.6	17	9	12	8	5	3	8	0	95.2	81.4	70.1	39.5	76.1	88.9	--	64.5		67.9
98	93	16	0	2.6	2.1	2.5		32	56	36	0	16	42	43	0	87.0	70.1	62.9		67.6	85.9	68.6	59.5		63.3
100	100	88	11	0.4	1.3	2.2	4.1	27	20	20	19	27	20	22	18	121.0	105.1	88.8	62.1	106.6	115.9	104.6	89.5	61.2	104.2
98	91	6	0	2.2	2.6	3.3	1.9	248	179	150	3	92	144	117	9	133.6	99.0	77.6	--	107.0	123.9	91.5	77.6	63.7	93.2
100	100	10	0	1.4	1.4	3.2	2.0	4	8	5	2	12	18	15	6	108.7	83.5	67.0	--	84.6	100.4	82.9	69.1	68.4	83.0
84	40	7	0	2.2	3.6	5.1	6.4	32	80	85	2	25	54	86	2	150.5	101.9	79.3	--	99.0	142.6	99.5	80.1	--	95.4
100	100	14	0	2.8	5.8	4.9	3.0	20	4	2	1	20	9	5	0	80.2	58.3	--	--	75.0	75.0	59.1	56.8		68.1
95	81	0	0	3.2	2.7	2.8	4.6	275	214	211	4	87	157	167	5	142.4	97.2	87.6	56.0	110.9	122.8	91.2	75.4	66.4	89.6
100	88	0	0	3.9	4.8	2.3	3.8	197	91	76	3	54	46	34	2	156.5	107.7	101.9	--	126.3	138.6	101.3	97.8	--	100.5
100	100	0	0	3.1	4.0	5.1	0.7	53	33	16	9	27	29	15	8	129.5	94.9	79.9	71.7	107.5	119.0	90.3	74.4	62.1	94.5
100	78	18	0					17	29	17	12	8	21	23	19	85.3	79.4	70.2	73.6	78.5	80.6	73.9	64.1	68.8	70.6
100	100	0	0	3.4	3.5	4.2		50	54	14	0	46	42	16	0	141.1	101.1	83.6		106.8	125.8	96.3	83.4		100.8
84	75	8	0	2.5	1.7	0.4	0.4	84	43	34	30	24	33	29	14	166.7	100.8	91.6	62.7	132.7	166.1	85.0	92.4	56.7	108.1
100	96	0	0	2.3	3.3	1.1	0.5	184	118	84	7	105	118	107	3	94.7	71.6	65.8	54.2	74.5	85.8	72.9	63.2	--	66.0
100	75	8	0	5.6	4.2	1.7	2.6	9	13	11	1	9	11	14	0	60.6	47.9	55.9	--	54.0	56.2	53.6	53.7		54.0
100	93	0	0		0.3	2.1	4.3	6	11	12	1	3	16	7	1	63.2	54.1	51.7	--	47.9	--	51.7	48.7	--	43.9
100	91	0	0	1.0	1.1	1.1		7	13	8	0	6	9	7	0	52.4	43.9	44.5		46.2	49.9	44.8	42.2		45.3
73	26	4	0	5.7	7.0	21.0	8.2	23	53	45	8	10	29	48	4	120.6	90.6	83.5	47.3	93.4	117.3	75.2	82.0	45.1	83.3
90	81	13	0	6.6	6.3	9.1	6.6	13	11	19	2	7	10	21	5	72.9	67.8	54.0	--	63.2	68.8	71.6	52.2	39.5	60.4
100	59	4	0	4.1	4.1	3.8	3.7	4	14	15	4	5	8	11	4	66.4	61.9	56.9	52.5	60.2	74.4	62.2	53.7	43.6	60.8
100	100	0	0	2.0	3.6	4.9	2.5	65	16	22	0	33	17	19	1	131.2	95.3	75.7		113.8	122.8	99.4	74.6	--	102.2
100	89	0	0	3.3	4.5	4.2		376	116	92	0	118	82	66	0	199.6	133.4	119.1		173.8	192.0	121.4	97.0		146.7
99	99	2	0	1.3	0.9	1.7	3.7	168	231	92	2	59	198	124	2	97.1	76.1	72.1	--	78.3	95.9	73.5	67.0	--	68.2
78	75	0	0					29	16	10	0	8	12	13	2	74.7	66.0	64.0		70.1	72.5	68.3	60.5	--	65.5
95	87	0	0	4.8	3.4	3.4	1.4	49	82	59	6	31	75	78	4	117.1	81.7	71.6	50.0	85.8	105.9	80.9	69.8	48.5	78.9
92	84	9	0	-1.2	1.0	1.6		42	50	26	0	23	42	40	3	82.3	72.7	69.5		73.7	90.0	73.4	69.8	--	73.2
88	42	2	0	3.3	4.6	3.9	3.1	43	18	19	5	21	15	31	17	69.8	61.6	54.0	45.0	64.2	64.6	60.7	53.4	49.4	58.5
50	33	0	0					15	2	6	2	7	4	5	0	55.2		52.1	--	53.7	54.4	51.5	55.6		54.1
94	97	38	0	2.5	3.4	3.0	1.0	25	14	8	6	9	15	21	9	72.0	58.4	56.0	43.3	65.2	68.0	55.1	50.8	45.7	55.7
0	0	0	0	8.4	4.2	4.5	2.4	5	5	11	2	1	5	10	6	57.1	48.4	37.4	--	44.7	--	43.3	46.3	43.4	46.1
96	86	6	0	1.4	2.0	2.3	0.4	14	9	16	3	10	12	18	2	60.6	52.8	51.5	--	55.1	59.0	53.4	48.8	--	52.7
92	93	6	0	0.8	0.4	2.0	2.0	14	14	7	1	34	26	28	6	71.2	62.0	50.4	--	63.4	72.4	58.1	53.3	48.2	62.1
99	93	6	0	1.0	1.7	0.4	14.7	79	99	42	1	25	64	37	0	98.7	80.1	76.1	--	83.5	98.4	82.2	68.4		75.4
94	90	13	0	0.6	1.1	1.3	2.3	33	68	40	3	21	56	53	4	100.3	79.9	66.1	--	74.3	94.5	74.7	68.5	59.6	67.7
98	81	0	0	2.9	3.9	3.6		404	248	177	0	98	166	156	0	127.8	89.7	82.2		101.6	118.9	87.5	73.5		80.9
100	100	20	0	3.0	4.7	4.0	3.5	5	11	8	3	5	11	7	3	55.3	54.1	45.0	--	51.3	57.9	56.1	50.7	--	54.9
100	82	3	0	2.0	2.5	2.2	2.0	1	6	6	0	6	11	26	2	--	56.7	54.4		57.1	66.1	59.6	53.6	--	56.9
100	96	2	0	3.2	5.3	5.6		41	26	26	0	20	30	24	0	89.1	76.8	65.8		73.5	84.9	74.7	64.9		69.3
96	84	0	0	2.8	3.2	3.5	0.2	351	196	155	1	152	155	170	2	157.5	103.9	93.0	--	120.7	134.6	99.2	81.7	--	94.3
100	97	1	0	1.7	1.7	1.9		156	186	84	0	53	138	95	0	118.0	85.2	81.5		88.8	102.9	78.5	73.1		69.5
98	94	1	0	0.9	1.3	1.4	0.4	111	121	35	1	69	127	78	2	107.5	79.5	75.2	--	82.0	103.5	72.8	66.6	--	68.8
95	93	13	0	1.8	3.6	2.5	2.2	47	36	29	1	13	44	46	1	82.8	64.6	58.0	--	66.9	73.5	62.4	57.7	--	58.2
0	0	0	0		1.6	1.5	3.7	16	34	24	10	3	22	13	13	72.5	68.9	63.3	55.5	67.9	--	64.4	58.0	55.7	62.6
99	96	3	0	1.5	3.1	2.5		125	101	54	0	56	93</												

APPENDIX I

NAME	NOTES	(1)		(3)								(4)						(5)
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>North Carolina (continued)</b>																		
Winston-Salem St U	4	IIA	PU	95.6	75.4	66.4	61.9	60.4	--	74.6	122.5	97.9	87.3	82.1	80.4	--	97.1	30.2
<b>North Dakota</b>																		
Bismarck St Coll	4	III	PU	74.6	57.1	49.9	--			54.4	104.1	82.4	72.3	--			78.5	44.4
Lake Region St Coll		III	PU	55.6	59.0	66.9	55.1			57.7	84.9	80.7	94.7	78.2			81.9	40.9
Mayville St U		IIB	PU	61.7	58.8	51.9	44.2			53.6	88.5	84.9	76.1	66.7			78.3	46.1
Minot St U		IIA	PU	83.2	68.9	58.6	49.2			64.0	114.5	97.2	84.4	72.9			91.1	42.3
North Dakota St U-Main	1	I	PU	109.1	84.5	69.7	50.0	47.4		80.5	143.1	113.7	94.3	74.2	68.0		108.2	34.4
U North Dakota		I	PU	112.7	89.9	76.2	52.9		50.4	86.1	145.2	119.3	101.6	72.8		73.4	114.0	32.3
Valley City St U	4	IIB	PU	70.7	61.4	51.0	44.1			53.7	98.1	87.3	72.9	63.7			76.6	42.5
<b>Ohio</b>																		
Ashland U	4	IIA	PI	71.6	62.8	59.6	48.0			62.5	89.8	78.9	77.0	62.6			79.2	26.7
Baldwin Wallace U		IIB	PI	80.4	72.8	59.7	--			72.2	104.6	96.0	78.7	--			94.6	31.1
Bowling Green St U-Firelands	4	III	PU	--	71.6	53.0	50.9	61.5		61.2	--	92.2	72.0	67.7	82.6		81.4	33.0
Bowling Green St U-Main	4	I	PU	104.7	79.9	68.6	49.8	57.3		76.0	131.8	102.7	88.8	66.3	77.8		98.2	29.2
Capital U		IIA	PR	101.3	69.0	57.6	60.5			77.8	133.5	103.2	81.3	83.0			107.4	38.0
Case Western Reserve U		I	PI	141.1	98.6	87.5	66.9			109.2	177.0	127.5	110.6	88.9			138.8	27.1
Cleveland St U	4	I	PU	105.4	78.7	73.6	63.3	60.3		80.8	134.9	101.3	92.7	74.4	79.4		103.5	28.2
Coll Mount St Joseph	4	IIA	PI	78.0	68.1	57.2	44.3			62.6	98.2	86.4	72.3	52.8			78.8	25.8
Defiance Coll		IIB	PI	58.2	51.6	49.1				51.6	80.3	65.7	64.4				68.1	31.9
Denison U		IIB	PI	111.7	79.1	65.2	62.0			80.6	149.0	107.6	87.8	78.2			108.3	34.3
Franciscan U Steubenville		IIA	PI	79.7	67.4	55.0	44.2			68.0	117.3	97.2	79.5	61.6			99.1	45.1
Hiram Coll		IIB	PI	63.8	54.1	49.7	45.7	--		54.9	78.6	68.5	61.6	61.9	--		68.7	25.3
John Carroll U		IIA	PI	93.2	70.6	69.3	62.0			78.4	122.6	97.4	96.7	78.6			106.0	35.3
Kent St U at Ashtabula	4	III	PU	--	72.1	63.8		51.8		59.8	--	99.5	86.4		73.9		83.5	39.7
Kent St U at East Liverpool	4	III	PU		73.8	64.0		51.9		58.2		98.0	91.7		73.2		81.1	39.3
Kent St U at Geauga	4	III	PU	--	78.9	--		51.1		57.2	--	106.4	--		74.5		81.9	43.2
Kent St U at Kent	4	I	PU	111.7	85.2	73.2		56.2		77.9	143.4	112.8	98.2		79.0		104.3	34.0
Kent St U at Salem	4	III	PU	96.0	72.9	64.6		56.7		64.0	123.9	97.1	87.0		81.1		88.5	38.2
Kent St U at Stark	4	III	PU	99.4	73.8	57.3		52.3		62.6	129.2	100.8	80.4		73.7		86.8	38.7
Kent St U at Trumbull	4	III	PU	97.4	78.4	61.2		52.6		66.5	126.1	106.5	86.3		77.2		92.9	39.9
Kent St U at Tuscarawas		III	PU	100.9	71.5	59.1		51.5		63.1	132.0	96.1	84.3		73.2		87.1	38.1
Kenyon Coll		IIB	PI	100.6	79.7	65.6	--			86.2	135.4	109.1	88.5	--			116.6	35.3
Lorain County CC		III	PU	84.9	70.3	62.1	54.1			70.1								
Lourdes U		IIB	PI	66.6	56.6	50.2	45.0			53.5								
Malone U		IIA	PI	66.6	57.7	48.4	42.1			56.5	91.8	75.8	73.2	53.5			77.7	37.5
Marietta Coll	3	IIB	PI	71.3	62.5	53.6	40.8			60.5	95.7	82.8	72.7	57.9			81.2	34.7
Miami U-Hamilton		IIB	PU	103.8	70.8	60.0	36.5	45.8	41.2	62.4	145.8	99.5	84.3	51.3	64.4	57.9	87.6	40.5
Miami U-Middletown		IIB	PU	92.1	75.1	58.1	--	48.3	40.5	62.7	129.3	105.5	81.7	--	67.8	57.4	88.2	40.6
Miami U-Oxford		I	PU	116.3	86.1	86.2	42.2	55.5	47.1	79.7	163.4	121.0	121.2	59.4	78.0	66.3	112.0	40.5
Muskingum U		IIB	PI	84.0	66.8	57.3	--			70.4	108.3	92.2	76.9	--			94.2	33.8
Oberlin Coll		IIB	PP	126.4	95.3	70.1	55.6			100.6	164.4	124.5	89.6	67.9			130.6	29.8
Ohio Northern U		IIB	PI	97.7	76.2	70.7	51.9			78.3	124.0	99.1	92.8	70.9			101.5	29.6
Ohio St U Agricultural Technical Institute	4	IIB	PU	--	71.2	65.5				75.7	--	95.8	88.2				100.8	33.1
Ohio St U-Lima	4	IIB	PU	105.8	71.3	61.3				80.4	135.5	94.9	85.0				106.0	31.9
Ohio St U-Main	4	I	PU	145.5	98.0	86.0	--			115.7	181.1	126.3	112.1	--			146.6	26.8
Ohio St U-Mansfield	4	IIB	PU	90.1	71.9	60.9				73.5	116.2	96.7	83.0				98.1	33.5
Ohio St U-Marion	4	IIB	PU	93.1	75.0	66.0				74.5	121.5	100.3	88.8				99.4	33.3
Ohio St U-Newark	4	IIB	PU	91.4	80.9	72.2				79.4	117.7	106.1	96.1				104.3	31.4
Ohio U-Chillicothe		III	PU	--	75.9	61.1				71.9	--	103.9	86.9				99.3	38.1
Ohio U-Eastern		III	PU		75.1	66.5				72.8		102.9	93.0				100.3	37.8
Ohio U-Lancaster		III	PU	--	73.9	59.5				72.3	--	101.6	85.1				99.8	37.9
Ohio U-Main		I	PU	112.8	84.2	74.7				90.3	146.2	113.4	102.5				120.4	33.3
Ohio U-Southern		III	PU		73.0	59.2				68.7		100.6	84.7				95.6	39.2
Ohio U-Zanesville		III	PU	88.4	72.5	59.5				71.4	118.2	99.9	85.1				98.7	38.3
Ohio Wesleyan U	1	IIB	PI	90.9	67.0	56.3				75.8	122.3	91.4	73.9				101.8	34.4
Otterbein U		IIB	PI	79.3	63.4	59.4	59.7			66.8	101.2	80.3	77.0	74.7			85.3	26.7
Sinclair CC		III	PU	76.0	59.7	52.4	44.2			66.2	99.7	78.3	68.8	58.0			86.9	31.3
Terra St CC		III	PU	--	55.2	53.4	47.0	45.4		52.8	--	80.4	73.2	64.3	64.0		73.8	39.8
The Coll Wooster		IIB	PI	95.2	73.4	63.2	55.0			75.6	129.9	96.9	84.5	69.8			100.9	33.5
The U Findlay		IIA	PI	89.6	82.9	68.1	60.0			73.4	115.3	109.2	87.2	77.6			95.0	29.4
Tiffin U		IIB	PI	72.9	63.9	56.8	48.6			61.1	93.4	83.3	76.5	65.2			80.5	31.7

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
95	96	1	0	-0.8	1.0	2.6	2.8	40	56	24	10	26	56	55	29	93.9	77.1	63.5	59.2	79.1	98.2	73.6	67.6	62.8	74.0	
100	100	2	0	3.0	3.6	4.2	3.0	4	36	40	1	2	28	21	1	79.7	59.1	50.4	--	55.8	--	54.6	48.8	--	52.6	
125	67	43	0	11.0	5.9	5.5	3.7	3	1	4	9	1	5	3	15	--		70.4	57.4	62.0	--	57.6	--	53.7	60.9	
100	67	37	0	4.1	4.0	5.0	3.3	8	7	7	4	1	5	12	7	61.8	56.1	51.7	44.5	56.8	--	62.6	52.0	44.0	55.5	
100	88	41	0	3.2	3.6	4.0	4.5	24	15	36	5	12	17	30	28	85.3	68.5	55.6	43.6	67.7	78.9	69.2	62.2	50.2	67.6	
99	85	1	0	3.2	3.3	4.4	5.3	142	119	115	3	23	82	111	1	110.8	86.5	71.9	--	88.3	98.2	81.6	67.3	--	69.5	
97	82	4	2					114	133	91	21	52	93	91	45	113.7	92.8	77.3	53.6	93.2	110.4	85.9	75.1	52.6	84.7	
100	94	36	7	0.6	5.8	5.2	5.9	3	11	18	4	4	5	21	10	--	62.9	52.4	46.8	57.8	70.0	58.0	49.7	43.1	53.8	
100	95	16	0	0.5	0.7	1.7	0.4	45	37	21	7	18	37	22	26	71.4	62.4	63.6	44.3	66.6	72.0	63.2	55.8	49.0	63.2	
94	56	4	0	3.5	3.7	4.5	2.0	50	37	20	0	33	25	34	2	81.2	76.3	57.4		75.1	79.1	67.6	61.0	--	69.3	
100	100	0	0	4.5	4.0	6.4	3.7	3	3	9	1	0	8	2	10	--		53.0	--	64.0		72.7	--	50.7	64.3	
100	100	1	0	3.9	4.8	5.6	6.9	106	100	53	46	52	105	54	41	106.4	82.5	72.2	50.6	85.5	101.1	77.4	65.1	49.0	73.8	
98	86	4	3	2.0	2.0	2.0	2.0	40	19	9	13	20	25	14	19	108.5	71.0	53.1	57.3	90.7	87.0	67.4	60.6	62.7	72.5	
91	76	0	0	2.1	3.4	4.6	4.7	203	107	59	24	61	74	76	61	143.6	102.2	92.8	76.3	123.5	132.7	93.6	83.4	63.2	101.2	
100	98	0	0	5.5	6.9	4.3	0.9	86	118	51	5	39	79	56	3	106.3	81.0	77.1	64.5	85.1	103.6	75.3	70.5	--	75.6	
100	71	0	0	16.0	7.8	35.1	38.6	9	12	10	5	8	23	26	9	76.1	66.4	56.9	50.0	66.1	80.1	69.0	57.3	41.1	65.2	
100	89	5	0					4	7	8	0	4	2	13	0	60.0	51.7	50.2		52.8	56.4	--	48.3		50.3	
96	98	0	0	2.5	1.9	3.2	10.1	31	47	30	8	14	43	31	9	112.7	81.5	66.1	61.5	86.2	109.6	76.6	64.3	62.3	77.5	
94	54	24	0	3.6	3.6	4.9	2.6	40	22	24	3	13	2	10	4	79.9	68.1	54.6	--	69.8	79.2	--	56.0	46.2	68.3	
96	96	0	0	0.2	1.1	2.1	1.0	9	15	7	3	14	13	14	3	64.7	55.2	49.1	--	56.6	63.2	52.8	50.0	--	54.9	
100	99	26	0	1.7	2.9	3.3	5.4	44	40	17	0	22	28	25	4	97.6	73.0	72.7		83.7	84.4	67.1	67.0	62.0	72.2	
100	100	25	0	5.0	1.6			2	6	2	0	0	6	2	0	--	72.9	--			67.7	71.4	--		55.0	
0	100	50	0		1.9	1.5		0	4	1	0	0	1	3	0		73.7	--			62.0	--	--		54.8	
100	100	0	0	2.8	0.5	3.3		2	1	0.0	0.0	0	5	2	0	--					68.3	78.6	--		54.2	
100	97	7	0	1.2	2.1	2.0		138	133	79	0	47	147	90	0	115.0	86.0	77.5		86.2	102.1	84.4	69.5		70.3	
100	100	50	0	0.7	3.8	1.9		4	3	2	0	0	2	4	0	96.0		--			72.2	--	63.8		58.9	
100	100	27	0	4.3	2.5	2.0		4	18	15	0	2	15	15	0	94.2	73.0	58.8		65.2	--	74.7	55.7		60.5	
100	100	50	0	3.2	1.6	1.9		2	13	2	0	2	6	4	0	--	80.0	--			72.5	--	75.1	63.5		60.9
100	100	11	0	2.3	2.7	3.8		4	7	5	0	0	7	4	0	100.9	70.3	58.0		65.7		72.6	60.5		60.2	
100	100	0	0	2.1	3.8	3.5	2.0	47	22	20	0	28	26	16	1	102.3	81.1	66.9		89.1	97.8	78.5	63.9	--	82.9	
100	100	74	14	3.7	4.5	4.4	3.8	17	21	10	4	18	21	13	17	87.4	73.2	65.1	65.3	76.5	82.5	67.3	59.9	51.4	70.7	
0	0	0	0					2	6	15	3	6	16	17	5	--	56.7	50.7	--	53.6	66.7	56.5	49.8	45.0	55.1	
100	75	0	0	1.1	1.2	3.7	1.5	21	11	10	2	11	13	10	11	66.4	57.4	48.6	--	59.8	66.9	58.1	48.1	42.3	58.0	
100	80	0	0		1.7	0.6	0.3	16	25	12	3	12	16	13	8	72.2	63.9	55.2	--	64.5	70.1	60.2	52.2	42.2	60.6	
100	93	0	0	3.0	4.6	4.1	2.1	7	12	9	3	5	18	9	7	102.2	71.6	61.2	--	68.1	105.9	70.3	58.8	36.2	63.3	
100	100	8	0	3.0	5.8	3.6	7.1	8	7	5	1	4	4	8	2	92.7	76.5	59.3	--	67.9	90.8	72.6	57.4	--	59.9	
100	97	2	0	5.2	5.4	5.2	4.3	146	122	98	41	77	104	60	46	121.4	90.3	92.2	44.8	90.7	106.8	81.3	76.5	39.9	74.1	
90	72	22	0					20	25	6	0	10	18	12	1	85.9	67.6	58.0		73.7	80.1	65.6	57.0	--	66.6	
97	92	0	0					75	59	34	3	40	48	37	2	129.4	99.7	72.7	--	107.5	120.8	89.9	67.7	--	93.2	
98	89	5	0					41	44	38	1	10	28	41	8	96.2	73.9	69.6	--	80.0	103.8	79.8	71.9	51.7	78.7	
100	100	25	0	1.8	2.1	2.0		2	5	7	0	1	5	1	0	--	69.8	65.9		77.3	--	72.6	--		72.5	
100	100	0	0	2.2	2.5	2.8		9	9	3	0	2	7	4	0	113.1	73.4	--		88.6	--	68.5	61.7		67.1	
97	88	1	0	3.3	3.5	3.7	3.5	693	433	252	0	259	308	257	3	150.7	101.1	90.5		124.1	131.6	93.5	81.5	--	101.7	
100	96	0	0	1.9	1.9	4.4		6	11	2	0	1	14	4	0	85.4	71.7	--		75.1	--	72.0	59.9		71.9	
100	100	0	0	2.2	2.0	3.2		4	11	4	0	1	7	8	0	91.6	77.3	66.7		78.1	--	71.5	65.6		70.3	
100	100	0	0	2.7	2.7	3.1		3	19	11	0	2	11	4	0	--	81.6	71.3		79.1	--	79.7	74.8		79.9	
100	100	14	0	3.1	2.9	5.7		0.0	7	5	0.0	1	8	2	0		75.8	59.5		69.0	--	76.1	--		75.1	
0	100	50	0		3.1	3.1		0	8	2	0	0	3	2	0		73.8	--			73.9	--	--		70.4	
100	94	0	0	3.2	3.3	6.9		2	9	1	0	1	7	5	0	--	72.7	--			74.1	--	75.4	59.6		70.7
100	96	2	0	3.2	3.8	5.2		146	196	92	0	51	113	73	0	115.9	85.3	77.8		94.0	103.8	82.3	70.8		83.4	
0	100	0	0		3.3	11.3		0	4	2	0	0	9	4	0		76.6	--			70.1	--	71.5	60.2		68.0
100	100	11	0	3.9	3.4	5.8		4	6	4	0	1	13	5	0	87.2	71.2	60.1		72.6	--	73.1	59.1		70.4	
100	72	0	0	0.2	0.5	1.8		45	21	17	0	20	18	16	0	91.3	67.8	56.9		78.3	90.1	66.1	55.6		71.9	
91	95	2	8	2.7	3.5	3.2	2.2	34	20	17	7	20	38	24	17	80.4	64.2	57.7	61.9	70.4	77.3	62.9	60.7	58.8	65.8	
10																										

APPENDIX I

NAME	NOTES	(1)		(3)								(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
<b>Ohio (continued)</b>																			
U Akron Main	4	I	PU	112.2	83.2	70.1	55.1	41.5			80.9	144.2	109.1	93.2	74.0	57.6		106.1	31.1
U Akron Wayne Coll	4	III	PU	86.2	68.1	52.1		--		69.5	112.6	88.8	76.1		--			92.4	33.0
U Cincinnati-Blue Ash Coll	1	III	PU	87.1	72.0	55.0	46.2			64.9	116.6	96.5	73.6	61.6				86.8	33.8
U Cincinnati-Clermont Coll	1	III	PU	90.0	68.2	56.6	52.0			68.1	120.9	91.5	76.4	71.1				91.4	34.2
U Cincinnati-Main	1	I	PU	119.1	81.9	72.0	40.0			86.1	159.0	109.4	96.5	54.0				115.1	33.7
U Toledo		I	PU	117.2	92.6	82.8	65.5	55.7	51.1	86.8	156.9	125.5	111.4	90.1	78.6	67.5		117.3	33.8
Ursuline Coll		IIB	PI	72.6	62.5	54.4	51.8			60.4	85.6	76.5	68.7	64.9				73.5	21.9
Walsh U		IIB	PI	77.5	64.0	54.4	--		--	63.4	100.1	86.4	72.7	--		--		84.1	32.4
Wright St U-Lake		III	PU	93.2	75.1	61.2	59.4	43.5		62.6	125.6	100.5	82.2	73.7	62.7			84.7	35.2
Xavier U		IIA	PI	101.7	84.1	73.9	47.1	57.4	61.6	78.2	132.6	111.2	93.9	66.3	76.9	80.4		102.4	31.0
Youngstown St U		IIA	PU	88.3	73.0	61.0	49.5			72.2	120.6	101.2	83.7	67.9				99.3	36.5

Oklahoma

Oklahoma Panhandle St U	1	IIB	PU	42.5	48.0	43.5	35.9	--		40.8	56.1	63.9	56.9	49.5	--			51.4	33.8
Oklahoma St U-Main	4	I	PU	109.8	82.2	78.9	--	45.7		83.4	145.4	107.8	101.7	--	58.2			109.1	30.9
Oklahoma St U-Oklahoma City	1	III	PU	62.3	51.9	47.1	41.8	--		49.5	83.9	72.0	63.3	57.1	--			67.9	37.0
Southeastern Oklahoma St U		IIA	PU	78.1	62.9	59.1	40.3			65.3	123.4	102.9	94.7	67.2				104.8	60.4
Southwestern Oklahoma St U	4	IIA	PU	83.4	66.4	56.2	47.7			60.0	114.7	92.2	79.2	68.6				84.2	40.5
U Central Oklahoma		IIA	PU	86.2	75.2	61.2	48.2	35.1		67.4	103.7	91.2	74.1	59.0	43.1			81.5	21.0
U Oklahoma-Norman	4	I	PU	119.5	81.7	71.7	42.2	45.4		86.6	156.3	106.1	92.8	56.8	60.4			113.0	30.5
U Science and Arts Oklahoma		IIB	PU	62.0	52.5	47.0	41.4			51.8	76.6	65.8	59.6	53.3				65.0	25.6
U Tulsa		IIA	PI	124.2	85.5	82.5	56.8		--	96.5	164.4	113.7	107.6	76.8		--		127.5	32.2

Oregon

Central Oregon CC		III	PU	76.8	65.7	50.2	45.3		49.3	60.0	107.7	96.5	81.0	76.1		80.1		90.9	51.4
George Fox U		IIA	PI	80.5	73.9	58.8		--		69.6	107.9	101.2	78.0		--			93.6	34.4
Linfield Coll-McMinnville	15	IIB	PI	88.1	68.4	58.8	59.7			72.3	127.7	97.9	90.0	82.6				105.1	45.3
Oregon St U	4	I	PU	115.1	89.2	79.5	49.8			83.4	164.9	128.6	111.1	77.4				120.6	44.4
Portland St U	4	I	PU	106.7	81.6	69.2	53.2			80.1	148.8	113.7	95.6	78.0				112.2	40.1
Reed Coll		IIB	PI	117.1	85.9	73.3	76.8			98.4	151.7	110.9	95.4	96.9				127.3	29.4
U Oregon	4	I	PU	127.5	91.5	84.3	52.4	71.7	41.6	88.0	177.9	130.2	117.0	80.7	105.4	64.3		125.6	42.7
U Portland		IIA	PI	89.2	76.9	66.3	54.0	45.9		71.0	124.5	107.5	89.6	76.5	71.8			98.2	43.4
Willamette U		IIA	PI	116.1	84.1	65.6	53.9			87.6	155.3	110.2	87.5	80.0				117.0	33.7

Pennsylvania

Albright Coll		IIB	PI	81.3	69.2	60.1	52.7			66.3	105.3	90.7	79.9	69.8				87.1	31.3
Allegheny Coll	1	IIB	PI	99.6	72.7	63.5	53.5			75.2	132.9	99.9	85.2	72.0				101.3	34.8
Alvernia U		IIB	PI	79.7	68.9	57.1	47.7			61.3	99.9	90.1	72.9	58.8				78.4	28.0
Bryn Mawr Coll		IIA	PI	131.7	92.7	74.8	66.1	71.3		99.4	171.6	121.7	98.5	86.1	96.5			130.5	31.3
Bucknell U		IIB	PI	121.3	96.9	82.6	64.0			98.5	159.8	126.9	108.1	86.0				129.3	31.3
Butler County CC		III	PU	73.8	66.4	56.4	47.0			60.8	103.8	92.2	80.1	67.0				85.7	41.0
Cairn U-Langhorne		IIB	PI	62.2	58.0	49.4	--			56.9	84.6	76.3	67.4	--				76.6	34.6
Carnegie Mellon U	4	I	PI	152.9	105.1	99.6			73.0	123.1	185.5	129.8	121.9		90.1			150.3	22.1
Cedar Crest Coll		IIB	PI	82.3	69.5	56.9	48.7		--	65.7	99.2	83.2	70.8	53.7		--		79.0	20.3
Chatham U	4	IIA	PI	80.2	68.9	58.8				63.7	112.3	97.1	75.8					85.0	33.5
Delaware Valley U		IIB	PI	84.5	71.8	62.2	56.8	57.2		67.8									
DeSales U	4	IIA	PI	82.1	71.4	67.1	53.2			68.7	111.3	98.1	89.5	67.8				92.3	34.5
Dickinson Coll		IIB	PI	114.7	86.9	70.0	56.6			85.5	143.8	112.9	88.2	71.2				109.0	27.4
Drexel U	4	I	PI	152.9	114.4	101.0	72.8			100.1	190.5	144.9	126.0	96.3				127.8	27.7
Duquesne U	4	I	PI	115.6	86.5	71.6	56.6			84.9	144.2	112.4	92.3	74.0				108.9	28.3
Eastern U		IIA	PI	76.7	62.2	51.0	48.0	49.0	31.3	59.1	98.4	83.2	66.4	65.6	65.8	41.6		77.9	31.7
Elizabethtown Coll	1	IIB	PI	92.1	75.6	62.3	--	61.2		76.0	129.3	102.7	80.4	--	81.9			103.4	36.1
Franklin and Marshall Coll		IIB	PI	116.8	86.0	73.7	65.7			88.4	160.4	121.0	100.7	90.5				122.1	38.1
Gannon U		IIA	PI	98.1	75.2	68.6	55.3			71.2	132.6	100.3	90.5	75.6				95.2	33.7
Geneva Coll		IIB	PI	66.0	59.3	48.8	--			59.9	88.8	83.5	65.7	--				82.0	36.7
Gettysburg Coll		IIB	PI	113.0	86.3	70.4				87.4	154.0	115.5	94.2					117.7	34.6
Gwynedd Mercy U		IIB	PP	95.9	68.3	62.1	40.2			62.4	114.9	87.3	78.0	53.1				78.8	26.2
Haverford Coll		IIB	PI	125.9	95.7	76.7	83.0			97.8	168.9	137.1	108.4	116.9				136.1	39.2
Holy Family U		IIA	PI	94.5	73.5	67.8	73.2			75.6	109.8	86.2	79.4	80.4				87.6	15.9
Immaculata U	4	IIA	PI	58.5	47.5	46.9	42.4			51.1	78.5	67.5	72.9	63.6				72.8	42.3
Juniata Coll		IIB	PI	89.3	66.4	60.5	--			76.8	119.1	90.3	83.6	--				103.4	34.6
King's Coll		IIB	PR	88.4	68.1	55.0	42.4			69.1	114.2	88.6	71.2	62.2				89.9	30.0

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
98	93	0	0	0.4	0.6	0.4	0.7	170	119	71	24	61	87	60	59	117.4	86.4	72.0	52.3	91.6	98.0	78.8	67.8	56.3	72.5
100	100	0	0		2.7			4	6	2	0	3	4	3	0	91.1	70.3	--		74.2	--	64.8	--		64.3
93	87	4	0	4.7	6.1	7.2	7.2	7	18	30	7	21	37	48	6	89.8	74.4	56.1	46.0	66.4	86.2	70.9	54.4	46.3	66.4
86	75	26	0	5.2	5.4	7.7	6.2	12	16	14	3	10	16	21	2	92.7	69.2	54.7	--	71.1	86.6	67.2	57.8	--	67.1
89	72	3	0	3.3	4.3	4.0	3.5	268	203	187	34	112	195	203	83	124.3	85.6	76.0	41.4	98.6	106.6	78.1	68.4	39.4	80.5
95	86	11	4					139	141	75	3	57	86	60	21	117.8	93.7	84.6	--	93.1	115.8	90.7	80.6	65.6	79.9
100	77	5	0					5	1	4	0	13	12	17	14	74.3		56.6		66.4	71.9	62.1	53.9	51.8	61.8
94	70	0	0	10.4	3.5	1.9	4.6	14	24	17	1	17	29	26	0	75.8	64.4	54.2	--	63.8	78.9	63.7	54.6		63.3
100	89	13	0	4.9	3.1	4.3	3.6	4	9	3	2	0	5	2	2	93.2	75.1	--	--	71.6		61.1	--		50.5
100	98	5	0	2.1	2.4	3.6	2.0	38	62	28	10	26	51	51	19	102.5	85.5	79.1	47.6	84.7	100.5	82.5	71.0	46.9	77.8
100	98	9	0	1.7	1.6	2.1	4.0	86	73	51	13	42	49	74	20	90.6	73.4	63.1	54.6	77.9	83.6	72.5	59.6	46.1	69.5
89	18	0	0	2.1		2.5		6	9	7	8	3	2	13	8	42.8	46.7	42.8	34.2	42.2	--	--	43.8	37.6	43.1
100	98	0	100	3.9	3.6	4.0	1.6	244	189	163	0	65	118	93	2	111.7	85.9	81.5		89.7	102.3	76.2	74.1	--	71.7
100	100	0	4		0.6	2.5	3.3	6	12	3	9	5	21	7	16	62.5	50.7	--	41.8	53.8	62.0	52.6	46.8	41.9	52.3
100	93	10	0		0.3	0.5		38	15	18	6	17	14	11	12	81.6	66.7	61.2	38.9	73.2	70.3	58.8	55.7	41.0	62.6
100	83	11	6	6.2	6.2	4.7	4.8	21	22	27	26	12	26	26	46	83.7	64.4	53.0	46.9	65.8	82.9	68.1	59.5	48.2	67.4
100	93	11	0	0.1	4.8	1.2	3.0	110	42	53	15	77	38	71	29	88.1	79.0	63.9	50.9	73.6	83.5	71.1	59.2	46.8	64.7
98	88	0	0	1.2	2.7	2.0	4.5	311	178	184	34	88	133	141	59	123.5	84.6	73.3	43.8	96.7	105.0	77.8	69.7	41.3	78.8
100	86	0	0					7	4	12	3	8	10	5	5	61.2	57.1	47.5	--	53.3	62.8	50.6	45.7	42.4	53.8
91	83	0	0	7.5	8.1	6.1	14.8	94	73	53	7	27	31	41	12	123.4	88.1	90.9	61.5	103.5	127.2	79.3	71.5	54.1	88.5
100	92	10	0	2.5	4.1	4.9	5.4	21	10	26	6	14	16	25	6	77.0	65.4	50.1	44.9	62.7	76.6	65.8	50.2	45.7	60.5
85	32	0	0	2.0	8.6	6.1		45	34	33	0	16	19	46	0	81.0	75.0	59.9		72.7	79.2	71.8	58.0		65.4
96	95	9	0	6.1	6.3	3.6	6.1	27	18	12	5	26	23	21	13	88.7	67.8	58.4	58.1	75.7	87.5	68.9	59.0	60.3	72.9
99	87	1	2	0.3	1.3	1.9	2.4	235	187	180	148	84	84	114	166	117.3	91.1	81.8	51.6	98.5	109.2	85.1	75.8	48.2	88.5
98	88	0	0	4.2	6.1	5.0	10.7	165	107	99	60	72	85	111	101	108.6	84.5	70.1	56.9	91.4	102.4	78.0	68.4	51.0	80.6
100	79	0	0	3.5	3.9	4.5	4.9	46	21	12	7	26	13	17	2	119.7	86.6	73.0	78.2	103.8	112.5	84.8	73.5	--	94.2
98	96	0	2	2.0	1.8	1.6	2.0	194	147	116	131	87	112	86	166	127.7	93.2	87.4	53.9	106.1	126.9	89.3	80.2	51.2	95.2
100	39	0	0					30	46	20	12	12	33	33	29	92.9	79.9	64.1	51.4	79.6	80.0	72.7	67.6	55.1	69.2
97	100	0	0	1.6	5.0	4.1	2.9	47	34	26	10	25	37	27	9	120.1	86.3	72.6	58.6	97.8	108.5	82.0	58.8	48.6	82.4
100	93	0	0	0.6	4.0	3.1	3.3	15	24	14	4	8	18	15	17	80.8	68.0	63.4	52.8	70.4	82.4	70.7	57.2	52.7	68.0
100	87	0	0	1.9	2.1	3.8	2.7	38	19	22	8	13	28	28	17	99.6	73.7	63.4	54.3	83.3	99.6	72.0	63.6	53.1	73.8
100	91	18	0	1.5	1.5	1.7	1.8	4	16	24	6	5	19	21	12	83.8	69.9	56.5	48.9	63.8	76.4	68.0	57.7	47.2	64.2
100	100	0	0	3.7	2.8	2.8	7.6	31	17	11	4	27	17	18	2	135.7	92.4	74.9	71.1	108.5	127.1	93.0	74.8	--	94.8
96	96	0	0	5.4	5.5	3.9	6.9	72	90	52	8	33	68	40	12	123.7	98.6	83.5	62.8	103.4	116.2	94.7	81.4	64.8	96.0
100	100	100	35	8.8	-3.2	17.5		5	7	6	5	13	5	9	12	83.6	68.4	63.2	53.4	70.9	70.0	63.4	51.9	44.3	62.8
0	0	0	0	-0.2	0.7	0.7		8	11	8	1	6	2	2	0	63.2	58.5	49.9	--	57.3	61.0	--	--		57.1
88	44	0	0	2.8	5.0	4.8		328	149	144	0	84	76	63	0	158.9	109.4	103.0		130.6	129.7	96.9	91.6		103.1
100	86	0	0	2.0	2.3	3.1	3.9	7	8	4	0	12	13	20	11	84.5	72.2	56.9		73.5	81.0	67.8	56.9	48.7	66.5
50	12	0	0	2.6	2.7	2.5		4	7	26	0	10	18	49	0	84.5	66.7	60.4		64.2	78.5	69.8	58.0		63.4
100	93	19	0					9	17	19	3	4	10	13	5	84.6	71.7	62.2	--	70.0	84.3	71.9	62.1	55.2	67.5
79	69	0	0	6.5	3.0	2.8	3.3	9	20	24	8	5	15	38	4	79.9	72.9	73.5	50.9	74.4	86.1	69.4	63.0	57.7	66.6
100	99	0	0	3.5	2.5	3.7	0.8	29	52	26	7	19	37	38	11	116.4	88.7	70.4	61.1	91.8	112.0	84.3	69.8	53.7	84.0
100	95	10	0	-0.3	0.6	1.5	0.7	174	123	98	245	43	111	79	303	154.6	118.8	102.7	76.5	130.6	145.7	109.6	98.8	69.8	112.6
100	88	1	0	3.0	3.1	3.1	3.9	66	106	62	9	29	68	107	25	121.8	88.0	75.0	50.1	94.1	101.6	84.1	69.6	59.0	79.0
88	64	0	0	0.3	0.8	0.4		20	25	4	2	20	19	8	4	77.8	63.5	50.6	--	60.0	75.6	60.6	51.2	48.5	59.2
97	100	0	0	0.8		2.8		24	34	10	0	9	27	13	2	93.7	76.9	63.3		80.2	87.7	74.0	61.4	--	71.4
100	100	0	0	8.0	11.5	3.1	1.7	45	35	23	21	24	30	34	22	117.7	88.2	73.0	67.4	97.7	115.1	83.4	74.3	64.2	88.5
97	96	22	0	3.5	3.9	3.8	2.8	22	25	45	22	9	23	50	27	98.9	74.2	68.4	53.4	77.3	96.3	76.3	68.8	56.9	73.9
94	48	7	0		0.2			23	17	8	2	12	8	6	0	67.7	61.1	49.2	--	62.3	62.7	55.4	48.3		57.1
100	100	1	0	2.7	2.0	1.6		32	46	42	0	19	41	29	0	116.4	88.0	71.0		89.6	107.4	84.4	69.4		84.5
80	37	26	0	4.4	0.6	3.5		1	9	11	2	4	10	27	10	--	70.6	59.3	--	65.9	95.8	66.2	63.3	42.7	67.2
100	97	0	0	2.8	3.0	3.9	2.5	23	22	8	15	13	15	16	14	124.1	92.4	76.7	83.3	103.8	128.9	100.5	76.7	82.6	100.2
0	0	0	0	0.7	1.0	2.4	1.3	4	5	9	2	11	14	19	8	98.0	67.8	66.6	--	73.9	93.2	75.5	68.4	70.8	76.9
100	46	5	0	0.5	2.0	0.3	0.5	10	6	4	0	18	18	16	4	62.4	49.2	43.3		54.6	56.3	47.0	47.8	42.4	50.4
100	93	6	0					36	12	7	2	14	15	11	0	88.4	66.9	61.3	--	80.3	91.7	66.1	59.9		73.4
78	77	0	0					23	27	23	2	18	25	18	4	89.9	67.3	55.2	--	70.6	86.5	68.9	54.7	42.5	69.9

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>Pennsylvania (continued)</b>																				
La Roche Coll		IIA	PI	73.3	59.9	49.6	43.8					61.5	88.6	73.8	65.1				76.5	22.8
La Salle U		IIA	PI	115.4	85.2	71.1	57.3					84.6	136.5	102.0	87.5	74.2			102.2	20.7
Lafayette Coll		IIB	PI	136.5	99.6	81.1	68.2	67.0	--		103.6	175.3	130.1	105.0	87.8	84.7	--		133.9	29.3
Lebanon Valley Coll	4	IIB	PI	82.2	69.7	60.9				--	69.7	106.0	89.1	78.0			--		89.3	28.2
Lehigh U		I	PI	152.9	101.3	96.5	--	76.8	79.2		116.6	195.8	133.0	124.3	--	101.0	85.0		150.4	29.0
Lycoming Coll	4	IIB	PI	86.7	70.7	59.8	50.3				67.4	111.4	93.5	77.1	63.6				87.3	29.5
Marywood U	4	IIA	PI	101.3	76.8	64.9	52.9				71.6	124.8	97.6	82.4	69.6				90.7	26.8
Mercyhurst U	1	IIB	PI	95.4	70.1	57.7	44.9	47.6	--		63.0	123.4	87.2	73.8	56.1	57.6	--		79.8	26.7
Messiah Coll		IIB	PI	88.8	71.3	61.6		55.8			73.7	113.1	93.5	81.2		72.5			95.4	29.5
Misericordia U	4	IIB	PI	93.2	78.1	61.3	50.1				70.9	123.6	104.4	81.7	57.4				94.1	32.7
Montgomery County CC	1	III	PU	88.9	67.4	58.3	48.7				59.8	126.5	104.0	93.1	70.5				92.2	54.1
Moravian Coll	1	IIB	PI	81.4	69.3	63.2	52.3				67.9	107.4	91.9	81.2	67.2				89.0	31.2
Muhlenberg Coll		IIB	PI	100.7	78.6	64.1		57.5	--		79.1	137.8	107.8	84.6		80.2	--		107.8	36.3
Neumann U		IIB	PR	89.2	66.2	55.7	49.3				63.2	118.8	92.4	74.7	67.6				86.1	36.2
Penn St U-IIA	4,17	IIA	PU	124.8	102.6	85.8	62.6	67.4			91.3	160.5	133.2	114.0	85.7	90.9			119.9	31.4
Penn St U-IIB	4,16	IIB	PU	108.7	86.1	72.0	58.9	59.8			73.7	144.5	114.7	97.3	82.7	82.8			100.2	35.8
Pennsylvania St U-Main	4	I	PU	150.9	101.5	89.1	58.3	57.9			103.3	190.4	131.5	114.8	82.0	79.6			133.5	29.2
Pittsburgh Theological Seminary		IIA	PR	92.6	82.9	69.7					84.4	121.7	113.5	92.7					112.4	33.1
Robert Morris U		IIA	PI	109.1	93.9	77.1		40.2			91.2									
Saint Joseph's U		IIA	PI	120.2	94.6	84.5			55.2		91.2	162.5	130.8	112.2			74.2		123.6	35.4
Saint Vincent Coll		IIB	PI	90.3	67.3	58.0	49.9				67.0	123.4	95.1	79.0	72.2				93.1	38.9
Seton Hill U		IIB	PI	97.8	72.9	68.9	53.0				73.7	123.6	92.7	89.5	67.3				94.2	27.8
Susquehanna U		IIB	PI	93.0	72.6	64.3	52.5				72.1	116.3	96.8	82.8	66.3				94.0	30.4
Swarthmore Coll		IIB	PI	146.6	100.6	80.3	--				117.6	187.6	134.6	105.8	--				152.6	29.8
Temple U		I	PU	153.3	104.4	77.6	64.0				104.2	193.2	135.0	101.2	85.8				134.0	28.6
U Pennsylvania		I	PI	202.0	132.1	123.2					170.4	260.6	182.2	171.7					225.1	32.1
U Scranton	4	IIA	PU	109.6	88.0	74.3	--	--	64.4		88.7	152.6	123.4	107.7	--	--	95.3		125.4	41.4
Ursinus Coll		IIB	PI	97.7	77.8	68.2	62.5				78.5	125.7	99.9	88.1	94.9				102.3	30.3
Villanova U	4	IIA	PI	136.0	99.9	82.2	62.7				96.8	170.9	129.0	103.3	77.7				122.4	26.5
Washington & Jefferson Coll		IIB	PI	88.8	69.0	56.5	37.4				70.8	114.0	89.9	74.3	46.3				91.8	29.7
Waynesburg U	4	IIB	PR	78.3	66.5	57.1	52.4				62.9	113.6	100.6	94.3	81.9				97.4	54.9
Westminster Coll		IIB	PI	73.7	57.6	49.3	55.6	45.5			60.1	90.5	76.3	60.1	66.5	57.6			75.8	26.2
Widener U-Main		IIA	PI	115.9	82.8	67.7	69.6	55.7			86.5	152.1	109.7	89.7	100.3	81.4			115.0	33.0
Wilkes U		IIA	PI	110.6	84.3	70.9	54.5		59.0		82.7	134.6	103.8	88.4	66.4		72.2		101.8	23.1
York Coll Pennsylvania	1	IIA	PI	97.8	86.8	75.1	58.5				79.6	150.1	132.8	114.1	88.6				121.4	52.5
<b>Puerto Rico</b>																				
U Puerto Rico-Bayamon		IIB	PU	80.3	86.8	44.2	30.0				56.3									
U Puerto Rico-Ponce	3	IIB	PU	77.4	62.2	51.0	33.0				58.0	93.7	75.4	63.5	43.4				71.8	20.2
Universidad Politecnica de Puerto Rico	4	IIA	PI	45.1	36.3	30.9	24.3				37.6	48.0	38.8	32.9	25.9				40.1	6.5
<b>Rhode Island</b>																				
Brown U	1	I	PI	173.6	114.7	94.3		81.0	64.9		131.1	211.6	142.3	117.4		103.0	83.4		161.4	23.1
Bryant U		IIB	PI	157.5	127.3	102.7		75.4			125.1	202.9	167.6	127.0		104.2			163.6	30.7
CC Rhode Island	4	III	PU	74.3	54.8	48.5	--				60.3	105.7	81.2	69.4	--				86.7	43.8
Providence Coll		IIA	PI	111.4	86.3	77.8	73.2				86.9	145.7	113.4	98.5	89.0				112.0	28.9
Rhode Island Coll	4	IIA	PU	77.0	65.9	56.4					66.9	108.5	93.4	80.7					94.9	41.7
Roger Williams U		IIB	PI	123.4	97.0	78.6					105.1	156.7	125.5	97.2					133.8	27.3
Salve Regina U		IIA	PI	97.9	77.6	64.8	--	63.8			76.3	127.5	102.9	85.3	--	90.0			101.6	33.2
U Rhode Island	14	I	PU	115.2	83.7	77.8	78.5	50.2			90.0	155.0	116.9	104.7	103.1	71.9			122.7	36.4
<b>South Carolina</b>																				
Citadel Military Coll South Carolina		IIA	PU	89.1	76.6	62.7	50.6				75.1	119.4	103.6	86.3	71.1				101.8	35.6
Clafflin U		IIB	PI	74.4	70.5	54.2	48.0	--			60.6									
Clemson U	4	I	PU	129.2	91.5	82.3	--	52.0			92.1	169.5	123.1	111.5	--	73.6			123.6	34.2
Coastal Carolina U	4	IIA	PU	93.8	71.3	61.4	49.1	47.5			66.8	123.8	95.9	83.6	68.4	66.3			90.4	35.2
Coker Coll		IIB	PI	61.5	55.4	46.8		--			52.9	77.6	71.5	62.9		--			52.9	30.4
Coll Charleston		IIA	PU	92.6	73.3	65.8	55.0				74.6	126.4	102.4	93.1	79.6				104.0	39.5
Converse Coll	4	IIB	PI	65.7	57.5	52.4					57.2	84.2	76.0	70.9					75.7	32.4
Francis Marion U	4	IIA	PU	79.8	66.2	54.9	54.1				65.8	106.6	89.9	74.5	73.3				88.9	35.0
Furman U	1	IIB	PI	99.6	75.6	64.9	--				85.2	136.3	104.1	85.9	--				116.1	36.3
Limestone Coll		IIA	PI	71.8	62.7	54.8	45.5	30.2			54.2									

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
0	0	0	0	3.3	4.0	4.8	2.0	13	6	5	2	13	8	13	2	73.7	58.9	49.1	--	64.9	72.9	60.7	49.8	--	61.2
96	91	9	0		0.6	2.3	6.1	32	37	31	4	17	51	54	11	116.0	87.2	70.6	53.3	91.3	114.3	83.8	71.4	58.8	82.6
100	97	0	0	3.6	4.1	5.8	1.3	51	43	33	13	21	25	24	5	138.8	102.1	81.9	68.8	111.0	130.9	95.5	80.0	66.7	99.2
100	93	6	0	2.3	2.7	3.7		22	25	17	0	7	19	15	0	82.0	70.7	60.0		71.8	82.9	68.4	61.8		66.6
99	97	0	0	3.1	3.8	4.8		153	100	61	1	41	51	47	0	157.6	101.4	100.3	--	123.5	135.4	101.0	91.6		101.8
100	100	37	0	4.4	5.0	5.0	7.5	12	11	21	6	7	11	14	4	87.9	73.2	60.3	51.1	71.1	84.6	68.2	59.1	49.0	67.8
100	85	4	0		0.2	1.0	3.4	12	26	28	5	5	27	42	12	98.3	79.7	65.6	52.0	77.1	108.5	74.0	64.5	53.3	70.9
100	98	0	0		0.3	1.5	0.9	23	26	35	18	9	19	42	30	99.8	69.8	56.7	46.3	71.7	84.2	70.5	58.5	44.1	64.5
99	77	11	0	3.3	5.1	4.9	8.3	53	28	24	0	18	25	21	0	89.0	71.6	61.3		76.9	88.3	70.9	62.0		69.1
91	95	0	0	2.0	2.3	3.2		12	17	21	4	10	22	46	2	92.6	74.5	59.5	47.6	72.5	93.9	80.9	62.1	--	71.5
100	94	68	2					9	11	39	18	5	21	64	26	90.3	66.2	58.7	49.1	64.9	86.5	68.0	58.1	48.5	62.0
96	92	0	0	2.4	3.9	8.1	22.1	15	24	4	7	10	29	22	12	83.1	67.1	62.3	54.9	72.2	78.9	71.2	63.3	50.8	69.6
98	98	0	0	3.0	4.0	5.2		40	23	13	0	17	24	26	0	103.3	78.7	63.1		86.8	94.4	78.6	64.7		72.1
0	0	0	0	1.6	2.1	2.9	0.8	5	15	11	4	8	19	29	6	93.5	65.8	56.8	47.8	67.1	86.6	66.4	55.3	50.3	63.5
95	98	0	0	2.8	2.8	3.6	3.4	33	51	28	20	11	30	26	16	125.7	105.8	89.0	65.8	100.4	122.3	97.2	82.3	58.5	88.7
100	97	7	0	2.9	3.4	4.4	3.2	96	209	140	155	46	133	113	249	110.3	87.3	74.3	61.0	83.3	105.5	84.3	69.1	57.5	75.8
96	87	0	0	2.4	3.8	4.5	3.8	661	314	254	118	191	215	176	135	153.8	105.6	93.8	62.5	118.9	140.8	95.6	82.4	54.6	89.6
88	50	0	0					7	3	1	0	1	1	3	0	91.9		--		87.4	--	--	--		77.9
99	90	55	0					50	33	31	0	28	29	29	0	110.9	93.9	84.9		95.0	106.0	93.9	68.8		86.2
100	100	27	0	2.6	2.8	2.6		41	53	43	0	27	43	39	0	125.6	99.0	88.9		97.2	112.0	89.3	79.7		83.9
94	89	0	0	2.5	2.9	2.9	2.5	14	31	19	5	3	13	15	1	92.9	68.2	59.2	49.9	70.9	--	65.1	56.5	--	62.2
88	57	0	0	7.1	2.4	2.7	5.5	10	19	17	1	6	25	17	8	108.1	75.2	72.6	--	81.4	80.7	71.1	65.3	51.9	70.3
95	96	0	0	1.8	1.9	2.6	2.5	14	37	18	4	6	32	17	5	96.5	76.7	72.1	50.2	79.5	84.9	67.8	56.0	54.4	66.0
97	100	0	0	5.9	6.2	5.2	4.8	52	19	28	2	40	18	24	0	152.5	99.9	82.3	--	122.5	139.0	101.3	78.1		112.9
88	58	1	1	4.6	5.1	5.4	6.4	294	275	324	31	103	202	288	50	159.2	105.4	77.5	62.3	113.0	136.4	103.1	77.7	65.0	96.5
100	96	0	0	4.0	4.4	3.7		461	132	129	0	142	85	98	0	205.6	140.9	130.4		180.4	190.0	118.5	113.6		148.3
100	94	26	0	2.4	-0.2	2.0		76	49	36	1	22	38	25	0	111.1	90.7	80.3	--	95.8	104.3	84.4	65.8		78.5
97	100	0	0	1.9	2.2	2.5	2.3	20	18	17	3	11	18	23	7	98.8	77.1	67.5	--	82.0	95.6	78.6	68.8	62.8	77.8
99	98	14	0	2.1	2.6	2.9	2.8	119	113	93	63	41	68	102	54	137.4	104.2	79.9	62.6	109.4	131.8	92.9	84.2	62.8	96.3
100	100	0	0	4.2	4.5	4.7	2.9	20	25	9	0	14	21	16	5	92.0	69.7	58.8		76.2	84.3	68.0	55.1	37.4	68.5
95	54	7	0	5.1	2.7	1.7	2.5	14	3	17	6	6	10	12	12	77.3		56.6	51.6	65.6	80.6	67.9	57.7	52.8	66.2
100	97	0	0		0.4	1.1		16	17	6	3	12	16	9	2	74.9	58.9	48.1	--	62.3	72.1	56.2	50.1	--	58.3
99	94	0	0	0.6	2.0	3.3	0.9	48	54	23	1	37	56	45	11	117.1	86.5	71.0	--	93.5	114.3	79.3	66.0	70.5	81.7
100	96	0	0	5.1	5.8	5.5	4.7	25	40	25	1	8	31	27	3	112.4	85.0	71.5	--	88.2	105.0	83.4	70.4	--	77.5
100	94	34	0	2.9	3.1	3.1	3.4	11	40	36	11	4	32	31	12	97.1	90.1	80.1	56.7	86.9	99.6	82.6	69.4	60.3	77.5
100	95	33	0					35	17	31	33	29	24	49	36	75.2	87.9	50.4	30.4	68.5	86.4	86.1	40.2	29.7	64.1
100	100	72	41	1.8	3.0	0.8	0.3	12	7	7	12	17	9	22	5	77.8	61.6	57.7	31.4	68.0	77.0	62.7	48.9	36.7	61.5
47	12	0	0					29	45	12	1	9	28	9	3	45.6	37.7	30.8	--	39.4	43.3	34.1	31.0	--	35.3
99	95	0	0	3.2	5.3	4.5		274	89	85	0	92	51	52	0	176.8	115.3	96.9		139.9	164.2	113.6	90.0		114.9
100	98	9	0	2.8	4.7	3.0		45	25	8	0	26	16	3	0	162.9	129.5	102.8		134.7	148.2	123.8	--		112.3
100	100	32	0	0.0	1.0	1.6	2.1	57	19	43	0	73	57	74	1	77.8	55.1	48.3		63.5	71.6	54.7	48.5	--	58.5
100	92	33	0	3.1	3.3	4.0	2.0	38	57	62	7	20	33	68	7	112.8	87.2	80.3	73.5	90.6	108.9	84.9	75.5	72.8	83.6
100	98	8	0	0.2	1.7	1.0		67	47	28	0	50	74	72	0	77.6	67.7	56.7		70.2	76.1	64.8	56.3		64.6
99	96	0	0	4.2	3.2	18.0		59	39	20	0	34	32	22	0	124.1	97.3	84.9		108.6	122.2	96.6	72.8		100.5
97	92	0	0	3.5	3.8	5.8	87.5	16	20	12	0	16	17	18	3	98.2	77.2	63.5		79.0	97.6	78.0	65.6	--	75.6
98	89	0	0	4.1	4.0	3.0	3.0	197	66	57	4	84	93	66	2	117.5	86.4	81.2	78.9	98.3	109.7	81.9	75.0	--	80.4
94	89	6	0					53	38	28	8	12	24	21	8	89.3	80.0	65.9	59.0	80.8	88.5	71.2	58.5	42.3	70.1
70	41	11	0					12	24	21	10	8	8	26	11	71.7	71.8	55.6	47.0	65.8	78.5	66.4	53.1	48.9	59.9
98	95	0	0	0.8	1.6	0.9	8.8	275	188	156	0	69	95	99	2	131.5	93.8	85.0		100.6	119.8	87.0	78.1	--	77.3
100	93	2	0	1.1	0.8	0.6	0.5	65	60	72	6	23	47	51	4	94.5	70.7	62.2	49.1	69.8	92.0	72.1	60.1	49.2	63.6
100	100	5	0	1.4	1.8	3.4		7	12	9	0	8	12	13	0	61.2	54.9	48.4		52.6	61.8	55.9	45.7		53.2
99	97	1	0	0.9	0.9	1.6	0.5	95	101	86	23	57	77	77	32	94.6	75.6	69.8	57.9	80.2	89.2	70.2	61.3	52.9	72.1
100	97	15	0	1.1	2.3	2.4		9	16	4	0	5	22	23	0	66.5	59.0	53.0		60.5	64.3	56.4	52.3		55.3
95	97	11	0	0.4	1.5	1.0	1.0	44	36	21	1	18	26	45	13	81.0	70.0	49.9	--	70.6	77.1	61.0	57.2	54.5	62.3
99	99	2	0	4.8	5.9	5.1		85	44	17	1	28	26	27	1	100.9	77.1	64.6	--	89.5	95.6	73.0	65.1	--	78.2
90	71	7	0					14	12	14	3	7	9	14	1	70.4	67.7	47.5	--	54.5	74.8	55.9	62.1	--	54.8

APPENDIX I

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>South Carolina (continued)</b>																				
Newberry Coll		IIB	PI	59.0	53.4	48.2						52.1	64.3	59.1	51.6			56.4	8.4	
Winthrop U	4	IIA	PU	82.0	69.0	61.5	44.1	--				68.7	110.5	94.2	84.9	63.0	--	93.9	36.6	
Wofford Coll		IIB	PI	85.5	70.6	59.8	39.1					71.8	111.6	93.4	78.5	57.3		94.6	31.2	
<b>South Dakota</b>																				
Augustana Coll		IIB	PI	74.4	64.0	55.6	46.6					61.3	98.5	88.1	79.7	70.7		85.4	39.3	
Dakota St U		IIB	PU	94.7	77.3	67.8	45.5	--				68.6	115.2	95.4	84.6	59.1	--	85.4	24.6	
Dakota Wesleyan U		IIB	PI	56.8	54.5	48.7	42.3					51.2	74.9	69.3	63.0	54.2		66.1	29.0	
Mount Marty Coll	4	IIB	PI	64.6	52.3	68.2	44.1					59.2	75.5	67.5	82.9	52.8		72.4	22.2	
U Sioux Falls		IIB	PI	64.7	61.1	52.6						58.4	84.5	80.9	72.5			78.3	34.0	
<b>Tennessee</b>																				
Austin Peay St U	4	IIA	PU	77.6	60.7	51.2	42.3					62.5	103.8	83.0	71.6	57.2		84.9	35.9	
Belmont U	4	IIA	PI	111.2	90.7	79.0	67.1					90.2	138.2	113.7	99.8	91.7		113.6	26.0	
Carson-Newman U		IIB	PI	57.1	52.2	46.1	38.9					51.5	66.6	60.7	55.3	42.9		60.3	17.0	
East Tennessee St U	4	IIA	PU	82.0	65.3	56.8	46.9	31.6	--			62.6	105.3	86.9	75.8	62.7	44.4	--	82.7	32.0
Freed-Hardeman U		IIA	PR	71.0	65.6	57.4	44.1					60.2	89.0	84.2	73.3	56.8		76.8	27.5	
King U		IIA	PI	62.9	63.1	53.6	45.7					56.6	94.8	81.6	72.6	58.8		75.9	34.1	
Lee U		IIB	PI	73.6	62.4	57.1		48.7				62.8	92.3	78.4	70.4		57.8	78.2	24.4	
Lipscomb U		IIA	PI	86.8	83.7	77.8	62.3	--				80.7	110.5	105.3	98.8	78.1	--	102.2	26.7	
Maryville Coll	4	IIB	PI	76.9	60.8	53.3	43.9	47.9				60.0	94.8	75.8	65.7	54.4	58.9	74.3	24.0	
Middle Tennessee St U	4	I	PU	90.7	71.7	62.1	52.4	44.3	--			71.5	119.0	95.6	84.2	74.2	59.4	--	95.0	32.9
Milligan Coll	4	IIB	PI	57.7	52.0	44.7						52.5	77.9	66.7	57.3			69.0	31.3	
Rhodes Coll		IIB	PI	100.3	77.9	65.0	57.0					73.7	129.7	103.5	82.0	69.2		94.7	28.3	
Sewanee-The U the South		IIB	PR	104.6	78.3	67.4	54.2					83.4	140.0	106.8	90.0	69.6		111.5	33.6	
Tennessee St U		IIA	PU	84.1	65.3	61.0	49.7		50.2											
Tennessee Wesleyan Coll	1	IIB	PI	50.5	49.2	48.1	--	--				49.9	63.1	61.4	60.1	--	--	62.4	25.0	
The U Tennessee-Chattanooga		IIA	PU	94.9	73.0	68.1	52.3	42.3				70.6	123.7	96.5	89.9	69.2	58.8	93.4	32.3	
The U Tennessee-Knoxville	3	I	PU	136.3	93.7	79.2	55.7	51.7				95.7	171.3	121.6	103.5	72.6	69.2	123.0	28.5	
The U Tennessee-Martin	4	IIA	PU	78.0	66.3	59.8	54.3	45.2				63.2	104.5	90.2	81.7	74.6	62.8	85.9	36.0	
Trevecca Nazarene U		IIA	PI	65.1	57.6	49.9	--					58.5	85.6	73.7	64.3	--		75.5	29.2	
U Memphis	3	I	PU	112.8	76.1	67.1	45.4	--				77.5	143.3	101.1	87.0	60.8	--	100.8	30.0	
Vanderbilt U		I	PI	185.4	112.5	94.4	63.0	59.4	63.2			127.5	216.4	136.1	114.1	78.5	75.6	84.5	151.9	19.1
Volunteer St CC	1	III	PU	61.5	55.5	46.3	40.4					49.8	83.8	78.4	65.8	55.7		69.6	39.8	
<b>Texas</b>																				
Abilene Christian U		IIA	PI	85.3	72.9	65.1	52.2					71.3	113.1	97.1	87.9	75.1		96.1	34.7	
Angelo St U	4	IIA	PU	80.2	69.9	60.5	39.4		60.1			63.5	97.0	84.1	74.0	50.1		72.6	77.4	21.9
Austin CC District		III	PU	87.3	66.4	59.2						79.6	104.8	81.3	73.8			96.2	20.9	
Austin Coll		IIB	PI	86.2	66.5	59.1	45.1					68.3	110.3	90.7	83.2	69.3		92.4	35.0	
Baylor U		I	PI	129.6	96.3	83.4	--	61.1				92.8	164.3	124.7	106.5	--	81.7	119.7	29.0	
Hardin-Simmons U		IIA	PI	71.0	59.9	56.0	52.0					64.4	90.3	77.5	74.2	69.8		82.9	28.9	
Huston-Tillotson U	4	IIB	PI	53.3	50.7	49.0	42.9	--				48.9								
Lamar St Coll-Orange		III	PU	--	--	54.6	42.9					45.7	--		69.5	57.8		60.6	32.7	
Lamar U		IIA	PU	97.1	78.1	66.2	51.2					71.9	121.8	99.1	85.7	65.6		91.5	27.3	
McMurry U		IIB	PI	62.7	52.3	47.2	40.7					52.5	75.7	63.4	57.2	49.6		63.6	21.2	
Prairie View A & M U		IIA	PU	97.1	76.7	68.4	--	53.8				69.8	116.4	92.5	81.4	--	64.5	83.7	19.9	
Rice U		I	PI	185.7	116.1	99.6	59.8	66.9				134.8	233.6	148.6	125.2	77.8	84.6	170.2	26.3	
Saint Edward's U	1	IIA	PI	101.5	76.4	64.7	57.3					74.2	123.3	94.1	79.6	69.4		90.9	22.5	
Sam Houston St U		IIA	PU	98.0	76.4	65.0	50.6	30.8				77.7	123.1	98.3	83.8	66.3	39.1	99.3	27.5	
Schreiner U		IIB	PI	68.9	59.5	53.4	48.0					56.5	84.3	74.5	66.7	61.4		70.6	25.0	
Southern Methodist U		I	PI	155.5	105.2	102.6	97.9	60.5	84.3			107.7	196.1	137.3	129.6	124.3	82.5	111.0	138.8	28.8
Southwestern U		IIB	PI	85.7	66.4	60.7	47.3					70.2	109.5	86.9	77.8	57.2		90.0	28.2	
St Mary's U		IIA	PI	118.9	74.6	67.0	44.4	37.0				89.4	141.5	91.2	82.3	50.6	44.9	107.4	20.2	
Sul Ross St U	1	IIA	PU	65.5	58.3	48.4	39.5	40.4				53.6	85.9	76.8	65.4	53.1	55.7	71.5	33.4	
Tarleton St U	4	IIA	PU	94.8	79.5	63.4	45.1					68.1								
Texas A & M International U		IIA	PU	113.1	83.2	78.1	54.7					78.0	136.5	103.0	96.3	70.2		96.6	23.8	
Texas A & M U-Coll Station		I	PU	138.4	96.1	86.9		49.9	66.2			100.3	164.3	116.2	105.4		63.3	81.9	120.8	20.4
Texas Christian U	4	I	PI	133.0	97.5	84.2	68.2	64.3				98.4	171.8	129.2	108.1	91.3	75.8	128.1	30.2	
Texas Lutheran U		IIB	PI	73.1	63.7	54.4	--	49.7				62.6	91.9	77.0	69.9	--	65.5	78.7	25.6	
Texas St U		IIA	PU	97.0	79.5	68.6	--	47.8				68.3	117.8	96.5	85.6	--	70.3	87.6	23.5	
Texas Tech U	4	I	PU	117.3	83.8	73.7	47.3		60.0			82.6	143.7	104.5	91.5	61.2		75.2	99.0	24.4

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
94	62	6	0	1.0	4.1	-3.4		13	5	15	0	4	8	20	0	54.9	54.9	45.3		50.5	72.4	52.5	50.3		53.6
98	87	1	0		1.6	1.7	0.2	57	38	29	6	32	52	48	19	82.6	68.7	64.7	44.9	73.9	80.8	69.2	59.6	43.9	68.5
98	94	20	0	3.9	3.5	3.7	2.9	34	26	19	1	13	23	16	4	87.7	72.1	62.5	--	76.5	79.9	68.9	56.6	33.3	67.8
100	88	4	0	0.9	1.0	1.4		21	25	24	2	6	17	30	9	75.1	66.0	55.7	--	65.2	72.2	61.0	55.6	48.5	59.2
100	84	0	0	3.5	2.9	2.9	4.8	14	12	18	14	4	7	8	11	97.1	80.1	64.4	47.3	78.8	86.3	72.6	75.5	43.1	74.1
100	38	0	0			0.9	11.8	6	8	6	1	2	5	15	3	57.7	56.9	51.3	--	55.4	--	50.8	47.7	--	49.0
100	92	17	0	2.0	1.7	1.9	2.6	6	6	6	1	2	6	12	7	68.6	53.8	66.0	--	62.8	--	50.7	69.4	44.4	62.1
100	100	4	0	13.5	3.2	0.9		5	15	11	0	5	12	12	0	64.0	57.1	51.2		56.1	65.4	66.0	53.9		60.9
98	65	6	12	1.2	3.8	1.9	2.8	84	48	36	15	50	53	53	27	78.8	62.1	51.6	39.7	68.2	75.5	59.5	51.0	43.7	61.7
95	92	2	0	4.9	5.1	5.3	4.0	61	40	51	14	37	43	77	15	116.6	96.3	81.7	77.1	99.5	102.3	85.5	77.2	57.8	85.4
97	87	0	0	1.3	3.9	5.0	11.1	20	20	13	1	12	35	18	3	56.2	52.1	47.2	--	52.5	58.5	52.3	45.2	--	51.5
100	97	11	13	2.1	3.8	3.5	2.9	112	92	65	8	45	60	109	23	83.0	67.5	58.8	41.1	68.3	79.5	61.9	55.7	48.8	57.9
89	96	26	0	1.8	0.8	0.6	4.0	14	15	24	10	4	9	10	4	72.2	66.9	56.7	44.5	63.7	66.5	63.4	59.1	43.1	62.1
0	0	0	0		0.6	1.1	0.7	7	17	23	4	3	21	38	8	63.2	63.3	52.4	42.6	58.0	--	62.9	54.4	47.3	57.7
100	91	8	0	2.4	3.3	3.4		39	29	39	0	13	15	21	0	73.5	62.4	57.3		64.0	73.9	62.3	56.7		60.6
74	20	0	0	6.3	5.8	2.9	12.8	54	32	30	5	15	14	44	11	88.8	84.3	77.2	57.3	84.6	79.7	82.3	78.2	64.5	78.6
100	100	10	0	3.6	4.8	2.3	9.3	11	12	9	3	3	22	1	4	75.7	59.3	52.5	--	62.9	--	61.6	--	44.1	60.5
99	92	5	0	2.3	2.3	2.9	2.0	213	108	73	3	122	104	86	12	92.9	73.4	63.6	--	76.0	86.8	70.0	60.7	50.3	67.0
81	59	0	0	0.3	0.1	0.5		20	14	6	0	12	15	13	0	56.5	50.3	44.0		52.4	59.7	53.6	45.0		52.6
100	100	0	0	2.2	2.9	3.4	3.5	23	35	26	13	9	28	29	25	101.5	76.9	67.3	58.5	80.7	97.3	79.0	63.0	56.3	74.5
100	100	0	0	4.1	6.8	5.0	6.0	44	21	16	15	26	12	17	12	109.8	79.4	68.7	53.5	93.8	95.8	76.3	66.2	55.2	82.4
95	84	26	75					68	63	40	3	36	44	52	1	87.9	66.9	64.9	--	70.8	77.0	63.1	58.0	--	61.4
100	69	0	0	3.6	7.1	2.1	1.4	8	12	15	2	9	4	13	1	48.3	51.6	46.1	--	50.8	52.4	41.9	50.3	--	49.7
100	93	2	0	3.1	5.6	6.7	3.7	80	48	47	5	46	32	67	11	95.8	74.9	71.3	50.2	75.9	93.3	70.1	65.8	53.2	66.3
98	88	1	3	4.8	6.3	6.0	4.1	384	211	157	6	116	160	176	30	139.5	97.4	83.5	52.7	107.0	125.5	88.7	75.4	56.3	81.8
100	88	13	62	1.5	3.7	3.6	1.4	53	42	36	9	31	25	32	4	80.6	64.2	60.8	53.2	66.9	73.7	69.8	58.6	56.6	59.9
64	24	0	0	1.7	3.5	2.6	17.3	21	22	10	0	7	11	9	1	66.0	56.8	48.3		58.8	62.6	59.2	51.7	--	57.6
98	90	2	0	2.2	3.3	3.0	3.3	186	130	122	66	38	121	132	84	116.0	77.1	71.0	47.8	91.8	97.4	75.2	63.4	43.5	72.6
93	78	0	0	2.8	4.0	3.9		277	143	103	3	83	79	94	1	185.8	113.1	100.2	--	140.4	183.8	111.4	88.1	--	107.2
94	84	3	0	3.0	3.4	4.9	4.4	11	34	16	19	7	34	13	34	62.8	55.4	46.6	41.2	54.4	59.5	55.6	46.0	39.9	53.8
96	88	5	0	1.2	3.8	3.6	3.4	65	51	32	15	12	23	27	28	86.3	74.6	69.0	54.7	78.5	80.2	69.2	60.5	50.9	67.5
100	100	3	0	2.2	4.6	4.7	3.8	53	26	40	24	22	19	25	28	80.2	71.9	62.4	39.2	72.1	80.1	67.1	57.6	39.5	65.6
0	0	0	0	3.9	4.7	6.3		163	45	19	0	173	94	18	0	88.0	67.8	60.2		81.6	86.7	65.7	58.2		78.0
100	100	4	0	2.5	2.8	4.5		23	28	14	2	6	10	10	8	89.7	66.8	59.1	--	73.2	72.7	65.7	59.1	46.6	64.8
97	91	1	100	3.4	3.6	4.3	2.6	230	144	95	0	53	84	81	1	131.6	97.5	87.1		101.5	121.0	94.2	79.1	--	79.5
95	88	24	0	0.1	0.5	2.8		48	22	10	3	17	21	11	2	71.0	59.9	59.1	--	66.4	70.9	59.8	53.3	--	62.2
64	10	55	0					6	2	11	3	5	8	9	3	49.7		49.0	--	48.3	57.8	51.8	48.9	--	50.9
100	0	78	19	5.1		5.1	5.1	1	0.0	5	10	1	0	4	26	--		52.4	41.9	53.2	--		57.4	43.2	57.1
100	85	11	0	6.6	10.8	5.8	6.6	62	64	55	36	23	45	51	72	97.4	80.2	68.9	51.6	82.6	96.5	75.2	63.2	51.0	74.2
100	100	7	0		0.2	1.3		18	15	6	5	9	7	9	11	64.2	51.4	45.1	41.7	56.3	59.7	54.2	48.6	40.2	54.2
98	96	0	0					54	47	31	2	11	26	28	0	99.0	75.5	71.8	--	73.8	87.9	79.1	64.7		64.3
100	100	0	0	4.1	7.1	3.6	3.4	241	76	58	17	64	40	35	5	187.8	118.9	101.7	60.2	147.0	177.8	110.9	96.0	58.4	116.4
97	56	0	0	7.8	14.6	10.0	3.0	17	38	20	13	14	39	30	19	102.7	78.0	67.0	58.5	80.7	100.0	74.8	63.1	56.5	74.9
99	92	3	0	3.7	4.2	3.9	4.0	109	108	86	13	46	74	84	7	101.6	77.8	66.3	50.3	82.8	89.3	74.4	63.7	51.0	72.9
100	100	0	0	3.1	4.8	2.2	2.9	8	5	12	6	6	2	12	8	69.8	59.0	53.6	50.6	59.9	67.7	--	53.2	46.0	58.3
100	94	2	0	3.2	4.4	3.7	2.3	179	101	52	10	40	62	45	3	160.5	107.9	105.8	113.3	122.3	133.6	100.8	98.9	--	85.9
100	100	0	0	2.6	1.6	2.0	1.4	21	24	5	7	20	17	10	8	90.0	70.1	62.9	47.6	77.7	81.3	61.3	59.5	47.0	69.4
91	93	7	0	0.7	2.8	2.8	2.5	57	31	31	6	30	23	12	4	124.2	71.9	66.1	49.0	94.1	109.0	78.2	69.5	37.5	87.6
98	81	47	0	3.5	2.2	2.3	2.4	29	9	20	2	13	7	14	3	67.6	60.6	47.3	--	56.8	60.8	55.4	49.8	--	50.1
97	84	1	0	1.8	2.4	2.3	2.4	51	38	76	23	14	30	83	53	95.4	83.0	66.3	43.1	79.2	92.5	75.1	60.7	45.9	67.6
96	91	4	0	2.4	3.4	3.5	4.7	21	32	33	22	2	21	44	25	114.5	85.0	82.6	56.1	91.3	--	80.4	74.7	53.5	77.2
97	89	0	0	4.0	4.5	3.8		751	404	190	0	140	180	116	0	140.2	98.2	90.6		109.8	129.0	91.5	81.0		79.9
90	85	1	0	4.0	4.4	4.6	4.5	117	111	67	31	47	92	79	50	137.5	100.1	90.7	69.7	111.2	121.7	94.4	78.8	67.3	92.3
100	67	4	0	1.1	1.1	1.1	1.1	16	7	15	0	10	11	12	3	73.4	61.8	53.8		63.0	72.4	65.0	55.3	--	61.7
97	94	2	100	3.0	4.0	4.1	2.0	140	149	95	1	75	127	130	0	97.5	80.8	71.3	--	71.6	96.1	77.9	66.6		64.8
96	92	2	0	1.6	4.0	3.0	5.8	280	265	174	97	83	139	130	164	122.0	86.3	77.1	52.9	96.7	101.3	79.0	69.1	44.0	78.9

APPENDIX I

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>Texas (continued)</b>																				
Texas Wesleyan U		IIA	PI	93.0	70.9	65.9	41.1					73.1	107.4	82.8	78.2	49.1		85.6	15.5	
Texas Woman's U		I	PU	92.1	71.7	60.9	--	62.5				70.6	106.2	82.8	70.5	--	72.3	81.6	15.6	
The U Texas at Austin		I	PU	154.8	100.5	93.9					62.7	110.2	183.4	123.2	115.1		77.7	132.9	20.6	
The U Texas at Dallas	1	I	PU	156.5	115.1	110.7						133.0	181.1	135.2	129.9			154.9	16.5	
The U Texas at El Paso	1	I	PU	112.7	83.1	73.7			51.8			78.2	141.4	106.8	95.8		70.2	101.1	29.3	
The U Texas at San Antonio		I	PU	121.6	86.1	75.4			40.4			78.0	149.6	110.0	97.1		53.8	99.1	27.1	
Trinity U		IIA	PI	123.5	84.9	78.5	53.7					95.2	154.9	107.8	99.0	70.5		120.2	26.3	
U Dallas		IIA	PI	91.8	71.2	60.9	44.7					67.9	108.1	87.5	77.2	60.9		84.1	24.0	
U Houston		I	PU	144.2	96.5	91.1			66.8			97.9	174.9	120.8	114.0		87.6	122.5	25.1	
U Houston-Clear Lake		IIA	PU	99.3	82.5	71.2			59.2			78.4	123.4	103.8	90.2		76.2	99.2	24.3	
U Houston-Downtown	4	IIA	PU	93.8	75.2	69.9	91.3	50.0	82.7			70.5	111.8	93.2	87.9	109.3	68.0	100.7	88.5	25.6
U North Texas	3	I	PU	117.3	87.1	73.9	59.9	57.6				87.1	136.3	103.8	88.8	72.7	70.8	103.3	18.7	
U St Thomas	4	IIA	PI	93.6	74.6	50.2	41.2					91.1	112.1	93.7	63.5	49.7		81.8	27.7	
U the Incarnate Word		IIA	PI	95.7	87.8	81.8	64.0	--	--			83.9	114.0	106.3	98.7	82.1	--	--	101.8	21.3
West Texas A & M U	4	IIA	PU	89.9	75.2	64.8	49.6					67.0	110.6	94.8	81.9	64.4		84.6	26.2	
<b>Utah</b>																				
Salt Lake CC	10	III	PU	68.6	58.7	48.8	43.5	34.5				55.6	99.3	87.2	74.7	64.6	56.3	83.1	49.4	
Snow Coll	4	III	PU	66.6	58.0	49.9	45.2					51.7	92.8	85.5	73.7	67.8		76.3	46.8	
Southern Utah U		IIA	PU	82.1	66.9	53.5		42.6	43.1			58.3	113.2	93.9	75.7		64.1	60.1	82.1	40.8
Utah St U	4	I	PU	102.3	79.8	69.1	47.3	55.2				78.8	138.9	111.4	98.2	71.1	81.0	110.1	39.7	
Utah Valley U		IIB	PU	82.2	69.3	63.2	52.4	49.8	79.1			67.6	109.5	96.5	90.4	79.6	77.1	106.3	94.8	38.2
Weber St U		IIA	PU	81.2	65.8	62.3	48.5					67.2	111.8	92.2	85.8	69.2		93.3	38.7	
<b>Vermont</b>																				
Johnson St Coll		IIB	PU	73.5	55.5	46.7						61.7	106.0	84.8	75.8			92.5	49.9	
Landmark Coll		III	PI	69.2	57.4	52.0						56.5	86.1		68.9			73.5	30.3	
Lyndon St Coll		IIB	PU	68.5	54.6	46.9						56.8	101.6	83.6	75.4			87.2	53.4	
Middlebury Coll		IIB	PI	134.7	96.7	82.4	77.0	69.9	59.5			105.0	182.0	132.1	108.8	99.8	99.5	87.5	141.8	35.0
Norwich U		IIA	PI	80.6	68.7	59.6		--				70.6								
Saint Michael's Coll		IIB	PI	96.8	73.4	61.8	54.1					77.1	132.5	102.5	85.7	78.6		107.3	38.6	
U Vermont	3	I	PU	120.2	91.0	75.2		58.1	73.4			88.5	154.6	121.0	102.1		81.7	101.2	117.8	33.1
Vermont Technical Coll		III	PU	68.6	52.6	47.1						57.8	99.2	80.6	72.1			86.0	48.8	
<b>Virginia</b>																				
Averett U		IIA	PI	63.5	57.3	50.5	38.8					55.9	80.3	73.7	65.9	49.7		71.7	28.4	
Bluefield Coll		IIB	PI	59.1	51.7	44.6	40.9					49.1	71.7	74.8	57.0	51.4		56.3	29.5	
Bridgewater Coll		IIB	PI	75.0	61.5	53.7	47.5					57.2	93.4	77.2	67.4	60.9		72.1	25.5	
Christopher Newport U		IIB	PU	107.4	82.5	66.4	58.3	58.3				74.4	141.1	112.8	90.6	78.8	78.9	100.6	35.2	
Coll William and Mary		I	PU	117.8	94.4	68.7	49.8	57.3				93.1	154.6	126.3	92.4	69.5	81.1	123.9	32.9	
Eastern Mennonite U		IIA	PR	64.3	55.1	48.6	46.1	31.7				52.6	81.4	72.4	61.6	59.8	43.5	67.6	28.6	
Emory & Henry Coll	4	IIB	PI	73.7	57.6	51.2	46.7					59.1	92.7	76.8	64.3	54.9		74.6	26.3	
George Mason U	4	I	PU	135.6	89.0	74.9	61.1					97.5	172.6	118.7	98.0	80.6		126.9	30.2	
Hampden-Sydney Coll		IIB	PI	91.7	66.0	60.5		53.5				72.8	117.4	85.1	76.9		66.0	92.8	27.5	
James Madison U		IIA	PU	97.5	74.5	67.5	57.2					77.4	133.8	105.3	95.5	83.3		108.5	40.1	
Longwood U		IIA	PU	81.8	69.1	62.8	64.3	42.5				65.7	110.6	95.0	87.0	92.7	59.5	90.5	37.7	
Lynchburg Coll		IIA	PR	79.7	67.3	66.3	47.3					69.0	102.8	85.3	86.7	61.6		89.0	29.0	
Mary Baldwin Coll		IIB	PI	76.1	63.5	57.2						64.2	91.1	76.1	71.9			78.4	22.1	
Marymount U	3	IIA	PI	92.2	74.3	63.2	54.2					74.3								
Old Dominion U		I	PU	121.6	86.8	73.7	51.6	54.9				84.4	156.9	115.5	98.3	71.9	73.8		111.3	31.9
Radford U	1	IIA	PU	89.0	71.5	65.7	54.2		--			72.4	118.4	98.9	89.0	75.8		--	98.4	35.9
Randolph Coll		IIB	PI	81.1	65.5	56.1	--					69.6	103.1	86.8	72.2	--		90.0	29.3	
Randolph-Macon Coll		IIB	PI	87.8	67.7	60.3	54.7					72.7	115.7	85.2	75.6	68.8		93.4	28.5	
Roanoke Coll		IIB	PI	87.0	69.8	61.4	50.2					68.7	114.1	90.3	79.4	64.1		89.1	29.8	
Shenandoah U	4	I	PI	82.4	67.9	64.8	48.1		--			69.3	101.6	83.4	79.4	56.7		--	85.1	22.7
Sweet Briar Coll		IIB	PI	82.2	63.9	47.8	--					64.7	94.3	74.4	56.9	--		75.2	16.2	
The U Virginia's Coll at Wise		IIB	PU	81.4	72.2	58.5	49.3					64.8	107.2	94.9	78.2	65.6		85.7	32.4	
U Mary Washington	4	IIB	PU	81.8	67.2	62.4	59.2	61.2				69.8	110.8	93.2	85.9	76.8	84.6	95.7	37.1	
U Richmond	4	IIB	PI	154.1	104.2	85.8	63.7					108.1	189.6	132.4	105.9	82.1		135.1	25.0	
U Virginia-Main	4	I	PU	164.9	111.3	94.9	68.9	60.5				122.5	204.2	142.0	121.8	94.5	81.4	154.6	26.1	
Virginia Commonwealth U	4	I	PU	123.8	87.4	70.6	48.3					81.0	155.9	114.3	94.8	68.9		106.8	31.8	
Virginia Military Institute		IIB	PU	94.2	69.5	55.6	--	--				75.6	127.1	97.1	77.8	--	--	103.7	37.1	

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
92	93	3	0	1.9	4.2	4.4	2.6	22	22	15	5	16	20	23	7	104.2	72.2	62.6	36.7	81.7	77.5	69.5	68.0	44.3	71.1
92	65	11	0	4.5	3.3	6.9		25	27	41	0	52	106	134	3	91.1	74.4	62.1		73.5	92.6	71.0	60.6	--	69.8
100	100	0	0	4.1	5.8	4.3		756	309	194	0	223	221	151	0	158.4	104.8	98.8		123.2	142.8	94.4	87.6		89.9
100	93	0	0	3.9	4.4	3.5		206	110	94	0	38	45	39	0	160.3	117.0	113.1		137.8	135.8	110.4	105.1		116.6
100	96	0	0	2.4	2.9	3.4		129	127	68	0	38	64	71	0	114.2	83.6	76.7		85.0	107.3	82.1	70.8		69.2
100	97	0	0	3.4	3.8	3.4		171	149	92	0	45	91	69	0	124.9	89.2	76.5		86.1	109.2	81.2	73.8		65.2
99	97	0	0	4.1	6.9	5.5	2.7	55	53	23	4	28	36	23	12	128.9	85.7	79.7	59.1	102.8	112.9	83.8	77.3	51.9	91.4
96	96	13	0	3.1	2.3	3.2	3.2	18	37	27	6	5	14	27	9	90.1	72.0	60.1	48.0	72.0	98.1	69.3	61.8	42.5	68.0
100	94	0	0	3.2	4.0	3.9		324	213	134	0	76	125	101	0	147.2	99.5	96.5		108.0	131.4	91.4	84.1		82.3
100	100	0	0	4.5	7.4	6.0		32	57	43	0	16	39	54	0	102.5	83.4	75.4		84.0	93.0	81.3	67.8		72.5
100	96	0	0	2.8	3.6	4.7	3.4	28	60	33	4	22	53	31	3	98.8	75.4	72.1	92.3	73.2	87.4	75.0	67.6	--	66.8
100	99	1	0	8.5	8.4	5.5	7.1	226	189	54	8	75	123	63	9	120.7	89.1	78.7	51.3	96.2	107.0	84.0	69.8	67.6	75.8
80	86	1	0	0.6	1.3	2.1	0.3	27	32	35	7	17	17	49	5	93.0	75.7	80.8	41.3	72.3	94.5	72.4	48.0	41.1	62.5
86	78	0	0	2.4	2.5	3.5	0.7	37	43	45	14	29	54	61	30	98.3	85.0	83.6	64.1	88.0	92.4	90.0	80.5	64.0	86.5
100	97	1	0	4.7	6.0	4.6	4.8	42	44	46	38	16	24	40	59	90.2	75.8	66.9	49.3	77.3	89.0	74.1	62.4	49.8	71.2
96	87	19	0	17.3	17.9	16.1	15.0	37	56	89	3	31	54	57	6	67.8	59.2	48.4	--	55.4	69.5	58.3	49.6	44.5	56.6
100	93	16	0	3.2	1.6	5.0	0.1	9	26	30	31	1	14	13	18	67.0	57.3	50.5	46.6	55.5	--	59.5	48.4	42.7	54.5
100	92	0	0	6.0	3.6	4.8		44	49	47	0	5	22	58	0	83.0	68.8	54.2		60.2	74.4	62.8	52.9		54.5
97	96	0	4	2.0	4.0	4.6	3.4	190	180	139	12	50	89	105	16	104.8	82.0	72.2	45.4	85.2	92.6	75.4	65.1	48.7	69.6
100	100	0	0	4.3	2.9	3.5	2.0	80	157	101	7	38	69	72	1	83.6	70.7	64.0	52.0	68.8	79.3	66.1	62.0	--	66.1
99	98	0	1	3.4	5.0	2.7	2.9	109	52	77	32	64	47	77	48	84.4	67.3	66.7	49.9	74.9	75.8	64.0	57.8	47.6	65.5
100	40	0	0					13	6	6	0	5	4	4	0	73.9	59.1	45.7		63.6	72.6	50.1	48.1		58.1
0	0	0	0					3	12	17	0	6	26	15	0	--	58.0	51.8		55.9	68.2	57.1	52.3		57.0
100	92	6	0					5	9	11	0	11	3	5	0	68.1	55.1	47.9		54.5	68.6	--	44.7		59.9
99	100	0	0	2.8	3.5	3.7	3.0	77	28	40	2	37	28	48	2	136.9	97.6	81.8	--	111.6	129.9	95.8	82.8	--	97.9
100	0	0	0					37	20	17	0	9	12	17	0	81.7	73.6	59.5		74.4	75.7	60.6	59.7		63.4
100	100	0	0	1.0	6.0	3.7	5.0	36	28	8	12	18	21	9	15	97.9	73.7	63.0	56.2	84.6	94.8	73.0	60.7	52.4	78.9
100	98	0	0	2.3	3.8	4.3		107	114	32	0	55	87	53	0	121.3	93.4	80.2		93.8	117.9	87.9	72.2		82.6
97	59	4	0					22	7	9	0	10	10	15	0	68.8	51.2	48.9		60.8	68.0	53.6	46.1		54.5
100	63	5	0	0.7	0.4	0.8	0.4	15	10	5	1	6	9	17	3	64.7	61.6	48.6	--	61.0	60.3	52.5	51.1	--	53.2
0	0	0	0	2.4	2.7	2.8	7.1	5	5	7	3	3	4	9	1	53.7	48.6	46.9	--	49.4	--	55.5	42.8	--	50.7
100	95	5	4	3.0	3.1	3.5	4.3	8	24	17	10	3	16	20	14	72.9	61.2	53.9	49.1	60.6	--	61.9	53.5	46.4	59.0
100	100	0	0	4.7	5.6	6.8	7.9	25	49	30	14	13	35	34	20	106.5	84.8	71.5	58.1	80.6	109.0	79.2	62.0	58.5	72.0
98	93	0	0	3.6	5.6	5.1	6.4	157	109	91	5	76	81	60	10	121.7	92.8	69.8	30.6	97.3	109.7	96.4	67.1	59.4	89.1
100	84	8	0	1.0	2.6	2.2	1.4	18	10	11	7	18	9	14	21	64.3	55.7	49.1	44.7	54.2	64.4	54.3	48.2	46.5	55.0
93	88	3	0	2.2	7.3	2.2	2.8	19	8	13	3	8	9	17	8	75.3	59.9	51.6	--	64.5	70.0	55.6	50.9	46.6	56.6
93	80	0	0	2.1	3.0	3.2	2.6	284	238	155	32	88	202	191	41	141.3	92.9	81.3	59.3	110.6	117.0	84.4	69.6	62.5	84.5
100	100	0	0	1.6	-2.0	3.2		32	18	9	0	8	10	7	0	93.2	67.4	60.6		76.3	85.9	63.5	60.4		64.8
98	92	0	0	2.6	3.5	3.5	2.9	195	151	125	56	117	131	144	83	98.9	76.7	68.9	57.3	83.8	95.4	72.0	66.3	57.1	76.9
98	92	5	0	4.5	4.2	3.3	6.1	25	40	38	1	24	31	47	6	84.3	68.0	64.5	--	66.9	79.2	70.6	61.4	65.9	64.6
96	91	6	0	2.5	3.2	3.2	2.8	29	25	30	5	17	32	47	4	82.3	72.3	66.5	48.8	73.7	75.3	63.4	66.2	45.5	66.9
88	89	3	0	0.0	-0.1	0.6		12	10	8	0	13	17	32	0	79.4	62.4	61.1		68.9	73.0	64.2	56.2		61.9
96	90	0	0	1.5	2.1	2.1	1.5	13	13	16	7	40	26	31	14	92.9	71.5	63.9	49.7	75.2	91.9	75.7	62.8	56.5	78.3
97	89	0	0					169	128	96	9	46	87	81	12	125.1	88.2	76.4	52.8	95.2	108.7	84.8	70.5	50.7	72.5
100	90	1	0	4.1	4.7	5.2	4.2	81	63	44	31	55	62	79	39	91.9	73.1	65.6	51.1	79.5	84.5	70.0	65.7	56.6	72.2
100	83	0	0	0.8	1.0	1.6		18	8	3	0	11	15	10	3	82.5	67.9	--		75.9	78.9	64.2	55.8	--	66.3
92	97	0	0	4.1	3.4	3.9	1.7	26	12	10	6	13	19	12	3	89.8	70.0	61.5	56.8	78.9	84.0	66.3	59.4	--	69.6
98	98	0	0	1.9	2.7	4.2	2.0	30	28	13	12	12	32	15	22	88.6	69.0	62.8	54.8	76.1	82.9	70.4	60.3	47.6	70.4
2	0	0	0	1.8	2.6	2.1	1.2	28	36	34	3	24	51	68	2	86.7	66.7	67.1	--	72.7	77.4	68.8	63.7	--	67.8
95	100	0	0					13	4	7	2	7	4	11	1	82.5	60.0	50.0	--	69.3	81.6	67.8	46.4	--	61.5
100	96	13	0	-89.5	6.3	2.1	3.1	14	15	19	10	9	9	12	14	82.4	70.8	59.9	48.1	69.9	80.0	74.6	56.4	50.2	68.9
100	97	2	0	2.5	3.3	3.7		40	49	27	2	33	41	27	2	84.1	70.4	64.6	--	72.7	78.9	63.4	60.2	--	66.8
95	96	1	0	3.1	4.0	3.7	3.8	81	70	39	32	34	56	46	33	159.5	108.2	90.7	64.4	126.5	141.1	99.2	81.7	63.1	103.7
92	76	0	11	5.2	5.8	4.6	2.1	398	201	122	7	124	139	107	2	170.7	114.3	99.7	72.1	134.9	146.5	106.9	89.4	--	102.4
91	79	0	0	5.5	6.6	7.0	6.6	151	183	205	85	53	161	246	106	127.9	89.5	74.2	48.2	94.5	112.3	85.0	67.5	48.4	78.8
97	72	0	0	2.2	3.5	1.9	1.9	50	21	21	2	9	8	20	1	95.2	70.3	57.4	--	80.8	88.8	67.4	53.7	--	65.2

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5)		
		CAT.	CTRL	AVG. SALARY (\$1000s).								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.		
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Virginia Polytechnic Institute and St U	4	I	PU	132.7	92.9	83.2	52.3					99.0	170.3	122.8	111.0	73.9			129.9	31.3
Virginia Wesleyan Coll		IIB	PI	81.4	65.6	62.6	47.2	--			69.6	113.6	97.8	94.9	79.4	--			101.9	30.2
Washington and Lee U		IIB	PI	140.1	101.2	80.5	51.1	--			109.6	181.9	133.7	102.9	61.8	--			142.4	29.9

**Washington**

Bastyr U		IIA	PI	102.3	80.9	69.5					79.5	126.0	101.9	87.3					99.6	25.2
Central Washington U		IIA	PU	88.4	76.7	66.0		47.0			70.4	111.1	96.8	84.1		61.3			89.5	24.8
Eastern Washington U	1	IIA	PU	97.0	75.3	71.3				51.8	73.7	120.8	99.1	95.1			75.6		97.5	32.3
Northwest U	4	IIB	PI	68.6	55.7	50.5	--				56.5	89.3	73.3	62.8	--				72.7	29.1
Pacific Lutheran U	1	IIA	PI	85.7	68.4	62.1	47.5				68.6	109.3	88.7	78.9	60.4				87.9	28.1
Saint Martin's U		IIB	PI	67.4	58.9	55.4	44.1				57.9	87.1	78.1	73.9	59.8				76.5	32.2
Seattle Pacific U		IIA	PI	92.6	76.4	67.9	57.1				79.0								104.2	32.0
Seattle U		IIA	PI	118.6	88.4	74.5	55.3	52.4	24.9		81.1									
U Puget Sound		IIB	PI	108.9	82.0	68.8	70.3				89.7	146.3	110.3	92.3	95.4				120.6	34.5
U Washington-Seattle	4	I	PU	133.8	104.8	98.1	66.8	73.6			109.3	160.6	128.2	119.0	83.9	93.4			132.9	21.6
U Washington-Tacoma	4	IIA	PU	118.2	98.3	80.4		61.8			83.2	143.2	120.8	99.4		78.5			103.0	23.8
Walla Walla U		I	PR	66.7	55.2	42.5	--	--			53.7	86.0	74.5	61.8	--	--	19.3		73.0	30.7
Washington St U	4	I	PU	123.2	86.7	81.4	63.3	52.3	--		87.8	153.4	111.2	104.2	83.9	71.2	--		112.3	27.9
Western Washington U	1	IIA	PU	101.6	82.6	69.5	56.3				80.8	128.0	106.3	90.8	76.3				104.1	28.9
Whitman Coll		IIB	PI	118.1	93.2	69.6	48.0	59.6			83.7	159.8	123.8	92.5	66.1	82.6			112.2	34.1
Whitworth U		IIB	PI	84.5	70.3	63.2	56.8	33.2			63.2	110.7	91.9	82.9	78.0	44.9			83.3	32.1

**West Virginia**

Davis & Elkins Coll		IIB	PI	58.6	53.4	48.2	43.6				51.1	74.0	70.6	62.3	59.2				66.2	29.6
Glenville St Coll		IIB	PU	68.5	60.4	47.8	48.1				54.8									
Marshall U	1	IIA	PU	76.8	65.5	58.9	35.2				63.2	94.8	81.9	73.1	44.8				78.6	24.4
Ohio Valley U	4	IIB	PR	46.6	45.4	41.2	--				44.4	54.0	52.9	60.0	--				55.5	22.3
Shepherd U	4	IIA	PU	73.9	62.3	56.0		46.7			61.7	94.5	78.7	70.5		59.2			78.1	26.4
U Charleston		IIB	PI	80.6	72.7	68.1	53.0		--		68.4									
West Virginia U		I	PU	112.8	80.5	67.3	45.5	58.3	154.0		81.7	131.2	94.1	78.6	54.0	67.2	175.8		95.3	16.6
West Virginia Wesleyan Coll	4	IIB	PI	63.9	55.5	46.6	40.8				51.6	85.4	74.1	58.4	49.7				67.0	29.7
Wheeling Jesuit U		IIA	PI	71.7	57.5	51.0	46.1		--		56.2	91.3	77.0	70.5	65.6		--		75.8	35.2

**Wisconsin**

Alverno Coll		IIB	PI	65.6	54.7	49.8					57.2	84.9	73.1	68.4					76.0	32.9
Beloit Coll		IIB	PI	84.6	67.4	58.7	48.4		--		71.0	115.9	85.6	76.8	61.2		--		93.9	32.2
Carroll U		IIB	PI	80.6	69.8	66.7		54.3			65.8	106.1	93.1	88.3		72.7			87.4	33.0
Carthage Coll		IIB	PI	87.6	71.9	61.6	--				71.4	107.9	92.2	81.9	--				91.7	31.5
Lakeland Coll	1	IIB	PI	73.3	62.0	52.2	48.8				60.0	97.1	80.5	66.7	61.6				77.8	29.6
Lawrence U		IIB	PI	88.2	71.7	59.3	50.8	--			68.4	123.7	99.3	82.9	67.9	--			94.7	38.3
Marquette U	4	I	PI	118.5	87.2	76.9	61.5	55.8	53.4		89.7	152.6	115.6	99.5	80.5	69.6	71.5		116.9	30.3
Milwaukee School Engineering	3	IIB	PI	89.6	80.1	73.8	66.1				80.1	121.4	108.1	103.8	84.2				109.3	36.4
Ripon Coll		IIB	PI	77.6	60.1	51.8	42.6				62.2	102.9	81.1	67.6	59.9				83.0	33.3
Saint Norbert Coll	4	IIB	PI	89.4	70.3	57.7	--				67.5	112.8	96.1	74.7	--				88.0	30.4
U Wisconsin Colls		III	PU	62.3	51.0	45.0		42.5			50.8	85.6	72.6	65.6		62.5			72.3	42.3
U Wisconsin-Eau Claire		IIA	PU	77.6	63.5	63.2	54.6	46.6			66.0	103.1	86.9	86.6	76.7	68.2			89.7	36.0
U Wisconsin-Green Bay		IIA	PU	71.7	61.4	59.6	--	48.7			60.5	96.3	84.5	82.4	--	69.0			83.5	38.0
U Wisconsin-La Crosse		IIA	PU	80.8	65.1	61.8		44.4			62.1	106.7	88.8	85.0		65.9			85.3	37.3
U Wisconsin-Madison		I	PU	133.8	104.1	87.7	72.8	71.2			109.5	166.2	133.0	114.4	97.6	102.8			138.9	26.8
U Wisconsin-Milwaukee		I	PU	103.7	78.9	72.3	63.6	46.0			75.7	132.6	104.5	97.0	87.1	67.4			100.7	33.1
U Wisconsin-Oshkosh		IIA	PU	80.4	62.9	66.8	--	46.3			64.3	106.3	86.2	90.7	--	67.0			87.8	36.5
U Wisconsin-Parkside		IIA	PU	72.3	64.3	55.5		43.1			57.1	97.1	87.8	77.7		62.9			79.5	39.3
U Wisconsin-Platteville		IIA	PU	72.6	59.9	57.4		42.0			58.3	97.3	82.8	79.9		61.9			80.9	38.8
U Wisconsin-River Falls		IIA	PU	73.8	65.4	59.6	--	43.2			66.6	98.8	89.1	82.4	--	65.5			90.5	35.9
U Wisconsin-Stevens Point		IIA	PU	71.8	59.9	55.3	46.8	41.7			60.7	96.5	82.8	77.5	67.7	64.1			83.7	37.9
U Wisconsin-Stout		IIA	PU	71.3	62.6	60.0	--	47.9			60.9	95.9	85.9	82.9	--	69.0			83.9	37.8
U Wisconsin-Superior		IIA	PU	67.9	54.3	56.4		45.0			57.0	92.0	76.3	69.4		65.7			76.5	34.3
U Wisconsin-Whitewater		IIA	PU	76.8	66.1	70.5		50.0			65.2	102.0	89.8	94.0		71.4			88.5	35.8
Viterbo U		IIA	PI	68.4	58.3	51.3	38.5				56.2	85.4	76.5	68.2	51.3				73.4	30.6

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
99	91	0	0	7.3	8.0	7.3	7.3	476	340	247	99	108	192	149	120	134.8	95.2	84.4	53.4	110.5	123.1	88.9	81.3	51.4	94.6
100	97	0	0	0.3	1.2	0.2		22	17	9	0	12	15	11	4	83.7	65.1	62.3		72.6	77.0	66.2	62.9	47.2	68.2
96	95	0	0	3.7	5.3	7.5	4.9	58	32	35	2	23	27	19	4	142.9	106.1	76.9	--	115.0	133.3	95.3	87.1	51.2	104.9
0	0	0	0	4.8	5.4	5.1		2	6	6	0	5	9	12	0	--	81.2	69.6		79.3	102.0	80.7	69.5		79.6
100	98	0	0	4.4	4.4	6.8		90	73	44	0	52	45	58	0	90.4	78.4	67.3		72.8	84.9	74.1	65.1		67.2
100	98	0	0	2.9	-1.8	9.0		88	42	47	0	49	44	43	0	98.2	79.5	74.4		77.6	94.8	71.3	67.9		69.1
100	53	0	0	3.4	1.6	2.0	1.1	8	10	13	0	4	7	7	1	68.3	57.0	51.0		57.4	69.3	53.8	49.5	--	55.6
100	96	5	0	2.5	3.2	6.4	5.3	29	39	34	3	19	41	44	11	87.2	68.4	67.5	--	73.4	83.4	68.4	57.9	47.3	66.7
94	97	9	0	1.4	2.0	1.7	0.8	10	16	10	7	7	13	12	3	70.7	59.5	53.0	41.1	60.8	62.6	58.2	57.4	--	58.9
96	71	5	0	1.8	3.0	2.7	3.9	47	36	23	3	25	22	33	7	93.7	76.8	69.7	--	82.8	90.6	75.7	66.7	56.6	76.7
90	92	2	0					53	88	47	38	37	89	42	70	124.1	86.8	73.2	55.7	89.1	110.9	89.9	75.9	55.1	87.2
99	80	0	0					62	28	16	13	38	32	17	27	110.1	81.8	70.2	72.5	96.6	107.1	82.3	67.5	69.2	90.2
100	95	0	0	3.6	5.4	4.6	5.5	429	228	159	14	208	183	156	13	137.6	108.2	101.8	76.0	117.2	126.0	100.6	94.2	56.8	100.5
100	97	0	0	2.9	3.2	3.5		20	30	20	0	10	28	30	0	128.0	104.8	81.2		92.0	98.5	91.3	79.9		75.7
96	73	29	0					31	13	13	2	14	9	8	0	66.7	55.9	42.8	--	54.0	66.9	54.0	41.9		53.3
99	97	0	0	0.4	0.8	1.3	0.8	268	192	135	198	92	128	97	240	127.2	88.9	85.2	68.7	105.2	111.4	83.4	76.0	58.7	89.1
100	99	0	0	4.8	6.6	5.0	4.5	122	82	73	43	64	92	51	71	104.1	84.4	71.6	59.9	89.7	97.0	80.9	66.5	54.1	82.3
100	92	2	0	2.2	4.3	3.7		21	29	19	9	11	23	33	9	121.6	90.7	70.8	44.3	93.4	111.3	96.3	68.9	51.6	82.9
80	73	2	0	3.2	4.0	4.4	5.0	29	25	21	7	11	19	26	7	85.6	66.9	64.6	61.2	66.2	81.3	74.8	62.0	52.4	60.6
87	43	5	0	1.9	1.7	5.3	2.6	6	2	10	3	9	5	12	6	57.2		48.8	--	52.1	59.6	53.6	47.7	43.9	53.0
100	100	8	0					7	15	16	4	1	6	10	3	67.9	59.7	48.1	52.9	56.3	--	62.0	47.3	--	54.0
98	81	3	0	0.1	1.0	1.1	2.0	121	66	75	29	65	65	76	48	78.6	66.9	62.8	35.5	71.2	73.4	64.0	55.0	35.0	63.6
29	0	17	0	1.7	4.3	0.9	10.9	5	4	4	0	2	2	2	1	49.9	44.9	42.2		46.0	--	--	--	--	41.3
97	96	2	0	0.1	0.9	2.5		18	31	20	0	11	22	25	0	73.5	63.2	55.8		62.1	74.5	61.2	56.2		61.1
11	0	0	0					4	15	14	3	5	20	42	9	81.2	72.1	57.9	--	67.1	80.2	73.2	71.5	54.2	71.7
96	78	3	0	0.5	-0.2	0.8	1.6	235	193	208	28	66	168	202	47	114.5	83.4	69.4	48.4	90.7	106.4	77.2	65.2	43.7	75.1
92	90	9	0	3.3	4.2	3.8	3.8	10	12	16	1	2	19	28	3	64.7	56.5	45.7	--	54.1	--	54.8	47.0	--	50.6
94	69	0	0	1.7	1.1			13	12	10	1	3	14	17	10	73.6	58.2	52.0	--	61.5	--	56.8	50.4	46.8	54.0
100	93	30	0	5.5	5.1	0.1		11	4	7	0	27	24	26	0	65.4	52.0	49.2		57.8	65.6	55.1	50.0		57.1
100	83	0	0	5.1	4.9	6.1	11.9	21	15	8	1	20	21	12	5	87.9	68.9	57.5	--	75.3	81.1	66.3	59.6	49.5	70.0
100	78	2	0	2.8	3.9	3.7		5	20	16	0	7	16	32	0	88.2	69.8	62.9		65.2	75.1	69.8	68.5		66.2
98	86	0	0	3.2	3.5	2.9	3.0	31	34	25	1	10	17	38	1	89.7	72.4	60.9	--	75.2	81.3	70.9	62.1	--	67.3
100	88	0	0			0.6	11.4	8	12	10	3	2	4	4	2	74.2	62.8	52.3	--	62.3	--	59.5	52.0	--	58.6
100	99	0	0	1.9	2.9	3.6	7.6	23	48	11	15	8	25	18	17	88.3	72.6	60.4	51.0	75.0	88.0	70.0	58.6	50.6	68.8
95	82	1	0	1.7	2.4	2.7	1.9	136	116	88	14	34	100	89	24	122.0	88.4	80.4	71.2	97.8	104.5	85.8	73.5	55.9	82.1
0	0	0	0	2.2	2.6	2.9	2.6	28	37	25	3	10	11	16	4	89.7	81.6	77.6	--	83.0	89.1	75.0	67.9	63.4	75.8
100	95	0	0	3.2	3.7	5.6		11	15	6	3	8	7	10	1	77.7	60.0	51.3	--	64.5	77.4	60.3	52.0	--	62.5
100	100	52	0			0.5		18	17	28	1	5	12	32	1	89.3	73.0	59.2	--	71.5	89.6	66.5	56.5	--	62.3
100	100	1	0	1.4	3.5	1.7		47	71	37	0	26	50	40	0	62.1	51.1	44.7		51.3	62.8	51.0	45.3		50.1
100	92	4	0	0.9	1.4	1.0	0.0	110	40	50	2	48	64	78	9	77.6	62.2	61.9	--	68.4	77.5	64.3	64.1	54.4	64.1
100	100	0	0		0.7	1.4	1.9	17	47	20	0	14	33	18	3	75.3	64.3	65.4		64.9	67.3	57.3	53.1	--	55.4
98	90	15	0	2.0	3.2	2.1		63	57	90	0	38	59	99	0	83.7	65.5	61.9		64.4	75.9	64.7	61.7		59.9
95	84	0	0	1.8	3.6	2.5	3.9	720	169	232	142	297	154	202	138	138.4	107.2	91.7	77.3	121.9	122.9	100.7	83.2	68.2	103.4
99	93	1	0	0.5	0.8	1.7	2.1	167	211	84	10	71	158	127	24	105.5	81.3	75.1	75.6	82.0	99.6	75.8	70.5	58.7	69.2
100	97	0	0	2.3	1.6	3.1		83	61	44	0	38	56	35	2	83.4	65.2	65.6		68.4	74.0	60.4	68.4	--	59.9
100	93	3	0	0.3	0.3	0.6		18	23	18	0	10	21	20	0	73.9	67.3	53.2		58.5	69.5	61.0	57.5		55.5
100	80	6	0	0.3	2.0	0.6		71	32	57	0	31	18	32	0	74.1	60.2	58.1		60.5	69.0	59.4	56.3		54.6
99	100	0	0	1.3	1.3	1.3		75	18	22	2	33	21	32	1	74.7	65.6	58.7	--	69.1	71.8	65.2	60.2	--	63.5
99	92	2	0	0.6	1.8	1.1	4.0	87	42	60	3	56	36	41	3	72.6	60.9	54.5	--	61.7	70.7	58.8	56.4	--	59.8
100	85	7	0	0.0	1.4	2.0		43	54	55	1	34	40	44	0	73.0	64.0	62.5	--	62.2	69.2	60.7	56.8		59.1
100	84	8	0		0.8	1.3		21	14	17	0	13	17	22	0	68.4	54.0	58.8		59.7	67.2	54.5	54.5		54.6
100	98	2	0	-0.1	1.4	1.1		52	74	55	0	42	57	69	0	80.8	66.9	74.5		67.5	71.9	65.1	67.4		62.8
100	95	17	0		0.5	0.6		9	19	19	1	12	23	33	4	67.4	57.5	49.0	--	56.0	69.1	58.9	52.6	36.9	57.6

**APPENDIX I**

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s).								(4) AVG. COMPENSATION (\$1000s)						(5) BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Wyoming</b> U Wyoming		I	PU	117.4	83.2	77.7	64.4	70.0		88.3	157.9	116.6	107.1	91.6	92.2		121.4	37.5

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR				
100	98	0	0	4.9	5.9	6.0	2.7	163	122	95	47	54	79	84	46	118.3	85.7	82.2	65.8	96.9	114.8	79.5	72.6	62.9	83.6

**APPENDIX II**

NAME	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	
		CAT.	CTRL.	AVG. SAL. (\$1000s)	AVG. COMP. (\$1000s)	BEN. as % of SAL.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF MEN	F-T FAC. WOMEN	AVG. SAL. MEN	AVG. SAL. WOMEN
<b>Alabama</b>												
Northwest-Shoals CC		IV	PU	53.0			84.4		33	44	54.9	51.7
<b>California</b>												
Fresno City College	5	IV	PU	91.5	117.7	29.3	74.3		164	179	93.4	89.6
Reedley College	21	IV	PU	88.9	114.9	29.7	71.4		114	113	92.5	85.3
Santa Rosa Junior College		IV	PU	91.3	118.4	31.6	65.7		123	166	91.6	91.0
<b>Delaware</b>												
Delaware Tech CC-Owens		IV	PU	73.3	97.3	32.7			39	83	73.8	73.1
Delaware Tech CC-Stanton/George		IV	PU	68.8	91.6	40.2			71	85	70.3	67.6
Delaware Tech CC-Terry		IV	PU	73.6	97.1	31.9			39	51	74.3	73.2
<b>Iowa</b>												
Hawkeye CC		IV	PU	58.4	86.1	47.4			63	54	58.7	58.1
North Iowa Area CC		IV	PU	63.3	85.1	34.5		0.0	45	26	63.9	62.3
<b>Maryland</b>												
St John's College		IV	PI	84.3	115.8	37.4	69.6	0.0	75	27	86.4	78.4
<b>North Carolina</b>												
Asheville-Buncombe Tech CC	1	IV	PU	44.0	0.0	37.2		2.7	68	113		
Haywood CC		IV	PU	48.7	65.0	34.2			37	37	49.9	47.5
<b>Nebraska</b>												
Central CC		IV	PU	32.0	56.1				83	89		
<b>New Mexico</b>												
New Mexico Junior College		IV	PU	56.5	78.7	39.4		0.0	31	37	59.0	54.3
<b>Oklahoma</b>												
Oklahoma St University Institute of Technology		IV	PU	55.1	74.7	35.4			83	38	54.3	56.9
<b>Texas</b>												
Central Texas College		IV	PU	66.8	83.1	24.4			72	94	68.0	65.9
Vernon College		IV	PU	44.8					36	57	46.1	44.0
<b>Washington</b>												
The Evergreen St College		IV	PU	71.3	93.3	30.8		4.4	71	86	73.0	70.0

## NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75000.
2. Factor used to convert 12-month data: 0.81000.
3. Factor used to convert 12-month data: 0.81800.
4. Factor used to convert 12-month data: 0.81818.
5. Factor used to convert 12-month data: 0.81812.
6. Factor used to convert 12-month data: 0.81966.
7. Factor used to convert 12-month data: 0.85470.
8. Factor used to convert 12-month data: 0.86700.
9. Factor used to convert 12-month data: 0.86400.
10. Factor used to convert 12-month data: 0.80970.
11. Factor used to convert 12-month data: 0.83564.
12. Factor used to convert 12-month data: 0.86300.
13. Factor used to convert 12-month data: 0.90909.
14. Factor used to convert 12-month data: 0.80000.
15. Linfield Coll—Includes faculty in schools or programs of nursing and business; Linfield Coll includes the McMinnville Campus, the School of Nursing, and Online and Continuing Education.
16. Penn State U-IIB Campuses—Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Erie, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.
17. Penn State U-IIA Campuses—Includes Great Valley and Harrisburg campuses.
18. Tufts U—Includes Arts and Sciences, Engineering, School of Dental Medicine, and public health faculty members in the School of Medicine, Cummings School of Veterinary Medicine, Fletcher School of Law and Diplomacy, and Friedman School of Nutrition Science and Policy.
19. Benefits include the normal cost of the defined retirement benefit. Data as of October 2015 payroll. In 2015–16, UC faculty received a general range adjustment of 1.5 percent and up to 1.5 percent adjustment according to campus discretion effective July.
20. U Massachusetts-Dartmouth became a doctoral university in 2016.
21. Reedley Coll—Data includes faculty members from both Reedley Coll and Clovis CC.