

SURVEY REPORT TABLE 11

**Average Salary, by Region, Category, and Academic Rank, 2015–16 (Dollars)**

Academic Rank	Northeast		North Central		South			West	
	New England <sup>a</sup>	Middle Atlantic <sup>b</sup>	East North Central <sup>c</sup>	West North Central <sup>d</sup>	East South Central <sup>e</sup>	West South Central <sup>f</sup>	South Atlantic <sup>g</sup>	Mountain <sup>h</sup>	Pacific <sup>i</sup>
<i>CATEGORY I (Doctoral)</i>									
Professor	160,031	150,950	128,196	120,696	124,592	127,785	134,898	117,915	141,980
Associate	109,123	106,866	91,674	85,815	86,753	90,120	94,291	85,788	99,498
Assistant	93,016	90,661	80,704	80,946	74,405	82,416	81,580	75,018	88,234
Instructor	79,352	65,947	58,695	55,787	52,886	56,382	61,202	50,739	63,130
Lecturer	74,948	65,928	57,402	56,647	49,682	58,663	58,498	58,832	80,134
No Rank	64,649	80,014	54,176	50,223	64,254	70,504	80,980	95,756	65,315
All Combined	119,620	113,725	96,180	90,040	88,450	92,654	97,169	88,043	112,946
<i>CATEGORY IIA (Master's)</i>									
Professor	105,368	103,835	85,897	84,142	84,285	91,727	90,113	97,933	102,918
Associate	83,382	82,460	69,383	69,005	68,850	72,888	72,070	75,138	83,214
Assistant	70,866	69,712	62,095	59,616	60,400	63,902	63,522	64,790	72,864
Instructor	60,695	57,611	53,318	48,552	50,611	49,162	52,078	45,323	56,942
Lecturer	64,593	58,481	46,902	44,508	43,636	45,573	49,922	49,391	58,538
No Rank	73,966	53,826	59,037	41,549	50,554	61,394	56,005	48,012	78,061
All Combined	83,146	81,884	67,997	67,166	66,822	71,010	70,786	68,189	81,947
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	107,926	100,708	82,428	75,910	75,252	69,654	80,396	79,000	110,327
Associate	82,930	78,320	67,001	62,605	62,548	58,741	66,592	64,221	85,404
Assistant	69,620	66,013	58,776	55,679	54,286	52,464	57,204	55,263	70,522
Instructor	61,017	56,823	50,317	48,496	43,816	43,348	47,964	45,436	59,892
Lecturer	71,971	61,764	50,604	47,918	47,967	49,703	48,591	49,828	53,585
No Rank	58,422	66,485	47,625	58,043	n.d.	n.d.	51,473	61,558	58,608
All Combined	85,748	78,974	67,400	62,533	61,683	58,177	66,006	63,988	86,987
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	70,179	86,789	88,399	64,508	61,527	63,395	77,065	64,316	89,007
Associate	55,776	72,175	71,671	57,481	55,489	53,350	63,846	55,243	76,509
Assistant	49,711	61,176	59,199	55,158	46,325	49,764	54,625	51,004	67,370
Instructor	47,869	50,437	49,136	51,887	40,385	41,548	50,388	45,261	57,041
Lecturer	n.d.	54,437	51,530	n.d.	n.d.	n.d.	38,177	34,466	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	54,756	49,287
All Combined	59,166	68,109	65,597	56,755	49,789	52,949	62,316	54,176	69,547
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	51,228	n.d.	55,591	65,465	n.d.	85,740
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	116,107	108,462	93,817	84,734	90,226	95,936	95,092	97,963	112,910
Associate	87,173	83,836	73,284	67,854	70,709	73,852	74,247	74,246	87,067
Assistant	73,879	70,784	64,230	60,506	61,416	65,839	64,465	64,922	75,598
Instructor	65,168	57,507	53,495	49,464	49,210	48,992	52,599	47,684	59,298
Lecturer	71,363	60,757	51,417	50,317	46,865	53,668	51,934	54,094	64,102
No Rank	62,100	66,865	54,157	50,987	56,034	66,600	68,656	63,886	70,974
All Combined	90,680	84,438	72,987	67,836	69,887	73,273	74,049	72,989	89,306

Note: The table is based on 969 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 12

**Average Compensation, by Region, Category, and Academic Rank, 2015–16 (Dollars)**

Academic Rank	Northeast		North Central		South			West	
	New England <sup>a</sup>	Middle Atlantic <sup>b</sup>	East North Central <sup>c</sup>	West North Central <sup>d</sup>	East South Central <sup>e</sup>	West South Central <sup>f</sup>	South Atlantic <sup>g</sup>	Mountain <sup>h</sup>	Pacific <sup>i</sup>
<b>CATEGORY I (Doctoral)</b>									
Professor	202,793	192,764	164,608	153,292	155,329	161,735	168,197	148,933	186,455
Associate	141,586	140,792	121,363	111,673	110,258	115,954	120,464	111,004	133,708
Assistant	120,117	119,089	106,815	102,850	94,511	104,689	104,404	97,141	118,950
Instructor	103,696	90,536	79,127	74,340	68,925	75,388	80,011	68,333	86,036
Lecturer	99,235	89,333	79,035	75,410	67,795	75,734	77,123	78,346	111,515
No Rank	85,917	104,210	73,221	67,420	82,273	89,576	101,109	117,615	90,098
All Combined	153,355	147,927	125,863	117,738	111,319	118,122	123,479	113,098	150,089
<b>CATEGORY IIA (Master's)</b>									
Professor	137,138	135,463	111,045	108,405	109,155	115,255	118,238	131,921	132,676
Associate	111,449	110,087	91,502	89,528	89,608	93,078	95,869	103,402	110,041
Assistant	95,260	93,640	82,127	77,072	78,594	82,373	85,027	88,954	96,150
Instructor	80,206	78,365	70,770	64,928	66,496	65,024	70,693	65,377	75,674
Lecturer	83,677	83,627	65,376	58,757	59,618	59,353	67,468	70,150	80,143
No Rank	94,123	71,856	82,602	55,794	65,525	75,657	76,082	65,387	111,071
All Combined	110,389	108,693	89,595	87,268	86,946	90,167	94,097	94,400	107,865
<b>CATEGORY IIB (Baccalaureate)</b>									
Professor	141,451	131,459	108,624	99,425	98,506	90,307	102,292	112,504	145,242
Associate	110,084	104,413	89,416	83,707	82,357	77,184	85,091	91,832	113,595
Assistant	91,399	87,542	77,570	75,318	70,730	68,087	73,814	79,306	94,175
Instructor	78,427	74,969	65,155	66,127	59,123	57,025	62,973	67,189	80,533
Lecturer	95,855	84,098	66,916	65,539	57,978	65,463	71,906	77,089	73,338
No Rank	77,903	88,871	64,199	88,281	n.d.	n.d.	63,963	91,780	74,960
All Combined	112,909	104,363	89,497	83,367	80,686	75,647	84,336	91,620	115,211
<b>CATEGORY III (Associate's with Ranks)</b>									
Professor	95,032	121,191	116,905	88,216	83,820	83,067	96,409	86,476	123,912
Associate	79,233	103,725	96,832	78,044	78,366	70,094	81,660	75,687	108,709
Assistant	69,267	90,554	82,157	75,826	65,832	65,983	70,033	69,419	97,686
Instructor	62,359	75,450	64,436	71,913	55,669	57,529	63,449	62,318	83,851
Lecturer	n.d.	81,661	73,451	n.d.	n.d.	n.d.	45,636	56,338	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	80,541	80,116
All Combined	81,683	98,466	89,578	77,578	69,626	69,956	78,717	74,435	99,132
<b>CATEGORY IV (Associate's without Ranks)</b>									
No Rank	n.d.	n.d.	n.d.	75,784	n.d.	n.d.	93,377	n.d.	111,080
<b>ALL CATEGORIES COMBINED EXCEPT IV</b>									
Professor	151,279	142,303	122,505	110,291	116,123	121,579	122,426	129,867	148,270
Associate	116,209	112,804	97,653	89,714	91,912	95,079	96,656	100,211	116,593
Assistant	97,563	95,604	85,668	80,238	79,551	84,639	84,433	87,722	101,470
Instructor	85,303	78,949	71,040	66,996	64,937	65,057	70,076	66,682	81,553
Lecturer	94,798	85,154	71,326	68,007	62,696	69,517	70,701	74,534	88,443
No Rank	82,292	88,138	73,329	70,059	73,899	83,611	88,635	90,015	99,459
All Combined	119,444	112,792	97,011	89,810	90,343	93,665	96,285	98,575	118,940

Note: The table is based on 947 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

b. Middle Atlantic: New Jersey, New York, and Pennsylvania.

c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 13

**Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2015–16 (Dollars)**

Rating <sup>a</sup>	1*	1	2	3	4					
Academic Rank	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	194,817	174,558	156,140	147,310	138,556	130,325	123,550	118,115	111,840	102,300
Associate	124,330	116,802	106,347	102,391	97,004	93,969	89,215	86,131	82,238	76,115
Assistant	113,029	102,597	95,281	88,774	85,653	81,542	77,701	74,883	70,561	67,162
Instructor	88,312	78,455	68,912	65,048	61,954	58,130	54,201	51,580	48,546	45,399
All Combined	151,404	129,369	119,079	109,428	102,233	96,600	90,473	86,707	80,714	74,686
<i>CATEGORY IIA (Master's)</i>										
Professor	125,414	119,121	108,766	101,364	97,015	93,246	89,541	84,776	79,706	72,636
Associate	97,061	92,214	84,541	80,883	77,190	74,949	72,063	69,129	66,172	61,522
Assistant	82,131	78,514	74,767	70,178	67,505	65,067	62,519	60,248	58,287	53,852
Instructor	68,760	65,444	61,141	57,169	54,246	51,369	49,387	47,178	44,658	42,270
All Combined	97,050	91,490	84,068	79,339	75,774	72,141	69,831	67,033	63,649	59,582
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	136,451	122,195	103,139	94,499	88,189	83,480	79,721	74,094	68,626	62,943
Associate	98,992	93,215	80,676	75,431	70,574	67,884	65,452	62,003	58,178	54,245
Assistant	81,139	76,201	68,894	64,720	61,260	58,570	56,288	53,957	51,041	48,077
Instructor	67,956	63,735	58,422	54,415	51,878	49,931	48,071	46,185	43,378	40,112
All Combined	105,819	97,129	81,323	74,784	70,972	67,481	63,960	61,028	57,459	53,324
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	104,466	100,899	93,987	89,971	88,160	82,627	75,162	69,208	64,062	60,374
Associate	84,017	81,697	76,744	74,405	72,080	68,099	64,017	58,933	56,141	52,571
Assistant	71,241	70,283	66,664	64,045	59,579	56,583	54,596	52,065	49,874	47,119
Instructor	60,712	60,053	57,986	54,947	52,139	48,741	47,201	45,287	43,161	40,385
All Combined	79,135	77,419	72,444	70,194	66,164	62,595	59,841	57,462	54,872	50,796
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	91,453	91,251	84,294	73,337	68,801	65,044	58,430	55,134	48,684	44,028

*Note:* The table is based on 969 reporting institutions. For definitions of categories, see Explanation of Statistical Data.

a. Interpretation of the Ratings: 1\*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

SURVEY REPORT TABLE 14

**Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2015–16 (Dollars)**

Rating <sup>a</sup>	1*	1	2	3	4					
Academic Rank	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	244,483	222,178	200,722	185,520	176,901	166,445	157,573	152,046	141,854	127,504
Associate	163,769	151,871	140,195	133,973	128,563	122,832	116,079	112,062	106,712	100,351
Assistant	146,962	131,945	123,283	115,924	112,001	106,540	101,658	97,858	92,794	87,101
Instructor	120,535	103,217	94,514	88,067	82,004	77,925	74,160	71,448	64,473	59,280
All Combined	195,656	169,866	154,108	140,981	132,904	123,954	120,101	113,010	105,684	97,679
<i>CATEGORY IIA (Master's)</i>										
Professor	164,084	154,911	140,456	130,172	125,306	120,614	115,265	110,145	103,581	95,913
Associate	130,827	123,703	111,067	106,179	101,985	98,032	94,069	90,336	86,892	80,996
Assistant	110,889	106,678	98,620	93,344	89,037	85,312	82,359	79,071	76,431	70,549
Instructor	95,460	87,360	80,581	76,529	72,883	69,232	65,633	63,133	60,924	56,511
All Combined	131,644	123,624	109,710	103,324	99,516	95,163	91,177	87,362	83,756	78,336
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	181,455	163,971	137,710	125,945	115,469	110,238	103,573	96,500	89,391	79,578
Associate	132,130	125,247	109,478	99,934	93,864	90,656	86,444	82,777	76,323	70,618
Assistant	108,019	103,434	93,842	85,800	81,563	77,768	74,284	71,459	67,653	62,259
Instructor	95,385	86,294	79,349	72,174	69,368	66,371	63,041	60,674	57,347	53,094
All Combined	138,600	129,309	109,014	101,218	94,102	89,205	85,483	79,440	76,058	68,727
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	138,927	134,425	126,498	124,425	117,658	107,385	103,153	96,113	86,121	80,531
Associate	118,391	114,934	107,079	101,600	97,088	92,189	87,332	84,698	78,895	69,791
Assistant	104,658	101,845	95,429	87,009	84,677	79,328	75,869	72,071	67,971	65,636
Instructor	94,602	88,683	85,136	76,409	74,292	69,563	66,674	62,625	57,953	54,564
All Combined	112,509	110,740	100,372	95,622	91,112	86,484	83,175	80,836	74,890	68,112
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	118,377	117,723	115,339	97,329	95,230	91,612	85,622	83,080	76,702	65,029

*Note:* The table is based on 947 reporting institutions. For definitions of categories, see Explanation of Statistical Data.

a. Interpretation of the Ratings: 1\*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.