

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2007–08 to 2008–09

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
SALARY LEVELS				CONTINUING FACULTY				
<i>CATEGORY I (Doctoral)</i>								
Professor	3.9	3.4	5.0	4.7	4.4	4.1	4.9	4.6
Associate	3.5	3.3	4.5	4.3	4.9	4.7	5.7	4.9
Assistant	3.3	3.1	4.7	3.5	5.1	4.8	5.9	5.4
Instructor	2.8	2.8	2.0	5.7	4.6	4.4	4.6	5.8
All Combined	3.2	2.8	4.6	4.0	4.7	4.5	5.3	4.9
<i>CATEGORY IIA (Master's)</i>								
Professor	3.6	3.4	4.0	3.8	4.5	4.4	4.8	4.7
Associate	3.5	3.6	3.2	3.8	5.1	5.1	5.0	4.9
Assistant	3.7	3.6	3.9	4.0	5.2	5.1	5.2	5.3
Instructor	3.5	3.4	4.6	2.8	7.4	8.3	5.6	4.2
All Combined	3.5	3.4	3.5	3.8	5.0	5.0	5.0	4.9
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	4.0	4.7	3.8	3.7	5.1	6.2	5.2	4.4
Associate	3.9	4.5	3.8	3.6	5.4	5.6	5.6	5.0
Assistant	3.8	4.7	3.7	3.6	5.5	5.0	5.9	5.3
Instructor	2.5	-0.7	4.8	3.2	7.3	4.2	14.1	4.8
All Combined	3.7	3.9	3.6	3.4	5.4	5.5	5.7	4.8
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	3.9	4.0	n.d.	n.d.	4.9	5.1	n.d.	n.d.
Associate	3.4	3.4	n.d.	n.d.	5.1	5.2	n.d.	n.d.
Assistant	3.9	3.9	n.d.	n.d.	5.9	5.8	n.d.	n.d.
Instructor	5.2	5.2	n.d.	n.d.	6.5	6.5	n.d.	n.d.
All Combined	3.9	3.9	n.d.	n.d.	5.4	5.4	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	3.3	3.3	n.d.	n.d.	3.9	3.9	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	3.8	3.4	4.6	4.2	4.5	4.3	4.9	4.5
Associate	3.6	3.4	3.9	3.9	5.0	4.8	5.5	4.9
Assistant	3.6	3.4	4.1	3.7	5.2	5.0	5.7	5.3
Instructor	3.3	3.2	3.0	4.2	6.0	5.9	7.4	4.9
All Combined	3.4	3.1	4.0	3.9	4.9	4.7	5.3	4.9

Note: The table is based on 1,215 (salary) and 1,100 (continuing) responding institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however. Rows labeled All Combined include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2007–08 to 2008–09

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	13.8	16.0	11.2	11.7	11.1	11.3	10.5	11.3
5 to 5.99	9.9	8.7	10.5	12.0	8.9	6.7	16.0	11.0
4 to 4.99	15.5	13.3	20.7	14.7	18.3	16.4	23.9	20.4
3 to 3.99	17.8	16.4	18.8	19.9	19.9	19.2	19.6	24.6
2 to 2.99	17.0	17.2	14.8	18.8	17.7	18.4	14.6	19.1
1 to 1.99	11.2	11.3	10.2	12.0	10.1	11.2	7.0	7.9
Between 0 and 0.99	6.4	6.5	6.9	5.6	5.8	6.2	5.7	2.7
No change	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	8.5	10.5	6.9	5.3	8.2	10.6	2.7	3.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	10.4	13.5	13.8	18.1	7.6	14.1	13.7	20.6
5 to 5.99	12.2	8.1	10.3	10.0	10.2	6.0	11.4	8.0
4 to 4.99	19.8	14.3	16.0	11.9	22.5	12.0	18.6	12.6
3 to 3.99	22.1	17.4	17.8	13.8	23.1	17.2	18.1	10.2
2 to 2.99	13.1	21.4	14.8	17.1	13.9	25.4	12.9	22.6
1 to 1.99	8.6	10.7	12.8	11.9	8.1	13.1	12.0	8.2
Between 0 and 0.99	6.8	7.0	5.5	6.7	5.7	5.5	4.7	8.9
No change	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	7.2	7.6	9.0	10.5	8.9	6.7	8.5	8.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,215 institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2007–08 to 2008–09

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	24.2	26.6	24.6	18.9	20.3	20.3	22.5	16.0
5 to 5.99	19.5	14.8	28.0	20.0	24.2	20.0	34.1	30.1
4 to 4.99	21.7	18.3	25.3	24.9	25.2	23.1	29.7	28.7
3 to 3.99	15.3	15.5	12.3	18.1	13.2	14.1	9.2	14.9
2 to 2.99	8.7	10.0	4.1	11.3	6.3	7.5	2.5	6.6
1 to 1.99	5.5	9.0	2.4	1.5	6.3	9.0	0.9	0.9
Between 0 and 0.99	3.5	5.4	2.0	1.5	4.2	5.9	0.4	1.1
No change	0.9	0.4	0.3	2.6	0.3	0.1	0.2	1.3
Decrease	0.6	0.2	1.0	1.1	0.2	0.0	0.4	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	19.9	25.0	26.2	23.0	15.4	22.4	31.8	28.0
5 to 5.99	26.4	17.9	21.6	10.3	29.3	18.6	22.5	8.9
4 to 4.99	22.9	24.7	20.3	17.8	26.0	26.4	20.7	21.5
3 to 3.99	13.9	14.3	16.5	16.1	11.9	15.6	13.3	13.4
2 to 2.99	6.5	7.7	8.0	14.9	5.6	6.2	5.8	13.3
1 to 1.99	6.0	5.4	2.3	12.1	7.2	5.9	1.6	10.5
Between 0 and 0.99	4.5	3.9	2.8	3.4	4.5	4.3	2.8	3.7
No change	0.0	0.9	1.5	0.6	0.0	0.4	1.0	0.4
Decrease	0.0	0.3	0.8	1.7	0.0	0.2	0.5	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,100 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2008–09 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	123,785	115,509	151,403	129,615	155,543	145,462	189,368	161,979
Associate	82,958	79,986	95,948	87,262	106,833	103,065	123,323	112,284
Assistant	70,613	68,048	82,295	72,872	90,790	87,927	104,371	91,888
Instructor	47,677	45,491	56,931	59,483	63,030	60,723	73,379	74,564
Lecturer	54,137	51,827	62,799	52,478	70,994	68,128	81,797	68,552
No Rank	63,433	55,613	72,623	65,535	81,432	71,103	94,303	82,893
All Combined	90,055	84,887	110,625	93,138	114,745	108,487	139,916	117,767
<i>CATEGORY IIA (Master's)</i>								
Professor	90,189	88,357	99,555	88,036	114,610	112,123	127,357	111,593
Associate	71,058	70,308	75,034	69,195	91,832	90,765	97,622	88,957
Assistant	59,645	59,416	61,986	57,617	77,253	77,216	80,058	73,499
Instructor	44,233	43,183	48,781	46,840	57,572	56,596	62,326	59,307
Lecturer	49,688	49,159	54,208	49,798	65,363	64,688	72,038	64,191
No Rank	55,648	52,598	64,168	53,427	72,062	68,300	81,905	70,250
All Combined	69,451	68,227	75,432	68,283	89,409	87,898	97,310	87,152
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	87,639	84,488	98,808	75,112	112,859	107,580	127,351	97,337
Associate	67,240	68,193	72,719	60,737	87,490	88,546	94,903	78,957
Assistant	55,501	56,977	58,882	51,075	71,634	74,813	75,676	65,563
Instructor	44,967	43,970	48,247	43,342	58,181	58,329	61,365	55,768
Lecturer	51,412	49,708	58,014	42,349	66,864	65,396	75,282	52,802
No Rank	56,328	49,375	61,227	45,482	73,606	62,622	80,845	58,118
All Combined	67,337	64,933	75,165	60,076	87,128	84,173	97,386	77,662
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	74,879	74,933	n.d.	n.d.	96,624	96,717	n.d.	n.d.
Associate	60,735	60,737	n.d.	n.d.	80,638	80,683	n.d.	n.d.
Assistant	53,410	53,427	n.d.	n.d.	72,237	72,304	n.d.	n.d.
Instructor	46,072	46,063	n.d.	n.d.	62,191	62,207	n.d.	n.d.
Lecturer	50,415	50,415	n.d.	n.d.	70,141	70,141	n.d.	n.d.
No Rank	40,703	40,703	n.d.	n.d.	53,772	53,772	n.d.	n.d.
All Combined	59,310	59,311	n.d.	n.d.	78,718	78,756	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	58,175	58,175	n.d.	n.d.	74,626	74,626	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	108,749	104,493	128,257	95,381	137,452	132,056	161,936	121,045
Associate	76,147	75,205	82,904	71,017	98,423	97,178	107,372	91,665
Assistant	63,827	63,430	68,995	58,095	82,516	82,448	88,328	74,045
Instructor	45,977	44,716	51,600	48,450	60,493	59,447	66,173	61,545
Lecturer	52,436	50,762	60,745	49,720	68,915	66,889	79,359	64,177
No Rank	60,543	54,132	69,430	59,924	77,989	69,586	89,913	76,431
All Combined	79,439	77,009	92,257	71,857	101,865	98,945	117,853	91,798

Note: The table is based on 1,259 (salary) and 1,252 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2008–09 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
MEN				WOMEN				
<i>CATEGORY I (Doctoral)</i>								
Professor	126,214	117,840	153,860	132,209	114,860	106,977	141,902	121,366
Associate	85,305	82,181	98,740	89,645	79,145	76,448	91,145	83,547
Assistant	73,287	70,503	85,505	75,425	67,411	65,138	78,030	70,243
Instructor	49,135	46,629	57,668	61,260	46,726	44,789	56,247	58,208
Lecturer	57,930	54,896	68,373	55,370	51,023	49,385	57,566	50,389
No Rank	68,950	59,558	78,009	72,848	58,584	52,603	67,224	57,984
All Combined	97,889	92,141	119,787	100,727	76,539	72,645	92,649	81,310
<i>CATEGORY IIA (Master's)</i>								
Professor	91,615	89,480	101,853	89,882	87,022	85,915	94,255	83,612
Associate	72,283	71,327	76,931	70,558	69,431	68,954	72,545	67,360
Assistant	60,764	60,482	63,385	58,531	58,572	58,366	60,662	56,850
Instructor	44,868	43,738	49,667	47,378	43,864	42,862	48,184	46,554
Lecturer	51,082	50,234	57,538	52,030	48,580	48,310	51,347	48,121
No Rank	58,692	54,959	67,579	52,907	52,310	50,339	58,462	53,897
All Combined	73,365	71,906	80,014	72,432	64,547	63,654	69,422	63,187
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	89,051	86,240	100,523	76,214	84,721	81,108	95,311	72,699
Associate	67,885	69,440	73,215	61,275	66,399	66,525	72,090	60,025
Assistant	56,156	57,917	59,513	51,444	54,871	55,971	58,290	50,737
Instructor	45,531	44,440	48,724	43,868	44,589	43,629	47,903	43,033
Lecturer	52,567	50,907	59,000	44,087	50,426	48,486	57,287	41,258
No Rank	60,515	49,983	66,573	44,213	51,770	48,782	54,596	46,459
All Combined	70,488	67,848	78,848	62,660	63,352	61,284	70,428	56,847
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	75,858	75,935	n.d.	n.d.	73,734	73,772	n.d.	n.d.
Associate	61,683	61,697	n.d.	n.d.	59,776	59,774	n.d.	n.d.
Assistant	53,993	54,021	n.d.	n.d.	52,914	52,920	n.d.	n.d.
Instructor	46,432	46,438	n.d.	n.d.	45,774	45,752	n.d.	n.d.
Lecturer	50,647	50,647	n.d.	n.d.	50,243	50,243	n.d.	n.d.
No Rank	42,166	42,166	n.d.	n.d.	39,108	39,108	n.d.	n.d.
All Combined	60,770	60,766	n.d.	n.d.	57,916	57,928	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	58,847	58,847	n.d.	n.d.	57,577	57,577	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	112,235	107,728	132,450	98,180	98,942	95,344	115,979	88,364
Associate	78,259	77,271	85,431	72,675	73,088	72,194	79,238	68,707
Assistant	65,997	65,490	71,818	59,352	61,533	61,206	65,954	56,946
Instructor	46,943	45,542	52,619	49,692	45,349	44,188	50,813	47,705
Lecturer	55,240	52,962	65,597	52,240	50,161	49,005	56,368	47,907
No Rank	64,989	57,221	74,053	64,926	56,315	51,553	64,201	55,123
All Combined	86,170	83,403	100,413	76,967	69,622	67,739	79,403	65,108

Note: The table is based on 1,259 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

Average Salary, by Region, Category, and Academic Rank, 2008–09 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	143,319	139,558	117,633	114,923	106,565	114,226	121,159	107,299	131,594
Associate	92,034	92,892	79,506	77,940	76,114	78,957	82,856	78,167	86,245
Assistant	77,804	76,391	68,856	66,620	62,716	69,191	70,298	66,345	75,478
Instructor	57,257	54,241	46,001	45,395	41,992	43,889	49,773	46,257	47,059
Lecturer	63,326	59,869	48,697	49,875	42,180	51,695	50,222	52,807	63,619
No Rank	66,065	72,626	48,172	52,118	43,876	58,240	64,010	40,246	61,238
All Combined	105,932	101,217	86,146	84,400	77,276	81,899	87,380	80,269	100,683
<i>CATEGORY IIA (Master's)</i>									
Professor	99,465	100,753	83,634	81,655	78,956	84,093	87,171	75,674	94,974
Associate	76,994	78,179	66,500	65,709	63,267	66,971	68,459	62,291	75,468
Assistant	63,958	63,941	56,668	55,537	53,420	56,645	58,068	53,543	65,028
Instructor	50,696	49,827	42,493	42,723	42,011	42,361	44,767	40,597	48,644
Lecturer	57,658	54,656	42,525	41,434	39,079	44,213	46,721	36,931	57,861
No Rank	59,909	66,486	47,839	35,720	51,208	50,826	56,662	47,254	61,350
All Combined	78,319	77,284	63,948	64,278	60,671	62,833	66,348	58,780	76,708
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	110,525	98,292	77,374	75,771	71,789	70,836	81,878	79,300	98,998
Associate	78,279	73,725	62,753	60,574	58,559	60,811	64,692	61,381	73,483
Assistant	62,276	60,074	52,032	51,713	49,184	50,366	53,363	53,997	62,896
Instructor	50,223	48,630	44,683	42,550	41,477	43,879	42,648	41,093	51,562
Lecturer	65,513	54,574	43,585	43,403	39,115	38,883	42,551	42,218	57,827
No Rank	59,657	50,867	38,157	43,197	37,375	41,036	67,375	n.d.	52,393
All Combined	83,941	73,161	62,223	60,048	58,074	55,977	63,573	61,946	77,067
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	68,770	83,255	70,082	64,108	60,342	67,075	75,927	65,882	81,646
Associate	54,362	67,595	57,308	53,822	49,761	52,972	61,530	57,582	71,608
Assistant	47,724	60,063	48,030	48,179	42,555	48,439	53,245	51,484	64,321
Instructor	45,431	48,499	41,629	41,506	37,765	42,176	45,916	44,527	56,109
Lecturer	n.d.	57,822	42,926	n.d.	n.d.	n.d.	55,029	43,659	n.d.
No Rank	n.d.	n.d.	36,211	45,430	n.d.	n.d.	33,141	47,512	n.d.
All Combined	59,178	66,004	52,735	54,185	45,885	56,170	59,743	53,685	67,712
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	60,431	51,812	53,905	54,253	54,757	68,665
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	125,954	118,531	103,784	95,840	93,586	101,362	106,083	101,724	115,193
Associate	84,577	82,370	72,762	70,107	68,928	72,843	75,263	74,408	80,101
Assistant	69,736	67,127	61,605	59,135	57,298	62,296	62,974	63,030	69,409
Instructor	52,767	50,960	44,322	43,234	41,704	43,068	46,733	44,713	49,409
Lecturer	62,691	57,587	45,856	48,128	41,061	48,950	48,680	51,313	60,124
No Rank	63,891	70,605	46,947	43,124	49,128	55,052	62,806	44,143	60,785
All Combined	93,912	85,839	75,573	72,125	68,612	72,866	76,851	75,397	88,169

Note: The table is based on 1,259 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45. 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.

Average Compensation, by Region, Category, and Academic Rank, 2008–09 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	178,968	175,293	148,825	143,862	135,109	139,686	150,028	134,183	170,238
Associate	118,321	120,012	103,894	100,298	98,363	98,370	105,210	99,696	114,695
Assistant	98,958	97,652	90,441	84,850	81,032	85,597	89,241	85,259	100,866
Instructor	76,128	69,914	61,964	60,625	55,717	55,360	65,197	61,150	66,954
Lecturer	81,226	77,204	65,888	67,163	56,089	65,349	65,430	69,538	87,070
No Rank	84,045	94,860	63,573	74,260	63,825	72,361	80,038	53,650	80,794
All Combined	133,871	128,715	111,206	107,282	99,264	101,216	109,903	102,011	132,209
<i>CATEGORY IIA (Master's)</i>									
Professor	127,495	127,945	108,664	103,798	100,087	103,616	109,623	98,559	120,761
Associate	100,623	101,861	87,778	84,698	80,184	83,271	86,851	83,269	97,943
Assistant	83,906	83,707	75,221	71,586	68,441	70,251	73,760	72,721	84,707
Instructor	65,551	63,855	56,163	56,405	54,665	54,153	57,613	53,102	66,398
Lecturer	74,124	74,274	59,235	54,352	51,759	55,172	59,402	52,983	75,194
No Rank	78,952	79,862	68,045	48,287	60,729	61,750	71,863	65,306	79,097
All Combined	101,516	99,971	84,449	82,605	77,312	78,150	84,073	78,503	98,831
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	142,138	126,494	101,889	97,434	93,367	89,187	103,842	101,002	127,760
Associate	102,692	96,214	83,187	78,306	75,486	76,687	82,753	79,975	96,617
Assistant	80,508	78,027	68,166	66,474	61,763	63,329	67,901	70,949	82,658
Instructor	65,502	62,997	58,840	55,430	52,334	55,182	54,671	55,245	68,976
Lecturer	84,925	72,183	58,014	55,907	47,561	49,428	53,698	53,085	74,107
No Rank	77,053	64,034	48,525	54,663	44,214	52,680	90,393	n.d.	66,009
All Combined	108,690	94,817	81,986	77,448	74,468	70,570	81,077	80,293	101,669
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	90,041	108,301	91,316	86,399	82,394	80,868	95,598	90,964	106,859
Associate	74,197	89,960	77,300	74,302	68,497	65,529	79,409	81,398	94,382
Assistant	71,796	81,385	65,312	66,530	59,608	60,743	70,047	74,151	85,165
Instructor	57,495	65,243	54,484	57,813	51,930	53,869	61,915	65,173	75,712
Lecturer	n.d.	80,509	60,196	n.d.	n.d.	n.d.	71,738	59,746	n.d.
No Rank	n.d.	n.d.	47,345	61,616	n.d.	n.d.	40,624	63,130	n.d.
All Combined	80,673	87,962	70,732	74,130	63,312	69,048	77,393	76,106	89,696
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	77,922	69,972	66,033	72,725	70,201	88,175
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	158,825	150,069	132,514	121,153	118,928	124,378	132,190	127,947	148,270
Associate	109,661	107,121	95,585	90,478	88,660	90,830	95,766	95,895	105,381
Assistant	90,039	87,196	81,237	75,907	73,705	77,364	80,191	82,137	91,707
Instructor	69,049	66,239	59,060	57,245	54,805	54,705	61,054	60,252	68,512
Lecturer	80,558	76,051	62,803	64,418	54,460	61,687	62,885	67,862	79,845
No Rank	82,297	91,292	63,316	58,201	60,530	68,419	79,495	59,930	79,158
All Combined	119,919	110,396	98,405	92,382	88,000	90,447	97,183	96,815	115,096

Note: The table is based on 1,252 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45. 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 8

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2008–09 (Cumulative Percent)

Category Salary Interval	I			IIA			IIB			III			IV
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over	1.0†												
265,000–269,999	1.1												
260,000–264,999	1.2												
255,000–259,999	1.5												
250,000–254,999	1.7												
245,000–249,999	1.9												
240,000–244,999	2.1												
235,000–239,999	2.4												
230,000–234,999	2.7												
225,000–229,999	3.1												
220,000–224,999	3.8												
215,000–219,999	4.2												
210,000–214,999	4.8												
205,000–209,999	5.4												
200,000–204,999	6.2												
195,000–199,999	6.9												
190,000–194,999	7.9												
185,000–189,999	8.9												
180,000–184,999	10.0												
175,000–179,999	11.3	1.0†											
170,000–174,999	12.8	1.2											
165,000–169,999	14.5	1.4		1.1†			1.2†						
160,000–164,999	16.4	1.6	1.0†	1.4			1.7						
155,000–159,999	18.4	1.9	1.2	1.7			2.2						
150,000–154,999	20.9	2.2	1.5	2.1			2.9						
145,000–149,999	23.5	2.6	1.9	2.6			3.7						
140,000–144,999	26.4	3.1	2.4	3.3			4.6						
135,000–139,999	29.5	3.7	2.9	4.3			5.7						
130,000–134,999	33.3	4.4	3.5	5.4			7.3						
125,000–129,999	37.5	5.3	4.0	6.8	1.0†		9.4						
120,000–124,999	42.2	6.6	4.7	8.8	1.4		11.9						
115,000–119,999	47.1	8.3	5.5	10.8	1.9		14.5	1.0†					
110,000–114,999	52.5	10.5	6.4	14.3	2.7	1.0†	18.2	1.4		1.7†			
108,000–109,999	55.3	11.7	6.7	18.7	3.1	1.2	20.1	1.7		6.1			
106,000–107,999	57.5	12.6	7.1	19.9	3.6	1.4	21.4	2.1		6.1			
104,000–105,999	60.3	14.3	7.6	22.2	4.2	1.7	23.1	2.4		7.3			
102,000–103,999	62.4	15.6	8.1	25.0	4.8	1.9	25.2	2.8		9.3			
100,000–101,999	65.6	17.8	8.8	27.9	5.6	2.3	27.0	3.3		9.5			
98,000–99,999	67.7	19.5	9.3	30.1	6.3	2.5	28.7	3.9		10.2			
96,000–97,999	70.9	21.8	10.1	32.9	7.2	2.9	30.6	4.6		11.8	1.4†		
94,000–95,999	73.0	23.7	10.7	35.2	8.3	3.4	32.7	5.5	1.0†	14.2	1.7		1.2†
92,000–93,999	76.0	26.7	11.9	38.2	10.0	4.0	34.9	6.7	1.1	15.3	1.9		1.4
90,000–91,999	78.3	29.1	13.0	41.2	12.4	4.6	37.5	8.4	1.3	17.0	3.3		1.6
88,000–89,999	80.6	31.9	14.3	44.0	14.2	5.2	40.1	10.0	1.5	19.9	4.1	1.1†	2.2
86,000–87,999	82.9	34.9	15.6	47.4	16.0	5.7	43.0	11.8	1.8	22.4	4.4	1.2	2.5
84,000–85,999	85.2	38.4	17.5	50.9	18.9	6.6	45.8	14.1	2.1	27.2	6.0	1.4	3.2
82,000–83,999	87.4	41.9	19.5	54.9	21.3	7.4	49.1	16.5	2.6	32.2	7.2	1.7	3.8
80,000–81,999	89.4	45.8	22.0	59.0	23.6	8.3	52.3	19.2	3.1	36.5	7.7	2.0	4.3
78,000–79,999	91.3	49.7	24.5	63.2	26.6	9.1	56.4	21.9	3.9	41.1	9.6	2.3	4.8
76,000–77,999	93.1	53.8	27.5	67.7	29.9	11.0	60.5	24.9	5.2	46.0	11.7	3.8	7.1
74,000–75,999	94.6	58.3	31.2	72.5	33.4	12.6	64.4	28.3	6.7	50.7	14.8	4.5	8.1
72,000–73,999	95.7	62.5	34.7	76.8	36.8	14.0	68.3	31.6	8.3	54.6	17.3	4.9	9.6
70,000–71,999	96.8	67.2	38.9	81.1	41.1	17.4	72.1	35.8	11.1	60.0	21.8	9.6	11.3
68,000–69,999	97.7	71.8	42.9	85.2	45.5	20.4	75.8	40.4	13.3	64.7	26.2	11.8	26.7
66,000–67,999	98.4	76.5	47.4	88.9	50.6	23.5	79.5	45.5	16.7	70.7	32.1	14.4	28.4
64,000–65,999	98.9	81.1	52.2	92.0	56.6	26.3	83.0	50.5	20.1	76.4	36.7	15.9	32.5
62,000–63,999	99.2*	85.6	57.5	94.4	62.7	30.1	86.6	56.5	23.9	81.5	42.4	20.0	36.4
60,000–61,999		89.7	63.4	96.3	70.1	34.7	90.0	62.6	29.0	85.3	48.1	25.7	41.3
58,000–59,999		92.9	68.8	97.7	76.8	39.7	92.4	69.1	33.7	89.8	54.7	30.7	49.2
56,000–57,999		95.5	74.9	98.6	83.6	45.9	94.4	75.0	39.4	92.9	62.6	37.4	56.0
54,000–55,999		97.3	81.2	99.0*	89.0	53.5	96.2	80.6	46.9	95.7	69.9	45.1	61.9
52,000–53,999		98.4	86.4		93.1	63.1	97.3	85.9	54.5	97.0	78.3	53.3	67.9
50,000–51,999		99.0*	90.6		96.2	73.3	98.3	90.1	63.7	98.0	85.0	60.8	73.6
48,000–49,999			93.4		98.1	81.9	98.9	93.7	71.8	98.9	90.6	68.9	79.5
46,000–47,999			95.5		98.9	88.7	99.3*	96.1	80.1	99.1*	94.7	77.3	85.1
44,000–45,999			97.1			99.2*		97.5	87.6		97.2	86.2	89.6
42,000–43,999			98.1					98.5	92.9		98.9	92.5	92.7
40,000–41,999			98.9					99.2*	96.2		99.5*	95.8	95.4
38,000–39,999			99.2*						98.0			97.9	97.0
36,000–37,999									98.9			99.3*	98.0
34,000–35,999									99.4*				99.0*
32,000–33,999													
30,000–31,999													
Below 30,000													

Note: The table is based on 1,250 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45.

† Includes less than 1.0 percent of individuals with salaries higher than that interval.

* Includes less than 1.0 percent of individuals with salaries lower than that interval.

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2008–09 (Dollars)

Rating ^a	1*		1			2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10	
<i>CATEGORY I (Doctoral)</i>											
Professor	161,179	145,020	132,969	124,892	118,809	114,375	109,662	102,609	97,807	91,941	
Associate	105,606	98,937	93,074	87,312	84,560	81,994	78,488	75,456	72,517	69,542	
Assistant	88,610	84,778	78,886	74,386	71,565	69,502	66,642	64,222	61,838	59,071	
Instructor	67,035	63,804	58,755	55,405	53,281	50,602	47,480	44,962	42,816	39,936	
All Combined	122,098	110,395	101,653	95,751	90,096	85,507	79,960	76,173	72,908	67,360	
<i>CATEGORY IIA (Master's)</i>											
Professor	115,553	107,942	98,485	93,768	89,231	84,631	81,383	77,948	74,062	69,652	
Associate	88,058	83,473	76,639	73,289	69,798	67,453	65,419	63,375	60,595	57,154	
Assistant	73,044	70,007	65,381	61,466	58,859	56,993	55,285	53,758	52,116	49,764	
Instructor	60,467	57,600	51,755	49,450	47,427	45,453	43,685	42,388	40,645	38,152	
All Combined	91,925	82,851	77,080	72,694	68,536	65,532	62,793	60,495	58,015	55,478	
<i>CATEGORY IIB (Baccalaureate)</i>											
Professor	120,125	106,236	92,311	83,836	79,853	75,650	71,534	66,462	61,690	57,227	
Associate	87,682	81,298	72,361	66,962	63,957	60,770	58,353	55,586	52,755	49,168	
Assistant	70,990	66,341	60,584	56,029	53,978	52,050	49,612	47,379	45,757	43,477	
Instructor	59,310	55,369	50,831	47,535	45,417	43,713	41,957	40,742	38,491	36,200	
All Combined	94,000	84,160	72,055	66,638	63,731	60,183	56,491	54,070	52,019	47,544	
<i>CATEGORY III (Associate's with Ranks)</i>											
Professor	97,857	86,962	81,356	75,515	71,845	68,549	65,963	63,351	61,918	57,838	
Associate	77,077	71,671	66,580	63,832	61,399	58,559	57,190	55,572	52,570	50,806	
Assistant	66,248	64,656	56,023	54,036	52,556	51,094	49,695	47,847	46,381	43,521	
Instructor	55,869	54,195	50,269	47,701	46,350	44,893	43,850	42,122	40,904	38,771	
All Combined	73,744	68,295	61,925	58,879	57,229	55,883	54,333	53,149	49,951	46,605	
<i>CATEGORY IV (Associate's without Ranks)</i>											
No Rank	64,353	63,667	62,515	61,842	60,838	59,941	57,139	53,617	49,131	45,010	

Note: The table is based on 1,259 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45.
 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.

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2008–09 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	198,459	183,048	169,285	157,604	149,520	144,090	136,353	131,208	124,561	116,819
Associate	136,679	128,059	118,741	113,577	108,830	105,774	101,788	97,933	94,375	88,435
Assistant	113,145	107,500	101,321	96,524	92,494	89,234	86,340	83,019	79,971	75,613
Instructor	88,518	82,836	77,263	72,659	70,273	66,988	62,755	59,534	56,346	52,192
All Combined	157,266	140,132	128,741	122,410	112,499	109,172	102,402	98,077	93,394	87,057
<i>CATEGORY IIA (Master's)</i>										
Professor	145,477	134,848	125,681	119,904	113,654	108,363	103,067	99,231	95,392	87,285
Associate	115,265	109,037	99,609	95,108	90,088	86,303	84,437	81,560	78,081	73,178
Assistant	95,441	90,555	84,090	79,813	77,016	74,010	71,815	69,456	67,036	62,461
Instructor	81,928	75,790	68,480	64,563	61,698	58,942	56,682	54,167	52,091	48,738
All Combined	118,269	107,203	99,368	93,308	88,745	84,791	80,922	78,530	74,690	69,980
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	151,843	138,669	120,153	108,447	102,649	97,232	91,365	85,246	79,135	71,966
Associate	115,187	106,563	93,918	87,334	83,819	78,588	75,188	72,031	67,235	62,670
Assistant	91,213	87,009	77,304	72,269	69,756	66,571	64,251	60,944	58,207	54,613
Instructor	77,615	70,182	65,298	61,355	59,149	56,178	54,074	51,974	49,680	45,112
All Combined	120,910	110,447	93,498	86,568	82,676	77,123	73,031	69,484	65,935	60,284
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	125,440	112,748	105,882	98,573	93,780	88,770	84,918	82,527	80,009	76,072
Associate	101,171	95,061	87,014	84,077	80,189	76,787	74,908	72,926	70,306	64,903
Assistant	90,288	86,606	76,367	72,335	70,581	68,388	66,575	64,235	60,648	58,150
Instructor	79,087	73,825	68,385	65,465	63,471	61,548	58,764	56,927	54,019	51,096
All Combined	97,507	91,128	82,714	78,922	74,988	73,587	71,882	70,366	65,332	60,165
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	89,757	82,031	80,176	79,198	77,528	75,612	72,560	69,204	63,659	56,796

Note: The table is based on 1,252 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45.

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.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2008–09 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	7,925	8,114	8,410	5,872	10.0	10.5	9.1	8.2
Medical Insurance	5,580	5,559	5,937	5,085	7.0	7.2	6.4	7.1
Dental Insurance	243	253	234	199	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,680	1,907	1,154	1,162	2.1	2.5	1.3	1.6
Disability	203	171	297	238	0.3	0.2	0.3	0.3
Tuition	629	179	1,721	1,575	0.8	0.2	1.9	2.2
Social Security	5,021	4,726	6,133	4,944	6.3	6.1	6.6	6.9
Unemployment	121	106	167	139	0.2	0.1	0.2	0.2
Group Life	162	144	223	172	0.2	0.2	0.2	0.2
Workers' Compensation	407	388	512	342	0.5	0.5	0.6	0.5
Benefits in Kind	233	144	587	180	0.3	0.2	0.6	0.3
All Combined	22,204	21,691	25,374	19,908	28.0	28.2	27.5	27.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,199	8,245	9,042	6,392	10.3	10.7	9.8	8.9
Medical Insurance	7,527	7,556	7,703	7,009	9.5	9.8	8.3	9.8
Dental Insurance	570	599	530	464	0.7	0.8	0.6	0.6
Medical and Dental Combined	8,601	8,714	7,989	8,588	10.8	11.3	8.7	12.0
Disability	313	317	331	265	0.4	0.4	0.4	0.4
Tuition	7,328	2,739	10,967	16,998	9.2	3.6	11.9	23.7
Social Security	5,246	4,987	6,215	5,120	6.6	6.5	6.7	7.1
Unemployment	167	140	245	225	0.2	0.2	0.3	0.3
Group Life	205	199	239	180	0.3	0.3	0.3	0.3
Workers' Compensation	495	497	551	383	0.6	0.6	0.6	0.5
Benefits in Kind	1,474	1,068	2,258	1,399	1.9	1.4	2.4	1.9
Received Any Benefit	22,246	21,719	25,482	19,940	28.0	28.2	27.6	27.7

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 45. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,252 reporting institutions.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2008–09 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	9,456	6,488	6,089	6,238	5,514	10.5	9.3	9.0	10.5	9.5
Medical Insurance	6,055	5,182	4,930	5,226	4,248	6.7	7.5	7.3	8.8	7.3
Dental Insurance	250	258	175	237	291	0.3	0.4	0.3	0.4	0.5
Medical and Dental Combined	1,557	1,843	1,360	2,850	1,586	1.7	2.7	2.0	4.8	2.7
Disability	233	170	217	97	94	0.3	0.2	0.3	0.2	0.2
Tuition	586	532	1,324	191	40	0.7	0.8	2.0	0.3	0.1
Social Security	5,459	4,651	4,833	3,920	3,241	6.1	6.7	7.2	6.6	5.6
Unemployment	95	125	155	83	568	0.1	0.2	0.2	0.1	1.0
Group Life	164	154	167	184	156	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	438	367	405	263	557	0.5	0.5	0.6	0.4	1.0
Benefits in Kind	368	63	152	138	55	0.4	0.1	0.2	0.2	0.1
All Combined	24,663	19,833	19,808	19,426	16,350	27.4	28.6	29.4	32.8	28.1
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,712	6,724	6,486	6,502	5,563	10.8	9.7	9.6	11.0	9.6
Medical Insurance	7,792	7,408	6,807	7,965	5,658	8.7	10.7	10.1	13.4	9.7
Dental Insurance	561	626	479	570	516	0.6	0.9	0.7	1.0	0.9
Medical and Dental Combined	8,804	8,344	7,921	10,006	7,311	9.8	12.0	11.8	16.9	12.6
Disability	364	255	274	235	316	0.4	0.4	0.4	0.4	0.5
Tuition	6,855	6,147	13,263	2,494	1,511	7.6	8.9	19.7	4.2	2.6
Social Security	5,736	4,813	4,920	4,119	3,896	6.4	6.9	7.3	6.9	6.7
Unemployment	119	189	247	149	672	0.1	0.3	0.4	0.3	1.2
Group Life	210	198	192	252	184	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	496	515	457	382	644	0.6	0.7	0.7	0.6	1.1
Benefits in Kind	2,042	511	1,173	664	323	2.3	0.7	1.7	1.1	0.6
Received Any Benefit	24,690	19,903	19,829	19,429	16,452	27.4	28.7	29.4	32.8	28.3

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 45. The table is based on 1,252 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2008–09

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	NON-TENURE-TRACK				TENURE TRACK				TENURED			
<i>MEN</i>												
Professor	4.6	3.3	7.1	7.6	1.2	1.0	1.1	2.4	94.3	95.7	91.8	90.0
Associate	7.2	5.1	13.3	9.6	9.2	8.5	10.9	10.6	83.5	86.4	75.7	79.7
Assistant	18.3	15.2	24.9	26.2	75.0	77.4	71.5	66.1	6.7	7.4	3.6	7.7
Instructor	86.9	86.2	91.4	86.0	11.0	11.0	8.4	13.4	2.1	2.7	0.2	0.6
Lecturer	95.8	95.7	95.4	99.4	2.3	1.9	4.4	0.4	1.9	2.4	0.2	0.2
No Rank	68.8	61.5	92.5	99.1	6.0	7.2	2.2	0.9	25.2	31.3	5.3	0.0
All Combined	18.2	17.2	21.2	19.5	21.0	21.3	19.7	21.6	60.8	61.5	59.1	59.0
<i>WOMEN</i>												
Professor	6.7	5.8	8.5	8.6	1.3	1.2	1.2	2.7	92.0	93.1	90.2	88.7
Associate	9.6	7.9	14.4	11.0	9.2	8.2	11.0	12.0	81.2	83.9	74.5	77.0
Assistant	23.1	20.1	28.8	30.4	70.1	72.1	67.9	62.9	6.8	7.8	3.3	6.6
Instructor	88.6	88.2	90.6	89.0	9.7	9.7	9.2	10.3	1.7	2.1	0.2	0.6
Lecturer	96.3	96.6	94.1	99.1	2.1	1.5	5.6	0.4	1.6	1.9	0.3	0.4
No Rank	69.9	63.3	97.8	99.7	6.9	8.4	0.5	0.3	23.2	28.3	1.7	0.0
All Combined	30.9	30.9	31.4	30.0	26.2	25.9	26.4	28.1	42.8	43.2	42.1	41.9
<i>MEN AND WOMEN COMBINED</i>												
Professor	5.1	4.0	7.5	7.9	1.2	1.0	1.1	2.5	93.7	95.0	91.4	89.6
Associate	8.2	6.2	13.7	10.2	9.2	8.4	11.0	11.2	82.6	85.4	75.2	78.6
Assistant	20.7	17.6	26.8	28.4	72.6	74.9	69.8	64.5	6.7	7.6	3.4	7.1
Instructor	87.9	87.4	91.0	87.9	10.2	10.2	8.8	11.5	1.9	2.3	0.2	0.6
Lecturer	96.1	96.2	94.7	99.2	2.2	1.7	5.0	0.4	1.7	2.1	0.2	0.3
No Rank	69.4	62.5	95.0	99.4	6.5	7.8	1.4	0.6	24.1	29.7	3.6	0.0
All Combined	23.4	22.9	25.2	24.0	23.1	23.2	22.3	24.4	53.4	54.0	52.5	51.6

Note: The table is based on 1,259 reporting institutions. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track.

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2008–09 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	27.7	7.6	26.9	7.4	32.4	8.4	23.7	7.5
Associate	16.0	9.9	16.3	10.1	13.8	8.0	18.9	12.1
Assistant	13.3	11.1	13.6	11.5	12.2	9.2	12.3	12.0
Instructor	2.0	3.1	2.1	3.4	1.5	1.6	2.4	3.4
Lecturer	3.3	4.0	3.2	4.1	4.1	4.3	1.7	2.3
No Rank	1.0	1.1	0.6	0.8	2.2	2.2	1.9	1.8
All Combined	63.3	36.7	62.8	37.2	66.2	33.8	60.9	39.1
<i>CATEGORY IIA (Master's)</i>								
Professor	19.3	8.7	19.4	8.9	19.3	8.4	19.0	7.9
Associate	15.3	11.6	14.6	11.0	17.2	13.1	17.5	13.0
Assistant	14.6	15.2	14.5	14.7	15.1	16.0	14.4	17.1
Instructor	2.6	4.4	2.8	4.8	1.9	2.9	2.2	4.2
Lecturer	3.1	3.9	3.6	4.6	1.8	2.1	1.6	2.2
No Rank	0.7	0.7	0.6	0.7	1.4	0.8	0.5	0.5
All Combined	55.6	44.4	55.4	44.6	56.7	43.3	55.1	44.9
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	19.5	9.4	16.0	8.3	21.6	10.6	19.5	8.9
Associate	16.1	12.3	15.5	11.6	15.8	12.5	16.8	12.7
Assistant	15.7	16.3	16.6	15.5	14.9	15.8	16.0	17.4
Instructor	2.7	4.1	4.1	5.7	2.0	2.8	2.6	4.4
Lecturer	1.2	1.4	3.0	3.0	0.9	1.3	0.4	0.7
No Rank	0.6	0.5	0.4	0.4	1.0	0.8	0.3	0.4
All Combined	55.8	44.2	55.6	44.4	56.3	43.7	55.5	44.5
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	13.6	11.7	13.6	11.7	24.4	9.0	31.4	0.0
Associate	12.4	12.3	12.4	12.4	25.6	11.5	14.3	0.0
Assistant	13.7	16.0	13.7	16.1	6.4	14.1	31.4	11.4
Instructor	7.4	8.9	7.4	8.9	0.0	9.0	5.7	5.7
Lecturer	1.5	2.0	1.5	2.0	0.0	0.0	0.0	0.0
No Rank	0.2	0.2	0.2	0.2	0.0	0.0	0.0	0.0
All Combined	48.8	51.2	48.7	51.3	56.4	43.6	82.9	17.1
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	47.1	52.9	47.1	52.9	n.d.	n.d.	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	23.5	8.3	23.2	8.2	26.2	8.9	20.5	8.2
Associate	15.7	10.8	15.5	10.6	15.2	10.5	17.6	12.6
Assistant	14.0	13.2	14.0	13.0	13.7	12.7	14.5	15.8
Instructor	2.5	3.9	2.8	4.3	1.7	2.2	2.4	4.1
Lecturer	2.9	3.6	3.2	4.0	2.7	3.0	1.2	1.6
No Rank	0.8	0.8	0.6	0.7	1.7	1.5	0.8	0.8
All Combined	59.3	40.7	59.2	40.8	61.2	38.8	56.9	43.1

Note: The table is based on 1,259 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data.

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2008–09

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	198,820	51.0	90,055	114,745	24,663	27.4	56.6
IIA	116,495	29.9	69,451	89,409	19,833	28.6	51.8
IIB	47,597	12.2	67,337	87,128	19,808	29.4	51.3
III	18,438	4.7	59,310	78,718	19,426	32.8	41.4
IV	8,567	2.2	58,175	74,626	16,350	28.1	40.4
All Combined	389,917	100.0	78,972	101,265	22,204	28.1	53.4
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	121,270	31.8	108,749	137,452	28,626	26.3	93.7
Associate	100,901	26.5	76,147	98,423	22,217	29.2	82.6
Assistant	103,826	27.2	63,827	82,516	18,624	29.2	6.7
Instructor	24,461	6.4	45,977	60,493	14,442	31.4	1.9
Lecturer	24,571	6.4	52,436	68,915	16,442	31.4	1.7
No Rank	6,321	1.7	60,543	77,989	17,662	29.2	2.0
All Combined	381,350	100.0	79,439	101,865	22,336	28.1	53.7

Note: The table is based on 1,259 (salary) and 1,252 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2008–09

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	295	194	73	28	270	91.5	183	61	26
IIA	855	297	344	214	493	57.7	243	156	94
IIB	919	146	376	397	451	49.1	85	170	196
III	750	603	117	30	235	31.3	231	3	1
IV	755	688	53	14	117	15.5	117	0	0
All Combined	3,574	1,928	963	683	1,566	43.8	859	390	317

Note: Appendices I and II include listings for individual institutions whose data were received after the completion of the tabulations. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2008–09

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	250	166	61	23	225	90.0	155	49	21
IIA	728	275	266	187	400	54.9	221	100	79
IIB	848	129	351	368	418	49.3	76	166	176
III	594	449	116	29	140	23.6	136	3	1
IV	620	556	50	14	76	12.3	76	0	0
All Combined	3,040	1,575	844	621	1,259	41.4	664	318	277

Note: Appendices I and II include listings for individual institutions whose data were received after the completion of the tabulations. For definitions of categories, see Explanation of Statistical Data on page 45.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2008–09

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.55	2.12	9.25	3.67	2.61	6.28
Category IIA (Master's)	2.89	1.73	6.28	3.29	1.55	7.88
Category IIB (Baccalaureate)	2.52	1.22	4.08	3.22	1.64	8.99
Category III (Associate's with Ranks)	2.54	1.48	6.19	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	2.85	1.76	5.68	n.d.	n.d.	n.d.

	Presidential Salary					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	360,000	202,050	1,065,205	447,500	219,552	910,000
Category IIA (Master's)	230,950	143,361	570,027	272,950	69,504	600,000
Category IIB (Baccalaureate)	191,758	91,728	369,300	230,000	94,760	629,150
Category III (Associate's with Ranks)	169,743	116,637	380,000	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	157,503	75,600	360,066	n.d.	n.d.	n.d.

Note: The table is based on 780 reporting institutions. Private refers to both private-independent and church-related institutions. The average salary for All Ranks is used for category IV colleges and other institutions that do not use academic ranks. Presidential salary is for calendar year 2008. It includes supplemental salary but not benefits. N.d. = no data. For definitions of categories, see Explanation of Statistical Data on page 45.