

SURVEY REPORT TABLE 1

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2004–05 to 2005–06

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	4.0	3.9	4.4	3.8	4.2	4.2	4.3	4.0
Associate	3.7	3.7	3.5	3.9	4.9	4.8	5.3	4.6
Assistant	3.7	3.8	3.0	3.9	4.9	4.8	5.3	4.8
Instructor	3.3	3.7	4.5	1.0	4.1	3.8	5.7	4.7
All Combined	3.5	3.4	4.0	3.9	4.6	4.5	4.7	4.4
<i>CATEGORY IIA (Master's)</i>								
Professor	2.9	2.7	3.4	3.3	3.7	3.5	4.1	4.3
Associate	2.8	2.6	3.2	3.2	4.4	4.1	4.7	5.1
Assistant	3.0	3.0	2.8	3.5	4.4	4.3	4.5	4.8
Instructor	2.9	2.7	4.3	2.8	4.8	4.4	5.8	5.9
All Combined	2.5	2.2	3.1	3.3	4.2	3.9	4.4	4.8
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	3.4	2.9	3.3	3.9	3.5	3.3	4.5	2.1
Associate	3.4	3.0	3.6	3.5	4.9	4.0	5.1	5.1
Assistant	3.3	2.7	4.0	2.8	5.4	5.0	5.9	5.0
Instructor	2.5	2.3	2.0	3.2	5.2	3.8	7.0	5.4
All Combined	3.2	2.5	3.3	3.4	4.5	4.0	5.1	4.0
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	3.1	3.0	n.d.	n.d.	4.3	4.2	n.d.	n.d.
Associate	2.9	2.8	n.d.	n.d.	3.9	3.8	n.d.	n.d.
Assistant	2.4	2.3	n.d.	n.d.	4.4	4.4	n.d.	n.d.
Instructor	4.0	4.0	n.d.	n.d.	3.3	3.2	n.d.	n.d.
All Combined	2.9	2.8	n.d.	n.d.	4.1	4.0	n.d.	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	3.3	3.3	n.d.	n.d.	4.5	4.4	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	3.7	3.5	4.0	3.6	4.1	4.0	4.3	3.4
Associate	3.3	3.3	3.5	3.5	4.7	4.6	5.1	5.0
Assistant	3.3	3.4	3.3	3.1	4.8	4.6	5.3	4.9
Instructor	3.2	3.4	3.5	2.3	4.4	3.9	6.0	5.4
All Combined	3.1	2.9	3.7	3.4	4.4	4.3	4.8	4.4

Note: The table is based on 1,336 (salary) and 1,246 (continuing) responding institutions, representing 1,788 and 1,682 campuses respectively, and reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 51. 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.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2004–05 to 2005–06

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	9.5	8.8	8.8	12.1	8.6	8.3	8.6	10.4
5 to 5.99	8.2	7.9	8.8	8.1	7.7	6.7	8.9	11.2
4 to 4.99	12.9	12.4	13.8	13.0	13.3	11.7	18.0	15.5
3 to 3.99	19.0	13.4	28.4	21.8	21.8	19.2	30.6	23.2
2 to 2.99	18.5	18.7	18.8	17.9	23.3	25.1	17.4	21.6
1 to 1.99	10.8	10.7	10.0	11.7	10.6	11.4	8.3	9.2
Between 0 and 0.99	7.8	10.2	4.7	5.5	6.4	7.4	4.8	3.5
No change	1.5	2.8	0.0	0.0	0.5	0.7	0.0	0.0
Decrease	11.8	15.0	6.9	9.8	8.0	9.6	3.3	5.4
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	10.6	8.2	9.0	11.5	10.1	5.9	7.6	11.1
5 to 5.99	9.6	7.4	8.1	8.1	8.4	5.9	8.2	8.8
4 to 4.99	13.8	12.4	11.3	15.6	14.1	11.0	11.8	18.6
3 to 3.99	23.9	16.6	24.4	9.6	26.0	16.3	25.7	11.0
2 to 2.99	22.0	22.0	17.0	13.0	24.2	26.1	18.9	14.8
1 to 1.99	7.8	11.1	12.4	10.0	8.0	14.3	11.9	10.0
Between 0 and 0.99	5.0	9.2	7.0	9.3	3.7	10.1	7.7	7.1
No change	0.0	0.0	0.0	7.4	0.0	0.0	0.0	5.6
Decrease	7.3	13.1	10.6	15.6	5.5	10.4	8.2	12.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,336 institutions representing 1,788 campuses reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 51.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2004–05 to 2005–06

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	17.7	15.2	22.2	18.0	14.5	13.5	15.1	18.4
5 to 5.99	16.9	14.7	17.8	19.9	19.4	18.5	21.6	21.1
4 to 4.99	24.9	24.7	28.3	21.8	30.7	29.1	39.3	25.3
3 to 3.99	21.1	20.5	21.5	21.8	20.5	20.7	17.6	23.9
2 to 2.99	9.6	13.2	5.2	7.3	7.3	8.8	4.1	4.5
1 to 1.99	3.3	3.8	1.2	4.4	2.8	3.4	0.6	3.2
Between 0 and 0.99	3.5	5.0	1.2	3.2	3.7	4.9	0.7	2.0
No change	0.8	0.7	0.3	1.6	0.2	0.2	0.0	0.6
Decrease	2.2	2.2	2.2	2.2	0.9	0.9	1.0	0.9
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	17.5	15.6	19.5	17.9	12.9	12.6	19.5	20.9
5 to 5.99	18.6	17.2	18.2	12.4	21.1	18.3	19.8	13.2
4 to 4.99	29.9	26.1	23.5	21.4	36.3	27.2	25.9	18.6
3 to 3.99	20.6	21.2	21.5	20.5	19.0	21.2	21.2	25.4
2 to 2.99	5.2	11.3	7.4	15.0	4.0	11.9	6.4	12.5
1 to 1.99	3.1	2.7	3.6	3.8	2.5	3.4	2.3	3.3
Between 0 and 0.99	4.1	3.8	3.8	2.1	3.7	4.5	3.1	1.6
No change	0.0	0.3	1.3	1.3	0.0	0.1	0.8	0.8
Decrease	1.0	1.9	1.1	5.6	0.5	0.8	1.0	3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,246 reporting institutions representing 1,682 campuses. For definitions of categories, see Explanation of Statistical Data on page 51.

SURVEY REPORT TABLE 4

**Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2005–06
(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	108,404	101,620	131,292	113,740	135,843	127,535	164,370	140,478
Associate	73,562	70,952	84,419	77,409	94,508	91,126	108,673	99,309
Assistant	62,730	60,440	71,877	65,286	80,492	77,971	91,031	81,833
Instructor	42,269	40,670	46,510	53,684	55,617	53,941	60,194	67,377
Lecturer	48,507	46,793	55,278	47,423	62,915	60,695	71,662	61,616
No Rank	54,169	50,010	60,851	54,660	69,323	64,296	77,508	69,681
All Combined	80,657	76,361	97,434	83,157	102,443	97,192	123,160	104,845
<i>CATEGORY IIA (Master's)</i>								
Professor	80,322	78,884	88,800	78,379	101,567	99,554	113,207	99,375
Associate	63,422	62,700	67,148	62,208	81,650	80,559	87,008	80,186
Assistant	53,014	52,873	54,996	51,411	68,463	68,436	71,031	65,675
Instructor	40,284	39,422	44,150	41,602	52,345	51,505	56,881	52,927
Lecturer	43,573	43,327	45,515	45,632	56,750	56,494	58,777	58,982
No Rank	46,032	43,626	53,726	49,950	59,672	56,944	66,970	65,655
All Combined	62,218	61,248	67,468	61,248	79,715	78,454	86,774	78,293
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	77,127	73,406	87,779	66,547	98,994	93,728	112,550	85,826
Associate	60,073	59,913	64,846	55,402	77,686	77,832	83,906	71,393
Assistant	49,446	49,546	53,083	45,873	63,597	64,371	67,959	58,894
Instructor	40,112	39,925	43,333	38,488	51,461	51,966	54,921	49,060
Lecturer	44,536	43,278	51,635	37,897	57,329	55,297	67,945	47,840
No Rank	50,867	43,648	56,290	41,807	65,963	54,197	74,410	52,123
All Combined	59,949	56,902	67,660	54,003	77,158	73,447	86,975	69,484
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	66,099	66,011	75,591	n.d.	85,290	85,223	94,470	n.d.
Associate	53,463	53,405	56,220	n.d.	69,994	70,023	69,591	n.d.
Assistant	47,046	47,116	46,464	n.d.	62,928	63,166	57,474	n.d.
Instructor	40,127	40,266	37,254	n.d.	53,351	53,774	43,546	n.d.
Lecturer	44,943	44,983	43,091	n.d.	61,132	61,242	56,064	n.d.
No Rank	42,435	41,918	47,343	n.d.	58,131	57,394	63,310	n.d.
All Combined	52,649	52,719	51,890	n.d.	69,183	69,393	63,970	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	50,341	50,382	n.d.	n.d.	62,958	63,028	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	94,738	91,367	111,817	82,804	119,449	115,112	141,166	104,823
Associate	67,187	66,288	73,297	63,087	86,561	85,358	94,659	81,171
Assistant	56,298	55,918	60,975	51,537	72,595	72,487	77,883	65,635
Instructor	40,952	40,113	44,541	42,378	53,568	52,945	57,070	53,702
Lecturer	46,489	45,275	53,583	44,758	60,446	58,915	69,609	57,746
No Rank	50,489	46,515	58,201	50,793	65,197	60,406	74,484	65,118
All Combined	70,333	68,440	81,452	63,371	89,879	87,569	103,795	80,876

Note: The table is based on 1,473 (salary) and 1,462 (compensation) reporting institutions representing 1,977 and 1,959 campuses, respectively. For definitions of categories, see Explanation of Statistical Data on page 51. N.d. = no data. There were too few church-related institutions in category III and too few private-independent and church-related institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2005–06 (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	110,343	103,441	133,483	116,281	100,318	93,980	121,929	104,945
Associate	75,547	72,839	86,652	79,515	70,076	67,652	80,288	73,992
Assistant	65,128	62,713	74,812	67,202	59,632	57,506	67,885	63,135
Instructor	43,557	41,803	46,916	55,260	41,357	39,916	46,149	52,234
Lecturer	51,555	49,445	59,138	51,856	45,863	44,529	51,582	44,352
No Rank	58,520	53,771	64,331	60,619	50,060	46,875	56,859	48,877
All Combined	87,130	82,387	105,113	89,608	68,132	64,845	81,071	72,241
<i>CATEGORY IIA (Master's)</i>								
Professor	81,446	79,801	90,346	79,926	77,464	76,601	84,564	74,294
Associate	64,634	63,772	68,675	63,627	61,716	61,189	64,963	60,256
Assistant	54,183	54,006	56,135	52,718	51,809	51,671	53,833	50,211
Instructor	40,728	39,890	44,401	41,822	40,000	39,126	43,967	41,471
Lecturer	44,856	44,512	47,332	47,826	42,573	42,409	43,743	44,118
No Rank	47,882	45,323	54,696	51,463	44,109	42,014	52,235	48,357
All Combined	65,759	64,652	71,296	64,991	57,383	56,627	61,921	56,322
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	78,202	74,780	88,948	67,521	74,543	70,366	84,999	64,064
Associate	60,022	60,804	65,126	54,602	60,145	58,592	64,482	56,520
Assistant	50,264	50,711	53,930	46,324	48,620	48,281	52,224	45,440
Instructor	40,519	40,716	44,039	38,333	39,827	39,355	42,839	38,592
Lecturer	45,192	44,055	52,409	39,014	43,948	42,450	51,088	37,074
No Rank	54,977	47,531	59,084	45,321	45,994	40,222	51,942	39,219
All Combined	62,619	59,627	70,861	55,947	56,286	53,259	63,150	51,366
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	67,749	67,645	79,293	n.d.	64,230	64,177	70,039	n.d.
Associate	54,576	54,456	59,353	n.d.	52,333	52,346	52,807	n.d.
Assistant	47,670	47,750	47,371	n.d.	46,483	46,541	45,875	n.d.
Instructor	40,545	40,643	39,474	n.d.	39,770	39,955	33,479	n.d.
Lecturer	44,837	44,778	53,177	n.d.	45,036	45,166	41,257	n.d.
No Rank	43,610	43,542	44,080	n.d.	41,553	40,773	51,694	n.d.
All Combined	54,152	54,209	54,693	n.d.	51,177	51,272	48,901	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	51,072	51,140	n.d.	n.d.	49,670	49,689	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	97,642	94,161	114,989	85,012	85,747	82,744	101,340	76,646
Associate	68,990	68,178	75,351	63,994	64,436	63,373	70,142	61,779
Assistant	58,296	57,869	63,401	52,781	54,052	53,666	58,222	50,324
Instructor	41,692	40,844	45,017	43,107	40,431	39,609	44,155	41,873
Lecturer	48,776	47,230	56,962	47,594	44,573	43,650	50,455	42,771
No Rank	53,757	49,127	60,705	55,173	47,240	44,221	54,928	46,661
All Combined	76,027	73,950	88,193	67,477	61,337	59,755	69,928	57,558

Note: The table is based on 1,473 reporting institutions representing 1,977 campuses. For definitions of categories, see Explanation of Statistical Data on page 51. N.d. = no data. There were too few church-related institutions in category III and too few private-independent and church-related institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 6

Average Salary, by Region, Category, and Academic Rank, 2005–06 (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	125,540	120,940	105,319	99,638	94,486	100,241	107,430	92,279	113,748
Associate	81,260	81,466	72,219	69,493	68,162	69,671	74,078	66,941	74,229
Assistant	68,871	68,556	60,809	59,066	57,053	61,623	63,125	57,776	65,056
Instructor	48,025	45,116	40,669	42,963	37,253	38,978	44,725	41,786	42,004
Lecturer	57,631	51,616	45,149	42,015	40,226	47,083	44,814	46,444	54,857
No Rank	55,884	50,614	44,632	49,666	47,082	57,414	61,864	34,809	55,061
All Combined	94,503	89,058	78,072	75,667	70,547	73,588	79,581	71,384	87,688
<i>CATEGORY IIA (Master's)</i>									
Professor	87,170	88,896	76,245	72,618	72,639	74,933	77,329	72,223	85,044
Associate	66,541	69,445	60,914	58,498	58,654	60,341	61,496	58,786	66,828
Assistant	55,892	56,304	51,272	49,740	49,459	51,036	51,768	50,552	56,343
Instructor	45,552	44,466	38,919	39,477	38,489	37,811	40,633	39,849	44,456
Lecturer	47,794	46,701	38,690	34,101	36,805	38,239	40,238	36,709	53,155
No Rank	53,775	48,001	40,781	47,163	39,646	47,610	48,452	39,664	45,385
All Combined	68,106	68,552	58,796	57,765	56,178	56,994	59,590	55,256	68,762
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	95,074	86,585	70,433	68,132	61,908	64,616	71,958	68,242	84,877
Associate	74,556	65,749	56,544	54,245	51,639	54,303	57,290	54,786	62,677
Assistant	57,197	52,921	47,148	46,349	43,523	46,354	47,764	46,108	52,371
Instructor	42,955	43,156	39,919	38,423	36,772	39,884	38,810	35,854	44,802
Lecturer	52,265	47,387	39,714	38,586	39,857	41,404	40,987	30,280	52,896
No Rank	50,888	49,315	41,307	39,082	35,986	35,004	52,899	63,895	53,646
All Combined	75,453	64,773	56,703	54,105	50,499	51,623	56,656	53,464	66,042
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	64,491	75,016	67,323	62,400	55,361	61,293	66,585	55,009	68,597
Associate	50,156	61,231	53,479	53,043	47,347	48,653	53,207	49,400	59,839
Assistant	45,854	52,111	44,400	47,307	40,108	43,243	45,914	44,797	52,275
Instructor	42,944	41,732	37,993	40,943	35,695	35,866	40,233	37,201	44,303
Lecturer	46,234	48,822	39,904	40,281	n.d.	n.d.	40,027	41,498	42,960
No Rank	n.d.	34,088	n.d.	40,163	41,309	n.d.	48,243	45,005	47,343
All Combined	55,044	59,061	50,219	52,743	45,336	50,692	52,090	46,245	56,720
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	49,062	53,794	43,949	50,177	43,403	58,416	64,376
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	107,603	102,776	92,959	83,943	80,618	88,632	93,224	86,313	100,271
Associate	74,055	72,734	65,826	62,291	59,967	64,406	66,688	63,503	69,665
Assistant	61,194	59,128	54,958	52,699	50,871	55,375	55,896	54,001	59,638
Instructor	45,428	44,007	39,742	39,988	37,292	38,289	41,911	39,756	43,208
Lecturer	55,820	49,531	42,139	39,395	38,814	44,308	42,891	43,651	53,846
No Rank	54,168	49,183	43,155	42,517	42,381	50,577	56,022	42,397	49,181
All Combined	81,680	75,330	68,536	64,425	60,328	65,118	68,766	65,252	77,425

Note: The table is based on 1,473 reporting institutions representing 1,977 campuses. For definitions of categories, see Explanation of Statistical Data on page 51. 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, 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 7

Average Compensation, by Region, Category, and Academic Rank, 2005–06 (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	157,442	151,655	133,104	124,591	117,249	122,429	132,529	114,334	146,571
Associate	104,804	105,558	94,001	89,000	86,153	86,761	93,799	84,715	99,084
Assistant	87,524	87,971	79,746	75,432	72,396	75,985	79,859	73,465	86,935
Instructor	61,386	58,996	54,900	54,923	48,649	49,662	57,958	54,256	59,928
Lecturer	73,059	66,453	59,631	55,662	51,935	59,022	57,525	60,438	74,769
No Rank	72,043	65,016	59,524	64,577	63,209	69,247	77,114	47,484	74,705
All Combined	119,587	113,516	100,492	95,830	88,681	90,742	99,619	89,718	114,914
<i>CATEGORY IIA (Master's)</i>									
Professor	111,076	112,579	98,730	92,242	90,907	91,551	96,617	93,282	107,803
Associate	86,891	90,400	79,966	75,150	73,996	74,346	77,515	77,033	87,047
Assistant	72,821	73,802	67,489	63,908	62,838	62,871	65,731	67,307	73,844
Instructor	59,221	57,702	51,267	51,879	50,198	48,106	52,180	52,269	60,273
Lecturer	62,565	61,713	52,694	45,687	46,986	46,846	51,249	50,235	68,869
No Rank	66,805	60,889	58,339	60,953	48,618	58,810	60,527	53,876	60,639
All Combined	87,935	88,538	77,102	74,040	71,017	70,185	75,127	72,482	88,607
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	122,152	111,021	91,745	87,353	78,961	81,124	90,861	84,765	111,930
Associate	95,413	85,502	73,874	70,212	66,685	67,364	72,822	68,704	85,147
Assistant	73,530	68,560	61,305	59,746	54,479	59,154	60,383	57,235	69,157
Instructor	56,150	55,899	51,521	49,947	45,820	49,159	48,845	44,409	60,775
Lecturer	69,200	62,352	51,454	49,421	45,875	50,507	51,680	36,957	67,652
No Rank	65,976	60,933	52,030	47,448	42,433	43,863	68,664	89,020	70,937
All Combined	96,965	83,681	73,871	69,707	64,180	64,721	71,734	66,836	87,856
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	87,126	97,807	88,208	81,621	67,617	74,859	83,926	75,625	89,315
Associate	67,763	81,181	71,710	70,710	58,925	60,094	68,878	69,662	78,276
Assistant	62,909	70,973	60,543	62,802	49,657	54,652	60,408	63,596	69,082
Instructor	58,826	57,671	50,366	53,383	44,679	46,975	53,390	53,176	60,695
Lecturer	58,795	66,820	54,513	53,150	n.d.	n.d.	53,226	56,192	55,925
No Rank	n.d.	49,038	n.d.	55,226	55,773	n.d.	58,720	66,546	63,310
All Combined	74,627	79,041	67,308	69,491	56,087	62,944	67,352	64,941	74,859
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	64,791	69,748	57,569	61,335	53,054	71,850	83,898
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	136,299	130,138	118,480	106,000	100,529	108,397	115,671	107,900	128,730
Associate	95,853	94,619	86,009	80,127	76,003	79,881	84,493	81,319	92,164
Assistant	78,760	76,983	72,207	67,651	64,466	68,465	70,952	69,671	78,962
Instructor	59,319	57,838	52,838	52,110	48,026	48,683	54,223	52,488	60,229
Lecturer	71,324	64,768	56,362	52,210	49,838	55,173	54,865	57,263	71,336
No Rank	68,902	63,936	58,929	53,945	54,838	61,810	70,172	58,400	66,117
All Combined	104,405	97,036	88,863	82,265	76,084	80,365	86,508	83,158	100,964

Note: The table is based on 1,462 reporting institutions representing 1,959 campuses. For definitions of categories, see Explanation of Statistical Data on page 51. 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, 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, 2005–06 (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													
265,000–269,999													
260,000–264,999													
255,000–259,999													
250,000–254,999													
245,000–249,999													
240,000–244,999													
235,000–239,999													
230,000–234,999	1.0†												
225,000–229,999	1.1												
220,000–224,999	1.4												
215,000–219,999	1.7												
210,000–214,999	2.0												
205,000–209,999	2.3												
200,000–204,999	2.7												
195,000–199,999	3.1												
190,000–194,999	3.6												
185,000–189,999	4.2												
180,000–184,999	5.0												
175,000–179,999	5.8												
170,000–174,999	6.7												
165,000–169,999	7.8												
160,000–164,999	9.0												
155,000–159,999	10.3												
150,000–154,999	11.9												
145,000–149,999	13.8	1.1†		1.0†			1.1†						
140,000–144,999	15.9	1.4		1.3			1.6						
135,000–139,999	18.2	1.8	1.2†	1.6			2.2						
130,000–134,999	21.0	2.1	1.4	2.1			3.0						
125,000–129,999	24.1	2.6	1.9	2.8			4.1						
120,000–124,999	27.9	3.2	2.5	3.8			5.4						
115,000–119,999	32.1	4.0	2.9	5.1			7.0						
110,000–114,999	37.0	5.0	3.5	6.7			8.9						
108,000–109,999	39.4	5.6	3.8	7.5	1.1†		9.8						
106,000–107,999	41.4	6.1	4.1	8.5	1.3		11.2						
104,000–105,999	44.2	6.9	4.5	9.4	1.6		12.3						
102,000–103,999	46.4	7.7	4.8	10.3	1.8		13.7						
100,000–101,999	49.5	8.9	5.3	11.6	2.2		15.1	1.1†		1.3†			
98,000–99,999	51.7	9.9	5.6	12.8	2.6		16.5	1.3		2.9			
96,000–97,999	54.9	11.3	6.2	15.4	3.0	1.0†	18.5	1.5		4.3			
94,000–95,999	57.4	12.6	6.8	17.0	3.5	1.2	20.1	1.8		5.1			
92,000–93,999	61.2	14.5	7.5	22.6	4.2	1.5	22.4	2.3		8.8			
90,000–91,999	63.9	16.3	8.2	25.1	5.0	1.9	24.3	2.6		9.9			
88,000–89,999	66.6	18.2	9.0	27.6	5.9	2.3	26.4	3.2		10.4			
86,000–87,999	69.4	20.4	10.0	31.1	6.8	2.8	28.8	3.9		13.1	1.4†		
84,000–85,999	72.4	23.1	11.2	34.3	8.0	3.4	31.3	4.8		15.5	1.8		1.1†
82,000–83,999	75.4	25.7	12.5	37.3	9.3	3.8	33.8	5.8	1.1†	17.6	2.0		1.6
80,000–81,999	78.2	28.8	14.1	41.1	10.8	4.5	36.8	7.3	1.3	20.1	2.4		2.2
78,000–79,999	80.9	31.9	15.5	45.0	13.1	5.1	39.7	8.8	1.6	23.5	2.8	1.2†	2.7
76,000–77,999	83.6	35.6	17.3	49.4	16.5	6.0	43.3	11.1	1.9	26.6	4.2	1.4	3.1
74,000–75,999	86.2	39.9	19.5	54.0	18.9	6.9	46.6	13.5	2.5	30.5	5.2	1.6	3.9
72,000–73,999	88.4	43.7	21.6	58.4	22.6	7.9	50.4	16.5	3.2	34.2	7.0	2.5	4.9
70,000–71,999	90.6	48.4	24.1	62.9	25.8	9.0	54.7	19.8	3.9	38.3	8.2	3.1	5.7
68,000–69,999	92.6	53.0	27.0	67.9	29.0	10.1	59.0	23.3	4.9	42.6	9.7	3.5	8.2
66,000–67,999	94.4	58.2	30.7	73.3	33.3	11.4	64.0	27.3	6.1	48.0	12.1	4.1	15.3
64,000–65,999	95.9	63.5	35.0	78.7	37.9	14.1	68.2	31.2	8.2	53.6	14.9	5.6	18.1
62,000–63,999	97.1	69.1	39.5	83.6	42.7	16.5	72.7	36.0	10.1	59.2	18.8	7.0	20.7
60,000–61,999	98.1	74.6	44.7	88.1	48.8	20.3	76.9	41.7	13.5	64.8	23.6	9.8	24.3
58,000–59,999	98.7	79.9	49.5	91.8	55.1	23.8	81.0	47.7	16.8	70.5	29.5	11.9	28.6
56,000–57,999	99.2*	85.1	55.2	94.5	62.5	27.7	85.2	54.5	20.9	75.8	36.4	15.7	32.8
54,000–55,999		89.6	61.7	96.6	70.5	32.4	88.9	61.3	26.1	79.6	43.4	19.7	37.8
52,000–53,999		93.1	68.7	97.9	78.9	38.6	92.0	68.6	32.0	84.8	50.9	26.6	42.7
50,000–51,999		95.9	76.3	98.7	85.9	46.5	94.5	75.4	39.2	91.9	59.4	34.3	48.4
48,000–49,999		97.6	82.6	99.2*	91.7	56.2	96.2	81.7	48.3	94.4	68.4	41.4	55.0
46,000–47,999		98.7	88.2		95.7	67.6	97.1	87.3	57.9	97.4	76.2	50.3	62.7
44,000–45,999		99.2*	92.7		98.0	79.6	98.0	91.9	68.6	98.7	83.6	59.6	70.9
42,000–43,999			95.4		99.0*	88.3	98.6	95.0	78.2	99.3*	94.1	70.1	77.7
40,000–41,999			97.2			93.9	99.1*	96.9	86.3		97.5	81.0	84.4
38,000–39,999			98.1			96.6		98.2	91.7		98.9	87.6	89.8
36,000–37,999			98.9			98.2		99.2*	95.4		99.2*	95.6	93.9
34,000–35,999			99.3*			99.0*			97.6			97.9	96.4
32,000–33,999									98.7			98.9	98.0
30,000–31,999									99.5*			99.3*	98.9
Below 30,000													100.0

Note: The table is based on 1,308 reporting institutions representing 1,757 campuses. For definitions of categories, see Explanation of Statistical Data on page 51.

† 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.

SURVEY REPORT TABLE 9A

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2005–06 (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	140,532	127,989	116,643	112,429	105,987	99,913	95,399	91,815	87,946	78,575
Associate	92,799	86,530	82,173	78,228	74,919	72,160	69,927	67,153	64,900	61,189
Assistant	78,947	75,049	69,668	65,971	63,807	61,824	59,946	56,995	54,566	51,875
Instructor	63,649	59,573	53,042	50,069	48,040	45,213	42,287	40,296	38,058	35,875
All Combined	108,040	98,290	90,607	84,905	81,031	77,076	72,432	68,621	65,141	60,647
<i>CATEGORY IIA (Master's)</i>										
Professor	100,408	92,873	87,186	83,183	78,880	75,455	71,887	68,461	65,709	61,296
Associate	77,542	72,965	68,866	65,460	62,818	60,681	58,625	56,139	54,247	51,705
Assistant	63,051	60,195	56,583	54,277	52,807	51,052	49,474	48,226	46,723	44,181
Instructor	53,421	50,412	47,199	44,508	42,801	41,462	40,069	38,528	36,915	34,422
All Combined	77,732	73,243	68,334	64,335	61,496	58,816	56,640	54,539	52,345	49,825
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	103,164	93,854	80,569	74,342	70,880	67,487	62,834	59,136	55,907	50,777
Associate	76,207	70,733	63,282	59,532	57,208	55,364	52,819	50,085	46,897	44,017
Assistant	60,917	58,029	52,054	49,852	47,983	46,490	44,987	43,349	40,979	38,216
Instructor	51,825	48,750	44,962	42,614	41,107	39,677	38,327	36,677	34,710	32,581
All Combined	82,030	74,046	62,969	59,618	56,821	53,724	51,469	48,809	46,742	42,897
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	87,172	78,909	74,604	67,104	65,375	62,347	59,745	56,474	54,248	50,987
Associate	66,936	62,921	59,164	56,833	54,648	51,910	50,133	48,505	46,904	43,871
Assistant	55,771	53,591	51,171	48,843	46,926	45,382	44,088	43,071	41,172	38,534
Instructor	48,447	46,582	44,433	42,286	40,405	39,177	38,085	36,622	35,466	33,811
All Combined	67,067	62,101	56,845	54,745	52,107	50,277	48,507	46,483	44,736	41,812
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	70,095	60,512	56,264	53,426	49,999	47,012	43,585	41,688	40,019	38,790

Note: The table is based on 1,473 reporting institutions representing 1,977 campuses. For definitions of categories, see Explanation of Statistical Data on page 51.
 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 9B

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2005–06 (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	172,269	162,512	147,999	140,262	133,581	125,938	119,760	114,773	109,913	100,169
Associate	118,490	111,680	105,708	100,477	96,238	92,458	90,003	86,440	83,685	77,923
Assistant	100,635	94,095	87,684	85,538	82,021	79,560	76,631	73,545	70,184	67,094
Instructor	82,286	74,993	69,637	65,313	61,506	58,288	55,853	53,675	50,003	46,917
All Combined	135,728	124,649	114,629	110,035	103,038	96,799	91,778	87,347	84,376	76,153
<i>CATEGORY IIA (Master's)</i>										
Professor	127,771	116,448	110,124	106,049	100,195	95,762	91,840	87,501	83,067	77,105
Associate	101,980	93,542	88,777	84,731	80,838	78,213	75,119	72,619	69,540	65,608
Assistant	82,026	78,749	73,717	70,340	68,315	66,188	64,220	62,059	59,730	55,707
Instructor	69,749	66,823	61,273	57,731	55,819	53,296	51,571	48,867	47,534	43,502
All Combined	100,563	93,425	87,735	82,558	78,889	75,919	73,068	69,933	67,169	63,491
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	132,780	120,399	105,327	95,563	90,692	86,002	80,612	75,541	71,116	64,194
Associate	101,137	93,591	82,648	77,487	74,535	70,925	67,319	64,187	59,907	55,367
Assistant	80,022	74,215	68,434	64,386	62,112	59,739	57,601	55,186	52,627	48,178
Instructor	68,689	64,304	58,010	55,081	52,744	50,433	48,574	46,656	43,915	41,274
All Combined	106,110	96,113	81,767	77,376	73,322	69,359	65,797	62,231	59,292	53,923
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	111,274	105,390	96,613	88,880	85,218	82,189	77,287	73,588	69,834	66,726
Associate	87,685	84,150	79,601	76,765	72,490	68,885	66,556	64,941	61,091	56,632
Assistant	75,122	73,403	68,736	65,871	63,499	60,763	59,537	57,710	54,555	51,242
Instructor	66,303	63,024	60,291	57,487	54,913	53,545	52,383	50,025	47,914	44,195
All Combined	88,750	84,208	75,401	72,989	68,757	65,908	64,674	62,441	59,003	52,980
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	85,572	82,533	71,979	67,574	64,172	61,451	54,655	51,957	50,108	47,5901

Note: The table is based on 1,462 reporting institutions representing 1,959 campuses. For definitions of categories, see Explanation of Statistical Data on page 51.
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, 2005–06 (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	6,898	7,008	7,590	5,131	9.8	10.2	9.3	8.1
Medical Insurance	4,816	4,767	5,267	4,394	6.8	7.0	6.5	6.9
Dental Insurance	223	232	224	164	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,228	1,471	586	787	1.7	2.1	0.7	1.2
Disability	185	154	269	240	0.3	0.2	0.3	0.4
Tuition	551	156	1,534	1,367	0.8	0.2	1.9	2.2
Social Security	4,409	4,159	5,357	4,409	6.3	6.1	6.6	7.0
Unemployment	138	120	192	159	0.2	0.2	0.2	0.3
Group Life	147	126	213	170	0.2	0.2	0.3	0.3
Workers' Compensation	375	331	504	431	0.5	0.5	0.6	0.7
Benefits in Kind	216	153	433	252	0.3	0.2	0.5	0.4
All Combined	19,186	18,677	22,170	17,504	27.3	27.3	27.2	27.6
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	7,118	7,114	8,120	5,540	10.1	10.4	10.0	8.7
Medical Insurance	6,270	6,303	6,426	5,808	8.9	9.2	7.9	9.2
Dental Insurance	511	541	467	405	0.7	0.8	0.6	0.6
Medical and Dental Combined	7,306	7,433	6,657	6,788	10.4	10.9	8.2	10.7
Disability	299	302	321	261	0.4	0.4	0.4	0.4
Tuition	5,878	2,029	10,263	12,720	8.4	3.0	12.6	20.1
Social Security	4,628	4,417	5,442	4,549	6.6	6.5	6.7	7.2
Unemployment	191	161	274	262	0.3	0.2	0.3	0.4
Group Life	189	179	224	179	0.3	0.3	0.3	0.3
Workers' Compensation	467	436	557	481	0.7	0.6	0.7	0.8
Benefits in Kind	1,447	1,239	1,785	1,599	2.1	1.8	2.2	2.5
Received Any Benefit	19,194	18,676	22,251	17,466	27.3	27.3	27.3	27.6

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 51. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,462 reporting institutions representing 1,959 campuses.

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, 2005–06 (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	8,394	5,809	5,419	5,644	4,256	10.4	9.3	9.0	10.7	8.5
Medical Insurance	5,434	4,356	4,141	4,669	3,479	6.7	7.0	6.9	8.9	6.9
Dental Insurance	241	233	164	192	162	0.3	0.4	0.3	0.4	0.3
Medical and Dental Combined	1,050	1,441	1,090	1,991	1,055	1.3	2.3	1.8	3.8	2.1
Disability	204	179	216	83	73	0.3	0.3	0.4	0.2	0.1
Tuition	552	457	1,089	192	78	0.7	0.7	1.8	0.4	0.2
Social Security	4,897	4,152	4,181	3,180	3,226	6.1	6.7	7.0	6.0	6.4
Unemployment	123	138	174	87	261	0.2	0.2	0.3	0.2	0.5
Group Life	155	144	164	101	93	0.2	0.2	0.3	0.2	0.2
Workers' Compensation	449	315	369	193	253	0.6	0.5	0.6	0.4	0.5
Benefits in Kind	291	162	166	103	77	0.4	0.3	0.3	0.2	0.2
All Combined	21,790	17,386	17,171	16,434	13,011	27.0	27.9	28.6	31.2	25.8
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,607	6,021	5,750	5,864	4,174	10.7	9.7	9.6	11.1	8.3
Medical Insurance	6,609	6,130	5,649	6,825	4,371	8.2	9.9	9.4	13.0	8.7
Dental Insurance	499	555	448	543	485	0.6	0.9	0.7	1.0	1.0
Medical and Dental Combined	7,705	7,267	6,744	7,880	5,046	9.6	11.7	11.2	15.0	10.0
Disability	332	278	271	239	220	0.4	0.4	0.5	0.5	0.4
Tuition	6,461	5,474	10,028	1,557	446	8.0	8.8	16.7	3.0	0.9
Social Security	5,166	4,346	4,273	3,409	3,440	6.4	7.0	7.1	6.5	6.8
Unemployment	151	206	267	168	475	0.2	0.3	0.4	0.3	0.9
Group Life	195	190	189	160	138	0.2	0.3	0.3	0.3	0.3
Workers' Compensation	508	440	432	315	394	0.6	0.7	0.7	0.6	0.8
Benefits in Kind	1,667	1,350	1,219	655	725	2.1	2.2	2.0	1.2	1.4
Received Any Benefit	21,786	17,461	17,210	16,523	12,595	27.0	28.1	28.7	31.4	25.0

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 51. The table is based on 1,462 reporting institutions representing 1,959 campuses.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2005–06

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	4.2	3.0	6.3	7.7	1.1	0.9	0.9	2.5	94.7	96.1	92.7	89.7
Associate	7.2	5.0	13.3	9.7	10.9	9.5	13.8	13.6	81.9	85.5	72.9	76.7
Assistant	17.3	13.9	24.3	25.0	75.5	78.1	71.9	66.8	7.2	8.0	3.8	8.1
Instructor	84.0	82.9	90.9	82.9	13.5	14.3	7.2	15.8	2.5	2.8	1.9	1.3
Lecturer	96.6	95.9	99.3	99.8	1.2	1.4	0.6	0.0	2.2	2.7	0.1	0.2
No Rank	73.0	70.9	85.6	99.7	4.9	5.0	5.7	0.3	21.9	23.9	8.8	0.0
All Combined	17.9	17.4	19.2	18.7	21.2	21.0	20.8	23.1	60.9	61.6	60.0	58.2
<i>WOMEN</i>												
Professor	7.1	6.5	8.6	8.2	1.4	1.2	1.4	2.8	91.5	92.4	90.1	89.0
Associate	9.4	7.3	15.5	11.1	10.2	8.8	11.4	14.8	80.4	83.9	73.0	74.1
Assistant	21.7	18.1	28.0	30.0	70.5	73.4	67.1	61.7	7.7	8.5	4.7	8.3
Instructor	85.4	84.8	87.4	87.2	12.7	13.0	11.1	12.2	1.9	2.2	1.4	0.6
Lecturer	97.1	96.5	99.4	99.0	1.0	1.2	0.2	0.5	1.9	2.3	0.4	0.5
No Rank	76.2	74.2	94.1	98.5	5.6	6.0	2.2	1.2	18.2	19.8	3.6	0.3
All Combined	30.8	31.4	29.7	28.9	26.5	25.8	27.6	29.3	42.6	42.8	42.7	41.8
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.9	3.9	6.8	7.8	1.1	0.9	1.0	2.6	93.9	95.2	92.1	89.5
Associate	8.1	5.9	14.2	10.3	10.6	9.2	12.8	14.1	81.3	84.9	72.9	75.6
Assistant	19.4	15.8	26.0	27.5	73.1	76.0	69.6	64.2	7.4	8.2	4.2	8.2
Instructor	84.8	84.0	89.0	85.5	13.0	13.8	9.4	13.7	2.2	2.4	1.6	0.9
Lecturer	96.8	96.2	99.3	99.3	1.1	1.3	0.4	0.3	2.0	2.4	0.3	0.4
No Rank	74.7	72.6	89.3	99.1	5.3	5.5	3.8	0.7	20.0	21.8	6.2	0.1
All Combined	23.0	22.9	23.1	22.9	23.3	22.9	23.3	25.7	53.7	54.2	53.6	51.4

Note: The table is based on 1,473 reporting institutions representing 1,977 campuses. 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.

SURVEY REPORT TABLE 12

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2005–06 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	30.2	7.2	29.6	7.1	34.1	8.0	25.2	7.3
Associate	16.6	9.4	16.8	9.6	14.6	7.9	19.1	11.8
Assistant	13.7	10.6	13.8	10.7	13.2	9.7	13.1	11.7
Instructor	1.9	2.7	2.0	3.0	1.6	1.8	2.4	2.6
Lecturer	3.0	3.4	3.0	3.5	3.4	3.5	1.6	2.3
No Rank	0.6	0.6	0.4	0.5	1.1	1.0	1.5	1.6
All Combined	65.9	34.1	65.6	34.4	68.1	31.9	62.9	37.1
<i>CATEGORY IIA (Master's)</i>								
Professor	20.8	8.2	21.1	8.5	20.6	7.5	19.7	7.5
Associate	15.8	11.2	14.9	10.6	18.3	12.8	17.7	12.9
Assistant	15.1	14.6	14.8	14.0	16.0	15.7	15.4	16.8
Instructor	2.7	4.2	2.8	4.4	2.3	3.2	2.4	4.0
Lecturer	2.6	3.4	3.3	4.2	1.1	1.1	1.0	1.4
No Rank	0.7	0.7	0.7	0.7	0.9	0.6	0.6	0.6
All Combined	57.7	42.3	57.6	42.4	59.2	40.8	56.8	43.2
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	20.8	8.7	16.9	7.7	23.4	9.8	20.6	8.1
Associate	16.6	12.0	16.1	10.8	16.3	12.5	17.2	12.3
Assistant	16.2	16.1	17.1	15.8	15.7	15.4	16.2	16.9
Instructor	2.6	3.8	4.1	5.7	1.5	2.2	2.8	4.1
Lecturer	1.1	1.2	2.7	2.6	0.7	0.9	0.5	0.6
No Rank	0.5	0.4	0.3	0.3	0.9	0.6	0.3	0.4
All Combined	57.8	42.2	57.2	42.8	58.5	41.5	57.6	42.4
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	14.5	12.8	14.6	13.0	10.1	6.7	18.1	2.6
Associate	12.7	12.5	12.6	12.5	14.3	13.1	19.8	6.0
Assistant	13.2	14.5	13.2	14.5	11.3	17.3	23.3	12.1
Instructor	7.6	8.9	7.4	8.9	14.3	8.4	12.9	5.2
Lecturer	1.2	1.4	1.3	1.4	0.3	1.8	0.0	0.0
No Rank	0.3	0.4	0.2	0.3	1.3	1.0	0.0	0.0
All Combined	49.5	50.5	49.3	50.7	51.6	48.4	74.1	25.9
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	47.9	52.1	47.8	52.2	56.5	43.5	66.7	33.3
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	25.0	8.1	24.9	8.1	27.6	8.4	21.4	7.7
Associate	16.1	10.5	15.8	10.2	16.0	10.4	17.8	12.4
Assistant	14.4	12.8	14.3	12.4	14.6	12.8	15.2	15.6
Instructor	2.6	3.7	2.8	4.1	1.9	2.3	2.6	3.7
Lecturer	2.5	3.0	2.9	3.5	2.0	2.2	0.9	1.3
No Rank	0.6	0.6	0.5	0.5	1.0	0.8	0.7	0.8
All Combined	61.2	38.8	61.2	38.8	63.1	36.9	58.6	41.4

Note: The table is based on 1,473 reporting institutions representing 1,977 campuses. For definitions of categories, see Explanation of Statistical Data on page 51.

SURVEY REPORT TABLE 13

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2005–06

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	180,516	46.8	80,657	102,443	21,790	27.0	59.1
IIA	115,736	30.0	62,218	79,715	17,386	27.9	52.3
IIB	49,727	12.9	59,949	77,158	17,171	28.6	52.0
III	23,079	6.0	52,649	69,183	16,434	31.2	43.1
IV	16,411	4.3	50,341	62,958	13,011	25.8	24.7
All Combined	385,469	100.0	69,482	88,727	19,186	27.6	53.7
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	122,087	33.1	94,738	119,449	24,472	25.8	93.9
Associate	98,226	26.6	67,187	86,561	19,260	28.7	81.3
Assistant	100,661	27.3	56,298	72,595	16,196	28.8	7.4
Instructor	23,330	6.3	40,952	53,568	12,462	30.4	2.2
Lecturer	20,267	5.5	46,489	60,446	13,923	29.9	2.0
No Rank	4,487	1.2	50,489	65,197	14,501	28.7	2.9
All Combined	369,058	100.0	70,333	89,879	19,460	27.7	55.0

Note: The table is based on 1,473 (salary) and 1,462 (compensation) reporting institutions representing 1,977 and 1,959 campuses, respectively. For definitions of categories, see Explanation of Statistical Data on page 51.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2005–06

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	308	203	79	26	278	90.3	188	67	23
IIA	908	303	370	235	577	63.5	235	186	136
IIB	966	157	394	415	528	54.7	98	198	232
III	799	647	120	32	336	42.1	319	13	4
IV	814	739	60	15	258	31.7	254	3	1
All Combined	3,795	2,049	1,023	723	1,977	52.1	1,114	467	396

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2005–06

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	242	159	60	23	220	90.9	151	49	20
IIA	728	272	267	189	431	59.2	230	102	99
IIB	864	133	355	376	473	54.7	86	178	209
III	588	440	118	30	189	32.1	174	11	4
IV	614	546	53	15	160	26.1	156	3	1
All Combined	3,036	1,550	853	633	1,473	48.5	797	343	333

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2005-06

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.14	1.88	5.05	3.42	2.48	5.66
Category IIA (Master's)	2.65	1.87	4.97	2.82	0.90	7.06
Category IIB (Baccalaureate)	2.49	1.00	4.20	3.00	1.26	6.93
Category III (Two-Year Colleges with Ranks)	2.37	1.25	5.48	n.d.	n.d.	n.d.
Category IV (Two-Year Colleges without Ranks)	2.95	2.05	5.40	n.d.	n.d.	n.d.

Note: The table is based on 784 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. N.d. = no data.