

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2005–06 to 2006–07

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	4.7	4.8	4.2	4.3	4.7	4.8	4.4	4.8
Associate	4.2	4.3	3.8	4.1	5.4	5.4	5.1	5.1
Assistant	4.4	4.5	4.4	4.4	5.5	5.5	5.6	5.4
Instructor	4.4	4.6	7.3	1.6	6.3	6.4	7.1	5.2
All Combined	4.1	4.1	3.8	4.3	5.1	5.2	4.8	5.1
<i>CATEGORY IIA (Master's)</i>								
Professor	3.3	3.4	3.2	3.3	4.5	4.7	4.5	4.1
Associate	3.5	3.5	3.5	3.4	5.0	5.0	5.6	4.6
Assistant	3.8	4.0	3.1	3.6	5.1	5.0	5.3	5.1
Instructor	3.7	3.4	2.9	6.3	3.4	4.7	-5.4	5.8
All Combined	3.2	3.2	3.1	3.4	4.8	4.8	4.7	4.6
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	3.7	4.3	3.8	3.3	4.7	4.3	5.0	4.6
Associate	3.6	4.2	3.5	3.4	5.5	5.6	5.4	5.5
Assistant	3.7	4.5	3.8	3.1	5.5	5.4	5.6	5.3
Instructor	3.9	4.9	2.4	4.2	5.2	5.4	5.3	4.9
All Combined	3.6	4.4	3.7	3.3	5.2	5.2	5.3	5.1
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	4.1	4.1	n.d.	n.d.	5.0	5.2	n.d.	n.d.
Associate	3.9	4.1	n.d.	n.d.	5.1	5.2	n.d.	n.d.
Assistant	4.6	4.7	n.d.	n.d.	5.9	5.2	n.d.	n.d.
Instructor	3.0	3.1	n.d.	n.d.	6.0	5.2	n.d.	n.d.
All Combined	4.2	4.2	n.d.	n.d.	5.3	5.4	n.d.	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	4.8	4.8	n.d.	n.d.	4.7	4.7	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	4.2	4.3	4.1	3.7	4.7	4.8	4.5	4.5
Associate	3.9	4.0	3.6	3.6	5.3	5.3	5.3	5.1
Assistant	4.1	4.3	3.8	3.4	5.4	5.4	5.5	5.3
Instructor	3.9	3.9	4.0	4.4	5.1	5.7	1.4	5.3
All Combined	3.8	3.8	3.7	3.6	5.0	5.1	4.9	4.9

Note: The table is based on 1,305 (salary) and 1,191 (continuing) responding institutions 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, 2005–06 to 2006–07

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	15.6	19.9	12.1	9.7	14.1	16.6	6.8	10.7
5 to 5.99	10.4	10.2	10.2	11.0	9.9	9.9	10.2	9.2
4 to 4.99	16.9	16.1	18.1	17.7	20.5	19.1	23.4	24.3
3 to 3.99	18.5	18.0	19.0	19.0	21.5	21.2	22.6	21.1
2 to 2.99	16.9	14.9	21.3	17.0	16.6	15.8	19.2	17.5
1 to 1.99	9.0	8.6	8.6	10.7	7.5	7.0	9.7	7.0
Between 0 and 0.99	4.8	3.9	4.4	7.3	3.5	3.1	3.3	6.3
No change	0.2	0.1	0.0	0.3	0.3	0.4	0.0	0.2
Decrease	7.6	8.3	6.3	7.3	6.1	6.8	4.7	3.7
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	13.6	12.7	13.6	25.3	12.9	13.2	14.5	23.9
5 to 5.99	12.2	9.4	10.2	10.5	10.8	7.9	10.6	10.1
4 to 4.99	24.4	15.0	17.3	13.2	24.8	15.4	17.7	17.5
3 to 3.99	23.5	17.8	18.6	15.2	25.8	16.4	20.2	15.7
2 to 2.99	15.0	20.6	17.0	12.8	16.1	17.3	18.1	14.8
1 to 1.99	6.1	10.7	9.5	8.2	5.0	11.3	8.8	7.6
Between 0 and 0.99	2.3	5.3	6.4	3.5	2.4	5.2	5.0	2.0
No change	0.0	0.5	0.0	0.0	0.0	1.0	0.0	0.0
Decrease	2.8	8.1	7.3	11.3	2.2	12.3	5.1	8.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,304 institutions 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, 2005–06 to 2006–07

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	23.3	23.0	25.6	21.4	21.5	22.8	17.8	20.9
5 to 5.99	19.7	18.1	23.1	19.4	23.4	21.0	30.2	25.0
4 to 4.99	25.2	27.5	22.4	23.7	29.0	29.2	30.5	26.3
3 to 3.99	18.7	19.3	17.6	18.8	17.4	18.4	14.2	17.2
2 to 2.99	7.0	7.0	4.8	9.2	5.3	5.5	3.7	6.6
1 to 1.99	2.4	2.6	1.6	3.0	1.6	1.9	0.5	1.4
Between 0 and 0.99	1.9	2.1	1.9	1.6	1.3	1.1	2.1	1.3
No change	0.6	0.0	0.6	1.6	0.1	0.0	0.1	0.5
Decrease	1.2	0.5	2.2	1.3	0.4	0.1	0.9	0.8
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	20.0	22.5	26.3	21.1	18.8	23.2	27.2	22.8
5 to 5.99	28.4	16.6	20.2	16.2	29.0	15.4	22.4	17.2
4 to 4.99	30.0	23.9	21.5	30.9	33.6	24.8	21.4	28.9
3 to 3.99	13.2	22.5	18.4	18.1	12.8	25.2	18.6	17.4
2 to 2.99	5.3	10.4	5.7	5.4	3.4	8.1	5.3	8.0
1 to 1.99	1.1	1.7	2.7	4.4	1.0	2.1	1.4	3.1
Between 0 and 0.99	1.6	0.8	2.3	3.4	1.4	0.6	1.8	2.5
No change	0.0	0.3	1.4	0.0	0.0	0.0	0.6	0.0
Decrease	0.5	1.4	1.6	0.5	0.0	0.5	1.3	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,191 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 51.

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2006–07 (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	113,389	106,495	136,689	118,590	142,229	133,713	171,614	146,398
Associate	76,639	74,075	87,512	80,617	98,478	95,176	112,635	103,284
Assistant	65,424	63,131	75,155	68,145	84,043	81,494	95,274	85,804
Instructor	43,974	42,541	49,830	54,396	57,962	56,335	65,251	69,030
Lecturer	50,058	48,529	55,677	48,846	65,214	63,212	72,573	63,619
No Rank	55,349	51,437	60,589	58,466	70,677	65,885	77,539	73,481
All Combined	83,865	79,448	101,500	86,723	106,630	101,196	128,586	109,377
<i>CATEGORY IIA (Master's)</i>								
Professor	83,361	81,855	91,197	82,802	105,876	104,099	115,666	104,599
Associate	65,831	65,059	69,363	65,101	84,940	84,114	89,217	83,587
Assistant	55,095	55,085	56,313	53,722	71,322	71,708	72,051	68,600
Instructor	42,024	41,073	45,164	44,841	54,696	53,889	57,423	57,021
Lecturer	45,194	44,904	47,342	47,061	59,237	58,956	62,426	60,089
No Rank	48,650	46,230	54,865	51,254	62,719	59,995	69,168	66,498
All Combined	64,488	63,499	69,062	64,425	82,887	81,867	88,242	82,095
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	79,920	76,745	90,353	68,908	102,677	98,083	116,028	88,840
Associate	61,890	62,716	66,874	56,142	80,185	81,463	86,679	72,602
Assistant	51,248	51,854	54,592	47,454	65,918	67,460	69,963	60,845
Instructor	41,231	41,041	42,555	40,485	53,597	54,185	55,804	51,708
Lecturer	48,511	46,739	55,938	40,427	62,559	60,570	73,010	49,901
No Rank	51,248	44,507	55,657	43,006	66,862	54,943	74,279	54,072
All Combined	61,951	59,595	69,219	55,593	79,907	76,996	89,413	71,566
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	68,289	68,424	56,981	n.d.	89,007	89,198	73,448	n.d.
Associate	55,233	55,429	45,679	n.d.	73,596	73,892	59,625	n.d.
Assistant	48,730	48,923	35,944	n.d.	65,949	66,240	47,406	n.d.
Instructor	41,845	41,915	32,616	n.d.	56,409	56,504	45,651	n.d.
Lecturer	47,514	47,541	39,226	n.d.	66,114	66,176	47,391	n.d.
No Rank	50,096	50,096	n.d.	n.d.	69,460	69,460	n.d.	n.d.
All Combined	54,746	54,895	44,102	n.d.	72,838	73,059	57,725	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	50,462	50,474	n.d.	n.d.	63,449	63,456	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	98,974	95,619	116,185	86,755	125,004	120,760	146,788	109,667
Associate	69,911	69,195	75,737	65,312	90,199	89,336	97,688	84,001
Assistant	58,662	58,458	62,915	53,591	75,770	75,974	80,260	68,287
Instructor	42,609	41,848	45,599	44,700	56,041	55,456	59,268	56,821
Lecturer	48,289	47,098	54,674	46,682	63,119	61,664	71,360	59,773
No Rank	52,570	49,000	58,253	53,784	67,516	63,064	74,956	68,294
All Combined	73,207	71,362	84,249	66,118	93,723	91,539	107,478	84,321

Note: The table is based on 1,428 (salary) and 1,423 (compensation) reporting institutions. 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.

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2006–07 (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	115,475	108,481	138,921	121,312	105,100	98,552	127,542	109,720
Associate	78,729	76,030	89,936	82,941	73,074	70,764	83,148	76,814
Assistant	67,912	65,498	78,079	70,227	62,285	60,155	71,207	65,882
Instructor	44,977	43,352	50,418	55,513	43,286	42,012	49,246	53,549
Lecturer	53,092	51,182	59,443	52,257	47,486	46,340	52,047	46,476
No Rank	58,902	54,651	63,256	64,259	52,110	48,718	57,821	53,278
All Combined	90,734	85,874	109,394	93,604	71,064	67,679	84,957	75,442
<i>CATEGORY IIA (Master's)</i>								
Professor	84,584	82,834	93,020	84,493	80,346	79,493	86,476	78,355
Associate	67,059	66,102	71,130	66,448	64,153	63,630	66,881	63,338
Assistant	56,300	56,225	57,610	55,107	53,889	53,907	55,065	52,467
Instructor	42,656	41,495	46,444	45,997	41,642	40,820	44,315	44,174
Lecturer	46,546	46,030	51,037	49,064	44,127	44,018	43,907	45,631
No Rank	50,902	48,647	55,450	53,009	46,430	44,149	54,008	49,384
All Combined	68,210	67,025	73,300	68,465	59,564	58,856	63,222	59,196
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	81,163	78,390	91,563	69,969	77,111	73,372	87,570	66,427
Associate	62,421	63,658	67,210	56,752	61,176	61,363	66,444	55,315
Assistant	51,951	52,960	55,180	47,853	50,562	50,714	54,011	47,085
Instructor	42,081	40,844	45,139	40,966	40,650	41,183	40,705	40,181
Lecturer	49,735	47,743	58,064	42,095	47,360	45,565	54,343	39,233
No Rank	55,128	45,998	59,406	45,569	46,477	42,670	50,033	41,383
All Combined	64,894	62,311	72,567	58,043	58,063	56,087	64,645	52,427
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	69,721	69,884	60,557	n.d.	66,689	66,804	51,616	n.d.
Associate	56,170	56,331	48,209	n.d.	54,262	54,493	43,199	n.d.
Assistant	49,329	49,505	36,378	n.d.	48,202	48,409	35,635	n.d.
Instructor	42,118	42,184	33,499	n.d.	41,616	41,689	31,893	n.d.
Lecturer	47,236	47,236	n.d.	n.d.	47,730	47,781	39,226	n.d.
No Rank	58,613	58,613	n.d.	n.d.	43,282	43,282	n.d.	n.d.
All Combined	56,159	56,291	47,374	n.d.	53,372	53,541	41,004	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	51,272	51,295	n.d.	n.d.	49,761	49,765	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	102,128	98,663	119,574	89,197	89,591	86,572	105,412	80,285
Associate	71,865	71,115	77,969	66,915	66,997	66,299	72,388	63,061
Assistant	60,746	60,495	65,411	54,907	56,378	56,165	60,161	52,347
Instructor	43,343	42,360	47,300	45,743	42,109	41,502	44,285	44,035
Lecturer	50,633	49,049	58,303	49,162	46,343	45,500	51,278	44,929
No Rank	55,661	51,815	60,465	57,933	49,584	46,569	55,575	50,039
All Combined	79,259	77,178	91,414	70,737	63,926	62,463	72,341	59,794

Note: The table is based on 1,428 reporting institutions. 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.

Average Salary, by Region, Category, and Academic Rank, 2006–07 (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	132,266	126,367	109,480	104,197	100,565	104,116	113,054	97,629	118,772
Associate	84,858	85,303	74,460	71,906	71,755	72,457	77,526	71,209	77,715
Assistant	72,576	71,744	63,219	61,511	59,845	63,979	65,947	61,000	67,753
Instructor	54,966	47,221	42,283	43,400	39,869	40,354	46,605	44,227	43,715
Lecturer	57,993	53,943	46,798	44,271	41,292	47,307	47,049	48,728	57,240
No Rank	58,590	51,787	43,523	52,766	36,275	50,362	63,269	38,614	59,310
All Combined	98,966	93,616	80,875	78,481	74,189	75,791	82,992	74,275	91,589
<i>CATEGORY IIA (Master's)</i>									
Professor	92,403	93,178	78,178	75,457	75,811	77,384	81,250	69,720	86,993
Associate	71,408	72,646	62,491	60,888	60,859	61,609	64,119	57,547	68,539
Assistant	59,551	58,866	52,649	51,587	51,406	52,050	54,199	49,610	58,547
Instructor	48,995	47,086	39,989	40,574	41,004	40,338	42,185	37,567	46,995
Lecturer	49,888	49,446	40,416	35,516	38,509	38,138	42,305	43,616	52,324
No Rank	55,408	51,824	41,541	40,649	45,744	46,229	49,546	40,473	55,349
All Combined	73,116	71,683	59,982	59,857	58,858	58,699	61,828	54,901	70,109
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	99,203	90,114	72,166	70,562	64,061	66,596	74,879	70,460	87,224
Associate	71,826	68,031	58,304	56,309	53,201	55,919	60,487	54,953	65,010
Assistant	57,867	54,991	48,606	48,224	44,731	47,023	50,136	47,332	55,434
Instructor	45,960	45,051	41,232	40,076	39,559	35,746	40,616	37,371	41,060
Lecturer	61,371	50,152	41,201	41,610	41,337	42,360	43,190	33,999	54,068
No Rank	53,251	49,068	40,042	42,931	36,200	36,197	53,415	59,169	39,273
All Combined	76,556	67,322	58,211	56,337	52,024	52,888	58,927	55,363	67,572
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	65,925	79,141	68,024	64,051	58,002	64,037	68,306	62,780	66,931
Associate	53,040	63,082	54,870	52,347	48,886	50,539	55,490	52,226	59,074
Assistant	47,353	54,974	45,518	46,794	41,438	45,555	48,454	46,445	53,185
Instructor	45,192	45,060	39,237	39,880	36,716	38,591	40,741	44,369	46,448
Lecturer	49,420	53,176	41,078	38,200	n.d.	n.d.	42,892	42,913	n.d.
No Rank	n.d.	38,511	n.d.	38,956	n.d.	n.d.	74,101	51,549	n.d.
All Combined	57,208	61,843	51,396	52,589	47,186	53,689	53,577	51,852	56,560
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	56,157	57,142	46,110	50,687	45,280	49,087	64,576
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	112,648	107,414	96,362	87,479	85,439	92,741	98,395	89,927	104,041
Associate	76,728	75,783	67,842	64,549	63,019	67,024	69,849	66,973	72,210
Assistant	64,133	61,717	56,802	54,616	53,258	57,689	58,469	56,705	62,082
Instructor	49,176	46,233	41,107	40,897	39,461	39,952	43,428	42,777	44,250
Lecturer	57,547	52,239	43,740	41,696	40,151	45,048	45,135	47,434	54,329
No Rank	56,649	51,470	42,576	42,703	42,818	48,881	57,459	44,375	56,933
All Combined	85,562	78,679	70,668	66,786	63,683	67,924	71,708	68,237	79,964

Note: The table is based on 1,428 reporting institutions. 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, 2006–07 (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	165,329	158,872	138,111	130,859	125,576	127,596	139,770	121,017	153,184
Associate	109,093	110,751	96,852	92,420	91,425	90,619	98,220	89,799	103,273
Assistant	92,070	92,050	83,035	78,602	76,630	79,441	83,495	77,440	90,683
Instructor	71,721	62,193	57,078	55,103	52,249	51,244	60,653	57,293	62,708
Lecturer	73,972	69,345	62,509	57,804	53,932	59,963	61,113	63,240	77,867
No Rank	74,819	66,745	58,087	67,840	52,929	61,223	79,253	52,380	79,163
All Combined	124,923	119,561	104,065	99,680	93,963	93,900	104,094	93,323	120,016
<i>CATEGORY IIA (Master's)</i>									
Professor	118,808	117,917	100,886	95,926	97,342	95,470	102,194	92,152	110,635
Associate	93,648	94,320	81,842	78,235	77,671	76,673	81,433	76,397	89,123
Assistant	77,991	77,129	69,256	66,108	65,521	64,830	69,098	67,108	76,617
Instructor	62,796	61,227	52,781	53,335	53,548	51,002	54,529	51,908	63,978
Lecturer	65,437	66,775	54,797	47,237	48,475	48,087	53,907	58,213	68,137
No Rank	69,220	65,461	59,472	53,615	53,987	56,492	62,442	54,776	71,504
All Combined	94,909	92,545	78,508	76,714	75,313	72,997	78,434	73,398	90,453
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	127,718	115,560	94,326	90,483	82,559	84,877	95,176	87,087	111,858
Associate	93,693	88,374	76,395	73,196	68,087	71,004	77,316	68,571	84,799
Assistant	75,217	71,127	63,205	62,153	56,612	60,041	63,584	58,532	71,997
Instructor	59,354	58,339	53,670	52,067	50,049	46,358	51,730	46,347	62,072
Lecturer	79,886	66,161	53,752	52,793	47,405	53,393	53,906	41,029	68,700
No Rank	69,288	61,147	50,508	55,160	42,771	46,202	70,767	79,270	46,905
All Combined	99,150	86,959	76,030	72,679	66,458	67,361	74,914	68,866	89,235
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	91,409	103,271	87,952	83,714	73,902	78,071	87,447	80,521	88,376
Associate	73,382	84,286	73,035	69,819	64,428	62,568	73,136	73,422	78,374
Assistant	65,806	74,814	61,303	62,813	55,262	57,803	64,867	65,861	71,256
Instructor	62,363	61,121	51,866	54,351	49,833	49,420	55,209	58,482	63,183
Lecturer	70,213	74,213	57,299	50,075	n.d.	n.d.	57,305	58,822	n.d.
No Rank	n.d.	55,876	n.d.	54,340	n.d.	n.d.	93,608	75,222	n.d.
All Combined	79,309	82,651	68,270	69,883	61,978	66,454	70,593	69,686	75,514
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	77,868	73,461	60,889	61,506	55,814	61,696	83,024
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	142,931	136,023	122,565	110,733	107,911	113,992	122,646	112,259	133,609
Associate	99,713	98,549	88,555	83,263	80,706	83,750	88,855	85,383	94,995
Assistant	82,795	80,283	74,628	70,128	68,216	71,855	74,440	72,924	82,189
Instructor	64,512	60,924	54,731	53,489	51,871	50,707	56,602	56,016	62,929
Lecturer	73,828	68,741	58,851	54,607	51,663	57,067	58,143	61,835	72,055
No Rank	71,914	65,972	58,245	55,941	52,929	59,607	72,534	60,062	74,599
All Combined	109,625	101,326	91,547	85,450	81,247	84,356	90,583	86,644	104,347

Note: The table is based on 1,423 reporting institutions. 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, 2006–07 (Percent)

Category	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	1.1†												
235,000–239,999	1.3												
230,000–234,999	1.5												
225,000–229,999	1.7												
220,000–224,999	2.0												
215,000–219,999	2.3												
210,000–214,999	2.7												
205,000–209,999	3.1												
200,000–204,999	3.7												
195,000–199,999	4.2												
190,000–194,999	4.9												
185,000–189,999	5.6												
180,000–184,999	6.4												
175,000–179,999	7.3												
170,000–174,999	8.4												
165,000–169,999	9.8												
160,000–164,999	11.2												
155,000–159,999	12.7	1.1†											
150,000–154,999	14.6	1.3		1.1†			1.2†						
145,000–149,999	16.6	1.6	1.0†	1.4			1.7						
140,000–144,999	19.1	2.0	1.3	1.8			2.2						
135,000–139,999	21.8	2.4	1.6	2.3			3.0						
130,000–134,999	24.8	2.8	2.1	2.9			3.9						
125,000–129,999	28.4	3.4	2.7	4.0			5.2						
120,000–124,999	32.5	4.1	3.1	5.2			6.8						
115,000–119,999	37.1	5.1	3.7	6.6			8.5						
110,000–114,999	42.2	6.4	4.4	8.7	1.4†		11.1						
108,000–109,999	44.9	7.2	4.7	9.6	1.7		12.3						
106,000–107,999	46.9	7.9	5.0	10.5	1.9		13.4						
104,000–105,999	49.8	8.9	5.4	11.8	2.3		14.6	1.0†		1.3†			
102,000–103,999	52.0	9.8	5.8	13.7	2.7		16.4	1.2		1.4			
100,000–101,999	55.4	11.2	6.4	18.3	3.2	1.0†	18.4	1.4		4.9			
98,000–99,999	57.6	12.3	6.8	19.5	3.7	1.3	19.9	1.7		6.6			
96,000–97,999	60.9	14.1	7.4	22.7	4.3	1.5	21.6	2.1		7.2			
94,000–95,999	63.4	15.7	7.9	25.6	4.9	1.8	23.5	2.5		9.1			
92,000–93,999	66.6	17.9	8.7	28.2	5.9	2.2	25.4	3.1		9.5			
90,000–91,999	69.2	20.1	9.6	30.7	6.8	2.7	27.4	3.8		10.3	1.0†		
88,000–89,999	71.8	22.3	10.5	33.5	7.8	3.2	29.5	4.5		11.5	1.2		
86,000–87,999	74.4	24.8	11.6	36.3	8.9	3.6	31.7	5.4	1.0†	13.3	1.6		1.2†
84,000–85,999	77.2	27.6	13.0	39.7	12.1	4.2	34.6	7.0	1.1	15.7	2.5		1.6
82,000–83,999	80.0	30.7	14.6	43.3	13.8	4.8	37.6	8.4	1.4	17.8	3.4		2.0
80,000–81,999	82.6	34.1	16.2	47.1	16.0	5.6	40.9	10.3	1.7	20.3	3.8	1.0†	2.5
78,000–79,999	85.0	37.5	18.0	51.1	18.9	6.3	44.0	12.6	2.1	23.7	5.7	1.2	3.1
76,000–77,999	87.5	41.6	20.1	55.6	21.7	7.1	47.4	15.0	2.5	27.2	6.7	1.4	4.0
74,000–75,999	89.7	46.0	22.8	59.9	24.5	8.2	51.6	17.9	3.2	30.8	7.4	1.7	4.7
72,000–73,999	91.6	49.9	25.3	64.2	27.3	9.2	55.7	20.9	4.0	33.9	9.0	2.0	5.6
70,000–71,999	93.5	54.6	28.6	69.2	30.7	11.3	60.2	24.4	5.3	37.5	11.0	3.8	6.5
68,000–69,999	95.0	59.4	32.4	74.2	34.5	12.6	64.6	27.9	6.6	43.1	13.4	4.6	17.7
66,000–67,999	96.3	64.5	36.5	79.2	38.8	15.8	68.6	32.0	8.8	48.8	16.0	7.3	19.1
64,000–65,999	97.3	69.7	41.0	83.5	43.5	18.2	72.7	36.9	10.9	55.6	19.1	8.1	22.2
62,000–63,999	98.1	75.0	45.7	87.7	49.1	21.3	76.7	41.9	13.8	62.2	22.7	10.3	26.0
60,000–61,999	98.7	80.4	51.4	91.4	55.4	24.9	80.8	47.8	17.5	67.4	27.6	13.6	29.6
58,000–59,999	99.2*	85.3	56.6	94.5	62.1	28.4	85.1	54.3	21.2	72.9	33.7	15.7	34.1
56,000–57,999		89.6	62.4	96.5	69.9	33.1	88.5	61.0	26.5	77.1	40.9	20.0	38.9
54,000–55,999		92.8	69.0	97.9	77.8	39.0	91.5	68.1	32.1	82.5	48.6	26.2	45.9
52,000–53,999		95.6	75.8	98.8	84.6	45.9	93.8	74.4	38.3	90.6	56.9	32.7	52.5
50,000–51,999		97.4	82.4	99.2*	90.5	55.6	95.7	81.4	46.9	94.0	65.2	40.2	58.8
48,000–49,999		98.6	87.6		94.8	66.0	96.9	86.5	55.6	96.2	73.1	48.3	65.4
46,000–47,999		99.1*	91.7		97.5	76.8	97.7	90.9	65.6	98.2	79.8	56.9	71.2
44,000–45,999			94.7		98.8	86.1	98.3	94.2	75.3	99.1*	89.3	66.2	77.5
42,000–43,999			96.6		99.0*	92.2	98.7	96.2	83.8		95.0	77.9	83.5
40,000–41,999			97.9			96.1	99.1*	97.8	90.6		97.8	84.6	89.2
38,000–39,999			98.6			97.8		98.9	94.4		99.3*	92.2	93.3
36,000–37,999			99.1*			98.8		99.2*	97.0			96.9	95.7
34,000–35,999						99.0*			98.5			98.8	97.0
32,000–33,999									99.3*			99.5*	98.0
30,000–31,999													99.0
Below 30,000													100.0

Note: The table is based on 1,367 reporting institutions. 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.

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2006–07 (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	147,220	134,510	121,196	116,383	109,836	104,971	99,794	95,255	88,673	82,365
Associate	96,815	90,203	85,878	81,078	77,825	75,294	72,560	69,563	67,086	62,827
Assistant	82,894	77,394	71,763	68,523	66,263	64,184	61,883	59,497	56,952	53,749
Instructor	65,000	59,470	55,000	52,759	49,058	46,518	43,995	42,439	39,990	37,753
All Combined	115,963	101,854	94,135	88,682	83,941	79,831	74,985	71,152	67,096	62,857
<i>CATEGORY IIA (Master's)</i>										
Professor	106,652	99,315	90,998	85,948	82,682	78,502	75,233	71,633	68,486	64,387
Associate	81,184	77,432	70,912	67,578	65,430	62,846	61,134	58,878	56,240	54,271
Assistant	66,328	63,314	59,441	56,506	54,799	52,946	51,431	50,343	48,528	45,660
Instructor	58,375	54,198	49,440	46,685	44,610	42,942	41,636	40,119	38,580	36,250
All Combined	83,265	76,089	70,676	66,761	63,658	61,184	58,666	56,464	54,224	51,904
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	106,830	97,044	83,624	76,461	73,315	69,730	65,121	61,037	57,340	52,660
Associate	79,386	74,422	65,957	61,882	59,500	57,043	54,682	51,588	48,546	45,359
Assistant	64,012	59,786	54,484	51,593	49,694	48,132	46,621	44,897	42,469	39,707
Instructor	55,300	50,671	47,190	44,168	42,467	40,775	39,013	37,173	35,341	33,273
All Combined	85,091	77,599	65,853	61,615	58,828	55,589	52,967	50,183	48,035	44,616
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	91,198	80,031	76,699	70,188	68,002	64,078	61,060	57,607	55,677	52,217
Associate	70,301	63,657	61,177	58,900	56,084	53,507	52,261	50,420	48,070	45,295
Assistant	58,044	55,698	52,656	50,420	48,083	46,869	45,422	44,451	42,289	39,782
Instructor	50,569	47,768	46,089	44,381	42,423	41,179	39,588	38,165	36,819	34,495
All Combined	69,364	65,644	59,024	56,531	53,965	51,651	49,779	48,124	45,964	42,896
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	61,815	60,499	58,542	54,155	50,243	46,884	44,834	43,476	42,013	40,810

Note: The table is based on 1,428 reporting institutions. 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, 2006–07 (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	7,266	7,406	7,897	5,415	9.9	10.4	9.4	8.2
Medical Insurance	5,023	4,935	5,567	4,685	6.9	6.9	6.6	7.1
Dental Insurance	227	233	232	182	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,406	1,722	557	851	1.9	2.4	0.7	1.3
Disability	194	158	302	235	0.3	0.2	0.4	0.4
Tuition	568	148	1,631	1,417	0.8	0.2	1.9	2.1
Social Security	4,597	4,369	5,525	4,499	6.3	6.1	6.6	6.8
Unemployment	130	121	166	128	0.2	0.2	0.2	0.2
Group Life	161	141	228	170	0.2	0.2	0.3	0.3
Workers' Compensation	375	352	464	368	0.5	0.5	0.6	0.6
Benefits in Kind	224	161	471	215	0.3	0.2	0.6	0.3
All Combined	20,170	19,746	23,040	18,165	27.6	27.7	27.3	27.5
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	7,487	7,507	8,433	5,837	10.2	10.5	10.0	8.8
Medical Insurance	6,620	6,649	6,758	6,211	9.0	9.3	8.0	9.4
Dental Insurance	540	580	481	426	0.7	0.8	0.6	0.6
Medical and Dental Combined	7,870	8,064	6,449	7,385	10.8	11.3	7.7	11.2
Disability	307	303	349	256	0.4	0.4	0.4	0.4
Tuition	7,050	2,491	10,748	14,771	9.6	3.5	12.8	22.3
Social Security	4,843	4,658	5,588	4,716	6.6	6.5	6.6	7.1
Unemployment	182	164	238	213	0.2	0.2	0.3	0.3
Group Life	204	198	240	179	0.3	0.3	0.3	0.3
Workers' Compensation	467	466	504	410	0.6	0.7	0.6	0.6
Benefits in Kind	1,471	1,266	1,923	1,356	2.0	1.8	2.3	2.1
Received Any Benefit	20,190	19,765	23,097	18,152	27.6	27.7	27.4	27.5

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 1,423 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, 2006–07 (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	8,817	6,113	5,616	6,059	4,234	10.5	9.5	9.1	11.1	8.4
Medical Insurance	5,636	4,577	4,296	4,835	3,567	6.7	7.1	6.9	8.8	7.1
Dental Insurance	242	239	161	216	178	0.3	0.4	0.3	0.4	0.4
Medical and Dental Combined	1,219	1,621	1,150	2,717	990	1.5	2.5	1.9	5.0	2.0
Disability	224	177	203	111	48	0.3	0.3	0.3	0.2	0.1
Tuition	557	474	1,162	173	28	0.7	0.7	1.9	0.3	0.1
Social Security	5,022	4,432	4,384	3,366	3,225	6.0	6.9	7.1	6.1	6.4
Unemployment	108	133	166	98	304	0.1	0.2	0.3	0.2	0.6
Group Life	168	153	173	148	103	0.2	0.2	0.3	0.3	0.2
Workers' Compensation	426	328	398	213	257	0.5	0.5	0.6	0.4	0.5
Benefits in Kind	332	127	137	141	44	0.4	0.2	0.2	0.3	0.1
All Combined	22,752	18,373	17,845	18,076	12,977	27.1	28.5	28.8	33.0	25.7
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	9,023	6,307	5,972	6,218	4,271	10.8	9.8	9.6	11.4	8.5
Medical Insurance	6,974	6,461	5,930	7,682	4,274	8.3	10.0	9.6	14.0	8.5
Dental Insurance	522	610	433	653	484	0.6	0.9	0.7	1.2	1.0
Medical and Dental Combined	8,093	7,842	7,046	8,633	6,150	9.7	12.2	11.4	15.8	12.2
Disability	357	262	256	287	221	0.4	0.4	0.4	0.5	0.4
Tuition	7,472	5,895	11,358	1,489	955	8.9	9.1	18.3	2.7	1.9
Social Security	5,349	4,617	4,469	3,634	3,486	6.4	7.2	7.2	6.6	6.9
Unemployment	134	200	266	183	562	0.2	0.3	0.4	0.3	1.1
Group Life	213	196	201	211	157	0.3	0.3	0.3	0.4	0.3
Workers' Compensation	482	464	455	352	447	0.6	0.7	0.7	0.6	0.9
Benefits in Kind	1,967	968	1,024	723	418	2.3	1.5	1.7	1.3	0.8
Received Any Benefit	22,765	18,399	17,882	18,093	12,987	27.1	28.5	28.9	33.0	25.7

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. 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 1,423 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2006–07

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	4.4	3.0	7.2	7.8	1.2	0.9	1.4	2.9	94.3	96.0	91.3	89.4
Associate	7.1	4.9	13.1	9.5	10.4	9.0	13.5	13.1	82.5	86.1	73.3	77.4
Assistant	17.9	14.6	24.5	25.7	75.0	77.9	71.1	65.0	7.1	7.5	4.3	9.3
Instructor	84.7	84.0	90.2	83.5	12.8	13.4	9.4	12.3	2.5	2.6	0.3	4.2
Lecturer	96.5	95.6	99.4	99.1	1.4	1.7	0.4	0.7	2.1	2.6	0.2	0.2
No Rank	73.4	71.1	86.1	99.4	5.0	5.2	5.2	0.6	21.6	23.8	8.7	0.0
All Combined	18.1	17.6	19.7	18.8	21.0	20.9	20.6	22.2	60.9	61.5	59.6	59.1
<i>WOMEN</i>												
Professor	7.2	6.5	9.1	8.4	1.4	1.1	1.3	3.2	91.3	92.4	89.4	88.4
Associate	9.5	7.4	15.4	11.4	10.1	8.8	11.5	14.1	80.4	83.8	73.0	74.5
Assistant	23.1	19.6	28.2	32.0	69.5	72.1	66.9	61.2	7.4	8.2	4.8	6.8
Instructor	85.5	84.7	89.6	87.1	12.4	12.6	10.3	12.3	2.1	2.6	0.1	0.6
Lecturer	97.1	96.6	99.4	98.9	1.1	1.2	0.2	0.8	1.8	2.2	0.4	0.3
No Rank	75.6	73.3	95.4	98.9	5.8	6.2	2.4	1.1	18.7	20.6	2.1	0.0
All Combined	31.3	31.9	30.0	29.9	26.1	25.4	27.2	28.5	42.6	42.7	42.6	41.5
<i>MEN AND WOMEN COMBINED</i>												
Professor	5.1	3.9	7.7	7.9	1.3	1.0	1.4	3.0	93.6	95.1	90.9	89.1
Associate	8.1	5.9	14.0	10.3	10.3	8.9	12.7	13.5	81.7	85.2	73.2	76.2
Assistant	20.4	17.0	26.2	29.0	72.4	75.2	69.1	63.0	7.2	7.9	4.5	8.0
Instructor	85.2	84.4	89.9	85.7	12.5	13.0	9.9	12.3	2.3	2.6	0.2	2.0
Lecturer	96.8	96.2	99.4	99.0	1.2	1.5	0.3	0.7	1.9	2.4	0.3	0.3
No Rank	74.5	72.3	90.3	99.1	5.4	5.7	4.0	0.9	20.1	22.1	5.8	0.0
All Combined	23.4	23.4	23.6	23.5	23.0	22.7	23.1	24.9	53.5	53.9	53.2	51.7

Note: The table is based on 1,428 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, 2006–07 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	29.5	7.4	28.8	7.2	34.1	8.3	25.0	7.7
Associate	16.4	9.6	16.6	9.8	14.4	8.0	19.3	11.8
Assistant	13.5	10.7	13.7	10.9	12.8	9.5	12.4	11.4
Instructor	1.9	2.8	2.1	3.2	1.2	1.2	2.3	3.0
Lecturer	3.1	3.6	3.0	3.6	3.9	4.0	1.6	2.3
No Rank	0.7	0.7	0.5	0.6	1.3	1.3	1.5	1.7
All Combined	65.1	35.3	64.7	35.3	67.7	32.3	62.1	37.9
<i>CATEGORY IIA (Master's)</i>								
Professor	20.4	8.3	20.6	8.5	19.7	7.6	20.0	7.6
Associate	15.6	11.4	14.7	10.7	18.1	12.9	17.3	13.2
Assistant	14.9	14.9	14.7	14.3	15.8	16.4	14.9	16.4
Instructor	2.6	4.2	2.7	4.5	2.1	3.1	2.2	3.9
Lecturer	2.8	3.5	3.4	4.3	1.1	1.2	1.3	1.8
No Rank	0.7	0.8	0.6	0.8	1.2	0.8	0.7	0.7
All Combined	57.0	43.0	56.8	43.2	57.9	42.1	56.4	43.6
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	20.3	9.0	16.6	8.1	22.6	9.8	20.1	8.6
Associate	16.3	12.2	15.7	11.0	16.1	12.6	17.0	12.5
Assistant	16.0	16.5	17.1	16.6	15.5	15.6	16.0	17.3
Instructor	2.7	3.9	4.0	5.5	1.9	2.6	2.7	4.4
Lecturer	1.0	1.1	2.5	2.1	0.7	0.9	0.4	0.6
No Rank	0.6	0.5	0.4	0.4	1.0	0.7	0.2	0.3
All Combined	56.9	43.1	56.4	43.6	57.7	42.3	56.4	43.6
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	15.1	13.5	15.1	13.6	12.9	8.6	26.8	1.8
Associate	12.7	12.2	12.6	12.1	19.6	20.0	14.3	7.1
Assistant	12.6	14.3	12.6	14.2	12.5	17.6	17.9	14.3
Instructor	7.7	9.2	7.8	9.2	3.5	4.3	10.7	7.1
Lecturer	1.2	1.5	1.2	1.5	0.0	0.8	0.0	0.0
No Rank	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0
All Combined	49.3	50.7	49.2	50.8	48.6	51.4	69.6	30.4
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	46.4	53.6	46.3	53.7	80.6	19.4	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	24.6	8.3	24.4	8.2	27.3	8.6	21.3	8.0
Associate	15.9	10.7	15.6	10.4	15.8	10.5	17.6	12.6
Assistant	14.2	13.0	14.1	12.5	14.3	12.9	14.7	15.6
Instructor	2.6	3.8	2.9	4.3	1.6	2.1	2.5	3.9
Lecturer	2.6	3.1	2.9	3.6	2.3	2.4	1.0	1.4
No Rank	0.6	0.7	0.5	0.6	1.2	1.0	0.7	0.8
All Combined	60.5	39.5	60.5	39.5	62.4	37.6	57.8	42.2

Note: The table is based on 1,428 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 51.

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2006–07

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	184,430	47.9	83,865	106,630	22,752	27.1	58.5
IIA	112,187	29.1	64,488	82,887	18,373	28.5	52.4
IIB	50,522	13.1	61,951	79,907	17,845	28.8	51.2
III	22,695	5.9	54,746	72,838	18,076	33.0	43.0
IV	15,427	4.0	50,462	63,449	12,977	25.7	25.7
All Combined	385,261	100.0	72,296	92,509	20,170	27.9	53.5
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	121,581	32.9	98,974	125,004	26,112	26.4	93.6
Associate	98,178	26.5	69,911	90,199	20,221	28.9	81.7
Assistant	100,594	27.2	58,662	75,770	17,032	29.0	7.2
Instructor	23,593	6.4	42,609	56,041	13,296	31.2	2.3
Lecturer	21,033	5.7	48,289	63,119	14,783	30.6	1.9
No Rank	4,855	1.3	52,570	67,516	14,826	28.2	2.3
All Combined	369,834	100.0	73,207	93,723	20,470	28.0	54.7

Note: The table is based on 1,428 (salary) and 1,423 (compensation) reporting institutions. 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, 2006–07

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	312	204	83	25	279	89.4	188	68	23
IIA	907	310	362	235	535	59.0	251	165	119
IIB	960	157	393	410	533	55.5	100	205	228
III	794	644	118	32	325	40.9	318	5	2
IV	818	744	59	15	240	29.3	239	1	0
All Combined	3,791	2,059	1,015	717	1,912	50.4	1,096	444	372

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 51.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2006–07

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	241	159	60	22	218	90.5	151	47	20
IIA	726	274	262	190	415	57.2	222	100	93
IIB	855	131	354	370	473	55.3	84	185	204
III	583	437	116	30	175	30.0	168	5	2
IV	617	550	52	15	147	23.8	146	1	0
All Combined	3,022	1,551	844	627	1,428	47.3	771	338	319

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 51.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2006-07

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.45	1.35	6.37	3.38	2.58	5.91
Category IIA (Master's)	2.72	1.81	4.70	2.93	1.51	6.82
Category IIB (Baccalaureate)	2.62	1.25	3.99	3.12	1.24	5.38
Category III (Two-Year Colleges with Ranks)	2.50	1.57	5.47	2.94	2.32	3.76
Category IV (Two-Year Colleges without Ranks)	2.94	1.79	4.95	n.d.	n.d.	n.d.

	Presidential Salary					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	316,001	124,950	650,000	404,000	206,000	795,000
Category IIA (Master's)	213,754	133,289	442,970	220,000	122,000	484,000
Category IIB (Baccalaureate)	175,000	70,814	337,957	207,900	50,911	479,022
Category III (Two-Year Colleges with Ranks)	149,571	72,100	294,665	140,230	94,296	200,000
Category IV (Two-Year Colleges without Ranks)	151,411	73,479	305,886	n.d.	n.d.	n.d.

Note: The table is based on 810 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 2006. It includes supplemental salary but not benefits. N.d. = no data. For definitions of categories, see Explanation of Statistical Data on page 51.

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2006–07 (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	182,119	170,384	154,424	146,654	139,083	132,356	125,192	120,861	114,871	103,806
Associate	123,912	115,761	110,451	104,028	99,879	96,742	93,787	90,009	86,614	80,251
Assistant	107,689	97,746	91,333	88,273	85,270	82,703	79,810	77,169	73,155	70,763
Instructor	85,818	78,365	70,877	67,506	63,723	60,835	58,005	55,793	53,493	48,557
All Combined	142,274	131,094	120,205	113,105	106,219	99,862	95,288	90,866	87,544	80,981
<i>CATEGORY IIA (Master's)</i>										
Professor	135,290	124,201	115,945	109,401	104,783	99,850	96,241	90,863	86,777	80,969
Associate	105,045	99,903	92,164	87,589	83,963	80,673	78,086	75,345	72,627	68,094
Assistant	86,751	83,140	77,288	73,405	70,725	68,721	66,242	64,563	61,846	57,778
Instructor	77,854	71,277	64,592	60,430	58,383	56,297	53,429	51,644	49,533	46,089
All Combined	107,078	98,308	90,699	85,804	82,280	78,733	76,082	72,688	69,436	65,385
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	137,825	123,682	107,835	99,265	94,448	88,573	83,845	77,918	73,600	66,016
Associate	103,401	97,094	85,473	80,915	76,799	73,417	70,086	66,573	62,500	56,835
Assistant	83,777	77,404	70,830	67,135	64,682	62,085	59,697	57,038	54,406	49,696
Instructor	70,768	66,287	60,631	57,356	54,797	52,428	50,218	47,750	44,329	41,519
All Combined	110,259	100,576	85,315	79,711	75,516	71,531	68,178	64,402	61,078	55,773
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	116,429	112,332	100,945	92,104	88,850	83,539	79,617	76,528	73,538	67,876
Associate	93,642	87,558	82,045	78,815	74,396	71,956	70,452	67,278	64,158	59,001
Assistant	80,646	77,496	70,773	68,484	66,193	64,251	61,080	58,480	56,195	52,821
Instructor	70,647	66,422	63,443	61,028	59,402	56,492	52,992	51,120	49,685	45,525
All Combined	93,963	90,084	77,793	75,364	71,659	70,038	68,337	65,418	61,356	54,990
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	78,150	76,863	74,377	68,627	64,163	58,249	56,390	54,214	51,729	50,092

Note: The table is based on 1,423 reporting institutions. 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.