

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>ALABAMA</b>																				
Auburn U-Main	27	I	4	4	4	5	114.4	80.7	71.1	44.5	87.4	4	5	4	5	145.7	102.8	91.5	57.8	111.6
Birmingham-Southern Coll		IIB	3	3	2	5	81.3	68.7	59.5	38.9	69.6	3	3	4	5	103.8	89.9	71.6	47.3	87.9
Huntingdon Coll		IIB	5	5	5	5	65.9	52.6	49.2	33.3	52.1	5	5	5	5	77.2	61.5	57.2	37.4	60.7
Jacksonville St U		IIA	5	5	5	4	76.3	61.1	54.8	45.6	58.9	4	5	4	4	103.4	84.3	75.0	64.3	81.1
Samford U	13	IIA	2	3	3	4	100.8	73.0	61.8	47.7	77.1	2	3	4	3	124.4	93.3	79.6	65.3	97.5
Troy U	28	IIA	4	4	3	5	80.8	69.1	61.0	42.5	61.0									
U Alabama	12	I	2	3	4	4	141.6	93.1	71.0	50.6	90.7	2	2	4	4	190.3	127.2	97.4	69.7	123.4
U Alabama-Birmingham	27	I	2	3	3	2	132.9	87.9	76.1	64.4	91.2	2	3	3	2	175.4	118.1	101.6	85.8	121.4
U Alabama-Huntsville		I	4	3	4	3	115.5	88.5	73.5	56.0	83.1	4	3	4	4	150.6	116.7	96.9	69.3	108.9
U Montevallo		IIA	4	4	4	3	78.3	69.8	57.2	49.0	66.4	4	4	4	4	100.4	85.0	75.0	61.9	84.5
U North Alabama	28	IIA	4	4	4	3	80.2	67.5	60.1	50.0	66.7	4	4	4	3	100.5	85.6	76.7	64.9	84.6
U South Alabama	27,89	IIA	3	4	3	3	90.0	68.8	62.6	48.9	67.2	3	4	3	4	114.5	88.6	80.6	63.7	86.4
<b>ALASKA</b>																				
U Alaska-Anchorage	77	IIA	1	1	2	3	106.2	81.0	67.9	49.4	77.1	1	2	2	3	138.5	105.8	88.7	65.0	100.7
U Alaska-Fairbanks	106	I	5	4	5	3	102.8	82.7	67.9	56.8	79.6									
U Alaska-Southeast	169	IIA	2	2	2	-	97.9	78.0	66.1	----	71.1	2	2	2	-	127.6	101.8	86.4	----	92.9
<b>ARIZONA</b>																				
Arizona St U-Downtown Phoenix		IIA	1*	1	2	5	126.0	81.5	69.2	39.0	78.5	1*	1	1	5	158.4	107.3	94.1	55.1	103.4
Arizona St U-Polytechnic		IIA	1*	1	1	5	121.9	86.6	77.6	38.6	73.7	1	1	1	5	156.3	115.8	103.8	58.4	99.4
Arizona St U-Tempe	12,219	I	2	2	2	5	140.7	94.8	85.8	36.1	96.4	2	3	2	5	175.3	122.9	111.8	53.2	124.1
Arizona St U-West		IIA	1	1	1*	4	114.1	88.1	79.5	46.1	77.3	1	1	1	3	144.4	115.8	105.3	64.7	102.2
Embry-Riddle Aero U-Prescott	29,32	IIB	1	1	2	-	102.4	85.3	65.2	----	79.6	1	1	1	-	138.8	115.0	87.6	----	107.3
Grand Canyon U	27	IIB	4	2	2	1	73.0	74.2	61.6	62.7	56.3									
Northern Arizona U	27,146	I	5	5	5	5	105.0	75.4	63.0	46.6	72.3	5	5	5	5	134.1	101.2	83.4	62.0	94.9
U Arizona	12,184	I	3	4	4	5	123.7	85.1	74.5	38.4	93.5	3	4	4	5	156.1	112.0	98.2	54.7	121.0
<b>ARKANSAS</b>																				
Arkansas St U-Main		IIA	4	4	4	5	83.8	69.4	59.1	40.8	62.2	4	4	4	5	107.3	89.7	77.2	53.7	80.7
Harding U	27,35	IIB	3	3	2	2	78.6	67.8	62.6	50.5	66.3	4	3	2	3	98.0	90.0	81.5	64.5	85.8
Henderson St U		IIA	5	5	5	5	66.0	58.0	51.8	42.7	56.2	5	5	5	5	82.4	72.9	65.6	55.0	70.9
Hendrix Coll		IIB	3	4	3	3	81.7	63.0	57.0	46.2	67.5	3	4	4	4	106.3	82.3	70.4	56.6	86.7
John Brown U	30	IIB	5	4	4	4	63.7	59.2	52.5	42.6	57.7	4	4	4	4	88.3	79.3	67.6	56.6	77.4
Lyon Coll		IIB	4	4	5		70.6	59.2	48.6		57.6	4	4	5		86.6	74.8	60.8		71.8
Ouachita Baptist U	31	IIB	5	5	5	4	63.1	56.0	47.5	43.1	55.8	5	4	5	5	83.4	77.5	61.8	53.5	73.9
Southern Arkansas U-Main	27	IIB	3	4	4	4	83.2	61.5	53.9	43.6	57.4	3	4	3	4	107.5	82.4	72.0	57.9	76.2
U Arkansas-Fayetteville	12	I	4	4	3	4	119.3	84.2	78.0	49.4	83.5	4	4	4	4	146.6	105.6	98.1	63.3	104.1
U Arkansas-Little Rock	16,95	IIA	3	3	3	4	93.3	70.2	61.5	44.7	71.6	3	4	4	5	116.1	89.2	76.6	57.6	89.9
U Central Arkansas		IIA	4	4	4	3	82.8	67.4	58.7	50.8	59.9	4	4	4	3	103.7	85.7	75.6	65.2	76.4
<b>CALIFORNIA</b>																				
Azusa Pacific U	28	I	5	4	3	1	101.8	83.0	75.2	68.8	85.8	5	5	5	3	118.2	96.4	86.2	78.4	99.1
Biola U		IIA	2	1	2	1	100.0	81.7	67.8	60.6	82.5	1	1	2	2	136.0	110.6	89.4	72.0	110.9
Cal Inst Integral Studies		IIA	3	3	3		89.6	74.0	63.7		80.6	4	3	3		109.8	92.3	82.2		99.9
Cal Poly St U-San Luis Obispo		IIA	2	2	2		95.5	77.6	70.3		79.3	2	1	1		128.2	106.9	96.9		107.9
Cal St Poly U-Pomona		IIA	2	2	1		94.6	78.8	73.0		81.5	2	1	1		126.3	108.6	99.7		110.3
Cal St U-Bakersfield		IIA	2	2	1		94.6	76.3	73.5		74.5	2	2	1		124.8	105.4	100.5		100.8
Cal St U-Channel Islands		IIB	1	1	1*		102.2	87.1	79.7		78.3	1	1	1*		135.0	116.2	107.7		105.1
Cal St U-Chico		IIA	3	4	2		89.5	69.7	66.1		74.7	3	3	2		120.5	97.2	92.1		102.5
Cal St U-Dominguez Hills		IIA	3	2	1		92.7	79.8	72.7		74.4	2	1	1		123.4	108.3	97.0		100.4
Cal St U-East Bay		IIA	2	2	2		94.8	79.4	70.4		78.0	2	1	1		125.2	108.5	96.3		105.1
Cal St U-Fresno		IIA	3	3	2		92.6	71.1	67.7		73.5	2	2	1		123.0	99.2	93.8		100.6
Cal St U-Fullerton		IIA	2	2	1		93.8	78.0	76.3		77.5	2	2	1		124.7	106.3	102.8		104.7
Cal St U-Long Beach		IIA	2	2	1		93.9	77.1	72.5		78.3	2	2	1		124.3	105.5	97.1		105.2
Cal St U-Los Angeles		IIA	2	2	2		93.8	76.3	69.4		78.2	2	2	1		124.3	104.5	94.7		104.6
Cal St U-Monterey Bay		IIA	3	3	2		90.3	71.1	67.3		68.1	3	3	2		121.1	97.0	92.0		92.4
Cal St U-Northridge		IIA	3	3	2		89.9	74.2	70.2		76.7	3	2	1		119.4	101.3	96.5		103.9
Cal St U-Sacramento		IIA	4	3	2		87.1	73.1	67.4		76.6	3	2	2		116.6	101.3	92.5		104.3
Cal St U-San Bernardino		IIA	3	3	3		92.6	72.1	64.9		77.1	2	2	2		123.4	99.3	88.8		104.4

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(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN								(10) F-T FAC. WOMEN								AVG. SAL. MEN				AVG. SAL. WOMEN											
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN								
	27.6	98	89	3	0	2.7	3.5	3.6	3.3	351	241	112	53	87	165	125	61	117.5	83.2	75.4	45.0	102.0	77.1	67.3	44.1															
26.4	100	95	0	0	0.3	3.2	1.0	0.0	26	12	12	3	11	9	12	1	82.8	68.9	58.0	----	78.0	68.5	61.0	----																
16.5	100	78	0	0	5.9	4.4	2.8	16.4	4	8	7	2	4	1	13	1	64.2	----	43.4	----	67.5	----	52.3	----																
37.7	8	0	0	0					52	34	31	25	22	30	34	63	76.9	63.0	53.8	43.4	74.9	59.0	55.7	46.5																
26.5	94	68	3	0	2.4	2.4	3.4	5.3	70	49	40	2	31	42	56	17	105.2	74.6	62.5	----	90.7	71.2	61.3	----																
	52	60	31	40	5.5	6.5	6.0	5.1	26	49	48	0	7	26	46	5	79.7	68.8	62.1		84.6	69.7	59.9	42.5																
35.9	95	92	1	0	2.9	3.5	4.5	5.4	227	180	155	101	73	119	166	139	147.0	95.5	76.7	50.8	125.0	89.4	65.7	50.4																
33.2	93	74	0	0	4.3	1.2	2.7	1.8	114	116	110	27	51	97	131	69	133.6	88.4	78.8	64.8	131.3	87.3	73.9	64.2																
31.1	100	85	1	0	3.0	2.6	3.3	2.9	50	58	59	1	11	28	41	12	117.2	92.1	76.1	----	107.5	81.1	69.8	----																
27.2	100	97	13	0	6.4	9.2	5.7	9.1	24	24	24	2	19	15	29	7	80.1	73.7	60.1	----	76.0	63.7	54.8	----																
26.8	100	87	29	3	3.1	6.2	4.8	3.5	49	26	45	7	31	21	45	24	81.1	67.7	61.1	48.9	78.7	67.1	59.0	50.3																
28.5	89	84	3	0	0.5	1.2	1.3	2.4	85	76	80	39	37	51	98	79	90.5	72.4	63.3	47.4	88.9	63.5	62.1	49.7																
30.7	98	91	2	0	2.7	2.5	3.3	1.0	76	70	107	34	44	70	137	31	111.9	84.1	70.1	51.6	96.2	78.0	66.1	47.0																
	92	79	0	0	2.1	3.0	3.8	5.8	108	94	108	26	25	80	100	27	104.8	86.4	68.8	56.3	94.2	78.2	66.9	57.2																
30.7	100	83	0	--	2.1	3.6	3.3	2.5	4	16	35	1	1	13	33	0	----	81.9	65.4	----	----	73.1	66.8	----																
31.7	71	67	0	0	1.6	3.1	5.5	3.8	44	22	31	17	31	77	55	32	131.1	85.2	71.8	37.2	118.8	80.4	67.8	39.9																
34.8	93	88	0	0	4.3	3.1	4.8	2.6	23	25	22	10	4	16	16	22	122.3	89.6	81.8	38.6	120.2	82.0	72.0	38.6																
28.8	94	88	1	0	3.1	3.9	4.2	2.7	456	280	201	71	158	194	153	141	144.3	98.3	90.9	38.8	130.4	89.9	79.2	34.8																
32.2	93	92	0	0	2.8	3.9	4.4	2.2	19	39	17	5	9	38	23	28	122.7	93.1	94.2	47.1	95.9	83.1	68.7	45.9																
34.9	100	43	7	--	5.1	3.7	3.4	2.0	16	31	34	1	2	9	7	1	----	85.6	65.5	----	----	83.9	63.8	----																
	63	39	0	0	3.1	4.3	3.0	3.0	7	8	25	23	1	10	62	23	----	74.6	64.5	62.3	----	73.9	60.4	63.1																
31.1	97	78	0	0	4.2	5.1	5.9	4.5	174	111	115	124	104	113	158	156	107.8	78.0	65.4	47.8	100.2	72.8	61.2	45.7																
29.4	96	88	0	0	1.8	2.3	1.6	4.8	443	263	164	35	172	172	168	36	127.7	86.9	80.2	40.7	113.3	82.3	68.8	36.1																
29.6	100	95	13	0	2.0	3.6	2.9	3.7	68	62	67	40	32	62	93	78	85.4	71.3	60.0	43.1	80.4	67.4	58.4	39.7																
27.4	0	0	0	0	2.9	3.5	3.6	4.0	52	49	65	10	7	21	56	14	78.7	69.0	62.9	53.8	77.6	64.9	62.1	48.2																
26.0	100	82	17	0	0.7	1.0	1.6	4.4	42	18	21	10	10	16	33	14	66.2	59.7	52.7	46.6	65.0	56.0	51.3	39.9																
28.5	98	97	0	0	2.6	3.0	3.4	2.0	27	18	11	3	14	14	13	6	83.7	63.1	56.5	47.6	78.1	62.8	57.5	45.5																
34.0	0	0	0	0	2.8	3.1	4.4	5.3	24	18	17	1	3	3	11	2	64.0	59.5	54.3	----	60.5	57.8	49.8	----																
24.7	100	100	11	0	2.0	3.2	2.5		10	9	10	0	1	4	8	0	----	59.9	48.7		----	57.6	48.4																	
32.4	100	89	24	0	2.4	2.7	2.5	2.0	35	14	15	1	10	5	19	3	64.9	57.1	51.0	----	56.9	52.9	44.7	----																
32.8	86	86	20	0	4.0	3.6	2.0	3.9	15	24	24	21	6	19	32	17	82.4	63.8	56.6	44.6	85.1	58.5	51.9	42.3																
24.7	99	95	0	0	3.2	4.3	3.7	4.1	281	141	125	101	63	85	82	147	120.4	86.9	78.5	48.3	114.1	79.7	77.3	50.1																
25.6	99	94	3	0	2.7	2.2	2.4	2.4	113	73	47	29	34	44	63	43	93.6	70.1	64.0	45.6	92.4	70.3	59.7	44.2																
27.6	98	95	27	0	1.6	3.8	4.2	3.2	63	84	61	6	22	52	63	58	84.7	67.2	59.6	47.8	77.2	67.8	57.7	51.1																
15.6	0	0	0	0	1.6	2.5	3.3	2.8	88	62	58	2	58	58	108	13	100.8	82.7	73.0	----	103.2	83.4	76.4	----																
34.3	91	37	0	0	4.6	3.7	4.4	2.8	57	79	28	4	11	38	28	8	99.9	83.0	69.2	60.4	100.4	79.1	66.3	60.7																
23.9	0	0	0	0	3.7	4.3	3.5		15	7	3	0	9	13	2	0	88.5	72.8	----		91.4	74.7	----																	
36.1	100	88	0	0					212	121	80	0	64	74	62	0	96.3	79.7	73.2		92.8	74.1	66.5																	
35.3	100	96	2	0					163	51	63	0	96	50	52	0	96.0	79.4	73.1		92.2	78.3	72.9																	
35.3	100	98	5	0					51	27	24	0	25	34	14	0	95.7	76.5	76.3		92.4	76.1	68.7																	
34.4	98	85	3	0																																				

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NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)						
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR							
Cal St U-San Marcos		IIA	3	2	2						92.5	77.6	68.9		75.6	2	2	1					122.9	105.6	93.0		101.9
Cal St U-Stanislaus		IIA	3	3	3						88.2	71.8	64.4		72.6	3	2	2					118.4	100.8	88.2		99.5
California Inst Tech		I	1*	1*	1*	4					188.4	143.0	118.9	48.0	166.9	1	1*	1*	5				228.3	163.3	143.6	57.2	202.3
California Lutheran U	31	IIA	1	1	1	1					107.7	88.7	74.1	67.3	86.0	1	1	1	1				138.2	114.5	94.3	88.5	109.8
California Maritime Academy		IIB	2	2	1						93.4	76.5	68.3		75.2	2	1	1					126.7	106.3	93.4		103.2
Chapman U	16	IIA	1*	1*	1*	1*					148.5	95.2	83.6	74.0	105.9	1*	1*	1*	1*				187.3	126.6	108.8	94.3	136.7
Claremont Graduate U	31	I	2	1	2						145.6	104.0	90.3		123.1	2	2	2					184.8	131.6	114.2		156.1
Claremont McKenna Coll		IIB	1*	1*	1*	-					161.5	115.8	79.7	----	120.8	1*	1*	1	-				201.6	148.0	100.1	----	152.3
Dominican U California	28,214	IIA	2	2	2						94.6	78.3	66.1		76.6	3	3	3					113.2	96.9	84.8		95.2
Fresno Pacific U	28,87	IIA	5	4	4	4					72.7	64.5	58.8	47.1	62.2	5	4	3	3				94.2	86.0	80.3	68.6	83.7
Fuller Theol Seminary	79	I	5	5	5						73.2	59.3	50.3		62.7	5	5	5					97.1	80.4	72.6		85.4
Harvey Mudd Coll		IIB	1*	1*	1*						142.2	101.2	85.0		121.8	1*	1*	1*					182.9	139.1	119.2		160.6
Humboldt St U		IIA	3	3	2						89.1	70.1	66.0		73.1	3	3	1					119.9	97.0	92.8		100.3
Life Pacific Coll		IIB	3	2	-						77.1	70.9	----		69.3			-							----		
Mills Coll	31	IIA	1	1*	3						117.8	93.7	65.0		97.8	1	1	3					147.9	115.4	83.6		122.9
National U	27,86	IIA	1*	2	1*	1*					126.6	75.9	79.7	69.6	91.3	1	4	2	1				143.1	86.4	91.5	81.1	103.8
Notre Dame de Namur U	31	IIA	4	4	3	2					85.8	69.3	61.1	53.7	77.0	4	5	4	2				105.9	82.8	78.9	71.0	95.8
Occidental Coll		IIB	1	1	1						128.2	87.1	66.4		95.4	1	1	1					165.4	114.0	88.1		124.2
Otis Coll Art & Design		IIA	5	4	5						70.8	64.9	53.6		64.7	5	5	5					88.1	81.8	67.4		81.1
Pepperdine U	16,139	IIA	1*	1*	1*	3					135.1	108.4	81.5	51.7	103.2	1*	1*	1*	2				175.6	141.5	107.6	70.2	135.5
Pitzer Coll		IIB	1	1	1						119.1	90.9	77.2		96.8												
Point Loma Nazarene U	28,88	IIB	2	1	2						95.2	78.4	64.6		86.0	2	1	2					122.7	105.0	84.7		112.0
Pomona Coll		IIB	1*	1*	1*	-					148.6	105.6	82.8	----	119.6	1*	1*	1*	-				186.7	137.4	106.8	----	152.5
Saint Mary's Coll California	31,210	IIA	1	1	1						111.3	89.6	75.1		94.0	1*	1	1*					157.9	124.1	109.1		132.6
San Diego St U		IIA	2	1	1						99.5	81.1	77.2		84.3	1	1	1					132.1	110.0	104.0		113.5
San Francisco St U		IIA	2	1	1						99.0	81.7	74.8		83.9	2	1	1					129.5	110.0	99.6		111.3
San Jose St U		IIA	2	2	1						96.3	78.6	74.1		83.1	2	1	1					127.8	107.0	100.0		111.7
Santa Clara U	15	IIA	1*	1*	1*						149.2	105.1	90.0		106.0	1*	1*	1*					189.8	138.5	121.0		139.2
Scripps Coll		IIB	1	1	1						128.5	94.9	75.2		104.9	1	1	1					162.5	121.3	98.2		134.0
Sonoma St U		IIA	3	3	2						87.9	70.7	66.1		78.0	3	2	2					117.1	98.7	91.8		105.9
Stanford U	15	I	1*	1*	1*						224.3	141.5	122.5		188.1	1*	1*	1*					275.6	184.4	156.6		234.3
U California-Berkeley	5,41,228	I	1	1	1	4					172.7	115.5	103.0	49.6	139.7	1	1	1*	3				230.9	158.6	142.9	75.4	189.3
U California-Davis	5,41,229	I	2	2	2						144.0	98.3	86.8		119.2	1	1	1					194.7	136.9	122.4		163.3
U California-Irvine	5,41,229	I	1	2	2						152.6	99.0	86.8		118.9	1	1	1					205.5	137.8	122.4		162.9
U California-Los Angeles	5,41,229	I	1	1	1						181.0	117.7	97.1		146.3	1*	1*	1*					241.5	161.4	135.5		197.6
U California-Merced	5,228	IIB	1*	1*	1*						142.9	98.1	79.7		83.1	1*	1*	1*					193.2	136.6	113.3		117.7
U California-Riverside	5,41,229	I	2	3	2						140.9	89.3	85.4		108.0	2	2	1					190.7	125.5	120.6		149.1
U California-San Diego	5,41,228	I	1	2	1						153.9	100.9	91.8		125.1	1	1	1					207.2	140.3	128.7		170.8
U California-Santa Barbara	5,41,229	I	1	3	3						152.8	93.6	81.2		122.9	1	2	2					205.7	130.9	115.4		168.0
U California-Santa Cruz	5,41,229	I	2	2	2						138.3	95.2	83.1		114.6	2	2	1					187.4	132.9	117.7		157.5
U Redlands		IIA	2	2	1						101.4	80.7	71.3		87.1	2	2	2					126.5	99.4	87.7		108.1
U San Diego	12	I	2	2	2	1					135.5	93.7	86.5	71.3	109.0	2	3	2	1				175.0	124.1	114.1	102.6	142.7
U San Francisco	13	I	2	1	1	1					143.5	110.1	92.3	73.9	111.7	2	1	1	1				186.2	147.0	120.9	99.9	146.7
U Southern California	8	I	1	1	1	-					166.8	104.7	92.9	----	122.2	1	1	1	-				219.2	146.2	130.4	----	166.0
Westmont Coll		IIB	1	1	2	1					99.3	79.9	65.7	56.7	86.0	1	1	2	2				135.9	111.2	84.2	69.8	116.7
Whittier Coll	1	IIB	1	1	1	2					112.4	82.6	73.7	52.5	89.4	1	2	1	4				136.3	101.5	90.2	56.3	109.3

COLORADO

Adams St U	52	IIB	5	5	5						60.9	51.6	48.8		52.7	5	5	5					62.8	53.1	50.4		54.4
Colorado Coll		IIB	1	1	1						132.2	93.2	73.1		102.3	1	1	1					168.7	123.4	96.7		133.0
Colorado Sch Mines		I	3	2	2	3					131.0	97.7	83.8	52.1	97.0	2	2	2	4				175.6	130.9	112.3	69.9	130.1
Colorado St U	30	I	4	3	3						120.0	87.2	79.0		99.4	4	4	3					150.4	109.2	99.0		124.5
Colorado St U-Pueblo	27	IIA	4	5	5	-					81.2	60.4	51.0	----	58.8											----	
Fort Lewis Coll	31	IIB	2	3	3	2					87.0	65.8	59.0	50.1	68.2	3	3	3	3				111.7	84.6	75.7	64.4	87.5
U Colorado-Boulder	15	I	3	2	2	2					131.6	95.5	86.0	59.4	97.0	3	3	2	3				164.8	122.8	110.8	78.3	123.8
U Colorado-Colorado Springs	27	IIA	2	2	2	4					103.1	78.2	69.1	46.0	66.9												
U Colorado-Denver	20,78	I	3	3	2	2					128.0	92.1	84.1	61.3	88.0	3	3	3	3				155.1	114.5	105.9	77.1	109.2
U Denver	15	I	2	2	2	-					135.3	93.8	83.6	----													

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
34.9	100	100	5	0					49	40	26	0	57	28	33	0	95.7	80.6	71.7		89.8	73.3	66.7	
37.0	100	96	0	0					67	29	30	0	53	26	27	0	89.0	71.8	64.9		87.2	71.8	63.8	
21.2	100	0	0	0					206	4	32	9	45	0	13	4	191.6	143.0	119.7	48.3	173.6		116.8	47.3
27.7	81	79	8	0	2.7	4.5	3.9	3.0	36	18	24	3	17	21	28	0	109.4	92.3	73.2	67.3	104.0	85.6	74.8	
37.2	95	44	5	0					16	6	18	0	4	3	3	0	93.4	77.5	69.1		93.4	74.4	63.7	
29.1	92	70	0	0	1.8	2.4	4.1	1.3	91	76	67	13	33	50	63	20	155.6	97.7	86.4	82.6	129.0	91.4	80.6	68.5
26.8	90	76	0	0	0.6	2.0	3.5		35	16	6	0	13	13	10	0	151.6	105.9	85.6		129.7	101.7	93.1	
26.1	100	96	0	--	3.3	3.7	3.4	2.0	41	32	26	0	13	14	20	1	162.1	119.6	82.8	----	159.6	107.1	75.6	----
26.4	100	88	0	0	2.3	3.0	3.5		13	7	21	0	18	10	35	0	98.4	82.2	71.7		91.9	75.6	62.8	
34.5	94	83	5	0	0.9	1.6	1.3	2.2	14	20	18	2	2	10	26	4	----	65.1	57.8	----	----	63.3	59.5	----
36.2	91	62	0	0	9.8	0.9	6.2		30	10	15	0	5	11	9	0	74.5	61.7	51.9		65.4	57.1	47.6	
31.9	98	83	0	0	3.0	3.8	5.3		39	9	5	0	11	14	10	0	145.5	98.4	86.9		130.5	103.1	84.1	
37.3	98	98	2	0					73	27	19	0	40	22	27	0	89.7	70.7	65.6		88.0	69.3	66.4	
	0	0	--	0					5	3	1	0	0	2	1	0	77.1	----	----		----	----	----	
25.6	95	81	0	0	1.3	2.0	4.1		21	5	5	0	35	16	21	0	119.1	87.6	65.4		117.0	95.6	64.9	
13.8	0	0	0	0					55	64	29	6	36	68	49	9	126.5	75.1	80.9	65.7	126.7	76.8	79.0	72.2
24.5	94	67	0	0	2.5	5.9	2.5	2.7	20	0	4	2	16	6	9	1	86.6		59.2	----	84.9	69.3	62.0	----
30.2	100	100	0	0	3.2	4.0	6.1		40	19	9	0	31	21	19	0	131.1	85.1	67.7		124.6	88.9	65.8	
25.4	0	0	0	0	3.1	6.3	4.4		10	9	5	0	9	15	6	0	70.5	67.0	53.0		71.0	63.7	54.0	
31.2	96	76	0	0	1.7	3.4	4.6	5.2	100	49	50	9	34	37	47	12	137.6	112.4	89.1	53.2	127.7	103.0	73.4	50.6
	100	100	0	0	3.8	4.5	4.0		24	6	7	0	17	11	12	0	118.7	94.0	77.1		119.6	89.3	77.3	
30.2	88	4	0	0					55	12	12	0	28	15	14	0	95.6	78.3	64.0		94.5	78.4	65.1	
27.5	96	99	0	--	2.5	4.0	5.5	10.6	48	39	18	0	34	30	17	2	153.7	105.2	82.6	----	141.4	106.2	82.9	----
41.2	100	65	0	0	8.3	4.3	2.2		43	39	17	0	33	47	33	0	112.5	91.1	73.4		109.8	88.4	76.0	
34.7	99	97	0	0					226	126	51	0	106	103	59	0	100.8	82.1	79.7		96.5	79.9	74.9	
32.8	97	76	5	0					196	105	60	0	115	144	77	0	100.3	83.3	75.8		96.9	80.6	74.0	
34.5	98	97	6	0					194	78	47	0	114	97	60	0	97.8	79.8	73.2		93.8	77.6	74.8	
31.3	100	97	1	0	3.0	3.3	3.9		100	82	49	0	51	60	31	0	155.5	105.6	92.3		136.9	104.5	86.4	
27.1	97	90	0	0	3.6	3.5	4.8		14	13	7	0	20	16	7	0	132.8	95.4	73.9		125.5	94.4	76.4	
35.7	100	98	4	0					66	28	13	0	62	26	13	0	90.4	69.4	67.2		85.3	72.0	65.0	
24.5	99	96	0	0	3.9	6.1	5.8		508	124	136	0	130	60	74	0	225.6	145.7	122.5		219.2	132.6	122.5	
35.5	94	96	0	0					660	182	145	1	225	139	90	3	176.1	120.4	109.1	----	162.7	109.0	93.2	----
37.0	97	92	0	0					566	154	115	0	223	120	101	0	147.2	99.2	88.4		136.0	97.1	85.0	
37.0	98	99	0	0					384	119	105	0	139	98	93	0	154.5	100.0	86.0		147.4	97.8	87.7	
35.1	95	92	0	0					633	143	138	0	251	110	97	0	187.1	121.3	101.1		165.9	113.0	91.4	
41.5	97	100	0	0					30	43	50	0	9	25	37	0	146.3	101.0	80.6		131.6	93.3	78.4	
38.1	100	99	0	0					244	87	118	0	68	72	62	0	143.5	91.2	85.5		131.5	87.0	85.2	
36.5	99	98	0	0					446	132	92	0	101	73	56	0	157.6	103.6	94.9		137.7	96.1	86.8	
36.7	100	98	0	0					366	92	55	0	146	71	41	0	158.2	96.0	81.5		139.1	90.4	80.9	
37.4	99	98	0	0					192	76	49	0	101	56	41	0	143.2	97.4	84.7		129.0	92.1	81.2	
24.2	98	94	0	0	3.5	4.6	4.8		60	22	8	0	45	31	8	0	103.6	81.4	73.3		98.3	80.1	69.3	
30.8	91	76	1	0	4.1	4.3	4.6	3.0	105	61	44	5	67	66	51	7	145.8	97.4	82.8	71.4	119.2	90.3	89.6	71.1
31.4	82	68	1	0	2.2	4.4	4.3	1.9	99	66	73	10	46	77	103	16	144.3	112.0	94.7	74.0	141.8	108.5	90.6	73.8
35.9	84	58	0	--	3.6	3.9	4.3	5.9	551	274	231	1	189	199	174	0	171.8	110.4	95.8	----	152.4	97.0	89.0	----
35.7	96	70	5	0	4.6	5.3	5.5	3.0	38	10	10	1	10	13	10	2	101.0	80.0	66.2	----	93.0	79.8	65.1	----
22.2	64	91	0	0	3.0	4.8	4.4	5.4	28	21	19	0	22	25	22	3	122.0	83.7	76.9		100.2	81.8	70.9	52.5
3.1	100	100	16	0	-2.2	0.8	0.9		25	6	23	0	15	11	15	0	62.3	50.0	48.1		58.6	52.5	50.0	
30.1	98	95	0	0	3.5	8.2	7.5		42	33	20	0	24	22	27	0	136.7	93.3	72.2		124.2	92.9	73.7	
34.0	95	93	0	0	2.0	4.2	3.8	4.7	70	47	47	5	9	11	17	4	132.2	97.9	84.9	51.0	122.0	96.7	80.7	53.5
25.3	100	96	1	0	3.1	3.8	3.9		325	217	117	0	113	152	105	0	125.0	88.9	79.2		105.7	84.7	78.8	
	100	98	11	--					27	25	25	0	14	28	20	1	82.7	62.0	51.5	----	78.2	58.9	50.3	----
28.6	100	100	0	0	3.3	4.4	5.3	6.6	26	23	19	7	20	29	19	15	90.8	67.0	59.5	55.6	82.0	64.9	58.6	47.6
27.6	100	96	0	0	2.9	4.0	4.2	3.4	338	228	149	155	100	135	103	160	133.9	97.4	90.9	62.3	124.0	92.4	78.8	56.6
	100	100	0	0	5.8	5.4	5.4	4.3	64	35	43	66	15	43	44	122	106.0	81.9	72.2	46.6	90.7	75.3	66.1	45.7
24.2	93	88	0	0	2.3	2.5	3.7	4.6	101	130	121	92	53	118	103	146	134.3	92.8	85.7	60.8	116.1	91.4	82.3	61.6
23.3	86	90	0	--	3.2	4.0	4.2	0.0	134	106	70	0	47	99	61	1	135.9	94.6	87.6	----	133.7	92.9	79.0	----
23.2	99	89	2	0	3.8	3.1	1.9	3.7	106	67	48</													

**APPENDIX I**

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>CONNECTICUT</b>																				
Albertus Magnus Coll		IIB	3	2	2		81.4	71.1	62.5		72.2	3	2	3		105.7	93.7	74.8		92.8
Central Connecticut St U	30	IIA	2	1	2	1	104.2	83.9	67.4	60.6	88.0									
Connecticut Coll		IIB	1	1	1	1*	114.6	85.7	71.4	66.3	90.7	1	1	1	1	151.1	114.9	93.1	84.1	120.5
Eastern Connecticut St U		IIA	2	2	3	-	99.3	80.2	65.1	----	85.2									----
Fairfield U	27	IIA	1*	1	1	1*	121.5	93.1	76.3	67.7	94.7	1*	1*	1*	1*	161.4	129.2	106.0	99.9	129.9
Southern Connecticut St U	51	IIA	2	1	2	1	101.5	84.0	66.7	60.1	86.0	1	1	1	1	133.6	113.4	93.3	85.7	115.6
Trinity Coll		IIB	1	1	1		126.9	93.8	74.6		94.7	1	1	1		163.8	124.7	96.2		123.6
U Bridgeport		IIA	3	2	3		90.7	75.7	62.1		72.8									
U Connecticut	12,85	I	2	2	3	1	149.9	99.7	79.1	76.3	108.8	2	2	2	1	184.0	131.9	108.7	105.4	140.6
U Hartford	27	IIA	2	3	3	2	94.4	74.4	62.6	54.5	76.2	2	2	3	2	126.2	100.3	85.2	74.5	102.6
U New Haven	30,205	IIA	1*	1	1		125.2	92.9	74.6		85.7									
U Saint Joseph	25,63	IIA	3	2	2	3	90.8	77.0	68.3	48.4	73.7	3	2	2	4	118.1	99.0	88.7	59.2	95.4
Wesleyan U		IIA	1*	1*	1*		141.5	97.7	81.9		103.4	1*	1*	1		180.3	125.6	103.9		132.1
Western Connecticut St U	28	IIA	1	1	1	-	105.1	84.4	70.8	----	90.3	1*	1	1*	-	159.5	118.5	108.8	----	134.7
Yale U	12	I	1*	1	1		198.4	117.3	99.6		149.7	1*	1	1		238.9	147.8	126.4		183.8

**DELAWARE**

U Delaware		I	2	2	2	1	147.9	102.6	86.8	69.5	112.8	2	2	2	1	189.1	134.9	114.2	96.6	146.7
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**DISTRICT OF COLUMBIA**

American U	16	I	1	1	2	3	163.3	107.7	81.7	54.0	102.2	1	2	3	4	199.2	134.6	102.4	67.2	126.1
Catholic U America	12	I	4	4	4	4	114.7	81.8	69.6	51.9	86.6	4	5	5	4	141.5	102.4	85.2	69.7	107.1
Gallaudet U		IIA	1	1	1	1	116.2	88.1	72.9	67.6	94.0	1	1	1	1*	152.4	117.3	100.3	96.0	125.6
George Washington U	12	I	1	1	2	1*	163.5	109.9	90.1	97.9	119.3	1	2	2	1*	199.4	134.9	110.8	119.9	146.2
Georgetown U	13	I	1	1	1		178.2	114.2	103.3		125.0	1	1	1		213.9	139.8	126.2		151.4
Howard U	5,94	I	5	5	4	2	106.8	80.4	73.0	59.6	80.4	5	5	4	3	131.9	101.8	90.7	76.7	100.8
Trinity Washington U	28	IIB	4	2	2	-	72.1	72.7	59.7	----	63.2	5	3	3	-	82.4	87.0	72.6	----	76.2
U District of Columbia	12	IIA	2	2	3	2	102.5	75.6	62.3	55.8	77.1	2	3	4	2	130.0	96.5	77.9	70.5	97.6

**FLORIDA**

Bethune Cookman U		IIB	4	3	3	3	69.0	64.7	57.3	48.1	56.4									
Eckerd Coll		IIB	2	3	2		86.6	66.5	59.5		71.3	2	3	2		119.6	91.0	82.6		98.4
Embry-Riddle Aero U-Daytona	30,32	IIA	1	1	2	3	114.9	81.9	69.5	50.2	86.7	1	1	1	3	156.6	110.3	93.5	67.9	117.3
Flagler Coll		IIB	3	3	3	2	78.1	65.8	57.6	54.7	62.4	4	4	4	3	96.1	81.3	71.1	64.9	76.9
Florida A&M U	12	IIA	2	2	3	2	98.4	79.0	63.2	57.3	76.9	2	2	3	2	126.6	103.1	83.1	75.9	100.2
Florida Atlantic U	27,32	I	5	5	5	4	102.8	76.1	68.6	51.9	76.3	5	5	4	3	132.6	101.6	90.7	71.5	100.9
Florida Gulf Coast U	27	IIA	2	2	2	3	102.6	76.2	65.4	48.5	69.5	2	1	3	3	129.1	108.8	85.6	66.2	93.1
Florida International U	12,98	I	4	3	2	2	119.9	90.6	82.1	60.0	87.7	4	3	3	2	150.4	117.2	106.5	81.0	113.2
Florida Southern Coll	28	IIB	3	3	3	1	82.4	67.7	59.1	60.4	65.8	3	4	3	1	101.6	84.5	75.2	78.1	83.0
Florida St U	12	I	4	4	2	-	118.5	82.9	82.9	----	90.7	4	4	3	-	148.0	107.0	106.3	----	115.7
Florida Tech	30	I	5	4	4	4	107.7	84.1	71.5	47.4	83.1									
Jacksonville U	21	IIA	4	4	4	5	78.6	65.8	60.7	42.0	65.5	5	4	3	4	100.4	86.2	80.3	59.6	85.8
Miami-Dade Coll	5,164	III	2	2	2	2	84.2	68.7	60.5	54.4	68.4	3	3	3	2	101.5	83.6	74.5	67.6	83.4
New Coll Florida		IIB	2	2	3	-	88.2	69.3	58.2	----	73.6	2	2	3	-	114.0	91.8	78.1	----	96.7
Palm Beach Atlantic U	25	IIB	4	3	2	2	72.7	66.2	63.4	51.4	66.2	4	3	2	3	92.5	84.7	81.5	66.0	84.8
Rollins Coll	31	IIA	2	2	3	-	97.5	75.9	61.6	----	76.3	2	2	4	-	125.5	99.9	79.7	----	99.1
Saint Leo U	31	IIB	2	3	2	2	90.5	68.6	60.4	53.6	66.7	3	4	3	3	107.4	82.5	72.1	64.9	79.8
Southeastern U	28	IIB	3	3	4	4	79.9	66.3	52.9	43.0	64.0	4	4	4	4	99.0	83.3	67.8	56.4	80.7
Stetson U	16,118	IIA	1	2	2		119.8	79.4	68.2		90.7	1	2	2		152.1	105.5	88.7		116.7
U Central Florida		I	3	3	3	3	131.8	88.3	74.9	54.1	84.2	3	4	4	4	166.8	113.0	95.8	69.6	107.4
U Florida	12	I	2	3	3		133.7	89.4	79.2		100.2	3	3	3		166.1	115.8	103.6		127.7
U Miami	12,128	I	1	2	2	-	156.0	102.5	86.9	----	104.9	1	2	2	-	197.2	133.3	109.2	----	134.5
U North Florida	27	IIA	2	3	3	3	95.8	70.4	61.5	49.0	68.4	3	4	4	3	118.8	90.7	79.3	65.4	87.8
U So. Florida Sarasota-Manatee	31	I	4	3	4	3	120.0	89.7	71.8	53.0	67.2	4	4	5	4	140.1	111.2	88.6	68.6	84.4
U South Florida-Main Campus	27	I	4	4	4	4	113.1	82.9	71.8	49.9	81.1	5	4	4	4	136.8	103.6	90.4	66.2	101.2
U South Florida-St. Petersburg	31	I	3	4	5	2	123.9	82.2	61.5	60.6	80.7	4	4	5	3	147.7	103.0	76.5	76.7	99.4
U Tampa	31	IIA	2	1	3	2	97.5	84.5	64.3	58.7	77.2	2	1	3	2	125.9	109.0	83.7	75.1	99.9
U West Florida	27,155	IIA	2	4	2	4	93.9	68.9	65.5	47.9	68.7	3	3	2	3	121.8	92.3	86.7	65.7	91.1

APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	25.9	57	0	0	0	4.2	14.5	5.5		7	12	5	0	7	7	5	0	81.3	72.5	63.5		81.5	68.8	61.5
	100	81	8	0	5.1	5.9	5.7	4.5	121	80	54	4	70	62	51	9	104.1	84.4	67.5	59.4	104.2	83.4	67.4	61.2
32.8	100	76	0	0	2.0	2.6	3.0	2.0	42	29	13	1	25	21	30	2	117.9	87.0	69.0	----	109.1	83.8	72.5	----
	99	96	6	--	5.2	6.5	5.8	5.0	51	29	28	1	45	21	25	0	100.4	82.9	66.4	----	98.1	76.5	63.7	----
37.1	99	98	7	0	1.9	2.3	3.9	2.1	39	50	23	3	33	53	49	13	124.9	95.3	80.3	67.7	117.5	91.0	74.4	67.7
34.5	99	87	7	0	4.2	6.1	5.6	8.3	107	60	48	1	74	68	75	6	103.0	84.5	65.8	----	99.2	83.6	67.2	----
30.0	100	100	0	0	4.3	3.1	4.9		45	27	14	0	18	30	19	0	128.7	92.8	75.8		122.7	94.8	73.7	
	100	76	3	0	2.3	2.0	3.0		14	32	15	0	3	19	23	0	91.1	77.8	63.5		89.0	72.0	61.2	
29.3	96	82	1	0	4.9	5.2	6.0	5.1	361	282	242	22	140	190	211	8	154.1	102.7	80.8	81.7	139.1	95.2	77.2	61.5
34.2	99	88	3	0	3.3	3.8	3.5	1.4	77	83	44	4	22	56	59	3	94.3	74.4	64.7	56.8	94.4	74.6	61.1	51.5
	96	73	4	0	4.5	4.0	2.6		44	41	45	0	6	23	34	0	126.7	97.6	75.5		114.6	84.5	73.5	
29.3	91	76	0	0	1.9	2.5	2.8	2.0	8	15	16	2	15	18	48	4	94.0	77.2	67.2	----	89.2	76.9	68.7	----
27.7	100	98	0	0	4.7	6.2	4.7		89	27	30	0	35	35	41	0	143.8	99.6	82.5		135.7	96.2	81.6	
49.2	99	75	13	--	9.6	4.0	5.2		54	30	18	0	44	31	37	1	106.0	84.3	71.9	----	103.9	84.4	70.2	----
22.8	88	28	0	0	3.0	5.0	3.7		449	80	121	0	156	65	98	0	201.2	120.5	101.5		190.3	113.4	97.2	
30.1	97	82	0	0	2.3	2.6	3.3	3.1	322	204	144	32	113	147	148	64	151.5	104.4	87.5	74.0	137.7	100.2	86.2	67.3
23.4	97	91	2	0	2.4	3.1	3.4	3.2	140	71	91	18	49	87	86	33	163.6	108.2	84.8	55.4	162.6	107.3	78.5	53.3
23.8	96	72	1	0	0.0	0.6	1.1	3.9	85	92	73	1	27	60	64	2	113.5	81.9	70.0	----	118.7	81.6	69.1	----
33.6	99	63	18	0	3.5	4.6	3.2	3.0	27	20	9	5	47	36	19	6	119.8	86.6	75.7	66.4	114.2	89.0	71.5	68.6
22.5	89	71	0	0	2.4	3.1	3.3	2.2	266	168	135	2	94	162	144	4	164.2	110.9	95.2	----	161.5	109.0	85.3	----
21.2	95	90	2	0	1.1	4.5	4.9		221	131	58	0	102	123	79	0	182.1	117.0	111.3		169.8	111.2	97.5	
25.3	76	80	13	2	4.5	4.7	4.3	4.9	141	135	78	23	57	100	82	39	109.0	80.8	72.4	59.9	101.5	79.9	73.6	59.4
20.3	50	94	0	--	3.0	6.2	2.9	4.0	1	4	11	0	5	13	27	2	----	69.7	59.1	----	----	73.7	60.0	----
26.6	91	66	30	32	0.3	0.0	0.4	0.1	34	44	32	7	36	39	52	12	106.4	74.9	61.8	57.8	98.7	76.5	62.6	54.6
	64	77	3	0	1.9	2.8	2.9	2.4	9	13	42	21	5	13	36	35	68.6	62.8	53.8	51.9	69.8	66.6	61.5	45.8
38.1	100	100	26	0	2.1	6.1	3.2		29	19	20	0	13	12	22	0	88.2	68.7	61.4		83.1	62.9	57.8	
35.3	94	54	0	0	4.1	2.5	3.1	5.8	83	78	67	9	10	29	24	6	114.2	82.5	70.8	56.5	120.5	80.5	66.0	40.6
23.1	0	0	0	0	3.2	9.8	2.6	8.3	7	18	21	6	5	23	23	5	78.9	68.2	58.7	56.6	77.0	63.8	56.6	52.4
30.2	93	60	3	0	4.5	3.0	3.8	1.2	108	86	76	25	37	92	80	44	100.8	78.8	63.6	54.8	91.4	79.3	62.8	58.7
32.3	100	97	0	0	6.5	6.7	4.8	7.2	147	127	63	72	59	91	72	107	105.5	78.2	72.0	54.9	95.9	73.2	65.6	49.9
33.9	10	1	0	0	3.3	4.4	3.3	4.2	47	68	82	49	25	41	65	68	108.2	77.9	63.3	49.3	92.0	73.5	68.1	47.8
29.1	92	88	0	0	0.3	1.1	1.3	1.8	189	169	144	111	59	116	146	119	121.9	91.9	85.7	62.3	113.7	88.7	78.6	57.8
26.1	58	25	0	0	4.4	2.5	3.8	7.8	18	13	22	8	8	7	29	16	81.1	68.6	61.1	61.5	85.2	66.0	57.6	59.8
27.5	98	97	0	--	2.9	4.3	3.9	12.5	343	182	164	1	106	132	116	1	122.5	84.6	86.6	----	105.5	80.7	77.7	----
	0	0	0	0	3.7	3.4	4.1	3.1	70	81	60	13	9	12	35	13	109.6	84.6	74.7	51.3	92.7	80.9	65.9	43.4
30.9	100	82	6	0	0.1	0.3	0.5	0.0	24	33	27	2	17	24	38	8	84.1	68.9	60.6	----	70.8	61.6	60.7	----
22.0	100	100	77	12	3.3	3.9	3.9	3.1	84	129	80	45	82	155	92	52	84.3	68.9	60.1	54.5	84.0	68.5	60.9	54.3
31.4	100	100	0	--	0.8	0.0	1.6	0.0	18	8	9	0	11	16	10	1	92.0	71.2	56.4	----	81.9	68.4	59.9	----
28.0	0	0	0	0	0.0	0.0	0.0	0.0	25	38	24	1	11	23	37	3	75.4	65.9	62.3	----	66.5	66.7	64.1	----
29.9	96	88	0	--	-1.0	0.6	0.7	0.0	52	31	29	1	21	29	31	0	101.4	80.4	63.3	----	87.9	71.1	60.0	----
16.7	69	40	6	0					18	26	43	8	8	24	25	14	92.7	72.4	62.0	56.4	85.4	64.5	57.8	52.0
26.0	7	0	0	0	2.1	1.7	2.3	3.1	25	22	21	3	5	19	19	3	80.6	66.1	52.7	43.4	76.4	66.5	53.1	42.6
28.6	98	83	0	0	2.1	4.0	3.8		64	43	23	0	47	27	24	0	119.1	80.6	70.0		120.8	77.5	66.4	
27.6	99	96	2	0					192	223	105	82	55	113	92	126	135.0	90.9	76.1	55.5	120.9	83.3	73.5	53.1
27.5	94	83	1	0	4.6	5.2	4.8		550	360	207	0	161	219	207	0	137.1	91.8	82.8		122.2	85.4	75.6	
28.3	95	86	0	--	4.2	3.6	3.5		272	146	107	0	67	108	93	1	157.4	106.5	88.5	----	150.4	97.1	85.0	----
28.4	100	95	0	0	0.4	0.9	2.4	5.4	66	74	67	33	26	72	63	43	99.3	72.9	62.7	48.6	86.8	67.8	60.2	49.3
25.6	100	100	6	0	2.7	3.6	4.8	6.0	2	6	6	18	1	8	11	21	----	114.7	88.9	52.7	----	70.9	62.5	53.2
24.7	98	94	1	0	3.8	6.1	4.8	6.2	235	183	127	102	89	144	133	169	118.2	84.6	76.5	55.0	99.7	80.7	67.3	46.9
23.2	100	97	0	0	3.9	8.0	2.0	7.4	22	17	13	14	6	21	21	15	124.7	90.6	59.6	60.4	121.0	75.5	62.7	60.9
29.3	100	98	4	0	5.8	4.8	3.6	6.7	29	72	58	6	18	35	54	10	98.4	84.5	66.1	57.9	96.0	84.5	62.4	59.1
32.6	97	99	6	0	0.3	1.6	1.3	0.0	55	41	47	17	18	30	51	28	94.1	71.1	68.5	47.9	93.0	66.0	62.8	47.9





(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN				
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
	25.9	100	92	0	0	8.0	5.1	4.6		15	10	1	0	19	16	12	0	92.5	74.0	----		93.3	72.6	----	
	90	69	13	0	1.3	2.6	2.1	3.5	29	30	34	7	13	21	46	14	70.1	57.2	53.0	48.7	78.4	63.9	54.9	48.0	
31.3	97	96	2	--	3.6	0.4	1.2	2.0	29	30	26	1	6	25	28	1	88.5	69.0	55.3	----	83.7	64.0	59.6	----	
21.2	0	0	0	0	-3.4	2.6	1.4	9.5	9	10	12	1	23	18	35	4	67.1	62.2	61.0	----	76.0	68.5	56.2	----	
30.4	98	85	46	7	0.1	0.7	1.3	3.0	27	35	28	8	13	25	20	6	73.1	59.9	55.3	45.1	69.7	64.3	52.0	47.7	
28.9	98	92	0	0	0.8	3.4	2.5	1.6	31	39	34	1	30	27	37	13	87.0	63.4	57.9	----	74.6	61.1	56.8	----	
44.6	100	100	0	0	3.6	7.1	3.2		2	5	5	0	4	6	0	0	----	55.2	46.9		----	60.2			
29.4	96	80	4	0	2.4	2.3	2.6	4.5	54	52	36	1	19	35	40	11	74.8	69.8	58.0	----	72.6	59.7	53.2	----	
34.3	97	29	0	0	0.6	6.4	4.9		35	11	7	0	2	6	5	0	----	63.6	51.0		----	58.9	47.4		
34.1	100	82	18	0	0.4	4.0	1.9	2.2	5	8	21	6	1	3	17	11	----	53.3	43.2	38.1	----	50.5	43.0	39.5	
29.1	100	95	12	0	2.2	3.4	3.1	4.6	64	28	29	1	32	47	52	2	79.6	70.4	57.8	----	78.9	65.3	56.2	----	
	94	97	16	0	1.7	3.9	4.1	2.9	11	13	21	9	6	22	23	19	60.4	47.2	42.5	39.8	59.3	47.7	42.5	40.7	
23.3	100	93	0	0	4.3	5.6	3.6		378	220	138	0	62	73	54	0	153.6	104.9	98.5		139.9	98.6	92.8		
27.1	100	98	26	0	2.2	2.1	2.8	1.7	23	51	49	37	18	59	76	88	58.9	54.3	43.7	39.4	64.5	55.1	43.7	39.5	
	79	54	6	0					68	62	91	5	29	60	116	21	124.9	86.6	81.0	88.9	83.4	73.3	65.8	60.6	
26.5	99	96	7	0	1.7	2.6	2.5	1.1	84	117	162	24	41	87	128	76	85.4	70.8	63.0	42.0	78.4	68.7	62.9	42.3	
	100	93	4	0					18	17	10	1	8	11	14	3	69.9	61.6	53.6	----	67.3	55.8	57.5	----	
	95	87	0	0	4.8	5.2	5.3	6.6	197	176	162	17	89	166	169	41	133.8	86.4	87.6	55.2	104.1	80.2	75.6	47.9	
24.3	99	90	13	0	2.9	3.4	3.7	-0.3	94	95	85	12	64	126	120	23	90.2	70.6	61.1	37.3	82.4	68.2	56.5	36.3	
32.9	97	73	2	0	1.9	2.5	3.8	2.7	75	77	51	10	36	70	72	14	90.7	70.5	63.3	45.2	85.4	69.3	67.8	44.5	
	93	87	0	0					21	33	27	20	9	19	19	8	83.1	68.6	54.9	46.6	85.4	65.5	55.6	40.0	
24.8	100	100	0	0	1.0	8.1	15.2	11.6	16	8	5	1	3	7	4	2	74.2	57.6	53.0	----	73.7	59.9	50.0	----	
23.5	100	100	0	0	1.4	-0.2	3.7	3.1	12	18	14	6	16	38	33	20	85.3	71.5	62.0	52.0	96.4	68.8	62.7	54.3	
37.9	71	0	10	0	2.0	2.0	2.1	2.0	13	3	13	0	1	3	7	0	----	45.3	41.8		----	43.3	41.1		
26.9	98	92	0	0	4.3	5.2	5.4	5.4	542	334	214	23	181	222	205	31	117.5	87.2	86.0	56.1	113.0	83.1	77.0	60.6	
	100	95	19	0	4.8	5.8	6.6		54	74	68	0	31	47	96	0	75.3	61.4	51.2		72.0	63.3	53.4		
37.5	97	94	3	0	1.7	3.3	2.9	8.1	68	53	43	28	28	55	73	49	81.8	61.1	55.8	39.5	75.2	61.4	56.5	39.9	
29.1	99	87	7	0	2.9	4.7	3.8	3.4	86	44	85	10	50	43	84	34	78.8	63.8	59.2	44.4	76.1	61.1	56.9	47.6	
26.0	100	56	0	0	5.8	1.7	1.9		9	6	4	0	12	10	9	0	65.4	43.9	47.5		64.6	57.1	51.1		
33.9	100	88	0	0	0.0	0.0	12.2	0.0	4	9	24	5	4	7	19	7	72.1	45.4	57.2	41.6	74.1	59.5	51.3	39.8	
22.3	100	52	0	0	2.0	2.3	2.1		14	11	5	0	4	12	10	0	82.2	71.6	63.2		82.4	70.8	70.9		
41.8	100	100	91	3	3.0	4.1	3.4	4.0	7	7	6	19	12	7	16	20	85.6	75.4	66.0	57.0	87.4	79.0	61.5	57.3	
41.1	100	92	82	0	3.0	3.6	3.0	3.6	24	8	22	32	17	5	11	9	87.5	75.3	70.4	55.6	84.9	73.0	65.3	54.9	
41.0	100	93	82	0	3.1	3.9	4.2	5.0	31	15	25	22	22	25	26	31	85.8	73.0	65.7	58.4	84.5	78.0	68.3	58.1	
41.8	100	100	100	0	4.6	4.5	4.1	4.0	3	2	11	14	1	6	7	14	----	----	68.0	58.5	----	----	74.7	61.4	
41.7	100	100	98	0	3.0	3.6	4.8	4.9	22	9	28	19	20	12	18	35	86.7	73.9	66.9	56.9	85.3	72.6	64.0	55.6	
41.0	100	100	83	0	3.0	5.0	3.3	4.3	6	3	15	15	10	9	21	14	84.6	79.2	67.0	57.8	89.2	77.1	73.8	59.3	
38.9	98	94	0	0	3.2	3.8	5.3	3.0	40	44	24	9	18	44	21	21	99.4	82.6	69.5	56.5	98.6	83.4	77.1	55.6	
36.1	99	93	1	0	4.2	3.8	4.7	3.1	313	173	119	42	120	169	148	87	129.2	92.8	81.7	60.6	114.6	88.5	76.4	65.4	
40.6	100	82	5	0	3.0	3.0	3.6	9.1	10	9	13	2	7	8	6	8	88.1	77.1	69.9	----	91.0	79.6	66.7	----	
41.2	100	100	89	0	3.0	3.0	6.4	4.6	10	4	6	7	7	1	3	8	89.5	----	66.2	57.3	84.6	----	61.2	53.3	
36.0	100	96	7	0	7.1	4.1	3.5	3.6	101	111	79	4	56	87	70	2	87.0	73.0	66.3	----	82.4	65.8	57.9	----	
14.4	96	93	0	0	5.6	3.5	2.5	4.0	17	9	14	10	9	5	15	10	74.8	58.2	46.4	37.9	68.1	59.2	49.9	33.2	
41.6	73	79	2	0	2.1	4.4	3.1	1.5	39	8	17	5	20	21	28	16	57.8	50.1	46.1	40.4	56.4	49.7	46.3	40.7	
31.8	98	88	2	20	3.0	4.0	4.3	3.5	138	91	78	13	41	49	73	17	95.0	73.8	64.1	49.8	98.8	72.1	61.4	45.3	
28.0	100	96	0	0	3.9	5.0	7.8	6.0	38	26	39	6	31	21	26	8	85.8	66.8	51.9	44.7	86.4	67.1	53.4	47.7	
23.3	95	66	2	0	1.7	1.6	2.3	0.0	10	24	23	3	11	26	34	3	95.7	61.7	73.7	48.7	93.3	70.9	62.2	48.3	
26.6	93	82	0	0	2.7	2.9	3.2	3.2	26	22	21	5	15	23	35	9	96.9	63.1	58.8	54.3	89.6	65.6	55.9	51.9	
24.4	100	98	7	0	0.0	0.3	0.4	1.6	82	65	45	11	18	50	43	17	100.3	77.4	64.5	54.9	92.9	68.1	67.8	47.9	
26.1	88	38	7	0	1.4	0.4	5.4		37	36	22	0	12	42	37	0	88.8	75.5	73.5		84.6	69.4	69.7		
26.2	97	94	1	0	0.0	0.5	1.5	1.1	118	196	126	53	75	164	129	58	137.9	95.8	76.7	74.2	120.1	90.4	68.2	62.2	
31.8	98	50	14	--	2.6	2.8	3.1		25	11	23	1	17	35	28	1	89.7	76.4	61.7	----	80.6	68.1	61.5	----	
31.2	100	100	3	0	3.0	3.2	2.9	4.5	93	71	50	71	62	54	49	79	96.2	78.4	72.9	49.8	88.3	71.1	62.0	47.5	
34.6	100	78	7	--	0.5	1.1	0.5	0.0	27	17	15	0	20	41	27	1	86.2	69.1	62.2	----	82.3	67.9	58.0	----	
	100	97	1	0	6.1	7.3	5.7		16																



APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>ILLINOIS (continued)</b>																				
Greenville Coll		IIB	5	5	4	5	60.1	54.6	50.5	40.5	53.5	5	5	5	5	77.0	69.6	60.1	53.6	67.0
Heartland CC		III	4	3	4	3	70.0	61.1	50.9	46.6	62.7									
Illinois Coll		IIB	3	3	4	3	81.3	65.6	54.3	47.1	65.9	4	4	4	4	98.4	82.2	65.9	57.0	80.7
Illinois St U	28	I	5	5	4		94.9	74.3	71.2		72.9	5	5	4		122.4	99.7	93.8		96.4
Illinois Wesleyan U		IIB	2	2	3	3	88.4	68.8	58.6	49.9	70.8	2	2	2	2	129.6	93.8	81.3	69.6	100.0
Judson U	31	IIB	5	4	4		61.9	59.4	51.8		59.0									
Kaskaskia Coll		III	2	1	1	5	83.2	74.4	67.3	36.6	71.9	2	1	1	5	114.7	106.5	91.4	51.0	99.3
Knox Coll		IIB	3	4	4	2	82.7	61.3	51.6	50.3	66.2	3	4	4	3	105.4	81.2	66.1	63.6	85.4
Lake Forest Coll		IIB	2	2	3		94.8	73.5	58.7		74.3	2	2	2		123.6	96.7	78.9		97.8
Lewis U	28	IIA	2	1	2	2	99.1	82.0	66.6	58.7	78.8	1	1	1	1	133.4	109.3	92.7	82.3	107.3
Lincoln Christian U	31	IIB	5	5	4		53.5	54.6	49.9		52.8	5	5	5		66.0	67.8	62.0		65.3
MacMurray Coll		IIB	5	5	5	-	62.7	49.3	46.6	----	49.4	5	5	5	-	76.4	65.7	59.0	----	63.0
McKendree U	28,179	IIA	5	5	4	3	76.3	60.4	59.3	51.7	62.3	5	5	5	4	94.5	74.7	73.9	63.4	77.2
Millikin U	28	IIB	4	4	4	3	74.5	59.7	52.2	47.6	57.9	4	5	4	4	90.9	74.4	65.4	60.1	72.0
Monmouth Coll		IIB	4	4	4	3	74.9	61.6	51.5	46.9	61.3	4	4	4	3	95.9	84.3	69.7	61.5	81.1
North Central Coll		IIA	2	2	3	2	94.2	76.1	62.5	58.7	76.5	2	2	4	2	125.2	99.8	77.3	69.8	99.0
North Park U	28	IIA	5	4	4		78.1	67.6	57.2		71.1	5	4	5		99.8	85.2	72.6		90.4
Northeastern Illinois U	31	IIA	4	3	2	5	85.5	73.8	66.3	42.1	64.7									
Northern Illinois U	12	I	5	5	5	5	96.7	74.5	65.4	42.3	71.5	5	5	5	5	124.4	99.3	89.0	62.8	95.8
Northwestern U	15	I	1	1*	1*		187.4	120.6	106.9		153.3	1	1	1*		236.8	158.3	141.1		196.5
Roosevelt U	31	IIA	2	3	3	-	97.4	71.7	63.7	----	71.9	3	4	4	-	114.7	89.6	78.6	----	88.2
Saint Xavier U	28,124	IIA	3	3	3	-	90.5	72.7	61.3	----	69.7	4	4	5	-	111.4	89.2	72.3	----	84.7
Sauk Valley CC	25	III	4	4	5	4	63.1	56.9	48.6	45.1	53.6	5	5	5	3	74.8	71.2	61.1	64.4	66.7
Southern Ill U-Carbondale	15	I	5	5	5	5	101.3	75.0	67.5	37.5	72.1	5	5	4	5	128.8	99.8	90.4	53.0	95.3
Southern Ill U-Edwardsville	20	IIA	3	2	2	5	93.7	79.0	65.4	43.4	71.2	2	2	2	3	121.8	104.5	89.4	64.9	96.1
St. Anthony Coll Nursing	25	IIB			1	2		----	68.7	50.4	62.8					----				
St. Francis Med Coll Nurs	25	IIA	4	2	3	1	83.8	75.8	64.7	60.0	68.0	4	2	4	2	108.8	100.9	79.9	76.3	86.4
Trinity Christian Coll	28	IIB	4	3	4	-	73.7	64.2	53.9	----	60.2	4	4	4	-	97.2	82.9	67.4	----	76.9
Trinity Int U-Evan Div Sch		IIA	5	5	4		76.4	63.6	58.0		68.5	5	5	5		90.2	77.4	73.4		82.5
Trinity International U		IIA	5	5	5		66.2	63.5	51.2		61.2	5	5	5		86.8	82.7	66.4		79.8
U Chicago	16	I	1*	1*	1*	2	217.3	124.3	112.3	64.2	155.3	1*	1*	1*	1	263.9	161.4	147.5	92.7	195.0
U Illinois-Chicago		I	2	2	2	2	141.8	101.8	87.9	62.7	104.9	2	2	1	2	179.8	133.9	118.0	89.0	137.5
U Illinois-Springfield		IIA	1	4	3	4	111.2	69.4	64.5	47.0	70.7	1	3	2	2	144.7	96.6	91.0	70.9	98.2
U Illinois-Urbana-Champaign		I	2	2	1	3	149.1	99.3	91.9	55.2	116.0	2	2	1	2	188.0	131.1	122.6	80.3	150.1
U Saint Francis		IIA	3	3	3	2	90.6	72.6	63.2	54.7	71.2	3	3	3	2	120.0	92.8	81.3	69.6	91.9
Western Illinois U	27,180	IIA	2	2	3	4	98.7	78.9	62.1	45.6	74.2	3	3	4	4	119.3	97.1	77.4	59.0	91.4
Wheaton Coll		IIB	2	1	2	2	92.6	78.1	63.4	50.4	78.5	2	1	2	3	122.4	107.0	85.4	66.1	105.8
<b>INDIANA</b>																				
Anderson U	27	IIB	5	4	4	5	65.0	57.2	52.0	40.9	58.1	5	4	4	5	84.9	78.8	67.3	52.9	76.5
Ball St U	28	I	5	5	5	4	93.3	72.4	59.4	48.0	67.1	5	5	5	4	122.7	97.1	79.0	65.4	89.5
Bethel Coll	25,32	IIB	5	5	5	-	64.5	53.0	46.6	----	51.2	4	4	5	-	91.9	75.8	63.4	----	71.5
Butler U	31	IIA	3	2	2	3	93.5	78.1	69.0	51.9	74.4	2	2	2	3	123.1	102.9	89.2	66.2	97.2
Calumet Coll St. Joseph		IIA	5	5	5	3	63.0	55.9	51.0	52.2	54.5	5	5	5	2	78.3	71.2	66.5	71.2	70.5
DePauw U		IIB	2	2	2		96.7	77.2	65.2		84.0	2	2	2		126.3	100.5	85.1		109.6
Earlham Coll & Earlham Sch Rel		IIB	3	4	3	4	80.6	62.6	55.4	41.9	64.8	3	3	3	5	112.6	86.0	74.4	51.5	88.7
Franklin Coll Indiana		IIB	3	4	4	4	79.8	62.5	51.9	43.2	60.6	3	4	4	4	102.7	80.2	68.4	57.3	78.8
Goshen Coll	28	IIB	5	5	5		64.0	51.3	45.5		56.6	4	5	5		88.0	69.4	62.7		77.4
Hanover Coll		IIB	3	3	3	-	79.1	66.3	55.1	----	69.4	3	3	4	-	104.2	87.6	68.7	----	90.8
Huntington U	25	IIB	5	5	5	-	63.8	53.2	47.1	----	55.1	5	4	4	-	83.7	76.2	64.4	----	75.0
IU-PU-Fort Wayne	27	IIA	3	3	3	3	87.6	71.0	61.5	51.7	67.7	3	3	3	3	115.4	96.3	84.5	68.3	91.7
Indiana St U	28	I	5	5	5	5	96.3	72.9	65.2	45.3	70.3	5	5	5	5	124.5	95.4	85.7	61.1	91.7
Indiana U-Bloomington		I	2	3	2		135.0	92.4	87.7		101.5	3	3	2		167.0	116.1	109.9		127.2
Indiana U-East		IIB	3	3	2		80.2	64.6	60.8		59.7	3	3	2		102.6	85.0	79.2		77.8
Indiana U-Kokomo		IIB	2	3	3		95.9	64.9	55.5		59.8	2	3	3		123.4	85.0	74.3		79.2
Indiana U-Northwest		IIA	3	4	4		88.3	68.8	59.4		66.6	3	4	4		115.7	90.4	77.8		87.5
Indiana U-South Bend		IIA	5	5	4		77.3	62.8	58.2		58.8	4	5	4		100.5	82.3	76.2		77.6
Indiana U-Southeast		IIA	4	3	3		85.3	72.8	64.8		68.6	4	3	3		111.7	94.5	83.9		89.5
Indiana Wesleyan U	25	IIB	4	3	3	-	75.9	64.7	54.9	----	63.1	3	2	1	-	110.0	97.9	88.6	----	97.1
Ivy Tech CC of Indiana	5,99	III	5	5	5	4	60.6	51.0	46.6	42.7	47.7	4	4	4	4	85.4	73.5	67.0	59.5	68.1
Manchester U	151	IIB	4	4	2	4	70.9	63.0	65.8	44.0	65.3	4	4	2	3	93.5	84.1	82.0	62.1	84.9
Purdue U-Calumet	27	IIA	2	3	3	5	94.2	72.6	64.6	41.9	73.5	2	3	2	5	123.3	98.0	87.8	58.3	98.4
Purdue U-Main	27	I	3	3	3	2	130.3	92.5	81.5	61.5	102.7	3	3	3	2	162.5	121.0	107.1	82.5	131.4
Purdue U-North Central	28	IIB	2	3	2		98.0	67.0	59.2		63.0	2	3	2		127.9	91.4	81.7		86.0

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	25.4	93	88	11	0	1.7	2.3	2.3	3.5	12	16	10	2	2	9	8	2	---	56.1	50.1	---	---	51.9	51.0
	100	100	100	0	3.5	4.0	4.8	4.4	23	8	9	2	24	10	5	7	71.3	64.0	52.7	---	68.6	58.7	47.8	---
22.5	96	93	0	0	1.9	2.4	2.6	1.5	15	16	11	2	11	12	10	6	82.5	66.5	55.3	---	79.6	64.4	53.2	---
32.3	100	97	2	0	1.8	2.1	2.3		159	128	95	0	84	125	117	0	97.6	78.3	71.2		90.0	70.3	71.2	
41.3	100	100	5	0	0.4	2.4	0.9	6.5	34	27	22	3	16	17	33	3	90.3	70.0	60.5	46.5	84.6	67.0	57.3	53.2
	100	10	0	0	2.5	2.5	2.5		20	9	4	0	9	11	9	0	61.0	65.2	58.3		63.9	54.6	48.9	
38.1	100	100	53	50	5.5	5.9	4.8	1.4	15	5	14	3	13	8	16	3	82.7	83.6	69.9	41.4	83.8	68.7	64.9	31.8
29.1	98	97	4	0	3.1	4.8	4.2	1.2	26	24	14	2	16	15	14	4	86.7	61.1	50.7	---	76.3	61.5	52.6	---
31.7	100	91	0	0	2.9	3.8	2.9		24	14	17	0	5	20	16	0	94.1	73.3	58.4		98.3	73.6	59.1	
36.2	97	64	3	0	2.6	5.0	4.1	4.4	37	23	39	4	25	24	51	12	100.3	82.8	65.8	60.8	97.5	81.2	67.2	58.0
23.8	0	0	0	0	0.0	3.2	4.3		13	7	5	0	5	0	4	0	53.5	54.6	46.6		53.7		53.9	
27.5	100	88	0	--	4.3	0.0	1.3		1	2	11	0	4	6	5	1	---	---	45.9	---	---	---	48.0	---
23.9	96	97	6	0	2.1	2.7	2.3	2.2	15	10	13	5	9	21	18	12	79.0	63.7	66.9	50.7	71.9	58.8	53.7	52.1
24.4	97	75	0	0	0.1	0.0	0.2	0.0	19	23	21	7	10	32	15	16	74.5	61.6	50.7	49.3	74.5	58.4	54.3	46.9
32.3	100	94	0	0	2.0	2.8	2.4	2.0	18	9	19	3	13	7	17	2	78.9	63.7	51.6	---	69.4	59.0	51.4	---
29.3	94	94	0	0	3.1	2.8	2.6	3.0	29	20	15	0	18	16	38	4	95.7	76.6	65.3		91.8	75.4	61.4	58.7
27.3	92	50	13	0	2.2	2.0	1.4		33	9	9	0	29	21	15	0	78.0	67.8	57.4		78.2	67.6	57.1	
	100	97	12	0	0.0	0.0	0.0	0.8	35	48	39	52	34	47	62	57	86.7	75.7	66.6	43.2	84.2	71.9	66.1	41.2
34.1	98	96	2	0	0.0	0.6	0.1	2.4	137	140	86	73	63	143	89	93	98.7	76.5	65.7	42.7	92.3	72.6	65.1	42.0
28.2	92	80	0	0	3.7	5.2	5.3		445	185	136	0	150	98	101	0	193.6	124.5	112.9		168.9	113.3	98.7	
22.7	96	95	4	--	0.0	0.1	0.4	0.0	35	54	34	0	13	47	33	2	99.9	75.9	62.4	---	90.7	66.9	64.9	---
21.6	100	95	6	--	3.4	0.8	2.1	1.7	14	38	19	0	12	47	28	2	93.3	74.7	64.7	---	87.2	71.1	59.0	---
24.5	91	89	55	67	10.7	24.8	32.7	2.2	8	5	6	1	3	4	16	2	63.6	64.0	53.8	---	61.8	48.0	46.7	---
32.0	98	98	4	0	0.8	1.0	1.0	0.3	146	185	96	34	46	103	71	24	103.0	76.5	70.7	33.7	95.8	72.4	63.2	43.0
34.9	99	92	1	0	0.2	1.3	1.5	2.3	86	110	77	42	42	92	92	81	96.2	81.2	67.2	43.7	88.6	76.4	63.8	43.2
	0	--	0	0		2.5	1.9	2.5	0	0	0	1	0	1	13	6	---	---	---	---	---	---	68.7	---
26.4	0	0	0	0	3.0	4.0	4.0	4.3	0	0	0	1	5	6	14	9				---	83.8	75.8	64.7	---
27.8	95	38	0	--					16	6	20	0	5	7	30	1	73.8	62.5	53.7	---	73.6	65.6	54.0	---
20.5	95	50	0	0	0.0	-0.1	0.0		19	13	5	0	0	3	2	0	76.4	64.5	---				59.7	---
30.3	100	93	0	0	0.0	0.3	0.0		7	8	5	0	2	7	3	0	---	68.2	50.7		---	58.1	52.2	
25.5	94	78	0	0					472	140	152	60	134	71	64	26	225.4	129.3	114.3	65.4	189.0	114.4	107.7	61.6
31.0	94	87	0	0	9.0	11.0	9.4	9.3	233	177	159	5	103	182	166	17	143.1	107.8	90.0	55.5	139.0	95.9	85.9	64.8
38.8	100	100	0	0	3.0	3.5	3.1	1.8	17	48	30	4	3	40	30	10	112.4	73.9	68.3	44.2	104.4	63.9	60.7	48.1
29.4	98	95	0	0	4.2	4.6	4.5	0.9	621	339	262	10	185	216	195	16	153.0	101.9	97.1	62.4	136.2	95.3	85.0	50.7
29.0	70	85	5	0	2.8	7.6	2.8	2.5	14	9	9	2	13	11	35	5	94.7	76.3	59.1	---	86.3	69.7	64.3	---
23.3	100	100	1	0	4.5	5.8	3.0	3.0	122	84	72	43	59	60	79	60	100.1	80.5	63.7	42.9	95.8	76.7	60.6	47.5
34.8	93	77	0	0	2.0	3.3	5.8	4.6	43	62	24	1	16	34	20	4	94.4	80.0	64.3	---	87.8	74.7	62.2	---
31.7	100	31	3	0	2.8	2.3	1.5	0.8	41	12	18	2	14	14	18	6	66.1	59.6	52.7	---	61.7	55.2	51.2	---
33.4	100	85	9	0	4.0	4.9	3.3	3.0	153	130	147	85	52	116	161	140	95.2	75.2	61.3	49.6	87.5	69.3	57.7	47.1
39.7	91	83	10	--	3.4	3.9	4.0	8.0	9	18	17	1	2	11	22	1	---	52.3	47.0	---	---	54.1	46.2	---
30.5	98	13	0	0	3.2	3.3	3.3	2.6	64	49	44	33	24	54	43	37	93.4	83.7	66.1	50.8	93.6	72.9	72.0	52.9
29.3	100	100	18	0	9.9	8.1	6.1	3.0	3	8	5	4	1	3	6	1	---	56.1	50.7	---	---	55.4	51.3	---
30.5	97	94	7	0	2.6	3.4	3.2		62	35	25	0	38	32	18	0	97.6	77.5	66.4		95.1	76.9	63.6	
36.8	93	85	0	0	0.0	0.0	0.0	0.0	22	15	17	1	19	11	26	7	79.3	64.1	55.7	---	82.1	60.5	55.2	---
29.9	100	100	0	0	1.9	2.1	3.4	2.2	17	9	11	2	7	5	17	5	80.1	63.5	51.7	---	79.1	60.6	52.1	---
36.8	94	16	0	0	2.0	3.6	3.5		16	14	3	0	15	11	6	0	64.0	52.6	48.5		64.0	49.6	44.1	
30.9	100	84	4	--	2.0	3.0	2.6	2.0	30	15	10	1	17	10	15	0	79.8	67.9	56.4	---	77.9	64.0	54.3	---
36.1	91	76	0	--	0.0	0.0	2.4	0.0	14	12	11	0	9	5	6	2	62.6	53.2	46.3	---	65.7	53.1	48.6	---
33.2	99	99	1	10	0.8	0.7	-0.7	2.7	58	81	31	7	15	54	45	14	89.8	70.9	61.9	48.1	79.1	71.1	61.3	53.5
30.4	100	96	6	0	4.5	3.0	2.7	2.3	84	74	43	36	40	68	52	52	98.7	75.7	66.0	45.6	91.4	69.9	64.5	45.2
25.2	91	76	0	0	2.5	3.7	4.0		501	283	190	0	168	229	151	0	138.6	96.0	94.6		124.3	87.9	78.9	
30.3	100	58	0	0	2.0	2.3	4.7		5	5	11	0	3	7	30	0	84.0	60.9	60.5		73.8	67.3	60.9	
32.5	100	100	0	0	1.9	2.8	5.9		8	8	19	0	3	14	22	0	87.8	67.2	56.4		117.5	63.6	54.7	
31.5	100	75	0	0	1.4	1.5	1.9		16	24	21	0	11	24	39	0	93.7	68.0	60.8		80.4	69.5	58.6	
32.0	100	90	0	0	2.2	2.7	3.4		24	51	32	0	12	30	29	0	79.7	64.1	59.5		72.4	60.6	56.8	
30.4	98	79	0	0	2.1	2.3	3.6		26	29	14													

APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			AVG. SAL. RTG.				AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)									
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>INDIANA (continued)</b>																									
Rose-Hulman Inst Tech	29	IIB	1	1	1		111.2	87.4	74.4		93.6	1	1	1		154.4	120.9	103.0		129.8					
Saint Joseph's Coll		IIB	5	5	5	5	63.1	54.5	46.1	21.0	50.6	5	5	5	5	76.0	68.4	61.2	29.1	64.1					
Saint Mary's Coll	28	IIB	3	3	4	-	82.5	65.4	54.2	----	65.3	3	3	4	-	109.1	88.0	71.4	----	86.8					
Taylor U		IIB	5	5	5	-	66.0	56.3	48.4	----	59.1	4	3	4	-	96.5	89.5	65.7	----	87.0					
Trine U	30,64	IIB	4	2	2	3	75.3	70.9	61.1	47.4	62.3														
U Evansville	27	IIA	4	4	4	5	86.7	66.2	59.6	36.1	68.8	4	4	4	5	111.4	87.5	76.9	43.8	89.1					
U Indianapolis	28	IIA	4	3	4	3	84.6	70.4	59.9	49.1	65.9	4	4	4	3	108.2	91.3	76.8	67.5	85.1					
U Notre Dame		I	1	1	1		164.9	108.7	95.7		117.9	1	1	1		211.0	146.3	126.1		154.7					
U Southern Indiana	27	IIA	3	4	4	3	89.9	68.6	61.0	49.3	62.9	3	3	3	3	118.1	94.0	81.6	68.3	85.1					
Valparaiso U	12	IIA	1	3	2	-	105.7	70.9	67.9	----	73.6	2	3	2	-	129.7	94.9	91.9	----	97.6					
Wabash Coll		IIB	1	2	2	-	101.4	77.4	64.1	----	78.5	2	2	2	-	131.7	102.6	83.5	----	103.0					

IOWA

AIB Coll Business	31,32	IIB	5	5	5		45.9	39.6	42.6		43.2	5	5	5		59.9	54.1	51.5		54.9
Allen Coll	25,37	IIA	5	4	4	3	77.2	65.6	58.4	51.8	64.4	5	5	5	3	96.0	84.0	73.3	64.6	81.0
Briar Cliff U	28	IIB	5	5	5	3	63.8	53.5	47.5	49.2	53.2	5	5	5	4	78.5	68.4	59.2	60.1	66.3
Buena Vista U	31	IIB	3	4	3	4	78.0	59.8	54.8	44.5	60.3	4	5	4	4	94.5	73.9	68.3	56.4	74.5
Central Coll		IIB	4	4	4	-	75.7	61.5	53.5	----	63.1	4	4	4	-	94.0	77.2	64.7	----	78.1
Clarke U	28,55	IIB	4	4	4	3	69.4	57.0	52.5	50.0	55.9									
Coe Coll		IIB	3	3	3		84.7	63.7	56.2		67.5	3	3	3		111.2	86.0	72.8		88.9
Cornell Coll		IIB	4	4	5		74.9	56.8	49.0		63.7	4	4	5		101.1	75.2	63.8		84.9
Dordt Coll		IIB	4	4	4	4	70.8	58.1	52.7	45.0	60.8	3	3	3	2	103.8	91.1	77.2	68.1	90.7
Drake U	16	IIA	1	2	2	2	109.4	75.6	69.5	57.1	83.5	1	3	2	2	138.8	97.5	89.9	73.1	107.0
Faith Bapt Bible Coll & Sem		IIB	5	5	5		47.6	43.6	41.1		45.5	5	5	5		62.6	58.3	56.6		60.5
Graceland U	28,167	IIB	5	5	5	5	59.8	52.9	47.6	39.1	51.6									
Grinnell Coll		IIB	1	1	1		119.6	90.6	72.3		90.9	1	1	1		165.4	121.9	95.8		122.7
Iowa St U	30	I	3	3	2	4	125.7	91.5	82.0	51.5	95.8	3	3	2	3	161.6	121.9	110.5	74.1	126.7
Kirkwood CC	42	III	3	3	3	2	71.7	62.8	56.2	53.0	63.1	4	3	3	2	95.4	85.0	77.1	73.0	85.2
Loras Coll		IIB	5	5	3	-	65.8	53.9	58.9	----	57.9				-					----
Luther Coll		IIB	3	3	3	3	82.4	68.8	57.6	49.4	69.6	3	2	2	2	112.1	93.1	78.9	71.1	94.8
Morningside Coll	28	IIB	4	4	4	2	71.6	60.2	52.7	50.9	59.2	4	4	4	2	93.0	77.3	70.9	66.6	77.9
Northwestern Coll		IIB	5	5	5	3	64.7	56.5	47.6	46.2	56.4	5	5	5	4	80.1	73.3	59.8	58.0	70.9
Simpson Coll		IIB	4	5	4	-	67.3	53.6	49.7	----	58.4	4	5	5	-	90.1	72.6	64.2	----	77.7
U Iowa	5	I	2	3	3	5	136.7	91.7	78.9	46.5	99.1	2	3	3	5	175.3	118.7	102.2	60.0	127.8
U Northern Iowa		IIA	3	3	3	5	91.7	72.8	62.6	42.3	71.7	3	3	3	4	118.1	95.7	83.2	60.3	94.6
Upper Iowa U	28,74	IIB	4	4	4	-	72.8	57.4	51.0	----	55.1				-				----	
Wartburg Coll		IIB	4	4	3		69.8	59.1	55.3		61.4	4	3	3		98.9	88.2	76.8		88.0

KANSAS

Baker U		IIB	5	5	5	5	64.0	52.3	43.5	41.4	52.2	5	5	5	5	79.6	68.0	53.2	50.3	65.6
Emporia St U	28,34	IIA	5	5	4	5	71.7	58.1	58.6	39.4	58.5	5	5	4	5	93.5	76.9	77.7	53.7	77.4
Fort Hays St U		IIA	4	4	4	3	79.3	65.8	59.5	49.8	62.2	5	5	4	3	100.2	84.2	76.9	65.4	80.0
Friends U	174	IIA	5	4	5	-	66.4	67.9	55.0	----	62.1	5	4	5	-	86.3	89.0	71.0	----	80.6
Kansas St U	30,188	I	4	5	5	5	111.9	79.7	69.0	45.9	78.3	5	5	5	5	138.9	101.3	88.6	60.7	99.4
McPherson Coll		IIB	5	5	5		59.7	52.9	43.5		50.3	5	5	5		75.4	66.9	54.8		63.5
Ottawa U	32,109	IIB	3	3	4	-	78.4	65.9	51.3	----	61.6	4	4	5	-	91.4	78.5	60.7	----	73.1
Pittsburg St U		IIA	4	5	4	4	79.2	62.4	58.8	46.6	63.8	4	5	4	4	101.8	81.8	76.9	63.1	83.4
Southwestern Coll		IIB	5	4	5		62.0	57.3	49.6		55.7	5	5	5		75.2	69.3	60.3		67.5
U Kansas-Main	15	I	3	4	4		125.4	83.5	74.7		92.6	4	4	4		155.0	106.6	95.2		116.7
Washburn U	13	IIA	2	3	5	-	97.1	70.7	56.7	----	69.2	2	3	4	-	123.3	92.1	75.0	----	89.8
Wichita St U	27	I	5	5	5	5	100.1	73.0	63.6	45.6	71.3	5	5	5	5	125.3	93.8	81.9	62.0	91.4

KENTUCKY

Bellarmine U	28	IIA	2	3	4	3	97.8	70.8	60.4	52.1	70.4									
Berea Coll		IIB	3	3	3	2	85.1	68.7	56.9	50.6	68.6	3	3	3	3	105.0	86.6	71.9	63.2	85.9
Centre Coll		IIB	2	2	3	1	90.5	71.0	57.5	58.4	70.7	3	3	3	2	112.5	89.0	72.3	71.9	88.4
Eastern Kentucky U		IIA	5	5	5	1	76.9	61.9	56.9	62.9	62.6	5	5	5	2	88.2	71.2	64.6	69.4	71.7
Georgetown Coll	31	IIB	4	5	5		67.5	54.6	45.5		57.8	5	5	5		78.5	64.3	54.8		67.8
Kentucky Christian U	28	IIB	5	-	5	-	46.8	----	40.5	----	42.7	5	-	5	-	59.8	----	48.1	----	52.1
Kentucky Wesleyan Coll		IIB	5	5	5	-	54.2	50.6	41.1	----	46.4	5	5	5	-	65.6	65.3	50.9	----	57.9
Morehead St U	28	IIA	5	5	5	5	77.7	63.3	54.3	40.9	60.0	4	4	5	5	103.3	85.6	74.4	58.0	81.5
Murray St U	28	IIA	4	4	4		84.8	68.2	58.6		63.8	4	4	4		107.4	86.5	75.2		81.3

APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	38.6	99	93	0	0	3.2	3.3	3.3		58	46	31	0	9	13	11	0	112.0	88.3	74.7		105.8	84.0	73.7
26.6	92	92	25	0					10	15	9	2	2	11	7	4	---	55.4	48.2	---	---	53.1	43.5	---
32.9	97	100	11	--	3.8	5.1	3.9	2.1	13	13	15	0	25	25	32	1	83.4	66.5	55.0	---	82.0	64.9	53.8	---
47.2	95	55	10	--	2.2	2.8	3.0	6.3	50	25	20	0	14	6	11	1	66.3	56.1	48.2	---	64.7	57.1	48.8	---
	29	5	0	0					5	17	32	4	2	3	14	10	---	72.7	62.1	51.8	---	61.0	59.0	45.6
29.5	100	98	7	0	1.0	2.3	1.3	6.2	42	25	30	2	11	24	38	4	88.2	69.1	59.9	---	80.8	63.2	59.4	---
29.2	97	80	1	0	3.0	4.2	4.9	3.3	18	40	37	10	17	35	75	10	87.6	71.1	60.9	51.5	81.3	69.7	59.5	46.7
31.2	100	95	0	0	3.8	4.1	5.3	3.1	352	178	123	0	76	81	75	0	168.2	111.6	98.9		149.6	102.3	90.4	
35.4	100	88	5	0	6.2	6.5	7.5	6.2	24	48	54	29	10	42	66	61	92.5	70.4	65.9	50.5	83.6	66.6	57.0	48.8
32.6	91	92	13	--	2.8	4.5	3.5	3.5	49	51	32	2	21	38	43	0	104.0	74.9	76.2	---	109.6	65.6	61.7	---
31.1	100	100	0	--	1.8	2.6	7.0		18	27	8	1	3	8	19	1	101.5	77.5	62.8	---	100.9	76.9	64.6	---
27.0	0	0	0	0	0.0	0.0	0.0		3	1	3	0	5	3	8	0	49.3	---	44.8		43.9	---	41.8	
25.9	0	0	0	0	2.5	3.5	4.8	2.5	0	1	0	0	8	10	9	5	---	---	---		77.2	---	58.4	51.8
24.2	88	60	8	0					11	8	12	1	5	7	12	8	66.1	52.4	46.4	---	58.7	54.8	48.6	---
23.5	94	96	18	0	0.0	0.0	0.0	0.0	11	10	14	4	6	13	20	2	77.1	60.9	55.9	---	79.5	59.0	54.0	---
23.7	100	100	0	--	2.0	3.5	2.6	2.0	20	18	8	0	11	14	13	2	76.4	62.0	53.4	---	74.4	60.9	53.6	---
	92	88	3	0	2.0	2.0	2.0	2.0	6	8	12	3	7	18	23	12	73.7	56.4	53.1	50.4	65.8	57.2	52.2	49.9
31.6	100	100	10	0	2.6	2.6	2.6		23	16	14	0	10	10	17	0	85.3	64.5	57.8		83.5	62.3	55.0	
33.2	100	95	0	0	2.5	3.6	2.8		25	7	7	0	20	14	8	0	78.0	56.9	50.0		71.1	56.8	48.1	
49.1	0	0	0	0	2.0	5.1	7.5	5.1	29	15	15	4	4	3	6	3	71.0	58.2	53.6	45.9	69.2	57.4	50.5	43.8
28.2	93	82	0	0	0.9	2.3	2.5	1.1	56	58	40	2	25	61	34	3	113.9	78.3	71.1	---	99.4	73.1	67.6	---
33.0	0	0	0	0	2.4	2.0	2.0		10	3	2	0	0	1	1	0	47.6	---	---		---	---	---	---
	100	95	10	0	0.6	2.3	5.9	0.0	12	8	13	4	12	11	16	4	59.8	51.8	46.1	39.9	59.8	53.6	48.8	38.3
35.0	100	100	0	0	12.0	7.4	6.3		23	30	32	0	16	32	28	0	123.7	90.4	74.0		113.6	90.8	70.3	
32.2	99	97	1	0	3.7	3.8	4.5	2.6	408	272	180	2	104	139	155	1	126.9	95.0	85.5	---	120.8	84.6	77.9	---
35.0	0	0	0	0	4.2	4.5	5.1	5.1	54	46	25	19	41	36	25	24	71.0	63.1	55.9	52.9	72.7	62.5	56.5	53.0
	96	94	0	--					22	31	10	2	6	23	13	0	64.9	54.0	46.0	---	68.9	53.7	68.8	---
36.1	100	93	2	0	2.5	3.5	3.5	2.4	34	39	19	2	24	29	28	4	82.5	69.7	57.8	---	82.4	67.7	57.4	---
31.6	95	71	0	0	5.6	4.3	4.2	4.5	13	7	20	1	9	10	19	3	72.4	61.2	54.4	---	70.4	59.5	50.8	---
25.7	100	95	13	0	1.4	2.4	2.5	2.2	27	9	9	6	7	10	7	8	64.6	56.8	48.4	42.3	64.9	56.2	46.6	49.2
33.0	100	100	0	--	1.5	2.0	3.4	3.2	26	10	14	1	16	12	14	1	67.9	54.3	51.0	---	66.5	53.1	48.5	---
28.9	95	83	0	0	2.4	2.9	3.5	3.3	356	231	171	5	128	190	150	8	141.5	96.0	84.3	47.2	123.1	86.5	72.6	46.1
30.6	100	97	9	30	2.4	2.2	2.6	3.9	121	105	55	28	51	88	74	56	93.6	75.2	66.3	43.4	87.2	70.0	59.9	41.7
	100	74	3	--	2.0	2.0	2.3	2.0	7	12	10	0	4	7	27	2	78.0	59.3	52.3	---	63.7	54.2	50.5	---
43.3	100	93	7	0	1.0	12.3	15.3		24	12	17	0	12	17	12	0	71.0	60.6	54.6		67.4	57.9	56.3	
25.6	90	63	5	0	7.9	2.3	2.1	3.2	11	13	10	3	10	11	11	3	68.0	52.8	44.2	45.1	59.6	51.6	42.9	37.7
32.2	100	95	9	0	2.3	2.3	3.1	3.7	47	47	28	14	22	30	29	32	73.7	59.5	63.5	42.4	67.4	55.9	53.9	38.1
28.6	98	95	21	0	2.5	2.4	2.4	2.1	35	44	54	23	13	35	42	46	82.5	66.4	59.0	53.6	70.7	65.0	60.2	47.9
29.8	58	8	0	--	0.0	0.6	0.0		22	8	10	0	9	4	14	1	66.1	67.5	56.3	---	67.1	68.7	54.1	---
27.0	99	95	1	0	6.5	7.5	6.7	5.6	230	168	147	92	56	118	133	137	113.4	82.1	70.3	49.7	105.4	76.3	67.6	43.3
26.3	83	65	0	0	3.1	3.1	3.1		5	15	10	0	1	5	6	0	---	51.8	43.3	---	---	56.0	43.9	---
18.5	33	33	0	--	5.4	3.5	3.0	2.0	2	8	8	0	4	7	3	2	---	67.1	53.0	---	---	64.6	46.9	---
30.7	100	95	19	0	3.8	4.4	3.9	3.4	68	47	52	21	32	32	25	39	80.8	64.6	59.8	46.8	75.6	59.1	56.6	46.5
21.2	100	86	7	0					8	6	7	0	3	8	8	0	63.1	61.5	49.2		59.3	54.1	50.0	
25.9	97	95	0	0	2.9	3.0	2.0		308	243	120	0	99	162	96	0	127.5	85.7	77.9		118.7	80.1	70.7	
29.8	99	83	33	--	0.7	0.5	0.0	0.0	50	25	24	1	29	34	37	0	101.2	72.8	56.0	---	90.1	69.2	57.2	---
26.1	100	99	3	0	2.6	3.6	3.5	3.6	102	72	78	10	30	64	47	13	103.7	77.8	67.5	39.2	88.0	67.6	57.0	50.5
	92	85	2	0					25	20	16	8	14	21	39	21	100.6	68.7	58.6	50.9	92.6	72.7	61.2	52.5
25.2	97	72	0	0	2.8	2.9	2.9	2.3	17	32	22	1	17	21	17	5	86.2	69.7	56.5	---	84.1	67.2	57.3	---
25.0	95	96	0	0	3.6	5.8	3.5	3.0	29	13	33	1	11	12	25	2	91.4	72.0	57.7	---	88.0	70.0	57.3	---
14.5	99	82	23	0	1.5	1.0	0.5	0.7	101	104	77	12	70	114	107	18	79.8	61.4	55.6	75.2	72.8	62.3	57.7	54.7
17.4	100	98	7	0	0.0	1.2	5.1		24	17	7	0	9	27	8	0	68.2	56.7	45.3		65.8	53.3	45.7	
22.2	0	--	0	--	-3.8	0.0	0.0	0.0	9	2	8	1	4	0	9	1	49.3	---	40.8	---	41.3	---	40.3	---
24.9	100	62	0	--	0.0	0.0	1.8	0.0	8	6	10	0	2	7	11	1	---	51.2	41.7	---	---	50.0	40.6	---
35.9	100	99	6	0	3.7	2.3	3.5	4.3	48	74	33	32	27	70	31	44	78.9	65.7	53.8	40.7	75.5	60.8	54.9	41.0
27.4	97	98	7	0	0.3	1.2	1.5		72	66	80	0	29	36	69	0	89.2	68.9						

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Northern Kentucky U	13	IIA	2	3	2	2	98.8	73.2	66.2	56.7	67.6	2	3	2	2	125.1	95.2	86.9	75.7	88.5
Transylvania U		IIB	2	2	3	3	88.4	72.5	57.0	49.1	74.6	2	2	3	2	113.9	91.9	76.0	73.9	96.8
U Kentucky	5	I	4	4	3		117.4	85.7	77.2		90.1	4	4	4		141.6	103.9	93.5		108.9
U Louisville	5,93	I	4	5	5	4	119.2	78.5	65.4	50.1	84.7	4	5	5	4	151.4	101.5	86.4	68.4	109.6
U Pikeville	28	IIB	5	5	5	4	65.6	54.5	46.6	42.1	52.1	1	1	1	1*	145.7	120.9	102.6	91.8	115.3
Union Coll		IIB	5	5	5	5	46.4	48.4	40.2	31.8	43.0	5	5	5	5	54.0	55.9	47.6	35.8	50.3
Western Kentucky U	138	IIA	4	4	4	5	86.5	67.9	57.2	43.9	64.0	3	4	4	4	113.6	90.7	77.2	60.9	85.8

LOUISIANA

Centenary Coll Louisiana	31	IIB	3	4	4	3	78.6	57.9	53.8	46.3	64.3	4	5	4	4	97.3	73.0	68.3	55.9	80.3
Louisiana St U-A & M Coll	1	I	4	4	3	5	117.9	82.7	75.8	45.7	86.0	3	3	3	4	159.8	113.8	104.0	63.9	117.6
Louisiana St U-Eunice		III	5	5	5	5	56.1	48.3	42.5	39.6	45.1	5	5	5	5	79.3	68.3	59.8	56.7	64.2
Louisiana St U-Health Sci Ctr	18	I	3	3	3	2	122.6	86.4	76.4	63.7	83.4	2	2	2	1	177.5	125.0	110.6	92.2	120.6
Louisiana Tech U		I	5	5	5	5	85.5	68.8	61.1	39.3	65.1	5	5	5	5	126.7	101.1	89.5	57.8	95.8
Loyola U New Orleans	13	IIA	1	2	3	-	107.9	77.6	64.7	----	78.5	1	2	3	-	131.6	98.2	85.1	----	98.9
McNeese St U		IIA	4	5	5	5	79.3	60.6	55.1	41.7	58.2	4	4	4	4	109.8	84.6	77.2	59.8	81.5
Nunez CC		III	5	5	5	5	50.5	46.5	46.6	38.7	44.2	5	5	5	5	75.0	63.0	64.7	56.3	63.1
Southeastern Louisiana U	28	IIA	4	4	4	4	78.8	65.2	58.9	44.1	57.8	4	4	3	4	108.4	90.6	80.8	63.5	82.5
Tulane U		I	2	3	2	2	145.3	90.8	83.2	63.6	98.5									
U Louisiana-Monroe		IIA	4	4	4	5	79.3	65.2	58.9	43.4	61.7									
U New Orleans	30,172	I	5	5	5	5	88.1	67.2	64.5	39.3	68.2	5	5	5	5	117.6	90.7	87.4	54.9	91.9

MAINE

Bates Coll		IIB	1	1	1	-	128.1	91.8	74.7	----	97.9	1	1	1	-	161.2	118.2	96.2	----	124.8
Bowdoin Coll		IIB	1*	1*	1*		137.3	99.3	80.8		102.1	1*	1*	1*		179.3	133.1	111.1		135.8
Colby Coll		IIB	1*	1*	1	-	133.3	96.6	77.3	----	103.9	1*	1	1	-	175.1	125.5	100.0	----	135.5
Saint Joseph's Coll Maine	28	IIB	4	5	4	4	71.8	56.2	49.8	43.6	54.2	4	5	5	5	86.8	71.3	60.6	49.7	66.7
U Maine-Augusta	24	IIB	3	3	4	1	81.3	65.2	51.9	58.5	66.2	3	3	3	1	109.6	90.2	74.8	83.1	91.3
U Maine-Farmington		IIB	4	4	4	2	73.4	60.6	52.2	52.1	62.0	3	3	3	1	101.9	84.6	74.8	80.5	87.1
U Maine-Fort Kent	25	IIB	3	4	4	-	77.3	62.9	51.6	----	61.7	3	3	3	-	104.1	85.2	72.8	----	84.6
U Maine-Machias		IIB	4	4	5	-	67.4	58.7	47.4	----	56.7	4	3	4	-	92.2	87.2	70.5	----	82.0
U Maine-Orono	27,143	I	5	5	5	3	98.2	77.7	59.2	52.7	73.3	5	4	5	4	130.7	106.0	81.9	70.6	100.0
U Maine-Presque Isle		IIB	4	4	4	-	71.1	60.2	50.1	----	56.6	4	3	4	-	95.6	85.8	70.6	----	79.3
U New England	21,97	IIA	3	2	2		87.8	78.9	70.3		71.9	3	2	2		116.8	103.3	91.9		94.8
U Southern Maine	1	IIA	2	2	4	1	101.6	79.4	59.1	59.9	81.7	1	1	3	1	134.3	107.6	81.9	87.1	110.1

MARYLAND

Bowie St U		IIA	3	2	2	1	93.3	75.8	68.7	66.6	72.2	3	3	2	1	118.8	96.7	87.6	85.0	92.2
CC Baltimore Co	35,117	III	1	2	2	2	88.4	71.4	61.6	53.4	66.5	2	2	2	2	115.7	96.3	84.5	73.7	90.2
Cecil Coll		III	3	3	4	-	72.7	63.8	51.5	----	62.8	4	3	4	-	93.9	83.5	69.7	----	82.8
Coppin St U	25	IIA	3	3	2	-	91.0	72.2	69.1	----	72.2	3	3	2	-	117.7	94.9	91.8	----	93.8
Frostburg St U		IIA	3	3	2	1	89.1	72.7	65.3	60.4	70.7	3	3	2	1	116.1	96.9	88.3	82.4	92.2
Goucher Coll		IIB	2	2	2	3	98.0	75.8	63.4	48.9	72.8	2	2	3	3	121.8	94.0	76.1	66.6	89.9
Hood Coll	28	IIA	4	4	5	-	85.4	66.0	54.8	----	67.8	4	5	5	-	102.4	78.9	68.5	----	82.6
Howard CC		III	2	2	2	1	85.8	68.2	62.3	55.5	69.5	2	3	2	1	112.2	90.4	82.2	76.8	91.9
Johns Hopkins U	30	I	1	1	2	2	154.7	107.5	90.0	62.5	103.5	2	1	2	2	191.3	135.8	112.9	82.1	129.3
McDaniel Coll		IIB	2	3	4	-	85.4	68.5	54.3	----	70.7	2	3	4	-	114.2	88.5	68.3	----	92.2
Montgomery Coll	12,156	III	1	2	1	1*	91.1	72.6	66.2	64.0	82.7	3	3	3	2	103.7	83.6	75.3	72.8	94.4
Morgan St U	27	I	4	4	4	4	115.9	85.4	74.6	49.1	77.0									
Mount St. Mary's U	31,152	IIA	3	3	4		92.0	70.1	58.5		69.4	3	4	4		119.8	90.7	77.8		90.5
Notre Dame Maryland U	25	IIB	2	2	1	-	89.0	68.8	67.2	----	72.1	2	3	2	-	113.8	87.9	85.0	----	91.7
Salisbury U	28	IIA	3	2	2	1*	93.1	76.5	69.1	73.1	72.7	4	2	2	1*	112.2	101.2	91.4	98.6	92.7
St. Mary's Coll Maryland		IIB	2	2	2		93.6	71.3	61.4		76.8	3	3	3		111.0	86.5	77.9		93.1
Stevenson U	25	IIB	2	2	1	1*	91.0	76.8	66.8	66.1	75.3	3	2	2	1	112.4	100.1	83.5	79.3	94.8
Towson U	28,220	IIA	2	2	2	2	94.7	77.1	69.2	58.5	71.3	2	2	2	1	126.9	103.3	92.6	78.2	95.4
U Maryland-Baltimore	3	I	1	1	2	1	157.0	111.0	87.9	69.0	107.3	1	1	2	1	192.9	140.9	113.0	91.9	135.8
U Maryland-Baltimore Co		I	3	4	3	3	121.7	84.9	75.5	58.1	88.3	4	4	4	3	150.3	108.9	98.2	77.8	112.5
U Maryland-College Park	30	I	1	1	1	1	154.2	107.6	92.6	67.7	115.1	2	2	1	1	187.0	134.5	117.7	91.0	143.0
U Maryland-Eastern Shore		IIA	3	2	2	-	87.8	77.7	68.2	----	71.2	3	1	1	-	119.6	106.8	95.2	----	98.8
Washington Coll		IIB	2	2	2	2	96.2	76.2	61.8	55.3	73.1	2	2	2	2	117.7	96.6	79.4	72.3	92.5



APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)					
			PR	AO	AI	IN	AVG. SAL. RTG.				AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)						
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
<b>MASSACHUSETTS</b>																										
Amherst Coll		IIB	1*	1*	1*		145.1	104.7	83.7		107.0	1*	1*	1*		187.9	139.4	111.0		140.4						
Assumption Coll	31	IIB	2	2	2	2	94.5	78.1	62.7	53.2	74.0	2	2	2	3	126.8	102.0	81.5	64.1	96.9						
Babson Coll	31	IIB	1*	1*	1*		180.5	134.3	117.9		135.9	1*	1*	1*		218.2	165.6	145.6		166.6						
Bentley U	31,54	IIA	1*	1*	1*		154.1	109.6	108.0		111.6	1*	1*	1*		191.6	139.8	132.0		140.9						
Boston Coll	13	I	1	1	1	1	170.8	110.1	92.3	79.1	124.4	1	1	2	1	213.2	145.3	115.9	98.7	158.2						
Boston U	8	I	1	1	1	3	165.5	113.6	96.8	52.5	115.2	1	1	1	4	215.5	151.0	128.4	66.4	151.1						
Brandeis U	31	I	2	2	2	2	135.3	99.0	85.3	60.5	108.5	3	2	3	2	168.2	124.8	106.7	79.4	135.8						
Clark U	31	IIA	1	1	1		112.6	85.9	74.6		89.2	1	1	1		146.5	111.1	93.0		114.8						
Coll Holy Cross		IIB	1	1	1	-	124.0	89.3	74.1	----	97.8	1	1	1	-	164.0	122.9	98.4	----	131.3						
Curry Coll		IIB	2	1	1		96.8	82.1	67.4		85.9	2	1	2		127.3	112.3	82.3		112.8						
Elms Coll		IIA	5	5	5	-	75.6	61.9	55.0	----	61.2	5	5	5	-	92.6	80.8	69.9	----	77.9						
Emerson Coll		IIA	1	1*	1		119.5	94.8	73.9		85.2															
Emmanuel Coll		IIB	1	1	1		106.4	78.8	67.6		75.7	1	2	2		134.9	100.8	86.6		96.8						
Endicott Coll		IIB	2	1	1	1*	92.5	78.9	69.9	66.1	79.3	2	2	1	1	118.8	100.2	90.1	83.9	101.6						
Framingham State U		IIA	3	3	3	3	89.0	70.2	64.6	51.2	72.3															
Gordon Coll		IIB	3	2	3	-	83.5	70.2	54.6	----	72.8	2	2	4	-	113.7	95.2	69.2	----	98.0						
Hampshire Coll		IIB	1	2	2		109.6	77.9	62.5		80.0	1	2	3		139.8	101.5	77.8		102.0						
Harvard U	8	I	1*	1*	1*	2	213.5	128.1	113.3	60.1	165.7	1*	1*	1*	3	270.5	160.1	139.2	75.0	209.0						
Laseell Coll	31	IIB	2	2	3	2	88.0	70.6	58.0	52.4	65.5	3	4	3	5	108.4	82.3	73.8	52.4	79.8						
Lesley U	32	IIA	4	3	4	3	87.2	71.4	59.5	52.0	70.7	3	3	3	2	112.8	97.1	85.2	77.7	96.3						
Massachusetts Inst Tech	30	I	1*	1*	1*	2	193.9	134.0	114.3	64.0	157.5	1*	1*	1*	2	242.3	170.2	147.0	87.9	198.7						
Merrimack Coll	30	IIB	1	1	2	2	100.1	81.1	64.0	52.3	78.2	2	1	2	3	127.6	104.5	80.3	65.0	99.6						
Mount Holyoke Coll		IIB	1	1	1	1	118.7	90.0	74.2	62.7	97.1	1	1	1	1	147.4	115.1	93.6	78.9	121.8						
Mount Ida Coll	31	IIB	3	3	3	2	78.0	64.4	54.9	50.7	63.6	4	4	4	2	97.9	79.5	66.0	67.5	78.6						
Northeastern U	12,122	I	1	1	1		165.4	114.7	102.2		108.8	1	1	1		206.2	145.9	124.7		137.3						
Pine Manor Coll	48	IIB	4	4	3		68.0	60.0	55.3		59.9															
Smith Coll		IIB	1*	1	1*		136.2	93.8	79.4		114.9	1*	1	1*		174.6	124.7	107.9		149.1						
Springfield Coll	32,101	IIA	3	3	4	3	87.5	74.9	58.8	48.9	73.1	4	4	5	5	105.8	91.2	69.4	57.7	88.0						
Stonehill Coll		IIB	1	2	2	1	107.3	76.6	64.8	56.6	79.3	1	2	2	2	139.8	99.0	84.1	74.1	103.0						
Tufts U	22,82	I	2	1	2	1	145.8	104.5	86.5	78.3	107.9	1	1	2	1	193.4	138.7	113.7	103.6	142.8						
U Massachusetts-Amherst	27	I	2	2	2	-	139.2	98.8	85.4	----	104.4	2	1	2	-	191.0	136.1	116.5	----	143.4						
U Massachusetts-Boston	28	I	3	2	2		127.7	98.2	83.7		91.7	3	2	2		164.3	126.8	108.2		118.3						
U Massachusetts-Dartmouth	12	IIA	1	1	1*		118.4	91.1	80.8		92.3	1	1	1		151.5	116.6	102.5		118.0						
U Massachusetts-Lowell	27	I	2	1	2		134.6	104.0	85.8		101.6	2	2	2		170.5	131.8	108.7		128.7						
Wellesley Coll		IIB	1*	1*	1*		154.3	102.4	83.2		113.0	1*	1*	1*		194.4	134.3	106.0		144.2						
Western New England U	15	IIA	1	2	1	2	106.1	77.4	75.4	52.2	84.5	1	2	1	3	135.6	101.8	97.8	68.8	109.3						
Westfield State U	25,67	IIA	3	3	3	2	92.9	71.6	64.6	55.9	77.0	3	3	3	2	119.0	91.9	83.5	72.0	99.0						
Wheaton Coll		IIB	1	2	3	3	104.7	77.6	57.9	47.3	82.3	1	2	3	3	136.2	99.0	74.6	62.8	106.2						
Wheelock Coll	100	IIA	3	3	4	2	91.2	74.9	59.7	54.8	70.0	4	3	5	3	109.2	93.9	74.2	67.2	86.7						
Williams Coll		IIB	1*	1	1*		141.2	94.4	80.0		111.7	1*	1	1*		185.3	125.0	103.4		146.3						
Worcester St U	28,68	IIA	3	2	3	1	91.7	77.8	62.3	62.4	77.1	3	2	3	1	118.2	100.3	80.3	80.4	99.4						

MICHIGAN

Adrian Coll	31	IIB	3	3	2	-	82.8	67.2	59.2	----	68.8	3	2	3	-	112.7	97.5	76.8	----	93.9					
Albion Coll		IIB	3	4	4	4	76.5	61.9	52.8	44.9	64.2	3	4	4	4	102.7	83.0	69.7	59.1	85.8					
Alma Coll		IIB	3	4	3	3	78.5	62.5	58.3	47.0	65.7	3	3	3	3	104.0	85.7	75.6	64.4	87.8					
Aquinas Coll	28	IIB	5	5	5		62.6	54.4	48.3		54.4	5	4	4		84.3	76.8	68.5		76.1					
Calvin Coll	26	IIB	3	2	2		80.5	70.0	63.1		73.7	2	2	1		113.6	96.7	90.7		103.7					
Central Michigan U		I	5	5	4	4	103.4	80.0	70.4	50.4	78.6	5	4	4	4	138.0	109.8	96.8	70.3	107.5					
Davenport U	28,91	IIB	3	3	3	1	77.8	66.5	58.4	58.2	61.1	4	3	3	2	98.1	85.0	77.9	70.9	77.1					
Eastern Michigan U	28	IIA	2	2	2	1	97.6	77.4	69.8	66.2	80.6														
Ferris St U	49	IIA	2	2	2	1*	98.5	79.8	68.4	74.9	77.4	1	1	1	1*	133.4	113.4	101.1	108.0	107.9					
Ferris St U-Kendall Coll	59	IIA	5	5	5		77.3	57.5	49.1		62.9	5	5	5		98.2	76.8	67.7		82.6					
Grand Valley St U		IIA	2	2	2	1	100.1	79.8	67.7	61.3	73.5	1	1	1	1	133.2	108.9	94.3	86.6	99.7					
Hope Coll	27	IIB	2	3	3	2	87.1	68.7	58.4	50.1	71.5	2	2	2	4	118.2	92.8	79.5	60.0	96.8					
Kalamazoo Coll		IIB	2	2	2	1	93.4	73.3	59.2	57.5	75.2	2	2	3	1	121.3	94.8	73.2	79.2	96.7					
Kettering U	30	IIB	3	3	1		82.4	66.6	68.8		71.6	3	3	1		105.4	86.3	88.0		91.7					
Marygrove Coll		IIA	5	5	5	-	76.0	60.4	50.5	----	56.9	5	5	5	-	88.5	73.0	60.2	----	68.1					
Michigan St U	27	I	2	2	4	5	139.5	93.7	74.2	44.4	99.3	2	2	3	4	178.7	126.4	100.0	64.5	131.2					
Michigan																									





APPENDIX I

NAME	NOTES	(1)		(2)				(3)					(4)				(5)				
		CAT.	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR	
Spring Arbor U		IIA	5	5	5	-	60.9	49.8	44.6	----	50.9	5	5	5	-	84.6	70.1	65.7	----	72.4	
U Michigan-Ann Arbor	5	I	1	1	1	1	160.9	106.8	91.4	66.4	117.0	1	1	2	2	196.1	135.2	117.1	87.8	146.1	
U Michigan-Dearborn	30	IIA	1	1	1		110.4	88.8	74.5		86.4	1	1	1		147.7	118.5	99.5		115.5	
U Michigan-Flint	27	IIA	1	2	1	-	106.0	80.2	70.5	----	73.6	1	2	1	-	133.9	104.1	93.0	----	96.4	
Wayne St U	12	I	3	3	3	1	124.4	92.0	78.3	71.8	91.1	4	3	3	2	154.9	118.4	99.8	90.3	115.4	
Western Michigan U		I	5	5	5	5	104.0	77.4	64.8	44.8	83.5	3	3	3	4	158.1	118.1	98.9	69.1	127.2	

MINNESOTA

Augsburg Coll	192	IIB	3	3	3	2	82.3	65.7	58.8	50.8	65.8	3	3	3	3	108.4	88.5	77.6	63.3	87.2
Bemidji St U		IIB	3	3	2	-	78.8	68.4	60.9	----	68.3									----
Bethel U	28	IIA	5	4	5	3	76.5	65.6	55.7	50.4	68.6	5	4	5	4	100.3	86.5	71.1	60.1	89.5
Carleton Coll		IIB	1	1	1	-	125.4	90.3	77.3	----	105.5	1	1	1	-	164.2	120.6	102.8	----	139.0
Coll Saint Benedict		IIB	2	2	2	1	91.8	73.2	62.1	60.0	74.0	2	2	2	1	119.3	97.4	81.9	77.0	97.2
Coll St. Scholastica	25,103	IIB	2	3	3	3	86.1	65.9	57.4	49.3	61.3	3	3	3	2	112.2	85.0	77.4	67.7	81.3
Concordia Coll	28	IIB	4	4	3	5	75.2	62.4	55.2	40.9	62.8	4	3	3	5	99.8	84.8	74.1	51.4	84.1
Gustavus Adolphus Coll		IIB	3	4	4	3	81.3	63.7	54.4	48.3	64.1	3	3	4	3	107.8	86.4	71.8	63.0	85.5
Hamline U	16	IIA	4	5	5	2	79.5	59.4	46.9	56.6	65.0	5	5	5	3	100.3	75.1	59.1	67.5	81.9
Macalester Coll		IIB	1	1	1	2	115.7	87.6	71.6	55.1	90.8	1	1	1	2	149.3	113.3	95.1	72.2	118.3
Metropolitan St U		IIA	3	3	3		91.1	71.3	65.1		73.5									
Minneapolis Coll Art & Design		IIB	4	-	4	4	71.1	----	54.4	43.2	63.5	5	-	4	5	85.1	----	66.6	53.8	76.5
Minnesota St U-Mankato		IIA	3	3	3	4	87.4	72.8	63.2	45.8	73.3									
Minnesota St U-Moorhead		IIA	4	4	4	4	79.6	65.2	59.8	44.4	69.7									
Saint John's U		IIB	2	2	2	1	90.8	72.2	62.9	61.1	74.2	2	2	2	1	113.9	93.1	80.6	75.3	94.3
Saint Mary's U Minnesota	31,221	IIA	5	5	5	4	75.6	62.1	52.8	47.4	61.1	5	5	5	4	95.4	81.3	67.8	59.7	78.7
Southwest Minnesota St U		IIB	3	2	3		82.5	69.5	58.3		72.4									
St. Catherine U	32,193	IIA	4	4	5	3	78.2	65.4	56.3	48.9	62.2	4	4	4	3	101.7	85.1	75.0	67.6	81.9
St. Cloud St U		IIA	4	3	3	4	83.4	70.4	61.9	47.6	73.4									
St. Olaf Coll		IIB	2	2	2	1	97.8	77.1	61.5	57.2	77.2	2	2	2	1	129.2	101.4	81.6	81.6	102.5
U Minnesota-Crookston		IIB	3	2	1	3	81.9	71.2	67.3	48.3	62.5	2	2	1	1	115.5	102.7	97.1	74.9	91.7
U Minnesota-Duluth		IIA	2	3	4	3	96.6	74.5	59.2	50.1	68.9	1	2	2	2	132.9	106.4	87.2	76.7	99.3
U Minnesota-Morris		IIB	3	3	4	4	78.0	64.9	54.0	44.3	60.4	3	2	3	2	110.8	95.0	76.8	69.4	88.4
U Minnesota-Twin Cities	13	I	2	3	2	4	135.3	93.6	84.9	49.2	99.0	2	2	2	3	178.2	129.2	117.5	75.7	135.0
U Northwestern-St Paul	43	IIB	4	4	4	5	68.2	58.8	52.9	41.5	60.5	4	4	4	5	88.6	80.5	71.3	51.4	80.4
U St. Thomas	15	I	4	4	3	2	113.5	84.1	78.5	66.0	91.5	4	4	3	2	142.0	108.3	98.8	83.1	116.0
Winona St U		IIA	4	4	4	5	83.8	66.5	60.0	39.7	68.8									

MISSISSIPPI

Alcorn St U	28,197	IIB	4	3	3	4	75.6	65.9	58.1	41.5	60.2	4	3	3	4	101.4	88.3	78.0	55.6	80.7
Delta St U		IIA	5	5	5	4	65.6	56.6	53.8	47.5	54.8	5	5	5	4	81.3	70.3	66.2	58.6	67.7
Millsaps Coll	31	IIB	2	4	3	4	87.3	63.4	58.1	43.5	68.3	3	4	4	5	109.4	81.5	71.2	52.9	85.8
Mississippi Coll	13	IIA	4	3	4	2	80.1	72.7	60.1	53.9	67.3	5	4	5	3	95.5	86.8	72.6	64.6	80.6
Mississippi St U	182	I	5	5	5	5	103.8	77.4	68.7	44.4	73.5	5	5	5	5	120.6	87.6	76.2	52.8	84.0
Mississippi U for Women	28	IIA	5	5	5	3	64.4	58.6	52.0	51.4	56.0	5	5	5	3	84.3	77.1	68.9	68.2	73.9
Mississippi Valley St U	31,159	IIB	5	5	4	5	65.3	56.0	50.7	41.4	52.2									
U Mississippi	12	I	4	4	4	5	117.3	83.9	71.5	42.8	78.5	4	5	5	5	140.6	102.9	88.4	54.3	96.2
U Southern Mississippi	28,160	I	5	5	5	5	88.5	67.7	62.4	46.9	65.8	5	5	5	5	114.4	88.5	81.9	63.2	86.2

MISSOURI

Avila U	28	IIB	4	3	3	3	70.8	64.7	58.2	48.5	60.7	4	3	3	3	87.7	84.9	73.4	65.2	77.5
Coll Ozarks		IIB	4	3	4		71.9	65.0	54.4		63.3	4	4	4		91.1	82.9	70.4		80.9
Columbia Coll	25	IIB	2	2	3	1	89.3	68.9	54.6	57.4	66.3	3	3	4	2	110.4	86.8	69.3	73.3	83.4
Concordia Seminary		IIA	4	4	4		78.2	66.7	60.8		70.0	4	4	2		104.3	91.5	88.9		95.7
Colley Coll		III	4	4	4		63.7	59.2	52.7		59.0	5	4	4		81.0	75.5	67.5		75.2
Drury U	31	IIB	4	4	4	4	70.5	59.7	54.3	42.9	60.4	4	4	3	4	91.3	77.9	74.6	57.7	79.5
Kansas City Art Inst		IIB	4	5	5	4	69.0	55.1	46.9	42.1	54.2	5	5	5	5	86.2	72.4	57.1	51.4	67.8
Lincoln U	28,150	IIA	5	5	5	5	63.0	53.8	47.0	35.5	52.7	5	5	5	5	82.5	68.4	59.4	44.3	67.6
Lindenwood U	28,40	IIA	4	4	4	4	86.1	69.2	58.7	45.5	65.9	4	5	5	4	103.8	83.1	71.5	59.5	80.0
Maryville U St. Louis		IIA	4	4	4	-	82.1	69.2	58.7	----	66.7	4	4	4	-	103.0	90.8	75.0	----	85.6
Mineral Area Coll	154	III	5	4	4	3	57.3	54.5	51.5	45.5	49.0	5	5	4	4	74.8	71.9	68.6	60.7	65.1
Missouri Baptist U		IIB	5	5	5	5	58.5	56.7	45.6	37.6	50.7	5	4	5	5	79.1	71.1	62.8	54.1	69.5
Missouri Southern St U		IIB	3	4	5	4	76.2	59.9	48.3	44.7	60.1	3	4	5	4	101.6	78.8	62.4	58.1	79.0
Missouri St U		IIA	4	4	4	5	82.2	69.0	60.0	41.4	66.8	4	4	4	5	106.7	87.7	74.9	54.2	85.9



APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			AVG. SAL. RTG.				AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)									
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>MISSOURI (continued)</b>																									
Missouri U Science Technology	30,65	I	3	4	4		125.1	85.1	73.4		95.2	3	4	4		161.3	113.4	92.7		123.4					
Missouri Western St U	28,204	IIB	3	3	4	5	78.6	63.8	53.6	39.9	61.3	3	4	4	4	101.9	82.0	70.2	55.2	79.9					
Northwest Missouri St U	31	IIA	4	5	4	4	78.4	62.5	58.1	46.1	58.1	4	5	4	4	105.1	83.5	75.4	61.4	76.8					
Rockhurst U	31	IIA	5	5	4	3	74.5	61.1	57.7	51.1	62.8	5	5	5	4	89.8	72.1	69.1	58.9	75.1					
Saint Louis U-Main	1	I	4	4	4	3	116.1	84.8	71.0	58.1	84.6	4	4	5	3	144.1	108.8	88.6	73.0	106.5					
Southeast Missouri St U	28	IIA	4	4	4	4	83.9	66.7	57.1	45.7	63.6	4	5	5	5	108.1	84.1	70.9	58.3	80.9					
St. Louis CC	148	III	3	3	2	2	78.3	66.6	60.8	54.4	67.4	3	3	2	2	103.0	89.1	79.7	72.1	89.1					
Truman St U		IIA	5	5	5	5	73.4	60.1	53.1	42.5	64.1	5	5	5	4	99.1	78.9	68.9	58.6	85.8					
U Central Missouri		IIA	4	4	4	5	84.2	66.9	57.1	40.1	63.7	4	4	4	5	106.8	86.4	75.0	54.9	82.7					
U Missouri-Columbia	12	I	3	4	5		121.9	80.7	67.5		90.7	3	4	5		155.4	105.9	86.8		116.9					
U Missouri-Kansas City	6	I	4	5	5		110.2	76.8	67.2		83.8	4	5	5		141.1	100.9	86.9		108.6					
U Missouri-St. Louis	27	I	5	5	5		98.0	73.2	62.4		77.8	5	5	5		125.5	96.0	79.1		100.2					
Washington U St. Louis	15	I	1	1	1		186.9	112.9	102.0		127.8	1	1	1		231.1	140.8	119.7		157.8					
Westminster Coll		IIB	5	5	5		63.1	51.3	46.9		53.5	5	5	5		74.6	62.4	57.8		64.7					
William Woods U	31	IIB	5	5	5	4	55.4	50.7	49.1	45.5	49.7	5	5	5	4	68.6	63.2	61.0	56.5	61.8					
<b>MONTANA</b>																									
Montana St U-Billings	28,125	IIA	5	4	5	5	73.7	68.8	51.5	43.9	57.6	5	3	5	4	98.6	92.8	72.2	63.0	79.5					
Montana St U-Bozeman	27	I	5	5	5	4	97.7	73.5	67.8	52.1	78.2	5	5	5	4	120.2	92.8	86.4	68.4	98.2					
Rocky Mountain Coll		IIB	5	5	4		63.1	54.8	49.8		55.5	5	5	5		79.7	69.0	61.9		69.7					
U Montana	16,222	I	5	5	5	4	86.8	70.6	63.6	47.6	71.8	5	5	5	4	114.4	95.0	86.6	67.6	96.5					
<b>NEBRASKA</b>																									
Concordia U	28,175	IIB	5	4	4	5	66.1	59.3	53.0	30.0	57.6	5	4	4	5	85.2	77.7	70.8	43.2	75.7					
Creighton U	6	IIA	1	1	2	2	114.3	84.5	68.8	54.5	86.3	1	1	2	2	140.2	107.6	87.0	73.3	108.4					
Doane Coll	129	IIB	4	4	5	4	75.6	58.6	49.4	43.9	57.9	4	5	5	4	91.5	73.4	60.7	59.6	71.7					
Hastings Coll		IIB	5	5	5	5	66.7	56.7	47.1	38.1	58.0														
Nebraska Methodist Coll	25	IIA	5	5	5	5	58.0	53.6	43.8	40.0	46.1														
Nebraska Wesleyan U		IIB	4	5	5	4	67.0	55.8	49.2	45.3	57.4	5	4	4	4	85.8	79.6	67.3	57.6	77.3					
U Nebraska-Kearney	31	IIA	4	4	5		81.0	64.5	55.3		63.0														
U Nebraska-Lincoln	15	I	3	4	3		120.8	83.6	80.1		92.4	4	4	3		151.8	109.5	104.5		118.6					
U Nebraska-Omaha	31	IIA	3	2	3	5	88.0	78.1	64.4	44.0	71.9	4	2	3	4	110.0	98.6	82.5	59.3	91.4					
Wayne St Coll		IIA	5	5	5	5	77.4	64.3	51.2	43.1	64.3	4	4	5	5	100.6	84.6	69.7	57.4	84.6					
<b>NEVADA</b>																									
U Nevada-Las Vegas	5	I	3	3	4	-	123.8	89.5	70.9	----	92.8	4	4	4	-	150.7	110.0	89.8	----	114.6					
U Nevada-Reno	27	I	3	3	4	3	122.5	88.9	73.0	57.7	89.7	4	4	4	3	149.6	111.0	92.8	75.2	111.9					
<b>NEW HAMPSHIRE</b>																									
Dartmouth Coll	30	I	1	1	1		178.6	113.2	100.1		141.6	1	1	1		226.2	147.3	124.4		179.9					
Franklin Pierce U	157	IIB	4	4	3	1	74.1	63.1	58.1	60.2	64.7	3	3	3	1	107.7	88.4	75.2	76.5	89.4					
Keene St Coll		IIA	2	2	3	2	94.7	76.5	64.9	53.4	79.5	2	2	2	2	127.1	106.5	91.3	70.1	108.7					
Plymouth St U	31	IIA	3	2	3	-	88.4	75.1	62.6	----	75.4	3	2	3	-	118.5	105.2	85.2	----	102.7					
Saint Anselm Coll	25	IIB	2	2	2	2	92.5	74.7	59.3	52.2	75.0	2	2	3	2	125.6	101.7	78.2	67.4	101.5					
U New Hampshire	27,134	I	3	2	2		126.0	97.0	84.0		105.6	3	1	2		165.0	135.9	110.5		142.1					
<b>NEW JERSEY</b>																									
Bloomfield Coll	28	IIB	2	2	2		92.0	77.0	63.5		80.0	2	2	2		123.7	102.3	84.2		106.8					
Caldwell Coll		IIA	4	4	4	1	81.2	66.8	60.6	59.9	72.5	4	4	4	3	101.2	88.6	78.3	66.5	91.7					
Centenary Coll	31	IIB	3	2	3	-	83.8	70.4	57.3	----	64.1	3	3	4	-	106.1	89.3	71.4	----	80.6					
Coll New Jersey	26	IIA	1	1*	1*	1*	118.2	96.9	78.7	71.1	96.9	1*	1*	1*	1*	178.2	146.1	118.6	107.0	146.1					
Coll Saint Elizabeth		IIB	3	3	4	2	78.5	64.3	54.4	51.8	65.7	5	5	5	4	86.1	70.7	59.3	56.9	72.0					
Drew U		IIA	2	3	4	2	96.4	73.8	60.2	53.1	79.3	2	3	4	2	122.0	98.0	78.3	72.1	102.5					
Fairleigh Dickinson U	147	IIA	2	2	1	1	100.7	78.9	75.0	62.0	79.1	1	1	1	1	135.9	108.0	98.0	84.0	106.6					
Georgian Court U	28	IIA	3	4	3		88.3	66.9	64.0		73.5	4	4	3		111.3	85.4	83.2		93.8					
Kean U	28	IIA	1*	1*	1*		122.8	97.1	80.5		92.1														
Monmouth U		IIA	1	1*	1	2	119.1	97.0	73.4	53.0	84.5	1*	1*	1	3	159.8	132.8	98.0	66.5	114.0					
Montclair St U	31	IIA	1*	1*	1	3	124.6	98.7	76.7	50.0	96.8	1	1*	1	3	153.0	126.9	99.7	64.4	123.0					
New Jersey Inst Tech	30	I	1	1*	1	1*	174.5	122.9	96.6	93.0	115.2	1	1*	1	1*	216.9	161.2	129.7	126.7	149.7					
Princeton U	29	I	1*	1*	1	1	215.9	133.0	104.6	82.1	162.4	1*	1*	1	1	261.7	165.2	131.6	104.2	199.1					









APPENDIX I

NAME	NOTES	(1)		(2)				(3)					(4)				(5)				
		CAT.	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR	
<b>NEW YORK (continued)</b>																					
New York U	5	I	1*	1	1*	-	196.9	114.7	111.2	----	125.4	1*	1	1*	-	261.1	152.2	147.6	----	166.6	
Niagara Co CC		III	1	1	1	2	91.1	74.6	63.7	49.9	79.2	1*	1*	1	1	133.1	109.6	96.4	75.8	116.6	
Niagara U	28	IIA	3	4	1	5	92.5	68.9	72.2	37.1	74.0	3	4	2	5	119.0	88.3	91.9	47.3	94.5	
Orange Co CC	191	III	1	1*	1	1	99.4	80.4	66.7	54.4	75.2										
Pace U	13,200	I	3	2	3	1	131.8	98.4	79.2	72.1	105.9	3	2	3	1	169.8	129.2	102.6	94.4	137.2	
Pratt Inst		IIA	3	1	1		91.3	87.3	77.1		87.0										
Rensselaer Polytechnic Inst	30	I	2	2	1		136.9	97.5	93.5		109.4	2	2	1		179.6	127.7	122.5		143.5	
Rochester Inst Tech	30	IIA	1	1	1		119.2	91.7	76.0		87.5	1	1	1		154.8	122.1	98.6		115.1	
SUNY Coll Env Sci & Forestry		I	5	4	5	3	100.1	82.9	65.0	52.8	83.3	5	4	5	3	133.5	110.8	88.1	73.8	111.8	
SUNY Coll Tech-Canton		III	2	2	2	5	83.8	68.0	58.6	38.4	62.0	2	2	2	5	112.3	94.2	81.0	54.8	85.2	
SUNY Coll Tech-Cobleskill		III	3	3	3	4	77.1	65.0	54.4	42.9	64.6	3	3	3	4	105.3	89.4	76.3	59.3	89.1	
SUNY Coll Tech-Delhi		III	3	3	3	4	74.8	62.5	53.2	45.1	57.6	3	3	3	3	103.1	87.9	74.7	66.1	81.1	
SUNY Coll Tech-Morrisville		III	3	3	3	3	74.8	66.6	54.4	46.0	58.7	3	2	3	4	100.8	91.3	77.0	62.2	81.8	
SUNY Coll Tech-Utica-Rome	25	IIA	1*	1*	1*	1*	126.4	97.1	80.8	69.1	96.2	1*	1*	1*	1	166.1	129.6	109.0	93.3	128.5	
SUNY Coll-Brockport		IIA	2	3	3	2	98.1	74.8	61.5	52.5	73.0	2	2	3	2	130.2	101.2	83.3	70.4	98.3	
SUNY Coll-Buffalo		IIA	3	2	3		93.6	75.6	64.0		75.3	2	2	2		124.1	101.4	87.1		101.0	
SUNY Coll-Cortland		IIA	4	4	4	3	86.4	67.4	57.2	50.2	66.2	3	3	4	3	115.3	92.5	77.4	67.9	89.9	
SUNY Coll-Geneseo		IIA	3	3	4		92.1	71.7	58.2		72.7	3	3	4		120.9	97.2	78.8		97.1	
SUNY Coll-Old Westbury		IIB	1	1	1	1	103.5	83.1	77.2	58.0	82.3	1	1	1	1	135.5	111.7	101.1	83.1	109.2	
SUNY Coll-Oneonta		IIA	3	4	4		88.0	68.5	60.4		66.1	3	3	3		119.5	94.3	83.7		91.2	
SUNY Coll-Oswego		IIA	3	3	4	5	87.7	72.8	58.2	42.6	68.7	3	2	4	5	118.1	98.5	79.0	56.2	92.9	
SUNY Coll-Plattsburgh		IIA	3	4	5		88.4	69.2	56.9		69.2	3	3	4		118.4	94.2	78.9		94.4	
SUNY Coll-Potsdam		IIA	4	5	5	5	80.2	63.8	52.1	41.6	64.4	4	4	5	5	107.9	87.1	71.9	58.0	87.9	
SUNY-Albany	31	I	3	3	4		125.3	91.1	74.0		92.5	3	3	4		162.2	121.5	98.6		122.0	
SUNY-Binghamton	27	I	3	3	3	2	128.5	92.0	76.0	61.9	91.7	3	3	3	2	166.2	121.8	101.1	85.2	121.0	
SUNY-Brooklyn Health Sci Ctr		I	3	2	3	-	132.6	98.0	79.0	----	96.8	2	2	3	-	171.2	131.2	105.1	----	128.0	
SUNY-Buffalo	5	I	2	3	3	3	133.3	93.3	80.6	59.0	100.9	2	3	3	2	172.5	124.0	106.6	79.0	132.5	
SUNY-Empire St Coll	25	IIB	2	3	3	-	88.1	67.0	58.3	----	65.4	2	3	2	-	117.3	91.3	82.2	----	90.1	
SUNY-Fredonia		IIA	3	4	5	-	88.5	66.9	56.3	----	68.9	3	4	4	-	118.6	91.3	77.2	----	93.9	
SUNY-Maritime Coll		IIA	3	2	3	5	91.2	78.2	65.2	35.9	69.4	2	1	2	5	122.3	107.2	88.7	54.7	94.4	
SUNY-New Paltz		IIA	2	3	4	2	96.8	71.3	59.8	57.6	68.3	2	3	3	1	128.9	97.5	81.9	80.9	93.3	
SUNY-Purchase Coll		IIB	2	2	2		93.9	76.4	61.0		72.9	2	2	2		124.1	102.6	83.6		98.3	
SUNY-St Coll Optometry		I	3	2	3		129.7	96.9	79.1		99.6	3	2	3		169.0	127.1	103.2		130.0	
SUNY-Stony Brook	20	I	2	2	2	2	148.1	101.8	84.5	65.3	107.3	2	2	2	2	189.0	133.6	110.9	88.8	139.3	
SUNY-Upstate Medical U		I	5	3	5	1	94.6	91.0	67.9	70.6	77.0	5	3	4	1	127.3	120.7	94.4	94.3	104.5	
Saint Joseph's Coll	110	IIB	1	2	1	-	106.6	77.2	67.3	----	78.5	1	2	1	-	138.3	98.7	87.2	----	101.3	
Sarah Lawrence Coll		IIB	1	1	1		105.9	79.0	69.7		87.3	1	1	1		139.2	106.1	93.4		115.0	
Siena Coll		IIB	1	1	1	2	101.0	82.6	67.6	54.0	81.8	2	2	2	3	128.6	102.0	81.7	62.3	101.5	
Skidmore Coll		IIB	1	1	1		116.9	92.7	70.8		94.4	1	1	1		151.2	123.6	93.9		124.1	
St. Francis Coll		IIB	3	3	3		84.4	65.9	54.6		65.8	3	2	3		107.7	92.2	75.1		88.4	
St. John Fisher Coll	28	IIA	2	2	1	2	102.4	75.7	71.5	52.7	77.1	2	3	2	4	127.1	95.9	88.4	62.6	96.1	
St. John's U	16,187	I	1	1	1	2	155.0	108.0	93.9	65.4	118.8	1	1	2	2	198.2	142.2	116.4	87.8	153.1	
St. Lawrence U		IIB	1	1	2	1	109.7	86.2	64.9	59.8	84.3	1	1	2	2	143.2	112.3	83.2	73.8	109.4	
St. Thomas Aquinas Coll		IIB	2	1	3	2	97.9	78.7	57.9	55.2	77.4	2	2	3	2	127.5	102.4	74.7	69.7	100.4	
Suffolk Co CC	76	III	1*	1*	1*	1*	113.1	88.6	75.2	61.2	91.7	1*	1*	1*	1*	149.6	121.1	105.6	89.3	124.8	
Sullivan Co CC		III	5	5	5		61.0	51.1	43.2		52.5	4	4	5		90.5	76.8	61.2		77.9	
Syracuse U	15,34	I	3	2	3	1	127.7	94.6	76.5	67.7	100.7	3	2	3	1	169.2	130.9	106.5	105.2	137.2	
The New School		I	2	2	3	3	148.8	99.0	77.4	58.2	94.8	2	2	3	2	184.4	128.7	102.6	80.2	122.8	
Tompkins Cortland CC	25	III	3	5	4	-	77.1	51.1	51.9	----	67.8	4	4	3	-	96.5	74.5	78.1	----	88.7	
Trocaire Coll	25	III	5	5	2	4	56.6	53.1	59.7	43.7	54.2	5	4	2	3	79.3	75.8	82.3	66.3	76.8	
U Rochester	28,136	I	2	2	1	5	150.3	103.4	98.0	44.1	117.3	2	2	1	5	189.3	131.0	124.2	56.1	148.2	
Union Coll		IIB	1	1	1		122.5	89.3	73.0		98.3	1	1	1		160.6	120.1	95.2		129.9	
Utica Coll		IIB	3	2	2		81.9	77.7	63.2		73.0	2	1	2		117.1	105.8	80.9		98.2	
Vassar Coll		IIB	1	1*	1*		131.3	97.3	82.0		101.5	1*	1*	1*		176.3	129.4	106.6		135.6	
Wagner Coll	28	IIA	3	4	2		87.7	68.6	67.0		73.6	3	4	2		112.5	89.8	86.7		95.0	
Wells Coll		IIB	4	4	5		74.4	60.5	49.4		62.8	4	4	4		92.0	79.0	68.8		80.9	
Westchester CC		III	1*	1*	1*	1*	118.5	105.1	88.2	60.9	96.3	1*	1*	1*	1*	194.4	176.9	158.7	99.8	162.9	
Yeshiva U	16	I	1	3	1	2	164.6	91.5	91.9	62.3	112.1	2	3	2	1	189.8	116.4	113.5	94.0	137.2	

**NORTH CAROLINA**

Appalachian St U	28	IIA	3	3	3	3	91.0	71.3	64.2	51.9	69.2	3	3	3	2	116.8	92.8	83.0	69.5	89.8
Belmont Abbey Coll	31	IIB	5	5	4	-	63.7	53.1	50.2	----	46.3	5	5	5	-	79.4	68.1	64.0	----	58.8
Brevard Coll		IIB	5	5	5		50.6	43.8	42.7		45.4	5	5	5		64.4	54.4	51.8		56.6
Catawba Coll		IIB	5	3	5	5	64.1	65.5	47.2	38.8	56.3	5	4	5	5	78.6	79.8	59.0	50.0	69.5

APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	32.8	95	82	0	--	2.8	4.2	4.0	14.3	614	302	157	0	254	212	119	1	204.1	117.4	117.6	----	179.5	110.9	102.7
47.2	100	100	100	0	14.2	14.1	14.4	20.7	33	5	6	6	35	4	6	14	93.1	74.1	64.0	49.7	89.3	75.3	63.4	50.0
27.9	100	94	0	0					25	38	26	2	13	27	14	3	91.8	69.9	73.3	----	93.9	67.5	70.2	----
	100	100	92	2	0.9	3.6	1.4	6.0	27	5	15	16	19	17	22	28	100.0	82.7	69.1	55.5	98.4	79.7	65.1	53.8
29.5	94	87	13	0	2.1	4.0	3.6		127	56	44	0	82	59	65	4	135.9	98.8	79.7		125.4	98.1	78.8	72.1
	93	46	9	0	4.4	4.9	5.1		45	22	17	0	29	19	17	0	93.2	90.4	78.6		88.4	83.8	75.7	
31.1	93	96	0	0	0.2	0.6	0.0		161	69	39	0	24	39	17	0	136.7	99.4	95.3		138.1	94.1	89.5	
31.5	99	96	11	0	1.9	3.2	2.6	2.0	190	188	133	0	48	102	96	0	120.5	93.9	77.9		113.8	87.7	73.5	
34.2	100	100	5	64	2.4	2.4	2.1	2.4	45	23	11	7	5	14	10	4	100.9	85.9	64.6	57.1	93.0	78.0	65.5	45.3
37.6	96	75	17	17	2.3	2.9	3.4	5.7	12	19	23	6	13	13	13	12	84.8	69.3	59.4	35.8	82.8	66.1	57.2	39.7
37.8	100	92	7	14	2.3	2.4	2.5	1.2	27	15	17	6	11	9	13	1	77.0	65.3	54.7	----	77.4	64.5	53.9	----
40.7	100	68	21	22	2.9	4.0	3.2	2.9	18	12	25	16	9	13	31	11	75.7	62.6	54.0	44.6	73.0	62.4	52.5	45.9
39.3	100	100	41	0	2.3	2.4	2.3	4.8	9	22	42	6	5	11	40	1	70.3	66.5	55.2	----	83.0	66.6	53.4	----
33.6	84	87	4	0	2.2	2.4	2.3	5.2	28	35	16	1	3	19	10	3	129.6	102.1	81.7	----	97.3	87.9	79.5	----
34.7	100	91	4	0	2.3	2.6	2.7	0.9	38	67	46	1	18	74	66	3	100.8	77.3	62.7	----	92.5	72.6	60.6	----
34.2	99	88	5	0	2.7	2.4	1.7		69	93	24	0	28	93	36	0	94.0	77.7	64.2		92.6	73.5	63.9	
35.7	100	91	10	0	2.3	2.3	2.1	2.0	49	44	26	3	29	56	34	4	88.0	69.3	57.4	50.5	83.8	65.9	57.1	50.0
33.6	99	93	28	0	2.3	2.4	4.5		56	49	21	0	27	32	37	0	94.0	72.3	59.4		88.3	70.8	57.6	
32.6	96	96	0	17	2.5	2.3	2.0	1.2	14	25	24	2	12	30	30	4	108.5	86.3	81.9	----	97.8	80.4	73.4	----
37.8	98	86	18	0	5.1	5.1	4.4		33	60	37	0	15	41	42	0	89.0	68.6	61.2		85.9	68.5	59.7	
35.3	99	89	11	0	2.8	2.3	3.0	9.4	53	46	71	3	27	46	81	6	88.2	77.9	60.0	42.4	86.6	67.7	56.6	42.7
36.3	100	87	6	0	2.3	2.4	2.4		57	54	26	0	25	45	27	0	91.0	71.2	58.0		82.4	66.7	55.8	
36.4	99	100	7	11	2.3	2.2	2.4	6.6	61	44	20	4	25	44	22	15	80.7	63.5	50.9	35.5	78.8	64.0	53.3	43.2
32.0	97	97	0	0	2.3	2.6	2.3		131	127	89	0	36	97	69	0	127.5	93.9	76.9		117.3	87.5	70.3	
31.9	100	93	0	0	2.9	2.3	2.5	2.4	124	113	122	3	37	82	79	13	130.8	93.8	78.4	58.1	120.9	89.5	72.4	62.8
32.2	83	70	2	--	2.9	2.6	4.3	2.5	18	15	23	1	12	18	25	1	140.0	100.5	74.9	----	121.5	95.9	82.7	----
31.3	94	81	0	0	2.6	2.5	2.7	1.7	285	213	197	4	92	151	163	5	137.4	95.6	85.5	52.0	120.7	90.0	74.6	64.6
37.8	100	90	10	--	2.2	2.2	2.4	2.4	13	20	31	0	15	43	62	1	86.8	71.8	58.4	----	89.2	64.8	58.2	----
36.2	100	89	4	--	2.5	2.4	2.8	1.2	46	47	39	1	26	56	29	1	91.3	66.4	56.8	----	83.5	67.3	55.6	----
36.1	95	79	14	0	2.9	2.5	5.0	3.0	17	11	11	7	5	3	10	0	92.6	81.7	63.7	35.9	86.7	65.3	66.9	
36.6	100	85	8	38	2.3	2.4	4.0	2.4	32	81	36	0	19	63	63	8	101.5	73.2	60.9		89.1	68.9	59.2	57.6
34.8	100	92	0	0	2.3	2.9	3.2		21	25	34	0	13	35	37	0	95.2	77.2	59.5		91.8	75.7	62.3	
30.6	100	50	0	0	2.6	2.2	5.4		13	9	6	0	2	7	14	0	----	100.2	86.5		----	92.7	76.0	
29.8	93	83	1	0	2.9	2.7	2.7	1.4	280	157	177	7	69	103	131	7	149.9	103.3	86.3	62.1	140.5	99.5	82.2	68.5
35.6	75	92	14	0	2.2	2.3	2.8	2.0	3	4	6	2	1	9	16	6	----	103.3	59.6	----	----	85.5	71.0	----
29.1	91	68	0	--	1.9	3.0	2.5	2.0	19	24	32	1	16	39	45	1	107.0	75.2	67.4	----	106.1	78.4	67.2	----
31.7	100	97	0	0	0.3	0.7	0.2		25	18	7	0	24	13	9	0	107.3	80.6	67.0		104.4	76.7	71.9	
24.0	100	93	5	0	0.1	0.9	2.7	22.7	44	36	38	5	28	24	43	5	103.8	82.3	67.6	58.5	96.6	83.1	67.6	49.4
31.5	95	92	0	0	3.4	3.8	4.7		35	38	21	0	30	33	36	0	120.9	93.2	69.7		112.1	92.2	71.4	
34.5	100	93	5	0					16	11	9	0	9	17	12	0	87.0	68.4	56.8		79.7	64.3	53.0	
24.7	100	83	4	0	3.0	3.0	3.0	3.1	28	33	38	5	8	49	59	4	104.4	76.3	70.0	53.2	95.3	75.3	72.4	52.2
28.9	94	96	0	0	0.7	2.3	2.7	3.6	124	156	62	4	61	136	67	3	157.9	112.9	99.0	65.1	149.2	102.5	89.2	65.8
29.8	98	100	0	0	4.6	4.7	4.8	2.9	30	31	28	0	10	45	28	3	112.5	87.2	65.0		101.3	85.6	64.8	59.8
29.7	100	100	5	0	0.0	0.6	0.0	1.4	11	5	8	1	13	1	13	3	98.5	----	61.1	----	97.4	----	55.9	----
36.1	100	80	32	8	3.0	4.7	5.1	5.7	59	58	35	9	49	49	40	15	113.0	87.8	75.8	62.2	113.1	89.5	74.7	60.6
48.3	100	84	33	0	14.2	14.6	15.0		9	9	4	0	5	16	5	0	63.4	51.5	45.2		56.6	50.9	41.6	
36.2	99	90	6	0					257	189	147	3	90	136	118	8	130.8	98.1	76.0	80.1	118.7	89.7	77.1	63.0
29.4	77	42	5	0	0.8	3.1	4.0	2.5	33	78	79	5	23	52	89	1	150.3	99.9	77.7	----	146.6	97.7	77.1	----
30.8	100	94	50	--	2.9	6.4	9.9	4.7	20	5	1	2	20	11	3	0	78.7	36.1	----	----	75.5	57.9	----	----
41.7	0	0	0	0	9.0	0.0	0.0	0.0	5	1	1	1	25	8	2	7	59.9	----	----	----	56.0	----	----	----
26.3	99	88	0	0	4.2	4.9	2.7	0.3	204	96	76	3	52	46	38	3	152.7	106.3	101.5	43.1	141.0	97.5	90.9	45.1
32.2	99	98	0	0	4.3	5.1	4.6		57	34	21	0	28	31	15	0	125.4	91.2	75.0		116.7	87.2	70.2	
34.1	100	85	13	0	8.0	2.4	7.7		14	27	17	0	6	27	23	0	85.0	80.6	64.6		74.7	74.9	62.1	
33.6	100	100	0	0	3.4	3.5	4.5		51	50	17	0	44	40	20	0	137.4	99.1	82.3		124.1	95.1	81.8	
29.2	100	94	15	0	2.1	2.2	4.2		19	14	15	0	11	20	12	0	88.4	68.2	65.0		86.5	68		

APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>NORTH CAROLINA (continued)</b>																									
Chowan U		IIB	4	4	3	3	67.2	57.7	57.1	47.0	57.5	5	5	4	4	81.4	69.4	69.4	58.7	69.8					
Davidson Coll		IIB	1	1	1	-	128.5	94.9	73.3	----	106.7	1	1	1	-	163.4	121.7	92.5	----	135.8					
Duke U	12	I	1*	1*	1*		193.3	126.8	105.4		161.7	1*	1*	1		243.6	163.1	129.0		203.9					
East Carolina U	27	I	5	5	5	1	96.4	75.3	67.1	67.6	72.1	5	5	5	2	122.7	97.3	86.9	80.2	93.4					
Elizabeth City St U	31	IIB	4	3	2	-	75.0	66.0	65.8	----	68.3	4	3	2	-	96.7	86.9	86.0	----	89.1					
Elon U	16	IIA	1	2	2	2	111.3	79.2	70.3	53.6	80.9	1	2	2	3	140.2	101.3	89.8	69.1	103.4					
Fayetteville St U	28	IIA	4	3	2	-	86.1	72.3	70.0	----	74.4	4	3	2	-	110.3	93.2	91.4	----	96.2					
Gardner-Webb U	28	IIA	5	5	5	4	66.5	60.5	54.0	46.3	58.7	5	5	5	4	85.9	76.6	70.7	59.5	75.8					
Greensboro Coll		IIB	5	5	4	1*	56.1	49.8	51.4	110.4	57.9	5	5	5	1*	72.6	60.5	60.9	118.5	71.3					
Guilford Coll		IIB	4	5	5	4	69.7	55.6	49.6	43.0	56.8	4	5	5	4	90.8	74.3	63.7	56.0	74.1					
High Point U	31	IIB	2	2	2	4	92.0	71.8	61.5	43.9	64.0	2	3	3	5	114.3	88.3	75.2	50.7	77.9					
Lees-McRae Coll		IIB	5	5	5	4	53.0	43.1	39.1	42.3	42.3	5	5	5	5	60.8	50.1	44.7	48.6	48.7					
Mars Hill U	61	IIB	5	5	5	4	60.9	52.6	48.5	42.2	53.1	5	5	5	4	73.2	64.2	60.1	57.8	65.1					
Meredith Coll		IIA	5	5	5	4	72.8	57.7	53.7	45.2	61.8	5	5	5	5	88.3	70.5	66.9	54.9	75.7					
NC Wesleyan Coll		IIB	5	5	5	4	54.4	51.9	47.6	42.3	49.3	5	5	5	5	70.5	66.0	60.3	54.1	62.9					
North Carolina A&T St U	27	IIA	2	1	1	-	97.3	81.0	73.5	----	77.5	2	2	1	-	124.4	104.6	96.0	----	100.5					
North Carolina Central U	13	IIA	2	2	2	2	97.2	77.7	67.5	56.3	70.5	2	2	2	2	124.7	100.3	87.8	74.8	91.9					
North Carolina St U	30	I	3	3	3	-	124.0	87.8	78.7	----	80.4	3	4	3	-	155.6	112.2	100.2	----	101.0					
Salem Coll		IIB	4	4	4	3	72.6	58.8	52.5	47.5	55.5	4	5	4	4	87.8	72.9	65.3	59.3	68.9					
St. Andrews U		IIB	5	5	4	5	53.1	48.0	52.0	36.3	48.1	5	5	5	5	63.2	57.4	61.9	45.0	57.7					
U North Carolina-Asheville	31	IIB	2	2	2		85.3	72.8	63.2		69.7	3	2	2		109.9	94.7	83.2		91.0					
U North Carolina-Chapel Hill	5	I	2	2	3	1*	146.9	99.3	81.6	90.8	93.9	2	2	3	1	182.6	126.5	105.3	115.6	117.9					
U North Carolina-Charlotte	27	I	4	4	4		113.7	81.3	73.5		77.4	4	4	4		144.1	104.8	94.4		99.5					
U North Carolina-Greensboro	28	I	5	5	5	4	105.5	75.6	68.6	48.1	74.0	5	5	5	4	134.2	97.8	89.1	65.0	95.8					
U North Carolina-Pembroke	28	IIA	5	5	4	-	77.7	61.3	57.4	----	59.0	5	5	4	-	99.9	80.5	75.4	----	77.4					
U North Carolina-Wilmington	28	IIA	3	3	3		93.2	72.3	62.0		70.7	3	3	3		119.5	94.0	81.4		92.0					
Wake Forest U	16	IIA	1*	1*	1*		144.1	96.5	80.9		100.5	1*	1	1		177.3	121.9	98.6		124.5					
Western Carolina U	27	IIA	3	3	4	5	93.1	70.1	60.3	41.3	67.8	3	4	4	5	119.4	91.5	79.6	56.3	88.7					
Winston-Salem St U	28	IIA	3	3	2	1	92.4	74.5	65.8	61.1	72.9	3	3	2	1	118.9	97.0	86.6	81.2	95.1					

**NORTH DAKOTA**

Bismarck St Coll		III	4	4	4	-	70.3	56.1	48.8	----	53.4	4	4	4	-	97.1	79.6	69.0	----	75.5
Dickinson St U		IIB	4	2	3	4	75.9	69.1	58.3	42.7	58.9	3	2	2	3	104.2	95.7	81.8	62.0	82.6
Lake Region St Coll		III	-	3	4	2	----	63.5	51.3	50.3	53.2	-	3	4	2	----	86.3	71.0	70.8	74.2
Mayville St U		IIB	5	4	4	4	60.4	57.0	49.8	42.4	51.5	5	4	4	3	85.0	79.8	71.7	62.5	73.6
Minot St U	28	IIA	4	4	4	4	80.5	66.1	57.4	47.8	62.6	4	4	3	2	109.1	91.8	81.2	69.6	87.5
North Dakota St U	27	I	4	4	4	3	111.1	82.4	69.5	52.9	80.6	4	4	4	3	144.5	109.6	92.8	75.3	107.0
U North Dakota-Main	12	I	5	4	5	4	107.6	84.7	68.7	50.5	80.2									
Valley City St U		IIB	4	4	5	3	72.6	62.5	49.1	46.6	51.8									

**OHIO**

Ashland U	28,47	IIA	5	5	4	3	73.0	62.7	58.6	48.6	62.2	5	5	5	4	89.8	77.1	74.2	60.8	77.1
Baldwin Wallace U	28,53	IIB	3	3	3	4	77.7	67.5	56.7	44.9	69.4	4	3	3	3	96.9	85.9	73.4	62.0	87.8
Bluffton U		IIB	5	5	5		61.7	51.7	44.8		52.8	5	5	5		78.0	68.6	55.0		66.7
Bowling Green St U		I	5	5	5	5	102.8	78.0	66.6	46.4	74.2	5	5	5	5	128.5	99.8	85.5	62.9	95.3
Bowling Green St U-Firelands		III	2	2	4	2	86.4	67.8	52.2	50.6	59.3	2	3	4	3	117.5	88.3	70.3	67.0	78.6
Capital U	13,96	IIA	2	4	5	1	101.2	69.8	56.5	62.1	79.9	2	3	3	1	129.6	96.9	81.9	84.2	106.3
Case Western Reserve U	5	I	2	3	3	2	137.3	93.0	79.6	61.5	102.2	2	3	3	2	173.6	120.2	100.8	82.2	130.6
Cleveland Institute of Art		IIB	5	4	4		63.7	59.3	52.2		55.0									
Cleveland St U	1	I	5	5	4	1	101.1	74.9	71.4	68.4	78.5	5	5	5	3	129.4	97.1	84.6	78.0	98.4
Coll Mount St. Joseph		IIA	5	5	5	3	74.2	64.3	52.3	48.5	59.7	5	5	5	4	90.8	82.0	67.1	61.2	75.7
Coll Wooster		IIB	2	2	2	2	95.7	73.4	61.9	54.0	77.9	2	2	2	2	127.9	96.3	80.1	69.4	102.7
Defiance Coll	28	IIB	5	5	5		61.1	51.8	49.0		52.3	5	5	5		83.8	67.1	62.5		68.2
Denison U	46	IIB	1	1	2	1	109.3	79.6	63.7	61.5	79.3	1	1	2	1	147.2	109.1	87.0	75.5	107.9
Franciscan U-Steubenville		IIA	5	4	5	4	77.8	65.6	53.9	46.7	67.1	3	3	4	4	114.9	94.0	78.8	59.9	97.9
Heidelberg U	31,58	IIB	5	4	4	-	63.3	60.8	54.1	----	58.3	5	4	4	-	79.5	78.9	70.3	----	74.9
Hiram Coll		IIB	5	5	4	4	64.5	54.5	49.8	44.7	54.4	5	5	5	4	78.8	67.8	61.3	57.0	67.2
John Carroll U	31	IIA	2	4	2	-	94.1	69.6	66.3	----	77.2	2	3	2	-	122.3	96.2	90.6	----	103.6
Kent St U-Ashtabula		III	-	2	1		----	71.8	63.8		59.0	-	2	2		----	99.6	85.4		81.9
Kent St U-East Liverpool		III		1	1			76.0	63.1		60.5		2	1			99.7	91.0		83.0
Kent St U-Geauga		III	-	1	-		----	78.6	----		56.3	-	1	-		----	104.6	----		78.7
Kent St U-Kent	28	I	4	4	4		111.6	84.4	73.7		78.4	4	4	4		142.3	110.6	98.0		103.8
Kent St U-Salem		III	1	1	1		94.8	76.6	65.3		63.7	1	1	1		121.4	102.9	86.8		87.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	21.3	100	57	4	0	7.3	3.7	3.8	3.3	3	16	11	3	4	7	13	3	60.4	59.6	56.8	51.9	72.3	53.2	57.3
27.3	100	98	0	--	5.1	5.6	6.1	-8.7	64	21	17	0	30	19	22	1	131.1	92.5	74.7	----	123.1	97.6	72.3	----
26.1	100	88	0	0	3.3	5.0	5.2		379	120	91	0	114	83	60	0	195.8	131.6	113.2	----	184.9	119.9	93.6	----
29.5	98	95	2	0	0.6	0.8	1.0	0.6	160	247	102	2	58	189	151	2	96.1	76.0	69.8	----	97.4	74.3	65.3	----
30.4	86	83	3	--	-4.9	0.0	-0.7	0.0	32	17	17	0	10	12	21	1	77.6	65.7	69.2	----	66.6	66.5	63.1	----
27.7	93	87	1	0	4.8	8.1	6.3	8.2	50	83	56	5	26	74	70	1	115.7	79.0	72.4	----	102.8	79.5	68.6	----
29.3	94	76	10	--	0.5	2.4	0.0	14.7	42	55	31	0	22	45	32	1	83.9	72.5	69.8	----	90.2	72.0	70.3	----
29.1	90	47	27	0	0.1	1.2	0.7	0.9	41	15	19	6	19	19	29	17	68.1	60.4	53.1	46.9	63.0	60.6	54.6	46.1
23.0	48	11	0	0	0.0	0.0	0.0	0.0	15	4	3	3	6	5	4	0	56.3	46.8	53.3	43.9	55.7	52.2	49.9	
30.5	97	100	27	0	0.4	0.7	0.0	0.4	26	15	15	4	9	16	26	5	70.9	57.1	51.0	41.9	66.2	54.3	48.8	43.8
21.8	39	38	45	0	1.6	2.2	1.8	1.5	21	31	63	18	10	24	52	33	95.7	73.0	62.3	43.7	84.4	70.3	60.5	44.0
14.8	0	0	0	0	9.9	7.2	2.7	4.8	5	5	9	3	1	5	8	8	----	46.6	37.8	48.3	----	39.6	40.5	40.0
22.6	88	96	6	0	0.3	1.1	3.4	-0.9	12	11	15	2	13	12	16	2	62.1	52.4	49.3	----	59.7	52.8	47.8	----
22.4	93	92	6	0	0.2	0.8	1.3	0.9	13	13	10	0	33	26	26	3	71.9	58.8	55.2	----	73.2	57.1	53.1	45.2
27.6	100	100	23	10	4.8	3.5	4.1	3.0	4	12	4	6	3	10	9	4	54.6	50.1	45.1	41.7	54.1	54.0	48.7	43.2
29.7	98	91	5	--	1.3	4.5	3.1	3.7	76	100	47	1	27	74	40	1	98.0	79.9	76.1	----	95.4	82.4	70.6	----
30.3	94	88	15	0	0.0	-0.1	1.5	1.0	33	63	47	3	20	49	60	4	100.1	79.6	66.5	54.8	92.4	75.2	68.3	57.4
25.6	99	88	1	--	1.4	2.4	2.6	1.2	395	241	151	0	94	141	101	1	125.9	88.0	80.2	----	115.7	87.3	76.4	----
24.1	100	80	3	0	3.0	3.0	3.0	3.0	1	5	7	0	2	15	23	3	----	59.9	51.6	----	----	58.4	52.8	47.5
19.9	100	57	0	0	4.8	0.9	3.9	9.0	2	5	5	4	3	2	7	2	----	----	52.3	----	----	----	51.8	----
30.5	100	94	2	0	2.1	4.7	6.0	3.6	40	31	24	0	19	33	21	0	88.0	73.2	64.8	----	79.5	72.5	61.4	
25.5	97	89	0	0	0.8	1.4	2.0	2.3	414	218	190	4	165	182	197	4	152.5	102.0	84.6	114.8	132.9	96.0	78.8	66.7
28.6	100	97	1	0	1.2	2.3	1.7		160	191	87	0	49	137	90	0	116.8	84.9	76.7	----	103.6	76.2	70.4	
29.4	98	94	1	0	0.6	0.7	0.7	1.3	112	126	44	0	68	133	81	6	109.0	79.2	73.3	----	99.9	72.2	66.1	48.1
31.1	95	92	9	--	0.8	0.5	1.5	0.6	46	34	33	1	13	38	53	1	80.2	62.9	57.4	----	69.0	59.8	57.4	----
30.2	99	96	2	0	-0.5	0.5	0.5		121	105	62	0	51	92	78	0	95.4	73.0	62.1	----	88.1	71.6	61.8	
23.8	99	98	0	0	3.6	4.2	4.0	3.3	129	65	52	0	53	54	51	0	149.3	98.0	82.4	----	131.3	94.6	79.4	
30.8	90	87	2	0	0.8	0.6	1.3	0.5	60	77	77	11	22	70	85	12	96.5	71.8	63.7	39.9	83.7	68.2	57.3	42.5
30.5	100	94	1	0	0.0	0.4	0.7	0.9	33	57	22	14	22	59	51	31	89.2	74.3	61.3	59.0	97.1	74.8	67.8	62.1
41.6	100	100	2	--	3.0	3.6	7.1	3.8	4	34	38	1	3	28	19	1	77.4	58.5	49.6	----	60.9	53.2	47.1	----
40.3	100	91	33	0	0.5	7.1	3.8	4.7	14	5	22	8	3	6	20	9	73.0	71.6	60.7	49.0	89.7	67.0	55.7	37.0
39.5	--	60	50	7	3.4	3.2	3.9	5.0	1	3	0	10	1	2	4	18	----	----		52.6	----	----	51.3	49.0
43.0	100	73	5	0	2.8	2.9	3.1	7.6	7	6	9	7	1	5	10	4	----	54.1	50.4	42.6	----	60.5	49.3	42.0
39.8	100	90	41	0	3.2	4.9	3.8	4.0	27	13	36	8	13	18	32	24	82.8	66.8	55.6	49.1	75.8	65.7	59.5	47.3
32.8	99	86	1	0	2.7	3.3	3.5	3.5	142	129	124	3	26	72	119	2	112.0	83.2	72.3	----	106.3	80.8	66.6	----
	97	83	5	0					114	138	95	13	43	97	110	28	107.6	86.6	71.3	50.9	107.6	82.0	66.4	50.3
	100	100	42	17	3.0	5.5	4.4	7.5	3	7	24	2	4	3	21	10	71.1	63.5	50.3	----	73.7	60.1	47.8	----
23.9	98	89	13	0	-1.8	0.4	0.0	0.0	47	39	31	8	18	40	24	33	73.4	62.9	61.0	49.0	72.0	62.6	55.5	48.5
26.5	96	60	7	0	2.4	5.8	5.2		51	34	19	0	34	24	22	3	78.4	69.5	57.3		76.6	64.7	56.2	44.9
26.4	100	75	0	0	1.3	5.8	1.2		16	8	13	0	7	4	11	0	62.1	51.0	44.6		60.9	53.1	45.0	
28.5	100	100	3	0	5.4	5.7	5.8	8.9	108	112	59	43	52	115	49	51	104.4	81.9	68.8	46.2	99.3	74.3	63.8	46.6
32.7	100	100	8	0	7.5	6.7	8.8	4.6	3	3	9	1	0	8	4	9	86.4	66.0	50.3	----	----	68.5	56.5	----
33.2	99	82	4	0	2.6	2.5	2.3	2.4	49	17	12	13	25	21	15	19	109.3	72.4	52.6	61.0	85.4	67.8	59.6	62.9
27.8	94	73	0	0	1.7	2.6	3.2	2.1	192	111	65	27	56	70	88	61	140.3	96.2	83.3	68.1	126.8	87.8	76.9	58.6
	0	0	0	0	0.0	0.9	1.6		9	8	5	0	8	5	3	0	64.9	63.1	53.6		62.3	53.2	49.7	
25.4	100	98	1	0	1.0	2.8	1.6	0.0	97	120	45	6	40	76	60	3	103.0	78.1	76.3	63.5	96.3	69.8	67.8	78.3
26.9	93	77	0	0					9	16	13	4	5	27	31	3	75.6	64.4	57.7	50.7	71.8	64.2	50.1	45.6
31.8	100	100	0	0	3.2	2.7	4.3	1.7	35	25	14	1	16	33	22	2	96.5	73.8	62.1	----	93.9	73.1	61.8	----
30.4	100	88	4	0	1.1	0.5	2.9		5	6	11	0	4	2	12	0	64.8	----	49.9		56.4	----	48.2	
36.1	98	95	0	0	2.8	2.3	3.3	1.7	27	53	34	2	13	39	42	1	112.1	80.7	64.6	----	103.6	78.2	63.0	----
45.0	91	65	20	0	3.8	4.6	2.9	4.3	40	22	21	3	14	4	9	4	78.0	66.5	54.7	49.2	77.4	60.7	52.3	44.8
28.5	95	56	0	--	0.4	2.2	2.2	0.0	13	6	8	0	6	3	17	1	64.2	61.2	54.3	----	61.3	60.0	54.0	----
23.6	100	96	0	0	0.0	0.6	2.0	0.0	8	13	9	3	12	13	19	5	67.6	55.2	49.7	45.7	62.4	53.8	49.9	44.2
34.3	100	98	18	--	1.2	2.2	1.9	2.3	41	41	22	0	22	25	29	2	99.8	71.4	66.9	----	83.4	66.6	65.9	----
38.9	--	93	25	0	3.7	3.7	3.2		2	8	2	0	0	6	2	0	----	73.2	----	----	----			

APPENDIX I

NAME	NOTES	(1)		(2)				(3)					(4)				(5)				
		CAT.	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR	
Kent St U-Stark		III	1*	1	2		100.0	73.7	57.6		62.9	1	2	3		127.4	99.4	79.0		86.3	
Kent St U-Trumbull		III	1	1*	1		94.4	81.0	64.1		66.4	1	1*	1		123.5	108.4	88.1		92.3	
Kent St U-Tuscarawas		III	1*	1*	2		103.7	79.2	59.2		63.9	1*	1	2		131.8	104.3	81.6		86.8	
Kenyon Coll		IIB	1	1	2	-	101.7	79.1	65.4	----	86.1	1	1	1	-	137.8	109.1	88.4	----	117.2	
Lorain Co CC		III	3	2	2	1	81.9	68.3	60.2	56.6	69.6										
Lourdes Coll	28	IIB	5	5	4	4	66.4	56.5	50.4	45.3	53.8										
Malone U	28	IIA	5	5	5	5	66.1	57.6	47.8	43.0	57.0	5	5	5	3	93.2	78.1	70.3	65.2	80.8	
Marietta Coll		IIB	4	4	4	4	74.6	61.1	52.8	42.2	59.6	4	4	3	4	101.4	81.1	72.1	56.7	80.2	
Miami U	30	I	4	4	2	5	111.4	85.6	81.9	40.1	78.1	3	3	2	5	156.6	120.3	115.0	56.3	109.7	
Muskingum U		IIB	3	3	3	-	80.7	66.8	55.5	----	67.9	4	3	3	-	101.1	90.6	73.7	----	89.1	
Oberlin Coll		IIB	1	1	1	1	122.0	93.3	68.9	58.6	97.7	1	1	1	2	161.4	122.3	87.9	72.3	127.9	
Ohio Northern U	15	IIB	2	2	1	3	93.9	74.6	66.8	49.5	76.0	2	2	1	2	119.2	96.8	87.7	67.6	98.3	
Ohio St U-Agr Tech Inst		IIB	1	2	2		115.9	71.9	64.2		74.8	1	2	2		146.5	95.1	85.4		98.3	
Ohio St U-Lima		IIB	1	2	2		105.4	69.2	61.0		78.7	1	3	2		134.3	91.1	83.0		102.8	
Ohio St U-Main	5	I	2	2	2	1*	142.2	96.1	85.2	96.7	113.6	2	3	2	1*	176.5	122.9	109.8	124.1	143.1	
Ohio St U-Mansfield		IIB	2	2	2		89.4	70.6	60.7		73.2	2	2	2		114.7	93.8	81.3		96.4	
Ohio St U-Marion		IIB	2	2	2		97.6	74.4	65.3		76.8	2	2	2		124.6	98.2	86.7		100.5	
Ohio St U-Newark		IIB	2	1	1		89.0	78.3	71.2		76.7	2	2	1		114.2	102.0	93.5		99.9	
Ohio U-Chillicothe	25,225	III	-	1	2		----	74.6	61.8		71.0	-	1	1		----	102.5	87.8		98.5	
Ohio U-Eastern	225	III		2	1			72.8	64.5		70.6		2	1			100.5	90.9		97.9	
Ohio U-Lancaster	225	III	2	2	2		86.8	72.4	59.1		69.4	2	2	2		116.6	100.0	84.8		96.5	
Ohio U-Main	27,225	I	4	4	4		109.7	82.3	72.1		88.6	4	4	3		142.7	111.3	99.6		118.6	
Ohio U-Southern	25,225	III	-	2	3		----	70.6	56.9		65.7	-	2	2		----	98.0	82.3		92.3	
Ohio U-Zanesville	25,225	III	1	2	2		87.8	70.7	57.5		69.6	2	2	2		117.6	98.1	82.9		96.8	
Ohio Wesleyan U		IIB	2	2	3	-	91.1	68.9	57.3	----	75.3	2	2	2	-	125.4	99.5	79.2	----	104.5	
Otterbein U	27	IIB	3	4	3	1	77.0	62.3	58.9	57.7	66.0	4	4	3	2	98.6	79.9	74.8	72.6	84.3	
Shawnee St U	27	IIB	4	4	4	3	73.1	63.5	53.6	46.5	59.6	3	2	3	3	106.7	95.2	72.3	62.9	86.0	
Sinclair CC		III	3	3	4	4	76.3	60.0	52.0	43.7	66.1	3	4	4	5	100.0	78.5	68.0	57.2	86.6	
Tiffin U	31	IIB	4	4	3	3	73.9	62.5	57.0	46.7	60.1	4	4	3	3	92.8	81.3	76.3	65.6	79.1	
U Akron-Main	12	I	4	4	4	3	112.5	83.4	70.3	53.7	82.4	4	4	4	3	142.7	108.5	92.3	71.1	106.7	
U Akron-Wayne	12	III	3	2	3		82.2	71.2	53.1		67.5	3	2	3		108.8	92.4	73.6		89.5	
U Cincinnati-Blue Ash Coll		III	2	2	3	4	85.0	70.3	54.5	44.9	64.3	2	2	3	4	111.7	92.4	71.8	58.9	84.6	
U Cincinnati-Clermont Coll		III	2	3	3	2	86.9	65.8	54.7	50.4	65.4	2	3	3	3	114.1	86.5	72.2	66.9	86.2	
U Cincinnati-Main		I	4	4	4	4	116.4	80.6	69.4	49.2	88.4	4	4	4	4	152.8	105.9	91.3	65.2	116.1	
U Dayton	15	IIA	1	1	1		111.1	82.2	72.8		79.9										
U Findlay	31	IIA	4	3	3	2	84.1	72.3	62.9	55.2	67.2										
U Mount Union	26	IIB	2	2	3	3	86.6	70.9	56.9	48.5	69.5	3	2	3	1*	111.7	93.5	74.4	96.0	92.6	
U Toledo	12	I	5	4	4	3	106.4	83.7	73.1	56.6	78.5	4	3	3	3	143.9	114.4	99.4	77.4	107.1	
Ursuline Coll	25	IIB	4	4	4	3	71.9	58.5	53.3	48.8	59.1	4	5	4	3	89.8	74.5	66.8	61.5	74.3	
Walsh U	28	IIB	4	4	4	-	73.7	60.8	51.0	----	59.8	4	4	4	-	95.7	82.4	69.2	----	80.0	
Wilmington Coll		IIB	5	5	5		59.5	50.1	46.4		52.7	5	5	5		78.6	62.9	57.5		67.3	
Wittenberg U		IIB	4	4	4		74.3	61.2	52.8		63.8	3	4	4		103.0	81.6	71.0		86.4	
Wright St U-Lake		III	1	2	2	5	88.9	71.1	57.2	40.0	61.5	1	2	2	5	121.1	97.5	80.3	57.7	86.7	
Wright St U-Main	171	I	4	4	4	5	110.7	84.2	72.1	46.7	80.7	4	4	4	4	143.9	112.3	94.2	64.3	107.0	
Xavier U	28	IIA	2	1	2	4	100.8	83.6	69.8	46.6	76.1	1	1	2	3	134.4	111.4	89.9	65.6	101.7	
Youngstown St U	27	IIA	3	3	3	4	89.5	72.8	61.2	46.9	72.3	2	2	3	3	122.4	100.7	84.0	67.5	99.9	

OKLAHOMA

Oklahoma City U	13	IIA	4	5	5	2	78.1	60.0	54.6	53.9	63.8	5	5	5	3	91.6	71.5	65.5	64.9	75.7
Oklahoma Panhandle St U	28	IIB	5	5	5	5	53.2	51.4	42.2	36.0	44.1	5	5	5	5	70.0	67.8	56.4	49.4	59.0
Oklahoma St U-Main		I	5	5	4	-	107.0	79.8	74.4	----	80.5	4	4	4	-	142.3	105.4	96.4	----	105.8
Oklahoma St U-Oklahoma City		III	4	4	4	4	64.0	54.9	48.8	44.3	51.6	4	4	4	4	89.0	76.6	67.0	60.9	71.5
Oral Roberts U	27	I	5	5	5	3	79.9	70.1	60.0	52.5	66.0	5	5	5	4	102.3	89.7	76.8	67.3	84.4
Southeastern Oklahoma St U	31	IIA	5	5	4	5	74.6	61.9	59.9	40.1	64.8	5	5	5	5	91.1	76.6	73.3	50.7	79.5
Southwestern Oklahoma St U	28,216	IIA	4	4	5	4	78.4	65.4	53.7	46.1	58.4	4	4	4	3	106.7	90.4	75.3	65.9	81.4
U Central Oklahoma		IIA	4	3	3	3	86.1	73.5	61.9	49.0	68.6	4	4	4	4	105.4	90.5	77.1	61.5	84.8
U Oklahoma	15	I	4	5	4	5	120.0	78.8	71.1	41.7	86.3	3	5	4	5	157.9	102.9	92.3	56.4	113.2
U Science & Arts Oklahoma		IIB	5	5	5	5	60.4	50.9	46.1	41.3	51.2	5	5	5	5	74.5	63.7	58.4	53.0	64.2
U Tulsa	12	IIA	1	2	1	4	115.1	80.5	76.0	47.3	89.0	1	1	1	4	152.5	107.3	100.0	63.8	118.0

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	37.2	100	100	29	0	3.8	3.9	4.9		3	19	15	0	3	14	16	0	97.9	73.3	59.7		102.0	74.2	55.7
38.9	100	100	57	0	4.5	4.0	2.2		2	14	4	0	2	7	3	0	---	83.4	62.6		---	76.2	66.1	
35.8	100	100	17	0	3.8	3.5	3.0		3	8	7	0	0	9	5	0	103.7	83.2	57.1			75.6	62.0	
36.1	100	100	0	--	2.8	3.4	3.9	5.1	42	32	16	0	28	23	17	1	105.4	79.6	66.6	---	96.3	78.4	64.3	---
	98	98	91	71					21	22	10	5	19	24	13	9	84.4	71.3	62.5	60.3	79.0	65.4	58.3	54.5
	0	0	0	0	2.0	2.0	2.0	2.0	2	8	18	2	8	18	24	4	---	56.6	50.8	---	---	56.5	50.1	---
41.7	100	83	0	0	1.1	1.7	2.0	2.3	25	9	12	0	14	14	10	9	65.9	57.0	47.7		66.5	58.0	47.9	43.0
34.6	100	89	0	0	2.0	1.7	2.6	3.2	13	29	18	4	11	18	12	9	77.6	63.0	53.1	39.0	71.0	58.2	52.4	43.7
40.5	100	97	2	0	5.3	4.6	4.4	6.0	154	131	76	43	73	106	56	51	116.3	90.3	90.1	40.2	101.1	79.9	70.7	40.0
31.2	90	75	20	--	3.1	4.3	2.9	4.6	20	24	9	0	9	16	16	1	81.5	67.5	56.7	---	78.8	65.7	54.8	---
30.9	97	94	1	0	5.9	4.3	6.4	3.3	79	59	40	1	38	44	38	3	124.7	96.8	69.4	---	116.5	88.7	68.4	---
29.4	96	88	7	0					43	43	40	0	12	29	35	7	92.9	71.9	66.5		97.6	78.6	67.2	49.5
31.3	100	100	25	0	2.1	3.0	3.5		2	8	7	0	1	5	1	0	---	72.4	---	---	---	71.2	---	---
30.7	100	100	0	0	0.3	0.4	1.2		9	10	3	0	2	6	5	0	---	70.9	59.9		---	66.2	61.7	
26.0	97	89	1	0	3.2	3.0	2.8	6.1	721	444	253	1	244	312	253	4	146.6	99.1	91.2	---	129.3	91.9	79.2	---
31.7	100	96	0	0	1.5	2.3	2.1		7	11	2	0	2	12	5	0	---	70.1	---	---	---	71.1	---	---
30.9	100	100	0	0	3.3	3.9	2.5		7	11	3	0	2	5	10	0	---	76.7	65.9		---	69.5	65.1	
30.4	100	100	0	0	2.2	2.2	2.4		3	18	12	0	2	10	8	0	---	78.8	70.4		---	77.4	72.5	
38.6	--	100	33	0	9.3	3.5	5.7		0	7	5	0	2	6	4	0	---	73.8	60.9		---	75.4	63.0	
38.7	0	100	50	0		4.2	2.8		0	8	2	0	0	3	2	0		71.6	---			76.0	---	
39.2	100	85	0	0	5.0	4.5	5.6		2	7	4	0	1	6	5	0	---	71.4	59.3		---	73.7	59.0	
33.9	100	97	4	0	5.0	4.8	5.5		162	191	95	0	54	112	64	0	112.1	82.9	74.5		102.3	81.2	68.4	
40.5	--	100	0	0	5.9	4.0	5.2		0	4	1	0	1	6	7	0	---	75.0	---	---	---	67.7	---	---
39.1	100	100	18	0	4.8	4.8	7.1		5	8	4	0	1	13	7	0	---	70.6	57.6		---	70.7	57.4	
38.9	100	85	9	--	6.5	7.9	5.0	18.2	45	17	23	1	22	10	24	1	92.0	69.2	57.4	---	89.4	68.5	57.2	---
27.8	96	95	2	0	0.5	0.5	1.6	0.1	35	21	15	5	21	36	26	8	79.1	64.8	57.3	55.6	73.3	60.8	59.9	59.0
44.3	100	100	0	0	2.9	4.2	4.3	4.2	21	32	16	8	15	10	19	16	73.4	63.3	52.3	46.9	72.7	64.0	54.7	46.3
31.0	100	65	4	0	2.4	4.6	4.3	3.5	87	21	25	3	86	39	53	10	77.1	60.4	52.8	42.5	75.5	59.7	51.6	44.1
31.7	0	0	0	0	2.1	4.7	22.1	42.8	12	11	8	11	3	16	15	4	74.6	63.7	61.6	49.2	71.0	61.7	54.5	39.7
29.4	98	92	0	0	0.8	1.0	0.0	0.7	182	123	86	19	75	91	67	58	118.1	86.6	73.5	45.6	98.9	79.0	66.1	56.4
32.7	100	100	0	0	0.0	0.0	0.0		3	5	3	0	4	2	5	0	86.7	---	53.4		78.8	---	53.0	
31.6	94	81	4	0	7.1	8.9	8.2	4.9	9	15	32	5	25	28	46	5	86.4	73.2	54.1	44.0	84.5	68.6	54.8	45.7
31.7	100	72	13	0	8.5	8.9	10.5	7.0	11	16	16	2	9	16	15	5	88.3	67.1	53.8	---	85.2	64.5	55.6	---
31.4	92	68	2	0	4.3	4.4	4.6	5.7	296	210	184	7	108	199	201	14	120.7	84.5	72.5	49.5	104.6	76.6	66.6	49.1
	100	99	7	0	2.0	2.7	3.0		106	99	51	0	25	61	56	0	113.5	83.5	78.3		100.6	80.0	67.7	
	92	89	26	0	1.9	3.0	3.0	2.6	21	28	43	21	15	25	37	23	87.8	73.0	63.4	56.7	78.9	71.5	62.3	53.9
33.3	95	79	0	0	2.0	2.4	2.0	3.5	24	18	27	2	16	16	18	6	87.3	71.6	58.3	---	85.5	70.2	54.8	---
36.4	96	92	15	4	2.7	2.6	4.9	3.1	143	157	72	5	60	91	59	23	108.2	85.5	74.3	52.9	101.9	80.6	71.7	57.4
25.8	100	67	5	0	2.1	13.7	10.9	7.1	6	2	3	1	14	16	16	12	73.9	---	58.5	---	71.1	---	52.3	---
33.8	90	67	0	--	15.0	14.2	9.6	1.5	14	25	19	0	17	24	29	1	72.9	60.5	53.0	---	74.4	61.1	49.8	---
26.9	93	63	0	0	0.0	0.0	0.0		19	11	7	0	8	13	12	0	60.3	53.0	48.0		57.6	47.6	45.5	
35.6	100	100	7	0	0.0	0.4	1.1		30	32	11	0	13	23	18	0	76.4	61.5	52.4		69.7	60.8	53.1	
40.9	100	89	13	0	3.0	3.1	8.6	3.0	4	9	3	1	0	0	5	5	88.9	71.1	58.9	---		56.1	---	
32.5	97	90	0	0	2.5	3.0	16.4	3.3	128	110	51	32	45	94	61	45	115.0	87.6	75.5	47.4	98.5	80.2	69.2	46.3
33.5	100	96	6	0	2.0	3.5	3.6	3.3	41	69	26	11	26	51	37	21	101.6	84.4	73.6	46.8	99.5	82.6	67.2	46.5
35.9	100	96	6	0	0.9	1.3	0.1	1.2	96	68	59	14	41	55	66	27	92.0	73.9	63.8	48.2	83.7	71.4	59.0	46.2
18.7	90	53	7	0	0.2	1.5	0.5	0.6	43	29	23	11	25	26	23	24	77.1	61.9	59.1	57.8	79.7	58.0	50.2	52.1
33.7	75	21	0	0					5	11	6	8	3	3	13	9	51.1	49.5	43.8	35.5	56.7	58.1	41.4	36.4
31.5	100	98	1	--	3.5	4.7	5.1	2.3	251	196	145	0	63	108	97	2	108.9	83.1	78.5	---	99.4	73.9	68.2	---
38.5	100	100	0	9	2.9	3.0	5.6	3.6	4	14	7	7	4	22	11	16	64.1	54.0	50.2	43.5	64.0	55.5	47.9	44.7
28.0	78	31	5	0	8.1	12.9	13.7	20.1	33	21	30	15	7	11	32	9	80.1	71.8	59.3	52.2	79.0	66.9	60.7	53.2
22.8	100	97	10	0	2.6	4.3	3.8	3.7	39	17	21	4	17	15	8	9	76.3	62.9	60.2	40.1	70.8	60.8	59.3	40.1
39.4	97	81	15	7	4.3	3.4	3.5	3.5	23	24	24	29	15	24	31	39	81.2	64.4	50.8	45.7	74.2	66.4	55.9	46.4
23.6	99	92	11	0	0.6	4.9	2.1	3.5	104	51	50	16	77	38	61	34	88.1	77.0	63.5	53.1	83.5	68.8	60.6	47.1
31.2	98	88	0	0	3.2	3.7	3.7	3.7	315	187	163	36	81	136	131	56	123.8	81.2	72.1	44.2	105.0	75.4	69.8	40.1
25.2	100	100	0	0	1.0	1.7	2.3	2.9	8	3	10	3	9	9	4	5	59.4	51.4	46.8	39.8	61.3	50.7	44.3	42.2
32.5	91	86	0	0	3.8	3.9	3.6	5.6	94	71	55	7	26	26	39	16	115.8	82.8	82.2	51.1	112.6	74.2	67.3	45.6

APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			AVG. SAL. RTG.				AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)									
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
OREGON																									
Eastern Oregon U	31	IIB	4	5	4	4	67.4	56.7	52.4	42.5	55.2	4	3	2	3	100.6	87.1	80.2	66.5	84.4					
George Fox U	27,201	IIA	5	4	5	-	74.5	65.2	56.4	----	64.4	5	5	5	-	90.1	80.4	71.2	----	79.5					
Linfield Coll	28,71	IIB	3	3	3		84.6	66.3	56.8		69.7	2	2	2		121.2	96.4	86.6		102.0					
Multnomah U	206	III	5	5	5		59.4	50.9	44.6		49.8	5	5	5		72.7	60.8	53.6		60.1					
Oregon St U	30,116	I	4	3	3	4	114.9	88.9	79.6	48.9	83.4	3	2	2	3	160.0	127.1	111.9	76.5	119.4					
Oregon Tech	30	IIB	3	3	3	3	82.6	67.3	55.3	48.9	65.3	2	2	2	1	120.8	97.7	81.9	74.5	95.9					
Reed Coll		IIB	1	1	1		115.0	83.9	71.3		96.0	1	1	1		149.0	107.1	89.6		123.3					
Southern Oregon U	31	IIA	4	5	5	4	79.5	64.3	54.3	46.9	64.2	3	3	3	2	116.3	96.2	82.0	73.8	96.1					
U Oregon	16	I	3	3	2	3	126.2	92.0	83.8	52.9	87.3	2	2	2	2	174.5	130.2	117.1	82.0	124.5					
U Portland	27	IIA	3	3	2	3	89.8	73.7	66.5	50.4	70.2														
Western Oregon U	31	IIA	5	5	5	5	74.2	59.9	46.0	38.1	57.9	4	4	5	4	107.1	87.8	70.9	62.2	86.3					
Willamette U	16	IIA	1	2	2	3	116.4	80.9	65.9	51.7	87.2	1	2	1	2	154.3	106.7	94.1	76.3	117.7					

PENNSYLVANIA

Albright Coll		IIB	3	2	3	3	81.9	69.2	56.4	49.7	64.6	3	2	3	2	111.1	92.9	74.4	70.8	87.3
Allegheny Coll		IIB	2	2	2	3	97.1	72.7	63.7	49.9	74.9	2	2	2	2	129.5	97.6	85.1	68.3	100.3
Alvernia U	28	IIB	3	4	3	4	82.7	63.6	55.7	43.9	58.8	2	3	2	3	113.0	90.0	80.6	63.0	83.7
Bloomsburg U Pennsylvania		IIA	1	1	2	3	107.9	85.2	67.2	48.6	80.0	2	2	3	5	127.8	101.6	80.3	57.3	95.1
Bryn Mawr Coll		IIA	1*	1	1	1	130.4	91.8	74.0	61.4	99.2	1*	1	1	1	170.5	120.4	97.3	82.7	130.4
Bucknell U	31	IIB	1	1	1*		118.2	92.7	78.8		95.7	1	1	1		154.0	121.4	101.9		124.7
Butler Co CC		III	3	3	3	3	73.0	63.3	55.8	47.3	60.0	3	3	2	3	100.0	88.0	79.6	66.6	83.7
Cabrini Coll		IIB	3	4	4	3	83.6	63.0	52.7	49.5	61.0	3	4	4	3	109.9	82.8	68.9	63.3	80.0
Cairn U	31	IIB	5	4	4		62.2	57.2	50.0		57.1	5	4	4		78.9	74.9	66.3		74.0
California U Pennsylvania		IIA	1	1	1	3	107.4	88.6	72.4	51.9	86.8	2	2	2	4	129.0	106.1	87.9	62.9	104.5
Carnegie Mellon U	208	I	1	1	1*		155.0	108.3	106.1		120.8	1	1	1		191.7	135.9	131.7		150.6
Cedar Crest Coll		IIB	3	3	3	3	81.0	65.7	58.2	47.2	65.3	4	4	4	4	97.6	78.9	71.1	55.6	78.9
Chatham U	28	IIA	4	4	4		80.7	67.8	57.8		63.0	4	3	5		111.1	95.4	73.6		83.2
Cheyney U Pennsylvania		IIB	1	1	1	1	109.2	87.7	70.0	56.6	86.7	2	1	2	3	130.4	106.2	81.8	66.3	103.6
Clarion U Pennsylvania	223	IIA	1	1	1	3	109.0	88.0	70.5	49.9	85.8	2	1	3	4	130.3	107.2	85.9	60.1	103.5
DeSales U		IIA	3	2	3	3	89.4	75.8	61.6	49.1	67.4	3	2	2	3	118.3	103.2	86.6	67.5	92.7
Delaware Valley Coll		IIB	3	2	2	2	84.3	70.2	59.5	55.2	65.2	3	2	2	2	110.0	94.5	78.5	69.9	86.0
Dickinson Coll		IIB	1	1	1	1	113.2	86.4	69.4	56.6	85.3	1	1	1	2	141.5	113.1	87.5	68.9	108.7
Drexel U	12	I	1	1	1	1	152.6	112.5	100.1	72.4	99.3	2	1	1	1	190.5	143.3	125.5	95.9	127.2
Duquesne U		I	4	4	4	3	117.7	84.7	72.0	55.7	84.0	4	4	4	3	145.2	108.9	89.8	71.2	105.7
East Stroudsburg U		IIA	1	1	1	4	108.5	86.0	70.7	47.2	84.7	2	2	3	5	127.7	102.5	84.7	55.3	100.3
Eastern U	142	IIA	5	5	5		75.7	62.9	50.9		58.6	5	5	5		98.6	84.1	68.2		78.3
Edinboro U Pennsylvania		IIA	1	1	1	3	107.8	85.9	71.2	50.3	84.2	2	2	3	4	129.6	102.6	86.3	61.2	101.3
Elizabethtown Coll		IIB	2	2	2		91.4	75.8	61.5		75.1	2	2	3		119.3	100.8	78.2		98.2
Franklin and Marshall Coll		IIB	1	1	1	1	115.9	84.9	72.1	58.8	86.8	1	1	1	1	159.9	120.8	98.0	81.9	120.2
Gannon U		IIA	3	3	3	2	93.5	73.2	62.5	53.6	68.1	2	3	3	2	126.7	97.0	81.9	74.3	90.8
Geneva Coll		IIB	5	4	5	5	66.4	59.3	48.1	40.7	59.8	4	4	5	4	87.4	83.9	64.0	55.6	81.0
Gettysburg Coll		IIB	1	1	1		113.5	85.9	70.3		87.4	1	1	1		155.3	115.9	93.8		118.1
Gwynedd Mercy U	28,57	IIB	2	3	2	5	91.8	67.9	59.2	41.1	61.2									
Haverford Coll		IIB	1	1	1	-	123.5	95.4	74.7	----	95.3	1	1*	1*	-	168.0	135.4	106.4	----	133.4
Immaculata U		IIA	5	5	5	2	72.5	60.7	55.4	54.0	62.2	5	5	3	2	94.8	82.2	81.1	75.4	85.2
Indiana U Pennsylvania	81	I	4	3	5	4	108.7	85.8	64.4	50.4	84.2	5	4	5	5	129.5	103.0	77.0	61.2	100.8
Juniata Coll		IIB	2	3	2	-	87.5	65.0	59.3	----	74.5	2	3	2	-	116.0	87.2	79.3	----	99.2
King's Coll	31	IIB	2	3	3	4	88.8	67.2	55.2	42.1	68.8	3	3	4	3	111.6	86.7	71.0	60.5	88.0
Kutztown U Pennsylvania		IIA	1	1	3	4	107.8	84.7	64.5	46.7	80.0	2	2	4	5	129.2	101.9	77.5	56.0	96.1
La Roche Coll		IIA	5	5	5	-	71.6	59.3	48.7	----	60.6	5	5	5	-	86.3	71.0	61.9	----	74.0
La Salle U	25	IIA	1	1	2	2	115.1	85.6	69.6	53.6	82.9	1	1	2	3	143.4	107.9	88.5	66.4	104.4
Lafayette Coll	29	IIB	1*	1*	1	1	133.8	97.2	76.7	63.3	102.5	1	1*	1	1	171.6	126.6	98.9	81.5	132.5
Lebanon Valley Coll		IIB	3	3	2		83.2	68.2	60.6		70.5	3	3	3		108.3	86.5	77.2		90.5
Lehigh U	30	I	2	2	1		147.0	98.2	95.0		114.1	2	2	1		189.4	129.6	123.5		148.2
Lock Haven U	126	IIB	1	1	1	2	104.5	85.7	70.9	51.5	88.2	2	2	2	3	126.0	103.4	85.8	62.7	106.5
Lycoming Coll		IIB	3	3	3	2	85.3	68.5	56.1	51.0	65.1	3	3	3	3	108.0	89.4	73.6	65.6	84.5
Mansfield U Pennsylvania		IIB	1	1	1	2	109.8	87.4	68.3	50.2	85.0	2	1	2	4	129.5	105.4	82.2	59.4	101.6
Marywood U	28	IIA	2	2	2	2	101.2	78.5	65.7	55.8	72.9	2	2	3	2	127.4	101.3	85.7	72.9	94.2
Mercyhurst U	183	IIB	2	2	3	4	97.5	71.1	56.1	45.5	62.6	2	3	4	4	123.0	90.0	70.9	56.8	78.9
Messiah Coll		IIB	2	2	2	-	87.1	70.6	61.1	----	73.1	2	2	2	-	116.0	98.1	84.3	----	99.2
Millersville U Pennsylvania		IIA	1	1	2	2	108.7	86.9	67.2	53.5	87.0	2	2	3	4	130.3	105.7	80.7	63.2	104.9
Misericordia U		IIB	2	2	2	-	91.6	77.3	59.9	----	70.8	2	2	3	-	122.1	100.3	77.7	----	92.4
Montgomery Co CC	185	III	2	3	2	2	87.1	66.7	58.4	49.9	62.9	2	2	1	2	119.3	97.9	88.0	73.4	92.3



(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN								(10) F-T FAC. WOMEN								AVG. SAL. MEN				AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
	52.9	95	78	31	0	0.1	0.0	2.5	0.0	14	19	17	4	5	13	15	6	67.4	56.3	53.4	48.3	67.4	57.4	51.2	38.7							
21.6	81	41	0	--	5.0	6.7	4.2		44	27	34	0	13	19	41	1	75.8	66.4	58.5	----	70.3	63.6	54.6	----								
46.4	94	93	9	0	2.4	3.2	2.2		25	19	15	0	25	23	32	0	85.8	65.3	56.3		83.3	67.2	57.0									
20.7	43	0	0	0	-10.0	-8.8	-7.8		7	4	8	0	0	1	6	0	59.4	----	45.3		----	43.7										
43.2	99	87	1	2	6.3	6.4	6.4	5.9	234	188	158	147	78	84	101	150	116.5	91.0	82.0	50.7	110.0	84.3	75.8	47.1								
46.9	98	78	5	0	10.9	11.9	8.8	27.8	26	24	42	3	14	13	22	5	84.1	68.7	56.2	52.5	79.7	64.7	53.7	46.7								
28.4	100	85	0	0	4.1	3.9	4.4		47	21	21	0	27	13	19	0	118.1	85.2	71.0		109.5	81.9	71.6									
49.7	94	73	6	0	0.7	1.5	0.9	-1.0	45	24	11	18	20	16	7	26	80.0	63.9	54.1	48.6	78.5	65.0	54.5	45.8								
42.4	99	98	0	2	8.3	8.4	7.7	8.4	180	148	121	136	81	112	79	155	126.2	92.6	86.6	54.4	126.1	91.2	79.6	51.5								
	100	91	0	0					24	44	20	7	8	32	29	18	92.9	75.5	67.9	40.7	80.8	71.4	65.6	54.1								
48.9	100	98	0	0	3.8	6.7	6.3	7.2	49	19	20	19	37	22	34	18	75.8	61.9	48.3	38.6	72.0	58.2	44.7	37.7								
35.0	96	93	0	0	4.0	3.8	6.3	2.0	49	37	22	7	25	33	32	9	119.6	82.4	72.8	53.7	110.0	79.2	61.2	50.2								
35.1	100	95	0	0	2.4	4.9	3.7	3.7	14	23	16	4	7	17	14	16	81.2	67.7	59.7	45.7	83.2	71.3	52.6	50.7								
33.9	100	91	0	0	2.4	2.5	3.4	2.9	41	17	19	3	12	27	22	3	98.9	75.7	63.5	50.4	91.0	70.8	63.9	49.3								
42.5	100	95	18	0	1.5	10.0	-8.0	10.6	4	17	21	7	4	20	23	9	83.8	67.4	55.2	39.5	81.6	60.5	56.2	47.3								
18.9	100	86	24	3	2.9	4.8	6.2	5.0	86	67	62	36	33	37	65	35	108.4	85.0	67.6	47.9	106.7	85.5	66.8	49.3								
31.5	100	100	0	0	3.5	3.6	3.0	7.1	34	15	11	3	25	16	15	3	132.9	92.1	74.3	70.5	126.9	91.5	73.8	52.3								
30.3	97	96	0	0	3.1	2.9	3.9		71	92	57	0	32	67	53	0	121.5	94.7	80.2		110.8	90.1	77.4									
39.5	100	100	100	39					7	7	6	6	12	6	8	12	81.2	65.8	60.8	49.5	68.2	60.3	52.0	46.1								
31.1	100	89	0	0	0.0	0.0	1.9	0.0	5	13	7	3	7	15	25	2	83.6	66.1	55.5	----	83.6	60.2	51.9	----								
29.6	0	0	0	0	0.0	0.7	3.0		10	11	8	0	5	3	3	0	62.6	57.5	50.7		61.6	56.1	48.2									
20.4	100	93	32	4	3.3	4.8	4.7	5.2	52	42	34	11	37	41	38	16	107.9	89.6	72.2	50.0	106.7	87.5	72.5	53.2								
24.7	100	60	0	0	4.2	5.8	4.3		289	110	103	0	68	47	36	0	160.1	112.3	106.1		133.7	98.7	106.0									
20.8	100	85	0	0	2.5	3.6	2.5	2.5	8	8	4	0	12	12	19	8	83.5	67.1	54.5		79.3	64.7	59.0	47.2								
32.0	47	17	0	0	2.4	4.8	2.9		4	7	25	0	11	16	47	0	94.5	65.4	58.2		75.7	68.9	57.6									
19.4	100	95	33	11	3.2	4.3	5.3	5.2	9	9	4	5	9	10	5	4	109.6	88.7	69.5	60.3	108.7	86.7	70.5	52.1								
20.7	100	95	66	0	3.0	3.7	4.4	3.7	52	19	29	8	26	24	42	15	109.2	91.0	72.4	49.7	108.7	85.6	69.2	50.0								
37.6	79	76	0	0	3.9	5.8	4.0	3.8	10	18	21	7	4	15	36	7	86.8	76.3	60.0	47.2	95.7	75.1	62.5	50.9								
32.0	100	96	21	0	3.0	4.5	4.6	5.2	8	18	21	3	3	10	13	7	84.9	70.7	59.4	57.2	82.7	69.2	59.7	54.3								
27.4	100	100	0	0	3.4	3.4	4.5	5.8	29	51	30	4	20	32	39	9	113.9	88.0	68.8	57.9	112.3	83.9	70.0	56.1								
28.1	99	93	0	0	2.4	3.2	4.1	3.3	177	120	92	249	45	107	77	307	154.7	117.6	102.2	76.1	144.2	106.8	97.7	69.3								
25.9	100	95	2	0	2.2	2.8	2.5	2.8	69	107	66	11	23	69	109	29	123.3	87.3	74.9	50.8	101.0	80.7	70.2	57.5								
18.4	100	96	49	3	3.9	4.7	5.2	-4.6	49	36	22	17	33	41	21	22	108.3	86.9	72.0	46.7	108.9	85.3	69.5	47.6								
33.6	90	64	0	0	2.5	4.4	5.0		22	29	8	0	19	16	11	0	79.3	63.3	50.0		71.5	62.1	51.5									
20.4	100	89	60	2	3.2	4.5	4.5	5.9	56	46	42	12	43	27	36	31	108.0	87.1	73.1	47.6	107.6	83.7	69.0	51.4								
30.7	97	100	0	0	1.4	1.9	4.5		25	30	14	0	10	27	18	0	92.9	77.4	63.5		87.6	74.0	59.9									
38.5	100	100	0	0	3.1	3.2	1.9	1.4	42	34	35	10	21	27	50	7	116.0	86.6	72.6	61.3	115.8	82.8	71.8	55.3								
33.4	97	100	22	0	2.4	2.9	2.7	2.1	22	26	47	15	9	19	45	20	95.8	73.0	63.1	51.9	88.0	73.5	61.9	54.9								
35.3	97	54	7	0	0.1	0.3	0.2	0.0	24	19	7	3	12	9	7	0	67.3	61.2	48.1	40.7	64.6	55.3	48.2									
35.1	100	100	1	0	3.5	4.7	4.9		35	45	40	0	16	43	30	0	117.0	86.8	71.7		105.8	84.9	68.5									
	80	29	24	0	0.0	2.8	10.0	64.4	1	8	12	2	4	9	30	7	----	69.7	58.7	----	----	66.2	59.4	----								
39.9	97	80	0	--	2.7	3.2	3.5	2.6	22	22	21	0	14	22	23	1	123.2	93.4	74.5	----	123.9	97.5	74.9	----								
36.8	100	68	4	0	1.7	1.7	2.4	1.5	10	8	7	0	15	20	17	6	75.8	65.2	53.9		70.4	58.9	56.0	54.0								
19.6	99	95	25	9	3.2	4.6	5.8	3.8	128	85	89	10	70	94	89	37	108.9	86.1	65.6	49.2	108.3	85.6	63.2	50.7								
33.0	98	96	9	--	12.2	-1.1	-0.3	2.8	37	10	10	2	13	16	13	0	86.5	63.9	60.5	----	90.5	65.7	58.4	----								
27.8	85	71	0	0	3.6	0.7	-3.6	3.0	25	28	23	1	15	24	22	3	89.5	66.3	54.1	----	87.7	68.2	56.2	----								
20.1	96	95	31	0	3.0	4.4	6.0	3.4	59	82	59	13	32	65	79	20	107.9	84.8	64.0	46.8	107.7	84.6	64.9	46.6								
22.0	0	0	0	--	2.7	8.4	7.1		12	6	7	1	14	7	14	0	72.2	59.3	49.1	----	71.1	59.4	48.5	----								
25.9	98	92	10	0	2.0	2.3	3.2	2.0	31	38	31	5	13	49	55	12	115.2	86.7	69.4	54.5	114.9	84.9	69.7	53.2								
29.2	99	99	0	0	3.8	3.4	4.7	4.0	56	50	33	3	20	27	27	4	135.9	99.6	76.8	60.0	128.1	92.7	76.5	65.8								
28.2	100	93	7	0	0.6	0.6	0.5		26	23	15	0	9	18	13	0	83.8	68.9	59.													

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>PENNSYLVANIA (continued)</b>																				
Moravian Coll	25	IIB	3	3	2	2	84.0	66.5	60.1	53.5	68.3	2	3	2	2	112.7	88.6	80.0	73.5	91.4
Muhlenberg Coll		IIB	1	2	2		100.4	77.3	62.4		78.0	1	1	2		136.6	105.3	83.4		106.4
Neumann U	28	IIB	2	3	4	3	87.4	64.0	54.4	48.8	61.0	2	3	3	2	118.9	89.8	76.3	68.5	85.3
Penn St U-IIA Campuses	27,158	IIA	1	1*	1*	1	120.8	98.9	84.2	61.1	88.6	1	1*	1*	1	154.6	127.8	110.8	84.0	115.8
Penn St U-IIB Campuses	27,69	IIB	1	1	1	1	106.7	84.0	70.4	57.5	72.0	1	1	1	1	140.4	111.5	94.8	80.1	97.2
Penn St U-Main	12	I	2	2	2	3	147.0	99.2	87.2	56.9	98.0	2	2	2	3	184.7	127.7	112.0	78.8	126.4
Philadelphia U	30	IIA	2	2	3		99.3	77.9	64.0		76.2	1	1	2		137.7	108.5	89.4		106.0
Pittsburgh Theol Seminary		IIA	2	1	2		95.3	81.1	68.9		85.4	2	1	2		128.8	112.0	91.2		115.4
Robert Morris U	27,195	IIA	1	1	1		108.3	89.8	78.4		89.3	1	1	1		141.2	118.5	99.8		116.4
Saint Vincent Coll		IIB	2	3	3	3	88.1	64.9	57.8	49.0	65.4	2	2	3	2	117.6	91.9	76.5	67.7	89.4
Seton Hill U	24	IIB	3	2	1	2	84.9	69.9	66.8	53.5	70.2	3	3	2	2	110.7	88.9	85.6	74.2	90.3
Shippensburg U		IIA	1	1	1	4	108.2	87.5	71.5	47.8	88.0	2	2	3	5	128.9	104.5	85.4	56.6	105.0
Slippery Rock U Pennsylvania		IIA	1	1	1	3	110.2	89.8	73.7	51.1	86.8	2	1	2	4	130.7	107.3	88.6	61.1	103.6
St. Joseph's U	31	IIA	1	1	1*		120.0	93.2	81.4		90.1	1	1	1*		157.7	124.5	107.3		119.6
Susquehanna U	31	IIB	2	2	2	2	92.6	73.1	60.9	50.8	71.7	2	2	2	3	118.3	96.5	79.0	60.9	93.3
Swarthmore Coll		IIB	1*	1*	1*	1*	141.0	98.6	78.9	69.8	114.6	1*	1*	1*	1*	179.1	131.7	104.3	100.9	148.2
Temple U	5,119	I	2	2	4	3	141.6	97.7	74.1	58.8	97.8	2	2	4	3	179.6	127.1	96.5	77.9	126.2
U Pennsylvania	5	I	1*	1*	1*		197.5	125.2	119.6		164.7	1*	1*	1*		256.2	174.6	167.9		219.1
U Pittsburgh-Bradford		IIB	3	2	3	2	82.9	70.3	56.3	51.1	65.3	3	3	3	2	106.9	90.7	73.7	67.1	84.7
U Pittsburgh-Greensburg		IIB	2	3	3	4	86.8	68.4	57.5	45.5	60.8	2	3	3	4	114.6	87.6	73.7	58.6	78.1
U Pittsburgh-Johnstown		IIB	3	2	3	2	82.0	69.9	56.3	53.0	63.0	3	3	3	2	106.9	90.0	73.9	70.7	82.2
U Pittsburgh-Pittsburgh	5	I	2	2	3	5	144.2	96.4	80.9	47.1	97.4	2	3	3	4	185.2	124.4	104.9	63.6	125.8
U Pittsburgh-Titusville		III	-	3	2	3	----	61.9	58.1	47.4	55.5	-	4	3	4	----	82.3	75.8	61.2	72.4
U Scranton	28	IIA	1	1	1		108.1	87.2	75.3		87.6	1	1	1*		148.0	120.9	108.0		121.3
Ursinus Coll		IIB	2	2	1	1	96.8	76.9	67.3	61.6	78.7	2	2	2	1*	122.8	102.0	85.9	89.3	102.2
Villanova U	12	IIA	1*	1*	1	1	134.9	96.8	76.7	65.0	95.9	1*	1*	1	1	171.3	126.5	97.6	82.9	122.9
Washington & Jefferson Coll		IIB	2	3	4	5	86.8	66.2	51.9	38.8	69.3	3	3	4	5	111.0	89.3	69.0	48.9	91.1
Waynesburg U	194	IIB	4	3	3	2	75.5	66.4	56.1	51.9	61.6	3	2	1	1	110.9	99.0	91.5	79.1	94.9
West Chester U Pennsylvania		IIA	1	1	1	3	109.1	88.0	71.7	49.3	82.6	2	2	3	4	129.4	105.8	85.1	59.3	98.5
Westminster Coll		IIB	3	4	5	2	76.4	58.4	48.4	54.8	59.9	4	4	5	3	94.0	81.3	58.0	61.8	76.7
Widener U	12,123	IIA	1	1	2	1*	117.8	82.9	67.3	73.9	86.3	1	1	2	1*	154.5	111.1	90.6	101.4	115.3
Wilkes U	27	IIA	2	2	2	4	104.1	77.3	65.7	48.2	76.7	2	3	3	5	127.0	96.1	82.8	57.0	95.2
York Coll Pennsylvania	27	IIA	2	1	1	2	97.4	83.8	74.5	53.3	78.8	1	1*	1*	1	149.1	129.6	114.9	86.5	122.0

**PUERTO RICO**

U Politecnica de Puerto Rico	30	IIA	5	5	5	5	45.5	36.5	30.6	30.3	37.9	5	5	5	5	48.2	38.8	32.5	31.8	40.2
U Puerto Rico-Ponce		IIB	4	4	4	5	75.8	63.3	52.3	36.8	59.7	4	4	5	5	90.9	76.1	63.0	44.5	71.8

**RHODE ISLAND**

Brown U		I	1	1	1		168.6	112.3	92.3		128.5	1	1	2		206.5	139.8	115.5		158.8
Bryant U	31	IIB	1*	1*	1*		154.3	121.8	112.7		120.6	1*	1*	1*		199.3	160.1	145.0		157.8
CC Rhode Island	20,178	III	3	4	4	-	74.5	55.5	48.9	----	60.9	3	4	4	-	105.2	80.2	69.3	----	86.5
Providence Coll	31	IIA	1	1	1	1*	108.9	85.2	77.3	72.1	85.6	1	1	1	1	143.6	112.3	98.4	84.9	110.7
Rhode Island Coll	25	IIA	5	4	4		77.4	66.0	57.2		67.8	4	3	3		110.3	94.5	85.0		97.7
Roger Williams U	15	IIB	1	1*	1		120.4	96.7	76.7		103.3									
Salve Regina U	28,203	IIA	2	2	3		94.6	75.9	62.5		74.3	2	2	3		125.5	100.9	82.2		99.4
U Rhode Island	170	I	4	4	4	2	112.5	82.1	73.7	62.9	87.7	4	3	3	2	149.3	113.9	99.0	89.3	119.0

**SOUTH CAROLINA**

Charleston Southern U	28	IIB	5	4	4	3	64.7	57.8	53.0	48.4	54.9	5	5	4	4	79.3	72.0	65.4	58.7	67.7
Citadel Military Coll SC	30	IIA	3	2	3	3	90.6	75.4	63.7	50.3	75.2	3	2	2	2	120.2	101.2	86.6	69.9	101.1
Claffin U		IIB	4	3	4	3	72.6	66.9	52.9	46.2	57.2	5	4	5	4	83.8	78.9	62.8	56.0	67.8
Clemson U	27	I	3	3	3	2	129.0	92.2	80.9	59.8	92.0	3	3	2	2	166.7	121.9	107.8	83.0	121.4
Coastal Carolina U		IIA	2	3	4	4	95.6	71.6	61.0	47.9	67.0	2	3	3	3	125.5	95.7	82.6	66.4	90.0
Coker Coll		IIB	5	5	5		61.9	54.6	46.7		52.4									
Coll Charleston		IIA	3	3	3	2	92.3	73.1	65.1	54.7	73.7	2	2	2	1	124.4	100.7	90.8	78.0	101.4
Columbia Coll		IIB	5	5	4		62.6	56.8	49.9		56.7	5	5	5		79.4	72.9	64.0		71.9
Converse Coll		IIB	4	5	5		67.6	56.5	48.8		55.9	5	4	5		86.3	76.0	63.0		73.6
Francis Marion U	28	IIA	4	4	5	2	81.8	65.6	56.2	52.5	65.6	4	4	4	2	108.4	88.4	75.7	70.4	87.8
Furman U		IIB	2	2	2		96.7	71.2	65.4		82.4	1	2	2		133.1	97.9	86.6		112.7
Newberry Coll	25	IIB	5	5	5		55.0	48.9	46.5		49.1	5	5	5		61.7	54.4	51.1		54.3
Presbyterian Coll		IIB	4	3	3		69.5	63.8	55.1		64.4	4	4	4		90.3	81.8	70.6		83.2

APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN				
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
	33.9	96	98	0	0	2.5	2.8	3.3	2.3	17	20	2	3	9	26	16	9	85.2	64.5	----	41.3	81.7	68.0	----	57.5
36.4	100	100	0	0	2.5	2.9	4.4		39	24	14	0	16	25	20	0	102.9	78.3	61.6		94.1	76.3	62.9		
37.7	0	0	0	0	2.4	1.5	1.5	1.6	5	14	12	4	8	19	30	9	92.6	63.7	55.7	46.2	84.1	64.2	53.9	49.9	
30.7	100	99	0	0	3.1	2.6	4.3	4.5	32	54	28	21	11	28	30	15	121.8	101.6	87.3	64.4	118.1	93.7	81.4	56.4	
35.0	100	96	9	0	3.2	3.3	4.0	3.3	92	208	135	148	37	131	100	245	107.4	85.8	71.9	59.5	104.8	81.3	68.5	56.3	
28.9	97	89	0	0	3.2	4.3	4.4	4.3	663	313	223	113	181	211	172	125	150.3	102.5	91.7	60.0	134.7	94.3	81.4	54.1	
39.2	100	50	0	0	1.9	2.9	3.0		19	25	21	0	3	25	26	0	100.8	78.8	63.5		89.8	77.1	64.5		
35.1	88	33	0	0	1.0	1.0	1.0		7	3	0	0	1	0	4	0	----	81.1			----			68.9	
30.4	100	88	25	0	10.1	8.1	4.9		43	36	36	0	23	30	36	0	108.1	92.8	82.9		108.6	86.2	73.8		
36.7	94	88	0	0	2.0	2.0	2.5	2.1	14	29	21	5	3	13	14	1	90.6	65.8	59.2	----	76.3	63.0	55.7	----	
28.6	94	67	0	0	2.6	2.7	3.3	6.4	9	18	20	2	7	24	20	3	89.3	71.4	71.0	----	79.2	68.7	62.6	----	
19.3	98	91	49	0	3.5	4.1	5.2	3.3	68	64	37	10	38	52	33	13	109.0	87.9	72.1	48.3	106.8	87.0	70.8	47.3	
19.4	100	94	58	0	3.0	3.7	4.7	5.7	54	56	46	14	35	55	63	14	110.2	90.3	72.7	52.4	110.2	89.3	74.4	49.8	
32.6	100	100	24	0	2.5	2.5	3.0		40	59	44	0	27	41	48	0	125.1	97.0	85.8		112.5	87.8	77.4		
30.1	95	95	0	0	0.0	0.0	0.2	0.0	16	39	18	3	5	38	14	7	94.6	76.0	65.5	49.8	85.9	70.2	54.9	51.2	
29.3	98	100	0	0	2.5	3.9	2.6	5.5	53	21	24	2	36	17	21	1	147.8	99.2	80.0	----	131.0	97.8	77.6	----	
29.0	89	60	2	1	1.7	2.4	3.0	2.4	290	253	316	32	108	184	282	49	147.0	98.2	75.4	55.9	127.0	96.9	72.7	60.8	
33.0	100	94	0	0	3.5	3.9	3.7		461	136	135	0	137	92	101	0	201.1	134.6	125.4		185.6	111.3	111.9		
29.9	100	88	0	0	2.4	2.7	4.0	3.0	8	20	12	1	3	6	10	7	82.1	71.0	57.0	----	85.1	68.1	55.5	----	
28.6	100	89	0	0	2.7	3.2	3.5	2.6	3	12	13	6	1	15	16	8	----	68.3	58.2	51.5	----	68.6	56.8	40.9	
30.4	100	96	0	0	4.1	3.7	5.0	3.4	9	29	27	9	3	18	19	14	85.9	69.7	57.1	58.0	70.3	70.4	55.2	49.7	
29.1	90	76	0	0	3.9	3.8	4.2	4.9	341	244	227	21	115	172	267	57	149.0	98.4	87.3	50.4	129.9	93.6	75.5	46.0	
30.5	--	80	0	0	1.3	2.5	2.2	3.0	2	3	4	2	0	2	5	7	----	----	67.8	----	----	----	50.4	----	
38.6	100	93	31	0	3.2	3.2	4.3		71	52	36	0	21	38	26	0	109.8	88.6	82.4		102.5	85.2	65.5		
29.9	94	98	0	0	2.0	2.0	2.2	2.0	22	18	17	2	14	22	22	6	97.4	75.0	66.6	----	95.7	78.4	67.8	----	
28.1	99	98	15	0	2.3	2.6	3.1	3.1	119	118	121	27	41	68	116	34	136.9	101.0	75.1	67.1	129.1	89.6	78.3	63.4	
31.5	100	100	0	0	4.0	4.4	4.3	6.8	23	26	8	0	14	20	14	4	89.6	66.6	54.4		82.1	65.7	50.4	38.8	
54.1	95	80	6	63	3.7	3.2	3.6	3.5	14	3	19	4	6	7	12	12	76.4	66.2	56.5	49.7	73.3	66.5	55.5	52.6	
19.3	99	93	15	1	3.3	4.3	5.0	5.6	92	82	88	37	79	101	115	62	109.4	88.6	72.7	50.4	108.8	87.6	70.9	48.7	
28.0	100	97	0	0	2.2	3.2	3.7		15	22	9	2	12	15	12	2	79.9	58.7	46.7	----	72.1	57.9	49.8	----	
33.7	97	88	0	0	3.6	2.0	2.6	2.3	46	57	20	2	31	46	50	14	120.6	85.9	70.9	----	113.6	79.2	65.8	----	
24.1	100	97	2	0	3.0	3.2	6.3	4.1	25	40	24	2	8	33	27	2	105.7	77.9	66.7	----	99.0	76.6	64.9	----	
54.8	100	96	40	0	2.0	2.4	2.3	2.2	13	40	36	10	5	33	27	7	98.6	86.9	78.9	55.2	94.4	79.9	68.7	50.5	
5.9	44	12	0	0					33	45	13	1	8	30	10	4	45.8	38.1	30.4	----	44.3	34.2	31.0	----	
20.2	100	100	74	53	6.1	4.3	1.7	0.5	12	9	12	10	21	9	22	5	75.5	62.8	50.0	37.3	76.0	63.8	53.6	35.8	
23.6	99	98	0	0	3.5	5.1	4.7		271	84	92	0	92	43	57	0	171.5	114.2	95.6		160.2	108.4	87.0		
30.8	100	98	7	0	3.9	4.6	6.5		42	28	8	0	24	15	6	0	159.6	123.5	111.2		145.1	118.5	114.6		
42.0	100	100	33	--	0.0	1.4	1.3	0.0	57	17	42	0	74	56	71	1	77.8	56.0	48.2	----	71.9	55.3	49.3	----	
29.3	100	90	35	0	2.0	2.5	2.9	2.1	39	58	68	9	19	29	65	7	111.1	84.8	79.2	73.2	104.5	86.0	75.3	70.8	
44.2	100	97	13	0	0.3	0.4	-1.0		68	42	29	0	54	71	64	0	78.0	68.2	56.2		76.8	64.7	57.6		
33.8	99	97	2	0	4.5	4.0	4.7		61	36	21	0	31	33	21	0	120.6	96.2	83.1		119.8	97.2	70.2		
35.7	97	71	0	0	1.3	1.2	2.4		15	18	12	0	16	17	15	0	94.8	75.3	61.8		94.4	76.5	63.1		
35.7	96	85	0	0	6.7	8.6	7.2	7.0	203	73	50	3	78	99	68	2	114.8	84.5	77.5	----	106.7	80.3	71.0	----	
23.2	73	16	2	0					18	24	34	5	12	13	32	17	67.2	58.2	53.0	41.1	61.0	57.2	53.1	50.5	
34.3	95	94	6	0	2.1	2.3	3.4	2.9	46	44	30	4	13	21	21	9	91.4	78.6	67.6	61.1	87.7	68.6	58.1	45.5	
12.2	82	57	15	0	0.0	2.6	2.9	0.7	11	20	27	10	6	3	32	9	71.7	66.0	54.5	44.1	74.3	72.9	51.6	48.5	
32.0	99	89	0	0	2.4	3.2	2.7	2.0	267	204	154	1	64	97	99	2	131.9	94.0	82.9	----	116.5	88.5	77.8	----	
34.4	100	92	2	0	6.2	6.4	3.2	5.6	57	65	69	6	22	45	53	5	95.8	72.6	60.3	48.8	95.2	70.1	61.9	46.8	
37.7	100	93	9	0					5	15	8	0	8	12	15	0	62.7	53.6	46.5		61.4	55.8	46.8		
37.7	99	99	1	0	6.1	6.5	5.5	5.5	90	97	97	23	53	73	73	36	94.5	75.6	67.7	57.9	88.4	69.7	61.8	52.7	
26.8	100	100	0	0	4.4	-0.1	3.2		8	8	0	0	17	11	11	0	59.7	58.1			64.0	55.9	49.9		
31.6	100	95	12	0					9	18	4	0	5	23	22	0	75.9	58.3	50.6		52.6	55.1	48.4		
33.9	90	92	11	0	3.0	3.1	3.0	3.0	40	36	17	1	11	28	46	17	81.9	69.5	49.2	----	81.2	60.6	58.8	----	
36.7	99	98	6	0	1.9	2.2	2.1		86	41	22	0	27	22	31	0	97.3	72.3	66.3		94.7	69.1	64.8		
10.7	82	62	8	0	2.5	3.7	4.8		13	7	15	0	4	6	24	0	54.2								

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Winthrop U	31	IIA	4	4	4	4	82.4	67.9	58.9	44.3	67.5	4	3	3	4	110.5	92.5	80.6	62.3	91.6
Wofford Coll		IIB	3	2	2	5	84.1	70.2	61.6	40.8	71.4	3	2	2	5	111.4	93.3	82.2	53.5	94.8

SOUTH DAKOTA

Augustana Coll		IIB	4	2	5	4	76.0	70.7	49.0	45.2	60.8	4	2	3	2	101.3	96.0	74.3	70.5	86.1
Dakota St U	31	IIB	3	1	2	4	84.0	83.3	64.4	43.3	65.5	3	2	2	4	104.4	103.6	82.1	57.9	83.3
Dakota Wesleyan U	28	IIB	5	5	5	5	55.3	50.6	47.1	34.6	46.5	5	5	5	5	69.1	64.5	61.0	48.5	60.4
Mount Marty Coll	217	IIB	5	4	2	4	59.3	57.7	60.4	43.6	56.6	5	5	3	4	70.0	70.9	76.0	55.1	70.0
U Sioux Falls	28	IIB	5	4	4		63.3	57.4	52.0		56.2									
U South Dakota	13	I	5	5	5	4	97.3	69.1	63.5	49.8	67.1	5	5	5	4	119.0	87.9	81.4	65.7	85.3

TENNESSEE

Austin Peay St U	149	IIA	5	5	5	5	76.9	61.6	51.1	42.2	61.7	4	5	5	5	102.2	83.9	70.3	57.1	83.3
Belmont U	13	IIA	1	1	1	1	105.9	87.2	77.0	65.3	86.6	2	1	1	1	130.5	108.9	95.9	83.3	107.7
Carson-Newman U	28	IIB	5	5	5	5	57.5	49.7	44.8	40.4	49.8	5	5	5	5	67.2	58.2	52.0	45.1	58.0
East Tennessee St U		IIA	4	5	5	4	81.3	62.8	56.4	46.7	61.7	4	4	3	3	109.6	89.0	80.7	68.3	86.3
Freed-Hardeman U	28	IIA	5	5	5	4	68.3	59.7	54.8	44.3	56.7	5	5	5	5	84.6	77.8	68.3	57.0	71.8
King U	28,107	IIA	5	5	5	5	51.2	50.5	43.7	39.6	46.2	5	5	5	5	75.0	64.7	59.6	51.7	61.9
Lee U	25,121	IIB	4	4	3		69.1	60.1	56.0		60.3	5	4	4		86.0	75.7	68.4		74.6
Lipscomb U	27	IIA	4	2	2	2	78.2	80.9	70.4	54.4	74.4	5	2	2	3	99.9	102.6	89.3	68.7	94.6
Maryville Coll		IIB	4	4	5	4	74.6	58.2	46.3	42.2	58.2	4	5	5	5	91.3	73.8	56.4	50.8	72.4
Milligan Coll		IIB	5	5	5		60.2	50.9	45.5		52.8	5	5	5		81.5	65.1	60.0		69.5
Rhodes Coll		IIB	1	1	2	1	106.7	79.0	61.2	61.5	75.0	1	1	3	1	142.1	107.0	77.5	76.0	98.5
Sewanee U of the South		IIB	1	2	2	2	102.0	75.5	61.8	51.5	83.6	1	2	2	3	136.6	101.0	83.2	64.5	111.9
Tennessee St U	27	IIA	4	5	5	3	78.1	63.5	55.3	48.8	62.7	4	4	4	3	106.2	87.4	75.4	67.1	86.5
Tennessee Tech U		IIA	4	3	3	5	86.7	71.1	62.0	43.1	68.4	3	2	2	3	119.6	101.6	90.7	68.6	98.2
Tennessee Wesleyan Coll	28,83	IIB	5	5	5	5	44.1	43.7	38.2	32.8	40.9	5	5	5	5	63.0	61.4	53.7	46.0	57.8
Trevecca Nazarene U	31	IIA	5	5	5	-	63.3	55.9	48.3	----	57.3	5	5	5	-	84.2	70.8	61.9	----	74.2
U Memphis	1	I	4	5	5	5	109.8	74.7	65.5	44.4	76.3	4	5	5	5	139.5	99.0	87.2	60.4	99.9
U Tennessee-Chattanooga	27	IIA	3	4	3	5	88.1	69.6	63.0	43.0	66.6	3	3	3	4	117.1	93.3	85.7	60.3	89.9
U Tennessee-Knoxville	5,162	I	3	3	3	2	130.3	92.0	77.2	60.3	92.6	3	3	3	2	165.1	119.5	101.2	80.2	119.5
U Tennessee-Martin		IIA	5	5	4	3	75.0	64.4	57.7	51.3	60.4	4	4	4	2	101.2	88.2	78.3	69.4	82.5
Vanderbilt U	15	I	1	1	2		180.6	108.6	91.0		125.0	1	2	2		211.3	132.4	110.5		149.4
Volunteer St CC		III	5	5	5	5	61.5	54.3	47.9	41.7	50.6	4	4	5	4	85.0	76.1	66.4	58.0	70.5

TEXAS

Abilene Christian U	27	IIA	4	3	3	3	85.3	72.0	63.8	50.9	70.1	4	3	3	2	112.4	95.2	83.7	73.0	93.3
Amberton U	45	IIA	5	4	-		76.1	68.9	----		73.2	5	5	-		95.6	80.3	----		89.9
Angelo St U		IIA	4	4	4	5	78.1	66.0	60.1	39.4	62.8	5	5	5	5	94.5	79.8	73.3	49.6	76.6
Austin CC	131	III	3	4	4		71.1	54.8	48.7		65.0	4	5	5		86.7	68.0	61.7		79.7
Austin Coll	30	IIB	3	3	3	5	85.2	65.0	58.7	40.1	68.7	2	3	2	5	113.8	89.1	79.0	52.8	92.9
Baylor U	12	I	3	3	3	-	125.2	92.8	79.7	----	90.0	3	3	3	-	159.0	119.1	101.9	----	115.8
East Texas Baptist U	28	IIB	5	5	4	-	61.1	54.7	50.9	----	56.0	5	5	4	-	78.1	68.7	66.4	----	71.8
Hardin-Simmons U	28	IIA	5	5	5	4	66.7	58.0	50.7	45.4	60.5	5	5	5	4	87.0	76.7	68.4	60.0	79.7
Huston-Tillotson U		IIB	5	5	5	4	54.5	50.8	47.4	42.4	48.9									
Lamar St Coll-Orange		III	-		3	4	----		53.0	42.7	45.3	-		4	5	----		69.5	56.4	59.8
Lamar U		IIA	2	3	3	4	94.2	74.8	63.3	48.0	69.4	3	3	3	4	117.0	94.3	81.1	62.1	87.9
Lubbock Christian U	31	IIB	5	4	5	5	66.7	59.0	48.7	39.9	55.2	5	5	5	4	80.9	72.6	62.0	59.1	68.5
McMurry U	31	IIB	5	5	5	5	62.9	52.1	47.3	40.6	51.6	5	5	5	5	78.6	65.9	58.1	50.1	64.4
Our Lady of the Lake U	28,165	IIA	4	4	4	-	80.7	65.3	59.5	----	65.4									
Prairie View A&M U		IIA	3	3	3	-	88.3	71.5	64.9	----	65.1	4	4	4	-	105.5	84.5	78.4	----	77.8
Rice U	30	I	1	1	1	3	178.1	111.7	98.5	57.4	131.5	1	1	1	3	222.8	140.7	123.1	74.4	165.0
Sam Houston St U	28	IIA	2	3	3	-	95.9	73.0	61.7	----	73.7	1	2	2	-	134.8	105.2	86.9	----	104.7
Schreiner U	27	IIB	4	4	4	4	66.9	58.8	50.2	45.2	53.9	5	4	4	4	83.5	75.5	64.6	55.6	68.3
Southern Methodist U	1	I	2	2	1	-	150.7	103.0	99.0	----	104.6	2	2	1	-	191.5	133.9	125.4	----	135.1
Southwestern U		IIB	2	3	2		86.6	67.8	60.8		72.7	3	3	3		110.6	88.1	75.5		92.8
St. Edward's U	31	IIA	2	2	3	2	102.7	76.4	62.7	55.2	73.5	2	3	4	3	129.3	95.6	76.9	67.1	91.4
St. Mary's U	15	IIA	1	3	3	1	116.6	75.0	63.9	64.2	88.9	1	4	4	2	137.9	89.8	77.4	71.9	105.9
Sul Ross St U	212	IIA	5	5	5	5	67.1	58.9	47.4	40.4	54.5	5	5	5	5	87.0	76.9	63.4	53.7	71.9
Texas A&M International U		IIA	2	2	1	4	98.4	78.0	71.4	46.6	71.6	3	3	2	4	119.2	95.6	88.1	59.6	88.3
Texas A&M U		I	3	3	2		131.4	90.7	83.5		96.0	3	4	3		155.8	109.3	100.8		115.3
Texas A&M U-Kingsville		IIA	4	3	4		84.8	70.5	60.1		65.4	4	4	4		104.2	86.9	74.9		81.2

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	35.8	98	90	3	0	1.7	3.6	3.8	3.3	54	46	28	8	30	54	47	19	83.1	68.2	62.7	46.9	81.3	67.7	56.5
32.8	95	96	40	0	1.8	4.8	17.1	22.2	33	25	19	0	11	21	16	4	85.0	70.3	64.8		81.4	70.0	57.9	40.8
41.7	100	95	6	0	1.5	1.5	3.1	2.4	18	25	26	3	6	17	23	10	76.3	68.6	53.3	36.9	75.2	73.6	44.0	47.7
27.2	100	95	0	0	3.5	6.9	3.4	4.1	12	14	20	15	5	5	11	11	84.7	90.3	63.9	46.4	82.3	63.6	65.4	39.0
29.8	100	27	0	0	4.2	3.1	2.7	4.5	8	6	6	7	3	5	16	6	55.3	54.6	51.6	22.9	55.1	45.9	45.4	48.4
23.7	88	92	17	0	0.0	0.0	-0.1	0.0	5	7	5	2	3	6	13	6	57.3	62.3	60.0	----	62.7	52.3	60.5	----
	100	78	0	0	2.3	4.2	4.1		5	14	12	0	4	13	12	0	62.7	56.4	50.3		64.0	58.6	53.8	
27.1	99	91	0	0	3.0	3.2	4.0	3.6	57	57	70	24	24	36	45	81	96.4	71.3	66.6	50.2	99.4	65.7	58.7	49.7
35.0	97	72	4	7	0.0	1.5	2.3	3.3	75	55	41	13	43	53	54	28	77.7	63.8	51.6	38.9	75.7	59.4	50.8	43.7
24.4	96	90	5	0	3.6	5.2	5.3	5.2	59	39	51	15	33	45	74	15	109.4	93.5	78.7	73.2	99.7	81.6	75.9	57.5
16.3	100	91	3	0	0.0	0.0	0.7	0.0	20	20	13	1	9	33	16	7	58.8	49.9	44.5	----	54.8	49.6	45.1	----
40.0	99	95	14	10	6.4	5.0	3.7	3.5	113	94	69	5	49	54	112	24	81.6	64.9	57.5	41.4	80.8	59.2	55.7	47.8
26.7	100	91	32	7	0.3	0.1	1.1	4.6	13	14	22	10	2	9	9	5	----	63.8	54.1	46.1	----	53.4	56.5	40.8
33.9	0	0	0	0	4.8	4.7	9.3	3.9	7	16	21	4	3	22	36	6	51.7	51.4	43.2	34.4	50.1	49.9	44.0	43.0
23.7	100	93	14	0	2.8	3.8	3.2		38	28	38	0	13	15	20	0	69.3	59.8	55.7		68.3	60.7	56.6	
27.0	73	20	0	0	2.1	3.4	2.7	2.0	59	34	35	2	18	17	42	14	82.1	83.6	74.0	----	65.6	75.5	67.4	----
24.1	100	100	40	0	2.9	3.2	3.0	7.5	10	12	9	1	4	23	1	6	73.4	57.3	----	----	77.7	58.7	----	----
31.6	100	70	0	0	3.2	3.9	4.1		14	13	6	0	12	17	13	0	61.1	46.4	44.2		59.3	54.3	46.1	
31.4	100	97	0	0	13.1	1.6	6.2	10.6	20	35	30	1	9	26	38	8	111.9	80.2	64.7	----	95.2	77.3	58.3	----
33.9	99	91	0	0	5.4	6.5	8.2	2.0	46	18	23	2	25	14	18	2	107.0	78.1	62.3	----	92.9	72.2	61.3	----
34.3	95	80	26	75	1.1	2.7	3.9	0.0	72	70	64	3	37	49	77	1	80.8	65.5	58.1	----	72.9	60.7	53.1	----
43.6	99	95	14	17	0.1	1.6	0.6	0.8	124	41	55	40	29	39	51	52	88.7	73.4	63.3	43.7	77.9	68.6	60.5	42.7
40.5	100	82	4	0	2.0	2.0	2.0	2.0	9	11	12	3	9	6	14	1	39.8	43.0	37.8	----	48.4	45.1	38.5	----
29.5	70	23	0	--	0.3	0.8	2.1	10.1	24	21	8	0	6	14	6	1	63.2	55.0	46.6	----	63.4	57.2	50.6	----
30.9	96	89	3	0					192	133	119	62	41	119	121	87	113.5	76.2	69.7	46.8	92.7	72.9	61.4	42.6
35.0	100	90	2	0	0.5	2.0	1.8	4.2	94	47	48	2	46	36	60	7	89.6	71.7	65.1	----	84.8	66.8	61.4	----
29.0	97	82	1	3	1.8	2.7	2.4	2.5	429	262	185	3	131	195	232	36	134.6	95.2	82.3	75.2	116.5	87.8	73.2	59.1
36.5	99	88	12	62					49	41	42	9	24	34	35	4	76.5	63.6	59.0	49.9	71.9	65.3	56.2	54.3
19.6	94	80	0	0	2.7	3.7	3.7		276	143	104	0	80	80	87	0	179.8	108.8	96.5		183.1	108.3	84.4	
39.3	100	79	0	0	1.4	2.7	3.1	2.1	11	33	13	20	6	40	11	24	61.5	54.6	48.2	42.3	61.6	54.1	47.6	41.2
33.2	97	81	2	0	2.8	4.2	3.6	6.0	58	53	36	14	8	27	26	26	85.7	73.9	68.0	54.8	82.6	68.2	58.0	48.7
22.8	0	0	--	0	2.2	3.3	2.1		5	3	1	0	5	3	0	0	77.9	70.1	----		74.3	67.7	----	
21.9	100	100	3	0	0.2	2.7	1.7	1.2	49	28	47	19	25	18	27	24	77.5	68.3	60.9	39.2	79.3	62.5	58.7	39.5
22.6	0	0	0	0	2.6	3.6	4.0		172	46	15	0	172	102	22	0	70.7	54.6	48.6		71.5	54.9	48.8	
35.2	100	100	0	0	5.9	-0.1	0.5	0.0	23	28	11	5	8	14	7	1	87.4	65.1	58.9	----	78.6	64.7	58.3	----
28.6	98	90	1	--	3.2	3.9	4.7	2.7	227	142	90	0	53	79	64	1	127.5	94.4	82.1	----	115.3	89.9	76.2	----
28.2	3	0	0	--	3.1	5.0	6.3	3.0	22	11	10	1	10	2	14	1	61.6	----	51.2	----	60.1	----	50.6	----
31.6	96	88	17	0	0.6	1.1	0.2	3.9	51	21	14	3	19	20	10	3	66.6	59.8	50.9	42.9	67.1	56.1	50.5	47.8
	64	13	0	0	0.0	-3.3	-6.1	0.3	6	1	9	5	5	7	9	3	49.7	----	48.5	42.4	60.4	----	46.4	42.3
32.1	--	0	78	24	2.1		2.0	1.0	1	0	5	11	1	0	4	23	----		50.8	41.6	----		55.7	43.2
26.6	99	85	11	0	11.0	5.6	4.2	2.9	63	63	53	24	23	44	47	74	95.4	77.7	64.9	45.6	91.2	70.5	61.5	48.8
24.2	86	93	15	0	2.0	2.2	3.3	2.0	18	17	16	1	11	11	17	2	63.9	60.6	48.6	----	71.5	56.6	48.8	----
24.8	100	100	7	0	0.1	4.8	0.6	0.8	14	20	4	5	8	4	11	13	64.7	51.4	45.0	41.7	59.6	55.9	48.1	40.1
	95	65	0	--	1.0	1.0	1.0	1.0	7	12	13	1	13	11	35	0	82.0	65.0	60.0	----	80.1	65.7	59.3	----
19.6	97	96	0	--					49	51	30	2	10	27	27	0	90.6	70.3	67.4	----	77.3	73.9	62.1	----
25.5	100	100	0	0	3.5	4.9	4.4	6.7	242	72	62	16	58	45	32	5	179.1	116.8	99.6	57.5	173.9	103.7	96.2	57.3
41.6	100	90	4	--	2.9	4.0	4.4	4.0	112	110	93	0	45	84	107	1	99.8	75.5	63.2	----	86.0	69.7	60.4	----
26.7	100	80	0	0	4.2	5.1	2.2	2.1	7	7	12	7	5	3	12	6	67.0	59.2	52.5	49.4	66.8	57.9	47.8	40.3
29.1	99	92	2	--	2.5	4.0	3.4	2.7	173	102	69	1	40	63	53	1	154.5	106.0	102.8	----	134.5	98.0	94.0	----
27.7	100	98	0	0					26	23	8	0	17	22	12	0	90.6	69.5	61.2		80.6	66.1	60.5	
24.3	100	43	0	0	3.7	3.3	3.8	3.0	16	41	41	3	12	35	43	4	105.8	78.9	66.1	53.7	98.7	73.5	59.5	56.3
19.0	91	94	10	0	1.0	1.3	1.8	1.0	59	32	33	3	31	19	17	1	122.0	75.1	62.0	----	106.4	74.8	67.5	----
31.8	100	94	8	0	2.7	2.0	2.0	8.4	30	10	14	2	13	8	12	2	69.1	60.0	47.1	----	62.4	57.6	47.8	----
23.4	91	86	4	0	4.7	3.9	2.5	1.8	20	30	34	13	3	20	46	21	99.8	80.3	69.9	48.6	88.7	74.6	72.6	45.3
20.1	96	93	0	0	4.0	4.5	3.8		710	397	162	0	140	178	110	0	133.6	92.3	86.7		120.1	87.2	78.8	
24.1	92	74	36	0	0.2	0.9	0.0		50	38	56	0	14	16	41	0	85.4	70.0	59.8		82.6	71.8	60.5	

APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>TEXAS (continued)</b>																									
Texas Christian U	28	I	3	2	3	2	130.2	95.2	80.0	65.6	95.4	3	3	4	2	159.5	119.4	97.4	82.2	117.4					
Texas Lutheran U	31	IIB	4	4	4	1	73.3	61.8	53.8	55.8	60.5	4	4	4	3	95.9	77.3	70.4	65.0	78.3					
Texas Southern U	16	I	5	5	5	3	103.5	79.2	60.4	52.9	74.1														
Texas St U-San Marcos	27	IIA	2	2	2	-	97.7	76.7	70.4	----	69.0	3	3	2	-	118.5	93.3	87.4	----	84.0					
Texas Tech U		I	4	4	4	4	116.4	80.9	72.4	48.0	82.2	4	5	5	5	142.1	100.8	89.4	61.5	101.8					
Texas Wesleyan U	31	IIA	4	5	2	5	80.4	61.7	67.2	41.2	67.5														
Texas Woman's U	21,132	I	5	5	5	3	90.1	71.1	60.0	54.0	69.6	5	5	5	5	104.6	82.2	69.4	62.5	80.6					
Trinity U	30	IIA	1	2	1	4	118.8	80.4	72.9	46.8	91.3	1	2	1	3	150.5	102.0	92.7	66.7	116.0					
U Houston		I	2	3	2		139.8	93.0	88.2		95.1	3	3	2		169.3	116.1	109.9		119.0					
U Houston-Clear Lake	31	IIA	2	2	3		96.3	77.4	65.2		74.3														
U Incarnate Word	27,72	IIA	3	1	1	1	91.0	81.7	72.7	64.0	77.3	4	2	2	1	110.1	100.9	88.5	78.1	94.5					
U North Texas	30	I	4	4	5		114.1	84.8	68.4		83.7	5	5	5		132.4	100.8	82.1		99.3					
U St. Thomas	28	IIA	2	2	5	4	94.7	76.0	49.5	44.8	67.3	3	3	5	5	113.4	95.0	61.7	53.9	82.7					
U Texas-Austin		I	2	2	2		149.4	96.8	89.6		106.9	2	3	2		177.0	118.6	109.7		128.8					
U Texas-Dallas	30	I	2	1	1		151.4	112.1	105.2		128.5	2	1	1		183.2	137.9	129.1		156.6					
U Texas-San Antonio	30	I	4	4	4		119.3	83.2	72.0		75.6	4	4	4		145.3	106.2	92.4		95.7					
West Texas A&M U		IIA	3	3	2	4	93.4	72.7	65.9	47.6	67.0	3	4	3	4	113.5	91.5	82.8	61.4	84.0					

UTAH

Dixie St U	28	III	3	3	3	3	79.1	63.4	53.8	45.8	58.1	2	3	3	3	110.4	90.4	77.9	67.1	83.3
Salt Lake CC	27,33,168	III	5	4	4	4	62.2	55.1	49.0	43.4	51.3	4	4	3	3	90.9	81.4	75.0	67.3	77.2
Snow Coll	211	III	4	4	4	3	63.0	59.1	49.6	46.0	52.2	4	3	4	3	87.2	90.2	71.2	67.2	76.5
Southern Utah U	28	IIA	4	4	5		82.0	65.9	53.8		59.4	3	3	4		113.8	92.8	76.9		83.9
U Utah	5	I	3	3	3	-	129.0	89.1	78.4	----	91.9	2	3	3	-	173.5	118.2	104.4	----	126.4
Utah St U	135	I	5	5	5	4	100.7	77.5	67.7	47.5	77.1	5	4	4	3	137.0	108.4	96.3	71.5	107.9
Utah Valley U	28,163	IIB	3	3	2	3	77.5	65.2	60.4	49.0	63.9	3	2	1	1	106.3	93.9	89.1	77.7	92.6

VERMONT

Castleton St Coll	25	IIB	4	5	5		66.9	53.0	44.0		54.5	4	4	4		94.2	79.2	71.2		81.5
Johnson St Coll		IIB	4	5	5		74.1	52.4	44.9		61.4	3	4	3		105.8	80.3	74.2		91.5
Landmark Coll	31	III	4	4	3		70.2	58.8	53.5		57.8									
Lyndon St Coll		IIB	4	5	5		67.6	54.5	45.5		56.6	4	4	3		100.0	76.0	73.9		84.3
Middlebury Coll	190	IIB	1*	1*	1*	1*	133.6	96.6	80.4	75.4	104.4	1*	1*	1*	1*	180.4	130.6	106.4	92.7	140.5
Norwich U	27	IIA	4	4	4	-	86.8	69.0	59.7	----	68.0	4	3	4	-	110.4	92.5	77.7	----	89.1
Saint Michael's Coll		IIB	2	2	2	2	96.4	73.4	60.6	52.5	76.7	2	2	2	1	130.8	100.8	84.6	76.5	105.7
U Vermont	27	I	4	3	4		119.6	88.9	73.5		87.9	4	3	3		154.9	119.0	99.4		117.4
Vermont Tech Coll	25	III	4	5	5		69.9	51.1	45.4		57.1	3	4	4		99.4	78.2	71.0		84.7

VIRGINIA

Averett U	28,186	IIA	5	5	5	4	61.0	56.3	49.8	47.0	55.8	5	5	5	5	76.5	72.2	63.4	57.5	70.5
Bluefield Coll	25	IIB	5	5	5	5	53.5	53.9	44.1	39.1	49.3	5	5	5	5	66.5	68.6	53.5	44.9	60.9
Bridgewater Coll		IIB	4	4	4	3	72.9	60.1	53.0	45.9	56.8	4	5	4	3	90.3	74.7	66.5	61.7	71.7
Christopher Newport U		IIB	1	1	2	2	105.2	78.7	63.9	55.0	71.9	1	1	2	1	137.8	107.2	87.0	74.9	97.1
Coll William and Mary	16,224	I	3	2	3	2	131.4	96.2	75.9	61.4	100.5	3	2	4	3	166.5	125.0	94.6	75.0	128.0
Eastern Mennonite U	28,144	IIA	5	5	5	5	63.7	53.7	47.5	43.0	52.6	5	5	5	5	79.6	69.3	60.0	54.8	66.6
Emory and Henry Coll		IIB	4	5	5	3	71.6	55.9	49.2	46.3	56.5	4	5	5	4	89.6	71.4	63.7	56.6	71.0
George Mason U	12,80	I	2	3	4	3	132.9	87.8	72.4	57.3	95.4	3	3	4	3	168.3	116.2	94.0	75.2	123.4
Hampden-Sydney Coll		IIB	2	3	3		91.1	67.6	58.1		72.4	2	3	3		116.3	86.3	73.1		91.7
Hollins U		IIB	3	3	4	-	81.9	65.2	51.8	----	67.9	4	4	4	-	101.4	81.8	65.2	----	84.7
James Madison U	27	IIA	3	3	3	2	90.8	70.1	64.8	53.8	72.4	2	2	2	2	123.4	98.1	91.2	77.9	100.8
Longwood U		IIA	4	4	4	2	80.1	67.1	59.2	58.4	63.4	4	3	3	1	108.3	91.8	82.3	83.5	87.0
Lynchburg Coll	28	IIA	4	4	3	4	79.0	65.7	62.6	45.0	66.3	4	5	3	5	100.6	82.9	81.1	58.2	84.8
Mary Baldwin Coll		IIB	4	4	4	-	72.5	60.9	53.3	----	62.5	5	5	4	-	86.4	73.5	65.8	----	75.4
Marymount U	28	IIA	3	3	3		91.3	73.8	62.6		75.1									
Old Dominion U	27	I	4	5	4	3	110.3	80.3	70.1	54.9	78.1	5	4	4	3	137.1	103.4	93.1	75.0	100.3
Radford U	28	IIA	4	3	3	2	86.2	70.1	62.5	52.6	70.6	3	3	3	2	114.8	96.2	85.3	73.2	95.8
Randolph Coll		IIB	3	3	3	-	81.4	65.5	55.5	----	69.2	3	3	3	-	104.2	87.2	73.5	----	90.4
Randolph-Macon Coll		IIB	3	3	3	3	84.4	66.1	56.7	49.8	70.2	3	4	4	2	109.4	83.8	71.1	68.1	89.9
Roanoke Coll		IIB	2	3	2		86.0	68.6	59.3		67.8	3	3	3		109.0	89.5	76.0		87.6
Shenandoah U	28	I	5	5	5	4	81.9	67.7	63.4	47.7	68.6	5	5	5	5	101.0	83.6	77.1	54.3	84.0
U Mary Washington	153	IIB	3	3	2	2	81.1	65.2	61.8	50.1	68.5	3	3	2	2	108.6	89.6	84.3	68.4	92.9
U Richmond	16	IIB	1*	1*	1*	-	150.7	101.3	83.5	----	106.1	1*	1*	1*	-	185.9	128.9	103.4	----	132.9

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	23.1	90	86	1	0	3.3	4.1	5.0	3.8	122	105	65	30	44	84	81	50	134.3	98.1	85.8	67.9	118.9	91.6	75.4
29.3	100	94	6	0	0.7	0.7	0.8	0.7	14	7	19	1	9	10	12	3	74.0	60.8	52.8	----	72.2	62.5	55.4	----
	100	90	17	0	1.0	2.8	2.1	0.0	76	52	22	4	33	61	31	2	106.8	77.9	62.6	----	95.8	80.4	58.8	----
21.7	97	92	3	--	2.8	3.7	4.1	2.7	165	139	107	1	86	131	122	0	99.0	78.7	69.5	----	95.2	74.6	71.2	----
23.8	97	92	2	0	2.6	4.4	4.0	5.7	269	270	179	99	80	136	125	123	119.9	84.3	76.4	53.0	104.6	74.1	66.6	44.0
	97	98	7	0					22	22	17	1	17	22	26	8	87.9	61.6	71.7	----	70.6	61.7	64.3	----
15.7	95	67	8	0	7.8	9.5	11.1	13.8	25	29	41	0	53	98	125	6	90.0	74.3	61.1		90.2	70.2	59.6	54.0
27.1	99	98	0	0	3.5	5.7	7.2	1.6	52	49	31	0	28	33	28	5	122.1	81.0	76.6		112.6	79.4	68.8	46.8
25.2	99	95	0	0	0.9	1.8	0.9		332	209	121	0	72	127	84	0	142.9	96.3	92.2		125.8	87.6	82.5	
	100	100	0	0	2.8	4.1	6.5		33	56	37	0	15	43	44	0	99.0	78.8	68.9		90.6	75.6	62.2	
22.2	88	77	0	0	2.8	3.3	3.8	4.0	32	44	42	18	28	46	57	36	92.0	79.6	73.7	63.3	89.9	83.8	71.9	64.3
18.5	100	97	1	0	4.5	5.1	5.5		221	184	81	0	71	123	66	0	117.5	88.1	71.2		103.4	79.9	65.0	
22.8	80	81	1	0	1.1	2.3	1.7	3.4	27	30	32	9	18	17	42	5	95.7	77.8	51.7	46.9	93.2	72.6	47.8	41.1
20.5	100	100	0	0	2.9	4.0	2.5		760	304	215	0	228	222	165	0	152.9	100.8	94.9		137.7	91.4	82.7	
21.9	100	93	0	0	2.1	3.3	1.5		205	105	85	0	34	48	43	0	153.8	115.3	105.5		137.1	104.9	104.8	
26.6	100	97	0	0	0.3	0.2	0.1		165	151	92	0	48	81	76	0	123.4	85.8	73.7		105.5	78.5	69.9	
23.1	97	91	1	0	1.8	3.0	3.9	7.2	45	34	67	36	16	23	45	57	95.1	73.6	66.4	48.3	88.8	71.5	65.1	47.1
43.5	100	82	15	3	2.6	2.8	3.2	2.9	21	27	48	14	5	23	39	22	79.9	66.7	53.0	53.2	75.9	59.6	54.7	41.1
50.4	96	86	38	15	3.6	4.5	4.7	5.2	27	50	46	57	25	67	33	32	61.6	54.9	48.4	43.9	62.8	55.2	49.9	42.6
46.7	100	95	32	0	5.1	6.4	6.2	5.7	11	24	17	32	1	13	11	15	----	59.7	50.8	46.7	----	57.9	47.7	44.4
41.4	100	95	0	0	4.5	3.9	5.1		40	58	44	0	6	23	44	0	82.6	66.9	54.1		77.9	63.3	53.5	
36.8	100	89	0	--	1.9	2.1	2.7		319	169	117	0	98	118	104	1	131.7	90.0	82.6	----	120.4	87.8	73.7	----
39.8	99	95	0	4	4.1	5.3	3.7	3.7	184	178	133	12	42	97	110	13	102.7	80.2	70.5	45.5	92.2	72.7	64.4	49.3
42.2	100	100	0	0					82	123	126	5	37	59	70	3	79.0	66.3	62.3	47.6	74.2	62.9	57.1	51.3
49.6	100	90	40	0					20	11	16	0	19	10	27	0	67.8	53.2	44.6		66.0	52.7	43.6	
49.1	100	27	0	0					15	7	6	0	7	4	5	0	75.5	54.8	44.0		71.0	48.2	45.9	
	0	0	0	0					2	12	14	0	4	23	11	0	----	60.3	55.6		----	58.0	50.8	
49.1	95	65	11	0					12	12	10	0	9	5	8	0	69.3	54.5	47.3		65.5	54.6	43.3	
34.6	100	97	0	0	5.1	6.1	4.9	4.2	79	32	34	2	35	26	49	2	136.9	95.0	79.7	----	126.3	98.6	80.9	----
31.1	100	100	0	--	5.8	7.2	6.2	4.4	35	29	21	1	9	14	16	0	89.7	72.3	59.9	----	75.7	62.2	59.4	----
37.8	100	100	0	0	2.0	2.0	2.0	2.0	36	27	9	11	19	21	11	14	97.2	73.1	61.7	56.4	94.8	73.7	59.7	49.4
33.6	100	98	0	0	2.3	2.9	3.8		113	110	42	0	56	88	56	0	120.4	90.9	78.1		118.0	86.5	70.1	
48.4	97	56	3	0					23	8	12	0	12	8	18	0	72.0	50.3	46.2		65.8	51.9	44.9	
26.4	100	61	7	0	0.1	0.1	1.7	0.0	18	8	5	1	8	10	10	5	61.0	57.6	51.6	----	60.9	55.3	48.8	----
23.7	0	0	0	0	14.1	1.1	3.9	4.7	7	8	6	2	4	3	7	1	54.4	55.8	46.9	----	51.8	48.9	41.7	----
26.2	100	97	6	5	3.0	3.5	3.3	3.0	12	23	18	10	3	16	17	12	71.5	59.6	53.6	47.3	78.4	60.9	52.4	44.7
35.0	100	99	0	0	2.6	3.2	4.2	5.1	27	48	31	15	12	38	29	19	104.8	81.3	68.1	55.2	106.1	75.4	59.5	54.8
27.0	99	91	0	0	7.4	7.8	9.4	6.5	154	109	91	11	70	83	57	11	136.2	96.9	76.2	53.1	120.9	95.2	75.4	69.8
26.7	97	61	3	0	2.6	3.0	2.5	3.6	21	10	15	4	17	13	20	10	63.9	54.3	47.6	43.0	63.4	53.3	47.5	43.0
25.6	96	95	6	0	2.9	4.9	3.2	2.4	17	9	8	1	6	10	10	3	72.5	55.4	47.9	----	69.0	56.3	50.3	----
29.3	93	81	0	0	0.8	1.0	1.1	0.5	289	231	155	34	89	189	206	36	139.3	91.9	77.1	60.3	112.2	82.7	68.9	54.6
26.6	100	100	0	0	4.7	4.1	3.2		34	16	9	0	9	9	6	0	92.6	68.5	58.0		85.3	65.9	58.3	
24.8	100	96	0	--	2.5	3.1	3.8	6.1	9	14	6	1	16	13	9	1	86.9	67.1	51.3	----	79.0	63.1	52.1	----
39.1	99	78	1	0	0.2	0.3	0.8	0.4	187	144	132	51	109	127	155	88	92.7	72.8	66.5	52.2	87.6	67.0	63.3	54.7
37.1	96	88	4	0	2.2	3.3	2.5	3.0	26	41	36	1	22	33	45	6	82.7	66.1	60.2	----	76.9	68.4	58.4	----
27.9	98	92	3	0	1.7	1.4	2.0	2.7	29	28	26	8	15	33	47	4	81.2	69.8	61.3	45.9	74.6	62.2	63.3	43.2
20.7	89	92	4	--	2.0	3.7	3.0	1.5	14	10	5	0	13	15	20	1	74.8	60.3	53.0	----	70.1	61.4	53.4	----
	96	88	0	0	2.2	4.2	3.1		15	12	18	0	39	31	41	0	92.5	72.0	61.9		90.9	74.5	63.0	
28.5	97	93	0	0					164	131	96	8	41	89	79	14	113.2	82.9	72.2	61.3	98.8	76.5	67.5	51.2
35.7	100	95	1	0	3.4	3.6	1.5	2.7	88	58	47	27	52	68	61	43	88.8	73.5	59.9	47.5	81.9	67.2	64.5	55.8
30.6	100	86	0	--	3.5	3.7	3.2		16	10	3	0	12	12	13	2	84.1	67.0	57.4	----	77.7	64.2	55.0	----
28.1	97	96	0	0	7.1	7.9	9.7	29.7	26	12	13	1	13	16	15	2	85.5	67.7	56.8	----	82.1	65.0	56.6	----
29.1	98	98	0	0	2.6	3.7	4.0	12.7	33	26	14	0	13	30	13	0	87.6	68.3	59.3		81.8	68.9	59.3	
22.6	6	0	0	0	1.1	2.3	2.7	1.4	31	37	37	2	20	52	69	1	84.6	67.3	64.4	----	77.7	68.0	62.9	----
35.8	97	92	0	0					38	51	31	1	37	38	28	3	83.7	68.7	64.5	----	78.4	60.5	58.9	----
25.2	94																							



APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			PR	AO	AI	IN	AVG. SAL. RTG.					AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>VIRGINIA (continued)</b>																									
U Virginia	12	I	1	1	2	4	156.9	104.9	90.6	51.9	118.6	1	2	2	4	195.3	134.4	117.0	69.5	150.1					
U Virginia's Coll at Wise	27	IIB	3	3	3	3	79.7	67.1	56.9	49.7	62.9	3	2	2	2	107.2	96.9	82.4	74.5	89.9					
Virginia Military Inst		IIB	2	3	3	4	93.2	67.3	58.1	42.9	76.0	2	3	3	4	117.0	89.2	75.3	57.5	97.2					
Virginia St U	27	IIA	3	3	3	4	88.7	71.9	62.1	46.6	67.9														
Virginia Tech		I	3	3	3	4	132.4	91.6	79.4	50.7	96.1	3	3	3	3	169.7	121.2	106.4	72.1	126.4					
Virginia Wesleyan Coll	31	IIB	3	3	2	-	80.0	64.9	62.1	----	69.8	3	3	2	-	105.7	88.1	84.8	----	93.9					
Washington & Lee U	1	IIB	1*	1*	1	3	134.6	101.9	74.6	48.9	105.9	1*	1*	1	4	175.0	133.2	94.8	59.2	137.2					

WASHINGTON

Bastyr U	213	IIA	2	2	2		101.0	77.5	67.2		78.6	2	3	3		124.1	96.1	83.2		97.2
Central Washington U	31	IIA	4	3	3		85.6	72.6	65.0		69.1	4	4	3		107.4	91.1	81.4		87.4
Eastern Washington U		IIA	3	3	2		92.9	72.5	69.3		70.8	3	3	2		117.4	92.9	88.5		91.0
Northwest U	28	IIB	5	5	5	-	66.3	55.0	49.6	----	55.0	4	5	4	-	88.7	73.6	64.3	----	72.6
Pacific Lutheran U	28,32	IIA	4	4	3	4	83.9	68.9	61.2	47.6	68.9	4	4	4	4	108.3	88.0	77.2	61.9	88.0
Peninsula Coll		III	5	-			53.1	----			52.9	5	-			69.2	----			69.0
Saint Martin's U	30	IIB	4	4	4	5	68.6	59.1	53.9	36.6	59.1	4	4	3	5	88.2	77.5	72.5	51.3	77.6
Seattle Pacific U	27	IIA	3	2	2	2	92.0	75.8	66.2	53.8	77.3	3	2	2	2	117.8	99.1	86.4	70.7	100.2
Seattle U	12	IIA	1*	1	1	1	123.9	88.2	77.0	61.9	82.6									
U Puget Sound	31	IIB	1	1	1	1*	106.5	80.3	66.7	70.1	86.7	1	1	1	1*	142.0	108.0	89.0	94.5	116.0
U Washington-Bothell	28	IIA	1	1*	1*		119.7	98.8	96.7		92.8	1	1	1*		150.0	123.3	119.3		116.3
U Washington-Seattle	5	I	3	2	1	4	132.4	98.3	92.6	51.6	106.1	3	3	2	4	164.0	123.4	114.2	67.6	132.4
U Washington-Tacoma	28	IIA	1	1	1*		110.0	92.7	79.1		81.4	1	1	1		138.0	116.7	99.2		103.0
Washington St U	27,207	I	3	4	3	4	122.8	85.8	81.0	48.5	88.1	4	4	3	4	151.3	108.0	101.4	64.5	110.5
Western Washington U		IIA	2	2	2	3	95.3	76.1	66.8	49.0	75.9	3	3	3	3	119.5	96.4	82.9	64.7	95.9
Whitman Coll		IIB	1	1	2	-	118.1	91.0	66.0	----	84.2	1	1	1	-	149.1	116.5	87.6	----	108.9
Whitworth U		IIB	3	2	2	2	83.3	69.0	59.1	54.5	61.5	3	3	3	2	112.0	90.4	78.3	73.1	81.8

WEST VIRGINIA

Davis and Elkins Coll	28	IIB	5	5	5	4	56.4	51.7	45.3	43.0	49.1	5	4	4	4	76.6	75.2	65.0	58.1	68.7
Marshall U	27,32	IIA	5	4	4	5	77.3	66.1	60.0	35.4	63.4	5	5	5	5	95.4	82.7	74.5	45.0	78.8
Ohio Valley U		IIB	5	5	5	-	49.9	43.7	40.2	----	43.8	5	5	5	-	56.6	48.9	45.7	----	49.3
U Charleston	28,92	IIB	5	3	3	3	62.6	64.2	56.3	46.7	57.0	5	4	4	4	71.1	77.0	65.8	56.1	67.2
West Virginia Northern CC	28,198	III	5	5	5	5	60.9	48.6	42.5	37.9	46.0	5	5	5	5	75.1	59.6	52.5	46.5	56.6
West Virginia U	5	I	4	4	5	5	109.7	81.2	67.2	44.9	81.9	5	5	5	5	130.1	97.6	81.2	55.1	98.1
West Virginia Wesleyan Coll	28	IIB	5	5	5	5	63.5	53.0	45.3	40.2	50.2	4	5	5	5	86.6	69.6	57.4	50.6	65.2
Wheeling Jesuit U	28,133	IIA	5	5	5	4	70.1	53.9	48.2	45.8	53.6									

WISCONSIN

Alverno Coll	28	IIB	4	5	4		67.4	55.4	50.5		57.8	4	5	4		87.6	74.1	67.0		76.1
Beloit Coll		IIB	3	3	4	-	82.5	64.4	53.6	----	68.0	2	4	4	-	116.9	82.1	67.9	----	91.0
Carroll U	27	IIB	3	3	3	-	79.7	65.9	57.8	----	61.3	4	3	3	-	100.0	86.3	78.2	----	81.7
Carthage Coll		IIB	2	2	2	5	89.9	71.4	62.1	33.5	72.9	2	3	2	5	119.4	90.8	84.7	39.9	96.1
Concordia U Wisconsin	28	IIB	3	2	1	3	81.4	74.7	68.9	47.8	71.6	3	2	1	2	102.4	95.7	89.8	68.8	92.6
Edgewood Coll	28	IIA	5	5	5	5	69.1	61.1	52.1	25.6	51.8	5	5	5	5	90.0	82.0	71.9	33.4	68.8
Lakeland Coll		IIB	4	4	3	3	73.2	61.0	55.6	47.0	61.6	4	4	4	3	94.3	79.0	70.3	62.5	79.4
Lawrence U		IIB	2	2	3	2	87.0	69.9	55.7	51.7	67.4	2	2	3	2	120.6	94.4	74.7	68.7	91.3
Marian U	28,32,60	IIA	5	5	5	4	77.2	63.3	52.8	46.3	58.7	5	5	5	4	93.1	83.5	68.4	64.3	75.6
Marquette U	5	I	4	4	3	3	119.2	84.7	75.3	59.2	88.5	4	4	4	2	152.6	112.1	97.0	79.5	115.1
Milwaukee Sch Engineering	27	IIB	2	1	1	1	88.9	78.7	71.3	60.9	78.5	2	1	1	1	118.1	108.6	94.6	80.0	105.6
Mount Mary Coll		IIB	4	4	4	4	69.1	57.7	49.7	44.3	53.7	4	4	4	4	95.1	79.0	68.6	57.6	73.4
Ripon Coll		IIB	4	4	5	-	75.3	58.5	49.0	----	59.8	4	4	5	-	97.0	78.8	63.4	----	78.3
St. Norbert Coll		IIB	2	2	3	-	90.3	71.1	57.1	----	67.5	2	2	3	-	117.0	101.9	78.1	----	92.1
U Wisconsin Colleges	90	III	4	5	5		62.4	50.2	44.9		50.4	4	5	5		86.1	71.9	65.9		72.2
U Wisconsin-Eau Claire		IIA	5	5	3	2	76.9	63.8	63.5	55.7	64.9	4	4	2	1	102.7	87.7	87.3	78.4	88.9
U Wisconsin-Green Bay		IIA	5	5	5	-	70.4	61.2	55.4	----	58.9	5	4	4	-	95.2	84.7	78.0	----	82.0
U Wisconsin-La Crosse		IIA	4	5	4		80.7	64.2	59.9		61.4	4	4	3		107.2	88.1	83.1		84.9
U Wisconsin-Madison		I	3	2	2	3	128.1	95.8	84.9	57.5	107.6	3	3	2	2	160.3	124.1	111.6	80.4	137.2
U Wisconsin-Milwaukee		I	5	5	4	4	102.9	76.8	70.4	51.9	73.5	5	5	4	3	132.1	102.6	95.2	73.9	98.7
U Wisconsin-Oshkosh		IIA	4	5	3		78.8	63.1	64.3		63.3	4	4	2		104.9	86.9	88.2		87.0
U Wisconsin-Parkside		IIA	5	5	5		73.5	63.3	56.7		56.9	5	4	4		98.9	87.1	79.5		79.6
U Wisconsin-Platteville		IIA	5	5	4		72.3	58.1	57.3		57.9	5	5	3		97.4	81.1	80.2		80.8
U Wisconsin-River Falls		IIA	5	4	4		72.4	65.5	58.9		65.0	5	4	3		97.5	89.6	82.1		89.1

## APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN								(10) F-T FAC. WOMEN								AVG. SAL. MEN				AVG. SAL. WOMEN																																																																																			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN																																																																																
	26.6	92	76	0	0	5.0	5.9	5.0	2.0	407	216	107	7	122	136	105	1	162.0	108.0	93.9	----	139.9	100.0	87.2	----	42.9	100	97	13	0	2.1	3.2	1.9	1.0	14	17	17	8	6	12	13	13	79.5	65.9	58.2	49.3	80.2	68.8	55.2	49.9																																																														
27.8	97	54	0	0	0.9	3.3	1.1	0.0	52	19	26	2	9	7	14	1	94.8	69.0	59.2	----	84.0	62.6	56.0	----	31.5	99	92	0	0	3.8	4.0	3.0	4.1	371	301	184	92	89	160	131	111	135.5	94.5	80.9	52.3	119.5	86.1	77.3	49.4																																																															
34.4	95	97	0	--	3.8	4.0	3.0	4.1	24	17	6	0	15	14	12	2	82.1	64.4	62.3	----	76.7	65.4	62.0	----	29.5	98	92	0	0	4.6	6.0	7.8	2.3	59	35	32	2	21	28	24	3	136.4	107.0	71.6	----	129.4	95.5	78.6	----																																																															
23.6	0	0	0	0	4.8	4.6	8.2		3	7	7	0	7	11	11	0	98.7	78.0	66.6		102.0	77.1	67.6		26.6	100	100	0	0	4.2	4.8	5.4		95	67	46	0	47	44	56	0	86.7	73.9	68.2		28.5	100	98	0	0	8.3	9.8	9.8		91	47	44	0	48	44	41	0	94.1	75.5	72.3		32.0	100	57	4	--	1.0	0.7	2.4	2.0	9	8	14	0	4	6	11	1	65.5	55.9	50.4	----	27.7	100	96	7	0	2.0	2.4	9.7	1.7	32	40	32	4	19	41	43	5	84.8	69.5	68.4	48.1	82.4	68.3	55.8	47.2
30.5	90	--	0	0	0.0	0.0			15	1	0	0	15	0	0	0	52.3	----			53.9	----			31.4	95	91	11	0	0.9	0.9	0.9	0.7	14	18	13	4	5	17	5	0	70.8	60.7	55.4	36.6	62.6	57.3	50.1		29.6	94	79	5	0	3.8	3.6	4.5	3.7	44	38	23	4	28	20	33	11	93.6	76.6	67.6	58.4	89.4	74.4	65.2	52.2																																						
33.8	100	97	4	0	2.3	3.4	3.4	-0.7	54	79	45	44	31	78	34	81	128.4	89.4	71.9	60.1	116.1	87.0	83.6	62.9	33.8	98	78	0	0	3.9	6.7	6.1	5.0	58	31	26	7	37	33	31	13	107.8	80.0	67.4	69.6	104.5	80.5	66.0	70.4																																																															
25.3	100	95	0	0	1.7	6.2	3.8		17	27	20	0	10	13	34	0	127.1	102.9	94.2		107.2	90.3	98.1		24.8	95	89	0	0	3.6	5.0	6.0	8.4	609	266	186	30	258	228	152	13	135.7	102.9	96.6	53.4	124.7	92.9	87.6	47.4																																																															
26.6	93	95	0	0	4.4	3.8	5.0		19	31	18	0	10	34	23	0	116.5	99.3	80.2		97.5	86.7	78.3		25.4	99	97	0	0	5.4	5.5	6.0	6.1	265	189	132	54	86	123	99	96	127.3	88.0	85.2	52.2	108.7	82.4	75.2	46.5																																																															
26.3	100	99	0	0	6.1	6.0	6.9	8.2	117	87	62	41	65	95	49	54	97.5	78.1	69.3	49.5	91.3	74.2	63.6	48.6	29.4	97	98	2	--	2.4	2.8	2.8		24	25	27	1	10	21	35	1	120.5	89.6	67.7	----	112.3	92.6	64.6	----																																																															
32.9	80	76	0	0	1.5	2.0	1.5	3.7	31	21	25	3	9	21	26	9	84.1	66.2	58.1	71.2	80.6	71.8	60.1	49.0	39.9	93	50	6	0	1.1	1.1	0.9	1.4	7	2	8	4	8	6	10	6	57.2	----	46.1	44.9	55.6	----	44.6	41.8			24.3	99	78	2	0	5.1	6.6	6.9	7.8	114	68	76	26	56	62	71	53	79.8	67.9	62.7	36.5	72.3	64.1	57.2	34.9																																				
12.7	0	22	14	--	1.7	5.1	4.2		4	5	4	0	1	4	3	1	----	43.7	41.7	----	----	43.7	38.3	----		17.8	0	0	0	0	3.3	3.8	4.8	1.5	3	8	16	5	4	16	37	12		51.9	62.7	53.1	44.8	70.6	65.0	57.7	47.5																																																													
23.1	88	20	0	0	0.4	0.9	1.0	2.3	6	1	2	11	10	4	3	18	60.8	----	----	39.1	61.0	----	37.1	19.9	95	78	1	0	1.0	3.5	2.2	2.3	221	175	187	19	63	147	170	38	111.9	86.8	68.7	48.3	102.2	74.6	65.5	43.3																																																																
30.1	92	87	8	0	3.0	7.1	5.2	4.2	10	12	11	2	3	18	28	5	64.7	54.3	45.4	----	59.7	52.2	45.3	----	100	68	4	0	3.9	4.2	3.5	0.5	11	14	11	1	3	14	16	8	71.8	56.0	48.0	----	63.6	51.8	48.4	----																																																																
31.8	100	92	42	0	3.1	3.5	3.7		11	5	9	0	28	21	34	0	67.3	55.7	49.3		67.4	55.3	50.9		33.9	100	92	0	--	4.0	4.4	5.4	4.5	23	16	10	0	19	20	17	2	86.8	66.5	50.6	----	77.2	62.7	55.4	----																																																															
33.2	100	78	2	--	-1.3	2.5	2.2	1.4	7	21	20	1	8	16	30	1	87.7	68.0	55.4	----	72.6	63.2	59.4	----	31.8	98	85	0	0	3.3	3.3	3.3		31	36	21	1	13	17	30	2	94.1	72.0	63.3	----	79.8	70.2	61.3	----																																																															
29.2	0	0	0	0	2.9	2.6	4.4	-6.3	29	30	36	11	17	16	58	3	82.2	75.7	66.3	46.3	80.1	72.9	70.4	53.6	32.9	97	43	0	0	2.2	2.6	4.8	11.3	18	18	9	4	11	26	20	4	69.0	63.9	50.3	22.0	69.3	59.1	52.9	29.2																																																															
28.8	100	91	0	0	1.5	4.2	4.3	1.6	12	16	7	4	3	7	7	1	74.4	61.9	54.1	----	68.4	58.8	57.0	----	35.4	100	97	0	0	2.0	2.1	2.8	1.7	23	47	19	7	8	24	19	12	87.2	70.9	54.5	55.3	86.5	67.8	56.8	49.6																																																															
28.9	100	72	2	0	1.5	2.2	2.5	1.5	8	12	13	4	6	13	39	2	75.0	63.9	54.2	----	80.2	62.7	52.4	----	30.0	100	96	84	1	0	2.0	2.3	3.2	2.2	138	120	88	11	31	102	97	26	121.7	85.4	78.2	72.3	108.0	83.9	72.6	53.7																																																														
34.5	0	0	0	0	5.5	2.1	5.4	3.2	29	36	26	2	10	9	17	4	89.8	80.2	74.9	----	86.4	72.9	65.7	----	36.0	100	100	25	0	5.5	9.8	4.2	5.1	2	2	1	0	6	17	27	9	----	----	----	----	----	----	----	44.3																																																															
31.0	100	90	0	--	3.5	5.8	5.6	4.8	12	14	15	0	8	7	8	2	75.5	58.3	48.6	----	74.9	58.8	49.9	----	36.5	100	100	43	--	2.0	2.1	2.0	1.5	16	18	28	1	5	10	28	1	90.4	73.0	57.5	----	89.8	67.7	56.7	----																																																															
43.3	100	100	1	0	1.0	1.6	2.0		44	73	41	0	23	51	44	0	62.2	50.3	45.0		62.9	50.0	44.9		37.0	100	93	6	0	3.3	4.2	4.9	21.4	106	42	59	2	37	62	82	6	76.7	64.1	61.7	----	77.2	63.6	64.8	----																																																															
39.2	100	100	0	--	2.1	2.0	4.0	1.9	16	55	20	0	12	31	25	1	73.7	63.2	55.8	----	66.0	57.6	55.1	----	38.2	99	82	13	0	2.2	2.9	2.9		62	52	87	0	33	56	98	0	83.4	66.4	60.3		75.7	62.1	59.5																																																																
27.5	95	84	0	0	4.4	6.0	3.3	4.6	529	130	188	6	226	121	172	16	133.6	101.9	90.0	58.6	115.4	89.2	79.3	57.1	34.2	98	94	1	0	2.3	2.2	2.6	3.2	159	193	98	3	75	157	135	12	105.0	79.8	75.5	50.2	98.3	73.2	66.7	52.3																																																															
37.6	100	98	0	0	3.7	3.7	2.8	1.0	84	56	51	0	38	52	39	0	81.0	65.7	65.4		74.0	60.3	62.9		39.9	100	95	3	0	1.0	2.1	1.8		18	20	19	0	10	23	19	0	75.5	66.1	55.7		70.0	60.8	57.7																																																																
39.7	100	80	5	0	5.1	4.6	4.2		77	31	55	0	33	15	30	0	74.2	59.1	57.4		67.7	56.0	57.2		37.0	99	98	0	0	1.3	2.8	3.8		76	20	25	0	32	24	24	0	72.9	65.7	59.5		71.1	65.3	58.4																																																																

**APPENDIX I**

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
<b>WISCONSIN (continued)</b>																				
U Wisconsin-Stevens Point		IIA	5	5	5	4	71.2	60.6	53.6	48.3	59.0	5	5	4	2	96.1	84.0	75.9	69.7	82.1
U Wisconsin-Stout		IIA	5	5	4		73.1	62.2	58.7		60.2	5	4	3		98.4	85.8	81.8		83.5
U Wisconsin-Superior		IIA	5	5	5		67.0	56.5	56.2		57.4	5	5	4		91.3	79.2	78.9		80.3
U Wisconsin-Whitewater		IIA	4	4	2		79.7	66.3	67.4		64.9	4	4	2		105.9	90.5	91.7		88.9
Viterbo U	28	IIA	5	5	5	5	68.7	58.8	51.6	38.7	56.3	5	5	5	5	86.5	76.5	67.8	49.3	73.0

**WYOMING**

Central Wyoming Coll		III	4	4	3	2	66.2	58.0	53.7	51.9	58.2	3	2	2	1	99.9	91.6	85.3	82.1	90.3
U Wyoming	12	I	4	5	4	1	112.5	79.5	72.5	83.7	82.3	4	4	4	1	149.8	109.1	98.4	103.4	111.6

APPENDIX I

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN				(9) F-T FAC. WOMEN				(10) AVG. SAL. MEN				(10) AVG. SAL. WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
39.2	98	91	1	0	5.3	4.9	2.4	3.6	78	41	63	3	54	37	43	4	72.0	61.5	52.4	45.9	70.0	59.7	55.3	50.1
38.7	100	74	12	0	3.4	4.0	3.2		44	51	56	0	31	40	43	0	75.2	63.7	61.1		70.2	60.3	55.7	
39.9	100	88	11	0	1.0	1.9	1.9		25	11	20	0	12	15	26	0	67.4	55.9	59.8		66.0	56.9	53.4	
37.0	99	98	2	0	1.5	2.5	2.1		56	72	65	0	35	62	69	0	84.8	67.0	72.0		71.6	65.4	63.0	
29.7	95	88	10	0	3.1	2.8	3.1	5.3	9	20	22	2	10	23	30	4	66.7	58.7	50.8	----	70.6	59.0	52.1	----
55.1	85	100	56	5					10	4	5	7	10	3	4	12	67.1	58.5	54.5	51.0	65.4	57.4	52.7	52.5
35.6	100	98	2	0	4.5	8.4	5.1	0.8	151	136	89	2	50	78	81	1	114.9	81.8	75.2	----	105.2	75.5	69.5	----