

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

**OKLAHOMA (continued)**

U Tulsa	12	IIA	1	1	1	3	109.7	80.8	70.4	47.9	85.9	1	1	1	3	148.3	107.0	91.8	65.8	114.6
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**OREGON**

Eastern Oregon U	31	IIB	4	4	4	4	68.8	57.9	49.1	41.3	54.7	3	3	3	2	102.7	87.9	74.0	64.7	82.9
George Fox U	27,99	IIA	5	5	4		69.5	62.0	56.0		61.8	4	3	4		98.2	89.9	75.1		86.5
Linfield Coll	28,185	IIB	2	3	3		83.7	63.4	53.9		67.1	2	2	2		119.1	90.9	79.9		96.9
Multnomah U	198	III	4	4	4	-	64.5	56.5	48.6	----	54.2	5	5	5	-	78.4	68.0	58.5	----	65.5
Oregon St U	30	I	5	4	3	4	102.9	82.4	74.7	46.4	73.9	4	3	2	3	144.8	117.6	104.6	72.7	106.3
Oregon Tech	30	IIB	3	4	4	3	74.9	60.5	50.7	46.4	60.8	2	2	2	1	111.4	91.6	76.7	72.9	91.6
Portland St U	30	I	5	5	5	5	97.1	73.9	63.0	43.5	72.4	4	4	4	3	135.6	106.9	90.5	69.6	104.3
Reed Coll		IIB	1	1	1		108.4	79.4	65.6		90.0	1	1	2		137.3	100.3	80.4		113.3
Southern Oregon U	31	IIA	4	5	5	4	76.6	61.8	49.6	44.1	58.0	3	3	4	2	111.1	92.1	75.8	69.8	86.9
U Oregon	16	I	4	4	3	4	110.9	80.3	76.5	46.3	78.4	3	3	2	3	153.0	114.6	105.8	72.6	111.5
U Portland	27	IIA	3	2	2	2	90.4	73.2	63.2	50.9	70.5	2	2	1	2	122.2	99.4	89.1	74.0	97.0
Western Oregon U	31	IIA	5	5	5	5	70.5	56.0	44.2	37.2	54.2	4	4	5	4	103.6	83.3	68.9	61.4	82.2
Willamette U	16	IIA	1	1	2	4	112.2	81.6	66.1	47.2	83.8	1	1	2	3	145.7	108.3	87.7	64.6	110.3

**PENNSYLVANIA**

Albright Coll		IIB	2	2	3	3	83.8	67.0	54.2	47.4	64.8	2	2	3	4	109.1	98.7	72.9	57.2	88.4
Allegheny Coll		IIB	1	2	2	3	98.3	73.5	59.2	47.2	74.0	1	2	2	3	127.8	99.9	77.7	62.5	97.6
Alvernia U	28	IIB	3	2	3	3	79.3	67.4	56.6	46.7	60.8	2	2	2	2	112.4	95.7	83.4	68.0	87.9
Arcadia U	31	IIA	2	1	4	2	98.9	78.7	55.4	54.8	69.6	2	2	4	2	123.9	100.8	73.0	69.6	89.6
Bloomsburg U Pennsylvania		IIA	1	1	2	3	103.9	81.2	62.8	47.6	75.4									
Bryn Mawr Coll		IIA	1	1	1	1	117.1	86.2	71.5	58.8	91.6	1*	1	1	1	155.1	113.0	95.3	82.4	121.7
Bucknell U		IIB	1	1	1*	-	110.8	85.9	75.3	----	88.9	1	1	1	-	144.1	114.0	97.1	----	116.3
Butler Co CC		III	4	4	3	4	64.8	55.9	52.0	43.4	55.1	4	4	3	3	88.7	74.5	73.1	62.5	76.2
Cabrini Coll		IIB	2	3	4	2	84.4	66.3	52.5	48.5	62.4	2	3	3	2	109.4	86.9	68.8	65.8	81.7
Cairn U	31,166	IIB	5	4	4		62.0	55.2	49.1		56.7	4	4	4		85.5	72.6	67.7		76.7
California U Pennsylvania		IIA	1	1	1	3	102.1	82.1	67.4	48.6	82.3									
Carnegie Mellon U	200	I	1	1	1*	-	146.5	101.8	103.9	----	115.2	2	2	1	-	178.5	126.5	126.8	----	141.6
Cedar Crest Coll		IIB	3	3	3	3	82.8	64.4	56.3	47.6	64.3	3	3	3	3	101.2	79.9	69.5	57.8	79.3
Chatham U	28	IIA	4	4	4		76.6	67.4	55.9		61.1	4	3	4		104.7	93.5	71.6		80.6
Cheyney U Pennsylvania		IIB	1	1	1	2	102.6	80.3	66.6	52.1	78.9									
Clarion U Pennsylvania	212	IIA	1	1	2	3	102.8	81.8	64.2	50.4	82.5									
DeSales U		IIA	4	3	3	2	83.1	72.7	61.5	52.9	66.6	2	2	3	2	116.6	96.2	80.9	72.2	88.9
Delaware Valley Coll		IIB	2	2	2	1	85.8	69.4	59.4	54.0	64.6	3	2	2	2	107.3	89.1	77.3	70.2	82.5
Dickinson Coll		IIB	1	1	1	1	110.5	84.1	68.0	53.9	81.1	1	1	1	2	139.6	109.9	86.1	66.1	103.7
Drexel U	12	I	2	1	1	1	141.8	106.7	93.2	69.0	95.5	2	1	1	1	170.4	135.3	121.8	97.6	124.1
Duquesne U		I	4	3	4	3	114.5	82.8	68.4	53.1	81.3	4	4	4	4	140.9	106.5	87.3	69.1	103.3
East Stroudsburg U		IIA	1	1	2	3	103.5	81.2	65.6	48.4	81.3									
Edinboro U Pennsylvania		IIA	1	1	2	4	101.8	80.6	66.4	46.3	77.2									
Elizabethtown Coll		IIB	2	2	2		88.5	73.0	60.9		72.0	2	2	2		117.4	94.6	80.5		94.3
Franklin and Marshall Coll		IIB	1	1	1	1	111.8	80.7	70.1	59.3	83.6	1	1	1	1	153.3	116.3	96.8	81.1	116.4
Gannon U		IIA	3	3	3	3	87.9	69.5	61.4	48.6	65.7	2	3	3	3	117.9	89.0	80.4	67.5	86.6
Geneva Coll		IIB	4	4	4	-	66.8	59.5	49.0	----	60.8	4	4	4	-	84.6	78.6	64.2	----	78.5
Gettysburg Coll		IIB	1	1	1		107.0	80.0	66.1		81.3	1	1	1		138.9	105.9	88.6		107.4
Gwynedd-Mercy Coll	28	IIB	1	2	2	3	97.9	70.7	58.7	47.5	63.3	2	3	3	4	117.6	87.8	72.7	56.6	77.9
Haverford Coll		IIB	1	1*	1	-	119.8	93.2	73.7	----	95.7	1	1*	1*	-	162.6	131.3	105.4	----	133.2
Indiana U Pennsylvania	78	I	5	3	5	4	103.1	82.4	61.1	48.9	79.0									
Juniata Coll		IIB	2	3	3	-	85.6	62.1	55.4	----	70.6	2	3	3	-	114.9	85.0	74.4	----	95.1
King's Coll	31	IIB	2	3	4	4	89.1	66.3	52.3	44.4	66.0	2	2	3	2	118.5	90.1	69.7	65.4	88.8
Kutztown U Pennsylvania		IIA	1	1	3	4	102.5	80.4	60.2	45.0	74.9									
La Roche Coll		IIA	5	5	5	-	69.4	54.9	45.9	----	57.2	5	5	5	-	82.7	66.7	55.5	----	68.5
La Salle U		IIA	1	1	2	2	108.6	84.8	67.0	52.7	80.4	1	1	3	3	135.6	106.3	80.6	65.7	99.3
Lackawanna Coll	156	III	5	5	5	5	45.2	38.1	35.4	33.2	37.7	5	5	5	5	67.4	62.5	49.0	51.7	56.4
Lafayette Coll	29	IIB	1	1*	1	1	127.3	93.3	72.3	55.4	97.9	1	1	1	1	164.0	121.6	92.8	71.7	126.5
Lebanon Valley Coll		IIB	3	2	2		82.3	67.0	57.4		68.0	2	3	3		110.8	87.8	75.0		89.9
Lehigh U	30	I	2	2	1		138.5	92.2	93.5		109.5	2	2	1		179.1	122.7	118.5		142.1
Lincoln U		IIA	2	3	4	3	97.2	71.4	56.8	49.7	71.9	2	3	4	3	127.0	93.6	73.6	63.0	93.7
Lock Haven U	125	IIB	1	1	1	2	97.6	78.8	64.8	50.0	79.0									
Lycoming Coll		IIB	3	3	3	4	78.4	66.3	53.6	42.5	61.7	3	2	3	4	99.4	91.6	71.2	53.9	81.3
Mansfield U Pennsylvania		IIB	1	1	1	2	103.3	81.1	63.7	48.7	81.6									
Marywood U	28	IIA	2	2	3	2	97.5	75.0	61.2	55.5	70.0	2	2	3	2	122.6	96.5	79.7	69.8	90.0

(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
33.4	89	84	0	0	3.4	3.8	2.5	3.5	90	62	57	7	25	30	32	13	111.0	81.1	74.9	50.7	104.7	80.1	62.3	46.4
51.1	93	76	17	0	4.2	1.6	1.6	5.7	19	17	21	6	8	12	15	7	68.5	57.0	49.1	41.1	69.5	59.0	49.1	41.4
39.8	92	42	0	0	0.0	0.4	1.5		39	32	32	0	11	16	33	0	70.3	63.4	57.4		66.7	59.2	54.7	
44.3	96	95	12	0	3.1	3.5	3.3		30	20	19	0	20	24	31	0	83.9	63.4	53.7		83.2	63.3	54.0	
20.1	44	0	0	--	0.0	0.0	0.0	7.3	9	3	10	1	0	1	6	0	64.5	----	49.9	----	----	----	46.4	----
43.9	95	83	1	2	5.2	5.7	6.0	5.7	126	124	124	116	41	81	87	110	106.6	85.4	76.4	47.4	91.5	77.7	72.3	45.3
50.7	100	86	4	0	4.6	5.5	5.4	11.1	29	23	28	4	14	6	17	6	76.7	60.8	51.4	46.3	71.1	59.3	49.5	46.5
44.1	97	87	1	0	5.1	4.1	4.6	6.6	163	107	88	48	68	77	111	95	99.6	75.5	63.8	44.9	91.1	71.7	62.3	42.7
25.8	97	85	0	0	2.9	3.0	3.3		49	21	19	0	28	13	24	0	109.9	78.6	69.1		105.7	80.6	62.7	
49.4	99	78	6	0	3.9	4.3	3.8	4.6	58	31	16	29	24	27	16	30	76.8	61.1	50.6	45.0	76.1	62.6	48.7	43.3
42.2	96	96	0	2	1.5	1.7	1.6	2.0	164	147	117	107	69	101	83	120	111.2	80.5	79.2	47.4	110.2	80.1	72.8	45.2
37.6	95	84	0	0	4.1	2.9	3.3	9.3	31	49	25	3	11	39	24	18	94.2	74.9	61.9	40.8	79.8	71.0	64.6	52.6
51.6	100	96	2	0	3.5	5.0	4.7	5.5	44	21	22	22	28	24	32	12	71.0	56.5	45.3	37.8	69.6	55.5	43.5	36.2
31.6	99	100	25	0	2.4	3.7	4.6	13.9	58	34	30	10	31	24	45	19	115.6	81.3	66.1	55.4	105.9	81.9	66.2	42.8
36.4	100	98	0	0	0.0	0.0	1.2	0.0	17	27	13	4	11	16	15	15	84.5	65.8	56.3	43.4	82.7	69.1	52.3	48.4
32.0	100	96	0	0	2.3	2.6	3.2		40	24	14	2	10	24	21	2	99.8	75.4	58.8	----	92.1	71.7	59.4	----
44.2	75	94	25	0	3.5	12.9	-7.1	-6.2	5	15	22	3	3	21	26	10	81.6	67.2	56.5	46.3	75.5	67.6	56.6	46.8
28.8	100	84	12	0	0.0	1.0	1.9	1.1	19	14	27	2	10	18	48	3	100.5	84.7	44.4	----	95.9	74.0	61.5	----
	100	94	37	2	0.0	0.3	1.4	0.4	78	69	54	38	30	47	49	50	103.6	82.1	62.7	47.9	104.7	79.8	62.9	47.3
32.9	100	100	0	0	5.8	4.8	3.6	3.5	34	13	12	2	34	16	11	1	121.3	86.6	72.1	----	113.0	86.0	70.9	----
30.9	98	93	0	--	3.1	4.0	4.2		65	86	64	0	30	60	55	1	114.6	87.3	75.8	----	102.6	83.8	74.7	----
38.3	100	100	100	41	3.4	-0.5	32.8	-17.0	9	8	6	6	14	5	5	11	72.3	57.9	56.6	45.9	60.0	52.6	46.5	42.0
31.0	100	96	0	0	1.6	1.5	4.0	2.6	6	9	11	1	8	14	21	5	86.2	69.6	53.5	----	83.1	64.2	52.0	----
35.3	0	0	0	0	4.7	3.4	3.0		14	14	6	0	4	5	3	0	62.4	55.1	49.7		60.6	55.3	47.8	
	99	79	35	4	0.0	0.5	2.1	0.0	51	48	27	7	36	42	33	17	103.9	82.8	68.9	46.8	99.5	81.2	66.2	49.3
22.9	100	56	0	--	3.1	4.4	5.1		290	109	100	0	62	54	31	1	150.2	105.9	102.4	----	128.9	93.4	109.1	----
23.3	100	92	0	0	3.0	3.1	3.6	3.0	9	10	4	0	8	15	20	7	83.7	65.3	52.7		81.7	63.8	57.0	47.6
32.0	54	23	0	0	4.1	2.8	1.7		4	6	28	0	9	16	38	0	89.3	63.6	56.8		71.0	68.8	55.3	
	100	90	40	10	0.0	0.6	2.0	0.0	10	7	8	6	8	13	7	4	102.4	81.7	66.5	53.9	102.9	79.6	66.6	49.4
	100	87	42	12	0.0	1.2	0.3	0.0	62	26	33	5	37	26	45	12	104.2	84.7	67.2	48.1	100.4	78.8	62.0	51.3
32.5	79	81	0	0	6.2	3.8	2.4	2.6	11	19	18	6	3	12	29	7	81.2	73.7	65.8	43.8	89.9	71.2	58.8	60.8
27.8	100	100	28	0	5.2	3.4	2.8	3.5	8	17	23	1	3	9	6	3	85.9	69.8	60.2	----	85.7	68.6	56.6	----
27.7	100	100	0	0	3.5	3.7	4.9	3.2	27	45	35	6	17	27	42	12	110.0	85.5	67.9	56.6	111.4	81.8	68.0	52.6
29.3	98	89	1	0	3.9	5.3	3.7	4.1	176	118	75	205	43	83	80	249	143.3	110.8	96.5	73.4	135.5	100.9	90.0	65.5
27.0	100	93	2	3	2.7	2.3	2.4	1.3	66	109	70	8	21	65	93	27	119.8	85.2	71.5	44.4	97.6	78.7	66.1	55.6
	100	93	47	6	0.0	0.9	1.5	2.6	56	44	28	16	31	42	29	15	103.3	81.3	66.3	46.2	103.9	81.2	65.0	50.6
	100	85	64	5	0.0	0.7	1.2	1.1	57	51	43	22	44	31	45	37	101.9	81.2	68.4	47.0	101.6	79.7	64.5	45.9
31.0	100	93	0	0	10.7	8.9	-2.5		22	28	19	0	8	27	14	0	90.0	75.5	59.4		84.6	70.3	63.0	
39.3	100	100	0	0	4.6	4.1	2.6	3.3	40	42	40	8	21	25	45	8	116.4	81.4	69.5	60.7	103.2	79.5	70.7	57.9
31.9	97	86	24	0	3.0	3.1	3.7	2.3	26	27	44	10	7	22	39	23	89.0	68.9	61.7	43.9	83.7	70.3	61.0	50.6
29.2	100	55	13	--	1.5	1.2	1.1	0.7	28	22	5	1	11	9	10	0	67.6	61.3	48.8	----	64.9	55.0	49.1	----
32.0	100	100	1	0	6.1	6.3	6.5		34	43	41	0	15	38	35	0	110.4	80.9	66.0		99.6	79.1	66.3	
23.2	100	44	24	0	2.5	2.6	2.6	2.5	2	8	15	0	4	8	36	6	----	71.9	57.9		----	69.4	59.1	47.5
39.2	97	78	0	--	2.7	2.7	3.6	2.0	22	22	16	1	15	23	16	1	121.4	90.7	72.8	----	117.5	95.6	74.6	----
	100	96	27	5	0.0	0.8	1.4	3.4	129	91	92	30	75	95	90	46	103.5	82.7	61.6	49.6	102.4	82.2	60.5	48.4
34.8	100	100	8	--	0.1	6.3	5.6		31	15	11	1	12	15	13	0	85.1	62.0	56.1	----	86.9	62.1	54.9	----
34.5	100	100	0	0					24	22	15	2	11	13	17	5	89.3	65.8	50.7	----	88.6	67.0	53.7	----
	94	93	21	0	0.0	0.1	1.0	2.8	64	75	74	15	35	54	85	22	102.8	80.5	59.4	44.9	101.9	80.2	60.9	45.1
19.9	0	0	0	--	1.9	4.0	2.8	2.0	11	7	6	0	13	6	14	2	69.6	55.6	45.5	----	69.2	54.2	46.2	----
23.4	98	97	12	0	2.0	2.9	2.4	2.0	37	36	35	4	14	40	68	10	112.0	85.9	67.5	53.5	99.6	83.8	66.7	52.4
49.5	100	75	30	0	0.1	-7.4	10.8	4.1	6	1	5	3	3	3	5	2	45.1	----	35.8	----	45.5	----	35.0	----
29.2	99	96	0	0	3.7	3.7	4.6	2.0	57	51	34	2	18	21	30	2	129.7	95.0	71.5	----	119.6	88.9	73.2	----
32.2	100	100	5	0	3.0	3.7	3.2		24	19	17	0	8	14	20	0	82.9	66.5	54.3		80.6	67.6	60.1	
29.7	100	93	0	0	3.6	4.2	3.7		166	85	65	0	36	51	37	0	141.0	93.1	90.8		126.8	90.7	98.3	
30.3	100	67	14	17	1.0	1.2	2.2	1.0	23	20	14	3	4	13	15	3	97.3	72.3	57.4	52.0	96.2	70.0	56.2	47.3
	96	97	44	0	0.0	0.6	1.2	9.7	34	46	33	3	34	32	35	7	97.6	79.8	64.6	47.1	97.6	77.3	65.0	51.3
31.8	100	100	44	0	3.5	2.5	2.5	2.5	12	12	21	3	8	4	20	1	82.0	67.0	53.6	----	73.0	64.2	53.6	----
	100	96	43	0	0.0	0.2	1.3	0.0	25	30	20	3	17	21	15	5	105.9	82.9	64.1	47.1	99.5	78.5	63.3	49.6
28.5	100	79	5	0	3.1	3.3	4.5	14.1	12	21	37	0	11	22	40	12	96.0	77.1	63.1		99.1	73.0	59.5	55.5

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>																				
Mercyhurst U	177	IIB	2	2	3	3	92.4	67.6	54.1	44.6	59.9	2	3	3	4	121.8	87.0	69.1	56.8	77.0
Messiah Coll		IIB	2	2	2	-	83.3	67.6	58.1	----	69.0	2	2	2	-	111.6	96.0	78.0	----	94.5
Misericordia U		IIB	2	2	2	3	85.7	71.9	58.3	47.3	68.3	2	2	2	2	110.4	93.6	75.9	64.9	88.7
Montgomery Co CC	180	III	1	2	2	2	86.4	68.0	57.9	48.3	60.9	1	2	1	2	117.0	94.6	83.8	68.0	86.2
Moravian Coll		IIB	2	3	3	2	85.7	64.3	56.8	49.1	68.9	2	2	2	2	117.3	89.4	79.6	64.5	95.2
Muhlenberg Coll		IIB	2	2	2		97.1	75.6	60.6		75.7	1	1	2		132.8	105.5	80.0		104.3
Neumann U	28	IIB	3	3	4	3	81.1	61.2	50.9	48.2	57.5	2	3	4	2	108.3	82.0	68.4	65.2	77.1
Penn St U-IIA Campuses	154	IIA	1*	1*	1*	1	118.6	94.1	78.9	57.4	84.9	1	1*	1*	1	150.8	121.9	101.7	78.3	110.0
Penn St U-IIB Campuses	67	IIB	1	1	1	1	102.1	80.9	66.0	55.6	69.3	1	1	1	1	134.2	107.0	88.0	76.0	92.6
Penn St U-Main	1	I	2	2	2	3	138.7	94.3	82.5	55.2	94.5	2	2	2	3	173.5	121.5	105.9	74.6	120.9
Philadelphia U	30	IIA	1	2	2	-	101.7	76.3	64.0	----	76.2	1	1	2	-	137.0	105.6	87.1	----	104.5
Pittsburgh Theol Seminary		IIA	2	1	1		95.6	79.3	67.5		83.5	1	1	1		128.1	110.9	90.2		112.6
Robert Morris U	27,189	IIA	2	1	1		97.5	81.2	74.4		81.9	2	1	1		127.0	105.5	95.3		106.2
Saint Vincent Coll		IIB	2	3	3	2	85.8	63.4	54.8	51.3	62.4	2	2	3	2	119.4	88.0	72.7	68.2	85.1
Seton Hill U	24	IIB	2	2	2	2	84.9	67.1	60.0	51.5	66.8	2	3	2	2	108.1	85.9	75.8	67.3	85.0
Shippensburg U		IIA	1	1	2	4	102.7	81.7	66.1	45.2	82.5									
Slippery Rock U Pennsylvania		IIA	1	1	1	3	104.7	84.2	68.4	48.3	80.1									
Susquehanna U	31	IIB	2	2	2		88.9	73.3	62.2		71.0	2	2	2		113.7	97.9	79.2		92.8
Swarthmore Coll		IIB	1*	1*	1*		137.9	96.6	75.5		113.2	1*	1*	1		174.7	128.4	98.1		145.5
Temple U	5,117	I	2	2	4	3	134.6	94.9	71.0	55.6	94.5	2	2	4	3	168.8	122.8	91.9	72.4	120.9
Thiel Coll		IIB	4	5	4	-	65.2	52.5	50.2	----	55.5	5	5	4	-	81.0	65.1	62.3	----	68.8
U Pennsylvania	5	I	1*	1*	1*		187.0	117.3	116.2		155.3	1*	1*	1*		241.0	162.5	161.0		205.3
U Pittsburgh-Bradford		IIB	3	2	2	2	80.6	68.6	59.1	49.9	65.6	3	2	2	3	101.3	88.0	77.3	62.8	84.2
U Pittsburgh-Greensburg		IIB	3	3	3	4	81.5	65.5	53.1	44.1	58.3	2	3	4	4	110.1	82.9	67.5	56.9	74.5
U Pittsburgh-Johnstown		IIB	3	3	4	2	77.7	65.2	51.5	48.8	58.4	3	3	4	2	98.4	82.7	65.3	64.4	74.7
U Pittsburgh-Pittsburgh	5	I	2	2	3	4	135.9	91.5	75.8	45.4	91.7	2	3	3	5	172.4	116.6	96.8	61.0	116.9
U Pittsburgh-Titusville		III	-	3	2	1	----	58.1	55.2	53.6	56.4	-	4	3	2	----	74.1	70.5	69.3	72.1
U Scranton	28	IIA	2	1	1	2	101.5	84.1	68.9	56.1	82.2	1	1	1*	1	142.5	117.3	98.9	76.2	116.2
Ursinus Coll		IIB	2	2	1	1	96.3	75.6	69.2	60.1	79.4	2	1	1	1	126.8	102.5	90.2	77.8	105.2
Valley Forge Christian Coll		IIB	5	4	4		63.2	59.1	48.7		55.4	5	5	5		70.3	66.6	61.5		65.4
Villanova U	12	IIA	1*	1*	1	1	129.0	93.0	72.4	61.3	91.8	1*	1*	1	1	161.3	121.0	91.9	77.1	116.6
Washington & Jefferson Coll		IIB	2	2	3	-	85.4	66.6	56.7	----	68.4	2	2	3	-	109.6	88.2	74.0	----	89.2
Waynesburg U	207	IIB	4	4	4	3	71.6	58.1	52.6	47.9	58.0	3	3	1	1	104.0	84.9	84.5	75.8	88.6
West Chester U Pennsylvania		IIA	1	1	2	4	103.2	82.7	66.6	46.6	76.9									
Westminster Coll		IIB	3	4	4		74.7	58.2	48.3		57.9	4	4	5		92.1	75.8	58.9		72.6
Widener U	12,121	IIA	1	1	1	1*	117.9	84.4	67.8	70.7	87.3	1*	1	1	1*	175.0	111.8	90.5	97.6	122.0
Wilkes U		IIA	2	2	3	2	99.2	75.2	60.7	51.7	74.3	2	2	3	2	121.7	94.4	76.4	68.9	92.9
York Coll Pennsylvania	27	IIA	1	1	1*		103.9	83.4	75.6		82.7	1	1*	1*		144.2	124.5	113.1		122.1

**PUERTO RICO**

U Politecnica de Puerto Rico	30	IIA	5	5	5	5	44.6	36.4	30.1	26.1	36.9	5	5	5	5	47.0	38.3	31.8	27.5	38.9
U Puerto Rico-Bayamon	30	IIB	5	5	5	4	59.3	54.5	47.4	43.1	52.8									
U Puerto Rico-Humacao U Coll	28	IIB	4	3	3	4	73.9	61.7	53.8	43.7	65.8	3	3	2	4	101.9	86.1	76.0	57.5	91.4
U Puerto Rico-Ponce		IIB	4	3	4	3	70.8	61.5	51.6	44.6	58.7	4	4	4	4	85.0	73.9	62.1	53.8	70.6

**RHODE ISLAND**

Brown U		I	1	1	2		160.8	103.4	86.0		119.3	1	1	2		201.8	131.8	110.8		151.4
Bryant U		IIB	1*	1*	1*		141.9	114.6	104.9		113.6	1*	1*	1*		183.6	149.5	135.8		147.8
CC Rhode Island	21,171	III	3	3	4	-	75.5	57.5	49.7	----	61.5	2	3	3	-	104.8	83.1	69.5	----	86.0
Providence Coll	31	IIA	1	1	1	1*	106.5	84.3	71.7	70.9	83.2	1	1	1	1	135.0	108.7	92.0	85.2	106.4
Rhode Island Coll	25	IIA	4	4	4		78.8	67.3	58.3		68.8	3	2	2		111.5	95.2	85.0		98.1
Roger Williams U	15	IIB	1	1*	1		113.4	94.1	72.7		98.0									
Salve Regina U	28,195	IIA	2	2	2	-	92.9	74.1	62.7	----	74.1	2	2	3	-	120.5	100.8	80.7	----	97.8
U Rhode Island	165	I	4	4	4	2	105.1	78.7	67.4	61.4	83.0	4	3	3	2	144.8	112.1	94.5	82.8	116.3

**SOUTH CAROLINA**

Charleston Southern U	28	IIB	4	5	4	3	67.2	54.5	50.8	46.6	53.7	5	5	4	4	82.1	67.5	63.1	56.4	66.3
Citadel Military Coll SC	30	IIA	3	3	3	2	88.8	71.9	61.2	52.4	72.3	3	2	2	2	116.3	95.5	82.3	71.3	96.0
Claflin U		IIB	4	3	3	3	70.0	63.6	53.5	46.7	56.9	4	4	4	4	85.3	77.2	63.7	53.4	68.0
Clemson U	27	I	3	3	2	-	123.6	88.5	78.3	----	89.5	3	3	2	-	158.3	115.9	103.2	----	116.7
Coastal Carolina U		IIB	2	2	2	3	86.9	70.4	60.0	47.5	62.8	2	2	2	2	112.8	92.5	79.8	64.5	83.2
Coker Coll		IIB	5	5	5		61.6	53.4	46.8		52.5	5	5	4		78.8	70.6	64.0		69.7

(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
	28.7	100	98	0	0	8.1	4.7	4.4	4.1	22	25	38	15	6	16	47	31	94.9	65.5	55.2	46.8	83.3	70.9	53.2
36.9	95	77	10	--	4.3	5.0	6.4	3.0	42	38	11	1	14	26	28	0	83.6	67.6	57.9	----	82.5	67.6	58.1	----
30.0	87	97	0	0	5.3	3.7	4.3		17	16	16	3	6	22	30	1	85.8	67.5	60.0	----	85.5	75.1	57.4	----
41.4	100	100	83	2					17	12	43	19	12	20	64	29	84.4	69.2	57.7	48.8	89.1	67.3	58.0	48.0
38.1	97	98	0	0	1.3	1.9	2.0	1.5	22	22	5	0	9	23	14	4	87.0	65.6	55.4		82.2	63.1	57.3	49.1
37.7	98	100	0	0	2.8	3.5	7.3		38	26	16	0	16	25	20	0	99.0	76.3	61.0		92.6	74.9	60.2	
34.2	0	0	0	0	2.5	2.5	2.1	2.2	5	14	14	4	7	14	27	9	85.2	60.8	43.3	45.9	78.1	61.6	54.9	49.2
29.6	100	96	1	0	4.0	4.9	6.0	8.7	28	53	36	24	9	27	37	14	118.9	96.9	82.3	59.8	117.7	88.8	75.6	53.2
33.7	99	98	12	0	5.7	5.2	5.8	6.3	87	220	150	144	34	130	104	226	103.2	82.3	67.4	57.8	99.3	78.5	64.0	54.1
27.9	98	89	0	1	5.9	7.1	8.1	7.4	658	297	207	96	182	192	172	104	141.4	97.8	87.6	60.5	128.8	88.9	76.4	50.4
37.2	94	57	0	--	1.0	1.2	1.5	1.0	16	27	21	1	2	27	16	0	----	76.6	61.9	----	----	76.0	66.9	----
34.8	100	100	0	0	2.9	0.0	0.0		8	2	2	0	1	1	4	0	----	----	----		----	----	----	----
29.7	98	94	28	0	1.3	1.8	1.2		42	40	28	0	20	30	26	0	98.5	83.4	75.9		95.2	78.1	72.7	
36.3	94	89	0	0	0.6	0.0	0.6	0.3	13	27	21	8	3	10	18	2	88.9	63.9	55.9	----	72.4	62.0	53.6	----
27.3	88	66	0	0	4.6	4.1	5.7	3.2	10	16	17	1	6	25	21	2	89.8	69.6	62.7	----	76.8	65.5	57.8	----
	99	89	37	0	0.0	0.8	1.5	8.0	69	60	44	6	37	54	38	13	102.6	81.8	67.3	46.0	102.8	81.5	64.6	44.8
	99	85	56	0	0.0	0.5	0.9	4.8	54	58	54	18	35	51	70	19	105.3	85.1	67.9	50.3	103.6	83.1	68.8	46.5
30.8	100	96	0	0	3.4	3.1	3.2		15	37	22	0	5	32	23	0	89.9	75.5	66.5		85.6	70.8	58.0	
28.5	98	100	0	0	5.1	5.2	5.7		55	23	22	0	35	17	19	0	143.6	95.1	75.7		128.8	98.7	75.2	
27.9	91	67	1	1	1.5	2.1	1.7	1.9	307	241	295	41	97	182	249	51	137.9	95.2	72.5	53.9	124.0	94.4	69.3	57.1
23.6	100	57	0	--	2.0	3.4	3.6	2.0	18	9	6	0	8	5	7	1	65.6	52.2	51.5	----	64.3	53.1	49.1	----
32.2	100	95	0	0	3.3	3.9	3.7		442	153	139	0	132	89	91	0	190.6	124.0	122.9		174.7	105.8	106.0	
28.5	100	96	0	0	2.2	3.3	4.2	3.5	8	19	15	1	2	6	8	4	----	69.5	59.5	----	----	65.7	58.5	----
27.9	100	93	0	0	4.4	3.0	3.5	3.1	4	13	11	5	1	16	19	7	----	66.5	54.0	44.9	----	64.7	52.6	43.6
27.8	100	94	0	0	3.7	3.7	4.8	4.1	10	33	24	12	2	19	15	19	----	65.0	51.4	52.3	----	65.7	51.6	46.5
27.5	92	75	0	0	3.4	3.8	4.2	4.4	339	254	212	22	111	154	260	68	140.4	93.2	81.6	44.3	122.3	88.8	71.1	45.7
27.8	--	67	0	0	2.0	2.7	3.7	10.6	2	4	4	0	0	2	5	4	----	----	63.9		----	----	48.3	53.6
41.4	100	94	27	0	3.3	3.8	6.3	3.2	71	43	40	1	22	35	30	3	103.5	86.3	70.9	----	95.1	81.4	66.2	----
32.5	93	100	0	0	0.0	0.0	0.0	0.0	25	19	20	1	15	23	23	3	97.3	75.9	71.1	----	94.5	75.3	67.5	----
17.9	0	0	0	0	9.5	2.7	1.9		10	4	7	0	1	2	9	0	----	----	49.8		----	----	47.8	
27.1	98	95	16	0	4.9	5.2	4.9	3.8	122	125	114	31	42	62	117	31	130.3	96.9	73.0	62.1	125.3	85.0	71.9	60.6
30.4	100	100	0	--	3.3	4.4	4.7	5.6	25	29	7	0	12	19	8	2	88.4	68.9	57.1	----	79.3	63.0	56.4	----
52.7	95	50	9	0	3.4	4.2	3.8	3.1	13	6	18	3	7	8	14	7	73.2	52.5	52.3	48.8	68.7	62.3	52.9	47.5
	100	91	16	1	0.0	0.7	1.5	0.5	84	73	73	39	68	89	90	69	103.4	83.2	67.6	47.2	103.1	82.3	65.8	46.3
25.4	100	100	0	0	2.0	2.0	2.0		14	23	14	0	11	18	16	0	78.2	59.6	48.7		70.3	56.5	47.9	
39.7	99	88	0	0	5.0	3.5	3.5	3.5	53	63	24	2	37	51	48	19	120.9	88.3	70.8	----	113.5	79.5	66.3	----
25.0	100	94	2	0	0.0	0.9	1.2	0.0	26	35	20	4	7	32	33	3	99.7	76.3	60.1	53.1	97.2	74.0	61.1	49.8
47.6	100	96	37	0	3.8	4.1	4.2		15	37	42	0	7	30	29	0	105.4	86.7	80.6		100.8	79.3	68.2	
5.0	50	12	0	0					29	52	12	5	9	32	12	3	45.2	38.4	30.3	27.5	42.9	33.1	29.8	23.8
	100	100	72	38	1.4	1.6	1.8	0.1	28	23	27	6	27	32	27	10	54.9	60.4	50.0	40.1	64.0	50.3	44.7	44.8
38.8	100	100	62	20	6.3	12.2	-19.4	-57.2	52	21	22	1	47	37	15	4	74.7	62.3	55.1	----	73.1	61.3	51.8	----
20.2	100	96	89	67	3.6	8.1	0.3	14.6	12	9	10	7	16	14	17	8	70.5	61.4	56.0	44.9	71.0	61.6	49.0	44.4
26.9	97	96	0	0	3.9	5.7	4.0		283	81	86	0	92	48	50	0	164.2	103.6	89.3		150.4	103.2	80.4	
30.2	98	98	5	0	3.7	3.6	5.7		41	30	12	0	21	13	10	0	146.7	118.2	106.5		132.4	106.4	102.8	
40.0	100	100	24	--	3.0	4.7	3.2		59	13	48	0	71	46	86	1	78.6	57.1	49.4	----	73.0	57.6	49.9	----
27.6	98	91	32	9					43	52	68	7	21	33	57	4	107.0	84.1	72.7	72.4	105.5	84.6	70.5	68.4
42.6	99	96	10	0	0.5	1.1	1.5		70	42	32	0	49	69	65	0	79.3	70.2	59.0		78.0	65.5	58.0	
	100	95	0	0	2.6	3.2	2.4		61	30	27	0	29	35	18	0	113.9	94.2	75.9		112.4	94.0	67.9	
31.9	97	73	0	--	3.1	3.7	4.1	3.0	15	18	12	2	17	15	13	0	94.1	73.1	62.4	----	91.8	75.3	62.9	----
40.1	99	86	0	0	0.5	1.0	0.5	0.0	203	79	45	3	78	91	74	3	107.4	81.8	72.9	55.9	99.2	76.0	64.0	67.0
23.4	71	4	2	0					16	18	34	4	12	10	30	13	69.0	55.7	50.2	43.0	64.9	52.3	51.4	47.7
32.8	95	97	4	0	4.0	3.1	5.4	3.0	42	40	31	6	13	21	19	10	89.7	74.1	66.5	60.5	85.9	67.6	52.6	47.5
19.6	84	59	16	0	1.7	2.1	2.4	1.4	10	19	32	9	9	3	31	7	68.8	64.0	53.8	46.3	71.4	60.8	53.2	47.3
30.5	100	94	0	--	17.5	15.2	11.6	4.1	271	186	130	1	65	80	96	1	125.9	91.2	79.1	----	114.3	82.3	77.1	----
32.5	100	93	2	8	3.4	2.9	3.6	3.0	47	58	59	7	19	37	60	5	87.5	71.2	58.5	49.6	85.7	69.1	61.4	44.4
31.2	100	95	21	0	1.7	5.6	4.0		8	11	12	0	8	8	16	0	64.8	54.7	47.2		58.4	51.5	46.4	

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>SOUTH CAROLINA (continued)</b>																				
Coll Charleston		IIA	3	3	3	2	86.4	68.8	60.1	51.4	68.8	3	2	2	2	116.2	94.5	83.7	72.9	94.5
Columbia Coll		IIB	5	5	5		58.7	51.9	45.9		50.1	5	5	5		77.6	70.2	61.5		66.8
Converse Coll		IIB	4	5	4	-	66.8	54.8	49.6	----	55.3	4	5	5	-	84.8	70.9	60.7	----	70.4
Francis Marion U	31	IIA	4	4	4	3	81.4	63.7	56.2	49.6	64.9	4	4	4	3	105.4	83.5	74.2	65.6	84.9
Furman U		IIB	2	2	2	-	94.8	69.5	63.3	----	80.1	1	2	2	-	128.3	95.6	81.7	----	107.7
Lander U	28	IIB	4	4	4	4	68.9	55.8	52.4	41.7	53.2	4	4	3	4	89.0	73.3	69.1	56.1	70.0
Limestone Coll		IIB	5	5	4	4	61.4	54.2	52.4	43.8	45.2	5	5	4	4	74.3	66.4	65.5	55.2	55.7
Newberry Coll	25	IIB	5	5	5		53.6	45.1	44.5		46.8	5	5	5		60.1	51.6	49.5		52.5
Presbyterian Coll		IIB	4	3	3		67.2	60.8	53.7		61.0	4	4	3		86.6	78.7	69.5		78.8
U South Carolina-Aiken	28	IIB	3	4	3	4	78.8	59.3	52.7	44.4	56.3	3	3	3	3	103.5	79.6	71.4	61.2	75.8
U South Carolina-Beaufort	28	IIB	3	3	3	3	78.4	60.9	55.1	46.9	57.8	3	3	3	2	103.0	81.6	74.4	64.2	77.7
U South Carolina-Columbia	12	I	3	3	3	4	121.6	83.9	75.1	50.9	86.8	3	3	3	3	154.2	109.6	98.7	69.2	112.7
U South Carolina-Lancaster		III	4	3	4	2	67.7	58.5	47.4	49.1	51.3	4	3	4	2	89.9	78.5	64.8	66.9	69.7
U South Carolina-Salkehatchie		III	-	4	5	5	----	54.7	45.0	39.3	46.7	-	4	5	4	----	73.9	61.9	54.8	63.9
U South Carolina-Sumter		III	3	4	5	5	70.4	56.9	44.3	36.1	54.6	3	4	5	5	93.3	76.6	61.0	50.9	73.7
U South Carolina-Upstate	28	IIB	3	3	3	3	78.0	63.1	53.1	48.0	56.7	3	3	3	2	102.5	84.3	71.9	65.6	76.3
Winthrop U	31	IIA	4	4	4	4	82.1	66.2	57.2	45.8	66.1	4	4	4	4	106.6	86.9	75.8	61.9	86.8
Wofford Coll		IIB	2	2	2	1	83.4	67.7	59.7	53.8	69.7	2	2	2	2	108.9	89.4	78.0	70.6	91.4

**SOUTH DAKOTA**

Augustana Coll		IIB	3	3	4	3	76.3	64.9	51.7	44.9	58.8	3	2	2	1	107.1	95.7	82.5	75.6	89.6
Dakota St U	31	IIB	2	1	2	4	83.0	76.5	58.3	41.9	62.8	3	2	3	4	101.1	93.7	72.9	54.2	78.0
Mount Marty Coll	206	IIB	5	4	3	4	64.5	55.2	53.0	42.4	53.6	5	5	5	4	73.5	64.8	61.5	52.8	62.7
South Dakota St U	26	IIA	4	3	3	3	83.2	69.9	62.2	47.5	66.3	4	4	3	4	101.1	86.0	77.2	60.4	81.9
U Sioux Falls	28	IIB	5	5	5	5	55.0	41.3	38.1	35.3	41.5	5	5	5	5	68.3	54.3	49.8	48.2	53.8
U South Dakota	13	I	5	5	5	4	90.5	67.1	58.5	48.4	64.2	5	5	5	4	109.3	82.7	72.9	61.4	79.4

**TENNESSEE**

Austin Peay St U		IIA	4	5	5	5	76.2	62.0	49.5	40.3	59.7	4	4	5	5	100.3	83.8	67.6	55.8	80.3
Belmont U	13	IIA	2	1	1	1	99.5	82.0	74.6	59.2	81.3	2	2	2	2	120.0	97.6	86.9	71.1	96.6
Carson-Newman Coll	28	IIB	5	5	5	5	58.6	49.7	44.3	39.2	49.6	5	5	5	5	68.2	58.8	53.6	44.2	58.6
East Tennessee St U		IIA	4	5	4	4	78.7	61.3	56.2	44.4	59.4	4	4	3	3	106.2	84.4	78.8	63.8	82.1
Freed-Hardeman U	28	IIA	5	5	5	5	66.7	58.2	53.5	39.8	55.0	5	5	5	5	84.4	74.2	67.3	52.2	70.0
King Coll	28,106	IIB	5	5	5	5	53.3	46.4	43.5	38.2	46.4	5	5	5	5	70.2	59.2	56.2	43.6	59.5
Lee U	120	IIB	4	4	3		65.1	58.7	52.8		57.5	5	4	4		80.4	71.6	63.4		70.1
Lipscomb U	27	IIA	4	3	1	3	77.0	68.6	67.9	48.1	70.1	4	3	3	4	99.3	92.9	79.3	61.3	88.3
Maryville Coll		IIB	4	4	5	5	72.1	56.7	45.6	38.6	57.2	4	4	5	5	88.8	72.0	57.0	48.9	71.8
Milligan Coll		IIB	5	5	5		56.9	54.2	45.3		52.1	5	5	5		73.5	70.2	55.7		66.5
Rhodes Coll		IIB	1	1	2	1*	99.2	76.1	57.6	63.5	71.0	1	1	3	1*	134.4	102.9	73.2	85.4	93.9
Sewanee U of the South		IIB	2	2	2	1	95.3	73.9	60.2	61.8	82.1	2	1	2	1	126.9	101.4	77.0	79.3	109.2
Tennessee Tech U	36	IIA	3	3	4	5	83.5	68.8	56.3	41.5	66.6	3	2	2	3	114.8	97.6	82.9	65.9	95.0
Tennessee Wesleyan Coll	80	IIB	5	5	5	5	46.3	49.8	43.7	37.9	45.8	5	5	5	5	58.7	61.6	54.5	49.8	57.4
Trevecca Nazarene U	31,49	IIA	5	5	5	4	64.1	55.0	48.8	46.0	56.7	5	5	5	4	80.3	70.6	59.6	59.9	71.7
U Memphis	1	I	4	5	5	5	105.5	74.6	63.2	43.2	74.8	4	5	5	5	134.5	98.1	85.0	59.0	98.0
U Tennessee-Chattanooga	27	IIA	3	3	4	3	89.9	69.9	58.3	48.6	67.5	2	3	3	3	118.7	92.1	78.9	63.8	90.2
U Tennessee-Knoxville	5,157	I	3	3	3	2	122.5	88.6	74.9	58.9	89.1	3	3	3	2	155.5	114.6	98.3	77.1	114.9
U Tennessee-Martin		IIA	5	4	4	3	75.2	63.6	56.7	50.0	61.1	4	4	3	2	100.5	86.4	77.5	70.0	82.9
Vanderbilt U	15	I	1	1	2	-	167.9	103.5	84.9	----	117.1	1	2	2	-	196.4	125.7	103.2	----	139.8
Volunteer St CC		III	5	5	4	4	59.5	52.9	49.7	43.1	50.7	4	4	3	3	81.9	73.2	68.7	59.5	70.0

**TEXAS**

Abilene Christian U	30	IIA	4	3	4	3	81.6	67.8	57.9	48.3	66.0	4	3	4	3	104.5	87.5	75.0	66.0	85.4
Amberton U		IIA	4	3	-		75.7	67.8	----		71.0	4	4	-		97.0	84.2	----		90.0
Angelo St U		IIA	4	4	3	5	78.0	66.5	60.7	38.2	62.3	5	5	4	5	93.7	79.2	72.3	46.9	74.5
Austin CC	132	III	3	4	5		69.9	53.7	46.6		63.3	4	5	5		83.9	65.5	57.6		76.4
Austin Coll		IIB	2	3	2		85.4	65.5	58.0		70.0	3	3	3		107.0	84.3	72.3		88.6
Baylor U	12	I	3	2	3	-	116.9	90.4	76.1	----	85.1	3	2	3	-	149.8	118.3	98.1	----	110.8
Del Mar Coll		III	3	4	3	3	69.7	57.4	50.9	45.7	56.3	4	4	4	4	87.9	72.1	64.1	57.4	70.9
East Texas Baptist U	28	IIB	5	5	5	-	59.3	51.7	46.7	----	53.9	5	5	5	-	74.7	63.8	60.9	----	68.2
Hardin-Simmons U	28	IIA	5	5	5	4	66.6	56.8	49.9	46.3	59.5	5	4	4	3	91.2	81.1	71.0	65.6	83.2
Lamar St Coll-Orange		III	5		3	4	53.4		52.3	41.3	44.3	5		4	5	71.0		67.4	53.9	57.6
Lamar U		IIA	3	2	2	4	90.2	73.0	63.0	44.0	68.0	3	3	3	4	111.2	90.6	78.9	56.5	84.8

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN								(10) F-T FAC. WOMEN								
	PR	AO	AI	IN	PR	AO	AI	IN	F-T FAC. MEN				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	
37.3	99	100	2	0	5.2	5.5	5.7	5.2	98	89	93	20	40	70	73	36	87.5	71.0	62.7	53.8	83.5	65.9	56.8	50.0	
33.4	100	100	0	0	0.0	4.0	2.0		9	7	3	0	15	10	13	0	54.7	50.7	48.3		61.1	52.7	45.3		
27.4	100	98	21	--	0.0	0.2	-0.7	0.0	9	17	4	1	5	24	15	1	67.7	56.6	49.4	----	65.1	53.6	49.7	----	
30.9	88	91	13	0	4.8	5.2	5.0		47	31	28	1	11	26	44	17	81.2	66.7	54.5	----	82.4	60.2	57.3	----	
34.4	99	98	0	--	1.0	1.1	1.8	2.9	86	38	34	1	33	16	34	0	97.8	70.5	62.7	----	86.9	67.4	63.9	----	
31.7	100	68	10	0	3.4	4.0	4.2	3.0	10	23	26	1	7	15	16	5	72.4	55.5	52.1	----	63.9	56.2	52.8	----	
23.3	100	59	14	0	2.6	8.3	2.5	13.0	10	13	11	1	4	9	18	2	61.0	55.5	56.7	----	62.4	52.3	49.7	----	
12.1	80	79	9	0	0.0	1.3	2.1		11	7	10	0	4	7	24	0	52.5	45.2	43.3		56.7	45.0	45.0		
29.2	100	75	0	0	3.3	3.8	6.2		25	15	15	0	3	13	8	0	67.2	61.2	54.0		67.6	60.2	53.0		
34.7	100	97	2	0	5.1	5.2	4.6	4.1	17	16	15	15	7	15	27	26	81.0	58.6	54.8	42.3	73.3	60.1	51.6	45.7	
34.4	90	50	0	0	3.5	10.3	3.0	4.6	8	8	11	6	2	4	11	11	----	61.8	53.5	45.5	----	59.2	56.8	47.6	
29.8	95	87	0	0	4.8	5.6	5.2	11.6	271	224	174	68	73	170	182	97	124.0	88.3	79.8	53.0	112.9	78.3	70.5	49.5	
35.8	100	100	0	0	-0.3	6.3	3.0	4.2	3	4	10	13	3	0	8	12	68.5	58.5	46.7	51.2	66.9		48.3	46.7	
37.0	--	100	0	0	3.0	3.0	4.8	3.0	1	2	8	2	0	2	1	2	----	----	----	----	----	----	----	----	----
35.1	100	100	0	0	2.9	4.1	5.0	3.0	10	7	3	5	2	4	0	5	----	60.0	44.3	36.0	----	51.4		36.1	
34.6	96	88	0	67	4.3	4.3	5.8	4.7	12	26	29	22	11	25	31	48	81.0	63.8	54.6	50.5	74.8	62.4	51.8	46.8	
31.3	99	90	7	0	3.1	4.0	5.5	3.6	50	50	24	7	28	56	45	23	83.4	67.5	60.6	53.6	80.0	65.0	55.4	43.4	
31.1	95	98	26	0	0.1	0.4	3.0	0.0	31	21	20	1	7	20	19	2	84.0	68.3	61.9	----	80.9	67.1	57.4	----	
48.0	96	97	7	0	5.1	5.9	3.4	3.0	16	26	27	3	7	11	32	12	76.5	65.4	52.1	36.3	75.9	63.8	51.4	47.0	
24.2	100	92	0	0	7.0	5.6	4.5	3.8	11	19	15	11	4	6	13	11	85.0	81.6	56.3	43.0	77.7	60.6	60.7	40.8	
17.1	86	100	16	0	3.0	3.5	6.1	3.0	5	8	6	3	2	6	13	5	----	58.8	47.4	40.2	----	50.6	55.6	43.7	
23.5	94	77	1	0	5.1	5.5	4.8	5.1	123	74	75	44	53	29	60	103	83.7	71.1	63.6	46.6	82.0	66.9	60.5	47.8	
29.4	90	91	9	0	4.2	5.3	5.3	5.3	5	12	16	2	5	10	18	1	48.9	42.2	36.0	----	61.0	40.3	40.0	----	
23.7	99	90	0	0	4.3	4.9	4.8	4.6	58	60	71	23	28	24	56	90	90.3	68.8	60.0	47.0	90.7	62.6	56.6	48.7	
34.4	99	64	3	6	7.5	9.6	9.2	11.8	72	49	49	14	33	48	52	33	76.9	63.6	49.4	41.5	74.7	60.3	49.5	39.8	
18.9	96	88	6	0	3.8	4.1	5.4	5.7	54	33	47	16	27	51	55	23	102.4	89.7	73.9	63.5	93.8	77.0	75.2	56.2	
18.2	100	96	13	0	1.5	1.7	1.4	5.4	16	25	9	3	8	25	22	3	60.0	49.8	44.9	41.2	55.8	49.7	44.0	37.2	
38.2	99	96	17	18	5.7	6.2	1.8	6.2	101	94	82	4	44	51	96	24	80.0	63.2	56.8	44.3	75.7	57.8	55.6	44.4	
27.3	95	83	31	0	-0.3	1.7	4.6	1.5	19	13	18	11	2	11	8	8	----	61.8	53.8	39.4	----	53.9	53.0	40.4	
28.4	0	0	0	0	0.6	4.1	1.9	0.0	14	12	14	2	8	19	19	5	51.1	46.2	45.0	----	57.1	46.5	42.3	----	
21.8	96	56	7	0	3.7	5.4	6.5		39	27	33	0	9	12	25	0	65.2	58.7	52.7		64.7	58.6	53.0		
25.9	72	16	0	0	3.0	6.2	5.5	6.7	56	26	26	3	9	12	40	8	78.7	69.7	71.6	52.6	66.6	66.1	65.5	46.4	
25.5	100	100	27	0	0.3	0.0	0.0	0.0	12	11	5	3	4	23	6	2	69.9	55.1	40.1	----	78.8	57.5	50.2	----	
27.6	95	96	4	0	2.8	3.7	4.8		13	10	10	0	8	17	13	0	59.3	54.6	46.5		52.9	54.0	44.4		
32.2	100	98	0	0	4.4	3.4	3.2	3.0	18	38	27	2	7	22	46	2	103.4	75.0	57.5	----	88.3	78.0	57.7	----	
33.0	97	100	0	0	1.9	2.2	1.5	1.5	47	13	15	1	22	13	14	2	100.1	74.9	62.0	----	84.9	72.9	58.3	----	
42.7	100	94	16	24	4.5	5.2	5.7	3.0	118	45	35	29	24	44	46	42	84.7	73.8	56.7	41.6	77.9	63.8	56.0	41.4	
25.7	100	90	9	60	0.8	5.5	9.0	3.7	6	11	13	2	5	10	10	3	44.6	51.7	42.2	----	48.4	47.6	45.6	----	
26.5	69	23	0	0	3.0	4.0	5.1	6.0	23	28	8	1	6	15	6	2	64.1	54.5	47.9	----	63.7	56.0	49.8	----	
31.1	95	88	4	0	2.7	3.1	3.9	4.5	189	147	112	59	46	100	130	76	107.9	78.0	64.9	45.1	95.8	69.6	61.7	41.7	
33.5	99	90	5	0	3.8	4.2	5.6	9.7	107	48	42	0	46	44	46	12	92.4	72.2	60.2		84.3	67.5	56.7	48.6	
28.9	97	84	2	3	5.3	6.0	7.6	5.8	433	258	167	3	122	203	178	28	126.7	91.1	78.6	78.8	107.8	85.3	71.5	56.8	
35.8	100	78	12	69	2.5	2.9	5.1	3.0	50	40	36	10	21	33	39	6	76.4	63.3	56.2	51.2	72.2	63.8	57.2	48.1	
19.4	94	80	0	--	2.6	3.0	2.8	2.0	284	150	110	0	79	80	87	1	166.9	104.5	90.2	----	171.8	101.6	78.2	----	
38.2	94	88	7	0	2.5	3.1	5.3	3.5	13	35	5	24	5	39	10	17	59.4	53.5	48.6	43.7	59.9	52.4	50.3	42.1	
29.5	96	85	5	0	0.0	0.6	0.6	1.9	59	46	43	13	8	22	33	19	82.0	70.5	60.0	52.4	79.1	62.1	55.2	45.4	
26.7	0	0	--	0					4	3	1	0	2	3	1	0	----	66.2	----	----	----	69.5	----	----	----
19.7	99	91	5	0	4.2	4.1	4.0	1.9	48	31	51	18	21	15	40	22	78.4	66.6	61.1	38.0	76.9	66.2	60.2	38.5	
20.8	0	0	0	0	2.9	3.2	3.6		175	51	21	0	170	100	28	0	69.5	53.2	46.8		70.2	54.0	46.5		
26.6	97	100	0	0	2.0	2.1	3.2		24	30	11	0	5	14	10	0	85.9	65.8	58.5		83.4	64.9	57.5		
30.2	98	91	1	--	3.1	3.4	3.4	2.7	211	127	98	0	37	65	67	1	118.9	90.9	79.6	----	105.3	89.6	71.0	----	
25.9	100	98	64	0	5.2	3.0	4.5	3.8	47	31	41	22	33	27	37	45	70.2	57.5	50.2	43.8	69.0	57.2	51.8	46.6	
26.4	3	0	0	--	2.3	1.3	3.8	9.7	23	11	9	0	12	4	9	2	58.6	52.6	47.2	----	60.8	49.3	46.1	----	
39.7	98	88	21	0	0.3	3.0	6.8	-0.5	47	24	18	2	16	17	11	2	67.0	59.2	50.1	----	65.3	53.4	49.5	----	
30.2	100	0	60	24	3.0		12.4	0.0	2	0	6	11	1	0	4	26	----		51.6	41.3	----		53.5	41.3	
24.7	99	91	21	0	5.0	1.7	0.4	3.7	72	60	42	29	22	44	40	63	91.3	74.9	66.6	42.6	86.3	70.4	59.2	44.7	

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>TEXAS (continued)</b>																				
Lubbock Christian U		IIB	5	5	4	5	64.0	53.8	49.2	39.8	53.1	5	5	5	5	75.0	63.7	57.6	47.5	62.3
McMurry U	31	IIB	4	5	4	5	65.0	51.9	51.6	40.0	51.8	5	5	4	5	79.8	64.1	62.6	47.7	63.3
Our Lady of the Lake U	28,160	IIA	4	4	4	-	79.4	62.9	57.3	----	62.9									----
Prairie View A&M U		IIA	3	3	2	-	86.1	70.2	62.6	----	63.1	3	3	2	-	111.9	93.2	83.2	----	83.5
Rice U	30	I	1	1	1	3	165.4	105.2	92.2	54.4	117.4	1	1	1	4	208.3	131.2	115.3	68.2	147.9
Sam Houston St U		IIA	2	3	4	-	92.0	70.2	58.2	----	63.3	5	5	5	-	94.0	71.8	59.5	----	64.7
Schreiner U	28	IIB	5	4	4	5	63.5	55.3	51.2	39.9	52.6	5	5	5	5	74.0	65.1	59.3	47.2	61.4
Southern Methodist U	1	I	2	2	1	-	141.8	95.7	94.3	----	97.7	2	2	1	-	177.4	122.3	115.2	----	123.3
Southwestern U		IIB	2	2	3		86.3	67.0	56.5		70.3	3	3	3		107.0	86.7	71.0		88.8
St. Edward's U	31	IIA	2	2	3	3	98.5	75.6	60.4	50.5	72.4	2	2	4	4	122.1	94.3	73.3	60.2	89.2
St. Mary's U	15	IIA	1	2	3	-	111.5	73.4	61.6	----	84.5	1	3	4	-	132.1	89.6	72.4	----	100.7
Sul Ross St U	202	IIA	5	5	5	5	69.1	55.6	47.8	37.6	56.0	5	5	5	5	88.9	71.1	61.9	49.5	72.3
Texas A&M International U		IIA	2	2	2	4	95.7	74.3	66.8	45.5	69.5	3	3	3	4	114.2	89.7	81.0	56.0	84.0
Texas A&M U		I	3	3	3		122.2	84.5	75.6		88.4	4	4	4		144.1	100.8	90.3		105.2
Texas A&M U-Corpus Christi	28	IIA	3	3	2		86.1	69.7	62.9		73.0	4	4	3		104.2	86.4	77.7		89.5
Texas A&M U-Kingsville		IIA	4	3	3		81.5	67.8	59.3		65.6	4	4	4		98.6	82.1	71.3		79.3
Texas Christian U	28	I	3	3	3	2	122.2	90.1	75.1	62.0	90.6	3	2	3	2	158.9	118.8	97.2	80.0	117.9
Texas Lutheran U	31	IIB	4	4	3	3	73.7	60.7	53.7	45.2	60.8	3	3	3	3	98.5	79.6	70.6	59.2	80.2
Texas St U-San Marcos	27	IIA	2	2	2	-	93.2	76.0	64.1	----	68.2	3	3	3	-	112.8	93.0	79.2	----	84.0
Texas Tech U		I	4	5	4	4	110.8	75.8	68.8	48.9	78.3	4	5	5	4	133.5	93.7	84.6	61.4	96.0
Texas Wesleyan U	16	IIA	2	2	3	3	92.4	76.7	61.4	50.2	76.6	3	2	3	2	110.7	94.9	79.3	68.5	94.8
Texas Woman's U	21,133	I	5	5	5	4	82.3	64.6	53.5	47.7	63.9	5	5	5	5	95.3	74.4	61.6	55.4	73.8
Trinity U		IIA	1	2	2	4	116.7	77.2	63.4	44.4	85.4	1	2	3	4	144.9	98.7	80.4	56.5	107.6
U Dallas	31	IIA	4	4	3	5	75.9	63.9	61.4	38.8	62.1	4	4	2	4	98.0	86.0	83.5	60.9	84.2
U Houston		I	2	3	2		134.1	88.7	86.1		91.9	3	3	2		161.6	109.9	106.3		113.4
U Houston-Clear Lake	31	IIA	2	3	2	-	92.7	71.7	62.4	----	70.4	3	3	3	-	113.3	89.0	77.2	----	87.4
U Houston-Downtown	31	IIB	2	2	2	-	87.4	67.1	59.6	----	62.5	3	3	3	-	102.0	81.8	74.3	----	77.2
U Incarnate Word	27	IIA	3	2	1	1	86.2	75.9	71.1	58.3	73.1	4	3	2	2	103.1	92.7	86.0	70.2	88.4
U North Texas	30	I	5	5	5	-	99.3	73.7	59.7	----	72.4	5	5	5	-	116.9	89.1	72.0	----	86.9
U St. Thomas	31	IIA	2	2	4	5	94.4	73.8	55.5	35.8	68.0	3	3	5	5	110.7	90.6	66.2	42.3	81.4
U Texas-Arlington	27	I	4	4	4		106.1	80.9	69.2		75.1	5	4	4		132.9	104.1	90.7		97.4
U Texas-Austin		I	1	2	2	-	144.0	92.8	86.0	----	103.6	2	3	2	-	170.3	113.4	105.1	----	124.5
U Texas-Dallas	30	I	2	1	1		143.1	108.1	99.9		122.3	2	2	1		166.2	129.3	119.0		143.8
U Texas-El Paso		IIA	1	2	1		105.0	75.9	70.0		73.8	1	2	1		134.1	101.4	97.4		100.5
U Texas-San Antonio	30	I	4	4	3		115.8	80.6	72.7		69.8	4	4	4		141.3	101.1	91.7		87.3
U Texas-Tyler	27,172	IIA	3	4	2	3	85.2	66.4	62.9	47.6	63.5	3	4	2	3	107.9	85.9	81.8	64.3	82.6
West Texas A&M U		IIA	4	4	2	4	83.2	66.0	63.3	46.3	63.1	4	4	3	4	98.5	81.2	77.0	57.4	76.8

UTAH

Dixie St Coll Utah		III	3	3	3	3	77.4	60.5	51.7	46.1	58.2	2	3	3	2	107.1	86.3	73.6	67.5	82.6
Salt Lake CC	27,33,163	III	5	5	4	4	59.6	52.6	48.3	41.0	49.6	4	3	3	3	87.5	78.2	73.8	64.0	74.9
Snow Coll		III	5	4	5	3	61.2	57.0	45.6	43.7	50.6	4	3	4	3	85.1	82.9	68.1	65.0	74.0
Southern Utah U	28	IIA	4	4	5		78.9	63.5	52.4		59.4	3	3	4		109.3	90.0	74.2		84.0
U Utah	12	I	3	3	3	1	125.4	85.2	76.6	84.5	84.7	3	3	3	1*	164.9	113.1	101.9	112.9	112.4
Utah St U	140	I	5	5	5	4	96.9	71.6	64.7	49.4	72.9	5	4	4	3	131.0	100.2	91.5	73.1	101.6
Utah Valley U	28,158	IIB	3	3	2	2	76.4	64.3	59.2	50.2	62.3	3	2	1	1	102.4	90.2	85.2	76.2	88.3
Weber St U		IIA	5	5	5	4	74.0	61.5	54.2	43.8	61.6	4	4	3	3	101.7	85.9	76.7	63.6	86.1
Westminster Coll	28	IIB	2	2	2	-	85.5	71.9	60.7	----	72.6									----

VERMONT

Castleton St Coll	25	IIB	4	5	5		71.8	53.9	44.3		58.0	3	3	3		100.8	80.2	69.6		85.0
Johnson St Coll		IIB	4	4	5		71.6	58.8	46.5		62.9	3	2	3		102.0	88.6	72.0		91.9
Lyndon St Coll		IIB	4	4	5		70.5	55.4	46.3		57.9	3	3	3		102.5	83.3	68.7		85.4
Middlebury Coll		IIB	1*	1	1*	1*	128.6	89.6	75.9	72.0	98.5	1*	1	1	1*	171.6	118.1	98.5	102.3	130.7
Norwich U	27	IIA	3	4	4		86.8	67.2	57.0		65.2	3	3	3		110.0	88.8	76.4		85.4
Saint Michael's Coll		IIB	2	2	2	2	95.6	72.5	60.7	51.3	77.3	1	2	1	1	130.5	99.0	84.3	75.4	106.3
U Vermont	27	I	3	3	4		116.5	86.0	70.1		83.7	3	3	4		148.1	114.5	92.1		109.8
Vermont Tech Coll	25	III	3	4	5		70.8	54.6	46.8		57.5	3	3	5		100.7	82.0	59.2		79.6

(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	
	17.4	89	88	17	0	7.2	4.5	5.4	4.0	17	15	16	3	11	9	14	0	61.3	54.4	52.2	39.8	68.0	52.9	45.8	
22.0	100	100	7	0	4.1	1.5	5.8	5.9	11	18	9	8	8	6	5	13	68.3	51.2	53.9	40.9	60.6	54.2	47.3	39.5	
	91	39	0	--	1.0	0.5	1.9	0.0	8	12	14	2	14	11	27	0	80.3	66.0	60.4	----	78.9	59.5	55.8	----	
32.3	96	93	0	--					39	65	29	2	10	25	26	0	88.7	70.8	64.8	----	76.3	68.6	60.2	----	
25.9	100	100	0	0	3.5	3.8	3.2	7.1	238	72	70	14	48	40	40	6	166.9	106.2	95.3	54.3	158.2	103.6	86.8	54.8	
2.1	99	94	3	--	6.1	4.2	3.7	3.7	107	90	101	0	41	78	104	1	94.2	73.1	59.7	----	86.5	66.8	56.8	----	
16.8	100	80	0	0	2.6	6.6	4.7	3.3	9	7	12	1	4	3	9	10	64.6	56.4	50.6	----	61.1	52.6	52.0	----	
26.3	99	95	2	--	3.0	3.5	4.6		157	112	78	1	37	62	55	0	143.1	99.1	98.6	----	136.6	89.6	88.2	----	
26.3	100	100	0	0	1.9	2.6	3.7		27	21	8	0	13	28	13	0	89.5	68.6	57.0		79.9	65.7	56.1		
23.2	97	29	0	0	2.0	2.6	2.7	2.1	26	39	42	5	12	40	44	5	99.4	78.6	63.6	48.5	96.5	72.6	57.3	52.5	
19.2	95	85	15	--	2.8	1.9	4.1	3.0	62	28	37	2	25	24	18	0	115.5	72.4	58.8	----	101.5	74.7	67.5	----	
29.1	97	91	18	0	2.1	2.4	3.0	2.0	27	21	10	2	10	12	12	2	72.5	55.9	47.4	----	60.0	54.9	48.2	----	
20.8	100	86	6	0	3.9	4.1	3.8	3.1	24	31	34	11	4	19	38	23	97.4	75.1	68.5	48.4	85.9	72.9	65.3	44.1	
19.0	97	96	0	0	2.9	4.2	3.0		600	354	191	0	107	151	130	0	123.7	85.8	77.8		114.2	81.6	72.4		
22.7	100	86	4	0	-0.1	0.2	-1.2		56	58	31	0	25	35	45	0	89.1	71.5	65.0		79.5	66.9	61.4		
20.9	91	83	16	0	0.5	0.3	3.4		51	32	45	0	13	14	37	0	83.2	66.7	58.0		75.0	70.4	60.8		
30.2	87	87	1	0	3.1	3.2	5.1	4.6	123	89	74	26	39	79	76	39	125.5	94.7	76.9	64.4	111.9	84.9	73.3	60.3	
32.0	100	91	9	0	4.8	5.7	4.6	3.1	14	10	13	2	7	12	9	1	73.8	60.1	53.5	----	73.5	61.2	53.9	----	
23.2	98	93	4	--	2.0	2.4	3.4	3.1	179	132	116	1	78	116	125	1	93.0	79.5	64.7	----	93.6	72.0	63.5	----	
22.6	98	90	1	0	4.9	5.6	6.1	6.8	235	252	159	100	68	131	110	116	114.1	78.9	71.3	57.0	99.4	69.6	65.1	42.0	
23.7	98	63	4	0	0.4	0.5	0.9	1.9	34	25	16	1	26	26	29	9	93.8	80.3	72.8	----	90.4	73.2	55.1	----	
15.4	97	63	2	0	2.6	1.7	0.4	0.0	33	28	25	0	53	98	117	5	82.5	68.0	55.1		82.2	63.6	53.1	47.7	
26.0	99	95	0	0	4.0	3.8	7.3	6.9	52	52	36	1	26	36	33	4	119.9	78.9	62.4	----	110.2	74.8	64.5	----	
22.3	100	91	11	0	4.9	1.1	1.7	2.3	20	31	34	7	4	12	22	9	75.6	65.1	61.0	37.8	77.4	60.8	62.0	39.6	
23.4	99	96	0	0	3.6	4.5	4.0		320	193	121	0	68	120	94	0	136.7	91.8	88.7		122.0	83.9	82.8		
23.0	100	100	0	--	0.0	0.1	0.7	0.0	37	53	34	0	13	38	47	1	94.7	71.6	71.3	----	86.8	72.0	55.9	----	
23.4	100	100	0	--					36	58	39	1	20	50	41	0	90.5	67.1	60.4	----	81.7	67.1	58.9	----	
20.9	85	75	3	0	4.9	4.8	4.4	4.1	22	41	39	19	32	39	55	32	86.1	77.0	69.6	62.7	86.2	74.8	72.2	55.7	
20.0	99	97	1	--	3.2	3.2	2.7	2.2	227	178	119	1	58	120	88	0	100.6	77.4	60.4	----	94.2	68.2	58.6	----	
19.7	90	81	2	0	0.0	0.5	1.7	0.0	25	34	19	17	15	14	23	8	96.7	72.9	54.1	37.3	90.5	76.1	56.6	32.5	
29.7	100	97	0	0					140	147	103	0	27	64	73	0	108.9	83.1	72.9		91.7	75.7	64.0		
20.3	100	100	0	--	2.4	3.7	2.2		766	326	230	1	216	202	168	0	147.2	95.8	91.4	----	132.5	88.0	78.5	----	
17.7	100	90	0	0	4.1	4.1	3.3		189	100	74	0	31	36	45	0	144.9	111.8	100.8		132.3	97.8	98.4		
21.8	100	93	1	0	2.8	3.4	3.8		118	137	83	0	38	59	61	0	107.0	76.5	73.1		98.7	74.4	65.8		
25.1	100	98	0	0	0.3	1.0	0.7		157	128	95	0	46	78	60	0	117.8	83.7	74.8		109.0	75.5	69.3		
30.1	93	78	0	0	0.1	0.2	1.1	2.2	40	47	40	0	18	26	38	47	86.4	68.2	63.0		82.6	63.2	62.9	47.6	
21.6	96	100	1	0	2.0	2.6	2.9	2.9	37	35	50	26	13	22	29	44	84.3	67.4	63.1	46.0	80.0	63.7	63.8	46.5	
41.9	97	96	23	4	1.7	1.9	1.9	0.0	25	28	30	11	5	21	30	14	78.4	61.2	52.3	51.5	72.7	59.5	51.1	41.9	
50.9	92	89	45	15	1.0	1.2	1.2	1.2	29	45	47	58	23	67	44	28	58.4	52.5	48.3	41.5	61.0	52.7	48.4	40.1	
46.2	100	95	44	0	1.9	3.7	2.2	4.8	12	26	16	24	2	13	9	13	----	57.8	45.5	43.7	----	55.5	45.9	43.6	
41.4	100	91	2	0	0.9	1.8	2.4		37	58	56	0	8	17	52	0	80.3	64.5	52.5		72.4	60.2	52.3		
32.7	100	90	0	0	3.1	3.0	2.1	1.1	336	177	129	0	90	116	111	3	128.6	87.3	81.7		113.3	82.0	70.7	84.5	
39.5	99	94	0	0	1.9	2.8	3.5	6.2	183	194	118	10	31	101	96	17	98.5	72.8	68.9	47.5	87.4	69.4	59.4	50.6	
41.7	99	97	0	0	0.5	0.7	0.5	0.3	83	131	116	4	34	62	62	6	77.9	65.4	61.0	49.7	73.0	61.8	55.9	50.6	
39.8	100	81	0	0	3.5	4.6	4.3	4.5	109	50	69	22	51	51	64	32	76.3	64.6	56.7	47.2	68.9	58.4	51.5	41.4	
	0	0	0	--					26	27	26	2	23	26	21	0	87.6	76.7	62.2	----	83.0	66.9	58.9	----	
46.6	100	88	3	0					25	8	15	0	17	8	23	0	74.1	53.5	43.9		68.4	54.3	44.6		
46.1	100	38	8	0					18	7	6	0	10	1	7	0	74.6	----	46.2		66.1	----	46.9		
47.5	100	100	5	0					13	9	14	0	8	4	6	0	71.9	55.6	47.6		68.3	54.9	43.1		
32.7	99	98	0	0	5.5	6.1	6.3	4.5	74	30	38	2	33	25	44	2	132.6	90.1	75.8	----	119.4	88.9	75.9	----	
31.0	100	98	2	0	3.0	4.8	3.5		34	27	26	0	8	13	18	0	90.6	70.5	56.8		70.6	60.5	57.4		
37.5	100	100	0	0	2.0	2.0	0.2	2.0	35	29	11	5	20	21	12	10	96.3	73.0	63.0	50.9	94.3	71.9	58.6	51.5	
31.2	100	100	0	0	2.9	3.3	4.0		101	116	50	0	51	86	58	0	116.7	87.9	71.0		116.1	83.5	69.4		
38.5	100	88	6	0					21	8	15	0	11	9	20	0	73.1	55.2	49.2		66.3	54.2	44.9		

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
<b>VIRGIN ISLANDS</b>																				
U Virgin Islands	28,208	IIA	4	4	5	5	77.9	66.8	53.1	41.3	63.0	4	4	5	5	99.6	85.1	67.8	55.8	80.5
<b>VIRGINIA</b>																				
Averett U	28,181	IIA	5	5	5	-	63.7	53.9	49.0	----	56.1	5	5	5	-	79.8	68.9	63.2	----	71.1
Bluefield Coll	25	IIB	5	5	5	5	58.2	47.1	41.4	34.3	45.7	5	5	5	5	73.4	59.8	51.0	48.3	57.8
Bridgewater Coll		IIB	4	4	4	4	69.7	58.3	51.0	43.8	54.9	4	4	4	4	86.5	71.6	63.3	57.4	68.3
Christopher Newport U		IIB	2	2	2	2	94.7	71.0	57.6	50.5	66.0	2	2	2	2	121.7	94.5	76.1	65.1	86.7
Eastern Mennonite U	28,144	IIA	5	5	5	5	62.5	51.4	46.2	41.2	52.4	5	5	5	5	78.0	64.9	58.1	51.5	66.1
Emory and Henry Coll		IIB	4	4	5	4	72.8	56.8	46.4	44.2	54.5	4	4	5	4	89.7	74.3	59.6	54.0	69.1
George Mason U	12,77	I	2	3	4	2	130.4	84.9	71.0	57.6	92.8	3	3	4	3	162.9	110.5	90.4	73.3	118.0
Hampden-Sydney Coll		IIB	2	2	3		89.8	66.7	55.3		69.7	2	3	3		116.0	83.5	69.1		88.4
Hollins U		IIB	3	3	3	-	79.4	64.0	52.9	----	66.2	3	3	4	-	98.5	80.4	66.1	----	82.7
James Madison U	27	IIA	3	4	3	2	87.6	67.3	61.3	52.8	69.3	3	3	3	2	113.1	88.9	81.7	71.3	91.1
Longwood U		IIA	4	4	4	1	77.2	64.3	57.1	60.0	61.4	4	4	4	1	101.3	86.7	75.8	76.1	81.6
Lynchburg Coll	31	IIA	4	4	4	4	77.3	63.9	58.3	46.7	63.4	4	5	4	4	98.1	79.9	73.5	58.7	79.8
Mary Baldwin Coll		IIB	4	4	4		70.8	58.2	48.7		59.1	4	5	5		84.0	70.1	60.5		71.3
Marymount U	28	IIA	3	3	3		90.7	72.0	60.8		73.1									
Old Dominion U	27	I	4	4	4	4	109.4	77.6	68.0	48.9	78.1	4	4	5	5	137.4	100.5	83.9	59.5	98.7
Radford U	28	IIA	4	3	3	2	81.4	68.2	60.5	52.6	68.1	4	3	3	2	106.0	90.4	80.4	71.1	89.9
Randolph Coll		IIB	3	3	3	-	77.3	62.8	53.9	----	66.7	3	3	4	-	97.2	79.9	68.2	----	84.2
Randolph-Macon Coll		IIB	3	3	4		78.4	61.1	51.6		66.3	3	4	4		98.8	77.6	65.4		83.8
Roanoke Coll		IIB	2	2	2	3	84.1	66.7	57.6	47.5	65.1	3	3	3	3	107.6	87.8	74.1	62.0	84.4
Sweet Briar Coll		IIB	4	4	4	4	73.4	59.9	49.5	42.2	61.3	4	4	4	5	91.9	73.8	63.7	51.6	77.0
U Mary Washington	149	IIB	3	3	2	2	81.8	62.1	59.5	49.2	67.7	3	3	2	2	106.7	83.1	79.4	66.4	89.5
U Richmond	16	IIB	1*	1*	1*		144.0	98.7	82.3		99.1	1*	1*	1*		176.7	123.7	101.2		123.1
U Virginia	12	I	1	2	2	3	143.2	93.8	82.9	53.1	109.4	2	2	2	3	178.1	120.8	106.1	71.3	138.4
U Virginia's Coll at Wise	27	IIB	4	3	3	3	73.6	61.0	54.4	44.7	58.3	3	3	3	3	97.2	81.1	72.5	60.6	77.7
Virginia Commonwealth U	20	I	4	4	4	4	114.8	79.2	70.1	47.6	78.5	3	4	4	4	149.8	103.2	91.5	62.0	102.4
Virginia St U	27	IIA	3	3	2	3	85.3	70.1	66.8	47.3	69.3	3	2	1	3	116.3	95.1	90.3	64.0	94.0
Virginia Tech		I	3	3	3	4	122.1	85.0	73.2	47.6	89.4	3	3	3	4	152.6	109.8	95.9	65.9	114.7
Virginia Wesleyan Coll		IIB	3	3	2		76.5	62.3	59.9		66.7	3	3	2		100.3	83.9	81.1		89.0
Washington & Lee U	1	IIB	1*	1*	1	2	127.9	95.6	73.1	50.1	101.8	1	1*	1	3	160.8	124.3	92.5	62.5	129.2
<b>WASHINGTON</b>																				
Bastyr U		IIA	2	3	4		94.8	68.6	57.8		67.8	3	4	5		115.9	83.1	70.1		82.2
Eastern Washington U		IIA	4	4	3		76.2	63.1	59.0		60.5	4	4	3		99.3	83.4	78.4		80.6
Northwest U	28	IIB	4	4	4	-	67.2	56.2	50.9	----	56.9	4	5	5	-	82.5	69.6	60.9	----	69.6
Pacific Lutheran U	28	IIA	4	4	3	4	82.2	65.6	59.7	47.0	66.6	3	4	3	4	107.2	85.0	76.2	60.9	86.1
Peninsula Coll		III	5	-	-		51.9	----	----		51.5	5	-	-		69.5	----	----		69.0
Saint Martin's U	30	IIB	4	4	4	5	65.2	57.0	50.0	35.2	56.2	4	4	4	5	84.3	77.0	68.5	51.2	75.4
Seattle Pacific U	28	IIA	3	3	3	2	87.0	71.8	61.5	53.7	73.2	3	2	2	1	109.2	94.0	83.7	75.9	95.4
Seattle U	12	IIA	1*	1	1	1	120.3	84.1	74.3	64.3	79.2									
U Puget Sound	31	IIB	1	1	2	1*	104.4	77.4	63.4	68.7	83.4	1	1	2	1*	138.1	100.8	80.9	91.1	109.2
Washington St U	27,199	I	4	5	4	5	104.0	74.2	70.7	43.1	77.3	5	5	4	5	131.3	96.2	91.1	59.5	99.7
Western Washington U		IIA	3	3	3	4	84.3	68.2	59.3	47.0	68.7	3	3	4	4	107.1	88.3	75.5	62.1	88.3
Whitman Coll		IIB	1	1	1	1	110.2	83.8	63.6	61.0	79.6	1	1	1	1	146.8	113.4	85.5	81.9	106.9
Whitworth U		IIB	2	3	3	2	83.3	65.1	53.8	48.5	58.4	2	2	3	2	109.4	88.4	70.9	66.5	77.5
<b>WEST VIRGINIA</b>																				
Davis and Elkins Coll	28	IIB	5	5	5	4	55.5	50.2	45.2	40.9	49.6	5	5	4	4	75.0	69.7	62.1	55.1	67.7
Marshall U	27,32	IIA	5	5	5	5	73.3	62.1	53.8	35.8	60.8	5	5	5	5	91.2	78.0	68.2	45.1	76.2
Ohio Valley U		IIB	5	5	5		48.3	42.4	44.0		44.8	5	5	5		59.5	56.8	57.8		58.0
Shepherd U		IIB	4	3	3		72.0	61.2	53.4		59.2	4	4	4		88.7	74.4	64.9		72.2
U Charleston	28	IIB	4	3	2	2	72.5	65.5	57.0	48.7	58.7	4	3	4	3	83.1	79.3	66.8	57.7	69.4
West Virginia Northern CC	28,192	III	4	5	5	5	62.2	50.2	43.5	36.2	48.2	5	5	5	5	77.5	62.8	55.9	46.4	60.9
West Virginia U	5	I	4	3	5	5	109.9	83.0	66.3	44.1	81.7	5	4	5	5	132.0	101.5	81.7	55.4	99.6
West Virginia Wesleyan Coll	28	IIB	5	2	1	5	61.3	69.4	69.2	39.7	63.8	5	3	2	5	79.2	86.0	82.6	48.2	78.4
Wheeling Jesuit U	25	IIA	5	5	5	5	68.3	54.8	47.8	42.8	52.3	5	5	5	5	86.8	73.0	59.9	52.0	67.2

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MEN      F-T FAC. WOMEN								(10) 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	
	27.7	92	53	17	0	3.6	4.9	4.0	6.0	16	24	15	1	8	14	27	2	78.4	70.3	58.6	----	77.1	60.8	50.0	----
26.8	94	75	22	--	1.1	0.0	0.2		22	9	8	0	9	7	15	2	63.2	53.9	48.1	----	64.9	53.9	49.4	----	
26.6	0	0	0	0	-0.9	0.1	0.7	0.0	7	9	6	4	2	3	11	1	----	48.3	41.2	----	----	43.5	41.5	----	
24.5	100	100	7	6	3.0	3.2	3.5	3.2	13	21	19	8	3	10	24	8	69.6	58.8	51.0	45.7	70.2	57.4	51.0	42.0	
31.3	100	97	0	0	0.0	0.2	0.9	0.4	28	54	18	14	11	34	32	21	94.2	72.8	61.2	51.6	95.9	68.2	55.6	49.7	
26.2	0	0	0	0	0.8	2.7	0.6	0.5	24	12	10	6	15	15	13	6	62.5	51.8	46.4	40.1	62.4	51.0	46.0	42.4	
26.7	100	100	0	0	0.0	0.4	1.3	0.0	13	12	6	2	3	11	10	4	73.9	57.2	47.1	----	68.1	56.4	46.0	----	
27.2	95	83	0	0	0.5	0.8	1.3	1.7	275	227	181	23	90	170	207	37	135.6	88.5	74.9	62.9	114.3	80.0	67.7	54.3	
26.8	100	100	0	0	0.2	1.5	2.0		31	17	12	0	7	11	5	0	91.3	68.5	53.7		82.9	64.0	59.2		
25.0	92	96	0	--	1.7	2.0	3.4		12	13	5	0	12	14	13	1	81.8	65.1	52.9	----	77.1	63.0	52.9	----	
31.6	97	81	0	0	0.4	2.2	2.3	2.2	176	137	138	43	94	117	143	92	88.7	70.3	62.5	51.5	85.6	63.9	60.1	53.4	
32.8	93	94	14	20	3.4	5.9	1.9	0.8	26	40	37	1	20	31	29	4	78.6	63.8	58.6	----	75.5	64.9	55.3	----	
25.9	97	88	4	0	1.2	1.7	2.7	3.3	24	31	23	7	14	29	48	5	80.6	65.1	58.4	47.9	71.7	62.6	58.2	45.1	
20.7	100	97	5	0	-0.1	0.0	0.3	1.1	10	14	5	0	10	17	15	0	73.3	58.2	52.4		68.3	58.2	47.5		
	94	76	0	0	5.2	4.5	3.4		17	10	21	0	32	32	45	0	91.9	74.8	59.6		90.1	71.1	61.4		
26.4	97	93	0	0					172	124	95	10	37	87	69	20	112.4	79.6	70.6	52.8	95.4	74.7	64.4	46.9	
32.0	100	94	2	0	4.1	5.6	5.0	4.5	82	52	59	21	42	70	53	32	83.2	72.2	62.0	49.2	77.9	65.3	58.9	54.8	
26.3	100	81	0	--	2.7	3.1	4.4	0.7	17	11	4	0	10	16	7	2	79.6	63.7	54.9	----	73.5	62.2	53.3	----	
26.4	100	97	0	0	1.4	1.0	3.5		27	16	9	0	13	15	13	0	80.4	63.1	51.1		74.3	59.1	52.0		
29.7	98	98	0	0	2.0	1.6	3.5	2.1	34	23	16	13	9	29	18	24	85.2	67.4	56.8	51.9	80.1	66.1	58.3	45.1	
25.6	100	92	0	0	0.0	0.0	0.0	0.0	19	4	16	3	16	9	7	4	75.6	61.6	49.9	45.7	70.7	59.1	48.5	39.6	
32.1	98	92	0	0	1.0	1.5	2.1	0.0	42	47	29	3	40	36	27	0	84.1	64.6	60.7	49.2	79.5	58.7	58.2		
24.2	95	88	1	0	5.9	7.2	6.7	6.7	76	72	38	0	25	57	40	0	147.1	103.8	82.4		134.4	92.1	82.3		
26.4	93	78	0	0	1.3	2.0	1.8	0.0	403	207	92	2	99	128	104	3	147.3	97.6	87.7	----	126.2	87.6	78.7	----	
33.2	100	94	9	0	-1.9	-0.8	0.6	-0.3	13	18	13	6	4	14	9	13	74.9	59.2	54.3	40.5	69.3	63.2	54.6	46.7	
30.4	91	83	0	0	0.4	1.4	1.6	0.5	146	189	180	64	63	138	222	79	118.7	81.0	74.3	46.8	105.6	76.7	66.7	48.3	
35.7	83	72	11	3	13.6	23.0	0.0	0.0	37	49	44	17	11	60	26	14	86.8	72.1	68.5	47.2	80.0	68.6	63.8	47.6	
28.3	98	91	0	0					381	307	181	84	83	145	128	109	125.1	87.2	75.3	48.8	108.5	80.3	70.3	46.8	
33.4	100	93	7	0	4.9	5.7	5.0	3.2	22	16	8	0	13	11	19	0	78.1	62.8	59.4		73.7	61.6	60.1		
24.1	97	89	0	0	4.3	5.2	6.9	1.9	60	34	23	3	17	27	23	3	129.3	100.0	71.4	52.6	122.9	89.9	74.8	47.6	
21.3	0	0	0	0	3.1	4.3	3.1		3	8	4	0	2	10	11	0	----	69.4	58.1		----	68.0	57.6		
33.1	100	100	0	0	0.6	1.3	1.9		92	46	29	0	41	37	36	0	77.7	66.6	59.6		72.7	58.6	58.4		
22.3	86	61	0	--	5.5	6.8	6.6	4.6	11	12	8	0	3	11	11	1	66.9	57.5	52.2	----	68.3	54.8	49.9	----	
29.3	100	96	8	0	3.7	2.1	2.2	2.2	35	37	29	3	17	36	49	7	83.3	65.0	69.2	47.5	79.9	66.2	54.0	46.8	
34.1	78	--	--	0	0.6	0.9	0.9		19	1	1	0	17	0	1	0	51.7	----	----		52.2	----	----		
34.1	100	94	0	0	0.9	1.1	1.2	10.2	11	22	12	4	7	13	5	0	67.2	57.7	51.0	35.2	62.2	55.9	47.7		
30.4	95	73	5	0	5.0	6.2	5.9	4.4	49	38	29	3	27	17	33	10	88.9	72.5	61.6	55.8	83.4	70.3	61.3	53.0	
	100	97	3	0	7.6	6.9	5.6	11.3	53	78	43	39	26	72	51	67	123.1	87.3	68.8	66.6	114.8	80.6	79.0	62.9	
30.9	99	68	0	0	5.1	5.4	6.9	5.0	60	28	28	8	26	38	26	14	105.2	77.0	63.8	69.4	102.4	77.7	63.0	68.3	
28.9	99	98	0	0	0.7	0.8	1.6	1.7	282	179	142	56	78	125	88	84	106.6	76.7	73.0	44.0	94.7	70.6	67.1	42.5	
28.5	100	98	0	0	5.8	7.2	12.9	10.8	115	95	28	41	59	85	48	42	86.0	69.6	63.8	47.9	81.2	66.7	56.7	46.1	
34.4	97	100	2	0	6.8	6.9	6.5	7.9	22	25	26	3	8	22	37	3	112.3	84.2	66.8	62.7	104.4	83.2	61.3	59.4	
32.7	82	74	0	0	1.4	1.7	2.5	2.0	28	21	26	4	11	22	18	9	84.3	64.1	54.6	49.6	80.8	66.0	52.5	48.0	
36.3	95	36	18	0	4.1	4.0	4.6	3.6	10	3	6	4	9	8	5	4	56.0	52.4	47.3	43.1	54.9	49.4	42.8	38.7	
25.4	98	74	5	0	0.0	1.0	2.1	2.0	130	72	66	27	65	54	64	41	75.7	64.4	56.4	36.6	68.5	58.9	51.1	35.3	
29.5	17	40	9	0	0.0	0.0	0.0		5	2	5	0	1	3	6	0	----	----	49.8		----	----	39.2		
22.0	100	98	6	0	0.0	0.3	1.7		21	27	27	0	8	21	26	0	71.6	62.2	53.2		73.3	59.9	53.6		
18.3	0	0	0	0	7.0	1.1	2.2	2.8	2	10	14	6	3	10	31	7	----	64.0	57.3	43.3	----	67.0	56.8	53.4	
26.2	95	22	14	0	3.2	4.5	5.8	5.7	7	2	3	7	13	7	4	14	63.7	----	44.8	36.0	61.4	----	42.5	36.3	
21.9	94	80	2	0	3.1	3.2	3.8	3.4	239	172	178	20	49	122	199	37	111.1	87.4	69.7	47.1	103.8	76.7	63.2	42.5	
22.8	88	89	9	0	0.3	9.3	2.1	3.7	11	9	16	2	5	18	18	8	62.2	52.5	47.6	----	59.2	77.8	88.3	----	
27.7	92	71	3	0	4.7	1.5	3.2	2.0	10	21	11	4	3	10	20	7	70.2	55.6	46.3	40.2	62.2	52.9	48.6	44.4	

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>WISCONSIN</b>																									
Alverno Coll	28	IIB	4	5	5		65.5	53.1	47.3		55.2	4	5	5		82.1	68.9	60.3		70.2					
Beloit Coll		IIB	3	3	3	-	77.4	61.5	54.2	----	65.5	2	4	4	-	110.2	78.6	65.7	----	87.1					
Cardinal Stritch U	28,142	IIA	5	5	5	4	71.5	59.8	51.9	45.1	54.5	5	5	5	4	93.0	75.0	66.8	55.9	69.4					
Carroll U	28	IIB	3	2	3	-	78.9	67.9	55.5	----	60.1	3	3	3	-	97.8	86.8	74.3	----	79.0					
Carthage Coll		IIB	2	2	2	5	83.9	69.9	58.6	32.2	69.1	2	2	2	5	109.5	92.0	82.5	40.9	92.4					
Concordia U Wisconsin	28	IIB	3	1	1	2	78.3	75.7	70.0	48.9	72.2	3	2	1	2	100.3	88.0	90.5	65.6	89.7					
Edgewood Coll	28,36	IIA	5	5	5	5	67.2	59.5	51.0	27.7	50.5	5	5	5	5	86.9	79.6	66.2	37.2	66.1					
Lakeland Coll		IIB	4	5	4	4	71.3	54.0	52.4	43.6	56.8	4	4	4	3	92.7	71.9	66.8	59.4	74.4					
Lawrence U		IIB	2	2	3	3	86.8	68.3	55.1	45.1	65.2	2	2	2	3	119.4	93.4	76.7	60.0	89.4					
Marian U	28,32,61	IIA	4	5	5	4	79.7	61.9	51.3	45.3	59.4	4	4	5	4	98.1	84.6	66.6	59.6	77.2					
Marquette U	5,36	I	4	3	3	3	115.9	83.3	72.4	55.3	86.1	3	3	3	3	149.2	110.8	94.1	76.2	112.7					
Milwaukee Sch Engineering		IIB	3	2	1	1	83.0	73.1	68.8	55.9	73.7	2	2	1	1	108.8	99.9	92.8	77.1	99.0					
Mount Mary Coll		IIB	4	4	5	4	67.4	56.8	47.5	42.3	52.3	4	4	4	3	86.9	78.0	64.0	58.7	70.7					
Ripon Coll		IIB	4	5	5	-	70.5	54.9	44.0	----	55.9	4	4	5	-	93.2	72.7	60.0	----	74.6					
St. Norbert Coll		IIB	2	2	3	2	89.1	69.8	56.2	51.8	66.7	2	2	2	1	117.3	96.8	79.6	71.5	92.0					
U Wisconsin Colleges	86	III	5	5	5		61.4	50.3	44.5		49.4	4	4	4		83.2	70.5	63.9		69.5					
U Wisconsin-Eau Claire		IIA	5	5	3	4	72.0	60.3	59.1	45.3	60.5	5	4	3	3	95.3	82.0	80.5	64.7	82.1					
U Wisconsin-Green Bay		IIA	5	5	4	1	68.8	57.3	56.0	61.1	56.2	5	5	3	1	91.7	78.4	76.9	82.8	77.2					
U Wisconsin-La Crosse		IIA	4	5	3		77.1	61.7	58.5		59.6	4	4	3		101.1	83.5	79.9		81.1					
U Wisconsin-Madison		I	3	2	2	2	118.8	91.1	77.5	58.5	100.4	4	3	3	2	147.5	116.7	101.3	79.9	127.0					
U Wisconsin-Milwaukee		I	5	5	4	3	97.1	72.4	69.5	51.5	70.9	5	5	4	3	123.5	95.7	92.3	71.9	93.9					
U Wisconsin-Oshkosh		IIA	5	5	4	1	73.9	61.0	58.2	59.0	60.2	4	4	3	1	97.5	82.6	79.5	80.4	81.8					
U Wisconsin-Parkside		IIA	5	4	4		74.7	64.1	55.9		56.9	4	4	3		98.5	85.5	76.9		77.8					
U Wisconsin-Platteville		IIA	5	5	5		68.3	55.4	52.1		55.3	5	5	4		91.1	76.3	72.5		76.2					
U Wisconsin-River Falls		IIA	5	5	4		70.9	62.1	55.2		63.0	5	4	3		94.1	83.9	76.1		85.0					
U Wisconsin-Stevens Point		IIA	5	5	5	3	67.4	57.4	52.2	49.9	56.9	5	5	4	2	90.1	78.6	72.7	70.0	78.0					
U Wisconsin-Stout		IIA	5	5	4		70.2	60.2	55.3		57.1	5	4	4		93.3	81.8	76.1		78.2					
U Wisconsin-Superior		IIA	5	5	5		67.2	57.7	53.6		56.4	5	5	4		89.8	78.9	74.3		77.4					
U Wisconsin-Whitewater		IIA	4	4	2		76.9	64.4	62.4		61.7	4	4	2		100.9	86.6	84.4		83.5					
Viterbo U	28	IIA	5	5	5	5	66.9	57.8	51.3	37.5	55.1	5	5	5	5	83.8	73.9	67.5	47.1	71.1					

**WYOMING**

Northwest Coll		III	3	2	2	1	71.9	64.8	59.4	53.5	60.5	3	2	1	1	98.3	92.3	83.6	76.8	85.4
U Wyoming	12	I	4	5	4	-	106.8	76.3	67.5	----	78.5	4	4	4	-	142.3	105.4	92.1	----	106.7

(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	
27.1	100	93	23	0	-0.9	-1.5	0.3		12	4	9	0	30	26	38	0	64.2	53.1	46.5		66.1	53.1	47.5		
32.9	100	91	0	--	3.9	5.3	5.8	2.0	24	17	9	0	17	16	20	1	81.3	62.6	55.7	----	71.7	60.3	53.5	----	
28.8	100	76	39	0	-1.0	3.2	5.0	3.5	5	9	22	5	3	16	40	7	69.3	62.1	50.8	42.3	75.0	58.6	52.5	47.2	
30.9	92	85	2	--	3.8	4.4	5.5	5.5	6	18	24	1	7	15	33	1	81.8	70.7	55.0	----	76.4	64.6	55.8	----	
33.7	98	81	0	0	3.7	3.7	3.7	3.5	30	40	20	3	12	12	29	1	86.9	69.8	59.3	----	76.5	70.3	58.2	----	
28.9	0	0	0	0	3.2	5.6	0.0	2.0	25	27	29	4	12	16	46	5	78.9	78.0	66.7	48.3	77.1	71.8	72.1	49.3	
31.0	94	69	0	0	3.1	3.5	4.3	3.9	20	19	7	5	12	23	19	11	67.6	62.5	46.7	22.1	66.5	57.0	52.5	30.2	
30.4	100	100	0	0	7.1	11.0	0.2	0.0	10	15	6	4	3	7	8	1	73.3	57.6	52.2	----	64.8	46.3	52.6	----	
37.1	100	94	0	0	2.0	2.0	2.5	4.0	24	43	27	9	8	23	18	10	88.0	69.5	54.6	44.1	83.2	65.9	55.8	46.0	
30.0	100	68	0	0	1.0	1.4	1.8	2.1	10	14	12	3	9	11	31	4	76.7	62.7	53.6	43.7	83.0	60.9	50.4	46.4	
30.9	98	86	1	0	2.0	2.7	2.6	1.1	139	124	96	9	29	92	99	26	117.5	85.1	76.2	67.8	108.0	80.9	68.8	50.9	
34.3	0	0	0	0	0.0	0.8	0.3	0.0	31	32	29	2	7	8	20	3	83.6	73.6	72.4	----	80.0	71.0	63.4	----	
33.6	100	96	25	0	2.0	7.0	0.9	3.6	2	2	2	0	6	21	26	9	----	----	----	----	----	----	----	42.3	
33.4	96	89	0	--	3.5	6.2	1.9	3.0	16	9	13	1	8	9	10	1	70.6	54.4	44.3	----	70.2	55.4	43.7	----	
37.9	100	100	55	0	2.8	3.1	2.1	4.1	18	20	23	2	4	9	28	1	89.1	71.0	54.8	----	89.0	67.0	57.4	----	
40.6	100	77	3	0	0.1	0.4	0.6		38	79	54	0	19	46	54	0	62.2	50.6	44.8		59.8	49.8	44.2		
35.6	100	69	4	0	0.4	2.8	1.8	1.0	88	58	59	3	40	50	79	9	72.2	61.1	60.5	45.0	71.6	59.4	58.0	45.4	
37.4	100	100	2	0	2.3	1.2	1.3	2.0	12	52	25	0	10	30	20	4	74.3	58.8	60.0		62.2	54.6	50.9	61.1	
36.1	100	69	10	0	0.9	1.2	0.4	2.3	66	48	74	0	32	40	92	0	80.2	63.2	59.1		70.6	59.8	58.1		
26.5	95	84	0	0	3.8	4.8	4.7	4.1	522	138	186	5	218	123	162	12	124.3	97.0	80.8	55.4	105.6	84.5	73.7	59.9	
32.4	99	83	2	0	1.1	2.4	2.3	3.5	143	177	120	1	62	166	139	3	97.7	76.1	73.9	----	95.7	68.4	65.7	----	
35.8	100	93	1	0	0.2	1.0	1.0	5.2	77	61	44	2	37	37	55	2	75.8	62.7	59.4	----	69.9	58.1	57.3	----	
36.7	100	87	2	0	0.1	1.0	0.8		17	33	23	0	8	22	22	0	76.2	63.9	58.1		71.5	64.5	53.6		
37.8	98	69	4	0	-0.6	2.0	0.5		80	35	43	0	32	17	29	0	70.3	56.3	52.2		63.6	53.6	51.9		
35.0	98	58	2	0	-0.2	2.5	3.1		82	17	27	0	30	21	25	0	71.7	60.3	55.1		68.8	63.5	55.2		
37.1	98	73	1	0	-0.5	1.4	1.5	6.4	83	46	54	3	41	42	44	4	67.8	58.1	51.9	48.1	66.8	56.6	52.6	51.3	
37.0	99	56	11	0	0.0	1.0	1.5		41	42	68	0	28	35	44	0	70.9	62.5	56.9		69.1	57.4	52.8		
37.3	100	95	10	0	1.0	2.8	2.1		22	12	22	0	11	10	30	0	67.8	55.5	57.8		66.0	60.2	50.6		
35.4	100	88	2	0	2.8	2.8	1.5		52	64	65	0	28	57	62	0	80.8	66.0	64.7		69.6	62.6	60.1		
28.9	94	95	10	0	0.0	-0.5	0.9	1.1	8	21	21	1	8	23	31	5	66.4	57.1	51.0	----	67.5	58.4	51.5	----	
41.1	100	100	81	0	0.0	0.0	0.0	0.5	10	9	19	12	1	6	12	10	----	63.8	61.2	52.6	----	66.2	56.5	54.7	
35.8	100	96	0	--	0.3	1.9	1.2	0.0	173	140	95	1	43	72	73	0	108.6	78.2	70.5	----	99.5	72.7	63.6	----	