

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>NORTH DAKOTA</b>																				
Bismarck St Coll		III	5	5	5	5	57.6	47.3	43.5	40.1	44.7	5	5	5	5	76.1	63.8	58.1	54.0	59.9
Dickinson St U		IIB	4	3	4	5	65.4	58.4	49.5	31.7	49.4	4	3	3	5	85.2	77.0	65.8	41.8	65.5
Lake Region St Coll	13	III	-	5	5	4	----	49.9	45.0	42.1	44.7	-	5	5	4	----	64.9	53.1	56.1	58.1
Mayville St U		IIB	5	5	5	5	52.7	45.1	40.9	33.4	43.9	5	5	5	5	69.4	59.5	55.3	46.8	58.7
North Dakota St U	27	I	5	5	4	3	90.3	66.6	63.1	49.3	67.2	5	5	4	3	113.5	85.8	80.1	64.8	85.8
U North Dakota-Main	12	I	5	5	5	3	84.5	69.9	58.7	48.3	65.8	5	5	5	3	105.8	88.8	74.9	63.5	83.7
<b>OHIO</b>																				
Ashland U	28	IIA	4	4	5	4	77.7	61.4	50.7	43.5	60.5	5	5	5	4	94.8	76.7	64.2	55.2	75.4
Baldwin-Wallace Coll	31	IIB	3	3	3		75.6	61.5	52.7		64.8	3	3	3		96.8	82.4	69.7		84.8
Bluffton U	61	IIB	5	5	5		59.2	51.8	44.0		51.1	5	5	5		73.3	63.6	55.2		63.5
Bowling Green St U		I	5	5	5	5	94.3	70.6	56.6	40.6	63.1	5	5	5	5	117.6	89.9	72.1	52.7	80.4
Bowling Green St U-Firelands		III	3	1	4	4	71.7	67.7	48.5	43.8	53.7	3	2	4	4	93.2	86.0	63.7	57.9	70.1
Capital U	13,127	IIA	2	3	5	4	93.3	68.1	50.8	42.0	70.1	2	2	4	4	120.4	90.1	67.6	55.3	91.7
Case Western Reserve U	5	I	2	3	2	2	121.5	83.0	72.7	54.5	93.9	2	3	2	3	152.9	106.7	92.7	69.9	119.2
Cedarville U	27	IIB	4	4	2	4	67.0	56.9	57.7	42.0	60.4	4	4	2	3	85.8	73.7	73.0	56.9	77.3
Cleveland St U	12	I	4	5	5	3	99.3	71.3	59.3	47.7	74.1	5	5	5	3	124.6	92.3	78.5	64.8	95.6
Coll Mount St. Joseph	28	IIA	5	5	5	4	72.9	60.2	50.8	42.1	55.5	5	5	5	5	90.5	73.4	60.9	49.5	67.2
Coll Wooster		IIB	3	3	3	1	79.0	60.8	52.1	53.5	63.7	2	3	3	1	108.7	83.6	66.8	67.4	86.0
Defiance Coll	31	IIB	4	4	4	-	66.8	53.6	45.8	----	50.6	4	4	4	-	87.7	67.3	59.0	43.3	65.6
Denison U	50	IIB	1	1	2	1	100.5	74.9	56.7	52.0	72.1	1	1	2	2	128.9	96.9	74.8	63.3	93.5
Franciscan U-Steubenville	25	IIA	5	5	5	3	67.2	57.5	51.2	45.2	58.3	4	4	3	1	98.4	84.0	75.4	69.3	85.6
Heidelberg Coll		IIB	5	5	4	-	60.3	50.7	46.1	----	52.8	5	5	4	-	73.9	63.0	59.7	49.3	66.0
Hiram Coll		IIB	4	5	5	3	66.3	50.4	44.2	42.8	54.7	4	5	5	4	82.1	63.3	54.5	51.1	67.6
John Carroll U		IIA	3	4	3	2	86.0	63.6	55.6	49.8	68.4	3	3	3	2	110.3	85.2	76.2	62.4	90.0
Kent St U-Ashtabula	25	III		2	3			62.5	49.8		47.5		2	3			83.3	69.2		66.5
Kent St U-East Liverpool	25	III	-	2	2		----	62.5	54.0		51.4	-	2	2		----	83.6	74.4		70.9
Kent St U-Geauga		III	-	2	-		----	62.9	----		50.6	-	2	-		----	84.1	----		69.7
Kent St U-Kent	28	I	5	5	5		97.8	71.4	59.3		68.3	5	5	4		124.4	94.2	80.2		90.6
Kent St U-Salem		III	-	2	2		----	66.3	54.3		52.8	-	2	2		----	87.0	74.5		72.2
Kent St U-Stark	31	III	2	2	2		76.5	63.8	52.7		53.8	2	2	2		100.4	85.2	72.2		73.7
Kent St U-Trumbull	25	III	1	2	2		85.0	66.0	54.6		57.6	1	1	2		107.2	87.8	74.4		78.0
Kent St U-Tuscarawas	25	III	-	1	2	-	----	68.1	55.1	----	55.6	-	1	2	-	----	90.2	75.4	67.9	75.8
Kenyon Coll		IIB	2	2	2	1	92.1	68.1	58.3	54.3	74.0	1	2	2	1	122.4	91.3	75.5	68.5	98.0
Lourdes Coll	28	IIB	4	4	4	4	62.4	53.4	46.3	39.9	48.8	5	5	5	4	74.6	64.8	57.1	50.1	59.9
Malone U	28	IIA	5	5	5	4	66.3	56.9	47.9	42.0	55.5	5	4	4	4	91.2	81.1	68.0	56.4	77.5
Marietta Coll		IIB	3	3	3	4	72.6	59.1	49.7	39.8	57.4	3	3	3	5	98.6	80.1	66.7	49.2	77.3
Miami U	27	I	4	4	4	5	102.1	74.3	64.6	37.1	73.1	3	3	3	5	140.1	101.9	88.7	51.0	100.3
Miami U-Hamilton	27	III	1	1	2	5	97.3	71.3	53.4	37.3	57.9	1*	1	2	5	133.5	97.8	73.2	51.1	79.5
Miami U-Middletown	27	III	1	2	1	5	87.3	66.2	58.2	38.3	57.7	1	1	1	5	119.7	90.9	79.9	52.5	79.2
Mount Union Coll		IIB	3	3	2	2	78.3	63.2	54.1	46.9	65.8	3	3	3	3	98.4	81.8	69.4	57.3	83.7
Mount Vernon Nazarene U	79	IIA	5	5	5	4	59.6	51.4	45.2	41.8	52.3	5	5	5	4	78.0	68.4	61.0	52.2	69.2
Muskingum Coll		IIB	3	3	3	2	75.6	59.5	51.2	45.7	59.4	3	3	3	3	97.3	77.1	66.9	59.0	76.9
Oberlin Coll		IIB	1	1	1	1	112.5	86.3	63.8	56.1	90.1	1	1	1	1	148.3	111.7	79.0	69.2	116.7
Ohio Dominican U	83	IIB	4	4	4	3	71.1	57.2	48.1	42.7	55.3	4	4	4	4	87.9	72.0	60.6	52.7	69.3
Ohio Northern U		IIB	1	2	1	2	95.9	71.2	61.7	50.1	71.4	2	2	1	1	119.9	91.0	79.6	65.8	91.1
Ohio St U-Agr Tech Inst		IIB	1	2	2		98.2	64.9	58.8		67.1	1	3	2		123.6	83.3	76.4		86.2
Ohio St U-Lima		IIB	1	2	2		96.3	68.4	54.8		67.8	1	2	2		121.9	87.4	71.5		86.9
Ohio St U-Main	5	I	2	3	2	2	126.4	84.2	75.0	56.7	100.5	2	3	2	2	155.3	106.1	95.0	73.7	124.9
Ohio St U-Mansfield		IIB	3	2	2		78.1	68.2	54.0		63.9	3	2	2		98.9	88.3	70.6		82.6
Ohio St U-Marion		IIB	2	2	2		90.5	70.6	55.3		67.5	2	2	2		114.2	90.2	72.1		86.6
Ohio St U-Newark		IIB	1	2	1		93.1	68.0	62.7		67.2	2	2	1		116.1	86.9	80.9		86.0
Ohio U-Chillicothe	25	III	2	1	2		80.6	66.6	56.0		61.1	2	1	1		104.7	88.7	76.6		82.4
Ohio U-Eastern		III		2	1			65.1	56.1		61.4		2	1			86.9	76.7		82.7
Ohio U-Lancaster		III	-	1	3		----	68.4	52.0		65.6	-	1	2		----	90.7	71.9		87.5
Ohio U-Main	30	I	4	4	5		100.0	74.6	61.8		78.2	4	4	4		127.0	97.9	83.2		102.0
Ohio U-Southern	25	III	-	2	3	-	----	65.8	50.2	----	58.4	-	1	3	-	----	87.8	69.9	68.4	79.3
Ohio U-Zanesville	25	III	2	2	3		80.4	62.3	50.3		58.7	2	2	3		104.6	83.8	70.1		79.6
Ohio Wesleyan U		IIB	3	4	4	2	76.0	54.0	49.6	47.0	63.8	2	4	3	2	106.2	74.0	66.0	60.9	87.9
Otterbein Coll	28	IIB	4	3	3	1	70.3	62.6	52.2	51.7	62.3	3	3	4	2	92.0	78.5	64.0	63.0	79.1
Shawnee St U	27	IIB	3	3	3	5	73.2	59.3	49.8	37.0	55.7	3	2	2	3	102.1	86.6	74.6	56.1	81.0
Sinclair CC		III	2	4	4	4	74.6	55.6	49.2	41.0	63.5	2	4	4	5	97.4	72.6	64.2	53.5	82.9
Terra St CC	27	III	4	3	4	3	62.5	59.6	47.8	44.3	54.5	4	2	3	3	84.1	81.1	70.2	61.6	75.7

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
34.1	100	100	34	0	6.5	6.5	6.9	6.5	4	17	35	8	1	14	21	9	59.7	48.7	44.9	41.6	----	45.5	41.2	38.8				
32.1	100	71	37	0	6.0	4.8	11.3	3.9	8	19	20	3	1	5	21	12	65.8	58.4	51.0	42.5	----	58.4	48.1	29.0				
29.9	--	50	20	33	6.2	8.2	5.6	2.2	1	3	3	9	1	1	2	9	----	51.4	45.6	43.1	----	----	----	41.1				
33.5	100	85	30	0	5.0	5.2	5.1	5.0	5	10	6	1	3	3	4	4	51.9	45.6	40.8	----	54.0	43.4	41.0	33.7				
27.6	96	82	0	17	6.4	5.5	6.1	6.1	129	102	121	3	10	35	99	3	90.5	66.9	64.1	52.3	87.3	65.8	62.0	46.2				
27.0	96	83	9	0					83	106	115	11	29	59	96	21	85.5	71.5	58.9	48.6	81.8	67.0	58.4	48.2				
24.6	94	86	17	0	1.3	2.7	2.3	7.5	42	45	35	8	21	25	43	14	77.5	61.2	52.1	47.5	78.0	61.6	49.6	41.2				
30.9	95	71	19		4.4	4.4	5.5		47	32	19	0	18	24	24	0	75.8	62.3	53.5		75.2	60.4	52.0					
24.3	100	33	7		1.8	2.1	2.5		19	6	20	0	5	9	9	0	59.6	53.1	44.1		57.7	50.8	43.8					
27.3	100	97	4	0	1.5	2.1	2.3	1.7	120	154	67	125	41	113	74	118	96.3	73.6	57.2	41.4	88.4	66.5	56.1	39.7				
30.5	100	100	11	0	1.2	1.9	1.9	1.8	3	7	3	7	0	5	6	10	71.7	73.5	47.8	42.0		59.6	48.8	45.0				
30.7	99	82	5	0	4.1	4.0	4.0	4.0	49	21	20	15	25	29	21	12	97.5	67.1	51.3	43.6	84.9	68.8	50.3	40.0				
26.9	97	75	0	0	4.2	5.6	4.8	4.8	197	87	71	15	55	63	71	43	124.3	84.1	76.9	57.9	111.5	81.6	68.6	53.3				
28.8	95	78	0	0					53	37	41	2	11	13	21	2	68.0	57.9	51.4	----	62.1	54.2	70.1	----				
29.0	100	99	0	0	4.3	3.8	3.7	1.2	120	119	80	4	36	75	67	9	102.0	73.6	61.4	48.4	90.3	67.6	56.7	47.4				
21.1	94	66	0	0	3.2	3.4	2.3	3.0	7	13	24	4	10	19	35	9	74.0	63.2	52.3	46.7	72.2	58.2	49.7	40.1				
34.9	100	92	0	0	4.2	4.7	5.3	4.6	27	26	14	2	20	22	32	2	81.1	60.7	51.9	----	76.1	60.8	52.2	----				
29.6	100	93	10	--	-8.1	2.5	8.1	5.0	4	10	12	0	1	5	9	1	65.3	54.7	45.0		----	51.3	46.8	----				
29.8	100	99	6	0	5.2	4.7	3.7	3.0	26	42	35	2	11	31	42	2	102.4	74.7	58.4	----	96.2	75.2	55.3	----				
45.9	97	77	20	0	5.5	7.2	6.5	7.4	28	28	23	3	9	7	12	1	67.6	58.4	51.9	49.2	66.0	54.2	49.8	----				
22.2	96	82	0	--	0.6	2.3	3.1	0.7	20	5	9	1	6	6	15	0	60.8	53.6	45.3	----	58.9	48.2	46.6					
23.7	97	100	0	0	2.1	2.8	3.3	2.1	16	8	10	4	15	8	10	3	67.8	52.7	44.7	44.8	64.7	48.1	43.7	40.2				
31.7	98	100	29	0	2.1	3.0	5.3	1.5	44	50	24	2	20	21	21	10	89.7	64.8	57.9	----	78.1	60.8	53.1	50.8				
40.1		100	15		3.0	3.0	3.0		0	5	6	0	0	1	7	0		63.3	51.8			----	48.2					
38.0	--	100	38		3.0	3.0	3.0		0	1	6	0	1	4	2	0		----	52.4			----	63.9	----				
37.6	--	100	--		3.0	3.0	3.0		1	2	1	0	0	3	1	0		----	----			----	63.6	----				
32.5	100	93	12		2.9	4.1	3.8		168	133	110	0	53	109	121	0	101.7	73.2	61.0		85.5	69.2	57.8					
36.8	--	100	33		4.7	4.0	4.0		1	6	7	0	0	2	5	0		----	65.9	52.1		----	57.5					
37.0	100	100	33		3.0	3.1	5.4		3	17	15	0	1	12	18	0	75.2	64.6	54.7		----	62.7	51.0					
35.4	100	95	59		3.0	3.0	4.3		2	16	11	0	1	6	6	0	----	67.9	56.4		----	60.9	51.2					
36.3	--	100	31	--	3.0	4.1	3.0	3.0	2	7	7	1	0	6	9	0	----	70.9	56.6	----		64.9	53.9					
32.5	98	100	0	0	5.6	6.5	8.4	12.5	37	33	20	2	21	23	22	1	95.2	68.0	58.5	----	86.7	68.3	58.1	----				
22.6	0	0	0	0	3.0	3.0	3.0	3.0	1	3	15	2	7	14	27	7	----	53.0	45.9	----	62.7	53.5	46.5	40.0				
39.7	94	86	0	0	4.0	6.8	4.9	6.1	21	16	16	4	15	13	15	9	66.1	55.8	48.6	41.9	66.8	58.2	47.1	42.1				
34.6	96	87	3	0	3.3	6.8	7.5	5.0	15	21	22	0	10	10	18	7	75.7	59.6	51.7		68.0	58.1	47.3	39.8				
37.2	100	96	6	0	2.2	3.3	3.8	4.8	192	132	105	26	62	95	95	53	105.2	75.3	69.1	39.1	92.7	72.8	59.6	36.2				
37.2	100	100	0	0	2.6	2.6	5.0	1.5	4	14	5	5	5	8	14	8	105.0	71.9	53.2	41.2	91.2	70.2	53.4	34.8				
37.2	100	100	33	0	4.7	2.8	4.4	2.0	4	12	7	3	3	11	8	7	83.3	68.9	56.0	36.1	92.6	63.4	60.1	39.2				
27.1	98	77	8	0	4.7	5.9	4.7	5.9	36	25	17	1	15	6	19	6	78.7	63.4	54.7	----	77.5	62.1	53.5	46.1				
32.4	0	0	0	0	4.7	5.3	5.3	6.0	39	19	19	1	8	10	20	3	59.9	51.3	44.0	----	58.2	51.6	46.4	44.1				
29.5	96	86	0	0	3.3	17.2	-14.1	1.4	19	20	17	4	5	17	13	7	76.4	60.2	49.5	46.6	72.8	58.6	53.5	45.2				
29.5	97	93	0	0	5.7	6.4	7.3	6.5	78	58	34	3	31	42	35	4	115.7	87.4	66.3	61.3	104.5	84.8	61.5	52.2				
25.2	100	75	3	0	3.0	3.6	3.1	2.8	3	12	16	1	11	12	14	3	76.9	58.5	49.1	----	69.5	55.8	46.9	43.6				
27.5	97	91	4	0					46	40	54	6	12	25	36	10	96.9	71.1	62.7	53.3	92.1	71.6	60.1	48.2				
28.4	100	100	33		4.6	3.7	5.4		5	9	9	0	0	4	6	0	98.2	66.2	58.6			61.9	58.9					
28.2	100	100	8		8.0	5.1	4.8		5	13	6	0	0	7	6	0	96.3	71.6	54.5			62.6	55.0					
24.4	98	92	2	20	4.6	5.0	5.9	8.1	772	465	279	2	208	279	229	8	128.3	85.7	78.4	----	119.5	81.8	70.8	57.9				
29.4	100	100	0		4.1	4.5	5.4		4	14	8	0	1	8	9	0	75.5	69.2	54.3		----	66.5	53.8					
28.3	100	100	0		5.2	5.9	5.9		6	9	9	0	2	2	9	0	94.6	69.2	56.2		----	----	54.3					
28.1	100	100	0		5.3	5.3	6.5		4	16	11	0	0	5	16	0	93.1	67.9	62.2			68.4	63.0					
34.9	100	100	41		4.8	6.3	3.7		2	2	11	0	2	4	11	0	----	----	57.2		----	64.0	54.8					
34.8		100	43			5.8	5.0		0	7	6	0	0	3	1	0		65.7	56.7			63.6	----					
33.5	--	95	0		5.8	6.3	4.2		2	8	3	0	0	11	2	0	----	67.4	52.1			69.0	----					
30.5	98	96	4		4.7	5.7	6.3	5.1	152	191	130	0	54	101	82	0	102.3	75.1	62.9		93.5	73.8	60.1					
35.8	--	100	0	--	5.2	6.5	3.9	3.9	0	3	2	0	2	1	10	1		66.5	----			----	50.3	----				
35.7	100	100	15		4.1	6.8	5.6		2	10	6	0	3	6	14	0	----	61.7	49.7		76.8	63.5	50.6					
37.8	100	94	13	0	2.4	3.9	3.5	7.5	49	17	19	2	19	14	13	2	75.9	53.9	49.6	----	76.2	54.1	49.6	----				
27.0	100	61	2	0	2.8	3.3	3.3	3.1	37	21	18	2	33	20	30	7	70.8	65.2	54.4	----	69.8	59.9	50.9	53.9				
45.6	100	76	49	0	5.1	7.0	8.2	7.0	22	32	23	13	15	14	14	19	74.0	59.4	50.8	32.7	72.0	59.2	48.0	40.0				
30.5	100	75	4	0	5.0	7.3	9.9	10.8	81	53	20	1	81	58	32	7	75.9	55.5	49.7	----	73.3	55.7	48.9	40.9				
38.9	100	100	31	0	2.3	2.6	2.0	3.7	9	10	8	5	2	2	5	1	63.3	60.0	49.2	44.3	----	----	45.6	----				

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>OHIO (continued)</b>																				
Tiffin U	31	IIB	5	5	5	5	54.9	46.1	39.6	32.7	43.5	5	5	5	5	70.1	59.1	49.1	40.5	55.0
U Akron-Main	12	I	5	5	5	4	92.4	69.5	60.2	46.1	71.6	5	5	5	4	116.8	91.1	78.7	62.1	92.7
U Akron-Wayne		III	2	2	-	-	75.5	66.6	----	----	66.5	2	2	-	-	97.9	85.6	----	71.7	85.9
U Cincinnati-Clermont Coll	31	III	3	4	5	4	71.0	56.2	45.6	41.9	52.5	3	3	4	4	93.5	75.8	60.7	58.7	70.4
U Cincinnati-Main	12	I	4	5	5	4	99.7	72.4	60.2	45.5	78.3	4	4	5	4	132.1	96.1	79.8	60.9	103.8
U Cincinnati-R. Walters Coll	31	III	3	3	4	4	71.8	58.3	47.3	42.0	58.3	2	3	4	4	94.9	78.2	63.2	56.8	77.6
U Dayton	14	IIA	1	2	2		100.8	73.7	62.0		74.6	1	2	2		128.8	96.0	79.6		96.3
U Findlay	31	IIA	4	4	3	3	76.8	64.9	55.3	44.9	58.3	4	3	3	3	100.0	85.2	72.5	58.0	76.2
U Toledo	12,210	I	5	5	4	3	94.3	70.2	61.9	50.4	67.3	4	5	4	3	126.4	93.8	82.8	67.6	90.0
Ursuline Coll	28	IIB	4	4	4	3	64.1	56.4	46.9	45.1	53.9	5	4	4	3	78.8	72.3	58.8	55.6	67.3
Walsh U	28	IIB	5	5	4	4	61.3	52.0	45.9	39.9	51.1	4	4	4	4	79.6	67.6	59.3	51.0	66.2
Wilmington Coll		IIB	5	5	5	-	61.4	52.2	45.1	----	51.9	4	5	5	-	80.5	66.8	55.5	47.0	65.9
Wittenberg U		IIB	3	3	3	-	76.5	61.9	52.7	----	65.4	2	2	3	-	104.1	85.4	68.9	65.4	88.9
Wright St U-Lake		III	2	1	2	5	78.2	69.7	53.2	40.1	58.6	2	1	3	5	105.1	90.3	70.4	52.1	77.0
Wright St U-Main	27	I	4	4	4	5	99.5	73.1	62.6	41.1	71.8	4	4	4	4	125.7	95.5	82.1	56.7	93.2
Xavier U	28	IIA	2	2	2	3	93.1	72.5	64.9	47.0	67.7	2	2	1	2	125.0	95.3	84.9	63.3	89.5
Youngstown St U	27	IIA	3	2	3	3	88.7	70.3	58.4	45.8	70.7	3	2	3	2	111.6	90.4	76.6	62.1	90.8

OKLAHOMA

East Central U	25	IIA	5	5	5	4	64.6	54.5	47.4	42.3	53.1	5	5	5	3	88.0	74.2	65.8	59.4	73.1
Northeastern St U	137	IIA	5	5	5	4	71.2	58.9	49.5	41.8	53.7	5	4	4	3	94.3	79.0	67.2	57.7	72.5
Oklahoma Panhandle St U	25	IIB	5	5	5	5	54.4	47.9	43.2	34.9	42.8	5	5	5	5	66.5	60.0	54.6	44.9	53.9
Oklahoma St U-Main	30	I	5	4	4	4	95.7	73.5	64.9	43.8	73.8	4	4	4	4	126.1	97.9	83.5	61.1	97.1
Oklahoma St U-Oklahoma City	27	III	4	5	3	4	62.7	52.6	49.7	42.4	50.1	4	4	3	4	84.9	72.1	66.6	57.4	68.1
Oral Roberts U	27	IIA	5	5	5	5	63.8	54.1	46.3	37.3	49.7	5	5	5	5	74.4	63.4	54.2	44.0	58.2
Southeastern Oklahoma St U	31	IIA	5	4	5	5	70.7	61.2	50.6	39.0	57.9	5	5	5	5	85.6	74.9	62.2	48.6	70.8
Southern Nazarene U		IIA	5	5	5		58.5	52.2	43.0		51.2	5	5	5		80.3	72.7	62.5		71.8
Southwestern Oklahoma St U	28	IIA	4	4	5	4	75.1	62.9	49.8	42.8	54.6	4	4	4	3	99.8	84.3	68.0	59.6	74.1
U Central Oklahoma	27	IIA	4	3	3	3	77.6	66.3	58.4	45.4	62.4	5	4	4	4	94.7	81.2	71.7	56.1	76.6
U Oklahoma	15	I	3	4	5	5	111.8	76.4	61.5	37.6	79.6	3	4	4	5	148.3	100.7	80.1	50.2	105.0
U Tulsa	12	IIA	1	2	2	4	104.9	74.6	61.1	42.6	78.7	1	2	2	3	134.8	95.9	79.8	57.7	101.7

OREGON

Eastern Oregon U	31	IIB	4	5	4	5	64.4	52.2	46.3	36.9	52.8	3	3	2	2	93.6	79.3	70.5	59.5	79.4
George Fox U	130	IIA	5	5	5	-	66.9	57.6	50.9	----	57.6	4	5	4	-	95.9	76.4	69.8	57.9	79.5
Linfield Coll	28,209	IIB	3	4	3		77.5	58.4	50.2		63.5	2	2	2		108.4	84.6	71.1		90.2
Multnomah Bible Coll & Sem		III	4	4	4	3	65.2	56.9	47.8	44.5	54.2	4	5	5	4	80.7	66.3	56.1	55.2	65.2
Oregon St U	30	I	5	5	3	4	91.9	71.1	67.5	44.1	69.2	4	3	2	3	127.6	102.7	94.7	67.6	98.9
Oregon Tech	30	IIB	4	4	4	4	68.8	57.4	48.8	41.3	56.8	3	2	2	2	100.8	85.5	71.9	63.4	84.1
Portland St U	30	I	5	5	5	5	88.7	67.8	55.7	39.8	66.6	5	4	4	3	122.6	97.2	80.2	63.3	95.1
Reed Coll		IIB	1	1	1		105.2	78.1	64.5		88.5	1	1	1		134.1	96.9	79.6		111.4
Southern Oregon U	31	IIA	5	5	5	5	69.3	54.3	45.9	39.3	55.5	4	4	4	3	100.3	81.2	69.1	61.7	82.4
U Oregon	16	I	4	5	4	4	99.8	72.4	66.4	45.0	73.3	3	3	3	3	136.6	103.2	92.0	68.7	103.2
U Portland	27	IIA	3	3	3	3	87.6	66.4	58.3	46.5	66.1	2	2	2	2	116.5	91.0	78.4	65.8	89.5
Warner Pacific Coll		IIB	5	5	5		51.0	42.7	37.0		43.7	5	5	5		68.6	65.7	49.7		62.1
Western Oregon U	31	IIA	5	5	5	5	70.4	56.1	42.9	34.1	54.4	4	4	5	4	99.9	82.1	63.3	55.1	79.4
Willamette U	16	IIA	1	1	1	2	103.8	76.9	66.2	49.6	82.8	1	2	1	1	129.7	98.6	85.3	73.4	105.5

PENNSYLVANIA

Albright Coll		IIB	2	2	3	3	84.3	68.1	53.7	43.4	62.4	2	2	3	3	108.2	86.3	69.4	56.2	80.1
Allegheny Coll		IIB	2	2	2	-	87.0	66.7	55.9	----	68.0	2	2	2	-	111.6	88.1	72.2	60.7	88.1
Arcadia U	31,55	IIA	2	2	3	3	92.5	72.9	58.9	47.0	67.9	2	2	2	2	117.7	95.4	77.5	61.9	88.5
Bloomsburg U Pennsylvania		IIA	2	2	2	2	97.6	76.6	60.5	49.4	75.5	2	2	2	2	122.3	98.0	77.9	61.7	95.9
Bryn Mawr Coll		IIA	1	1	1	1	114.1	81.6	68.6	53.5	87.4	1	1	1	1	144.0	106.1	88.7	71.6	112.4
Bucknell U	29	IIA	1	1	1	1*	113.0	83.5	71.1	64.2	85.4	1	1	1	1*	142.8	109.6	90.8	82.2	109.8
Butler Co CC	28	III	5	5	4	4	61.1	52.3	47.4	42.9	53.2	4	3	4	2	84.2	75.8	66.4	65.7	75.7
CC Allegheny Co	27,108	III	3	5	5	5	67.3	48.6	44.9	40.1	61.0	4	5	5	5	81.9	59.3	54.9	48.5	74.3
California U Pennsylvania		IIA	2	1	2	3	96.7	78.2	64.0	46.5	75.2	2	2	2	3	120.4	98.6	82.6	58.2	94.9
Carlton U	28,64	IIA	5	4	4	3	72.8	63.2	53.0	44.5	58.9	5	5	5	5	75.1	65.2	54.6	46.0	60.7
Carnegie Mellon U		I	1	1	1		136.5	98.5	88.6		109.7	1	1	1		170.2	122.0	109.3		136.5
Cedar Crest Coll	28	IIB	2	2	2	2	82.1	65.0	54.7	47.5	61.9	3	3	3	3	98.0	77.8	65.1	55.3	73.6
Chatham U		IIA	4	4	4	-	77.3	62.6	52.2	----	58.5	4	4	5	-	100.5	79.8	67.0	65.5	75.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	26.4	0	0	0	0	0.6	9.7	5.6	6.4	7	14	8	3	5	7	11	8	56.7	47.5	39.2	38.5	52.4	43.3	39.8
29.5	98	93	3	0	6.0	5.3	4.6	5.3	179	148	79	15	79	93	73	46	97.6	71.6	63.0	47.2	80.4	66.3	57.2	45.8
29.1	100	100	--	--	3.7	3.5	3.5	2.9	4	7	1	1	4	8	1	0	71.1	72.0	----	----	79.9	61.8	----	----
34.0	100	96	24	0	2.2	3.5	4.1	5.1	5	12	14	1	4	12	15	4	73.9	57.9	46.0	----	67.3	54.5	45.1	41.4
32.6	94	77	7	2	2.6	3.1	3.1	3.4	348	234	137	11	115	187	173	44	102.7	76.4	63.2	53.5	90.4	67.4	57.7	43.5
33.2	97	85	10	0	2.5	4.8	6.4	7.0	10	18	10	4	29	28	31	1	78.6	61.8	50.6	43.7	69.5	56.1	46.2	----
29.1	100	99	11		4.4	4.0	5.0		112	109	49	0	24	48	48	0	101.6	75.8	63.5		96.9	68.7	60.3	
30.7	92	49	36	0	5.0	5.8	5.4	4.6	17	25	44	15	7	20	43	21	78.6	68.0	55.9	46.9	72.3	61.0	54.7	43.5
33.7	98	77	9	8	2.6	3.5	1.8	5.1	169	149	91	4	51	80	80	21	95.9	71.8	62.3	57.3	89.0	67.2	61.6	49.1
24.9	92	80	8	0	3.3	4.0	3.6	6.9	6	2	3	0	18	13	23	11	66.5	----	50.4		63.3	56.1	46.4	45.1
29.5	83	61	0	0	0.6	3.8	3.2	3.0	13	20	16	2	10	16	29	1	61.3	51.5	48.1	----	61.4	52.6	44.8	----
26.9	96	80	19	--	3.0	3.0	3.0	3.0	18	7	13	0	7	3	19	2	62.2	51.9	50.4		59.3	52.9	41.5	----
35.9	96	100	7	--	3.4	4.7	4.8	4.0	37	28	18	0	17	29	11	2	78.1	62.0	53.7		73.2	61.9	51.1	----
31.4	100	100	0	0	4.7	3.8	3.1	3.0	3	6	10	0	0	0	1	3	78.2	69.7	53.7					40.1
29.8	36	97	1	0	3.5	3.9	3.4	1.0	140	97	69	21	36	79	81	48	101.5	76.1	64.9	40.7	92.0	69.4	60.7	41.3
32.2	100	97	9	0	3.9	4.8	5.0	4.0	37	50	44	6	21	41	34	12	95.4	72.6	66.4	45.1	89.0	72.4	62.9	48.0
28.4	99	96	12	0	6.8	6.5	5.6	6.1	117	58	64	20	39	43	63	28	89.9	73.1	60.0	46.8	85.1	66.6	56.8	45.0
37.7	98	88	16	0	0.2	1.0	1.1	0.9	34	15	26	18	23	10	19	21	65.8	55.0	47.3	42.0	62.9	53.7	47.6	42.5
35.0	97	78	3	0	1.4	1.9	1.7	0.1	44	43	50	35	21	36	44	41	72.8	61.0	51.8	43.4	67.7	56.3	46.8	40.5
26.0	88	70	61	26	7.1	4.1	5.0	3.6	5	6	11	10	3	4	7	9	53.5	48.5	43.1	36.9	55.7	46.9	43.4	32.7
31.5	100	93	2	100	4.6	4.9	4.9	3.3	266	198	148	0	53	82	112	4	97.2	75.2	67.3		88.1	69.2	61.7	43.8
36.0	100	97	7	5	4.4	6.5	6.5	6.3	4	15	7	13	2	22	8	8	62.8	51.5	51.6	43.5	----	53.3	48.1	40.5
15.9	79	23	3	0	7.1	8.0	7.7	8.2	8	12	39	15	34	27	27	19	61.9	53.9	46.2	37.0	64.3	54.2	46.4	37.5
22.2	100	96	14	0					31	21	21	10	18	7	22	11	71.9	61.6	51.7	38.3	68.5	60.1	49.4	39.7
40.2	0	0	0		0.0	0.0	0.0		19	12	8	0	9	8	16	0	58.7	52.3	44.3		58.0	52.1	42.4	
35.8	100	91	17	7	3.0	3.5	4.9	4.3	30	16	35	28	9	17	23	40	75.7	63.8	49.0	43.7	73.0	62.1	51.1	42.3
22.7	99	89	9	0	0.1	5.7	1.9	3.0	101	28	61	21	62	17	67	37	79.2	67.3	62.1	45.5	75.1	64.6	55.0	45.4
31.9	98	88	0	0	7.7	8.9	6.7	7.3	311	203	162	33	63	122	119	59	114.2	78.7	63.3	42.4	99.4	72.7	59.2	34.8
29.2	94	83	0	0	3.2	4.0	3.5	3.8	88	61	52	9	20	39	30	14	104.6	76.9	62.2	45.4	106.3	71.0	59.3	40.8
50.2	89	81	0	0	11.1	8.1	7.4	4.9	20	20	17	4	8	16	12	3	64.5	54.2	46.3	36.2	64.2	49.7	46.3	38.0
37.9	85	30	0	--	1.3	2.3	2.4	1.5	37	29	31	0	11	14	34	1	68.1	58.3	51.4		62.8	56.3	50.5	----
41.9	98	96	3		5.8	5.9	5.8		31	18	13	0	19	27	22	0	78.4	59.1	50.2		76.1	57.9	50.3	
20.3	0	0	0	0					11	5	11	2	0	0	4	2	65.2	56.9	47.8	----			48.0	----
42.9	95	88	2	5	4.3	5.5	5.4	4.0	116	104	97	66	33	80	73	67	93.4	74.2	71.2	45.5	86.8	67.1	62.6	42.7
48.0	100	84	14	0	8.6	8.5	4.9	1.2	26	27	21	3	11	17	16	8	69.7	57.9	50.7	39.5	66.6	56.5	46.3	42.0
42.9	97	84	2	0	6.6	6.4	6.8	5.9	151	106	84	36	64	71	86	73	91.7	69.3	55.9	40.7	81.6	65.6	55.4	39.4
26.0	99	87	0		5.4	5.2	5.7		45	17	21	0	22	13	13	0	107.8	77.8	64.1		99.9	78.5	65.2	
48.5	98	85	12	0	5.6	7.3	10.0	15.5	44	34	16	13	19	27	10	21	69.6	54.3	46.3	40.1	68.5	54.3	45.4	38.8
40.8	99	96	1	4	6.5	7.6	6.9	7.0	156	138	89	64	54	79	87	77	100.5	73.7	70.2	47.9	97.8	70.3	62.4	42.5
35.4	100	93	3	0	4.4	3.3	6.6	2.8	34	40	33	3	12	28	34	15	91.6	69.8	59.1	36.7	76.4	61.6	57.4	48.4
42.0	0	0	0		0.0	2.4	11.9		6	7	6	0	2	3	1	0	50.3	42.3	37.6		----	43.5	----	
46.1	100	98	0	0	5.9	6.4	7.4	7.6	35	30	23	15	26	26	23	7	71.7	56.3	43.2	34.4	68.5	55.9	42.6	33.4
27.5	93	90	2	0	5.0	5.4	7.2	4.2	57	21	35	3	25	18	29	10	106.2	78.7	67.0	58.7	98.3	74.9	65.2	46.9
28.4	100	92	12	0					19	14	23	3	12	12	20	21	83.8	67.7	54.2	39.9	85.1	68.6	53.0	43.9
29.6	100	90	0	--	4.4	4.8	5.0	4.5	40	24	14	1	9	17	29	1	87.9	68.8	57.1	----	82.7	63.9	55.2	----
30.4	100	80	10	0	2.9	6.1	4.5	4.0	14	20	25	2	8	10	45	1	94.1	74.6	62.8	----	89.7	69.6	56.7	----
27.0	99	87	22	0					86	60	63	8	32	41	67	21	97.6	77.4	60.4	46.2	97.7	75.3	60.6	50.6
28.7	98	100	0	0	7.7	9.4	11.2	3.7	36	19	11	4	24	18	14	1	118.9	81.4	67.5	53.2	107.0	81.8	69.4	----
28.6	99	57	1	0	4.2	5.9	6.3	6.2	60	74	70	1	17	52	58	2	115.1	84.1	71.8	----	105.7	82.6	70.4	----
42.4	100	100	100	42	3.8	3.8	4.1	4.0	11	9	5	5	13	7	4	7	68.3	55.0	50.0	44.6	55.0	48.8	44.3	41.7
21.8	100	51	40	0	4.2	3.7	6.0	2.7	94	31	8	2	91	38	7	1	71.1	51.7	49.2	----	63.3	46.1	40.0	----
26.3	96	78	19	3					55	45	46	12	29	35	47	23	98.5	78.9	64.9	46.8	93.2	77.3	63.2	46.4
3.1	100	71	0	0	3.0	3.1	4.2	8.5	7	7	6	4	19	14	18	18	76.4	63.6	54.1	42.2	71.5	63.0	52.7	45.1
24.4	100	60	0		3.9	5.9	6.2		299	95	83	0	62	43	35	0	140.4	102.7	89.9		118.0	89.2	85.5	
19.1	100	85	0	0	4.0	4.0	4.9	4.0	10	8	19	0	8	12	25	8	84.0	68.0	54.9		79.8	63.0	54.6	47.5
28.3	45	37	0	--	4.7	5.2	4.6	2.0	4	7	16	1	7	20	33	0	87.6	61.0	50.7	----	71.5	63.2	52.9	

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>PENNSYLVANIA (continued)</b>																	
Chestnut Hill Coll		I/A	4	5	5	4	75.9	60.6	48.0	42.3	56.2	5	4	5	3	95.3	78.9	61.5	58.5	72.3
Cheyney U Pennsylvania	153	I/B	1	1	1	5	97.9	77.7	62.8	36.5	69.3	1	1	1	5	120.9	98.9	79.6	46.5	87.2
Clarion U Pennsylvania	28	I/A	2	2	2	3	96.5	76.0	63.2	45.5	77.3	2	2	2	3	119.9	97.6	81.5	57.6	97.9
DeSales U	58	I/A	3	3	3	1	81.8	68.3	58.2	52.8	62.5	2	3	3	2	116.3	88.2	74.0	63.3	80.4
Delaware Valley Coll		I/B	2	3	2	2	81.5	62.0	54.0	48.4	58.3	3	3	3	2	100.5	77.2	68.3	64.6	72.6
Dickinson Coll		I/B	1	1	1	1	102.7	77.8	61.1	52.8	74.9	1	1	1	2	134.2	101.2	77.4	64.3	96.6
Drexel U	12	I	1	1	1	1	134.6	99.2	87.5	60.4	88.5	1	1	1	2	169.8	125.0	110.4	77.3	112.1
Duquesne U	13	I	4	3	5	3	104.9	79.2	61.8	49.5	74.6	4	4	5	3	129.5	100.7	79.0	63.5	94.3
East Stroudsburg U		I/A	2	1	2	3	96.6	76.8	62.0	44.5	72.6	2	2	2	4	121.3	97.4	79.6	56.3	92.0
Edinboro U Pennsylvania	25	I/A	2	2	2	2	95.5	76.5	63.3	47.5	75.5	2	2	2	3	119.4	97.6	82.0	61.2	96.0
Franklin and Marshall Coll		I/B	1	1	1	1*	106.2	77.3	66.3	60.5	81.4	1	1	1	1*	144.8	108.5	89.8	80.4	111.6
Gannon U		I/A	3	3	3	3	87.0	67.3	58.1	46.7	61.7	3	3	3	3	113.5	87.0	75.8	60.1	80.2
Geneva Coll	30	I/B	5	4	4	-	61.5	55.1	46.9	----	54.7	4	4	3	-	81.9	74.9	64.8	47.4	74.0
Gettysburg Coll		I/B	1	1	1		101.3	75.3	61.4		77.3	1	1	1		132.7	100.5	80.7		102.0
Gwynedd-Mercy Coll	28	I/B	2	2	2	3	91.9	68.0	55.9	44.4	61.0	2	3	2	3	109.6	82.5	69.9	54.4	75.2
Harrisburg Area CC	27,184	III	3	4	3	2	70.1	56.5	51.0	46.4	56.1	3	3	3	3	90.3	75.0	67.4	61.8	73.6
Haverford Coll		I/B	1	1*	1*	-	119.9	90.6	73.7	----	93.9	1*	1*	1*	-	161.4	126.7	104.0	90.7	129.6
Holy Family U	28,218	I/B	3	2	2	1	79.8	64.2	57.4	52.0	63.2	3	3	2	2	97.5	79.4	69.9	61.2	76.9
Immaculata U	28,71	I/A	5	4	5	3	71.3	64.8	51.9	46.9	59.0	4	3	4	2	95.6	84.5	68.8	61.7	78.0
Indiana U Pennsylvania	28,113	I	5	3	5	4	97.5	78.6	61.5	44.6	75.9	5	4	5	4	122.4	100.4	79.3	57.2	96.6
Juniata Coll		I/B	2	3	3	4	81.6	60.4	51.1	39.1	65.6	2	2	3	4	108.2	85.7	69.7	51.5	89.0
King's Coll	31	I/B	3	2	3	4	75.9	66.0	51.7	40.7	61.2	3	2	3	4	101.9	90.5	69.7	53.0	82.7
Kutztown U Pennsylvania		I/A	2	2	3	4	96.9	76.6	57.1	43.0	68.7	2	2	3	4	121.7	98.5	74.8	56.4	88.4
La Salle U	28	I/A	1	1	2	2	101.0	81.7	64.6	47.9	77.9	2	1	2	3	123.2	100.5	80.5	58.1	95.9
Lafayette Coll	29	I/B	1*	1	1	-	120.1	87.7	69.4	----	93.9	1*	1	1	-	156.7	112.7	88.1	71.9	121.1
Lebanon Valley Coll	31	I/B	2	2	3	-	80.9	64.8	53.1	----	63.8	3	2	3	-	101.0	84.9	68.6	53.1	81.9
Lehigh U	30	I	2	3	1		123.9	82.4	81.6		100.3	2	3	1		159.3	108.6	101.6		129.1
Lincoln U		I/A	2	3	4	2	92.7	69.1	52.6	49.5	66.9	2	2	3	1	121.3	93.2	72.9	70.3	90.4
Lock Haven U	25,154	I/B	1	1	1	2	94.8	73.1	61.4	47.3	72.0	2	2	1	2	117.9	93.4	79.1	59.9	91.5
Lycoming Coll	31	I/B	3	2	3	4	76.5	64.1	51.2	41.3	59.0	3	2	3	4	97.9	87.2	66.9	52.9	77.2
Mansfield U Pennsylvania		I/B	1	1	1	2	97.4	76.4	61.0	46.1	75.6	1	1	1	2	122.7	98.1	79.2	59.7	96.6
Marywood U	28	I/A	2	2	4	3	89.8	70.7	55.2	44.4	66.3	3	3	4	4	112.3	89.6	71.4	56.7	84.3
Mercyhurst Coll	28,204	I/B	3	3	3	4	76.2	58.9	50.9	41.9	51.9	3	3	3	3	98.7	79.0	66.1	54.9	68.0
Messiah Coll		I/B	3	3	3	2	77.8	63.5	53.9	48.9	62.9	3	2	2	1	101.4	85.5	72.3	66.3	83.4
Millersville U Pennsylvania	25	I/A	2	1	2	3	97.6	77.4	60.3	44.1	77.4	2	2	2	4	121.7	98.4	78.0	54.5	98.0
Misericordia U	28	I/B	3	2	3	3	74.6	65.3	53.1	44.1	60.7	3	2	3	3	92.8	85.1	66.4	56.3	77.3
Moravian Coll	31	I/B	2	2	2	2	84.0	65.5	54.5	47.7	67.3	2	2	3	2	111.7	84.4	69.7	65.1	88.0
Muhlenberg Coll		I/B	2	2	2	-	90.7	72.3	55.8	----	68.9	2	2	2	-	117.6	92.5	70.3	52.3	88.8
Neumann Coll		I/B	3	4	3	3	74.8	58.2	52.0	44.0	54.2	3	3	3	3	98.0	78.9	69.1	59.0	72.3
Penn St U-II/A Campuses	186	I/A	1	1	1	1	111.8	88.0	73.0	53.1	81.1	1	1	1	2	137.4	110.0	90.2	67.7	100.7
Penn St U-II/B Campuses	100	I/B	1	1	1	2	100.6	76.3	63.2	49.6	65.3	1	1	1	2	124.2	96.7	80.0	63.4	82.7
Penn St U-III Campuses	125	III	1	1	1	1	88.2	73.2	64.9	54.0	63.6	1	1	1	1	110.2	92.6	80.8	69.4	80.5
Penn St U-Main	27	I	2	2	2	3	131.1	87.7	72.4	47.5	87.5	2	2	3	4	159.4	109.8	89.9	61.0	108.1
Philadelphia Biblical U	31,197	I/B	5	5	5		59.4	52.0	45.1		53.2	5	5	4		72.9	66.9	60.9		67.8
Philadelphia U	30,85	I/A	2	2	3	-	98.5	75.2	58.7	----	71.6	1	1	3	-	128.7	100.3	76.8	81.5	94.6
Pittsburgh Theol Seminary		I/A	2	1	2		90.9	80.3	63.5		83.4	2	1	2		117.7	106.9	83.4		109.0
Point Park U		I/A	3	4	4	-	82.7	65.0	54.9	----	66.5	4	4	4	-	100.6	79.1	67.8	60.3	81.3
Robert Morris U	213	I/A	2	2	1	-	94.1	76.6	70.2	----	76.0	2	2	1	-	123.0	98.4	90.6	43.7	98.2
Saint Vincent Coll	31	I/B	2	2	2	2	80.1	64.8	54.4	50.7	61.3	3	2	2	2	102.6	84.9	70.6	64.5	79.4
Seton Hill U	88	I/B	4	3	2	2	71.2	62.9	54.2	47.4	60.0	4	3	3	2	89.6	80.0	67.6	62.8	75.8
Shippensburg U		I/A	2	2	2	3	96.4	76.3	61.1	44.2	76.1	2	2	2	5	121.0	97.4	78.8	51.4	96.6
Slippery Rock U Pennsylvania	25	I/A	2	1	1	2	97.6	78.5	66.1	50.3	76.3	2	1	1	2	121.1	100.1	85.2	63.1	96.6
St. Joseph's U		I/A	1	1	1		109.7	86.5	72.8		80.4	1	1	1*		144.2	114.6	96.9		106.0
Susquehanna U		I/B	2	2	2	2	82.1	67.7	60.4	47.8	66.7	2	2	1	3	103.8	87.7	79.7	59.1	86.4
Swarthmore Coll	29	I/B	1*	1*	1*		129.6	90.8	72.2		106.3	1*	1*	1*		165.1	120.1	95.2		137.4
Temple U	5	I	2	2	4	3	122.9	87.3	62.1	52.5	86.8	2	2	5	3	154.2	112.0	78.4	67.4	110.0
Thiel Coll		I/B	4	5	5	-	61.8	51.5	45.2	----	52.4	5	5	5	-	78.5	64.9	57.8	61.5	66.7
U Pennsylvania	5	I	1*	1*	1*		169.4	114.1	98.0		139.5	1*	1*	1*		219.6	154.6	135.7		184.5
U Pittsburgh-Bradford		I/B	3	3	3	2	74.5	63.0	53.4	47.2	59.1	3	2	3	2	94.9	84.4	66.6	60.6	76.4
U Pittsburgh-Greensburg		I/B	3	3	3	3	77.8	61.1	50.6	43.4	56.3	3	3	3	3	98.8	76.2	66.4	57.0	72.0
U Pittsburgh-Johnstown		I/B	3	3	3	2	74.1	63.7	50.7	45.6	58.3	3	3	3	2	94.1	82.1	66.3	64.3	76.0
U Pittsburgh-Main	5	I	2	2	3	4	127.3	85.6	71.1	44.5	87.3	2	2	3	4	159.5	110.3	90.6	59.5	110.9
U Pittsburgh-Titusville		III	4	4	4	2	63.4	55.3	49.5	49.4	53.1	3	3	4	3	85.8	75.2	64.7	63.3	70.5
U Scranton		I/A	2	1	3	2	92.0	78.2	57.5	48.7	75.0	1	1	2	2	129.6	110.0	81.3	64.7	105.3
Ursinus Coll		I/B	2	2	1	1	92.1	71.4												

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	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	42	4	0	7.1	6.2	6.4	4.5	4	6	13	1	5	13	14	2	81.0	58.8	49.6	----	71.8	61.4	46.5
25.9	100	74	30	6					10	11	8	11	9	8	15	6	98.6	78.3	64.3	36.5	97.1	76.9	62.0	36.7
26.5	97	83	43	10					64	28	35	8	30	36	39	13	96.8	77.7	64.7	43.4	95.8	74.7	61.9	46.7
28.0	89	72	0	0	12.3	4.2	3.9	-1.7	7	21	15	10	2	11	25	9	78.1	69.6	62.3	49.0	----	66.0	55.8	56.9
24.6	100	100	17	0	4.1	8.2	-4.0	38.7	9	17	17	1	2	7	13	3	81.7	62.1	55.4	----	----	61.7	52.3	48.0
28.9	100	94	0	0	4.4	5.0	6.6	7.7	22	52	32	4	13	28	34	9	103.5	77.8	62.0	51.3	101.4	77.7	60.3	53.5
26.6	100	82	1	0	3.9	3.8	3.3	3.3	145	113	86	159	30	63	77	188	135.5	102.9	90.9	60.4	130.6	92.5	83.7	60.4
26.3	100	96	5	2	4.5	4.3	4.8	4.5	72	105	77	12	15	58	83	33	107.9	81.9	63.4	42.8	90.4	74.2	60.4	51.9
26.7	100	83	24	0					57	39	43	23	31	37	46	30	97.0	77.2	62.6	44.2	96.0	76.5	61.4	44.7
27.2	100	92	55	16					55	51	61	7	48	35	44	24	96.0	76.5	63.1	52.5	94.9	76.5	63.5	46.0
37.0	95	93	0	0	2.8	2.9	4.7	3.7	43	37	38	4	16	20	24	10	109.5	77.4	66.8	61.4	97.4	76.9	65.6	60.1
30.0	95	98	19	0	5.9	5.8	6.1	7.6	19	29	47	14	3	16	48	17	88.3	65.9	58.5	43.9	78.4	69.8	57.7	49.0
35.3	100	61	10	--	5.0	6.0	6.2	17.5	22	20	10	1	5	11	11	1	62.1	56.3	48.7	----	58.8	52.9	45.2	----
32.0	100	98	2		4.5	3.1	5.9		37	33	30	0	12	33	36	0	103.1	76.2	62.0		95.7	74.4	60.9	
23.2	100	53	27	0	3.3	4.4	3.4	3.3	3	6	15	1	5	11	34	6	93.9	69.6	54.4	----	90.6	67.1	56.6	44.1
31.1	100	87	44	2	11.7	14.4	4.0	13.1	55	22	26	31	37	33	36	73	71.7	53.6	49.6	42.1	67.8	58.4	52.0	48.2
38.0	94	81	0	--	9.3	10.9	12.3	10.8	21	18	21	0	13	25	13	1	122.7	91.6	72.4		115.4	89.9	75.7	----
21.6	13	5	0	0	7.4	7.3	5.7	4.0	9	7	14	4	14	15	17	16	82.3	62.0	60.8	55.5	78.1	65.2	54.7	51.2
32.2	100	55	3	0	3.0	3.2	2.5	3.0	8	8	9	2	8	12	25	4	80.9	69.3	51.5	----	61.7	61.9	52.1	48.9
27.2	98	86	30	6					129	84	90	16	64	92	95	46	97.9	79.3	63.5	44.3	96.6	77.9	59.6	44.7
35.7	95	89	8	0	2.4	0.6	9.2	5.8	28	21	11	2	12	7	14	3	82.0	60.0	51.6	----	80.7	61.4	50.7	39.4
35.0	100	97	5	0	4.1	4.4	4.3	3.1	21	21	24	2	7	13	16	1	76.8	64.2	52.6	----	73.3	69.1	50.2	----
28.7	98	92	17	0					59	61	92	24	34	46	85	31	97.3	77.4	56.4	43.2	96.1	75.6	57.8	42.9
23.2	98	84	19	0	11.7	13.6	10.0	3.1	42	39	37	1	13	31	59	8	103.0	83.5	67.0	----	94.5	79.4	63.1	47.7
29.0	99	95	0	--	5.6	5.9	6.6		54	49	30	0	17	14	28	1	122.9	89.6	70.4		111.5	81.0	68.3	----
28.4	96	97	5	--	3.8	4.8	5.3	5.2	20	23	19	2	4	12	19	0	81.9	64.2	52.5	----	76.0	66.0	53.6	
28.8	100	93	0		5.1	5.2	6.6		180	67	56	0	28	39	38	0	126.6	84.1	79.3		106.7	79.7	84.9	
35.2	100	78	7	20	2.1	4.5	2.3	6.9	24	17	16	1	4	10	13	4	93.5	69.1	52.8	----	88.1	69.0	52.4	51.1
27.0	98	82	30	11					33	47	41	7	23	30	42	12	94.9	73.6	61.3	43.9	94.6	72.4	61.5	49.2
30.8	100	100	46	17	4.4	3.4	3.3	3.0	15	9	24	3	5	6	17	3	78.6	67.7	51.2	38.7	70.2	58.7	51.2	43.8
27.8	100	93	34	0					30	30	23	4	17	24	18	12	99.6	77.9	61.3	48.1	93.5	74.7	60.6	45.4
26.9	96	86	15	0	8.2	5.2	7.0	4.3	16	13	28	0	12	23	24	11	89.4	74.0	55.4		90.3	68.9	55.1	44.4
31.0	100	100	0	0	5.0	6.1	6.1	6.4	15	20	35	22	2	12	35	34	77.1	58.4	51.7	41.5	----	59.8	50.1	42.1
32.5	91	58	16	0	4.5	4.7	6.0	3.3	36	39	23	2	10	21	26	1	78.1	63.6	54.2	----	76.7	63.1	53.8	----
26.6	100	97	27	0					57	47	53	4	39	51	45	4	97.8	77.3	60.5	44.1	97.2	77.6	60.1	44.1
27.3	100	92	3	0	5.9	5.7	7.6	7.7	14	15	13	4	3	22	18	6	73.0	64.0	52.3	44.4	82.5	66.1	53.7	43.9
30.7	95	90	12	0	4.7	4.6	5.7	4.7	28	15	16	2	9	16	17	5	84.6	67.6	53.5	----	82.1	63.5	55.4	46.5
28.9	98	94	0	--	5.6	6.2	5.4		33	27	20	2	14	22	26	0	92.1	73.5	57.5	----	87.3	70.8	54.4	
33.4	0	0	0	0	5.7	3.8	4.6	4.2	2	8	18	5	6	11	31	8	----	62.0	51.9	42.1	71.1	55.5	52.1	45.1
24.2	100	93	0	0	3.8	4.2	4.1	6.5	30	49	46	16	5	22	45	13	112.1	88.9	76.3	58.4	110.3	85.9	69.7	46.6
26.6	100	97	9	0	4.1	3.9	6.0	4.1	40	126	102	46	17	58	58	63	101.9	77.9	62.4	52.8	97.6	72.8	64.7	47.3
26.7	98	97	22	0	4.0	4.0	4.4	4.4	36	87	73	115	11	49	43	136	89.8	74.1	67.4	56.7	82.9	71.6	60.8	51.8
23.6	97	89	1	0	4.4	4.9	5.3	3.6	627	322	230	85	147	176	199	117	133.7	89.7	75.6	52.1	119.8	83.9	68.7	44.2
27.4	0	0	0		6.1	4.8	4.3		14	14	9	0	7	7	4	0	59.5	52.8	44.9		59.3	50.3	45.6	
32.1	100	57	5	--	4.8	4.6	5.2	5.3	12	30	20	1	2	23	23	0	99.2	76.9	58.4	----	----	73.0	59.0	
30.6	90	80	0	0	9.5	6.7	3.5		9	4	2	0	1	1	1	0	92.1	80.5	----	----	----	----	----	
22.2	98	64	0	--	10.5	11.8	3.4	12.7	28	16	20	1	12	12	12	1	83.5	65.7	54.3	----	80.9	64.0	56.0	----
29.3	93	67	17	--	7.0	4.6	4.6		31	36	41	0	9	18	35	1	94.4	77.1	70.0		93.0	75.5	70.4	----
29.4	88	93	0	0	5.6	3.7	5.7	5.3	14	23	24	13	3	7	11	4	82.5	65.5	54.7	51.2	68.9	62.5	53.8	48.9
26.3	100	64	0	0	3.9	5.9	5.1	5.0	6	16	12	1	4	17	17	2	71.9	64.4	57.8	----	70.1	61.5	51.8	----
27.0	99	88	12	0					62	57	64	5	34	47	44	6	96.4	76.8	62.0	45.3	96.3	75.6	59.9	43.3
26.6	100	82	47	5					60	54	48	22	32	41	71	15	97.8	79.0	65.7	51.6	97.2	77.8	66.4	48.4
31.9	98	95	23		5.5	6.0	6.1		45	48	54	0	19	32	41	0	112.2	91.5	74.2		103.7	79.1	71.0	
29.4	91	96	0	0	4.7	5.4	6.7	4.0	19	28	24	2	4	25	22	4	84.7	70.3	62.3	----	69.7	64.7	58.4	47.7
29.2	99	100	0		5.1	5.9	4.8		59	23	20	0	29	23	19	0	133.2	89.4	72.8		122.			

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>																				
Valley Forge Christian Coll		IIB	5	4	4		61.5	57.7	47.9		54.8	5	5	5		72.6	66.7	58.0		65.0
Villanova U	12	IIA	1*	1	1	1	117.6	86.4	68.3	57.3	84.3	1	1	2	1	141.2	106.6	82.9	69.3	102.5
Washington & Jefferson Coll		IIB	2	3	3	-	80.7	62.6	52.2	----	62.9	2	3	3	-	104.0	80.0	67.7	44.0	81.0
Waynesburg U		IIB	4	4	4	3	65.5	56.4	49.1	44.5	54.7	3	2	2	1	98.0	87.2	74.4	66.5	82.7
West Chester U Pennsylvania		IIA	2	1	2	4	97.3	79.4	63.7	42.8	72.8	2	1	2	4	121.9	102.4	82.2	54.0	92.7
Westminster Coll		IIB	3	4	4	3	75.7	56.6	48.2	45.2	57.2	3	4	4	3	92.3	72.3	59.5	56.3	71.1
Widener U	12,149	IIA	1	1	2	1*	106.9	83.7	61.8	63.7	81.4	1	1	2	1	140.1	111.8	80.1	81.2	108.1
Wilkes U	27	IIA	1	2	2	2	99.9	74.5	61.8	50.3	73.2	2	2	2	2	121.3	93.1	77.8	63.7	91.0
York Coll Pennsylvania	27	IIA	2	2	1		93.0	74.4	67.5		73.5	1	1	1*		128.0	110.3	98.1		106.7

**PUERTO RICO**

U Puerto Rico-Humacao U Coll	28	IIB	4	3	3	3	71.4	59.4	53.4	44.7	60.8	3	3	2	2	96.2	81.1	73.5	62.5	82.9
U Puerto Rico-Ponce		IIB	5	5	5	5	55.3	47.2	41.1	33.6	46.4	5	5	5	5	67.2	56.8	49.5	40.6	56.1
U Politec PR	30	IIA	5	5	5	5	44.7	34.9	27.0	27.1	35.0	5	5	5	5	46.8	36.6	28.1	28.4	36.7

**RHODE ISLAND**

Brown U		I	1	2	2		146.4	91.9	76.8		110.4	1	2	2		183.9	117.3	98.5		139.8
Bryant U	63	IIB	1*	1*	1*		129.7	106.5	85.6		98.9	1*	1*	1*		166.9	137.5	106.9		126.9
CC Rhode Island	20,200	III	2	4	4	-	71.9	54.5	48.6	----	59.3	2	3	3	-	98.2	76.8	67.9	61.3	82.1
Providence Coll		IIA	1	1	1	1	99.5	81.0	67.2	57.2	79.1	2	1	1	1	124.8	103.7	86.0	70.8	100.4
Rhode Island Coll		IIA	5	4	4		73.5	63.8	54.5		64.0	4	3	3		100.8	88.5	76.2		88.6
Salve Regina U	28	IIA	3	2	3	2	87.5	70.0	57.0	48.6	69.4	3	2	3	3	111.0	91.3	76.1	61.4	90.5
U Rhode Island	27,194	I	4	4	4	2	102.1	76.8	65.6	55.4	82.4	3	3	3	1	136.4	105.1	89.5	77.6	111.6

**SOUTH CAROLINA**

Charleston Southern U	28	IIB	4	4	4	3	65.0	54.0	47.7	42.3	50.8	4	5	4	4	80.2	66.8	60.2	53.4	63.6
Citadel Military Coll SC	30	IIA	4	3	4		79.9	67.7	54.0		67.0	4	3	4		102.9	88.0	71.4		87.1
Claflin U	31,65	IIB	4	3	3	4	63.3	60.5	50.3	40.9	52.4	5	4	4	4	79.1	74.5	60.6	50.6	64.1
Clemson U	27	I	4	4	3	3	106.0	75.6	67.7	52.6	77.3	4	4	3	2	133.4	97.3	87.7	72.6	99.2
Coll Charleston		IIA	4	4	2	2	80.5	65.4	59.0	47.8	64.7	3	3	2	2	105.6	87.1	79.3	65.7	86.3
Columbia Coll		IIB	5	5	5		55.7	50.0	44.5		48.5	5	5	5		71.7	63.9	55.5		61.5
Erskine Coll	31	IIB	4	5	5	4	63.7	49.8	45.0	39.8	53.6	5	5	5	5	78.1	61.3	54.3	44.1	65.1
Francis Marion U	31	IIA	4	5	5	3	77.2	60.5	51.9	46.7	60.9	4	4	4	3	98.5	78.8	67.7	61.3	78.7
Furman U		IIB	1	2	2	2	97.6	70.3	57.3	50.8	79.7	1	1	2	2	128.2	95.7	72.2	61.6	104.8
Lander U	28	IIB	4	4	4	3	67.9	54.0	48.6	42.3	51.4	4	4	4	3	87.2	70.3	63.7	56.0	67.1
Limestone Coll	31	IIB	5	5	4	4	55.8	46.5	46.0	39.7	38.0	5	5	4	4	67.5	55.8	59.3	49.7	47.2
Presbyterian Coll		IIB	4	3	4	4	68.0	58.7	49.5	41.8	59.4	4	3	3	3	86.7	77.0	64.4	55.1	76.9
U South Carolina-Aiken	28	IIB	3	3	4	3	75.5	59.0	49.3	42.5	55.0	3	3	3	3	96.2	76.4	64.8	56.6	71.6
U South Carolina-Beaufort	31	III	2	2	3	2	71.9	63.6	51.8	46.7	57.1	3	2	3	3	91.9	81.9	67.7	61.6	74.1
U South Carolina-Columbia	12	I	3	4	3	4	110.2	77.1	68.7	43.8	78.3	3	4	3	4	137.0	98.0	87.9	58.1	99.3
U South Carolina-Lancaster		III	4	3	4	3	63.0	59.3	47.2	45.8	49.6	4	3	4	3	81.2	76.7	62.1	60.5	65.0
U South Carolina-Sumter		III	3	3	5	5	67.0	57.8	46.4	33.9	49.8	3	4	4	5	86.0	74.9	61.2	46.1	65.3
U South Carolina-Union		III			5	4		45.9	43.6	44.5				5	4			60.6	57.9	58.9
U South Carolina-Upstate	28	IIB	3	3	3	2	74.8	60.6	52.2	46.0	55.6	3	3	3	2	95.3	78.3	68.2	60.7	72.3
U South Carolina-Salkehatchie		III	-	5	5	4	----	45.6	44.4	42.6	45.9	-	5	5	4	----	60.3	58.8	56.6	60.6
Wofford Coll		IIB	2	3	2	1	80.7	62.9	58.6	51.0	68.5	2	3	2	1	108.7	83.3	73.0	66.0	90.4

**SOUTH DAKOTA**

Augustana Coll	28	IIB	4	4	4	4	66.5	57.4	48.2	40.9	54.0	4	4	4	4	86.2	72.0	62.1	50.5	69.0
Dakota St U		IIB	3	2	2	4	76.5	68.8	55.4	41.6	59.4	3	2	3	4	93.2	84.3	68.3	53.0	73.3
Mount Marty Coll	28,228	IIB	5	5	4	-	54.3	46.0	46.1	----	47.2	5	5	5	-	62.7	55.3	54.1	41.6	55.6
Northern St U		IIA	5	5	5	2	70.1	56.9	48.9	49.1	56.9	5	5	5	3	84.9	70.1	61.0	61.3	70.0
South Dakota Sch Min & Tech	29	IIA	2	4	2	4	90.9	64.6	59.9	43.0	72.1	3	4	3	4	109.5	79.5	74.1	54.9	88.1
South Dakota St U	27	IIA	4	3	3	4	80.1	66.0	57.1	43.3	62.2	4	4	4	4	97.4	81.3	71.0	55.3	76.9
U South Dakota	13	I	5	5	5	5	90.9	63.7	55.2	39.9	62.8	5	5	5	5	106.8	79.9	67.7	50.0	76.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
18.7	0	0	0		0.0	0.0	0.0		11	3	5	0	0	2	8	0	61.5	60.7	51.0		----	46.0						
20.9	98	90	20	0	5.2	5.6	5.3	5.4	121	118	130	24	31	49	123	27	117.7	88.5	70.9	59.3	117.3	81.4	65.6	55.5				
28.7	100	86	0	--					23	28	15	0	9	16	11	1	82.7	64.6	52.8		75.5	59.0	51.4	----				
51.2	90	45	7	0	4.7	11.2	3.8	3.8	13	6	13	3	7	5	16	4	66.1	55.9	46.8	46.1	64.5	56.9	51.0	43.3				
27.3	99	94	21	1					95	74	64	51	62	71	88	63	97.7	80.1	64.8	42.2	96.6	78.7	62.9	43.3				
24.3	100	97	4	0	4.0	4.0	4.0	4.0	14	23	12	4	10	16	14	0	76.2	56.9	48.7	45.2	75.0	56.1	47.8					
32.7	99	76	0	0					51	64	26	4	36	39	36	19	110.6	86.0	65.7	65.2	101.7	79.8	59.0	63.3				
24.3	100	100	2	0	3.3	3.4	4.9	2.2	26	22	29	3	5	21	37	3	99.2	76.3	61.7	46.8	103.8	72.7	61.8	53.9				
45.1	90	60	28		5.5	5.8	6.4		16	34	40	0	5	24	36	0	94.1	75.2	72.4		89.7	73.3	62.1					
36.2	100	95	44	2					57	26	18	20	62	30	34	29	71.8	59.4	55.5	45.5	71.0	59.5	52.4	44.2				
20.9	100	94	96	50	5.2	8.9	4.3	3.3	18	14	9	10	29	19	17	14	55.0	45.8	42.8	35.9	55.6	48.2	40.2	32.0				
4.2	51	15	0	0					26	54	16	8	9	32	11	6	45.0	36.6	29.6	27.8	43.7	32.1	23.2	26.2				
26.6	98	95	0		4.2	5.3	4.6		255	97	82	0	81	50	56	0	149.8	94.3	78.5		135.7	87.3	74.4					
28.3	100	90	10		5.2	6.8	6.0		33	32	19	0	14	17	11	0	133.5	108.4	87.3		120.7	102.9	82.7					
38.4	100	98	24	--	6.1	8.3	7.9	5.1	64	19	32	0	65	34	93	1	74.4	54.5	48.7		69.3	54.5	48.6	----				
26.9	98	86	42	18	4.5	5.2	5.2	5.1	49	48	60	7	17	33	47	4	101.5	81.4	69.4	60.7	93.9	80.4	64.5	51.2				
38.4	99	93	8		3.1	3.4	7.5	2.5	61	48	30	0	46	46	74	0	74.8	65.3	55.4		71.8	62.3	54.1					
30.3	92	70	0	0	4.6	5.1	6.3	7.3	18	17	12	1	21	16	9	7	88.7	70.4	57.0	----	86.5	69.6	56.9	49.0				
35.3	99	93	1	0	7.8	9.9	8.8	2.6	238	66	64	0	83	61	103	3	103.9	81.7	68.5		96.9	71.4	63.8	55.4				
25.1	68	10	2	0	0.0	0.5	0.9	3.3	16	13	27	10	12	7	27	9	66.3	56.0	48.3	44.4	63.3	50.4	47.2	39.9				
30.1	86	87	2		1.2	2.2	2.8		46	34	44	0	13	18	18	0	80.2	71.2	55.3		79.0	61.0	51.0					
22.4	76	26	6	0	2.0	2.8	3.9	0.5	9	13	26	7	8	6	23	9	62.1	60.2	51.8	40.4	64.6	61.1	48.5	41.3				
28.3	100	91	0	0	1.8	2.0	1.9	1.0	285	174	185	0	64	75	112	3	108.0	77.6	70.5		96.7	71.0	63.2	52.6				
33.3	98	94	4	0	4.4	5.6	4.9	0.3	95	81	92	18	29	69	72	45	82.1	66.8	62.8	51.7	75.4	63.7	54.2	46.2				
27.0	96	96	0		3.5	3.5	3.5		8	12	3	0	17	15	11	0	53.7	47.9	47.6		56.6	51.7	43.7					
21.5	83	0	0	0	4.7	4.5	4.1		14	6	6	0	4	2	7	3	65.1	49.9	45.6		58.9	----	44.6	39.8				
29.3	92	78	8	0	2.3	3.3	3.5	3.0	50	21	41	4	11	16	45	11	77.4	63.3	54.2	42.8	76.7	56.8	49.8	48.2				
31.5	100	94	4	0	6.0	5.9	6.8	5.7	83	43	30	2	25	23	20	5	99.3	71.0	58.0	----	91.7	69.2	56.4	51.4				
30.5	95	78	6	0	1.4	3.1	4.5	2.3	16	13	27	9	6	14	22	13	70.1	52.4	47.1	41.5	61.9	55.5	50.5	42.8				
23.3	81	41	14	0	5.8	0.4	7.2	5.1	12	12	9	4	4	5	13	3	55.3	43.7	50.3	40.6	57.4	53.3	43.1	38.5				
29.5	100	79	0	0	0.3	1.2	3.6	0.0	27	21	8	4	5	13	9	1	67.6	59.8	49.4	42.5	70.4	57.1	49.5	----				
30.1	100	89	12	0	1.4	3.2	2.8	0.2	20	26	17	14	10	11	25	28	77.2	61.7	49.2	40.9	72.0	52.7	49.5	43.3				
29.7	100	60	0	0	2.2	-0.3	1.0	3.1	6	9	10	7	3	6	4	8	71.9	61.3	51.8	46.2	72.1	67.0	51.7	47.2				
26.8	98	82	1	0	1.8	3.2	3.2	2.6	257	190	192	59	57	122	197	94	112.1	79.1	74.2	45.6	101.4	73.8	63.4	42.6				
31.2	100	100	0	0	1.0	1.7	3.9	5.3	3	3	10	11	2	2	10	7	65.5	56.0	48.7	48.7	----	----	45.6	41.3				
31.1	100	94	0	0	1.5	1.4	2.5	3.3	8	11	8	11	1	6	2	5	67.4	57.1	46.8	35.0	----	59.1	----	31.4				
32.4		0	0				1.0	2.9	0	0	1	4	0	0	2	1		----	44.0			----	----	----				
30.0	95	84	0	0	4.8	5.3	3.2	2.7	22	16	35	23	16	22	31	49	75.8	61.9	54.1	45.9	73.3	59.7	50.1	46.0				
32.1	--	100	14	0	1.0	1.0	3.0	2.2	1	3	3	5	0	0	4	2	----	45.6	44.5	43.3			44.3	----				
31.9	91	82	0	0	5.1	4.3	6.4	5.7	36	22	7	2	8	16	18	2	81.1	63.5	61.4	----	79.1	62.2	57.5	----				
27.7	96	97	10	0	8.7	7.5	5.6	5.4	18	21	25	2	5	15	27	5	67.0	58.7	49.4	----	64.6	55.6	47.1	41.1				
23.4	92	74	0	0					8	25	14	13	4	6	12	9	81.5	69.6	61.1	42.2	66.6	65.5	48.9	40.7				
17.8	75	62	5	--	3.0	3.0	3.0	3.0	5	8	14	0	3	5	5	1	58.6	46.6	47.5		47.2	44.9	42.3	----				
23.2	100	81	3	0	4.7	5.0	4.6	4.7	19	17	19	5	5	10	12	4	68.6	61.3	51.2	51.3	75.4	49.4	45.1	46.3				
22.1	86	59	0	0					44	22	28	6	6	7	7	4	92.0	67.3	60.2	41.7	82.7	56.3	58.7	45.0				
23.7	92	54	6	0	4.8	6.3	6.1	5.6	102	62	68	32	46	28	49	83	80.6	65.6	57.3	44.5	79.0	67.0	56.7	42.9				
21.9	82	73	1	0					60	66	63	19	28	32	71	49	91.4	64.6	56.1	42.6	89.9	61.8	54.3	38.9				



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>TENNESSEE</b>																				
Belmont U	25	IIA	3	2	2	2	84.2	73.1	61.0	51.5	69.8	4	3	4	3	98.9	85.1	71.5	60.4	81.7
Carson-Newman Coll		IIB	5	5	5	5	60.8	47.4	44.3	36.4	48.0	4	4	4	4	88.4	68.0	59.8	52.4	67.9
Christian Brothers U	30	IIB	5	4	5	-	60.0	55.8	41.5	----	53.2	5	4	5	-	78.3	70.1	53.7	51.9	68.5
East Tennessee St U	28	IIA	5	4	5	5	73.1	60.6	51.9	38.8	57.7	4	4	4	4	98.5	81.7	70.0	52.8	77.8
Freed-Hardeman U	31	IIA	5	5	5	5	66.7	56.3	47.6	38.3	52.2	5	5	5	5	84.7	71.4	62.5	50.4	67.1
Jackson St CC	27	III	5	5	5	4	60.3	50.8	44.1	43.7	48.8	4	4	4	3	83.9	70.7	61.3	60.8	67.9
King Coll	234	IIB	5	5	4	3	57.2	52.1	47.5	44.1	50.8	5	5	4	1	71.3	67.2	60.4	66.1	65.3
Lee U	31	IIB	5	4	4	3	59.6	52.8	49.3	42.4	52.2	5	5	4	5	78.5	67.0	62.8	49.6	66.6
Lipscomb U	30	IIA	5	5	3	4	69.7	60.0	56.0	40.7	62.0	5	5	4	4	89.7	75.9	70.0	54.4	79.1
Maryville Coll		IIB	2	3	3	4	81.5	63.7	51.2	39.3	60.5	3	3	4	5	96.7	78.2	60.2	45.5	72.8
Middle Tennessee St U	25	IIA	3	4	4	5	81.8	64.4	52.8	34.9	63.6	3	3	4	5	108.4	85.4	69.9	46.2	84.3
Motlow St CC	27	III	3	5	5	5	68.5	47.9	41.7	36.1	45.1	3	5	5	5	90.6	66.1	59.2	51.1	62.6
Nashville St Tech CC	30,80	III	5	5	5	5	59.0	51.1	41.4	37.5	43.3	4	5	5	5	80.5	70.3	58.4	50.9	59.5
Rhodes Coll	31	IIB	2	1	2	1	91.1	73.5	54.9	52.0	66.0	1	1	3	2	124.4	97.9	67.9	61.4	85.5
Sewanee U of the South		IIB	1	2	1	1	96.2	71.8	60.6	55.5	80.1	1	2	2	1	126.8	93.3	75.7	65.5	103.8
Tennessee St U	27,119	IIA	5	5	5	5	72.6	56.8	48.6	40.6	56.2	5	5	5	5	81.7	64.1	54.8	45.8	63.4
Tennessee Tech U	27,36	IIA	4	4	4	5	78.3	63.1	52.4	38.1	63.7	3	3	3	3	106.0	87.8	75.5	58.4	88.7
Tennessee Wesleyan Coll	28,115	IIB	5	5	5	-	43.4	39.8	43.0	----	42.0	5	5	5	-	55.2	51.0	54.5	55.6	53.8
Trevecca Nazarene U	31	IIA	5	5	5	4	60.4	52.7	44.9	41.5	52.8	5	5	5	4	74.7	66.6	56.7	53.1	66.2
U Memphis	12	I	4	5	5	5	99.9	69.9	59.1	41.0	70.7	4	4	4	4	130.5	94.7	81.9	60.6	95.8
U Tennessee	5,34,187	I	4	4	4	3	100.8	77.6	65.1	51.0	76.5	4	3	4	3	133.8	103.0	86.2	68.4	101.8
U Tennessee-Chattanooga	27	IIA	3	3	4	5	84.3	66.7	54.4	37.7	63.1	3	3	4	5	110.7	86.7	71.7	51.7	83.3
U Tennessee-Martin	27	IIA	5	5	4	4	71.2	54.4	52.9	43.1	55.4	4	5	3	3	97.7	74.0	71.8	61.2	75.8
Vanderbilt U	15	I	1	1	2	-	145.9	93.5	72.5	----	102.9	1	1	2	-	180.4	118.9	93.5	56.7	129.6
Volunteer St CC		III	5	5	5	5	56.1	49.0	42.0	38.2	47.0	5	5	5	5	77.3	67.0	58.4	52.7	64.5

**TEXAS**

Abilene Christian U	31	IIA	4	4	4	3	78.3	63.2	54.4	46.1	61.7	4	4	4	3	99.2	79.6	69.8	60.5	78.6
Angelo St U	28	IIA	4	4	3	5	74.2	62.6	55.8	40.5	57.7	5	5	5	4	92.8	77.8	67.0	53.2	71.2
Austin CC	20,159	III	3	5	5		67.5	51.6	44.1		60.6	5	5	5		79.8	61.2	52.4		71.7
Austin Coll		IIB	2	2	2	-	86.1	67.8	57.2	----	70.7	2	2	2	-	109.6	88.0	73.9	58.7	91.0
Baylor U	12	I	4	4	3	-	102.4	78.0	70.6	----	75.4	4	4	3	-	131.5	101.8	90.9	73.9	98.1
Del Mar Coll		III	3	3	3	3	67.9	58.2	52.5	45.0	56.6	3	4	3	4	86.6	74.3	67.0	57.5	72.3
East Texas Baptist U	28	IIB	5	5	5	5	55.9	48.5	44.2	37.7	49.8	5	5	5	4	69.8	60.8	54.7	50.2	62.3
Hardin-Simmons U	31	IIA	5	5	5	4	66.2	57.4	50.0	42.2	58.4	5	4	4	2	89.5	80.3	71.2	61.9	80.9
Lamar St Coll-Orange	74	III	-	-	4	5	----	----	47.6	38.0	40.6	-	-	5	5	----	----	60.6	48.6	51.9
Lamar U	27	IIA	3	3	2	5	86.4	67.0	59.2	40.5	64.5	3	4	3	5	105.9	82.5	73.6	51.7	79.9
Lubbock Christian U	28	IIB	5	5	5	5	57.7	49.9	44.6	38.1	48.5	5	5	5	5	65.2	57.5	51.1	42.5	55.4
McMurry U	31	IIB	5	5	4	5	61.3	52.8	47.1	37.8	50.5	5	5	5	5	73.2	66.1	56.5	45.3	61.0
Prairie View A&M U	27	IIA	3	3	2	-	83.5	69.4	60.0	----	62.9	4	4	3	-	100.5	84.1	72.4	60.3	76.0
Rice U	31	I	1	1	1	2	146.6	104.3	87.4	54.3	111.1	1	1	1	3	181.6	128.1	107.5	67.1	137.6
Schreiner U	31	IIB	5	5	4	5	57.6	50.7	47.9	35.2	48.0	5	5	4	5	67.6	61.1	58.9	42.7	57.8
Southern Methodist U	15	I	2	2	1	-	127.5	88.8	82.9	----	90.1	2	2	1	-	157.1	112.1	102.6	66.5	112.5
Southwestern U		IIB	2	2	2	-	87.2	70.3	54.7	----	68.7	2	2	2	-	110.0	89.6	69.9	59.5	87.1
St. Edward's U	31	IIA	3	3	3	3	87.5	69.7	56.6	45.2	67.0	3	3	4	4	107.1	87.6	68.4	53.9	82.2
St. Mary's U	15	IIA	1	3	3	1	99.4	67.0	56.8	59.5	74.9	2	4	4	2	117.9	83.3	67.9	67.8	90.0
Sul Ross St U	28,224	IIA	5	5	5	-	69.5	53.1	47.4	----	55.4	5	5	5	-	87.9	67.1	61.1	55.3	70.5
Tarleton St U	27,147	IIA	4	3	4	4	78.3	65.5	53.6	42.4	58.6	5	4	5	4	94.4	79.1	65.0	52.2	71.1
Texas A&M International U	28	IIA	3	3	2	5	88.0	66.3	60.4	38.9	62.3	3	4	3	5	105.6	80.5	73.6	48.7	75.8
Texas A&M U	30	I	3	3	2		116.3	81.8	72.2		86.0	3	4	4		137.3	97.7	86.3		102.5
Texas A&M U-Commerce	30	I	5	5	5	4	79.2	62.7	57.4	46.0	60.0	5	5	5	5	94.2	74.8	69.1	52.8	71.5
Texas A&M U-Kingsville		IIA	4	4	3	2	77.5	63.9	56.6	47.7	62.7	5	4	4	3	94.5	78.2	69.6	59.4	77.0
Texas Christian U	27	I	4	3	3	2	109.7	79.7	69.6	55.9	80.6	3	3	4	2	140.0	102.5	84.5	72.9	101.8
Texas Lutheran U	31	IIB	4	4	4	2	67.0	55.4	47.4	46.1	54.4	4	4	4	2	86.1	71.0	61.6	60.4	70.1
Texas St U-San Marcos	31,90	IIA	3	2	3	5	88.0	70.2	58.8	39.6	64.7	3	3	3	5	105.5	85.2	72.2	50.2	79.0
Texas Tech U	15,32	I	4	5	4	5	101.9	72.0	62.1	41.0	72.1	5	5	5	5	122.6	88.2	75.6	51.0	87.7
Texas Woman's U	28,160	I	5	5	5	4	80.8	62.8	52.9	45.4	61.2	5	5	5	5	93.9	72.5	60.9	52.4	70.7
Trinity U	30	IIA	1	2	3	4	107.0	73.3	56.4	42.6	79.5	1	2	4	5	134.4	94.9	70.5	51.2	100.4
U Dallas	31,32	IIA	5	5	5	5	65.0	58.5	50.4	34.6	54.3	5	5	5	5	83.5	75.0	63.2	49.1	69.7
U Houston	15	I	2	3	2		119.9	80.3	77.8		85.8	3	4	2		144.2	98.7	95.4		104.9
U Houston-Clear Lake	31	IIA	2	2	1	1	98.0	71.8	69.6	58.0	73.8	2	3	1	2	117.1	87.7	84.1	68.3	89.4
U Houston-Downtown	31	IIB	2	2	2	1	84.9	68.6	56.6	58.1	62.9	2	2	2	1	104.5	84.3	69.8	70.0	77.4
U Incarnate Word	28	IIA	4	3	2	1	77.2	68.2	62.2	52.4	64.9	5	3	3	2	93.6	84.5	75.8	64.9	79.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	17.1	99	76	5	0	5.0	4.9	4.6	2.1	52	29	39	13	22	46	48	17	83.1	75.3	65.0	54.4	86.7	71.8	57.7
41.4	100	85	22	9	2.0	4.1	4.4	3.9	17	29	20	4	9	25	26	7	62.4	46.9	44.6	39.1	57.6	48.0	44.0	34.8
28.9	100	63	7	--	0.0	0.0	0.0	0.0	29	17	18	0	13	7	10	2	63.5	56.5	43.4		52.3	54.0	38.2	----
30.7	98	87	15	22	-0.6	0.4	0.3	0.0	90	91	94	9	32	51	94	14	74.7	62.4	53.9	37.6	68.5	57.5	50.0	39.6
28.3	96	86	27	4	3.3	1.8	4.3	3.4	22	18	17	14	2	11	9	10	66.5	58.4	48.2	39.4	----	52.9	46.6	36.8
39.1	100	72	10	11					7	18	15	0	5	29	24	9	60.9	49.1	42.3		59.5	51.8	45.3	43.7
28.6	0	0	0	0	7.7	5.0	4.5	9.6	12	12	10	1	6	9	16	4	54.8	52.4	45.1	----	62.1	51.6	49.0	45.5
27.7	97	79	20	0	3.1	6.4	5.4	5.7	30	25	38	4	8	8	28	4	59.8	52.3	49.8	42.8	58.9	54.3	48.7	42.0
27.6	79	39	0	0	3.9	3.0	11.5	0.4	48	16	18	0	4	12	11	8	70.2	64.6	51.4		63.5	53.8	63.6	40.7
19.8	100	100	12	0	0.0	0.0	0.0	0.0	6	16	10	2	5	17	15	3	83.0	64.7	51.5	----	79.7	62.8	51.0	36.7
32.5	100	82	9	0	3.0	3.9	2.7	4.1	179	138	109	36	95	92	122	57	83.3	66.6	52.9	33.1	78.9	61.2	52.7	36.0
38.8	100	100	85	0	0.0	0.0	0.0	0.0	6	6	6	14	4	21	14	13	69.3	47.9	40.6	34.4	67.4	47.9	42.2	37.9
37.3	100	98	38	1					4	25	11	45	3	22	18	28	62.0	52.8	42.8	38.5	55.0	49.2	40.6	35.9
29.4	92	100	0	0	3.6	4.1	6.0	4.3	17	28	34	5	7	18	38	5	94.5	70.5	54.8	58.4	82.9	78.2	54.9	45.5
29.6	98	88	4	0	6.7	7.5	7.4	5.8	45	17	12	3	13	15	13	3	100.6	70.0	62.1	53.3	81.0	71.7	59.2	57.8
12.7	91	78	25	14					78	63	81	13	35	53	81	30	74.8	59.1	50.6	42.4	67.5	54.1	46.5	39.9
39.3	100	98	14	27	0.5	1.1	0.9	3.3	128	53	38	21	29	34	59	24	79.2	66.5	53.7	38.4	73.9	57.8	51.5	37.9
28.0	100	83	14	--	3.0	4.7	7.3	3.0	6	8	11	1	4	4	11	1	42.9	39.9	41.0	----	44.1	39.8	45.0	----
25.3	62	16	0	0	2.5	3.0	2.2	3.0	21	17	15	2	5	14	4	2	60.2	52.3	45.3	----	61.2	53.3	43.7	----
35.4	97	88	6	0	2.9	4.1	3.3	1.3	199	150	110	48	49	100	132	59	102.3	73.3	60.4	40.5	90.4	64.9	58.0	41.4
33.1	98	86	3	8	0.6	1.3	1.5	10.8	420	243	194	8	108	158	194	30	103.2	79.7	68.3	48.0	91.6	74.2	61.8	51.8
31.9	99	88	5	0	0.8	2.3	3.2	2.6	96	39	35	1	30	43	45	5	86.2	65.8	55.0	----	78.2	67.5	53.9	39.1
36.9	99	87	11	65	0.2	3.4	0.5	1.1	51	22	41	9	21	17	48	11	73.3	54.8	53.2	44.1	65.8	54.0	52.7	42.3
26.0	94	84	0	--	4.4	4.8	5.3	6.6	274	131	113	0	68	69	85	2	144.5	95.5	74.5		151.6	89.6	69.7	----
37.3	100	89	0	4	0.0	0.4	2.3	2.6	12	42	10	6	5	39	10	19	56.2	49.6	41.4	38.4	56.0	48.3	42.7	38.1
27.4	96	76	9	0	3.7	2.6	3.3	2.9	49	48	43	12	7	20	27	22	79.3	65.6	55.9	55.6	71.9	57.5	52.0	41.0
23.2	96	82	31	0					38	38	38	6	14	22	27	5	74.9	62.9	55.9	39.1	72.1	62.0	55.7	42.2
18.3	0	0	0		3.8	5.2	4.2		146	52	21	0	147	77	30	0	67.3	51.5	43.6		67.6	51.7	44.5	
28.6	100	95	0	--	4.3	4.9	5.2	12.6	23	27	14	0	7	12	10	1	86.0	68.9	58.1		86.4	65.2	56.0	----
30.0	97	89	4	--	5.7	5.5	5.9	4.1	195	139	83	0	36	62	54	1	104.3	80.8	69.9		92.2	71.8	71.5	----
27.7	100	97	70	0	3.8	5.6	6.5	6.1	47	17	37	29	37	16	40	30	68.2	58.8	52.4	44.6	67.4	57.6	52.5	45.4
25.2	7	0	0	0	2.6	6.2	2.8	8.8	19	9	10	4	10	3	8	1	56.2	48.7	44.7	37.7	55.5	47.8	43.5	----
38.5	91	85	18	0	5.3	6.5	7.8	8.4	43	24	16	3	10	16	17	3	66.4	60.3	50.6	45.0	65.3	53.2	49.4	39.4
27.7	--	--	70	21	3.0	3.0	3.0	3.0	2	0	5	11	0	2	5	27	----		48.8	38.1	----	----	46.4	38.0
23.7	97	75	29	1	9.5	7.5	3.0	15.8	72	51	61	20	19	34	47	48	87.4	68.1	60.8	38.9	82.5	65.4	57.1	41.2
14.3	89	74	19	0	1.4	2.1	3.0	2.0	9	16	21	3	9	11	15	0	57.5	50.6	45.8	38.1	58.0	49.0	43.0	
20.7	100	100	6	0	4.1	5.8	5.4	4.9	14	9	22	7	9	3	9	6	63.1	51.2	47.3	39.1	58.5	57.4	46.7	36.2
20.9	98	79	4	--					41	62	45	2	15	18	33	0	85.7	70.9	60.6	----	77.6	64.4	59.2	
23.9	99	100	0	0	7.4	10.8	10.1	5.6	216	71	84	10	41	39	42	8	147.2	104.2	90.5	54.8	143.4	104.4	81.1	53.6
20.5	100	63	0	0	5.0	5.0	5.0	5.0	10	11	10	0	3	5	7	13	57.3	53.2	47.9		58.4	45.2	47.9	35.2
24.9	99	92	2	--	3.5	4.2	5.2	8.5	159	114	76	1	32	47	56	0	129.1	90.7	87.3	----	119.5	84.2	76.9	
26.8	100	95	0	--	3.8	4.5	5.8		24	25	10	0	10	19	24	1	91.3	72.4	53.6		77.3	67.4	55.2	----
22.8	98	27	0	0	3.7	5.3	4.5	5.1	26	28	42	3	16	27	39	5	88.3	70.2	57.6	45.8	86.1	69.2	55.5	44.8
19.5	91	86	14	0	3.5	2.4	6.9	3.5	53	28	31	4	24	15	26	2	104.1	68.0	56.7	57.5	89.2	65.1	57.1	----
27.3	100	83	10	--	2.3	2.1	3.0	2.0	38	14	22	0	5	16	7	2	69.4	53.2	46.8		69.5	53.0	49.2	----
21.3	98	88	2	0	2.8	4.0	4.9	3.7	46	45	67	17	16	31	66	45	79.0	66.5	55.1	40.3	76.2	64.1	52.0	43.2
21.7	100	84	4	0	4.2	4.2	4.1	3.1	20	33	45	6	2	17	37	20	90.0	65.8	64.4	39.4	----	67.4	55.5	38.7
19.2	99	89	1		4.2	4.7	4.3		730	332	320	0	95	125	189	0	117.2	82.5	74.3		109.4	79.9	68.6	
19.1	100	69	5	2					40	31	83	27	12	17	46	29	81.0	65.3	58.7	46.3	73.2	57.8	55.1	45.7
22.8	95	83	10	0	6.3	5.6	5.1		53	39	39	1	13	14	20	2	78.4	64.8	57.3	----	73.9	61.3	55.1	----
26.4	91	89	6	6	5.2	4.7	6.3	5.3	112	78	67	24	27	75	47	42	110.7	83.8	72.4	57.6	105.2	75.3	65.5	55.0
28.8	100	81	15	0	4.7	4.3	4.3	2.9	13	15	11	1	3	11	9	2	66.8	56.3	46.9	----	68.3	54.1	47.9	----
22.0	99	91	4	20	3.2	3.5	4.0	3.1	188	94	120	2	76	70	130	3	88.8	71.4	61.0	----	86.1	68.6	56.7	30.4
21.7	95	87	4	1	2.8	3.4	4.2	3.1	219	239	188	61	53	116	121	101	104.1	75.1	64.6	47.1	92.8	65.6	58.3	37.3
15.6	95	60	3	0																				

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>																				
U North Texas		I	4	3	4	3	103.7	79.3	65.9	51.9	77.5	5	5	5	4	118.7	92.6	77.2	60.3	90.2
U St. Thomas	31	IIA	2	2	3	4	91.6	69.8	56.4	43.6	70.9	3	3	4	5	108.6	85.6	68.8	51.3	85.5
U Texas-Arlington	27	I	4	4	3		102.2	76.1	70.6		71.7	4	4	3		126.0	96.0	89.7		91.1
U Texas-Austin	12	I	2	2	1	-	132.3	85.3	81.8	----	96.1	2	3	2	-	156.9	104.3	99.3	79.8	115.5
U Texas-Brownsville	27	IIB	3	2	2	1	77.5	65.0	56.0	53.5	57.9	3	3	3	1	94.2	80.0	69.7	66.5	71.6
U Texas-Dallas	30	I	2	1	1		124.7	95.4	87.0		107.6	2	2	1		151.6	118.6	108.9		132.3
U Texas-El Paso	27	IIA	2	2	2		91.7	69.8	63.5		65.9	3	3	2		113.3	87.7	80.3		83.1
U Texas-Pan American	27	IIA	3	3	3		83.9	68.9	58.5		62.6	4	4	4		97.4	81.1	68.9		73.4
U Texas-San Antonio	30	IIA	1	1	1	2	111.9	80.9	68.6	49.6	80.8	1	2	2	3	134.5	99.4	84.1	57.1	98.4
U Texas-Tyler	27,201	IIA	4	4	4	2	76.3	61.9	54.7	47.6	56.9	4	4	4	2	96.5	79.8	71.4	63.1	73.9

UTAH

Dixie St Coll Utah	70	III	2	2	3	4	75.7	61.5	51.5	43.8	57.6	2	2	2	2	104.4	86.8	72.9	64.9	81.3
Salt Lake CC	27,33,192	III	5	5	4	4	57.3	52.5	48.2	42.1	48.9	4	3	2	2	83.4	76.8	73.2	65.5	73.4
Snow Coll		III	4	4	4	2	63.0	55.6	46.8	46.4	51.3	3	3	4	2	86.1	77.8	66.6	67.9	72.8
Southern Utah U	27	IIA	4	4	5		74.6	60.7	50.0		56.7	4	3	4		102.7	85.5	71.1		79.9
U Utah	12	I	3	3	2	1	113.7	78.6	71.6	63.7	81.7	3	3	2	1	147.4	104.3	95.8	82.8	107.4
Utah St U		I	5	5	4	4	88.3	68.6	62.9	46.1	70.1	5	4	3	3	118.6	94.6	87.6	67.0	96.4
Utah Valley St Coll	5,189	III	3	3	2	2	71.0	60.5	55.6	47.7	58.4	2	2	1	1	98.7	87.0	80.8	71.2	83.8
Weber St U	27	IIA	5	5	5	4	70.9	60.6	51.8	43.7	59.7	4	3	3	2	97.3	85.2	73.8	64.1	83.6
Westminster Coll	28	IIB	3	2	2	1	79.5	64.7	58.8	52.9	65.6	2	2	1	1	103.3	85.3	80.1	71.3	87.1

VERMONT

Castleton St Coll		IIB	4	5	5	-	67.9	52.2	42.5	----	55.5	4	5	4	-	86.9	66.7	59.8	40.8	73.0
Johnson St Coll		IIB	4	5	5		70.7	41.0	44.8		58.6	3	5	4		96.0	62.7	64.0		82.1
Lyndon St Coll		IIB	4	4	5		69.0	54.8	44.3		55.6	3	3	3		96.4	79.7	66.0		80.1
Middlebury Coll		IIB	1*	1	1	1*	128.1	86.6	70.1	65.4	93.4	1*	1	1	1*	167.8	114.4	91.1	82.4	122.3
Norwich U	27	IIA	3	4	4	-	83.3	61.8	52.4	----	65.5	4	5	5	-	99.1	75.6	67.0	59.1	80.0
Saint Michael's Coll		IIB	1	1	2	1	94.3	73.4	59.7	52.0	75.9	1	1	1	1	125.1	101.8	80.7	75.2	103.2
U Vermont	27	I	4	4	4	2	105.0	77.9	65.8	54.1	75.2	4	3	3	3	132.9	102.3	86.7	69.6	97.9
Vermont Tech Coll		III	3	5	5		67.0	51.9	43.3		53.9	3	4	4		91.1	74.8	62.3		75.6

VIRGIN ISLANDS

U Virgin Islands		IIA	4	5	4	4	80.9	55.0	54.7	43.3	59.9	4	5	5	5	96.7	64.2	64.2	43.6	70.1
------------------	--	-----	---	---	---	---	------	------	------	------	------	---	---	---	---	------	------	------	------	------

VIRGINIA

Averett U		IIA	5	5	5	-	56.3	51.8	46.1	----	52.1	5	5	5	-	67.6	66.7	58.1	43.2	64.4
Blue Ridge CC	25	III	3	2	2	2	70.2	62.4	54.7	46.6	55.9	3	2	2	2	88.1	80.3	72.4	64.2	73.6
Bridgewater Coll		IIB	4	4	4	4	67.0	56.3	49.4	41.1	54.7	4	4	4	5	80.9	68.2	60.2	49.4	66.3
Central Virginia CC	25	III	4	4	3	2	63.3	57.0	50.0	46.4	55.0	4	4	3	2	80.8	74.4	67.5	64.0	72.6
Christopher Newport U	31	IIB	1	1	2	2	98.6	74.9	57.3	46.4	68.1	1	1	2	2	127.2	97.8	76.0	61.6	89.3
Coll William and Mary	16	I	3	3	3	4	113.5	82.5	68.8	44.6	89.4	3	3	3	4	145.2	107.6	90.6	59.8	115.7
Dabney S. Lancaster CC	25	III		3	2	1		59.1	53.3	52.4	56.1		3	2	1		76.8	71.2	70.0	73.9
Danville CC		III	4	4	3	3	63.9	56.9	50.8	46.2	53.8	4	4	3	3	81.0	74.2	68.1	63.5	71.1
Eastern Mennonite U	28	IIA	5	5	5	5	57.3	48.8	42.4	37.3	50.1	5	5	5	5	71.8	60.5	53.9	46.5	62.7
Eastern Shore CC		III	-	4	4	5	----	54.3	48.8	40.2	52.9	-	4	4	4	----	71.2	65.8	57.1	69.8
Emory and Henry Coll		IIB	3	4	4	5	74.6	55.5	46.6	38.0	53.1	4	4	5	5	91.1	70.5	58.2	47.8	65.4
Ferrum Coll		IIB	5	5	4	5	57.5	51.2	46.8	36.9	48.2	5	4	5	5	74.2	67.6	56.4	44.7	60.3
George Mason U	12,34	I	2	3	3	2	124.9	83.7	69.4	56.7	88.4	2	3	3	2	156.4	107.8	87.8	72.7	112.0
Germanna CC	25,180	III	4	4	4	2	65.9	56.9	49.5	46.4	53.3	4	4	4	2	83.2	74.1	66.5	63.6	70.5
Hampden-Sydney Coll		IIB	2	2	2		91.8	68.8	56.9		68.1	2	2	2		118.2	86.1	70.6		85.7
Hollins U		IIB	3	3	3		77.7	63.5	51.4		66.4	3	3	3		97.2	78.7	64.6		83.0
J. Sargeant Reynolds CC	26,167	III	3	3	3	2	68.0	59.9	52.6	48.5	57.1	3	3	3	2	85.9	77.8	70.5	66.4	75.0
James Madison U	27	IIA	3	3	3	2	87.4	69.2	56.3	49.2	67.6	2	2	2	1	115.4	93.1	77.3	68.7	91.2
John Tyler CC	150	III	4	3	2	2	62.2	59.9	54.3	47.1	57.0	5	3	2	2	80.0	77.7	72.3	65.1	74.9
Liberty U	13	IIA	5	5	4	4	69.9	59.1	52.9	42.8	57.7	5	5	5	4	88.0	76.0	66.8	53.4	73.2
Longwood U	31,75	IIA	4	4	4	2	75.2	62.4	54.1	51.1	59.2	4	4	3	1	98.4	82.9	72.3	69.3	78.8
Lord Fairfax CC	27,176	III	5	4	3	3	57.7	56.9	51.3	45.9	53.5	5	4	3	3	74.8	74.1	68.6	63.1	70.7
Lynchburg Coll	28	IIA	4	4	5	4	77.4	61.3	52.0	43.2	59.8	4	5	5	4	99.2	77.0	66.2	52.4	75.7
Mary Baldwin Coll	31	IIB	3	4	4		72.3	57.8	47.9		60.8	4	4	5		91.2	71.5	58.2		75.6
Marymount U		IIA	3	3	3		81.9	66.5	55.9		67.6	4	4	5		99.3	80.4	65.6		81.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE / F-T FAC. FEMALE								(10) AVG. SAL. MALE / AVG. SAL. FEMALE							
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
16.3	98	97	0	25	6.1	5.8	6.3	3.9	208	162	129	2	42	109	86	2	104.2	80.9	67.5	----	101.0	76.9	63.4	----
20.6	95	87	6	0	3.2	3.3	5.6	4.0	25	37	21	2	15	10	15	1	94.2	68.7	56.8	----	87.3	73.9	55.9	----
27.1	100	99	0		3.1	6.5	5.0		155	125	130	0	25	57	87	0	103.5	78.2	74.8		94.3	71.5	64.3	
20.3	100	100	0	--	4.1	5.9	4.7		783	302	265	0	185	185	191	2	135.0	88.4	85.5		120.7	80.3	76.7	----
23.6	100	79	17	40	6.2	4.1	3.9	3.6	26	62	63	31	16	34	35	49	78.7	66.0	56.0	55.6	75.5	63.2	55.9	52.2
22.9	99	96	0		3.6	4.0	3.3		157	84	56	0	28	20	35	0	126.2	97.7	89.0		116.0	85.6	83.7	
26.2	100	90	3		3.7	4.3	4.6		116	128	87	0	32	40	69	0	92.9	70.7	64.3		87.6	67.0	62.4	
17.3	96	95	46		4.9	9.4	8.8		84	109	108	0	24	40	94	0	84.3	69.6	61.5		82.8	67.2	55.2	
21.8	0	3	100	100	2.8	4.3	4.5	5.2	133	137	98	2	43	60	86	3	114.9	83.9	72.6	----	102.7	74.3	64.0	48.3
29.9	93	87	1	0					41	33	37	0	14	21	32	41	81.8	61.8	60.8		60.2	62.2	47.7	47.6
41.3	79	82	13	0	4.5	4.7	4.6	5.1	24	20	28	9	4	14	28	13	77.1	63.0	51.5	46.3	67.6	59.3	51.4	42.1
50.2	94	83	43	9	3.7	4.7	4.9	5.2	31	32	58	60	23	51	54	41	56.9	52.6	49.1	41.8	57.8	52.4	47.3	42.5
41.8	100	97	59	7	6.2	9.5	8.5	9.2	17	18	19	33	1	11	10	8	62.9	55.9	46.6	47.6	----	55.1	47.3	41.4
41.0	100	81	3		4.0	4.0	4.0		26	55	67	0	6	19	41	0	76.5	61.4	50.1		66.6	58.6	49.8	
31.4	100	92	1	0	3.6	4.5	4.3	6.2	325	171	118	2	90	93	101	6	115.3	80.3	75.3	----	108.0	75.5	67.4	55.0
37.6	98	95	1	0	3.8	4.0	6.4	1.8	199	137	115	3	32	77	76	9	89.9	71.5	65.0	50.1	77.8	63.6	59.7	44.7
43.6	100	100	0	0	6.3	4.3	4.9	5.1	69	112	86	12	27	52	54	5	72.0	61.4	56.4	48.3	68.4	58.5	54.2	46.2
40.2	98	51	2	8	3.8	4.9	4.6	4.2	123	56	67	25	48	43	62	34	73.0	62.7	53.4	47.4	65.5	57.8	50.0	40.9
32.8	0	0	0	0					16	28	24	4	16	22	27	0	81.4	66.4	63.9	52.9	77.5	62.5	54.3	
31.6	95	100	0	--					27	4	16	1	13	10	17	0	69.4	54.1	41.7	----	64.6	51.4	43.3	
37.4	89	50	0						24	14	6	0	12	2	5	0	72.6	39.6	45.3		66.9	----	44.2	
44.0	95	92	4		2.5	3.4	28.0		14	7	17	0	8	5	8	0	70.4	55.9	44.3		66.4	53.4	44.3	
30.9	98	98	0	0	5.1	6.2	7.3	6.5	66	36	39	5	24	21	38	3	132.4	87.1	71.3	67.1	116.1	85.9	68.9	62.7
22.0	98	85	0	--	1.1	1.8	6.6	5.2	39	28	15	0	7	11	18	1	84.6	63.9	55.5		76.5	56.3	49.7	----
35.9	100	96	4	0	4.9	6.7	7.0	3.1	32	30	12	4	20	15	16	12	95.6	74.6	57.6	52.6	92.1	70.9	61.3	51.8
30.2	100	98	0	0	5.5	5.6	6.9	6.2	101	109	86	3	43	75	59	0	106.6	80.8	66.4	54.1	101.1	73.7	65.0	
40.3	100	88	0						19	10	19	0	11	6	15	0	70.7	52.4	43.7		60.7	51.0	42.7	
17.0	100	45	17	0					13	26	15	2	8	12	21	3	83.4	52.3	58.4	----	76.9	60.9	52.0	40.7
23.3	100	81	38	--	3.1	1.0	2.5		17	11	6	1	10	5	10	0	56.4	54.4	49.5	----	56.1	46.1	44.1	
31.6	14	0	0	0					6	8	15	6	1	7	12	12	72.2	60.1	56.0	49.5	----	65.1	53.2	45.2
21.3	95	88	8	14	3.6	3.8	3.9	3.6	15	20	22	2	6	6	17	5	68.6	56.8	49.7	----	62.9	54.7	48.9	40.5
31.8	7	0	0	0					9	11	9	4	6	9	6	6	66.7	58.3	51.6	44.6	58.1	55.4	47.6	47.6
31.1	98	81	2	0	0.0	0.2	0.5	0.0	29	49	43	8	12	21	54	23	96.5	76.0	59.6	45.4	103.9	72.2	55.5	46.7
29.5	98	95	0	0	0.6	0.0	0.5	0.9	164	107	76	9	55	76	58	13	117.8	85.2	68.8	44.2	100.8	78.8	68.7	44.8
31.6		17	0	0					0	8	3	3	0	4	3	2		59.4	52.2	54.4		58.4	54.4	----
32.1	22	0	0	0					8	19	6	4	1	3	13	9	63.9	57.0	49.7	48.1	----	55.9	51.3	45.3
25.2	0	0	0	0					22	15	9	4	18	16	13	2	57.9	48.9	42.7	37.8	56.6	48.6	42.2	----
32.0	--	33	0	0					1	4	5	1	0	2	3	2	----	51.8	48.6	----	----	----	49.2	----
23.1	100	100	5	0	9.0	3.0	3.8	2.8	14	11	13	3	3	7	9	6	76.5	57.3	46.9	42.3	65.4	52.6	46.2	35.8
25.1	100	87	20	0	0.0	0.0	0.0	0.0	9	10	14	6	4	5	16	5	59.1	50.8	47.9	35.7	53.8	52.1	45.8	38.3
26.7	95	82	0	0	-0.3	5.1	6.6	9.8	249	203	186	28	69	144	201	54	128.7	86.6	73.4	60.5	111.1	79.6	65.8	54.8
32.2	8	0	0	0					5	6	7	7	7	8	17	9	68.9	56.7	51.7	46.9	63.7	57.2	48.6	46.0
25.8	100	93	0		5.2	14.5	8.1		31	17	10	0	2	10	8	0	91.9	71.3	55.8		----	64.5	58.3	
24.9	100	96	0		3.7	5.6	3.8		16	13	6	0	13	11	11	0	82.0	64.9	51.2		72.5	61.8	51.5	
31.4	0	0	0	0					13	24	22	9	11	20	18	15	72.2	59.2	53.6	53.7	63.0	60.7	51.3	45.4
34.8	96	82	1	0	0.1	0.6	1.6	0.8	180	127	137	44	85	94	140	90	89.1	71.1	58.2	49.9	83.8	66.7	54.4	48.8
31.4	14	0	0	0					8	11	8	2	6	14	21	5	63.6	63.5	52.1	----	60.3	57.0	55.2	43.9
26.8	0	0	0	0	4.5	5.6	4.9	6.7	72	83	73	11	13	22	46	30	70.3	59.5	53.5	44.4	67.8	57.8	52.0	42.2
32.8	91	92	7	0	0.0	0.1	0.9	8.2	23	33	43	2	20	29	29	2	75.4	62.9	54.3	----	75.0	61.8	53.8	----
32.2	11	0	0	0					6	14	7	5	3	14	8	8	59.0	59.2	51.6	46.2	55.1	54.5	51.1	45.6
26.7	97	71	1	0	2.6	3.4	3.4	3.8	24	25	29	5	11	23	39	5	79.0	62.2	53.7	45.6	74.0	60.3	50.7	40.8
24.3	100	81	14		0.4	1.7	2.1		14	13	7	0	10	19	7	0	75.0	57.1	46.9		68.5	58.2	49.0	
19.9	96	78	4		2.5	4.9	5.9		17	12	9	0	29	28	43	0	84.0	68.2	54.1		80.6	65.8	56.2	

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>VIRGINIA (continued)</b>																									
Mountain Empire CC	25	III	4	4	4	2	62.0	56.6	48.0	48.2	55.3	5	4	4	2	79.7	74.4	65.4	65.5	72.9					
New River CC		III	3	2	2	2	70.3	65.7	54.0	49.3	59.3	3	2	2	2	88.6	84.0	72.3	67.6	77.6					
Norfolk St U		IIA	4	3	3	2	79.7	69.3	57.5	49.6	65.0	3	2	3	2	103.5	91.0	75.3	65.4	85.0					
Northern Virginia CC	26,107	III	2	2	1	1	74.0	65.7	58.5	50.9	62.5	3	2	1	1	93.0	84.7	77.5	69.9	81.4					
Old Dominion U	27	I	4	4	4	4	102.6	74.3	63.7	44.1	73.4	4	4	4	4	130.0	96.6	83.0	57.1	94.6					
Patrick Henry CC	25	III	4	4	3	3	62.0	55.8	52.5	45.5	54.8	5	4	3	3	79.5	73.3	70.0	63.0	72.2					
Paul D. Camp CC		III	5	3	2	4	61.9	58.7	54.9	41.3	55.7	5	3	2	4	79.5	76.3	72.6	58.8	73.3					
Piedmont Virginia CC	25	III	4	3	2	2	64.8	58.9	53.6	46.8	56.7	4	3	2	2	82.9	76.8	71.3	64.4	74.5					
Radford U		IIA	4	4	3	3	78.1	65.1	57.0	46.9	64.2	4	3	3	2	100.2	84.8	75.7	63.5	83.9					
Randolph Coll		IIB	3	4	3	3	72.9	56.6	50.7	42.0	60.7	3	4	3	4	92.2	73.4	64.8	52.0	77.6					
Randolph-Macon Coll		IIB	3	3	3	3	79.3	61.7	51.1	42.1	64.3	3	3	4	5	99.7	78.1	62.8	49.3	80.3					
Rappahannock CC	25,185	III	5	3	3	2	60.1	58.1	50.7	47.6	51.9	5	3	3	2	77.0	75.0	67.6	64.5	68.8					
Roanoke Coll		IIB	3	3	2	3	79.5	61.2	54.6	43.7	60.7	3	3	3	3	101.2	78.6	68.2	58.8	77.9					
Shenandoah U	28	I	5	5	5	4	72.6	64.9	56.8	45.4	62.8	5	5	5	4	91.0	81.3	72.5	62.3	79.4					
Southside Virginia CC	25	III	3	3	2	2	69.9	60.8	54.2	48.6	56.0	3	3	2	2	87.6	78.5	71.9	66.4	73.7					
Southwest Virginia CC	25	III	4	4	2	3	64.6	54.4	53.7	46.3	55.0	4	4	2	2	82.1	71.9	71.2	63.8	72.5					
Sweet Briar Coll		IIB	3	3	2		74.0	61.5	54.7		66.3	3	3	2		93.3	79.2	71.1		84.5					
Thomas Nelson CC	25	III	4	4	2	3	65.6	56.5	53.4	44.9	54.2	4	4	2	3	82.9	73.8	70.8	62.3	71.6					
Tidewater CC	26,148	III	4	3	2	3	66.0	59.9	52.9	45.4	56.6	4	3	2	3	83.8	77.8	70.7	63.2	74.4					
U Mary Washington	181	IIB	2	2	3	2	82.9	65.7	53.4	47.8	65.4	2	2	2	2	108.5	86.8	70.8	60.9	86.0					
U Richmond	16	IIB	1*	1*	1*		130.0	90.1	71.8		89.1	1*	1*	1		168.7	115.8	90.1		113.9					
U Virginia	12	I	1	2	2	2	133.4	91.7	74.7	54.4	103.0	2	2	2	2	164.3	116.5	95.5	72.2	128.8					
Virginia Commonwealth U	20	I	3	3	4	3	112.7	80.6	65.5	48.5	78.0	3	3	3	3	149.5	106.5	86.6	64.1	103.1					
Virginia Highlands CC	25	III	5	3	3	3	59.4	57.9	51.4	44.4	55.9	5	3	3	3	76.8	75.6	69.2	62.3	73.5					
Virginia Military Inst		IIB	2	3	2	4	84.3	60.8	57.8	41.6	73.6	2	3	1	3	109.2	82.3	78.7	59.1	96.8					
Virginia Tech	30	I	3	3	3	4	116.8	84.6	70.4	45.5	88.0	3	2	3	4	146.3	109.0	92.2	68.8	112.7					
Virginia Wesleyan Coll	31	IIB	3	4	2	-	73.6	58.0	54.3	----	62.8	3	3	2	-	93.8	75.7	71.4	67.6	81.3					
Virginia Western CC	26	III	4	3	3	3	62.2	58.2	51.0	45.9	54.1	5	3	3	3	79.5	75.6	68.4	63.2	71.4					
Washington & Lee U	31	IIB	1	1	1	3	112.4	85.7	66.7	45.4	89.4	1	1	1	3	145.0	110.9	84.4	55.8	114.9					
Wytheville CC	25	III	5	3	3	3	61.6	58.4	50.1	46.3	54.4	5	3	3	2	78.9	75.9	67.5	63.7	71.8					

WASHINGTON

Bastyr U		IIA	5	5	5		66.1	57.2	47.3		55.9	5	5	5		79.6	69.8	58.0		68.0
Central Washington U	31	IIA	4	4	3		77.4	62.3	55.4		61.1	4	5	4		96.1	77.8	69.2		76.4
Pacific Lutheran U	28	IIA	4	4	4	2	78.5	60.9	52.1	50.2	61.4	4	4	5	2	100.0	79.6	65.1	63.8	78.3
Saint Martin's U		IIB	4	5	4	5	63.9	52.4	46.0	32.6	53.2	4	5	4	5	79.1	66.2	59.1	42.3	67.1
Seattle Pacific U	27	IIA	3	4	3	2	82.9	65.4	56.2	49.9	67.5	3	3	3	2	107.6	87.3	75.9	68.1	89.4
Seattle U	12	IIA	1	1	1	1*	107.9	81.6	68.4	61.4	76.6	1	1	1	1	136.2	105.0	87.5	80.7	98.5
U Puget Sound	31	IIB	1	1	1	1*	97.8	72.8	60.6	65.6	77.4	1	2	2	1*	127.5	92.8	77.0	85.0	99.7
U Washington-Bothell	28	IIA	1	1*	1*		107.9	91.0	74.9		82.4	1	1	1		131.1	110.8	90.2		100.4
U Washington-Seattle	5	I	2	2	2	5	121.7	87.1	78.0	42.7	96.4	3	3	2	5	146.0	105.3	92.9	53.7	116.1
U Washington-Tacoma	28	IIA	1	1	1*		106.2	81.0	77.8		80.3	1	2	1		127.7	98.0	94.3		97.4
Walla Walla U	27	IIA	5	5	5	5	44.9	43.7	41.6	38.3	43.6	5	5	5	5	54.6	53.3	51.2	47.4	53.2
Washington St U	27,222	I	4	4	3	4	101.2	75.4	67.2	43.1	75.7	4	5	4	5	124.6	94.4	83.8	56.2	94.4
Western Washington U		IIA	3	3	3	3	81.4	65.7	56.6	46.2	67.0	4	4	4	3	100.6	81.6	69.5	57.2	82.9
Whitman Coll		IIB	1	1	1	1	105.4	81.3	64.4	56.9	80.1	1	1	1	1	136.9	107.1	84.3	76.8	104.9
Whitworth U	31	IIB	3	2	3	2	77.4	64.1	53.7	46.0	64.3	3	2	2	2	100.7	85.9	70.8	60.5	84.7

WEST VIRGINIA

Alderson Broaddus Coll	28	IIB	5	5	5	5	46.7	43.2	37.5	35.6	40.1	5	5	5	5	62.0	57.6	49.0	46.4	52.9
Bethany Coll		IIB	5	5	5		59.9	51.7	39.3		48.2	5	5	5		75.5	61.1	51.0		61.1
Glenville St Coll		IIB	4	4	4	5	64.5	55.5	45.9	36.3	49.1	4	4	4	5	81.7	71.6	58.3	45.8	62.6
Marshall Cmty & Tech Coll	231	III	5	5	5	5	58.8	50.8	39.7	39.9	44.8	5	5	5	5	74.4	61.8	48.8	51.0	56.2
Marshall U	27,32,230	IIA	5	5	5	5	72.8	58.2	48.4	33.2	59.9	5	5	5	5	89.7	72.2	60.9	40.7	74.2
Ohio Valley U	31	IIB	5	5	5	5	49.7	40.0	39.7	29.4	40.0	5	5	5	5	62.2	51.9	51.3	29.4	51.9
West Virginia U	5	I	4	4	5	5	102.4	72.8	60.2	42.4	75.2	5	5	5	5	122.9	89.4	74.1	53.3	91.6
West Virginia Wesleyan Coll	28	IIB	5	5	5	4	56.3	49.8	43.9	38.7	48.0	5	5	5	5	72.9	67.0	55.9	48.4	62.6
Wheeling Jesuit U	28,54	IIA	5	5	5	5	65.4	52.5	47.5	39.7	50.1	5	5	5	5	85.1	69.2	62.5	48.5	65.0

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
	31.8	0	0	0	0					10	5	8	3	6	7	4	2	62.2	60.1	48.5	51.5	61.7	54.0	47.0	----			
30.9	0	0	0	0					6	6	9	4	5	9	11	7	74.1	65.6	54.4	51.0	65.7	65.7	53.6	48.2				
30.8	98	68	9	0	4.5	3.9	4.2	5.3	59	31	34	19	24	22	51	33	78.4	71.0	57.0	48.4	82.8	67.0	57.8	50.3				
30.4	9	0	0	0					76	56	80	44	67	68	112	69	75.6	67.1	59.0	50.7	72.3	64.6	58.2	51.0				
29.0	97	88	1	0					147	120	92	10	36	76	66	19	105.9	77.0	66.2	43.3	89.2	70.1	60.1	44.6				
31.9	29	0	0	0					3	10	5	4	4	14	4	2	59.3	56.6	53.7	46.6	64.1	55.3	51.0	----				
31.7	0	0	0	0					2	4	4	0	2	4	3	3	----	60.6	56.2		----	56.8	53.1	41.3				
31.5	0	0	0	0					9	13	5	6	5	10	10	6	63.7	58.4	51.3	46.7	66.9	59.6	54.7	46.9				
30.7	100	94	1	0	2.7	4.9	4.1	5.0	87	39	64	23	44	40	72	31	78.4	68.1	59.7	46.4	77.6	62.2	54.6	47.3				
27.7	100	100	0	0	2.3	2.2	4.9	2.3	17	10	2	1	7	18	7	3	74.6	57.0	----	----	68.9	56.4	50.8	42.6				
24.9	97	92	0	0	5.5	5.1	7.2	5.1	25	17	11	2	11	7	17	3	82.3	62.6	50.7	----	72.7	59.6	51.4	40.4				
32.6	0	0	0	0					1	4	4	7	2	4	4	8	----	61.7	50.9	49.4	----	54.6	50.5	46.0				
28.2	100	95	0	0	8.1	8.1	5.6	4.2	32	18	16	11	11	19	19	25	80.7	61.4	53.9	48.7	76.2	61.0	55.2	41.6				
24.8	24	0	0	0	4.1	3.7	3.7	2.6	25	37	32	1	17	33	53	2	75.7	66.1	56.5	----	68.1	63.5	56.9	----				
31.6	0	0	0	0					5	9	10	12	3	11	17	10	67.8	62.0	53.9	50.8	73.5	59.9	54.4	46.1				
31.8	0	0	0	0					9	15	8	6	5	8	6	6	67.2	53.9	50.2	45.2	59.8	55.5	58.3	47.4				
27.4	100	94	0	0	3.6	3.6	3.8		17	7	9	0	16	10	6	0	75.3	61.7	55.3		72.7	61.4	53.9					
32.0	13	0	0	0					9	11	14	9	6	22	22	14	69.4	57.0	54.3	44.0	59.9	56.2	52.8	45.5				
31.5	3	0	0	0					46	56	40	29	27	38	59	29	66.3	61.6	53.7	46.0	65.4	57.5	52.4	44.8				
31.6	97	78	3	0	5.9	5.9	5.9	5.9	40	39	41	3	27	39	38	5	85.7	66.2	54.7	45.2	78.8	65.2	52.1	49.4				
27.9	99	88	1	0	3.7	4.7	5.6	4.5	61	73	33	0	15	49	35	0	133.2	93.6	72.2		117.2	85.0	71.5					
25.1	94	77	0	0	0.8	0.1	0.3	0.9	434	224	135	4	100	113	141	8	136.6	94.6	80.3	53.3	119.7	85.8	69.5	55.0				
32.3	94	74	1	0	0.4	0.1	0.9	1.0	227	214	238	67	73	149	248	115	115.1	81.9	67.2	50.7	105.3	78.8	64.0	47.2				
31.6	0	0	0	0					4	10	2	1	5	15	9	2	58.0	61.9	----	----	60.5	55.3	52.2	----				
31.6	72	6	0	0					62	12	20	3	10	4	8	1	86.0	60.0	58.5	39.5	74.0	63.5	56.1	----				
28.1	99	90	0	0					406	293	180	63	73	120	135	94	118.9	86.1	72.9	46.3	104.7	80.8	67.1	45.0				
29.5	97	81	4	--	2.1	9.3	2.3	0.5	20	13	16	1	14	8	12	1	76.8	58.2	53.8	----	68.9	57.7	54.9	----				
32.1	7	0	0	0					5	11	12	5	9	16	25	9	63.7	58.3	52.2	47.7	61.3	58.2	50.5	44.9				
28.5	99	94	0	0	6.9	8.8	10.1	6.0	51	39	22	1	17	11	31	3	113.9	88.0	68.9	----	107.9	77.4	65.2	40.5				
32.0	0	0	0	0					4	4	4	3	5	8	11	3	59.8	60.4	48.3	44.8	62.9	57.5	50.7	47.8				
21.6	0	0	0	0					7	4	6	0	5	7	10	0	69.1	62.4	46.4		61.9	54.2	47.9					
25.2	100	86	0	0	7.1	7.9	8.9		89	68	60	0	42	33	56	0	78.6	62.5	55.8		74.8	61.9	55.1					
27.4	96	98	9	0	8.6	7.3	4.6		37	31	39	3	16	32	46	5	80.8	63.7	52.0	48.1	73.1	58.2	52.3	51.5				
24.5	95	88	10	0	2.5	2.9	2.5	1.4	17	22	9	3	5	12	11	0	64.9	53.8	45.7	32.6	60.5	49.9	46.3					
32.5	90	72	6	0	6.6	6.3	6.9	7.8	45	34	25	8	18	23	23	10	83.7	67.0	56.0	51.8	80.7	63.0	56.4	48.5				
28.7	78	76	3	0	2.8	5.3	5.9	0.1	54	76	53	8	22	59	65	24	109.9	83.8	68.6	58.0	103.1	78.8	68.2	62.5				
28.9	98	77	0	0	3.7	6.2	6.4	4.3	61	27	26	10	22	20	41	21	98.8	72.7	61.4	66.7	95.3	73.0	60.1	65.1				
21.9	95	100	0	0	6.8	12.5	1.8		13	17	8	0	8	7	11	0	113.8	96.0	81.9		98.3	78.8	69.8					
20.5	93	91	0	0	5.6	7.1	6.5	6.1	659	261	176	25	214	209	176	14	124.1	89.5	82.1	42.3	114.2	84.2	74.0	43.6				
21.3	100	98	0	0	5.8	10.4	6.4		13	22	10	0	12	27	19	0	120.9	84.2	82.1		90.2	78.3	75.5					
22.0	92	73	30	0	8.2	7.1	7.3	-10.8	44	19	12	5	19	11	15	2	44.8	43.3	41.0	38.3	45.2	44.4	42.1	----				
24.8	99	94	0	0	4.9	5.0	5.7	5.9	279	177	159	48	74	119	106	89	103.5	77.2	68.9	43.6	92.2	72.7	64.7	42.8				
23.8	99	99	0	0	10.6	11.9	12.0	13.2	116	93	68	2	59	66	63	7	83.8	66.0	58.7	----	76.7	65.3	54.2	48.0				
30.8	97	97	2	0	5.9	7.1	7.6	6.7	26	24	19	4	9	14	30	3	107.1	81.6	64.7	57.8	100.3	80.7	64.2	55.7				
31.9	88	50	0	0	7.2	6.9	7.6	5.5	33	22	19	5	10	24	10	9	79.4	63.3	52.5	46.8	71.0	64.9	56.1	45.6				
31.7	100	100	34	0	6.4	6.4	3.6	3.0	5	6	16	1	5	8	16	4	48.2	42.4	36.8	----	45.1	43.7	38.1	35.3				
26.8	100	67	7						15	4	14	0	4	2	13	0	59.9	51.4	38.8		59.6	----	39.8					
27.6	100	56	11	0					6	13	11	6	2	5	8	8	65.6	53.8	45.6	35.8	----	59.7	46.3	36.7				
25.3	100	83	13	0	4.7	4.2	3.3	4.3	2	3	3	10	8	3	12	8	----	53.6	37.6	38.4	58.5	48.0	40.2	41.7				
23.9	98	71	7	0	3.3	4.8	4.6	2.2	133	66	59	16	64	49	63	20	76.1	59.2	52.2	32.6	65.8	56.9	44.8	33.6				
24.5	33	40	8	0	3.1	6.5	0.0	0.0	6	2	8	2	0	3	4	3	49.7	----	42.0	----		38.7	35.1	29.1				
21.8	93	64	3	0	9.0	7.4	9.5	10.7	231	150	147	14	41	77	158	29	104.3	74.4	63.0	44.7	91.2	69.7	57.5	41.3				
30.2	94	85	0	0	3.0	3.3	4.8	3.4	11	14	13	4	5	12	10	5	56.7	51.5	43.5	39.6	55.6	47.9	44.3	38.0				
29.8	91	79	14	0	0.0	0.0	1.4	0.5	9	16	14	4	2	8	8	12	64.4	52.3	48.4	35.8	----	52.9	45.9	41.0				

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</b>																				
Alverno Coll	28	IIB	4	4	4		63.0	52.9	46.1		54.1	5	4	4		78.4	67.9	58.4		68.3
Beloit Coll		IIB	3	3	4	3	77.6	60.1	49.4	42.2	62.1	3	3	4	4	99.0	76.9	60.8	51.2	78.5
Carroll U	28	IIB	4	3	3	3	70.6	59.2	50.2	42.3	54.0	3	3	3	3	94.0	77.3	65.4	54.7	70.6
Carthage Coll	31	IIB	3	2	3		74.5	64.8	51.8		61.8	3	2	2		100.1	88.0	72.2		84.3
Concordia U Wisconsin	25	IIB	4	3	3	3	67.7	60.5	52.1	44.8	58.1	4	3	3	3	84.4	76.0	66.3	57.8	73.3
Lakeland Coll	31	IIB	4	4	4	3	68.3	57.7	49.1	43.1	54.5	4	3	3	2	86.1	76.6	64.3	59.8	71.5
Lawrence U		IIB	2	2	3	4	82.0	65.3	51.7	41.5	60.3	2	2	3	3	107.3	87.2	65.4	54.7	78.5
Marian Coll Fond du Lac		IIA	3	4	5	4	82.2	64.0	51.9	42.3	58.8	3	4	5	5	107.5	82.8	66.4	51.7	75.6
Marquette U	5,36	I	3	3	3	3	112.5	81.3	69.6	52.0	82.1	3	3	3	2	146.0	108.6	92.0	70.4	108.3
Milwaukee Sch Engineering	27	IIB	2	1	1	1	80.1	73.4	66.7	52.2	72.4	2	1	1	1	105.8	98.5	87.3	77.6	96.2
Mount Mary Coll	28	IIB	4	4	5	4	63.5	54.2	45.7	38.9	50.4	4	3	4	4	88.5	77.5	60.5	51.6	69.3
Northland Coll		IIB	5	5	5		57.6	48.1	36.4		47.1	5	5	5		73.0	61.3	47.3		60.3
Ripon Coll		IIB	4	5	5	-	63.8	50.2	42.8	----	55.0	4	4	5	-	82.9	67.7	58.1	56.5	72.5
St. Norbert Coll	31	IIB	2	2	2	4	84.0	65.9	54.2	41.3	62.4	2	2	2	3	108.7	90.2	75.0	58.9	84.9
U Wisconsin Colleges	31,123	III	4	4	5		64.5	52.7	44.2		50.9	3	3	4		89.7	75.6	65.4		73.4
U Wisconsin-Eau Claire	28,235	IIA	5	5	4	3	72.7	59.3	54.7	45.1	58.7	4	4	2	2	99.4	83.4	77.9	66.5	82.7
U Wisconsin-Green Bay	235	IIA	5	5	4	-	71.1	57.4	53.5	----	56.9	4	4	3	-	97.4	81.2	76.4	65.4	80.6
U Wisconsin-La Crosse	31,235	IIA	4	5	4		77.9	58.7	55.1		59.9	3	4	2		105.6	82.6	78.4		84.1
U Wisconsin-Madison	12,235	I	4	3	2	3	109.5	84.5	73.0	53.2	93.4	3	2	2	2	142.1	112.9	99.5	76.1	123.3
U Wisconsin-Milwaukee	27,235	I	5	5	4	3	93.7	71.0	63.5	52.2	68.9	5	4	3	2	124.0	97.2	88.3	74.8	94.7
U Wisconsin-Oshkosh	28,235	IIA	4	4	4	-	74.8	62.1	54.7	----	59.3	4	3	2	-	101.8	86.7	77.9	64.6	83.4
U Wisconsin-Parkside	31,235	IIA	4	4	3		75.5	63.5	55.9		57.4	4	3	2		102.8	88.4	79.3		81.0
U Wisconsin-Platteville	29,235	IIA	5	5	5		69.8	57.8	49.9		56.8	4	4	3		95.9	81.6	72.2		80.4
U Wisconsin-River Falls	235	IIA	5	5	5		70.3	59.0	51.8		61.2	4	4	3		96.6	83.1	74.4		85.7
U Wisconsin-Stevens Point	235	IIA	5	5	5	3	70.3	57.5	51.7	46.1	57.7	4	4	3	2	96.5	81.2	74.4	67.6	81.5
U Wisconsin-Stout	235	IIA	5	5	4		72.9	58.2	53.5		57.0	4	4	3		99.6	82.0	76.5		80.6
U Wisconsin-Superior	31,235	IIA	5	5	5		67.8	53.2	52.1		57.0	5	5	3		93.6	76.2	74.8		80.7
U Wisconsin-Whitewater	31,235	IIA	4	4	3	3	75.2	62.2	58.0	46.8	59.0	4	3	2	2	102.3	86.8	81.7	68.5	83.1
Viterbo U	28,97	IIA	5	5	5	5	66.6	56.3	48.5	40.3	54.3	5	5	5	5	84.1	72.8	63.2	49.9	69.8

**WYOMING**

Northwest Coll		III	3	2	1	1	68.0	62.8	58.5	51.2	57.9	3	2	1	1	88.2	85.0	79.2	71.1	78.7
U Wyoming	12	I	4	4	4	2	102.1	74.2	65.5	57.1	76.2	4	4	4	2	131.7	98.5	85.6	72.5	99.8

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.2	100	97	15		5.1	4.9	5.8		13	7	7	0	28	27	33	0	63.1	52.0	45.9		62.9	53.1	46.2	
26.3	100	88	0	0	4.2	4.9	10.8	4.8	28	16	17	2	15	18	16	5	81.7	61.7	49.5	----	70.0	58.6	49.4	45.7
30.7	100	89	3	0	3.9	4.5	3.9	6.0	9	16	29	5	4	11	34	5	71.7	59.7	49.9	45.3	68.1	58.6	50.4	39.3
36.5	94	65	0		4.2	3.6	3.5		24	33	35	0	10	16	24	0	76.7	65.8	53.2		69.4	62.9	49.9	
26.1	0	0	0	0	4.2	4.2	3.6		17	19	16	3	8	12	20	4	67.5	59.3	50.7	44.0	68.0	62.4	53.2	45.3
31.1	100	95	58	0	0.0	0.0	0.0	0.0	6	14	14	3	3	5	10	2	71.8	58.9	49.8	42.4	61.3	54.4	48.1	----
30.0	100	95	0	0	6.3	6.3	6.6	3.6	27	29	30	4	8	15	21	7	84.3	66.2	51.3	39.0	74.3	63.4	52.4	42.9
28.6	100	74	8	0	8.1	6.0	6.1	3.6	8	14	12	3	5	9	25	7	79.1	65.2	52.2	41.5	87.0	62.1	51.7	42.7
31.8	97	93	1	0	2.9	3.2	3.6	7.2	135	129	103	6	20	74	95	34	112.8	82.9	73.3	71.5	110.7	78.6	65.7	48.6
32.9	0	0	0	0	4.5	5.3	7.5	4.6	30	39	27	0	4	11	14	4	80.2	74.2	70.4		79.8	70.6	59.6	52.2
35.8	100	96	25	0	3.0	4.3	3.2	3.7	2	5	3	0	5	21	25	5	----	53.4	52.0		62.1	54.4	44.9	38.9
27.8	100	87	18						7	13	7	0	3	2	4	0	59.1	47.8	42.4		54.0	----	26.0	
32.0	100	57	0	--	6.1	6.0	7.7	5.0	18	4	10	0	12	3	8	1	64.1	50.7	42.9		63.4	49.5	42.8	----
36.1	100	100	49	0	8.6	7.6	7.6	3.5	14	27	21	1	1	9	26	2	83.1	66.4	54.3	----	----	64.4	54.1	----
44.3	100	100	3		1.1	1.5	1.1		39	64	83	0	21	45	41	0	65.7	53.3	44.5		62.4	51.9	43.6	
40.8	99	96	6	0	2.4	3.0	1.8	1.5	84	69	45	2	35	41	68	5	73.1	59.3	55.8	----	71.8	59.3	54.0	46.5
41.5	100	91	0	--	1.4	2.3	2.3	1.0	25	42	26	1	11	26	22	1	73.2	59.1	56.5	----	66.2	54.7	49.9	----
40.4	99	91	27		1.6	1.8	2.7		76	53	52	0	25	41	46	0	79.4	60.5	56.3		73.6	56.3	53.7	
32.0	96	85	0	0	2.9	4.2	1.9	3.3	545	164	159	7	201	101	161	13	113.3	88.5	75.7	58.6	99.3	77.9	70.4	50.2
37.4	99	68	1	0	2.4	2.4	2.1	1.4	149	180	125	4	77	122	153	9	93.9	74.1	68.1	66.3	93.3	66.4	59.8	45.9
40.6	100	97	1	--	2.3	2.7	1.6		63	78	36	0	26	40	54	2	74.9	63.4	56.1		74.4	59.6	53.8	----
41.1	97	88	3		1.1	1.5	2.3		22	31	17	0	12	21	17	0	77.1	62.6	58.8		72.6	64.9	53.1	
41.6	100	83	25		2.0	2.0	1.9		72	48	39	0	27	18	25	0	71.1	58.8	50.8		66.3	55.0	48.5	
40.0	99	100	0		4.7	3.0	2.0		80	26	25	0	33	18	35	0	71.2	58.6	50.6		68.4	59.7	52.7	
41.2	98	65	1	0	1.6	3.6	3.7	1.0	77	49	57	7	32	39	49	5	71.3	58.6	51.9	45.9	67.9	56.0	51.6	46.4
41.5	96	81	13		2.4	3.3	3.7		53	34	65	0	26	29	51	0	74.0	59.8	55.3		70.5	56.3	51.3	
41.6	100	91	11		1.6	1.6	0.8		29	12	15	0	13	10	12	0	68.7	52.0	52.3		65.7	54.7	51.9	
40.8	100	99	5	0	0.6	1.3	1.9	4.7	63	63	46	2	24	50	51	2	77.2	64.3	56.1	----	69.8	59.4	59.6	----
28.7	100	96	15	0	4.7	5.4	4.2	4.5	9	24	12	1	7	26	22	5	68.3	55.9	48.5	----	64.3	56.6	48.5	39.7
35.7	100	100	84	0	3.6	4.4	4.3	6.3	9	12	19	11	0	7	6	18	68.0	63.1	57.7	50.6		62.4	61.1	51.5
31.0	100	94	1	25	5.2	5.2	5.3	1.8	177	117	102	2	38	62	71	2	104.5	75.0	67.1	----	90.7	72.8	63.2	----