

## Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2003–04 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	MEN				WOMEN			
<i>CATEGORY I (Doctoral)</i>								
Professor	102,408	96,238	124,099	105,673	92,937	87,214	113,283	95,329
Associate	70,332	67,906	80,759	74,146	65,495	63,233	75,254	69,014
Assistant	61,011	58,478	71,169	62,068	55,284	53,350	63,613	57,734
Instructor	40,740	39,040	45,846	53,135	38,571	37,219	44,673	44,964
Lecturer	48,946	46,798	56,038	48,891	42,999	41,879	47,339	41,327
No Rank	54,052	50,708	59,189	53,465	47,319	43,392	53,879	48,939
All Combined	81,706	77,331	98,858	83,247	63,745	60,748	76,020	66,795
<i>CATEGORY IIA (Master's)</i>								
Professor	77,022	75,524	82,991	77,859	73,563	73,067	77,502	71,441
Associate	61,178	60,370	64,483	60,714	58,273	57,856	60,658	57,191
Assistant	51,002	50,804	52,828	49,775	48,849	48,684	51,000	47,191
Instructor	38,535	37,793	41,751	39,586	37,158	36,452	40,108	38,472
Lecturer	44,963	45,057	44,865	43,255	41,403	41,601	40,366	38,935
No Rank	47,560	46,412	52,007	46,266	43,774	41,586	47,766	48,023
All Combined	62,782	61,845	68,839	62,657	54,466	53,916	57,878	53,280
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	72,649	69,925	83,436	63,449	69,654	66,590	79,642	60,235
Associate	56,197	56,956	61,033	51,792	54,368	54,243	59,166	49,982
Assistant	46,708	47,324	50,171	43,575	45,449	45,373	48,692	42,813
Instructor	38,239	38,591	40,206	36,998	37,212	36,698	39,532	36,498
Lecturer	41,637	38,739	52,210	39,607	41,124	37,294	49,316	37,132
No Rank	46,129	39,818	52,799	36,353	39,713	40,099	44,623	33,145
All Combined	58,499	56,462	66,560	52,718	52,051	49,992	58,610	47,432
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	65,807	66,030	54,879	n.d.	62,193	62,357	54,040	n.d.
Associate	52,833	53,018	43,015	n.d.	50,600	50,695	46,510	n.d.
Assistant	45,834	46,104	37,346	n.d.	44,288	44,448	39,165	n.d.
Instructor	39,126	39,494	24,917	n.d.	38,420	38,691	26,178	n.d.
Lecturer	43,449	43,449	n.d.	n.d.	43,181	43,482	33,071	n.d.
No Rank	37,209	37,265	28,000	n.d.	34,939	35,257	30,810	n.d.
All Combined	52,592	52,884	38,734	n.d.	49,028	49,247	39,593	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	51,781	51,775	n.d.	n.d.	49,919	49,906	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	91,002	88,033	106,921	79,203	80,452	78,058	93,910	71,524
Associate	64,801	64,137	70,610	60,442	60,280	59,655	65,292	56,746
Assistant	54,722	54,321	60,088	49,160	50,533	50,272	54,429	46,992
Instructor	39,378	38,739	42,406	40,292	37,868	37,234	41,271	38,520
Lecturer	47,066	45,626	54,092	44,975	42,370	41,646	46,569	39,942
No Rank	49,079	46,455	55,724	45,362	44,296	41,670	50,219	43,952
All Combined	71,723	70,003	83,078	63,277	57,637	56,448	65,182	53,436

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. N.d. = no data. There were too few private-independent and church-related institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.