

**Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2002–03 to 2003–04**

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
SALARY LEVELS				CONTINUING FACULTY				
<i>CATEGORY I (Doctoral)</i>								
Professor	2.9	2.4	3.9	3.3	2.8	2.5	3.5	3.5
Associate	2.3	2.0	2.9	3.9	3.3	2.9	4.5	4.2
Assistant	2.6	2.4	2.5	3.4	3.5	3.1	4.8	3.9
Instructor	1.6	1.5	0.7	1.5	3.7	3.3	6.4	4.0
All Combined	2.6	2.2	3.5	3.2	3.1	2.7	3.9	3.8
<i>CATEGORY IIA (Master's)</i>								
Professor	1.3	0.5	3.4	2.8	2.6	2.0	3.7	3.6
Associate	1.3	0.5	3.3	2.6	3.0	2.3	4.0	4.1
Assistant	2.1	1.6	3.8	2.5	3.3	2.6	4.3	4.4
Instructor	2.0	1.7	2.1	3.1	4.0	3.7	4.9	4.9
All Combined	1.2	0.4	3.2	2.7	2.9	2.3	4.0	4.0
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	2.3	2.2	2.2	2.6	3.4	2.2	3.6	3.7
Associate	2.2	1.7	2.4	2.3	4.0	3.0	4.4	4.1
Assistant	2.5	2.1	2.4	2.8	4.2	3.2	4.8	4.2
Instructor	3.4	1.3	4.3	4.6	4.1	3.1	4.9	4.4
All Combined	2.4	1.6	2.3	2.9	3.8	2.8	4.2	4.0
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	0.5	0.5	n.d.	n.d.	2.6	2.6	n.d.	n.d.
Associate	0.9	0.9	n.d.	n.d.	2.9	2.9	n.d.	n.d.
Assistant	0.2	0.2	n.d.	n.d.	3.7	3.6	n.d.	n.d.
Instructor	2.0	1.9	n.d.	n.d.	3.5	3.6	n.d.	n.d.
All Combined	0.1	0.1	n.d.	n.d.	3.0	3.0	n.d.	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	3.7	3.7	n.d.	n.d.	2.5	2.5	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	2.4	1.9	3.5	3.0	2.8	2.4	3.5	3.6
Associate	2.0	1.5	2.9	2.9	3.3	2.7	4.3	4.1
Assistant	2.3	1.9	2.9	2.9	3.5	3.0	4.6	4.2
Instructor	2.0	1.7	2.2	3.8	3.8	3.5	5.3	4.5
All Combined	2.1	1.6	3.2	3.1	3.1	2.6	4.0	4.0

*Note:* The table is based on 1,343 (salary) and 1,203 (continuing) responding institutions, representing 1,644 and 1,464 campuses respectively, and reporting comparable data both years. 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.