

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2006–07 to 2007–08

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	4.6	4.5	4.6	4.9	4.8	4.9	4.7	5.2
Associate	4.3	4.3	4.6	4.2	5.6	5.5	5.6	5.6
Assistant	4.1	4.1	4.2	4.3	5.5	5.5	5.5	5.5
Instructor	4.2	3.7	8.5	4.2	5.9	6.1	4.9	5.5
All Combined	3.9	3.8	4.0	4.1	5.2	5.2	5.0	5.4
<i>CATEGORY IIA (Master's)</i>								
Professor	4.4	4.6	3.9	3.7	4.4	4.4	4.9	4.0
Associate	4.2	4.6	3.2	3.5	5.0	4.9	5.5	4.7
Assistant	4.3	4.4	4.2	3.8	5.2	4.9	6.2	5.1
Instructor	2.9	2.6	4.3	4.2	5.8	5.4	8.0	5.4
All Combined	4.1	4.3	3.8	3.4	4.9	4.7	5.5	4.6
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	4.0	3.5	4.1	4.4	5.0	4.7	5.4	4.6
Associate	3.8	3.3	4.2	3.8	5.8	5.7	6.1	5.5
Assistant	3.8	4.2	3.6	3.6	5.4	5.1	6.0	5.0
Instructor	5.6	6.7	7.2	3.5	5.0	4.2	6.0	5.2
All Combined	3.8	3.6	4.0	3.9	5.4	5.1	5.8	5.0
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	2.8	2.8	n.d.	n.d.	5.2	5.1	8.4	n.d.
Associate	3.6	3.5	n.d.	n.d.	5.3	5.3	8.6	n.d.
Assistant	3.6	3.6	n.d.	n.d.	5.9	5.9	5.9	n.d.
Instructor	3.9	4.0	n.d.	n.d.	5.4	5.4	3.5	n.d.
All Combined	3.2	3.2	n.d.	n.d.	5.4	5.4	7.7	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	2.1	2.1	n.d.	n.d.	4.0	4.0	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	4.3	4.3	4.2	4.3	4.8	4.8	4.9	4.6
Associate	4.1	4.3	3.9	3.8	5.4	5.3	5.7	5.3
Assistant	4.1	4.2	3.9	3.8	5.4	5.3	5.8	5.1
Instructor	3.9	3.6	6.5	4.0	5.7	5.6	6.2	5.4
All Combined	3.8	3.8	4.0	3.8	5.1	5.1	5.3	5.0

Note: The table is based on 1,269 (salary) and 1,184 (continuing) responding institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 35. 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.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2006–07 to 2007–08

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	15.1	17.4	14.5	10.4	14.4	15.5	13.9	9.1
5 to 5.99	9.5	9.2	12.3	7.3	11.1	11.2	12.4	8.3
4 to 4.99	15.9	13.3	18.2	19.0	17.9	16.2	21.6	21.0
3 to 3.99	17.3	15.7	19.8	18.0	22.5	22.4	23.5	21.3
2 to 2.99	16.9	14.2	18.9	20.8	14.1	12.2	16.2	21.5
1 to 1.99	10.2	11.3	6.0	12.1	9.3	10.6	3.6	11.5
Between 0 and 0.99	6.4	7.6	5.0	5.2	4.8	5.0	4.8	4.0
No change	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	8.8	11.0	5.3	7.3	5.9	6.9	4.0	3.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	12.9	17.0	13.0	17.4	11.1	20.2	14.0	13.5
5 to 5.99	13.4	10.9	7.9	6.8	12.7	10.9	8.7	5.6
4 to 4.99	20.1	14.5	18.6	9.3	20.7	14.3	19.4	11.3
3 to 3.99	23.9	15.0	17.4	14.8	28.9	15.7	17.0	18.1
2 to 2.99	15.8	15.8	20.5	13.1	13.0	13.0	20.0	15.1
1 to 1.99	7.7	12.2	10.2	8.9	6.9	13.4	9.1	9.0
Between 0 and 0.99	1.9	6.9	5.3	11.4	2.4	6.4	6.5	10.8
No change	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.2
Decrease	4.3	7.6	7.0	17.8	4.3	6.0	5.4	16.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,268 institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2006–07 to 2007–08

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	25.8	25.0	31.6	20.8	24.8	25.2	26.1	20.4
5 to 5.99	20.1	18.9	23.4	18.7	23.3	21.4	30.7	21.5
4 to 4.99	22.8	21.9	22.8	24.7	24.9	24.0	25.4	29.1
3 to 3.99	18.5	18.9	15.6	20.8	15.4	15.9	11.8	19.4
2 to 2.99	7.3	9.3	2.5	8.8	7.0	8.8	2.0	5.4
1 to 1.99	2.1	2.6	1.9	1.4	2.1	2.1	2.8	0.6
Between 0 and 0.99	2.5	2.6	1.6	3.5	2.2	2.3	1.1	3.4
No change	0.5	0.5	0.0	1.1	0.1	0.1	0.0	0.3
Decrease	0.3	0.3	0.6	0.0	0.2	0.3	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6 and over	26.4	22.1	30.2	22.4	24.9	21.6	32.9	21.4
5 to 5.99	25.9	19.6	18.9	17.9	27.3	20.2	19.0	17.7
4 to 4.99	23.4	24.0	20.8	24.4	26.6	23.5	23.0	22.3
3 to 3.99	13.7	19.1	19.8	19.4	11.7	21.4	17.7	14.2
2 to 2.99	6.1	8.6	5.4	10.4	6.1	6.0	4.0	20.1
1 to 1.99	3.0	2.8	0.7	3.0	2.1	2.7	0.6	2.1
Between 0 and 0.99	1.5	3.0	3.1	1.5	1.2	4.2	2.3	1.4
No change	0.0	0.3	0.9	0.5	0.0	0.1	0.5	0.0
Decrease	0.0	0.6	0.2	0.5	0.0	0.4	0.1	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,184 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2007–08 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
SALARY				COMPENSATION				
<i>CATEGORY I (Doctoral)</i>								
Professor	118,444	109,569	144,256	124,435	148,214	137,104	180,458	156,001
Associate	80,043	77,033	92,148	84,004	102,888	98,965	118,610	108,193
Assistant	68,112	65,416	78,840	71,061	87,440	84,204	100,810	89,523
Instructor	46,321	44,116	55,982	56,833	61,043	58,635	72,023	71,756
Lecturer	51,404	49,079	59,153	50,289	67,146	63,867	78,105	65,481
No Rank	59,845	52,751	68,663	62,007	77,469	68,327	89,218	79,018
All Combined	86,520	80,962	106,272	90,247	109,928	102,990	134,666	114,313
<i>CATEGORY IIA (Master's)</i>								
Professor	87,272	85,726	95,171	86,158	110,781	108,923	120,733	108,762
Associate	68,637	68,034	71,931	67,328	88,594	87,952	92,709	86,359
Assistant	57,549	57,540	58,930	55,845	74,451	74,884	75,340	71,023
Instructor	42,959	41,794	47,459	45,912	55,888	54,753	60,759	58,284
Lecturer	47,585	47,263	51,311	47,762	62,648	62,290	66,874	62,632
No Rank	52,232	49,556	58,362	53,231	67,101	64,165	73,773	68,322
All Combined	67,119	66,107	71,982	66,629	86,305	85,265	92,018	84,813
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	83,560	80,408	94,333	72,445	107,528	102,362	121,572	93,672
Associate	64,277	65,431	69,562	58,293	83,296	84,257	90,339	75,676
Assistant	53,351	54,844	56,621	49,240	68,732	71,214	72,600	63,399
Instructor	43,609	44,349	45,441	41,668	55,911	57,705	57,294	53,322
Lecturer	49,479	47,699	56,832	41,877	64,005	61,791	74,937	51,885
No Rank	51,151	46,878	56,177	44,894	65,830	58,842	73,346	56,788
All Combined	64,498	62,447	72,104	57,901	83,233	80,387	93,124	74,834
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	71,779	71,910	59,969	n.d.	94,898	95,096	79,171	n.d.
Associate	58,492	58,708	49,144	n.d.	78,273	78,625	63,641	n.d.
Assistant	51,183	51,329	41,434	n.d.	69,214	69,450	55,055	n.d.
Instructor	44,132	44,174	40,015	n.d.	58,842	58,915	52,671	n.d.
Lecturer	48,338	48,338	n.d.	n.d.	66,551	66,551	n.d.	n.d.
No Rank	40,109	40,109	n.d.	n.d.	54,470	54,470	n.d.	n.d.
All Combined	57,642	57,772	48,571	n.d.	76,933	77,142	63,735	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	55,302	55,316	n.d.	n.d.	69,683	69,698	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	102,867	98,314	122,159	90,935	129,976	124,149	154,126	115,556
Associate	72,961	72,187	79,214	67,820	94,191	93,173	102,301	87,557
Assistant	61,103	60,802	65,826	55,733	78,918	78,893	84,310	71,137
Instructor	44,533	43,386	49,894	46,243	58,327	57,337	63,866	58,858
Lecturer	49,846	48,282	57,740	47,773	65,381	63,280	76,098	61,947
No Rank	56,245	50,945	64,348	56,660	72,625	65,955	83,106	72,324
All Combined	75,677	73,191	88,190	68,771	96,956	93,915	112,530	87,979

Note: The table is based on 1,386 (salary) and 1,374 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data. There were too few church-related institutions in category III and too few private-independent and church-related institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2007–08 (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	120,661	111,676	146,649	127,234	109,853	101,346	134,754	115,435
Associate	82,356	79,130	95,115	86,518	76,155	73,534	86,887	79,984
Assistant	70,650	67,767	81,943	73,149	65,002	62,556	74,716	68,816
Instructor	47,597	45,012	57,134	58,317	45,448	43,536	54,898	55,739
Lecturer	54,781	51,806	64,094	53,515	48,547	46,818	54,578	47,974
No Rank	63,967	55,821	72,439	67,063	56,101	50,300	64,649	57,200
All Combined	93,869	87,683	114,980	97,475	73,383	69,213	88,706	78,628
<i>CATEGORY IIA (Master's)</i>								
Professor	88,632	86,866	97,043	87,975	84,073	83,103	90,590	81,528
Associate	69,890	69,132	73,692	68,674	66,934	66,541	69,534	65,499
Assistant	58,726	58,673	60,371	56,879	56,402	56,403	57,588	54,936
Instructor	43,479	42,269	48,406	45,884	42,648	41,514	46,804	45,927
Lecturer	48,924	48,372	54,922	49,149	46,520	46,390	48,051	46,678
No Rank	54,610	52,066	59,988	55,033	49,817	47,231	56,478	50,891
All Combined	70,976	69,792	76,367	70,668	62,153	61,394	66,148	61,450
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	84,829	81,907	95,724	73,648	80,822	77,451	91,360	69,690
Associate	64,896	66,290	70,034	59,052	63,465	64,251	68,970	57,278
Assistant	54,031	55,632	57,179	49,751	52,710	54,018	56,092	48,793
Instructor	44,063	44,885	45,550	42,034	43,300	43,948	45,362	41,451
Lecturer	50,067	47,930	58,414	43,078	48,936	47,438	55,641	41,011
No Rank	54,577	48,235	60,364	46,052	47,246	45,457	50,308	43,967
All Combined	67,521	64,953	75,534	60,671	60,631	59,267	67,605	54,428
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	73,024	73,187	62,225	n.d.	70,386	70,494	55,570	n.d.
Associate	59,282	59,474	51,091	n.d.	57,692	57,933	47,312	n.d.
Assistant	51,742	51,911	39,449	n.d.	50,697	50,822	42,805	n.d.
Instructor	44,364	44,415	30,185	n.d.	43,938	43,972	42,356	n.d.
Lecturer	48,350	48,350	n.d.	n.d.	48,330	48,330	n.d.	n.d.
No Rank	43,588	43,588	n.d.	n.d.	37,822	37,822	n.d.	n.d.
All Combined	59,044	59,161	51,026	n.d.	56,298	56,442	46,355	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	56,191	56,222	n.d.	n.d.	54,555	54,558	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	106,195	101,436	125,953	93,584	93,349	89,411	110,641	84,075
Associate	75,026	74,153	81,808	69,536	69,917	69,260	75,398	65,404
Assistant	63,191	62,764	68,552	57,060	58,884	58,656	62,904	54,521
Instructor	45,331	44,048	51,017	47,086	43,996	42,945	49,014	45,734
Lecturer	52,300	50,194	62,233	49,835	47,814	46,718	53,671	46,236
No Rank	59,562	53,649	67,403	60,087	53,059	48,630	60,909	53,186
All Combined	81,957	79,071	95,967	73,680	66,381	64,538	75,718	62,179

Note: The table is based on 1,386 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data. There were too few church-related institutions in category III and too few private-independent and church-related institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 6

Average Salary, by Region, Category, and Academic Rank, 2007–08 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	137,342	133,464	113,397	109,323	106,669	109,479	118,060	103,090	123,131
Associate	88,330	89,162	76,817	75,223	76,269	76,043	80,669	75,502	81,559
Assistant	74,876	74,834	66,209	63,846	62,313	66,921	68,348	64,140	70,728
Instructor	56,102	52,603	44,328	44,863	41,841	43,032	48,039	45,643	43,760
Lecturer	60,067	55,965	47,415	47,840	42,093	49,051	48,705	51,730	58,374
No Rank	58,214	67,916	45,620	48,409	46,183	53,152	64,700	40,475	56,852
All Combined	101,977	97,588	83,412	81,161	77,318	78,992	85,968	78,167	90,791
<i>CATEGORY IIA (Master's)</i>									
Professor	95,205	96,216	81,200	77,231	77,888	81,297	84,844	80,775	93,193
Associate	73,567	74,627	64,590	62,546	62,799	64,803	67,183	63,666	73,437
Assistant	61,786	60,642	54,744	52,962	52,940	55,156	56,407	55,048	62,913
Instructor	50,366	47,430	41,570	40,862	40,218	41,871	43,397	36,331	48,794
Lecturer	55,244	51,351	40,768	40,070	39,511	40,700	44,456	47,610	56,522
No Rank	56,538	47,070	44,841	52,150	49,328	49,587	55,737	43,160	55,491
All Combined	75,507	73,545	62,069	61,385	59,611	61,355	64,704	60,506	74,723
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	104,279	93,649	74,442	72,647	70,482	69,393	78,086	75,166	94,389
Associate	75,162	70,564	59,911	57,678	56,831	58,498	62,590	58,374	69,414
Assistant	59,636	57,485	49,874	49,339	48,073	49,261	52,396	51,001	59,392
Instructor	47,590	47,320	42,914	41,077	40,437	41,900	41,521	37,820	49,489
Lecturer	60,404	51,973	42,754	42,571	37,298	42,537	46,127	40,064	54,758
No Rank	57,169	49,694	37,156	44,862	37,919	40,718	58,529	38,388	46,752
All Combined	79,814	69,970	59,789	57,630	56,588	54,930	61,389	59,105	73,127
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	68,140	78,898	71,377	62,050	58,437	64,763	77,240	66,463	70,858
Associate	55,170	64,411	56,417	51,071	49,530	51,624	61,669	55,661	63,421
Assistant	47,848	56,116	46,934	44,748	41,704	46,416	53,501	49,468	58,399
Instructor	45,758	45,673	40,717	39,348	36,738	40,495	43,426	46,797	51,105
Lecturer	50,107	53,946	41,885	40,912	n.d.	n.d.	52,326	43,359	n.d.
No Rank	n.d.	37,780	37,587	42,483	n.d.	n.d.	42,640	50,037	n.d.
All Combined	59,078	62,365	52,783	51,046	44,741	54,099	60,552	55,211	60,910
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	58,453	57,561	50,879	51,763	47,295	67,318	61,665
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	116,687	113,051	99,763	91,296	91,510	96,724	102,587	96,016	102,627
Associate	79,656	78,695	70,022	66,968	67,412	69,875	73,110	71,863	75,299
Assistant	66,212	64,182	59,108	56,466	55,999	60,202	61,002	60,803	64,531
Instructor	50,901	48,706	42,883	41,619	40,640	42,250	45,021	44,577	46,928
Lecturer	59,427	54,226	44,394	46,378	40,671	46,176	47,042	50,580	56,832
No Rank	57,479	64,891	44,555	47,630	47,629	50,725	60,217	42,117	55,968
All Combined	88,304	82,005	72,878	69,089	66,848	70,189	74,794	72,780	79,068

Note: The table is based on 1,386 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

Average Compensation, by Region, Category, and Academic Rank, 2007–08 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	171,605	168,244	143,268	136,438	134,544	134,226	145,971	128,473	156,666
Associate	113,290	115,799	100,198	96,111	98,256	95,121	102,464	95,788	108,389
Assistant	95,022	96,843	86,845	80,951	80,710	83,046	86,792	81,972	93,655
Instructor	72,500	68,142	59,790	57,305	55,694	54,965	62,578	59,587	63,060
Lecturer	77,314	72,853	63,493	62,957	55,288	61,986	63,598	68,033	81,073
No Rank	74,373	89,119	61,972	63,644	65,892	65,458	80,995	55,530	76,463
All Combined	128,723	124,793	107,506	102,524	99,038	97,900	108,013	98,863	118,440
<i>CATEGORY IIA (Master's)</i>									
Professor	123,072	121,887	105,512	98,127	99,102	99,935	106,798	105,064	117,745
Associate	96,576	97,025	85,076	80,460	80,020	80,425	85,348	84,628	94,923
Assistant	81,321	79,198	72,393	67,967	67,675	68,508	71,912	73,777	81,805
Instructor	64,805	61,569	55,136	53,644	52,340	53,285	55,954	48,590	64,912
Lecturer	73,583	68,983	56,125	51,343	51,693	51,533	56,844	63,495	73,174
No Rank	71,218	59,246	64,095	67,143	57,093	60,641	70,725	58,832	71,569
All Combined	98,445	94,947	81,765	78,671	76,113	76,323	82,122	80,202	95,818
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	134,283	120,312	97,637	93,401	90,835	87,591	99,017	96,000	120,729
Associate	97,971	91,843	79,031	74,768	72,609	72,979	79,561	74,965	90,216
Assistant	77,324	74,407	65,236	63,275	60,831	61,518	66,580	65,569	77,567
Instructor	60,501	61,136	55,975	53,047	51,128	51,911	52,778	48,794	65,189
Lecturer	79,048	69,527	55,894	53,153	43,653	52,065	58,483	50,348	70,016
No Rank	72,814	61,910	46,267	56,938	48,197	50,477	76,803	49,707	64,441
All Combined	103,272	90,509	78,408	74,275	72,390	68,686	77,994	75,974	95,586
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	97,828	103,767	91,069	82,733	79,006	78,717	98,177	86,261	92,531
Associate	78,957	86,120	75,262	69,439	67,048	64,531	79,475	79,044	83,390
Assistant	67,785	76,300	63,162	61,253	58,201	58,832	69,435	70,875	77,063
Instructor	66,092	62,015	53,649	54,596	49,978	51,757	55,960	60,911	68,652
Lecturer	74,632	74,800	56,843	54,752	n.d.	n.d.	67,978	59,017	n.d.
No Rank	n.d.	55,856	49,769	58,242	n.d.	n.d.	52,805	74,102	n.d.
All Combined	84,624	83,629	69,960	69,164	60,962	67,062	77,789	73,371	80,388
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	72,744	73,662	67,742	63,704	59,097	84,721	78,646
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	148,481	143,395	127,333	115,191	116,098	119,124	127,794	122,307	130,241
Associate	103,556	102,473	91,814	86,152	86,648	87,348	92,938	92,266	98,359
Assistant	85,642	83,674	77,817	72,202	72,111	75,013	77,653	78,889	84,513
Instructor	66,824	63,758	57,211	54,379	53,466	53,741	58,192	57,938	64,705
Lecturer	77,026	71,713	60,070	60,672	53,270	58,697	60,910	66,674	74,599
No Rank	73,030	84,718	61,230	61,939	57,931	62,415	76,165	57,585	73,481
All Combined	113,419	105,714	94,779	88,153	85,684	87,435	94,445	93,439	102,272

Note: The table is based on 1,374 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

b. Middle Atlantic: New Jersey, New York, and Pennsylvania.

c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, and West Virginia.

h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 8

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2007–08 (Percent)

Category Salary Interval	I			IIA			IIB			III			IV
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over													
265,000–269,999													
260,000–264,999													
255,000–259,999	1.0†												
250,000–254,999	1.2												
245,000–249,999	1.4												
240,000–244,999	1.7												
235,000–239,999	1.9												
230,000–234,999	2.1												
225,000–229,999	2.4												
220,000–224,999	2.9												
215,000–219,999	3.3												
210,000–214,999	3.8												
205,000–209,999	4.4												
200,000–204,999	5.0												
195,000–199,999	5.6												
190,000–194,999	6.4												
185,000–189,999	7.3												
180,000–184,999	8.3												
175,000–179,999	9.5												
170,000–174,999	10.8												
165,000–169,999	12.3	1.0†											
160,000–164,999	14.0						1.0†						
155,000–159,999	15.8	1.5	1.0†	1.2†			1.4						
150,000–154,999	18.0	1.8	1.2	1.6			1.9						
145,000–149,999	20.4	2.2	1.4	2.0			2.5						
140,000–144,999	23.2	2.6	1.8	2.5			3.3						
135,000–139,999	26.2	3.0	2.2	3.2			4.2						
130,000–134,999	29.5	3.6	2.8	4.1			5.5						
125,000–129,999	33.4	4.3	3.4	5.4			7.0						
120,000–124,999	37.9	5.5	3.9	7.3	1.0†		9.0						
115,000–119,999	42.7	6.7	4.6	9.0	1.5		11.3						
110,000–114,999	48.1	8.6	5.4	11.3	2.2		13.9			1.4†			
108,000–109,999	50.7	9.6	5.8	13.2	2.5		15.7	1.1†		1.5			
106,000–107,999	52.7	10.4	6.1	14.4	2.8		17.2			1.7			
104,000–105,999	55.7	11.7	6.7	15.9	3.3	1.1†	18.6	1.5		1.8			
102,000–103,999	58.0	12.8	7.1	20.1	3.7	1.3	20.4	1.8		5.5			
100,000–101,999	61.2	14.6	7.7	22.1	4.4	1.6	22.0	2.1		5.8			
98,000–99,999	63.3	16.1	8.2	24.9	5.1	2.0	23.7	2.6		7.0			
96,000–97,999	66.6	18.1	8.9	27.6	5.9	2.3	25.7	3.1		7.4			
94,000–95,999	69.0	20.0	9.6	30.5	6.8	2.7	27.9	3.7		9.2	1.2†		
92,000–93,999	72.1	22.7	10.6	33.5	7.7	3.2	30.1	4.4		11.0	1.4		1.0†
90,000–91,999	74.5	25.1	11.6	36.1	8.7	3.7	32.4	5.4		13.2	1.6		3.9
88,000–89,999	76.9	27.5	12.6	39.0	10.1	4.2	34.8	6.7	1.1†	14.7	1.8		5.2
86,000–87,999	79.4	30.3	13.9	42.2	11.7	4.8	37.4	8.3	1.3	16.7	2.1		5.9
84,000–85,999	81.9	33.5	15.5	46.0	14.8	5.4	40.3	10.3	1.6	19.5	3.6	1.0†	7.3
82,000–83,999	84.3	36.8	17.2	49.6	16.8	6.1	43.0	12.2	2.0	23.4	4.3	1.1	9.0
80,000–81,999	86.6	40.6	19.3	53.7	19.8	7.0	46.4	14.6	2.5	27.1	6.0	1.4	9.6
78,000–79,999	88.6	44.5	21.3	57.8	22.1	7.7	49.9	17.2	2.9	31.3	6.6	1.5	11.5
76,000–77,999	90.7	48.7	24.0	62.5	25.0	8.7	54.0	19.9	3.6	35.6	7.9	1.8	14.0
74,000–75,999	92.7	53.0	27.2	67.1	28.4	9.9	58.2	23.0	4.6	40.0	9.9	2.3	15.7
72,000–73,999	94.1	57.3	30.1	71.4	31.1	11.2	62.6	26.3	5.7	43.5	11.5	2.6	17.4
70,000–71,999	95.5	62.0	34.2	76.1	35.4	13.3	66.5	29.6	7.9	48.3	14.5	4.2	19.5
68,000–69,999	96.7	66.8	38.0	80.5	39.8	15.1	70.5	33.4	9.9	54.8	18.6	5.3	27.5
66,000–67,999	97.6	71.6	42.4	84.7	45.0	18.6	74.8	38.1	12.6	60.6	23.3	8.7	31.2
64,000–65,999	98.3	76.6	47.2	88.5	50.3	22.1	78.6	43.1	15.7	65.9	28.6	11.5	34.6
62,000–63,999	98.9	81.4	52.1	91.9	56.1	25.1	82.7	48.8	19.2	71.5	33.3	13.0	38.4
60,000–61,999	99.2*	86.2	58.0	94.5	63.0	29.2	86.3	54.7	23.6	75.9	40.0	17.4	42.6
58,000–59,999		90.1	63.4	96.4	70.1	33.4	89.6	61.4	28.4	80.0	47.0	21.8	46.8
56,000–57,999		93.4	69.5	97.7	76.9	39.0	92.0	67.9	33.5	84.6	53.9	28.1	51.6
54,000–55,999		95.9	76.0	98.5	83.8	46.0	94.4	74.2	39.7	88.0	61.8	34.3	58.9
52,000–53,999		97.5	82.1	99.0*	89.4	54.3	96.0	80.7	47.3	92.4	69.0	45.2	64.5
50,000–51,999		98.5	87.5		93.9	65.0	97.3	85.7	55.6	95.2	77.3	52.8	69.6
48,000–49,999		99.1*	91.4		96.8	75.5	98.2	89.8	64.8	97.1	83.5	61.4	75.3
46,000–47,999			94.2		98.4	84.5	98.8	93.1	73.4	98.4	89.7	70.5	80.9
44,000–45,999			96.4		99.1	91.3	99.2*	95.4	82.1	99.1*	93.9	81.0	85.7
42,000–43,999			97.5		99.0*	95.2		97.1	88.7		97.1	88.3	89.9
40,000–41,999			98.5			97.8		98.3	93.5		99.0*	93.2	94.0
38,000–39,999			99.0*			98.7			96.0			96.6	96.6
36,000–37,999						99.2			98.1			98.6	98.1
34,000–35,999						99.0*			98.9			99.6*	98.8
32,000–33,999									99.3*				99.4*
30,000–31,999													
Below 30,000													

Note: The table is based on 1,273 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

† Includes less than 1.0 percent of individuals with salaries higher than that interval.

* Includes less than 1.0 percent of individuals with salaries lower than that interval.

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2007–08 (Dollars)

Rating ^a	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	158,629	140,065	127,492	119,365	115,750	110,209	103,691	98,351	92,615	85,638
Associate	102,562	95,577	89,692	84,986	81,678	78,543	75,707	72,239	69,433	66,329
Assistant	87,251	81,221	75,816	72,187	68,957	66,989	64,239	61,825	59,646	56,617
Instructor	69,456	62,357	57,235	54,092	51,080	48,242	46,413	43,509	41,859	39,395
All Combined	121,782	107,549	97,107	91,634	86,733	82,527	76,985	72,825	69,316	65,674
<i>CATEGORY IIA (Master's)</i>										
Professor	110,540	102,626	94,892	90,514	86,015	81,399	78,205	75,020	71,711	66,772
Associate	85,327	78,957	74,580	70,411	67,519	65,585	63,616	61,183	58,542	55,796
Assistant	69,097	66,720	62,216	59,485	56,988	55,150	53,531	52,213	50,287	48,011
Instructor	58,635	55,223	50,125	48,186	46,483	44,520	43,368	41,841	40,137	37,276
All Combined	87,583	79,337	73,704	70,040	65,903	63,013	61,092	58,241	56,338	53,803
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	113,125	100,892	86,734	79,406	75,916	72,303	67,900	63,815	59,155	53,931
Associate	83,451	77,204	68,847	64,139	61,332	58,866	56,419	53,433	50,773	46,259
Assistant	67,053	62,993	57,291	53,642	51,507	49,692	48,402	46,146	43,937	40,911
Instructor	55,817	51,736	48,525	45,643	43,464	41,998	40,379	38,673	36,828	34,729
All Combined	89,591	80,496	68,288	64,124	60,978	57,447	54,605	52,261	49,807	45,863
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	92,714	84,207	79,833	75,472	71,338	68,557	65,742	62,377	58,105	52,131
Associate	70,976	66,630	65,049	63,277	61,005	57,346	54,574	51,366	50,279	46,104
Assistant	61,358	59,836	56,083	53,326	50,478	48,575	47,265	45,472	43,535	41,002
Instructor	52,742	51,147	48,806	46,783	44,038	42,579	41,209	39,577	37,557	36,109
All Combined	71,634	68,190	62,991	59,687	57,167	55,263	52,060	50,035	47,070	44,450
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	63,011	60,537	59,047	56,111	53,561	50,034	47,755	45,382	44,011	41,384

Note: The table is based on 1,386 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.
a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2007–08 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	195,072	176,451	162,002	150,042	144,943	137,126	129,879	125,590	118,286	110,424
Associate	131,347	122,544	114,560	108,986	104,237	102,339	97,666	93,651	91,161	85,119
Assistant	113,912	102,921	95,651	92,092	89,250	86,508	82,220	80,178	76,458	73,012
Instructor	95,075	83,899	72,690	69,013	66,661	64,485	61,283	58,116	55,401	51,133
All Combined	151,521	135,770	122,887	115,863	109,336	104,388	98,433	94,773	89,049	84,608
<i>CATEGORY IIA (Master's)</i>										
Professor	139,388	128,914	120,358	116,026	109,349	104,435	99,591	95,697	91,758	84,698
Associate	109,888	102,637	96,172	92,127	87,718	84,230	81,739	78,519	75,613	71,585
Assistant	89,809	86,610	80,918	76,936	73,718	71,585	68,563	66,776	64,812	60,687
Instructor	77,209	72,162	66,496	62,572	59,900	57,704	55,822	53,076	51,225	47,684
All Combined	110,318	102,526	95,573	89,644	85,586	81,569	78,316	75,344	71,881	68,058
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	145,291	130,192	113,914	103,513	98,018	91,861	87,341	81,201	75,701	67,809
Associate	110,254	100,605	89,252	83,872	79,203	75,803	73,126	69,016	64,924	58,901
Assistant	87,234	81,196	73,678	70,057	66,838	64,323	61,796	58,825	56,146	52,140
Instructor	72,119	68,762	61,995	59,361	56,393	53,538	51,725	49,478	47,060	43,361
All Combined	115,332	103,779	88,661	83,064	78,505	74,133	70,756	66,516	63,677	57,760
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	122,040	119,249	104,503	98,272	93,649	90,366	86,531	81,294	77,416	71,739
Associate	98,455	93,735	86,685	84,079	80,994	74,905	71,727	69,118	64,919	60,897
Assistant	83,482	81,947	76,852	72,416	68,394	65,115	62,851	60,670	58,083	54,891
Instructor	73,657	72,087	66,426	64,341	60,525	56,532	54,637	52,903	50,837	47,642
All Combined	101,173	93,265	83,103	80,291	76,500	72,160	70,497	67,614	61,694	57,040
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	82,107	77,183	74,635	71,090	66,983	63,454	60,086	55,993	54,445	52,452

Note: The table is based on 1,374 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2007–08 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	7,339	7,426	8,022	5,676	9.7	10.1	9.1	8.3
Medical Insurance	5,176	5,095	5,660	4,858	6.8	7.0	6.4	7.1
Dental Insurance	219	219	230	199	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,705	2,010	1,017	1,022	2.3	2.7	1.2	1.5
Disability	199	173	266	242	0.3	0.2	0.3	0.4
Tuition	593	166	1,595	1,482	0.8	0.2	1.8	2.2
Social Security	4,622	4,277	5,836	4,667	6.1	5.8	6.6	6.8
Unemployment	177	178	204	125	0.2	0.2	0.2	0.2
Group Life	168	143	258	173	0.2	0.2	0.3	0.3
Workers' Compensation	381	339	546	358	0.5	0.5	0.6	0.5
Benefits in Kind	234	152	560	189	0.3	0.2	0.6	0.3
All Combined	20,813	20,178	24,193	18,992	27.5	27.6	27.4	27.6
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	7,574	7,541	8,543	6,143	10.0	10.3	9.7	8.9
Medical Insurance	7,186	7,263	7,274	6,595	9.5	9.9	8.2	9.6
Dental Insurance	537	566	504	442	0.7	0.8	0.6	0.6
Medical and Dental Combined	7,977	7,987	7,972	7,876	10.5	10.9	9.0	11.5
Disability	313	332	301	267	0.4	0.5	0.3	0.4
Tuition	6,156	2,243	8,868	16,319	8.1	3.1	10.1	23.7
Social Security	4,887	4,589	5,904	4,880	6.5	6.3	6.7	7.1
Unemployment	248	243	288	208	0.3	0.3	0.3	0.3
Group Life	217	204	274	181	0.3	0.3	0.3	0.3
Workers' Compensation	471	446	587	397	0.6	0.6	0.7	0.6
Benefits in Kind	1,502	1,182	2,067	1,437	2.0	1.6	2.3	2.1
Received Any Benefit	20,838	20,204	24,219	19,014	27.5	27.6	27.5	27.6

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 35. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,374 reporting institutions.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2007–08 (All Ranks)

Itemized Benefits	IN DOLLARS					AS A PERCENT OF SALARY				
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	8,752	6,388	5,791	6,483	4,839	10.1	9.5	9.0	11.2	8.8
Medical Insurance	5,825	5,048	4,574	4,587	2,022	6.7	7.5	7.1	8.0	3.7
Dental Insurance	216	252	171	249	137	0.2	0.4	0.3	0.4	0.2
Medical and Dental Combined	1,589	1,576	1,179	3,523	3,171	1.8	2.3	1.8	6.1	5.7
Disability	230	180	213	133	46	0.3	0.3	0.3	0.2	0.1
Tuition	604	459	1,230	193	39	0.7	0.7	1.9	0.3	0.1
Social Security	5,073	4,404	4,553	3,616	2,896	5.9	6.6	7.1	6.3	5.2
Unemployment	109	191	176	80	827	0.1	0.3	0.3	0.1	1.5
Group Life	194	149	166	125	97	0.2	0.2	0.3	0.2	0.2
Workers' Compensation	421	350	406	288	230	0.5	0.5	0.6	0.5	0.4
Benefits in Kind	380	97	147	134	46	0.4	0.1	0.2	0.2	0.1
All Combined	23,393	19,093	18,607	19,412	14,351	27.0	28.4	28.8	33.7	26.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,960	6,604	6,159	6,769	4,881	10.4	9.8	9.5	11.7	8.8
Medical Insurance	7,571	6,974	6,286	8,344	5,230	8.8	10.4	9.7	14.5	9.5
Dental Insurance	512	599	453	618	497	0.6	0.9	0.7	1.1	0.9
Medical and Dental Combined	8,646	8,160	7,140	9,407	5,351	10.0	12.2	11.1	16.3	9.7
Disability	374	266	267	290	154	0.4	0.4	0.4	0.5	0.3
Tuition	5,987	5,881	12,561	2,232	227	6.9	8.8	19.5	3.9	0.4
Social Security	5,435	4,599	4,613	3,951	3,190	6.3	6.9	7.2	6.9	5.8
Unemployment	138	287	276	131	1,473	0.2	0.4	0.4	0.2	2.7
Group Life	251	192	191	186	145	0.3	0.3	0.3	0.3	0.3
Workers' Compensation	476	496	460	388	369	0.6	0.7	0.7	0.7	0.7
Benefits in Kind	2,033	778	1,132	699	490	2.3	1.2	1.8	1.2	0.9
Received Any Benefit	23,408	19,131	18,634	19,428	14,381	27.1	28.5	28.9	33.7	26.0

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 35. The table is based on 1,374 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2007–08

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	NON-TENURE-TRACK				TENURE TRACK				TENURED			
<i>MEN</i>												
Professor	4.1	2.7	6.2	7.9	1.2	0.9	1.3	2.8	94.7	96.4	92.5	89.3
Associate	6.4	4.1	11.7	10.0	10.1	9.0	12.0	12.6	83.6	87.0	76.3	77.4
Assistant	17.0	13.6	23.2	25.4	75.7	78.3	72.7	66.3	7.3	8.1	4.1	8.3
Instructor	83.9	82.3	92.1	84.3	13.8	14.8	7.7	14.9	2.3	2.9	0.2	0.8
Lecturer	96.2	95.6	97.8	99.2	2.3	2.5	1.9	0.6	1.6	1.9	0.3	0.2
No Rank	78.3	75.9	93.2	99.7	4.1	4.5	2.0	0.3	17.5	19.6	4.8	0.0
All Combined	18.9	18.6	19.6	19.2	21.1	21.2	20.2	22.3	60.0	60.2	60.2	58.5
<i>WOMEN</i>												
Professor	6.7	5.6	8.7	8.9	1.6	1.5	1.0	3.2	91.8	92.9	90.3	87.9
Associate	8.7	6.4	14.4	11.7	9.8	8.8	10.9	13.1	81.4	84.8	74.7	75.2
Assistant	21.8	18.2	27.6	30.7	70.9	73.4	68.3	62.8	7.3	8.4	4.1	6.5
Instructor	85.4	84.2	91.9	86.9	13.0	13.8	8.1	12.5	1.6	2.0	0.1	0.6
Lecturer	96.6	96.1	98.1	99.1	2.0	2.2	1.5	0.6	1.4	1.7	0.5	0.3
No Rank	80.2	78.3	98.0	97.2	4.7	5.0	0.6	2.8	15.1	16.7	1.3	0.0
All Combined	32.2	32.9	30.8	29.8	26.2	25.6	26.7	29.0	41.6	41.4	42.5	41.2
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.7	3.5	6.8	8.2	1.3	1.0	1.2	2.9	94.0	95.5	92.0	88.9
Associate	7.3	5.0	12.8	10.7	10.0	8.9	11.6	12.8	82.7	86.1	75.6	76.5
Assistant	19.4	15.8	25.3	28.2	73.3	76.0	70.6	64.5	7.3	8.2	4.1	7.4
Instructor	84.8	83.5	91.9	85.9	13.3	14.2	7.9	13.4	1.9	2.3	0.1	0.7
Lecturer	96.4	95.9	97.9	99.1	2.1	2.3	1.7	0.6	1.5	1.8	0.4	0.3
No Rank	79.3	77.2	95.5	98.5	4.4	4.8	1.3	1.5	16.3	18.0	3.2	0.0
All Combined	24.3	24.5	23.9	23.7	23.2	23.0	22.7	25.2	52.5	52.4	53.4	51.1

Note: The table is based on 1,386 reporting institutions. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track.

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2007–08 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	28.1	7.2	27.0	6.9	33.2	8.4	24.4	7.6
Associate	16.4	9.8	16.8	10.1	14.0	7.9	19.2	12.0
Assistant	13.4	10.9	13.8	11.3	12.4	9.3	12.3	11.4
Instructor	2.1	3.1	2.3	3.5	1.5	1.6	2.3	3.2
Lecturer	3.3	3.9	3.2	3.9	3.9	4.3	1.7	2.4
No Rank	0.9	1.0	0.6	0.7	1.8	1.7	1.7	1.8
All Combined	64.1	35.9	63.6	36.4	66.9	33.1	61.6	38.4
<i>CATEGORY IIA (Master's)</i>								
Professor	19.6	8.3	19.7	8.5	19.5	8.0	19.4	7.6
Associate	15.6	11.5	14.8	10.9	17.5	12.8	17.5	12.8
Assistant	14.7	15.1	14.6	14.5	15.2	16.3	14.9	17.0
Instructor	2.4	4.1	2.6	4.4	2.0	2.9	2.1	3.9
Lecturer	3.0	3.8	3.7	4.7	1.5	1.6	1.5	1.9
No Rank	0.9	0.9	0.8	0.8	1.5	1.3	0.8	0.6
All Combined	56.3	43.7	56.1	43.9	57.1	42.9	56.2	43.8
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	19.8	9.2	16.0	8.1	22.2	10.4	19.8	8.6
Associate	16.4	12.5	15.9	11.6	16.0	12.8	17.0	12.7
Assistant	15.6	16.5	16.6	15.8	15.1	15.9	15.5	17.6
Instructor	2.8	4.1	4.4	5.8	2.0	2.7	2.6	4.4
Lecturer	1.0	1.1	2.5	2.2	0.7	1.0	0.4	0.6
No Rank	0.5	0.5	0.6	0.5	0.8	0.5	0.3	0.3
All Combined	56.1	43.9	55.9	44.1	56.7	43.3	55.6	44.4
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	15.7	14.0	15.7	14.1	15.3	7.8	25.7	0.0
Associate	11.5	11.4	11.4	11.3	18.8	20.0	20.0	0.0
Assistant	12.5	14.4	12.5	14.3	11.4	16.5	28.6	11.4
Instructor	7.7	9.3	7.8	9.3	2.0	8.2	5.7	8.6
Lecturer	1.4	1.9	1.4	1.9	0.0	0.0	0.0	0.0
No Rank	0.1	0.2	0.1	0.2	0.0	0.0	0.0	0.0
All Combined	49.0	51.0	48.9	51.1	47.5	52.5	80.0	20.0
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	45.7	54.3	45.6	54.4	83.9	16.1	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	23.5	8.2	23.1	8.1	26.7	8.8	20.8	8.0
Associate	15.9	10.8	15.7	10.5	15.4	10.5	17.7	12.6
Assistant	14.1	13.2	14.1	12.9	13.8	12.9	14.5	15.9
Instructor	2.6	3.9	2.9	4.4	1.8	2.3	2.4	3.9
Lecturer	2.8	3.4	3.2	3.9	2.4	2.7	1.1	1.5
No Rank	0.8	0.8	0.6	0.7	1.5	1.3	0.8	0.8
All Combined	59.7	40.3	59.5	40.5	61.6	38.4	57.3	42.7

Note: The table is based on 1,386 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2007–08

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	178,584	46.2	86,520	109,928	23,393	27.0	57.1
IIA	118,557	30.7	67,119	86,305	19,093	28.4	52.1
IIB	50,557	13.1	64,498	83,233	18,607	28.8	51.1
III	19,778	5.1	57,642	76,933	19,412	33.7	46.4
IV	18,866	4.9	55,302	69,683	14,351	26.0	20.9
All Combined	386,342	100.0	74,682	95,616	20,813	27.9	52.5
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	116,749	31.8	102,867	129,976	26,900	26.2	94.0
Associate	97,847	26.6	72,961	94,191	21,165	29.0	82.7
Assistant	100,340	27.3	61,103	78,918	17,738	29.0	7.3
Instructor	23,969	6.5	44,533	58,327	13,824	31.0	1.9
Lecturer	22,608	6.2	49,846	65,381	15,435	31.0	1.5
No Rank	5,963	1.6	56,245	72,625	16,325	29.0	1.5
All Combined	367,476	100.0	75,677	96,956	21,146	27.9	54.1

Note: The table is based on 1,386 (salary) and 1,374 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2007–08

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	279	181	71	27	250	89.6	164	61	25
IIA	853	299	336	218	500	58.6	246	150	104
IIB	919	146	379	394	488	53.1	93	183	212
III	737	588	118	31	242	32.8	234	7	1
IV	760	692	53	15	208	27.4	207	1	0
All Combined	3,548	1,906	957	685	1,688	47.6	944	402	342

Note: Appendices I and II include listings for individual institutions whose data were received after the completion of the tabulations. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2007–08

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	241	159	60	22	212	88.0	142	50	20
IIA	734	280	264	190	420	57.2	229	104	87
IIB	850	130	352	368	456	53.6	83	176	197
III	588	441	117	30	153	26.0	145	7	1
IV	626	561	50	15	145	23.2	144	1	0
All Combined	3,039	1,571	843	625	1,386	45.6	743	338	305

Note: Appendices I and II include listings for individual institutions whose data were received after the completion of the tabulations. For definitions of categories, see Explanation of Statistical Data on page 35.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2007–08

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.49	1.91	6.24	3.49	2.55	6.00
Category IIA (Master's)	2.83	1.84	4.60	3.13	1.26	7.62
Category IIB (Baccalaureate)	2.52	1.47	4.28	3.18	1.16	8.56
Category III (Two-Year Colleges with Ranks)	2.49	1.46	5.06	2.39	2.11	4.43
Category IV (Two-Year Colleges without Ranks)	2.97	1.72	7.45	n.d.	n.d.	n.d.

	Presidential Salary					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	338,228	176,500	600,000	400,000	216,000	840,000
Category IIA (Master's)	226,000	143,362	353,600	248,500	53,155	532,400
Category IIB (Baccalaureate)	182,311	89,447	351,475	216,000	70,076	518,605
Category III (Two-Year Colleges with Ranks)	159,566	94,584	339,561	137,187	98,000	250,000
Category IV (Two-Year Colleges without Ranks)	159,151	73,480	340,062	n.d.	n.d.	n.d.

Note: The table is based on 822 reporting institutions. Private refers to both private-independent and church-related institutions. The average salary for All Ranks is used for category IV colleges and other institutions that do not use academic ranks. Presidential salary is for calendar year 2007. It includes supplemental salary but not benefits. N.d. = no data. For definitions of categories, see Explanation of Statistical Data on page 35.