

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2008–09 to 2009–10

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
SALARY LEVELS					CONTINUING FACULTY			
<i>CATEGORY I</i> (Doctoral)								
Professor	1.2	1.2	1.1	1.5	1.3	1.4	1.0	2.2
Associate	0.8	0.8	0.3	1.3	2.0	1.9	2.4	2.5
Assistant	1.3	1.2	1.2	2.7	2.0	1.9	2.4	2.6
Instructor	1.1	0.8	1.1	2.3	1.8	1.6	2.5	3.2
All Combined	1.2	1.3	0.8	1.6	1.7	1.6	1.6	2.4
<i>CATEGORY IIA</i> (Master's)								
Professor	1.1	1.2	1.0	0.5	1.7	1.5	2.0	1.7
Associate	1.0	1.0	1.3	0.8	2.1	2.0	2.3	2.2
Assistant	1.2	0.8	2.3	1.8	2.2	2.0	2.6	2.3
Instructor	1.8	1.7	2.1	1.3	2.4	2.1	3.0	3.7
All Combined	1.5	1.4	1.7	1.3	2.0	1.8	2.4	2.1
<i>CATEGORY IIB</i> (Baccalaureate)								
Professor	0.2	1.3	0.0	-0.1	1.2	1.8	0.9	1.3
Associate	0.6	1.5	0.1	0.5	2.0	2.1	2.1	1.9
Assistant	0.6	1.4	0.4	0.3	2.0	2.8	1.9	1.8
Instructor	1.6	2.8	2.3	0.1	2.4	2.2	2.6	2.6
All Combined	0.9	1.9	0.6	0.6	1.7	2.2	1.5	1.7
<i>CATEGORY III</i> (Associate's with Ranks)								
Professor	1.3	1.3	n.d.	n.d.	3.5	3.4	n.d.	n.d.
Associate	1.2	1.2	n.d.	n.d.	3.2	3.2	n.d.	n.d.
Assistant	0.8	0.8	n.d.	n.d.	3.1	3.1	n.d.	n.d.
Instructor	0.5	0.5	n.d.	n.d.	2.1	2.0	n.d.	n.d.
All Combined	1.2	1.2	n.d.	n.d.	3.1	3.1	n.d.	n.d.
<i>CATEGORY IV</i> (Associate's without Ranks)								
No Rank	1.1	1.1	n.d.	n.d.	1.5	1.5	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	1.0	1.2	0.8	0.5	1.4	1.5	1.2	1.8
Associate	0.8	0.8	0.6	1.0	2.1	2.0	2.3	2.2
Assistant	1.1	1.0	1.4	1.6	2.1	2.0	2.3	2.2
Instructor	1.4	1.2	2.1	1.7	2.1	1.8	2.7	3.1
All Combined	1.2	1.3	1.0	1.3	1.8	1.8	1.7	2.1

Note: The table is based on 1,141 (salary) and 1,060 (continuing) responding institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 33. 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. Rows labeled "All Combined" include lecturers and unranked faculty where reported.

Percent of Institutions and Percent of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2008–09 to 2009–10

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
INSTITUTIONS					FACULTY MEMBERS			
6 and over	2.9	2.6	3.3	3.1	1.7	0.9	3.8	2.7
5 to 5.99	2.5	3.8	1.7	0.8	2.4	3.0	1.0	1.2
4 to 4.99	5.9	6.4	5.6	5.0	5.6	5.4	6.6	5.2
3 to 3.99	9.7	9.7	11.2	8.1	9.4	9.2	9.4	10.4
2 to 2.99	11.9	12.9	10.6	11.2	12.7	12.8	10.8	14.9
1 to 1.99	14.6	14.3	16.2	13.6	18.3	18.9	19.4	12.3
Between 0 and 0.99	20.0	21.0	16.5	21.7	24.5	26.1	18.3	25.8
No change	0.3	0.2	0.3	0.4	0.0	0.0	0.0	0.2
Decrease	32.2	29.1	34.7	36.0	25.5	23.7	30.7	27.3
Total	100.0	100.0	100.1	99.9	100.1	100.0	100.0	100.0
Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
INSTITUTIONS					FACULTY MEMBERS			
6 and over	2.3	1.9	3.5	4.4	1.6	1.0	3.2	2.8
5 to 5.99	3.6	2.7	0.5	5.6	3.0	1.9	0.7	2.5
4 to 4.99	5.9	6.8	6.1	3.1	5.0	6.9	5.5	5.2
3 to 3.99	9.5	12.1	7.6	10.0	8.1	12.3	7.6	9.9
2 to 2.99	10.0	15.6	9.1	13.1	11.9	15.0	9.0	15.7
1 to 1.99	18.6	15.1	15.9	5.0	20.2	18.4	14.9	7.0
Between 0 and 0.99	24.5	20.0	18.9	16.3	28.8	19.8	18.1	21.2
No change	0.0	0.0	0.5	0.6	0.0	0.0	0.2	0.0
Decrease	25.5	25.8	37.9	41.9	21.3	24.7	40.7	35.6
Total	99.9	100.0	100.0	100.0	99.9	100.0	99.9	99.9

Note: The table is based on 1,141 institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 33. Percentages add to more or less than 100 due to rounding.

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2008–09 to 2009–10

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
INSTITUTIONS					FACULTY MEMBERS			
6 and over	6.1	7.9	4.0	5.2	3.3	3.8	1.8	3.6
5 to 5.99	4.0	3.9	2.7	5.6	2.8	2.4	2.5	5.0
4 to 4.99	9.1	11.4	6.6	7.5	9.9	10.2	7.8	12.0
3 to 3.99	9.2	8.3	11.0	8.6	8.5	7.6	8.7	12.9
2 to 2.99	12.1	7.5	19.6	12.0	10.0	7.3	17.3	11.0
1 to 1.99	12.6	14.0	11.0	12.0	15.8	15.5	19.2	10.7
Between 0 and 0.99	37.4	39.0	36.9	34.8	45.4	49.2	39.3	36.4
No change	5.8	4.5	5.6	8.6	2.2	1.6	2.1	5.4
Decrease	3.8	3.5	2.7	5.6	2.1	2.3	1.2	3.0
Total	100.1	100.0	100.1	99.9	100.0	99.9	99.9	100.0
Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
INSTITUTIONS					FACULTY MEMBERS			
6 and over	3.0	3.7	5.3	19.0	2.3	2.6	4.4	16.0
5 to 5.99	2.5	4.6	3.8	5.1	1.7	4.4	3.9	2.4
4 to 4.99	10.6	11.1	5.8	11.7	9.0	12.5	6.2	16.3
3 to 3.99	7.1	10.2	8.8	10.9	7.6	10.4	7.6	10.8
2 to 2.99	9.6	13.2	15.0	4.4	9.1	10.4	14.5	5.1
1 to 1.99	18.2	13.2	11.5	6.6	19.3	12.8	11.3	4.4
Between 0 and 0.99	46.0	37.8	37.0	24.8	48.8	43.2	42.3	29.4
No change	0.5	3.7	7.8	13.1	0.5	2.3	5.6	10.2
Decrease	2.5	2.5	5.3	4.4	1.7	1.4	4.2	5.3
Total	100.0	100.0	100.3	100.0	100.0	100.0	100.0	99.9

Note: The table is based on 1,060 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. Percentages add to more or less than 100 due to rounding.

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2009–10 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
SALARY					COMPENSATION			
CATEGORY I (Doctoral)								
Professor	125,300	116,750	153,332	132,314	157,702	147,417	191,561	165,653
Associate	83,511	80,463	96,472	88,859	107,878	104,005	124,127	115,209
Assistant	71,485	68,718	83,573	75,538	92,412	89,268	106,480	96,131
Instructor	48,138	45,805	57,832	61,612	64,143	61,731	72,935	80,063
Lecturer	54,583	52,529	61,860	54,884	72,223	69,417	82,168	72,579
No Rank	63,958	56,254	73,100	68,201	82,043	72,094	94,310	86,371
All Combined	91,060	85,704	111,949	95,402	116,399	109,933	141,722	121,419
CATEGORY IIA (Master's)								
Professor	91,508	89,648	99,963	89,365	115,927	113,281	127,317	113,729
Associate	71,857	71,075	75,538	69,984	92,961	91,868	97,951	90,552
Assistant	60,381	59,959	63,003	58,710	78,318	78,128	80,761	75,684
Instructor	48,572	48,342	50,848	47,409	59,827	58,683	65,432	60,530
Lecturer	50,408	49,796	55,272	50,610	66,407	65,477	73,054	67,787
No Rank	54,400	52,041	63,644	53,945	71,457	69,040	79,953	72,803
All Combined	70,807	69,555	76,454	69,411	90,967	89,312	98,235	89,293
CATEGORY IIB (Baccalaureate)								
Professor	87,013	84,537	98,098	74,413	112,321	106,658	126,803	97,115
Associate	67,077	68,359	72,141	60,738	87,223	88,036	94,158	79,087
Assistant	55,495	57,001	58,762	51,034	71,808	74,142	75,769	66,003
Instructor	45,211	44,476	48,766	43,550	58,947	58,836	62,643	56,536
Lecturer	51,819	50,628	58,167	41,781	67,932	67,236	75,763	52,519
No Rank	56,655	44,218	62,024	43,379	74,301	56,464	82,105	54,209
All Combined	67,232	64,804	75,105	60,081	87,071	83,335	97,290	78,101
CATEGORY III (Associate's with Ranks)								
Professor	73,961	74,103	n.d.	n.d.	96,273	96,495	n.d.	n.d.
Associate	60,571	60,592	n.d.	n.d.	80,728	80,806	n.d.	n.d.
Assistant	53,695	53,757	n.d.	n.d.	72,713	72,832	n.d.	n.d.
Instructor	45,909	45,979	n.d.	n.d.	62,700	62,800	n.d.	n.d.
Lecturer	52,681	52,681	n.d.	n.d.	72,478	72,478	n.d.	n.d.
No Rank	42,128	42,369	n.d.	n.d.	56,682	56,885	n.d.	n.d.
All Combined	59,400	59,467	n.d.	n.d.	79,233	79,356	n.d.	n.d.
CATEGORY IV (Associate's without Ranks)								
No Rank	55,743	55,809	n.d.	n.d.	72,130	72,238	n.d.	n.d.
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	109,843	105,702	128,733	95,588	139,023	133,765	162,449	122,019
Associate	76,566	75,678	82,887	71,455	99,204	98,032	107,309	92,806
Assistant	64,433	64,008	69,531	58,808	83,627	83,526	89,059	75,705
Instructor	47,592	46,532	52,837	49,100	61,942	60,820	67,397	63,490
Lecturer	53,112	51,567	60,337	50,959	70,246	68,174	79,933	67,234
No Rank	60,782	54,317	69,883	62,161	78,566	70,403	90,281	79,775
All Combined	80,368	77,956	92,873	72,541	103,273	100,349	118,596	93,400

Note: The table is based on 1,231 (salary) and 1,219 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. 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.

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2009–10 (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	127,897	119,255	155,952	135,113	116,117	107,918	143,630	123,678
Associate	85,933	82,675	99,676	91,435	79,659	76,958	91,147	84,972
Assistant	74,270	71,217	86,904	78,812	68,215	65,820	79,132	72,329
Instructor	49,896	47,122	58,895	64,503	46,996	44,996	56,908	59,324
Lecturer	58,264	55,679	66,398	58,062	51,547	50,054	57,321	52,610
No Rank	69,443	59,882	79,309	74,793	59,218	53,442	67,081	61,883
All Combined	99,074	93,112	121,265	103,367	77,502	73,452	93,950	83,326
<i>CATEGORY IIA (Master's)</i>								
Professor	92,970	90,766	102,311	91,343	88,360	87,281	94,772	84,778
Associate	73,135	72,182	77,293	71,409	70,203	69,643	73,291	68,108
Assistant	61,561	60,986	64,656	60,072	59,283	58,968	61,537	57,574
Instructor	45,967	44,219	53,123	48,320	50,022	50,578	49,369	46,910
Lecturer	51,988	51,043	59,088	52,029	49,178	48,837	51,910	49,538
No Rank	56,972	54,638	64,651	54,884	51,921	49,793	62,071	53,138
All Combined	74,606	73,010	81,134	73,679	66,157	65,356	70,539	64,227
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	88,268	85,681	100,008	75,362	84,476	82,345	94,362	72,340
Associate	67,852	69,559	72,769	61,467	66,097	66,792	71,368	59,811
Assistant	56,336	58,123	59,622	51,459	54,705	55,819	57,969	50,657
Instructor	45,777	45,339	48,863	44,004	44,848	43,857	48,702	43,295
Lecturer	53,188	52,349	58,968	43,035	50,716	49,010	57,622	41,018
No Rank	60,426	43,443	65,794	42,152	52,386	44,796	56,881	44,248
All Combined	70,413	67,683	78,859	62,722	63,300	61,292	70,390	56,844
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	75,257	75,433	n.d.	n.d.	72,574	72,694	n.d.	n.d.
Associate	61,383	61,382	n.d.	n.d.	59,749	59,794	n.d.	n.d.
Assistant	54,122	54,199	n.d.	n.d.	53,337	53,387	n.d.	n.d.
Instructor	46,248	46,290	n.d.	n.d.	45,621	45,714	n.d.	n.d.
Lecturer	52,607	52,607	n.d.	n.d.	52,733	52,733	n.d.	n.d.
No Rank	45,971	46,751	n.d.	n.d.	39,630	39,630	n.d.	n.d.
All Combined	60,669	60,717	n.d.	n.d.	58,214	58,303	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	56,242	56,300	n.d.	n.d.	55,316	55,389	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	113,556	109,180	133,228	98,403	99,780	96,219	116,182	88,695
Associate	78,767	77,792	85,593	73,279	73,455	72,655	79,091	68,997
Assistant	66,718	66,091	72,667	60,368	62,070	61,801	66,246	57,423
Instructor	47,661	46,015	54,380	51,034	47,548	46,859	51,720	47,919
Lecturer	55,965	53,927	64,530	53,280	50,813	49,718	56,396	49,311
No Rank	65,250	57,491	74,421	67,187	56,730	51,782	64,918	57,621
All Combined	87,206	84,414	101,240	77,783	70,600	68,775	80,033	65,757

Note: The table is based on 1,231 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. 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.

Average Salary, by Region, Category, and Academic Rank, 2009–10 (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	146,989	142,584	120,050	114,740	108,108	116,148	122,413	106,521	132,986
Associate	93,638	94,293	80,674	78,005	76,552	79,760	82,759	77,452	87,785
Assistant	80,073	78,661	70,344	66,820	63,006	70,202	70,548	65,624	76,792
Instructor	58,892	55,233	47,222	45,025	42,926	43,943	49,923	45,351	48,173
Lecturer	63,525	60,804	49,806	51,473	42,693	52,984	49,046	51,991	66,463
No Rank	67,189	71,088	49,703	48,874	45,594	59,796	66,005	44,059	63,441
All Combined	107,912	103,603	87,971	84,413	77,954	83,065	87,871	79,446	102,766
<i>CATEGORY IIA (Master's)</i>									
Professor	99,914	102,756	84,789	80,813	79,212	85,602	87,063	79,229	96,585
Associate	76,963	79,963	67,284	64,933	63,226	68,110	68,679	63,836	75,680
Assistant	64,115	65,369	57,510	54,493	53,639	57,918	58,260	54,951	65,603
Instructor	53,518	50,884	43,395	43,235	66,438	43,837	45,394	41,101	49,702
Lecturer	59,030	56,415	43,299	42,567	41,240	45,799	46,134	36,662	59,658
No Rank	69,866	49,322	46,913	56,174	51,377	55,560	55,049	42,802	57,860
All Combined	78,795	79,192	64,883	63,466	63,757	64,691	66,480	60,182	78,125
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	108,043	98,382	77,124	74,508	70,514	70,311	82,399	75,819	98,764
Associate	76,758	73,723	62,723	60,004	57,052	60,056	65,135	60,225	73,148
Assistant	61,725	60,866	52,160	50,495	48,058	50,688	54,111	51,620	63,197
Instructor	50,425	49,926	45,566	42,369	40,530	43,717	43,072	41,208	51,776
Lecturer	65,700	55,535	44,631	45,292	41,765	43,098	42,509	39,380	52,216
No Rank	58,265	46,553	60,917	42,941	35,706	42,762	66,004	41,785	52,866
All Combined	82,647	73,546	62,604	59,179	56,486	55,918	64,283	59,694	77,280
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	65,264	90,041	74,143	67,756	n.d.	n.d.	75,739	66,088	77,377
Associate	52,197	71,745	59,442	57,124	n.d.	n.d.	61,679	57,469	71,856
Assistant	48,649	62,576	48,588	51,847	n.d.	n.d.	53,488	51,008	62,974
Instructor	47,515	50,089	41,704	45,847	n.d.	n.d.	46,158	44,483	55,687
Lecturer	n.d.	59,399	44,475	n.d.	n.d.	n.d.	47,217	45,183	n.d.
No Rank	n.d.	26,462	36,673	46,516	n.d.	n.d.	48,605	49,481	n.d.
All Combined	58,569	69,090	55,264	57,851	n.d.	n.d.	59,925	53,871	66,195
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	52,828	n.d.	54,455	54,687	53,259	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	125,502	121,591	105,625	96,180	90,646	104,237	107,080	101,177	116,347
Associate	84,066	83,844	73,703	70,165	67,083	74,047	75,378	73,909	80,822
Assistant	70,023	68,759	62,643	58,961	56,548	63,537	63,275	62,153	70,209
Instructor	54,592	52,235	45,284	43,690	51,686	43,742	47,149	44,597	50,170
Lecturer	63,086	58,780	47,042	49,854	42,077	50,764	47,739	50,334	62,293
No Rank	66,992	68,419	49,338	47,719	46,046	56,597	63,404	43,939	59,565
All Combined	93,770	87,926	77,057	72,336	68,235	74,537	77,405	74,872	89,741

Note: The table is based on 1,231 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. 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, Virgin Islands, 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, 2009–10 (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	183,942	178,541	152,431	143,691	136,952	142,207	151,913	132,793	173,266
Associate	120,808	122,182	105,873	100,334	98,658	99,626	105,512	98,792	117,775
Assistant	102,460	101,290	92,829	85,483	81,689	87,181	90,069	84,600	103,468
Instructor	79,543	71,758	64,018	60,931	56,606	56,881	65,717	60,407	69,008
Lecturer	82,237	80,726	66,815	69,265	56,943	67,221	64,493	68,341	93,194
No Rank	84,747	93,415	64,696	66,062	61,017	73,865	83,021	56,190	84,904
All Combined	136,771	132,046	113,949	107,460	100,076	102,976	110,942	100,903	136,072
<i>CATEGORY IIA (Master's)</i>									
Professor	128,163	129,904	111,116	102,554	99,823	105,311	110,324	100,125	120,580
Associate	100,630	103,694	89,604	84,225	80,682	85,040	87,846	83,488	97,031
Assistant	84,064	85,009	77,232	70,640	69,049	71,794	74,792	71,077	84,612
Instructor	69,660	66,717	57,744	57,787	57,183	56,299	59,574	50,975	67,460
Lecturer	76,863	76,176	61,571	55,944	53,978	57,466	59,098	51,428	76,133
No Rank	87,544	64,783	66,464	77,552	68,611	70,389	70,098	58,669	76,124
All Combined	102,225	102,045	86,523	81,885	78,028	80,686	85,119	77,829	99,227
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	140,116	126,291	101,880	95,871	91,279	88,764	104,525	95,454	129,928
Associate	100,897	95,700	83,619	77,865	73,293	75,725	82,813	77,188	96,906
Assistant	80,472	78,725	68,816	65,354	60,848	64,296	68,726	64,747	84,865
Instructor	66,227	64,650	61,413	56,010	52,398	56,016	54,979	52,401	70,024
Lecturer	85,085	73,870	59,925	59,979	49,491	54,841	54,198	52,716	70,023
No Rank	76,243	60,573	77,088	53,923	42,531	54,106	88,784	52,923	69,055
All Combined	107,753	94,943	82,869	76,598	72,513	70,775	81,800	75,520	102,383
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	90,478	117,463	96,458	90,127	n.d.	n.d.	94,336	90,822	101,954
Associate	74,975	95,361	80,507	77,623	n.d.	n.d.	79,483	81,381	95,567
Assistant	68,403	84,489	67,752	69,913	n.d.	n.d.	70,268	72,375	84,088
Instructor	65,183	68,064	58,407	62,655	n.d.	n.d.	62,100	63,407	75,644
Lecturer	n.d.	81,875	61,470	n.d.	n.d.	n.d.	61,592	61,078	n.d.
No Rank	n.d.	43,505	47,440	63,178	n.d.	n.d.	64,760	70,692	n.d.
All Combined	81,840	92,165	75,031	77,856	n.d.	n.d.	77,309	75,738	88,345
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	72,438	n.d.	67,537	73,156	68,846	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	159,087	153,434	135,522	121,565	115,152	128,333	133,827	126,602	149,751
Associate	109,429	108,902	97,391	90,758	86,465	92,757	96,288	95,025	106,243
Assistant	90,770	89,264	83,266	76,033	73,191	79,264	81,084	80,442	92,843
Instructor	72,351	68,535	61,204	58,548	55,775	56,367	62,046	59,700	69,882
Lecturer	81,744	78,707	64,480	66,841	55,560	64,279	62,265	66,481	83,296
No Rank	84,596	89,888	65,665	63,564	60,772	70,457	80,639	57,681	78,850
All Combined	120,304	113,000	100,893	92,855	86,547	93,025	98,365	95,664	117,076

Note: The table is based on 1,219 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. 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, Virgin Islands, 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.

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2009–10 (Cumulative Percent)

Category	I			IIA			IIB			III			IV
Salary Interval	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over	1.1†												
265,000–269,999	1.3												
260,000–264,999	1.4												
255,000–259,999	1.7												
250,000–254,999	1.9												
245,000–249,999	2.1												
240,000–244,999	2.4												
235,000–239,999	2.7												
230,000–234,999	3.0												
225,000–229,999	3.4												
220,000–224,999	4.2												
215,000–219,999	4.7												
210,000–214,999	5.3												
205,000–209,999	6.0												
200,000–204,999	6.8												
195,000–199,999	7.6												
190,000–194,999	8.6												
185,000–189,999	9.7												
180,000–184,999	11.0												
175,000–179,999	12.3	1.0†											
170,000–174,999	13.8	1.2					1.0†						
165,000–169,999	15.5	1.4	1.1†	1.2†			1.2						
160,000–164,999	17.5	1.7	1.3	1.4			1.6						
155,000–159,999	19.6	2.0	1.5	1.8			2.1						
150,000–154,999	22.1	2.4	1.8	2.4			2.7						
145,000–149,999	24.7	2.8	2.2	2.9			3.6						
140,000–144,999	27.6	3.3	2.8	3.7			4.5						
135,000–139,999	30.8	3.9	3.3	4.7			5.8						
130,000–134,999	34.5	4.7	3.9	5.9			7.2						
125,000–129,999	38.7	5.7	4.5	7.4			9.0						
120,000–124,999	43.2	7.1	5.3	9.6	1.5†		11.3						
115,000–119,999	48.2	8.8	6.0	15.4	2.2		14.4	1.1†		5.6†			
110,000–114,999	53.6	10.9	6.9	19.1	3.1	1.3†	17.7	1.5		5.8			
108,000–109,999	56.2	12.1	7.3	21.2	3.5	1.5	19.1	1.8		6.6			
106,000–107,999	58.3	13.1	7.6	23.6	4.2	1.7	20.7	2.0		8.0			
104,000–105,999	61.1	14.8	8.1	25.7	4.9	2.0	22.3	2.4		8.2			
102,000–103,999	63.1	16.1	8.6	28.4	5.5	2.3	24.0	2.7		8.7	1.2†		
100,000–101,999	66.2	18.1	9.3	30.8	6.4	2.7	25.6	3.2		8.9	1.3		
98,000–99,999	68.3	19.8	9.8	32.9	7.1	3.1	27.3	3.7		9.6	1.4		
96,000–97,999	71.3	22.1	10.5	35.6	9.8	3.4	29.1	4.5		11.0	2.6		1.3†
94,000–95,999	73.4	24.1	11.2	37.9	10.8	4.0	31.2	5.5	1.0†	14.0	2.6		2.4
92,000–93,999	76.5	26.9	12.3	40.7	12.5	4.6	33.2	6.7	1.2	15.8	2.9	1.0†	2.7
90,000–91,999	78.6	29.3	13.5	43.4	14.2	5.3	35.8	8.1	1.4	17.8	3.4	1.2	3.2
88,000–89,999	80.9	32.2	14.8	46.3	16.8	5.8	38.3	9.9	1.6	20.2	5.0	1.2	3.9
86,000–87,999	83.2	35.0	16.1	49.6	18.8	6.5	40.8	11.6	1.9	24.1	5.5	1.3	4.8
84,000–85,999	85.4	38.7	18.1	53.3	21.4	7.2	43.6	13.4	2.3	28.0	6.7	1.5	5.6
82,000–83,999	87.6	42.3	20.1	56.9	23.8	8.1	46.8	15.9	2.7	31.7	8.0	1.8	6.8
80,000–81,999	89.6	46.2	22.9	60.8	26.4	9.7	50.1	18.5	3.6	35.0	8.8	3.5	7.5
78,000–79,999	91.5	49.9	25.4	64.9	29.4	10.7	54.2	21.1	4.3	38.8	11.1	3.9	8.2
76,000–77,999	93.1	54.0	28.4	69.1	32.7	12.6	58.2	24.2	5.4	43.0	13.8	4.6	9.1
74,000–75,999	94.6	58.5	32.2	73.3	36.2	15.4	61.8	27.3	7.4	47.9	17.1	9.3	10.6
72,000–73,999	95.8	62.7	35.7	77.2	39.7	17.1	65.8	30.7	9.0	51.4	19.0	9.7	12.2
70,000–71,999	96.8	67.4	40.0	81.2	43.9	20.0	69.5	34.7	11.4	55.9	22.6	11.7	14.2
68,000–69,999	97.7	72.0	44.1	85.1	48.1	22.5	73.5	39.2	13.8	60.0	26.3	14.3	16.7
66,000–67,999	98.4	77.0	48.5	88.4	53.0	25.0	77.4	44.5	16.9	64.3	31.0	15.4	18.8
64,000–65,999	98.8	81.7	53.6	91.3	59.1	28.6	81.3	49.1	20.5	68.9	36.4	18.6	21.7
62,000–63,999	99.1*	86.0	59.0	93.8	64.8	32.5	84.6	54.6	23.8	72.7	42.4	21.3	24.2
60,000–61,999		89.9	65.1	95.7	70.9	37.4	88.1	60.8	28.5	78.1	47.7	28.4	27.0
58,000–59,999		93.0	70.6	97.3	77.5	42.4	90.8	67.6	33.4	81.6	53.0	34.4	31.6
56,000–57,999		95.4	76.6	98.3	83.5	48.2	93.1	73.8	39.0	86.5	59.8	40.4	36.6
54,000–55,999		97.2	82.2	98.9	88.8	56.4	95.2	79.7	46.2	92.3	67.3	46.8	42.8
52,000–53,999		98.3	87.2	99.2*	93.0	66.1	96.6	85.0	54.0	96.7	73.3	53.8	49.4
50,000–51,999		98.9	91.3		96.1	75.7	97.7	89.5	62.9	98.3	78.5	61.0	57.5
48,000–49,999		99.3*	93.8		98.2	83.4	98.4	93.1	71.5	98.7	83.2	69.4	66.1
46,000–47,999			95.6		99.0*	89.6	98.9	95.6	80.0	99.1*	89.2	75.7	74.9
44,000–45,999			97.2			94.3	99.3*	97.3	87.4		97.6	83.1	83.4
42,000–43,999			98.2			97.0		98.4	92.3		99.0*	89.5	89.6
40,000–41,999			98.8			98.6			95.8			92.8	94.3
38,000–39,999			99.1*			99.1*			97.7			98.5	97.3
36,000–37,999									98.9			99.5*	98.5
34,000–35,999									99.4*				99.2*
32,000–33,999													
30,000–31,999													
Below 30,000													

Note: The table is based on 1,112 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33.

† 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, 2009–10 (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	161,039	145,834	134,671	127,908	120,867	115,635	110,817	104,030	99,249	92,719
Associate	106,557	99,442	94,414	88,161	84,931	81,732	79,342	76,046	73,861	70,130
Assistant	91,208	85,371	81,002	75,650	72,672	70,414	67,848	65,100	62,166	59,828
Instructor	75,000	66,972	60,629	57,597	54,126	51,666	47,796	45,367	43,170	40,385
All Combined	122,057	111,049	103,399	96,332	90,240	86,471	80,886	77,635	73,410	68,796
<i>CATEGORY IIA (Master's)</i>										
Professor	114,788	109,510	100,061	94,668	90,691	86,091	81,531	77,738	74,238	69,314
Associate	89,267	84,323	78,038	73,728	71,326	68,566	65,534	63,707	60,353	57,397
Assistant	74,833	70,910	65,885	62,054	59,974	57,720	56,054	54,331	52,294	49,367
Instructor	63,750	60,607	53,899	50,239	48,663	46,650	45,183	43,483	41,445	38,521
All Combined	93,782	84,127	78,580	74,093	69,665	66,601	64,015	61,562	58,120	55,796
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	118,387	107,323	92,650	82,780	78,747	75,159	71,118	65,981	61,344	55,937
Associate	87,057	80,025	71,939	66,873	63,465	60,589	57,849	55,358	52,181	48,590
Assistant	69,863	66,212	59,744	56,588	53,585	51,643	50,085	47,577	45,552	43,316
Instructor	61,487	56,462	51,591	48,553	45,839	43,789	41,740	40,276	39,000	36,200
All Combined	93,330	83,425	71,885	66,959	63,470	60,021	56,509	53,792	51,532	47,092
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	99,771	87,203	82,160	76,458	72,232	68,655	64,536	62,560	60,648	57,184
Associate	78,837	72,372	67,417	64,713	61,429	58,905	57,075	55,219	52,457	48,649
Assistant	68,163	63,384	56,729	54,246	52,473	50,700	49,558	48,169	46,587	43,939
Instructor	58,118	55,528	51,956	48,662	46,507	45,583	44,662	42,623	41,393	38,664
All Combined	75,044	68,776	63,695	59,897	58,016	56,166	54,614	53,368	50,940	46,953
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	62,872	62,453	58,744	57,528	55,649	52,651	49,980	48,759	46,257	44,360

Note: The table is based on 1,231 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33.

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, 2009–10 (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	199,910	188,495	170,970	161,809	151,198	144,445	137,877	132,410	125,581	114,169
Associate	137,652	129,367	120,032	115,359	109,451	106,333	101,527	98,876	94,996	89,619
Assistant	119,526	110,635	103,581	98,193	94,029	90,315	87,408	83,938	81,116	75,480
Instructor	94,190	87,275	79,791	77,035	71,884	68,398	64,663	60,592	57,063	51,961
All Combined	160,008	141,805	131,314	125,068	114,846	109,655	103,403	99,289	95,375	87,545
<i>CATEGORY IIA (Master's)</i>										
Professor	149,323	137,555	127,547	120,182	114,768	109,947	105,529	99,615	94,596	87,018
Associate	116,003	109,800	100,316	95,355	91,446	88,125	85,465	82,799	78,079	73,618
Assistant	97,777	91,892	84,557	80,940	78,158	75,296	73,069	70,526	67,649	62,599
Instructor	84,781	79,541	72,717	66,532	64,205	61,182	58,184	55,312	52,965	48,746
All Combined	118,809	107,594	100,296	94,799	89,820	85,932	82,618	79,802	75,651	71,086
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	152,901	137,172	118,857	108,431	101,894	95,850	90,957	84,093	78,147	71,490
Associate	112,800	105,433	95,012	86,885	83,280	78,291	74,874	71,129	66,440	61,206
Assistant	92,458	86,766	77,212	73,075	70,347	67,352	64,085	61,397	57,850	54,785
Instructor	81,362	73,969	67,745	63,265	60,955	57,279	54,936	51,684	48,548	45,235
All Combined	120,599	108,319	94,239	87,784	81,779	77,327	73,265	69,160	65,470	60,663
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	125,524	114,885	107,326	101,164	95,602	90,378	84,543	82,171	78,976	76,238
Associate	101,955	96,368	88,982	85,963	81,832	77,928	75,642	73,365	71,789	66,615
Assistant	91,235	85,292	76,841	73,266	71,091	69,205	66,801	64,823	62,147	58,449
Instructor	81,013	74,723	69,626	66,317	64,070	63,107	61,125	58,016	55,394	51,624
All Combined	99,907	91,602	84,769	81,347	79,235	74,591	72,978	71,329	67,871	61,927
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	87,792	79,285	75,183	73,004	71,560	70,166	65,408	63,485	60,637	54,769

Note: The table is based on 1,219 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33.

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, 2009–10 (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			
AVERAGE PER FACULTY MEMBER								
Retirement	8,069	8,333	8,397	5,830	10.0	10.7	9.0	8.0
Medical Insurance	5,728	5,668	6,191	5,262	7.1	7.3	6.7	7.3
Dental Insurance	246	255	235	210	0.3	0.3	0.3	0.3
Medical and Dental Combined	1,799	2,082	1,064	1,366	2.2	2.7	1.1	1.9
Disability	206	176	291	241	0.3	0.2	0.3	0.3
Tuition	682	189	1,756	1,808	0.8	0.2	1.9	2.5
Social Security	5,104	4,818	6,121	5,042	6.4	6.2	6.6	7.0
Unemployment	108	84	164	161	0.1	0.1	0.2	0.2
Group Life	161	143	210	181	0.2	0.2	0.2	0.2
Workers' Compensation	400	372	519	357	0.5	0.5	0.6	0.5
Other Benefits	228	138	568	169	0.3	0.2	0.6	0.2
All Combined	22,731	22,258	25,516	20,628	28.3	28.6	27.5	28.4
AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS								
Retirement	8,365	8,459	9,061	6,438	10.4	10.9	9.8	8.9
Medical Insurance	7,948	8,003	8,063	7,380	9.9	10.3	8.7	10.2
Dental Insurance	600	641	544	469	0.7	0.8	0.6	0.6
Medical and Dental Combined	9,008	9,060	8,676	9,007	11.2	11.6	9.3	12.4
Disability	311	316	321	271	0.4	0.4	0.3	0.4
Tuition	7,963	2,882	11,847	18,527	9.9	3.7	12.8	25.5
Social Security	5,334	5,074	6,261	5,223	6.6	6.5	6.7	7.2
Unemployment	151	112	246	263	0.2	0.1	0.3	0.4
Group Life	203	198	224	190	0.3	0.3	0.2	0.3
Workers' Compensation	490	480	568	403	0.6	0.6	0.6	0.6
Other Benefits	1,541	1,132	2,325	1,269	1.9	1.5	2.5	1.7
Received Any Benefit	22,777	22,282	25,655	20,669	28.3	28.6	27.6	28.5

Note: The institutional 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. Other Benefits 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 33. Averages for All Combined are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,219 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, 2009–10 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
IN DOLLARS						AS A PERCENT OF SALARY				
AVERAGE PER FACULTY MEMBER										
Retirement	9,597	6,634	5,909	6,581	5,609	10.5	9.4	8.8	11.1	10.1
Medical Insurance	6,363	5,101	4,941	5,299	3,472	7.0	7.2	7.3	8.9	6.2
Dental Insurance	257	269	172	219	129	0.3	0.4	0.3	0.4	0.2
Medical and Dental Combined	1,609	1,965	1,533	3,072	3,512	1.8	2.8	2.3	5.2	6.3
Disability	225	197	209	83	101	0.2	0.3	0.3	0.1	0.2
Tuition	630	568	1,388	203	47	0.7	0.8	2.1	0.3	0.1
Social Security	5,545	4,751	4,807	3,909	2,675	6.1	6.7	7.1	6.6	4.8
Unemployment	103	105	147	70	178	0.1	0.1	0.2	0.1	0.3
Group Life	169	146	167	148	181	0.2	0.2	0.2	0.2	0.3
Workers' Compensation	445	343	387	207	750	0.5	0.5	0.6	0.3	1.3
Other Benefits	361	50	138	131	66	0.4	0.1	0.2	0.2	0.1
All Combined	25,304	20,129	19,798	19,922	16,719	27.8	28.4	29.4	33.5	30.0
AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS										
Retirement	9,849	6,883	6,409	6,793	5,618	10.8	9.7	9.5	11.4	10.1
Medical Insurance	8,198	7,839	7,089	8,111	6,550	9.0	11.1	10.5	13.7	11.8
Dental Insurance	580	684	488	611	553	0.6	1.0	0.7	1.0	1.0
Medical and Dental Combined	9,387	8,638	7,929	10,499	8,071	10.3	12.2	11.8	17.7	14.5
Disability	350	282	263	221	210	0.4	0.4	0.4	0.4	0.4
Tuition	7,497	6,890	14,818	2,106	496	8.2	9.7	22.0	3.5	0.9
Social Security	5,839	4,898	4,883	4,210	3,406	6.4	6.9	7.3	7.1	6.1
Unemployment	129	159	240	162	215	0.1	0.2	0.4	0.3	0.4
Group Life	214	188	193	195	201	0.2	0.3	0.3	0.3	0.4
Workers' Compensation	505	488	440	348	851	0.6	0.7	0.7	0.6	1.5
Other Benefits	2,155	440	1,095	743	280	2.4	0.6	1.6	1.3	0.5
Received Any Benefit	25,338	20,211	19,856	19,833	16,737	27.8	28.5	29.5	33.4	30.0

Note: The institutional 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. Other Benefits 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 33. The table is based on 1,219 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2009–10

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	4.5	3.1	7.1	8.2	1.0	0.8	0.9	2.6	94.5	96.1	92.0	89.3
Associate	7.3	5.3	12.8	10.1	8.2	7.1	10.5	10.9	84.5	87.7	76.8	79.0
Assistant	17.6	14.9	22.6	25.4	75.7	77.8	73.3	67.1	6.7	7.3	4.1	7.5
Instructor	86.9	86.9	89.1	84.6	11.0	10.8	9.5	14.7	2.1	2.4	1.5	0.7
Lecturer	95.5	94.5	98.9	98.9	2.5	3.0	0.9	0.9	2.0	2.5	0.2	0.2
No Rank	90.9	90.0	91.9	96.8	1.9	2.0	1.9	1.4	7.2	8.0	6.2	1.7
All Combined	18.1	17.2	20.4	19.3	20.5	20.7	19.4	21.8	61.4	62.2	60.2	58.8
<i>WOMEN</i>												
Professor	7.5	6.6	9.5	9.0	1.2	0.9	1.6	2.5	91.1	92.3	89.0	88.5
Associate	10.2	8.5	14.7	12.2	8.1	7.0	9.6	11.2	81.8	84.6	75.6	76.8
Assistant	22.7	19.9	27.9	29.2	71.2	73.3	68.8	64.5	6.1	6.9	3.3	6.2
Instructor	88.8	88.3	91.0	89.6	9.4	9.6	7.9	9.6	1.8	2.1	1.1	0.8
Lecturer	96.5	95.9	99.1	97.7	1.8	2.0	0.7	2.2	1.7	2.1	0.2	0.2
No Rank	91.9	89.9	97.5	98.7	2.3	2.8	0.7	0.5	5.9	7.3	1.9	0.8
All Combined	31.1	31.4	31.2	29.5	25.9	25.6	25.6	28.4	43.0	43.0	43.2	42.2
<i>MEN AND WOMEN COMBINED</i>												
Professor	5.3	4.0	7.7	8.4	1.1	0.8	1.0	2.6	93.6	95.1	91.2	89.0
Associate	8.5	6.6	13.6	11.0	8.2	7.0	10.1	11.0	83.4	86.5	76.3	78.1
Assistant	20.1	17.3	25.2	27.4	73.5	75.6	71.1	65.7	6.4	7.1	3.7	6.8
Instructor	88.1	87.8	90.2	87.7	10.0	10.0	8.6	11.5	1.9	2.2	1.2	0.8
Lecturer	96.1	95.3	99.0	98.2	2.1	2.5	0.8	1.6	1.8	2.3	0.2	0.2
No Rank	91.4	89.9	94.6	97.8	2.1	2.4	1.3	0.9	6.5	7.6	4.1	1.2
All Combined	23.5	23.1	24.7	23.8	22.8	22.7	21.8	24.7	53.8	54.2	53.5	51.6

Note: The table is based on 1,231 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. Percentages add to more or less than 100 due to rounding.

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2009–10 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	27.6	7.8	26.8	7.6	32.4	8.7	23.5	7.6
Associate	16.0	10.1	16.4	10.3	13.8	8.3	18.7	12.4
Assistant	12.9	11.0	13.2	11.4	11.9	8.9	11.8	12.1
Instructor	2.0	3.1	2.1	3.4	1.4	1.6	2.5	3.1
Lecturer	3.4	4.1	3.3	4.2	4.4	4.4	1.8	2.5
No Rank	1.0	1.1	0.6	0.8	2.1	2.1	2.0	2.1
All Combined	62.9	37.1	62.3	37.7	65.9	34.1	60.3	39.7
<i>CATEGORY IIA (Master's)</i>								
Professor	19.3	9.0	19.4	9.2	19.4	8.8	18.8	8.1
Associate	15.6	12.0	14.7	11.4	17.5	13.7	17.5	13.3
Assistant	14.2	15.3	14.1	14.6	14.5	16.3	14.5	17.4
Instructor	2.4	4.3	2.6	4.8	1.9	2.9	2.2	4.0
Lecturer	2.9	3.7	3.5	4.5	1.7	2.0	1.4	1.8
No Rank	0.7	0.7	0.6	0.7	0.8	0.5	0.5	0.6
All Combined	55.0	45.0	54.9	45.1	55.8	44.2	54.8	45.2
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	19.5	9.6	15.5	8.1	21.6	11.1	20.0	9.2
Associate	15.9	12.6	15.0	11.5	15.8	12.8	16.6	13.0
Assistant	15.5	16.4	17.0	16.1	14.5	15.7	15.5	17.5
Instructor	2.5	3.9	4.0	5.6	1.6	2.4	2.4	4.3
Lecturer	1.3	1.6	3.2	3.4	0.9	1.4	0.4	0.7
No Rank	0.6	0.5	0.3	0.4	1.2	0.9	0.2	0.3
All Combined	55.3	44.7	55.0	45.0	55.7	44.3	55.1	44.9
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	13.3	12.5	13.3	12.5	22.4	10.4	15.3	1.2
Associate	13.1	13.0	13.1	13.0	17.2	11.9	15.3	10.6
Assistant	12.9	15.3	12.9	15.3	8.2	11.9	24.7	21.2
Instructor	7.3	8.6	7.4	8.6	3.7	13.4	7.1	4.7
Lecturer	1.5	2.1	1.5	2.1	0.0	0.0	0.0	0.0
No Rank	0.1	0.2	0.1	0.2	0.7	0.0	0.0	0.0
All Combined	48.3	51.7	48.2	51.8	52.2	47.8	62.4	37.6
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	46.1	53.9	46.1	53.9	n.d.	n.d.	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	23.4	8.6	23.0	8.4	26.1	9.4	20.6	8.4
Associate	15.7	11.1	15.6	10.9	15.3	10.9	17.4	12.9
Assistant	13.6	13.2	13.6	12.9	13.3	12.7	14.2	16.0
Instructor	2.5	3.8	2.7	4.3	1.6	2.2	2.4	3.9
Lecturer	2.9	3.6	3.2	4.1	2.8	2.9	1.1	1.5
No Rank	0.8	0.9	0.6	0.7	1.5	1.4	0.8	0.9
All Combined	58.8	41.2	58.7	41.3	60.5	39.5	56.4	43.6

Note: The table is based on 1,231 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33. N.d. = no data. Percentages add to more or less than 100 due to rounding.

SURVEY REPORT TABLE 13

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2009–10

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	199,723	51.8	91,060	116,399	25,304	27.8	57.2
IIA	111,285	28.9	70,807	90,967	20,129	28.4	52.8
IIB	50,270	13.0	67,232	87,071	19,798	29.4	51.6
III	19,613	5.1	59,400	79,233	19,922	33.5	41.0
IV	4,727	1.2	55,743	72,130	16,719	30.0	12.5
All Combined	385,618	100.0	80,066	102,893	22,731	28.4	53.8
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	121,860	32.0	109,843	139,023	28,775	26.2	93.6
Associate	102,241	26.8	76,566	99,204	22,261	29.1	83.4
Assistant	102,010	26.8	64,433	83,627	18,797	29.2	6.4
Instructor	23,975	6.3	47,592	61,942	14,640	30.8	1.9
Lecturer	24,579	6.5	53,112	70,246	16,919	31.9	1.8
No Rank	6,226	1.6	60,782	78,566	17,912	29.5	1.9
All Combined	380,891	100.0	80,368	103,273	22,806	28.4	54.3

Note: The table is based on 1,231 (salary) and 1,219 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 33.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2009–10

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	324	211	83	30	295	91.0	200	70	25
IIA	913	308	371	234	509	55.8	240	173	96
IIB	947	156	379	412	490	51.7	103	177	210
III	803	648	121	34	265	33.0	252	9	4
IV	821	754	54	13	69	8.4	68	0	1
All Combined	3,808	2,077	1,008	723	1,628	42.8	863	429	336

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 33.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2009–10

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	251	167	61	23	222	88.4	156	48	18
IIA	726	272	267	187	389	53.6	209	103	77
IIB	841	131	344	366	437	52.0	84	167	186
III	590	445	115	30	141	23.9	134	5	2
IV	620	558	49	13	42	6.8	41	0	1
All Combined	3,028	1,573	836	619	1,231	40.7	624	323	284

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 33.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2009–10

Ratio of Salaries, President to Average Full Professor						
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.63	2.06	6.35	3.88	2.41	6.36
Category IIA (Master's)	2.89	1.95	6.14	3.35	1.83	7.77
Category IIB (Baccalaureate)	2.64	1.06	4.63	3.27	1.49	5.27
Category III (Associate's with Ranks)	2.59	1.40	7.12	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	3.39	1.76	5.62	n.d.	n.d.	n.d.
Presidential Salary						
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	377,500	205,050	828,679	475,782	225,000	910,000
Category IIA (Master's)	234,860	154,555	570,027	279,651	128,250	644,204
Category IIB (Baccalaureate)	191,979	78,216	451,475	240,000	79,000	648,400
Category III (Associate's with Ranks)	167,028	116,052	380,000	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	175,390	78,200	351,064	n.d.	n.d.	n.d.

Note: The table is based on 781 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 2009. It includes supplemental salary but not benefits. For definitions of categories, see Explanation of Statistical Data on page 33. N.d. = no data.