

SURVEY REPORT TABLE 1

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2003–04 to 2004–05

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	3.7	3.5	4.0	3.5	4.2	4.3	4.0	4.0
Associate	3.5	3.4	4.0	2.5	4.8	4.7	5.1	4.2
Assistant	3.4	3.5	3.0	2.5	4.7	4.7	5.0	3.7
Instructor	2.5	3.0	-1.6	6.6	4.1	4.0	4.8	4.2
All Combined	3.1	2.9	3.5	2.8	4.5	4.5	4.4	4.0
<i>CATEGORY IIA (Master's)</i>								
Professor	2.4	2.1	3.0	3.1	4.0	4.1	3.4	4.4
Associate	2.6	2.5	2.6	3.0	4.5	4.5	4.3	4.7
Assistant	2.8	2.7	2.9	3.3	4.9	5.0	4.4	5.2
Instructor	3.3	3.2	3.0	4.3	4.7	4.8	4.0	5.2
All Combined	2.3	2.0	2.8	3.0	4.4	4.5	4.0	4.7
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	3.1	3.1	3.4	2.6	4.5	4.4	4.6	4.4
Associate	2.8	3.0	3.0	2.4	4.5	4.6	4.6	4.3
Assistant	3.0	3.5	3.1	2.8	5.2	5.5	5.6	4.6
Instructor	2.8	3.0	1.9	2.9	5.2	4.7	5.4	5.6
All Combined	3.0	3.3	3.1	2.6	4.7	4.7	4.9	4.5
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	2.2	2.2	n.d.	n.d.	4.1	4.1	n.d.	n.d.
Associate	2.5	2.5	n.d.	n.d.	4.8	4.8	n.d.	n.d.
Assistant	2.9	2.9	n.d.	n.d.	4.6	4.5	n.d.	n.d.
Instructor	2.2	2.0	n.d.	n.d.	5.2	5.4	n.d.	n.d.
All Combined	2.1	2.0	n.d.	n.d.	4.6	4.6	n.d.	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	2.1	2.1	n.d.	n.d.	4.9	4.9	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	3.4	3.1	3.9	3.1	4.2	4.3	4.0	4.2
Associate	3.0	3.0	3.4	2.5	4.7	4.7	4.7	4.4
Assistant	3.2	3.2	3.2	3.0	4.8	4.8	5.0	4.6
Instructor	2.7	2.9	0.8	4.3	4.7	4.6	4.6	4.9
All Combined	2.8	2.6	3.4	2.8	4.5	4.5	4.4	4.4

Note: The table is based on 1,306 (salary) and 1,241 (continuing) responding institutions, representing 1,576 and 1,491 campuses respectively, and reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 45. 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, 2003–04 to 2004–05

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	10.9	11.5	10.6	9.7	8.7	9.3	7.5	7.4
5 to 5.99	6.6	5.5	9.3	6.5	7.2	6.8	9.5	5.9
4 to 4.99	11.9	10.5	15.2	11.9	12.5	10.7	18.5	13.2
3 to 3.99	16.8	13.7	19.5	21.3	18.1	15.4	25.0	22.7
2 to 2.99	15.9	16.0	13.9	17.7	16.1	16.7	11.6	20.1
1 to 1.99	14.2	15.3	13.6	12.6	16.8	18.0	14.6	13.4
Between 0 and 0.99	9.0	9.2	9.3	8.4	8.7	9.1	7.8	7.5
No change	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.0
Decrease	14.5	18.2	8.6	11.9	11.8	13.8	5.4	9.7
Total	99.9	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	10.5	9.7	11.1	12.6	8.4	7.2	12.4	10.3
5 to 5.99	9.6	5.1	7.2	5.1	9.0	5.4	6.5	4.1
4 to 4.99	13.7	9.7	12.2	13.4	14.9	8.8	11.3	13.1
3 to 3.99	17.4	19.9	17.9	9.8	18.2	18.7	19.8	12.2
2 to 2.99	16.9	14.6	16.5	16.1	17.3	12.4	19.1	17.7
1 to 1.99	16.0	15.9	12.0	14.2	17.8	18.0	11.9	14.7
Between 0 and 0.99	5.5	11.5	10.4	5.9	5.1	15.1	9.9	5.3
No change	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.9
Decrease	10.5	13.6	12.7	22.4	9.3	14.5	9.0	21.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,306 institutions representing 1,576 campuses reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2003–04 to 2004–05

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	19.1	20.3	17.4	18.5	17.8	19.9	10.3	19.2
5 to 5.99	13.8	13.3	15.7	12.9	15.7	15.7	18.2	11.7
4 to 4.99	20.9	19.6	25.9	18.5	23.5	20.1	36.2	20.8
3 to 3.99	21.1	20.0	21.0	23.4	21.4	20.8	20.5	25.7
2 to 2.99	11.8	11.4	10.5	13.9	10.5	10.6	9.2	11.6
1 to 1.99	6.6	8.4	3.6	6.3	6.0	7.1	2.6	5.7
Between 0 and 0.99	4.3	5.0	3.3	4.0	4.0	4.7	2.1	3.7
No change	1.0	0.7	1.3	1.3	0.3	0.2	0.4	0.7
Decrease	1.3	1.4	1.3	1.3	0.8	0.9	0.5	0.9
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	17.9	18.2	19.1	21.5	16.9	18.0	19.3	19.8
5 to 5.99	16.8	11.2	14.4	14.3	17.5	12.0	16.7	15.1
4 to 4.99	23.4	23.5	19.3	17.9	25.0	23.4	20.5	20.4
3 to 3.99	17.4	21.8	22.9	19.7	19.1	23.9	24.2	22.0
2 to 2.99	8.7	13.1	12.3	11.2	9.8	12.0	10.8	8.4
1 to 1.99	8.2	6.4	5.0	9.0	6.6	5.7	3.3	7.7
Between 0 and 0.99	6.5	4.7	4.0	2.2	4.5	4.2	3.0	2.3
No change	0.0	0.6	1.4	1.8	0.0	0.1	1.0	1.5
Decrease	1.1	0.6	1.7	2.2	0.6	0.6	1.2	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,241 reporting institutions representing 1,491 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2004–05 (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	104,411	97,948	127,214	106,568	130,643	122,591	159,045	133,149
Associate	71,077	68,576	82,456	73,816	90,829	87,572	105,485	94,659
Assistant	60,567	58,310	70,640	61,184	77,304	74,706	89,573	76,265
Instructor	40,760	39,398	44,380	51,250	53,108	51,432	57,717	65,671
Lecturer	47,285	46,007	52,601	45,426	60,675	58,591	69,173	58,082
No Rank	53,269	48,483	59,405	50,721	68,075	61,871	76,083	64,315
All Combined	78,236	74,083	95,370	79,072	98,970	93,794	120,391	99,642
<i>CATEGORY IIA (Master's)</i>								
Professor	77,900	76,665	83,986	77,552	98,278	96,810	105,813	97,504
Associate	61,528	60,963	64,345	60,765	78,776	78,127	82,345	77,527
Assistant	51,339	51,249	52,985	49,971	65,937	66,155	67,499	63,255
Instructor	39,206	38,560	41,554	40,503	50,772	50,234	53,108	51,483
Lecturer	42,854	42,659	44,908	43,183	55,388	55,180	57,697	55,612
No Rank	48,914	47,350	52,396	48,396	62,034	60,107	66,598	60,790
All Combined	60,807	60,074	64,612	60,184	77,539	76,770	82,112	76,221
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	74,408	71,249	85,575	63,849	95,117	89,561	109,494	82,317
Associate	57,468	57,814	62,548	52,337	73,946	73,727	80,755	67,465
Assistant	47,834	48,194	51,264	44,646	61,249	61,651	65,695	57,156
Instructor	38,789	38,662	41,144	37,541	49,262	49,416	51,934	47,575
Lecturer	44,181	41,199	53,140	39,427	55,771	51,297	68,896	49,361
No Rank	49,771	41,864	56,380	38,431	67,807	51,933	77,755	49,379
All Combined	57,959	55,518	65,741	51,955	74,275	70,432	84,465	66,781
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	66,215	66,405	57,044	n.d.	85,117	85,390	71,586	n.d.
Associate	53,750	53,889	50,264	n.d.	70,054	70,282	63,395	n.d.
Assistant	47,473	47,652	41,836	n.d.	62,762	63,061	52,800	n.d.
Instructor	40,295	40,564	28,337	n.d.	53,164	53,596	34,233	n.d.
Lecturer	44,217	44,255	33,100	n.d.	59,397	59,454	42,650	n.d.
No Rank	38,080	39,553	25,343	n.d.	53,737	55,942	36,487	n.d.
All Combined	52,862	53,084	44,529	n.d.	68,985	69,323	55,834	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	49,866	49,922	n.d.	n.d.	62,066	62,136	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	91,548	88,457	108,226	79,372	115,129	111,147	136,078	100,424
Associate	65,113	64,447	70,992	60,551	83,405	82,501	91,046	77,655
Assistant	54,571	54,271	59,389	49,764	69,971	69,899	75,610	63,046
Instructor	39,899	39,367	42,177	40,873	51,837	51,446	54,067	51,968
Lecturer	45,647	44,607	51,518	43,614	58,720	57,157	67,501	55,746
No Rank	50,662	47,364	56,564	44,757	65,371	60,434	73,943	56,738
All Combined	68,505	66,851	79,342	61,103	87,112	85,063	100,692	77,682

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45. 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 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2004–05 (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	106,227	99,685	129,237	108,589	96,519	90,330	118,237	99,372
Associate	72,942	70,400	84,298	75,584	67,686	65,279	78,852	70,878
Assistant	63,058	60,631	73,571	63,245	57,248	55,234	66,283	58,974
Instructor	42,126	40,525	45,559	54,887	39,810	38,644	43,343	48,771
Lecturer	50,618	49,123	56,432	49,353	44,397	43,313	49,059	42,995
No Rank	56,275	51,593	62,020	51,610	50,205	45,612	56,477	49,537
All Combined	84,413	79,848	102,595	85,080	65,804	62,619	79,107	68,899
<i>CATEGORY IIA (Master's)</i>								
Professor	79,007	77,514	85,742	79,296	74,961	74,424	79,275	72,828
Associate	62,686	62,034	65,682	62,060	59,867	59,437	62,381	58,920
Assistant	52,435	52,290	54,036	51,327	50,178	50,123	51,876	48,664
Instructor	39,863	39,240	41,972	40,987	38,784	38,134	41,225	40,208
Lecturer	44,461	44,117	47,693	45,033	41,555	41,496	42,109	41,813
No Rank	50,708	49,975	52,805	47,858	47,176	45,111	51,851	48,855
All Combined	64,235	63,393	68,150	63,942	55,946	55,386	59,350	55,033
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	75,373	72,729	86,716	64,652	71,963	67,673	82,788	61,668
Associate	58,139	58,849	63,258	53,000	56,543	56,249	61,653	51,392
Assistant	48,590	49,440	51,947	45,215	47,051	46,807	50,586	44,060
Instructor	39,232	39,907	40,731	37,720	38,477	37,698	41,412	37,420
Lecturer	45,611	42,762	56,758	40,666	42,918	39,602	50,840	38,342
No Rank	52,369	44,576	57,670	40,359	45,837	38,699	53,870	36,503
All Combined	60,733	58,428	69,101	54,144	54,033	51,422	61,033	48,815
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	67,779	68,036	57,484	n.d.	64,326	64,447	56,403	n.d.
Associate	54,729	54,912	50,015	n.d.	52,774	52,873	50,518	n.d.
Assistant	48,165	48,366	42,455	n.d.	46,854	47,015	41,375	n.d.
Instructor	40,735	41,060	27,303	n.d.	39,932	40,158	29,216	n.d.
Lecturer	44,067	44,147	24,088	n.d.	44,330	44,337	42,112	n.d.
No Rank	40,351	41,817	25,343	n.d.	35,868	37,352	n.d.	n.d.
All Combined	54,531	54,795	45,367	n.d.	51,228	51,413	43,724	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	50,890	50,965	n.d.	n.d.	48,885	48,928	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	94,235	91,028	111,356	81,273	82,874	80,134	97,631	73,846
Associate	66,941	66,291	73,044	61,915	62,258	61,539	67,780	58,531
Assistant	56,574	56,217	61,940	50,932	52,261	51,982	56,371	48,576
Instructor	40,747	40,242	42,739	41,725	39,305	38,758	41,736	40,312
Lecturer	48,285	47,008	55,090	46,089	43,418	42,584	48,292	41,879
No Rank	53,106	50,163	58,038	45,579	48,087	44,853	54,602	43,951
All Combined	74,004	72,165	85,955	65,038	59,508	58,164	67,681	55,322

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45. 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 6

Average Salary, by Region, Category, and Academic Rank, 2004–05 (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	121,284	117,901	102,075	95,699	90,612	96,267	102,763	89,434	109,157
Associate	79,178	79,280	70,474	66,836	65,443	67,227	70,915	64,853	71,894
Assistant	67,021	67,148	59,147	56,786	55,108	58,832	60,588	56,305	62,325
Instructor	48,986	43,181	40,588	40,833	36,262	37,596	42,345	40,222	41,416
Lecturer	55,309	50,347	44,098	37,780	39,138	44,909	42,863	45,182	56,172
No Rank	51,708	49,967	44,327	46,622	31,847	58,452	61,614	33,523	53,243
All Combined	92,258	87,663	76,471	73,071	68,402	70,837	76,628	69,251	84,569
<i>CATEGORY IIA (Master's)</i>									
Professor	85,006	85,928	73,557	71,657	69,347	71,492	75,279	70,239	82,996
Associate	65,507	67,000	59,196	57,711	56,075	57,406	59,877	57,059	65,291
Assistant	54,605	54,498	49,716	48,793	47,720	48,541	50,183	48,632	54,430
Instructor	44,267	43,687	39,024	38,865	36,928	37,167	39,315	37,903	42,599
Lecturer	49,162	45,517	37,808	33,262	35,750	33,656	39,312	40,907	51,815
No Rank	49,174	43,176	53,767	43,117	42,912	41,414	47,028	37,039	50,280
All Combined	66,600	66,293	58,064	56,883	54,346	54,696	58,174	54,511	67,508
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	91,171	83,304	67,875	66,837	60,885	61,486	69,908	66,673	82,395
Associate	65,802	63,255	54,984	52,847	50,175	52,899	54,933	54,739	60,518
Assistant	54,056	51,256	46,054	45,246	43,786	44,215	45,758	46,417	50,863
Instructor	40,864	42,359	38,801	37,233	36,004	37,242	36,656	35,911	45,497
Lecturer	56,900	47,092	40,828	42,642	44,325	38,857	41,342	27,815	50,821
No Rank	52,731	47,924	43,242	35,470	31,301	35,188	51,879	58,160	71,284
All Combined	71,408	62,786	55,113	53,155	50,091	49,450	54,580	52,931	64,604
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	60,942	77,276	65,190	59,900	53,511	58,578	64,157	54,182	65,864
Associate	50,197	61,598	53,920	51,580	45,993	50,350	51,571	48,862	57,880
Assistant	46,250	52,843	45,946	45,352	38,630	46,466	44,716	44,444	50,458
Instructor	41,423	43,716	39,001	38,321	33,755	40,353	38,096	40,204	43,665
Lecturer	43,360	47,465	38,600	31,798	n.d.	n.d.	38,865	42,077	n.d.
No Rank	n.d.	42,719	n.d.	34,885	33,336	35,338	35,944	43,392	n.d.
All Combined	53,869	59,849	51,086	51,257	42,206	49,663	50,308	45,894	54,691
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	60,970	53,013	41,198	48,278	44,489	44,898	62,559
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	101,816	100,506	89,614	81,667	79,543	84,458	89,677	84,520	96,633
Associate	70,542	70,605	64,211	60,497	58,815	61,778	64,254	62,114	67,779
Assistant	58,768	57,701	53,542	51,136	49,908	52,826	53,787	53,258	57,550
Instructor	43,872	43,323	39,662	38,780	36,197	37,698	39,882	39,370	42,540
Lecturer	54,378	48,495	41,708	36,436	37,678	42,241	41,478	43,360	53,818
No Rank	50,664	49,208	52,522	39,714	34,639	41,812	54,629	42,371	51,346
All Combined	78,110	73,754	67,171	62,872	59,731	62,388	66,449	64,310	75,332

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Vermont, and Rhode Island.
- 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 7

Average Compensation, by Region, Category, and Academic Rank, 2004–05 (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	151,585	148,887	128,616	119,806	112,176	116,673	126,399	110,421	140,520
Associate	101,800	102,653	91,520	85,489	82,294	83,281	89,361	81,803	93,371
Assistant	85,389	86,408	77,049	72,333	69,460	72,289	76,118	71,395	81,513
Instructor	63,999	56,372	53,901	52,092	46,903	46,808	54,673	52,193	57,350
Lecturer	70,526	65,794	58,522	50,307	50,461	55,952	54,762	58,450	71,066
No Rank	66,227	64,764	55,694	63,274	45,859	74,725	76,410	46,196	70,648
All Combined	116,508	111,964	98,033	92,475	85,596	86,775	95,492	86,749	109,569
<i>CATEGORY IIA (Master's)</i>									
Professor	107,822	110,025	94,824	89,774	87,499	87,648	93,230	88,095	104,599
Associate	85,005	87,135	77,568	73,194	71,046	71,184	74,748	73,361	83,886
Assistant	70,928	70,875	65,385	62,055	60,968	60,079	63,255	63,433	70,493
Instructor	57,289	56,468	51,257	50,759	48,178	47,019	50,294	52,016	57,020
Lecturer	63,237	59,401	50,753	43,642	45,813	42,348	49,488	54,994	66,638
No Rank	61,307	55,536	69,214	54,362	54,227	52,745	58,161	49,421	64,523
All Combined	85,585	85,734	75,756	72,033	69,074	67,683	72,712	70,341	86,130
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	117,129	107,027	88,615	85,094	77,471	77,040	87,700	82,528	105,449
Associate	85,600	82,200	72,006	67,794	63,838	64,988	69,261	68,778	78,016
Assistant	69,709	66,189	60,008	57,887	54,432	54,846	57,609	57,886	66,138
Instructor	52,801	54,312	50,476	47,585	45,188	45,025	45,965	43,540	59,537
Lecturer	73,716	60,748	52,708	55,097	49,323	45,729	51,343	33,803	63,963
No Rank	66,615	72,681	56,404	44,467	35,702	48,642	68,338	77,900	87,908
All Combined	92,129	81,171	71,972	67,933	63,242	61,195	68,721	65,990	83,170
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>									
Professor	79,369	100,986	84,209	77,538	70,772	68,462	80,664	72,939	84,013
Associate	66,386	81,496	71,237	67,155	61,055	59,796	65,756	66,268	74,520
Assistant	61,763	70,393	61,135	59,562	52,206	57,063	57,646	62,193	65,720
Instructor	55,127	58,876	51,085	51,418	45,605	49,828	48,813	55,810	57,665
Lecturer	58,558	63,833	52,679	41,975	n.d.	n.d.	49,171	54,792	n.d.
No Rank	n.d.	58,994	n.d.	47,994	45,987	40,723	48,932	63,349	n.d.
All Combined	70,799	79,189	67,245	66,916	56,430	59,491	64,059	63,021	70,746
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>									
No Rank	n.d.	n.d.	60,970	53,013	41,198	48,278	44,489	44,898	62,559
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	128,497	127,948	113,896	102,662	99,341	102,712	110,780	104,744	123,379
Associate	91,249	91,768	83,730	77,293	74,512	76,392	80,823	78,783	87,516
Assistant	75,697	74,856	70,015	65,236	63,328	65,140	67,769	68,150	74,890
Instructor	57,217	56,874	52,263	50,283	47,113	47,130	51,104	52,423	57,632
Lecturer	69,619	63,474	55,574	48,189	48,437	52,562	52,637	56,137	68,558
No Rank	63,971	66,079	67,557	50,884	46,563	55,307	68,520	57,902	66,473
All Combined	99,643	95,018	86,748	79,820	75,412	76,658	83,068	81,193	96,904

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Vermont, and Rhode Island.
- 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, 2004–05 (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													
250,000–254,999													
245,000–249,999													
240,000–244,999													
235,000–239,999													
230,000–234,999													
225,000–229,999													
220,000–224,999													
215,000–219,999	1.0†												
210,000–214,999	1.8												
205,000–209,999	2.2												
200,000–204,999	2.5												
195,000–199,999	2.9												
190,000–194,999	3.4												
185,000–189,999	3.9												
180,000–184,999	4.6												
175,000–179,999	5.3												
170,000–174,999	6.2												
165,000–169,999	7.2												
160,000–164,999	8.4												
155,000–159,999	9.9												
150,000–154,999	11.5												
145,000–149,999	13.2												
140,000–144,999	15.3												
135,000–139,999	17.7	1.2†		1.2†			1.0†						
130,000–134,999	20.5	2.1		2.1			2.3						
125,000–129,999	23.7	2.5	1.2†	2.7			3.1						
120,000–124,999	27.5	3.2	2.1	3.5			4.3						
115,000–119,999	31.5	4.0	2.7	4.5			5.7						
110,000–114,999	36.4	5.1	3.3	6.0			7.5						
108,000–109,999	38.6	5.6	3.5	6.8			8.3						
106,000–107,999	40.7	6.2	3.8	7.4			9.2						
104,000–105,999	43.1	6.9	4.2	8.3			10.2						
102,000–103,999	45.5	7.8	4.6	9.5	1.1†		11.5						
100,000–101,999	48.3	8.9	5.0	10.7	1.8		12.9			1.8†			
98,000–99,999	50.8	10.0	5.4	11.9	2.2		14.2			3.7			
96,000–97,999	53.3	11.2	5.9	13.4	2.6		15.7			4.0			
94,000–95,999	56.1	12.8	6.5	16.3	3.0		17.9			6.4			
92,000–93,999	58.9	14.4	7.2	18.0	3.5		19.7	1.0†		6.8			
90,000–91,999	61.8	16.4	8.1	20.8	4.2		21.7	2.1		8.3			
88,000–89,999	64.7	18.3	8.9	24.1	4.9	1.1†	23.7	2.6		9.3			
86,000–87,999	67.6	20.6	9.9	26.7	6.0	2.1	25.6	3.1		10.4			
84,000–85,999	70.5	23.0	11.3	29.7	7.2	2.7	28.0	3.8		11.5			1.1†
82,000–83,999	73.3	25.7	12.8	32.7	8.3	3.4	30.5	4.8		13.3	1.0†		1.7
80,000–81,999	76.1	28.8	14.4	36.4	9.9	4.1	33.1	6.1		16.9	3.0		2.2
78,000–79,999	78.8	31.8	16.0	40.2	11.5	4.8	36.0	7.3		19.4	4.4		3.2
76,000–77,999	81.5	35.0	17.8	44.4	14.1	5.5	39.1	9.1	1.1†	22.8	5.7		3.8
74,000–75,999	84.1	38.7	20.0	48.8	16.5	6.5	42.5	11.1	2.3	27.4	6.7	1.1†	4.7
72,000–73,999	86.6	42.5	22.4	53.3	19.7	7.5	46.1	13.6	2.7	31.7	8.7	2.2	5.6
70,000–71,999	89.0	46.8	25.3	58.1	22.7	8.7	49.9	16.3	3.5	36.3	10.6	3.7	6.8
68,000–69,999	91.2	51.0	27.8	63.3	26.2	10.0	54.5	19.9	4.5	41.4	12.3	4.5	9.0
66,000–67,999	93.1	55.5	31.0	68.5	30.2	11.4	58.9	23.7	5.6	46.4	14.7	7.4	16.6
64,000–65,999	94.8	60.5	34.4	74.1	34.2	13.0	63.2	27.8	6.9	51.6	17.1	8.8	17.8
62,000–63,999	96.2	65.6	38.2	79.8	39.0	15.8	68.0	31.5	8.7	58.0	20.6	10.4	20.4
60,000–61,999	97.4	71.1	42.8	84.7	44.0	18.2	73.1	36.4	11.3	64.7	25.7	13.1	24.1
58,000–59,999	98.2	76.3	47.0	89.1	50.0	20.8	77.3	41.8	14.3	70.3	31.5	15.4	29.4
56,000–57,999	98.8	81.6	51.9	92.6	56.9	24.2	81.9	48.4	17.8	75.5	38.6	18.2	33.2
54,000–55,999	99.1*	86.6	57.6	95.4	64.9	28.4	86.2	55.4	22.1	80.5	47.9	22.4	37.9
52,000–53,999		90.9	63.9	97.3	73.6	34.0	90.1	63.0	27.5	84.5	54.4	28.1	42.9
50,000–51,999		94.4	71.0	98.4	81.6	41.1	93.1	70.4	34.3	88.5	62.4	35.8	48.5
48,000–49,999		96.7	77.7	99.1	88.4	49.2	95.3	77.3	41.8	91.6	70.6	44.9	54.3
46,000–47,999		98.2	84.5	99.2*	93.9	59.9	97.3	84.2	51.6	95.5	78.1	52.8	60.8
44,000–45,999		99.0	90.4		97.0	72.8	98.2	89.6	62.4	97.7	85.1	61.4	68.4
42,000–43,999		99.3*	94.3		98.6	84.1	98.9	93.8	73.3	99.1	91.1	70.5	74.3
40,000–41,999			96.5		99.0*	91.7	99.1*	96.2	83.2	99.3*	95.4	81.2	80.2
38,000–39,999			97.8			95.5		97.9	90.4		98.5	88.4	85.3
36,000–37,999			98.6			97.7		98.9	94.7		99.1*	93.8	89.9
34,000–35,999			99.1*			99.0		99.3	97.2			97.2	93.4
32,000–33,999						99.3*		99.5*	98.5			98.6	96.2
30,000–31,999									99.0*			99.3	97.8
Below 30,000												100.0	100.0

Note: The table is based on 1,312 reporting institutions representing 1,595 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.

† 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.

SURVEY REPORT TABLE 9A

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2004–05 (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	135,071	123,171	112,168	107,199	102,409	95,800	92,059	88,093	83,502	75,279
Associate	90,685	83,879	79,139	75,594	72,166	69,704	67,104	64,836	62,379	59,826
Assistant	75,185	72,287	66,817	63,318	61,437	59,661	57,680	54,864	52,994	50,643
Instructor	61,145	56,645	51,026	48,184	46,605	43,562	42,144	38,678	37,429	35,523
All Combined	104,900	95,450	87,330	82,068	77,982	74,006	70,095	66,766	63,292	59,389
<i>CATEGORY IIA (Master's)</i>										
Professor	96,624	91,617	83,994	80,301	75,441	72,802	69,394	66,416	63,943	60,218
Associate	74,491	70,540	65,979	63,085	60,710	58,894	56,830	54,636	52,868	50,461
Assistant	60,692	58,275	54,842	52,384	50,960	48,996	47,856	46,867	45,310	42,669
Instructor	51,703	49,403	45,895	43,515	41,725	40,418	38,928	37,721	36,052	34,020
All Combined	75,473	71,628	66,194	62,349	59,723	57,361	55,448	53,086	51,207	48,982
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	99,839	90,420	77,622	71,818	68,760	65,164	61,344	57,662	54,501	49,969
Associate	73,546	67,795	61,166	57,877	55,835	53,357	50,898	48,719	45,919	43,260
Assistant	58,942	56,369	50,698	48,332	46,636	45,301	43,730	42,075	39,996	37,394
Instructor	49,310	46,829	44,000	41,481	40,175	38,536	36,873	35,896	33,777	31,806
All Combined	78,186	71,136	60,811	57,556	55,205	52,201	49,936	47,963	45,828	42,045
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	86,407	78,500	73,551	66,652	63,410	60,406	57,907	54,640	52,124	49,112
Associate	66,410	60,927	58,349	56,717	53,537	50,382	48,482	47,011	45,238	42,849
Assistant	54,978	52,948	50,491	48,022	45,778	44,091	42,679	41,368	40,355	38,301
Instructor	46,744	44,986	43,159	41,442	39,350	37,965	37,008	35,875	34,510	33,045
All Combined	64,803	60,553	56,415	53,913	51,654	48,987	46,854	45,157	43,588	41,246
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	60,207	59,376	56,227	55,026	52,720	49,764	45,479	42,921	39,361	37,412

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.
 a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. Average lower than the 20th percentile is rated 5.

SURVEY REPORT TABLE 9B

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2004–05 (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	166,000	155,669	142,692	134,115	126,699	120,171	115,580	109,888	104,945	95,784
Associate	115,617	107,264	102,101	96,021	92,178	89,455	85,679	82,897	79,847	76,388
Assistant	97,848	89,895	84,505	81,575	78,756	75,716	73,636	70,078	67,585	65,363
Instructor	81,222	74,473	66,113	62,584	58,535	56,898	54,693	51,826	48,951	45,340
All Combined	131,406	121,505	110,928	104,383	98,284	92,446	88,447	84,918	81,210	75,925
<i>CATEGORY IIA (Master's)</i>										
Professor	124,072	114,778	106,075	102,074	95,505	92,239	87,905	83,738	79,805	75,310
Associate	95,125	91,553	85,396	81,101	77,978	74,542	72,899	70,127	67,109	62,728
Assistant	78,583	75,275	70,650	67,891	65,261	63,258	61,427	59,783	57,324	54,159
Instructor	67,260	64,043	59,901	56,134	54,203	52,535	50,035	47,340	45,639	43,141
All Combined	97,473	91,839	84,581	79,889	76,521	73,203	70,661	67,213	64,649	61,360
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	127,901	114,637	99,437	92,119	87,893	82,884	77,480	73,132	69,306	62,566
Associate	96,617	88,123	79,536	74,841	72,132	68,383	65,316	62,430	58,481	54,418
Assistant	76,591	71,986	65,754	62,270	60,107	57,855	56,010	53,393	51,262	47,303
Instructor	64,759	59,994	55,884	52,874	50,547	48,876	47,076	44,814	42,494	39,540
All Combined	102,328	92,113	78,681	74,449	70,936	67,062	64,038	60,762	57,501	52,764
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>										
Professor	111,011	101,985	93,905	85,630	81,556	77,987	74,267	70,836	67,914	63,823
Associate	87,871	80,749	76,550	73,566	69,200	65,683	63,733	62,130	58,642	55,104
Assistant	73,865	70,176	66,476	63,453	60,950	58,293	56,933	54,995	53,096	50,437
Instructor	64,394	60,106	58,041	55,036	52,843	50,848	49,466	47,985	46,265	43,304
All Combined	84,638	79,897	73,618	70,415	67,337	64,518	61,927	59,487	58,061	54,775
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>										
No Rank	78,911	74,869	70,108	67,754	65,027	61,213	57,940	53,155	49,179	46,608

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.
 a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. 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, 2004–05 (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	6,680	6,798	7,388	4,921	9.8	10.2	9.3	8.1
Medical Insurance	5,654	5,858	5,471	4,751	8.3	8.8	6.9	7.8
Disability	175	148	245	225	0.3	0.2	0.3	0.4
Tuition	522	136	1,477	1,291	0.8	0.2	1.9	2.1
Dental Insurance	229	249	191	173	0.3	0.4	0.2	0.3
Social Security	4,288	4,049	5,178	4,305	6.3	6.1	6.5	7.0
Unemployment	137	134	156	127	0.2	0.2	0.2	0.2
Group Life	148	128	205	173	0.2	0.2	0.3	0.3
Worker's Compensation	363	327	519	336	0.5	0.5	0.7	0.5
Benefits in Kind	215	138	501	222	0.3	0.2	0.6	0.4
All Combined	18,412	17,966	21,332	16,525	26.9	26.9	26.9	27.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	6,922	6,933	7,876	5,363	10.1	10.4	9.9	8.8
Medical Insurance	6,051	6,187	5,923	5,412	8.8	9.3	7.5	8.9
Disability	273	276	285	247	0.4	0.4	0.4	0.4
Tuition	4,757	1,638	7,504	9,864	6.9	2.5	9.5	16.1
Dental Insurance	525	577	417	400	0.8	0.9	0.5	0.7
Social Security	4,520	4,339	5,217	4,432	6.6	6.5	6.6	7.3
Unemployment	192	179	238	208	0.3	0.3	0.3	0.3
Group Life	192	185	219	183	0.3	0.3	0.3	0.3
Worker's Compensation	452	427	574	384	0.7	0.6	0.7	0.6
Benefits in Kind	1,340	988	2,074	1,429	2.0	1.5	2.6	2.3
All Combined	25,224	21,729	30,327	27,922	36.8	32.5	38.2	45.7

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. 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 45. Averages for All Combined may not add up due to rounding. The table is based on 1,416 reporting institutions representing 1,715 campuses.

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, 2004–05 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	8,141	5,605	5,103	5,262	3,780	10.4	9.2	8.8	10.0	7.6
Medical Insurance	5,983	5,436	4,907	6,385	4,184	7.6	8.9	8.5	12.1	8.4
Disability	196	167	185	81	76	0.3	0.3	0.3	0.2	0.2
Tuition	528	388	1,085	156	49	0.7	0.6	1.9	0.3	0.1
Dental Insurance	236	246	153	248	255	0.3	0.4	0.3	0.5	0.5
Social Security	4,664	4,109	4,115	3,350	2,753	6.0	6.8	7.1	6.3	5.5
Unemployment	125	133	155	110	370	0.2	0.2	0.3	0.2	0.7
Group Life	155	138	163	107	145	0.2	0.2	0.3	0.2	0.3
Worker's Compensation	416	303	368	266	300	0.5	0.5	0.6	0.5	0.6
Benefits in Kind	319	112	137	139	78	0.4	0.2	0.2	0.3	0.2
All Combined	20,764	16,637	16,372	16,102	11,991	26.5	27.4	28.2	30.5	24.0
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	8,364	5,844	5,408	5,394	3,925	10.7	9.6	9.3	10.2	7.9
Medical Insurance	6,262	5,960	5,430	6,803	4,449	8.0	9.8	9.4	12.9	8.9
Disability	311	244	240	196	251	0.4	0.4	0.4	0.4	0.5
Tuition	4,600	3,767	9,348	1,386	805	5.9	6.2	16.1	2.6	1.6
Dental Insurance	511	590	410	601	446	0.7	1.0	0.7	1.1	0.9
Social Security	4,905	4,326	4,251	3,615	3,187	6.3	7.1	7.3	6.8	6.4
Unemployment	155	207	247	192	539	0.2	0.3	0.4	0.4	1.1
Group Life	200	184	192	177	184	0.3	0.3	0.3	0.3	0.4
Worker's Compensation	474	441	431	380	399	0.6	0.7	0.7	0.7	0.8
Benefits in Kind	1,631	932	992	780	1,294	2.1	1.5	1.7	1.5	2.6
All Combined	27,413	22,494	26,950	19,525	15,478	35.0	37.0	46.5	36.9	31.0

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical Insurance. Medical Insurance may be overestimated because dental cost is sometimes included. 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 45. The table is based on 1,416 reporting institutions representing 1,715 campuses.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2004–05

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	4.0	3.0	6.1	7.0	1.3	1.0	1.4	2.9	94.6	96.0	92.3	89.8
Associate	6.6	4.7	11.6	8.9	11.2	9.5	14.8	14.4	82.2	85.8	73.1	76.5
Assistant	16.4	13.5	22.0	23.2	75.3	77.1	74.1	67.9	8.3	9.5	3.6	8.6
Instructor	79.6	78.2	86.0	81.2	16.7	17.8	9.7	17.7	3.7	4.1	3.6	1.0
Lecturer	96.1	95.7	97.1	99.4	1.6	1.5	2.5	0.3	2.3	2.8	0.4	0.3
No Rank	62.3	58.5	82.4	92.9	7.5	7.7	7.2	3.6	30.2	33.8	10.5	3.6
All Combined	15.8	15.2	17.7	16.7	21.6	21.1	21.6	24.4	62.5	63.7	60.5	58.7
<i>WOMEN</i>												
Professor	7.1	6.4	8.5	8.2	1.5	1.2	1.8	3.0	91.4	92.4	89.6	88.4
Associate	8.7	7.0	13.4	10.5	10.3	8.7	12.5	15.0	80.9	84.3	73.9	74.2
Assistant	21.1	17.7	26.9	28.9	69.6	71.8	68.1	62.1	9.4	10.6	5.5	8.8
Instructor	82.0	81.1	84.9	84.5	15.0	15.7	11.7	14.0	2.9	3.2	3.2	1.2
Lecturer	92.9	91.8	96.8	99.4	4.9	5.6	2.6	0.2	2.1	2.5	0.6	0.4
No Rank	63.9	60.1	93.2	92.5	8.8	9.6	2.3	4.5	27.4	30.4	4.5	3.0
All Combined	27.9	27.9	28.6	27.1	27.4	26.8	27.8	30.4	44.6	45.3	43.6	42.2
<i>MEN AND WOMEN COMBINED</i>												
Professor	4.8	3.8	6.7	7.3	1.4	1.1	1.5	2.9	93.8	95.2	91.7	89.5
Associate	7.4	5.6	12.3	9.5	10.8	9.2	13.9	14.7	81.7	85.2	73.4	75.6
Assistant	18.6	15.4	24.2	26.0	72.6	74.6	71.4	65.0	8.8	10.0	4.4	8.7
Instructor	81.0	79.9	85.3	83.2	15.7	16.6	10.8	15.5	3.2	3.6	3.3	1.1
Lecturer	94.4	93.6	97.0	99.4	3.4	3.8	2.5	0.2	2.2	2.6	0.5	0.4
No Rank	63.1	59.3	87.0	92.7	8.2	8.7	5.1	4.0	28.8	32.1	7.9	3.3
All Combined	20.5	20.1	21.7	20.9	23.8	23.3	23.8	26.8	55.7	56.6	54.4	52.0

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. 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.

SURVEY REPORT TABLE 12

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2004–05 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Church-Related	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	31.0	7.1	30.4	6.9	35.3	8.0	25.7	7.2
Associate	16.7	9.2	17.1	9.4	14.5	7.4	19.8	11.9
Assistant	13.8	10.4	13.9	10.5	13.4	9.0	13.8	12.9
Instructor	1.8	2.6	1.9	2.8	1.5	1.8	1.7	2.5
Lecturer	3.0	3.5	3.0	3.5	3.4	3.6	1.4	2.3
No Rank	0.4	0.4	0.3	0.3	1.1	1.0	0.4	0.3
All Combined	66.8	33.2	66.5	33.5	69.2	30.8	62.9	37.1
<i>CATEGORY IIA (Master's)</i>								
Professor	21.9	8.3	22.3	8.5	21.3	7.9	20.4	7.5
Associate	15.8	11.0	15.0	10.5	17.8	12.1	17.7	12.5
Assistant	15.3	14.4	15.1	13.9	15.6	14.8	15.9	16.5
Instructor	2.6	4.0	2.6	4.2	2.4	3.0	2.4	3.9
Lecturer	2.4	3.0	2.9	3.7	1.3	1.2	0.9	1.2
No Rank	0.7	0.7	0.6	0.6	1.5	1.1	0.5	0.6
All Combined	58.6	41.4	58.5	41.5	59.8	40.2	57.8	42.2
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	21.6	8.5	18.5	7.7	23.8	9.7	21.5	7.9
Associate	16.4	11.9	16.2	10.7	16.1	12.8	16.9	11.9
Assistant	16.3	15.7	16.6	14.9	15.2	15.3	17.2	16.7
Instructor	2.6	3.6	4.1	5.3	1.5	2.4	2.6	3.9
Lecturer	1.0	1.2	2.7	2.7	0.6	1.0	0.3	0.4
No Rank	0.6	0.4	0.3	0.3	1.2	0.6	0.4	0.4
All Combined	58.6	41.4	58.5	41.5	58.3	41.7	58.9	41.1
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	15.4	12.7	15.4	12.8	12.3	8.5	17.0	3.6
Associate	11.8	11.8	11.8	11.8	13.1	12.8	15.2	6.3
Assistant	13.2	14.8	13.2	14.8	14.4	19.2	19.6	8.9
Instructor	7.9	9.6	7.8	9.5	8.7	10.3	14.3	10.7
Lecturer	1.1	1.4	1.1	1.4	0.3	0.3	0.0	0.0
No Rank	0.2	0.2	0.2	0.2	0.3	0.0	1.8	2.7
All Combined	49.5	50.5	49.4	50.6	49.0	51.0	67.9	32.1
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	51.2	51.1	48.8	51.2	75.9	24.1	52.6	47.4
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	25.9	8.0	25.9	8.0	28.5	8.4	22.1	7.6
Associate	16.1	10.3	15.9	10.1	15.8	10.1	17.9	12.1
Assistant	14.6	12.6	14.3	12.2	14.4	12.2	16.0	15.7
Instructor	2.5	3.6	2.8	4.0	1.8	2.3	2.4	3.6
Lecturer	2.4	2.9	2.8	3.3	2.1	2.3	0.8	1.1
No Rank	0.5	0.5	0.4	0.4	1.2	0.9	0.4	0.4
All Combined	62.1	37.9	62.0	38.0	63.8	36.2	59.5	40.5

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.

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, 2004–05

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	176,394	47.9	78,199	98,970	20,771	26.6	60.1
IIA	108,841	29.6	60,807	77,539	16,732	27.5	53.7
IIB	48,432	13.2	57,922	74,275	16,353	28.2	52.2
III	23,664	6.4	52,862	68,985	16,123	30.5	46.7
IV	10,600	2.9	49,866	62,066	12,200	24.5	36.8
All Combined	367,931	100.0	67,939	86,393	18,454	27.2	55.7
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	121,410	34.0	91,533	115,129	23,596	25.8	93.8
Associate	94,377	26.4	65,073	83,405	18,332	28.2	81.7
Assistant	97,128	27.2	54,558	69,971	15,412	28.2	8.8
Instructor	21,972	6.1	39,896	51,837	11,941	29.9	3.2
Lecturer	18,751	5.2	45,389	58,720	13,331	29.4	2.2
No Rank	3,693	1.0	50,662	65,371	14,709	29.0	6.0
All Combined	357,331	100.0	68,475	87,112	18,637	27.2	56.2

Note: The table is based on 1,416 reporting institutions representing 1,715 campuses. For definitions of categories, see Explanation of Statistical Data on page 45.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2004–05

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	299	193	72	34	263	88.0	177	56	30
IIA	861	302	345	214	495	57.5	240	137	118
IIB	931	153	361	417	494	53.1	93	172	229
III	825	661	130	34	289	35.0	274	11	4
IV	857	786	56	15	174	20.3	172	1	1
All Combined	3,773	2,095	964	714	1,715	45.5	956	377	382

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2004–05

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Church-Related	All Combined	Percent in Tabulations	Public	Private-Independent	Church-Related
I	246	160	59	27	221	89.8	152	46	23
IIA	727	274	270	183	425	58.5	226	105	94
IIB	866	139	338	389	468	54.0	86	167	215
III	632	484	119	29	195	30.9	182	9	4
IV	620	552	53	15	107	17.3	105	1	1
All Combined	3,091	1,609	839	643	1,416	45.8	751	328	337

Note: Appendices I and II include listings for individual institutions whose data was received after the completion of the tabulations.