

**Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2008–09 (Dollars)**

Rating <sup>a</sup>	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	161,179	145,020	132,969	124,892	118,809	114,375	109,662	102,609	97,807	91,941
Associate	105,606	98,937	93,074	87,312	84,560	81,994	78,488	75,456	72,517	69,542
Assistant	88,610	84,778	78,886	74,386	71,565	69,502	66,642	64,222	61,838	59,071
Instructor	67,035	63,804	58,755	55,405	53,281	50,602	47,480	44,962	42,816	39,936
All Combined	122,098	110,395	101,653	95,751	90,096	85,507	79,960	76,173	72,908	67,360
<i>CATEGORY IIA (Master's)</i>										
Professor	115,553	107,942	98,485	93,768	89,231	84,631	81,383	77,948	74,062	69,652
Associate	88,058	83,473	76,639	73,289	69,798	67,453	65,419	63,375	60,595	57,154
Assistant	73,044	70,007	65,381	61,466	58,859	56,993	55,285	53,758	52,116	49,764
Instructor	60,467	57,600	51,755	49,450	47,427	45,453	43,685	42,388	40,645	38,152
All Combined	91,925	82,851	77,080	72,694	68,536	65,532	62,793	60,495	58,015	55,478
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	120,125	106,236	92,311	83,836	79,853	75,650	71,534	66,462	61,690	57,227
Associate	87,682	81,298	72,361	66,962	63,957	60,770	58,353	55,586	52,755	49,168
Assistant	70,990	66,341	60,584	56,029	53,978	52,050	49,612	47,379	45,757	43,477
Instructor	59,310	55,369	50,831	47,535	45,417	43,713	41,957	40,742	38,491	36,200
All Combined	94,000	84,160	72,055	66,638	63,731	60,183	56,491	54,070	52,019	47,544
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	97,857	86,962	81,356	75,515	71,845	68,549	65,963	63,351	61,918	57,838
Associate	77,077	71,671	66,580	63,832	61,399	58,559	57,190	55,572	52,570	50,806
Assistant	66,248	64,656	56,023	54,036	52,556	51,094	49,695	47,847	46,381	43,521
Instructor	55,869	54,195	50,269	47,701	46,350	44,893	43,850	42,122	40,904	38,771
All Combined	73,744	68,295	61,925	58,879	57,229	55,883	54,333	53,149	49,951	46,605
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	64,353	63,667	62,515	61,842	60,838	59,941	57,139	53,617	49,131	45,010

Note: The table is based on 1,259 reporting institutions. 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. An average lower than the 20th percentile is rated 5.