

APPENDIX I

NAME	NOTES	(1)					(2)					(3)					(4)				(5)				
		CAT.	AVG. SAL. RTG.				AVG. SALARY (\$1000s)					AVG. COMP. RTG.				AVG. COMPENSATION (\$1000s)									
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
NEW YORK (continued)																									
SUNY Coll-Oneonta		IIA	3	3	4		89.8	68.0	57.1		63.7	2	3	3		119.3	92.1	77.7		86.1					
SUNY Coll-Oswego		IIA	3	3	4	5	90.9	72.1	57.7	41.6	69.4	2	2	3	5	119.1	95.0	76.6	50.2	91.4					
SUNY Coll-Plattsburgh		IIA	3	3	4	-	88.7	68.7	56.2	----	69.6	3	3	3	-	116.6	91.1	76.4	----	92.4					
SUNY Coll-Potsdam		IIA	4	4	5	5	79.5	65.2	53.1	42.2	64.2	4	4	4	4	105.6	86.2	70.8	56.6	85.3					
SUNY-Albany		I	2	2	2		128.5	91.6	76.3		100.0	2	2	3		163.7	119.2	98.9		128.9					
SUNY-Binghamton		I	2	2	3	2	125.6	91.9	72.0	56.4	92.7	2	2	3	3	160.1	118.9	93.5	74.0	119.6					
SUNY-Brooklyn Health Sci Ctr		I	2	1	1	3	137.1	104.0	95.5	53.9	106.0	2	1	1	3	173.9	134.5	122.6	73.1	136.1					
SUNY-Buffalo		I	2	2	2	3	135.4	93.1	77.4	54.9	102.7	2	2	2	3	172.4	120.4	100.5	74.5	132.1					
SUNY-Empire St Coll		IIB	2	2	2	-	89.2	67.3	56.5	----	64.5	2	2	2	-	116.7	88.9	76.6	----	86.2					
SUNY-Fredonia		IIA	3	3	4	5	90.4	67.7	55.9	37.7	68.9	2	3	4	5	119.3	90.2	74.8	50.5	91.7					
SUNY-Maritime Coll		IIA	3	2	3	5	87.9	77.8	60.3	23.4	63.7	2	1	3	5	117.4	103.3	79.2	33.9	84.6					
SUNY-New Paltz		IIA	2	2	4	1	97.3	75.4	57.5	56.8	68.8	2	2	3	1	128.1	100.0	78.1	78.4	91.8					
SUNY-Purchase Coll		IIB	2	1	3		93.4	74.7	55.9		73.3	2	2	2		122.2	98.4	74.6		96.7					
SUNY-St Coll Optometry		I	3	3	2		118.1	87.3	78.2		92.0	3	2	2		151.6	113.9	102.0		119.3					
SUNY-Stony Brook		I	2	1	2	4	140.5	99.5	78.1	49.9	104.0	1	1	2	3	178.3	128.5	101.0	71.5	133.4					
SUNY-Upstate Medical U		I	-	1	5	1	----	100.8	62.4	64.6	77.8	-	1	5	1	----	130.7	85.4	88.5	103.8					
Sage Colleges	208	IIA	5	5	5	-	65.7	55.4	50.0	----	54.2	5	5	5	-	85.5	72.8	65.8	----	71.1					
Saint Joseph's Coll	106	IIB	1	1	1	1	103.5	78.0	66.9	58.3	76.6	1	1	1	1	132.2	100.6	85.9	80.9	98.4					
Sarah Lawrence Coll		IIB	1	1	1		105.1	77.8	64.3		85.1	1	1	1		138.2	105.5	84.9		112.2					
Siena Coll		IIB	1	1	1	3	97.9	79.5	66.3	46.1	80.8	1	1	1	3	134.7	109.3	86.7	57.3	109.5					
Skidmore Coll		IIB	1	1	2		108.8	83.1	61.6		86.1	1	1	1		141.4	110.1	83.3		113.5					
St. Francis Coll		IIB	1	1	1		96.3	75.9	63.5		76.3	2	1	1		122.7	100.8	82.6		98.9					
St. John Fisher Coll		IIB	2	2	1	1	91.1	72.3	65.8	53.1	71.2	2	2	1	1	114.0	91.3	82.5	69.9	89.6					
St. John's U	16,189	I	1	1	2	1	142.8	101.8	80.6	72.6	107.9	1	1	2	1	184.6	136.7	103.0	91.7	141.3					
St. Lawrence U		IIB	1	1	1	2	100.2	79.2	62.7	49.6	76.8	1	1	1	3	132.1	100.5	81.3	60.8	99.1					
St. Thomas Aquinas Coll		IIB	2	1	2	1	95.5	76.0	58.2	53.9	79.4	1	1	2	1	125.0	100.8	75.4	72.2	104.1					
Suffolk Co CC	69	III	1*	1*	1*	1*	111.2	85.2	83.0	60.0	90.7	1*	1*	1*	1	129.1	101.5	99.2	74.7	107.4					
Sullivan Co CC		III	5	5	5	-	55.7	46.6	39.8	----	45.9	4	5	5	-	81.3	65.1	59.6	----	66.7					
Syracuse U	15,35	I	3	3	3	2	117.6	85.4	73.4	62.2	92.5	3	2	2	1	156.7	119.5	102.4	95.0	126.7					
Tompkins Cortland CC	25	III	2	4	4	3	74.5	55.1	48.2	45.6	63.8	2	4	3	4	101.7	74.1	67.7	54.9	87.0					
U Rochester	28,143	I	2	2	1	4	133.8	97.2	93.5	47.1	108.7	2	2	1	3	160.6	124.0	120.2	73.9	135.5					
Ulster Co CC		III	3	3	3	4	70.5	58.9	50.8	41.9	60.1	2	2	2	4	101.1	81.8	71.6	57.1	84.8					
Union Coll		IIB	1	1	1	-	115.7	84.0	67.3	----	89.3	1	1	1	-	152.9	110.6	86.9	----	117.7					
Utica Coll		IIB	3	2	2		78.7	69.2	59.1		64.1	3	2	1		105.3	95.0	86.6		89.0					
Vassar Coll		IIB	1*	1*	1	1	125.4	91.4	72.2	61.0	95.3	1*	1*	1	1	165.8	121.4	92.9	73.6	125.6					
Villa Maria Coll Buffalo		III	5	5	5	5	42.2	49.3	41.8	39.6	41.7	5	5	5	5	50.5	58.4	50.3	45.6	49.0					
Wagner Coll	28	IIA	3	3	4	1*	87.4	68.2	57.0	67.4	69.8	3	3	4	1	108.2	87.8	73.2	86.5	88.7					
Wells Coll		IIB	3	4	4		73.6	59.6	48.3		61.8	4	4	4		87.6	71.9	63.3		75.2					
Westchester CC		III	1*	1*	1*	1*	119.1	106.0	90.0	63.4	101.2	1*	1*	1*	1*	190.1	173.8	159.8	100.0	167.2					
Yeshiva U		I	1	1	1	2	170.9	107.3	89.7	63.6	115.4	1	1	1	1	197.0	133.4	115.8	89.7	141.5					

NORTH CAROLINA

Appalachian St U	28	IIA	3	3	3	1	89.3	70.2	60.5	58.1	68.2	3	3	3	1	113.6	90.5	78.7	75.9	88.1
Belmont Abbey Coll	31	IIB	5	5	5	-	56.5	52.6	46.0	----	43.0	5	5	5	-	75.5	65.8	59.2	----	54.7
Bennett Coll for Women	50	IIB	5	5	5	5	55.8	49.1	46.5	35.9	45.9	5	5	5	5	66.6	59.6	55.8	42.6	55.1
Brevard Coll		IIB	5	5	5	-	50.5	42.7	42.2	----	44.5	5	5	5	-	64.0	53.5	52.7	----	55.9
Catawba Coll		IIB	5	4	5	5	63.1	57.2	47.0	37.1	54.2	5	5	5	5	76.2	69.6	57.8	47.2	66.2
Chowan U		IIB	5	5	3	4	59.0	49.0	51.8	43.5	51.4	5	5	4	4	70.8	57.7	61.5	55.9	61.5
Davidson Coll		IIB	1	1	1	-	115.7	86.2	67.1	----	98.1	1	1	1	-	142.7	106.5	84.8	----	121.3
Duke U	15	I	1*	1*			175.3	114.5	96.0		146.6	1	1	1		214.8	142.6	118.4		180.3
East Carolina U	27	I	5	5	4	1	95.7	74.8	66.7	66.6	71.1	5	5	4	1	121.2	96.1	86.2	86.3	91.6
Elizabeth City St U	31	IIB	3	2	1	1	76.7	66.6	63.8	54.6	65.6	3	3	1	1	98.7	86.3	82.9	71.7	85.2
Elon U	16	IIA	1	2	2	4	103.3	72.7	64.0	43.5	74.9	2	3	2	5	127.4	92.8	80.8	52.2	94.6
Fayetteville St U	28	IIA	3	2	2	1	87.3	74.1	63.2	60.8	69.6	3	2	2	1	111.4	95.4	82.1	79.6	89.9
Gardner-Webb U		IIA	5	5	5	3	64.5	58.5	50.8	46.6	56.6	5	5	5	3	84.7	75.3	66.3	61.0	73.9
Greensboro Coll		IIB	5	5	5	4	58.4	45.8	43.3	41.3	51.4	5	5	5	5	72.9	58.1	51.4	50.3	64.0
Guilford Coll		IIB	4	4	4	3	71.8	59.2	50.8	45.3	57.2	4	4	4	3	93.9	76.3	64.9	58.1	73.7
High Point U	31	IIB	3	2	2	5	80.5	67.9	56.3	33.8	57.1	3	3	3	5	99.7	84.0	69.5	42.0	70.6
Lees-McRae Coll		IIB	5	5	5	5	49.8	40.3	39.4	37.7	40.0	5	5	5	5	58.6	48.0	46.9	44.7	47.4
Mars Hill Coll		IIB	5	5	5	4	57.0	49.1	43.8	39.9	49.2	5	5	5	4	68.2	59.0	52.5	52.4	59.3
Meredith Coll		IIA	4	5	5	4	75.6	61.2	51.9	44.6	62.1	5	5	5	4	91.5	76.1	65.2	55.6	76.6
NC Wesleyan Coll		IIB	5	5	5	4	50.3	49.8	43.6	40.7	47.3	5	5	5	4	65.3	63.7	56.3	51.3	60.7
North Carolina A&T St U	27	IIA	2	2	1	3	92.3	75.7	67.8	49.2	71.2	2	2	1	3	117.3	97.3	87.6	65.0	91.8
North Carolina Central U	13	IIA	2	2	1	3	95.4	76.0	67.1	47.2	68.2	2	2	2	3	121.0	97.8	86.8	62.6	88.3

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NORTH CAROLINA (continued)																				
North Carolina St U	30	I	3	3	3	1	116.8	83.7	70.9	68.6	89.1	3	3	3	1	146.1	106.9	91.3	88.3	113.1
Salem Coll		IIB	5	4	4	4	63.2	55.3	50.1	42.1	52.6	4	5	4	4	82.7	67.8	61.6	51.7	64.9
Shaw U		IIB	5	5	5	5	57.8	51.5	46.2	38.9	47.0	5	5	5	5	69.2	62.7	55.7	47.7	56.9
St. Andrews U		IIB	5	5	5	5	48.1	43.9	43.7	31.4	42.2	5	5	5	5	58.1	52.9	52.1	37.7	50.6
U North Carolina-Asheville	31	IIB	2	2	2	-	84.6	67.5	61.7	----	67.8	2	2	2	-	108.6	87.7	80.5	----	88.0
U North Carolina-Chapel Hill	5	I	1	2	2	1*	144.0	94.6	80.5	100.6	104.6	1	2	2	1*	177.5	119.8	102.7	126.2	131.3
U North Carolina-Charlotte	27	I	4	4	4		112.6	79.4	69.9		77.4	4	4	4		141.3	101.6	90.2		99.1
U North Carolina-Greensboro	28	I	4	5	5	3	108.8	75.5	63.1	55.8	73.1	4	5	5	3	136.8	96.8	81.8	73.1	93.9
U North Carolina-Pembroke	28	IIA	4	4	4	-	81.8	64.0	57.2	----	60.9	4	4	4	-	104.5	82.9	74.7	----	79.3
U North Carolina-Wilmington	28	IIA	2	2	3		93.6	72.3	59.3		70.7	2	3	3		118.7	93.0	77.3		91.1
Wake Forest U	16	IIA	1*	1*	1*	3	138.0	93.4	79.1	48.0	97.0	1*	1*	1	4	171.7	118.4	96.9	58.8	121.1
Warren Wilson Coll		IIB	5	5	4		63.3	53.3	49.1		58.7	4	4	4		82.1	70.8	63.9		76.4
Western Carolina U	27	IIA	3	2	4	3	88.8	72.3	57.5	46.8	67.7	3	3	4	3	113.0	93.1	75.1	62.0	87.6
Wingate U		IIB	4	3	1	4	66.3	62.4	64.2	42.4	62.4	4	3	2	4	85.4	78.9	79.9	51.8	78.4
Winston-Salem St U	28	IIA	3	2	1	1	88.4	75.5	67.3	58.0	60.5	3	2	2	1	112.7	97.1	87.0	75.8	78.7

NORTH DAKOTA

Bismarck St Coll		III	3	4	5		67.9	53.2	44.0		49.3	3	4	5		91.0	73.4	60.8		68.0
Dickinson St U		IIB	4	2	3	5	69.2	66.1	53.4	36.7	54.0	4	2	2	4	93.9	89.0	74.0	50.6	74.2
Jamestown Coll		IIB	5	5	4	3	58.5	49.8	48.0	44.4	50.9	5	5	4	3	74.4	63.0	62.1	58.6	65.3
Lake Region St Coll		III	4	3	4	4	62.7	58.5	48.7	43.9	48.7	4	3	4	3	84.8	77.1	66.7	61.9	67.1
Mayville St U		IIB	5	5	5	5	57.6	49.9	43.4	38.1	48.4	5	5	5	4	78.0	69.7	59.9	54.4	66.9
Minot St U	28	IIA	4	4	4	4	78.0	62.4	55.7	42.7	56.7	4	4	3	3	102.5	84.1	76.3	61.0	77.4
North Dakota St U	27	I	5	5	4	3	100.1	75.6	68.0	53.3	74.7	5	4	4	3	127.6	98.8	87.4	73.8	96.8
U North Dakota-Main	12	I	5	4	5	4	95.6	79.4	64.7	48.6	73.9	5	4	5	4	120.6	102.2	84.1	66.6	95.8
Valley City St U		IIB	4	4	4	4	71.2	55.9	47.8	41.9	51.2	4	3	4	3	94.1	79.8	65.3	60.4	70.9

OHIO

Ashland U	28	IIA	4	5	5	3	76.8	60.0	53.2	46.4	61.0	4	4	4	2	96.6	79.8	73.0	66.3	80.8
Baldwin-Wallace Coll		IIB	3	3	3		75.5	61.9	54.4		65.9	3	3	3		95.6	80.6	70.4		84.5
Bluffton U		IIB	5	5	5	-	61.2	51.8	44.1	----	52.0	5	5	5	-	77.7	66.0	55.8	----	66.0
Bowling Green St U		I	5	5	5	5	93.4	70.2	57.0	40.8	62.0	5	5	5	5	115.4	89.5	71.9	53.7	79.0
Bowling Green St U-Firelands		III	-	2	4	3	----	65.2	47.0	44.9	53.9	-	2	5	4	----	82.9	60.6	58.9	69.7
Capital U	13,88	IIA	2	4	4	3	99.6	66.8	57.5	46.5	75.3	1	3	3	3	128.6	89.3	76.3	61.5	98.8
Case Western Reserve U	5	I	2	3	2	2	131.2	85.8	79.2	57.6	99.8	2	3	2	3	166.0	111.3	100.3	74.4	127.2
Cedarville U		IIB	4	4	4	3	69.6	59.1	50.8	45.1	59.1	4	4	4	3	88.1	74.7	65.6	59.5	75.4
Cleveland St U	1	I	5	5	5	3	98.9	72.1	64.5	54.7	76.2	5	5	4	2	125.8	95.0	86.2	75.2	99.7
Coll Mount St. Joseph		IIA	4	4	5	3	76.5	64.0	52.4	47.2	58.9	5	5	5	4	91.9	79.0	64.2	59.5	72.2
Coll Wooster		IIB	2	2	2	-	90.7	68.8	59.7	----	73.1	2	2	2	-	119.7	92.7	75.7	----	96.0
Defiance Coll		IIB	5	5	5	-	62.8	49.5	47.1	----	50.2	5	5	5	-	77.3	60.3	59.3	----	62.3
Denison U	48	IIB	1	1	2	1	107.1	76.4	59.7	57.5	75.6	1	1	2	1	144.1	103.4	79.9	78.5	101.8
Franciscan U-Steubenville		IIA	5	5	5	4	70.4	60.7	53.2	42.6	61.5	4	3	3	2	107.0	89.7	78.7	73.4	92.8
Heidelberg U	52	IIB	5	5	4		59.2	53.6	47.5		54.1	5	5	5		73.0	67.6	59.6		67.4
Hiram Coll		IIB	4	5	4	3	68.5	54.4	48.5	44.1	54.8	4	5	4	4	85.4	69.0	61.0	54.9	68.7
John Carroll U	31	IIA	3	4	3	2	88.3	65.0	59.6	51.9	71.4	3	3	2	2	113.5	87.6	82.0	71.2	94.8
Kent St U-Ashtabula		III	-	2	2		----	65.0	54.4		52.4	-	2	1		----	87.3	77.7		73.3
Kent St U-East Liverpool		III	-	2	1		----	67.0	58.4		56.4	-	2	1		----	89.5	81.4		78.1
Kent St U-Geauga		III	-	1			----	71.1			54.3	-	1			----	92.3			74.7
Kent St U-Kent	28	I	4	4	4		104.5	76.6	67.3		74.5	4	4	4		132.6	100.5	89.6		98.0
Kent St U-Salem		III	-	1	1		----	71.2	59.3		58.7	-	1	1		----	92.4	80.6		80.4
Kent St U-Stark		III	1	1	2		86.0	70.6	53.7		57.8	1	1	2		112.7	94.8	73.7		79.6
Kent St U-Trumbull		III	1	1	1		82.9	73.6	57.9		61.4	1	1	2		112.4	100.7	76.6		85.1
Kent St U-Tuscarawas		III	1	1*	2		89.5	74.2	56.2		60.3	1	1	2		113.6	96.8	76.2		80.5
Kenyon Coll		IIB	2	2	2	-	95.4	70.3	60.9	----	79.0	1	2	2	-	129.3	97.3	80.0	----	107.3
Lourdes Coll	28	IIB	4	4	4	4	66.5	55.7	49.4	42.5	52.7	5	5	4	4	79.7	68.5	60.9	54.0	64.8
Malone U	28	IIA	5	5	5	5	65.6	57.3	46.3	41.9	56.4	5	4	5	4	94.4	81.8	65.4	58.0	80.4
Marietta Coll		IIB	3	3	4	5	73.8	61.0	50.0	38.5	57.3	3	3	3	4	99.1	80.5	67.4	52.6	76.6
Miami U	30	I	4	5	4	5	103.9	74.7	67.0	36.8	73.4	3	4	3	5	145.5	104.6	93.8	51.6	102.8
Miami U-Hamilton	27	III	1*	1	2	5	98.3	68.6	55.1	38.5	59.6	1*	1	2	5	137.6	96.1	77.2	53.9	83.4
Miami U-Middletown	27	III	1*	2	1	5	93.3	66.5	57.8	38.0	58.4	1*	1	1	5	130.7	93.1	80.9	53.2	81.7
Mount Vernon Nazarene U		IIA	5	5	5	2	61.5	52.5	45.5	49.7	53.6	5	5	5	2	79.9	69.3	60.4	66.9	70.4
Muskingum U		IIB	3	3	3	3	76.5	62.1	53.5	46.3	61.8	3	3	3	3	98.4	80.9	70.6	59.9	80.5
Oberlin Coll		IIB	1	1	1	2	113.1	86.6	64.5	50.9	89.0	1	1	2	2	148.9	111.7	80.8	64.9	115.2

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
26.9	99	91	1	0	0.4	0.9	1.5	0.0	551	316	200	4	107	130	133	1	117.7	84.4	72.2	----	112.4	82.0	68.8	----				
23.4	80	85	3	0	2.5	2.0	0.4	2.0	3	6	8	0	2	14	21	4	----	57.0	49.0	----	----	54.6	50.6	42.1				
21.1	0			0	0.0	1.7	1.8	1.1	5	18	29	8	1	7	30	8	----	52.2	44.6	38.5	----	49.7	47.7	39.3				
20.0	100	75	0	0	0.0	0.0	0.0	0.0	2	6	5	3	2	2	6	2	----	----	45.3	----	----	----	42.4	----				
29.8	100	98	2	--	-0.9	0.0	1.5		41	38	20	0	20	28	22	1	87.5	68.0	65.5		78.8	66.9	58.3	----				
25.4	98	89	0	0	1.2	1.6	1.4	0.0	447	212	179	3	168	154	182	3	147.7	96.1	86.3	135.7	134.2	92.5	74.7	65.5				
28.1	100	96	1		0.0	0.9	0.8		169	186	109	0	45	118	105	0	114.3	82.6	73.1		106.1	74.3	66.6					
28.4	100	97	1	0	0.3	0.2	0.0	0.5	128	127	53	14	67	121	82	41	109.9	77.7	65.1	55.0	106.5	73.1	61.8	56.1				
30.1	100	91	7	--	-1.6	-2.5	-0.1	0.0	45	42	39	1	18	22	68	1	86.2	64.7	57.5	----	70.8	62.6	57.0	----				
28.8	98	93	4		-0.7	-1.0	-0.1		130	110	65	0	45	95	71	0	94.9	73.8	58.4		89.8	70.5	60.2					
24.8	99	98	0	0	2.3	1.9	1.6		123	73	45	2	48	49	44	1	143.5	96.4	76.2	----	123.7	88.9	82.1	----				
30.1	0	0	0		2.3	2.3	2.4	3.8	27	2	7	0	14	6	8	0	65.4	----	51.4		59.1	----	47.2					
29.3	99	88	7	0	0.2	0.0	0.7	1.9	51	83	55	6	22	69	53	10	92.5	74.9	59.9	45.8	80.3	69.2	55.0	47.4				
24.0				0	3.2	4.0	2.7	3.0	16	27	16	5	9	14	37	5	64.0	64.9	62.3	44.3	70.6	57.6	65.1	40.5				
30.3	97	40	0	0	0.0	-1.2	0.2	0.0	22	63	47	15	14	61	68	37	83.7	78.0	65.6	57.9	95.8	73.0	68.4	58.0				
37.8	100	100	2		3.0	3.1	3.4	3.0	4	38	35	0	1	21	25	0	----	54.5	44.4		----	50.8	43.3					
37.6	100	94	26		4.3	3.2	4.0	3.0	11	9	24	6	3	7	22	7	69.2	69.1	54.8	39.8	69.4	62.2	51.8	34.0				
28.3	0	0	0	0	4.8	3.2	3.3	4.2	12	6	10	2	5	8	11	6	58.3	50.5	48.0	----	58.9	49.2	48.0	----				
38.0	67	50	25	24	3.0	2.8	3.4	7.8	1	3	1	9	2	1	7	8	----	----	----	41.0	----	----	----	47.0				
38.3	100	92	22	0	3.0	3.0	3.4	3.0	7	8	7	3	4	4	2	4	56.4	51.6	----	39.5	59.7	46.5	----	37.1				
36.6	100	100	52	0	2.2	2.5	2.7	3.6	29	18	28	12	6	21	36	29	78.1	64.3	55.3	40.4	77.4	60.7	56.1	43.7				
29.6	98	69	1		2.7	2.6	2.9	4.3	141	107	128	3	18	46	110	2	100.7	75.6	69.4	----	95.0	75.8	66.2	----				
27.3	95	80	4		91	136	103	10	35	91	94	19					96.7	81.3	65.5	50.2	92.6	76.4	63.8	47.8				
37.3	100	100	53	0	3.2	3.6	3.4	3.2	4	6	18	5	4	7	12	8	69.4	57.1	48.2	42.4	73.0	54.9	47.3	41.6				
32.5	97	82	14	0	3.4	3.3	2.9	1.5	49	41	34	12	23	37	29	27	76.2	60.8	53.3	47.2	77.9	59.1	53.1	46.1				
28.4	96	66	17		1.4	2.3	2.4		46	29	16	0	22	32	20	0	76.0	62.8	55.9		74.5	61.1	53.2					
26.9	100	50	4	--	1.3	2.3	5.8	1.5	19	5	17	1	7	7	10	1	61.2	52.3	44.2	----	61.2	51.4	44.0	----				
27.4	100	99	4		0.2	0.4	1.3	0.8	104	131	71	116	40	125	60	126	95.5	73.1	57.6	41.3	88.0	67.2	56.2	40.3				
29.4	--	100	8	0	0.0	-0.3	1.0	0.5	2	6	6	5	0	7	7	3	----	71.6	44.6	44.3		59.8	49.1	46.0				
31.2	96	82	5	0	3.0	3.0	3.0	3.0	48	14	22	10	24	25	22	15	106.9	71.8	56.7	49.5	85.0	64.1	58.2	44.4				
27.4	94	74	0	0	1.7	2.9	2.7	1.6	201	98	70	21	64	70	74	50	134.2	87.3	83.7	61.7	121.5	83.6	74.9	55.9				
27.5	90	71	1	0	1.5	1.5	1.5	1.5	65	40	40	5	14	18	41	4	70.6	60.5	51.2	50.4	64.8	55.9	50.5	38.5				
30.9	99	100	0	0	1.0	1.9	3.4	3.0	107	133	55	8	38	82	55	5	101.3	74.6	65.5	59.9	92.0	68.2	63.6	46.3				
22.6	89	81	0	0	6.2	4.3	4.5	1.8	9	12	24	7	9	24	36	2	78.8	65.2	53.0	----	74.3	63.4	52.0	----				
31.3	98	98	0	--	6.1	5.5	6.7	10.8	32	24	18	0	16	22	27	2	91.2	68.6	59.1	----	89.8	69.0	60.1	----				
24.0	100	89	5	--	1.0	2.2	1.8	1.0	6	6	13	1	2	3	9	1	----	48.6	46.0	----	----	51.4	48.6	----				
34.7	100	99	1	0	4.0	3.1	5.4	5.2	28	51	36	1	11	39	43	2	109.1	77.0	60.7	----	102.2	75.6	58.9	----				
49.6	96	70	21	0	3.7	4.4	3.7	5.1	34	28	20	3	12	5	8	5	70.9	61.4	53.9	46.6	69.3	56.5	51.6	40.3				
24.5	97	73	0		0.0	0.8	1.3		19	7	7	0	11	4	15	0	60.6	53.1	46.1		56.7	54.5	48.2					
25.5	100	89	0	0	4.0	10.1	4.9	3.0	9	10	13	4	12	9	17	5	71.7	54.6	49.6	43.7	66.1	54.3	47.8	44.4				
32.7	100	100	25	0	3.7	3.9	2.2	1.7	42	50	17	1	22	26	27	3	92.0	66.9	59.7	----	81.3	61.3	59.5	----				
39.9	--	92	25		0.0	0.0	1.3		1	7	4	0	0	5	4	0	----	67.4	53.1			61.6	55.7					
38.5	--	100	33		0.0	0.0	0.0		0	2	3	0	1	4	3	0	----	----	62.5		----	----	54.2					
37.7	--	100			0.0	0.0			2	2	0	0	0	4	0	0	----	----			----	----						
31.6	100	99	13		0.0	0.3	0.1		153	144	75	0	56	130	100	0	107.9	78.9	69.3		95.4	74.2	65.9					
37.0	--	100	40		0.0	0.0	0.0		2	8	5	0	0	1	5	0	----	----	54.9		----	----	63.6					
37.7	100	100	24		0.0	0.0	0.4		2	17	21	0	2	13	16	0	----	71.9	53.2		----	69.0	54.2					
38.6	100	95	56		0.0	0.0	0.0		1	15	6	0	2	7	3	0	----	76.2	56.4		----	67.8	60.9					
33.6	100	100	24		0.0	0.0	0.0		3	7	8	0	0	7	9	0	89.5	76.6	52.3			71.7	59.6					
35.7	100	100	0	--	2.9	2.9	4.0	4.7	40	32	15	0	27	23	18	1	98.9	70.8	60.9		90.1	69.7	60.9	----				
23.0	0	0	0	0	1.0	1.0	1.0	1.0	5	5	17	2	10	21	26	12	67.9	55.7	49.2	----	65.8	55.6	49.5	----				
42.7	100	87	0	0	0.0	3.4	1.9	0.8	29	10	11	3	17	13	13	10	65.2	56.5	46.3	45.5	66.3	58.0	46.3	40.9				
33.6	95	86	0	0	0.0	0.5	0.7	1.2	10	28	16	4	10	14	19	8	77.0	61.8	50.8	38.9	70.6	59.6	49.2	38.2				
40.0	100	99	6	0	3.1	3.5	5.2	4.3	173	134	73	34	71	109	73	46	107.7	76.8	73.1	39.7	94.7	72.1	60.9	34.7				
40.0	100	100	0	0	2.7	2.5	4.0	3.1	6	12	8	4	5	12	15	6	101.9	70.2	55.9	44.0	94.0	67.0	54.7	34.8				
40.1	100	100	25	0	1.0	3.1	4.2	1.8	3	12	3	4	4	10	5	6	84.5	68.5	56.2	38.0	100.0	64.0	58.7	38.0				
31.5	0	0	0	0	2.9	2.3	2.7	5.1	31	13	18	0	11	9	18	4	61.9	52.5	44.1		60.3	52.5	46.8	49.7				
30.2	88	82	0	0	2.9	1.4	2.2	5.3	17	22	17	0	7	16	17	5	78.2	62.7	54.0		72.3	61.2	53.0	46.3				
29.4	96	90	0	0	1.3	2.0	2.1	3.1	70	65	40	2	29	47	37	4	116.3	88.0	67.3	----	105.5	84.7	61.5	----				

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Ohio Northern U	15	IIB	2	2	2	3	93.6	71.8	62.0	46.7	73.5	2	2	2	3	115.8	90.6	79.1	61.4	92.4
Ohio St U-Agr Tech Inst		IIB	1	2	1		109.9	69.9	62.1		72.5	1	2	2		139.8	91.1	81.2		94.0
Ohio St U-Lima		IIB	1	2	2		96.4	72.9	56.8		71.1	2	2	2		122.7	95.2	75.4		92.8
Ohio St U-Main	5	I	2	2	2	1*	134.2	89.3	81.5	98.0	107.6	2	3	2	1*	165.6	113.1	103.8	122.8	134.5
Ohio St U-Mansfield		IIB	2	2	2		84.1	67.2	56.2		67.4	2	2	2		108.0	87.6	74.4		87.9
Ohio St U-Marion		IIB	1	2	2		98.8	71.5	57.5		74.0	2	2	2		124.6	92.5	75.7		95.5
Ohio St U-Newark		IIB	2	2	1		95.2	73.2	65.6		72.0	2	2	1		120.8	94.1	85.2		92.8
Ohio U-Chillicothe	25	III	1	1	1		84.8	68.1	59.7		67.2	1	1	1		112.8	93.6	84.0		92.6
Ohio U-Eastern		III		1	-			67.7	----		67.6		1	-			93.1	----		93.0
Ohio U-Lancaster		III	-	1	2		----	67.8	54.2		64.7	-	1	1		----	93.3	77.7		89.8
Ohio U-Main	27	I	4	4	5		103.1	76.1	65.0		81.5	4	4	4		133.8	102.8	90.0		109.0
Ohio U-Southern	25	III		1	3			67.5	53.2		58.2		1	2			93.0	76.5		82.3
Ohio U-Zanesville	25	III	1	2	3		82.5	65.7	52.8		63.2	1	2	2		110.1	90.9	76.1		88.0
Ohio Wesleyan U		IIB	3	4	3	-	80.0	58.3	52.5	----	67.2	2	3	3	-	110.8	84.6	72.1	----	93.7
Shawnee St U	27	IIB	4	3	3	4	72.8	60.8	52.7	43.1	57.7	3	2	1	2	104.8	91.3	82.3	67.5	86.8
Sinclair CC		III	2	3	4	4	76.0	58.9	50.4	41.7	65.6	2	3	4	5	99.4	77.1	65.9	54.5	85.8
Terra St CC		III	4	3	3	3	64.8	57.7	51.3	47.4	52.9	4	3	3	2	85.2	77.6	70.0	65.3	71.8
Tiffin U	31	IIB	4	4	3	2	69.9	58.7	54.4	47.3	57.4	4	4	3	2	89.7	76.9	69.4	67.9	75.5
U Akron-Main		I	5	4	4	3	102.8	78.1	66.9	51.7	78.9	5	4	4	3	130.3	101.7	87.3	69.3	101.9
U Akron-Wayne		III	2	1	3		80.6	73.6	51.5		71.0	2	1	3		103.9	94.9	67.4		91.6
U Cincinnati-Clermont Coll		III	2	2	4	2	79.9	64.6	50.1	50.5	59.8	2	2	4	2	102.7	83.0	64.7	68.4	77.1
U Cincinnati-Main		I	4	4	5	4	108.3	78.5	62.0	49.9	84.3	4	4	5	4	138.8	100.8	79.8	65.3	108.2
U Cincinnati-R. Walters Coll		III	2	2	3	2	78.7	64.3	50.5	47.5	61.8	2	2	4	3	101.3	82.6	65.8	61.3	79.8
U Dayton	15	IIA	1	1	1		108.3	78.7	68.4		79.6	1	1	2		139.0	103.5	86.3		102.9
U Findlay	31	IIA	4	3	3	2	79.9	70.4	60.3	51.1	63.6	4	3	3	3	104.2	90.7	77.5	64.4	81.8
U Mount Union	29	IIB	2	2	2	4	81.7	67.6	56.8	42.1	68.1	3	2	3	5	103.1	89.5	70.3	50.1	86.7
U Toledo	12,192	I	4	3	4	3	106.8	83.0	68.6	54.6	76.2	4	3	3	3	142.0	110.2	90.8	71.8	101.1
Ursuline Coll	25	IIB	4	4	4	3	67.4	59.2	50.9	45.0	55.4	4	4	4	3	82.8	75.2	63.1	60.0	69.9
Walsh U		IIB	4	4	4	5	69.0	57.4	48.8	36.7	54.8	4	4	4	5	90.9	76.4	64.5	46.6	72.5
Wilmington Coll	92	IIB	5	5	5	-	60.3	48.7	44.7	----	52.2	5	5	5	-	74.4	59.5	56.4	----	64.6
Wittenberg U		IIB	3	3	3	-	76.5	62.4	53.0	----	65.3	3	3	3	-	105.3	86.2	70.8	----	89.5
Wright St U-Lake		III	1	1	2	5	88.2	71.3	55.4	40.2	61.5	1	1	2	4	119.6	94.2	74.5	58.9	82.8
Wright St U-Main		I	4	4	4	4	109.5	79.3	67.6	44.6	77.5	4	4	4	4	139.9	105.7	88.3	61.3	102.0
Xavier U	28	IIA	2	1	2	4	99.2	79.9	64.9	45.1	72.2	1	1	2	3	130.3	105.6	84.3	61.5	95.0
Youngstown St U	27	IIA	2	2	3	3	92.3	73.5	60.7	48.5	74.6	3	2	2	2	114.2	95.4	82.6	70.4	96.5

OKLAHOMA

Northeastern St U	103	IIA	5	5	5	5	71.4	56.8	50.9	42.3	54.0	5	5	4	4	95.9	77.6	70.1	59.3	74.0
Oklahoma City U	13	IIA	4	4	5	2	79.6	65.3	53.2	52.6	63.9	5	5	5	3	92.4	76.5	63.1	60.9	74.8
Oklahoma Panhandle St U	28	IIB	5	5	5	5	53.6	51.6	44.2	34.0	44.7	5	5	5	5	70.7	68.3	59.5	47.2	60.0
Oklahoma St U-Main		I	5	5	4	-	99.2	74.5	68.1	----	76.3	4	4	4	-	132.5	99.8	88.0	----	101.0
Oklahoma St U-Oklahoma City		III	4	4	4	4	62.7	54.4	46.8	43.3	51.1	3	4	4	4	87.0	75.5	63.7	59.5	70.5
Oral Roberts U	27,32	I	5	5	5	5	67.9	56.2	49.0	39.8	54.8	5	5	5	5	80.3	67.6	57.3	49.1	65.1
Southeastern Oklahoma St U		IIA	5	5	5	5	70.5	61.4	52.3	38.8	58.9	5	5	5	5	87.0	76.4	65.9	50.4	73.6
Southwestern Oklahoma St U	28,211	IIA	4	4	5	4	76.9	64.4	51.7	44.6	56.3	4	3	4	3	104.7	88.6	72.6	63.7	78.4
U Central Oklahoma		IIA	4	4	3	3	77.2	63.4	60.0	47.5	63.2	5	5	4	4	95.6	79.1	75.1	59.7	78.8
U Oklahoma		I	3	4	5	5	114.3	76.5	65.1	37.2	81.8	3	4	5	5	152.3	101.1	84.8	51.3	108.5
U Science & Arts Oklahoma		IIB	5	5	5	4	61.3	50.7	44.6	40.9	50.8	5	5	5	4	75.4	63.3	56.4	52.3	63.5
U Tulsa	12	IIA	1	1	2	4	107.7	80.5	67.0	44.8	84.1	1	1	1	4	142.6	105.7	87.1	59.7	110.6

OREGON

Eastern Oregon U	31	IIB	4	4	4	4	67.2	58.7	49.4	40.1	55.2	3	2	2	2	100.1	89.8	75.1	64.8	84.0
George Fox U	27,93	IIA	5	4	4		70.0	62.2	56.0		61.7	4	3	3		100.3	90.3	77.4		87.4
Linfield Coll	25,191	IIB	2	3	3		81.7	62.3	52.9		66.2	2	2	2		115.5	90.0	76.2		94.7
Multnomah U	203	III	4	4	4	5	64.7	54.7	48.2	40.0	53.8	5	5	5	5	72.6	63.1	56.4	48.3	61.9
Oregon St U	30	I	5	4	3	4	99.9	77.8	71.6	45.0	71.3	4	3	2	3	141.2	112.5	99.9	70.7	103.1
Oregon Tech	30	IIB	4	4	4	3	72.3	59.4	49.5	43.9	58.6	2	2	2	2	107.7	89.3	75.5	68.3	88.4
Portland St U	30	I	5	5	5	5	92.8	73.6	60.3	41.7	69.5	4	3	4	4	131.7	106.8	87.2	67.6	101.3
Reed Coll		IIB	1	1	1		107.5	79.4	67.0		89.3	1	1	1		136.3	100.0	83.1		112.5
Southern Oregon U	31	IIA	5	5	5	4	73.1	59.8	50.4	43.0	59.2	4	3	4	2	107.6	89.8	74.8	68.4	88.9
U Oregon	16	I	4	4	3	4	112.3	79.6	74.0	47.7	79.8	3	2	2	2	155.3	113.9	103.0	74.8	113.7
U Portland	27	IIA	3	3	3	2	89.2	71.3	59.4	50.3	68.6	2	2	2	1	121.4	97.2	82.1	74.7	94.5
Western Oregon U	31	IIA	5	5	5	5	69.0	54.5	42.5	35.9	52.4	4	4	5	4	102.0	81.6	65.5	60.5	79.9

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	25.8	96	88	5	0					50	43	49	3	17	21	34	8	94.5	71.6	63.0	45.0	91.0	72.3	60.6
29.7	100	100	25		2.0	2.5	2.2		4	7	9	0	0	3	3	0	109.9	73.2	60.2			62.1	67.8	
30.4	100	100	6		2.1	3.0	2.3		7	10	6	0	1	5	10	0	---	76.4	57.1		---	65.8	56.6	
25.0	98	92	2	17	2.3	2.8	3.3	1.8	751	445	242	3	222	299	222	3	137.0	91.8	86.3	118.1	124.9	85.5	76.2	78.0
30.3	100	100	0		2.5	2.1	3.5		7	11	5	0	2	8	8	0	---	67.5	56.8		---	66.9	55.8	
28.9	100	100	0		4.2	2.2	4.9		6	16	1	0	2	3	8	0	---	70.3	---		---	77.6	---	
28.9	100	100	0		1.9	2.3	3.7		4	20	9	0	0	9	11	0	95.2	73.2	63.4			73.1	67.5	
37.8	100	89	38		4.3	2.7	5.5		3	2	9	0	2	7	4	0	---	---	58.8		---	---	61.9	
37.6		100	--			3.0	11.6		0	10	2	0	0	3	0	0		67.4	---				68.7	
38.6	--	94	0		3.1	2.9	5.1		1	9	4	0	1	9	4	0	---	66.3	53.7		---	69.4	54.7	
33.7	100	98	5		3.1	3.8	4.7		157	194	104	0	53	106	72	0	105.4	76.9	67.4		96.2	74.5	61.4	
41.3		100	0			3.7	6.7		0	3	2	0	0	3	9	0		70.5	---			64.6	---	
39.2	100	100	17		3.0	4.3	6.0		2	8	6	0	2	11	6	0	---	66.1	53.0		---	65.4	52.6	
39.4	100	85	10	--	0.3	1.0	0.8	13.7	45	19	20	0	24	8	21	2	81.6	58.6	53.0	---	77.0	57.5	51.9	---
50.6	100	96	56	0	1.0	2.2	2.8	5.4	21	31	20	9	14	17	12	27	73.2	60.7	53.0	40.7	72.2	60.9	52.2	44.0
30.8	100	86	12	0	1.4	1.9	1.6	2.0	86	37	22	3	86	55	30	13	77.3	59.1	50.5	39.9	74.7	58.8	50.3	42.1
35.7	100	88	56	0	14.1	8.2	16.9	49.9	7	5	10	8	2	3	6	8	---	59.2	51.9	48.8	---	55.2	50.1	46.0
31.7		0	0	0	2.5	3.9	5.1	7.9	10	15	9	7	5	9	11	9	71.4	58.4	55.8	47.4	66.8	59.2	53.2	47.3
29.2	98	93	1		8.5	7.8	4.5	6.2	185	126	92	15	87	84	73	41	108.6	80.8	69.9	53.7	90.4	74.1	63.2	51.0
28.9	100	91	0		7.3	5.4	3.1		4	7	2	0	6	4	3	0	81.6	73.7	---		80.0	73.4	---	
29.1	100	76	17	25	5.6	6.3	4.2	4.3	8	14	18	1	8	11	24	3	84.2	66.0	49.8	---	75.7	62.8	50.3	---
28.4	91	67	3	3	3.8	3.5	2.4	1.6	324	218	138	5	117	186	187	25	112.1	82.7	64.7	59.9	97.6	73.7	59.9	47.9
29.2	95	76	5	0	5.7	4.8	4.6	4.4	10	14	24	2	27	27	34	2	83.5	67.5	49.8	---	77.0	62.7	51.0	---
29.3	99	94	6		2.7	2.7	2.8		119	102	62	0	23	60	48	0	108.1	80.7	71.4		109.5	75.3	64.4	
28.5	100	72	27		2.5	4.1	2.9	3.1	20	23	49	17	11	23	45	23	82.5	72.1	61.1	53.7	75.0	68.7	59.5	49.2
27.3	100	78	3	0	1.5	3.2	4.5	1.5	31	25	18	4	15	15	17	4	82.0	67.2	57.4	42.2	81.0	68.1	56.1	42.1
32.7	99	79	6	6	1.1	0.8	2.5	1.7	149	164	92	9	55	88	69	25	107.9	85.1	69.0	53.1	103.6	79.3	68.1	55.2
26.2	100	79	5	0	2.2	2.4	3.3	2.5	6	1	4	1	12	13	16	16	70.1	---	52.0	---	66.0	---	50.6	---
32.4	81	61		0	5.1	6.4	0.2	3.2	12	22	24	1	9	19	32	2	69.6	55.7	50.0	---	68.2	59.4	47.9	---
23.9	100	82	10	--	0.0	0.0	0.0	0.0	21	10	6	0	7	7	14	2	60.2	48.0	47.2	---	60.3	49.8	43.6	---
37.0	98	94	9	--	2.0	2.8	3.5	8.5	35	32	17	1	18	22	17	0	78.3	62.6	54.2	---	72.9	62.0	51.8	
34.5	100	100	0	0	0.0	0.0	1.8	2.4	3	9	4	0	0	0	1	3	88.2	71.3	---			---	40.2	
31.6	94	92	1		3.6	0.2	3.1	3.2	138	110	45	22	33	90	60	51	112.0	82.4	68.7	43.7	98.8	75.6	66.7	45.0
31.6	100	95	6	0	4.8	4.4	3.5	2.0	42	64	27	11	24	44	41	24	101.2	80.4	68.3	45.1	95.6	79.3	62.7	45.0
28.4	99	95	11	0	0.3	1.5	0.4	0.0	112	74	57	13	43	50	68	20	94.3	75.3	63.0	51.3	87.2	70.7	58.8	46.6
37.1	96	76	3		0.3	0.1	0.1	0.3	45	35	57	32	22	40	51	42	73.2	58.5	53.0	43.6	67.6	55.4	48.6	41.4
17.0	85	64	1	0	5.1	4.3	2.9	2.6	41	24	37	7	27	21	34	25	81.6	63.7	55.3	59.3	76.5	67.1	50.9	50.8
34.4	88	55	0	0	4.0	0.8	2.8	0.2	5	8	13	4	3	3	8	9	54.1	48.7	44.0	36.0	52.9	59.6	44.6	33.1
32.3	100	98	2	--	3.2	4.1	5.0	2.6	256	208	132	0	58	93	102	2	100.4	77.1	71.4	---	93.6	68.7	63.7	---
37.9	100	100	0	7	2.1	3.5	5.5	6.7	3	15	12	6	3	25	10	8	61.3	54.2	48.2	42.8	64.1	54.6	45.1	43.7
18.8	82	24	5	0	4.7	5.6	5.8	5.9	43	22	31	13	6	15	32	9	68.1	56.9	49.1	39.9	66.0	55.3	48.9	39.7
24.8	98	89	24		0.8	1.9	2.1	9.8	30	18	18	13	16	18	15	7	70.7	62.8	53.4	40.1	70.2	59.9	51.0	36.5
39.4	100	92	22	7	0.6	1.3	1.3	0.4	26	21	27	30	12	16	32	40	79.2	65.0	48.1	45.5	71.7	63.7	54.8	43.9
24.8	98	91	11	2	0.0	1.7	2.1	4.8	93	40	58	21	64	41	56	39	79.0	65.6	64.2	49.9	74.5	61.3	55.7	46.2
32.6	98	89	0	0	4.1	4.3	5.7	2.7	324	194	158	44	72	134	125	59	117.2	79.4	66.8	40.7	101.4	72.3	62.9	34.6
24.9	94	100	0	0	1.8	1.3	2.7	0.0	9	9	7	2	7	6	7	6	61.3	50.8	44.4	---	61.3	50.4	44.7	---
31.6	89	85	0	0	3.8	3.5	2.9	3.6	91	59	53	7	24	32	32	14	108.5	82.9	72.2	46.4	104.9	76.3	58.3	43.9
52.3	93	87	20	0	0.9	3.5	2.9	3.6	21	17	20	6	9	13	15	4	67.5	59.8	49.3	39.8	66.7	57.2	49.6	40.5
41.6	91	39			5.9	7.1	5.1		39	28	38	0	14	13	42	0	71.5	63.0	58.2		65.6	60.4	53.9	
43.0	96	96	9						29	20	19	0	22	25	27	0	82.2	62.3	53.0		81.1	62.3	52.9	
15.1		0	0	0	0.0	0.0	0.0	0.0	10	3	7	2	0	2	6	1	64.7	---	49.8	---	---	---	46.3	---
44.7	95	86	1	3	1.4	1.4	2.4	4.4	119	120	109	98	43	79	76	104	103.2	80.9	73.3	46.5	90.8	73.0	69.3	43.7
50.8	100	79	7	0	0.7	1.4	0.9	8.0	28	26	25	7	14	8	20	6	73.5	59.6	50.7	43.4	70.1	58.7	47.9	44.5
45.7	98	83	1	0	0.2	1.3	1.0	1.9	143	103	88	41	63	67	111	84	95.3	74.5	60.7	42.9	87.2	72.2	59.9	41.1
26.0	96	83	0		2.6	2.1	3.3		47	20	17	0	24	9	28	0	109.9	78.4	68.1		102.7	81.5	66.3	
50.2	100	81	10	0	4.6	6.3	5.3	7.0	52	32	16	25	21	26										

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Willamette U	16	IIA	1	1	1	5	111.9	80.2	69.4	42.4	82.0	1	1	1	4	143.0	107.1	88.8	56.2	106.2
PENNSYLVANIA																				
Albright Coll		IIB	2	2	3	3	84.0	67.3	54.6	46.9	64.6	2	2	3	3	107.5	88.9	72.5	59.6	84.2
Allegheny Coll		IIB	1	2	2		97.0	72.8	59.9		73.3	1	2	2		125.5	96.5	77.8		96.1
Arcadia U		IIA	2	1	2	3	98.1	78.6	62.2	49.1	74.0	2	2	2	2	125.0	102.0	81.8	66.1	96.1
Bloomsburg U Pennsylvania		IIA	1	1	2	3	104.5	82.1	64.5	48.7	77.9	1	1	3	4	131.5	104.1	80.1	57.8	97.4
Bryn Mawr Coll		IIA	1	1	1	1	112.9	84.5	71.4	58.9	88.6	1	1	1	1	146.8	112.4	94.4	79.7	117.1
Bucknell U		IIB	1	1	1		110.3	84.1	73.0		86.3	1	1	1		143.3	111.2	94.2		112.6
Butler Co CC		III	4	4	2	4	64.5	56.2	53.7	44.2	55.4	3	3	2	2	89.1	79.6	71.6	65.2	77.9
Cabrini Coll		IIB	2	2	3	2	83.2	66.0	52.9	47.7	61.9	2	3	3	2	107.7	86.3	69.0	62.9	80.7
California U Pennsylvania		IIA	1	1	1	2	103.0	83.0	68.0	50.3	82.3	1	1	2	3	128.6	104.6	84.8	61.0	102.9
Carnegie Mellon U	205	I	1	1	1*	-	142.0	98.9	101.1	----	115.2	2	2	1	-	173.7	122.8	123.0	----	141.3
Cedar Crest Coll		IIB	3	3	3	2	80.1	64.4	54.0	48.8	62.5	3	3	3	3	98.2	79.8	68.2	59.7	77.6
Chatham U	28	IIA	4	3	3		82.6	67.5	59.8		64.3	3	3	3		108.8	91.4	75.5		83.3
Cheyney U Pennsylvania		IIB	1	1	1	2	103.2	80.9	66.6	50.6	79.3	1	1	1	3	128.8	101.7	84.7	60.0	99.1
Clarion U Pennsylvania	218	IIA	1	1	2	2	103.6	81.8	65.9	50.3	83.6	1	1	2	4	128.6	102.9	82.5	59.0	104.0
DeSales U		IIA	4	3	3	2	80.3	71.9	60.1	51.1	65.1	4	2	3	3	107.7	95.3	79.1	64.5	85.8
Delaware Valley Coll		IIB	2	2	2	2	84.8	68.2	57.9	52.3	63.3	3	2	3	2	105.2	86.7	73.1	67.1	79.7
Dickinson Coll		IIB	1	1	1	2	108.6	81.7	65.6	52.2	78.9	1	1	1	2	138.8	106.6	82.8	63.3	100.9
Drexel U	12	I	2	1	1	1	139.6	106.8	89.7	66.3	92.8	2	1	1	1	166.6	133.7	116.7	93.3	119.8
Duquesne U		I	3	3	4	3	116.7	82.3	66.7	52.7	80.9	3	3	4	3	144.5	107.7	86.0	68.6	103.8
East Stroudsburg U		IIA	1	1	2	3	104.5	81.6	65.8	47.9	80.8	1	1	2	4	131.6	103.2	82.5	58.2	101.6
Edinboro U Pennsylvania		IIA	1	1	1	3	102.4	81.9	67.0	46.6	79.1	2	1	2	4	128.2	103.4	85.8	55.4	99.4
Elizabethtown Coll		IIB	2	2	2		84.6	70.4	59.0		69.0	2	2	2		115.9	92.3	75.5		90.9
Franklin and Marshall Coll		IIB	1	1	1	1	107.7	78.1	69.6	59.4	83.1	1	1	1	1	147.7	110.2	95.5	80.6	114.9
Gannon U		IIA	3	3	3	3	86.7	70.3	60.3	48.6	65.0	3	3	3	2	113.1	91.1	79.9	69.3	86.1
Geneva Coll		IIB	4	3	4	-	65.9	60.5	48.9	----	60.3	4	3	4	-	85.9	81.7	64.6	----	79.7
Gettysburg Coll		IIB	1	1	1		102.7	77.3	62.4		78.3	1	1	1		135.0	103.1	83.9		104.3
Haverford Coll		IIB	1	1*	1	-	118.9	92.4	73.2	----	95.6	1	1*	1*	-	159.7	130.4	103.8	----	132.4
Holy Family U	28,200	IIB	2	2	2	1	85.5	69.4	62.0	54.7	68.8	3	3	2	2	106.1	85.4	74.6	68.5	84.6
Immaculata U		IIA	5	4	5	2	73.5	61.9	54.1	53.6	61.8	4	4	4	2	97.2	80.5	70.9	70.5	81.1
Indiana U Pennsylvania	74	I	4	3	5	4	103.8	83.2	63.4	48.8	80.6	5	4	5	4	129.6	105.9	78.7	60.2	101.1
Juniata Coll		IIB	2	3	3		84.7	61.5	52.3		71.2	2	3	3		113.6	82.9	70.4		95.7
Kutztown U Pennsylvania		IIA	1	1	3	4	102.7	81.7	60.8	45.6	74.9	1	1	3	4	129.8	105.0	76.6	57.1	95.1
La Roche Coll		IIA	5	5	5	-	68.5	54.7	45.4	----	55.4	5	5	5	-	81.5	66.9	54.1	----	66.2
La Salle U		IIA	1	1	2	2	106.7	84.0	65.1	51.9	80.0	1	1	2	3	132.4	105.1	84.3	64.0	100.9
Lackawanna Coll	164	III	5	5	5	5	45.1	40.0	35.7	32.2	37.9	5	5	5	5	66.9	63.0	51.6	51.2	57.2
Lafayette Coll	29	IIB	1*	1*	1	1	124.8	90.4	71.2	53.1	95.2	1*	1	1	1	162.2	116.7	92.3	70.0	123.4
Lebanon Valley Coll		IIB	3	3	2	-	81.1	65.6	56.9	----	67.0	2	2	2	-	109.4	86.4	75.9	----	89.2
Lehigh U	30	I	2	2	1		134.3	89.7	89.9		106.6	2	2	1		173.4	118.4	113.6		137.9
Lock Haven U	127	IIB	1	1	1	2	99.1	79.4	66.0	49.6	79.8	2	1	1	3	124.1	100.9	82.6	60.8	100.4
Lycoming Coll		IIB	3	2	3	-	75.8	67.4	53.1	----	61.2	3	2	3	-	94.4	87.9	68.7	----	78.4
Mansfield U Pennsylvania		IIB	1	1	1	2	103.5	82.2	63.3	50.5	82.7	1	1	2	2	129.7	105.4	79.8	64.8	104.7
Marywood U	28	IIA	2	2	3	2	96.2	75.2	59.8	53.2	68.8	2	2	3	2	120.3	96.5	78.8	65.7	88.6
Mercyhurst Coll	183	IIB	2	3	3	3	85.9	65.4	53.6	44.5	57.4	2	3	3	3	114.2	83.4	70.3	59.9	75.5
Messiah Coll		IIB	3	2	3	-	80.3	66.0	55.7	----	66.0	2	2	2	-	106.4	92.9	74.7	----	89.4
Millersville U Pennsylvania		IIA	1	1	2		103.9	83.0	64.6		83.8	1	1	2		130.9	105.3	82.1		106.1
Misericordia U		IIB	3	2	2		81.1	69.6	56.0		66.2	3	2	3		102.8	92.5	70.7		85.3
Moravian Coll		IIB	2	3	2	2	84.6	65.1	56.0	47.9	68.7	2	2	2	1	117.1	87.9	78.2	72.6	94.5
Muhlenberg Coll		IIB	1	1	2		96.1	75.2	59.7		74.2	1	1	2		131.8	104.5	79.4		101.6
Neumann U	28	IIB	3	4	3	3	81.0	59.5	54.3	46.6	57.8	2	3	2	3	106.8	80.0	73.5	61.5	77.5
Penn St U-IIA Campuses	161	IIA	1	1*	1	2	113.4	89.7	75.2	55.3	82.5	1	1	1	2	142.3	115.5	95.7	73.5	105.6
Penn St U-IIB Campuses	60	IIB	1	1	1	1	97.2	76.9	64.0	53.0	66.2	1	1	1	1	125.7	100.6	84.0	71.2	87.2
Penn St U-Main	1	I	2	2	2	3	132.1	89.2	76.1	51.0	90.3	2	2	3	3	165.0	114.3	97.7	68.6	114.9
Philadelphia Biblical U	31,174	IIB	5	5	4		61.2	54.1	47.8		55.9	5	4	4		79.5	70.9	60.9		72.5
Philadelphia U	30	IIA	1	2	2	-	102.6	77.1	63.6	----	74.6	1	1	2	-	138.0	108.0	85.8	----	102.7
Pittsburgh Theol Seminary		IIA	2	1	1		92.4	79.3	67.7		84.3	2	1	2		122.7	103.1	85.1		110.4
Point Park U	31	IIA	3	4	4		85.2	65.6	54.4		68.9	4	4	5		104.2	81.0	67.6		84.9
Robert Morris U	27,195	IIA	2	1	1*		98.8	80.0	76.6		81.7	1	1	1		130.3	104.5	96.8		106.1
Saint Vincent Coll		IIB	2	3	3	2	85.4	64.5	54.0	51.2	62.1	2	2	3	2	117.1	89.0	71.9	67.1	84.0
Seton Hill U	24	IIB	2	3	2	2	81.7	65.2	57.5	49.9	64.7	3	3	3	2	105.3	83.8	72.3	64.9	82.7
Shippensburg U		IIA	1	1	1	4	103.5	82.1	67.0	45.5	82.6	1	1	2	5	130.4	105.3	83.7	52.7	104.3
Slippery Rock U Pennsylvania		IIA	1	1	1	3	105.2	84.7	70.4	48.2	80.3	1	1	1	4	130.4	107.5	88.4	57.8	100.4

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	29.4	98	94	0	0	0.4	1.6	2.2	3.4	56	30	28	16	29	23	40	24	115.0	82.1	72.5	43.6	105.9	77.9	67.2
30.3	100	95			0.0	0.0	0.0	0.0	18	24	15	5	11	15	15	16	84.8	65.3	56.6	46.1	82.7	70.5	52.6	47.2
31.1	100	98	0		3.5	3.8	3.7	3.5	41	26	15	0	9	22	19	0	98.1	74.8	59.5		91.8	70.4	60.2	
29.8	100	84	12	0	1.1	2.5	3.1	9.0	20	15	23	2	10	17	42	2	100.0	84.2	63.7	----	94.4	73.8	61.4	----
25.0	100	85	29	1	-0.3	0.7	0.9	1.2	81	66	56	30	31	44	49	39	104.3	82.8	64.1	48.7	104.9	80.9	65.0	48.7
32.2	100	100	0	0	3.7	4.1	4.5	3.1	32	14	11	2	33	14	14	1	118.3	84.3	71.7	----	107.6	84.8	71.1	----
30.5	99	96	0		3.3	3.1	2.3		56	89	67	0	28	57	61	0	115.0	85.2	73.2		100.9	82.5	72.9	
40.5	100	100	100	40	7.4	3.4	3.8	8.6	9	7	7	6	16	6	1	14	72.3	60.0	----	45.5	60.2	51.7	----	43.7
30.4	100	95	0	0	6.9	5.3	2.4	4.4	6	8	11	1	8	11	21	5	85.0	69.6	54.1	----	81.9	63.4	52.3	----
25.0	98	72	28	4	0.0	0.6	1.8	0.4	53	46	33	8	35	36	42	17	104.8	83.1	69.8	47.6	100.3	82.7	66.7	51.6
22.6	100	56	0	--	2.2	4.1	4.6		306	104	104	0	66	50	30	1	145.5	102.6	99.9		125.8	91.1	105.3	----
24.2	100	90		0	0.0	0.9	1.6	5.5	10	8	10	0	10	13	24	7	81.4	68.9	50.5		78.7	61.6	55.4	48.8
29.5	45	35			2.9	2.3	1.6		5	7	26	0	6	19	37	0	90.8	64.5	57.4		75.8	68.7	61.5	
25.1	100	84	50	11	0.0	2.0	1.4	-1.1	9	9	7	8	9	10	9	1	102.9	80.4	65.5	----	103.4	81.4	67.4	----
24.5	100	88	48	13	0.0	0.8	0.5	2.2	61	27	29	4	35	29	44	12	104.5	84.9	69.0	45.9	102.1	79.0	63.8	51.8
31.8	92	75	0	0	1.5	1.4	12.4	0.1	10	22	15	6	3	10	29	8	79.2	72.6	68.3	47.0	84.1	70.3	55.8	54.1
26.0	100	100	27	0	2.4	4.1	3.9	4.8	8	17	20	1	2	9	10	3	----	68.6	58.8	----	----	67.4	56.1	----
28.0	100	99	0	0	6.4	6.2	6.2	4.8	25	48	37	3	15	28	43	10	107.6	82.8	65.8	54.8	110.3	80.0	65.5	51.4
29.1	99	86			1.3	1.5	1.5	1.4	166	120	75	210	40	78	82	240	141.5	110.0	93.7	69.0	131.7	101.7	86.0	63.9
28.3	100	96	3	3	1.0	2.7	3.3	2.5	70	115	74	10	21	63	100	27	122.4	85.5	69.5	45.9	97.6	76.3	64.7	55.2
25.7	100	91	40	0	0.0	0.1	1.7	2.9	52	44	35	14	31	44	35	16	104.6	82.0	66.7	46.4	104.2	81.2	64.9	49.1
25.6	99	91	67	7	0.0	0.7	0.5	0.9	59	46	48	16	44	34	45	30	102.3	82.5	68.7	47.8	102.6	81.1	65.3	46.0
31.7	100	91	0						20	30	20	0	7	27	14	0	85.4	72.6	57.7		82.4	68.0	60.7	
38.3	97	97	0	0	0.7	1.1	0.4	0.0	44	40	32	5	19	28	39	6	111.4	79.1	70.2	59.8	99.1	76.8	69.2	59.0
32.5	97	88	24	0	3.6	3.2	2.8	2.6	23	29	38	13	6	22	44	18	88.1	70.4	61.2	45.9	81.6	70.2	59.4	50.5
32.1	100	54	12	--	4.6	4.1	4.0	2.3	30	20	5	1	11	6	12	1	66.7	62.0	49.1	----	63.8	55.3	48.8	----
33.1	100	100	1		2.2	2.5	3.3		36	42	37	0	14	36	34	0	106.0	78.2	61.9		94.3	76.1	62.8	
38.5	95	78	0	--	1.9	2.1	3.6	2.0	23	22	19	0	15	23	12	1	120.6	90.1	72.2	----	116.4	94.6	74.6	----
23.0	9	4	0	0	7.4	8.7	9.5	5.0	9	11	8	4	14	14	18	12	89.8	70.4	65.2	58.8	82.7	68.7	60.5	53.3
31.1	95	34	7	0	3.0	3.1	3.4	3.0	8	12	6	0	14	20	23	4	79.7	65.6	50.8		69.9	59.7	54.9	53.6
25.4	98	93	32	8	-0.2	0.8	1.3	0.8	123	96	80	23	71	88	87	43	104.5	83.4	63.4	48.9	102.5	83.0	63.4	48.7
34.3	96	100	10		3.6	3.9	6.1		35	15	9	0	13	13	11	0	84.7	61.3	53.8		84.9	61.8	51.1	
26.8	95	81	14	0	0.0	0.5	1.3	1.5	63	69	86	13	36	49	88	24	103.0	81.9	60.0	45.0	102.1	81.4	61.6	45.9
19.4	0	0	0	--	2.0	2.0	2.0	0.9	11	7	7	0	13	4	17	2	69.2	55.2	44.7	----	67.9	53.8	45.7	----
26.1	98	96	16	0	2.0	2.2	2.3	2.0	39	37	32	4	15	39	58	10	109.5	85.3	65.3	52.8	99.2	82.7	64.9	51.6
51.2	100	100	33	0	0.0	0.0	0.0	0.0	6	2	5	3	3	3	4	3	44.8	----	36.0	32.0	45.7	----	35.3	32.3
29.6	100	96	0	0	3.2	3.7	5.2	2.3	58	50	30	3	16	19	32	2	126.3	91.9	70.5	----	119.2	86.6	71.9	----
33.3	100	97	6	--	2.7	3.0	3.5	2.5	21	23	15	1	8	15	19	0	82.3	65.1	55.6	----	78.0	66.2	58.0	
29.4	100	95	0		3.3	4.5	3.0		169	82	59	0	36	47	37	0	137.1	91.0	87.1		121.2	87.3	94.3	
25.8	95	95	48	8	0.0	0.7	1.2	0.0	32	49	33	4	34	30	31	8	99.1	79.9	65.8	50.1	99.2	78.6	66.2	49.4
28.0	100	100	36	--	2.8	3.4	2.1	1.0	13	10	25	2	8	4	19	0	79.3	69.4	53.1	----	70.2	62.5	53.2	
26.6	100	96	42	0	0.0	0.2	0.3	0.0	25	29	21	1	16	21	17	2	105.9	83.8	63.3	----	99.9	79.9	63.3	----
28.8	100	83	7	0	3.3	3.7	5.3	9.9	13	18	41	1	10	22	35	12	95.0	77.1	61.2	----	97.7	73.7	58.1	----
31.4	100	100	0	0	5.6	4.9	4.6	2.5	21	20	40	17	5	13	41	32	86.6	64.5	54.4	44.6	82.7	66.8	52.8	44.5
35.5	94	83	13	--	3.8	4.9	4.3	8.6	39	37	17	1	14	23	28	0	80.7	66.5	55.1	----	79.0	65.3	56.1	
26.6	100	96	39		0.0	0.3	0.7	15.8	51	46	43	0	38	51	46	0	103.9	82.5	64.9		103.8	83.4	64.4	
28.7	84	94	2		2.6	3.1	3.7		20	14	16	0	5	22	32	0	81.2	65.4	58.4		80.6	72.3	54.8	
37.5	97	98	0	0	2.3	2.5	3.7	2.3	22	20	6	0	9	24	14	4	85.9	64.8	54.6		81.2	65.4	56.6	47.9
37.0	98	100	0		2.7	2.8	4.1		38	28	15	0	13	26	22	0	97.3	75.7	58.9		92.6	74.6	60.3	
34.1	0	0		0	2.9	2.1	2.0	2.0	4	13	16	3	7	14	30	10	92.0	58.5	54.7	44.8	74.7	60.5	54.1	47.1
28.1	100	91	0	0	0.0	0.0	0.0	0.0	29	53	35	22	9	29	42	12	113.3	92.8	78.3	59.4	113.8	84.1	72.5	47.7
31.7	100	97	12	0	0.0	0.0	0.0	0.0	85	224	149	143	32	131	103	220	98.0	78.4	65.3	55.5	95.1	74.3	62.2	51.4
27.2	97	88	0	0	0.0	0.0	0.0	0.0	657	308	212	89	175	193	189	110	134.6	92.6	81.0	55.2	122.7	83.7	70.6	47.6
29.8	0	0	0		3.0	3.0	3.0		18	10	7	0	4	6	4	0	61.2	54.1	48.1		61.0	54.2	47.5	
37.6	100	55		--	1.6	1.4	2.1	1.5	12	28	28	1	1	28	17	0	----	79.0	62.9	----	----	75.2	64.8	
31.0	100	100	0		0.0	0.0	0.0		9	2	2	0	1	1	2	0	----	----	----		----	----	----	----
23.2	98	17	0		3.1	3.3	3.6		34	19	23	0	14	16	16	0	87.2	65.2	54.8		80.3	66.2	53.8	
29.9	98	94	28		4.1	4.9	4.6		40	40	29	0	14	32	29	0	99.7	81.4	79.5		96.4	78.2	73.6	
35.3	88	85	0	0	2.4	2.0	2.7	1.9	14	25	20	13	3	9	18	3	88.1	64.8	54.0	53.5	72.4	63.9	54.1	41.4
27.7	88	62	0	0	4.7	5.1	7.9	3.0	10	15	16	1	7	22	20	2	86.4	67.7	60.5	----	74.9	63.5	55.1	----
26.2	100	92	38	0	0.0	0.4	1.4	0.0	64	60	48	9	36	51	37	10	103.4	82.2	68.0	45.6	103.6	81.9	65.7	45.5
25.0	100	86	58	2	-0.5	0.4	0.5	3.7	52	6														

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA (continued)																				
St. Joseph's U	31	IIA	1	1	1*	111.7	87.5	77.4		83.9	1	1	1*	147.7	118.1	102.6		111.6		
Susquehanna U	31	IIB	2	2	2	1	85.3	71.8	58.9	53.4	69.2	2	2	2	2	109.2	95.5	77.5	68.6	91.0
Swarthmore Coll		IIB	1*	1*	1		131.4	93.4	72.7		109.6	1*	1*	1*	166.5	123.3	96.3		140.9	
Temple U	5,117	I	2	2	3	3	134.0	94.1	70.0	55.6	94.3	2	2	4	3	168.4	121.4	89.3	71.4	119.9
Thiel Coll		IIB	5	5	4	3	62.6	52.2	48.2	45.5	54.5	5	5	5	4	76.2	63.4	59.1	53.2	66.3
U Pennsylvania	5	I	1*	1*	1*		181.6	117.8	112.3		150.3	1*	1*	1*	231.8	159.8	153.4		196.5	
U Pittsburgh-Bradford		IIB	2	2	2	2	81.7	66.4	56.5	50.8	62.7	3	3	3	2	100.9	83.7	72.5	63.6	79.3
U Pittsburgh-Greensburg		IIB	3	3	3	4	78.0	62.9	51.6	43.3	56.6	3	3	4	4	100.2	78.4	64.5	54.8	71.0
U Pittsburgh-Johnstown		IIB	3	3	4	3	76.0	64.1	51.1	46.1	57.0	3	3	4	3	94.2	80.4	64.3	58.0	71.4
U Pittsburgh-Pittsburgh	5	I	2	2	3	4	134.8	90.0	75.0	45.3	91.4	2	3	3	5	168.4	112.8	93.9	59.6	114.6
U Pittsburgh-Titusville		III	-	4	2	2	----	56.5	55.1	47.4	54.4	-	5	3	4	----	70.0	69.8	60.1	68.3
U Scranton	28	IIA	2	1	2	2	99.1	83.0	66.4	54.0	80.2	1	1	1	1	137.8	116.1	93.5	75.2	112.0
Ursinus Coll		IIB	1	1	1	1	97.2	75.9	69.6	59.0	79.6	1	1	1	1	127.1	98.6	89.0	75.3	103.1
Valley Forge Christian Coll		IIB	5	4	4		63.5	58.9	47.4		54.9	5	4	4		75.3	70.3	62.4		68.1
Villanova U	12	IIA	1*	1	1	1	123.7	89.3	69.8	60.1	88.0	1*	1	1	1	156.4	116.9	89.7	77.9	113.1
Washington & Jefferson Coll		IIB	2	3	3	-	83.4	65.0	55.0	----	66.6	2	2	3	-	107.1	87.1	72.8	----	87.5
Waynesburg U		IIB	4	3	3	3	70.8	62.0	51.8	46.9	57.5	2	2	1	1	109.6	92.9	81.8	76.2	89.7
West Chester U Pennsylvania		IIA	1	1	1	3	103.9	83.9	67.5	47.2	78.7	1	1	2	4	130.9	106.8	84.0	58.1	98.9
Westminster Coll		IIB	3	4	4		76.5	59.0	48.8		58.3	4	4	5		94.2	76.6	59.7		73.2
Widener U	12,121	IIA	1	1	2	1*	116.1	85.5	66.4	70.3	86.5	1	1	1	1*	148.8	113.9	89.7	95.6	114.5
Wilkes U		IIA	1	2	3	2	100.3	75.2	59.9	49.7	74.3	3	3	4	4	116.4	90.2	71.5	59.3	88.2
York Coll Pennsylvania	28	IIA	2	1	1		100.2	82.1	72.8		79.9	1	1*	1*		140.7	123.1	109.3		118.5

PUERTO RICO

U Politecnica de PR	30	IIA	5	5	5	5	45.2	36.4	29.7	30.0	36.9	5	5	5	5	47.6	38.2	31.6	31.7	38.9
U Puerto Rico-Bayamon	30	IIB	5	5	4	5	60.9	54.0	50.2	38.3	53.5									
U Puerto Rico-Humacao U Coll	28	IIB	3	3	3	3	74.4	61.3	54.9	43.8	65.7	3	3	2	3	100.8	84.4	73.9	60.4	89.3
U Puerto Rico-Ponce		IIB	4	3	3	3	69.8	62.1	51.6	45.9	58.6	4	4	4	4	82.7	73.4	61.1	52.0	69.0

RHODE ISLAND

Brown U		I	1	1	2		156.7	99.3	82.3		115.4	1	1	2		195.8	126.1	105.8		145.9
Bryant U		IIB	1*	1*	1*		136.0	113.1	96.7		107.1	1*	1*	1*		174.8	148.7	123.2		138.2
CC Rhode Island	21,179	III	2	4	4		74.6	56.3	49.0		60.8	2	3	3		102.9	80.0	68.9		84.9
Providence Coll	31	IIA	1	1	1	1*	104.8	82.6	70.7	69.3	82.1	1	1	1	1	141.9	109.6	87.4	88.1	106.6
Rhode Island Coll	25	IIA	4	4	4		76.0	64.3	56.8		66.1	4	3	2		107.6	91.9	83.4		94.9
Roger Williams U	15	IIB	1	1*	1		110.7	95.2	72.8		96.1	1	1*	1		134.8	118.4	89.3		118.1
Salve Regina U	28	IIA	2	2	3	-	91.6	72.5	60.2	----	72.6	3	2	3	-	116.7	96.7	77.9	----	94.2
U Rhode Island	173	I	4	4	4	2	105.2	78.9	65.8	58.6	83.2	4	3	3	2	143.9	111.6	93.1	80.2	115.7

SOUTH CAROLINA

Charleston Southern U	28	IIB	4	4	4	3	66.4	55.5	51.3	44.6	53.7	5	5	5	5	71.1	60.0	54.9	48.3	57.7
Citadel Military Coll SC	30	IIA	3	3	4	4	86.4	70.0	57.5	45.0	70.5	3	3	3	3	112.3	92.2	76.8	61.4	92.7
Claflin U		IIB	4	3	3	3	68.3	62.6	51.7	45.2	55.0	4	4	4	4	82.9	74.7	61.1	52.8	65.4
Clemson U	27	I	4	4	3	3	108.0	79.0	70.3	54.3	80.2	4	4	3	3	137.7	102.9	92.1	73.7	104.1
Coastal Carolina U		IIB	2	2	2	3	84.2	70.5	58.2	46.1	61.7	2	2	2	2	108.9	92.2	77.2	62.4	81.4
Coker Coll		IIB	5	5	5		58.7	51.9	45.7		51.0	5	5	4		74.9	68.0	61.8		67.1
Coll Charleston		IIA	4	4	3	3	82.3	65.0	59.1	49.2	66.0	3	3	2	2	109.7	88.6	81.3	69.2	89.7
Columbia Coll		IIB	5	5	5		57.0	52.5	45.0		50.3	5	4	4		75.0	70.6	60.8		66.9
Converse Coll		IIB	4	4	4	-	69.0	55.1	50.4	----	55.5	4	4	4	-	87.0	70.9	61.4	----	70.3
Francis Marion U	31	IIA	4	5	4	3	77.9	61.3	54.1	48.4	62.6	4	5	4	3	100.9	77.8	71.3	64.1	81.2
Furman U		IIB	2	2	2	-	95.3	69.0	61.9	----	80.6	1	2	2	-	129.0	94.8	78.1	----	107.9
Lander U	28	IIB	4	5	4	4	67.8	54.1	48.9	40.3	50.7	4	4	4	4	87.8	71.1	64.7	54.3	66.9
Limestone Coll		IIB	5	5	4	4	60.2	50.4	51.1	41.3	42.8	5	5	5	5	73.8	62.0	59.9	47.6	51.3
Presbyterian Coll		IIB	4	3	2		66.4	63.4	58.5		62.6	4	3	2		84.0	80.2	73.4		78.9
U South Carolina-Aiken	27	IIB	3	4	3	4	74.9	59.1	52.0	41.7	55.5	3	4	3	3	97.1	77.8	69.1	56.5	73.3
U South Carolina-Beaufort	28	III	2	3	2	3	74.9	60.4	54.4	47.3	57.3	2	3	2	3	97.1	79.3	71.9	63.3	75.6
U South Carolina-Columbia	12	I	3	3	3	4	116.9	80.6	72.1	45.6	83.5	3	4	3	4	148.5	104.1	93.7	61.3	107.6
U South Carolina-Lancaster		III	3	3	4	2	65.6	58.8	46.0	48.0	50.2	3	3	5	2	85.8	77.4	61.7	64.2	66.8
U South Carolina-Salkehatchie		III	-	5	5	5	----	47.1	45.7	38.1	45.0	-	5	5	5	----	63.1	61.3	52.1	60.5
U South Carolina-Sumter		III	3	4	4	5	69.9	54.3	48.7	35.3	49.5	3	4	4	5	90.9	71.9	65.1	48.6	66.0
U South Carolina-Upstate	28	IIB	3	3	3	3	73.7	61.9	52.1	47.0	55.7	3	3	3	2	95.7	81.2	69.2	62.9	73.6
Winthrop U	31	IIA	4	4	4	4	78.8	65.6	54.5	44.1	63.7	4	4	4	4	100.7	84.6	71.2	58.6	82.4

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE				
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
33.0	99	97	24		2.1	2.8	4.1		48	53	46	0	23	36	42	0	115.2	93.3	77.4		104.2	78.9	77.5		
31.5	100	94	0	0	0.0	0.0	1.3	0.0	17	36	20	2	6	33	24	4	86.7	73.9	61.2	----	81.5	69.5	57.0	----	
28.6	97	97	0		5.7	5.5	3.6		60	20	18	0	35	19	21	0	136.0	92.0	73.7		123.6	94.8	71.9		
27.2	94	68	1	1	3.3	3.5	3.7	3.5	312	235	292	38	98	190	239	49	136.7	95.5	71.2	52.1	125.4	92.4	68.6	58.3	
21.5	100	42	0	0	3.2	3.5	4.1	2.0	17	10	5	1	9	2	6	2	63.0	----	50.4	----	61.9	----	46.4	----	
30.7	100	94	0		3.5	4.0	3.6		430	167	142	0	124	91	93	0	185.0	123.5	117.8		169.9	107.3	103.9		
26.3	100	96	0	0	1.7	1.9	2.6	2.1	6	21	17	2	2	6	8	6	----	67.2	56.7	----	----	63.7	56.2	----	
25.4	100	93	0	0	1.9	1.9	3.2	2.8	4	12	10	5	2	16	16	8	----	62.7	52.8	43.9	----	63.0	50.9	42.8	
25.4	100	94	0	0	3.5	2.2	3.2	3.5	10	35	23	14	2	17	22	16	----	64.0	52.0	48.2	----	64.4	50.2	44.2	
25.4	94	78			2.4	3.1	3.2	5.2	376	286	231	23	118	159	274	75	138.2	91.6	80.0	45.3	124.2	86.9	70.7	45.3	
25.5	--	67		0	1.0	2.0	2.0	4.6	2	4	6	0	0	2	4	5	----	----	56.7		----	----	52.8	47.4	
39.7	100	96	24	0	2.5	2.9	3.7	1.8	69	46	38	2	20	34	37	3	100.8	84.1	70.0	----	93.2	81.5	62.8	----	
29.6	93	98	0	0	1.7	2.1	2.4	3.0	27	21	21	1	13	21	24	4	97.4	76.2	70.9	----	96.7	75.7	68.4	----	
24.2	0	0	0		0.0	0.0	0.0		10	4	7	0	1	2	9	0	----	----	49.3		----	----	45.9		
28.6	99	93	18	0	2.4	2.9	3.6	2.1	117	130	115	27	35	67	110	31	124.6	92.2	70.0	58.4	120.4	83.9	69.7	61.6	
31.3	100	98	0	--	4.6	5.3	6.3	5.1	26	29	8	0	11	17	10	1	86.0	66.6	57.4	----	77.4	62.2	53.1	----	
56.0	95	42	11	0	3.5	3.9	4.5	2.9	14	6	17	4	5	6	20	5	71.7	61.0	51.8	46.9	68.5	63.0	51.8	46.9	
25.7	99	92	13	1	0.0	1.0	1.6	3.5	96	78	69	41	72	88	87	66	104.3	84.0	68.4	47.8	103.5	83.7	66.9	46.8	
25.5	100	98	0		0.6	2.3	3.3		13	23	15	0	9	20	15	0	78.5	60.3	48.8		73.5	57.4	48.9		
32.4	0	8	79	0	2.9	3.2	2.6	2.0	56	64	27	5	35	52	43	15	119.4	88.9	69.4	67.4	110.7	81.4	64.6	71.2	
18.7	100	94	2	0	1.3	2.2	3.2	1.1	26	35	22	2	6	31	33	2	100.4	75.8	59.4	----	99.8	74.6	60.2	----	
48.3	100	96	34		3.1	3.7	3.9		16	30	46	0	7	24	37	0	101.6	84.1	78.9		97.0	79.5	65.3		
5.1	53	12	0	0	-0.2	4.3	9.6	-30.9	29	53	14	7	9	32	13	3	45.9	38.2	30.3	32.7	42.9	33.4	29.1	23.8	
	100	100	86	62	3.3	3.6	7.0	0.2	23	23	23	6	20	30	19	7	61.7	55.9	44.1	39.1	59.9	52.5	57.6	37.6	
35.9	100	100	64	14	0.3	0.1	2.7	-16.7	49	25	20	5	52	29	25	2	76.0	62.1	56.4	----	72.9	60.6	53.6	----	
17.8	100	96	79	56	0.7	0.5	0.2	3.6	13	10	11	9	18	15	22	7	68.6	62.9	54.9	44.4	70.6	61.5	49.9	47.8	
26.4	97	95	0		3.6	5.0	5.3		270	95	66	0	84	50	51	0	160.5	99.1	85.8		144.7	99.6	77.9		
29.0	98	95	3		0.7	0.3	-0.9		41	26	17	0	19	12	12	0	138.6	114.5	100.7		130.2	110.0	91.1		
39.5	100	100	22		0.0	0.7	0.2		62	15	42	0	69	46	87	0	77.4	56.4	49.1		72.0	56.3	49.0		
29.9	97	84	33	13	1.0	2.0	2.1	1.0	42	52	64	6	21	30	56	2	105.9	82.5	72.0	----	102.5	82.9	69.3	----	
43.5	99	95	8		0.0	0.4	1.2		68	44	30	0	50	61	74	0	76.8	66.6	58.0		74.9	62.7	56.3		
21.7	100	94	0		4.3	4.9	6.6		59	29	30	0	26	33	21	0	110.5	96.4	74.6		111.2	94.2	70.2		
29.8	97	66	0	--	3.0	3.1	5.0	15.4	17	17	11	1	16	18	14	0	91.9	72.1	60.1	----	91.3	72.9	60.2		
39.0	98	82	0	0	0.4	1.0	0.5	0.0	216	77	45	3	77	85	75	3	107.3	82.8	70.5	55.9	99.3	75.4	63.1	61.4	
7.3	64	40	2	0	2.7	1.8	1.8	1.3	17	13	34	6	11	12	31	11	67.1	56.6	51.9	42.3	65.2	54.3	50.7	45.9	
31.6	91	92	5	0	2.7	2.8	2.6	1.0	46	34	38	1	12	19	26	2	87.4	72.1	62.4	----	82.7	66.4	50.5	----	
18.8	83	55	12	0	2.2	3.6	3.4	1.9	10	18	28	12	8	4	29	6	67.7	63.9	52.3	45.3	69.1	56.3	51.1	45.0	
29.8	99	92	0	0	3.6	4.3	4.2	5.2	271	170	142	1	63	73	97	2	109.9	81.2	71.6	----	99.7	73.9	68.3	----	
32.0	100	90	2		3.5	3.2	3.4	3.0	45	58	56	7	18	35	48	6	84.5	70.5	57.4	48.2	83.4	70.5	59.2	43.7	
31.6	100	90	16		2.4	3.1	3.1		9	11	10	0	6	9	15	0	60.5	51.9	45.7		56.1	51.9	45.8		
36.0	99	100	2	0	2.6	3.2	2.1	2.1	100	86	94	22	40	70	71	38	83.7	66.8	61.5	51.3	78.8	62.8	55.9	48.0	
33.0	100	95	0		0.0	3.2	0.9		9	9	4	0	16	11	8	0	55.1	50.4	45.7		58.2	54.3	44.7		
26.6	100	98	14	--	2.2	2.5	2.9	3.2	8	18	5	1	4	24	16	1	70.2	56.8	51.6	----	66.6	53.8	50.0	----	
29.7	90	90	10	0	3.0	3.3	3.3	3.3	48	25	32	1	10	26	40	14	78.6	65.2	52.8	----	74.7	57.5	55.2	----	
33.9	99	98	0	--	1.8	2.2	2.6	1.1	89	37	33	2	32	15	27	0	97.6	69.8	61.6	----	88.9	66.8	62.4		
32.0	100	89	10	0	2.0	1.9	1.6	0.6	10	19	30	8	8	16	22	22	70.5	53.1	48.8	41.9	64.5	55.3	49.0	39.7	
19.6	100	55	21	0	3.6	2.9	3.1	1.8	12	11	10	2	4	9	14	1	60.0	49.9	54.1	----	60.9	50.9	48.9	----	
26.1	96	69	0		0.0	0.2	0.0		25	20	19	0	3	16	15	0	66.5	61.9	54.9		65.2	65.3	63.1		
32.2	100	97	3		0.4	2.4	1.5	0.3	22	24	16	17	8	15	23	26	76.6	59.7	52.3	40.2	70.2	58.2	51.9	42.7	
31.9	91	56	0	0	0.0	-1.5	1.5	0.0	9	10	11	4	2	6	6	15	----	62.1	54.0	49.3	----	57.5	54.9	46.8	
28.9	97	84	1		2.0	2.1	3.2	2.7	272	219	164	65	72	145	170	89	119.6	83.8	77.3	46.5	106.9	75.8	67.1	45.0	
33.2	100	100	0	0	2.5	0.0	0.5	1.2	3	4	10	10	2	1	8	11	----	----	45.3	51.2	----	----	46.9	45.0	
34.4	--	100	0	0	0.0	0.0	0.9	0.0	1	3	8	2	0	1	3	2	----	----	44.9	----	----	----	47.7	----	
33.4	100	100	0	0	0.0	1.6	2.9	0.1	9	8	5	12	2	5	0	8	----	54.9	48.7	35.9	----	53.3		34.4	
32.1	100	86	0	0	0.0	0.6	0.9	1.2	14	22	35	21	15	21	34	41	76.0	63.8	52.8	48.3	71.7	59.9	51.4	46.3	
29.3	97	86	6	0	0.8	1.7	1.9	1.3	51	52	26	7	26	47	53	23	80.4	66.6	55.3	51.5	75.6	64.5	54.2	41.9	

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
SOUTH CAROLINA (continued)																				
Wofford Coll		IIB	2	2	2	2	83.3	67.4	59.2	49.1	69.4	2	2	2	2	109.3	87.8	77.3	63.9	90.7
SOUTH DAKOTA																				
Augustana Coll		IIB	4	3	4	3	71.0	60.7	50.7	46.4	56.4	4	4	4	3	93.2	77.4	65.5	58.4	72.7
Dakota St U	31	IIB	2	2	2	4	82.6	70.4	56.6	40.2	59.8	3	2	3	4	100.4	86.5	70.8	52.1	74.5
Mount Marty Coll	212	IIB	5	5	4	4	62.6	53.1	50.2	41.5	51.3	5	5	5	5	71.3	63.4	60.1	49.8	60.8
South Dakota St U	26	IIA	4	4	3	4	79.4	66.1	59.0	44.0	63.8	4	4	4	4	96.8	81.6	73.5	56.3	79.0
U Sioux Falls	28	IIB	5	5	5	5	63.7	47.1	40.5	38.9	46.1	4	5	5	3	83.5	60.9	52.8	58.9	60.4
U South Dakota	13	I	5	5	5	5	85.4	64.8	55.3	40.3	61.4	5	5	5	5	102.4	80.0	69.1	52.0	75.9
TENNESSEE																				
Austin Peay St U		IIA	5	5	5	5	71.0	56.2	46.6	38.3	55.6	5	5	5	5	94.6	77.7	64.3	53.0	75.8
Belmont U	13	IIA	2	1	1	1	97.1	80.5	69.4	56.3	78.7	3	2	2	2	115.4	95.8	80.7	66.2	92.9
Carson-Newman Coll	28	IIB	5	5	5	5	57.4	48.5	43.8	36.8	48.1	5	5	5	5	75.4	62.6	56.4	46.3	62.2
East Tennessee St U		IIA	5	5	5	4	73.2	58.1	53.2	42.5	56.3	4	5	4	4	96.9	79.1	73.6	58.1	76.8
Freed-Hardeman U	28	IIA	5	5	5	5	67.6	58.1	52.0	40.7	54.1	5	5	5	5	88.5	74.3	66.7	52.9	69.9
King Coll	28,102	IIB	5	5	5	5	52.2	45.0	43.0	34.5	45.6	5	5	5	5	67.7	58.4	54.8	45.0	58.7
Lee U		IIB	5	4	4		63.2	55.7	50.6		55.1	5	5	4		79.2	67.8	61.4		67.5
Lincoln Memorial U	13	IIB	5	4	3	5	55.6	56.4	52.9	39.2	53.6	5	5	4	5	67.5	68.9	66.1	49.2	66.3
Lipscomb U	27	IIA	4	2	2	3	77.5	73.2	65.5	46.7	71.2	4	3	3	4	98.9	90.2	79.7	56.6	88.7
Maryville Coll		IIB	3	4	5	5	74.3	59.4	44.5	37.7	58.0	4	4	5	5	91.0	73.1	56.9	44.7	71.6
Milligan Coll		IIB	5	5	5		57.7	51.8	45.4		51.9	5	5	5		72.5	66.6	56.6		65.7
Rhodes Coll		IIB	2	1	2	1	95.4	74.2	56.5	58.4	68.9	1	2	3	1*	131.8	97.3	70.6	85.1	89.9
Sewanee U of the South		IIB	2	2	2	1	94.6	73.0	60.5	60.6	80.7	1	1	2	1	125.4	101.6	76.9	75.2	107.3
Tennessee Tech U	37	IIA	4	4	4	5	80.2	65.9	54.3	40.1	64.6	3	2	2	3	111.2	94.5	81.1	63.6	92.9
Tennessee Wesleyan Coll	76	IIB	5	5	5	5	45.9	44.4	41.9	37.4	43.2	5	5	5	5	54.0	56.1	51.7	48.2	53.2
Trevecca Nazarene U	31	IIA	5	5	5	-	62.2	52.9	46.3	----	54.6	5	5	5	-	77.0	66.7	59.1	----	68.5
U Memphis	1	I	5	5	5	5	102.1	72.3	61.7	42.2	72.8	4	5	5	5	130.5	95.2	81.7	57.3	95.1
U Tennessee-Chattanooga	27	IIA	3	4	4	4	85.5	66.3	56.6	45.3	64.9	3	3	3	3	113.8	87.8	76.5	61.3	87.0
U Tennessee-Knoxville	5,165	I	4	4	4	3	108.8	79.4	68.2	52.4	80.2	4	4	3	3	140.3	104.2	90.7	70.3	105.0
U Tennessee-Martin		IIA	5	4	4	3	73.8	62.6	54.1	48.2	59.7	4	4	4	2	98.3	84.6	74.2	66.8	81.0
Vanderbilt U	15	I	1	1	2	3	158.3	98.6	76.5	55.3	109.8	1	2	3	2	194.3	124.9	97.8	74.8	137.3
Volunteer St CC		III	5	5	5	4	58.7	51.3	45.6	43.5	49.7	4	5	4	3	79.9	70.6	63.6	60.7	68.6
TEXAS																				
Abilene Christian U	31	IIA	3	3	4	3	83.5	67.9	57.6	47.6	65.8	4	3	4	3	104.9	87.1	73.5	62.2	83.9
Amberton U		IIA	5	4	-		73.9	66.9	----		70.0	5	4	-		94.7	82.2	----		88.7
Angelo St U		IIA	4	4	3	5	75.8	65.6	58.7	40.8	61.2	5	5	5	5	90.1	78.1	69.5	50.5	72.8
Austin CC	132	III	3	4	5		69.1	53.1	45.7		61.9									
Austin Coll		IIB	3	3	2		74.6	65.4	57.3		66.5	4	3	3		91.4	82.3	73.3		83.2
Baylor U	12	I	3	2	3	-	115.9	88.3	75.0	----	82.8	3	2	3	-	147.6	114.0	95.4	----	106.7
East Texas Baptist U	28	IIB	5	5	5	-	57.8	52.9	45.4	----	52.7	5	5	5	-	72.0	69.6	57.4	----	66.4
Hardin-Simmons U	28	IIA	5	5	5	3	66.8	56.6	50.2	46.6	59.4	5	5	4	3	91.0	78.7	71.0	64.1	82.0
Lamar St Coll-Orange		III	-	-	2	5	----	----	53.4	40.3	43.3	-	-	3	5	----	----	68.4	52.3	56.1
Lamar U		IIA	3	3	3	5	90.0	71.6	59.6	41.7	66.5	3	3	4	5	111.0	89.2	75.0	53.9	83.2
Lone Star Coll Sys		III	3	5	3	3	67.8	51.8	51.2	47.2	64.1									
McMurry U	31	IIB	4	5	4	5	65.1	51.8	50.8	39.1	51.7	5	5	4	5	80.5	63.7	62.5	47.2	63.5
Our Lady of the Lake U	31,167	IIA	5	5	4	-	70.9	61.3	57.0	----	62.4									
Prairie View A&M U		IIA	3	3	3	-	87.2	69.7	59.5	----	65.7	4	4	4	-	104.2	84.0	71.8	----	79.0
Rice U		I	1	1	1	3	159.5	106.0	86.6	54.8	114.6	1	1	2	3	202.0	131.7	108.6	68.8	144.8
Southern Methodist U	1	I	2	2	1		136.9	91.7	92.6		94.6	2	2	1		170.0	117.6	114.2		119.0
Southwestern U		IIB	2	3	3		84.5	65.0	55.2		68.0	3	3	3		104.1	83.4	69.0		85.8
St. Edward's U	31	IIA	2	2	3	2	97.1	76.6	61.0	50.0	73.2	2	2	4	3	119.5	94.9	75.3	62.9	90.4
St. Mary's U	15	IIA	1	3	3	-	111.3	71.6	60.0	----	83.3	1	3	4	-	130.7	88.8	70.9	----	99.4
Sul Ross St U	207	IIA	5	5	5	5	70.1	53.9	47.6	39.7	55.0	5	5	5	5	89.8	68.9	61.7	52.3	70.8
Texas A&M International U		IIA	2	3	2	4	94.1	71.1	64.0	43.2	67.1	3	4	3	5	112.5	86.2	77.7	53.6	81.3
Texas A&M U		I	3	3	3		120.0	83.1	72.8		86.5	4	4	4		141.5	99.2	87.1		103.0
Texas A&M U-Commerce	31	I	5	5	5	4	85.7	66.2	59.7	48.8	63.7	5	5	5	4	103.6	81.2	73.8	61.2	78.3
Texas A&M U-Corpus Christi	28	IIA	3	3	2		87.0	70.9	62.5		74.2	4	4	3		104.5	87.0	76.9		90.3
Texas A&M U-Kingsville		IIA	4	3	3	-	83.0	67.7	60.8	----	64.5	4	4	4	-	99.7	80.5	72.6	----	77.2
Texas Christian U	28	I	3	3	3	2	119.5	87.2	71.1	63.0	89.3	3	3	3	2	152.1	113.0	90.3	80.9	113.9
Texas Lutheran U		IIB	4	4	4	-	70.5	58.2	51.4	----	58.5	3	4	4	-	95.8	77.4	66.4	----	77.7

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	30.7	95	90	16	0	3.3	2.7	2.6	2.8	32	21	19	1	7	20	18	3	83.9	68.1	62.1	----	80.9	66.7	56.1
28.9	95	94	7	0	6.4	5.1	3.0	5.6	16	21	28	3	6	11	29	11	72.2	60.8	51.6	45.3	67.8	60.4	49.9	46.7
24.4	100	83	0	0	0.0	0.2	7.9	22.4	7	23	18	12	4	6	14	11	87.3	72.4	55.7	41.1	74.2	62.5	57.8	39.2
18.7	86	100	8	0	4.2	2.6	2.5	2.8	5	9	6	4	2	6	7	3	----	55.8	44.8	39.3	----	49.1	54.8	44.4
23.8	93	73	2	0	0.8	1.3	1.0	1.1	128	77	77	38	54	30	71	79	79.8	67.0	60.3	43.5	78.4	63.7	57.6	44.2
31.1	78	100	7	0	10.7	6.9	5.3	0.2	5	13	15	3	4	12	13	1	53.7	47.9	38.6	----	76.2	46.2	42.6	----
23.6	96	75	1	2	-0.4	0.7	1.4	0.1	55	52	61	17	25	35	73	49	85.5	67.3	56.2	41.3	85.3	61.0	54.5	39.9
36.2	99	63	3	7	5.6	8.8	7.2	11.8	72	52	50	12	35	39	57	30	71.9	57.1	47.3	36.0	69.0	54.9	46.0	39.2
17.7	1	1	9	70	7.7	6.7	7.2	7.3	61	30	48	15	29	56	52	25	97.7	89.9	69.8	60.8	95.9	75.5	69.1	53.6
29.4	100	94	18	0	0.0	0.2	0.3	0.0	15	26	16	2	10	21	28	4	59.7	49.1	43.5	----	54.0	47.8	44.0	----
36.3	100	96	15	38	4.0	5.3	3.4	3.0	87	97	92	4	38	52	84	12	74.3	60.7	53.7	42.8	70.6	53.2	52.7	42.4
28.9	90	88	30	40	0.4	0.4	0.5	3.5	20	13	16	12	1	12	7	13	----	61.4	52.8	39.9	----	54.4	50.1	41.5
28.8	0	0	0	0	8.7	1.9	3.8	0.0	12	13	14	1	11	11	26	2	51.1	47.2	42.4	----	53.3	42.4	43.4	----
22.6	98	66	8		3.1	7.2	0.8		37	27	35	0	9	11	27	0	63.3	55.3	50.4		62.7	56.7	50.8	
23.7				0					8	20	43	3	10	10	27	2	55.7	53.3	54.9	----	55.5	62.7	49.7	----
24.6	69	23	0	0	2.5	4.3	4.8	4.0	52	24	19	1	7	16	26	7	78.7	76.4	66.0	----	68.4	68.3	65.3	----
23.5	100	100	18	0	4.5	3.8	3.2	2.0	14	9	8	4	5	20	9	2	73.5	60.7	44.7	----	76.5	58.8	44.4	----
26.5	91	79	5		3.4	1.8	5.0		14	10	10	0	9	14	10	0	57.7	52.6	46.5		57.6	51.2	44.3	
30.5	100	93	0	0	2.5	2.0	2.7	2.0	19	38	30	1	8	20	50	2	99.6	72.9	56.5	----	85.3	76.7	56.5	----
32.9	98	97	0	0	0.6	1.5	1.4	1.5	46	15	13	3	18	16	15	1	99.3	73.7	62.2	----	82.7	72.3	59.0	----
43.8	100	97	19	22	4.9	6.3	6.2	6.1	124	46	33	33	27	43	46	35	81.6	70.0	57.2	40.4	74.0	61.6	52.2	39.8
23.4	100	88	5	0	0.0	1.0	-2.8	0.0	7	8	13	0	4	8	9	4	44.3	42.7	41.0		48.8	46.2	43.2	37.4
25.5	59	24	0	--	-0.2	-0.1	0.0	2.7	23	27	9	1	6	14	4	1	62.1	52.6	48.0	----	62.8	53.5	42.6	----
30.7	96	90	4	0					191	140	104	57	46	94	134	78	104.1	75.5	62.1	44.0	93.8	67.6	61.4	40.8
34.1	99	88	4	0	2.7	5.3	5.6	3.0	112	51	32	2	38	49	43	9	87.2	66.5	61.0	----	80.6	66.0	53.4	----
30.9	97	84	2	3	5.3	6.5	7.1	5.2	435	244	165	5	120	194	180	30	112.3	82.7	72.9	57.4	95.8	75.3	63.8	51.6
35.6	100	88	18	63	3.0	4.1	5.3	3.8	51	33	41	10	23	31	38	9	75.7	63.6	52.1	49.9	69.6	61.6	56.3	46.4
25.1	95	79		0	3.2	3.8	4.3		273	148	110	2	74	80	87	2	157.2	99.3	80.4	----	162.5	97.5	71.7	----
38.0	100	86	7	3	4.9	6.0	16.6	7.0	12	40	4	20	5	41	11	16	58.8	51.8	46.5	44.2	58.4	50.7	45.3	42.7
27.5	98	85	12	0	4.3	2.9	3.2	2.8	55	50	45	16	8	21	32	19	83.8	70.7	59.8	50.8	81.4	61.2	54.6	45.0
26.6	0	0	--		2.6	0.1	3.0		5	2	1	0	2	3	1	0	----	----	----		----	----	----	----
18.9	97	90	6	0	-0.2	4.8	2.0	0.0	52	35	43	8	20	17	37	8	77.3	64.2	60.7	39.5	72.0	68.5	56.3	42.1
			0		4.9	5.5	7.5		164	61	25	0	162	97	35	0	69.0	53.1	45.8		69.2	53.1	45.6	
24.6	100	98	0		0.6	0.4	1.5		21	29	12	0	7	14	8	0	73.9	66.4	58.0		76.7	63.4	56.2	
28.9	97	89	1	--	3.0	3.7	2.6	2.7	193	143	94	0	33	69	69	1	117.8	89.6	76.2		104.9	85.5	73.3	----
26.1	3	0	0	--	2.5	4.0	3.2	6.0	21	7	11	1	13	3	9	1	57.1	54.9	46.4	----	59.0	48.3	44.1	----
38.1	98	90	3	0	1.1	0.9	0.1	1.5	48	22	20	2	14	17	13	2	67.2	59.3	50.3	----	65.4	53.1	49.9	----
29.5	--	--	75	24	0.0	0.0	15.3	14.0	2	0	4	9	0	2	4	28	----	----	54.8	40.7	----	----	52.0	40.2
25.1	99	88	23	0	-0.1	4.0	2.5	0.0	72	64	36	30	25	40	43	61	91.6	72.7	60.5	42.1	85.4	69.8	58.9	41.5
			0	0	2.1	2.1	2.2	1.0	236	47	10	6	295	75	15	0	71.3	52.8	53.2	47.2	65.0	51.1	49.9	
22.7	95	95	6	0	4.1	3.9	6.1	4.2	12	16	12	7	7	6	6	12	67.4	50.7	52.1	41.0	61.1	54.7	48.4	37.9
	69	40	0	--					14	13	14	2	18	12	26	0	68.9	62.7	60.2	----	72.4	59.7	55.3	
19.8	98	92	7	--					49	68	35	2	13	23	20	0	89.6	70.6	61.0	----	78.4	66.9	56.8	
26.4	100	100	0	0	1.8	3.1	3.2	1.0	226	74	71	12	50	39	39	6	160.8	110.3	90.0	55.7	153.9	97.7	80.3	53.1
25.8	97	94	1		3.0	3.8	3.8	3.0	161	106	76	0	31	56	65	0	137.5	93.4	96.5		133.7	88.6	88.2	
24.5	100	100	0						27	22	10	0	13	27	15	0	89.0	67.4	55.4		75.0	63.0	55.1	
23.6	98	28	0	0	4.0	4.2	4.1	4.6	28	35	44	5	14	32	42	3	97.8	78.0	62.7	48.2	95.7	75.0	59.2	53.0
19.3	96	87	17	--	2.7	2.8	2.9	3.0	60	29	36	1	23	17	24	0	113.8	71.3	57.1	----	104.6	72.0	64.3	
28.8	97	91	13	0	0.0	0.3	0.0	0.0	30	18	12	2	7	15	11	1	71.2	53.9	47.3	----	65.7	53.8	48.0	----
21.2	96	82	6	0	0.3	0.0	0.0	0.0	23	31	37	11	4	19	46	19	96.1	70.9	67.8	43.4	82.7	71.3	60.9	43.1
19.1	98	95	0		0.7	2.0	1.6		623	337	253	0	96	151	151	0	121.4	84.3	74.6		111.2	80.3	69.8	
22.8	89	47	8	2	11.4	2.8	1.3	2.3	44	33	79	21	12	24	52	36	87.4	66.9	62.2	52.2	79.6	65.3	56.0	46.9
21.7	100	80	6		-1.0	-0.6	0.5		60	54	32	0	25	26	38	0	90.7	71.9	63.4		78.0	68.7	61.8	
19.7	91	87	13	--					51	42	66	0	13	19	56	1	84.9	67.0	61.6		75.7	69.3	59.8	----
27.6	87	85	1	0	3.3	4.1	4.2	5.6	127	84	74	20	38	78	78	21	123.0	92.2	73.6	66.5	108.0	81.8	68.9	59.7
32.9	100	83	5	--	5.8</																			

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TEXAS (continued)																				
Texas St U-San Marcos	27	IIA	2	2	2	3	93.3	73.3	62.6	47.0	67.2	3	3	3	3	114.3	91.5	79.3	61.4	84.6
Texas Tech U		I	4	5	4	5	105.7	73.6	65.9	44.2	75.6	5	5	5	5	128.9	92.0	82.2	56.7	93.9
Texas Wesleyan U	16	IIA	2	2	2	1	92.7	77.6	63.0	59.4	76.7	3	3	3	1	108.6	93.6	78.7	76.0	92.7
Texas Woman's U	21,133	I	5	5	5	4	82.0	64.3	53.8	46.6	63.8	5	5	5	5	95.1	74.1	61.7	54.1	73.5
Trinity U		IIA	1	2	3	3	114.4	75.4	60.4	48.0	84.2	1	2	3	3	143.0	97.8	76.8	61.4	106.9
U Dallas	31	IIA	5	5	4	5	67.9	61.7	57.6	40.9	59.0	5	5	4	4	86.4	78.5	72.3	56.0	75.1
U Houston		I	2	3	2		128.8	84.5	81.0		89.7	3	4	2		154.6	104.1	99.5		109.9
U Houston-Clear Lake	31	IIA	2	2	3	-	92.8	72.8	61.4	----	70.4	3	3	3	-	113.6	90.8	76.6	----	88.1
U Houston-Downtown	31	IIB	2	2	2	1*	86.5	68.6	57.1	62.0	64.9	3	3	3	1	101.8	83.9	72.4	77.3	80.2
U Incarnate Word	27	IIA	4	2	1	1	82.6	73.2	68.4	55.6	70.5	4	3	2	2	98.2	88.7	82.8	66.9	85.0
U North Texas	30	I	4	4	4	-	107.9	80.2	65.9	----	78.6	5	5	5	-	124.1	94.6	78.0	----	92.1
U St. Thomas	31	IIA	3	2	5	3	90.7	72.3	47.8	49.4	67.5	4	3	5	4	105.8	90.0	57.4	57.0	81.0
U Texas-Arlington	27	I	4	4	3		106.5	80.0	72.5		74.0	4	4	3		134.2	102.5	94.0		95.9
U Texas-Austin		I	2	2	2		140.7	89.9	83.9		102.3	2	3	2		166.5	109.9	102.4		122.9
U Texas-Dallas	30	I	1	1	1		142.4	104.1	93.7		120.5	2	1	1		172.9	131.1	118.7		148.7
U Texas-El Paso		IIA	1	2	1		100.9	74.5	68.0		71.0	1	2	1		129.6	99.1	95.7		97.3
U Texas-Pan American	27	IIA	3	3	2		87.1	68.4	62.1		64.9	3	3	3		109.6	87.4	80.5		83.1
U Texas-San Antonio		IIA	1	1	1		115.3	80.6	71.0		78.5									
U Texas-Tyler	27,180	IIA	4	4	3	3	82.6	66.2	59.7	46.5	64.4	4	4	3	3	104.7	85.7	78.1	62.4	83.1
West Texas A&M U		IIA	4	4	3	3	80.9	66.2	61.6	47.2	61.9	4	1	3	4	97.9	115.3	75.9	58.8	83.5

UTAH

Dixie St Coll Utah		III	2	3	3	3	77.1	59.2	52.0	44.9	57.7	2	2	2	2	106.0	84.0	73.7	66.5	81.8
Salt Lake CC	27,34,171	III	5	4	4	4	59.5	52.8	48.4	41.6	49.5	3	3	2	2	86.4	77.5	73.5	65.0	74.3
Snow Coll		III	4	4	5	3	62.7	54.4	44.7	46.2	49.9	4	3	4	2	84.1	77.0	64.0	66.4	70.7
Southern Utah U	28	IIA	4	4	5		79.4	62.5	51.9		58.6	3	3	4		109.4	88.1	73.6		82.7
U Utah	10	I	3	3	3	-	118.8	84.0	75.4	----	85.4	2	3	2	-	156.9	111.5	100.3	----	113.4
Utah St U		I	5	5	5	4	93.5	71.3	62.5	48.7	72.2	5	4	4	3	126.0	99.1	88.1	71.1	100.0
Weber St U		IIA	5	5	5	5	72.2	61.5	51.9	41.6	60.3	4	4	4	4	99.1	86.5	74.0	60.6	84.3
Westminster Coll	28	IIB	2	2	2	1	84.9	66.5	61.4	54.6	70.0	2	3	2	2	107.9	85.4	80.6	68.2	90.1

VERMONT

Castleton St Coll	25	IIB	2	4	5	-	86.5	55.3	44.1	----	64.0	2	3	3	-	120.6	81.2	69.5	----	93.2
Johnson St Coll		IIB	4	4	5		73.4	58.5	45.8		63.6	3	1*	3		105.9	139.8	70.2		101.9
Lyndon St Coll		IIB	4	4	5	5	69.0	57.0	47.2	37.9	56.8	2	3	4	2	110.6	80.8	63.4	67.5	84.6
Middlebury Coll		IIB	1	1	1*	-	122.9	85.6	73.7	----	94.8	1*	1	1*	-	163.8	113.9	96.8	----	126.3
Norwich U	27	IIA	3	4	4		86.3	63.3	56.8		65.4	3	4	4		109.9	83.6	74.9		85.4
Saint Michael's Coll		IIB	2	2	2	2	94.3	72.5	59.8	51.9	76.6	1	2	2	1	129.1	96.9	80.8	77.0	104.4
U Vermont	27	I	4	3	4		113.8	84.8	68.9		81.7	3	3	3		144.3	112.0	90.6		106.8
Vermont Tech Coll	25	III	3	4	5		67.2	52.6	45.0		56.2	2	3	2		97.6	79.9	70.1		84.0

VIRGIN ISLANDS

U Virgin Islands	28,213	IIA	4	4	4	5	82.4	64.8	54.4	39.1	63.5	4	4	5	5	102.8	83.0	69.9	47.9	80.8
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VIRGINIA

Averett U	31,187	IIA	5	5	5		64.2	55.5	47.3		56.6	5	5	5		78.7	69.5	59.6		70.2
Blue Ridge CC		III	2	2	2	3	71.1	61.9	54.6	45.8	56.4	3	3	3	4	88.3	77.7	69.3	59.1	71.4
Bluefield Coll		IIB	5	5	5	5	56.8	46.3	39.3	38.4	44.7	5	5	5	5	70.4	56.6	48.3	49.1	55.1
Bridgewater Coll		IIB	4	4	4	4	69.9	57.3	50.2	41.5	55.7	4	4	4	4	88.2	70.6	61.5	54.7	69.4
Central Virginia CC		III	5	3	3	3	57.8	59.8	50.7	46.9	55.2	5	4	4	3	73.0	75.2	64.8	60.4	70.0
Christopher Newport U		IIB	1	2	2	2	95.8	72.0	59.0	49.9	66.6	2	2	2	2	123.0	95.0	78.6	65.1	87.4
Coll William and Mary	16	I	3	3	4	4	117.6	87.0	68.5	46.1	92.0	3	3	4	5	147.8	112.4	89.5	59.9	117.5
Dabney S. Lancaster CC		III	-	3	4	1	----	60.7	47.2	56.6	56.8	-	3	5	1	----	76.3	60.8	71.6	71.8
Danville CC		III	3	3	3	2	65.0	58.2	52.5	50.3	56.3	4	4	4	2	81.2	73.4	66.9	64.3	71.3
Eastern Mennonite U	28,148	IIA	5	5	5	5	62.0	51.1	45.8	41.3	52.0	5	5	5	5	78.6	63.5	57.4	51.5	65.4
Eastern Shore CC		III	-	4	4	-	----	56.1	49.7	----	56.4	-	5	4	-	----	71.0	63.6	----	71.2
Emory and Henry Coll		IIB	3	4	5	3	74.6	56.2	46.7	45.1	56.0	4	5	5	4	90.7	69.3	59.8	53.7	68.7
Ferrum Coll		IIB	5	4	4	5	60.5	56.8	48.9	38.3	50.7									
George Mason U	12,73	I	2	3	3	2	130.9	85.4	71.0	59.0	93.0	2	3	3	3	162.8	109.6	90.4	74.4	117.5
Germanna CC	156	III	4	3	4	2	64.6	58.7	50.3	48.5	54.6	4	4	4	3	80.8	74.0	64.3	62.3	69.3
Hampden-Sydney Coll		IIB	2	2	3		91.6	65.6	54.5		68.4	2	3	3		119.6	82.4	68.6		87.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE				
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
25.9	98	92	3	25	2.8	3.4	4.2	3.3	191	131	127	2	83	103	136	2	94.5	75.7	63.5	----	90.5	70.2	61.8	----	
24.1	96	89	2	0	0.3	0.6	0.7	0.3	239	252	178	75	70	124	103	109	109.4	76.7	68.1	52.6	92.9	67.4	62.2	38.4	
20.8	100	55	4		3.4	2.6	3.8	2.8	32	23	19	3	24	28	33	10	93.3	80.8	65.8	109.1	91.8	75.0	61.5	44.4	
15.2	96	62	2	0	1.7	0.8	2.0	1.4	29	28	31	0	53	102	111	5	82.5	67.1	54.9		81.7	63.6	53.4	46.6	
27.0	99	95	0	0	2.7	3.6	3.8	2.7	63	48	33	4	23	35	30	6	117.4	78.0	59.5	50.5	105.9	71.8	61.4	46.3	
26.4	96	92	14		3.8	6.8	10.4	-0.6	20	29	31	5	4	10	19	9	68.8	62.2	58.8	37.3	63.4	60.1	55.7	42.9	
22.5	99	94	0		0.7	1.6	-0.1		330	188	115	0	69	107	98	0	131.6	87.4	82.1		115.1	79.4	79.6		
24.1	100	100	0	--	-0.1	0.6	0.3	0.0	37	45	38	1	13	37	48	1	94.7	72.9	69.9	----	87.2	72.7	54.6	----	
23.6	100	100	0	0					37	56	42	2	19	48	47	1	88.9	69.1	58.5	----	81.9	68.1	55.8	----	
20.4	86	77	8	0	3.1	3.3	5.2	6.0	20	36	39	15	31	33	48	24	82.9	73.6	68.6	60.4	82.4	72.7	68.3	52.7	
17.2	99	97	0	--	0.1	0.2	0.1	0.0	225	162	128	1	54	114	94	1	109.2	82.6	66.8	----	102.5	76.8	64.7	----	
20.0	82	86	2	0	2.6	2.8	6.1	1.9	28	34	32	2	17	10	29	1	94.1	72.0	48.5	----	85.1	73.5	47.0	----	
29.5	100	96	0		2.4	1.9	0.7		144	141	119	0	26	64	81	0	108.5	82.6	77.7		95.7	74.3	65.0		
20.1	100	99	0		2.6	3.4	2.5		773	324	229	0	208	203	171	0	143.8	92.7	88.7		129.4	85.5	77.5		
22.7	99	93	0						193	97	65	0	30	28	41	0	144.9	107.1	92.6		126.3	93.5	95.5		
22.3	100	94	1		0.5	0.6	0.9		113	145	79	0	31	55	68	0	102.4	75.5	71.9		95.5	71.8	63.5		
28.0	99	97	1		0.4	1.4	0.2		90	119	92	0	26	59	74	0	87.7	69.0	64.9		85.0	67.0	58.7		
	100	98	0		1.0	2.9	3.3		156	132	94	0	45	80	67	0	118.0	83.9	71.6		105.9	75.0	70.1		
29.1	85	63	0	0	0.0	0.0	0.0	0.0	39	40	34	0	15	24	33	42	84.6	67.6	61.5		77.3	63.9	57.8	46.5	
34.8	98	100			3.2	4.0	3.3	2.2	30	36	49	23	11	17	36	43	81.2	68.1	62.0	46.5	80.4	62.1	61.1	47.6	
41.7	93	92	20	4	1.0	0.9	2.4	0.5	25	31	27	13	5	20	27	14	78.5	59.3	53.9	48.5	70.0	59.0	50.0	41.5	
50.2	94	90	44	15	3.5	4.1	4.1	3.6	28	40	51	64	24	61	47	30	58.3	52.9	48.2	41.7	60.8	52.7	48.6	41.3	
41.6	100	73	45	3	0.0	1.2	0.0	5.0	10	22	21	26	2	11	10	11	----	53.3	44.6	47.6	----	56.6	45.1	42.8	
41.0	100	91	1		3.5	2.0	1.5		35	52	67	0	7	17	44	0	80.9	63.1	51.8		71.8	60.7	52.1		
32.8	100	91	12	--	2.3	4.2	3.6		326	177	113	1	86	105	120	1	121.1	86.1	80.3	----	110.1	80.5	70.9	----	
38.6	99	95		0	2.1	3.2	3.1	8.3	179	162	112	4	35	85	85	13	95.0	72.8	65.3	53.4	85.8	68.6	58.7	47.3	
40.0	100	94	2	0	3.1	2.8	3.0	2.8	120	58	61	25	55	50	64	39	74.5	64.7	54.0	44.9	67.3	57.9	49.9	39.6	
28.6	0	0	0	0					22	26	22	3	20	27	23	0	87.2	68.3	66.1	54.6	82.5	64.8	56.8		
45.2	97	67	3	--					24	10	15	1	15	8	20	0	72.7	55.6	43.2	----	108.5	55.1	44.7		
60.2	96	75	0						18	7	6	0	10	1	7	0	74.2	----	45.7		71.8	----	45.9		
49.0	100	100	10	0					12	8	16	1	9	5	5	2	72.7	58.4	47.8	----	64.0	54.8	45.2	----	
33.2	99	96	0	--	4.6	6.9	7.7	5.9	73	29	45	0	33	20	41	2	128.1	85.7	74.1	----	111.5	85.5	73.3	----	
30.6	100	88	0		0.0	0.2	0.7		32	24	19	0	5	16	18	0	87.8	67.4	56.9		76.8	57.0	56.7		
36.3	100	98	0	0	2.2	2.1	2.1	1.5	36	29	12	5	18	20	14	8	95.0	73.2	60.5	52.2	92.8	71.5	59.2	51.8	
30.8	100	98	0		0.2	0.6	1.1		96	110	61	0	49	81	55	0	114.2	87.1	67.8		113.0	81.7	70.2		
49.5	97	94	3						23	8	14	0	13	9	16	0	68.5	51.7	47.1		64.9	53.3	43.2		
27.2	95	57	28	0	11.1	0.2	2.2	0.0	14	27	18	3	8	19	21	2	81.5	69.1	56.1	----	84.0	58.6	53.0	----	
24.1	97	85	21		5.8	6.4	6.6		21	7	9	0	10	6	15	0	63.4	56.9	45.1		65.7	53.9	48.7		
26.5	10	0	0	0					8	6	13	6	2	11	15	12	----	60.5	57.6	47.7	----	62.7	52.0	44.8	
23.3	0	0	0	0	1.5	1.5	1.5	1.5	5	9	7	3	2	3	9	0	----	46.9	38.1	38.4	----	44.4	40.2		
24.6	100	100	8	8	0.0	0.1	0.2	1.3	19	21	19	6	5	10	19	7	70.4	58.1	50.3	42.7	68.2	55.5	50.2	40.6	
26.8	6	0	0	0					10	11	10	4	6	9	6	3	58.9	60.4	51.5	46.2	56.1	59.0	49.3	47.8	
31.2	100	96	0	0	1.8	1.5	6.1	3.6	25	52	25	13	11	30	34	19	95.7	73.6	63.6	50.8	95.9	69.2	55.6	49.3	
27.7	99	91	0	0	7.8	9.5	5.9	5.8	162	108	82	10	63	79	63	15	123.0	88.7	68.8	47.0	103.6	84.7	68.1	45.4	
26.5	--	8	0	0					2	5	2	2	0	7	3	1	----	60.7	----	----	----	60.6	----	----	
26.5	11	0	0	0					8	18	5	3	1	5	14	5	----	58.8	50.5	52.5	----	56.1	53.2	48.9	
25.8	0	0	0	0	3.6	5.2	4.7	9.3	22	13	10	4	14	16	16	4	62.2	51.9	45.1	40.6	61.7	50.5	46.2	41.9	
26.2	--			--					1	6	4	1	1	3	4	0	----	52.6	50.5	----	----	63.0	48.8		
22.7	94	100	0	0	1.9	4.6	5.4	4.8	15	13	3	3	3	9	9	3	75.9	56.8	47.6	44.8	68.1	55.4	46.4	45.4	
	93	93	18	0	10.4	6.3	1.7	0.3	11	10	14	6	3	5	19	8	63.7	57.3	49.1	37.0	48.7	55.9	48.8	39.3	
26.3	96	83			3.8	4.1	4.6	5.3	266	218	176	25	80	158	198	34	136.6	88.2	73.9	66.3	112.1	81.5	68.4	53.6	
26.9	8	0							4	6	5	6	9	15	16	15	66.6	59.5	49.1	50.2	63.7	58.3	50.7	47.9	
27.4	100	100	0		1.8	-1.1	3.7		28	20	9	0	6	11	6	0	93.0	69.6	51.9		84.9	58.2	58.5		

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Hollins U		IIB	3	3	3	-	78.0	62.9	51.8	----	65.6	3	3	4	-	97.5	79.4	64.8	----	82.4
J. Sargeant Reynolds CC	140	III	3	2	3	2	67.4	62.1	53.3	48.2	58.6	4	3	3	3	84.1	77.9	67.8	61.9	73.9
James Madison U	27	IIA	3	4	3	2	87.4	66.5	60.4	51.0	68.7	3	4	3	2	109.0	84.8	77.5	66.8	87.3
John Tyler CC	120	III	4	3	2	2	63.5	60.4	55.2	49.6	57.7	5	3	3	3	79.5	75.9	69.9	63.5	72.9
Longwood U		IIA	4	5	4	-	77.3	61.4	55.1	----	59.8	4	4	4	-	99.6	81.5	71.8	----	78.2
Lord Fairfax CC	150	III	4	3	3	3	61.8	60.6	53.2	45.7	56.2	5	3	3	4	77.6	76.2	67.7	59.1	71.2
Lynchburg Coll	31	IIA	4	4	4	4	78.1	63.4	56.5	45.5	62.7	4	5	4	4	99.2	79.6	71.3	56.0	79.1
Mary Baldwin Coll		IIB	4	4	4	-	71.6	58.4	49.3	----	59.4	4	4	5	-	84.7	71.6	59.3	----	71.8
Marymount U	28	IIA	3	3	3		85.9	70.0	59.3		70.1									
Mountain Empire CC		III	4	3	3	3	62.4	58.2	50.7	45.0	54.9	5	4	4	4	78.3	73.5	64.8	58.3	69.6
New River CC		III	3	2	2	1	70.4	63.4	55.6	53.4	61.5	3	3	2	2	87.5	79.4	70.5	67.9	77.3
Northern Virginia CC	64	III	2	2	1	1	75.7	67.1	59.6	53.0	62.4	3	2	2	2	93.6	83.7	75.0	67.5	78.2
Old Dominion U	27	I	4	4	4	3	107.0	76.8	66.5	51.1	76.7	4	4	5	4	133.2	98.2	82.8	61.9	96.1
Patrick Henry CC		III	5	4	4	3	60.3	55.7	48.9	46.2	52.3	5	5	5	4	75.8	70.6	62.7	59.7	66.6
Paul D. Camp CC	155	III	4	3	2	3	64.3	61.6	57.1	44.7	58.5	4	3	2	4	80.4	77.3	72.2	57.9	73.8
Piedmont Virginia CC		III	4	3	2	2	63.9	59.2	55.5	48.2	57.5	4	4	2	3	80.0	74.6	70.3	61.9	72.6
Radford U	28	IIA	4	4	3	2	78.8	65.9	58.4	51.0	65.7	4	4	3	2	102.1	86.3	76.3	67.9	85.8
Randolph Coll		IIB	3	3	3	-	75.6	61.5	52.4	----	64.9	3	3	3	-	95.6	78.0	68.5	----	82.5
Randolph-Macon Coll		IIB	3	3	4	-	78.2	61.5	51.3	----	65.7	3	3	4	-	98.7	78.5	64.8	----	83.3
Rappahannock CC	160	III	-	4	3	2	----	56.8	51.2	48.8	52.7	-	4	4	3	----	71.8	65.3	62.6	67.1
Roanoke Coll		IIB	2	2	2	3	83.2	66.1	56.6	45.9	64.0	3	2	3	3	104.9	87.4	72.8	60.5	82.8
Southside Virginia CC	125	III	3	3	2	2	68.9	61.6	54.6	48.9	57.5	3	3	3	3	85.8	77.3	69.2	62.7	72.6
Southwest Virginia CC		III	4	3	2	2	62.7	57.8	53.7	48.0	55.1	5	4	3	3	78.6	72.9	68.3	61.7	69.9
Sweet Briar Coll		IIB	4	3	4	4	73.1	60.4	51.4	41.3	62.0	4	4	4	4	89.4	75.3	64.2	53.6	76.6
Thomas Nelson CC	163	III	4	3	2	3	62.3	58.7	53.5	47.0	53.9	5	4	3	3	78.2	74.0	68.0	60.6	68.5
Tidewater CC	119	III	3	2	2	2	67.7	61.6	54.2	48.0	58.4	4	3	3	3	84.3	77.4	68.8	61.7	73.6
U Mary Washington	157	IIB	2	3	3	2	82.1	62.6	55.4	50.9	66.7	3	3	3	2	105.2	82.5	72.7	66.6	86.7
U Richmond	16	IIB	1*	1*	1*	1*	136.3	93.8	76.6	67.6	95.2	1*	1	1	1	167.6	117.3	95.7	80.5	118.5
U Virginia	12	I	1	2	2	3	141.6	95.0	80.3	50.5	110.9	2	2	2	4	174.4	121.2	102.5	67.5	138.7
U Virginia's Coll at Wise	27	IIB	3	3	2	3	76.5	61.3	56.8	44.0	58.2	3	3	2	4	99.3	81.1	75.2	55.3	75.8
Virginia Commonwealth U	20	I	3	4	4	4	118.6	79.9	68.8	48.2	80.1	3	4	4	4	152.1	102.2	88.2	61.5	102.6
Virginia Highlands CC		III	4	3	3	3	61.7	58.7	52.6	45.1	56.3	5	4	4	4	77.5	74.0	67.0	58.3	71.3
Virginia St U		IIA	4	4	2	3	81.1	65.7	64.0	46.6	66.0	4	5	3	5	96.0	76.7	75.6	53.6	77.6
Virginia Tech		I	3	3	3	4	121.7	84.4	73.3	46.8	89.1	3	3	3	4	150.8	108.3	95.3	64.4	113.4
Virginia Wesleyan Coll		IIB	3	4	2	-	74.0	58.6	57.8	----	64.6	3	3	2	-	96.5	78.6	77.7	----	85.6
Virginia Western CC		III	4	4	3	2	61.9	57.2	52.9	49.7	55.4	5	4	4	3	77.7	72.3	67.3	63.6	70.2
Washington & Lee U	1	IIB	1*	1*	1	2	123.2	93.5	70.5	48.9	96.8	1	1*	1	3	156.0	122.9	89.2	59.3	123.8
Wytheville CC		III	3	3	3	2	65.1	60.3	51.8	49.4	56.6	4	4	4	3	81.4	75.9	66.1	63.3	71.6

WASHINGTON

Bastyr U		IIA	5	5	5		64.8	58.8	46.9		54.0	5	5	5		78.1	71.3	57.8		65.8
Central Washington U	31	IIA	4	4	3		77.8	65.0	59.6		63.0	4	4	4		97.5	82.3	75.3		80.0
Eastern Washington U		IIA	4	4	4		76.1	62.2	57.5		61.0	4	4	3		100.3	83.6	77.5		82.2
Northwest U		IIB	5	5	4	-	63.7	53.2	49.3	----	54.0	5	5	5	-	77.6	62.8	58.7	----	65.1
Pacific Lutheran U	28	IIA	4	4	3	3	79.2	65.0	58.8	48.6	65.2	4	4	4	3	100.6	82.0	75.0	63.1	82.9
Peninsula Coll		III	5	5	4	2	52.3	48.8	47.1	48.5	51.2	5	5	4	1	70.5	66.5	64.6	72.2	70.0
Saint Martin's U		IIB	4	4	4	5	64.3	54.9	47.3	32.2	54.4	4	4	4	5	84.1	73.4	63.3	47.0	72.5
Seattle Pacific U	28	IIA	3	3	3	2	84.9	69.9	58.6	52.7	71.8	3	3	3	2	109.1	91.3	76.5	70.4	93.1
U Puget Sound	31	IIB	1	1	1	1*	100.3	74.3	62.0	67.2	81.1	1	1	2	1*	134.2	100.9	80.2	89.0	108.1
U Washington-Bothell	28	IIA	1	1	1*		106.2	88.7	87.7		83.6	1	1	1*		131.2	112.2	110.7		106.2
U Washington-Seattle	5	I	3	2	2	4	122.7	88.3	79.3	45.3	97.2	3	3	2	4	148.6	111.7	101.4	64.5	121.1
U Washington-Tacoma	28	IIA	2	1	1*		100.0	83.5	80.5		77.3	2	1	1*		124.6	106.8	102.8		99.5
Washington St U	27,204	I	5	5	4	5	102.3	74.1	68.7	43.8	77.2	5	5	4	4	130.0	96.8	89.4	60.8	100.2
Western Washington U		IIA	4	4	4	4	81.7	65.4	55.3	44.0	65.6	4	4	4	3	105.5	86.3	74.1	60.9	86.4
Whitman Coll		IIB	1	1	2	1	103.6	78.7	61.3	56.2	76.5	1	1	1	1	136.1	106.9	81.6	75.0	102.2
Whitworth U		IIB	2	3	3	2	82.3	64.0	54.3	48.1	58.1	2	3	3	2	106.9	83.5	71.0	64.3	75.5

WEST VIRGINIA

Bluefield St Coll	28,83	IIB	4	4	3	5	64.8	56.3	52.2	34.8	56.3	4	4	3	5	84.9	72.5	68.8	46.2	73.5
Davis and Elkins Coll		IIB	5	5	5	5	54.7	47.7	43.5	38.5	48.7	5	5	4	4	73.6	65.0	61.0	55.0	66.7
Glenville St Coll		IIB	4	4	4	4	69.2	59.8	48.4	42.0	53.3	4	4	4	4	87.7	75.1	61.7	55.0	67.9
Marshall U	27,32	IIA	5	5	5	5	73.4	61.6	51.7	37.1	60.6	5	5	5	5	91.0	77.1	65.5	47.3	75.8
Ohio Valley U		IIB	5	5	5		49.2	43.5	38.8		43.2	5	5	5		61.0	68.0	50.2		58.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
25.5	100	96	0	--	2.9	3.2	2.6	4.6	14	12	6	0	11	14	10	1	80.5	64.3	52.7		74.7	61.8	51.3	----				
26.1		0		0					19	22	18	7	10	22	27	10	69.2	61.8	54.1	51.4	64.1	62.4	52.7	45.9				
27.1	97	89	1	0	2.0	2.1	3.1	2.2	181	128	147	45	97	108	133	85	88.4	68.9	61.8	49.7	85.5	63.6	58.8	51.6				
26.3		0	5	0	0				10	17	8	7	9	22	18	11	67.1	62.2	55.6	52.5	59.5	59.0	54.9	47.8				
30.8	95	97	4	--	1.1	1.1	2.4	8.7	26	40	37	0	17	33	36	1	76.8	60.3	56.2		78.1	62.6	54.0	----				
26.6		0		0	0				6	13	6	3	5	17	9	11	63.5	61.2	54.8	48.8	59.7	60.1	52.2	44.9				
26.1	100	87	4	0	2.0	2.8	7.8	1.5	26	28	25	6	14	26	46	6	80.5	64.8	57.2	48.5	73.5	61.8	56.1	42.5				
20.9	100	97	5	--	-0.9	2.2	0.7	0.0	11	15	4	1	10	16	16	1	73.8	58.3	54.6	----	69.2	58.5	48.0	----				
	93	65		0	6.3	7.2	2.2		13	9	19	0	31	28	45	0	86.1	70.9	58.1		85.8	69.7	59.8					
26.9		0	0	0					10	3	9	4	3	6	5	3	61.7	61.2	51.1	54.2	64.9	56.7	49.8	32.8				
25.6		0	0	0					7	8	10	1	6	12	9	4	72.5	61.9	57.7	----	68.0	64.3	53.3	----				
25.5		3	3		1				68	63	100	68	65	81	121	127	77.4	67.8	59.7	53.8	73.8	66.5	59.5	52.6				
25.3	97	90	0	0					168	116	96	9	39	83	69	19	110.5	79.4	69.3	60.0	91.9	73.2	62.6	46.9				
27.4		0	0	0	0				4	9	3	7	3	12	6	9	60.5	56.3	46.8	46.7	60.0	55.3	49.9	45.9				
26.1		0	0	0	0				2	5	1	0	2	3	3	3	----	61.2	----	----	----	62.2	----	44.7				
26.3		0	0						10	12	7	4	8	8	16	7	62.6	59.8	52.9	46.6	65.5	58.3	56.6	49.1				
30.6	100	93	3	0	1.8	3.0	3.9	3.3	82	48	63	18	41	64	56	34	80.6	69.3	61.0	47.9	75.2	63.4	55.6	52.7				
27.0	100	92	0	--	2.5	4.1	2.7	1.5	17	11	3	0	10	15	10	2	77.7	62.2	52.8	----	72.1	60.9	52.3	----				
26.7	98	96	0	--	2.0	2.4	6.0	1.4	28	14	11	0	12	14	12	2	80.1	63.4	51.0	----	73.7	59.6	51.5	----				
27.3	--	0	0	0					0	4	1	3	2	2	6	7	----	----	----	51.4	----	----	----	47.7				
29.3	98	98	0	0	2.6	2.4	3.2	1.8	36	21	17	15	10	25	19	24	84.2	66.9	55.7	51.4	79.5	65.5	57.3	42.5				
26.3		0							4	11	14	10	6	15	12	7	66.2	61.9	52.8	50.8	70.8	61.4	56.6	46.1				
26.8		0		0	0				3	7	6	6	4	9	6	5	70.5	58.8	53.5	47.8	56.8	57.0	54.0	48.3				
23.5	100	87	0	0	1.4	2.9	2.4	8.1	19	5	14	2	15	10	8	2	75.0	64.8	52.7	----	70.7	58.3	49.2	----				
27.1		0	4	0	0				2	10	14	14	10	17	27	17	----	58.2	54.5	45.6	----	59.0	52.9	48.2				
26.2			2	0					50	58	31	37	31	58	35	46	68.0	63.3	56.3	49.8	67.1	60.0	52.3	46.5				
30.0	94	86	0	0	2.2	2.0	2.8	4.5	42	51	25	2	39	34	33	3	85.1	64.1	57.7	----	79.0	60.4	53.6	----				
24.4	96	86	1	0	3.1	2.6	5.4	1.1	77	73	36	2	25	54	44	5	141.3	97.0	81.3	----	120.7	89.6	72.8	----				
25.1	92	75	1	0	3.1	3.8	3.8	2.4	426	203	97	4	106	121	100	2	145.5	99.8	84.9	----	125.9	86.9	75.8	----				
30.2	100	94	13	0	2.2	1.0	2.2	3.8	11	17	12	9	4	14	3	16	77.7	59.4	56.7	40.1	73.3	63.7	57.1	46.2				
28.1	92	74	0	0	2.7	2.8	3.1	3.0	214	223	249	80	84	159	258	99	121.4	81.8	71.7	48.9	111.4	73.6	66.1	47.5				
26.6		0	0	0					4	12	4	2	6	14	12	3	60.1	63.0	53.4	----	62.8	55.0	52.4	----				
15.8	93	86	5	0	1.8	3.8	3.3	5.8	47	42	59	15	10	57	34	18	81.9	66.2	65.0	45.5	77.2	65.4	62.1	47.6				
27.3	98	91	0	0					372	299	167	83	82	136	116	110	124.8	86.9	75.2	48.1	107.4	78.8	70.5	45.8				
32.5	100	92	8	--	4.9	5.9	4.5	3.0	23	14	9	0	13	11	16	1	74.9	58.5	58.4		72.2	58.8	57.5	----				
26.7		0	0	4	0				4	14	7	5	8	20	20	6	63.2	56.7	53.7	50.7	61.3	57.6	52.6	48.9				
27.9	100	86	0	0	4.2	3.8	3.3	2.1	55	33	30	2	17	24	26	3	125.0	99.1	69.3	----	117.4	85.8	71.9	----				
26.5		0	0	0	0				4	3	5	4	5	10	6	6	65.1	62.8	50.4	48.6	65.1	59.6	53.0	50.0				
21.8		0	0	0	0.4	9.5	6.4		3	1	5	0	2	7	8	0	----	----	47.9		----	----	46.3					
26.9	100	89	0		1.9	3.0	1.8		91	54	67	0	46	42	48	0	78.7	66.8	60.1		76.0	62.8	58.8					
34.8	100	100	0		1.7	3.0	1.1		93	46	36	0	46	33	40	0	77.9	64.9	60.2		72.5	58.6	55.1					
20.6	85	76		--	0.0	0.0	0.5	0.0	12	9	9	0	1	12	12	1	----	53.9	50.9		----	52.7	48.1	----				
27.0	100	97	8	0	0.4	5.0	3.4	0.2	35	34	32	4	18	38	41	11	80.6	64.3	64.6	45.0	76.5	65.6	54.3	49.9				
36.7	81	67	100	20	0.0	0.0	0.0	0.0	18	2	2	1	13	1	1	4	52.0	----	----	----	52.6	----	----	----				
32.0	100	97	20	0	1.5	3.6	3.6	0.9	12	22	10	4	6	16	5	0	65.3	56.7	48.0	32.2	62.1	52.3	46.0					
29.7	96	80	4	0	2.4	3.8	4.6	2.9	46	38	22	3	22	21	29	3	86.1	70.7	59.3	56.2	82.2	68.5	58.1	49.3				
33.3	98	76	0	0	2.7	4.9	6.1	2.9	67	24	25	11	26	30	26	21	101.6	73.6	62.8	70.3	97.0	74.8	61.3	65.6				
27.1	97	100	0		0.0	0.0	3.0		17	17	21	0	12	7	20	0	112.7	92.0	85.5		96.9	80.6	90.1					
24.6	93	91	0	0	0.2	1.7	1.9	3.9	638	256	178	24	232	231	147	18	125.6	91.6	81.8	44.9	114.7	84.6	76.4	45.8				
28.8	100	100	0		0.1	0.0	0.7		19	20	15	0	13	27	19	0	109.0	87.8	90.1		86.8	80.2	72.8					
29.8	99	97	0	0	0.7	0.7	1.5	1.5	278	183	143	49	88	115	88	69	105.7	76.1	71.7	45.8	91.6	70.9	63.8	42.4				
31.8	100	98	0	0	1.0	1.5	0.1	-0.8	105	104	33	28	53	80	52	42	83.2	66.3	56.9	45.0	78.6	64.2	54.3	43.4				
33.5	97	100	2	0	0.0	0.7	0.6	0.0	22	24	25	4	9	20	27	3	105.5	79.1	62.8	56.6	98.8	78.2	59.9	55.5				
30.1	84	79	0	0	3.4	3.5	3.5	3.2	25	22	21	6	13	20	14	12	84.1	63.2	54.8	48.6	78.7	64.8	53.6	47.8				
30.7	96	68	29	0	2.4	2.8	3.0	4.9	16	12	14	0	7	7	14	3	66.3	57.4	55.4		61.4	54.3	48.9	34.8				
36.8	90	64	20	0	2.8	5.2	4.0	4.9	12	3	5	2	9	8	5	4	55.2	47.7	46.1	----	54.0	47.7	41.0	----				
27.3	100	94	7	0	8.9	10.0	11.6	14.8	8	14	16	7	2	4	12	5	----	58.4	48.7	42.4	----	64.8	47.9	41.5				
25.1	97	73	8	0	2.1	3.5	4.0	2.4	134	71	60	29	67	47	57	41	75.9	63.3	53.2	39.0	68.5	59.0	50.1	35.8				
34.6	14	33	10		1.4	0.0	6.0		5	4	5	0	2	2	5	0	----	----	41.4		----	----	36.2					

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WEST VIRGINIA (continued)																				
Shepherd U		IIB	4	3	3		71.1	61.1	53.9		59.6	3	4	4		101.3	74.5	65.8		75.8
U Charleston	28	IIB	4	3	3	3	72.5	62.4	54.4	45.0	56.4	4	4	4	4	82.5	73.5	63.6	51.4	65.7
West Virginia Northern CC	28,197	III	5	5	5	5	60.7	47.6	41.1	37.0	47.9	5	5	5	5	77.0	60.1	53.6	47.8	61.3
West Virginia St U		IIB	5	5	4	5	63.5	54.7	49.1	38.8	53.8									
West Virginia U	5	I	4	4	5	5	107.4	79.7	64.4	44.1	79.5	5	5	5	5	128.9	97.6	79.3	55.4	96.8
West Virginia Wesleyan Coll	28	IIB	5	5	5	5	59.8	49.8	44.8	38.7	48.3	5	5	5	5	77.4	65.8	56.2	46.7	61.8
Wheeling Jesuit U	25	IIA	5	5	5	5	66.2	54.7	47.4	41.4	51.5	5	5	5	4	86.6	71.9	60.1	55.9	66.9

WISCONSIN

Alverno Coll	28	IIB	4	4	4		66.5	55.2	47.7		55.9	4	4	5		84.0	72.4	60.6		71.4
Beloit Coll		IIB	3	4	5	5	77.4	58.5	47.2	37.3	60.0	2	4	5	5	108.8	76.7	57.6	43.8	79.4
Cardinal Stritch U	28,144	IIA	5	5	5	3	71.6	56.8	51.1	47.1	54.1	5	5	5	5	85.0	67.1	61.5	53.2	64.3
Carroll U	28	IIB	2	2	3	2	91.5	67.1	54.6	48.4	59.4	2	2	2	2	111.4	87.0	74.5	68.3	79.3
Carthage Coll		IIB	3	2	2		80.8	67.3	56.7		67.3	2	2	2		107.6	88.3	78.5		90.3
Concordia U Wisconsin	28	IIB	3	2	1	2	75.4	71.1	66.5	48.8	68.7	3	2	1	2	96.2	91.2	85.7	64.9	88.4
Lakeland Coll		IIB	4	4	4	2	72.2	58.9	51.3	48.4	58.0	4	3	4	2	93.3	78.6	66.2	64.5	76.1
Lawrence U		IIB	2	2	3	3	85.9	69.2	55.0	44.5	64.9	2	2	3	2	113.2	90.6	69.5	62.1	84.6
Marian U	55	IIA	4	4	5	4	79.9	62.4	51.2	44.2	58.4	4	4	5	4	100.0	82.1	66.3	55.3	75.2
Marquette U	5,37	I	3	3	3	3	114.6	83.9	73.1	55.7	85.2	3	3	3	2	145.9	110.4	95.1	76.1	110.6
Milwaukee Sch Engineering		IIB	2	2	1	1	82.5	71.9	68.7	55.9	73.0	2	1	1	1*	120.7	109.8	90.1	129.6	106.5
Mount Mary Coll		IIB	5	5	5	4	60.7	53.3	43.6	41.4	49.6	4	4	4	3	81.1	73.9	61.5	59.8	68.8
Ripon Coll		IIB	4	5	5	-	68.4	53.1	44.6	----	55.1	4	4	4	-	92.4	72.3	64.6	----	76.5
St. Norbert Coll		IIB	2	2	3	2	85.9	68.9	55.2	49.8	64.3	2	2	2	2	113.2	94.2	77.2	69.0	88.2
U Wisconsin Colleges	82	III	4	5	5		62.4	50.8	45.0		50.1	4	5	4		83.7	70.5	64.0		69.7
U Wisconsin-Eau Claire		IIA	5	5	4	4	72.9	61.5	56.4	44.9	59.3	5	4	3	3	95.8	82.7	76.9	63.8	80.2
U Wisconsin-Green Bay		IIA	5	5	4	-	72.5	57.4	55.7	----	56.4	5	5	3	-	95.2	78.0	76.0	----	76.9
U Wisconsin-La Crosse		IIA	4	5	4		75.7	60.5	56.8		58.8	4	4	3		99.0	81.6	77.3		79.7
U Wisconsin-Madison		I	3	3	2	2	114.7	87.4	75.9	60.0	97.7	4	3	2	2	142.5	111.9	98.9	81.0	123.5
U Wisconsin-Milwaukee		I	5	5	4	4	95.6	71.2	67.7	50.1	69.9	5	5	4	3	121.3	93.7	89.7	69.7	92.2
U Wisconsin-Oshkosh		IIA	5	5	4	3	74.5	61.6	56.9	47.7	59.8	4	4	3	2	97.6	82.8	77.5	66.9	80.8
U Wisconsin-Parkside		IIA	4	4	4		75.6	64.0	55.3		56.1	4	4	3		98.8	85.6	75.8		76.6
U Wisconsin-Platteville		IIA	5	5	5		68.8	57.6	51.5		56.2	5	5	4		91.1	78.3	71.3		76.7
U Wisconsin-River Falls		IIA	5	5	4		71.6	60.9	54.5		62.7	5	4	4		94.3	82.0	74.7		84.1
U Wisconsin-Stevens Point		IIA	5	5	5	4	69.0	57.8	51.9	44.9	57.3	5	5	4	3	91.3	78.5	71.7	64.6	78.0
U Wisconsin-Stout		IIA	5	5	4		70.8	59.4	54.3		57.2	5	4	4		93.4	80.3	74.4		77.8
U Wisconsin-Superior		IIA	5	5	5		67.0	55.4	51.1		55.2	5	5	4		89.0	75.8	70.8		75.6
U Wisconsin-Whitewater		IIA	4	4	2		75.9	63.7	62.2		61.2	4	4	2		99.2	85.3	83.5		82.4
Viterbo U	28	IIA	5	5	5	5	66.9	58.5	50.8	37.7	54.8	5	5	5	5	83.8	75.0	65.8	47.3	70.2

WYOMING

Northwest Coll		III	2	2	1	1	71.9	65.1	60.9	54.5	61.4	2	2	1	1	97.6	92.2	85.1	78.8	86.4
U Wyoming	12	I	4	4	4	-	105.6	75.7	66.7	----	78.4	4	4	4	-	138.8	102.7	89.0	----	104.7

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.1	100	100	6		3.4	4.5	6.2		22	23	28	0	8	17	24	0	70.3	61.9	53.7		73.3	60.1	54.0	
16.5					2.5	6.5	2.6	3.5	5	10	11	6	2	8	32	6	----	62.8	58.5	42.6	----	61.9	53.0	47.5
26.9	95	20	10	0	3.6	2.1	4.5	3.9	8	2	4	7	14	8	6	12	62.6	----	42.5	40.5	59.7	----	40.2	35.0
	90	46	14	0					15	28	28	3	14	13	14	5	65.2	56.3	50.8	38.0	61.6	51.2	45.9	39.2
21.8	94	82	2	0	5.1	5.8	7.7	5.7	242	157	172	20	48	105	198	36	108.8	83.7	67.3	47.3	100.3	73.6	61.9	42.3
28.0	93	100	7	0	1.9	0.8	1.2	3.7	11	8	15	3	4	14	13	8	60.4	50.7	44.2	40.8	58.1	49.3	45.4	37.9
29.2	92	82	6	0	3.3	3.5	4.3	7.5	9	17	14	4	4	11	18	6	67.2	55.7	47.9	37.9	64.0	53.2	47.0	43.7
27.8	100	97	21		0.5	1.8	1.4		11	5	10	0	28	26	38	0	66.5	54.2	46.8		66.5	55.4	47.9	
32.5	100	88	0	0	2.4	5.4	5.0	8.5	28	17	11	3	19	15	28	7	81.6	59.5	46.6	25.0	71.3	57.3	47.4	42.5
19.0	100	79	40	0					6	9	19	4	5	15	41	7	69.1	56.0	49.0	47.2	74.5	57.2	52.0	47.1
33.5	100	89	3	0	0.4	1.9	2.1	2.6	5	15	26	3	6	13	35	1	99.9	67.9	54.3	----	84.5	66.3	54.8	----
34.2	98	79	0		3.7	3.7	3.7		30	37	22	0	11	11	30	0	83.2	67.3	57.9		74.1	67.0	55.9	
28.6	0	0	0	0	3.4	3.1	3.0	3.0	23	25	28	4	12	14	38	5	75.9	71.5	65.3	47.3	74.3	70.3	67.3	50.0
31.1	100	100	0	0	0.0	0.9	0.2	0.0	9	15	6	6	3	5	12	1	74.6	59.2	49.4	----	64.8	57.8	52.3	----
30.4	100	95	0	0	4.2	4.3	4.9	2.0	26	37	28	4	8	22	21	8	87.2	69.4	54.8	40.0	81.5	68.9	55.2	46.8
28.7	100	68	0	0	1.0	1.0	1.5	1.5	9	14	12	4	7	8	32	4	77.3	62.5	52.8	42.7	83.3	62.3	50.6	45.8
29.8	98	88	1	0	2.0	2.3	3.4	2.8	137	128	87	10	25	94	90	26	115.9	86.1	76.8	71.0	107.7	80.8	69.5	49.8
45.9			0	0	0.0	0.0	0.0	0.0	32	35	29	2	4	10	18	3	82.3	72.9	72.9	----	84.2	68.6	61.8	----
36.6	100	100	32	0	4.3	2.0	-0.4	2.0	3	3	2	1	8	21	23	7	69.5	56.2	----	----	57.4	52.9	----	----
35.7	100	92	0	--	0.4	0.0	1.7	0.0	15	7	18	0	9	5	9	1	68.8	53.3	44.7	----	67.8	53.0	44.5	----
37.1	100	100	55	0	2.4	3.6	2.8	1.4	15	25	24	2	2	11	29	1	----	69.3	54.0	----	----	67.9	56.1	----
39.2	100	87	4		0.2	0.7	2.1		36	77	56	0	18	47	44	0	62.7	51.4	45.2		61.8	49.8	44.8	
35.3	99	83	5	0	0.8	1.1	0.8	0.9	78	64	52	3	37	45	75	8	72.7	62.2	57.5	45.0	73.5	60.5	55.7	44.8
36.3	100	99	2	--	-1.0	0.4	0.7	5.3	15	51	25	1	11	28	25	0	75.9	58.9	60.9	----	67.8	54.7	50.4	
35.4	100	73	13		0.0	0.4	0.4		64	50	63	0	33	40	73	0	78.0	62.4	57.8		71.4	58.1	55.9	
26.3	95	85			2.3	3.5	3.4	12.8	510	159	170	3	213	106	148	14	119.6	92.6	79.4	63.4	103.0	79.6	71.8	59.3
31.9	98	83	1	0	1.0	1.1	1.6	1.4	149	195	122	1	65	154	146	5	96.4	74.7	73.1	----	93.8	66.7	63.2	----
35.1	100	94	1	0	1.2	3.3	1.3	2.8	71	65	48	3	38	38	57	0	75.6	63.6	57.7	47.7	72.6	58.4	56.3	
36.5	100	92	2		-0.8	0.6	0.4		16	29	23	0	8	24	21	0	77.3	63.8	58.5		72.2	64.2	51.8	
36.4	100	83	7		-0.1	1.6	0.8		80	40	43	0	34	12	32	0	70.4	58.4	51.9		65.1	54.8	51.0	
34.1	98	78	2		1.3	2.0	1.3		80	20	27	0	36	17	27	0	72.0	59.7	56.5		70.7	62.3	52.5	
36.0	98	71	3	0	2.1	1.5	1.2	7.3	76	44	65	3	38	40	44	1	69.3	58.7	51.8	----	68.4	56.9	52.0	----
36.0	100	70	11		0.6	2.0	1.6		45	39	73	0	25	35	42	0	71.4	61.8	55.4		69.8	56.6	52.3	
36.9	100	94	13		0.3	0.0	0.1		21	12	22	0	13	6	32	0	68.3	52.9	52.0		65.0	60.6	50.4	
34.7	100	98	3		0.9	1.4	1.7	4.3	54	65	59	0	24	61	56	0	79.0	65.5	63.9		68.8	61.8	60.3	
28.1	94	93	8	0	2.0	2.5	2.5	3.8	8	19	21	3	8	23	32	5	66.4	58.3	50.0	37.0	67.5	58.7	51.3	38.1
40.8	100	100	87	0	2.8	3.1	3.9	6.6	10	11	17	13	0	7	13	10	71.9	63.9	62.7	53.5		67.0	58.6	55.8
33.6	100	94		--	0.1	1.3	1.7	0.0	174	144	91	1	42	72	75	0	107.8	77.3	69.1	----	96.2	72.6	63.8	----