

**Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2003–04
(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	100,682	94,606	122,158	103,475	125,644	118,047	152,540	128,954
Associate	68,640	66,275	78,863	72,232	87,503	84,377	100,879	92,537
Assistant	58,576	56,277	68,218	60,026	74,628	71,935	86,141	75,715
Instructor	39,476	37,972	45,200	48,233	51,359	49,446	58,482	62,825
Lecturer	45,763	44,159	51,540	44,211	59,028	56,587	67,697	57,416
No Rank	50,711	46,917	56,619	51,852	64,455	59,334	72,918	62,986
All Combined	75,863	71,901	91,915	77,271	95,741	90,773	115,860	97,529
<i>CATEGORY IIA (Master's)</i>								
Professor	76,112	74,872	81,570	76,203	95,613	93,947	103,549	94,971
Associate	60,011	59,365	62,934	59,283	76,566	75,636	81,003	75,252
Assistant	49,959	49,795	51,930	48,445	63,928	63,888	66,707	60,951
Instructor	37,700	36,981	40,809	38,871	48,515	47,741	52,772	48,914
Lecturer	42,993	43,129	42,616	40,869	55,162	55,279	55,163	52,804
No Rank	45,625	43,960	49,908	47,227	57,494	56,135	60,943	58,792
All Combined	59,400	58,629	63,249	58,725	75,423	74,444	80,902	73,857
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	71,822	68,996	82,344	62,606	91,745	86,973	105,588	80,234
Associate	55,431	55,887	60,207	51,047	71,099	71,661	77,556	65,198
Assistant	46,091	46,387	49,436	43,201	58,823	59,758	63,043	54,866
Instructor	37,649	37,516	39,816	36,709	47,830	48,613	50,046	46,128
Lecturer	41,372	38,051	50,405	38,396	52,634	48,241	64,962	47,889
No Rank	43,355	39,952	49,686	34,776	55,634	49,888	64,098	44,881
All Combined	55,851	53,809	63,263	50,564	71,391	68,686	81,086	64,499
<i>CATEGORY III (Two-Year Colleges with Ranks)</i>								
Professor	64,242	64,439	54,452	n.d.	82,331	82,605	68,737	n.d.
Associate	51,720	51,859	44,834	n.d.	67,096	67,348	53,385	n.d.
Assistant	45,027	45,239	38,425	n.d.	58,840	59,179	47,791	n.d.
Instructor	38,747	39,062	25,556	n.d.	50,414	50,875	30,897	n.d.
Lecturer	43,290	43,469	33,071	n.d.	57,999	58,299	40,846	n.d.
No Rank	36,284	36,480	30,498	n.d.	48,954	49,339	37,614	n.d.
All Combined	50,832	51,088	39,217	n.d.	65,869	66,250	48,208	n.d.
<i>CATEGORY IV (Two-Year Colleges without Ranks)</i>								
No Rank	50,833	50,820	n.d.	n.d.	63,299	63,286	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	88,591	85,767	104,026	77,295	111,096	107,363	130,908	97,271
Associate	63,063	62,437	68,528	58,963	80,542	79,644	87,950	75,225
Assistant	52,788	52,472	57,519	48,088	67,453	67,300	73,157	60,777
Instructor	38,501	37,865	41,765	39,225	49,749	49,156	53,589	49,673
Lecturer	44,522	43,465	50,128	42,087	57,355	55,775	65,595	54,214
No Rank	46,741	44,078	53,131	44,669	59,490	56,361	67,465	55,654
All Combined	66,475	64,975	76,644	59,328	84,265	82,356	97,264	75,092

Note: The table is based on 1,446 reporting institutions representing 1,775 campuses. For definitions of categories, see Explanation of Statistical Data on page 47. 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.