

SURVEY REPORT TABLE 1

Percentage Change in Average Salary and Percentage Change in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2010–11 to 2011–12

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	CHANGE IN AVERAGE SALARY				CHANGE FOR CONTINUING FACULTY			
<i>CATEGORY I (Doctoral)</i>								
Professor	2.7	2.3	3.4	3.1	2.8	2.5	3.5	3.0
Associate	2.0	1.8	2.9	2.3	3.3	3.0	4.5	3.5
Assistant	2.6	2.2	4.1	2.7	3.4	3.2	4.2	3.9
Instructor	1.9	1.8	2.8	0.9	3.1	3.2	2.4	3.4
All Combined	2.2	1.9	3.0	2.3	3.1	2.8	3.9	3.3
<i>CATEGORY IIA (Master's)</i>								
Professor	1.3	0.8	1.8	2.2	2.3	2.0	2.8	2.8
Associate	1.1	0.8	1.6	1.8	2.9	2.6	3.4	3.4
Assistant	1.5	1.2	2.3	1.9	3.0	2.6	3.5	4.0
Instructor	1.9	2.0	2.0	1.7	3.3	3.2	3.3	3.8
All Combined	1.2	0.7	2.0	1.9	2.7	2.4	3.2	3.3
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	1.6	0.7	1.7	1.6	2.6	1.4	2.9	2.6
Associate	1.4	0.1	1.9	1.5	2.9	1.9	3.4	2.8
Assistant	1.7	0.4	2.1	1.9	3.4	2.8	4.0	3.0
Instructor	1.0	0.3	1.6	1.8	2.9	2.1	4.0	2.9
All Combined	1.6	0.6	2.0	1.6	2.9	2.0	3.3	2.8
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	2.3	2.3	n.d.	n.d.	2.1	2.1	n.d.	n.d.
Associate	1.6	1.6	n.d.	n.d.	2.4	2.4	n.d.	n.d.
Assistant	1.3	1.3	n.d.	n.d.	2.8	2.9	n.d.	n.d.
Instructor	1.0	0.8	n.d.	n.d.	4.2	4.3	n.d.	n.d.
All Combined	1.3	1.3	n.d.	n.d.	2.5	2.6	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	-0.7	-0.8	n.d.	n.d.	1.0	1.0	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	2.2	1.9	2.6	2.3	2.7	2.3	3.3	2.8
Associate	1.6	1.4	2.1	1.9	3.1	2.8	3.9	3.2
Assistant	2.1	1.8	2.8	2.3	3.3	3.0	3.9	3.6
Instructor	1.7	1.6	2.7	1.2	3.2	3.3	3.0	3.3
All Combined	1.8	1.5	2.5	2.0	2.9	2.6	3.6	3.1

Note: The table is based on 1,211 responding institutions reporting comparable salary data for both years and 1,120 institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however. Rows labeled "All Combined" include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 2

Percent of Institutions and Percent of Faculty by Change in Average Salary, by Affiliation and Category, 2010–11 to 2011–12

Percentage Increase	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	3.3	2.9	4.4	3.0	2.5	2.2	3.4	2.9
5 to 5.99	3.6	2.9	5.1	3.7	3.7	4.2	3.0	2.2
4 to 4.99	7.3	5.6	8.5	9.6	7.8	6.1	12.0	9.7
3 to 3.99	10.9	8.5	14.9	11.9	10.0	7.7	15.4	14.2
2 to 2.99	17.1	12.8	21.8	21.5	22.0	18.6	32.5	23.1
1 to 1.99	15.4	14.6	19.6	12.6	15.1	15.4	14.9	13.6
Between 0 and 0.99	16.1	18.7	11.4	15.6	17.1	19.5	10.0	16.1
No change	0.1	0.0	0.0	0.4	0.0	0.0	0.0	0.0
Decrease	26.2	34.1	14.2	21.9	21.7	26.3	8.9	18.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	3.6	2.1	3.6	4.6	2.4	2.1	2.8	4.7
5 to 5.99	5.9	2.4	3.8	3.0	4.7	2.0	4.5	2.0
4 to 4.99	10.0	6.9	7.2	5.1	9.5	6.4	6.1	3.2
3 to 3.99	11.8	10.8	11.8	8.1	10.3	9.4	11.4	8.2
2 to 2.99	24.1	15.3	18.8	9.1	28.3	14.7	18.1	12.1
1 to 1.99	11.8	16.9	16.6	14.2	13.4	17.1	17.1	15.5
Between 0 and 0.99	18.2	15.9	15.1	16.2	19.1	15.2	15.7	12.9
No change	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Decrease	14.5	29.4	23.1	39.6	12.3	33.1	24.3	41.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,211 institutions reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 3

Percent of Institutions and Percent of Faculty by Average Change in Salary for Continuing Faculty, by Affiliation and Category, 2010–11 to 2011–12

Percentage Increase	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	6.6	6.5	6.7	6.7	6.8	7.4	5.8	5.2
5 to 5.99	6.3	6.7	8.0	3.7	5.0	4.9	5.7	4.5
4 to 4.99	10.6	6.5	14.7	14.2	12.1	8.7	20.7	14.3
3 to 3.99	21.3	15.2	31.4	22.0	22.9	17.4	39.3	22.1
2 to 2.99	19.1	15.6	19.6	25.7	19.1	17.4	16.3	33.2
1 to 1.99	15.1	18.9	10.6	12.7	13.4	15.5	7.9	11.8
Between 0 and 0.99	16.2	24.3	7.7	9.7	17.3	23.8	3.9	6.7
No change	3.1	3.7	1.3	4.1	2.5	3.4	0.4	1.9
Decrease	1.6	2.8	0.0	1.1	1.0	1.4	0.0	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percentage Increase	Institutional Category				Institutional Category			
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
	INSTITUTIONS				FACULTY MEMBERS			
6 and over	7.5	5.9	6.0	8.6	7.8	6.0	5.0	6.3
5 to 5.99	5.0	5.6	7.2	7.4	4.3	5.1	7.3	6.3
4 to 4.99	16.1	11.5	10.0	3.7	14.5	11.1	9.0	2.4
3 to 3.99	26.1	20.7	23.4	11.7	25.8	19.0	23.8	15.1
2 to 2.99	15.1	20.4	23.1	11.1	16.8	21.8	24.4	13.0
1 to 1.99	11.6	17.6	14.4	15.4	10.8	17.1	13.8	17.1
Between 0 and 0.99	16.6	15.1	12.7	26.5	17.8	17.1	11.9	26.0
No change	1.5	0.8	3.0	10.5	2.2	0.5	4.7	10.0
Decrease	0.5	2.2	0.2	4.9	0.1	2.4	0.1	3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: The table is based on 1,120 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 4

Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2011–12 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
SALARY				COMPENSATION				
<i>CATEGORY I (Doctoral)</i>								
Professor	130,803	120,955	162,561	132,998	165,055	153,279	204,283	164,643
Associate	86,319	82,777	101,954	90,606	111,936	107,626	131,516	116,518
Assistant	74,772	71,465	89,307	76,877	96,889	93,211	114,170	96,399
Instructor	49,829	47,207	61,096	63,284	67,594	64,275	83,323	81,044
Lecturer	56,891	54,369	65,610	56,584	75,433	72,470	86,015	74,108
No Rank	66,293	56,179	76,639	72,199	86,292	73,631	99,786	94,723
All Combined	94,523	88,393	118,258	95,801	121,235	113,987	150,353	120,175
<i>CATEGORY IIA (Master's)</i>								
Professor	91,972	88,940	103,094	92,047	117,904	114,276	130,761	118,066
Associate	72,533	71,025	77,359	72,095	94,701	93,017	100,136	93,891
Assistant	61,516	60,656	65,046	60,338	80,185	79,731	83,361	77,547
Instructor	46,169	44,631	51,850	49,552	61,098	59,716	66,649	63,772
Lecturer	49,615	48,327	56,745	54,104	67,101	65,762	74,984	70,611
No Rank	53,810	50,137	64,473	60,313	70,678	66,443	81,251	80,554
All Combined	71,181	69,081	78,434	71,550	92,435	90,111	100,669	92,262
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	90,044	84,524	101,568	77,418	116,987	110,789	131,115	100,625
Associate	69,256	69,021	75,106	62,775	90,726	91,576	98,129	81,680
Assistant	57,381	57,348	61,307	53,138	74,587	76,408	78,956	68,768
Instructor	46,708	46,682	49,901	44,696	61,509	63,074	64,364	58,142
Lecturer	52,005	49,534	58,993	43,322	69,334	67,749	76,865	55,467
No Rank	56,944	46,922	61,875	47,160	75,577	62,669	82,535	59,940
All Combined	69,465	65,240	77,849	62,190	90,625	86,274	100,890	80,817
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	73,333	73,534	n.d.	n.d.	97,726	98,104	n.d.	n.d.
Associate	61,087	61,141	n.d.	n.d.	82,373	82,485	n.d.	n.d.
Assistant	53,433	53,534	n.d.	n.d.	72,492	72,671	n.d.	n.d.
Instructor	46,702	46,786	n.d.	n.d.	63,402	63,538	n.d.	n.d.
Lecturer	45,894	45,894	n.d.	n.d.	62,988	62,988	n.d.	n.d.
No Rank	39,951	40,189	n.d.	n.d.	55,976	56,231	n.d.	n.d.
All Combined	59,554	59,676	n.d.	n.d.	79,346	79,548	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	57,569	57,677	n.d.	n.d.	72,800	73,094	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	113,176	107,945	135,079	96,624	144,404	138,381	170,500	121,757
Associate	78,565	77,223	86,241	73,115	102,447	101,047	111,618	94,538
Assistant	66,564	65,865	72,677	60,343	86,675	86,498	93,115	77,121
Instructor	47,847	46,291	55,008	50,109	64,210	62,652	72,827	64,831
Lecturer	54,202	51,996	63,260	53,356	72,335	69,873	82,954	69,566
No Rank	61,939	53,262	72,631	66,538	80,900	70,274	94,598	85,414
All Combined	82,556	79,507	96,855	73,735	106,738	103,372	123,763	94,053

Note: The table is based on 1,250 (salary) and 1,181 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2011–12 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	MEN				WOMEN			
<i>CATEGORY I (Doctoral)</i>								
Professor	133,667	123,738	165,378	135,844	121,252	111,732	152,787	124,374
Associate	88,829	85,138	104,981	92,978	82,498	79,195	97,123	87,240
Assistant	77,934	74,233	93,061	80,251	71,197	68,394	84,368	73,696
Instructor	51,542	48,396	62,747	65,498	48,670	46,449	59,492	61,752
Lecturer	61,069	57,806	71,739	58,163	53,508	51,681	59,987	55,378
No Rank	71,957	59,418	82,504	81,187	61,330	53,641	70,801	64,153
All Combined	103,056	96,215	128,253	103,854	80,671	75,987	99,755	84,284
<i>CATEGORY IIA (Master's)</i>								
Professor	93,745	90,367	105,754	94,355	88,392	86,083	97,701	87,195
Associate	73,905	72,206	79,334	73,634	70,838	69,543	75,008	70,227
Assistant	62,803	61,885	66,780	61,433	60,382	59,526	63,604	59,480
Instructor	46,984	45,195	53,635	50,361	45,692	44,305	50,684	49,109
Lecturer	51,182	49,546	59,584	55,279	48,451	47,451	54,029	53,275
No Rank	56,901	53,113	67,347	60,083	50,902	47,550	60,650	60,512
All Combined	75,353	73,001	83,317	75,965	66,307	64,489	72,653	66,565
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	91,220	85,419	103,056	78,553	87,772	82,918	98,734	75,104
Associate	70,152	70,383	75,910	63,560	68,144	67,185	74,139	61,811
Assistant	58,048	58,339	62,017	53,424	56,777	56,315	60,668	52,896
Instructor	47,481	47,920	50,197	45,316	46,216	45,847	49,718	44,313
Lecturer	53,525	51,840	60,868	42,406	50,852	47,521	57,790	43,938
No Rank	61,281	50,757	65,967	47,881	52,496	43,414	56,952	46,702
All Combined	72,712	68,149	81,607	64,883	65,576	61,765	73,265	59,028
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	74,469	74,713	n.d.	n.d.	72,162	72,325	n.d.	n.d.
Associate	62,031	62,077	n.d.	n.d.	60,254	60,316	n.d.	n.d.
Assistant	53,507	53,611	n.d.	n.d.	53,374	53,474	n.d.	n.d.
Instructor	47,192	47,276	n.d.	n.d.	46,306	46,392	n.d.	n.d.
Lecturer	46,149	46,149	n.d.	n.d.	45,739	45,739	n.d.	n.d.
No Rank	43,454	44,114	n.d.	n.d.	37,615	37,660	n.d.	n.d.
All Combined	60,884	61,023	n.d.	n.d.	58,389	58,501	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	56,524	56,648	n.d.	n.d.	58,495	58,587	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	117,368	111,921	139,954	99,691	102,491	97,738	122,273	89,643
Associate	80,918	79,529	89,085	74,870	75,381	74,052	82,442	70,884
Assistant	69,112	68,209	76,186	61,739	64,047	63,488	69,147	59,166
Instructor	49,030	47,209	56,960	51,350	47,071	45,698	53,524	49,350
Lecturer	57,490	54,680	68,439	54,486	51,629	49,955	58,640	52,537
No Rank	66,803	56,458	77,440	73,420	57,575	50,688	67,510	60,705
All Combined	89,916	86,488	105,825	78,922	72,480	69,964	83,727	67,411

Note: The table is based on 1,250 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

Average Salary, by Region, Category, and Academic Rank, 2011–12 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	153,635	149,479	125,973	118,366	114,525	120,626	126,115	109,727	139,604
Associate	98,156	98,305	83,729	79,911	79,576	81,571	84,781	78,972	91,054
Assistant	83,716	82,842	73,912	69,590	66,718	71,946	73,390	68,300	80,467
Instructor	59,710	58,247	48,841	45,748	45,250	44,531	50,983	47,367	49,489
Lecturer	64,844	64,412	51,674	53,315	44,780	54,342	52,180	53,874	69,598
No Rank	70,902	75,186	53,788	52,394	26,662	60,052	67,256	39,991	60,952
All Combined	112,002	107,978	91,853	86,632	81,398	85,850	90,363	81,716	106,959
<i>CATEGORY IIA (Master's)</i>									
Professor	101,427	104,609	86,964	81,916	81,139	88,356	88,393	77,226	95,870
Associate	78,536	81,137	69,082	66,565	65,025	69,302	69,160	63,253	76,149
Assistant	65,714	66,152	59,463	57,481	56,027	59,714	59,535	54,733	66,354
Instructor	55,286	51,482	45,818	43,750	43,934	43,820	46,738	43,364	48,346
Lecturer	56,991	54,657	44,906	45,190	43,432	45,671	45,807	40,610	56,642
No Rank	69,445	51,749	54,680	42,240	52,970	52,599	47,971	47,403	66,355
All Combined	80,257	79,950	67,025	65,807	62,308	66,079	67,223	60,721	78,145
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	112,953	101,052	79,365	77,731	71,917	72,353	83,532	79,150	103,606
Associate	79,633	75,929	65,065	62,278	58,614	60,943	65,829	63,438	77,333
Assistant	64,591	62,272	54,311	53,037	49,824	51,121	55,117	54,481	65,247
Instructor	51,450	51,632	46,126	44,536	41,055	40,598	43,747	41,621	55,258
Lecturer	68,743	54,570	45,815	45,651	43,885	46,745	44,220	40,153	49,946
No Rank	58,304	49,463	45,046	53,135	39,893	44,054	66,972	n.d.	55,531
All Combined	85,738	75,677	64,546	62,024	57,944	58,088	64,547	63,384	79,447
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	63,994	84,998	76,788	69,609	n.d.	68,754	75,749	66,798	77,199
Associate	52,353	69,326	60,804	59,549	n.d.	54,971	61,804	54,975	70,169
Assistant	48,083	60,264	49,253	53,876	n.d.	53,656	53,963	49,066	62,635
Instructor	45,722	47,564	42,136	47,752	n.d.	46,357	46,154	47,446	55,047
Lecturer	n.d.	45,888	46,054	n.d.	n.d.	n.d.	40,773	48,654	n.d.
No Rank	n.d.	30,364	40,689	46,979	n.d.	39,230	42,659	43,325	n.d.
All Combined	57,618	67,476	56,082	60,008	n.d.	59,324	59,065	55,549	65,376
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	59,190	n.d.	49,707	58,854	49,167	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	130,218	127,983	109,703	97,684	98,885	104,449	109,010	102,261	119,152
Associate	87,132	86,852	76,122	71,752	71,634	74,720	76,262	75,517	82,627
Assistant	72,591	71,513	64,889	61,362	60,273	65,060	64,762	64,647	72,061
Instructor	55,877	53,846	46,864	44,709	44,391	44,162	47,816	46,624	50,605
Lecturer	63,821	60,871	48,776	52,258	44,190	51,395	49,524	52,651	61,329
No Rank	69,151	71,631	52,785	50,352	48,571	54,459	61,987	43,414	62,685
All Combined	96,752	91,919	79,739	74,233	71,552	75,947	78,263	76,851	91,478

Note: The table is based on 1,250 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.
- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 2011–12 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	194,569	189,507	158,492	149,585	144,228	148,552	156,830	138,794	182,598
Associate	128,119	127,567	109,654	103,632	102,529	102,754	108,558	102,025	123,660
Assistant	108,151	106,767	96,953	89,593	85,960	90,235	94,140	88,818	109,323
Instructor	81,023	80,693	66,470	62,991	59,846	58,940	67,127	62,890	73,101
Lecturer	84,934	82,916	70,584	72,853	58,499	69,048	69,271	72,354	97,481
No Rank	91,906	99,409	59,733	72,460	35,968	73,583	85,784	56,130	83,606
All Combined	143,770	138,148	118,304	111,337	104,055	107,146	114,776	105,160	142,622
<i>CATEGORY IIA (Master's)</i>									
Professor	132,353	133,882	113,385	103,376	104,459	107,627	112,163	102,486	123,275
Associate	104,229	106,052	91,718	86,750	84,394	87,130	88,700	85,740	99,942
Assistant	87,183	85,738	79,328	74,075	72,574	74,733	76,691	74,991	87,513
Instructor	73,994	65,278	62,374	58,947	59,494	56,804	60,529	58,244	66,275
Lecturer	76,925	72,821	62,435	60,148	56,350	60,476	60,198	57,117	77,628
No Rank	89,120	67,253	73,590	58,249	67,144	64,435	62,716	63,816	67,614
All Combined	105,944	103,421	88,913	83,927	80,882	82,582	86,106	82,173	102,178
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	149,186	130,941	104,871	100,926	91,636	90,769	106,614	101,407	133,800
Associate	106,673	99,628	86,542	81,373	74,267	77,357	84,502	82,082	101,717
Assistant	84,727	81,026	71,669	68,987	62,467	65,246	70,063	71,268	86,433
Instructor	67,018	67,902	62,377	60,191	52,646	52,345	55,453	54,722	75,253
Lecturer	93,284	72,482	62,249	67,230	51,063	61,509	57,258	52,962	69,815
No Rank	75,665	65,379	55,089	69,370	48,833	57,180	91,328	n.d.	73,219
All Combined	113,806	98,702	85,519	80,831	73,325	73,778	82,678	82,012	104,249
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	91,039	116,187	99,651	91,606	n.d.	90,973	95,196	86,696	102,960
Associate	76,807	95,107	82,624	79,699	n.d.	78,505	79,355	77,041	94,698
Assistant	68,914	84,052	68,851	71,439	n.d.	73,718	69,906	68,334	85,324
Instructor	64,832	67,705	58,549	63,264	n.d.	61,727	60,505	65,572	76,823
Lecturer	n.d.	63,479	64,678	n.d.	n.d.	n.d.	54,368	60,298	n.d.
No Rank	n.d.	47,791	56,158	64,659	n.d.	55,675	56,728	50,611	n.d.
All Combined	82,511	93,250	76,330	79,532	n.d.	69,702	75,854	74,929	88,899
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	75,944	n.d.	63,755	75,849	62,907	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	167,709	162,526	139,405	125,853	125,421	133,060	136,591	130,055	154,929
Associate	115,195	113,094	100,293	93,874	92,454	95,384	97,727	98,317	110,297
Assistant	95,134	92,635	85,806	79,686	77,602	82,165	83,127	84,836	96,481
Instructor	75,111	72,483	63,880	60,571	59,255	57,807	62,361	62,529	72,330
Lecturer	84,434	78,986	67,109	71,490	57,474	66,415	65,327	70,686	84,942
No Rank	89,520	94,652	64,302	68,704	61,807	68,191	80,059	58,120	84,177
All Combined	126,241	118,164	103,787	96,341	91,898	96,048	99,745	99,661	121,005

Note: The table is based on 1,181 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 8

Distribution of Individual Faculty Members, by Salary Interval and Institutional Category, for Upper Three Academic Ranks, 2011–12 (Cumulative Percent)

Category Salary Interval	I			IIA			IIB			III			IV
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	No Rank
\$270,000 and over	1.7												
265,000–269,999	1.9												
260,000–264,999	2.0												
255,000–259,999	2.3												
250,000–254,999	2.6												
245,000–249,999	2.9												
240,000–244,999	3.2												
235,000–239,999	3.6												
230,000–234,999	4.1												
225,000–229,999	4.6												
220,000–224,999	5.5												
215,000–219,999	6.0												
210,000–214,999	6.8												
205,000–209,999	7.6												
200,000–204,999	8.7												
195,000–199,999	9.6												
190,000–194,999	10.8												
185,000–189,999	12.0	1.0†											
180,000–184,999	13.4	1.2											
175,000–179,999	14.9	1.4	1.1†	1.0†			1.0†						
170,000–174,999	16.7	1.6	1.4	1.3			1.4						
165,000–169,999	18.6	1.9	1.6	1.6			1.8						
160,000–164,999	20.6	2.2	1.9	2.0			2.3						
155,000–159,999	22.9	2.6	2.3	2.4			3.0						
150,000–154,999	25.6	3.0	2.7	3.0			3.7						
145,000–149,999	28.4	3.6	3.1	3.9			4.5						
140,000–144,999	31.5	4.2	3.8	4.9			5.6						
135,000–139,999	35.1	4.9	4.4	6.0			7.3						
130,000–134,999	39.1	5.8	5.0	7.4			9.1						
125,000–129,999	43.2	7.0	5.8	9.0	1.2†		11.2						
120,000–124,999	47.9	8.6	6.6	12.0	1.8		14.0	1.1†		1.1†			
115,000–119,999	52.7	10.5	7.5	14.8	2.5	1.2†	16.9	1.5		1.1			
110,000–114,999	58.2	13.0	8.4	18.0	3.7	1.8	20.1	2.1		3.2			
108,000–109,999	60.8	14.4	8.9	19.9	4.3	2.0	21.5	2.4		3.6			
106,000–107,999	62.8	15.5	9.3	24.3	4.9	2.2	23.4	2.7		3.9	1.0†		
104,000–105,999	65.8	17.4	9.8	26.8	5.7	2.6	25.0	3.1		4.2	1.1		
102,000–103,999	67.7	18.9	10.3	28.9	6.4	2.9	26.8	3.6		4.5	1.1		
100,000–101,999	70.6	21.3	11.1	31.7	7.5	3.4	28.7	4.2		5.0	1.1		
98,000–99,999	72.6	23.1	11.6	33.6	9.0	3.8	30.7	5.2	1.1†	5.6	1.1		
96,000–97,999	75.3	25.6	12.5	36.6	10.2	4.3	33.3	6.0	1.3	7.5	1.2		1.0†
94,000–95,999	77.4	27.9	13.5	39.0	11.4	4.9	35.3	7.1	1.5	9.3	1.3		1.6
92,000–93,999	80.1	31.0	14.9	42.6	13.0	5.5	38.4	8.4	1.7	11.3	2.3		3.1
90,000–91,999	82.0	33.7	16.5	45.4	14.4	6.3	40.9	9.8	2.0	13.6	2.4		3.5
88,000–89,999	84.1	36.7	17.9	48.4	17.6	6.8	43.6	11.6	2.2	15.9	2.9		3.8
86,000–87,999	86.3	40.1	19.5	51.8	19.7	7.4	46.5	13.6	2.6	18.5	3.7		4.2
84,000–85,999	88.2	43.8	22.1	55.4	22.2	8.3	49.6	16.2	3.1	21.8	4.0	1.0†	4.7
82,000–83,999	90.0	47.4	24.5	59.1	24.8	9.2	52.4	18.7	3.6	24.9	4.9	1.3	5.6
80,000–81,999	91.9	51.3	27.7	63.2	27.6	10.7	56.4	21.6	4.6	27.9	6.2	1.5	5.9
78,000–79,999	93.4	55.3	30.6	66.9	30.9	11.9	60.4	24.6	5.7	32.6	8.0	2.6	6.6
76,000–77,999	94.7	59.5	34.1	71.0	34.4	13.9	64.0	27.7	7.5	36.8	9.8	3.4	7.1
74,000–75,999	95.9	64.1	38.5	75.4	38.4	15.9	67.4	32.0	9.3	42.4	11.9	4.0	8.8
72,000–73,999	96.8	68.2	41.9	78.7	42.0	17.9	71.0	35.9	11.4	47.5	14.6	5.0	10.9
70,000–71,999	97.6	72.8	46.6	82.3	46.5	20.6	74.7	40.4	14.0	52.6	17.7	6.1	12.8
68,000–69,999	98.2	77.2	50.6	85.9	51.2	23.2	78.4	44.9	16.8	58.3	22.1	7.6	16.1
66,000–67,999	98.7	81.5	55.3	89.2	57.1	26.5	81.9	50.5	20.4	63.6	27.9	10.0	19.9
64,000–65,999	99.0*	85.6	60.8	92.0	62.8	30.6	85.5	56.1	24.2	69.7	34.9	12.9	22.4
62,000–63,999		89.3	66.1	94.7	68.8	35.1	88.5	61.9	28.2	75.4	42.0	16.7	25.2
60,000–61,999		92.5	72.1	96.5	75.0	41.0	91.6	68.1	33.6	81.6	50.0	22.3	29.1
58,000–59,999		95.0	77.2	97.6	81.1	46.2	93.8	74.2	39.3	85.9	58.7	29.8	32.7
56,000–57,999		96.8	81.9	98.4	86.3	53.5	95.7	79.5	45.1	90.8	66.4	36.6	41.1
54,000–55,999		98.0	86.4	98.9	90.9	63.3	96.9	84.4	53.0	93.5	75.3	45.4	47.4
52,000–53,999		98.8	90.2	99.2*	94.7	72.3	97.8	89.2	61.6	95.8	81.6	54.0	52.9
50,000–51,999		99.2*	93.5		97.1	81.4	98.7	93.2	70.2	97.3	87.2	63.3	61.4
48,000–49,999			95.2		98.4	87.7	99.1*	95.6	78.3	98.5	92.5	73.5	67.9
46,000–47,999			96.6		99.0*	92.6		97.4	84.7	98.9	96.5	80.8	75.8
44,000–45,999			97.9			95.9		98.5	91.0	99.3*	98.7	87.1	83.5
42,000–43,999			98.5			97.8		99.2*	95.0		99.2*	92.6	89.2
40,000–41,999			99.2*			99.0*			97.4			95.9	95.7
38,000–39,999									98.6			98.6	97.5
36,000–37,999									99.2*			99.4*	98.5
34,000–35,999													98.8
32,000–33,999													99.1*
30,000–31,999													
Below 30,000													

Note: The table is based on 1,160 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

† Includes less than 1.0 percent of individuals with salaries higher than that interval.

* Includes less than 1.0 percent of individuals with salaries lower than that interval.

SURVEY REPORT TABLE 9A

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2011–12 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	172,111	156,131	140,726	132,061	125,093	118,810	113,892	107,977	102,782	94,958
Associate	110,220	105,300	98,023	90,910	87,907	85,003	80,594	78,753	75,655	72,099
Assistant	96,961	92,643	84,236	78,539	75,855	72,931	69,883	67,631	65,092	61,720
Instructor	83,273	72,637	63,630	60,012	56,219	53,977	50,487	47,088	44,561	40,834
All Combined	131,570	115,382	108,364	99,784	92,656	88,210	83,215	79,602	75,383	70,975
<i>CATEGORY IIA (Master's)</i>										
Professor	118,730	110,754	100,250	95,169	90,987	87,362	83,462	79,540	74,723	70,129
Associate	89,343	83,798	78,106	74,489	72,141	69,641	66,949	64,760	61,773	58,511
Assistant	75,155	70,977	66,991	64,152	61,836	59,785	57,829	56,319	54,080	50,806
Instructor	67,092	60,947	55,617	51,640	49,460	47,887	46,380	44,649	42,484	40,084
All Combined	91,594	83,679	78,893	74,438	70,863	68,158	65,270	62,949	59,869	56,412
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	122,941	109,797	95,649	85,466	81,442	76,629	73,357	68,530	63,960	58,907
Associate	90,163	82,911	73,508	68,817	65,551	62,278	59,824	57,256	54,803	51,093
Assistant	73,161	68,462	62,016	58,180	55,965	53,479	51,428	49,287	47,192	44,758
Instructor	61,690	57,750	52,668	49,638	47,244	45,400	43,739	41,279	39,203	37,200
All Combined	95,601	86,182	74,163	68,753	65,577	61,696	58,331	56,115	53,760	49,668
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	89,642	87,140	82,489	78,459	70,930	67,920	64,988	63,310	60,715	57,192
Associate	73,558	71,168	67,219	64,787	61,588	59,059	57,550	54,740	51,777	49,064
Assistant	65,089	60,816	57,443	54,553	53,354	51,265	50,406	48,209	45,925	43,957
Instructor	56,928	54,016	50,616	48,515	47,407	45,735	44,651	43,102	40,942	38,376
All Combined	71,044	67,104	64,128	60,828	58,352	56,389	55,249	53,584	50,168	47,128
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	64,187	63,015	61,424	60,451	59,924	59,326	57,022	54,066	50,818	45,224

Note: The table is based on 1,250 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.
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.

SURVEY REPORT TABLE 9B

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2011–12 (Dollars)

Rating ^a	1*	1	2	3	4					
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	214,770	197,042	177,114	166,574	156,822	148,946	143,865	136,767	130,459	120,436
Associate	146,224	136,853	125,489	119,490	113,911	110,387	105,921	101,684	97,793	92,452
Assistant	127,204	118,377	109,811	102,556	98,872	94,032	90,232	88,083	85,492	79,287
Instructor	106,466	93,277	84,548	79,752	74,578	71,549	68,297	64,363	59,864	53,711
All Combined	176,694	149,626	137,575	127,596	119,601	113,112	106,833	102,576	97,969	92,176
<i>CATEGORY IIA (Master's)</i>										
Professor	150,666	141,868	128,388	121,400	116,842	112,392	107,784	100,658	95,865	88,456
Associate	118,053	109,624	102,821	97,428	93,706	90,803	87,080	83,261	79,609	75,316
Assistant	97,911	93,487	87,045	83,600	80,653	77,624	75,370	72,691	70,111	65,194
Instructor	89,673	79,559	74,373	68,909	65,094	62,633	60,633	58,052	55,314	52,241
All Combined	121,141	109,254	101,613	96,875	91,849	88,079	84,453	81,190	78,168	72,252
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	159,718	141,593	124,649	113,575	106,113	100,173	94,218	87,785	80,740	74,365
Associate	117,256	110,011	98,440	90,619	86,400	81,578	77,852	73,843	69,927	63,656
Assistant	96,185	89,173	81,182	77,032	73,315	70,098	66,397	63,339	60,641	56,617
Instructor	80,916	76,808	69,485	65,043	61,785	59,608	56,179	53,014	50,433	46,969
All Combined	123,860	114,144	98,931	90,616	85,525	80,373	76,033	72,052	67,631	63,461
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	122,636	113,604	108,500	102,687	95,922	88,598	85,311	82,422	79,495	73,315
Associate	100,657	95,618	92,151	86,401	80,948	77,448	75,865	73,977	70,979	65,084
Assistant	89,131	85,882	77,151	74,391	70,098	68,712	67,292	64,734	62,731	58,947
Instructor	79,056	75,161	68,419	65,586	63,645	61,880	60,336	58,946	54,738	52,112
All Combined	95,938	91,627	86,698	81,957	79,697	75,618	72,330	70,044	66,981	61,929
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	93,641	83,378	78,077	77,419	74,797	72,051	67,143	62,123	59,792	53,439

Note: The table is based on 1,181 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Affiliation and Itemized Benefits, 2011–12 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	IN DOLLARS				AS A PERCENT OF SALARY			
<i>AVERAGE PER FACULTY MEMBER</i>								
Retirement	8,210	8,433	8,732	5,815	9.9	10.6	9.0	7.9
Medical Insurance	6,812	6,871	6,991	6,100	8.3	8.6	7.2	8.3
Dental Insurance	270	285	235	247	0.3	0.4	0.2	0.3
Medical and Dental Combined	1,655	1,870	1,317	985	2.0	2.4	1.4	1.3
Disability	205	178	286	213	0.2	0.2	0.3	0.3
Tuition	738	246	1,831	1,649	0.9	0.3	1.9	2.2
Social Security	5,150	4,853	6,114	5,112	6.2	6.1	6.3	6.9
Unemployment	162	148	204	169	0.2	0.2	0.2	0.2
Group Life	168	158	198	168	0.2	0.2	0.2	0.2
Workers' Compensation	424	412	488	378	0.5	0.5	0.5	0.5
Other Benefits	236	147	620	38	0.3	0.2	0.6	0.1
All Combined	24,030	23,600	27,016	20,874	29.1	29.7	27.9	28.3
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>								
Retirement	8,524	8,597	9,344	6,394	10.3	10.8	9.6	8.7
Medical Insurance	8,845	8,891	9,018	8,196	10.7	11.2	9.3	11.1
Dental Insurance	621	668	529	526	0.8	0.8	0.5	0.7
Medical and Dental Combined	10,306	10,351	10,825	8,759	12.5	13.0	11.2	11.9
Disability	308	318	322	238	0.4	0.4	0.3	0.3
Tuition	9,514	4,070	14,642	18,078	11.5	5.1	15.1	24.5
Social Security	5,365	5,090	6,284	5,239	6.5	6.4	6.5	7.1
Unemployment	215	185	303	269	0.3	0.2	0.3	0.4
Group Life	208	213	211	176	0.3	0.3	0.2	0.2
Workers' Compensation	497	496	537	424	0.6	0.6	0.6	0.6
Other Benefits	1,816	1,420	2,551	511	2.2	1.8	2.6	0.7
Received Any Benefit	24,085	23,650	27,064	20,967	29.2	29.7	27.9	28.4

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Other Benefits most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on benefits, see Explanation of Statistical Data on page 35. Averages for "Received Any Benefit" are based on total expenditures, not the sum of individual benefit averages. The table is based on 1,181 reporting institutions.

Average Institutional Cost of Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and as a Percent of Average Salary, by Institutional Category and Itemized Benefits, 2011–12 (All Ranks)

Itemized Benefits	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENT OF SALARY				
<i>AVERAGE PER FACULTY MEMBER</i>										
Retirement	9,971	6,430	6,088	6,089	6,167	10.5	9.0	8.8	10.2	10.7
Medical Insurance	7,451	6,466	5,737	5,895	1,871	7.9	9.1	8.3	9.9	3.3
Dental Insurance	280	290	212	232	82	0.3	0.4	0.3	0.4	0.1
Medical and Dental Combined	1,520	1,691	1,337	3,154	5,054	1.6	2.4	1.9	5.3	8.8
Disability	217	208	202	85	105	0.2	0.3	0.3	0.1	0.2
Tuition	716	569	1,450	184	29	0.8	0.8	2.1	0.3	0.1
Social Security	5,577	4,811	4,924	3,566	3,021	5.9	6.8	7.1	6.0	5.2
Unemployment	169	153	185	86	186	0.2	0.2	0.3	0.1	0.3
Group Life	169	165	161	194	159	0.2	0.2	0.2	0.3	0.3
Workers' Compensation	450	412	396	247	647	0.5	0.6	0.6	0.4	1.1
Other Benefits	371	53	145	161	75	0.4	0.1	0.2	0.3	0.1
All Combined	26,889	21,249	20,838	19,894	17,396	28.4	29.9	30.0	33.4	30.2
<i>AVERAGE FOR FACULTY MEMBERS RECEIVING SPECIFIC BENEFITS</i>										
Retirement	10,252	6,656	6,554	6,542	6,255	10.8	9.4	9.4	11.0	10.9
Medical Insurance	9,242	8,631	7,839	8,740	4,254	9.8	12.1	11.3	14.7	7.4
Dental Insurance	610	694	520	597	373	0.6	1.0	0.7	1.0	0.6
Medical and Dental Combined	10,651	9,818	8,875	12,700	10,352	11.3	13.8	12.8	21.3	18.0
Disability	345	293	249	194	191	0.4	0.4	0.4	0.3	0.3
Tuition	9,821	7,091	15,543	2,344	855	10.4	10.0	22.4	3.9	1.5
Social Security	5,838	4,949	5,017	4,019	3,367	6.2	7.0	7.2	6.7	5.8
Unemployment	207	201	294	228	243	0.2	0.3	0.4	0.4	0.4
Group Life	214	205	181	246	200	0.2	0.3	0.3	0.4	0.3
Workers' Compensation	504	508	446	418	810	0.5	0.7	0.6	0.7	1.4
Other Benefits	2,197	733	1,323	1,537	488	2.3	1.0	1.9	2.6	0.8
Received Any Benefit	26,909	21,323	20,923	20,049	17,401	28.5	30.0	30.1	33.7	30.2

Note: The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Medical and Dental Combined is limited to institutions that could not separate the two expenditures; it is not a sum of the other two categories. Other Benefits most often include moving expenses, housing, cafeteria plans, or benefits with cash options. Averages for "Received Any Benefit" are based on total expenditures, not the sum of individual benefit averages. For more details on benefits, see Explanation of Statistical Data on page 35. The table is based on 1,181 reporting institutions.

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2011–12

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	NON-TENURE-TRACK				TENURE-TRACK				TENURED			
<i>MEN</i>												
Professor	4.8	3.5	7.7	7.0	0.8	0.6	0.9	2.3	94.3	95.8	91.5	90.7
Associate	7.3	5.2	13.2	8.9	7.3	6.1	10.2	9.3	85.4	88.7	76.6	81.8
Assistant	19.5	16.7	23.5	27.4	74.7	76.9	72.9	65.6	5.9	6.4	3.5	7.0
Instructor	88.3	88.1	89.5	87.8	9.5	9.3	9.9	10.7	2.2	2.6	0.6	1.5
Lecturer	98.6	98.7	98.2	97.9	0.6	0.3	1.7	1.3	0.8	1.0	0.1	0.8
No Rank	67.6	58.3	91.8	96.5	5.1	6.2	2.0	1.2	27.4	35.4	6.2	2.2
All Combined	19.0	18.1	21.5	19.7	19.0	18.8	19.0	20.8	62.0	63.2	59.5	59.5
<i>WOMEN</i>												
Professor	8.2	7.5	10.2	8.7	0.9	0.8	1.0	1.9	90.8	91.8	88.9	89.4
Associate	10.5	8.9	15.4	11.1	7.4	6.3	9.6	9.8	82.0	84.9	75.0	79.1
Assistant	24.9	22.1	28.6	32.0	69.3	71.3	68.0	62.3	5.8	6.6	3.5	5.7
Instructor	90.1	90.0	91.2	89.7	8.3	8.2	7.6	9.7	1.6	1.8	1.2	0.6
Lecturer	98.9	98.9	98.6	98.8	0.5	0.3	1.2	0.3	0.6	0.7	0.2	0.9
No Rank	71.1	63.5	96.0	96.0	6.1	7.5	1.2	2.8	22.8	29.1	2.8	1.3
All Combined	32.2	32.5	32.1	30.2	23.9	23.1	24.6	27.0	44.0	44.4	43.3	42.8
<i>MEN AND WOMEN COMBINED</i>												
Professor	5.8	4.6	8.4	7.5	0.9	0.7	0.9	2.2	93.3	94.7	90.8	90.3
Associate	8.7	6.8	14.1	9.8	7.4	6.2	10.0	9.5	84.0	87.1	75.9	80.6
Assistant	22.2	19.4	26.0	29.9	72.0	74.1	70.5	63.8	5.8	6.5	3.5	6.3
Instructor	89.4	89.3	90.4	89.0	8.8	8.6	8.6	10.1	1.8	2.1	1.0	1.0
Lecturer	98.8	98.8	98.4	98.4	0.5	0.3	1.4	0.7	0.7	0.8	0.1	0.9
No Rank	69.5	61.1	93.8	96.2	5.6	6.9	1.6	2.1	24.9	32.0	4.6	1.7
All Combined	24.6	24.2	25.8	24.4	21.1	20.6	21.3	23.6	54.3	55.2	52.9	52.0

Note: The table is based on 1,250 reporting institutions. Prior to 2003–04, this table counted as tenure track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track.

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2011–12 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Religiously Affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
<i>CATEGORY I (Doctoral)</i>								
Professor	27.0	8.1	26.1	7.9	31.7	9.2	22.0	7.3
Associate	16.1	10.6	16.5	10.9	13.5	8.5	18.7	13.1
Assistant	12.0	10.6	12.2	11.0	11.2	8.5	11.6	12.3
Instructor	2.1	3.2	2.2	3.5	1.7	1.8	2.1	3.1
Lecturer	3.7	4.5	3.6	4.6	4.5	4.9	2.0	2.6
No Rank	1.1	1.2	0.6	0.8	2.3	2.3	2.5	2.8
All Combined	61.9	38.1	61.3	38.7	64.9	35.1	58.9	41.1
<i>CATEGORY IIA (Master's)</i>								
Professor	18.9	9.3	19.0	9.5	18.5	9.1	18.4	8.8
Associate	15.6	12.6	15.0	11.9	17.2	14.4	16.3	13.4
Assistant	13.2	15.0	12.9	14.0	13.7	16.5	14.3	18.2
Instructor	2.6	4.4	2.8	4.8	2.0	3.0	2.3	4.2
Lecturer	3.1	4.1	3.6	5.0	2.1	2.2	1.3	1.8
No Rank	0.7	0.7	0.7	0.8	0.7	0.6	0.5	0.6
All Combined	53.9	46.1	53.9	46.1	54.2	45.8	53.0	47.0
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	19.1	9.9	15.0	8.3	21.2	11.1	19.1	9.3
Associate	16.3	13.1	16.5	12.2	15.9	13.2	16.6	13.5
Assistant	14.7	16.3	14.9	14.3	14.4	16.0	15.0	17.7
Instructor	2.5	4.0	4.4	6.5	1.5	2.4	2.7	4.4
Lecturer	1.3	1.7	3.3	3.8	0.9	1.5	0.4	0.6
No Rank	0.6	0.6	0.4	0.4	1.1	0.9	0.3	0.4
All Combined	54.5	45.5	54.4	45.6	54.9	45.1	54.0	46.0
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	14.5	14.1	14.5	14.2	18.8	16.2	15.2	2.0
Associate	11.6	13.2	11.6	13.2	8.5	8.5	13.1	11.1
Assistant	11.4	14.4	11.4	14.4	10.3	15.4	22.2	19.2
Instructor	7.9	9.8	7.9	9.8	8.5	10.3	10.1	7.1
Lecturer	0.8	1.3	0.8	1.3	0.0	0.0	0.0	0.0
No Rank	0.4	0.6	0.4	0.6	2.6	0.9	0.0	0.0
All Combined	46.7	53.3	46.6	53.4	48.7	51.3	60.6	39.4
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	47.0	53.0	46.9	53.1	n.d.	n.d.	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	22.9	9.0	22.7	8.8	25.4	9.7	19.6	8.6
Associate	15.7	11.6	15.7	11.4	15.1	11.3	17.0	13.4
Assistant	12.7	12.8	12.4	12.3	12.7	12.6	13.9	16.5
Instructor	2.6	4.0	2.9	4.5	1.7	2.3	2.4	4.0
Lecturer	3.0	3.9	3.4	4.5	2.9	3.3	1.1	1.5
No Rank	0.8	0.9	0.6	0.8	1.6	1.5	0.9	1.1
All Combined	57.8	42.2	57.8	42.2	59.4	40.6	54.9	45.1

Note: The table is based on 1,250 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35. N.d. = no data.

Number and Percent of Faculty, Average Salary, Average Compensation, Average Benefits, and Percent of Faculty Tenured, by Category and Academic Rank, 2011–12

Category or Rank	Number of Faculty	Percent of Faculty	Average Salary (\$)	Average Compensation (\$)	Average Benefits (\$)	Benefits as % of Salary	Percent Tenured
I	199,093	51.2	94,523	121,235	26,889	28.4	57.4
IIA	114,596	29.5	71,181	92,435	21,249	29.9	53.2
IIB	50,353	12.9	69,465	90,625	20,838	30.0	52.4
III	18,257	4.7	59,554	79,346	19,894	33.4	35.8
IV	6,638	1.7	57,569	72,800	17,396	30.2	47.6
All Combined	388,937	100.0	82,129	106,403	24,030	29.3	54.3
<i>INSTITUTIONS WITH ACADEMIC RANKS (Categories I through III)</i>							
Professor	121,974	31.9	113,176	144,404	30,546	27.0	93.3
Associate	104,586	27.4	78,565	102,447	23,426	29.8	84.0
Assistant	97,441	25.5	66,564	86,675	19,632	29.5	5.8
Instructor	25,040	6.5	47,847	64,210	15,346	32.1	1.8
Lecturer	26,420	6.9	54,202	72,335	17,731	32.7	0.9
No Rank	6,838	1.8	61,939	80,900	18,900	30.5	2.9
All Combined	382,299	100.0	82,556	106,738	24,097	29.2	54.5

Note: The table is based on 1,250 (salary) and 1,181 (compensation) reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number of Campuses Included in Tabulations, by Category and Affiliation, 2011–12

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Percent in Tabulations	Public	Private-Independent	Religiously Affiliated
I	343	223	90	30	315	91.8	212	78	25
IIA	906	309	370	227	561	61.9	247	204	110
IIB	924	161	367	396	542	58.7	102	219	221
III	734	646	58	30	269	36.6	257	8	4
IV	778	741	28	9	121	15.6	119	1	1
All Combined	3,685	2,080	913	692	1,808	49.1	937	510	361

Note: The number of individual institutions included in the appendices may differ from that shown in the tabulations. For definitions of categories, see Explanation of Statistical Data on page 35.

SURVEY REPORT TABLE 14B

Number of Institutions Surveyed and Number of Institutions Included in Tabulations, by Category and Affiliation, 2011–12

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Percent in Tabulations	Public	Private-Independent	Religiously Affiliated
I	250	167	61	22	222	88.8	156	49	17
IIA	683	266	242	175	395	57.8	211	104	80
IIB	765	130	293	342	429	56.1	76	171	182
III	510	432	52	26	137	26.9	131	4	2
IV	564	532	23	9	67	11.9	65	1	1
All Combined	2,772	1,527	671	574	1,250	45.1	639	329	282

Note: The number of individual institutions included in the appendices may differ from that shown in the tabulations. For definitions of categories, see Explanation of Statistical Data on page 35.

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2011–12

	Ratio of Salaries, President to Average Full Professor					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	3.72	2.02	6.77	4.28	2.75	6.23
Category IIA (Master's)	2.98	1.94	20.47	3.74	1.68	8.03
Category IIB (Baccalaureate)	2.58	1.45	5.28	3.38	1.69	13.21
Category III (Associate's with Ranks)	2.42	1.39	6.70	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	3.33	1.79	5.70	n.d.	n.d.	n.d.
	Presidential Salary					
	Public			Private		
	Median	Minimum	Maximum	Median	Minimum	Maximum
Category I (Doctoral)	390,321	210,000	824,672	582,700	231,750	950,000
Category IIA (Master's)	250,000	157,380	1,681,778	307,750	131,000	779,487
Category IIB (Baccalaureate)	195,000	101,414	451,805	254,695	95,000	1,064,000
Category III (Associate's with Ranks)	168,183	116,000	390,321	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	177,989	80,800	360,066	n.d.	n.d.	n.d.

Note: The table is based on 806 reporting institutions. Private refers to both private-independent and religiously affiliated institutions. The average salary for All Ranks is used for category IV colleges and other institutions that do not use academic ranks. Presidential salary is for calendar year 2011. It includes supplemental salary but not benefits. N.d. = no data.