

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
KENTUCKY																				
Asbury U		IIB	5	5	5	-	60.0	53.4	46.6	----	53.3	5	5	4	-	77.6	69.5	61.4	----	69.4
Bellarmine U	28	IIA	2	3	4	3	91.4	67.1	56.9	49.1	66.7	3	3	4	3	116.3	89.9	72.2	64.9	86.3
Berea Coll		IIB	3	2	3	3	79.8	65.8	53.4	45.2	64.9	4	4	4	4	93.2	77.8	63.1	54.7	76.4
Centre Coll		IIB	2	2	3	2	84.7	66.3	54.5	50.0	68.0	2	3	3	3	107.1	82.0	68.0	61.3	85.1
Eastern Kentucky U		IIA	4	3	3	2	80.2	67.0	58.8	51.6	63.1	4	3	3	2	106.0	90.0	80.0	71.4	83.7
Georgetown Coll		IIB	4	4	5		68.4	54.9	45.7		54.5	4	5	5		85.4	66.1	55.7		66.6
Kentucky Christian U	28	IIB	5	-	5	-	47.2	----	37.6	----	41.4	5	-	5	-	58.6	----	43.5	----	49.7
Kentucky Wesleyan Coll		IIB	5	5	5	-	54.5	45.8	40.2	----	47.0	5	5	5	-	69.2	58.0	53.8	----	60.7
Morehead St U	28	IIA	4	5	5	5	75.5	61.4	52.0	38.3	56.8	4	4	4	5	100.0	82.6	70.9	53.9	76.8
Murray St U	25	IIA	3	4	4	-	84.2	65.8	54.6	----	62.9	4	4	4	-	107.8	85.8	72.9	----	82.5
Northern Kentucky U	13	IIA	2	3	2	1	95.8	71.8	65.6	59.0	66.2	2	3	2	1	118.8	90.8	83.4	75.3	84.1
Transylvania U		IIB	2	2	2	1	89.6	69.8	56.5	53.9	74.9	2	2	3	1	116.3	89.7	72.6	70.7	96.8
U Kentucky	2	I	4	4	3	-	110.0	79.2	70.8	----	84.2	4	4	4	-	135.7	100.0	88.1	----	104.9
U Louisville	5,85	I	4	4	5	3	108.8	77.9	62.8	51.4	79.4	4	4	5	3	137.1	101.2	83.6	70.1	102.9
U Pikeville	25	IIB	5	5	5	5	61.0	49.3	42.4	36.1	48.9	5	5	5	5	74.5	60.6	51.3	44.0	59.6
Union Coll		IIB	5	5	5	5	45.3	44.3	37.9	34.3	41.5	5	5	5	5	56.1	53.0	45.6	40.7	50.4
Western Kentucky U		IIA	3	4	4	5	85.9	66.0	54.3	41.7	61.7	3	4	4	4	110.9	86.5	72.1	56.8	81.2

LOUISIANA

Centenary Coll Louisiana		IIB	4	4	5		70.9	57.1	45.1		60.3	4	4	5		87.9	71.9	55.1		74.8
Delgado CC	126	III	2	1	1	2	79.5	71.2	62.0	49.0	55.6	3	2	1	2	95.9	87.7	78.4	65.4	72.1
Louisiana St U-A & M Coll	1	I	4	4	4	5	109.5	78.9	69.2	44.1	81.6	3	4	3	4	144.6	105.7	92.6	60.1	108.7
Louisiana St U-Eunice		III	5	5	5	5	58.5	49.7	41.5	40.0	47.1	5	5	5	5	78.8	68.3	55.8	54.7	64.2
Louisiana St U-Health Sci Ctr	18	I	4	3	4	3	106.5	85.2	67.3	55.9	75.3	4	3	3	2	134.8	113.5	95.6	84.1	103.6
Louisiana St U-Shreveport	31	IIA	5	5	5	5	70.6	57.0	50.6	41.3	55.6	5	5	5	5	80.5	66.4	58.4	49.2	64.3
Louisiana Tech U		I	5	5	5	5	83.7	69.6	60.9	39.7	64.7	5	4	4	5	119.4	98.6	86.0	56.2	91.7
Loyola U New Orleans	13	IIA	1	1	2		107.3	79.4	66.1		78.0	1	2	2		134.9	100.5	84.8		98.8
McNeese St U		IIA	4	4	4	5	81.4	64.0	54.6	42.3	58.7	3	4	4	4	108.9	85.9	74.0	58.4	79.3
Northwestern St U		IIA	5	5	5	5	71.3	56.2	48.3	41.2	53.2	5	5	5	4	94.5	76.4	65.3	56.9	71.9
Nunez CC		III	5	5	5	3	52.9	48.5	43.9	44.9	47.1	5	5	5	4	70.7	64.1	60.1	59.7	62.9
Southeastern Louisiana U	25	IIA	4	4	4	4	79.2	66.5	57.6	44.6	58.1	5	5	5	5	92.5	78.4	68.9	54.0	69.0
Tulane U		I	2	3	3	1	140.2	86.6	71.5	69.3	92.6	2	3	4	2	166.0	106.1	87.5	84.5	111.9
U Louisiana-Monroe		IIA	4	3	3	5	80.0	68.4	61.7	39.5	62.6									
U New Orleans	30,170	I	5	5	5	5	88.0	64.7	61.4	39.0	67.5	5	5	5	5	116.2	86.8	80.2	53.2	89.7

MAINE

Bates Coll		IIB	1	1	1	-	118.4	83.9	69.1	----	94.9	1	1	1	-	153.9	110.1	90.3	----	123.9
Bowdoin Coll		IIB	1*	1*	1*	-	130.0	91.9	74.0	----	96.6	1*	1*	1*	-	169.3	121.5	98.2	----	126.9
Colby Coll		IIB	1*	1	1		124.1	90.0	70.3		97.5	1	1	1		158.6	116.8	88.8		124.7
Saint Joseph's Coll Maine	28	IIB	4	4	4	4	72.1	57.4	49.2	40.7	53.8	4	4	4	5	87.2	76.3	61.4	48.7	67.6
U Maine-Augusta		IIB	3	4	4	3	75.0	59.8	49.9	46.2	60.3									
U Maine-Farmington		IIB	4	4	4	2	72.8	55.7	49.0	48.6	57.1									
U Maine-Fort Kent		IIB	4	4	4	-	71.0	55.0	47.5	----	56.5									
U Maine-Machias		IIB	4	4	5	-	66.6	56.2	44.3	----	54.5									
U Maine-Orono		I	5	4	5	2	95.0	76.6	61.2	56.4	76.5									
U Maine-Presque Isle		IIB	4	4	5		67.5	56.3	47.1		55.7									
U New England	28,89	IIA	3	2	2	2	87.2	73.6	66.1	52.8	68.2	3	2	2	2	111.4	95.7	83.6	71.0	87.7
U Southern Maine		IIA	2	2	3	3	94.4	73.1	61.4	48.8	74.9									

MARYLAND

Bowie St U		IIA	3	3	2	1	86.2	69.7	62.4	59.0	65.3	3	3	3	2	109.4	89.4	80.0	74.4	85.9
CC Baltimore Co	37,115	III	1	1	1	1	85.4	67.3	58.0	51.4	63.8	1	2	1	1	111.7	89.8	77.8	70.4	85.2
Cecil Coll		III	3	3	4	-	69.7	59.2	47.3	----	56.1	3	3	4	-	91.8	80.9	64.6	----	75.9
Coppin St U	25	IIA	3	3	3	-	87.1	68.3	61.5	----	65.1	3	3	2	-	112.5	93.7	86.9	----	90.5
Frostburg St U		IIA	4	3	3	1	81.9	67.5	58.8	58.7	65.0	4	4	4	1	102.8	84.5	73.7	74.5	81.6
Goucher Coll		IIB	1	2	2	2	96.4	73.5	61.1	48.0	69.8	2	2	2	3	114.9	89.5	74.3	58.1	84.5
Hood Coll	28	IIA	5	5	5		74.3	60.1	50.7		59.5	5	5	5		93.4	73.8	60.7		72.8
Howard CC		III	1	2	1	1	82.7	67.2	58.3	52.3	66.6	2	2	2	1	107.8	87.3	76.2	69.8	87.0
Loyola U Maryland	31,54	IIA	1	1	1*	2	112.0	82.6	75.8	49.8	81.0	1	1	1	3	146.3	108.7	95.6	62.8	104.5
McDaniel Coll		IIB	2	2	3		87.7	67.1	53.7		71.3	2	2	3		115.9	89.0	69.8		94.1
Montgomery Coll	25,159	III	1	1	1	1*	85.8	69.1	59.9	58.4	76.8	2	2	2	1*	106.7	86.9	75.5	110.7	96.0

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								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				
	30.2	94	56	0	--	0.0	0.6	0.8	0.0	27	15	19	1	8	3	12	1	59.8	54.2	46.8	----	60.5	49.1	46.4	----			
29.4	92	82	4		5.7	6.2	2.6	10.5	24	22	18	6	12	17	35	16	92.3	66.6	57.9	49.2	89.5	67.6	56.4	49.1				
17.8	100	80	0	0	4.5	4.2	6.2	3.0	17	32	16	2	18	14	18	7	81.1	66.0	52.5	----	78.6	65.2	54.2	----				
25.2	95	100	0	0	0.9	2.4	2.9	2.0	28	14	21	1	12	10	17	3	86.5	67.0	54.6	----	80.6	65.4	54.3	----				
32.7	96	87	38	0	3.3	2.7	2.1	3.0	66	83	56	8	49	64	71	16	84.7	69.6	59.3	60.7	74.1	63.6	58.3	47.1				
22.4	100	98	3		0.0	0.9	3.6		25	16	17	0	6	25	18	0	69.0	57.3	45.4		66.2	53.4	45.9					
19.6	0	--	0	--	2.8		5.0	-4.5	11	1	10	1	4	0	8	1	47.4	----	37.4	----	46.4		37.8	----				
29.0	87	54	0	--	2.8	3.4	5.7	2.0	13	6	6	1	2	7	5	1	----	48.7	41.1	----	----	43.2	39.1	----				
35.3	98	99	10	0	4.4	3.6	2.9	0.8	44	83	33	31	15	72	50	46	77.5	62.2	54.3	38.9	69.7	60.5	50.4	37.9				
31.0	96	97	6	--	4.4	5.6	5.2		80	53	78	0	33	33	61	1	88.4	68.1	54.1		73.9	62.0	55.4	----				
27.0	99	99	1	0	3.4	4.0	4.8	3.9	56	86	50	2	32	73	79	1	99.8	71.9	70.0	----	88.8	71.7	62.9	----				
29.3	100	91	5	0	1.1	2.9	12.5	3.8	30	11	9	2	10	12	2	90.9	71.4	58.5	----	85.5	68.2	55.0	----					
24.5	100	99		--	4.6	5.3	4.3		377	243	179	0	88	149	150	1	111.9	79.9	72.4		101.7	78.1	68.9	----				
29.5	98	83	3	2	2.7	5.1	5.1	6.7	240	125	125	33	69	92	141	68	109.7	80.2	63.1	56.7	105.4	74.7	62.6	48.8				
21.9	0	0	0	0	8.3	5.2	-1.4	5.1	9	12	9	1	6	9	13	3	60.8	50.3	41.8	----	61.4	48.1	42.9	----				
21.4	90	40	0	0	0.0	3.3	0.2	0.0	13	7	12	3	7	8	6	4	44.3	45.3	36.3	33.0	47.0	43.3	41.2	35.2				
31.6	99	95	10	0	1.1	1.5	2.3	1.5	110	125	98	51	50	86	125	101	87.0	68.4	56.1	41.4	83.6	62.6	52.9	41.9				
24.0	96	94	0		0.0	0.0	7.3		22	10	7	0	5	8	6	0	70.8	56.8	50.2		71.4	57.5	39.1					
22.4	59	30	5	0					18	24	24	76	50	32	76	97	87.8	76.1	68.2	49.9	76.5	67.6	60.0	48.3				
33.2	99	95	0	0	0.4	1.0	0.4	-0.2	336	199	146	77	72	99	106	112	111.1	80.3	69.8	46.1	102.3	75.9	68.4	42.7				
36.2	100	88	0	0	0.7	0.7	0.4	-0.1	11	5	3	14	5	12	3	13	58.8	49.8	38.1	37.5	57.9	49.6	44.8	42.7				
37.6	80	37	0	0					23	27	41	8	12	19	46	36	109.1	86.4	66.1	60.7	101.5	83.5	68.3	54.8				
15.7	100	88	9		0.0	0.2	0.0	0.0	30	26	13	10	15	23	10	12	75.4	60.4	48.2	48.2	61.0	53.1	53.7	35.6				
41.7	100	97	9	0	0.0	0.8	0.4	0.0	53	67	76	22	15	36	57	27	88.2	71.8	62.5	42.4	67.7	65.5	58.7	37.6				
26.7	96	75	1		1.9	1.9	2.1	1.5	63	40	36	0	29	28	33	0	109.8	81.9	66.6		101.8	75.7	65.6					
35.0	100	96	38	0	0.1	0.5	0.4	0.6	40	31	63	30	12	22	73	25	83.3	65.6	55.3	42.2	75.0	61.8	54.0	42.5				
34.7	100	94	24	0	0.0	0.0	0.0	0.0	30	34	38	14	20	30	58	38	74.0	56.6	46.5	40.5	67.2	55.8	49.6	41.4				
33.5	0	0	0	0	0.0	0.0	0.0	-5.1	2	5	4	5	3	10	3	7	----	49.7	48.3	46.1	----	47.9	38.0	44.0				
18.6	98	96	14	0	1.1	0.4	0.6	0.0	60	52	34	64	32	48	38	141	80.4	70.2	58.8	43.6	77.0	62.4	56.4	45.1				
20.8	99	90	1	0	2.9	3.0	4.1	2.5	150	82	90	4	37	62	67	0	143.4	86.5	69.1	69.3	127.5	86.6	74.7					
	98	76	13	0					33	51	54	24	19	42	75	34	80.8	68.5	61.3	39.5	78.5	68.3	62.0	39.5				
31.6	98	95	1	0	0.5	0.5	1.0	-0.1	91	59	43	25	31	34	27	39	91.3	67.9	65.8	37.4	78.4	59.0	54.3	40.1				
30.5	100	85	0	--	2.8	3.6	4.1	2.0	39	17	13	0	18	31	17	1	120.7	86.6	71.1		113.6	82.4	67.5	----				
31.4	100	100	0	--	2.9	3.4	7.2		34	34	19	0	22	34	23	1	130.8	91.5	74.4		128.7	92.3	73.7	----				
27.9	100	89	0		2.8	4.4	3.9	2.8	42	22	27	0	26	16	29	0	130.3	89.5	70.2		114.2	90.7	70.3					
25.8	90	91	28		0.0	0.5	0.2	0.0	7	12	9	5	3	10	20	4	74.0	54.6	47.5	38.5	67.6	60.9	50.0	43.4				
	100	100	0	0	0.3	0.6	7.9	1.6	18	8	13	2	15	14	14	5	75.8	61.5	48.5	----	74.0	58.8	51.2	----				
	100	98	0	0	0.6	1.9	0.3	0.0	17	27	8	2	15	18	16	4	74.1	56.5	48.8	----	71.3	54.6	49.0	----				
	100	92	0	--	0.0	8.7	3.6		6	9	3	0	4	3	7	1	73.0	55.7	49.2		68.1	52.9	46.7	----				
	100	93	0	--	0.5	6.0	0.0	0.0	6	7	6	1	1	7	3	0	----	56.1	44.3	----	----	56.4	44.3					
	98	98	0	0	1.7	2.0	1.8	2.1	100	85	28	4	23	53	25	4	95.7	79.0	62.5	66.5	91.9	72.8	59.7	46.2				
	100	93	0		0.5	1.8	0.0		4	9	6	0	6	6	5	0	67.4	56.4	47.9		67.5	56.1	46.2					
28.6	89	63		0	2.4	3.3	2.8	2.6	18	29	31	1	9	35	45	4	86.0	77.0	68.4	----	89.5	70.9	64.6	----				
	97	95	3	0	1.6	2.8	1.5	3.7	71	79	13	2	32	72	23	5	96.0	75.5	75.5	----	90.9	70.5	53.4	----				
27.3	100	66	25	0	0.2	0.1	0.2	0.0	25	23	40	0	11	18	49	5	87.4	69.7	64.3		83.7	69.8	60.8	59.0				
33.6	79	28	4		3.2	3.3	3.5	3.2	35	44	69	25	31	71	116	35	87.9	68.8	58.0	51.1	82.7	66.3	58.0	51.5				
35.3	8	8	0	--	0.2	4.8	3.2		4	2	9	0	8	11	11	2	73.8	----	47.0		67.6	----	47.6	----				
37.0	100	78	29	--	1.6	2.2	8.9	0.0	13	14	36	0	12	9	51	2	88.2	68.6	60.4		86.1	68.0	62.3	----				
23.8	100	100	19	0	2.5	1.0	0.4	0.0	52	35	39	2	25	25	31	3	83.3	65.5	59.0	----	78.9	70.2	58.6	----				
21.1	100	93	2	0					12	14	20	3	13	26	33	6	97.1	75.2	63.0	51.7	95.7	72.6	60.0	46.1				
22.5	100	79	0		2.0	2.6	2.8		9	13	15	0	12	16	23	0	72.2	62.2	53.9		76.0	58.5	48.7					
30.7				0					18	14	20	6	33	25	37	18	84.4	66.9	60.0	52.7	81.9	67.4	57.4	52.1				
28.8	99	98	7		1.5	1.3	5.8	3.5	59	51	36	28	22	41	52	43	113.9	83.1	87.1	54.8	106.8	82.0	68.0	46.6				
32.0	100	98	0		2.0	2.1	2.0		20	22	9	0	14	23	12	0	92.2	67.9	51.8		81.4	66.3	55.0					
25.1	6	0	0	0	0.0	0.0	0.0	0.0	133	48	38	1	156	81	56	2	86.1	68.5	61.4	----	85.6	69.5	58.9	----				

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
MARYLAND (continued)																				
Morgan St U	27	I	4	4	4	4	104.9	79.0	67.7	44.7	66.2	4	4	4	4	132.5	102.8	88.7	61.3	84.6
Mount St. Mary's U	31	IIA	3	4	5		84.5	64.4	53.4		63.3	4	4	4		107.3	82.2	70.2		81.6
Notre Dame Maryland U		IIB	2	3	1	4	82.1	63.3	62.7	41.5	67.8	2	3	2	5	106.8	82.6	80.6	50.3	87.8
Salisbury U	28	IIA	3	4	2	1	84.1	66.8	63.9	64.3	65.2	3	4	2	1	108.4	87.1	84.1	87.2	85.7
St. Mary's Coll Maryland		IIB	2	2	2	-	90.2	66.6	57.5	----	71.7	2	2	1	-	117.2	88.8	81.8	----	96.1
Stevenson U	25	IIB	3	1	1	1	79.9	73.7	62.3	57.8	69.2	3	2	2	1	99.8	90.4	80.1	69.7	86.8
Towson U	216	IIA	3	3	2	2	89.5	71.4	61.9	50.6	65.2	2	2	2	2	120.0	95.5	82.5	67.5	87.1
U Baltimore	16	IIA	1*	1*	1*	1*	134.0	98.1	79.5	70.5	99.1	1*	1*	1*	1	167.1	123.2	100.2	88.1	124.2
U Maryland-Baltimore	3	I	1	1	2	2	142.6	99.6	80.8	63.2	99.1	2	1	2	1	177.1	125.7	104.1	85.8	125.9
U Maryland-Baltimore Co		I	4	4	4	3	111.8	77.0	67.6	52.7	80.9	4	4	4	3	137.5	98.0	87.6	70.5	102.4
U Maryland-College Park	30	I	2	2	2	2	136.3	95.7	83.9	60.1	103.8	2	2	1	2	170.3	124.8	111.3	82.1	133.4
U Maryland-Eastern Shore		IIA	3	3	2	1	87.5	69.6	66.9	63.9	65.2	3	3	1	1	112.2	92.2	89.6	86.0	86.9
US Naval Academy	38	IIB	1*	1*	1*	1*	127.2	104.4	82.0	73.8	107.8	1	1*	1*	1*	154.8	131.2	103.7	93.3	133.6
Washington Coll		IIB	2	1	2	-	95.6	75.5	61.8	----	73.5	2	1	2	-	118.7	100.3	78.6	----	94.8

MASSACHUSETTS

Amherst Coll		IIB	1*	1*	1*		138.9	92.9	76.8		103.9	1*	1*	1*		175.1	121.8	100.9		133.5
Assumption Coll		IIB	2	2	2	2	89.1	68.9	56.2	48.9	65.0	2	2	3	3	119.7	91.4	72.4	60.4	85.1
Babson Coll	31	IIB	1*	1*	1*		167.3	125.6	100.0		123.4	1*	1*	1*		211.0	159.7	123.8		156.0
Bentley U	31,51	IIA	1*	1	1*		119.7	84.3	84.3		88.6	1	1	1*		150.7	110.5	106.2		114.6
Boston Coll	13	I	1	1	1	1	154.3	99.7	86.1	82.8	114.7	1	1	1	1	194.4	130.2	109.9	99.3	146.6
Boston U	8	I	1	1	1	3	151.7	105.0	87.8	53.3	106.9	1	1	1	4	196.6	138.2	113.8	67.5	139.1
Brandeis U		I	2	2	1	-	130.0	90.5	84.4	----	103.5	2	2	2	-	164.0	116.9	106.0	----	131.3
Cambridge Coll		IIA	5	4	2		73.2	64.7	62.0		69.4	5	4	4		93.4	83.0	75.4		87.9
Clark U	31	IIA	1	1	1	-	103.4	80.3	69.2	----	84.1	1	1	2	-	137.1	104.1	86.4	----	109.2
Coll Holy Cross		IIB	1	1	1	-	120.3	85.2	70.1	----	91.9	1*	1	1	-	161.9	114.3	92.2	----	122.8
Eastern Nazarene Coll	30	IIB	5	5	5	4	61.3	52.3	47.2	40.1	51.6	4	4	4	4	81.4	74.1	64.1	51.2	70.6
Emerson Coll		IIA	1	1	1		117.3	86.3	70.9		79.4	1	1	1		146.2	110.3	89.7		100.0
Emmanuel Coll		IIB	1	1	2	2	99.4	74.1	61.5	52.6	68.3	1	2	2	2	128.1	92.0	77.3	65.6	85.8
Endicott Coll		IIB	2	2	1	1	84.7	72.7	66.5	58.6	72.3	2	2	1	1	112.1	94.1	85.7	76.8	94.0
Framingham State U		IIA	4	4	3	2	82.4	65.9	58.1	50.5	67.0	4	3	2	2	106.0	89.6	81.8	74.2	90.7
Gordon Coll		IIB	3	3	3	-	77.0	64.4	55.4	----	68.1	3	2	2	-	104.9	89.7	79.8	----	94.3
Hampshire Coll		IIB	1	1	2	1*	101.4	74.0	58.0	72.9	78.5	1	2	2	1*	127.3	95.6	74.6	89.1	99.7
Harvard U	8	I	1*	1*	1*	2	198.4	120.9	109.8	56.7	154.1	1*	1*	1*	2	248.8	154.3	139.6	79.3	195.1
Holyoke CC	26	III	4	4	3	2	64.5	53.0	50.5	48.0	58.6	3	4	3	2	86.3	71.2	67.9	65.2	78.6
Lasell Coll	31	IIB	2	2	2		81.7	71.0	59.5		65.8	3	3	2		101.2	86.2	74.1		81.1
Lesley U	32	IIA	4	3	4	3	82.9	69.7	55.1	48.4	68.3	4	4	4	2	98.5	85.3	71.4	67.5	84.3
Massachusetts Inst Tech	30	I	1	1*	1*	2	171.8	120.3	102.8	57.1	140.5	1	1*	1*	2	214.2	152.3	131.9	78.8	176.8
Merrimack Coll		IIB	2	2	2		83.6	66.7	58.1		68.1	2	2	3		111.8	89.2	72.8		89.7
Mount Holyoke Coll		IIB	1	1	1		115.0	83.7	65.7		92.9	1	1	1		146.7	108.8	84.6		119.2
Mount Ida Coll	31	IIB	4	3	3	3	73.2	60.9	54.6	44.1	63.4	4	4	4	3	88.9	72.2	64.2	57.1	76.1
Northeastern U	12	I	1	1	1		148.4	104.4	95.2		101.0	1	1	1		184.8	133.9	117.9		127.5
Pine Manor Coll		IIB	5	5	4		55.9	54.0	48.8		52.9	5	5	5		65.9	62.3	54.7		61.1
Regis Coll	25	IIB	3	3	4	-	74.3	61.5	47.6	----	57.0	4	4	5	-	89.0	70.8	60.5	----	68.4
Simmons Coll	28	IIA	1	2	1		100.7	77.2	72.0		81.6	2	2	1		124.7	98.6	91.3		102.9
Smith Coll		IIB	1*	1*	1*	1*	130.1	91.7	75.6	62.2	107.8	1*	1*	1*	1	167.2	120.0	96.2	76.6	138.8
Springfield Coll	32,96	IIA	3	2	4	3	85.6	72.9	57.4	47.2	71.1	3	3	4	4	108.9	92.2	74.2	59.7	90.7
Stonehill Coll		IIB	1	2	1	2	102.1	73.0	62.2	50.5	74.3	1	2	2	2	131.7	95.6	79.7	61.9	95.9
Suffolk U	16	IIA	1*	1*	1*	1	124.6	90.9	82.0	67.1	98.4	1*	1	1*	1	160.4	117.6	102.7	89.7	126.5
Tufts U	22,75	I	2	2	2	1	134.9	97.5	79.0	67.9	100.9	2	1	2	1	176.9	126.9	102.1	88.7	131.8
U Massachusetts-Amherst		I	3	2	3	-	122.6	90.9	72.7	----	93.4	3	3	4	-	148.9	111.0	87.7	----	113.2
U Massachusetts-Boston	28	I	3	3	2	-	115.7	87.2	76.8	----	83.9	4	3	3	-	140.7	108.1	93.9	----	102.7
U Massachusetts-Dartmouth	12	IIA	1	1	1		111.2	86.0	72.6		86.7	1	1	1		149.6	115.9	97.9		116.8
U Massachusetts-Lowell	27	I	3	2	2	2	120.1	95.0	75.9	61.3	96.4	2	1	2	2	158.8	125.7	100.8	81.1	127.6
Wellesley Coll		IIB	1*	1*	1*		149.0	100.5	79.7		110.0	1*	1*	1*		189.0	129.2	102.6		140.6
Western New England U	15	IIA	1	1	1	2	106.6	79.6	68.4	51.3	83.7	1	2	1	3	135.4	102.3	88.0	64.8	106.9
Westfield State U	58	IIA	4	4	4	2	83.4	66.5	56.8	52.1	69.0	3	3	3	2	111.1	87.5	75.9	69.2	91.8
Wheaton Coll		IIB	1	1	2	3	104.0	76.6	58.8	44.1	80.6	1	1	2	3	137.0	99.5	77.8	58.1	105.8
Wheelock Coll	95	IIA	2	3	3	2	91.7	72.0	59.4	54.2	68.0	3	3	4	3	111.3	88.9	70.6	62.6	82.3
Williams Coll		IIB	1*	1	1*		135.1	87.0	76.5		113.5	1*	1	1*		176.9	116.5	101.0		149.2
Worcester Poly Inst		IIA	1*	1*	1*	1	128.9	95.9	85.7	57.6	96.1	1*	1*	1*	1	162.6	124.4	111.6	77.7	123.9

(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
	27.7	92	85	23	0	0.2	-0.9	2.7	0.0	38	83	45	2	12	54	43	2	103.3	79.2	67.9	----	109.9	78.6	67.4
28.9	91	83	0		0.6	4.9	0.7		17	20	23	0	6	16	13	0	83.5	64.2	53.0		87.2	64.6	54.0	
29.2	77	35	0	0	6.1	5.1	6.0	3.6	14	5	11	0	17	26	27	4	77.5	61.7	67.1		86.0	63.6	60.9	41.5
27.3	100	100	19	0	0.3	0.5	0.6	0.8	69	58	50	2	28	46	49	3	86.0	67.6	65.4	----	79.4	65.7	62.3	----
32.3	100	100	3	--	1.4	1.2	6.3	5.1	28	22	23	0	17	29	16	1	93.5	70.0	57.2		84.8	64.0	57.8	----
25.5	0	0	0	0	5.9	6.0	4.3	4.6	14	13	25	3	18	12	25	7	77.5	75.2	64.0	55.9	81.8	72.0	60.6	58.6
33.6	97	70	4	0	0.3	1.2	1.2	3.9	118	81	111	9	69	93	177	13	91.8	73.6	65.7	52.0	85.7	69.4	59.5	49.6
25.3	94	85	7	0	4.7	0.5	1.7	4.4	40	30	25	6	13	25	32	4	134.6	99.2	85.9	67.5	132.2	96.8	74.4	75.0
27.1	81	53	0	0	-1.4	0.7	1.5	1.0	74	37	46	14	48	60	113	55	147.8	102.8	83.0	60.3	134.7	97.7	80.0	63.9
26.6	95	95	1		1.9	0.8	2.3	14.7	115	86	33	4	30	69	57	8	113.0	79.3	71.3	50.4	107.3	74.1	65.5	53.9
28.6	98	99	1	0	0.8	1.1	1.7	0.0	509	280	181	5	143	143	135	7	140.0	97.5	87.0	61.8	123.3	92.3	79.7	58.9
33.4	90	71	11	0	0.0	0.1	1.4	0.0	20	31	37	4	9	25	20	0	84.7	70.1	68.6	63.9	93.8	69.1	63.8	
23.9	98	97	0	0	1.4	2.4	4.2	1.5	88	77	48	2	35	33	25	2	127.8	106.8	83.0	----	125.9	98.9	80.1	----
28.9	100	97	6	--					13	20	20	2	2	19	13	0	----	78.4	63.3	----	----	72.4	59.4	----
28.5	100	97	0		2.6	4.3	3.8		51	20	21	0	34	15	16	0	145.2	93.2	76.8		129.4	92.4	76.7	
31.1	95	91	18	0	4.4	3.3	4.1	2.5	11	39	31	8	10	17	30	4	90.0	70.3	56.5	49.9	88.0	65.6	55.9	46.9
26.5	98	98	0		4.8	5.0	4.7		31	36	14	0	11	23	11	0	169.3	127.8	114.4		161.7	122.1	81.7	
29.4	97	93	0		0.9	0.8	7.8		63	44	13	0	28	38	16	0	118.5	83.5	92.1		122.3	85.3	78.1	
27.8	94	81	0	0					191	163	89	4	72	113	86	10	160.5	100.5	90.3	124.6	137.7	98.4	81.8	66.1
30.2	81	60	0	0	3.6	4.0	4.2	2.6	400	246	160	10	109	134	145	10	155.4	107.2	91.8	50.5	138.4	101.0	83.5	56.0
26.5	87	71		--	3.9	3.2	5.0	15.1	113	43	40	0	51	34	34	2	128.5	92.8	85.8		133.4	87.6	82.7	----
26.8	0	0	0		4.5	5.9	4.7		9	5	0	0	8	1	5	0	73.2	----	----		73.2	----	62.0	
29.8	100	92	0	--	0.3	3.5	2.7	10.4	46	27	28	1	26	24	33	0	104.4	79.5	69.4	----	101.5	81.2	69.1	
33.7	100	99	0	--	2.9	3.2	4.1	4.0	50	45	29	1	18	48	29	1	119.9	84.9	70.3	----	121.2	85.6	69.9	----
34.7	100	47	0	0	0.3	1.0	2.3	2.1	5	11	7	1	2	4	3	2	----	52.1	47.0	----	----	52.7	47.6	----
25.8	100	89	16		2.5	1.7	3.3		14	42	13	0	8	23	18	0	123.8	87.9	69.6		105.8	83.3	71.9	
25.7	100	63	0	0	2.5	2.4	3.1	2.5	4	9	17	7	9	18	22	12	107.3	76.7	61.0	52.1	95.9	72.8	61.9	52.9
30.1	0	0	0	0	3.4	3.7	3.5	3.5	13	13	14	1	11	9	28	4	86.8	71.5	67.7	----	82.3	74.4	65.9	----
35.4	100	90	15	0	5.6	6.3	5.4	3.6	23	14	33	2	30	27	41	5	82.7	68.6	59.6	----	82.1	64.6	56.9	----
38.6	91	42	0	--	0.2	0.6	0.1		34	19	12	0	11	12	9	1	77.8	64.5	55.7		74.6	64.4	54.9	----
26.9	0	0	0	0	1.7	2.6	2.8	2.1	19	11	11	5	15	16	19	2	101.8	77.5	58.7	----	100.9	71.7	57.6	----
26.7	92	0	0	0	2.8	5.7	5.2	2.2	667	110	139	45	197	65	76	67	201.6	125.5	113.3	57.9	187.5	113.1	103.3	55.9
34.1	100	67	4	0	2.8	4.9	6.7	3.4	38	3	6	6	37	12	18	10	66.8	50.3	48.1	47.0	62.2	53.7	51.3	48.7
23.2	0	0	0		0.6	2.6	2.5		2	10	11	0	5	17	29	0	----	71.4	60.0	----	----	70.8	59.3	
23.5	4	0	0	0	3.9	3.8	4.2	3.2	13	22	14	3	33	28	29	6	87.5	71.5	54.9	43.4	81.1	68.3	55.2	50.9
25.8	100	67	0		4.2	5.4	3.9	4.6	521	147	104	38	103	53	55	13	171.9	119.5	103.3	57.2	171.7	122.4	101.8	56.8
31.7	100	95	0		2.3	3.1	2.7		18	37	15	0	12	28	22	0	85.3	68.2	62.2		81.1	64.7	55.3	
28.3	95	97	0		-0.1	3.9	1.3		60	14	15	0	48	21	28	0	118.0	85.9	64.9		111.2	82.2	66.1	
20.0	93	67	0	0	0.0	0.0	3.3	0.0	12	7	7	0	16	8	13	3	74.1	62.9	55.8		72.5	59.1	53.9	44.1
25.9	97	89	1		3.2	3.7	4.9		237	153	83	0	67	91	70	0	150.7	105.2	97.2		140.3	103.1	92.7	
14.9	100	86	0						3	1	1	0	7	6	8	0	55.4	----	----		56.2	----	----	
20.2	100	63	0	--	5.4	7.1	5.3		1	4	11	0	8	28	17	1	----	62.6	48.6		----	61.3	46.9	----
26.0	68	58	0		0.4	1.7	1.6		18	26	12	0	47	64	29	0	99.6	82.9	64.8		101.0	74.8	74.9	
28.7	99	90	0	0	2.7	3.0	3.5	6.2	75	33	16	5	73	39	32	8	134.1	93.8	75.1	63.7	126.0	89.9	75.9	61.3
27.4	96	80	7	0	2.5	3.0	3.4	4.0	42	35	31	3	29	29	38	5	87.6	74.3	59.2	45.0	82.7	71.3	55.9	48.5
29.0	100	79	0	0	6.4	4.8	5.6	9.0	30	32	27	2	10	21	25	8	106.7	74.6	61.4	----	88.3	70.6	63.2	----
28.6	93	79	0	0	1.8	1.9	2.4	2.1	90	72	52	19	39	74	34	9	129.3	95.1	84.0	67.5	113.9	86.8	78.9	66.3
30.6	79	65	0		3.5	3.7	4.6	1.8	180	96	97	13	62	76	72	6	137.2	99.9	79.8	67.6	128.1	94.4	77.9	68.5
21.3	98	96	0	--	3.7	5.5	5.6		336	157	134	0	120	128	134	2	124.6	94.0	74.6	----	117.2	87.0	70.8	----
22.4	97	95	1	--	3.8	4.6	3.9	3.8	70	89	59	1	47	79	79	0	117.8	89.9	82.2	----	112.6	84.1	72.8	
34.7	98	96	1		3.0	5.1	4.1		86	62	43	0	41	36	40	0	113.6	87.1	74.4		106.2	84.2	70.6	
32.4	99	90	0		3.8	3.3	4.0	4.6	141	69	48	5	43	52	57	5	121.2	96.7	78.1	59.8	116.3	92.8	74.1	62.8
27.9	99	98	0		2.8	2.6	3.0		54	29	34	0	47	24	49	0	153.8	99.1	79.5		143.4	102.1	79.9	
27.7	96	79		0	2.1	12.6	1.2	3.7	50	32	32	12	25	21	26	7	109.4	80.3	72.1	51.8	100.9	78.5	64.0	50.5
32.9	100	91	4	0	5.6	5.3	5.9	6.6	49	22	43	4	37	24	36	5	85.4	65.7	56.9	56.2	80.8	67.2	56.6	48.9
31.2	96	93	0	0	3.0	3.1	4.4	2.6	29	24	16	1	23	21	18	7	106.0	77.6	57.0	----	101.5	75.4	60.5	----
21.0	100	94	0	0	3.0	3.5	3.2	6.8	3	7	3	3	5	25	13	10	91.7	80.2	58.3	53.7	91.7	69.8	59.6	54.4
31.4	100	100	0		2.6	3.7	4.4		101	22	28	0	52	25	25	0	139.5	86.5	76.8		126.5	87.4	76.0	
29.0	99	95	2	0	3.2	3.0	3.4	6.8	80	59	38	42	9	23	20	18	129.3	94.4	85.2	61.0	124.9	99.7	86.7	49.6

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
MICHIGAN																				
Adrian Coll		IIB	3	3	3		78.0	59.9	54.3		63.7									
Albion Coll		IIB	3	4	4	4	74.6	58.5	51.3	41.0	60.4	3	3	3	4	100.9	78.6	66.9	53.3	80.7
Alma Coll		IIB	3	3	2	3	76.8	62.5	56.1	44.5	65.8	3	2	2	3	101.7	87.0	78.3	61.7	89.2
Calvin Coll	26	IIB	3	2	2	3	77.2	67.4	59.6	45.9	69.5	2	2	1	3	108.8	94.5	84.5	61.4	97.9
Central Michigan U		I	5	5	5	5	98.3	75.4	62.7	41.9	73.7	4	4	4	5	132.3	104.7	87.3	59.0	101.1
Davenport U	28,66	IIB	3	3	2	1	74.4	65.2	56.4	57.0	59.6	3	2	2	1	96.7	87.4	76.5	75.3	78.9
Delta Coll	28,185	III	1	1*	1*	1	89.4	81.1	69.0	56.2	72.9	1	1*	1*	1*	121.2	112.9	98.8	79.9	102.1
Eastern Michigan U		IIA	2	2	2	1	93.2	75.4	64.8	61.9	76.6	2	1	1	1	128.4	105.0	89.4	85.5	106.0
Ferris St U	49	IIA	3	3	2	1	89.8	71.9	64.5	63.8	73.6	2	2	1	1*	119.7	100.5	92.3	91.9	101.8
Ferris St U-Kendall Coll	53	IIA	5	5	5	-	69.9	61.7	47.9	----	58.8	5	4	5	-	93.4	84.7	69.8	----	81.7
Grand Valley St U		IIA	2	3	2	2	92.3	72.1	62.2	53.9	73.5	2	2	2	2	123.1	98.8	86.0	73.9	98.1
Hope Coll	27	IIB	3	3	2	-	78.5	62.9	56.0	----	67.3	3	3	2	-	105.8	85.4	74.8	----	90.7
Kalamazoo Coll		IIB	2	2	3	1	85.6	65.8	52.8	55.4	68.3	2	3	3	1	116.4	86.1	67.4	76.1	90.6
Kettering U	30	IIB	3	3	1		77.3	62.8	64.0		69.1	3	3	1		99.9	81.9	82.7		89.2
Madonna U		IIB	3	3	2	3	75.7	62.3	56.7	43.9	63.8	3	4	2	2	98.2	77.1	78.0	65.2	83.6
Marygrove Coll		IIA	5	5	5	-	73.4	57.8	48.5	----	55.7	5	5	5	-	86.5	70.0	59.3	----	67.6
Michigan St U	27	I	2	2	4	5	128.6	89.2	69.5	43.4	95.7	2	2	3	4	165.6	121.1	97.9	67.1	128.1
Michigan Tech U		I	4	3	3	4	105.2	82.8	75.9	50.5	81.7	4	3	2	4	143.1	113.8	103.2	68.3	111.5
Northern Michigan U	28	IIA	4	4	4	4	82.6	65.0	54.5	45.4	65.7	2	2	2	2	117.8	95.8	82.5	71.1	97.0
Oakland U	5	I	5	5	5	3	99.3	73.9	63.7	56.2	74.1	4	4	4	2	135.6	104.1	88.2	78.9	103.0
Olivet Coll		IIB	5	5	5		53.5	47.0	45.3		46.8	5	5	5		70.6	56.7	55.6		57.9
Siena Heights U	25,61	IIA	5	5	5	5	61.0	49.2	41.2	40.0	48.6	5	5	5	4	79.8	66.2	59.7	58.8	66.7
Spring Arbor U		IIA	5	5	5	5	61.1	51.4	44.7	37.6	50.5	5	5	5	5	82.5	73.6	65.4	50.9	71.3
U Michigan-Ann Arbor	5	I	1	1	1	1	148.8	98.2	85.8	64.6	108.9	1	2	2	1	180.9	123.9	109.5	84.8	135.6
U Michigan-Dearborn	30	IIA	1	1	1	-	106.5	85.1	72.2	----	83.7	1	1	1	-	137.0	109.3	95.6	----	110.0
U Michigan-Flint	27	IIA	2	2	2	1	94.8	72.2	66.4	62.9	67.8	2	2	2	1	120.0	94.0	87.0	82.9	88.8
Wayne St U	12	I	3	3	3	1	116.6	87.7	75.0	66.6	86.2	3	3	3	2	144.0	111.3	92.8	81.9	107.3
Western Michigan U		I	5	5	5	4	99.7	75.0	59.5	47.4	80.1	3	3	4	3	149.3	112.5	89.7	71.7	120.2

MINNESOTA

Augsburg Coll	193	IIB	3	3	3	2	77.5	63.8	55.6	49.0	62.3	3	3	3	1*	101.7	85.0	70.1	89.9	81.8
Bemidji St U		IIB	3	2	2	-	79.9	66.7	59.2	----	70.3									
Bethel U	28	IIA	5	4	4	2	73.4	63.0	54.5	49.5	64.2	4	3	4	3	101.6	88.0	71.1	62.6	88.2
Carleton Coll		IIB	1	1	1	-	117.9	82.2	71.7	----	96.9	1	1	1	-	154.1	111.5	95.2	----	128.0
Coll Saint Benedict		IIB	2	2	2	1	86.8	68.1	58.9	55.3	69.6	2	2	2	1	110.6	89.0	75.4	71.6	89.7
Coll St. Scholastica	25,98	IIB	2	3	3	3	84.0	65.5	55.6	45.6	59.9	3	3	2	3	105.8	84.7	76.0	60.1	79.7
Concordia Coll	28	IIB	3	3	3	3	76.6	64.7	52.8	45.4	62.7	3	3	3	4	97.6	80.5	68.4	53.2	79.2
Gustavus Adolphus Coll		IIB	3	3	3	3	76.2	62.7	53.9	46.8	61.6	3	3	3	2	101.6	84.3	71.5	68.5	82.9
Hamline U	16	IIA	3	4	4	2	88.5	64.0	55.8	51.6	71.5	3	5	5	3	109.8	79.6	67.5	62.3	88.3
Macalester Coll		IIB	1	1	1	1	111.6	85.6	69.2	55.5	85.5	1	1	1	1	149.1	112.5	90.2	79.4	113.6
Metropolitan St U		IIA	4	4	2		83.2	66.5	62.6		68.7									
Minneapolis Coll Art & Design		IIB	4	4	-	5	72.7	59.1	----	36.7	61.2	4	4	-	5	89.5	73.6	----	46.2	75.8
Minnesota St U-Mankato		IIA	3	3	2	4	87.4	68.4	62.2	43.9	71.8									
Minnesota St U-Moorhead		IIA	4	4	4	5	79.6	62.6	56.5	41.7	66.2									
Northwestern Coll	45	IIB	4	4	4	5	65.4	56.4	48.3	38.2	56.4	4	4	4	5	86.2	74.5	64.0	49.6	74.4
Saint John's U		IIB	2	2	2	1	84.6	70.0	58.6	53.8	69.5	2	2	2	1	112.4	90.6	75.1	70.5	90.8
Saint Mary's U Minnesota	217	IIA	5	5	5	4	73.0	61.2	50.1	46.3	59.0	5	5	5	2	90.7	76.9	66.9	65.1	75.7
Southwest Minnesota St U		IIB	3	2	3		79.8	68.0	56.0		68.6									
St. Catherine U	32,194	IIA	4	4	5	4	77.2	63.4	53.1	46.0	59.6	4	4	5	4	100.3	83.7	69.6	60.0	78.2
St. Cloud St U		IIA	4	3	2	4	83.1	67.6	62.0	44.9	73.1									
St. Olaf Coll		IIB	2	2	2	2	93.4	71.4	57.1	52.2	73.9	2	2	2	1	123.0	97.7	75.4	78.9	99.1
U Minnesota-Crookston		IIB	2	2	1	2	84.3	66.2	62.1	52.0	59.9	2	1	1*	1*	123.1	101.2	96.2	83.9	93.5
U Minnesota-Duluth		IIA	2	3	3	3	93.6	72.1	58.3	47.4	67.4	2	1	1	1	128.0	108.4	91.6	78.5	101.5
U Minnesota-Morris		IIB	3	4	4	3	75.6	58.9	50.7	44.4	58.7	2	2	1	1	112.5	92.3	82.4	74.7	92.1
U Minnesota-Twin Cities		I	2	3	2	4	125.7	86.0	79.1	46.8	93.5	2	2	1	3	167.7	121.1	112.8	73.9	129.6
U St. Thomas	15	I	4	3	2	1*	109.0	83.4	76.6	88.7	88.3	4	4	3	1	135.1	105.5	95.3	106.5	110.5
Winona St U		IIA	3	4	4	5	83.7	63.7	56.6	38.7	68.1									

(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	
		97	100	0		3.1	3.7	3.9		19	9	18	0	11	9	20	0	79.0	57.8	54.4		76.3	62.0	54.2	
33.7	100	97	4	0	0.3	0.2	2.2	0.0	21	22	12	4	11	16	15	3	75.3	57.4	52.5	41.5	73.2	59.9	50.3	40.3	
35.5	100	100	17	0	2.1	2.0	1.9	1.6	27	9	17	2	15	5	6	7	80.7	65.6	57.7	----	69.8	56.9	51.4	----	
40.9	99	70	0	0	2.2	3.5	4.1	2.4	116	45	38	4	38	21	44	6	78.1	67.7	59.6	45.7	74.4	66.7	59.6	46.1	
37.2	98	92	12	0	0.0	0.0	0.0	0.0	187	83	126	53	74	62	105	78	101.9	77.6	63.8	44.0	89.2	72.6	61.5	40.4	
31.1					2.9	2.9	2.9	2.9	4	17	14	22	3	12	22	41	69.6	64.4	57.9	56.5	80.7	66.3	55.5	57.3	
40.1	100	97	52	0	0.7	1.6	4.4	6.6	18	29	28	24	19	37	33	31	90.2	82.0	69.1	56.6	88.5	80.5	68.9	55.9	
38.4	100	85	12	43	3.1	4.1	5.0	4.3	198	92	68	2	152	96	65	5	97.6	76.4	65.0	----	87.4	74.5	64.5	----	
38.4	100	89	41	18	2.3	3.6	3.2	3.2	117	85	42	8	45	46	46	3	90.7	72.6	65.4	66.8	87.4	70.7	63.7	55.8	
38.8	93	42	13	--	0.2	6.1	7.0	2.7	8	6	6	1	7	6	10	0	71.3	61.5	47.8	----	68.3	62.0	48.0		
43.9	99	98	12	44	7.6	7.2	8.4	8.6	134	192	126	6	60	155	120	12	94.2	72.3	63.6	54.6	88.1	72.0	60.7	53.5	
34.7	99	83	0	--	1.4	1.0	0.8	0.8	63	38	24	0	26	28	34	2	79.4	63.9	55.9	----	76.4	61.4	56.1	----	
32.6	100	100	0	0	4.8	4.0	6.2	5.4	22	12	8	2	11	18	19	4	86.5	68.4	53.9	----	83.9	64.1	52.3	----	
28.4	96	85	4		2.3	0.0	0.0		51	22	16	0	4	11	8	0	77.1	63.5	67.8		80.2	61.3	56.3		
30.9	3	3	0	0	6.0	2.2	5.1	4.3	19	13	9	0	21	22	22	10	76.9	64.4	52.9		74.6	61.0	58.3	43.9	
21.4	100	97	9	--	1.0	1.9	1.6	2.5	4	13	5	1	2	16	17	0	----	57.5	49.6	----	----	58.0	48.2		
33.8	95	87			2.7	3.2	3.7	5.0	704	351	356	59	208	230	289	117	129.7	92.0	71.2	47.4	124.7	85.0	67.4	41.3	
36.5	99	92	1	0	3.0	4.0	5.5	2.6	82	90	83	15	18	29	42	7	107.2	84.0	77.8	49.0	96.0	78.9	72.1	53.7	
47.6	100	93	6	0	0.4	2.8	2.0	0.0	72	47	40	12	32	23	44	12	84.9	65.3	55.0	49.5	77.4	64.5	54.1	41.2	
39.1	97	97	1	32	3.1	3.4	3.0	3.4	87	115	68	20	21	93	88	40	101.9	75.8	62.5	55.2	88.3	71.5	64.6	56.7	
23.6	83	80	32		1.0	2.0	6.0		3	4	17	0	3	6	11	0	54.3	44.8	47.8		52.7	48.4	41.5		
37.3	0	0	0	0	2.0	2.0	6.5	3.0	13	11	10	5	6	12	10	7	60.9	49.3	40.6	36.7	61.3	49.2	41.8	42.3	
41.4	88	56	5	0	5.0	5.0	5.2	1.0	21	14	24	2	4	11	15	3	61.8	49.9	45.3	----	57.3	53.3	43.8	----	
24.6	95	91	0	0	3.0	3.1	3.0	2.6	770	324	313	1	258	226	228	13	152.4	100.5	88.4	----	138.0	95.0	82.3	----	
31.4	100	98	0	--	2.5	2.9	4.2		62	75	33	0	19	34	42	2	110.6	86.4	75.9	----	93.0	82.2	69.3	----	
30.8	100	100		0	2.5	3.2	3.0	2.3	29	28	42	0	12	25	54	6	95.8	75.8	68.2		92.3	68.1	65.0	62.9	
24.5	97	89	2	0	2.7	3.2	3.1	2.2	209	174	150	3	52	110	173	34	118.1	89.9	76.6	64.3	110.9	84.2	73.7	66.8	
50.1	100	98	11	0	0.1	0.4	1.7	2.7	245	181	72	20	97	127	94	32	103.2	77.8	61.3	47.8	90.7	71.0	58.1	47.2	
30.6	100	93	2	0	3.7	2.8	3.1	2.0	16	36	47	1	19	33	35	5	78.5	62.7	56.2	----	76.6	64.9	54.8	----	
	100	82	5	--	0.5	1.2	1.8		43	22	11	0	21	12	32	1	80.3	68.5	59.3		79.2	63.4	59.2	----	
37.4	90	68	7	0	2.0	2.1	2.6	2.0	37	40	15	1	11	38	14	4	73.9	62.5	52.7	----	71.8	63.6	56.4	----	
32.0	93	93	0	--	1.8	2.8	3.3	2.0	61	22	27	1	39	21	28	1	118.6	82.7	72.3	----	116.9	81.7	71.1	----	
28.9	98	98	3	0					30	29	13	5	14	23	24	15	87.3	68.1	59.6	55.1	85.7	68.1	58.5	55.3	
33.0	100	87	11	0	2.9	2.3	3.3	3.2	17	13	29	6	4	17	75	9	84.9	66.3	55.8	45.3	79.9	64.9	55.6	45.8	
26.4	100	83	16	0	1.7	1.8	2.9	1.5	34	33	25	5	14	31	32	6	77.9	66.9	55.8	44.1	73.4	62.2	50.6	46.4	
34.5	98	72	0	0	1.6	1.8	1.8	0.0	39	28	29	11	16	26	42	10	76.6	64.1	54.2	47.4	75.3	61.0	53.6	46.1	
23.5	94	65		0	1.8	1.9	7.1	2.0	45	22	13	3	33	32	33	5	90.7	63.0	54.9	46.5	85.5	64.6	56.1	54.7	
32.9	100	97	0	0	2.5	4.2	2.7	2.5	37	16	24	4	20	22	25	7	112.8	84.3	69.5	55.7	109.3	86.6	68.9	55.5	
23.9	92	81	15		0.5	1.1	2.8		8	20	18	0	17	28	23	0	89.4	69.6	60.3		80.3	64.2	64.5		
	0	0	--	0	0.7	2.0		0.0	17	5	0	3	3	7	1	5	72.5	58.8	----	36.7	73.7	59.3	----	36.7	
	97	96	13	0	0.7	1.0	1.5	4.5	110	80	51	14	43	69	69	11	89.6	70.7	64.0	44.1	81.7	65.7	60.8	43.5	
	100	98	10	0	0.6	1.5	1.0	2.7	79	38	25	5	39	27	43	23	81.5	63.9	57.3	40.4	75.7	60.8	56.1	42.0	
31.9	0	0	0	0	2.1	2.4	2.3	13.9	26	19	15	4	10	12	5	5	64.5	58.0	48.5	39.4	67.6	54.0	47.4	37.3	
30.6	98	98	3	0					28	26	12	4	14	21	22	14	85.3	70.7	61.3	52.6	83.2	69.2	57.1	54.1	
28.3	91	85	19	0	2.5	2.3	3.0	3.4	17	24	20	4	6	15	17	2	75.6	61.0	51.8	----	65.7	61.6	48.0	----	
	100	100	6		0.6	1.3	1.6		24	24	12	0	17	13	23	0	81.1	68.8	60.0		78.0	66.7	53.9		
31.1	96	68	1		3.5	3.9	4.1	1.7	11	25	20	3	34	60	114	15	80.3	63.5	53.5	46.6	76.2	63.3	53.1	45.9	
	99	89	14	0	0.6	1.0	1.2	3.2	140	76	50	3	88	67	54	9	85.0	69.2	63.1	45.3	80.2	65.8	60.9	44.7	
34.1	94	97	2	0	2.4	2.7	3.4	3.0	42	45	28	4	29	28	30	6	97.7	71.4	57.1	55.5	87.1	71.4	57.0	50.1	
56.2	100	95	43	0	1.2	2.0	1.9	4.0	3	12	9	7	2	7	5	12	----	67.5	63.8	60.1	----	64.1	59.0	47.2	
50.6	100	97	1	0	1.8	2.2	2.5	2.3	60	86	71	28	17	64	68	45	95.3	73.9	59.9	52.6	87.9	69.8	56.6	44.2	
56.9	100	96	0	0					17	25	6	6	9	24	8	7	75.9	58.9	48.4	43.6	75.0	58.9	52.5	45.1	
38.7	99	91	0	0	2.4	2.8	3.5	2.2	505	291	178	56	177	225	155	109	128.7	88.4	82.7	46.4	117.3	82.9	75.1	47.0	
25.1	100	96	5	0	8.7	6.6	4.1	2.3	73	111	56	3	33	68	56	1	113.1	86.7	79.1	----	99.8	78.0	74.0	----	
	100	87	2	0	0.5	0.7	1.1	1.4	84</																

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
MISSISSIPPI																				
Alcorn St U		IIB	4	4	3	4	68.1	59.6	55.4	39.9	55.2	4	4	3	4	88.9	77.9	72.2	51.9	72.0
Delta St U		IIA	5	5	5	3	66.7	56.1	49.5	47.4	53.5	5	5	5	3	83.8	71.5	63.6	61.1	68.3
Jackson St U	30	IIA	5	4	4	5	74.3	63.8	55.9	42.1	59.9	5	4	5	5	94.2	81.8	68.8	54.9	75.7
Millsaps Coll	31	IIB	2	3	2	3	86.5	61.5	56.5	43.8	66.9	2	3	3	4	107.7	79.2	68.6	52.4	83.5
Mississippi Coll	13	IIA	3	4	3	3	84.8	62.0	58.4	49.4	66.0	4	5	4	4	103.1	75.4	72.1	60.6	80.7
Mississippi St U	182	I	5	5	5	5	96.0	72.8	63.3	41.2	68.5	5	5	5	5	111.2	83.6	69.8	48.7	78.2
Mississippi U for Women	28	IIA	5	5	5	3	56.3	47.8	49.8	48.5	50.4	5	5	5	3	72.4	62.3	64.6	62.9	65.3
Mississippi Valley St U		IIB	4	4	4	4	65.4	55.6	48.3	39.4	51.2	4	4	4	4	88.8	75.6	65.3	53.4	69.4
U Mississippi	12	I	4	4	4	5	108.8	78.7	66.2	39.6	73.5	5	5	5	5	130.5	96.3	79.2	48.3	88.8
U Southern Mississippi	162	I	5	5	5	4	87.6	65.6	58.1	47.3	63.5	5	5	5	4	111.3	84.7	75.5	62.6	82.1

MISSOURI

AT Still U Health Science		IIA	2	2	1	1	98.6	74.5	69.6	62.6	74.4	2	3	2	1	118.1	91.4	85.9	78.2	91.3
Avila U	28	IIB	5	4	3	2	63.3	59.5	54.5	48.4	57.5	5	4	3	3	78.4	75.3	68.9	58.3	72.1
Central Methodist U		IIB	5	5	5	-	62.5	52.9	43.0	----	48.1	5	4	5	-	78.6	71.0	56.7	----	62.7
Coll Ozarks		IIB	4	4	3	-	67.3	58.1	53.1	----	59.4	4	4	3	-	84.7	73.8	68.2	----	75.4
Columbia Coll	25	IIB	2	2	3	1	83.5	67.3	53.0	53.0	62.4	3	3	3	2	105.0	85.7	68.1	67.9	79.6
Concordia Seminary	31	IIA	5	5	5		70.3	61.8	53.8		62.8	5	4	3		93.7	82.7	79.4		85.5
Cottey Coll		III	4	2	2		64.4	65.9	53.6		60.8	4	2	3		81.2	82.2	69.6		77.0
Covenant Theol Seminary		IIA	5	5	5		61.9	55.3	48.8		56.5	5	5	5		76.0	67.8	61.8		69.7
Drury U	31	IIB	3	4	3	3	74.4	57.1	53.1	45.7	59.9	3	4	3	3	95.4	74.0	67.6	58.4	77.0
Kansas City Art Inst		IIB	4	4	5	5	68.8	56.4	45.2	37.1	54.1	4	4	5	5	89.6	71.5	57.0	48.4	69.3
Lindenwood U	31,41	IIA	5	4	4		73.4	65.1	54.6		61.9	5	5	5		85.6	77.3	66.8		74.2
Maryville U St. Louis	36	IIA	4	4	4	-	76.1	63.4	56.3	----	62.9	4	4	4	-	99.0	84.5	73.8	----	82.7
Mineral Area Coll	158	III	5	5	4	4	52.1	50.6	47.6	44.6	47.8	5	5	4	4	68.4	66.8	63.3	59.2	63.2
Missouri Baptist U		IIB	5	5	5	4	55.2	50.5	41.1	43.7	47.4	5	5	5	3	74.8	67.4	58.5	60.0	65.0
Missouri Southern St U	25	IIB	4	4	5	4	72.7	56.7	44.9	41.3	56.4	3	4	5	4	94.4	73.5	58.3	54.3	73.3
Missouri St U		IIA	4	4	4	5	78.1	62.7	57.8	37.5	62.6	4	4	4	5	99.6	79.7	72.7	49.5	79.8
Missouri U Science Technology	30,57	I	3	4	4		114.6	78.9	69.4		89.2	4	4	4		142.4	101.1	87.0		112.1
Missouri Western St U	31	IIB	3	3	3	5	75.5	61.3	52.2	38.1	59.4	3	3	3	4	97.5	79.4	66.8	51.3	76.7
Rockhurst U	31	IIA	5	5	5	2	70.5	60.8	51.7	49.8	60.0	5	5	5	4	84.5	74.2	60.5	57.5	71.5
Saint Louis U-Main	1	I	4	4	4	2	110.3	76.8	66.4	57.3	80.0	4	5	5	3	135.7	97.8	83.0	72.2	100.2
Southeast Missouri St U	28	IIA	4	5	4	5	75.8	58.0	57.4	42.3	58.7	4	5	4	5	96.7	74.0	71.5	54.0	74.7
Southwest Baptist U	28,94	IIA	5	5	5	5	61.6	55.7	48.1	36.6	50.1	5	5	5	5	77.7	71.8	64.2	52.7	66.1
St. Louis CC	153	III	2	2	1	1	76.3	65.1	59.8	53.0	65.6	3	2	2	2	95.6	82.2	74.4	65.7	82.1
St. Louis Coll Pharmacy		IIB	1	1	1*	5	102.1	85.9	79.4	36.8	81.7	1	1	1*	5	127.9	107.0	100.4	46.3	102.6
Truman St U		IIA	5	5	5	5	70.3	56.6	49.1	40.5	61.8	5	5	5	5	92.7	74.1	63.9	54.7	81.3
U Central Missouri		IIA	4	4	5	5	81.0	64.8	52.5	38.7	62.2	4	4	5	5	100.1	81.2	67.0	51.0	78.2
U Missouri-Columbia	12	I	4	4	5		113.9	75.9	61.7		83.6	4	5	5		139.6	95.9	77.8		104.1
U Missouri-Kansas City	6	I	4	4	5		108.2	77.8	63.5		80.9	4	4	5		133.2	97.9	79.1		100.7
U Missouri-St. Louis	27	I	5	5	5		94.7	69.8	59.3		74.1	5	5	5		116.8	88.5	75.4		93.0
Washington U St. Louis	15	I	1*	1	1		172.4	100.2	96.8		123.1	1	2	1		212.2	125.0	115.6		152.0
Westminster Coll		IIB	5	4	5	-	64.0	56.4	46.8	----	53.7	5	4	4	-	80.5	71.6	61.8	----	69.2
William Jewell Coll		IIB	4	4	4	4	67.5	59.8	50.1	41.7	59.8	4	4	3	4	85.7	75.0	67.2	54.7	77.0

MONTANA

Carroll Coll	27	IIB	4	4	5	4	66.2	55.0	47.1	40.8	55.6	5	5	5	5	76.9	65.0	57.7	48.3	65.7
Montana St U-Billings	28	IIA	5	5	5	5	66.7	59.2	50.0	39.2	53.7	5	5	5	5	87.6	79.1	67.9	55.0	72.4
Montana St U-Bozeman	27	I	5	5	5	5	84.9	64.9	59.5	43.6	68.0	5	5	5	5	105.8	83.0	76.9	58.7	86.5
Montana Tech-U Montana	27	IIB	3	3	2	2	74.8	62.2	57.3	48.2	61.2	3	3	2	2	94.4	80.0	74.4	64.0	78.8
Rocky Mountain Coll		IIB	5	5	4	5	58.5	50.7	47.5	33.5	51.9	5	5	5	5	71.9	62.7	58.6	39.5	63.9
U Montana	16	I	5	5	5	5	78.6	63.4	56.8	42.0	63.7	5	5	5	5	101.9	83.9	76.1	58.5	84.3
U Montana-Western		IIB	5	5	5	5	59.0	48.6	42.7	36.2	47.6	5	5	5	4	79.1	66.7	59.7	51.9	65.6

NEBRASKA

Belleue U	31	IIA	5	5	5		60.0	50.2	45.7		49.4	5	5	5		69.5	57.9	53.7		57.5
Bryan LGH Coll Health Sci	25	IIB	4	3	2	2	69.6	60.2	58.3	50.3	58.6									
Concordia U	31,177	IIB	5	5	4	5	61.6	54.5	50.0	32.8	53.9	5	4	4	5	79.3	71.1	66.1	42.7	70.4
Creighton U	3	IIA	1	1	2	1	106.5	78.2	65.4	55.7	79.5	1	2	2	2	130.1	101.5	81.8	69.4	100.0
Doane Coll	131	IIB	4	4	5	4	72.7	57.6	46.9	41.3	56.4	4	4	5	4	88.7	71.8	57.8	51.2	69.4
Hastings Coll		IIB	4	5	5	4	65.8	52.9	46.0	39.6	56.6	4	4	5	4	81.7	72.0	59.8	51.1	72.5

(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
	30.5	77	76	12		1.4	0.7	2.2	2.3	29	16	21	18	6	18	28	22	69.3	61.5	58.3	40.1	62.4	58.0	53.1
27.7	100	93	4		5.1	3.1	4.2	2.9	21	19	25	26	10	26	31	25	67.5	54.7	48.2	46.2	65.0	57.2	50.5	48.7
26.0	84	81	15	0	3.5	4.5	4.1	4.7	48	65	64	22	33	42	60	38	77.0	64.7	58.5	45.3	70.4	62.5	53.3	40.2
24.7	100	100	6	0	2.3	2.9	1.9	0.8	17	21	14	2	13	9	18	2	88.4	64.5	61.8	----	84.2	54.5	52.5	----
22.3	92	57	2	0	3.7	3.9	4.5	6.0	49	19	23	11	13	16	42	21	81.5	62.0	62.3	45.5	97.1	62.1	56.3	51.5
14.1	100	95	2	0	5.9	6.5	5.6	5.1	186	141	172	46	45	66	109	85	98.2	75.2	66.4	42.3	86.7	67.6	58.5	40.6
29.6	100	78	7	0	2.5	2.7	3.8	2.3	14	13	11	12	16	10	19	39	55.2	47.6	47.0	44.4	57.2	48.0	51.4	49.7
35.6	70	73	37	0	8.7	9.1	0.2	0.0	15	19	25	8	5	14	29	15	64.4	57.6	49.3	39.6	68.6	52.9	47.3	39.3
20.8	89	93	1	0	4.1	5.0	6.1	5.4	138	130	123	49	28	92	88	101	110.9	80.2	66.3	39.4	98.2	76.6	66.1	39.8
29.3	94	88	5		3.3	4.3	5.2	4.6	92	117	94	43	35	80	99	107	89.7	65.4	58.7	47.4	82.1	65.9	57.5	47.3
22.7	33	11	0	0					13	31	26	1	2	15	28	8	----	75.4	72.9	----	----	72.7	66.4	----
25.3	100	86	42	17	4.9	5.2	5.0	5.7	9	9	10	1	8	5	16	5	63.4	63.0	56.9	----	63.2	53.3	53.1	----
29.9	100	71	3	--	3.3	5.3	4.8		10	5	17	0	3	2	22	2	63.7	----	42.0	----	58.7	----	43.8	----
27.0	20	7	0	--					21	16	15	0	9	13	14	1	67.2	60.0	51.0		67.5	55.7	55.5	----
27.5	100	77	13	0	4.6	4.2	1.8	5.7	8	16	8	4	3	6	16	8	82.6	68.4	53.3	55.7	85.7	64.2	52.8	51.6
36.2	100	100	17		4.0	5.2	3.8		9	13	6	0	0	0	0	0	70.3	61.8	53.8					
26.6	100	90	10		2.3	3.9	2.5		7	7	3	0	8	3	7	0	67.2	67.5	54.3		62.0	62.3	53.3	
23.4	0	0	0		0.9	1.3	1.0		8	7	3	0	0	0	0	0	61.9	55.3	48.8					
28.6	100	98	0	0	0.1	0.5	1.0	0.0	25	33	15	9	14	24	18	4	77.4	55.9	53.7	47.4	69.0	58.8	52.6	41.7
28.1	94	91	0	0	3.0	5.1	6.4	12.8	13	7	9	2	3	4	11	3	69.6	55.4	45.5	----	65.8	58.1	45.0	----
19.7	0	0	0		4.0	4.0	4.0		35	37	62	0	20	35	55	0	74.5	68.1	56.9		71.4	62.0	52.0	
31.4	96	92	0	--	2.0	2.3	2.8	2.0	11	20	13	0	14	18	36	2	80.4	61.1	56.9	----	72.6	66.0	56.1	----
32.3	0	0	0	0	0.0	1.1	2.0	3.0	8	9	2	14	8	2	9	17	52.8	----	----	45.3	51.3	----	----	44.0
37.2				0	0.9	4.1	3.3	5.4	12	9	12	6	6	11	13	6	57.3	51.4	40.3	49.4	51.0	49.7	41.8	38.0
30.0	100	91	21		0.0	3.8	2.6	1.4	47	27	29	11	23	16	42	11	74.8	56.9	46.8	39.8	68.2	56.5	43.6	42.8
27.6	100	96	17	2	2.8	4.0	2.8	4.4	175	97	50	43	79	67	65	94	79.1	63.5	61.7	37.2	75.8	61.5	54.8	37.7
25.7	100	87	0		3.6	2.9	4.0		105	83	60	0	12	19	36	0	115.4	80.7	71.4		107.9	71.2	65.9	
29.2	100	91	11	11	0.4	1.8	1.6	0.9	34	24	48	9	17	23	23	10	76.1	61.1	53.3	37.9	74.2	61.5	49.9	38.3
19.3	100	91	4	0	4.3	0.8	0.8	4.1	25	17	15	1	15	16	30	5	72.0	65.5	60.1	----	67.9	55.9	47.6	----
25.2	97	80	1	1	1.4	4.2	4.1	2.4	148	133	101	28	38	108	144	40	112.5	78.8	71.7	56.8	101.9	74.4	62.7	57.8
27.1	100	88	16	1	2.7	5.5	2.5	2.1	84	49	31	45	46	29	31	82	77.1	59.7	58.7	43.7	73.5	55.2	56.0	41.6
19.7	100	75	22	9	3.5	3.2	6.9	2.0	18	19	21	10	10	5	15	13	60.7	57.3	49.5	36.5	63.3	49.9	46.1	36.7
25.2	100	100	100	100	3.0	1.5	2.0	2.5	66	51	49	27	85	54	78	37	76.6	65.3	59.9	53.2	76.0	64.8	59.7	52.8
25.6	87	45	22	0					10	7	16	0	5	15	21	7	104.4	84.1	76.5		97.5	86.7	81.7	36.8
31.6	100	87	6		2.3	4.2	5.3	2.5	127	29	28	7	56	23	23	24	71.8	57.2	47.5	38.3	66.9	55.9	51.1	41.1
25.8	100	98	7	0	4.2	3.7	2.9	4.1	85	73	65	22	54	38	58	51	81.4	65.1	53.0	39.5	80.4	64.1	51.9	38.4
24.6	94	76	1		4.3	4.6	4.9		279	245	171	0	86	165	192	0	118.0	78.6	62.4		100.7	72.0	61.2	
24.4	90	80	0		3.0	3.8	4.1		110	121	103	0	46	89	104	0	111.9	81.1	66.8		99.6	73.4	60.3	
25.5	78	73	0		2.1	2.7	3.4		87	82	41	0	37	94	81	0	97.4	74.2	63.8		88.5	66.0	56.9	
23.4	100	93	0						255	100	95	0	72	64	64	0	174.4	104.6	100.6		165.3	93.2	91.1	
27.8	94	93	24	--	0.4	0.3	0.0	0.0	16	8	10	1	2	6	19	0	----	59.7	45.9	----	----	52.0	47.3	
28.6	100	100	29	0	4.0	4.2	2.9	2.0	22	2	5	3	16	3	12	4	69.2	----	55.5	41.2	65.3	----	47.9	42.0
18.3	96	72	10	0	0.1	10.3	5.5	11.6	17	23	9	2	7	16	12	2	65.0	54.8	46.7	----	69.1	55.4	47.4	----
34.7	98	96	13	0	1.8	2.5	3.5	15.6	26	15	17	3	16	11	15	3	66.7	55.7	49.5	40.3	66.9	64.0	50.6	38.0
27.3	99	95	5	10	4.6	4.3	4.6	6.8	115	76	59	17	20	55	47	23	84.6	67.5	61.5	45.0	86.3	61.3	57.0	42.7
28.9	100	52	5	42	1.7	4.3	3.1	2.5	29	17	29	12	6	12	14	14	74.4	66.2	59.3	49.4	76.5	56.6	53.1	47.2
23.0	96	79	6	0	7.2	5.6	4.5	22.6	15	13	8	1	12	6	10	3	57.9	53.6	44.7	----	59.4	44.3	49.7	----
32.3	99	76	0	28					138	87	69	33	62	56	54	39	79.5	63.7	56.8	43.2	76.8	63.0	56.8	40.9
37.6	100	43	0	0	1.6	0.0	3.4	0.0	16	6	6	6	7	8	8	12	59.9	48.4	45.0	37.5	57.1	48.8	41.0	35.5
16.3	0	0	0		2.3	1.5	3.8		12	20	17	0	4	13	19	0	58.6	50.9	47.1		64.2	49.2	44.5	
	0	0	0		2.0	4.5	7.4		1	1	0	2	2	3	21	2	----	----	----	----	----	----	58.3	----
30.5	0	0	0	0	3.0	2.9	4.0	6.6	15	9	16	1	5	2	8	2	62.0	----	51.0	----	60.4	----	47.9	----
25.8	92	87	16	0	2.5	2.5	3.5	3.4	104	121	75	13	25	67	98	20	110.8	79.4	66.7	52.4	88.4	76.0	64.5	57.9
23.2	100	80	0	0	1.6	2.0	2.9	2.3	14	13	10	3	7	12	11	6	70.2	57.1	45.4	39.7	77.9	58.2	48.3	42.1
28.0	98	80	6	0	3.1	4.2	4.3	3.6	29	11	12	4	12	9	5	3	67.2	53.4	48.1	45.0	62.3	52.3	41.0	32.5

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	
NEBRASKA (continued)																					
Nebraska Methodist Coll	25	IIA	5	5	5	4	58.9	57.6	51.6	44.4	50.9	5	5	5	4	74.6	73.2	67.3	60.0	66.6	
Nebraska Wesleyan U		IIB	4	4	4	4	67.0	55.2	47.6	42.5	56.5	4	4	4	2	85.4	75.4	64.1	66.4	74.9	
U Nebraska-Lincoln	15	I	3	4	3		114.8	77.6	71.6		88.1	3	4	3		144.9	102.0	94.6		113.6	
U Nebraska-Omaha	31	IIA	3	2	2	5	87.0	74.9	64.2	41.6	71.9	3	2	2	4	109.3	95.4	83.0	56.7	91.9	
Wayne St Coll		IIA	4	4	5	4	74.7	63.8	48.9	43.0	64.2	4	4	5	4	96.1	83.8	66.2	56.3	83.6	
NEVADA																					
Coll Southern Nevada	21,118	III	3			1	68.9				52.5	63.9	3			2	87.8			68.2	81.8
U Nevada-Las Vegas	5	I	3	3	3	-	119.9	86.4	71.0	----	91.3	3	3	4	-	145.5	106.9	89.2	----	112.6	
U Nevada-Reno	27	I	3	3	3	2	119.4	87.0	71.8	59.4	90.2	3	3	3	2	145.0	107.9	90.5	76.3	111.9	
NEW HAMPSHIRE																					
Colby-Sawyer Coll	28	IIB	3	3	4		77.2	60.0	48.5		56.3	3	3	4		102.7	80.6	64.7		75.3	
Dartmouth Coll	30	I	1	1	1		162.1	108.5	89.7		128.9	1	1	1		205.4	139.4	111.8		163.5	
Franklin Pierce U	129	IIB	4	3	2	-	72.8	60.1	56.3	----	61.5	3	3	3	-	98.1	80.5	70.4	----	80.7	
Great Bay CC		III	5	5	-	-	56.9	46.7	----	----	53.1	4	4	-	-	84.3	72.4	----	----	79.8	
Keene St Coll		IIA	3	2	3	-	89.9	73.9	60.0	----	75.7	2	2	2	-	117.4	100.1	81.5	----	100.7	
Lakes Region CC		III	5	5	5	-	58.3	49.7	44.8	----	54.0	3	4	3	-	86.0	75.9	70.1	----	80.9	
Manchester CC		III	5	5	-	-	58.4	48.0	----	----	54.9	3	4	-	-	86.1	73.9	----	----	82.0	
NHTI-Concord		III	5	5	-		57.5	49.4	----		55.9	4	4	-		85.0	75.6	----		83.2	
Nashua CC		III	5	5	5		57.2	46.0	44.4		53.0	4	4	3		84.7	71.5	69.6		79.8	
Plymouth St U	31,40	IIA	4	3	3	-	83.3	69.1	60.7	----	70.8	3	2	3	-	109.2	94.0	80.5	----	94.0	
River Valley CC		III	5	5	-		53.8	48.5	----		51.8	4	4	-		80.7	74.5	----		78.3	
Saint Anselm Coll	25	IIB	2	2	3	2	88.1	70.0	55.5	48.2	69.9	2	2	3	2	118.6	93.3	72.6	62.1	93.0	
Southern New Hampshire U	31,188	IIA	2	2	3	4	93.3	72.3	59.0	44.5	74.4	2	1	2	2	127.5	103.7	86.6	65.5	104.9	
White Mountains CC		III	5	5	-	-	57.7	48.6	----	----	53.9	4	4	-	-	85.3	74.6	----	----	80.8	
NEW JERSEY																					
Bloomfield Coll		IIB	2	2	2	-	85.2	72.2	60.8	----	75.1	2	2	2	-	111.4	95.3	77.3	----	98.0	
Caldwell Coll		IIB	3	2	3	-	78.3	68.4	53.0	----	69.0	3	3	3	-	95.4	81.6	67.3	----	84.1	
Centenary Coll		IIB	3	2	2	2	80.4	66.5	57.6	49.2	61.1	2	2	3	2	107.4	86.5	73.0	61.8	78.4	
Coll New Jersey		IIA	1	1*	1	1*	116.1	93.4	74.3	71.9	92.3	1*	1*	1*	1*	159.8	128.6	102.2	99.0	127.0	
Drew U		IIA	1	2	3	2	101.5	76.7	61.3	54.7	79.9	1	2	3	3	129.2	98.1	78.5	63.8	101.9	
Fairleigh Dickinson U	152	IIA	2	2	1	1*	96.8	76.9	67.1	76.4	75.0	2	2	2	1*	127.6	102.7	86.6	92.5	97.8	
Georgian Court U	28	IIA	3	3	3	-	88.5	68.2	59.6	----	70.3	3	4	4	-	108.1	84.9	75.3	----	87.4	
Kean U		IIA	1*	1*	1*		119.1	94.5	76.7		94.8										
Monmouth U		IIA	1	1*	2	3	116.0	93.9	67.0	47.7	79.8	1	1*	1	3	150.4	126.8	93.4	61.0	107.1	
Montclair St U	31	IIA	1*	1*	1	4	120.8	95.5	74.7	45.9	96.1	1*	1*	1	3	153.8	122.4	97.7	63.3	123.5	
New Jersey City U	31	IIB	1	1*	1*	-	117.7	93.7	76.5	----	96.4	1	1	1*	-	140.0	115.7	96.5	----	117.9	
New Jersey Inst Tech	30	I	1	1*	1	1	166.6	120.2	89.9	79.0	115.0	1	1*	1	1*	203.3	152.6	118.6	107.2	145.3	
Princeton U	29	I	1*	1*	1	1	193.8	123.7	94.2	76.8	148.4	1*	1*	1	1	234.2	152.2	116.9	96.4	180.8	
Richard Stockton Coll NJ	28	IIA	1*	1*	1	-	121.5	89.8	70.6	----	91.6	1*	1*	1	-	167.9	124.5	96.3	----	126.4	
Rider U	31,46,175	IIA	1	1*	1*	-	112.8	98.3	77.1	----	99.5	1	1*	1*	-	147.1	128.6	99.9	----	129.7	
Rutgers St U-Camden	13,44	IIA	1*	1*	1	3	141.8	89.8	73.4	49.0	104.5	1*	1*	1*	1	180.7	122.2	103.7	76.2	138.7	
Rutgers St U-New Brunswick	30,44	I	1	1	2	4	145.0	98.4	78.6	48.7	109.5	1	1	2	2	183.8	131.2	109.5	75.7	143.9	
Rutgers St U-Newark	13,44	I	1	1	1*	3	146.0	106.4	100.2	54.9	111.4	1	1	1*	2	185.5	140.9	133.9	82.8	146.5	
Saint Peter's Coll	25,146	IIA	3	4	3	-	83.5	64.4	58.5	----	67.2	4	5	5	-	101.8	78.6	67.5	----	80.8	
Seton Hall U	13	I	3	3	4	2	119.5	83.9	67.0	61.4	86.1	3	3	4	2	147.7	109.2	87.8	79.8	110.1	
William Paterson U	28	IIA	1*	1*	1*	1	124.0	96.6	77.8	61.4	99.7	1	1*	1	2	150.1	119.7	96.0	73.7	122.0	
NEW MEXICO																					
New Mexico Highlands U	31	IIA	5	5	5		66.0	55.1	48.2		53.7										
New Mexico St U Grants		III	5	5	4		56.5	51.3	47.2		50.7	5	5	5		69.6	67.7	58.1		63.2	
New Mexico St U-Alamogordo	32	III	5	5	4	4	56.8	50.4	47.5	43.6	49.8	5	5	5	5	70.8	62.3	58.1	53.3	61.4	
New Mexico St U-Carlsbad	32	III	5	4	4	4	60.5	52.5	50.2	43.7	49.0	5	5	5	5	74.9	67.0	61.2	53.8	60.6	
New Mexico St U-Dona Ana	32	III	5	5	5	4	52.7	49.8	44.5	41.6	46.5	5	5	5	5	66.9	61.9	56.4	51.7	58.4	
New Mexico St U-Main	27,32	I	5	5	5	5	81.5	67.4	56.3	40.4	68.1	5	5	5	5	103.8	84.5	70.6	51.4	85.9	
U New Mexico-Main	12	I	5	5	4	2	102.6	74.7	66.9	61.0	78.6	5	5	5	2	124.7	91.9	82.6	76.3	96.3	
U New Mexico-Valencia	28	III	3	5	5		65.4	50.2	42.2		47.1	4	5	5		80.4	63.1	52.4		58.7	
U New Mexico-Gallup	28	III	3	3	4	-	67.8	57.7	46.6	----	53.6	4	4	5	-	83.8	71.1	57.5	----	65.9	
U of the Southwest	31	IIB	5	5	5		55.7	48.0	39.4		46.6	5	5	5		70.2	60.7	50.2		59.0	

(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
	27.2	0	0	0		0.0	0.7	3.8	1.1	0	1	2	2	8	6	16	17					58.9		
32.6	100	91	6	0	1.9	4.6	4.7	1.7	22	21	13	0	18	14	21	3	70.1	55.9	47.9		63.2	54.1	47.4	42.5
29.0	100	92	1		2.7	3.5	3.5		383	180	143	0	81	108	83	0	117.1	79.1	73.5		103.8	75.1	68.3	
27.8	100	96	7		0.9	1.3	1.7	2.0	101	80	44	15	38	67	50	21	88.2	78.5	63.7	43.0	83.7	70.6	64.7	40.6
30.3	100	75	12	0	0.5	2.9	5.4	2.0	36	14	12	4	27	6	13	9	74.2	66.0	50.5	44.3	75.4	58.8	47.5	42.4
28.0	100				0.2			0.8	196	0	0	69	148	0	0	81	69.6			51.7	68.0			53.1
23.3	97	82	3	--	0.3	1.0	1.5		198	178	91	0	61	96	88	1	120.4	86.6	74.2		118.1	85.9	67.7	---
24.1	96	90	2	0	0.0	0.2	0.0	0.0	143	104	60	3	35	69	64	4	121.6	89.2	75.6	53.3	110.4	83.7	68.3	64.0
33.6	100	95	3		1.0	1.0	1.0		7	9	18	0	4	10	20	0	77.0	59.9	48.4		77.5	60.1	48.5	
26.8	99	93	0		3.7	4.4	5.6		148	86	59	0	58	54	43	0	169.9	112.8	93.2		142.2	101.6	84.9	
31.2	0	0	0	--	0.0	0.0	0.0	0.0	16	21	9	1	9	13	28	1	73.5	59.1	50.2	---	71.5	61.9	58.2	---
50.4	0	0	--	--	2.2	3.5	4.1		9	2	0	0	16	6	2	1	57.0	---	---		56.8	---	---	---
33.1	96	90	8	--	0.0	2.3	2.1	9.3	50	25	27	0	34	25	33	1	90.9	75.1	60.6		88.5	72.7	59.5	---
49.9	0	0	0	--	0.2	1.1	0.0	2.1	11	5	4	2	11	3	0	0	58.5	50.3	44.8	---	58.0	48.7		---
49.4	0	--	--		1.1	2.7	0.0	0.0	13	5	2	1	25	6	0	1	59.8	48.9	---	---	57.7	47.3		---
48.8		--			2.0	2.1	1.4		32	7	0	0	53	11	2	0	57.6	49.8	---		57.5	49.2		---
50.4	0	0			4.5	1.9	3.7		10	5	4	0	14	3	1	0	58.5	47.2	---		56.3	43.9		---
32.8	99	80	5	--	0.2	5.9	4.6	4.1	51	29	12	0	26	21	25	1	84.4	70.4	64.9		81.2	67.3	58.6	---
51.2	0	--			1.4	3.0	2.3		7	2	1	0	14	3	1	0	52.7	---	---		54.3	---	---	---
33.1	98	94	9	0	2.5	3.0	7.9	4.1	32	21	15	1	10	29	20	5	88.0	70.0	57.4	---	88.3	69.9	54.2	---
40.9	0	0	0		3.4	3.5	3.5	3.5	33	17	19	0	12	21	14	3	95.0	78.4	62.8		88.7	67.4	53.9	44.5
49.9	0	0	--	--	1.3	2.0	0.0	0.0	6	3	2	1	9	2	0	0	60.6	---	---	---	55.8	---		---
30.5	100	71	0	--	1.8	3.3	3.3	8.2	12	9	7	1	20	12	8	1	86.3	70.6	59.1	---	84.6	73.4	62.3	---
21.9	100	70	6	--	4.8	8.5	7.6	2.5	16	9	7	0	23	11	11	2	76.8	68.8	50.9	---	79.4	68.1	54.4	---
28.2	60	29	0	0					1	9	20	2	4	12	23	3	---	67.2	58.5	---	---	66.0	56.8	---
37.7	98	86	32	0	4.2	5.2	5.7	8.0	54	70	51	1	34	69	67	5	116.8	94.9	73.9	---	114.9	91.9	74.5	---
27.5	98	96	0	0	1.4	2.9	3.3	2.4	31	28	22	0	27	27	32	3	103.5	76.3	63.1		99.2	77.1	60.0	54.7
30.4	100	73	10	0					57	52	36	4	25	28	48	6	97.9	79.1	64.8	90.0	94.4	72.8	68.9	67.4
24.4	97	73	2	--	1.8	2.2	3.0	5.1	11	6	21	0	20	20	26	1	88.7	70.2	58.2		88.3	67.6	60.7	---
	99	89	54		3.9	4.0	4.4	4.2	70	44	55	0	43	41	77	0	119.5	95.2	78.7		118.4	93.9	75.3	
34.3	100	98	0	0	3.1	3.4	3.9	3.0	24	50	17	3	12	43	31	10	121.6	98.4	69.5	48.3	104.6	88.7	65.6	47.5
28.6	95	91	25	6	3.9	3.9	5.4	-3.5	109	110	68	2	73	100	100	14	120.7	96.8	75.2	---	120.9	94.2	74.3	---
21.4	95	86	49	--	3.9	3.6	3.4		44	44	33	0	40	43	43	1	117.5	95.0	73.5		118.0	92.5	78.9	---
25.8	100	98	0	0	5.4	5.2	7.0	5.4	123	78	27	4	14	19	6	2	167.7	119.8	88.3	---	157.5	121.9	97.0	---
21.7	100	100	0	0	4.1	10.3	7.0	6.7	370	57	110	11	94	23	69	2	198.0	124.5	97.2	---	177.1	121.7	89.4	---
38.0	98	96	13	--	4.6	4.9	5.8	3.5	41	61	36	1	25	71	43	1	123.9	90.3	69.9	---	117.6	89.3	71.2	---
30.4	98	97	0	--	3.0	4.4	5.5	3.0	59	49	24	1	37	40	28	0	113.6	100.0	77.6	---	111.5	96.1	76.7	
32.7	88	86	0	0					78	44	35	7	29	41	26	8	143.9	94.5	75.9	47.0	136.1	84.8	70.1	50.7
31.4	97	91							561	243	145	63	172	190	157	81	146.8	99.7	81.0	48.5	139.2	96.8	76.5	48.9
31.5	90	87		0					116	67	69	42	54	42	58	24	151.1	106.2	103.2	57.6	134.9	106.8	96.7	50.1
20.2	100	97	12	--	0.0	0.6	0.9	2.0	19	21	14	1	14	17	11	1	87.0	67.5	57.8	---	78.7	60.7	59.5	---
28.0	96	78	4	0	1.9	1.5	4.0	7.2	70	88	48	9	42	78	59	11	123.0	85.3	64.2	64.4	113.7	82.3	69.3	59.0
22.4	100	93	38	0	4.6	5.4	4.8	3.5	93	55	43	1	53	52	78	14	124.7	98.3	79.3	---	122.8	94.8	77.0	---
	100	72	5		0.2	0.8	0.1		15	31	7	0	9	16	12	0	65.8	56.3	51.1		66.3	52.7	46.4	
24.7	100	100	0		0.0	0.0	0.0		2	2	4	0	3	1	5	0	---	---	45.2		---	---	48.9	
23.3	77	64	10	0	0.0	0.0	0.0	0.0	9	5	2	3	4	6	19	5	57.2	50.9	---	43.7	55.8	50.1	---	43.5
23.6	100	100	8	0	0.0	0.0	0.0	0.0	1	3	4	10	3	4	8	6	---	42.7	49.4	43.6	---	59.9	50.5	43.9
25.7	97	71	30	0	0.0	0.0	0.0	0.0	17	7	23	17	15	10	21	15	52.5	49.7	44.7	41.6	52.9	49.9	44.3	41.5
26.2	93	84	5	0	0.0	0.0	0.0	0.0	171	131	98	4	58	99	106	11	82.4	69.4	58.3	34.7	78.7	64.7	54.4	42.5
22.6	98	94	1	0	1.4	0.0	0.2	0.0	208	151	99	5	97	142	110	6	104.9	77.5	69.7	63.2	97.5	71.6	64.4	59.2
24.6	100	100	0		-1.1	1.3	2.7		1	1	4	0	3	3	3	0	---	---	42.7	---	---	---	41.5	
23.0	100	100	0	--	2.9	-0.2	0.0	-1.3	3	6	5	0	4	3	7	2	68.3	55.4	44.5	---	67.3	62.3	48.2	---
26.6	0	0	0		0.0	0.0	2.5		1	3	5	0	3	2	1	0	---	---	---	---	---	---	---	---