

## Average Compensation, by Region, Category, and Academic Rank, 2007–08 (Dollars)

| Academic Rank  | NORTHEAST                |                              | NORTH CENTRAL                   |                                 | SOUTH                           |                                 |                             | WEST                  |                      |
|--|--------------------------|------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------------------|-----------------------|----------------------|
|  | New England <sup>a</sup> | Middle Atlantic <sup>b</sup> | East North Central <sup>c</sup> | West North Central <sup>d</sup> | East South Central <sup>e</sup> | West South Central <sup>f</sup> | South Atlantic <sup>g</sup> | Mountain <sup>h</sup> | Pacific <sup>i</sup> |
| <i>CATEGORY I (Doctoral)</i>                         |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| Professor  | 171,605                  | 168,244                      | 143,268                         | 136,438                         | 134,544                         | 134,226                         | 145,971                     | 128,473               | 156,666              |
| Associate  | 113,290                  | 115,799                      | 100,198                         | 96,111                          | 98,256                          | 95,121                          | 102,464                     | 95,788                | 108,389              |
| Assistant  | 95,022                   | 96,843                       | 86,845                          | 80,951                          | 80,710                          | 83,046                          | 86,792                      | 81,972                | 93,655               |
| Instructor   | 72,500                   | 68,142                       | 59,790                          | 57,305                          | 55,694                          | 54,965                          | 62,578                      | 59,587                | 63,060               |
| Lecturer   | 77,314                   | 72,853                       | 63,493                          | 62,957                          | 55,288                          | 61,986                          | 63,598                      | 68,033                | 81,073               |
| No Rank  | 74,373                   | 89,119                       | 61,972                          | 63,644                          | 65,892                          | 65,458                          | 80,995                      | 55,530                | 76,463               |
| All Combined   | 128,723                  | 124,793                      | 107,506                         | 102,524                         | 99,038                          | 97,900                          | 108,013                     | 98,863                | 118,440              |
| <i>CATEGORY IIA (Master's)</i>                       |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| Professor  | 123,072                  | 121,887                      | 105,512                         | 98,127                          | 99,102                          | 99,935                          | 106,798                     | 105,064               | 117,745              |
| Associate  | 96,576                   | 97,025                       | 85,076                          | 80,460                          | 80,020                          | 80,425                          | 85,348                      | 84,628                | 94,923               |
| Assistant  | 81,321                   | 79,198                       | 72,393                          | 67,967                          | 67,675                          | 68,508                          | 71,912                      | 73,777                | 81,805               |
| Instructor   | 64,805                   | 61,569                       | 55,136                          | 53,644                          | 52,340                          | 53,285                          | 55,954                      | 48,590                | 64,912               |
| Lecturer   | 73,583                   | 68,983                       | 56,125                          | 51,343                          | 51,693                          | 51,533                          | 56,844                      | 63,495                | 73,174               |
| No Rank  | 71,218                   | 59,246                       | 64,095                          | 67,143                          | 57,093                          | 60,641                          | 70,725                      | 58,832                | 71,569               |
| All Combined   | 98,445                   | 94,947                       | 81,765                          | 78,671                          | 76,113                          | 76,323                          | 82,122                      | 80,202                | 95,818               |
| <i>CATEGORY IIB (Baccalaureate)</i>                  |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| Professor  | 134,283                  | 120,312                      | 97,637                          | 93,401                          | 90,835                          | 87,591                          | 99,017                      | 96,000                | 120,729              |
| Associate  | 97,971                   | 91,843                       | 79,031                          | 74,768                          | 72,609                          | 72,979                          | 79,561                      | 74,965                | 90,216               |
| Assistant  | 77,324                   | 74,407                       | 65,236                          | 63,275                          | 60,831                          | 61,518                          | 66,580                      | 65,569                | 77,567               |
| Instructor   | 60,501                   | 61,136                       | 55,975                          | 53,047                          | 51,128                          | 51,911                          | 52,778                      | 48,794                | 65,189               |
| Lecturer   | 79,048                   | 69,527                       | 55,894                          | 53,153                          | 43,653                          | 52,065                          | 58,483                      | 50,348                | 70,016               |
| No Rank  | 72,814                   | 61,910                       | 46,267                          | 56,938                          | 48,197                          | 50,477                          | 76,803                      | 49,707                | 64,441               |
| All Combined   | 103,272                  | 90,509                       | 78,408                          | 74,275                          | 72,390                          | 68,686                          | 77,994                      | 75,974                | 95,586               |
| <i>CATEGORY III (Two-Year Colleges with Ranks)</i>   |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| Professor  | 97,828                   | 103,767                      | 91,069                          | 82,733                          | 79,006                          | 78,717                          | 98,177                      | 86,261                | 92,531               |
| Associate  | 78,957                   | 86,120                       | 75,262                          | 69,439                          | 67,048                          | 64,531                          | 79,475                      | 79,044                | 83,390               |
| Assistant  | 67,785                   | 76,300                       | 63,162                          | 61,253                          | 58,201                          | 58,832                          | 69,435                      | 70,875                | 77,063               |
| Instructor   | 66,092                   | 62,015                       | 53,649                          | 54,596                          | 49,978                          | 51,757                          | 55,960                      | 60,911                | 68,652               |
| Lecturer   | 74,632                   | 74,800                       | 56,843                          | 54,752                          | n.d.                            | n.d.                            | 67,978                      | 59,017                | n.d.                 |
| No Rank  | n.d.                     | 55,856                       | 49,769                          | 58,242                          | n.d.                            | n.d.                            | 52,805                      | 74,102                | n.d.                 |
| All Combined   | 84,624                   | 83,629                       | 69,960                          | 69,164                          | 60,962                          | 67,062                          | 77,789                      | 73,371                | 80,388               |
| <i>CATEGORY IV (Two-Year Colleges without Ranks)</i> |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| No Rank  | n.d.                     | n.d.                         | 72,744                          | 73,662                          | 67,742                          | 63,704                          | 59,097                      | 84,721                | 78,646               |
| <i>ALL CATEGORIES COMBINED EXCEPT IV</i>             |                          |                              |                                 |                                 |                                 |                                 |                             |                       |                      |
| Professor  | 148,481                  | 143,395                      | 127,333                         | 115,191                         | 116,098                         | 119,124                         | 127,794                     | 122,307               | 130,241              |
| Associate  | 103,556                  | 102,473                      | 91,814                          | 86,152                          | 86,648                          | 87,348                          | 92,938                      | 92,266                | 98,359               |
| Assistant  | 85,642                   | 83,674                       | 77,817                          | 72,202                          | 72,111                          | 75,013                          | 77,653                      | 78,889                | 84,513               |
| Instructor   | 66,824                   | 63,758                       | 57,211                          | 54,379                          | 53,466                          | 53,741                          | 58,192                      | 57,938                | 64,705               |
| Lecturer   | 77,026                   | 71,713                       | 60,070                          | 60,672                          | 53,270                          | 58,697                          | 60,910                      | 66,674                | 74,599               |
| No Rank  | 73,030                   | 84,718                       | 61,230                          | 61,939                          | 57,931                          | 62,415                          | 76,165                      | 57,585                | 73,481               |
| All Combined   | 113,419                  | 105,714                      | 94,779                          | 88,153                          | 85,684                          | 87,435                          | 94,445                      | 93,439                | 102,272              |

Note: The table is based on 1,374 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, 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.