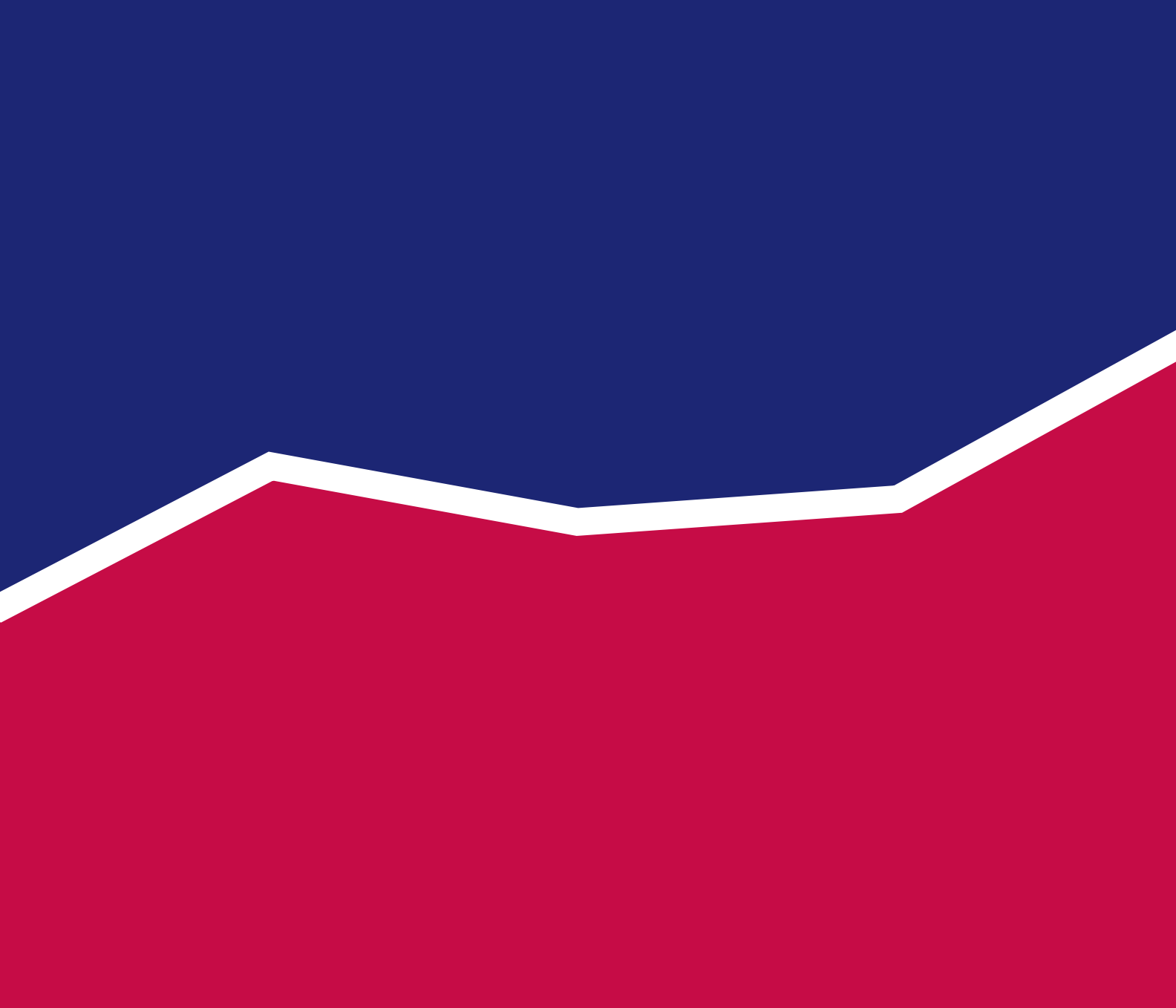




# VISUALIZING CHANGE

THE ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 2016–17

In 2016–17, faculty members on part-time appointments continued to make up the largest share of the academic labor force. The average annual total pay for part-time faculty members at a single institution was \$20,508, and the average total pay from a single institution for part-time faculty members teaching on a per-section basis was \$7,066. The average salary for full-time ranked faculty members was \$80,095. Compared with the previous year, as table A indicates, salaries increased for all ranked faculty by 2.6 percent in nominal (actual dollar) terms and by 0.5 percent in real terms (after adjusting for inflation). Because the cost of living increased at a faster rate in 2016–17 than in 2015–16, many faculty members will barely notice this modest increase.



### COMPARISON BY RANK

In 2016–17, the average salary for full professors was \$102,402, the average salary for associate professors was \$79,654, and the average salary for assistant professors was \$69,206. On average, full professors saw the largest increase in salary between 2015–16 and 2016–17 (\$2,956), followed by associate professors (\$2,462) and assistant professors (\$2,224). Survey report table 1, which follows this report, provides a full breakdown of average salaries and average compensation by category, affiliation, and academic rank.

Salaries for continuing faculty—that is, those faculty members who have been in the same rank at the same institution in 2015–16 and 2016–17—increased at all ranks (see table A). The average inflation-adjusted increase in salaries for all continuing faculty was 0.9 percent. Full professors

saw a 0.6 percent increase, associate professors a 1.2 percent increase, and assistant professors a 1.5 percent increase. Although the salaries of junior faculty members increased at a rate slightly higher than that of their more senior colleagues, this disparity is not necessarily a sign of such problems as salary inversion (where junior faculty members are paid more than their senior colleagues) or compression (where very little difference exists between the salaries of junior and senior faculty). No evidence of widespread salary inversion exists: assistant professors on average do not earn more than their more senior associate or full professor colleagues. Nor is there clear evidence of widespread salary compression: the gap between junior and senior ranks may be narrowing slightly, but it would take a long time for assistant professors to catch up even to associate professors at the current rate. In addition, a

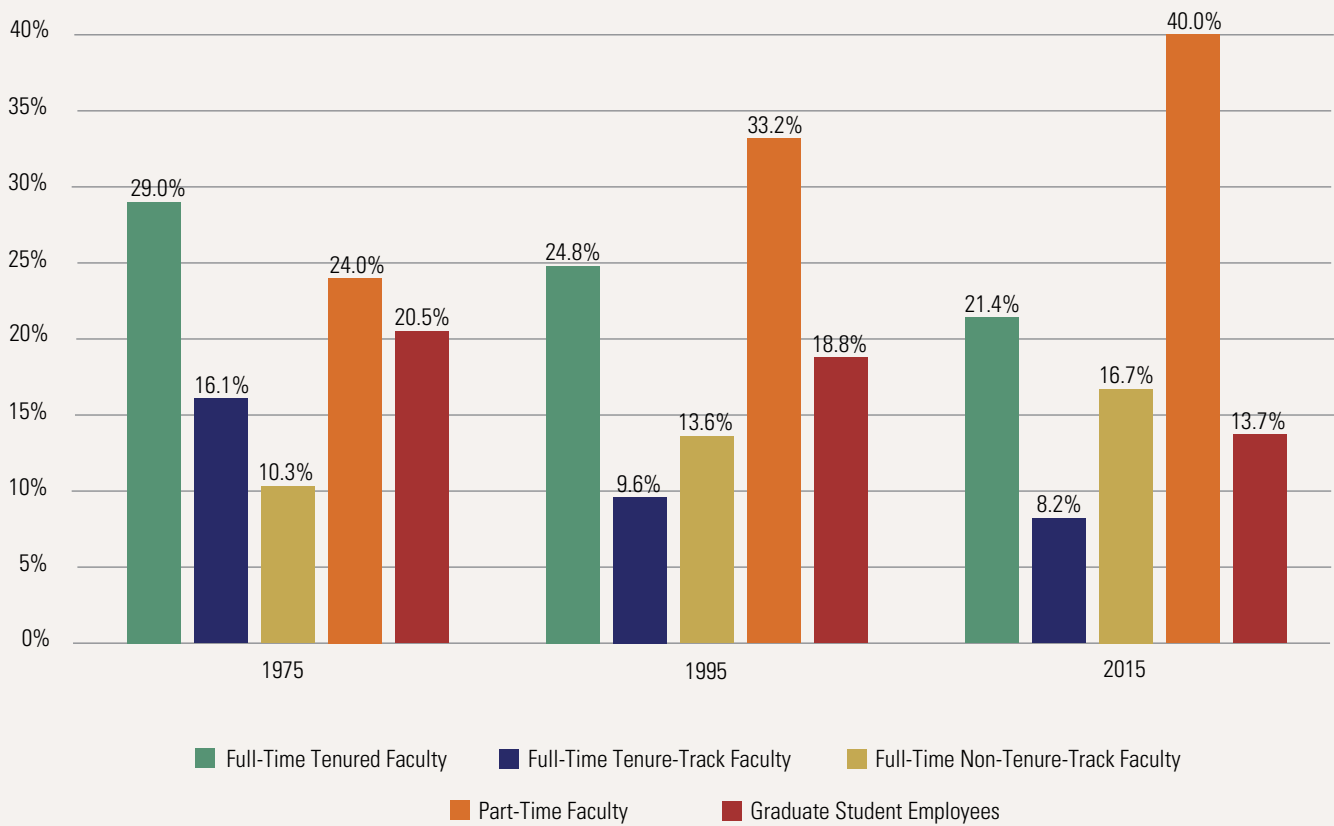
TABLE A

**Percent Change in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2016–17**

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI-U
	NOMINAL TERMS					REAL TERMS					
<b>ALL FACULTY</b>											
1971–72 to 1973–74	9.7	9.6	9.1	8.8	9.4	-2.8	-2.9	-3.4	-3.7	-3.1	12.5
1973–74 to 1975–76	12.4	12.1	11.7	12.3	12.1	-7.7	-8.0	-8.4	-7.8	-8.0	20.1
1975–76 to 1977–78	10.1	10.4	10.2	10.4	10.2	-1.8	-1.5	-1.7	-1.5	-1.7	11.9
1977–78 to 1979–80	13.5	13.2	13.1	12.8	13.3	-10.0	-10.3	-10.4	-10.7	-10.2	23.5
1979–80 to 1981–82	18.6	18.0	18.7	17.5	18.5	-3.8	-4.4	-3.7	-4.9	-3.9	22.4
1981–82 to 1983–84	11.2	11.0	11.9	12.1	11.4	3.4	3.2	4.1	4.3	3.6	7.8
1983–84 to 1985–86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985–86 to 1987–88	11.3	10.9	10.9	8.9	11.1	5.7	5.3	5.3	3.3	5.5	5.6
1987–88 to 1989–90	12.5	13.4	12.7	11.0	12.3	3.2	4.1	3.4	1.7	3.0	9.3
1989–90 to 1991–92	9.1	9.0	9.5	9.1	9.1	-0.3	-0.4	0.1	-0.3	-0.3	9.4
1991–92 to 1993–94	5.7	5.5	5.7	5.6	5.6	0.0	-0.2	0.0	-0.1	-0.1	5.7
1993–94 to 1995–96	6.6	6.4	6.0	6.2	6.4	1.3	1.1	0.7	0.9	1.1	5.3
1995–96 to 1997–98	6.5	6.2	5.2	5.8	6.3	1.5	1.2	0.2	0.8	1.3	5.0
1997–98 to 1999–2000	8.3	7.6	7.4	6.6	7.3	4.0	3.3	3.1	2.3	3.0	4.3
1999–2000 to 2000–01	4.4	3.9	4.4	3.6	3.5	1.0	0.5	1.0	0.2	0.1	3.4
2000–01 to 2001–02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
2001–02 to 2002–03	3.4	3.1	3.8	2.2	3.0	1.0	0.7	1.4	-0.2	0.6	2.4
2002–03 to 2003–04	2.4	2.0	2.3	2.0	2.1	0.5	0.1	0.4	0.1	0.2	1.9
2003–04 to 2004–05	3.4	3.0	3.2	2.7	2.8	0.1	-0.3	-0.1	-0.6	-0.5	3.3
2004–05 to 2005–06	3.7	3.3	3.3	3.2	3.1	0.3	-0.1	-0.1	-0.2	-0.3	3.4
2005–06 to 2006–07	4.2	3.9	4.1	3.9	3.8	1.7	1.4	1.6	1.4	1.3	2.5
2006–07 to 2007–08	4.3	4.1	4.1	3.9	3.8	0.2	0.0	0.0	-0.2	-0.3	4.1
2007–08 to 2008–09	3.8	3.6	3.6	3.3	3.4	3.7	3.5	3.5	3.2	3.3	0.1
2008–09 to 2009–10	1.0	0.8	1.1	1.4	1.2	-1.7	-1.9	-1.6	-1.3	-1.5	2.7
2009–10 to 2010–11	1.4	1.2	1.5	0.9	1.4	-0.1	-0.3	0.0	-0.6	-0.1	1.5
2010–11 to 2011–12	2.2	1.6	2.1	1.7	1.8	-0.8	-1.4	-0.9	-1.3	-1.2	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.4	0.0	0.4	0.3	0.0	1.7
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.9	0.6	0.8	0.5	0.7	1.5
2013–14 to 2014–15	2.6	2.4	2.6	2.4	2.2	1.8	1.6	1.8	1.6	1.4	0.8
2014–15 to 2015–16	2.5	2.7	3.0	3.1	2.6	0.4	0.6	0.9	1.0	0.5	2.1
<b>CONTINUING FACULTY</b>											
1971–72 to 1973–74	10.4	12.4	12.8	13.7	11.9	-2.1	-0.1	0.3	1.2	-0.6	12.5
1973–74 to 1975–76	14.2	15.7	16.5	17.9	15.6	-5.9	-4.4	-3.6	-2.2	-4.5	20.1
1975–76 to 1977–78	12.5	13.2	13.5	13.7	13.0	0.6	1.3	1.6	1.8	1.1	11.9
1977–78 to 1979–80	15.2	16.3	17.4	18.0	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979–80 to 1981–82	19.9	21.0	22.4	22.3	20.9	-2.5	-1.4	0.0	-0.1	-1.5	22.4
1981–82 to 1983–84	13.3	13.9	15.3	14.7	14.1	5.5	6.1	7.5	6.9	6.3	7.8
1983–84 to 1985–86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7.0	7.9
1985–86 to 1987–88	12.8	13.7	14.6	13.8	13.5	7.2	8.1	9.0	8.2	7.9	5.6
1987–88 to 1989–90	13.7	15.0	16.0	15.5	14.6	4.4	5.7	6.7	6.2	5.3	9.3
1989–90 to 1991–92	10.2	11.6	12.5	12.5	11.2	0.8	2.2	3.1	3.1	1.8	9.4
1991–92 to 1993–94	7.1	8.3	9.1	9.1	8.0	1.4	2.6	3.4	3.4	2.3	5.7
1993–94 to 1995–96	8.0	9.0	9.6	9.5	8.8	2.7	3.7	4.3	4.2	3.5	5.3
1995–96 to 1997–98	7.0	8.6	9.0	9.6	7.8	2.0	3.6	4.0	4.6	2.8	5.0
1997–98 to 1999–2000	9.0	9.9	10.7	10.6	9.6	4.7	5.6	6.4	6.3	5.3	4.3
1999–2000 to 2000–01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001–02 to 2002–03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002–03 to 2003–04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003–04 to 2004–05	4.2	4.7	4.8	4.7	4.5	0.9	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.1	4.7	4.8	4.4	4.4	0.7	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.7	5.3	5.4	5.1	5.0	2.2	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.8	5.4	5.4	5.7	5.1	0.7	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1

*Note:* Salary increases for the years to 1999–2000 are grouped in two-year intervals in order to present the full 1971–72 through current year series. No data are available for All Faculty between 2014–15 and 2015–16. Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI-U. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated. Figures for prior years have been recalculated using a consistent level of precision.

**FIGURE 1**  
**Trends in the Academic Labor Force, 1975–2015**



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds/datacenter>. Data compiled by the AAUP Research Office.

very high increase in salaries at a few institutions could skew the average. Analysis of individual institutions by peer groups on each of these metrics, a feature that is now available using the AAUP's Faculty Compensation Survey peer reports function (<https://research.aaup.org/sample-results>), will produce more meaningful results.

The data may also reflect an increasing number of senior faculty retirements amid a shrinking tenured and tenure-track labor force. Figure 1 depicts trends in the academic labor force from 1975 to the present. As the figure indicates, the share of full-time tenured faculty has declined by approximately 26 percent since 1975, while the share of tenure-track faculty has declined by nearly 50 percent. With fewer tenured and tenure-track positions, US higher education is less likely to be an engine for pedagogical and research innovation, since non-tenure-track faculty usually have less freedom to take risks in the classroom and in the laboratory.

#### **GENDER-BASED DISPARITY**

The Faculty Compensation Survey has tracked faculty salaries by gender since 1975. Gender-based pay disparities remain in evidence today at all faculty ranks. In 2016–17, male full professors earned \$104,493 on average, compared with an

average of \$98,524 for female full professors. The trend continued for associate professors (men earned \$80,895 and women earned \$77,751) and assistant professors (men earned \$70,446 and women earned \$67,647). Survey report table 3 includes a full breakdown of faculty salaries by gender.

Gender-based pay disparities can be tracked by rank and institution using salary equity ratios. At Auburn University, for example, the salary equity ratio for full professors is 86.9, indicating that for every dollar a male professor earns, a female professor earns about 87 cents. Some institutions, such as Vanderbilt University (where the salary equity ratio stands at 99.6), have essentially achieved gender parity, while a few others, generally small private institutions, have higher average professor salaries for women than for men (Notre Dame of Maryland University, for example, has a ratio of 111.9). Our media partner, *Inside Higher Ed*, publishes institutional salary equity ratios based on AAUP data.

Disparities between disciplines may partly explain gender-based differences in salaries. The results of several discipline-level salary surveys consistently reveal that higher-paying disciplines such as business management, biological sciences, engineering, and mathematics tend to be disproportionately male-dominated, while lower-paying disciplines such

as English, sociology, and women's and gender studies have a disproportionately high number of female faculty. When male faculty members are overrepresented in higher-paying disciplines, it is not surprising to find gender disparity at the institutional level.

### REGIONAL VARIATION

Each year, approximately one thousand institutions with a total of more than 425,000 full-time faculty members participate in the Faculty Compensation Survey, making it the single largest survey of faculty salaries and benefits. Considerable regional variation is evident in a survey of this size. This year, as in years past, the states with the highest average full-time faculty salaries are generally found in the Northeast (New England: \$93,730; Middle Atlantic: \$85,593) and the West (Pacific: \$92,891; Mountain: \$74,640). The states with the lowest annual salaries for all ranks are generally found in the Midwest (West North Central: \$69,547) and the South (East South Central: \$70,057). Survey report table 4 provides a full breakdown of faculty salaries by region.

Although regional variations in the cost of living substantially influence faculty salaries, a state's political representation may also have an effect. Faculty salaries, particularly at public institutions, tend to be higher where there is a strong commitment to state financing of public higher

education; salaries also tend to be higher at institutions where faculty have unionized.<sup>1</sup> A more detailed discussion of state financing is available in the first data snapshot following this report, "Political Party Control and State Higher Education Appropriations."

### ADMINISTRATIVE PAY

In 2016–17, the average salary for presidents was \$334,617, an increase of 4.3 percent over 2015–16. Presidents now earn nearly four times as much as full professors at private doctoral institutions and more than three-and-a-half times as much as those at public doctoral institutions.

Other senior administrators also earn substantially more than full professors. The average salary for chief academic officers in 2016–17 was \$212,774, and the average salary for chief financial officers was \$202,048. See survey report tables 8–11 for more detailed data on administrator salaries.

### PART-TIME FACULTY

Over the past four decades, the share of part-time faculty has increased by 66 percent. Part-time faculty today comprise approximately 40 percent of the academic labor force, a slightly larger share than tenured and tenure-track faculty combined. In 2016–17, the average total pay for part-time faculty at a single institution was \$20,508. (See survey report table 12.)

The survey defines as "part time" any faculty member whose position includes an instructional component that is less than full time. Consequently, this group includes faculty members temporarily teaching on a percentage basis—professors on phased retirement who teach one or two courses at a reduced rate, new assistant professors who are teaching part time while finishing a dissertation, and others—in addition to faculty who teach on a per-section basis. The majority of part-time faculty members fall into this latter category, of course.

The AAUP began collecting data on faculty who teach on a per-section basis this past year. In 2016–17, part-time faculty members teaching on a per-section basis earned a total of \$7,066, on average, from a single institution. (See survey report table 13.) The survey aggregates data above the institutional level to sector (public or private) and institutional type (doctoral or master's) to provide a more accurate picture of part-time faculty pay.

Some caution is warranted in using these data. At many institutions, the only readily available pieces of information about part-time faculty members teaching on a per-section basis are the total amount paid to those faculty members and the number of those faculty members being paid. An average can be generated from these numbers, but it may be a better reflection of how part-time, per-section faculty members are deployed than of how much part-time faculty are paid on average nationally. Because many faculty members teach more than one section of a course, this average is greater than the amount a part-time faculty member would be paid per section. Despite this limitation, the inclusion of

### STATEMENT ON DATA QUALITY

The AAUP Faculty Compensation Survey collects data from two- and four-year institutions across the United States and Puerto Rico through an online submission portal. These data are reviewed through our internal verification process. Wherever the AAUP believes an error may have occurred, we ask institutional representatives to review those areas. Nearly all institutions comply with our requests for additional review. If resubmitted data meet our internal standard, they are approved for inclusion in the Faculty Compensation Survey. Questionable data without an institutional response are not included in the Faculty Compensation Survey.

While the AAUP makes every effort to provide the most accurate data, the Faculty Compensation Survey may include inaccuracies and errors or omissions. Users assume the sole risk of making use of these data; under no circumstances will the AAUP be liable to any user for damages arising from use of these data. The AAUP publishes additions and corrections to the *Annual Report on the Economic Status of the Profession* in the July–August issue of *Academe* (the *Bulletin of the American Association of University Professors*) and may make modifications to the content at any time.

Should there be an error in the Faculty Compensation Survey, the AAUP will also notify *Inside Higher Ed*, which publishes data from the survey on its website.

data on part-time faculty pay in this year's report marks an important step toward determining just how much part-time faculty are teaching on a per-section basis (approximately 91 percent of part-time faculty teach on a per-section basis) and how much money is allocated to these faculty members.

Most institutions avoid providing benefits to part-time faculty by prohibiting them from teaching more than two or three courses in a semester. The average pay from a single institution for part-time faculty teaching on a per-section basis is well below the federal poverty line of \$16,240 for a family of two. Even if we assume that a part-time faculty member teaches three courses at one institution and three at another, the earnings from those courses would still likely place him or her near the poverty line.

### LOOKING AHEAD

The recent election of Donald Trump as president, the continued Republican control of the US House and Senate, and the expansion of Republican control of state legislatures and governorships will have dramatic effects on faculty compensation for years to come. The potential full repeal of the Affordable Care Act could cause health-insurance premiums to increase and would likely place additional burdens on part-time faculty. With appropriations for higher education still lagging behind prerecession levels, faculty should expect a prolonged period of little growth in salaries. ■

### NOTE

1. See Stephen R. Porter, "The Causal Effect of Faculty Unions on Institutional Decision-Making," *ILRReview* 66, no. 5 (October 2013): 1192–211.

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# Political Party Control and State Higher Education Appropriations

**A**s the economy continues to recover from the Great Recession, progress toward restoring funding for public higher education through state appropriations remains uneven. While total state appropriations increased nationally by just over 4 percent between 2015 and 2016, the most recent period for which data were available at press time, that growth was overshadowed by the 16 percent decline in appropriations that occurred in years immediately following the recession, between 2009 and 2013. Efforts to restore funding have varied widely by state; in general, states under Democratic control have fared better.

After the 2014 wave election, Republican legislative and gubernatorial control of states stood at levels not seen since the period immediately following the Civil War.<sup>1</sup> Democrats constituted a governing majority in only 29 percent of states with available data after the 2014 election. Despite the fact that Republicans completely controlled nearly half of state governments, six of the ten states with the largest increases in appropriations between 2015 and 2016 leaned toward or were controlled by Democrats. (See table B.) Conversely, eight of the ten states with the lowest percentage change in state appropriations leaned toward or were controlled by Republicans. Of the nine states that saw additional declines in state appropriations and thus fell further behind, the sharpest year-over-year declines were in the Republican-controlled states of Alaska (6.1 percent), Wisconsin (8.1 percent), and Arizona (14.0 percent).

While some notable exceptions exist, states controlled entirely by Republicans often undergo sustained periods of underfunding or cut appropriations to higher education. In Arizona, the state that experienced the largest year-over-year declines in appropriations, Republican policy makers chose not to increase taxes to better fund public higher education even when pushed by business leaders to do so.<sup>2</sup>

In thirty-one states, one party had a political “trifecta”: a majority in both the upper and lower houses of the legislature and control of the governorship.<sup>3</sup> The disparity in trifecta control between Republicans and Democrats was stark in 2015–16 and became even more pronounced after the 2016 election. While Democrats represented only 23 percent of the states under single-party control in 2015–16, 71 percent of those states were above the national average in state appropriations for higher education. In sharp contrast, Republicans represented 77 percent of the states under single-party control, and 54 percent of those states were below the national average in state appropriations.

Although Democrats controlled the governorship and both state legislatures in only seven states during the period studied, five of those states were in the top sixteen for state appropriations, and all of those five states (Oregon, Connecticut, California, Hawaii, and Rhode Island) were above the national average change in appropriations of 4.1 percent.

Among the ten states with the largest increases in state appropriations, seven are under the control of a single party. Though traditionally Democratic coastal states like California and Connecticut have increased their funding,

**TABLE B**  
**Change in State Appropriations to Higher Education by Political Party Control, 2015–16**

State	Change in Appropriations	State	Change in Appropriations
Oregon	16.2%	Virginia	2.9%
Washington	12.0%	Mississippi	2.9%
Wyoming	11.2%	New Mexico	2.6%
Colorado	11.1%	Michigan	2.3%
Nevada	10.5%	Massachusetts	2.1%
North Dakota	9.0%	South Dakota	2.1%
Texas	8.7%	Alabama	1.8%
Connecticut	7.3%	Delaware	1.5%
California	7.1%	New York	1.2%
Minnesota	6.0%	Maryland	0.7%
Louisiana	5.9%	New Hampshire	0.6%
South Carolina	5.8%	Missouri	0.4%
Indiana	5.7%	Iowa	0.2%
Hawaii	5.5%	Kentucky	0.1%
Utah	5.1%	New Jersey	-0.1%
Rhode Island	4.8%	Arkansas	-0.4%
Maine	4.8%	Vermont	-0.9%
North Carolina	4.8%	Kansas	-1.2%
Ohio	4.8%	Oklahoma	-3.1%
Idaho	4.4%	West Virginia	-3.8%
Nebraska	4.1%	Alaska	-6.1%
Average	4.1%	Wisconsin	-8.1%
Tennessee	3.8%	Arizona	-14.0%
Florida	3.6%	Illinois	
Georgia	3.6%	Pennsylvania	
Montana	3.5%		

■ Democratic Trifecta  
■ Democratic Lean  
■ Republican Lean  
■ Republican Trifecta

*Note:* Political control is determined by party in both houses of state legislature and governorship. Pennsylvania and Illinois are not included because of legislative delays in finalizing fiscal year 2016 appropriations. Study period does not include 2016 elections.  
*Source:* State appropriations data from the Center for the Study of Higher Education, Illinois State University, Grapevine, [https://education.illinoisstate.edu/grapevine/Table2\\_GPV16\\_Rev\\_Jan29.pdf](https://education.illinoisstate.edu/grapevine/Table2_GPV16_Rev_Jan29.pdf).

so too have solidly Republican states like Wyoming, Nevada, North Dakota, and Texas. While year-over-year changes have not restored these states to prerecession funding levels, the overall trend is positive.

As the AAUP’s *Annual Report on the Economic Status of the Profession* has noted in previous years, decreases in state appropriations during the recession have substantially contributed to increases in the net price of tuition at public institutions. Rhetoric from both parties has added to public outrage at the growing cost of tuition.

When state legislatures and governors allocate insufficient funds for higher education while simultaneously pressuring institutions to keep tuition low, a “lose-lose” situation emerges. For many lawmakers, this presents a dilemma: either increase funding—a transgression for extreme fiscal conservatives—or confront the reality that underfunding will cause educational quality to suffer, with state institutions forced to increase tuition to stay functional. Any of these options can

be a hard sell to constituents in a divisive political landscape. Although national education policies may change under the Trump administration, the states remain the battleground for fiscal support of our public institutions. ■

**NOTES**

1. Libby Nelson, “Republicans Now Have Historic Majorities in State Legislatures. That’s a Really Big Deal,” *Vox*, November 6, 2014, <http://www.vox.com/2014/11/6/7164287/midterm-elections-2014-state-legislatures-governors-party-control>, accessed November 28, 2016.
2. Scott Carlson, “When College Was a Public Good,” *Chronicle of Higher Education*, November 27, 2016, <http://www.chronicle.com/article/When-College-Was-a-Public-Good/238501>, accessed November 28, 2016.
3. “State Government Trifectas,” *Ballotpedia*, [https://ballotpedia.org/State\\_government\\_trifectas](https://ballotpedia.org/State_government_trifectas), accessed November 28, 2016.



# Balancing the Budget on the Backs of Out-of-State Students

**F**aced with diminished state appropriations in the wake of the Great Recession, many public institutions have reduced expenditures in key areas and increased student tuition and fees. During the most recent three-year period for which data are available (2012–14), the average net price of tuition—the cost of attendance minus grant and scholarship aid—has increased for students at public institutions by 5.05 percent.

While the net price is a good estimate of what students are paying on average, it is important to note that about half of students are paying above the net price, with those who receive little or no financial aid paying substantially more. In the period studied, the largest increase in the average net price of tuition was at public baccalaureate institutions, which saw an average annual increase of nearly 2 percent per year (5.90 percent overall).

Increases in out-of-state tuition were a major contributor to the growth in the average net price of tuition. During the three-year period under consideration, as shown in figure 2, out-of-state tuition increased by 5.76 percent for all public institutions and 6.24 percent at public doctoral institutions. During the same period, the number of out-of-state students—a group that includes international students as well as US students who have not established legal residency in the state in which their college or university is located—also increased by more than 10 percent, with the largest increases experienced at baccalaureate (12.25 percent) and public doctoral (10.52 percent) institutions. The increase in out-of-state tuition and in the number of out-of-state students is especially striking at public doctoral institutions belonging to the Association of American Universities (AAU).

All of the thirty-four public institutions in the AAU are doctoral-degree-granting institutions, as are all of the flagship public universities. The AAU publics, which include many of the nation's leading research institutions and boast more Nobel laureates than all but three nations, have some of the lowest acceptance rates and highest

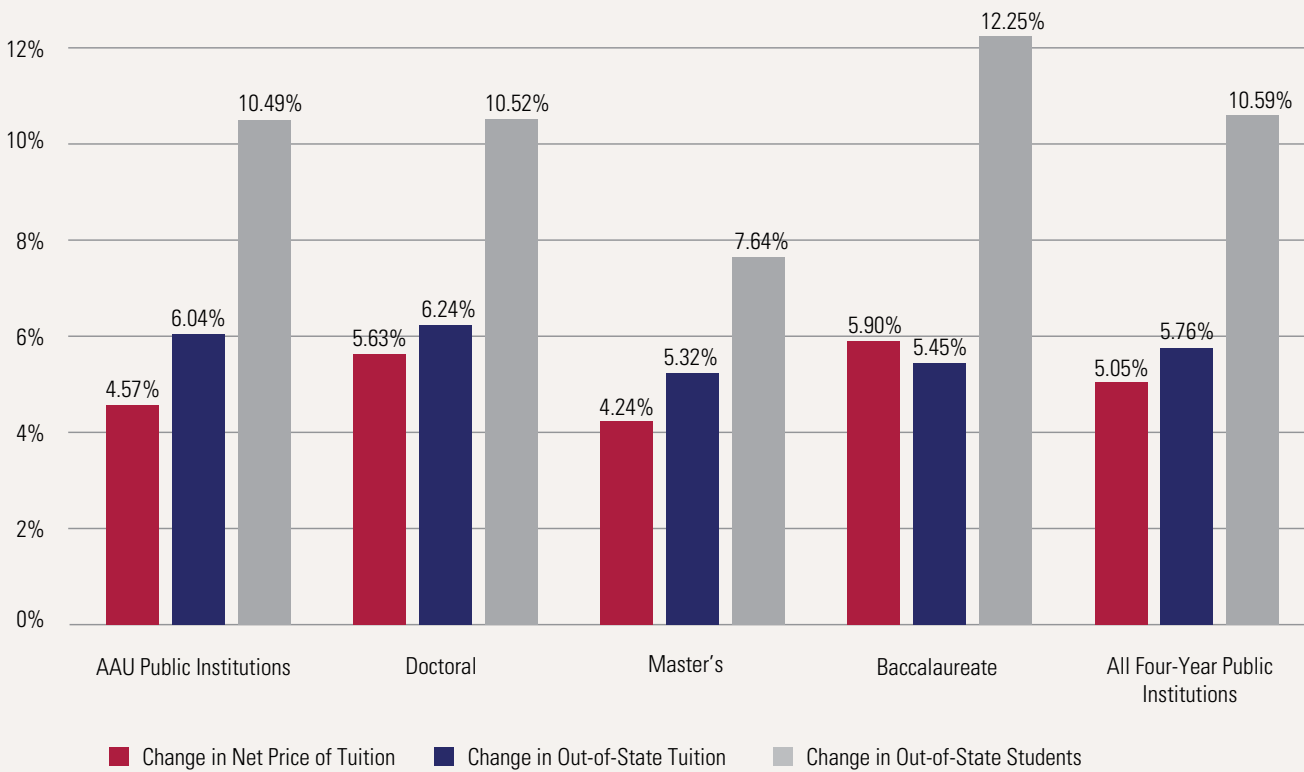
retention and graduation rates among public institutions in the United States. This selectivity enables AAU institutions to attract more out-of-state students, including international students, and allows them to charge higher tuition to these students. As figure 3 indicates, the tuition differential between in-state and out-of-state students at AAU public institutions, \$18,498, is nearly 50 percent higher than the overall national public average (\$9,712). Topping the list of AAU publics with the highest tuition differentials are the University of Michigan in Ann Arbor (\$27,250), the University of Virginia (\$27,386), the University of Texas at Austin (\$24,044), Indiana University Bloomington (\$22,141), and the six University of California AAU institutions (the campuses in Berkeley, Davis, Irvine, Los Angeles, San Diego, and Santa Barbara all have a differential of \$22,878).

The overall pattern is clear: with state appropriations for higher education still below prerecession levels, many public institutions have increased the average net price of tuition for all students, and especially for out-of-state students, while simultaneously increasing the number of out-of-state students. With an average differential of nearly \$10,000 between in-state and out-of-state tuition, it is easy to see how an increasing reliance on out-of-state students can help offset the declines in state appropriations.

These practices have important implications for the future of public higher education in the United States. In-state students (and perhaps taxpaying parents) should recognize that there is little incentive for institutions to increase in-state enrollment if more tuition revenue can be

FIGURE 2

**Percent Change in Net Price of Tuition, Out-of-State Tuition, and Out-of-State Students at Four-Year Public Institutions, 2012–14**



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds.datacenter>. Data compiled by the AAUP Research Office for the Faculty Compensation Survey.

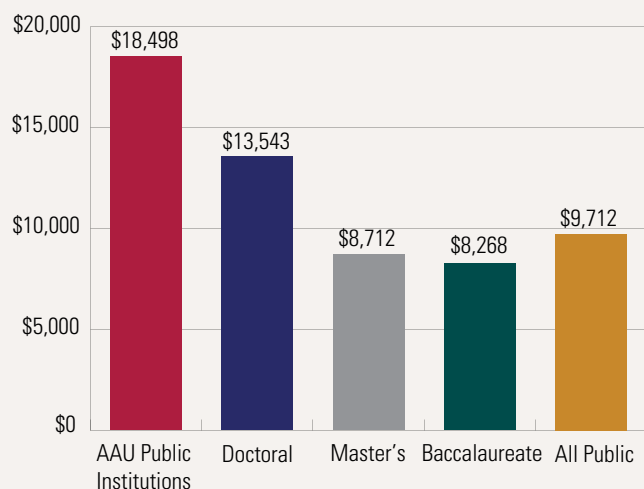
generated by admitting out-of-state students. Public institutions risk “mission drift” as their increasing reliance on out-of-state tuition dollars detracts from the long-standing emphasis on the benefits of university teaching and research for state residents. For example, the University of Wisconsin system has long held to the “Wisconsin Idea”—the notion that “research should be applied to solve problems to improve health, quality of life, the environment, and agriculture for all citizens of the state.” Similarly, the University of California’s Office of the President states that the mission of institutions in the UC system should be to “conduct research and analysis of policies with the potential to affect all Californians.”

Finally, the recent growth in the number of and tuition rates for out-of-state students, particularly international students, may not be sustainable. One prominent higher education analyst has already predicted that a Donald Trump presidency will shift international application preferences away from the United States and toward other nations where English is the dominant language, such as Canada, Australia, and New Zealand.

While public institutions may have borrowed time by increasing their reliance on out-of-state students, in the long term these practices are unlikely to make up for losses in state funding for public higher education. ■

FIGURE 3

**Tuition Differential between Out-of-State and In-State Students, 2014**



Note: n=629 institutions

Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds.datacenter>. Data compiled by the AAUP Research Office for the Faculty Compensation Survey.

SURVEY REPORT TABLE 1

**Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2016–17 (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	132,471	124,485	154,369	125,277	170,201	160,200	196,154	170,486
Associate	94,966	90,619	106,991	90,843	124,762	119,395	138,874	124,318
Assistant	83,150	79,126	94,470	79,231	108,746	104,371	121,021	104,949
Instructor	61,722	57,673	71,909	61,602	82,157	77,611	94,125	80,462
Lecturer	63,302	60,175	71,937	72,418	84,710	81,430	94,459	91,342
No Rank	79,708	79,605	79,819	80,564	96,380	94,075	101,351	103,265
All Combined	98,994	92,222	117,285	94,851	128,944	120,665	150,638	128,701
<i>CATEGORY IIA (Master's)</i>								
Professor	94,950	94,201	98,437	88,309	123,563	123,810	127,551	112,367
Associate	76,693	76,428	78,948	71,592	101,575	102,758	103,509	92,016
Assistant	66,740	66,532	68,590	62,469	88,505	90,464	88,854	80,270
Instructor	55,054	53,848	57,237	53,155	73,772	74,654	75,124	67,975
Lecturer	55,111	53,986	59,300	54,975	75,592	75,104	81,278	68,779
No Rank	70,147	75,520	66,775	47,899	90,345	97,226	88,383	57,105
All Combined	75,233	74,123	78,359	71,000	97,998	99,033	100,070	88,939
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	90,368	87,139	93,824	79,002	120,339	117,927	123,492	108,253
Associate	72,426	71,379	74,204	65,762	96,450	96,989	98,102	87,979
Assistant	62,247	60,382	63,784	57,464	81,808	82,914	83,078	74,829
Instructor	51,802	48,760	53,385	48,504	68,791	68,035	69,684	65,443
Lecturer	58,884	51,694	65,370	50,845	78,878	72,020	85,262	68,346
No Rank	59,429	56,240	59,532	65,888	78,195	73,854	77,568	93,123
All Combined	72,831	67,733	75,994	64,891	95,289	90,687	98,420	86,150
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	82,526	82,817	n.d.	n.d.	109,913	110,379	n.d.	n.d.
Associate	69,567	69,738	n.d.	n.d.	94,089	94,387	n.d.	n.d.
Assistant	60,616	60,753	n.d.	n.d.	82,655	82,899	n.d.	n.d.
Instructor	50,959	50,959	n.d.	n.d.	72,719	72,719	n.d.	n.d.
Lecturer	53,597	53,597	n.d.	n.d.	77,325	77,325	n.d.	n.d.
No Rank	62,804	62,804	n.d.	n.d.	86,560	86,560	n.d.	n.d.
All Combined	67,268	67,417	n.d.	n.d.	91,048	91,438	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	63,262	64,240	n.d.	n.d.	87,025	89,154	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	102,402	103,019	105,323	88,712	134,334	135,262	137,540	117,461
Associate	79,654	80,202	81,194	71,423	105,775	107,327	106,905	94,057
Assistant	69,206	69,725	70,385	62,399	91,493	93,878	91,454	80,708
Instructor	55,405	54,256	57,573	52,039	74,279	74,769	75,401	68,177
Lecturer	58,875	56,292	65,881	55,221	79,841	77,615	87,504	71,233
No Rank	70,326	74,183	66,327	62,356	89,120	92,313	86,372	80,651
All Combined	80,095	79,134	83,590	71,214	104,708	105,005	107,648	92,109

*Note:* The table is based on 997 reporting institutions for salary and 965 for compensation. For definitions of categories, see Explanation of Statistical Data on page 25. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. The institutions in category III are included in the All Combined column, however.

SURVEY REPORT TABLE 2

**Percent Change in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2015–16 to 2016–17**

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
<b>CHANGE FOR CONTINUING FACULTY</b>				
<i><b>CATEGORY I (Doctoral)</b></i>				
Professor	3.0	2.9	3.2	3.1
Associate	3.7	3.4	4.3	3.2
Assistant	3.7	3.6	3.8	3.5
Instructor	3.1	3.2	3.1	2.5
All Combined	3.3	3.2	3.5	2.9
<i><b>CATEGORY IIA (Master's)</b></i>				
Professor	2.4	2.2	2.8	2.2
Associate	2.9	2.9	2.9	2.6
Assistant	3.2	3.0	3.6	3.1
Instructor	3.7	3.6	3.7	4.4
All Combined	3.2	2.9	3.6	2.5
<i><b>CATEGORY IIB (Baccalaureate)</b></i>				
Professor	2.6	3.1	2.5	2.3
Associate	3.4	3.7	3.6	2.2
Assistant	3.8	4.1	3.8	3.0
Instructor	3.8	3.2	4.0	3.4
All Combined	3.7	3.4	3.7	4.3
<i><b>CATEGORY III (Associate's with Ranks)</b></i>				
Professor	3.0	3.0	3.3	n.d.
Associate	3.9	3.9	3.0	n.d.
Assistant	4.0	4.0	3.4	n.d.
Instructor	4.4	4.4	n.d.	n.d.
All Combined	3.7	3.7	n.d.	n.d.
<i><b>ALL CATEGORIES COMBINED EXCEPT IV</b></i>				
Professor	2.7	2.7	2.7	2.3
Associate	3.3	3.3	3.5	2.5
Assistant	3.6	3.5	3.8	3.1
Instructor	3.6	3.5	3.7	3.8
All Combined	3.0	3.1	3.1	2.5

*Note:* The table is based on 913 responding institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data on page 25. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. The institutions in category III are included in the All Combined column, however. Rows labeled "All Combined" include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 3

**Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2016–17 (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	135,739	127,615	158,530	127,531	124,217	116,223	145,578	119,272
Associate	97,313	92,990	109,261	93,272	91,772	87,652	103,203	88,243
Assistant	85,816	81,977	96,768	81,307	79,959	76,072	90,558	76,760
Instructor	64,457	60,307	75,793	60,559	60,383	56,771	68,704	63,206
Lecturer	65,857	61,923	77,341	73,913	60,911	58,220	68,106	76,242
No Rank	84,773	84,745	85,346	82,635	74,329	75,135	73,317	59,284
All Combined	108,372	101,447	127,290	103,032	91,356	85,344	107,108	89,724
<i>CATEGORY IIA (Master's)</i>								
Professor	96,605	95,882	100,226	89,503	92,097	90,889	95,860	86,657
Associate	77,952	77,744	80,107	72,741	74,990	74,846	76,787	70,657
Assistant	67,627	67,909	68,853	63,190	65,604	65,261	67,440	61,938
Instructor	55,446	52,775	59,219	54,122	53,913	52,536	56,084	52,322
Lecturer	56,320	54,720	62,320	56,355	54,400	53,705	57,251	54,178
No Rank	72,472	75,667	70,891	52,157	69,691	75,386	66,166	49,511
All Combined	79,782	79,026	82,866	74,295	73,401	72,314	76,274	69,793
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	92,218	87,876	95,983	80,622	87,979	85,158	91,241	77,070
Associate	73,001	72,183	74,833	65,992	71,270	69,536	73,367	64,165
Assistant	62,686	60,917	64,208	57,719	61,574	59,706	63,239	56,598
Instructor	52,028	48,499	53,834	48,826	51,205	48,884	52,507	48,422
Lecturer	60,792	52,537	68,419	53,942	57,137	51,771	62,096	47,162
No Rank	62,259	56,534	64,009	67,757	58,657	53,065	60,006	n.d.
All Combined	77,052	71,297	80,553	68,514	71,651	67,566	74,435	64,199
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	82,909	83,197	n.d.	n.d.	81,516	81,824	n.d.	n.d.
Associate	69,756	69,894	n.d.	n.d.	69,004	69,176	n.d.	n.d.
Assistant	61,658	61,799	n.d.	n.d.	59,571	59,693	n.d.	n.d.
Instructor	51,374	51,374	n.d.	n.d.	51,316	51,316	n.d.	n.d.
Lecturer	54,629	54,629	n.d.	n.d.	52,980	52,980	n.d.	n.d.
No Rank	63,123	63,123	n.d.	n.d.	68,070	68,070	n.d.	n.d.
All Combined	70,322	70,483	n.d.	n.d.	67,307	67,458	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	64,620	65,639	n.d.	n.d.	62,038	63,058	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	104,493	105,002	107,633	90,321	98,524	98,513	101,795	86,408
Associate	80,895	81,672	82,266	72,267	77,751	78,160	79,362	69,942
Assistant	70,446	71,549	71,056	63,140	67,647	67,822	69,145	61,349
Instructor	56,462	54,900	59,308	52,482	54,509	53,470	56,344	51,909
Lecturer	60,692	57,521	69,729	57,173	57,398	55,462	62,982	53,385
No Rank	73,655	75,244	72,433	66,296	68,027	70,939	65,211	54,323
All Combined	85,356	84,613	89,033	75,035	76,838	75,490	80,428	69,572

*Note:* The table is based on 1,000 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 25. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. The institutions in category III are included in the All Combined column, however.

SURVEY REPORT TABLE 4

**Average Salary, by Region, Category, and Academic Rank, 2016–17 (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>
<b><i>CATEGORY I (Doctoral)</i></b>									
Professor	160,996	147,115	125,785	120,047	119,981	124,898	130,331	117,220	137,728
Associate	111,061	105,136	90,913	87,092	85,717	89,227	93,560	85,378	99,552
Assistant	95,706	90,305	80,281	76,569	73,250	80,423	81,500	75,793	88,069
Instructor	73,153	66,105	61,493	58,935	54,340	57,327	63,043	56,049	62,135
Lecturer	78,208	65,379	57,650	58,306	51,291	56,956	59,402	56,240	78,288
No Rank	67,017	82,452	59,659	61,946	60,264	71,705	79,719	66,186	91,726
All Combined	120,590	110,785	94,375	90,419	85,669	90,081	96,089	86,847	107,511
<b><i>CATEGORY IIA (Master's)</i></b>									
Professor	109,900	104,168	85,492	82,107	82,367	90,426	90,084	102,087	105,637
Associate	86,069	83,108	69,973	67,518	68,799	71,507	73,380	80,632	86,278
Assistant	74,521	70,224	63,360	58,406	59,551	64,044	64,704	66,345	74,876
Instructor	59,979	58,533	55,963	49,514	52,720	51,141	54,328	45,141	59,737
Lecturer	62,481	59,869	50,455	47,794	48,159	45,097	51,494	49,454	61,253
No Rank	73,849	61,060	55,915	50,092	57,904	52,438	59,584	52,655	110,889
All Combined	86,577	82,327	68,869	66,385	65,514	69,729	71,614	70,533	84,376
<b><i>CATEGORY IIB (Baccalaureate)</i></b>									
Professor	109,423	99,954	86,003	79,750	76,832	73,047	82,382	84,493	113,897
Associate	83,924	77,865	69,212	64,580	64,017	59,386	69,879	69,628	87,733
Assistant	69,740	65,823	59,640	58,301	56,695	53,345	59,760	59,039	73,107
Instructor	56,589	55,975	50,458	48,569	48,278	45,464	48,979	51,106	63,825
Lecturer	66,705	58,384	52,585	56,664	44,682	40,395	54,623	47,051	62,976
No Rank	57,261	59,620	45,547	58,447	n.d.	n.d.	63,770	64,264	n.d.
All Combined	86,331	78,298	69,582	64,977	63,660	59,250	68,748	68,238	91,236
<b><i>CATEGORY III (Associate's with Ranks)</i></b>									
Professor	74,469	83,586	91,583	69,183	64,852	68,272	89,448	63,644	94,179
Associate	59,042	70,814	74,224	60,371	56,320	58,635	74,128	56,775	80,291
Assistant	52,331	61,108	61,931	57,259	47,926	58,927	64,757	51,364	71,152
Instructor	n.d.	51,753	49,351	49,799	n.d.	41,894	56,295	46,364	60,067
Lecturer	n.d.	62,349	53,532	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
No Rank	n.d.	n.d.	n.d.	59,968	n.d.	n.d.	n.d.	n.d.	90,055
All Combined	64,259	68,167	68,651	59,994	50,978	59,250	74,321	55,024	76,485
<b><i>CATEGORY IV (Associate's without Ranks)</i></b>									
No Rank	n.d.	n.d.	n.d.	59,968	n.d.	n.d.	n.d.	n.d.	90,055
<b><i>ALL CATEGORIES COMBINED EXCEPT IV</i></b>									
Professor	120,559	109,734	95,774	87,332	90,697	98,799	98,784	99,669	117,427
Associate	90,312	84,882	75,089	69,395	71,939	75,272	78,187	77,062	90,768
Assistant	76,992	72,015	65,924	61,728	62,454	67,813	67,966	67,170	78,824
Instructor	61,850	58,390	55,404	50,445	51,723	51,293	55,011	51,816	61,738
Lecturer	69,545	61,026	53,609	55,126	49,112	51,718	55,351	53,220	69,617
No Rank	61,233	67,361	53,845	59,150	81,610	58,160	67,578	59,008	103,236
All Combined	93,730	85,593	74,844	69,547	70,057	74,752	77,350	74,640	92,891

Note: The table is based on 965 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 25. N.d. = no data.

<sup>a</sup> Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

<sup>b</sup> New Jersey, New York, and Pennsylvania.

<sup>c</sup> Illinois, Indiana, Michigan, Ohio, and Wisconsin.

<sup>d</sup> Iowa, Kansas, Minnesota, Missouri, Nebraska,

North Dakota, and South Dakota.

<sup>e</sup> Alabama, Kentucky, Mississippi, and Tennessee.

<sup>f</sup> Arkansas, Louisiana, Oklahoma, and Texas.

<sup>g</sup> Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina,

Virgin Islands, Virginia, and West Virginia.

<sup>h</sup> Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

<sup>i</sup> Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 5

**Average Compensation, by Region, Category, and Academic Rank, 2016–17 (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>
<b>CATEGORY I (Doctoral)</b>									
Professor	208,983	189,668	164,822	152,938	149,515	157,779	163,336	151,549	182,725
Associate	147,106	138,906	122,015	113,421	109,106	109,109	119,940	113,088	134,574
Assistant	124,814	118,392	107,444	98,522	93,332	102,490	104,410	100,675	119,155
Instructor	96,338	89,666	83,261	77,675	69,925	75,348	81,596	75,634	87,008
Lecturer	103,735	88,927	79,668	77,604	64,678	74,372	78,366	75,871	107,934
No Rank	89,791	104,889	77,263	82,244	62,157	91,331	91,369	78,146	119,255
All Combined	157,852	145,079	124,988	116,685	107,776	115,189	122,507	114,264	144,220
<b>CATEGORY IIA (Master's)</b>									
Professor	144,741	136,652	110,930	104,618	105,277	115,872	118,041	131,888	138,444
Associate	115,121	112,050	92,745	86,206	88,398	92,712	96,493	106,952	115,363
Assistant	99,110	95,222	84,568	75,156	77,119	82,076	85,526	89,230	99,706
Instructor	77,591	81,441	75,222	65,823	68,902	65,562	72,834	64,338	76,561
Lecturer	79,768	86,130	68,708	62,074	61,886	59,128	69,014	70,643	82,861
No Rank	96,375	66,907	73,650	62,095	69,019	66,339	77,966	73,865	148,735
All Combined	110,823	110,151	88,965	84,084	83,694	89,266	93,133	94,554	110,124
<b>CATEGORY IIB (Baccalaureate)</b>									
Professor	144,803	131,784	113,819	105,641	103,617	93,104	109,200	114,009	151,489
Associate	112,789	104,930	91,269	86,779	83,064	78,320	90,118	91,740	117,330
Assistant	92,889	87,721	77,681	76,747	72,317	68,733	76,149	77,893	97,989
Instructor	75,456	74,955	66,067	64,729	60,053	59,029	64,635	67,742	84,907
Lecturer	89,532	78,258	70,285	73,788	56,560	65,619	72,475	64,121	91,636
No Rank	81,158	76,277	59,567	81,835	n.d.	n.d.	79,595	76,827	76,848
All Combined	115,069	103,102	91,518	84,684	80,002	76,173	88,463	84,451	120,987
<b>CATEGORY III (Associate's with Ranks)</b>									
Professor	100,824	112,194	120,644	92,211	90,217	88,518	112,093	86,253	130,534
Associate	80,794	95,740	100,059	79,694	79,434	76,425	93,634	79,206	113,135
Assistant	71,235	84,779	85,403	77,186	68,888	67,554	82,864	71,639	102,297
Instructor	66,300	77,961	66,651	70,901	59,057	57,098	72,380	64,904	87,849
Lecturer	n.d.	81,661	73,451	n.d.	n.d.	n.d.	45,636	56,338	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	87,288	99,326	93,121	77,502	71,970	71,196	94,006	76,406	107,296
<b>CATEGORY IV (Associate's without Ranks)</b>									
No Rank	n.d.	n.d.	n.d.	85,663	n.d.	n.d.	n.d.	n.d.	119,209
<b>ALL CATEGORIES COMBINED EXCEPT IV</b>									
Professor	159,608	143,856	125,595	114,438	118,373	125,908	129,073	131,741	155,650
Associate	121,077	113,986	99,968	91,706	93,349	97,858	101,578	103,100	122,289
Assistant	102,042	96,591	87,800	80,897	80,814	86,230	88,102	90,358	106,282
Instructor	80,597	80,671	74,120	67,540	66,537	66,781	72,842	70,713	83,739
Lecturer	92,497	85,133	73,743	72,778	62,928	69,931	73,682	73,607	93,831
No Rank	84,985	81,581	69,919	80,414	77,421	75,608	82,787	75,292	121,999
All Combined	122,609	113,822	98,255	90,282	89,184	94,555	99,610	98,051	123,382

Note: The table is based on 928 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 25. N.d. = no data.

<sup>a</sup> Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.  
<sup>b</sup> New Jersey, New York, and Pennsylvania.  
<sup>c</sup> Illinois, Indiana, Michigan, Ohio, and Wisconsin.  
<sup>d</sup> Iowa, Kansas, Minnesota, Missouri, Nebraska,

North Dakota, and South Dakota.  
<sup>e</sup> Alabama, Kentucky, Mississippi, and Tennessee.  
<sup>f</sup> Arkansas, Louisiana, Oklahoma, and Texas.  
<sup>g</sup> Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina,

Virgin Islands, Virginia, and West Virginia.  
<sup>h</sup> Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.  
<sup>i</sup> Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 6

**Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2016–17 (Dollars)**

Rating <sup>a</sup>	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<b><i>CATEGORY I (Doctoral)</i></b>										
Professor	195,024	175,277	155,359	145,544	136,340	127,191	120,913	114,548	105,394	96,670
Associate	127,415	116,609	107,719	102,552	97,615	93,418	88,859	84,696	81,341	75,074
Assistant	110,658	102,432	95,273	88,018	84,905	81,128	77,817	74,561	71,409	66,592
Instructor	93,398	82,668	71,742	67,319	63,610	59,291	55,930	51,885	49,364	44,878
All Combined	159,727	143,706	124,942	111,675	102,974	96,441	90,271	84,349	77,607	70,247
<b><i>CATEGORY IIA (Master's)</i></b>										
Professor	127,773	119,798	108,553	103,105	97,763	92,962	88,668	84,393	78,776	72,738
Associate	98,524	93,155	87,120	82,468	78,415	75,133	72,567	69,448	66,116	61,878
Assistant	83,146	80,180	75,173	71,526	68,180	65,532	63,512	61,056	58,632	54,483
Instructor	73,448	67,987	63,507	59,528	57,189	53,506	51,486	49,011	45,647	42,653
All Combined	110,334	102,655	93,685	86,520	81,619	76,758	73,067	69,188	64,807	59,688
<b><i>CATEGORY IIB (Baccalaureate)</i></b>										
Professor	140,775	129,072	105,860	97,230	90,067	85,447	81,331	76,236	71,268	64,573
Associate	100,588	96,226	82,526	76,611	72,348	69,631	66,805	63,625	60,316	55,877
Assistant	83,312	77,559	70,480	65,760	62,888	60,819	57,647	55,596	53,114	49,939
Instructor	69,768	65,031	59,594	55,116	53,333	50,500	48,072	45,929	43,875	41,215
All Combined	97,279	87,420	79,719	74,747	70,652	66,622	63,550	60,660	56,927	52,757
<b><i>CATEGORY III (Associate's with Ranks)</i></b>										
Professor	102,855	101,723	96,390	92,673	90,882	86,411	76,689	73,082	65,621	61,368
Associate	83,308	81,917	77,878	76,624	74,624	72,216	67,577	60,238	57,633	55,690
Assistant	73,906	72,227	69,128	65,769	62,952	60,045	57,727	53,819	52,141	51,000
Instructor	62,251	60,651	58,879	56,093	51,928	49,524	48,218	46,120	44,231	41,779
All Combined	83,989	76,642	68,148	63,034	60,350	56,908	53,603	50,501	47,161	43,513
<b><i>CATEGORY IV (Associate's without Ranks)</i></b>										
No Rank	130,000	99,996	87,137	73,831	66,218	60,388	57,120	53,748	50,862	44,825

Note: The table is based on 997 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 25.

<sup>a</sup> 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 7

**Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2016–17 (Dollars)**

Rating <sup>a</sup>	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	243,692	223,062	199,245	186,469	173,890	164,811	156,333	146,116	137,668	125,189
Associate	165,964	153,339	142,481	134,246	127,660	122,875	117,258	112,458	104,409	99,128
Assistant	142,184	133,606	122,674	117,139	111,958	106,954	102,853	97,763	93,558	86,531
Instructor	120,329	106,128	95,578	88,886	85,197	80,003	75,240	69,379	65,119	62,045
All Combined	195,062	169,602	150,070	139,767	129,440	124,077	117,473	110,367	102,372	94,591
<i>CATEGORY IIA (Master's)</i>										
Professor	169,372	156,391	141,642	135,679	128,473	121,311	114,645	109,706	101,526	93,765
Associate	132,613	125,976	117,743	108,237	103,607	99,047	94,934	90,966	86,927	80,001
Assistant	112,474	109,136	102,403	94,266	90,559	86,891	83,071	79,463	75,498	70,334
Instructor	98,354	93,389	86,312	80,049	75,832	70,562	67,439	64,057	61,099	57,735
All Combined	135,210	126,034	114,441	104,459	99,902	94,344	89,993	85,940	81,080	76,333
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	183,666	170,990	141,153	129,387	121,018	114,169	109,053	101,129	93,404	87,590
Associate	136,111	125,976	117,743	108,237	103,607	99,047	94,934	90,966	86,927	80,001
Assistant	109,897	104,834	92,720	86,972	83,238	79,645	76,336	73,026	68,407	64,162
Instructor	94,194	87,454	79,085	72,932	69,578	67,794	64,251	61,108	58,093	54,330
All Combined	141,943	132,989	110,820	102,042	94,723	90,617	86,304	81,190	75,987	69,231
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	138,179	133,251	129,681	123,384	119,087	109,923	104,786	98,358	90,217	81,018
Associate	115,905	113,050	107,348	103,868	100,889	91,456	87,800	83,556	79,185	74,895
Assistant	103,768	102,724	93,935	90,498	86,479	82,068	76,550	73,762	70,365	68,333
Instructor	93,147	90,171	86,635	80,331	73,735	69,425	67,043	64,702	61,114	58,968
All Combined	112,783	108,655	102,892	99,087	95,260	89,952	86,709	83,399	76,942	70,284
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	121,999	118,036	117,592	88,229	86,476	80,654	77,072	71,370	70,600	68,016

*Note:* The table is based on 965 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 25.

<sup>a.</sup> 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 8**

**Presidential Salary, by Category and Affiliation, 2016–17 (Dollars)**

	Presidential Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	448,614	425,004	65,945	999,996	614,615	586,999	180,180	1,500,000
Category IIA (Master's)	270,547	262,205	65,945	501,532	362,266	346,800	195,409	695,250
Category IIB (Baccalaureate)	227,556	239,700	81,972	409,091	331,134	315,000	94,300	660,000
Category III (Associate's with Ranks)	235,442	200,907	65,945	500,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	199,352	196,950	143,135	270,000	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	423,550	323,854	98,361	700,000	479,173	444,452	65,945	1,500,000
Category IIA (Master's)	301,702	285,000	103,032	865,000	305,473	284,280	65,945	865,000
Category IIB (Baccalaureate)	239,496	245,310	95,324	397,831	300,765	290,117	81,972	660,000
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	235,442	200,907	65,945	500,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	199,787	198,449	143,135	270,000

*Note:* The table is based on 673 reporting institutions. Presidential salary is for calendar year 2016. N.d. = no data.

**SURVEY REPORT TABLE 9**

**Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2016–17**

	Ratio of Salaries, President to Average Full Professor							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	3.60	3.41	0.53	8.03	3.98	3.80	1.17	9.72
Category IIA (Master's)	2.87	2.78	0.70	5.32	3.68	3.52	1.99	7.06
Category IIB (Baccalaureate)	2.61	2.75	0.94	4.69	3.53	3.36	1.01	7.03
Category III (Associate's with Ranks)	2.84	2.43	0.80	6.04	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	2.41	2.38	1.73	3.26	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	3.38	2.59	0.79	5.59	3.62	3.36	0.50	11.32
Category IIA (Master's)	3.42	3.23	1.17	9.80	3.22	2.99	0.69	9.11
Category IIB (Baccalaureate)	3.03	3.11	1.21	5.04	3.33	3.21	0.91	7.30
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	2.85	2.43	0.80	6.06
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	2.42	2.40	1.73	3.27

*Note:* The table is based on 673 reporting institutions. Presidential salary is for calendar year 2016. N.d. = no data.

SURVEY REPORT TABLE 10

**Chief Academic Officer Salary, by Category and Affiliation, 2016–17 (Dollars)**

	Chief Academic Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	324,355	315,250	140,004	671,802	364,729	350,000	72,000	692,000
Category IIA (Master's)	200,970	193,610	129,820	350,000	204,468	185,288	82,000	412,000
Category IIB (Baccalaureate)	151,856	150,735	69,912	240,000	180,949	175,475	89,500	425,000
Category III (Associate's with Ranks)	155,584	134,734	82,000	306,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	134,242	120,045	88,362	215,880	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	251,938	193,155	84,312	434,000	329,857	325,000	72,000	692,000
Category IIA (Master's)	174,538	175,000	60,000	267,399	197,631	189,600	60,000	412,000
Category IIB (Baccalaureate)	145,794	145,000	64,273	269,297	170,825	168,300	64,273	425,000
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	155,584	134,734	82,000	306,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	133,939	121,522	88,362	215,880

*Note:* The table is based on 673 reporting institutions. CAO salary is for calendar year 2016. N.d. = no data.

SURVEY REPORT TABLE 11

**Chief Financial Officer Salary, by Category and Affiliation, 2016–17 (Dollars)**

	Chief Financial Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	267,427	262,624	122,590	556,831	335,458	279,500	91,000	1,326,000
Category IIA (Master's)	192,304	172,622	89,250	307,000	205,542	188,700	71,970	480,000
Category IIB (Baccalaureate)	132,570	123,408	52,749	220,883	190,779	182,280	82,000	383,569
Category III (Associate's with Ranks)	154,906	131,563	76,035	306,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	124,104	114,000	61,954	186,240	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	237,435	188,700	84,312	398,000	279,158	262,247	84,312	1,326,000
Category IIA (Master's)	186,287	190,000	66,456	353,500	195,629	179,263	66,456	480,000
Category IIB (Baccalaureate)	145,170	140,000	60,000	302,500	175,321	170,000	52,749	383,569
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	154,906	131,563	76,035	306,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	123,811	115,851	61,954	186,240

*Note:* The table is based on 646 reporting institutions. CFO salary is for calendar year 2016. N.d. = no data.

SURVEY REPORT TABLE 12

**Average Amount Paid per Part-Time Faculty Member, by Category and Affiliation, 2016–17 (Dollars)**

	Part-Time Faculty Pay			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	26,312	26,576	22,368	33,856
Category IIA (Master's)	20,395	21,090	19,189	20,351
Category IIB (Baccalaureate)	17,318	14,092	19,222	12,955
Category III (Associate's with Ranks)	18,326	18,743	n.d.	n.d.
Category IV (Associate's without Ranks)	7,863	8,049	n.d.	n.d.
All Combined	20,508	21,742	19,478	18,499

*Note:* The table is based on 591 reporting institutions. For definitions of categories and of part-time faculty, see Explanation of Statistical Data on page 25. N.d. = no data.

SURVEY REPORT TABLE 13

**Average Amount Paid per Part-Time Faculty Member Teaching on a Per-Section Basis, by Category and Affiliation, 2016–17 (Dollars)**

	Amount Paid per Part-Time Faculty Member Teaching on a Per-Section Basis							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	11,662	11,591	3,849	23,703	10,764	10,757	5,811	15,730
Category IIA (Master's)	6,439	6,123	2,247	23,744	6,654	5,242	2,089	16,535
Category IIB (Baccalaureate)	5,342	5,367	2,658	8,161	7,121	5,854	2,737	25,061
Category III (Associate's with Ranks)	5,548	5,187	2,140	9,676	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined (Except Category IV)	7,735	6,558	2,140	23,744	7,148	5,755	2,089	25,061

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	11,751	12,810	6,935	15,509	11,555	11,815	3,849	23,703
Category IIA (Master's)	4,502	4,615	2,201	6,549	6,124	5,514	2,089	23,744
Category IIB (Baccalaureate)	5,182	4,466	2,123	15,038	6,342	5,403	2,123	25,061
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	5,548	5,187	2,140	9,676
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined (Except Category IV)	5,402	4,773	2,123	15,509	7,066	5,845	2,089	25,061

*Note:* The table is based on 193 reporting institutions. For definitions of categories and of part-time faculty teaching on a per-section basis, see Explanation of Statistical Data on page 25. N.d. = no data.

SURVEY REPORT TABLE 14

**Average Amount Paid per Graduate Teaching Assistant, by Category and Affiliation, 2016–17 (Dollars)**

	Part-Time Graduate Teaching Assistant Pay			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	14,243	14,370	15,595	9,850
Category IIA (Master's)	8,352	8,792	5,530	4,797
Category IIB (Baccalaureate)	9,071	11,828	8,216	4,647
All Combined	11,448	11,863	9,922	7,985

*Note:* The table is based on 235 reporting institutions. For definitions of categories and of part-time graduate teaching assistants, see Explanation of Statistical Data on page 25. N.d. = no data.

SURVEY REPORT TABLE 15

**Number of Institutions Included in Tabulations, by Category and Affiliation, 2016–17**

	Number in Tabulations			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	254	173	68	13
Category IIA (Master's)	382	201	131	50
Category IIB (Baccalaureate)	317	57	209	51
Category III (Associate's with Ranks)	67	66	1	0
Category IV (Associate's without Ranks)	15	14	0	1
All Combined	1,035	511	409	115

*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 25.

## Explanation of Statistical Data

**Faculty.** *Full-time faculty* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated “faculty.” *Primarily Instructional* is an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, regardless of their title, academic rank, or tenure status. *Instructional/Research/Public Service* is an occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignments, regardless of their title, academic rank, or tenure status. Full-time faculty members on sabbatical leave with pay are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Full-time replacements for those on leave with pay are not counted if they are full time. Replacement faculty for those on sabbatical or leave with pay are counted if they are part time. All faculty members who have contracts for the full academic year are included, regardless of whether their status is considered “permanent.” Institutions are asked to exclude (a) full-time faculty on sabbatical or leave without pay; (b) full-time faculty members whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services; (c) full-time faculty members who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to instruction, unless their instructional salary is separately budgeted or can be isolated; and (e) research faculty whose appointments have no instructional component.

*Lecturer* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty” who have titles such as “lecturer” or “visiting lecturer.” For institutions that do not use the title “lecturer” at all, respondents are instructed not to report faculty under the category of “lecturer.”

*No Rank* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty” who have titles such as “artist in residence” or “scholar in residence.” For institutions that do not use faculty rank at all, respondents are instructed to report faculty under the category of “no rank.”

*Part-time faculty* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” faculty who are less than full time (employed for fewer than thirty hours per week on average), excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty.” Part-time faculty exclude casual employees, which are those hired on an ad hoc or occasional basis to meet short-term needs, such as students in a college work-study program or faculty members who replace full- or part-time faculty on an interim basis.

*Part-time faculty teaching on a per-section basis* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” faculty who are less than full time (employed for under thirty hours per week on average) and teach on a per-course-section basis, excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty.” Part-time faculty exclude casual employees, which are those hired on an ad hoc or occasional basis to meet short-term needs, such as students in a college work-study program or faculty members who replace full- or part-time faculty on an interim basis. Part-time

faculty teaching on a per-course-section basis include all part-time faculty teaching organized class sections and individualized instruction, and do not include part-time faculty teaching remedial courses or courses that are not associated with degree production. An organized class section is a course section that meets at a regularly scheduled interval and is associated with degree production. Individualized instruction is a course section that does not meet at a regularly scheduled interval but is associated with degree production.

*Graduate teaching assistant* is defined as the unduplicated combined total of individuals enrolled in a graduate school program who assist faculty or other instructional staff by performing teaching or teaching-related duties, such as teaching lower-level courses, developing teaching materials, preparing and giving examinations, and grading examinations or papers. Graduate teaching assistants include those individuals who are (a) the instructor of record for an organized class section, (b) the instructor of record for a laboratory section or individualized instruction section, (c) assisting faculty who are not the instructor of record, and (d) “floating” graduate teaching assistants who have a role that primarily supports instruction but is not directly associated with one section or faculty member.

**Salary.** This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institution’s own factor, reflected in a footnote to the appendix tables of this report located at <http://www.aaup.org/ares>.

**Benefits.** This figure represents the institution (or state) contribution on behalf of the individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan’s vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty dependents (both waivers and remissions are included); (e) dental insurance; (f) social security (FICA); (g) unemployment insurance; (h) group life insurance; (i) workers’ compensation premiums; and (j) other benefits with cash alternatives (for the most part, these include benefits such as moving expenses, housing, and cafeteria plans or cash options to certain benefits).

**Compensation.** Compensation represents salary plus institutional contribution to benefits. It is best viewed as an approximate “cost” figure for the institution, rather than an amount received by the faculty member.

**Institutional Control.** Control of an institution refers to whether an institution of higher education is operated by publicly elected or appointed officials (public) or privately elected or appointed officials and whether institutions derive major source of funding from private sources. Institutional Control: PU = Public; PI = Private-Independent; PP = Private For-Profit; PR = Private-Religiously Affiliated.

**Institutional Categories.** *Category I (Doctoral).* Institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Institutions in this category grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs. (Awards previously categorized as first-professional degrees, such as the JD, MD, and DD, do not count as doctorates for this classification. Awards in the new category of “doctor’s degree–professional practice” are reviewed on a case-by-case basis.)

*Category IIA (Master’s).* Institutions characterized by diverse postbaccalaureate programs (including first professional) but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of fifty postbaccalaureate degrees annually, from at least three distinct programs. Awards of postbaccalaureate certificates are reviewed on a case-by-case basis.

*Category IIB (Baccalaureate).* Institutions characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of fifty bachelor's degrees annually, from at least three distinct programs, and bachelor's and higher degrees make up at least 50 percent of total degrees awarded.

*Category III (Associate's with Academic Ranks).* Institutions characterized by a significant emphasis on undergraduate associate's degree education. Institutions in this category grant a minimum of fifty associate's degrees annually. Associate's degrees make up at least 50 percent, and bachelor's and higher degrees make up less than 50 percent, of total degrees and certificates awarded.

*Category IV (Associate's without Academic Ranks).* Institutions characterized by the criteria for category III but without standard academic ranks. An institution that refers to all faculty members as "instructors" or "professors" but does not distinguish among them on the basis of standard ranks should be included in this category. However, if an institution utilizes another ranking scheme that is analogous to the standard ranks, it can be included in category I, II, or III as appropriate.

**Definition of Data Presented in Appendices I and II.** Academic Ranks: PR = Professor; AO = Associate Professor; AI = Assistant Professor; IN = Instructor; LE = Lecturer; NR = No Rank; AR = All Ranks. All institutions that do not assign professorial ranks are listed in appendix II. The appendices are published online at <http://www.aaup.org/ares>.

*Col. (1) Institutional Category*—The definition of categories is given above.

*Col. (2) Institutional Control*—The definition of control is given above.

*Col. (3) Average Salary by Rank and for All Ranks Combined*—This figure has been rounded to the nearest hundred. "All Ranks Combined" includes the rank of lecturer and the category of "No Rank." Salary and compensation averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

*Col. (4) Average Compensation by Rank and for All Ranks Combined*—Same definition as that given for col. (3) but for compensation.

*Col. (5) Benefits as a Percentage of Average Salary*—Total benefits as a percentage of average salary for all ranks combined.

*Col. (6) Percentage of Faculty with Tenure*—This figure represents the percentage of faculty members tenured within a given rank. A zero indicates that tenured faculty are less than 0.5 percent of that rank.

*Col. (7) Percentage Increase in Salary for Continuing Faculty*—The percentage increase in salary for faculty members remaining at the institution in 2015–16 from the previous year. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

*Col. (8) Number of Faculty Members by Rank and Gender*—This number represents the total number of full-time (FT) faculty members in a given rank.

*Col. (9) Average Salary by Rank and by Gender*—See the definition for col. (3).

**Institutional Footnotes.** Institutional Footnote numbers are given in the appendix tables between the name of the institution and its category. The footnotes for both appendix I (institutions with academic ranks) and appendix II (institutions without ranks) are available at <http://www.aaup.org/ares>. Footnotes identify specific professional schools or programs (law, dentistry, nursing, engineering, or business) included in the faculty salary and compensation tabulations for each institution. Respondents were asked to self-identify their schools or programs, based on the type of institution, as follows: for a university, they were to include only those organized as separate schools, colleges, or divisions; for smaller institutions, they were to identify programs that are degree granting and employ a substantial number of faculty. Medical school faculty members are excluded from the tabulations.

Institutions seeking peer compensation reports, complete datasets, or data on ratings of average salary or compensation, other tables, or any additional inquiries concerning the data in this report should contact the AAUP Research Office, 1133 Nineteenth Street NW, Suite 200, Washington, DC 20036. E-mail: [aaupfcs@aaup.org](mailto:aaupfcs@aaup.org).

Appendices with Faculty Compensation Survey salary listings for individual institutions appear on subsequent pages. To view the document online as a two-page spread, download the pdf and open the saved file in Adobe Reader or Acrobat.



**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						(5) BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Alabama</b>																		
Auburn U		I	PU	123.0	87.7	75.3	37.1	52.1	54.3	91.4	156.3	111.7	97.2	48.4	67.7	67.6	116.7	27.7
Auburn U Montgomery		IIA	PU	92.6	74.0	61.5	69.1	44.6		69.3	114.1	91.7	77.8	85.5	57.1		86.5	24.8
Birmingham Southern Coll	7	IIB	PR	82.3	76.1	59.3	43.6	—		70.4								
Huntingdon Coll		IIB	PI	76.2	61.9	53.6	39.9			56.9	88.4	72.9	—	46.1			66.3	16.6
Samford U	7	IIA	PI	105.5	76.4	65.1	49.9			80.3	131.9	99.5	84.7	65.7			102.9	28.1
Troy U		IIA	PU	83.6	72.0	62.4	—	48.0	—	64.5								
U Alabama		I	PU	144.5	94.0	74.6	55.9			91.7	194.1	128.7	101.6	76.5			124.5	35.7
U Alabama Birmingham		I	PU	134.8	94.4	78.7	67.3			95.4	164.7	116.7	97.6	82.5			117.5	23.1
U Alabama in Huntsville		I	PU	128.2	94.1	75.2	57.9	54.3		87.3	167.1	124.5	99.2	72.2	72.0		114.8	31.5
U Montevallo		IIA	PU	80.4	70.8	58.4	53.7			67.6	97.9	85.8	70.7	65.4			82.0	21.4
U North Alabama		IIA	PU	79.9	68.5	60.7	49.0			66.4	102.2	88.4	78.7	65.0			85.9	29.3
U South Alabama	7	I	PU	90.2	71.2	65.8	50.8			67.8	116.2	92.5	85.7	70.7			87.7	29.4
U West Alabama	7	IIA	PU	74.5	66.1	53.0	42.7	—		57.7	96.6	87.6	74.6	56.0	—		77.6	34.2
<b>Alaska</b>																		
Prince William Sound CC	7	I	PU	—	—	—	—	—	—	69.7	—	—	—	—	—	—	93.7	34.4
U Alaska Anchorage		IIA	PU	105.0	88.6	69.6	52.4			81.5	138.7	117.0	92.2	69.9			107.7	32.2
U Alaska Fairbanks	1	I	PU	106.7	85.9	72.4	59.3			83.5	140.2	113.0	95.4	77.9			109.9	31.6
U Alaska Southeast		IIA	PU	91.8	75.8	68.0				73.5	121.0	100.1	90.2				97.3	32.4
<b>Arizona</b>																		
Arizona St U-Downtown Phoenix	7	I	PU	133.3	87.3	70.7	42.4	53.2	—	80.4	164.4	113.6	94.7	59.0	73.0	—	104.4	29.9
Arizona St U-Polytechnic		IIA	PU	121.0	88.7	80.8	41.7	59.6		75.2	153.7	116.7	105.4	60.8	81.3		99.8	32.8
Arizona St U-Tempe		I	PU	143.7	99.0	87.6	45.3	62.4	—	100.3	177.1	126.8	112.6	63.3	84.1	—	127.5	27.1
Arizona St U-West	7	IIA	PU	136.9	97.5	66.9	42.1	58.5		83.6	169.4	124.7	90.2	59.9	80.4		108.8	30.1
Embry-Riddle Aeronautical U-Prescott	1	IIB	PI	106.9	87.9	70.8	—	—		80.4	139.0	114.2	93.7	—			103.3	30.0
Northern Arizona U		I	PU	104.5	76.4	63.5	47.3			72.7	132.9	102.0	84.3	63.4			95.3	31.0
U Arizona	7	I	PU	129.4	91.3	80.1	39.1	61.9	87.1	97.6	159.1	117.6	103.1	56.1	82.5	106.4	123.4	26.4
<b>Arkansas</b>																		
Harding U		IIA	PR	80.9	69.0	62.4	48.3	—	—	67.4	101.5	91.5	82.8	62.4	—	—	87.9	28.3
Henderson St U	7	IIA	PU	69.1	57.7	56.9	43.0			58.2	82.7	69.1	68.4	51.0			69.7	19.8
Hendrix Coll	1	IIB	PI	83.1	65.1	59.7	47.4			69.2	109.9	89.2	75.1	59.3			90.9	31.3
John Brown U		IIA	PI	66.9	60.9	55.2	—			60.5	91.5	83.7	71.3	—			81.3	34.5
Lyon Coll	7	IIB	PR	72.7	60.7	51.5	—			57.7	89.8	79.6	63.6	—			72.5	25.8
Ouachita Baptist U	7	IIB	PR	62.8	56.0	48.1	41.0			55.7	81.9	80.0	67.0	53.5			75.5	35.5
Southern Arkansas U Main Campus		IIA	PU	96.9	66.3	57.5	49.0			62.8	123.2	90.6	76.3	66.7			83.7	33.2
U Arkansas		I	PU	124.9	90.3	79.3	51.9	53.1		85.7	154.5	113.9	101.0	67.5	66.7		107.9	26.0
U Central Arkansas		IIA	PU	83.2	69.6	61.1	51.8	47.3	44.4	62.5	104.6	88.8	78.8	67.4	61.7	57.4	80.1	28.1
<b>California</b>																		
Azusa Pacific U		I	PI	90.8	76.0	69.9	64.7			77.7	104.7	87.6	79.5	73.3			89.1	14.7
Biola U	7	IIA	PI	108.5	87.5	72.1	65.3			89.3	145.5	119.8	94.0	80.3			120.2	34.6
Cal St Polytechnic U-Pomona		IIA	PU	107.0	92.6	79.0		62.7		89.0	141.6	126.9	107.9		86.5		120.0	34.8
Cal St U-Bakersfield	7	IIA	PU	103.6	87.1	77.4		61.4		81.1	136.9	119.1	105.2		84.5		109.7	35.2
Cal St U-Channel Islands		IIA	PU	111.6	95.0	82.7		65.2		84.0	146.3	124.4	112.1		87.5		111.9	33.3
Cal St U-Chico		IIA	PU	103.1	82.3	74.5		59.9	—	84.2	137.5	113.2	102.4		84.0	—	114.4	35.9
Cal St U-Dominguez Hills		IIA	PU	107.3	97.8	80.4		63.4		86.5	140.7	131.1	107.0		84.8		114.7	32.7
Cal St U-East Bay	7	IIA	PU	104.5	89.7	78.5		61.1		87.6	137.2	120.0	104.5		85.7		116.7	33.2
Cal St U-Fresno		I	PU	103.8	84.4	75.1		57.9	—	81.3	137.6	116.0	103.2		80.5	—	110.4	35.8
Cal St U-Fullerton		I	PU	104.2	88.6	84.1		63.6		86.7	138.1	120.1	112.9		88.7		116.9	34.8
Cal St U-Long Beach		IIA	PU	105.7	87.8	80.2		64.2		86.8	138.8	117.7	107.7		87.2	174.5	115.7	33.2
Cal St U-Los Angeles		IIA	PU	105.8	86.2	81.0		54.6		85.3	138.0	115.4	108.2		73.5		112.8	32.2
Cal St U-Monterey Bay		IIA	PU	103.1	87.1	76.9		55.0	—	77.5	137.5	116.2	104.4		77.0	—	105.1	35.5
Cal St U-Northridge		IIA	PU	102.9	84.7	77.7		59.8	128.4	86.8	135.7	115.8	106.1		83.9	166.5	116.9	34.6
Cal St U-Sacramento		IIA	PU	97.4	83.2	74.9		58.0	—	84.3	130.1	113.5	101.7		81.6	—	114.0	35.2
Cal St U-San Bernardino	7	IIA	PU	105.1	84.8	72.5		60.0	—	86.1	138.8	115.2	100.1		81.4	—	115.5	34.2
Cal St U-San Marcos		IIA	PU	105.1	86.5	79.3		61.1		83.6	137.5	115.8	105.8		83.5		111.4	33.2

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
98	87	1	0	4.1	5.2	5.1	4.8	321	229	145	23	96	150	161	23	126.8	90.5	79.3	37.6	101.1	110.2	83.6	71.7	36.6	81.0	
100	78	6	0	4.9	11.3	11.9	0.0	36	31	31	4	13	23	41	3	95.1	78.2	65.3	84.3	75.5	85.9	68.3	58.7	48.9	61.9	
100	95	0	0	4.4	4.7	7.3	25.9	28	10	11	7	12	9	15	3	82.9	77.1	57.0	45.7	75.2	81.0	75.0	61.0	38.8	71.2	
100	75	0	0	4.1	5.5	3.7	17.8	5	6	6	5	4	2	12	4	73.2	63.2	45.3	36.0	59.8	79.9	—	57.7	44.7	62.7	
91	69	3	0	4.1	3.8	4.1	2.8	80	49	40	4	36	46	75	22	109.3	77.3	63.9	49.2	89.3	97.0	75.3	65.7	50.0	75.7	
85	65	25	0	2.7	0.6	1.6	—	25	35	29	1	9	17	35	1	83.1	73.3	68.1	—	69.2	84.9	69.4	57.7	—	59.6	
92	92	0	0	2.6	2.4	4.5	4.1	216	172	191	118	73	135	186	148	148.5	98.1	79.2	58.0	110.7	132.7	88.9	69.8	54.3	88.0	
91	70	0	0	3.5	4.9	4.8	5.1	125	105	110	37	56	98	126	69	137.3	94.8	82.6	67.3	106.5	129.2	93.9	75.2	67.3	92.5	
100	86	1	0	2.9	2.5	2.8	2.3	55	67	43	0	11	33	47	11	128.6	99.3	77.8	—	98.3	126.6	83.6	72.7	57.9	73.7	
100	95	10	0	2.0	2.6	2.3	20.0	25	23	26	1	18	15	32	9	81.8	73.6	60.4	—	71.7	78.6	66.6	56.8	—	65.1	
99	86	22	3	0.0	1.1	2.9	1.8	47	30	40	8	25	28	42	27	80.7	68.7	63.5	41.9	71.7	78.2	68.2	58.0	51.1	66.3	
93	83	2	0	2.3	2.9	2.0	2.8	74	71	108	48	33	53	111	92	92.0	73.9	66.3	49.8	76.0	86.0	67.6	65.3	51.3	69.4	
84	71	42	0	4.1	4.4	5.1	5.2	13	17	16	9	6	17	29	12	74.9	70.1	56.0	43.1	66.6	73.6	62.1	51.3	42.4	56.1	
	0	0	0	—	—	—	—	0	1	3	1	0	0	0	1	—	—	—	—	67.6	—	—	—	—	—	67.6
99	95	3	0	2.6	4.1	3.3	—	66	64	95	18	49	69	121	20	110.8	93.2	70.4	54.6	88.7	97.3	84.4	69.0	50.5	79.3	
94	81	0	0	1.3	1.9	3.7	5.6	93	85	94	31	36	69	80	28	110.2	88.0	74.1	57.2	90.8	97.7	83.3	70.3	61.6	80.5	
93	97	2		2.9	0.4	2.5	—	11	13	30	0	4	16	32	0	92.0	76.3	66.3	—	74.0	91.2	75.4	69.6	—	73.0	
68	61	0	0	1.2	3.2	3.4	6.1	67	29	32	32	46	79	66	54	148.9	96.4	75.0	41.2	107.2	110.4	84.0	68.7	43.2	76.8	
86	88	0	0	2.1	2.1	2.0	8.2	24	22	24	12	4	18	16	24	120.1	93.4	83.8	41.5	87.7	126.1	83.0	76.1	41.8	74.0	
92	87	0	0	2.6	3.5	3.2	8.8	441	280	240	71	153	182	205	99	146.8	101.0	93.4	49.2	114.1	134.8	96.0	80.7	42.5	92.2	
93	85	0	0	2.0	4.5	3.6	5.9	28	51	16	10	13	42	52	17	139.2	105.2	80.5	42.0	103.7	131.8	88.1	62.7	42.1	75.3	
93	37	5	0	3.0	4.3	4.5	—	12	28	41	2	2	7	17	1	109.4	87.2	73.3	—	83.4	—	90.7	64.8	—	73.9	
96	75	0	0	0.4	2.1	1.4	2.2	185	101	134	121	104	101	180	155	107.5	80.1	65.9	48.3	87.6	99.1	72.6	61.8	46.6	74.7	
96	85	0	0	5.2	7.4	6.1	4.7	423	245	217	31	190	152	201	46	133.5	92.3	85.6	39.8	107.0	120.4	89.7	74.0	38.6	90.2	
	0	0	0	1.5	1.7	1.9	2.5	63	63	67	5	7	26	65	12	80.3	69.3	63.7	54.8	70.8	86.1	68.3	61.1	45.6	64.0	
100	84	13	0	0.7	2.1	2.2	0.3	39	18	25	10	10	20	31	19	69.2	59.0	57.5	46.1	63.4	68.6	56.5	56.3	41.4	58.4	
100	96	0	0	2.4	2.7	2.8	2.1	27	13	17	3	15	13	15	5	83.1	65.0	59.3	—	71.9	83.2	65.3	60.2	—	69.8	
	0	0	0	2.3	4.2	3.6	—	25	20	15	1	2	7	15	1	67.3	60.8	57.5	—	62.6	—	61.5	52.9	—	56.2	
100	82	9	0	2.6	2.2	3.2	—	8	9	12	1	1	2	10	2	73.8	60.2	51.3	—	60.3	—	—	51.6	—	54.3	
100	96	13	0	0.0	0.6	0.5	0.3	30	15	8	3	8	8	15	4	64.1	59.3	50.7	—	60.7	58.1	49.9	46.7	—	50.5	
95	91	8	0	2.8	3.9	6.6	5.7	13	25	26	21	6	19	33	15	88.7	69.5	60.4	50.8	69.7	114.6	62.2	55.2	46.6	63.7	
98	94	0	0	2.5	4.3	3.1	3.2	270	139	154	123	64	86	88	185	126.9	92.7	82.0	51.8	103.6	116.8	86.4	74.6	51.9	84.9	
99	98	15	0	2.0	2.5	2.7	2.8	59	87	58	10	29	56	71	54	86.7	68.7	62.9	48.8	68.0	76.1	71.0	59.7	52.4	59.7	
	0	0	0	2.4	2.5	3.6	3.0	89	58	72	2	52	58	112	14	91.5	76.2	67.8	—	79.7	89.6	75.8	71.2	—	76.7	
90	34	0	0	2.7	3.1	4.0	3.7	61	77	29	3	10	54	27	4	108.5	89.3	73.1	—	93.5	108.5	84.9	71.0	—	83.4	
100	95	1						152	40	98	0	90	41	83	0	107.8	91.5	79.9	—	90.2	105.7	93.8	77.9	—	87.4	
100	90	1						47	25	39	0	28	25	31	0	104.5	86.5	80.1	—	85.3	102.0	87.7	73.9	—	76.8	
100	76	16						28	5	23	0	21	12	33	0	111.3	95.1	85.4	—	86.2	112.1	94.9	80.8	—	82.0	
100	94	1						125	47	63	0	78	47	80	0	105.0	84.2	76.2	—	87.4	100.0	80.4	73.2	—	80.6	
90	88	3						55	23	27	0	45	33	46	0	108.3	98.1	81.1	—	87.4	106.1	97.6	80.0	—	85.6	
98	89	3						59	46	52	0	61	45	54	0	106.2	91.0	80.4	—	89.6	102.9	88.4	76.7	—	85.6	
100	97	1						151	68	91	0	69	66	102	0	103.8	84.1	76.2	—	84.6	103.9	84.6	74.1	—	77.3	
100	92	0						182	118	113	0	138	110	121	0	105.1	89.9	86.6	—	89.5	103.0	87.2	81.7	—	84.0	
100	95	1						218	92	94	0	154	100	126	0	107.0	87.0	80.6	—	90.1	103.8	88.4	80.0	—	83.6	
93	97	2						156	44	48	0	125	46	79	0	107.2	87.4	79.9	—	86.5	104.1	85.0	81.7	—	84.2	
100	89	0						31	18	26	0	21	19	34	0	102.6	91.8	79.4	—	80.3	103.8	82.7	74.9	—	75.0	
100	80	0						198	88	93	0	184	76	119	0	104.3	85.9	78.7	—	89.6	101.3	83.3	76.9	—	84.2	
99	95	3						189	66	70	0	146	60	75	0	98.4	86.3	77.3	—	87.5	96.3	79.8	72.7	—	81.0	
97	89	4						129	22	61	0	74	42	55	0	107.5	87.5	74.2	—	91.6	100.9	83.5	70.6	—	80.4	
100	100	0						53	41	28	0	58	33	45	0	107.5	88.7	80.2	—	88.8	103.0	83.7	78.7	—	79.9	

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						(5) BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Cal St U-Stanislaus		IIA	PU	98.9	85.1	73.2		54.7			81.2	132.3	117.2	101.0		78.7		111.1	36.7
California Institute Tech	7	I	PI	199.9	147.2	127.9	52.6	78.7	—	175.3	243.7	177.7	154.4	61.1	98.8	—	213.4	21.8	
California Lutheran U		IIA	PR	111.8	91.2	74.9	—	78.6			90.6	143.5	117.2	97.9	—	102.1		117.0	29.2
California Maritime Academy	7	IIB	PU	107.7	87.9	75.3		60.9			82.3	145.1	120.7	101.7		87.2		112.6	36.8
California Polytechnic St U-San Luis Obispo		IIA	PU	106.6	88.8	79.8		67.2	139.3		88.3	142.8	120.8	108.9		90.7	183.0	119.2	35.0
Chapman U	7	IIA	PI	145.9	98.8	85.6	69.3				107.8	184.6	133.9	111.0	88.2			139.8	29.7
Claremont Graduate U	7	I	PI	148.6	105.3	104.4					126.8	189.2	133.7	132.5				161.3	27.2
Claremont McKenna Coll	7	IIB	PI	163.3	116.6	97.6	78.0	—			130.1	203.8	149.5	123.4	97.8	—		164.0	26.1
Cogswell Coll		IIB	PI	—	77.1	—	—	—			—	—	—	—	—	—			
Fresno City Coll		III	PU						92.6		92.6						120.0	120.0	29.5
Fresno Pacific U		IIA	PI	72.3	65.1	59.6	—				63.4	87.6	80.4	74.9	—			78.8	
Fuller Theological Seminary		I	PI	97.0	75.1	76.4	—				84.8	117.1	91.7	96.7	—			104.0	22.7
Harvey Mudd Coll		IIB	PI	148.1	107.5	88.8					126.0	192.0	144.7	118.8				165.3	31.2
Holy Names U		IIA	PR	94.1	77.8	64.2	56.6				71.6	113.8	94.2	77.0	64.6			85.8	19.8
Humboldt St U		IIA	PU	99.4	84.6	73.1		56.6			81.6	130.5	114.7	100.9		78.3		109.7	34.6
Mills Coll		IIA	PI	114.5	90.7	69.5	—				98.4	136.5	109.2	84.2	—			117.8	19.7
National U		IIA	PI	128.6	95.6	80.6	70.3	—			102.3	169.3	126.5	107.0	93.7	—		135.3	32.2
Occidental Coll	7	IIB	PI	132.5	92.6	77.1	65.0				100.6	169.2	120.5	102.2	85.7			130.2	29.4
Pepperdine U		IIA	PI	140.4	112.8	86.1	57.7	78.7	73.0	107.2	182.5	147.9	111.4	78.0	110.8	98.8		140.5	31.0
Pitzer Coll	7	IIB	PI	126.9	98.7	80.4			59.2	99.6	171.0	140.4	112.5			76.0		136.2	36.8
Point Loma Nazarene U	7	IIB	PI	100.3	80.3	67.5					89.7	128.0	103.5	90.7				107.1	25.8
Pomona Coll	7	IIB	PI	154.9	111.9	86.5	—				125.2	195.3	145.3	113.9	—			160.4	28.1
San Diego St U		I	PU	114.5	92.5	87.3		65.2			95.1	149.9	124.0	117.1		90.2	220.5	126.6	33.1
San Francisco St U		I	PU	109.7	90.2	81.1		63.3			92.5	142.2	121.1	108.5		86.0	202.1	122.2	32.1
San Jose St U	7	IIA	PU	109.3	90.3	82.5		64.5	—	93.2	142.8	121.2	110.7		89.7	—	123.8	32.8	
Santa Clara U	7	IIA	PI	157.0	112.0	95.6		74.0	—	111.3	204.2	152.2	127.2		103.4	—	149.1	33.9	
Scripps Coll	7	IIB	PI	136.5	97.3	76.5	69.8	—		103.3	167.8	126.1	98.7	90.5		—	130.5	26.2	
Sonoma St U		IIA	PU	97.9	81.0	72.2		61.3			84.9	130.5	111.9	100.9		85.3		115.3	35.7
Stanford U		I	PI	236.6	150.2	128.2		182.9		200.5	288.9	196.0	164.1		228.2		248.5	23.9	
U California-Berkeley	22, 23	I	PU	185.1	123.6	109.8	—	83.6	84.4	149.1	247.3	169.6	152.2	—	119.1	119.3	201.8	35.4	
U California-Davis	17, 22, 23	I	PU	160.1	110.8	92.4		77.3		129.0	215.6	153.3	130.2		111.0		176.4	36.7	
U California-Irvine	17, 22, 23	I	PU	165.7	109.2	95.3		88.2		131.1	222.8	151.3	133.7		124.8		179.0	36.6	
U California-Los Angeles	7, 22, 23	I	PU	195.0	129.0	101.4		84.1	91.7	156.7	259.9	176.4	141.6		119.6	128.4	211.5	34.9	
U California-Merced	5, 22, 23	I	PU	147.1	106.2	89.0		59.5		90.1	199.2	147.4	125.7		88.5		127.1	41.1	
U California-Riverside	17, 22, 23	I	PU	155.4	99.7	87.8		69.9	—	113.2	209.7	139.2	124.2		101.6	—	156.3	38.1	
U California-San Diego	7, 22, 23	I	PU	164.2	112.3	98.1		84.7		131.9	221.2	155.6	137.6		120.7		180.4	36.8	
U California-Santa Barbara	22, 23	I	PU	169.6	103.4	88.3		83.8		133.8	228.0	144.4	125.2		119.6		182.8	36.6	
U California-Santa Cruz	1, 22, 23	I	PU	153.0	104.8	90.6		86.2	72.7	123.7	207.0	146.1	128.2		122.6	104.9	169.9	37.4	
U Redlands		IIA	PI	109.3	89.5	79.1		61.3	55.0	93.0	136.3	113.0	95.2		78.9	69.8	116.3	25.1	
U San Diego	7	I	PI	142.6	97.8	88.0	82.5				110.2	182.3	127.7	117.1	110.1			143.2	29.9
U San Francisco	7	I	PI	150.4	110.2	97.3	80.0				116.4	197.3	149.2	127.2	117.0			154.2	32.4
U Southern California	1	I	PI	175.8	109.9	97.4	—	64.0			126.3	233.1	154.7	138.5	—	97.8		173.7	37.5
U the Pacific	7	IIA	PI	117.2	91.8	89.9	58.5				100.2	155.1	123.9	119.7	81.6			133.7	33.4
Westmont Coll	7	IIB	PI	103.2	83.3	69.2	59.6				89.5	140.5	115.4	89.0	70.1			120.6	34.8
Whittier Coll	4	IIB	PI	116.8	85.8	64.7		65.1			88.0	144.6	106.3	81.6		89.7		109.7	24.7

**Colorado**

Adams St U		I	PU	69.0	53.9	50.9				40.4	55.6								
Colorado Coll		IIB	PI	135.0	98.0	80.0	62.2		61.0	103.7	172.2	129.5	105.0	77.2		77.5	134.2	29.4	
Colorado School Mines		I	PU	136.9	102.9	87.4	77.4	58.5			101.4	187.7	141.1	119.9	106.1	80.2		139.1	37.1
Colorado St U-Fort Collins		I	PU	125.0	91.6	81.6					103.7	155.7	114.1	101.7				129.2	24.6
Fort Lewis Coll	7	IIB	PU	87.0	69.3	57.4	49.1				67.6	113.1	90.0	74.6	63.8			87.9	30.0
Morgan CC		III	PU						53.7	53.7						71.2		30.4	27.3
U Colorado Boulder		I	PU	139.6	99.5	92.6	66.5				103.4	173.9	128.1	119.3	88.9			132.0	27.7
U Colorado Colorado Springs		IIA	PU	106.3	84.2	74.6	49.0				71.9	128.7	103.2	91.6	62.6			88.9	23.6
U Colorado Denver	1	I	PU	147.9	103.9	101.9	70.6				102.7	178.9	128.3	125.7	87.6			126.2	22.9
U Denver		I	PI	139.8	98.8	85.5		66.1			99.2	170.0	123.0	105.8		81.8		122.3	22.9
U Northern Colorado	7	I	PU	89.9	68.1	56.8	47.2	46.9			70.4	111.2	86.0	69.5	58.2	59.4		87.4	24.2

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
99	91	1						67	27	38	0	52	19	42	0	98.9	85.4	74.1		81.8	99.0	84.8	72.5		80.5
100	0	0	0					206	5	30	13	45	0	14	3	202.7	147.2	130.4	54.7	187.3	187.5		122.7	43.8	159.0
82	84	7	0	1.6	2.2	3.3	—	30	19	21	1	21	25	24	0	115.9	92.1	73.8	—	94.4	105.9	90.5	76.0	—	87.1
100	42	5						12	10	15	0	4	2	7	0	106.4	88.0	79.1		83.9	111.7	—	67.4		77.6
99	87	0						222	103	97	0	70	69	80	0	107.9	90.8	81.8		91.4	102.6	85.8	77.4		82.5
82	74	0	0	1.6	2.0	1.6	2.1	107	81	67	14	40	52	81	16	153.4	102.6	87.1	69.6	119.9	125.9	92.9	84.5	68.9	96.6
87	73	0		0.4	1.0	0.7		30	16	6	0	16	17	7	0	153.3	107.7	99.1		133.0	139.9	103.1	108.9		118.8
100	100	0	0	2.5	4.4	2.6		48	25	13	7	14	24	12	4	163.1	124.7	101.7	83.9	142.3	163.9	108.3	93.3	67.7	120.2
0	0	0	0	—	1.0	—	—	2	3	1	2	0	4	2	0	—	—	—	—	86.7		67.6	—	—	66.0
								0	0	0	0	0	0	0	0					93.8					91.6
88	88	2	0	0.8	1.2	3.1	—	15	19	18	1	2	14	25	2	72.6	65.4	58.0	—	64.9	—	64.7	60.7	—	62.5
88	54	0	0					35	13	19	0	6	13	9	1	98.0	74.8	78.9		88.1	90.9	75.3	71.2	76.0	77.3
98	86	0		3.1	4.0	4.4		38	9	10	0	13	12	10	0	152.5	105.8	87.4		133.7	135.5	108.8	90.1		113.4
86	54	0	0	2.5	1.1	3.2	2.5	4	6	3	2	3	7	15	5	94.1	74.8	—	—	78.3	—	80.3	64.1	—	72.3
99	93	1						75	25	32	0	41	19	45	0	100.7	84.8	74.3		85.7	97.0	84.4	72.2		76.8
86	89	0	0	1.1	2.1	2.8	—	20	4	6	1	30	15	14	1	118.2	89.1	66.1	—	103.9	112.0	91.2	70.9	—	97.0
0	0	0	0	1.3	1.2	1.0	0.3	69	38	29	6	42	55	53	10	128.7	96.8	78.3	69.4	109.1	128.3	94.7	81.8	70.9	99.6
100	100	0	0	2.3	4.6	14.4	5.2	37	19	13	21	35	24	17	14	137.3	90.0	79.1	63.1	113.3	127.5	94.6	75.5	67.9	105.5
98	69	1	0	0.1	2.6	6.8	16.5	91	45	45	9	33	46	40	10	142.7	120.1	94.1	55.7	118.1	134.0	105.7	77.1	59.5	97.5
100	100	0		5.2	5.7	5.3		17	9	5	0	15	12	10	0	129.3	97.4	82.6		104.9	124.1	99.6	79.4		95.5
89	0	0						51	18	8	0	24	24	10	0	100.7	79.8	67.2		92.3	99.6	80.8	67.8		86.3
98	100	0	0	3.2	4.9	7.0	—	51	37	20	1	29	33	16	0	157.7	110.3	84.6	—	128.0	150.0	113.7	88.9	—	122.1
99	94	0						220	109	84	0	112	92	82	0	116.2	93.8	89.4		100.2	111.2	91.0	85.1		88.9
94	77	4						201	98	53	0	138	128	106	0	110.7	91.7	80.2		95.4	108.1	89.1	81.5		89.8
100	95	3						183	60	78	0	132	84	109	0	110.1	91.3	83.1		96.3	108.2	89.6	82.0		90.3
100	99	0		3.2	3.7	4.5		100	87	52	0	53	62	38	0	163.1	112.9	102.0		119.8	145.7	110.7	86.7		101.0
100	100	0	0	3.4	3.2	5.0	2.9	15	13	8	5	19	12	13	6	137.5	96.9	75.2	58.3	109.0	135.7	97.8	77.3	79.3	107.0
100	96	2						66	29	22	0	61	18	26	0	99.3	81.2	73.6		87.3	96.5	80.8	71.0		82.6
99	88	0		3.7	4.2	5.0		530	124	130	0	143	55	75	0	238.8	156.0	126.0		206.6	228.7	137.1	131.8		183.3
96	96	0	0					623	170	157	0	229	136	90	2	188.6	128.7	114.8		159.3	175.4	117.3	101.1	51.1	130.6
96	92	0						555	150	154	0	232	134	130	0	163.1	113.2	94.7		137.2	152.7	108.1	89.8		115.9
98	100	0						406	126	100	0	157	109	85	0	168.2	111.2	93.2		138.4	159.2	106.8	97.7		119.4
95	93	0						679	145	172	0	299	116	110	0	200.9	132.5	104.1		167.3	181.6	124.5	97.3		138.7
100	100	0						35	40	53	0	12	24	41	0	151.8	106.5	90.4		96.1	133.5	105.6	87.2		82.1
100	99	0						247	101	157	0	77	78	82	0	157.6	100.1	90.7		119.2	148.1	99.0	82.3		101.6
99	97	0						455	126	114	0	110	70	87	0	168.1	118.4	103.2		141.9	147.7	101.4	91.4		109.3
99	99	0						369	87	78	0	152	68	66	0	176.0	103.9	88.8		144.4	153.9	102.8	87.7		116.6
99	97	0						190	74	63	0	95	64	46	0	157.2	106.7	92.6		130.5	144.6	102.7	88.0		113.4
98	94	0		3.2	3.7	5.8		62	20	8	0	52	28	5	0	112.9	91.9	78.1		96.8	105.1	87.8	80.8		89.1
99	91	1	0	2.1	3.5	3.2	2.5	107	58	40	35	56	69	41	34	149.8	102.6	83.7	83.1	123.6	128.9	93.8	92.1	81.9	105.2
92	65	0	0	1.2	-0.3	1.3	0.4	100	62	79	6	59	74	123	13	152.8	111.3	99.2	85.3	124.6	146.3	109.3	96.0	77.6	111.4
81	50	0	0	3.3	4.3	5.5	—	573	303	237	1	218	257	196	0	182.6	115.5	102.6	—	139.1	157.9	103.2	91.1	—	107.2
88	86	4	0	0.0	2.2	3.1	2.8	101	75	49	2	46	78	49	3	123.2	92.4	93.2	—	106.4	104.0	91.2	86.6	—	93.3
98	50	0	0	2.3	3.7	3.1	0.2	37	10	7	2	12	10	14	2	105.0	84.6	69.6	—	96.6	97.9	81.9	69.0	—	82.2
90	98	2		0.7	0.7	1.3		25	22	21	0	17	23	23	0	127.8	86.9	66.8		95.4	100.7	84.7	62.8		80.1
97	100	20		2.2	5.5	8.2		26	5	20	0	13	9	15	0	71.6	53.2	50.6		58.5	63.6	54.3	51.2		52.1
100	96	0	0	2.5	3.4	4.5	1.9	43	33	14	6	24	23	33	6	139.3	98.9	80.5	62.9	115.3	127.3	96.8	79.8	61.4	97.1
94	95	69	0	3.3	3.5	2.4	2.9	70	46	44	38	15	9	20	32	138.5	103.2	87.1	78.9	112.1	129.4	101.8	88.1	75.7	99.3
98	96	0		2.5	3.2	3.5		322	201	138	0	131	146	108	0	129.4	94.1	81.7		108.7	114.2	88.1	81.5		95.1
98	90	0	0	2.9	3.5	3.6	3.2	25	27	19	12	20	24	24	16	91.1	69.2	55.7	51.3	73.3	81.9	69.3	58.6	47.5	69.2
								0	0	0		0	0	0	94					59.3					51.6
100	96	7	0	2.5	4.5	4.8	7.2	349	216	182	170	114	152	114	159	142.4	102.3	96.3	69.4	119.6	130.7	95.5	86.7	63.4	103.4
100	100	0	0	3.1	3.4	3.3	4.6	57	36	40	60	22	39	41	109	110.9	85.4	75.2	49.2	93.2	94.3	83.2	74.1	49.0	81.9
93	85	0	0	3.2	1.7	4.1	4.0	109	157	102	95	65	128	110	156	152.5	102.9	100.5	66.7	116.9	140.1	105.2	103.1	72.9	111.9
86	87	0		3.6	3.5	3.6		131	113	87	0	60	100	82	0	141.0	100.5	86.7		104.2	137.2	96.8	84.3		93.0
99	82	0	0	3.3	1.9	4.4	1.3	104	64	48	5	69	60	83	13	93.6	70.9	59.5	45.1	77.8	84.4	65.2	55.2	48.0	65.1

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)							(4)							(5) BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)							AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
<b>Connecticut</b>																			
Albertus Magnus Coll		IIB	PI	70.9	59.0	53.4			—	—	60.6	95.6	71.3	63.9		—	—	76.1	25.6
Central Connecticut St U		IIA	PU	107.2	87.6	69.8	61.6				91.4	158.7	139.2	121.3	113.1			142.9	
Connecticut Coll		IIB	PI	116.1	88.8	76.9	55.5	66.7			91.6	152.6	120.2	102.9	71.3	94.9		122.2	33.4
Fairfield U		IIA	PI	125.5	97.1	85.0	74.7				98.9	165.5	133.7	113.4	98.2			132.6	34.0
Quinnipiac U	7	IIA	PI	132.5	96.0	86.7	73.7				102.4	172.0	127.1	112.3	91.4			133.2	30.1
Southern Connecticut St U		IIA	PU	106.4	86.2	71.1	58.3				89.5	131.9	110.2	94.1	80.2			113.8	27.2
U Bridgeport		IIA	PI	98.9	78.7	66.9		73.8			77.3	127.0	106.8	95.1		101.9		105.4	36.4
U Connecticut		I	PU	154.2	104.7	87.5	68.8	84.0			113.1	189.4	138.3	119.2	97.8	114.8		146.4	29.4
U Hartford		IIA	PI	101.9	78.9	68.0	63.4				78.5	130.9	105.0	89.8	84.1			103.1	31.3
U New Haven		IIA	PI	132.5	96.0	76.3	84.4	68.7			90.7								
U Saint Joseph	15	IIA	PR	93.6	76.6	70.2	51.6				74.6	123.4	99.3	91.6	62.8			97.0	30.1
Wesleyan U		IIA	PI	149.4	103.4	86.9			73.8		106.1	190.3	131.0	110.3			96.4	135.6	27.8
Yale U	1	I	PI	209.5	131.0	108.7	90.9	79.9			157.9	254.1	166.0	138.4	112.1	106.0		195.1	23.6

**Delaware**

U Delaware		I	PU	148.7	105.3	88.5	72.4				114.0	193.7	141.1	118.7	101.4			151.1	32.6
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**District of Columbia**

American U		I	PR	163.2	105.8	83.6	71.8				102.5	197.9	134.2	104.4	89.0			126.8	23.7
Catholic U America		I	PR	113.2	84.2	71.4	53.1				87.2	138.5	104.9	85.8	62.4			106.9	22.5
Gallaudet U		IIA	PI	125.4	98.3	78.9	71.5	64.3			101.9	163.5	130.9	107.4	99.4	90.2		135.2	32.7
George Washington U		I	PI	174.6	115.0	92.7	82.7				126.1	212.4	142.5	114.5	102.0			154.8	22.8
Georgetown U		I	PI	195.8	125.2	115.7			100.0		138.1	237.9	155.1	143.8			123.7	169.6	22.8
Howard U	7	I	PI	105.4	86.8	78.2	62.8	46.8	85.1	83.5	125.2	103.6	92.0	75.3	55.1	93.4	99.1	17.5	
Trinity Washington U	17	IIA	PR	86.3	70.1	59.0	—			54.1	64.2	100.0	81.3	70.8	—		63.0	75.5	16.3

**Florida**

Bethune-Cookman U		IIB	PI	79.9	66.0	62.2	53.3			—	61.4	98.1	80.7	75.0	64.8		—	74.6	21.3
Eckerd Coll	7	IIB	PI	89.2	70.4	64.6	42.6				67.8	118.4	96.4	87.2	61.1			92.1	35.7
Embry-Riddle Aeronautical U-Daytona Beach		IIA	PI	113.5	85.3	74.9	52.5				85.1	147.5	111.0	100.5	78.1			110.7	30.1
Flagler Coll-St Augustine		IIB	PI	81.5	74.1	64.2	58.3	—	—		69.0	97.0	88.6	76.3	69.6	—	—	82.2	19.2
Florida Agricultural and Mechanical U		IIA	PU	99.6	80.9	66.4	58.2				79.1	128.5	106.4	87.8	78.6			103.8	31.1
Florida Atlantic U	7	I	PU	109.0	81.2	73.5	55.3	—			80.9	139.7	107.4	96.8	75.2	—		106.2	31.3
Florida Gulf Coast U		IIA	PU	107.3	80.3	68.7	50.3	—			72.9	136.0	105.2	91.4	69.5	—		96.2	31.9
Florida International U	7	I	PU	128.1	94.8	86.3	63.9	84.1	78.7		91.7	160.0	122.3	111.4	85.0	108.6	100.2	117.8	28.5
Florida Southern Coll	7	IIA	PI	90.9	72.7	64.0	60.3			—	70.2	108.5	92.1	82.7	81.1			89.2	27.0
Florida St U	7	I	PU	130.7	94.9	86.1				69.2	99.5	165.2	122.2	110.9			90.3	127.6	28.2
Jacksonville U		IIA	PI	85.3	74.7	71.0	49.9				72.7	107.8	95.4	91.0	65.5			93.0	27.8
Miami Dade Coll	7	III	PU	87.1	72.2	63.9	56.1				71.0	104.8	87.7	77.2	67.7			85.8	20.9
New Coll Florida		IIB	PU	88.6	70.6	61.7	—				74.6	115.2	94.0	82.9	—			98.7	32.2
Palm Beach Atlantic U	7	IIB	PR	73.4	71.5	63.6	53.6				68.7	93.7	91.4	82.0	70.4			88.1	28.3
Rollins Coll		I	PI	98.1	82.5	67.7		57.0			79.2	128.2	108.6	86.5		73.6		103.0	30.1
Southeastern U		IIB	PI	83.3	67.8	55.2	45.6	27.9			65.3	104.5	89.3	71.8	61.0	39.3		84.4	29.2
Stetson U	1	IIA	PI	123.1	83.1	72.6	—			52.3	92.0	155.2	109.8	95.9	—		67.0	118.3	28.5
U Central Florida	13	I	PU	139.8	93.4	78.4	56.0	61.2			87.7	176.9	118.7	99.6	71.4	78.0		111.3	27.0
U Florida	7	I	PU	137.5	91.6	80.7		65.2			102.4	171.1	119.2	105.4		87.1		130.9	27.7
U Miami		I	PI	165.0	108.3	98.0	94.7	62.9			109.2	204.8	137.5	120.1	120.3	83.9		137.9	26.3
U North Florida		IIA	PU	103.0	75.4	67.6	50.8	41.8			74.2	127.1	95.8	86.4	68.2	59.0		94.4	27.2
U South Florida-Main Campus	7	I	PU	122.5	88.3	78.5	57.0				87.6								
U South Florida-Sarasota-Manatee		I	PU	127.7	92.1	72.9	58.9				75.0								
U South Florida-St Petersburg	7	I	PU	117.2	84.2	60.7	57.0				78.7								
U Tampa		IIA	PI	103.4	86.3	67.9	61.7				79.6	133.9	111.5	87.0	79.0			102.5	28.8
U West Florida		I	PU	95.6	74.4	67.7	53.8	51.6			71.0	124.2	99.1	89.3	71.8	66.6		93.4	31.5

**Georgia**

Agnes Scott Coll		IIB	PI	96.4	77.9	67.4	—				83.5	126.3	100.5	86.9	—			108.7	30.1
Berry Coll	7	IIA	PI	93.6	71.7	62.6	46.7	53.1			71.0	120.5	95.3	84.5	65.8	73.5		94.4	32.8
Brenau U		IIA	PI	90.7	79.3	63.2	47.6				71.5	111.8	98.0	76.6	61.9			87.9	23.0

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
62	6	0		2.9	0.0	2.9		8	9	7	0	5	7	3	0	66.8	60.0	54.7		60.4	77.4	57.7	—	60.8	
100	81	13	0	0.1	0.8	0.3	1.3	122	77	56	4	73	55	59	0	107.8	88.2	68.9	61.6	93.3	106.2	86.9	70.7	89.3	
100	98	0	0	3.4	4.2	3.4	2.5	39	23	11	6	27	22	24	10	119.2	90.5	77.2	58.1	101.7	111.6	87.0	76.8	54.0	89.2
100	99	8	0	2.1	4.0	2.9	2.2	38	42	27	16	38	49	33	26	129.2	100.2	89.5	76.0	107.8	121.8	94.5	81.3	74.0	99.5
93	64	11	0	2.1	2.3	3.0	2.1	64	36	54	12	47	62	81	9	137.1	104.4	89.6	77.1	112.8	126.3	91.2	84.7	69.1	97.1
100	90	6	0	0.2	0.2	0.5	0.0	101	54	50	1	69	71	70	7	106.9	86.3	70.8	—	92.7	105.6	86.1	71.4	—	87.6
100	70	3		2.0	2.7	4.1		14	32	14	0	5	18	25	0	99.5	81.2	68.9		81.3	97.3	74.3	65.8		72.6
97	82	1	0	-0.2	-0.1	0.7	4.1	332	247	223	38	139	191	204	25	158.0	109.9	89.9	72.0	123.8	145.1	97.8	84.8	64.0	102.8
100	94	7	0	3.7	4.8	4.5	4.4	59	61	22	52	23	45	32	40	102.0	78.3	72.5	65.0	87.2	101.8	79.8	64.9	61.4	80.1
98	75	5	0	2.8	3.5	1.5	21.3	40	48	33	11	9	24	28	2	136.2	98.2	78.0	85.7	96.4	116.4	91.4	74.4	77.3	80.8
100	85	0	0	3.1	3.2	3.2	2.8	9	15	14	1	9	24	52	5	94.4	75.1	72.0	—	78.5	92.9	77.5	69.8	—	74.4
100	100	0		4.1	4.5	5.2		85	30	32	0	36	35	39	0	151.9	104.1	86.9		116.3	143.7	102.8	86.8		94.7
88	38	0	0	3.2	6.6	3.5		447	73	120	14	160	62	86	9	212.4	138.1	109.3	89.8	172.9	201.3	122.6	108.0	92.5	135.8
95	82	0	0	1.6	1.9	2.2	1.4	318	200	150	25	112	164	166	63	151.1	108.1	89.3	77.7	124.3	141.9	101.8	87.7	70.3	106.7
96	94	3	0	1.7	1.7	2.9	3.9	121	79	74	118	63	82	82	168	165.5	105.2	87.5	77.6	127.1	158.8	106.4	80.1	67.7	111.4
96	64	1	0		0.9	1.5	0.0	82	98	75	1	31	57	61	8	113.4	84.5	73.2	—	90.5	112.6	83.6	69.2	—	83.8
99	65	14	0	1.4	2.8	4.3	4.0	29	18	9	5	42	34	19	3	128.1	96.4	78.2	69.6	104.8	123.6	99.3	79.2	74.7	102.4
90	74	0	0	2.7	3.4	3.6	4.0	264	170	117	58	100	175	138	65	175.5	117.0	94.2	92.2	140.2	172.2	113.0	91.4	74.2	120.1
96	92	2		4.9	4.3	4.2		216	123	57	0	109	119	41	0	201.3	129.4	116.5		148.4	184.9	120.9	114.4		125.0
86	79	2	0					145	125	93	22	64	96	101	38	105.0	87.8	79.1	59.4	87.4	106.3	85.6	77.4	64.8	82.2
100	96	0	0	1.9	2.2	3.5	—	0	7	7	1	4	17	23	0		71.8	64.0	—	65.6	86.3	69.4	57.5	—	63.8
76	68	2	0					10	15	55	27	7	19	38	40	72.4	62.6	61.7	58.3	63.2	90.6	68.6	63.1	50.0	67.6
100	100	24	0	2.4	3.8	3.3	9.6	29	16	19	14	13	12	23	19	90.3	73.2	64.9	43.5	78.5	86.7	66.7	64.4	41.9	71.0
93	52	0	0	3.4	4.1	4.5	4.5	66	76	64	21	8	25	32	14	113.5	85.2	76.6	55.3	91.6	113.4	85.7	71.5	48.2	82.1
0	0	0	0		2.5	2.6		8	18	26	3	5	25	26	3	79.6	78.3	65.2	—	71.3	84.6	71.1	63.2	—	67.9
97	85	7	0	0.7	2.8	1.9	3.1	107	83	80	25	45	87	70	47	100.2	80.7	66.4	56.2	84.2	98.1	81.1	66.4	59.2	79.8
99	94	0	0	6.5	7.3	6.3	7.5	157	119	63	82	58	99	69	119	112.1	82.3	79.0	57.4	95.5	100.7	80.0	68.4	53.8	81.7
4	1	0	0	1.3	1.5	1.9	1.9	46	77	84	43	25	43	70	74	114.9	79.8	65.8	50.9	81.7	93.3	81.3	72.1	50.0	78.8
94	87	0	0	2.7	3.6	3.2	4.1	192	177	144	144	60	115	144	141	130.3	95.5	89.6	66.2	105.5	120.9	93.8	83.0	61.6	92.7
68	44	0	0	2.4	3.1	3.1	2.5	15	22	24	9	7	14	36	10	89.6	75.2	64.9	60.9	74.8	93.6	68.9	63.4	59.7	68.5
99	97	0		6.1	7.2	5.4		353	168	175	0	119	124	131	0	135.4	97.7	89.3		108.1	116.9	91.1	82.0		86.3
100	89	12	16	0.9	0.5	0.1	0.0	26	35	24	13	20	21	42	12	89.6	78.0	65.5	50.3	78.0	79.6	69.2	74.1	49.3	74.2
100	100	64	11	2.4	2.6	2.3	2.0	88	122	82	59	83	141	83	68	87.9	72.6	63.6	56.2	74.7	86.4	71.8	64.1	56.0	73.7
100	100	0	0	1.1	1.7	1.0	—	17	7	13	0	13	15	10	1	94.0	71.5	63.4		79.0	81.4	70.2	59.4	45.0	71.2
0	0	0	0					32	34	23	2	14	29	34	5	74.3	70.5	63.0	—	69.9	71.3	72.7	64.0	—	68.6
96	86	0						48	28	30	0	22	37	33	0	102.0	86.3	71.9		86.6	89.6	79.7	63.8		71.4
0	0	0	0	1.7	3.8	9.1	7.6	34	27	18	4	11	14	23	8	83.3	68.3	54.0	44.9	70.5	83.3	66.9	56.1	45.9	61.8
98	89	0	0	2.1	2.7	2.0	—	64	31	27	0	45	23	28	3	119.7	82.9	75.7		95.1	127.9	83.4	69.6	76.0	88.9
99	95	1	0					195	226	161	81	67	119	143	126	143.8	96.6	79.4	58.0	100.8	128.4	87.4	77.3	54.7	82.1
93	80	1		3.7	7.7	4.7		564	343	231	0	181	213	235	0	140.7	93.5	82.8		110.7	127.6	88.5	78.7		89.2
98	94	0	0	3.4	3.5	4.1		247	140	78	49	66	106	58	58	166.0	111.1	103.0	97.4	121.6	161.6	104.6	91.3	92.4	93.9
100	99	0	0	0.0	0.6	3.5	1.3	65	78	49	27	29	67	54	49	106.9	77.3	71.9	48.1	84.5	94.1	73.3	63.6	52.4	72.5
97	93	0	0	1.9	1.5	0.2	1.1	254	199	107	135	89	148	114	198	126.4	91.3	82.4	60.5	105.6	111.3	84.1	74.9	54.6	88.0
100	90	0	0	0.0	-0.3	0.7	1.1	4	9	10	19	1	12	10	17	137.1	111.9	72.1	59.8	99.0	—	77.3	73.8	57.9	76.3
100	89	0	0	1.6	3.6	0.3	1.0	21	19	13	17	9	19	21	18	122.3	90.9	58.6	57.2	95.4	105.3	77.6	62.1	56.9	76.0
100	95	3	0	3.3	3.7	3.9	2.3	30	70	65	6	12	48	65	10	104.4	86.1	71.3	60.6	83.6	101.1	86.6	64.6	62.4	76.6
96	98	5	0	1.4	2.5	1.9	2.0	54	37	57	28	24	26	52	32	96.7	75.5	69.9	54.4	79.0	93.1	72.8	65.2	53.3	69.1
100	95	0	0	3.3	5.1	4.9	—	17	7	2	0	20	13	17	2	95.7	80.1	—		89.2	97.0	76.7	67.7	55.0	81.8
100	96	2	0					28	27	28	2	8	26	33	2	94.9	68.1	61.6	—	74.5	89.1	75.4	63.4	—	68.5
0	0	0	0	4.1	0.4	6.4	2.1	8	5	19	1	18	25	35	11	81.4	68.2	64.5	—	69.3	94.8	81.5	62.4	—	76.0

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Georgia (continued)</b>																		
Clark Atlanta U	7	IIB	PI	74.1	66.3	57.4	53.6	49.9	51.3	63.8	91.1	83.7	70.4	65.2	56.7	58.5	78.7	23.4
Clayton St U	17	IIA	PU	74.7	64.5	60.6	55.6	52.1		64.0	94.1	83.9	80.0	75.1	71.6		83.4	
Columbus St U	7	IIA	PU	76.7	71.2	58.6	57.2	43.5		65.1	99.3	92.9	75.0	73.3	55.3		84.1	29.1
Covenant Coll	1	IIB	PR	72.8	64.6	50.0				66.7	100.5	83.0	67.9				90.6	35.9
Emory U		I	PR	172.0	118.4	104.9				142.0	222.7	153.2	135.2				183.7	29.4
Georgia Coll and St U		IIA	PU	88.3	70.1	61.1	—	49.8		69.0	113.0	91.7	81.6	—	65.5		90.1	30.4
Georgia Highlands Coll		IIB	PU	59.0	48.1	44.8	43.0			47.8								
Georgia Institute Tech-Main Campus	7	I	PU	162.1	107.7	103.1	42.4	50.4		126.7	208.4	139.1	132.1	54.4	65.5		163.1	28.4
Georgia Southern U		I	PU	82.0	72.5	72.9	54.1	49.4		70.6	102.9	91.8	90.6	69.1	62.5		88.7	25.6
Kennesaw St U	7	IIA	PU	90.5	72.6	63.7	47.5	52.3		69.8	117.6	96.9	86.1	63.5	70.1		92.8	32.9
Mercer U		IIA	PI	91.1	72.8	68.2	66.6			74.9	121.1	98.4	91.1	89.0			100.4	33.9
Morehouse Coll	1	IIB	PI	85.3	71.4	56.0	46.6			66.7								
Spelman Coll		IIB	PI	104.8	76.6	64.3	55.1	59.2		72.7	123.7	95.5	83.2	74.0	78.1		91.6	
Toccoa Falls Coll		IIB	PR	57.9	47.7	43.4				48.1	83.3	74.3	65.1				71.7	48.9
U Georgia		I	PU	126.4	94.5	86.4	54.5	70.5		100.4	158.5	121.8	112.1	72.2	92.7		128.2	27.7
U North Georgia		IIA	PU	79.8	64.7	57.0		43.9	41.5	58.4								
U West Georgia		IIA	PU	83.4	64.5	58.4	41.5	48.1		61.3	113.3	87.5	79.5	57.7	66.7		83.7	36.5
Valdosta St U	7	I	PU	81.2	63.8	59.5	50.9	48.3	—	65.3	104.7	87.1	81.1	69.2	67.2	—	87.4	33.8
Wesleyan Coll		IIB	PI	66.9	60.9	50.9				59.4	85.6	77.9	63.3				75.4	26.8
<b>Hawaii</b>																		
Chaminade U Honolulu	7	IIA	PI	86.5	76.3	67.3		55.4		72.3	105.3	91.3	81.9		69.3		87.9	21.5
Hawaii CC	1	III	PU	93.5	81.9	69.1	61.0			72.3	129.7	115.2	99.2	88.9			103.1	42.7
Honolulu CC	15	III	PU	92.4	79.6	71.8	58.9			73.2	128.4	112.2	102.7	86.6			104.4	42.6
Kapiolani CC	15	III	PU	93.4	81.7	70.6	62.3			77.4	129.7	114.9	104.5	90.5			110.4	41.5
Kauai CC		III	PU	96.5	83.1	73.8	59.9			72.4	133.3	116.6	105.0	87.7			103.2	42.6
Leeward CC	15	III	PU	92.8	79.1	69.3	59.7			73.6	128.9	111.6	99.4	87.3			104.8	42.3
U Hawaii Hilo	1	I	PU	103.7	88.0	77.6	59.3			87.6	142.1	122.8	109.8	86.8			122.3	39.5
U Hawaii Manoa	17	I	PU	132.8	97.6	82.8	65.1			105.4	177.6	134.8	116.4	94.1			144.0	36.7
U Hawaii Maui Coll	15	IIB	PU	94.1	84.3	75.3	59.8			74.1	130.3	118.1	106.9	87.5			105.4	42.2
U Hawaii-West Oahu	7	IIB	PU	100.9	85.7	72.9	64.9			82.0	138.9	119.9	103.9	94.1			115.3	40.7
Windward CC	15	III	PU	96.4	76.4	72.2	58.7			73.9	133.3	108.3	103.0	86.1			105.2	42.3
<b>Idaho</b>																		
Boise St U		I	PU	87.4	73.1	68.2	56.2	45.4		70.0	116.4	99.3	97.3	79.0	65.9		96.6	38.1
Coll Idaho		IIB	PI	81.0	65.9	56.0	48.1			64.8								
Lewis-Clark St Coll		IIB	PU	63.4	55.4	47.6	44.8	—		53.0	88.8	79.2	69.7	66.3	—		76.3	43.9
<b>Illinois</b>																		
Augustana Coll		IIB	PR	88.0	68.5	57.2	49.6			69.2	113.4	89.4	73.2	66.7			89.6	29.4
Aurora U	7	IIA	PI	97.3	78.9	66.4	—	50.1		70.5	112.2	92.5	77.7	—	58.2		82.1	16.6
Benedictine U	7	IIA	PR	97.6	73.6	63.2	52.2			75.3	110.4	86.4	76.0	65.0			88.1	
Bradley U		IIA	PI	98.0	75.8	67.3	51.9	42.9		76.3	118.5	93.1	83.3	63.3	55.2		93.5	22.0
DePaul U		I	PI	130.5	95.1	78.7	67.9			94.4	163.3	121.9	97.4	84.6			119.0	26.1
Dominican U		IIA	PR	87.3	69.3	65.0	—	62.6		72.6	112.1	93.3	84.2	—	78.0		94.3	30.1
Eastern Illinois U		IIA	PU	93.9	75.9	72.3	51.1			76.1	121.8	101.6	96.5	72.7			101.4	33.3
Governors St U		IIA	PU	104.8	86.7	76.7		68.1		82.7								
Illinois Coll	7	IIB	PI	80.9	65.7	54.7	45.3			65.9	96.8	82.1	69.3	58.2			81.3	23.3
Illinois Institute Tech		I	PI	148.8	101.5	91.1	63.8	84.8		116.3	180.7	127.8	111.6	81.2	104.3		142.8	22.8
Illinois St U		I	PU	92.9	74.2	73.7		43.5		73.2	123.1	102.0	98.8		62.6		99.4	35.7
Illinois Wesleyan U	7	IIB	PI	88.7	70.3	59.0	—			73.4	124.7	93.6	76.5	—			99.6	35.6
Kaskaskia Coll	7	III	PU	86.9	77.1	69.5	—			77.0	112.3	100.2	87.5	—			98.5	27.9
Knox Coll		IIB	PI	84.0	64.3	49.5	51.6			66.9	108.8	86.7	67.7	65.5			88.8	32.8
Lake Forest Coll		IIB	PI	98.0	76.8	62.9	—	76.8		77.1	128.9	101.9	84.2	—	98.5		102.0	32.3
Lewis U		IIA	PR	101.6	84.4	70.4	61.5			82.8	134.7	115.7	96.9	88.8			112.5	35.8
Lincoln Christian U		IIB	PR	53.3	53.4	53.0				53.3	67.0	67.0	66.6				66.9	25.6
Loyola U Chicago		I	PI	145.9	99.2	83.1	71.5			97.9	186.5	127.1	107.0	91.5			125.4	28.1
MacMurray Coll		IIB	PI	61.8	52.6	48.4				51.0	78.1	64.9	60.8				63.8	25.2
McKendree U		IIA	PI	73.9	60.4	59.5	50.9			61.5	93.9	76.0	75.3	64.7			77.9	26.6

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
98	78	49	0	-0.1	1.6	0.4	0.0	35	42	18	1	7	21	31	4	76.8	64.5	57.6	—	67.1	60.6	69.7	57.3	—	59.9
100	91	0	0	3.2	3.6	3.5	4.4	25	43	25	0	33	25	31	12	78.3	66.2	60.8	—	66.6	72.0	61.5	60.4	55.6	62.3
96	83	5	0	1.8	6.2	4.5	3.3	57	46	45	2	25	35	40	10	77.4	75.0	60.0	—	68.3	75.1	66.3	57.1	—	61.3
78	15	0	0	1.3	2.3	0.9		36	8	7	0	4	5	6	0	73.3	68.4	51.7		69.6	68.2	58.6	48.0		56.9
92	87	0	0	3.8	5.2	5.8		235	122	82	0	112	89	65	0	178.8	122.7	108.2		150.0	157.8	112.5	100.7		128.7
99	97	2	0	3.2	4.0	3.8	—	65	23	35	0	36	43	48	1	87.9	73.0	62.1		73.5	88.8	68.5	60.3	47.0	65.5
100	94	24	0	2.6	3.7	3.7	3.1	14	15	13	10	8	20	20	23	59.2	47.7	42.8	41.6	50.0	58.7	48.4	46.1	43.6	49.2
100	95	0	0					430	229	132	11	83	68	68	25	164.7	108.1	105.4	42.2	135.5	148.3	106.4	98.7	42.6	110.1
100	99	6	0	4.1	4.2	3.6	2.9	89	114	116	1	46	89	107	23	84.8	73.9	75.5	—	75.1	76.7	70.7	70.0	—	66.7
99	92	9	0	3.9	4.4	5.0	7.9	157	164	150	19	101	157	151	25	92.9	74.8	64.9	50.3	74.7	86.7	70.2	62.5	45.4	66.6
100	86	5	0	1.4	2.5	3.1	2.6	66	60	27	38	33	58	36	72	92.6	72.2	68.9	65.7	80.4	88.3	73.4	67.7	67.0	75.6
90	92	0	0					21	37	29	13	10	23	18	5	87.8	72.4	56.7	48.2	70.9	80.2	69.7	54.9	42.4	66.5
100	100	0	0	6.9	3.3	21.2	10.3	9	17	14	5	16	39	33	13	97.4	75.5	64.4	48.1	75.9	108.9	77.1	64.3	57.9	74.3
91	14	5	0	4.1	6.6	2.4		10	4	14	0	1	3	8	0	57.8	47.8	44.2		49.6	—	—	41.9		44.7
98	91	0	0	3.5	3.9	4.1	4.8	537	326	246	41	194	222	216	40	129.0	96.9	90.7	53.9	108.4	119.3	91.0	81.5	55.0	92.3
99	80	11	0	3.5	4.2	4.1		70	72	91	0	37	58	104	0	79.5	64.6	56.8		60.3	80.4	64.8	57.1		56.6
99	94	4	0	4.5	6.4	4.7	5.6	75	48	43	27	30	58	85	49	85.9	65.8	57.2	40.3	70.2	77.1	63.3	59.0	42.2	60.6
100	82	7	0	2.5	3.5	4.5	3.3	80	56	54	7	46	49	58	30	83.2	64.4	61.3	47.0	69.5	77.7	63.1	57.8	51.9	63.4
100	93	0	0					9	4	4	0	12	11	17	0	67.7	54.8	49.0		60.3	66.3	63.1	51.3		59.0
100	58	0	0					13	10	10	0	4	14	13	0	86.7	75.1	62.3		72.4	85.8	77.2	71.2		72.3
100	100	87	0	4.0	4.8	4.7	5.2	7	5	10	13	10	6	13	22	92.0	82.2	71.4	58.6	80.4	94.5	81.7	67.4	62.4	79.7
100	94	83	0	4.1	4.7	5.0	5.0	15	10	23	30	15	6	7	15	93.6	79.8	72.1	59.2	80.4	91.3	79.2	71.1	58.3	83.6
100	95	82	0	4.0	4.7	5.3	6.2	31	16	23	23	23	23	27	23	93.4	78.6	69.0	61.9	82.0	93.4	83.8	72.0	62.6	82.5
100	100	96	0	4.0	5.1	4.7	7.2	4	2	13	12	1	7	10	8	90.4	—	73.6	59.6	77.4	—	85.2	73.9	60.5	80.9
100	100	96	0	3.9	5.0	5.0	6.0	19	12	25	21	21	13	23	29	94.2	78.9	70.8	61.2	80.5	91.6	79.2	67.7	58.5	79.1
100	93	0	0	4.0	4.8	6.9	8.4	44	47	15	7	23	36	18	20	105.7	86.4	77.0	60.8	93.1	99.7	90.0	78.0	58.8	90.1
100	94	0	0	4.5	5.0	6.1	4.8	298	160	100	34	128	158	130	66	137.9	99.7	85.7	62.7	117.6	120.9	95.6	80.6	66.3	98.7
100	100	92	0	4.0	4.0	5.8	5.4	2	3	12	15	10	14	13	16	—	—	73.6	59.5	76.2	95.3	85.5	76.9	60.0	85.1
100	64	0	0	4.5	6.3	4.7	5.8	13	10	14	5	10	4	19	6	98.1	87.6	75.4	65.8	86.7	104.5	80.9	71.1	64.1	82.4
100	100	83	0	5.1	4.0	5.9	4.2	8	6	3	10	6	1	3	11	99.0	76.5	—	59.6	86.5	92.9	—	—	57.8	84.7
98	91	4	0	9.3	2.2	3.4	1.6	112	97	98	3	61	102	103	3	88.2	77.4	73.3	—	75.5	86.0	69.0	63.3	—	64.5
96	94	0	0	3.6	3.3	2.8	3.0	17	8	11	11	9	8	11	4	82.9	65.4	56.1	47.5	70.8	77.5	66.5	55.9	49.8	65.9
77	84	3	0	4.6	3.2	4.5	6.0	30	10	28	10	14	27	32	15	63.6	54.3	46.6	44.7	55.0	63.0	55.8	48.5	44.8	54.0
100	100	0	0	1.4	1.8	3.1	1.5	35	26	38	6	27	20	28	11	88.6	67.9	56.4	49.2	70.8	87.2	69.3	58.3	49.8	71.6
91	67	0	0	7.0	6.7	7.2	—	13	19	23	0	9	23	30	1	95.4	82.2	63.6		71.6	99.9	76.3	68.6	70.0	69.5
98	82	0	0	2.7	2.7	4.1	3.7	28	13	21	7	18	20	32	7	101.8	71.0	61.7	50.9	81.7	91.2	75.2	64.2	53.4	74.3
100	99	4	0	1.9	1.9	3.1	2.0	79	57	48	19	16	56	46	17	99.7	79.5	68.2	57.4	84.8	89.5	71.9	66.3	45.7	70.6
98	95	1	0	2.7	3.0	4.9	2.9	128	197	82	94	72	178	96	83	136.7	97.6	85.3	73.1	107.4	119.4	92.3	73.0	62.0	92.6
98	73	24	0	1.8	3.1	1.6	—	26	17	18	1	25	32	19	1	90.9	70.2	67.3	—	75.5	83.5	68.8	62.8	—	70.9
100	99	6	0	2.8	3.1	2.9	4.2	85	70	33	42	64	43	33	54	97.8	79.6	81.2	51.8	88.1	88.6	69.9	63.4	50.6	76.9
100	98	2	0	1.4	1.6	0.3		12	28	14	0	17	31	43	0	97.1	90.0	87.1		84.9	110.2	83.7	73.3		81.3
96	91	0	0	0.0	0.2	0.9	2.0	17	13	13	6	10	9	8	2	81.2	66.8	55.4	47.0	69.0	80.4	64.1	53.6	40.5	67.0
82	79	0	0					134	87	50	6	36	24	34	5	151.6	100.7	91.5	67.1	120.5	138.1	104.4	90.7	59.8	109.8
100	97	2	0	0.4	0.6	1.0		160	138	74	0	93	124	107	0	96.4	76.2	76.2		79.9	87.0	71.9	71.9		67.0
98	96	9	0	0.0	1.1	0.2	—	40	24	21	1	15	21	26	0	89.6	71.5	56.8	—	76.4	86.1	69.0	60.7	—	69.7
100	100	56	0	0.0	0.0	0.0	—	13	6	12	0	11	6	15	1	87.4	83.3	70.5		80.1	86.4	71.0	68.7	41.5	75.2
97	98	4	0	3.0	2.2	1.3	1.0	22	27	15	3	16	18	12	1	86.1	64.7	46.5	—	67.8	81.1	63.6	53.2	—	67.0
100	100	0	0	2.0	2.6	4.0	—	19	16	16	2	6	16	15	1	98.7	75.5	63.7	—	80.8	95.4	78.0	62.0	—	73.9
97	51	1	0	1.4	1.6	2.1	3.1	41	26	48	1	26	29	48	6	103.1	85.3	70.5	—	85.5	99.2	83.6	70.3	—	81.3
0	0	0	0	0.2	0.1	1.6		16	5	2	0	4	2	2	0	53.6	54.1	—		53.0	52.1	—	—		54.1
98	97	5	0	2.3	3.6	3.9	2.5	137	95	60	124	61	87	57	178	149.6	100.8	85.9	67.8	120.6	137.6	97.5	80.2	74.0	104.6
100	38	0	0	0.0	0.0	0.4		1	5	10	0	3	3	12	0	—	51.3	48.6		51.0	—	—	48.2		50.9
96	94	7	0					11	11	12	7	12	21	15	11	74.7	64.4	68.2	52.5	69.1	73.2	58.2	52.5	49.8	60.2



**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Millikin U		IIB	PI	75.7	62.0	55.2	50.3	40.5			59.7	93.4	77.0	68.5	65.4	51.7		74.6	24.8
Monmouth Coll	7	IIB	PI	73.8	62.0	51.3	47.6			61.1	92.8	78.9	66.2	62.1				77.8	27.3
North Central Coll	1	IIA	PI	95.7	77.1	64.0	—			78.0	124.2	100.1	82.0	—				100.7	29.2
Northeastern Illinois U		IIA	PU	90.4	78.7	72.4	46.3			70.8	115.8	102.2	91.8	61.7				91.6	29.4
Northern Illinois U		I	PU	97.5	75.9	70.1	41.8		54.0	73.5	128.3	103.8	97.1	64.8		75.6		101.0	37.4
Northwestern U		I	PI	200.7	130.8	117.2				164.2	253.2	171.2	154.4					210.2	28.0
Roosevelt U		IIA	PI	99.2	73.3	64.8	—	46.9	—	73.9	122.4	93.6	82.8	—	61.5	—		93.7	26.6
Saint Anthony Coll Nursing	7	IIB	PR	—	72.2	55.0				64.9	—								
Saint Francis Medical Center Coll Nursing		PI	87.0	77.4	65.6	60.4				69.4	116.2	103.8	81.5	80.4				89.2	27.8
Saint Xavier U		IIA	PR	78.9	64.6	62.6	56.4	36.1	44.9	64.1	97.9	79.0	75.1	67.8	44.7	57.3		78.4	22.3
Southern Illinois U Edwardsville	7	IIA	PU	91.3	76.6	63.8	43.1	—		70.4	120.0	103.0	88.5	65.3	—			96.1	36.5
Southern Illinois U-Carbondale	7	I	PU	99.5	76.0	69.4	36.6	43.4	—	74.5	131.9	103.9	94.7	53.1	62.2	—		101.3	35.8
Trinity Christian Coll		IIB	PI	72.0	59.7	51.5				60.4	88.5	75.8	61.0					73.5	21.8
Trinity International U-Illinois	17	IIA	PR	70.3	64.8	53.5				62.7	86.2	80.7	69.4					78.6	
U Chicago		I	PI	228.1	127.1	118.2	63.7	65.0		160.8	274.4	162.6	152.8	90.5	91.9			199.6	24.1
U Illinois Chicago		I	PU	145.5	104.0	91.1	62.3	53.3		107.9	185.3	137.6	122.6	89.3	79.0			142.0	31.6
U Illinois Springfield	7	IIA	PU	111.4	69.1	63.4	48.6	—		69.2	146.1	97.2	90.6	73.5	—			97.3	40.6
U Illinois Urbana-Champaign		I	PU	147.7	99.5	92.2	56.9	74.6		115.0	187.7	132.3	123.9	83.1	103.6			150.1	30.5
U St Francis	7	IIA	PI	91.5	73.2	64.7	61.6			72.9	112.8	94.5	86.0	82.9				94.2	
Western Illinois U	15	IIA	PU	98.1	78.1	61.5	45.2	37.8		75.7	128.9	104.9	86.5	64.8	58.4			102.2	35.0
Wheaton Coll		IIB	PI	96.7	81.9	65.7	—			82.4	130.6	113.7	88.5	—				112.5	36.4

**Indiana**

Ball St U	1	I	PU	96.5	76.3	62.4	49.2			69.6	127.5	102.2	82.7	66.4				92.7	33.1
Bethel Coll-Indiana	7	IIB	PR	64.6	55.7	46.3				51.7	85.0	72.8	65.0					70.0	35.5
Butler U		IIA	PI	92.8	77.2	64.9	53.1			73.9	125.5	103.6	67.3	70.0				84.1	33.1
Calumet Coll Saint Joseph		IIA	PI	—	59.7	54.2	—			—	78.1	77.9	73.7	—				75.3	33.2
DePauw U		IIB	PI	99.0	77.9	67.1				86.2	129.3	97.7	83.8					110.7	28.4
Earlham Coll		IIB	PI	84.1	66.0	62.1	51.2			68.4	115.7	90.4	83.4	68.5				93.2	35.9
Franklin Coll		IIB	PI	79.9	62.2	52.6	40.1	34.0		60.4	101.9	80.6	68.3	50.2	45.5			77.7	28.7
Goshen Coll	7	IIB	PR	67.7	53.3	46.2				59.1	91.9	71.2	66.0					80.2	35.6
Hanover Coll	7	IIB	PR	79.4	67.5	56.4	49.3			69.9	106.1	93.1	72.4	61.2				93.0	33.1
Huntington U	7	IIB	PR	65.3	55.8	53.3	43.9			56.5	90.4	79.5	74.0	61.7				78.9	39.7
Indiana St U	7	I	PU	97.4	75.9	66.1	48.5	45.2		71.3	127.5	100.1	88.1	65.1	55.4			94.1	31.9
Indiana U-Bloomington		I	PU	140.0	95.7	96.3		62.2		105.3	171.0	117.9	117.5		79.4			129.4	23.0
Indiana U-East		IIA	PU	86.2	71.8	62.3		54.5		64.0	110.1	90.7	78.9		72.0			81.9	27.9
Indiana U-Kokomo	7	IIB	PU	91.2	68.6	58.5		50.1		61.9	116.2	87.2	74.7		65.6			79.4	28.3
Indiana U-Northwest	7	IIA	PU	86.8	70.2	61.1		51.2		68.2	110.8	90.6	77.5		67.8			87.5	28.2
Indiana U-Purdue U-Fort Wayne		IIA	PU	96.3	74.1	65.7	55.0		50.8	72.4	124.9	99.1	88.6	73.3		70.8		96.7	33.5
Indiana U-Purdue U-Indianapolis	7	I	PU	118.3	85.4	76.0		53.9		83.3	146.1	106.8	94.4		69.8			104.1	25.0
Indiana U-South Bend	7	IIA	PU	79.1	64.0	62.2		45.7		62.3	100.6	82.3	79.2		61.3			80.3	28.9
Indiana U-Southeast	7	IIA	PU	85.3	74.5	63.9		53.3		69.1	109.0	94.8	80.4		69.5			88.2	27.7
Indiana Wesleyan U	7	IIA	PI	77.8	65.1	56.5	37.4	—		64.4	128.6	108.0	93.0	60.5	—			106.4	65.3
Ivy Tech CC	1	III	PU	71.1	56.5	51.0	46.1	42.1		52.5	98.1	80.7	73.8	64.7	59.5			75.0	42.8
Manchester U		IIB	PI	71.1	62.3	65.9	—			64.8	95.4	82.2	81.0	—				83.5	28.8
Purdue U-Calumet Campus	7	IIA	PU	106.6	79.3	68.5	45.4		48.0	78.6	136.9	105.5	91.5	61.5		65.4		103.6	31.8
Purdue U-Main Campus	7	I	PU	145.5	100.8	89.7	63.8		27.3	110.9	178.8	130.0	116.5	85.7		46.5		140.4	26.6
Purdue U-North Central Campus	6	IIB	PU	100.6	73.3	64.9			54.0	70.7	129.7	98.0	87.7		74.7			94.7	33.9
Rose-Hulman Institute Tech	21	IIB	PI	118.7	94.3	79.7				99.8	158.3	133.9	119.3					119.6	
Saint Josephs Coll	17	IIB	PR	65.7	55.0	51.0	—			54.3	87.6	69.2	64.4	—				69.2	27.6
Saint Mary's Coll	6	IIB	PR	86.9	68.1	58.5	48.0	55.2		66.4	112.9	91.5	76.1	68.6	71.3			87.9	32.5
Taylor U	7	IIB	PI	68.0	58.7	51.4	40.1			60.2	102.5	90.1	76.0	56.5				90.5	50.3
U Evansville	7	IIA	PR	88.7	72.7	61.3	—	—		72.3	113.7	96.3	78.0	—	—			93.5	29.3
U Indianapolis	7	IIA	PI	85.4	73.1	62.2	51.0			67.5	109.2	93.8	79.5	65.9				86.4	28.1
U Notre Dame	7	I	PR	175.5	116.6	104.0			66.2	124.2	224.3	156.4	135.5			90.1		162.2	30.6
U Southern Indiana		IIA	PU	90.0	72.9	63.0	50.8			65.9	121.3	100.5	84.3	70.7				89.9	36.4
Valparaiso U	1	IIA	PI	91.0	70.3	64.0	65.8	46.9		69.9	110.5	89.9	83.6	85.3	66.5			89.5	
Wabash Coll	1	IIB	PI	102.8	79.5	67.3	51.6			79.6	134.4	103.7	86.1	68.6				103.6	30.1

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	94	0	0	0.7	1.2	1.2	1.9	20	22	23	5	7	29	18	17	76.2	63.0	54.0	53.9	62.9	74.2	61.3	56.7	49.3	59.6
100	81	0	0	0.0	1.1	0.3	0.0	18	11	21	2	15	5	16	3	77.7	62.6	51.5	—	63.4	69.0	60.5	51.1	—	59.9
94	88	0	0	2.4	2.9	1.9	—	28	23	14	0	20	19	40	3	98.1	78.3	66.8	—	84.3	92.5	75.7	63.0	57.1	73.5
100	84	1	0	2.7	3.6	4.2	3.9	35	50	32	44	37	59	39	53	90.5	83.1	70.2	47.4	81.8	90.3	75.0	74.2	45.4	78.9
100	96	2	0	0.2	0.0	0.1	0.0	146	137	83	62	57	133	90	91	99.2	75.2	73.2	42.6	84.3	92.9	76.7	67.2	41.2	76.5
92	80	0	0	4.8	5.9	6.0	—	454	195	141	0	161	108	122	0	206.5	135.5	125.4	—	174.5	184.4	122.1	107.8	—	143.3
96	92	7	0	2.3	3.0	3.3	—	33	55	35	0	14	51	24	1	102.5	79.0	62.4	—	77.9	91.4	67.2	68.4	82.6	68.4
0	0	0	0	—	1.6	2.5	0	1	0	0	1	0	0	12	9	—	—	—	—	76.6	—	—	72.2	—	72.2
0	0	0	0	2.5	2.5	3.2	3.3	0	0	2	1	5	5	18	5	—	—	—	—	71.0	87.0	77.4	65.0	—	71.2
96	93	0	0	0.0	0.4	1.8	0.0	14	28	11	0	13	41	27	4	79.7	65.0	69.5	—	68.6	78.0	64.3	59.8	56.4	61.8
99	89	1	0	0.1	1.0	1.6	1.7	89	105	69	42	49	98	61	78	94.3	78.2	67.1	42.7	80.6	85.7	75.0	60.1	43.3	73.1
99	94	8	0	1.5	1.0	1.1	0.0	155	165	92	36	48	99	63	20	101.4	76.7	71.8	35.2	81.2	93.3	74.9	65.8	39.0	71.0
88	42	0	0	0.5	2.7	1.8	—	17	6	6	0	8	6	26	0	72.3	63.1	51.3	—	66.1	71.5	56.3	51.5	—	56.2
100	88	0	0	—	—	—	—	8	6	8	0	2	10	4	0	69.6	67.1	52.3	—	62.6	—	63.4	56.0	—	62.8
95	80	0	0	—	—	—	—	481	136	171	57	129	80	94	25	235.3	130.7	124.3	64.8	183.3	201.2	120.9	107.0	61.1	131.6
96	83	0	0	2.1	4.3	3.6	12.0	228	174	185	4	117	183	177	11	147.2	109.5	95.3	56.2	115.6	142.3	98.8	86.7	64.5	100.0
100	93	0	0	-0.3	0.4	0.3	0.0	15	48	33	9	2	44	32	8	112.7	71.7	66.8	47.4	76.6	—	66.2	59.9	49.8	64.3
97	97	0	0	0.6	1.4	1.0	1.7	613	310	289	10	204	200	215	21	151.7	103.0	96.4	68.1	123.4	135.6	94.1	86.5	51.6	101.7
78	83	0	0	1.1	1.5	1.1	1.2	14	10	8	6	13	14	28	13	93.9	74.1	58.8	59.0	78.9	88.9	72.5	66.4	62.8	73.3
100	100	2	1	—	—	—	—	129	82	43	33	55	67	55	62	99.0	79.8	63.4	42.7	86.4	95.9	76.1	60.0	46.6	76.6
92	75	0	0	2.3	2.6	3.1	—	50	58	31	0	21	30	22	3	99.2	83.6	66.9	—	85.5	90.8	78.8	63.9	55.7	77.8
100	95	6	0	3.1	3.6	2.6	4.1	149	124	170	91	62	106	171	141	98.5	79.8	63.5	50.3	79.8	91.5	72.2	61.3	48.4	70.2
88	92	8	0	0.3	0.7	1.4	—	7	15	17	0	1	10	21	0	65.2	55.0	46.7	—	53.2	—	56.8	45.9	—	49.7
98	87	11	0	2.7	2.5	2.5	2.8	62	53	30	34	33	64	43	40	94.1	77.3	64.7	53.5	81.9	90.5	77.1	65.1	52.7	76.6
100	100	8	0	—	0.0	3.1	—	2	9	6	2	0	5	6	1	—	60.6	53.8	—	58.4	—	58.1	54.6	—	56.2
99	95	9	0	0.8	3.2	2.3	—	68	28	22	0	39	28	25	0	99.9	77.7	67.6	—	88.6	97.5	78.1	66.7	—	83.2
89	81	0	0	6.8	6.3	5.6	3.9	24	12	15	6	13	14	18	12	82.7	67.7	63.8	51.8	73.6	86.8	64.6	60.7	50.8	69.4
100	100	0	0	4.6	—	2.3	53.6	19	10	9	4	5	5	17	4	81.4	61.7	53.7	42.5	66.8	74.2	63.4	52.0	37.8	56.8
91	21	0	0	0.1	0.7	5.9	—	16	14	1	0	16	15	7	0	67.7	54.5	—	—	61.1	67.6	52.1	45.8	—	57.5
100	100	0	0	0.0	0.0	1.3	5.2	28	10	9	3	15	8	9	3	79.2	68.5	56.9	—	72.6	79.8	66.1	55.9	—	69.6
95	69	0	0	1.5	3.0	2.5	5.9	14	11	11	3	6	5	10	5	62.6	56.6	51.3	—	57.3	71.6	54.2	55.4	—	59.7
100	97	5	0	5.0	5.8	5.1	4.0	87	64	50	51	38	62	61	58	100.2	79.3	66.6	48.2	82.0	91.1	72.3	65.7	48.7	72.3
91	78	0	0	1.5	3.4	3.2	—	510	283	207	0	180	227	161	0	144.1	99.3	102.7	—	114.1	128.7	91.3	88.0	—	91.7
100	38	0	0	3.3	3.0	3.6	—	5	8	14	0	3	8	28	0	90.9	67.6	60.5	—	64.9	—	76.0	63.2	—	63.5
100	73	0	0	3.2	4.1	3.9	—	7	11	14	0	5	11	25	0	95.9	67.0	58.4	—	65.6	84.6	70.2	58.5	—	59.7
100	71	0	0	2.5	2.7	4.3	—	16	26	15	0	11	25	36	0	93.2	69.5	64.0	—	72.4	77.3	71.1	59.9	—	65.0
99	98	2	20	1.8	2.0	3.0	3.3	56	79	41	5	18	52	60	5	99.4	73.3	64.8	59.2	75.6	86.6	75.2	66.3	50.7	69.3
91	73	0	0	1.9	3.7	3.8	—	151	141	105	0	56	132	108	0	121.9	87.9	81.0	—	90.0	108.6	82.8	71.2	—	74.9
98	97	0	0	2.3	2.2	3.8	—	32	41	29	0	19	30	32	0	80.2	65.1	66.3	—	66.5	77.4	62.5	58.4	—	58.1
95	85	0	0	0.8	1.9	2.4	—	26	26	17	0	18	21	31	0	87.6	75.2	65.1	—	72.5	81.9	73.5	63.3	—	66.2
0	0	0	0	2.2	1.4	2.9	—	50	39	54	1	24	38	59	5	78.0	65.5	57.8	—	67.0	77.3	64.7	55.2	—	62.6
0	0	0	0	—	—	—	—	37	113	292	124	52	212	386	151	71.0	58.1	50.2	46.2	53.8	71.1	55.7	51.6	46.0	54.4
89	86	0	0	4.3	5.0	5.0	—	11	18	17	2	7	18	20	1	71.6	60.9	64.6	—	64.8	70.3	63.7	66.9	—	66.2
99	97	3	0	5.9	5.0	6.7	3.0	49	40	28	4	20	47	33	19	109.0	79.7	71.6	57.9	88.3	100.6	78.9	65.9	42.8	75.0
96	87	1	0	3.7	3.9	3.5	3.4	721	356	333	8	180	207	251	5	147.2	102.8	92.0	66.8	120.6	138.7	97.2	86.7	59.1	92.1
100	96	0	0	8.3	8.5	9.6	—	11	26	18	0	3	21	25	0	107.2	72.0	70.0	—	76.5	—	74.9	61.2	—	64.9
99	94	0	0	5.3	3.0	4.6	—	61	40	35	0	9	14	16	0	119.1	95.8	79.8	—	102.1	116.1	90.1	79.5	—	91.8
100	90	17	0	2.0	2.0	4.3	—	5	11	15	0	2	9	9	1	68.7	55.4	50.9	—	55.4	—	54.4	51.2	38.8	53.3
100	98	7	0	4.3	3.8	5.5	2.9	11	12	14	5	22	28	29	14	84.8	68.2	59.1	53.3	69.8	87.9	68.1	58.2	46.1	69.1
95	82	13	0	2.1	2.6	2.6	21.0	47	23	23	2	13	5	16	2	68.2	58.6	52.1	—	61.8	66.9	59.6	50.6	—	58.2
100	95	9	0	1.0	1.4	1.4	—	37	33	28	0	8	25	36	1	90.3	76.9	58.1	—	76.3	81.1	67.3	63.9	37.3	67.1
92	84	7	0	2.1	3.7	3.3	2.3	21	37	40	18	18	38	84	10	86.0	73.5	64.4	49.5	72.5	84.7	72.6	61.1	53.6	67.3
100	96	0	0	7.8	9.2	10.2	—	348	180	127	0	75	97	57	0	178.5	118.9	106.6	—	134.5	161.6	112.3	98.2	—	101.3
100	77	6	0	2.9	3.9	4.2	2.9	29	57	46	31	15	49	62	67	94.1	75.6	64.2	52.3	75.7	82.1	69.8	62.0	50.1	67.4
100	95	6	0	2.5	3.0	3.3	2.1	45	52	37	12	13	41	30	17	92.2	75.9	65.6	74.1	76.0	86.8	63.2	62.1	59.9	62.4
100	100	0	0	1.7	2.2	3.1	1.7	14	25	7	3	3	14	11	3	102.3	80.3	66.2	—	84.8	—	78.2	68.0	—	77.1

**APPENDIX I**

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)						(5) BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
				<b>Iowa</b>															
Allen Coll		IIA	PI	79.1	63.6	55.0	—				62.6	98.3	80.0	69.5	—		78.7	25.8	
Buena Vista U	7	IIB	PI	85.4	66.4	61.6	29.2				63.4						74.4		
Central Coll		IIB	PI	77.6	62.1	54.7	—	48.9			63.4	96.0	77.8	66.3	—	57.9	78.0	23.1	
Clarke U		IIB	PI	66.2	57.2	54.8	51.2			50.4	56.6								
Coe Coll		IIB	PI	82.3	64.0	57.0	48.9			—	65.9	109.9	84.8	74.0	63.2		86.8	31.8	
Cornell Coll		IIB	PI	76.6	58.6	54.3	47.9				66.2	106.7	86.0	71.7	58.8		92.0	39.0	
Dordt Coll		IIB	PI	72.1	59.9	57.0	44.4				63.2	105.3	89.1	82.0	70.8		93.2	47.5	
Drake U	1	IIA	PI	109.0	81.6	70.7	—				85.8	141.7	105.9	90.4	—		111.1	29.5	
Faith Baptist Bible Coll and Theological Seminary	7	IIA	PR	48.6	44.5	41.5					46.0	66.0	62.0	56.6			62.9	36.6	
Graceland U-Lamoni		IIB	PI	64.0	53.8	45.2	39.4			46.5	52.3								
Grinnell Coll	7	IIB	PI	130.2	98.0	79.4	68.0	—			101.1	174.7	133.6	104.3	84.9	—	135.5	34.0	
Iowa St U	7	I	PU	131.0	97.6	83.8		61.5			100.0	167.5	129.1	112.6		86.2	131.5	31.5	
Kirkwood CC	14	III	PU	73.3	63.7	58.8	54.4		—		65.5	98.6	87.4	81.6	76.4		89.4	36.5	
Loras Coll		IIB	PR	62.3	55.0	49.5	—				55.4	75.6	68.3	62.7	—		68.6		
Luther Coll		IIB	PR	81.3	68.2	57.7	53.3				68.3	112.7	91.8	77.4	69.5		92.6	35.7	
Morningside Coll	7	IIB	PI	75.1	61.0	53.6	59.2				61.2	97.3	79.8	71.9	76.2		80.1	30.8	
Northwestern Coll		IIB	PI	66.1	58.1	49.3	46.9				57.1	81.5	76.5	61.7	60.8		72.0	26.1	
U Iowa		I	PU	138.3	96.1	84.3	62.6	57.1	46.4		99.2	180.1	126.0	107.8	79.8	74.0	59.1	128.8	29.9
U Northern Iowa		IIA	PU	94.6	75.4	65.4	56.9				76.5	122.6	99.0	87.3	75.8		100.4	31.3	
Upper Iowa U		IIB	PI	75.9	60.3	56.9	—	51.5			59.8	93.3	74.8	70.2	—	63.7	74.0	23.7	
Wartburg Coll	7	IIB	PR	69.0	58.3	55.3		52.0			60.7	100.3	83.9	73.7		72.2	86.3	42.1	

**Kansas**

Baker U	7	IIB	PI	68.5	55.4	42.7	41.3				54.2	83.8	76.4	52.3	46.2		68.2	25.8	
Benedictine Coll	1	IIB	PI	70.4	62.9	59.3	45.0	—			60.5	85.9	73.6	71.1	53.7	—	72.4	18.3	
Emporia St U	6	IIA	PU	73.0	64.2	61.2	42.0				62.1	93.8	83.0	79.5	56.1		80.5	29.6	
Fort Hays St U	1	IIA	PU	77.8	66.7	59.8	49.5				61.6	97.8	84.7	76.6	64.4		78.7	27.8	
Johnson County CC		III	PU	74.1	68.7	63.4				62.4	71.1								
Kansas St U		I	PU	111.2	82.4	73.6	47.8	59.1			79.3	137.0	103.5	93.0	62.4	75.4	99.6	25.5	
McPherson Coll	7	IIA	PI	61.3	54.7	46.7					52.9	76.6	69.8	59.0			66.9	25.1	
Ottawa U-Ottawa		IIB	PI	70.2	52.8	—	—				58.1	87.6	66.8	—	—		72.8	25.4	
Pittsburg St U		IIA	PU	84.2	66.8	57.6	48.0				66.3	106.4	85.7	74.3	63.3		84.9	56.3	
Southwestern Coll		IIA	PI	65.2	57.3	51.0					57.0	81.1	70.6	65.1			71.4	25.4	
U Kansas		I	PU	130.4	84.5	79.4	49.8	55.9			95.6	158.9	106.3	99.4	62.4	71.5	118.5	23.9	
Washburn U		IIA	PU	92.6	68.9	59.6	—	46.4			68.2	117.4	89.5	77.6	—	62.3	88.2	29.4	
Wichita St U		I	PU	99.6	73.4	64.2	43.3			52.7	72.1	126.4	94.8	82.6	57.3		68.2	92.6	28.4

**Kentucky**

Berea Coll		IIB	PI	87.8	70.4	58.2	49.7				70.3	109.4	91.0	75.3	61.9		89.7	27.6	
Centre Coll	7	IIB	PI	92.6	70.9	60.9	—				73.5	115.5	88.1	75.2	—		91.1	24.0	
Eastern Kentucky U	1	IIA	PU	80.1	66.5	60.7	64.7	50.9	44.3		66.0	95.6	80.0	72.1	75.5	62.4	52.2	78.9	19.7
Georgetown Coll		IIB	PI	64.9	53.4	46.9	—	—			56.5	77.0	63.6	57.4	—	—	67.4	19.2	
Kentucky Christian U		IIB	PR	49.8	46.9	43.7	—				45.0	61.1	54.4	54.7	—		55.3	24.4	
Kentucky Wesleyan Coll	1	IIB	PR	54.6	50.7	43.0					47.5	66.2	74.5	54.4			62.6	31.7	
Morehead St U		IIA	PU	77.2	62.6	55.2	41.3				60.5	103.0	84.9	75.5	58.8		82.3	36.0	
Murray St U	7	IIA	PU	86.5	67.4	60.3		44.1			64.2	117.0	93.1	84.0		62.8	88.8	38.3	
Northern Kentucky U		IIA	PU	96.4	72.8	67.1		47.1			68.1	120.0	92.4	85.6		62.0	86.7	27.4	
Transylvania U	1	IIB	PI	74.9	61.7	57.2	—				64.9	101.4	80.9	74.5	—		86.1	32.8	
U Kentucky	7	I	PU	122.6	91.2	81.7		57.2			94.5	143.4	107.3	96.0		67.2	110.9	17.3	
U Louisville	7	I	PU	121.2	84.8	70.1	52.3		—		88.7	152.3	110.2	93.0	71.9		114.6	29.1	
U Pikeville		IIB	PI	65.4	56.7	47.3	44.3				54.0	75.3	66.5	55.3	51.3		62.9	15.4	
Union Coll		IIB	PR	58.1	44.7	43.4	—				47.2								
Western Kentucky U		IIA	PU	85.7	67.4	58.4	45.5	—	53.6		64.9	113.1	90.5	79.1	63.5	—	73.1	87.4	34.6

**Louisiana**

Centenary Coll Louisiana	7	IIB	PI	76.8	58.5	56.0	41.0				63.6	95.4	73.6	70.1	50.9		79.4	24.8
Louisiana St U and Agricultural & Mechanical Coll		I	PU	118.3	84.3	76.8	47.9	76.8			86.6	160.2	116.2	106.0	68.0	105.6	118.8	37.2
Louisiana St U Health Sciences Center-New Orleans		I	PU	106.1	77.1	74.8	59.3				74.3	122.9	92.2	87.6	70.5		87.7	17.9
Louisiana St U-Eunice		III	PU	57.6	49.4	41.7	42.0				46.3	78.4	69.1	58.3	57.3		63.6	37.4

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
0	0	0	0	5.7	3.4	3.6	—	0	1	2	0	10	9	17	3	—	—	—	—	59.9	79.1	63.1	55.0	51.5	63.7
96	100	14	0	3.4	6.5	3.0	2.0	13	9	14	4	11	15	15	12	94.0	67.9	61.2	39.2	74.7	75.2	65.5	62.0	25.9	66.8
100	97	0	0	2.4	2.2	1.3	—	19	15	13	0	11	17	10	1	77.9	62.5	55.4	—	64.5	77.0	61.8	53.9	50.5	62.4
100	91	3	0					4	10	12	3	13	13	21	14	71.7	56.3	55.2	—	58.0	64.5	58.0	54.6	—	57.7
100	100	5	0	1.5	1.5	1.5	4.4	21	11	18	2	9	13	22	3	79.8	66.3	58.1	—	69.0	88.0	62.1	56.0	—	64.3
100	100	0	0	3.1	4.0	4.0		23	6	9	2	19	14	9	2	81.2	59.4	56.4	—	71.9	71.0	58.3	52.2	—	62.8
0	0	0	0	2.7	3.0	5.1	15.2	30	18	11	3	5	6	2	5	72.5	60.6	57.5	—	66.1	70.0	57.7	—	—	61.8
93	82	0	0	2.3	3.6	4.0	—	52	59	47	1	30	71	37	2	113.5	83.1	71.9	—	89.8	101.2	80.3	69.1	—	81.9
0	0	0	0	1.9	1.0	1.4		11	3	2	0	0	1	3	0	48.6	—	—	—	46.9	—	—	—	—	42.4
96	94	13	0	3.7	3.8	3.6	1.5	12	7	14	4	12	9	9	3	66.4	56.5	46.0	40.0	55.5	61.6	51.7	43.9	38.7	51.9
100	98	0	0	6.9	6.7	6.5	3.5	24	41	19	4	22	25	16	7	135.8	98.2	79.6	65.5	104.9	124.2	97.7	79.2	69.3	101.7
100	95	0	0	4.4	4.4	4.2		402	257	213	0	112	130	181	0	132.5	100.0	87.4	—	107.0	125.3	92.8	79.5	—	87.3
0	0	0	0	3.3	3.5	3.8	3.8	74	22	26	24	48	23	36	16	73.0	63.1	58.6	54.9	68.1	73.7	64.3	58.9	53.5	66.7
97	86	0	0					24	21	13	1	5	22	10	2	62.7	54.4	49.2	—	56.7	60.5	55.6	49.8	—	54.7
100	92	2	0	0.0	0.3	0.4	0.7	34	33	20	3	19	30	24	12	80.7	69.5	57.5	—	71.2	82.4	66.7	57.8	—	67.9
94	80	0	0	1.5	3.0	2.4	1.5	10	15	10	9	7	10	15	11	76.2	61.1	54.4	64.7	63.5	73.6	60.8	53.2	54.7	60.0
100	86	24	0	0.0	0.0	0.0	0.0	24	7	14	5	9	7	7	9	66.4	58.9	48.9	46.0	59.8	65.1	57.2	49.9	47.4	58.1
95	85	0	0	2.4	3.0	4.1	3.5	343	204	164	38	129	175	133	25	142.7	101.9	89.2	60.2	111.8	126.7	89.3	78.1	66.2	85.6
100	94	9	26	3.0	3.3	4.0	4.4	115	93	49	28	51	86	65	50	97.9	75.9	69.0	56.7	84.4	87.2	74.8	62.8	57.0	74.0
100	88	0	0	0.0	0.0	0.6	—	9	10	9	0	2	15	23	2	76.5	63.6	55.6	—	63.6	—	58.1	57.4	40.9	58.0
100	96	6	0	0.1	0.4	0.0		22	11	9	0	11	15	7	0	71.2	59.7	53.6	—	62.4	64.6	57.2	57.4	—	58.7
87	65	35	0	14.8	6.9	0.0	0.0	11	11	10	2	12	6	16	2	71.7	54.0	45.6	—	57.4	65.6	58.0	40.8	—	52.6
100	56	4	0	3.5	2.8	2.8	2.4	19	18	34	3	4	7	17	5	70.3	62.6	60.8	—	62.4	70.9	63.5	56.3	—	59.9
100	93	4	0	2.4	5.3	2.6	7.1	45	41	34	15	26	27	36	28	75.3	65.1	67.3	42.1	69.5	69.0	63.0	55.5	42.0	61.7
96	91	13	0	0.1	0.1	0.1	0.6	33	48	67	30	16	30	44	52	80.8	67.0	60.1	50.6	66.9	71.7	66.2	59.3	48.8	63.8
0	0	0	0	2.8	3.2	3.4		92	48	12	0	86	43	23	0	74.8	68.8	61.7	—	71.6	73.3	68.6	64.3	—	70.6
99	93	0	0	0.9	1.1	1.7	0.6	203	169	157	89	62	116	140	131	113.6	84.4	76.9	51.8	92.5	103.4	79.6	70.0	45.2	78.4
100	81	0	0	2.2	3.4	6.0		7	11	13	0	3	5	5	0	61.4	53.1	47.3	—	52.5	—	58.4	45.1	—	53.9
100	50	0	0	3.3	2.0	—	—	4	8	3	1	4	4	0	0	68.0	51.8	—	—	56.3	72.5	54.9	—	—	63.7
100	99	9	0	3.3	4.1	2.7	2.7	69	48	52	21	33	32	38	39	86.0	68.3	58.1	47.6	72.4	80.3	64.5	57.0	48.3	66.8
100	100	12	0	11.8		0.8		9	3	9	0	3	6	8	0	64.7	—	50.5	—	57.0	—	59.1	51.6	—	56.9
97	97	0	0	1.8	3.1	3.4	1.4	330	218	132	14	108	166	78	10	133.0	87.3	82.4	50.8	104.0	122.6	80.7	74.3	48.3	83.9
99	86	23	0	0.0	1.4	0.4	—	49	25	26	1	36	25	43	0	95.0	71.7	60.2	—	74.0	89.5	66.1	59.3	—	63.6
100	98	2	0	0.4	0.8	0.8	0.2	99	72	73	11	31	58	48	17	102.6	79.1	67.7	40.1	82.6	90.0	66.4	58.8	45.3	62.3
94	79	0	0	1.7	2.0	2.4	4.0	19	34	17	3	17	22	20	6	88.4	70.6	59.4	—	72.7	87.0	70.1	57.2	—	70.6
98	91	0	0	1.7	2.3	7.0	—	27	18	26	2	13	16	28	0	93.9	73.6	61.5	—	76.9	90.0	67.7	60.3	—	69.1
98	80	18	0	0.0	0.9	0.9	0.1	93	106	87	7	69	104	102	17	82.8	67.2	61.0	79.9	67.6	76.3	65.7	60.4	58.4	64.4
100	84	20	0	0.0	0.7	8.8	—	22	16	1	1	7	21	4	2	64.9	53.7	—	—	59.1	64.7	53.1	47.4	—	54.9
0	0	0	0	0.0	0.0	0.0	—	4	4	8	0	2	1	12	1	50.8	44.6	44.2	—	45.9	—	—	43.3	33.0	44.8
100	83	0	0	0.0	0.4	1.3		6	5	13	0	2	7	8	0	52.6	49.5	44.1	—	47.4	—	51.6	41.1	—	47.7
100	98	7	3					48	61	34	35	34	64	22	35	78.9	65.2	54.1	41.1	67.1	74.9	60.2	57.0	41.5	63.8
98	98	5	0	1.2	1.6	1.9		65	61	77	0	29	46	77	0	91.1	69.2	61.7	—	69.1	76.1	65.0	58.9	—	58.5
100	96	0	0	-0.2	0.9	1.9		74	84	39	0	41	81	59	0	99.1	73.8	71.7	—	73.4	91.7	71.8	64.0	—	63.1
100	100	0	0	0.0	0.0	0.9	—	20	15	9	2	10	18	10	1	75.6	63.1	57.7	—	67.7	73.5	60.5	56.7	—	62.9
100	98	0	0	1.5	3.5	3.1		348	242	166	0	102	165	148	0	125.4	92.8	86.4	—	102.1	112.8	88.8	76.4	—	82.7
96	84	2	2	-0.9	2.7	5.1	2.7	222	139	166	25	88	134	168	56	123.9	86.8	72.7	51.7	98.2	114.4	82.8	67.6	52.6	83.4
0	0	0	0	3.0		13.6	22.3	9	11	7	3	5	11	16	4	63.3	60.6	47.0	—	58.0	69.2	52.8	47.4	—	52.7
92	36	0	0	0.0	0.0	0.7	—	9	7	10	1	4	4	9	2	63.2	44.6	38.5	—	48.7	46.7	44.8	49.0	—	47.5
99	94	5	0	0.8	1.5	2.5	3.9	114	124	67	46	60	118	113	93	86.6	69.4	61.4	45.2	73.1	83.9	65.2	56.6	45.7	65.2
100	100	6	0	5.7	9.7	0.8	0.0	16	8	9	4	7	4	8	1	75.8	59.5	58.4	42.5	67.1	79.0	56.6	53.3	35.0	63.5
99	89	1	0	0.2	0.9	0.4	0.5	335	186	182	105	90	114	125	143	121.3	85.9	79.0	50.3	100.6	107.2	81.7	73.6	46.1	85.1
94	38	0	0	0.0	1.0	2.2	5.9	7	23	34	5	9	25	39	40	119.7	73.0	85.2	67.1	84.6	95.5	80.9	65.8	58.3	74.6
92	100	14	0	0.0	0.0	0.3	0.1	9	5	5	11	4	6	2	23	57.4	52.0	41.1	38.8	51.7	57.9	47.3	—	43.5	50.1

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.	
		CAT.	CTRL.	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Louisiana Tech U		I	PU	94.6	73.7	67.6	40.8	62.8			69.8	137.0	106.7	97.9	59.0	90.9		101.0	44.8
Loyola U New Orleans		IIA	PR	109.3	75.4	66.5		58.8		79.3	136.5	96.1	86.9		75.0		100.7	26.9	
McNeese St U		IIA	PU	82.2	64.0	56.5	42.6			60.0	112.4	88.4	78.0	60.0			82.8	37.9	
Northwestern St U Louisiana	7	IIA	PU	76.0	59.2	55.0	43.6			58.3									
Nunez CC	7	III	PU	48.6	47.0	42.3	39.4	—		43.6	66.0	61.5	59.8	55.0	—		59.8	34.5	
Southeastern Louisiana U	8	IIA	PU	78.5	65.6	59.6	44.0			56.8	107.3	91.0	81.8	61.5			78.6	38.0	
Tulane U	7	I	PI	152.3	92.3	93.2	69.7	70.3		103.1	183.6	113.7	112.0	81.4	88.3		125.3	21.5	
U New Orleans	7	I	PU	87.6	67.5	70.0	39.3			68.5									

**Maine**

Bates Coll		IIB	PI	131.7	97.1	75.7		78.0		103.2	170.9	126.8	102.0		106.5		135.4	31.2
Bowdoin Coll		IIB	PI	142.5	104.1	84.5		73.6	66.2	108.2	186.3	141.3	118.1		99.0	87.1	145.0	34.0
Colby Coll	7	IIB	PI	141.3	100.4	81.0	—			108.3	185.9	133.1	104.1	—			141.9	31.0
U Maine		IIB	PU	109.8	81.8	65.6	55.7	58.7		82.9	145.6	111.6	92.1	75.0	81.2		112.5	35.7
U Maine Augusta	7	IIB	PU	82.1	67.6	53.0	—	52.6		66.8	112.0	95.1	80.8	—	72.1		93.5	40.0
U Maine Farmington		IIB	PU	76.0	62.3	53.0	53.7	50.4	49.3	62.9	105.9	88.6	79.1	79.1	73.8	73.6	90.0	43.1
U Maine Fort Kent		IIB	PU	77.8	66.7	49.7	—	—		61.6	105.6	88.8	72.2	—	—		84.9	37.9
U Maine Machias	7	IIB	PU	69.3	58.4	48.4	—	—		57.8	99.1	89.5	73.7	—	—		85.5	47.9
U Maine Presque Isle		IIB	PU	71.3	62.0	51.9	—	49.1		58.1	99.1	88.8	76.2	—	71.6		83.3	43.3
U New England	7	IIA	PI	96.7	81.1	83.5	65.6	52.7		78.3	127.9	108.2	108.5	90.5	72.0		103.9	32.6
U Southern Maine	7	IIB	PU	99.7	81.0	63.6	—	55.9	50.7	78.5	133.8	111.3	90.7	—	78.3	72.0	107.7	37.1

**Maryland**

Bowie St U	9	I	PU	97.2	81.1	71.8	69.1	60.4		76.9	124.4	103.9	91.9	88.4	77.3		98.4	56.1
CC Baltimore County	7	III	PU	93.8	77.6	66.4	56.8			72.5	124.3	105.0	90.8	80.3			98.5	36.0
Cecil Coll	7	III	PU	76.7	68.3	53.8	—			64.1	98.4	87.9	71.6	—			83.4	30.2
Coppin St U		IIA	PU	91.5	74.6	73.0	—	60.0		75.9	117.9	96.6	94.3	—	63.4		97.1	28.0
Goucher Coll		IIB	PI	93.5	76.1	62.9	52.8	—		72.9	120.4	94.4	77.5	71.1	—		92.0	26.2
Hood Coll		IIA	PI	81.6	64.5	55.1	—			66.6	96.8	80.5	66.7	—			80.8	21.5
Howard CC		III	PU	92.4	73.2	65.8	60.7			74.8	121.8	97.0	90.5	83.6			100.2	34.1
Johns Hopkins U	6	I	PI	171.6	116.9	105.5	71.7	73.7	85.9	122.6	214.0	149.3	133.1	95.0	95.2	112.2	154.8	26.3
Loyola U Maryland	7	IIA	PR	126.0	95.0	81.0	66.6			97.9	159.3	119.4	101.3	84.4			123.3	25.7
McDaniel Coll	7	IIB	PI	83.0	67.4	54.6	—	53.5		68.6	116.0	90.7	73.8	—	71.3		93.7	36.7
Montgomery Coll	18	III	PU	97.3	79.4	73.9	70.4			89.3	111.2	90.6	84.2	80.6			102.0	14.2
Mount St Mary's U	1	IIA	PR	86.0	72.8	63.7	—	55.5		70.2	103.0	88.3	79.0	—	64.3		85.3	21.5
Notre Dame Maryland U		IIA	PI	86.7	70.0	64.7	—			70.2	103.2	87.9	78.1	—			78.9	21.2
Salisbury U		IIA	PU	95.9	78.9	70.9	69.1	51.0		75.1	128.5	109.1	99.4	102.5	62.5		101.6	35.3
St John's Coll		IIB	PI						83.5	83.5					114.6		114.6	37.2
St Mary's Coll Maryland	7	IIB	PU	93.9	72.3	57.2	—			77.5	121.3	94.4	77.1	—			101.3	30.7
Towson U		IIA	PU	96.4	81.7	70.7	66.8	46.1		73.6	131.2	111.0	96.0	90.6	62.5		99.9	35.8
U Maryland Eastern Shore		I	PU	102.5	86.4	75.8	—	57.5		79.8	141.4	120.8	107.1	—	83.8		112.4	40.8
U Maryland, Baltimore	6	I	PU	165.0	116.4	90.9	72.0	—		113.1	199.3	146.9	119.3	96.9	—		143.0	26.4
U Maryland-Baltimore County	7	I	PU	124.6	89.5	77.1	60.8	58.9		91.0	154.2	114.7	100.4	81.4	79.6		116.2	27.7
U Maryland-Coll Park		I	PU	160.1	110.2	95.7	72.9	60.8		118.1	193.9	137.9	121.6	97.4	81.5		146.6	24.1
United States Naval Academy	7	IIB	PU	129.1	107.1	86.3	59.6			107.8	159.2	135.4	107.6	74.6			134.1	23.5
Washington Coll	7	IIB	PI	98.7	79.4	65.1	52.5	—		74.0	117.8	98.2	81.6	64.6	—		91.2	23.3

**Massachusetts**

Amherst Coll	7	IIB	PI	149.9	108.6	87.6	—	85.0	73.8	112.2	196.1	144.8	115.2	—	113.9	90.2	146.8	30.8
Assumption Coll		IIA	PR	98.6	80.3	64.1	53.6			75.7	132.9	106.9	83.8	70.3			100.3	32.6
Babson Coll		IIB	PI	188.4	141.7	131.7		105.1		145.5	220.9	169.5	152.5		125.5		171.8	17.5
Bentley U	7	IIA	PI	166.2	117.4	118.6		82.1		121.1	205.1	149.3	146.6		107.0		152.4	25.8
Boston Coll	7	I	PR	177.9	114.5	105.8	72.9	107.5		131.6	225.6	151.8	133.6	91.6	141.4		169.1	28.5
Boston U		I	PI	177.4	120.0	101.1	101.0	68.7		120.1	227.5	157.3	130.4	130.0	89.1		155.0	29.1
Brandeis U		I	PI	148.1	106.3	88.5	—	66.4		115.6	186.5	135.5	109.1	—	87.7		145.9	26.0
Clark U		I	PI	122.2	89.4	84.9	59.2	75.2		94.5								
Coll Holy Cross		IIB	PR	130.4	96.7	79.7	59.7			99.1	175.0	129.4	107.7	77.1			132.5	33.7
Coll Our Lady Elms	7	IIA	PR	77.8	64.3	59.8	—	41.4		62.5	97.9	81.4	73.9	—	47.8		78.0	24.7
Curry Coll	7	IIB	PI	102.3	84.4	70.0				90.3	138.8	120.1	89.5				122.2	35.4

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
97	97	9	2	0.9	0.2	0.2	0.1	47	70	54	20	18	34	49	35	100.9	74.3	76.4	43.7	80.5	78.4	72.6	57.9	39.1	65.6	
100	83	3		1.6	3.3	2.7		49	29	22	0	23	31	18	0	110.1	73.5	69.1		81.9	107.5	77.1	63.2		76.2	
100	98	45	0	0.0	0.4	0.7	0.6	37	30	39	22	12	22	49	35	83.6	66.4	57.4	42.7	69.1	77.9	60.8	55.9	42.5	60.3	
96	84	21	0					25	40	44	10	28	29	76	31	77.7	57.6	54.7	44.0	61.1	74.5	61.3	55.2	43.4	60.6	
0	14	0	0	0.0	0.0	0.0	5.7	4	3	4	9	6	4	2	10	47.6	—	41.3	35.2	46.3	49.3	44.7	—	43.3	47.3	
100	100	14	0	0.0	0.3	0.0	0.4	66	44	15	72	30	45	28	163	80.3	69.1	63.0	41.7	74.3	74.4	62.2	57.8	45.0	64.6	
99	91	0	0	2.9	3.9	3.4	5.0	142	92	87	25	47	71	68	28	157.5	91.6	98.6	76.7	115.6	136.8	93.2	86.3	63.4	90.9	
94	94	0	0	0.3	1.6	0.2	1.0	68	44	35	25	21	26	14	33	89.1	66.6	73.3	39.7	78.6	82.9	69.0	61.9	39.0	72.2	
100	96	0		3.6	4.4	5.8		28	19	18	0	22	27	18	0	136.7	99.5	77.2		107.9	125.2	95.3	74.2		98.5	
98	100	0		3.5	4.1	5.6		36	25	19	0	30	34	24	0	144.6	104.3	87.9		111.6	139.9	103.9	81.9		105.0	
97	92	0	0	3.3	3.6	5.6	—	42	26	31	1	26	24	35	0	145.8	99.7	81.9	—	113.7	134.0	101.1	80.2	—	102.6	
90	78	0	0	3.3	3.8	3.0	3.4	147	82	77	2	49	68	56	6	112.3	87.0	65.1	—	88.5	102.5	75.5	66.2	—	74.5	
100	100	0	0	3.1	5.3	2.2	—	17	8	8	1	12	17	7	2	82.9	67.1	55.2	—	69.3	80.9	67.8	50.5	—	65.0	
100	97	0	0	3.7	3.1	4.4	2.0	20	15	11	0	18	19	15	4	75.9	64.0	53.1		65.5	76.1	60.9	52.9	53.7	61.6	
100	90	22	0	6.6	7.1	2.0	—	3	6	5	0	4	4	4	2	—	64.0	44.8		58.3	80.4	70.8	55.8	43.3	69.0	
100	71	0		4.7	4.8	2.0		6	4	5	0	4	3	3	0	68.6	60.9	48.4		58.0	70.2	—	—		57.4	
100	86	0	0	2.7	3.0	10.2	—	5	6	7	1	2	8	8	0	71.2	61.2	52.8	—	59.7	—	62.6	51.1	—	57.3	
83	71	0	0	2.9	3.3	4.6	5.0	27	34	20	1	14	39	48	5	97.8	85.6	90.6	—	82.4	94.6	77.2	80.6	—	75.7	
95	92	4	0	3.0	3.6	6.5	—	53	44	12	0	30	44	15	2	100.7	86.1	62.0		84.9	97.9	76.0	64.8	59.8	72.3	
100	56	17	0	3.4	4.3	3.6	2.2	28	24	35	0	11	35	42	8	97.5	81.3	73.5		80.4	96.5	81.0	70.3	69.1	74.1	
48	11	2	0	4.6	5.4	5.5	5.7	23	51	71	19	40	77	110	39	96.6	77.5	66.5	56.4	75.2	92.1	77.7	66.4	57.0	74.7	
5	0	0	0	5.9	7.5	8.6	—	4	1	13	2	16	5	9	0	77.9	—	54.3	—	60.8	76.4	66.7	53.1	—	67.8	
100	95	48	0	2.0	2.2	2.3	—	12	23	22	1	12	15	36	0	92.6	78.2	72.5	—	76.7	90.3	69.2	73.3	—	75.3	
100	93	0	0	2.4	0.7	2.1	6.7	12	12	21	2	14	33	25	6	95.0	79.1	66.3	—	76.4	92.2	75.1	60.0	—	72.9	
100	86	0	0	0.0	0.7	0.8	—	11	17	12	2	20	19	21	1	80.9	67.7	56.0	—	67.8	82.1	61.6	54.5	—	65.9	
0	0	0	0	4.4	5.7	5.7	3.6	16	24	18	7	38	39	36	19	87.9	75.5	66.8	58.0	76.2	94.3	71.8	65.3	61.6	77.3	
91	30	0	4	3.5	5.3	5.5	2.8	347	95	167	2	123	84	151	21	173.4	119.7	109.7	—	135.9	166.5	113.6	100.8	—	106.6	
100	100	3	0	1.9	2.2	3.7	4.3	62	51	37	1	25	49	58	16	127.2	103.7	82.0	—	108.1	123.0	85.9	80.3	—	90.5	
97	100	0	0	0.0	0.0	0.0	—	20	19	10	0	19	18	14	1	85.1	67.8	55.3		70.9	80.9	67.1	54.0	49.5	66.8	
1	0	0	0	3.6	4.6	5.2	4.5	144	47	21	0	190	93	55	5	97.4	79.5	75.1		91.3	97.2	79.3	73.4	70.4	88.4	
92	81	0	0					14	29	25	0	10	14	19	1	84.0	72.5	64.2		70.8	88.7	73.4	63.0	57.9	69.4	
77	46	0	0	0.0	-0.2	1.7	—	8	9	12	0	14	19	47	2	80.6	80.3	64.3		73.7	90.2	65.1	64.8	51.0	69.3	
99	98	11	0	2.6	2.7	2.8	2.9	65	71	46	1	33	53	48	7	99.4	80.2	71.7	—	81.1	89.0	77.2	70.1	—	69.1	
								0	0	0	0	0	0	0	0						85.4					78.2
100	100	0						28	24	13	0	22	21	14	0	99.8	74.4	52.0		80.3	86.2	69.8	62.0		74.2	
96	90	2	0	2.0	3.3	3.8	7.8	116	95	96	2	88	119	144	15	99.3	85.2	71.1	—	78.3	92.5	78.9	70.5	—	70.0	
94	86	17	0	1.0	4.3	2.7	—	23	48	36	2	13	23	29	0	104.3	89.6	78.5	—	85.3	99.2	79.6	72.4	—	72.8	
87	51	0	0	3.4	3.2	3.1	2.8	63	41	28	13	45	57	119	50	167.4	126.3	95.9	73.4	139.5	161.5	109.2	89.8	71.6	109.1	
93	89	1	0					115	73	49	2	43	81	61	10	127.5	92.5	81.0	—	100.0	116.8	86.7	73.9	—	82.2	
96	94	0	0	3.2	4.5	3.5	3.5	542	262	157	4	170	168	165	3	163.9	114.6	102.4	71.9	129.3	148.2	103.5	89.3	74.3	100.1	
86	100	0	0	4.0	4.3	2.4	3.2	116	65	55	17	39	28	33	11	129.2	108.9	88.2	58.8	114.1	128.6	103.0	83.2	60.9	106.4	
100	100	0	0	2.0	5.4	4.0	6.1	9	27	17	4	5	21	14	10	104.6	80.4	66.1	58.6	79.3	88.2	78.0	63.9	50.1	74.3	
100	86	0	0	4.2	5.0	3.4	—	49	15	23	0	33	14	25	1	154.7	106.3	89.2		120.6	142.8	111.1	86.1	56.0	103.9	
100	100	15	0	2.8	2.7	2.4	2.8	16	34	30	2	7	27	23	7	98.7	82.4	62.6	—	78.2	98.5	77.7	66.1	—	75.6	
100	94	0						36	36	19	0	20	18	17	0	194.3	148.6	131.4		149.6	177.7	127.9	132.0		138.5	
96	95	0		4.8	4.0	3.3		55	41	19	0	28	35	20	0	166.6	116.7	119.3		123.0	165.5	118.2	117.8		118.3	
92	75	0	0	2.7	3.5	3.5	4.0	192	145	106	25	89	136	78	23	184.5	119.3	110.8	73.7	144.1	163.4	109.4	98.9	72.0	122.0	
83	71	0	0	3.0	3.9	4.7	3.9	398	195	165	136	117	151	137	138	179.0	121.3	104.5	109.9	135.4	171.9	118.4	97.0	92.3	105.7	
83	76	0	0	1.7	3.8	3.8	—	99	54	32	1	54	39	39	1	150.5	107.0	91.4	—	122.2	143.7	105.3	86.1	—	107.8	
100	94	0	0	4.1	3.5	2.9	4.7	41	35	16	14	27	29	19	11	124.2	88.8	86.4	59.8	101.9	119.1	90.2	83.7	58.5	96.0	
100	100	0	0	4.2	6.7	5.1	5.5	55	42	26	25	34	48	17	19	132.1	97.2	78.8	59.0	108.9	127.7	96.3	81.1	60.5	104.5	
100	81	6	0	1.0	6.2	4.4	—	4	9	5	0	8	17	11	1	72.6	63.4	55.1		61.4	80.4	64.9	62.0	43.8	63.5	
0	0	0		2.5	4.4	2.0		25	6	9	0	39	18	22	0	104.9	84.0	69.0		93.7	100.6	84.5	70.5		88.5	

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Massachusetts (continued)</b>																		
Emerson Coll		IIA	PI	116.0	94.1	73.0		71.3			86.4	143.8	121.3	93.0		89.4	109.5	26.7
Emmanuel Coll		IIB	PR	111.0	82.0	71.7		56.7			78.4	131.5	98.7	85.6		67.3	93.6	19.4
Endicott Coll	7	IIB	PI	98.6	85.2	73.5		—			84.8	123.6	107.5	92.2		—	106.5	25.6
Gordon Coll	7	IIB	PI	84.6	69.9	55.8		—			74.4	114.0	93.7	73.4		—	99.8	34.2
Hampshire Coll	7	IIB	PI	109.9	78.6	65.3	60.5	73.0			80.3	139.2	99.2	80.5	80.4	90.3	101.6	26.5
Harvard U		I	PI	227.7	127.4	123.7	64.2	107.4			177.5	287.9	158.6	152.1	80.0	135.2	223.6	25.9
Holyoke CC	7	III	PU	70.7	60.5	53.5	49.9				64.4	91.4	78.3	69.4	64.7		83.3	29.3
Lasell Coll		IIA	PI	95.3	79.1	65.3	53.5				74.1							
Lesley U	7	IIA	PI	93.9	76.8	63.5	60.0				75.5	115.0	97.9	84.7	81.1		96.7	
Massachusetts Coll Art and Design	11	IIA	PU	102.8	80.5	66.6					90.6	134.7	112.3	98.4			122.5	
Massachusetts Institute Tech		I	PI	212.1	143.4	120.6	71.8	108.0			171.2	263.3	181.5	154.7	96.7	139.7	214.7	25.4
Merrimack Coll	7	IIA	PR	107.5	86.5	77.0		63.2			82.7	137.9	110.9	96.3		75.9	104.4	26.2
Mount Holyoke Coll	7	IIB	PI	122.4	95.8	78.9	60.6	77.5			92.9	158.1	123.1	99.2	73.4	104.4	118.5	27.6
Mount Ida Coll	7	IIB	PI	86.9	72.1	59.4		—			66.8	109.4	91.8	73.7		—	84.1	25.8
Northeastern U	7	I	PI	175.3	121.8	110.7	75.7	72.3	58.1	112.3	216.4	154.5	136.3	97.9	91.4	80.4	141.4	26.0
Smith Coll	7	IIB	PI	141.4	98.2	83.8		84.6			117.9	182.2	130.9	112.2		113.0	153.6	30.3
Springfield Coll		IIA	PI	87.3	74.3	58.1	50.0				71.7	104.9	88.4	68.8	57.6		85.4	19.1
Stonehill Coll		IIB	PR	108.3	82.5	63.1	50.8		38.1	81.5	140.2	106.5	83.1	68.7		46.9	105.7	29.8
Suffolk U	7	IIA	PI	131.8	94.1	107.6	73.8				106.2	167.7	123.4	132.3	93.3		135.5	27.6
Tufts U	7	I	PI	152.5	107.2	90.5	84.4	70.6			111.7	203.8	143.7	120.7	112.8	93.5	149.2	33.6
U Massachusetts-Amherst	7	I	PU	150.3	107.1	89.5	88.5	71.9			111.5	204.0	146.1	122.2	120.8	98.5	151.9	36.2
U Massachusetts-Boston	7	I	PU	140.7	108.4	87.9		72.0			97.8	194.2	148.2	120.2		97.5	133.7	36.8
U Massachusetts-Dartmouth		I	PU	126.7	99.2	83.4		69.1			96.9	170.2	133.4	112.2		92.9	130.3	34.4
U Massachusetts-Lowell	1	I	PU	144.7	110.1	90.4		76.9	62.7	105.7	192.6	146.5	120.2		102.3	83.4	140.6	33.0
Wellesley Coll	1	IIB	PI	157.5	102.5	85.7		80.0			113.7	198.9	135.8	108.9		102.6	145.7	28.1
Wheaton Coll		IIB	PI	103.3	81.3	61.9	54.1				83.1	135.3	105.7	80.2	70.4		108.4	30.4
Wheelock Coll		IIA	PI	95.2	77.7	60.8	54.8				71.6	113.7	98.1	72.8	67.7		88.0	23.0
Williams Coll		IIB	PI	143.7	101.8	83.2		108.4	66.7	117.1	190.7	136.1	108.6		140.0	88.8	155.0	32.4
Worcester St U		IIA	PU	98.2	80.6	63.1	68.9				80.7	124.4	106.8	89.3	95.0		106.8	

**Michigan**

Adrian Coll	7	IIB	PI	84.3	69.1	61.4		—			70.8	115.1	98.8	79.7		—	96.3	36.0
Albion Coll		IIB	PI	78.8	64.3	53.7		—			66.7	104.7	87.8	69.5		—	88.8	33.1
Alma Coll	13	IIB	PI	81.1	63.5	63.7	43.4				65.8	107.2	86.4	82.0	55.2		86.6	31.7
Aquinas Coll		IIA	PR	61.8	54.0	48.4					54.6	80.7	71.6	61.9			71.6	31.0
Calvin Coll	7	IIB	PI	82.8	72.3	65.9			54.9	75.9	117.0	101.5	95.1			71.0	107.1	41.1
Central Michigan U		I	PU	107.0	81.0	74.6		49.9			80.5	141.2	109.7	100.5		69.4	108.2	34.3
Davenport U		IIB	PI	73.0	67.1	58.4	59.3				61.5	97.2	89.1	80.5	79.8		82.9	33.3
Eastern Michigan U	1	I	PU	96.7	79.4	71.7		43.8			81.5							
Ferris St U		IIA	PU	107.1	85.8	74.6			51.0	83.3	143.3	120.4	108.4			66.6	115.0	38.0
Grand Valley St U	7	IIA	PU	103.1	82.5	69.7	72.2		48.0	75.8	138.1	113.3	97.9	100.9		64.9	103.6	36.6
Hope Coll		IIB	PI	90.3	71.7	60.8	55.5				74.4	124.1	97.6	83.4	68.2		101.6	36.5
Kettering U	7	IIA	PI	87.8	73.7	73.6		57.4			75.6	113.9	99.7	99.6		83.4	101.7	27.1
Marygrove Coll	7	IIA	PI	—	60.4	50.8					—	87.8	74.5	62.5			70.7	23.0
Michigan St U		I	PU	150.1	99.6	79.7					112.7	191.4	134.0	105.4			146.9	30.4
Michigan Technological U	7	I	PU	115.2	96.0	78.3	69.5	63.1			91.3	160.0	133.2	113.7	104.9	98.5	126.7	38.8
Northern Michigan U	7	IIA	PU	88.7	75.4	63.8	52.8		57.8	73.7	123.3	106.6	91.6	78.7		82.3	104.2	41.5
Oakland U	7	I	PU	109.3	81.0	70.6	63.6				81.3	149.6	115.0	98.9	87.0		113.5	39.5
Saginaw Valley St U		IIA	PU	89.3	69.5	66.1		51.7			73.9	119.7	99.8	96.4		82.0	104.3	
Siena Heights U	1	IIA	PR	68.1	57.1	49.5	47.6				55.7	92.0	76.8	71.0	67.4		77.1	38.4
Spring Arbor U	7	IIA	PI	60.5	50.8	44.2		—			51.2	84.5	74.2	67.6		—	74.6	45.7
U Michigan-Ann Arbor		I	PU	168.2	111.4	93.1	67.5	61.2			121.0	204.2	140.5	119.0	86.4	81.5	150.6	24.4
U Michigan-Dearborn		IIA	PU	111.9	91.7	82.7		65.4			90.4	150.9	123.6	111.6		88.2	121.9	34.8
U Michigan-Flint	7	IIA	PU	117.6	81.8	78.2		—	57.4	80.5	148.2	106.9	102.8		—	78.9	105.5	31.0
Wayne St U		I	PU	128.9	96.3	81.9	71.1	58.6			93.9	161.8	124.3	104.4	90.4	75.6	119.7	27.4
Western Michigan U		I	PU	108.9	81.6	69.8	51.4				87.8	166.7	125.3	107.2	79.8		134.8	53.4

**Minnesota**

Augsburg Coll	7	IIB	PI	83.3	67.7	63.9	53.7				68.1	102.0	85.6	78.0	63.7		84.1	23.4
Bethel U		IIA	PI	78.7	67.8	56.1	58.3				69.5	105.5	91.3	74.9	76.7		93.1	33.9
Carleton Coll	1	IIB	PI	131.9	98.5	83.9		—			113.1	171.3	131.1	111.4		—	148.3	31.1

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	100	3		0.2	0.7	1.7		19	40	18	0	14	26	21	0	118.9	95.3	73.8		90.1	112.0	92.3	72.3	82.2	
94	93	0		3.1	4.9	4.4		4	16	12	0	12	11	19	0	119.9	81.6	68.8		77.8	108.0	82.5	73.5	78.7	
0	0	0	0	3.6	3.6	3.1	—	18	12	10	0	15	17	28	2	99.7	85.6	78.9		90.3	97.3	85.0	71.5	65.4	81.8
93	41	0	0	1.4	1.5	2.8	—	34	15	5	0	9	12	11	1	85.0	68.2	56.3		77.7	83.2	72.1	55.6	51.3	69.5
0	0	0	0	0.8	2.0	2.3	4.4	17	16	9	8	11	18	14	10	112.0	81.8	63.9	61.3	88.1	106.8	75.8	66.1	59.9	80.0
89	0	0	0	3.4	3.9	3.3	2.8	742	82	121	53	262	48	93	81	231.8	128.0	128.3	64.2	196.4	215.9	126.5	117.9	64.1	166.8
100	69	25	0	6.3	6.6	5.3	5.0	29	5	5	6	51	8	11	13	72.5	58.0	53.2	46.8	68.2	69.7	62.0	53.7	51.3	66.3
0	0	0	0	2.3	2.2	3.4	11.6	2	17	10	3	7	25	24	2	—	78.7	66.1	—	75.5	95.3	79.3	64.9	—	75.2
0	0	0	0	7.4	8.5	5.8	10.3	13	20	17	1	22	36	36	4	95.8	80.4	63.3	—	78.6	92.7	74.8	63.6	—	74.7
99	62	0	0	5.6	4.8	4.9		35	11	13	0	34	10	13	0	103.0	80.8	65.5		90.6	102.6	80.1	67.6		90.7
100	57	0	0	4.8	7.2	7.2	2.4	528	146	115	41	115	53	47	13	211.7	146.2	124.2	72.4	181.8	214.0	135.4	111.5	69.7	157.2
100	88	0	0	5.5	3.4	6.2		21	34	23	0	8	31	27	0	106.5	88.4	82.4		86.9	110.3	84.5	72.4		78.1
100	100	0	0	6.5	4.9	7.8	5.4	38	11	14	23	36	18	21	26	126.7	96.9	79.5	60.9	110.4	117.8	95.1	78.4	60.4	98.0
100	60	0	0	9.9	6.3	6.0	—	5	7	8	1	7	8	20	2	94.4	73.5	57.6	—	71.1	81.5	70.9	60.1	—	65.6
97	90	0	0	3.3	3.6	3.6	6.4	236	163	107	183	85	106	69	225	178.5	122.2	112.5	77.8	137.4	166.3	121.2	107.8	74.0	113.7
100	100	0	0	2.9	3.9	4.5	—	79	18	17	1	75	30	28	2	146.9	100.6	84.5	—	126.5	135.7	96.8	83.5	—	111.8
94	29	5	0	2.0	2.4	2.6	1.9	41	25	25	8	30	30	38	10	87.6	78.8	58.6	49.7	77.2	86.8	70.5	57.8	50.2	70.5
98	88	0	0	3.0	3.5	3.0	6.9	34	35	18	1	12	25	26	5	112.2	82.1	64.7	—	87.1	97.1	83.0	61.9	—	76.2
91	91	0	0	2.2	2.4	1.7	5.3	63	67	26	22	42	60	42	16	140.2	94.9	108.5	80.1	115.5	119.1	93.1	107.1	65.2	104.7
80	68	0	0	2.2	3.7	4.3	7.1	174	104	92	3	70	82	97	10	152.9	108.5	90.9	—	120.2	151.7	105.6	90.1	—	102.1
100	97	0	0	3.6	4.8	4.8	3.6	328	168	135	1	125	143	167	3	152.9	110.2	93.2	—	120.8	143.2	103.6	86.6	—	99.5
100	95	0	0	3.5	4.4	4.2		70	117	77	0	38	111	93	0	140.2	110.5	93.1		102.6	141.5	106.1	83.6		93.1
100	97	1	0	4.7	4.2	3.6		77	64	40	0	38	46	41	0	129.4	101.0	88.1		103.6	121.1	96.9	78.9		88.9
98	88	0	0	3.5	4.4	4.8	—	109	85	72	0	37	77	62	1	145.6	111.9	90.0		110.8	142.2	108.2	90.9	51.3	98.9
100	100	0	0	3.6	3.6	4.2		51	31	22	0	49	39	35	0	161.4	102.6	86.8		119.0	153.4	102.5	85.1		109.8
94	91	0	0	1.4	1.9	1.2	1.7	28	22	11	4	23	24	17	8	105.8	82.0	62.0	52.5	89.4	100.3	80.5	61.9	54.8	82.7
100	83	0	0	0.0	0.4	0.0	2.1	4	5	7	3	7	25	14	10	86.9	77.4	59.6	—	72.0	100.0	77.8	61.4	—	76.2
100	100	0	0	3.3	4.7	7.4	—	96	20	22	0	64	18	32	1	149.9	102.5	83.5		123.9	134.4	101.1	82.9	50.7	109.3
99	94	6	0	6.2	3.9	4.7	5.3	26	23	32	0	43	25	33	6	98.5	83.4	61.9		79.8	98.1	78.1	64.3	68.9	82.1
100	96	0	0				—	20	12	19	0	12	12	21	1	85.5	69.1	60.9		72.5	82.4	69.1	61.8	54.9	69.2
100	92	3	0	1.9	5.0	3.3	—	28	14	16	0	20	12	16	2	77.8	64.1	56.2		68.1	80.2	64.5	51.2	44.8	65.9
97	92	8	0					22	14	11	7	10	10	15	10	84.4	63.0	63.7	44.2	73.2	73.9	64.1	63.6	42.7	66.7
100	85	24		0.0	0.2	1.2		16	17	14	0	6	24	7	0	62.1	53.8	48.1		55.0	61.1	54.0	48.9		54.2
95	84	0		2.1	4.1	4.2		95	40	26	0	40	29	22	0	83.0	73.5	67.4		77.6	82.4	70.7	64.3		73.1
100	91	5	0	3.3	3.6	4.5	—	187	100	68	1	96	75	82	0	111.1	83.0	76.8	—	86.0	98.8	78.2	72.7	—	73.2
0	0	0	0					5	12	11	14	3	13	24	44	67.1	66.0	61.2	59.1	64.3	—	68.1	57.2	59.3	62.6
96	59	8	67	2.5	2.5	2.3	—	196	68	69	1	155	83	91	2	98.1	81.3	75.0	—	84.7	94.9	77.9	69.1	—	78.3
99	76	17	100	4.0	3.7	3.2	—	95	61	74	2	51	41	63	0	107.1	85.7	74.1	—	86.0	107.0	86.0	75.3	—	79.9
100	98	14	50					173	174	93	5	90	151	133	7	105.4	83.4	72.5	84.7	81.5	98.7	81.5	67.8	63.3	70.2
98	78	0	0	2.4	2.8	3.1	5.2	56	35	29	5	26	34	39	5	91.4	72.2	62.1	56.2	78.7	88.0	71.1	59.9	54.9	71.1
100	100	0		3.8	6.3	13.7		33	22	17	0	3	9	15	0	87.6	76.0	73.9		77.4	—	68.0	73.2		70.9
100	100	11		—	2.7	4.7		2	5	7	0	1	22	12	0	—	60.5	48.5		55.6	—	60.4	52.1		58.2
94	89	0		4.0	4.7	5.0		621	359	346	0	200	257	340	0	151.2	102.4	81.4		119.8	146.7	95.7	77.9		100.9
100	98	1	0	2.1	3.5	4.8	3.0	85	94	63	18	24	35	32	4	118.4	97.6	79.1	72.5	96.5	103.8	91.8	76.8	56.2	83.3
99	79	3	0	0.8	4.3	5.8	7.3	54	46	39	11	40	27	32	16	90.5	76.6	67.9	57.5	78.4	86.4	73.5	58.8	49.7	72.4
100	99	0	17	3.3	3.3	2.5	2.3	85	130	55	41	31	105	76	59	113.9	82.6	72.8	65.5	90.5	96.5	79.1	69.0	62.3	78.0
93	72	6	0	2.0	3.8	3.3	—	65	44	37	1	32	45	42	1	91.9	70.4	68.1	—	77.7	84.1	68.5	64.2	—	69.8
0	0	0	0	4.6	7.9	9.0	21.7	12	13	15	4	8	11	22	2	67.5	57.1	48.7	49.4	57.1	68.9	57.2	50.1	44.0	55.6
93	31	31		3.4	2.1	2.1		21	20	16	0	7	12	13	0	61.5	50.7	46.0		53.4	57.4	51.0	42.1		47.7
95	89	0	0	2.2	3.5	3.1	1.6	804	315	309	0	314	248	285	19	171.7	114.3	95.4		132.6	159.1	107.7	90.6	67.5	104.9
100	96	0		8.9	10.0	10.1		49	62	35	0	17	47	27	0	117.4	95.0	84.1		96.5	96.2	87.3	80.9		82.0
98	100	0	0	1.9	3.0	5.5	—	31	36	41	0	11	42	56	2	115.7	82.2	79.2		84.3	122.9	81.4	77.4	127.1	76.4
97	89	2	0	2.5	2.9	4.0	2.7	198	173	99	4	63	129	142	31	131.8	100.4	82.6	70.4	103.0	119.8	90.9	81.4	71.2	84.4
99	98	7	0	4.2	4.6	4.8	4.5	247	133	78	26	110	125	104	46	112.0	85.4	71.2	53.1	97.3	102.0	77.6	68.7	50.4	82.8
100	94	2	0	1.1	1.0	1.0	1.4	17	34	26	3	17	31	34	14	86.4	66.0	64.8	—	70.1	80.3	69.5	63.3	—	69.1
99	68	30	0	2.3	4.5	2.8	2.1	63	31	9	10	23	43	14	22	78.6	68.4	57.2	58.3	73.7	78.9	67.4	55.5	58.3	68.6
94	92	0	0	3.6	5.0	6.6	—	59	28	18	1	43	21	21	0	132.9	98.8	83.7	—	115.3	130.5	98.1	84.0	—	111.0



**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>Minnesota (continued)</b>																				
Coll Saint Benedict	7	IIB	PI	93.3	73.4	63.0	65.4					75.6	124.6	101.4	79.3	86.4		101.1	33.8	
Coll Saint Scholastica	7	IIB	PR	84.2	64.5	56.7	48.7	42.8				60.6	113.5	83.5	74.8	65.8	57.7	79.9	32.0	
Concordia Coll Moorhead		IIB	PI	76.7	63.7	57.5	50.2					64.7	99.5	86.2	73.0	62.2		84.5	30.6	
Gustavus Adolphus Coll	7	IIB	PI	82.9	65.0	55.3	50.2					65.4	106.1	87.1	72.4	62.1		85.7	31.1	
Hamline U		IIA	PR	76.8	61.3	54.5	—	58.8	60.2			65.7	96.9	77.8	66.8	—	75.6	73.2	25.5	
Macalester Coll		IIB	PI	121.3	89.7	75.0						60.9	93.0	160.0	116.1	98.5		83.8	122.7	32.0
Minneapolis Coll Art and Design	1	IIB	PI	75.4	—	55.6	43.7					65.2	89.5	—	64.2	52.8		77.3	18.5	
Saint Johns U		IIB	PI	91.5	74.0	61.7	66.1					76.1	120.4	103.9	80.2	87.6		102.2	34.3	
Saint Mary's U Minnesota	7	IIA	PI	72.5	60.9	54.3	—					61.2	97.8	78.7	71.6	—		80.5	31.5	
St Catherine U		IIA	PR	81.1	68.0	60.0	52.5					65.5	96.7	80.3	71.7	64.6		77.9	19.1	
St Olaf Coll		IIB	PR	100.5	79.4	66.4	55.6			80.5		79.2	131.4	105.1	87.5	73.0	118.3	104.4	31.8	
U Minnesota-Crookston		IIB	PU	86.6	72.3	68.3	49.3	59.4				64.9	117.1	100.0	95.0	71.3	82.6	90.3	39.1	
U Minnesota-Duluth	7	IIA	PU	101.3	79.8	64.1	53.6					73.4	135.3	108.2	87.3	75.4		99.9	36.0	
U Minnesota-Morris	7	IIB	PU	84.0	68.7	55.8	46.8	—				64.2	114.2	94.2	78.3	64.5	—	88.2	37.4	
U Minnesota-Rochester	7		PU	—	69.1	50.0	50.2					57.9	—	94.5	70.7	69.1		80.1	38.4	
U Minnesota-Twin Cities	7	I	PU	142.0	99.3	87.5	52.2	65.6	88.3			107.1	182.2	131.7	115.3	73.8	90.0	114.2	140.1	30.8
U St Thomas	7	I	PI	117.2	91.1	76.6	91.8					95.3	148.6	118.6	98.6	108.2		122.5	28.6	

**Mississippi**

Alcorn St U	7	IIB	PU	80.0	68.2	60.0	44.8					63.1	107.0	91.3	80.2	59.9		84.4	33.7
Millsaps Coll		IIB	PR	91.5	66.3	62.4	—					71.0	113.6	82.4	75.6	—		87.5	23.1
Mississippi Coll		I	PR	87.4	73.0	59.0	53.6					68.2	104.0	87.2	70.8	64.2		81.5	19.6
Mississippi St U	20	I	PU	110.5	80.3	72.1	48.8	29.4				77.2	134.5	99.4	87.5	61.0	37.2	94.7	22.6
Mississippi U for Women	7	IIA	PU	66.7	60.8	50.2	53.1					57.0	87.0	79.4	66.3	69.9		74.7	31.2
Mississippi Valley St U		IIA	PU	64.6	57.9	52.3	43.9					52.3	85.2	78.6	73.0	64.6		73.8	
U Mississippi		I	PU	118.3	89.0	76.6	48.9	52.1				83.4	142.6	109.1	94.5	62.1	66.0	102.4	22.7
U Southern Mississippi	7	I	PU	91.7	70.4	65.9	49.3	—				68.7	119.5	92.9	87.2	66.9	—	90.8	32.1

**Missouri**

Avila U		IIB	PR	73.2	62.6	55.9	48.7	—				59.8	91.3	82.0	72.4	61.0	—	76.8	27.7	
Coll Ozarks	7	IIB	PI	75.0	67.7	54.6	—					65.3	95.4	86.8	71.2	—		83.8	28.5	
Columbia Coll		IIB	PI	90.3	69.6	63.0	59.7			46.8		68.8	113.8	87.5	79.0	77.9		60.5	87.0	26.5
Cottey Coll	7	III	PI	65.0	59.0	52.1						58.0	83.4	76.5	69.1			75.0	29.3	
Drury U	1	IIB	PI	68.9	59.1	69.4	47.3	—				61.6	87.9	75.7	87.0	60.8	—	78.6	27.6	
Lincoln U		IIA	PU	64.4	55.5	46.2	37.7	—				52.3	83.9	70.8	52.8	46.8	—	64.0	28.1	
Lindenwood U	1	IIA	PI	91.2	76.9	67.0	56.9					74.6	109.3	92.6	81.1	68.4		89.8	20.5	
Maryville U Saint Louis	7	I	PI	85.3	75.6	64.8	49.8					70.6	107.5	98.5	82.6	71.7		91.0	28.8	
Mineral Area Coll	7	III	PU	58.9	55.0	51.3	48.2					52.4	77.3	72.2	68.3	65.3		69.9	33.2	
Missouri Baptist U		IIB	PI	60.6	58.4	48.7	39.6					52.4	85.2	80.8	68.9	58.4		74.0	41.1	
Missouri St U-Springfield		IIA	PU	85.4	71.9	64.3	43.5	—				68.4	110.4	91.9	79.2	56.6	—	87.4	27.8	
Missouri U Science and Tech		I	PU	126.4	84.2	73.3						95.3	163.6	112.5	93.5			124.0	30.2	
Missouri Western St U		IIA	PU	78.1	64.4	55.2	42.4					61.0	102.5	83.6	71.4	56.5		79.5	30.3	
Saint Louis U	7	I	PR	114.6	84.9	70.3	61.2	—				85.6	153.3	113.5	94.1	82.4	—	114.5	33.8	
Southeast Missouri St U	7	IIA	PU	84.8	69.5	59.9	46.2					64.8	110.1	88.3	74.2	58.8		82.8	27.7	
Truman St U	7	IIA	PU	75.8	62.3	54.8	43.8					64.4	102.0	81.5	69.9	59.9		85.3	32.4	
U Central Missouri		IIA	PU	90.4	69.2	62.7	40.7					67.1	114.2	89.1	81.6	55.5		86.8	29.3	
U Missouri-Columbia	7	I	PU	122.3	81.3	69.0						91.3	155.7	107.1	88.5			117.7	28.9	
U Missouri-Kansas City	7	I	PU	108.3	79.5	74.5						86.2	139.2	104.4	94.7			111.3	29.1	
U Missouri-St Louis		I	PU	100.2	71.3	64.4						78.3	129.4	94.5	81.7			101.5	29.6	
Washington U in St Louis		I	PI	191.5	120.0	108.8	97.5	64.7				131.7	239.1	148.5	128.5	121.8	82.4	163.3	24.0	
Webster U		IIA	PI	95.6	78.8	60.6						82.3	116.2	96.1	73.1			99.9	20.9	
Westminster Coll	7	IIB	PI	59.6	54.2	49.3	47.4					54.1	71.8	65.2	59.9	58.1		65.4	20.8	
William Woods U		IIA	PI	61.6	50.8	47.5	47.5					49.8	76.3	63.8	60.3	60.0		62.8	26.0	

**Montana**

Montana St U	16	I	PU	105.1	76.1	74.8						85.6	131.9	99.4	98.7			110.0	29.9	
Montana St U-Billings		IIA	PU	77.6	70.4	54.3	40.8	42.1	51.1			60.3	105.0	96.4	77.2	61.2	62.7	73.4	84.4	40.0
Rocky Mountain Coll	15	IIB	PI	66.1	51.4	49.5	—					55.6	80.8	63.1	61.2	—		68.5	23.2	

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	98	4	0					25	24	7	14	15	25	16	17	94.0	75.5	61.8	66.4	82.0	92.1	71.5	63.5	64.7	74.7
90	71	11	0	0.2	0.4	1.2	1.6	15	23	25	4	6	28	70	10	86.6	65.5	56.7	51.1	66.3	78.2	63.8	56.7	47.7	58.7
100	90	11	15	1.7	1.5	1.9	9.8	32	31	19	4	16	28	27	9	79.0	64.6	59.0	52.7	68.9	72.3	62.7	56.4	49.1	62.5
100	96	0	0	0.0	0.0	0.0	0.0	26	33	24	4	16	43	31	6	82.9	67.0	54.3	51.5	68.3	82.8	63.4	56.1	49.4	64.4
98	90	0	0	0.0	0.4	0.1	—	28	11	16	1	35	20	27	2	77.8	64.2	54.3	—	67.5	75.9	59.7	54.7	—	64.5
97	98	0		6.1	4.4	6.6		37	22	14	0	30	25	17	0	123.6	90.3	77.2		99.8	118.5	89.2	73.2		87.1
0	0	0	0	2.0	—	2.0	2.0	16	1	3	5	9	1	3	4	79.0	—	—	43.7	75.0	68.9	—	—	43.7	65.0
100	98	0	0					26	22	6	13	16	21	14	14	92.1	76.6	61.9	66.9	82.4	90.6	71.4	61.7	65.4	74.7
87	79	19	0	1.3	1.4	1.6	—	12	24	24	0	11	18	8	2	74.6	62.9	55.8		62.4	70.3	58.1	49.8	47.7	59.9
88	62	1	0	4.3	4.7	4.7	3.5	8	20	17	2	35	64	133	3	83.1	67.3	57.2	—	66.3	80.6	68.3	60.3	—	65.6
98	97	0	0	2.1	2.8	3.8	2.1	36	43	17	18	25	30	22	17	102.1	78.8	66.3	55.0	85.3	98.2	80.2	66.6	56.3	82.0
100	86	14	0	2.8	3.1	3.7	5.5	5	9	7	4	3	5	7	9	88.4	72.0	72.2	44.5	69.6	—	72.9	64.4	51.4	66.7
100	96	1	0	2.3	3.9	4.3	3.2	65	94	79	40	21	64	92	50	104.7	81.4	67.6	56.6	83.2	90.5	77.4	61.0	51.1	70.5
100	97	0	0	4.3	4.1	5.3	5.3	19	16	17	18	10	21	9	12	84.7	66.9	56.5	47.9	69.9	82.7	70.0	54.5	45.3	69.7
0	0	0		—	2.8	3.0	0	1	6	7	0	1	5	4		—	70.5	49.5	62.7		—	—	67.4	50.9	60.0
97	82	0	0	2.7	3.2	3.2	3.6	663	351	286	57	264	273	254	119	145.9	102.6	91.5	52.5	119.6	132.0	95.1	83.1	52.0	98.7
99	98	4	0	4.6	4.4	3.4	3.4	83	102	52	3	35	88	43	2	122.8	94.6	80.6	—	101.4	103.9	87.1	71.8	—	86.6
100	85	4	0	0.3	0.1	2.1	0.1	31	11	22	18	8	15	32	16	78.8	71.9	58.1	42.7	70.5	84.5	65.6	61.3	47.2	65.8
100	100	3	0	3.0	4.1	3.0	—	15	15	12	0	8	16	17	3	91.8	71.6	68.6		77.9	91.0	61.5	58.1	45.8	65.8
91	66	0	0					44	22	31	17	14	22	43	27	84.8	74.1	57.6	57.8	73.7	95.5	72.0	60.0	50.9	69.6
98	95	0	0	2.4	1.7	0.4	1.7	190	164	155	58	47	76	124	103	112.9	83.2	77.3	57.2	90.0	100.8	74.0	65.5	44.0	69.5
100	77	0	0	1.5	0.8	0.9	1.5	16	7	12	9	18	19	28	33	63.0	56.2	47.0	48.6	56.2	70.0	62.5	51.5	54.4	59.9
100	88	43	0	0.0	0.0	0.0	0.0	12	15	21	13	5	11	26	17	65.3	59.6	53.1	45.7	58.2	62.8	55.6	51.7	42.6	54.0
89	81	1	0	1.0	1.5	2.8	2.5	153	156	152	66	81	121	159	120	122.0	92.1	82.1	49.6	97.7	111.5	85.1	71.3	48.6	82.6
94	94	2	0	1.1	0.8	0.9	1.5	97	104	104	51	40	83	102	97	93.1	69.7	67.0	49.4	76.2	88.5	71.2	64.9	49.3	71.3
92	85	50	13	0.9	0.5	0.9	0.0	8	8	10	3	5	12	22	5	74.6	67.3	72.3	—	70.4	70.8	59.5	48.5	—	54.7
16	0	0	0	2.0	2.4	2.4	—	17	14	14	1	8	19	13	1	73.9	69.8	54.1	—	66.5	77.2	66.2	55.1	—	64.8
92	81	14	0	0.1	0.9	0.8	1.8	9	15	6	3	3	12	8	7	89.4	70.9	59.0	—	71.5	—	68.0	65.9	—	68.7
100	89	0	0	3.3	3.0	3.4		4	2	4	0	8	7	12	0	65.9	—	53.2		59.9	64.6	58.4	51.8		57.3
100	98	0	0	2.0	2.3	2.7	2.2	20	25	8	11	16	18	5	7	68.8	59.2	71.0	51.4	64.5	69.1	58.9	67.0	40.9	64.1
100	72	6	0	3.0	6.7	5.4	4.6	19	19	18	9	15	13	18	9	66.6	55.0	47.1	37.1	55.6	61.7	56.3	45.3	38.4	53.8
0	0	0	0	3.1	2.9	4.2	3.1	30	48	63	8	29	56	52	12	95.0	79.1	68.2	59.8	77.6	87.3	75.1	65.5	54.9	74.0
100	89	1	0	2.2	2.8	1.9	2.0	9	23	16	1	12	23	51	6	82.0	74.8	61.6	—	71.7	87.7	76.4	65.8	—	71.7
0	0	0	0	3.6	5.2	4.5	3.6	8	7	5	13	11	2	9	18	59.6	55.6	54.4	47.9	56.9	58.4	—	49.5	48.5	54.3
0	0	0	0	0.8	0.4	1.4	1.2	6	15	1	5	7	19	6	61.7	62.3	48.8	—	55.9	57.9	55.1	48.6	—	51.6	
100	96	7	1	2.5	3.2	3.2	2.1	154	82	79	57	85	56	89	95	85.7	74.9	67.4	44.2	78.2	84.9	67.5	61.5	43.1	71.4
98	81	0		-0.5	1.2	1.6		107	86	77	0	20	32	43	0	130.0	84.8	75.9		100.2	107.1	82.7	68.5		81.4
100	95	9	0	2.0	4.5	3.2	1.9	26	35	43	12	18	21	43	12	78.8	63.7	57.1	41.7	64.8	77.0	65.5	53.3	43.0	61.6
94	81	0	0	3.1	2.0	2.5	0.6	127	129	99	15	53	119	150	38	116.6	89.7	75.5	61.0	95.3	109.8	79.8	66.9	61.3	78.7
100	100	5	0			11.9	7.1	85	25	35	49	49	25	52	84	86.6	69.3	60.9	46.2	77.4	81.5	69.6	59.2	46.2	70.0
100	97	1	0	3.5	3.0	3.2	2.8	104	23	53	11	51	16	51	23	77.4	58.6	57.3	41.9	69.1	72.6	67.7	52.3	44.7	63.1
100	92	2	0	2.3	7.0	4.1	5.1	94	46	99	33	59	31	82	77	91.1	68.6	66.0	41.6	76.3	89.3	70.1	58.8	40.3	71.3
89	71	0		1.0	1.3	1.4		283	230	183	0	115	179	187	0	128.7	83.9	72.6		99.1	106.5	78.0	65.5		80.0
86	66	0		1.8	3.7	4.3		100	126	96	0	74	99	105	0	114.7	81.7	76.5		90.4	99.8	76.8	72.6		81.3
76	66	0		0.3	1.1	0.7		80	72	45	0	53	77	89	0	106.3	74.6	66.0		85.5	91.0	68.2	63.6		71.8
100	94	0	0					265	104	100	27	83	67	65	16	194.8	123.4	114.7	101.4	148.3	180.9	114.8	99.7	90.8	108.5
99	97	5		1.9	1.9	7.0		51	34	26	0	34	40	14	0	97.8	79.2	62.4		83.8	92.3	78.4	57.4		80.4
100	100	0	0	3.4	5.4	3.1	1.4	11	10	10	2	6	12	4	2	62.0	53.5	49.0	—	55.1	55.3	54.8	50.0	—	54.0
100	16	5	0	1.5	0.7	1.6	2.2	2	9	10	8	3	10	12	4	—	53.7	51.7	47.8	53.6	—	48.2	44.1	47.0	47.8
99	100	1		5.4	4.2	3.3		106	71	64	0	32	64	69	0	105.7	76.7	71.1		88.0	103.4	75.5	78.3		82.0
98	92	7	0	3.1	9.5	2.7	11.7	26	8	25	0	17	4	21	4	74.3	75.6	57.8		63.0	82.7	59.9	50.0	40.8	58.0
100	81	0	0	4.4	3.9	4.1	—	16	7	6	3	6	9	9	0	66.0	55.4	50.9	—	60.3	66.4	48.3	48.6	—	52.9

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	

**Montana (continued)**

U Montana		I	PU	89.6	72.5	64.6	47.6	47.1			73.5	119.4	99.1	89.6	69.4	68.9		100.3	36.4
U Montana-Western		IIB	PU	68.0	55.7	45.2	40.0				56.5	91.7	79.3	68.8	63.7			80.1	

**Nebraska**

Bryan Coll Health Sciences			PI	96.5	65.2	65.2	—				67.8									
Concordia U-Nebraska		IIA	PI	67.3	60.6	52.7	—				58.2	90.0	79.7	71.8	—			78.3	34.5	
Creighton U	1	IIA	PI	116.6	89.9	70.8	60.4				88.2	144.1	115.0	89.2	79.3			111.2	26.1	
Doane U - Coll Arts and Sciences	7	IIB	PI	76.2	61.7	52.7	45.1	39.9			60.9	92.8	77.6	63.9	51.1	51.4		74.4	22.2	
Doane U- Coll Professional Studies		IIA	PI	—	69.8	—	—	—			—	92.1	84.3	—	—	—		80.4	21.6	
Hastings Coll	1	IIB	PR	66.1	54.6	48.2	41.3				56.9	81.5	69.9	63.5	56.6			72.2		
Nebraska Wesleyan U	7	IIB	PI	66.0	54.6	51.3	45.9				57.3	87.7	75.7	67.9	60.2			77.0	34.4	
U Nebraska Kearney		IIA	PU	84.9	69.1	58.5		46.8			66.2									
U Nebraska Omaha	7	I	PU	92.5	81.0	69.8	47.5	49.4	44.9		74.0	115.9	102.5	89.6	64.1	66.3	60.7	94.6	27.8	
U Nebraska-Lincoln	7	I	PU	126.8	87.6	84.7		61.5			96.2	158.5	114.0	109.8		81.2		123.0	27.9	
Wayne St Coll		IIA	PU	81.4	64.7	51.9	45.6	—			67.2	105.7	86.3	70.3	60.9	—		88.7	32.0	

**Nevada**

Coll Southern Nevada	7	IIB	PU	67.4				55.4			63.8								
U Nevada-Las Vegas		I	PU	127.3	93.5	72.4		56.4			94.9	156.3	117.3	92.2		73.4		118.6	25.0
U Nevada-Reno		I	PU	126.9	92.2	76.9	—	59.2			89.9	156.3	115.8	98.1	—	77.7		113.2	25.9

**New Hampshire**

Dartmouth Coll		I	PI	189.2	122.0	102.4					148.9	239.6	158.4	129.0				189.4	27.2
Franklin Pierce U		IIB	PI	77.2	65.0	63.0	54.5				66.6	105.8	91.2	85.3	80.1			92.2	38.4
Keene St Coll	7	IIA	PU	101.4	81.9	68.2	—	48.0			85.6	135.8	112.9	90.6	—	58.1		115.4	34.9
Plymouth St U	7	IIA	PU	90.7	75.5	63.9		56.4			76.9								
Saint Anselm Coll	1	IIB	PI	94.9	78.1	62.6	—	—	57.2		77.0	127.3	109.3	79.6	—	—	74.6	103.6	34.5
U New Hampshire-Main Campus		I	PU	130.2	102.6	87.3	—				108.4	169.1	138.4	111.7	—			142.5	31.5

**New Jersey**

Bloomfield Coll	7	IIB	PI	97.6	80.8	66.3	60.0				83.5	130.0	108.8	86.6	81.7			111.2	33.2
Caldwell U		IIA	PI	84.4	68.0	60.1	—	—			72.9	106.7	94.6	74.9	—			93.0	27.5
Centenary U		IIA	PR	84.3	72.0	58.0	—				64.4	106.9	90.0	71.6	—			80.0	24.3
Coll New Jersey	7	IIA	PU	117.6	94.9	77.3	—				96.4	176.9	142.7	116.2	—			145.0	50.4
Drew U		IIB	PR	101.6	77.6	62.6	—				82.4	129.2	102.3	80.4	—			106.4	29.2
Georgian Court U		IIA	PR	88.5	69.9	65.9	—				74.1	110.0	87.1	84.2	—			92.9	25.4
Kean U	7	IIA	PU	122.0	96.4	80.5		60.3	—		88.0								
Monmouth U	7	IIA	PI	130.2	102.7	74.3	58.1	68.6			88.1	174.0	138.8	97.1	69.7	93.5		117.6	33.6
Montclair St U	7	I	PU	123.9	97.7	77.8	58.6				101.0	156.1	126.9	101.7	81.0			129.9	28.6
New Jersey Institute Tech	7	I	PU	187.1	133.0	100.8		69.7	98.3		127.6	224.4	168.2	129.1				159.7	25.2
Princeton U	7	I	PI	229.4	141.2	109.9	95.9	90.4			171.3	277.9	175.9	138.6	121.7	115.6		210.2	22.7
Ramapo Coll New Jersey	7	IIA	PU	119.3	93.2	79.7	—				97.8	172.0	134.3	114.9	—			141.0	44.1
Rider U	1	IIA	PI	117.5	102.7	83.1					103.9	152.3	132.5	107.5				134.3	29.2
Rutgers U-Camden	7	IIA	PU	150.7	101.2	86.3	60.5	76.6			109.8	195.3	136.4	119.7	90.8	108.9		147.1	34.0
Rutgers U-New Brunswick	7	I	PU	163.5	108.0	86.3	64.3	63.9			118.6	205.9	143.7	119.4	94.7	94.1		155.6	31.2
Rutgers U-Newark	19	I	PU	178.8	129.1	106.4	67.4	—			133.8	223.1	167.4	142.2	98.4	—		172.7	29.1
Saint Peter's U	7	IIA	PR	101.4	76.8	68.8	57.5	59.7			79.1	121.1	92.0	81.4	64.4	71.6		94.1	19.9
Stevens Institute Tech		I	PI	141.7	114.8	93.0					115.3	179.6	148.2	118.4				147.3	27.7
Stockton U	7	IIA	PU	120.2	91.6	71.3	65.6				90.5	173.6	132.1	102.1	97.0			130.5	44.2

**New Mexico**

New Mexico St U-Alamogordo		III	PU	61.4	55.7	53.8					58.1	81.0	73.3	73.1				77.0	32.6
New Mexico St U-Carlsbad	7	III	PU	62.2	57.6	52.7	46.7				55.5	81.9	78.7	73.9	62.2			75.1	35.4
New Mexico St U-Dona Ana	7	III	PU	59.9	54.5	51.6	46.1				53.7	79.5	71.4	70.3	61.1			71.8	33.6

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	77	0	25	3.2	5.0	4.4	4.0	133	74	38	31	67	46	35	34	91.6	71.4	64.9	46.1	79.4	85.5	74.4	64.2	48.8	74.4
100	50	0	0	4.0	5.0	4.0	4.1	19	7	4	3	10	3	9	8	69.6	55.7	49.2	—	63.7	65.0	—	43.4	—	54.9
0	0	0	0				—	1	2	2	0	3	3	28	3	—	—	—		63.3	—	—	66.3	60.3	69.2
0	0	0	0	1.4	1.5	1.7	—	16	7	18	0	3	4	14	1	67.3	60.9	53.3		60.1	—	60.2	51.9	36.0	55.7
97	84	13	0	4.2	4.6	3.7	3.3	104	109	84	13	43	79	109	28	119.7	91.1	69.8	60.1	95.1	109.1	88.2	71.6	60.6	84.3
96	63	0	0	4.6	6.2	5.7	5.1	16	12	11	3	11	7	18	4	76.3	59.4	52.9	—	64.5	76.2	65.7	52.6	—	60.1
0	0	0	0	—	4.8	—	—	1	1	1	0	0	4	1	1	—	—	—		75.6		63.4	—	49.5	64.2
100	100	0	0	-0.2	1.0	1.5	5.6	24	10	3	5	10	6	13	4	67.3	54.9	—	38.0	63.1	63.2	54.0	46.3	45.4	53.7
100	85	4	0	2.3	3.1	3.2	1.8	22	14	7	4	18	19	19	5	68.3	54.5	55.3	49.5	61.7	63.2	54.7	49.8	43.1	55.7
100	79	4		3.0	3.1	3.6		58	36	59	0	38	37	37	0	86.1	70.2	59.1		68.5	83.0	68.1	57.6		63.6
99	98	2	0	2.9	3.4	3.4	3.8	94	80	56	40	43	74	73	40	95.8	81.6	76.1	48.8	83.3	85.1	80.3	65.0	46.3	73.2
99	96	0		2.8	3.6	3.1		356	202	179	0	91	106	123	0	129.4	90.0	84.9		103.1	116.7	83.0	84.4		83.1
100	79	6	0	3.0	4.2	4.8	6.6	27	17	14	2	25	11	21	3	80.8	68.4	53.3	—	70.0	82.0	59.0	51.1	—	66.2
100			0	16.1				194	0	0	68	159	0	0	81	67.8			55.4	67.8	66.9			55.4	66.9
97	81	2		1.9	2.7	2.5		245	146	159	0	80	103	140	0	128.9	94.6	74.2		101.3	122.4	91.9	70.3		85.1
97	91	0	0	3.9	4.9	3.7	—	124	106	126	1	39	75	110	1	130.1	93.3	80.3	—	96.4	116.5	90.7	73.0	—	80.7
97	90	1		2.9	3.3	4.4		169	81	76	0	60	54	45	0	200.1	125.2	105.1		159.3	158.7	117.2	97.8		127.4
0	0	0	0	0.4	2.5	1.2	1.5	16	19	9	3	8	13	20	5	79.2	62.4	56.4	—	67.3	73.2	68.7	66.0	—	68.3
100	92	5	0	3.8	4.2	3.0	—	41	41	14	0	36	36	24	2	102.7	82.7	68.5		87.9	99.9	81.0	68.1	59.5	83.7
100	98	0		2.9	3.4	1.6		43	20	16	0	33	24	26	0	92.1	77.0	64.7		79.6	88.7	74.3	63.4		74.3
98	91	3	0	4.0	4.9	5.9	—	32	20	18	0	17	26	21	3	97.3	78.5	64.0		83.4	90.5	77.8	61.5	53.1	72.2
100	98	0	0	6.2	6.8	6.3	—	141	112	63	0	49	107	70	1	133.4	107.5	88.2		115.2	120.7	97.3	86.5	66.6	99.1
100	80	0	0	3.4	3.5	5.3	6.9	11	8	8	1	19	12	8	3	98.6	79.8	66.2	—	83.4	97.1	81.5	66.5	—	86.0
95	23	8	0	1.5	3.1	0.9	—	18	6	6	0	21	7	18	3	83.1	71.1	54.5		75.0	85.5	65.5	62.0	65.3	72.1
63	36	0	0	2.6	2.5	2.3	—	3	9	29	0	5	13	21	1	—	72.6	57.7		62.8	84.8	71.6	58.4	54.0	66.2
100	93	19	0	0.1	1.2	1.4	—	54	63	49	1	52	80	54	2	120.2	96.0	78.8	—	98.8	114.8	94.0	75.9	—	94.6
100	90	3	0	1.9	2.4	2.7	—	28	35	12	0	26	23	25	1	102.6	77.0	61.8		84.2	100.5	78.4	62.9	53.5	80.9
100	89	7	0	2.0	2.7	2.3	—	10	10	13	0	16	18	17	1	91.5	68.5	64.4		73.8	86.7	70.7	67.0	62.4	74.5
100	97	58		0.0	0.1	0.2		39	32	49	0	33	39	52	0	122.9	97.8	80.3		90.2	120.9	95.2	80.7		86.1
100	100	0	0					29	43	25	11	13	46	44	9	138.2	105.5	75.8	59.8	100.6	112.5	100.0	73.4	55.9	82.0
99	94	17	0	0.4	0.3	1.1		99	118	67	1	78	118	63	5	123.8	98.4	78.9	—	102.7	124.0	97.0	76.7	—	100.2
100	92	0		4.9	4.9	4.9		120	79	46	0	13	20	15	0	188.6	132.3	101.2		133.3	173.5	135.8	99.4		105.6
100	100	0	0	3.6	7.5	7.2	4.6	361	58	109	14	115	41	69	3	234.8	143.2	115.2	98.4	187.0	212.5	138.3	101.5	84.5	144.2
100	97	32	33	0.0	0.2	0.7	—	35	43	24	0	34	48	29	3	121.5	93.7	77.7		99.4	117.1	92.7	81.4	64.3	97.2
100	90	0		6.3	2.1	17.8		51	49	18	0	35	44	33	0	118.0	104.1	82.1		106.7	116.8	101.2	83.7		100.9
87	82	0	0					66	43	46	10	38	35	56	11	158.6	101.6	88.5	56.8	121.0	137.0	100.8	84.5	63.9	104.1
93	74	0	0					597	242	210	85	230	281	301	148	167.3	109.7	89.3	66.2	137.0	153.6	106.5	84.1	63.2	110.3
92	80	0	0					134	87	99	26	49	57	51	26	183.6	129.6	108.7	69.9	145.6	165.9	128.1	102.0	65.0	131.5
97	88	15	0	2.0	2.2	3.5	5.6	19	16	20	3	13	17	13	3	105.0	77.1	70.0	—	82.6	96.2	76.5	66.9	—	77.3
51	45	0		3.9	6.5	5.7		67	67	60	0	12	25	31	0	145.7	114.5	96.2		119.6	119.8	115.7	86.7		103.2
99	95	11	6	0.1	0.4	1.0	0.0	39	60	39	7	34	70	58	11	120.8	92.1	72.1	65.9	94.6	119.4	91.1	70.7	65.5	89.8
83	55	25		0.0	2.1	2.2		9	3	1	0	9	8	7	0	61.2	—	—		59.0	61.6	56.7	53.4		57.6
100	45	13	0	0.0	1.6	1.7	1.8	3	6	4	5	6	5	4	2	—	56.4	52.6	46.7	56.0	63.5	59.2	52.8	46.5	59.2
95	72	27	0	0.8	2.8	1.4	2.8	24	5	26	8	19	13	19	16	59.7	52.0	52.0	45.5	55.4	60.2	55.5	51.0	46.4	55.6

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>New Mexico (continued)</b>																		
New Mexico St U-Grants	7	III	PU	—	51.2	—	—	—	—	—	—	76.0	72.4	—	—	—	70.3	33.4
New Mexico St U-Main Campus	7	I	PU	99.4	73.3	65.5	43.4	—	—	—	79.1	125.0	93.8	83.0	56.5	—	100.2	26.7
U New Mexico-Main Campus	7	I	PU	114.5	81.8	74.2	39.7	56.7	—	—	84.7	144.1	104.3	94.7	52.2	72.5	107.5	26.9
<b>New York</b>																		
Adelphi U	7	I	PI	139.6	106.3	86.6	77.0	70.5	102.3	109.2	180.5	137.7	105.2	95.6	85.6	131.0	139.8	27.9
Bard Coll		IIB	PI	135.1	93.5	76.5	—	—	—	104.1	173.3	125.3	105.2	—	—	—	137.3	32.0
Barnard Coll		IIB	PI	164.0	117.0	87.4	65.7	84.0	—	117.4	215.9	151.2	117.9	92.8	116.3	—	156.4	33.2
Buffalo St SUNY	7	IIA	PU	94.3	77.0	65.7	—	50.4	—	77.0	126.2	103.5	89.6	—	69.8	—	103.8	34.8
Canisius Coll		IIA	PR	88.3	75.4	62.8	—	—	—	77.0	118.0	100.9	82.4	—	—	—	102.9	33.7
Cazenovia Coll	7	IIB	PI	77.4	64.4	51.6	42.5	—	—	62.7	101.4	81.5	64.2	54.5	—	—	80.5	28.5
Clarkson U		I	PI	125.9	98.6	78.1	59.0	—	—	95.7	170.8	135.6	104.6	82.6	—	—	129.9	35.8
Colgate U		IIB	PI	143.0	99.9	83.0	65.4	—	—	106.0	183.7	130.1	107.4	82.9	—	—	136.7	28.9
Coll Mount Saint Vincent	7	IIB	PI	95.7	75.8	68.9	64.4	—	—	75.1	109.0	89.1	82.2	77.8	—	—	88.4	—
Coll New Rochelle		IIA	PI	94.9	83.4	69.6	68.0	—	—	80.9	—	—	—	—	—	—	—	—
Coll Stn Island CUNY		IIA	PU	108.8	88.1	74.1	—	68.0	—	88.7	144.1	123.4	109.4	—	103.2	—	123.9	39.8
Columbia U		I	PI	244.4	162.6	122.8	—	78.5	—	180.6	296.8	201.6	148.2	—	99.8	—	220.8	22.2
Columbia-Greene CC	5	III	PU	64.1	58.2	53.0	49.7	—	—	57.6	95.5	87.5	80.0	78.7	—	—	86.9	51.0
Cornell U	7	I	PI	174.3	122.7	112.5	93.4	79.1	—	133.5	218.3	159.6	147.6	124.9	109.1	—	171.6	28.4
Corning CC	7	III	PU	68.9	56.6	47.7	42.3	—	—	58.0	97.9	78.8	66.6	57.8	—	—	81.4	40.3
CUNY Bernard M Baruch Coll		IIA	PU	121.6	104.1	100.2	—	72.5	—	107.4	157.9	140.4	136.5	—	108.8	—	143.7	33.8
CUNY Borough Manhattan CC	1	IIA	PU	104.8	85.0	70.1	51.8	63.1	—	78.0	139.2	119.5	104.5	86.3	97.6	—	112.5	44.2
CUNY Bronx CC	7	IIA	PU	104.3	84.2	65.5	58.0	62.4	—	78.3	138.8	118.7	100.0	92.5	96.9	—	112.8	44.0
CUNY Brooklyn Coll		IIA	PU	113.1	88.6	77.8	—	61.9	—	92.3	148.6	124.1	113.3	—	97.4	—	127.7	38.5
CUNY City Coll		IIA	PU	121.5	93.7	80.2	—	84.1	—	100.9	157.4	129.7	116.2	—	120.0	—	136.8	35.6
CUNY Graduate School and U Center		IIA	PU	140.5	99.4	72.7	—	61.9	—	121.5	177.2	136.0	109.3	—	98.5	—	158.1	30.2
CUNY Hostos CC		IIA	PU	104.3	84.2	71.5	—	63.2	—	79.0	138.8	118.7	106.1	—	97.8	—	113.5	43.7
CUNY Hunter Coll	7	IIA	PU	114.2	92.4	77.1	—	68.1	—	96.6	149.9	128.1	112.9	—	103.8	—	132.3	37.0
CUNY John Jay Coll Criminal Justice		IIA	PU	112.9	88.5	77.1	—	69.8	—	90.8	148.3	123.8	112.4	—	105.2	—	126.1	38.9
CUNY Kingsborough CC		IIA	PU	102.7	84.4	71.4	59.0	62.9	—	78.2	137.1	118.9	105.9	93.5	97.4	—	112.7	44.1
CUNY LaGuardia CC		III	PU	103.5	82.3	68.1	58.8	68.7	—	80.6	138.2	117.0	102.8	93.5	103.3	—	115.3	43.0
CUNY Law School Queens Coll		IIA	PU	144.9	119.1	—	86.6	—	—	132.2	182.3	156.5	—	124.0	—	—	169.6	28.3
CUNY Lehman Coll	7	IIA	PU	112.3	88.2	76.9	—	69.3	—	88.1	147.5	123.3	112.1	—	104.5	—	123.3	40.0
CUNY Medgar Evers Coll	7	IIA	PU	112.8	86.2	76.5	—	69.6	—	87.5	148.0	121.3	111.6	—	104.8	—	122.7	40.2
CUNY New York City Coll Tech		IIA	PU	106.8	87.4	74.3	—	69.9	—	83.4	141.6	122.3	109.1	—	104.8	—	118.3	41.8
CUNY Queens Coll		IIA	PU	113.3	89.3	75.4	—	66.6	—	91.4	148.8	124.7	110.8	—	102.0	—	126.8	38.7
CUNY Queensborough CC	7	IIA	PU	107.6	86.3	71.9	61.0	64.6	—	80.3	142.3	120.9	106.5	95.7	99.3	—	114.9	43.2
CUNY York Coll		IIA	PU	103.7	87.1	72.6	—	70.3	—	85.5	138.7	122.1	107.7	—	105.4	—	120.6	41.0
Dominican Coll Blauvelt	19	IIA	PI	—	79.9	72.0	63.5	—	—	—	109.3	104.9	93.3	73.3	—	—	94.4	28.4
Farmingdale St Coll	7	IIB	PU	103.4	81.0	71.7	—	66.2	—	81.1	140.0	111.4	95.8	—	90.2	—	109.6	35.1
Finger Lakes CC		III	PU	73.1	62.0	54.9	48.3	—	—	60.9	100.0	87.2	74.6	69.0	—	—	84.1	38.1
Fordham U	17	I	PI	168.4	115.6	98.7	99.5	64.8	53.3	121.3	223.6	160.3	134.3	135.3	91.4	81.0	164.6	35.7
Hamilton Coll		IIB	PI	137.0	104.7	82.2	—	—	67.3	109.1	174.0	135.3	105.6	—	87.7	—	139.6	27.9
Hartwick Coll	7	IIB	PI	88.1	66.0	59.5	—	—	—	73.4	105.9	83.8	77.3	—	—	—	91.2	—
Hilbert Coll		IIB	PI	72.7	56.7	53.4	—	—	—	61.0	89.6	78.1	66.5	—	—	—	77.3	26.7
Hobart William Smith Colls		IIB	PI	117.6	84.1	72.2	—	—	—	87.9	151.3	110.0	92.9	—	—	—	113.7	29.4
Hofstra U		I	PI	144.8	104.2	95.0	—	—	—	118.4	201.4	145.9	121.3	—	—	—	162.7	37.4
Iona Coll		IIA	PI	108.6	81.9	72.6	—	74.6	—	84.6	136.5	107.1	85.5	—	89.4	—	106.2	25.4
Ithaca Coll	7	IIA	PI	103.8	80.9	68.4	63.7	—	41.6	79.1	133.9	107.2	90.4	87.3	—	58.3	104.2	31.8
Keuka Coll		IIA	PI	79.1	67.3	62.5	—	—	—	67.3	99.1	84.3	77.2	—	—	—	83.8	24.7
Le Moyne Coll	1	IIA	PR	103.6	78.4	67.4	63.4	—	—	82.3	130.3	101.9	89.1	83.4	—	—	106.0	28.8
LIU Post		IIA	PI	113.7	93.0	83.5	65.2	—	—	96.5	153.6	129.4	110.6	82.7	—	—	131.1	35.9
Manhattan Coll		IIA	PI	120.2	95.4	81.9	49.3	—	—	95.3	159.1	134.4	120.9	88.2	—	—	134.2	—
Marist Coll		IIA	PI	116.7	86.9	79.0	64.5	68.3	—	83.1	160.5	124.6	109.7	88.1	96.1	—	116.8	40.6
Marymount Manhattan Coll		IIB	PI	92.0	75.0	65.0	57.9	—	—	75.7	123.4	102.6	92.1	85.0	—	—	102.8	35.7
Medaille Coll		IIA	PI	78.5	64.2	50.0	—	—	—	58.1	94.1	78.3	59.9	—	—	—	70.0	20.4
Mercy Coll	7	IIA	PI	103.9	87.5	79.2	65.4	—	—	83.6	140.9	118.6	105.6	90.1	—	—	112.7	34.8
Molloy Coll		I	PI	116.3	94.4	83.0	73.4	—	—	95.1	164.1	130.3	115.4	111.4	—	—	133.2	40.1
Monroe CC		III	PU	86.4	62.1	55.6	50.7	55.4	—	63.5	122.1	92.3	81.4	74.0	79.0	—	92.4	45.6
Morrisville St Coll	7	IIB	PU	73.8	62.1	53.9	46.3	—	—	59.8	101.1	86.9	73.4	69.0	—	—	82.8	38.3
Mount Saint Mary Coll		IIB	PI	94.4	73.2	66.0	59.9	—	—	75.2	121.3	95.0	83.3	73.5	—	—	96.2	28.0
Nazareth Coll	1	IIA	PI	87.4	73.8	64.2	—	—	—	75.0	112.4	99.0	81.0	—	—	—	96.9	29.2

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	40	0	0	—	0.0	—	—	1	3	1	1	2	2	1	1	—	—	—	—	53.3	—	—	—	53.6	
93	86	3	0	0.9	1.1	1.5	0.4	150	108	94	4	59	95	112	4	101.1	75.7	70.4	42.1	85.1	95.1	70.6	61.4	44.8	72.1
97	95	2	0	0.0	0.0	0.0	0.0	211	132	130	15	105	158	139	18	117.3	82.9	74.8	38.2	92.2	108.9	80.9	73.6	40.9	79.7
100	98	4	0	2.2	2.5	3.1	3.2	51	57	29	1	32	75	28	4	143.9	109.7	83.7	—	115.3	132.8	103.7	89.5	—	104.7
70	87	0	0	2.7	4.8	3.4	—	37	24	28	0	23	22	22	0	135.8	94.3	76.6	—	106.0	134.0	92.6	76.3	—	101.5
94	97	0	0	4.5	4.7	6.1	3.9	41	9	13	16	44	22	24	26	165.0	114.5	86.2	65.5	138.0	163.1	118.0	88.1	65.9	124.9
99	96	5	0	0.0	0.0	0.4	—	73	84	25	0	30	91	35	0	94.9	80.0	65.4	—	81.2	93.0	74.1	65.9	—	72.4
100	99	10	0	0.2	0.2	1.9	—	43	48	15	0	23	27	24	2	91.8	79.0	61.4	—	81.7	81.9	69.0	63.7	37.5	71.3
100	100	0	0	0.0	3.0	0.0	6.1	9	4	3	4	13	8	10	6	78.2	62.2	—	43.3	69.2	76.8	65.5	51.6	42.0	65.8
95	87	0	0	1.9	2.3	2.5	2.2	55	51	57	10	10	18	37	4	127.5	99.9	79.0	64.0	101.9	117.1	94.9	76.6	46.6	87.9
100	95	0	0	2.9	3.1	4.6	4.7	66	47	36	18	38	28	44	20	146.6	100.6	84.3	67.3	117.0	136.6	98.8	82.0	63.6	105.2
91	59	9	0	1.1	3.1	5.3	4.9	7	15	10	3	4	22	12	8	93.2	76.5	69.4	—	77.9	100.1	75.3	68.4	—	75.8
100	100	0	0	—	—	—	—	4	10	3	1	13	18	16	6	108.7	84.8	—	—	87.2	90.7	82.6	70.1	—	80.6
97	95	18	—	1.1	1.5	2.0	—	77	71	48	0	37	59	60	0	109.7	88.4	74.4	—	91.9	106.8	87.8	73.9	—	84.9
89	54	0	0	4.0	4.6	4.6	—	567	134	123	1	182	83	69	1	251.3	166.0	123.9	—	197.7	222.9	157.1	120.6	—	147.8
100	100	78	29	2.1	2.1	2.5	2.5	7	5	3	3	6	13	6	4	63.4	65.1	—	—	61.4	65.0	55.6	54.2	—	57.5
99	96	0	0	3.0	4.1	3.7	2.5	550	233	192	55	176	145	130	53	176.4	124.4	115.4	92.1	144.5	167.8	119.9	108.3	94.7	120.5
100	100	65	22	0.0	0.0	0.0	0.0	18	15	11	5	14	9	6	4	70.8	59.3	47.1	43.2	61.0	66.5	52.2	48.8	41.2	58.4
92	99	6	0	0.7	0.8	0.9	—	133	87	61	0	68	54	55	2	122.3	105.1	103.0	—	109.6	120.2	102.5	97.1	61.3	104.4
100	84	18	0	1.6	2.5	3.9	6.5	56	59	90	15	51	66	135	15	106.8	85.6	68.4	51.0	80.9	102.5	84.5	71.2	52.7	78.4
99	85	14	0	1.6	2.6	2.7	5.0	49	37	52	1	26	34	57	3	104.5	84.6	64.8	—	80.2	104.0	83.7	66.1	—	76.6
96	96	20	0	1.1	2.0	1.4	—	127	80	61	0	71	84	65	2	114.8	89.8	78.2	—	96.2	110.2	87.5	77.4	53.7	88.0
95	89	11	0	1.0	1.5	1.6	—	178	93	69	2	71	75	59	1	123.4	93.9	82.0	—	104.7	116.7	93.5	78.1	—	95.7
81	68	11	—	0.4	1.2	0.0	—	98	18	15	0	65	16	21	0	147.9	98.9	75.0	—	129.3	129.3	100.0	71.0	—	111.2
95	97	34	0	1.4	3.2	2.2	—	20	17	34	1	18	18	43	1	103.2	85.8	70.4	—	79.6	105.5	82.7	72.4	—	78.9
83	91	15	0	0.8	1.3	2.2	—	145	105	49	1	142	102	64	0	117.0	91.5	76.0	—	97.9	111.3	93.3	78.0	—	95.3
95	96	26	0	1.2	1.2	3.0	—	66	81	40	0	43	76	56	0	114.0	89.1	78.1	—	93.1	111.3	87.8	76.3	—	88.3
96	87	22	0	2.0	2.8	2.5	4.6	38	29	46	2	34	38	69	4	102.4	84.2	71.0	—	78.9	102.9	84.6	71.7	—	78.3
100	48	5	0	1.8	3.1	4.2	6.8	46	48	50	0	46	65	79	5	103.1	82.9	67.5	—	81.7	104.0	81.9	68.6	58.8	80.3
96	33	—	0	0.4	1.2	—	4.5	10	2	0	0	14	4	0	5	145.0	—	—	—	141.0	144.9	118.2	—	86.6	139.0
97	95	17	0	1.0	1.9	1.3	—	59	53	38	1	34	67	62	1	114.3	87.8	76.3	—	91.8	109.0	88.4	77.2	—	85.1
94	63	33	0	0.7	2.4	1.1	—	32	22	16	3	20	18	26	0	115.0	85.4	75.6	—	90.2	109.4	87.1	77.0	—	85.3
100	95	32	—	1.8	2.9	1.7	—	43	59	99	0	29	62	98	0	107.1	87.6	75.2	—	84.7	106.3	87.2	73.3	—	82.1
95	97	15	0	0.8	1.6	1.6	—	140	94	49	2	73	93	61	0	115.8	89.4	74.9	—	95.2	108.6	89.1	75.8	—	87.2
100	100	8	0	1.2	2.0	2.0	2.9	33	43	77	3	38	53	69	2	108.8	86.8	71.7	—	80.3	106.6	85.8	72.1	—	80.7
84	89	16	—	1.4	2.1	1.2	—	24	38	25	0	21	37	20	0	107.3	86.5	73.2	—	86.7	99.5	87.6	72.0	—	84.3
100	80	26	0	—	3.7	3.1	2.9	0	6	18	1	3	9	32	6	—	86.9	72.2	—	75.9	—	75.3	71.9	—	73.8
96	81	11	—	-0.4	0.2	0.8	—	29	24	58	0	23	24	56	0	107.0	82.3	70.6	—	82.5	98.9	79.7	72.8	—	79.7
100	100	81	0	3.5	5.3	5.1	5.1	21	10	22	9	18	9	15	13	75.1	63.1	55.3	49.0	64.6	70.7	60.8	54.3	47.9	62.7
100	93	18	0	2.5	2.7	2.9	1.5	160	116	64	51	71	98	69	46	172.2	115.9	99.6	100.7	131.9	159.7	115.2	97.8	98.2	114.4
100	98	0	—	4.7	5.6	7.3	—	53	24	9	0	29	18	23	0	139.0	104.9	85.9	—	117.7	133.5	104.4	80.8	—	99.7
100	87	0	—	1.2	1.8	1.9	—	28	17	17	0	20	13	18	0	89.5	65.5	58.2	—	74.3	86.1	66.7	60.7	—	72.2
33	0	0	—	0.0	0.0	0.0	—	11	3	8	0	4	6	10	0	73.5	—	58.0	—	64.8	70.6	59.7	49.7	—	56.9
100	99	0	0	1.6	1.8	1.6	—	39	35	32	1	13	34	48	0	119.8	85.1	70.8	—	93.5	110.8	83.0	73.1	—	81.8
95	89	0	0	2.1	2.4	2.9	—	121	96	55	2	76	87	51	1	150.1	109.1	92.2	—	123.9	136.3	98.8	98.1	—	111.9
100	98	5	0	5.2	3.5	3.2	—	32	35	22	2	11	26	33	0	110.9	80.6	75.0	—	89.6	101.9	83.7	70.9	—	79.6
96	88	0	0	2.5	2.8	3.4	3.8	62	96	100	11	40	82	101	16	104.8	82.4	69.4	68.4	82.5	102.2	79.1	67.4	60.4	77.0
95	67	0	0	1.1	1.4	1.7	—	9	9	12	2	12	15	27	1	78.2	69.0	63.6	—	69.6	79.8	66.4	62.0	—	67.2
100	98	3	0	2.1	1.7	6.7	4.0	34	35	15	9	17	28	14	13	104.2	80.3	71.8	56.5	88.4	102.3	76.1	62.7	68.2	80.5
96	79	0	0	1.3	1.2	1.2	1.9	101	97	61	1	73	121	99	4	117.8	93.0	83.9	—	100.5	108.2	93.0	83.3	—	93.5
89	90	12	0	4.7	4.0	3.7	3.8	42	34	46	3	22	26	49	3	123.2	97.4	80.5	—	99.5	114.3	92.9	83.2	—	92.9
86	77	26	0	2.1	3.4	3.7	3.1	16	42	26	5	13	35	31	1	120.0	91.1	83.5	64.4	89.0	112.6	81.7	75.1	65.0	78.5
100	100	0	0	1.1	1.1	1.0	1.0	10	16	8	0	14	24	19	4	93.1	75.8	69.2	—	79.3	91.2	74.4	63.2	57.9	74.8
100	61	0	0	2.4	2.9	2.9	—	9	9	9	1	1	14	29	1	78.9	61.8	49.9	—	63.6	—	65.7	50.0	—	55.5
75	41	11	0	3.0	3.0	3.2	4.4	14	25	35	9	10	49	56	12	99.4	85.9	73.3	71.8	82.5	110.1	88.3	82.9	60.5	87.6
100	92	41	0	2.9	2.6	3.5	3.5	14	16	16	4	40	35	58	6	119.4	98.1	83.1	66.6	99.4	115.2	92.6	83.0	77.9	95.2
100	95	72	2	3.2	2.2	3.1	3.3	22	46	38	17	38	55	43	24	88.6	63.3	56.3	51.3	65.4	85.2	61.0	55.0	50.2	65.6
95	100	15	0	0.0	0.2	0.7	0.0	14	29	27	2	6	27	27	3	70.3	62.2	55.1	—	60.8	82.0	61.9	52.7	—	59.8
100	97	0	0	0.0	0.0	1.7	0.0	12	13	12	1	10	21	12	8	99.9									

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
New York Institute Tech		IIA	PI	130.1	99.0	89.0	—					104.6	163.8	132.6	113.9	—		135.6	29.6	
Niagara County CC		III	PU	90.9	75.0	63.3	49.3					76.3	132.9	112.9	96.1	73.7		112.8	47.8	
Orange County CC	10	III	PU	101.7	76.6	66.8	54.3					78.1	140.9	103.6	97.8	90.2		112.2	43.6	
Pace U-New York	7	I	PI	133.6	103.2	81.0		61.5				105.7	171.6	133.8	104.3		80.1	136.2	28.9	
Pratt Institute-Main	7	IIA	PI	100.4	90.9	79.5						93.7	135.5	122.7	107.4			126.6	35.1	
Rensselaer Polytechnic Institute	7	I	PI	149.4	105.7	98.4	42.8	64.0				114.0	195.7	138.2	128.6	57.6	82.7	149.1	30.8	
Rochester Institute Tech	7	I	PI	125.5	96.2	82.5	60.6	66.1				90.6	163.0	127.5	107.0	78.9	89.0	119.1	31.4	
Saint John Fisher Coll	7	IIA	PI	107.3	82.5	73.9	56.4		61.0			81.8	137.3	106.9	93.2	74.8		73.9	104.7	28.1
Saint Joseph's Coll-New York		IIA	PI	107.7	77.9	69.3	66.2	—				80.2	137.8	101.8	89.0	82.8	—		103.4	28.9
Sarah Lawrence Coll		IIB	PI	108.2	83.3	72.9	60.2					91.0	141.6	114.7	99.2	71.7			120.6	32.5
Siena Coll		IIB	PI	102.5	84.4	69.2	51.3					82.4	137.1	114.3	92.8	69.4			110.8	34.4
Skidmore Coll		IIB	PI	119.8	96.2	75.8	55.4	—				94.3	156.6	130.4	100.2	88.1	—		125.9	33.5
St Francis Coll	7	IIB	PI	105.9	83.6	66.0		55.3				81.6	140.3	115.3	87.0		76.3	109.7	34.4	
St John's U-New York		I	PR	159.2	114.1	98.0	84.3					124.8	208.8	152.6	120.5	105.9			163.2	30.8
St Thomas Aquinas Coll		IIB	PI	100.8	75.4	62.3	54.2					80.5	133.1	94.7	82.6	68.0			105.1	30.5
St U New York New Paltz	7	IIA	PU	99.0	71.8	63.9	57.5	52.0				69.4	131.9	98.9	87.4	81.9	72.8		95.1	37.1
Stella and Charles Guttman CC		III	PU	98.9	97.1	74.5	59.0	—				74.5	133.1	131.3	108.7	93.1	—		108.7	45.9
Stony Brook U		I	PU	152.4	104.7	87.4	65.1	62.4				109.4	195.0	138.4	115.5	88.6	84.4		142.9	30.5
Sullivan County CC	15	III	PU	56.7	51.5	47.7						53.2	85.3	76.5	70.4				79.5	49.3
SUNY Albany	7	I	PU	127.1	95.2	77.6		53.7				93.9	165.2	127.4	103.9		73.1		124.6	32.6
SUNY Binghamton	7	I	PU	131.5	94.3	77.2	50.8	55.2				92.4	170.6	125.8	103.8	72.6	76.9		122.8	32.9
SUNY Coll Agriculture and Tech Cobleskill	7	IIB	PU	79.3	65.6	55.5	44.3	—				65.7	108.2	90.2	78.2	59.4	—		90.4	37.5
SUNY Coll Brockport		IIA	PU	96.5	76.9	60.2	48.7	53.6				73.4	128.7	105.0	81.3	62.3	72.9		99.3	35.2
SUNY Coll Cortland	7	IIA	PU	85.6	68.4	56.9	55.8	45.9				65.1	115.6	94.6	78.6	75.8	64.2		89.4	37.5
SUNY Coll Environmental Science and Forestry		I	PU	102.1	82.1	62.1	60.7	50.1				84.1	137.8	111.0	85.1	86.1	70.6		114.2	35.8
SUNY Coll Geneseo	7	IIA	PU	92.3	73.9	59.9	—	53.6				73.5	122.2	100.7	80.9	—	71.8		98.7	34.3
SUNY Coll Old Westbury		IIA	PU	102.4	85.9	79.3	64.1	57.3				84.1	135.2	115.6	103.7	88.9	75.0		111.7	32.7
SUNY Coll Oswego	7	IIA	PU	88.3	73.7	57.2	40.6	58.0				68.0	118.4	100.7	78.3	56.6	80.8		92.5	36.1
SUNY Coll Plattsburgh	7	IIA	PU	90.1	69.8	60.0		50.0				69.6	122.0	95.6	82.1		69.6		95.2	36.8
SUNY Coll Potsdam		IIA	PU	81.2	64.7	50.9	39.1	47.0				62.9	110.3	89.2	71.6	54.0	64.6		86.5	37.5
SUNY Coll Tech Alfred	5	IIB	PU	79.3	65.4	55.7	44.7	35.8				58.7	109.5	91.6	79.1	64.8	49.2		82.5	40.5
SUNY Coll Tech Canton	7	IIB	PU	85.9	70.3	61.7	39.7	45.8				61.8	115.9	97.9	84.9	52.7	64.7		84.7	37.1
SUNY Coll Tech Delhi	7	IIB	PU	74.5	61.3	54.8	46.3					58.1	102.1	86.7	76.8	67.2			81.6	40.5
SUNY Empire St Coll	7	IIA	PU	84.9	66.7	59.9	—	56.3				68.0	114.3	92.8	84.2	—	74.4		94.0	38.2
SUNY Fredonia	7	IIA	PU	89.5	67.3	59.9		44.5				69.3	122.1	93.0	82.0		64.6		95.6	37.8
SUNY Institute Tech Utica-Rome	7	IIA	PU	126.2	98.6	78.8	—	52.6				94.4	167.8	132.3	106.3	—	73.0		126.7	34.3
SUNY Maritime Coll	7	IIA	PU	91.3	78.4	67.7	42.7	57.5				71.2	123.7	108.1	91.4	65.3	79.7		97.6	37.2
SUNY Oneonta	7	IIA	PU	86.0	69.3	60.4		48.7				66.2	117.7	95.8	84.1		68.0		91.6	38.4
SUNY Purchase Coll	7	IIB	PU	97.1	76.4	59.5		—				72.1	129.2	103.5	80.3		—		97.1	34.8
SUNY Westchester CC		III	PU	121.1	105.6	90.1	62.8					96.2	197.9	177.6	160.1	104.7			162.1	68.5
Syracuse U		I	PI	134.7	97.7	79.6	68.2	58.7	94.3			103.7	179.4	135.9	113.0	100.3	90.5	131.3	142.5	37.5
The New School		I	PI	144.9	102.7	81.9	49.3	—				100.6	182.6	134.5	108.5	63.8	—		130.8	29.9
Tompkins Cortland CC		III	PU	77.3	59.6	59.0	51.0					70.7	109.6	83.4	85.6	73.6			100.4	42.0
U Buffalo		I	PU	136.3	94.2	82.3	57.3	66.0				101.9	177.0	125.8	109.0	77.8	90.6		134.3	31.8
U Rochester		I	PI	159.0	109.3	102.4	51.9	73.6				119.2	196.5	136.0	126.0	64.0	91.4		147.4	23.7
Union Coll		IIB	PI	127.7	93.1	78.7	70.7	72.6				101.4	172.4	128.3	104.7	94.0	100.2		137.5	35.6
Utica Coll		IIB	PI	86.0	74.8	66.9			67.6			73.3	118.2	101.3	90.4			90.8	99.4	35.6
Vassar Coll		IIB	PI	135.6	102.4	84.3	—	79.7	70.4			105.3	180.5	140.1	111.0	—	107.1	95.3	141.6	34.4
Yeshiva U		I	PI	153.7	91.6	96.9	67.7	63.0				110.4	171.6	115.2	115.3	91.8	80.4		130.9	18.4

**North Carolina**

Appalachian St U	7	IIA	PU	97.3	77.2	68.1	—	45.6	53.4			74.6	124.6	100.5	89.5	—	61.5	71.0	97.1	30.2
Barton Coll		IIA	PR	58.2	49.8	58.8	42.1					53.8	72.2	62.4	70.3	50.3			65.8	22.2
Belmont Abbey Coll		IIB	PI	64.1	54.7	52.7	—					47.5	80.5	69.5	67.5	—			60.7	27.7
Brevard Coll	7	IIB	PI	51.5	44.1	44.0						46.0	64.9	54.2	53.4				56.7	23.4
Catawba Coll	7	IIB	PI	74.6	72.9	53.3	46.4					62.7	97.0	91.6	65.5	55.4			78.8	25.6
Chowan U	7	IIB	PI	73.4	63.1	57.9	45.0					61.2	87.9	76.4	69.6	54.6			73.6	20.3
Davidson Coll		IIB	PI	129.7	100.6	73.2	—	57.2				106.4	167.3	130.3	91.1	—	70.6		136.4	28.2
Duke U		I	PI	204.2	134.6	114.0						172.2	270.6	180.1	144.8				227.6	32.2
East Carolina U	7	I	PU	104.9	79.5	74.5	—		63.6			78.9	134.0	103.1	97.3	—		83.0	102.3	29.7
Elizabeth City St U	7	IIA	PU	76.2	66.4	68.3	—	60.7	—			69.1	98.3	87.2	89.6	—	81.6	—	90.3	30.7
Elon U	7	IIA	PI	111.7	81.9	73.6	47.0	66.6				81.5	140.9	105.4	92.9	60.2	87.1		103.9	27.5

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
98	92	13	0				—	52	53	38	1	13	43	31	0	130.6	103.3	92.1	—	110.3	127.8	93.7	85.2	—	95.8
100	100	100	0	0.7	11.5	1.4	3.1	27	5	7	9	29	5	9	13	93.0	75.6	65.1	49.5	85.8	88.9	74.5	62.0	49.1	81.6
100	100	80	4	2.4	2.5	3.7	4.6	27	6	20	9	24	15	31	16	102.7	67.1	68.6	54.6	85.8	100.6	80.4	65.7	54.1	80.8
93	83	9		2.1	3.8	2.4		114	55	50	0	82	61	79	0	137.5	104.6	80.5		110.9	128.3	102.0	81.3		100.6
94	49	7		4.1	5.1	3.0		41	25	14	0	36	20	13	0	104.5	91.7	79.2		96.1	95.6	89.8	79.8		91.0
93	95	0	0	3.7	4.2	2.6	1.9	163	63	39	4	30	32	22	4	149.6	106.7	101.3	39.6	119.4	147.9	103.8	93.1	46.1	103.3
100	97	10	0	3.7	4.0	3.6	3.6	183	177	117	48	49	107	74	30	126.9	98.4	84.6	62.3	97.9	120.1	92.7	79.3	57.9	84.2
97	88	3	0	2.9	3.0	3.2	3.3	28	39	34	6	10	56	57	3	110.7	82.3	75.4	57.3	87.2	97.5	82.6	73.0	54.5	79.2
97	66	0	0	2.2	5.6	3.5	3.8	17	22	26	4	17	40	33	4	110.3	76.0	68.2	63.6	81.3	105.2	79.0	70.1	68.9	80.7
100	100	0	0	2.3	2.4	2.3	6.1	25	15	10	2	23	12	7	8	109.8	85.4	71.4	—	94.8	106.4	80.6	75.1	—	93.8
100	93	10	0	0.5	2.8	4.4	5.8	38	40	29	11	28	28	32	10	105.2	84.8	68.5	50.6	87.6	98.8	84.0	69.8	52.1	83.6
97	91	0	0	3.0	3.4	3.8	3.0	39	33	28	0	29	36	45	11	122.1	98.3	74.8		100.0	116.8	94.3	76.3	55.4	92.9
100	96	0	0	2.6	4.1	3.4		15	9	10	0	12	15	13	0	112.0	85.8	69.5		86.2	98.2	82.3	63.3		77.4
94	94	0	0	2.3	2.8	2.6	4.4	126	150	70	4	74	137	64	2	163.4	117.2	100.9	74.0	130.7	151.9	110.8	94.9	104.8	118.2
100	100	13	0				19.5	10	7	5	2	13	5	10	3	103.6	77.9	64.3	—	86.5	98.7	71.8	61.3	—	80.5
100	94	5	40	0.0	0.2	1.8	0.1	31	77	42	1	20	66	57	9	106.2	74.5	65.7	—	75.1	87.7	68.7	62.5	—	64.5
80	40	0	0	2.0	5.0	0.8	6.6	2	3	4	9	3	2	17	4	—	—	77.1	58.7	84.6	—	—	73.9	59.5	78.4
94	80	1	0	0.6	0.6	-0.2	0.0	269	162	169	6	73	111	141	6	154.7	106.3	88.6	53.8	118.0	143.7	102.3	85.9	76.4	96.4
100	80	29		0.3	0.4	0.0		8	9	1	0	11	6	6	0	60.0	51.4	—		55.0	54.3	51.7	47.9		51.9
98	95	0		-0.2	0.5	0.7		120	124	114	0	38	95	95	0	128.8	97.9	79.5		99.7	121.7	91.8	75.4		85.4
99	93	0	9	0.7	0.3	0.7	0.2	128	108	139	4	46	85	107	18	134.3	96.8	79.1	47.1	100.0	123.6	91.1	74.8	51.7	84.8
100	81	3	0	0.0	0.1	0.1	0.5	25	17	17	6	13	10	12	3	79.5	66.8	55.9	46.5	69.1	78.9	63.5	55.0	39.8	65.6
98	91	4	0	0.2	0.1	0.2	0.0	40	66	42	1	22	72	66	5	100.8	79.5	61.1	—	79.1	88.8	74.6	59.6	—	69.2
100	87	5	33	0.4	0.5	0.9	1.8	40	39	40	3	28	59	35	3	86.3	70.2	56.7	—	67.5	84.6	67.2	57.2	—	63.3
100	100	5	73	0.1	0.1	0.0	0.1	47	20	11	6	4	14	10	5	102.3	83.5	62.1	64.0	90.8	98.8	80.2	62.0	56.8	74.5
99	96	17	0	0.1	0.1	0.6	—	51	47	23	0	27	33	35	1	93.9	75.3	58.4		76.8	89.4	72.0	60.8	54.5	69.6
100	93	0	25	0.3	1.5	0.2	3.6	13	27	25	2	13	32	33	2	107.2	88.3	84.4	—	89.1	97.5	83.8	75.4	—	81.0
97	89	6	0	0.2	0.2	0.8	2.0	52	47	77	5	26	48	90	5	89.4	78.2	57.0	38.0	71.9	86.2	69.2	57.4	43.3	65.4
100	90	7		0.1	0.2	0.0		52	51	28	0	22	42	30	0	93.6	72.2	61.1		74.8	81.8	66.8	59.0		63.3
100	97	2	13	0.2	0.0	1.1	2.8	55	43	23	9	25	33	31	15	82.3	63.8	47.8	39.9	67.4	79.0	66.0	53.2	38.7	62.7
97	95	28	12	0.0	0.0	0.5	1.9	20	30	38	16	10	7	26	1	79.5	66.1	55.2	43.7	60.9	79.0	62.6	56.5	60.0	59.1
100	89	15	4		0.7	0.6	2.8	10	16	20	11	13	12	14	12	85.5	69.3	64.6	36.0	66.7	86.2	71.7	57.6	43.2	66.7
93	62	21	13	0.0	0.1	0.1		16	14	22	19	11	15	34	11	76.1	61.4	55.9	48.3	63.6	72.3	61.3	54.2	42.7	59.3
92	71	25	0	0.0	0.1	0.0	—	16	34	13	0	21	52	39	1	87.5	69.3	60.4		71.5	82.9	64.9	59.7	56.5	66.1
100	96	4		0.3	0.1	0.0		45	50	33	0	28	52	17	0	92.7	66.7	59.9		70.8	84.4	67.9	59.9		67.5
85	87	7	0	0.0	0.0	0.9	—	27	37	19	0	6	18	11	3	132.7	103.4	80.5		101.3	97.1	88.7	75.9	72.2	79.9
96	94	19	0	0.0	0.0	0.4	0.0	18	12	11	4	6	5	5	0	93.1	80.8	70.8	42.7	72.7	85.7	72.7	61.1		71.4
98	95	12		0.0	0.5	0.0		36	49	44	0	16	44	54	0	86.6	69.6	62.0		68.7	84.6	68.9	59.1		63.4
100	88	0		0.0	0.7	0.5		15	29	35	0	14	36	41	0	98.9	76.4	59.5		73.2	95.1	76.4	59.6		71.1
100	100	93	10	0.4	1.0	2.8	4.9	23	21	19	19	25	18	24	20	121.3	105.7	89.3	63.9	106.4	120.9	105.6	90.8	61.8	106.0
99	93	5	0	2.0	3.1	3.1	2.5	249	179	141	3	96	147	120	11	137.9	99.9	80.8	—	109.8	126.2	95.0	78.1	—	95.4
74	47	1	0	3.7	3.4	4.6	3.7	45	75	80	8	35	57	85	5	147.6	104.9	80.9	54.7	104.9	141.4	99.8	82.9	40.6	99.6
100	100	13	0				18	3	2	2	2	23	6	6	2	79.4	—	—	—	74.8	75.7	59.7	59.7	—	70.2
94	82	0	0	0.5	0.4	0.4	0.5	265	209	209	4	96	152	166	4	141.4	97.8	87.4	56.0	110.4	122.3	89.2	76.0	58.7	89.4
100	91	0	0	3.4	5.0	3.8	3.9	195	88	87	7	55	47	38	4	162.4	112.6	106.5	54.9	129.4	147.0	103.1	93.2	46.6	101.0
100	100	0	0	5.3		5.5	59.9	55	29	15	9	31	29	15	7	132.2	94.5	82.4	66.3	110.0	119.8	91.7	75.0	76.2	96.2
100	85	19		1.1	0.6	1.2		19	26	17	0	9	21	19	0	87.2	75.2	66.9		75.5	83.3	74.3	66.9		71.0
100	100	0	0	3.8	4.5	4.6	—	49	49	17	0	47	39	17	1	142.2	104.6	82.4		106.6	128.8	99.7	86.1	73.0	104.1
78	69	5	0	0.7	-1.1	1.3	0.7	90	48	32	46	30	29	30	17	155.8	98.6	95.9	72.8	128.1	147.5	80.1	98.0	54.0	106.8
99	95	0	0	7.3	9.1	8.0	—	183	124	91	1	110	116	104	0	100.9	77.1	69.8	—	78.7	91.2	77.3	66.6	—	70.0
100	89	9	0	0.0	0.1	0.0	0.0	9	11	11	4	9	8	12	6	58.8	47.4	60.8	48.1	55.5	57.6	53.1	56.9	38.1	56.1
100	74	0	0				—	6	16	9	1	3	15	8	1	63.2	55.7	54.6	—	49.8	—	53.6	50.5	—	45.7
100	79	0		0.5	0.2	0.0		6	15	6	0	7	9	8	0	51.2	43.5	45.8		45.7	51.8	45.1	42.7		46.2
95	81	5	0	1.2	0.2	0.9	0.0	13	12	18	2	8	9	19	5	78.1	71.8	52.9	—	65.8	68.9	74.3	53.7	—	62.2
100	63	3	0	3.6	3.7	3.2	3.5	6	11	17	3	8	8	12	4	69.6	62.5	59.8	—	62.4	76.3	64.0	55.3	—	63.8
99	100	0	0	3.1	4.3	5.2	—	62	16	27	0	34	13	28	1	133.5	98.7	72.0		112.4	122.6	102.9	74.3	60.4	98.9
100	89	0		3.7	4.3	3.0		376	116	81	0	114	80	61	0	207.6	139.4	121.2		181.6	192.9	127.6	104.4		151.2
99	99	2	0	7.9	8.7	7.6	—	178	207	93	1	67	192	114	2	104.9	80.6	76.5	—	84.1	104.9	78.2	72.9	—	73.5
82	60	0	0	1.8	1.4	2.9	—	27	17	10	0	7	18	7	1	79.6	65.3	71.7		71.7	63.1	67.3	63.4		



APPENDIX I

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)						(5) BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
				<b>North Carolina (continued)</b>														
Fayetteville St U	7	IIA	PU	89.9	77.7	75.3	74.6	61.4	—	77.7	116.4	101.2	98.9	98.3	82.5	—	101.6	30.8
Gardner-Webb U	7	I	PI	71.1	62.7	56.1	49.4	—	—	61.9	96.5	85.2	78.7	69.2	—	—	85.1	37.5
Greensboro Coll		IIB	PI	58.1	49.0	50.9	—	—	—	54.1	70.3	60.0	61.3	—	—	—	65.5	21.2
Guilford Coll		IIB	PI	70.7	55.7	52.9	44.3	—	—	57.8	91.3	73.4	68.4	57.7	—	—	75.2	30.1
Lees-McRae Coll	7	IIB	PR	54.5	46.0	41.9	40.7	—	—	44.6	63.5	52.2	48.5	46.2	—	—	51.3	15.0
Mars Hill U	5	IIB	PI	58.9	53.0	50.1	41.5	—	—	52.7	74.2	68.0	62.2	54.7	—	—	66.7	26.6
Meredith Coll		IIA	PI	73.8	61.9	54.5	49.5	—	—	63.2	89.8	76.8	69.9	64.1	—	—	78.6	24.4
North Carolina A & T St U	7	I	PU	99.3	82.3	72.1	—	—	54.2	79.0	127.6	106.9	94.9	—	—	72.4	102.9	30.4
North Carolina Central U	7	IIA	PU	97.5	80.7	67.7	60.2	53.7	56.1	73.3	125.9	105.6	89.5	80.0	72.1	75.5	96.4	31.6
North Carolina St U Raleigh	7	I	PU	128.7	93.2	79.7	—	51.8	56.4	98.7	161.4	119.0	102.6	—	69.0	68.0	125.3	27.0
North Carolina Wesleyan Coll		IIB	PI	57.6	57.8	47.8	46.4	—	—	53.6	73.6	74.7	63.6	63.1	—	—	69.9	30.5
Salem Coll		IIB	PI	66.3	58.1	52.6	—	—	—	56.6	82.8	72.7	65.0	—	—	—	70.3	24.2
U North Carolina Asheville		IIB	PU	92.2	79.6	68.0	—	55.9	—	75.8	118.6	103.3	89.4	—	74.5	—	98.7	30.3
U North Carolina Chapel Hill	7	I	PU	155.2	104.9	91.2	127.8	56.9	90.3	113.8	193.0	133.7	117.3	159.7	75.0	114.9	143.8	26.4
U North Carolina Charlotte	7	I	PU	122.0	87.5	78.0	—	52.3	66.7	83.2	154.2	112.7	100.4	—	69.6	86.7	107.2	28.8
U North Carolina Greensboro	7	I	PU	110.4	80.4	74.7	—	45.4	58.4	77.1	140.4	104.1	97.3	—	61.6	77.5	100.1	29.9
U North Carolina Pembroke	7	IIA	PU	84.9	66.0	61.8	—	49.2	69.4	65.0	109.7	86.9	82.0	—	66.2	91.7	85.6	31.8
U North Carolina School Arts	7	IIA	PU	75.9	72.3	64.5	52.0	—	—	66.9	98.8	94.4	85.0	65.7	—	—	87.1	30.2
U North Carolina Wilmington	7	IIA	PU	98.6	74.9	68.8	—	50.5	—	75.8	126.4	97.6	90.3	—	68.1	—	98.7	30.3
Wake Forest U		IIA	PI	149.3	98.5	77.9	66.3	70.0	98.1	103.6	186.7	127.5	97.2	83.4	96.0	128.9	131.0	26.4
Western Carolina U	7	IIA	PU	97.3	72.5	62.8	43.9	—	58.6	70.9	124.9	94.9	83.1	60.0	—	78.3	92.9	31.1
Winston-Salem St U	7	IIA	PU	94.6	77.8	69.8	63.2	61.0	51.0	75.9	121.9	101.5	92.0	84.2	81.9	66.9	99.3	30.8

North Dakota

Bismarck St Coll		III	PU	73.5	56.4	51.6	—	—	—	55.0	102.7	81.7	74.3	—	—	—	79.4	44.5
Lake Region St Coll		III	PU	—	59.4	66.3	54.8	—	—	—	99.0	80.7	93.9	78.7	—	—	82.3	41.9
North Dakota St U-Main Campus	7	I	PU	109.3	85.3	71.4	—	50.0	—	82.5	143.5	114.7	97.1	—	71.4	—	110.9	34.5
U North Dakota	7	I	PU	114.0	92.4	77.8	53.7	—	52.2	87.2	146.3	121.6	103.9	73.9	—	75.0	114.9	31.7
Valley City St U	7	IIB	PU	64.2	61.5	49.6	44.1	—	—	53.3	89.1	86.3	71.4	64.9	—	—	76.0	42.7

Ohio

Ashland U		IIA	PI	70.4	64.1	59.2	51.5	—	—	62.7	91.5	83.5	77.1	66.2	—	—	81.5	29.9
Baldwin Wallace U	7	IIB	PI	82.9	74.6	62.0	—	—	—	73.7	110.7	96.8	79.7	—	—	—	96.7	31.1
Bluffton U		IIB	PI	62.5	51.8	46.0	—	—	—	53.2	76.6	67.7	58.3	—	—	—	66.9	25.8
Bowling Green St U-Firelands	7	III	PU	89.5	67.6	54.2	52.9	62.1	—	63.4	119.1	90.3	71.1	69.6	83.8	—	84.5	33.2
Bowling Green St U-Main Campus	7	I	PU	108.3	82.2	71.0	50.7	59.6	—	77.8	135.6	105.3	91.3	66.8	79.5	—	99.8	28.3
Capital U	7	IIA	PI	99.6	69.6	58.1	58.8	—	—	76.5	132.7	96.5	80.4	79.9	—	—	103.7	35.6
Case Western Reserve U		I	PI	142.2	96.7	85.7	65.3	—	—	109.2	178.7	125.0	109.4	87.6	—	—	139.2	27.4
Cleveland St U	6	I	PU	111.3	81.7	76.1	83.0	63.9	—	84.8	136.7	101.7	89.9	88.2	79.6	—	103.7	22.3
Coll Wooster		IIB	PI	97.1	75.2	64.7	55.1	—	—	76.7	141.2	102.1	88.6	71.4	—	—	106.5	38.8
Cuyahoga CC District		III	PU	95.6	87.3	74.1	—	46.9	—	76.5	123.0	113.2	96.5	—	56.3	—	99.1	29.5
Defiance Coll		IIB	PI	56.1	53.2	48.3	—	—	—	51.0	74.1	69.8	62.7	—	—	—	66.6	30.6
Denison U	1	IIB	PI	112.4	82.3	66.6	59.2	—	—	82.7	149.9	112.3	90.3	77.9	—	—	111.8	35.1
Franciscan U Steubenville		IIA	PI	80.2	67.6	53.9	45.4	—	—	67.3	120.4	103.5	78.6	66.5	—	—	88.4	48.5
John Carroll U		IIA	PR	93.8	70.8	74.8	—	—	—	80.3	123.0	97.9	102.5	—	—	—	108.2	34.7
Kent St U Ashtabula		III	PU	—	75.0	68.8	—	53.9	—	—	133.2	101.9	93.0	—	77.2	—	86.8	39.4
Kent St U East Liverpool		III	PU	—	74.3	—	—	54.5	—	61.6	—	101.9	—	—	77.7	—	86.7	40.7
Kent St U Geauga	7	III	PU	—	83.3	—	—	52.3	—	—	126.9	111.8	—	—	76.3	—	83.8	42.3
Kent St U Kent	7	I	PU	117.0	88.7	74.8	64.3	60.4	—	81.4	150.0	117.5	100.8	87.7	85.0	—	109.0	33.9
Kent St U Salem	7	III	PU	100.6	76.9	62.6	—	60.9	—	67.3	129.9	102.4	85.5	—	86.5	—	92.9	38.1
Kent St U Stark		III	PU	102.9	77.7	59.6	—	55.5	—	66.8	134.8	106.2	83.6	—	79.7	—	92.8	38.9
Kent St U Trumbull	7	III	PU	102.4	80.9	65.2	—	54.1	—	68.6	131.9	109.0	91.2	—	79.4	—	95.3	38.9
Kent St U Tuscarawas	7	III	PU	—	74.6	60.8	—	52.5	—	—	144.3	101.6	86.7	—	74.7	—	90.4	38.4
Kenyon Coll		IIB	PI	102.1	82.5	67.5	—	—	—	87.6	138.1	111.8	90.0	—	—	—	118.3	35.0
Lorain County CC		III	PU	85.0	72.3	63.9	58.5	—	—	73.7	—	—	—	—	—	—	—	—
Malone U		IIA	PR	66.6	58.8	47.8	42.7	—	—	57.2	92.2	75.1	62.3	62.3	—	—	77.1	34.9
Marietta Coll		IIB	PI	71.9	60.7	54.2	41.3	—	—	60.4	91.3	82.0	69.0	55.5	—	—	79.0	30.9
Miami U-Hamilton	7	IIB	PU	111.7	73.7	60.7	37.9	48.4	42.4	63.1	156.9	103.5	87.0	53.2	68.0	58.1	88.7	40.5
Miami U-Middletown		IIB	PU	92.1	78.1	60.9	—	49.5	41.8	65.0	129.4	109.7	85.6	—	69.6	58.7	91.4	40.5
Miami U-Oxford		I	PU	119.8	90.2	88.0	44.6	58.2	51.3	81.8	168.3	126.9	123.7	62.7	81.8	71.8	114.9	40.5
Mount St Joseph U		IIA	PR	77.4	58.9	55.2	47.8	—	—	58.3	92.4	71.1	68.9	57.6	—	—	70.9	21.7

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
92	85	9	0	7.2	5.8	7.0	8.4	40	49	33	2	20	36	42	3	88.2	77.4	76.6	—	78.7	93.1	78.1	74.2	—	76.7
90	44	2	0	2.9	2.8	4.2	3.2	40	18	18	5	21	16	33	18	73.7	63.3	55.8	47.1	67.0	66.2	62.0	56.2	50.0	60.5
64	25	0	0	0.0	0.0	0.0	—	14	2	6	2	8	2	9	0	58.5	—	51.3	—	55.4	57.3	—	50.6	—	53.6
94	94	26	0	0.0	0.2	0.3	0.0	22	16	7	8	11	16	16	10	73.0	57.6	57.0	43.0	65.0	66.0	53.9	51.2	45.4	56.0
0	0	0	0	1.9	0.3	1.2	3.1	6	4	12	2	3	4	8	10	57.2	46.8	39.9	—	45.9	—	45.3	44.9	—	45.8
92	82	10	0	1.0	0.8	1.4	0.7	15	11	13	3	9	17	16	4	58.7	54.6	50.3	—	54.7	59.2	51.9	49.9	—	52.7
88	90	3	0	3.1	3.2	2.7	6.2	15	14	9	2	33	26	27	8	71.9	63.1	57.6	—	65.2	74.7	61.2	53.5	—	64.0
98	89	4	0	2.6	2.2	3.0	—	75	116	38	1	25	72	44	0	99.6	82.5	77.6	—	81.9	98.5	81.9	67.4	—	74.7
90	90	12	0	3.1	4.8	3.6	4.5	40	61	43	3	27	51	54	4	100.2	81.6	66.7	—	76.5	93.4	79.6	68.4	—	70.6
98	85	0	0	4.5	5.7	4.9	—	523	312	203	1	135	177	190	0	129.9	94.9	83.4	—	105.6	124.1	90.1	75.8	—	85.9
100	95	20	0	2.0	2.5	2.0	2.0	6	11	9	3	6	10	6	4	56.8	57.8	46.5	—	53.7	58.4	57.7	49.9	—	55.8
100	78	4	0	0.0	0.9	0.7	—	2	5	4	0	8	13	24	1	—	56.3	53.8	—	57.6	65.8	58.7	52.4	43.7	56.6
97	95	2	0	6.4	5.3	6.7	—	45	25	30	0	19	34	26	1	92.6	81.6	68.3	—	78.4	91.3	78.2	67.7	61.4	72.8
93	83	0	0	3.6	5.1	5.8	2.9	410	224	160	1	194	188	158	6	161.7	108.1	96.3	—	126.2	141.3	101.0	86.1	—	98.6
99	98	1	0	7.3	8.0	5.9	—	169	176	101	0	54	138	110	0	125.8	90.3	83.0	—	93.3	110.1	83.9	73.4	—	72.2
98	94	1	0	5.4	7.1	6.7	—	112	126	37	1	75	125	74	1	113.4	83.8	79.8	—	84.2	105.8	76.9	72.2	—	71.3
98	93	9	0	6.2	6.6	4.4	—	40	41	26	1	14	48	41	2	87.4	66.2	62.4	—	69.4	77.7	65.8	61.5	—	61.3
0	0	0	0	7.2	7.5	6.3	4.7	21	31	26	13	2	22	13	14	76.2	72.7	65.9	49.1	71.4	—	71.8	61.8	54.8	68.3
99	95	2	0	5.3	5.5	5.2	—	130	89	52	0	54	90	82	0	99.5	74.7	68.4	—	80.8	96.5	75.1	69.1	—	70.7
99	99	0	0	2.4	3.3	3.3	4.4	126	77	40	72	60	61	39	75	156.5	100.0	79.9	73.6	123.9	134.1	96.7	75.8	59.3	105.6
87	86	1	0	3.7	3.5	3.5	2.8	60	77	77	16	31	69	97	14	98.8	76.6	64.8	43.6	78.5	94.3	68.0	61.1	44.2	67.2
98	96	1	0	2.2	3.4	4.4	3.7	35	56	20	10	23	57	55	25	92.2	78.7	66.1	60.9	79.6	98.3	76.9	71.2	64.1	76.0
100	100	2	0	1.6	2.0	4.4	—	3	38	30	1	2	31	18	1	—	57.8	52.4	—	56.4	—	54.6	50.2	—	53.5
100	67	50	4	—	—	—	—	1	1	4	10	1	5	2	16	—	—	68.7	58.0	67.9	—	58.1	—	52.8	61.0
99	85	1	0	2.6	3.1	3.5	—	145	137	109	2	30	76	116	1	111.5	86.3	72.9	—	89.3	98.7	83.6	70.0	—	72.5
97	80	3	0	—	—	—	—	112	126	91	25	50	91	88	53	114.7	95.1	80.9	54.4	95.5	112.5	88.8	74.6	53.4	86.0
67	100	32	0	1.1	1.1	1.0	-0.6	5	11	14	4	4	7	23	8	62.8	64.5	49.3	45.1	57.1	65.9	56.8	49.8	43.6	53.1
100	97	27	0	1.2	0.6	1.2	1.4	43	32	12	12	18	32	14	29	70.2	65.8	57.9	50.5	66.9	70.8	62.4	60.3	51.9	64.3
96	55	3	0	3.4	4.9	6.4	—	48	37	20	0	34	23	42	3	83.7	76.8	60.9	—	76.9	81.8	71.1	62.5	48.9	71.1
100	57	4	0	1.3	—	16.9	—	15	9	12	0	7	5	14	0	61.8	50.3	42.8	—	52.6	63.9	54.5	48.8	—	54.0
100	100	0	0	4.2	7.6	7.6	3.8	5	3	7	1	1	7	1	9	87.5	—	54.9	—	68.1	—	68.5	—	—	64.0
100	100	1	0	3.5	4.0	4.9	4.4	109	101	57	56	55	101	60	50	110.4	85.3	75.0	52.3	88.6	104.3	79.2	67.2	48.8	76.1
98	90	4	0	0.0	0.5	0.4	0.0	38	15	12	14	20	26	16	17	106.4	71.5	55.0	55.3	88.9	86.6	68.5	60.4	61.7	72.2
91	77	0	0	3.7	4.1	3.7	2.4	207	100	55	24	63	78	78	57	144.8	99.6	86.7	71.6	123.5	134.0	93.0	85.0	62.6	102.0
99	97	0	0	2.7	5.1	2.9	2.4	90	107	54	5	45	77	70	7	111.7	83.6	81.5	75.0	89.4	110.4	79.2	71.9	88.7	79.4
100	100	0	0	2.6	2.6	3.6	8.7	31	25	12	16	16	36	17	8	96.7	74.9	65.9	55.9	83.3	97.8	75.5	63.9	53.5	77.8
97	98	63	0	1.8	3.1	3.3	—	9	35	119	0	25	52	155	0	93.9	88.0	76.9	—	78.1	96.3	86.9	71.9	—	75.5
100	71	10	0	0.8	0.0	0.5	—	4	6	9	0	4	1	12	0	55.7	53.5	49.1	—	51.9	56.4	—	47.7	—	50.0
96	98	0	0	4.3	3.9	3.9	1.9	32	44	31	9	15	47	31	6	113.7	83.4	67.6	55.9	87.9	109.6	81.2	65.6	64.1	80.6
96	77	18	0	1.0	0.8	1.0	1.6	40	25	25	5	13	1	13	3	80.3	67.8	53.8	44.3	69.5	80.0	—	53.9	47.2	66.7
100	100	27	0	1.9	2.9	2.5	—	40	39	14	1	26	27	23	2	97.3	72.5	83.2	—	84.8	88.4	68.5	69.7	—	75.7
100	100	25	0	—	5.9	6.4	—	2	6	2	0	0	6	2	0	—	74.6	—	—	69.8	—	75.4	—	—	57.8
100	100	0	0	5.1	—	—	—	0	4	1	0	0	2	1	0	—	77.5	—	—	65.9	—	—	—	—	57.4
100	100	0	0	—	5.4	—	—	2	1	0	0	0	4	2	0	—	—	—	—	66.1	—	82.9	—	—	56.1
100	98	7	0	4.8	5.5	4.9	—	141	131	78	3	50	147	92	3	120.6	89.1	79.5	—	90.1	106.9	88.4	70.8	—	73.7
100	100	40	0	4.7	5.5	3.9	—	4	3	1	0	0	2	4	0	100.6	—	—	—	72.5	—	—	58.2	—	63.3
100	100	29	0	6.5	7.2	5.6	—	5	19	19	0	3	14	15	0	95.8	76.8	60.6	—	68.6	—	79.0	58.5	—	65.1
100	100	43	0	5.1	6.4	4.1	—	2	12	3	0	2	6	4	0	—	81.7	—	—	74.6	—	79.3	65.8	—	63.5
100	100	14	0	—	5.4	8.8	—	3	9	2	0	0	7	5	0	—	73.2	—	—	70.2	—	76.5	61.9	—	60.8
100	100	0	0	1.7	3.7	7.0	—	47	23	23	0	28	24	19	0	103.4	83.5	69.0	—	90.0	99.8	81.5	65.6	—	84.4
100	100	55	10	3.7	4.4	4.9	4.1	20	19	12	3	22	13	17	7	87.8	75.5	66.0	—	78.1	82.5	67.5	62.5	—	72.2
100	76	0	0	1.1	8.1	9.6	2.2	23	8	9	1	12	13	13	10	66.4	59.0	48.8	—	60.9	66.9	58.7	47.2	—	57.3
100	81	0	0	0.0	0.5	0.9	2.1	17	20	10	2	9	16	9	8	72.8	61.6	55.0	—	64.2	70.2	59.5	53.3	—	60.7
100	94	0	0	3.0	5.0	3.4	3.2	6	12	8	4	3	19	7	6	110.2	74.6	62.9	38.2	70.1	—	73.1	58.3	37.7	63.3
100	91	7	0	2.9	6.7	3.2	—	8	8	6	1	6	3	8	2	93.1	78.1	60.6	—	68.3	90.7	—	61.2	—	63.9
100	97	2	0	4.5	5.9	3.6	7.7	145	115	98	49	82	96	65	50	124.8	95.3	94.5	46.3	93.6	111.0	84.0	78.3	43.0	76.6
100	77	0	0	—	3.4	3.5	—	8	12	9	6	6	19	20	13	80.5	58.0	57.3	49.7	64.0	73.2	59.5	54.3	46.9	59.0

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)							(4)							BEN. as % of SAL.	
		CAT.	CTRL.	AVG. SALARY (\$1000s)							AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Ohio (continued)																			
Muskingum U	7	IIB	PI	84.2	67.9	59.9	—				70.6	100.4	81.1	72.7	—			84.5	19.7
Oberlin Coll		IIB	PI	131.1	96.5	70.5	53.3				100.9	171.6	126.1	88.1	68.0			130.8	29.6
Ohio Northern U	7	IIB	PI	98.2	76.1	72.1	54.2	—			78.5	125.0	99.4	94.8	73.9	—		102.1	30.1
Ohio St U Agricultural Technical Institute	7	III	PU	—	74.8	70.8					—	108.4	99.1	93.6				97.0	32.6
Ohio St U-Lima Campus		IIB	PU	106.4	72.4	62.8					82.0	135.9	95.6	85.3				107.1	30.6
Ohio St U-Main Campus		I	PU	149.5	99.8	87.3	96.0				118.0	185.4	127.6	113.0	124.2			148.7	26.0
Ohio St U-Mansfield Campus		IIB	PU	88.8	72.5	62.3					73.5	114.6	96.5	83.8				97.4	32.5
Ohio St U-Marion Campus	7	IIB	PU	102.4	76.9	70.0					77.0	132.7	101.5	92.7				101.6	31.8
Ohio St U-Newark Campus	7	IIB	PU	97.2	84.4	74.9					83.3	124.3	109.5	98.4				108.2	29.9
Ohio U-Chillicothe Campus		III	PU	—	77.9	63.0					—	121.3	106.4	89.3				102.6	37.6
Ohio U-Eastern Campus	7	III	PU		77.1	—					74.6		105.5	—				102.7	37.6
Ohio U-Lancaster Campus	7	III	PU	—	75.9	60.5					—	123.4	104.1	86.5				102.9	37.5
Ohio U-Main Campus		I	PU	113.7	87.0	80.1					93.4	147.5	116.9	108.9				124.2	33.0
Ohio U-Southern Campus	7	III	PU		76.1	61.0					71.1		104.4	87.1				98.6	38.7
Ohio U-Zanesville Campus		III	PU	91.2	74.6	60.9					74.2	121.7	102.6	87.0				102.2	37.7
Ohio Wesleyan U	7	IIB	PI	92.8	68.2	58.4	54.8				77.7	128.0	93.4	78.3	75.8			106.5	37.1
Otterbein U	7	IIB	PI	77.4	63.6	59.9	60.0				67.1	96.7	79.4	73.4	73.1			83.2	24.1
Sinclair CC	1	III	PU	77.4	60.2	53.1	45.5				67.4	101.4	78.9	69.6	59.6			88.3	31.0
Tiffin U		IIA	PI	73.8	66.1	59.0	49.3				62.7	94.4	83.0	77.6	62.4			80.7	28.6
U Akron Main Campus		I	PU	114.8	85.4	73.4	51.8	65.3			85.0	148.3	113.0	98.5	71.8	87.3		112.3	32.1
U Akron Wayne Coll	7	III	PU	88.8	69.8	—	—				70.6	114.8	91.5	—	—			94.7	34.1
U Cincinnati-Blue Ash Coll		III	PU	90.9	74.1	56.6	49.5				68.3	118.9	97.2	74.0	64.7			89.5	31.0
U Cincinnati-Clermont Coll	1	IIB	PU	93.9	70.4	57.2	49.0				71.2	122.9	92.4	75.6	65.0			93.5	31.4
U Cincinnati-Main Campus		I	PU	121.8	84.2	74.6	51.2				90.2	159.2	110.2	97.8	67.5			118.1	30.9
U Dayton	1	I	PR	115.6	84.7	72.5		53.4			81.0	142.0	106.2	86.6		66.8		100.0	23.3
U Findlay	1	IIA	PI	91.6	84.0	71.3	58.4				74.5	115.3	106.5	88.6	72.3			93.2	25.1
U Mount Union		IIB	PI	88.3	70.2	60.3	48.5				71.3	113.0	90.2	75.4	63.6			90.9	27.4
U Toledo		I	PU	119.1	95.8	83.2	69.9	56.9	59.6		89.1	160.0	130.1	112.4	97.5	79.0	80.0	120.9	35.6
Ursuline Coll	7	IIA	PR	72.9	61.0	54.6	53.5				60.8	88.6	74.5	69.2	64.7			75.1	21.1
Walsh U		IIB	PR	75.5	63.5	54.5	—		—		62.9	98.3	85.3	70.1	—		—	82.7	31.5
Wittenberg U		IIB	PR	72.5	60.6	55.0	52.5				63.9	94.9	75.5	68.8	60.6			81.2	27.1
Wright St U-Lake Campus		I	PU	97.2	74.8	62.4	59.0	43.6			62.9	132.0	101.1	86.5	82.9	64.2		87.5	39.1
Wright St U-Main Campus	7	I	PU	117.0	88.9	77.9	59.8	50.0	53.3		85.5	152.5	118.5	104.0	85.2	70.2	81.7	114.4	33.7
Xavier U		IIA	PI	103.3	83.1	78.7	47.6	54.6	60.4		78.4	130.5	106.2	101.7	61.6	69.3	76.8	100.2	27.8
Youngstown St U		IIA	PU	89.9	74.2	61.2	49.7				73.5	122.0	102.6	84.0	69.2			100.9	36.2

**Oklahoma**

Cameron U		IIA	PU	70.8	59.0	49.9	39.8				54.8	98.2	83.1	71.4	58.2			77.7	41.7
Oklahoma Panhandle St U		IIB	PU	49.3	47.1	41.4	37.9	35.6	—		41.2	65.4	63.2	57.5	54.0	51.7	—	57.2	28.1
Oklahoma St U Institute Tech	7	IIB	PU								44.7	44.7					62.1	63.4	41.9
Oklahoma St U-Main Campus		I	PU	110.8	83.3	79.4	—	45.3			85.0	148.4	111.6	105.0	—	58.1		113.1	33.1
Oklahoma St U-Oklahoma City		IIB	PU	62.4	52.6	47.5	43.1				48.3	83.4	71.6	62.9	56.7			64.4	33.4
Southeastern Oklahoma St U		IIA	PU	77.8	62.7	61.1	39.6				66.2	105.1	85.8	83.1	55.1			90.0	36.0
Southwestern Oklahoma St U	7	IIA	PU	85.3	65.1	58.9	49.1				61.8	116.9	90.8	83.1	71.2			87.0	40.7
U Central Oklahoma		IIA	PU	86.9	73.7	61.1	48.6	37.3			66.8	104.6	88.8	74.2	59.3	46.2		80.9	21.0
U Oklahoma-Norman Campus		I	PU	120.9	82.5	72.4	42.5	45.5			86.4	157.6	106.8	93.6	57.4	60.2		112.4	30.1
U Science and Arts Oklahoma		IIB	PU	61.3	53.9	46.0	40.6				52.6	76.0	67.7	58.9	52.8			66.2	26.0
U Tulsa	7	IIA	PI	124.4	85.7	80.2	53.8				96.1	157.3	109.6	100.8	73.1			122.0	27.0

**Oregon**

George Fox U		IIA	PI	82.2	72.2	61.5	59.0				69.9	110.9	96.4	81.5	79.2			93.6	33.8
Linfield Coll		IIB	PI	89.0	68.8	60.1	60.2				73.0	129.9	99.1	90.1	84.6			106.4	45.6
Oregon St U		I	PU	119.0	91.7	81.5	51.7				85.3	169.8	131.2	114.4	79.7			122.9	44.1
Portland St U		I	PU	110.2	83.9	70.3	55.9				80.9	166.2	126.8	104.3	89.9			122.6	51.6
Reed Coll		IIB	PI	117.7	87.4	74.3	69.1				98.3	153.6	113.6	94.3	78.5			127.0	28.6
U Oregon		I	PU	128.9	94.2	85.6	54.6	76.1			88.6	180.9	133.8	119.6	84.4	113.1		127.3	43.6
Western Oregon U	5	IIA	PU	80.5	66.2	45.5	32.6	28.2			55.7	119.6	99.8	70.1	56.2	51.0		85.9	54.3
Willamette U	7	IIB	PI	117.2	88.2	78.7	47.9				89.2	159.6	115.2	104.8	65.8			119.5	34.0

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
		0	0	2.6	4.6	8.2	—	19	25	9	0	9	19	14	1	85.0	69.9	57.0		73.2	82.4	65.3	61.7	55.5	67.8
97	94	0	0	4.3	3.8	6.8	7.4	76	53	45	3	42	46	42	7	133.7	100.3	73.5	—	107.9	126.5	92.1	67.3	—	95.2
98	92	4	0					42	43	41	5	12	28	34	10	98.1	75.8	73.4	56.6	82.0	98.9	76.6	70.6	53.0	77.5
100	100	15		—	5.1	3.0		1	5	11	0	1	5	2	0	—	75.2	71.0		72.5	—	74.5	—		74.4
100	100	0		2.9	3.3	5.5		9	9	3	0	2	9	2	0	112.8	74.3	—		89.0	—	70.6	—		70.6
96	89	1	0	3.8	4.1	3.7	2.0	700	423	284	1	274	301	285	6	154.8	102.8	90.7	—	126.2	135.9	95.6	84.0	—	104.6
100	100	0		4.1	2.7	4.2		6	11	3	0	0	13	3	0	88.8	73.8	—		76.7	—	71.4	—		69.6
100	100	0		6.0	4.5	6.4		3	11	4	0	1	7	10	0	—	78.0	72.6		80.4	—	75.2	69.0		73.7
100	100	0		6.4	4.6	4.9		3	19	9	0	2	11	3	0	—	85.0	73.9		82.8	—	83.2	—		84.4
100	100	17		—	3.3	4.5		0	8	4	0	1	8	2	0	—	77.2	60.9		71.8	—	78.5	—		77.6
100	33			2.7	—			0	8	1	0	0	3	2	0	—	75.7	—		75.4	—	—	—		73.2
100	94	0		—	3.1	4.4		2	9	1	0	1	8	4	0	—	74.8	—		76.2	—	77.1	60.5		73.5
100	96	2		2.9	4.4	4.7		157	190	112	0	63	106	83	0	117.0	88.3	82.1		96.6	105.6	84.8	77.3		87.5
100	100	0		4.5	3.1			0	3	2	0	0	9	4	0	—	—	—		70.9	—	75.0	62.4		71.1
100	100	14		3.1	3.2	7.6		4	7	3	0	1	14	4	0	90.1	73.0	—		75.6	—	75.3	60.1		73.2
100	95	0	0	2.8	3.4	4.1	2.9	45	22	9	3	19	19	14	3	93.1	68.6	59.3	—	82.0	92.1	67.9	57.8	—	74.0
95	91	0	0	0.1	1.2	1.0	0.0	34	19	12	8	23	36	23	13	78.5	63.9	60.1	64.9	70.8	75.8	63.5	59.8	57.0	65.9
100	45	6	0	3.0	3.1	3.4	9.3	78	20	23	3	87	36	57	2	78.3	60.8	54.5	—	70.9	76.5	59.9	52.6	—	65.6
0	0	0	0	3.0	3.6	6.9	3.0	12	6	17	4	4	12	14	5	75.7	66.3	59.3	55.6	66.2	67.9	66.0	58.6	44.3	62.8
98	95	0	0	3.8	4.4	3.0	7.3	174	112	63	52	62	81	55	91	120.5	88.9	75.7	47.8	99.7	98.8	80.6	70.7	54.0	81.3
100	100	0	0	3.0	4.4	—	—	4	7	0	2	3	4	3	1	93.8	71.2	—	—	79.4	—	67.2	—	—	67.6
96	92	0	0	4.6	5.0	6.4	7.3	7	24	24	6	20	39	41	5	94.0	75.3	57.6	48.2	70.0	89.8	73.4	55.9	51.1	69.5
100	80	0	0	4.7	5.8	3.9	4.1	12	17	13	4	12	18	10	5	97.2	72.0	56.5	48.7	74.4	90.6	68.9	58.2	49.2	72.8
88	73	1	0	3.5	4.1	4.4	8.8	260	210	190	30	123	199	214	54	128.1	88.3	78.5	49.1	101.1	108.4	79.8	71.1	52.3	82.9
100	99	5		2.3	3.0	3.2		101	95	60	0	26	65	60	0	118.5	86.8	74.4		88.4	104.5	81.6	70.6		71.0
92	71	17	0	1.4	2.9	2.7		20	25	48	23	18	24	46	28	97.0	83.9	70.1	59.8	79.6	85.7	84.1	72.4	57.2	78.3
98	93	28	0	2.8	5.7	3.3	1.8	27	23	22	3	15	17	24	4	89.2	70.3	60.1	—	74.3	86.6	70.0	60.5	—	70.4
96	89	10	5					138	136	80	2	56	83	59	19	120.4	97.1	85.4	—	95.6	115.9	93.8	80.3	—	81.6
100	69	0	0					5	2	3	0	12	11	15	13	74.3	—	—		63.7	72.4	61.9	55.3	53.5	62.6
100	78	3	0	7.5	3.2	6.4	—	14	27	14	1	17	28	26	0	75.0	64.4	53.3	—	63.9	75.9	62.6	55.2	—	62.4
98	98	9	0					30	25	9	2	15	21	13	2	73.1	59.9	54.9	—	65.4	71.3	61.5	55.0	—	62.8
100	100	0	0	4.3	2.9	3.8	3.0	4	9	2	2	0	2	3	2	97.2	75.1	—	—	72.1	—	—	—	—	51.6
96	94	0	0	2.9	3.1	4.4	4.0	127	94	62	36	45	97	57	52	122.4	92.5	82.9	62.2	97.7	101.7	85.4	72.5	58.1	78.8
100	98	6	0	0.9	1.6	2.8	2.1	39	62	28	8	24	58	43	21	104.0	84.0	84.1	48.1	84.4	102.0	82.1	75.3	47.4	78.3
100	98	10	0	2.8	3.4	1.6	2.1	93	68	45	14	39	51	67	22	91.8	74.5	64.6	54.2	80.1	85.4	73.7	58.9	46.9	70.3
100	97	16	0	0.0	0.3	1.2	0.2	29	21	23	14	8	15	15	23	71.9	59.5	49.3	40.3	61.2	66.9	58.4	50.9	39.4	57.2
89	60	0	0	1.6		9.4	42.4	7	8	7	6	2	2	15	6	49.0	45.4	42.8	37.2	42.1	—	—	40.7	38.6	41.7
								0	0	0	0	0	0	0	0					44.1					45.9
99	97	0	100	1.3	0.6	0.4	—	246	174	173	0	64	116	108	1	112.7	87.0	82.2		91.5	103.6	77.7	75.0	41.1	73.3
100	100	0	0	2.2	5.2	2.4		6	8	4	12	3	13	5	28	62.7	51.7	47.3	41.1	54.4	—	53.3	47.6	43.9	53.1
100	96	9	0	0.6	2.1	1.9	2.5	37	12	13	5	14	11	9	10	81.4	65.6	64.9	39.6	74.9	68.2	59.5	55.6	39.5	62.0
100	84	8	7	1.5	0.6	4.5	3.5	23	22	28	24	14	27	23	45	86.3	62.9	56.9	46.7	68.0	83.5	67.0	61.3	50.4	68.5
100	88	11	0	0.4	5.2	3.3	1.6	110	38	52	17	83	44	66	35	89.7	75.9	62.8	54.0	72.3	83.3	71.8	59.7	46.0	65.2
98	87	0	0	0.4	1.8	1.3	4.5	303	183	188	37	94	120	132	64	126.0	85.3	74.1	44.1	96.8	104.6	78.3	69.9	41.6	78.4
100	86	0	0	0.0	2.0	3.4	0.0	8	5	7	4	9	9	4	4	60.5	59.9	46.2	39.8	55.3	62.0	50.6	45.7	41.4	54.4
93	75	0	0	0.4	0.5	0.4	0.0	98	72	51	9	25	34	41	13	123.7	89.7	84.9	57.2	103.7	127.3	77.5	74.3	51.5	88.6
90	38	0	0	3.9	3.8	3.8	4.2	45	28	18	20	14	22	27	23	82.8	74.5	64.9	64.4	76.7	80.0	69.4	59.3	54.4	67.4
98	93	10	0	2.9	3.1	3.7	-0.3	27	19	9	7	24	23	22	11	89.2	68.3	59.1	59.0	77.1	88.6	69.1	60.4	61.0	73.1
99	87	1	2	3.6	4.4	3.5	4.6	240	171	180	166	80	90	125	172	121.2	93.5	83.8	53.0	101.8	112.4	88.1	78.2	50.5	90.5
97	87	0	0	4.7	4.8	3.3	4.5	125	96	107	49	56	93	119	90	112.7	87.3	72.1	58.1	92.0	104.5	80.4	68.6	54.7	80.2
100	71	0	0	2.1	4.8	4.5	4.0	48	20	11	8	26	15	16	6	118.9	87.7	73.4	75.9	104.7	115.6	87.0	74.8	59.9	96.6
96	95	0	2	3.6	3.1	3.6	3.4	195	161	106	156	86	116	86	195	128.3	96.0	88.6	56.3	107.6	130.4	91.8	81.8	53.2	98.6
100	100	40	0					51	21	26	37	38	27	39	41	81.8	68.3	47.4	34.0	68.7	78.7	64.5	44.2	31.4	60.2
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APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)						(5)
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
<b>Pennsylvania</b>																		
Albright Coll	7	IIB	PR	82.1	68.6	61.4	47.9				65.4	104.5	89.9	80.6	62.2		85.0	30.1
Allegheny Coll		IIB	PI	95.6	71.5	62.9	53.4				74.1	128.0	97.8	85.3	70.4		100.0	34.8
Alvernia U		IIB	PI	79.3	70.1	59.3	51.7				63.1	106.8	94.4	82.7	71.6		86.6	37.1
Bryn Mawr Coll	7	IIB	PI	137.9	94.3	76.2	—	74.9	—	101.9	177.9	124.5	99.9	—	100.1	—	133.0	30.5
Bucknell U		IIA	PI	123.9	99.0	80.5	69.6	—	—	100.4	161.7	129.7	106.4	93.0	—	—	131.7	31.2
Butler County CC	7	III	PU	75.6	67.8	59.4	46.8				61.6	105.4	90.7	84.6	66.3		86.0	39.6
Cairn U-Langhorne	7	IIB	PI	61.6	57.4	49.9	—				56.1	80.2	78.0	64.7	—		73.9	31.8
Carnegie Mellon U	7	I	PI	158.6	108.4	101.3			77.8	126.9	194.4	135.9	124.9			97.3	156.6	23.4
Cedar Crest Coll		IIB	PI	83.3	66.8	56.0	54.2		—	65.7	100.6	80.1	71.5	62.5		—	79.8	21.4
Chatham U		IIA	PI	82.7	68.2	61.2				65.6	117.6	94.9	79.6				88.3	34.6
Delaware Valley U		IIA	PI	85.9	72.6	63.6	58.0	54.1		69.6	112.7	98.3	88.4	73.6	68.8		93.5	34.4
DeSales U	7	IIA	PI	92.6	74.1	69.1	57.2			71.9	122.6	100.6	91.9	77.1			96.3	34.1
Dickinson Coll		IIB	PI	111.6	87.1	70.5	58.2			85.7	139.2	113.6	88.5	73.8			109.1	27.3
Drexel U	5	I	PI	155.4	116.1	97.6	74.4			102.3	194.5	147.3	122.8	98.9			131.2	28.2
Duquesne U	7	I	PI	113.6	87.7	73.6	60.5			86.0	141.0	112.9	94.7	79.1			109.7	27.6
Eastern U		IIA	PR	74.4	62.6	51.4	44.5	49.6	34.4	58.5	97.1	84.3	68.0	63.0	66.8	46.0	77.9	33.3
Elizabethtown Coll		IIB	PI	94.5	77.1	63.5	—	62.0		77.9	128.2	105.7	81.6	—	83.6		105.3	35.3
Franklin and Marshall Coll	5	IIB	PI	118.3	89.1	76.8	66.9			90.5	163.9	126.1	105.0	91.1			125.5	38.7
Gannon U	6	IIA	PI	93.8	74.4	67.0	56.1			70.6	125.6	99.6	88.8	78.0			94.6	34.0
Geneva Coll		IIA	PI	66.2	58.3	45.9	45.5			59.2	92.2	83.7	69.4	64.7			84.1	27.3
Gettysburg Coll		IIB	PI	111.1	87.6	73.7				90.5	151.7	119.8	103.3				124.4	37.5
Gwynedd Mercy U	11	I	PI	77.0	68.2	60.9	44.6	—		61.9					—		30.0	
Haverford Coll	5	IIB	PI	128.3	96.3	78.1	80.5			98.0	170.9	138.0	110.3	110.9			135.4	38.2
Holy Family U		IIA	PI	93.7	72.8	59.6	62.7			71.2	111.3	85.8	72.5	73.2			84.6	18.1
Immaculata U	7	I	PI	58.8	49.9	42.9	42.1			51.3	72.7	63.0	55.4	54.5			64.5	25.8
Juniata Coll	7	IIB	PI	90.4	66.1	61.7	54.0			76.0	121.5	90.9	86.0	67.1			102.9	35.4
King's Coll	7	IIA	PR	89.3	68.8	58.4	44.7			71.3	114.6	89.6	74.3	66.3			92.3	29.3
La Roche Coll		IIA	PR	75.6	61.9	51.5	44.0			63.2	90.4	75.6	63.2	51.0			76.4	20.8
La Salle U		IIA	PR	113.8	83.8	72.2	59.1			84.2	135.6	102.6	90.6	77.3			103.4	22.9
Lafayette Coll	7	IIB	PR	140.8	102.4	83.5	71.5	—		106.1	180.9	136.6	107.5	91.4	—		138.0	30.0
Lebanon Valley Coll		IIB	PI	83.2	71.4	60.6			—	70.4	107.3	91.8	78.0			—	90.7	28.7
Lehigh U	7	I	PI	155.9	104.3	97.5		78.6	68.6	117.4	200.4	135.2	124.1		103.3	73.8	150.9	28.5
Lycoming Coll		IIB	PR	88.3	72.1	61.9	50.2	38.2		66.9	114.8	97.7	81.9	64.3	53.8		88.6	32.4
Marywood U		IIA	PR	102.9	75.9	64.6	52.1			71.8	127.5	96.4	81.7	66.7			90.8	26.4
Mercyhurst U	7	IIB	PI	88.9	67.4	57.9	46.4	47.6		60.5	119.6	87.4	76.6	60.5	58.4		79.7	31.6
Messiah Coll		IIB	PR	91.1	72.7	63.0		58.5		76.2	116.2	95.2	83.0		75.7		98.7	29.4
Misericordia U	7	IIA	PI	95.1	79.6	64.8	52.6			73.3	125.1	105.7	85.1	66.4			96.6	31.7
Moravian Coll		IIB	PI	84.1	72.1	66.2	53.7			70.7	107.8	94.0	84.6	70.6			91.4	29.2
Muhlenberg Coll		IIB	PI	101.6	80.5	66.9		59.8		80.6	140.9	109.4	87.2		82.5		110.2	36.7
Neumann U	7	IIB	PR	86.1	64.4	56.1	50.5			63.2	117.9	91.2	77.6	70.4			88.2	39.4
Pennsylvania St U-IIA Campuses	7	IIA	PU	125.9	105.9	86.3	64.2	67.4		91.2	158.6	135.6	112.5	87.9	90.9		118.5	30.0
Pennsylvania St U-IIB Campuses		IIB	PU	110.8	86.6	73.8	59.8	61.1		75.3	143.5	114.1	98.4	83.3	81.2		100.6	33.6
Pennsylvania St U-Main Campus		I	PU	154.3	104.8	89.6	59.0	59.2		105.9	191.2	134.1	114.6	82.1	80.6		135.0	27.5
Philadelphia U		IIA	PI	102.7	80.1	65.8	—	41.8		76.1	145.5	112.8	93.5	—	68.0		108.2	41.8
Pittsburgh Theological Seminary		IIA	PR	101.3	87.3	—				90.3	132.9	119.5	—				121.1	34.2
Robert Morris U	1	I	PI	111.1	93.4	84.7		44.2		96.4	143.3	119.0	108.9		62.8		124.1	28.7
Saint Joseph's U	7	IIA	PI	122.8	94.6	86.6			57.5	91.1	163.4	129.5	115.2			76.9	122.5	34.5
Saint Vincent Coll	1	IIB	PI	88.1	67.6	57.8	53.5			66.9	123.2	97.0	78.9	80.2			94.1	40.6
Seton Hill U		IIB	PI	100.4	73.7	69.8	52.4			75.0	125.8	94.9	92.0	69.7			96.8	29.1
Susquehanna U	5	IIB	PI	90.9	73.5	65.4	52.4			72.8	114.1	94.7	85.4	66.9			93.6	28.5
Swarthmore Coll		IIB	PI	149.3	104.4	81.0	—			119.4	191.0	138.7	109.2	—			155.6	30.2
Temple U	1	I	PU	152.6	103.0	78.6	64.0			103.9	193.6	135.2	104.8	88.7			135.6	30.5
U Pennsylvania	7	I	PI	209.2	135.0	127.5				176.4	270.8	187.5	178.6				234.0	32.6
U Pittsburgh-Bradford	1	IIB	PU	86.8	71.7	58.5	49.9	—		66.4	111.6	90.3	73.3	65.0	—		84.2	26.7
U Pittsburgh-Greensburg	7	IIB	PU	81.5	71.2	60.2	43.6			61.9	101.9	89.9	78.0	57.8			79.3	28.2
U Pittsburgh-Johnstown	7	IIB	PU	92.6	71.1	56.4	50.3	—		63.7	119.6	91.5	72.6	65.9	—		82.2	29.1
U Pittsburgh-Pittsburgh Campus	7	I	PU	149.4	99.9	81.5	44.9	51.6		98.6	188.6	126.8	103.9	59.2	66.2		125.2	27.0
U Pittsburgh-Titusville	7	III	PU	—	66.0	54.2	48.0			—	85.5	87.7	68.9	60.8			69.5	46.5
U Scranton	7	IIA	PU	111.8	90.6	75.7	65.3	53.9		90.3	156.4	126.0	107.4	96.5	69.4		127.0	40.7
Ursinus Coll		IIB	PI	97.5	79.2	70.5	66.5			78.8	123.5	102.4	89.5	94.2			101.9	29.3
Villanova U		IIA	PI	138.2	102.7	82.9	63.6			98.7	175.7	134.0	104.3	80.3			126.0	27.6

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	88	0	0	0.2	0.3	0.0	0.0	14	23	18	6	8	17	20	14	82.1	67.7	63.4	49.3	70.0	82.0	69.8	59.7	47.3	67.5
100	87	0	0	1.9	2.1	3.2	7.4	39	17	19	11	13	30	25	13	97.5	71.2	63.1	56.1	82.8	90.1	71.7	62.7	51.0	71.9
100	85	18	0	0.0	0.5	0.7	4.1	4	15	24	4	6	19	20	16	85.0	71.1	56.7	50.2	64.4	75.4	69.3	62.4	52.0	67.0
100	100	0	0	3.7	2.9	3.0	—	26	16	12	2	27	18	20	1	143.0	95.1	76.7	—	109.1	133.0	93.6	75.9	—	97.7
97	96	0	0	3.0	3.5	3.3	2.8	79	87	49	7	35	66	43	9	126.3	100.0	81.8	68.1	105.1	118.5	97.6	79.0	70.8	96.8
100	100	100	35	3.9	4.8	5.3	4.9	5	6	7	5	14	4	7	15	82.8	71.8	64.9	49.5	72.2	73.0	61.7	53.9	45.9	65.8
0	0	0	0	0.0	0.0	1.1	—	9	11	8	1	5	2	3	1	62.4	57.8	51.0	—	57.3	60.0	—	—	—	55.1
87	47	0		3.4	5.0	4.0		326	154	144	0	86	70	69	0	164.6	112.1	105.4		134.5	135.7	100.3	92.7		106.8
100	89	0	0	2.0	2.4	2.2	2.0	8	6	5	1	12	12	17	12	86.3	70.2	56.8	—	73.5	81.3	65.1	55.8	—	65.8
50	9	0	0	3.0	4.2	3.1		4	10	23	0	8	23	43	0	87.0	66.8	61.7		65.8	80.6	68.8	60.8		65.4
100	96	17	0	3.0	4.7	1.1	3.6	11	17	17	2	6	10	13	8	86.1	72.5	63.8	—	72.2	85.7	72.7	63.2	—	69.4
80	65	0	0	1.9	2.0	4.6	3.0	10	22	22	6	5	18	32	11	91.3	76.3	75.3	57.0	78.6	95.2	71.4	64.8	57.4	69.7
98	96	0	0	8.4		6.7	44.6	33	51	25	9	22	40	36	14	110.6	89.2	69.6	61.1	91.2	113.1	84.4	71.2	56.4	86.0
100	94	1	0	2.3	3.2	3.7	2.7	183	125	86	243	54	112	72	297	156.8	118.3	100.6	78.2	132.3	150.7	113.6	94.0	71.3	116.1
100	95	1	0	2.4	2.1	2.9	2.5	62	105	62	7	34	70	104	28	120.4	88.9	78.3	51.1	94.6	101.2	86.0	70.8	62.9	80.9
89	72	0	0	0.0	0.1	0.0	0.0	18	21	1	3	18	15	7	4	76.9	62.8	—	—	59.5	71.9	62.3	51.9	—	59.1
97	98	0	0	2.9	2.2	6.6	—	24	37	5	0	10	25	14	3	96.6	77.9	67.4		83.0	89.3	76.0	62.2	54.4	72.9
100	100	0	0	3.3	4.1	5.5	3.3	45	40	18	24	27	30	30	29	119.3	90.6	76.8	69.1	100.7	116.7	87.1	76.8	65.1	92.8
91	94	17	0	2.7	4.1	3.8	4.6	23	27	55	15	10	24	57	23	93.7	76.1	69.4	56.1	76.4	94.0	72.5	64.6	56.1	69.9
94	60	8	0	2.5	-0.1	1.2	0.3	23	18	7	4	11	12	5	0	67.6	60.6	47.9	45.5	62.1	63.4	54.9	43.1		56.1
100	100	0		2.8	2.8	2.8		35	43	34	0	23	38	23	0	114.4	89.6	74.3		92.7	106.0	85.3	72.7		87.5
63	32	24	0		2.8	2.5	6.6	2	10	9	2	6	12	28	10	—	69.6	60.0	—	67.1	73.8	67.1	61.1	—	63.9
100	100	0	0	2.2	2.7	4.6	4.1	23	24	8	15	14	14	16	18	126.8	93.3	78.2	85.2	105.1	130.7	101.3	78.0	76.7	102.2
0	0	0	0	0.2	0.7	2.3	1.5	5	6	8	2	11	16	16	12	95.3	71.6	65.6	—	75.3	93.0	73.3	56.5	—	72.1
100	32	6	0	2.4	2.4	2.0	2.0	11	5	4	0	19	14	12	7	62.8	52.9	44.0		56.6	56.6	48.8	42.5	42.1	50.4
100	96	5	0	1.9	0.4	0.6	2.0	34	13	6	2	16	14	15	5	90.1	69.4	63.3	—	82.0	91.2	63.0	61.0	—	72.4
80	73	0	0	3.7	1.8	4.4	4.1	22	27	19	1	19	25	17	4	91.8	67.6	58.8	—	73.0	86.4	70.0	57.9	—	71.7
0	0	0	0	3.1	4.0	4.4	17.9	12	6	7	1	13	9	11	3	76.0	61.4	51.1	—	65.6	75.1	62.2	51.7	—	63.8
96	95	5	0	0.0	0.6	0.6	0.0	26	36	27	3	20	41	51	13	116.7	86.0	71.5	—	90.6	110.0	81.9	72.6	—	82.7
100	97	0	0	4.2	4.2	4.9	3.3	49	48	32	17	24	22	27	9	144.2	104.3	84.3	71.7	114.2	133.8	98.3	82.5	71.0	104.1
100	93	3		3.0	3.0	3.1		23	26	15	0	7	20	19	0	82.7	71.7	61.8		72.8	85.1	71.0	59.6		67.2
99	96	0		2.5	3.0	3.6		152	100	60	0	43	56	49	0	160.9	104.8	103.6		125.0	138.4	103.6	89.9		102.3
100	100	38	0	3.2	3.8	3.6	3.0	12	10	20	6	6	12	14	5	88.4	77.1	62.9	49.0	72.3	88.0	68.0	60.6	51.6	65.5
100	92	3	0	0.1	0.3	0.3	1.5	10	27	22	4	6	26	39	10	102.2	78.2	64.2	51.9	77.0	104.1	73.5	64.8	52.2	71.3
100	100	0	0	0.4	0.8	0.6	0.9	17	21	34	13	6	16	32	34	90.0	67.8	56.9	46.9	67.2	85.8	66.8	58.9	46.2	63.5
97	77	13		3.5	4.8	5.4		53	27	23	0	20	29	17	0	91.5	72.9	63.2		79.3	89.9	72.6	62.6		72.0
95	98	0	0	2.0	2.4	5.2	7.3	13	18	21	6	9	22	45	2	92.9	78.6	63.9	55.3	76.2	98.3	80.4	65.3	44.5	73.5
97	85	3	0	4.7	6.4	3.5	16.6	19	22	12	4	11	30	25	14	85.3	67.8	60.4	49.3	72.4	82.1	75.3	69.0	55.0	74.0
100	98	0	0	1.5	3.1	8.2		42	23	18	0	18	25	28	0	104.0	80.4	68.2		87.9	96.0	80.5	66.0		73.9
0	0	0	0	0.7	0.6	1.0	0.5	6	16	13	2	9	22	25	7	89.0	65.4	55.5	—	65.7	84.2	63.8	56.4	—	63.7
97	99	0	0	1.8	2.0	2.6	2.4	30	49	35	17	7	31	28	13	127.1	110.4	86.9	67.6	100.0	120.7	98.7	85.5	59.8	86.6
100	98	6	0	2.1	2.4	3.3	2.2	107	203	130	158	48	137	104	244	111.6	88.1	77.3	61.7	85.6	109.1	84.3	69.4	58.6	76.8
96	88	0	0	2.3	3.0	3.6	2.9	707	343	257	128	203	223	188	138	156.7	108.1	93.5	61.6	121.0	145.7	99.6	84.3	56.5	93.3
71	21	17	0	3.0	5.6	2.2	—	18	23	26	0	3	29	28	2	104.6	82.9	57.2		77.7	—	77.8	73.8	57.6	75.0
86	60	0						6	4	2	0	1	1	1	0	101.4	88.2	—		91.6	—	—	—		84.9
98	87	30		4.9	5.0	4.6		53	32	25	0	35	28	21	0	114.0	94.0	87.8		99.7	106.7	92.8	81.1		92.2
100	100	44		2.8	2.7	3.5		43	53	40	0	25	45	37	0	128.1	99.5	89.3		97.4	113.7	88.8	83.7		83.6
94	95	0	0	0.7	1.5	1.5	9.5	15	28	24	4	3	14	14	1	89.9	68.9	57.7	53.1	69.6	—	65.2	58.1	55.0	63.3
87	62	0	0	1.9	1.9	1.9	1.6	9	19	17	0	6	28	15	7	112.3	76.3	73.5		82.4	82.6	72.0	65.7	52.4	71.4
100	97	0	0	1.8	1.9	3.3	1.8	15	37	14	4	6	34	16	6	92.6	76.5	77.8	49.9	80.5	86.7	70.2	54.5	54.0	67.5
97	95	0	0	3.7	8.1	3.4	—	52	18	30	1	40	21	25	0	154.0	103.4	82.8	—	123.5	143.2	105.3	78.8	—	115.2
83	54	0	1	3.0	3.8	4.1	5.5	290	281	320	29	106	207	302	48	158.0	104.0	79.1	58.7	112.6	138.0	101.6	78.1	67.2	96.3
100	95	0	0	4.2	5.0	3.7		465	130	124	0	143	82	103	0	213.6	140.7	138.7		187.5	194.6	125.9	114.0		152.1
100	83	0	0	1.8	2.1	1.4	1.3	7	21	14	3	3	8	10	6	86.4	73.2	59.3	—	70.8	—	67.6	57.3	—	64.9
100	90	0	0	1.2	2.2	1.8	1.8	3	17	7	6	2	12	17	12	—	71.6	61.7	49.8	70.6	—	70.6	59.5	40.4	64.9
100	94	0	0	1.4	1.9	2.3	1.4	10	31	30	9	3	19	23	17	92.5	72.7	57.5	53.3	69.1	—	68.4	54.9	48.7	62.8
89	72	0	0	2.7	2.9	2.4	1.9	344	236	278	24	126	183	296	58	154.4	100.8	85.2	49.9	110.8	136.0	98.7	78.1	42.8	88.7
100	100	0	0	—	1.3	1.7	1.6	1	3	4	1	0	1	8	6	—	—	62.2	—	64.4	—	—	50.2	—	52.0
100	96	30	0	2.5	5.4	3.7	5.1	73	50	33	13	22	39	23	30	113.5	94.2	82.7	62.8	100.5	106.1	86			

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						(5) BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
<b>Pennsylvania (continued)</b>																				
Washington & Jefferson Coll	1	IIB	PI	89.7	70.4	57.5	45.9					72.3	117.1	95.9	75.3	57.2		95.8	32.6	
Waynesburg U		IIB	PR	77.2	64.7	56.9	52.5					62.5	114.2	103.8	96.7	86.6		100.0	59.9	
Westminster Coll		IIB	PR	78.5	58.6	52.3	—	46.5				62.6	100.2	83.2	67.9	—	57.6	83.6	33.5	
Widener U-Main Campus		IIA	PI	111.0	81.6	68.3	77.3	56.3				84.9	143.7	107.8	90.5	101.3	79.5	111.8	31.6	
Wilkes U	7	IIA	PI	111.8	86.4	72.3	42.4		61.4			83.6	135.9	106.6	89.6	51.6		77.1	102.9	22.9
York Coll Pennsylvania		IIA	PI	98.8	87.9	75.2	59.1					80.4	154.8	134.3	114.4	93.6		123.4	53.4	
<b>Puerto Rico</b>																				
U Puerto Rico-Bayamon		IIB	PU	80.1	69.3	55.9	34.4					62.7						69.3		
U Puerto Rico-Ponce		IIB	PU	77.8	64.0	59.2	46.0					63.7	93.4	76.9	71.1	53.1		76.2	19.6	
Universidad Politecnica de Puerto Rico	7	I	PI	44.3	36.0	33.6	24.3					37.5								
<b>Rhode Island</b>																				
Brown U		I	PI	178.9	116.0	95.4		84.9	72.4	134.8	216.2	143.2	118.5			107.5	92.1	164.9	22.3	
Bryant U	5	IIA	PI	162.2	130.7	113.5		74.0			127.7									
CC Rhode Island		III	PU	78.2	57.6	51.1	—				64.1	110.3	83.3	73.1	—			91.2	42.4	
Providence Coll		IIA	PI	114.5	88.6	81.1	73.4				89.9	149.3	118.2	103.0	87.9			116.6	29.7	
Rhode Island Coll		IIA	PU	81.6	71.3	60.5					71.6	116.3	101.5	88.9				102.9	43.6	
Roger Williams U	7	IIA	PI	125.9	97.4	79.5					106.6	156.0	123.4	99.2				133.2	25.0	
Salve Regina U	7	IIA	PR	100.6	79.7	65.8	—	65.5				78.0	128.7	105.0	86.7	—	92.6	102.8	31.8	
U Rhode Island	7	I	PU	118.9	86.6	81.2		55.4				92.6	163.3	122.6	111.9		79.9	128.8	38.9	
<b>South Carolina</b>																				
Citadel Military Coll South Carolina		IIA	PU	92.2	76.8	66.4	46.7					77.5	123.7	104.4	91.3	66.6		105.3	35.9	
Clemson U		I	PU	133.8	93.7	84.8	—	54.8				95.4	172.4	123.7	112.6	—	75.6	125.6	31.6	
Coastal Carolina U		IIA	PU	97.9	74.5	66.5	51.1	49.0				70.5	130.4	101.2	91.1	71.8	69.2	96.1	36.3	
Coker Coll	7	IIB	PI	62.1	57.7	47.8						54.2	74.5	75.0	60.1			68.0	25.2	
Coll Charleston		IIA	PU	94.2	75.2	68.7	57.6					77.1	128.8	105.2	97.1	83.1		107.6	39.4	
Converse Coll	1	IIB	PI	65.4	58.8	52.8						57.8	82.3	75.7	69.7			74.7		
Francis Marion U		IIA	PU	83.4	68.5	55.9	52.2					67.7	106.7	88.0	72.9	68.0		87.3	29.0	
Furman U		IIB	PI	104.6	77.9	68.3						88.9	142.5	106.5	87.7			120.1	35.1	
Newberry Coll		IIB	PI	58.2	54.1	48.6						52.3	72.3	65.9	58.7			63.8	21.9	
Winthrop U		IIA	PU	84.7	72.3	62.4	45.4	—				70.5	112.2	96.9	83.2	61.6	—	94.1	33.4	
Wofford Coll		IIB	PR	85.6	73.0	60.8	44.6	—				71.6	112.3	96.3	79.7	58.2	—	94.1	31.4	
<b>South Dakota</b>																				
Augustana U		IIB	PI	76.4	64.4	56.5	46.9					62.8	100.2	88.2	80.3	70.7		86.6		
Dakota St U	16	IIB	PU	98.4	74.1	68.6	44.0	52.7	—			68.0	120.8	93.0	86.8	58.6	68.6	—	86.1	26.5
Dakota Wesleyan U		IIB	PI	58.3	55.9	50.4	43.9					52.9	74.6	70.5	63.4	58.1		67.1	26.9	
Mount Marty Coll	6	IIB	PI	67.9	51.4	73.5	—					64.1	80.0	67.2	89.1	—		78.7	22.8	
U Sioux Falls		IIB	PI	103.0	59.6	53.6	—					63.6	116.8	73.4	67.4	—		77.4		
<b>Tennessee</b>																				
Austin Peay St U		IIA	PU	82.1	66.1	55.8	44.5					66.2	110.2	90.9	77.6	61.1		90.4	36.4	
Belmont U		IIA	PI	114.9	93.0	81.9	71.6					94.0	140.9	114.2	100.9	93.4		115.9	23.3	
Christian Brothers U		IIA	PI	71.4	60.0	48.9	53.5					61.0						65.1		
East Tennessee St U		I	PU	82.5	67.6	57.8	48.8	32.1	—			63.8	106.6	90.2	76.9	64.4	45.4	—	84.4	32.3
Freed-Hardeman U	7	IIA	PR	73.7	69.5	59.5	47.7					63.6	91.2	89.8	75.9	59.7		80.7	26.9	
King U		IIA	PI	64.3	66.1	55.3	50.5					58.4	85.0	79.6	67.2	63.1		71.7	22.7	
Lee U	2	IIA	PR	75.2	64.7	58.7		49.5				64.7	96.2	81.4	72.4		58.6	81.1	25.3	
Maryville Coll	7	IIB	PR	74.4	59.7	53.5	43.0	45.4				58.7	92.2	73.9	65.2	54.4	56.6	72.7	23.8	
Milligan Coll		IIB	PI	63.5	56.0	52.2	—					56.9	82.6	70.7	67.6	—		73.0	28.4	
Rhodes Coll		IIB	PI	105.5	76.1	68.3	59.2					76.3	137.9	102.5	85.8	73.5		99.4	30.2	
Sewanee-U of the South		IIB	PI	106.1	82.5	66.6	53.0					84.2	143.0	113.0	89.2	68.8		113.4	34.6	
Tennessee Wesleyan U		IIB	PR	51.4	49.7	47.3	—		—			50.7	64.7	62.7	59.4	—	—	63.6	25.4	
Trevecca Nazarene U		IIA	PI	67.9	59.1	50.8	—					60.0	89.0	73.4	64.3	—		76.3	27.2	

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	98	0	0	1.8	2.8	1.9	1.9	21	22	11	2	14	21	14	4	92.7	71.3	60.9	—	77.5	85.1	69.6	54.8	—	69.8
91	82	12	0	1.3	2.5	1.9	1.7	14	4	15	7	8	7	11	13	76.8	62.4	56.4	51.9	65.8	77.8	66.1	57.6	52.8	66.1
100	97	6	0	3.0	5.8	11.6	—	14	17	5	2	12	15	11	0	77.2	59.6	52.3	—	63.7	79.9	57.5	52.3	—	61.7
95	92	0	0	1.2	2.3	8.7	0.5	44	48	23	1	37	50	44	9	111.4	84.4	73.3	—	90.3	110.4	79.0	65.7	—	80.8
97	98	2	0	2.5	3.5	3.1	1.6	29	33	30	4	10	31	25	3	112.3	87.4	75.1	47.3	90.2	110.5	85.3	69.0	35.9	79.1
100	92	30	0	2.0	2.0	2.2	2.3	12	39	37	13	4	32	36	8	97.8	91.3	80.4	57.9	87.6	101.6	83.8	69.9	61.1	77.8
100	94	42	14					37	19	28	17	29	28	34	20	79.1	68.8	54.8	37.2	68.7	81.4	69.6	56.9	32.1	68.6
100	100	64	53	0.2	0.3	6.1	8.4	14	5	12	11	16	8	24	4	77.2	67.6	61.3	46.6	69.5	78.3	61.8	58.1	44.5	65.5
51	11	0	0					29	44	12	1	6	27	9	3	44.1	37.7	35.7	—	39.6	45.2	33.3	30.7	—	34.4
100	99	0		3.1	4.4	4.6		280	89	86	0	100	49	55	0	182.1	119.2	97.6		143.9	170.1	110.2	91.9		118.5
100	98	0		3.5	3.6	4.0		46	25	6	0	24	16	3	0	168.5	132.4	117.4		136.0	150.0	128.1	—		115.2
100	100	31	0	5.6	7.5	7.4	—	57	21	36	0	74	57	66	1	82.4	57.5	51.3		68.0	75.0	57.6	51.0	39.6	62.0
100	95	31	0	3.9	4.3	4.7	2.3	38	57	64	8	20	37	57	6	115.4	89.6	83.4	74.1	93.2	112.9	87.2	78.5	72.5	87.3
100	96	9		7.4	9.4	8.9		61	45	30	0	57	75	72	0	82.7	73.0	60.3		74.5	80.4	70.2	60.6		69.7
99	97	0		2.7	3.4	2.3		60	40	23	0	37	34	21	0	128.0	99.7	83.7		110.5	122.4	94.7	74.8		101.3
97	92	0	0	2.0	2.7	3.4	—	14	21	12	0	16	17	26	2	101.1	79.3	63.9		80.8	100.2	80.2	66.7	58.8	76.5
96	87	0		4.4	4.3	3.1		186	62	64	0	91	86	79	0	121.2	89.9	82.1		100.2	114.3	84.2	80.5		84.4
94	93	4	0	3.3	2.5	3.4	0.5	54	36	29	6	15	24	22	7	92.9	80.6	70.0	58.9	83.6	89.6	71.0	61.5	36.3	72.1
98	92	0	0	4.5	4.6	4.0	—	268	177	152	0	70	99	102	1	136.5	95.8	86.9		103.8	123.6	90.0	81.7	64.0	81.2
100	92	2	0	5.6	5.5	5.0	4.1	67	64	62	6	28	53	53	4	99.3	75.0	65.6	51.0	73.9	94.5	74.0	67.6	51.4	67.3
100	100	0		3.1	3.9	2.6		7	10	14	0	9	10	17	0	62.0	57.4	49.3		54.8	62.1	58.0	46.5		53.6
99	98	1	0	3.5	4.0	4.7	3.6	96	105	72	21	58	73	73	33	96.1	78.1	72.2	62.3	82.9	90.9	71.0	65.4	54.6	74.6
100	100	7		0.3		7.6		10	14	4	0	5	22	26	0	66.9	60.5	53.4		61.8	62.2	57.7	52.7		55.6
95	96	6	0	3.9	3.4	3.5	3.6	46	30	26	2	18	27	44	12	85.5	71.1	53.7	—	73.1	78.0	65.5	57.2	—	63.9
99	99	2		5.3	5.6	5.2		85	42	21	0	29	27	29	0	105.8	77.6	70.0		92.7	101.1	78.2	67.0		82.2
100	63	9		0.0	0.0	2.5		12	6	15	0	4	10	18	0	53.5	56.9	46.7		51.0	72.4	52.5	50.2		53.7
96	86	4	0	3.8	4.9	3.9	3.6	53	33	29	7	36	47	53	21	86.2	72.6	66.9	45.9	77.1	82.6	72.1	59.9	45.2	70.1
98	94	28	0	1.8	3.9	1.8	13.3	34	26	11	4	13	22	18	8	87.4	73.8	59.8	43.8	77.8	80.6	72.0	61.4	45.1	69.3
100	90	4	0	3.3	4.3	2.6	0.6	23	23	18	2	9	16	34	9	78.3	65.3	57.4	—	67.8	71.8	63.0	56.0	—	60.3
100	60	0	0	6.8	5.8	8.3	2.5	14	12	21	17	4	8	6	10	100.9	70.9	65.4	44.1	77.2	89.6	78.9	79.9	43.7	77.2
82	45	0	0	3.9	2.7	5.0	3.5	9	7	5	2	2	4	18	2	58.6	57.9	53.1	—	57.1	—	52.3	49.6	—	50.6
100	92	16	0	0.0	0.0	1.3	—	6	6	7	0	2	6	12	3	73.0	52.2	70.3		65.4	—	50.7	75.4	44.7	65.7
100	70	0	0	0.7	0.2	1.1	—	4	14	10	3	6	13	11	0	161.6	57.8	52.7	—	70.8	63.9	61.6	54.5	—	59.4
99	67	5	13	6.1	8.4	10.7	4.3	81	44	47	15	47	48	63	25	83.3	67.4	55.3	41.0	71.6	80.2	64.9	56.1	46.5	65.9
95	88	4	0	4.7	5.3	5.4	5.6	65	40	53	14	40	37	75	12	120.1	96.4	86.2	81.0	102.7	106.5	89.4	78.9	60.7	88.7
100	0	0	0	5.3	4.0	9.9	2.9	17	30	10	3	12	13	7	4	74.6	59.2	49.3	—	62.0	66.7	61.8	48.5	—	60.7
100	94	10	13	2.2	3.0	4.0	3.4	107	96	60	6	50	66	110	26	84.4	69.4	58.7	44.7	69.0	78.3	65.1	57.4	49.8	59.8
95	74	27	0	3.2	7.6	6.6	7.5	16	18	22	10	4	9	8	5	75.0	70.3	58.3	49.1	66.9	68.3	67.8	62.7	44.9	66.0
0	0	0	0	5.9	3.9	3.1	14.4	8	15	21	3	3	17	40	12	65.3	66.2	54.1	—	60.3	—	65.9	56.0	—	59.1
98	91	12		2.1	4.9	3.5		43	29	34	0	14	16	23	0	75.1	65.2	59.0		66.3	75.5	63.9	58.3		61.9
100	100	18	0	0.0	0.0	1.3	0.7	11	12	8	2	4	20	3	2	74.9	57.4	52.8	—	62.4	73.0	61.0	—	—	57.3
84	88	6	0	2.2	2.2	1.7	—	19	15	7	0	12	17	11	3	65.2	55.8	52.6		59.6	60.9	56.2	51.9	25.0	56.4
100	100	0	0	4.5	4.4	3.9	2.8	23	42	20	7	8	31	29	22	108.0	74.7	71.7	61.2	83.0	98.4	78.1	66.0	58.5	75.3
100	97	0	0	4.9	5.0	4.4	7.3	42	22	21	8	27	13	19	16	109.2	84.1	68.4	55.2	92.6	101.3	79.8	64.6	51.9	84.8
100	73	0	0					8	9	9	1	9	2	13	0	47.3	49.8	44.6	—	50.3	55.1	—	49.3	—	51.5
70	26	0	0	4.6	3.1	3.2	—	20	20	11	0	7	14	9	1	67.6	58.4	48.9		60.0	68.8	60.1	53.1	63.4	60.0



**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
U Memphis	7	I	PU	114.0	76.3	67.8	45.9	—	—	—	—	77.9	143.7	101.4	90.5	63.1	—	102.1	31.0
U Tennessee-Chattanooga		IIA	PU	93.1	72.9	66.6	54.5	43.3	—	—	70.1	122.9	98.5	90.0	75.9	61.6	—	94.7	35.0
U Tennessee-Knoxville		I	PU	140.2	96.9	81.2	63.2	51.2	—	—	98.5	175.5	125.7	105.6	80.5	68.9	—	126.2	28.1
U Tennessee-Martín	7	IIA	PU	79.5	68.3	59.3	50.2	46.6	—	—	63.6	106.0	92.8	80.7	70.4	63.4	—	85.9	35.1
Vanderbilt U		I	PI	190.6	114.7	97.0	—	61.0	60.3	130.5	222.2	139.0	117.5	—	78.1	78.4	—	155.5	19.2
Volunteer St CC		III	PU	64.9	56.3	47.9	41.9	—	—	51.0	90.2	79.4	68.9	59.1	—	—	—	72.0	41.2

**Texas**

Abilene Christian U	1	IIA	PI	88.3	72.4	65.8	51.9	—	—	65.6	71.9	117.9	97.6	89.0	75.4	—	87.8	97.6	35.6
Angelo St U	7	IIA	PU	81.1	70.7	61.1	40.0	—	—	62.6	63.8	98.5	85.8	75.7	51.1	—	74.1	78.3	22.6
Austin CC District		III	PU	88.9	67.9	60.0	—	—	—	80.9	107.3	83.8	75.5	—	—	—	—	98.4	21.6
Austin Coll	7	IIB	PI	85.5	65.2	57.6	47.5	—	—	66.5	113.7	88.3	76.3	61.5	—	—	—	88.9	33.6
Baylor U		I	PI	133.5	98.5	86.2	—	61.5	—	94.9	168.7	128.0	110.0	—	81.3	—	—	122.1	28.6
Hardin-Simmons U		IIA	PI	74.3	62.1	59.4	58.6	—	—	67.1	99.1	84.3	82.7	79.2	—	—	—	90.6	35.0
Huston-Tillotson U	7	IIB	PR	49.1	56.2	48.9	40.0	—	—	49.0	—	—	—	—	—	—	—	—	—
Lamar St Coll-Orange		III	PU	—	—	57.8	44.2	—	—	—	79.9	—	76.6	59.0	—	—	—	63.0	33.3
Lamar U	7	I	PU	99.2	79.8	70.5	51.9	—	—	73.2	121.1	99.1	89.1	66.1	—	—	—	91.3	24.6
McMurry U		IIB	PR	66.2	52.5	50.7	41.4	—	—	54.2	79.6	63.7	60.9	49.8	—	—	—	65.3	20.5
Our Lady of the Lake U	1	IIA	PI	84.7	71.1	64.3	55.6	—	—	70.4	—	—	—	—	—	—	—	—	—
Prairie View A & M U		I	PU	112.6	80.6	69.8	—	55.3	—	76.3	132.2	98.6	85.5	—	68.6	—	—	92.4	20.3
Rice U	7	I	PI	189.2	116.7	105.4	61.9	71.3	—	138.6	236.9	149.1	132.6	80.5	90.3	—	—	174.4	25.9
Saint Edward's U		IIA	PR	104.3	78.2	67.1	59.6	—	—	76.6	133.7	98.5	83.0	72.6	—	—	—	96.0	25.4
Sam Houston St U		I	PU	100.0	79.1	66.2	50.1	39.9	—	77.0	126.1	101.9	85.4	67.1	55.5	—	—	98.8	27.8
Southern Methodist U		I	PI	159.7	110.3	99.4	108.9	60.9	90.1	110.6	201.9	144.5	126.9	134.4	84.4	116.9	—	143.0	29.2
Southwestern U	7	IIB	PI	86.8	68.9	65.3	48.0	—	—	71.3	110.9	91.6	82.1	60.0	—	—	—	92.0	28.9
St Mary's U	7	IIA	PI	122.0	75.2	68.7	48.1	36.1	—	90.5	146.9	92.1	81.2	52.2	43.0	—	—	108.6	19.9
Sul Ross St U		IIA	PU	66.9	60.3	50.4	43.0	34.3	—	54.9	87.7	79.8	67.6	57.7	47.9	—	—	73.1	33.1
Texas A & M International U	7	IIA	PU	113.4	85.2	77.6	49.2	—	—	79.4	137.4	105.1	95.9	64.0	—	—	—	98.3	23.7
Texas A & M U-Coll Station		I	PU	143.4	99.8	89.6	—	52.3	69.3	103.8	170.6	120.8	108.9	—	—	—	66.4	85.9	125.3
Texas Christian U		I	PI	139.9	100.5	84.8	70.2	61.9	—	101.1	181.8	134.0	110.7	94.6	74.1	—	—	132.6	31.2
Texas Lutheran U	7	IIB	PI	72.9	63.6	55.4	—	47.2	—	63.6	90.2	77.9	70.5	—	65.6	—	—	79.4	24.8
Texas St U		IIA	PU	99.6	81.3	71.9	—	48.9	—	69.9	125.2	104.2	92.4	—	65.0	—	—	90.0	28.9
Texas Tech U		I	PU	122.1	86.9	73.2	40.7	—	55.8	81.5	149.8	108.9	92.7	52.9	—	71.2	—	102.1	25.3
Texas Wesleyan U	7	IIA	PI	87.8	77.2	75.6	44.2	—	—	77.0	—	—	—	—	—	—	—	—	—
Texas Woman's U	7	I	PU	92.3	74.1	60.9	—	62.3	—	72.9	107.1	85.7	70.4	—	72.3	—	—	84.3	15.8
Trinity U	7	IIA	PI	127.0	90.7	82.3	62.8	—	—	98.9	161.3	116.1	103.3	80.9	—	—	—	125.7	27.2
U Dallas	7	IIA	PI	95.7	73.0	65.5	53.3	—	—	70.3	119.9	96.2	85.2	69.5	—	—	—	91.2	29.8
U Houston		I	PU	149.7	99.2	92.9	—	54.9	—	101.2	182.0	124.3	116.8	—	77.7	—	—	127.6	26.1
U Houston-Downtown	1	IIA	PU	95.9	74.3	72.4	89.6	50.1	—	70.7	115.0	93.3	91.5	108.7	69.2	—	—	89.8	—
U Incarnate Word		IIA	PR	97.7	89.2	80.1	67.0	—	—	84.4	113.7	103.0	93.1	79.8	—	—	—	98.2	16.4
U North Texas		I	PU	115.7	85.6	73.0	59.6	57.4	—	86.0	135.2	102.6	87.9	72.2	71.1	—	—	102.6	19.3
U St Thomas		IIA	PR	95.4	75.3	49.8	46.1	—	—	67.1	115.7	94.5	63.4	57.5	—	—	—	83.7	24.7
U Texas Dallas	1	I	PU	161.4	118.3	111.3	—	—	—	136.7	195.8	145.2	136.5	—	—	—	—	166.7	21.9
U Texas El Paso		I	PU	115.4	86.5	75.5	—	53.4	—	80.0	145.1	111.3	98.5	—	72.6	—	—	103.7	29.7
U Texas San Antonio	1	I	PU	122.8	85.3	77.4	—	40.3	—	78.7	152.8	109.7	100.0	—	54.7	—	—	101.0	28.3
West Texas A & M U		IIA	PU	90.8	75.1	67.3	49.7	—	—	67.5	114.0	96.1	84.5	63.7	—	—	—	85.7	24.9

**Utah**

Dixie St U		IIB	PU	82.2	66.2	56.6	50.3	—	54.3	62.2	116.5	95.6	83.2	75.9	—	76.1	—	90.5	45.5
Salt Lake CC		III	PU	73.6	61.9	51.7	46.0	42.1	—	58.7	105.7	91.4	78.7	69.4	66.2	—	—	87.3	48.7
Snow Coll		III	PU	65.6	59.8	47.6	44.2	—	44.8	51.5	93.5	88.1	71.9	67.0	—	73.3	—	76.9	49.5
Southern Utah U	7	IIA	PU	83.1	70.0	53.8	—	43.3	54.3	61.4	114.3	97.6	74.7	—	62.3	74.3	—	85.4	39.1
U Utah	7	I	PU	131.7	93.0	87.8	—	61.0	34.0	93.2	172.0	122.6	115.5	—	81.5	45.0	—	122.7	31.6
Utah St U	7	I	PU	104.7	82.3	70.7	48.3	56.2	—	80.5	142.1	114.6	100.1	72.1	82.2	—	—	112.2	39.5
Utah Valley U	1	IIB	PU	84.8	72.0	65.3	55.8	51.2	77.5	69.3	115.3	102.5	95.8	86.3	81.7	108.0	—	99.8	—
Weber St U	1	IIA	PU	87.7	73.1	67.7	52.2	—	—	70.8	120.2	103.1	96.3	77.2	—	—	—	100.0	41.2
Westminster Coll	15	IIB	PI	87.5	74.4	62.0	—	—	—	73.6	104.8	91.7	79.3	—	—	—	—	91.0	—

APPENDIX I

(6)				(7)				(8)								(9)										
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN						
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR	
97	88	2	0	0.4	1.1	0.9	1.1	167	125	121	67	44	125	135	75	116.6	78.2	73.5	47.7	92.2	104.4	74.5	62.8	44.2	73.5	
99	78	1	0	3.8	5.2	4.7	3.7	81	43	53	3	50	36	73	10	93.8	74.7	71.1	—	74.8	91.8	70.7	63.4	—	66.3	
97	80	0	0	3.1	4.1	4.6	5.6	379	202	159	4	129	170	168	24	143.4	101.3	84.5	93.5	109.0	130.7	91.6	78.0	58.1	85.5	
100	79	15	64	1.2	2.9	4.5	-0.5	52	47	28	8	27	24	33	3	82.2	67.3	60.1	49.1	68.1	74.5	70.4	58.7	53.2	59.4	
94	76	0	0	3.4	5.8	5.0	—	281	141	105	1	90	84	100	1	190.8	116.3	101.1	—	144.0	190.1	112.0	92.7	—	110.2	
100	82	7	0	3.0	2.6	4.0	6.5	13	31	15	21	6	37	15	38	64.9	56.8	48.1	43.3	56.4	64.8	55.9	47.8	41.2	54.7	
96	89	2	0	1.5	1.2	2.2	2.8	58	51	31	10	13	25	27	29	89.5	74.6	68.7	55.6	79.1	83.3	67.9	62.4	50.6	68.4	
100	100	3	0	2.1	3.1	3.3	2.5	52	27	40	28	22	20	27	30	81.0	73.3	63.4	40.7	73.3	81.4	67.1	57.6	39.4	66.3	
0	0	0	0	3.0	3.0	2.5	—	164	51	18	0	172	96	19	0	90.2	69.2	60.3	—	83.3	87.6	67.2	59.8	—	78.9	
100	100	0	0	1.4	-1.1	2.7	0.0	18	27	15	3	6	14	13	5	88.6	67.5	60.0	—	72.0	76.1	60.8	54.8	—	61.2	
96	91	0	0	3.2	3.5	4.2	—	230	157	87	0	58	88	91	1	136.0	99.9	91.2	—	104.8	123.7	95.9	81.4	84.3	80.8	
95	83	32	0	4.8	3.6	3.9	6.6	47	21	9	7	16	20	13	2	74.7	61.9	60.5	61.5	69.6	72.9	62.4	58.7	48.3	64.8	
77	13	0	0	3.1	—	12.3	—	7	3	13	2	6	5	11	2	41.9	—	51.3	—	48.3	57.4	57.1	46.2	—	51.3	
100	100	88	21	—	—	3.0	3.0	1	0	5	8	1	1	3	26	—	—	53.9	43.2	54.8	—	—	—	—	44.5	58.9
100	89	9	0	9.1	9.2	2.5	4.3	62	64	63	46	27	43	55	82	99.9	82.3	73.9	53.0	85.2	97.8	76.1	66.7	51.3	76.7	
100	100	10	0	6.7	3.4	6.8	3.1	21	12	4	7	6	7	6	13	66.6	52.2	52.7	42.8	60.4	65.0	53.1	49.4	40.7	55.7	
88	73	0	0	2.0	2.1	2.8	12.3	8	10	12	5	16	12	32	1	84.6	70.5	65.5	56.5	72.3	84.8	71.6	63.8	51.0	71.0	
99	91	0	0	—	—	—	—	57	45	30	2	18	23	29	0	113.4	80.6	71.9	—	81.2	110.1	80.7	67.7	—	69.5	
100	100	0	0	2.6	3.2	3.6	1.9	246	70	60	18	64	41	36	6	191.5	119.9	105.1	62.1	152.8	180.1	111.3	105.9	61.5	118.3	
97	58	0	0	3.0	3.1	3.0	3.0	16	39	18	19	17	42	28	17	108.1	79.5	69.1	59.9	83.2	100.7	76.9	65.9	59.3	78.0	
99	91	2	5	1.9	3.4	3.5	3.8	112	119	91	11	50	78	95	11	103.5	80.5	66.4	49.9	82.2	92.0	77.1	66.0	50.2	72.2	
100	96	2	0	2.0	3.1	2.7	13.4	181	104	50	7	43	60	42	8	165.0	112.3	103.4	131.8	125.0	137.4	107.0	94.7	88.9	88.3	
100	100	0	0	2.2	2.9	2.9	0.6	19	22	6	10	21	15	8	9	92.4	69.2	64.5	50.4	78.0	81.7	68.4	65.9	45.4	74.3	
91	94	6	0	1.2	2.7	2.7	2.2	58	29	35	8	32	20	15	5	129.4	72.5	67.2	47.1	96.6	108.6	79.2	72.2	49.7	87.7	
100	68	3	0	4.0	3.0	7.4	3.0	21	11	21	1	12	8	15	3	69.7	62.5	50.3	—	58.6	62.0	57.2	50.5	—	51.3	
92	75	3	0	2.1	2.3	2.4	2.3	21	37	39	12	4	22	41	22	116.9	86.4	73.8	51.0	87.6	94.5	83.1	81.3	48.2	82.7	
97	89	0	0	4.7	5.5	4.8	—	771	384	200	0	153	184	129	0	145.2	101.4	95.1	—	113.8	134.4	96.4	81.2	—	83.3	
87	78	1	0	3.7	4.3	4.9	4.2	120	111	69	29	46	98	83	50	141.0	103.7	89.9	71.6	113.6	137.1	96.9	80.5	69.3	95.3	
100	81	12	0	0.9	0.9	0.9	—	17	8	14	0	11	13	12	3	73.4	60.7	54.8	—	64.1	72.1	65.4	56.0	70.7	62.6	
96	94	2	100	3.4	4.2	5.5	—	143	148	98	1	74	130	156	0	100.8	82.3	76.5	—	73.8	97.4	80.1	69.0	—	66.0	
95	89	1	0	2.7	2.4	2.9	2.2	296	258	209	108	80	144	157	191	125.9	89.2	76.4	—	97.9	107.9	82.8	68.9	38.9	79.3	
94	86	3	0	2.1	1.3	2.8	1.9	19	18	19	4	16	26	19	6	95.2	79.3	71.4	—	82.0	79.0	75.7	79.8	48.8	77.9	
97	89	6	0	0.1	2.2	1.1	—	26	27	38	0	51	80	87	0	91.9	77.0	62.0	—	74.9	92.5	73.1	60.4	—	72.0	
99	97	0	0	3.5	6.7	6.2	7.0	48	54	25	8	31	35	24	11	133.0	92.2	76.6	—	104.6	117.6	88.4	88.2	48.4	98.4	
100	100	20	0	4.6	3.5	4.0	5.6	18	38	17	19	5	16	18	14	93.8	73.5	65.8	—	76.7	102.3	71.7	65.3	50.3	72.7	
100	93	2	0	3.7	4.5	3.8	—	332	193	146	0	73	138	101	0	153.1	101.6	98.6	—	112.2	134.3	95.7	84.7	—	82.7	
100	96	0	0	0.1	1.2	1.2	2.1	30	63	29	10	23	49	37	5	99.3	75.3	73.7	—	72.7	91.4	72.9	71.4	88.5	66.9	
88	82	0	0	1.4	2.6	2.9	2.1	35	41	48	17	29	56	65	31	101.4	87.3	81.4	—	89.0	93.2	90.6	79.1	66.4	86.1	
100	98	1	0	0.5	0.3	0.5	0.0	234	179	60	7	78	122	75	8	118.9	87.3	76.3	—	94.3	106.3	83.0	70.3	57.1	75.7	
88	84	1	0	—	—	1.0	0.0	24	32	32	8	16	19	43	4	94.7	77.7	54.2	—	73.8	96.6	71.4	46.5	47.0	62.8	
99	92	0	0	3.3	3.1	2.1	—	216	107	101	0	38	46	35	0	165.2	119.3	114.7	—	141.6	140.4	115.9	101.6	—	119.5	
100	96	0	0	3.1	4.3	4.1	—	126	131	79	0	38	61	73	0	116.5	87.9	79.3	—	86.6	111.9	83.4	71.3	—	70.9	
100	96	0	0	0.7	0.2	0.4	—	180	145	96	0	44	89	62	0	125.0	88.3	78.2	—	86.1	113.8	80.4	76.1	—	66.2	
96	88	2	0	2.0	2.3	2.6	3.5	40	41	51	33	17	25	45	68	92.2	76.2	67.5	—	77.7	87.5	73.4	67.1	48.8	72.9	
100	80	9	4	—	—	10.7	18.6	22	28	48	14	10	22	39	13	85.5	67.3	57.3	—	66.2	75.0	64.9	55.8	46.7	61.1	
97	88	16	0	2.7	2.8	2.7	2.5	35	54	89	3	29	49	65	5	72.8	61.6	51.9	—	58.8	74.7	62.1	51.5	—	59.3	
93	89	11	0	2.8	—	2.9	8.1	13	22	41	20	1	16	14	16	65.6	59.8	47.9	—	53.6	—	59.7	46.7	45.7	54.0	
100	92	0	0	1.9	4.1	4.6	—	46	46	53	0	5	19	57	0	83.9	71.6	54.4	—	65.2	75.4	65.9	53.3	—	54.7	
99	87	0	0	4.5	2.5	1.0	—	336	176	141	0	114	138	116	1	134.8	95.0	92.8	—	101.7	122.4	90.5	81.7	71.7	81.4	
96	94	0	4	3.4	3.8	3.5	3.5	190	173	145	12	58	84	131	16	108.0	85.0	73.8	—	87.5	94.1	76.7	67.2	49.5	71.1	
100	98	0	0	—	—	—	—	79	167	117	3	36	74	78	1	86.6	73.5	66.1	—	71.2	80.9	68.7	64.1	—	65.9	
98	52	22	0	—	—	—	—	91	47	108	40	47	42	86	60	89.9	74.6	71.4	—	78.6	83.6	71.4	63.0	50.8	70.4	
0	0	0	0	0.6	0.5	0.2	—	24	28	25	0	24	19	33	1	94.5	75.2	65.9	—	78.2	80.5	73.3	59.0	50.0	69.4	

**APPENDIX I**

NAME	NOTES	(1)		(3)								(4)						BEN. as % of SAL.								
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)														
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR									
Landmark Coll		IIB	PI	69.9	58.1	52.2	—											56.5	—							
Middlebury Coll		IIB	PI	136.6	99.7	82.6	—	73.4	64.9	107.1	184.4	136.1	110.0	—	102.2	97.6	144.8									35.3
Norwich U	7	IIA	PI	104.8	69.4	61.2		52.8		74.4	126.3	90.9	82.6		74.3		95.9									
Saint Michael's Coll	7	IIB	PI	96.1	74.4	63.3	54.3			77.0	124.9	100.5	86.0	76.0			102.8									33.6
U Vermont	7	I	PU	122.5	92.5	78.9		59.4	74.8	89.3	157.8	123.9	106.3		82.3	103.3	118.9									33.2

**Virginia**

Averett U	5	IIA	PI	64.0	60.8	50.2	38.8		—	57.0	79.9	76.6	66.0	54.6		—	72.8										
Bluefield Coll	19	IIA	PI	56.4	48.6	45.8	—			49.0	72.6	65.4	57.4	—			63.0										28.6
Christopher Newport U	7	IIB	PU	106.3	81.5	66.3	59.0	58.7		74.6	141.1	112.3	91.7	81.2	80.7		102.0										36.8
Coll William and Mary		I	PU	128.6	99.0	79.3	64.3	63.7		99.2	169.1	133.7	106.5	86.4	85.2		132.2										33.3
Eastern Mennonite U		IIA	PI	64.3	54.4	48.5	45.9	30.4		51.8	82.6	70.7	62.3	60.7	43.3		67.5										30.3
Emory & Henry Coll		IIB	PI	79.8	59.7	64.6	54.3		—	66.8	99.8	77.3	79.4	64.4		—	83.3										24.4
George Mason U		I	PU	134.7	89.5	75.6	57.2			95.6	173.9	121.5	102.1	79.6			127.3										33.1
Hampden-Sydney Coll	7	IIB	PI	90.0	68.3	62.4		52.6		72.7	116.4	88.2	78.5		66.0		93.3										28.3
Hollins U		IIB	PI	85.0	68.3	53.2	57.2			71.4	104.6	85.2	67.5	72.6			88.9										24.5
James Madison U	1	IIA	PU	91.8	74.6	68.8	57.2			76.4	127.2	105.9	97.9	84.1			107.9										41.2
Longwood U		IIA	PU	83.4	70.5	65.3	59.1	43.4		67.7	114.1	98.7	90.6	84.3	60.7		94.0										38.8
Lynchburg Coll		IIA	PR	79.3	66.5	65.3	46.2			68.0	101.9	85.1	83.1	59.2			87.0										27.9
Mary Baldwin Coll		IIB	PI	75.0	63.6	59.9	—			64.5	89.7	78.1	76.7	—			79.9										24.0
Marymount U		IIA	PR	92.9	74.4	63.2	55.7			73.3	115.6	92.7	79.0	68.4			91.2										24.4
Old Dominion U		I	PU	116.0	83.7	72.1	58.0	53.4		81.2	151.7	112.8	97.3	76.8	72.9		108.5										33.6
Radford U		IIA	PU	88.6	71.2	64.8	52.9		—	72.1	119.0	99.3	89.0	75.4		—	98.9										37.3
Randolph-Macon Coll		IIB	PR	87.3	68.1	61.0	56.3			72.5	112.7	86.8	78.4	69.6			92.9										28.0
Roanoke Coll	1	IIB	PR	89.1	71.3	62.9	52.4			70.2	115.8	92.2	80.6	68.2			90.9										29.5
Shenandoah U	7	I	PR	83.0	70.0	66.6	55.0	—	—	70.3	102.4	86.2	81.6	63.0	—	—	86.2										22.5
Sweet Briar Coll		IIB	PI	82.9	63.1	52.0	41.2			64.7	97.4	77.0	63.0	49.6			77.3										19.5
U Mary Washington		IIB	PU	80.2	67.6	62.7	50.0	61.8		69.1	110.1	93.7	86.8	68.4	85.9		95.4										38.1
U Richmond		IIB	PI	157.4	105.7	88.5	64.4			109.3	193.8	135.9	109.9	82.1			137.2										25.5
U Virginia—Main Campus	1	I	PU	172.4	115.7	96.0	56.5	61.4		125.6	216.9	150.0	123.5	74.8	82.7		160.6										27.8
U Virginia's Coll Wise		IIB	PU	80.5	71.8	56.5	50.7			65.1	109.3	98.1	77.9	69.9			89.0										36.8
Virginia Commonwealth U	1	I	PU	125.1	87.3	70.0	49.0			81.3	158.6	115.6	95.6	71.3			108.6										33.5
Virginia Military Institute	7	IIB	PU	90.1	67.3	55.4	—	—		72.8	123.4	96.3	84.4	—	—		101.8										39.0
Virginia Polytechnic Institute and St U	5	I	PU	137.7	96.9	85.5	53.6			102.0	177.1	128.5	114.6	76.4			134.5										31.8
Virginia Wesleyan Coll		IIB	PI	81.1	66.0	64.1	—	—		71.4	106.6	89.1	86.8	—	—		95.3										33.5
Washington and Lee U		IIB	PI	141.5	99.6	83.8	52.0			113.5	182.7	134.3	107.7	65.4			147.9										30.2

**Washington**

Bastyr U		I	PI	101.6	81.5	70.3				81.0	121.2	98.4	84.8				97.4											19.1
Central Washington U	7	IIA	PU	91.5	78.1	69.0		47.7		72.6	115.3	99.3	88.0		62.6		92.6											27.5
Eastern Washington U	7	IIA	PU	101.5	79.6	71.7		53.7		77.6	137.3	115.3	107.4		89.5		113.3											28.5
Evergreen St Coll	16	IIA	PU							72.1	72.1					95.0	72.1											
Northwest U	7	IIB	PR	70.9	57.1	52.0	51.9			56.9	89.0	71.4	66.1	68.0			71.9											26.5
Pacific Lutheran U		IIA	PR	84.3	67.7	64.3	52.3			69.3	106.3	87.2	80.0	67.4			87.7											26.6
Seattle U		IIA	PI	119.4	89.7	78.1	59.5	52.5	27.2		82.4																	
U Puget Sound		IIB	PI	111.0	84.5	71.5	72.2			92.0	148.1	112.4	97.8	98.7			123.5											34.2
U Washington—Bothell Campus	7	I	PU	120.5	101.6	96.8		76.2		93.3	147.8	125.1	118.9		97.4		115.9											24.3
U Washington—Seattle Campus	1	I	PU	138.0	103.9	99.0	51.8	75.2		109.3	165.1	127.7	120.7	68.4	96.0		133.1											21.8
U Washington—Tacoma Campus	7	I	PU	118.1	97.8	84.3		65.6		85.7	144.0	120.3	104.5		84.2		106.7											24.5
Walla Walla U		I	PR	69.9	61.6	56.5	52.4			63.3	93.7	85.5	80.3	76.3			87.1											
Washington St U		I	PU	126.4	88.3	85.1	65.8	58.0	—	89.6	157.5	113.6	109.0	87.4	78.3	—	114.8											28.1
Western Washington U		IIA	PU	103.0	83.3	72.3	51.5			80.8	130.7	107.6	93.6	70.3			104.5											29.2
Whitman Coll	7	IIB	PI	122.5	90.9	70.8	55.8	60.8		85.6	160.0	119.3	93.0	74.8	82.1		112.6											31.5
Whitworth U	1	IIB	PI	83.7	68.7	62.5	62.1	34.2		64.0	111.5	90.8	84.6	96.9	47.4		86.4											34.8

**West Virginia**

Davis & Elkins Coll		IIB	PI	60.4	52.9	50.8	42.5			52.7	75.9	72.5	65.9	57.3			68.5											29.9
Marshall U		IIA	PU	78.6	66.9	59.8	36.2			64.1	97.7	84.1	73.4	45.7			79.7											24.3
Ohio Valley U		IIB	PR	48.1	44.6	43.6	—			45.4	56.1	53.1	58.5	—			55.7											22.7

APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN					
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
0	0	0	0				—	3	12	18	1	6	23	17	0	—	58.2	52.0	—	56.1	68.8	58.0	52.5	—	57.4
100	100	0	0	1.8	2.4	3.3	—	76	32	42	0	37	33	47	1	139.3	100.0	83.0	—	113.1	131.1	99.5	82.2	76.4	99.9
116	92	0						36	24	18	0	9	13	21	0	106.2	73.9	60.4	—	82.0	99.4	61.2	61.8		63.0
100	100	0	0	1.0	2.2	4.3	3.0	34	29	6	14	19	21	9	16	97.5	74.6	65.3	—	85.1	93.5	74.2	62.0	51.6	79.4
99	94	0		2.0	4.6			110	107	38	0	50	84	57	0	122.4	94.1	83.7	—	94.4	122.7	90.6	75.7		83.5
100	61	5	0	0.1	0.0	0.0	0.0	14	10	5	1	7	8	16	3	64.5	61.7	48.6	—	60.8	63.1	59.6	50.7	—	55.9
0	0	0	0	4.5	1.5	3.3	—	6	7	6	1	3	2	6	1	57.3	48.1	49.3	—	51.4	—	—	42.3	—	47.2
100	100	0	0	0.0	0.2	0.5	1.1	27	47	41	12	14	37	27	18	106.0	84.0	69.0	—	79.5	107.0	78.2	62.2	59.3	72.6
99	90	2	0	0.0	0.6	0.7	0.1	139	120	105	6	72	80	68	14	133.7	101.3	82.3	—	105.9	118.7	95.6	74.8	68.5	91.6
100	89	0	0	0.4	1.0	1.4	0.8	12	11	8	10	18	8	13	25	63.9	54.1	49.0	—	52.4	64.6	54.8	48.2	46.5	56.4
84	73	0	0	2.0	1.7	3.4	1.4	17	9	12	2	8	13	15	8	81.1	63.9	59.5	—	70.4	77.0	56.7	68.7	—	66.2
93	78	0	0	0.4	1.0	1.0	0.2	271	232	182	42	92	200	198	60	141.5	92.8	83.3	—	109.6	114.4	85.8	68.6	55.2	84.2
100	100	0	0	0.2	3.7	1.0		33	17	7	0	8	8	6	0	92.1	69.5	62.9	—	77.1	81.3	65.8	61.7		62.6
100	96	0	0	1.8	2.2	7.4	2.9	10	13	2	4	16	14	4	7	89.8	71.4	—	—	77.5	81.9	65.4	52.3	59.6	71.6
97	91	0	0	0.8	2.9	2.2	1.7	211	144	124	53	129	141	134	92	94.3	77.0	71.0	—	83.1	87.7	72.1	66.7	56.6	75.3
98	96	3	0	2.8	3.6	3.5	2.3	28	38	37	3	23	31	43	5	85.1	69.7	68.1	—	70.0	81.4	71.4	62.9	—	66.0
96	87	5	0	2.0	3.1	2.5	2.8	28	22	30	6	21	32	46	6	82.4	72.8	65.9	—	73.6	75.1	62.2	64.9	43.7	66.2
89	85	0	0	1.7	1.1	0.9	—	8	7	8	0	11	20	26	1	77.8	64.3	61.1	—	67.9	72.9	63.4	59.6	42.0	63.5
95	88	0	0	1.2	2.0	2.4	3.7	10	13	13	4	34	29	31	22	93.6	73.2	64.4	—	75.7	92.7	75.0	62.7	56.4	77.3
98	90	0	0					166	133	93	5	44	89	83	5	118.6	85.3	75.2	—	90.7	106.1	81.3	68.5	57.1	69.9
100	90	2	0	0.5	0.4	0.1	0.0	85	61	49	33	61	65	75	39	90.9	73.1	65.2	—	78.9	85.4	69.3	64.6	55.0	72.3
98	96	0	0	1.4	1.7	2.8	3.1	26	12	9	6	14	14	14	7	90.9	70.8	62.1	—	80.2	80.8	65.8	60.3	58.6	68.9
98	100	0	0	2.5	2.8	3.6	1.3	30	28	11	12	12	33	10	28	90.7	70.6	63.8	—	78.2	85.1	71.9	61.9	49.3	73.0
0	0	0	0	2.4	3.2	2.5	1.7	26	34	34	4	24	48	64	11	88.9	69.9	66.8	—	73.8	76.6	70.1	66.5	57.4	69.5
95	90	0	0	0.0	0.0	0.0	0.0	14	6	5	3	8	4	16	2	83.1	63.0	55.3	—	72.7	82.4	63.4	51.0	—	61.7
100	96	2	0					37	47	30	1	36	38	31	5	82.6	70.4	66.1	—	72.2	77.7	64.1	59.4	—	66.7
95	92	1	0	2.7	3.7	4.8	4.7	77	73	39	34	36	58	44	38	162.5	110.0	89.3	—	127.1	146.5	100.3	87.9	63.2	108.4
92	79	0	0	4.7	5.4	4.6	1.7	411	219	147	2	127	154	145	2	178.6	119.3	101.6	—	139.1	152.6	110.6	90.2	—	104.3
100	96	12	0	0.0	0.0	0.7	0.9	16	17	17	8	9	10	9	16	80.9	71.3	56.4	—	69.3	80.0	72.7	56.6	51.4	69.9
8	21	55	100	0.2	1.3	1.4	0.6	146	180	222	80	61	170	250	100	129.6	89.7	72.8	—	93.5	114.3	84.7	67.6	48.5	79.5
97	74	0	0	0.7	0.2	0.0	—	51	16	24	2	9	7	23	1	90.9	67.7	56.8	—	77.7	85.2	66.4	54.0	—	63.4
99	90	0	0	4.1	4.7	3.8	4.2	475	329	260	106	102	182	171	119	140.1	99.4	86.6	—	114.4	126.9	92.5	83.8	52.3	96.9
98	100	0	0	2.0	2.8	2.8	—	24	17	8	0	17	12	8	2	84.5	65.8	63.2	—	74.0	76.4	66.3	64.9	38.8	69.7
98	96	0	0	3.0	4.5	5.1	1.3	64	29	30	2	26	26	19	3	144.9	103.6	84.0	—	120.3	133.3	95.1	83.5	—	106.0
0	0	0		0.0	1.6	0.7		0	2	2	0	4	2	6	0	—	—	—	—	76.5	101.6	—	69.8		82.4
100	99	0		3.5	4.5	5.2		92	66	45	0	56	43	56	0	93.4	79.1	70.8	—	74.7	88.4	76.4	67.5		69.9
99	99	95		6.7	4.6	3.4		92	42	50	0	51	44	49	0	102.9	83.6	75.6	—	83.3	99.0	75.7	67.6		71.3
								0	0	0	0	0	0	0	0				—	73.4					71.0
100	40	0	0	5.2	3.2	4.0	2.2	8	10	15	2	3	5	13	2	70.9	58.2	52.1	—	58.5	—	54.9	51.9	—	55.3
100	95	6	0					27	37	37	3	22	44	47	8	85.5	67.1	69.4	—	72.9	82.9	68.2	60.3	—	67.8
90	92	2	0	1.5	2.2	4.4	6.8	48	88	41	45	42	83	40	82	128.8	87.1	77.8	—	92.9	108.8	92.5	78.3	58.1	87.2
100	80	0	0	3.4	7.3	6.0	3.7	62	24	17	16	42	27	19	27	112.0	84.4	72.3	—	99.0	109.5	84.6	70.8	71.3	93.5
100	95	0		3.0	4.5	6.1		13	25	34	0	8	18	38	0	129.1	102.5	96.4	—	97.8	106.6	100.4	97.1		89.1
99	95	0	0	4.8	5.3	6.6	5.2	477	253	188	34	242	211	178	33	141.5	105.8	100.9	—	117.8	131.3	101.6	97.1	51.5	103.1
100	100	0		3.0	7.0	4.3		22	29	26	0	11	32	32	0	127.2	104.3	86.7	—	92.9	99.9	91.8	82.3		79.1
85	69	30	0	3.1	1.7	1.6	3.7	34	12	19	4	18	14	14	3	69.7	61.5	56.2	—	64.2	70.3	61.7	56.9	52.3	63.6
99	97	0	0	2.1	2.7	2.7	3.4	249	188	136	203	91	123	99	258	130.2	90.6	88.5	—	107.1	116.2	84.7	80.4	62.0	92.3
100	98	0	0	5.7	6.0	5.6	4.4	125	81	77	52	71	83	60	70	105.3	85.3	74.3	—	91.1	98.9	81.3	69.8	49.7	83.9
100	85	2	0	2.6	2.2	2.8	6.6	21	30	20	6	12	24	31	9	124.0	89.9	72.2	—	93.1	119.9	92.2	69.8	54.7	84.0
82	76	4	0	0.0	0.0	0.0	0.0	33	24	27	4	11	22	27	4	84.6	65.7	63.0	—	66.3	81.1	72.0	62.1	54.8	61.3
92	86	10	0	4.6	0.3	3.0	0.0	6	1	11	1	7	6	10	5	58.5	—	52.3	—	54.3	62.1	53.3	49.2	—	54.2
97	79	1	0	2.1	3.1	3.8	2.8	116	62	82	32	64	69	78	50	80.4	68.8	63.6	—	72.3	75.5	65.3	55.9	35.5	64.9
29	0	14	0	0.0	0.0	0.0	—	6	3	6	0	1	2	1	1	49.8	—	44.6	—	46.5	—	—	—	42.7	42.0

**APPENDIX I**

NAME	NOTES	(1) (2)		(3)								(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Shepherd U		IIA	PU	76.5	63.3	57.8	49.1	40.3			63.2	92.4	75.3	69.7	60.4	49.1		75.8	20.0
U Charleston		IIA	PI	70.2	73.6	69.8	54.5			69.2									
West Virginia U		I	PU	120.8	84.0	73.0	46.4	60.4			87.7	144.8	102.8	89.3	58.0	74.8	201.3	106.5	21.5
West Virginia Wesleyan Coll		IIB	PR	65.5	58.6	47.4	39.8			53.0	90.3	76.7	60.3	49.6				68.9	30.0
Wheeling Jesuit U		IIA	PR	71.0	58.8	49.2	—		—	57.5	86.0	75.7	92.5	—		—		82.1	42.7

**West Virginia (continued)**

Beloit Coll		IIB	PI	88.4	70.8	61.2	49.7		—	73.3	111.1	90.4	77.3	62.2		—	92.7	26.4
Carroll U	7	IIA	PI	82.2	70.5	64.6		56.3		65.7	109.8	94.2	84.7		74.6		87.1	32.5
Lakeland U	7	IIB	PI	75.3	61.2	53.3	43.3			59.0	94.7	78.3	68.1	55.5			75.2	27.3
Lawrence U		IIB	PI	89.1	73.8	61.5	53.1	—		70.5	124.7	100.0	84.9	70.7	—		96.4	36.6
Marian U	12	I	PR	76.4	62.8	55.4	49.8			60.0	87.0	73.3	66.0	60.3			70.5	
Marquette U	7	I	PR	120.6	90.2	82.0	62.0			92.4	155.8	121.1	106.3	85.2			121.7	31.7
Milwaukee School Engineering		IIA	PI	90.8	82.6	75.1	70.9			82.3	119.1	111.1	101.9	87.5			109.7	33.3
Ripon Coll	7	IIB	PI	79.2	61.8	53.5	42.8			64.2	103.1	81.0	68.2	55.2			83.5	30.0
Saint Norbert Coll		IIB	PR	91.4	69.9	61.1	—			70.2	112.8	92.4	78.1	—			89.7	27.8
U Wisconsin Colls	7	III	PU	62.4	51.2	45.1		42.6		51.6	85.8	72.9	65.9		63.0		73.3	42.1
U Wisconsin-Eau Claire		IIA	PU	76.3	64.0	63.6	54.9	47.8		65.8	101.7	87.6	87.2	77.2	69.0		89.6	36.2
U Wisconsin-Green Bay	7	IIA	PU	69.7	62.6	61.9		47.3		60.7	94.2	86.0	85.2		68.4		83.8	38.1
U Wisconsin-La Crosse	7	IIA	PU	81.1	66.8	62.5		46.1		63.5	107.2	90.8	85.9		67.0		87.0	37.0
U Wisconsin-Madison	6	I	PU	132.7	101.0	87.2	64.0	69.9		107.0	164.8	129.4	113.9	87.5	94.3		136.0	27.1
U Wisconsin-Milwaukee		I	PU	104.0	78.1	73.9	56.2	45.8		75.8	133.0	103.7	98.8	78.6	66.7		100.9	33.2
U Wisconsin-Oshkosh	7	IIA	PU	79.7	64.5	66.5	—	48.6		65.7	105.6	88.0	90.3	—	69.8		89.5	36.1
U Wisconsin-Parkside		IIA	PU	72.5	64.6	56.2		43.4		57.9	97.3	88.2	78.6		63.9		80.6	39.2
U Wisconsin-Platteville		IIA	PU	72.9	61.0	58.3		42.6		58.8	97.9	84.1	81.0		63.0		81.6	38.8
U Wisconsin-River Falls		IIA	PU	74.3	66.4	62.2	—	43.7		66.8	99.4	90.4	85.5	—	64.2		90.8	35.9
U Wisconsin-Stevens Point	7	IIA	PU	72.1	58.5	54.6	39.7	40.6		59.6	96.9	81.3	76.8	59.7	60.7		82.5	38.5
U Wisconsin-Stout		IIA	PU	71.1	63.5	60.1	—	47.6		60.5	95.7	87.0	83.1	—	68.7		83.6	38.1
U Wisconsin-Superior	7	IIA	PU	67.8	54.4	59.9		45.0		57.5	91.9	76.5	82.9		65.7		80.1	39.3
U Wisconsin-Whitewater	7	IIA	PU	79.4	67.9	71.1		50.7		66.3	105.2	92.0	95.6		72.3		90.2	36.0
Viterbo U		IIA	PI	71.3	60.1	54.5	42.7			58.8	89.9	80.3	71.0	59.0			76.8	30.7

**Wyoming**

U Wyoming		I	PU	116.1	82.3	78.0	61.2	56.2		85.0	156.4	115.0	107.6	87.0	78.9		117.1	37.8
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APPENDIX I

(6)				(7)				(8)								(9)									
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN					AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	AR
100	90	2	0	2.1	2.7	3.7	2.3	18	31	17	3	11	27	24	1	76.7	64.0	56.7	—	64.6	76.1	62.5	58.5	—	62.6
0	0	0	0					4	11	17	2	5	18	42	10	59.6	70.4	66.2	—	66.8	78.7	75.6	71.2	—	73.0
95	74	0	0	3.4	5.6	8.0	7.8	229	178	214	24	67	171	186	37	122.9	87.0	76.2	—	97.1	113.9	80.9	69.4	44.5	80.2
91	97	12	0	3.0	3.1	3.2	3.0	9	12	17	2	2	19	25	4	66.4	58.2	46.0	—	54.7	—	58.9	48.4	—	53.3
100	83	5	0	0.2	0.8	1.0	—	12	13	8	0	2	10	12	2	72.2	62.0	54.4	—	63.2	—	54.5	45.8	45.7	50.7
100	89	0	0	4.9	5.1	5.0	5.0	22	14	11	2	20	21	16	6	91.4	72.5	62.7	—	78.4	85.0	69.6	60.1	—	72.4
100	81	2		6.1	4.2	5.2		5	21	15	0	7	16	33	0	89.5	71.0	62.1	—	66.4	77.0	69.8	65.7		65.2
100	85	0	0	1.9	2.6	2.4	10.8	8	9	9	4	2	4	5	3	76.2	61.3	53.6	—	63.2	—	60.8	52.7	45.0	59.1
100	99	0	0	2.1	3.8	5.2	4.3	20	48	14	12	10	26	18	16	89.7	74.7	61.7	—	76.1	87.9	72.2	61.3	52.1	71.1
100	50	4	0					6	9	14	4	7	17	31	4	70.3	71.2	54.9	—	63.1	81.7	58.4	55.7	55.0	59.8
100	98	0	0	2.1	2.8	3.1	2.2	123	98	70	46	35	80	63	43	124.8	91.5	84.4	—	103.8	106.1	88.7	79.4	57.2	88.8
0	0	0	0	2.6	3.2	3.3	3.3	32	35	26	3	11	12	17	3	91.1	84.6	79.1	—	85.3	90.2	76.7	69.0	—	77.1
100	96	0	0	3.0	5.8	5.5	3.0	12	16	4	5	9	7	6	2	79.5	62.2	53.2	—	67.5	79.0	60.7	53.7	43.2	66.3
100	100	38	0	1.1	1.3	1.5	—	17	18	26	0	7	14	27	1	90.3	73.4	63.7	—	74.0	94.3	65.5	58.5	48.0	65.8
100	100	0		1.7	1.9	1.4		43	65	38	0	25	49	28	0	62.5	51.5	45.0	—	52.3	62.3	50.8	45.3		50.7
100	93	3	0	0.8	1.9	1.9	1.2	102	39	40	1	43	68	55	11	76.9	63.9	64.8	—	68.8	74.8	64.1	62.8	—	63.3
100	100	0		1.8	1.9	1.1		15	42	26	0	16	24	25	0	74.3	64.9	66.3	—	65.1	65.4	58.5	57.3		56.0
98	85	12		4.0	3.2	2.5		60	56	79	0	37	59	93	0	84.0	68.6	62.8	—	65.8	76.4	65.1	62.3		61.2
96	82	0	0	2.6	4.0	3.0	2.3	700	165	216	144	291	163	195	145	136.8	106.3	91.4	—	120.9	122.9	95.5	82.5	60.9	102.0
99	92	1	0	0.4	1.3	1.5	1.6	162	201	77	11	63	171	109	32	106.2	82.1	80.0	—	83.7	98.5	73.5	69.6	54.0	68.5
100	97	1	0	1.6	3.2	0.9	—	86	52	44	0	41	49	44	1	82.7	65.7	68.0	—	68.8	73.6	63.1	65.0	60.0	62.1
100	98	0		1.9	2.1	1.6		19	22	22	0	11	25	15	0	74.5	67.9	54.8	—	59.9	69.0	61.7	58.1		55.8
100	88	0		2.1	2.2	2.7		65	34	59	0	31	18	29	0	74.0	62.1	59.1	—	61.3	70.8	58.8	56.8		54.8
100	100	0	0	2.7	0.9	1.4	—	70	18	23	2	31	22	25	1	74.9	67.3	64.5	—	69.8	73.0	65.7	60.0	—	63.4
98	96	2	0	1.5	2.6	1.9	4.1	79	42	67	1	53	33	45	4	72.7	58.9	55.1	—	60.7	71.4	58.1	53.8	—	58.6
100	81	5	0	1.6	2.2	1.7	—	39	53	51	1	30	42	40	0	72.9	64.9	62.5	—	62.2	68.7	61.7	57.0	—	58.5
100	86	10		1.2	1.9	1.1		19	15	14	0	12	22	15	0	67.7	53.9	64.5	—	60.8	67.8	54.6	55.6		54.7
100	98	1		2.3	2.4	0.9		49	67	59	0	47	60	68	0	83.3	70.6	73.6	—	68.7	75.3	64.8	68.9		63.9
100	89	11	0	5.5	4.4	6.5	5.6	10	15	17	1	11	21	30	6	70.3	59.4	53.3	—	59.5	72.2	60.6	55.2	—	60.1
100	97	0	0	0.7	1.1	2.2	1.2	152	131	93	44	54	82	71	47	117.9	84.7	81.6	62.5	93.8	111.1	78.4	73.3	59.9	79.5

**APPENDIX II**

NAME	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	
		CAT.	CTRL	AVG. SAL. (\$1000s)	AVG. COMP. (\$1000s)	BEN. as % of SAL.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC MEN	WOMEN	AVG. SAL. MEN	WOMEN
<b>Alabama</b>												
Northwest-Shoals CC	1	IV	PU	50.9	71.4	38.8			35	46	53.0	49.3
<b>California</b>												
Clovis CC		IV	PU	87.2	118.0	35.4			40	46	91.1	83.8
Reedley Coll		IV	PU	90.5	117.6	29.9			92	94	92.7	88.4
Santa Rosa Junior Coll	1	IV	PU	92.5	122.0	31.9			126	176	93.4	91.8
<b>Iowa</b>												
Hawkeye CC		IV	PU	58.8	86.5	47.1			65	51	59.2	58.3
North Iowa Area CC	7	IV	PU	64.8	88.2	36.2			43	26	65.1	64.2
<b>Nebraska</b>												
Central CC	1	IV	PU	56.3	82.3	46.0			81	86	55.0	57.7
<b>New Mexico</b>												
Clovis CC		IV	PU	50.4	68.0	35.0			19	39	49.6	50.8
New Mexico Junior Coll		IV	PU	55.3	77.1	39.4			21	36	60.3	52.4
<b>North Carolina</b>												
Asheville-Buncombe Technical CC		IV	PU	45.7	62.9	37.6			68	111	45.2	46.0
Haywood CC		IV	PU	52.2	70.6	35.2			37	28	53.2	50.9
<b>South Carolina</b>												
Spartanburg Methodist Coll	7	IV	PR	51.5	63.6	23.4			18	9	52.4	49.8
<b>Texas</b>												
Central Texas Coll	7	IV	PU	60.4	79.0	30.9			74	84	63.9	57.3
Vernon Coll		IV	PU	51.7					37	53	51.3	51.9

## NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75000.
2. Factor used to convert 12-month data: 0.76595.
3. Factor used to convert 12-month data: 0.80000.
4. Factor used to convert 12-month data: 0.80970.
5. Factor used to convert 12-month data: 0.81800.
6. Factor used to convert 12-month data: 0.81810.
7. Factor used to convert 12-month data: 0.81818.
8. Factor used to convert 12-month data: 0.81820.
9. Factor used to convert 12-month data: 0.81966.
10. Factor used to convert 12-month data: 0.81967.
11. Factor used to convert 12-month data: 0.82000.
12. Factor used to convert 12-month data: 0.83300.
13. Factor used to convert 12-month data: 0.83333.
14. Factor used to convert 12-month data: 0.83564.
15. Factor used to convert 12-month data: 0.85470.
16. Factor used to convert 12-month data: 0.85700.
17. Factor used to convert 12-month data: 0.86300.
18. Factor used to convert 12-month data: 0.86364.
19. Factor used to convert 12-month data: 0.86400.
20. Factor used to convert 12-month data: 0.86700.
21. Factor used to convert 12-month data: 0.91400.
22. Benefits include the normal cost of the defined retirement benefit. Data as of October 2016 payroll. In 2016–17, UC faculty received a general range adjustment of 3 percent effective July 1, 2016.
23. In 2010–11, the University of California implemented changes to its personnel data systems that allow for a more precise identification of faculty who are members of the Health Sciences Compensation Plan (HSCP), which provides supplemental pay to faculty in UC’s medical schools and selected other health science schools. For the 2016–17 survey, all HSCP faculty were excluded from UC’s data.