

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)		(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Alabama																				
Auburn U	8	I	PU	137.7	99.8	83.5	43.4	59.9	68.0	98.5	99.2	87.2	13.0	7.4	P	50.4	24.7	24.9		
Birmingham Southern Coll		IIB	PR	80.3	75.5	61.4	46.6	45.9		69.0	100.0	74.7	5.0	11.2	F	59.6	21.2	19.2		
Samford U	7	IIA	PR	107.2	79.7	69.8	54.5			84.6	100.0	87.0	10.3	12.6	F	48.9	23.6	27.4		
Troy U	7	IIA	PU	85.0	70.4	66.3		52.9	78.0	65.7	99.4	82.5	12.0	1.3	P	43.4	21.3	35.2		
U of Alabama	7	I	PU	153.4	100.1	81.0	55.3			95.5	99.2	87.9	16.0	8.3	P	41.2	27.4	31.5		
U of Alabama at Birmingham	7	I	PU	144.2	97.6	84.9	69.3			101.5	100.0	100.0	15.9	7.1	O	46.6	18.2	35.2		
U of Alabama in Huntsville	1	I	PU	128.5	94.1	78.0	68.5	53.1		87.4	100.0	72.5	15.9	11.9		45.2	19.8	35.0		
U of Montevallo		IIA	PU	81.1	70.0	60.6	55.6			69.5	100.0	88.7	12.9	14.1	F	63.5	27.0	9.4		
U of North Alabama	7	IIA	PU	93.4	77.9	67.3	54.1	58.4		75.4	97.0	97.0	12.1	8.3	F	51.9	27.8	20.4		
U of South Alabama	6	I	PU	89.4	71.0	65.8	49.7			67.7	100.0	86.3	10.6	13.3		34.1	21.6	44.3		
U of West Alabama	1	IIA	PU	76.3	63.7	52.8	42.7	33.7		58.3	93.3	35.3	13.8	31.9		47.1	22.7	30.3		
Alaska																				
U of Alaska Anchorage	29	IIA	PU	105.3	88.8	71.1		58.4		83.1	50.5	50.5	16.5	13.5	F	72.7	26.7	0.6		
U of Alaska Fairbanks		I	PU	107.0	86.4	73.8		63.5		87.1	59.3	59.3	16.4	13.4	F	53.5	13.3	33.2		
U of Alaska Southeast		IIA	PU	88.7	80.0	67.2		—		75.7	57.3	57.3	1.5	12.6	F	50.0	14.6	35.4		
Arizona																				
Arizona St U-Downtown Phoenix	7	I	PU	134.8	95.8	75.4	48.1	58.7	—	86.9	95.9	86.4	8.9	7.3	P	27.4	11.1	61.5		
Arizona St U-Poly	7	IIA	PU	138.2	97.5	81.8	47.1	59.7		82.1	95.6	93.3	8.8	11.3	P	35.0	16.1	48.9		
Arizona St U-Tempe	7	I	PU	153.2	111.2	91.2	50.6	68.9	63.9	106.4	95.9	92.7	8.4	8.8	P	46.4	16.7	37.0		
Arizona St U-West	7	IIA	PU	147.8	95.3	73.9	47.0	59.4		85.7	94.5	91.4	9.1	10.6	P	38.8	13.7	47.4		
Embry-Riddle Aero U-PreScott	1	IIB	PI	112.1	90.7	76.1	61.8			83.1	100.0	100.0	8.6	13.8	F	34.5	33.8	31.7		
Northern Arizona U		I	PU	108.8	79.0	66.9	49.7			76.0	96.4	93.3	8.2	15.6	PC	35.7	11.6	52.6		
U of Arizona	31	I	PU	143.6	99.8	83.3	47.5	65.3	116.9	105.3	99.2	93.4	7.7	10.3	P	52.6	19.6	27.9		
Arkansas																				
Harding U	7	IIA	PR	79.3	70.2	62.4	50.2	39.2		67.1	84.5	82.4	9.2	9.1	O	0.0	0.0	100.0		
Henderson St U	7	IIA	PU	72.6	70.3	57.4	49.4			63.8	100.0	100.0	5.8	6.9		43.3	32.6	24.2		
Hendrix Coll		IIB	PR	80.0	68.0	62.3	49.8			69.7	100.0	91.7	7.2	15.0	O	65.6	19.8	14.6		
John Brown U	7	IIA	PI	70.3	63.8	57.4	—			63.2	100.0	96.5	6.6	16.0	O	0.0	0.0	100.0		
Lyon Coll		IIB	PR	74.9	61.3	54.7	51.3			59.7	100.0	88.0	2.4	12.9	F	52.0	36.0	12.0		
Ouachita Baptist U		IIB	PR	65.3	59.1	52.7	45.2	38.8		57.5	99.0	93.8	6.5	13.8	F	63.5	19.8	16.7		
Southern Arkansas U Main Campus	1	IIA	PU	81.0	70.0	59.6	46.9			61.3	100.0	100.0	10.1	14.4	F	37.3	31.1	31.7		
U of Arkansas	7	I	PU	136.3	96.9	85.0	57.2	59.0		92.0	99.6	92.3	9.2	8.7	O	46.7	19.6	33.7		
U of Central Arkansas	6	IIA	PU	83.5	69.0	64.7	55.4	50.4	44.4	64.8	98.9	95.8	10.9	10.6		44.5	22.5	32.9		
California																				
Biola U		I	PR	107.1	87.9	73.5	62.1	—		89.3						42.5	41.8	15.8		
California Inst of Tech	7	I	PI	215.8	—	137.2	53.3	108.0	75.7	189.0	95.4	92.9	11.6	5.6	O	74.6	13.1	12.3		
California Poly St U-San Luis Obispo	7	IIA	PU	113.9	99.4	88.0		72.5	129.9	95.8	100.0	100.0	4.3	15.1	P	50.2	25.4	24.4		
California St Poly U-Pomona	7	IIA	PU	116.2	97.8	88.0		67.7		97.0	100.0	100.0	4.2	14.9	P	53.1	29.1	17.8		
California St U Maritime Academy		IIB	PU	117.0	98.8	83.5		67.5		91.3	100.0	100.0	5.0	16.3	P	49.3	28.2	22.5		
California St U-Bakersfield	7	IIA	PU	112.8	97.6	82.6		65.6		86.8	100.0	100.0	4.9	15.7	P	37.4	32.1	30.5		
California St U-Channel Islands	7	IIA	PU	120.7	102.8	88.2		69.4		90.4	100.0	100.0	5.1	14.7	P	33.9	29.7	36.4		
California St U-Chico	7	IIA	PU	106.7	91.3	79.3		64.2		87.9	100.0	100.0	3.9	16.1	P	50.0	29.8	20.2		
California St U-Dominguez Hills	7	IIA	PU	114.9	102.5	84.1		65.6		88.9	100.0	100.0	4.6	14.5	P	38.5	29.8	31.8		
California St U-East Bay	7	IIA	PU	112.7	98.8	84.7		64.9		93.7	100.0	100.0	4.0	15.8	P	50.4	34.7	14.9		
California St U-Fresno	7	IIA	PU	109.0	93.7	80.4		64.9	128.3	87.2	100.0	100.0	4.2	16.5	P	44.3	30.4	25.3		
California St U-Fullerton	7	IIA	PU	110.6	99.3	90.0		66.5		94.1	100.0	100.0	3.8	15.5	P	54.8	23.6	21.5		
California St U-Long Beach	7	IIA	PU	112.2	98.4	87.8		70.2	—	93.5	100.0	100.0	3.3	14.3	P	51.7	21.4	26.9		
California St U-Los Angeles	7	IIA	PU	112.1	97.1	89.9		62.1		92.3	100.0	100.0	4.0	14.2	P	49.8	25.8	24.4		
California St U-Monterey Bay	7	IIA	PU	113.2	95.0	84.6		58.5		88.1	100.0	100.0	5.3	14.5	P	41.0	36.6	22.5		
California St U-Northridge	7	IIA	PU	107.6	94.1	86.3		66.4	154.4	94.5	100.0	100.0	3.6	15.0	P	60.9	22.7	16.4		
California St U-Sacramento	7	IIA	PU	105.2	92.6	80.6		63.9	126.0	89.2	100.0	100.0	3.6	16.1	P	51.7	30.2	18.1		
California St U-San Bernardino	7	IIA	PU	110.6	92.6	79.5		61.7		88.9	100.0	100.0	4.2	15.3	P	50.6	25.6	23.8		
California St U-San Marcos	7	IIA	PU	114.0	97.0	87.6		66.2	—	91.2	100.0	100.0	4.0	15.2	P	48.0	24.2	27.8		

*Data revised or received after initial publication on April 8, 2020.

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(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.8	6.2	5.1	2.9	302	223	194	33	101	171	181	33	1,425	141.0	103.5	87.1	44.8	127.8	94.8	79.6	42.0	90.7	91.6	91.4	80.6
0.0	2.4	0.4	1.2	27	13	6	3	11	9	15	6	99	81.6	73.4	60.6	49.0	77.1	78.4	61.8	45.4	94.5	106.8	101.9	89.0
3.6	3.1	2.5	3.2	87	39	48	8	51	39	71	25	368	112.3	79.8	69.8	54.2	98.3	79.7	69.8	54.7	87.5	100.0	99.9	84.8
2.3	1.9	3.7		49	87	59		13	57	95		525	84.7	72.5	69.4		86.4	67.1	64.4		102.0	92.7	92.8	88.0
2.4	3.3	3.3	2.3	224	187	231	136	82	145	211	186	1,402	159.4	106.1	84.7	54.8	137.0	92.5	77.1	55.8	85.9	87.1	91.0	77.4
4.5	4.8	5.8	4.6	123	120	90	42	78	94	144	78	769	148.6	96.9	90.3	68.9	137.1	98.5	81.5	69.6	92.3	101.6	90.3	86.3
2.3	2.8	3.0	3.3	60	70	40	1	15	31	57	15	363	130.4	99.4	80.5	—	120.8	82.1	76.3	68.4	92.6	82.6	94.8	73.8
2.0	2.8	2.7	8.0	31	25	21	3	19	23	27	10	159	82.5	75.7	61.4	59.0	78.8	63.7	59.9	54.5	95.5	84.2	97.5	87.7
4.0	5.5	5.4	10.2	44	41	34	3	28	33	40	2	270	97.3	80.9	69.8	54.8	87.3	74.3	65.1	—	89.7	91.9	93.4	87.0
0.4	0.7	0.3	1.3	70	64	100	34	31	61	128	87	575	92.4	73.7	66.3	49.2	82.5	68.1	65.4	49.8	89.3	92.5	98.5	87.0
1.0	1.7	3.0	1.2	14	12	13	8	10	21	26	11	119	77.6	66.4	54.7	41.6	74.5	62.2	51.8	43.4	96.0	93.6	94.7	90.8
0.5	1.7	1.5		66	74	92		50	63	108		491	111.6	90.4	72.6		96.9	87.0	69.8		86.9	96.3	96.1	90.6
1.8	2.0	2.4		97	87	68		48	59	65		467	111.0	88.0	74.4		98.9	84.1	73.3		89.1	95.6	98.5	90.6
0.0	1.9	2.6		15	14	26		6	16	18		96	87.5	77.0	65.3		91.5	82.7	69.8		104.6	107.5	106.8	104.3
2.7	4.2	4.0	3.0	76	37	38	32	77	79	82	55	605	152.1	106.8	80.3	48.5	117.8	90.7	73.1	47.9	77.5	85.0	91.1	77.8
2.2	3.9	3.8	2.7	17	33	21	12	5	19	14	23	180	141.7	98.7	87.0	46.9	126.3	95.4	74.1	47.2	89.1	96.6	85.2	79.4
1.9	3.4	3.7	2.8	458	323	258	95	177	194	228	124	2,194	157.6	113.9	96.4	52.2	141.9	106.7	85.2	49.4	90.0	93.7	88.3	80.0
4.4	5.1	4.2	1.9	30	36	17	14	20	40	58	33	291	154.6	96.8	83.2	46.5	137.5	93.9	71.1	47.3	88.9	97.0	85.5	76.9
2.3	2.9	4.4	4.2	16	27	48	12	5	6	19	6	139	115.5	91.0	78.6	64.8	101.3	89.5	69.8	55.7	87.7	98.4	88.9	87.4
2.9	4.3	3.7	5.6	172	104	175	103	119	101	239	138	1,151	113.9	82.1	69.7	50.6	101.4	75.8	64.9	49.0	89.0	92.3	93.2	85.6
2.2	1.9	1.9	6.4	453	250	254	38	204	184	256	38	1,866	145.6	101.0	87.9	46.8	139.1	98.1	78.9	48.2	95.5	97.2	89.7	85.8
-0.4	0.7	0.3	0.3	54	57	59	8	7	41	50	15	296	79.8	69.7	64.6	54.9	75.6	70.9	59.8	47.7	94.8	101.7	92.6	89.5
3.2	3.6	3.9	4.0	40	18	21	8	14	21	42	14	178	72.4	74.3	55.8	49.8	73.1	66.8	58.2	49.2	100.9	89.9	104.2	91.5
0.5	1.6	0.8	0.0	22	15	9	4	16	11	14	5	96	81.3	67.0	62.1	50.1	78.3	69.4	62.5	49.4	96.3	103.6	100.6	96.0
0.2	0.6	1.1	—	23	26	9	2		9	17		86	70.3	64.3	57.2	—		62.2	57.4			96.8	100.4	90.9
1.0	1.0	1.8	1.0	7	13	10	1	1	4	9	5	50	76.0	61.1	55.0	—	—	62.0	54.2	51.5	—	101.5	98.6	89.8
0.8	0.9	1.0	4.1	28	12	8	5	7	15	10	6	96	66.2	63.6	54.3	45.1	61.5	55.5	51.4	45.3	92.9	87.3	94.6	88.5
3.0	3.4	2.2	1.2	12	23	32	19	7	15	31	22	161	81.8	73.0	61.3	48.0	79.6	65.4	57.9	45.9	97.3	89.5	94.5	90.0
2.3	2.8	3.4	3.4	243	178	135	115	68	93	98	172	1,206	140.2	98.0	90.3	57.2	122.2	94.6	77.5	57.3	87.2	96.5	85.9	75.6
0.6	1.9	1.6	1.8	67	78	64	12	33	60	66	55	550	86.7	69.5	67.1	61.8	77.1	68.3	62.3	54.0	89.0	98.3	92.9	86.2
2.0	2.0	2.0	2.0	63	81	19	3	7	65	26	8	273	107.0	88.3	73.4	62.9	108.0	87.4	73.5	61.9	100.9	99.0	100.2	89.8
3.4	12.1	8.3	3.3	210	1	30	10	51	1	14	5	350	217.1	—	139.7	53.7	210.4	—	131.8	52.5	96.9	—	94.3	87.6
2.5	5.0	4.4		235	89	103		95	52	98		894	115.2	101.4	90.9		110.8	96.1	84.9		96.2	94.8	93.5	92.8
2.3	4.2	4.5		155	53	101		97	44	76		640	117.1	97.6	90.7		114.6	98.0	84.5		97.8	100.4	93.3	94.9
4.1	3.1	5.8		12	15	13		4	3	8		71	117.3	99.9	87.0		116.2	93.2	77.8		99.0	93.3	89.4	88.8
1.8	3.2	3.1		47	25	58		30	19	42		318	116.0	98.2	83.5		107.7	96.8	81.5		92.9	98.6	97.6	92.8
2.6	2.3	4.2		30	11	25		24	15	45		236	121.4	104.6	90.9		119.8	101.5	86.8		98.7	97.1	95.4	95.7
2.2	4.2	3.3		114	40	68		74	43	84		530	110.0	90.8	81.4		101.6	91.8	77.7		92.3	101.1	95.4	90.9
2.7	3.1	3.8		60	24	44		43	38	66		403	118.1	105.0	86.3		110.4	100.9	82.7		93.5	96.1	95.8	93.1
2.6	3.7	3.7		68	37	61		58	37	65		383	114.3	100.8	88.9		110.8	96.8	80.8		96.9	96.0	91.0	91.8
2.4	3.8	3.6		154	61	113		74	67	114		787	109.6	94.9	81.5		107.7	92.7	79.4		98.2	97.7	97.5	89.9
2.5	3.6	4.1		200	105	103		148	115	119		1,007	112.1	101.1	95.0		108.6	97.7	85.6		96.9	96.6	90.1	92.3
2.5	3.9	4.1		212	86	94		169	91	133		1,077	113.5	99.0	88.9		110.6	97.9	87.1		97.5	98.9	98.0	94.4
2.5	4.6	4.5		144	36	75		112	48	100		681	113.4	98.2	88.7		110.4	96.3	90.7		97.3	98.1	102.2	95.5
2.2	5.4	3.5		34	15	33		28	20	46		227	115.8	95.8	85.6		110.0	94.5	83.8		95.0	98.6	97.8	94.3
2.5	4.0	4.0		212	74	93		182	92	91		902	108.5	96.7	87.8		106.5	92.0	84.9		98.2	95.1	96.7	95.2
2.3	5.3	3.8		181	53	104		151	46	139		830	106.2	95.4	82.2		103.9	89.4	79.4		97.9	93.7	96.7	92.8
2.5	6.4	5.4		112	31	59		80	36	66		504	113.7	91.5	80.0		106.4	93.5	79.1		93.6	102.1	98.8	91.4
2.3	4.1	3.4		55	45	41		56	36	49		392	116.3	100.9	88.7		111.7	92.0	86.7		96.1	91.2	97.7	88.9

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		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
California St U-Stanislaus	7	IIA	PU	106.9	93.6	79.5		60.7		87.4	100.0	100.0	4.1	16.9	P	51.5	24.5	23.9	
Chapman U	7	IIA	PR	155.7	107.3	94.7	72.5		122.7	115.6	100.0	92.3	7.8	12.9	F	46.4	18.9	34.7	
Claremont Graduate U		I	PI	150.8	108.6	108.0				129.8	100.0	100.0	10.0	9.1	P	67.4	10.1	22.5	
Claremont McKenna Coll		IIB	PI	177.2	125.3	112.2	80.1			140.4	100.0	100.0	10.3	6.7	O	75.0	15.5	9.5	
Dominican U of California		IIA	PI	112.8	89.1	79.5				89.5						39.3	33.6	27.1	
Fresno Pacific U		IIA	PR	80.5	75.7	69.2	51.0			72.5	100.0	100.0	7.3	1.5		29.2	70.8	0.0	
Fuller Theo Sem	1	I	PR	82.6	73.1	55.8	—			70.9	100.0	91.3	3.4	16.5	P	53.6	27.5	18.8	
Harvey Mudd Coll		IIB	PI	157.3	119.2	96.1	69.6			130.4	99.1	100.0	12.1	8.7	O	67.9	24.5	7.5	
Holy Names U		IIA	PR	76.1	76.0	76.5	74.6			76.0						39.5	11.6	48.8	
Humboldt St U	7	IIA	PU	107.2	91.0	78.6		64.0		88.5	100.0	100.0	3.9	16.1	P	54.5	27.1	18.5	
Mount Saint Mary's U	25	IIA	PR	92.1	78.5	78.1	57.4			79.7	100.0	100.0	10.0	14.8	FC	43.1	20.8	36.2	
National U		IIA	PI	127.2	94.4	77.9	71.7			107.3	100.0	100.0	6.0	11.2	P	0.0	0.0	100.0	
Occidental Coll		IIB	PI	135.1	98.2	83.7	67.0			101.9	94.9	84.1	10.1	9.9	F	57.9	17.4	24.6	
Otis Coll of Art and Design		IIB	PI	79.8	74.5	59.0				70.6	90.6	100.0	8.4	4.4	F	0.0	0.0	100.0	
Pepperdine U		I	PR	145.9	120.9	94.8	66.7	85.8	77.4	113.4	89.8	88.5	9.7	13.1	O	48.0	17.3	34.8	
Pitzer Coll	7	IIB	PI	138.7	106.4	82.4		75.0	70.2	114.3	100.0	85.2	11.7	9.8	PC	75.0	13.6	11.4	
Point Loma Nazarene U		IIA	PR	105.5	86.6	70.9				93.9	89.3	100.0	8.1	10.0	P	47.7	43.0	9.4	
Pomona Coll		IIB	PI	161.2	119.6	97.5	70.1			129.8	97.0	100.0	10.2	7.0	PC	72.7	17.2	10.1	
Saint Mary's Coll of California		IIA	PR	123.4	99.6	87.0	82.1			103.2	100.0	67.0	8.1	19.0	F	60.4	25.9	13.7	
San Diego St U	7	I	PU	122.4	102.6	94.4		69.0		100.5	100.0	100.0	3.9	14.0	P	56.4	22.9	20.7	
San Francisco St U	7	IIA	PU	117.1	100.1	92.3		65.5	—	99.1	100.0	100.0	3.1	9.8	P	59.3	23.2	17.5	
San Jose St U	7	IIA	PU	116.1	101.9	89.8		68.8	147.0	96.7	100.0	100.0	4.1	14.5	P	50.0	29.9	20.1	
Scripps Coll		IIB	PI	146.4	104.1	83.8	68.6		—	105.1	100.0	100.0	12.3	8.5	P	57.8	29.4	12.7	
Sonoma St U	7	IIA	PU	109.3	89.7	81.0		67.5		94.5	100.0	100.0	3.3	15.9	P	61.6	26.8	11.6	
Stanford U	7	I	PI	261.9	167.7	138.8		201.8		219.5	92.6	96.6	9.3	7.2	F	75.0	22.8	2.1	
U of California-Berkeley	13	I	PU	213.1	142.8	118.2		94.0	90.1	167.8						68.0	15.0	17.1	
U of California-Davis	13	I	PU	182.6	125.3	107.9		86.8	—	145.8						65.0	18.6	16.4	
U of California-Irvine	13	I	PU	189.2	125.6	106.2		98.1		146.7						68.1	19.7	12.2	
U of California-Los Angeles	13	I	PU	225.0	148.9	111.1		89.8	105.1	173.4						63.5	14.0	22.5	
U of California-Merced	13	I	PU	163.4	118.1	102.4		67.9		104.6						38.2	31.3	30.5	
U of California-Riverside	13	I	PU	176.5	116.9	98.0		82.2	81.3	128.4						58.7	27.8	13.5	
U of California-San Diego	13	I	PU	191.5	130.8	112.7		92.4		148.8						64.9	21.8	13.3	
U of California-Santa Barbara	13	I	PU	200.2	122.1	108.4		93.5	—	151.9						65.2	19.7	15.1	
U of California-Santa Cruz	13	I	PU	178.2	119.0	103.3		92.8	86.2	140.1						67.7	24.1	8.1	
U of Redlands		IIA	PI	112.5	90.9	79.3		77.8	56.4	95.4	100.0	73.3	9.1	9.6	O	67.7	10.6	21.7	
U of San Diego		IIA	PR	143.2	102.5	86.8	83.0			113.2	100.0	84.1	12.0	8.1	F	60.4	18.9	20.7	
U of San Francisco		I	PR	166.3	125.2	106.7	97.2			131.8	100.0	100.0	11.0	14.4	F	55.2	19.0	25.8	
U of Southern California	7	I	PI	189.5	117.9	103.2	83.6	72.0		137.8	100.0	100.0	9.9	18.3	F	43.5	11.7	44.8	
Westmont Coll		IIB	PR	107.4	86.0	73.9	—			94.5	89.5	93.7	7.2	15.0	O	63.2	25.3	11.6	
Whittier Coll		IIB	PI	105.9	85.8	63.6	55.4	73.1		82.6	70.7	77.6	9.6	11.9	O	58.6	17.2	24.1	
Colorado																			
Adams St U		IIA	PU	68.1	64.2	61.4			48.1	56.7	99.0	93.2	13.6	17.8		36.9	14.6	48.5	
Colorado Coll		IIB	PI	141.2	106.7	87.6	63.9	67.8		107.1	95.2	98.1	10.2	10.1	O	58.9	29.2	12.0	
Colorado School of Mines		I	PU	148.0	111.1	94.9	86.2	73.4		112.4	100.0		20.5		P	50.8	20.1	29.1	
Colorado St U-Fort Collins	7	I	PU	135.4	99.9	83.3	59.1			100.8	100.0	100.0	14.0	10.6		52.4	21.9	25.7	
Fort Lewis Coll		IIB	PU	83.7	71.2	59.3	48.3			68.4	100.0	100.0	13.3	16.6	P	51.2	34.5	14.3	
U of Colorado Boulder	37	I	PU	150.7	107.0	101.9	73.5			111.3	100.0	96.2	10.0	11.5	O	53.2	21.8	25.0	
U of Colorado Colorado Springs	1	IIA	PU	118.0	91.2	76.5	52.8			76.2	100.0	94.0	7.7	8.0	O	34.0	26.0	40.0	
U of Colorado Denver		I	PU	155.9	112.4	103.3	73.0			109.9	99.5	97.5	9.3	8.8		41.6	13.9	44.5	
U of Denver	7	I	PI	145.8	107.5	87.7		66.5		103.6	78.5	82.3	8.5	9.0		47.6	17.3	35.1	
U of Northern Colorado	7	I	PU	87.6	64.5	58.4	44.9	50.1		70.0	99.8	87.3	10.4	11.3	F	58.3	18.3	23.3	
Connecticut																			
Albertus Magnus Coll		IIA	PR	81.3	78.5	68.2		52.7		72.5	67.9	100.0	9.4	8.4	FC	12.5	0.0	87.5	
Central Connecticut St U	19	IIA	PU	110.3	88.2	72.4	60.9			94.0	99.1	96.6	39.3	20.3	F	71.6	23.0	5.5	
Connecticut Coll		IIB	PI	116.8	88.9	75.4	55.2	68.1		89.9	87.5	85.4	10.5	12.6		59.9	16.7	23.4	
Fairfield U*		IIA	PR	136.5	105.4	93.6	81.6			104.6	100.0	100.0	8.1	13.5	O	56.9	18.1	25.0	
Quinnipiac U	14	IIA	PI	135.0	98.8	89.2	78.6			104.7	96.2		6.0		O	48.1	16.8	35.1	
Trinity Coll		IIB	PI	136.3	101.2	83.4		69.6	64.2	97.7	91.5	87.4	9.8	10.2	O	50.2	16.1	33.6	

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.7	4.6	4.4		79	33	37		55	20	46		355	107.3	94.1	82.0		106.2	92.8	77.5		99.0	98.6	94.5	93.6
3.5	4.1	3.1	5.0	112	81	88	17	47	68	103	10	530	166.2	114.0	95.5	76.0	130.8	99.3	94.0	66.5	78.7	87.0	98.4	80.9
1.2	3.6	2.4		32	10	9		13	18	7		89	156.9	114.8	110.6		135.9	105.1	104.5		86.7	91.6	94.5	82.3
2.8	2.5	2.9		44	30	12	7	17	20	11	7	148	178.7	132.9	122.0	89.9	173.4	114.0	101.6	70.3	97.0	85.8	83.3	82.9
3.4	9.0	3.5		12	7	28		15	10	35		107	116.8	103.6	78.0		109.7	78.9	80.8		94.0	76.2	103.6	95.6
2.2	2.1	4.5	2.0	11	30	12	2	5	15	26	5	106	78.8	74.2	62.5	—	84.0	78.6	72.3	48.5	106.6	106.0	115.8	101.4
8.1	1.1	-4.0		16	17	11		6	9	9	1	69	84.8	68.4	53.1		76.8	82.0	59.1	—	90.6	119.9	111.2	101.6
3.4	4.7	5.2		40	9	15		15	11	9	7	106	161.7	126.3	93.5		145.3	113.4	100.5	69.6	89.8	89.7	107.5	81.5
				3	9	3	2	3	6	14	3	43	99.6	77.7	73.7	—	52.7	73.6	77.0	71.7	52.9	94.7	104.6	89.9
2.4	3.8	4.1		62	22	31		42	36	45		292	107.6	93.7	80.5		106.6	89.3	77.2		99.1	95.3	96.0	91.4
0.0	0.5	0.4	2.0	11	10	12	5	19	23	44	6	130	92.3	76.6	78.9	61.0	92.0	79.3	77.9	54.4	99.8	103.4	98.7	99.8
-11.0	-9.5	-29.0	-26.0	64	27	16	5	47	37	20	4	220	129.1	94.1	78.2	68.0	124.4	94.7	77.6	76.3	96.4	100.6	99.2	93.8
3.3	5.7	5.5	4.3	36	19	15	27	36	25	16	21	195	136.1	100.6	84.4	66.5	134.1	96.4	83.1	67.7	98.6	95.7	98.5	100.1
-10.0	-3.7	-3.6		6	9	8		10	9	11		53	81.0	77.6	60.0		79.1	71.3	58.3		97.8	91.9	97.2	95.6
0.9	3.3	4.1	8.2	93	37	49	20	45	42	55	22	400	150.9	133.5	103.7	62.7	135.5	109.8	86.9	70.3	89.8	82.3	83.9	82.4
2.7	4.2	5.1		21	11	2		20	14	10		88	143.1	108.4	—		134.0	104.9	83.2		93.7	96.8	—	87.5
3.3	3.6	2.9		49	18	8		29	28	17		149	106.7	86.3	71.0		103.5	86.8	70.9		97.0	100.5	99.7	91.5
2.6	4.8	7.1	5.6	48	32	19	8	40	26	15	10	198	166.6	118.6	98.2	79.2	154.7	120.9	96.5	62.7	92.9	102.0	98.3	93.9
3.3	3.9	9.1		38	28	10	11	35	45	27	18	212	124.7	102.1	92.5	83.1	122.1	98.0	84.9	81.4	97.9	96.0	91.8	91.8
3.5	4.6	4.3		202	129	109		123	97	104		963	124.9	103.5	98.1		118.2	101.5	90.4		94.6	98.1	92.2	89.8
2.6	4.7	3.9		188	73	66		160	96	133		870	119.4	101.6	93.9		114.3	98.9	91.5		95.8	97.3	97.4	96.4
2.4	5.1	3.9		163	51	114		129	84	137		852	117.7	99.5	91.4		114.1	103.4	88.5		96.9	103.9	96.7	94.8
3.6	3.2	4.1	7.0	10	16	11	7	18	15	19	5	102	149.6	104.5	84.8	70.3	144.6	103.8	83.2	66.2	96.7	99.3	98.2	101.3
2.2	6.7	5.0		73	20	25		62	19	45		276	110.1	90.6	81.1		108.4	88.7	81.0		98.5	97.9	99.9	96.1
3.4	5.0	6.2		524	130	130		148	74	87		1,117	264.9	171.8	143.3		251.0	160.4	132.1		94.7	93.4	92.1	85.4
				605	173	152		226	134	105		1,629	217.0	148.7	121.7		202.7	135.3	113.2		93.4	91.0	93.0	81.4
				541	154	174		271	131	148		1,621	187.2	127.7	108.2		173.5	122.6	107.5		92.7	96.0	99.3	86.9
				421	127	118		179	119	115		1,303	193.4	126.9	105.8		179.4	124.3	106.5		92.8	97.9	100.6	85.6
				640	134	208		312	114	158		1,810	231.8	155.1	113.1		211.2	141.5	108.5		91.1	91.3	95.9	83.1
				48	38	61		27	26	50		387	170.9	118.8	104.9		150.2	117.2	99.3		87.9	98.6	94.6	85.7
				252	113	157		83	87	105		925	178.5	117.2	100.1		170.7	116.5	94.9		95.7	99.4	94.8	85.5
				469	126	137		124	77	115		1,272	196.8	134.1	116.6		171.4	125.5	108.0		87.1	93.6	92.6	76.7
				344	82	117		160	72	89		1,049	207.6	125.4	111.4		184.3	118.4	104.6		88.8	94.5	93.9	80.8
				192	66	78		98	61	69		626	180.9	117.4	106.2		173.1	120.7	99.9		95.7	102.8	94.1	88.4
2.8	1.8	5.0		57	20	8		61	16	10		217	116.3	92.5	80.2		108.9	89.0	78.5		93.6	96.2	97.9	92.1
3.0	1.4	3.7	2.5	120	67	59	21	80	78	67	16	508	153.9	104.3	88.6	85.5	127.1	101.0	85.2	79.7	82.6	96.8	96.1	85.4
6.4	7.0	5.0	3.7	89	64	56	8	61	94	93	4	469	169.1	125.6	107.8	95.8	162.2	125.0	106.0	100.0	95.9	99.5	98.4	91.9
3.5	4.2	4.8		597	321	258	3	265	284	223	4	2,191	198.3	122.6	107.6	108.3	169.6	112.5	98.2	65.0	85.5	91.8	91.3	79.3
2.1	3.0	3.9	—	38	9	6	1	13	13	14	1	95	109.2	87.0	74.8	—	102.4	85.3	73.5	—	93.8	98.0	98.1	85.4
2.5	2.7	2.9	2.5	17	20	17		12	23	19	3	116	106.0	87.3	62.2		105.7	84.6	64.8	55.4	99.7	96.9	104.2	94.7
1.8	2.8	2.6		11	5	9		11	8	9		103	70.0	59.5	61.8		66.2	67.1	61.1		94.5	112.7	98.8	95.2
3.9	4.5	4.5	2.3	40	29	23	13	26	29	37	9	209	145.7	108.9	86.5	63.6	134.3	104.5	88.3	64.4	92.1	96.0	102.2	91.0
2.9	3.0	12.5	7.1	81	50	38	40	18	21	16	37	313	148.7	112.6	95.7	89.0	145.0	107.4	93.1	83.1	97.5	95.4	97.4	85.0
5.0	6.6	5.9	8.0	329	191	193	91	147	161	218	123	1,453	140.4	102.8	87.3	64.4	124.3	96.5	79.7	55.2	88.6	93.9	91.2	81.1
3.0	5.2	3.3	3.0	30	13	26	11	29	17	29	13	168	87.7	73.8	58.0	48.1	79.5	69.2	60.4	48.4	90.7	93.8	104.0	94.7
2.8	3.3	2.8	5.9	366	207	187	205	134	168	134	194	1,595	152.9	110.3	106.8	76.2	144.7	102.8	95.1	70.6	94.7	93.2	89.0	84.5
4.0	4.2	3.8	4.0	50	44	56	72	20	40	62	109	453	123.2	92.8	80.4	52.8	105.0	89.4	73.0	52.8	85.3	96.3	90.7	82.7
2.5	4.0	3.8	4.4	115	162	106	100	78	128	143	115	947	159.1	109.6	105.7	70.6	151.4	116.0	101.6	75.0	95.2	105.9	96.1	95.5
3.6	4.5	4.1		127	103	72		68	106	81		735	146.5	111.3	93.9		144.4	103.8	82.2		98.5	93.2	87.5	86.2
0.0	1.0	0.6	4.2	108	54	50	3	79	56	69	5	480	90.5	67.6	60.7	43.3	83.5	61.6	56.7	45.9	92.3	91.1	93.3	86.3
2.0	2.0	2.0		11	5	13		7	3	12		56	81.0	79.9	68.4		81.7	76.2	68.0		100.9	95.4	99.4	92.6
5.2	5.7	6.1		120	74	50	2	76	63	51	4	440	110.6	87.8	72.6	—	109.7	88.5	72.3	59.8	99.1	100.8	99.7	96.1
3.0	4.0	3.8	2.0	32	29	12	11	29	30	23	10	192	121.7	90.7	77.8	55.8	111.4	87.2	74.1	54.7	91.6	96.1	95.3	91.2
3.8	4.2	4.7	5.8	38	44	22	29	35	52	37	47	304	139.2	109.0	99.1	82.0	133.5	102.3	90.3	81.4	95.9	93.8	91.0	91.1
1.2	2.2	2.7	3.3	66	51	51	11	54	84	78	21	416	143.1	102.3	92.6	87.1	125.1	96.6	86.9	74.1	87.4	94.5	93.8	86.2
2.0	2.7	3.5		45	26	17		17	33	19		223	138.2	100.0	85.0		131.3	102.1	81.9		95.0	102.1	96.4	90.3

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)			(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT			
Connecticut (continued)																					
U of Bridgeport		IIA	PI	100.7	81.1	71.0		78.9		80.7								52.7	19.6	27.7	
U of Connecticut	7	I	PU	159.3	106.1	88.7	83.8	83.6		117.3	100.0	100.0	6.5	16.1	F			58.2	17.1	24.7	
U of Hartford	7	IIA	PI	101.9	78.7	72.5	65.7			80.2	95.3	62.5	8.0	12.8	F			53.7	24.3	22.0	
U of New Haven	7	IIA	PI	139.5	106.9	83.6	79.7	74.6		97.0	100.0	87.2	9.0	12.0	O			43.0	22.6	34.3	
U of Saint Joseph	7	IIA	PR	98.6	81.2	72.6	59.4			77.7	87.7	71.0	11.2	13.3	F			40.6	29.7	29.7	
Wesleyan U		IIA	PI	160.2	111.2	93.0			84.3	113.6	100.0	88.9	9.9	20.9	O			50.0	20.9	29.1	
Yale U	7	I	PI	242.2	145.7	120.3	115.6	87.2		176.2	94.1	87.4	10.8	7.2	O			49.3	19.8	30.9	
Delaware																					
U of Delaware	7	I	PU	163.8	113.4	96.6	79.7			123.0	100.0	100.0	11.0	12.4	O			54.6	17.6	27.9	
District of Columbia																					
American U		I	PR	174.5	110.8	93.6	79.6			109.7	88.2	68.7	10.0	9.5	O			41.3	11.1	47.6	
Catholic U of America		I	PR	119.6	86.9	74.1	56.8			92.3	87.1	61.9	9.1	7.4				56.4	18.1	25.5	
Gallaudet U		IIA	PI	123.6	97.1	83.1	72.3	68.2		98.9	100.0	100.0	13.0	14.4	F			57.2	27.8	15.0	
George Washington U	7	I	PI	187.6	119.0	102.6	84.3			133.1	95.6	74.7	9.5	7.7				53.1	13.2	33.7	
Georgetown U		I	PR	211.4	139.6	117.4			109.5	150.6	100.0	79.1	10.5	7.2	P			48.6	14.1	37.3	
Howard U	7	I	PI	120.6	90.3	82.1	61.3	52.2		90.0	99.7	84.1	7.5	11.9	F			58.5	19.8	21.7	
Florida																					
Bethune-Cookman U		IIA	PR	75.8	61.9	61.5	55.5			61.3	35.5	65.7	1.9	13.1				24.3	42.6	33.1	
Eckerd Coll		IIB	PR	95.3	76.8	69.3	48.1			76.2	94.2	94.2	9.9	14.9	O			53.5	25.2	21.3	
Embry-Riddle Aero U-Daytona Beach	1	IIA	PI	117.7	90.0	75.6	53.6			89.1	100.0	100.0	8.6	13.8	F			43.6	18.7	37.7	
Flagler Coll-St Augustine		IIB	PI	82.0	72.8	65.0	—			70.0	100.0	100.0	5.3	12.6	O			0.0	0.0	100.0	
Florida Ag and Mech U	7	IIA	PU	103.9	80.3	69.6	58.3			81.0	98.9	93.1	7.9	15.0				54.8	20.8	24.4	
Florida Atlantic U	1	I	PU	114.8	89.5	78.9	58.6			89.0	100.0	96.4	8.8	16.9				55.1	24.3	20.6	
Florida Gulf Coast U	7	IIA	PU	109.4	82.0	75.0	53.6	—		77.3	98.8	93.3	8.7	18.1	P			0.8	0.0	99.2	
Florida International U	7	I	PU	141.0	100.0	90.5	69.4	97.6	97.1	97.6	99.4	95.6	8.4	15.2				41.2	13.5	45.3	
Florida Southern Coll		IIA	PR	99.0	80.1	74.7	61.6			78.1	100.0	100.0	6.4	9.5	F			26.6	38.6	34.8	
Florida St U	7	I	PU	139.3	100.8	91.1			71.5	103.8	100.0	100.0	9.2	12.0	N			52.0	22.3	25.6	
Jacksonville U		IIA	PI	87.2	79.5	78.9	53.1			77.6	100.0	100.0	6.0	12.1	O			49.2	18.7	32.1	
Miami Dade Coll		III	PU	90.4	76.7	66.9	58.4			75.2	100.0	100.0	10.8	6.9				79.4	20.6	0.0	
New Coll of Florida		IIB	PU	99.1	77.2	65.3	55.1			78.3	100.0	100.0	8.7	17.2				55.1	34.7	10.2	
Rollins Coll		IIA	PI	102.6	89.0	70.9	—	64.4		84.6	100.0	100.0	11.7	13.2	F			52.4	25.8	21.8	
Southeastern U		IIA	PR	85.0	69.6	57.6	50.6	30.6		68.8	100.0	100.0	7.0	11.3	F			0.7	0.0	99.3	
Stetson U		IIA	PI	125.6	82.2	72.9			59.2	92.4	100.0	87.7	10.1	11.2	F			59.7	19.8	20.5	
U of Central Florida	7	I	PU	148.2	103.4	84.2	63.0	68.2		95.9	100.0	100.0	5.8	16.4	P			51.8	13.0	35.1	
U of Florida	7	I	PU	156.0	106.3	89.2		69.4		111.3	93.6	95.1	8.8	12.6	O			50.6	22.1	27.4	
U of Miami*	5	I	PI	171.8	118.2	101.0	105.9	67.8		116.3	97.1	93.3	8.0	10.7	O			47.6	13.6	38.8	
U of North Florida	7	IIA	PU	105.1	77.8	70.0	52.4	42.7	38.1	74.6	99.8	91.7	8.6	15.5	O			52.4	18.1	29.5	
U of South Florida-Main Campus	7	I	PU	135.6	96.4	87.6	62.1			95.3	99.2	94.9	9.3	12.1	N			48.5	15.5	36.0	
U of South Florida-Sarasota-Manatee	7	IIA	PU	130.3	104.1	74.9	64.4			83.9	100.0	92.0	9.2	13.3	N			35.2	13.6	51.1	
U of South Florida-St Petersburg	7	IIA	PU	124.5	90.7	65.0	63.3			86.8	99.3	95.1	9.2	11.9	N			50.7	21.8	27.5	
U of Tampa	7	IIA	PI	114.2	92.8	80.6	64.3	64.2		83.9	94.5	91.1	8.0	18.0	O			38.8	31.8	29.4	
U of West Florida	7	IIA	PU	107.8	83.9	74.6	56.9	58.1		79.8	100.0	91.8	9.0	17.6	P			42.9	21.3	35.8	
Georgia																					
Agnes Scott Coll	1	IIB	PR	98.7	79.5	70.9	57.9	—		82.7	90.2	82.6	8.1	16.4	O			65.2	18.5	16.3	
Berry Coll	1	IIA	PI	92.7	76.5	69.8	60.7	57.2		76.1	99.4	98.2	10.0	14.1				53.4	22.1	24.5	
Brenau U		IIA	PI	89.4	84.7	66.7	39.1			73.2	87.5	77.8	5.6	10.8	F			0.0	0.0	100.0	
Clark Atlanta U	7	IIA	PR	87.4	72.1	62.4	56.5	52.1	44.1	71.4	86.7	61.3	4.8	22.6	P			64.6	18.8	16.6	
Clayton St U	7	IIA	PU	77.8	68.0	63.1	55.7	54.6		67.0	100.0	83.6	13.4	14.3				56.8	17.7	25.5	
Columbus St U*		IIA	PU	86.2	73.2	63.8	57.4	47.7		70.6	100.0	86.4	14.1	13.7				51.2	27.5	21.3	
Covenant Coll		IIB	PR	82.7	64.0	56.8				73.0		100.0		10.2	F			55.0	45.0	0.0	
Emory U*	7	I	PR	186.4	125.2	112.3	72.4	77.8		138.7	100.0	100.0	10.2	14.9	O			56.3	19.8	23.9	
Georgia Coll & St U		IIA	PU	96.4	73.0	65.3		55.0		74.8	100.0	100.0	14.2	10.8	N			50.0	23.0	27.0	
Georgia Inst of Tech-Main Campus	7	I	PU	166.8	116.4	105.6		70.0		131.5	100.0	100.0	13.8	8.9				68.2	20.5	11.3	

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				15	33	18		7	24	25		148	103.0	83.3	71.8		95.8	78.2	70.5		93.0	93.9	98.2	92.0
5.4	6.9	7.4	7.4	328	264	226	12	163	213	206	22	1,487	162.7	110.2	92.6	92.6	152.4	101.1	84.5	78.9	93.7	91.7	91.2	85.1
1.4	2.5	2.2	2.3	59	56	30	41	25	48	48	34	341	101.6	78.3	76.2	67.2	102.7	79.3	70.1	64.0	101.1	101.3	92.0	92.8
5.6	4.5	3.4	2.1	37	45	37	5	10	25	26	4	265	143.1	110.5	82.9	78.3	126.3	100.6	84.7	81.4	88.3	91.0	102.1	86.8
1.9	2.3	2.2	2.0	11	15	13	2	9	27	50	11	138	98.0	82.6	70.2	—	99.2	80.4	73.2	57.6	101.2	97.4	104.3	92.3
3.9	4.3	5.2		78	35	36		30	46	43		378	164.1	111.3	94.3		150.0	111.2	92.0		91.4	99.9	97.6	86.2
4.0	6.8	4.7	1.6	444	85	94	15	164	75	93	3	1,239	246.1	148.1	129.2	114.6	231.6	142.9	111.3	121.0	94.1	96.5	86.2	76.8
2.9	3.8	4.8	3.9	312	211	185	25	138	172	212	72	1,327	166.8	116.9	98.7	88.2	157.0	109.0	94.7	76.8	94.1	93.2	96.0	83.9
1.2	3.3	3.7	3.6	124	85	74	139	65	81	76	192	836	176.4	111.9	95.7	86.8	170.9	109.6	91.6	74.3	96.9	97.9	95.8	83.1
1.1	1.4	1.0	0.3	85	87	65	3	30	59	45	7	381	118.3	89.0	78.3	56.1	123.2	83.8	67.9	57.0	104.2	94.2	86.7	89.3
				26	11	17	5	44	22	25	10	180	127.3	91.3	84.7	81.0	121.4	100.0	82.0	67.9	95.4	109.6	96.8	98.7
2.2	2.6	3.9	1.8	262	184	106	61	116	182	128	109	1,148	189.0	122.0	108.2	90.9	184.5	116.0	97.9	80.7	97.6	95.1	90.5	82.2
3.4	4.4	3.1		243	122	53		141	111	46		1,142	216.8	142.3	120.4		202.1	136.7	113.9		93.2	96.1	94.6	85.2
0.2	0.1	1.9	0.0	121	110	55	17	61	93	77	19	646	122.1	91.1	82.4	61.3	117.6	89.3	81.8	61.3	96.3	98.0	99.3	90.7
0.0	0.9	0.5	-11.0	9	17	48	21	4	19	33	18	169	75.5	59.8	61.1	60.6	76.3	63.8	62.1	49.6	101.1	106.8	101.5	97.0
3.2	5.0	4.1	2.9	31	15	25	9	16	12	39	8	155	96.7	78.3	72.9	49.1	92.6	75.0	67.0	46.9	95.8	95.8	91.9	89.0
3.6	3.9	5.4	5.0	75	81	65	19	17	22	40	18	337	119.2	90.3	77.9	56.5	111.2	88.8	71.8	50.6	93.3	98.3	92.1	84.2
2.3	5.6	5.8	—	9	19	26	1	8	25	34	1	123	89.5	74.7	66.2	—	73.5	71.3	64.2	—	82.2	95.4	97.0	93.3
1.0	1.6	0.9	1.6	110	80	68	33	50	81	77	50	549	104.5	81.9	68.9	53.2	102.3	78.7	70.2	61.6	97.9	96.0	101.9	92.0
4.3	5.5	4.9	6.0	157	103	86	54	67	88	83	82	720	118.8	92.9	85.3	61.9	105.5	85.4	72.3	56.5	88.8	91.9	84.7	81.0
1.7	1.0	2.5	1.8	65	89	73	57	26	41	78	77	507	115.9	81.5	75.5	52.2	93.2	83.2	74.7	54.5	80.4	102.1	99.0	87.1
6.8	7.8	5.3	9.1	200	194	120	191	71	130	134	189	1,281	142.8	101.8	94.2	70.7	135.9	97.2	87.1	68.0	95.2	95.4	92.4	86.3
				15	25	33	7	5	25	39	9	158	95.9	86.2	75.4	59.8	108.1	74.0	74.0	63.0	112.6	85.8	98.2	92.2
13.6	9.4	-2.1		361	204	181		139	137	163		1,568	144.1	105.3	94.4		126.7	94.0	87.4		88.0	89.2	92.6	80.2
3.3	0.4	1.1	0.2	34	30	32	18	28	24	64	16	246	87.8	84.5	76.7	52.3	86.5	73.3	80.0	54.0	98.5	86.8	104.3	98.5
3.8	4.4	4.4	4.8	82	131	70	49	83	139	86	49	689	91.4	77.2	66.7	58.4	89.5	76.2	67.0	58.3	97.9	98.7	100.5	98.6
4.3	5.1	4.0	—	18	7	21		12	18	18	4	98	104.7	78.3	67.1		90.5	76.8	63.2	55.1	86.4	98.1	94.2	88.1
1.1	3.5	2.4		40	28	25		35	24	37	1	225	110.1	95.3	73.9		94.0	81.6	68.8	—	85.4	85.6	93.1	82.2
0.0	1.2	3.9	1.7	32	26	21		14	24	19	6	148	84.4	69.0	56.4		86.5	70.3	58.9	50.6	102.5	101.8	104.4	94.9
1.9	2.3	3.5		57	32	24		46	27	27		268	121.3	86.3	71.0		131.0	77.4	74.7		107.9	89.8	105.2	92.3
2.8	4.0	4.6	6.5	230	227	220	79	76	145	167	122	1,541	152.3	106.6	87.5	67.7	136.0	98.3	79.9	60.1	89.3	92.3	91.3	79.6
1.3	-5.2	-1.3		575	299	319		185	212	280		2,303	159.3	108.9	92.5		145.8	102.6	85.4		91.5	94.2	92.4	79.3
2.7	3.8	3.8	3.6	238	141	78	69	87	88	63	62	1,134	173.0	120.2	106.0	112.1	168.6	115.0	94.8	98.9	97.5	95.7	89.4	82.3
0.6	0.3	2.5	3.1	75	97	46	58	44	82	66	66	563	109.4	80.2	74.2	52.3	97.8	74.9	67.1	52.5	89.4	93.4	90.4	88.9
1.3	1.4	3.0	1.6	256	191	105	157	93	159	103	231	1,295	139.9	99.5	92.6	64.6	123.9	92.7	82.4	60.3	88.5	93.2	89.0	78.9
-2.2	3.7	4.8	1.5	7	9	7	22	6	9	7	21	88	149.0	108.1	77.3	65.4	108.5	100.0	72.4	63.4	72.8	92.4	93.6	88.7
0.0	2.2	2.8	2.0	25	20	11	16	10	22	15	23	142	129.1	90.2	59.4	63.4	113.2	91.1	69.1	63.2	87.7	100.9	116.2	86.4
3.7	2.9	4.3	2.6	28	77	51	38	14	50	56	45	381	115.0	92.4	82.7	64.7	112.8	93.4	78.7	63.9	98.2	101.0	95.1	92.6
5.5	5.7	2.5	3.3	58	37	57	22	26	30	53	35	352	108.2	86.0	78.8	59.5	107.0	81.3	70.0	55.2	98.9	94.6	88.8	85.2
1.7	1.5	3.6	51.3	16	6	2	4	23	17	13	10	92	99.1	82.8	—	53.0	98.3	78.4	71.4	59.8	99.2	94.7	—	93.2
2.0	2.0	2.0	2.0	28	28	25	4	13	19	30	5	163	96.1	78.6	71.9	67.0	85.6	73.4	67.9	55.7	89.1	93.4	94.4	86.3
2.2	2.0	2.2	2.7	7	12	19	1	15	31	48	11	144	79.0	76.7	63.7	—	94.3	87.7	68.0	40.3	119.4	114.4	106.8	107.5
2.8	4.7	7.2	5.4	38	44	7	4	8	34	22	7	181	90.2	71.3	58.9	61.5	74.2	73.3	63.5	53.6	82.3	102.8	108.0	86.5
2.2	2.7	3.0	2.7	36	37	17		29	30	20	8	220	79.0	71.1	61.7		76.3	64.2	64.3	55.7	96.6	90.2	104.2	94.2
7.5	5.5	5.0	4.0	59	36	46	1	26	28	50	12	287	87.7	78.0	66.6	—	82.8	67.1	61.2	59.5	94.4	86.0	91.8	85.8
1.8	0.5	2.4		30	9	6		4	4	7		60	84.5	64.8	54.0		69.1	62.2	59.1		81.8	96.1	109.4	81.9
3.5	5.1	4.8		228	123	82	6	129	104	83	28	903	193.3	130.3	116.6	83.7	174.1	119.2	108.1	70.0	90.0	91.5	92.7	81.2
5.7	6.7	5.9		61	23	34		46	43	39		322	98.4	71.8	67.3		93.7	73.7	63.6		95.2	102.7	94.5	91.5
4.7	0.9	6.9		386	204	136		70	75	79		1,052	168.6	116.9	107.7		156.5	115.0	102.0		92.8	98.4	94.7	81.2

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Georgia (continued)																			
Kennesaw St U	5	I	PU	88.6	72.8	46.2	13.2	48.5		61.9	100.0	92.0	15.8	15.6		48.8	18.9	32.3	
Mercer U	7	I	PI	98.1	78.7	71.1	61.1	60.2		79.5	100.0	100.0	8.0	15.2	O	49.4	21.7	29.0	
Oglethorpe U		IIB	PI	81.4	64.0	54.0	—	49.9		62.0					FC	44.4	18.1	37.5	
Spelman Coll		IIB	PI	114.0	83.1	68.5	62.9	67.4		78.2	100.0	100.0	5.6	9.0	O	48.1	23.5	28.4	
Toccoa Falls Coll		IIB	PR	59.0	52.6	47.1				51.6	97.8	87.0	5.0	31.8	F	21.7	32.6	45.7	
U of Georgia	6	I	PU	136.6	100.7	93.2	53.1	76.2		107.0	99.1	90.0	13.9	9.8		58.5	19.6	21.9	
U of North Georgia	7	IIA	PU	86.4	74.1	65.6		48.0	43.1	64.8						36.4	29.6	34.1	
U of West Georgia	1	I	PU	85.1	66.3	60.3	43.5	49.0		63.6	100.0	100.0	17.9	11.4		45.2	22.5	32.2	
Wesleyan Coll	1	IIB	PR	64.5	59.1	52.1	53.4			58.8	87.0	79.6	6.9	18.1	F	63.0	29.6	7.4	
Young Harris Coll		IIB	PR	70.7	60.2	51.7	45.6			57.8	100.0	100.0	7.2	15.8	P	55.7	34.3	10.0	
Hawaii																			
Chaminade U of Honolulu	7	IIA	PR	90.3	77.1	69.7		54.7		74.5	100.0	82.1	5.0	10.5	P	35.7	14.3	50.0	
Hawaii Comm Coll	12	III	PU	102.8	87.4	72.7	62.9			75.6	100.0	100.0	22.0	19.9	P	54.0	41.4	4.6	
Honolulu Comm Coll	12	III	PU	99.1	83.5	74.7	60.7			75.7	100.0	100.0	22.0	19.9	P	50.8	31.7	17.5	
Kapiolani Comm Coll	12	III	PU	99.6	87.9	76.1	66.7			81.8	100.0	89.1	22.0	20.6	P	67.4	25.5	7.1	
Kauai Comm Coll	12	III	PU	96.8	88.7	79.0	62.4			78.3	100.0	100.0	22.0	19.2	P	67.3	21.8	10.9	
Leeward Comm Coll	12	III	PU	97.7	82.6	73.4	61.6			77.4	100.0	100.0	22.0	19.4	P	70.7	28.0	1.3	
U of Hawaii Maui Coll	12	III	PU	101.9	89.0	74.6	63.5			78.1	100.0	100.0	22.0	0.0	P	61.3	31.3	7.5	
U of Hawaii at Hilo	12	IIA	PU	106.0	94.7	76.5	64.5			90.2	100.0	100.0	22.5	16.7	P	64.0	20.7	15.3	
U of Hawaii at Manoa	12	I	PU	144.4	103.7	91.0	69.2			112.3	100.0	100.0	22.0	13.4	P	65.2	17.7	17.1	
U of Hawaii-West Oahu	12	IIB	PU	107.4	89.1	78.7	66.5			87.7	100.0	100.0	22.0	17.2	P	43.5	42.4	14.1	
Windward Comm Coll	12	III	PU	101.2	80.2	67.7	62.3			77.3	100.0	100.0	22.0	19.5	P	61.2	34.7	4.1	
Idaho																			
Boise St U	7	IIA	PU	96.3	83.5	81.0		50.7		80.3	100.0	100.0	10.7	14.5	P	54.9	25.5	19.6	
Coll of Idaho		IIB	PI	80.2	66.3	58.3	49.7			66.4	98.5	91.2	7.0	13.9	O	61.8	17.6	20.6	
Idaho St U	7	I	PU	93.4	75.0	70.3	49.6	45.4		71.6	100.0	100.0	10.6	16.3	P	47.0	23.5	29.5	
Lewis-Clark St Coll	7	IIB	PU	72.4	61.1	50.9	47.1			58.5	100.0	100.0	10.8	19.9	P	47.4	23.1	29.5	
Illinois																			
Augustana Coll	1	IIB	PR	89.7	69.8	56.5	47.6			69.3	100.0	75.7	9.5	10.5	F	53.0	19.8	27.2	
Aurora U	1	I	PI	96.5	75.6	66.9				74.7	82.7	69.8	5.9	10.5	O	38.8	36.0	25.2	
Bradley U	5	IIA	PI	112.8	83.2	72.7	62.5	52.1	—	83.5	95.0	83.5	5.9	9.8	O	54.7	24.7	20.6	
DePaul U	7	I	PR	134.5	99.7	90.2	75.5			99.7	100.0	100.0	8.4	12.5	FC	60.0	13.3	26.7	
Dominican U		IIA	PR	85.8	70.2	68.9		64.5		74.6	87.7	81.9	7.5	18.1	O	61.3	18.7	20.0	
Governors St U		IIA	PU	107.2	85.4	71.3	—	68.6	58.5	78.7						35.1	34.2	30.7	
Illinois Coll		IIB	PR	79.8	67.6	55.4	53.1			65.1	94.4	80.6	4.9	11.9	F	54.2	22.2	23.6	
Illinois St U	7	I	PU	100.0	82.0	76.8		46.7		78.6	100.0	93.3	12.9	22.7		56.8	21.7	21.5	
Illinois Wesleyan U		IIB	PI	88.6	70.5	60.5				74.8	93.8	95.3	8.8	18.1	O	74.2	18.0	7.8	
Knox Coll		IIB	PI	80.6	64.1	53.4	53.0			65.1	85.3	80.7	6.2	16.1	FC	60.6	23.9	15.6	
Lake Forest Coll		IIB	PI	103.6	77.8	68.0	55.3	87.2	—	80.3	94.1	89.1	8.0	12.0	O	55.4	28.7	15.8	
Lewis U		IIA	PR	105.8	86.6	71.7	62.0			83.1	100.0	80.7	6.5	13.2	O	35.2	22.3	42.5	
Lincoln Christian U	7	IIA	PR	54.5	51.9	46.7	—			52.3		100.0		17.9	F	0.0	0.0	100.0	
Loyola U Chicago	7	I	PR	154.0	105.2	92.1	75.2			101.7	100.0	100.0	9.2	10.1	O	44.7	14.2	41.0	
MacMurray Coll	7	IIB	PR	63.7	53.5	52.5	—			54.2	73.0	83.8	6.2	13.5	F	37.8	29.7	32.4	
McKendree U		IIA	PR	70.6	58.1	48.7	57.0			58.8	100.0	62.0	8.3	16.2	O	63.0	22.8	14.1	
Millikin U		IIB	PR	79.0	64.8	58.8	55.2	39.7		63.0	100.0	100.0	5.0	9.5	F	47.1	26.8	26.1	
Monmouth Coll		IIB	PR	73.1	61.3	53.8		49.2		61.3	97.6	96.5	7.0	14.0	FC	45.9	37.6	16.5	
North Central Coll		IIA	PR	97.4	76.3	67.2	—	72.1		79.2	100.0	70.6	9.3	8.6	O	48.5	23.9	27.6	
North Park U		IIA	PR	78.5	63.2	55.2				69.0						60.9	10.4	28.7	
Northern Illinois U	7	I	PU	98.1	79.0	76.5	45.4		66.5	76.3	100.0	100.0	12.3	21.8	PC	56.3	17.0	26.7	
Northwestern U		I	PI	217.2	140.6	119.0				178.9	100.0	100.0	10.5	6.9	O	71.2	17.0	11.9	
Saint Anthony Coll of Nursing	7	IIB	PR	—	—	73.2	61.3			71.7						0.0	0.0	100.0	
Saint Xavier U		IIA	PR	79.9	70.0	67.8	44.5	59.7	47.1	67.3	67.7	75.9	5.6	21.8	FC	51.1	18.0	30.8	
Southern Illinois U-Edwardsville	5	IIA	PU	92.0	80.4	71.0	46.5	—		74.5	100.0	100.0	11.2	25.5	O	56.1	19.2	24.7	

APPENDIX I

(7)				(8)								(9)													
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
1.3	1.9	1.6	5.4	179	156	180	15	115	135	165	35	1,220	91.8	75.6	47.6	15.3	83.6	69.6	44.8	12.3	91.1	92.1	94.2	85.2	
2.3	3.3	3.3	3.7	72	56	48	7	35	64	78	19	397	99.3	79.7	72.8	67.1	95.6	77.8	70.0	58.9	96.3	97.7	96.1	90.6	
5.8	3.0	4.3	—	12	7	8	1	6	7	13	1	72	82.1	64.3	56.1	—	79.9	63.7	52.8	—	97.3	99.1	94.1	86.6	
2.8	3.3	6.3	5.0	7	17	8	3	13	51	35	14	183	101.6	82.7	71.7	67.0	120.7	83.3	67.7	62.0	118.8	100.7	94.4	97.6	
8.3	-10.0	52.1		11	5	13		3	2	12		46	57.4	53.2	45.4		65.0	—	49.0		113.3	—	107.9	101.5	
				528	326	230	40	211	249	240	35	2,112	138.9	103.5	96.1	53.6	130.9	97.1	90.4	52.4	94.2	93.8	94.1	86.2	
6.8	12.2	10.1		80	79	114		47	62	123		740	86.4	74.0	64.5		86.4	74.2	66.6		100.0	100.3	103.3	94.9	
1.3	3.2	2.9	3.5	81	51	48	21	39	69	84	44	515	87.0	64.4	59.4	41.5	81.1	67.6	60.9	44.5	93.2	105.0	102.5	88.9	
0.0	8.8	0.1	61.1	6	7	4	1	15	7	11	3	54	61.2	56.4	50.6	—	65.8	61.7	52.6	53.8	107.5	109.3	104.1	106.2	
5.1	10.1	3.6	0.7	9	17	12	2	4	9	12	5	70	69.6	60.7	52.0	—	73.3	59.3	51.4	42.9	105.3	97.7	98.7	92.6	
2.0	3.1	3.6		13	15	11		4	12	19		84	91.0	75.2	68.0		88.1	79.6	70.6		96.8	105.9	103.8	96.5	
				5	6	12	11	8	8	13	24	87	99.5	88.7	76.2	60.6	104.9	86.5	69.4	63.9	105.5	97.5	91.1	97.5	
				13	12	21	31	13	6	7	17	120	99.5	83.3	74.6	61.2	98.7	83.8	75.0	59.8	99.1	100.6	100.5	103.5	
				30	11	28	23	21	19	22	30	184	100.3	85.0	75.0	65.7	98.7	89.5	77.4	67.4	98.4	105.3	103.3	99.2	
				5	5	9	9	4	5	9	9	55	96.7	86.5	77.9	60.5	96.8	91.0	80.2	64.3	100.1	105.2	103.1	102.8	
				21	10	21	18	18	9	27	26	150	99.0	83.3	75.6	65.9	96.2	81.9	71.7	58.6	97.1	98.4	94.8	91.2	
				4	8	13	11	9	10	6	19	80	95.8	86.7	74.3	62.1	104.6	90.9	75.4	64.2	109.3	104.7	101.5	105.7	
				35	38	25	7	35	21	19	23	203	107.7	91.3	71.9	61.0	104.3	100.7	82.6	65.5	96.9	110.2	114.8	100.1	
				276	155	126	40	138	162	115	85	1,097	150.8	106.1	96.0	66.0	131.6	101.4	85.6	70.6	87.3	95.6	89.2	82.7	
				16	8	14	5	11	3	23	5	85	105.0	90.2	82.5	62.7	111.0	86.1	76.4	70.3	105.8	95.5	92.5	94.9	
				10	3	5	8	4	4	7	8	49	101.7	81.0	72.3	62.6	100.1	79.6	64.4	62.0	98.4	98.3	89.1	88.7	
3.2	3.9	4.4		101	107	66		67	80	60		596	98.8	86.9	87.8		92.5	79.0	73.4		93.6	90.9	83.6	85.3	
2.0	3.3	3.4	3.0	16	9	5	9	8	9	7	5	68	80.4	64.5	59.0	48.7	79.6	68.1	57.7	51.5	99.0	105.6	97.8	98.9	
5.5	2.9	4.5	6.0	90	52	56	30	37	48	65	20	468	96.2	78.8	74.9	53.2	86.4	70.8	66.3	44.1	89.9	89.9	88.5	82.3	
5.6	2.5	5.2	2.7	27	16	23	14	18	30	30	15	173	72.4	60.4	50.6	46.3	72.3	61.5	51.1	47.8	99.8	101.8	101.0	98.0	
2.1	2.3	3.8	4.2	40	25	33	7	24	20	45	8	202	90.6	68.3	54.9	50.3	88.1	71.6	57.7	45.3	97.2	104.8	105.0	93.9	
2.6	2.4	2.8		12	19	32		12	24	40		139	97.8	76.3	65.8		95.2	75.0	67.7		97.3	98.4	102.9	99.1	
3.4	3.3	2.0	2.8	66	57	52	17	17	40	58	17	340	115.5	84.8	77.0	70.0	102.3	80.8	68.7	55.1	88.6	95.3	89.2	79.5	
2.6	3.0	5.3	2.6	119	172	55	121	71	164	61	107	870	139.5	103.3	99.5	80.6	126.0	95.9	81.7	69.7	90.3	92.9	82.1	86.8	
0.0	3.8	0.1		22	19	16		32	21	24		155	92.4	72.7	68.7		81.3	68.0	69.1		88.0	93.5	100.6	93.7	
-0.3	0.8	0.3		15	35	16		12	34	43	1	225	102.4	89.0	72.2		113.3	81.7	71.0	—	110.7	91.7	98.4	92.2	
1.0	3.0	2.2	1.9	12	12	8	5	8	7	15	5	72	80.9	67.5	57.5	54.0	78.1	67.8	54.2	52.1	96.6	100.5	94.2	91.5	
2.1	2.8	2.5		162	123	85		99	125	104		889	104.0	83.0	82.2		93.4	81.1	72.4		89.8	97.7	88.0	83.9	
0.4	0.1	0.8		34	23	15		14	26	16		128	88.6	72.0	55.9		88.6	69.1	64.9		100.0	96.0	116.1	95.2	
1.5	2.0	2.5	2.0	18	22	22	5	14	16	11	1	109	82.4	64.8	53.6	52.3	78.3	63.0	53.1	—	95.1	97.2	99.1	100.7	
1.7	2.0	2.0	2.0	18	15	14	2	8	15	20	3	101	105.0	75.9	69.2	—	100.4	79.8	67.2	55.9	95.6	105.2	97.1	91.0	
2.4	5.2	24.0	16.7	30	30	41	8	24	36	55	9	233	109.0	87.0	71.8	61.3	101.9	86.3	71.6	62.7	93.5	99.3	99.8	94.9	
0.0	1.8	1.3		16	2	2	1	2	4	1		28	54.7	—	—	—	—	50.8	—	—	—	—	—	—	97.0
2.7	2.9	3.4	3.6	119	102	57	146	63	92	60	197	836	157.2	108.8	99.0	73.7	147.8	101.2	85.4	76.4	94.1	93.0	86.3	86.4	
1.2	0.7	1.6	—	1	5	9		4	4	13	1	37	—	52.4	51.2		64.6	54.8	53.5	—	—	104.4	104.5	106.5	
0.0	0.0	0.0	0.0	10	12	11	4	17	16	17	5	92	75.0	63.2	42.2	53.5	68.0	54.2	52.9	59.8	90.6	85.7	125.2	99.0	
3.1	3.7	3.1	2.6	20	23	19	11	10	26	25	16	157	80.2	64.2	57.9	58.2	76.6	65.2	59.4	53.2	95.5	101.5	102.6	93.3	
0.0	0.8	0.3		14	11	15		15	5	16		85	75.7	60.6	52.6		70.6	62.9	55.0		93.3	103.8	104.6	97.6	
2.0	2.9	1.8	—	33	20	18	1	17	29	42		163	96.8	76.0	67.8	—	98.4	76.5	67.0		101.6	100.7	98.8	91.5	
				32	16	5		24	19	19		115	79.1	66.3	55.0		77.7	60.7	55.2		98.3	91.5	100.3	89.9	
-4.5	-2.8	-5.1	5.3	146	114	69	64	70	125	91	108	794	99.8	77.7	81.6	47.5	94.4	80.2	72.6	44.3	94.6	103.2	89.0	86.9	
1.5	3.2	3.8		484	205	101		168	127	104		1,189	223.0	145.1	125.7		200.5	133.3	112.6		89.9	91.9	89.6	82.0	
—	—	2.2	2.5	1		1		1	13	5		21	—	—	—		—	—	74.2	61.3	—	—	—	—	
1.0	1.9	3.0		10	21	10		15	24	13	4	133	78.5	68.1	67.1		80.9	71.7	68.4	44.5	103.0	105.3	101.9	99.8	
3.9	5.9	6.8	5.4	103	90	48	43	67	85	67	86	590	96.1	81.9	73.5	46.5	85.7	78.8	69.2	46.5	89.2	96.2	94.2	86.2	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Trinity Christian Coll	7	IIB	PR	76.1	65.4	56.6						64.7	72.1	70.6	3.1	24.6	F	32.4	35.3	32.4
U of Chicago	7	I	PI	246.1	136.3	135.3	70.8	75.0				166.7	100.0	100.0	7.6	6.6	O	53.8	19.3	26.9
U of Illinois at Chicago	7	I	PU	163.1	117.2	98.4	62.2	61.4				117.7	100.0	100.0	13.0	14.7	PC	49.8	16.3	33.9
U of Illinois at Springfield	7	IIA	PU	109.5	74.1	70.3	53.6	60.5				73.5	100.0	100.0	13.0	23.6	PC	55.5	25.0	19.5
U of Illinois at Urbana-Champaign	7	I	PU	159.5	109.5	101.6	71.3	67.2				122.5	100.0	100.0	13.0	14.1	PC	60.3	23.0	16.6
U of St Francis		IIA	PR	94.1	76.7	66.9	61.4					74.8	95.9	79.6	7.8	17.2	O	43.9	21.4	34.7
Western Illinois U	7	IIA	PU	99.8	80.0	64.1	50.7					79.2	100.0	93.7	12.9	22.5	F	63.3	17.5	19.3
Wheaton Coll	7	IIA	PR	100.3	86.5	69.7	62.3					84.8	90.9	92.7	8.2	11.5	PC	48.9	34.7	16.4

Indiana

Ball St U	7	I	PU	96.4	76.6	69.2	45.5	53.0	51.8			68.2	99.6	89.1	21.3	14.7	P	36.9	21.4	41.7
Bethel U-Indiana		IIA	PR	63.5	54.8	47.1	—					52.5		93.4		23.3	P	54.1	31.1	14.8
Butler U	7	IIA	PI	103.0	88.2	79.9	52.2	58.7				83.3	100.0	98.9	9.6	1.5	FC	50.4	16.6	33.0
Calumet Coll of Saint Joseph		IIA	PR	—	58.1	59.0	47.3					56.6	100.0	73.9	6.0	10.5	O	34.8	47.8	17.4
DePauw U		IIB	PI	100.7	79.6	66.7	—					87.2	100.0	100.0	8.0	12.6	O	72.6	12.3	15.1
Franklin Coll		IIB	PR	78.1	62.3	61.0	45.1	36.2				62.2	100.0		11.5		F	48.1	31.6	20.3
Goshen Coll		IIB	PR	69.7	55.0	48.6						61.4	100.0	100.0	2.3	19.0	PC	48.3	13.3	38.3
Hanover Coll		IIB	PR	78.7	65.6	54.3	50.0					69.1	97.7	85.2	7.2	14.7	FC	63.6	22.7	13.6
Huntington U		IIB	PR	68.4	62.5	56.8	53.7		—			60.9	100.0	100.0	14.1	21.2	F	32.9	51.4	15.7
Indiana Inst of Tech	1	IIA	PI	82.0	74.9	63.9		48.7				70.2	100.0	78.7	10.0	16.5	F	63.9	24.6	11.5
Indiana St U	7	I	PU	100.1	78.9	67.1	50.6	50.7				74.1	97.0	83.2	10.1	14.7	P	48.5	25.1	26.4
Indiana U-Bloomington	7	I	PU	143.5	102.0	105.5		67.1				110.3	100.0	96.1	10.5	6.2	P	51.2	19.8	29.0
Indiana U-East	7	IIB	PU	92.1	75.5	72.5		53.7				70.9	100.0	96.8	10.0	10.3	P	33.0	39.4	27.7
Indiana U-Kokomo	7	IIA	PU	95.1	71.0	62.8		52.9				64.8	100.0	91.4	10.1	13.0	P	23.3	35.3	41.4
Indiana U-Northwest	7	IIA	PU	95.2	72.7	64.8		54.5				72.7	100.0	94.6	10.3	10.5	P	46.9	17.7	35.4
Indiana U-Purdue U-Indianapolis	7	I	PU	123.9	90.7	78.5		57.1				88.0	100.0	93.8	9.8	8.5	P	45.3	14.4	40.3
Indiana U-South Bend	7	IIA	PU	76.5	69.1	69.7		47.7				66.4	100.0	99.1	10.2	10.7	P	55.9	12.2	31.9
Indiana U-Southeast	7	IIA	PU	88.7	74.7	70.0		54.5				72.0	100.0	98.4	10.4	10.4	P	49.5	19.6	31.0
Ivy Tech Comm Coll		III	PU	69.9	57.2	51.9	47.3	42.1				53.7	85.6	88.8	14.8	18.4	F	0.0	0.0	100.0
Purdue U Fort Wayne	7	IIA	PU	89.1	75.0	69.3	52.1		51.8			72.2	90.7	99.7	10.3	19.4	P	55.5	15.9	28.7
Purdue U Northwest	7	IIA	PU	102.6	78.9	71.7	51.5		48.1			77.2	87.2	100.0	10.6	17.2		51.6	17.8	30.6
Purdue U-Main Campus	7	I	PU	149.2	107.6	93.2	55.1		60.5			115.8	93.4	99.7	10.4	11.6	P	57.6	21.1	21.3
Rose-Hulman Inst of Tech	7	IIB	PI	120.1	96.6	80.2						102.2	100.0	100.0	9.4	19.6	O	71.8	26.4	1.7
Saint Mary's Coll	1	IIB	PR	86.7	71.0	62.1	58.4	54.3	57.7			68.9	95.6	86.7	10.6	15.0	O	51.9	30.4	17.8
Taylor U	1	IIB	PR	70.8	60.9	54.4	44.6					61.7	58.2	64.2	20.6	34.4		50.0	35.8	14.2
U of Evansville		IIB	PR	83.9	76.6	66.1	—	—				73.6	95.3	77.2	7.0	6.5	F	59.6	21.6	18.7
U of Indianapolis	7	IIA	PR	89.8	76.2	64.0	53.7					69.3	89.1	81.3	9.1	14.6	O	33.9	35.9	30.3
U of Notre Dame		I	PR	190.7	125.4	113.1	78.2					133.1	90.4	97.4	10.6	11.3	O	56.0	16.9	27.1
U of Southern Indiana*	7	IIA	PU	89.0	73.7	63.3	52.6					67.4	93.6	93.6	11.0	17.5	P	41.9	33.6	24.4
Valparaiso U		IIA	PR	87.0	71.2	62.0	86.5	58.7				70.2	82.1	92.0	7.8	10.5	FC	53.5	24.6	21.9
Wabash Coll		IIB	PI	100.9	82.8	71.9	49.3					83.7	100.0	94.0	10.0	13.2	O	67.5	24.1	8.4

Iowa

Allen Coll	2	IIB	PI	79.7	66.0	59.5	—					66.7	100.0	100.0	5.8	9.4		0.0	0.0	100.0
Central Coll		IIB	PR	78.8	64.6	56.9		58.1				66.8	95.9	81.4	9.3	10.0	F	63.9	19.6	16.5
Coe Coll		IIB	PR	79.4	63.8	57.9	56.1					65.6						59.6	24.2	16.2
Cornell Coll		IIB	PR	77.9	61.4	58.0	49.6					69.2	100.0	91.0	7.5	14.5	O	70.5	25.6	3.8
Drake U	7	IIA	PI	102.3	81.2	68.7	59.6					84.9	100.0		8.4		F	60.4	20.9	18.7
Faith Baptist Bible Coll and Theo Sem		IIB	PR	49.9	45.2	43.1	—					46.5	89.5	100.0	2.3	18.3	F	0.0	0.0	100.0
Graceland U-Lamoni		IIA	PR	70.6	61.2	53.3	—		63.1			59.7						55.4	36.5	8.1
Grinnell Coll		IIB	PI	143.5	107.6	88.4	68.7	—				112.0	98.1	96.3	10.1	9.7	PC	67.9	24.7	7.4
Iowa St U	7	I	PU	132.0	94.3	84.1	—	58.7				103.6	100.0	100.0	10.0	11.1	N	57.3	22.3	20.4
Kirkwood Comm Coll	16	III	PU	77.6	66.8	62.1	57.7					68.9	100.0	100.0	9.4	9.9		0.0	0.0	100.0
Loras Coll		IIB	PR	67.5	60.8	55.8						61.2	88.4	86.3	6.5	10.3	F	72.6	22.1	5.3
Morningside Coll		IIA	PR	74.9	62.0	57.9	52.5					63.1	90.7	84.0	6.0	17.8	O	50.7	25.3	24.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.7	4.6	3.5		16	5	9		4	13	21		68	75.2	64.5	58.5		79.9	65.8	55.8		106.3	102.0	95.4	90.3
				469	143	167	65	131	89	98	58	1,444	252.7	142.0	142.9	72.4	222.6	127.2	122.3	69.1	88.1	89.6	85.6	70.9
6.7	8.1	9.0	8.9	250	217	206	4	139	205	213	16	1,397	167.6	122.3	102.8	53.4	154.9	111.7	94.1	64.3	92.4	91.3	91.6	86.2
2.0	2.3	2.9	7.5	16	49	26	16	4	47	26	13	200	108.6	77.9	74.8	55.8	113.1	70.2	65.9	51.0	104.1	90.2	88.1	86.9
3.1	4.1	3.7	4.1	618	278	294	40	225	200	244	43	2,113	163.4	113.4	105.9	74.1	148.9	104.0	96.3	68.7	91.1	91.8	91.0	82.9
2.3	6.7	3.3	2.0	16	8	4	8	9	15	22	16	98	96.4	75.0	62.4	66.8	90.1	77.6	67.7	58.7	93.4	103.4	108.4	87.3
0.3	-0.8	-1.9	-0.2	114	65	37	26	53	50	37	59	441	101.2	81.3	64.4	49.0	96.9	78.3	63.8	51.4	95.8	96.3	99.1	85.8
2.4	3.0	4.2	3.8	44	59	29	6	19	30	22	10	219	101.6	88.3	71.0	60.4	97.4	82.8	68.0	63.4	95.8	93.8	95.8	91.0
9.0	3.2	-24.0	-97.0	113	108	134	24	68	103	118	49	1,063	102.0	78.4	69.2	46.5	87.2	74.8	69.2	45.1	85.5	95.3	100.1	86.5
0.5	1.9	1.5		5	14	9	1	4	10	18		61	64.3	55.0	48.0	—	62.6	54.6	46.6		97.4	99.4	97.1	94.6
2.3	3.0	3.4	2.4	67	53	33	17	40	61	37	21	379	106.2	89.4	84.8	52.0	97.5	87.2	75.6	52.4	91.8	97.5	89.1	90.5
—	0.0	0.0	0.0	2	3	7	2		3	4	2	23	—	59.5	59.8	—	56.8	57.7	—		95.5	96.5	92.4	
2.6	9.3	5.0		66	24	31	1	44	25	20	1	212	101.9	79.5	67.5	—	98.9	79.6	65.6	—	97.0	100.1	97.1	96.9
1.5	1.1	4.4	3.8	14	10	15	4	3	12	13	4	79	78.0	62.4	63.6	50.2	78.4	62.2	58.0	40.0	100.5	99.7	91.1	89.5
1.1	4.1	9.5		18	6	6		13	12	5		60	69.4	57.0	49.2		70.1	54.0	47.9		100.9	94.8	97.4	95.3
2.3	4.1	2.2	—	28	10	14	1	19	5	9	2	88	82.8	67.2	54.8	—	72.7	62.4	53.6	—	87.8	92.9	97.9	89.7
3.5	2.7	3.9	2.7	14	8	13	3	5	9	13	4	70	65.5	61.7	56.4	49.8	76.7	63.2	57.2	56.6	117.1	102.4	101.3	102.0
3.0	2.9	2.8		5	15	12		1	14	11		61	84.8	77.6	68.7		—	72.0	58.7		—	92.7	85.4	87.2
1.7	2.2	1.7	1.4	79	52	59	51	44	53	60	59	470	102.5	82.1	65.6	50.4	95.8	75.7	68.7	50.8	93.5	92.2	104.7	91.6
1.7	2.7	4.2		504	305	198		205	228	154		1,997	148.8	107.0	113.8		130.4	95.3	94.8		87.7	89.1	83.3	80.2
2.0	3.3	3.3		5	10	11		3	17	27		94	97.0	71.7	68.8		84.0	77.8	74.1		86.6	108.5	107.7	97.6
2.4	2.1	3.4		8	13	16		4	10	30		116	99.1	70.7	60.3		87.2	71.4	64.1		88.0	101.1	106.3	90.9
1.8	2.2	2.5		19	26	17		12	21	37		147	102.2	72.7	67.2		84.2	72.6	63.8		82.3	100.0	94.9	87.2
1.8	2.4	2.8		165	183	103		84	171	186		1,125	128.1	94.4	87.4		115.5	86.8	73.6		90.2	92.0	84.2	82.5
2.3	2.8	1.3		32	48	19		22	31	28		229	78.4	69.9	76.1		73.8	67.8	65.4		94.2	96.9	85.9	88.5
2.0	2.3	3.5		22	29	14		21	29	23		184	90.1	74.8	81.4		87.2	74.7	63.1		96.8	99.9	77.6	90.4
				40	106	272	107	63	229	333	156	1,316	68.6	57.8	52.2	46.4	70.7	57.0	51.6	47.9	103.1	98.6	98.8	101.3
2.2	2.7	4.8	6.3	49	67	44	2	18	49	33	4	321	91.5	74.3	72.8	—	82.9	75.9	64.7	50.5	90.6	102.1	88.9	90.0
0.1	0.8	0.7	5.0	60	57	48	17	29	49	53	26	366	104.8	78.6	74.0	50.1	98.0	79.2	69.6	52.4	93.6	100.8	94.0	87.8
2.8	4.0	4.0	7.1	705	315	378	8	199	204	296	7	2,289	151.2	110.4	97.6	63.0	142.2	103.4	87.6	46.2	94.1	93.7	89.7	81.6
2.0	2.6	3.2		59	45	29		13	13	15		174	120.9	96.8	80.0		116.4	96.2	80.7		96.2	99.4	100.9	93.3
2.5	3.8	2.7	6.3	9	13	13	5	17	32	29	6	135	87.6	73.3	64.9	58.3	86.2	70.1	60.8	58.5	98.4	95.6	93.6	95.8
4.1	4.8	4.8	4.6	38	23	24	3	11	11	23	1	134	70.8	60.6	55.6	43.6	71.1	61.5	53.0	—	100.5	101.5	95.4	94.0
-0.4	0.0	2.8	—	33	32	25	1	8	27	43	1	171	88.2	78.4	65.5	—	66.1	74.3	66.4	—	74.9	94.8	101.4	87.4
2.1	3.1	2.8	2.6	18	36	59	14	22	40	97	18	304	91.7	78.7	67.3	55.7	88.2	73.9	62.0	52.1	96.2	93.9	92.0	92.0
3.2	3.7	3.9	3.5	347	182	127	191	72	99	69	137	1,224	194.6	125.3	118.4	84.7	171.9	125.7	103.2	69.1	88.4	100.3	87.2	76.6
-0.6	0.4	0.9	0.5	27	58	47	27	17	59	72	53	360	92.0	76.7	65.1	51.8	84.2	70.7	62.2	52.9	91.5	92.3	95.6	89.5
				46	46	41	1	19	53	39	3	301	88.5	74.3	65.5	—	83.2	68.5	58.3	98.3	94.0	92.3	89.0	89.1
1.9	3.0	3.9	11.2	18	20	11	3	6	14	10	1	83	100.6	84.8	72.1	51.7	101.8	80.0	71.6	—	101.2	94.3	99.3	93.7
0.8	2.3	4.3	—		2	3		11	15	12	2	45	—	61.7			79.7	64.9	58.9	—	—	—	95.6	99.8
2.1	2.3	2.8		20	14	10		12	17	8		97	79.4	65.6	57.9		77.7	63.8	55.8		98.0	97.3	96.3	94.6
				21	9	17	1	8	16	21	6	99	79.7	65.9	59.3	—	78.6	62.6	56.7	56.8	98.6	95.0	95.6	89.4
0.5	2.4	2.9	0.0	22	3	9	1	21	9	11	2	78	81.2	64.1	61.6	—	74.5	60.5	55.1	—	91.8	94.3	89.3	88.2
0.0	1.5	2.1	—	63	67	35	2	42	70	41	1	321	107.8	82.0	67.9	—	94.0	80.4	69.4	—	87.2	98.0	102.2	91.4
5.5	—	1.8		7	3	5		2	1		1	19	51.8	46.6	43.1		—	—	—	—	—	—	—	85.9
0.0	0.6	0.9	4.9	11	8	16		6	9	17	2	74	71.0	60.5	49.4		69.9	61.9	57.0	—	98.4	102.4	115.5	103.1
2.9	2.9	3.4	1.6	25	35	19	5	26	26	19	6	162	149.0	107.9	90.6	64.9	138.2	107.2	86.3	71.9	92.7	99.4	95.2	96.3
2.6	2.9	4.0		415	277	262		121	213	226	1	1,538	135.9	100.2	86.1		118.5	86.5	81.7	—	87.2	86.3	94.8	81.5
2.7	2.9	3.0	3.2	65	21	29	24	45	23	24	22	253	77.4	66.4	61.9	57.7	77.9	67.2	62.5	57.6	100.6	101.2	101.0	99.2
2.0	5.9	2.4	5.9	21	22	15		4	22	11		95	67.6	59.2	55.7		67.0	62.5	55.9		99.1	105.6	100.2	99.4
0.0	0.4	0.4	0.0	12	13	11	3	6	16	11	3	75	74.6	61.2	62.8	54.1	75.5	62.6	53.0	51.0	101.2	102.3	84.3	93.3

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT
Iowa (continued)																		
Northwestern Coll		IIB	PR	70.2	59.6	52.9	49.0		54.0	60.9	100.0	100.0	6.0	7.4	F	61.3	30.0	8.8
Simpson Coll		IIB	PR	66.5	58.8	56.2	48.8			59.5	92.9	81.0	5.0	16.6	PC	58.3	34.5	7.1
U of Iowa	7	I	PU	145.5	96.3	85.9	—	58.0	50.7	103.8	100.0	100.0	9.3	14.5	N	52.0	16.2	31.8
U of Northern Iowa		IIA	PU	92.7	76.2	68.7	60.3			77.2	100.0	94.3	9.9	19.0	N	67.0	21.2	11.8
Upper Iowa U		IIA	PI	71.6	63.7	59.3	—	49.0		60.7	83.6	86.3	2.0	16.3	F	50.7	31.5	17.8
Wartburg Coll		IIB	PR	70.6	59.2	56.1		55.2		62.0	100.0	85.1	6.0	17.0	O	65.5	21.8	12.6
Kansas																		
Baker U		IIA	PR	71.6	57.1	48.7	45.8			57.8	97.3	91.8	4.7	9.5	O	56.2	23.3	20.5
Benedictine Coll		IIB	PR	75.6	64.2	63.2	44.4	17.2		62.5	75.0	85.8	4.8	18.5	F	45.8	25.0	29.2
Emporia St U	5	IIA	PU	71.9	67.3	61.6	46.0			62.9	100.0	93.6	10.6	15.5	O	48.2	32.9	18.9
Fort Hays St U	7	IIA	PU	85.5	71.5	63.7	53.0			65.5	100.0	100.0	8.5	11.2		38.1	23.9	38.1
Kansas St U	7	I	PU	113.7	90.8	77.4	50.8	65.7		85.1	99.7	95.0	9.5	10.0	P	50.3	19.3	30.4
McPherson Coll	7	IIB	PR	67.2	59.1	54.4				59.8	100.0	97.8	9.6	9.2	O	42.2	48.9	8.9
Ottawa U-Ottawa	1	IIB	PR	64.3	57.9	51.8	42.8			55.9	93.0	79.1	4.0	18.6	O	27.9	14.0	58.1
U of Kansas	7	I	PU	128.7	87.6	81.4	—	59.9		97.5	100.0	95.6	8.5	9.6	O	60.8	15.6	23.6
Washburn U	7	IIA	PU	98.2	70.8	61.5		51.4	51.1	69.8	100.0	100.0	9.5	12.6	P	47.0	20.0	33.0
Wichita St U	3	I	PU	108.2	79.9	68.5			51.1	83.3	28.8	27.5	28.6	35.8	P	64.0	29.8	6.3
Kentucky																		
Bellarmino U		IIA	PR	106.9	78.2	68.7	65.2			80.3	100.0	100.0	3.0	12.1	O	48.6	24.6	26.8
Berea Coll		IIB	PI	92.8	74.9	62.0	57.3			74.6	100.0	93.5	8.0	13.2	F	54.7	26.6	18.7
Centre Coll		IIB	PR	100.7	77.4	61.5	61.8		—	75.4	88.7	93.2	10.0	10.7	O	52.6	29.3	18.0
Eastern Kentucky U		IIA	PU	72.0	63.2	61.5	61.0	47.0	44.9	63.6	75.4	76.6	15.1	9.7	F	60.2	23.9	15.9
Georgetown Coll	5	IIA	PR	67.9	54.9	47.8	42.5	40.5		58.0	96.3	69.5	2.0	7.2	P	74.4	7.3	18.3
Kentucky Christian U	1	IIB	PR	49.3	45.8	42.6	—			43.8		62.1		24.1	F	0.0	0.0	100.0
Kentucky Wesleyan Coll		IIB	PR	—	50.0	47.0	—			47.9	88.9	93.3	3.0	19.2	O	26.7	42.2	31.1
Morehead St U		IIA	PU	79.5	65.2	56.1	43.9			61.3	100.0	100.0	15.9	13.9	P	54.9	14.6	30.5
Murray St U	7	IIA	PU	79.9	65.2	59.6	42.3	36.4		61.1	100.0	85.1	15.1	15.6	F	44.0	33.6	22.3
Northern Kentucky U	1	IIA	PU	105.2	76.5	74.5		50.9		71.9	100.0	100.0	10.0	11.5	O	44.1	15.2	40.7
Transylvania U		IIB	PR	77.8	67.2	58.4	52.2			68.8	100.0	100.0	8.3	16.2	FC	75.6	12.2	12.2
U of Kentucky	7	I	PU	131.3	98.9	84.5		64.3		100.5	99.6	96.5	10.0	8.4	P	59.3	25.8	14.9
U of Louisville	7	I	PU	117.5	83.2	71.5	54.9		—	88.0	100.0	100.0	10.0	10.3	F	54.9	18.0	27.1
U of Pikeville		IIB	PR	67.4	56.0	50.4	40.5			57.5	96.8	80.6	6.9	11.9	F	0.0	0.0	100.0
Union Coll	1	IIA	PR	49.5	46.7	44.9	39.4			45.9	54.0	84.0	2.1	10.4	O	40.0	38.0	22.0
Western Kentucky U	7	IIA	PU	87.1	69.5	64.5	49.6	—	57.1	69.8	100.0	100.0	11.8	12.0	P	59.4	18.5	22.1
Louisiana																		
Centenary Coll of Louisiana		IIB	PR	78.1	61.1	57.9	—			65.3	100.0	98.2	5.0	8.1	N	57.1	32.1	10.7
Louisiana St U and Ag & Mech Coll	8	I	PU	127.8	88.1	86.1	49.4	82.9		92.7	100.0	96.2	28.4	9.1		52.0	20.7	27.3
Loyola U New Orleans		IIA	PR	111.4	71.7	71.8	55.1	64.9		79.9		89.4		14.4	F	55.5	11.4	33.1
McNeese St U	7	IIA	PU	82.4	66.1	60.6	43.8			63.1	99.2	89.4	27.3	11.3	P	47.3	30.2	22.4
Tulane U	7	I	PI	158.0	98.8	117.3	78.4	74.9		111.8	81.0	86.6	9.8	5.2	FC	47.1	17.5	35.3
U of New Orleans		I	PU	91.7	72.0	76.8	42.6			72.5	93.0	85.6	29.1	7.7	F	52.8	22.5	24.6
Maine																		
Bates Coll		IIB	PI	138.5	104.5	85.8	70.0	77.8		104.3	100.0	98.3	11.4	10.9	O	57.7	19.4	22.9
Bowdoin Coll		IIB	PI	149.2	114.1	92.4	73.2	77.4	—	115.0	94.5	95.0	12.9	9.0	O	61.2	23.4	15.4
Colby Coll		IIB	PI	148.9	106.9	88.2	74.3			111.0	83.3	88.5	8.9	9.9	O	54.5	28.2	17.2
U of Maine	7	I	PU	119.1	86.1	72.0	59.6	60.2		88.0	99.2	89.3	10.8	20.8		53.2	24.6	22.3
U of Maine at Augusta		IIB	PU	83.1	69.9	53.8	—	57.1		66.8	98.9	89.8	10.7	25.6		52.3	29.5	18.2
U of Maine at Farmington		IIB	PU	82.6	67.4	54.6	55.3	50.2		66.4	100.0	90.9	10.5	26.9		59.1	22.7	18.2
U of Maine at Fort Kent	7	IIB	PU	86.6	66.9	52.0	—	—		64.1	96.6	96.6	11.9	25.5		48.3	20.7	31.0
U of Maine at Machias		IIB	PU	75.0	58.4	51.0	—	—		61.0	100.0	100.0	11.0	28.6		66.7	14.8	18.5
U of Maine at Presque Isle	7	IIB	PU	75.0	67.2	51.8	—	—		65.2	100.0	88.2	10.7	26.4		61.8	29.4	8.8
U of New England	7	IIA	PI	100.7	85.9	84.7	64.0	52.7		80.4	89.6	87.2	7.8	15.0	O	32.4	6.4	61.2

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.0	0.0	0.0	22	10	7	1	9	9	11	6	80	70.8	58.8	51.5	—	68.8	60.4	53.8	48.4	97.2	102.7	104.4	93.0
-0.1	2.6	3.0	—	17	11	7	6	15	8	12	8	84	66.3	60.3	57.2	46.9	66.8	56.7	55.6	50.3	100.8	94.0	97.1	97.4
1.7	2.7	5.0	7.3	325	240	165	1	138	193	177	1	1,454	151.8	102.2	89.9	—	130.7	89.0	82.2	—	86.1	87.1	91.5	76.9
2.0	2.5	3.1	2.3	94	89	44	29	58	71	56	50	491	94.6	79.1	71.8	60.6	89.5	72.5	66.3	60.1	94.6	91.6	92.4	89.1
0.0	0.0	0.7	—	9	8	7	1	2	18	16	—	73	74.0	66.8	59.2	—	—	62.3	59.3	—	—	93.3	100.2	91.2
2.0	1.3	2.3	—	17	14	8	—	13	14	10	—	87	73.1	59.3	55.1	—	67.3	59.2	56.8	—	92.1	99.8	103.1	95.5
2.2	1.8	5.0	3.0	11	14	7	1	8	14	16	2	73	75.6	57.1	51.3	—	66.0	57.1	47.6	—	87.3	100.1	92.7	88.8
2.1	5.2	3.5	8.0	20	20	34	4	3	8	21	5	120	76.0	69.3	64.4	38.9	72.7	51.3	61.3	48.9	95.6	74.0	95.2	82.3
2.6	3.0	2.8	2.9	43	27	36	14	25	30	42	32	249	73.4	71.1	65.0	46.8	69.2	63.9	58.7	45.7	94.3	89.8	90.3	87.3
3.7	3.3	4.1	3.4	33	46	67	39	17	35	52	63	352	87.2	72.4	64.3	54.7	82.2	70.4	63.0	52.0	94.3	97.2	97.9	91.2
4.0	4.6	3.0	2.4	189	151	134	77	73	118	102	103	1,001	117.6	94.8	81.4	53.0	103.8	85.6	72.0	49.2	88.2	90.3	88.5	81.2
5.6	7.2	11.4	—	10	9	7	—	4	4	11	—	45	66.7	58.4	56.0	—	68.4	60.8	53.5	—	102.6	104.1	95.6	95.5
2.0	3.1	3.9	5.1	4	10	5	1	5	6	9	3	43	68.6	56.4	47.8	—	60.8	60.5	54.1	42.1	88.7	107.2	113.1	99.2
3.0	5.0	4.8	—	311	200	153	—	125	155	107	1	1,207	132.0	90.9	87.2	—	120.4	83.3	73.1	—	91.2	91.6	83.9	80.3
0.7	1.5	0.7	—	39	23	28	—	38	25	43	—	285	99.7	70.3	59.9	—	96.7	71.2	62.5	—	97.0	101.4	104.3	95.1
3.9	4.2	3.4	—	90	81	62	—	32	52	59	—	400	111.3	86.0	71.9	—	99.3	70.3	65.0	—	89.2	81.8	90.4	79.7
2.7	2.8	3.9	3.7	16	33	17	2	17	26	25	3	139	94.6	75.6	61.5	—	91.1	74.1	62.3	56.9	96.4	98.1	101.4	96.5
3.1	4.4	3.7	2.0	21	23	28	4	9	17	29	1	133	102.4	78.4	60.8	62.8	96.9	76.1	62.3	—	94.6	97.0	102.5	92.5
0.2	1.2	-0.4	0.0	115	83	73	2	76	105	73	12	610	73.7	63.2	63.4	—	69.5	63.3	59.6	59.7	94.3	100.3	94.0	95.8
1.5	5.5	1.5	1.5	21	11	2	6	17	12	4	4	82	68.6	54.8	—	43.5	67.0	55.0	48.5	41.0	97.7	100.5	—	93.8
0.0	0.9	1.2	—	2	6	5	—	1	1	13	1	29	—	45.5	42.1	—	—	—	42.8	—	—	—	101.7	95.7
—	0.2	1.7	0.5	1	4	13	—	1	7	18	1	45	—	51.9	46.8	—	—	49.0	47.1	—	—	94.3	100.5	99.5
0.8	1.0	2.3	1.1	42	51	29	39	34	42	26	45	308	82.9	67.8	57.1	43.5	75.3	62.0	55.0	44.2	90.8	91.4	96.4	91.3
0.7	0.3	0.9	0.5	58	67	70	41	27	41	85	50	443	84.1	67.3	60.8	44.6	71.0	61.7	58.6	40.4	84.4	91.8	96.4	85.7
6.4	6.7	6.1	—	77	65	37	—	46	76	59	—	599	108.1	78.6	78.4	—	100.4	74.7	72.0	—	92.9	94.9	91.9	86.5
2.1	2.3	3.5	2.0	22	12	5	3	9	20	9	2	82	78.8	69.5	60.7	52.3	75.4	65.8	57.2	—	95.7	94.7	94.2	90.6
3.7	4.1	3.5	—	328	247	148	—	117	168	196	—	1,413	134.2	101.3	90.0	—	123.3	95.4	80.3	—	91.9	94.2	89.2	82.2
0.7	1.9	2.3	1.2	208	151	149	24	86	127	155	50	951	121.0	86.4	72.7	51.3	109.1	79.5	70.4	56.6	90.1	92.0	96.9	83.9
21.6	-4.7	27.6	—	14	7	7	1	7	13	11	2	62	66.9	57.5	50.9	—	68.5	55.1	50.1	—	102.4	95.8	98.4	93.2
0.5	0.6	0.0	0.5	9	12	7	3	4	3	8	4	50	49.1	46.5	41.1	36.3	50.5	47.6	48.2	41.8	102.9	102.2	117.1	104.8
4.0	5.2	4.5	5.0	121	99	67	40	73	117	75	82	682	90.2	71.4	68.0	51.0	81.8	67.9	61.4	49.0	90.7	95.2	90.4	86.6
2.5	11.9	0.9	—	13	5	16	1	7	6	8	—	56	79.0	62.0	59.0	—	76.5	60.4	55.7	—	96.8	97.5	94.3	96.8
1.7	1.1	1.2	0.8	335	180	172	112	99	111	144	153	1,340	131.8	90.0	88.4	51.7	113.9	85.0	83.4	47.7	86.4	94.4	94.4	77.5
0.0	0.3	1.7	2.9	42	42	10	15	27	20	17	13	236	115.0	72.8	79.9	54.8	105.8	69.4	67.1	55.5	91.9	95.3	84.0	90.7
2.9	6.3	5.2	4.7	37	21	41	16	18	20	59	33	245	83.0	69.3	60.9	44.1	81.2	62.8	60.5	43.7	97.9	90.7	99.3	88.4
2.3	4.1	2.9	1.5	153	102	79	106	61	81	80	115	804	159.2	101.3	132.6	85.2	154.9	95.8	102.3	72.2	97.3	94.6	77.1	80.1
0.2	1.5	0.3	8.9	64	46	42	23	23	23	22	41	284	94.1	72.6	79.5	43.6	85.1	71.0	71.5	42.1	90.4	97.8	89.9	80.7
2.1	2.3	3.8	5.2	26	21	16	8	27	28	17	11	175	145.0	106.4	86.9	70.1	132.3	103.1	84.7	69.8	91.3	96.9	97.5	93.3
3.3	4.5	5.1	—	36	21	18	4	34	32	29	6	201	148.6	115.5	93.0	70.5	149.8	113.1	92.0	75.1	100.8	97.9	99.0	96.5
2.9	4.0	3.3	3.2	40	29	26	10	25	28	43	8	209	152.2	106.6	90.3	75.9	143.6	107.3	87.0	72.3	94.3	100.7	96.3	89.7
4.2	5.4	2.8	8.6	120	75	76	1	43	48	67	6	521	121.0	89.2	72.5	—	113.8	81.3	71.5	57.4	94.0	91.1	98.5	83.6
5.4	4.6	2.7	—	14	8	10	—	11	13	16	1	88	80.8	70.1	53.2	—	86.0	69.7	54.3	—	106.5	99.4	102.0	98.5
4.1	4.6	2.9	—	19	12	13	—	14	20	21	3	110	82.9	70.2	54.6	—	82.2	65.8	54.5	55.3	99.1	93.7	99.7	89.0
2.8	4.2	2.3	—	3	6	4	—	4	1	7	2	29	77.5	67.6	51.3	—	93.5	—	52.4	—	120.6	—	102.0	100.3
1.8	3.2	2.3	—	6	3	2	1	4	4	5	—	27	74.3	58.1	—	—	76.0	58.6	51.0	—	102.3	100.9	—	95.5
5.0	11.0	3.6	—	9	6	4	—	4	4	6	1	34	74.9	64.9	48.4	—	75.3	70.8	54.0	—	100.5	109.1	111.4	96.6
0.7	1.4	2.8	2.2	28	30	16	1	18	45	52	3	250	103.1	88.6	96.7	—	97.0	84.2	81.0	66.0	94.1	95.0	83.8	91.9

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	

Maine (continued)

U of Southern Maine	7	IIA	PU	105.0	87.6	70.4		57.5		81.0	99.3	90.8	10.5	21.9		47.8	25.0	27.2
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Maryland

Bowie St U		IIA	PU	105.3	83.7	74.4	74.4	57.3		79.9	100.0	100.0	16.3	2.0		36.2	15.8	48.0
Cecil Coll	7	III	PU	82.8	66.2	59.0	—			67.7	100.0	77.8	8.8	16.9	P	1.9	0.0	98.1
Comm Coll of Baltimore County	11	III	PU	99.9	85.3	71.9	58.5			78.9	96.8	87.8	11.1	18.1		7.6	0.0	92.4
Coppin St U	1	IIA	PU	99.7	79.6	76.3	—	66.5		80.9	95.2	79.0	11.3	13.0	O	71.8	21.8	6.5
Frostburg St U	7	IIA	PU	93.3	76.5	71.8	—	39.6		74.2	82.8	89.9	5.7	21.3	P	58.4	25.2	16.4
Goucher Coll		IIA	PI	93.8	76.8	60.1	53.6			72.0	91.7	60.0	5.1	15.1	F	49.2	21.7	29.2
Hood Coll		IIA	PI	84.5	67.9	65.0	58.0			70.4	99.0	70.6	4.5	10.3	F	53.9	32.4	13.7
Howard Comm Coll		III	PU	94.1	79.2	71.2	65.7			81.3	100.0	79.6	9.8	18.9	P	0.0	0.0	100.0
Johns Hopkins U	7	I	PI	200.6	141.1	115.0				162.9	97.4	100.0	11.5	5.5	O	58.8	41.2	0.0
Loyola U Maryland		IIA	PR	130.6	96.5	82.6	58.4	57.9		89.6	93.8	69.7	9.1	14.6	F	56.4	9.9	33.7
McDaniel Coll		IIA	PI	83.3	69.8	63.1	—	54.2		70.3	100.0	86.1	9.1	23.9	O	63.9	19.4	16.7
Montgomery Coll		III	PU	95.7	78.7	74.0	—			91.0	99.0	88.0	6.6	14.2	F	0.2	0.0	99.8
Mount St Mary's U		IIA	PR	93.0	74.6	65.6		55.5		72.9	100.0	70.2	5.0	20.7	F	43.5	32.1	24.4
Notre Dame of Maryland U		IIA	PR	83.2	76.0	72.0	—			75.7	100.0	100.0	3.0	7.9	O	32.1	52.8	15.1
Salisbury U	7	IIA	PU	100.1	81.4	75.5	75.1	54.7		78.8	87.2	79.6	15.2	15.4	F	53.6	25.1	21.3
St Mary's Coll of Maryland	7	IIB	PU	97.1	77.6	65.4	—			81.4	100.0	100.0	7.7	15.9	F	69.2	10.8	20.0
Towson U		IIA	PU	100.4	86.6	72.9	68.3	48.3		77.2	100.0	100.0	8.5	17.8	F	47.1	19.0	33.9
U of Maryland Baltimore	7	I	PU	166.1	115.7	94.6	81.0	97.5		115.2	100.0	100.0	9.1	10.2	O	30.5	7.5	62.0
U of Maryland Eastern Shore	7	IIA	PU	94.7	84.3	77.9	—	58.5		80.1	99.5	86.8	8.9	14.7	FC	54.1	19.5	26.3
U of Maryland-Baltimore County	7	I	PU	130.4	95.7	83.0	62.6	64.2		96.0	100.0	100.0	8.2	12.3	O	51.2	22.0	26.8
U of Maryland-College Park	7	I	PU	170.1	115.1	102.9	61.0	68.2		124.6	99.8	100.0	8.3	9.5	O	59.0	14.3	26.6
United States Naval Academy	11	IIB	PU	143.1	120.6	100.2	—		113.1	123.9	100.0	100.0	12.8	5.1	N	68.6	21.5	9.8
Washington Coll		IIB	PI	93.1	77.6	66.1	51.8			72.2	100.0	77.1	7.0	15.4	F	54.1	30.3	15.6

Massachusetts

Amherst Coll*		IIB	PI	156.2	108.9	94.9	84.4	87.3		117.6	86.8	85.1	11.0	7.3	O	50.9	25.9	23.2
Assumption Coll	1	IIA	PR	94.9	79.3	67.6	58.3		66.7	76.3	91.6	61.5	8.8	18.6	O	60.1	17.5	22.4
Babson Coll		IIA	PI	197.2	150.3	141.6	97.9	110.1		151.6	97.4	74.3	9.7	8.5	O	55.0	17.3	27.7
Bentley U		IIA	PI	178.4	130.3	128.3		86.8		130.2	90.1	85.6	9.9	10.2	O	47.6	17.5	34.9
Boston Coll		I	PR	190.9	122.9	114.6	83.0	118.5		140.4	87.5	83.7	9.5	12.2	F	54.9	15.6	29.5
Boston U	7	I	PI	197.7	135.1	110.7	116.7	80.6		133.3	90.1	86.5	10.5	9.0	O	37.0	10.7	52.3
Brandeis U	7	I	PI	161.8	114.8	95.3	74.6	77.1		123.8	87.1	85.3	10.2	9.6	O	50.8	18.2	31.1
Clark U		I	PI	127.6	96.0	85.7	59.4	81.4		97.3						56.7	17.7	25.6
Coll of Our Lady of the Elms	1	IIA	PR	72.9	68.0	57.6	—	46.8		62.2	93.5	50.0	4.4	11.4	FC	40.3	35.5	24.2
Coll of the Holy Cross		IIB	PR	137.7	102.1	88.8	63.1			105.7	94.2	81.2	10.3	13.1	O	68.2	13.4	18.4
Emerson Coll		IIA	PI	120.3	100.4	78.0		81.3		92.2	100.0	91.0	8.9	14.8	F	42.8	27.4	29.9
Emmanuel Coll		IIA	PR	116.1	87.6	77.6		62.6		84.3	100.0	80.8	9.1	14.0	O	45.5	11.1	43.4
Endicott Coll		IIA	PI	108.9	91.7	80.4	—			93.6	100.0	100.0	6.0	11.9	F	0.0	0.0	100.0
Gordon Coll		IIA	PR	83.4	68.8	58.4	—			74.4	93.8	90.1	5.0	19.3	F	49.4	18.5	32.1
Hampshire Coll		IIB	PI	102.3	79.8	65.2	61.5	64.2		74.5	91.9	67.6	7.9	13.1	F	0.0	0.0	100.0
Harvard U		I	PI	253.9	150.8	138.6	71.8	120.1		197.1	100.0	100.0	11.1	6.5	N	50.6	19.8	29.6
Holyoke Comm Coll		III	PU	70.3	57.0	55.3	53.6			64.6	100.0		9.4		PC	71.2	28.0	0.8
Lasell U		IIA	PI	93.6	78.7	66.3	57.4			75.4	80.5	64.6	8.8	14.8	F	0.0	0.0	100.0
Lesley U	1	IIA	PI	97.6	78.1	66.8	59.7			79.2	100.0	75.8	6.5	15.7	F	0.0	0.0	100.0
Massachusetts Coll of Art and Design		IIB	PU	107.8	82.7	66.9				91.1	100.0	77.7	14.1	26.0	P	60.3	17.4	22.3
Massachusetts Inst of Tech	7	I	PI	240.4	162.7	138.8	72.4	110.1		188.8	100.0	100.0	11.5	6.2	F	63.1	18.4	18.5
Mount Holyoke Coll		IIB	PI	132.7	97.8	79.9	63.7	75.6		99.0	94.9	88.4	11.0	5.4	O	54.0	22.3	23.7
Northeastern U		I	PI	178.2	111.6	97.0	94.9	92.2	62.2	121.5	85.1	87.1	10.5	10.5	F	39.7	13.7	46.5
Smith Coll		IIA	PI	143.4	104.6	88.2	66.0	79.4		113.7	96.3	91.5	11.0	11.2	O	63.1	16.6	20.3
Springfield Coll	1	IIA	PI	88.0	77.1	62.5	52.9			72.7	100.0	73.4	9.0	12.4	O	42.5	23.2	34.3
Stonehill Coll		IIB	PR	109.5	86.5	71.6	45.2	42.9	—	84.9	90.7	78.7	8.0	12.3	O	53.6	15.8	30.6
Suffolk U		IIA	PI	134.2	100.7	103.4	76.1			105.5	93.0	79.1	9.1	11.5	F	56.3	20.3	23.4
Tufts U	7,23	I	PI	162.2	114.0	97.5	94.2	76.6		117.6	100.0	100.0	9.4	12.6	F	39.6	10.5	49.9
U of Massachusetts-Amherst	7,34	I	PU	161.2	112.3	97.1	79.7	77.2		115.5	100.0	100.0	14.1	21.0	PC	53.4	20.6	26.0
U of Massachusetts-Boston		I	PU	149.0	115.5	90.5		71.3		103.3	99.9	99.9	14.1	20.2		50.7	18.1	31.2
U of Massachusetts-Dartmouth		IIA	PU	133.4	106.3	87.1		71.9		102.7	100.0	100.0	14.0	20.1	PC	55.2	18.0	26.8
U of Massachusetts-Lowell*		I	PU	153.0	118.2	97.2	64.5	85.1		109.9	100.0	100.0	14.1	20.2	F	44.8	24.4	30.8

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.5	4.7	2.6		48	27	26		28	34	47		272	106.8	91.8	78.9		101.9	84.3	65.6		95.4	91.8	83.1	83.1
7.7	6.0	14.0	5.6	29	23	31		13	30	53	8	221	105.3	85.6	76.1		105.1	82.1	73.5	74.4	99.8	95.9	96.5	92.5
3.1	3.6	5.1	—	3	8	9	2	14	5	13		54	87.3	61.2	62.4	—	81.9	74.2	56.8		93.8	121.2	91.0	110.7
4.8	6.5	6.3	6.6	20	52	68	25	40	79	109	17	410	103.8	85.7	72.5	58.6	97.9	85.1	71.6	58.4	94.3	99.3	98.8	101.3
4.1	5.1	5.8	—	12	19	18	1	11	19	37		124	89.4	79.8	78.7	—	110.9	79.4	75.1		124.1	99.4	95.4	101.8
5.6	6.3	6.2	—	49	45	22	1	18	34	31		238	95.9	75.8	74.9	—	86.1	77.4	69.6		89.8	102.2	93.0	88.4
4.4	-2.7	-2.0	0.0	9	16	20	4	17	22	24	8	120	93.9	73.1	61.4	54.6	93.7	79.4	58.9	53.1	99.7	108.6	96.0	103.3
3.2	5.0	3.7	—	11	14	11	5	15	21	21	4	102	84.4	71.0	64.3	58.9	84.6	65.8	65.4	56.8	100.2	92.7	101.7	97.7
4.6	4.7	4.9	4.9	27	21	21	7	43	41	34	7	201	91.0	80.4	70.2	59.0	96.1	78.6	71.7	72.3	105.6	97.8	102.1	103.8
3.8	6.1	4.9		323	114	132		126	80	133		908	204.2	146.2	124.0		191.5	133.9	106.0		93.8	91.6	85.5	83.0
4.8	4.3	3.7	4.2	50	56	19	6	24	67	24	17	353	131.4	102.1	81.4	50.4	128.9	91.7	83.6	61.3	98.1	89.9	102.6	83.9
4.9	5.1	7.4		19	19	8	1	14	19	13		108	82.3	69.6	65.4	—	84.7	70.0	61.6		102.9	100.5	94.1	96.9
3.4	2.0	3.8	71.3	174	22	7		216	72	30	2	523	96.7	77.6	71.2		94.9	79.0	74.6	—	98.1	101.8	104.8	95.2
5.7	0.6	0.2		13	31	27		15	12	14		131	97.3	74.3	66.3		89.3	75.4	64.3		91.8	101.6	97.1	97.5
0.2	0.9	0.0	—	8	12	11		10	28	36	1	106	87.0	79.9	68.6		80.2	74.3	73.1	—	92.2	93.0	106.6	96.3
5.6	6.2	6.3	9.6	74	61	55	2	36	62	57	4	446	99.9	83.2	78.4	—	100.7	79.7	72.7	71.9	100.8	95.8	92.7	87.0
				27	17	13		23	16	22		120	101.3	78.0	66.8		92.2	77.3	64.6		91.0	99.1	96.7	90.7
5.6	6.6	7.0	6.8	124	102	78	3	108	122	146	16	920	102.9	88.8	71.5	74.1	97.4	84.9	73.6	67.2	94.6	95.6	103.0	90.8
5.1	4.5	5.6	6.1	66	38	30	13	41	69	125	47	442	170.7	126.1	99.7	83.3	158.5	110.0	93.3	80.4	92.8	87.2	93.6	76.5
5.6	5.5	5.8		26	47	23	1	17	26	26		205	100.3	85.3	75.9	—	86.1	82.3	79.6		85.9	96.5	104.9	91.1
7.9	8.6	8.0	7.4	112	75	54	2	45	84	67	8	555	135.0	100.6	87.1	—	119.1	91.2	79.7	65.2	88.3	90.7	91.5	80.9
6.6	7.9	9.1	6.9	538	258	140	2	181	197	175	6	1,870	174.0	120.1	112.6	—	158.4	108.6	95.0	56.5	91.1	90.4	84.4	78.2
5.6	4.8	9.5	—	88	75	35	1	34	26	34		325	144.0	122.1	103.8	—	140.8	116.3	96.5		97.7	95.2	93.0	93.1
0.0	0.5	0.5	1.3	6	23	14	6	8	22	20	10	109	98.1	80.7	66.0	45.8	89.3	74.3	66.2	55.4	91.0	92.0	100.2	94.7
3.2	4.8	5.9		48	16	29	14	37	15	30	14	228	160.7	109.0	96.5	85.9	150.4	108.8	93.5	82.9	93.6	99.8	96.9	91.2
0.0	1.2	3.2	3.1	20	25	24	4	8	24	19	4	143	94.7	80.0	68.1	60.2	95.4	78.6	67.0	56.4	100.7	98.2	98.4	96.3
2.8	3.9	2.8	7.0	36	34	14	4	21	16	18	1	191	207.1	153.9	134.5	103.2	180.2	142.4	147.2	—	87.0	92.5	109.4	91.9
3.8	3.7	3.5		52	31	24		37	25	26		292	185.0	134.6	128.6		169.2	125.0	128.0		91.5	92.9	99.5	91.9
2.5	3.5	4.1	4.8	192	161	112	30	96	146	86	32	878	197.9	127.0	121.5	77.6	176.9	118.5	105.6	88.0	89.4	93.3	86.9	85.4
2.9	3.6	4.9	3.7	379	203	159	141	123	164	148	182	1,891	199.6	138.0	115.3	131.3	192.1	131.4	105.8	105.4	96.2	95.2	91.8	78.8
3.0	4.9	5.4	—	95	55	35	4	54	42	47	1	380	164.5	114.7	98.8	68.3	157.0	114.9	92.7	—	95.4	100.1	93.8	88.4
5.1	4.8	3.6	4.9	42	31	18	12	27	24	19	21	215	130.4	96.3	88.6	55.5	123.3	95.6	83.1	61.6	94.5	99.2	93.8	90.5
2.4	2.7	2.7	—	4	9	5		4	13	20	1	62	71.9	64.9	49.8		73.8	70.1	59.5	—	102.7	108.0	119.5	106.3
3.2	3.8	4.8	6.6	55	49	20	22	43	42	17	29	277	143.4	101.7	89.6	64.0	130.4	102.5	87.8	62.4	90.9	100.8	98.0	91.6
2.4	2.6	1.3		20	32	26		16	19	28		201	122.9	102.7	79.1		117.0	96.4	77.0		95.2	93.8	97.3	92.4
3.0	6.2	5.8	—	2	20	9		14	15	19		99	—	86.2	73.9		113.4	89.5	79.4		—	103.8	107.4	106.6
7.7	7.0	4.5		21	11	12		18	24	25	1	112	110.1	92.5	81.8		107.5	91.4	79.7	—	97.7	98.8	97.5	92.6
0.2	1.1	0.2	1.4	34	8	7		12	8	10	2	81	83.2	67.8	59.5		83.9	69.7	57.7	—	100.8	102.7	96.9	90.5
0.0	0.0	0.0	0.0	6	5	5	3	1	3	5	4	37	103.7	77.5	65.4	63.3	—	83.6	65.0	60.2	—	107.9	99.4	89.4
3.8	3.4	3.1	5.7	727	83	121	61	281	59	104	88	1,770	258.8	156.7	137.4	71.7	241.2	142.5	140.0	71.9	93.2	91.0	101.9	80.5
1.8	1.2	0.6	3.3	28	4	4	3	45	11	14	9	118	70.2	56.0	52.9	49.3	70.4	57.4	55.9	55.0	100.3	102.5	105.8	98.3
1.0	1.4	2.1	6.6	2	17	9	2	9	22	19	2	82	—	80.0	66.5	—	93.8	77.7	66.2	—	—	97.1	99.5	100.1
0.1	0.8	1.9	3.1	17	20	11	3	25	35	32	6	149	101.2	80.1	67.4	54.5	95.2	76.9	66.6	62.3	94.1	96.1	98.8	93.3
6.4	9.2	5.7		35	11	20		29	9	17		121	108.4	81.6	66.3		107.0	84.1	67.6		98.7	103.0	101.9	99.9
4.3	8.4	6.9	3.6	534	155	95	39	130	70	59	19	1,279	239.3	166.0	139.2	74.4	245.0	155.3	138.3	68.5	102.4	93.5	99.3	83.7
2.7	3.4	2.9	7.2	35	17	20	12	39	25	28	16	215	138.2	99.6	80.7	68.3	127.8	96.6	79.3	60.3	92.4	97.0	98.2	89.5
2.8	4.0	4.6	4.3	277	246	177	54	124	195	178	49	1,429	185.9	116.1	102.9	104.2	161.0	105.9	91.3	84.7	86.6	91.2	88.7	78.3
2.5	4.5	3.0	3.0	62	22	17	5	72	30	32	9	295	149.2	105.2	88.9	69.9	138.4	104.2	87.8	63.8	92.7	99.1	98.8	89.6
2.0	2.4	2.7	2.6	29	21	31	5	28	32	54	7	207	86.9	80.9	62.9	53.2	89.1	74.6	62.2	52.8	102.6	92.2	98.8	95.1
2.4	2.4	2.6	-15.0	37	32	22	1	15	31	29	6	183	112.8	89.8	76.4	—	101.3	83.2	67.9	43.3	89.8	92.7	88.9	80.1
1.0	0.3	2.6	2.3	54	56	36	35	42	55	46	35	359	139.7	99.7	108.5	80.8	127.1	101.7	99.4	71.3	91.0	102.0	91.6	92.2
3.4	4.1	4.4		166	110	97	28	82	84	124	25	830	164.0	115.4	99.6	101.8	158.6							

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Wellesley Coll		IIB	PI	162.7	109.1	91.0	63.3	84.3			114.4	87.1	82.1	11.8	11.2	O	55.6	13.9	30.5
Westfield St U		IIA	PU	106.4	83.7	70.8	64.2				87.9	100.0	100.0	14.1	20.2		68.2	23.2	8.6
Wheaton Coll		IIB	PI	103.2	87.8	71.5	50.9				86.3	97.0	77.0	9.0	14.6	O	69.6	15.6	14.8
Williams Coll		IIB	PI	152.8	107.2	93.3	—	111.5	76.3	123.5	96.0	92.4	10.3	11.5	O	60.4	26.7	12.9	
Worcester St U		IIA	PU	103.9	81.3	63.5	63.3				82.9					F	60.6	26.4	13.0

Massachusetts (continued)

Adrian Coll		IIB	PR	89.9	75.1	65.4	—				74.8	100.0	100.0	9.0	14.5	F	55.1	10.2	34.7
Albion Coll		IIB	PR	78.8	66.5	57.3	44.4	—			68.6	94.7	95.6	15.1	10.6	O	68.1	23.0	8.8
Alma Coll		IIB	PR	78.6	61.9	60.0	52.8				65.6	91.3	87.4	8.3	18.6		53.4	27.2	19.4
Aquinas Coll		IIB	PR	64.7	57.0	54.1	50.4				57.8	100.0	87.5	2.6	20.7	O	65.9	21.6	12.5
Calvin U		IIA	PR	87.9	76.2	68.4	—		47.2	79.4	100.0	89.8	7.6	15.3	F	69.9	18.2	11.9	
Central Michigan U	7	I	PU	108.5	84.7	83.3		56.5			87.1	97.9	91.1	10.4	15.1	F	61.3	13.5	25.2
Davenport U	7	IIA	PI	81.1	71.8	65.4	62.4				67.2	100.0	94.5	10.0	14.2	F	0.0	0.0	100.0
Ferris St U	7	IIA	PU	111.1	86.8	78.0	—		48.6	87.4	100.0	100.0	15.5	17.5	P	66.7	19.0	14.3	
Grand Valley St U	7	IIA	PU	112.8	90.0	76.8	64.1		50.1	83.5	100.0	100.0	12.0	14.3	P	57.3	18.5	24.3	
Hope Coll		IIB	PR	95.9	74.2	62.7	53.8				77.4	94.7	88.9	10.6	15.1	F	61.1	18.1	20.8
Kalamazoo Coll		IIB	PI	93.1	77.3	62.2	58.5				76.9	89.1	100.0	10.3	12.7		63.4	22.8	13.9
Kettering U	7	IIA	PI	94.4	85.1	75.5	45.5	64.4			81.4	100.0		9.0			62.4	17.4	20.2
Michigan St U	7	I	PU	160.9	105.2	84.3					118.4	100.0	100.0	10.0	8.7	P	60.5	19.9	19.6
Michigan Technological U		I	PU	122.9	96.1	85.7	77.3	67.4			96.6	96.6	98.5	9.3	10.2	P	58.5	20.0	21.5
Northern Michigan U	7	IIA	PU	95.5	78.6	68.4	50.4		60.2	77.7	100.0	100.0	15.4	16.1	F	53.1	17.5	29.4	
Oakland U		I	PU	115.5	84.8	77.0	67.0				86.8	94.4	98.2	15.8	15.0	P	62.9	27.2	9.9
Saginaw Valley St U		IIA	PU	91.5	73.7	69.6	—	54.4			78.2						74.0	16.1	9.8
Spring Arbor U	7	IIA	PR	65.7	56.6	50.9					58.4	100.0	83.1	5.6	22.5	O	54.5	42.9	2.6
U of Michigan-Ann Arbor	7	I	PU	178.5	118.6	100.8	62.1	74.8			129.9	100.0	100.0	10.0	7.5		55.5	15.6	29.0
U of Michigan-Flint	5	IIA	PU	120.9	86.5	80.2		64.5			86.3	100.0	100.0	10.0	2.3	P	50.6	21.0	28.5
Wayne St U	7	I	PU	137.0	102.2	87.6	76.4	64.1			99.9	100.0	96.8	8.5	1.1	P	53.1	13.2	33.7
Western Michigan U*	7	I	PU	114.3	87.5	72.9	55.8				92.2					P	68.4	22.6	9.0

Minnesota

Augsburg U	7	IIA	PR	85.9	71.9	69.7	63.4				73.6						53.6	23.5	22.9
Bethel U	1	IIA	PR	78.9	68.6	59.7	53.1				70.6	100.0	61.4	5.0	22.5	O	60.9	28.4	10.7
Carleton Coll		IIB	PI	142.4	106.9	90.4	—	78.8			118.2	100.0	100.0	9.6	11.9	O	65.7	19.7	14.6
Coll of Saint Benedict		IIB	PR	93.3	74.9	65.2	68.3				78.2	96.3	75.0	8.7	26.8	O	64.0	11.8	24.3
Concordia Coll at Moorhead		IIB	PR	79.0	65.9	64.6	50.3		—		68.7	90.1	78.4	7.2	15.9	F	65.4	21.0	13.6
Gustavus Adolphus Coll		IIB	PR	86.0	69.4	58.2	54.8				68.7	100.0	79.3	7.0	16.1	O	60.9	15.1	24.0
Hamline U		IIA	PR	81.3	68.9	65.3	—	70.3	68.3		73.9	100.0	75.2	6.7	12.7	P	63.9	19.5	16.5
Macalester Coll		IIB	PR	128.8	97.9	80.9	64.9				98.8	94.1	82.9	10.2	11.8	PC	59.0	17.6	23.4
Saint Johns U		IIB	PR	93.7	75.0	64.9	67.0				78.2	96.9	83.2	8.5	14.8	O	65.6	9.9	24.4
Saint Mary's U of Minnesota	7	IIA	PR	73.5	63.7	59.0	54.6				64.6	100.0	68.9	6.3	15.9	O	56.3	16.5	27.2
St Catherine U	1	IIA	PR	84.0	70.5	62.5	—		—		68.1	100.0	75.5	8.0	15.5	P	30.2	20.8	49.0
St Olaf Coll		IIB	PR	101.3	81.1	69.4	57.8		78.6		80.4	97.2	86.4	10.3	15.1	PC	60.1	15.0	24.9
U of Minnesota-Crookston	7	IIB	PU	90.9	77.5	72.3	61.7	65.8			72.1	100.0	100.0	11.2	14.9		31.0	23.9	45.1
U of Minnesota-Duluth	7	IIA	PU	102.9	82.8	67.7	57.5				77.4	100.0	100.0	11.2	14.8	N	49.6	18.9	31.5
U of Minnesota-Morris		IIB	PU	89.9	71.3	57.2	48.8	—			67.4	100.0	100.0	11.2	14.8	N	51.7	24.6	23.7
U of Minnesota-Rochester		IIB	PU		81.9	71.6	49.2	47.0			57.3	100.0	100.0	11.2	14.8	N	13.5	16.2	70.3
U of Minnesota-Twin Cities	7	I	PU	148.4	105.0	93.6	56.2	68.5	—		112.8	100.0	100.0	11.2	15.7	N	55.6	16.6	27.8
U of St Thomas		IIA	PR	121.7	94.6	81.7	81.0				101.4	95.6		9.4		F	79.9	15.7	4.4

Mississippi

Millsaps Coll		IIB	PR	90.0	67.3	63.0	—				73.8	94.8	81.8	5.0	9.3	FC	71.4	18.2	10.4
Mississippi St U	7	I	PU	114.3	85.9	75.8	48.2	29.2			80.0	36.9	32.8	15.7	4.7		48.3	28.2	23.6
Mississippi U for Women	7	IIA	PU	67.5	57.1	53.8	51.5				57.9	100.0	92.1	17.4	7.8	O	40.0	30.7	29.3
U of Southern Mississippi		I	PU	96.9	75.1	65.7	54.5	48.8			73.4	100.0	100.0	17.4	6.0	F	46.9	22.8	30.3

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.5	4.6	2.7	5.3	48	29	13	8	47	44	29	14	302	167.7	108.6	91.5	68.4	157.7	109.4	90.8	60.4	94.1	100.7	99.2	87.2
2.3	6.7	6.0	-0.6	49	33	30	2	40	35	36	8	233	109.5	81.0	70.0	—	102.5	86.3	71.4	65.5	93.6	106.5	102.1	95.4
0.2	1.1	1.8	0.0	27	23	8	7	24	22	14	10	135	105.5	89.0	70.8	50.6	100.6	86.6	72.0	51.1	95.3	97.4	101.7	93.2
4.5	5.2	5.0	—	91	14	36		62	16	45	1	303	159.7	108.0	95.6		142.7	106.4	91.5	—	89.4	98.5	95.7	87.8
18.6	0.0	7.0	3.5	30	26	29	2	46	28	36	11	208	102.5	81.0	62.7	—	104.7	81.5	64.2	63.4	102.1	100.6	102.4	102.0
				17	15	18	1	10	14	22	1	98	91.2	76.6	64.9	—	87.8	73.6	65.8	—	96.3	96.1	101.5	94.7
0.7	2.8	2.4	—	31	13	9	4	25	8	17	4	113	77.1	68.2	58.4	42.4	81.0	63.7	56.7	46.4	105.0	93.4	97.1	97.9
4.6	0.0	7.4	22.4	23	12	10	9	12	10	19	8	103	80.3	63.0	59.6	51.0	75.4	60.7	60.3	54.8	93.9	96.3	101.2	93.3
0.0	2.7	2.3	4.3	17	15	12	5	10	13	10	6	88	63.6	58.4	56.3	51.6	66.5	55.3	51.6	49.4	104.5	94.7	91.6	95.4
5.9	6.8	7.1		87	33	20	1	39	23	20		236	88.6	76.5	71.2	—	86.3	75.6	65.6		97.4	98.8	92.2	90.1
1.4	2.5	2.6		184	79	44		105	80	39		710	112.1	87.2	88.1		102.2	82.2	78.0		91.2	94.3	88.5	87.4
1.0	2.6	2.4	1.8	4	12	13	9	1	6	15	13	73	77.2	72.8	65.7	63.0	—	69.9	65.2	61.9	—	96.1	99.2	95.9
3.3	2.7	3.7	—	95	82	53	1	53	51	43	1	442	111.9	87.6	78.4	—	109.5	85.4	77.4	—	97.8	97.5	98.8	91.0
				183	173	87	2	100	155	128	5	1,100	115.0	90.7	82.2	—	108.8	89.3	73.1	63.3	94.6	98.4	89.0	88.5
3.5	3.6	4.4	2.5	52	33	28	3	28	34	40	8	226	97.8	75.0	65.0	51.5	92.4	73.4	61.0	54.7	94.4	97.8	93.8	88.0
2.3	7.0	4.7	3.1	20	11	13	8	16	17	10	6	101	96.5	78.9	63.9	55.9	88.9	76.2	60.0	62.0	92.2	96.5	94.0	96.1
3.7	2.7	1.3	—	28	23	11	1	4	12	9	2	109	94.7	85.8	76.3	—	93.0	83.7	74.5	—	98.2	97.5	97.7	89.8
2.8	3.8	4.2		568	348	361		210	265	372		2,124	163.6	107.8	88.3		153.8	101.8	80.4		94.0	94.4	91.1	82.8
2.0	2.9	5.3	2.8	94	92	46	19	27	33	30	7	410	126.1	98.0	88.1	73.9	111.9	90.8	82.1	86.5	88.8	92.7	93.2	86.7
2.1	3.7	4.7	1.3	64	34	38	11	42	23	31	24	286	96.4	80.6	70.4	54.2	94.0	75.7	65.9	48.7	97.5	93.9	93.6	90.2
2.9	3.4	4.2	4.6	94	115	64	36	40	116	73	68	606	121.1	86.7	78.8	68.6	102.4	82.9	75.4	66.1	84.5	95.6	95.8	85.5
				71	42	27	1	36	53	38		285	94.9	73.5	76.6	—	84.7	73.9	64.6		89.3	100.6	84.3	88.0
2.0	3.2	4.6		22	16	9		8	7	15		77	66.0	56.5	49.9		65.1	56.8	51.5		98.7	100.5	103.3	94.5
2.9	3.6	3.6	1.3	809	321	304		348	263	305	22	2,925	182.1	120.2	103.5		170.2	116.7	98.2	62.1	93.5	97.1	94.9	79.8
1.6	1.6	3.8		30	40	31		16	56	39		267	122.7	87.5	79.7		117.5	85.8	80.7		95.8	98.1	101.3	90.7
2.2	2.8	3.1	2.2	197	163	100	6	70	153	134	24	1,043	139.9	107.1	90.8	78.3	128.7	97.0	85.2	75.9	92.0	90.6	93.9	82.2
3.0	3.7	3.7	4.3	231	124	77	30	112	120	119	42	855	117.7	91.5	76.5	58.1	107.3	83.3	70.6	54.1	91.2	91.0	92.3	83.3
				21	32	23	6	23	23	35	16	179	86.6	70.4	70.8	69.0	85.2	73.9	68.9	61.3	98.3	104.8	97.3	97.4
2.3	4.2	4.2	2.1	45	35	8	1	28	54	20	6	197	79.5	69.6	55.7	—	78.0	68.0	61.2	53.1	98.2	97.7	109.9	93.7
3.9	4.6	4.2	—	49	31	16	1	45	18	24	1	198	142.7	106.6	91.3	—	142.0	107.4	89.8	—	99.5	100.7	98.3	97.4
1.4	4.1	2.0	1.0	26	20	6	15	18	24	9	18	136	94.1	77.3	66.0	71.5	92.1	72.9	64.6	65.7	97.8	94.4	97.8	92.0
2.1	2.0	3.3	2.1	33	29	22	2	18	27	25	5	162	81.7	66.7	67.9	—	74.1	65.0	61.7	52.1	90.7	97.6	90.8	89.5
3.8	3.9	2.9	2.6	24	30	23	5	17	40	34	6	179	90.1	71.3	57.5	56.2	80.1	68.1	58.7	53.5	88.9	95.5	102.1	91.6
1.5	2.0	1.6	—	24	15	9	1	34	14	19	1	133	82.7	68.7	72.2	—	80.3	69.2	62.0	—	97.1	100.7	85.9	96.8
3.0	4.7	4.4	3.5	41	21	16	15	36	23	20	33	205	130.4	97.8	83.0	67.4	126.9	98.1	79.3	63.8	97.3	100.3	95.6	89.6
1.4	3.4	1.5	1.1	26	18	6	15	18	23	8	17	131	94.6	77.6	65.7	67.1	92.4	73.0	64.4	66.8	97.7	94.0	97.9	93.5
1.8	2.0	3.7	—	14	29	21	1	13	14	9	2	103	76.7	64.6	60.9	—	70.0	61.6	54.4	—	91.3	95.3	89.2	94.9
3.0	3.9	4.1	—	10	17	16	2	27	58	113		245	85.0	70.0	60.8	—	83.7	70.7	62.7		98.4	101.0	103.0	97.9
2.0	2.9	3.5	3.4	39	35	10	23	23	31	23	20	213	101.9	80.4	70.3	58.1	100.5	81.8	69.1	57.5	98.6	101.7	98.3	94.6
3.3	2.4	3.5	2.7	5	12	8	3	4	2	8	9	71	93.0	77.8	72.2	66.6	88.3	—	72.4	60.1	95.0	—	100.3	93.3
2.0	2.6	3.4	2.8	70	82	77	40	27	62	82	46	486	105.8	84.8	72.6	62.9	95.3	80.1	63.2	52.8	90.0	94.5	87.0	83.6
2.6	2.1	2.9	2.1	17	19	17	13	9	19	13	10	118	91.5	68.7	57.4	48.7	86.8	73.8	57.0	49.0	94.9	107.4	99.3	98.9
	2.5	3.0	2.3		3	3	6		3	3	6	37		84.9	72.6	53.3		79.0	70.6	45.0		93.0	97.2	104.2
2.7	3.6	3.8	2.9	666	325	289	55	276	268	286	107	2,472	152.1	108.2	98.4	60.7	139.6	101.2	88.8	53.9	91.8	93.5	90.2	80.8
2.5	3.6	3.8	3.3	90	89	44	2	42	88	26	2	383	127.5	99.5	84.3	—	109.3	89.6	77.2	—	85.8	90.0	91.5	86.1
-1.6	0.3	5.9	—	18	13	8		9	14	13	2	77	91.8	71.3	68.3		86.3	63.6	59.7	—	94.0	89.2	87.5	83.8
2.8	3.6	4.2	3.0	177	171	152	55	53	85	120	106	980	116.4	89.5	81.7	51.7	107.2	78.6	68.4	46.4	92.1	87.8	83.8	72.4
0.7	1.4	1.5	1.6	15	12	12	8	27	14	22	30	140	64.9	54.8	50.6	47.0	69.0	59.1	55.5	52.7	106.4	107.7	109.6	106.2
1.7	4.5	3.5	3.7	102	103	92	28	53	85	121	68	674	99.9	73.0	65.6	55.0	91.0	77.8	65.8	54.3	91.1	106.6	100.3	89.6

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Missouri																			
Columbia Coll		IIA	PR	79.9	64.1	68.5	63.9		—	69.7	98.6	87.5	8.3	10.9	F	51.4	26.4	22.2	
Drury U	1	IIA	PR	73.5	65.2	61.2	54.7			65.9	96.3	100.0	5.9	7.3	O	69.2	14.0	16.8	
Lincoln U		IIA	PU	64.9	57.3	44.9	38.6			52.3	100.0	84.9	13.2	13.0	P	40.6	27.4	32.1	
Lindenwood U		I	PI	98.4	77.5	67.8	55.2			79.7	100.0	81.7	5.0	10.1	F	0.0	0.0	100.0	
Maryville U of Saint Louis	7	I	PI	94.4	81.8	71.6	70.8		—	78.2	91.6	93.4	9.4	12.7	O	37.7	29.9	32.3	
Mineral Area Coll		III	PU	56.4	51.6	50.7	46.6			50.9	100.0	100.0	16.6	14.1	F	0.0	0.0	100.0	
Missouri Baptist U		IIA	PR	63.1	57.4	57.0	40.0			57.2	93.2	100.0	10.3	23.8	O	0.0	0.0	100.0	
Missouri St U-Springfield	7	IIA	PU	87.3	73.0	68.5	45.5		44.6	70.7	78.4	100.0	15.0	8.0	P	51.8	27.0	21.2	
Missouri St U-West Plains	1	III	PU	65.6	55.8	51.2	49.1		—	54.5	100.0	100.0	13.9	9.7		77.1	20.0	2.9	
Missouri U of Science and Tech		I	PU	131.6	86.2	76.5				99.0	100.0	96.2	12.9	12.4	O	59.1	22.5	18.4	
Southeast Missouri St U	1	IIA	PU	84.5	68.7	58.2	47.9		—	63.9	100.0	95.7	12.6	11.7	O	46.3	21.5	32.2	
Truman St U	7	IIA	PU	76.2	66.8	55.6	46.5			65.6	100.0	100.0	15.6	12.2	P	56.6	23.4	20.0	
U of Central Missouri	7	IIA	PU	86.9	73.9	63.8	43.5			68.7	100.0	100.0	6.0	10.5	P	47.6	23.1	29.3	
U of Missouri-Columbia	7	I	PU	127.1	87.0	81.1				97.3	100.0	97.0	11.8	11.6	O	51.6	18.9	29.5	
U of Missouri-Kansas City	7	I	PU	110.1	84.2	75.4				88.1	99.6	91.8	11.5	13.5	O	46.4	14.7	38.9	
U of Missouri-St Louis	7	I	PU	103.3	80.5	66.5				81.8	100.0	91.9	11.3	13.0	O	41.9	16.4	41.7	
Washington U in St Louis	7	I	PI	212.5	128.4	116.0	100.5	70.5	39.0	139.7	83.4	93.8	10.2	7.6	F	51.5	17.9	30.6	
Webster U	7	IIA	PI	93.2	75.8	64.5				81.2	94.9	91.5	8.9	12.5		80.7	19.3	0.0	
Montana																			
Montana St U		I	PU	108.2	80.1	74.0				88.4	100.0	100.0	7.0	18.3	P	68.2	31.8	0.0	
Montana St U Billings		IIA	PU	81.3	65.7	53.9	45.4	43.7	52.4	60.6	100.0	100.0	10.7	20.9	PC	43.4	34.2	22.4	
Rocky Mountain Coll		IIA	PR	66.9	52.7	57.3	37.4			58.4	86.9	100.0	5.2	5.5	O	65.6	24.6	9.8	
U of Montana	7	I	PU	94.8	77.3	62.5	47.0	48.2		79.0	100.0	100.0	10.6	16.0	P	69.8	14.8	15.3	
U of Montana-Western		IIB	PU	72.6	59.0	51.3	45.9			60.1	100.0	100.0	0.0	0.0	O	56.3	21.9	21.9	
Nebraska																			
Concordia U-Nebraska		IIA	PR	69.1	61.8	54.0	—			61.2	100.0	100.0	9.6	14.5	P	0.0	0.0	100.0	
Creighton U	7	IIA	PR	122.3	95.3	76.6	62.8			92.5	100.0	87.3	7.3	11.6	FC	50.3	21.8	27.9	
Hastings Coll		IIB	PR	67.1	57.8	54.1	42.3			57.8	100.0	91.4	4.4	13.2	F	50.0	30.0	20.0	
Nebraska Wesleyan U		IIA	PR	68.1	61.3	55.4	56.0			61.6	100.0	86.7	7.0	16.9	FC	57.5	26.5	15.9	
U of Nebraska at Kearney	7	IIA	PU	87.5	71.1	62.6	—	48.4		69.5						51.8	26.2	22.0	
U of Nebraska at Omaha	1	IIA	PU	96.8	80.2	75.5	50.0	53.3	55.8	75.6	100.0		8.0		P	51.2	21.3	27.5	
U of Nebraska-Lincoln	7	I	PU	133.2	95.8	95.0		67.2		102.0	96.4	85.0	7.9	11.3	P	55.5	23.7	20.8	
Wayne St Coll		IIA	PU	82.6	62.9	54.3	54.9	47.3		67.4	100.0	95.0	8.0	18.3	P	54.5	32.2	13.2	
Nevada																			
U of Nevada-Las Vegas	7	I	PU	137.1	97.8	77.0	57.1	57.5		98.8	100.0	90.5	15.3	9.2	P	48.2	18.5	33.3	
U of Nevada-Reno	11	I	PU	133.8	97.3	79.8	—	56.4		94.7	100.0	97.9	15.3	9.7	O	40.6	35.7	23.7	
New Hampshire																			
Colby-Sawyer Coll		IIB	PI	79.3	64.3	55.2				65.7	100.0	83.0	4.0	21.3	F	60.4	11.3	28.3	
Dartmouth Coll		I	PI	216.3	137.0	113.3				167.5	100.0	87.8	8.6	6.5	N	73.0	25.8	1.2	
Franklin Pierce U		IIA	PI	79.1	71.3	69.4	61.7			71.6	95.5	68.5	8.5	21.2	F	0.0	0.0	100.0	
Keene St Coll	1	IIB	PU	102.8	83.6	71.1		52.2	—	87.3	90.4	100.0	10.2	18.5	O	71.3	20.2	8.4	
Plymouth St U	1	IIA	PU	94.9	77.1	66.0	—	62.0		78.5	92.1	100.0	9.8	18.9		58.6	18.3	23.0	
Saint Anselm Coll		IIB	PR	96.4	82.6	68.3	59.1	—		82.3	96.6	85.6	8.3	18.3	O	62.3	24.0	13.7	
Southern New Hampshire U		IIA	PI	83.6	62.7	55.6	56.4	35.6		64.1	100.0	89.8	8.0	33.6	F	0.0	0.0	100.0	
U of New Hampshire-Main Campus	1	I	PU	136.6	107.6	88.0		72.0		101.9	94.2	100.0	9.5	15.1	O	48.4	19.3	32.3	
New Jersey																			
Bloomfield Coll		IIB	PR	100.8	81.9	68.4				87.7	100.0	90.2	10.0	14.2	O	68.9	29.5	1.6	
Caldwell U		IIA	PR	84.3	68.4	64.6	67.8	—		73.4	75.3	71.6	4.5	20.5	O	51.9	40.7	7.4	

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
-3.4	1.8	2.0	1.5	7	17	9	1	10	8	10	8	72	79.8	64.9	68.0	—	80.0	62.4	69.0	64.1	100.4	96.3	101.5	102.8
2.5	2.3	2.2	3.3	19	24	7	8	19	13	7	10	107	74.7	64.1	60.9	63.8	72.4	67.1	61.6	47.4	96.9	104.7	101.2	95.8
1.7	1.1	2.4	0.7	21	12	16	8	9	11	20	9	106	66.1	57.8	45.9	38.4	62.2	56.8	44.1	38.8	94.0	98.4	96.0	90.0
1.9	2.8	3.8	3.1	35	50	34	8	42	43	37	8	257	104.1	77.8	71.2	58.3	93.6	64.7	52.1	89.9	98.9	98.9	90.9	94.2
6.2	6.3	4.7	15.4	14	18	26	7	12	27	57	5	167	93.0	83.5	72.6	77.3	96.0	80.7	71.1	61.8	103.3	96.7	97.9	95.2
2.3	2.2	2.4	2.4	8	7	5	7	6	3	8	12	56	56.3	50.9	53.9	44.1	56.4	53.1	48.7	48.1	100.2	104.3	90.3	98.5
4.6	2.5	4.2	2.5	9	4	17	2	4	3	18	2	59	63.6	60.5	54.5	—	61.8	53.3	59.3	—	97.0	88.2	108.9	100.9
4.3	3.3	3.7	4.4	155	77	96	48	78	58	111	91	722	88.8	77.2	71.1	47.4	84.3	67.4	66.2	44.5	95.0	87.3	93.1	84.5
3.5	5.0	6.1	7.0	5	3	7	1	2	3	11	2	35	63.9	54.8	48.3	—	—	56.8	53.0	—	—	103.6	109.7	101.6
4.2	3.9	2.7		93	81	68		26	37	37		342	135.9	86.8	80.4		116.5	85.0	69.4		85.7	98.0	86.4	84.2
1.6	2.3	3.8	3.4	60	34	39	48	44	40	48	77	391	86.7	66.9	60.5	48.3	81.4	70.1	56.3	47.6	93.9	104.8	93.2	90.8
0.1	2.6	0.2	1.3	95	14	49	10	47	11	52	17	295	76.5	63.5	59.7	44.3	75.6	71.0	51.7	47.8	98.9	111.7	86.7	90.0
2.3	7.3	5.3	4.0	83	52	76	24	51	33	75	60	454	87.5	73.6	66.0	44.6	85.8	74.3	61.6	43.1	98.1	100.9	93.3	87.6
3.4	4.0	4.1		232	217	162		99	172	199		1,081	134.1	89.6	85.4		110.9	83.8	77.5		82.7	93.6	90.8	82.4
2.9	2.5	3.6		84	122	67		52	100	99		524	118.6	86.7	78.3		96.5	81.1	73.5		81.3	93.5	93.8	86.0
2.5	4.3	3.3		66	53	50		48	66	101		384	111.5	82.8	68.3		92.0	78.7	65.7		82.5	95.1	96.2	84.2
				263	113	91	51	80	76	79	40	1,010	216.4	134.1	116.3	109.2	199.5	119.9	115.7	89.3	92.2	89.4	99.5	75.3
2.5	3.7	—		44	36	22		31	33	10		176	96.3	77.9	67.1		88.6	73.6	58.7		92.0	94.5	87.6	93.3
4.6	5.8	3.7		115	74	56		38	71	71		425	108.9	80.3	74.8		106.1	80.0	73.3		97.4	99.6	97.9	89.6
3.4	3.8	3.5	—	17	18	21	2	14	9	26	2	152	76.2	69.2	53.2	—	87.6	58.7	54.5	—	114.9	84.9	102.3	98.0
-2.3	1.1	0.6	4.2	18	4	6	4	8	10	9	2	61	67.4	57.3	58.8	38.4	65.9	50.8	56.3	—	97.8	88.6	95.7	91.3
3.2	5.1	5.9	4.4	122	56	28	25	61	35	35	21	391	95.6	77.0	61.9	42.5	93.3	77.7	62.9	52.4	97.5	100.8	101.5	94.1
3.5	4.0	2.5	2.9	18	5	6	4	8	6	7	10	64	73.6	59.8	51.7	47.9	70.4	58.4	50.9	45.2	95.6	97.6	98.6	86.2
2.0	2.0	2.0	—	20	7	14		5	6	11	1	64	68.8	62.0	54.9		70.2	61.5	52.9	—	102.2	99.1	96.4	92.5
3.1	2.9	3.2	3.6	100	96	96	15	50	79	120	36	592	124.1	95.7	76.6	61.5	118.5	94.8	76.6	63.3	95.5	99.1	100.1	89.8
1.8	4.7	6.4	15.9	16	6	12	8	10	4	12	2	70	66.5	57.5	55.0	39.5	68.0	58.4	53.2	—	102.3	101.6	96.8	104.4
1.5	0.4	2.9	3.2	17	13	11	4	25	14	21	8	113	70.8	59.3	55.0	62.3	66.3	63.2	55.6	52.9	93.6	106.5	101.2	96.7
1.3	2.3	4.3		58	47	45		40	42	31	1	328	89.5	69.2	64.4		84.5	73.2	59.9	—	94.5	105.7	93.0	92.8
10.8	6.1	-16.0	-0.9	97	79	65	47	50	82	66	52	601	98.8	83.0	80.9	51.2	93.0	77.5	70.3	48.9	94.2	93.4	86.8	88.5
3.1	3.6	4.4		333	208	163		89	118	113		1,288	134.7	98.3	97.4		127.5	91.3	91.6		94.6	92.8	94.0	81.0
2.5	3.0	7.1	2.5	31	11	14	6	17	18	17	3	121	82.0	63.5	54.1	57.4	83.7	62.5	54.5	49.8	102.1	98.4	100.8	93.9
3.6	3.9	4.5	2.2	229	150	143	23	89	120	135	20	1,008	138.4	100.0	78.6	56.8	133.9	95.0	75.3	57.3	96.8	95.1	95.7	86.0
3.0	3.7	4.1	—	130	112	203	1	49	77	178		798	138.3	99.2	84.2	—	121.9	94.5	74.9		88.1	95.3	89.0	84.3
1.4	2.2	0.8		9	7	6		8	9	14		53	77.2	60.3	53.0		81.6	67.5	56.1		105.6	111.9	106.0	101.2
4.4	5.4	7.7		157	99	62		65	62	47		492	228.3	139.5	115.7		187.2	132.9	110.2		82.0	95.2	95.2	82.3
4.1	4.2	6.3	4.5	13	16	13		6	11	25	5	89	80.3	70.3	68.1		76.3	72.7	70.1	61.7	95.0	103.5	102.9	97.1
3.5	5.2	5.6	7.6	36	33	15		35	27	24		178	104.1	84.7	71.1		101.5	82.4	71.1		97.5	97.3	100.0	95.5
1.5	3.6	4.4	4.8	41	21	17		27	30	20	1	191	95.7	78.9	68.3		93.7	75.8	64.1	—	98.0	96.1	93.8	93.2
2.0	3.0	3.4	—	32	19	21	1	18	30	19	4	146	98.6	84.5	71.9	—	92.3	81.4	64.3	59.3	93.6	96.3	89.4	89.8
3.7	7.9	4.3	3.5	23	17	26	7	17	23	26		147	85.8	69.4	57.5	56.4	80.7	57.8	53.7		94.1	83.2	93.6	89.8
3.3	3.8	4.2		128	92	71		59	113	111		746	141.8	113.1	91.9		125.2	103.1	85.5		88.3	91.2	93.1	82.7
1.9	3.7	3.3		11	10	3		17	10	10		61	99.8	81.5	67.9		101.4	82.4	68.6		101.5	101.1	101.0	99.1
0.1	4.4	3.8	1.5	16	4	8		19	8	21	3	81	85.4	71.2	63.7		83.3	67.0	65.0	67.8	97.6	94.1	102.0	92.6

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)		(5)	(6)					
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Centenary U	9	IIA	PR	91.0	70.1	59.1	—					67.9	75.7	77.0	0.0	13.1	F	24.3	12.2	63.5
Coll of New Jersey	6	IIA	PU	124.0	101.3	83.8	—				104.8	100.0	100.0	15.6	24.5			71.0	22.8	6.2
Drew U		IIA	PR	101.0	78.4	68.6	—				82.6	89.9	74.1	8.0	15.3	O		68.3	11.5	20.1
Fairleigh Dickinson U-Metro Campus	7	IIA	PI	104.2	87.1	77.3	—	62.5			84.0	100.0	100.0	9.4	15.8	F	48.1	28.4	23.5	
Georgian Court U		IIA	PR	96.3	75.7	65.5	—				76.4	85.7	60.4	6.2	15.4	FC		58.2	31.9	9.9
Kean U	7	IIA	PU	126.8	102.7	85.6		62.2			86.1							49.4	12.3	38.3
Monmouth U	9	IIA	PI	131.4	104.8	77.1	66.6	72.1			90.3	79.7	78.4	8.4	21.6	F	54.7	12.2	33.1	
New Jersey Inst of Tech	7	I	PU	187.3	130.2	103.9		72.7			127.4	100.0	100.0	13.5	27.9	F	50.7	41.0	8.4	
Princeton U		I	PI	255.0	154.1	122.4	92.0	93.6			186.1	100.0	100.0	9.3	10.3			61.3	18.7	20.0
Ramapo Coll of New Jersey		IIA	PU	127.7	102.6	84.6	—				106.6	100.0	100.0	16.5	25.3	P		79.1	14.5	6.4
Rider U		IIA	PI	117.3	101.0	86.1	—	69.2			102.4	91.2	75.2	5.2	13.2	F		70.4	0.0	29.6
Rutgers U-Camden	15	I	PU	166.1	105.0	96.3	68.5	—			121.2	100.0	100.0	8.0	13.8	F		51.3	22.4	26.3
Rutgers U-New Brunswick	15	I	PU	175.4	114.8	90.3	66.1	73.3			125.1	100.0	100.0	8.0	13.4	F		48.6	16.0	35.4
Rutgers U-Newark	15	I	PU	192.2	135.1	109.6	67.8	88.0			142.6	100.0	100.0	8.0	11.7	F		50.0	19.1	30.9
Saint Peter's U		IIA	PR	104.2	77.3	66.6	59.4	60.3	75.8		78.7	100.0	100.0	6.6	6.6	F		57.0	26.3	16.7
Stevens Inst of Tech		I	PI	187.0	134.3	122.6					142.8	89.9	81.5	7.6	12.0	F		33.7	35.9	30.4
Stockton U		IIA	PU	124.6	99.9	78.2	66.5				94.9	98.0	84.6	8.0	20.7	O		58.6	31.4	10.0
William Paterson U of New Jersey		IIA	PU	130.6	103.2	85.5	74.0				111.9	95.9	83.6	7.8	12.6	F		73.4	21.7	4.9

New Mexico

New Mexico St U-Alamogordo	1	III	PU	65.6	56.7	58.6	—				61.5	100.0	71.0	16.0	13.0	P		64.5	6.5	29.0
New Mexico St U-Carlsbad	1	III	PU	66.8	59.6	54.3	49.3				56.6	100.0	67.6	16.2	14.8	P		38.2	35.3	26.5
New Mexico St U-Dona Ana	1	III	PU	64.9	56.0	54.0	47.9				56.1	100.0	75.2	16.3	14.2	P		56.0	40.8	3.2
New Mexico St U-Grants	1	III	PU	63.7	56.0	—	41.0				53.0	100.0	85.7	14.8	11.9	P		57.1	7.1	35.7
New Mexico St U-Main Campus	1	I	PU	100.1	78.1	69.2	49.2				80.7	100.0	86.7	11.3	10.2	P		55.7	22.6	21.7
U of New Mexico-Main Campus	1	I	PU	117.4	86.1	78.7	46.9	56.4	—		89.8	100.0	89.5	13.1	6.8	FC		59.8	22.2	18.0

New York

Adelphi U		IIA	PI	146.0	112.3	90.5	88.5	75.1	106.5		113.4	87.5	69.0	9.3	16.5	F		62.2	20.2	17.6
Bard Coll		IIA	PI	152.2	106.3	87.3					116.4	100.0	80.9	12.5	8.0	O		57.3	31.2	11.5
Barnard Coll		IIB	PI	181.6	132.0	96.4	78.5	90.0			129.9	96.0	86.3	12.3	20.1	F		46.2	19.3	34.5
Binghamton U	7	I	PU	140.4	101.5	84.3	60.7	58.1			99.0	99.5	89.3	9.6	14.3			52.0	24.2	23.9
CUNY Bernard M Baruch Coll		IIA	PU	124.4	103.4	87.8		78.9			104.8	100.0	100.0	17.0	11.3	N		61.1	27.6	5.3
CUNY Borough of Manhattan Comm Coll		III	PU	115.8	94.2	79.1	57.9	73.1			89.6	100.0	100.0	19.9	13.2	N		58.0	37.0	5.0
CUNY Bronx Comm Coll		III	PU	116.4	93.4	76.9		71.5			91.5	100.0	100.0	19.5	12.9	N		63.7	32.0	4.2
CUNY Brooklyn Coll		IIA	PU	120.1	98.9	84.7		70.1			100.6	100.0	100.0	17.8	11.8	N		72.4	19.3	8.3
CUNY City Coll		I	PU	125.9	103.5	88.1		89.1			109.9	100.0	100.0	16.2	10.8	N		74.7	18.1	7.3
CUNY Graduate School and U Center		I	PU	121.6	104.2	87.9		74.1			113.8	100.0	100.0	15.7	10.4	N		65.6	15.8	18.7
CUNY Hostos Comm Coll		III	PU	113.2	91.5	79.8	67.6	72.3			87.2	100.0	100.0	20.5	13.6	N		61.5	29.1	9.3
CUNY Hunter Coll		IIA	PU	119.8	101.8	86.3		79.1			105.1	100.0	100.0	17.0	11.3	N		73.6	19.0	7.4
CUNY John Jay Coll of Criminal Justice		IIA	PU	121.7	99.9	85.2		73.5			98.4	100.0	100.0	18.1	12.0	N		74.5	18.8	6.8
CUNY Kingsborough Comm Coll		III	PU	117.6	94.6	81.0	69.6	73.2			89.1	100.0	100.0	20.0	13.3	N		67.7	24.7	7.6
CUNY LaGuardia Comm Coll		III	PU	113.6	91.0	77.2	72.1	77.4			93.8	100.0	100.0	19.0	12.6	N		61.7	35.5	2.8
CUNY Lehman Coll		IIA	PU	119.3	98.4	84.5	—	77.8			95.2	100.0	100.0	18.8	12.4	N		62.9	26.8	10.4
CUNY Medgar Evers Coll		IIB	PU	120.8	97.6	84.2	—	77.9			95.1	100.0	100.0	18.8	12.5	N		58.4	29.8	11.8
CUNY New York City Coll of Tech		IIB	PU	116.8	96.7	84.0	—	79.9			95.8	100.0	100.0	18.6	12.4	N		74.4	24.4	1.3
CUNY Queens Coll		IIA	PU	121.5	99.3	83.1		74.2			99.3	100.0	100.0	18.0	11.9	N		73.3	20.1	6.6
CUNY Queensborough Comm Coll		III	PU	119.0	95.4	80.8	—	75.1			91.3	100.0	100.0	19.6	13.0	N		62.4	36.8	0.8
CUNY School of Law		IIA	PU	158.9	133.2	99.7	91.1				139.9	100.0	100.0	12.8	8.5	N		47.5	25.4	27.1
CUNY York Coll		IIB	PU	114.0	97.7	82.6		78.2			96.0	100.0	100.0	18.6	12.3	N		69.1	25.0	5.9
Canisius Coll	1	IIA	PR	89.4	69.1	75.7	51.4				76.6	94.0	83.9	5.0	16.0	O		73.2	16.8	10.1
Cayuga County Comm Coll		III	PU	86.3	72.7	65.8	—				79.1	100.0	100.0	11.7	9.7	F		81.4	18.6	0.0
Cazenovia Coll		IIB	PI	76.9	77.4	51.6	46.9				68.2	84.9	71.7	1.2	8.4	P		66.0	18.9	15.1
Colgate U		IIB	PI	156.5	109.9	92.3	71.6	51.7			110.2	91.4	100.0	11.8	6.9	O		54.9	22.3	22.8
Coll of Mount Saint Vincent		IIA	PR	95.9	80.4	74.5	70.2				80.2	73.5	53.0	4.4	18.6	N		32.5	49.4	18.1
Coll of Staten Island CUNY		IIA	PU	118.1	98.6	84.1		70.8			99.4	100.0	100.0	18.0	11.9	N		72.5	21.1	6.4
Columbia U in the City of New York*	48	I	PI	278.3	184.7	144.1	194.9	97.2			205.3	93.3	91.3	9.1	6.1	F		51.0	20.3	28.8
Cornell U*	7	I	PI	188.2	133.2	121.9	77.3	82.0			145.1	100.0	100.0	10.4	13.0	O		59.4	19.0	21.6
Dominican Coll of Blauvelt		IIA	PI	89.9	83.2	75.2	68.6				77.2	77.6	72.4	6.4	20.7	O		42.1	34.2	23.7
Farmingdale St Coll	7	IIB	PU	106.7	86.6	75.0		68.7			83.7	92.5	85.3	10.0	16.9			39.6	46.0	14.3

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.0	0.0	—	5	12	17	2	8	12	18		74	89.8	69.6	59.5	—	91.8	70.6	58.8		102.2	101.4	98.8	104.9
1.8	2.2	2.9	—	65	60	49		74	68	56	1	373	125.5	101.4	82.9		122.8	101.3	84.5	—	97.9	99.9	101.9	99.3
1.3	0.7	3.4	—	26	27	20		19	24	22	1	139	101.0	79.3	70.2		101.1	77.5	67.2	—	100.1	97.8	95.7	95.3
2.3	3.2	2.7	—	55	38	46	2	28	37	44		310	106.1	86.6	77.5	—	100.5	87.6	77.2		94.7	101.2	99.6	94.0
3.5	1.7	4.3	3.6	10	9	12		13	21	24	2	91	102.2	70.6	63.6		91.6	77.8	66.4	—	89.6	110.3	104.3	96.6
0.2	0.7	1.1		25	33	47		29	34	53		358	127.7	102.5	85.9		126.2	102.9	85.3		98.8	100.4	99.3	95.9
1.1	-0.3	-0.1	2.0	24	41	39	9	17	53	40	7	320	140.9	109.4	80.9	72.5	118.0	101.2	73.3	58.9	83.7	92.6	90.6	87.2
2.0	1.8	1.5		122	75	54		18	21	29		442	188.4	131.3	104.7		179.7	126.3	102.5		95.4	96.2	97.9	81.2
3.7	6.9	8.2	0.6	360	69	108	14	131	46	77	4	989	259.9	157.4	129.8	91.2	241.6	149.1	112.1	94.9	92.9	94.7	86.4	77.2
1.3	2.1	2.0	—	39	41	25		34	54	25	2	220	127.8	102.1	85.9		127.7	102.9	83.3	—	99.9	100.9	97.0	97.9
0.0	0.0	0.0		47	44	19		33	46	27	1	226	118.4	101.0	87.5		115.8	101.0	85.1	—	97.8	100.1	97.2	96.3
				65	46	40	11	42	39	65	3	312	176.2	105.9	105.5	66.9	150.4	104.0	90.6	74.5	85.4	98.2	85.8	84.5
				555	239	269	71	253	282	345	115	2,188	179.3	117.5	93.7	67.2	166.8	112.5	87.6	65.5	93.0	95.7	93.5	80.1
				136	91	114	10	65	59	82	18	580	198.3	136.9	113.8	71.0	179.5	132.4	103.8	66.0	90.5	96.7	91.2	86.0
1.0	1.5	2.1	3.1	16	18	15	3	13	16	18	5	114	108.5	76.3	66.7	56.9	99.0	78.4	66.5	60.9	91.2	102.8	99.7	94.1
20.3	11.3	20.4		60	66	76		9	30	35		276	190.8	137.0	127.7		161.8	128.4	111.3		84.8	93.7	87.1	83.2
1.9	2.6	2.3	3.8	38	55	44	17	44	61	66	25	350	124.2	100.8	79.3	68.0	124.9	99.2	77.5	65.5	100.6	98.4	97.6	96.4
				107	35	40	7	88	57	54	3	391	132.9	103.5	88.5	76.0	127.8	103.1	83.4	69.4	96.2	99.6	94.2	93.2
4.5	4.7	5.3		8	3	2	1	9	5	3		31	66.2	57.0	—	—	65.1	56.5	59.8		98.3	99.1	—	100.4
9.1	7.3	9.3	9.1	7	4	4	4	2	2	2	9	34	66.9	60.2	53.9	49.6	—	—	—	49.1	—	—	—	90.4
11.1	9.9	7.6	7.7	16	10	20	16	21	11	18	13	125	65.7	56.5	53.9	48.2	64.2	55.5	54.1	47.5	97.7	98.2	100.3	100.7
4.9	8.2		11.5	1	3		2	2	3	1	2	14	—	—	57.5	—	—	54.6	—	—	—	—	95.0	105.8
4.3	5.9	5.3	—	136	102	98	12	64	85	104	22	623	103.1	81.7	73.2	50.7	93.8	73.7	65.5	48.4	90.9	90.2	89.5	84.6
5.1	5.4	5.5	3.9	178	153	99	16	110	140	125	16	928	120.8	87.3	78.9	48.1	111.8	84.7	78.6	45.7	92.5	97.1	99.6	89.3
3.1	3.5	3.4	3.1	52	58	31	2	40	69	40	9	352	151.5	115.4	91.5	—	139.0	109.7	89.7	91.0	91.8	95.1	98.0	89.7
				33	25	32		22	28	17		157	151.3	105.0	87.6		153.5	107.4	86.8		101.4	102.3	99.2	101.3
3.5	8.7	7.3	5.3	45	9	18	13	53	17	34	28	249	179.4	132.8	96.4	72.3	183.6	131.6	96.4	81.4	102.3	99.1	100.0	92.0
2.7	2.1	2.2	2.2	128	128	119	10	53	87	109	19	741	145.1	104.4	86.3	52.3	129.0	97.1	82.2	65.1	88.8	93.0	95.2	81.9
0.0	0.3	0.7		126	72	76		60	53	53		489	124.8	104.2	88.7		123.6	102.3	86.6		99.0	98.2	97.6	95.1
0.0	0.4	0.5	3.5	64	65	83	11	54	92	106	9	557	117.5	95.8	77.9	59.9	113.7	93.1	80.1	55.6	96.8	97.2	102.9	98.2
0.0	0.4	0.5	—	48	35	41		33	36	49		284	117.4	94.7	76.3		115.1	92.2	77.3		98.0	97.3	101.4	97.1
0.1	0.2	0.1		125	72	46		71	72	59		508	121.2	100.8	85.2		118.1	97.0	84.2		97.4	96.3	98.8	93.6
0.1	0.7	0.8		182	92	50		84	66	46		576	125.5	103.5	89.5		126.8	103.6	86.6		101.0	100.1	96.8	95.6
0.0	0.3	0.9		99	20	13		65	27	13		241	122.3	105.0	89.1		120.7	103.6	86.8		98.7	98.7	97.4	96.2
0.0	0.0	0.0	0.0	18	14	34	2	18	23	38	1	182	111.9	94.8	80.4	—	114.6	89.5	79.3	—	102.4	94.4	98.6	100.4
0.0	0.3	0.7	—	139	101	27		136	103	59		633	121.7	101.5	86.6		117.9	102.0	86.2		96.9	100.4	99.5	95.2
1.6	0.1	0.1		65	84	27		37	74	48		400	124.0	100.1	85.8		117.8	99.8	84.9		95.0	99.8	99.0	93.5
0.0	0.2	0.5	—	40	22	40	2	29	47	47	1	328	116.0	96.5	80.4	—	119.8	93.7	81.5	—	103.2	97.1	101.3	97.1
0.0	0.4	0.8	0.1	55	53	26		59	78	42	3	358	114.1	91.5	76.0		113.2	90.8	77.9	72.1	99.2	99.2	102.5	98.1
0.0	0.2	0.4	—	52	48	44	1	36	67	58	1	385	121.2	99.0	84.7	—	116.6	98.0	84.3	—	96.2	99.0	99.6	93.3
0.2	0.2	0.3	—	27	15	20	1	15	20	28	1	161	122.2	97.8	83.4	—	118.2	97.5	84.9	—	96.7	99.7	101.8	94.8
0.0	0.7	1.3		45	74	71		44	66	68	1	390	119.2	97.7	84.9		114.4	95.5	83.1	—	96.0	97.8	97.9	97.7
0.1	0.5	0.7		134	74	54		69	96	44		587	121.5	99.6	83.9		121.5	99.1	82.1		100.0	99.4	97.8	95.0
0.0	0.2	0.5	—	33	62	56	1	39	61	65		391	121.7	95.1	80.8	—	116.8	95.7	80.8		96.0	100.6	100.0	99.5
0.4	2.3	7.6	5.9	15	4		1	18	10	6	5	59	156.6	132.5		—	160.8	133.5	99.7	90.2	102.7	100.8		91.0
0.1	0.0	0.2		27	33	23		24	34	24		188	117.5	98.2	82.8		110.0	97.1	82.5		93.6	98.9	99.7	97.2
0.0	0.4	2.4	0.0	34	32	18	3	18	26	13	5	149	91.4	73.0	76.7	56.9	85.5	64.4	74.2	48.0	93.6	88.1	96.8	88.6
1.9	6.6	4.6	—	13	4	2	1	13	4	5	1	43	86.3	72.7	—	—	86.3	72.7	65.8	—	100.0	100.0	—	97.7
0.0	1.9	6.0	8.2	9	3	2	4	13	11	7	4	53	77.8	62.2	—	47.3	76.4	81.6	51.7	46.5	98.2	131.1	—	106.3
4.5	5.6	5.1	8.2	70	41	42	21	38	36	33	23	337	157.2	112.0	92.8	73.6	155.3	107.6	91.6	69.7	98.8	96.1	98.7	89.6
1.5	6.2	4.3	7.5	9	16	11	1	5	21	11	9	83	98.7	80.5	72.1	—	91.0	80.4	76.9	70.2	92.2	99.9	106.7	95.8
0.2	0.4	1.0		82	55	38		52	53	34		360	118.5	99.3	84.2		117.5	97.8	84.1		99.1	98.6	99.9	96.2
3.3	4.4	3.9		571	144	134	3	216	78	91	2	1,600	284.5	185.7	149.3	148.6	261.9	182.8	136.4	—	92.1	98.4	91.4	77.7
3.5	4.9	4.7	—	515	207	173	21	185	144	124	20	1,647	191.7	133.8	123.8	72.9	178.5	132.4	119.1	81.9	93.1	99.0	96.2	84.6
3.0	2.7	2.2	2.0	1	8	17	1	4	9	28	8	76	—	86.7	75.2	—	92.2	80.1	75.2	67.4	—	92.4	100.0	96.5
2.0	1.9	2.2		31	27	78		26	23	70		265	111.7	87.8	74.0		100.7	85.1	76.0		90.2	96.9	102.7	97.3

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Finger Lakes Comm Coll		III	PU	77.9	65.7	58.4	51.9					65.2	100.0	100.0	10.3	19.3	F	66.4	33.6	0.0
Fordham U		I	PR	174.3	122.2	108.5	108.1	69.9	57.0	128.1	100.0	93.0	9.9	17.8	F	60.8	14.7	24.4		
Hamilton Coll		IIB	PI	152.0	111.5	89.2	—			69.3	115.9	90.1	100.0	9.9	6.8	O	60.4	25.0	14.6	
Hartwick Coll		IIB	PI	83.9	67.1	64.6	—			73.2	72.1	100.0	100.0	5.7	6.7		54.5	28.7	16.8	
Hobart and William Smith Colls		IIB	PI	112.7	81.3	70.4	66.9				87.0	98.3	100.0	9.9	10.7	O	75.6	19.4	5.0	
Hofstra U		I	PI	149.1	110.8	102.4	—				125.0	98.1	88.5	12.1	15.5	O	69.9	20.0	10.1	
Iona Coll		IIA	PR	113.2	86.2	77.6	50.4	73.3			89.5	82.6	77.2	8.3	17.2	F	57.5	30.5	12.0	
Ithaca Coll		IIA	PI	105.2	85.4	69.9	66.9		40.0		82.5	100.0	100.0	9.0	12.8	O	51.9	19.8	28.3	
Keuka Coll		IIA	PI	76.8	67.1	63.2	—				67.2	89.9	89.9	8.6	18.5	F	73.4	19.0	7.6	
Le Moyne Coll	7	IIA	PR	104.8	81.0	73.1	67.1				83.7	94.2	100.0	9.5	10.0	O	64.2	12.1	23.7	
Long Island U	7,24	I	PI	121.9	104.7	92.1	75.2				106.1	86.3	100.0	10.7	14.8	FC	60.9	10.9	28.1	
Manhattanville Coll		IIA	PI	100.2	76.6	62.3	64.9	51.8			79.9	97.3	73.9	7.6	15.8	F	64.9	11.7	23.4	
Marist Coll	9	IIA	PI	125.9	102.5	83.0	73.0	78.8	60.9		90.2	90.1	94.1	10.3	22.7	O	38.7	23.3	37.9	
Marymount Manhattan Coll		IIB	PI	104.6	81.3	72.6	—				85.4	100.0	100.0	9.6	24.5	FC	68.8	28.0	3.2	
Medaille Coll	5	IIA	PI	81.1	64.2	49.6	—				57.6	61.3	75.0	1.8	21.2	F	27.5	12.5	60.0	
Mercy Coll		IIA	PI	91.6	86.4	74.8	72.8				80.6	90.4	73.6	6.2	13.1		25.6	10.0	64.4	
Molloy Coll		IIA	PR	120.8	99.6	87.4	75.5		—		99.8	87.5	66.7	9.8	29.2	F	66.1	33.3	0.5	
Monroe Comm Coll	10	III	PU	86.2	63.8	58.9	53.7	59.1			68.7	98.2	98.9	14.1	21.0	F	77.9	17.0	5.2	
Mount Saint Mary Coll		IIA	PR	98.1	76.5	73.1	69.5	62.1			79.9	82.4	98.8	10.3	12.6	F	61.2	34.1	4.7	
Nazareth Coll	7	IIA	PI	90.9	75.4	65.4	53.3				76.4	86.6	100.0	10.0	6.8	O	56.4	16.8	26.8	
New School		I	PI	154.8	110.2	87.1	52.1				110.1	93.1	90.5	9.6	14.4	F	33.2	10.5	56.3	
New York Inst of Tech		IIA	PI	136.2	103.7	92.3	66.4				105.2	82.7	86.9	8.9	20.1	F	59.9	27.8	12.2	
New York U*	7	I	PI	221.1	131.3	114.0	79.5	64.9	105.7		140.4	100.0	100.0	9.8	11.6	O	40.6	10.3	49.1	
Niagara County Comm Coll		III	PU	101.6	73.9	67.8	51.1				83.8	100.0	89.8	11.4	22.3	P	80.6	16.3	3.1	
Pace U		I	PI	143.6	106.1	84.6		63.3			112.5	94.5	73.3	10.8	14.9	F	59.5	16.2	24.2	
Rensselaer Poly Inst	1	I	PI	164.2	115.3	108.9	44.7	66.6			117.0	100.0	100.0	8.8	11.0	P	50.7	13.3	36.0	
Rochester Inst of Tech	1	I	PI	132.9	98.9	87.4	67.8	70.1			95.8	100.0	100.0	8.7	8.9	F	51.5	16.2	32.4	
SUNY Buffalo St	7	IIA	PU	97.2	81.0	69.0		53.6			79.0	98.9	85.9	9.9	16.1		64.6	20.4	14.9	
SUNY Coll at Brockport	7	IIA	PU	94.8	79.6	68.5	65.8	55.8			75.7	98.2	86.2	9.7	18.0		53.4	31.7	15.0	
SUNY Coll at Geneseo		IIA	PU	97.0	78.0	64.3	—	54.7			76.6	98.4	87.7	9.8	17.2		57.9	23.0	19.0	
SUNY Coll at Old Westbury		IIA	PU	110.4	94.0	81.6	49.9	61.2			88.1	86.7	85.5	10.1	15.3		52.0	30.6	17.3	
SUNY Coll at Oswego		IIA	PU	94.8	77.9	59.7	44.2	60.9			71.3	94.6	86.2	9.8	18.9		45.7	30.5	23.8	
SUNY Coll at Plattsburgh	7	IIA	PU	91.9	73.2	62.3		53.9			71.4	99.6	85.8	9.9	19.3		55.5	26.0	18.5	
SUNY Coll at Potsdam		IIA	PU	84.9	67.5	53.7	46.6	50.3			65.2	95.7	86.6	9.8	20.2		58.5	24.1	17.4	
SUNY Coll of Ag and Tech at Cobleskill	7	IIB	PU	82.8	68.2	57.6	44.8	51.9			67.0	96.3	88.8	10.0	20.5		53.3	31.8	15.0	
SUNY Coll of Envi Science and Forestry	7	IIA	PU	109.4	86.8	69.8	61.6	58.6			87.9	99.2	90.2	9.9	17.4		67.4	26.5	6.1	
SUNY Coll of Tech at Alfred		III	PU	80.8	68.1	58.5	42.5	34.9			57.2	95.6	80.9	10.0	24.8		37.2	45.4	17.5	
SUNY Coll of Tech at Canton		III	PU	87.5	73.5	65.9	52.1	51.0			67.2	92.7	80.6	10.1	21.4		42.7	25.8	31.5	
SUNY Coll of Tech at Delhi		III	PU	77.9	64.8	56.0	49.4				62.0	100.0	81.6	10.0	22.9		47.5	49.6	2.8	
SUNY Cortland	7	IIA	PU	89.3	72.6	60.2	50.7	48.0			68.1	98.5	88.6	9.8	19.5		49.8	29.8	20.3	
SUNY Empire St Coll		IIA	PU	86.4	70.9	63.3	—	61.5			72.5	97.0	97.0	10.4	12.7		79.6	12.0	8.4	
SUNY Maritime Coll	7	IIB	PU	98.2	79.8	71.1	—	62.2			76.3	96.7	83.5	10.2	18.3		45.1	17.6	37.4	
SUNY Morrisville		III	PU	78.9	65.3	57.7	17.6				62.2	94.3	83.0	10.1	23.8		61.7	34.8	3.5	
SUNY Oneonta		IIA	PU	87.4	72.9	63.1		51.2			70.0	98.6	92.7	9.9	18.9		55.7	28.9	15.3	
SUNY Poly Inst	7	IIA	PU	127.0	102.3	83.9	—	60.3			96.2	100.0	89.7	10.0	14.9		52.2	26.5	21.3	
SUNY at Albany	7	I	PU	134.1	100.2	86.0		62.3			100.6	98.3	91.5	9.8	14.3		59.3	26.0	14.7	
SUNY at Fredonia	7	IIA	PU	93.1	72.6	61.2		47.1			71.2	98.4	91.8	10.2	19.3		60.4	22.4	17.1	
SUNY at Purchase Coll		IIB	PU	101.3	80.5	61.6		55.3			75.0	88.0	84.8	9.9	17.8		48.4	28.8	22.8	
Saint John Fisher Coll	7	IIA	PR	109.3	87.8	78.3	56.2		53.5		85.8	92.6	66.5	7.6	12.2	O	59.6	14.3	26.1	
Siena Coll		IIB	PR	105.5	88.4	77.3	58.8				88.7	93.0	86.9	10.1	14.4	O	65.9	18.7	15.4	
Skidmore Coll		IIB	PI	127.3	99.4	78.5	63.3	65.2			98.4	95.3	95.3	10.8	12.9	O	57.4	24.7	17.9	
St Francis Coll		IIB	PI	105.3	90.5	67.6		56.2			81.4	90.7	77.3	9.6	20.5	FC	49.5	32.0	18.6	
St John's U-New York	7	I	PR	158.3	117.8	90.2	—				124.7	74.8	72.4	10.7	16.3	F	73.3	19.2	7.5	
St Joseph's Coll-New York		IIA	PI	107.0	84.1	69.3	—				81.6	100.0	100.0	6.9	14.5	F	41.6	43.5	14.9	
St Lawrence U		IIB	PI	121.1	96.4	76.1	65.3				94.0	96.0	90.2	10.1	10.4	O	64.4	31.0	4.6	
St U of New York at New Paltz	7	IIA	PU	100.7	75.7	67.8	61.4	54.4			73.5	98.0	88.6	9.7	19.4		55.4	24.5	20.1	
Stella and Charles Guttman Comm Coll		III	PU	115.5	98.8	78.9	—	72.9			86.1	100.0	100.0	20.7	13.8	N	21.6	72.5	5.9	
Stony Brook U	7	I	PU	164.4	110.8	93.4	79.5	68.5			119.8	97.5	89.9	10.0	12.1		56.1	15.0	29.0	
Sullivan County Comm Coll		III	PU	62.8	53.8	47.8					57.6	100.0	82.9	14.3	30.3		80.0	17.1	2.9	
Syracuse U	5	I	PI	137.8	102.1	82.6	67.8	57.7			109.0	95.0	100.0	10.8	14.8	FC	58.0	20.4	21.6	

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
5.1	5.0	4.1	6.4	21	14	13	11	17	10	15	12	113	80.1	66.3	60.2	52.7	75.2	65.0	56.8	51.2	93.9	98.1	94.2	93.4
2.8	3.6	3.3	3.4	165	103	55	45	77	97	72	43	753	178.3	121.7	111.7	107.1	165.7	122.9	106.0	109.1	93.0	101.0	94.9	88.3
4.7	4.8	4.5		45	24	15	2	31	17	30		192	156.3	110.6	90.5	—	145.7	112.8	88.6		93.2	101.9	97.9	87.1
-4.4	-18.0	10.4		20	13	16		12	10	23	2	101	81.8	63.1	62.2		87.4	72.4	66.2	—	106.8	114.8	106.5	103.9
0.0	0.3	1.0	0.5	32	38	15	5	17	49	20	4	180	116.7	82.2	71.6	70.2	105.3	80.6	69.6	62.7	90.2	98.1	97.2	89.1
3.8	4.3	5.3	—	123	90	48	1	83	73	67		485	155.1	114.6	102.0	—	140.1	106.2	102.7		90.3	92.7	100.7	89.8
1.5	3.1	2.4	0.5	32	27	18	2	16	23	36	2	167	119.8	85.5	81.0	—	100.0	87.2	75.9	—	83.5	102.0	93.7	87.5
2.2	2.7	3.3	3.1	63	91	94	11	52	83	100	16	516	105.6	87.0	69.2	76.0	104.7	83.6	70.5	60.7	99.2	96.1	101.8	96.4
0.0	0.0	0.0	—	7	11	10	1	12	16	21	1	79	75.7	67.9	61.0	—	77.4	66.5	64.2	—	102.3	98.0	105.3	101.2
2.1	2.5	4.1	6.0	32	33	11	22	18	29	9	19	173	102.5	82.3	74.3	63.8	108.9	79.6	71.7	70.8	106.2	96.8	96.4	99.5
2.5	2.6	2.6	3.1	89	85	46	2	61	94	80	9	466	126.2	105.6	91.4	—	115.5	103.8	92.4	74.7	91.5	98.2	101.1	92.1
0.0	1.3	3.2	0.4	27	11	4	7	17	17	8	6	111	101.4	75.9	62.5	68.2	98.3	77.2	62.2	61.1	96.9	101.7	99.5	91.3
3.9	4.8	3.9	—	16	35	32	2	11	32	38	3	253	126.1	102.6	91.4	—	125.6	102.3	76.0	72.3	99.7	99.8	83.1	89.7
5.9	6.0	4.2		11	13	7		17	23	20	2	93	104.1	80.8	75.2		104.9	81.5	71.7	—	100.8	100.8	95.4	95.9
2.2	3.2	5.4	—	8	10	16		2	13	30	1	80	82.3	59.0	47.4		—	68.2	50.8	—	—	115.5	107.0	95.7
0.7	2.3	4.0	0.9	16	30	42	8	18	49	78	9	250	95.5	85.6	72.4	68.1	88.1	86.9	76.2	77.0	92.3	101.5	105.3	101.3
2.1	2.1	2.1	2.1	14	17	17	6	41	40	51	5	192	126.8	103.0	88.8	78.1	118.7	98.1	87.0	72.3	93.6	95.3	98.0	97.8
5.5	4.3	5.1	5.1	32	45	25	11	53	52	27	17	271	88.4	64.8	59.8	55.0	84.9	62.9	58.1	52.9	96.0	97.1	97.1	99.5
1.6	3.4	2.1	5.5	12	13	10	1	10	17	11	7	85	101.6	76.3	73.8	—	93.9	76.6	72.4	69.7	92.4	100.3	98.0	95.3
2.0	2.9	2.6	—	34	12	16	5	31	29	49	3	179	93.8	71.8	65.9	54.2	87.7	76.9	65.3	51.8	93.5	107.0	99.1	92.4
2.3	3.0	4.4	—	46	75	70		40	69	87	4	391	159.8	111.7	87.0		149.0	108.5	87.2	52.1	93.2	97.1	100.3	93.0
2.3	3.0	3.2	6.3	41	54	40	10	12	42	34	4	237	139.5	108.2	92.7	67.7	124.6	97.9	91.8	63.0	89.3	90.5	99.0	88.8
5.0	5.7	3.9	3.7	628	284	165	103	270	218	175	92	3,022	228.5	135.5	120.5	85.0	203.9	125.7	107.8	73.3	89.2	92.8	89.5	79.4
2.4	3.5	3.2	3.6	23	9	5	9	29	9	5	9	98	105.0	72.6	67.9	50.7	98.8	75.2	67.6	51.5	94.1	103.6	99.6	99.5
0.0	0.7	1.7		110	57	39		84	84	72		487	146.6	103.6	82.8		139.7	107.8	85.6		95.3	104.0	103.4	91.4
3.6	3.3	3.3	2.8	164	50	45	5	28	27	20	8	495	165.4	117.4	110.0	42.8	157.3	111.4	106.2	45.9	95.1	94.9	96.6	78.2
2.3	2.5	2.8	1.9	182	164	112	31	69	99	64	19	1,020	135.0	101.4	88.8	68.4	127.2	94.7	84.9	66.9	94.2	93.4	95.5	88.8
2.4	2.0	3.0		63	73	31		28	81	34		362	99.9	83.9	70.2		91.3	78.3	67.8		91.5	93.3	96.6	87.3
2.0	1.9	2.0	2.9	36	63	42	4	25	68	43	16	341	97.4	83.9	68.5	80.0	91.1	75.7	68.6	62.2	93.5	90.2	100.1	90.0
2.1	2.0	2.7	—	50	40	26	1	25	34	38		252	98.3	79.8	66.2	—	94.5	75.8	63.1		96.1	95.0	95.4	89.7
2.1	2.0	2.0	—	11	32	29	3	13	35	35		173	120.8	96.9	86.1	49.9	101.7	91.3	77.9		84.2	94.2	90.5	92.2
2.3	1.9	2.0	-1.9	50	49	84	9	29	49	84	9	370	96.2	81.3	59.3	44.5	92.5	74.6	60.1	43.9	96.2	91.8	101.3	93.5
2.0	2.1	1.8		40	49	23		20	36	39		254	96.4	76.4	63.2		83.1	68.8	61.8		86.2	90.0	97.8	84.9
2.0	1.9	1.9	4.8	41	41	29	6	25	36	40	13	253	86.7	65.9	51.6	46.5	81.8	69.3	55.1	46.6	94.3	105.2	106.9	92.8
2.0	1.9	1.9	1.1	21	20	15	5	10	15	13	5	107	82.5	69.0	58.8	43.8	83.5	67.1	56.2	45.8	101.2	97.2	95.6	95.4
2.3	1.8	2.3	2.1	41	21	18	5	8	13	16	6	132	109.9	88.0	69.7	63.9	106.8	84.9	69.8	59.7	97.2	96.5	100.1	85.8
2.3	2.1	2.1	1.9	15	24	46	23	8	10	26	3	183	79.3	69.2	57.5	43.8	83.6	65.4	60.3	32.0	105.5	94.5	104.9	104.6
2.0	2.6	1.4	0.7	14	18	13	4	13	13	8	4	124	84.7	73.7	68.6	58.9	90.6	73.3	61.7	45.3	106.9	99.5	89.9	99.8
2.0	1.6	1.6	1.5	16	16	26	17	13	26	21	6	141	78.3	64.4	56.3	49.5	77.4	65.1	55.7	48.9	98.9	101.1	99.0	103.1
2.1	2.1	2.1	2.6	41	39	46	6	33	56	43	8	325	91.5	73.3	59.0	48.1	86.6	72.1	61.4	52.7	94.7	98.4	104.0	97.6
2.0	1.7	1.6	—	15	34	6		22	58	24	1	167	93.1	73.4	63.9		81.9	69.4	63.1	—	88.0	94.5	98.8	91.2
2.0	2.1	2.3	—	18	12	12	1	5	6	6		91	99.3	79.8	72.7	—	94.4	79.9	68.1		95.1	100.1	93.7	101.4
2.0	2.1	2.1	-0.1	15	31	25	2	7	29	27	5	141	77.3	66.1	58.6	—	82.3	64.3	56.8	21.3	106.5	97.3	97.0	93.4
2.0	2.0	2.5		38	55	39		21	47	49		287	87.8	73.0	64.5		86.8	72.7	61.9		98.8	99.6	96.0	95.1
2.4	1.9	1.9	—	23	33	23		7	14	14	2	136	134.4	106.6	86.0		102.6	92.3	80.3	—	76.3	86.6	93.3	80.7
2.3	2.1	2.1		117	128	102		49	93	84		646	135.9	102.9	87.0		130.0	96.5	84.8		95.7	93.8	97.5	89.7
2.5	2.0	1.7		41	47	31		22	43	19		245	94.8	71.0	61.1		89.9	74.3	61.4		94.8	104.6	100.5	96.0
2.3	2.1	2.5		16	32	36		15	35	46		184	102.2	80.7	61.3		100.4	80.3	61.8		98.3	99.4	100.7	97.8
3.2	3.0	2.6	2.4	24	44	24	4	12	64	44	9	230	114.4	86.5	84.5	58.3	99.1	88.6	75.0	55.2	86.7	102.5	88.7	89.3
1.2	5.1	3.2	5.4	36	43	27	6	29	34	32	7	214	107.0	89.8	79.0	56.3	103.6	86.6	75.9	60.9	96.9	96.5	96.0	95.0
2.3	2.2	3.4	3.0	43	30	32		25	48	39	10	235	129.9	100.8	78.6		123.0	98.5	78.3	63.3	94.7	97.7	99.6	88.3
3.6	2.8	2.5		15	9	10		12	14	19		97	109.6	97.2	67.1		99.9	86.3	67.9		91.2	88.8	101.1	93.9
				131	154	74		85	143	74	2	663	164.2	124.2	92.0		149.2	111.0	88.5	—	90.9	89.4	96.2	87.8
2.4	4.0	3.4	3.4	14	18	33	1	18	34	43		161	107.3	84.7	68.3	—	106.7	83.8	70.0		99.4	99.0	102.4	101.0
2.7	2.8	4.6	2.7	22	34	24	3	15	42	28	6	174	121.9	95.2	76.6	73.3	120.0	97.3	75.6	61.4	98.4	102.2	98.7	95.7
2.1	1.9	1.9	2.0	34	71	31	1	20	68	45	8	343	106.7	77.8	67.5	—	90.5	73.6	67.9	61.9	84.7	94.6	100.6	88.8
1.6	0.8	0.9	—	3	3	8	1	4	5	21		51	118.2	99.4	80.6	—	113.5	98.4	78.3		96.0	99.1	97.1	99.5
3.0	2.3	2.0	2.0	265	176	124	2	82	129	96	6	1,008	167.4	114.2	96.3	—	154.7	106.0	89.7	83.5	92.4	92.8	93.1	80.2
2.8	2.0	—		8	7	3		10	5	2		35	65.1	54.5	46.4		61.0	52.9	—		93.7	97.1	—	99.1

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Tompkins Cortland Comm Coll		III	PU	80.1	66.4	58.8	—					74.8	100.0	81.8	12.5	22.7	F	80.0	20.0	0.0
U at Buffalo	7	I	PU	145.2	99.7	82.0	53.9	73.5				106.7	97.5	87.1	10.1	12.9		53.7	18.8	27.5
U of Rochester	7	I	PI	173.6	118.0	110.6	55.2	70.2	80.8			123.8	96.0	96.1	7.7	9.8	P	52.0	21.3	26.7
Union Coll		IIB	PI	134.9	99.8	79.4	67.7	75.7				105.7	88.0	96.2	11.0	13.4	P	67.3	15.4	17.3
Utica Coll		IIA	PI	99.0	89.6	69.6			81.8		83.6	100.0	100.0	9.3	14.3	F	46.9	30.6	22.5	
Vassar Coll		IIB	PI	143.7	112.7	90.1		90.1	77.4		113.9	97.1	86.4	11.9	13.2	F	66.2	18.4	15.4	
Yeshiva U		I	PI	169.7	110.4	117.8	74.5	—			115.2	82.5	79.0	4.3	15.4	P	46.7	10.3	43.0	

New York (continued)

Appalachian St U	7	IIA	PU	96.2	78.6	70.8	56.5	47.3	53.3		74.9	98.4	98.4	15.2	8.3		52.8	20.8	26.4
Barton Coll	7	IIB	PR	59.2	52.2	55.6	38.3				54.4	84.1	89.9	4.8	15.1	F	42.0	37.7	20.3
Belmont Abbey Coll		IIB	PR	64.3	59.0	56.2	—	24.8			49.4	85.9	78.8	4.3	16.8	O	32.9	22.4	44.7
Brevard Coll		IIB	PR	52.6	46.2	43.4					45.9	48.0	94.0	1.0	17.5	F	46.0	40.0	14.0
Campbell U	1	IIA	PR	110.6	81.9	74.3	59.2	—	—		81.0	100.0	97.8	7.9	10.1	O	23.8	62.3	13.9
Chowan U	7	IIB	PR	73.8	65.6	61.2	—				65.9	100.0	100.0	5.0	1.3	F	49.1	32.1	18.9
Davidson Coll	11	IIB	PR	135.5	101.3	82.9	59.7	71.8			103.7	91.8	95.2	9.4	7.6	O	57.7	20.2	22.1
Duke U		I	PR	221.5	144.8	123.5					185.9	99.9	100.0	7.6	4.7	O	81.1	18.9	0.0
East Carolina U	7	I	PU	106.4	80.1	75.5	—		63.8		79.3	97.7	97.7	15.3	7.8		49.2	16.9	33.9
Elizabeth City St U	7	IIB	PU	79.8	71.4	66.2		57.0	38.1		67.0	93.5	93.5	18.2	9.3		50.0	26.1	23.9
Elon U	7	IIA	PI	115.2	85.9	77.6	49.6	70.6			85.4	100.0	89.5	8.0	10.9	O	45.5	26.0	28.5
Fayetteville St U	7	IIA	PU	91.5	79.0	75.2	80.1	59.8	78.1		78.8	100.0	100.0	16.0	7.9		56.9	18.2	24.9
Gardner-Webb U	1	I	PR	69.0	64.0	58.7	46.0	—			62.1	84.3	83.6	4.1	27.0	O	44.7	12.6	42.8
Greensboro Coll		IIB	PR	61.3	53.8	46.0	—				55.6		86.7		10.2	F	28.9	22.2	48.9
Guilford Coll		IIB	PR	75.8	59.6	56.9	47.8				63.2	97.9	90.6	1.0	5.9	O	61.5	22.9	15.6
Lees-McRae Coll	7	IIB	PR	60.9	51.6	43.8	44.9				49.3	66.7	87.0	5.3	17.8	F	0.0	0.0	100.0
Lenoir-Rhyne U	4	IIA	PR	77.1	70.6	65.6	48.6				66.7	100.0	100.0	5.2	10.6		43.4	21.4	35.2
Mars Hill U	7	IIB	PI	55.6	55.0	50.1	42.9	—			51.6	98.9	100.0	5.2	13.1	F	50.0	34.1	15.9
Meredith Coll		IIA	PI	76.3	65.9	61.8	61.4		—		68.5	100.0	93.8	5.0	8.8	F	56.6	23.3	20.2
North Carolina A & T St U	7	I	PU	104.3	84.6	69.8	—	57.7	60.9		81.5	99.3	99.3	15.7	7.6		53.5	30.9	15.7
North Carolina Central U	7	IIA	PU	100.6	82.0	69.4	49.2	53.6	66.4		77.2	99.5	99.5	16.8	8.1		49.2	20.5	30.3
North Carolina St U at Raleigh	7	I	PU	131.4	97.0	84.8	—	54.6	65.2		102.2	96.3	96.3	14.7	6.1		57.4	20.4	22.2
North Carolina Wesleyan Coll		IIB	PR	58.7	57.9	50.9	53.5				55.3	79.7	89.8	6.0	14.5	F	59.3	30.5	10.2
Salem Coll	1	IIB	PR	63.6	56.2	51.9	40.1	—			54.8					F	51.0	9.8	39.2
U of North Carolina School of the Arts		IIB	PU	80.4	73.0	67.7	53.8				70.0	94.2	94.2	15.5	8.9		0.0	0.0	100.0
U of North Carolina Wilmington	7	IIA	PU	101.2	78.7	72.6		52.8			77.2	98.7	98.7	15.1	8.1		51.6	25.0	23.4
U of North Carolina at Asheville	7	IIB	PU	93.4	79.9	72.1	—	54.7	66.8		76.8	99.5	99.5	14.7	8.1		54.1	22.7	23.2
U of North Carolina at Chapel Hill	7	I	PU	162.7	104.8	104.1	—	58.3	98.6		118.3	98.7	98.7	14.6	5.3		56.1	15.4	28.5
U of North Carolina at Charlotte	7	I	PU	126.1	90.5	84.0		58.7	76.1		89.1	99.9	99.9	14.5	7.0		48.3	19.5	32.2
U of North Carolina at Greensboro	7	I	PU	113.9	82.1	76.0	—	47.8	63.4		78.9	99.5	99.5	14.7	7.9		45.4	19.0	35.6
U of North Carolina at Pembroke	7	IIA	PU	87.0	71.4	61.7	68.6	51.9	64.2		67.6	99.7	99.7	15.6	9.2		43.8	26.5	29.7
Wake Forest U		I	PI	158.3	106.0	85.8	76.5	92.6	75.7		109.3	88.7	95.0	9.4	8.1	O	54.1	15.1	30.8
Western Carolina U	7	IIA	PU	97.7	71.7	65.4	46.9	43.6			71.2	99.8	99.8	15.3	8.7		42.1	26.8	31.1
Winston-Salem St U	7	IIA	PU	95.9	77.8	70.9	63.5	63.0	65.3		76.8	99.2	99.2	15.8	8.1		55.3	21.6	23.1

North Dakota

Lake Region St Coll		III	PU	71.6	67.2	67.3	60.2				64.7	100.0	92.3	11.9	23.0		23.1	25.6	51.3
North Dakota St U-Main Campus		I	PU	110.1	81.6	72.6	—	51.5			83.3	99.9	99.9	11.4	18.8	P	54.5	22.1	23.4
U of North Dakota	7	I	PU	114.0	90.3	77.1	52.3	55.4	37.7		82.0	98.7	87.9	11.4	21.0	P	43.5	12.0	44.5
Valley City St U		IIB	PU	71.2	59.1	49.8	45.0				54.6	100.0	100.0	12.2	26.1	P	50.7	26.0	23.3

Ohio

Ashland U	7	IIA	PR	73.8	68.6	63.6	55.2				65.7	100.0	78.0	2.7	17.4	O	55.4	16.7	28.0
Baldwin Wallace U	7	IIA	PR	87.3	73.5	60.7	48.7				73.8	89.8	84.5	7.0	15.0	P	50.4	33.2	16.4
Bluffton U		IIB	PR	62.1	55.1	48.9					55.1	98.0	80.0	4.0	14.6	F	50.0	18.0	32.0
Bowling Green St U-Firelands	7	III	PU	81.0	68.4	48.0					67.8	100.0	93.2	14.0	16.1	F	40.9	2.3	56.8
Bowling Green St U-Main Campus	7	I	PU	103.8	82.5	64.7					84.5	99.9	94.3	14.0	12.2	F	50.9	14.4	34.7
Case Western Reserve U	7	I	PI	151.7	103.5	98.4	69.0				118.3	100.0	87.3	9.9	10.2	O	57.9	14.1	28.0
Cleveland St U	4	I	PU	111.4	87.6	82.2	—	64.2	—		87.7	100.0	100.0	3.8	1.9	F	55.8	18.1	26.1

APPENDIX I

(7)				(8)									(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
1.1	2.7	0.8	3.9	17		2	1	23	6	5	1	55	79.2		—	—	80.8	66.4	60.1	—	102.1		—	98.9	
2.7	2.5	2.4	1.8	288	206	203	5	103	170	179	10	1,232	151.2	103.8	86.7	51.0	128.4	94.6	76.7	55.3	84.9	91.1	88.4	79.7	
3.2	4.7	3.1	1.4	192	100	85	21	51	45	54	11	719	176.0	121.2	120.0	56.6	164.7	111.1	95.9	52.6	93.6	91.7	80.0	76.3	
				50	32	16	11	32	26	16	5	208	138.9	101.7	81.3	67.4	128.7	97.5	77.4	68.3	92.6	95.8	95.2	92.1	
1.0	-4.7	25.2		21	29	23		11	19	29		160	101.3	91.5	68.4		94.6	86.8	70.6		93.4	94.9	103.2	90.5	
4.4	3.8	4.8		51	42	23		45	37	27		272	150.9	115.1	91.0		135.6	110.1	89.4		89.8	95.6	98.2	93.1	
-0.1	-0.2	3.9	0.1	66	30	17	55	20	35	14	52	291	176.9	108.2	111.7	76.4	145.8	112.3	125.1	72.5	82.4	103.8	112.0	82.1	
0.7	0.7	0.3	2.3	191	111	103	3	138	103	102		1,014	99.1	80.9	72.2	56.5	92.3	76.2	69.4		93.2	94.2	96.1	89.9	
0.0	0.8	0.0	—	7	8	18	1	8	7	16	4	69	59.7	48.5	56.8	—	58.7	56.4	54.3	36.2	98.3	116.3	95.5	97.2	
2.7	2.2	8.4	—	5	16	11	1	2	16	11	1	85	65.6	60.8	59.1	—	—	57.2	53.2	—	—	94.1	89.9	89.6	
2.7	1.4	1.1		2	12	12		6	6	12		50	—	45.8	43.4		54.3	46.8	43.4		—	102.2	100.1	104.8	
2.5	2.3	2.0	2.4	21	48	40	12	12	43	40	12	231	119.5	80.9	74.9	63.5	95.1	83.0	73.6	54.9	79.6	102.6	98.2	92.1	
16.6	-5.9	-26.0	—	9	10	8		7	8	9	2	53	72.8	66.4	64.9		75.1	64.5	57.9	—	103.2	97.1	89.2	93.6	
3.3	3.2	3.4	2.8	52	19	13	18	36	15	31	21	208	138.9	102.7	83.9	61.6	130.6	99.6	82.5	58.1	94.0	96.9	98.3	86.2	
3.0	5.0	5.4		369	125	77		112	82	61		826	225.2	151.8	128.2		209.0	134.1	117.6		92.8	88.4	91.7	83.2	
0.3	1.0	1.4	—	182	197	99	1	80	180	124		1,283	106.6	82.1	80.3	—	106.0	77.9	71.6		99.4	94.8	89.2	86.2	
0.0	0.0	0.0		19	16	12		6	10	6		92	81.8	71.5	67.0		73.3	71.2	64.5		89.6	99.6	96.3	83.2	
3.1	3.3	3.1	3.2	43	78	72	6	37	69	83	8	446	118.4	87.7	80.0	49.2	111.5	83.9	75.6	49.9	94.2	95.7	94.5	92.8	
0.4	0.4	0.7	—	59	38	22		22	39	37	3	269	92.5	81.0	71.1		89.0	77.0	77.6	80.1	96.3	95.0	109.2	93.6	
-0.8	0.8	1.3	0.6	37	16	13	6	23	16	35	12	159	70.1	62.5	56.7	42.8	67.1	65.5	59.5	47.6	95.7	104.9	104.8	96.2	
0.0	0.0	0.0	—	14	7	1	1	8	5	8	1	45	62.1	54.6	—	—	59.9	52.6	46.2	—	96.5	96.3	—	90.1	
1.5	1.0	1.6	1.4	21	11	4	8	16	10	18	8	96	77.8	60.0	62.2	48.0	73.1	59.1	55.8	47.5	94.0	98.4	89.6	90.9	
1.4	11.0	0.7	6.5	7	6	6	4	5	3	10	13	54	61.5	51.7	41.4	39.0	60.0	51.5	45.3	46.8	97.6	99.7	109.5	98.2	
0.4	0.2	5.7	0.0	22	20	10	6	17	16	32	22	145	77.1	72.6	64.1	46.5	77.1	68.1	66.1	49.2	99.9	93.8	103.2	91.7	
0.6	3.8	2.2	1.8	11	10	13	4	7	18	17	6	88	57.9	54.7	50.4	41.5	52.1	55.1	49.9	43.9	90.0	100.8	99.0	96.1	
1.9	3.1	1.4	1.5	17	10	12	4	36	16	29	4	129	77.8	67.8	64.4	69.4	75.6	64.6	60.8	53.5	97.1	95.3	94.5	95.7	
1.7	1.4	1.2	—	78	98	52	2	23	80	56		460	103.9	86.2	71.1	—	105.5	82.5	68.6		101.6	95.7	96.4	90.3	
0.1	0.4	0.1	0.0	47	58	34	8	34	51	40	4	366	101.4	82.8	70.1	48.7	99.6	81.0	68.7	50.4	98.2	97.9	98.0	92.5	
0.2	2.2	1.2		497	271	226	1	170	178	222		1,769	132.8	100.2	88.9	—	127.4	92.1	80.6		96.0	91.9	90.6	82.4	
0.0	0.5	3.0	0.4	8	11	8	3	5	9	12	3	59	58.4	56.8	48.1	61.4	59.2	59.4	52.8	45.6	101.3	104.5	109.6	99.6	
0.0	0.3	0.7	5.8	1	6	2	1	9	16	10	5	51	—	55.8	—	—	63.8	56.4	51.4	39.1	—	101.2	—	99.4	
0.0	0.3	0.0	1.0	25	34	27	14	5	25	14	10	154	80.5	73.6	68.8	56.2	80.3	72.2	65.8	50.6	99.8	98.1	95.7	94.0	
2.6	2.9	2.3		121	91	69		60	90	101		688	104.0	80.0	71.2		95.4	77.4	73.5		91.7	96.8	103.3	85.6	
1.3	1.8	4.2	—	43	28	22		24	26	26	1	220	95.0	79.8	72.7		90.6	80.0	71.6	—	95.3	100.3	98.5	92.5	
0.4	1.6	2.2	0.0	382	205	130		187	173	101	2	1,630	170.3	105.5	109.7		147.1	103.9	97.0	—	86.4	98.5	88.4	80.2	
-0.1	0.9	1.1		176	156	98		73	131	119		1,095	133.1	92.8	91.0		109.4	87.6	78.3		82.2	94.4	86.0	78.1	
0.6	0.3	0.1	—	110	108	72	1	82	123	119	1	879	119.4	85.9	80.4	—	106.4	78.8	73.3	—	89.1	91.7	91.2	87.5	
3.7	1.9	1.4	5.2	45	33	31	2	25	38	50	2	313	88.8	73.5	62.0	—	83.7	69.5	61.5	—	94.3	94.6	99.1	89.8	
4.5	4.6	5.8	5.1	123	85	32	100	62	63	58	92	621	164.3	107.0	88.7	82.9	146.3	104.8	84.2	69.6	89.1	97.9	94.9	82.3	
1.8	0.8	1.2	0.1	70	62	92	23	35	64	124	35	511	98.0	73.5	67.8	46.8	97.2	69.9	63.6	47.0	99.2	95.2	93.9	89.4	
0.9	1.2	1.5	1.0	30	51	19	4	17	54	43	24	264	94.2	78.7	65.4	58.3	98.8	77.0	73.3	64.4	104.9	97.8	112.2	95.8	
2.4	2.1	2.6	2.1	1	3	5	7	2	6	6	9	39	—	69.7	75.7	63.6	—	66.0	60.3	57.5	—	94.7	79.7	89.9	
2.1	2.5	3.0	—	142	119	98	2	40	100	95		670	112.4	82.7	74.1	—	102.0	80.3	71.1		90.8	97.1	95.9	84.6	
				100	109	87	46	47	68	93	43	669	115.2	92.9	80.5	51.2	111.3	86.0	73.9	53.5	96.6	92.5	91.8	92.3	
2.2	4.5	2.4	4.1	7	14	12	5	4	5	19	7	73	71.0	60.0	50.6	47.3	71.5	56.5	49.2	43.4	100.8	94.3	97.4	90.1	
2.0	3.4	2.3	4.1	39	25	26	14	11	22	21	28	186	72.8	71.4	64.7	54.0	77.0	65.4	62.2	55.7	105.7	91.6	96.2	92.5	
0.5	1.8	1.5	2.9	44	34	28	1	36	34	47	2	226	87.7	73.7	62.3	—	86.8	73.3	59.8	—	98.9	99.5	95.9	94.1	
0.2	1.1	-0.6		11	6	8		7	6	12		50	61.1	54.0	52.4		63.7	56.2	46.5		104.4	104.0	88.8	94.8	
97.2	47.4	332.0		7	8	4		7	12	6		44	83.3	68.9	42.2		78.8	68.1	51.8		94.5	98.9	122.6	98.0	
41.3	30.2	89.2		145	124	112		111	138	113		743	110.5	86.9	68.4		95.0	78.6	61.1		86.0	90.4	89.4	86.4	
2.6	3.3	2.5	2.2	206	91	57	27	65	82	70	53	651	155.9	106.8	100.1	73.9	138.3	99.7	96.9	66.5	88.7	93.4	96.8	78.3	
0.6	-0.5	-0.4	-25.0	92	99	56	2	44	77	71		547	112.8	89.9	87.3	—	108.5	84.6	78.2		96.2	94.2	89.5	88.0	

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)		(5)	(6)					
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Coll of Wooster		IIB	PI	98.0	76.2	64.5	56.3					76.5	78.0	86.7	12.5	15.9	O	61.3	20.2	18.5
Defiance Coll		IIB	PR	59.6	54.4	53.0	—					54.3	80.6	80.6	4.8	16.3	O	38.9	41.7	19.4
Denison U		IIB	PI	122.3	91.1	72.9	63.0					88.4	96.6	91.5	11.4	15.0	O	58.5	20.5	20.9
John Carroll U		IIA	PR	97.2	78.0	84.8	59.1					84.1	100.0	93.1	6.5	15.5	O	73.7	17.7	8.6
Kent St U at Ashtabula		III	PU	—	80.4	—		57.8				66.1	100.0	100.0	14.0	21.0	F	33.3	0.0	66.7
Kent St U at East Liverpool		III	PU		81.5	—		55.5				63.7	100.0	100.0	14.0	21.8	F	31.6	0.0	68.4
Kent St U at Geauga		III	PU	104.3	85.0	—		52.1				60.9	100.0	100.0	14.0	22.8	F	19.5	4.9	75.6
Kent St U at Kent	7	I	PU	123.3	94.6	79.2		61.7				86.5	100.0	100.0	14.0	16.1	F	47.8	16.5	35.7
Kent St U at Salem		III	PU	—	82.8	64.3		58.5				64.8	100.0	100.0	14.0	21.4	F	23.7	13.2	63.2
Kent St U at Stark	7	III	PU	108.8	83.5	65.7		54.8				71.1	100.0	100.0	14.0	19.5	F	49.5	13.8	36.7
Kent St U at Trumbull		III	PU	113.9	85.3	69.6		56.4				72.5	100.0	100.0	14.0	19.2	F	42.6	10.6	46.8
Kent St U at Tuscarawas		III	PU	106.2	79.7	64.3		52.0				65.2	100.0	100.0	14.0	21.3	F	36.0	14.0	50.0
Kenyon Coll		IIB	PI	106.7	86.1	69.4	58.1					89.5	98.3	80.5	9.5	19.1	O	70.7	19.0	10.3
Marietta Coll	7,20	IIB	PI	80.9	71.3	61.9	50.1					68.9	100.0	89.2	8.0	16.2	O	48.6	20.7	30.6
Miami U-Hamilton		IIB	PU	112.7	80.8	65.9	39.3	55.4	42.9			69.9	100.0	89.0	14.0	21.8	F	46.2	19.8	34.1
Miami U-Middletown		IIB	PU	97.4	79.3	62.2	40.2	55.9	46.3			68.0	100.0	95.2	14.0	20.3	F	41.3	19.0	39.7
Miami U-Oxford		I	PU	129.9	95.3	93.2	47.2	61.7	53.4			88.6	100.0	93.2	14.1	20.1	F	44.4	19.6	36.0
Mount Saint Joseph U	7	IIA	PR	76.5	72.1	60.2	56.0					65.0	89.4	66.4	6.2	10.3	F	35.4	16.8	47.8
Muskingum U		IIA	PR	82.9	67.1	57.8	41.0	—				67.4	100.0	100.0	9.9	7.1	F	42.4	18.5	39.1
Oberlin Coll		IIB	PI	128.6	95.2	71.7	58.6					100.4	93.6	83.7	9.3	13.0	O	65.6	21.3	13.1
Ohio Northern U		IIB	PR	97.9	77.6	71.4	51.9					78.9	100.0	100.0	7.0	13.9	FC	59.2	26.1	14.7
Ohio St U Ag Tech Inst	7	III	PU	126.1	82.4	80.0						86.4	100.0	100.0	14.0	11.3	P	61.5	30.8	7.7
Ohio St U-Lima Campus	7	III	PU	109.8	78.7	—						91.0	100.0	100.0	14.0	10.8	P	96.7	3.3	0.0
Ohio St U-Main Campus	7	I	PU	154.7	106.1	96.2	134.5					124.8	100.0	100.0	14.0	7.8	P	66.8	20.3	12.9
Ohio St U-Mansfield Campus	7	III	PU	97.7	77.1	—						80.2	100.0	100.0	14.0	12.2	P	93.8	6.3	0.0
Ohio St U-Marion Campus		IIB	PU	109.6	82.4	77.0						84.4	100.0	100.0	14.0	11.6	P	57.9	34.2	7.9
Ohio St U-Newark Campus		III	PU	106.0	93.8	80.3						92.5	100.0	100.0	14.0	10.6	P	74.0	26.0	0.0
Ohio U-Chillicothe Campus		III	PU		82.1	64.4						76.5	100.0	100.0	14.0	19.4	F	75.0	25.0	0.0
Ohio U-Eastern Campus		III	PU		77.7	—						76.4	100.0	100.0	14.0	19.4	F	91.7	8.3	0.0
Ohio U-Lancaster Campus		III	PU	95.2	78.4	62.9						78.6	100.0	100.0	14.0	18.9	F	83.3	16.7	0.0
Ohio U-Main Campus		I	PU	113.0	88.8	80.6						95.9	100.0	100.0	14.0	15.5	F	74.9	25.1	0.0
Ohio U-Southern Campus		III	PU		76.4	60.9						71.5	100.0	100.0	14.0	20.7	F	68.8	31.3	0.0
Ohio U-Zanesville Campus		III	PU	91.1	74.8	61.0						76.9	100.0	100.0	14.0	19.3	F	86.2	13.8	0.0
Ohio Wesleyan U		IIB	PR	96.2	71.3	62.4	59.7					80.2	100.0	91.1	12.4	16.1	O	77.2	15.4	7.3
Sinclair Comm Coll		III	PU	82.8	64.4	57.2	48.3					73.3	100.0	100.0	13.9	14.1	F	64.3	35.7	0.0
Tiffin U		IIA	PI	75.1	69.1	57.4	48.6					63.6	93.0	80.3	7.0	16.2	F	0.0	0.0	100.0
U of Akron Main Campus	7	I	PU	120.5	92.6	79.7	59.8	70.5				92.5	100.0	90.2	14.0	12.8	F	59.8	9.4	30.8
U of Akron Wayne Coll		III	PU	95.6	73.1	—	—					76.1	100.0	94.1	14.0	14.3	F	76.5	11.8	11.8
U of Cincinnati-Blue Ash Coll	1	III	PU	101.5	78.6	59.2	50.7					75.0	100.0	100.0	15.6	12.8	O	61.5	26.6	11.8
U of Cincinnati-Clermont Coll	1	III	PU	99.5	76.8	63.0	—					82.3	100.0	100.0	15.6	13.0	O	69.7	11.8	18.4
U of Cincinnati-Main Campus	1	I	PU	126.1	91.0	77.5	52.6					96.3	100.0	100.0	15.6	13.0	O	51.9	15.6	32.6
U of Dayton	7	I	PR	121.8	90.0	83.8		56.1				85.6	100.0	89.4	6.6	11.4	O	48.5	23.4	28.1
U of Mount Union	7	IIB	PR	88.9	72.5	62.8	53.9					73.7	95.1	68.8	10.1	12.1	O	48.6	34.7	16.7
U of Toledo		I	PU	113.0	95.2	79.5	67.3	60.9	54.9			87.5	99.7	99.7	13.0	26.7	F	49.0	20.0	31.0
Ursuline Coll		IIA	PR	78.2	63.3	60.8	54.7					64.4	100.0	82.1	4.6	17.6	F	44.6	7.1	48.2
Wittenberg U		IIB	PR	74.8	63.6	58.2						65.9	94.9	88.0	8.8	26.9	FC	67.5	22.2	10.3
Xavier U	7	IIA	PR	112.2	87.8	89.0	63.1	48.4	—			82.8	100.0	88.5	9.4	16.4	PC	47.5	18.1	34.4
Youngstown St U		IIA	PU	94.2	79.6	66.9		50.8				76.9	100.0	90.1	14.1	18.8	P	65.5	13.5	21.0

Oklahoma

Cameron U	1	IIA	PU	71.7	60.5	52.1	42.9					56.5	100.0	100.0	18.9	11.8	P	53.1	17.7	29.2
Oklahoma Panhandle St U		IIB	PU	48.8	46.2	44.1	39.8					43.7	97.9	97.9	16.4	14.1	P	19.1	38.3	42.6
Oklahoma St U-Main Campus	7	I	PU	112.2	86.3	82.1	56.3	44.5				85.5	90.2	93.9	18.8	8.0	F	51.7	28.1	20.2
Oklahoma St U-Oklahoma City		III	PU	68.9	64.1	55.7	50.8					57.0	100.0	100.0	17.0	9.7	N	32.5	67.5	0.0
Southeastern Oklahoma St U		IIA	PU	79.6	67.4	66.1	45.3					67.2	100.0	100.0	18.8	7.1		54.5	24.4	21.1
Southwestern Oklahoma St U	7	IIA	PU	85.6	68.5	63.9	52.1					65.7	100.0	100.0	18.6	11.2	F	45.4	17.6	37.1
U of Central Oklahoma		IIA	PU	89.5	72.9	66.6	53.5	37.7				69.3	100.0	84.7	17.4	8.8	P	46.0	25.0	29.0
U of Oklahoma-Norman Campus	7	I	PU	130.4	90.3	82.8	46.2	48.5				92.1	100.0	100.0	14.1	6.5		52.9	19.3	27.8

APPENDIX I

(7)				(8)									(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
1.0	1.3	1.6	3.8	33	23	13	17	17	33	22	15	173	98.3	75.1	64.5	55.8	97.4	77.0	64.5	57.0	99.0	102.5	100.1	94.6	
0.0	1.1	0.8		5	5	11	1	2	2	10		36	59.5	55.2	55.1	—	—	—	50.6	—	—	—	91.8	93.8	
4.8	5.3	5.1	4.8	30	48	26	17	13	53	31	16	234	125.2	93.0	73.1	63.7	115.6	89.3	72.9	62.2	92.3	96.0	99.7	90.7	
2.0	2.4	2.5	3.4	34	36	18	11	24	28	19	5	175	101.0	78.4	95.4	58.4	91.9	77.5	74.8	60.5	91.0	98.9	78.5	92.2	
—	4.5	—		1	6				6	1		42	—	79.9				80.9	—			101.3		85.1	
	4.5	—			4				2			19		84.8				—	—			—		81.8	
4.4	4.7	—		2	2			1	4	1		41	—	—			—	86.6	—			—		90.5	
4.2	5.1	6.1		136	133	80		73	131	83		986	127.4	94.4	82.4		115.5	94.9	76.2		90.7	100.5	92.5	85.0	
—	4.2	4.8		1	3	2			3	5		38	—	86.9	—			78.7	59.8			90.5	—	95.9	
4.4	4.7	5.3		6	20	14		3	16	10		109	98.0	82.8	66.0		130.4	84.5	65.3		133.0	102.1	98.9	91.5	
4.4	4.5	4.1		3	7	5		2	6	2		47	118.0	83.5	70.4		—	87.3	—		—	104.6	—	85.0	
4.5	5.5	6.3		2	7	5		2	5	4		50	—	79.1	60.7		—	80.7	68.8		—	102.0	113.4	97.8	
3.0	1.9	6.1	—	45	29	19	1	26	24	27	3	174	106.0	86.5	67.9	—	107.8	85.7	70.5	50.5	101.7	99.2	103.8	93.9	
5.3	6.4	18.3	-54.0	20	15	27	2	11	12	20	4	111	82.4	71.3	64.2	—	78.3	71.4	58.6	48.8	95.1	100.1	91.3	92.2	
2.0	7.2	8.5	5.4	6	13	4	4	5	20	12	4	91	117.1	78.4	66.8	39.0	107.3	82.4	65.6	39.5	91.6	105.1	98.2	103.3	
1.9	2.1	2.8	1.6	6	10	6	4	5	4	7		63	94.8	81.8	60.7	40.2	100.5	72.9	63.5		106.1	89.1	104.5	100.7	
2.3	2.6	3.2	2.2	142	125	119	43	91	85	68	45	984	134.8	102.0	97.4	48.5	122.1	85.5	85.9	46.0	90.6	83.8	88.2	82.0	
3.7	4.2	2.0	4.1	11	11	15	10	9	17	23	17	113	85.0	75.1	61.8	51.3	66.2	70.1	59.1	58.8	77.8	93.3	95.7	92.2	
				16	21	11		11	14	13	5	92	83.8	67.0	59.6			81.6	67.4	56.2	41.0	97.4	100.6	94.3	89.7
2.4	2.7	4.4	2.8	73	44	35	1	35	41	50	3	282	133.7	98.0	74.8	—	118.0	92.3	69.6	62.6	88.3	94.1	93.0	82.1	
				44	39	43	6	13	30	34	9	218	98.0	77.9	71.8	55.3	97.5	77.2	71.0	49.6	99.5	99.1	98.9	91.9	
3.2	9.3	4.8		1	7	8		2	5	3		26	—	78.4	81.7		—	88.0	75.7		—	112.2	92.6	118.5	
3.2	4.9	—		9	8	1		3	9			30	119.0	77.9	—		82.4	79.5			69.3	102.0		81.7	
3.8	4.9	5.4	2.4	718	382	298	5	323	342	319	7	2,394	158.8	108.9	100.2	156.2	145.7	102.8	92.4	119.1	91.8	94.4	92.2	85.5	
2.5	4.3	—		6	10	2			14			32	97.7	78.3	—			76.2				97.3		91.6	
6.7	4.8	5.8		5	6	6		1	10	10		38	106.3	81.7	80.1		—	82.8	75.1		—	101.4	93.7	91.9	
4.5	5.1	6.5		5	18	5		4	10	8		50	104.5	93.6	86.1		108.0	94.1	76.6		103.3	100.5	89.0	95.8	
	1.0	0.9			7	2			4	3		16	—	80.0	—			85.6	65.9			107.0	—	101.4	
	0.9	7.7			6				5	1		12	—	77.8				77.6	—			99.8		96.5	
1.2	0.9	4.3		2	11	1		1	7	2		24	—	78.6	—		—	78.1	—		—	99.3	—	97.2	
1.1	2.1	2.5		178	168	94		75	94	69		678	117.1	90.3	80.5		103.4	86.0	80.8		88.3	95.3	100.3	90.9	
	1.1	0.9			1	2			10	3		16	—	—	—			76.7	61.8		—	—	—	114.4	
1.3	1.1	5.1		5	7	1		2	11	3		29	90.8	74.0	—		—	75.4	60.8		—	101.9	—	94.0	
3.3	3.8	5.3	7.3	40	23	8	3	15	17	11	6	123	96.5	70.9	62.9	62.4	95.4	71.8	62.1	58.4	98.9	101.3	98.7	90.1	
3.1	4.4	5.3	5.4	70	29	17	2	91	57	21	4	291	84.3	65.8	57.6	—	81.7	63.6	56.9	47.8	97.0	96.7	98.7	95.6	
0.0	0.7	0.3	0.0	11	6	18	6	4	15	9	2	71	76.4	64.5	59.5	50.9	71.4	71.0	53.3	—	93.5	110.1	89.5	100.5	
4.0	4.5	5.3	4.8	155	100	33	42	58	75	36	78	630	125.9	95.8	82.8	56.8	105.9	88.4	76.8	61.4	84.1	92.2	92.7	80.0	
3.6	4.2	—	—	3	5		1	2	3	2	1	17	100.8	73.9			—	—	—	—	—	—	97.2		88.4
3.0	3.8	5.8	8.5	7	32	20	5	22	47	31	5	169	105.4	80.0	58.8	48.9	100.2	77.7	59.4	52.4	95.1	97.1	101.0	102.8	
3.0	3.2	4.5	—	15	12	10	1	16	14	7	1	76	101.7	79.1	62.0	—	97.5	74.9	64.4	—	95.9	94.7	103.9	98.7	
2.4	3.7	4.7	7.3	267	230	174	22	142	210	215	36	1,296	132.2	96.1	84.0	54.0	114.7	85.4	72.2	51.8	86.7	88.9	85.9	81.0	
2.8	3.0	3.2		96	105	73		32	73	69		623	127.0	91.4	88.9		106.1	88.0	78.3		83.5	96.3	88.2	79.3	
0.8	3.4	3.6	6.6	23	34	16	2	21	16	27	5	144	90.9	72.6	64.6	—	86.7	72.2	61.7	55.2	95.3	99.5	95.5	93.9	
				162	107	73	4	70	63	75	22	775	114.3	98.6	80.7	63.0	110.0	89.5	78.3	68.1	96.3	90.7	97.0	84.0	
2.4	4.0	3.7	5.8	4	2		2	9	12	19	8	56	80.6	—		—	77.1	64.5	60.8	55.0	95.6	—	—	94.1	
2.0	4.7	0.8		25	20	17		16	20	19		117	75.0	64.5	59.5		74.7	62.6	57.0		99.6	97.1	95.8	95.3	
2.8	2.8	3.8	6.0	42	55	28	27	25	55	41	75	375	113.2	91.0	91.0	63.4	110.4	84.5	87.7	63.0	97.6	92.8	96.4	90.0	
2.4	4.1	4.2		81	55	36		40	46	44		362	95.6	82.2	69.3		91.5	76.4	65.0		95.8	92.9	93.8	85.7	
3.3	4.4	3.8	2.6	25	16	18	14	9	14	11	23	130	72.4	60.6	53.5	42.0	69.7	60.4	49.7	43.4	96.3	99.7	92.8	89.2	
3.6	3.6	3.6	3.6	7	3	8	9	2	2	8	8	47	48.8	48.0	43.9	38.0	—	—	44.2	41.8	—	—	100.8	100.0	
4.2	5.6	4.6	—	235	165	180	3	77	95	137	7	1,075	115.8	87.6	86.6	53.0	101.5	84.0	76.2	57.7	87.6	95.8	88.0	79.4	
3.6	5.1	3.6	4.9	4	5	7	12	3	13	15	18	77	70.6	63.5	59.6	48.8	66.5	64.3	53.9	52.1	94.2	101.3	90.5	99.3	
5.9	9.2	8.6	9.3	34	13	15	9	12	10	14	16	123	80.1	64.3	66.8	47.2	78.1	71.5	65.3	44.2	97.5	111.2	97.9	89.7	
4.1	7.2	7.0	4.7	23	21	28	22	19	25	26	41	205	87.4	67.5	59.4	52.0	83.4	69.3	68.7	52.2	95.3	102.6	115.7	98.3	
3.2	5.3	5.5	7.8	113	31	54	18	83	55	66	26	548	91.7	76.1	70.8	55.5	86.5	71.1	63.1	52.1	94.4	93.4	89.0	88.3	
5.8	5.3	4.3	5.0	276	210	165	52	101	131	127	85	1,258	136.4	93.7	87.4	49.8	113.9	84.9	76.7	44.0	83.5	90.6	87.8	77.1	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
U of Science and Arts of Oklahoma		IIB	PU	60.2	57.4	47.6	42.3					54.4	100.0	100.0	3.5	14.7	N	62.5	18.8	18.8
U of Tulsa		I	PR	117.1	84.8	82.1	56.5					92.8	100.0	100.0	9.0	9.5	F	53.0	15.9	31.1

Oklahoma (continued)

Oregon

Linfield Coll	7,33	IIB	PR	89.3	69.9	64.4	61.6					73.8	100.0	93.2	12.0	15.2	O	60.6	22.0	17.4
Oregon St U	7	I	PU	129.8	99.8	91.3	56.8					91.8	95.6	98.4	22.9	18.1	P	47.0	18.9	34.2
Portland St U*	7	I	PU	121.0	93.3	77.6	64.2					90.7	100.0	100.0	23.8	15.1	PC	50.6	17.2	32.3
Reed Coll		IIB	PI	127.0	93.1	78.5	85.8					107.7	95.4	85.4	9.9	9.7	O	73.5	19.9	6.6
U of Oregon	7	I	PU	141.1	89.8	92.3	59.7	82.3				95.2	95.9	96.1	18.3	17.0	PC	52.2	19.1	28.7
Willamette U		IIB	PI	119.2	98.0	78.2	57.8					100.8	92.1		10.4		O	73.0	14.6	12.4

Pennsylvania

Allegheny Coll		IIB	PR	91.5	72.8	65.4	54.0					73.6	84.4	85.7	9.3	13.2	F	53.7	27.9	18.4
Alvernia U		IIA	PR	86.5	71.8	66.5	56.8					68.3	98.3	83.1	10.0	23.0	F	47.5	21.2	31.4
Bloomsburg U of Pennsylvania		IIA	PU	113.8	88.9	73.1	52.9					88.3	97.9	100.0	16.4	0.5	O	67.1	21.8	11.1
Bryn Mawr Coll		IIA	PI	146.1	99.5	82.5	62.3	78.4	—			104.4	96.2	100.0	10.3	11.6		54.7	26.4	18.9
Bucknell U		IIB	PI	127.9	102.8	87.6	80.2					105.2	100.0	100.0	10.0	10.4	O	63.8	29.0	7.2
Butler County Comm Coll		III	PU	82.3	69.5	59.4	48.8			38.3		62.2	100.0	90.0	17.5	25.0	F	70.0	25.0	5.0
California U of Pennsylvania		IIA	PU	114.2	93.6	78.4	56.2					92.6	98.9	100.0	16.1	0.5	O	64.2	23.1	12.7
Carnegie Mellon U	7	I	PI	171.6	118.3	107.8				76.3		135.1	100.0	94.6	9.6	5.4	O	48.0	25.6	26.5
Cedar Crest Coll	5	IIB	PI	87.2	76.0	64.4	59.3					72.1	69.5	73.2	6.2	14.7	O	40.2	6.1	53.7
Chatham U*	7	IIA	PI	89.5	72.2	63.7	—					68.9	100.0	97.6	9.4	8.4	F	4.8	0.0	95.2
Cheyney U of Pennsylvania		IIB	PU	111.8	94.9	67.8	50.1					93.3	97.1	100.0	17.4	0.5	O	71.4	20.0	8.6
Clarion U of Pennsylvania		IIA	PU	114.9	89.7	73.2	52.0					85.0	97.6	100.0	18.8	0.5	O	62.5	16.8	20.7
DeSales U	7	IIA	PR	93.3	76.2	70.2	62.0					74.8	88.2	87.4	8.9	18.1	N	33.9	56.7	9.4
Delaware Valley U		IIA	PI	92.4	77.9	68.0	61.4	—				77.7					O	54.4	16.7	28.9
Dickinson Coll		IIB	PI	111.8	89.0	78.3	65.0					89.3	98.2	88.5	8.3	9.9	O	60.1	27.1	12.8
Drexel U	7	I	PI	158.2	118.8	98.0	78.3					106.6	97.2	99.3	9.6	8.6	F	42.1	10.7	47.2
Duquesne U	7	I	PR	112.1	89.0	75.9	64.2	—				87.6	93.1	100.0	8.1	11.3		56.6	17.2	26.2
East Stroudsburg U of Pennsylvania		IIA	PU	113.2	89.7	70.6	52.3					87.6	98.3	100.0	14.7	0.5	O	60.7	23.0	16.3
Eastern U	7	IIA	PR	72.1	58.0	50.6	—	49.7	37.3			57.4	100.0	100.0	6.0	15.1	F	44.3	25.8	29.9
Edinboro U of Pennsylvania		IIA	PU	114.1	90.9	73.8	54.4					90.9	99.6	99.6	17.4	0.5	O	73.5	16.1	10.4
Elizabethtown Coll		IIB	PR	96.8	78.9	68.9	58.4	70.1				80.5	91.9		10.2		O	67.5	17.9	14.6
Franklin and Marshall Coll		IIB	PI	124.1	96.6	81.8	72.0					99.1	86.8	100.0	12.3	13.8	O	64.5	18.8	16.7
Geneva Coll		IIA	PR	68.9	61.8	50.0	—					62.6	100.0	100.0	5.0	23.7	O	55.4	18.5	26.2
Gettysburg Coll		IIB	PI	109.8	89.8	76.8						92.7						75.3	24.7	0.0
Gwynedd Mercy U	7	IIA	PR	90.0	75.8	64.9	49.7					65.7					F	26.6	8.5	64.9
Haverford Coll		IIB	PI	134.2	100.1	85.4	76.8					102.3	100.0	100.0	11.7	13.6	O	56.5	19.6	23.9
Indiana U of Pennsylvania-Main Campus		I	PU	112.8	86.3	69.1	56.5					89.8	99.2	99.8	16.7	0.5	O	75.3	14.3	10.4
Juniata Coll		IIB	PI	87.0	70.5	63.5	49.7					75.3	96.3	82.2	10.2	14.8	O	73.8	11.2	15.0
King's Coll	1	IIA	PR	90.5	76.1	70.0	48.8					77.7	100.0	78.6	4.7	14.0	F	51.9	16.8	31.3
Kutztown U of Pennsylvania		IIA	PU	108.8	90.0	65.8	51.0					85.9	99.2	100.0	15.8	0.6	O	69.3	17.1	13.6
La Roche U		IIB	PR	77.5	63.5	54.2	—					65.1	82.0	72.1	7.1	8.9	F	0.0	0.0	100.0
La Salle U		IIA	PR	115.8	85.8	75.9	62.8					86.7	84.5	93.0	2.1	9.4	F	58.2	20.7	21.1
Lafayette Coll		IIB	PR	148.5	108.8	88.2	79.1					113.1	100.0	94.7	9.5	8.7	O	62.6	29.6	7.8
Lebanon Valley Coll	7	IIA	PR	82.4	72.6	61.0						70.8	100.0	100.0	8.8	10.1	F	54.5	25.6	19.8
Lehigh U		I	PI	164.4	112.5	102.8		86.8	74.5			123.9	97.1	86.5	9.8	9.9	O	63.1	19.9	17.0
Lincoln U		IIA	PU	105.3	81.0	69.5	63.5	59.9				80.2	97.0	89.0	9.2	12.9	F	48.0	43.0	9.0
Lock Haven U		IIA	PU	111.3	92.4	74.8	55.3					94.4	98.4	100.0	18.9	0.5	O	78.3	13.2	8.5
Lycoming Coll		IIB	PR	90.0	74.9	62.8	53.6					71.4	98.8	81.9	8.4	12.4	O	63.9	27.7	8.4
Mansfield U of Pennsylvania		IIA	PU	113.4	90.6	71.2	57.7					91.9	100.0	100.0	14.2	0.5	O	77.9	18.6	3.5
Marywood U	7	IIA	PR	101.2	75.9	62.0	53.4					69.3	84.8	100.0	5.6	14.0	F	44.4	19.2	36.4
Mercyhurst U	1	IIA	PR	88.7	67.5	62.2	48.4	52.0				63.5	77.5	81.5	6.9	14.4	O	35.4	19.7	44.9
Messiah Coll		IIA	PR	91.5	74.3	63.4		60.0				77.0	93.0	100.0	8.6	12.5	O	60.2	20.9	18.9
Millersville U of Pennsylvania		IIA	PU	114.7	89.8	68.7	—					91.1	98.5	100.0	17.6	0.5	O	79.2	19.0	1.8
Misericordia U	7	IIA	PR	102.0	79.8	68.0	63.7					77.1	87.4	99.3	7.9	15.1	O	42.0	26.6	31.5
Moravian Coll	1	IIA	PR	85.1	74.5	65.0	60.0	52.8				71.4	100.0	71.2	7.9	10.1	F	49.0	34.6	16.3
Muhlenberg Coll		IIB	PR	103.9	81.8	71.2		61.6	—			82.7	91.0	86.0	10.2	16.3	F	54.5	26.4	19.1
Neumann U		IIA	PR	80.2	60.0	57.6	53.9					63.3	100.0	88.5	6.3	19.0	F	0.0	0.0	100.0
Pennsylvania St U-IIA Campuses	7,28	IIA	PU	130.6	102.2	79.9	68.1	65.3				91.0	100.0	94.7	12.3	13.2	P	37.1	16.9	46.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
3.5	4.3	5.5	3.1	6	10	7	3	12	4	2	4	48	61.3	57.4	47.4	41.7	59.7	57.5	—	42.8	97.3	100.1	—	102.6
1.8	1.5	0.9	0.0	85	73	44	9	25	26	60	12	334	117.9	89.5	82.5	59.7	114.4	71.8	81.9	54.1	97.0	80.2	99.2	85.2
2.1	2.3	2.6	2.6	22	13	10	5	22	24	20	16	132	88.4	70.4	69.8	60.2	90.2	69.7	61.6	62.0	102.1	99.0	88.2	92.9
				249	162	127	202	86	100	98	217	1,241	131.9	100.8	95.0	59.2	123.8	98.1	86.6	54.5	93.9	97.3	91.1	82.3
6.2	5.8	3.8	5.6	132	102	72	54	61	90	118	93	722	124.4	94.3	82.5	66.5	113.7	92.3	74.6	62.9	91.4	97.9	90.5	83.6
3.3	3.4	3.9	2.0	49	19	11	7	29	19	14	3	151	128.5	94.0	77.2	89.8	124.4	92.2	79.5	76.4	96.8	98.1	102.9	92.8
4.0	2.9	2.7	3.0	202	168	116	142	95	166	103	164	1,179	140.9	106.7	96.8	63.2	141.6	72.7	87.3	56.8	100.5	68.1	90.2	78.5
2.9	5.7	11.1	2.8	44	27	20	2	30	31	18	6	178	121.5	100.6	83.4	—	115.9	95.6	72.4	56.5	95.4	95.0	86.8	89.7
2.3	2.3	2.3	2.3	22	17	25	3	14	28	35	3	147	94.1	72.5	66.3	54.3	87.3	73.0	64.7	53.6	92.8	100.7	97.6	93.1
10.1	-8.3	23.7	5.5	5	19	20	3	6	18	29	18	118	90.1	70.2	64.6	49.9	83.5	67.8	57.9	92.7	104.6	105.0	105.0	99.1
2.5	2.9	3.6	7.0	87	53	44	21	35	53	64	23	380	114.0	89.1	73.1	51.5	113.4	88.8	73.2	54.1	99.4	99.7	100.1	90.3
2.8	3.3	3.6	—	23	18	13	1	25	21	29	5	159	148.5	99.3	82.2	—	144.0	99.7	82.5	58.6	97.0	100.4	100.4	87.5
2.2	2.5	3.3	1.8	85	74	56	11	41	57	53	13	390	130.3	103.5	87.2	85.3	122.9	101.8	88.0	75.8	94.3	98.4	100.9	92.5
3.0	3.0	3.3	3.5	3	7	6	5	10	6	6	14	60	92.9	73.6	66.0	52.0	79.1	64.8	52.8	47.7	85.2	88.1	80.0	84.7
2.5	3.0	4.4	3.1	47	39	35	11	44	34	44	14	268	114.9	94.4	77.6	56.3	113.4	92.6	79.0	56.1	98.8	98.1	101.7	96.9
2.9	4.3	4.1	—	319	183	145	—	91	86	104	—	990	177.5	122.0	111.6	—	151.0	110.5	102.5	—	85.1	90.6	91.8	81.6
1.0	1.3	2.4	2.0	9	7	9	—	14	9	19	15	82	92.3	70.8	76.6	—	83.9	80.1	58.6	59.3	90.9	113.3	76.5	84.8
4.5	5.2	4.4	—	3	17	21	2	10	24	49	—	126	90.8	72.4	64.7	—	89.1	72.0	63.3	—	98.1	99.5	97.8	100.0
2.5	4.0	4.0	—	10	4	4	1	6	5	3	2	35	113.9	98.0	69.9	—	108.2	92.4	65.1	—	95.0	94.3	93.1	89.7
2.5	3.6	3.0	3.0	45	20	18	14	19	26	34	32	208	116.7	90.4	79.8	50.9	110.6	89.2	69.7	52.4	94.8	98.7	87.3	80.4
2.6	2.5	2.6	2.3	10	20	24	2	7	21	39	4	127	93.2	78.8	71.9	—	93.6	73.8	69.1	65.5	100.4	93.7	96.0	93.7
2.8	3.9	4.2	6.0	15	20	13	1	12	8	13	6	90	92.9	78.8	68.4	—	91.8	75.9	67.5	60.6	98.8	96.4	98.7	93.5
0.8	1.9	2.6	1.5	35	41	20	9	22	41	30	20	218	113.8	90.4	78.1	63.9	108.7	87.6	78.4	65.5	95.5	96.9	100.4	91.2
3.1	3.9	6.4	4.1	183	111	60	228	71	113	51	299	1,116	160.7	123.1	101.2	82.2	152.0	114.6	94.4	75.3	94.6	93.1	93.2	82.0
0.0	0.2	0.5	0.1	66	105	54	10	35	84	119	18	493	117.4	90.3	81.9	59.6	102.2	87.3	73.1	66.8	87.0	96.6	89.2	86.0
2.5	3.7	3.8	6.3	55	35	18	14	29	33	24	31	239	114.9	91.6	72.1	50.8	110.0	87.7	69.5	53.0	95.7	95.7	96.4	84.9
-16.0	-40.0	0.3	—	17	7	6	—	12	11	14	1	97	72.1	56.9	52.1	—	72.0	58.8	50.0	—	99.8	103.3	95.9	93.8
2.5	3.3	3.7	7.8	55	38	31	4	35	28	36	22	249	114.3	92.4	78.6	50.1	113.7	88.8	69.7	55.1	99.5	96.1	88.7	86.7
				22	27	6	1	12	25	13	5	123	98.6	80.1	73.5	—	93.5	77.8	66.8	58.0	94.8	97.1	90.9	89.3
5.3	4.6	3.7	4.8	55	34	15	19	25	37	29	20	234	125.5	97.3	81.8	75.5	121.1	95.9	81.8	68.7	96.5	98.7	100.0	88.9
1.2	2.8	3.5	—	19	18	5	1	8	9	5	—	65	68.4	63.1	50.3	—	69.9	59.0	49.8	—	102.1	93.4	98.9	95.8
2.6	2.6	4.1	—	32	50	26	—	27	37	22	—	194	111.2	91.3	76.1	—	108.3	87.8	77.7	—	97.4	96.1	102.1	98.0
0.8	0.5	1.3	0.0	4	11	4	2	2	11	41	19	94	87.0	77.1	71.9	—	—	74.6	64.3	51.9	—	96.8	89.3	86.5
2.5	3.8	4.2	4.0	27	15	11	13	16	20	16	20	138	133.7	99.7	83.9	81.9	135.0	100.4	86.4	73.4	101.0	100.7	103.1	90.7
2.5	3.6	5.1	3.6	108	81	40	13	70	91	54	33	490	113.6	86.5	72.5	60.0	111.6	86.2	66.6	55.1	98.2	99.6	91.8	89.6
4.4	-4.1	-55.0	49.1	37	13	3	10	19	11	8	6	107	87.8	70.5	66.2	49.7	85.4	70.5	62.5	49.9	97.2	99.9	94.3	94.2
0.0	3.4	3.8	-8.6	24	24	12	2	20	24	18	7	131	89.9	74.6	72.6	—	91.3	77.6	68.2	49.1	101.6	104.0	94.0	96.2
2.5	3.3	3.3	3.4	67	75	40	12	44	53	73	11	375	109.9	90.7	65.1	51.6	107.2	89.0	66.2	50.3	97.5	98.1	101.8	91.4
0.8	2.0	1.9	—	11	6	8	1	13	7	14	1	61	76.8	63.9	52.6	—	78.2	63.2	55.1	—	101.8	98.9	104.7	99.7
1.0	1.3	1.6	1.0	23	38	26	1	16	49	51	9	213	115.9	88.0	80.3	—	115.7	84.1	73.7	63.2	99.8	95.5	91.8	88.9
3.3	3.5	4.0	3.0	48	54	31	9	29	22	40	10	243	153.6	110.1	89.3	74.1	140.2	105.5	87.4	83.5	91.3	95.8	97.8	89.9
2.4	3.7	3.4	—	22	28	18	—	8	19	26	—	121	81.9	72.5	59.2	—	83.8	72.6	62.3	—	102.4	100.2	105.3	96.2
2.6	3.2	3.7	—	145	99	55	—	44	63	49	—	548	169.7	112.0	109.6	—	146.9	113.4	95.2	—	86.6	101.2	86.9	83.5
1.9	2.8	2.3	1.4	19	15	14	3	7	9	20	3	100	107.3	82.6	68.9	62.8	100.0	78.3	69.9	64.2	93.2	94.8	101.5	87.2
2.3	4.0	3.3	4.9	47	24	21	5	37	23	27	5	189	116.3	95.1	73.2	56.3	110.9	89.6	76.0	54.3	99.4	94.2	103.9	95.8
2.0	3.1	2.3	2.0	13	11	20	4	5	13	14	3	83	90.5	76.7	62.9	52.1	88.9	73.4	62.5	55.7	98.2	95.7	99.4	96.0
2.5	4.1	6.9	9.3	15	17	4	2	13	18	13	4	86	115.3	93.2	67.2	—	111.1	88.1	72.4	57.7	96.4	94.6	107.7	90.0
0.7	1.2	2.8	2.9	11	22	15	8	4	34	35	22	151	99.4	81.3	62.7	52.9	106.0	72.4	61.6	53.5	106.7	89.0	98.2	86.4
0.0	0.3	1.1	0.2	18	23	31	10	6	17	35	28	178	91.0	68.9	65.6	50.7	81.5	65.7	59.2	47.6	89.5	95.4	90.3	83.9
0.0	1.2	0.5	—	61	25	22	—	20	23	27	—	201	92.1	73.8	63.6	—	89.9	74.9	63.3	—	97.6	101.5	99.5	89.4
2.5	3.1	3.8	7.3	51	51	39	—	34	55	42	2	274	114.9	89.1	70.1	—	114.5	90.5	67.3	—	99.7	101.6	96.0	95.4
3.1	6.1	5.9	3.3	14	19	22	3	12	18	54	1	143	104.0	75.7	66.5	63.9	99.7	84.1	68.6	—	95.9	111.1	103.1	97.1
-1.7	0.7	0.7	6.1	19	15	15	4	12	38	34	10	153	88.1	71.4	65.2	60.1	80.3	75.7	64.9	59.9	91.1	106.1	99.5	94.1
2.1	2.9	3.1	—	40	18	25	—	18	22	28	—	178	106.3	82.0	70.5	—	98.6	81.5	71.8	—	92.8	99.4	101.9	89.1
3.1	3.1	3.3	3.3	12	12	14	2	10	18	25	3	96	79.2	59.0	58.2	—	81.5	60.7	57.2	55.0	102.8	102.8	98.2	97.0
2.5	2.6	4.0	2.0	43	123	144	1	22	53	88	9	550	133.9	105.7	82.2	—	124.0	93.9	76.2	68.1	92.6	88.9	92.6	89.0

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Pennsylvania St U-IIB Campuses	7,22	IIB	PU	110.6	85.9	69.1	57.9	60.0				77.6	99.9	92.0	13.4	15.2	P	36.1	13.8	50.2
Pennsylvania St U-Main Campus	7,39	I	PU	159.6	105.2	83.2	52.4	52.2				111.1	97.9	91.5	12.0	10.2	P	46.4	17.2	36.4
Pittsburgh Theo Sem		IIA	PR	108.6	89.1	—						96.1	100.0	100.0	11.0	21.6	F	64.3	35.7	0.0
Robert Morris U	1	IIA	PI	125.8	55.5	83.8		49.8				84.2	76.4	71.1	11.1	12.5	O	85.8	10.6	3.7
Saint Joseph's U		IIA	PR	123.7	94.0	88.4				64.2		94.9	95.2	91.7	9.9	13.2	F	63.1	17.9	19.0
Saint Vincent Coll		IIA	PR	84.3	70.4	58.3	49.5					68.9	93.4	91.5	7.5	23.0	O	57.5	16.0	26.4
Seton Hill U	5	IIA	PR	88.3	75.6	64.2	54.9					72.3						49.5	31.9	18.7
Shippensburg U of Pennsylvania		IIA	PU	114.7	94.2	73.8	50.8					93.2	98.4	100.0	15.6	0.5	O	72.7	15.9	11.4
Slippery Rock U of Pennsylvania		IIA	PU	116.6	92.1	75.7	52.1					87.4	97.6	100.0	15.2	0.5	O	55.9	30.4	13.6
Susquehanna U		IIB	PR	85.8	76.2	68.8	57.3					74.3	92.7	81.8	9.0	14.1		57.7	33.6	8.8
Swarthmore Coll		IIB	PI	158.4	112.9	88.5						126.1	95.9	100.0	10.0	11.2		66.0	24.9	9.1
Temple U	7	I	PU	162.7	108.5	86.1	65.6					111.8	90.8	96.8	9.2	12.4	F	37.8	13.5	48.8
U of Pennsylvania		I	PI	237.3	145.6	136.5						196.4	100.0	100.0	9.3	11.1	O	77.1	22.9	0.0
U of Pittsburgh-Bradford	7	IIB	PU	90.2	77.4	62.4	50.6	—				68.0	100.0	100.0	9.6	8.7	O	42.1	17.1	40.8
U of Pittsburgh-Greensburg	7	IIB	PU	87.0	72.5	66.5	50.5					66.0	100.0	100.0	9.6	8.7	O	41.0	6.4	52.6
U of Pittsburgh-Johnstown	7	IIB	PU	99.7	74.1	60.5	52.8					68.5	100.0	100.0	8.0	7.2	O	47.2	12.0	40.8
U of Pittsburgh-Pittsburgh Campus	7	I	PU	162.5	105.1	89.4	54.9	56.7				104.0	100.0	100.0	9.6	9.3	O	39.0	13.7	47.3
U of Pittsburgh-Titusville	7	III	PU	—	71.0	66.5	56.1					62.4	100.0	100.0	9.6	8.9	O	22.7	0.0	77.3
U of Scranton		IIA	PR	116.8	98.1	78.4	70.1	57.9	72.5			95.5	91.8	93.5	10.2	16.2	O	66.3	20.1	13.6
Ursinus Coll		IIB	PI	102.5	84.0	73.9	66.5					81.9	100.0	74.0	7.5	12.1	FC	52.0	27.6	20.3
Villanova U	1	IIA	PR	145.4	104.8	85.0	64.2					104.5	90.2	87.4	9.0	9.7	O	50.4	15.8	33.8
Washington & Jefferson Coll		IIB	PI	88.0	72.3	61.3	48.4					74.4	96.5	87.6	8.1	15.4	F	69.9	11.5	18.6
Waynesburg U	7	IIA	PR	78.0	62.8	59.4	54.4					64.0	100.0	100.0	7.0	19.5	F	45.7	23.5	30.9
West Chester U of Pennsylvania		IIA	PU	114.2	90.3	76.1	54.3					89.0	99.0	99.9	14.5	0.5	O	62.6	24.7	12.6
Westminster Coll		IIA	PR	71.4	60.5	57.9	49.4	52.0				61.6	89.9	78.5	5.9	11.1	O	62.0	20.3	17.7
Widener U		I	PI	117.7	84.4	71.9	78.4	56.2				89.4	100.0	100.0	9.1	14.3	O	46.5	19.0	34.6
Wilkes U	7	IIA	PI	111.4	87.4	72.8	65.2					83.6	80.1	100.0	8.4	8.8	F	51.5	34.7	13.8
York Coll of Pennsylvania	1	IIB	PI	98.1	84.0	78.0	62.9					80.2	98.9	100.0	9.9	23.0	O	57.9	26.4	15.7

Puerto Rico

Universidad Politecnica de Puerto Rico	18	IIA	PI	45.4	38.4	30.7	25.3					38.9	63.2	96.2	3.5	4.5		18.8	0.0	81.2
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Rhode Island

Brown U	1	I	PI	192.4	126.6	102.1	78.0	92.1	82.5	144.7	100.0	100.0	6.5	8.9	O	62.4	16.9	20.8
Bryant U		IIA	PI	169.7	145.0	120.5		80.8		133.0	86.9	89.2	11.8	11.8	O	55.7	14.2	30.1
Comm Coll of Rhode Island	5	III	PU	76.0	58.5	50.8	—			61.3	99.0	84.1	13.0	27.0	FC	69.5	29.8	0.7
Providence Coll		IIA	PR	128.4	97.6	88.1	80.8			99.2	82.2	100.0	10.2	13.0		64.8	20.5	14.8
Rhode Island Coll		IIA	PU	94.9	80.7	66.9				81.6	98.2	98.2	9.4	15.9	FC	71.3	19.6	9.1
Salve Regina U		IIA	PR	101.7	83.4	68.4	61.5	61.2		79.7	93.3	84.0	8.1	17.9	O	54.6	23.5	21.8
U of Rhode Island	7	I	PU	129.2	97.5	88.8		60.3		99.2	100.0	91.9	8.6	13.4	F	51.7	21.1	27.2

South Carolina

Citadel Military Coll of South Carolina		IIA	PU	92.5	81.4	69.4	62.1				80.2	100.0	100.0	21.9	10.6	N	57.1	31.5	11.3	
Clemson U	7,36	I	PU	139.2	99.0	90.0	77.6	55.5				95.7						48.4	21.9	29.7
Coastal Carolina U		IIA	PU	97.5	76.1	66.2	57.1	50.4				69.6	100.0	100.0	21.8	12.4		40.9	24.8	34.2
Coll of Charleston		IIA	PU	97.5	77.4	69.9	59.3					79.4	99.8	96.8	16.8	7.5	O	62.7	21.1	16.2
Converse Coll		IIA	PI	64.4	57.9	54.0	—	—				57.2	85.4	95.1	2.0	12.6	O	86.6	8.5	4.9
Furman U		IIA	PI	108.9	85.5	74.1	—					92.9	93.4	94.2	12.2	10.2	F	83.1	12.4	4.5
Limestone Coll	1	IIB	PI	60.9	51.3	47.6	28.1					47.9	82.6	79.1	8.0	21.3	FC	46.5	30.2	23.3
Newberry Coll		IIB	PR	61.7	57.9	53.7	51.9					56.6	55.4	100.0	5.1	10.3		50.0	27.0	23.0
U of South Carolina-Aiken	7	IIB	PU	80.4	67.5	61.9	49.4					64.8	100.0	100.0	21.8	13.3		46.0	33.5	20.5
U of South Carolina-Beaufort	7	IIB	PU	79.2	71.1	62.7	55.5					64.9	100.0	100.0	21.8	13.3		31.2	37.6	31.2
U of South Carolina-Columbia	7	I	PU	131.0	92.6	85.8	55.6	83.1	41.3			95.0	100.0	100.0	21.8	9.1		49.3	18.8	31.9
U of South Carolina-Upstate	7	IIB	PU	79.5	71.6	62.8	52.6					64.6	100.0	100.0	21.8	13.3		40.0	28.8	31.3
Wofford Coll		IIB	PR	87.2	74.9	67.4	45.1					74.7	95.1	94.4	9.2	16.0	FC	73.4	15.4	11.2

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.6	2.8	3.3	2.9	94	170	168	20	46	167	224	45	1,098	110.1	87.5	71.4	60.9	111.6	84.3	67.4	56.6	101.3	96.4	94.5	89.0
3.3	3.8	3.9	3.6	741	415	449	76	268	311	465	82	2,974	163.6	110.0	88.9	52.2	148.6	98.9	77.7	52.7	90.9	89.9	87.5	77.3
3.0	4.1	6.0		6	3	2		1	2			14	108.9	89.9	—	—	—	—	—	—	—	—	—	97.8
3.4	4.0	5.5		52	58	15		36	58	18		246	128.0	56.6	88.0		122.7	54.4	80.3		95.9	96.1	91.2	88.5
0.3	1.7	2.4		47	42	37		30	45	34		290	129.0	98.0	88.8		115.3	90.3	88.0		89.3	92.1	99.1	88.8
0.0	0.6	-0.1	0.0	19	30	16	6	7	11	17		106	85.0	71.1	58.9	49.5	82.5	68.6	57.8		97.1	96.4	98.1	94.1
				5	25	10	2	6	22	16	5	91	90.5	77.8	64.6	—	86.4	73.2	64.0	55.0	95.5	94.1	99.2	93.2
2.5	3.0	4.3	4.1	72	68	27	14	34	49	25	19	308	115.8	94.8	75.4	51.2	112.5	93.3	72.1	50.5	97.2	98.4	95.5	90.7
2.5	2.7	3.3	4.9	42	64	59	24	44	64	58	26	381	117.7	92.7	76.0	51.9	115.5	91.6	75.4	52.2	98.1	98.9	99.3	98.9
0.0	0.3	0.5	-0.6	18	28	20	4	7	27	30	3	137	87.8	79.1	66.5	58.9	80.8	73.2	70.3	55.2	92.0	92.6	105.8	93.9
2.8	5.4	5.4		51	22	27		39	24	34		197	161.2	111.3	89.1		154.7	114.4	88.1		96.0	102.8	98.8	92.8
1.8	2.2	2.9	3.2	289	304	322	26	123	243	300	42	1,649	170.7	110.0	88.2	63.7	143.9	106.5	84.0	66.7	84.3	96.9	95.2	84.3
3.7	5.6	4.8		479	139	124		174	88	129		1,133	242.8	152.0	145.5		222.0	135.5	127.9		91.5	89.2	87.9	81.9
2.6	2.5	3.9	3.3	6	17	14	11	2	10	10	5	76	89.7	80.4	63.0	49.1	—	72.3	61.6	54.1	—	89.9	97.8	95.1
2.8	2.6	2.7	4.8	5	13	7	10	2	18	10	13	78	88.5	70.1	67.3	52.9	—	74.2	66.0	48.7	—	105.9	98.0	96.7
3.3	3.1	3.5	4.6	13	31	24	8	3	23	19	21	142	98.5	75.7	62.5	57.6	105.0	72.0	57.8	50.9	106.6	95.1	92.4	85.3
3.6	4.0	3.8	4.0	341	220	258	66	139	199	262	109	1,855	167.0	108.2	93.7	58.9	151.4	101.6	85.2	52.5	90.7	93.9	91.0	78.1
—	2.5	2.3	3.1	1	3	2	2		1	4	9	22	—	70.7	—	—	—	—	59.1	56.8	—	—	—	84.7
2.6	4.4	2.5		59	50	34	3	31	34	26		279	120.0	101.8	80.3	70.1	110.6	92.7	75.9		92.2	91.1	94.5	90.5
2.5	2.6	2.3	2.0	17	17	13	3	8	22	29	14	123	103.3	83.7	75.3	67.4	100.9	84.2	73.3	66.3	97.7	100.6	97.3	89.8
5.2	3.9	4.1	3.0	143	110	104	41	54	85	111	56	704	147.7	106.9	83.6	64.8	139.0	102.1	86.3	63.8	94.1	95.5	103.2	86.2
2.0	2.0	2.0	2.0	24	18	10	2	20	18	16	5	113	89.9	73.7	66.2	—	85.6	70.8	58.2	47.5	95.1	96.0	88.0	89.5
0.0	-0.3	0.7	1.3	14	9	10	4	8	8	13	15	81	78.5	62.0	61.3	53.7	77.0	63.8	58.0	54.6	98.1	102.9	94.6	91.3
2.3	3.3	4.6	4.9	102	101	73	41	107	122	91	59	696	116.0	91.3	76.7	55.1	112.5	89.4	75.7	53.7	97.0	97.9	98.6	95.5
1.5	1.5	1.5	1.5	12	12	5	2	11	16	9	2	79	72.8	63.6	59.1	—	69.9	58.1	57.3	—	96.1	91.4	97.1	92.0
3.7	2.9	3.4	7.0	42	41	25	4	36	57	39	13	269	118.2	89.0	73.3	80.1	117.2	81.0	71.1	77.9	99.1	91.0	97.0	90.4
1.3	1.7	2.9	1.0	25	34	36	7	8	35	36	15	196	110.4	89.6	72.4	60.8	114.5	85.2	73.2	67.3	103.6	95.0	101.1	92.6
2.6	2.3	1.6	1.3	12	38	29	14	6	34	32	13	178	98.8	86.2	82.8	65.0	96.6	81.4	73.6	60.7	97.7	94.5	88.9	91.4
-1.1	-2.5	-5.5	3.0	27	49	10	2	9	28	6	2	133	46.1	40.0	30.0	—	43.1	35.5	32.0	—	93.4	88.6	106.9	89.2
2.9	3.4	5.7	2.3	296	95	95	30	102	62	57	35	872	195.1	128.0	103.4	85.3	184.5	124.5	99.9	71.8	94.6	97.2	96.6	82.9
2.9	5.2	4.2		48	19	7		26	8	15		176	177.7	147.5	114.6		154.9	139.1	123.3		87.2	94.3	107.5	84.1
-1.1	1.8	0.8	—	32	26	51		73	43	75	2	302	79.5	58.6	50.4		74.5	58.5	51.1	—	93.7	99.8	101.2	100.9
4.1	3.8	3.6	5.6	45	56	65	10	18	41	54	9	298	130.3	100.6	86.9	80.5	123.6	93.6	89.6	81.1	94.8	93.0	103.1	93.5
15.3	12.9	8.6		51	41	30		68	69	72		331	97.8	81.8	69.0		92.7	80.1	66.0		94.8	97.9	95.6	93.0
3.0	4.8	5.6	16.9	17	17	6		13	18	23	4	119	102.0	83.1	66.2		101.2	83.7	68.9	61.5	99.3	100.7	104.2	90.0
6.1	6.7	5.4		164	73	75		105	78	99		749	132.5	99.5	92.5		123.9	95.6	85.9		93.5	96.1	92.9	85.5
2.3	3.7	3.8	0.0	53	34	32	11	13	33	19	8	203	93.6	86.5	72.4	62.6	87.9	76.2	64.4	61.4	93.9	88.1	89.0	87.7
2.7	5.0	4.9	4.7	275	202	161	28	80	116	117	27	1,351	141.0	99.8	93.9	87.0	132.9	97.5	84.7	67.9	94.3	97.7	90.2	78.7
2.6	2.2	2.0	2.0	66	67	49	13	31	41	61	6	479	98.8	74.8	65.7	57.3	94.7	78.2	66.6	56.6	95.8	104.6	101.3	91.2
2.7	3.7	4.3	5.0	96	105	61	18	57	82	66	41	526	97.8	80.1	69.5	60.7	97.1	74.0	70.3	58.7	99.3	92.4	101.3	91.8
2.0	1.6	2.9	—	12	7	8	1	7	21	23	1	82	67.0	60.4	52.7	—	59.8	57.1	54.4	—	89.3	94.5	103.3	91.5
3.8	5.1	3.5		76	37	28		32	33	35	1	242	108.6	85.6	75.4		109.6	85.4	73.1	—	100.9	99.8	97.0	92.3
-3.8	19.7	5.6	4.3	15	12	11	5	11	7	10	15	86	62.6	54.8	47.6	23.5	58.5	45.4	47.6	29.7	93.6	82.8	100.0	84.2
3.1	2.8	3.6	—	13	7	14	1	4	14	17	4	74	59.8	61.3	53.9	—	68.1	56.1	53.5	54.7	114.0	91.5	99.2	98.0
4.5	4.0	3.6	4.8	23	21	22	17	8	26	31	13	161	82.1	70.2	64.3	47.9	75.7	65.4	60.2	51.5	92.3	93.1	93.7	92.2
1.9	2.5	3.0	2.5	8	12	13	7	3	12	21	17	93	80.8	73.0	63.6	59.2	74.7	69.1	62.1	54.0	92.4	94.6	97.6	89.4
1.8	3.8	3.4	3.5	314	248	189	92	133	206	218	124	1,598	134.9	96.2	94.1	56.9	122.0	88.3	78.6	54.7	90.4	91.8	83.6	80.9
7.4	7.4	4.2	5.0	22	28	27	22	20	28	41	52	240	81.0	69.1	67.6	52.4	78.0	74.0	59.7	52.6	96.2	107.1	88.4	92.5
1.5	3.7	2.6	2.4	33	24	15	5	20	18	19	9	143	87.2	76.2	69.8	51.3	87.2	73.1	65.6	41.6	100.1	95.9	94.0	90.9

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
South Dakota																				
Augustana U		IIA	PR	78.5	66.3	58.3	49.3					64.3	100.0	75.3	5.9	22.7	PC	48.6	23.3	28.1
Dakota Wesleyan U	1	IIB	PR	58.8	56.0	53.5	46.0					54.7	98.0	100.0	5.0	14.4	F	44.9	30.6	24.5
Mount Marty Coll	5	IIA	PR	68.1	51.4	71.5	42.8					63.4	84.4	71.1	4.3	6.7	FC	44.4	35.6	20.0
U of Sioux Falls		IIA	PR	64.2	59.1	52.7	—					57.2	96.5	78.9	4.6	14.7	P	68.4	8.8	22.8
Tennessee																				
Austin Peay St U	7	IIA	PU	88.8	70.3	61.0	47.2					72.6	66.9	88.0	14.4	17.5	P	59.9	28.4	11.7
Belmont U	5	IIA	PR	129.5	102.1	84.4	74.8					102.6	100.0	93.1	5.0	9.3	F	48.3	41.1	10.6
East Tennessee St U	7	I	PU	103.3	74.6	63.7	51.9	37.4				76.8	100.0	100.0	13.4	22.0	PC	62.1	21.5	16.4
Freed-Hardeman U	7	IIA	PR	73.6	69.9	58.4	44.0					62.6	100.0	87.9	2.0	12.5	P	54.5	26.3	19.2
King U	18	IIA	PR	47.0	50.9	42.1	44.7					46.1					F	0.0	0.0	100.0
Lee U		IIA	PR	79.4	67.1	63.3		53.0				67.8	91.0	70.7	24.2	1.0	O	57.4	26.6	16.0
Maryville Coll		IIB	PR	79.0	64.2	57.4	46.5	48.4				63.0	89.3	66.7	5.1	6.2	O	56.0	25.3	18.7
Middle Tennessee St U	7	I	PU	98.4	76.7	70.0	52.3	49.1				76.7	100.0	100.0	6.0	6.8		54.7	20.1	25.2
Rhodes Coll	1	IIB	PR	103.4	79.5	65.1	61.3					77.9	92.3	84.0	11.1	14.7	O	55.8	30.4	13.8
U of Memphis*	7	I	PU	109.7	82.2	74.1	50.1					79.5	100.0	92.1	11.0	14.5		48.1	20.5	31.3
U of Tennessee-Chattanooga	1	IIA	PU	103.2	83.8	70.9	54.7	48.6				75.9	100.0	90.9	11.1	15.3	P	43.3	26.9	29.8
U of Tennessee-Knoxville	6	I	PU	147.5	101.9	87.4	63.6	57.5	41.7			103.4	98.6	92.1	11.0	11.6	P	51.9	17.8	30.3
U of Tennessee-Martin	1	IIA	PU	81.7	71.4	67.4	54.7	49.6				67.6	100.0	95.1	11.0	16.7	PC	55.4	17.8	26.8
U of the South		IIB	PR	111.0	86.8	70.6	55.3					85.6	93.0	80.7	11.9	10.1	O	56.1	27.5	16.4
Vanderbilt U	7	I	PI	208.6	124.2	109.0		68.5				144.8	100.0	100.0	4.8	5.8	O	53.9	16.3	29.8
Volunteer St Comm Coll	1,26	III	PU	75.0	63.5	51.7	49.7					58.3	100.0	86.2	19.3	21.1	PC	46.8	18.1	35.1
Texas																				
Abilene Christian U*	9	IIA	PR	92.3	74.8	67.6	57.4		—			72.6	100.0	100.0	8.0	18.4	F	49.4	16.2	34.3
Angelo St U	7	IIA	PU	86.0	75.8	66.9	50.4		65.8			69.1	99.7	93.2	6.0	11.1		44.0	22.1	33.9
Austin Coll	7	IIB	PR	83.1	67.2	60.9	44.7					68.4	96.0	94.1	8.1	18.1	O	66.3	24.8	8.9
Austin Comm Coll District		III	PU	92.7	72.2	63.3						84.3	100.0	95.0	7.5	13.9		0.0	0.0	100.0
Baylor U		I	PR	146.1	104.2	95.7	80.0	65.3				102.5	95.5	94.0	10.4	9.2	O	46.1	15.7	38.2
Hardin-Simmons U	1	IIA	PR	68.9	62.6	62.4	51.6					64.7						64.0	18.0	18.0
Lamar U		I	PU	103.2	80.9	76.0	52.7					76.4	99.8	100.0	9.2	14.0		48.2	22.9	28.9
McMurry U		IIB	PR	70.9	57.7	61.8	45.3					59.1	72.8	80.2	4.5	10.5	O	56.8	13.6	29.6
Our Lady of the Lake U	7	IIA	PR	87.8	70.8	65.7	55.5					71.6	100.0		6.9		F	35.2	33.3	31.4
Prairie View A & M U		IIA	PU	106.3	87.4	66.3	—	49.6				71.6	83.8	95.3	2.3	3.9		36.5	26.7	36.8
Rice U		I	PI	203.1	129.2	116.8	65.7	79.9				149.2	100.0	93.9	9.5	7.6	FC	61.2	16.4	22.3
Saint Edward's U	7	IIA	PR	101.8	78.7	77.7	59.9	—				81.3	92.0	89.1	7.1	11.2	O	47.7	39.1	13.2
Sam Houston St U		I	PU	102.9	83.7	69.8	57.5	46.4				79.1	99.3	97.9	8.4	12.3	N	52.7	28.5	18.8
Southern Methodist U		I	PR	173.9	114.7	113.7	99.9	59.7	119.0			118.0	98.0	91.0	9.7	13.7	O	49.7	13.8	36.5
Southwestern U		IIB	PR	93.2	75.7	66.2	51.8					75.9	92.7	92.7	7.1	11.9	O	67.3	12.7	20.0
St Mary's U	7	IIA	PR	126.1	73.4	78.5	54.9	36.6				92.5	82.8	78.7	7.1	7.7	F	62.0	16.3	21.7
Texas A & M U-Coll Station		I	PU	152.7	105.7	95.5		54.5	72.6			109.7	100.0	100.0	12.7	8.5		51.3	15.5	33.2
Texas A & M U-Corpus Christi	1	IIA	PU	106.1	75.5	65.7	58.4					76.0	99.5	91.7	7.1	11.4	P	41.5	31.3	27.2
Texas Christian U	7	IIA	PR	153.1	109.2	92.1	79.5	65.2				110.9	86.4	89.8	11.7	12.3	O	48.4	16.8	34.8
Texas Lutheran U		IIB	PR	75.1	62.5	61.6	64.1	54.4				65.5	84.7	82.4	6.0	12.4	F	62.4	23.5	14.1
Texas St U		I	PU	103.0	85.4	76.8		51.5				73.5	100.0	100.0	6.9	13.3	N	37.3	19.0	43.7
Texas Tech U	7	I	PU	133.2	93.5	81.5	46.2	—	54.9			89.4	58.1	94.9	7.3	8.7		49.0	21.0	30.1
Texas Woman's U		I	PU	94.5	74.3	64.3	48.7	56.7				73.9	21.7	43.4	9.4	12.0		42.2	27.0	30.8
Trinity U		IIA	PR	126.9	98.8	85.7	58.8	51.9	—			99.6	100.0	64.2	10.0	5.5	O	65.0	19.5	15.6
U of Dallas	1	IIA	PR	92.5	75.3	65.9	57.0					71.9						58.3	20.8	20.8
U of Houston		I	PU	159.8	106.8	95.6		58.5				109.4	100.0	100.0	8.0	9.3		56.4	17.9	25.8
U of Houston-Clear Lake		IIA	PU	105.5	83.0	75.2		63.6				82.7	87.5	85.7	7.0	12.2	N	55.5	30.1	14.3
U of Houston-Downtown	1	IIA	PU	97.0	78.2	77.1		51.0				73.8	100.0	95.3	7.0	12.9	N	48.8	23.8	27.3
U of St Thomas	7	IIA	PR	88.2	74.1	64.8	47.8		—			71.2	66.4	88.6	5.8	14.3	O	49.7	14.8	35.6
U of Texas at Austin		I	PU	183.8	119.3	109.1	85.0	65.6				125.1	99.8	97.6	8.3	7.9	O	55.8	13.1	31.1
U of Texas at Dallas		I	PU	172.2	129.3	116.9						147.4	100.0	100.0	7.7	6.5		75.2	24.8	0.0
U of Texas at El Paso		I	PU	121.9	91.7	83.5		57.1				84.5	100.0	100.0	8.5	12.8		45.2	19.4	35.4
U of Texas at San Antonio		I	PU	131.5	90.7	83.1		47.9				84.8	99.5	94.0	8.3	11.6	N	46.3	18.6	35.1
U of the Incarnate Word	1	IIA	PR	94.1	84.9	75.7	64.9					81.5	100.0	75.7	7.0	7.5	F	48.6	28.8	22.7

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.8	1.1	2.8	2.1	23	22	24	1	7	21	40	8	146	79.9	69.1	59.4	—	74.1	63.5	57.6	49.5	92.8	91.8	97.0	86.8
1.7	1.3	1.8	—	8	8	4	3	2	9	13	2	49	58.9	58.3	57.6	46.7	—	54.0	52.2	—	—	92.7	90.7	92.9
2.0	2.2	2.6	2.0	6	7	5	2	2	4	17	2	45	71.7	52.1	54.7	—	—	50.1	76.4	—	—	96.2	139.5	118.9
0.5	0.5	0.0	—	6	16	10	2	5	9	9		57	66.0	59.5	52.9	—	62.1	58.2	52.4		94.0	97.8	99.0	98.8
2.3	3.0	10.1	11.2	91	51	38	15	54	53	57	25	384	90.0	71.0	59.9	45.3	86.9	69.6	61.7	48.3	96.5	98.1	103.1	91.6
4.6	5.6	4.1	4.4	73	57	43	18	37	71	60	18	377	135.4	103.7	92.7	80.0	117.8	100.8	78.4	69.5	87.0	97.2	84.6	84.6
2.5	2.7	2.8	3.9	174	112	72	4	69	80	120	35	730	109.6	77.1	64.3	56.3	87.6	71.2	63.3	51.4	79.9	92.4	98.5	77.2
0.1	0.2	5.5	4.2	16	21	18	7	4	8	17	8	99	76.6	69.9	56.7	41.8	61.6	69.8	60.2	45.9	80.4	99.9	106.2	91.8
0.4	6.6	1.3	3.1	7	12	10	1	4	17	26	6	83	47.5	50.7	41.7	—	46.1	51.1	42.3	46.6	97.0	100.7	101.5	98.9
1.3	0.5	1.8		43	42	17		15	16	25		188	80.5	67.0	63.4		76.2	67.3	63.3		94.6	100.4	99.8	89.7
3.3	3.5	3.1	0.6	10	11	10	4	8	14	8	2	75	79.6	62.2	58.0	46.2	78.3	65.8	56.7	—	98.3	105.7	97.7	99.2
1.4	2.8	3.6	4.3	193	119	96	16	129	105	98	36	952	101.5	78.0	72.9	52.0	93.7	75.2	67.1	52.4	92.2	96.4	92.1	87.1
2.4	3.4	3.3	3.7	27	32	32	1	8	37	40	4	181	105.6	80.2	65.6	—	95.7	78.8	64.7	62.4	90.6	98.3	98.6	89.0
1.4	2.5	3.1	4.2	139	146	103	75	59	117	142	106	887	115.5	84.4	79.0	50.9	95.9	79.4	70.5	49.5	83.1	94.0	89.2	81.7
2.9	3.7	3.8	—	80	53	59	1	50	38	70	2	483	104.9	83.6	75.0	—	100.4	84.1	67.4	—	95.7	100.6	89.8	88.4
2.7	3.4	4.4	6.9	362	215	164	6	159	177	179	25	1,625	153.5	107.2	91.9	65.5	133.9	95.4	83.4	63.1	87.2	89.0	90.7	77.8
2.1	2.1	3.2	0.5	57	42	24	7	26	34	21	3	287	81.7	72.7	69.9	52.2	81.6	69.7	64.5	60.4	99.8	96.0	92.3	91.0
2.1	2.0	2.8	4.9	34	23	22	15	26	13	24	14	171	114.6	88.7	74.5	55.1	106.4	83.4	67.1	55.5	92.9	94.0	90.2	90.7
2.4	3.7	3.0	—	288	130	98		95	98	103		976	207.8	124.7	113.7		210.8	123.4	104.4		101.4	98.9	91.8	78.7
3.0	4.8	1.9	6.4	14	32	13	29	7	41	25	27	188	75.0	63.5	49.3	50.4	75.0	63.4	52.9	49.0	100.0	99.9	107.3	98.0
1.7	2.4	2.7	3.7	48	54	31	21	11	25	28	46	265	93.6	78.3	67.3	60.4	86.5	67.2	67.8	56.0	92.3	85.9	100.7	82.4
4.5	6.5	6.3	5.9	46	34	41	37	28	25	30	38	307	85.1	79.2	69.5	50.3	87.5	71.2	63.4	50.5	102.8	89.9	91.3	91.7
1.6	1.8	1.3	0.0	20	25	14	1	9	13	12	7	101	85.3	68.4	60.0	—	78.4	65.0	61.9	43.7	91.9	95.0	103.1	88.3
3.0	3.1	3.4		164	74	21		206	115	19		599	94.2	71.9	64.6		91.5	72.4	61.8		97.2	100.8	95.8	97.7
3.3	3.9	3.6	4.2	230	174	101		64	118	129	6	1,134	148.7	107.1	101.5		136.5	100.1	91.1	80.0	91.8	93.4	89.7	78.4
0.1	1.1	3.0	4.1	28	17	14	1	12	12	14	2	100	67.1	61.2	59.1	—	73.1	64.6	65.6	—	108.9	105.5	111.0	105.0
3.5	3.6	4.0	4.7	61	66	51	52	30	40	50	69	419	103.3	83.3	77.8	52.2	102.9	77.0	74.2	53.1	99.7	92.5	95.4	89.2
3.1	1.7	1.9	2.6	20	12	7	8	9	6	2	17	81	71.0	57.7	55.1	47.3	70.6	57.8	—	44.3	99.4	100.3	—	91.6
0.4	1.8	1.0	—	6	9	22	3	18	19	26	2	105	88.6	70.9	66.4	55.3	87.6	70.7	65.1	—	98.9	99.8	98.1	104.0
1.8	6.6	3.0	—	53	42	48	1	17	21	45		359	107.6	85.7	67.0	—	102.5	90.8	65.6		95.3	106.0	97.9	87.2
3.1	5.5	5.2	3.7	241	67	69	15	74	43	45	7	694	204.1	134.6	116.0	69.5	199.8	120.7	117.9	57.5	97.9	89.7	101.6	80.1
3.0	3.8	4.1	3.2	19	29	22	12	21	39	21	9	174	103.7	80.2	86.7	60.7	100.0	77.5	68.3	58.7	96.4	96.7	78.8	92.6
3.3	3.9	4.4	3.3	116	108	86	24	60	77	96	50	670	106.2	85.6	71.3	57.9	96.6	80.9	68.4	57.3	91.0	94.6	96.0	86.8
2.0	2.5	3.1	2.5	165	111	45	68	44	56	58	55	754	179.2	116.8	123.9	111.4	153.6	110.5	105.8	85.6	85.7	94.6	85.4	72.6
2.4	2.7	5.7	6.0	15	20	7	7	24	15	7	15	110	101.2	74.7	66.9	62.0	88.2	77.2	65.6	47.1	87.1	103.4	98.1	91.1
0.1	0.2	0.2	0.0	56	40	24	11	31	20	22	13	221	134.0	72.2	77.5	51.0	111.7	75.8	79.7	58.2	83.3	104.9	102.8	86.7
3.9	4.8	4.7		780	312	249		186	176	165		2,667	154.2	107.8	100.1		146.1	102.1	88.5		94.7	94.7	88.4	75.6
1.9	4.3	2.9	1.6	59	62	77	8	23	47	125	11	412	109.8	77.7	70.2	64.0	96.6	72.6	63.0	54.2	88.0	93.5	89.7	81.9
4.3	4.3	4.7	5.5	130	116	69	37	65	105	96	58	715	154.1	116.1	101.3	80.5	151.1	101.5	85.5	78.9	98.0	87.5	84.4	81.8
0.0	0.3	0.8	0.0	14	10	13		11	16	11	4	85	77.3	62.1	60.4		72.4	62.8	63.0	64.1	93.6	101.1	104.2	96.7
4.7	5.7	4.5		149	151	123		82	147	159		1,327	105.6	87.6	80.0		98.4	83.2	74.3		93.2	94.9	92.9	89.2
3.3	4.0	5.1	5.3	297	268	208	109	101	128	186	185	1,575	137.7	96.4	85.8	49.4	120.0	87.4	76.8	44.3	87.1	90.6	89.5	75.5
2.2	3.7	3.8	—	27	31	38		65	111	119	5	415	95.5	79.1	66.0		94.1	73.0	63.8	48.7	98.5	92.3	96.5	94.5
3.2	3.9	3.5	2.8	49	52	24	16	35	32	26	12	257	132.7	101.6	81.7	63.4	118.9	94.2	89.4	52.6	89.6	92.7	109.5	90.6
				17	41	17	13	3	22	14	17	144	88.9	73.0	65.5	61.8	113.1	79.6	66.5	53.3	127.3	109.0	101.5	96.1
2.6	3.1	3.3		341	207	130		102	148	103		1,389	164.3	109.9	100.7		144.7	102.3	89.1		88.1	93.1	88.5	77.0
2.6	2.6	2.4		31	58	44		24	39	42		272	109.4	85.2	76.0		100.5	79.8	74.3		91.8	93.6	97.7	90.6
0.1	1.2	1.0	—	39	60	38		21	55	37		344	101.9	79.7	78.2		87.9	76.6	76.1		86.3	96.2	97.4	90.1
-0.6	0.7	3.0	-5.3	18	31	24	8	16	19	22	10	149	84.8	75.4	63.7	48.8	92.2	72.0	66.0	47.1	108.8	95.5	103.6	99.3
4.1	6.6	6.2	0.4	679	280	166	14	249	216	158	4	2,534	188.0	124.1	119.0	81.4	172.4	112.9	98.8	97.5	91.7	91.0	83.1	73.8
4.4	3.9	3.3		220	112	86		45	42	39		544	177.3	129.1	119.3		147.2	129.8	111.7		83.0	100.5	93.7	85.5
3.2	4.2	4.4		129	128	79		41	63	67		785	124.4	94.3	83.0		114.0	86.6	84.1		91.6	91.8	101.3	80.6
2.1	3.3	3.5		185	130	85		56	74	78		937	134.8	92.8	85.2		120.4	87.0	80.8		89.3	93.7	94.8	77.1
1.9	3.6	3.4	2.7	39	43	46	14	40	47	56	28	313	94.7	85.2	76.7	64.5	93.6	84.6	74.9	65.0	98.8	99.2	97.7	96.7

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Utah																			
Dixie St U		III	PU	87.3	69.8	62.3	51.5		51.8	66.7	100.0	98.7	15.0	24.1	F	41.3	42.7	16.0	
Salt Lake Comm Coll		III	PU	77.3	61.5	55.3	47.7	43.0		60.7	100.0	100.0	14.6	27.4	F	56.7	37.2	6.0	
Snow Coll	38	III	PU	73.7	65.1	58.6	54.7		57.6	60.2	98.8	94.4	15.4	24.1	F	35.8	45.7	18.5	
Southern Utah U		IIA	PU	88.2	72.8	58.9		52.7	59.3	66.3	100.0	95.8	15.1	19.2	F	36.8	33.8	29.3	
U of Utah	7	I	PU	132.3	96.1	86.8	69.3	63.4	36.7	96.6	100.0	100.0	14.2	11.3	P	50.9	22.1	27.0	
Utah St U	7	I	PU	114.7	88.4	75.3	50.8	61.4		86.1	100.0	100.0	15.9	16.3	P	48.1	22.4	29.5	
Utah Valley U	7	IIA	PU	93.3	77.6	70.9		53.7	86.9	74.7	100.0	100.0	14.4	21.1	F	50.8	28.5	20.7	
Westminster Coll		IIA	PI	85.7	73.8	65.4	—			74.8	100.0	88.6	3.0	9.0	P	0.0	0.0	100.0	

Vermont

Castleton U		IIB	PU	70.7	57.1	51.2				60.3	98.8	84.0	6.9	80.6		67.9	27.2	4.9
Middlebury Coll		IIA	PI	142.7	106.0	90.4	84.3	77.3	75.4	114.3	100.0	100.0	12.8	11.7	O	60.9	25.8	13.4
Northern Vermont U	35	IIA	PU	71.7	61.6	51.5				62.8	93.1	93.1	18.7	78.7		70.8	23.6	5.6
Saint Michael's Coll		IIA	PR	95.3	72.9	63.1	54.5			76.4	100.0	100.0	3.0	21.7	O	70.4	10.4	19.2
U of Vermont	7	I	PU	128.4	98.8	82.8	80.1	65.4		96.1	92.1	100.0	10.3	15.7	F	56.9	11.7	31.4
Vermont Tech Coll	21	III	PU	73.5	63.7	52.8				63.5	100.0	85.2	7.8	74.0		60.5	33.3	6.2

Virginia

Averett U		IIB	PR	65.5	62.1	51.4	45.3			58.8	100.0	91.5	5.7	15.8		55.9	27.1	16.9
Bluefield Coll		IIB	PR	58.7	50.8	48.7	—			51.4		88.6		18.5	F	0.0	0.0	100.0
Bridgewater Coll	1	IIB	PR	80.1	66.3	55.5	50.4			61.7	100.0	89.7	6.0	9.6	F	47.4	30.2	22.4
Christopher Newport U		IIA	PU	109.8	84.6	73.7	68.3	65.7	—	81.1	100.0	90.0	10.6	19.6		47.4	25.3	27.3
Coll of William and Mary	7	I	PU	137.1	101.8	88.7	76.3	62.6		108.0	99.8	89.0	10.3	14.9	N	62.7	16.9	20.4
Eastern Mennonite U	32	IIA	PR	63.0	56.6	49.4	43.4	—		52.6	97.8	70.8	3.6	15.4	PC	38.2	29.2	32.6
Emory & Henry Coll	1	IIB	PR	70.9	63.7	58.6	48.2			62.2	92.8	79.4	5.0	10.6	F	42.3	23.7	34.0
George Mason U	7	I	PU	145.7	99.5	82.9	66.0			104.5	99.9	99.9	10.7	13.1	N	49.0	16.4	34.6
Hampden-Sydney Coll		IIB	PI	95.2	73.9	64.8		57.4		75.6	91.3	85.4	10.0	8.4	O	57.3	22.3	20.4
Hollins U		IIA	PI	78.0	68.9	63.2	57.6			69.0	100.0	100.0	8.0	8.4	F	67.1	12.9	20.0
James Madison U	7	IIA	PU	100.6	82.1	75.8	61.5			83.6	100.0	100.0	14.5	17.6	N	58.3	18.9	22.8
Longwood U	1	IIA	PU	87.4	72.3	68.4	—	45.2		70.1	100.0	92.4	11.9	21.7	O	48.9	35.9	15.3
Mary Baldwin U	1	IIA	PR	71.6	63.6	58.8	38.8			61.8	97.9	76.3	3.0	13.8	O	37.1	6.2	56.7
Marymount U	5	IIA	PR	96.0	77.8	68.2	58.6			77.1						51.5	30.9	17.6
Old Dominion U	7	I	PU	124.8	89.4	79.9	58.9	58.6		87.1	97.0	86.8	10.0	17.8	F	47.2	21.2	31.6
Radford U	1	IIA	PU	91.3	75.5	67.5	57.2			75.4	85.4	73.8	14.0	20.5	N	50.8	23.7	25.4
Randolph Coll		IIB	PR	88.3	70.3	62.5	55.8			75.6	100.0	100.0	7.8	11.4	O	66.7	27.5	5.8
Randolph-Macon Coll		IIB	PR	89.7	70.7	63.4	60.0			76.2	95.3	84.9	8.9	11.7	F	65.1	23.6	11.3
Roanoke Coll		IIB	PR	87.3	72.3	65.7	53.3			71.7	96.4	94.5	9.1	11.7	F	62.4	17.6	20.0
Shenandoah U	7	I	PR	84.6	76.6	70.6	63.0	56.0	—	74.1	92.2	72.8	7.6	10.5	FC	0.0	0.0	100.0
U of Lynchburg	7	IIA	PR	82.4	71.6	65.0	49.9			70.8	99.5	81.2	8.7	22.1	F	49.5	19.9	30.6
U of Mary Washington	7	IIA	PU	87.6	74.5	62.4	63.7	67.4		75.6	100.0	89.8	11.9	20.3		66.3	18.4	15.3
U of Richmond	7	IIA	PI	164.2	112.4	100.0	69.1			116.1	97.4	91.9	9.6	7.1	F	56.2	17.1	26.8
U of Virginia-Main Campus	7	I	PU	185.1	125.3	97.1	58.1	58.3		134.3	100.0	100.0	10.7	11.2	N	53.4	17.6	29.1
U of Virginia's Coll at Wise		IIB	PU	86.2	68.9	66.8	58.9			70.6	100.0	94.2	10.8	14.7		51.9	23.1	25.0
Virginia Commonwealth U	7	I	PU	139.6	96.0	76.3	57.5			89.3	99.7	90.5	10.5	16.9	N	35.6	19.7	44.7
Virginia Military Inst		IIB	PU	104.5	82.7	67.9	53.1	—		86.1	100.0	91.6	10.9	19.4	N	56.6	32.2	11.2
Virginia Poly Inst and St U	7	I	PU	150.7	104.2	91.7	54.7	66.6		107.8	100.0	100.0	11.6	13.6		52.7	22.6	24.7
Washington and Lee U		IIB	PI	146.7	116.1	92.5	56.0			120.7	92.6	90.1	10.3	10.9	O	69.0	23.2	7.9

Washington

Central Washington U		IIA	PU	96.2	82.4	71.2		48.0		74.7					P	50.1	17.3	32.6
Northwest U		IIA	PR	76.3	61.7	55.6	50.7			61.7	100.0	88.1	5.5	17.1	F	35.6	64.4	0.0
Pacific Lutheran U	1	IIA	PR	84.5	71.0	75.7	53.7			73.2	95.9	94.4	10.1	12.4	P	61.7	26.5	11.7
Seattle U		IIA	PR	127.3	93.2	80.5	63.4	58.8	24.4	87.2						48.5	14.0	37.5
U of Puget Sound	7	IIA	PI	113.7	90.6	75.7	78.7			97.7	96.5	95.2	12.0	8.1	O	62.0	18.3	19.7
U of Washington-Bothell Campus		IIA	PU	129.6	111.6	100.4	—	83.0		100.0	92.3	99.0	8.2	8.4	N	35.1	29.4	35.6
U of Washington-Seattle Campus	7	I	PU	156.4	119.3	107.5	54.9	87.1		124.3	93.5	98.6	8.3	7.0	N	62.4	16.3	21.2
U of Washington-Tacoma Campus	7	IIA	PU	128.7	102.0	89.9	64.1	76.2		95.0	87.6	99.6	8.2	8.9	N	43.8	25.1	31.1

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.7	3.9	4.0	4.4	26	27	58	14	12	25	45	15	225	90.1	71.7	63.8	54.7	81.3	67.8	60.4	48.6	90.2	94.5	94.6	89.6
2.6	2.8	3.4	2.1	35	75	81	9	22	54	61	7	349	77.0	61.5	55.2	46.8	77.9	61.5	55.5	48.7	101.2	100.1	100.5	99.1
1.2	3.1	8.1	32.5	13	22	32	33	3	15	13	24	162	74.3	65.1	59.1	56.2	71.2	65.2	57.3	52.6	95.9	100.2	97.0	95.1
0.4	3.2	3.8	—	49	50	58	—	5	27	51	—	334	89.3	75.1	60.1	—	78.2	68.4	57.4	—	87.6	91.0	95.5	84.7
3.2	3.5	3.3	—	326	184	180	14	128	135	133	5	1,439	135.7	102.0	90.5	77.5	123.7	88.2	81.7	46.6	91.2	86.4	90.3	80.9
2.6	3.4	4.2	2.0	189	183	162	13	64	85	165	17	1,010	117.9	91.7	80.2	52.4	105.2	81.2	70.5	49.6	89.2	88.5	87.9	80.5
1.3	5.2	1.5	—	82	190	119	—	41	83	81	—	752	94.9	79.1	72.8	—	90.0	74.1	68.0	—	94.8	93.6	93.4	91.1
-3.6	2.9	2.6	—	24	28	23	—	26	21	26	1	149	88.7	76.0	67.1	—	82.9	70.8	63.9	—	93.4	93.2	95.2	93.4
—	—	—	—	16	14	9	—	14	12	16	—	81	74.2	59.3	50.0	—	66.6	54.5	51.8	—	89.8	91.8	103.6	90.9
4.7	4.9	5.5	4.3	81	30	38	2	45	29	47	6	299	145.6	104.0	90.7	—	137.5	108.1	90.1	84.1	94.4	104.0	99.3	89.0
—	—	—	—	19	15	10	—	11	6	11	—	72	73.8	63.2	52.4	—	68.1	57.5	50.7	—	92.2	91.1	96.7	90.3
0.2	2.2	5.2	1.4	30	24	4	10	15	19	9	14	125	95.7	73.1	65.2	52.6	94.5	72.7	62.2	55.8	98.7	99.4	95.4	91.2
3.0	2.3	4.6	3.6	121	82	40	8	59	92	33	36	622	131.1	103.0	86.0	78.8	122.7	95.1	79.0	80.4	93.6	92.3	91.8	86.3
—	—	—	—	22	6	12	—	11	11	19	—	81	75.3	64.3	51.2	—	70.1	63.4	53.8	—	93.1	98.7	105.1	91.5
0.8	0.0	0.5	2.5	9	9	8	2	6	14	10	1	59	63.6	67.8	50.2	—	68.3	58.4	52.3	—	107.5	86.2	104.2	96.2
2.2	1.5	2.2	—	7	3	12	—	2	3	7	1	35	59.0	46.9	49.8	—	—	54.8	47.0	—	—	116.9	94.5	95.2
4.2	4.3	2.3	2.8	11	25	10	10	3	22	18	17	116	77.2	67.2	54.1	54.7	90.6	65.3	56.3	47.8	117.4	97.1	104.0	91.2
2.7	3.1	3.8	4.4	36	44	48	9	13	44	28	9	289	109.3	88.2	75.8	70.8	111.2	81.0	70.1	65.9	101.8	91.8	92.4	90.8
3.6	4.4	3.8	5.3	172	109	71	5	88	81	47	11	663	142.9	101.4	92.0	70.9	125.7	102.4	83.7	78.7	87.9	100.9	91.1	85.3
4.8	9.6	3.8	14.8	10	9	16	4	10	8	21	9	89	64.1	56.3	50.4	42.7	61.8	57.0	48.7	43.8	96.4	101.3	96.5	97.2
0.0	0.0	1.1	0.7	17	11	12	1	8	16	24	8	97	70.2	65.7	59.1	—	72.5	62.4	58.3	48.2	103.2	94.8	98.8	92.1
4.4	7.1	7.3	5.8	271	248	209	47	116	211	238	59	1,399	155.7	103.9	88.4	70.0	122.4	94.3	78.2	62.8	78.6	90.8	88.5	78.1
4.0	9.0	1.6	—	27	16	13	—	7	9	10	—	103	96.2	76.3	66.3	—	91.6	69.7	63.0	—	95.2	91.4	95.0	86.6
2.6	2.1	1.7	3.4	9	11	3	4	15	12	6	10	70	83.7	72.6	58.2	53.9	74.5	65.5	65.8	59.0	89.0	90.3	112.9	93.4
6.3	7.6	6.4	5.8	213	150	106	62	146	140	150	103	1,070	102.3	85.8	78.5	60.9	98.0	78.2	73.8	61.8	95.8	91.2	94.0	90.0
3.9	3.0	3.8	8.7	30	40	41	1	22	38	54	—	262	88.3	73.1	65.1	—	86.2	71.6	70.8	—	97.7	98.0	108.7	99.7
4.0	2.9	2.1	—	4	10	12	1	13	22	32	3	97	75.4	73.7	57.5	—	70.4	59.0	59.3	35.7	93.3	80.1	103.0	91.5
0.5	1.0	1.1	0.9	9	19	7	6	37	27	40	20	165	100.4	77.8	70.9	58.9	94.9	77.8	67.7	58.5	94.6	100.0	95.4	97.1
4.8	6.6	7.1	3.9	156	134	97	2	52	84	103	6	868	129.8	92.2	84.0	—	109.7	85.1	76.0	56.9	84.5	92.3	90.6	77.0
3.2	4.9	4.3	3.8	95	61	54	28	76	62	106	53	535	95.5	75.2	71.8	54.9	86.0	75.8	65.4	58.4	90.0	100.8	91.0	89.3
1.6	1.0	1.2	1.2	14	7	6	—	17	9	13	3	69	91.3	69.8	62.1	—	85.7	70.7	62.7	55.8	93.8	101.3	100.9	92.4
0.7	1.0	0.7	0.0	28	11	8	1	18	15	14	11	106	93.4	73.2	64.0	—	83.8	68.8	63.1	55.2	89.7	94.0	98.6	82.5
0.9	3.0	3.3	1.2	27	29	10	10	21	27	18	23	165	89.8	71.4	68.6	58.2	84.1	73.4	64.1	51.2	93.6	102.8	93.3	90.0
2.1	2.7	2.4	0.5	23	40	35	4	27	46	56	10	257	88.3	75.9	66.6	55.9	81.4	77.2	73.1	65.8	92.1	101.7	109.8	99.5
1.7	2.6	2.3	1.4	30	22	31	4	18	32	46	3	186	85.0	76.4	63.2	52.4	78.2	68.3	66.1	46.5	92.0	89.5	104.5	93.0
3.7	3.5	3.2	—	46	43	18	3	44	37	34	2	255	91.5	76.3	64.4	65.1	83.4	72.3	61.3	—	91.2	94.8	95.1	92.2
3.5	4.4	5.3	9.7	80	71	39	42	43	64	35	48	422	173.9	118.5	103.5	73.0	146.3	105.6	96.0	65.7	84.2	89.1	92.7	81.2
3.4	3.8	4.1	2.9	407	227	222	4	146	161	211	2	1,486	191.7	128.1	105.1	60.1	166.5	121.4	88.7	—	86.9	94.8	84.4	75.2
1.0	1.6	4.2	7.0	18	16	13	8	10	9	12	18	104	86.7	69.6	71.1	59.8	85.3	67.8	62.2	58.5	98.4	97.4	87.5	89.9
7.5	8.3	8.9	9.2	126	174	224	70	57	190	253	101	1,195	141.4	99.8	79.1	58.9	135.7	92.5	73.9	56.6	96.0	92.7	93.4	86.2
9.2	10.8	9.2	17.2	53	16	26	2	9	10	24	2	143	105.6	82.6	68.4	—	98.4	82.9	67.3	—	93.2	100.3	98.3	84.1
4.3	4.2	4.5	5.9	480	329	319	136	111	197	232	137	1,944	154.3	106.8	96.2	55.5	135.0	99.9	85.5	53.9	87.5	93.6	88.9	78.4
2.2	3.2	5.2	2.9	63	26	25	5	31	24	19	10	203	151.0	117.6	90.2	57.7	138.0	114.4	95.5	55.1	91.3	97.2	105.9	88.0
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3.8	4.3	5.3	—	99	68	43	—	55	56	51	—	519	97.2	83.1	78.4	—	94.3	81.7	65.2	—	97.0	98.3	83.1	89.9
3.5	4.0	3.9	3.6	8	12	9	1	4	9	14	2	59	76.7	62.5	56.4	—	75.5	60.7	55.0	—	98.3	97.2	97.5	92.5
3.4	3.6	4.3	3.5	27	29	24	13	15	46	32	10	196	85.4	71.9	71.9	50.3	83.0	70.4	78.5	58.1	97.3	97.8	109.1	101.0
1.5	2.8	2.6	3.9	58	87	33	44	42	80	64	69	522	134.5	91.9	86.7	61.5	117.3	94.5	77.4	64.6	87.2	102.9	89.3	88.3
2.8	5.5	5.4	4.6	65	21	21	7	50	19	34	12	229	115.2	91.2	75.5	80.5	111.8	89.9	75.9	77.6	97.0	98.6	100.5	92.7
4.6	3.5	2.9	—	13	25	26	—	8	22	32	1	194	138.3	113.2	103.1	—	115.6	109.8	98.2	—	83.6	96.9	95.2	90.7
3.2	4.8	5.2	3.9	480	232	146	22	249	197	174	48	1,842	161.4	124.0	110.6	54.2	146.8	113.8	104.9	55.2	91.0	91.8	94.9	83.8
2.2	2.6	3.3	2.0	26	35	24	1	16	33	39	6	251	140.6	106.8	95.1	—	109.2	96.9	86.7	61.3	77.6	90.7	91.1	83.4

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)		(5)		(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT

Washington (continued)

Washington St U	7,27	I	PU	132.6	92.5	90.1	66.9	—	93.0	99.6	100.0	9.0	12.1		46.8	16.3	36.9
Western Washington U*		IIA	PU	115.9	94.7	76.7	57.7		90.5	95.0	99.2	9.1	12.4		57.1	24.5	18.3
Whitman Coll		IIB	PI	119.3	89.8	75.2	59.8	73.9	88.4	91.7	96.4	0.9	1.1	F	58.3	19.0	22.6
Whitworth U		IIA	PR	89.3	74.0	67.1	60.0	36.9	68.4	98.9	98.9	8.0	9.7	F	43.7	15.3	41.1

West Virginia

Bethany Coll		IIB	PR	59.3	49.1	51.2	51.8		54.0	77.1	100.0	5.1	17.0	O	62.5	22.9	14.6
Davis & Elkins Coll	7	IIB	PR	57.7	54.3	48.5	43.8		52.1	100.0	65.9	4.0	21.2	F	40.9	2.3	56.8
Marshall U	1	IIA	PU	85.6	72.2	66.0	41.6		71.1	100.0	86.7	6.0	11.6	P	55.8	26.0	18.2
Ohio Valley U*	7	IIB	PR	44.3	—	41.0	—		42.3		23.1		24.2	F	7.7	92.3	0.0
Shepherd U	17	IIA	PU	78.8	67.0	61.9	46.9	—	66.4	100.0	77.4	6.0	10.7	P	62.8	23.4	13.9
West Virginia Wesleyan Coll		IIA	PR	69.3	56.5	48.9	—		53.3	87.7	66.2	8.9	18.4	O	55.4	27.7	16.9

Wisconsin

Beloit Coll		IIB	PI	79.4	66.5	59.9	53.6	—	68.3	96.7	65.9	6.6	17.6	O	69.2	16.5	14.3
Carroll U		IIA	PR	90.2	71.8	70.9		63.9	71.4	100.0	70.0	10.0	13.7	O	39.1	17.3	43.6
Lakeland U		IIA	PR	75.7	65.4	56.8	58.9		64.8	100.0	89.2	3.0	20.0	F	56.8	24.3	18.9
Lawrence U		IIB	PI	94.1	76.9	66.2	56.3		74.9	98.3	84.6	8.0	9.9	O	60.6	22.3	17.1
Marquette U	7	I	PR	125.4	97.0	88.8	66.5		95.2	100.0	80.6	8.8	1.3	F	51.8	28.3	19.9
Ripon Coll		IIB	PI	85.6	69.6	57.2	51.0		69.3	94.7	87.7	6.6	15.7	O	61.4	35.1	3.5
Saint Norbert Coll		IIB	PR	99.7	74.3	67.5	—		76.5	94.1	77.3	7.5	16.0	F	63.9	35.3	0.8
U of Wisconsin-Eau Claire	7	IIA	PU	82.0	69.1	69.1	56.6	46.7	70.0	100.0	100.0	6.5	21.0	N	61.1	18.6	20.3
U of Wisconsin-Green Bay	7	IIA	PU	71.7	63.2	62.0	74.0	49.4	61.4	100.0	100.0	6.6	23.9	N	54.2	21.3	24.6
U of Wisconsin-La Crosse	7	IIA	PU	83.0	69.1	67.5		47.8	66.0	100.0	100.0	6.5	22.3	N	46.3	24.8	28.9
U of Wisconsin-Madison	7	I	PU	148.9	112.5	97.1	69.9	71.9	115.4	100.0	100.0	6.5	12.7	N	54.0	16.8	29.2
U of Wisconsin-Milwaukee	7	I	PU	108.5	81.9	76.0	58.4	48.5	78.3	100.0	100.0	6.5	18.8	N	54.9	8.6	36.5
U of Wisconsin-Oshkosh	7	IIA	PU	79.9	66.2	70.5		50.7	67.8	100.0	100.0	6.5	21.7	N	60.8	14.8	24.4
U of Wisconsin-Parkside	7	IIB	PU	76.0	67.7	62.9	61.7	46.9	62.5	100.0	100.0	6.6	23.5	N	48.8	16.9	34.4
U of Wisconsin-Platteville	7	IIA	PU	76.4	64.8	62.8		48.6	63.1	100.0	100.0	6.6	23.3	N	48.9	23.8	27.2
U of Wisconsin-River Falls	7	IIA	PU	78.8	68.4	68.0	56.2	44.1	69.5	100.0	100.0	6.6	21.1	N	57.9	22.6	19.5
U of Wisconsin-Stevens Point	7	IIA	PU	72.1	59.8	59.5	—	44.8	62.8	100.0	100.0	6.5	23.4	N	64.4	21.2	14.4
U of Wisconsin-Stout	7	IIA	PU	76.1	68.5	64.8	62.6	50.9	65.7	100.0	100.0	6.5	22.4	N	50.2	23.4	26.4
U of Wisconsin-Superior	7	IIB	PU	69.1	58.6	60.4	—	46.4	58.7	100.0	2.7	6.5	935.9		51.8	21.4	26.8
U of Wisconsin-Whitewater	7	IIA	PU	80.1	71.8	77.9		54.5	70.5	100.0	100.0	6.5	20.8	N	49.9	22.5	27.6
Viterbo U		IIA	PR	71.4	61.6	56.6	42.0		61.0	74.5	76.5	5.1	24.6	F	56.9	27.5	15.7

Wyoming

U of Wyoming	7	I	PU	118.6	88.3	82.2	80.1	62.4	89.1	99.7	96.8	14.4	17.5	O	52.1	21.8	26.1
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APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.6	2.2	3.1	2.6	244	179	105	210	91	112	96	272	1,311	136.9	95.4	92.3	71.5	121.3	87.8	87.8	63.3	88.6	92.0	95.2	79.9
6.5	7.8	8.3	7.5	138	83	80	50	78	85	79	72	665	118.4	96.5	79.6	62.0	111.4	92.8	73.8	54.7	94.0	96.2	92.8	87.1
-0.4	-1.5	6.1	—	27	28	17	10	14	27	17	15	168	123.0	89.1	77.8	58.8	112.3	90.5	72.6	60.5	91.4	101.6	93.3	91.0
1.9	2.6	2.3	1.7	34	25	20	7	14	27	21	6	190	89.6	73.2	68.7	60.8	88.6	74.7	65.6	59.1	99.0	101.9	95.5	93.5
				11	9	5	2	9	5	6	1	48	56.6	48.2	53.0	—	62.7	50.7	49.8	—	110.9	105.2	93.8	104.8
1.7	2.1	2.2	2.6	5	4	6	2	9	5	10	3	44	60.2	56.1	48.5	—	56.3	52.9	48.6	42.4	93.6	94.4	100.3	96.1
3.6	4.3	5.2	5.2	119	60	82	21	69	64	79	49	543	88.2	76.1	69.3	41.6	81.2	68.6	62.5	41.7	92.1	90.2	90.2	84.8
0.0	—	0.0	—	3		4		1	1	3	1	13	46.5		43.2	—	—	38.0	—	—			87.9	89.0
0.1	1.5	2.6	5.9	21	25	17	8	15	27	16	7	137	80.4	67.0	62.8	45.5	76.5	67.0	60.9	48.5	95.1	100.1	96.9	96.6
0.0	0.0	3.0		3	8	16	2	3	17	16		65	74.5	60.0	47.1	—	64.1	54.8	50.7		86.0	91.4	107.7	102.0
-5.6	-3.5	-1.9	1.1	18	11	7	4	16	19	7	8	91	80.6	66.5	61.2	53.0	78.1	66.5	58.5	53.9	97.0	100.0	95.7	96.3
3.2	3.4	36.1		8	11	11		9	16	13		110	92.2	74.7	70.8		88.3	69.7	71.0		95.8	93.3	100.3	95.8
2.0	2.5	3.5	2.1	7	9	5	1	2	5	6	2	37	77.3	65.4	60.8	—	—	65.5	53.4	—	—	100.1	87.9	89.9
5.0	2.4	4.3	14.0	29	38	15	12	9	31	26	15	175	94.4	78.5	69.1	57.8	93.1	74.9	64.5	55.1	98.6	95.4	93.3	88.2
1.9	2.9	3.0	2.7	96	91	79	64	34	79	76	49	568	129.5	99.2	92.1	67.9	113.9	94.4	85.4	64.7	88.0	95.1	92.7	88.0
3.6	5.1	6.8	—	7	18	6	2	7	7	9	1	57	85.8	70.0	57.1	—	85.4	68.3	57.2	—	99.5	97.6	100.3	97.6
5.0	2.4	2.8	—	19	22	27		7	17	25	2	119	101.4	75.8	71.6		94.8	72.3	63.2	—	93.5	95.4	88.2	86.1
2.6	3.5	3.1	1.4	93	52	34		56	62	59	9	429	83.9	68.3	75.9		79.0	69.8	65.2	56.6	94.1	102.2	86.0	91.1
4.0	4.6	4.3		25	49	29		18	39	21	3	240	74.6	64.9	63.6		67.8	61.1	59.7	74.0	90.9	94.1	93.9	90.6
3.9	4.6	3.8		63	57	77		39	67	76		508	84.9	70.1	69.7		79.9	68.2	65.4		94.1	97.3	93.8	94.3
5.1	6.8	5.5	6.1	569	179	193	163	274	147	190	171	2,001	155.1	118.7	102.1	71.2	135.9	104.9	92.0	68.6	87.6	88.4	90.1	82.1
2.6	3.1	3.1	2.5	155	205	58	26	79	174	91	47	1,056	113.1	84.6	81.3	60.8	99.4	78.8	72.6	57.1	87.9	93.2	89.2	84.2
2.0	2.3	2.6	—	81	68	32		51	57	36		418	82.8	67.8	75.7		75.3	64.3	65.9		91.0	94.8	87.1	88.8
3.5	3.5	4.6		15	35	13	5	7	23	22	1	160	79.8	69.4	61.3	61.8	67.9	65.2	63.8	—	85.1	93.9	104.2	91.0
2.0	3.2	3.0		53	45	56		32	29	22		323	76.7	65.0	64.2		75.8	64.5	59.3		98.7	99.2	92.4	93.6
3.0	5.7	2.2	1.9	66	15	29	5	31	18	27	5	221	78.8	69.8	72.1	54.0	78.8	67.3	63.5	58.4	100.1	96.4	88.0	92.2
2.5	3.5	3.6	—	83	55	43		58	34	38	2	354	72.5	58.9	61.8		71.5	61.2	57.0	—	98.6	103.9	92.2	93.7
2.0	3.6	2.3	—	50	39	52	1	48	26	41	2	333	78.0	69.9	67.8	—	74.2	66.4	61.0	—	95.1	95.1	89.9	95.1
2.0	2.7	1.5		21	12	12		11	17	9	1	112	69.9	62.1	66.0		67.7	56.1	53.0	—	96.8	90.4	80.3	83.6
2.0	2.5	3.1		61	76	59		44	78	65		515	81.8	74.6	82.5		77.8	69.0	73.7		95.1	92.6	89.3	91.9
1.8	2.3	3.1	—	10	15	14	1	13	18	28	3	102	70.1	60.5	56.1	—	72.5	62.6	56.9	43.1	103.4	103.6	101.5	100.6
-1.2	1.1	3.4	-0.4	143	110	81	17	53	79	68	5	721	121.8	91.1	86.1	89.3	109.9	84.4	77.6	48.7	90.2	92.7	90.2	81.7

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		
		CAT.	CTRL	AVG. SAL. (\$1000s)	% COVERED		% of SAL.		DEP. TUITION	PCT. TEN.	PCT. INCR. CONT. FAC.	F-T FAC.		AVG. SAL.		EQUITY RATIO
Alabama																
Northwest-Shoals Comm Coll		IV	PU	57.0	100.0	100.0	12.4	16.8	FC	76.3	5.4	34	46	57.8	56.4	97.7
California																
Clovis Comm Coll		IV	PU	94.0	100.0	100.0	17.1	14.4	N	52.5	7.1	45	56	96.7	91.7	94.8
Fresno City Coll		IV	PU	98.6	100.0	100.0	17.1	13.7	N	64.8	7.1	170	185	99.1	98.1	98.9
Reedley Coll		IV	PU	97.1	100.0	100.0	17.1	13.9	N	59.2	7.2	100	106	99.4	95.0	95.5
Delaware																
Delaware Tech Comm Coll	30	IV	PU	77.2	100.0	87.1	21.1	20.4		0.0	1.6	134	253	77.2	77.2	100.0
Iowa																
Hawkeye Comm Coll	1	IV	PU	57.8	100.0	100.0	10.8	30.8	P	0.0	2.8	51	58	58.6	57.0	97.2
North Iowa Area Comm Coll		IV	PU	67.6	100.0	80.6	9.4	23.8	O	0.0	2.1	38	29	68.0	67.0	98.5
Nebraska																
Central Comm Coll		IV	PU	58.6	100.0	100.0	9.5	32.0	PC	0.0	3.1	80	87	57.0	60.2	105.7
New Mexico																
Clovis Comm Coll*	7	IV	PU	43.7	60.2	50.5	15.0	15.9		0.0	8.8	26	67	42.7	44.0	103.1
New York																
Sarah Lawrence Coll		IIA	PI	94.3	88.4	84.8	8.4	11.4	F	70.5	2.5	57	55	95.7	92.9	97.1
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	56.0	100.0	100.0	17.8	15.6	N	0.0	3.7	61	31	55.3	57.5	104.1
Texas																
Central Texas Coll		IV	PU	63.9	100.0	77.8	14.3	14.7	O	0.0	2.8	77	85	62.3	65.4	104.9
Vernon Coll		IV	PU	47.7	100.0	94.0	9.7	20.1	N	0.0	3.0	35	49	49.3	46.6	94.5

*Data revised or received after initial publication on April 8, 2020.

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75.
2. Factor used to convert 12-month data: 0.76596.
3. Factor used to convert 12-month data: 0.8.
4. Factor used to convert 12-month data: 0.81.
5. Factor used to convert 12-month data: 0.818.
6. Factor used to convert 12-month data: 0.8181.
7. Factor used to convert 12-month data: 0.81818.
8. Factor used to convert 12-month data: 0.8182.
9. Factor used to convert 12-month data: 0.82.
10. Factor used to convert 12-month data: 0.833.
11. Factor used to convert 12-month data: 0.83333.
12. Factor used to convert 12-month data: 0.8547.
13. Factor used to convert 12-month data: 0.863.
14. Factor used to convert 12-month data: 0.86364.
15. Factor used to convert 12-month data: 0.864.
16. Factor used to convert 12-month data: 0.867.
17. Factor used to convert 12-month data: 0.95889.
18. All faculty members on 12-month appointments.
19. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
20. Continuing full-time faculty members received two or more salary adjustments during 2018.
21. Faculty work 150 days per year.
22. Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses. Starting in 2018–19, some former instructors and lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data from 2018–19 forward are not comparable with prior years.
23. Includes Arts and Sciences, Engineering, School of Dental Medicine, public health faculty members in the School of Medicine, Cummings School of Veterinary Medicine, Fletcher School of Law and Diplomacy, and Friedman School of Nutrition Science and Policy.
24. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
25. Includes Chalon and Doheny campuses.
26. Includes Cookeville, Highland Crest, and Livingston campuses.
27. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
28. Includes Great Valley, Harrisburg and Erie campuses. Starting in 2018–19, some former instructors and lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data from 2018–19 forward are not comparable with prior years.
29. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
30. Includes Owens, Stanton/George, and Terry campuses.
31. Includes U of Arizona–South.
32. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
33. Includes the McMinnville Campus; the School of Nursing in Portland, Oregon; and the online and continuing education program.
34. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
35. Johnson State College and Lyndon State College merged to form Northern Vermont University,

- effective July 1, 2018.
36. Moved previously unranked faculty to instructor rank to comply with directions.
 37. Number of faculty were calculated using FTEs rather than unduplicated headcounts.
 38. Salary increases for continuing full-time faculty are the result of additional compensation adjustments beginning July 1, 2019.
 39. Starting in 2018–19, some former instructors and lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data from 2018–19 forward are not comparable with prior years.
 48. Salary includes a research allowance available to all faculty on 9-month contracts.

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APPENDIX III

NAME	NOTES	(1)	(2)	(3)			(4)		(5)	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Alabama										
Northwest-Shoals Comm Coll		IV	PU	101	1,404	1,404	1,404	None	None	Semester
Troy U		IIA	PU	614	2,286	2,409	2,286	None	None	Semester
U of Montevallo		IIA	PU	71	2,300	6,900		None	None	Semester
U of North Alabama		IIA	PU	115	1,350	7,500	2,099	None	None	Semester
U of West Alabama		IIA	PU	97	1,238	4,000	2,000	None	None	Semester

Arizona

Embry-Riddle Aero U-Prescott		IIB	PI	63				None	None	Semester
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Arkansas

Harding U		IIA	PR	101	2,300	2,600	2,450	None	None	Semester
Hendrix Coll	42	IIB	PR	20	3,000	8,000	3,250	None	None	Semester
John Brown U		IIA	PI	105	2,598	5,334	3,253	None	None	Semester
Lyon Coll		IIB	PR	20	2,001	2,700	2,250	None	None	Semester
Ouachita Baptist U		IIB	PR	71	2,100	4,250	2,219	None	None	Semester
Southern Arkansas U Main Campus		IIA	PU	81	2,100	2,600	2,350	None	None	Semester

California

Clovis Comm Coll		IV	PU	230	2,456	3,529	3,090	Some	None	Semester
Dominican U of California		IIA	PI	204	5,754	7,656	6,616	Some	Some	Semester
Fresno City Coll		IV	PU	711	2,456	3,529	2,972	Some	None	Semester
Fresno Pacific U		IIA	PR	10						Semester
Fuller Theo Sem		I	PR	131	3,833	5,337	4,585	Some	None	Quarter
Harvey Mudd Coll		IIB	PI	7	8,250	15,000	10,321	Some	Some	Semester
Mount Saint Mary's U		IIA	PR	328	1,232	1,466	1,349	None	None	Semester
Occidental Coll		IIB	PI	102	8,000	8,000	8,000	None	None	Semester
Otis Coll of Art and Design		IIB	PI	194	3,501	6,591	4,943	None	Some	Semester
Pitzer Coll		IIB	PI	24	7,500	7,500	7,500	Some	Some	Semester
Reedley Coll		IV	PU	328	2,456	3,529	2,972	Some	None	Semester
Saint Mary's Coll of California		IIA	PR	249	5,406	9,203		None	Some	4-1-4
Scripps Coll	42	IIB	PI	29	7,650	8,550	7,755	Some	Some	Semester
U of San Diego		IIA	PR	143	1,884	15,000	7,515	some	some	4-1-4
U of San Francisco		I	PR	340	5,460	8,070	6,368	Some	Some	Semester
Westmont Coll		IIB	PR	81	3,900	5,273	4,572	None	None	Semester
Whittier Coll		IIB	PI	78	4,650	4,650	4,650	None	None	4-1-4

Colorado

Fort Lewis Coll		IIB	PU	92	3,300	3,300	3,300	All	Some	Semester
U of Northern Colorado		I	PU	333	3,300	4,848	3,696	All	Some	Semester

Connecticut

Albertus Magnus Coll		IIA	PR	112	1,000	8,000	3,000	None	None	Semester
Central Connecticut St U		IIA	PU	529	4,578	5,367	4,973	Some	Some	Semester
Connecticut Coll		IIB	PI	70	5,800	5,800	5,800	None	None	Semester
Quinnipiac U		IIA	PI	649	4,425	5,000	4,644	Some	Some	Semester
U of Hartford		IIA	PI	735	3,555	8,500	3,600	Some	Some	Semester
U of New Haven		IIA	PI	291	2,500	7,503	3,630	None	None	4-1-4
U of Saint Joseph		IIA	PR	161	2,800	6,000	3,075	None	None	Semester

Delaware

Delaware Tech Comm Coll		IV	PU	918	1,620	1,620	1,620	None	None	Semester
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*Data revised or received after initial publication on April 8, 2020.

NAME	NOTES	(1)	(2)	(3)			(4)		(5)	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Florida										
Bethune-Cookman U		IIA	PR	81	1,350	2,000	1,800	None	None	Semester
Eckerd Coll		IIB	PR	18	2,000	2,000	2,000	None	None	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	59				None	None	Semester
Flagler Coll-St Augustine		IIB	PI	145	2,700	3,600	2,700	None	None	Semester
Florida Ag and Mech U		IIA	PU	155	2,000	10,000	6,329	None	None	Semester
Florida Gulf Coast U		IIA	PU	260	3,100	3,100	3,100	None	None	Semester
New Coll of Florida		IIB	PU	10	2,625	6,938	3,984	None	None	4-1-4
Southeastern U		IIA	PR	464	1,800	2,250	2,025	None	None	Semester
U of South Florida-Main Campus		I	PU	194	568	14,595	3,301	None	None	Semester
U of South Florida-Sarasota-Manatee		IIA	PU	25	2,332	5,030	3,425	None	None	Semester
U of South Florida-St Petersburg		IIA	PU	86	771	6,087	2,890	None	None	Semester
Georgia										
Agnes Scott Coll		IIB	PR	52	4,000	4,500	4,100	Some	Some	Semester
Berry Coll		IIA	PI	45				None	None	Semester
Clayton St U		IIA	PU	115	2,350	3,000	2,557	Some	Some	Semester
Columbus St U*		IIA	PU	187	2,250	3,500	2,550	None	None	Semester
Covenant Coll		IIB	PR	37	2,772	4,483	3,805	None	None	Semester
Georgia Coll & St U		IIA	PU	95	1,000	12,750	2,956	Some	None	Semester
Oglethorpe U		IIB	PI	47	2,250	2,355		None	Some	Semester
Spelman Coll		IIB	PI	74	3,300	4,000	3,650	None	None	Semester
U of North Georgia		IIA	PU	283				Some	Some	Semester
U of West Georgia		I	PU	131	2,500	5,500	3,473			Semester
Wesleyan Coll		IIB	PR	47	2,400	10,000	3,500	None	None	Semester
Young Harris Coll		IIB	PR	65	3,000	3,000	3,000	None	None	Semester
Idaho										
Coll of Idaho		IIB	PI	15	2,400	2,400	2,400	None	None	4-1-4
Idaho St U		I	PU	171				None	None	Semester
Lewis-Clark St Coll		IIB	PU	69	3,600	3,945	3,773	Some	Some	Semester
Illinois										
Augustana Coll		IIB	PR	47	4,200	9,528	4,832	Some	Some	Trimester
Dominican U		IIA	PR	142	1,950	5,000	2,958	None	None	Semester
Illinois Coll		IIB	PR	14	2,175	3,000	2,660	None	None	Semester
Knox Coll		IIB	PI	10	1,500	3,000	2,400	None	None	Quarter
Lake Forest Coll		IIB	PI	76	5,100	6,763	5,814	Some	None	Semester
Lewis U		IIA	PR	491	2,463	3,651		None	None	Semester
Lincoln Christian U		IIA	PR	45	2,100	3,000	2,220	Some	None	Semester
Loyola U Chicago		I	PR	842	4,000	12,000	6,000	None	None	Semester
MacMurray Coll		IIB	PR	23	1,667	5,421	2,675	None	None	Semester
McKendree U		IIA	PR	128	1,875	2,100		None	None	Semester
Monmouth Coll		IIB	PR	28	3,600	5,000	4,300	Some	None	Semester
Northern Illinois U		I	PU	83	1,100	5,000	1,562	Some	Some	Semester
Saint Anthony Coll of Nursing		IIB	PR	6	3,989	4,787	4,467	None	None	Semester
Saint Xavier U		IIA	PR	191	2,500	4,000		None	None	Semester
Trinity Christian Coll		IIB	PR	83	2,100	2,805	2,304	None	None	Semester
U of St Francis		IIA	PR	56	2,550	2,775	2,687	None	None	Semester
Western Illinois U		IIA	PU	27	3,622	5,000	4,095	Some	Some	Semester
Wheaton Coll		IIA	PR	152	2,805	3,671	3,300	None	None	Semester
Indiana										
Bethel U-Indiana		IIA	PR	124	2,100	2,250	2,193	None	None	Semester
Franklin Coll		IIB	PR	51	1,950	6,000	3,193	None	None	4-1-4
Goshen Coll		IIB	PR	39	1,875	3,300	2,712	None	None	Semester
Hanover Coll		IIB	PR	11	5,000	7,000	6,225	None	None	4-1-4

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET	MED	
Indiana (continued)										
Indiana St U		I	PU	264	3,000	9,200	4,079	None	None	Semester
Rose-Hulman Inst of Tech		IIB	PI	23	4,250	8,000	5,675	None	None	Quarter
U of Evansville		IIB	PR	151	1,260	4,500	2,540	None	None	Semester
U of Southern Indiana		IIA	PU	255	2,430	3,615	2,662	None	None	Semester
Iowa										
Central Coll		IIB	PR	8	3,500	4,000	3,563	None	None	Semester
Cornell Coll		IIB	PR	44	3,264	7,000	4,046	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	29	1,000	3,000	3,000	None	None	Semester
Graceland U-Lamoni		IIA	PR	88	2,475	3,000		None	None	Trimester
Hawkeye Comm Coll		IV	PU	146	1,000	3,680	2,208	None	None	Semester
Loras Coll		IIB	PR	41	2,385	2,385	2,385			Semester
North Iowa Area Comm Coll		IV	PU	47	1,281	2,808		Some	None	Semester
Northwestern Coll		IIB	PR	85	1,042	4,168	3,126	None	None	Semester
Simpson Coll		IIB	PR	110	2,705	2,925		None	None	4-1-4
Upper Iowa U		IIA	PI	431	2,100	2,500	2,300	None	None	Semester
Kansas										
Baker U		IIA	PR	8	5,100	6,375	5,464	Some	None	Semester
McPherson Coll		IIB	PR	10	2,001	3,500	2,450	None	None	4-1-4
Washburn U		IIA	PU	208	1,000	10,000	3,025	None	None	Semester
Wichita St U		I	PU	330				Some	Some	Semester
Kentucky										
Bellarmine U		IIA	PR	355	2,430	3,510	2,921	None	None	Semester
Berea Coll		IIB	PI	19	1,050	2,250	1,363	Some	Some	Semester
Centre Coll		IIB	PR	8	5,850	7,800	6,825	Some	Some	4-1-4
Georgetown Coll		IIA	PR	66	1,950	2,250		None	None	Semester
Kentucky Christian U		IIB	PR	61	1,500	2,500	1,891	None	None	Semester
Kentucky Wesleyan Coll		IIB	PR	56	1,067	1,875	1,618	Some	None	Semester
Morehead St U		IIA	PU	108	2,100	2,100	2,100	None	None	Semester
Murray St U		IIA	PU	121	1,000	8,000	3,044	Some	Some	Semester
Northern Kentucky U		IIA	PU	297	1,047	9,663	2,974	None	None	Semester
Transylvania U	42	IIB	PR	26	3,500	5,500	3,526	None	None	4-1-4
U of Pikeville		IIB	PR	43				None	None	Semester
Union College		IIA	PR	66	340	2,100	2,100	None	None	Semester
Western Kentucky U		IIA	PU	463	1,692	2,280		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	16	1,000	5,600	2,840	None	None	Semester
McNeese St U		IIA	PU	188	1,900	2,200		None	None	Semester
U of New Orleans		I	PU	103	900	9,000	3,956	Some	Some	Semester
Maine										
Bates Coll		IIB	PI	20	8,000	13,000	10,500	Some	Some	4-1-4
U of Maine		I	PU	260	3,045	5,094	3,874	some	some	Semester
U of Maine at Augusta		IIB	PU	152	3,045	5,094	3,874	some	some	Semester
U of Maine at Farmington		IIB	PU	53	3,045	5,094	3,874	Some	Some	Semester
U of Maine at Fort Kent		IIB	PU	54	3,045	5,094	3,874	Some	Some	Semester
U of Maine at Machias		IIB	PU	33	3,045	5,094	3,874	Some	Some	Semester
U of Maine at Presque Isle		IIB	PU	42	3,045	5,094	3,874	some	some	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
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				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Maine (continued)										
U of New England		IIA	PI	87	2,700	4,047	3,374	None	None	Semester
U of Southern Maine		IIA	PU	574	3,045	5,094	3,874	some	some	Semester
Maryland										
Bowie St U		IIA	PU	355	2,500	4,500	3,053	None	None	Semester
Cecil Coll		III	PU	201				None	None	Semester
Coppin St U		IIA	PU	135	1,100	4,500	2,490	None	None	Semester
Frostburg St U		IIA	PU	119	2,000	5,567	2,000	None	Some	Semester
Hood Coll		IIA	PI	115	2,730	4,500		None	None	Semester
Loyola U Maryland		IIA	PR	113	3,150	5,778	3,808	None	None	Semester
McDaniel Coll		IIA	PI	493	3,152	3,571	3,246	None	None	4-1-4
Montgomery Coll		III	PU	867	1,155	1,348	1,252	Some	Some	Semester
Mount St Mary's U		IIA	PR	110	3,400	4,600	3,400	Some	Some	Semester
Notre Dame of Maryland U		IIA	PR	87	2,650	2,650	2,650	None	None	Semester
Salisbury U		IIA	PU	224	2,730	7,280	4,046	None	None	4-1-4
Towson U		IIA	PU	1,025	3,000	3,630	3,300	None	None	Semester
U of Maryland Eastern Shore		IIA	PU	79	1,467	6,667	2,547	None	None	Semester
United States Naval Academy		IIB	PU	41	6,000	6,000	6,000	None	None	Semester
Washington Coll		IIB	PI	42	1,800	3,750	2,250	None	None	Semester
Massachusetts										
Amherst Coll		IIB	PI	17	16,000	187,931	67,791	Some	Some	Semester
Babson Coll		IIA	PI	75	6,377	7,820	7,156	None	Some	Semester
Bentley U		IIA	PI	394	6,200	6,200	6,200	All	None	Semester
Boston Coll		I	PR	667	6,000	7,380		None	Some	Semester
Clark U		I	PI	185						Semester
Coll of Our Lady of the Elms		IIA	PR	122	2,500	3,500	2,546	All	None	Semester
Coll of the Holy Cross		IIB	PR	48	6,550	9,150	6,693	None	None	Semester
Emmanuel Coll	42	IIA	PR	105	4,500	5,000		None	None	Semester
Gordon Coll		IIA	PR	166	2,400	3,750	2,639	None	None	Semester
Hampshire Coll		IIB	PI	3	7,000	8,000	7,500	None	None	Semester
Holyoke Comm Coll		III	PU	141	3,264	3,942	3,889	None	None	Semester
Massachusetts Coll of Art and Design		IIB	PU	159	3,500	7,336	6,666	None	None	Semester
Mount Holyoke Coll		IIB	PI	32	6,500	9,000	7,294	None	None	Semester
Springfield Coll		IIA	PI	347	2,370	3,063	2,911	None	None	Semester
Stonehill Coll		IIB	PR	111	1,400	6,680	4,643	None	None	Semester
U of Massachusetts-Dartmouth		IIA	PU	170	4,122	5,343	4,686	Some	Some	Semester
Wheaton Coll		IIB	PI	45	5,000	7,834	5,398	Some	Some	Semester
Worcester St U		IIA	PU	236	3,300	5,861	4,581	Some	None	Semester
Michigan										
Albion Coll		IIB	PR	35	1,500	7,500	3,836	some	None	Semester
Alma Coll		IIB	PR	47	1,912	3,825		Some	Some	4-1-4
Aquinas Coll		IIB	PR	172	1,929	3,500	2,140	None	None	Semester
Central Michigan U		I	PU	318	1,100	1,100	1,100	None	None	Semester
Davenport U		IIA	PI	492	1,743	2,967	2,349	None	None	Semester
Ferris St U		IIA	PU	125	3,435	3,699		Some	None	Semester
Kalamazoo Coll		IIB	PI	23	3,000	5,300	3,871	None	None	Quarter
Michigan Technological U		I	PU	22	3,344	9,818	6,496	None	None	Semester
Northern Michigan U		IIA	PU	113	3,120	4,530	3,356	None	None	Semester
Oakland U		I	PU	232	3,894		5,298	None	Some	Semester
U of Michigan-Flint		IIA	PU	248	4,938			All	All	Semester
Wayne St U		I	PU	711	2,883	6,123		All	None	Semester
Minnesota										
Bethel U		IIA	PR	213	3,446	5,777	4,238	Some	Some	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Minnesota (continued)										
Concordia Coll at Moorhead		IIB	PR	42	1,608	7,000	3,889	Some	Some	Semester
Gustavus Adolphus Coll		IIB	PR	40	4,000	4,000	4,000	Some	None	4-1-4
Saint Mary's U of Minnesota		IIA	PR	374	3,300	4,200		None	None	Semester
St Catherine U		IIA	PR	213	3,750	5,000	4,376	None	None	4-1-4
U of St Thomas		IIA	PR	360	5,500	6,200	5,850	Some	Some	4-1-4

Mississippi

Millsaps Coll		IIB	PR	20	2,000	3,150	2,500	None	None	Semester
U of Southern Mississippi		I	PU	79	1,000	9,000	4,287	Some	All	Semester

Missouri

Drury U		IIA	PR	29	2,127	3,192	2,658	None	Some	Semester
Lindenwood U		I	PI	787	2,500	3,700	2,830	Some	None	4-1-4
Mineral Area Coll	40	III	PU	120	1,410	2,550	1,913	Some	None	Semester
Missouri Baptist U		IIA	PR	186	365	3,042	1,529	None	None	Semester
Missouri St U-Springfield		IIA	PU	384	2,445	3,600		None	None	Semester
Missouri St U-West Plains		III	PU	90	1,500	2,100	1,800	Some	None	Semester
Southeast Missouri St U		IIA	PU	195	2,520	3,651	2,722	None	None	Semester
Truman St U		IIA	PU	35	2,400	4,800	3,800	Some	Some	Semester
U of Central Missouri		IIA	PU	173	1,800	2,400	2,100	None	None	Semester

Montana

Montana St U Billings		IIA	PU	4	17,602	33,691	24,396	Some	None	Semester
U of Montana		I	PU	263				Some	Some	Semester
U of Montana-Western		IIB	PU	22	1,983	2,583	2,337	None	None	Semester

Nebraska

Central Comm Coll		IV	PU	167				None	None	Semester
Concordia U-Nebraska		IIA	PR	124	1,500	2,400		Some	None	Semester
Hastings Coll		IIB	PR	46	2,250	2,550	2,543	Some	None	4-1-4
Nebraska Wesleyan U		IIA	PR	136	1,000	4,350	2,682	None	None	Semester
U of Nebraska at Kearney		IIA	PU	123				None	None	Semester
U of Nebraska at Omaha		IIA	PU	333	2,800	28,800	8,304	Some	Some	Semester
Wayne St Coll		IIA	PU	94	2,505	2,505	2,505	None	None	Semester

Nevada

U of Nevada-Reno		I	PU	264	3,000	15,000	4,708	None	Some	Semester
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New Hampshire

Colby-Sawyer Coll		IIB	PI	46	1,000	4,000		None	None	Semester
Franklin Pierce U		IIA	PI	241	2,000	3,810	2,905	Some	Some	Semester
Saint Anselm Coll		IIB	PR	75	4,350	4,350	4,350	None	None	Semester

New Jersey

Bloomfield Coll		IIB	PR	118	1,838	2,138		None	None	Semester
Caldwell U		IIA	PR	147	2,250	2,250	2,250	None	None	Semester
Coll of New Jersey		IIA	PU	488	5,070	5,400	5,235	None	None	Semester
Georgian Court U		IIA	PR	229	2,220	2,220	2,220	None	None	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET	MED			
New Jersey (continued)										
Monmouth U		IIA	PI	367	2,500	4,800	4,209	None	None	Semester
New Jersey Inst of Tech		I	PU	428	4,500	8,500	6,120	Some	None	Semester
Ramapo Coll of New Jersey		IIA	PU	302	3,050	4,575	4,447	All	None	Semester
Rider U		IIA	PI	363	4,000	7,490	4,683	Some	Some	Semester
Rutgers U-Camden		I	PU	361				All	All	Semester
Rutgers U-New Brunswick		I	PU	1,802				All	All	Semester
Rutgers U-Newark		I	PU	461				All	All	Semester
Saint Peter's U		IIA	PR	238	2,205	5,100	2,693	None	None	Semester
William Paterson U of New Jersey		IIA	PU	668	1,475	1,525	1,500	All	Some	Semester
New Mexico										
New Mexico St U-Alamogordo		III	PU	60	1,000	10,000	4,742	Some	Some	Semester
New Mexico St U-Carlsbad		III	PU	38	1,000	7,500	3,508	Some	Some	Semester
New Mexico St U-Dona Ana		III	PU	289	1,123	10,000	5,865	Some	Some	Semester
New Mexico St U-Grants		III	PU	34	1,000	6,335	2,707	Some	Some	Semester
New Mexico St U-Main Campus		I	PU	207	1,100	10,000	7,500	Some	Some	Semester
U of New Mexico-Main Campus		I	PU	179	1,023	33,272	7,952	None	Some	Semester
New York										
Binghamton U		I	PU	256						Semester
CUNY Bernard M Baruch Coll	46	IIA	PU	846				None	Some	Semester
CUNY Borough of Manhattan Comm Coll	46	III	PU	1,302				None	Some	Semester
CUNY Bronx Comm Coll	46	III	PU	512				None	Some	Semester
CUNY Brooklyn Coll	46	IIA	PU	1,108				None	Some	Semester
CUNY City Coll	46	I	PU	1,206				None	Some	Semester
CUNY Graduate School and U Center		I	PU	546				None	Some	Semester
CUNY Hostos Comm Coll		III	PU	319				None	Some	Semester
CUNY Hunter Coll	46	IIA	PU	1,924				None	Some	Semester
CUNY John Jay Coll of Criminal Justice	46	IIA	PU	1,031				None	Some	Semester
CUNY Kingsborough Comm Coll	46	III	PU	620				None	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	895				None	Some	Semester
CUNY Lehman Coll		IIA	PU	872				None	Some	Semester
CUNY Medgar Evers Coll	46	IIB	PU	406				None	Some	Semester
CUNY New York City Coll of Tech	46	IIB	PU	1,237				None	Some	Semester
CUNY Queens Coll	46	IIA	PU	1,222				None	Some	Semester
CUNY Queensborough Comm Coll	46	III	PU	558				None	Some	Semester
CUNY School of Law		IIA	PU	41				None	Some	Semester
CUNY York Coll	46	IIB	PU	505				None	Some	Semester
Cayuga County Comm Coll		III	PU	175	1,034	5,970	3,199			Semester
Cazenovia Coll		IIB	PI	54	2,400	3,200	2,732	None	None	Semester
Colgate U		IIB	PI	15	4,125	10,050	7,115	some	None	Semester
Coll of Mount Saint Vincent		IIA	PR	138	3,000			None	None	Semester
Coll of Staten Island CUNY	46	IIA	PU	841				None	Some	Semester
Farmingdale St Coll		IIB	PU	485						Semester
Finger Lakes Comm Coll		III	PU	157	2,715	2,790	2,753	None	None	Semester
Hartwick Coll		IIB	PI	90	2,490	2,910	2,700	some	some	4-1-4
Keuka Coll		IIA	PI	4	4,832	8,810	6,821	All	All	4-1-4
Le Moyne Coll		IIA	PR	171	3,100	4,000	3,480	None	None	Semester
Manhattanville Coll		IIA	PI	655	2,950	4,400	3,600	All	None	Semester
Molloy Coll		IIA	PR	500	3,885	4,005		None	None	4-1-4
Monroe Comm Coll		III	PU	431	3,173	3,877	3,285	None	None	Semester
Mount Saint Mary Coll		IIA	PR	106	2,640	3,630	2,835	None	None	Semester
New School		I	PI	1,164	4,174	11,588	5,726	Some	Some	Semester
New York School of Interior Design	47	IIB	PI	156	5,100	5,880	5,420	None	Some	Semester
Niagara County Comm Coll		III	PU	185	2,025	2,349	2,187	Some	None	Semester
Rensselaer Poly Inst		I	PI	54	3,750	12,240	5,885	Some	Some	Semester
Rochester Inst of Tech		I	PI	272	2,325	11,000	3,881	None	All	Semester
SUNY Buffalo St		IIA	PU	450						Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)			(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET	
New York (continued)									
SUNY Coll at Brockport		IIA	PU	240					Semester
SUNY Coll at Geneseo		IIA	PU	101					Semester
SUNY Coll at Old Westbury		IIA	PU	190					Semester
SUNY Coll at Oswego		IIA	PU	197					Semester
SUNY Coll at Plattsburgh		IIA	PU	156					Semester
SUNY Coll at Potsdam		IIA	PU	87					Semester
SUNY Coll of Ag and Tech at Cobleskill		IIB	PU	70					Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	46					Semester
SUNY Coll of Tech at Alfred		III	PU	75					Semester
SUNY Coll of Tech at Canton		III	PU	79					Semester
SUNY Coll of Tech at Delhi		III	PU	52					Semester
SUNY Cortland		IIA	PU	217					Semester
SUNY Empire St Coll		IIA	PU	404					Trimester
SUNY Maritime Coll		IIB	PU	50					Semester
SUNY Morrisville		III	PU	77					Semester
SUNY Oneonta		IIA	PU	174					Semester
SUNY Poly Inst		IIA	PU	132					Semester
SUNY at Albany		I	PU	394					Semester
SUNY at Fredonia		IIA	PU	150					Semester
SUNY at Purchase Coll		IIB	PU	268					Semester
Saint John Fisher Coll		IIA	PR	113	2,880	5,420	3,012		Semester
Sarah Lawrence Coll		IIA	PI	113	10,500	22,682	14,373	None	All
Siena Coll		IIB	PR	107	3,275	4,367	3,303	None	None
Skidmore Coll		IIB	PI	46	1,300	1,400	1,350	some	Some
St U of New York at New Paltz		IIA	PU	247					Semester
Stella and Charles Guttman Comm Coll	46	III	PU	44				None	Some
Sullivan County Comm Coll		III	PU	112	1,830	2,070	2,044	All	None
Tompkins Cortland Comm Coll		III	PU	228	910	1,180	1,030	Some	Some
U at Buffalo		I	PU	461					Semester
Yeshiva U		I	PI	119	3,600	10,000	4,960	None	None
North Carolina									
Barton Coll		IIB	PR	64	1,860	4,000		None	None
Belmont Abbey Coll		IIB	PR	48	2,800	2,800	2,800	None	None
Campbell U		IIA	PR	313				None	None
Chowan U		IIB	PR	61	2,250	3,216	2,324	None	None
Davidson Coll		IIB	PR	13	7,000	7,000	7,000	None	None
Gardner-Webb U		I	PR	214	1,700	4,600	2,877	None	None
Greensboro Coll		IIB	PR	99	1,000	3,650	2,880	None	None
Guilford Coll		IIB	PR	78	4,000	4,000	4,000	None	None
Lees-McRae Coll		IIB	PR	62	2,250	3,000		None	None
Lenoir-Rhyne U		IIA	PR	79	2,400	2,400	2,400	None	None
Mars Hill U		IIB	PI	39	1,875	2,250	2,063	None	None
North Carolina Wesleyan Coll		IIB	PR	140	1,890	1,890	1,890	None	None
Salem Coll		IIB	PR	55	2,500	2,500	2,500	None	None
Ohio									
Ashland U		IIA	PR	366				None	None
Baldwin Wallace U		IIA	PR	240	3,300	4,740	3,952	None	None
Bowling Green St U-Firelands		III	PU	82	409	1,654	1,572	All	None
Bowling Green St U-Main Campus		I	PU	434	603	6,667	1,748	All	None
Cleveland St U		I	PU	629	0	4,230	1,416	All	Some
Denison U		IIB	PI	44	6,000	6,000	6,000	Some	None
John Carroll U		IIA	PR	275	2,280	4,215	3,604	None	None
Kenyon Coll		IIB	PI	23	6,500	12,627	8,583	Some	Some
Marietta Coll		IIB	PI	28	2,500	10,000	2,500	None	None
Mount Saint Joseph U		IIA	PR	121	1,800	3,600		Some	None

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		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET	MED			
Ohio (continued)										
Oberlin Coll		IIB	PI	9	6,000	9,300	7,200	Some	Some	4-1-4
Ohio U-Chillicothe Campus		III	PU	80	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Eastern Campus		III	PU	25	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Lancaster Campus		III	PU	80	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Main Campus		I	PU	258	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Southern Campus		III	PU	80	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	53	2,257	2,822	2,465	Some	Some	Semester
Sinclair Comm Coll		III	PU	931	2,565	2,715	2,653	All	None	Semester
Tiffin U		IIA	PI	208	1,000	4,000	2,000	None	None	Semester
U of Cincinnati-Blue Ash Coll		III	PU	186	1,325	11,263	2,867	All	None	Semester
U of Cincinnati-Clermont Coll		III	PU	167	1,320	8,820	2,913	All	None	Semester
U of Cincinnati-Main Campus		I	PU	912	1,013	13,571	4,045	All	None	Semester
Ursuline Coll		IIA	PR	105	2,099	2,795	2,447	None	None	Semester
Wittenberg U	42	IIB	PR	46	2,250	4,866	2,625	None	None	Semester
Youngstown St U		IIA	PU	580	1,950	3,150	2,550	All	None	Semester

Oklahoma

Cameron U		IIA	PU	134	1,650	3,750	2,366	None	None	Semester
Oklahoma Panhandle St U		IIB	PU	61	1,575	9,450	1,575	None	None	Semester
Oklahoma St U Inst of Tech		IV	PU	42	1,500	4,125	2,964	None	None	Trimester
Oklahoma St U-Oklahoma City		III	PU	265	675	6,033	1,865	None	None	Semester
U of Central Oklahoma		IIA	PU	287	2,100	2,880	2,300	None	None	Semester
U of Science and Arts of Oklahoma		IIB	PU	38	1,500	5,000	3,250	None	None	Trimester
U of Tulsa		I	PR	75	2,000	7,400	4,086	None	None	Semester

Oregon

Portland St U		I	PU	812	2,784	9,154	3,255	None	None	Quarter
Reed Coll		IIB	PI	6	11,694	23,133	17,790	Some	Some	Semester

Pennsylvania

Allegheny Coll		IIB	PR	25	3,500	3,500	3,500	None	None	Semester
Alvernia U		IIA	PR	169						Semester
Bucknell U		IIB	PI	18	4,560	7,200	5,042	None	None	Semester
Butler County Comm Coll		III	PU	207	2,400	2,400	2,400	None	None	Semester
Cedar Crest Coll		IIB	PI	124	3,618	3,618	3,618	None	None	Semester
Chatham U		IIA	PI	218	3,315	5,880	3,965	None	None	Semester
Delaware Valley U		IIA	PI	119	2,295	2,295	2,295	None	None	Semester
Dickinson Coll		IIB	PI	52				Some	None	Semester
Drexel U		I	PI	598	450	25,000	3,716	None	None	Quarter
Duquesne U		I	PR	483	1,333	1,333	1,333			Semester
Eastern U		IIA	PR	306	2,300	4,000	2,554	None	Some	Semester
Juniata Coll		IIB	PI	39	3,000	6,000		Some	Some	Semester
La Roche U		IIB	PR	124	2,175	2,640	2,630	None	None	Semester
Lafayette Coll	42	IIB	PR	46	4,000	6,000	4,296	None	None	Semester
Lebanon Valley Coll		IIA	PR	115	3,273	4,364		None	None	Semester
Lincoln U		IIA	PU	101	2,625	2,625	2,625	None	None	Semester
Marywood U		IIA	PR	259	2,205	2,205	2,205	None	None	Semester
Mercyhurst U		IIA	PR	109	2,050	2,300	2,222	None	some	Semester
Messiah Coll		IIA	PR	163	3,459	3,723	3,591	None	None	Semester
Misericordia U		IIA	PR	154				None	None	Semester
Moravian Coll		IIA	PR	186	3,989	5,110	4,586	None	Some	Semester
Neumann U		IIA	PR	160	2,013	3,333	2,540	None	None	Semester
Robert Morris U		IIA	PI	203	2,580	3,315	2,950	Some	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Pennsylvania (continued)										
Susquehanna U		IIB	PR	82	1,537	3,075		Some	Some	Semester
Swarthmore Coll		IIB	PI	23	6,000	14,000	7,669	None	None	Semester
Temple U		I	PU	1,623	4,500	25,000	5,238	None	Some	Semester
Ursinus Coll		IIB	PI	62	3,300	3,300	3,300	None	None	Semester
Washington & Jefferson Coll		IIB	PI	38	3,000	3,000	3,000	None	None	4-1-4
Waynesburg U		IIA	PR	100	2,625	2,625	2,625	Some	Some	Semester
York Coll of Pennsylvania		IIB	PI	267	3,796	4,860	4,500	None	None	Semester

Puerto Rico

Universidad Politecnica de Puerto Rico		IIA	PI	90				None	None	Trimester
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Rhode Island

Brown U		I	PI	140				None	None	Semester
Bryant U		IIA	PI	137	5,200	5,200	5,200	None	None	Semester
Comm Coll of Rhode Island		III	PU	544				None	None	Semester
Providence Coll		IIA	PR	139	500	4,250	4,034	None	None	Semester
Salve Regina U		IIA	PR		3,700	3,700	3,700	None	None	Semester
U of Rhode Island		I	PU	394	4,101	4,725	4,413	None	None	Semester

South Carolina

Coll of Charleston		IIA	PU	283	1,000	8,931	3,775	All	Some	Semester
Limestone Coll		IIB	PI	58	2,200	4,800	2,400	None	None	Semester
Newberry Coll		IIB	PR	45	1,000	3,000	1,800	None	None	Semester

South Dakota

Dakota Wesleyan U		IIB	PR	63	1,500	3,200	1,947	None	None	Semester
U of Sioux Falls		IIA	PR	69	1,000	4,400	3,300	None	None	4-1-4

Tennessee

Austin Peay St U		IIA	PU	323	1,800	2,100	1,950			Semester
East Tennessee St U		I	PU	488	1,800	6,300	2,303	None	None	Semester
Freed-Hardeman U		IIA	PR	29	1,980	2,430	2,150	None	None	Semester
King U		IIA	PR	195	1,575	2,400	1,773	None	None	Semester
Lee U		IIA	PR	366	1,800	2,100	1,908	Some	None	Semester
Maryville Coll		IIB	PR	39	3,495	3,500	3,498	None	None	Semester
Middle Tennessee St U		I	PU	293	1,650	5,499	1,700	None	Some	Semester
Rhodes Coll		IIB	PR	30	4,000	7,500	5,000	None	None	Semester
U of Memphis*		I	PU	432	1,764	2,867	2,283	None	None	Semester
U of Tennessee-Chattanooga		IIA	PU	241	2,400	6,000	3,000	Some	Some	Semester
U of the South		IIB	PR	25	6,500	13,333	7,965	None	None	Semester

Texas

Abilene Christian U		IIA	PR	153	1,500	6,000		None	None	Semester
Angelo St U		IIA	PU	128	2,584	7,388	2,806	Some	Some	Semester
Austin Coll	42	IIB	PR	20	5,000	6,000	5,106	Some	Some	4-1-4
Austin Comm Coll District		III	PU	1,364	3,345	7,704	4,131	Some	Some	Semester
Central Texas Coll		IV	PU	563	1,845	2,005	1,845	Some	None	Semester
McMurry U		IIB	PR	51	1,250	2,000	1,584	None	None	Semester
Our Lady of the Lake U		IIA	PR	117						Semester
Sam Houston St U		I	PU	157	2,462	6,750	3,077	Some	Some	Semester
Southwestern U		IIB	PR	37	3,700	7,000	4,305	Some	Some	Semester
Texas A & M U-Coll Station		I	PU	27	1,153	5,250	3,275	Some	All	Semester
Texas Lutheran U		IIB	PR	41	2,500	3,000	2,785	Some	Some	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
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				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET		MED
Texas (continued)										
Texas St U		I	PU	328	2,808	27,000	5,255	None	None	Semester
Texas Tech U		I	PU	188	1,200	87,594	25,880	None	Some	Semester
U of Houston-Clear Lake		IIA	PU	206	2,124	10,000	3,065	None	None	Semester
U of Houston-Downtown		IIA	PU	433	3,000	4,800	3,000	Some	Some	Semester
U of St Thomas		IIA	PR	236	319	10,335	2,501	None	None	Semester
U of the Incarnate Word		IIA	PR	386	2,800	3,100		None	None	Semester
Vernon Coll		IV	PU	58	1,650	1,650	1,650	Some	None	Semester
Utah										
Dixie St U		III	PU	296	2,250	2,250	2,250	None	None	Semester
Snow Coll		III	PU	189	2,331	2,331	2,331	None	None	Semester
Southern Utah U		IIA	PU	122						Semester
U of Utah		I	PU	257				None	None	Semester
Utah Valley U		IIA	PU	740	1,109	4,043	3,065	None	None	Semester
Virginia										
Bluefield Coll		IIB	PR	75	1,400	2,620	2,010	None	None	Semester
Bridgewater Coll		IIB	PR	50	2,400	3,000	2,973	None	None	Semester
Christopher Newport U		IIA	PU	161	3,090	3,708	3,201	None	None	Semester
Eastern Mennonite U		IIA	PR	88	2,250	4,200	2,858	None	None	Semester
Hampden-Sydney Coll		IIB	PI	8	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	15	1,624	6,000	3,334	None	None	4-1-4
James Madison U		IIA	PU	247	1,013	9,900	3,704	None	None	Semester
Longwood U		IIA	PU	94	1,056	16,097	3,500	None	None	Semester
Old Dominion U		I	PU	594	3,054	3,696	3,242	None	None	Semester
Radford U		IIA	PU	308	1,926	4,050	3,008	None	None	Semester
Randolph Coll		IIB	PR	66	3,500	3,500	3,500	None	None	Semester
Roanoke Coll	45	IIB	PR	46	2,175	7,440	3,189	None	None	Semester
U of Lynchburg		IIA	PR	86	3,450	5,628		Some	Some	Semester
U of Mary Washington		IIA	PU	136	290	3,990	2,946	None	None	Semester
U of Virginias Coll at Wise*		IIB	PU	38	2,055	3,300	2,253	None	None	Semester
Virginia Military Inst		IIB	PU	64	4,937	7,651	5,839	None	None	Semester
Virginia Poly Inst and St U		I	PU	137	1,200	20,475	6,336	None	None	Semester
Washington										
Central Washington U		IIA	PU	39	2,730	5,695	3,009	All	All	Quarter
Northwest U		IIA	PR	407	1,224	4,389	2,807	None	None	Semester
Pacific Lutheran U		IIA	PR	52	1,160	7,500		Some	Some	4-1-4
U of Puget Sound		IIA	PI	34	3,900	7,532	4,281	Some	Some	Semester
West Virginia										
Davis & Elkins Coll		IIB	PR	45	2,100	2,100	2,100	None	None	Semester
Ohio Valley U		IIB	PR	39	1,050	1,500	1,200			Semester
Shepherd U	44	IIA	PU	134	1,299	2,541	2,098	None	None	Semester
West Virginia Wesleyan Coll		IIA	PR	59	200	3,000	2,904	None	None	Semester
Wisconsin										
Beloit Coll		IIB	PI	18				Some	Some	Semester
Carrill U		IIA	PR	262	2,700	3,200	2,900	None	None	Semester
Lakeland U		IIA	PR	197	2,625	3,000	2,750	None	None	Semester
Lawrence U	41	IIB	PI	25	4,955	4,955	4,955	Some	Some	Trimester
Ripon Coll		IIB	PI	14	3,000	3,750	3,054	None	None	Semester
Saint Norbert Coll		IIB	PR	29	1,600	6,000	3,368	None	None	Semester

NOTES TO APPENDIX III

40. Minimum part-time faculty pay according to policy, described as “rare.”
41. Most classes are six units and equivalent to 3.33 semester hours.
42. Most regular sections carry four credits.
43. Most regular sections carry four credits. Excludes sections with only one student enrolled.
44. Part-time faculty members are paid by the credit hour, with adjustments for qualifications, discipline, and enrollment. The minimum shown is for a fully enrolled three-credit class.
45. Part-time pay based on assigned instructional load (locally called TCU), with reported pay converted to 1 TCU.
46. Per-section pay is not available, as part-time faculty members are paid an hourly wage and their duties extend beyond instruction.
47. This institution does not employ full-time faculty.