

# Appendixes to *The Annual Report on the Economic Status of the Profession, 2025–26*

**Appendix I.** Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2025–26

**Appendix II.** Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2025–26

**Appendix III.** Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2024–25

## Notes:

Details on survey methodology, definitions of institutional categories, and abbreviations used in the appendixes are provided in the "Explanation of Statistical Data" section of *The Annual Report on the Economic Status of the Profession, 2025–26*.

These appendixes and other related data products are available in Microsoft Excel and other formats. Please visit <https://research.aaup.org/order> for more information about available data products.

Summary statistics for the *Annual Report* were calculated using preliminary data received by March 21, 2026. Institutions with data revised or submitted after March 21, 2026, are marked with an asterisk (\*).

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**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	
<b>Alabama</b>																			
Auburn U	1	I	PU	165.8	117.0	96.8	76.0	74.6	61.5	116.9	100.0	100.0	14.5	7.5	P	46.5	23.8	29.7	
Samford U	2	IIA	PR	116.8	91.3	80.8	69.2			96.0	100.0	100.0	7.0	11.8	FFTV	50.9	22.7	26.4	
Troy U	2,25	IIA	PU	92.9	85.5	80.6		62.8	96.4	78.4	99.6	85.9	14.1	1.4	P	43.5	22.5	33.9	
U of Alabama	2	I	PU	174.3	109.8	89.8	70.5			109.3	100.0	86.9	17.7	9.2	PO	41.8	18.3	39.9	
U of Alabama at Birmingham	2	I	PU	164.1	111.3	92.7	79.6			117.1	100.0	100.0	18.0	8.7	PO	40.2	17.9	41.9	
U of Montevallo		IIA	PU	94.1	81.9	69.6	66.0			82.0	100.0	100.0	15.2	15.1	F	64.9	25.3	9.7	
U of North Alabama	2	IIA	PU	105.9	88.3	76.6	61.3	65.2		85.5	100.0	100.0	13.5	10.7	F	48.0	32.4	19.6	
U of South Alabama	3	I	PU	96.8	79.2	71.0	56.1			74.8	100.0	100.0	10.7	14.1		37.1	18.3	44.6	
<b>Arizona</b>																			
Arizona St U	2,26	I	PU	176.7	122.4	102.0	65.6	78.5	59.5	117.8	100.0	100.0	8.1	15.1	Pp	39.3	14.8	45.9	
Embry-Riddle Aero U-Prescott	4,24	IIB	PI	123.6	101.8	84.1	67.2			92.4	100.0	100.0	10.2	12.3	FFT	29.2	23.6	47.2	
Northern Arizona U		I	PU	117.1	86.5	77.4	65.7			91.6	98.1	92.9	9.4	16.2		32.4	12.1	55.5	
U of Arizona	2	I	PU	161.3	112.9	92.1	58.5	77.0	-	119.6	99.8	99.8	6.7	13.2	Pp	50.4	14.7	34.9	
<b>Arkansas</b>																			
Harding U	2,24	IIA	PR	86.8	76.9	71.4	62.9	42.7		76.8	100.0	100.0	6.6	8.0	P	0.0	0.0	100.0	
Hendrix Coll		IIB	PR	80.2	69.8	62.2	52.7			72.8	100.0	100.0	4.6	11.9	FFTOV	70.9	7.6	21.5	
Lyon Coll		IIB	PR	78.2	70.3	64.0	50.3			67.8						48.1	46.2	5.8	
Southern Arkansas U Main Campus	4	IIA	PU	68.3	71.0		50.0		52.9	63.7						12.6	51.9	35.5	
U of Central Arkansas		IIA	PU	91.3	77.5	70.1	61.8	56.7	45.5	70.7	100.0	100.0	11.6	12.0		43.7	19.8	36.6	
<b>California</b>																			
Biola U		I	PR	123.3	103.8	87.0	68.0			107.0	100.0	100.0	5.2	11.4	FFTV	56.6	19.5	24.0	
California Baptist U	1	IIA	PR	116.1	109.1	97.4	71.4	52.5		104.4					FpT	84.7	4.1	11.3	
California Poly St U-San Luis Obispo	2	IIA	PU	136.2	119.1	107.4		88.2	171.4	113.9	98.8	98.8	10.0	18.4		49.1	23.9	27.0	
California St Poly U-Humboldt	2	IIA	PU	126.9	108.5	88.0	87.8	82.5		108.6	97.7	97.7	9.9	22.0		68.5	14.2	17.3	
California St Poly U-Pomona	2	IIA	PU	138.1	118.9	101.1		84.1		116.9	97.8	97.8	9.9	18.8		59.5	24.8	15.6	
California St U Maritime Academy		IIB	PU	140.1	115.7	91.9		85.0		112.7	94.4	94.4	10.1	17.0		61.1	11.1	27.8	
California St U-Bakersfield*	2,27	IIA	PU	134.7	109.9	92.9		82.5		104.9	97.4	97.4	9.9	18.2		51.9	18.3	29.8	
California St U-Channel Islands	2	IIA	PU	142.3	118.8	98.5		87.8		118.3	98.5	98.5	10.0	5.9		64.8	17.1	18.1	
California St U-Chico	2	IIA	PU	126.5	107.8	92.3		82.0	-	106.9	98.3	98.3	9.9	18.5		69.9	8.3	21.8	
California St U-Dominguez Hills	2	IIA	PU	138.9	112.9	92.6		83.5		110.4	99.0	99.0	9.9	18.8		56.1	21.7	22.2	
California St U-East Bay	2	IIA	PU	139.0	112.5	95.7		84.5		116.9	98.4	98.4	9.9	19.4		59.5	29.6	10.9	
California St U-Fresno	2	IIA	PU	129.1	110.8	89.2		79.6	-	103.4	96.4	96.4	9.9	21.7		53.4	16.4	30.2	
California St U-Fullerton	2	IIA	PU	133.7	118.0	101.5		81.2		110.9	98.3	98.3	9.9	18.0		57.5	14.1	28.4	
California St U-Long Beach	2	IIA	PU	136.2	117.1	98.9		86.7	175.2	110.8	97.6	97.6	10.0	18.7		51.4	17.2	31.3	
California St U-Los Angeles	2	IIA	PU	134.5	120.8	101.9		82.9		116.5	97.1	97.1	9.9	18.8		64.6	20.5	14.9	
California St U-Monterey Bay	2	IIA	PU	137.3	115.9	98.1		76.8	-	108.8	96.1	96.1	10.1	18.6		55.2	18.1	26.7	
California St U-Northridge	2	IIA	PU	128.7	114.5	102.1		82.5	174.1	113.1	97.0	97.0	10.0	19.1		62.7	18.9	18.4	
California St U-Sacramento	2	IIA	PU	128.0	106.9	92.8		81.9	113.8	107.6	98.1	98.1	9.9	19.4		61.7	21.6	16.7	
California St U-San Bernardino	2	IIA	PU	132.8	109.9	94.8		79.1	-	109.1	96.1	96.1	10.0	17.5		56.9	21.8	21.2	
California St U-San Marcos	2	IIA	PU	134.7	117.9	105.8		80.0		109.5	95.9	95.9	10.0	19.0		50.8	20.3	28.9	
California St U-Stanislaus	2	IIA	PU	127.5	111.0	92.0		79.0		107.9	97.2	97.2	10.0	17.7		62.4	15.6	22.0	
Chapman U	2	IIA	PR	185.5	129.6	103.2	88.9		120.4	134.6	100.0	100.0	7.7	13.6	FTOV	42.8	14.5	42.7	
Claremont Graduate U		I	PI	145.3	118.8	100.4				130.5	100.0	100.0	6.0	9.8	Pp	65.1	12.0	22.9	
Claremont McKenna Coll		IIB	PI	209.1	156.5	114.1				169.5	100.0	100.0	9.9	8.3	O	73.9	17.0	9.1	
Fresno Pacific U	5	IIA	PR	82.5	79.1	74.0	71.3			76.3	100.0	100.0	2.0	3.6	FTV	33.3	30.0	36.7	
Harvey Mudd Coll		IIB	PI	175.6	138.0	123.0				150.2	100.0	100.0	13.1	11.3	PpV	70.6	29.4	0.0	
National U	25	IIA	PI	113.0	87.3	79.1				105.9						0.0	0.0	100.0	
Occidental Coll		IIB	PI	150.3	119.3	96.4	85.5			114.0	98.0	100.0	9.0	11.0	FTOV	47.8	26.8	25.4	
Otis Coll of Art and Design		IIB	PI	91.3	85.5	81.0				85.8	96.0	96.0	7.2	26.0		0.0	0.0	100.0	
Pepperdine U	25	I	PR	168.7	138.8	102.8	82.3	88.2	104.2	132.3	100.0	99.3	16.9	22.8		45.5	19.8	34.7	
Pitzer Coll		IIB	PI	139.6	116.8	98.7	68.4	87.6		109.4	100.0	100.0	10.5	11.4	PpTV	52.7	17.2	30.1	
Point Loma Nazarene U		IIA	PR	130.4	114.0	90.3	-			117.5	100.0	100.0	5.9	9.6		48.6	32.8	18.6	
Pomona Coll		IIB	PI	188.2	144.1	109.9	76.9			146.7	95.3	100.0	9.9	8.2	PpV	65.9	19.4	14.7	
San Diego St U	2	I	PU	145.5	121.1	107.6		82.8	182.6	117.1	97.9	97.9	9.9	18.5		56.0	20.2	23.8	
San Francisco St U	2	IIA	PU	138.9	121.4	102.9		82.9		122.4	93.0	93.0	10.0	17.9		72.6	16.1	11.3	
San Jose St U	2	IIA	PU	142.2	121.8	105.0		85.8	-	115.3	98.1	98.1	9.9	18.1		52.5	24.0	23.5	
Scripps Coll	24,28	IIB	PI	159.2	123.1	98.2	76.4			126.8						77.1	12.4	10.5	
Sonoma St U	2	IIA	PU	128.8	109.9	93.6		84.8		117.2	98.5	98.5	9.9	19.9		82.3	11.1	6.6	
Stanford U	2	I	PI	325.5	212.5	167.3	106.5	117.7		230.9	100.0	100.0	8.2	9.9	F	55.6	16.2	28.2	
U of California-Berkeley	6	I	PU	246.3	164.3	144.6	115.0	111.9	123.0	185.0	100.0	100.0	14.0	10.8		60.5	17.4	22.1	
U of California-Davis	6,29	I	PU	202.2	136.7	126.0	87.7	104.8		158.9	100.0	100.0	14.0	12.5		67.1	15.9	17.0	
U of California-Irvine	6	I	PU	229.2	158.5	133.8	79.4	125.3		181.3	100.0	100.0	14.0	11.0		69.4	16.3	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	IN
4.2	4.8	5.1	3.5	288	247	183	31	144	180	188	33	1,552	173.0	121.1	100.3	81.5	151.4	111.4	93.5	70.8	87.6	92	93.2	83.2
5.3	4.4	6.6	16.3	82	44	42	1	61	47	83	23	383	120.9	94.0	82.9	-	111.4	88.8	79.6	67.9	92.1	94.5	96	85.7
				50	52	49		20	66	65		448	95.4	88.1	86.5		86.8	83.5	76.1		91	94.8	88	87.9
3.3	5.4	5.9	6.6	243	237	211	163	124	185	250	224	1,637	185.1	115.4	94.2	70.1	153.1	102.6	86.1	70.7	82.7	88.9	91.4	79.3
0.1	0.7	1.3	0.5	162	125	112	33	127	109	230	72	970	167.0	115.5	93.3	80.1	160.3	106.6	92.5	79.4	96	92.3	99.1	86.7
0.0	1.2	1.7	1.2	33	18	14	5	26	24	24	10	154	94.6	83.8	74.0	65.6	93.4	80.5	67.0	66.2	98.8	96	90.6	92.2
3.9	3.0	3.1	-	57	35	38	3	33	30	54		306	111.3	87.6	78.2	61.3	96.6	89.2	75.6		86.8	101.8	96.7	87.9
4.2	5.6	4.4	5.0	64	68	78	38	35	68	126	70	547	98.8	80.6	69.4	56.0	93.1	77.9	72.0	56.1	94.2	96.7	103.8	92.4
3.1	2.1	3.1	3.1	579	447	317	143	352	387	396	237	3,562	184.3	128.1	109.6	68.0	164.3	115.9	95.9	64.2	89.2	90.5	87.5	81.6
9.3	-	6.0	-	17	35	61	8	3	9	22	6	161	125.3	104.0	84.8	68.9	113.6	93.1	82.3	64.9	90.7	89.5	97.1	88.9
3.0	4.4	3.8	4.7	189	141	170	16	151	174	227	38	1,106	123.0	90.7	79.6	69.6	109.7	83.1	75.8	64.1	89.1	91.6	95.2	87.4
1.8	5.4	4.5	5.0	467	265	222	21	234	251	246	39	1,965	166.8	118.2	97.2	53.9	150.3	107.3	87.5	61.1	90.1	90.8	90	81.8
3.1	4.2	4.5	5.0	64	33	45	8	21	29	39	13	255	87.8	76.1	75.0	64.6	83.6	77.8	67.3	61.9	95.2	102.3	89.7	89.9
0.0	1.0	0.7	0.0	22	5	6	1	21	8	13	3	79	81.3	69.5	62.1	-	79.1	70.0	62.2	52.0	97.4	100.6	100.2	93.9
				8	9	19	1	2	6	5	2	52	79.3	70.8	64.4	-	-	69.5	62.7	-	-	98.1	97.5	95
				97	96		39	106	61		48	532	73.3	72.0		49.3	63.7	69.5		50.6	86.9	96.5		90.2
2.6	2.5	2.8	1.5	66	61	52	12	39	69	50	61	536	93.8	80.2	73.1	70.6	87.1	75.2	66.9	60.0	92.8	93.8	91.5	86.4
2.5	3.7	4.7	13.0	62	52	11		16	52	19	9	221	123.4	104.0	86.6		123.0	103.6	87.3	68.0	99.7	99.6	100.8	89.5
1.5	3.4	6.4	3.6	99	37	44	7	74	41	52	23	391	117.4	107.8	101.3	72.6	114.4	110.3	94.0	71.1	97.4	102.2	92.8	93
0.9	1.3	0.3		226	94	122		109	90	107		1,029	138.1	122.0	109.2		132.4	116.0	105.4		95.9	95.1	96.6	94.7
1.1	1.7	0.2		59	32		15	45	44	20		260	129.6	109.2		87.8	123.3	107.9	88.0		95.1	98.9		93.9
1.6	3.0	0.0		161	75	71		119	67	94		697	138.8	121.1	103.3		137.3	116.5	99.4		98.9	96.2	96.2	96.7
3.4	3.6	0.0		12	11	4		6	4	2		54	138.6	119.6	93.1		143.3	104.9	-		103.4	87.7	-	97.8
2.7	0.0	0.1		51	46	31		28	37	26		312	135.2	109.8	93.2		133.9	110.0	92.7		99.1	100.2	99.5	95.1
0.8	2.0	0.0		35	22	11		37	36	22		199	145.4	121.1	96.7		139.3	117.4	99.5		95.8	97	102.9	94.9
2.1	2.5	0.8		111	50	37		66	70	34		472	128.5	108.8	93.5		123.2	107.0	91.0		95.8	98.4	97.3	93.9
0.8	1.4	0.1		66	36	32		57	57	50		383	142.1	115.3	94.5		135.2	111.4	91.4		95.2	96.6	96.7	91.2
1.2	1.7	0.1		75	49	20		52	53	37		321	141.6	113.1	99.4		135.3	111.9	93.7		95.5	99	94.2	89.7
0.7	0.5	0.4		143	102	53		91	87	71		785	129.8	111.4	91.1		128.1	110.1	87.8		98.6	98.8	96.4	91.6
0.6	1.0	0.1		216	106	72		172	132	78		1,084	136.0	121.8	102.9		130.8	115.0	100.3		96.1	94.4	97.5	92.9
0.8	2.0	0.3		186	102	75		174	125	118		1,143	137.1	118.7	103.1		135.3	115.8	96.2		98.6	97.5	93.3	95.9
0.8	1.8	0.0		109	77	47		115	80	74		590	137.0	118.9	103.3		132.1	122.7	101.0		96.4	103.1	97.7	97
1.1	-0.8	0.0		34	19	19		37	38	22		232	140.9	116.3	98.0		134.0	115.7	98.1		95.1	99.4	100.1	95.1
0.3	1.0	0.2		204	82	71		194	88	85		892	129.9	117.9	104.3		127.5	111.3	100.3		98.2	94.4	96.1	94.5
0.8	1.9	0.1		160	85	57		137	113	112		801	129.9	108.7	94.6		125.7	105.5	91.8		96.8	97	97	93.1
1.3	3.3	0.0		104	45	46		92	54	62		513	135.5	111.1	94.3		129.8	108.9	95.2		95.8	98	100.9	95.4
1.1	1.8	0.0		58	42	34		66	48	50		419	138.3	120.1	103.5		131.6	116.1	107.4		95.2	96.7	103.7	91.2
0.8	1.0	0.0		92	39	20		56	39	34		359	128.5	113.2	93.4		125.8	108.7	91.2		97.9	95.9	97.6	89.9
1.9	2.1	3.3	3.2	120	92	92	14	53	87	115	15	593	197.9	137.2	105.8	90.9	157.5	121.6	101.1	87.1	79.6	88.7	95.6	79.4
2.2	4.0	2.5		27	9	6		22	7	12		83	154.6	112.8	98.3		134.0	126.5	101.5		86.7	112.1	103.3	89.5
4.1	4.1	5.7		52	30	20		22	20	21		165	217.1	164.9	122.8		190.2	143.8	105.8		87.6	87.2	86.1	80.4
1.3	1.3	3.5	2.7	9	14	12	3	3	13	27	9	90	84.6	77.4	72.7	69.3	76.0	81.0	74.7	72.0	89.8	104.6	102.7	98.5
4.5	6.0	7.0		29	15	15		16	12	15		102	179.7	136.0	119.5		168.3	140.4	126.4		93.6	103.2	105.8	95.2
				92	13	8		121	38	13		285	119.3	82.3	83.5		108.2	89.1	76.4		90.8	108.3	91.6	90.3
3.7	4.0	7.2	6.7	30	20	21	27	32	16	34	25	205	154.9	119.4	99.0	88.3	146.1	119.2	94.8	82.5	94.3	99.8	95.7	94.5
0.4	1.0	1.5		6	7	4		9	12	12		50	91.2	88.1	79.2		91.4	84.0	81.6		100.2	95.4	103	97.8
				89	43	40	14	62	35	57	16	404	175.9	140.6	106.7	88.2	158.3	136.6	100.1	77.1	90	97.2	93.8	86
2.0	3.6	5.8	6.4	16	6	1	12	21	6	15	10	93	142.1	125.8	-	68.4	137.6	107.9	98.9	68.4	96.8	85.8	-	96.1
				54	19	14		38	29	22	1	177	131.6	110.9	88.8		128.6	116.1	91.2	-	97.7	104.7	102.7	95.6
3.2	4.9	6.5	8.7	52	23	14	9	38	27	27	21	211	191.0	144.8	112.7	78.4	184.4	143.5	108.4	76.2	96.5	99.1	96.2	86
-0.4	0.7	0.2		197	134	88		140	125	129		1,071	147.7	123.5	110.9		142.3	118.6	105.4		96.3	96	95	91.6
0.9	2.1	0.1		152	77	38		172	112	67		697	141.8	122.0	102.4		136.4	121.0	103.2		96.2	99.1	100.7	97.2
1.0	1.7	0.0		132	86	95		127	119	120		890	142.4	124.1	105.8		141.9	120.2	104.4		99.7	96.9	98.7	95.6
				15	19	7	2	18	29	8	6	105	156.9	126.7	98.3	-	161.1	120.7	98.0	77.5	102.7	95.3	99.7	95.7
1.1	1.8	0.2		65	20	8		46	34	12		198	129.9	108.8	90.4		127.1	110.6	95.6		97.9	101.7	105.8	94.8
3.5	5.1	5.0	4.5	535	126	135	32	163	97	109	30	1,569	329.2	216.2	173.7	118.6	313.4	207.8	159.5	93.7	95.2	96.1	91.8	74.3
				543	195	162	17	297	178	187	3	1,972	254.1	168.8	145.4	110.4	232.1	159.3	144.0	141.0	91.4	94.4	99.1	85.7
				429	140	105	13	250	127	105	7	1,457	204.5	138.1	129.8	92.2	198.3	135.2	122.1	79.5	97	97.9	94.1	88.8
				436	116	98	15	243	129	120	3	1,423	236.3	164.1	136.8	74.1	216.5	153.5	131.2	105.9	91.6	93.5	95.9	86.7

**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							
<b>California (continued)</b>																									
U of California-Los Angeles	6	I	PU	291.1	176.0	139.8	126.3	109.6	125.0	215.3	100.0	100.0	14.0	9.3			61.9	15.1	23.0						
U of California-Merced	6	I	PU	194.3	146.0	125.4	-	101.5		139.9	100.0	100.0	14.0	14.2			55.0	23.4	21.5						
U of California-Riverside	6	I	PU	191.6	142.2	122.0	80.6	105.8	108.4	147.5	100.0	100.0	14.0	13.5			63.8	21.4	14.8						
U of California-San Diego	6	I	PU	251.0	169.0	142.3	92.2	115.9	-	183.7	100.0	100.0	14.0	10.9			64.3	19.6	16.1						
U of California-Santa Barbara	6	I	PU	249.3	157.1	133.3	86.6	116.3	43.4	183.8	100.0	100.0	14.0	10.8			67.1	16.9	16.0						
U of California-Santa Cruz	6	I	PU	223.0	159.3	134.8	87.7	100.5	99.0	164.8	100.0	100.0	14.0	12.1			61.5	19.6	18.9						
U of Redlands		I	PI	115.4	87.7	77.2	-	70.9	68.1	100.5	99.6	99.6	1.5	3.4	FpTV		57.1	5.8	37.1						
U of San Diego		I	PR	152.5	118.4	100.5	92.9			125.4	100.0	100.0	10.0	9.1	FV		55.8	15.8	28.4						
U of San Francisco		I	PR	188.0	147.5	120.9	119.2			159.2	99.3	99.3	10.4	16.3	FTO		62.9	10.4	26.7						
U of Southern California	2	I	PI	210.1	140.5	126.1	78.5	98.1		166.0	100.0	100.0	4.9	21.5	FFT		44.0	12.4	43.6						
Whittier Coll		I	PI	107.5	89.6	80.0		73.7		93.8	98.7	100.0	7.8	21.5	FTV		74.0	10.4	15.6						

**Colorado**

Adams St U		I	PU	89.2	70.5	55.9	-	-		65.8	100.0	100.0	11.4	20.2	P		36.7	29.7	33.6
Colorado Coll		I	PI	154.8	118.8	97.7	70.6	85.5	-	119.3	92.6	100.0	10.3	12.0	PpTV		64.1	24.9	11.1
Colorado School of Mines		I	PU	173.5	130.2	109.7	107.4	86.4	-	128.9	100.0	100.0	21.4	15.3	O		47.6	16.6	35.8
Colorado St U Pueblo	25	I	PU	106.1	88.1	75.7	59.6	50.3		79.7	100.0	91.1	15.0	16.8	Pp		42.6	31.4	26.0
Colorado St U-Fort Collins	2	I	PU	153.9	111.8	93.3	69.8			115.3	100.0	100.0	14.2	10.8	PO		53.1	17.3	29.6
Fort Lewis Coll		I	PU	97.6	78.8	68.4		54.3		78.4	100.0	100.0	13.3	16.4	P		57.9	23.5	18.6
U of Colorado Boulder		I	PU	169.3	127.7	119.4	83.2			124.2	100.0	100.0	10.0	13.7	Pp		50.6	17.1	32.3
U of Colorado Denver	30	I	PU	168.7	130.2	114.5	82.3			126.5	100.0	100.0	10.0	12.2			42.9	12.6	44.5
U of Denver	2	I	PI	153.7	115.5	102.1	73.4	81.6		117.9	100.0	100.0	7.1	9.7	P		52.0	12.3	35.7
U of Northern Colorado	2	I	PU	96.4	79.8	68.7	62.3	62.2		81.4	99.5	99.5	10.5	10.2	PpV		57.0	19.9	23.1

**Connecticut**

Albertus Magnus Coll	24	I	PR	90.0	86.9	78.5	-			85.9	100.0	100.0	7.0	9.0	FT		6.3	0.0	93.8
Central Connecticut St U		I	PU	128.9	103.4	80.8	66.7			107.9							70.1	23.0	6.9
Connecticut Coll		I	PI	117.1	89.5	75.3		62.4		97.3	100.0	100.0	9.6	6.8	PTOV		68.6	13.1	18.3
Fairfield U		I	PR	164.4	130.4	108.8	94.7			124.4	100.0	100.0	8.3	15.2	FFTV		43.5	22.1	34.3
Quinnipiac U	7,24	I	PI	136.2	108.2	96.5	81.0			113.8	100.0	100.0	8.4	13.4	FT		45.7	17.5	36.8
Trinity Coll		I	PI	146.6	114.4	93.8	65.3	78.1		105.6	100.0	100.0	8.4	10.8	FFTO		46.1	19.9	34.0
U of Connecticut	2	I	PU	181.2	127.1	102.5	80.2	102.2		134.2							52.2	16.7	31.1
U of Hartford	8	I	PI	110.7	90.3	80.7	77.1	-		91.7	100.0	100.0	5.7	9.8	FFTV		54.8	20.0	25.2
U of New Haven		I	PI	131.0	109.9	95.7		54.7		101.8	100.0	100.0	9.0	14.5	FT		32.0	5.8	62.2
U of Saint Joseph	2	I	PR	99.6	89.8	78.5	-			86.7	100.0	100.0	4.7	11.9	FFT		47.0	25.2	27.8
Wesleyan U		I	PI	178.8	132.0	107.1	72.8		140.9	131.3	100.0	100.0	10.4	11.2	PO		48.2	21.2	30.6
Yale U	2	I	PI	286.5	181.7	149.5	120.9	106.9		204.3	99.9	88.0	11.1	8.6	O		47.1	20.8	32.2

**Delaware**

U of Delaware	2	I	PU	184.5	133.7	115.7	98.3			143.1	100.0	100.0	11.0	15.1	FT		53.1	13.8	33.1
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**District of Columbia**

American U	24	I	PR	179.3	128.6	115.0	93.6	90.7	123.0	125.0	96.4	100.0	6.2	8.2	FpTOV		43.3	13.3	43.4
Catholic U of America	24,25	I	PR	130.5	101.7	92.9	54.4			106.6	100.0	100.0	6.5	10.3	FT		52.6	25.9	21.5
Gallaudet U	31	I	PI																
George Washington U	2	I	PI	205.9	131.4	105.8	104.5			154.3	100.0	100.0	8.8	7.4	PTV		55.3	8.6	36.1
Georgetown U		I	PR	226.3	142.7	121.1	131.5	65.6		177.0	100.0	100.0	9.2	5.2			45.1	14.0	40.9
Howard U	2	I	PI	141.9	100.0	94.5	93.6	64.0		101.2	100.0	100.0	7.6	9.8	Fp		49.5	18.0	32.5

**Florida**

Bethune-Cookman U	25	I	PR	90.7	69.2	65.9	59.4			67.5	100.0	100.0	0.4	5.8			24.3	31.9	43.8
Eckerd Coll		I	PR	107.0	88.2	74.2	60.9			83.2	98.6	100.0	9.8	15.8	FTV		52.1	24.0	24.0
Embry-Riddle Aero U-Daytona Beach	4,24	I	PI	139.7	101.9	85.5	62.1			100.5	100.0	100.0	10.2	12.3	FFT		33.8	20.8	45.3
Florida Ag and Mech U	2	I	PU	110.2	83.8	76.0	68.2			87.5	100.0	83.6	12.2	20.2			52.0	14.6	33.3
Florida Atlantic U	4	I	PU	136.9	108.7	89.9	70.6	89.7		102.0	100.0	100.0	11.5	17.9			51.1	16.1	32.8
Florida Gulf Coast U	2	I	PU	125.8	100.8	84.8	67.5	-		92.7	100.0	100.0	11.5	17.6	PpO		0.2	0.0	99.8
Florida International U	2	I	PU	166.6	118.9	104.1	88.6	124.5	119.1	117.4	100.0	100.0	8.2	15.0	Pp		41.0	10.7	48.3
Florida Poly U		I	PU	166.1	102.5	87.5	80.3			101.9	100.0	100.0	11.4	14.7			0.0	0.0	100.0
Florida St U	2	I	PU	167.1	121.5	106.0			91.9	124.0	100.0	100.0	11.1	12.8			49.0	22.2	28.8
Jacksonville U	2	I	PI	97.2	88.3	75.3	57.9			84.1	100.0	100.0	10.1	21.4	PpT		47.8	20.7	31.5
Miami Dade Coll		I	PU	95.6	81.7	70.9	63.1			80.6	99.7	93.4	17.3	1.0			81.8	18.2	0.0
New Coll of Florida		I	PU	105.4	97.8	84.7	75.7			92.8	100.0	100.0	12.0	17.9	FTV		42.6	38.9	18.5
Rollins Coll		I	PI	122.5	100.4	77.9	69.6	80.2		97.9	100.0	100.0	11.5	12.6	FpT		57.2	15.8	27.0



**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	
<b>Florida (continued)</b>																			
Southeastern U		IIA	PR	87.0	71.5	62.4	57.8	-		73.5					FV	0.0	0.0	100.0	
Stetson U		IIA	PI	139.2	96.1	77.7	80.5	-	-	103.0	100.0	100.0	9.9	8.6	FT	56.6	21.3	22.1	
U of Central Florida	2	I	PU	161.8	114.4	94.6	72.6	80.7		106.5	100.0	100.0	6.3	16.6	P	43.2	15.4	41.5	
U of Florida	2	I	PU	187.7	127.7	103.9		91.3		133.0	100.0	100.0	11.4	12.7	TO	47.4	23.6	29.0	
U of Miami	9	I	PI	214.4	147.8	121.3	108.1	87.6		149.1	100.0	93.0	7.2	12.2		48.0	11.2	40.8	
U of North Florida	2	IIA	PU	120.5	97.6	83.4	62.0	53.8		87.0	100.0	100.0	9.8	12.7		42.3	16.7	41.0	
U of South Florida	2,32	I	PU	150.1	111.1	105.1	75.5			108.9	100.0	100.0	10.8	10.8		46.5	16.9	36.6	
U of Tampa		IIA	PI	137.4	114.9	93.9	83.5	80.0		101.9	100.0	100.0	7.5	11.2	FTV	40.2	27.8	32.0	
U of West Florida	2	IIA	PU	133.1	106.4	89.8	72.5	76.6		100.1	100.0	100.0	10.1	20.7	PpO	45.0	15.3	39.7	
<b>Georgia</b>																			
Agnes Scott Coll		IIB	PR	103.3	88.4	75.0	85.0	-		87.3	91.9	100.0	5.9	19.9	FFTV	47.5	14.1	38.4	
Berry Coll	4	IIA	PI	107.8	91.0	72.7	63.1	61.8		83.9	100.0	100.0	9.9	18.6	FFTV	46.4	20.2	33.3	
Brenau U		IIA	PI	88.3	86.3	80.3	51.8			81.2	100.0	100.0	4.9	7.1	FFTV	0.0	0.0	100.0	
Clayton St U	2	IIA	PU	87.3	80.6	70.1	68.6	62.3		78.0	100.0	100.0	16.9	12.9		67.5	9.4	23.0	
Emory U	2,24,33	I	PR	213.4	134.6	111.9	64.3			153.7	99.2	99.2	8.8	11.5		52.1	18.1	29.8	
Georgia Coll & St U	34	IIA	PU	100.2	85.2	78.8		61.9		81.5	100.0	100.0	14.8	13.4	None	49.7	20.1	30.2	
Georgia Inst of Tech-Main Campus	2,35	I	PU	185.4	139.6	125.9	84.4	106.6	92.1	145.4						59.1	20.3	20.6	
Georgia Southern U		I	PU	101.5	86.7	86.5	57.9	65.9		84.6	100.0	100.0	13.2	14.1		51.7	16.5	31.8	
Kennesaw St U	9	I	PU	109.0	94.2	87.1	64.7	69.8		88.7	100.0	100.0	16.7	11.4		44.2	18.1	37.7	
Mercer U	4,24	I	PI	104.1	89.6	78.0	57.6	70.3		88.3	100.0	100.0	21.0	34.0	FFTV	42.9	23.2	33.9	
Oglethorpe U		IIB	PI	89.0	72.5	77.0	59.7	58.5		72.2	100.0	100.0	6.3	11.6	PTV	41.0	22.9	36.1	
Spelman Coll		IIB	PI	116.6	92.4	76.9	69.7	69.7	176.9	86.3	100.0	100.0	5.6	21.6	FFTV	40.1	24.8	35.1	
U of Georgia	10	I	PU	153.4	117.5	106.1	59.3	89.0		121.5	99.4	100.0	14.3	10.0		53.7	18.8	27.5	
U of North Georgia	2,24	IIA	PU	91.5	79.2	74.8	-	56.8	65.3	74.5	100.0	100.0				51.5	14.7	33.8	
U of West Georgia	4	I	PU	89.8	74.4	74.6	50.6	58.6		74.8	100.0	100.0	16.8	12.7	None	51.9	11.7	36.4	
Wesleyan Coll		IIB	PR	69.6	65.1	56.3	-	-		62.8	100.0	100.0	5.0	20.0	FFTOV	61.9	16.7	21.4	
<b>Hawaii</b>																			
Chaminade U of Honolulu	2	IIA	PR	94.4	80.4	75.9	-	67.9		79.3	95.6	100.0	5.4	9.1	PFT	24.2	12.1	63.7	
Hawaii Comm Coll	11	III	PU	111.3	99.1	83.8	74.4			88.8	100.0	100.0	24.0	23.4		65.9	28.4	5.7	
Honolulu Comm Coll	11	III	PU	115.8	97.3	84.1	69.8			95.2	100.0	100.0	24.0	21.9		80.6	14.6	4.9	
Kapiolani Comm Coll	11	III	PU	116.4	98.1	88.4	80.1			96.6	100.0	100.0	24.0	21.5		74.7	20.5	4.7	
Kauai Comm Coll	11	III	PU	118.3	92.9	87.8	78.2			91.0	100.0	100.0	24.0	22.9		70.0	24.0	6.0	
Leeward Comm Coll	11	III	PU	113.3	98.1	85.5	72.5			93.1	100.0	100.0	24.0	22.3		72.4	24.1	3.4	
U of Hawaii Maui Coll	11	III	PU	117.9	93.7	86.7	77.4			91.6	100.0	100.0	24.0	22.7		65.5	28.7	5.7	
U of Hawaii at Hilo	11	IIA	PU	127.7	113.5	93.9	83.5			111.5	100.0	100.0	24.0	18.7		66.8	17.4	15.8	
U of Hawaii at Manoa	11	I	PU	170.9	127.0	108.7	87.8			134.2	100.0	100.0	24.0	15.5		60.3	22.6	17.2	
U of Hawaii-West Oahu	11	IIB	PU	126.1	103.2	90.9	83.8			107.9	100.0	100.0	24.0	19.3		65.2	23.6	11.2	
Windward Comm Coll	11	III	PU	112.2	94.2	82.5	70.2			86.3	100.0	100.0	24.0	24.1		58.7	37.3	4.0	
<b>Idaho</b>																			
Boise St U	2	I	PU	121.1	98.5	63.2	45.9	64.6	19.6	89.7	100.0	100.0	11.4	15.8		54.3	5.2	40.5	
Coll of Idaho		IIB	PI	83.5	71.9	65.4	61.5	55.5	-	72.4	98.6	98.6	6.5	14.5	FT	56.5	26.1	17.4	
Idaho St U	2,35	I	PU	101.5	91.9	85.0	65.7	59.3		84.5						35.7	11.6	52.7	
Lewis-Clark St Coll	2	IIB	PU	87.1	70.4	64.8	62.3			73.0	100.0	100.0	12.3	19.4	PpV	50.7	13.4	35.9	
Northwest Nazarene U		IIA	PR	77.3	66.3	51.5				64.9	100.0	100.0			FTV	43.5	50.6	5.9	
<b>Illinois</b>																			
Augustana Coll	4	IIB	PR	94.2	76.9	68.9	55.5			76.7	100.0	100.0	6.9	11.5		57.9	16.8	25.3	
Aurora U	4	I	PI	97.4	87.9	78.2		72.2		84.0	100.0	100.0	4.9	10.1	FFTV	37.8	8.7	53.5	
Bradley U	9	IIA	PI	113.0	87.8	79.0	69.7	64.2	-	87.9	100.0	100.0	6.0	10.8	FFTV	55.7	23.0	21.3	
DePaul U	2	I	PR	148.0	117.4	103.6	85.1			116.1	100.0	100.0	9.3	15.4		98.6	0.5	0.9	
Dominican U		IIA	PR	92.5	78.1	77.5	65.1	69.8		80.1	100.0	100.0	6.8	14.1		49.4	21.8	28.8	
Elmhurst U	24	IIA	PR	97.0	82.5	75.7	69.9	63.2		81.2	96.7	100.0	8.2	16.5	FTO	47.4	19.7	32.9	
Governors St U		IIA	PU	113.3	99.4	87.0	-	84.1	70.0	93.7						44.9	25.5	29.6	
Illinois Coll		IIB	PR	81.3	68.8	63.4	64.4			70.2	100.0	100.0	5.0	16.9	FFT	49.2	33.8	16.9	
Illinois St U	2	I	PU	116.9	101.4	87.0		57.9		94.5	100.0	100.0	11.8	23.2	PpOV	58.1	20.3	21.6	
Illinois Wesleyan U		IIB	PI	100.0	78.5	66.6	69.5			79.4	73.1	100.0	6.1	16.0	FpT	54.8	22.1	23.1	
Knox Coll		IIB	PI	88.3	73.3	65.1	57.9			73.6						58.4	22.8	18.8	
Lake Forest Coll	25	IIB	PI	104.3	87.2	74.0	65.6			84.7	100.0	100.0	15.0	19.6		54.4	21.9	23.7	
Lewis U		IIA	PR	115.2	94.7	83.8	73.0			93.4					F	29.0	17.9	53.0	
Loyola U Chicago	2	I	PR	153.6	118.1	107.3	76.8	86.3	69.8	107.1	100.0	100.0	9.1	9.7	PpTV	35.9	17.8	46.4	
McKendree U		IIA	PR	74.3	66.7	61.4	57.8	54.8		65.5	100.0	100.0	4.8	6.7	FFT	54.2	20.8	25.0	

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	IN
				22	11	8	2	18	19	27	1	109	87.0	68.9	58.8	-	87.0	73.0	63.5	-	99.9	105.9	108	97.6
3.3	3.2	5.9	4.7	44	35	39	9	42	31	49	6	258	133.0	95.9	81.8	84.1	145.7	96.4	74.4	75.1	109.5	100.5	90.9	98.9
3.4	4.7	4.4	4.1	228	206	138	103	85	126	98	128	1,471	167.2	117.8	100.9	77.8	147.5	108.9	85.8	68.5	88.2	92.4	85	78.7
3.6	4.5	5.2		554	328	302		221	248	338		2,486	192.8	131.2	109.0		174.7	123.0	99.3		90.6	93.7	91	81.9
3.2	4.1	4.4	2.5	257	174	81	3	122	111	69	4	1,145	218.4	150.5	127.1	125.3	206.0	143.6	114.4	95.2	94.3	95.4	90	83.5
1.0	0.4	1.4	1.0	82	67	57	75	52	68	74	109	610	126.0	101.9	88.6	62.2	111.9	93.5	79.4	61.9	88.8	91.7	89.6	85
4.2	5.0	4.4	5.0	270	184	145	218	142	156	116	282	1,513	156.4	114.3	111.6	80.9	138.0	107.4	97.1	71.4	88.2	93.9	87	81.9
3.9	4.7	4.9	5.1	44	76	49	43	23	59	84	66	493	140.0	116.5	100.1	85.1	132.4	112.9	90.3	82.5	94.5	96.9	90.2	88.5
4.6	5.1	8.2	11.1	62	46	45	23	32	36	50	37	373	134.3	110.3	92.3	78.3	130.6	101.5	87.4	68.9	97.2	92	94.7	86.7
0.0	1.1	2.0	4.9	11	4	7		21	17	34	4	99	103.3	85.5	69.8		103.3	89.0	76.0	85.0	99.9	104.1	108.9	96.9
1.1	1.1	3.7	9.8	31	26	28	1	13	21	31	8	183	109.6	93.1	73.0	-	103.4	88.5	72.5	62.3	94.3	95.1	99.4	88.6
0.3	0.6	1.8	1.1	5	11	17	1	10	20	43	6	113	92.2	83.1	75.0	-	86.4	88.1	82.3	54.2	93.7	106	109.8	104
0.8	1.0	0.4	0.0	41	22	14		37	17	28	3	191	90.4	81.6	68.5		83.8	79.4	70.9	68.6	92.6	97.3	103.5	93.5
0.4	1.1	1.9	3.9	271	202	143	26	182	205	177	40	1,246	219.9	140.0	114.8	67.6	203.8	129.2	109.5	62.1	92.6	92.3	95.4	85.6
0.4	1.1	1.6		63	29	36		47	43	37		364	101.7	89.4	80.3		98.3	82.3	77.4		96.6	92	96.4	94.2
4.3	7.0	4.4	4.6	411	183	144	90	97	86	113	55	1,296	186.9	139.3	127.9	89.4	178.9	140.4	123.2	76.2	95.7	100.8	96.3	86.4
0.4	0.9	0.8	5.5	154	133	78	28	100	103	96	46	907	105.4	88.6	95.5	61.7	95.6	84.2	79.2	55.6	90.7	95.1	83	85.8
1.2	2.2	2.0	3.7	220	169	195	11	131	129	170	27	1,433	113.9	96.6	89.8	65.7	100.8	91.0	83.9	64.3	88.5	94.1	93.4	88.3
2.9	3.5	3.2	-	86	73	60	1	50	78	95	5	478	104.4	91.9	82.6	-	103.5	87.4	75.1	56.8	99.2	95.2	91	90.6
0.0	0.4	0.3	0.5	11	7	6	7	7	10	12	5	83	90.1	76.4	86.6	61.7	87.3	69.9	72.2	56.8	96.9	91.5	83.4	90.9
1.7	1.0	0.9	1.3	7	15	7	3	19	40	41	17	202	115.9	93.8	75.4	74.4	116.9	91.9	77.1	68.8	100.9	98.1	102.3	100.5
0.6	1.5	1.5	0.4	548	274	240	29	261	282	272	19	2,313	157.0	121.1	107.7	59.1	145.8	113.9	104.6	59.6	92.8	94	97.2	88.4
1.5	2.0	1.2	-	114	100	46		69	83	68	1	714	92.1	78.5	73.7		90.6	80.0	75.6	-	98.4	101.9	102.5	96.6
0.8	0.9	1.4	4.0	76	43	28	9	58	46	64	22	420	92.3	73.7	81.2	50.8	86.5	75.1	71.7	50.5	93.7	101.8	88.3	88.2
0.5	4.1	0.0		5	3	2		10	10	10	1	42	70.0	58.5	-		69.4	67.1	56.9	-	99.2	114.7	-	99.2
0.0	1.1	0.1		8	11	11		5	21	24	1	91	97.7	81.7	70.3		89.1	79.8	78.5	-	91.2	97.7	111.7	99.6
				3	9	9	11	10	13	17	16	88	117.4	104.4	83.6	68.4	109.4	95.4	83.9	78.5	93.2	91.3	100.4	102.5
				17	14	19	2	15	12	11	13	103	117.9	99.3	86.1	-	113.4	95.0	80.7	70.6	96.2	95.6	93.8	91.8
				26	17	33	10	28	19	30	27	190	120.9	98.7	89.1	80.8	112.2	97.5	87.6	79.8	92.8	98.8	98.3	94.4
				5	2	11	5	4	2	12	9	50	117.8	-	87.0	77.5	118.9	-	88.5	78.5	100.9	-	101.7	97.2
				23	14	19	16	32	19	19	32	174	116.4	97.9	87.9	75.4	111.1	98.2	83.2	71.1	95.4	100.3	94.6	94.5
				8	7	10	9	11	10	10	22	87	115.5	95.1	85.4	71.7	119.7	92.7	88.0	79.8	103.7	97.5	103	101.3
				39	37	12	6	31	21	18	20	184	128.9	114.8	90.2	82.2	126.2	111.2	96.4	83.9	97.9	96.9	106.8	93
				250	143	130	48	171	131	141	93	1,107	180.7	133.0	110.3	86.7	156.7	120.4	107.2	88.4	86.7	90.5	97.2	84.9
				23	5	12	6	14	17	9	3	89	125.7	112.8	89.0	82.5	126.6	100.4	93.5	86.4	100.7	89	105.1	97.6
				12	4	7	10	6	8	6	22	75	111.8	97.2	85.2	70.1	113.1	92.8	79.4	70.3	101.2	95.4	93.3	89.4
3.1	4.0	3.8	6.7	144	122	83	10	102	117	107	15	842	124.2	103.0	66.4	42.9	116.8	93.8	60.7	47.9	94.1	91.1	91.4	87
2.1	4.3	4.3	-	15	7	10	1	12	5	8	2	69	83.7	71.3	66.8	-	83.3	72.6	63.7	-	99.5	101.8	95.3	98.3
1.0	3.7	4.1	4.8	86	67	62	61	57	71	96	37	603	103.6	97.5	92.1	69.1	98.3	86.5	80.4	60.1	94.9	88.8	87.3	89.2
5.9	6.4	8.7	14.8	26	13	13	14	20	25	15	16	142	86.7	69.0	65.4	62.0	87.6	71.2	64.3	62.5	101.1	103.2	98.4	98.1
-0.2	0.5	1.3		16	14	9		9	19	18		85	78.0	63.9	43.8		76.1	68.2	55.3		97.5	106.7	126.5	99.5
2.2	3.1	3.2	2.2	42	13	14	21	29	28	16	27	190	95.4	78.9	69.6	56.4	92.4	76.1	68.3	54.7	96.9	96.4	98.1	92.4
3.0	3.7	3.3		13	20	11		13	17	33		127	101.8	90.2	77.6		93.0	85.2	78.5		91.4	94.5	101.1	93
3.1	5.2	3.4	3.0	47	51	39	12	19	34	59	12	287	114.9	90.5	85.9	72.8	108.4	83.8	74.4	66.6	94.3	92.6	86.7	83.8
2.9	3.7	4.6	3.2	149	144	58	101	99	139	59	118	867	156.3	122.8	112.6	89.4	135.5	111.7	94.8	81.4	86.7	91	84.2	85
0.4	1.0	0.0	-0.4	25	9	19	5	27	14	20	7	156	96.3	83.2	80.1	62.7	88.9	74.9	75.1	66.8	92.3	90.1	93.7	92.3
2.9	3.0	2.4	-	14	14	23	1	24	26	29	4	152	101.1	80.9	72.6	-	94.6	83.4	78.2	73.1	93.5	103.1	107.8	102.6
2.5	2.7	2.2		20	34	23	1	18	44	35	1	247	118.2	107.6	94.1	-	107.7	93.1	82.4	-	91.1	86.6	87.6	88.3
0.0	0.4	1.4	6.0	12	7	12	1	9	4	16	4	65	82.7	69.9	63.0	-	79.5	66.9	63.6	66.0	96	95.6	101	95.6
6.2	8.1	6.0		174	102	88		129	115	86		885	120.5	102.8	86.5		111.9	100.2	87.5		92.8	97.5	101.2	89.3
1.8	2.7	2.8	-	21	12	20	2	6	23	16	4	104	99.3	77.6	70.4	-	102.2	78.9	61.8	77.5	102.9	101.6	87.8	92.3
4.0	4.5	4.3	4.0	20	16	11	9	12	14	10	9	101	89.4	73.6	66.4	59.3	86.4	73.0	63.7	56.6	96.7	99.2	95.9	94.3
				21	17	9	7	8	22	17	13	114	104.5	88.3	79.0	59.1	103.8	86.3	71.3	69.0	99.3	97.8	90.3	90.4
				34	28	58	2	34	32	83	8	279	119.4	96.0	86.5	-	111.0	93.6	81.9	74.2	92.9	97.5	94.7	92.4
3.2	5.0	3.9	3.0	80	96	76	26	59	86	72	29	845	155.9	124.0	109.3	76.1	150.5	111.5	105.2	77.5	96.5	90	96.3	91.7
2.7	3.3	2.7	4.7	9	9	4	3	14	7	12	5	72	76.8	70.2	67.1	55.0	72.6	62.2	59.5	59.5	94.6	88.6	88.7	91.3

**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	
Monmouth Coll		IIB	PR	70.9	63.7	59.8		57.4		64.3	93.9	100.0	7.2	11.2	FFTOV	34.7	36.7	28.6	
North Central Coll	10	IIA	PR	98.1	83.5	77.7	60.6	59.4		83.4	100.0	100.0	8.1	7.6	FTV	49.0	9.8	41.2	
Northern Illinois U	2	I	PU	136.7	117.1	94.4	54.0		72.0	105.4						60.8	12.7	26.6	
Northwestern U		I	PI	253.3	155.5	134.2				206.8	100.0	100.0	11.0	7.3	PTO	69.1	18.7	12.1	
Olivet Nazarene U	2	IIA	PR	77.9	66.4	56.5	-			69.5	100.0	100.0	5.6	17.7	FFTV	3.7	0.0	96.3	
Roosevelt U	2,25	IIA	PI	103.2	85.1	96.4		63.9		89.9	95.6	100.0	5.0	15.2	FT	61.9	7.1	31.0	
Southern Illinois U Edwardsville	9	IIA	PU	106.4	90.2	80.1	55.3	43.9		84.2	100.0	100.0	10.2	26.1	PpV	53.1	14.1	32.8	
U of Chicago	2	I	PI	292.0	169.7	144.5	67.5	99.8		187.4	100.0	100.0			PpOV	50.7	18.5	30.8	
U of Illinois Chicago	2	I	PU	194.6	147.8	120.0	83.4	92.9		147.2	100.0	100.0	11.9	16.0		48.9	17.1	34.0	
U of Illinois Springfield	2	IIA	PU	110.4	94.4	82.5	66.0			91.3	100.0	100.0	11.9	24.5		60.6	20.2	19.2	
U of Illinois Urbana-Champaign	2	I	PU	189.5	130.6	114.6	82.6	80.8		142.4	100.0	100.0	11.9	15.6		57.4	25.0	17.6	
Wheaton Coll	2	IIA	PR	113.2	94.7	72.8	-	78.7		97.3	100.0	100.0	5.6	18.6	PTV	68.3	22.6	9.1	

**Indiana**

Ball St U	2	I	PU	98.1	83.5	78.0	63.6	58.4	71.2	73.7					PO	37.5	13.3	49.2
Bethel U-Indiana		IIA	PR	67.3	59.4	48.9				56.9	-	100.0	-	21.8	FFT	58.3	18.8	22.9
Butler U	2	IIA	PI	108.6	96.9	86.7	64.1	54.7	41.7	87.8	100.0	100.0	9.5	13.0	FpT	41.0	18.3	40.7
DePauw U		IIB	PI	114.9	88.7	79.0	69.8			97.0	100.0	100.0	7.7	10.0	FpT	66.3	19.3	14.5
Earlham Coll	2,24,36	IIB	PR	93.6	78.4	65.7	61.4			76.5	84.2	100.0	7.9	23.5	FfV	47.4	24.2	28.4
Franklin Coll		IIB	PR	77.1	78.5	62.1	57.0	39.9		67.1	100.0	100.0	3.8	8.3	FTV	43.2	25.7	31.1
Goshen Coll		IIB	PR	78.9	65.6	56.6				68.9	100.0	100.0	3.8	17.7	PpV	32.9	14.3	52.9
Hanover Coll		IIB	PR	84.8	69.1	64.1	64.7			75.8	100.0	100.0	7.4	11.9	FfT	70.5	21.8	7.7
Indiana Inst of Tech	4	IIA	PI	97.6	91.8	91.0		65.6		87.5	100.0	100.0	10.0	9.3	FTV	51.6	29.0	19.4
Indiana St U	2	I	PU	102.1	85.7	69.4	57.8	54.2		79.8	97.5	100.0	10.1	13.8	P	52.4	19.2	28.4
Indiana U-Bloomington	2	I	PU	159.9	122.6	117.5		75.2		124.2	100.0	100.0	9.1	6.7	P	45.1	19.5	35.4
Indiana U-East	2	IIB	PU	98.3	87.7	78.1		60.2		81.6	100.0	100.0	9.0	11.9	P	43.2	21.1	35.8
Indiana U-Indianapolis	2	I	PU	125.0	102.4	92.2		65.1		98.0	100.0	100.0	9.1	10.0	P	40.5	11.9	47.6
Indiana U-Kokomo	2	IIA	PU	90.4	76.2	74.3		58.2		73.6	100.0	100.0	9.1	13.2	P	36.6	22.0	41.5
Indiana U-Northwest	2	IIA	PU	97.1	79.3	70.5		57.4		76.5	100.0	100.0	9.3	11.8	P	42.1	14.3	43.7
Indiana U-South Bend	2	IIA	PU	79.8	77.2	70.2		55.1		72.2	100.0	100.0	9.2	12.9	P	47.7	9.3	43.0
Indiana U-Southeast	2	IIA	PU	87.9	84.8	74.2		62.9		79.8	100.0	100.0	9.1	11.6	P	52.9	13.5	33.5
Ivy Tech Comm Coll		III	PU	78.4	69.6	62.3	56.8	52.6		63.6	99.9	90.7	11.7	27.0	F	0.0	0.0	100.0
Purdue U Fort Wayne	2,37	IIA	PU	95.6	86.2	77.0	-		63.3	82.3	100.0	100.0	9.8	17.8	P	50.5	20.8	28.7
Purdue U Northwest	2	IIA	PU	116.0	91.9	81.9	60.4		60.4	89.4	100.0	100.0	9.4	16.0	P	49.1	17.1	33.8
Purdue U-Main Campus	2	I	PU	175.7	126.1	105.7	60.4		76.7	131.3	100.0	100.0	9.6	11.0	P	50.3	17.1	32.5
Rose-Hulman Inst of Tech	2	IIB	PI	128.2	103.2	88.5				110.1	100.0	100.0	9.2	14.2	FTV	72.7	25.1	2.2
Saint Mary's Coll	4	IIB	PR	98.1	81.9	70.5		71.6		79.5	94.8	100.0	8.8	13.6	FFTV	50.7	33.6	15.7
Taylor U	4	IIB	PR	83.6	74.1	70.1	58.3			75.0	100.0	100.0	5.8	27.6	FFT	48.6	24.6	26.8
U of Evansville	12,38	IIA	PR	86.5	74.7	75.7	50.1			76.6	93.1	100.0	5.1	12.2	FT	38.8	27.5	33.8
Valparaiso U	24,39	IIA	PR	85.9	72.9	71.1	68.4	62.0		74.6	100.0	100.0	6.0	11.7	FT	59.6	14.8	25.7
Wabash Coll		IIB	PI	111.7	91.5	76.5	56.7			92.6	100.0	100.0	9.6	11.3	FFTV	70.1	19.5	10.3

**Iowa**

Allen Coll	13	IIA	PI	83.7	74.6	67.6	52.3			73.0	100.0	100.0	4.7	16.5		0.0	0.0	100.0
Central Coll		IIB	PR	80.7	66.5	59.9		66.4		70.5	100.0	100.0	5.7	10.5	FT	62.5	20.8	16.7
Coe Coll		IIB	PR	82.4	66.0	57.7	-			67.4	100.0	100.0	10.0	19.4	FFT	60.2	17.0	22.7
Cornell Coll		IIB	PR	79.8	68.5	65.9	54.3			70.9	100.0	100.0	5.8	12.3	FFTV	63.0	27.4	9.6
Faith Baptist Bible Coll and Theo Sem		IIB	PR	61.3	54.8	51.6				54.8	100.0	100.0	1.9	19.5	F	0.0	0.0	100.0
Graceland U-Lamoni	25	IIA	PR	83.2	73.8	69.8	45.2			72.0						26.3	35.5	38.2
Grinnell Coll	40	IIB	PI	153.1	119.9	98.4	80.1			124.7	100.0	100.0	9.8	10.9	PpO	93.3	1.7	5.1
Kirkwood Comm Coll	14	III	PU	92.5	79.0	74.7	71.5		-	82.1	100.0	100.0	9.4	8.8		0.0	0.0	100.0
Loras Coll		IIB	PR	68.8	61.1	62.2				63.5	100.0	100.0	0.3	9.0	FFT	61.9	31.0	7.1
Luther Coll		IIB	PR	84.3	72.5	62.9	50.0			74.3	100.0	100.0	5.0	11.9	FpT	71.1	12.6	16.3
Morningside U		IIA	PR	79.2	71.0	65.1	54.2			69.8	91.9	100.0	4.4	16.2		48.6	36.5	14.9
Simpson Coll		IIB	PR	69.6	62.8	50.8	57.0			61.5	98.6	100.0	9.9	34.9	FFT	60.3	21.9	17.8
U of Iowa	2	I	PU	166.2	103.6	97.0	66.8	-		120.3	100.0	100.0	9.8	12.3		48.7	18.9	32.4
U of Northern Iowa		IIA	PU	97.7	81.3	79.6	67.5		-	84.3						69.6	10.7	19.7
Upper Iowa U		IIA	PI	74.9	72.7	63.5		60.5		66.8	100.0	100.0	2.4	19.2		31.7	43.9	24.4
Wartburg Coll		IIB	PR	77.0	65.8	59.6		54.7		65.5	100.0	100.0	6.0	12.5	FFT	53.5	30.2	16.3

**Kansas**

Benedictine Coll	25	IIB	PR	85.0	80.8	71.9	44.9	-	-	78.3	100.0	100.0	3.4	24.3	FT	51.1	33.1	15.8
Emporia St U*	9	IIA	PU	82.5	68.0	64.4	55.6			66.3	100.0	100.0	8.5	18.0	PV	41.0	28.2	30.8
Fort Hays St U		IIA	PU	102.0	82.0	69.4	53.6	65.1		76.2	100.0	100.0	8.5	9.5	F	42.7	19.1	38.2
Kansas St U	2	I	PU	135.8	104.4	90.4	66.3	75.9		102.3	100.0	100.0	9.5	9.0	PT	54.5	13.5	32.0

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	IN	
0.8	1.5	0.8		10	5	7		8	6	4		49	72.6	63.7	62.1		68.8	63.7	55.8		94.7	100.1	89.8	95.1	
3.8	3.1	4.1	-	36	17	8	7	28	42	33	3	194	100.5	84.1	86.3	61.7	95.1	83.3	75.6	58.2	94.6	99	87.6	92.6	
4.9	4.3	4.1	0.2	142	105	41	63	87	118	61	83	734	136.4	117.7	99.6	54.7	137.1	116.5	91.0	53.4	100.5	99	91.3	92.2	
0.8	1.4	1.5		463	162	115		217	133	112		1,202	262.9	163.8	145.3		232.9	145.3	122.8		88.6	88.7	84.5	81.2	
0.6	0.8	1.5	-	35	16	12		18	12	12	2	107	78.9	67.3	57.8		75.9	65.3	55.3	-	96.2	97.1	95.6	91.8	
				25	22	4		18	20	7		113	109.6	85.8	94.5		94.2	84.3	97.5		86	98.3	103.2	95.4	
3.7	5.4	6.3	4.3	108	73	34	47	87	57	53	114	576	110.3	91.5	80.9	58.4	101.6	88.7	79.5	54.0	92.1	96.9	98.3	84.5	
				490	163	142	104	182	102	149	76	1,769	305.8	173.7	150.9	70.1	254.7	163.4	138.5	64.0	83.3	94.1	91.8	73.2	
4.4	6.3	5.5	4.7	248	214	162	3	170	198	183	35	1,365	201.5	157.3	126.2	73.8	184.7	137.7	114.5	84.2	91.7	87.5	90.7	84.6	
0.9	2.0	1.7	10.0	24	45	27	12	19	38	26	12	203	118.8	97.4	92.8	69.1	99.7	91.0	71.8	62.9	83.9	93.4	77.3	85.7	
4.4	5.0	3.9	3.6	611	291	339	32	274	245	321	54	2,359	193.4	135.5	118.7	86.4	180.6	124.8	110.3	80.3	93.4	92.1	92.9	84.2	
3.5	4.0	5.0	-	51	55	10		16	29	20		186	114.0	95.7	75.8	-	110.8	92.9	71.4		97.2	97.1	94.2	88.6	
0.1	0.8	1.0	0.7	90	109	63	67	61	79	65	88	920	101.7	84.7	80.2	64.4	92.9	82.0	75.9	62.9	91.4	96.8	94.6	90.5	
0.6	1.4	0.8	-	7	9	7		3	10	12		48	67.6	60.0	48.4		66.4	58.9	49.3		98.2	98.2	101.9	93.9	
3.0	4.0	3.7	1.4	57	40	35	41	45	47	49	50	383	110.7	97.5	91.5	65.5	105.9	96.5	83.3	63.1	95.7	99	91	91.5	
2.9	7.2	3.9	8.4	42	21	25	2	31	21	21	3	166	117.0	89.3	80.5	-	112.0	88.2	77.1	70.5	95.8	98.7	95.8	94.8	
2.0	4.0	3.1	2.0	18	11	10	4	13	6	25	8	95	95.1	78.0	68.0	67.9	91.6	79.3	64.8	58.1	96.3	101.7	95.3	88.1	
2.4	12.7	7.1	10.5	15	5	6	4	9	3	22	7	74	79.8	64.0	56.3	53.9	72.6	102.6	63.7	58.8	91	160.3	113.1	102	
2.7	6.2	8.4	-	14	7	7		16	14	12		70	77.1	66.0	57.8		80.6	65.4	55.9		104.6	99.1	96.7	98.5	
1.2	2.4	2.6	2.2	24	8	9	4	16	8	8	1	78	86.1	70.4	66.2	65.3	82.9	67.7	61.7	-	96.3	96.2	93.3	94.8	
3.4	3.1	4.8		5	15	9		5	13	3		62	105.4	94.9	91.1		89.8	88.1	91.0		85.2	92.8	99.9	86.8	
0.3	0.1	0.1	0.6	62	36	29	30	50	42	38	63	359	102.8	88.6	68.9	59.6	101.3	83.2	69.9	56.9	98.6	93.9	101.4	90.4	
3.1	4.0	3.0		522	301	214		261	214	273		2,271	167.0	128.7	129.0		145.8	113.9	108.5		87.4	88.5	84.1	81.7	
1.9	2.8	3.0		12	10	5		12	19	13		95	97.3	89.5	89.2		99.3	86.8	73.8		102.1	97	82.8	96.1	
2.5	3.3	3.3		161	111	67		100	134	152		933	132.6	110.6	104.5		112.7	95.5	86.9		85	86.4	83.2	81.1	
1.2	4.4	3.7		13	13	12		13	17	20		123	98.8	74.7	74.4		82.0	77.3	74.2		83	103.4	99.8	92	
2.8	2.8	2.5		16	19	7		11	20	30		126	100.0	80.1	69.3		92.9	78.6	70.8		93	98.1	102.1	88.2	
2.1	2.1	3.4		30	36	21		36	22	29		214	81.9	78.6	70.5		78.0	75.0	69.9		95.2	95.4	99.1	94.2	
2.1	2.0	2.6		24	20	4		31	22	25		155	91.5	91.5	86.7		85.2	78.8	72.1		93.1	86.1	83.2	87.5	
				34	91	217	112	64	159	280	205	1,181	75.0	68.8	61.1	54.2	80.2	70.1	63.3	58.3	106.9	101.8	103.6	104.6	
0.0	0.9	1.7	5.6	53	52	65	1	19	40	37	1	307	97.4	88.8	77.1	-	90.6	82.9	76.8	-	93.1	93.4	99.6	93.3	
0.2	0.8	0.9	1.5	46	46	36	7	26	29	47	17	281	118.2	90.8	83.1	62.1	112.1	93.6	81.0	59.6	94.9	103.1	97.4	91.5	
2.6	3.6	3.4	3.0	682	374	453	5	247	248	349	4	2,670	179.0	131.7	110.0	57.3	166.7	117.7	100.2	64.2	93.2	89.4	91.1	82.9	
2.0	2.6	2.8		60	44	25		16	19	19		183	130.6	102.4	90.5		119.1	105.3	86.0		91.1	102.9	95	90.6	
8.3	11.0	6.1		11	17	10		13	30	41		134	97.9	84.4	74.8		98.1	80.6	69.4		100.2	95.5	92.8	91.3	
4.1	4.7	4.4	3.5	31	28	20	4	10	14	31		138	83.6	74.2	68.5	58.3	83.8	74.0	71.1		100.2	99.6	103.8	98.1	
-0.1	2.1	-0.7	-0.7	21	12	32	4	11	22	55	3	160	88.0	71.7	81.8	50.2	83.5	76.4	72.2	49.8	94.9	106.6	88.3	92.2	
0.0	0.3	1.2	3.2	27	35	14	6	19	34	29	4	183	85.3	74.6	70.9	67.0	86.7	71.1	71.2	70.4	101.5	95.3	100.5	97	
3.4	3.4	4.1	5.4	17	22	10	2	10	16	6	4	87	112.5	93.1	77.2	-	110.3	89.1	75.4	58.6	98.1	95.7	97.8	94.2	
3.5	2.9	2.8	2.5	2	1		1	12	8	15	3	42	-	-		-	81.5	72.8	67.6	52.8	-	-		86.2	
1.3	1.6	2.0		16	13	4		9	12	6		72	82.4	67.6	62.5		77.7	65.2	58.2		94.3	96.5	93.1	93.2	
0.0	0.1	0.0	-	15	16	12		7	23	13	2	88	85.9	67.6	57.1		75.0	64.9	58.3	-	87.3	96	102.2	89.8	
0.0	1.3	2.3	0.0	11	8	10	4	18	9	10	3	73	83.1	69.6	64.6	58.5	77.8	67.6	67.3	48.6	93.7	97.2	104.2	99.3	
3.2	5.8	4.0		5	3	6		1	4			19	61.3	56.9	53.0			-	49.6		-	-		86.9	
				6	4	18	1	10	9	25	3	76	75.8	66.2	65.3	-	87.6	77.2	73.1	45.0	115.6	116.5	111.9	112.3	
3.8	4.6	4.9	6.8	41	31	17	5	26	24	30	4	178	152.4	119.7	95.6	85.5	154.2	120.2	100.0	73.3	101.2	100.4	104.5	94.9	
2.8	3.1	3.3	3.2	50	27	21	28	41	15	26	15	224	92.3	78.9	73.8	71.3	92.7	79.3	75.4	71.9	100.5	100.6	102.1	101.4	
2.1	0.3	1.6	-	11	16	10		11	16	20		84	67.7	62.2	65.2		69.9	59.9	60.7		103.2	96.3	93.1	96.8	
1.7	2.9	3.2	2.3	34	25	13	1	22	20	14	6	135	85.2	73.7	64.1	-	83.0	70.9	61.8	50.0	97.4	96.1	96.4	92.3	
3.0	3.7	3.6	-	8	14	11	2	9	10	19	1	74	83.3	70.2	67.5	-	75.6	72.2	63.7	-	90.8	102.8	94.2	95.2	
0.2	0.0	1.0	-2.0	17	6	9	3	12	9	11	6	73	70.1	64.3	49.5	52.0	68.8	61.8	51.8	59.5	98.1	96.2	104.7	97.6	
3.9	3.8	3.3	3.8	293	207	170	35	154	212	224	45	1,341	176.1	108.1	101.0	71.4	147.4	99.2	94.0	63.3	83.7	91.8	93.1	80.2	
2.9	3.9	5.4	4.1	87	69	20	31	60	59	29	55	411	97.9	83.5	83.7	69.6	97.4	78.7	76.8	66.4	99.5	94.2	91.8	91.7	
5.8	2.6	3.1		4	3	7		5	4	8		41	78.9	78.6	64.2		71.8	68.3	62.9		91	86.9	98	95.6	
1.6	3.1	2.7		13	14	9		11	11	14		86	77.7	66.1	60.0		76.2	65.5	59.3		98.1	99.2	98.8	94.7	
				25	34	29	3	8	10	23	3	139	86.2	80.1	72.3	47.2	81.0	83.1	71.3	42.5	93.9	103.7	98.6	92	
1.8	5.0	4.2	7.6	21	26	23	14	12	27	38	34	195	82.3	68.7	62.6	65.8	82.8	67.4	65.5	51.4	100.5	98.1	104.8	90.8	
3.7	6.6	2.1	6.7	39	45	50	32	37	32	64	28	351	104.1	82.4	68.2	53.1	99.8	81.3	70.3	54.2	95.9	98.6	103.1	98.1	
3.9	4.3	4.8	3.4	213	122	65	73	91	88	59	87	926													

# 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							
<b>Kansas (continued)</b>																									
Ottawa U-Ottawa	4,24	IIB	PR	69.9	64.0	62.4						64.1	100.0	100.0	1.5	8.3	FTOV	17.6	25.5	56.9					
U of Kansas	2	I	PU	138.5	103.1	91.3			53.2			109.1	100.0	100.0	8.5	11.3	PO	52.7	18.5	28.8					
Washburn U	2	IIA	PU	116.5	88.4	73.7			62.8			83.3	100.0	100.0	9.4	13.6	F	44.6	17.3	38.0					
Wichita St U	15	I	PU	117.7	86.3	81.7				69.5	85.9	98.2	98.2	8.9	11.9	P	44.8	15.8	39.4						
<b>Kentucky</b>																									
Berea Coll		IIB	PI	107.8	85.2	71.7	63.0	-			85.7	100.0	100.0	6.8	10.1			54.4	20.4	25.2					
Centre Coll	24	IIB	PI	111.8	88.0	70.8	71.5				88.3	91.7	100.0	9.9	9.1	FFTV		57.6	27.3	15.2					
Eastern Kentucky U		IIA	PU	84.1	72.0	68.2	69.8	54.6	55.9	73.8	100.0	100.0	11.7	8.0	P		58.1	25.2	16.7						
Georgetown Coll	24	IIA	PR	67.4	56.8	53.3	43.2	44.5		58.8	100.0	100.0	2.0	9.9	PfT		66.1	12.9	21.0						
Murray St U	2	IIA	PU	90.6	76.5	71.8	51.0			73.0	100.0	100.0	15.6	16.9	F		52.5	20.8	26.6						
Northern Kentucky U	4	IIA	PU	107.0	86.5	85.3		61.5		79.9	100.0	100.0	10.8	17.3	PO		46.2	11.4	42.4						
Transylvania U		IIB	PR	105.0	90.7	65.9	62.8			89.6	100.0	100.0	9.0	10.8	FFT		70.2	22.6	7.1						
U of Kentucky	2	I	PU	147.4	109.0	97.7		75.2		111.2	99.8	97.4	10.0	12.1			56.0	24.5	19.5						
U of Louisville	2	I	PU	143.4	99.2	84.4	63.1	64.0		106.1	100.0	100.0	10.0	12.0	F		52.0	14.1	33.8						
U of Pikeville	25	IIB	PR	76.9	64.9	58.9	48.9			65.0	100.0	100.0	7.4	14.5	FpV		0.0	0.0	100.0						
Western Kentucky U	2	IIA	PU	92.9	77.0	69.8	54.4			75.8	100.0	100.0	11.4	14.9	P		55.3	21.6	23.1						
<b>Louisiana</b>																									
Centenary Coll of Louisiana		IIB	PR	95.9	71.8	67.9				73.3	100.0	100.0	5.0	14.3	FpTV		41.1	44.6	14.3						
Louisiana St U and Ag & Mech Coll	1	I	PU	153.1	111.2	98.8	61.9	92.8		108.8	100.0	100.0	21.4	9.2			47.8	19.1	33.1						
Loyola U New Orleans		IIA	PR	110.7	80.0	78.3	58.0	75.0		83.3	100.0	100.0	1.8	17.5	FfO		38.0	25.3	36.7						
Tulane U	2,33	I	PI	177.3	123.4	121.8	81.9	101.6		120.8	99.8	99.8	7.3	6.9	FFT		40.2	16.4	43.4						
<b>Maine</b>																									
Bates Coll		IIB	PI	149.8	117.9	93.7	73.2	102.1		114.8	100.0	100.0	8.5	12.2	P		53.9	28.1	18.0						
Bowdoin Coll		IIB	PI	175.4	138.9	104.7	68.8	103.8	-	136.2	93.9	100.0	12.5	11.1			60.1	26.3	13.6						
Colby Coll		IIB	PI	172.4	125.2	99.8	75.3	88.6		123.5	85.1	100.0	8.8	14.7	Pp		48.3	33.9	17.8						
U of Maine	2,41	I	PU	147.8	107.1	84.2		74.8		107.4	100.0	100.0	10.0	20.5	PpT		58.4	21.3	20.3						
U of Maine at Augusta		IIB	PU	97.5	80.1	67.9		63.0		76.8	100.0	100.0	10.0	27.1	Pp		47.9	34.0	18.1						
U of Maine at Farmington		IIB	PU	98.0	80.2	62.6		61.5		82.2	100.0	100.0	9.8	29.1	Pp		75.4	13.0	11.6						
U of Maine at Fort Kent	2	IIB	PU	101.0	73.0	62.2	-	56.9		76.1	100.0	100.0	9.8	26.7	Pp		42.3	34.6	23.1						
U of Maine at Presque Isle	2	IIB	PU	97.0	77.5	66.1	-	-		75.5	100.0	100.0	10.1	27.7	Pp		41.9	37.2	20.9						
U of New England	2	IIA	PI	106.8	96.4	76.5		66.3		87.0	100.0	100.0	7.0	18.0	FFTOV		30.0	10.3	59.6						
U of Southern Maine	2	IIA	PU	130.0	104.7	74.8		74.9		99.5	100.0	100.0	10.2	23.2	Pp		54.9	17.2	27.9						
<b>Maryland</b>																									
Bowie St U		IIA	PU	137.8	110.9	94.6	-	71.3		105.3	100.0	100.0	17.3	6.4	FpTV		82.9	2.1	15.0						
Comm Coll of Baltimore County	12	III	PU	122.1	103.4	86.5	70.5			97.9	96.2	100.0	12.4	15.0			2.0	0.0	98.0						
Coppin St U	16	IIA	PU	122.3	104.2	91.1	-	72.8		98.8	90.2	90.2	12.4	12.0	FFTV		53.0	38.6	8.3						
Frostburg St U	2	IIA	PU	108.1	95.5	87.6	76.5	59.1		94.8	100.0	100.0	10.8	14.3	PpT		66.3	25.1	8.6						
Goucher Coll	42	IIA	PI	104.6	84.0	75.4	-			85.6	93.6	97.9	4.7	8.3	FFT		55.3	27.7	17.0						
Hood Coll		IIA	PI	88.4	76.6	70.2	70.9			76.3	100.0	100.0	4.5	10.5	FT		49.0	43.1	7.8						
Johns Hopkins U	2	I	PI	236.6	156.0	137.4	136.2	99.5	87.5	179.7							43.8	25.1	31.1						
Loyola U Maryland		IIA	PR	130.6	97.0	75.2	-			98.4	99.4	99.4	8.2	8.6	FpT		51.2	10.5	38.3						
McDaniel Coll		IIA	PI	94.6	87.2	74.6	-	67.2		82.3	100.0	100.0	4.5	14.8	FTV		52.2	23.9	23.9						
Montgomery Coll		III	PU	111.4	94.5	84.3	69.8			106.0	100.0	100.0	4.8	8.8			0.0	0.0	100.0						
Mount St Mary's U		IIA	PR	99.6	78.1	73.0	-	59.9		77.8	100.0	100.0	5.9	19.4	FFTV		45.7	24.6	29.7						
Salisbury U	2,24	IIA	PU	125.4	104.2	93.8	79.2	74.3		102.0	89.0	89.0	17.4	12.4	FpV		62.8	16.8	20.4						
St Mary's Coll of Maryland	2	IIB	PU	118.5	96.6	81.1	71.1	70.2		94.2	93.2	100.0	8.9	15.1	FpTV		56.4	27.1	16.5						
Towson U		IIA	PU	119.2	101.0	80.6	88.5			100.2	100.0	100.0	10.4	18.9	FpV		48.7	18.5	32.8						
U of Maryland Baltimore	2	I	PU	202.6	142.1	115.0	99.7	86.5		142.3	100.0	100.0	9.6	11.0	FfT		26.1	5.9	68.0						
U of Maryland Eastern Shore	2	IIA	PU	115.1	100.8	90.3		51.8		90.5	100.0	100.0	7.3	17.3	FfV		49.4	21.8	28.8						
U of Maryland-Baltimore County	2	I	PU	160.9	122.2	101.4	84.6	83.9		119.7	100.0	100.0	8.6	13.0			48.7	20.0	31.3						
U of Maryland-Colli Park	2	I	PU	210.2	146.5	124.3	-	85.5		147.0	98.4	99.0	8.5	10.6	FpTV		48.5	17.6	34.0						
United States Naval Academy	43	IIB	PU																						
Washington Coll		IIB	PI	98.2	81.0	76.4	67.9			81.8	100.0	100.0	0.0	16.5			70.2	16.0	13.8						
<b>Massachusetts</b>																									
Amherst Coll		IIB	PI	179.4	138.5	112.5	87.4	100.6		135.6	87.0	100.0	10.3	12.2			49.6	25.6	24.8						
Assumption U	4	IIA	PR	102.0	92.1	88.3	69.4			90.6	99.3	99.3	7.8	9.1	FFTV		51.1	16.5	32.4						
Babson Coll		IIA	PI	249.4	190.5	172.9	124.0	143.6		191.3	100.0	100.0	9.0	7.4	FTV		54.4	12.8	32.8						
Bentley U	24	IIA	PI	185.0	155.1	143.8		104.9		141.5	100.0	100.0	10.3	13.0	FV		37.6	28.1	34.2						

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	IN	
2.2	2.2	1.7		4	9	14		5	4	15		51	70.4	65.2	56.3		69.5	61.3	68.1		98.8	94	121	109.6	
2.6	3.1	1.8		313	184	153		163	148	166		1,241	143.1	110.4	98.7		129.7	94.1	84.5		90.6	85.2	85.7	82	
4.3	4.4	6.8		33	24	21		35	30	27		271	121.2	87.8	75.2		112.0	88.9	72.5		92.4	101.2	96.3	90.2	
1.7	3.0	3.2		85	75	45		39	50	44		558	120.3	90.1	84.1		111.9	80.7	79.2		93	89.5	94.2	82	
3.1	10.1	11.2	-	20	27	21	4	17	32	21	4	147	107.4	85.2	70.6	58.9	108.3	85.2	72.8	67.2	100.9	100	103.2	100.1	
1.4	4.6	5.7	2.6	20	20	16	8	17	25	18	8	132	115.2	86.3	69.4	72.9	107.9	89.5	72.0	70.2	93.6	103.7	103.8	97.5	
3.1	1.3	2.2	1.5	96	55	53	1	79	82	78	11	497	83.7	74.4	71.6	-	84.6	70.4	65.9	69.3	101	94.7	92.1	95.2	
0.0	0.0	6.0	10.0	22	7	2	1	8	4	6	2	62	67.5	57.8	-	-	67.3	54.9	51.9	-	99.7	95	-	89.2	
3.4	5.4	3.3	4.3	77	52	44	45	46	48	57	63	432	94.3	82.6	74.2	51.3	84.2	69.9	69.9	50.7	89.3	84.6	94.2	85.7	
3.1	3.0	5.2		55	53	24		41	73	26		472	111.4	89.7	88.1		101.0	84.2	82.8		90.7	93.8	94	87.6	
0.0	0.4	0.0	5.1	21	12	6	2	12	17	10	4	84	107.3	89.7	66.3	-	101.0	91.5	65.7	63.8	94.1	102	99	91.1	
2.3	3.6	2.5		301	203	146		135	197	202		1,468	150.8	114.0	101.4		139.7	103.9	95.1		92.6	91.1	93.7	83.2	
4.1	4.0	3.6	4.2	197	158	136	18	115	139	184	34	990	148.3	102.1	88.8	73.0	135.0	95.8	81.2	57.9	91	93.8	91.4	84.2	
				10	11	10	1	9	13	17	3	74	76.7	68.0	56.9	-	77.2	62.4	60.2	52.3	100.6	91.8	105.9	96.4	
1.8	2.8	3.4	3.6	105	73	61	44	75	83	76	71	588	95.6	79.9	74.6	56.5	89.2	74.4	66.0	53.0	93.3	93.2	88.6	87.7	
2.0	2.0	1.6		5	6	19		4	7	15		56	93.0	72.9	68.5		99.5	70.9	67.1		107	97.3	98	99.5	
3.9	3.8	4.1	5.7	300	186	188	129	115	140	141	198	1,430	158.2	115.6	103.7	67.8	139.7	105.3	92.3	58.0	88.3	91.1	89	77	
0.0	0.6	1.5	0.3	37	23	25	11	15	20	30	5	237	106.7	85.5	81.2	57.3	120.5	73.7	75.9	59.5	112.9	86.2	93.5	96.5	
3.7	5.3	4.3	3.8	139	102	76	163	69	87	94	150	891	183.1	130.3	131.5	86.2	165.7	115.3	113.9	77.3	90.5	88.5	86.6	83.5	
4.2	3.8	3.7	8.8	22	26	14	8	31	18	35	11	178	153.0	118.8	93.6	73.7	147.5	116.5	93.7	72.9	96.4	98	100	94.2	
3.5	5.1	5.3	6.1	34	25	28	2	34	35	34	2	213	173.4	138.2	105.0	-	177.4	139.3	104.4	-	102.3	100.8	99.5	101.3	
5.2	4.8	4.7	-	35	31	36	3	23	37	68	2	242	176.7	127.6	98.2	76.2	165.9	123.3	100.6	-	93.8	96.6	102.5	89	
4.7	5.8	7.6		92	90	54		45	81	49		507	153.7	111.6	90.3		135.9	102.1	77.6		88.4	91.5	85.9	83.5	
4.8	6.4	8.6		9	8	10		12	16	23		94	101.0	83.1	66.2		94.9	78.6	68.7		94	94.6	103.8	92.5	
5.0	5.3	4.6	-	8	13	2		17	14	7		69	98.4	84.0	-		97.8	76.8	62.4		99.4	91.4	-	93.5	
4.5	4.0	7.6	-	6	3	2		3	2	3	1	26	96.3	72.6	-		110.4	-	62.2	-	114.6	-	-	90.7	
5.8	7.2	7.7	-	4	10	8		3	8	7	1	43	94.4	77.8	65.8		100.4	77.0	66.4	-	106.3	98.9	100.8	97.6	
2.6	3.7	3.2		33	14	15		26	41	41		223	109.7	108.7	80.7		103.1	92.2	75.0		94	84.8	92.9	92.2	
6.6	5.5	8.6		35	38	18		28	47	22		244	135.8	115.7	78.6		122.7	95.8	71.7		90.3	82.8	91.2	85.5	
2.9	3.6	4.3	-	27	30	46		24	31	54	1	240	141.2	113.5	94.6		133.9	108.4	94.6	-	94.8	95.5	100	93.4	
5.8	6.5	6.8	7.2	26	58	52	16	63	69	85	30	399	121.1	104.0	86.7	72.2	122.5	102.8	86.3	69.6	101.1	98.9	99.6	100.5	
6.3	9.9	5.2	-	15	20	15	1	8	21	38	1	132	123.6	101.6	93.8	-	119.8	106.6	90.1	-	97	104.9	96	95.2	
1.3	1.8	1.5	1.0	46	20	16	1	26	33	21	8	187	108.6	98.0	88.0	-	107.3	94.0	87.3	75.4	98.9	96	99.2	90.9	
2.0	2.1	1.6	-	10	16	11	1	14	18	23	1	94	105.3	84.1	72.6	-	104.2	83.9	76.7	-	98.9	99.7	105.6	99.9	
2.0	1.9	2.2	1.2	8	16	20	1	15	15	25	2	102	91.9	78.4	70.7	-	86.6	74.7	69.8	-	94.2	95.2	98.7	98.5	
				439	179	142	3	221	193	163	4	1,536	242.8	161.5	144.0	167.2	224.2	151.0	131.7	113.1	92.4	93.5	91.4	81.2	
2.7	3.3	3.2		57	40	60		48	49	76	2	332	141.8	99.8	79.5		117.3	94.6	71.8	-	82.7	94.8	90.4	84.3	
0.0	0.1	0.0	-	17	12	3	1	17	20	17	1	113	93.0	80.8	67.3	-	96.2	91.0	75.9	-	103.5	112.5	112.8	99.9	
4.0	3.7	4.0	-	141	26	9	1	185	51	22	5	440	112.3	95.0	84.2	-	110.7	94.2	84.3	71.1	98.5	99.2	100.1	96.7	
2.4	2.9	2.7	-	12	40	25	1	10	13	20	1	138	99.3	78.8	68.4	-	99.9	76.0	78.7	-	100.6	96.4	115	100.8	
1.1	1.4	1.6	3.3	70	69	31		40	61	38	3	392	129.2	107.2	99.7		118.7	100.9	88.9	79.2	91.9	94.1	89.1	83.3	
				20	20	16	4	17	18	20	8	133	120.6	100.7	84.7	73.8	116.1	91.9	78.2	69.8	96.3	91.3	92.3	88.1	
1.0	2.1	1.8	5.3	181	82	119	1	174	145	234	3	939	124.0	101.3	80.2	-	114.3	100.9	80.8	92.9	92.2	99.7	100.8	91.7	
0.7	1.3	0.9	1.2	65	35	42	13	63	85	177	21	506	215.7	141.9	128.3	104.1	189.1	142.2	111.8	96.9	87.7	100.2	87.1	80.3	
1.8	2.4	2.7		52	31	32		27	18	34		257	117.0	102.4	90.6		111.3	98.2	90.0		95.1	95.9	99.3	91.7	
1.0	1.4	2.0	1.0	118	71	56	1	65	85	67	4	620	170.3	129.2	105.1	-	143.6	116.4	98.4	89.3	84.3	90.1	93.7	83	
0.8	1.8	1.8	-	443	216	197		168	216	193	2	1,913	216.9	153.3	133.9		192.5	139.7	114.5	-	88.8	91.1	85.5	78	
1.5	2.5	4.7	2.5																						
0.0	0.1	1.9	1.1	9	22	5	4	7	30	11	6	94	99.9	86.6	74.2	66.6	95.9	76.9	77.4	68.8	96	88.8	104.3	91.3	
2.5	2.1	4.5	3.5	57	19	28	17	40	18	41	15	270	184.0	140.7	115.1	86.3	172.8	136.2	110.8	88.6	94	96.9	96.3	90.3	
0.4	4.7	3.5	1.3	19	20	11	8	14	26	33	8	139	105.2	93.7	88.3	70.0	97.6	90.9	88.3	68.8	92.8	97	100	95.3	
2.6	3.1	3.9	4.3	41	24	9	4	21	23	13	1	195	258.0	188.7	145.1	114.9	232.6	192.3	192.1	-	90.2	101.9	132.3	92.7	
4.6	5.5	3.4		35	31	32		28	24	45		295	188.7	165.4	143.7		180.5	141.8	143.9		95.7	85.7	100.1	98.4	

**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
Boston Coll		I	PR	216.1	139.7	138.8	89.9	129.2		166.8	88.6	100.0			FfV	50.9	16.4	32.7
Boston U	2	I	PI	221.9	152.5	132.0	129.3	94.9		150.0	100.0	99.9	7.3	11.1	PpT	37.1	13.6	49.3
Brandeis U		I	PI	173.7	127.3	109.6	64.9	85.8		134.2	94.8	100.0	10.0	12.5	Pp	47.1	20.8	32.1
Clark U		I	PI	143.5	109.4	105.8	69.9	92.4		113.9						60.1	15.0	24.9
Coll of Our Lady of the Elms	4	IIA	PR	79.8	69.9	66.0	-	-		67.9	100.0	42.9	2.9	23.1	FfT	38.8	38.8	22.4
Coll of the Holy Cross		IIB	PR	156.0	122.5	106.2	72.9			124.1	93.1	100.0	10.1	12.0	FTO	63.2	23.5	13.4
Curry Coll		IIA	PI	112.3	96.3	85.2	68.8			100.6	100.0	100.0	10.3	15.7	FfV	0.0	0.0	100.0
Emerson Coll		IIA	PI	136.6	107.8	92.1		108.5		109.4	100.0	100.0	8.7	14.4		53.2	27.8	19.0
Emmanuel Coll		IIA	PR	123.3	98.5	90.7		79.3		97.6	99.1	100.0	7.6	13.3	FfV	46.4	10.0	43.6
Endicott Coll		IIA	PI	128.4	108.8	94.3	105.2			110.9	100.0	100.0	7.1	15.3	FpTV	0.0	0.0	100.0
Harvard U	10	I	PI	300.7	182.0	166.0	87.5	134.0		230.5	100.0	100.0	10.9	5.7		49.3	21.1	29.6
Lasell U	4	IIA	PI	90.2	78.2	75.4		-		80.1	100.0	100.0	3.8	12.7	FT	0.0	0.0	100.0
Lesley U	4	I	PI	91.4	81.4	71.6	60.2			77.6	97.6	97.6	6.1	19.1	FfTV	0.0	0.0	100.0
Massachusetts Coll of Liberal Arts		IIB	PU	106.9	81.7	72.4	-			95.0						77.9	14.3	7.8
Massachusetts Inst of Tech	2	I	PI	306.1	201.9	173.2	81.6	123.7		236.5	100.0	100.0	11.5	14.2	FO	63.8	16.8	19.4
Merrimack Coll		IIA	PR	128.8	111.4	98.0		80.7		109.0	96.4	100.0	8.0	1.0	FTOV	45.4	8.7	45.9
Mount Holyoke Coll	44	IIB	PI	160.0	127.2	104.2	76.2	94.8		121.7	100.0	100.0	10.3	11.9	FTOV	53.7	21.5	24.8
Northeastern U		I	PI	189.7	135.3	117.3	145.5	95.7		148.9	100.0	100.0	9.9	9.0	FV	36.2	15.6	48.3
Smith Coll	45	IIA	PI	160.7	123.7	101.0	82.5	90.8		124.9	100.0	100.0	10.3	10.0	PpO	56.9	20.6	22.5
Springfield Coll	4	IIA	PI	85.7	76.5	65.0	-			75.5	97.2	97.2	6.1	6.2	FT	40.6	21.7	37.8
Stonehill Coll		IIB	PR	112.5	96.4	88.7	63.5			98.4	100.0	100.0	7.6	11.0		57.4	18.9	23.7
Suffolk U		IIA	PI	158.0	118.4	108.8	91.2			121.4	100.0	100.0	6.0	14.8	FpTV	58.2	15.5	26.3
Tufts U	2,46	I	PI	175.4	125.8	111.0	108.3	101.1		135.5	100.0	100.0	10.4	13.1	FV	35.5	12.2	52.3
U of Massachusetts-Amherst	2	I	PU	185.8	135.2	119.4	81.1	96.2		139.2	100.0	100.0	17.6	17.7	PpV	54.1	15.9	30.1
U of Massachusetts-Dartmouth		IIA	PU	148.5	104.8	89.4	-			114.6	99.7	99.7	19.0	17.9	PpV	55.4	12.9	31.8
U of Massachusetts-Lowell		I	PU	172.1	130.5	105.4	83.9			136.8						57.2	15.0	27.8
Wellesley Coll		IIB	PI	167.6	128.3	107.8	79.1	103.1		131.5	100.0	100.0	10.2	11.6		57.5	13.6	28.9
Wheaton Coll (MA)	25	IIB	PI	101.3	85.6	73.2	62.0			81.5	98.5	98.5	8.7	15.3	PT	56.5	8.4	35.1
Williams Coll		IIB	PI	183.9	133.6	114.9	78.9	142.8	104.5	144.6	100.0	100.0	9.2	12.5		61.9	20.8	17.3

**Michigan**

Albion Coll		IIB	PI	83.0	69.6	62.4	47.9	53.3		69.6	100.0	100.0	6.0	12.2		60.4	18.0	21.6
Aquinas Coll		IIB	PR	76.2	67.1	59.3	53.7			66.0						65.2	24.2	10.6
Calvin U		IIA	PR	96.1	84.8	77.2			68.2	86.8						62.4	20.0	17.6
Central Michigan U	2	I	PU	117.4	98.7	92.5		62.8		98.4	100.0	100.0	10.1	12.8	F	63.4	11.1	25.6
Eastern Michigan U		I	PU	116.4	97.2	78.5	78.5	57.0		99.8	97.5	100.0	11.1	15.4		72.7	13.2	14.1
Ferris St U	4,47	IIA	PU	117.9	103.0	78.8	39.0	55.7		99.4	97.6	100.0	12.0	15.4	P	68.7	17.3	14.0
Grand Valley St U	2	IIA	PU	126.3	101.5	94.3	64.3			95.3						51.8	17.4	30.8
Hope Coll		IIB	PI	107.0	80.0	68.4				83.0	100.0	100.0	9.7	17.0		47.4	30.5	22.2
Kalamazoo Coll		IIB	PI	102.2	78.5	68.2	63.8			83.6	100.0	100.0	7.1	15.7	FpTV	67.3	20.4	12.2
Kettering U	2	IIA	PI	97.4	92.1	84.1		68.9		86.8	100.0		9.0		FT	53.8	23.1	23.1
Michigan St U	2	I	PU	183.9	126.2	98.0	75.1			134.2	100.0	100.0	10.0	13.1		55.6	17.1	27.3
Michigan Technological U		I	PU	140.2	111.8	106.1	98.8	80.9		109.4	100.0	100.0	7.8	15.2	PV	48.9	21.7	29.4
Northern Michigan U	2	IIA	PU	107.5	90.0	78.5	69.4		60.3	88.3	100.0	100.0	15.4	16.8	FV	47.2	17.5	35.3
Oakland U		I	PU	122.1	96.0	85.9	77.1			98.2	91.3	99.3	15.6	17.1	P	67.9	23.3	8.8
Spring Arbor U	2	IIA	PR	72.0	60.5	53.3				63.2	100.0	100.0	5.4	16.2	FfTV	36.5	46.0	17.5
U of Michigan-Ann Arbor	2	I	PU	206.8	139.7	119.1	68.9	91.9		149.6	100.0	100.0	9.9	10.0		52.3	15.0	32.8
U of Michigan-Flint		IIA	PU	124.8	106.8	99.0	124.9	78.5	57.2	103.2	100.0	100.0	10.0	14.4		43.5	21.3	35.2
Wayne St U	2	I	PU	146.2	108.2	94.1	90.2	-	95.4	115.7	100.0	100.0	7.5	12.6	PT	52.2	15.6	32.2
Western Michigan U	2	I	PU	123.1	97.7	80.7	64.1			101.0	100.0	100.0	10.5	23.5	P	72.6	19.1	8.3

**Minnesota**

Carleton Coll		IIB	PI	166.2	128.3	98.5	77.4	93.3		134.5	92.8	92.8	9.8	10.3	PpTV	63.7	20.7	15.6
Coll of Saint Benedict-Saint John's U	48	IIB	PR	97.0	83.7	70.5	70.9			82.2	100.0	100.0	7.9	14.0	FfTV	55.8	17.9	26.3
Coll of Saint Scholastica		IIA	PR	90.9	76.1	70.2	60.8			73.8	100.0		5.0		FfTOV	37.4	18.7	43.9
Concordia Coll at Moorhead		IIB	PR	79.2	72.2	65.3	56.1			70.2	100.0	100.0	6.4	17.0	PpTV	54.6	21.3	24.1
Gustavus Adolphus Coll	24	IIB	PR	87.5	79.9	70.6	60.0			75.6	100.0	100.0	4.5	14.9	FpTV	58.1	15.5	26.4
Macalester Coll		IIB	PR	138.7	106.4	90.4	76.0			110.9	100.0	100.0	10.0	10.9	PpV	61.9	20.3	17.8
Saint Mary's U of Minnesota	2	IIA	PR	70.7	70.5	69.0	71.0			70.0	100.0	100.0	7.8	7.1	FfTO	42.9	0.0	57.1
St Olaf Coll		IIB	PR	107.1	85.8	72.6	69.4		83.9	86.7	93.7	100.0	8.7	13.0	PpO	47.9	20.2	31.9
U of Minnesota-Crookston	2	IIB	PU	109.7	90.5	78.0	-	75.1		83.9	100.0	100.0	10.2	17.9	None	32.8	26.9	40.3
U of Minnesota-Duluth	2	IIA	PU	112.7	90.1	72.8	67.1			86.2	100.0	100.0	10.2	17.7	None	52.1	14.7	33.2
U of Minnesota-Morris		IIB	PU	91.1	76.9	68.3	57.1	-		75.6	100.0	100.0	10.2	17.7	None	63.2	10.5	26.3
U of Minnesota-Rochester		IIB	PU	107.2	93.1	77.0	70.9	73.7		79.0	100.0	100.0	10.2	17.7	None	22.2	13.3	64.4
U of Minnesota-Twin Cities	2	I	PU	170.7	122.5	105.0	69.8	77.8	-	129.3	100.0	100.0	10.2	18.7	None	52.0	18.3	29.7
U of St Thomas		I	PR	129.1	101.5	100.7	87.7			109.0	76.9	100.0	9.0	8.1	FpT	67.2	15.5	17.3

(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	IN
2.5	3.3	3.3	3.6	237	129	110	25	130	141	111	21	932	227.6	143.6	144.9	87.5	195.1	136.1	132.6	92.8	85.7	94.8	91.5	83.7
0.1	0.9	1.0	0.5	321	179	185	91	161	156	151	144	1,833	228.3	154.1	134.8	136.5	209.1	150.7	128.7	124.7	91.6	97.8	95.5	83.8
2.7	2.9	3.2	3.7	73	47	41	5	64	38	52		365	177.5	128.6	115.3	64.9	169.4	125.6	105.0		95.4	97.7	91.1	92.9
6.3	0.9	3.4	10.7	42	28	19	7	25	33	13	7	213	144.0	112.5	109.8	75.0	142.6	106.8	100.0	64.9	99	95	91	91.2
0.0	0.0	1.5	-	3	9	5	2	5	6	17		49	79.8	69.5	60.5	-	79.7	70.4	67.6		99.9	101.2	111.8	104.2
4.8	3.1	7.4	1.5	52	43	26	22	48	32	39	15	277	158.3	121.9	106.2	71.8	153.6	123.2	106.2	74.6	97	101	100	99.3
-2.5	3.2	2.7	-	10	8	5		38	19	16	4	100	119.2	95.3	90.8		110.5	96.8	83.4	68.8	92.7	101.5	91.9	94.8
4.3	3.3	0.5		22	36	23		22	34	38		216	139.8	109.0	94.3		133.3	106.5	90.7		95.4	97.7	96.2	94.1
0.0	1.2	1.3		9	14	12		16	16	18		110	123.3	92.8	89.3		123.2	103.5	91.6		99.9	111.5	102.6	108
4.7	5.5	5.1	-	24	11	7		27	19	42	3	133	131.3	107.7	96.1		125.9	109.5	94.0	105.2	95.9	101.7	97.8	89.8
0.3	0.4	0.2	1.0	673	87	139	67	317	63	115	76	1,800	305.0	180.6	164.7	90.2	291.5	183.9	167.5	85.2	95.6	101.8	101.7	84.9
2.0	2.0	2.7		9	6	10		7	11	14		58	93.9	81.1	75.0		85.4	76.6	75.7		90.9	94.5	100.9	94.6
0.0	0.0	0.0	0.0	8	8	4	1	15	18	11	18	83	93.7	83.5	72.8	-	90.2	80.4	71.2	60.3	96.2	96.3	97.8	89.4
1.0	4.4	1.0		23	5	7		24	9	8	1	77	114.3	84.7	72.0		99.8	80.0	72.7	-	87.4	94.5	100.9	88.1
4.5	7.2	6.9	3.2	520	143	75	35	157	77	73	8	1,296	304.5	204.4	180.2	82.1	311.2	197.3	166.0	79.6	102.2	96.6	92.1	85.7
0.9	2.5	5.4	-	15	37	28		17	55	40		196	131.2	120.9	107.3		126.6	105.1	91.6		96.5	86.9	85.4	88.4
2.5	3.3	3.5	2.3	31	23	19	13	34	27	27	16	214	167.6	129.3	102.3	74.9	153.1	125.5	105.6	77.3	91.4	97	103.2	94.3
2.9	3.4	3.2	2.2	396	285	247	47	262	264	287	20	1,850	201.4	142.6	123.1	147.5	172.1	127.4	112.4	140.9	85.5	89.3	91.3	84.3
4.3	4.4	4.0	9.9	50	26	17	4	64	37	47	9	311	161.0	122.3	101.9	77.7	160.5	124.7	100.7	84.7	99.7	101.9	98.8	93.7
5.0	4.1	2.8	5.7	27	23	19	1	35	31	44		180	83.7	78.0	62.7	-	87.2	75.4	66.0		104.2	96.7	105.2	99.5
1.5	2.9	3.9	-	30	30	22		21	35	28	3	169	112.5	103.6	91.2		112.4	90.3	86.7	63.5	99.9	87.1	95.1	90.3
7.0	4.2	3.8	3.6	43	54	19	37	40	50	27	34	304	161.0	120.5	122.3	96.0	154.8	116.2	99.3	86.0	96.1	96.4	81.2	92.4
3.2	3.7	3.6	2.5	168	122	112	38	118	143	165	30	903	183.0	131.3	115.6	113.6	164.6	121.1	107.9	101.6	89.9	92.2	93.4	86.6
6.4	7.8	7.8	7.2	331	160	91		197	143	144	3	1,500	193.6	137.5	125.7		172.7	132.6	115.4	81.1	89.2	96.5	91.8	85.2
0.7	0.6	4.1	-	75	69	41		49	81	65	1	381	155.8	109.1	91.0		137.3	101.2	88.4	-	88.1	92.8	97.2	85.3
				118	127	49	14	72	117	66	16	579	178.1	132.9	109.9	82.6	162.4	127.9	102.1	85.0	91.2	96.2	92.9	88.9
3.2	4.3	5.5	14.4	51	23	11	5	58	37	29	11	294	167.6	124.4	111.9	80.0	167.6	130.8	106.2	78.7	100	105.2	94.9	93.8
				24	13	5	14	20	17	6	32	131	102.2	84.8	67.9	60.0	100.3	86.3	77.6	62.9	98.2	101.7	114.3	93.8
4.2	4.7	4.4	3.7	71	38	28	17	59	25	37	15	312	192.5	137.1	114.3	85.3	173.5	128.2	115.4	71.6	90.1	93.5	100.9	91.8
1.4	2.1	1.9	10.9	26	10	6	8	21	12	12	12	111	82.2	71.2	66.9	49.1	84.0	68.2	60.1	47.1	102.2	95.7	89.9	91.8
16.2	13.3	7.4	3.0	10	14	12	4	9	7	7	3	66	74.5	68.4	61.1	50.7	78.0	64.3	56.3	57.8	104.8	94	92.2	100.3
				71	28	12		28	17	21		205	96.3	83.9	81.3		95.6	86.3	74.8		99.2	102.9	92	95.7
4.1	4.5	4.3		174	38	35		120	44	28		587	121.1	98.4	95.4		112.1	99.0	88.9		92.6	100.5	93.2	91.7
3.1	5.0	5.2	4.1	158	56	26	16	139	53	48	2	561	119.2	100.8	79.4	80.2	113.2	93.3	78.0	-	95	92.6	98.2	91.1
4.1	6.2	5.3	2.3	113	61	49	1	101	35	35	4	451	119.8	104.7	79.4	-	115.9	100.2	77.9	39.0	96.7	95.8	98.1	94.1
				190	146	83	144	124	143	127	221	1,178	128.7	105.1	104.5	62.3	122.6	97.9	87.7	65.5	95.3	93.1	83.9	87.3
3.6	3.3	4.0		45	38	50		31	43	59		266	109.2	81.5	69.4		103.7	78.7	67.5		94.9	96.5	97.2	92.1
3.4	4.4	4.1	4.2	18	13	9	2	19	16	12	9	98	106.1	78.9	65.4	-	98.5	78.2	70.3	60.9	92.9	99.1	107.6	92.1
0.0	0.0	0.0		24	14	12		5	8	7		91	98.8	87.7	87.7		90.9	99.8	77.8		92	113.8	88.7	96.4
3.0	3.6	3.8	3.5	536	343	337	42	249	290	417	71	2,285	188.5	130.1	102.5	76.9	173.9	121.5	94.5	74.0	92.2	93.3	92.2	82.2
2.9	3.6	4.5	2.8	80	70	58	9	27	31	31	4	419	143.0	114.2	106.1	102.2	131.7	106.3	106.0	91.3	92.1	93.1	99.9	88.2
2.7	5.5	5.8	2.8	67	39	35	12	41	28	51	24	320	108.3	92.1	82.3	67.4	106.2	87.0	75.8	70.4	98	94.5	92.2	90.3
4.5	4.8	5.4	4.4	99	115	53	30	62	111	47	71	588	128.6	97.5	88.5	77.8	111.7	94.3	83.0	76.8	86.9	96.7	93.8	88.1
1.7	2.0	2.4		19	8	5		7	11	13		63	72.7	62.0	53.5		70.0	59.4	53.3		96.3	95.8	99.5	88.3
4.1	3.4	3.4	5.7	766	318	314	12	427	303	301	11	3,174	211.3	144.1	122.2	73.9	198.8	134.9	115.9	63.5	94.1	93.6	94.9	83
3.8	4.0	5.5	-	41	26	24	2	22	30	57	2	253	127.3	113.2	94.3	-	120.1	101.2	100.9	-	94.3	89.4	107.1	92.2
3.4	4.3	4.7	4.3	197	153	121	8	112	189	165	11	967	152.7	113.1	97.8	91.3	134.8	104.2	91.4	89.4	88.3	92.2	93.4	85.3
3.6	4.8	5.6	5.0	179	104	61	30	107	117	82	43	723	127.7	102.9	82.8	62.9	115.4	93.0	79.2	64.8	90.4	90.4	95.7	86
3.4	8.3	4.7	-	56	23	23	2	52	24	38	3	237	169.1	129.8	96.6	-	163.1	126.9	99.7	75.7	96.4	97.7	103.2	91.6
2.5	3.2	2.5	2.5	31	31	37	3	37	30	38	17	224	100.7	85.5	70.6	70.5	93.9	81.9	70.4	70.9	93.2	95.8	99.6	95.4
7.9	5.4	7.9	5.1	8	17	21	2	11	36	69	7	171	92.2	72.6	68.3	-	89.9	77.7	70.8	60.1	97.6	107	103.7	100.4
3.1	2.7	2.5	3.3	18	25	18	3	18	23	24	12	141	81.0	74.9	65.2	57.0	77.3	69.2	65.4	55.8	95.4	92.3	100.4	92.8
3.0	3.6	3.3	3.3	17	19	2	22	30	21	19	18	148	89.7	81.0	-	59.8	86.2	79.0	70.6	60.4	96.1	97.6	-	100.7
3.8	5.3	6.1	3.6	42	18	13	12	38	24	27	23	197	141.0	106.6	89.1	80.3	136.1	106.3	91.1	73.8	96.5	99.7	102.3	90.5
0.0	0.3	0.0	0.0	8	11	13		2	13	12	4	63	69.6	71.8	67.8		-	69.3	70.4	71.0	-	96.5	103.7	100.9
2.8	3.9	5.0	6.9	39	32	34	4	28	45	46	5	238	107.7	87.6	71.9	68.3	106.3	84.5	73.1	70.3	98.7	96.4	101.7	95.1
3.0	3.3	3.9	3.1	6	8	7	1	1	11	6	1	67	111.8	89.0	79.7	-	-	91.6	76.0	-	-	103	95.4	94.3
2.8	3.3	4.0	4.2	61	83	70	25	33	70	65	42	449	114.3	93.8	74.8	72.7	109.7	85.8	70.7	63.8	96	91.5	94.6	88.2
2.7	3.2	4.5	3.9	14	21	6	5																	

# 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							
<b>Mississippi</b>																									
Millsaps Coll	49	IIB	PR	85.8	78.5	69.2	57.4	-	-	74.6	83.3	100.0	5.1	9.4	FfOV	27.3	54.5	18.2							
Mississippi St U	2	I	PU	128.8	93.9	83.3	57.6	33.6		91.5	37.5	100.0	16.7	4.9	P	34.1	31.3	34.5							
Mississippi U for Women	2	IIA	PU	74.7	61.3	57.3	57.4			63.7	100.0	100.0	17.9	8.4	P	49.3	21.7	29.0							
U of Southern Mississippi	4	I	PU	98.2	80.5	72.5	60.0	58.7	32.4	77.5	100.0	100.0	18.4	7.5	P	46.0	20.4	33.6							
<b>Missouri</b>																									
Columbia Coll	4,25	IIA	PR	84.6	79.5	70.6	63.9			74.7	98.6	98.6	4.0	14.0		41.9	36.5	21.6							
Drury U	4	IIA	PR	70.4	67.3	64.6	52.9			65.7	100.0	100.0	3.0	13.2	FpTV	61.9	19.6	18.6							
Lincoln U		IIB	PU	79.8	64.9	63.5	47.0	-		63.9	100.0	100.0	7.3	21.2		32.7	46.9	20.4							
Lindenwood U	17,24,50	I	PI	105.7	88.4	67.2	67.8			85.1	100.0	100.0	5.0	9.5	FT	0.0	0.0	100.0							
Maryville U of Saint Louis	2	I	PI	102.2	90.1	79.0	77.0			87.6	100.0	100.0	8.0	10.6	FFTV	51.3	13.3	35.3							
Mineral Area Coll		III	PU	76.8	69.9	68.1	65.9			69.6	100.0	100.0	16.7	15.4	Ff	0.0	0.0	100.0							
Missouri Baptist U		IIA	PR	84.5	73.3	64.9	64.8	-		70.7	88.9	100.0	10.5	15.3	Ff	0.0	0.0	100.0							
Missouri U of Science and Tech	2	I	PU	148.8	100.8	89.1		63.4		117.0	100.0	100.0	14.3	10.1		56.0	20.2	23.8							
Southeast Missouri St U		IIA	PU	102.6	78.2	72.0	58.3			78.0	100.0	100.0	17.2	9.2		49.7	19.2	31.1							
Truman St U	2	IIA	PU	79.9	75.5	66.6	54.0	-		71.5	100.0	100.0	17.4	11.8	PV	53.9	21.3	24.8							
U of Central Missouri	2	IIA	PU	96.1	87.6	73.2	72.6			82.1	100.0	100.0	18.1	10.3	FT	55.0	21.3	23.7							
U of Missouri-Columbia	2	I	PU	152.4	108.9	92.3	59.8			113.7	100.0	100.0	12.5	10.3	PpV	43.1	16.2	40.7							
U of Missouri-Kansas City	2	I	PU	135.0	103.8	85.6	63.1	44.8		105.7	100.0	100.0	12.2	11.2	PpTV	41.5	15.5	43.0							
U of Missouri-St Louis	2	I	PU	111.2	88.9	82.6	-			93.3	100.0	100.0	12.6	11.8	PpTV	43.6	14.2	42.1							
Washington U in St Louis	2	I	PI	207.8	143.4	119.8	73.5	80.7	-	155.1	100.0	100.0	8.2	13.0	FOV	49.4	18.7	31.9							
Webster U	2,25	IIA	PI	107.3	88.0	81.6	72.2			91.1	100.0	100.0	4.0	2.7	FFTV	64.6	18.0	17.4							
<b>Montana</b>																									
Montana St U Billings		IIA	PU	95.1	79.5	66.3		59.6	62.4	71.8	100.0	100.0	10.7	18.0		35.5	50.0	14.5							
Rocky Mountain Coll		IIA	PR	74.1	64.7	59.3	49.3			63.8	100.0	100.0	3.9	10.1	FT	52.9	33.3	13.7							
U of Montana	2	I	PU	112.5	87.7	77.7	49.0	67.0		92.7						58.7	18.3	23.0							
<b>Nebraska</b>																									
Nebraska Wesleyan U		IIA	PR	74.8	65.9	60.7	60.8			66.2	100.0	100.0	5.0	14.3	Ff	50.0	33.7	16.3							
U of Nebraska at Kearney	2	IIA	PU	93.6	73.6	70.5		58.3		77.3						59.0	16.2	24.8							
U of Nebraska at Omaha		I	PU	111.9	93.4	85.7	62.4	66.5	77.5	87.9	100.0	100.0	8.0	16.6	PpT	48.4	21.0	30.6							
U of Nebraska-Lincoln	2	I	PU	140.1	111.4	95.7	-	55.4	-	113.4	97.3	95.2	7.9	15.2	Pp	56.9	16.6	26.5							
Wayne St Coll		IIA	PU	90.0	74.2	66.7	63.4	-		77.6	100.0	100.0	8.0	20.8	P	52.5	32.8	14.8							
<b>Nevada</b>																									
U of Nevada-Las Vegas		I	PU	177.9	125.1	101.5	-	73.0	94.8	122.7	100.0	100.0	19.3	7.4	Pp	47.5	17.2	35.3							
U of Nevada-Reno	12	I	PU	160.8	118.2	94.0		71.3		121.6	100.0	100.0	19.2	9.5	PO	54.1	17.3	28.6							
<b>New Hampshire</b>																									
Colby-Sawyer Coll		IIB	PI	81.9	67.0	60.7				67.8	100.0	100.0	2.0	10.8	FFTV	46.7	24.4	28.9							
Dartmouth Coll	24,51	I	PI	277.8	175.8	142.2	141.0	114.6	-	191.0	100.0	99.0	7.8	6.9	None	54.5	20.0	25.5							
Keene St Coll		IIB	PU	105.2	88.4	75.6		62.3		94.4	100.0	100.0	9.2	18.2	PpV	79.1	17.3	3.6							
Plymouth St U	4	IIA	PU	102.2	85.2	69.1		70.5		86.3	100.0	100.0	9.0	19.6	PpV	62.7	7.7	29.6							
Saint Anselm Coll		IIB	PR	100.7	92.0	74.6	-			91.5	98.5	100.0	8.1	15.0	FT	71.8	11.5	16.8							
Southern New Hampshire U		IIA	PI	95.8	75.7	63.6	63.4	-		77.2	100.0	100.0	5.6	30.7		0.0	0.0	100.0							
U of New Hampshire-Main Campus	4	I	PU	147.0	115.4	101.4		85.7		114.1	100.0	100.0	9.4	14.9	PpV	55.1	18.4	26.5							
<b>New Jersey</b>																									
Caldwell U		IIA	PR	83.7	72.6	67.0	65.2			74.8	100.0	100.0	1.4	25.1	FTV	56.6	33.7	9.6							
Coll of New Jersey	10,25	IIA	PU	151.4	128.6	101.2	-	96.9		130.8	100.0	100.0	27.1	30.9	FV	69.0	13.2	17.7							
Fairleigh Dickinson U-Metro Campus	2	IIA	PI	112.3	92.9	85.5	-	64.5		91.4	85.9	69.9	11.1	24.7	FFTV	49.8	20.4	29.7							
Georgian Court U	24	IIA	PR	94.4	72.8	71.8	59.1	66.5		76.0	100.0	100.0	3.5	12.8	FFT	54.4	38.0	7.6							
Kean U	2,52	IIA	PU	153.1	131.5	105.0	-	87.1		112.5						35.4	35.7	28.9							
Monmouth U	3	IIA	PI	142.9	114.5	96.8	62.2	83.6	87.3	106.1	100.0	100.0	7.2	18.6	FT	49.8	13.0	37.2							
New Jersey Inst of Tech	2	I	PU	216.6	150.3	127.2		92.1	73.1	142.7	100.0	100.0	6.8	20.1	FpT	44.7	22.5	32.7							
Princeton U		I	PI	323.9	196.5	154.9	113.6	118.2		234.3	100.0	100.0	9.0	12.2		60.7	17.4	21.9							
Rowan U		I	PU	157.7	112.9	97.5	98.9			118.8	100.0	100.0	8.4	17.7		56.4	15.6	28.0							
Rutgers U-Camden	18	I	PU	198.3	138.9	112.7	92.0			150.1	100.0	100.0	8.0	16.1	F	57.5	20.3	22.3							
Rutgers U-New Brunswick	18	I	PU	208.5	135.0	106.9	87.5	87.9		151.6	100.0	100.0	8.0	11.9	F	48.9	15.5	35.6							
Rutgers U-Newark	18	I	PU	224.4	158.7	127.3	94.6	-		171.4	100.0	100.0	7.7	9.3	F	53.3	15.2	31.5							
Saint Peter's U		IIA	PR	110.1	83.4	80.1	75.2	72.6	-	88.6	100.0	100.0	1.9	7.3	F	63.5	20.2	16.3							
Seton Hall U	3	I	PR	151.5	111.8	94.4	81.7	79.6		110.2	100.0	100.0	13.7	21.6	FTV	44.8	13.8	41.5							
Stevens Inst of Tech		I	PI	212.9	155.2	144.0		86.4		158.0	100.0	100.0	6.8	11.6	FFTV	33.3	26.8	39.8							

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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	IN
0.2	0.8	1.7	2.9	10	9	11	2	7	13	4	7	66	86.2	85.6	69.0	-	85.2	73.6	69.9	55.5	98.8	86	101.3	89.8
2.0	3.0	3.8	2.5	205	172	194	61	70	132	174	114	1,158	130.9	100.4	88.0	62.4	122.6	85.6	78.1	55.1	93.6	85.3	88.8	77.5
0.9	2.9	2.2	0.6	15	10	6	9	29	18	24	27	138	72.2	57.7	53.1	51.3	76.0	63.3	58.4	59.4	105.3	109.8	109.9	106.2
0.7	0.3	1.0	1.7	87	113	80	47	53	97	103	75	678	101.1	83.9	73.9	60.7	93.5	76.6	71.4	59.6	92.5	91.4	96.6	88.4
				9	17	6	6	6	5	16	9	74	83.6	80.7	75.9	66.0	86.0	75.6	68.6	62.5	102.9	93.6	90.4	90.6
5.9	0.2	6.1	4.8	23	17	9	6	15	7	11	9	97	69.6	69.2	63.2	55.9	71.6	62.6	65.8	50.9	102.9	90.5	104.1	95.8
9.4	10.2	7.6	5.4	5	9	27	4	2	11	36	2	98	79.8	63.6	66.7	44.8	-	66.0	61.1	-	103.8	91.6	95.4	95.4
3.3	4.1	5.1	5.0	19	24	17	12	31	24	22	16	165	109.3	93.4	69.1	63.7	103.5	83.4	65.7	70.8	94.7	89.3	95	96.3
3.9	3.5	4.6	3.1	19	15	10	5	18	27	45	11	150	106.3	88.6	78.2	91.4	97.9	90.9	79.2	70.5	92.1	102.6	101.3	90.5
15.4	16.6	17.1	10.3	7	1	3	11	5	8	3	11	49	79.1	-	68.0	67.7	73.7	69.2	68.2	64.0	93.2	-	100.2	94.6
2.0	3.1	3.0	7.4	5	8	8	2	10	9	21	7	72	67.6	72.1	65.0	-	93.0	74.4	64.9	64.1	137.5	103.2	99.7	108.2
1.7	3.1	2.7		103	72	64		37	34	28		341	156.6	101.2	91.6		126.9	100.0	83.4		81	98.8	91.1	86.5
3.7	4.3	3.1	3.2	54	34	40	36	42	34	24	64	328	105.0	79.8	74.9	58.9	99.5	76.6	67.1	58.0	94.8	96	89.6	89.7
0.6	4.1	6.3	4.8	49	23	42	9	26	28	38	13	230	78.4	77.1	66.9	54.3	82.8	74.2	66.3	53.8	105.6	96.2	99.1	97.9
0.7	0.8	1.0	3.7	64	50	40	46	33	41	37	78	389	97.5	90.8	74.0	79.3	93.3	83.6	72.3	68.7	95.8	92	97.7	88.5
2.8	4.0	3.6	5.5	277	238	202	26	160	201	285	55	1,444	163.1	112.9	97.0	61.9	133.8	104.1	89.0	58.7	82	92.2	91.8	80.6
3.1	3.6	3.9	4.2	101	96	74	11	78	85	93	17	561	142.9	106.4	89.1	63.8	124.9	100.8	82.7	62.6	87.4	94.7	92.8	87.6
2.0	2.4	3.5	-	55	50	34	1	43	85	68	1	337	120.8	90.6	93.8	-	99.1	88.0	76.9	-	82	97.1	82	83.7
0.6	1.5	0.2	0.0	347	99	100	5	164	89	98	5	1,135	219.0	145.3	124.0	64.3	184.1	141.2	115.4	82.7	84.1	97.2	93.1	77.1
				23	30	15	7	29	21	30	6	161	108.4	93.7	88.8	75.2	106.4	79.7	78.0	68.8	98.2	85.1	87.8	91.5
3.4	5.4	3.5		12	12	17		14	7	25		138	90.2	82.0	64.8		99.3	75.3	67.4		110.1	91.9	104	101.5
3.1	5.3	4.3	7.1	9	5	6	2	5	10	10	4	51	75.5	71.5	62.9	-	71.6	61.4	57.1	51.0	94.9	85.8	90.7	87.9
				96	42	42	15	59	39	48	8	361	115.2	87.0	75.9	49.2	108.1	88.4	79.1	48.7	93.8	101.6	104.2	96.3
2.4	8.9	2.1	-	13	12	15	1	15	9	24	3	92	75.4	67.7	61.4	-	74.2	63.5	60.2	61.0	98.4	93.7	98.1	96
3.2	6.7	10.6		59	38	16		47	30	26		278	93.7	75.5	72.4		93.4	71.2	69.4		99.7	94.4	95.8	91
3.4	5.0	4.9	5.1	93	78	70	33	58	85	69	63	644	114.0	99.6	89.5	62.0	108.5	87.7	81.7	62.6	95.2	88	91.3	87.1
0.2	0.7	1.0		296	199	153	1	124	165	138		1,168	143.3	115.4	101.4	-	132.5	106.5	89.4		92.5	92.3	88.1	83
3.0	10.9	5.0	4.2	28	11	18	8	27	5	12	12	122	91.0	74.0	65.4	65.0	88.8	74.4	68.7	62.3	97.6	100.5	105.1	99.3
0.1	1.0	1.4	-	209	139	97	1	91	105	90		1,131	183.3	125.9	104.5	-	165.6	124.1	98.4		90.4	98.6	94.2	86.1
0.1	1.1	1.9		135	181	115		78	148	137		800	169.6	122.6	95.0		145.5	112.8	93.1		85.8	92	97.9	86.8
2.5	3.6	2.1		7	3	9		5	7	14		45	79.2	67.2	60.4		85.7	67.0	60.9		108.1	99.7	100.9	98.4
3.7	5.2	5.2	4.9	165	99	72	13	70	68	72	9	695	289.1	180.1	144.3	157.8	251.1	169.6	140.2	116.8	86.9	94.2	97.1	81.3
0.0	1.7	2.4		28	18	12		29	16	3		110	106.2	88.4	75.4		104.3	88.4	76.1		98.2	100	100.8	102.9
2.0	3.0	5.0		28	16	4		28	17	7		142	102.9	86.3	69.2		101.5	84.2	69.1		98.7	97.6	99.9	98.6
5.0	5.9	6.1		26	19	14	2	29	27	14		131	105.3	94.8	73.1	-	96.6	90.0	76.0		91.8	94.9	104	96.5
4.0	3.8	5.0	4.8	27	16	21	9	19	19	21	3	137	102.4	80.3	70.4	66.1	86.4	71.8	56.8	55.4	84.4	89.3	80.6	83.9
0.0	2.1	0.7		105	69	46		64	93	65		597	154.1	119.3	104.5		135.4	112.6	99.1		87.9	94.4	94.9	88
-0.4	2.7	1.4	0.0	12	8	9	2	21	11	15	5	83	83.3	73.8	68.9	-	83.9	71.8	65.8	69.2	100.7	97.3	95.5	99.8
				70	55	15		83	56	28	1	355	152.4	130.1	101.5		150.5	127.0	101.0	-	98.8	97.6	99.5	96.5
4.9	3.8	4.9	-	49	33	25		32	39	37	1	269	112.7	89.9	87.5		111.8	95.5	84.2	-	99.2	106.2	96.3	94.1
2.0	2.6	2.0	-	5	11	9	1	11	16	20	2	79	104.8	70.7	71.8	-	89.8	74.2	71.8	-	85.7	104.9	100	99.3
5.9	6.8	5.5	-	22	43	48	1	31	37	80		367	154.6	131.0	106.1	-	152.1	132.1	104.3		98.4	100.9	98.3	93.9
1.2	2.2	4.4	6.2	25	46	20	3	21	47	12	3	269	153.1	118.1	94.9	80.2	130.8	110.9	100.0	44.2	85.4	93.9	105.3	87.5
4.0	4.3	5.5		125	82	73		15	30	45		550	216.8	152.0	127.9		214.7	145.5	125.9		99	95.7	98.4	82.6
3.6	6.9	6.0	8.2	376	73	114	10	160	56	77	2	1,096	328.3	205.4	159.4	113.6	313.5	184.9	148.2	-	95.5	90	93	80
7.3	7.1	6.4	5.2	91	135	91	8	57	165	82	6	635	160.6	116.0	97.7	99.2	153.1	110.4	97.3	98.5	95.3	95.2	99.6	93.2
				64	48	47	3	35	62	40	2	301	204.5	142.7	116.8	101.8	186.9	136.0	107.9	-	91.4	95.4	92.4	88.1
				524	284	276	18	297	352	397	38	2,225	215.1	136.1	109.8	92.4	196.9	134.1	104.9	85.2	91.5	98.5	95.5	83
				127	95	95	4	77	84	71	10	565	231.2	163.1	130.8	118.0	213.2	153.7	122.5	85.2	92.2	94.2	93.6	89.2
				15	20	13	5	12	19	10	3	104	112.0	83.4	80.6	76.7	107.8	83.3	79.4	72.5	96.3	99.9	98.6	97.9
2.0	3.9	3.2	3.2	74	64	41	44	42	64	52	49	458	150.1	115.2	98.9	81.4	153.9	108.3	90.8	81.9	102.6	94	91.8	91.3
-1.1	-0.1	0.6		73	73	73		16	33	45		354	217.4	160.1	140.8		191.9	144.5	149.1		88.3	90.3	105.9	89.1

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NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) % COVERED				(5) % of SAL.		DEP. TUI.	(6) TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T	TT	NTT				
Stockton U		IIA	PU	152.7	121.1	90.9	87.4			79.5	119.9	100.0	100.0	8.0	30.8	FT	72.6	17.2	10.2		
William Paterson U of New Jersey	12	IIA	PU	163.5	127.8	101.6	91.3				141.6	97.3	97.3	12.2	12.3	FV	79.6	10.2	10.2		
<b>New Mexico</b>																					
New Mexico St U-Alamogordo	4	III	PU	84.6	73.6	69.1					75.7	96.6	96.6	18.4	7.5	Pp	31.0	20.7	48.3		
New Mexico St U-Dona Ana	4	III	PU	82.8	74.0	66.7	58.3				69.5	98.5	98.5	19.1	11.5	Pp	52.6	43.6	3.8		
New Mexico St U-Grants		III	PU	81.6	67.3	60.2	-				65.4	82.4	82.4	19.9	15.2	Pp	29.4	41.2	29.4		
New Mexico St U-Main Campus	4	I	PU	121.4	97.2	81.1	63.7				95.2	92.3	92.3	15.7	8.9	Pp	44.5	24.8	30.8		
U of New Mexico-Main Campus	4	I	PU	146.4	106.2	91.4	70.8	77.1			108.9	79.1	79.1	17.9	8.9	PTV	51.9	20.9	27.2		
<b>New York</b>																					
Adelphi U		IIA	PI	154.9	126.0	98.6	103.3	97.6			126.8						17.4	21.1	61.5		
Bard Coll		IIA	PI	166.9	119.0	97.2					127.5						60.3	31.6	8.0		
Barnard Coll		IIB	PI	213.7	142.5	113.5	89.9	105.6			144.6	99.7	100.0	10.9	11.8		39.2	17.3	43.5		
CUNY Bernard M Baruch Coll		IIA	PU	150.6	124.1	105.7		98.8			123.4	100.0	100.0	16.0	13.7		62.9	34.2	2.9		
CUNY Borough of Manhattan Comm Coll		III	PU	140.1	117.0	96.9	63.5	92.1			113.6	100.0	100.0	17.4	14.8		77.9	14.1	8.0		
CUNY Bronx Comm Coll		III	PU	139.2	117.4	97.1	-	94.7			119.6	100.0	100.0	16.5	14.1		84.6	11.4	4.1		
CUNY Brooklyn Coll		IIA	PU	145.9	120.7	102.1		93.2			126.0	100.0	100.0	15.7	13.4		79.4	15.2	5.4		
CUNY City Coll		I	PU	153.9	127.4	103.8		100.6			134.3	100.0	100.0	14.7	12.6		74.2	16.9	8.9		
CUNY Graduate School and U Center		I	PU	146.5	127.9	105.4		92.0			135.0	100.0	100.0	14.7	12.5		66.0	18.7	15.3		
CUNY Hostos Comm Coll		III	PU	134.7	112.3	98.0		93.4			113.1	100.0	100.0	17.5	14.9		67.9	30.2	1.9		
CUNY Hunter Coll		IIA	PU	144.8	123.1	101.9		96.4			123.6	100.0	100.0	16.0	13.6		68.9	23.1	8.0		
CUNY John Jay Coll of Criminal Justice		IIA	PU	146.3	123.4	100.1		94.8			120.3	100.0	100.0	16.4	14.0		73.8	20.7	5.5		
CUNY Kingsborough Comm Coll		III	PU	143.2	118.0	101.3		93.3			113.4	100.0	100.0	17.4	14.9		72.6	23.8	3.6		
CUNY LaGuardia Comm Coll		III	PU	139.4	117.8	100.5		93.7			124.8	100.0	100.0	15.8	13.5		85.5	13.6	0.9		
CUNY Lehman Coll		IIA	PU	144.2	120.9	105.5		98.0			119.0	100.0	100.0	16.6	14.2		64.6	27.9	7.4		
CUNY Medgar Evers Coll		IIB	PU	145.5	120.5	99.5	-	95.2			117.5	100.0	100.0	16.8	14.3		67.9	29.3	2.9		
CUNY New York City Coll of Tech		IIB	PU	142.1	120.4	103.5		90.2			118.0	100.0	100.0	16.8	14.3		75.5	20.6	3.9		
CUNY Queens Coll		IIA	PU	147.3	121.3	102.3		96.2			121.5	100.0	100.0	16.3	13.9		74.1	21.8	4.1		
CUNY Queensborough Comm Coll		III	PU	141.2	117.8	99.3		95.4			117.8	100.0	100.0	16.8	14.3		88.0	10.5	1.5		
CUNY School of Law		IIA	PU	185.8	149.3	124.7	97.5				158.3	100.0	100.0	12.5	10.6		47.3	41.8	10.9		
CUNY Stella and Charles Guttman Comm Coll		III	PU	140.8	115.2	99.3		93.3			116.7	100.0	100.0	16.9	14.4		69.6	30.4	0.0		
CUNY York Coll		IIA	PU	139.7	118.5	100.4		96.0			116.7	100.0	100.0	16.9	14.4		57.8	38.2	4.0		
Canisius U	4	IIA	PR	86.4	77.0	74.0	56.9				78.1	100.0	100.0	3.2	10.6	FTV	67.2	13.8	19.0		
Cayuga County Comm Coll		III	PU	99.5	-	76.2	-				94.1	100.0	100.0	17.9	13.5	F	84.8	15.2	0.0		
Colgate U		IIB	PI	171.7	126.2	96.7	72.1	77.5			121.7	100.0	100.0	10.4	8.1		53.4	20.6	26.0		
Coll of Staten Island CUNY		IIA	PU	146.3	120.4	101.0		93.3			124.7	100.0	100.0	15.9	13.5		77.9	19.2	2.8		
Columbia U in the City of New York	53	I	PI	316.6	214.2	176.0		110.4			228.5	100.0	100.0	9.1	7.4	FFTOV	48.0	18.3	33.7		
Cornell U	2,54	I	PI	225.4	159.6	142.4	110.6	99.4			173.5	100.0	100.0	9.7	16.0	V	56.9	22.4	20.7		
Finger Lakes Comm Coll	25	III	PU	83.0	72.0	64.0	59.0				72.7	100.0	100.0	10.7	26.9	P	74.3	25.7	0.0		
Fordham U	24	I	PR	200.9	143.4	126.5	135.8	80.8	66.5		151.3	100.0	100.0	9.9	17.8	FpTOV	62.6	13.6	23.8		
Hamilton Coll		IIB	PI	165.2	120.5	102.2	83.1				121.6						49.8	32.5	17.7		
Hartwick Coll		IIB	PI	82.9	67.9	61.6	-				69.0	100.0	100.0	8.7	3.5	Ff	58.3	22.6	19.0		
Hobart William Smith Colls		IIB	PI	107.1	89.0	71.1	57.1				92.4	100.0	100.0	8.0	16.3		78.5	9.8	11.7		
Hofstra U		I	PI	161.2	126.3	114.7	91.5				138.0	98.1	100.0	11.5	16.6	TOV	67.2	21.2	11.6		
Iona U	19,55	IIA	PR	122.5	96.0	92.9	69.4	85.8			97.6						54.7	15.1	30.2		
Ithaca Coll	24	IIA	PI	107.2	89.4	74.2	67.6				89.6	100.0	100.0	8.0	15.6	F	61.6	15.1	23.3		
Keuka Coll		IIA	PI	77.6	71.1	65.8	54.8				68.1	100.0	100.0	4.0	18.7	FT	44.2	30.8	25.0		
Le Moyne Coll	2	IIA	PR	114.3	89.9	85.3	81.3				93.1	100.0	100.0	8.6	9.1	FTV	52.8	24.4	22.7		
Long Island U	2,56	I	PI	134.9	119.6	107.3	87.9				118.4	100.0	100.0	9.7	18.7		48.1	11.5	40.4		
Manhattan U		IIA	PR	136.8	117.0	101.7	90.1				117.0	90.6	100.0	8.4	17.8		72.7	10.1	17.3		
Marist U	3	IIA	PI	134.3	114.0	95.5	-	94.2	77.4		104.3	100.0	100.0	9.5	22.6	FpTOV	39.1	22.6	38.3		
Marymount Manhattan Coll		IIB	PI	103.2	90.0	73.5	76.0				86.2	100.0	100.0	9.3	15.2	FpTV	59.8	9.2	31.0		
Mercy U		IIA	PI	108.6	93.9	89.3	78.9				92.1						30.5	8.9	60.6		
Molloy U	4	IIA	PR	124.4	104.9	90.7	83.7				84.1	103.8	99.0	7.0	13.9		64.1	28.7	7.2		
Monroe Comm Coll	12	III	PU	87.1	69.0	64.6	60.2	60.7			74.4	100.0	100.0	13.9	30.7	F	74.0	15.9	10.1		
New School		I	PI	167.0	125.0	96.8					124.6	100.0	100.0	8.8	15.5		32.9	17.1	50.0		
New York Inst of Tech	25	IIA	PI	158.9	132.0	112.0	78.2				130.9	100.0	90.7	7.8	20.6	FTV	63.1	20.6	16.4		
New York School of Interior Design		IIB	PI																		
New York U	2	I	PI	284.6	166.3	146.3	90.4	129.9			174.9	100.0	100.0	10.1	12.0		37.8	12.5	49.7		
Niagara County Comm Coll	25	III	PU	114.7	90.4	73.6	55.6				88.0	100.0	100.0	11.3	23.2	None	67.4	31.5	1.1		
Pace U		I	PI	155.5	113.6	96.8		71.8	130.5		121.5	100.0	100.0	8.4	12.4		52.4	13.7	33.9		
Pratt Inst-Main	4	IIA	PI	138.4	116.0	92.3	-				120.8	100.0	100.0	7.0	15.1	FT	64.4	33.0	2.6		
Rochester Inst of Tech	4	I	PI	147.6	110.1	98.8	77.0	79.2			103.9	100.0	100.0	8.5	10.9	FTV	43.2	16.8	40.0		
Sarah Lawrence Coll		IIA	PI	119.6	100.1	78.2	61.0				102.5	87.6	100.0	8.5	21.3	FTOV	74.2	13.4	12.4		
Siena U		IIB	PR	116.5	98.5	88.4	65.7				100.9	100.0	100.0	9.2	15.1	FFTO	62.8	15.8	21.4		
Skidmore Coll		IIB	PI	129.4	107.7	82.8					87.7	105.9	87.3	10.1	5.9	FTOV	52.3	19.8	27.9		

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	IN
5.7	5.8	8.2	11.8	45	61	29	2	53	81	36	4	343	153.3	122.9	92.3	-	152.2	119.8	89.7	89.7	99.3	97.4	97.1	96.6
5.4	6.0	8.4	6.8	72	27	9	10	71	35	15	16	255	165.2	131.0	101.8	93.9	161.8	125.4	101.6	89.7	97.9	95.7	99.8	93.8
5.0	6.9	4.5		4	1	7		7	4	6		29	87.7	-	65.3		82.8	74.1	73.6		94.3	-	112.7	105.7
4.3	4.7	5.9	9.4	16	12	16	17	20	10	15	27	133	83.8	73.5	65.7	58.7	81.9	74.6	67.7	58.1	97.8	101.6	103.1	98.6
5.2	5.6	4.0	-	2	3	3	1	1	1	6		17	-	67.9	60.2	-	-	-	60.2		-	-	100.1	94.6
4.2	6.0	5.7	2.4	124	100	112	30	88	82	156	39	731	124.6	101.1	85.0	67.3	116.9	92.4	78.4	60.9	93.8	91.4	92.3	87.8
4.7	6.1	5.1	6.7	205	134	120	9	129	134	179	5	1,103	149.4	108.3	94.9	73.6	141.6	104.0	89.1	65.9	94.8	96	94	87
3.7	4.2	4.6	6.2	55	51	31	2	47	66	42	1	317	161.9	128.5	99.5	-	146.7	124.0	98.0	-	90.6	96.5	98.5	91.6
2.0	3.8	4.2		32	38	21		22	31	30		174	163.1	118.3	96.1		172.4	119.8	97.9		105.7	101.3	101.8	97.6
3.4	6.3	4.3	4.7	47	9	16	28	68	17	40	48	324	212.3	138.0	113.7	86.8	214.6	144.9	113.4	91.7	101.1	105	99.8	95
9.3	10.2	10.7		100	89	60		59	59	65		523	151.3	124.3	106.2		149.5	123.7	105.3		98.9	99.5	99.2	96.3
11.6	11.7	10.8	10.0	79	72	32	9	86	78	49	17	524	142.0	116.0	92.9	67.2	138.3	117.8	99.6	61.5	97.4	101.5	107.2	97.6
13.2	14.4	11.1	-	55	36	15		49	28	14	1	246	142.4	118.0	92.3		135.5	116.5	102.3	-	95.1	98.7	110.8	100
10.7	11.5	12.1		114	51	19		86	59	28		427	147.5	121.0	101.6		143.9	120.5	102.4		97.6	99.6	100.8	94.6
9.6	10.3	12.1		161	79	37		97	62	35		528	154.1	127.8	104.4		153.6	126.9	103.3		99.7	99.3	98.9	96.3
8.5	11.4	12.9		75	21	13		70	30	15		235	149.3	129.3	105.0		143.5	126.9	105.7		96.1	98.2	100.7	95.3
11.5	12.9	11.3		27	19	19		29	16	28		162	135.7	112.0	99.4		133.7	112.7	97.0		98.5	100.7	97.6	96.4
9.7	10.5	8.6		126	86	42		131	91	49		649	145.4	124.4	101.9		144.3	122.0	102.0		99.3	98.1	100.2	98
10.6	11.0	10.5		67	74	28		58	59	37		416	148.6	124.5	100.5		143.6	122.1	99.8		96.7	98.1	99.3	95.7
11.1	12.3	10.9		44	25	39		41	29	33		307	146.4	119.2	101.7		139.7	117.0	100.9		95.5	98.1	99.3	95.2
11.8	11.7	9.9		81	33	4		110	40	5		339	140.9	118.3	97.4		138.4	117.4	103.0		98.2	99.2	105.7	99.4
10.4	11.6	11.1		54	57	19		56	59	41		390	147.7	120.5	105.6		140.8	121.3	105.5		95.3	100.7	99.9	94.3
10.6	11.5	12.2		26	14	14	1	19	15	19		140	147.1	121.0	99.5	-	143.3	119.9	99.4		97.4	99.1	99.9	96.1
10.8	10.8	10.5		62	66	37		50	63	36		384	142.3	121.7	105.1		141.8	118.9	101.9		99.7	97.7	97	99
10.3	11.4	12.3		115	72	46		74	69	39		541	148.2	121.2	103.5		145.8	121.4	100.8		98.4	100.2	97.4	94.5
11.3	11.5	12.4		42	75	8		53	69	18		343	141.6	118.1	101.4		141.0	117.3	98.4		99.6	99.3	97.1	99.7
7.4	8.3	6.5	6.4	8	4	2	1	18	10	10	2	55	188.6	153.2	-	-	184.5	147.8	125.5	-	97.8	96.5	-	94.3
11.3	13.2	13.1		5	5	4		10	10	2		46	150.7	117.6	101.5		135.9	114.0	-		90.2	96.9	-	99.8
10.9	11.4	9.8		34	20	19		32	25	32		199	143.1	119.5	100.5		135.9	117.7	100.4		95	98.4	99.9	95.3
0.5	2.2	0.4	0.0	26	28	12	5	11	19	13	2	116	90.8	75.6	74.9	61.6	76.0	79.0	73.2	-	83.8	104.5	97.8	93.8
3.9	14.3	2.8	-	11	1	2	1	14	1	3		33	100.5	-	-	-	98.7	-	76.2	-	98.2	-	-	100
4.3	5.0	5.5	6.1	56	53	52	7	38	44	60	9	354	171.3	126.4	97.2	69.7	172.3	126.0	96.3	73.9	100.5	99.7	99.1	94.4
10.7	11.6	11.3		93	43	10		47	45	10		317	147.4	121.3	100.2		144.2	119.5	101.7		97.9	98.5	101.5	90.9
0.2	3.7	1.2	-	532	154	124		245	123	104		1,727	321.5	219.7	176.1		305.7	207.4	175.8		95.1	94.4	99.9	80.3
2.8	4.5	3.9	7.5	513	209	187	15	219	154	193	17	1,765	231.2	162.7	145.0	111.3	211.8	155.4	139.8	109.9	91.6	95.5	96.5	82.2
				21	14	15	4	22	9	18	6	109	85.0	72.1	64.5	58.9	81.2	71.9	63.6	59.0	95.6	99.7	98.6	96.6
3.4	4.1	4.4	3.3	150	89	44	25	94	98	51	36	690	204.4	141.8	134.6	136.2	195.4	144.9	119.5	135.6	95.6	102.2	88.8	92.3
3.9	4.7	4.1	5.1	33	18	26	18	24	35	46	9	209	164.2	121.0	102.9	83.5	166.5	120.3	101.8	82.4	101.4	99.4	99	96.5
6.9	4.0	14.8	-	11	16	14		11	8	23	1	84	74.6	67.8	63.7		91.2	68.1	60.4	-	122.3	100.3	94.7	102.3
7.1	7.4	7.5	-	29	31	15	2	36	37	9	4	163	107.6	89.4	71.0	-	106.7	88.6	71.2	59.5	99.1	99.1	100.3	101.4
2.7	2.7	4.0	3.4	121	93	39	2	84	60	80	2	481	166.5	128.7	119.6	-	153.6	122.7	112.2	-	92.2	95.3	93.8	89.8
2.7	3.9	2.4	6.6	28	22	13	3	11	36	15	4	179	120.2	93.4	94.2	64.3	128.3	97.6	91.8	73.3	106.7	104.6	97.4	98
0.0	1.2	2.7	3.0	62	63	50	7	53	78	61	3	378	108.3	87.1	73.4	69.8	105.8	91.2	74.8	62.6	97.7	104.8	101.9	100
7.4	6.6	1.2	3.8	6	4	6	3	6	8	14	5	52	74.2	68.3	64.6	57.1	81.1	72.5	66.3	53.4	109.3	106.2	102.6	101.9
-1.4	0.2	1.2	2.9	24	32	16	17	20	23	21	23	176	115.1	90.9	84.2	87.5	113.3	88.6	86.1	76.8	98.4	97.5	102.2	94.7
2.5	2.5	2.5	2.5	48	51	32	5	34	63	73	6	312	135.1	122.2	106.4	90.7	134.5	117.5	107.7	85.6	99.6	96.1	101.2	94.9
3.1	3.2	3.2	3.6	27	34	6	15	17	22	9	9	139	143.0	116.7	97.9	86.5	127.1	117.5	104.2	96.0	88.9	100.7	106.4	97
3.8	4.1	4.1	-	18	39	33		15	32	29	1	266	131.8	119.2	96.5		137.3	107.7	94.2	-	104.2	90.4	97.6	92.6
2.3	3.5	2.2	2.2	6	9	16	3	10	28	11	4	87	107.6	91.0	74.7	76.0	100.5	89.7	71.7	76.0	93.4	98.5	96	102.4
2.5	3.4	3.2	3.7	16	31	30	13	19	34	75	18	236	110.6	90.5	92.4	77.7	107.0	97.1	88.0	79.8	96.7	107.3	95.3	98.6
2.8	3.7	2.2	2.0	13	13	20	3	41	48	40	12	195	127.7	104.7	92.2	85.6	123.3	105.0	90.0	83.3	96.5	100.2	97.7	100
3.5	3.9	5.3	6.7	35	26	21	7	52	23	19	14	208	88.4	69.5	64.7	62.7	86.2	68.5	64.4	59.0	97.6	98.6	99.5	100.8
9.5	6.8	3.1		66	58	66		43	75	101		410	166.3	124.5	97.4		168.2	125.4	96.4		101.1	100.7	99	92.9
				36	51	32	4	14	47	26	4	214	164.7	143.2	111.0	76.5	144.2	119.8	113.2	79.9	87.6	83.6	102	86.3
1.3	3.5	3.5	2.2	557	186	166	127	276	198	169	110	3,086	297.2	169.0	151.7	90.8	259.0	163.8	141.0	89.9	87.1	96.9	92.9	81
				12	6	8	10	21	9	15	8	89	113.4	93.2	76.1	56.4	115.4	88.6	72.2	54.7	101.8	95.1	94.8	104.2
1.8	2.7	2.8		81	61	53		94	84	83		489	156.8	111.3	95.9		154.4	115.3	97.4		98.5	103.6	101.5	96.4
3.6	4.5	4.6		43	32	11	1	44	32	31		194	140.9	119.4	91.4		136.0	112.7	92.6		96.5	94.3	101.3	92.3
2.1	2.2	2.9	1.9	159	137	100	45	72	88	76</														

**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							
<b>New York (continued)</b>																									
St John Fisher U	2	IIA	PR	115.8	101.2	80.1	64.3					91.2	94.0	78.6	7.9	17.7	FFTV	47.0	24.2	28.8					
St John's U-New York	2	I	PR	166.5	124.7	95.7	87.2					134.2						76.5	16.0	7.6					
St Joseph's U-New York		IIA	PI	108.7	89.5	72.8		70.7				84.0	100.0	100.0	7.0	26.9	FT	42.1	30.7	27.1					
St Lawrence U		IIB	PI	122.9	97.7	79.6	69.4					98.2	100.0	100.0	5.7	11.0	FTOV	74.8	18.4	6.8					
Stony Brook U	2,57	I	PU	199.9	138.0	112.1	90.4	91.0				142.7	97.2	87.9	9.7	15.2		51.6	16.8	31.6					
Syracuse U	9	I	PI	150.8	112.4	96.2						122.4	100.0	100.0	10.4	17.1	FFTOV	55.2	18.4	26.4					
Tompkins Cortland Comm Coll		III	PU	93.0	79.6	74.1	-					84.7	100.0	100.0	12.3	24.1	F	68.1	31.9	0.0					
U at Buffalo	2,24	I	PU	177.9	118.6	96.3	82.9	85.7				128.7	100.0	100.0	11.0	12.6		54.6	17.5	27.8					
U of Mount Saint Vincent		IIA	PR	104.2	87.9	98.6	109.3					97.8	100.0	100.0	5.0	7.1	FT	44.8	24.1	31.0					
U of Rochester	2	I	PI	188.1	122.3	104.9	79.8					138.2	100.0	100.0	7.9	10.7	PV	46.7	17.9	35.4					
Union Coll		IIB	PI	139.6	108.3	87.0	75.9	76.6				110.4	100.0	100.0	7.4	15.3	PTV	61.9	19.5	18.6					
Utica U		IIA	PI	120.2	95.5	78.7				86.0	95.3	-	100.0	-	11.8	PpTV	52.3	18.7	29.0						
Vassar Coll	58	IIB	PI	171.0	125.2	102.8		104.5	89.4	128.6								54.2	22.9	22.9					
Yeshiva U		I	PI	188.2	135.3	133.9	89.3					131.3	97.8	97.8	5.1	15.3	P	34.0	8.7	57.3					
<b>North Carolina</b>																									
Appalachian St U	2	IIA	PU	110.3	91.8	80.3	80.4	56.8	73.5	85.3	100.0	100.0	18.2	9.0				47.2	20.7	32.1					
Barton Coll	2	IIB	PR	72.3	63.9	59.4					62.6	100.0	100.0	2.4	13.9	FT	40.5	32.4	27.0						
Belmont Abbey Coll	24,35	IIB	PR	82.8	67.9	72.4	37.6				69.7							42.4	31.8	25.9					
Brevard Coll		IIB	PR	62.5	56.4	53.8	-				55.6	86.5	100.0	4.6	21.8	fOV	42.3	32.7	25.0						
Campbell U	4	IIA	PR	100.4	79.1	79.4	65.1				82.1	100.0	100.0	5.0	11.7	FTV	24.0	61.2	14.8						
Davidson Coll	12,59	IIB	PR	161.5	121.0	101.3	67.0	83.7			123.7	91.5	100.0	9.7	8.9	OV	55.4	25.0	19.6						
East Carolina U	2,60	I	PU	111.7	88.9	77.0	60.3				87.0	98.1	98.1	17.6	8.8		47.0	14.0	39.0						
Elizabeth City St U	2	IIB	PU	95.4	82.2	75.2	70.0	61.1			78.5	100.0	100.0	20.7	9.4		45.2	19.4	35.5						
Elon U	9	IIA	PI	129.4	99.7	86.9	57.2	77.3			98.4	100.0	100.0	8.0	10.9	FTV	46.7	26.4	26.8						
Fayetteville St U	2	IIA	PU	103.0	89.5	87.3	-	72.5	69.2	88.4	99.6	99.6	18.8	8.5			47.5	20.6	31.9						
Lees-McRae Coll	2	IIB	PR	70.3	60.5	54.7	48.4				56.5	100.0	100.0	2.9	17.1	FT	0.0	0.0	100.0						
Mars Hill U	2	IIB	PI	63.8	59.7	57.6	47.0	-			59.1	100.0	100.0	2.0	11.5	FTV	52.2	34.8	13.0						
Meredith Coll		IIA	PI	76.1	66.4	62.5	63.1				68.6	100.0	100.0	5.0	9.8	FFT	56.2	21.5	22.3						
North Carolina A & T St U	2	I	PU	129.0	101.1	86.0	-	68.2	64.2	98.2	99.8	99.8	18.2	7.6			47.1	30.3	22.6						
North Carolina Central U	2	IIA	PU	113.7	92.1	81.4	64.3	58.5	60.4	85.8	100.0	100.0	20.0	8.5			36.9	30.8	32.3						
North Carolina St U at Raleigh	2	I	PU	151.8	112.2	93.2	49.9	61.9			118.9	96.0	99.1	16.8	6.5		55.3	18.9	25.8						
North Carolina Wesleyan U	2	IIB	PR	65.0	62.8	63.3	50.7				62.5	100.0	100.0	5.2	15.9	FFT	57.1	31.7	11.1						
U of North Carolina Asheville		IIB	PU	97.5	91.6	79.7	73.4	61.2			83.3	100.0	100.0	17.2	9.4		50.5	22.3	27.1						
U of North Carolina School of the Arts	2	IIA	PU	96.1	83.8	72.7			62.2	82.8	96.3	96.3	17.9	9.2			0.0	0.0	100.0						
U of North Carolina Wilmington	2	IIA	PU	118.5	94.9	89.1	84.3	61.2			91.9	99.9	99.9	17.6	8.4		48.9	21.9	29.2						
U of North Carolina at Chapel Hill	2	I	PU	177.1	118.3	100.5	85.4	112.9	-	135.7	99.6	99.6	16.6	5.7			49.4	18.1	32.4						
U of North Carolina at Charlotte	2	I	PU	139.9	104.9	96.7	67.5	71.3			108.8	100.0	100.0	16.5	7.0		49.9	16.7	33.4						
U of North Carolina at Greensboro	2	I	PU	115.5	92.5	86.3	65.0	57.7			88.3	100.0	100.0	17.0	8.6		42.5	17.1	40.4						
U of North Carolina at Pembroke	2	IIA	PU	97.7	81.2	76.2	65.9	58.4	-	79.3	100.0	100.0	18.3	9.4			44.2	31.1	24.7						
Wake Forest U		I	PI	159.8	114.5	83.7	111.9	91.9	-	119.5	91.5	94.8	8.9	11.1	POV		46.6	20.7	32.7						
Western Carolina U	2	IIA	PU	108.4	83.8	79.6	58.2				82.9	100.0	100.0	18.1	9.0		42.5	24.3	33.2						
Winston-Salem St U	2	IIA	PU	101.2	87.8	76.5	63.6	70.2	58.9	83.9	99.6	99.6	18.6	9.2			50.0	23.2	26.8						
<b>North Dakota</b>																									
North Dakota St U-Main Campus		I	PU	121.7	97.7	81.0		63.9			96.9	100.0	100.0	12.6	21.5	P	54.5	17.2	28.3						
U of North Dakota	2	I	PU	129.3	104.7	82.7	64.0		59.2	91.9	96.4	86.3	11.5	24.6			34.5	18.0	47.5						
Valley City St U		IIB	PU	83.3	64.9	55.9	-				63.4	100.0	100.0	12.3	28.6	P	43.4	36.8	19.7						
<b>Ohio</b>																									
Ashland U	3	IIA	PR	75.6	73.4	60.5	64.3	65.6			69.6	100.0	100.0	2.7	16.5	FTV	54.0	21.9	24.1						
Bowling Green St U-Firelands	2	III	PU	98.3	85.8		55.6	73.9			72.3	100.0	100.0	14.0	9.0	F	26.1	0.0	73.9						
Bowling Green St U-Main Campus	2	I	PU	130.2	98.7	91.5	70.5	79.5			97.8	100.0	100.0	14.0	7.2	F	48.2	13.1	38.7						
Case Western Reserve U	2	I	PI	170.8	127.0	106.4	81.2	59.7			125.7	85.1	77.8	10.0	9.9	FpT	47.7	15.5	36.8						
Coll of Wooster		IIB	PI	101.1	81.3	71.7	62.6				83.4	90.3	100.0	12.0	10.9		63.9	23.9	12.3						
Defiance Coll		IIB	PR	-	68.5	59.4	47.8				61.2	100.0	100.0	4.7	6.6		28.9	44.7	26.3						
Denison U		IIB	PI	142.7	109.1	82.5	80.0				104.4						52.4	25.4	22.2						
Hiram Coll		IIB	PI	63.2	61.1	55.3	56.6				60.1						60.0	18.5	21.5						
John Carroll U		IIA	PR	105.2	97.6	91.1	69.8				97.6	100.0	100.0	7.1	15.7	FFT	75.6	13.7	10.7						
Kent St U at Ashtabula	2	III	PU	-	90.7			66.8			76.0	100.0	100.0	14.0	20.6	F	33.3	0.0	66.7						
Kent St U at East Liverpool	2	III	PU	-	80.9			65.5			78.8	100.0	100.0	14.0	19.8	F	35.7	0.0	64.3						
Kent St U at Geauga	2	III	PU	92.2	76.1	-		55.7			69.0	100.0	100.0	14.0	22.7	F	21.9	0.0	78.1						
Kent St U at Kent	2	I	PU	120.7	95.4	81.5	68.3	70.9	-	99.3	100.0	100.0	14.0	15.7	FV	53.0	11.0	35.9							
Kent St U at Salem	2	III	PU	94.5	87.8	54.1		72.2			76.0	100.0	100.0	14.0	20.6	F	29.6	3.7	66.7						
Kent St U at Stark	2	III	PU	95.6	84.8	62.6		64.1			80.7	100.0	100.0	14.0	19.4	F	57.1	0.0	42.9						

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	IN
2.5	1.8	2.6	3.1	19	32	34	6	13	44	50	17	215	120.1	100.5	83.0	65.6	109.5	101.7	78.2	63.9	91.2	101.2	94.2	91.8
				118	148	43	2	100	127	69	1	608	177.2	131.1	98.3	-	153.9	117.2	94.2	-	86.9	89.4	95.9	86.3
3.4	4.2	4.5		16	12	17		14	22	21		140	111.2	92.4	73.0		105.8	87.9	72.7		95.2	95.1	99.6	93.7
2.3	3.0	3.7	1.6	20	32	14	8	17	36	18	2	147	122.1	97.7	80.1	68.9	123.9	97.6	79.1	-	101.4	99.9	98.8	100.6
4.2	5.0	5.2	4.6	258	164	120	2	100	132	123	5	1,123	205.5	143.1	113.7	-	185.4	131.7	110.5	96.2	90.2	92.1	97.1	81
2.5	3.2	4.1	4.5	278	195	167		165	198	163		1,166	157.0	115.0	98.3		140.2	109.8	94.1		89.3	95.5	95.7	88.8
3.9	3.9	6.3	4.7	10	3	3		14	7	9	1	47	94.6	80.8	67.0		91.8	79.1	76.4	-	97.1	97.8	114.1	96.3
4.0	4.4	4.4	5.0	252	186	140	18	132	176	168	17	1,175	183.9	121.6	100.6	87.0	166.4	115.5	92.7	78.6	90.5	95	92.2	84.3
2.0	2.8	2.4	2.0	5	15	17		11	9	21	9	87	108.1	85.9	90.3		102.5	91.3	105.3	109.3	94.8	106.3	116.7	113.2
2.5	3.6	3.4	4.7	227	125	112	26	75	112	131	29	837	195.0	133.4	115.1	86.7	167.4	109.8	96.2	73.6	85.9	82.4	83.6	73.5
				50	28	21	11	38	24	23	5	226	144.1	108.9	87.7	77.0	133.6	107.6	86.4	73.6	92.7	98.9	98.6	94.1
5.8	5.0	4.7		21	22	12		13	31	19		155	127.2	100.6	79.5		109.1	91.9	78.1		85.8	91.3	98.2	85
				49	31	33		57	27	37		306	176.2	129.4	103.2		166.5	120.3	102.5		94.5	92.9	99.3	98.8
3.0	4.7	3.0	3.9	68	36	36	79	30	32	23	64	368	194.1	136.1	131.1	88.2	174.9	134.4	138.3	90.5	90.1	98.7	105.5	91.4
3.4	3.0	2.6	2.0	176	122	114	2	157	101	159	13	1,149	113.8	93.7	84.5	-	106.4	89.5	77.3	81.8	93.5	95.5	91.5	90.4
0.0	0.0	2.3		2	10	5		2	5	13		37	-	63.6	63.6		-	64.4	57.8		-	101.3	91	93.6
8.6	1.9	3.0	-	6	17	14	3	1	20	23	1	85	85.0	65.8	63.5	40.4	-	69.8	77.8	-	-	106.1	122.6	110.7
2.0	2.8	7.0		2	9	17	2	5	9	8		52	-	56.2	52.3	-	64.3	56.7	56.9	-	-	100.8	108.7	109.1
0.0	0.4	0.9	2.2	26	34	24	6	12	39	42	12	196	105.2	73.2	85.0	72.2	89.8	84.2	76.2	61.5	85.4	115	89.7	92.5
3.7	6.3	5.7	3.6	43	28	20	4	31	32	47	9	224	163.8	122.5	101.3	67.5	158.3	119.8	101.4	66.7	96.7	97.8	100.1	87.8
0.0	1.2	1.2	0.9	173	210	122	93	140	203	192	107	1,240	117.0	91.3	78.4	61.4	105.2	86.4	76.1	59.3	89.9	94.7	97	90.6
0.7	0.4	0.4	0.6	14	19	12	1	4	6	19	3	93	96.0	81.5	77.0	-	93.1	84.4	74.0	60.8	97	103.5	96.1	88.6
3.8	3.0	2.6	-	53	87	67	1	52	83	89	3	507	134.1	101.8	91.0	-	124.6	97.5	83.9	57.2	92.9	95.8	92.2	91.8
4.2	2.6	0.2	0.0	49	30	25	2	27	33	24		257	104.1	90.3	87.8	-	100.9	88.8	86.8		97	98.3	98.8	96.1
-0.4	0.0	0.2	0.6	8	5	9	8	4	7	13	13	67	71.1	61.8	53.4	47.8	68.9	59.6	55.6	48.7	96.9	96.5	104.1	95.5
0.2	1.2	0.8	1.0	9	11	8	3	12	9	14	2	69	64.8	58.6	60.5	48.4	63.1	61.1	56.0	-	97.2	104.2	92.4	99.2
0.0	0.7	0.5	0.3	15	9	12		29	23	28	4	121	86.0	71.7	61.2		70.9	64.4	63.0	63.1	82.5	89.7	103	89.3
6.2	3.5	0.8	0.2	96	98	82		41	81	78	2	567	132.9	100.6	91.0		119.9	101.7	80.8	-	90.2	101	88.8	89.2
0.0	0.7	0.7	0.0	40	43	41	12	27	53	60	16	344	118.7	91.1	81.3	70.3	106.3	92.9	81.4	59.8	89.6	102.1	100.1	92.5
0.5	2.4	1.5	23.6	519	237	240	9	226	196	209	4	1,801	157.1	116.6	95.5	49.6	139.7	106.7	90.5	50.6	88.9	91.5	94.7	82.2
3.0	2.6	3.8	2.0	10	11	10		4	10	13	5	63	65.2	62.6	58.3		64.6	63.0	67.2	50.7	99.1	100.6	115.3	101.5
0.0	1.7	1.7	12.9	34	18	19	3	26	20	22	2	188	98.1	91.7	83.7	75.4	96.7	91.5	76.2	-	98.6	99.8	91	93.8
4.1	1.4	1.1		31	24	27		13	12	23		136	96.9	83.5	73.3		94.4	84.4	71.9		97.5	101.1	98.1	94.6
1.0	1.5	1.6	1.5	110	104	92	6	80	119	115	12	799	121.5	96.1	92.9	75.8	114.3	93.7	86.0	88.5	94	97.5	92.6	89.5
1.4	1.7	1.9	1.6	392	217	223	4	261	220	295	3	1,649	189.8	123.4	106.8	84.3	158.1	113.2	95.8	86.8	83.3	91.8	89.7	80.9
0.3	0.8	1.8	0.0	219	169	145	3	141	169	134	1	1,150	149.0	111.7	100.9	66.8	125.9	98.1	92.1	-	84.5	87.8	91.4	82.7
0.1	0.7	1.1	0.6	99	80	75	17	104	116	144	10	817	120.1	96.0	87.7	59.0	111.0	90.1	85.6	75.3	92.4	93.9	97.7	95.6
0.1	0.5	0.8	16.6	41	42	38	1	32	47	51	4	312	99.6	80.4	79.6	-	95.2	81.9	73.6	66.8	95.6	101.9	92.4	94.1
3.4	3.3	3.9	5.7	143	99	96	9	83	107	119	10	672	167.7	117.9	87.6	100.2	146.3	111.4	80.5	122.5	87.3	94.5	91.9	84
-0.5	1.4	1.0	0.5	75	58	86	51	62	74	106	69	581	111.3	85.3	81.9	58.9	105.0	82.6	77.8	57.7	94.3	96.9	95	92.4
0.1	0.4	0.2	0.5	34	39	27	14	28	41	39	21	254	103.8	85.6	76.6	62.1	98.1	89.8	76.4	64.6	94.5	104.9	99.7	97.1
3.6	4.1	3.6		118	102	92		62	62	87		576	125.4	100.1	81.8		114.7	93.7	80.2		91.4	93.7	98	87.8
				88	87	110	38	47	56	128	54	673	136.8	106.2	84.9	66.2	115.3	102.3	80.8	62.5	84.3	96.3	95.2	87.5
6.8	10.1	8.7	-	8	7	19	1	8	9	24		76	84.6	66.2	56.9	-	82.0	63.9	55.2		96.9	96.5	97	96.4
0.3	1.2	0.8	0.1	30	26	16	5	8	18	13	13	137	76.8	79.6	61.2	53.4	71.1	64.4	59.8	68.5	92.6	81	97.8	90.4
2.8	2.8		8.7	4	3		6	4	2		12	46	95.3	88.8		62.9	101.3	-		52.0	106.3	-		93.3
2.4	3.6	4.4	4.3	120	86	43	36	83	77	50	75	742	133.3	102.2	97.0	72.5	125.8	94.7	86.8	69.5	94.3	92.6	89.5	87.3
1.7	1.7	2.7	2.6	172	82	56	25	79	75	70	54	698	176.5	129.1	108.0	80.2	158.5	124.7	105.2	81.7	89.8	96.6	97.4	80.4
3.0	4.3	4.1	5.8	26	23	16	7	26	25	20	12	155	101.4	80.7	71.5	64.1	100.9	81.8	71.9	61.7	99.6	101.4	100.6	97.6
-	6.0	3.3	4.0	1	4	9	2	1	5	14	2	38	-	68.1	61.4	-	-	68.7	58.2	-	-	100.9	94.8	96.3
				32	43	46	7	20	44	53	3	248	147.9	108.1	83.4	76.2	134.3	110.0	81.8	89.0	90.8	101.8	98	94.1
				7	13	8	1	9	17	5	5	65	66.0	63.6	56.5	-	61.0	59.3	53.4	56.1	92.5	93.3	94.5	94.2
3.5	3.5	4.9	-	32																				

**APPENDIX I**

NAME	NOTES	CAT.	CTRL	(3)								(4)				DEP. TUI.	(6)		
				AVG. SALARY (\$1000s)								% COVERED		% of SAL.			TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
<b>Ohio (continued)</b>																			
Kent St U at Trumbull	2	III	PU	97.7	81.7	-		66.8		80.0	100.0	100.0	14.0	19.5		35.9	0.0	64.1	
Kent St U at Tuscarawas	2	III	PU	102.9	77.7	-		62.0		74.2	100.0	100.0	14.0	21.1	F	40.5	0.0	59.5	
Kenyon Coll*	61	IIB	PI	117.5	94.9	75.6				98.3	96.0	100.0	9.6	13.7		68.4	23.0	8.6	
Marietta Coll	3	IIB	PI	76.6	74.2	60.3	-			70.7	100.0	100.0	2.0	21.7	FTV	56.6	7.9	35.5	
Miami U-Hamilton		IIB	PU	116.7	87.6	76.9	47.3	68.8		80.1	100.0	100.0	14.6	19.6		43.6	22.3	34.0	
Miami U-Middletown		IIB	PU	105.2	85.2	65.0	43.4	65.3		75.0	100.0	100.0	14.6	19.6		43.2	20.5	36.4	
Miami U-Oxford		I	PU	141.1	118.1	99.6	57.1	84.2		106.4	100.0	100.0	14.6	19.6		50.4	13.5	36.1	
Mount St Joseph U	2	IIA	PR	102.5	80.2	71.8	62.2			75.6	100.0	100.0	4.1	11.5		31.9	22.1	46.0	
Oberlin Coll		IIB	PI	142.6	110.2	86.2	62.8	65.7	-	105.7	100.0	100.0	8.0	10.6	FTV	53.7	29.0	17.3	
Ohio Northern U		IIB	PR	99.2	88.4	78.4	77.3			89.7	100.0	100.0	7.0	14.8	FT	63.8	23.9	12.2	
Ohio St U Ag Tech Inst	2	III	PU	-	99.8	89.1				98.6	100.0	100.0	14.0	15.2	PV	76.2	14.3	9.5	
Ohio St U-Lima Campus		III	PU	123.9	94.4	81.2				104.7	100.0	100.0	14.0	14.3		86.4	9.1	4.5	
Ohio St U-Main Campus	2	I	PU	179.9	121.0	105.9	100.2			142.1	100.0	100.0	14.0	10.5	P	63.5	20.6	15.9	
Ohio St U-Mansfield Campus	2	III	PU	108.7	89.4	-				96.2	100.0	100.0	14.0	15.5	PV	92.6	0.0	7.4	
Ohio St U-Marion Campus	2	III	PU	123.3	97.1	84.1				103.2	100.0	100.0	14.0	14.5	PV	82.1	7.7	10.3	
Ohio St U-Newark Campus	2	III	PU	126.4	107.1	81.9				110.0	100.0	100.0	14.0	13.6	PV	83.3	4.2	12.5	
Ohio U-Chillicothe Campus		III	PU	-	77.3	72.2				75.8	100.0	100.0	14.0	26.2		35.5	6.5	58.1	
Ohio U-Eastern Campus		III	PU	-	80.1	65.8				78.8	100.0	100.0	14.0	25.2		55.6	16.7	27.8	
Ohio U-Lancaster Campus		III	PU	91.3	78.6	71.2				78.4	100.0	100.0	14.0	25.3		39.4	12.1	48.5	
Ohio U-Main Campus		I	PU	107.0	90.8	71.0				89.8	100.0	100.0	14.0	22.1	F	47.4	13.2	39.3	
Ohio U-Southern Campus		III	PU	90.7	74.1	63.1				74.1	100.0	100.0	14.0	26.8		32.0	4.0	64.0	
Ohio U-Zanesville Campus		III	PU	95.6	77.7	70.0				83.3	100.0	100.0	14.0	23.8		62.1	6.9	31.0	
Ohio Wesleyan U		IIB	PR	95.2	78.4	68.2	57.5			80.4	100.0	100.0	8.4	15.6	FFTO	68.4	24.5	7.1	
Sinclair Comm Coll	3	III	PU	93.6	73.4	64.0	58.9			80.5	100.0	100.0	14.0	14.2	F	60.9	37.4	1.7	
U of Akron Main Campus	2	I	PU	118.9	99.3	90.8	70.1			95.0	67.1	67.1	14.1	14.1	F	52.2	15.1	32.7	
U of Cincinnati-Blue Ash Coll	4	III	PU	109.3	89.9	64.9	56.3			85.4	100.0	100.0	15.4	12.7		61.4	20.1	18.5	
U of Cincinnati-Clermont Coll	4	III	PU	112.3	89.1	70.8	61.0			87.8	100.0	100.0	15.4	12.8		44.6	19.8	35.6	
U of Cincinnati-Main Campus	4	I	PU	141.7	105.8	88.0	57.2			109.6	100.0	100.0	15.4	12.9		44.5	16.4	39.1	
U of Dayton	2,62	I	PR	124.2	97.6	85.0		67.5		94.0	100.0	100.0	6.3	12.6	PTV	56.4	15.4	28.2	
U of Mount Union	2,25	IIB	PI	89.7	74.5	69.3	66.1			77.7	95.9	100.0	8.8	11.8	FFT	52.8	22.8	24.4	
U of Toledo	2	I	PU	122.5	106.1	91.3	83.2	67.7	65.9	97.7	78.2	78.2	13.6	13.6	F	54.3	10.3	35.4	
Ursuline Coll		IIA	PR	79.8	72.3	67.3	77.0			72.5	100.0	100.0	3.0	14.0	FFTV	21.0	19.4	59.7	
Wittenberg U		IIB	PR	79.9	69.4	67.5	64.9			72.3	88.4	100.0	5.1	13.2	FpTV	62.3	20.3	17.4	
Xavier U	2,25	IIA	PR	103.5	90.2	85.7	64.2	54.3		83.2	100.0	100.0	7.9	13.6		48.5	17.2	34.3	
Youngstown St U	4	IIA	PU	97.1	84.0	78.1		56.2		79.6	100.0	100.0	14.2	20.4	F	53.4	17.3	29.4	
<b>Oklahoma</b>																			
Cameron U	4	IIA	PU	76.8	61.4	54.7	49.6			61.4	100.0	100.0	19.5	15.0		52.5	14.9	32.7	
Oklahoma St U-Main Campus	2	I	PU	128.6	102.3	89.4	72.6	59.1	39.0	99.5	93.8	97.8	15.0	7.9		49.3	26.1	24.6	
Oklahoma St U-Oklahoma City	2	III	PU	89.6	63.5	62.7	61.0			66.3	100.0	100.0	12.7	10.8		57.3	40.2	2.4	
Southwestern Oklahoma St U	2	IIA	PU	90.6	78.8	67.9	56.8			72.6	100.0	100.0	23.6	14.2	F	48.7	17.8	33.5	
U of Central Oklahoma		IIA	PU	101.0	85.1	75.5	67.9	45.9		81.7	100.0	100.0	18.4	4.8	P	54.2	22.2	23.6	
U of Oklahoma-Norman Campus	2	I	PU	150.0	108.9	98.2	59.4	64.3		103.9	100.0	100.0	12.3	6.7	F	45.0	19.1	35.9	
U of Tulsa		I	PR	142.4	109.0	123.0	92.1			114.9	100.0	100.0	5.0	9.9		49.3	14.0	36.7	
<b>Oregon</b>																			
Portland St U	10	I	PU	136.1	108.7	89.6	84.0		65.6	108.3	95.1	95.1	23.7	13.7	PpT	51.7	11.2	37.2	
Reed Coll		IIB	PI	141.3	106.2	96.5	89.5			122.6	94.7	100.0	9.9	11.4		70.4	23.7	5.9	
U of Oregon	2	I	PU	152.3	112.3	97.3	63.0	-		121.7	97.8	100.0	23.9	16.5	O	51.1	16.0	32.9	
<b>Pennsylvania</b>																			
Allegheny Coll		IIB	PR	97.8	79.6	71.0	65.7			80.9	96.8	100.0	5.3	16.0	FpT	58.4	25.6	16.0	
Bryn Mawr Coll		IIA	PI	167.6	120.5	99.2		105.3	57.2	117.2	76.2	78.5	11.2	13.0		50.6	27.9	21.5	
Bucknell U		IIB	PI	142.3	118.5	105.4	80.9			121.5	96.3	100.0	10.1	10.7	FFTOV	64.9	26.2	8.9	
Chatham U	24,25	IIA	PI	119.7	83.7	77.7	-			87.5	93.2	90.9	2.7	6.1	FTV	54.5	43.2	2.3	
Cheyney U of Pennsylvania		IIB	PU	132.9	106.0	80.9	55.5			91.5	100.0	100.0	16.4	14.5		41.0	33.3	25.6	
Commonwealth U of Pennsylvania	2	IIA	PU	127.8	103.1	86.0	61.6			109.3	100.0	100.0	18.3	16.2		85.6	10.0	4.3	
DeSales U	2	IIA	PR	103.4	95.4	75.0	60.8			85.2	100.0	100.0	5.6	1.4	FFTV	36.2	39.1	24.6	
Dickinson Coll		IIB	PI	119.5	97.3	83.3	66.6			98.5	94.1	100.0	8.5	10.4	FpTV	64.7	18.6	16.7	
Drexel U	2	I	PI	169.3	121.9	105.7	88.4			114.2	-	99.9	-	18.3		39.0	11.1	49.9	
Duquesne U	2	I	PR	123.3	100.4	80.0	71.1			96.6	97.9	100.0	4.9	8.9		55.9	11.5	32.6	
East Stroudsburg U of Pennsylvania	2	IIA	PU	128.2	99.7	79.7	59.4			98.8	100.0	100.0	15.5	17.2		64.1	19.5	16.5	
Eastern U	2	IIA	PR	78.7	62.7	57.4		58.9	29.3	58.3	99.2	93.8	7.2	1.4	FTV	22.7	41.4	35.9	
Elizabethtown Coll	4	IIA	PI	101.8	86.5	72.9	-			85.3	100.0	100.0	6.2	18.1		53.8	16.5	29.7	
Franklin and Marshall Coll		IIB	PI	124.7	101.1	89.3	82.9			108.4	100.0	100.0	10.0	15.7	PT	76.0	17.9	6.1	
Geneva Coll		IIA	PR	75.3	70.1	59.2	-			69.4	97.0	-	5.0	-	FFTO	43.3	35.8	20.9	
Gettysburg Coll*		IIB	PI	114.3	94.5	80.2	72.0	75.3		97.8	100.0	100.0	7.2	13.9	FTOV	77.5	9.9	12.6	

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	IN
0.8	0.5	-		2	8	1		10	4	1		39	-	84.2	-		92.0	76.8	-		-	91.2	-	90.2
0.4	0.9	3.3		2	9			3	8	2		42	-	75.3			93.4	80.3	-		-	106.7		100.2
1.0	0.9	1.0		43	26	20		28	25	32		174	119.6	97.3	76.3		114.2	92.4	75.2		95.5	95	98.5	90.1
0.0	1.8	1.1	-	15	15	7	1	11	13	13	1	76	77.2	73.9	62.0	-	75.8	74.5	59.4	-	98.1	100.8	95.8	95.5
7.0	8.6	9.5	3.3	7	13	4	5	6	17	15	8	94	124.9	83.7	66.7	52.9	107.2	90.6	79.6	43.9	85.8	108.3	119.4	94.8
5.9	7.6	9.8	3.0	2	9	4	2	5	3	5	2	44	-	87.4	66.0	-	106.2	78.6	64.2	-	-	90	97.2	102
8.2	8.8	8.7	3.9	148	120	61	67	92	60	48	45	828	148.5	123.3	103.3	57.7	129.2	107.8	94.8	56.1	87	87.4	91.7	85.7
-1.4	0.2	1.4	-1.1	5	13	11	7	12	15	23	27	113	88.7	77.2	70.4	58.2	108.3	82.8	72.4	63.2	122.1	107.3	102.9	105.2
3.0	4.8	4.7	6.0	62	45	40	23	39	44	47	26	335	146.7	111.0	86.6	60.8	136.2	109.4	85.9	64.6	92.8	98.6	99.2	90.7
4.0	3.0	4.4	2.6	50	35	21	9	23	27	22	1	188	101.3	87.4	78.5	67.5	94.6	89.8	78.3	-	93.4	102.8	99.8	98.5
	4.5	5.0		1	11	5			4			21	-	98.5	89.1			103.4				105		106.1
3.6	3.3	-		5	6	2		4	4	1		22	132.3	95.0	-		113.4	93.5	-		85.7	98.4	-	94.9
3.7	4.6	4.4	5.0	676	343	301	4	365	353	375	3	2,420	187.0	125.5	111.6	80.8	166.8	116.6	101.3	126.0	89.2	92.9	90.7	83.4
3.5	3.8	-		9	5	1		2	9	1		27	108.1	86.7	-		-	90.9	-		-	104.9	-	95.3
3.5	3.8	6.0		8	7	4		4	14	2		39	125.2	95.1	85.3		119.5	98.1	-		95.4	103.1	-	95.3
4.0	3.6	5.7		8	14	4		7	13	2		48	125.2	109.7	83.8		127.8	104.2	-		102.1	95	-	99
-	0.8	4.2			9			1	13	8		31		79.9			-	75.4	72.2			94.4		92.7
	0.9	2.0		1	8			1	5	3		18	-	81.6			-	77.7	65.8			95.3		86.7
0.0	0.1	1.4		2	9	4		4	7	7		33	-	83.0	86.7		88.6	73.0	62.3		-	87.9	71.9	84.2
0.0	1.5	1.5		185	168	127		101	131	150		862	112.5	94.3	75.6		96.9	86.2	67.1		86.1	91.5	88.8	84.6
0.0	0.9	6.7		1	2	1		5	8	8		25	-	-	-		95.2	75.2	63.6		-	-	-	113.4
0.4	1.8	1.7		6	4	2		6	6	5		29	100.2	76.3	-		91.0	78.7	67.8		90.8	103.1	-	90.6
4.7	4.2	3.0	2.4	23	14	10	3	12	18	14	4	98	98.9	77.4	70.6	58.7	88.2	79.2	66.5	56.6	89.2	102.3	94.2	89.5
3.8	4.2	4.5	5.6	58	24	32	4	90	28	42	11	289	97.5	73.7	66.2	59.7	91.0	73.1	62.2	58.6	93.3	99.3	94	95.2
0.1	0.1	0.0	1.7	97	51	31	60	36	39	22	74	410	122.3	104.9	96.2	72.5	109.6	92.0	83.1	68.3	89.6	87.8	86.4	82.1
3.1	5.3	5.8	7.4	15	32	20	5	39	32	36	10	189	109.2	92.4	66.0	57.4	109.4	87.3	64.3	55.7	100.1	94.4	97.5	98.5
3.1	6.5	4.3	1.4	13	7	16	2	24	8	24	7	101	113.5	92.7	71.4		111.7	85.8	70.3	59.6	98.4	92.5	98.5	97.1
3.4	4.6	4.9	8.1	271	225	187	35	186	250	228	40	1,422	150.5	113.1	93.6	52.1	128.9	99.3	83.4	61.7	85.7	87.8	89.1	83.8
2.0	2.6	3.2		94	95	50		41	74	28		532	131.6	100.4	90.5		107.5	94.0	75.1		81.7	93.5	82.9	83.9
				20	17	14	1	20	26	23	2	123	90.4	75.0	73.1	-	89.0	74.3	66.9	-	98.5	99.1	91.6	94.5
5.5	6.0	8.7	5.4	119	79	23	3	53	55	32	11	536	123.7	111.4	97.9	88.8	119.8	98.6	86.5	81.6	96.8	88.6	88.4	83.3
1.2	1.1	0.1	2.5	3	2	5		6	10	21	15	62	74.3	-	57.4		82.6	72.0	69.7	77.0	111.2	-	121.3	112.2
0.0	0.4	0.0	0.4	14	12	7	3	12	8	4	9	69	79.6	70.0	65.7	70.0	80.2	68.6	70.8	63.2	100.8	97.9	107.8	98.2
				49	52	27	35	35	51	31	79	373	107.9	91.1	97.9	66.1	97.5	89.3	75.0	63.4	90.3	98.1	76.6	84.8
2.4	3.4	3.0		68	35	29		40	25	28		313	97.2	89.8	73.8		96.9	75.8	82.5		99.7	84.4	111.9	87.8
0.3	0.0	1.0	0.9	19	15	10	15	12	7	8	15	101	75.8	62.6	50.6	50.6	78.4	59.1	59.9	48.7	103.4	94.4	118.5	98.9
0.9	2.2	1.9	1.5	229	181	207	8	83	116	173	18	1,122	133.1	108.0	91.5	75.9	116.2	93.4	86.8	71.1	87.2	86.4	94.8	81.1
0.0	-0.9	2.8	4.1	8	12	9	4	3	20	16	10	82	96.7	63.9	63.9	64.6	70.5	63.3	62.1	59.5	99.2	99.2	97.2	87
2.6	1.9	2.9	0.1	25	18	20	20	29	15	30	40	197	88.0	79.6	64.3	56.2	92.9	77.8	70.4	57.2	105.5	97.7	109.4	99.5
-0.2	3.7	2.7	0.9	93	27	40	23	97	50	46	27	478	103.5	89.6	78.9	70.0	98.6	82.7	72.5	66.0	95.3	92.3	91.9	91.3
3.4	3.6	3.1	5.2	228	227	192	63	116	153	135	102	1,432	156.9	113.5	100.8	63.1	136.5	102.2	94.7	57.1	87	90	94	81.6
2.8	4.3	3.6	4.3	76	41	24	45	13	23	18	60	300	142.4	107.8	127.1	93.5	142.2	111.2	117.4	91.0	99.8	103.1	92.3	86.8
3.7	5.7	5.8	4.5	151	101	62	25	94	99	94	29	716	140.7	111.1	93.7	88.5	128.6	106.2	86.8	80.2	91.4	95.6	92.7	86.1
3.7	4.2	3.8	4.9	48	12	14	3	36	16	17	6	152	143.9	105.6	98.7	94.5	137.8	106.7	94.8	86.9	95.8	101	96.1	91.8
9.3	8.6	9.3	8.9	241	201	140	13	184	187	174	17	1,158	158.6	117.0	100.7	58.9	144.0	107.3	94.6	66.2	90.8	91.8	94	88.7
6.4	4.0	3.6	26.9	22	14	16	7	14	23	26	3	125	101.0	79.0	71.3	65.1	92.9	80.0	70.9	66.9	92	101.2	99.4	94.1
4.2	4.1	3.9		19	20	19		21	27	29		172	172.4	120.4	99.1		163.4	120.6	99.3		94.8	100.2	100.2	90.2
3.0	7.2	6.0	3.3	82	80	48	9	54	62	65	5	405	145.1	121.0	113.1	86.9	138.2	115.2	99.8	70.2	95.2	95.2	88.3	90.9
				8	20	18	1	17	28	39	1	132	126.4	77.5	78.5	-	116.5	88.1	77.4	-	92.2	113.5	98.5	103.1
2.7	3.0	6.5	2.0	4	5	9	4	4	2	8	3	39	133.7	104.9	80.5	55.5	132.1	-	81.4	55.5	98.8	-	101	100.8
3.4	4.3	4.9	6.5	120	68	26	7	72	88	46	12	439	129.2	104.6	85.9	55.5	125.5	102.0	86.0	65.1	97.1	97.6	100.1	91.4
12.7	3.8	5.0	4.7	5	24	21	5	11	29	39	4	138	102.4	96.2	75.0	63.5	103.8	94.8	75.0	57.4	101.3	98.6	99.9	99
3.7	2.5	2.1	2.1	39	28	28	3	23	46	29	8	204	121.9	97.1	83.0	70.4	115.3	97.4	83.6	65.2	94.6	100.3	100.7	93.1
0.9	2.3	2.2	2.6	159	88	52	226	80	89	59	299	1,052	173.1	129.0	111.6	91.4	161.9	114.8	100.6	86.0	93.5	89	90.1	83.6
2.6	2.9	3.3	3.0	47	92	49	12	31	105	90	9	435	128.7	101.9	80.2	63.3	115.1	99.0	79.9	81.5	89.5	97.2	99.6	92.6
3.5	4.7	6.9	2.8	50	30	21	12	34	31	22	31	231	129.3	100.4	82.1	57.3	126.6	99.0	77.4	60.2	97.9	98.6	94.2	88.1
5.5	0.2	3.4		16	7	13		13	9	26		128	78.6	61.5	58.7		78.9	63.7	56.8		100.4	103.5	96.7	96.6
2.9	2.3	3.0	-	14	12	14	1	13	10	27		91	100.8	90.6	71.9	-	102.9	81.6	73.4		102.1	90	102.1	93.6
2.1	2.8	2.4	2.7	47	28	17	6	32	30	14	5	179	127.1	101.6	90.7	87.0	121.2	100.6	87.5	78.0	95.3	99	96.4	94.6
2.1	1.8	1.8		20	16	9		4	12	5	1	67	75.8	72.9	59.1		72.6	66.4	59.5	-	95.8	91	100.6	91.4
3.5	4.1	5.0	5.1	43	44	3	5	25	29	15	5	182	115.8	96.9	80.5	78.1	111.7	90.8	80.					

**APPENDIX I**

NAME	NOTES	CAT.	CTRL	(3)								(4)				DEP. TUI.	(5)			(6)		
				AVG. SALARY (\$1000s)								% COVERED		% of SAL.			TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT				
Haverford Coll		IIB	PI	152.3	115.8	84.4	-	110.9		117.4	100.0	100.0	10.2	14.4	OV	56.9	17.0	26.1				
Indiana U of Pennsylvania-Main Campus	2	I	PU	123.9	102.4	80.1	57.6			109.9	100.0	99.7	17.5	15.6		86.7	3.0	10.3				
Juniata Coll	24	IIB	PI	96.8	77.6	68.1	61.4			83.4	100.0	100.0	8.1	16.0	FFTOV	73.4	12.8	13.8				
King's Coll	4	IIA	PR	90.7	79.3	71.3	-			81.9	98.1	98.1	5.1	15.2	FfT	57.0	11.2	31.8				
Kutztown U of Pennsylvania		IIA	PU	123.3	102.2	74.3	55.7			100.2	100.0	100.0	16.6	17.2		72.5	12.6	14.9				
La Salle U		IIA	PR	108.8	87.3	70.4	63.7			84.2	100.0	100.0	1.7	8.7	FTV	58.8	11.5	29.8				
Lafayette Coll	63	IIB	PR	160.2	122.0	99.1	76.4	91.6		122.5	100.0	100.0	10.0	11.0	FTOV	59.8	29.7	10.4				
Lebanon Valley Coll	2	IIA	PR	90.7	79.2	69.3	74.9			79.5	100.0	100.0	9.0	14.1	FTV	42.7	22.9	34.4				
Lehigh U		I	PI	180.1	126.7	106.5	103.3			138.1	96.9	96.9	9.7	9.8	FpOV	56.7	22.3	21.0				
Lincoln U		IIA	PU	110.9	90.1	79.6	-	70.6		88.0	73.2	64.3	9.3	13.7	F	49.1	38.4	12.5				
Lycoming Coll		IIB	PR	92.0	78.8	67.0	-			75.5	100.0	100.0	6.8	10.5	FFTV	67.9	29.8	2.4				
Mercyhurst U	4	IIA	PR	82.5	73.9	59.8	56.0	57.9		66.7	71.4	91.0	3.3	16.9	FFTV	38.3	12.8	48.9				
Messiah U	64	IIA	PR	99.4	81.5	71.4		64.9		84.0	100.0	100.0	7.0	17.4	FpOV	61.4	25.6	13.1				
Millersville U of Pennsylvania		IIA	PU	126.7	101.5	84.0				107.1	100.0	100.0	18.0	17.2		88.8	11.2	0.0				
Misericordia U	35	IIA	PR	114.1	91.0	79.2	72.0			91.1						46.8	16.7	36.5				
Moravian U	4,65	IIA	PR	84.6	79.8	69.2	71.1	-		76.2					FpTV	40.5	29.4	30.1				
Pennsylvania St U-IIA Campuses	2,66	IIA	PU	143.1	119.2	98.7	84.8	71.9		104.7	100.0	100.0	12.6	16.2	PO	41.8	16.7	41.6				
Pennsylvania St U-IIB Campuses	2,67	IIB	PU	121.9	99.5	87.9	78.8	71.3		91.2	100.0	100.0	14.6	17.7	PO	40.2	9.1	50.7				
Pennsylvania St U-Main Campus	2,33	I	PU	183.8	126.4	116.4	80.5	51.0		125.5	100.0	100.0	12.3	12.2	PO	48.0	15.7	36.3				
Pennsylvania Western U	2	IIA	PU	127.4	104.0	84.6	61.6			108.8	100.0	100.0	18.5	15.5		84.5	7.3	8.2				
Robert Morris U	4	IIA	PI	135.0	109.0	92.8	63.5			118.6	100.0	100.0	6.5	12.6	FfT	85.9	12.8	1.3				
Saint Joseph's U - Phila	4,68	IIA	PR	123.1	98.5	87.7	70.8			101.3	100.0	100.0	8.2	13.0	FFTOV	59.4	6.7	33.9				
Saint Vincent Coll		IIA	PR	90.2	71.1	69.9	59.7			75.9	100.0	100.0	6.4	22.1	FFTV	59.2	26.5	14.3				
Seton Hill U	9	IIA	PR	95.5	81.5	73.5	70.0			79.6	100.0	100.0	6.7	18.8	FFTO	41.3	34.9	23.9				
Shippensburg U of Pennsylvania	2	IIA	PU	129.8	105.6	85.8	60.3			111.0	100.0	100.0	16.7	16.2		88.1	4.3	7.6				
Slippery Rock U of Pennsylvania	2	IIA	PU	126.5	102.9	84.1	60.9			100.5	100.0	100.0	15.5	16.2		68.7	21.1	10.1				
Swarthmore Coll	69	IIB	PI	183.5	137.4	110.3				147.4	98.5	100.0	9.8	12.5	PO	69.1	22.7	8.2				
Temple U	2	I	PU	184.4	130.6	103.1	85.2			138.0	100.0	100.0	8.2	12.3		39.9	8.9	51.2				
U of Pennsylvania	70	I	PI	290.1	177.9	168.0		95.7		205.5	100.0	100.0	10.9	11.9	PpO	59.4	18.4	22.2				
U of Pittsburgh-Bradford	2,71	IIB	PU	100.9	92.7	77.4	68.1			81.6	100.0	100.0	9.8	10.1	FFTO	28.8	21.9	49.3				
U of Pittsburgh-Greensburg	2,72	IIB	PU	100.7	87.6	73.0	63.7			77.0	100.0	100.0	9.8	10.2	FFTO	32.9	21.1	46.1				
U of Pittsburgh-Johnstown	2,72	IIB	PU	99.4	82.2	70.2	66.5			79.8	100.0	100.0	9.8	10.2	FFTO	52.8	5.7	41.5				
U of Pittsburgh-Pittsburgh Campus	2,72	I	PU	161.7	110.9	95.1	71.0	61.2		117.2	100.0	100.0	9.8	10.8	FFTO	36.7	12.4	50.8				
U of Pittsburgh-Titusville	73	III	PU	-	-	75.9	-			78.6	100.0	100.0	9.8	10.0	FFTO	33.3	0.0	66.7				
U of Scranton		IIA	PR	128.0	104.9	96.1	-	-	84.1	107.2	94.9	100.0	9.9	20.4	FfT	65.7	19.1	15.2				
Ursinus Coll		IIB	PI	103.3	87.0	76.9	70.6			84.1	100.0	100.0	3.9	9.2	FFTV	53.8	21.5	24.6				
Villanova U	4,74	IIA	PR	177.4	121.5	96.2	70.9			128.5	100.0	100.0	8.3	9.0	FFTOV	49.2	14.1	36.7				
Washington & Jefferson Coll		IIB	PI	88.8	75.4	66.5	51.0		62.1	77.1	100.0	100.0	7.5	14.7	FT	64.3	20.9	14.8				
Waynesburg U	2	IIA	PR	69.3	65.5	59.4	58.1			63.1	100.0	100.0	5.0	19.3	FT	55.4	10.7	33.9				
West Chester U of Pennsylvania	2	IIA	PU	126.0	104.0	87.4	56.7			103.4	100.0	100.0	14.8	16.1		70.4	16.2	13.4				
Westminster Coll		IIB	PR	82.2	70.9	61.5	-	61.0		69.9	100.0	100.0	4.2	8.7	FFTV	61.4	22.9	15.7				
Widener U	35	I	PI	116.7	90.0	82.5	82.1	72.8		92.1						40.1	31.7	28.2				
Wilkes U	2	IIA	PI	114.0	93.1	79.2	70.8			92.4	93.3	100.0	7.3	9.6	FFTV	63.4	22.0	14.6				
York Coll of Pennsylvania	4	IIA	PI	94.2	87.2	74.0	64.5			82.1	100.0	100.0	7.6	20.6	FFTO	64.2	17.9	17.9				

**Puerto Rico**

Universidad Politecnica de Puerto Rico	75	IIA	PI	50.5	40.0	33.1	-			42.4	100.0	100.0	2.7	3.4		11.6	0.0	88.4
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**Rhode Island**

Brown U	20	I	PI	230.1	155.5	124.2	74.7	111.7		173.8	96.7	100.0	9.9	6.9	O	61.4	16.1	22.5
Bryant U		IIA	PI	189.3	154.3	129.0		87.8		133.2	85.5	100.0	11.7	11.8	FTOV	42.4	15.8	41.8
Comm Coll of Rhode Island		III	PU	92.3	74.5	66.5	-			78.3	99.3	99.3	12.0	23.0	Ff	76.1	23.2	0.7
Providence Coll	35	IIA	PR	145.4	118.0	97.4	86.3			112.3						55.2	27.5	17.3
Rhode Island Coll		IIA	PU	125.7	103.0	85.4	72.0			104.6	100.0	100.0	9.1	16.1	FfV	67.7	16.0	16.3
Salve Regina U	24	IIA	PR	107.1	92.9	80.7		67.9	-	85.0	97.8	100.0	8.1	16.1	FFTOV	43.3	26.1	30.6
U of Rhode Island	21	I	PU	145.3	106.8	94.5	74.9			116.4	100.0	100.0	8.5	16.1	Ff	48.8	19.4	31.7

**South Carolina**

Clemson U	2,76	I	PU	162.4	116.5	100.8	115.8	71.1		113.0	97.9	99.8	25.2	7.2		47.6	18.2	34.2
Coastal Carolina U		IIA	PU	109.6	91.3	80.5	76.4	62.3		83.6	100.0	100.0	24.7	15.2	P	43.3	21.1	35.6
Coll of Charleston		IIA	PU	117.2	96.7	82.9	74.4			96.4	100.0	95.4	18.7	8.5		62.0	16.6	21.4
Converse U		IIA	PI	67.6	60.9	56.9	45.0			59.7		100.0		13.2	FpTV	54.8	38.7	6.5
Francis Marion U	3	IIA	PU	94.7	71.2	70.1	57.8			79.2						62.7	24.9	12.4
Furman U	77	IIA	PI	113.4	93.2	80.1	-	57.7		98.5	100.0	100.0	10.4	13.8		73.6	17.2	9.2
U of South Carolina Aiken		IIA	PU	97.8	79.9	82.2	62.5			80.9	100.0	100.0	24.5	15.1		50.0	25.3	24.7
U of South Carolina Beaufort		IIB	PU	96.7	78.5	68.3	58.5			76.4	100.0	100.0	24.5	15.9		52.8	23.6	23.6
U of South Carolina-Columbia		I	PU	157.7	112.7	97.5	66.7	91.4		113.4	100.0	100.0	24.5	10.7		47.7	17.0	35.3

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	IN
5.8	7.4	6.3		30	20	24		26	18	31	1	153	154.6	114.7	84.8		149.5	116.9	84.1	-	96.7	102	99.2	93.6
3.7	5.7	5.8	2.2	106	31	9	5	76	38	17	19	301	125.8	101.9	80.3	55.5	121.3	102.8	80.0	58.2	96.4	100.9	99.6	89.7
2.2	3.4	2.6	1.2	31	7	12	6	16	8	12	2	94	98.3	79.6	67.6	60.7	93.7	75.8	68.6	-	95.2	95.2	101.4	94.2
1.5	9.8	3.1	-	23	17	9	1	22	20	14	1	107	88.4	81.2	78.8	-	93.0	77.7	66.4	-	105.3	95.7	84.4	96.1
3.9	4.9	4.9	3.7	64	52	35	11	50	41	41	8	302	124.1	103.6	72.3	55.8	122.3	100.4	76.1	55.5	98.5	97	105.3	96.9
0.0	0.3	1.4	0.0	13	22	19	1	13	28	31	4	131	105.4	96.1	66.8	-	112.3	80.3	72.5	64.1	106.5	83.5	108.5	93.3
5.5	8.1	9.9	5.5	48	49	33	13	30	29	43	6	259	167.5	123.9	100.1	77.4	148.4	118.6	98.4	74.4	88.6	95.7	98.4	89.7
3.9	2.8	4.3	-	25	19	14	3	17	22	29	2	131	91.2	80.6	69.6	76.9	89.9	78.0	69.1	-	98.5	96.7	99.3	93.6
3.3	3.9	3.7	2.7	145	96	86	18	63	71	88	20	587	184.9	127.6	113.2	123.3	169.2	125.5	99.9	85.2	91.5	98.4	88.3	84
1.2	4.6	3.5	-	14	18	20	1	8	17	21	1	112	114.4	88.9	79.0	-	104.7	91.3	80.2	-	91.5	102.7	101.4	94.8
2.5	2.7	2.9	10	16	20	1	5	13	19			84	95.8	77.9	67.6	-	84.4	79.9	66.4		88	102.6	98.2	95.5
2.3	5.8	3.8	5.0	18	15	26	5	8	13	33	12	133	84.9	74.4	62.7	54.7	77.2	73.3	57.6	56.5	91	98.5	91.8	88.2
3.4	3.7	4.8		44	25	15		19	30	27		176	99.7	82.3	70.7		98.8	80.8	71.8		99.1	98.2	101.6	92.4
3.4	3.9	6.8		42	52	19		39	57	23		232	127.9	101.6	86.5		125.4	101.4	81.9		98.1	99.8	94.7	97
3.0	3.2	3.9	3.0	14	15	9	3	14	32	37	2	126	113.7	85.7	79.1	74.3	114.6	93.6	79.3	-	100.8	109.2	100.2	97.1
				15	20	18		18	38	46	7	163	86.5	78.3	66.2		82.9	80.7	70.4	71.1	95.8	103	106.4	99.4
3.2	3.4	4.8	3.9	56	98	44	87	16	35	30	78	474	145.5	122.0	100.3	87.7	135.0	111.3	96.2	81.5	92.8	91.2	95.9	85.9
3.1	3.7	4.0	3.9	89	105	31	147	59	103	49	227	881	121.8	100.3	91.0	79.4	122.2	98.8	85.9	78.5	100.3	98.5	94.4	93.1
3.2	4.3	4.1	4.1	639	284	204	453	252	215	210	500	2,834	189.0	129.4	119.8	84.4	170.8	122.3	113.1	76.9	90.3	94.5	94.5	79.7
3.4	4.6	5.6	5.3	116	57	31	7	97	68	32	32	440	129.1	106.0	87.6	62.7	125.3	102.3	81.6	61.3	97	96.6	93.2	90.3
2.0	1.7	1.5	1.5	45	23	7	3	42	17	12	7	156	140.1	109.0	98.9	71.0	129.5	109.1	89.2	60.3	92.4	100.1	90.2	90.4
2.0	2.6	2.6	2.2	70	52	27	2	47	53	57	34	342	125.8	100.0	92.3	-	119.1	97.1	85.5	70.7	94.7	97.1	92.6	85.6
0.0	0.8	0.8	0.0	22	24	13	3	8	11	14	3	98	91.8	73.1	69.7	58.4	85.7	66.8	70.1	61.0	93.3	91.4	100.7	91.7
2.5	2.8	3.2	2.5	5	19	10	5	10	27	27	6	109	105.3	85.3	73.3	72.8	90.6	78.9	73.6	67.7	86.1	92.5	100.5	93.3
3.2	3.9	5.7	5.2	55	52	8	4	34	38	7	12	210	129.5	106.4	88.1	58.4	130.1	104.4	83.1	60.9	100.4	98.1	94.4	93.3
3.3	4.2	6.0	8.1	45	73	32	16	47	73	49	20	355	126.1	103.2	85.4	62.7	126.8	102.7	83.3	59.4	100.6	99.6	97.4	97.1
3.3	4.1	3.0		41	34	21		33	32	33		194	183.2	137.5	110.8		184.0	137.3	109.9		100.4	99.8	99.2	95.1
10.4	14.0	16.2	18.3	263	298	165	17	148	276	185	32	1,384	194.3	133.7	105.3	86.0	167.0	127.2	101.2	84.7	85.9	95.1	96.1	85.8
3.5	4.7	5.6		438	137	133		194	137	123		1,493	298.7	182.9	175.7		270.7	172.9	159.6		90.6	94.5	90.8	75.3
2.5	2.5	2.5	2.5	5	11	23	6		8	15	5	73	100.9	97.1	75.6	74.8		86.6	80.1	60.0		89.2	106	93.8
3.3	3.6	3.2	2.5	3	12	9	9	3	9	22	9	76	103.8	85.6	73.7	66.5	97.6	90.4	72.6	60.9	94	105.7	98.5	96
2.8	2.8	3.5	2.7	13	27	19	4	11	18	20	11	123	103.2	82.6	73.6	76.3	95.0	81.7	67.0	62.9	92.1	98.9	91.1	90.5
3.4	3.9	4.3	4.2	355	273	282	48	235	278	398	83	1,984	173.1	116.1	100.4	77.6	144.6	105.8	91.4	67.1	83.5	91.2	91.1	81
-	-	-	-	1				1	3	1		6	-				-	75.9	-					-
3.1	3.8	4.5	-	64	46	30		27	37	30	1	277	129.4	113.2	101.9		124.8	94.5	90.3	-	96.5	83.5	88.7	84.8
0.1	0.8	0.6	2.8	12	17	15	7	11	31	20	17	130	103.3	89.6	77.4	71.8	103.4	85.6	76.4	70.1	100.1	95.5	98.7	95
3.1	3.7	4.4	4.8	153	141	99	24	88	132	114	28	779	182.3	124.2	100.0	67.9	168.8	118.7	92.9	73.5	92.6	95.6	92.9	87.4
3.0	3.0	3.0	-	25	11	13	5	24	18	9	1	115	90.4	78.5	66.7	50.8	87.1	73.6	66.2	-	96.4	93.8	99.3	99.7
0.0	0.0	0.0	0.0	7	4	6	7	8	8	10	6	56	69.5	65.6	65.8	61.2	69.2	65.4	55.5	54.6	99.5	99.7	84.4	93.5
3.6	5.4	5.9	4.8	119	91	40	36	151	102	85	54	678	127.8	104.8	89.1	58.0	124.6	103.3	86.5	55.9	97.5	98.5	97.1	95.3
2.0	2.1	1.4	-	11	11	12		8	11	6	1	70	84.3	73.1	58.4		79.4	68.7	67.8	-	94.3	93.9	116.2	95.4
2.4	2.6	3.1	-	32	37	37		29	58	74	8	284	124.7	89.0	82.9		107.9	90.7	82.3	82.1	86.5	101.9	99.3	91.6
1.8	2.8	4.2	1.3	23	36	17	5	15	36	18	14	164	118.6	93.2	83.0	71.4	106.9	93.0	75.6	70.5	90.1	99.8	91.1	90.7
1.5	1.5	0.8	1.0	25	25	20	6	6	35	20	14	151	95.1	90.7	74.9	67.1	90.5	84.7	73.2	63.3	95.1	93.4	97.8	90.7
				29	50	9	1	15	26	8		138	52.7	42.3	33.5	-	46.3	35.7	32.5		87.9	84.6	97.1	86.2
5.1	6.4	5.0	0.1	308	105	87	25	140	84	94	23	995	231.8	157.8	128.4	79.0	226.2	152.7	120.2	70.0	97.6	96.8	93.6	84.6
4.0	4.4	4.9		34	11	6		15	12	18		165	192.3	151.5	131.3		182.5	156.9	128.3		94.9	103.6	97.7	85.5
4.6	9.0	6.9	-	34	32	28		71	50	67	2	284	91.9	74.4	67.7		92.5	74.5	66.1	-	100.6	100.1	97.6	99
2.7	3.9	3.3	4.2	51	62	45	32	31	45	67	31	364	148.0	122.8	95.6	87.8	141.1	111.3	98.6	84.7	95.4	90.7	103.2	91.3
3.7	4.4	5.6	4.0	45	28	10	15	74	42	37	31	282	128.9	104.0	86.2	68.6	123.7	102.4	85.2	73.6	96	98.5	98.9	94.9
3.1	4.7	4.8		18	10	11		9	21	25		134	107.6	92.0	87.2		106.1	93.4	77.8		98.6	101.5	89.3	89.9
4.2	5.6	6.0	2.8	158	119	99	6	127	152	125	11	797	152.4	111.1	99.1	77.5	136.5	103.4	90.8	73.5	89.6	93	91.7	87.5
0.9	3.5	3.5	3.8	323	192	141	45	109	125	137	27	1,560	165.7	120.9	105.1	121.4	152.7	109.7	96.3	106.3	92.1	90.7	91.6	78.5
4.6	4.2	2.6	2.0	86	53	57	6	39	55	50	8	526	111.0	92.4	82.3	69.2	106.6	90.2	78.4	81.8	96	97.7	95.3	91.4
3.4	3.8	4.0	4.0	91	90	57	28	64	81	66	46	523	120.4	98.9	82.7	77.1	112.6	94.3	83.1	72.8	93.5	95.3	100.5	91.7
0.0	0.1	0.1	0.0	11	7	19	2	7	26	18	3	93	69.7	62.8	57.3	-	64.4	60.3	56.4	41.9	92.3	96	98.4	95.3
				44	27	22	4	34	26	36	8	201	98.3	71.0	68.7	57.1	90.1	71.5	70.9	58.2	91.6	100.7	103.3	92.8
				78	33	11	1	44	29	22	1	239	114.1	94.8	80.5	-	112.1	91.2	79.9	-	98.3	96.2	99.2	91.5
2.7	5.6	4.8	2.5	26	16	16	15	13	25	14	21	146	99.5	79.3	89.8	60.0	94.4	80.3	73.5	64.2				

**APPENDIX I**

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) % COVERED				(5) DEP. TUI.	(6) TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
																			% of SAL.	% of SAL.
U of South Carolina-Upstate		IIA	PU	91.8	82.8	75.2	64.9					78.0	100.0	100.0	24.5	15.6		49.0	17.7	33.3
Wofford Coll		IIB	PR	101.9	87.5	81.1	64.5					88.3	100.0	100.0	9.8	18.9	FTV	61.8	27.0	11.2

**South Carolina (continued)**

**South Dakota**

Augustana U	78	IIA	PR	87.9	83.0	72.7	50.9					78.0	100.0	100.0	7.0	6.4	PpTV	35.7	18.1	46.2
Mount Marty U	9	IIA	PR	77.9	71.7	79.8	70.7					75.3	86.4	100.0	4.0	7.4	FFTV	40.9	38.6	20.5

**Tennessee**

Austin Peay St U	2	IIA	PU	99.0	83.3	73.2	61.0					83.6	100.0	90.8	11.9	17.3		58.2	26.8	15.1
Belmont U	9	IIA	PR	154.7	113.4	86.1	83.3					109.2	100.0	100.0	4.8	10.4	FTV	44.3	36.6	19.1
East Tennessee St U	1	I	PU	125.7	99.4	89.6	66.5	56.8	102.2			98.4	100.0	100.0	11.7	11.2	Pp	43.8	13.5	42.7
King U	79	IIA	PR	48.0	47.5	46.2	40.8					46.6	100.0	100.0	0.0	13.6	FFT	0.0	0.0	100.0
Lee U		IIA	PR	79.3	70.6	67.2	-	55.2				71.7	100.0	100.0	0.0	15.6	FFT	52.1	34.3	13.6
Maryville Coll	24	IIB	PR	79.2	66.9	59.3	55.1	54.9				67.7	100.0	100.0	3.8	5.4	FFTV	56.9	23.6	19.4
Middle Tennessee St U	2	I	PU	115.1	93.3	84.3	61.0	56.2				89.6	100.0	100.0	11.3	15.6		53.6	15.1	31.4
Rhodes Coll		IIB	PR	106.0	89.8	72.3	65.1					89.2	100.0	100.0	8.8	11.5	FpTOV	63.3	19.8	16.9
U of Memphis	4,24	I	PU	121.9	95.5	81.5	60.8					90.2	100.0	91.9	10.9	15.7	PpV	45.3	19.0	35.8
U of Tennessee-Chattanooga	4	IIA	PU	121.0	95.9	80.5	62.0	60.6				89.4					PpO	38.5	22.7	38.7
U of Tennessee-Knoxville	10	I	PU	167.5	122.5	98.9	72.5	78.1				117.3					Pp	42.1	21.0	36.8
U of the South		IIB	PR	118.7	90.1	76.0	63.2					92.3	92.1	100.0	8.6	9.0	FFT	59.6	20.8	19.7
Walters St Comm Coll	15,35	III	PU	76.6	66.0	54.6	49.4					62.6						52.9	40.1	7.0

**Texas**

Abilene Christian U	2	IIA	PR	100.4	86.6	77.1	67.7					85.4	100.0	100.0	8.0	14.0	F	44.1	15.3	40.6
Angelo St U	2	IIA	PU	92.5	79.4	66.1	60.0		71.9			75.7	98.7	100.0	6.5	9.8		48.5	20.5	31.0
Austin Coll	2	IIB	PR	95.9	81.3	69.0	52.6					80.3	94.8	100.0	8.1	14.8	FTV	67.0	17.5	15.5
Austin Comm Coll District		III	PU	107.4	86.3	77.2						98.3	100.0	100.0	8.6	10.0	FO	0.0	0.0	100.0
Baylor U		I	PR	168.0	121.1	105.1		82.0				121.2	96.5	100.0	12.3	10.7	FFTV	43.4	15.3	41.3
Lamar U		I	PU	112.7	93.0	78.8	63.3					85.6	100.0	100.0	9.1	12.9		46.3	26.3	27.5
McMurry U	49	IIB	PR	72.7	57.6	75.6	56.2					65.8	100.0	100.0	4.0	13.5	PFTV	72.4	21.1	6.6
Our Lady of the Lake U	2	IIA	PR	81.5	67.6	65.6	54.0					69.0	100.0	100.0	4.5	12.2	FFT	37.0	26.0	37.0
Prairie View A & M U		IIA	PU	130.6	95.7	75.7	-	62.0				87.5	100.0	100.0	4.7	11.1		43.8	21.3	34.9
Rice U		I	PI	243.9	151.0	133.0	70.4	92.0				172.1	100.0	100.0	9.3	8.4	FFOV	54.1	20.7	25.3
Saint Edward's U	2	IIA	PR	102.4	87.1	74.9						87.5	100.0	100.0	6.2	8.9	FFTOV	55.0	21.9	23.1
Sam Houston St U		I	PU	101.9	87.0	74.3	68.4	49.0				79.7	100.0	100.0	9.0	12.8	P	45.8	25.1	29.1
Southern Methodist U		I	PR	200.7	138.8	138.6	122.3	72.9	118.4			139.2						44.4	12.0	43.6
Southwestern U		IIB	PR	99.0	83.9	70.4	50.5					80.6	100.0	100.0	7.3	14.1	FFT	50.8	31.7	17.5
St Mary's U	2	IIA	PR	119.7	96.0	77.9	-	58.1				94.0	100.0	100.0	5.7	8.5		49.8	22.2	28.0
Texas A & M U-Corpus Christi	4	IIA	PU	115.6	93.0	77.2	65.0					87.6	100.0	100.0	3.3	7.4	PpO	47.2	25.1	27.8
Texas A&M U-Coll Station		I	PU	196.2	129.7	116.9		94.8				132.5	100.0	100.0	7.2	10.0		42.6	16.3	41.2
Texas A&M U-Kingsville		IIA	PU	109.2	89.0	72.5	77.2	49.5				84.9						54.5	21.0	24.5
Texas Christian U	2	I	PR	172.8	126.9	109.3	101.8	68.4				130.4	100.0	100.0	7.9	10.6	FFTOV	44.7	16.1	39.2
Texas Lutheran U	4	IIB	PR	73.7	68.3	65.9	68.7	56.2	70.7			68.3	100.0		20.0			43.3	28.9	27.8
Texas St U		I	PU	102.4	88.2	74.1		59.5				83.6	100.0	100.0	7.0	13.3		34.2	14.4	51.4
Texas Tech U	4	I	PU	158.8	107.5	94.3	48.5	63.3	64.4			108.7	99.1	97.9	7.5	7.7	O	47.7	24.0	28.3
Texas Woman's U		I	PU	102.8	86.6	78.9	70.9	68.1				85.2	100.0	100.0	24.2	9.5	PO	31.1	30.5	38.4
Trinity U		IIA	PR	144.6	122.4	96.3	60.8	68.7				116.3	100.0	100.0	9.9	4.8		62.2	19.8	18.0
U of Dallas	4	IIA	PR	109.0	87.3	73.0	57.1					78.7	95.3	95.3	5.5	15.3	FFTV	42.5	12.6	44.9
U of Houston		I	PU	173.3	115.4	111.1		73.2				119.7	100.0	100.0	8.2	8.3		50.4	18.6	31.0
U of Houston-Downtown	4	IIA	PU	105.9	94.1	81.6		60.3				85.3	100.0	100.0	7.4	11.2	None	48.9	21.9	29.2
U of St Thomas	2	IIA	PR	96.0	80.5	69.1	65.8					78.9	100.0	100.0	3.0	14.2	FTV	37.1	4.9	58.0
U of Texas Permian Basin	2	IIA	PU	94.5	89.1	83.3		63.5	144.8			80.9	100.0	100.0	5.2	12.3	PV	32.9	28.4	38.7
U of Texas at Austin		I	PU	220.6	148.7	125.8	91.6	87.1				149.1	99.6	97.7	8.4	8.8		51.3	15.0	33.7
U of Texas at Dallas		I	PU	202.4	148.7	133.8	66.2	87.8				135.9	99.1	98.8	7.9	8.8		40.2	21.5	38.3
U of Texas at El Paso		I	PU	140.9	103.4	98.0		69.3				97.2	100.0	100.0	8.5	14.9		41.1	22.4	36.5
U of Texas at San Antonio		I	PU	120.2	97.8	79.7		45.7				96.0	99.4	96.5	10.5	13.3		42.6	16.8	40.6

**Utah**

Salt Lake Comm Coll	15	III	PU	88.8	75.7	67.7	56.7					74.3	100.0	100.0	14.7	25.9	P	61.9	27.1	11.0
Snow Coll		III	PU	138.2	74.1	65.8	68.7					78.8	100.0	100.0	27.3	22.5	F	63.1	14.9	22.0
Southern Utah U	9	IIA	PU	107.2	86.5	75.5		62.9	65.6			82.9	100.0	100.0	14.7	19.5		42.2	25.2	32.6
U of Utah	2	I	PU	143.8	106.1	93.1	68.7	78.6	45.0			106.9	100.0	100.0	14.2	11.2		49.9	21.9	28.2
Utah St U	2	I	PU	173.6	117.6	91.0	63.2	81.2				117.7	100.0	100.0	13.7	15.7	Pp	46.0	22.8	31.2
Utah Tech U	25	III	PU	101.3	89.1	75.1	65.6					83.7	100.0	100.0	14.9	23.7	Pp	49.0	32.3	18.6
Utah Valley U	35	IIA	PU	118.7	98.9	86.8		77.9				94.0						49.4	27.2	23.3
Westminster U	2	IIA	PI	92.4	73.7	70.4						79.6	100.0	100.0	6.0	14.4	FpT	0.0	0.0	100.0

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	IN
2.3	5.7	8.7	3.9	25	27	12	22	26	25	17	44	198	93.1	85.6	74.4	66.2	90.5	79.7	75.8	64.3	97.3	93	101.8	93
8.7	5.7	4.0	4.5	22	19	18	7	32	21	23	10	152	102.2	90.7	84.5	67.0	101.6	84.6	78.5	62.7	99.4	93.3	93	96
0.0	0.0	0.0	0.0	20	24	30	6	13	41	44	4	182	85.0	79.5	77.8	53.2	92.5	85.1	69.3	47.5	108.9	107.1	89	99.4
2.0	2.2	5.6	2.8	4	7	7	6	2	8	9	1	44	82.7	59.5	73.7	74.0	-	82.5	84.6	-	-	138.7	114.8	113.1
3.0	4.8	4.4	3.9	90	40	49	25	71	42	59	35	411	100.0	85.1	75.3	58.3	97.8	81.6	71.5	62.9	97.7	95.9	94.9	94.2
1.4	2.5	1.9	2.1	80	59	81	43	56	72	113	45	549	158.4	115.7	90.4	89.3	149.4	111.5	83.0	77.5	94.3	96.3	91.8	87.8
5.3	5.0	8.3	15.1	144	109	113	3	85	122	171	28	886	130.1	100.9	92.1	67.7	118.3	98.1	87.9	66.4	90.9	97.2	95.4	89.4
0.3	1.7	1.4	2.6	8	7	12	1	5	8	22	2	65	50.7	47.3	47.8	-	43.8	47.7	45.4	-	86.5	100.8	94.9	94.8
2.4	2.5	2.6	-	40	17	15	-	17	15	22	1	140	79.7	69.8	69.6	-	78.5	71.4	65.5	-	98.5	102.2	94.1	91.1
1.9	6.4	3.8	4.5	13	8	4	2	15	6	12	4	72	79.6	66.3	59.5	-	78.9	67.8	59.3	54.3	99.2	102.3	99.7	93.8
4.2	4.3	3.0	3.6	195	116	60	30	134	88	88	56	943	119.3	94.4	86.0	61.3	109.1	91.8	83.1	60.8	91.4	97.2	96.6	88.1
1.9	2.9	4.0	2.8	30	38	21	5	21	38	20	4	177	110.1	87.7	74.4	62.8	100.2	92.0	70.2	67.9	91	104.9	94.3	96.8
3.1	3.3	3.9	3.5	126	129	91	89	78	115	123	113	864	126.5	100.4	86.5	62.6	114.5	90.1	77.8	59.4	90.5	89.7	89.9	85.2
1.5	1.9	3.3	1.6	96	57	67	5	49	53	67	6	532	121.4	104.1	83.1	64.9	120.1	87.2	77.8	59.6	98.9	83.8	93.7	86.2
-1.4	1.6	3.9	1.9	367	212	223	5	189	153	258	37	1,929	173.6	129.2	106.6	76.7	155.7	113.4	92.1	71.9	89.7	87.8	86.4	80
2.9	3.5	4.1	4.7	30	33	19	18	29	21	17	11	178	123.8	93.5	75.7	63.1	113.4	84.8	76.2	63.2	91.6	90.6	100.6	96.5
2.7	2.7	2.7	2.7	10	30	9	11	18	40	18	21	157	76.4	64.7	56.0	45.3	76.8	67.1	53.9	51.6	100.5	103.7	96.3	102.1
8.5	5.4	7.1	12.0	66	40	31	8	20	39	54	30	288	102.3	93.0	77.7	75.0	94.0	80.0	76.7	65.7	91.9	86	98.8	83.6
3.1	4.1	4.8	3.7	55	34	35	30	33	24	28	31	303	94.8	84.3	65.7	64.2	88.6	72.6	66.6	55.9	93.4	86.1	101.3	88.7
3.1	4.0	4.9	8.2	18	29	12	1	8	13	10	6	97	97.8	82.1	69.0	-	91.6	79.5	68.9	51.3	93.7	96.8	99.9	89.1
2.9	3.1	3.1	-	232	94	34	-	255	141	41	-	797	108.0	86.4	76.2	-	106.8	86.2	78.0	-	98.9	99.8	102.3	98.1
3.3	3.6	3.9	-	218	176	125	-	98	202	164	-	1,241	172.4	127.4	114.0	-	158.2	115.7	98.3	-	91.8	90.8	86.2	83
1.3	3.8	3.1	5.0	57	55	50	37	33	41	54	73	400	114.2	97.7	79.8	63.1	110.1	86.8	77.8	63.4	96.4	88.8	97.6	87.1
-1.8	-5.4	0.5	0.0	19	6	6	6	9	5	7	18	76	72.3	56.8	74.1	56.9	73.5	58.5	76.9	56.0	101.6	103.1	103.7	94.8
0.0	0.9	0.4	0.9	6	5	9	4	10	14	25	-	73	78.5	53.6	67.3	54.0	83.4	72.6	65.0	-	106.2	135.5	96.6	109.1
7.3	4.9	5.9	-	66	56	42	1	25	38	41	-	413	129.6	98.6	77.7	-	133.3	91.4	73.6	-	102.9	92.7	94.7	89.5
3.8	4.6	4.6	3.3	246	98	104	7	82	73	106	7	851	246.8	158.6	137.5	74.2	235.1	140.9	128.5	66.5	95.2	88.8	93.4	79.7
0.0	0.4	1.8	-	23	22	24	-	29	26	36	-	160	100.6	99.5	75.6	-	103.9	76.6	74.4	-	103.3	77	98.4	92.2
0.3	1.1	0.6	0.6	113	94	85	37	73	81	98	84	766	105.1	89.1	76.4	67.1	97.0	84.6	72.5	69.0	92.3	94.9	94.9	87.9
3.8	4.3	5.6	4.8	161	89	45	95	59	55	48	97	809	207.2	143.3	139.4	140.5	183.0	131.6	138.0	104.6	88.3	91.9	99	74.9
3.9	4.4	5.0	3.1	16	15	13	4	22	13	29	8	120	100.0	84.1	69.6	52.5	98.3	83.8	70.7	49.5	98.2	99.6	101.6	95.5
2.9	4.7	3.5	-	45	26	24	1	25	21	42	1	207	124.1	96.1	74.1	-	111.7	95.9	80.0	-	90	99.9	108	88
2.3	3.2	0.7	1.6	69	54	47	34	39	39	46	79	407	120.2	96.3	80.3	64.2	107.3	88.5	74.1	65.4	89.3	91.9	92.3	83.8
4.4	5.0	5.2	-	723	307	295	-	224	187	200	-	3,294	200.4	132.8	115.8	-	182.8	124.5	118.5	-	91.2	93.8	102.3	83.1
-	-	-	-	62	57	33	16	28	24	31	17	310	111.4	92.2	72.0	83.2	104.3	81.4	73.0	71.5	93.6	88.3	101.3	87.4
3.1	4.8	4.2	5.2	137	98	74	53	101	94	123	67	776	181.2	128.3	124.9	101.9	161.4	125.4	99.9	101.8	89.1	97.8	80	84.8
-3.6	-1.5	5.3	-	12	12	14	-	10	14	12	3	97	77.9	71.8	69.2	-	68.7	65.3	62.0	68.7	88.3	90.9	89.5	91.1
4.7	3.8	4.0	-	213	230	238	-	167	237	285	-	1,554	106.0	91.1	76.0	-	97.9	85.4	72.6	-	92.4	93.7	95.6	91.6
3.9	3.7	3.4	6.8	291	269	251	12	133	156	245	5	1,640	165.4	110.7	99.8	49.2	144.3	101.9	88.5	46.7	87.2	92	88.7	79.8
2.4	4.5	4.2	13.1	27	32	49	6	73	88	151	12	463	101.4	85.1	85.4	61.2	103.3	87.2	76.8	75.7	101.9	102.4	89.9	96.9
1.9	4.4	3.7	8.7	60	40	28	9	47	33	28	5	283	144.3	122.4	100.9	65.4	145.0	122.4	91.7	52.7	100.5	100	90.9	94.9
-4.9	0.9	2.2	1.2	10	34	15	19	5	20	6	18	127	110.3	83.9	74.6	58.4	106.4	93.0	69.0	55.8	96.4	110.9	92.4	98
2.7	3.5	3.0	-	342	176	151	-	126	122	112	-	1,492	179.4	119.6	114.1	-	156.9	109.5	107.1	-	87.5	91.6	93.9	78
0.0	1.1	1.4	-	54	51	34	-	32	43	51	-	356	108.1	95.1	86.4	-	102.2	92.9	78.4	-	94.5	97.7	90.7	89.9
0.3	2.5	0.5	-	23	34	24	3	11	14	33	-	143	92.3	78.6	68.7	65.8	103.6	85.1	69.3	-	112.3	108.2	100.9	99.4
0.0	0.6	0.6	-	14	21	29	-	6	12	21	-	155	100.3	92.5	87.0	-	80.9	83.2	78.3	-	80.7	89.9	90	90.3
2.7	4.0	4.6	-0.7	639	270	218	12	290	207	185	3	2,729	226.1	155.6	131.6	97.2	208.6	139.7	119.0	69.2	92.3	89.8	90.4	78.4
0.7	0.7	0.3	0.0	202	103	138	2	59	48	76	6	1,014	210.5	154.0	137.4	-	175.0	137.3	127.2	67.4	83.1	89.2	92.5	73.3
2.8	2.9	3.2	-	116	114	99	-	50	79	75	-	840	146.0	106.4	100.2	-	128.9	99.1	95.1	-	88.3	93.1	94.9	82.8
0.4	1.5	1.7	-	247	164	170	-	145	97	167	1	1,080	130.6	99.2	82.8	-	102.5	95.4	76.5	-	78.5	96.2	92.4	82
2.5	3.9	5.1	3.3	32	84	44	11	28	61	55	12	328	88.9	76.0	67.7	54.1	88.8	75.3	67.7	59.0	99.9	99.1	100.1	98.4
3.5	8.9	11.4	1.6	13	33	26	17	6	13	23	10	141	161.3	74.5	66.2	73.1	88.1	72.8	65.3	61.3	54.6	97.7	98.7	81.7
2.5	3.2	3.3	-	66	66	89	-	15	41	67	-	405	109.4	88.8	76.9	-	97.8	83.0	73.6	-	89.4	93.5	95.7	85.8
1.2	1.6	1.8	-	316	192	173	6	144	143	153	6	1,507	148.8	109.0	97.3	45.6	132.8	102.2	88.3	91.8	89.3	93.7	90.7	83.8
3.4	3.4	3.3	2.3	180	174	161	2	89	112	183	5	1,056	144.5	114.8	87.9	-	232.5	121.9	93.7	65.9	160.9	106.1	106.6	113
-	-	-	-	34	41	49	17	27	31	45	19	263												

**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							
<b>Vermont</b>																									
Middlebury Coll		IIA	PI	157.4	125.6	104.6	96.8	91.1	85.2	130.3	100.0	100.0	12.6	14.3		64.0	21.2	14.8							
U of Vermont*	2	I	PU	139.4	112.2	88.1	88.7	71.4		101.2	90.4	100.0	10.3	23.6	F	47.5	13.8	38.8							
<b>Virginia</b>																									
Averett U		IIB	PR	67.6	56.6	51.8	47.2			55.9		100.0		17.4	FFT	51.3	28.2	20.5							
Bridgewater Coll	4,24	IIB	PR	76.3	67.1	67.4	55.4			66.1	100.0	100.0	2.8	12.3	FfV	63.6	15.9	20.5							
Christopher Newport U		IIA	PU	124.3	100.6	93.7	84.7	85.1		101.7	100.0	100.0	11.5	17.9		57.7	19.7	22.6							
Eastern Mennonite U	80	IIA	PR	65.9	60.5	54.7	-			59.0	100.0	100.0	3.6	9.1	PpTOV	51.3	15.8	32.9							
George Mason U	2	I	PU	177.0	123.6	110.0	91.2			135.9	100.0	100.0	10.1	12.0	FOV	49.2	13.3	37.6							
Hampden-Sydney Coll	81	IIB	PI	111.9	87.1	79.1		73.6		90.4	100.0	100.0	9.0	8.9	FFT	57.3	26.2	16.5							
Hollins U	24	IIA	PI	87.5	70.8	62.7	61.1	70.6		68.8	100.0	100.0	7.0	10.9	FFTV	37.0	38.3	24.7							
James Madison U	2	IIA	PU	119.2	103.6	86.2	76.0			100.8	100.0	100.0	14.3	17.6	None	58.1	18.1	23.8							
Longwood U	4	IIA	PU	95.8	83.7	77.7	-	53.1		83.4	100.0	100.0	11.8	20.7	PpV	66.9	22.5	10.6							
Old Dominion U	2	I	PU	155.1	113.7	97.7	66.4	73.0	75.3	108.2	93.9	86.3	10.2	17.0	F	41.9	18.0	40.1							
Radford U	4	IIA	PU	107.5	94.0	85.0	73.0			93.0	100.0	100.0	14.2	14.5	None	53.7	21.5	24.8							
Randolph Coll	24	IIB	PI	92.1	74.7	73.8	-			80.3					FFT	64.1	31.3	4.7							
Randolph-Macon Coll	4,24	IIB	PR	95.0	83.2	86.7	65.8	69.8		86.0	100.0	100.0	5.6	11.1	FO	55.7	21.3	23.0							
Regent U		I	PI	111.5	79.5	66.4	66.9	82.0		81.0	100.0	100.0	2.0	13.2	FfV	42.1	40.1	17.8							
Shenandoah U		I	PR	93.9	97.8	83.3	76.8	66.0		88.3	99.2	99.2	6.0	19.9	PfTV	0.0	0.0	100.0							
U of Mary Washington	2	IIA	PU	104.4	89.0	76.1	73.5	81.1		92.6	100.0	100.0	11.6	18.3	None	75.0	13.2	11.8							
U of Richmond	2,24	IIA	PI	187.8	135.2	116.9	106.6	87.8	70.9	137.0	100.0	100.0	9.4	7.2	FpTV	55.3	17.2	27.5							
U of Virginia's Coll at Wise		IIB	PU	112.7	90.7	73.9	71.3			87.6	99.1	100.0	10.7	17.5	None	52.6	23.3	24.1							
U of Virginia-Main Campus	2	I	PU	217.7	141.0	116.2	88.6	76.0		162.4	100.0	100.0	10.6	10.6		55.6	16.1	28.3							
Virginia Commonwealth U	2	I	PU	169.7	117.0	91.3	79.8			118.8	100.0	100.0	10.1	4.3		44.7	9.2	46.0							
Virginia Poly Inst and St U	2	I	PU	187.6	128.4	110.4	70.6	-		134.7	100.0	100.0	11.0	12.9		51.3	20.4	28.3							
Washington and Lee U		IIB	PI	163.0	118.8	118.8	74.4			125.5	100.0	100.0	9.0	13.0	PfTV	51.6	27.2	21.2							
William & Mary	2	I	PU	149.0	111.8	87.4	90.5			120.1	100.0	100.0	11.6	14.3		54.5	17.1	28.4							
<b>Washington</b>																									
Pacific Lutheran U	4	IIA	PR	94.0	89.0	84.2	69.6		-	84.7	100.0	100.0	3.9	10.7	PpTV	57.7	16.0	26.3							
Seattle U		IIA	PR	125.3	96.5	89.4	63.3			100.8						42.4	12.2	45.4							
U of Puget Sound	22	IIA	PI	120.0	98.8	84.8	78.7			105.2	100.0	100.0	6.0	9.4	FpTV	66.0	12.8	21.3							
U of Washington-Bothell Campus*	82	IIA	PU	134.4	113.6	114.6	-	97.3		119.6	89.9	97.9	8.4	10.0		50.8	10.6	38.6							
U of Washington-Seattle Campus	2	I	PU	175.8	129.7	112.3	58.4	112.5		142.8	89.6	97.4	8.7	8.7		58.7	17.7	23.7							
U of Washington-Tacoma Campus		IIA	PU	127.0	108.5	98.7	87.8			109.4	85.9	98.4	8.8	10.9		48.2	22.0	29.8							
Washington St U	2,24,83	I	PU	135.8	101.4	88.7	49.8	63.7		106.8	100.0	100.0	10.7	14.1	P	45.5	15.9	38.6							
Western Washington U		IIA	PU	139.0	108.6	83.4	65.7			108.6	99.4	99.4	11.4	14.4		65.6	15.0	19.4							
Whitman Coll		IIB	PI	122.8	101.4	82.7	72.3	72.4		100.2	98.0	100.0	9.8	9.7	FV	62.8	18.9	18.2							
<b>West Virginia</b>																									
Davis & Elkins Coll	2	IIB	PR	63.0	59.3	54.7	51.0			56.9	100.0	100.0	3.5	18.6	FpTV	22.0	10.0	68.0							
Marshall U	9,24,84	IIA	PU	90.6	85.0	65.2	46.5			78.3	100.0	100.0	6.0	12.3	P	62.1	22.7	15.2							
Shepherd U	23	IIA	PU	80.5	71.0	65.5	54.6			70.7	100.0	100.0	6.3	10.1	PO	62.2	24.3	13.5							
West Virginia Wesleyan Coll		IIB	PR	62.3	63.7	57.1	53.7			60.3	88.7	100.0	8.1	14.2	FFTV	49.3	26.8	23.9							
<b>Wisconsin</b>																									
Beloit Coll		IIB	PI	82.8	72.3	65.5	66.0			73.7	100.0	100.0	6.0	15.7	FpTV	65.2	26.1	8.7							
Carroll U		IIA	PR	96.0	87.4	78.0				84.5	96.2	100.0	6.0	14.3	FFTO	53.8	20.3	25.9							
Lakeland U		IIA	PR	79.1	65.4	70.1	-			72.9	100.0	100.0	3.0	15.8	FFT	41.0	43.6	15.4							
Marquette U	2	I	PR	136.5	100.1	88.8	78.2		70.9	104.5	100.0	100.0	7.4	13.1	FT	43.9	12.9	43.2							
Ripon Coll		IIB	PI	88.9	75.8	70.2	56.9			78.6	100.0	100.0	6.5	19.4	FpTOV	69.8	20.8	9.4							
Saint Norbert Coll		IIB	PR	103.6	79.3	86.1	55.7			87.7	96.7	96.7	6.8	13.1	FT	88.5	4.9	6.6							
U of Wisconsin-Eau Claire	2	IIA	PU	95.5	88.1	81.5	75.8	48.1		86.4	100.0	100.0	8.3	20.6	None	56.8	23.2	20.0							
U of Wisconsin-Green Bay	2	IIA	PU	84.9	74.3	78.1		42.4		76.2	100.0	100.0	8.4	21.0	None	45.4	23.1	31.5							
U of Wisconsin-La Crosse	2	IIA	PU	87.8	78.2	68.1	-	45.9		76.6	100.0	100.0	8.5	20.8	None	47.5	24.0	28.5							
U of Wisconsin-Madison	2	I	PU	198.5	143.8	121.6	90.6	89.4	66.1	147.9	100.0	100.0	8.1	9.3	None	48.8	20.5	30.7							
U of Wisconsin-Milwaukee	2	I	PU	125.3	95.8	90.5	59.3	38.4	-	93.7	100.0	100.0	8.1	16.1	None	50.5	12.1	37.4							
U of Wisconsin-Oshkosh	2	IIA	PU	97.4	80.7	75.9		56.2		82.9	100.0	100.0	8.4	20.0	None	59.9	16.8	23.2							
U of Wisconsin-Parkside	2	IIB	PU	88.0	83.8	84.2	-	54.4	-	79.6	100.0	100.0	8.3	19.4	None	55.8	26.1	18.1							
U of Wisconsin-Platteville	2	IIA	PU	86.1	77.4	72.7	59.0	48.2		67.4	98.8	98.8	7.5	19.5	None	45.0	14.1	40.9							
U of Wisconsin-River Falls	2	IIA	PU	92.0	86.8	75.9		52.3	-	81.9	100.0	100.0	8.4	19.7	None	58.2	29.3	12.5							
U of Wisconsin-Stevens Point	2	IIA	PU	83.0	74.0	71.5	-	49.8	43.5	73.1	100.0	100.0	8.1	22.8	None	59.5	21.2	19.3							
U of Wisconsin-Stout	2	IIA	PU	87.7	80.2	75.6		60.7	-	77.7	100.0	100.0	8.2	21.6	None	54.7	24.7	20.6							
U of Wisconsin-Superior	2	IIA	PU	74.1	64.6	67.1	-	54.3		68.7	100.0	100.0	8.3	22.4	None	45.1	23.9	31.0							
U of Wisconsin-Whitewater	2	IIA	PU	98.7	92.0	75.6	-	62.6	-	83.0	100.0	100.0	8.0	17.2	None	55.9	17.9	26.2							

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	IN
4.1	4.8	5.5	4.3	79	32	22	9	51	44	46	9	311	159.8	126.7	105.8	96.5	153.7	124.8	104.1	97.0	96.2	98.5	98.4	90.2
7.8	9.6	9.3	10.4	107	69	45	9	66	85	50	43	689	146.6	119.1	92.2	90.7	127.7	106.6	84.4	88.3	89.5	91.5	83.6	84.5
0.0	0.0	0.0	0.0	6	5	7		2	6	9	4	39	58.2	56.5	54.6		-	56.6	49.6	47.2	-	100.3	90.8	98.6
0.0	0.4	3.5	0.7	8	24	7	6	5	19	7	12	88	77.0	66.4	72.8	58.2	75.1	68.1	62.1	54.0	97.5	102.6	85.3	93.9
2.7	3.6	3.7	3.2	44	57	29	10	24	36	22	6	274	129.9	105.0	96.0	85.2	114.2	93.8	90.6	83.8	87.9	89.4	94.4	88.4
0.0	2.4	3.0		10	12	8		9	12	24	1	76	66.0	59.0	54.3		65.8	62.0	54.9	-	99.8	105.1	101.1	97.2
3.6	4.4	3.5	4.0	280	277	163	30	185	286	185	42	1,448	189.7	129.1	117.9	94.3	157.6	118.4	103.0	89.0	83.1	91.7	87.4	83.1
4.1	5.4	5.8		23	14	23		9	13	4		103	113.8	85.5	79.9		106.9	88.8	74.1		93.9	103.9	92.7	92.8
0.8	1.8	2.1	4.7	6	8	11	6	7	11	20	7	81	89.0	73.1	63.5	61.3	86.3	69.1	62.2	60.9	97	94.6	97.9	96.7
3.0	3.8	3.5	3.7	234	106	101	86	178	150	129	115	1,099	121.5	107.6	85.6	76.6	116.3	100.7	86.6	75.6	95.7	93.6	101.1	93.1
3.0	4.4	4.2		39	48	20		32	41	35	1	236	98.5	83.4	70.4		92.5	84.0	82.0	-	93.9	100.8	116.5	96.5
3.3	4.6	4.8	5.6	188	128	94	2	79	106	146	11	1,061	162.3	114.3	103.8	-	138.0	112.9	93.8	67.2	85	98.8	90.4	80
3.1	4.6	4.1	3.5	81	45	42	17	66	57	70	50	428	110.1	96.5	88.2	70.3	104.3	92.1	83.2	74.0	94.7	95.5	94.3	90.8
5.2	3.3	2.3	-	9	8	8		14	13	11	1	64	99.9	75.8	80.5		87.1	74.0	68.9	-	87.2	97.6	85.6	89.3
3.6	4.5	3.0	3.0	26	8	13	3	22	15	16	4	122	96.5	82.5	88.7	60.1	93.1	83.6	85.2	70.0	96.5	101.3	96.1	95.3
2.1	2.6	0.6	-	25	31	24	2	6	15	33	2	152	112.0	79.8	66.7	-	109.3	78.7	66.3	-	97.6	98.6	99.4	87.4
21.0	7.3	41.6	-4.9	34	31	34		34	42	47	4	254	93.7	104.1	79.9		94.1	93.1	85.7	76.8	100.4	89.5	107.2	96.8
3.6	3.2	3.1	-	48	31	17	2	41	39	17	1	212	110.6	91.4	80.8	-	97.2	87.1	71.5	-	87.9	95.3	88.5	89.9
4.7	4.3	4.5	3.6	80	63	32	2	68	63	50	3	454	198.2	137.7	117.6	-	175.5	132.7	116.5	102.4	88.6	96.4	99	89.1
1.1	8.9	3.1	6.8	17	20	11	6	12	12	16	22	116	110.8	89.1	77.2	60.8	115.4	93.5	71.7	74.1	104.2	105	92.9	94.4
2.5	3.8	4.1	4.1	437	275	204	1	218	254	218	5	1,670	224.7	147.8	122.8	-	203.7	133.6	110.0	88.5	90.7	90.4	89.5	81.5
3.3	4.0	4.9	4.7	178	234	156	27	107	276	224	54	1,256	177.4	119.9	92.8	80.4	157.0	114.5	90.2	79.5	88.5	95.5	97.2	86
3.4	4.2	4.7	3.7	465	368	320	133	181	248	258	119	2,093	190.8	132.1	113.7	71.0	179.1	122.9	106.3	70.3	93.8	93	93.5	86
2.7	4.3	3.2	3.7	52	26	28	26	39	14	38	27	250	165.1	121.2	120.7	78.8	160.2	114.3	117.4	70.3	97.1	94.3	97.3	92.6
2.7	3.1	3.6	4.6	169	122	98	5	130	84	102	8	718	156.9	116.4	91.0	99.7	138.7	105.3	84.1	84.8	88.4	90.5	92.4	87.6
2.7	4.1	4.0	9.6	23	19	8	16	26	34	19	28	175	96.0	86.7	78.8	65.4	92.2	90.3	86.4	71.9	96.1	104.2	109.7	101.7
2.8	3.4	2.5	4.4	81	71	43	17	91	90	96	35	524	135.9	97.1	89.4	61.0	115.9	96.0	89.5	64.4	85.3	98.8	100.1	89.6
1.1	4.8	5.1	3.7	47	16	11	1	46	28	32	7	188	121.2	99.4	85.4	-	118.7	98.4	84.6	80.1	98	99	99	91.9
2.0	3.1	3.2		26	42	17		31	47	22	1	189	142.4	120.6	114.9		127.8	107.4	114.4	-	89.7	89.1	99.6	91.1
2.5	3.6	3.3	2.3	517	240	238	28	356	273	271	47	1,981	183.6	134.1	115.6	64.2	164.6	125.8	109.4	55.0	89.6	93.8	94.6	86.4
2.3	2.7	3.8	2.0	31	47	43	1	33	55	39	6	255	146.1	109.2	107.0	-	109.1	107.9	89.5	84.0	74.7	98.8	83.7	86.4
2.0	3.4	3.3	-	277	240	192	3	145	191	259	2	1,342	143.2	104.7	90.5	53.6	121.8	97.2	87.3	-	85.1	92.8	96.5	85.7
3.9	5.1	5.4	3.0	150	87	36	56	107	90	58	71	655	142.7	109.7	85.9	65.2	133.9	107.5	81.9	66.1	93.9	98	95.3	89.6
1.2	1.8	1.5	1.4	32	18	9	9	19	26	17	6	148	121.7	105.9	76.3	74.6	124.7	98.3	86.0	68.8	102.5	92.9	112.8	94.7
3.7	3.4	3.8	4.4	2	6	6	2	7	6	17	4	50	-	56.6	56.1	-	61.9	62.1	54.3	49.9	-	109.6	96.7	99
0.7	1.1	0.7	0.3	88	68	67	8	71	58	72	22	454	92.7	90.1	66.5	45.7	88.0	79.1	63.9	46.8	94.9	87.8	96	89.3
0.1	1.5	2.8	0.1	20	18	9	5	17	16	16	10	111	82.7	70.1	65.8	55.4	77.9	71.9	65.4	54.2	94.2	102.5	99.3	94.6
3.9	3.6	2.6	-	4	11	15	1	8	16	14	2	71	65.8	64.0	56.9	-	60.5	63.4	57.3	-	92	99.1	100.7	99.9
4.3	4.2	4.7	14.9	14	6	10	3	10	16	9	1	69	83.0	74.5	66.5	71.0	82.6	71.5	64.3	-	99.4	95.9	96.7	95.8
1.0	2.1	3.0		11	19	20		16	39	53		158	94.6	81.6	79.6		97.0	90.1	77.4		102.6	110.4	97.2	101.5
3.1	3.1	3.1	-	7	3	5	1	5	2	15	1	39	78.3	64.9	65.4	-	80.1	-	71.6	-	102.3	-	109.5	105.6
2.5	3.8	5.0	3.9	115	107	97	14	70	108	114	27	669	143.9	105.2	91.0	87.1	124.4	95.0	87.0	73.6	86.4	90.3	95.6	84.9
3.4	20.7	23.8	5.3	11	8	5		10	9	6	3	53	87.9	73.9	74.2		90.0	77.6	66.9	56.9	102.4	105	90.2	96
0.0	1.4	0.8	-	14	15	4	1	9	12	3	3	61	106.7	85.7	83.6	-	98.7	71.3	89.4	54.3	92.5	83.3	106.9	86.3
4.5	5.6	5.4	7.2	91	33	49		88	55	69	4	419	96.2	94.2	81.5		94.8	84.5	81.4	75.8	98.4	89.7	99.9	95.3
5.8	6.6	4.1		31	50	47		31	40	57		273	91.8	79.2	82.6		78.0	68.1	74.3		85	86	90	86.8
3.0	4.0	3.7	9.3	63	76	75	1	71	77	81	1	463	91.9	77.7	68.5	-	84.2	78.7	67.7	-	91.6	101.3	98.9	98.5
3.8	5.1	4.5	4.2	611	181	279	206	359	192	292	221	2,469	208.3	148.3	127.0	94.4	181.9	139.5	116.3	87.1	87.3	94	91.6	83.2
2.7	3.9	3.8	3.1	155	138	69	79	92	133	96	96	891	131.7	98.9	99.8	61.0	114.5	92.6	83.8	57.9	87	93.6	83.9	84
3.3	3.8	3.8		74	40	37		55	38	40		327	100.0	83.2	74.3		93.8	78.1	77.5		93.8	93.8	104.3	91.6
3.4	3.6	3.1		14	31	17	1	9	23	20	1	138	90.0	83.4	81.9	-	84.9	84.5	86.2	-	94.4	101.3	105.1	101.9
3.0	4.0	3.5		67	35	27	1	34	20	22	2	347	86.5	79.7	75.8	-	85.5	73.4	68.7	-	98.8	92	90.7	90.6
3.2	4.3	3.8		45	22	27		26	15	28		184	90.9	93.0	74.6		93.9	77.7	77.1		103.3	83.5	103.4	92.4
3.8	4.8	4.4		72	38	33		52	37	45	2	326	81.8	77.6	72.7		84.5	70.4	70.5	-	103.3	90.7	97	96.2
2.9	3.5	4.0		54	36	34		44	23	37		287	89.6	83.5	78.4		85.4	75.1	73.1		95.3	89.9	93.2	92.9
3.0	5.6	3.5		23	7	10	1	23	13	30	1	113	78.8	64.8	70.3	-	69.3	64.5	66.1	-	87.9	99.5	94.1	91.8
4.2	4.3	3.8		69	75	39																		

**APPENDIX I**

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	TUI.	T	TT	NTT
U of Wyoming	16	I	PU	125.3	102.4	88.8	55.0	69.2		97.3	100.0	100.0	16.4	16.0	P	45.2	23.5	31.2

**Wyoming**

U of Wyoming

**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	IN
0.1	1.2	1.8	4.9	136	99	103	6	68	81	112	4	765	129.6	105.1	92.9	54.5	116.7	99.0	85.0	55.8	90	94.2	91.4	86.4

## APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		
		CAT.	CTRL	AVG. SAL. (\$1000s)	%		% of SAL.		DEP. TUI.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.		AVG. SAL.		EQUITY RATIO
					RET	MED	RET	MED				MEN	WOMEN	MEN	WOMEN	
<b>Alabama</b>																
Northwest Shoals Comm Coll		IV	PU	66.4	100.0	100.0	14.2	16.3	f	73.3	2.0	34	41	66.4	66.5	100.2
<b>California</b>																
Clovis Comm Coll		IV	PU	121.7	100.0	100.0	19.1	11.5	None	72.8	2.3	51	41	123.6	119.4	96.6
Fresno City Coll		IV	PU	122.4	100.0	100.0	19.1	11.5	None	76.4	2.1	142	146	122.6	122.2	99.7
Madera Comm Coll		IV	PU	126.0	100.0	100.0	19.1	11.1	None	71.4	7.9	31	25	133.7	116.4	87.1
Reedley Coll		IV	PU	124.4	100.0	100.0	19.1	11.3	None	77.5	2.5	55	47	124.4	124.4	100.0
<b>Delaware</b>																
Delaware Tech Comm Coll	85	IV	PU	103.1	100.0	100.0	21.8	32.6		0.0	-2.1	134	251	102.1	103.6	101.5
<b>Georgia</b>																
Albany Tech Coll		IV	PU	67.1	100.0	100.0	2.0	2.5	O	0.0	0.0	21	49	62.9	68.9	109.6
<b>Iowa</b>																
Hawkeye Comm Coll		IV	PU	70.0	100.0	100.0	9.4	16.5	FV	0.0	8.2	48	59	70.6	69.6	98.7
North Iowa Area Comm Coll		IV	PU	70.1	100.0	100.0	24.8	24.2	O	0.0	6.0	36	27	70.9	69.1	97.5
<b>Maine</b>																
Central Maine Comm Coll		IV	PU	59.5	100.0	100.0	22.3	27.3	Ff	0.0	3.0	34	28	59.3	59.8	100.8
<b>Nebraska</b>																
Central Comm Coll		IV	PU	69.0	100.0	100.0	9.6	37.3	FT	0.0	7.1	82	76	68.2	70.0	102.7
<b>Nevada</b>																
Coll of Southern Nevada	4	IV	PU	97.4	91.9	94.9	9.9	19.8		75.0	1.3	264	245	98.1	96.6	98.5
<b>New Mexico</b>																
Clovis Comm Coll	2	IV	PU	59.3	100.0	69.6	18.2	31.1	F	0.0	-4.9	10	36	56.5	60.0	106.2
<b>Oklahoma</b>																
Oklahoma St U Inst of Tech		IV	PU	62.6	100.0	100.0	14.4	13.6	P	0.0	0.1	53	24	61.4	65.3	106.4
<b>Texas</b>																
Central Texas Coll		IV	PU	68.8	100.0	100.0	14.4	11.3	POV	0.0	3.8	67	78	68.6	69.1	100.7
Vernon Coll		IV	PU	61.1	100.0	92.0	8.4	18.2	None	0.0	3.2	28	47	62.2	60.4	97.0
<b>Wisconsin</b>																
Gateway Tech Coll		IV	PU	93.6	100.0	100.0	7.0			0.0	1.1	94	134	95.5	92.3	96.7
<b>Wyoming</b>																
Laramie County Comm Coll		IV	PU	76.8	100.0	100.0	14.6	22.7	P	0.0	0.0	57	83	73.2	79.3	108.3

1. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8182.
2. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.81818.
3. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.82.
4. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.75.
5. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.81966.
6. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.862.
7. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.86364.
8. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.769.
9. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.818.
10. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8181.
11. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8547.
12. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.83333.
13. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.76596.
14. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.867.
15. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8.
16. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.83.
17. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.87.
18. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.864.
19. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.909.
20. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.833.
21. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8333.
22. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.85714.
23. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.91667.
24. Excludes some faculty whose base salary falls well outside the norm for a particular rank.
25. Full-time continuing faculty salary information was excluded from the preliminary dataset due to concerns about data validity.
26. Starting in 2020-21, data are reported for total university rather than by campus.
27. Full-time faculty salary and benefits data revised 3/23/2026. Full-time faculty salary and benefits information was excluded from preliminary survey tables due to concerns about data validity.
28. Due to the restricted reporting format on Form 2 where figures are asked to be reported by a gender binary (i.e., men and women), one Assistant Professor who identifies as non-binary for their gender identity has been categorized as a man based on their biological sex.
29. Beginning in 2023-24, University of California-Davis has excluded Veterinary Medicine faculty per AAUP instructions. Results may not be comparable to prior years.
30. Retirement benefits are estimated based on a percentage of total pay per the HR office.
31. Full-time faculty salary and benefits information was excluded from the preliminary dataset due to concerns about data validity.
32. University of South Florida has consolidated to form one University instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.
33. Salary amounts include endowed professorships or chairs.
34. Instead of 9-month contracts, Georgia College & State University administers 10-month contracts.
35. Full-time faculty benefits information was excluded from the preliminary dataset due to concerns about data validity.
36. Earlham's Associate Divisional Deans have been included in the current year's reporting, but their additional pay/stipend has been excluded from their salary. Earlham's visiting assistant professors were reported at the Instructor rank in prior year reporting, but are reported at the assistant professor rank in the current year reporting.
37. University formerly known as Indiana University - Purdue University - Fort Wayne
38. Beginning in 2025-26, average faculty salaries reported on Form 2 reflect base pay only. In prior years, salary data included additional pay such as stipends, which may have resulted in higher average figures. As a result, average salaries may appear lower than in previous years; this does not indicate an actual decrease in faculty compensation, but rather a refinement in reporting methodology.
39. Faculty with University endowed chairs were excluded.
40. All full-time faculty are on 9-/10-month contracts.

## NOTES TO APPENDIXES I AND II

41. The University of Maine at Machias is now part of the University of Maine and the figures in this survey include both campuses.
42. Some faculty members are on 10-month contracts, and graduate faculty members are on 12-month contracts.
43. Full-time faculty salary and benefits data not reported because the institution no longer has access to compensation data disaggregated by gender.
44. Mount Holyoke College assigns a "visiting" title to some faculty members on short-term (1- to 3-year) appointments. These have been reported at the instructor rank.
45. Base salary amounts for Professors include individuals in endowed and chaired professorships; these individuals do not receive additional/separate compensation for such positions.
46. 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.
47. Includes faculty data for Ferris State University's Kendall College of Art & Design.
48. Prior to 2024-25, College of Saint Benedict and Saint John's University were reported separately.
49. All full-time faculty are on 9-month contracts.
50. Conversion factor changed from 1.0 to 0.87 beginning in 2025-26.
51. Salary includes the 7% special benefit for all benefits eligible faculty over the age of 40.
52. Faculty who have an institutional rank of Lecturer and receive a post-doctoral fellowship are reported under the rank of Lecturer.
53. Salary includes university-funded (not grant-funded) research allowances paid to all faculty on 9-month contracts.
54. Partial or full tuition waiver at this institution, depending on hire date. Partial waiver at other institutions (but not through a consortium or Tuition Exchange).
55. Full-time faculty benefits information was excluded from the preliminary dataset due to concerns about data validity. Conversion factor based on converting an 11-month contract to a 10-month equivalent.
56. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
57. By terms of the collective bargaining agreement, full-time faculty at Stony Brook University receive "location pay" of \$4,000 each to account for the high cost of living in the region. Location pay is included in salary amounts.
58. Missing gender variable values for some faculty have been assigned imputed values in alignment with federal reporting standards, per AAUP instructions.
59. Davidson College provides employees \$750 or \$1,500 toward an HSA account for those that elect the high deductible health plan. HSA contributions are not reflected on this year's AAUP survey.
60. Basic science faculty housed in the medical school are included in the survey population because these faculty more closely resemble non-medical school faculty than other medical school faculty.
61. Full-time continuing faculty salary data revised 3/23/2026.
62. Salaries include administrative stipends for some full-time faculty members.
63. Ranked faculty on contingent (non-tenure-track) appointments with titles such as "visiting assistant professor" were reported at the instructor rank, contrary to AAUP instructions.
64. Salaries converted manually to 9-month equivalent for 11- and 12-month faculty using 0.818 and 0.75 conversion factors, respectively.
65. Includes Lancaster Theological Seminary faculty.
66. Includes Great Valley, Harrisburg and Erie campuses. Salary amounts include endowed professorships or chairs.
67. 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. Salary amounts include endowed professorships or chairs.
68. Prior to 2024-25, Saint Joseph's University excluded non-tenure track faculty. Data prior to 2024-25 may not be comparable.
69. Excludes the college's substantial contribution to Health Savings Accounts for faculty opting into High Deductible Health Plans, grossly underrepresenting the college's contribution to employee health care.
70. Prior to 2024-25, University of Pennsylvania excluded full-time non-tenure-track faculty from its AAUP data. University of Pennsylvania AAUP data now includes non-tenure-track, full-time lecturers. Data prior to 2024-25 may not be comparable.

71. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries included increases for both FY2024 and FY2025.
72. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries included increases for both FY2024 and FY2025.
73. In fall 2020, the University of Pittsburgh at Titusville converted its academic programs into a multi-institution education and training hub. The University of Pittsburgh at Titusville Education and Training Hub operates as a shared campus, providing a range of education and workforce training programs. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries included increases for both FY2024 and FY2025.
74. Full-time faculty salary data includes additional salary provided for endowed positions.
75. All full-time faculty are on 12-month appointments. Full-time continuing faculty salary information was excluded from the preliminary dataset due to concerns about data validity.
76. Benefits data estimated from last year's data.
77. Prior to 2025-26, Furman University excluded full-time non-tenure-track faculty members from the data reported to AAUP. Data from prior years may not be comparable.
78. Augustana University has seen significant growth in the last two years with the introduction of its DPT and OTD programs, adding multiple full-time and adjunct positions.
79. All full-time faculty are on 12-month appointments.
80. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
81. Beginning in 2024-25, salaries include endowed professorships.
82. Full-time faculty salary data revised 3/23/2026.
83. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
84. Conversion factor changed from 0.75 to 0.818 beginning in 2025-26.
85. Includes Owens, Stanton/George, and Terry campuses.

**APPENDIX III**

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.		
<b>Alabama</b>												
Northwest Shoals Comm Coll		IV	PU	170	2,400	2,400	2,400	No	No	Semester		
Samford U		IIA	PR	177	1,066	14,800	4,053	No	No	Semester		
Troy U		IIA	PU	528	2,286	2,409	2,286	No	No	Semester		
U of Alabama		I	PU		3,000					Semester		
U of Montevallo		IIA	PU	69	2,300	4,320	2,650	No	No	Semester		
U of North Alabama		IIA	PU	254	2,400	3,000	2,461	No	No	Semester		
U of South Alabama		I	PU		2,304					Semester		
<b>Arizona</b>												
Arizona St U		I	PU							Semester		
Embry-Riddle Aero U-PreScott		IIB	PI	52	3,000	6,460	4,800	No	No	Semester		
Northern Arizona U		I	PU	447	1,155	1,225	1,190	No	No	Semester		
U of Arizona		I	PU		3,600					Semester		
<b>Arkansas</b>												
Harding U		IIA	PR	110	2,700	2,700	2,700	No	No	Semester		
Hendrix Coll		IIB	PR	19	3,100	3,100	3,100	No	No	Semester		
Lyon Coll		IIB	PR	38	1,500	2,250	1,875	No	No	Semester		
U of Central Arkansas		IIA	PU	40	2,718	3,718	2,718	Some	Some	Semester		
<b>California</b>												
Biola U		I	PR	216	6,311					Semester		
California Baptist U		IIA	PR	524	3,000	3,500		No	No	Semester		
California Poly St U-San Luis Obispo	86	IIA	PU		5,507					Quarter		
California St Poly U-Humboldt	86	IIA	PU		5,507					Semester		
California St Poly U-Pomona	86	IIA	PU		5,507					Semester		
California St U Maritime Academy	86	IIB	PU		5,507					Semester		
California St U-Bakersfield	86	IIA	PU		5,507					Semester		
California St U-Channel Islands	86	IIA	PU		5,507					Semester		
California St U-Chico	86	IIA	PU		5,507					Semester		
California St U-Dominguez Hills	86	IIA	PU		5,507					Semester		
California St U-East Bay	86	IIA	PU		5,507					Semester		
California St U-Fresno	86	IIA	PU		5,507					Semester		
California St U-Fullerton	86	IIA	PU		5,507					Semester		
California St U-Long Beach	86	IIA	PU		5,507					Semester		
California St U-Los Angeles	86	IIA	PU		5,507					Semester		
California St U-Monterey Bay	86	IIA	PU		5,507					Semester		
California St U-Northridge	86	IIA	PU		5,507					Semester		
California St U-Sacramento	86	IIA	PU		5,507					Semester		
California St U-San Bernardino	86	IIA	PU		5,507					Semester		
California St U-San Marcos	86	IIA	PU		5,507					Semester		
California St U-Stanislaus	86	IIA	PU		5,507					Semester		
Chapman U		IIA	PR		6,482					4-1-4		
Claremont Graduate U	87	I	PI	0						Semester		
Claremont McKenna Coll		IIB	PI	14	15,000	15,000	15,000	No	Some	Semester		
Clovis Comm Coll		IV	PU	251	3,725	5,351	4,538	No	Some	Semester		
Fresno City Coll		IV	PU	912	3,725	5,351	4,538	No	Some	Semester		
Fresno Pacific U		IIA	PR	239	2,040	3,366	2,559	Some	Some	Semester		
Harvey Mudd Coll	88	IIB	PI	13	8,500	8,500	8,500	Some	No	Semester		
Madera Comm Coll		IV	PU	161	3,725	5,351	4,538	No	Some	Semester		
National U		IIA	PI					Some	Some	Other		
Occidental Coll	89	IIB	PI	101	8,150	11,250	8,557	Some	Some	Semester		
Otis Coll of Art and Design		IIB	PI	265	5,850	7,735	6,830	Some	Some	Semester		
Pitzer Coll		IIB	PI		9,890					Semester		
Point Loma Nazarene U		IIA	PR	20	6,306					Semester		
Pomona Coll	90	IIB	PI	53	8,200	17,592	10,057	Some	Some	Semester		
Reedley Coll		IV	PU	301	3,725	5,351	4,538	No	Some	Semester		
Scripps Coll	89	IIB	PI	42	8,370	9,650	9,253	Some	Some	Semester		
U of California-Berkeley	91	I	PU	0						Semester		
U of California-Davis	91	I	PU	0						Quarter		
U of California-Irvine	91	I	PU	0						Quarter		
U of California-Los Angeles	91	I	PU	0						Quarter		

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
<b>California (continued)</b>										
U of California-Merced	91	I	PU	0					Semester	
U of California-Riverside	91	I	PU	0					Quarter	
U of California-San Diego	91	I	PU	0					Quarter	
U of California-Santa Barbara	91	I	PU	0					Quarter	
U of California-Santa Cruz	91	I	PU	0					Quarter	
U of Redlands		IIA	PI	292	3,342	5,851	3,466	No	No	4-1-4
U of San Diego		IIA	PR	109	6,495	9,784	6,765	No	No	4-1-4
U of San Francisco		I	PR	304	6,555	9,198	7,316			Semester
U of Southern California		I	PI		4,320					Semester
Whittier Coll		IIB	PI	26	6,300	6,300	6,300	No	No	Semester
<b>Colorado</b>										
Adams St U		IIA	PU	90	1,500	7,200	4,386	No	No	Semester
Colorado Coll	89	IIB	PI	109	5,700	7,450	6,575	No	No	Semester
Colorado School of Mines		I	PU	90	8,000			Some	Some	Semester
Colorado St U Pueblo		IIA	PU	142	785	1,495	1,140	Yes, all	Some	Semester
Colorado St U-Fort Collins		I	PU		3,900					Semester
Fort Lewis Coll		IIB	PU	77	3,825	5,000	4,413	Some	Some	Semester
U of Colorado Boulder		I	PU	571	4,236	13,499	8,891	No	No	Semester
U of Colorado Denver	92	I	PU	451	4,677	5,424		Some	Some	Semester
U of Denver		I	PI	612	4,500	6,000	5,000	No	No	Quarter
U of Northern Colorado		I	PU	445	3,240	4,770	4,005	Yes, all	Some	Semester
<b>Connecticut</b>										
Albertus Magnus Coll		IIA	PR	73	3,250	3,250	3,250	No	No	Semester
Central Connecticut St U		IIA	PU	479	6,078	7,125	6,602	Some	Some	Semester
Connecticut Coll		IIB	PI		6,000	6,000	6,000	No	No	Semester
Fairfield U		IIA	PR	210	5,250	5,775		No	No	Semester
Quinnipiac U		IIA	PI	600	4,649	5,253	4,947	Some	Some	Semester
U of Connecticut		I	PU	709	2,062			No	No	Semester
U of Hartford		IIA	PI	447	4,068	9,331	4,119	Some	Some	Semester
U of New Haven		IIA	PI	308	2,505	4,305	3,400	No	No	Semester
U of Saint Joseph		IIA	PR	301	3,000	5,920	4,460	No	No	Semester
Wesleyan U		IIA	PI		7,000					Semester
<b>Delaware</b>										
Delaware Tech Comm Coll	93	IV	PU	599	1,737	2,683				Semester
<b>District of Columbia</b>										
American U		I	PR	594	4,725					Semester
Catholic U of America		I	PR	147	1,200	16,500	5,217	No	No	Semester
Gallaudet U	94	IIA	PI		4,050					Semester
George Washington U		I	PI		4,315					Semester
Georgetown U		I	PR		7,000					Semester
Howard U		I	PI		5,547					Semester
<b>Florida</b>										
Bethune-Cookman U		IIA	PR	45	1,800	2,000		No	No	Semester
Eckerd Coll		IIB	PR	16	3,000	4,000	3,105	No	No	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	70	3,000	8,000	4,000	No	No	Semester
Florida Ag and Mech U		IIA	PU	152	2,000	10,000	5,469	No	No	Semester
Florida Atlantic U		I	PU		2,177					Semester
Florida Gulf Coast U		IIA	PU	339	3,600	3,600	3,600	No	No	Semester
Florida International U		I	PU	939	1,000	17,000	3,000	Some	Some	Semester
Florida Poly U		IIB	PU	12	4,000	10,000	5,000	Some	Some	Semester
Florida St U		I	PU					Some	Some	Semester
Jacksonville U		IIA	PI	212	900	10,000	3,000	No	No	Semester
Miami Dade Coll		III	PU	1,669	2,610					Semester
New Coll of Florida		IIB	PU	24	3,750	7,750	5,179	No	No	4-1-4
Rollins Coll	89	IIA	PI	52	4,250	4,250	4,250	No	No	Semester

**APPENDIX III**

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.		
<b>Florida (continued)</b>												
Southeastern U		IIA	PR	421	1,800	3,000	2,006	No	No	Semester		
Stetson U	95	IIA	PI	66	3,500	5,000	3,674	No	No	Semester		
U of North Florida		IIA	PU	173	2,700	6,000	3,353	No	Some	Semester		
U of South Florida	96	I	PU	253	516	10,149	4,051	No	No	Semester		
U of West Florida		IIA	PU	282	1,500	7,500	2,900	No	Some	Semester		
<b>Georgia</b>												
Agnes Scott Coll	89	IIB	PR	35	4,000	6,000		Some	Some	Semester		
Albany Tech Coll		IV	PU	158	1,125	1,980	1,575	Some	No	Semester		
Berry Coll		IIA	PI	53	2,100	2,700		No	No	Semester		
Brenau U		IIA	PI		1,950			No	No	Semester		
Clayton St U		IIA	PU	83	2,350	3,250	2,624	Some	Some	Semester		
Emory U		I	PR		4,500					Semester		
Georgia Coll & St U		IIA	PU	32	1,750	6,000	2,480	No	No	Semester		
Georgia Inst of Tech-Main Campus		I	PU	40	2,361	32,581	10,318	No	No	Semester		
Georgia Southern U		I	PU	89	3,000	6,000	3,391	No	No	Semester		
Kennesaw St U		I	PU	852	3,045	5,100	3,751	No	No	Semester		
Oglethorpe U		IIB	PI	54	2,475	3,750		No	No	Semester		
Spelman Coll		IIB	PI	89	3,500	5,000	4,250	Some	Some	Semester		
U of North Georgia		IIA	PU	322	3,300	3,600		Some	Some	Semester		
U of West Georgia		I	PU	314	2,500	6,000	4,866	No	No	Semester		
Wesleyan Coll		IIB	PR	28	3,000	4,000	3,500	No	No	Semester		
<b>Hawaii</b>												
Hawaii Comm Coll	97	III	PU	0						Semester		
Honolulu Comm Coll	97	III	PU	0						Semester		
Kapiolani Comm Coll	97	III	PU	0						Semester		
Kauai Comm Coll	97	III	PU	0						Semester		
Leeward Comm Coll	97	III	PU	0						Semester		
U of Hawaii Maui Coll	97	III	PU	0						Semester		
U of Hawaii at Hilo	97	IIA	PU	0						Semester		
U of Hawaii at Manoa	97	I	PU	0						Semester		
U of Hawaii-West Oahu	97	IIB	PU	0						Semester		
Windward Comm Coll	97	III	PU	0						Semester		
<b>Idaho</b>												
Boise St U	98	I	PU		3,912			No	No	Semester		
Coll of Idaho		IIB	PI	26	2,400	4,000	3,600	Some	No	4-1-4		
Idaho St U		I	PU	214						Semester		
Lewis-Clark St Coll		IIB	PU	60	3,600	3,945	3,773	Some	Some	Semester		
Northwest Nazarene U		IIA	PR					No	No	Semester		
<b>Illinois</b>												
Augustana Coll		IIB	PR	54	5,600	10,000	6,347	Some	Some	Semester		
Aurora U		I	PI	383	3,300	3,300	3,300	No	No	Semester		
Bradley U		IIA	PI	220	3,000					Semester		
DePaul U	89	I	PR	828	3,765	8,000		Some	Some	Quarter		
Dominican U		IIA	PR	192	3,000	3,750	3,007	No	No	Semester		
Elmhurst U		IIA	PR		3,800	4,000		No	No	4-1-4		
Governors St U		IIA	PU	238	1,000	5,500	3,250	No	No	Semester		
Illinois Coll		IIB	PR	9	2,700	3,600	3,240	No	No	Semester		
Illinois St U	97	I	PU	0						Semester		
Illinois Wesleyan U		IIB	PI	101	3,600					4-1-4		
Knox Coll		IIB	PI	15	3,400	7,280	4,715	No	No	Quarter		
Lake Forest Coll		IIB	PI	68	6,000	11,937	6,310	Some	No	Semester		
Lewis U		IIA	PR	524	1,233	7,524	3,115	No	No	Semester		
Loyola U Chicago	99	I	PR	747	6,717	10,654	7,312	No	No	Semester		
McKendree U		IIA	PR	145	2,100	2,250	2,175	Some	No	Semester		
Monmouth Coll		IIB	PR	44	4,000	5,000	4,500	No	No	Semester		
North Central Coll	100	IIA	PR	127	2,970	3,390	3,072	No	No	Semester		
Northern Illinois U		I	PU	89	8,724	23,265	16,323	No	No	Semester		

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
<b>Illinois (continued)</b>										
Olivet Nazarene U		IIA	PR	207	2,250	3,000	2,625	No	No	Semester
Roosevelt U		IIA	PI	293	3,982	5,774	4,726	Some	No	Semester
Southern Illinois U Edwardsville	101	IIA	PU		3,605					Semester
U of Chicago	102	I	PI		8,500					Quarter
Wheaton Coll		IIA	PR	121	2,805	3,671	3,300	No	No	Semester
<b>Indiana</b>										
Ball St U		I	PU	244	3,000	6,006	3,360	No	No	Semester
Bethel U-Indiana		IIA	PR	105	2,100	3,281	2,308	No	No	Semester
Butler U		IIA	PI	170	3,000					Semester
Earlham Coll		IIB	PR	8	3,000	6,000		Some	Some	Semester
Goshen Coll		IIB	PR	38	3,000	3,900	3,112	No	No	Semester
Hanover Coll		IIB	PR	17	3,000	6,000	4,500	No	No	4-1-4
Indiana Inst of Tech		IIA	PI	269	1,750	3,500	2,043	No	No	Semester
Indiana St U		I	PU	187	3,600	7,500	4,206	No	No	Semester
Indiana U-Bloomington		I	PU	1,969						Semester
Indiana U-East		IIB	PU	143						Semester
Indiana U-Indianapolis		I	PU	922						Semester
Indiana U-Kokomo		IIA	PU	105						Semester
Indiana U-Northwest		IIA	PU	143						Semester
Indiana U-South Bend		IIA	PU	146						Semester
Indiana U-Southeast		IIA	PU	167				No	No	Semester
Purdue U Fort Wayne	103	IIA	PU		1,797					Semester
Purdue U Northwest		IIA	PU		1,550					Semester
Purdue U-Main Campus		I	PU		3,670					Semester
Rose-Hulman Inst of Tech		IIB	PI	26	3,500	8,875	6,149	No	No	Quarter
Saint Mary's Coll		IIB	PR	52	3,000	12,010	4,056	No	No	Semester
U of Evansville		IIA	PR	95	1,500	7,000	2,448	No	No	Semester
Valparaiso U		IIA	PR	144	3,000	7,500	4,415	No	No	Semester
Wabash Coll		IIB	PI	1	4,650			No	No	Semester
<b>Iowa</b>										
Allen Coll	104	IIA	PI	0						Other
Central Coll		IIB	PR	22	3,000	15,000	4,247	No	No	Semester
Coe Coll		IIB	PR		3,500	8,750	4,700	Some	Some	Semester
Cornell Coll		IIB	PR	24	4,000	6,000	4,734	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	32	1,000	15,000		Some	No	Semester
Graceland U-Lamoni		IIA	PR		1,000					Trimester
Grinnell Coll	89	IIB	PI		10,000					Semester
Hawkeye Comm Coll		IV	PU	166	2,352	2,352	2,352	No	No	Semester
Loras Coll		IIB	PR	32	2,385	2,385	2,385	Some	Some	Semester
Luther Coll	105	IIB	PR	3						4-1-4
Morningside U		IIA	PR		2,100	3,000		No	No	Semester
North Iowa Area Comm Coll		IV	PU	36	2,456	2,456	2,456	Some	No	Semester
Simpson Coll		IIB	PR	64	2,269			No	No	4-1-4
U of Northern Iowa		IIA	PU		5,709					Semester
Upper Iowa U		IIA	PI	427	2,100	2,500	2,325	No	No	Semester
Wartburg Coll		IIB	PR	58	2,571	2,571	2,571	No	No	4-1-4
<b>Kansas</b>										
Benedictine Coll		IIB	PR	89	2,400	3,000	2,700	No	No	Semester
Emporia St U		IIA	PU	50	1,000	1,972	1,471	Some	Some	Semester
Fort Hays St U		IIA	PU	190	2,495	3,095	2,921	No	No	Semester
Kansas St U	97	I	PU	0						Semester
Ottawa U-Ottawa		IIB	PR	334	1,500	2,750		Some	No	Semester
Washburn U		IIA	PU	139	500	9,750	2,829	No	No	Semester
Wichita St U		I	PU	294	3,000	9,000	6,000	No	No	Semester
<b>Kentucky</b>										
Berea Coll	89	IIB	PI	12	5,000	6,500	5,375	Some	Some	Semester
Centre Coll	97	IIB	PI	0						4-1-4

**APPENDIX III**

NAME	NOTES	CAT.	CTRL	(4)			(8)		CALENDAR
				NO.	PART-TIME FACULTY PAY PER COURSE SECTION		PART-TIME FACULTY BENEFITS		
					MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	
<b>Kentucky (continued)</b>									
Eastern Kentucky U		IIA	PU		2,273	4,000			Semester
Georgetown Coll	106	IIA	PR	60	1,950	2,588	No	No	Semester
Murray St U		IIA	PU	100	250	8,000	2,411	Some	Some
Northern Kentucky U		IIA	PU		900		No	No	Semester
Transylvania U	107	IIB	PR	40	3,500	4,500	3,713	No	No
U of Kentucky		I	PU	175	800				Semester
U of Pikeville		IIB	PR	54	2,550			No	No
Western Kentucky U		IIA	PU	402	2,202	4,800		Some	Some
<b>Louisiana</b>									
Centenary Coll of Louisiana		IIB	PR	62	1,400	2,800	2,500	No	No
Louisiana St U and Ag & Mech Coll		I	PU	30	3,000	12,000	7,287	No	No
Loyola U New Orleans	108	IIA	PR	145	1,125	5,000	1,423	Some	Some
Tulane U		I	PI		5,000				Semester
<b>Maine</b>									
Bates Coll		IIB	PI	23	12,000	14,500	12,554	Some	Some
Bowdoin Coll		IIB	PI	12	10,000			No	No
Central Maine Comm Coll		IV	PU	188	3,168	3,168	3,168	Some	No
U of Maine	109	I	PU	252	3,633	6,081	4,626	Some	Some
U of Maine at Augusta		IIB	PU	140	3,633	6,081	4,626	Some	Some
U of Maine at Farmington		IIB	PU	36	3,633	6,081	4,626	Some	Some
U of Maine at Fort Kent		IIB	PU	23	3,633	6,081	4,626	Some	Some
U of Maine at Presque Isle		IIB	PU	41	3,633	6,081	4,626	Some	Some
U of New England		IIA	PI	75	1,170	7,176	2,752	Some	Some
U of Southern Maine		IIA	PU	406	3,633	6,081	4,626	Some	Some
<b>Maryland</b>									
Bowie St U		IIA	PU	221	3,000	5,000	3,500	No	No
Comm Coll of Baltimore County	110	III	PU		3,150				Semester
Coppin St U		IIA	PU	69	1,066	5,625	3,176	No	No
Frostburg St U		IIA	PU	111	600	5,000	3,070	No	No
Goucher Coll	89	IIA	PI	89	3,630	4,230		No	No
Hood Coll		IIA	PI		3,180	4,500	3,693	No	No
Johns Hopkins U		I	PI		7,000				Semester
Loyola U Maryland		IIA	PR	135	3,000	5,400	4,801	No	No
McDaniel Coll		IIA	PI	387	3,654	4,223	3,938	No	No
Montgomery Coll		III	PU	740	4,575	5,340	5,040	Some	No
Mount St Mary's U		IIA	PR	108	3,500	3,500	3,500	Some	No
Salisbury U		IIA	PU	164	3,303	5,500	4,831	No	No
St Mary's Coll of Maryland		IIB	PU		3,000				Semester
Towson U	111	IIA	PU	716	4,450	5,384	4,870	No	Some
U of Maryland Eastern Shore		IIA	PU	67	3,418	5,217	4,318	No	No
U of Maryland-Baltimore County		I	PU	225	1,495	12,030	5,211	No	No
United States Naval Academy		IIB	PU	48	5,400	5,400	5,400	No	No
Washington Coll		IIB	PI		3,000			No	No
<b>Massachusetts</b>									
Assumption U		IIA	PR		4,000				Semester
Babson Coll		IIA	PI		7,274				Semester
Bentley U		IIA	PI	229	7,225	7,225	7,225	Some	No
Boston Coll		I	PR	907	7,650	8,650	8,013	No	Some
Brandeis U	100	I	PI		6,241			Some	Some
Clark U		I	PI	167	6,000	6,000	6,000	No	No
Coll of Our Lady of the Elms		IIA	PR	63	2,750	3,000	2,875	No	No
Coll of the Holy Cross		IIB	PR	39	7,100	10,650	7,411	No	No
Curry Coll		IIA	PI	139	3,735	7,942	5,535	Some	Some
Emerson Coll		IIA	PI	247	6,124	10,508	6,782	Some	Some
Emmanuel Coll		IIA	PR	93	4,950	5,500	5,225	No	No
Endicott Coll		IIA	PI	296	1,100	10,800	4,109	No	No
Lasell U		IIA	PI	154	3,250	3,800	3,400	No	No

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
<b>Massachusetts (continued)</b>										
Lesley U		I	PI	186	4,504	8,915	5,379	Some	Some	Semester
Massachusetts Coll of Liberal Arts		IIB	PU	46				No	No	Semester
Massachusetts Inst of Tech	97	I	PI	0						4-1-4
Merrimack Coll		IIA	PR	284	1,250	9,000	5,000	No	No	Semester
Mount Holyoke Coll	89	IIB	PI	25	15,000	15,325	15,055	No	No	Semester
Smith Coll	112	IIA	PI	26	8,250	10,890	9,206	No	No	Semester
Springfield Coll		IIA	PI	161	2,250	3,813	3,007	No	No	Semester
Stonehill Coll		IIB	PR	124	5,000	8,000	6,389	No	No	Semester
Suffolk U		IIA	PI	244	5,730	8,990	7,360	No	No	Semester
Tufts U	113	I	PI		9,158					Semester
U of Massachusetts-Amherst		I	PU		7,125					Semester
U of Massachusetts-Dartmouth		IIA	PU	188	4,203	5,451	4,779	Some	Some	Semester
U of Massachusetts-Lowell		I	PU	417	6,060					Semester
Wellesley Coll		IIB	PI		10,000					Semester
Wheaton Coll (MA)		IIB	PI	35	5,000	7,500	5,000	Some	Some	Semester
Williams Coll		IIB	PI	16	16,500	33,280	22,368	No	No	4-1-4
<b>Michigan</b>										
Albion Coll		IIB	PI	10	3,500	5,000	3,800	Yes, all	No	Semester
Aquinas Coll		IIB	PR		1,968	2,592	2,302	No	No	Semester
Calvin U		IIA	PR		3,000	6,000		No	No	Semester
Central Michigan U		I	PU	187	3,300	3,300	3,300	No	No	Semester
Eastern Michigan U		I	PU	394	4,452					Semester
Ferris St U	114	IIA	PU	146	3,828	6,000		Some	No	Semester
Hope Coll		IIB	PI		4,500					Semester
Kalamazoo Coll		IIB	PI	16	3,700	5,500	4,466	No	No	Quarter
Michigan St U	97	I	PU	0						Semester
Michigan Technological U		I	PU	42	2,833	17,756	8,343	No	No	Semester
Northern Michigan U	115	IIA	PU	97	3,312	5,916	4,076	Some	Some	Semester
Oakland U		I	PU	204	4,383		6,060	No	Some	Semester
U of Michigan-Ann Arbor		I	PU							Trimester
U of Michigan-Flint	97	IIA	PU	0						Semester
Wayne St U		I	PU	634	4,077	6,828		Yes, all	No	Semester
<b>Minnesota</b>										
Carleton Coll	97	IIB	PI	0						Trimester
Coll of Saint Benedict-Saint John's U		IIB	PR		5,675			No	No	Semester
Coll of Saint Scholastica		IIA	PR		3,270	4,056		No	No	Semester
Concordia Coll at Moorhead		IIB	PR	54	1,094	6,923	4,010	No	No	Semester
Gustavus Adolphus Coll		IIB	PR	13	3,600	3,600	3,600	No	No	Semester
Macalester Coll		IIB	PR		6,750					Semester
Saint Mary's U of Minnesota		IIA	PR	207	3,300	4,200		No	No	Semester
St Olaf Coll		IIB	PR		7,400	8,500		No	No	4-1-4
U of St Thomas		I	PR	397	1,033	8,267	3,306	Some	Some	4-1-4
<b>Mississippi</b>										
Millsaps Coll		IIB	PR	12	1,500	7,500	3,314	No	No	Semester
Mississippi St U	97	I	PU	0						Semester
Mississippi U for Women		IIA	PU	77	2,000	4,000	2,000	No	No	Semester
U of Southern Mississippi		I	PU	96	1,500	9,300	4,665	Some	Yes, all	Semester
<b>Missouri</b>										
Drury U		IIA	PR	34	2,127	5,000	2,627	No	No	Semester
Lincoln U		IIB	PU	147	2,199	3,249	2,724	No	No	Semester
Lindenwood U		I	PI	283	2,700	5,475	3,192	Yes, all	No	Semester
Mineral Area Coll	116	III	PU	78	1,710	2,160	1,620	Some	No	Semester
Missouri Baptist U	117	IIA	PR	159	1,950	3,000	1,800	No	No	Semester
Missouri U of Science and Tech	97	I	PU	0						Semester
Southeast Missouri St U		IIA	PU	187	2,811	4,071	3,341	No	No	Semester
Truman St U		IIA	PU	43	2,400	7,272	3,573	Some	Some	Semester
U of Central Missouri		IIA	PU	113	2,295	4,818	2,623	No	No	Semester

**APPENDIX III**

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		RET.	MED.	CALENDAR	
		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.					
<b>Missouri (continued)</b>												
U of Missouri-Columbia	97	I	PU	0							Semester	
U of Missouri-Kansas City	97	I	PU	0							Semester	
U of Missouri-St Louis	97	I	PU	0							Semester	
Washington U in St Louis		I	PI	176	4,881	24,600	8,309	Some	Some		Semester	
Webster U		IIA	PI	368	2,700	3,300	3,000	No	No		Semester	
<b>Montana</b>												
Rocky Mountain Coll	118	IIA	PR		3,000						Semester	
U of Montana		I	PU	149	10,000	15,000	9,900	Some	Some		Semester	
<b>Nebraska</b>												
Nebraska Wesleyan U		IIA	PR	61	1,000	4,000	2,706	Yes, all	No		Semester	
U of Nebraska at Kearney		IIA	PU	151	2,100	8,000	3,126	No	No		Semester	
Wayne St Coll		IIA	PU	119	3,000	3,000	3,000	No	No		Semester	
<b>Nevada</b>												
Coll of Southern Nevada		IV	PU	1,206	2,775	2,775	2,775	No	No		Semester	
U of Nevada-Las Vegas		I	PU	1,357	4,050						Semester	
U of Nevada-Reno		I	PU	201	3,375	10,830	4,925	No	No		Semester	
<b>New Hampshire</b>												
Colby-Sawyer Coll		IIB	PI	63	1,000	4,000	4,000	No	No		Semester	
Dartmouth Coll		I	PI		14,500						Quarter	
Saint Anselm Coll	119	IIB	PR	63	3,488	3,488	3,488	No	No		Semester	
Southern New Hampshire U		IIA	PI	10,983	2,200	4,500	3,350	No	No		Semester	
<b>New Jersey</b>												
Caldwell U		IIA	PR	176	2,505	2,505	2,505	No	No		Semester	
Coll of New Jersey	89	IIA	PU	433	7,200	7,470	7,335	Yes, all	Yes, all		Semester	
Fairleigh Dickinson U-Metro Campus		IIA	PI	398	1,401	9,954	3,977	No	No		Semester	
Georgian Court U		IIA	PR	79	3,195	3,195	3,195	No	No		Semester	
Kean U		IIA	PU	842	2,100	10,875	6,390				Semester	
Monmouth U		IIA	PI	347	3,300	3,300	3,300	No	No		Semester	
New Jersey Inst of Tech		I	PU	378	8,004	9,252	8,628	Some	No		Semester	
Princeton U		I	PI	141	13,237	28,139	20,688	Some	Some		Semester	
Rowan U		I	PU	969	1,296	12,300	5,975	Yes, all	No		Semester	
Rutgers U-Camden		I	PU	291	8,055			Some	Some		Semester	
Rutgers U-New Brunswick		I	PU	1,667	8,055			Some	Some		Semester	
Rutgers U-Newark		I	PU	379	8,055			Some	Some		Semester	
Saint Peter's U		IIA	PR	240	2,340	4,250	2,780	No	No		Semester	
Seton Hall U		I	PR		3,600						Semester	
Stevens Inst of Tech		I	PI		5,425			Some	Some		Semester	
William Paterson U of New Jersey		IIA	PU	562	6,300	6,525	6,413	Yes, all	No		Semester	
<b>New Mexico</b>												
Clovis Comm Coll		IV	PU	65	700	10,500	5,600	Yes, all	No		Semester	
New Mexico St U-Alamogordo		III	PU	40	1,800	5,400	2,903	Yes, all	Some		Semester	
New Mexico St U-Dona Ana		III	PU	224	1,089	9,023	3,542	Yes, all	Some		Semester	
New Mexico St U-Grants		III	PU	25	1,032	2,700	2,042	Yes, all	Some		Semester	
New Mexico St U-Main Campus		I	PU	200	1,125	12,500	4,027	Yes, all	Some		Semester	
U of New Mexico-Main Campus		I	PU	128	1,812	11,186	5,222	Some	Some		Semester	
<b>New York</b>												
Bard Coll	120	IIA	PI	0							Semester	
Barnard Coll		IIB	PI	197	12,500						Semester	
CUNY Bernard M Baruch Coll		IIA	PU	751				No	Some		Semester	
CUNY Borough of Manhattan Comm Coll		III	PU	802				No	Some		Semester	

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
<b>New York (continued)</b>										
CUNY Bronx Comm Coll		III	PU	276				No	Some	Semester
CUNY Brooklyn Coll		IIA	PU	952				No	Some	Semester
CUNY City Coll		I	PU	1,060				No	Some	Semester
CUNY Graduate School and U Center		I	PU	486				No	Some	Semester
CUNY Hostos Comm Coll		III	PU	260				No	Some	Semester
CUNY Hunter Coll		IIA	PU	1,575				No	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIA	PU	756				No	Some	Semester
CUNY Kingsborough Comm Coll		III	PU	496				No	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	628				No	Some	Semester
CUNY Lehman Coll		IIA	PU	672				No	Some	Semester
CUNY Medgar Evers Coll		IIB	PU	241				No	Some	Semester
CUNY New York City Coll of Tech		IIB	PU	1,073				No	Some	Semester
CUNY Queens Coll		IIA	PU	754				No	Some	Semester
CUNY Queensborough Comm Coll		III	PU	353				No	Some	Semester
CUNY School of Law		IIA	PU	37				No	Some	Semester
CUNY Stella and Charles Guttman Comm Coll		III	PU	25				No	Some	Semester
CUNY York Coll		IIA	PU	368				No	Some	Semester
Canisius U		IIA	PR	135	1,087	6,524	3,286	No	No	Semester
Cayuga County Comm Coll		III	PU	123	1,320	5,940	3,418	Yes, all	Some	Semester
Colgate U	121	IIB	PI	19	7,800	9,050	8,511	Some	No	Semester
Coll of Staten Island CUNY		IIA	PU	672				No	Some	Semester
Columbia U in the City of New York		I	PI		10,000			No	No	Semester
Cornell U		I	PI		5,889					Semester
Finger Lakes Comm Coll		III	PU	177	3,111	3,348	3,275	Yes, all	No	Semester
Fordham U		I	PR	1,084	4,650	10,000		No	No	Semester
Hartwick Coll		IIB	PI	60	1,800	3,614	2,777	No	No	4-1-4
Hobart William Smith Colls	122	IIB	PI		6,000	6,500				Semester
Hofstra U		I	PI	772	1,422	5,253	1,851	No	Some	Semester
Iona U		IIA	PR	165	3,820	4,687		No	No	Semester
Ithaca Coll		IIA	PI	77	5,823	5,823	5,823	No	No	Semester
Keuka Coll		IIA	PI	111	1,000	1,000	1,000	Yes, all	No	4-1-4
Le Moyne Coll		IIA	PR	118	3,255	3,570	3,285	No	No	Semester
Long Island U	123	I	PI	830	3,000					Semester
Manhattan U		IIA	PR	133	4,432	6,500	5,466	No	No	Semester
Marymount Manhattan Coll		IIB	PI		1,428			No	No	Semester
Mercy U		IIA	PI	806	3,600	5,200	3,925	No	No	Semester
Molloy U		IIA	PR	534	3,525	4,275		No	No	4-1-4
Monroe Comm Coll		III	PU	224	3,543	4,323	1,277	No	No	Semester
New School		I	PI	1,593	5,738	16,077	6,959	Yes, all	Some	Semester
New York Inst of Tech		IIA	PI		4,365	4,770		No	No	Semester
New York School of Interior Design		IIB	PI	135	5,940	6,390	6,101	No	Some	Semester
New York U	124	I	PI	3,619				Some	Some	Semester
Niagara County Comm Coll		III	PU	160	2,457	2,745	2,601	Some	No	Semester
Pace U		I	PI		1,450					Semester
Pratt Inst-Main		IIA	PI	1,028	1,600	6,332	2,591	Some	Some	Semester
Rochester Inst of Tech		I	PI	271	2,500	10,240	4,449	No	Yes, all	Semester
Sarah Lawrence Coll	125	IIA	PI	104	6,600	12,000	8,100	No	Some	Semester
Siena U		IIB	PR	121	1,931	11,588	4,127	No	No	Semester
Skidmore Coll		IIB	PI	44	7,374	7,374	7,374	Some	No	Semester
St John Fisher U		IIA	PR	113	3,501	4,458	3,532	No	No	Semester
St Joseph's U-New York		IIA	PI	295	3,011	3,511		No	No	Semester
Syracuse U		I	PI		4,200					Semester
Tompkins Cortland Comm Coll		III	PU	270	3,078	4,014	3,554	Some	Some	Semester
U at Buffalo		I	PU	272	5,000					Semester
U of Mount Saint Vincent		IIA	PR	150	1,000	4,500	3,000	No	No	Semester
Ulrica U		IIA	PI	207	459	6,120	2,717	No	No	Semester
Yeshiva U		I	PI	92	4,000	10,000	5,717	No	No	Semester

## North Carolina

Appalachian St U		IIA	PU		3,096					Semester
Barton Coll		IIB	PR	68	1,860	3,600		No	No	Semester
Belmont Abbey Coll		IIB	PR	59	2,800	2,800	2,800	Some	No	Semester
Brevard Coll		IIB	PR	87	1,000	2,500	2,000	No	No	Semester
Campbell U		IIA	PR	190	2,700	5,000	3,850	No	No	Semester
Davidson Coll		IIB	PR	8	7,000	7,500	7,300	No	No	Semester

**APPENDIX III**

NAME	NOTES	CAT.	CTRL	(4)				(8)		CALENDAR
				PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
East Carolina U		I	PU		4,000					Semester
Elizabeth City St U		IIB	PU		2,100					Semester
Elon U	89	IIA	PI		6,336					4-1-4
Fayetteville St U		IIA	PU		2,500					Semester
Lees-McRae Coll		IIB	PR	66	1,000	2,250		No	No	Semester
Mars Hill U		IIB	PI	75	1,950	2,250	2,100	No		Semester
Meredith Coll		IIA	PI		3,600					Semester
North Carolina A & T St U		I	PU		4,500					Semester
North Carolina Central U		IIA	PU		3,500					Semester
North Carolina St U at Raleigh		I	PU		4,500					Semester
North Carolina Wesleyan U		IIB	PR	58	1,890	1,890	1,890	No	No	Semester
U of North Carolina Asheville		IIB	PU		3,300					Semester
U of North Carolina School of the Arts		IIA	PU		4,500					Semester
U of North Carolina Wilmington		IIA	PU		3,450					Semester
U of North Carolina at Chapel Hill		I	PU		6,000					Semester
U of North Carolina at Charlotte		I	PU		3,500					Semester
U of North Carolina at Greensboro		I	PU		3,500					Semester
U of North Carolina at Pembroke		IIA	PU		3,328					Semester
Western Carolina U		IIA	PU		3,600					Semester
Winston-Salem St U		IIA	PU		3,501					Semester

**North Dakota**

Valley City St U		IIB	PU		2,400					Semester
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**Ohio**

Ashland U		IIA	PR	312	2,575	2,775	2,675	No	No	Semester
Bowling Green St U-Firelands		III	PU		2,475	4,410				Semester
Bowling Green St U-Main Campus		I	PU		2,475	4,410				Semester
Case Western Reserve U		I	PI		3,000					Semester
Coll of Wooster	126	IIB	PI		5,000	5,000	5,000			Semester
Defiance Coll		IIB	PR	29	1,920	2,100	1,986	No	No	Semester
Denison U		IIB	PI	15	7,000	11,200	7,000	No	No	Semester
John Carroll U		IIA	PR		1,500	13,500	3,752	No	No	Semester
Kent St U at Ashtabula		III	PU	64	2,175			Yes, all		Semester
Kent St U at East Liverpool		III	PU	29	2,175			Yes, all		Semester
Kent St U at Geauga		III	PU	64	2,175					Semester
Kent St U at Kent		I	PU	784	3,075			Yes, all		Semester
Kent St U at Salem		III	PU	57	2,175					Semester
Kent St U at Stark		III	PU	97	2,175			Yes, all		Semester
Kent St U at Trumbull		III	PU	29	2,175			Yes, all		Semester
Kent St U at Tuscarawas		III	PU	82	2,175			Yes, all		Semester
Kenyon Coll		IIB	PI	12	7,000	15,405	9,159	Some	Some	Semester
Marietta Coll		IIB	PI	30	2,750	4,000		No	No	Semester
Mount St Joseph U		IIA	PR	128	2,250	3,750		Some	No	Semester
Oberlin Coll		IIB	PI	44	5,080	15,000	10,000	Some	Some	4-1-4
Ohio Northern U		IIB	PR	62	3,525	4,500	4,000	No	No	Semester
Ohio U-Chillicothe Campus		III	PU	50	1,650	6,370	3,581	Some	Some	Semester
Ohio U-Eastern Campus		III	PU	12	1,890	5,580	3,612	Some	Some	Semester
Ohio U-Lancaster Campus		III	PU	35	1,515	6,473	3,576	Some	Some	Semester
Ohio U-Main Campus		I	PU	217	1,000	12,000	4,031	Some	Some	Semester
Ohio U-Southern Campus		III	PU	35	1,818	6,300	3,630	Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	20	1,650	6,473	3,644	Some	Some	Semester
Ohio Wesleyan U		IIB	PR	51	3,503	6,892	4,335	No	No	Semester
Sinclair Comm Coll		III	PU	938	2,952	3,132	3,036	Yes, all	No	Semester
U of Akron Main Campus		I	PU	762	1,800	12,000	3,165	Some	No	Semester
U of Cincinnati-Blue Ash Coll		III	PU	116	2,166	10,980	3,976	Yes, all	No	Semester
U of Cincinnati-Clermont Coll		III	PU	51	2,250	12,250	4,890	Yes, all	No	Semester
U of Cincinnati-Main Campus	127	I	PU	585	1,320	12,500	4,647	Yes, all	No	Semester
U of Mount Union		IIB	PI	115	2,595	2,700	2,647	No	No	Semester
U of Toledo		I	PU	112	3,000	5,769	3,254	Yes, all	No	Semester
Ursuline Coll		IIA	PR	93	2,141	2,851	2,496	No	No	Semester
Wittenberg U		IIB	PR	28	2,438	3,599	2,584	No	No	Semester
Xavier U		IIA	PR	216	2,240	2,700	2,439	No	No	Semester

NAME	NOTES	(1)		(4)			(8)		CALENDAR	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
<b>Ohio (continued)</b>										
Youngstown St U		IIA	PU	513	1,995	3,225	2,538	Yes, all	Some	Semester
<b>Oklahoma</b>										
Cameron U		IIA	PU	119	2,025	5,025	2,705	No	No	Semester
Oklahoma St U Inst of Tech		IV	PU	82	2,175	3,300	2,615	No	Some	Trimester
Oklahoma St U-Main Campus	97	I	PU	0						Semester
Oklahoma St U-Oklahoma City		III	PU							Semester
U of Central Oklahoma		IIA	PU	291	2,100	2,880	2,265	No	No	Semester
U of Tulsa		I	PR	148	4,500	10,000	7,000	No	No	Semester
<b>Oregon</b>										
Portland St U	97	I	PU	637	1,359	3,477	1,407	Some	Some	Quarter
Reed Coll		IIB	PI	10	15,895	27,130	20,039	Some	Some	Semester
<b>Pennsylvania</b>										
Allegheny Coll		IIB	PR	32	3,750	3,750	3,750	No	No	Semester
Bucknell U		IIB	PI	16	4,860	5,610	5,113	No	No	Semester
Chatham U		IIA	PI	359	3,365	4,480	3,923	Some	No	Semester
DeSales U		IIA	PR		4,216	5,263		No	No	Semester
Dickinson Coll		IIB	PI	65	4,600	4,600	4,600	No	No	Semester
Drexel U		I	PI	98	1,000	6,500	1,315	No	No	Quarter
Duquesne U		I	PR	502	4,393	4,393	4,393	No	No	Semester
Eastern U		IIA	PR	443	2,750	2,750	2,750	No	No	Semester
Elizabethtown Coll		IIA	PI		1,000					Semester
Franklin and Marshall Coll		IIB	PI	47	7,000	7,700	7,070	No	No	Semester
Geneva Coll		IIA	PR	76	1,600	6,300	2,619	No	No	Semester
Gettysburg Coll		IIB	PI	43	3,007	6,534	5,737	Some	Some	Semester
Haverford Coll		IIB	PI	27	8,000	10,250	8,563			Semester
Juniata Coll		IIB	PI	34	3,000	6,000		Some	No	Semester
King's Coll		IIA	PR	188	2,400	3,200		No	No	Semester
Lafayette Coll		IIB	PR	50	4,500	6,625	4,789	No	No	Semester
Lebanon Valley Coll		IIA	PR	138	3,579	4,772		No	No	Semester
Lehigh U		I	PI		3,750	12,500	6,690			Semester
Lincoln U		IIA	PU	65	2,700	3,339	2,724	Yes, all	No	Semester
Lycoming Coll	89	IIB	PR		4,000					Semester
Mercyhurst U		IIA	PR	77	2,300	3,500	2,733	Some	Some	Semester
Messiah U		IIA	PR	209	3,642	3,918	3,780	Some	No	Semester
Misericordia U		IIA	PR	335	923	3,692	2,769	No	No	Semester
Moravian U	128	IIA	PR	132	3,245	4,157	3,774	No	No	Semester
Pennsylvania St U-IIA Campuses	129	IIA	PU	26	3,418			Some	Some	Semester
Pennsylvania St U-IIB Campuses	130	IIB	PU	199	750			Some	Some	Semester
Pennsylvania St U-Main Campus		I	PU	233	2,500			Some	Some	Semester
Robert Morris U		IIA	PI	307	2,961	5,250	1,825	No	No	Semester
Saint Joseph's U - Phila		IIA	PR		4,459	7,316		No	No	Semester
Saint Vincent Coll		IIA	PR	64	3,130	3,415	3,143	No	No	Semester
Seton Hill U		IIA	PR	88	2,553	3,555	2,761	No	No	Semester
Swarthmore Coll		IIB	PI	10	8,060	16,094	10,577	No	No	Semester
Temple U		I	PU	1,385	4,800	22,500	6,294	No	Some	Semester
U of Pittsburgh-Bradford	131	IIB	PU		5,625					Semester
U of Pittsburgh-Greensburg	132	IIB	PU		5,625					Semester
U of Pittsburgh-Johnstown	132	IIB	PU		5,625					Semester
U of Pittsburgh-Pittsburgh Campus	133	I	PU		7,500					Semester
U of Pittsburgh-Titusville	132	III	PU							Semester
U of Scranton		IIA	PR		2,400	5,250				Semester
Ursinus Coll		IIB	PI	62	3,450	3,450	3,450	No	No	Semester
Villanova U		IIA	PR	204	4,830	7,215	5,858	No	No	Semester
Washington & Jefferson Coll		IIB	PI	52	3,500	5,000	4,250	No	No	Semester
Waynesburg U		IIA	PR	65	2,565	2,565	2,565	No	No	Semester
Westminster Coll		IIB	PR	37	2,000	2,700	2,400	Some	Some	Semester
Wilkes U		IIA	PI		1,200					Semester
York Coll of Pennsylvania		IIA	PI	238	3,796	4,860	4,305	No	No	Semester

**APPENDIX III**

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.		
<b>Puerto Rico</b>												
Universidad Politecnica de Puerto Rico		IIA	PI	82	1,267	2,022	1,645	No	No	Trimester		
<b>Rhode Island</b>												
Brown U		I	PI	121				No	No	Semester		
Bryant U		IIA	PI		5,400	5,400	5,400	No	No	Semester		
Comm Coll of Rhode Island		III	PU	620	8,293	8,711		No	No	Semester		
Providence Coll		IIA	PR	117	4,674	4,674	4,674	No	No	Semester		
Rhode Island Coll		IIA	PU	257	4,488	5,427	4,724	No	No	Semester		
Salve Regina U		IIA	PR		4,000	4,100	4,000	No	No	Semester		
U of Rhode Island		I	PU	362	5,100	5,800	5,450	No	No	Semester		
<b>South Carolina</b>												
Clemson U	97	I	PU	0						Semester		
Coastal Carolina U		IIA	PU	177	1,100	15,500	4,569	Some	Yes, all	Semester		
Coll of Charleston		IIA	PU	287	3,276	7,314	3,684	Yes, all	Some	Semester		
Furman U		IIA	PI	51	3,600	3,975		No	No	Semester		
Wofford Coll		IIB	PR	34	3,500	5,000	4,000	No	No	4-1-4		
<b>South Dakota</b>												
Augustana U		IIA	PR	260	1,000	1,550	1,275	No	No	4-1-4		
Mount Marty U		IIA	PR	58	2,190	2,190	2,190	Some	Some	Semester		
<b>Tennessee</b>												
Austin Peay St U		IIA	PU		2,250	6,750	4,500			Semester		
Belmont U		IIA	PR	299	3,450	3,450	3,450	Some	Some	Semester		
East Tennessee St U		I	PU	453	2,400	16,000	3,395	No	No	Semester		
King U		IIA	PR	97	1,575	2,400	1,774	No	No	Semester		
Lee U		IIA	PR	371	1,800	2,100		No	No	Semester		
Maryville Coll		IIB	PR	40	3,675	3,850	3,763	No	No	Semester		
Middle Tennessee St U		I	PU	179	2,400	2,400	2,400	No	Some	Semester		
Rhodes Coll		IIB	PR	34	3,000	6,000	3,756	No	No	Semester		
U of Memphis		I	PU		2,511					Semester		
U of Tennessee-Chattanooga		IIA	PU	212	1,865	7,175	3,773	Some	Some	Semester		
U of Tennessee-Knoxville		I	PU							Semester		
Walters St Comm Coll		III	PU	541	1,767	2,520	2,017	No	No	Semester		
<b>Texas</b>												
Abilene Christian U		IIA	PR	584	1,500	8,000		No	No	Semester		
Angelo St U		IIA	PU		2,598	7,388		Some	Some	Semester		
Austin Coll	134	IIB	PR	10	5,000	6,500	5,115	No	No	4-1-4		
Austin Comm Coll District		III	PU	1,365	4,239	10,098	5,035	Some	Some	Semester		
Baylor U		I	PR	352	2,925	16,000	5,649	No	No	Semester		
Central Texas Coll		IV	PU	373	1,965	2,335	2,160	Some	No	Semester		
Lamar U	97	I	PU	0						Semester		
McMurry U		IIB	PR	61	1,250	3,000	2,125	No	No	Semester		
Our Lady of the Lake U		IIA	PR	105	2,300	3,000	2,683	No	No	Semester		
Prairie View A & M U		IIA	PU	133	3,750	10,000	5,080			Semester		
Saint Edward's U	135	IIA	PR	169	4,146	4,359		No	No	Semester		
Sam Houston St U		I	PU	151	3,002	6,750	3,415	No	No	Semester		
Southwestern U		IIB	PR	35	3,700	6,000	4,431	Some	Some	Semester		
St Mary's U		IIA	PR	95	3,335	4,773	4,054	Yes, all	No	Semester		
Texas A&M U-Coll Station	97	I	PU	0						Semester		
Texas A&M U-Kingsville		IIA	PU		3,000	5,000	3,000	Some	Some	Semester		
Texas Christian U		I	PR	356	3,300	13,680	4,979	No	No	Semester		
Texas Lutheran U		IIB	PR	48	2,730	3,038	2,884	No	No	Semester		
Texas St U		I	PU	186	1,800	13,590	5,223	No	No	Semester		
Texas Woman's U		I	PU	235	1,000	4,288	2,187	Some	Some	Semester		
Trinity U		IIA	PR	40	5,000	6,000	5,130	No	No	Semester		
U of Dallas		IIA	PR	72	1,750	21,000	5,379	No	No	Semester		
U of Houston		I	PU					Some	Some	Semester		

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.		
<b>Texas (continued)</b>												
U of Houston-Downtown		IIA	PU	366	3,000	3,200	3,200	Some	Some	Semester		
U of St Thomas		IIA	PR	242	1,000	6,500	2,407	No	No	Semester		
U of Texas Permian Basin		IIA	PU	152	1,500	5,000	3,250	No	No	Semester		
U of Texas at Dallas	97	I	PU	0						Semester		
U of Texas at El Paso		I	PU		4,000					Semester		
U of Texas at San Antonio		I	PU	213	1,167	17,813	4,776	Some	Some	Semester		
Vernon Coll		IV	PU	90	1,800	1,800	1,800	No	No	Semester		
<b>Utah</b>												
Salt Lake Comm Coll		III	PU	1,089	3,090	3,090	3,090	No	No	Semester		
Snow Coll		III	PU		1,000	3,000	3,000	No	No	Semester		
U of Utah		I	PU	333						Semester		
Utah Tech U		III	PU	433	2,775	2,775	2,775	No	No	Semester		
Utah Valley U		IIA	PU	2,529	3,695	3,695	3,695	No	No	Semester		
Westminster U		IIA	PI	116	2,565	4,233	3,186	No	No	4-1-4		
<b>Vermont</b>												
Middlebury Coll		IIA	PI		12,000					4-1-4		
U of Vermont	136	I	PU		7,170					Semester		
<b>Virginia</b>												
Averett U		IIB	PR	96	1,125	2,250	1,688	No	No	Semester		
Bridgewater Coll		IIB	PR	63	3,000	3,000	3,000	No	No	Semester		
Christopher Newport U		IIA	PU	158	1,373	1,511	1,442	No	No	Semester		
Eastern Mennonite U		IIA	PR	83	2,325	4,176	3,050	No	No	Semester		
George Mason U		I	PU		3,375					Semester		
Hampden-Sydney Coll		IIB	PI	11	4,000	7,767	6,886	Some	Some	Semester		
Hollins U		IIA	PI	17	2,625	5,320	3,185	No	No	4-1-4		
James Madison U		IIA	PU	376	1,000	10,000	2,706	No	No	Semester		
Longwood U		IIA	PU	42	1,442	13,840	7,349	No	No	Semester		
Old Dominion U		I	PU	487	1,269	8,808	4,167	No	No	Semester		
Radford U		IIA	PU	181	3,285	4,926	3,543	No	No	Semester		
Randolph Coll		IIB	PI	50	4,667	4,667	4,667	No	No	Semester		
Randolph-Macon Coll		IIB	PR		4,185					4-1-4		
Regent U		I	PI	447	3,000	4,500	3,003	No	No	Semester		
Shenandoah U		I	PR					No	No	Semester		
U of Mary Washington		IIA	PU	105	1,551	10,104	4,065	No	No	Semester		
U of Richmond		IIA	PI	174	4,250	11,000	5,647	Some	Some	Semester		
U of Virginia's Coll at Wise		IIB	PU	82	2,334	2,334	2,334	No	No	Semester		
U of Virginia-Main Campus	97	I	PU	0						Semester		
Virginia Commonwealth U		I	PU		4,185			No	No	Semester		
Virginia Poly Inst and St U		I	PU	181	1,533	27,000	7,503			Semester		
Washington and Lee U	137	IIB	PI	0						4-1-4		
<b>Washington</b>												
Pacific Lutheran U		IIA	PR	14	1,800	4,219	3,029	No	No	4-1-4		
U of Puget Sound		IIA	PI	79	5,850	5,850	5,850	No	No	Semester		
Washington St U		I	PU							Semester		
Whitman Coll		IIB	PI	14	14,000	14,566	14,288	Some	Some	Semester		
<b>West Virginia</b>												
Davis & Elkins Coll		IIB	PR	51	2,250	2,250	2,250	No	No	Semester		
Marshall U		IIA	PU		3,500					Semester		
Shepherd U	138	IIA	PU	159	2,043	2,511	2,278	No	No	Semester		
West Virginia Wesleyan Coll		IIB	PR	46	1,800	3,250	2,017	No	No	Semester		
<b>Wisconsin</b>												
Beloit Coll		IIB	PI		5,000					Semester		
Carroll U		IIA	PR	221	3,000	3,500	3,200	No	No	Semester		

**APPENDIX III**

NAME	NOTES	(1)	(2)	(4)				(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.			
<b>Wisconsin (continued)</b>										
Gateway Tech Coll		IV	PU	216	2,430	2,754		No	No	Semester
Lakeland U		IIA	PR	163	2,625	3,000	2,822	No	No	Semester
Ripon Coll		IIB	PI	23	3,300	6,000	4,650	Yes, all	No	Semester
Saint Norbert Coll		IIB	PR	47	3,188	6,000	4,548	No	No	Semester
<b>Wyoming</b>										
Laramie County Comm Coll		IV	PU	94	2,550	2,550	2,550	No	No	Semester
U of Wyoming		I	PU	173	1,044	13,332	4,773	No	No	Semester

86. Minimum pay value represents the minimum rate for Lecturer A. This rate is systemwide.
87. All courses are graduate level and therefore do not meet the survey criteria.
88. Excludes data points for part-time faculty members who are compensated in addition for their responsibility outside of their teaching duties. There is no distinction in the portion of the salary that is associated with their teaching responsibility. In addition, part-time faculty members who exclusively teach clinics were excluded as well.
89. Most regular course sections are four credits. Pay has not been converted to a three-credit equivalent pay.
90. Teaching load is based on courses, not credit hours. One course is the equivalent of 4 credit hours.
91. Compensation for part-time faculty at UC is determined by individual qualifications, including experience, discipline, seniority, and level of effort. Pay is not established on a per-course-section basis.
92. Count is for Denver/AMC consolidated, excluding School of Medicine.
93. Includes Owens, Stanton/George, and Terry campuses.
94. Minimum pay per course section is based on the minimum pay per credit hour (\$1,350).
95. Pay is on a course-unit basis, where all course sections are roughly equivalent to 4 credits.
96. University of South Florida has consolidated to form one University instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.
97. All part-time faculty are salaried.
98. Minimum pay per course section is based on the minimum pay per credit hour (\$1,304).
99. The maximum per-course-section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
100. Most regular course sections are four credits. Pay has been converted to a three-credit equivalent pay.
101. Minimum pay per course section is specified in a collective bargaining agreement that covers most part-time faculty, but not all. In addition, some units have hourly pay structures that apply.
102. Most part-time faculty teaching undergraduate course sections are covered by a collective bargaining agreement that specifies the minimum pay per course section.
103. University formerly known as Indiana University - Purdue University - Fort Wayne
104. Allen College has limited (less than 5) part-time faculty who teach undergraduate classes on a per-course-section basis meeting the AAUP criteria for inclusion. Figures are not reported due to data privacy concerns.
105. Luther College has limited (less than 5) part-time faculty who teach undergraduate classes on a per-course-section basis meeting the AAUP criteria for inclusion. Figures are not reported due to data privacy concerns.
106. Mean pay per section cannot be provided because pay is based on load hours, not credit hours. The information represents the number of undergraduate part-time faculty only.
107. All part-time faculty teach courses that are equivalent to 4 semester hours. Salaries have not been converted to 3 credit hours.
108. Part-time faculty excludes those teaching private lessons and those who are paid per student or pro bono.
109. The University of Maine at Machias is now part of the University of Maine and the figures in this survey include both campuses.
110. Minimum pay per course section is based on the minimum pay per credit hour (\$1,050) for FY 2024.
111. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
112. Most regular course sections are four credits. Pay has not been converted to a three-credit equivalent pay. Pay amounts exclude emeriti faculty who are paid on a different scale.
113. 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.
114. Includes faculty data for Ferris State University's Kendall College of Art & Design.
115. Per-course-section pay was calculated using actual credit hours rather than applying a standard four-credit divisor.
116. Pay per course section was omitted because multiple pay structures are used, including dual credit faculty who are paid per student enrolled rather than per course section.
117. The minimum pay is due to under-enrolled classes (typically a class needs 4-6 student enrollment), and a fully-enrolled course pays \$1,850.
118. Part-time faculty can be either salaried or paid on a per-credit basis. Those paid on a per-credit basis earn \$1,000 per credit.
119. Two faculty excluded due to data privacy concerns.

## NOTES TO APPENDIX III

120. Nearly all part-time faculty members are salaried employees, with rare exceptions.
121. Pay is on a course-unit system, where courses are essentially 4 semester credits.
122. Most regular course sections are four credits. Pay has not been converted to a three-credit equivalent pay. Pay is based on highest degree level.
123. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
124. Minimum pay per course section is based on both contact hours (minimum \$214.24 per contact hour) and an administrative service payment (\$1,606.84 for 3-credit course sections), as specified in a collective bargaining agreement. The number of contact hours is variable across the university.
125. Most regular course sections are five credits. Pay has not been converted to a three-credit equivalent pay.
126. Per-course-section pay is based on the rate for 1.0 Wooster course credit (equivalent to 4 semester credits).
127. Part-time faculty pay includes classes with prorated pay due to low enrollment.
128. Includes Lancaster Theological Seminary faculty.
129. Includes Great Valley, Harrisburg and Erie campuses.
130. 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.
131. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford. The minimum pay per course section is based on the minimum pay for part-time faculty members (\$1,875 per credit) specified in a collective bargaining agreement.
132. The minimum pay per course section is based on the minimum pay for part-time faculty members (\$1,875 per credit) specified in a collective bargaining agreement.
133. The minimum pay per course section is based on the minimum pay for part-time faculty members (\$2,500 per credit) specified in a collective bargaining agreement.
134. All Austin College courses are offered as one "course unit", which we equate as 4 credit hours on a standard university schedule. The part-time faculty pay is for these "one course unit" courses.
135. Pay reflects rates as of November 1, 2024. There was a three percent increase in spring 2025.
136. Minimum pay per course section was based on the per-credit-hour minimum rate for Lecturer I appointments (\$2,390) specified in a collective bargaining agreement. The per-credit-hour minimum rate was higher for Lecturer II appointments (\$2,549) and Lecturer III appointments (\$2,681), and a college, school, Professional and Continuing Education (PACE) or other academic unit was free to pay part-time faculty at a higher rate.
137. Nearly all part-time faculty at Washington and Lee University are casual employees hired on an ad-hoc basis or occasional basis to meet short-time needs.
138. Part-time faculty compensation is highly variable and depends upon course enrollments, instructor degree, and other factors. Salary information is provided based upon courses taught at the standard rate for the faculty member (per AAUP guidance).