

Appendix I. Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2020–21

Appendix II. Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2020–21

Appendix III. Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2019–20

Notes:

These appendices and other related data products are available in Microsoft Excel format with greater detail and additional information to facilitate comparative analyses. Please contact the AAUP Research Office at aaupfcs@aaup.org for more information about available data products.

These appendices represent data and revisions received by April 1, 2021. Data received or revised on or after April 1, 2021, will be published at <https://www.aaup.org/our-work/research/FCS> in August 2021.

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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	
Alabama																			
Auburn U	9	I	PU	137.1	99.8	84.6	43.2	59.7	57.8	98.4							49.7	24.6	25.7
Birmingham-Southern Coll		IIB	PR	76.8	71.7	58.6	—	43.5		66.5	100.0	75.2	5.0	12.9	FfTV		58.4	21.8	19.8
Samford U	7	IIA	PR	105.4	80.2	68.4	53.8			83.7	100.0	86.5	10.3	13.7	FfTV		49.7	24.6	25.7
Troy U	7	IIA	PU	83.8	71.4	66.8		54.2	84.4	66.8	99.6	83.4	11.9	1.6			47.3	21.8	30.9
U of Alabama	7	I	PU	151.6	99.7	79.8	57.0			95.5	99.7	88.7	15.9	8.6	PO		42.4	25.9	31.7
U of Alabama at Birmingham	7	I	PU	145.7	98.3	84.2	70.1			102.5	99.7	87.8	15.8	8.1	PO		47.9	16.9	35.2
U of Alabama in Huntsville	1	I	PU	124.8	94.9	79.0	69.1	53.6		87.4	97.5	69.1	15.3	9.8			45.0	19.3	35.7
U of Montevallo		IIA	PU	79.5	69.2	59.6	52.0			68.3	100.0	93.2	12.9	14.1	F		68.0	21.8	10.2
U of North Alabama	7	IIA	PU	93.7	78.4	66.7		58.0		75.9	100.0	100.0	11.9	8.2	F		52.4	27.1	20.5
U of South Alabama	6	I	PU	93.5	73.2	67.4	51.6			70.2	100.0	86.6	10.6	13.7	O		37.0	19.1	43.9
U of West Alabama	1	IIA	PU	76.3	64.1	51.7	43.4	33.7		58.6	94.0	39.3	13.3	31.8			47.9	21.4	30.8

Alaska

U of Alaska Anchorage	30	IIA	PU	99.9	85.1	72.2	52.3			80.7	94.4	94.4	18.0	8.0			47.4	21.7	30.9
U of Alaska Fairbanks		I	PU	107.4	88.2	74.6	67.8	—	85.4	88.4	100.0	100.0	17.0	7.6			50.9	13.2	36.0
U of Alaska Southeast		IIA	PU	107.9	80.8	66.8	—			78.8	100.0	100.0	17.0	7.6			54.5	9.1	36.4

Arizona

Arizona St U	7,41	I	PU	152.9	109.6	87.7	49.4	66.5	—	101.4	99.5	92.8	8.4	12.9	Pp		41.3	15.0	43.8
Embry-Riddle Aero U-Prescott		IIB	PI	108.9	94.1	75.9	58.0			82.4	100.0	100.0	9.3	9.6	FfT		38.3	36.1	25.6
Northern Arizona U		I	PU	109.9	78.8	68.5	51.0			80.7	98.9	94.2	8.4	16.3	F		41.4	13.2	45.3
U of Arizona	33	I	PU	130.6	89.1	76.1	43.8	59.8	104.0	96.4	99.6	93.6	7.6	11.6	Pp		53.7	17.8	28.5

Arkansas

Harding U	7	IIA	PR	80.4	71.0	63.2	51.2	39.6		68.0	85.8	82.5	9.0	9.4	PTO		0.0	0.0	100.0
Hendrix Coll		IIB	PR	79.4	66.3	62.4	50.9			70.2	100.0	90.3	5.7	16.4	FfTV		76.3	12.9	10.8
John Brown U	7	IIA	PI	69.6	63.3	57.5	48.3			62.1	100.0	93.5	3.8	15.9	FTO		0.0	0.0	100.0
Lyon Coll		IIB	PR	70.9	60.7	55.0	48.1			58.3	100.0	84.3	1.2	15.2	FfTV		54.9	29.4	15.7
Ouachita Baptist U	7	IIB	PR	64.6	59.1	53.3	44.9	38.8		57.4	100.0	96.9	6.6	13.4	FTV		63.3	17.3	19.4
U of Arkansas	7	I	PU	136.0	96.2	86.9	55.9	62.5		92.1	98.5	91.3	10.4	7.0	Pp		45.9	20.6	33.4
U of Central Arkansas	6	IIA	PU	82.4	68.6	65.1	54.4	51.2	44.1	65.3	99.4	92.1	10.9	10.6			46.9	23.0	30.1

California

Biola U		I	PR	109.5	90.9	74.9	62.6			92.5							41.6	43.5	14.9
California Baptist U	9	IIA	PR	106.3	96.5	91.1	—	46.3	53.8	94.5					FpT		45.0	47.2	7.7
California Inst of Tech	7	I	PI	214.2	—	136.5	54.9	105.9	69.9	187.4	94.1	93.0	12.1	6.0	Fp		74.9	12.1	13.0
California Poly St U-San Luis Obispo	7	IIA	PU	113.6	100.2	88.0		73.1	—	96.2	98.8	99.3	9.6	17.1	PO		52.9	23.4	23.7
California St Poly U-Pomona	7	IIA	PU	116.3	98.2	86.8		66.6		96.2	97.2	99.7	9.6	17.0	PO		54.1	28.1	17.8
California St U Maritime Academy		IIB	PU	120.0	96.2	84.3		69.7		93.0	96.8	100.0	9.7	19.5	PO		54.0	23.8	22.2
California St U-Bakersfield	7	IIA	PU	113.7	96.9	81.2		64.4		85.5	96.8	97.7	9.6	18.0	PO		37.2	31.4	31.4
California St U-Channel Islands	7	IIA	PU	120.2	102.0	87.6		71.0		92.7	98.2	94.6	9.6	17.3	PO		39.9	28.3	31.8
California St U-Chico	7	IIA	PU	107.1	91.0	77.9		65.3		87.7	97.8	99.8	9.6	17.8	FO		51.2	29.4	19.4
California St U-Dominguez Hills	7	IIA	PU	116.0	99.7	83.2		67.0		89.6	97.9	100.0	9.7	16.2	PO		40.1	29.4	30.5
California St U-East Bay	7	IIA	PU	112.4	99.4	83.7		66.3		93.5	99.2	99.7	9.6	17.8	PO		49.9	35.9	14.2
California St U-Fresno	7	IIA	PU	108.8	92.3	80.4		64.1	129.1	86.3	94.1	99.7	9.7	18.9	PO		45.9	26.0	28.1
California St U-Fullerton	7	IIA	PU	110.4	99.0	88.2		65.8		93.5	98.5	99.9	9.6	17.9	PO		56.1	21.8	22.1
California St U-Long Beach	7	IIA	PU	112.0	98.7	86.3		70.3	—	92.8	97.1	99.2	9.6	16.0	PO		50.8	21.8	27.4
California St U-Los Angeles	7	IIA	PU	111.5	98.1	90.1		60.7		92.1	98.4	97.6	9.6	16.2	PO		48.3	28.4	23.3
California St U-Monterey Bay	7	IIA	PU	114.1	96.2	84.3		60.1		90.6	99.1	100.0	9.6	16.0	PO		46.7	35.4	17.9
California St U-Northridge	7	IIA	PU	107.1	93.9	87.3		63.8	148.9	93.6	96.8	99.8	9.6	16.9	PO		61.4	21.5	17.1
California St U-Sacramento	7	IIA	PU	104.8	90.4	80.1		64.1	121.3	88.8	97.8	99.8	9.6	18.4	PO		54.1	28.1	17.8
California St U-San Bernardino	7	IIA	PU	110.4	91.9	79.6		62.9		90.1	97.2	98.8	9.6	17.2	PO		53.6	28.1	18.3
California St U-San Marcos	7	IIA	PU	113.9	97.7	87.7		63.9	—	90.3	97.4	99.0	9.6	17.4	PO		49.7	20.4	29.8
California St U-Stanislaus	7	IIA	PU	106.7	91.7	80.3		60.0		87.0	96.9	100.0	9.7	19.1	PO		53.2	22.6	24.2
Chapman U	7	IIA	PR	155.8	109.4	95.7	75.5		123.7	116.8	100.0	93.3	2.0	13.4	FT		45.5	18.2	36.4
Claremont Graduate U		I	PI	146.9	112.4	104.3				129.8	100.0	100.0	5.0	8.6	Pp		67.4	12.4	20.2
Claremont McKenna Coll		IIB	PI	176.1	128.0	108.7	80.0			138.2	86.7	88.6	10.7	7.5	O		72.2	15.2	12.7

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.6	1.1	1.5	0.5	297	221	205	31	109	165	172	30	1,428	141.8	104.8	88.1	42.7	124.3	93.1	80.4	43.8	87.7	88.9	91.2	79.9
-3.8	-3.5	-1.9	—	28	13	8	1	10	10	19	1	101	78.8	70.1	57.1	—	71.3	73.8	59.2	—	90.6	105.3	103.6	86.5
0.6	0.8	0.5	0.3	86	36	49	4	49	41	76	21	362	109.9	79.4	70.3	51.5	97.7	80.9	67.1	54.2	88.9	101.9	95.5	84.1
0.3	2.5	5.5		47	88	49		12	66	74		482	83.8	73.6	70.0		84.2	68.5	64.8		100.5	93.0	92.6	87.4
0.1	1.0	1.4	2.6	216	199	213	140	93	154	207	177	1,399	157.4	106.8	83.9	55.5	138.1	90.6	75.6	58.3	87.7	84.9	90.1	79.4
1.3	1.6	1.2	1.0	125	118	82	38	76	109	140	74	762	150.6	98.0	90.4	68.9	137.7	98.5	80.5	70.7	91.5	100.4	89.0	84.9
0.5	0.6	0.6	1.2	60	67	37	2	15	30	57	12	353	129.5	99.2	82.5	—	105.9	85.1	76.7	68.7	81.8	85.7	92.9	73.5
0.0	0.4	1.4	0.8	27	27	14	5	16	28	20	10	147	82.5	72.8	64.4	51.6	74.5	65.7	56.2	52.2	90.3	90.3	87.3	86.2
0.6	3.0	1.8	7.1	47	40	34		33	29	37		273	98.3	81.1	68.2		87.1	74.6	65.4		88.7	91.9	95.9	87.3
3.5	2.9	3.6	3.3	70	71	86	31	29	62	127	84	560	96.5	76.4	66.4	51.3	86.4	69.7	68.0	51.8	89.6	91.2	102.4	86.9
0.9	2.4	2.2	2.0	16	12	11	9	10	20	25	10	117	77.8	65.3	53.0	43.7	74.0	63.3	51.1	43.1	95.2	96.9	96.4	90.5
1.6	-16.0	-6.7	-27.0	64	66	79	18	59	53	116	24	479	106.2	89.8	74.9	50.2	93.0	79.1	70.3	53.8	87.6	88.1	93.9	88.2
11.5	-2.2	-15.0	-16.0	90	83	70	17	48	59	71	14	456	111.8	89.7	76.3	66.1	99.1	86.2	73.1	69.8	88.7	96.1	95.8	90.6
1.0	-1.0	-1.4	—	13	13	27		6	17	22	1	99	116.5	78.1	64.4		89.4	82.9	69.7	—	76.7	106.2	108.2	95.3
2.8	4.0	4.1	3.0	561	427	320	147	281	349	385	237	3,282	160.1	114.7	95.0	50.3	138.6	103.4	81.6	48.9	86.6	90.1	85.9	77.7
0.0	0.4	0.8	4.1	15	24	51	10	4	5	18	6	133	113.6	95.1	77.8	59.0	91.1	89.0	70.4	56.5	80.2	93.6	90.4	85.6
0.2	1.3	1.6	2.3	166	111	151	49	115	102	220	61	975	115.7	81.1	72.8	52.0	101.6	76.3	65.5	50.2	87.8	94.1	89.9	84.8
-8.9	-10.0	-8.7	-3.5	456	257	229	33	218	195	251	38	1,856	131.4	89.7	80.6	43.6	129.1	88.4	72.0	43.9	98.2	98.6	89.3	87.4
2.2	2.0	2.4	2.6	49	59	42	10	8	39	46	16	274	81.0	70.5	65.6	57.0	76.7	71.6	61.0	47.6	94.7	101.6	93.0	88.4
0.1	1.4	0.3	0.9	23	12	7	4	22	6	13	6	93	79.3	66.0	62.8	50.6	79.5	67.0	62.2	51.0	100.3	101.6	99.1	98.2
0.1	0.2	0.4	—	17	23	9	1	1	7	16	3	77	69.2	64.8	57.6	—	—	58.6	57.5	49.3	—	90.5	99.8	89.1
0.0	0.4	1.3	0.0	7	12	9	5		8	7	3	51	70.9	61.2	56.4	48.3		59.9	53.1	47.7		97.8	94.3	92.1
0.0	0.3	0.5	0.2	30	10	7	6	8	17	8	7	98	65.2	65.8	55.4	44.2	62.0	55.2	51.5	45.5	95.1	83.9	92.9	89.1
0.4	0.9	0.6	2.0	232	173	140	118	73	91	107	160	1,202	139.3	97.0	92.9	55.4	125.5	94.7	79.0	56.3	90.1	97.6	85.1	77.8
0.0	0.7	0.7	1.0	65	76	60	9	35	60	68	55	522	86.0	68.8	69.1	52.5	75.7	68.3	61.5	54.7	88.1	99.2	89.1	86.3
2.2	3.0	4.1	—	63	76	19	2	8	66	21	7	262	109.5	91.2	74.9	—	109.6	90.6	75.0	63.1	100.1	99.4	100.1	90.5
-0.2	—	3.9	3.2	81	50	47	1	41	56	59		362	105.2	95.5	90.9	—	108.4	97.4	91.3		103.1	101.9	100.4	98.9
0.1	1.3	2.8		213	1	28	12	53		15	8	355	216.5	—	138.4	55.6	204.7		132.9	54.0	94.6		96.1	83.0
0.1	1.3	2.8		230	98	94		93	67	88		881	114.9	102.5	90.7		110.2	96.9	85.0		95.9	94.5	93.7	92.7
0.4	1.3	2.3		150	69	93		94	60	84		669	117.2	98.1	90.2		114.8	98.3	83.1		98.0	100.2	92.2	94.7
0.0	0.7	1.4		11	15	10		4	3	6		63	121.4	97.6	88.1		116.2	89.3	77.9		95.7	91.4	88.4	89.7
0.7	0.9	1.6		45	34	57		31	20	51		347	115.4	98.9	80.7		111.2	93.5	81.8		96.3	94.5	101.3	92.0
-0.1	1.9	1.7		29	13	21		28	19	42		223	120.8	105.9	90.3		119.5	99.3	86.3		98.9	93.8	95.6	93.0
1.2	1.3	1.5		102	52	61		67	47	82		510	110.8	91.7	78.6		101.6	90.1	77.4		91.7	98.3	98.5	90.2
0.1	2.0	1.4		63	27	43		48	42	68		419	118.9	103.0	85.1		112.3	97.6	81.9		94.4	94.8	96.2	91.8
0.2	1.1	1.5		62	40	57		56	40	70		379	115.6	99.0	88.3		108.9	99.8	79.9		94.2	100.8	90.5	91.5
0.3	0.7	1.4		150	69	95		74	76	103		796	109.5	93.7	81.7		107.3	91.1	79.2		98.0	97.2	96.9	89.7
0.2	1.4	1.7		208	108	86		156	109	126		1,018	111.4	101.4	93.4		109.0	96.6	84.6		97.8	95.3	90.6	92.3
0.1	1.2	2.1		197	95	91		165	99	140		1,087	113.2	99.6	87.7		110.7	98.0	85.3		97.8	98.4	97.3	95.1
0.0	3.1	1.4		135	37	83		124	41	114		696	113.3	97.7	89.6		109.5	98.5	90.6		96.7	100.8	101.1	95.7
0.7	2.1	2.2		32	23	20		26	21	52		212	119.0	96.0	82.8		108.2	96.5	84.9		90.9	100.5	102.6	91.8
0.1	1.2	2.0		209	89	82		175	96	91		906	108.3	95.8	88.9		105.8	92.1	85.8		97.7	96.2	96.5	94.6
0.4	1.2	1.5		175	61	91		151	56	135		821	105.6	92.6	81.3		103.8	87.9	79.2		98.3	94.8	97.5	94.7
0.0	1.2	3.0		105	45	60		80	41	76		498	113.2	93.2	79.6		106.6	90.6	79.6		94.2	97.2	100.0	90.3
0.0	1.1	2.5		57	47	36		53	42	39		392	115.5	100.9	89.3		112.1	94.2	86.3		97.1	93.4	96.7	88.4
0.4	1.1	1.6		76	39	33		54	26	44		359	107.8	92.2	83.5		105.1	91.0	77.9		97.5	98.7	93.2	91.9
1.8	1.7	1.6	2.8	112	83	89	14	48	73	104	12	539	164.9	117.3	97.5	79.5	134.7	100.4	94.2	70.9	81.7	85.6	96.6	80.9
0.0	0.1	1.5		33	10	9		16	12	9		89	156.7	116.0	107.4		126.7	109.4	101.2		80.8	94.2	94.3	81.8
0.0	0.5	0.9	1.1	46	33	10	10	17	18	14	10	158	177.1	136.0	120.8	85.0	173.3	113.4	100.0	75.0	97.9	83.3	82.8	81.5

APPENDIX I

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

California (continued)

Cogswell Coll		IIB	FP	72.9	—		—			62.8	—	100.0	—	10.3		FO	0.0	0.0	100.0
Fresno Pacific U		IIA	PR	78.8	69.3	60.6	61.0			67.0							45.5	30.1	24.4
Fuller Theo Sem	1,42	I	PR	84.0	75.0	61.4				75.8	100.0	89.8	3.6	16.8		PO	67.3	22.4	10.2
Harvey Mudd Coll		IIB	PI	154.6	111.7	96.1	70.8			129.1	100.0	100.0	12.9	9.8		p	71.7	24.2	4.0
Holy Names U		IIA	PR	97.9	78.4	78.7	—			82.1	—	66.7	—	11.5		FTO	43.6	20.5	35.9
Humboldt St U	7	IIA	PU	105.9	90.2	78.8		64.9		88.4	98.2	97.9	9.6	18.6		PO	57.3	23.5	19.2
Mount Saint Mary's U	7,26	IIA	PR	93.6	80.7	78.1	57.0			81.0	100.0	100.0	10.5	16.2		FFT	46.4	13.6	40.0
National U		IIA	PI	121.3	94.1	80.6	84.5			105.2	100.0	100.0	6.1	11.5		P	0.0	0.0	100.0
Occidental Coll		IIB	PI	133.6	97.6	83.6	67.4			102.3	96.9	83.0	6.4	10.8		FTO	60.8	18.6	20.6
Otis Coll of Art and Design		IIB	PI	79.8	74.5	59.0				70.6	88.7	88.7	5.3	24.0			0.0	0.0	100.0
Pepperdine U		I	PR	150.4	117.6	98.0	69.6	82.6	82.1	115.4	93.4	89.5	8.1	14.2		O	48.8	16.1	35.0
Pitzer Coll	7	IIB	PI	132.5	104.6	82.5	65.2	75.2		107.9	96.8	94.7	2.0	10.1		Pp	68.1	13.8	18.1
Point Loma Nazarene U		IIA	PR	102.8	87.3	71.0				93.2	95.3	100.0	6.6	9.6			51.0	38.9	10.1
Pomona Coll		IIB	PI	160.5	120.0	98.6	64.6			126.4	91.2	100.0	10.6	7.2		Pp	68.3	16.1	15.6
Saint Mary's Coll of California		IIA	PR	121.6	99.4	85.8	86.0			102.5							59.2	29.1	11.7
San Diego St U	7	I	PU	124.2	103.8	94.5		67.7	157.5	101.4	96.3	99.8	9.6	15.6		PO	58.0	21.9	20.1
San Francisco St U	7	IIA	PU	116.5	99.7	91.9		65.3	134.4	99.9	95.2	90.5	9.7	15.9		PO	62.9	21.9	15.2
San Jose St U	7	IIA	PU	115.9	101.5	90.3		69.0	—	96.2	97.5	98.8	9.6	16.7		PO	48.3	31.7	20.0
Scripps Coll		IIB	PI	146.3	104.9	83.0	71.8		—	107.4	—	99.0	—	9.5		FfOV	62.2	29.6	8.2
Sonoma St U	7	IIA	PU	108.9	90.9	80.0		67.5		94.4	97.7	100.0	9.6	18.1		PO	62.8	27.6	9.6
Stanford U	7	I	PI	260.1	167.9	136.0	115.9	93.7		181.6	68.2	95.5	12.1	9.0		F	51.6	15.7	32.7
U of California-Berkeley	15	I	PU	214.3	144.0	116.3		96.1	71.4	164.7	100.0	100.0	20.6	8.8			65.2	12.7	22.0
U of California-Davis	15	I	PU	183.4	125.5	110.4		84.3	—	143.9	100.0	100.0	20.6	10.1			62.9	15.1	22.0
U of California-Irvine	15	I	PU	192.1	129.2	109.8		97.9	80.8	148.4	100.0	100.0	20.6	9.8			66.2	15.6	18.1
U of California-Los Angeles	15	I	PU	234.2	149.3	114.4		91.5	62.7	175.6	100.0	100.0	20.6	8.3			61.1	14.2	24.7
U of California-Merced		I	PU	166.0	121.3	102.3		69.3		106.6	100.0	100.0	20.6	13.6			41.3	26.9	31.8
U of California-Riverside	15	I	PU	178.4	117.8	98.4		84.7	92.4	130.0	100.0	100.0	20.6	11.2			60.5	24.1	15.3
U of California-San Diego	15	I	PU	202.6	132.5	113.8		94.2	39.6	148.5	100.0	100.0	20.6	9.8			60.2	18.0	21.8
U of California-Santa Barbara	15	I	PU	203.8	122.1	109.9		95.4		152.1	100.0	100.0	20.6	9.6			63.9	18.1	18.0
U of California-Santa Cruz	15	I	PU	179.3	123.2	103.1		88.2	80.9	137.4	100.0	100.0	20.6	10.6			63.1	19.0	17.9
U of Redlands		IIA	PI	108.8	88.8	77.6	—	72.5	57.4	93.8	81.8	74.8	1.6	9.6		FTfV	68.2	12.1	19.6
U of San Diego		IIA	PR	144.8	104.9	86.6	86.8			115.2	100.0	100.0	3.0	6.8		FTV	61.5	17.0	21.5
U of San Francisco		I	PR	148.8	115.3	99.4	92.8			120.9	100.0	100.0	10.3	14.9		FT	58.2	17.0	24.8
U of Southern California	7	I	PI	187.6	117.0	104.0	—	77.5		140.2	100.0	100.0	9.9	19.3			45.2	11.8	42.9
Westmont Coll		IIB	PR	103.7	82.4	70.8	—			90.6							62.5	22.9	14.6
Whittier Coll		IIB	PI	110.5	85.5	66.1		73.1		86.4	—	79.4	—	11.4		FTV	64.5	17.8	17.8
Woodbury U		IIA	PI	103.8	85.9	75.1				92.4	100.0	100.0	8.8	9.7		FTV	0.0	0.0	100.0

Colorado

Adams St U		IIA	PU	68.6	67.1	64.3			49.4	57.4	100.0	92.6	12.9	15.8			32.6	15.8	51.6
Colorado Coll		IIB	PI	140.4	105.1	86.4	64.6	67.9	63.8	103.2	95.2	96.7	5.1	10.7		PpTOV	55.0	30.1	14.8
Colorado School of Mines		I	PU	145.5	110.5	94.0	86.1	72.8		111.3	100.0	97.1	20.9	16.1		O	52.2	17.3	30.4
Colorado St U-Fort Collins	7	I	PU	134.4	98.3	83.3	59.6			100.8	100.0	100.0	14.0	10.5		PT	53.8	19.8	26.4
Comm Coll of Denver		III	PU	72.8	59.8	50.6				62.4	92.7	80.0	22.2	0.4		None	0.0	0.0	100.0
Fort Lewis Coll		IIB	PU	82.6	69.3	60.7	46.8			68.5	100.0	100.0	13.3	16.9		P	55.0	32.2	12.9
U of Colorado Boulder	36	I	PU	141.1	100.0	99.7	71.3			105.7	100.0	96.5	10.0	11.8		Pp	53.1	21.8	25.1
U of Colorado Colorado Springs	1	IIA	PU	108.5	88.0	71.8	52.3			73.1							35.6	22.2	42.2
U of Colorado Denver	39	I	PU	145.5	106.4	98.1	69.6			104.2	100.0	93.8	10.0	9.8		P	42.4	14.4	43.2
U of Denver	7	I	PI	140.9	108.0	86.5	—	66.3		103.0	79.7	84.8	8.4	9.5		P	48.7	17.7	33.6
U of Northern Colorado	7	I	PU	86.6	63.4	59.0	45.7	48.4		70.1	99.8	87.0	10.6	11.0		F	61.8	16.8	21.4

Connecticut

Albertus Magnus Coll		IIA	PR	81.5	75.3	69.3	—			74.0	85.4	85.4	4.6	2.1		FT	10.4	0.0	89.6
Central Connecticut St U	20	IIA	PU	114.5	91.1	76.1	—			98.8	98.4	97.4	42.0	20.1		F	74.8	22.7	2.6
Connecticut Coll		IIB	PI	117.3	88.5	75.9	55.6	67.7		91.1	94.5	86.8	4.9	14.4			61.0	17.6	21.4
Fairfield U		IIA	PR	136.2	104.2	94.8	80.6			104.9	100.0	100.0	3.2	14.3		FfT	59.7	15.0	25.2
Quinnipiac U	16	IIA	PI	131.4	100.5	85.8	72.8			105.9	96.8	89.4	9.1	13.0		FT	53.8	12.9	33.2
Trinity Coll		IIB	PI	134.0	101.2	83.7		69.1	62.5	95.7	88.2	100.0	7.1	9.2		FTO	51.1	16.2	32.8
U of Connecticut	7	I	PU	163.4	110.8	93.2	83.6	90.0		121.8	100.0	100.0	6.4	15.5		F	57.6	16.5	26.0
U of Hartford	7	IIA	PI	100.6	79.0	72.2	66.9			79.7	—	59.0	—	15.2		FFT	50.9	26.5	22.6

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	—	—		2				1	1	1		5	—				—	—	—		—			—
3.2	2.9	2.0	—	15	29	12	2	6	18	37	4	123	79.6	70.4	60.1	—	76.7	67.6	60.8	49.1	96.3	96.1	101.1	89.1
5.5	10.2	11.8		15	12	4		3	10	5		49	87.0	67.7	57.1		69.0	83.7	64.8		79.2	123.7	113.5	100.4
0.1	0.0	0.2	8.1	37	9	14	1	15	12	8	3	99	158.4	115.8	92.6	—	145.3	108.5	102.3	68.1	91.7	93.7	110.5	87.3
0.0	0.0	0.0	—	3	7	4	1	4	6	13	1	39	99.6	78.8	65.2	—	96.6	78.1	82.8	—	97.0	99.1	127.0	109.3
-0.2	0.9	1.5		60	27	24		42	34	40		281	106.4	92.9	79.3		105.2	88.1	78.4		98.9	94.8	98.9	92.4
0.0	7.5	1.0	0.0	12	10	8	5	22	25	36	7	125	95.9	84.3	77.7	61.0	92.4	79.2	78.1	54.2	96.3	94.0	100.6	95.9
0.3	-1.4	14.3		55	29	13	4	50	28	26	1	206	124.2	95.3	74.2	87.2	118.2	92.8	83.9	—	95.1	97.5	113.1	94.9
0.1	1.1	1.1	4.3	35	22	18	19	37	27	15	21	194	135.5	100.4	83.9	67.1	131.8	95.3	83.3	67.6	97.3	94.9	99.2	97.7
4.1	7.3	-20.0		6	9	8		10	9	11		53	81.0	77.6	60.0		79.1	71.3	58.3		97.8	91.9	97.2	95.6
1.1	0.9	2.1	4.3	91	38	39	21	48	38	48	24	391	154.4	129.9	105.3	67.6	143.0	105.2	92.1	71.3	92.7	81.0	87.4	83.1
-1.9	-33.0	-9.2	-20.0	22	8	3	7	22	12	10	6	94	134.3	108.9	81.1	64.3	130.8	101.7	83.0	66.2	97.4	93.4	102.4	93.6
-1.1	1.1	0.8		53	12	8		30	29	17		149	104.2	88.0	71.2		100.4	87.0	70.9		96.4	98.9	99.5	90.6
0.1	1.1	2.4	-0.8	50	28	18	16	41	23	15	14	205	165.5	118.5	101.1	69.0	154.4	121.8	95.6	59.6	93.3	102.8	94.6	94.6
0.0	0.1	0.8		35	29	11	10	30	40	28	13	196	124.0	102.5	96.8	86.1	118.7	97.2	81.5	85.9	95.8	94.8	84.2	89.9
1.8	1.2	1.5		196	129	104		115	110	104		954	126.5	105.0	97.2		120.3	102.3	91.8		95.1	97.4	94.4	90.4
0.0	1.9	2.2		184	72	63		168	101	121		840	118.9	100.0	94.0		114.0	99.5	90.8		95.9	99.5	96.6	98.4
0.1	1.9	1.4		154	59	124		131	84	153		884	117.5	99.5	92.3		114.1	102.9	88.7		97.1	103.5	96.1	93.8
0.0	0.3	0.7	0.0	10	15	11	4	18	18	18	3	98	148.4	103.8	84.4	75.1	145.1	105.9	82.1	67.3	97.8	102.0	97.3	101.1
-0.1	1.0	1.9		69	19	24		55	25	44		261	109.4	92.3	80.0		108.2	89.8	80.0		98.9	97.4	100.0	93.3
0.1	1.1	1.6	3.3	527	141	132	131	152	80	94	100	1,639	263.2	172.6	137.2	120.0	249.5	159.5	134.4	110.4	94.8	92.4	97.9	75.0
				623	196	154		256	147	121		1,828	219.3	151.0	116.9		202.1	134.7	115.5		92.1	89.2	98.8	80.1
				545	153	155		282	128	149		1,701	187.5	128.4	111.6		175.5	122.0	109.1		93.6	95.0	97.8	86.5
				444	123	120		195	131	127		1,406	197.2	130.6	111.7		180.4	127.9	108.0		91.5	98.0	96.7	83.0
				650	143	221		328	125	176		1,946	241.6	157.4	116.7		219.4	140.0	111.6		90.8	88.9	95.7	82.0
				57	47	55		32	34	66		450	170.9	122.8	104.3		157.3	119.2	100.6		92.1	97.0	96.5	89.1
				265	124	146		85	101	105		965	180.8	119.1	100.7		171.0	116.3	95.2		94.6	97.6	94.5	83.9
				463	139	151		119	84	121		1,392	206.6	136.6	117.3		187.3	125.8	109.5		90.7	92.1	93.3	75.6
				341	88	121		164	74	94		1,097	210.8	124.8	112.2		189.3	118.9	106.9		89.8	95.3	95.3	81.8
				196	63	67		106	58	75		688	181.0	123.1	108.5		176.4	123.4	98.2		97.5	100.3	90.5	85.2
-2.4	0.2	-1.4		58	19	10	1	63	11	12		214	112.6	91.6	78.5	—	105.4	83.9	76.9		93.6	91.6	97.9	93.8
2.2	3.5	0.9	1.4	122	71	50	24	81	82	67	15	512	154.3	108.8	88.9	88.9	130.5	101.6	84.9	83.5	84.6	93.5	95.4	85.0
-9.7	-7.3	-5.3	-4.6	84	65	48	7	64	91	89	4	452	150.4	116.8	100.6	95.6	146.8	114.2	98.8	88.1	97.6	97.8	98.2	92.5
0.4	1.5	1.7	—	597	322	242	1	276	300	205		2,113	195.2	121.8	108.1	—	171.1	112.0	99.3		87.6	91.9	91.9	81.4
				37	10	7	1	13	13	14	1	96	105.2	83.2	70.5	—	99.6	81.9	71.0	—	94.7	98.5	100.7	86.8
0.0	0.0	1.0		17	20	13		12	24	16		107	113.9	87.3	62.6		105.7	84.1	68.9		92.9	96.3	110.2	93.8
1.9	2.2	2.7		19	10	6		10	12	5		62	104.0	85.4	74.3		103.4	86.3	75.9		99.4	101.1	102.1	96.9
0.1	5.0	1.0		10	4	8		8	6	8		95	70.1	65.0	66.3		66.7	68.5	62.2		95.2	105.3	93.9	91.3
0.0	0.0	0.0	4.7	31	27	24	14	26	32	38	8	209	145.0	108.3	84.8	66.5	135.0	102.3	87.5	61.4	93.1	94.5	103.2	96.1
-4.1	2.5	13.6	0.3	82	50	33	42	18	22	14	36	312	145.7	112.1	94.9	88.5	144.6	106.8	92.0	83.3	99.2	95.3	97.0	85.9
0.8	1.3	2.3	3.0	324	198	178	92	160	164	195	122	1,433	139.2	100.6	88.9	64.6	124.8	95.5	78.2	55.8	89.6	95.0	88.0	82.1
0.7	0.9	0.5		24	14	14		25	9	24		110	72.0	59.2	50.7		73.6	60.7	50.5		102.3	102.6	99.6	98.8
0.0	1.3	2.4	0.0	31	14	29	9	30	21	24	13	171	86.6	72.5	61.1	44.5	78.4	67.1	60.3	48.4	90.4	92.6	98.8	93.8
-5.4	-5.0	-4.3	-2.3	370	211	192	197	143	161	146	213	1,633	143.6	103.2	105.8	73.5	134.7	95.9	91.6	69.3	93.8	92.9	86.5	83.8
-5.5	-7.4	-3.0	-0.4	59	47	53	82	31	39	57	127	495	114.7	89.2	76.0	52.3	96.7	86.6	68.0	52.3	84.3	97.1	89.4	83.1
-5.2	-4.1	-1.5	-2.2	110	161	96	94	79	123	149	106	918	145.6	104.1	100.0	66.1	145.4	109.6	96.9	72.6	99.9	105.3	96.9	97.8
0.0	0.0	0.0		135	90	72	1	79	104	78		739	143.2	112.4	93.1	—	137.1	104.2	80.4		95.8	92.7	86.4	87.7
0.0	0.8	0.9	0.0	101	54	40	2	79	56	61	10	440	89.8	65.7	62.2	—	82.6	61.2	56.8	46.1	92.0	93.1	91.3	85.4
0.9	0.6	3.3	1.9	11	4	10		6	5	10	2	48	81.2	76.7	70.3		82.0	74.2	68.3	—	101.0	96.6	97.1	94.2
5.6	6.3	6.8		127	71	42	1	73	65	48	1	428	115.1	91.6	76.0	—	113.5	90.5	76.2	—	98.6	98.8	100.2	94.6
0.0	0.1	0.0	0.0	31	29	12	8	29	27	23	6	182	123.3	90.3	77.9	55.1	110.8	86.7	74.8	56.2	89.9	95.9	96.1	91.5
4.8	0.8	0.2	1.7	42	41	21	32	39	59	32	47	313	139.2	110.2	96.1	79.6	133.0	100.0	93.9	81.3	95.5	90.8	97.7	92.2
0.0	0.6	0.9	0.0	66	57	31	5	62	75	75	8	379	142.9	101.9	88.3	72.2	119.2	99.4	84.8	73.1	83.4	97.6	96.0	85.9
0.1	0.5	1.2		44	26	17		17	33	20		229	134.7	99.7										

APPENDIX I

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

Connecticut (continued)

U of New Haven	7	IIA	PI	128.1	98.1	82.6	75.7	74.6		92.7	100.0	87.3	9.0	12.0	TO	48.2	18.2	33.6
U of Saint Joseph	7	IIA	PR	94.4	78.1	72.2	61.9			77.1	92.1	74.0	5.6	14.3	FTV	43.3	28.3	28.3
Wesleyan U		IIA	PI	158.5	111.0	91.2			82.9	111.7	99.7	89.1	9.9	14.2	PO	50.3	19.0	30.7
Yale U	7	I	PI	234.3	145.0	119.8	101.0	88.2		172.5	94.7	87.4	11.0	7.8	O	50.2	19.5	30.3

Delaware

U of Delaware	7	I	PU	161.6	113.2	98.0	79.4			122.9	100.0	100.0	11.0	12.4	FT	55.2	16.8	28.0
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District of Columbia

American U		I	PR	168.4	110.4	97.3	77.8			108.3	–	70.6	–	10.6	FfTO	41.7	11.6	46.7
Gallaudet U		IIA	PI	124.7	91.9	82.8	71.4	74.7		96.4						54.8	27.1	18.1
George Washington U	7	I	PI	186.0	118.1	101.4	88.6			134.7	97.3	76.2	4.0	8.0	PpTV	54.5	13.2	32.3
Georgetown U		I	PR	213.0	139.4	113.6			118.9	151.4	100.0	79.9	10.4	7.4	V	47.6	10.8	41.6
Howard U	7	I	PI	119.8	89.9	82.4	60.8	50.6		88.9	99.5	82.9	7.7	12.6	Fp	58.1	17.1	24.8

Florida

Bethune-Cookman U		IIA	PR	78.0	62.7	58.5	54.9			60.4	–	39.2	–	21.4		26.8	39.2	34.0
Eckerd Coll		IIB	PR	96.3	78.2	68.4	45.9			75.4	96.8	95.5	4.6	16.0	FTV	66.7	24.4	9.0
Embry-Riddle Aero U-Daytona Beach	1	IIA	PI	120.8	88.0	73.2	53.0			88.2	100.0	100.0	9.3	9.7	FfT	44.7	16.1	39.2
Florida Ag and Mech U	7	IIA	PU	104.1	81.6	70.8	57.7			81.6	100.0	91.4	9.2	18.2		55.1	19.1	25.8
Florida Atlantic U	1	I	PU	118.1	92.9	79.8	62.1	–	92.3	90.7	99.9	97.2	9.0	17.7		55.5	17.3	27.2
Florida Gulf Coast U	7	IIA	PU	107.7	84.7	75.4	55.8	–		79.0	98.4	93.4	9.1	18.4	PpO	0.6	0.0	99.4
Florida International U	7	I	PU	145.3	101.1	91.2	71.0	106.8	99.4	99.5	99.6	96.0	8.4	15.5	Pp	39.9	15.0	45.1
Florida Poly U		IIB	PU	144.7	98.5	78.5	59.7			83.2	100.0	100.0	10.4	20.3		0.0	0.0	100.0
Florida Southern Coll		IIA	PR	98.5	77.5	73.8	66.0			77.4	100.0	100.0	6.2	27.0		31.8	28.7	39.5
Florida St U	7	I	PU	139.5	103.0	92.2			73.9	105.3	100.0	100.0	8.9	12.8		53.5	20.9	25.6
Jacksonville U		IIA	PI	79.1	75.8	75.3	49.2			73.4	100.0	100.0	0.8	12.6	PpT	50.4	26.5	23.0
Miami Dade Coll		III	PU	89.1	75.8	65.9	57.5			73.9	100.0	94.8	11.8	13.7		76.4	23.6	0.0
New Coll of Florida		IIB	PU	94.9	80.1	67.0	58.1			78.0	100.0	99.0	8.7	18.7		54.0	34.0	12.0
Rollins Coll		IIA	PI	102.7	86.7	72.8		64.9		86.4	100.0	100.0	7.0	12.9	FpT	63.6	23.8	12.6
Southeastern U		IIA	PR	86.1	69.7	58.6	50.6	34.5		69.9	100.0	100.0	0.0	12.1	FfO	0.8	0.0	99.2
Stetson U		IIA	PI	126.5	82.9	72.5			54.3	91.4	32.8	88.8	0.8	11.0	F	59.3	20.1	20.5
U of Central Florida	7	I	PU	148.4	103.9	84.2	59.5	68.1		100.4	100.0	100.0	5.7	15.6	P	51.7	24.4	23.8
U of Florida	7	I	PU	154.7	106.5	90.1		69.7		111.5	92.3	95.9	8.9	13.3	TO	49.8	23.6	26.6
U of Miami	5	I	PI	167.1	118.3	98.8	74.5	68.5		116.7	97.3	93.6	7.9	11.2	O	48.4	14.4	37.3
U of North Florida	7	IIA	PU	110.2	82.8	70.7	52.6	43.7	–	76.6	98.8	91.1	9.1	16.1	PTO	48.8	18.0	33.2
U of South Florida	7,45	I	PU	136.4	97.5	87.5	63.9			96.7	99.3	95.3	7.4	9.7		52.1	12.1	35.9
U of Tampa	7	IIA	PI	115.5	94.9	81.7	69.2	64.8		85.4	100.0	89.4	6.4	12.6	FTV	41.3	26.6	32.0
U of West Florida	7	IIA	PU	111.5	87.5	76.2	57.8	59.2		82.3	97.1	89.4	9.4	15.2	Pp	43.7	20.9	35.4

Georgia

Agnes Scott Coll	1	IIB	PR	96.3	80.4	71.1	59.4		–	83.1	–	86.2	–	15.7	FfTV	66.7	18.4	14.9
Berry Coll	1	IIA	PI	98.3	79.1	71.9	62.4	58.1		79.3	91.2	98.7	8.6	18.5	FfTV	54.1	22.0	23.9
Brenau U		IIA	PI	91.1	83.4	69.6	40.9			76.1	91.8	79.5	4.8	8.8	FfT	0.0	0.0	100.0
Clark Atlanta U	7	I	PR	90.5	72.2	63.6	57.5	55.1	57.9	73.2	88.7	63.8	4.8	22.0	FpO	67.8	16.9	15.3
Clayton St U	7	IIA	PU	78.1	67.9	61.9	55.4	53.3		67.0	100.0	83.1	13.5	15.0	Ff	58.0	17.4	24.7
Covenant Coll	7	IIB	PR	76.5	63.6	59.3				70.3	100.0	100.0	0.0	11.5	FfT	55.0	38.3	6.7
Emory U	7	I	PR	185.9	122.3	108.2	73.0	79.6		137.9	100.0	100.0	8.9	16.2		56.1	21.9	22.0
Georgia Coll & St U		IIA	PU	93.7	72.0	65.0		55.2		74.5	100.0	100.0	12.4	9.6	None	56.0	21.2	22.8
Georgia Inst of Tech-Main Campus	7	I	PU	165.9	117.8	108.3	55.2	78.3	85.2	124.5	100.0	100.0	20.7	7.8		59.5	17.4	23.1
Kennesaw St U	5	I	PU	93.0	75.8	70.8	54.1	54.2		73.4	99.5	85.0	13.4	13.6		47.7	20.1	32.2
Mercer U	7	I	PI	96.0	78.4	71.8	67.4	60.6		79.8	100.0	100.0	8.0	16.7	FfV	49.7	20.4	29.9
Oglethorpe U		IIB	PI	82.6	65.1	56.7	–	54.8		63.6	100.0	100.0	4.1	8.4		38.7	24.0	37.3
Spelman Coll		IIB	PI	105.7	81.7	68.1	64.4	66.7		77.2	99.4	100.0	6.0	10.1	Ff	47.5	24.0	28.5
U of Georgia	6	I	PU	135.6	100.8	94.7	53.6	77.6		107.7	99.4	89.4	14.0	9.7		59.2	18.6	22.2
U of North Georgia	7	IIA	PU	83.4	72.0	63.5	–	45.5	47.4	63.6						40.3	27.1	32.6
U of West Georgia	1	I	PU	84.0	66.9	61.4	45.1	49.0		64.5	100.0	100.0	17.6	15.0	None	46.8	21.3	31.9

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	AR
-5.1	-4.2	-2.8	-3.8	27	44	27	3	9	29	14	3	220	131.0	102.1	83.1	74.2	119.2	92.0	81.8	77.1	91.0	90.2	98.4	89.2
0.0	0.4	0.6	2.0	10	18	11	1	8	29	46	4	127	92.7	80.4	70.3	—	96.6	76.6	72.7	60.6	104.3	95.3	103.5	94.2
0.0	0.7	1.1		76	40	32		30	47	41		384	162.2	111.3	92.0		149.0	110.8	90.6		91.9	99.6	98.4	85.3
0.2	2.0	1.5	2.0	442	101	88	8	165	70	94	3	1,238	238.9	146.8	127.5	106.4	222.2	142.3	112.7	86.4	93.0	96.9	88.4	76.3
0.2	1.0	0.8	0.3	307	207	191	24	144	180	207	63	1,323	164.8	117.4	100.6	88.2	154.9	108.3	95.5	76.1	94.0	92.3	94.9	84.6
-1.6	0.0	0.7	-0.6	121	90	66	134	63	88	74	191	827	170.2	110.4	98.8	84.7	165.0	110.5	96.0	73.0	96.9	100.1	97.2	84.0
				22	16	18	8	36	21	27	6	177	126.1	87.1	81.8	76.4	123.8	95.6	83.4	64.6	98.1	109.8	102.0	103.0
-0.1	0.4	0.9	0.1	260	184	101	47	123	174	117	93	1,099	188.5	120.7	105.8	98.7	180.6	115.3	97.7	83.5	95.8	95.5	92.4	82.9
0.1	0.6	0.3		226	113	61		135	98	46		1,162	219.3	142.5	116.5		202.5	135.9	109.8		92.3	95.4	94.2	84.0
0.4	0.5	0.1	0.5	119	108	54	17	65	97	67	23	654	121.0	91.1	82.0	57.5	117.7	88.6	82.7	63.2	97.3	97.2	100.9	90.9
1.9	0.6	-0.4	3.6	10	18	38	14	4	15	34	20	153	65.9	63.0	60.4	55.5	108.2	62.4	56.4	54.4	164.1	99.2	93.3	98.5
2.1	2.9	2.9	2.0	28	14	27	10	17	15	35	10	156	97.6	80.4	67.5	46.1	94.0	76.1	69.0	45.6	96.3	94.7	102.2	93.7
0.0	0.2	0.9	1.5	73	86	60	20	16	26	44	17	342	122.1	89.1	74.1	56.3	115.2	84.3	72.0	49.0	94.4	94.7	97.2	84.2
-0.7	2.2	2.1	1.8	106	83	65	31	45	83	72	50	535	103.9	82.4	70.5	55.1	104.4	80.8	71.2	59.4	100.5	98.0	101.0	92.1
2.6	3.4	4.3	3.0	185	120	79	84	76	105	74	127	860	121.5	98.4	84.0	66.3	109.8	86.6	75.3	59.4	90.4	88.0	89.6	80.4
2.0	3.2	2.9	3.5	72	85	70	56	29	49	76	78	516	114.6	85.0	77.6	54.1	90.7	84.2	73.4	57.0	79.1	99.1	94.5	85.4
9.1	11.0	7.6	11.7	214	195	121	202	72	139	136	205	1,317	146.3	102.4	96.9	71.8	142.5	99.4	86.0	70.3	97.4	97.1	88.8	85.9
				2	11	28	6	1	2	8	3	61	—	98.6	79.6	62.7	—	—	74.5	53.7	—	—	93.6	91.7
				14	28	29	7	6	27	37	9	157	94.2	85.0	75.9	62.5	108.4	69.7	72.1	68.6	115.0	82.0	94.9	90.6
0.0	9.7	-3.2		358	209	164		139	151	149		1,553	144.1	108.6	95.3		127.4	95.2	88.8		88.4	87.6	93.2	80.2
-4.3	-4.4	-3.4	-5.6	33	28	29	13	28	23	59	13	226	77.0	80.9	71.6	46.8	81.7	69.6	77.0	51.6	106.1	86.0	107.5	101.8
0.0	0.7	0.8	0.7	80	126	74	56	94	135	85	58	708	89.9	76.1	65.8	57.5	88.4	75.5	66.0	57.4	98.3	99.2	100.3	99.6
2.7	3.7	2.9	5.5	16	7	21		13	18	21	4	100	98.2	81.3	65.6		90.8	79.6	68.4	58.1	92.5	97.9	104.2	95.6
0.1	0.5	1.1		40	32	18		33	27	32		206	109.9	90.7	75.5		94.0	81.9	71.3		85.5	90.3	94.5	84.1
0.9	2.6	6.4	2.2	27	18	15		11	21	19	6	120	85.8	68.5	59.3		86.6	70.8	58.1	50.6	100.9	103.3	97.9	92.0
0.0	0.3	0.8		49	35	27		47	32	33		268	122.6	86.7	71.1		130.6	78.8	73.7		106.6	90.9	103.7	94.2
0.7	1.0	2.2	0.6	222	206	173	55	74	139	123	90	1,229	152.1	106.6	88.9	61.5	137.1	99.9	77.7	58.3	90.1	93.7	87.5	79.8
0.4	1.2	0.8		582	280	320		198	208	298		2,315	157.9	110.4	93.8		145.6	101.2	86.0		92.2	91.7	91.7	79.4
-1.1	0.5	0.0	0.0	255	160	109	4	92	103	101	1	1,114	168.9	121.9	102.2	73.9	162.0	112.8	95.0	—	95.9	92.5	93.0	82.8
5.5	7.4	7.7	4.8	84	95	49	61	43	77	79	83	605	115.3	85.7	75.4	52.8	100.1	79.2	67.8	52.4	86.9	92.4	90.0	84.9
1.8	2.9	3.0	2.8	284	213	112	185	127	184	110	262	1,477	142.5	100.0	91.9	66.6	122.7	94.7	83.0	62.1	86.1	94.7	90.2	80.5
2.7	2.4	2.5	4.7	29	80	44	37	14	48	48	50	387	115.7	94.6	84.4	68.1	115.1	95.5	79.3	70.0	99.4	101.0	94.0	92.3
4.8	4.5	2.0	2.6	55	37	53	20	25	31	53	34	339	111.8	90.6	80.8	59.5	110.7	83.8	71.6	56.8	99.1	92.5	88.6	84.9
-1.0	1.6	1.0	0.0	17	4	1	2	23	16	13	10	87	97.5	83.0	—	—	95.4	79.8	71.2	60.3	97.9	96.2	—	88.9
2.0	2.0	2.0	2.0	28	28	24	4	12	21	27	4	159	101.4	80.0	74.2	68.4	91.1	77.9	69.9	56.4	89.9	97.3	94.2	87.7
-0.5	0.1	1.3	8.9	7	18	14	1	14	35	50	7	146	79.0	76.7	64.5	—	97.2	86.9	71.0	43.1	123.1	113.2	110.0	108.7
2.5	1.0	1.9	2.4	37	40	8	5	9	35	20	7	177	92.0	71.6	60.9	63.6	84.7	72.9	64.7	53.2	92.1	101.8	106.2	88.7
0.2	0.5	1.5	1.3	38	35	17		31	30	20	7	219	79.3	70.4	61.2		76.7	65.1	62.6	55.4	96.6	92.4	102.3	92.9
0.7	2.0	0.8		31	6	7		4	8	4		60	77.1	66.2	54.8		71.6	61.6	67.2		92.8	93.1	122.5	90.9
-1.2	0.0	0.1	0.1	231	120	85	6	125	103	93	22	896	191.0	126.1	112.7	82.3	176.5	117.9	104.0	70.5	92.4	93.5	92.3	82.8
-0.8	0.0	1.2		60	26	28		48	40	38		307	95.0	69.6	67.1		92.2	73.6	63.5		97.0	105.9	94.7	93.0
0.9	2.1	1.0	4.4	333	177	105	22	61	74	68	34	1,061	166.8	117.9	110.5	54.3	160.9	117.7	104.9	55.7	96.4	99.9	95.0	78.4
0.4	0.9	1.4	3.0	192	164	188	20	122	132	182	29	1,287	97.3	77.2	72.4	59.4	86.2	74.0	69.2	50.4	88.6	95.8	95.5	88.3
0.0	0.5	0.8	2.4	72	55	40	6	37	63	80	17	388	96.5	77.6	74.1	82.0	95.0	79.2	70.7	62.2	98.5	102.0	95.4	92.0
5.8	6.0	5.6	—	11	6	8	2	7	5	16		75	84.0	66.9	56.6	—	80.4	63.1	56.8		95.7	94.3	100.4	89.9
0.2	2.9	3.5	9.5	7	16	9	1	17	45	34	15	179	101.5	82.9	70.6	—	107.5	81.2	67.5	65.1	105.8	98.0	95.6	96.4
				529	330	213	32	220	253	236	30	2,100	137.9	104.0	97.4	54.3	130.2	96.6	92.2	52.9	94.4	92.9	94.7	86.8
0.5	1.4	1.1		83	92	102	1	52	62	111		724	84.0	70.8	63.2	—	82.3	73.6	63.8		98.0	103.9	100.8	94.5
-0.5	1.9	0.5	0.6	80	45	43	14	39	61	73	35	470	86.6	66.5	59.9	43.7	78.6	67.2	62.2	45.7	90.8	101.0	103.7	87.7

APPENDIX I

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

Georgia (continued)

Wesleyan Coll	1	IIB	PR	69.0	56.0	50.0	–			58.6		95.8	87.5	5.8	17.9	FT	64.6	29.2	6.3
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Hawaii

Chaminade U of Honolulu	7	IIA	PR	86.9	75.4	67.3		55.7		72.9		94.0	79.5	5.0	11.3	PfT	36.1	10.8	53.0
Hawaii Comm Coll	14	III	PU	102.6	90.1	75.3	64.8			77.5		100.0	100.0	22.0	19.5	Pp	54.3	39.5	6.2
Honolulu Comm Coll	14	III	PU	102.1	85.8	74.7	61.7			80.4		100.0	100.0	22.0	18.7	Pp	69.1	28.9	2.1
Kapiolani Comm Coll	14	III	PU	101.8	88.9	77.4	68.9			84.9		100.0	100.0	22.0	17.7	Pp	70.7	23.6	5.7
Kauai Comm Coll	14	III	PU	101.0	87.0	82.0	64.2			81.0		100.0	86.8	22.0	21.4	Pp	66.0	20.8	13.2
Leeward Comm Coll	14	III	PU	100.3	83.7	74.9	63.1			80.2		100.0	100.0	22.0	18.8	Pp	73.1	25.5	1.4
U of Hawaii Maui Coll	14	III	PU	104.6	92.7	74.9	66.8			80.4		100.0	100.0	22.0	18.7	Pp	66.2	23.4	10.4
U of Hawaii at Hilo	14	IIA	PU	109.4	96.9	88.6	67.8			96.4		100.0	100.0	22.0	15.6	Pp	68.6	18.3	13.1
U of Hawaii at Manoa	14	I	PU	144.5	106.2	93.2	71.4			114.2		100.0	100.0	22.0	13.2	Pp	65.8	17.4	16.8
U of Hawaii-West Oahu	14	IIB	PU	110.8	90.2	79.6	67.1			90.5		100.0	100.0	22.0	16.6	Pp	52.3	37.2	10.5
Windward Comm Coll	14	III	PU	104.5	86.0	71.6	63.0			80.9		100.0	100.0	22.0	18.6	Pp	73.9	21.7	4.3

Idaho

Boise St U	7	IIA	PU	94.4	84.2	79.4		50.5		79.1		100.0	100.0	9.1	14.7	P	54.6	24.8	20.6
Coll of Idaho		IIB	PI	78.7	65.1	58.3	49.4	49.6	–	66.0		91.5	100.0	5.3	12.8	FT	60.6	18.3	21.1
Idaho St U	7	I	PU	92.2	75.9	70.5	50.9	46.2		72.2		100.0	100.0	9.0	16.1	P	48.7	22.4	28.9
Lewis-Clark St Coll	7	IIB	PU	71.5	60.4	50.2	47.1			58.5		100.0	100.0	10.8	19.9	Pp	50.9	18.6	30.5

Illinois

Augustana Coll	1	IIB	PR	90.2	71.3	63.4	50.0			71.8		99.0	74.4	5.9	10.8	FfT	60.0	17.9	22.1
Aurora U	1	I	PI	98.5	75.4	67.7		–		75.4		–	66.7	–	10.3	FfTV	40.2	21.2	38.6
Bradley U	5	IIA	PI	109.1	82.2	72.3	64.8	52.3	–	82.3		97.8	78.7	6.0	16.8	FfTV	55.4	22.9	21.7
DePaul U	7	I	PR	141.0	105.7	95.5	77.4			105.2		100.0	100.0	8.4	12.8		60.8	14.4	24.8
Dominican U		IIA	PR	84.6	69.5	68.2		62.3		73.6		88.0	85.9	6.1	17.8	FfTV	64.1	17.6	18.3
Governors St U		IIA	PU	108.6	86.7	74.5	–	72.5	58.9	81.6							32.9	36.3	30.8
Illinois Coll		IIB	PR	80.1	66.4	55.9	54.3			64.1		92.3	87.2	5.1	10.7	FfT	47.4	19.2	33.3
Illinois St U	7	I	PU	100.9	84.5	76.8		48.3		80.4		100.0	93.2	12.6	22.0		56.7	22.2	21.2
Illinois Wesleyan U		IIB	PI	89.4	71.0	63.0	64.4			76.0		93.3	94.1	4.8	17.5		75.6	16.8	7.6
Knox Coll		IIB	PI	80.5	63.2	54.4	52.3			65.0		86.3	92.2	3.3	18.9	FfTV	69.6	17.6	12.7
Lake Forest Coll		IIB	PI	100.3	77.3	68.1	60.2	76.1	–	78.4		92.3	87.5	7.8	13.8	FpT	51.0	31.7	17.3
Lewis U		IIA	PR	105.2	87.1	73.9	62.7			84.2		100.0	85.0	2.2	8.5	FTV	37.8	25.3	36.9
Lincoln Christian U		IIA	PR	43.8	43.9	37.8	–			42.3						FfT	0.0	0.0	100.0
Loyola U Chicago	7,43	I	PR	152.4	104.1	91.9	75.4			99.1		100.0	100.0	9.1	9.2	PpTV	40.3	16.0	43.7
McKendree U		IIA	PR	71.0	59.3	55.8	55.2			61.7		100.0	68.7	4.9	7.5	FfT	62.7	25.3	12.0
Millikin U		IIB	PI	81.5	66.3	61.4	57.0	39.9		65.4		100.0	100.0	5.0	9.9	FfTV	48.0	27.0	25.0
Monmouth Coll		IIB	PR	72.8	61.8	54.3		49.1		61.1		92.1	96.6	7.1	14.0	FfTO	48.3	32.6	19.1
North Central Coll		IIA	PR	97.4	75.5	70.5	–	56.7		80.3		100.0	69.9	7.1	8.7	FfTV	50.3	25.8	23.9
North Park U		IIA	PR	77.6	67.3	58.3	–		–	69.6							50.4	18.4	31.2
Northern Illinois U	7	I	PU	105.0	87.9	86.7	45.5		59.1	83.1		100.0	100.0	0.0	0.0	Pp	56.9	18.0	25.1
Northwestern U		I	PI	217.1	138.9	120.4				179.4		100.0	100.0	7.3	10.5	POV	71.2	17.0	11.8
Saint Xavier U		IIA	PR	78.3	71.2	71.2	61.9	58.8	50.8	68.6		66.9	76.2	5.4	22.9	FTV	50.0	20.0	30.0
Southern Illinois U-Edwardsville	5	IIA	PU	96.1	84.4	73.6	50.4	–		77.8		100.0	100.0	11.2	24.0	O	54.6	19.0	26.4
Trinity Christian Coll	7	IIB	PR	75.6	65.0	55.8				64.2		–	68.7	–	24.6	FfTV	38.8	29.9	31.3
U of Chicago	7	I	PI	251.1	141.2	130.4	68.6	78.7		173.2		100.0	100.0	4.2	6.7	PpOV	55.3	20.5	24.2
U of Illinois at Chicago	7	I	PU	165.6	121.3	101.3	66.3	64.0		121.6		100.0	100.0	12.7	15.3		50.5	16.1	33.5
U of Illinois at Springfield	7	IIA	PU	98.8	75.7	73.9	53.7	60.6		74.9		100.0	100.0	12.7	25.0		55.2	25.4	19.4
U of Illinois at Urbana-Champaign	7	I	PU	159.0	108.9	101.9	72.7	68.8		122.5		100.0	100.0	12.7	15.2		60.1	23.5	16.4
U of St Francis		IIA	PR	89.8	73.0	63.8	61.5			72.4		–	76.3	–	18.9	FfT	46.4	20.6	33.0
Waubonsee Comm Coll	11	III	PU	94.3	74.6	69.0	57.5			76.1		100.0	100.0	0.0	10.3	F	88.8	11.2	0.0
Western Illinois U	7	IIA	PU	99.3	79.2	65.4	51.5			79.9		100.0	94.4	12.6	22.5	PpV	62.7	18.9	18.4
Wheaton Coll	7	IIA	PR	102.7	88.5	70.6	70.3			86.8		89.5	95.9	6.1	17.7	PpV	49.8	35.6	14.6

APPENDIX I

(7)				(8)									(9)															
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO							
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR				
0.0	2.5	0.0	–	5	6	5	1	12	8	10	1	48	70.4	48.1	49.0	–	68.5	61.9	50.5	–	97.3	128.8	103.0	109.6				
0.0	1.5	2.1		12	15	11		5	13	19		83	87.4	75.7	65.0		85.7	75.1	68.6		98.0	99.2	105.7	96.2				
			4	7	11	9	7	8	11	24	81	102.6	89.4	76.5	61.4	102.6	90.7	74.2	66.0	100.0	101.5	97.0	98.1					
			14	12	20	13	11	5	10	12	97	102.0	85.4	74.3	62.2	102.2	86.8	75.5	61.1	100.1	101.5	101.6	99.6					
			29	12	25	22	26	17	20	23	174	103.2	85.6	77.4	67.0	100.3	91.3	77.3	70.9	97.2	106.6	99.9	101.1					
			6	4	9	9	5	4	8	8	53	98.5	90.3	80.4	61.5	104.0	83.8	83.9	67.2	105.5	92.9	104.4	103.7					
			22	11	19	17	17	16	21	22	145	101.4	85.3	77.5	67.1	98.9	82.5	72.5	60.0	97.5	96.7	93.6	91.7					
			2	9	15	10	8	10	7	16	77	–	91.6	75.2	64.9	106.0	93.8	74.3	68.0	–	102.4	98.7	106.5					
			38	37	23	8	35	20	14	16	191	110.2	93.7	91.5	64.2	108.4	102.6	84.0	69.5	98.3	109.5	91.8	98.7					
			264	147	128	34	148	165	113	82	1,081	152.3	109.0	98.7	68.8	130.5	103.8	87.1	72.5	85.7	95.3	88.3	82.8					
			16	11	11	5	11	7	22	3	86	108.3	91.9	84.9	63.9	114.6	87.7	77.0	72.6	105.9	95.4	90.7	94.8					
				10	2	6	5	4	3	9	7	46	105.0	–	73.6	63.9	103.3	88.1	70.2	62.3	98.4	–	95.5	88.4				
1.2	1.2	1.3		95	99	77		64	70	71		593	96.0	88.2	84.3		92.0	78.5	74.1		95.8	89.1	87.9	85.6				
0.0	1.1	2.0	5.3	17	7	9	5	10	10	3	1	71	79.2	63.5	58.6	49.5	77.8	66.2	57.4	–	98.3	104.3	98.0	99.5				
0.0	2.2	1.5	0.2	86	54	52	24	37	50	61	21	450	95.9	78.0	76.0	52.5	83.8	73.7	65.9	49.0	87.4	94.4	86.6	83.1				
0.4	0.4	-0.1	-0.3	26	18	19	12	19	32	27	14	167	71.6	59.8	49.6	46.1	71.2	60.7	50.7	47.9	99.5	101.5	102.2	98.1				
				0.3	0.9	2.1	0.2	42	25	12	23	26	25	22	20	195	90.6	71.5	64.6	50.4	89.6	71.1	62.8	49.5	98.9	99.5	97.2	94.4
				2.0	2.1	3.0		11	20	27		12	23	37		132	99.6	77.8	67.5		97.4	73.3	67.8		97.9	94.2	100.5	96.8
				0.0	0.2	0.4	0.2	59	54	45	17	16	39	55	13	314	112.7	82.8	77.2	70.2	95.9	81.4	68.3	57.6	85.1	98.3	88.4	80.8
				6.3	6.7	6.2	3.1	122	174	61	108	74	165	64	106	874	146.5	110.0	102.4	82.0	131.9	101.1	89.0	72.7	90.0	91.9	86.8	86.9
				0.0	0.2	0.2		22	17	14		29	18	24		142	91.4	73.6	66.2		79.4	65.6	69.3		86.9	89.1	104.6	91.1
				4.0	4.6	5.9	–	18	32	22		14	40	46	1	240	106.1	92.0	77.5		111.9	82.6	73.0	–	105.5	89.8	94.2	92.1
				0.0	0.4	0.0	0.0	12	11	11	4	7	8	19	6	78	81.6	66.5	56.0	56.7	77.6	66.1	55.8	52.6	95.1	99.4	99.6	91.1
				2.3	3.6	2.1		171	117	89		111	110	106		893	105.4	85.5	82.4		94.0	83.5	72.1		89.1	97.7	87.6	83.7
				2.0	2.6	1.4		32	22	10	3	12	26	12	2	119	89.8	73.4	60.8	59.7	88.6	68.9	64.9	–	98.6	93.9	106.7	92.2
				0.0	0.0	0.3	0.2	17	24	13	7	12	16	7	6	102	82.0	63.8	54.8	52.2	78.4	62.3	53.7	52.4	95.6	97.7	97.9	97.7
				1.4	2.0	0.7	1.9	19	14	14	3	8	12	25	4	104	101.2	76.4	71.2	56.3	98.4	78.2	66.3	63.2	97.3	102.3	93.2	90.0
				0.0	3.0	2.8	0.7	29	31	37	7	24	40	55	10	233	110.7	87.2	76.2	62.3	98.6	87.0	72.4	63.0	89.1	99.8	95.1	92.0
								12	2	2		2	1	2	1	22	41.8	–	–		–	–	–	–	–	–	–	106.5
				0.0	0.4	0.8	0.6	94	94	57	147	59	82	61	200	794	157.9	107.9	97.5	73.8	143.7	99.7	86.7	76.7	91.0	92.4	89.0	87.8
				0.0	0.0	0.0	0.0	10	10	13	3	17	14	11	5	83	73.1	62.9	57.8	54.7	69.8	56.8	53.4	55.5	95.5	90.2	92.4	95.8
4.3	-2.1	-1.0	1.0	20	24	20	10	11	25	21	14	152	82.9	66.6	60.1	63.6	79.0	66.1	62.5	52.2	95.3	99.2	104.0	92.1				
0.0	0.0	0.8		13	13	14		15	5	19		89	75.3	62.2	53.3		70.6	60.7	55.1		93.8	97.6	103.4	98.6				
11.1	5.0	32.7	–	33	19	18	1	19	32	38		163	95.7	76.6	70.5	–	100.5	74.8	70.5		105.0	97.7	99.9	93.5				
				33	16	7	1	26	23	17		125	77.9	68.1	56.2	–	77.4	66.7	59.2		99.4	97.8	105.4	96.4				
9.2	12.4	10.0	2.7	144	110	75	61	78	118	76	91	785	106.6	86.1	90.9	47.7	102.2	89.6	82.6	44.0	95.9	104.1	90.9	90.1				
0.7	1.8	3.2		483	191	102		177	125	102		1,180	223.0	142.7	129.5		201.0	132.9	111.3		90.1	93.1	86.0	82.4				
2.0	3.5	2.4	–	13	17	13		14	22	12	3	130	76.9	70.8	67.9		79.5	71.5	74.7	61.9	103.3	101.0	109.9	100.1				
4.3	5.9	6.6	8.1	106	92	43	46	70	81	72	95	606	99.9	85.9	74.4	53.8	90.4	82.7	73.0	48.8	90.4	96.4	98.1	85.8				
1.0	1.3	3.2		17	4	11		4	12	19		67	76.6	65.7	54.1		71.0	64.7	56.9		92.6	98.6	105.1	90.6				
				505	155	170	50	157	100	111	41	1,521	261.1	143.6	138.0	69.2	218.8	137.5	118.7	67.7	83.8	95.8	86.0	71.0				
6.7	8.1	9.0	8.9	259	223	208	3	141	223	205	15	1,419	169.8	127.4	105.1	58.8	157.9	115.3	97.4	67.8	93.0	90.5	92.7	86.0				
2.0	2.3	2.9	7.5	17	48	27	17	8	44	27	10	201	104.7	80.2	79.3	55.4	86.1	70.8	68.5	50.7	82.2	88.3	86.4	86.7				
3.1	4.1	3.7	4.1	628	284	308	39	229	217	257	41	2,167	163.1	111.9	105.8	80.4	147.5	105.0	97.2	65.4	90.4	93.9	91.9	82.9				
-3.8	-2.3	-1.9	-2.0	15	9	3	9	11	14	22	14	97	92.4	71.6	61.9	68.9	86.3	74.0	64.0	56.8	93.4	103.3	103.4	87.2				
5.2	5.0	4.3	4.2	15	7	16	8	13	13	23	3	98	95.4	70.4	71.8	57.1	93.0	76.9	67.0	58.7	97.5	109.3	93.4	98.4				
1.4	0.6	0.0	0.8	118	50	40	24	54	39	35	53	413	100.6	80.3	66.9	47.1	96.5	77.8	63.7	53.5	95.9	96.9	95.3	86.7				
2.0	2.6	3.2	5.1	48	52	34	3	18	28	31	5	219	102.9	90.4	71.9	65.2	102.1	84.9	69.2	73.4	99.3	94.0	96.4	91.6				

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Indiana																			
Ball St U	7	I	PU	96.1	77.0	70.7	49.8	54.4	–	69.1	99.4	89.1	10.7	17.7	PO	38.2	22.4	39.4	
Bethel U-Indiana		IIA	PR	63.4	54.7	46.8	–			52.7	–	88.5	–	20.2	Ff	55.7	32.8	11.5	
Butler U	7	IIA	PI	105.3	89.2	79.4	55.9	58.6		85.5	100.0	89.1	9.4	1.7		52.7	16.3	31.0	
Calumet Coll of Saint Joseph	7	IIA	PR	58.2	63.1	51.5	44.4			54.7	100.0	87.0	5.8	12.4		47.8	34.8	17.4	
DePauw U		IIB	PI	100.9	80.0	66.7	72.5			85.5	100.0	100.0	4.0	13.7	FpT	66.7	14.1	19.9	
Earlham Coll		IIB	PR	80.7	73.8	55.7	66.3			68.7	–	97.1	–	2.0	FFT	55.2	24.8	20.0	
Franklin Coll		IIB	PR	77.3	61.8	56.1	51.0	–		60.7	93.3	81.3	9.4	10.7	T	40.0	34.7	25.3	
Goshen Coll		IIB	PR	68.0	54.7	47.6				60.1	100.0	100.0	2.6	17.7	PpV	45.9	9.8	44.3	
Hanover Coll	1	IIB	PR	77.8	65.8	63.4	57.2			71.3	100.0	87.6	6.9	12.5	FTV	64.0	24.7	11.2	
Huntington U		IIB	PR	75.2	67.9	64.4	50.2		–	67.0	100.0	100.0	5.0	18.3	FT	32.4	57.7	9.9	
Indiana Inst of Tech	1	IIA	PI	84.4	77.9	66.9		–		73.0	100.0	82.8	10.0	16.7	FTV	43.8	48.4	7.8	
Indiana St U	7	I	PU	96.4	76.8	66.4	51.8	46.9		73.8	97.8	81.4	10.1	15.5	PO	52.0	22.3	25.8	
Indiana U-Bloomington	7	I	PU	141.3	102.9	102.2		64.9		107.3	99.8	95.5	10.4	6.2	P	48.9	18.1	33.0	
Indiana U-East	7	IIB	PU	89.8	76.5	68.3		53.4		68.4	100.0	97.2	10.3	11.2	PT	30.6	37.0	32.4	
Indiana U-Kokomo	7	IIA	PU	90.7	71.0	61.3		53.3		62.9	100.0	89.6	10.1	12.9	PT	20.0	35.2	44.8	
Indiana U-Northwest	7	IIA	PU	95.5	73.9	63.1		53.6		71.4	98.6	89.9	10.3	10.9	PT	43.5	16.7	39.9	
Indiana U-Purdue U-Indianapolis	7	I	PU	124.6	89.2	77.0		55.9		85.8	99.9	93.9	10.3	9.2	PT	43.1	12.9	44.0	
Indiana U-South Bend	7	IIA	PU	76.8	67.7	66.2		47.9		65.1	100.0	97.9	10.3	11.3	PT	53.0	11.5	35.5	
Indiana U-Southeast	7	IIA	PU	89.8	74.0	68.5		55.7		71.9	100.0	96.9	10.4	10.1	PT	47.1	18.3	34.6	
Ivy Tech Comm Coll		III	PU	68.8	58.0	53.2	47.7	–		54.6	88.3	90.3	14.0	18.3	F	0.0	0.0	100.0	
Purdue U Fort Wayne	7,44	IIA	PU	87.2	74.2	68.5	49.9		55.3	71.6	87.0	99.4	9.9	18.3	P	49.7	14.8	35.5	
Purdue U Northwest	7	IIA	PU	103.1	78.8	72.8	54.1		48.0	80.3	93.5	100.0	10.2	16.2	P	56.0	19.1	24.9	
Purdue U-Main Campus	7	I	PU	148.3	107.6	93.8	60.2		61.7	116.2	94.2	99.8	10.2	11.3	P	57.3	20.7	22.0	
Rose-Hulman Inst of Tech	7	IIB	PI	118.5	94.8	80.4				101.0	100.0	100.0	9.3	16.8	FTV	73.1	25.1	1.7	
Saint Mary's Coll	1	IIB	PR	82.1	71.5	60.7		56.5	–	68.4	58.3	85.6	1.6	16.2	FTO	53.0	32.6	14.4	
Taylor U	1	IIB	PR	71.7	62.5	55.5	46.6			62.7	93.9	90.2	5.7	25.1	FFT	50.8	33.3	15.9	
U of Evansville		IIB	PR	77.3	72.3	64.9	–	–	–	70.5	98.2	90.3	0.0	2.2	FT	60.6	18.8	20.6	
U of Indianapolis	7	IIA	PR	87.2	76.1	64.7	54.4			70.1						35.5	35.2	29.2	
U of Notre Dame		I	PR	190.1	122.2	114.0	80.3			133.1	92.6	99.6	10.4	10.9	O	56.6	16.3	27.1	
U of Southern Indiana	7	IIA	PU	85.5	73.4	65.1	59.5			68.1	94.8	92.0	11.0	19.3	P	44.0	25.9	30.2	
Valparaiso U		IIA	PR	80.6	68.2	62.0	–	61.2		68.9					FFT	58.3	28.9	12.8	
Wabash Coll		IIB	PI	100.3	81.0	72.3	52.6			80.7	100.0	86.8	10.0	13.8	FpTOV	63.7	20.9	15.4	
Iowa																			
Allen Coll	2	IIA	PI	82.9	66.6	60.7	–			68.0	100.0	100.0	5.8	9.6		0.0	0.0	100.0	
Central Coll		IIB	PR	79.1	62.9	57.0		59.9		66.5	97.0	78.8	9.2	10.0	FfTV	64.6	22.2	13.1	
Clarke U		IIB	PR	61.5	58.3	53.1	52.1			56.0						45.6	22.8	31.6	
Coe Coll		IIB	PR	80.0	65.4	56.7	48.4			64.2	94.8	95.7	6.8	13.1	FpTV	54.8	32.2	13.0	
Cornell Coll		IIB	PR	77.9	59.4	58.8	52.5			68.4	93.8	87.5	2.5	15.0	FFT	66.3	26.3	7.5	
Drake U	6	IIA	PI	95.4	77.3	65.7	50.1			80.1	100.0	–	0.0	–	PTV	59.0	22.0	19.0	
Faith Baptist Bible Coll and Theo Sem		IIB	PR	52.8	45.7	50.3	–			49.5	89.5	94.7	2.2	20.1	P	0.0	0.0	100.0	
Graceland U-Lamoni		IIA	PR	72.1	61.0	52.4	49.9		63.3	60.4						47.5	36.1	16.4	
Grinnell Coll		IIB	PI	139.6	105.9	87.7	68.9	–		109.6	97.0	96.4	10.1	11.0	PpO	67.9	22.4	9.7	
Iowa St U	7	I	PU	130.4	94.5	82.6		56.6		104.0	100.0	100.0	10.0	11.0	None	59.8	19.5	20.8	
Kirkwood Comm Coll	18	III	PU	79.2	67.5	61.9	59.1			70.0	100.0	100.0	9.4	10.2	PO	0.0	0.0	100.0	
Loras Coll		IIB	PR	67.6	58.6	56.5	–			59.9	90.7	84.5	6.6	11.6		68.0	23.7	8.2	
Morningside Coll		IIA	PR	78.1	62.6	58.3	–			63.6	91.7	80.6	0.0	17.6	FfTV	51.4	27.8	20.8	
Northwestern Coll		IIB	PR	68.9	58.5	53.8	50.8		61.9	61.1	100.0	100.0	6.0	7.4	FFT	60.3	38.5	1.3	
Simpson Coll		IIB	PR	65.2	59.4	54.8	49.4			60.0	–	93.6	–	15.3	FfTV	64.1	33.3	2.6	
U of Iowa	7	I	PU	150.9	96.5	93.2	60.4	58.0	51.9	107.4	100.0	100.0	9.7	12.4	None	53.7	15.8	30.5	
U of Northern Iowa		IIA	PU	92.7	77.3	68.6	59.1			77.6	100.0	92.8	9.9	18.6		67.6	19.2	13.3	
Upper Iowa U		IIA	PI	69.4	64.1	57.4		52.7		61.6	100.0	100.0	1.7	15.6	FfTV	58.5	26.2	15.4	
Wartburg Coll		IIB	PR	69.9	61.5	54.8		54.4		62.2	100.0	88.0	6.0	17.7	FFT	69.9	19.3	10.8	
Kansas																			
Emporia St U	5	IIA	PU	72.8	66.1	60.2	45.8			63.2	100.0	93.7	8.5	15.1	FV	51.5	34.2	14.3	
Fort Hays St U	7	IIA	PU	86.4	71.3	63.4	53.4			66.1	100.0	100.0	8.5	11.5	FV	36.9	25.7	37.4	
Kansas St U	7	I	PU	115.9	90.9	77.2	52.8	68.8		88.3	99.6	94.7	9.5	9.7	P	54.4	18.2	27.4	
McPherson Coll	7	IIB	PR	67.7	62.6	55.5				61.8	95.7	100.0	9.9	10.2	FTV	58.7	34.8	6.5	
Ottawa U-Ottawa	1	IIB	PR	67.5	58.5	55.3	–			58.1	–	81.4	–	20.3	FTOV	32.6	9.3	58.1	

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.7	0.8	0.6	1.1	110	106	124	95	61	101	109	144	987	100.8	78.9	71.2	50.2	87.7	75.0	70.2	49.5	87.0	95.0	98.5	87.4
0.0	1.0	2.0	—	7	14	8	1	3	11	17		61	63.5	55.0	48.1	—	63.1	54.3	46.2		99.3	98.7	96.1	92.6
0.0	0.9	1.2	0.0	64	57	31	8	44	58	36	12	368	106.7	90.8	83.1	57.0	103.3	87.5	76.3	55.1	96.8	96.4	91.8	91.5
—	3.8	1.2	0.0	2	4	6	2	1	3	3	2	23	—	64.4	50.6	—	—	61.5	53.4	—	—	95.5	105.7	99.0
0.4	1.2	5.9		51	27	29	1	36	27	25	2	198	101.3	80.0	68.5	—	100.4	80.0	64.7	—	99.2	100.1	94.5	96.4
0.0	0.0	0.2	0.0	21	15	19	3	10	13	19	5	105	78.2	72.3	57.2	60.8	86.0	75.5	54.2	69.6	109.9	104.4	94.7	99.4
-1.6	0.1	6.0	0.3	10	8	17	4	5	7	21	1	75	79.0	63.4	58.9	51.3	73.7	60.0	53.9	—	93.3	94.5	91.5	91.1
0.1	1.2	3.5		18	6	5		13	12	7		61	67.5	55.8	49.0		68.7	54.2	46.5		101.7	97.2	94.8	94.3
-1.8	-8.1	5.9	—	30	11	12	2	17	6	10	1	89	79.8	67.2	66.7	—	74.3	63.1	59.5	—	93.1	93.9	89.2	91.5
7.3	3.7	3.5	4.6	15	9	12	2	6	7	15	4	71	67.5	65.7	61.3	—	94.2	70.6	66.8	49.7	139.5	107.5	109.0	109.2
2.9	2.1	2.6	—	5	15	17		1	14	10		64	86.3	80.4	70.4		—	75.2	61.1		—	93.5	86.8	90.8
0.0	1.7	1.8	1.4	87	51	53	47	50	50	49	61	458	98.8	77.8	65.9	51.4	92.2	75.8	67.0	52.1	93.3	97.5	101.7	91.7
0.2	1.0	1.5		490	313	212		213	211	181		2,083	148.4	107.8	110.0		124.9	95.8	93.0		84.2	88.8	84.6	79.8
0.0	0.0	0.2		4	12	14		4	18	29		108	97.5	76.7	60.6		82.1	76.3	72.0		84.3	99.4	118.8	99.7
0.0	0.5	0.5		7	14	16		2	15	27		125	93.4	71.8	57.8		—	70.2	63.4		—	97.7	109.6	93.4
-2.5	0.7	1.1		17	24	14		9	20	36		138	103.6	74.2	62.8		80.0	73.4	63.3		77.2	98.9	100.8	84.8
-0.5	0.8	1.1		169	177	108		84	167	187		1,171	128.5	93.9	85.0		116.6	84.2	72.3		90.7	89.7	85.1	80.9
-0.5	0.7	0.3		32	44	22		22	28	34		234	77.4	69.0	68.5		76.0	65.8	64.8		98.2	95.4	94.6	91.7
0.5	0.3	1.4		19	29	18		24	29	26		191	91.6	75.5	76.1		88.4	72.5	63.3		96.5	96.1	83.2	92.0
				42	111	244	102	63	228	295	159	1,245	66.7	57.7	53.0	46.1	70.2	58.1	53.3	48.8	105.3	100.7	100.5	102.7
0.0	0.4	1.0	1.3	50	62	53	3	20	41	36	9	324	89.3	74.1	72.1	50.5	81.7	74.5	63.0	49.7	91.5	100.5	87.4	89.8
0.2	0.0	1.2	0.8	60	57	35	8	28	42	42	18	309	105.3	78.0	72.6	46.8	98.5	79.8	73.0	57.4	93.6	102.3	100.7	88.7
0.2	1.2	1.2	1.5	703	322	378	6	219	204	292	10	2,304	150.8	110.7	98.1	56.6	140.4	102.7	88.1	62.4	93.1	92.8	89.8	82.0
0.0	0.5	1.1		57	46	28		15	14	15		175	120.2	94.5	80.7		111.9	96.0	79.8		93.1	101.6	98.9	93.4
-0.2	-0.2	0.0		9	14	15		19	28	38		132	87.6	72.4	63.4		79.5	71.1	59.7		90.8	98.2	94.2	93.1
3.1	3.6	3.9	3.6	37	22	23	4	10	12	23	1	132	71.3	62.4	56.6	45.9	73.1	62.6	54.4	—	102.4	100.3	96.2	94.6
-8.6	-5.2	-5.6	—	37	32	20		11	23	38	1	165	80.9	73.6	60.7		65.4	70.6	67.2	—	80.9	95.9	110.8	90.6
				21	36	58	12	25	41	92	16	301	86.4	78.0	67.3	56.0	87.8	74.5	63.1	53.1	101.6	95.6	93.8	94.5
0.4	0.9	1.0	0.8	343	177	120	188	76	104	63	139	1,210	194.2	123.0	119.8	87.9	171.4	120.9	102.9	70.0	88.3	98.3	85.9	76.0
-0.2	0.5	0.0	0.1	22	58	41	32	10	53	72	60	348	87.2	76.5	66.0	66.2	81.8	70.1	64.5	55.9	93.9	91.5	97.9	88.0
-3.8	-4.1	-3.7	—	39	44	30		19	48	31	1	242	81.0	71.4	59.6		79.8	65.2	64.2	—	98.5	91.3	107.8	95.8
0.2	0.4	2.4	0.6	17	21	11	7	6	17	8	4	91	99.8	82.8	72.6	53.1	101.8	78.7	72.0	51.8	102.0	95.0	99.1	94.9
3.1	2.3	1.5	1.8	1	2	2		8	18	11	1	43	—	—	—		80.8	66.6	59.9	—	—	—	—	92.7
1.1	1.2	2.2		20	14	9		12	19	12		99	79.4	61.3	59.3		78.5	64.0	55.3		98.8	104.5	93.2	96.1
				5	8	9		13	9	24	11	79	63.1	58.9	54.1		60.9	57.8	52.7	52.1	96.5	98.0	97.3	95.4
				20	11	24	1	9	15	31	4	115	79.1	68.3	56.1	—	81.9	63.3	57.2	47.2	103.6	92.6	102.0	92.8
1.3	4.0	1.2		20	3	12	3	22	8	9	3	80	81.5	57.9	61.5	53.3	74.6	59.9	55.1	51.7	91.4	103.6	89.6	92.8
-5.7	-4.7	-6.2	—	60	58	27	6	47	58	38	6	300	99.8	78.9	66.7	49.9	89.8	75.6	65.0	50.2	90.0	95.8	97.6	91.0
1.2	1.0	1.3	—	6	3	6		1	2	1	19	52.8	47.1	52.8			—	—	—		—	—	—	79.9
0.0	1.3	1.2	—	9	7	7	1	7	7	13	4	61	74.6	58.4	49.1	—	69.0	63.7	54.2	50.8	92.5	109.1	110.3	97.8
0.0	0.3	0.4	4.7	27	35	15	7	26	25	21	8	165	140.3	106.1	87.7	68.3	138.8	105.6	87.8	69.5	99.0	99.5	100.1	97.4
0.7	1.1	1.4		420	284	246		143	218	189		1,516	135.2	100.6	84.5		116.4	86.5	80.3		86.1	86.0	95.0	82.2
2.5	2.5	2.8	2.6	62	25	33	16	42	25	25	17	245	78.9	67.4	61.8	59.0	79.8	67.6	62.0	59.2	101.2	100.2	100.3	99.2
-0.9	0.3	1.4	—	19	23	14		6	20	13	2	97	68.3	59.1	56.5		65.4	58.1	56.4	—	95.7	98.2	99.8	93.5
2.9	2.0	3.3	—	7	16	10		7	14	16	2	72	76.4	62.8	63.2		79.7	62.4	55.2	—	104.3	99.4	87.4	93.9
0.0	0.0	3.3	0.0	20	9	7	1	9	8	11	5	78	69.5	58.2	53.3	—	67.8	58.8	54.1	50.6	97.6	100.9	101.5	94.4
0.0	1.2	0.8	0.0	18	9	11	2	16	7	13	2	78	65.7	61.3	54.8	—	64.7	57.1	54.7	—	98.4	93.1	99.8	97.1
3.0	3.0	2.7	0.7	327	250	121	23	142	218	147	18	1,437	158.6	103.6	97.6	59.7	133.3	88.5	89.5	61.2	84.0	85.5	91.6	76.6
1.8	2.1	2.3	2.4	90	83	46	28	59	73	51	45	475	94.4	80.1	73.6	58.7	90.0	74.2	64.2	59.4	95.3	92.6	87.2	89.5
7.3	4.6	-28.0		9	8	5		4	17	12		65	74.0	64.6	58.9		58.9	63.8	56.7		79.6	98.7	96.4	89.6
0.1	2.3	3.2		15	17	8		12	14	8		83	72.3	61.5	53.8		66.9	61.6	55.8		92.6	100.1	103.7	96.1
0.4	0.8	0.5	0.6	43	26	40	8	23	35	36	26	237	73.1	70.1	61.9	53.2	72.1	63.2	58.3	43.5	98.7	90.2	94.1	88.0
1.7	2.2	0.9	1.1	36	39	71	40	23	31	52	58	350	87.8	73.4	64.1	54.6	84.1							

APPENDIX I

		(1)	(2)	(3)								(4)				(5)	(6)		
NAME	NOTES	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	
Kansas (continued)																			
U of Kansas	7	I	PU	122.9	85.4	82.3	—	55.1		95.0	100.0	95.8	8.5	10.3	O	60.3	15.8	23.9	
Washburn U	7	IIA	PU	99.0	73.6	64.3		52.5	43.3	70.9	97.0	99.6	10.2	12.6		45.7	22.3	32.0	
Wichita St U	3	I	PU	108.2	79.9	68.5			51.1	83.3	93.5	94.3	9.2	10.8	P	64.0	30.0	6.0	
Kentucky																			
Bellarmine U	7	IIA	PR	101.2	71.4	64.1	54.2			74.5	100.0	100.0	2.0	13.7	FFT	50.6	28.1	21.3	
Berea Coll		IIB	PI	93.6	74.2	62.1	54.1			75.0	100.0	92.8	8.0	10.5	FFT	57.2	25.4	17.4	
Centre Coll		IIB	PR	97.9	76.2	60.9	62.4	—		75.6	93.9	93.9	9.8	10.8	FFTO	57.6	25.8	16.7	
Eastern Kentucky U		IIA	PU	71.2	63.3	62.2	63.4	50.1	48.0	64.3	83.0	77.5	14.1	10.0	Fp	63.0	23.3	13.7	
Georgetown Coll	5	IIA	PR	67.8	55.5	48.0	42.3	42.9		58.1	100.0	68.8	2.0	8.6	PT	68.8	14.3	16.9	
Kentucky Christian U	1	IIB	PR	48.5	46.4	41.2	—			43.3	—	55.2	—	23.9	PpTV	0.0	0.0	100.0	
Kentucky Wesleyan Coll		IIB	PR	—	50.6	48.4	—			49.1	85.4	92.7	3.9	18.2	FFT	34.1	36.6	29.3	
Morehead St U		IIA	PU	79.2	64.1	58.0	44.0			61.0	100.0	100.0	15.9	14.2	P	56.1	15.1	28.8	
Murray St U	7	IIA	PU	82.1	67.3	61.3	45.5			63.5	99.8	93.5	15.9	15.6	F	48.0	26.1	25.9	
Northern Kentucky U	1	IIA	PU	100.3	74.4	73.9		51.6		70.5	100.0	100.0	10.0	13.4	O	43.6	15.6	40.8	
Transylvania U		IIB	PR	77.9	67.4	57.9	50.8			68.6	100.0	100.0	9.2	12.7	FFT	73.8	11.9	14.3	
U of Kentucky	7	I	PU	130.4	97.7	85.8	—	66.1		100.5	99.8	95.5	5.1	9.0	PT	59.6	25.6	14.8	
U of Louisville	7	I	PU	119.5	84.2	73.4	58.1	—	—	89.1	100.0	100.0	5.0	10.9	F	54.2	16.9	29.0	
U of Pikeville		IIB	PR	67.5	58.0	52.0	41.9			58.5	91.3	71.0	7.0	12.6	FTV	0.0	0.0	100.0	
Western Kentucky U	7	IIA	PU	87.2	69.5	64.6	50.1		56.2	70.6	100.0	100.0	11.7	11.8	PO	62.4	17.4	20.2	
Louisiana																			
Centenary Coll of Louisiana		IIB	PR	77.7	63.2	58.2	—			64.4	100.0	100.0	0.0	11.0	FpTV	50.0	38.9	11.1	
Louisiana St U and Ag & Mech Coll	9	I	PU	125.8	87.4	87.0	50.0	82.5		91.9	100.0	95.1	28.0	9.5		52.9	19.1	28.1	
Loyola U New Orleans		IIA	PR	109.5	72.3	70.6	52.1	66.3		80.0	—	90.6	—	14.1	FFT	53.6	12.4	33.9	
McNeese St U	7	IIA	PU	82.6	64.9	61.2	43.7			63.0	100.0	92.4	26.7	11.9	Pp	46.4	30.0	23.6	
Tulane U	7	I	PI	157.9	99.6	118.8	77.3	80.1		110.6	83.1	85.8	9.7	6.0	FFT	45.0	17.4	37.6	
U of New Orleans		I	PU	91.3	75.0	77.7	43.7			74.4	98.5	91.0	29.1	7.9	FFT	61.4	16.9	21.7	
Maine																			
Bates Coll		IIB	PI	134.5	105.2	85.9	73.4	79.6		101.5	100.0	99.4	9.8	11.0	PO	51.4	23.2	25.4	
Bowdoin Coll		IIB	PI	146.9	113.7	91.4	73.0	81.4	—	114.6	96.0	95.0	6.3	9.3	OV	60.5	24.5	15.0	
Colby Coll		IIB	PI	146.0	105.8	88.1	73.8			111.3	85.1	88.5	8.9	12.6	O	55.8	30.8	13.5	
U of Maine	7	I	PU	121.2	87.9	73.0	64.6	62.1		90.7	99.4	89.2	10.4	21.8		56.8	25.1	18.1	
U of Maine at Augusta	7	IIB	PU	83.5	71.2	56.8	—	54.9		66.7	100.0	86.9	10.1	29.4		47.6	32.1	20.2	
U of Maine at Farmington		IIB	PU	83.2	67.9	55.8	—	50.1		67.6	100.0	90.0	10.0	28.5		61.8	24.5	13.6	
U of Maine at Fort Kent	7	IIB	PU	85.6	65.8	53.5		55.1		62.5	96.6	96.6	10.1	28.2		37.9	34.5	27.6	
U of Maine at Machias		IIB	PU	77.9	62.1	52.5	—	—		65.6	100.0	100.0	10.0	30.2		76.0	16.0	8.0	
U of Maine at Presque Isle	7	IIB	PU	78.5	66.9	47.5	—	—		65.4	100.0	86.8	10.4	28.3		63.2	28.9	7.9	
U of New England	7	IIA	PI	98.3	83.9	75.1	56.2	54.1		77.7	93.1	91.7	8.1	17.3	FFTOV	39.8	7.9	52.3	
U of Southern Maine	7	IIA	PU	108.0	91.1	71.1		60.2		83.7	99.3	90.5	10.2	22.3		57.1	34.5	8.4	
Maryland																			
Anne Arundel Comm Coll	12	III	PU	88.9	77.2	66.9	60.0			76.5					P	48.7	5.9	45.4	
Bowie St U		IIA	PU	108.9	82.9	75.0	87.3	57.6		81.4	100.0	100.0	15.0	2.0	FpTV	36.7	14.6	48.7	
Cecil Coll	7	III	PU	81.3	66.6	58.6	42.2			66.3	87.0	72.2	6.9	27.5	Pp	1.9	0.0	98.1	
Comm Coll of Baltimore County	13	III	PU	98.2	84.4	70.3	57.3			78.5	96.7	67.7	10.8	24.6		6.3	0.0	93.7	
Coppin St U	1	IIA	PU	95.1	85.1	76.9	67.3	67.6		82.2	99.2	83.1	10.4	12.8	FFTV	68.5	25.0	6.5	
Frederick Comm Coll		III	PU	88.5	74.0	65.0				74.6						0.0	0.0	100.0	
Frostburg St U	7	IIA	PU	94.7	77.7	74.2	—	52.1		77.1	84.2	84.2	11.2	21.8	FFTO	58.1	24.4	17.5	
Goucher Coll		IIA	PI	88.4	77.1	58.0	52.3			70.9	100.0	59.5	0.0	15.7	FFTV	55.0	15.3	29.7	
Hood Coll		IIA	PI	76.9	67.8	63.3	—		67.3	68.2						54.6	33.0	12.4	
Howard Comm Coll	1	III	PU	86.1	71.9	66.3	58.6			75.0	100.0	81.0	10.4	20.4	P	0.0	0.0	100.0	
Johns Hopkins U	7	I	PI	202.9	142.9	118.4				166.2						60.1	39.9	0.0	
Loyola U Maryland		IIA	PR	127.6	93.5	78.6	57.1	56.1		85.4	89.2	68.6	9.2	11.5	Fp	54.8	7.1	38.2	
McDaniel Coll		IIA	PI	80.6	68.2	68.0	—	53.5		68.9	100.0	83.5	0.0	23.5	FpTV	64.1	18.4	17.5	

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
-3.2	-1.3	-0.9	—	295	191	156		130	152	119	1	1,171	126.2	88.8	88.8		115.2	81.1	73.7	—	91.3	91.4	83.0	81.6
4.4	5.1	3.5		36	22	29		34	23	37		269	99.0	71.3	63.2		99.0	75.8	65.1		99.9	106.2	103.1	97.0
1.3	1.5	0.8		90	81	62		32	52	59		400	111.3	86.0	71.9		99.3	70.3	65.0		89.2	81.8	90.4	79.7
				29	23	16	6	13	38	44	9	178	105.4	66.8	64.8	58.5	91.7	74.1	63.9	51.4	87.1	110.9	98.5	86.6
1.0	1.2	1.2	1.0	15	37	14	2	17	29	22	2	138	95.6	74.5	61.9	—	91.8	73.8	62.3	—	96.0	99.0	100.6	97.2
0.0	0.0	0.0	0.0	23	25	23	3	11	18	26	2	132	99.8	75.5	60.8	64.9	93.9	77.3	60.9	—	94.0	102.4	100.2	92.6
0.4	1.1	0.2	0.0	115	81	56	3	72	104	72	10	570	72.8	64.6	65.8	68.2	68.8	62.3	59.5	61.9	94.5	96.6	90.4	93.8
0.0	2.5	3.5	4.3	20	11	3	4	16	7	7	4	77	68.4	54.9	46.2	43.2	67.0	56.4	48.8	41.4	97.9	102.7	105.5	94.0
—	1.1	2.2	—	2	7	3		1	2	13	1	29	—	46.0	41.1		—	—	41.2	—	—	—	100.2	92.7
—	0.2	1.5	—	1	6	11		1	7	14	1	41	—	51.8	48.4		—	49.6	48.4	—	—	95.6	100.0	98.1
1.5	0.5	1.6	0.1	42	50	30	39	34	42	26	49	312	82.1	65.8	59.7	44.1	75.6	62.0	55.9	44.0	92.2	94.2	93.6	91.4
1.5	1.5	1.1	1.5	62	70	57	41	31	48	71	64	444	85.8	69.7	62.9	49.9	74.8	63.8	60.0	42.8	87.2	91.5	95.3	84.0
-3.6	-0.4	-0.6		81	58	40		48	80	54		610	103.4	77.3	78.0		95.1	72.3	70.9		91.9	93.6	90.8	86.1
0.0	0.2	0.0	0.0	23	12	5	4	10	18	10	2	84	79.2	69.5	60.7	50.5	74.9	66.0	56.6	—	94.5	95.0	93.2	90.7
0.7	0.6	1.2		334	241	150	1	120	174	196		1,428	132.6	100.1	92.0	—	124.2	94.4	81.0		93.7	94.3	88.1	83.0
1.9	2.9	3.4	6.1	203	155	147	28	83	136	162	51	967	123.3	87.7	75.4	56.4	110.2	80.2	71.5	59.1	89.4	91.5	94.8	83.1
-13.0	9.8	-16.0	2.3	13	7	7	2	11	12	15	2	69	68.1	59.1	52.3	—	66.8	57.3	51.9	—	98.1	96.8	99.2	95.2
-0.3	0.8	1.9	0.5	128	97	57	36	75	118	64	79	657	89.7	72.2	68.1	51.6	83.0	67.2	61.5	49.4	92.5	93.1	90.3	86.2
0.8	2.9	1.1	—	10	4	16	1	6	6	11		54	77.5	63.4	59.6	—	78.1	63.0	56.1		100.8	99.4	94.1	98.0
-0.7	1.2	1.5	0.9	324	197	156	111	102	111	139	158	1,333	130.2	89.9	90.0	52.2	111.8	82.9	83.6	48.4	85.9	92.3	92.9	77.4
0.0	0.6	0.2	0.9	48	35	10	21	26	16	19	10	233	110.7	74.1	79.9	54.2	107.4	68.5	65.7	47.5	97.0	92.5	82.2	92.1
-0.1	0.3	0.9	-0.2	35	22	48	16	16	21	62	30	250	83.0	67.8	59.7	43.8	81.5	61.7	62.4	43.7	98.2	91.0	104.4	91.6
0.6	0.6	-0.2	0.0	156	110	80	109	60	86	84	146	862	158.8	102.8	132.2	85.0	155.7	95.5	106.1	71.6	98.1	93.0	80.3	78.9
2.0	2.6	2.3	4.0	65	42	41	21	20	22	22	34	267	93.3	75.5	81.8	45.3	84.9	74.1	69.9	42.6	91.1	98.2	85.4	80.5
0.3	0.8	0.5	0.1	20	22	18	10	28	22	22	11	177	142.5	107.2	86.9	75.6	128.8	103.2	85.0	71.4	90.4	96.2	97.8	97.1
0.3	0.2	0.4	0.0	34	21	20	4	34	32	32	4	200	144.3	115.9	92.2	71.3	149.4	112.2	90.8	74.7	103.5	96.8	98.5	97.8
0.2	1.6	0.2	1.6	42	28	27	4	26	30	46	5	208	148.6	105.4	90.0	75.8	141.8	106.3	87.0	72.1	95.4	100.8	96.6	88.9
2.8	5.4	3.0	4.9	113	80	64		49	48	63	3	498	124.9	91.3	73.2		112.5	82.2	72.8	64.6	90.0	90.1	99.5	83.1
5.4	5.4	2.6	—	12	7	10		9	12	18	1	84	82.1	73.2	54.8		85.4	70.1	57.9	—	104.0	95.8	105.6	95.9
3.7	3.9	3.2	—	17	13	12		16	23	19	1	110	83.0	69.6	56.2		83.4	67.0	55.5	—	100.4	96.2	98.7	91.8
4.0	3.0	3.0		4	4	6		2	1	8		29	79.8	66.0	53.3		—	—	53.8		—	—	101.0	94.9
3.9	5.1	3.0	—	6	4	1	1	4	5	3		25	77.0	64.4	—	—	79.3	60.3	52.5		103.0	93.6	—	97.3
3.6	5.5	1.0	—	8	9	3		4	5	6	1	38	78.7	67.8	46.7		78.2	65.3	47.9	—	99.3	96.3	102.5	89.4
0.0	0.7	0.7	—	27	27	5	3	17	49	37	3	216	99.4	84.0	89.7	51.7	96.5	83.8	73.1	60.7	97.0	99.8	81.5	95.5
2.7	3.7	2.8		45	29	36		29	33	56		275	111.7	95.7	78.2		102.4	87.0	66.5		91.7	90.9	85.0	82.7
0.0	0.0	0.3	0.0	28	31	23	5	41	52	50	8	238	90.5	78.7	67.4	59.3	87.8	76.2	66.6	60.5	97.1	96.9	98.8	96.2
1.1	0.5	0.7	4.1	28	25	31	1	14	34	56	6	226	107.1	85.3	77.7	—	112.6	81.2	73.5	87.7	105.2	95.1	94.5	92.6
0.0	0.0	-0.8	—	3	7	9	3	13	6	13		54	87.3	61.5	61.2	42.2	79.9	72.5	56.8		91.5	117.8	92.8	111.0
0.0	0.8	0.8	0.7	22	57	61	19	46	76	100	18	399	101.0	84.6	70.4	57.7	96.8	84.2	70.3	56.9	95.8	99.5	99.8	100.7
4.9	5.9	1.3	—	12	19	21	1	12	17	35	2	124	95.8	83.6	78.8	—	94.5	86.7	75.8	—	98.6	103.8	96.2	98.9
				16	9	12		14	20	30		101	93.3	74.5	64.0		83.1	73.7	65.4		89.1	98.9	102.3	90.8
2.0	2.0	2.0	—	43	42	22		22	29	35	2	234	96.1	77.3	79.0		92.1	78.4	71.1	—	95.9	101.4	90.0	90.5
-6.0	0.0	-3.8	-1.7	9	15	16	2	16	23	22	8	111	91.7	77.1	60.9	—	86.6	77.1	55.9	51.3	94.4	100.0	91.8	95.2
0.3	2.2	0.5	—	9	14	13	1	14	19	22		97	84.6	71.6	60.6	—	71.9	65.1	64.9		85.0	90.9	107.1	95.3
0.6	0.0	0.2	0.0	27	23	14	7	46	49	27	7	200	85.7	71.7	67.6	54.6	86.3	72.0	65.6	62.6	100.6	100.4	97.1	100.9
				337	110	130		133	86	136		932	208.0	147.4	128.0		190.1	137.2	109.2		91.4	93.1	85.4	82.0
-1.2	0.7	1.3	0.0	46	48	14	9	17	66	18	22	325	130.0	95.9	82.0	51.6	121.0	91.8	76.0	59.3	93.1	95.7	92.6	82.8
-1.9	-1.3	-2.0		15	20	6		11	20	14	1	103	79.3	68.2	65.5		82.4	68.2	69.0	—	103.9	100.0	105.3	98.1

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	T						TT	NTT	
Maryland (continued)																			
Montgomery Coll		III	PU	98.1	81.3	75.7	–			93.0	98.9	88.0	5.4	11.6	F	0.0	0.0	100.0	
Mount St Mary's U		IIA	PR	93.5	74.5	65.0		54.2		72.7	100.0	73.4	5.2	20.4	FT	53.1	18.0	28.9	
Notre Dame of Maryland U		IIA	PR	74.6	78.3	69.2				72.7	–	67.7	–	16.3	FfT	36.4	56.6	7.1	
Salisbury U	7	IIA	PU	99.6	80.5	78.4	71.1	56.3		79.9	88.6	80.9	16.2	15.1	Fp	55.8	23.7	20.5	
St Mary's Coll of Maryland	7	IIB	PU	97.3	79.0	66.3		–		82.7	100.0	100.0	7.7	15.7	FpTV	71.3	27.0	1.7	
Towson U		IIA	PU	100.7	87.0	73.7	68.5	51.3		78.7	100.0	100.0	10.3	17.2	FpOV	48.3	18.7	33.0	
U of Maryland Baltimore	7	I	PU	167.2	114.9	95.4	80.3	95.9	143.7	115.1	100.0	100.0	9.1	9.7	PpV	29.0	6.5	64.6	
U of Maryland Eastern Shore	7	IIA	PU	94.7	83.4	77.2	–	59.9		80.5	100.0	100.0	8.7	13.9		54.0	20.9	25.1	
U of Maryland-Baltimore County	7	I	PU	130.6	96.6	84.3	66.7	65.6		96.6	100.0	100.0	8.1	11.6	O	51.2	20.2	28.5	
U of Maryland-Colli Park	7	I	PU	170.7	116.4	101.8	78.1	71.0		125.5	100.0	100.0	8.2	8.9	V	59.6	13.6	26.8	
United States Naval Academy	13	IIB	PU	144.8	122.3	100.4	–		117.4	125.5	100.0	100.0	13.0	5.8	None	67.4	20.5	12.2	
Washington Coll		IIB	PI	91.6	76.2	66.0	43.7			71.6	–	74.0	–	15.5		57.7	31.7	10.6	

Massachusetts

Amherst Coll		IIB	PI	155.8	111.0	93.3	80.5	87.5		115.6	93.5	88.6	11.1	8.0	O	49.4	26.9	23.7	
Assumption U	1,46	IIA	PR	89.2	79.8	69.3	66.7			75.7	93.0	62.0	6.6	19.6	FTTV	54.9	19.7	25.4	
Babson Coll		IIA	PI	207.5	156.7	138.0	–	114.2		158.8	97.3	81.8	9.0	8.2	FV	59.4	13.4	27.3	
Bentley U		IIA	PI	177.4	131.9	128.3		85.4		131.2	93.8	91.6	7.9	9.4	FV	48.0	21.5	30.5	
Boston Coll		I	PR	191.7	121.3	115.6	82.1	116.1		140.5	88.8	83.3	9.3	12.7	FfV	54.6	15.9	29.5	
Boston U	7	I	PI	197.9	136.2	109.7	116.4	82.7		133.7	–	84.8	–	9.0	PpT	37.4	11.0	51.7	
Brandeis U	7	I	PI	158.4	113.2	97.2	61.1	77.0		121.7	–	83.8	–	10.5	Pp	49.1	18.8	32.1	
Clark U		I	PI	128.4	97.1	86.5	66.1	70.6		101.5						60.4	17.9	21.7	
Coll of Our Lady of the Elms	1	IIA	PR	74.5	68.5	58.3	–	53.5		64.6	–	50.0	–	11.0	FTT	48.1	27.8	24.1	
Coll of the Holy Cross		IIB	PR	138.6	104.5	90.6	62.7			108.5	92.1	89.1	10.3	12.5	FO	69.2	16.5	14.3	
Curry Coll		IIA	PI	108.8	90.0	75.3	67.8			92.9	–	100.0	–	10.9	FT	0.0	0.0	100.0	
Emerson Coll		IIA	PI	120.9	94.9	76.5		83.9		92.0	83.9	91.3	5.4	19.0		50.9	24.3	24.8	
Emmanuel Coll		IIA	PR	98.5	79.3	69.7	64.6	58.9		74.9	92.4	80.0	7.5	16.4	FTV	43.8	12.4	43.8	
Endicott Coll		IIA	PI	112.4	94.5	82.2	–			97.0	100.0	100.0	6.0	12.2	FTTV	0.0	0.0	100.0	
Gordon Coll		IIA	PR	83.6	71.2	60.2	51.9			74.2	–	86.3	–	19.6	FV	49.3	15.1	35.6	
Hampshire Coll		IIB	PI	88.7	73.0	–	58.3	61.1		70.7	96.8	74.2	8.1	12.1	FT	0.0	0.0	100.0	
Harvard U		I	PI	254.9	153.6	139.7	75.2	120.2		198.3	100.0	100.0	11.0	6.6		51.2	19.9	28.8	
Holyoke Comm Coll		III	PU	73.0	60.9	59.1	57.8			68.1	100.0	100.0	9.4	18.8	Ff	73.9	25.2	0.9	
Lasell U		IIA	PI	93.0	75.3	65.7	59.0			74.5	–	71.0	–	16.6	FTO	0.0	0.0	100.0	
Lesley U	1	IIA	PI	96.0	77.5	67.6	58.3			78.7	89.5	95.8	3.0	5.9	FTTV	0.0	0.0	100.0	
Massachusetts Inst of Tech	7	I	PI	239.5	159.5	137.8	70.8	109.0		187.9	100.0	100.0	11.5	6.6	FO	63.3	18.2	18.4	
Mount Holyoke Coll		IIB	PI	131.6	96.7	80.0	60.2	75.1		97.4	100.0	100.0	4.9	5.0	FpTV	54.9	22.8	22.3	
Mount Wachusett Comm Coll		III	PU	81.3	71.0	55.5				71.8						65.0	25.0	10.0	
Northeastern U		I	PI	174.1	112.3	97.5	94.7	94.2	61.8	120.7	85.1	87.2	10.3	10.7	F	37.3	14.8	48.0	
Smith Coll		IIA	PI	142.1	103.3	87.0	64.9	78.3		112.1	96.6	91.9	11.2	11.2	PpO	62.0	16.3	21.7	
Springfield Coll	1	IIA	PI	87.0	75.5	62.7	54.0			71.3	100.0	73.3	9.0	12.9	FTO	37.9	30.1	32.0	
Stonehill Coll		IIB	PR	107.3	85.6	71.5	52.4	54.8	–	85.5	97.7	77.7	6.5	13.4	FT	54.3	18.3	27.4	
Suffolk U		IIA	PI	132.2	103.1	106.4	79.9			107.1	91.1	72.7	5.2	12.4	T	54.0	22.4	23.6	
Tufts U	7,24	I	PI	159.0	112.8	95.4	95.3	77.7		116.8	100.0	100.0	8.8	10.8	FV	40.1	10.3	49.6	
U of Massachusetts-Amherst	7,35	I	PU	158.7	111.4	96.0	77.5	77.6		114.8	100.0	100.0	14.7	21.5	PpV	53.8	20.3	25.9	
U of Massachusetts-Boston		I	PU	147.7	114.9	90.3		72.4		103.4	100.0	100.0	14.7	20.7	P	51.6	17.8	30.6	
U of Massachusetts-Dartmouth		IIA	PU	125.2	97.1	85.1		69.7		97.0	100.0	100.0	14.7	20.6	PpTV	57.4	15.6	27.0	
U of Massachusetts-Lowell		I	PU	158.9	118.7	96.8	64.4	85.8		112.6						44.8	25.8	29.3	
Wellesley Coll		IIB	PI	159.6	109.0	90.6	64.6	83.6		114.4	96.7	88.0	7.5	11.7		56.8	13.3	29.9	
Westfield St U		IIA	PU	105.1	84.1	72.8	61.8			90.2						72.0	24.4	3.6	
Wheaton Coll		IIB	PI	95.2	84.9	70.6	51.8			84.1	98.3	75.0	9.0	16.8	PpTV	72.5	17.5	10.0	
Williams Coll		IIB	PI	149.9	106.0	93.8	–	125.4	78.7	122.4	94.5	92.9	10.4	12.7		60.0	26.5	13.5	

Michigan

Adrian Coll		IIB	PR	86.9	73.9	64.0	51.9			75.2	100.0	100.0	9.2	16.1	TO	65.5	13.8	20.7	
Albion Coll		IIB	PR	79.0	66.9	58.7	44.5	49.1		68.0	–	94.8	–	15.4	FTTV	64.3	26.1	9.6	
Alma Coll		IIB	PR	80.3	67.4	59.1	55.3			67.1	100.0	91.1	7.7	19.8	FTOV	50.0	30.0	20.0	
Aquinas Coll		IIB	PR	64.3	57.6	54.1	49.2			58.0	96.4	82.1	2.0	1.6	FTTV	66.7	23.8	9.5	
Calvin U		IIA	PR	87.6	71.9	67.0			66.1	79.5						72.1	16.2	11.8	
Central Michigan U	7	I	PU	108.3	86.0	83.8		57.6		90.6	97.6	91.8	10.4	14.6	F	66.8	13.5	19.7	
Davenport U	7	IIA	PI	76.9	71.7	65.8	61.4			66.7	100.0	97.2	10.0	14.0	FO	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	AR
3.2	3.3	3.3	–	165	25	9		215	74	33	2	523	98.9	80.1	74.3		97.4	81.7	76.1	–	98.5	102.1	102.4	95.8
				13	36	19		14	12	12		128	97.1	73.8	65.9		90.2	76.4	63.7		92.8	103.5	96.8	95.6
-3.3	-1.3	-0.7		7	9	11		6	22	44		99	75.4	87.9	59.1		73.7	74.3	71.7		97.8	84.6	121.2	99.6
1.2	1.2	2.0	3.7	75	62	55		39	60	53	5	439	99.2	83.5	80.8		100.3	77.5	75.8	71.1	101.2	92.8	93.8	86.0
				27	18	10		23	14	21		115	102.1	79.3	67.8		91.7	78.5	65.7		89.8	99.0	96.9	89.6
1.0	1.9	2.1	3.7	131	101	66	4	118	118	142	19	920	104.5	88.4	72.7	70.1	96.5	85.8	74.2	68.1	92.4	97.1	102.0	90.5
0.8	2.3	2.0	2.9	63	33	37	16	42	77	126	49	449	173.1	126.1	102.2	81.2	158.4	110.2	93.4	80.0	91.5	87.4	91.3	77.8
1.0	1.8	1.9	–	29	49	27	1	19	26	24		211	100.1	84.5	72.7	–	86.5	81.5	82.2		86.4	96.5	113.1	92.9
0.7	1.7	2.0	1.5	112	75	53	1	48	82	64	6	564	135.9	100.9	89.6	–	118.3	92.6	79.9	69.2	87.0	91.8	89.2	81.4
1.2	2.2	2.9	1.0	525	248	140	2	182	214	162	3	1,849	175.0	121.2	112.1	–	158.2	110.8	92.8	80.0	90.4	91.5	82.8	78.0
2.2	2.9	3.8	–	90	75	37		36	26	32	1	337	145.3	124.9	102.8		143.5	114.6	97.7	–	98.8	91.8	95.0	92.2
0.0	0.2	0.2	-7.9	5	21	15	6	8	25	20	4	104	95.2	79.7	66.0	39.7	89.3	73.3	66.1	49.9	93.9	92.0	100.2	99.4
3.1	1.3	2.6	5.5	48	17	31	12	39	17	35	24	245	159.6	111.0	94.4	84.9	151.3	111.0	92.4	78.3	94.8	100.0	97.8	89.5
0.0	1.5	0.2	2.2	18	20	20	14	9	24	15	22	142	93.7	81.5	69.7	61.1	80.2	78.3	68.8	70.3	85.6	96.1	98.7	95.7
0.4	1.2	-0.2	–	38	32	10	2	22	20	14		187	215.9	160.0	135.4	–	193.0	151.4	139.9		89.4	94.7	103.4	92.4
1.1	0.7	1.2		48	30	27		38	20	28		275	189.6	138.6	130.6		162.0	122.0	126.1		85.5	88.1	96.5	91.5
0.2	0.6	0.7	0.9	197	154	109	30	97	143	96	33	882	197.1	124.1	123.8	82.9	180.7	118.2	106.2	81.3	91.7	95.3	85.8	85.1
0.1	0.8	1.1	1.1	366	203	162	129	126	162	143	182	1,860	201.0	138.4	114.7	128.6	188.8	133.4	104.1	107.7	94.0	96.4	90.7	79.7
-0.7	0.9	0.9	–	91	52	37	4	55	48	46		383	160.1	112.4	102.0	61.1	155.5	114.1	93.4		97.1	101.5	91.6	90.4
0.0	0.7	1.8	2.4	44	39	18	9	27	29	19	12	207	131.4	95.7	87.7	67.7	123.5	98.9	85.3	65.0	94.0	103.4	97.2	93.1
2.3	0.5	2.1	–	4	9	2		4	13	17	1	54	71.9	65.5	–		77.2	70.5	59.5	–	107.3	107.7	–	101.5
3.1	3.5	3.9	0.0	53	49	18	17	43	39	26	21	266	143.9	104.0	92.5	61.8	132.0	105.2	89.2	63.3	91.8	101.2	96.4	92.4
0.5	1.2	3.8	1.5	11	7	10		38	19	26	3	114	111.5	91.0	76.8		108.0	89.6	74.8	67.8	96.8	98.4	97.5	98.4
6.6	1.4	2.1		21	44	21		18	33	36		230	121.6	97.0	78.6		120.1	92.1	75.3		98.8	94.9	95.8	92.3
-15.0	-9.9	-9.2	–	3	19	8	2	13	16	21	2	105	106.8	78.2	66.5	–	96.6	80.7	70.9	–	90.5	103.2	106.5	102.8
4.5	3.9	4.1	–	24	10	10		20	21	27	1	113	114.2	93.9	83.1		110.3	94.7	81.9	–	96.6	100.8	98.6	91.2
1.3	0.9	0.1		28	8	7	1	10	6	11	2	73	82.7	69.4	62.4	–	86.1	73.7	58.7	–	104.0	106.2	94.1	92.2
–	-11.0	–	-3.8	4	4		3	3	6	2	4	31	90.3	76.2		58.3	86.6	70.8	–	58.3	96.0	93.0		95.3
0.1	0.0	1.1	2.6	714	86	124	61	281	61	101	85	1,751	258.6	163.3	139.9	77.4	245.8	139.8	139.5	73.7	95.0	85.6	99.7	81.5
5.8	7.9	6.3	3.9	25	5	4	3	49	9	12	8	115	74.7	58.6	55.9	55.0	72.0	62.2	60.1	58.9	96.4	106.2	107.5	98.3
0.0	1.2	0.6	–	3	14	7	3	9	17	16		69	87.6	76.1	66.7	59.0	94.8	74.6	65.3		108.2	98.0	97.9	103.2
0.1	0.7	4.7	2.4	18	18	11	5	24	33	27	7	143	100.3	81.4	69.4	55.5	92.9	75.3	66.9	60.3	92.6	92.5	96.4	92.0
0.0	2.1	1.0	1.0	538	148	98	36	130	68	57	18	1,274	238.6	162.1	139.2	73.6	243.3	153.6	135.3	65.2	102.0	94.7	97.2	82.9
0.0	0.5	1.5	0.0	32	19	18	10	35	28	28	19	206	137.1	98.5	81.2	59.9	126.6	95.5	79.2	60.4	92.4	96.9	97.5	89.1
				9	6	6		17	14	8		60	78.3	64.6	54.8		82.8	73.8	56.1		105.9	114.1	102.3	109.5
0.8	1.2	2.1	2.6	281	252	187	62	135	200	179	41	1,476	183.5	115.9	104.3	101.4	154.5	107.8	90.3	84.6	84.2	93.0	86.6	79.2
				57	24	18	5	75	27	30	6	295	147.3	104.4	87.1	63.2	138.2	102.3	86.9	66.3	93.8	98.0	99.9	93.4
0.0	0.4	0.9	0.0	25	20	38	2	25	30	59	7	206	86.6	79.2	62.5	–	87.4	73.1	62.8	53.5	101.0	92.3	100.4	95.3
0.1	0.3	0.6	23.5	35	30	22		15	31	32	4	175	109.9	87.8	79.2		101.3	83.5	66.1	52.4	92.2	95.1	83.4	81.2
0.1	0.3	0.8	0.0	52	47	41	33	41	53	45	36	348	136.3	103.1	110.3	85.5	126.9	103.1	103.0	74.8	93.0	100.0	93.4	92.2
0.0	0.4	-1.8	0.0	170	104	91	26	84	83	121	27	815	159.6	112.5	99.0	102.0	157.6	113.2	92.7	88.9	98.7	100.6	93.7	85.0
0.8	1.8	2.3	1.6	316	171	145	2	136	177	149	6	1,445	162.4	115.3	99.8	–	150.0	107.6	92.3	71.6	92.4	93.3	92.5	82.3
0.5	1.0	0.4		70	117	55		51	116	66		684	149.4	118.0	93.0		145.5	111.7	88.1		97.4	94.6	94.7	93.7
-5.2	-6.8	-2.6		48	46	40		75	62	27		397	117.4	94.9	80.2		130.2	98.8	92.4		110.9	104.1	115.2	114.3
				110	80	83	14	38	77	69	26	627	159.8	121.9	97.9	61.4	156.3	115.4	95.5	66.1	97.8	94.7	97.5	85.9
0.0	1.3	2.0	7.5	51	25	15	7	48	47	25	12	301	165.0	107.4	92.1	64.6	154.0	109.8	89.7	64.6	93.3	102.2	97.3	87.2
1.0	1.7	1.4	1.9	54	29	25	1	47	33	32	4	225	107.2	82.3	71.5	–	102.7	85.6	73.9	62.3	95.8	104.0	103.3	96.2
-3.8	-2.4	-1.8	-1.8	26	18	8	4	24	21	14	5	120	96.4	87.5	68.8	53.3	94.0	82.7	71.6	50.6	97.6	94.5	104.1	94.8
0.0	0.8	2.3	–	90	14	41		65	17	41	1	310	156.3	105.2	95.7		141.1	106.8	92.0	–	90.3	101.5	96.2	89.9
				19	13	13	2	15	10	14	1	87	88.9	74.9	61.0	–	84.4	72.6	66.7	–	94.9	96.9	109.4	98.8
2.3	2.2	3.2	–	29	13	12	4	21	11															

APPENDIX I

		(1)	(2)	(3)								(4)				(5)	(6)		
				AVG. SALARY (\$1000s)								% COVERED		% of SAL.			TENURE STATUS		
NAME	NOTES	CAT.	CTRL	PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	DEP. TUI.	T	TT	NTT	
Michigan (continued)																			
Ferris St U	7	IIA	PU	112.0	86.1	80.8	—		49.7	88.7	100.0	100.0	15.0	18.1	P	73.2	12.9	13.9	
Grand Valley St U	7	IIA	PU	111.5	89.7	77.7	92.1		56.0	88.1	100.0	100.0	12.0	13.2	F	64.3	19.7	16.0	
Hope Coll		IIB	PR	94.8	74.0	60.9	54.1			75.2	88.1	84.6	10.9	16.7	Ff	58.1	19.8	22.0	
Kalamazoo Coll		IIB	PI	95.2	75.9	62.0	57.0			76.5	—	88.3	—	19.8	FpT	62.1	23.3	14.6	
Kettering U	7	IIA	PI	94.2	85.2	78.2		62.7		82.0	100.0	—	9.0	—	FT	63.3	15.6	21.1	
Michigan St U	7	I	PU	155.2	102.7	83.7				116.0	100.0	100.0	10.0	8.5	P	61.0	18.9	20.1	
Michigan Technological U		I	PU	122.2	96.5	86.7	72.3	67.4		96.2	96.0	99.2	8.4	13.5	PV	57.3	22.2	20.5	
Northern Michigan U	7	IIA	PU	93.4	76.8	69.2	56.8		60.1	78.1	100.0	100.0	15.4	17.2	F	56.0	15.2	28.7	
Oakland U		I	PU	112.7	87.2	75.9	66.5			87.4	96.4	99.8	16.0	14.5	P	65.2	25.9	8.9	
Saginaw Valley St U		IIA	PU	91.5	73.7	69.6	—	54.4		78.2	95.8	95.8	12.5	20.0		74.0	16.1	9.8	
Spring Arbor U	7	IIA	PR	63.8	56.1	49.2				57.2	94.3	84.3	5.8	21.0	FfTV	54.3	41.4	4.3	
U of Michigan-Ann Arbor	7	I	PU	177.1	118.0	99.9	—	75.4		128.8	100.0	100.0	9.9	8.2		54.8	16.0	29.2	
U of Michigan-Flint	5	IIA	PU	124.9	85.7	80.4	—	68.3		87.2	100.0	100.0	9.7	11.3	Fp	53.6	18.8	27.6	
Wayne St U	7	I	PU	140.2	104.1	88.8	87.0	65.7	83.7	102.7	100.0	96.9	8.5	0.9	PT	53.2	14.7	32.1	
Western Michigan U	7	I	PU	110.8	84.9	72.5	56.1			90.3						69.6	23.4	7.0	

Minnesota

Augsburg U	7	IIA	PR	84.9	71.1	68.3	66.5			73.1							49.7	24.9	25.4
Bethel U	1	IIA	PR	78.9	69.5	56.8	52.7			70.5	100.0	84.4	2.0	21.3	PpTV	63.0	26.0	10.9	
Carleton Coll		IIB	PI	141.3	107.2	88.5	—	80.1		117.6	100.0	91.3	5.3	10.4	PO	65.2	21.3	13.5	
Coll of Saint Benedict		IIB	PR	91.6	72.9	66.6	64.6			77.4	100.0	77.7	8.9	15.0		69.2	10.0	20.8	
Concordia Coll at Moorhead		IIB	PR	74.0	64.4	64.0	50.3		—	66.7	87.2	79.9	3.0	16.7	PfTV	67.1	16.8	16.1	
Gustavus Adolphus Coll		IIB	PR	81.6	68.9	58.1	54.2			68.1	100.0	80.9	1.2	15.4	FpTV	62.3	12.0	25.7	
Hamline U		IIA	PR	83.1	67.5	65.8	72.5	68.6	55.9	72.1	98.6	86.1	6.9	12.4		59.7	14.6	25.7	
Macalester Coll		IIB	PR	126.6	95.1	79.8	63.3			98.9						62.9	18.0	19.1	
Saint Johns U		IIB	PR	94.5	73.9	65.1	68.4			77.8	93.2	73.7	8.5	14.4		57.1	12.8	30.1	
Saint Mary's U of Minnesota	7	IIA	PR	71.0	64.2	58.8	56.8			64.1	100.0	70.4	3.5	17.1	FFTO	55.1	19.4	25.5	
St Catherine U	1	IIA	PR	82.8	70.5	62.1	—			67.7	100.0	70.6	8.0	14.9	pTV	28.2	22.6	49.2	
St Olaf Coll		IIB	PR	100.2	80.0	71.1	57.4		73.5	80.0	98.0	90.1	6.4	15.5	PpO	59.6	16.3	24.1	
U of Minnesota-Crookston	7	IIB	PU	92.7	78.7	73.0	57.1	65.1		72.2	100.0	100.0	10.9	16.8	None	32.3	24.2	43.5	
U of Minnesota-Duluth	7	IIA	PU	102.3	81.3	68.9	55.5			77.6	100.0	100.0	10.9	16.7	None	52.2	17.7	30.1	
U of Minnesota-Morris		IIB	PU	85.1	70.7	56.4	51.6	—		68.0	100.0	100.0	10.9	16.7	None	60.2	25.2	14.6	
U of Minnesota-Rochester		IIB	PU		81.9	71.2	49.4	47.0		57.2	100.0	100.0	10.9	16.7	None	12.5	17.5	70.0	
U of Minnesota-Twin Cities	7	I	PU	147.9	103.8	93.0	57.0	67.5	133.2	112.7	100.0	100.0	10.9	17.7	None	57.0	16.0	27.0	
U of St Thomas		I	PR	111.9	95.6	80.2	—			98.3	100.0	94.8	9.4	21.4	FpTV	79.4	17.6	3.0	

Mississippi

Millsaps Coll		IIB	PR	90.2	67.0	65.2	58.7			73.9	84.3	77.1	5.1	8.9		71.4	11.4	17.1
Mississippi St U	7	I	PU	115.8	83.9	76.4	48.2	30.2		79.8	36.6	29.9	15.9	4.7	PO	47.8	29.0	23.2
Mississippi U for Women	7	IIA	PU	67.8	56.0	52.1	51.7			57.0	100.0	93.7	17.4	8.1	PO	37.1	31.5	31.5
U of Mississippi	7	I	PU	120.0	91.2	77.1	52.8	49.5		86.5	99.8	95.3	10.4	5.3	P	43.5	17.5	39.1
U of Southern Mississippi	1	I	PU	89.9	69.4	65.1	52.2	50.5		70.5	100.0	100.0	17.4	6.4	PO	51.3	22.1	26.6

Missouri

Columbia Coll		IIA	PR	77.1	69.1	64.9	63.2	—		69.9	98.5	86.8	6.6	10.5	FpT	58.8	23.5	17.6
Drury U	1	IIA	PR	72.5	65.4	69.3	50.0			65.8	—	99.0	—	5.5	FfTV	65.4	16.3	18.3
Lincoln U		IIB	PU	63.4	56.7	44.8	38.5			52.0	100.0	80.2	26.2	14.5	P	42.7	28.1	29.2
Lindenwood U		I	PI	106.2	83.2	69.9	58.7			85.7	100.0	82.6	5.0	9.5	FT	0.0	0.0	100.0
Maryville U of Saint Louis	7	I	PI	93.2	82.5	71.3	75.0		—	78.3	93.9	95.6	4.9	12.4	FfT	30.0	31.5	31.5
Mineral Area Coll		III	PU	56.9	50.8	49.2	47.4			50.9	100.0	93.9	16.5	13.7	Ff	0.0	0.0	100.0
Missouri Baptist U		IIA	PR	62.7	57.8	57.9	42.0			57.9	85.5	100.0	10.0	14.4	FfTV	0.0	0.0	100.0
Missouri St U-Springfield	7	IIA	PU	86.1	73.1	68.4	45.4		44.5	70.4	74.4	99.0	14.7	8.4	Pp	51.6	26.1	22.3
Missouri St U-West Plains	1	III	PU	65.6	52.7	51.1	46.8	—		53.6	100.0	100.0	13.6	10.5		69.4	27.8	2.8
Missouri U of Science and Tech	7	I	PU	129.2	86.1	76.6		49.8		99.1	100.0	95.6	13.1	12.9	PpV	60.1	20.1	19.8
Southeast Missouri St U	1	IIA	PU	85.7	68.3	60.0	48.9		37.0	64.9	100.0	96.4	13.4	12.4	PO	45.3	24.1	30.6
Truman St U	7	IIA	PU	76.5	67.6	56.1	46.5	31.9		65.9	100.0	100.0	17.4	12.2	P	59.4	19.4	21.2
U of Central Missouri	7	IIA	PU	83.1	70.7	62.2	42.1	—		66.3	100.0	100.0	6.0	10.8	PT	48.9	22.1	29.1
U of Missouri-Columbia	7	I	PU	131.5	88.4	84.2	55.7	58.5		96.0	99.9	95.6	11.6	12.0	PpV	47.2	16.3	36.6

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.2	3.5	3.4	—	85	80	36	1	49	49	39	1	395	113.1	86.8	82.1	—	110.2	84.8	79.5	—	97.4	97.7	96.8	89.8
				185	170	86	3	104	168	125	4	1,006	113.9	92.2	84.7	93.1	107.2	87.1	72.8	91.4	94.2	94.5	85.9	85.7
0.5	1.4	0.4	6.9	45	35	29	3	26	34	49	6	227	96.9	74.3	61.9	54.4	91.1	73.7	60.3	53.9	94.0	99.1	97.5	89.0
0.0	0.1	0.4	0.0	18	13	11	9	17	16	13	6	103	100.5	76.8	64.1	57.9	89.7	75.2	60.3	55.7	89.3	97.9	94.1	93.5
0.0	0.0	0.0		28	23	15		5	12	3		109	95.2	84.8	77.6		88.8	85.9	80.8		93.3	101.4	104.1	95.0
-2.5	-0.4	0.5		581	339	344		220	281	373		2,138	157.6	105.7	88.6		148.7	99.1	79.2		94.4	93.7	89.5	82.6
0.0	1.1	1.2	0.4	91	84	52	15	24	33	31	6	396	125.2	99.5	87.7	76.7	110.8	88.9	85.1	61.3	88.5	89.4	97.1	84.7
0.0	3.0	4.2	4.0	65	31	41	10	40	32	26	19	282	94.8	79.5	70.6	57.9	91.1	74.2	67.1	56.2	96.1	93.3	95.1	92.0
0.1	0.6	1.4	0.7	96	119	63	34	47	115	65	67	606	119.6	89.6	77.7	67.0	98.5	84.7	74.3	66.2	82.3	94.5	95.6	85.5
				71	42	27	1	36	53	38		285	94.9	73.5	76.6	—	84.7	73.9	64.6		89.3	100.6	84.3	88.0
-0.9	0.6	0.3		22	12	6		8	6	16		70	63.6	56.7	51.7		64.2	55.0	48.2		100.9	97.0	93.2	90.1
0.4	0.3	0.6		791	317	320		350	276	303	2	2,930	181.0	119.6	101.8		168.4	116.3	98.0	—	93.1	97.2	96.2	81.0
-4.0	0.4	2.0	—	31	43	19		9	56	42	2	250	119.4	86.0	79.7		143.8	85.4	80.7	—	120.4	99.3	101.2	88.9
2.2	2.4	3.3	1.8	192	167	96	5	77	156	137	24	1,041	144.7	109.1	92.1	111.2	129.0	98.7	86.5	81.9	89.2	90.5	93.9	82.0
-1.3	-1.0	-0.7	-0.3	204	112	63	19	100	108	114	37	757	114.3	87.5	76.7	58.1	103.7	82.2	70.2	55.0	90.7	93.9	91.6	83.2
				21	31	19	6	22	21	32	17	169	83.2	67.9	68.0	69.7	86.6	75.7	68.5	65.4	104.1	111.4	100.7	102.3
0.0	2.2	0.8	1.4	45	32	7	1	29	49	22	7	192	79.9	70.7	55.8	—	77.3	68.8	57.1	52.7	96.8	97.3	102.2	91.2
1.3	1.9	3.5	—	51	28	20		47	24	24	1	207	143.1	107.3	89.7		139.3	107.1	87.5	—	97.3	99.8	97.6	95.2
-1.8	-2.7	2.2	-5.5	23	15	3	12	23	34	5	15	130	92.8	75.7	67.3	66.9	90.4	71.7	66.2	62.7	97.4	94.7	98.4	93.2
-4.3	-2.0	-1.9	-1.8	31	27	19	2	17	28	20	4	149	76.7	65.3	65.8	—	69.3	63.4	62.4	52.7	90.4	97.1	94.8	92.6
0.0	0.5	0.6	0.0	27	28	19	5	22	39	38	5	183	84.4	70.4	57.3	53.0	78.1	67.8	58.5	55.3	92.5	96.3	102.1	93.0
-9.9	-22.0	52.9	34.1	24	14	9	2	31	20	12	1	144	87.1	67.8	70.2	—	80.0	67.2	62.4	—	91.8	99.2	88.9	97.0
				40	24	12	13	38	20	23	24	194	128.4	94.4	83.3	64.4	124.7	96.0	77.9	62.7	97.1	101.6	93.5	91.3
-6.0	-1.5	0.2	27.6	29	25	5	17	12	16	6	23	133	94.8	77.0	67.8	70.9	93.9	68.9	62.9	66.5	99.0	89.5	92.8	88.7
0.0	0.0	0.0	3.9	14	26	16	1	12	12	15	2	98	73.2	65.3	60.9	—	68.5	61.6	56.6	—	93.6	94.3	92.9	93.7
1.9	2.2	4.0	—	8	17	16	2	25	72	112		252	82.1	71.7	60.2	—	83.1	70.2	62.4		101.2	97.9	103.5	98.6
0.0	0.3	1.8	1.0	33	36	12	19	26	27	20	17	203	100.9	79.6	71.9	57.6	99.3	80.5	70.7	57.2	98.4	101.2	98.3	96.7
0.0	1.9	0.0	-7.3	5	9	7	1	3	3	8	7	62	93.0	79.2	73.6	—	92.2	77.4	72.4	55.1	99.2	97.8	98.3	90.3
0.2	0.3	1.4	0.0	74	82	77	33	27	71	74	47	485	105.0	84.0	74.2	58.6	95.1	78.2	63.3	53.4	90.6	93.2	85.4	83.4
0.0	0.4	1.0	0.2	15	20	14	7	9	19	13	5	103	86.8	68.2	57.3	52.6	82.3	73.4	55.3	50.2	94.8	107.5	96.4	98.5
	0.0	0.0	0.0		3	3	7		3	4	6	40		84.9	72.6	45.7		79.0	70.2	53.7		93.0	96.6	104.4
0.1	0.9	1.2	0.8	636	339	245	46	295	283	272	103	2,416	152.2	106.3	99.8	62.0	138.8	100.7	86.9	54.8	91.2	94.8	87.0	80.4
0.3	1.3	0.9	—	81	79	40	1	35	68	25	1	330	116.8	97.2	84.2	—	100.6	93.8	74.0	—	86.1	96.5	87.9	89.5
0.3	0.0	2.4	11.0	16	10	8	3	8	15	7	3	70	93.3	72.9	67.7	59.8	84.0	63.1	62.4	57.6	90.0	86.6	92.3	84.9
0.5	1.1	1.9	0.5	179	172	151	57	51	90	122	114	997	117.6	86.8	81.3	52.1	109.6	78.4	70.3	46.3	93.2	90.4	86.4	74.2
0.0	0.8	0.0	0.1	14	11	12	8	27	10	29	32	143	67.2	52.4	49.4	47.0	68.1	59.9	53.2	52.8	101.3	114.3	107.8	104.8
0.4	0.9	1.2	1.6	177	179	133	58	92	141	152	113	1,100	124.6	96.0	82.6	55.2	111.0	85.2	72.2	51.5	89.1	88.7	87.4	79.6
1.0	0.9	1.6	0.7	104	110	80	24	52	87	108	52	639	94.7	69.8	65.7	51.1	80.4	68.9	64.7	52.7	84.9	98.7	98.5	87.1
-3.1	0.6	-4.0	0.7	7	16	9	1	10	7	10	6	68	79.8	71.6	65.7	—	75.2	63.5	64.1	63.4	94.3	88.7	97.6	95.9
0.0	0.3	0.3	0.0	19	21	8	7	19	10	8	12	104	73.2	64.3	68.0	54.9	71.8	67.8	70.7	47.1	98.1	105.6	103.9	97.1
0.0	1.1	0.4	-0.9	19	14	13	6	9	8	19	8	96	64.4	55.9	46.1	37.7	61.3	58.2	43.9	39.2	95.2	104.2	95.1	90.3
7.5	7.7	7.2	7.3	31	35	19	8	36	36	26	10	201	107.3	85.8	72.1	60.8	105.3	80.6	68.4	56.9	98.1	94.0	94.9	95.1
0.0	0.3	0.2	0.0	16	14	23	9	11	27	61	3	165	92.1	82.6	71.6	78.6	94.7	82.4	71.2	64.2	102.8	99.7	99.4	95.7
0.0	-0.5	0.0	6.0	6	6	3	6	6	5	9	8	49	58.1	50.8	53.3	44.6	55.8	50.8	47.9	49.5	96.2	100.1	89.7	98.3
0.4	0.0	3.1	5.0	9	4	17	2	4	2	22	2	62	63.2	58.4	54.2	—	61.8	—	60.7	—	97.7	—	112.1	105.2
0.3	0.2	0.0	0.5	141	81	82	45	75	69	115	86	700	88.3	76.9	72.0	47.7	82.1	68.6	65.9	44.2	92.9	89.3	91.6	84.5
0.0	0.7	0.0	—	5	7	3	1	2	3	10	4	36	63.9	50.6	49.5	—	—	57.5	51.6	48.1	—	113.7	104.2	98.6
0.2	2.1	0.9		100	73	62		27	38	33		338	133.9	85.6	81.3		111.5	87.1	67.7		83.3	101.8	83.2	83.1
1.7	1.6	1.6	1.4	65	30	41	41	41	39	53	66	386	87.6	67.1	64.2	49.1	82.7	69.3	56.7	48.8	94.5	103.4	88.3	88.9
1.6	2.8	1.7	1.2	87	19	41	10	44	16	42	15	278	76.5	64.9	61.8	45.6	76.4	70.7	50.6	47.1	99.8	109.0	81.9	88.9
-3.3	-2.1	-2.8	-2.7	79	49	73	24	53	38	68	59	444	83.4	72.2	64.5	43.7	82.7	68.6	59.8	41.4	99.1	95.0	92.8	87.6
2.2	2.7	1.9	5.7	282	230	163	50	119	184	204	116	1,351	138.3	92.3	90.3	52.4	115.4	83.5	79.4	57.1	83.5	90		

APPENDIX I

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

Missouri (continued)

U of Missouri-Kansas City	7	I	PU	110.7	85.0	77.8	54.8	37.5		87.0	99.8	91.7	11.2	14.2	PpTV	44.5	13.6	41.9
U of Missouri-St Louis	7	I	PU	103.5	79.2	71.7				83.9	100.0	93.8	11.1	13.1	PpTV	43.0	18.2	38.8
Washington U in St Louis	7	I	PI	212.5	131.2	114.5	98.2	71.2	38.5	141.5	81.1	93.9	7.2	7.9	FpV	51.2	18.3	30.5
Webster U	7	IIA	PI	94.5	78.5	63.3				82.4	94.8	—	9.3	—		80.2	19.8	0.0

Montana

Montana St U		I	PU	109.1	83.2	74.3				90.8	100.0	100.0	6.0	13.9	P	73.9	26.1	0.0
Montana St U Billings		IIA	PU	80.2	65.7	53.7	45.4	43.6	52.4	60.4	100.0	100.0	10.7	21.0	PpTV	43.7	34.4	21.9
Rocky Mountain Coll		IIA	PR	66.6	58.9	53.4	41.5			58.0	91.7	80.0	5.1	14.9	FT	68.3	15.0	16.7
U of Montana	7	I	PU	95.4	78.1	63.2	44.4	46.9		82.1	100.0	100.0	10.6	15.4	PpT	71.4	17.0	11.6
U of Montana-Western		IIB	PU	75.8	60.8	55.7	47.9			63.2	100.0	100.0	6.5	20.0		53.6	24.6	21.7

Nebraska

Bryan Coll of Health Sciences		IIB	PI	103.6	94.1	69.0	—			82.9	100.0	63.4	2.6	18.6	fT	0.0	0.0	100.0
Concordia U-Nebraska		IIA	PR	68.6	60.4	53.5	—			61.6	100.0	88.7	8.7	19.2	PpTV	0.0	0.0	100.0
Creighton U	7	IIA	PR	118.9	94.0	76.5	65.0			92.0	100.0	88.2	2.0	11.7	FfT	53.3	19.3	27.4
Hastings Coll		IIB	PR	67.4	57.8	55.3	48.7			60.3	100.0	—	3.0	—	FfT	55.6	37.0	7.4
Nebraska Wesleyan U		IIA	PR	70.6	62.9	56.0	52.2			63.7	—	100.0	—	13.7	FfTV	61.8	27.5	10.8
U of Nebraska at Kearney	7	IIA	PU	87.8	70.5	62.7	—	50.5	—	70.2						55.2	23.2	21.6
U of Nebraska at Omaha	1	I	PU	98.1	80.2	74.8	51.1	53.4	60.0	76.0	100.0	100.0	8.0	12.7	Pp	50.2	22.8	27.0
U of Nebraska-Lincoln	7	I	PU	130.8	94.9	89.1		48.5		101.8	95.6	96.3	8.0	11.6	P	56.8	21.5	21.7
Wayne St Coll		IIA	PU	84.3	64.4	56.0	54.9	—		69.5	100.0	93.5	8.0	19.3	P	52.4	34.7	12.9

Nevada

Coll of Southern Nevada		III	PU	80.5			66.1	—	44.9	73.1	85.6	85.3	16.1	12.3		70.3	15.4	14.2
U of Nevada-Las Vegas	7	I	PU	137.5	97.3	76.3	55.3	63.2		99.3	100.0	89.7	15.3	9.5	Pp	54.5	17.5	28.1
U of Nevada-Reno	13	I	PU	130.7	96.4	78.0		51.4		93.7	100.0	97.9	15.3	9.7	O	42.8	32.6	24.6

New Hampshire

Colby-Sawyer Coll		IIB	PI	76.5	62.3	52.6				63.8	100.0	82.2	2.0	13.2	FfT	60.0	6.7	33.3
Dartmouth Coll		I	PI	202.9	134.8	113.6		88.9		148.3	100.0	84.1	8.5	7.9	O	56.7	19.9	23.3
Franklin Pierce U		IIA	PI	76.1	69.5	71.2	70.7			71.6	68.1	70.3	9.4	19.3	FfT	0.0	0.0	100.0
Keene St Coll		IIB	PU	102.0	83.3	71.6		52.9	—	88.8	93.2	100.0	9.3	16.8	Pp	75.8	21.7	2.5
Plymouth St U	1	IIA	PU	95.6	79.3	67.2		61.7		80.5	94.8	100.0	8.8	17.4	Pp	64.7	17.9	17.3
Saint Anselm Coll		IIB	PR	97.0	78.1	67.2	57.6	—		81.2	92.8	85.5	5.9	12.6	FfT	65.2	18.8	15.9
Southern New Hampshire U		IIA	PI	83.9	64.7	56.1	58.6	36.0		65.8	100.0	92.4	8.7	34.4	FfT	0.0	0.0	100.0
U of New Hampshire-Main Campus	1	I	PU	135.4	109.7	94.6		75.8		106.1	95.5	100.0	8.6	13.2	Pp	56.0	20.7	23.4

New Jersey

Bloomfield Coll		IIB	PR	99.1	82.4	71.0	—			87.8	—	88.3	—	15.5	FfT	68.3	28.3	3.3
Caldwell U		IIA	PR	84.9	70.2	66.0	61.3		—	74.5	77.2	82.3	4.6	18.4	FfT	54.4	40.5	5.1
Centenary U	10	IIA	PR	89.2	68.5	58.6	46.7			66.4	67.2	71.6	0.0	13.6	PpT	20.9	11.9	67.2
Coll of New Jersey	6	IIA	PU	126.3	105.1	86.1		91.1		108.6	100.0	100.0	21.7	22.6	F	68.8	25.1	6.1
Drew U		IIA	PR	99.4	77.8	69.1	—			83.6	—	76.9	—	15.6	FpT	70.8	10.8	18.5
Fairleigh Dickinson U-Metro Campus	7	IIA	PI	103.5	94.8	75.9		58.8		84.2	80.3	67.1	4.4	22.7	P	48.4	29.0	22.6
Georgian Court U		IIA	PR	93.1	76.9	63.8	—	58.9	—	75.1	87.8	68.9	0.0	16.1	FfT	56.7	35.6	7.8
Kean U	7	IIA	PU	128.5	105.2	87.9		64.2		87.8						48.3	12.5	39.1
Monmouth U	10	IIA	PI	133.9	104.5	81.9	72.0	74.0		93.2	81.7	100.0	8.3	16.2	FfTV	44.7	22.5	32.8
New Jersey Inst of Tech	7	I	PU	185.4	128.2	103.4	—	74.3	72.6	122.5					FpO	47.8	19.0	33.3
Princeton U		I	PI	257.6	151.4	124.2	93.6	92.4		187.5	100.0	100.0	8.8	9.8	Pp	62.0	18.2	19.9
Ramapo Coll of New Jersey		IIA	PU	130.5	105.7	88.7	—			108.8	100.0	100.0	21.7	22.5		78.1	17.2	4.7
Rider U		IIA	PI	116.5	102.2	86.5	—	69.6		103.3	93.9	70.0	5.1	13.0	FT	70.9	21.6	7.5
Rutgers U-Camden	17	I	PU	163.3	109.8	91.7	73.2	—		121.5	100.0	100.0	8.0	13.4	F	56.1	19.7	24.2
Rutgers U-New Brunswick	17	I	PU	175.2	113.8	90.5	65.5	75.9		124.9	100.0	100.0	8.0	13.0	F	49.6	15.1	35.3
Rutgers U-Newark	17	I	PU	191.6	132.4	110.4	66.8	72.8		142.6	100.0	100.0	8.0	11.4	F	51.8	17.9	30.3
Saint Peter's U		IIA	PR	97.0	74.0	62.8	57.2	58.8	—	74.6	20.2	76.1	8.4	9.4	FfT	60.6	22.9	16.5

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.3	0.7	0.6	0.0	87	115	64	13	57	96	92	12	551	119.7	88.9	81.1	61.0	97.0	80.3	75.5	48.1	81.0	90.4	93.0	84.2
-0.9	1.5	1.2		65	57	45		52	69	96		384	110.4	82.7	74.5		94.9	76.3	70.4		86.0	92.2	94.5	85.6
				273	109	93	55	91	72	75	43	1,026	215.9	138.2	117.4	104.7	202.2	120.7	110.9	89.9	93.7	87.3	94.5	75.1
2.2	2.3	3.0		39	36	20		33	32	12		172	99.1	81.1	65.1		89.1	75.5	60.4		90.0	93.0	92.7	92.8
5.2	5.3	3.4		116	76	48		49	76	64		429	109.9	83.9	76.4		107.1	82.6	72.7		97.5	98.4	95.1	90.1
-1.4	0.0	-0.4	0.0	17	18	21	2	14	9	26	2	151	75.2	69.2	53.2	–	86.3	58.7	54.1	–	114.8	84.9	101.5	98.0
0.9	0.0	-0.1	7.2	16	6	5	6	6	11	7	3	60	65.9	64.9	55.6	42.2	68.5	55.7	51.9	40.0	103.9	85.7	93.5	93.2
2.9	3.2	3.7	2.0	113	55	29	6	64	34	38	4	353	97.1	78.0	64.7	44.0	92.4	78.1	62.1	45.0	95.1	100.1	96.0	91.2
12.5	21.8	8.7	11.7	18	6	5	6	10	7	8	9	69	77.7	63.7	55.2	46.3	72.5	58.4	56.1	49.0	93.3	91.7	101.6	89.2
3.0	3.0	3.0		1	4	2		3	9	21	1	41	–	99.5	–		108.3	91.7	70.0	–	–	92.2	–	95.2
1.0	1.0	1.0	–	22	6	12		7	6	8	1	62	68.9	60.0	55.1		67.7	60.8	51.2	–	98.2	101.3	92.9	92.0
-1.0	-0.4	0.4	0.1	95	100	79	16	54	76	118	31	569	120.9	94.8	76.9	63.9	115.3	92.9	76.1	65.5	95.4	98.0	98.9	90.0
				15	4	11	2	7	5	9	1	54	67.1	57.9	56.5	–	68.0	57.7	53.9	–	101.3	99.7	95.4	96.6
5.5	3.9	4.0	1.8	20	12	14		23	12	18	3	102	73.6	63.0	57.5		67.9	62.8	54.9	52.2	92.2	99.8	95.4	93.7
1.5	3.0	3.5	–	55	48	38	1	42	41	29		315	89.9	69.8	65.7	–	84.9	71.3	58.8		94.5	102.2	89.4	91.1
1.5	2.3	2.1	1.7	99	76	66	41	46	81	71	58	600	98.9	84.7	79.4	51.3	96.6	76.0	70.5	51.0	97.7	89.7	88.7	87.8
1.3	2.0	1.6		332	238	209		102	152	187		1,313	132.8	98.4	95.3		124.5	89.5	82.2		93.8	90.9	86.2	80.5
2.4	5.9	8.5	2.5	29	13	17	7	22	18	11	5	124	85.2	64.9	55.8	58.5	83.3	64.1	56.1	49.8	97.8	98.8	100.5	97.0
1.3			1.8	215			45	199			43	590	80.8			65.6	80.2			66.7	99.3			99.0
0.1	0.6	1.9	0.6	233	156	129	36	85	131	114	45	997	138.8	100.0	77.3	54.7	133.8	94.1	75.2	55.8	96.4	94.1	97.3	85.5
0.4	0.9	1.6		122	131	193		56	91	188		809	136.5	98.8	82.5		118.1	92.9	73.4		86.5	94.0	88.9	84.5
0.0	1.9	0.0		8	4	5		9	6	13		45	75.5	61.5	54.8		77.4	62.8	51.7		102.6	102.1	94.3	94.3
-1.2	0.0	2.9		173	103	66		71	66	51		647	213.0	137.8	115.8		178.2	130.0	110.9		83.7	94.4	95.8	80.4
0.0	0.3	5.3	1.8	12	16	12		5	13	30	3	91	76.2	71.3	66.0		76.1	67.4	73.3	70.7	99.9	94.5	111.1	101.1
0.0	1.6	1.9		41	27	15		32	25	17		161	103.0	84.0	71.8		100.8	82.7	71.5		97.8	98.4	99.5	96.2
1.5	2.8	4.8	–	38	21	15		29	25	15		173	96.7	81.1	68.3		94.3	77.8	66.1		97.6	96.0	96.9	96.2
3.2	5.5	6.3	3.2	32	19	15	2	19	27	16	6	138	100.0	79.6	70.2	–	92.1	77.1	64.3	57.8	92.2	96.9	91.5	88.0
4.0	4.0	2.4	4.0	22	14	23	7	14	25	23		132	85.3	70.3	60.0	58.6	81.7	61.6	52.2		95.7	87.6	87.1	89.0
0.2	0.7	1.0		125	90	61		63	97	72		663	141.4	112.6	95.1		123.6	107.1	94.1		87.4	95.1	98.9	86.1
0.0	2.9	4.7		12	8	2	1	17	10	10		60	98.4	81.1	–	–	99.5	83.6	71.5		101.2	103.1	–	99.4
0.4	0.1	2.4	–	16	4	9		18	13	13	5	79	85.9	78.6	66.2		84.0	67.6	65.8	61.3	97.8	86.0	99.4	91.4
-0.2	0.9	-0.8	–	4	9	16	2	8	10	17	1	67	86.6	69.2	59.2	–	90.5	67.8	58.1	–	104.5	97.9	98.1	105.0
2.7	4.9	5.7		66	62	44		79	74	47		375	127.0	107.1	85.2		125.8	103.4	86.9		99.0	96.6	102.0	99.1
1.3	2.9	4.1	–	27	24	17		23	21	17	1	130	98.2	79.2	71.9		100.7	76.1	66.4	–	102.6	96.1	92.3	96.8
0.9	4.4	1.3	–	55	43	41		26	32	50		310	104.7	94.8	75.3		101.0	94.7	76.4		96.4	99.9	101.5	94.9
0.0	1.5	0.2	–	9	8	12		15	19	20	1	90	98.8	73.2	62.6		89.6	78.4	64.5	–	90.7	107.0	103.0	98.8
2.7	3.0	2.9		22	30	45		25	33	44		327	129.3	104.7	88.3		127.8	105.6	87.6		98.8	100.8	99.2	93.6
3.5	3.1	-5.0	-13.0	22	46	33	7	18	54	36	4	311	142.6	109.1	83.4	70.7	123.3	100.6	80.5	74.4	86.5	92.2	96.6	88.6
0.3	0.8	0.1		118	75	53		17	23	28	1	469	187.4	129.4	104.5		171.7	124.2	101.2	–	91.6	96.0	96.9	78.1
2.3	7.0	-9.8	-6.2	365	72	107	16	130	51	74	2	997	263.2	152.6	132.4	93.7	242.1	149.6	112.4	–	92.0	98.0	84.9	76.4
2.9	3.4	3.9	–	34	41	26		33	50	30	1	215	130.5	105.5	89.7		130.5	105.9	87.9	–	100.0	100.4	98.0	98.2
-1.1	2.4	2.1		45	39	19		34	47	20	1	213	118.2	102.9	87.2		114.4	101.7	85.9	–	96.8	98.9	98.5	96.0
				67	52	37	6	41	42	62	2	310	172.7	113.2	97.5	70.0	147.9	105.6	88.2	–	85.7	93.3	90.5	83.0
				555	236	280	69	260	289	361	107	2,211	180.2	116.7	94.5	65.7	164.6	111.5	87.5	65.4	91.4	95.6	92.5	79.7
				141	90	112	9	68	61	82	20	587	198.5	134.4	114.7	70.1	177.4	129.5	104.5	65.3	89.4	96.4	91.1	84.5
-5.0	-3.6	-2.9	-3.5	16	17	13	3	12	17	19	4	109	101.2	72.7	64.3	54.9	91.4	75.2	61.8	59.0	90.3	103.5	96.2	92.8

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR									
												RET	MED	RET	MED		T	TT	NTT
New Jersey (continued)																			
Stevens Inst of Tech		I	PI	180.0	136.8	123.3				142.8	88.8	84.2	7.6	11.1	FfTV	35.3	34.9	29.9	
Stockton U		IIA	PU	125.3	100.0	78.6	65.3		66.7	97.5	98.2	—	8.2	—	FT	63.6	31.9	4.5	
William Paterson U of New Jersey		IIA	PU	133.5	104.7	88.3	74.7			116.3	100.0	100.0	8.0	8.0	F	78.0	18.6	3.4	

New Mexico

New Mexico Highlands U		IIA	PU	72.8	64.9	54.0	49.1			59.3							39.7	32.5	27.8
New Mexico St U-Alamogordo	1	III	PU	65.5	59.7	55.1	—			61.9	100.0	71.0	15.3	12.4	Pp	64.5	6.5	29.0	
New Mexico St U-Carlsbad	1	III	PU	67.0	58.9	54.5	48.6			57.0	100.0	71.9	18.1	13.9	Pp	40.6	31.3	28.1	
New Mexico St U-Dona Ana	1	III	PU	64.7	57.3	53.5	48.1			56.2	100.0	76.0	16.3	15.1	Pp	57.6	38.4	4.0	
New Mexico St U-Grants	1	III	PU	63.7	56.0	—	41.0			52.8	100.0	100.0	14.3	11.9	Pp	53.8	7.7	38.5	
New Mexico St U-Main Campus	1	I	PU	98.7	77.7	70.0	52.7			80.7	100.0	86.4	11.3	11.0	Pp	52.1	26.4	21.5	
U of New Mexico-Main Campus	1	I	PU	108.4	80.2	71.5	34.0	55.5	36.4	80.1	51.3	78.6	15.2	8.1	FpT	53.9	22.2	23.9	

New York

Adelphi U		IIA	PI	147.3	114.1	91.8	81.8	79.3	107.3	115.9	84.5	67.2	10.1	17.6		64.8	17.9	17.3	
Bard Coll		IIA	PI	151.6	105.0	87.5				116.2						88.8	0.0	11.3	
Barnard Coll		IIB	PI	176.8	126.3	93.0	80.5	89.4		128.0	96.4	85.7	12.4	20.9		46.6	17.9	35.5	
Binghamton U	7	I	PU	140.7	103.0	85.0	61.7	56.7		99.5	99.6	87.8	9.7	14.6		53.0	23.5	23.5	
CUNY Bernard M Baruch Coll		IIA	PU	129.7	106.7	91.2		82.4		109.6	100.0	100.0	17.3	12.2		69.5	26.1	4.4	
CUNY Borough of Manhattan Comm Coll		III	PU	120.9	98.2	82.8	58.9	77.1		94.3	100.0	100.0	20.1	14.1		63.6	30.9	5.5	
CUNY Bronx Comm Coll		III	PU	122.7	94.9	82.6		77.6		97.8	100.0	100.0	19.4	13.6		69.6	29.6	0.8	
CUNY Brooklyn Coll		IIA	PU	125.1	102.9	88.3		77.3		107.3	100.0	100.0	17.7	12.4		77.7	17.4	4.9	
CUNY City Coll		I	PU	131.2	107.7	92.2		92.5		114.8	100.0	100.0	16.5	11.6		76.8	16.2	7.0	
CUNY Graduate School and U Center		I	PU	128.2	108.5	91.5		78.3		118.7	100.0	100.0	16.0	11.2		68.4	17.7	13.9	
CUNY Hostos Comm Coll		III	PU	116.1	94.5	84.9	73.4	78.4		93.1	100.0	100.0	20.4	14.3		69.8	27.9	2.3	
CUNY Hunter Coll		IIA	PU	124.8	106.6	90.3		83.2		109.9	100.0	100.0	17.3	12.1		75.8	18.5	5.7	
CUNY John Jay Coll of Criminal Justice		IIA	PU	127.4	103.0	88.8		76.8		102.8	100.0	100.0	18.5	13.0		78.6	14.8	6.5	
CUNY Kingsborough Comm Coll		III	PU	122.2	99.1	84.7	—	78.9		95.1	100.0	100.0	19.9	14.0		71.8	23.4	4.8	
CUNY LaGuardia Comm Coll		III	PU	116.8	94.8	80.7	—	81.5		99.3	100.0	100.0	19.1	13.4		64.8	33.0	2.3	
CUNY Lehman Coll		IIA	PU	124.3	102.8	88.8	—	82.4		101.0	100.0	100.0	18.8	13.2		66.4	29.6	4.0	
CUNY Medgar Evers Coll		IIB	PU	126.7	102.8	88.0	—	81.4		99.6	100.0	100.0	19.0	13.4		61.0	30.8	8.2	
CUNY New York City Coll of Tech		IIB	PU	120.9	101.0	88.4		83.6		100.9	100.0	100.0	18.8	13.2		77.7	22.1	0.3	
CUNY Queens Coll		IIA	PU	125.2	103.8	87.3		80.7		104.7	100.0	100.0	18.1	12.7		75.2	21.3	3.4	
CUNY Queensborough Comm Coll		III	PU	122.7	98.6	85.0	—	79.3		96.4	100.0	100.0	19.7	13.8		69.0	30.7	0.3	
CUNY School of Law		IIA	PU	163.1	137.7	104.0	90.0			144.4	100.0	100.0	13.1	9.2		52.6	26.3	21.1	
CUNY Stella and Charles Guttman Comm Coll		III	PU	121.1	99.0	81.8	—	79.2		91.1	100.0	100.0	20.8	14.6		29.2	64.6	6.3	
CUNY York Coll		IIB	PU	118.8	101.5	87.1		83.1		100.2	100.0	100.0	18.9	13.3		67.9	26.1	6.0	
Canisius Coll	1	IIA	PR	85.8	69.4	76.0	64.1		34.7	75.4	100.0	87.6	0.0	15.1	PfTV	70.8	18.2	10.9	
Cayuga County Comm Coll		III	PU	88.0	74.2	67.1	—			82.3	100.0	100.0	11.2	11.6	F	81.4	18.6	0.0	
Colgate U		IIB	PI	151.7	108.5	92.5	71.0	64.7		109.4	96.6	99.4	11.3	7.5	OV	55.9	22.5	21.6	
Coll of Mount Saint Vincent		IIA	PR	95.6	79.5	75.0	73.3			80.3	69.7	53.9	4.1	16.7	FfT	32.9	53.9	13.2	
Coll of Staten Island CUNY		IIA	PU	124.1	102.6	87.9		76.9		105.9	100.0	100.0	17.9	12.6		79.0	18.3	2.7	
Columbia U in the City of New York	40	I	PI	280.8	184.7	152.7		99.0		209.5	94.9	91.2	9.2	6.2	FfOV	53.1	17.7	29.2	
Cornell U	7,38	I	PI	186.2	131.4	120.4	69.7	81.1		142.7	100.0	100.0	10.3	13.3	FpV	58.4	19.8	21.9	
Dominican Coll of Blauvelt		IIA	PI	89.9	81.4	74.3	66.2			76.1	69.9	100.0	6.5	15.8		54.8	20.5	24.7	
Farmingdale St Coll	7	IIB	PU	104.8	86.5	76.8	66.2			84.0	91.0	84.7	10.2	17.3		39.6	48.1	12.3	
Finger Lakes Comm Coll		III	PU	78.9	67.3	60.5	52.6			67.3	99.1	93.5	11.4	20.2	F	65.4	34.6	0.0	
Fordham U		I	PR	171.7	122.8	105.8	115.7	71.2	57.8	128.5	96.9	93.2	3.2	17.6	FfTV	61.0	16.1	22.9	
Hamilton Coll		IIB	PI	142.1	108.2	88.4	—	—	70.3	107.6	88.7	99.0	10.4	7.7	PO	54.6	24.7	20.6	
Hartwick Coll		IIB	PI	86.2	67.5	64.2			—	71.4	100.0	100.0	6.3	5.4	F	48.5	20.8	30.7	
Hofstra U		I	PI	145.6	109.1	100.8	—			123.6	99.4	87.0	11.9	17.3	TOV	70.1	20.0	10.0	
Iona Coll		IIA	PR	116.1	86.3	79.8	—	76.0		90.5						55.3	31.1	13.7	
Ithaca Coll		IIA	PI	103.3	85.8	69.8	67.8		39.7	83.3	—	100.0	—	11.9	FO	55.4	19.0	25.6	
Keuka Coll		IIA	PI	82.0	71.3	64.8	41.4			70.5	100.0	84.5	8.2	20.8	FfT	60.6	32.4	7.0	
Le Moyne Coll	7	IIA	PR	94.9	76.8	75.2	65.4			79.5	92.4	100.0	9.5	10.6	FfT	64.0	14.5	21.5	
Long Island U	7,25	I	PI	123.2	106.3	95.2	78.2			108.0						58.0	10.4	31.6	
Manhattanville Coll		IIA	PI	93.5	75.0	62.9	62.7	54.4		78.0	100.0	100.0	3.5	14.3	FfTV	64.5	16.8	18.7	
Marist Coll	10	IIA	PI	122.7	102.0	81.8	76.9	79.0	59.8	89.3	93.2	92.8	10.3	23.0	FpT	40.1	19.4	40.5	
Marymount Manhattan Coll		IIB	PI	104.6	80.2	73.1				85.9	94.3	100.0	6.5	28.3	F	75.0	22.7	2.3	
Medaille Coll	5	IIA	PI	80.5	64.1	48.5	—			56.6	59.7	74.6	0.0	20.4	FfT	28.4	0.0	71.6	

APPENDIX I

(7)				(8)									(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
-0.9	2.0	1.3		63	70	66		9	30	40		278	183.5	138.6	128.7		155.2	132.5	114.5		84.6	95.5	89.0	84.2	
0.9	2.1	2.9	3.4	39	55	46	8	47	67	58	7	335	124.7	101.2	79.8	69.2	125.8	99.0	77.7	60.8	100.9	97.8	97.4	98.2	
3.4	5.3	4.8	19.4	110	33	33	4	93	57	44	3	377	135.9	105.0	90.3	75.6	130.5	104.6	86.8	73.4	96.0	99.6	96.1	93.2	
0.4	2.0	1.5	5.1	13	16	24	10	12	13	24	14	126	72.4	64.3	54.0	49.9	73.2	65.7	54.0	48.5	101.1	102.2	100.0	98.5	
0.0	4.3	2.7	—	8	2	2	2	11	4	2		31	66.2	—	—	—	64.9	59.3	—		98.0	—	—	102.9	
0.0	4.1	1.5	0.8	8	2	3	4	2	2	4	7	32	67.3	—	54.5	49.6	—	—	54.5	48.1	—	—	100.1	89.5	
0.0	1.9	1.8	1.6	16	14	13	19	19	13	21	10	125	65.7	57.1	53.2	48.9	63.9	57.6	53.7	46.7	97.3	100.9	101.0	100.9	
—	2.1	—	0.0	1	3		2	2	2	1	2	13	—	57.5		—	—	—	—	—	—	—		105.4	
0.2	1.3	0.9	2.0	140	92	109	12	63	87	115	14	632	101.8	81.8	73.1	53.4	91.9	73.4	67.0	52.2	90.3	89.8	91.7	85.9	
-7.4	-7.0	-1.6	-30.0	189	157	133	20	105	148	136	18	1,075	111.9	82.0	72.7	39.5	102.2	78.3	70.3	27.9	91.3	95.5	96.7	87.1	
2.7	3.0	3.5	2.8	50	61	28	2	43	67	33	5	341	154.7	117.2	91.5	—	138.7	111.3	91.9	84.5	89.7	94.9	100.5	90.3	
0.5	0.8	1.5		35	27	29		21	30	18		160	150.0	102.2	87.4		154.3	107.5	87.5		102.8	105.2	100.2	100.6	
-1.3	4.0	1.5	3.2	43	8	21	10	59	18	26	31	251	174.7	129.1	94.1	77.7	178.3	125.1	92.2	81.4	102.0	96.9	97.9	93.5	
1.3	1.9	2.8	1.4	127	136	114	13	54	94	112	16	757	145.4	105.8	87.6	54.5	129.7	98.9	82.3	67.5	89.2	93.4	93.9	82.4	
4.5	5.2	6.0		123	83	62		61	57	43		479	129.8	107.7	91.6		129.3	105.2	90.7		99.6	97.7	99.0	97.4	
5.9	6.7	6.3	6.9	68	63	74	14	54	106	92	7	550	121.9	99.9	82.0	60.1	119.7	97.2	83.4	56.6	98.2	97.3	101.6	98.5	
5.7	6.0	6.7		46	43	28		31	43	31		260	123.1	95.2	82.3		122.1	94.7	82.8		99.1	99.5	100.7	97.9	
5.1	5.8	5.3		124	71	36		77	70	49		471	126.4	104.4	88.6		123.0	101.3	88.0		97.3	97.0	99.4	93.1	
4.6	5.0	5.7		175	94	45		84	65	37		556	130.7	107.9	92.7		132.1	107.5	91.5		101.1	99.6	98.7	96.5	
3.6	4.8	6.6		86	21	13		64	29	13		231	128.4	108.9	91.7		127.9	108.2	91.2		99.6	99.4	99.4	97.1	
5.9	6.4	5.9	8.5	20	15	30	2	20	24	32	1	172	115.1	97.2	85.8	—	117.1	92.8	84.0	—	101.8	95.5	97.9	99.9	
4.8	5.2	5.0		136	92	28		139	92	57		612	127.6	106.4	89.9		122.1	106.8	90.5		95.7	100.4	100.7	95.0	
5.6	5.2	5.4		60	89	22		44	78	38		398	130.7	103.5	90.3		122.9	102.3	87.9		94.1	98.8	97.4	95.2	
5.4	6.0	6.0	—	43	22	42		31	45	44	1	312	121.4	99.7	83.9		123.4	98.8	85.4	—	101.7	99.1	101.8	99.3	
5.8	7.0	6.2	7.0	63	49	20		65	86	28	1	352	117.2	95.8	79.8		116.4	94.3	81.4	—	99.3	98.4	102.0	97.6	
5.0	5.7	5.6	—	54	45	44	1	41	69	52		372	126.4	103.4	89.0	—	121.5	102.4	88.6		96.1	99.0	99.6	94.1	
6.6	4.9	5.6	—	22	15	20	1	16	17	21	1	146	128.3	102.0	87.8	—	124.5	103.5	88.2	—	97.0	101.4	100.5	97.2	
5.0	5.8	4.9		46	75	57		42	68	60		367	121.2	101.7	89.1		120.6	100.4	87.6		99.6	98.7	98.3	98.5	
4.9	5.3	5.6		131	69	51		70	91	45		553	125.8	103.6	87.9		124.2	104.0	86.6		98.8	100.4	98.6	94.5	
5.2	6.6	5.5	—	32	70	43	1	45	64	52		378	125.7	98.4	85.1	—	120.6	98.8	84.8		96.0	100.5	99.6	100.0	
2.4	3.5	2.6	-0.1	14	4	1	1	19	9	4	5	57	162.9	136.5	—	—	163.2	138.3	101.7	90.1	100.2	101.3	—	92.8	
5.6	5.7	7.3	—	4	2	6	2	3	10	15		48	123.7	—	84.2	—	117.5	98.6	80.8		95.0	—	96.0	99.1	
5.5	5.4	5.2		27	29	21		25	30	29		184	122.6	102.0	87.0		114.7	101.1	87.1		93.6	99.0	100.1	96.6	
-3.5	0.0	0.3	0.7	33	27	14	2	17	23	13	4	137	86.8	73.4	73.2	—	83.8	64.6	78.9	51.9	96.5	88.0	107.7	89.9	
2.0	13.9	2.0	—	17			2	1	14	3	5	1	43	88.0		—	—	88.0	74.2	67.1	—	100.0			95.2
0.0	0.3	0.7	1.0	63	43	39	19	34	39	34	22	320	151.3	110.6	93.5	71.4	152.3	106.2	91.3	70.6	100.6	96.0	97.6	91.0	
0.3	0.4	0.3	0.8	8	13	12	1	5	19	12	6	76	97.7	79.7	73.6	—	92.4	79.3	76.4	73.8	94.5	99.5	103.8	97.2	
5.6	5.5	5.7		84	50	30		50	55	28		333	124.5	103.0	87.9		123.4	102.3	87.9		99.1	99.3	100.0	94.8	
0.4	0.8	0.3		564	135	124		218	83	90		1,560	289.4	182.7	154.5		258.6	188.0	150.2		89.4	102.9	97.2	78.0	
-0.7	0.0	0.5	2.9	505	202	188	21	193	147	135	16	1,675	189.8	132.8	123.3	66.3	176.9	129.4	116.3	74.1	93.2	97.4	94.4	84.3	
0.0	0.2	0.5	1.3	1	8	17		4	8	28	7	73	—	87.0	73.0		92.2	75.7	75.1	66.2	—	87.0	102.9	97.1	
1.2	1.6	1.2	1.1	27	29	76	6	29	23	71	7	268	109.0	87.9	76.0	62.6	100.8	84.7	77.5	69.4	92.5	96.3	102.0	99.0	
3.2	3.9	7.0	6.6	21	14	17	4	15	13	12	11	107	80.0	67.7	60.9	52.6	77.3	66.8	59.9	52.6	96.6	98.6	98.5	94.2	
0.1	0.7	0.8	0.7	158	112	52	35	86	94	74	42	747	177.5	121.0	108.9	112.9	160.9	124.8	103.7	118.1	90.7	103.2	95.2	89.2	
0.2	0.2	0.4	—	38	21	16	1	31	17	29	1	194	144.5	109.7	90.1	—	139.2	106.2	87.5	—	96.3	96.7	97.1	88.1	
1.8	1.1	5.0		16	14	18		14	12	25		101	82.1	64.9	61.5		90.8	70.6	66.1		110.6	108.7	107.5	105.7	
0.0	0.0	0.5	—	123	89	42	1	88	66	62		471	152.3	110.8	100.5	—	136.2	106.8	101.0		89.4	96.3	100.5	90.8	
0.2	1.6	1.7	—	29	26	19	1	12	25	32	1	161	117.2	86.6	82.2	—	113.5	86.0	78.3	—	96.8	99.3	95.3	91.5	
0.3	1.0	1.9	-0.3	67	91	79	11	57	81	101	10	500	105.5	87.4	69.0	73.9	100.8	84.0	70.4	61.0	95.6	96.1	102.1	95.0	
5.8	5.3	2.7	—	9	8	8	1	9	17	17	2	71	84.2	71.5	62.3	—	79.8	71.3	66.0	—	94.8	99.7	105.8	96.2	
-8.6	-5.0	-4.8	-3.7	32	31	14	18	19	29	10	19	172	93.1	76.6	75.7	63.0	97.9	76.9	74.4	67.6	105.2				

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
New York (continued)																			
Mercy Coll		IIA	PI	107.2	88.0	79.5	73.4			85.0	91.7	79.4	4.4	18.5		31.2	11.9	56.9	
Molloy Coll		IIA	PR	118.9	96.9	86.0	79.5		83.1	97.8	82.4	67.9	9.7	30.3	FT	65.8	32.6	1.6	
Monroe Comm Coll	13	III	PU	82.1	63.3	57.9	53.0	57.3		67.2	97.6	97.6	14.0	24.1	F	80.0	13.1	6.9	
Mount Saint Mary Coll		IIA	PR	96.6	76.5	72.5	71.0	—		80.0	77.9	98.8	5.2	11.6	FTV	58.1	39.5	2.3	
Nazareth Coll	7	IIA	PI	86.6	71.6	62.9	51.5			73.6	91.8	100.0	6.7	6.8	FTTO	57.3	17.5	25.1	
New School		I	PI	152.6	110.8	87.1	—	—		110.7	—	89.2	—	14.0	F	44.3	0.8	54.9	
New York Inst of Tech		IIA	PI	139.4	109.3	94.2	—			112.0	88.9	88.0	7.2	9.8		66.4	29.5	4.1	
New York School of Interior Design		IIB	PI																
New York U	7	I	PI	214.3	125.2	104.4	71.4	65.5	77.4	145.9	100.0	100.0	9.8	11.6	O	41.7	10.5	47.8	
Niagara County Comm Coll		III	PU	102.8	80.5	70.0	53.8			86.0	98.9	88.6	11.4	20.5	None	80.7	19.3	0.0	
Pace U		I	PI	145.4	106.4	86.0		64.6		113.9	90.2	74.1	8.0	13.8	FftV	60.1	14.8	25.1	
Pratt Inst-Main	1	IIA	PI	112.4	97.0	82.3				102.1	100.0	100.0	7.0	15.1	FT	67.5	29.6	3.0	
Rensselaer Poly Inst	1	I	PI	160.0	114.7	108.4	48.5	67.1		119.8	100.0	100.0	9.0	12.1	PV	55.8	13.3	30.9	
Rochester Inst of Tech	1	I	PI	132.3	97.9	86.9	66.7	69.6		95.4	100.0	100.0	8.9	6.5	FTV	52.0	15.4	32.6	
SUNY Buffalo St	7	IIA	PU	97.2	80.9	68.9	—	56.3		79.4	98.8	85.3	10.1	16.3		65.7	20.2	14.1	
SUNY Coll at Brockport	7	IIA	PU	93.3	79.4	69.9	65.7	57.3		76.4	99.4	87.3	9.9	18.6		53.8	32.9	13.3	
SUNY Coll at Geneseo		IIA	PU	97.1	76.8	66.6	—	56.9		77.2	99.2	87.5	9.7	18.1		57.5	25.4	17.1	
SUNY Coll at Old Westbury		IIA	PU	113.3	95.7	86.2	—	65.8		90.6	84.9	85.5	10.4	15.5		52.9	32.0	15.1	
SUNY Coll at Oswego		IIA	PU	93.5	77.2	61.5	48.9	61.4		72.8	95.3	86.6	10.0	19.0		49.4	30.4	20.1	
SUNY Coll at Plattsburgh	7	IIA	PU	90.7	73.2	62.1	—	53.9		71.5	100.0	86.1	10.0	20.4		54.8	27.8	17.5	
SUNY Coll at Potsdam		IIA	PU	84.6	67.8	54.6	45.4	50.6		65.2	98.3	85.8	9.8	20.8		58.4	24.9	16.7	
SUNY Coll of Ag and Tech at Cobleskill	7	IIB	PU	82.7	67.9	58.6	46.0	51.9		67.0	95.1	84.3	10.2	21.3		56.9	26.5	16.7	
SUNY Coll of Envi Science and Forestry	7	IIA	PU	108.8	88.4	69.1	63.0	54.6		87.1	98.5	89.6	10.2	17.8		64.9	28.4	6.7	
SUNY Coll of Tech at Alfred		III	PU	80.6	68.7	58.3	44.6	35.5		57.5	97.8	83.1	10.3	26.0		33.7	50.0	16.3	
SUNY Coll of Tech at Canton		III	PU	88.6	76.1	64.7	57.7	52.2		68.2	93.5	82.9	10.5	21.2		43.9	22.8	33.3	
SUNY Coll of Tech at Delhi		III	PU	76.8	64.3	57.3	46.1			62.0	100.0	83.7	10.3	23.7		49.6	46.8	3.5	
SUNY Cortland	7	IIA	PU	89.2	73.1	61.2	56.7	49.2		68.8	99.4	90.2	10.0	20.0		49.8	31.4	18.8	
SUNY Empire St Coll		IIA	PU	85.9	72.0	62.7	—	—		73.7	98.7	92.9	10.7	19.5		83.3	12.2	4.5	
SUNY Maritime Coll	7	IIB	PU	100.3	83.2	72.8	29.4	62.8		74.5	90.8	81.6	10.9	19.8		40.2	18.4	41.4	
SUNY Morrisville		III	PU	78.4	65.9	58.1	34.6			64.3	96.9	84.6	10.4	23.5		68.5	30.0	1.5	
SUNY Oneonta		IIA	PU	86.1	72.9	63.9		47.1		69.4	98.6	92.0	10.2	19.7		56.7	28.4	14.9	
SUNY Poly Inst	7	IIA	PU	127.7	102.7	84.7	—	53.2		95.6	99.3	90.4	10.2	15.7		52.6	25.2	22.2	
SUNY at Albany	7	I	PU	133.4	99.3	86.9		65.7		101.0	98.4	90.7	9.9	14.7		63.4	22.4	14.2	
SUNY at Fredonia	7	IIA	PU	91.6	73.1	62.1	—	47.8		71.8	99.1	91.5	10.4	19.7		62.6	18.7	18.7	
SUNY at Purchase Coll		IIB	PU	97.9	80.7	61.8		56.3		75.1	89.4	83.8	10.0	18.7		50.8	29.6	19.6	
Saint John Fisher Coll	7	IIA	PR	98.2	80.0	72.3	51.6	—	53.8	79.4	94.4	59.7	8.7	15.9	FftV	63.9	11.1	25.0	
Sarah Lawrence Coll		IIA	PI	105.6	84.8	79.5	55.3			91.9	—	88.5	—	11.8	FTO	72.1	17.3	10.6	
Siena Coll		IIB	PR	106.3	88.5	79.0	55.7			89.0	91.0	85.2	10.2	14.3	FTTO	66.2	18.6	15.2	
Skidmore Coll		IIB	PI	125.9	99.3	77.1	61.4	62.7		96.8	94.6	86.3	10.6	14.2	FTO	57.1	24.6	18.3	
St Francis Coll		IIB	PI	104.9	89.7	66.7		58.2		79.5	87.6	78.4	10.0	20.8	FT	49.5	33.0	17.5	
St John's U-New York	7	I	PR	156.4	117.3	90.7	—			124.3	96.5	64.3	9.1	16.6	PpTV	74.3	19.3	6.4	
St Joseph's Coll-New York		IIA	PI	107.6	84.0	69.8	—			82.3	100.0	86.3	6.9	19.7	FpT	42.9	40.4	16.8	
St Lawrence U		IIB	PI	121.1	95.1	74.5	64.6			93.3	94.8	90.2	5.2	11.1	FTO	67.1	29.5	3.5	
St U of New York at New Paltz	7	IIA	PU	100.5	75.7	68.9	60.8	56.1		74.4	98.8	90.1	9.8	19.6		56.3	24.5	19.2	
Stony Brook U	7	I	PU	166.7	112.3	94.3	74.8	68.7		121.9	97.7	89.2	10.2	12.2		58.5	13.8	27.7	
Syracuse U	5	I	PI	137.9	101.0	83.1	—			109.3	100.0	100.0	10.4	14.8	FTTOV	57.6	21.5	20.9	
Tompkins Cortland Comm Coll		III	PU	81.0	66.2	60.5	54.3			75.7	100.0	85.2	12.5	22.9	F	83.3	16.7	0.0	
U at Buffalo	7	I	PU	144.1	100.1	80.8	57.9	72.6		106.1	97.4	86.3	10.1	13.2		53.5	17.9	28.5	
U of Rochester	7	I	PI	169.9	118.3	106.4	53.9	68.1	81.1	123.3	100.0	96.1	5.1	8.8	PV	54.5	18.7	26.8	
Union Coll		IIB	PI	131.1	99.4	78.3	68.1	75.0		102.9	—	96.6	—	13.8	PV	66.0	15.5	18.4	
Utica Coll		IIA	PI	93.2	81.5	65.7			73.0	77.5	100.0	100.0	10.0	16.6	FftV	46.4	29.2	24.4	
Vassar Coll		IIB	PI	142.8	111.5	89.3		89.0	78.3	111.7	100.0	93.9	11.5	11.4	F	62.0	19.0	19.0	
Yeshiva U		I	PI	169.7	110.4	117.8	74.5	—		115.2	85.9	80.4	4.3	15.4		46.7	10.3	43.0	

North Carolina

Appalachian St U	7	IIA	PU	96.2	77.5	71.6	81.6	47.4	55.4	74.8	99.4	99.4	15.3	8.6		52.8	20.2	27.0
Barton Coll	7	IIB	PR	61.0	56.0	55.6	35.0			54.9	84.1	85.7	2.5	14.6	FT	38.1	39.7	22.2
Belmont Abbey Coll		IIB	PR	76.6	60.3	57.0	35.6	24.8		55.0	97.4	88.3	3.9	14.7	FTT	42.9	23.4	33.8
Brevard Coll		IIB	PR	53.3	48.2	44.2				47.2	42.3	100.0	2.1	17.8	FTV	42.3	42.3	15.4
Campbell U	1	IIA	PR	103.8	79.7	72.4	58.3	—	76.7	79.1	96.1	85.8	7.9	13.5	FT	24.1	60.8	15.1
Chowan U	7	IIB	PR	71.8	66.0	59.9	—			65.1	100.0	89.6	5.0	1.6		58.3	25.0	16.7

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
-1.2	0.1	-0.3	0.0	12	28	36	11	14	42	67	8	218	100.6	85.4	76.9	72.1	112.9	89.7	80.9	75.2	112.2	105.0	105.2	105.5
0.0	0.1	0.7	1.6	13	14	17	4	39	38	54	5	187	124.1	93.6	86.7	80.0	117.2	98.1	85.8	79.2	94.4	104.9	99.0	100.2
1.1	1.2	0.7	1.5	28	40	24	9	51	46	27	10	245	84.3	64.4	58.4	54.3	80.9	62.3	57.5	51.8	96.0	96.8	98.4	100.4
0.0	0.8	0.3	6.2	13	12	10	1	10	17	12	9	86	98.3	75.0	74.5	—	94.4	77.6	70.9	71.3	96.0	103.5	95.2	94.1
-3.5	-2.1	-1.9	-0.4	29	19	16	3	33	27	43	1	171	90.3	70.4	64.1	54.4	83.3	72.4	62.5	—	92.3	102.9	97.5	93.1
-1.7	0.5	0.3		48	71	63	1	39	70	85	1	379	157.6	110.4	87.3	—	146.3	111.1	86.9	—	92.8	100.6	99.6	93.5
7.9	7.4	1.6	—	38	56	37	1	14	44	27		217	144.1	113.6	95.7	—	126.5	103.9	92.1		87.8	91.5	96.2	88.6
5.3	5.6	3.6	4.2	743	420	295	99	363	341	358	88	2,947	223.8	127.5	108.6	74.7	194.8	122.4	101.0	67.6	87.0	96.0	93.0	79.4
2.4	3.1	3.6	8.1	19	9	4	7	26	9	5	9	88	106.0	83.5	70.3	52.4	100.5	77.4	69.7	54.9	94.9	92.7	99.2	96.9
1.8	3.9	3.3		101	54	39		90	85	71		479	147.7	101.9	84.3		142.8	109.3	87.0		96.7	107.2	103.2	93.0
0.1	0.0	0.0		44	28	11		42	24	20		169	114.0	100.2	76.9		110.7	93.1	85.2		97.1	92.9	110.8	95.7
-2.8	-1.7	-2.0	-1.0	157	50	41	2	28	26	16	5	437	161.9	116.9	108.7	—	149.0	110.4	107.7	49.3	92.0	94.4	99.1	78.8
0.1	0.4	0.3	0.0	184	163	97	24	66	95	64	21	992	134.6	99.6	88.6	69.7	125.9	94.8	84.5	63.3	93.5	95.2	95.3	87.2
1.0	1.0	1.2		59	67	30		30	77	36	1	347	100.0	83.3	69.7		91.7	78.9	68.2	—	91.7	94.7	97.9	88.2
0.9	1.3	1.4	0.4	39	63	43	2	27	72	42	17	346	96.3	84.0	70.6	—	89.1	75.4	69.1	66.5	92.5	89.8	97.8	90.6
0.9	1.2	2.1	—	47	44	20	1	23	29	43		240	98.4	77.9	71.3	—	94.5	75.2	64.3		96.1	96.4	90.2	87.5
0.9	1.2	1.9	—	11	34	24	1	14	31	31		172	128.7	99.3	86.9	—	101.2	91.7	85.7		78.7	92.3	98.6	91.0
0.9	1.3	1.8	-0.2	51	49	77	7	30	53	78	6	358	95.1	80.5	60.7	46.1	90.9	74.1	62.4	52.2	95.7	92.1	102.8	94.8
0.7	0.9	0.7		41	50	26		21	36	34	1	252	95.0	76.9	62.5		82.2	68.1	61.7	—	86.5	88.6	98.7	86.3
0.8	0.9	2.6	1.0	36	38	24	8	23	35	39	12	233	85.8	66.3	52.1	45.9	82.6	69.5	56.1	45.2	96.3	104.8	107.8	94.2
1.0	1.1	1.8	2.1	19	20	13	8	10	16	9	4	102	83.7	69.0	60.3	45.9	80.6	66.5	56.1	46.4	96.3	96.5	93.1	96.7
1.3	1.4	0.7	1.5	38	22	19	5	11	10	18	4	134	109.9	90.1	68.1	64.2	105.0	84.7	70.1	61.6	95.5	93.9	102.9	86.2
-0.3	1.7	1.4	1.3	13	22	47	23	7	12	26	2	178	77.5	69.8	57.3	44.7	86.4	66.7	60.0	—	111.4	95.6	104.7	109.6
1.0	1.6	3.3	2.1	14	19	10	3	11	14	10	1	123	85.5	76.8	67.6	57.7	92.4	75.1	61.8	—	108.0	97.8	91.5	98.8
0.7	2.0	2.4	1.2	21	13	21	18	14	29	15	10	141	76.7	62.9	58.0	47.0	76.9	65.0	56.3	44.4	100.2	103.2	97.1	101.5
1.2	1.2	1.8	1.5	40	43	40	5	32	54	49	9	325	91.2	73.3	61.3	55.6	86.6	72.9	61.1	57.4	94.9	99.5	99.7	95.8
1.2	1.5	1.3	—	13	36	3		23	57	21	1	156	92.8	74.9	63.8		82.0	70.1	62.6	—	88.4	93.6	98.0	90.4
1.2	2.3	2.3	—	14	11	11	5	5	6	5	1	87	102.3	84.6	74.4	25.3	94.7	80.5	69.2	—	92.5	95.1	93.1	104.0
0.7	1.5	1.6	—	17	30	21	2	6	32	18	4	130	76.1	66.7	59.0	—	85.0	65.1	57.0	39.0	111.7	97.6	96.7	96.1
0.9	0.9	1.1		39	52	40		23	46	49		289	85.9	73.3	66.3		86.5	72.5	61.9		100.7	98.8	93.4	93.6
0.8	1.1	1.4	—	22	38	19		8	12	12	2	135	135.9	106.1	87.2		105.2	92.1	80.6	—	77.4	86.8	92.4	80.6
1.1	1.1	2.0		108	140	87		50	103	65		626	136.3	101.6	87.3		127.3	96.0	86.4		93.4	94.5	99.0	90.5
1.6	1.5	1.2		43	42	28	1	25	40	13		235	93.0	71.9	61.6	—	89.3	74.3	63.2		96.0	103.4	102.7	96.7
0.9	1.5	1.3		16	33	33		16	33	44		179	99.3	80.4	61.6		96.6	80.9	61.9		97.2	100.6	100.6	97.9
-9.5	-8.7	-8.0	-6.8	24	45	20	2	14	60	40	6	216	100.3	79.3	75.1	—	94.6	80.6	70.9	49.4	94.3	101.7	94.4	92.3
0.1	0.3	0.4	0.0	32	10	10	4	24	9	8	7	104	104.4	83.2	81.1	56.8	107.2	86.5	77.5	54.5	102.7	104.0	95.5	97.4
0.6	0.8	2.8	7.1	34	44	23	4	28	33	34	10	210	108.2	89.3	80.0	52.8	103.9	87.6	78.4	56.9	96.0	98.1	97.9	93.5
0.0	0.3	0.5	0.8	42	32	33	1	25	49	37	9	240	128.9	100.9	77.8	—	120.8	98.3	76.4	62.4	93.7	97.4	98.2	88.6
2.5	2.5	3.2		13	9	12		11	11	25		97	110.6	97.2	67.8		98.3	83.5	66.2		88.9	85.9	97.7	88.9
				112	150	59		86	129	70	1	607	167.1	122.9	93.9		142.4	110.8	88.0	—	85.2	90.1	93.7	86.1
2.0	2.4	2.5	—	15	20	31	1	18	34	42		161	111.7	84.0	69.3	—	104.1	84.0	70.2		93.2	100.1	101.3	98.2
0.0	0.8	0.6	2.0	20	37	22	1	15	45	28	5	173	121.4	93.5	75.6	—	120.8	96.4	73.6	65.1	99.5	103.1	97.4	96.4
1.2	1.2	1.8	0.7	37	65	35	1	20	77	37	9	343	103.0	77.9	70.4	—	96.0	73.9	67.4	61.1	93.2	94.8	95.7	89.0
1.5	1.9	3.3	1.0	269	190	117	2	85	133	99	4	1,021	169.8	115.6	96.7	—	157.0	107.5	91.4	85.0	92.4	93.0	94.5	80.6
0.1	0.4	0.7	—	280	179	160		141	164	187	2	1,113	143.5	101.8	87.3		126.6	100.1	79.6	—	88.2	98.3	91.1	85.3
1.1	3.7	4.2	—	15		2	2	24	7	3	1	54	80.3		—	—	81.4	66.2	62.9	—	101.4		—	101.0
1.2	1.8	2.1	2.1	282	221	192	5	113	175	188	9	1,255	150.5	104.3	83.7	52.4	128.3	94.7	77.7	61.0	85.2	90.8	92.8	81.2
0.0	2.1	1.2	2.1	201	100	68	13	52	47	52	9	710	171.4	121.5	115.8	54.6	164.1	111.6	94.2	52.9	95.8	91.9	81.4	75.9
				47	34	14	9	30	25	18	9	206	136.4	100.0	79.7	67.4	122.8	9						

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR									
Davidson Coll	13,21	IIB	PR	134.7	98.2	79.9	60.3	62.1		102.4	97.1	94.2	9.4	7.1		O	58.0	20.3	21.7
Duke U		I	PR	220.6	143.5	123.4				187.6	—	96.0	—	4.8		PpOV	82.9	17.1	0.0
East Carolina U	7	I	PU	106.2	80.8	74.7	—		65.9	80.1	98.4	98.4	15.3	8.1			49.7	15.8	34.6
Elizabeth City St U	7	IIB	PU	85.6	70.2	66.2		57.0	33.4	65.2	91.6	91.6	19.0	9.9			46.3	25.3	28.4
Elon U	7	IIA	PI	112.0	85.3	75.4	52.5	70.0		85.0	100.0	96.4	8.0	11.0		FTV	47.7	25.1	27.3
Fayetteville St U	7	IIA	PU	87.5	81.7	77.0	75.3	59.8	63.6	77.6	100.0	100.0	16.0	8.3			55.3	16.9	27.8
Gardner-Webb U	1	I	PR	68.0	64.4	57.4	46.7	—		61.3	76.5	84.6	6.3	22.6		FFT	44.3	12.8	43.0
Guilford Coll		IIB	PR	74.9	60.0	56.5	47.0			63.9	100.0	94.1	0.0	9.5		FFT	76.5	5.9	17.6
Lees-McRae Coll	7	IIB	PR	60.6	50.2	43.5	41.0			48.4	61.0	88.1	5.3	17.4		FT	0.0	0.0	100.0
Lenoir-Rhyne U	4	IIA	PR	76.9	69.6	63.4	43.5			65.2	100.0	100.0	5.2	12.7		FT	42.9	22.9	34.3
Mars Hill U	7	IIB	PI	57.6	55.4	50.6	39.6	—		52.4	97.6	89.0	5.0	15.1		FT	47.6	35.4	17.1
Meredith Coll		IIA	PI	75.4	65.0	63.5	63.5		—	68.6	100.0	93.8	5.0	8.1		FT	56.9	20.8	22.3
North Carolina A & T St U	7	I	PU	104.7	83.9	71.5	—	57.7	54.8	81.5	98.1	98.1	15.9	7.9			51.4	32.6	16.1
North Carolina Central U	7	IIA	PU	99.8	83.8	71.6	49.5	55.9	62.0	77.2	99.2	99.2	16.9	8.4			45.8	21.0	33.2
North Carolina St U at Raleigh	7	I	PU	135.2	95.7	84.6	—	55.0	74.2	104.8	97.7	97.7	14.7	6.2			59.2	18.9	21.9
North Carolina Wesleyan Coll		IIB	PR	59.5	58.3	53.5	49.9			56.1	83.3	91.7	6.1	14.0		FFT	58.3	28.3	13.3
Salem Coll	1	IIB	PR	64.0	54.8	50.3	39.1		—	53.6	—	69.8	—	0.9		FFT	67.4	4.7	27.9
U of North Carolina School of the Arts		IIB	PU	79.9	73.0	69.1			55.4	70.4	92.0	92.0	15.5	9.2			0.0	0.0	100.0
U of North Carolina Wilmington	7	IIA	PU	100.6	77.8	75.2		53.3	65.0	77.6	98.8	98.8	15.1	8.3			50.5	27.0	22.5
U of North Carolina at Asheville	7	IIB	PU	89.4	78.9	73.4	—	54.6	60.4	74.6	100.0	100.0	14.8	8.7			54.5	18.3	27.2
U of North Carolina at Chapel Hill	7	I	PU	168.1	107.0	103.2	—	60.1	102.7	121.7	98.7	98.7	14.6	5.3			56.5	13.8	29.7
U of North Carolina at Charlotte	7	I	PU	128.0	92.1	84.6		60.2	79.3	91.3	99.8	99.8	14.5	7.1			48.9	18.6	32.4
U of North Carolina at Greensboro	7	I	PU	113.8	84.0	78.8	54.9		50.8	64.0	79.3	99.7	99.7	14.7	8.2		44.1	20.2	35.7
U of North Carolina at Pembroke	7	IIA	PU	86.4	72.1	63.1	—	51.0	67.3	67.8	99.7	99.7	15.5	9.5			44.1	26.7	29.2
Wake Forest U		I	PI	149.2	100.7	80.9	67.9	91.7	50.1	109.3	89.6	96.2	9.1	8.4		O	53.4	16.3	30.2
Western Carolina U	7	IIA	PU	98.9	73.7	67.2	45.4	42.3		71.6	99.8	99.8	15.4	9.0			41.9	25.7	32.4
Winston-Salem St U	7	IIA	PU	98.3	80.6	76.7	63.1	61.9	86.4	80.6	100.0	100.0	15.8	8.0			59.6	16.8	23.6

North Dakota

Lake Region St Coll		III	PU	72.9	66.9	65.6	59.6			64.6	100.0	92.5	12.4	23.1		P	32.5	30.0	37.5
North Dakota St U-Main Campus		I	PU	109.7	81.7	75.4	—	52.5		84.5	99.8	99.8	11.4	18.7		P	54.4	22.4	23.2
U of North Dakota	7	I	PU	109.1	87.5	77.9	56.3	54.5	37.8	80.0	99.5	89.2	11.4	21.5		P	41.8	10.3	47.9
Valley City St U		IIB	PU	70.8	57.4	50.9	48.2			56.2	100.0	100.0	11.9	27.2		FpO	49.3	34.7	16.0

Ohio

Ashland U	7	IIA	PR	70.7	65.3	62.3	54.6			63.4	—	79.3	—	22.8		FpT	53.4	17.8	28.7
Baldwin Wallace U	7	IIA	PI	94.0	75.2	64.0	—			78.2	86.2	88.5	14.5	3.7		PpT	52.8	33.0	14.2
Bluffton U		IIB	PR	57.4	49.7	43.9				50.8	84.1	81.8	8.0	22.9		FFT	52.3	18.2	29.5
Bowling Green St U-Firelands	7	III	PU	81.3	71.5	48.4				68.5	100.0	91.3	14.0	9.3		F	39.1	2.2	58.7
Bowling Green St U-Main Campus	7	I	PU	105.0	86.0	66.5				88.2	100.0	94.4	14.0	7.0		F	54.3	12.3	33.4
Case Western Reserve U	7	I	PI	148.1	104.1	99.9	69.5			117.4						FpT	59.6	12.8	27.6
Clark St Comm Coll	5	III	PU	63.7	57.1	51.0	46.6			53.6							0.0	0.0	100.0
Cleveland St U	4	I	PU	109.3	87.0	82.0	—	64.3	—	86.9	100.0	100.0	3.7	1.9		FV	56.1	17.0	26.9
Coll of Wooster		IIB	PI	94.7	74.7	64.6	57.0			74.3	70.9	83.7	9.4	21.7		FFTO	56.4	22.7	20.9
Defiance Coll		IIB	PR	62.4	54.2	54.6	46.7			54.7	85.7	77.1	5.6	11.3		FFTO	22.9	57.1	20.0
Denison U		IIB	PI	121.2	88.4	69.8	62.6			87.7	100.0	91.1	11.2	15.8		FpTV	58.9	22.8	18.3
John Carroll U		IIA	PR	88.9	74.9	77.2	59.2			78.3	100.0	91.8	6.9	17.9		FFT	75.5	15.1	9.4
Kent St U at Ashtabula		III	PU	—	76.7	—		57.8		66.3	100.0	100.0	14.0	20.9		F	33.3	0.0	66.7
Kent St U at East Liverpool		III	PU		76.9			54.6		67.1	100.0	100.0	11.5	20.7			37.5	0.0	62.5
Kent St U at Geauga		III	PU	92.0	71.7	54.1		49.0		62.7	100.0	100.0	14.0	22.1			20.5	5.1	74.4
Kent St U at Kent	7	I	PU	111.7	86.8	71.6	—	59.8	—	86.6	100.0	100.0	14.0	16.1		F	48.9	16.2	34.9
Kent St U at Salem		III	PU	100.3	71.7	55.6		59.3		63.7	100.0	100.0	14.0	21.8			18.9	13.5	67.6
Kent St U at Stark	7	III	PU	95.8	78.1	60.3		56.1		72.0	100.0	100.0	14.0	19.3			54.0	8.0	38.0
Kent St U at Trumbull		III	PU	97.4	76.4	70.4		58.0		74.0	100.0	100.0	14.0	18.8			41.9	9.3	48.8
Kent St U at Tuscarawas		III	PU	101.5	77.3	58.9		53.3		66.6	100.0	100.0	14.0	20.9			37.5	12.5	50.0
Kenyon Coll		IIB	PI	103.9	80.5	71.0	—			86.8	86.2	86.2	0.0	14.6			68.4	21.3	10.3
Marietta Coll	7	IIB	PI	80.7	71.2	61.1	49.7			69.3	100.0	86.8	8.0	17.7		FT	48.1	21.7	30.2
Miami U-Hamilton		IIB	PU	108.1	80.2	67.1	38.9	55.5	37.0	71.5	100.0	100.0	14.0	18.6		F	47.4	20.6	32.0
Miami U-Middletown		IIB	PU	94.5	78.4	59.9	—	55.4	—	71.1	100.0	100.0	14.0	18.6		F	51.2	20.9	27.9
Miami U-Oxford		I	PU	129.0	97.8	92.0	51.8	66.9	48.6	94.9	100.0	100.0	14.0	18.6		F	51.2	21.8	27.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.0	0.0	0.1	48	23	16	15	36	18	30	16	207	137.9	100.4	77.0	59.8	130.5	95.5	81.4	60.8	94.6	95.1	105.8	89.1
1.0	3.9	4.1		393	123	67		128	78	63		852	224.8	151.0	130.6		208.0	131.6	115.7		92.5	87.1	88.6	82.8
0.6	1.0	1.1	–	173	186	96	1	78	180	105		1,218	106.8	81.9	78.8	–	104.9	79.6	70.9		98.2	97.1	90.0	86.0
0.0	0.0	0.0		17	15	12		5	10	7		95	84.1	69.6	67.4		90.5	71.2	64.3		107.6	102.3	95.4	88.8
0.0	0.7	0.6	–	46	76	72	1	41	74	78	2	447	115.8	85.3	78.6	–	107.7	85.2	72.5	–	93.0	99.9	92.2	93.8
-0.4	0.4	1.3	–	59	34	15	2	24	41	23	1	266	87.9	80.1	75.1	–	86.5	83.1	78.2	–	98.5	103.7	104.1	98.5
0.0	1.7	0.2	0.1	36	12	14	6	21	15	32	12	149	69.3	63.2	54.7	44.6	65.7	65.3	58.6	47.8	94.8	103.2	107.0	94.8
0.0	2.4	1.1	0.0	19	11	2	7	18	16	4	8	85	78.0	61.0	–	47.8	71.6	59.3	53.9	46.3	91.8	97.2	–	91.7
0.0	0.0	7.9	2.3	5	9	6	4	6	11	10	8	59	61.3	50.9	43.3	34.6	60.0	49.7	43.5	44.2	97.8	97.6	100.4	99.9
2.4	1.6	2.5	1.2	25	15	14	5	18	14	28	21	140	76.3	73.4	58.6	45.8	77.8	65.6	65.8	43.0	102.0	89.3	112.4	90.9
1.0	1.0	1.0	0.4	10	10	13	1	9	17	14	6	82	60.4	54.6	51.2	–	54.5	55.9	49.9	40.1	90.2	102.4	97.5	93.5
2.4	0.6	2.8	1.5	16	11	11	3	36	19	31	1	130	75.4	69.2	68.5	67.5	75.4	62.5	61.7	–	100.0	90.3	90.1	95.3
0.9	1.3	0.3	–	85	92	57	2	27	80	58		473	103.9	86.5	73.2	–	107.3	80.9	70.0		103.2	93.4	95.6	90.5
0.9	1.2	0.7	0.5	47	55	34	8	29	53	46	4	367	100.5	85.5	70.5	48.7	98.7	82.1	72.4	51.1	98.2	96.0	102.6	92.3
1.2	2.0	1.7	–	553	270	230	1	189	196	206		1,842	136.8	99.2	88.8	–	130.3	91.0	79.9		95.2	91.8	90.0	81.8
2.5	2.7	2.7	4.1	9	11	6	3	5	9	14	3	60	59.1	56.0	49.5	53.2	60.4	61.0	55.2	46.5	102.3	108.8	111.5	102.8
-1.2	-1.5	0.0	-1.0	1	4	1	1	7	17	6	5	43	–	53.2	–	–	64.4	55.2	49.6	38.0	–	103.7	–	100.6
1.4	2.3	0.8	2.1	27	27	26		8	25	9		150	80.2	72.9	69.9		78.8	73.1	66.7		98.3	100.3	95.5	98.3
0.1	0.6	0.9		118	97	83		68	89	108		725	104.1	78.7	77.7		94.5	76.8	73.2		90.8	97.7	94.2	85.3
0.0	2.1	1.8	–	40	27	19		26	30	21	1	224	91.0	79.0	76.0		87.0	78.9	71.0	–	95.6	99.8	93.4	93.5
4.1	3.8	1.8	–	389	207	115	1	205	168	115		1,668	176.0	106.1	111.3	–	152.9	108.1	95.2		86.9	101.9	85.5	80.6
2.8	2.8	2.0		185	144	94		83	130	114		1,095	135.2	94.6	89.7		111.9	89.3	80.4		82.8	94.4	89.6	79.1
0.5	1.3	0.7		113	91	78		83	104	104	4	887	117.2	88.4	81.9		109.2	80.2	76.5	54.9	93.2	90.7	93.3	87.9
0.0	0.4	1.0	14.2	44	31	34		28	38	50	1	315	88.7	74.1	62.8		82.7	70.5	63.3	–	93.2	95.1	100.7	90.4
0.1	0.1	0.9	1.1	140	109	58	33	78	83	83	31	625	157.5	105.1	81.8	64.1	134.2	94.8	80.3	71.9	85.2	90.3	98.2	83.4
2.6	5.4	2.1	0.5	70	71	86	36	39	65	123	50	544	101.5	75.1	69.6	45.1	94.4	72.2	65.5	45.5	93.0	96.2	94.1	88.9
2.7	3.6	9.3	3.4	30	50	15	4	17	54	39	23	250	95.4	82.1	67.3	58.3	103.3	79.1	80.4	64.0	108.3	96.3	119.4	97.7
2.7	3.0	3.1	2.9	3	2	5	6	2	8	5	9	40	71.1	–	68.6	60.6	–	61.8	62.6	58.9	–	–	91.2	90.8
2.5	3.1	3.2	–	135	120	98	2	46	85	98		651	112.6	82.3	77.2	–	101.2	80.8	73.6		89.9	98.1	95.3	86.2
				86	100	95	31	44	54	102	40	639	110.7	87.0	82.5	56.6	106.2	88.3	73.6	56.1	96.0	101.4	89.2	92.5
2.8	1.4	1.8	9.4	9	8	20	1	5	12	18	2	75	68.0	60.4	51.1	–	75.8	55.3	50.6	–	111.5	91.6	99.0	96.4
-5.1	-4.7	-4.7	-4.6	37	24	20	15	9	20	21	28	174	70.1	68.6	63.8	53.6	72.8	61.2	60.8	55.2	103.9	89.2	95.2	91.5
1.2	0.8	1.8	–	41	35	27		37	35	41	2	218	89.2	73.5	63.2		99.3	77.0	64.5	–	111.3	104.8	102.1	102.9
0.0	0.0	0.0		13	4	7		6	4	10		44	56.5	50.8	44.6		59.2	48.7	43.4		104.8	95.8	97.3	94.5
3.3	3.0	3.0		7	8	4		7	12	8		46	86.3	71.0	46.1		76.3	71.9	49.6		88.4	101.3	107.6	93.1
3.2	3.4	2.6		145	122	89		123	126	93		698	113.3	89.4	69.9		95.2	82.7	63.2		84.0	92.6	90.4	86.9
-1.0	0.8	1.0	1.8	197	96	48	26	66	80	67	51	631	153.2	106.7	102.7	72.7	132.9	101.0	97.9	67.8	86.7	94.7	95.4	79.1
0.9	5.0	3.3	3.8	7	2	7	5	15	8	17	23	84	65.3	–	50.0	41.5	63.0	57.1	51.4	47.7	96.6	–	102.7	99.6
-5.2	-0.4	0.7	–	93	97	47	2	46	84	71		554	111.5	90.1	89.8	–	104.9	83.6	76.9		94.1	92.8	85.7	86.0
0.0	0.7	0.3	1.4	28	23	14	18	20	26	25	18	172	95.3	74.8	64.5	57.4	93.9	74.6	64.7	56.6	98.6	99.7	100.4	95.2
0.0	0.0	-3.4		3	4	11	3	1	2	11		35	63.2	55.1	56.8	46.7	–	–	52.4		–	–	92.2	94.6
0.0	0.0	0.0	1.0	33	41	37	5	13	50	42	3	224	124.5	89.8	70.3	63.8	113.1	87.2	69.4	60.7	90.8	97.2	98.7	89.6
-9.2	-5.8	0.8	-5.1	28	33	15	9	23	31	14	6	159	92.2	74.9	87.2	56.9	84.9	75.0	66.5	62.7	92.1	100.2	76.2	93.3
–	0.0	–		2	6	1			8	1		42	–	79.9	–			74.3	–			92.9	–	86.4
	0.0				7				2			16		77.5				–				–		83.0
0.0	0.0	–		2	2			3	11	5		39	–	–			82.2	69.9	54.1		–	–		88.1
-0.7	1.2	1.5		157	155	104		107	181	111	1	946	117.0	89.1	76.2		103.9	84.8	67.4	–	88.8	95.3	88.5	85.2
–	2.2	0.0		1	3	3		2	3	6		37	–	72.8	52.1		–	70.6	57.4		–	96.9	110.1	102.8
0.0	0.6	2.8		8	23	13		5	22	8		100	95.4	81.0	57.9		96.4	75.1	64.2		101.1	92.7	111.0	90.6
0.0	0.0	0.0		3	7	4		5	10	1		43	118.0	78.3	70.6		85.0	75.0	–		72.1	95.7	–	88.3
0.0	0.0	2.0		2	7	8		3	7	3		48	–	78.5	53.5		89.6	76.1	73.1		–	97.0	136.6	101.5
2.8	2.7	7.3	–	45	28	19	1	24	23	33	1	174	107.7	78.2	71.1	–	96.8	83.4	70.9	–	89.9	106.8	99.7	90.2
2.0	3.1	3.1	3.1	21	18	20	1	12	10	20	4	106	82.2	70.6	64.3	–	77.9	72.1	58.0	50.4	94.8	102.0	90.2	90.9
0.0	0.7	2.4	2.8	6	15	5	1	8	19	13	3	97	1171											

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	
Ohio (continued)																			
Mount Saint Joseph U	7	IIA	PR	93.1	74.0	63.3	55.4			69.1	100.0	73.1	5.0	9.0	PpTV	34.6	21.2	44.2	
Muskingum U		IIA	PR	80.7	65.9	57.9	—			67.5						50.0	11.6	38.4	
Oberlin Coll		IIB	PI	122.7	95.0	72.1	55.4			97.5	98.6	98.6	0.0	13.7	FfO	60.6	20.2	19.1	
Ohio Northern U		IIB	PR	95.2	79.8	72.5	51.2			80.2	100.0	100.0	7.0	12.8	PT	60.9	27.0	12.1	
Ohio St U Ag Tech Inst	7	III	PU	—	85.8	80.4				84.2	100.0	100.0	14.0	11.8	P	65.4	30.8	3.8	
Ohio St U-Lima Campus	7	III	PU	113.3	78.8	—				90.1	100.0	100.0	14.0	11.1	P	93.1	6.9	0.0	
Ohio St U-Main Campus	7	I	PU	154.8	106.9	97.1	162.6			125.5	100.0	100.0	14.0	7.9	P	67.1	19.2	13.7	
Ohio St U-Mansfield Campus	7	III	PU	97.8	78.0	—				80.8	100.0	100.0	14.0	12.3	P	93.8	6.3	0.0	
Ohio St U-Marion Campus		III	PU	106.8	82.2	78.0				85.9	100.0	100.0	14.0	11.6	P	62.2	32.4	5.4	
Ohio St U-Newark Campus		III	PU	110.2	92.4	78.6				92.9	100.0	100.0	14.0	10.7	P	79.6	20.4	0.0	
Ohio U-Chillicothe Campus		III	PU		80.9	62.9				77.3	100.0	100.0	14.0	20.8	F	73.3	26.7	0.0	
Ohio U-Eastern Campus		III	PU		77.4	—				75.3	100.0	100.0	14.0	21.4	F	64.3	35.7	0.0	
Ohio U-Lancaster Campus		III	PU	95.2	77.0	—				78.8	100.0	100.0	14.0	20.4	F	81.8	18.2	0.0	
Ohio U-Main Campus		I	PU	111.4	89.0	81.0				95.9	100.0	100.0	14.0	16.8	F	72.8	27.2	0.0	
Ohio U-Southern Campus		III	PU	—	75.1	61.4				71.6	100.0	100.0	14.0	22.5	F	66.7	33.3	0.0	
Ohio U-Zanesville Campus		III	PU	90.1	74.1	—				77.6	100.0	100.0	14.0	20.7	F	91.7	8.3	0.0	
Ohio Wesleyan U		IIB	PR	93.9	70.3	62.9	57.2			77.8	100.0	100.0	8.4	14.7		77.1	12.8	10.1	
Sinclair Comm Coll		III	PU	82.5	64.0	57.0	47.7			73.3	100.0	100.0	14.0	14.2	F	62.5	37.5	0.0	
Tiffin U		IIA	PI	75.0	69.2	56.0	40.1			62.8	95.6	86.8	7.0	15.2	FFTV	0.0	0.0	100.0	
U of Akron Main Campus	7	I	PU	116.3	93.5	82.7	63.1	69.6		93.2	100.0	93.2	14.0	13.2	F	61.4	10.4	28.2	
U of Akron Wayne Coll		III	PU		68.5					68.5	100.0	100.0	14.0	22.0	F	100.0	0.0	0.0	
U of Cincinnati-Blue Ash Coll	1	III	PU	102.2	79.8	60.5	51.2			77.2	100.0	100.0	15.6	14.0	FO	64.5	22.1	13.4	
U of Cincinnati-Clermont Coll	1	III	PU	100.7	79.2	62.4	—			86.4	100.0	100.0	15.6	14.2	FO	78.9	7.0	14.1	
U of Cincinnati-Main Campus	1	I	PU	129.3	93.4	75.9	39.6			94.6	100.0	100.0	15.6	14.3	FO	48.3	14.9	36.8	
U of Dayton	7	I	PR	118.4	88.7	83.9		57.5		85.4	100.0	91.0	5.2	13.2	FFTV	50.8	21.2	27.9	
U of Mount Union	7	IIB	PI	89.3	72.9	62.6	54.2			72.5	93.1	81.9	9.4	12.4	FFT	50.0	30.6	19.4	
U of Toledo		I	PU	112.8	94.5	85.4	67.5	61.5	48.3	89.2	100.0	100.0	13.0	27.5	FfV	51.7	20.1	28.2	
Ursuline Coll		IIA	PR	77.6	63.9	59.7	55.3			63.6	100.0	73.3	4.6	18.7	FFTV	38.3	6.7	55.0	
Wittenberg U		IIB	PR	75.0	63.5	58.4	64.1			66.3	—	84.5	—	15.6	FFTV	65.0	19.4	15.5	
Xavier U	7	IIA	PR	102.2	84.1	86.0	60.0	47.4		78.9	100.0	80.7	2.7	16.8	PpT	46.4	19.3	34.3	
Youngstown St U		IIA	PU	92.1	78.3	67.4		51.2	—	76.8	100.0	100.0	14.7	18.4	F	67.7	13.5	18.8	

Oklahoma

Cameron U	1	IIA	PU	72.2	59.6	51.2	42.8			56.2	100.0	100.0	19.0	12.3	P	50.8	20.3	28.9
Oklahoma Panhandle St U		IIB	PU	49.2	48.4	45.6	39.8			44.8	100.0	100.0	16.3	13.7	None	17.4	50.0	32.6
Oklahoma St U-Main Campus	7	I	PU	113.9	88.9	79.8	60.2	39.3		86.1	84.0	86.6	17.6	8.4	FV	52.1	26.2	21.6
Oklahoma St U-Oklahoma City	7	III	PU	66.7	56.7	51.3	48.5			52.9	100.0	76.4	15.7	13.5		31.9	68.1	0.0
Southeastern Oklahoma St U		IIA	PU	78.8	73.8	65.0	45.3			67.7	100.0	100.0	15.8	11.7	P	53.7	27.3	19.0
Southwestern Oklahoma St U	7	IIA	PU	83.3	68.9	63.2	52.8			66.4	100.0	100.0	18.7	11.6	F	49.0	13.7	37.3
U of Central Oklahoma		IIA	PU	89.4	73.5	67.8	57.2	38.1	48.1	69.6	100.0	86.7	17.7	9.5	PO	52.1	20.8	27.1
U of Oklahoma-Norman Campus	7	I	PU	130.4	89.7	86.1	46.9	52.3		92.8	100.0	100.0	13.9	6.0	F	54.8	17.4	27.9
U of Science and Arts of Oklahoma		IIB	PU	61.5	57.5	48.0	41.9			55.1	100.0	100.0	3.5	14.5	None	65.2	17.4	17.4
U of Tulsa		I	PR	118.9	88.0	87.2	57.3			95.8	100.0	100.0	9.0	9.5	FTV	53.4	16.6	30.0

Oregon

Central Oregon Comm Coll		III	PU	115.2	94.8	77.9	79.8			94.3	—	100.0	—	17.4	F	63.5	36.5	0.0
Lewis & Clark Coll		IIA	PI	125.5	82.5	72.0	55.2	—	—	91.4	99.5	87.0	0.7	1.0	FpTV	62.3	13.5	24.2
Linfield U	7,31	IIB	PR	87.8	70.3	62.5	62.8			73.6	100.0	100.0	2.9	14.0	FFTV	60.6	18.2	21.2
Oregon St U	7	I	PU	133.6	101.8	92.9	58.9			94.9	98.4	98.8	23.6	19.0	Pp	49.5	18.1	32.4
Portland St U	7	I	PU	121.0	92.5	78.0	64.9			91.7	95.8	99.0	22.0	17.8	PpO	52.8	15.2	32.0
Reed Coll		IIB	PI	127.1	93.5	80.3	78.0			107.4	94.9	91.0	10.4	11.1	FOV	73.1	18.6	8.3
U of Oregon	7	I	PU	143.1	104.3	92.0	63.0	83.0		103.2	99.2	98.9	26.9	17.3	O	54.5	19.4	26.0

Pennsylvania

Allegheny Coll		IIB	PR	89.4	70.8	64.8	54.0			72.9	100.0	100.0	8.9	10.5	FFT	56.3	27.2	16.6
Alvernia U		IIA	PR	86.9	70.3	65.0	53.8			66.5	100.0	90.7	7.3	27.1	FFt	42.1	24.3	33.6
Bloomsburg U of Pennsylvania	7	IIA	PU	113.7	89.5	74.4	52.1			89.9	96.6	100.0	17.2	13.4	Fp	68.8	23.0	8.2
Bryn Mawr Coll		IIA	PI	144.4	96.5	82.1	—	77.1		102.5	92.9	99.4	10.4	12.4		54.8	25.2	20.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.1	0.0	2.0	3.1	9	11	14	8	8	15	24	15	104	89.8	74.2	62.2	52.4	96.9	73.8	64.0	57.0	107.9	99.5	102.9	99.3
0.5	1.2	1.1	—	13	20	8		12	15	16	2	86	83.2	66.2	60.3		77.9	65.4	56.8	—	93.6	98.7	94.1	92.0
				70	45	37	4	38	36	46	6	282	127.1	98.0	72.1	45.8	114.7	91.2	72.1	61.8	90.2	93.0	100.1	86.8
				50	37	37	8	14	29	35	5	215	96.9	81.0	74.0	54.3	89.0	78.3	70.9	46.4	91.9	96.7	95.8	90.0
—	2.9	3.2		1	9	7		1	5	3		26	—	83.5	82.2		—	89.7	76.1		—	107.4	92.5	102.9
1.5	0.3	—		7	9	1		3	8	1		29	125.0	78.5	—		86.1	79.0	—		68.9	100.6	—	82.0
1.9	2.3	1.9	1.3	708	383	287	1	335	344	318	5	2,381	158.8	110.7	101.6	—	146.5	102.7	93.0	160.5	92.3	92.8	91.5	85.8
0.1	0.7	3.0		6	11	1			13	1		32	97.8	78.5	—			77.6	—			98.8	—	91.1
0.2	1.3	2.5		6	5	6		2	10	8		37	106.1	81.2	78.6		—	82.7	77.5		—	101.8	98.5	93.4
1.1	0.9	4.3		5	18	4		4	12	6		49	112.8	91.6	85.3		107.0	93.7	74.1		94.8	102.3	86.8	95.9
	0.0	2.4			8	1			4	2		15		78.6	—			85.6	—			109.0	—	101.9
	0.0	—			6				6	2		14		77.8				77.0	—			98.9		94.4
0.0	0.0	6.4		2	11	1		1	7			22	—	78.6	—		—		74.5		—	94.7		97.7
0.0	1.0	1.4		171	161	80		74	89	58		633	116.1	90.7	80.2		100.7	85.8	81.9		86.8	94.5	102.1	90.5
	1.5	0.0				1		1	7	3		12			—		—	75.1	61.8				—	—
0.0	0.0	6.5		5	7			1	10	1		24	90.8	72.4			—	75.2	—		—	103.9		93.8
0.2	1.1	2.3	0.4	28	22	6	3	17	17	8	8	109	95.9	70.5	63.1	63.3	90.5	70.0	62.7	54.9	94.3	99.3	99.4	90.1
0.5	1.3	2.1	1.9	69	28	14	3	90	56	16	4	280	84.3	65.3	57.4	48.1	81.1	63.3	56.6	47.5	96.2	97.0	98.5	95.4
0.0	0.0	0.0	0.0	11	8	17	4	6	10	10	2	68	76.8	65.0	58.5	42.1	71.7	72.5	51.6	—	93.3	111.6	88.1	98.5
-0.6	0.3	-0.1	1.7	127	73	31	30	40	57	24	49	472	119.9	97.2	84.3	61.1	104.6	88.7	80.7	64.4	87.2	91.3	95.7	83.9
	0.0				1				2			3		—				—				—		—
3.0	4.3	6.3	2.5	8	34	20	5	26	48	23	8	172	106.4	81.5	60.2	51.2	100.9	78.5	60.8	51.2	94.9	96.3	101.0	102.9
2.0	6.0	9.1	—	16	12	6		16	17	3	1	71	101.0	79.3	63.8		100.4	79.2	59.6	—	99.4	99.8	93.4	99.1
2.4	3.5	4.6	5.3	265	240	177	43	145	212	226	68	1,376	135.3	99.5	80.7	39.4	118.4	86.5	72.2	39.8	87.5	86.9	89.5	80.2
0.3	0.4	0.4		98	102	68		34	83	56		612	122.9	91.5	86.4		105.2	85.2	80.8		85.6	93.1	93.5	81.1
0.8	1.4	0.6	0.0	20	26	20	3	19	20	29	7	144	89.6	73.0	62.0	49.6	88.9	72.8	63.0	56.1	99.3	99.8	101.6	97.2
				154	98	67	4	68	70	67	21	723	114.1	98.3	88.3	75.0	109.8	89.2	82.6	66.1	96.2	90.7	93.6	85.2
3.4	-0.9	0.6	0.0	4	3	2		9	10	19	13	60	80.6	61.2	—		76.3	64.7	60.2	55.3	94.7	105.6	—	91.4
2.1	2.9	1.5		21	12	16	2	17	19	14	2	103	74.6	64.5	57.7	—	75.6	62.9	59.2	—	101.4	97.6	102.5	99.3
-6.0	-4.7	-4.8	-3.5	42	58	31	30	27	54	43	87	388	103.4	87.2	90.4	60.4	100.2	80.8	82.8	59.8	96.8	92.6	91.5	87.7
0.0	0.5	0.1		86	58	27		45	43	37		356	92.7	80.6	71.4		90.8	75.2	64.5		97.9	93.4	90.4	87.1
0.0	0.7	0.6	1.0	23	16	19	17	11	12	10	20	128	72.7	60.6	52.8	41.6	71.1	58.3	48.0	43.8	97.7	96.2	90.9	92.2
0.0	0.0	0.0	0.0	6	4	10	6	1	2	9	8	46	49.6	50.6	44.6	38.3	—	—	46.7	41.0	—	—	104.6	97.5
0.5	1.4	1.5	2.8	232	171	185	6	84	94	156	9	1,086	117.3	90.7	85.7	55.9	104.3	85.8	72.9	63.1	89.0	94.7	85.1	82.6
0.0	0.6	1.0	6.1	4	6	6	10	2	11	18	15	72	65.7	56.8	51.3	45.9	—	56.6	51.3	50.3	—	99.7	100.1	100.6
0.0	0.3	0.7	4.7	31	9	16	10	12	14	15	14	121	79.0	78.5	66.1	49.6	78.1	70.7	63.9	42.2	98.9	90.0	96.7	88.6
0.7	1.3	0.1	1.4	25	22	25	22	26	25	19	40	204	84.3	66.6	60.0	52.1	82.4	70.9	67.4	53.2	97.7	106.4	112.2	100.6
0.4	3.1	2.2	2.2	106	41	39	26	84	59	64	34	557	91.6	79.6	72.9	58.4	86.7	69.2	64.7	56.3	94.6	86.8	88.7	88.0
0.2	0.2	0.2	0.8	272	221	141	51	103	136	126	88	1,256	136.5	92.2	89.7	52.5	114.5	85.7	82.1	43.7	83.9	93.0	91.5	78.2
0.3	0.0	2.2	1.4	5	9	8	3	12	5	1	3	46	62.4	58.2	47.8	42.0	61.2	56.3	—	41.8	98.1	96.8	—	105.5
3.0	3.3	2.0	2.0	79	64	40	6	18	30	59	11	307	119.2	91.8	90.8	62.6	117.6	79.9	84.8	54.4	98.7	87.1	93.3	84.0
2.8	1.6	12.5	1.2	21	20	17	1	18	15	27	7	126	115.2	94.7	80.7	—	115.1	95.1	76.2	81.3	99.9	100.4	94.4	93.7
-0.1	1.0	1.2	0.2	39	37	14	4	24	45	35	7	207	129.4	85.3	69.3	56.8	119.1	80.2	73.1	54.2	92.0	94.0	105.5	84.3
0.0	1.7	1.6	0.0	26	12	11	4	20	26	21	12	132	88.0	70.0	66.3	63.4	87.6	70.5	60.5	62.5	99.6	100.7	91.2	91.5
0.5	0.1	0.0	0.0	244	169	109	194	79	114	88	197	1,194	136.0	102.8	97.0	61.5	126.3	100.2	87.9	56.4	92.9	97.5	90.6	82.5
1.4	1.6	0.2	0.9	138	110	70	56	71	98	99	93	735	124.8	94.6	83.5	68.0	113.5	90.1	74.2	63.1	90.9	95.3	88.9	83.7
1.7	2.4	4.0	3.3	51	19	10	7	29	20	14	6	156	128.4	94.3	80.0	78.3	124.7	92.7	80.6	77.5	97.1	98.3	100.8	92.0
3.1	2.3	3.2	3.1	203	175	96	119	98	121	102	120	1,060	143.6	108.1	95.3	66.5	141.9	98.9	89.0	59.6	98.8	91.5	93.4	86.8
0.0	0.0	0.0	0.0	23	20	22	3	18	27	35	3	151	93.2	72.2	66.7	54.3	84.6	69.7	63.6	53.6	90.7	96.6	95.4	91.0
-18.0	-22.0	-1.5	-8.7	4	18	20	4	5	14	27	15	107	88.9	69.9	62.1	49.9	85.3	71.0	67.2	54.8	96.0	101.6	108.3	100.2
1.5	2.9	4.1	1.1	81	55	39	13	33	55	58	18	352	114.4	90.5	74.0	51.1	112.1	88.4	74.7	52.8	98.0	97.7	100.9	89.2
0.1	0.2	0.1	—	19	17	13	1	25	24	26	1	155	148.8	97.4	81.9	—	141.1	95.9	82.2	—	94.8	98.4	100.3	90.4

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	T		TT	NTT	
Pennsylvania (continued)																			
Bucknell U		IIB	PI	125.8	102.2	90.2	79.9			105.7	100.0	100.0	10.0	10.8	FTOV	65.4	28.1	6.5	
Butler County Comm Coll		III	PU	85.3	70.3	62.2	48.0			63.3	100.0	92.1	12.4	24.5	F	68.3	28.6	3.2	
California U of Pennsylvania	7	IIA	PU	114.7	94.2	77.8	57.0			93.3	98.4	100.0	16.5	12.5	Fp	69.2	20.2	10.5	
Carnegie Mellon U	7	I	PI	171.2	117.4	107.8			76.4	134.5	100.0	94.6	9.5	5.8	FpO	47.9	25.9	26.1	
Cedar Crest Coll	5	IIA	PI	85.2	76.0	65.8	58.4			72.1	74.7	69.3	3.1	13.1	FfT	42.7	6.7	50.7	
Chatham U	7	IIA	PI	87.4	71.3	63.0	40.7			68.4	96.9	80.2	3.0	10.4	FT	3.8	0.0	96.2	
Cheyney U of Pennsylvania	7	IIB	PU	111.5	91.9	70.3	–			97.2	100.0	100.0	15.2	12.4	Fp	77.4	19.4	3.2	
Clarion U of Pennsylvania	7	IIA	PU	112.8	90.3	74.0	51.5			85.8	98.9	100.0	19.0	13.4	Fp	64.5	17.7	17.7	
DeSales U	7	IIA	PR	97.2	78.0	71.9	56.2			76.2	85.7	88.0	4.5	17.6	FfT	34.6	49.6	15.8	
Delaware Valley U	7	IIA	PI	91.5	77.2	67.6	61.6	–		78.0	90.2	91.3	5.6	13.2	FTV	54.3	16.3	29.3	
Dickinson Coll		IIB	PI	111.4	88.3	77.9	66.3			89.7	91.9	89.0	3.4	10.8		65.1	23.9	11.0	
Drexel U	7	I	PI	160.9	119.9	97.0	80.1			108.4	–	99.3	–	8.5	FTV	43.3	8.7	48.0	
Duquesne U	7	I	PR	113.9	88.6	73.3	64.0			87.3	–	83.3	–	16.6	FTV	58.8	14.9	26.4	
East Stroudsburg U of Pennsylvania	7	IIA	PU	112.9	88.0	72.2	55.6			91.6	97.7	100.0	14.8	12.6	Fp	62.2	30.4	7.4	
Eastern U	7	IIA	PR	72.1	60.9	49.7	29.3	50.7		57.5						40.0	34.7	25.3	
Edinboro U of Pennsylvania		IIA	PU	113.6	91.7	73.9	56.2			92.3	100.0	100.0	17.8	12.8	Fp	74.0	18.5	7.5	
Elizabethtown Coll	1	IIB	PI	94.9	79.3	71.7	–	69.5		82.3	91.5	92.5	10.3	20.0	FTV	70.8	16.0	13.2	
Franklin and Marshall Coll		IIB	PI	123.6	97.2	81.9	70.4			99.1	93.8	100.0	4.7	15.3	PpT	64.6	20.4	15.0	
Geneva Coll		IIA	PR	69.0	63.2	50.1	–			63.8	–	95.0	–	25.2	FTO	58.3	18.3	23.3	
Gettysburg Coll		IIB	PI	108.8	89.6	75.4				91.9						74.7	25.3	0.0	
Gwynedd Mercy U	7	IIA	PR	83.9	71.6	61.7	48.7			62.5	93.6	93.6	5.9	12.8	FfT	25.5	6.4	68.1	
Haverford Coll		IIB	PI	131.2	101.0	85.0	77.0			101.0	100.0	100.0	9.1	13.7	O	55.7	22.1	22.1	
Indiana U of Pennsylvania-Main Campus	7	I	PU	112.9	86.7	70.1	52.1			92.8	98.9	100.0	16.6	13.2	Fp	80.7	10.8	8.4	
Juniata Coll		IIB	PI	86.5	72.0	63.1	45.0			76.7	94.0	90.0	10.6	18.1		77.0	9.0	14.0	
King's Coll	1	IIA	PR	78.5	70.2	71.5	48.9		–	71.9	93.3	68.0	5.0	15.0	F	50.7	14.0	35.3	
Kutztown U of Pennsylvania		IIA	PU	108.8	89.5	67.5	50.2			87.8	98.3	99.7	16.3	13.7	Fp	72.8	14.5	12.7	
La Salle U		IIA	PR	111.9	81.4	70.5	60.6			82.1	83.7	82.7	2.1	10.9	FTV	59.7	19.4	20.9	
Lafayette Coll		IIB	PR	141.1	101.6	83.4	76.6			106.1	100.0	93.0	0.0	8.8	FfTOV	62.1	28.4	9.5	
Lebanon Valley Coll	7	IIA	PR	81.2	72.9	60.7				69.9	100.0	100.0	9.0	10.4	FTV	54.5	33.3	12.2	
Lehigh U		I	PI	166.0	114.6	103.6		87.6	66.6	125.1	97.1	86.2	5.8	10.1	FTOV	64.1	18.3	17.6	
Lincoln U		IIA	PU	106.2	82.2	70.3	65.8	59.7		80.6	100.0	88.3	8.9	14.6	F	46.6	38.8	14.6	
Lock Haven U	7	IIA	PU	111.5	92.9	73.7	58.1			94.8	98.4	100.0	18.7	13.1	Fp	78.6	13.2	8.2	
Lycoming Coll		IIB	PR	88.8	74.5	63.0	54.0			71.2	100.0	86.4	9.9	12.1		63.0	30.9	6.2	
Mansfield U of Pennsylvania	7	IIB	PU	113.9	91.1	73.7	58.9			92.5	100.0	100.0	14.5	13.6	Fp	80.9	14.6	4.5	
Marywood U	7	IIA	PR	93.6	75.5	60.7	53.0			69.3	89.2	100.0	5.6	15.3	FfTV	45.9	15.5	38.5	
Mercyhurst U	1	IIA	PR	87.8	68.1	61.9	51.5	54.3		65.8	81.4	82.1	6.8	14.4	FfT	42.9	17.9	39.3	
Messiah U		IIA	PR	91.1	73.3	63.0		59.0		75.9	91.8	100.0	7.5	12.4	FpOV	59.5	20.5	20.0	
Millersville U of Pennsylvania		IIA	PU	115.1	90.2	69.9	56.6			91.0	97.5	100.0	17.5	13.9	Fp	76.9	22.0	1.1	
Misericordia U	7	IIA	PR	98.8	78.8	67.3	–			76.2	94.2	91.4	7.1	16.3	FfT	42.4	24.5	33.1	
Moravian Coll	1	IIA	PR	80.6	74.1	64.3	57.5	52.8		70.1	77.3	65.0	4.4	17.8	FpTV	45.4	35.0	19.6	
Muhlenberg Coll		IIB	PR	103.0	81.3	71.3		61.1	–	83.0	99.4	86.0	3.9	16.2		56.7	25.3	18.0	
Neumann U		IIA	PR	80.6	63.1	61.6	60.3			66.4	100.0	89.5	6.0	18.3	FT	0.0	0.0	100.0	
Pennsylvania St U-IIA Campuses	7,29	IIA	PU	130.7	100.7	80.5	67.3	64.5		91.7	100.0	94.8	12.7	14.7	PO	38.7	18.1	43.2	
Pennsylvania St U-IIB Campuses	7,23	IIB	PU	109.3	84.7	69.3	58.1	59.7		77.8	100.0	92.2	13.9	16.4	PO	36.9	13.5	49.7	
Pennsylvania St U-Main Campus	7,22	I	PU	158.9	103.7	84.7	55.9	52.6		112.5	99.0	90.9	12.3	11.2	PO	46.3	17.9	35.8	
Pittsburgh Theo Sem		IIA	PR	104.1	89.1	–				94.0	100.0	100.0	11.0	22.5	FT	61.5	38.5	0.0	
Robert Morris U	1	IIA	PI	130.8	102.8	86.5		52.6		112.4	96.1	90.6	8.7	9.6	FfT	88.4	7.7	3.9	
Saint Joseph's U		IIA	PR	116.1	89.0	82.6			59.9	90.1	100.0	100.0	8.8	12.7	FfTV	65.7	16.4	17.9	
Saint Vincent Coll		IIA	PR	84.3	70.4	58.3	49.5			68.9	93.4	91.5	7.5	23.0	FfT	57.5	16.0	26.4	
Seton Hill U	5	IIA	PR	96.3	75.5	69.6	57.1			74.2	97.9	83.0	7.1	20.1	FfTV	43.6	33.0	23.4	
Shippensburg U of Pennsylvania		IIA	PU	115.4	94.9	75.4	50.8			95.3	97.8	100.0	15.7	12.6	Fp	75.6	16.8	7.5	
Slippery Rock U of Pennsylvania	7	IIA	PU	116.1	92.7	76.5	53.2			89.4	98.6	100.0	15.3	13.1	Fp	60.5	30.4	9.1	
Susquehanna U		IIB	PR	83.7	73.8	67.1	–	54.1	–	72.0	96.5	78.9	8.9	17.4		57.7	29.6	12.7	
Swarthmore Coll		IIB	PI	156.3	111.5	87.7				123.6	96.5	95.5	10.1	11.6	POV	66.2	22.7	11.1	
Temple U	7	I	PU	166.6	112.2	89.9	66.8			116.2	91.2	96.3	9.1	13.0	FfTV	38.4	14.0	47.7	
Thomas Jefferson U	7	IIA	PI	120.9	95.9	80.9	76.7			89.9	88.9	84.8	10.1	11.5	FTV	11.1	9.1	79.7	
U of Pennsylvania		I	PI	236.8	146.7	140.3				196.1	100.0	100.0	9.1	11.5	PpO	76.8	23.2	0.0	
U of Pittsburgh-Bradford	7	IIB	PU	92.9	76.6	59.8	50.7			68.0	100.0	100.0	9.2	8.3	FfTO	44.9	7.2	47.8	
U of Pittsburgh-Greensburg	7	IIB	PU	87.0	73.2	66.4	52.2			66.4	100.0	100.0	9.3	8.4	FfTO	38.8	7.5	53.8	
U of Pittsburgh-Johnstown	7	IIB	PU	98.1	72.2	59.8	54.3			68.7	100.0	100.0	9.3	8.3	FfTO	51.1	7.5	41.4	
U of Pittsburgh-Pittsburgh Campus	7	I	PU	161.8	104.4	89.0	52.1	60.0		104.2	100.0	100.0	9.2	8.9	FfTO	39.7	9.8	50.5	
U of Pittsburgh-Titusville	7	III	PU	–	–	–	61.8			69.3	100.0	100.0	9.3	8.6	FfTO	30.0	0.0	70.0	
U of Scranton		IIA	PR	115.4	98.8	76.4	–	–	72.9	95.1	89.9	93.9	10.2	18.3	FfT	64.0	21.9	14.0	

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.7	0.5	0.0	83	70	62	8	46	58	47	10	384	127.9	104.0	91.3	79.9	122.0	100.1	88.8	80.0	95.4	96.2	97.3	93.8
3.6	3.7	4.2	6.7	3	7	6	6	10	8	4	19	63	96.2	76.3	68.5	52.4	82.0	65.0	52.8	46.7	85.3	85.2	77.1	84.5
1.6	2.3	2.8	3.9	40	39	32	10	42	35	39	10	247	115.4	94.3	77.6	55.8	113.9	94.2	77.9	58.1	98.7	99.9	100.4	99.1
0.3	1.4	1.3		317	187	145		93	90	111		1,002	177.3	121.0	111.4		150.4	109.7	103.0		84.8	90.6	92.5	81.1
0.0	0.0	0.0	0.0	8	7	8		13	9	16	14	75	89.0	70.8	79.1		82.9	80.1	59.2	58.4	93.1	113.3	74.9	85.7
0.0	1.5	0.8	—	5	15	21	2	13	28	45	2	131	85.0	73.3	63.3	—	88.3	70.2	62.8	—	103.9	95.7	99.3	99.2
1.9	2.5	8.3		9	5	2		7	4	3	1	31	112.6	91.7	—		110.2	92.3	68.9	—	97.9	100.7	—	92.2
1.4	3.9	3.2	1.6	38	15	18	10	22	26	31	26	186	114.9	91.8	80.2	51.1	109.2	89.5	70.4	51.7	95.0	97.6	87.8	82.7
3.4	3.6	1.3	1.5	9	19	29	3	7	25	38	3	133	95.5	79.9	71.4	52.2	99.3	76.6	72.2	60.2	104.0	95.9	101.1	98.8
0.0	1.5	0.7	1.4	18	19	10	1	13	8	17	4	92	91.6	77.9	69.1	—	91.3	75.6	66.6	60.5	99.7	97.1	96.3	92.3
0.0	0.1	0.2	0.1	34	43	18	7	22	42	25	18	209	113.4	89.7	78.4	67.3	108.4	86.8	77.5	65.9	95.6	96.7	99.0	91.0
0.0	0.0	0.0	0.0	182	105	52	225	68	115	38	291	1,076	164.1	124.3	101.6	83.0	152.6	115.9	90.7	77.9	93.0	93.2	89.3	82.1
0.0	0.2	0.6	1.4	59	107	55	8	34	99	99	17	478	120.3	90.1	78.2	59.4	102.7	87.0	70.5	66.2	85.4	96.7	90.2	86.4
1.6	3.2	4.6	5.2	57	33	18	6	30	33	23	17	217	113.7	87.8	73.3	52.3	111.4	88.2	71.3	56.7	98.0	100.5	97.2	89.0
				13	5	13	1	14	16	6	5	95	70.3	57.5	47.8	—	73.8	61.9	53.8	25.7	104.9	107.6	112.6	103.6
1.4	2.9	3.6	7.0	54	36	27	3	33	25	32	17	227	114.7	93.3	79.0	50.1	111.8	89.4	69.6	57.3	97.4	95.9	88.1	86.5
0.9	1.9	2.4	—	19	21	6		17	20	9	2	106	98.9	80.6	78.3		90.4	77.9	67.2	—	91.4	96.7	85.8	90.9
0.0	0.0	0.0	0.0	50	33	19	12	27	36	27	22	226	124.7	97.8	83.7	73.0	121.6	96.6	80.7	68.9	97.5	98.7	96.4	89.2
2.0	2.2	2.2		18	18	3	1	7	9	4		60	68.5	64.4	50.9	—	70.1	60.8	49.4		102.2	94.4	97.0	95.2
0.0	0.4	0.5		34	50	23		26	35	26		194	110.0	90.7	75.3		107.2	88.0	75.5		97.5	97.0	100.2	96.2
				5	9	4	4	3	8	44	17	94	82.7	75.3	68.1	48.1	85.8	67.4	61.1	48.8	103.8	89.6	89.7	84.8
-0.6	0.4	1.4	0.8	25	14	14	10	16	23	17	21	140	129.9	98.8	84.7	87.2	133.2	102.4	85.2	72.1	102.5	103.6	100.6	91.1
1.5	3.3	4.8	2.2	122	81	27	11	76	79	41	25	462	114.7	86.4	73.1	50.8	110.0	87.1	68.1	52.7	95.9	100.8	93.1	89.7
0.0	0.0	39.2	-55.0	37	12	5	4	16	12	13	1	100	87.6	70.9	64.1	43.1	83.8	73.1	62.7	—	95.7	103.2	97.9	93.0
2.8	0.0	0.0	0.0	30	27	13	1	22	30	19	7	150	69.9	69.3	71.9	—	90.3	71.0	71.2	49.4	129.1	102.4	98.9	107.9
2.2	2.9	4.1	0.9	66	67	31	10	53	46	61	12	346	110.1	89.9	67.1	50.1	107.1	89.0	67.7	50.2	97.3	99.1	100.8	92.4
-5.0	-4.1	-4.4	-5.0	21	35	24	1	15	46	46	8	196	109.7	83.6	75.9	—	114.9	79.7	67.6	61.0	104.7	95.3	89.0	89.0
-5.7	-5.0	-4.4	0.4	46	56	27	12	28	22	41	11	243	149.3	102.9	83.4	73.5	127.5	98.2	83.4	79.9	85.4	95.4	100.0	87.9
0.0	1.0	0.4		19	25	20		10	19	30		123	82.0	73.2	60.0		79.8	72.3	61.1		97.4	98.8	101.9	94.7
0.1	0.5	1.1		147	96	53		45	67	47		552	171.8	114.1	109.9		147.1	115.2	96.6		85.6	100.9	87.9	83.2
2.5	2.8	3.0	2.9	20	13	18	3	6	9	20	4	103	107.6	84.3	69.1	63.3	101.5	79.2	71.5	67.7	94.4	93.9	103.4	87.7
2.1	2.7	2.9	0.4	44	24	21	2	38	21	26	6	182	112.0	95.5	73.0	—	111.0	89.9	74.2	56.7	99.1	94.2	101.5	94.3
0.0	0.2	0.1	4.8	13	10	22	2	5	12	13	4	81	90.5	75.4	62.9	—	84.3	73.8	63.1	54.9	93.2	97.8	100.4	94.9
1.4	2.7	3.8	5.4	16	15	5	1	13	19	15	5	89	114.6	93.1	69.5	—	113.1	89.5	75.1	60.7	98.7	96.2	108.1	90.3
0.0	0.9	1.2	6.0	15	20	14	8	5	36	30	20	148	94.1	79.8	62.6	55.0	92.0	73.2	59.8	52.2	97.7	91.7	95.6	85.9
0.0	0.3	1.2	0.6	18	22	21	7	5	16	28	14	140	90.4	67.6	66.9	55.2	78.4	68.8	58.2	49.7	86.7	101.7	87.0	84.7
0.0	0.0	0.0		55	25	21		19	25	30		195	91.8	73.6	63.2		89.1	73.1	63.0		97.1	99.3	99.7	89.0
1.4	2.3	4.4	—	48	54	42	2	34	54	41	2	277	115.6	89.7	70.7	—	114.3	90.6	69.2	—	98.9	101.0	98.0	97.2
0.0	0.9	0.5	0.0	15	18	22	1	12	17	54		139	101.1	75.9	64.8	—	95.9	82.0	68.3		94.8	108.0	105.4	96.4
0.0	-1.0	0.2	0.5	20	16	17	3	15	36	44	6	163	82.7	72.2	63.7	59.6	77.8	75.0	64.5	56.4	94.1	103.9	101.1	95.5
0.7	1.0	0.8		41	16	27		21	23	25		178	105.4	82.1	70.8		98.4	80.7	71.8		93.3	98.3	101.4	89.2
0.6	0.8	2.3	6.0	10	12	14	2	12	17	25	3	95	77.1	62.4	63.4	—	83.5	63.7	60.6	60.7	108.2	102.1	95.7	99.8
0.0	0.1	0.8	0.0	45	128	132	1	21	61	86	6	542	133.6	105.4	82.3	—	124.5	91.0	77.7	67.1	93.2	86.3	94.4	88.9
0.1	0.6	1.4	0.5	94	174	164	16	50	184	215	39	1,085	108.5	86.5	71.6	61.8	110.7	83.0	67.5	56.6	102.0	96.0	94.3	90.1
0.4	1.2	1.4	2.1	752	425	466	50	286	331	457	63	2,990	163.4	109.7	89.7	56.0	147.2	96.0	79.6	55.8	90.1	87.5	88.6	77.9
				5	3	2		1	2			13	104.6	89.9	—		—	—			—	—		98.1
4.7	4.9	5.6		52	28	13		38	30	13		181	134.3	106.5	85.6		125.9	99.4	87.5		93.8	93.3	102.2	90.4
-4.9	-4.6	-3.9		46	42	34		31	39	28		268	120.6	90.4	87.4		109.4	87.6	76.8		90.7	96.9	87.9	88.5
0.0	0.6	-0.1	0.0	19	30	16	6	7	11	17		106	85.0	71.1	58.9	49.5	82.5	68.6	57.8					

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Pennsylvania (continued)																			
Ursinus Coll	1	IIB	PI	101.1	83.5	73.2	66.9			81.3	—	71.0	—	11.1		FTV	53.2	26.6	20.2
Villanova U		IIA	PR	134.5	102.4	85.0	64.1			102.8	91.3	88.2	8.8	10.2		FfTV	51.0	14.6	34.4
Washington & Jefferson Coll		IIB	PI	87.3	72.3	58.8	48.4			72.9	—	—	—	—			67.9	15.2	17.0
Waynesburg U	7	IIA	PR	77.6	63.0	58.8	53.3			63.1	100.0	98.8	7.0	20.4		FT	43.2	28.4	28.4
West Chester U of Pennsylvania	7	IIA	PU	113.4	90.6	77.2	54.1			89.5	98.4	99.6	14.5	13.1		Fp	65.5	22.1	12.4
Westminster Coll		IIA	PR	69.3	60.7	60.1		50.2		61.2	83.8	77.0	5.0	10.4		FfTV	66.2	16.2	17.6
Widener U		I	PI	117.9	83.8	73.3	86.4	55.8		90.0	100.0	100.0	0.0	14.6		FT	59.8	18.2	22.0
Wilkes U	7	IIA	PI	105.9	84.1	70.9	66.6			82.0	83.5	100.0	2.1	8.8		FfT	58.0	28.4	13.6
York Coll of Pennsylvania	1	IIB	PI	94.3	82.9	74.9	60.9			78.3	98.2	99.4	7.0	24.9		FfT	59.8	24.3	16.0

Puerto Rico

Universidad Politecnica de Puerto Rico	19	IIA	PI	46.1	38.2	31.8	25.2			38.9	68.0	96.8	3.7	5.0			18.4	0.0	81.6
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Rhode Island

Brown U	1	I	PI	192.0	125.7	101.7	79.3	90.9		147.1	95.5	82.6	7.5	7.4		O	64.3	16.4	19.2
Bryant U		IIA	PI	173.1	135.3	114.5		81.4		132.1	89.4	90.6	5.9	11.9		PTV	55.3	13.5	31.2
Comm Coll of Rhode Island	5	III	PU	79.5	61.3	56.0	—			65.8	99.0	89.9	13.2	22.9		Ff	69.9	29.4	0.7
Providence Coll		IIA	PR	125.0	98.7	87.8	80.9			99.0	81.7	99.0	1.1	11.8		FfTV	66.0	20.7	13.3
Rhode Island Coll		IIA	PU	103.8	85.5	69.6				88.2	99.7	93.1	9.2	15.8			75.9	15.4	8.8
Salve Regina U		IIA	PR	99.9	83.3	69.2	62.1	62.0		79.0	96.7	83.3	7.3	18.3		FfTV	52.5	25.8	21.7
U of Rhode Island	7	I	PU	140.2	101.6	91.4		61.2		104.1	94.6	92.6	8.6	13.4		F	49.8	21.8	28.4

South Carolina

Citadel Military Coll of South Carolina		IIA	PU	91.5	81.6	70.9	57.7			79.6	100.0	100.0	21.8	10.6			52.4	37.5	10.1
Clemson U	7	I	PU	138.7	98.8	91.1	84.4	57.3		96.5	97.4	90.3	20.9	8.2		PO	48.2	21.9	29.9
Coastal Carolina U		IIA	PU	92.8	72.6	63.5	59.8	47.8		67.0	100.0	100.0	22.8	12.9		None	44.2	23.8	32.0
Coll of Charleston		IIA	PU	96.9	77.1	70.5	59.8			79.4	99.8	97.5	16.8	7.4			64.6	20.5	14.9
Converse Coll		IIA	PI	63.8	57.7	54.4	37.8	—		56.7	81.0	88.1	2.1	14.0		FpTV	53.6	39.3	7.1
Furman U		IIA	PI	102.7	83.0	70.4	55.3			87.9	94.5	92.9	11.9	10.6			69.7	22.7	7.6
Limestone U	1	IIB	PI	62.4	52.8	49.8	—	31.9		50.3	100.0	69.1	1.6	1.5			44.7	36.2	19.1
Newberry Coll		IIB	PR	61.2	60.5	54.6			—	57.6	66.7	100.0	4.9	16.7		FfTV	49.3	33.3	17.4
Presbyterian Coll	7	IIB	PR	71.1	68.4	63.8	—			68.8	100.0	100.0	0.0	9.9		Ff	79.5	17.8	2.7
U of South Carolina Aiken	7	IIB	PU	80.1	68.2	59.4	52.8			64.8	100.0	100.0	21.8	13.3			48.1	31.0	20.9
U of South Carolina Beaufort	7	IIB	PU	85.1	69.4	63.2	57.1			66.3	100.0	100.0	21.8	13.1			39.4	31.9	28.7
U of South Carolina-Columbia	7	I	PU	135.9	93.4	87.2	55.9	83.3	42.0	96.7	100.0	100.0	21.8	8.9			49.9	17.5	32.6
U of South Carolina-Upstate	7	IIB	PU	78.9	72.8	63.0	54.0			65.6	100.0	100.0	21.8	13.2			41.4	28.9	29.7
Wofford Coll		IIB	PR	86.0	74.5	68.3	57.8			75.9	97.1	95.0	9.5	14.8		FT	70.0	23.6	6.4

South Dakota

Augustana U		IIA	PR	72.6	62.9	57.8	47.0			62.0	100.0	75.2	5.9	24.0		PpTV	45.7	24.0	30.2
Dakota Wesleyan U	1	IIB	PR	59.8	54.7	52.6	47.6			54.7	100.0	93.2	5.0	14.6		FfT	50.0	25.0	25.0
Mount Marty U	5	IIA	PR	70.7	51.6	76.4	42.1			66.5	93.3	57.8	4.9	7.4		FfTV	48.9	35.6	15.6

Tennessee

Austin Peay St U		IIA	PU	87.4	70.4	62.8	48.6			74.5	69.3	100.0	14.4	17.9		P	64.6	29.6	5.8
Belmont U	5	IIA	PR	133.4	107.1	85.9	77.9			106.1	100.0	90.6	5.0	10.9		FT	60.3	27.7	12.0
East Tennessee St U	7	I	PU	107.0	78.3	67.5	54.8	37.7		80.0	100.0	94.6	14.6	8.8		Pp	48.8	16.7	34.5
Freed-Hardeman U	7	IIA	PR	75.4	72.3	58.6	48.0			64.7	92.9	89.9	2.9	11.3		P	54.5	24.2	21.2
King U	19	IIA	PR	51.8	49.5	43.7	42.8			47.1	73.8	64.3	0.0	21.3		FpT	0.0	0.0	100.0
Lee U		IIA	PR	81.0	69.6	64.9		55.1		69.0	100.0	100.0	12.4	9.1		FfT	53.8	27.7	18.5
Maryville Coll		IIB	PR	78.6	65.0	58.0	49.7	51.1		65.3	75.0	73.5	4.9	5.2		FpT	60.3	25.0	14.7
Middle Tennessee St U	7	I	PU	100.5	77.7	71.7	51.8	49.0		79.0	100.0	100.0	12.2	13.8		Pp	57.5	19.1	23.4
Rhodes Coll	1	IIB	PR	106.4	78.5	65.5	64.9			79.8							59.1	28.0	12.9
Tennessee St U		I	PU	81.0	65.2	60.0	45.7		46.7	66.0						Ff	57.8	35.3	6.9
U of Memphis	7	I	PU	109.7	82.3	75.8	50.2			79.7	100.0	92.0	11.1	14.5		Pp	47.0	20.4	32.6
U of Tennessee-Knoxville	6	I	PU	148.9	101.3	87.0	63.8	56.4	37.7	102.6	98.3	91.2	10.9	11.8		Pp	50.1	17.6	32.3

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.0	0.0	0.0	17	16	14	5	8	25	26	13	124	101.2	83.8	74.2	67.7	100.9	83.3	72.7	66.6	99.6	99.4	98.1	91.9
-1.1	0.1	0.9	2.0	157	116	105	31	62	95	106	48	720	137.7	102.6	85.2	64.2	126.2	102.1	84.7	63.9	91.6	99.4	99.4	87.4
0.0	0.0	0.0	0.0	24	16	11	2	18	18	18	5	112	89.1	73.5	64.8	—	84.9	71.2	55.1	47.5	95.3	96.8	85.0	87.9
0.1	0.1	0.0	0.4	14	8	10	4	7	8	13	17	81	77.4	62.3	61.3	55.8	77.8	63.8	56.8	52.7	100.5	102.4	92.7	89.0
1.4	3.0	4.0	3.7	101	100	70	45	110	121	74	54	675	115.1	91.7	77.9	54.3	111.8	89.7	76.5	54.0	97.1	97.9	98.3	97.4
0.0	0.0	0.0		12	11	9		8	15	7		74	70.9	63.1	62.1		66.9	59.0	57.6		94.4	93.5	92.8	90.3
0.3	1.1	2.7	2.6	42	40	26	1	36	51	44	13	264	118.9	87.8	74.2	—	116.7	80.6	72.8	86.7	98.2	91.8	98.2	90.0
-3.9	-2.9	-1.0	-1.8	22	36	26	6	10	34	26	16	176	105.4	86.9	71.1	68.2	106.8	81.2	70.6	66.0	101.3	93.5	99.4	91.3
0.0	0.0	0.0	0.0	15	34	26	16	5	35	28	10	169	95.0	85.6	77.0	63.5	92.2	80.3	73.0	56.6	97.1	93.8	94.8	93.3
-14.0	-6.6	-11.0	28.5	24	44	10	3	7	30	5	2	125	46.9	40.2	31.8	25.3	43.3	35.3	31.7	—	92.4	87.8	99.7	87.9
0.6	1.2	1.8	0.4	304	92	85	20	107	69	61	23	858	192.9	127.4	104.9	84.4	189.6	123.4	97.4	74.8	98.3	96.9	92.8	84.5
0.3	1.4	1.0		47	16	6		26	6	16		170	180.6	137.1	110.0		159.7	130.4	116.2		88.4	95.1	105.7	83.8
4.8	10.7	11.6	—	33	25	46		72	44	64	2	286	82.7	61.0	56.2		78.1	61.5	55.8	—	94.4	100.8	99.4	100.1
0.0	0.5	0.7	0.0	48	55	67	8	16	45	53	8	300	126.4	100.0	88.8	84.6	120.7	97.2	86.5	77.1	95.5	97.1	97.4	92.2
11.0	8.9	4.6		52	46	24		67	72	58		319	107.9	86.3	72.1		100.7	85.0	68.5		93.4	98.5	95.0	92.2
3.7	3.9	0.9	0.0	16	16	7		12	19	25	3	120	99.9	83.2	70.1		100.1	83.4	68.9	62.1	100.2	100.2	98.2	89.2
1.4	0.7	0.2		158	80	86		110	83	109		785	145.3	102.9	95.2		132.9	100.4	88.3		91.5	97.6	92.7	85.6
0.9	1.8	-0.3	-1.2	50	30	41	7	16	33	21	10	208	93.3	86.3	73.7	62.3	85.8	77.3	65.5	54.5	92.0	89.6	89.0	87.3
0.4	1.1	1.2	2.0	271	208	153	31	85	122	115	27	1,360	141.2	99.5	95.2	93.3	130.8	97.6	85.5	74.2	92.7	98.1	89.8	79.3
-3.1	-3.2	-3.5	-3.8	70	68	51	7	27	50	57	5	475	95.5	71.6	63.1	55.4	85.8	73.9	63.7	65.9	89.8	103.1	101.0	88.9
0.4	0.6	1.5	0.5	92	106	49	17	57	83	66	41	511	96.9	79.8	68.3	62.1	96.9	73.6	72.2	58.9	100.0	92.2	105.8	92.3
0.0	0.0	0.8	—	11	7	11	1	7	19	24	2	84	66.3	60.4	54.5	—	60.0	56.7	54.3	—	90.4	93.9	99.5	91.3
-3.0	-2.1	-3.3	—	75	30	28	1	32	32	37	3	238	101.9	83.7	72.1	—	104.6	82.3	69.0	57.1	102.6	98.3	95.7	91.7
4.0	3.1	3.8	—	14	11	11	1	11	12	15	1	94	64.5	55.0	47.5	—	59.7	50.8	51.4	—	92.6	92.5	108.4	92.2
2.9	2.9	3.1		13	8	15		2	13	17		69	61.5	61.2	56.3		—	60.1	53.0		—	98.2	94.2	95.7
-3.0	-1.6	0.1		28	12	6	1	10	10	6		73	71.7	67.8	65.8	—	69.7	69.1	61.9		97.2	101.8	94.0	97.5
0.0	0.8	1.8	0.3	21	22	17	18	9	30	26	15	158	82.1	69.2	61.1	50.4	75.3	67.4	58.3	55.7	91.7	97.4	95.4	94.9
1.7	1.9	3.1	0.8	8	16	10	8	3	16	16	17	94	86.0	70.8	65.7	61.3	82.8	68.1	61.6	55.1	96.2	96.2	93.8	88.7
3.8	2.8	2.2	0.7	317	249	184	100	141	227	207	118	1,631	140.1	97.3	95.7	57.2	126.2	89.0	79.7	54.9	90.1	91.5	83.3	82.1
0.6	1.1	3.3	2.2	21	29	25	22	21	28	39	47	232	80.6	69.5	67.6	53.7	77.2	76.3	60.1	54.1	95.9	109.8	88.9	94.4
-0.2	0.6	2.3	1.0	29	23	16	5	21	20	22	4	140	85.9	76.0	72.7	57.1	86.2	72.8	65.0	58.6	100.4	95.7	89.4	94.5
-4.1	-3.4	-2.8	-4.0	22	14	18		8	18	43	6	129	73.6	63.9	58.8		69.7	62.1	57.4	47.0	94.6	97.1	97.6	89.1
0.9	-0.6	1.2	—	8	7	3	1	3	7	13	2	44	60.7	57.3	51.8	—	57.3	52.2	52.7	—	94.5	91.1	101.9	92.0
3.8	0.0	6.4	0.8	6	7	6	2	2	5	16	1	45	75.1	52.1	68.1	—	—	50.8	79.5	—	—	97.6	116.7	113.2
2.2	-11.0	-10.0	-4.6	91	44	44	14	61	48	60		362	88.9	70.5	62.4	48.6	85.2	70.4	63.1		95.8	99.9	101.1	96.6
3.3	4.7	4.9	5.3	75	55	41	22	38	72	61	19	383	138.7	109.3	97.2	80.7	122.8	105.3	78.3	74.7	88.5	96.3	80.5	84.5
1.6	1.6	1.5	1.2	196	120	100	9	86	106	165	43	887	111.2	81.2	67.1	59.5	97.5	75.1	67.7	53.9	87.7	92.4	101.0	81.9
0.6	8.0	8.2	7.4	17	24	17	8	2	8	16	7	99	76.3	71.7	58.7	48.0	—	74.2	58.6	48.1	—	103.5	99.8	91.1
0.0	0.8	1.1	2.9	9	10	9	1	5	20	27	3	84	51.6	50.9	43.8	—	52.1	48.8	43.7	45.1	100.9	95.9	100.0	95.9
2.8	3.5	3.0		36	41	19		14	14	29		184	81.9	69.9	65.4		78.8	68.6	64.6		96.2	98.1	98.7	90.0
3.4	3.5	3.0	3.6	9	13	8	2	10	11	9	3	68	81.4	62.5	58.5	—	76.1	67.9	57.5	50.0	93.5	108.6	98.4	98.0
3.1	2.6	1.3	0.7	209	123	90	17	132	101	92	34	942	103.2	79.0	75.9	50.0	96.2	76.2	67.6	52.7	93.3	96.4	89.0	86.4
				31	33	34		12	37	36	3	186	107.2	80.5	64.5		104.1	76.7	66.4	64.9	97.1	95.4	103.0	90.9
				54	59	53	2	28	38	65	1	320	83.2	67.0	63.4	—	76.7	62.3	57.2	—	92.3	93.1	90.2	88.5
0.5	1.2	0.9	0.3	131	140	110	80	66	115	133	111	886	117.3	85.2	80.7	52.0	94.5	78.7	71.8	49.0	80.6	92.4	89.0	81.4
0.6	0.8	2.1	1.8	361	216	165	4	160	189	178	27	1,665	154.8	106.4	93.1	64.4	135.6	95.4	81.2	63.7	87.6	89.7	87.2	76.8

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR		RET	MED	RET	MED		T	TT	NTT
U of Tennessee-Martin	1	IIA	PU	79.6	72.5	67.0	57.7	50.4		67.9	100.0	94.5	11.6	16.4		Pp	55.6	18.1	26.3
U of the South		IIB	PR	113.7	86.1	66.6	55.7			84.6	60.2	81.9	2.6	11.7		FfT	57.8	23.5	18.7
Vanderbilt U	7	I	PI	208.1	125.4	109.0		70.3		146.5	100.0	100.0	4.8	4.5		P	54.8	15.7	29.5
Volunteer St Comm Coll	1,27	III	PU	75.0	60.6	51.1	46.0			56.6	100.0	88.2	13.4	22.1		Pp	48.4	22.6	29.0

Texas

Abilene Christian U	7	IIA	PR	96.3	76.7	68.3	58.3		–	75.7	100.0	100.0	8.0	17.5		FT	49.6	18.0	32.4
Angelo St U	7	IIA	PU	82.8	73.9	66.9	51.0		64.8	68.3	98.7	92.9	6.1	11.3		P	44.8	21.1	34.1
Austin Coll	7	IIB	PR	82.4	67.0	61.1	45.5			68.0	95.0	93.0	8.1	18.5		FTV	68.0	23.0	9.0
Austin Comm Coll District		III	PU	91.8	71.2	63.1				83.8	100.0	94.8	7.5	12.3		None	0.0	0.0	100.0
Baylor U		I	PR	145.1	102.6	95.2	78.9	71.2		105.8	95.9	94.5	9.1	11.3		FfTV	48.7	16.0	35.3
Lamar St Coll-Orange		III	PU	–	–	55.3	47.3			49.2	100.0	93.8	0.0	14.4		F	34.4	15.6	50.0
Lamar U		I	PU	104.6	80.3	74.6	53.0			75.6	100.0	91.9	7.9	13.5			49.1	19.2	31.7
McMurry U		IIB	PR	70.7	58.7	64.0	46.9			59.4	–	82.5	–	13.7		PpT	53.8	13.8	32.5
Our Lady of the Lake U		IIA	PR	86.2	69.3	65.9	–			72.5	99.0	99.0	6.9	5.9		FfT	56.2	12.4	31.4
Prairie View A & M U		IIA	PU	111.0	87.3	65.6	–	51.4		73.6	94.1	94.1	1.9	4.0			35.5	32.0	32.5
Rice U		I	PI	201.6	127.4	117.8	60.5	79.3		147.4	100.0	94.4	9.5	7.7		Ff	59.9	17.6	22.5
Saint Edward's U	7	IIA	PR	102.4	79.0	76.1	61.7	59.8		82.8	92.6	92.0	7.1	11.9		FfTV	51.9	40.1	8.0
Sam Houston St U		I	PU	101.0	82.2	69.3	57.9	47.8		78.6	99.7	97.2	8.3	12.5		None	53.9	27.1	19.0
Southern Methodist U		I	PR	175.2	117.2	116.4	102.1	60.7	112.2	120.3	95.3	92.7	9.7	13.3		F	48.6	14.7	36.6
Southwestern U		IIB	PR	92.4	76.0	64.2	52.7			75.9	94.4	94.4	7.1	12.7		FfT	67.6	14.8	17.6
St Mary's U	7	IIA	PR	110.5	73.4	73.9	54.1	36.6		87.3	–	79.2	–	10.3		FfTV	64.7	14.0	21.3
Texas A & M U-Coll Station		I	PU	153.2	105.8	96.8		55.6	76.3	112.1	100.0	100.0	13.2	8.4			53.0	14.4	32.6
Texas A & M U-Corpus Christi	1	IIA	PU	104.0	75.6	66.6	49.3			75.4	99.5	97.4	7.4	11.6		PO	40.7	31.8	27.5
Texas Christian U	7	I	PR	149.8	110.2	91.7	80.3	66.2		111.5	99.7	90.4	7.2	11.3		FfTOV	50.8	15.8	33.4
Texas Lutheran U		IIB	PR	76.7	61.8	61.6	62.3	54.4	85.8	66.5	79.8	85.7	3.1	12.0		FT	61.9	22.6	15.5
Texas St U		I	PU	102.9	86.1	76.9		52.3		75.6	100.0	100.0	6.9	13.4		None	40.3	19.3	40.3
Texas Woman's U		I	PU	94.1	74.3	66.7	58.1	56.2		74.1	87.2	79.5	7.3	14.3		P	41.4	28.2	30.4
Trinity U		IIA	PR	128.2	99.1	84.8	54.4	52.9		103.3	100.0	66.5	9.9	5.7		PpTV	70.9	18.3	10.8
U of Dallas	1	IIA	PR	98.2	79.2	66.3	56.1			73.8	91.6	81.1	6.2	15.7		FfT	55.2	23.1	21.7
U of Houston		I	PU	160.3	105.7	95.1		63.5		108.6	100.0	100.0	8.1	9.3			54.3	16.2	29.5
U of Houston-Clear Lake		IIA	PU	102.2	80.4	75.5	63.0	61.5		81.5	86.1	82.5	7.9	11.2		None	60.7	22.9	16.4
U of Houston-Downtown	1	IIA	PU	99.0	79.7	81.3	86.8	51.4		76.1	100.0	95.3	6.8	12.5		None	48.8	22.1	29.1
U of St Thomas	7	IIA	PR	92.6	73.8	65.9	58.4		–	73.4	69.0	87.6	5.7	10.6		FTV	55.0	10.1	34.9
U of Texas at Austin		I	PU	188.6	122.1	110.6	78.4	67.6		128.0	99.9	97.9	8.3	7.8		O	55.5	13.9	30.6
U of Texas at Dallas		I	PU	169.5	127.0	118.9				145.1	100.0	100.0	7.3	6.5		None	74.4	25.6	0.0
U of Texas at El Paso		I	PU	122.4	91.1	83.6		57.1		84.2	100.0	100.0	8.5	12.8			44.6	19.5	36.0
U of Texas at San Antonio		I	PU	130.9	90.5	86.1		48.7		87.3	99.4	94.6	8.5	11.2		None	48.5	20.1	31.5
U of Texas of the Permian Basin		IIA	PU	95.1	82.7	74.3	–	50.0		74.3							37.3	34.3	28.3
U of the Incarnate Word	1	IIA	PR	93.8	83.0	75.0	63.8			81.5	100.0	80.1	7.0	7.5		FpTOV	53.7	23.1	23.1

Utah

Dixie St U		III	PU	84.7	71.1	61.0	48.6			65.8	100.0	97.0	14.9	23.8		F	45.9	35.2	18.9
Salt Lake Comm Coll		III	PU	77.4	61.2	55.3	49.5	46.3		60.8	100.0	100.0	14.6	26.6		None	53.4	40.2	6.3
Snow Coll		III	PU	75.8	63.8	57.2	55.4			61.2	99.3	84.6	15.3	27.2		F	48.3	39.9	11.9
Southern Utah U		IIA	PU	87.8	71.3	61.2		48.1	64.3	66.3	100.0	95.6	14.7	20.8		O	36.6	33.0	30.4
U of Utah	7	I	PU	132.3	93.4	88.0	50.8	64.0	36.2	96.3	100.0	100.0	14.2	11.4		P	52.1	21.7	26.2
Utah St U	7	I	PU	115.0	87.7	75.0	52.1	60.8		85.7	100.0	100.0	15.7	17.4		P	47.2	23.1	29.7
Utah Valley U		IIA	PU	93.4	78.3	71.0	88.9	54.2		75.3	100.0	91.2	14.5	25.2		F	49.4	30.1	20.5
Westminster Coll		IIA	PI	87.9	72.4	65.0				75.1	100.0	84.2	3.0	15.8		PpT	0.0	0.0	100.0

Vermont

Middlebury Coll		IIA	PI	140.4	104.4	90.2	82.6	85.0	66.9	112.2	100.0	98.3	12.8	18.1		OV	60.3	26.1	13.6
Saint Michael's Coll		IIA	PR	87.6	69.1	59.9	54.6			72.9	93.7	91.0	3.0	21.5		FTV	70.3	13.5	16.2
U of Vermont	7	I	PU	125.4	98.0	83.3	81.2	65.4		95.7	94.6	100.0	10.2	16.4		F	58.3	10.7	31.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	1.3	1.9	0.0	61	41	27	10	31	30	20	4	293	80.5	73.6	68.6	58.0	77.7	71.0	64.9	57.0	96.5	96.4	94.7	91.6
0.0	0.0	0.7	4.5	29	28	21	16	24	15	18	15	166	119.3	89.0	68.8	57.5	106.9	80.6	64.1	53.7	89.6	90.6	93.1	90.0
0.8	3.0	1.3		286	120	89		94	105	99		945	208.1	126.6	116.4		208.1	123.9	102.3		100.0	97.8	87.9	77.8
0.0	-2.8	2.1	-3.5	13	34	14	25	8	47	20	25	186	75.1	60.9	52.7	48.7	74.8	60.4	50.1	43.4	99.6	99.2	95.1	95.0
7.4	4.4	3.6	2.2	54	54	30	15	15	26	35	42	272	99.1	78.8	68.7	62.2	86.0	72.2	68.0	56.9	86.7	91.6	98.9	81.4
1.4	1.0	0.6	0.5	48	36	38	35	30	22	29	38	308	82.3	76.7	69.9	50.6	83.6	69.5	63.1	51.4	101.6	90.7	90.3	91.8
0.0	1.0	1.5	4.2	21	28	9	1	7	12	14	8	100	84.0	67.8	61.1	—	77.5	65.0	61.1	44.7	92.3	95.8	100.1	85.6
1.4	2.7	1.8		176	66	33		224	102	20		621	93.6	70.9	63.7		90.5	71.3	62.1		96.7	100.5	97.5	98.3
0.3	1.1	1.1	2.5	227	177	104		70	128	132	5	1,075	148.8	104.3	102.2		133.0	100.1	89.7	78.9	89.4	96.0	87.7	80.9
				1		4	7		1	1	18	32	—		55.4	45.8		—	—	47.9		—		95.8
0.3	1.5	0.4	0.1	56	66	41	51	28	46	42	77	407	104.8	82.9	78.7	52.4	104.3	76.6	70.6	53.5	99.6	92.4	89.7	87.0
0.3	0.5	2.5	3.1	20	10	8	9	7	6	2	18	80	70.7	59.2	58.6	51.4	70.6	57.8	—	44.6	99.9	97.7	—	88.0
0.0	0.6	0.5	—	7	9	22	1	23	20	22	1	105	89.5	63.8	67.6	—	85.2	71.7	64.3	—	95.1	112.5	95.2	104.8
3.4	2.9	1.6	—	56	42	61	1	18	21	56		375	113.1	87.1	66.8	—	104.5	87.8	64.4		92.4	100.8	96.5	87.0
0.2	2.4	1.0	0.1	236	67	71	8	74	41	52	8	698	203.8	136.2	116.5	62.1	194.4	113.0	119.7	58.9	95.4	82.9	102.7	77.3
0.0	0.4	0.5	1.6	20	23	25	6	22	39	20	4	162	104.2	80.0	83.7	62.9	100.8	78.3	66.7	59.7	96.7	97.9	79.8	92.4
0.1	1.2	1.3	0.3	123	104	79	21	66	76	98	53	675	104.1	85.1	70.5	58.7	95.1	78.3	68.4	57.5	91.3	92.0	97.0	86.2
1.9	2.8	2.9	2.7	169	104	50	70	48	54	61	61	767	181.3	117.8	128.6	116.4	153.7	115.9	106.4	85.7	84.8	98.3	82.8	71.9
0.0	0.4	2.0	2.8	14	20	7	6	24	15	9	13	108	99.4	75.1	66.1	63.8	88.4	77.1	62.6	47.6	88.9	102.6	94.7	91.9
-8.1	-3.3	-4.0	-2.4	63	33	17	10	29	20	20	11	207	118.2	71.5	75.4	56.0	94.0	76.4	72.7	52.4	79.5	106.9	96.5	80.9
2.4	4.5	13.2		801	317	218		195	174	162		2,641	155.1	108.0	101.0		145.4	101.9	91.0		93.7	94.4	90.1	78.2
-0.1	0.7	0.0	0.6	56	61	79	10	26	50	123	13	418	108.5	78.0	71.6	49.1	94.4	72.8	63.4	49.4	87.0	93.3	88.5	83.1
0.1	1.1	1.8	1.6	130	116	59	35	70	107	97	53	701	151.7	117.4	100.4	82.0	146.3	102.3	86.4	79.2	96.4	87.2	86.1	82.3
0.0	0.0	0.0	1.6	14	13	9		10	15	12	3	84	78.3	60.1	62.6		74.6	63.3	60.9	62.3	95.3	105.2	97.2	98.0
-0.1	0.8	0.7		159	147	123		101	148	158		1,292	104.2	88.3	80.9		100.8	83.9	73.8		96.8	94.9	91.3	89.1
0.4	1.1	2.1	7.3	24	32	36	4	64	105	111	25	415	95.2	77.5	68.9	61.3	93.7	73.3	66.0	57.6	98.4	94.7	95.7	94.3
0.1	0.4	2.1	4.0	57	53	22	8	37	35	24	8	251	131.1	100.3	84.3	56.8	123.7	97.3	85.3	52.1	94.3	97.0	101.2	90.3
5.0	4.2	1.7	-0.1	15	40	16	13	3	23	15	18	143	96.1	81.2	65.1	62.1	108.9	75.6	67.6	51.8	113.3	93.1	103.9	87.4
0.3	0.8	1.0		335	207	117		112	142	101		1,438	165.9	108.3	100.6		143.5	102.0	88.7		86.5	94.2	88.2	78.2
2.8	3.3	3.5	—	38	63	33	3	25	48	34	5	280	104.4	82.4	77.0	69.1	99.0	77.7	74.1	59.4	94.9	94.2	96.2	91.1
2.3	3.4	3.3	0.1	44	57	37	5	20	51	34	2	344	103.1	80.4	83.4	86.4	90.2	78.9	79.0	—	87.5	98.2	94.7	87.9
-1.5	-2.2	1.0	4.1	14	29	21	5	12	18	22	7	129	92.9	75.9	64.3	60.4	92.3	70.3	67.4	57.0	99.3	92.6	104.8	96.1
2.3	4.2	2.6	-8.2	677	280	185	12	261	231	168	5	2,597	192.9	126.0	118.9	63.8	177.5	117.4	101.5	113.6	92.1	93.2	85.4	75.7
-2.1	-0.3	0.0		215	111	86		46	45	48		551	174.0	127.1	124.8		148.3	126.7	108.3		85.2	99.7	86.8	84.4
0.5	1.3	1.5		136	120	82		37	71	67		801	125.1	92.8	85.6		112.3	88.3	81.2		89.7	95.1	94.8	79.1
2.5	3.0	2.3		188	132	95		64	80	86		941	134.5	92.0	90.1		120.3	88.2	81.5		89.4	95.8	90.5	78.1
				23	32	29	2	7	13	20		166	95.3	85.5	78.7	—	94.5	76.0	68.1		99.1	89.0	86.6	80.7
0.1	0.9	1.1	0.8	43	47	38	12	43	50	51	23	307	94.3	83.2	76.4	64.8	93.3	82.7	73.9	63.3	98.9	99.4	96.8	96.3
0.6	1.3	2.5	2.2	25	34	49	17	14	30	45	19	233	88.6	71.4	62.8	50.4	77.7	70.9	59.1	46.9	87.7	99.3	94.2	91.4
0.3	0.9	1.5	0.0	32	77	76	5	24	59	58	12	348	77.5	61.4	55.5	47.4	77.3	61.0	55.0	50.4	99.8	99.4	99.1	98.1
0.2	0.6	-0.1	0.5	16	25	29	25	5	14	15	14	143	76.8	63.7	56.9	56.4	72.8	63.9	57.8	53.6	94.8	100.3	101.7	96.8
0.4	-0.3	0.0		53	48	83		5	29	64		339	88.7	74.3	63.2		78.3	66.4	58.7		88.3	89.4	92.9	84.4
0.1	0.1	0.1	1.1	324	187	176	10	124	144	132	2	1,425	135.3	97.6	93.4	52.8	124.4	87.9	80.9	—	91.9	90.0	86.6	81.5
0.0	1.7	2.0	3.3	194	177	164	21	72	90	177	17	1,049	117.3	91.2	79.7	53.4	108.9	80.7	70.6	50.5	92.8	88.5	88.6	82.5
1.2	1.3	0.6	1.9	83	182	129	27	41	84	81	4	753	95.0	79.7	74.4	90.8	90.1	75.2	65.6	75.9	94.8	94.3	88.2	89.3
1.7	1.0	0.3		23	28	15		21	18	28		133	91.3	74.0	68.3		84.1	69.9	63.2		92.2	94.5	92.6	90.9
0.0	0.3	1.3	0.3	77	33	39	6	41	33	44	7	295	143.4	103.7	90.3	89.0	134.7	105.1	90.1	77.1	93.9	101.3	99.8	90.2
				31	20	4	6	13	15	10	12	111	88.2	69.4	60.6	52.9	86.0	68.8	59.6	55.5	97.4	99.2	98.4	88.9
-0.5	1.9	1.6	0.4	121	78	33	8	61	94	32	35	607	129.0	101.6	87.3	80.9	118.4	95.0	79.1	81.2	91.8	93.4	90.7	86.5

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	T		TT	NTT	
Virginia																			
Averett U		IIB	PR	68.6	63.7	51.0	45.3			59.5	98.4	88.9	5.6	14.4			52.4	28.6	19.0
Bluefield Coll		IIB	PR	59.8	46.4	50.9				52.2	–	86.8	–	12.8	FTT		0.0	0.0	100.0
Bridgewater Coll	1	IIB	PR	77.3	62.5	53.7	47.9			59.3	100.0	84.1	3.6	10.7	FT		54.9	23.9	21.2
Christopher Newport U		IIA	PU	109.5	83.9	74.7	68.2	65.5		82.0	100.0	93.4	10.9	19.0			50.7	25.5	23.8
Eastern Mennonite U	34	IIA	PR	64.7	56.8	49.8	43.0	–		53.1	100.0	100.0	3.6	1.0	PpTV		42.7	22.5	34.8
Emory & Henry Coll	1	IIB	PR	70.0	65.1	60.8	49.0			63.1	74.7	76.9	2.0	9.6	FTTV		38.5	23.1	38.5
George Mason U	7	I	PU	144.9	99.4	85.1	70.2			105.3	99.8	99.9	11.0	13.0	None		49.0	16.3	34.6
Hampden-Sydney Coll		IIB	PI	95.0	74.4	65.1		57.5		75.8	94.1	82.2	9.8	8.7	FTTO		59.4	20.8	19.8
Hollins U		IIA	PI	80.8	64.7	58.5	57.2			66.3	100.0	100.0	8.2	9.2			57.9	17.1	25.0
James Madison U	7	IIA	PU	99.9	81.2	76.1	62.3			83.9	100.0	100.0	15.4	17.5			60.2	17.1	22.7
Longwood U	1	IIA	PU	79.8	67.0	65.8	54.5	44.0		66.1	99.6	91.8	12.0	23.8	FO		51.8	34.2	14.0
Mary Baldwin U	1	IIA	PR	71.4	63.6	58.8	36.5			61.4	–	75.0	–	15.0	FTTV		39.1	1.1	59.8
Marymount U	5	IIA	PR	93.5	77.1	68.8	58.2			76.4							52.1	32.6	15.3
Old Dominion U	7	I	PU	124.1	90.0	81.0	49.7	58.5	–	87.9	97.2	87.0	9.7	17.5	F		43.4	20.6	36.0
Radford U	1	IIA	PU	89.9	74.5	68.1	58.6			75.0	98.6	88.6	12.0	20.9	None		51.1	21.3	27.6
Randolph-Macon Coll		IIB	PR	89.2	71.6	69.3	58.9			76.9	93.9	80.7	4.0	11.8	FTO		64.0	21.1	14.9
Roanoke Coll		IIB	PR	83.0	69.2	63.7	51.6			69.1	100.0	90.2	0.0	11.9	FTT		61.6	18.9	19.5
Shenandoah U	7	I	PR	86.0	78.4	70.9	63.0	57.2	–	75.5	100.0	73.2	0.0	10.5	FTTV		0.0	0.0	100.0
Tidewater Comm Coll	1	III	PU	71.9	66.2	59.6	54.4	42.0		62.9	100.0	89.1	15.8	24.7			0.0	0.0	100.0
U of Lynchburg	7	IIA	PR	83.1	74.3	65.6	52.2			72.5	100.0	73.9	8.7	12.8	FT		49.5	20.7	29.9
U of Mary Washington	7	IIA	PU	83.1	71.9	60.2	61.4	65.8		72.4	98.8	88.8	12.6	21.2	O		65.1	18.5	16.5
U of Richmond	7	IIA	PI	161.9	111.1	100.8	63.3	73.8		114.7	95.6	90.5	13.4	8.1	FpTV		55.7	16.7	27.6
U of Virginia's Coll at Wise		IIB	PU	87.2	69.0	64.6	58.6			70.4	100.0	95.1	10.7	15.2			56.9	18.6	24.5
U of Virginia-Main Campus	7	I	PU	187.7	122.2	98.3	54.1	57.8		137.0	100.0	100.0	10.0	11.0			55.5	15.8	28.6
Virginia Commonwealth U	7	I	PU	137.8	95.0	75.1	57.5			90.5	96.6	90.4	10.6	16.8			39.2	18.3	42.4
Virginia Military Inst		IIB	PU	106.6	78.1	54.5	56.9	56.5		82.0							48.9	39.6	11.5
Virginia Poly Inst and St U	7	I	PU	150.2	105.6	91.9	55.3	–		107.9	100.0	100.0	11.7	13.5	None		50.6	24.5	24.9
Washington and Lee U		IIB	PI	143.9	115.7	95.2	60.3			118.7	87.4	88.3	7.9	11.3	PfV		68.4	21.4	10.2
William & Mary	7	I	PU	137.2	102.2	88.4	82.3	60.8		108.8	99.7	89.8	10.7	14.7			64.0	16.0	20.0

Washington

Northwest U		IIA	PR	77.0	63.7	57.1	52.0			63.9	100.0	85.7	5.5	15.0		FpTV	42.9	57.1	0.0
Pacific Lutheran U	1	IIA	PR	82.8	70.4	81.6	55.8			74.9	97.3	92.9	4.7	12.1		PTV	68.5	22.3	9.2
Seattle U		IIA	PR	128.6	93.4	82.6	64.6	59.2	46.4	88.8							49.9	13.0	37.1
U of Puget Sound	7	IIA	PI	113.3	89.1	75.0	79.6		–	98.9	91.8	94.5	5.9	9.3		FTOV	65.5	16.4	18.2
U of Washington-Bothell Campus	7	IIA	PU	126.5	102.6	93.4		93.1		102.9	93.0	99.5	8.5	8.5		None	40.6	25.7	33.7
U of Washington-Seattle Campus	7	I	PU	153.8	112.2	101.0	53.0	86.0	50.3	124.6	94.0	99.5	8.4	7.3		None	61.6	16.8	21.6
U of Washington-Tacoma Campus	7	IIA	PU	126.9	94.3	84.2	63.9	–		96.7	88.6	100.0	8.5	9.1		None	46.7	22.4	31.0
Washington St U	7,28	I	PU	130.9	94.4	90.0	69.4		112.6	93.9	99.6	100.0	9.0	12.5		None	47.3	15.9	36.8
Western Washington U		IIA	PU	115.1	93.6	75.6	60.3			92.2	96.5	100.0	9.1	12.6		None	61.9	23.0	15.1
Whitman Coll		IIB	PI	115.5	89.2	77.5	61.6	67.4		90.0	–	96.8	–	1.0		FOV	63.9	20.3	15.8

West Virginia

Davis & Elkins Coll	7	IIB	PR	58.2	54.0	48.2	45.2			51.5	100.0	73.3	3.9	21.7		FfT	37.8	2.2	60.0
Marshall U	1	IIA	PU	83.8	73.1	65.9	42.5			71.5	100.0	87.0	6.1	9.1		P	58.2	24.9	16.9
Ohio Valley U		IIB	PR	–		40.4				42.6	–	41.7	–	27.5		F	0.0	0.0	100.0
Shepherd U	7	IIA	PU	78.4	67.7	61.9	43.8			65.5	100.0	73.8	6.0	12.0		P	58.9	29.1	12.1
West Virginia Wesleyan Coll		IIA	PR	66.6	57.2	47.6				53.8	96.9	72.3	8.5	17.3		FfTV	41.5	27.7	30.8

Wisconsin

Beloit Coll		IIB	PI	77.3	66.1	59.5	60.8		–	68.5	89.8	67.0	6.6	18.4		FpTV	69.3	18.2	12.5
Lakeland U		IIA	PR	72.7	64.9	53.6	55.9			63.1	100.0	84.8	2.9	22.9		FfT	54.5	21.2	24.2
Lawrence U		IIB	PI	91.9	76.3	65.4	56.0			74.1	97.6	81.0	6.8	10.4		PpTO	61.9	19.0	19.0
Marquette U	7	I	PR	123.6	95.2	89.7	62.5			93.4	100.0	80.8	0.0	1.3			52.1	26.7	21.2
Milwaukee School of Engineering		IIA	PI	96.5	87.0	81.3	56.9			82.9	88.9	89.5	5.9	18.5		FTV	0.0	0.0	100.0
Ripon Coll		IIB	PI	76.6	66.3	56.8	49.5			67.2	100.0	84.6	6.4	17.4		FpTO	73.1	23.1	3.8
Saint Norbert Coll		IIB	PR	102.3	77.9	70.3	–			79.7	100.0	85.6	8.9	15.3		FfTO	65.3	33.9	0.8

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	0.1	0.0	—	9	9	11	2	5	15	11	1	63	66.6	68.0	49.4	—	72.1	61.2	52.7	—	108.4	90.0	106.6	99.2
0.0	0.0	0.0		7	3	14		1	2	11		38	59.2	46.9	51.6		—	—	50.2		—	—	97.3	94.9
-5.0	-4.8	-2.0	-4.6	12	24	10	11	3	25	13	15	113	75.1	63.7	50.7	51.7	86.1	61.4	56.0	45.1	114.6	96.4	110.4	92.8
0.4	0.2	0.6	0.0	37	50	46	8	15	43	28	9	286	110.1	87.7	76.5	70.7	108.1	79.5	71.9	66.0	98.2	90.6	94.0	89.7
1.8	0.0	3.0	2.5	10	11	14	5	8	11	18	11	89	64.1	56.0	51.9	38.7	65.6	57.6	48.1	44.9	102.3	102.8	92.7	97.3
-1.0	-0.2	2.6	1.9	11	11	13	3	7	16	27	3	91	72.0	62.1	60.4	50.9	66.8	67.2	61.0	47.1	92.8	108.1	100.9	98.9
1.3	1.4	2.1	2.1	258	259	215	36	119	238	225	53	1,403	154.9	105.0	90.4	76.3	123.0	93.3	80.1	66.1	79.4	88.8	88.7	79.0
0.0	0.0	0.8		25	16	13		8	11	8		101	96.2	75.8	66.0		91.4	72.3	63.6		95.0	95.4	96.4	89.5
11.5	3.7	74.7	6.4	9	11	5	6	12	12	12	9	76	82.2	63.6	59.8	55.9	79.8	65.6	57.9	58.0	97.1	103.1	96.9	98.4
0.4	0.7	0.9	0.8	218	148	97	61	156	144	143	93	1,060	102.2	83.9	78.7	62.1	96.8	78.5	74.4	62.4	94.7	93.6	94.5	90.9
-7.4	-5.6	-4.8	—	31	42	34	2	23	41	49	2	257	80.3	68.7	63.1	—	79.0	65.2	67.6	—	98.3	94.9	107.1	97.9
0.2	2.6	0.3	1.3	4	8	15		11	22	28	4	92	75.4	73.7	55.7		70.0	59.9	60.4	36.5	92.8	81.2	108.4	94.3
0.0	0.5	0.1	1.7	8	20	7	6	31	22	36	14	144	97.2	78.2	70.9	60.6	92.5	76.2	68.4	57.2	95.2	97.4	96.4	97.1
-0.4	-1.1	-1.3	0.0	155	130	93	1	52	91	101	5	844	129.0	92.9	84.7	—	109.3	85.8	77.5	50.2	84.7	92.4	91.5	77.9
0.1	1.1	1.0	0.5	88	57	53	24	72	64	92	57	507	93.9	73.8	74.3	55.7	85.0	75.2	64.5	59.8	90.5	101.8	86.9	89.0
1.2	0.7	1.0	0.0	27	14	8	3	22	13	13	14	114	94.2	72.1	75.7	63.2	83.1	70.9	65.4	58.0	88.2	98.3	86.4	85.1
-4.5	-3.2	-2.4	-3.4	29	26	11	11	22	26	18	21	164	84.9	68.8	66.1	55.1	80.4	69.6	62.3	49.8	94.6	101.2	94.1	91.0
1.8	1.9	1.9	1.1	23	41	31	4	20	50	50	5	239	89.8	77.6	67.7	60.2	81.7	79.0	72.9	65.2	91.0	101.7	107.7	98.4
				28	37	26	27	34	40	33	38	266	74.4	67.9	61.1	56.6	69.8	64.7	58.4	52.8	93.8	95.2	95.6	94.1
0.7	1.0	1.3	2.2	28	30	24	5	20	31	43	3	184	86.4	78.0	64.4	55.0	78.5	70.8	66.3	47.4	90.9	90.8	102.9	92.1
3.4	3.1	2.2	3.3	41	44	18	3	44	35	35	2	249	87.5	72.4	59.9	62.7	79.0	71.3	60.4	—	90.3	98.4	100.8	94.2
-0.3	0.4	0.7	1.0	77	70	37	30	49	64	41	26	431	172.7	118.3	106.4	67.4	144.9	103.2	95.9	58.4	83.9	87.2	90.1	82.2
0.1	0.1	3.1	0.5	17	20	9	6	10	10	11	19	102	88.9	67.9	72.1	60.8	84.3	71.2	58.4	58.0	94.9	104.9	80.9	88.4
0.2	1.0	1.4	—	437	241	218	2	166	184	199	1	1,547	193.3	127.2	105.1	—	172.9	115.6	90.9	—	89.4	90.8	86.6	77.4
-0.1	1.0	1.3	2.2	129	188	224	42	62	204	251	62	1,162	140.5	98.8	77.9	58.1	132.2	91.4	72.5	57.1	94.1	92.5	93.1	86.4
				50	14	23	2	11	12	19	2	139	108.9	77.8	45.3	—	96.2	78.4	65.7	—	88.3	100.7	145.1	85.9
-0.1	0.9	1.4	1.3	467	327	338	135	117	197	247	130	1,960	153.7	107.2	95.8	56.0	136.0	102.8	86.5	54.5	88.4	95.9	90.3	80.8
0.1	1.3	1.8	0.9	61	29	18	8	32	22	23	13	206	148.4	114.6	91.6	64.4	135.1	117.2	97.9	57.7	91.1	102.3	106.9	87.8
0.2	0.4	1.5	2.0	173	112	66	4	92	83	52	10	664	143.7	100.6	95.0	73.7	124.9	104.5	80.0	85.8	86.9	103.9	84.2	84.6
3.0	6.1	4.8	2.7	8	8	9	1	6	10	12	2	56	77.3	63.6	57.9	—	76.6	63.7	56.5	—	99.0	100.1	97.5	95.7
0.0	2.1	2.7	0.0	29	27	18	12	20	49	24	5	184	83.7	70.3	76.0	54.6	81.5	70.5	85.8	58.7	97.3	100.3	113.0	102.8
1.3	1.5	0.9	0.8	59	82	30	40	52	82	54	72	529	137.2	92.2	88.1	64.9	118.8	94.6	79.5	64.4	86.6	102.6	90.2	87.6
0.4	2.9	1.5	0.2	67	19	12	6	55	19	30	11	220	114.7	90.6	73.8	83.5	111.6	87.7	75.5	77.6	97.4	96.8	102.3	92.1
0.0	0.9	1.5		18	43	31		13	39	40		187	134.7	104.7	95.7		115.2	100.4	91.7		85.5	96.0	95.8	91.7
0.4	1.8	1.9	0.1	483	292	184	23	296	282	230	43	1,854	160.4	117.9	104.9	50.4	143.1	106.2	97.9	54.5	89.2	90.1	93.3	84.3
0.0	0.5	0.8		30	47	44	1	22	57	49	4	255	137.9	100.3	85.7	—	111.8	89.4	83.0	61.4	81.1	89.1	96.9	86.4
0.4	1.3	2.9	1.4	243	188	102	210	91	109	97	271	1,314	134.7	96.9	92.5	73.7	120.7	90.1	87.4	66.1	89.6	93.0	94.4	81.3
0.6	1.8	2.1	2.9	143	90	66	38	89	83	82	60	651	118.0	93.9	78.2	64.5	110.5	93.3	73.6	57.7	93.6	99.4	94.1	88.2
0.0	0.6	1.3	—	29	28	15	6	14	29	18	6	158	118.1	89.5	76.9	61.3	110.3	88.9	78.0	61.9	93.4	99.3	101.4	92.2
0.0	0.0	0.0	0.0	4	3	8	4	8	6	8	4	45	61.0	57.5	47.9	46.6	56.8	52.2	48.5	43.7	93.0	90.8	101.2	98.5
-1.7	0.2	1.0	0.9	111	69	75	16	72	62	77	40	522	86.1	76.9	70.7	42.2	80.4	68.9	61.3	42.6	93.3	89.6	86.6	85.4
—	—	—		2		3				7		12	—		45.3				38.3				84.5	78.8
0.5	1.0	1.2	1.3	18	24	20	7	13	29	20	10	141	79.6	67.2	61.6	42.2	76.7	68.2	62.1	45.0	96.4	101.5	100.8	97.8
0.0	0.2	1.0		5	7	18		3	19	13		65	68.1	61.6	46.6		64.1	55.6	49.0		94.0	90.3	105.1	100.4
0.0	0.4	0.6	3.9	17	10	9	3	18	17	6	7	88	79.1	66.6	59.9	65.1	75.6	65.7	58.8	58.9	95.7	98.6	98.3	97.2
1.1	0.0	0.0	0.0	7	6	3	1	3	4	6	3	33	74.2	63.8	56.0	—	69.2	66.6	52.4	56.8	93.2	104.4	93.6	90.7
0.0	0.9	1.9	6.1	27	37	10	12	10	33	21	18	168	91.8	78.5	66.2	57.7	92.2	73.9	65.0	54.8	100.4	94.2	98.2	89.0
0.2	0.2	0.6	0.8	93	93	84	73	41	81	68	51	584	128.3	98.6	92.3	63.5	113.0	91.4	86.5	61.0	88.1	92.7	93.7	89.4
3.8	3.2	1.8	0.7	23	31	34	11	11	12	21	10	153	97.5	89.9	83.7	61.2	94.4	79.3	77.5	52.3	96.9	88.1	92.7	88.8
-6.2	-2.6	1.6	—	9	14	5	1	9	8	4	2	52	75.4	67.4	56.2	—	77.7	64.3	57.5	—	103.1	95.5	102.4	98.8
3.4	2.8	3.7	—	18	18	24		8	23	25	2	118	104.4	83.5	75.9		97.7	73.4	65.0	—	93.7	87.9	85.6	83.6

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Wisconsin (continued)																			
U of Wisconsin-Eau Claire	7	IIA	PU	84.1	70.5	71.5	57.2	49.6		71.6	100.0	100.0	6.5	17.0	None	56.3	21.3	22.4	
U of Wisconsin-Green Bay	7	IIA	PU	74.6	63.1	67.7	—	50.0		62.2	100.0	100.0	6.5	19.6	None	51.8	20.0	28.2	
U of Wisconsin-La Crosse	7	IIA	PU	82.8	71.2	69.7		48.6		67.7	100.0	100.0	6.5	18.0	None	47.0	25.6	27.4	
U of Wisconsin-Madison	7	I	PU	161.0	117.8	101.3	73.1	71.5		121.7	100.0	100.0	6.5	10.0	None	52.2	18.2	29.6	
U of Wisconsin-Milwaukee	7	I	PU	110.7	82.7	77.5	57.3	50.5		81.1	100.0	100.0	6.5	15.0	None	58.0	9.8	32.2	
U of Wisconsin-Oshkosh	7	IIA	PU	81.3	69.4	69.1		51.3		68.7	100.0	100.0	6.5	17.7	None	57.2	17.6	25.2	
U of Wisconsin-Parkside	7	IIB	PU	79.0	67.3	66.1	59.8	45.9		63.5	100.0	100.0	6.5	19.2	None	49.1	24.5	26.4	
U of Wisconsin-Platteville	7	IIA	PU	77.5	68.7	63.2		46.2		64.9	100.0	100.0	6.5	18.7	None	52.5	24.9	22.6	
U of Wisconsin-River Falls	7	IIA	PU	79.3	69.7	70.3	53.2	46.2		71.0	100.0	100.0	6.5	17.1	None	68.2	14.3	17.5	
U of Wisconsin-Stevens Point	7	IIA	PU	73.3	60.4	60.1	56.3	46.2		63.6	100.0	100.0	6.5	19.1	None	65.3	20.2	14.5	
U of Wisconsin-Stout	7	IIA	PU	77.1	70.3	65.9	—	52.1		67.6	100.0	100.0	6.5	18.0	None	51.9	27.2	20.9	
U of Wisconsin-Superior	7	IIB	PU	70.3	61.7	60.3	—	48.2		60.0	100.0	100.0	6.5	20.3	None	47.8	26.5	25.7	
U of Wisconsin-Whitewater	7	IIA	PU	80.8	74.7	79.2		56.0		72.7	100.0	100.0	6.5	16.7	None	64.4	12.1	23.5	
Viterbo U		IIA	PR	69.9	63.3	56.2	45.1			61.0	75.0	82.0	5.2	25.7	FFT	52.0	33.0	15.0	

Wyoming

U of Wyoming	7	I	PU	117.6	87.8	83.0	70.3	62.6		88.6	98.2	97.1	15.5	20.5	Pp	52.3	21.4	26.3	
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APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.4	4.1	2.6	4.1	98	42	42		53	60	67	10	446	85.5	70.3	78.0		81.4	70.7	67.5	57.2	95.3	100.6	86.6	89.5
1.0	2.6	3.1	5.5	22	49	27		18	39	21	1	245	78.4	64.2	69.5		70.0	61.6	65.3	—	89.2	96.0	94.0	89.4
2.1	2.9	2.3		61	58	68		41	72	74		492	85.4	71.9	71.4		79.0	70.6	68.1		92.6	98.1	95.3	94.7
8.4	8.3	5.1	4.9	631	199	233	183	314	181	252	219	2,338	167.1	123.8	107.2	75.1	148.7	111.2	95.8	71.5	89.0	89.8	89.4	81.6
1.8	2.6	3.2	3.9	159	188	48	19	89	172	90	38	1,000	115.7	85.6	84.8	59.3	101.6	79.5	73.7	56.3	87.8	92.8	86.9	84.1
2.9	3.9	2.9		76	68	27		48	54	28		397	84.1	70.5	75.9		76.8	68.0	62.6		91.3	96.4	82.4	89.0
2.6	3.3	3.2	9.4	15	34	15	2	11	23	22	1	163	81.1	68.8	66.2	—	76.1	65.0	66.0	—	93.9	94.5	99.6	96.2
1.8	3.6	2.5		55	47	47		33	23	25		297	78.5	69.3	65.0		75.7	67.6	59.9		96.4	97.5	92.2	93.2
2.2	3.4	1.8	1.0	64	15	31	5	31	19	26	3	217	79.4	67.6	74.9	54.4	79.2	71.4	64.8	51.3	99.8	105.6	86.5	93.5
2.4	3.0	3.2	—	80	55	36	1	50	37	37	2	337	74.2	60.2	62.5	—	71.8	60.7	57.8	—	96.9	100.8	92.6	92.1
2.1	4.1	2.7	—	56	31	46	1	50	23	44	1	316	79.4	71.4	69.6	—	74.5	68.8	62.0	—	93.8	96.4	89.1	94.0
1.6	5.1	3.0	—	21	12	13		9	16	12	1	113	71.3	65.4	65.9		67.9	58.9	54.2	—	95.3	90.0	82.3	83.7
1.7	2.4	2.4		60	79	50		44	73	57		472	83.2	77.4	85.0		77.6	71.7	74.1		93.2	92.7	87.2	91.3
0.4	2.0	1.3	1.1	10	16	16	1	12	14	29	2	100	68.4	65.1	55.1	—	71.1	61.2	56.8	—	104.0	94.1	103.0	98.5
0.4	1.3	2.0	1.6	144	103	76	11	53	82	73	8	719	119.8	91.0	87.5	84.4	111.6	83.8	78.4	51.0	93.2	92.0	89.6	82.1

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		
		CAT.	CTRL	AVG. SAL. (\$1000s)	% COVERED		% of SAL.		DEP. TUITION	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.		AVG. SAL.		EQUITY RATIO
					RET.	MED.	RET.	MED.				MEN	WOMEN	MEN	WOMEN	
Alabama																
Northwest-Shoals Comm Coll		IV	PU	57.7	100.0	100.0	12.4	16.6	f	75.0	1.9	34	46	58.1	57.4	98.9
Arizona																
Pima Comm Coll	37	IV	PU	63.7						0.0	1.0	102	138	63.5	63.8	100.4
Arkansas																
Southern Arkansas U Tech	1	IV	PU	44.8	100.0	100.0	8.4	12.3	Fp	0.0	-3.9	17	17	48.3	41.3	85.6
California																
Clovis Comm Coll		IV	PU	96.6	100.0	100.0	16.2	13.8	None	50.0	2.7	47	57	98.6	94.9	96.3
Fresno City Coll		IV	PU	100.1	100.0	100.0	16.2	13.3		63.1	2.5	161	183	102.3	98.3	96.1
MiraCosta Coll		IV	PU	134.8	100.0	100.0	16.1	14.8		77.9	4.8	79	84	136.0	133.7	98.3
Reedley Coll		IV	PU	99.6	100.0	100.0	16.2	13.4		57.3	2.7	101	105	101.9	97.4	95.6
Delaware																
Delaware Tech Comm Coll	32	IV	PU	77.4	100.0	100.0	21.1	18.0		0.0	4.6	138	259	76.6	77.8	101.7
Idaho																
Coll of Eastern Idaho	7	IV	PU	56.4	100.0	100.0	4.3	20.7	P	0.0	10.4	35	33	57.4	55.3	96.4
Iowa																
North Iowa Area Comm Coll		IV	PU	65.3	100.0	78.8	9.4	27.5	O	0.0	-0.6	37	29	65.8	64.8	98.5
Maine																
Central Maine Comm Coll		IV	PU	58.7	100.0	98.1	12.8	24.9	Ff	0.0	6.0	32	20	60.3	56.0	92.9
Michigan																
Mott Comm Coll		IV	PU	78.7	100.0	94.6	20.2	17.7	F	0.0	1.6	53	77	77.4	79.6	102.7
Nebraska																
Central Comm Coll		IV	PU	59.9	100.0	100.0	9.5	30.9	F	0.0	4.3	81	83	59.3	60.5	102.1
New Mexico																
Central New Mexico Comm Coll	7	IV	PU	58.9						0.0		126	189	58.6	59.2	100.9
Clovis Comm Coll	7	IV	PU	46.3	100.0	83.9	14.1	15.0		0.0	3.6	16	40	44.7	46.9	104.9
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	57.5	100.0	100.0	16.4	15.3		0.0	3.3	60	29	56.9	58.7	103.1
South Dakota																
Mitchell Tech Inst	8	IV	PU	60.7						0.0		39	27	62.2	58.7	94.4
Texas																
Central Texas Coll		IV	PU	62.7	100.0	78.9	14.2	14.8	PO	0.0	0.0	69	83	61.9	63.5	102.6
Dallas Coll		IV	PU	70.7	100.0	100.0	7.5	10.6		0.0	2.0	433	477	72.3	69.2	95.7

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		
		CAT.	CTRL	AVG. SAL. (\$1000s)	% COVERED		% of SAL.		DEP. TUITION	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.		AVG. SAL.		EQUITY RATIO
					RET.	MED.	RET.	MED.				MEN	WOMEN	MEN	WOMEN	
Texas (continued)																
Texas Southmost Coll	1	IV	PU	54.9	98.0	92.0	8.2	16.6	F	0.0	0.0	47	53	54.5	55.2	101.2
Vernon Coll		IV	PU	48.8	100.0	95.5	8.8	20.2		0.0	6.9	36	53	51.0	47.3	92.7
Wisconsin																
Gateway Tech Coll		IV	PU	81.5	98.8	88.8	8.4	26.9		0.0	-7.8	108	142	81.2	81.7	100.7

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month contracts to 9-month equivalent: 0.75.
2. Factor used to convert 12-month contracts to 9-month equivalent: 0.76596.
3. Factor used to convert 12-month contracts to 9-month equivalent: 0.8.
4. Factor used to convert 12-month contracts to 9-month equivalent: 0.81.
5. Factor used to convert 12-month contracts to 9-month equivalent: 0.818.
6. Factor used to convert 12-month contracts to 9-month equivalent: 0.8181.
7. Factor used to convert 12-month contracts to 9-month equivalent: 0.81818.
8. Factor used to convert 12-month contracts to 9-month equivalent: 0.81819.
9. Factor used to convert 12-month contracts to 9-month equivalent: 0.8182.
10. Factor used to convert 12-month contracts to 9-month equivalent: 0.82.
11. Factor used to convert 12-month contracts to 9-month equivalent: 0.83.
12. Factor used to convert 12-month contracts to 9-month equivalent: 0.8333.
13. Factor used to convert 12-month contracts to 9-month equivalent: 0.83333.
14. Factor used to convert 12-month contracts to 9-month equivalent: 0.8547.
15. Factor used to convert 12-month contracts to 9-month equivalent: 0.863.
16. Factor used to convert 12-month contracts to 9-month equivalent: 0.86364.
17. Factor used to convert 12-month contracts to 9-month equivalent: 0.864.
18. Factor used to convert 12-month contracts to 9-month equivalent: 0.867.
19. All faculty members on 12-month appointments.
20. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
21. Davidson College provides employees \$750 or \$1,500 toward a Health Savings Account (HSA) for those who elect to take the high-deductible health plan. This year the college's expenses include \$155,251 in HSA contributions that are not reflected on this year's AAUP survey.
22. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor. Consequently, a large number of faculty moved from lecturer and instructor ranks into one of the new teaching ranks. Per AAUP survey instructions, these non-tenure-track ranks are categorized with tenured and tenure-track ranks. The recategorization and mandatory AAUP reporting guidelines resulted in decreased average faculty salaries that are not a true reflection of the salary structure at Penn State for tenured and tenure-track faculty members.
23. 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. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor. Consequently, a large number of faculty moved from lecturer and instructor ranks into one of the new teaching ranks. Per AAUP survey instructions, these non-tenure-track ranks are categorized with tenured and tenure-track ranks. The recategorization and mandatory AAUP reporting guidelines resulted in decreased average faculty salaries that are not a true reflection of the salary structure at Penn State for tenured and tenure-track faculty members.
24. 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.

25. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
26. Includes Chalon and Doheny campuses.
27. Includes Cookeville, Highland Crest, and Livingston campuses.
28. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
29. Includes Erie, Great Valley, and Harrisburg campuses. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor. Consequently, a large number of faculty moved from lecturer and instructor ranks into one of the new teaching ranks. Per AAUP survey instructions, these non-tenure-track ranks are categorized with tenured and tenure-track ranks. The recategorization and mandatory AAUP reporting guidelines resulted in decreased average faculty salaries that are not a true reflection of the salary structure at Penn State for tenured and tenure-track faculty members.
30. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
31. Includes McMinnville Campus, School of Nursing, and Online and Continuing Education.
32. Includes Owens, Stanton/George, and Terry campuses.
33. Includes U of Arizona–South.
34. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
35. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
36. Number of faculty were calculated using FTEs rather than unduplicated headcounts.
37. Includes only full-time faculty members on 9-month contracts. Excludes full-time faculty members on 12-month contracts.
38. 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).
39. Retirement benefits are estimated based on a percentage of total pay, according to the human resources office.
40. Salary includes university-funded (not grant-funded) research allowances paid to faculty on 9-month contracts.
41. Starting in 2020–21, data are reported for total university rather than by campus.
42. Step progressions as well as housing stipends if applicable were included in total compensation for 2020–21.
43. The salary decrease among continuing associate professors with 12-month contracts represents a temporary reduction among some positions due to the COVID-19 pandemic.
44. Formerly known as Indiana University–Purdue University–Fort Wayne.
45. University of South Florida has consolidated to form one university instead of a system of three universities; henceforth, the data will be reported as one university under the IPEDS Unit ID 137351.
46. Visiting faculty and professors of practice were reported at instructor rank per AAUP instructions this year. Previously, visiting faculty were reported at rank (visiting assistant at assistant and so forth) and professors of practice were reported as no rank.

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Alabama										
Northwest-Shoals Comm Coll		IV	PU	85	1,404	1,404	1,404	None	None	Semester
Troy U		IIA	PU	648	2,286	2,409	2,286	None	None	Semester
U of Montevallo		IIA	PU	71	2,300			No	No	Semester
U of North Alabama		IIA	PU	156	2,400	3,000	2,444	No	No	Semester
U of West Alabama		IIA	PU	100	1,238	4,000	2,000	No	No	Semester

Arizona

Embry-Riddle Aero U-Prescott		IIB	PI	62				No	No	Semester
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Arkansas

Harding U		IIA	PR	115	2,300	2,600	2,450	No	No	Semester
Hendrix Coll		IIB	PR	15	3,000	3,000	3,000	No	No	Semester
John Brown U		IIA	PI	85	2,667	4,707	3,460	No	No	Semester
Lyon Coll		IIB	PR	25	2,001	2,601	2,118	No	No	Semester
Southern Arkansas U Tech		IV	PU	38	1,650	1,650	1,650	No	No	Semester

California

California Baptist U		IIA	PR	504				No	No	Semester
Clovis Comm Coll		IV	PU	361	2,600	3,734	3,167	Some	No	Semester
Cogswell Coll		IIB	FP	62	3,000	4,000		No	No	Trimester
Fresno City Coll		IV	PU	743	2,600	3,734	3,167	Some	No	Semester
Fresno Pacific U		IIA	PR	10						Semester
Fuller Theo Sem		I	PR	137	1,917	5,337		Some	No	Quarter
Harvey Mudd Coll	51	IIB	PI	16	5,675	9,000	7,749	Some	Some	Semester
Holy Names U		IIA	PR	120	3,914	3,914	3,914	No	No	Semester
Mount Saint Mary's U	55	IIA	PR	297	3,696	4,398	4,047	No	No	Semester
Occidental Coll	67	IIB	PI	96	8,000	11,250		No	No	Semester
Otis Coll of Art and Design		IIB	PI	201	3,501	6,591	4,943	No	Some	Semester
Pitzer Coll		IIB	PI	27	7,500	7,500	7,500	Some	Some	Semester
Reedley Coll		IV	PU	437	2,600	3,734	3,167	Some	No	Semester
Saint Mary's Coll of California		IIA	PR	265	5,618	9,480		No	Some	4-1-4
Scripps Coll	65	IIB	PI	34	6,885	8,000	7,691	Some	Some	Semester
U of San Diego		IIA	PR	157	5,775	14,628	6,910	No	No	4-1-4
U of San Francisco		I	PR	324	5,754	8,232	6,517	Some	Some	Semester
Whittier Coll		IIB	PI	50	4,650	4,650	4,650	No	No	4-1-4
Woodbury U		IIA	PI	140	1,026	1,385	1,205	No	Some	Semester

Colorado

Comm Coll of Denver		III	PU	261	2,556	5,753	3,983	Yes, all	Some	Semester
Fort Lewis Coll		IIB	PU	44	3,300	3,300	3,300	Some	Some	Semester
U of Colorado Denver	64	I	PU	797	3,825	5,304		No	No	Semester
U of Northern Colorado		I	PU	290	3,300	4,848	3,696	Yes, all	Some	Semester

Connecticut

Albertus Magnus Coll		IIA	PR	132	900	5,625	3,000	No	No	Semester
Central Connecticut St U	50	IIA	PU	541	4,830	5,661	5,246	Some	Some	Semester
Connecticut Coll		IIB	PI	76	5,800	5,800	5,800	No	No	Semester
Quinnipiac U		IIA	PI	675	4,425	5,250	4,781	Some	Some	Semester
U of Hartford		IIA	PI	685	3,555	8,500	3,600	Some	Some	Semester
U of New Haven		IIA	PI	286	2,505	7,503	3,730	No	No	Semester
U of Saint Joseph		IIA	PR	234	2,800	5,830	4,315	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Delaware										
Delaware Tech Comm Coll	61	IV	PU	1,103	1,872	2,860		No	No	Semester
Florida										
Eckerd Coll		IIB	PR	22	2,000	5,000	2,750	No	No	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	48				No	No	Semester
Florida Ag and Mech U		IIA	PU	125	2,000	10,000	5,138	No	No	Semester
Florida Gulf Coast U		IIA	PU	281	3,100	3,100	3,100	No	No	Semester
Florida International U		I	PU	1,051	500	15,240	3,255	No	Some	Semester
Florida Poly U		IIB	PU	34	4,000	6,000	5,000	No	No	Semester
Jacksonville U		IIA	PI	152	1,000	4,000	2,647	No	No	Semester
New Coll of Florida		IIB	PU	8	1,950	6,000	3,490	No	No	4-1-4
Southeastern U		IIA	PR	380	1,800	2,250	1,979	No	No	Semester
U of South Florida	75	I	PU	300	548	16,936	3,281	No	No	Semester
Georgia										
Agnes Scott Coll		IIB	PR	41	4,000	5,000	4,100	Some	Some	Semester
Berry Coll		IIA	PI	49				No	No	Semester
Clayton St U		IIA	PU	116	2,350	3,250	2,575	Some	Some	Semester
Covenant Coll		IIB	PR	48	2,637	5,233	3,034	No	No	Semester
Georgia Coll & St U		IIA	PU	95	1,000	12,750	2,956	Some	No	Semester
Oglethorpe U		IIB	PI	53	2,250	2,355		Some	Some	Semester
Spelman Coll		IIB	PI	80	3,300	5,000	3,790	Some	No	Semester
U of North Georgia		IIA	PU	259				Some	Some	Semester
U of West Georgia		I	PU	135	2,500	11,250	5,045	No	No	Semester
Wesleyan Coll		IIB	PR	47	2,400	4,500	3,500	No	No	Semester
Idaho										
Coll of Eastern Idaho		IV	PU	79	2,490	2,625	2,550	No	No	Semester
Coll of Idaho		IIB	PI	31	1,000	1,000	1,000	No	No	4-1-4
Idaho St U		I	PU	154				No	No	Semester
Lewis-Clark St Coll		IIB	PU	48	3,600	3,945	3,773	Some	Some	Semester
Illinois										
Augustana Coll		IIB	PR	43	5,600	10,000	6,481	Some	Some	Trimester
Dominican U		IIA	PR	200	1,800	5,250	3,155	No	No	Semester
Illinois Coll		IIB	PR	18	2,200	3,000	2,600	No	No	Semester
Knox Coll		IIB	PI	10	3,091	5,455	3,532	No	No	Quarter
Lake Forest Coll		IIB	PI	74	5,300	10,710	5,811	Some	No	Semester
Lewis U		IIA	PR	479	2,463	3,651		No	No	Semester
Loyola U Chicago	73	I	PR	843	4,000	12,000	6,000	No	No	Semester
McKendree U		IIA	PR	137	1,875	2,025	1,950	No	No	Semester
Monmouth Coll		IIB	PR	20	3,800	5,000	4,357	Some	No	Semester
North Central Coll		IIA	PR	155				No	No	Semester
Saint Xavier U		IIA	PR	234	2,700	4,000	3,000	No	No	Semester
Trinity Christian Coll		IIB	PR	74	2,100	2,805	2,453	No	No	Semester
U of St Francis		IIA	PR	65	2,550	2,775	2,679	No	No	Semester
Waubonsee Comm Coll		III	PU	402	2,790	2,790	2,790	Yes, all	No	Semester
Western Illinois U		IIA	PU	18	3,622	5,000	4,095	Some	Some	Semester
Wheaton Coll		IIA	PR	158	2,805	3,671	3,300	No	No	Semester
Indiana										
Bethel U-Indiana		IIA	PR	158	2,100	2,250		No	No	Semester
Earlham Coll		IIB	PR	6	4,000	8,000	5,333	No	No	Semester
Goshen Coll		IIB	PR	41	1,875	3,300	2,800	No	No	Semester

APPENDIX III

		(1)	(2)	(3)				(4)		(5)
NAME	NOTES	CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Indiana (continued)										
Hanover Coll		IIB	PR	11	6,000	10,500	7,233	No	No	4-1-4
Indiana St U		I	PU	178	3,000	7,692	4,043	No	No	Semester
Rose-Hulman Inst of Tech		IIB	PI	12	4,250	8,000	6,447	No	No	Quarter
Saint Mary's Coll		IIB	PR	85	1,000	8,998	3,314	No	No	Semester
U of Evansville		IIB	PR	112	1,500	5,000	2,500	No	No	Semester
U of Southern Indiana		IIA	PU	255	2,295	4,350	2,660	No	No	Semester
Valparaiso U		IIA	PR	79	2,270	22,500	4,370	No	No	Semester
Iowa										
Central Coll		IIB	PR	10	3,500	4,000	3,563	No	No	Semester
Coe Coll		IIB	PR	41	3,500	3,500	3,500	No	No	Semester
Cornell Coll		IIB	PR	44	3,264	7,000	4,160	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	33	1,000	3,000	3,000	NO	NO	Semester
Loras Coll		IIB	PR	27	2,385	2,385	2,385	Some	Some	Semester
North Iowa Area Comm Coll		IV	PU	42	1,281	2,106		Some	No	Semester
Northwestern Coll		IIB	PR	88	1,042	4,168	3,126	No	No	Semester
Simpson Coll		IIB	PR	41	2,925	3,175	3,050	No	No	4-1-4
Upper Iowa U		IIA	PI	675	2,100	2,550	2,325	No	No	Semester
Kansas										
McPherson Coll		IIB	PR	18	2,250	3,500	2,478	No	No	4-1-4
Ottawa U-Ottawa		IIB	PR	397	1,125	3,450	2,288	No	No	Semester
Washburn U		IIA	PU	208	500	10,000	3,025	No	No	Semester
Wichita St U		I	PU	246				Some	Some	Semester
Kentucky										
Bellarmine U		IIA	PR	267	2,430	3,510	2,970	No	No	Semester
Berea Coll		IIB	PI	19	4,200	8,333	1,690	Some	Some	Semester
Centre Coll		IIB	PR	13	5,850	7,000	6,400	Some	Some	4-1-4
Georgetown Coll		IIA	PR	68	1,950	2,588		No	No	Semester
Kentucky Christian U		IIB	PR	46	1,200	2,100	1,600	No	No	Semester
Kentucky Wesleyan Coll		IIB	PR	71	1,000	2,588	1,789	Some	No	Semester
Morehead St U		IIA	PU	107	2,100	2,100	2,100	No	No	Semester
Murray St U		IIA	PU	123	2,400	10,000	4,975	Some	Some	Semester
Northern Kentucky U		IIA	PU	264	1,255	9,995	3,020	No	No	Semester
Transylvania U	49	IIB	PR	26	3,500	4,000	3,633	No	No	4-1-4
U of Pikeville		IIB	PR	31				No	No	Semester
Western Kentucky U		IIA	PU	423	1,692	2,280		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	14	1,400	2,800	2,229	No	No	Semester
Loyola U New Orleans	68	IIA	PR	151	3,500	5,000	3,935	Some	Some	Semester
McNeese St U		IIA	PU	50	1,800	2,200	2,000	No	No	Semester
U of New Orleans		I	PU	132	600	9,000	3,785	Some	Some	Semester
Maine										
Bates Coll		IIB	PI	19	8,250	16,467	11,791	Some	Some	4-1-4
Central Maine Comm Coll		IV	PU	154	2,500	2,500	2,500	Some	No	Semester
U of Maine		I	PU	253	3,135	5,247	3,991	some	some	Semester
U of Maine at Augusta		IIB	PU	145	3,135	5,247	3,991	some	some	Semester
U of Maine at Farmington		IIB	PU	59	3,135	5,247	3,991	some	some	Semester
U of Maine at Fort Kent		IIB	PU	54	3,135	5,247	3,991	some	some	Semester
U of Maine at Machias		IIB	PU	33	3,135	5,247	3,991	some	some	Semester
U of Maine at Presque Isle		IIB	PU	37	3,135	5,247	3,991	some	some	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Maine (continued)										
U of New England		IIA	PI	210	2,700	4,047	3,374	No	No	Semester
U of Southern Maine		IIA	PU	540	3,135	5,247	3,991	some	some	Semester

Maryland

Anne Arundel Comm Coll		III	PU	406	2,460	2,793	2,626	No	No	Semester
Cecil Coll		III	PU	131				Some	No	Semester
Coppin St U		IIA	PU	137	2,025	7,500	2,521	No	No	Semester
Frostburg St U		IIA	PU	127	1,500	5,000	1,830	No	Some	Semester
Hood Coll		IIA	PI	104	2,730	4,120		No	No	Semester
Loyola U Maryland		IIA	PR	112	750	1,875	1,313	No	No	Semester
McDaniel Coll		IIA	PI	544	3,152	3,571	3,292	No	No	4-1-4
Montgomery Coll		III	PU	735	1,260	1,460	1,365	No	Some	Semester
Mount St Mary's U		IIA	PR	112	3,400	4,600	3,400	Some	No	Semester
Notre Dame of Maryland U		IIA	PR	86	2,650	2,650	2,650	No	No	Semester
Salisbury U		IIA	PU	227	2,820	7,000	3,695	No	No	4-1-4
Towson U	47	IIA	PU	582	3,000	3,630	3,326	No	Some	Semester
U of Maryland Eastern Shore		IIA	PU	53	2,273	12,013	5,376	No	No	Semester
United States Naval Academy		IIB	PU	40	6,000	6,000	6,000	No	No	Semester
Washington Coll		IIB	PI	24	1,500	4,500	3,026	No	No	Semester

Massachusetts

Babson Coll		IIA	PI	64	6,520	7,996	7,362	Some	Some	Semester
Bentley U		IIA	PI	198	6,500	6,500	6,500	No	No	Semester
Boston Coll		I	PR	482	6,680	7,565	7,150	No	Some	Semester
Coll of Our Lady of the Elms		IIA	PR	109	2,500	3,000	2,675	No	No	Semester
Coll of the Holy Cross		IIB	PR	42	6,560	9,144	6,801	No	No	Semester
Emmanuel Coll		IIA	PR	86	4,500	5,000		No	No	Semester
Gordon Coll		IIA	PR	166	2,400	3,750	2,639	No	No	Semester
Holyoke Comm Coll		III	PU	164	3,312	4,002	3,951	No	No	Semester
Lesley U		IIA	PI	254	4,100	7,998	4,984	No	No	Semester
Mount Holyoke Coll		IIB	PI	28	6,500	10,000	7,454	No	No	Semester
Springfield Coll		IIA	PI	307	2,370	3,063	2,974	No	No	Semester
Stonehill Coll		IIB	PR	133	1,428	6,814	4,284	No		Semester
Suffolk U		IIA	PI	249					No	Semester
U of Massachusetts-Dartmouth		IIA	PU	147	4,203	5,451	4,779	Some	Some	Semester
Wheaton Coll		IIB	PI	42	5,000	7,500	6,250	Some	Some	Semester

Michigan

Albion Coll		IIB	PR	36	2,250	7,500	3,733	Some	No	Semester
Alma Coll		IIB	PR	44	3,825	3,825	3,825	No	No	4-1-4
Aquinas Coll		IIB	PR	105	1,929	3,500	2,289	No	No	Semester
Central Michigan U		I	PU	315	3,300	3,300	3,300	No	No	Semester
Davenport U		IIA	PI	444	1,791	2,973	2,409	No	No	Semester
Ferris St U		IIA	PU	115	3,504	3,774		Some	No	Semester
Kalamazoo Coll		IIB	PI	28	3,000	4,000	3,504	No	No	Quarter
Michigan Technological U		I	PU	21	2,600	12,000	6,841	No	No	Semester
Mott Comm Coll		IV	PU	215	3,066	3,570	3,151	Yes, all	Some	Semester
Northern Michigan U		IIA	PU	111	3,183	4,620	3,661	No	No	Semester
Oakland U		I	PU	209	4,008		5,411	No	Some	Semester
Saginaw Valley St U		IIA	PU		1,650	2,550	2,250	No	No	Semester

Minnesota

Augsburg U		IIA	PR	324	4,250	5,750		Some	No	Semester
Bethel U		IIA	PR	304	3,516	5,893	4,302	Some	Some	Semester
Gustavus Adolphus Coll		IIB	PR	34	2,706	4,100	3,403	No	No	4-1-4
Hamline U		IIA	PR	182						4-1-4

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Minnesota (continued)										
Saint Mary's U of Minnesota		IIA	PR	425	3,300	4,200		No	No	Semester
St Catherine U		IIA	PR	202	3,750	5,150	4,450	No	No	4-1-4
U of St Thomas		I	PR	313	5,200	6,200	5,600	Some	Some	4-1-4
Mississippi										
U of Southern Mississippi		I	PU	114	625	10,500	4,556	Some	Yes, all	Semester
Missouri										
Drury U		IIA	PR	175	2,127	3,192	2,659	Some	Some	Semester
Lindenwood U		I	PI	683	2,500	3,700	3,280	No	No	4-1-4
Mineral Area Coll		III	PU	125	1,410	2,550	1,913	Some	No	Semester
Missouri Baptist U		IIA	PR	172	372	1,851	1,393	No	No	Semester
Missouri St U-Springfield		IIA	PU	374	2,445	3,600		No	No	Semester
Missouri St U-West Plains		III	PU	85	1,500	2,100	1,800	No	No	Semester
Southeast Missouri St U		IIA	PU	206	2,520	3,651	2,730	No	No	Semester
Truman St U		IIA	PU	31	2,400	4,800	3,800	Some	Some	Semester
U of Central Missouri		IIA	PU	162	1,800	2,400	2,100	No	No	Semester
Montana										
U of Montana		I	PU	189				Some	Some	Semester
U of Montana-Western		IIB	PU	22	1,983	2,583	2,337	No	No	Semester
Nebraska										
Bryan Coll of Health Sciences		IIB	PI	31	750	1,333	965	No	No	Semester
Central Comm Coll		IV	PU	131				No	No	Semester
Concordia U-Nebraska		IIA	PR	163	1,800	2,400	2,100	No	No	Semester
Nebraska Wesleyan U		IIA	PR	87	1,000	4,238	2,352	No	No	Semester
U of Nebraska at Kearney		IIA	PU	120				No	No	Semester
U of Nebraska at Omaha		I	PU	417	2,800	38,400	8,695	Some	Some	Semester
Wayne St Coll		IIA	PU	94	2,550	2,550	2,550	No	No	Semester
Nevada										
Coll of Southern Nevada		III	PU	957	2,625	3,500	2,626	Some	Some	Semester
U of Nevada-Reno		I	PU	195	3,000	15,000	4,621	No	Some	Semester
New Hampshire										
Colby-Sawyer Coll		IIB	PI	52				No	No	Semester
Franklin Pierce U		IIA	PI	285	2,000	3,960	2,980	Some	Some	Semester
Saint Anselm Coll		IIB	PR	44	3,360	3,360	3,360	No	No	Semester
New Jersey										
Bloomfield Coll		IIB	PR	118	1,838	2,138		No	No	Semester
Caldwell U		IIA	PR	216	2,250	2,250	2,250	No	No	Semester
Coll of New Jersey		IIA	PU	454	3,802	4,050	3,840	No	No	Semester
Georgian Court U		IIA	PR	198	2,550	3,150	2,850	No	No	Semester
Monmouth U		IIA	PI	389	3,102	3,400	3,167	No	NO	Semester
Ramapo Coll of New Jersey		IIA	PU	333	4,425	4,665	4,504	Yes, all	No	Semester
Rider U		IIA	PI	338	4,000	7,490	4,641	Some	Some	Semester
Rutgers U-Camden		I	PU	388				Yes, all	Yes, all	Semester
Rutgers U-New Brunswick		I	PU	1,780				Yes, all	Yes, all	Semester
Rutgers U-Newark		I	PU	451				Yes, all	Yes, all	Semester
Saint Peter's U		IIA	PR	238	2,205	5,100	2,693	No	No	Semester

APPENDIX III

		(1)	(2)	(3)				(4)		(5)
NAME	NOTES	CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New Mexico										
Clovis Comm Coll		IV	PU	62	1,875	7,500	4,688	Yes, all	No	Semester
New Mexico Highlands U		IIA	PU	82	2,700	2,700	2,700	No	No	Semester
New Mexico St U-Alamogordo		III	PU	65	1,000	10,000	4,617	Yes, all	Some	Semester
New Mexico St U-Carlsbad		III	PU	33	1,000	7,500	3,344	Yes, all	Some	Semester
New Mexico St U-Dona Ana		III	PU	295	1,000	10,000	6,007	Yes, all	Some	Semester
New Mexico St U-Grants		III	PU	29	1,000	10,000	3,271	Yes, all	Some	Semester
New Mexico St U-Main Campus		I	PU	211	1,000	10,000	7,236	Yes, all	Some	Semester
U of New Mexico-Main Campus		I	PU	110	2,901	47,588	11,599	No	Some	Semester
New York										
Binghamton U		I	PU	289						Semester
CUNY Bernard M Baruch Coll		IIA	PU	908				No	Some	Semester
CUNY Borough of Manhattan Comm Coll		III	PU	1,329				No	Some	Semester
CUNY Bronx Comm Coll		III	PU	477				No	Some	Semester
CUNY Brooklyn Coll		IIA	PU	1,097				No	Some	Semester
CUNY City Coll		I	PU	1,158				No	Some	Semester
CUNY Graduate School and U Center		I	PU	561				No	Some	Semester
CUNY Hostos Comm Coll		III	PU	287				No	Some	Semester
CUNY Hunter Coll		IIA	PU	1,888				No	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIA	PU	1,023				No	Some	Semester
CUNY Kingsborough Comm Coll		III	PU	534				No	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	817				No	Some	Semester
CUNY Lehman Coll		IIA	PU	882				No	Some	Semester
CUNY Medgar Evers Coll		IIB	PU	366				No	Some	Semester
CUNY New York City Coll of Tech		IIB	PU	1,231				No	Some	Semester
CUNY Queens Coll		IIA	PU	1,196				No	Some	Semester
CUNY Queensborough Comm Coll		III	PU	567				No	Some	Semester
CUNY School of Law		IIA	PU	53				No	Some	Semester
CUNY Stella and Charles Guttman Comm Coll		III	PU	46				No	Some	Semester
CUNY York Coll		IIB	PU	516				No	Some	Semester
Canisius Coll		IIA	PR	303	2,720	6,524	3,378			Semester
Cayuga County Comm Coll		III	PU	163	1,212	5,970	3,147	Yes, all	No	Semester
Colgate U	70	IIB	PI	8	6,250	16,000	9,267	Some	No	Semester
Coll of Mount Saint Vincent		IIA	PR	233	750	78,828	11,768	No	No	Semester
Coll of Staten Island CUNY		IIA	PU	849				No	Some	Semester
Farmingdale St Coll		IIB	PU	515						Semester
Finger Lakes Comm Coll		III	PU	159	2,775	2,850	2,824	Some	No	Semester
Hartwick Coll		IIB	PI	67	1,800	3,065	2,548	Some	Some	4-1-4
Le Moyne Coll		IIA	PR	183	3,100	4,100	3,537	No	No	Semester
Manhattanville Coll		IIA	PI	250	3,050	4,190	3,450	Some	No	Semester
Medaille Coll		IIA	PI	176	2,500	2,500	2,500	No	No	Semester
Molloy Coll		IIA	PR	501	3,885	4,005		No	No	4-1-4
Monroe Comm Coll		III	PU	514	3,173	3,877	3,468	No	No	Semester
Mount Saint Mary Coll		IIA	PR	108	2,640	3,300	2,833	No	No	Semester
New School		I	PI	1,265	4,299	11,073	5,654	Some	Some	Semester
New York School of Interior Design		IIB	PI	148	5,190	5,880	5,449	No	Some	Semester
Niagara County Comm Coll		III	PU	190	2,025	2,349	2,187	Some	No	Semester
Pratt Inst-Main		IIA	PI	878	1,033	5,603	2,106	Some	Some	Semester
Rensselaer Poly Inst		I	PI	43	3,000	12,546	6,919	Some	Some	Semester
Rochester Inst of Tech		I	PI	292	2,400	8,000	3,902	No	Yes, all	Semester
SUNY Buffalo St		IIA	PU	441						Semester
SUNY Coll at Brockport		IIA	PU	251						Semester
SUNY Coll at Geneseo		IIA	PU	112						Semester
SUNY Coll at Old Westbury		IIA	PU	211	3,600	5,772	3,944	No	Some	Semester
SUNY Coll at Oswego		IIA	PU	183						Semester
SUNY Coll at Plattsburgh		IIA	PU	157						Semester
SUNY Coll at Potsdam		IIA	PU	87						Semester
SUNY Coll of Ag and Tech at Cobleskill		IIB	PU	73	2,502	4,401	2,839	Some	Some	Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	42						Semester
SUNY Coll of Tech at Alfred		III	PU	74						Semester

APPENDIX III

		(1)	(2)	(3)				(4)		(5)
NAME	NOTES	CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New York (continued)										
SUNY Coll of Tech at Canton		III	PU	75						Semester
SUNY Coll of Tech at Delhi		III	PU	58						Semester
SUNY Cortland		IIA	PU	235						Semester
SUNY Empire St Coll		IIA	PU	376						Trimester
SUNY Maritime Coll		IIB	PU	41						Semester
SUNY Morrisville		III	PU	85						Semester
SUNY Oneonta		IIA	PU	169						Semester
SUNY Poly Inst		IIA	PU	145						Semester
SUNY at Albany		I	PU	397						Semester
SUNY at Fredonia		IIA	PU	161						Semester
SUNY at Purchase Coll		IIB	PU	260						Semester
Saint John Fisher Coll		IIA	PR	101	2,880	4,148	3,018			Semester
Sarah Lawrence Coll	71	IIA	PI	113	10,500	22,682	14,373	No	Some	Semester
Siena Coll		IIB	PR	112	3,425	3,425	3,425	No	No	Semester
Skidmore Coll		IIB	PI	41	1,300	1,400	1,350	Some	No	Semester
St U of New York at New Paltz		IIA	PU	270						Semester
Stony Brook U		I	PU	168						Semester
U at Buffalo		I	PU	490						Semester
Yeshiva U		I	PI	122	3,600	10,000	5,138	No	No	Semester
North Carolina										
Barton Coll		IIB	PR	46	1,860	3,750	2,206	no	no	Semester
Belmont Abbey Coll		IIB	PR	116	2,800	2,800	2,800	No	No	Semester
Campbell U		IIA	PR	283				No	No	Semester
Chowan U		IIB	PR	29	2,250	3,375	2,158	No	No	Semester
Davidson Coll		IIB	PR	10	7,000	8,000	7,308	No	No	Semester
Guilford Coll		IIB	PR	71	4,000	4,000	4,000	No	No	Semester
Lees-McRae Coll		IIB	PR	57	2,250	3,000		No	No	Semester
Lenoir-Rhyne U		IIA	PR	89	2,400	2,400	2,400	No	No	Semester
Mars Hill U		IIB	PI	40	1,800	2,250	2,025	No	No	Semester
North Carolina Wesleyan Coll		IIB	PR	124	1,890	1,890	1,890	No	No	Semester
Salem Coll		IIB	PR	50	2,500	2,500	2,500	No	No	4-1-4
Ohio										
Ashland U		IIA	PR	366				No	No	Semester
Baldwin Wallace U		IIA	PI	200	3,300	4,740	3,952	No	No	Semester
Bowling Green St U-Firelands		III	PU	76	917	4,961	2,888	Yes, all	No	Semester
Bowling Green St U-Main Campus		I	PU	448	2,130	4,995	3,514	Yes, all	No	Semester
Cleveland St U		I	PU	855	0	13,188	2,778	Some	Some	Semester
Denison U		IIB	PI	21	6,000	6,000	6,000	No	No	Semester
John Carroll U		IIA	PR	221	2,280	5,000	3,246	No	No	Semester
Kenyon Coll		IIB	PI	21	6,500	13,523	7,539	Some	Some	Semester
Marietta Coll		IIB	PI	40	2,750	2,750	2,750	No	No	Semester
Mount Saint Joseph U		IIA	PR	122	1,800	3,750		Some	No	Semester
Oberlin Coll		IIB	PI	9	6,000	9,300	7,200	Some	Some	4-1-4
Ohio U-Chillicothe Campus		III	PU	47	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Eastern Campus		III	PU	12	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Lancaster Campus		III	PU	46	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Main Campus		I	PU	160	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Southern Campus		III	PU	49	2,257	2,822	2,465	Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	30	2,257	2,822	2,465	Some	Some	Semester
Ohio Wesleyan U		IIB	PR	85	1,944	8,500	5,000	No	No	Semester
Sinclair Comm Coll		III	PU	831	2,616	2,769	2,703	Yes, all	No	Semester
Tiffin U		IIA	PI	188	1,000	4,000	2,000	No	No	Semester
U of Cincinnati-Blue Ash Coll		III	PU	181	1,201	10,325	2,773	Yes, all	No	Semester
U of Cincinnati-Clermont Coll		III	PU	165	1,200	8,820	2,911	Yes, all	No	Semester
U of Cincinnati-Main Campus		I	PU	886	1,000	10,296	4,064	Yes, all	No	Semester
Ursuline Coll		IIA	PR	120	2,099	2,795	2,447	No	No	Semester
Wittenberg U		IIB	PR	67	2,250	5,000	2,817	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Ohio (continued)										
Youngstown St U		IIA	PU	512	1,625	3,750	2,000	No	No	Semester
Oklahoma										
Cameron U		IIA	PU	127	1,725	3,825	2,415	No	No	Semester
Oklahoma Panhandle St U		IIB	PU	68	1,050	5,775	3,150	No	No	Semester
Oklahoma St U Inst of Tech		IV	PU	45	1,500	2,475	1,900	No	No	Trimester
Oklahoma St U-Oklahoma City		III	PU	148	1,830	7,800	3,749	No	No	Semester
Southeastern Oklahoma St U		IIA	PU	78	1,485	3,500	2,062	No	No	Semester
U of Central Oklahoma		IIA	PU	428	2,100	2,880	2,300	No	No	Semester
U of Science and Arts of Oklahoma		IIB	PU	42	1,500	2,100	1,800	No	No	Trimester
U of Tulsa		I	PR	106	1,516	8,000	3,684	No	No	Semester
Oregon										
Central Oregon Comm Coll		III	PU	40	661	1,551	996	Some	Some	Quarter
Portland St U		I	PU	713	3,027	7,566	3,371	No	No	Quarter
Reed Coll		IIB	PI	10	11,069	23,480	16,471	Some	Some	Semester
Pennsylvania										
Allegheny Coll		IIB	PR	14	3,500	3,500	3,500	No	No	Semester
Alvernia U		IIA	PR	169				No	No	Semester
Bucknell U		IIB	PI	17	4,655	7,200	4,934	No	No	Semester
Butler County Comm Coll		III	PU	210	2,445	2,445	2,445	No	No	Semester
Cedar Crest Coll		IIA	PI	131	3,618	3,618	3,618	No	No	Semester
Chatham U		IIA	PI	218	1,105	5,300	3,467	No	No	Semester
Delaware Valley U		IIA	PI	108	2,400	2,400	2,400	No	No	Semester
Dickinson Coll		IIB	PI	53	4,600	4,600	4,600	No	No	Semester
Duquesne U		I	PR	481	4,000	4,000	4,000	No	No	Semester
Juniata Coll		IIB	PI	21	3,000	6,000		Some	Some	Semester
Lafayette Coll		IIB	PR	53	4,000	6,000	4,377	No	No	Semester
Lebanon Valley Coll		IIA	PR	152	3,273	4,364		No	No	Semester
Lincoln U		IIA	PU	98	2,625	3,264	2,635	No	No	Semester
Marywood U		IIA	PR	280	2,205	2,205	2,205	No	No	Semester
Mercyhurst U		IIA	PR	105	2,050	2,300	2,222	No	Some	Semester
Messiah U		IIA	PR	163	3,459	3,723	3,591	No	No	Semester
Misericordia U		IIA	PR	159	2,595	2,895	2,595	No	No	Semester
Moravian Coll		IIA	PR	193	2,992	4,035	3,833	No	Some	Semester
Neumann U		IIA	PR	130	3,000	3,300	3,150	No	No	Semester
Robert Morris U		IIA	PI	211	2,580	3,315	2,950	Some	No	Semester
Saint Vincent Coll		IIA	PR	113	2,970	3,240	3,099	No	No	Semester
Seton Hill U		IIA	PR	131	2,235	4,770	2,385	No	No	Semester
Susquehanna U		IIB	PR	82	1,537	3,075		Some	Some	Semester
Swarthmore Coll		IIB	PI	24	5,000	14,000	8,207	No	No	Semester
Temple U		I	PU	1,605	4,500	22,500	5,260	No	Some	Semester
Ursinus Coll		IIB	PI	57	3,300	3,300	3,300	No	No	Semester
Washington & Jefferson Coll		IIB	PI		3,000	3,000	3,000	No	No	4-1-4
Waynesburg U		IIA	PR	137	2,625	2,625	2,625	Some	Some	Semester
York Coll of Pennsylvania		IIB	PI	232	3,796	4,860	4,500	no	no	Semester
Puerto Rico										
Universidad Politecnica de Puerto Rico		IIA	PI	70				No	No	Trimester
Rhode Island										
Brown U		I	PI	139				No	No	Semester
Comm Coll of Rhode Island		III	PU	405				No	No	Semester
Providence Coll		IIA	PR	134	1,416	4,250	4,250	No	No	Semester

APPENDIX III

		(1)	(2)	(3)				(4)		(5)
				PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		
NAME	NOTES	CAT.	CTRL	NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	CALENDAR
Rhode Island (continued)										
Salve Regina U		IIA	PR	145	3,800	3,800	3,800	No	No	Semester
U of Rhode Island		I	PU	394	4,308	4,962	4,623	No	No	Semester

South Carolina

Coll of Charleston		IIA	PU	283	1,000	8,931	3,775	Yes, all	Some	Semester
Newberry Coll		IIB	PR	60	1,000	3,000	1,800	No	No	Semester
Presbyterian Coll		IIB	PR	27	3,000	3,000	3,000	No	No	Semester

South Dakota

Dakota Wesleyan U		IIB	PR	33	1,800	3,000	2,100	No	No	Semester
Mount Marty U		IIA	PR	7	1,650	2,200	1,925	Some	Some	Semester

Tennessee

Austin Peay St U		IIA	PU	319	1,800	2,100	1,950			Semester
East Tennessee St U		I	PU	538	266	13,500	3,536	No	No	Semester
Freed-Hardeman U		IIA	PR	31	1,980	2,430	2,144	No	No	Semester
King U		IIA	PR	201	1,575	2,400	1,773	No	No	Semester
Lee U		IIA	PR	375	1,800	2,100		Some	No	Semester
Maryville Coll		IIB	PR	46	3,495	3,500	3,498	No	No	Semester
Middle Tennessee St U		I	PU	212	2,400	4,800	1,907	No	Some	Semester
U of Memphis		I	PU	413	1,131	3,600	2,340	No	No	Semester

Texas

Abilene Christian U		IIA	PR	139	1,500	6,000		No	No	Semester
Angelo St U		IIA	PU	130	2,584	7,388	3,250	Some	Some	Semester
Austin Coll	48	IIB	PR	22	4,000	6,500	5,161	No	Some	4-1-4
Austin Comm Coll District		III	PU	1,497	3,387	6,606	4,385	Some	Some	Semester
Central Texas Coll		IV	PU	479	1,845	2,005	1,845	Some	No	Semester
Dallas Coll		IV	PU	2,260	2,374	2,374	2,374	Some	Some	Semester
McMurry U		IIB	PR	36	1,250	2,000	1,506	No	No	Semester
Our Lady of the Lake U		IIA	PR	137	2,300	3,000	2,650	No	No	Semester
Sam Houston St U		I	PU	147	2,462	9,000	3,238	Some	Some	Semester
Southwestern U		IIB	PR	39	3,500	9,000	4,189	Some	Some	Semester
Texas A & M U-Coll Station		I	PU	31	1,575	8,400	5,084	Some	Yes, all	Semester
Texas Lutheran U		IIB	PR	64	2,650	2,950	2,729	Some	Some	Semester
Texas Southmost Coll		IV	PU	132	2,550	2,550	2,550	No	No	Semester
Texas St U		I	PU	248	2,925	13,725	5,310	No	No	Semester
Texas Woman's U		I	PU	341	667	7,000	2,660	Some	Some	Semester
U of Dallas		IIA	PR	94	750	15,000	5,228	No	No	Semester
U of Houston-Clear Lake		IIA	PU	256	2,400	4,895	3,081	No	No	Semester
U of Houston-Downtown		IIA	PU	421	3,000	4,800	3,000	Some	Some	Semester
U of St Thomas		IIA	PR	441	319	10,350	2,736	No	No	Semester
U of the Incarnate Word		IIA	PR	415	2,800	3,100	2,950	No	No	Semester

Utah

Dixie St U		III	PU	392	2,250	2,250	2,250	No	No	Semester
Snow Coll		III	PU	155	2,300	2,300	2,300	No	No	Semester
Southern Utah U		IIA	PU	131				No	No	Semester
U of Utah		I	PU	257				No	No	Semester
Westminster Coll		IIA	PI	236	2,310	3,090	2,847	No	No	4-1-4

Virginia

Bluefield Coll		IIB	PR	57	1,500	3,500	2,500	No	No	Semester
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APPENDIX III

		(1)	(2)	(3)				(4)		(5)
NAME	NOTES	CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Virginia (continued)										
Bridgewater Coll		IIB	PR	30	2,400	4,500	3,625	No	No	Semester
Christopher Newport U		IIA	PU	165	3,090	3,708	3,201	No	No	Semester
Eastern Mennonite U		IIA	PR	127	2,250	3,000	2,841	No	No	Semester
Hampden-Sydney Coll		IIB	PI	10	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	42						4-1-4
James Madison U		IIA	PU	256	1,020	9,418	3,977	No	No	Semester
Longwood U		IIA	PU	90	1,050	9,900	3,758	No	No	Semester
Old Dominion U		I	PU	633	3,129	3,789	3,381	No	No	Semester
Radford U		IIA	PU	230	1,550	5,400	2,880	No	No	Semester
Roanoke Coll		IIB	PR	40	2,175	7,440	3,287	No	No	Semester
Tidewater Comm Coll		III	PU	777	1,869	3,603	2,377	No	No	Semester
U of Lynchburg		IIA	PR	86	3,450	3,450	3,450	No	No	Semester
U of Mary Washington		IIA	PU	92	258	7,980	3,400	no	no	Semester
U of Virginia's Coll at Wise		IIB	PU	76	2,055	3,300		No	No	Semester
Virginia Poly Inst and St U		I	PU	198	1,600	20,000	5,850	No	No	Semester
Washington										
Northwest U		IIA	PR	368	1,224	4,389	2,807	No	No	Semester
Pacific Lutheran U		IIA	PR	48	3,216	5,625		Some	Some	4-1-4
U of Puget Sound		IIA	PI	37	4,600	5,200	5,183	Some	Some	Semester
West Virginia										
Davis & Elkins Coll		IIB	PR	49	2,100	2,100	2,100	No	No	Semester
Ohio Valley U		IIB	PR	24	1,050	1,500	1,200	No	No	Semester
Shepherd U	69	IIA	PU	196	1,374	2,541	2,194	No	No	Semester
West Virginia Wesleyan Coll		IIA	PR	26	1,800	2,500	1,982	No	No	Semester
Wisconsin										
Beloit Coll		IIB	PI	18				Some	Some	Semester
Milwaukee School of Engineering		IIA	PI	113				Some	Some	Quarter
Ripon Coll		IIB	PI	12	3,000	3,000	3,000	No	No	Semester
Saint Norbert Coll		IIB	PR	10	3,400	4,100	3,690	No	No	Semester

NOTES TO APPENDIX III

47. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
48. All Austin College courses are offered as one “course unit,” which we equate to 4 credit hours on a standard university schedule. The part-time faculty pay is for these “one course unit” courses.
49. All part-time faculty teach courses that are equivalent to 4 semester hours. Salaries have not been converted to 3 credit hours.
50. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
51. Excludes data points for part-time faculty members who are also compensated 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.
52. 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.
53. 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.
54. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
55. Includes Chalon and Doheny campuses. The minimum, mean, and maximum salary amounts are provided per the university's academic salary table. The per unit rates articulated on our salary table have been calculated to represent the minimum, maximum, and mean payment for a 3-unit course. Salary amounts for all nonsalaried part-time faculty are based on this salary table.
56. Includes Cookeville, Highland Crest, and Livingston campuses.
57. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
58. Includes Great Valley, Harrisburg and Erie campuses.
59. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
60. Includes McMinnville Campus, School of Nursing, and Online and Continuing Education.
61. Includes Owens, Stanton/George, and Terry campuses.
62. Includes U of Arizona–South.
63. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
64. Lecturer (per section) pay is for Denver Campus only and refers to 2018 policy grid, aged 2 percent for one year to estimate academic year 2019–20 rates. Count is for Denver/AMC consolidated, excluding School of Medicine.
65. Most regular sections carry four credits.
66. Number of faculty were calculated using FTEs rather than unduplicated headcounts.
67. Part-time faculty salaries are not converted; based on 4-credit course sections.
68. Part-time excludes private lessons and law.
69. 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).
70. Pay is on a course-unit system, where courses are essentially 4 semester credits.
71. Per-section salary amounts are for one course (5 credits)—the vast majority of Sarah Lawrence courses are five credits.
72. Starting in 2020–21, data are reported for total university rather than by campus.

- 73. The maximum per-section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
- 74. Formerly known as Indiana University–Purdue University–Fort Wayne
- 75. University of South Florida has consolidated to form one university instead of a system of three universities; henceforth, the data will be reported as one university under the IPEDS Unit ID 137351.