

Appendix I. Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2021–22

Appendix II. Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2021–22

Appendix III. Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2020–21

Notes:

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

These appendices include data and revisions received by July 1, 2022. Institutions that revised or submitted data after the initial publication on April 5, 2022, are marked with an asterisk (*).

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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								
Auburn U	8	I	PU	143.4	102.4	87.1	47.2	62.7	58.8	101.8	99.0	86.2	12.8	7.5	P	50.0	24.8	25.2
Birmingham-Southern Coll		IIB	PR	81.5	71.4	64.9	52.1	44.8		68.7	100.0	100.0	5.0	8.4	FpT	54.1	21.1	24.8
Samford U	7	IIA	PR	104.9	80.3	72.5	57.0			85.1	100.0	87.0	6.4	14.1	FTTV	49.7	24.0	26.2
Troy U	7	IIA	PU	86.5	76.5	71.7		57.2	89.9	71.1	99.6	83.8	12.0	1.5	P	44.4	21.4	34.2
U of Alabama	7	I	PU	153.5	99.8	81.6	57.3			96.6	99.4	86.8	15.9	8.3	PO	42.3	24.2	33.5
U of Alabama at Birmingham	7	I	PU	151.3	101.9	87.5	72.8			106.1	65.3	65.8	18.0	7.1	PO	46.3	18.0	35.7
U of Alabama in Huntsville	1	I	PU	127.1	93.5	79.3	68.5	54.7		87.4	98.3	87.5	15.8	5.5		45.0	17.9	37.0
U of Montevallo		IIA	PU	80.8	68.0	63.9	51.2			68.5	100.0	98.6	12.8	12.3	F	64.1	24.1	11.7
U of North Alabama	7	IIA	PU	95.4	79.5	69.2	34.0	60.8		76.9	93.7	93.7	12.7	8.6	F	51.0	26.9	22.0
U of South Alabama	10	I	PU	92.9	72.4	67.4	52.0			70.3	100.0	86.9	10.6	15.0	P	37.0	18.7	44.3

Alaska

U of Alaska Anchorage	38	IIA	PU	110.2	89.7	76.4	59.0			88.1	93.1	93.1	19.7	10.1	O	50.2	17.7	32.1
U of Alaska Fairbanks		I	PU	106.0	87.0	73.5	69.4			86.4	76.5	76.5	24.0	12.3		48.4	13.0	38.6
U of Alaska Southeast		IIA	PU	85.3	82.1	63.6	–			73.6	100.0	100.0	19.2	9.8		47.5	16.8	35.6

Arizona

Arizona St U	7,51	I	PU	158.2	114.1	90.4	50.4	68.8	58.3	105.0	99.9	92.5	8.4	10.8	Pp	41.0	14.5	44.6
Embry-Riddle Aero U-Prescott	1	IIB	PI	107.6	90.1	73.2	59.6			82.2	100.0	100.0	9.3	9.6	FTT	35.4	46.3	18.4
Northern Arizona U		I	PU	113.1	81.2	68.9	50.5			80.6	95.1	93.4	9.1	16.0	F	38.9	11.2	49.9
U of Arizona	7,40	I	PU	142.0	101.0	82.0	44.2	62.9	131.0	104.4	99.4	92.3	7.5	10.0	Pp	51.8	15.5	32.7

Arkansas

Harding U	7	IIA	PR	81.0	72.6	63.8	54.0	40.1		68.4	89.8	81.3	9.1	10.5	PTO	0.0	0.0	100.0
Hendrix Coll		IIB	PR	77.3	68.1	61.3	50.8			69.3	100.0	100.0	5.0	15.5	FTTV	68.5	14.6	16.9
John Brown U	7	IIA	PI	71.5	64.0	59.0	–			63.7	100.0	95.9	6.6	15.1	FTO	0.0	0.0	100.0
Lyon Coll*		IIB	PR	70.6	60.0	56.1	48.9			58.5	100.0	100.0	3.3	13.6		58.3	27.1	14.6
Ouachita Baptist U	7	IIB	PR	65.1	59.9	53.4	46.8	40.6		58.4	100.0	100.0	6.7	13.6	FTTV	61.6	20.2	18.2
Southern Arkansas U Main Campus	1	IIA	PU	88.1	66.7	61.8	46.8			63.3	100.0	100.0	10.2	13.1	Ff	41.7	27.8	30.5
U of Arkansas	7	I	PU	136.6	97.5	89.0	54.5	69.0		92.4	99.4	92.7	10.2	8.9	Pp	46.5	17.9	35.6
U of Central Arkansas	6	IIA	PU	83.4	70.4	66.2	55.4	52.5	42.1	66.1	99.2	91.2	11.0	10.6		47.0	21.2	31.8

California

Biola U		I	PR	95.5	89.7	75.5	63.3	–		88.2						44.8	37.6	17.6
California Baptist U	8	IIA	PR	110.3	96.1	90.6	61.9	48.9	54.6	95.9						51.3	39.8	8.9
California Inst of Tech	7	I	PI	218.3		140.3	63.6	98.5	76.8	189.2	94.5	92.3	11.7	6.1	Fp	73.8	11.8	14.3
California Poly St U-San Luis Obispo	7	IIA	PU	112.9	99.4	88.7		72.2	138.6	95.6	98.8	99.4	9.4	17.5	PO	54.0	21.5	24.5
California St Poly U-Pomona	7	IIA	PU	116.0	98.6	86.4		66.4	–	95.1	96.5	99.7	9.4	17.6	PO	56.6	22.3	21.1
California St U Maritime Academy		IIB	PU	119.7	97.8	81.3		68.7		92.8	98.5	100.0	9.4	19.6	PO	56.7	20.9	22.4
California St U-Bakersfield	7	IIA	PU	112.1	94.5	81.4		65.3		85.3	97.1	98.2	9.4	18.8	O	40.3	27.6	32.1
California St U-Channel Islands	7	IIA	PU	119.8	102.2	87.1		69.2		91.7	98.7	94.7	9.4	18.3	PO	42.7	22.9	34.4
California St U-Chico	7	IIA	PU	105.5	90.6	78.3		64.7		86.9	98.3	99.8	9.4	18.3	O	54.3	24.4	21.3
California St U-Dominguez Hills	7	IIA	PU	115.6	99.1	83.0		65.9		89.6	96.9	99.8	9.5	16.9	O	43.8	26.0	30.2
California St U-East Bay	7	IIA	PU	112.7	98.8	81.3		67.0		93.4	98.4	99.5	9.4	18.7	PO	49.1	36.2	14.7
California St U-Fresno	7	IIA	PU	108.2	93.2	79.9		63.6	125.3	86.2	95.9	100.0	9.4	19.5	PO	47.6	23.9	28.5
California St U-Fullerton	7	IIA	PU	110.8	98.7	87.8		66.0		93.6	98.1	99.8	9.4	18.2	PO	58.4	19.0	22.7
California St U-Long Beach	7	IIA	PU	112.2	98.0	86.2		70.5	144.2	93.1	96.7	99.4	9.4	16.6	PO	53.2	19.9	26.9
California St U-Los Angeles	7	IIA	PU	111.3	99.2	90.5		60.9		91.3	96.6	99.4	9.4	17.1	PO	50.1	22.8	27.0
California St U-Monterey Bay	7	IIA	PU	113.8	95.5	84.7		59.9		90.0	98.6	99.5	9.4	16.9	PO	52.3	25.7	22.0
California St U-Northridge	7	IIA	PU	106.5	94.1	87.6		62.8	149.0	91.8	95.5	100.0	9.5	17.6	PO	62.0	16.8	21.2
California St U-Sacramento	7	IIA	PU	104.7	90.0	79.5		63.5	110.9	87.8	97.7	99.9	9.4	19.1	PO	54.8	25.3	19.9
California St U-San Bernardino	7	IIA	PU	110.4	91.5	79.2		64.4	–	90.4	97.1	99.6	9.4	17.8	PO	56.2	24.7	19.0
California St U-San Marcos	7	IIA	PU	112.5	98.1	88.4		65.0		90.5	96.2	98.7	9.5	17.5	PO	49.2	21.1	29.7
California St U-Stanislaus	7	IIA	PU	105.5	91.5	79.1		61.4		87.2	98.1	99.7	9.4	19.8	PO	57.1	18.9	24.0
Chapman U	7	IIA	PR	164.8	114.7	97.6	79.5		141.9	121.5	99.3	92.4	13.7	13.2	FT	44.2	19.5	36.4
Claremont Graduate U		I	PI	140.1	113.6	94.2				125.2	100.0	100.0	6.0	9.5	Pp	69.8	11.6	18.6
Claremont McKenna Coll		IIB	PI	175.0	135.8	100.6	77.6			136.1	82.4	86.7	11.1	7.9	O	69.7	12.1	18.2

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
3.5	4.6	5.2	4.5	290	229	211	28	105	177	180	36	1443	148.4	106.9	91.1	45.4	129.7	96.7	82.3	48.5	87.4	90.5	90.4	79.6
4.7	4.4	3.1	4.0	26	14	7	3	11	12	17	7	109	80.9	73.8	71.6	54.5	82.8	68.7	62.1	51.0	102.2	93.1	86.8	85.7
2.0	3.8	3.9	2.8	85	35	48	5	50	40	78	21	362	108.5	82.8	74.5	52.3	98.7	78.2	71.2	58.1	90.9	94.4	95.6	85.1
7.3	8.1	8.1		49	78	51		12	65	74		468	86.9	78.5	76.8		84.9	74.1	68.2		97.7	94.4	88.7	87.4
2.9	4.1	4.4	3.9	224	208	200	148	97	155	219	186	1437	160.1	105.9	85.8	55.0	138.3	91.6	77.7	59.1	86.4	86.6	90.6	79.4
4.1	5.7	5.8	6.3	130	121	81	38	73	113	158	75	789	154.3	101.8	94.0	71.8	146.0	102.0	84.1	73.3	94.6	100.2	89.4	84.7
0.5	0.1	0.5	0.4	59	64	37	1	14	32	54	15	351	130.9	98.2	83.4	–	111.1	84.1	76.5	68.2	84.9	85.6	91.7	72.8
2.0	2.5	3.2	2.6	25	26	16	4	14	28	19	13	145	82.7	70.8	71.4	44.3	77.4	65.3	57.7	53.3	93.6	92.2	80.8	86.3
3.6	3.1	4.6		51	34	44	4	32	29	37	1	286	98.5	82.4	68.3	28.6	90.5	76.0	70.3	–	91.8	92.2	102.8	91.9
0.0	0.4	0.4	1.4	69	69	85	31	31	66	131	75	557	96.2	73.7	67.1	52.7	85.7	71.1	67.6	51.7	89.1	96.4	100.7	88.3
32.6	2.5	12.4	41.5	83	61	79	16	70	54	116	29	508	115.1	90.2	76.4	52.9	104.4	89.0	76.4	62.3	90.7	98.7	100.1	92.3
–10.0	–1.4	4.5	–9.0	99	95	98	17	54	75	100	16	554	109.6	88.9	73.8	67.6	99.2	84.5	73.3	71.3	90.5	95.0	99.3	91.9
4.1	13.7	2.7	–	12	15	22		6	19	26	1	101	83.3	80.4	63.8		89.4	83.5	63.4	–	107.3	103.9	99.4	99.8
3.3	4.6	5.1	3.6	569	432	316	149	317	354	407	245	3404	165.4	119.6	98.4	50.6	145.1	107.4	84.2	50.2	87.7	89.9	85.6	78.6
4.0	4.4	5.4	6.7	18	35	45	12	5	11	15	6	147	110.3	94.8	74.7	59.3	98.0	75.1	68.5	60.2	88.9	79.2	91.7	85.8
3.1	4.5	3.8	7.2	160	113	140	64	98	102	222	78	977	118.7	84.0	72.9	51.1	104.0	78.1	66.4	50.0	87.6	93.0	91.1	83.7
15.8	17.0	14.5	4.9	458	262	207	30	219	201	242	46	1892	144.1	102.3	88.4	44.4	137.6	99.4	76.6	44.1	95.5	97.2	86.7	84.1
0.4	1.6	1.2	3.4	45	62	45	12	8	34	52	21	284	81.6	72.6	66.0	58.2	77.5	72.6	61.8	51.5	94.9	100.1	93.6	88.7
0.3	0.8	1.3	1.1	22	11	8	3	20	9	10	6	89	79.3	67.3	61.8	51.9	75.2	69.1	60.9	50.2	94.8	102.8	98.5	94.7
2.0	1.6	1.9	–	16	21	9	1	2	6	17	1	73	70.8	65.5	59.2	–	–	58.8	58.9	–	–	89.7	99.5	91.3
0.0	0.0	0.7	3.0	6	12	10	5		8	5	2	48	70.6	60.2	57.4	50.5		59.8	53.7	–		99.4	93.6	93.4
0.9	1.9	2.1	2.2	30	9	7	6	11	18	5	7	99	66.0	68.3	51.1	44.4	62.5	55.7	56.6	48.9	94.7	81.6	110.8	91.6
2.3	2.4	1.6	2.2	13	18	29	16	9	21	25	20	151	95.0	69.0	64.5	47.3	78.1	64.7	58.7	46.4	82.2	93.8	91.0	88.5
2.6	3.0	2.7	2.5	230	186	124	123	76	101	95	179	1232	140.8	99.1	94.5	53.3	124.1	94.5	81.9	55.3	88.1	95.4	86.7	77.0
1.3	2.8	3.4	2.4	68	79	50	9	35	64	66	60	532	86.7	71.1	69.9	52.8	77.0	69.5	63.4	55.8	88.8	97.8	90.7	87.0
2.6	2.3	4.5		57	78	14	2	9	61	22	6	250	94.0	89.8	75.8	–	105.0	89.6	75.3	63.1	111.7	99.9	99.3	96.3
2.6	–	6.0	4.7	89	49	42	1	47	54	58	3	372	109.9	96.8	92.0	–	111.2	95.5	89.6	61.4	101.2	98.7	97.4	94.6
0.1	1.0	2.0		215		26	20	53		18	7	363	220.2		144.5	66.8	210.7		134.1	54.5			92.8	83.8
–0.1	0.8	2.3		212	104	86		94	70	80		860	114.4	101.3	91.7		109.7	96.6	85.4		95.9	95.3	93.2	92.5
2.0	2.6	3.3		142	84	74		83	68	71		663	116.6	100.1	88.9		115.1	96.8	83.8		98.8	96.7	94.3	93.3
–0.3	0.7	0.9		11	16	10		5	5	5		67	121.4	99.1	83.0		116.0	93.4	77.8		95.6	94.2	93.8	96.4
–0.2	1.1	2.9		45	38	47		29	25	47		340	113.1	97.5	80.7		110.5	89.8	82.1		97.6	92.1	101.7	91.3
0.0	0.9	2.6		29	17	17		26	25	35		227	120.0	106.8	88.6		119.5	99.1	86.4		99.6	92.8	97.5	94.0
0.1	0.6	1.6		100	53	60		64	65	64		516	108.3	91.7	79.5		101.2	89.7	77.2		93.5	97.8	97.1	92.2
0.0	1.7	1.9		64	44	49		63	43	67		387	115.6	98.5	86.4		109.7	99.2	77.6		95.0	100.8	89.8	92.5
0.1	1.4	1.2		154	69	92		80	79	92		796	109.4	94.8	81.2		105.9	91.8	78.5		96.7	96.8	96.7	89.3
0.4	1.2	2.4		209	118	76		151	130	107		1023	112.1	101.4	93.1		109.0	96.3	84.1		97.2	95.0	90.3	90.6
0.1	0.8	2.3		193	100	84		157	121	130		1079	112.9	99.2	87.7		111.3	97.0	85.2		98.5	97.7	97.2	94.7
0.2	0.8	2.0		133	46	69		118	53	89		696	113.2	97.5	90.6		109.2	100.7	90.5		96.5	103.3	99.9	96.6
0.1	1.8	3.5		32	23	19		28	33	35		218	118.2	97.3	83.2		108.8	94.2	85.5		92.0	96.7	102.8	92.3
0.0	0.9	2.3		196	99	70		174	109	76		929	107.6	95.2	90.5		105.1	93.1	85.0		97.7	97.8	93.9	93.4
0.1	0.9	1.6		168	71	84		145	70	119		826	105.7	93.3	79.1		103.4	86.6	79.7		97.9	92.9	100.8	94.0
0.4	1.6	2.8		98	58	47		78	48	66		489	113.2	92.1	78.7		106.8	90.8	79.5		94.3	98.6	101.1	93.5
0.2	0.8	0.8		58	45	34		55	40	45		394	114.4	100.6	90.1		110.5	95.3	87.1		96.6	94.7	96.7	88.1
0.0	1.3	3.4		77	44	22		53	35	42		359	105.9	92.6	83.9		104.9	90.2	76.6		99.0	97.4	91.3	93.2
2.2	3.4	3.2	2.7	112	85	93	13	48	71	115	10	550	173.7	123.8	98.9	84.0	144.2	103.7	96.6	73.6	83.0	83.7	97.7	80.5
–4.5	–1.0	1.0		30	10	6		18	14	8		86	154.7	111.7	101.5		115.6	114.9	88.6		74.7	102.8	87.3	79.4
1.8	2.3	3.3	2.3	48	34	8	16	16	17	12	14	165	178.4	143.0	107.9	81.8	164.6	121.3	95.8	72.8	92.2	84.8	88.8	79.1

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
California (continued)																			
Fresno Pacific U	9	IIA	PR	80.9	73.6	62.6	51.6			70.1					P	51.5	34.0	14.4	
Fuller Theo Sem	1,52	I	PR	98.7	75.4	61.6	—			81.1	100.0	100.0	3.5	16.0	PO	67.4	30.4	2.2	
Harvey Mudd Coll*		IIB	PI	156.8	115.3	101.3	83.9			129.9	83.0	80.0	13.1	8.2	PpV	69.0	21.0	10.0	
Humboldt St U	7	IIA	PU	103.9	90.7	77.5		66.5		88.3	97.7	99.2	9.5	19.6	PO	61.0	20.1	18.9	
Mount Saint Mary's U*	7,34	IIA	PR	97.5	83.0	109.5	64.3	57.2		95.1	80.7	80.7	8.5	13.4	FTT	43.7	15.6	40.7	
National U		IIA	PI	124.4	95.2	84.7	83.8			107.3	100.0	100.0	3.3	11.0	P	0.0	0.0	100.0	
Occidental Coll		IIB	PI	136.3	105.1	88.1	65.3			102.4	92.8	88.1	10.2	11.1	FTO	57.2	15.5	27.3	
Pepperdine U		I	PR	158.8	124.7	98.7	74.0	84.7	76.2	116.6	90.3	89.6	9.5	14.3		46.1	17.0	36.9	
Pitzer Coll	7	IIB	PI	149.3	105.8	91.1	69.5	75.2	—	116.8	82.8	72.4	11.5	11.3	Pp	63.2	19.5	17.2	
Point Loma Nazarene U		IIA	PR	104.9	86.6	71.2				95.0	95.0	100.0	7.6	10.3		53.2	38.3	8.5	
Pomona Coll*		IIB	PI	163.2	123.0	102.0	65.5			129.4	96.6	98.5	10.3	7.7	Pp	70.4	14.1	15.5	
Saint Mary's Coll of California*		IIA	PR	120.8	99.5	88.2	87.0			103.7	97.7	100.0	2.4	10.3	FTTV	67.0	19.0	14.0	
San Diego St U	7	I	PU	122.8	104.0	93.7		66.4	162.4	99.2	95.9	99.8	9.5	16.4	PO	55.6	21.9	22.5	
San Francisco St U	7	IIA	PU	116.5	100.0	92.3		63.6	—	97.4	91.5	87.4	9.7	16.7	PO	59.8	18.7	21.5	
San Jose St U	7	IIA	PU	116.1	102.5	90.3		68.6	—	95.6	98.6	98.7	9.4	17.5	PO	48.2	30.2	21.6	
Scripps Coll		IIB	PI	140.5	104.3	84.1	71.5		—	103.6	100.0	100.0	11.9	9.8	Pp	60.6	25.3	14.1	
Sonoma St U	7	IIA	PU	109.2	89.8	79.9		65.9		94.6	98.0	100.0	9.4	18.2	PO	67.2	22.5	10.2	
Stanford U	7	I	PI	269.1	171.3	140.3	100.0	97.3		192.4	100.0	94.9	8.4	8.8	F	57.0	16.2	26.8	
U of California-Berkeley	15	I	PU	222.5	149.6	121.6		97.6	92.5	169.9	100.0	100.0	20.5	9.5		64.6	13.6	21.8	
U of California-Davis	15	I	PU	189.9	128.3	113.7		84.6	—	149.6	100.0	100.0	20.5	10.8		65.2	15.3	19.5	
U of California-Irvine	15	I	PU	194.4	130.5	109.6		101.4		150.9	100.0	100.0	20.5	10.7		67.2	18.3	14.5	
U of California-Los Angeles	15	I	PU	240.3	151.5	117.4		90.6	103.0	180.3	100.0	100.0	20.5	9.0		61.5	14.4	24.2	
U of California-Merced	15	I	PU	167.8	125.5	103.8		71.5		110.7	100.0	100.0	20.5	14.6		44.4	26.8	28.8	
U of California-Riverside	15	I	PU	184.7	121.1	103.7		85.7	82.4	135.0	100.0	100.0	20.5	12.0		61.9	24.3	13.9	
U of California-San Diego	15	I	PU	203.9	137.2	118.8		98.1		154.3	100.0	100.0	20.5	10.5		62.8	22.7	14.5	
U of California-Santa Barbara	15	I	PU	209.6	126.2	112.6		100.3	78.5	158.6	100.0	100.0	20.5	10.2		66.2	18.9	14.9	
U of California-Santa Cruz	15	I	PU	185.0	125.8	107.6		92.1	84.4	140.5	100.0	100.0	20.5	11.5		62.7	23.1	14.2	
U of Redlands		IIA	PI	111.6	90.5	79.9		73.0	60.0	96.4	100.0	78.4	1.2	8.3	FpTOV	70.9	10.1	19.1	
U of San Diego		IIA	PR	141.2	103.4	84.7	89.1			112.6	100.0	100.0	4.5	7.1	FTV	56.9	13.8	29.4	
U of San Francisco		IIA	PR	163.3	126.6	104.8	93.0			132.7	100.0	100.0	10.1	14.5	FTO	58.9	13.8	27.3	
U of Southern California	7	I	PI	189.1	119.2	107.4		81.3		143.7	100.0	100.0	4.9	18.9		45.3	12.5	42.1	
Westmont Coll		IIB	PR	106.0	86.9	75.2	65.1			92.9						60.0	26.3	13.7	
Whittier Coll		IIB	PI	107.9	83.6	72.5		62.5		86.0	—	79.2	—	10.9	FTOV	64.4	16.8	18.8	
William Jessup U		IIA	PR	89.5	73.6	70.2				75.5	100.0	100.0	2.0	7.8	FTT	30.4	69.6	0.0	
Colorado																			
Adams St U*		IIA	PU	77.8	74.2	64.7			48.8	58.2	100.0	90.5	14.7	15.6		27.6	15.2	57.1	
Colorado Coll		IIB	PI	140.1	104.9	86.3	65.4	66.3		104.9	94.3	95.3	10.2	10.9	PpTOV	56.6	32.1	11.3	
Colorado School of Mines		I	PU	199.5	113.8	95.6	91.2	76.5		130.9	100.0	95.0	20.9	15.0	O	51.7	15.1	33.1	
Colorado St U-Fort Collins	7	I	PU	135.3	99.4	82.3	60.9			101.6	100.0	100.0	13.7	11.1	PT	55.2	18.1	26.7	
Fort Lewis Coll		IIB	PU	85.0	69.3	62.9	47.5			69.7	100.0	100.0	14.3	15.7	P	55.1	30.3	14.6	
U of Colorado Colorado Springs	1	IIA	PU	114.1	91.8	75.5	52.9			76.3						36.7	23.2	40.1	
U of Colorado Denver	47	I	PU	152.4	111.2	99.5	71.0			109.1	100.0	93.4	10.0	11.1	P	42.5	14.6	42.9	
U of Denver	7	I	PI	141.5	108.3	87.2		67.3		102.7	100.0	100.0	6.9	7.8	P	45.3	16.6	38.1	
U of Northern Colorado	7	I	PU	88.4	66.7	59.7	46.5	51.0		71.3	100.0	85.7	10.3	10.4	F	58.3	20.7	21.0	
Connecticut																			
Albertus Magnus Coll		IIA	PR	84.3	81.2	72.4	—			78.8	76.6	100.0	4.6	8.9	FT	8.5	0.0	91.5	
Central Connecticut St U	23	IIA	PU	114.0	90.2	75.0	—			97.8	99.8	96.6	43.0	20.7	F	74.8	20.4	4.8	
Connecticut Coll		IIB	PI	116.3	88.6	76.6	55.0	69.0		91.1	97.8	92.4	4.4	15.2		60.9	16.8	22.3	
Fairfield U		IIA	PR	143.9	113.1	102.0	82.7			110.3	85.2	100.0	9.4	14.0	FTTV	54.9	15.7	29.3	
Quinnipiac U	16	IIA	PI	129.6	101.0	83.6	74.7			105.5	97.5	86.6	9.2	13.5	FT	54.1	11.5	34.4	
Trinity Coll*		IIB	PI	135.9	101.9	86.2		69.6	62.9	95.4	85.1	73.1	9.5	12.2	FTTO	42.1	17.4	40.5	
U of Connecticut	7	I	PU	157.9	109.4	92.6	79.8	84.9		119.1	100.0	100.0	6.4	16.5	F	55.9	18.5	25.5	
U of Hartford	7	IIA	PI	99.6	79.0	73.7	65.5			79.7	91.3	57.5	7.9	16.2	FFT	50.0	27.2	22.8	
U of New Haven		IIA	PI	131.5	102.6	90.1	79.5	78.7		97.4	100.0	100.0	9.0	15.0	FTT	45.1	21.9	32.9	
U of Saint Joseph	7	IIA	PR	97.6	80.3	73.8	61.5			78.6	82.1	65.9	5.0	16.9	FTTV	42.3	29.3	28.5	

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
2.0	2.1	2.0	–	13	24	10	2	5	17	23	3	97	81.9	73.8	60.1	–	78.5	73.3	63.7	46.9	95.8	99.4	105.9	93.2
5.9	2.8	6.7		14	12	6		3	7	3	1	46	93.9	69.5	60.6		120.8	85.5	63.6	–	128.7	123.0	105.0	110.7
–3.2	5.8	0.9	82.0	35	8	11	7	14	14	8	3	100	159.4	119.0	96.6	84.8	150.5	113.2	107.9	81.8	94.5	95.1	111.7	91.7
0.0	0.7	2.0		56	26	21		38	38	31		259	104.3	95.4	76.2		103.2	87.4	78.4		98.9	91.6	102.9	94.
1.9	2.3	2.5	2.0	13	11	10	4	23	26	41	1	135	95.6	80.0	78.6	64.5	98.6	84.2	117.1	–	103.2	105.3	149.0	119.6
1.8	8.6	14.1	–0.8	53	31	13	3	50	28	28	2	208	127.4	95.7	76.7	93.0	121.1	94.6	88.4	–	95.0	98.8	115.3	95.3
5.4	12.4	8.5	2.9	32	22	14	27	34	25	14	26	194	138.0	105.9	89.6	67.1	134.7	104.4	86.6	63.5	97.6	98.6	96.6	98.3
1.5	3.6	3.5	3.4	87	39	44	18	39	44	52	18	412	162.8	133.1	107.6	71.2	149.8	117.2	91.1	76.9	92.0	88.0	84.7	81.3
2.4	4.9	3.1	11.5	22	6	5	5	18	9	12	4	87	138.6	113.1	93.1	67.3	162.5	101.0	90.3	72.2	117.2	89.3	97.0	100.3
3.2	2.7	3.7		52	11	6		29	30	13		141	105.7	86.0	71.8		103.5	86.8	70.9		98.0	100.9	98.8	91.0
3.6	4.6	6.2	3.6	52	33	15	13	39	23	14	17	206	167.5	121.1	104.8	71.8	157.5	125.8	98.9	60.7	94.0	103.9	94.4	91.5
18.4	2.0	3.2		40	27	14	11	42	42	25	20	221	123.9	100.9	94.7	88.1	117.8	98.7	84.5	86.5	95.0	97.9	89.3	92.5
0.1	0.8	1.3		190	136	96		103	112	114		974	124.6	105.4	97.3		119.5	102.4	90.7		96.0	97.1	93.2	90.0
0.1	1.3	1.5		176	76	52		169	96	109		866	119.1	99.5	94.5		113.9	100.4	91.2		95.7	100.9	96.5	97.7
0.1	1.3	1.7		145	67	129		124	97	145		904	117.9	101.7	92.4		113.9	103.1	88.5		96.6	101.4	95.8	95.2
2.1	2.6	4.6	3.3	9	16	8	10	16	19	17	3	99	141.0	105.0	84.6	70.2	140.2	103.8	83.9	75.8	99.5	98.8	99.3	105.2
0.1	1.7	2.2		70	20	18		48	29	34		244	109.7	90.8	79.1		108.5	89.2	80.3		98.9	98.2	101.5	94.5
4.1	6.1	6.3	4.1	517	142	117	43	152	86	94	27	1484	271.3	175.9	142.4	106.7	261.7	163.7	137.6	89.5	96.5	93.1	96.6	75.1
				564	201	147		300	158	145		1846	228.1	157.0	125.0		211.9	140.1	118.0		92.9	89.2	94.4	83.9
				538	153	148		295	147	131		1676	194.4	130.4	116.0		181.6	126.1	111.1		93.4	96.7	95.8	86.5
				433	132	121		218	128	129		1418	198.4	132.2	108.6		186.3	128.8	110.5		93.9	97.4	101.8	86.1
				632	136	203		354	127	185		1942	246.7	154.0	117.6		228.9	148.7	117.2		92.8	96.6	99.6	85.1
				58	55	48		39	37	66		459	172.5	126.4	104.7		160.7	124.2	103.1		93.2	98.2	98.4	91.4
				245	115	127		103	106	91		936	188.8	122.7	105.6		175.0	119.4	101.0		92.7	97.3	95.7	84.9
				433	142	158		149	88	117		1358	206.9	141.3	122.0		195.3	130.7	114.5		94.4	92.5	93.9	81.0
				316	85	116		199	77	84		1079	217.6	130.9	114.1		196.9	121.1	110.5		90.5	92.6	96.9	85.9
				186	71	70		107	66	79		705	187.1	126.6	111.8		181.3	125.0	103.8		96.9	98.7	92.9	84.9
3.2	2.7	3.1	–	52	17	10		62	10	10		199	116.2	92.2	81.1		107.7	87.8	78.7		92.7	95.2	97.1	92.7
2.9	3.4	4.1	4.2	114	68	41	23	82	68	81	17	494	149.8	104.5	87.3	93.9	129.1	102.2	83.3	82.6	86.2	97.8	95.5	85.2
11.3	12.5	8.6	4.9	88	58	38	10	72	89	80	8	443	164.7	130.1	106.8	95.5	161.7	124.4	103.8	89.9	98.2	95.6	97.2	91.4
3.0	3.9	4.6		604	325	238		294	286	199		2105	197.6	124.3	111.5		171.6	113.4	102.4		86.8	91.2	91.8	81.7
				35	10	8	3	12	13	13	1	95	107.2	87.4	76.6	64.4	102.7	86.4	74.4	–	95.8	98.9	97.1	89.6
0.0	0.2	2.0		19	15	4		14	20	10		101	111.1	85.8	70.0		103.5	82.0	73.5		93.1	95.6	105.0	96.7
2.0	2.0	2.0		8	20	10		2	10	6		56	90.1	74.7	68.6		–	71.4	72.9		–	95.5	106.3	96.4
				8	4	8		8	6	9		105	80.7	73.7	68.0		74.9	74.6	61.8		92.8	101.2	90.8	95.2
1.8	2.0	2.0	9.5	30	27	26	13	31	35	39	6	212	145.0	108.8	85.5	67.4	135.4	101.9	86.8	61.2	93.4	93.7	101.4	96.2
37.8	10.2	4.7	6.2	82	49	28	41	21	21	15	38	317	203.2	113.7	96.6	91.5	185.1	114.0	93.7	90.8	91.1	100.3	97.0	80.3
0.7	1.5	2.2	3.2	315	209	161	87	148	184	184	112	1400	138.5	103.3	85.5	65.2	128.3	95.0	79.4	57.6	92.6	92.0	92.8	83.5
3.5	6.0	5.5	5.1	30	16	29	10	31	24	22	16	178	89.4	70.8	62.4	46.3	80.6	68.3	63.6	48.3	90.2	96.4	101.9	94.7
6.2	7.9	5.4	2.0	56	48	52	74	25	42	56	113	466	119.1	96.4	78.9	53.2	103.0	86.5	72.4	52.7	86.5	89.8	91.7	81.7
4.1	5.4	4.4	3.8	108	155	85	80	83	127	155	92	885	152.3	108.0	101.0	70.2	152.6	115.2	98.6	71.7	100.2	106.6	97.6	97.2
1.3	0.6	2.0		135	91	73		78	112	87		771	145.1	114.4	93.6		135.2	103.3	81.8		93.2	90.3	87.5	85.8
3.2	3.7	4.9	3.6	93	54	41	2	65	60	62	13	420	91.4	70.6	62.8	–	84.0	63.3	57.6	47.0	91.8	89.7	91.7	84.6
4.4	4.2	4.8	–	12	4	6		6	6	12	1	47	83.1	83.0	71.9		86.8	80.0	72.7	–	104.4	96.3	101.0	96.9
0.2	0.6	1.9		120	75	39		66	73	42	1	416	114.8	90.6	75.4		112.5	89.8	74.7	–	98.0	99.1	99.2	93.9
0.0	1.5	1.6	0.0	33	26	12	11	31	27	22	7	184	121.9	91.3	78.3	55.1	110.4	86.1	75.7	54.8	90.6	94.4	96.7	91.6
6.9	9.8	7.9	6.8	39	40	23	38	45	51	31	57	324	147.0	119.5	108.4	83.3	141.2	108.1	97.3	82.3	96.0	90.5	89.8	92.1
0.7	0.3	1.2	0.7	63	56	28	6	67	73	57	16	366	143.1	104.3	87.5	70.6	117.0	98.5	81.7	76.2	81.8	94.5	93.4	84.7
2.2	2.6	3.8		44	26	16		18	30	26		242	137.9	99.7	88.6		131.0	103.8	84.7		95.0	104.1	95.6	89.2
–1.8	0.0	0.6	–0.4	337	269	215	15	184	216	253	22	1558	162.3	114.0	95.5	90.7	149.9	103.5	90.2	72.5	92.3	90.8	94.5	85.3
1.1	0.5	0.8	0.6	53	45	34	34	26	42	47	39	320	101.6	77.8	77.0	66.8	95.5	80.3	71.4	64.3	94.0	103.2	92.8	91.7
6.4	6.9	8.3	5.4	30	45	29	3	11	25	23	2	237	136.8	105.3	92.4	78.2	117.2	97.8	87.2	–	85.7	92.9	94.3	87.8
3.6	3.7	3.5	3.8	8	16	8		8	29	47	7	123	95.1	82.2	70.2		100.2	79.2	74.4	61.5	105.3	96.3	105.9	93.

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

Connecticut (continued)

Wesleyan U		IIA	PI	160.4	114.3	94.0			83.7	113.2	100.0	88.6	9.5	14.3	PO	48.0	19.9	32.1
Yale U	7	I	PI	243.7	148.7	126.1	108.8	92.4		177.1	95.5	87.0	11.0	8.0	O	49.1	18.5	32.5

Delaware

U of Delaware	7	I	PU	163.8	114.8	99.8	80.8			125.1	100.0	100.0	11.0	12.1	FT	55.7	16.0	28.2
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District of Columbia

American U		I	PR	171.5	112.7	100.7	79.7			111.5	69.8	55.9	9.3	10.1	FFTO	43.0	10.3	46.7
Catholic U of America		I	PR	115.4	82.2	71.5	52.6			89.0	92.8	66.1	9.2	3.3		60.1	13.8	26.1
Gallaudet U		IIA	PI	126.9	98.1	84.8	73.2	79.6		100.3	100.0	100.0	22.3	14.8	FfOV	51.4	30.1	18.5
George Washington U	7	I	PI	189.7	122.6	104.7	91.7			138.4	97.4	74.5	9.5	8.0	PpTV	54.0	12.1	33.9
Georgetown U		I	PR	221.3	147.9	119.8			122.5	156.8	100.0	78.4	10.4	7.0		45.4	11.0	43.6
Howard U	7	I	PI	123.9	93.2	87.6	68.2	53.4		92.2	96.2	81.5	8.5	13.5	Fp	57.3	14.5	28.2

Florida

Beacon Coll		IIB	PI	71.6	62.2	51.1	52.8			55.9	100.0	100.0	4.7	14.3	FT	0.0	0.0	100.0
Bethune-Cookman U		IIA	PR	78.7	65.0	62.3	56.7			63.3	56.5	72.5	2.3	11.4		36.2	35.5	28.3
Eckerd Coll		IIB	PR	98.3	79.4	68.1	50.9			76.5	93.7	88.7	10.0	16.4	FTV	60.4	20.1	19.5
Embry-Riddle Aero U-Daytona Beach	1	IIA	PI	127.2	92.0	74.0	52.0			93.3	100.0	100.0	9.3	9.7	FFT	46.7	15.7	37.7
Florida Ag and Mech U	7	IIA	PU	105.3	80.8	71.4	60.4			82.7	100.0	90.1	10.0	18.5		54.9	18.5	26.6
Florida Atlantic U	1	I	PU	117.6	93.7	80.2	62.2	—	82.8	91.2	100.0	93.5	9.8	18.2		57.7	14.1	28.1
Florida Gulf Coast U	7	IIA	PU	108.0	86.6	76.1	56.5			80.3	98.9	93.0	9.0	18.2	PpO	0.4	0.0	99.6
Florida International U	7	I	PU	147.4	101.1	92.5	73.8	107.6	102.1	101.7	99.0	95.9	8.3	16.4	Pp	40.0	14.9	45.2
Florida Poly U		IIB	PU	149.0	101.7	81.5	61.1			86.8	100.0	100.0	14.9	28.6		0.0	0.0	100.0
Florida Southern Coll		IIA	PR	97.2	82.5	77.1	62.5			79.9	100.0	100.0	6.5	8.7	FT	36.1	32.3	31.6
Florida St U	7	I	PU	140.4	104.0	90.0			74.4	105.7	100.0	100.0	8.9	12.8		54.6	18.6	26.8
Jacksonville U		IIA	PI	81.2	76.6	80.8	51.5			77.1	100.0	100.0	2.1	12.4	PpT	44.5	27.0	28.4
Miami Dade Coll		III	PU	88.4	74.8	65.1	56.9			73.4	100.0	94.8	13.8	14.7		80.4	19.6	0.0
New Coll of Florida		IIB	PU	91.8	79.8	67.4	58.1			78.2	100.0	100.0	9.4	19.3		59.6	27.7	12.8
Rollins Coll		IIA	PI	106.7	89.9	74.4	64.9	70.8		87.7	100.0	100.0	11.1	12.9	FpT	55.9	21.8	22.3
Southeastern U		IIA	PR	90.3	69.5	57.7	53.4	34.8		71.7	100.0	100.0	7.0	12.0	FfO	0.0	0.0	100.0
Stetson U*		IIA	PI	126.5	83.5	71.8	51.8	69.2	—	92.8	100.0	100.0	10.5	9.4	F	61.8	19.1	19.1
U of Central Florida*	7	I	PU	147.2	103.1	85.3	63.9	71.1		97.4	100.0	100.0	5.9	16.1	P	46.6	17.8	35.6
U of Florida	7	I	PU	159.9	110.7	93.9		73.1		115.6	92.0	95.6	9.7	13.3	TO	49.8	23.2	27.0
U of Miami	5	I	PI	174.7	122.0	99.7	127.0	70.7		121.8	97.8	93.6	7.7	10.7	O	50.5	11.8	37.7
U of North Florida	7	IIA	PU	107.0	82.3	71.9	53.5	44.9	—	77.0	98.6	89.6	9.8	15.8	PTO	48.8	19.9	31.3
U of South Florida	7,58	I	PU	136.8	98.3	88.3	64.3			97.4	98.7	93.4	6.0	7.5	P	52.4	11.8	35.8
U of Tampa	7	IIA	PI	115.3	98.1	85.0	68.7	67.0		86.5	100.0	100.0	6.6	11.5	FTV	39.5	25.2	35.3
U of West Florida	7	IIA	PU	109.1	87.0	76.5	57.4	59.2		82.7	96.9	89.6	13.4	21.5	PpO	47.4	19.3	33.3

Georgia

Agnes Scott Coll	1	IIB	PR	97.7	81.5	73.4	61.3		—	85.7	96.2	87.3	3.6	15.6	FFTV	75.9	10.1	13.9
Berry Coll	1	IIA	PI	99.6	80.7	70.8	56.6	57.2		79.0	100.0	100.0	10.2	15.4	FFTV	50.9	21.0	28.1
Brenau U		IIA	PI	97.2	85.4	71.2	43.3			78.1	92.6	77.3	7.0	10.1	FFT	0.0	0.0	100.0
Clark Atlanta U	7	I	PR	92.3	74.6	62.8	54.2	51.0		72.1	91.9	57.0	5.4	22.0	FpO	57.5	15.6	26.9
Clayton St U	7	IIA	PU	77.5	68.4	64.4	56.3	52.9		67.6	99.1	100.0	13.7	10.8		56.0	21.3	22.7
Columbus St U*	5	IIA	PU	85.4	73.4	62.4	56.4	47.3		70.3	100.0	85.8	14.0	14.1		53.3	30.8	15.9
Covenant Coll	7	IIB	PR	79.0	65.8	61.5				72.5	100.0	100.0	1.9	9.9	FFT	64.9	35.1	0.0
Dalton St Coll	1	IIB	PU	68.9	59.7	55.1		40.5	—	58.6	100.0	100.0	19.1	17.9	O	61.5	26.3	12.2
Emory U	7	I	PR	193.6	127.1	110.5	54.5	78.7		137.4	100.0	100.0	7.6	12.1	O	51.6	21.2	27.2
Georgia Coll & St U		IIA	PU	93.1	70.8	69.5		55.3		74.4	100.0	100.0	13.2	10.4	None	56.3	19.5	24.1
Georgia Inst of Tech-Main Campus	7	I	PU	167.2	117.0	108.7	84.2	79.9	76.3	125.7	100.0	100.0	19.1	9.0		59.2	18.0	22.8
Kennesaw St U	5	I	PU	93.7	76.6	73.2	55.8	55.5	—	74.2	88.0	82.9	14.2	11.3		45.7	20.0	34.3
Mercer U	7	I	PI	95.5	81.0	76.6	65.5	64.2		82.0	100.0	100.0	8.0	17.0	FFTV	46.2	25.6	28.2
Oglethorpe U		IIB	PI	80.5	63.3	55.1		58.6		63.0	100.0	89.3	4.8	9.4	FT	36.9	17.9	45.2
Spelman Coll		IIB	PI	109.9	84.8	68.4	62.7	69.9		78.8	100.0	100.0	5.7	11.3	FFT	44.3	26.2	29.5
U of Georgia	6	I	PU	137.2	101.0	96.6	56.6	79.8		109.2	99.2	100.0	13.9	8.9		60.0	17.6	22.4

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.4	4.7	4.8		75	37	36		36	46	43		402	164.4	114.1	94.4		151.9	114.4	93.7		92.4	100.3	99.3	87.1
4.0	7.0	7.1	1.5	429	95	93	9	171	72	89	3	1257	249.0	151.6	133.9	93.6	230.4	144.9	117.9	154.1	92.5	95.6	88.0	77.4
2.6	2.7	2.8	2.9	296	201	193	19	150	173	190	63	1285	167.3	118.6	102.5	89.5	156.8	110.3	97.0	78.2	93.7	93.0	94.7	85.6
2.2	2.7	3.1	2.2	120	92	57	140	67	91	66	179	812	175.5	113.3	101.8	84.2	164.3	112.1	99.7	76.3	93.6	98.9	97.9	85.7
				78	81	47	2	31	56	47	6	348	114.0	83.9	76.2	—	119.0	79.8	66.9	53.5	104.4	95.1	87.7	89.1
				24	14	20	8	34	23	26	6	173	127.7	97.3	85.4	78.3	126.4	98.6	84.3	66.5	98.9	101.3	98.8	99.3
3.7	4.3	4.4	5.3	265	177	99	57	131	171	108	110	1118	192.2	126.7	108.7	99.7	184.8	118.4	100.9	87.5	96.1	93.4	92.8	83.2
5.4	5.4	4.7		227	109	58		135	92	47		1185	227.3	150.7	123.5		211.3	144.5	115.2		93.0	95.9	93.3	83.2
3.4	3.7	3.1	1.0	119	101	51	22	65	96	68	26	660	124.0	94.9	89.8	63.1	123.9	91.4	85.9	72.5	99.9	96.3	95.6	92.6
—	5.4	7.2	3.2	3	5	4	5		4	8	10	39	71.6	65.6	51.2	53.1		57.8	51.1	52.6		88.1	99.7	88.9
4.7	1.0	6.1	1.1	9	16	36	17	5	15	25	15	138	69.9	65.1	61.8	57.0	94.4	64.8	63.0	56.4	134.9	99.5	102.0	103.3
3.0	3.0	4.4	2.5	27	15	24	10	16	18	39	10	159	98.6	79.7	67.9	56.0	97.7	79.2	68.3	45.9	99.1	99.4	100.6	92.6
3.9	5.4	5.7	6.6	77	81	69	11	19	28	52	8	345	129.1	93.6	75.3	54.4	119.6	87.4	72.2	48.8	92.6	93.4	95.9	84.6
0.9	1.2	1.5	3.1	113	83	61	31	44	83	72	47	534	104.5	82.9	72.0	56.5	107.2	78.8	70.8	62.9	102.5	95.0	98.4	91.0
0.4	1.5	1.7	1.6	182	124	74	78	83	108	54	133	842	122.5	98.8	83.7	66.8	106.7	87.9	75.4	59.5	87.1	89.1	90.1	80.0
1.9	2.3	2.0	3.1	74	82	70	57	34	52	82	78	529	113.3	86.5	80.2	55.0	96.3	86.9	72.6	57.5	85.0	100.5	90.4	86.6
1.8	2.5	1.7	3.7	230	186	116	207	77	141	134	209	1333	148.4	101.9	98.4	75.1	144.4	99.9	87.3	72.5	97.3	98.1	88.7	85.7
				4	11	35	7	2	1	11	5	76	150.9	101.8	82.5	64.0	—	—	78.2	56.9	—	—	94.7	91.0
1.4	1.9	2.1	1.5	14	30	28	9	6	29	32	10	158	96.5	88.8	78.9	60.4	99.0	76.0	75.4	64.3	102.7	85.6	95.6	91.0
1.7	3.8	—6.2		364	202	152		141	165	134		1557	145.3	109.6	92.1		127.9	97.2	87.6		88.0	88.6	95.1	80.7
2.3	2.0	2.5	2.8	27	24	24	12	28	20	67	9	211	77.1	78.7	82.8	51.2	85.2	74.1	80.0	51.8	110.5	94.1	96.7	103.5
0.0	0.4	1.1	1.3	77	130	73	46	92	143	80	54	695	89.2	75.2	65.0	56.8	87.7	74.4	65.1	57.1	98.4	99.0	100.3	99.5
0.0	0.7	1.8	0.0	16	8	16		14	18	18	4	94	91.8	81.0	68.6		91.7	79.3	66.4	58.1	99.9	97.8	96.9	95.4
4.7	3.7	3.3	3.0	38	33	14	8	34	26	26	15	220	114.5	94.8	76.2	70.2	97.9	83.8	73.5	62.0	85.5	88.5	96.4	83.2
0.0	1.8	2.8	3.6	27	20	14		11	25	15	5	120	92.0	68.2	59.0		86.1	70.6	56.6	53.4	93.6	103.5	95.9	90.0
2.0	2.2	2.5	3.5	58	36	25	13	43	32	33	23	267	123.0	85.3	73.6	52.0	131.2	81.4	70.5	51.7	106.7	95.5	95.9	92.5
1.0	1.9	2.7	1.5	233	203	145	98	85	140	102	132	1409	152.1	105.3	90.4	67.5	133.9	99.8	78.1	61.2	88.0	94.8	86.4	79.8
3.1	4.0	4.4		583	278	311		197	215	322		2336	162.8	114.3	98.2		151.3	105.9	89.7		93.0	92.7	91.3	79.5
4.2	3.9	4.2	—	259	167	92	5	102	105	86	1	1115	177.6	122.9	105.3	126.3	167.4	120.5	93.6	—	94.3	98.1	88.9	82.5
—1.1	1.2	1.5	3.0	63	69	46	48	47	71	66	71	502	111.3	85.8	73.2	53.2	101.2	78.8	71.1	53.7	91.0	91.8	97.1	89.5
0.2	1.0	2.0	0.9	270	210	98	177	125	183	105	251	1419	144.3	101.3	91.5	67.4	120.6	94.9	85.2	62.2	83.6	93.7	93.1	79.9
2.9	4.2	4.5	3.8	31	82	45	55	17	46	54	62	425	116.2	98.4	87.4	66.7	113.6	97.7	83.1	70.4	97.8	99.3	95.1	93.4
				56	41	46	17	26	31	51	29	327	110.7	90.4	81.6	60.6	105.6	82.6	71.9	55.6	95.4	91.3	88.1	83.7
2.0	2.5	2.5	3.0	16	5		4	22	18	7	6	79	98.2	83.0		55.0	97.3	81.1	73.4	65.5	99.2	97.7		95.9
1.3	2.4	1.2	1.3	29	27	31	3	11	22	28	3	167	102.0	81.7	72.0	60.8	93.0	79.4	69.4	52.5	91.2	97.2	96.4	88.8
2.4	4.2	3.5	2.8	6	21	14	1	12	39	64	6	163	81.0	83.4	61.1	—	105.3	86.4	73.4	46.2	130.1	103.6	120.0	106.9
0.1	0.3	1.7	—0.6	35	36	13	12	7	34	25	15	186	94.1	75.0	63.4	58.0	83.1	74.3	62.6	51.1	88.3	99.1	98.7	86.0
0.7	0.2	0.3	0.0	38	30	17		35	26	25	7	216	79.9	68.9	65.7		74.8	67.9	63.6	56.3	93.6	98.5	96.9	94.0
1.1	1.9	0.9	0.2	57	41	38	2	28	32	56	6	289	86.3	76.0	65.1	—	83.5	70.1	60.7	59.8	96.7	92.2	93.2	87.9
3.1	4.9	4.3		28	6	7		4	9	3		57	79.7	69.2	57.2		73.9	63.6	71.4		92.8	91.9	124.7	91.0
				18	23	23		14	38	28		156	67.7	61.0	60.0		70.5	58.9	51.1		104.1	96.7	85.3	92.1
3.0	3.6	3.5	2.8	231	109	83	21	138	102	112	49	972	199.8	130.2	116.7	50.2	183.1	123.8	105.9	56.3	91.6	95.1	90.8	80.8
—0.5	2.3	5.8		62	28	33		48	44	31		323	96.0	69.3	71.5		89.4	71.8	67.3		93.1	103.6	94.2	90.8
1.3	1.6	0.6	9.6	331	179	103	44	67	70	78	19	1073	168.1	118.1	110.2	93.3	162.8	114.3	106.7	63.0	96.9	96.8	96.9	80.8
1.4	0.9	0.8	1.0	194	161	190	21	126	130	185	28	1340	98.1	78.7	75.7	58.5	86.9	74.1	70.5	53.8	88.5	94.1	93.1	88.3
2.7	3.6	3.6	3.2	69	52	50	6	39	60	82	12	390	96.1	80.4	81.4	81.4	94.6	81.6	73.6	57.6	98.4	101.5	90.4	91.5
5.8	6.1	8.4	—	12	5	11	2	6	8	15		84	78.7	67.4	50.5	—	84.1	60.8	58.4		106.8	90.1	115.6	93.0
4.6	3.3	2.1	1.2	7	15	9	4	19	40	39	18	183	104.6	85.1	68.6	57.4	111.9	84.6	68.4	63.9	107.0	99.5	99.7	101.6
				535	319	208	32	220	266	211	30	2090	139.4	104.3	99.1	57.6	131.8	97.2	94.2	55.5	94.6	93.2	95.1	87.0

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)

U of North Georgia	7	IIA	PU	82.2	70.9	63.4		46.3	47.2	63.2						43.2	23.1	33.7
U of West Georgia	1	I	PU	83.5	66.5	61.4	45.7	48.7		65.4	100.0	100.0	14.9	12.1	None	50.9	16.8	32.3
Wesleyan Coll	1	IIB	PR	65.3	48.9	50.2	–			55.5	100.0	91.7	5.3	13.3	FTO	68.8	25.0	6.3

Hawaii

Chaminade U of Honolulu	7	IIA	PR	90.0	76.1	72.3		59.0		75.4	100.0	85.9	4.8	10.5		34.1	12.9	52.9
Hawaii Comm Coll	14	III	PU	99.7	85.0	74.2	63.9			76.5	100.0	100.0	24.0	23.1	P	62.4	31.8	5.9
Honolulu Comm Coll	14	III	PU	102.4	84.1	74.0	62.4			81.1	100.0	100.0	24.0	21.8	P	70.2	23.7	6.1
Kapiolani Comm Coll	14	III	PU	101.5	86.8	76.1	67.8			83.1	100.0	100.0	24.0	21.3	P	68.8	21.8	9.4
Kauai Comm Coll	14	III	PU	101.9	84.3	80.1	65.2			81.0	100.0	100.0	24.0	21.8	P	70.2	22.8	7.0
Leeward Comm Coll	14	III	PU	99.1	85.0	74.5	62.3			81.0	98.8	98.8	24.3	22.1	P	77.6	19.4	2.9
U of Hawaii Maui Coll	14	III	PU	101.7	88.7	72.4	66.6			79.6	100.0	100.0	24.0	22.2	P	71.8	17.6	10.6
U of Hawaii at Hilo	14	IIA	PU	114.1	96.3	88.5	67.2			96.7	100.0	100.0	24.0	18.4		69.6	15.2	15.2
U of Hawaii at Manoa*	14	I	PU	142.7	107.5	95.5	71.5			115.2	100.0	100.0	24.1	15.4	P	67.4	16.2	16.4
U of Hawaii-West Oahu	14	IIB	PU	111.6	89.2	81.3	67.2			89.0	100.0	100.0	24.0	19.9	P	54.8	27.0	18.3
Windward Comm Coll	14	III	PU	102.0	84.0	72.3	60.8			77.0	100.0	100.0	24.0	23.0	P	62.7	23.9	13.4

Idaho

Boise St U	7	IIA	PU	98.4	88.8	83.5		51.6	–	81.4						50.5	20.1	29.4
Coll of Idaho		IIB	PI	81.1	65.9	59.5	50.8	51.0	–	67.0	90.4	93.2	7.0	13.0	FT	57.5	17.8	24.7
Idaho St U	7	I	PU	93.9	79.5	72.4	54.3	47.0		73.0	100.0	100.0	8.9	16.0	P	36.1	16.3	47.6
Lewis-Clark St Coll*	7	IIB	PU	74.2	63.4	52.9	49.0			61.1	100.0	100.0	10.8	19.1	Pp	53.2	18.4	28.5
Northwest Nazarene U		IIA	PR	72.1	62.8	54.4			44.0	62.1	89.7	89.7	13.6	1.8	Pp	43.9	47.7	8.4

Illinois

Augustana Coll	1	IIB	PR	90.5	73.1	64.4	50.5			72.3	98.0	75.6	5.9	11.6	FFT	59.4	16.8	23.9
Aurora U	1	I	PI	97.8	76.1	68.7		61.1		74.2	73.5	67.6	5.7	11.3	FTTV	39.7	13.2	47.1
Bradley U*	5	IIA	PI	109.6	81.6	71.3	65.7	52.8	–	82.3	94.0	81.8	5.9	22.6	FTTV	51.4	23.2	25.4
DePaul U	7	I	PR	139.9	106.0	95.2	76.6			105.4	100.0	100.0	4.6	13.4		62.2	11.9	25.9
Dominican U		IIA	PR	84.3	68.1	70.1	–	65.7		74.3	92.3	83.8	7.6	25.1	FTTV	62.7	19.7	17.6
Governors St U		IIA	PU	110.1	89.8	77.0	–	75.5	63.4	83.4						29.7	40.7	29.7
Illinois Coll		IIB	PR	81.2	68.3	57.7	56.4			66.4	96.0	85.3	4.9	10.8	FFT	48.0	22.7	29.3
Illinois Inst of Tech*	7	I	PI	155.3	114.9	91.3	65.6	80.0	48.6	120.9	100.0	100.0	7.4	19.2	FpTO	54.0	11.1	35.0
Illinois St U	7	I	PU	99.2	85.9	76.7		48.8		80.2	100.0	93.1	12.2	19.8		58.5	18.6	22.9
Illinois Wesleyan U		IIB	PI	90.5	71.3	66.7	68.5			77.1	87.3	91.8	5.8	16.9	FpT	75.5	15.5	9.1
Knox Coll		IIB	PI	79.8	63.8	54.8	–			66.4	86.6	86.6	6.2	15.8	FTTV	69.1	18.6	12.4
Lake Forest Coll		IIB	PI	104.3	78.6	70.9	55.7	78.5		79.2	86.9	82.2	8.2	14.0	FpT	50.5	29.0	20.6
Lewis U		IIA	PR	107.5	88.4	76.4	64.6			87.0	100.0	82.4	4.0	8.7		40.3	22.3	37.3
Lincoln Christian U		IIA	PR	42.9	41.0	38.4				41.3	100.0	100.0	0.0	22.6	FFT	0.0	0.0	100.0
Loyola U Chicago	7	I	PR	157.0	107.1	93.6	77.5			100.8	100.0	100.0	7.6	6.9	PpTOV	39.3	16.5	44.2
McKendree U		IIA	PR	71.2	57.7	56.4	63.7	–		62.7	100.0	70.3	5.1	7.7	FFT	66.2	23.0	10.8
Millikin U		IIB	PI	81.1	66.5	62.1	54.1	39.9		64.7	100.0	100.0	5.0	10.0	FFT	42.1	32.7	25.2
Monmouth Coll		IIB	PR	71.8	60.8	53.1		49.6		61.1	94.7	96.0	5.8	13.7	FTTO	54.7	25.3	20.0
Northern Illinois U	7	I	PU	109.4	91.8	88.7	45.8		58.8	86.6						56.5	18.5	24.9
Northwestern U		I	PI	224.2	141.3	119.8				184.0	100.0	100.0	11.0	7.3	POV	68.7	17.8	13.5
Olivet Nazarene U	7	IIA	PR	74.8	62.4	53.3				64.2	100.0	100.0	5.0	22.5	FfV	4.6	0.0	95.4
Roosevelt U	7	IIA	PI	93.2	78.1	69.1		59.5	102.0	79.3	91.3	86.9	5.6	11.3	FTOV	59.4	6.9	33.8
Saint Anthony Coll of Nursing*	7	IIB	PR	–	–	78.7	61.0			74.2						0.0	0.0	100.0
Saint Xavier U		IIA	PR	84.0	70.6	74.4	–	62.4	49.4	70.7	100.0	100.0	3.8	16.9	FT	51.2	16.8	32.0
Southern Illinois U-Edwardsville	5	IIA	PU	95.8	87.0	75.2	50.8	–		78.2	96.0	96.0	10.8	22.5	O	52.8	18.7	28.5
Trinity Christian Coll	7	IIB	PR	75.2	65.7	59.4				65.8	–	74.6	–	26.3	FTTV	38.8	34.3	26.9
U of Chicago	7	I	PI	260.2	145.3	132.1	52.4	79.9		165.0	100.0	100.0	7.4	6.8	PpOV	51.0	19.2	29.8
U of Illinois Chicago	7	I	PU	170.0	126.8	103.2	67.2	66.9		125.3	100.0	100.0	12.3	12.6	PpV	49.9	15.9	34.2
U of Illinois Springfield	7	IIA	PU	94.9	76.6	74.5	52.6	–		75.6	100.0	100.0	12.3	21.7	PpV	60.1	22.3	17.6
U of Illinois Urbana-Champaign	7	I	PU	163.4	111.4	103.6	71.1	69.0		125.1	100.0	100.0	12.3	12.6	PpV	60.7	22.0	17.4
U of St Francis		IIA	PR	91.0	75.0	63.4	65.3			73.9	96.7	80.0	6.4	16.6	FFT	45.6	24.4	30.0
Waubonsee Comm Coll	11	III	PU	97.5	75.5	68.9	66.9			78.8	100.0	10.5	0.0	111.9	F	91.6	8.4	0.0
Wheaton Coll	7	IIA	PR	103.0	87.5	68.4	59.4			85.6	88.8	91.6	6.1	17.2	PpV	58.9	28.0	13.1

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
0.4	0.8	1.6		81	101	85		53	74	91		718	83.3	69.5	63.8		80.5	72.9	63.0		96.7	104.9	98.8	95.1
0.1	2.6	1.2	0.7	86	42	34	11	54	58	64	28	464	85.5	65.0	61.6	44.6	80.3	67.5	61.2	46.1	94.0	103.8	99.4	88.7
				5	5	5	1	13	12	6	1	48	66.0	55.6	49.3	–	65.0	46.1	51.0	–	98.6	82.9	103.5	97.3
1.8	4.5	5.3		11	16	10		6	13	18		85	91.0	77.4	70.7		88.3	74.5	73.2		97.1	96.4	103.5	96.2
				3	7	11	7	10	9	15	23	85	102.3	89.7	76.1	61.1	98.8	81.4	72.9	64.8	96.6	90.7	95.7	96.1
				16	15	21	13	13	12	12	12	114	104.2	84.6	75.6	63.1	100.2	83.5	71.4	61.6	96.2	98.7	94.5	96.8
				28	14	26	23	30	23	27	31	202	104.0	86.2	77.0	67.4	99.2	87.2	75.3	68.2	95.4	101.1	97.8	97.5
				7	3	13	7	5	3	10	9	57	99.6	85.6	78.9	64.6	105.2	83.0	81.8	65.7	105.7	96.9	103.7	99.8
				24	15	21	14	23	24	25	24	170	101.0	85.8	76.8	65.4	97.0	84.6	72.5	60.5	96.1	98.5	94.4	93.0
				3	12	13	8	11	9	13	16	85	97.7	89.0	72.7	64.7	102.8	88.4	72.1	67.5	105.1	99.4	99.2	102.6
				41	37	18	13	36	21	16	22	204	114.8	94.0	93.2	63.6	113.2	100.5	83.2	69.3	98.6	106.9	89.3	97.1
				251	138	116	35	148	155	96	68	1007	150.0	111.3	100.0	69.4	130.3	104.1	90.0	72.5	86.9	93.6	89.9	84.5
				21	11	15	10	11	14	23	10	115	109.8	92.0	83.5	63.6	115.0	87.1	79.9	70.8	104.7	94.7	95.6	94.9
				10	3	6	8	7	5	11	17	67	101.9	79.9	72.4	64.0	102.2	86.4	72.3	59.4	100.3	108.1	99.8	90.3
2.9	3.0	2.8	2.9	93	104	70		61	80	56		608	99.3	93.1	88.7		97.1	83.2	77.0		97.7	89.4	86.8	85.4
2.5	3.6	3.9	3.7	80	65	75	52	42	72	98	35	584	96.8	81.3	77.0	57.0	80.6	66.2	58.4	–	99.0	101.0	97.1	99.6
4.6	4.5	4.5	4.3	23	17	17	7	18	31	31	14	158	74.0	62.9	52.5	47.9	74.4	63.7	53.1	49.5	100.4	101.2	101.2	96.2
				25	13	13		8	20	24		107	72.6	63.2	54.5		70.5	62.5	54.4		97.0	99.0	99.8	93.7
2.5	3.1	3.1	2.5	41	24	12	23	27	25	21	24	197	92.8	73.3	65.5	51.1	86.9	72.9	63.7	50.0	93.6	99.5	97.3	91.9
0.2	0.4	0.7		9	20	17		10	24	39		136	97.0	78.4	69.5		98.4	74.2	68.3		101.5	94.6	98.3	94.7
0.2	1.3	0.4	1.5	63	54	45	18	16	34	63	11	319	112.6	82.4	75.4	69.1	97.8	80.4	68.4	60.2	86.9	97.5	90.7	81.1
0.0	0.7	1.4	0.6	125	171	50	108	83	160	53	112	862	145.3	110.2	101.5	80.0	131.8	101.5	89.3	73.3	90.7	92.2	88.0	88.1
1.7	1.7	2.2		20	18	12		34	19	18	1	142	92.5	68.2	70.1		79.4	67.9	70.2	–	85.9	99.6	100.1	93.7
5.7	4.2	7.6	–	18	28	25		14	37	50	1	246	107.5	96.6	79.1		113.4	84.6	76.0	–	105.5	87.6	96.0	92.2
3.0	3.1	4.1	3.6	12	11	8	3	9	5	21	6	75	84.0	68.5	59.7	59.7	77.6	67.7	56.9	54.8	92.3	98.8	95.2	87.8
1.0	3.5	2.3	1.4	126	70	39	6	36	29	18	4	389	159.2	112.5	95.5	74.5	141.4	120.7	82.1	52.1	88.8	107.3	85.9	85.7
0.1	1.2	1.1		171	116	68		119	100	89		860	103.6	86.5	81.8		92.9	85.1	72.7		89.7	98.3	88.9	84.8
1.8	1.4	3.3	4.5	30	21	9	3	9	23	13	2	110	90.5	74.8	65.5	63.5	90.6	68.2	67.5	–	100.2	91.2	103.1	90.4
1.3	3.1	3.1	2.0	17	24	15		15	12	13	1	97	81.5	64.1	55.2		77.9	63.2	54.2	–	95.6	98.7	98.2	97.9
3.2	3.3	4.7	3.2	17	16	13	5	7	14	24	7	107	105.9	78.1	75.1	55.3	100.6	79.3	68.6	56.1	95.0	101.6	91.4	88.1
3.1	4.6	3.1	3.0	31	30	36	6	28	36	58	8	233	109.7	89.1	79.0	65.5	105.0	87.9	74.8	63.9	95.7	98.7	94.7	93.2
2.2	2.3	1.7		11	3	5		3	2	2		26	43.2	42.7	39.3		41.4	–	–		95.8	–	–	92.9
3.3	4.7	5.0	5.1	94	94	60	152	49	82	70	203	804	160.5	111.3	96.7	75.1	150.4	102.4	91.0	79.4	93.7	92.0	94.1	88.6
2.0	2.0	2.0	2.0	11	9	7	2	17	12	12	3	74	73.2	65.0	55.6	–	69.8	52.3	56.9	52.3	95.4	80.4	102.4	91.1
0.3	0.7	0.0	0.0	19	28	18	11	11	22	28	14	159	83.3	66.6	60.9	58.2	77.2	66.4	63.0	50.8	92.8	99.6	103.4	91.9
0.0	0.8	1.0		14	12	12		12	6	13		75	73.0	61.9	53.3		70.4	58.7	53.0		96.4	94.9	99.5	95.8
5.0	5.0	3.7	0.4	150	118	64	61	93	114	74	94	794	110.6	91.5	91.4	46.4	107.5	92.1	86.4	45.4	97.2	100.6	94.5	90.7
3.4	5.1	4.6		487	169	109		183	132	110		1190	231.9	144.2	130.1		203.7	137.5	109.7		87.8	95.4	84.3	80.2
				28	21	14		12	15	19		109	75.9	63.5	53.6		72.2	60.9	53.0		95.1	96.0	99.0	90.7
12.9	–0.4	–30.0		31	31	18		17	28	16		160	101.0	79.2	65.5		79.1	76.9	73.1		78.3	97.1	111.8	90.4
–	–	4.7	4.0	1		1	1		1	11	6	21	–		–	–		–	80.0	59.2		–	–	95.9
3.5	0.5	5.0	–	12	18	10		14	20	10	2	125	84.1	70.7	71.3		84.0	70.5	77.6	–	99.9	99.7	108.9	97.6
2.6	3.1	2.4	2.9	109	86	45	49	79	72	71	109	621	99.6	89.2	75.5	53.3	90.5	84.4	75.0	49.6	90.9	94.6	99.3	85.3
0.8	2.7	5.4		16	5	12		4	13	17		67	76.5	65.2	58.6		69.7	65.9	60.0		91.1	101.1	102.5	92.9
				487	147	162	120	159	87	121	101	1652	271.7	146.7	141.7	54.3	225.1	143.0	119.3	50.1	82.9	97.5	84.2	68.8
3.6	5.2	5.2	4.7	252	229	202	3	144	222	214	14	1420	174.9	133.0	108.5	60.6	161.5	120.5	98.1	68.6	92.3	90.6	90.4	85.5
0.4	0.5	0.9	4.4	20	49	23	15	9	43	22	11	193	102.5	81.5	78.7	53.9	77.9	71.1	70.1	51.0	76.0	87.3	89.1	85.3
3.3	4.3	4.2	4.1	623	286	289	35	233	230	250	44	2168	167.6	113.7	107.3	77.4	152.2	108.5	99.4	66.0	90.8	95.4	92.6	83.3
3.9	4.0	3.1	2.6	13	9	3	8	11	12	21	13	90	94.1	74.0	60.3	73.2	87.4	75.8	63.8	60.4	92.8	102.5	105.7	87.1
5.0	6.2	5.6	10.6	14	9	17	5	14	15	18	3	95	97.8	74.8	68.6	69.4	97.2	75.9	69.2	62.8	99.4	101.5	100.9	99.6
1.0	1.6	1.6	–	44	57	33		16	29	30	5	214	104.1	89.6	68.9		100.0	83.3	67.9	59.4	96.1	92.9	98.5	88.9

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUL.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT
Indiana																		
Ball St U	7	I	PU	96.4	78.7	72.6	50.7	55.5	54.4	70.9	98.6	90.0	10.8	16.5	PO	41.7	19.5	38.8
Bethel U-Indiana		IIA	PR	63.3	54.9	45.9				52.5	–	82.5	–	16.5	FFT	47.6	34.9	17.5
Butler U	7	IIA	PI	102.1	87.7	79.2	58.9	52.4		83.3	100.0	100.0	10.0	11.0	FT	52.5	14.4	33.1
Calumet Coll of Saint Joseph	7	IIA	PR	58.2	62.4	53.2	46.4			54.0	100.0	75.0	6.0	12.1	FFT	50.0	8.3	41.7
DePauw U		IIB	PI	102.1	80.1	66.2	–			87.0	100.0	100.0	8.8	14.9	FpT	71.6	10.8	17.6
Earlham Coll		IIB	PR	75.8	77.3	55.8	41.9			67.6	100.0	100.0	7.6	1.4	FpT	63.2	23.0	13.8
Franklin Coll		IIB	PR	78.0	63.2	54.2	50.3	–		61.0	80.8	75.3	10.3	10.8	FFT	45.2	26.0	28.8
Goshen Coll		IIB	PR	69.4	56.3	50.4			–	61.2	100.0	100.0	1.8	19.4	PpV	45.3	10.9	43.8
Hanover Coll	1	IIB	PR	77.3	64.3	56.9				70.2	100.0	100.0	7.0	11.2	FFTV	78.5	17.7	3.8
Huntington U		IIB	PR	72.2	65.7	59.6	50.1		–	63.2	100.0	100.0	5.4	19.5	FFT	32.0	54.7	13.3
Indiana Inst of Tech	1	IIA	PI	83.0	82.6	70.9		–	66.7	76.1	100.0	77.8	10.0	14.2	FFTOV	36.5	54.0	9.5
Indiana St U	7	I	PU	96.4	77.7	68.0	52.9	48.0		74.8	97.9	80.8	10.1	16.2	PO	50.5	23.2	26.3
Indiana U-Bloomington	7	I	PU	141.7	106.0	102.3		65.8		109.3	99.7	96.0	10.3	6.5	PT	48.4	17.6	34.0
Indiana U-East	7	IIB	PU	92.2	80.9	70.4		53.0		69.9	100.0	98.1	10.1	11.9	PT	35.2	30.6	34.3
Indiana U-Kokomo	7	IIA	PU	91.9	70.9	65.5		52.4		64.8	100.0	88.0	10.1	13.2	PT	21.6	36.0	42.4
Indiana U-Northwest	7	IIA	PU	90.7	74.5	64.4		54.0		70.6	99.3	89.1	10.3	12.1	PT	43.8	12.4	43.8
Indiana U-Purdue U-Indianapolis	7	I	PU	122.4	90.2	78.6		56.8		86.4	99.8	94.1	10.2	9.7	PT	41.2	13.3	45.5
Indiana U-South Bend	7	IIA	PU	77.8	67.5	66.0		49.3		66.0	100.0	97.4	10.2	11.8	PT	50.2	11.1	38.7
Indiana U-Southeast	7	IIA	PU	85.8	74.4	68.9		55.2		72.3	100.0	96.7	10.3	10.5	PT	50.3	16.9	32.8
Ivy Tech Comm Coll		III	PU	71.3	60.8	52.9	49.0	38.5		55.5	86.9	87.3	13.2	17.7	F	0.0	0.0	100.0
Manchester U	7	IIB	PR	74.6	71.0	66.3	63.1			70.0	100.0	100.0	5.8	16.6	FFT	53.9	21.3	24.7
Purdue U Fort Wayne	7,55	IIA	PU	87.8	73.6	68.9	55.6	–	54.7	72.6	92.6	99.7	10.1	17.6		55.4	14.1	30.4
Purdue U Northwest	7	IIA	PU	103.4	81.1	73.4	54.2		51.5	82.1	92.8	99.7	10.3	15.5		57.6	17.9	24.5
Purdue U-Main Campus*	7	I	PU	152.3	109.5	97.6	49.5		63.7	117.7	92.9	99.6	10.3	10.9		55.4	20.1	24.5
Rose-Hulman Inst of Tech	7	IIB	PI	118.7	97.0	81.9				103.1	100.0	100.0	7.7	17.0	FTV	77.5	21.4	1.2
Saint Mary's Coll	1	IIB	PR	86.7	70.7	62.4		60.2		70.8	96.9	85.2	9.0	16.6	FTO	58.6	27.3	14.1
Taylor U	1	IIB	PR	76.2	63.4	57.3	49.0			64.5	93.0	100.0	6.4	8.0	T	51.6	32.8	15.6
U of Evansville		IIB	PR	84.7	78.5	74.5	62.0	–		78.1	92.6	91.9	0.0	2.4	FT	51.0	20.1	28.9
U of Indianapolis	7	IIA	PR	84.4	74.4	63.6	53.3			68.5	100.0	100.0	3.8	12.0	TO	58.6	12.1	29.3
U of Notre Dame	56	I	PR	193.4	124.7	119.5	–			156.3	97.6	97.1	10.0	10.2	O	76.5	23.5	0.0
U of Southern Indiana	7	IIA	PU	90.4	73.6	67.2	54.8			69.8	95.6	92.6	11.0	17.4	P	49.0	26.8	24.2
Valparaiso U		IIA	PR	78.0	67.9	63.3		51.9		68.8						66.2	23.4	10.4
Wabash Coll		IIB	PI	100.9	82.3	74.3	53.6			83.5	100.0	86.5	9.9	13.2	FFT	69.7	20.2	10.1

Iowa

Allen Coll*	2	IIA	PI	85.0	67.5	62.3	–			67.8	100.0	100.0	5.4	10.8		0.0	0.0	100.0
Central Coll		IIB	PR	77.8	64.7	58.4		60.6		66.9	100.0	100.0	8.9	8.5	FT	77.8	7.8	14.4
Clarke U*		IIB	PR	62.2	60.1	54.1	52.5			57.1						46.3	22.5	31.3
Coe Coll*		IIB	PR	82.8	66.6	56.3	–			65.6	99.1	98.1	7.0	16.3		56.5	18.5	25.0
Cornell Coll		IIB	PR	79.0	63.0	59.4	53.8			70.0	98.8	87.8	6.0	15.4	FFT	69.5	22.0	8.5
Drake U	6	IIA	PI	102.8	83.9	70.0	52.3			85.7					FT	54.2	25.2	20.6
Faith Baptist Bible Coll and Theo Sem		IIB	PR	53.4	46.1	45.5				48.0	85.0	90.0	2.4	20.3	P	0.0	0.0	100.0
Graceland U-Lamoni		IIA	PR	73.6	61.8	52.8	44.0		67.8	60.7						40.3	35.8	23.9
Grinnell Coll		IIB	PI	140.6	108.8	90.2	69.3			110.3	95.2	95.8	10.2	11.7	PpO	67.3	20.6	12.1
Iowa St U	7	I	PU	133.8	98.5	87.0		54.8		108.0	100.0	100.0	10.0	11.4		60.8	17.2	21.9
Kirkwood Comm Coll	18	III	PU	79.7	69.1	63.0	60.1			70.3	100.0	100.0	9.4	10.1		0.0	0.0	100.0
Loras Coll		IIB	PR	66.9	60.3	57.2	–			60.9	87.8	84.7	6.7	11.3	FFT	66.3	23.5	10.2
Morningside U		IIA	PR	76.9	62.4	58.9	–			63.9	89.3	85.3	4.9	17.5	FpTV	53.3	29.3	17.3
Northwestern Coll		IIB	PR	70.7	63.7	57.3	53.0		59.7	64.1	100.0	100.0	6.0	7.2	Ff	58.9	35.6	5.5
Simpson Coll		IIB	PR	67.6	62.3	55.7	50.8			61.5	92.1	82.9	5.0	22.9	FFT	59.2	34.2	6.6
U of Iowa	7	I	PU	152.0	96.9	93.1	60.4	58.3	58.4	108.4	100.0	100.0	9.8	11.8	None	53.4	16.1	30.5
U of Northern Iowa		IIA	PU	91.4	77.9	68.7	58.9			77.3						67.9	18.1	14.0
Upper Iowa U		IIA	PI	69.4	65.2	57.9		57.5		62.4	100.0	100.0	1.8	15.4	FFTV	51.1	36.2	12.8
Wartburg Coll		IIB	PR	71.6	62.2	53.9		57.4		62.7	100.0	85.2	6.0	18.0	FFT	63.0	28.4	8.6

Kansas

Emporia St U	5	IIA	PU	70.6	66.1	61.7	45.3			62.7	100.0	92.5	8.5	15.7	FV	50.7	33.5	15.9
Fort Hays St U	7	IIA	PU	85.6	71.5	62.4	53.6			65.8	100.0	100.0	8.5	11.9	PV	37.9	22.3	39.9
Kansas St U	7	I	PU	117.4	91.8	78.5	53.3	68.7		89.2	99.6	94.8	9.6	10.3	P	54.8	15.0	30.2
McPherson Coll	7	IIB	PR	69.3	61.5	56.5				61.9	91.1	100.0	10.1	12.6	FFTV	57.8	37.8	4.4

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.7	2.3	2.3	3.4	130	121	110	91	70	115	96	160	1038	99.4	80.6	72.8	50.6	91.1	76.8	72.3	50.7	91.6	95.3	99.4	87.8
0.6	1.7	1.4	–	9	12	8		3	11	20		63	63.2	55.6	47.3		63.4	54.2	45.4		100.4	97.5	96.0	89.6
0.0	0.7	1.3	0.3	60	52	28	24	49	57	28	32	360	106.6	89.2	82.1	58.4	96.7	86.3	76.4	59.2	90.8	96.9	93.1	90.9
2.9	1.9	1.5	2.2	2	4	3	5	1	4		5	24	–	64.4	53.2	48.7	–	60.4		44.0	–	93.7		94.3
2.0	2.8	1.0		50	23	24	1	35	23	19	1	176	103.7	80.8	66.6		99.7	79.3	65.6	–	96.1	98.2	98.5	95.3
				22	12	12	4	10	11	12	4	87	70.0	75.6	59.3	46.5	88.4	79.2	52.4	37.3	126.3	104.8	88.4	102.4
3.5	6.2	6.2	2.0	13	7	11	6	6	7	14	8	73	79.7	65.0	47.9	49.3	74.2	61.3	59.1	51.0	93.1	94.3	123.4	97.7
2.1	2.8	6.0		18	6	5		13	12	9		64	69.9	56.9	50.1		68.8	56.0	50.6		98.5	98.3	101.1	94.2
				28	11	8		17	7	8		79	79.2	67.2	56.4		74.2	59.8	57.3		93.7	89.0	101.7	92.2
2.3	3.3	2.3	1.5	13	10	13	3	5	8	20	2	75	69.2	62.3	56.6	51.1	80.0	69.9	61.6	–	115.5	112.2	108.8	104.7
3.0	3.6	3.6		5	15	15		3	8	11		63	87.3	82.8	74.5		75.7	82.4	66.1		86.7	99.5	88.7	90.8
0.0	1.3	1.2	1.3	82	42	44	47	48	51	44	55	422	97.5	80.8	66.7	53.3	94.4	75.2	69.2	52.5	96.8	93.1	103.8	93.2
2.0	3.6	3.0		510	295	210		224	214	192		2089	149.4	111.0	110.2		124.4	99.1	93.5		83.3	89.2	84.9	79.6
2.7	3.7	3.3		4	12	13		3	18	28		108	99.9	84.4	63.6		81.9	78.5	73.5		82.0	93.1	115.6	94.5
2.7	2.9	3.3		9	12	17		2	17	27		125	96.7	71.9	59.5		–	70.3	69.3		–	97.8	116.4	93.7
2.0	3.1	3.4		14	25	12		10	21	31		137	96.7	75.2	63.8		82.3	73.6	64.6		85.1	97.9	101.3	89.0
0.7	2.3	3.1		168	164	102		82	157	167		1114	128.2	94.4	87.4		110.4	85.8	73.2		86.1	90.9	83.8	80.1
1.3	1.4	3.1		33	40	23		27	29	35		235	77.7	69.6	68.3		78.1	64.6	64.5		100.5	92.8	94.5	93.6
0.0	1.0	1.4		22	28	11		27	29	28		183	88.5	75.2	82.8		83.6	73.7	63.4		94.5	98.0	76.6	90.8
				38	121	231	103	63	216	292	161	1242	70.0	61.3	52.4	47.6	72.0	60.5	53.3	49.9	102.8	98.6	101.6	102.5
0.0	0.0	0.0	–	9	16	9		13	18	19	5	89	79.4	65.1	65.8		71.3	76.3	66.6	63.1	89.7	117.2	101.1	102.1
0.0	–0.1	3.6	4.3	52	62	49	2	18	46	35	2	312	90.0	73.9	72.2	–	81.3	73.2	64.2	–	90.3	99.1	89.0	89.9
1.9	2.8	4.3	4.3	57	58	28	7	28	44	35	16	290	105.7	79.8	75.3	48.1	98.6	82.9	71.9	56.9	93.3	104.0	95.6	89.7
3.2	4.1	4.7	4.5	698	329	402	21	221	219	274	19	2388	154.9	112.8	101.9	50.2	144.2	104.4	91.2	48.8	93.1	92.5	89.5	82.1
2.0	2.5	2.9		58	46	22		17	14	16		173	120.5	96.5	81.5		112.2	98.5	82.3		93.1	102.1	101.0	93.3
2.5	2.3	1.4		10	18	8		19	30	34		128	89.0	72.7	69.0		85.5	69.5	60.8		96.0	95.6	88.1	91.0
1.3	1.8	2.3	2.1	34	19	26	5	6	15	23		128	75.7	62.9	58.6	49.0	79.3	64.1	56.0		104.8	102.0	95.6	94.0
9.6	12.5	11.3	–	35	17	24	1	9	25	35	2	149	87.8	76.6	70.7	–	72.6	79.8	77.0	–	82.6	104.3	108.9	96.1
1.7	2.4	2.1	2.2	19	35	60	12	26	41	87	17	297	86.8	76.1	67.6	55.3	82.7	72.9	60.9	52.0	95.3	95.8	90.1	92.4
3.0	3.7	3.7		352	173	128		81	108	66	1	909	198.5	125.8	127.4		171.1	123.1	104.3	–	86.2	97.8	81.9	80.7
2.5	2.9	3.7	3.2	27	63	40	23	18	54	63	51	339	95.6	77.3	70.5	52.3	82.4	69.3	65.2	55.9	86.2	89.6	92.4	87.3
–4.3	–4.1	–3.8		40	37	22		17	42	34		201	79.7	70.8	61.4		74.0	65.4	64.6		92.9	92.4	105.2	94.6
1.9	2.8	2.7	4.2	18	21	11	5	8	16	7	3	89	101.0	84.1	74.8	51.9	100.7	79.9	73.5	56.3	99.7	95.0	98.3	95.9

APPENDIX I

		(1)	(2)	(3)							(4)				(5)	(6)		
				AVG. SALARY							% COVERED		% of SAL.		DEP.	TENURE		
				(\$1000s)												STATUS		
NAME	NOTES	CAT.	CTRL	PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	TUI.	T	TT	NTT
Kansas (continued)																		
Ottawa U-Ottawa	1	IIB	PR	67.5	58.8	53.3	—			58.2	92.5	87.5	2.5	15.1	FfTOV	32.5	10.0	57.5
U of Kansas	7	I	PU	126.2	86.9	89.1		53.7		98.9	100.0	95.5	8.5	10.2	O	61.4	14.8	23.9
Washburn U	7	IIA	PU	97.2	77.0	63.0		53.6	—	71.7	100.0	100.0	9.6	12.3	P	46.4	18.8	34.8
Wichita St U	3	I	PU	105.5	78.1	69.9	—		57.2	76.1	97.4	92.3	9.3	11.6		57.1	12.7	30.1

Kentucky

Ashland Comm and Tech Coll	1	III	PU	60.6	48.0	41.1	40.0			50.1						26.9	0.0	73.1
Berea Coll		IIB	PI	96.7	74.4	62.1	57.5			75.3	100.0	88.2	8.0	9.6	FfT	54.2	24.3	21.5
Big Sandy Comm and Tech Coll	1	III	PU	59.9	50.0	44.2	39.0	—		52.3						20.5	0.0	79.5
Bluegrass Comm and Tech Coll	1	III	PU	61.1	53.0	45.6	40.9	37.9		50.5						36.1	18.3	45.5
Centre Coll		IIB	PR	101.6	77.5	61.2	68.3		—	76.9	93.0	92.3	9.8	10.6	FfTO	58.0	19.6	22.4
Eastern Kentucky U		IIA	PU	78.2	68.4	63.5	62.7	54.6	52.1	68.5	91.0	83.8	13.7	9.6	F	59.2	25.4	15.4
Elizabethtown Comm and Tech Coll	1	III	PU	60.6	50.0	45.8	42.6	—		52.3						44.4	0.0	55.6
Gateway Comm and Tech Coll	1	III	PU	51.0	45.6	43.3	43.8	—		44.8						0.0	0.0	100.0
Georgetown Coll	21	IIA	PR	67.9	55.6	48.6	41.1	46.0		58.6	100.0	68.4	2.0	8.5	PfT	67.1	21.5	11.4
Hazard Comm and Tech Coll	1	III	PU	53.3	41.5	37.6	39.6	30.9		45.3						30.1	0.0	69.9
Henderson Comm Coll	1	III	PU	61.0	49.4	40.8	41.3			50.4						40.0	5.7	54.3
Hopkinsville Comm Coll		III	PU	60.1	49.5	42.9	41.0			47.6						28.8	0.0	71.2
Jefferson Comm and Tech Coll	1	III	PU	61.3	54.8	48.4	48.7			53.3						37.4	4.5	58.1
Kentucky Christian U	1	IIB	PR	49.5	47.5	39.4	—			42.5	—	51.9	—	26.7	PpTV	0.0	0.0	100.0
Kentucky Wesleyan Coll		IIB	PR	—	50.2	52.8	—			51.0	93.2	88.6	4.1	16.9	FfT	34.1	50.0	15.9
Madisonville Comm Coll	1	III	PU	59.5	52.1	40.8	43.1	38.0		53.2						34.1	7.3	58.5
Maysville Comm and Tech Coll	1	III	PU	61.9	49.7	44.5	41.8			50.3						22.2	7.4	70.4
Morehead St U		IIA	PU	79.2	64.1	58.0	44.0			61.0	100.0	100.0	15.9	14.2		56.1	15.1	28.8
Murray St U	7	IIA	PU	81.8	68.6	60.9	45.8			63.8	100.0	100.0	15.9	14.8	F	37.1	36.6	26.3
Northern Kentucky U	1	IIA	PU	102.9	76.2	77.1		53.1		72.5	100.0	100.0	10.0	18.6	O	43.1	15.1	41.8
Owensboro Comm and Tech Coll	1	III	PU	57.9	49.4	45.6	38.0			50.4						23.6	1.4	75.0
Somerset Comm Coll		III	PU	60.7	49.7	43.0	40.3			49.6						22.1	0.9	77.0
Southcentral Kentucky Comm and Tech Coll		III	PU	58.7	48.5	41.9	37.5			47.1						0.0	0.0	100.0
Southeast Kentucky Comm and Tech Coll		III	PU	62.2	49.5	45.2	42.0			54.3						41.3	4.3	54.3
Transylvania U		IIB	PR	78.7	68.4	58.4	52.4			70.1	100.0	100.0	10.1	11.4	FfT	76.5	9.4	14.1
U of Kentucky	7	I	PU	131.4	97.6	85.7	—	65.4		101.2	99.6	94.9	10.0	9.4	PV	61.9	22.9	15.1
U of Louisville	7	I	PU	119.3	84.8	75.5	58.1	—	—	89.9	100.0	100.0	10.0	11.1	F	53.0	15.0	32.0
U of Pikeville		IIB	PR	68.5	59.7	53.5	42.3			59.7	94.0	70.1	6.9	18.2	FpTV	0.0	0.0	100.0
West Kentucky Comm and Tech Coll		III	PU	60.9	50.0	43.4	43.9	—		49.4						16.2	0.0	83.8
Western Kentucky U	7	IIA	PU	87.6	69.7	63.9	49.5		53.2	69.2	100.0	100.0	11.5	12.1	P	56.8	20.2	23.0

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	8	I	PU	130.1	91.4	88.2	50.5	83.7		93.4	100.0	95.3	27.7	9.5		51.4	18.8	29.8
Loyola U New Orleans*	26	IIA	PR	108.3	71.9	75.4		58.7		77.5	87.3	80.7	2.0	14.2	FfT	50.4	13.6	36.0
Tulane U*	7	I	PI	156.7	101.8	118.4	78.4	101.3		111.6	84.6	86.8	9.8	6.1	FfT	44.6	16.6	38.8
U of New Orleans		I	PU	95.4	78.2	77.9	46.4		42.4	75.0						51.1	20.7	28.2

Maine

Bates Coll		IIB	PI	138.0	106.7	88.6	70.3	86.8		103.0	100.0	100.0	11.2	11.3	O	52.0	20.6	27.4
Bowdoin Coll		IIB	PI	153.8	123.7	96.5	69.8	89.0	—	120.2	93.1	92.6	12.8	9.7	OV	60.3	23.0	16.7
Colby Coll		IIB	PI	149.1	108.7	89.8	73.5			110.7	87.4	94.1	8.8	13.4		53.2	29.7	17.1
U of Maine	7	I	PU	125.9	89.7	71.9	—	62.3		91.4	99.4	87.7	10.4	21.2	PpT	53.9	26.1	20.0
U of Maine at Augusta		IIB	PU	87.1	71.9	59.6	—	57.1		69.5	100.0	82.5	9.9	26.6	Pp	50.0	33.8	16.3
U of Maine at Farmington		IIB	PU	84.8	69.0	55.8	—	52.4		70.5	100.0	90.1	10.0	26.7	Pp	71.3	16.8	11.9
U of Maine at Fort Kent	7	IIB	PU	84.8	67.3	54.1	—	52.1		62.5	100.0	92.9	10.0	27.4	Pp	35.7	39.3	25.0
U of Maine at Machias		IIB	PU	78.3	64.3	—	—	—		67.5	100.0	100.0	10.0	27.3	Pp	81.8	9.1	9.1
U of Maine at Presque Isle	7	IIB	PU	79.5	68.4	56.9		—		69.7	100.0	88.6	9.9	26.9	Pp	68.6	22.9	8.6
U of New England	7	IIA	PI	97.8	87.3	74.0	—	54.7		78.8	99.0	100.0	7.2	14.2	FfTOV	36.4	8.1	55.5
U of Southern Maine	7	IIA	PU	110.8	92.3	73.5		61.5		85.8	99.3	91.9	10.0	21.5	Pp	45.8	32.5	21.8

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	0.5	0.6		3	9	7	1	4	8	8		40	68.1	57.0	50.9	–	67.0	60.9	55.4		98.4	106.8	108.7	105.8
0.0	1.3	1.0		304	191	148		139	148	106		1157	129.8	90.7	96.0		118.4	82.0	79.4		91.2	90.4	82.6	81.6
1.4	0.4	0.3		34	18	27		34	28	26		250	95.5	78.2	59.0		98.9	76.2	67.2		103.5	97.5	114.0	100.3
2.1	1.6	0.0	–	87	81	59	1	35	49	61		534	108.8	83.2	73.6	–	97.3	69.6	66.3		89.5	83.7	90.1	79.0
3.8	3.1	2.8	–	16	8	4	8	10	8	6	7	67	62.1	49.3	41.8	40.0	58.1	46.8	40.7	40.0	93.6	95.1	97.3	91.7
				17	36	14	2	16	28	29	2	144	97.9	76.0	61.0	–	95.4	72.3	62.6	–	97.5	95.2	102.5	93.6
				18	9	2	8	24	9	4	8	83	62.1	49.5	–	38.3	58.3	50.4	45.5	39.8	93.8	101.8	–	99.8
				23	29	11	21	31	22	18	32	191	61.7	54.4	47.3	40.6	60.6	51.2	44.5	41.1	98.1	94.0	94.1	96.2
3.0	3.9	2.6	4.6	24	25	26	2	11	23	29	1	143	103.7	77.2	61.2	–	97.1	77.8	61.3	–	93.7	100.8	100.2	91.4
1.3	2.6	2.3	1.3	98	67	59	2	58	91	75	10	512	79.5	67.5	66.0	–	76.0	69.1	61.5	62.1	95.6	102.3	93.1	95.4
0.1	1.3	1.5	5.5	22	20	10	10	21	11	6	7	108	60.4	50.4	44.4	41.8	60.8	49.2	48.0	43.7	100.6	97.6	107.9	103.2
				8	7	9	16	4	11	6	16	79	50.0	48.5	39.0	44.1	53.0	43.8	49.9	43.5	105.9	90.3	128.2	103.7
				21	11	6	2	17	5	10	4	79	68.6	55.0	47.9	–	67.1	57.1	49.1	40.3	97.8	104.0	102.6	94.6
				17	5	8	3	15	12	5	5	73	48.8	40.7	41.3	46.3	58.5	41.8	31.7	35.6	120.0	102.8	76.8	101.5
–	3.1	2.4	–	5	3	2	2	8	5	4	6	35	60.8	50.6	–	–	61.1	48.6	41.4	42.5	100.5	96.1	–	98.6
				7	6	1	5	6	3	9	15	52	59.3	49.9	–	39.5	61.1	48.6	43.1	41.5	103.0	97.2	–	91.9
				17	23	12	28	28	22	16	33	179	63.6	55.4	48.3	47.4	60.0	54.1	48.4	49.8	94.4	97.7	100.4	100.3
				2	7	2		1	2	11	2	27	–	47.3	–	–	–	–	39.1	–	–	–	–	85.1
–	3.0	3.6	–	1	10	8			16	8	1	44	–	50.5	54.5			50.0	51.0	–		99.0	93.6	95.9
1.5	0.5	1.6	0.1	13	3	3	7	31	12	1	9	82	61.9	56.6	40.4	45.9	58.5	51.0	–	40.9	94.4	90.1	–	101.3
				10	7	4	12	15	13	6	14	81	62.3	50.4	41.4	39.1	61.6	49.3	46.6	44.2	99.0	97.7	112.8	105.2
				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
				60	70	57	40	32	55	74	65	453	84.8	71.5	62.4	48.4	76.3	64.9	59.7	44.2	90.0	90.8	95.7	85.7
5.3	4.0	3.5		79	55	41		54	78	49		610	106.4	79.0	81.6		97.8	74.2	73.4		92.0	93.9	90.0	86.4
1.7	2.6	3.4	5.4	15	10	3	10	17	7	5	5	72	59.3	48.7	44.1	37.1	56.6	50.3	46.4	39.9	95.5	103.1	105.3	103.8
				10	18	3	15	22	21	9	15	113	60.5	50.1	45.8	40.8	60.8	49.4	42.0	39.8	100.5	98.7	91.9	102.0
				12	7	6	5	2	14	9	7	62	58.8	48.8	42.4	37.9	–	48.4	41.5	37.1	–	99.2	97.9	89.8
				14	5			8	9	5	5	46	63.6	48.7			59.6	49.9	45.2	42.0	93.7	102.4		84.5
0.2	2.0	1.5		328	248	131	1	126	182	175		1400	135.3	101.1	90.5	–	121.3	93.0	82.2		89.6	92.0	90.8	81.9
1.4	2.5	4.6	3.3	201	161	132	29	95	141	172	63	996	123.3	87.1	77.6	54.9	110.9	82.1	73.9	59.7	90.0	94.3	95.3	84.5
0.1	0.9	1.2	1.1	13	6	8	2	10	11	16	1	67	68.4	60.6	54.9	–	68.6	59.2	52.8	–	100.2	97.7	96.3	96.2
				8	3	3	5	15	2	9	28	74	58.5	49.8	41.4	40.0	62.2	–	44.1	44.6	106.3	–	106.7	99.7
				113	90	61	44	61	117	73	83	648	89.1	72.0	66.6	49.6	84.7	67.9	61.6	49.4	95.0	94.3	92.5	87.8
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
4.0	4.5	4.7	5.3	300	194	151	115	102	122	139	172	1330	134.1	94.5	92.7	53.4	118.2	86.5	83.3	48.5	88.1	91.6	89.8	77.0
0.0	0.1	0.5		40	35	10		22	18	21		228	109.4	74.1	80.1		106.4	67.6	73.1		97.3	91.2	91.2	94.2
2.1	3.7	3.1	4.1	157	108	82	124	59	91	92	141	874	159.3	103.2	133.5	83.7	149.8	100.2	104.9	73.7	94.0	97.1	78.6	80.9
3.1	3.9	3.3	6.3	62	38	36	24	20	19	21	43	266	97.5	79.4	79.9	46.5	89.0	75.8	74.5	46.3	91.2	95.5	93.2	80.3
4.2	3.2	5.7	2.8	22	21	18	14	26	22	18	19	175	144.1	107.9	88.4	70.2	132.9	105.5	88.8	70.3	92.3	97.8	100.4	94.1
6.8	7.3	7.6	9.1	33	23	19	10	34	33	28	6	204	148.7	129.2	97.9	70.8	158.8	119.9	95.6	68.1	106.8	92.8	97.7	100.8
3.9	4.0	3.8	2.3	39	32	26	10	25	30	50	10	222	150.4	107.6	91.2	74.2	147.1	110.0	89.1	72.9	97.8	102.2	97.7	91.1
0.5	1.5	–1.8	–	108	80	63		46	54	63	2	505	130.5	93.9	72.5		114.9	83.5	71.3	–	88.1	89.0	98.3	81.1
1.6	3.4	2.7	–	12	8	7		8	12	21	1	80	87.2	75.6	58.9		87.0	69.5	59.8	–	99.8	91.9	101.4	90.0
3.3	3.7	1.0	–	17	15	9		17	24	10	1	101	85.7	70.8	55.6		83.9	67.8	56.1	–	97.9	95.7	100.9	92.8
2.7	4.4	0.7		4	3	5	1	3		7		28	81.2	67.3	53.8	–	89.7		54.2		110.4		100.8	95.9
0.8	3.5	–	–	5	4	1	1	4	5	1		22	77.1	65.4	–	–	79.8	63.3	–		103.6	96.8	–	103.9
2.4	3.9	13.7		8	7	4		5	6	4		35	80.0	68.4	57.2		78.7	68.4	56.6		98.4	100.0	98.9	97.4
2.1	2.0	2.3	–	30	21	8		14	50	33	1	209	98.7	90.7	77.0		95.9	85.8	73.3	–	97.2	94.6	95.1	97.6
1.8	1.9	1.0		45	31	36		29	31	50		271	114.4	96.5	79.4		105.3	88.1	69.3		92.1	91.3	87.2	83.9

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						T	TT	NTT
Maryland																		
Bowie St U		IIA	PU	108.8	85.2	78.2	81.3	59.6		83.3	100.0	100.0	15.4	2.0	FpTV	50.4	24.6	25.0
Comm Coll of Baltimore County	13	III	PU	101.9	87.4	72.6	59.6			82.2	98.4	100.0	10.7	16.8		4.7	0.0	95.3
Coppin St U*	11	IIA	PU	98.3	87.2	78.5	72.7	57.0		84.0	98.4	84.0	10.8	13.5	FfTOV	68.0	27.2	4.8
Frostburg St U	7	IIA	PU	95.7	75.4	72.5	—	49.9		75.6	89.4	78.4	10.2	23.5	FfO	57.3	24.2	18.5
Goucher Coll		IIA	PI	94.2	78.2	66.2	58.2			76.3	93.6	65.1	5.0	15.2	FfTV	57.8	19.3	22.9
Hood Coll		IIA	PI	86.7	71.8	65.2	—			71.7	100.0	64.3	4.3	12.5	FT	52.0	40.8	7.1
Howard Comm Coll	1	III	PU	87.5	73.6	67.6	58.6			76.1	100.0	82.6	10.3	19.8	P	0.0	0.0	100.0
Johns Hopkins U	7,43	I	PI	209.6	145.9	118.4				171.1						61.7	38.3	0.0
Loyola U Maryland		IIA	PR	124.4	94.5	82.8	57.6	58.5		86.8	90.6	67.8	9.0	11.4	Fp	54.7	6.1	39.2
McDaniel Coll		IIA	PI	84.0	70.8	65.6		59.8		71.2	90.3	85.4	4.6	20.6	FTO	57.3	20.4	22.3
Montgomery Coll		III	PU	96.9	80.4	75.4				92.5	98.9	85.8	5.2	11.4	F	0.0	0.0	100.0
Notre Dame of Maryland U		IIA	PR	76.5	71.8	78.7				76.1	84.8	63.0	1.1	15.8	FfT	35.9	58.7	5.4
Salisbury U	7	IIA	PU	101.1	81.9	81.5	69.3	57.0		81.1	87.9	80.7	17.8	15.4	FpOV	54.6	24.3	21.1
St Mary's Coll of Maryland*	7	IIB	PU	100.3	80.3	68.9	—			84.7	100.0	100.0	7.5	15.3	FpTV	70.6	27.5	1.8
Towson U		IIA	PU	106.5	87.6	76.4	69.2	52.2		81.6	100.0	100.0	10.9	16.1	FpOV	49.5	18.1	32.3
U of Maryland Baltimore	7	I	PU	168.4	115.9	96.3	82.0	71.6		115.6	100.0	100.0	8.9	11.2	PpV	27.6	6.7	65.7
U of Maryland Eastern Shore	7	IIA	PU	98.5	88.5	79.1	—	57.0		82.1						41.5	35.8	22.8
U of Maryland-Baltimore County	7	I	PU	134.5	98.0	86.6	68.1	67.3		99.3	100.0	100.0	8.1	13.1		53.6	17.6	28.8
U of Maryland-Coll Park	7	I	PU	175.4	118.4	103.7	79.8	72.0		127.8	100.0	100.0	8.2	10.1	OV	58.1	13.5	28.4
United States Naval Academy	13,54	IIB	PU	148.9	126.6	102.7			113.9	128.7	100.0	100.0	14.2	5.9	None	67.2	20.5	12.3
Washington Coll		IIB	PI	92.9	75.9	63.9	46.8			70.7	—	100.0	—	17.9		59.4	27.1	13.5

Massachusetts

Amherst Coll		IIB	PI	163.0	114.6	97.6	82.1	88.3		122.0	100.0	91.4	10.4	11.4	O	52.5	25.8	21.7
Assumption U*	1,59	IIA	PR	92.7	80.0	71.2	65.2			76.6	89.4	60.6	8.9	16.4	FfTV	55.3	17.4	27.3
Babson Coll		IIA	PI	210.3	159.9	146.3	88.8	118.5		162.0	97.3	80.2	7.8	8.9	POV	61.5	9.3	29.1
Bentley U		IIA	PI	182.5	135.8	134.6		90.0		135.8	100.0	100.0	9.4	20.9	FV	45.7	24.0	30.2
Boston Coll		I	PR	192.0	123.2	120.1	84.2	123.5		143.2	91.1	100.0	9.0	11.0	FfT	53.0	16.3	30.8
Boston U*	7	I	PI	204.1	141.2	115.8	117.0	83.7		138.5	99.2	86.8	10.0	9.2	PpT	40.6	10.9	48.5
Brandeis U	7	I	PI	164.9	116.0	100.9	61.4	76.7		125.2	100.0	100.0	9.1	4.6	Pp	49.0	18.9	32.1
Clark U		I	PI	134.4	101.2	88.4	69.2	82.2		102.4						55.9	16.6	27.5
Coll of Our Lady of the Elms	1	IIA	PR	78.5	69.7	60.7		45.7		65.5	100.0	48.1	3.5	10.9	FfT	44.2	26.9	28.8
Coll of the Holy Cross	48	IIB	PR	139.4	106.1	91.1	65.2			107.0	91.7	88.1	17.9	12.7	FTO	65.5	14.4	20.1
Curry Coll		IIA	PI	107.0	90.5	74.4	58.1			92.9	100.0	100.0	10.3	12.7	FT	0.0	0.0	100.0
Emerson Coll		IIA	PI	122.4	94.1	78.0		85.5		93.5	92.3	85.5	3.7	17.4	TV	51.4	23.6	25.0
Emmanuel Coll		IIA	PR	115.1	89.3	79.2	75.4	67.2		85.1	92.5	77.4	8.8	15.0	FfV	42.5	13.2	44.3
Endicott Coll*		IIA	PI	115.0	98.2	83.6	—			99.6	100.0	100.0	6.2	12.4	FfT	0.0	0.0	100.0
Hampshire Coll		IIB	PI	106.5	81.1	—	60.6	62.0		75.5	96.7	63.3	8.1	12.8	FT	0.0	0.0	100.0
Harvard U		I	PI	262.7	162.9	149.7	74.7	117.3		201.3	100.0	100.0	11.0	6.8		49.8	19.1	31.1
Lasell U		IIA	PI	91.3	77.6	67.9				76.5	100.0	100.0	6.3	10.6	FT	0.0	0.0	100.0
Lesley U	1	IIA	PI	98.3	81.2	71.6	60.5			81.9	91.3	79.0	7.6	15.6	FfTV	0.0	0.0	100.0
Massachusetts Coll of Liberal Arts		IIB	PU	98.4	71.7	64.6				79.5	16.0	82.7	100.8	17.6	F	66.7	28.4	4.9
Massachusetts Inst of Tech	7	I	PI	255.6	168.9	148.4	76.1	112.3		200.4	100.0	100.0	11.5	6.8	FO	62.9	18.9	18.2
Mount Holyoke Coll		IIB	PI	132.4	97.6	79.9	59.2	75.6		94.8	100.0	100.0	10.7	4.9	FpTV	52.2	21.5	26.3
Mount Wachusett Comm Coll		III	PU	81.3	67.7	55.8	—			71.4						64.5	19.4	16.1
Northeastern U		I	PI	192.8	122.1	102.0	90.3	97.5	64.5	130.8	100.0	80.5	9.5	10.5	F	36.5	13.7	49.8
Smith Coll		IIA	PI	144.1	107.7	88.8	65.6	81.6		114.5	94.6	100.0	11.2	4.6	PpO	61.2	19.7	19.0
Springfield Coll	1	IIA	PI	87.4	72.6	62.0	56.7			70.5	100.0	69.4	9.0	13.0	FTO	37.8	27.8	34.4
Stonehill Coll*		IIB	PR	107.6	83.7	73.4	55.5	36.5		86.3	93.1	73.7	4.2	11.5	FT	56.0	17.1	26.9
Tufts U	7,32	I	PI	162.3	116.1	99.9	93.9	80.1	—	119.1	100.0	100.0	8.7	10.3	FV	38.6	9.9	51.4
U of Massachusetts-Amherst	7,42	I	PU	157.1	110.5	97.6	80.0	78.7		115.2	100.0	100.0	16.1	21.1	PpV	54.7	18.7	26.6
U of Massachusetts-Boston		I	PU	145.4	114.4	89.8		68.7		100.2	100.0	100.0	16.1	20.2		49.4	17.0	33.6
U of Massachusetts-Dartmouth		IIA	PU	136.3	101.8	89.7		71.0		103.1	100.0	100.0	16.1	20.3		57.9	14.8	27.3
U of Massachusetts-Lowell		I	PU	151.4	116.4	96.4	68.7	85.7		110.8						46.5	23.7	29.8
Wellesley Coll		IIB	PI	160.1	112.6	94.3	69.1	85.2		117.4	96.6	89.8	6.9	11.9		59.0	10.8	30.2
Wheaton Coll		IIB	PI	97.8	86.0	72.3	48.5			81.1	100.0	100.0	8.7	13.3	PpTOV	62.5	17.2	20.3
Williams Coll		IIB	PI	155.9	111.4	98.0	—	131.0	81.5	127.0	96.4	94.8	10.2	12.3		60.7	24.4	14.9

Michigan

Adrian Coll		IIB	PR	86.3	73.0	63.7	52.1			74.1	100.0	100.0	8.8	16.3	FTO	57.6	15.3	27.1
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APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				28	27	29	1	17	33	51	7	228	110.3	85.3	80.1	–	106.3	85.1	77.1	80.5	96.4	99.7	96.3	93.1
5.1	5.3	5.6	5.8	22	55	60	14	47	79	96	11	384	104.8	87.6	72.9	60.8	100.6	87.1	72.4	58.0	96.0	99.4	99.2	100.7
2.0	2.3	1.8	–7.6	13	20	24		11	17	33	3	125	97.1	84.4	79.2		99.6	90.5	78.0	72.7	102.6	107.2	98.4	100.2
2.0	2.7	3.0	–	45	31	19		19	36	33	2	227	96.2	76.8	74.0		94.5	74.2	71.7	–	98.2	96.7	96.9	89.4
3.2	7.8	1.9	2.3	10	15	15	2	15	24	22	6	109	94.8	77.4	67.5	–	93.8	78.7	65.3	58.3	99.0	101.6	96.8	98.4
7.4	4.3	3.3	–	7	15	17	1	13	18	27		98	87.9	76.2	64.8	–	86.1	68.1	65.5		98.0	89.4	101.0	97.3
3.9	2.3	2.2	2.3	26	20	15	8	40	50	25	6	190	87.7	72.8	68.7	57.5	87.4	73.9	67.0	60.1	99.6	101.5	97.6	100.6
				337	107	125		134	87	126		916	213.7	150.3	125.3		199.1	140.5	111.6		93.2	93.5	89.1	83.7
1.9	5.3	1.3	0.9	49	44	14	12	23	63	17	22	329	128.3	95.1	82.3	50.1	116.0	94.1	83.1	61.7	90.4	99.0	101.0	86.3
7.1	6.8	6.8		13	18	7		17	11	15		103	82.7	71.6	65.7		85.0	69.5	65.6		102.8	97.1	99.9	95.5
0.0	0.0	0.0		154	26	4		190	60	24		458	97.9	79.2	73.7		96.2	80.9	75.7		98.3	102.1	102.6	96.1
3.3	3.0	2.9		7	9	7		7	22	40		92	78.1	79.0	72.0		75.0	68.9	79.9		96.1	87.2	111.0	99.1
2.1	2.9	2.6	2.6	74	62	54	2	38	60	54	7	445	100.9	84.6	83.0	–	101.6	79.1	79.9	70.6	100.6	93.5	96.3	86.5
				24	20	9		22	11	21		109	106.7	80.4	72.3		93.4	80.1	67.5		87.6	99.6	93.3	88.7
4.2	3.7	3.7	4.2	133	94	66	2	114	126	126	16	888	111.5	90.3	75.0	–	100.6	85.5	77.1	69.4	90.3	94.7	102.8	89.3
3.1	3.4	2.6	1.8	63	34	37	16	47	82	123	51	464	177.8	123.0	100.4	85.6	155.7	112.9	95.0	80.9	87.5	91.7	94.7	78.1
3.6	3.4	2.4	–	19	42	35	1	12	22	32	1	193	105.1	87.7	76.5	–	87.9	90.1	81.9	–	83.7	102.8	107.0	94.0
2.8	2.7	3.4	2.0	110	77	50	1	49	89	53	6	556	141.7	102.2	91.8	–	118.5	94.5	81.7	70.5	83.7	92.5	88.9	81.0
2.5	3.4	3.1	2.0	521	235	151	1	187	207	153	3	1854	179.0	123.0	113.9	–	165.6	113.2	93.6	81.6	92.5	92.0	82.2	79.0
3.8	5.2	6.1		92	77	33		38	23	36		341	149.7	129.0	104.0		147.0	118.5	101.4		98.2	91.8	97.5	92.4
0.0	0.1	0.6	0.0	4	21	11	6	7	25	15	7	96	97.8	78.9	64.0	45.7	90.2	73.4	63.9	47.7	92.2	93.0	99.8	96.6
3.5	5.2	5.7	4.0	52	18	28	12	40	18	35	17	244	169.3	113.2	99.6	76.2	154.7	116.0	96.1	86.3	91.4	102.5	96.5	89.5
0.7	1.3	4.0	4.2	18	18	17	15	8	23	12	21	132	94.5	83.2	70.9	64.4	88.7	77.6	71.7	65.9	93.8	93.3	101.1	93.7
1.9	1.2	2.3	–	37	33	7	4	22	21	9	2	182	219.3	163.9	143.3	91.4	195.2	153.4	148.7	–	89.0	93.6	103.8	92.8
2.3	3.3	2.6		42	25	29		35	20	30		258	194.1	142.9	137.6		168.5	127.0	131.7		86.8	88.9	95.7	92.8
2.9	3.3	3.7	5.7	203	154	103	36	100	129	100	32	880	199.9	125.9	126.1	88.5	176.0	120.1	114.0	79.3	88.0	95.4	90.3	85.0
5.0	6.1	7.3	5.3	348	192	144	72	121	147	132	129	1671	208.1	142.7	120.6	127.8	192.6	139.2	110.5	110.9	92.6	97.5	91.6	79.3
3.2	4.3	4.4	2.2	87	53	36	7	58	49	48	1	386	167.5	117.4	106.6	61.5	161.0	114.6	96.5	–	96.1	97.7	90.5	90.1
3.8	3.3	3.1	7.1	43	32	18	12	26	28	21	15	229	137.1	100.9	88.2	69.5	130.0	101.6	88.5	68.9	94.8	100.6	100.4	93.1
1.7	3.9	0.8		4	8	4		3	11	19		52	73.5	70.0	55.4		85.1	69.5	61.8		115.7	99.3	111.6	100.1
1.7	1.9	2.2	4.4	52	47	17	28	42	41	23	28	278	144.1	105.7	93.0	62.9	133.6	106.5	89.8	67.5	92.7	100.8	96.6	94.7
0.7	2.6	6.0	–	9	8	6		39	22	21	3	108	110.3	87.2	77.1		106.3	91.7	73.6	58.1	96.3	105.2	95.5	99.1
4.3	1.6	2.9		22	41	22		20	29	31		220	125.1	94.9	79.4		119.4	93.0	76.9		95.4	98.0	96.9	94.5
17.2	11.8	12.5	11.1	3	19	8	3	12	16	23	1	106	125.6	86.9	73.9	76.8	112.5	92.2	81.0	–	89.5	106.2	109.6	105.1
4.7	3.9	4.3	–	24	11	11		23	15	29	1	114	112.5	97.1	85.6		117.5	99.0	82.9	–	104.5	102.0	96.9	95.4
22.6	13.9		6.9	1	6	1	4	3	6	1	4	30	–	82.8	–	60.5	104.3	79.4	–	60.7	–	96.0	–	103.2
3.1	4.8	4.5	3.5	704	75	126	70	291	60	105	91	1804	267.2	172.9	150.6	75.5	251.8	150.4	148.7	74.1	94.2	87.0	98.7	81.4
0.7	1.0	2.8		5	11	14		11	19	17		77	91.6	77.5	68.6		91.2	77.6	67.4		99.6	100.2	98.3	101.9
				19	18	10	6	23	29	25	8	138	103.8	83.9	67.1	58.6	93.7	79.6	73.4	62.0	90.2	94.8	109.4	94.0
2.6	0.9	1.0		16	9	12		15	14	15		81	101.2	79.3	64.4		95.3	66.7	64.7		94.2	84.1	100.5	90.3
7.5	11.0	10.0	7.0	535	142	97	38	141	63	66	13	1277	255.2	169.5	151.7	78.3	256.9	167.6	143.6	69.7	100.6	98.8	94.6	84.6
2.0	2.3	2.7	3.1	27	22	15	13	34	26	30	30	209	138.7	99.0	82.8	57.0	127.4	96.4	78.4	60.2	91.9	97.4	94.7	88.9
				9	10	3		17	15	7	1	62	78.0	61.2	53.6		83.1	72.0	56.8	–	106.5	117.8	106.1	110.2
8.2	4.2	8.5	6.0	294	274	189	72	155	206	183	52	1555	200.6	126.0	108.6	98.0	178.2	117.0	95.1	79.8	88.9	92.8	87.6	80.9
3.2	3.8	3.8	4.0	55	23	18	5	74	28	40	5	294	149.3	106.7	88.4	60.9	140.3	108.6	89.0	70.3	94.0	101.8	100.6	94.6
0.0	0.6	0.6	2.9	25	20	40	3	23	35	61	2	209	87.3	76.3	62.1	57.1	87.5	70.5	62.0	–	100.2	92.4	99.9	95.7
1.3	2.5	3.2	5.9	37	31	19		19	31	28	4	175	111.3	86.9	79.6		100.3	80.5	69.2	55.5	90.1	92.6	87.0	82.0
3.2	4.3	5.4	4.7	166	104	91	32	84	89	128	29	836	163.9	117.1	103.7	94.1	159.1	115.0	97.1	93.6	97.1	98.3	93.7	85.5
0.2	2.0	2.1	2.4	325	169	132	2	146	169	144	3	1449	161.0	114.8	101.1	–	148.5	106.2	94.4	69.9	92.2	92.5	93.4	82.7
1.3	1.5	0.1																						

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						T	TT	NTT
Michigan (continued)																		
Albion Coll		IIB	PI	80.7	69.5	61.1	44.3	50.1		66.3	77.6	100.0	13.7	14.3	FFTV	56.0	23.2	20.8
Alma Coll		IIB	PR	81.5	57.4	59.3	55.3	54.0		64.5	95.6	78.9	6.3	20.0	FFTO	54.4	26.7	18.9
Aquinas Coll		IIB	PR	63.7	55.2	53.6	—			57.0	98.8	98.8	3.1	17.4	FFT	69.5	22.0	8.5
Calvin U		IIA	PR	87.1	75.9	68.1			65.5	80.7						75.4	13.1	11.5
Central Michigan U	7	I	PU	108.6	88.4	82.5		59.1		91.6	97.5	91.8	10.3	14.6	F	67.8	11.0	21.2
Davenport U	7	IIA	PI	76.9	72.0	66.3	60.5			66.5	100.0	100.0	10.0	12.5	FO	0.0	0.0	100.0
Eastern Michigan U		I	PU	101.3	85.6	74.0	—	47.8		87.8	100.0	97.2	11.2	24.9		76.5	12.3	11.2
Ferris St U	7	IIA	PU	113.6	87.8	80.7	—		49.5	90.1	100.0	100.0	16.2	17.8	P	70.1	15.0	15.0
Grand Valley St U	7	IIA	PU	111.0	90.1	83.1	70.2		53.0	84.8						5.5	67.8	26.7
Hope Coll		IIB	PR	97.0	75.9	62.0	54.5			75.7	91.4	85.3	10.6	17.5	FT	54.7	22.4	22.8
Kalamazoo Coll		IIB	PI	93.9	77.1	62.4	54.0			75.7	85.8	100.0	5.2	17.0	FpTV	60.4	22.6	17.0
Kettering U	7	IIA	PI	94.0	86.2	77.5		62.8		81.5	100.0	—	9.0	—	FT	59.0	18.1	22.9
Michigan St U	7,44	I	PU	159.8	104.6	84.2	59.3			115.1	100.0	100.0	9.7	8.2	P	57.7	16.7	25.5
Michigan Technological U		I	PU	125.8	97.3	88.9	75.3	68.0		98.2	96.2	98.5	9.5	12.4	POV	56.9	22.7	20.4
Northern Michigan U*	7	IIA	PU	91.9	77.9	66.6	56.5		57.6	76.3	100.0	100.0	15.5	17.2	F	53.5	17.1	29.4
Oakland U		I	PU	114.1	88.4	76.4	67.8			87.7	95.5	100.0	15.7	15.0		62.8	27.7	9.5
Saginaw Valley St U		IIA	PU	85.9	75.6	70.7	36.9	54.7		77.0	98.9	98.9	12.3	20.3	PO	74.7	14.3	11.0
Spring Arbor U	7	IIA	PR	64.0	54.4	49.6				56.0	92.4	78.8	5.8	24.4	FFTV	43.9	42.4	13.6
U of Michigan-Ann Arbor	7	I	PU	180.8	120.4	102.6	62.1	76.4		131.1	100.0	100.0	9.9	8.3		54.4	15.1	30.5
U of Michigan-Flint	5	IIA	PU	128.1	88.6	82.1	—	68.7		90.1	100.0	100.0	10.0	12.2		55.8	16.7	27.5
Wayne St U	7	I	PU	138.6	102.9	89.9	80.1	65.5	79.3	102.3	100.0	97.0	8.9	0.9	PT	52.9	15.5	31.6
Western Michigan U	7,28	I	PU	114.3	87.8	74.3	57.7			93.3						69.6	23.4	7.1

Minnesota

Augsburg U	7	IIA	PR	84.4	75.8	66.2	63.1			73.0	91.1	68.6	7.4	13.7	PpT	49.1	24.3	26.6
Carleton Coll		IIB	PI	139.9	107.9	89.3	69.4	81.3		117.2	100.0	90.3	10.0	9.3	PO	64.5	21.7	13.8
Coll of Saint Benedict		IIB	PR	92.2	74.2	67.0	67.1			77.8	97.7	86.7	8.4	13.5	FFTV	66.4	7.0	26.6
Concordia Coll at Moorhead*		IIB	PR	76.3	64.3	65.1	51.9			67.8	93.7	82.4	3.5	20.0	PpTV	64.1	19.7	16.2
Gustavus Adolphus Coll*	7	IIB	PR	85.9	70.7	64.6	54.1			70.2	100.0	75.8	7.1	19.3	FpTV	61.3	12.4	26.3
Macalester Coll		IIB	PR	127.8	96.0	81.0	63.1			98.7	100.0	83.9	10.0	13.2	PpTV	61.3	16.6	22.1
Saint Johns U		IIB	PR	92.8	75.0	66.0	66.6			78.5	93.5	87.8	8.3	14.9	FFTV	66.7	7.3	26.0
Saint Mary's U of Minnesota	7	IIA	PR	69.1	63.3	57.9	56.8			63.0	100.0	72.0	6.5	17.8	FFTO	53.8	14.0	32.3
St Catherine U	1	IIA	PR	81.6	70.6	61.9	—			67.6	100.0	57.7	8.0	14.7		33.2	19.0	47.8
St Olaf Coll		IIB	PR	101.9	82.5	73.2	59.4		73.0	81.8	97.7	89.0	10.1	15.2	PpO	58.9	14.6	26.5
U of Minnesota-Crookston	7	IIB	PU	94.0	78.5	74.6	56.4	63.6	—	72.5	100.0	100.0	10.9	16.9	None	38.1	19.0	42.9
U of Minnesota-Duluth	7	IIA	PU	102.1	81.7	68.0	56.4			76.9	100.0	100.0	10.9	16.7	None	50.1	15.7	34.2
U of Minnesota-Morris		IIB	PU	85.1	71.1	56.5	49.5	—		68.5	100.0	100.0	10.9	16.7	None	63.4	18.8	17.8
U of Minnesota-Rochester		IIB	PU		82.3	71.5	61.5	61.4		66.6	100.0	100.0	10.9	16.7	None	15.8	15.8	68.4
U of Minnesota-Twin Cities	7	I	PU	150.3	105.4	95.8	56.6	68.2	135.2	114.7	100.0	100.0	10.9	17.7	None	56.6	15.8	27.6
U of St Thomas		I	PR	120.2	93.5	80.5	89.0			101.6	96.8	79.7	9.4	12.4	FpT	81.1	13.0	5.9

Mississippi

Millsaps Coll		IIB	PR	87.9	67.4	66.8	58.3	—		73.3						72.7	13.6	13.6
Mississippi St U	7	I	PU	117.6	86.4	80.2	50.5	30.4		83.3	35.2	28.5	15.8	4.7	P	49.3	28.6	22.1
Mississippi U for Women	7	IIA	PU	68.4	56.9	52.2	52.2			57.6	100.0	92.2	17.4	8.3	P	37.6	30.5	31.9
U of Mississippi	7	I	PU	117.4	93.4	79.6	55.6	49.9		88.0	99.9	94.4	10.4	5.4	P	43.0	16.4	40.6
U of Southern Mississippi	1	I	PU	91.8	72.6	65.4	57.3	49.3		71.7	100.0	100.0	17.4	6.5	P	48.0	23.3	28.7

Missouri

Columbia Coll		IIA	PR	82.6	70.8	64.9	68.9	—		71.9	98.4	83.9	6.6	11.3	FpT	61.3	16.1	22.6
Drury U		IIA	PR	73.2	66.6	70.4	52.6			67.6	100.0	100.0	3.0	9.8	FFTV	64.4	18.8	16.8
Lincoln U		IIB	PU	64.9	55.3	49.0	40.2			53.5	100.0	87.8	14.2	14.8	P	41.1	35.6	23.3
Lindenwood U		I	PI	109.9	88.5	69.7	64.1			90.8	100.0	84.0	5.0	9.7	FT	0.0	0.0	100.0
Maryville U of Saint Louis	7	I	PI	97.3	85.5	74.5	76.5		—	81.4	92.6	93.3	7.2	10.3	FFT	36.8	28.8	34.4
Mineral Area Coll		III	PU	57.3	50.6	51.2	46.6			51.4	100.0	97.4	16.5	14.0	Ff	0.0	0.0	100.0
Missouri Baptist U		IIA	PR	66.0	60.8	59.9	46.9			59.9	89.1	100.0	10.0	17.4	FFT	0.0	0.0	100.0
Missouri St U-Springfield	7	IIA	PU	90.3	74.3	70.3	47.8		48.6	73.2	97.7	94.4	14.7	9.6	Pp	54.1	24.6	21.2
Missouri U of Science and Tech	7	I	PU	128.8	87.8	79.5	—	47.6		101.1	100.0	95.0	13.3	11.8	PpV	62.1	17.9	20.1

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
5.5	1.4	2.4	−5.6	24	14	12	10	19	13	17	13	125	81.2	71.1	63.9	46.2	80.1	67.8	59.1	42.9	98.6	95.4	92.5	91.7
2.0	2.0	2.0	2.0	17	16	7	1	10	11	12	7	90	85.1	55.5	59.1	−	75.3	60.1	59.5	56.8	88.5	108.3	100.7	92.9
0.7	4.1	3.1	−	14	21	12		12	13	8	2	82	63.0	56.9	54.7		64.5	52.5	52.0	−	102.4	92.3	95.1	95.6
				78	28	12		33	14	14		191	88.2	76.6	68.1		84.6	74.7	68.0		95.9	97.5	99.9	92.3
4.2	4.9	4.1		178	58	30		124	58	33		609	113.2	90.5	88.6		101.9	86.4	76.9		90.1	95.4	86.8	87.3
0.0	1.2	0.5	−1.5	3	10	12	9	1	6	16	12	69	70.3	72.8	65.8	57.6	−	70.5	66.7	62.7	−	96.8	101.3	101.1
0.3	0.1	0.1	−	168	75	32	1	135	96	41	1	616	103.6	88.9	77.6	−	98.5	83.1	71.2	−	95.1	93.5	91.8	91.4
2.5	2.9	2.2	−	87	80	29	1	54	53	30	1	394	113.2	89.2	81.7	−	114.2	85.6	79.7	−	100.8	96.0	97.6	90.7
				192	157	79	2	115	156	103	3	1101	112.8	92.5	90.6	−	108.0	87.7	77.3	70.1	95.7	94.8	85.4	86.4
2.5	2.6	2.4	1.1	42	36	30	2	24	32	58	8	232	98.9	77.1	63.2	−	93.7	74.5	61.4	54.6	94.7	96.7	97.2	87.1
2.0	2.5	2.9	2.0	19	14	9	7	17	14	16	10	106	98.4	77.4	62.9	53.0	88.9	76.9	62.1	54.7	90.3	99.4	98.7	91.2
0.0	0.0	0.0		25	21	15		6	9	5		105	94.5	85.6	79.0		91.5	87.6	72.9		96.8	102.3	92.3	95.1
3.2	3.1	2.7	3.0	569	337	337	44	214	285	381	67	2234	162.8	107.7	88.9	62.3	151.8	100.9	80.1	57.4	93.3	93.6	90.1	80.4
2.3	3.1	3.7	3.8	91	84	47	13	22	32	38	4	392	127.8	99.6	92.5	79.6	117.6	91.1	84.5	61.2	92.0	91.5	91.4	84.1
0.4	0.1	0.5	0.0	65	33	41	10	36	30	31	25	286	92.9	82.7	67.6	58.2	90.3	72.6	65.3	55.8	97.2	87.8	96.6	89.5
2.2	3.4	2.9	2.0	91	120	67	39	44	120	65	72	618	120.9	90.6	79.2	66.3	100.1	86.2	73.4	68.6	82.8	95.2	92.6	86.5
2.0	2.0	2.0		68	38	28	1	44	48	26	3	273	89.2	77.2	75.0	−	80.7	74.3	66.2	32.8	90.5	96.2	88.3	90.3
0.0	0.9	1.3		19	9	7		5	7	19		66	63.7	56.6	51.8		65.2	51.7	48.9		102.4	91.4	94.4	87.7
3.2	3.9	3.7	2.2	780	310	310	4	360	270	278	21	2916	185.5	121.2	104.5	72.3	170.5	119.5	100.5	60.1	91.9	98.6	96.2	80.9
1.6	2.9	3.8	−	30	41	17		10	57	43	1	240	125.3	88.6	84.1		136.3	88.6	81.3	−	108.8	100.1	96.8	89.1
0.4	1.3	0.6	0.2	188	140	103	2	82	157	128	22	1003	142.6	108.6	92.8	−	129.5	97.8	87.5	80.2	90.8	90.1	94.3	83.3
4.4	5.1	5.0	6.2	197	107	61	18	103	103	111	36	736	118.3	90.3	79.9	60.1	106.9	85.2	71.2	56.4	90.4	94.3	89.1	82.9
10.0	8.8	6.9	6.9	19	28	17	7	23	21	31	23	169	82.6	74.8	66.1	66.7	85.8	77.2	66.2	62.0	103.9	103.3	100.1	97.5
2.8	3.1	4.2	−	56	27	22	1	48	24	25	2	217	142.7	109.4	90.8	−	136.6	106.1	88.0	−	95.8	97.0	96.9	93.2
1.4	2.8	2.5	4.1	24	20	3	15	18	24	5	19	128	92.6	75.8	62.9	66.6	91.7	72.8	69.5	67.6	99.0	96.0	110.4	95.9
3.9	3.0	3.3	2.5	28	22	21	2	19	25	19	6	142	78.4	66.1	66.7	−	73.3	62.8	63.3	54.1	93.5	94.9	95.0	92.4
3.8	3.5	2.5	2.2	26	28	9	15	24	37	22	25	186	89.1	72.3	61.7	54.5	82.5	69.6	65.8	53.9	92.6	96.2	106.5	92.9
2.8	3.4	4.4		40	23	10	12	38	21	23	32	199	130.3	95.3	84.3	66.8	125.1	96.7	79.6	61.7	96.1	101.5	94.5	87.3
0.8	3.6	2.1	1.5	25	15	5	15	18	26	2	17	123	93.5	77.9	67.0	66.6	91.9	73.3	−	66.7	98.3	94.0	−	94.8
0.0	0.0	0.3	0.0	11	24	13	1	12	16	14	2	93	69.9	64.9	60.1	−	68.5	61.0	55.8	−	98.0	94.0	92.8	95.1
0.2	0.0	1.2	−	7	16	17	1	26	77	108	1	253	81.2	68.6	61.1	−	81.7	71.0	62.0	−	100.6	103.4	101.5	100.3
3.1	3.5	4.9	4.7	32	41	10	22	31	27	22	18	219	103.3	82.3	74.2	59.5	100.4	82.8	72.8	59.3	97.2	100.6	98.1	97.6
1.4	1.9	2.5	4.9	5	11	5	2	3	4	8	5	63	94.1	79.1	77.0	−	93.7	76.7	73.1	55.4	99.5	97.0	95.0	90.8
1.3	1.5	1.7	1.5	70	79	76	39	25	68	72	48	477	104.4	84.8	73.2	59.6	95.6	78.1	62.5	53.8	91.5	92.0	85.3	83.6
1.5	1.7	2.2	2.6	17	20	12	8	8	20	9	6	101	87.3	69.4	57.0	47.5	80.5	72.9	55.9	52.2	92.2	105.1	98.1	98.3
	1.5	2.2	15.0		4	1	6		3	4	6	38		84.0	−	63.5		80.1	71.2	59.6		95.4	−	94.2
1.9	2.8	3.1	2.5	640	332	221	47	289	285	261	99	2388	154.7	107.0	102.8	59.8	140.6	103.6	89.9	55.1	90.9	96.9	87.4	80.7
1.8	1.6	2.2	1.5	94	81	36	2	49	80	26	2	370	129.0	96.0	83.3	−	103.3	90.9	76.6	−	80.1	94.7	91.9	84.9
3.6	5.1	4.7	4.8	187	164	150	52	57	91	121	109	988	119.3	89.9	86.1	54.6	112.2	79.9	72.8	48.5	94.1	88.9	84.6	73.7
2.4	4.6	2.1	2.4	14	8	12	7	28	10	29	33	141	66.3	55.4	47.3	46.5	69.5	58.1	54.2	53.4	104.9	104.9	114.5	106.1
2.3	5.3	4.8	5.7	174	169	130	47	98	143	150	107	1079	122.1	97.6	84.0	55.4	109.1	88.5	75.8	55.7	89.3	90.7	90.2	81.8
3.0	6.3	1.7	1.8	98	111	92	30	52	84	114	59	666	96.0	74.6	67.1	62.7	83.8	69.8	64.1	54.6	87.2	93.6	95.5	85.3
2.5	5.9	2.9	16.1	6	16	9	3	8	9	7	3	62	82.2	73.3	63.0	64.6	82.9	66.4	67.4	73.2	100.7	90.7	106.9	101.5
0.1	0.6	0.0	0.0	23	16	9	8	18	8	10	9	101	74.1	64.9	72.8	57.1	71.9	70.0	68.3	48.6	97.1	107.9	93.9	96.1
5.0	1.9	6.9	10.7	15	12	14	4	9	5	25	6	90	66.0	55.1	48.5	39.2	63.2	55.6	49.3	40.9	95.8	101.0	101.7	93.5
5.0	7.1	7.7	10.5	27	38	11	5	40	33	23	10	187	110.3	90.8	72.4	69.6	109.6	85.9	68.4	61.3	99.3	94.6	94.4	94.9
4.4	4.2	4.2	4.0	17	13	21	7	9	28	62	5	163	96.9	83.9	76.9	88.4	98.0	86.2	73.7	59.7	101.2	102.8	95.9	92.2
0.5	0.0	0.0	0.0	4	4	2	4	6	5	8	6	39	60.2	52.7	−	44.0	55.4	48.9	49.6	48.3	91.9	92.8	−	95.3
6.2	2.0	2.7	2.0	8	4	15	3	4	3	24	3	64	66.0	61.3	54.9	48.2	66.1	60.1	63.0	45.5	100.2	98.2	114.8	106.1
4.4	4.0	5.3	5.6	140	92	73	44	75	79	112	82	702	92.7	79.5	73.4	50.4	85.9	68.2	68.2	46.4	92.7	85.8	92.9	84.1
2.5	3.3	4.2		98	72	55	1	25	42	23		319	133.6	88.8	83.6	−	110.1	86.1	69.6		82.4	97.0	83.3	83.5

APPENDIX I

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

Missouri (continued)

Southeast Missouri St U		IIA	PU	91.1	70.8	62.5	52.3		40.3	68.8	100.0	96.1	11.2	9.2	PO	46.3	11.5	42.1
Truman St U	7	IIA	PU	74.7	66.3	56.1	47.4	31.5		64.2	100.0	100.0	16.0	13.2	P	53.5	21.9	24.5
U of Missouri-Columbia	7	I	PU	135.1	91.6	86.4	53.9	46.7		98.8	99.8	95.4	11.8	11.2	PpV	46.9	15.6	37.5
U of Missouri-Kansas City	7	I	PU	109.5	88.1	78.8	65.7	37.5		89.3	99.4	91.1	11.4	12.6	PpTV	44.5	12.7	42.8
U of Missouri-St Louis	7	I	PU	103.1	80.8	72.2				85.3	100.0	93.7	11.5	12.5	PpTV	43.2	17.5	39.3
Washington U in St Louis	7	I	PI	215.5	132.5	120.7	105.1	73.6	37.0	144.1	100.0	100.0	6.5	12.0	FOV	51.1	17.1	31.7
Webster U	7	IIA	PI	94.8	79.7	66.3				82.1	100.0	96.6	0.8	12.2	FTTO	73.6	26.4	0.0

Montana

Montana St U		I	PU	111.5	85.7	75.6	60.1			86.1	100.0	100.0	6.0	14.8	P	59.4	18.6	21.9
Montana St U Billings		IIA	PU	85.3	64.0	57.3	—	49.2	54.3	61.9	100.0	100.0	10.7	20.4	PpTOV	45.6	27.9	26.5
Rocky Mountain Coll		IIA	PR	69.5	59.4	52.8	46.4			59.6	100.0	100.0	4.7	11.0	FT	77.2	7.0	15.8
U of Montana	7	I	PU	98.4	78.3	66.4	42.4	44.8		82.8	100.0	100.0	9.6	15.1	PpT	67.6	17.6	14.8
U of Montana-Western		IIB	PU	75.2	60.4	55.7	47.5			62.8	100.0	100.0	6.0	20.1		52.3	26.2	21.5

Nebraska

Concordia U-Nebraska		IIA	PR	70.5	57.2	54.2	—			61.6	100.0	100.0	8.7	17.0	PpTV	0.0	0.0	100.0
Creighton U	7	IIA	PR	121.3	95.7	78.4	67.2			94.2	100.0	86.6	6.3	10.3	FFT	41.5	25.3	33.3
Nebraska Wesleyan U		IIA	PR	70.6	63.1	57.3	46.6			63.3	100.0	83.0	7.0	16.7	FTTO	56.6	32.1	11.3
U of Nebraska at Kearney	7	IIA	PU	88.3	70.7	66.7	38.5	51.0		71.4						54.2	24.5	21.2
U of Nebraska at Omaha*	1	I	PU	100.9	82.5	75.5	52.4	57.9	52.8	76.8	100.0	100.0	8.0	13.1	PpT	45.9	25.2	29.0
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	84.7	65.6	56.8	57.0	—		70.2	100.0	95.0	8.0	19.2	Pp	56.2	33.1	10.7

Nevada

U of Nevada-Las Vegas	7	I	PU	134.8	97.4	76.9	55.1	58.1		97.8	99.9	99.9	15.5	8.9	Pp	52.7	16.4	30.9
U of Nevada-Reno	13	I	PU	130.6	95.8	77.3		53.9		94.9	100.0	98.4	15.5	9.2	O	46.6	29.1	24.3

New Hampshire

Colby-Sawyer Coll		IIB	PI	76.6	60.6	55.7				62.5	84.0	76.0	15.5	17.7	FFT	48.0	20.0	32.0
Dartmouth Coll		I	PI	234.6	147.6	121.4	116.9	94.7		162.6	100.0	83.1	8.0	7.5	O	56.9	20.2	23.0
Franklin Pierce U		IIA	PI	78.9	75.1	80.2	55.7			77.4	92.0	66.7	7.3	18.6	FFT	0.0	0.0	100.0
Keene St Coll		IIB	PU	100.1	82.9	71.6		—		86.6	91.2	100.0	9.8	20.8	Pp	69.3	29.8	0.9
Plymouth St U	1	IIA	PU	94.9	79.2	67.2		62.7		78.9	99.3	91.1	8.8	22.8	Pp	59.6	19.2	21.2
Saint Anselm Coll		IIB	PR	96.2	81.3	66.0	58.2	—		81.4	92.8	84.9	8.4	20.9	FFT	63.3	18.7	18.0
Southern New Hampshire U		IIA	PI	86.2	66.2	59.3	60.6	35.6		68.7	100.0	96.8	8.7	31.4	FFT	0.0	0.0	100.0
U of New Hampshire-Main Campus	1	I	PU	135.0	107.3	96.0		78.5		105.4	94.5	100.0	9.0	16.0	Pp	54.4	21.1	24.5

New Jersey

Bloomfield Coll		IIB	PR	100.8	83.2	73.2	63.6			86.8	—	85.7	—	14.8	FFT	67.3	22.4	10.2
Caldwell U		IIA	PR	84.4	70.7	66.4	61.3			75.5	78.9	81.6	2.0	18.3	FFT	60.5	34.2	5.3
Centenary U	10	IIA	PR	90.0	68.1	59.0	—			65.6	100.0	100.0	0.0	9.3	PpT	22.2	12.7	65.1
Coll of New Jersey	6	IIA	PU	128.8	107.6	88.0	—	83.6		110.9	100.0	100.0	27.8	24.3	FV	69.8	21.3	8.9
Fairleigh Dickinson U-Metro Campus	7	IIA	PI	103.0	89.2	78.2	69.4	58.4		83.1	78.5	66.6	10.7	21.6	FTTV	43.8	25.9	30.3
Georgian Court U		IIA	PR	93.1	75.6	64.3	—	60.0		74.7	93.5	67.4	3.0	15.8	FFT	55.4	37.0	7.6
Kean U	7,29	IIA	PU	130.7	107.7	90.1		67.9	—	91.0						44.2	22.1	33.7
Monmouth U	10	IIA	PI	140.0	105.1	85.7	67.9	76.4		96.8	100.0	100.0	7.0	15.5		48.1	18.2	33.7
New Jersey Inst of Tech	7	I	PU	193.7	133.1	106.6		76.7	83.5	128.4					FpO	48.3	20.3	31.4
Princeton U		I	PI	266.1	157.8	130.3	97.4	96.9		194.9	100.0	100.0	9.2	11.1	Pp	61.5	18.9	19.7
Ramapo Coll of New Jersey		IIA	PU	131.9	109.6	91.3	—			112.5	100.0	100.0	27.8	24.3	PO	79.2	16.9	3.9
Rider U		IIA	PI	120.6	105.5	86.5		69.8		104.6	100.0	100.0	4.8	11.7	FT	72.9	19.0	8.1
Rutgers U-Camden	17	I	PU	167.0	113.3	93.1	77.3	—		126.2	100.0	100.0	8.0	12.0	F	57.7	19.0	23.3
Rutgers U-New Brunswick	17	I	PU	180.5	117.4	91.9	69.1	73.9		128.9	100.0	100.0	8.0	11.8	F	49.3	14.5	36.2
Rutgers U-Newark	17	I	PU	195.1	134.5	114.5	67.8	70.0		145.6	100.0	100.0	8.0	10.4	F	51.5	17.1	31.3
Saint Peter's U		IIA	PR	102.1	78.8	65.7	59.2	63.4		78.5	97.1	76.9	6.1	13.4		61.5	21.2	17.3

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
9.1	8.5	5.0	8.0	64	26	41	38	38	35	49	53	356	92.6	72.0	65.7	53.1	88.5	69.9	59.9	51.7	95.6	97.0	91.2	88.8
0.0	0.0	0.0	0.0	73	23	41	10	39	20	42	16	269	74.7	64.4	62.2	45.8	74.6	68.5	50.1	48.3	99.9	106.3	80.5	89.3
3.0	4.1	4.0	8.9	281	229	156	43	124	179	207	115	1337	142.5	95.1	91.2	51.7	118.3	87.1	82.7	54.8	83.0	91.6	90.8	77.8
2.3	3.1	2.6	10.4	91	102	66	14	63	84	82	12	528	119.3	92.2	81.9	73.2	95.3	83.2	76.3	57.0	79.9	90.2	93.1	83.9
1.8	1.4	1.9		65	60	35		54	70	82		366	110.8	84.3	74.0		93.8	77.8	71.4		84.6	92.3	96.5	85.6
				271	105	94	53	102	73	73	46	1052	221.7	139.4	124.2	111.6	199.0	122.7	116.1	97.7	89.8	88.0	93.5	74.5
1.0	1.2	2.2		38	32	26		28	33	17		174	96.3	78.1	70.3		92.7	81.2	60.2		96.3	104.0	85.7	97.1
3.2	4.0	2.5	17.8	111	71	43	42	45	82	50	71	515	112.5	86.0	78.4	59.7	109.0	85.4	73.2	60.4	96.8	99.3	93.4	87.3
4.8	6.6	6.5	—	12	14	19	2	11	13	18		136	78.1	70.0	56.9	—	93.1	57.5	57.8		119.1	82.2	101.6	99.3
2.5	2.0	5.3	6.3	14	5	5	6	6	12	6	3	57	69.2	64.4	56.2	48.2	70.2	57.2	50.0	42.6	101.4	88.9	89.0	91.7
3.0	3.9	5.4	6.3	109	50	29	10	58	38	42	6	352	99.8	76.4	67.3	37.5	95.7	80.7	65.7	50.6	95.9	105.7	97.7	93.8
				17	5	5	5	10	6	8	9	65	76.8	63.1	55.2	44.8	72.5	58.2	56.1	49.0	94.4	92.3	101.6	89.8
2.3	2.0	3.9		21	7	11	1	7	9	9		65	70.8	52.5	55.2	—	69.6	60.9	52.9		98.3	116.1	95.9	97.0
2.7	3.6	3.7	5.5	97	95	76	22	58	77	120	29	574	123.2	96.0	79.1	66.9	118.0	95.3	78.0	67.4	95.8	99.2	98.6	91.2
0.2	0.2	0.4		18	12	15		21	14	23	3	106	73.2	62.9	60.1		68.4	63.3	55.4	46.6	93.4	100.6	92.3	92.7
0.6	2.7	2.7	—	56	53	37	2	48	37	35	1	330	90.3	69.9	71.1	—	85.9	71.7	62.0	—	95.1	102.6	87.3	91.9
1.2	1.0	1.0	1.0	103	72	81	45	46	80	87	62	656	102.2	88.9	81.0	51.1	98.1	76.8	70.5	53.4	96.0	86.4	87.0	85.9
1.3	2.0	1.6		332	238	209		102	152	187		1313	132.8	98.4	95.3		124.5	89.5	82.2		93.8	90.9	86.2	80.5
1.9	3.2	4.5	2.0	27	13	15	7	22	18	13	4	121	84.6	65.8	57.2	59.7	84.8	65.4	56.4	52.2	100.2	99.4	98.6	97.9
0.0	1.3	1.6	2.4	237	152	125	23	86	125	112	35	1006	136.4	99.3	78.0	60.9	130.4	95.2	75.5	51.2	95.6	95.9	96.8	84.9
0.0	0.8	1.4		127	148	163		61	102	178		802	137.6	98.7	82.1		116.0	91.7	72.9		84.3	92.8	88.7	83.3
1.0	1.0	1.0		7	4	7		7	6	19		50	76.3	62.1	54.3		77.0	59.5	56.2		100.8	95.8	103.5	95.0
4.3	5.8	7.8	−3.8	162	96	65	9	63	63	52	10	640	245.8	151.0	123.4	111.9	206.1	142.4	118.8	121.3	83.8	94.3	96.2	79.0
3.7	7.0	6.9	—	11	16	10	1	5	13	29	2	87	81.3	77.1	75.0	—	73.4	72.6	82.0	—	90.2	94.1	109.3	101.3
0.0	1.6	2.5		21	18	14		25	19	16		114	101.4	83.8	71.7		99.1	82.1	71.6		97.7	98.0	99.9	98.0
0.0	1.1	2.4		28	15	14		22	24	12		146	95.2	82.0	68.4		94.5	77.4	65.7		99.2	94.4	96.0	97.2
0.5	4.3	2.6	2.5	30	19	18		19	26	21	5	139	99.6	83.7	69.0		90.9	79.6	63.4	58.2	91.3	95.1	91.9	87.8
4.0	4.0	6.2	4.0	21	18	18	6	14	27	16		124	88.2	71.6	62.4	60.6	83.0	62.6	55.9		94.1	87.5	89.6	89.5
0.0	0.5	0.9		110	88	52		57	89	73		621	141.5	109.0	98.2		122.4	105.7	94.4		86.5	97.0	96.2	87.1
2.1	2.1	6.2	—	10	9	2	1	9	9	6	3	49	100.1	82.7	—	—	101.6	83.6	73.9	64.5	101.5	101.1	—	96.3
0.0	3.6	1.0	—	17	4	9		19	12	10	5	76	85.8	74.4	66.3		83.2	69.5	66.6	61.3	96.9	93.4	100.5	93.9
−3.0	0.0	3.0	—	3	9	16	1	6	8	19	1	63	92.7	69.2	60.3	—	88.7	66.9	58.0	—	95.6	96.5	96.2	98.5
2.5	3.9	6.8		68	61	38		80	70	42	2	371	131.0	110.5	87.9		126.9	105.0	88.1	—	96.8	95.0	100.3	96.3
1.1	2.3	1.2	0.0	53	40	33		26	43	54	4	317	101.7	86.7	80.8		105.6	91.5	76.6	69.4	103.7	105.6	94.8	96.3
0.0	0.0	0.4	—	9	6	13		15	20	23	1	92	98.8	70.5	62.3		89.6	77.2	65.4	—	90.7	109.4	105.0	100.0
2.4	3.0	3.9		20	33	60		24	31	66		353	131.3	106.8	91.4		130.3	108.6	88.8		99.2	101.7	97.2	93.5
2.8	3.5	4.4	3.1	24	44	27	5	19	57	26	5	297	147.2	111.4	88.7	66.2	130.8	100.2	82.7	69.5	88.9	90.0	93.2	87.0
4.8	5.1	4.3		118	76	58		17	25	29		468	195.8	134.3	107.7		179.6	129.4	104.5		91.7	96.3	97.0	77.7
4.8	8.1	7.0	9.2	363	69	108	12	141	46	82	4	1007	271.9	161.2	138.1	97.4	251.3	152.7	120.1	97.4	92.4	94.8	86.9	78.2
2.7	3.8	3.3	—	35	39	22		34	49	27	1	207	132.8	108.9	93.5		130.9	110.2	89.5	—	98.6	101.1	95.7	97.4
1.6	3.3	4.4	—	43	36	23		33	41	19		210	121.2	105.2	88.2		119.9	105.7	84.4		98.9	100.5	95.7	96.4
				66	52	38	4	45	48	50	1	305	178.2	117.7	96.9	75.6	150.6	108.5	90.1	—	84.5	92.2	93.0	84.5
				549	237	285	49	263	288	391	70	2201	184.6	119.5	95.4	68.2	172.0	115.7	89.4	69.7	93.2	96.8	93.8	80.8
				134	94	112	8	69	66	79	18	584	202.5	136.8	119.0	70.1	180.7	131.1	108.2	66.8	89.2	95.8	90.9	85.8
5.6	7.0	4.4	3.6	15	16	10	4	11	19	17	4	104	106.1	79.7	67.9	57.2	96.6	78.1	64.3	61.1	91.1	98.0	94.6	91.7

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
Seton Hall U	10	I	PR	125.1	96.9	79.7	69.5	65.9		94.2	97.2	96.9	8.3	17.8	FT	47.3	12.5	40.3
Stevens Inst of Tech		I	PI	194.8	138.5	130.6				149.1	89.9	83.2	7.5	11.4	FfTV	34.6	36.4	29.0
Stockton U		IIA	PU	131.4	103.2	82.5	70.4		68.1	103.1	98.5	85.2	8.0	24.5	FT	69.4	25.8	4.8
William Paterson U of New Jersey	13	IIA	PU	136.1	106.7	90.5	73.8			118.6	100.0	100.0	8.0	10.1	F	79.3	15.6	5.1

New Mexico

New Mexico St U-Alamogordo	1	III	PU	66.2	62.0	56.5	–			61.7	100.0	75.0	15.1	13.1	Pp	46.4	14.3	39.3
New Mexico St U-Carlsbad	1	III	PU	68.6	–	54.7	48.7			59.1	100.0	73.3	28.2	13.6	Pp	43.3	30.0	26.7
New Mexico St U-Dona Ana	1	III	PU	65.6	58.0	54.5	49.9			57.5	100.0	80.2	17.5	14.3		59.5	38.0	2.5
New Mexico St U-Grants		III	PU	64.7	58.0	–	44.3			53.0	100.0	93.3	16.1	11.5		46.7	13.3	40.0
New Mexico St U-Main Campus	1	I	PU	102.1	78.3	71.1	52.1			81.9	100.0	85.3	12.4	11.0		52.5	25.5	22.0
U of New Mexico-Main Campus	1	I	PU	116.8	84.6	75.1	52.4	60.5	67.0	86.0	31.1	66.2	16.3	8.3	F	49.1	19.6	31.2
U of the Southwest		IIA	PI	58.2	48.9	42.9	39.4	–		45.1	100.0	60.0	0.0	35.6	FfT	0.0	0.0	100.0

New York

Adelphi U		IIA	PI	142.2	111.0	90.2	79.6	76.8	109.0	112.0						61.2	19.7	19.1
Bard Coll		IIA	PI	152.5	107.9	89.0				118.7						67.1	25.0	7.9
Barnard Coll*		IIB	PI	183.1	129.2	95.6	77.9	90.8		128.2	100.0	100.0	12.4	17.8	FO	44.4	17.7	38.0
Binghamton U	7	I	PU	148.6	107.6	88.2	63.6	58.0		102.4	99.5	86.5	9.5	15.3		51.8	20.9	27.3
CUNY Bernard M Baruch Coll		IIA	PU	135.1	111.9	95.0		87.8		114.7	100.0	100.0	16.6	11.7		70.3	25.9	3.8
CUNY Borough of Manhattan Comm Coll		III	PU	127.3	104.7	87.8	58.7	82.6		100.6	100.0	100.0	18.9	13.4		70.5	22.5	7.0
CUNY Bronx Comm Coll		III	PU	128.4	102.1	89.0	–	83.4		104.2	100.0	100.0	18.2	12.9		77.6	22.0	0.4
CUNY Brooklyn Coll		IIA	PU	131.7	108.2	92.2		79.1		112.3	100.0	100.0	16.9	12.0		76.9	14.4	8.7
CUNY City Coll		I	PU	136.8	113.2	94.8		97.0		120.1	100.0	100.0	15.8	11.2		79.0	13.0	8.0
CUNY Graduate School and U Center		I	PU	129.9	112.9	95.8		81.1		121.1	100.0	100.0	15.7	11.1		64.5	17.7	17.7
CUNY Hostos Comm Coll		III	PU	122.9	99.7	89.9	78.0	84.2		100.2	100.0	100.0	19.0	13.4		75.8	21.8	2.4
CUNY Hunter Coll		IIA	PU	131.4	111.3	93.8		88.3		115.7	100.0	100.0	16.4	11.6		76.8	16.7	6.5
CUNY John Jay Coll of Criminal Justice		IIA	PU	132.1	108.9	92.4		79.4		107.2	100.0	100.0	17.7	12.5		76.4	13.7	10.0
CUNY Kingsborough Comm Coll		III	PU	128.1	105.1	90.6	–	82.8		100.9	100.0	100.0	18.8	13.3		73.1	22.3	4.5
CUNY LaGuardia Comm Coll		III	PU	121.6	102.1	87.4		87.3		108.4	100.0	100.0	17.5	12.4		79.9	19.2	0.9
CUNY Lehman Coll		IIA	PU	130.1	107.7	93.4	–	86.2		106.2	100.0	100.0	17.9	12.7		66.7	26.9	6.5
CUNY Medgar Evers Coll		IIB	PU	132.0	108.4	91.0	–	84.9		104.3	100.0	100.0	18.2	12.9		59.7	24.7	15.6
CUNY New York City Coll of Tech		IIB	PU	127.3	106.4	92.2		86.9		106.7	100.0	100.0	17.8	12.6		81.9	16.4	1.7
CUNY Queens Coll		IIA	PU	132.1	108.8	91.3	–	82.5		108.8	100.0	100.0	17.5	12.3		73.8	19.7	6.5
CUNY Queensborough Comm Coll		III	PU	127.9	105.2	89.9		84.3		102.5	100.0	100.0	18.5	13.1		73.0	26.5	0.5
CUNY School of Law		IIA	PU	169.6	142.9	103.6	94.0			146.5	100.0	100.0	13.0	9.2		47.5	23.7	28.8
CUNY Stella and Charles Guttman Comm Coll		III	PU	126.3	106.9	88.3	–	82.8		99.1	100.0	100.0	19.2	13.6		47.8	47.8	4.3
CUNY York Coll		IIB	PU	123.7	106.3	91.0		87.6		105.5	100.0	100.0	18.0	12.7		69.5	25.7	4.8
Canisius Coll	1	IIA	PR	86.7	70.9	75.1	53.4		34.5	75.7	99.2	99.2	4.1	12.8	FfTOV	72.0	16.8	11.2
Cayuga County Comm Coll		III	PU	89.7	75.7	68.5	–			84.0	100.0	100.0	11.8	12.8	F	83.3	16.7	0.0
Cazenovia Coll*		IIB	PI	82.9	68.2	62.0	51.6			70.4	96.0	72.0	1.0	4.3	FfTV	68.0	16.0	16.0
Colgate U		IIB	PI	155.4	111.3	95.7	70.5	66.7		110.3	91.9	100.0	11.5	7.4	OV	54.2	21.3	24.6
Coll of Mount Saint Vincent		IIA	PR	98.0	81.1	75.9	76.6			81.5	100.0	51.3	6.1	17.9	FfT	30.3	36.8	32.9
Coll of Staten Island CUNY		IIA	PU	130.8	107.4	93.1		81.3		113.1	100.0	100.0	16.8	11.9		82.7	16.4	0.9
Columbia U in the City of New York	49	I	PI	288.0	194.8	155.6		97.6		211.5	93.5	90.6	6.5	6.7		51.7	17.1	31.2
Cornell U	7,46	I	PI	193.5	135.5	122.4	85.1	84.2		147.2	100.0	100.0	10.3	12.4	OV	57.1	20.0	22.9
Dominican Coll of Blauvelt		IIA	PI	90.7	82.7	74.6	64.9			76.5	–	70.0	–	24.5	FfT	52.9	18.6	28.6
Farmingdale St Coll	7	IIB	PU	111.6	90.7	77.3		67.9		86.8	90.2	84.4	10.0	18.1		42.9	39.3	17.8
Finger Lakes Comm Coll		III	PU	79.1	67.8	61.3	53.3			68.4	100.0	100.0	11.2	20.0		62.9	37.1	0.0
Fordham U		I	PR	178.6	126.2	107.1	121.9	70.0	59.4	131.3	100.0	93.3	9.9	17.3		58.0	17.7	24.3
Hamilton Coll*		IIB	PI	147.1	105.5	85.7	72.3			107.3	87.7	100.0	10.4	7.7	POV	51.7	27.6	20.7
Hartwick Coll		IIB	PI	84.7	68.3	64.2			–	70.8	100.0	100.0	6.3	5.4	F	48.4	31.2	20.4
Hobart William Smith Colls		IIB	PI	105.8	81.9	70.1	65.3			86.8	–	100.0	–	12.9	FfTV	81.7	12.8	5.5
Hofstra U		I	PI	149.0	112.0	104.0	–			126.6	97.2	86.0	12.1	17.6	TOV	71.1	17.4	11.5
Iona Coll		IIA	PR	116.6	86.9	82.4	85.9	78.4		91.0	89.8	68.7	5.6	22.0	FfTOV	57.2	22.9	19.9
Ithaca Coll		IIA	PI	99.4	84.4	69.0	68.9	–		81.5	100.0	100.0	4.9	13.1	FO	54.0	18.5	27.6
Keuka Coll		IIA	PI	75.2	65.7	64.4	42.5			66.2	98.3	83.1	4.0	29.8		55.9	32.2	11.9
Le Moyne Coll	7	IIA	PR	100.2	83.7	80.0	72.9			85.7	93.5	86.3	9.4	11.2	FfT	61.9	16.1	22.0
Long Island U	7,33	I	PI	124.5	109.5	95.6	79.6			109.0	85.7	100.0	10.4	12.5		53.8	10.8	35.4
Manhattanville Coll		IIA	PI	100.1	77.5	67.3	–	54.8		82.0	100.0	100.0	3.3	13.1	FfTV	59.0	15.4	25.6

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
2.4	4.4	4.9	2.5	69	70	29	48	53	64	58	49	457	126.0	98.7	83.7	69.8	123.9	94.8	77.8	69.2	98.4	96.1	92.9	92.9
5.1	3.4	4.7		61	78	67		8	31	41		286	198.4	140.3	133.8		167.8	133.8	125.2		84.6	95.3	93.6	85.4
3.7	3.9	5.8	7.3	41	59	40	4	45	81	41	7	330	130.3	105.2	82.7	72.4	132.5	101.7	82.2	69.2	101.7	96.6	99.4	98.0
3.5	3.3	4.0	6.8	104	32	22	6	89	52	40	8	353	138.7	104.8	93.1	73.8	133.0	107.9	89.1	73.7	95.9	102.9	95.7	92.5
3.0	1.3	1.5	–	5	3	4	1	8	4	2	1	28	64.9	64.5	55.6	–	66.9	60.2	–	–	103.1	93.4	–	104.0
2.7	14.0	2.6	3.0	9	2	3	2	3		5	6	30	69.1	–	54.0	–	67.2		55.1	48.6	97.2		102.1	87.5
1.5	2.2	2.5	3.4	15	12	14	15	20	14	20	11	121	66.6	58.1	53.6	50.1	64.9	57.9	55.1	49.6	97.4	99.7	102.7	101.1
1.5	1.5	–	1.5	1	3		3	2	1	2	3	15	–	58.3		43.0	–	–	–	45.6	–	–		100.8
3.1	4.2	2.5	2.3	132	90	93	13	60	79	111	22	600	104.3	81.7	75.0	52.5	97.2	74.4	67.9	51.8	93.2	91.0	90.5	85.4
				212	160	136	21	131	158	169	20	1227	120.2	85.6	77.2	55.7	111.4	83.7	73.4	48.8	92.7	97.8	95.1	88.6
–	9.8	–1.3	2.5	2	2	5	1	1	3	7	3	25	–	–	49.2	–	–	48.7	38.4	37.3	–	–	78.0	85.3
0.6	0.2	0.2	0.0	47	53	27	3	42	61	37	6	330	150.3	112.9	90.7	74.0	133.1	109.2	89.9	82.4	88.5	96.7	99.2	90.8
2.6	4.0	5.3		32	31	23		21	30	15		152	151.7	105.4	89.2		153.7	110.5	88.8		101.3	104.8	99.6	100.9
2.4	4.9	4.9	4.8	44	9	22	12	57	19	27	40	266	177.3	132.5	97.1	77.3	187.5	127.7	94.4	78.1	105.8	96.4	97.3	93.4
5.2	5.5	5.8	5.5	128	137	113	17	55	92	108	19	784	153.1	110.8	91.0	57.4	138.1	103.0	85.4	69.1	90.2	93.0	93.9	82.7
4.7	5.6	5.4		119	85	61		63	57	41		474	135.2	112.7	95.0		134.8	110.8	94.9		99.7	98.3	99.9	97.7
7.1	8.4	7.6	12.5	70	64	66	12	61	103	85	13	542	128.5	105.7	87.2	62.8	125.9	104.0	88.4	54.9	98.0	98.4	101.4	97.8
6.3	8.7	8.5		43	42	29		33	44	26	1	255	130.8	103.0	88.5		125.1	101.2	89.5	–	95.6	98.3	101.2	97.8
6.1	6.6	6.7		124	72	27		80	66	41		472	133.1	109.5	91.4		129.7	106.8	92.8		97.4	97.5	101.5	92.8
4.9	6.4	6.2		170	100	38		80	63	32		537	136.6	113.4	94.5		137.1	113.0	95.2		100.3	99.7	100.7	96.5
4.1	4.5	5.2		84	23	16		75	31	15		248	133.8	113.0	95.8		125.5	112.8	95.7		93.8	99.8	99.9	94.9
8.4	9.4	7.2	6.3	21	19	23	2	23	26	24	1	165	122.6	100.6	89.9	–	123.1	99.0	89.8	–	100.4	98.3	99.8	100.7
5.6	5.3	5.4		142	88	28		134	96	49		604	134.0	112.1	93.2		128.6	110.5	94.2		95.9	98.6	101.1	94.4
4.7	6.9	5.8		66	77	21		48	72	39		402	133.1	109.4	95.6		130.7	108.3	90.6		98.2	99.0	94.8	95.1
6.7	8.3	7.3	–	41	23	39		37	43	38	1	309	129.0	106.5	90.3		127.1	104.3	91.0	–	98.6	98.0	100.8	98.5
7.7	9.7	9.9	–	71	41	16		88	66	17		334	123.3	103.1	86.4		120.3	101.4	88.4		97.6	98.3	102.3	98.2
6.0	6.7	6.0	–	58	44	38	1	42	69	49	1	372	131.2	107.7	93.6	–	128.8	107.7	93.3	–	98.2	100.0	99.6	94.3
5.9	6.7	5.7	–	25	15	20	1	17	16	26		154	132.2	108.1	91.1	–	131.8	108.6	91.0		99.7	100.5	99.9	95.9
6.1	7.1	6.4		46	79	47		45	71	53		360	128.2	107.1	93.7		126.3	105.7	90.9		98.5	98.7	97.0	97.8
5.8	6.1	5.9		125	67	46	2	71	88	45		554	132.7	108.2	92.6	–	131.1	109.3	90.1		98.8	101.0	97.3	94.3
6.3	8.1	6.3	–	33	72	40		48	62	48		374	130.2	105.2	89.6		126.4	105.1	90.1		97.1	99.9	100.6	100.5
4.1	4.0	16.4	11.0	13	3	2	3	19	10	2	7	59	169.2	140.3	–	97.2	169.9	143.8	–	92.7	100.4	102.5	–	98.0
5.4	11.5	8.4	–	5	1	4	1	4	10	14		46	130.7	–	92.2	–	120.9	107.1	87.2		92.5	–	94.6	98.5
6.3	6.5	6.1		29	31	19		28	30	24		187	127.5	106.3	91.7		119.7	106.3	90.5		93.9	100.0	98.8	96.8
2.9	2.6	2.7	1.9	31	27	10	2	14	21	13	4	125	90.8	74.5	71.0	–	77.8	66.3	78.3	52.9	85.7	89.0	110.2	87.7
2.0	2.0	5.6	–	16	1	3		13	5	3	1	42	89.7	–	68.5		89.7	75.7	68.5	–	100.0	–	100.0	95.9
7.8	7.5	23.8	9.1	6	4	2	4	13	13	4	4	50	84.1	65.8	–	51.5	82.4	68.9	62.0	51.7	98.0	104.8	–	103.8
4.0	4.8	5.2	3.3	60	44	37	27	36	41	34	27	334	154.8	113.5	97.4	70.2	156.4	108.9	93.9	70.7	101.0	96.0	96.4	92.1
2.0	2.5	2.7	4.1	8	12	14	1	4	17	13	7	76	99.6	79.8	74.3	–	94.8	82.0	77.7	77.3	95.1	102.8	104.6	99.0
6.3	7.0	6.1		88	51	21		54	53	24		323	131.7	107.5	93.3		129.4	107.3	92.9		98.3	99.8	99.6	93.9
2.5	4.7	2.7		561	139	122		221	85	89		1606	294.9	193.1	156.8		270.6	197.7	154.0		91.8	102.4	98.2	78.3
3.9	4.7	4.4	2.6	502	192	183	27	195	151	137	19	1682	196.9	136.2	127.3	84.3	184.8	134.6	115.8	86.2	93.9	98.8	90.9	83.5
0.9	0.5	0.1	1.2	1	6	17	2	4	10	24	6	70	–	87.7	72.3	–	93.0	79.7	76.3	66.1	–	91.0	105.6	102.5
5.1	5.7	5.0		28	37	69		26	31	68		275	116.1	91.3	76.6		106.6	89.8	78.0		91.8	98.4	101.8	98.4
0.9	3.1	3.1	5.6	22	11	19	3	15	15	13	7	105	79.6	68.4	61.7	53.2	78.3	67.3	60.6	53.4	98.4	98.5	98.2	96.0
3.7	4.0	4.2	3.1	154	109	47	32	85	93	67	35	733	185.8	121.9	111.2	121.8	165.6	131.1	104.2	122.0	89.2	107.6	93.7	87.6
2.5	2.5	4.4	2.4	36	19	26	16	29	23	37	17	203	150.4	108.6	83.6	74.8	143.1	102.9	87.1	69.8	95.1	94.8	104.2	92.2
1.3	1.5	0.2		15	13	20		10	11	22		93	79.7	66.9	62.3		92.1	69.9	65.9		115.5	104.4	105.9	105.4
9.7	10.6	10.8	6.2	28	38	8	5	22	46	13	4	164	111.1	83.3	71.5	66.9	99.1	80.8	69.2	63.2	89.2	96.9	96.9	91.2
3.3	3.5	3.4	–	124	88	46	1	85	67	59		470	154.9	113.3	102.0	–	140.4	110.3	105.6		90.7	97.4	103.5	92.4
1.8	2.6	3.4	–	28	28	14	2	9	30	26	2	166	116.9	85.8	91.3	–	115.8	88.0	77.6	–	99.0	102.6	84.9	92.7
–0.2	0.6	1.0																						

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUL.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT
New York (continued)																		
Marist Coll	10	IIA	PI	122.8	103.5	82.5	76.9	82.0	61.6	91.3	96.5	92.6	10.3	22.6	FpT	41.0	16.6	42.4
Marymount Manhattan Coll		IIB	PI	100.4	80.2	69.9				83.1	92.9	100.0	6.1	37.3	FFTO	67.9	21.4	10.7
Medaille Coll	5	IIA	PI	80.1	60.4	49.4	—	—		55.0	100.0	100.0	0.0	15.0	FFT	19.4	0.0	80.6
Mercy Coll		IIA	PI	105.8	89.4	81.0	84.1			86.7	82.8	73.4	10.2	19.6		28.7	12.7	58.6
Molloy Coll		IIA	PR	118.9	99.4	86.5	75.4		78.3	98.2	82.6	66.3	2.3	30.8	FT	67.4	30.5	2.1
Monroe Comm Coll	13	III	PU	80.3	63.0	58.0	53.1	56.3		66.9	97.0	91.0	14.5	25.7	F	75.6	17.5	6.8
Mount Saint Mary Coll		IIA	PR	95.7	75.6	73.2	72.0	—		80.4	78.0	100.0	0.0	11.6	FTV	61.0	37.8	1.2
Nazareth Coll	7	IIA	PI	89.8	74.5	63.5	—	—		75.7	89.3	100.0	7.0	8.4	FFTO	56.5	23.7	19.8
New School		I	PI	160.0	113.2	88.2	66.5	—		114.2	95.4	89.3	9.6	16.1	F	30.6	15.8	53.6
New York Inst of Tech		IIA	PI	145.1	113.1	131.3	—			125.6	87.4	94.2	8.3	17.0		66.0	29.8	4.2
New York U*	7	I	PI	242.5	142.8	127.7	79.0	106.8	158.1	151.4	100.0	100.0	9.7	11.6	O	40.5	10.4	49.1
Niagara County Comm Coll		III	PU	103.6	81.9	69.8	52.3			87.0	100.0	84.5	12.2	25.0	P	81.0	16.7	2.4
Pace U		I	PI	147.0	106.1	86.5		64.1	—	114.3	87.4	72.6	13.2	14.5	FpTV	59.4	12.8	27.8
Pratt Inst-Main	1	IIA	PI	116.3	100.5	84.4				105.5	100.0	100.0	7.0	15.1	FT	69.2	24.9	5.9
Rensselaer Poly Inst	1	I	PI	166.8	114.1	111.7	49.2	67.9		121.8	100.0	100.0	9.0	11.4	POV	55.6	11.1	33.3
Rochester Inst of Tech	1	I	PI	136.4	99.6	89.3	64.7	71.3		97.2	100.0	100.0	8.8	9.4	FTV	50.5	15.6	33.8
SUNY Brockport	7	IIA	PU	96.2	82.4	74.0	64.5	58.1		79.6	99.4	87.0	9.7	19.0		59.5	28.7	11.8
SUNY Buffalo St	7	IIA	PU	101.8	84.4	71.1	53.7	59.6		83.2	98.5	86.4	10.1	16.4		66.5	18.7	14.8
SUNY Coll at Geneseo		IIA	PU	101.3	79.9	71.9	—	58.7		81.6	100.0	86.5	9.6	17.9		62.3	22.3	15.3
SUNY Coll at Old Westbury		IIA	PU	115.6	98.3	87.5	70.3	63.8		93.8	93.3	88.3	9.8	16.2		54.6	30.7	14.7
SUNY Coll at Oswego		IIA	PU	97.8	80.1	63.4	44.5	67.0		75.7	96.3	85.5	9.8	19.5		52.1	25.6	22.2
SUNY Coll at Plattsburgh	7	IIA	PU	95.6	76.2	64.2		57.4		74.7	100.0	86.1	9.8	21.0		57.0	25.7	17.3
SUNY Coll at Potsdam		IIA	PU	87.4	70.3	55.4	51.9	54.2		68.2	98.2	85.8	9.8	22.3		62.1	18.7	19.2
SUNY Coll of Ag and Tech at Cobleskill	7	IIB	PU	84.4	70.1	61.1	49.2	55.1	—	68.9	90.9	81.8	9.9	22.2		57.6	24.2	18.2
SUNY Coll of Envi Science and Forestry	7	IIA	PU	115.3	92.6	73.6	65.8	56.5		91.7	99.2	88.2	9.8	18.0		64.6	28.3	7.1
SUNY Coll of Tech at Alfred		III	PU	90.8	70.7	62.0	47.8	38.2		60.6	93.8	78.7	10.0	26.8		32.6	50.0	17.4
SUNY Coll of Tech at Canton		III	PU	95.0	79.9	65.9	59.1	55.1		71.9	97.4	82.9	9.9	21.5		43.6	25.6	30.8
SUNY Coll of Tech at Delhi		III	PU	79.7	66.9	58.6	49.3			64.8	100.0	83.1	9.7	24.1		50.7	48.5	0.7
SUNY Cortland	7	IIA	PU	92.3	75.4	63.4	59.0	49.7		70.8	99.4	88.9	9.6	20.6		49.8	31.1	19.0
SUNY Empire St Coll		IIA	PU	90.5	75.4	65.2	—	64.6		76.8	98.1	93.2	10.3	20.0		79.0	14.2	6.8
SUNY Maritime Coll	7	IIB	PU	106.9	89.1	76.9	40.8	68.3		81.1	92.7	79.3	10.3	19.7		40.2	20.7	39.0
SUNY Morrisville		III	PU	83.8	69.2	61.1	60.0			68.7	96.7	82.1	9.9	23.8		70.7	28.5	0.8
SUNY Oneonta		IIA	PU	89.8	75.7	64.4	—	52.7		72.6	100.0	92.4	9.8	20.2		57.6	29.9	12.6
SUNY Poly Inst	7	IIA	PU	134.9	107.6	85.9	—	55.6		100.2	99.2	89.2	10.0	16.3		60.0	20.8	19.2
SUNY at Albany	7	I	PU	137.6	103.2	89.4		65.9		104.3	98.1	90.9	9.7	15.0		64.9	20.9	14.2
SUNY at Fredonia	7	IIA	PU	95.9	76.9	66.4	—	50.3		75.7	98.7	91.1	9.9	20.0		64.0	16.4	19.6
SUNY at Purchase Coll		IIB	PU	102.6	82.8	63.6	—	58.5		77.7	86.9	84.2	10.1	19.4		51.4	28.4	20.2
Saint John Fisher Coll	7	IIA	PR	104.0	88.4	76.3	54.5		63.0	84.9	87.2	67.4	8.1	14.3	FFT	57.8	13.3	28.9
Sarah Lawrence Coll		IIA	PI	107.0	85.6	78.9	54.8			92.4	89.1	91.1	6.3	12.5	FTO	73.3	15.8	10.9
Siena Coll		IIB	PR	105.8	88.5	79.3	59.3			88.9	91.9	100.0	9.9	12.6	FFTO	61.7	17.1	21.2
Skidmore Coll		IIB	PI	127.7	99.7	84.3	65.6	63.8	74.8	94.3	96.7	91.2	10.2	16.5	FTO	53.3	15.7	31.0
St Francis Coll	50	IIB	PI	108.7	92.5	69.0		58.1		79.8	88.3	74.8	9.6	17.6	FT	41.7	42.7	15.5
St John's U-New York	7	I	PR	157.3	118.5	92.9				125.7	96.8	88.0	8.9	20.7	PpTV	74.8	17.8	7.5
St Joseph's Coll-New York*		IIA	PI	111.3	86.2	72.8		68.2		84.1	100.0	88.0	6.8	23.8	FT	41.8	39.2	19.0
St Lawrence U		IIB	PI	117.1	94.0	75.2	63.7			93.1	96.4	91.1	7.9	12.2	FTO	68.5	26.8	4.8
St U of New York at New Paltz	7	IIA	PU	99.6	79.4	71.5	62.6	57.2		76.6	100.0	89.3	9.7	20.1		59.8	19.9	20.2
Stony Brook U	7	I	PU	173.1	118.2	97.3	79.8	73.6		127.6						60.0	12.1	27.9
Syracuse U	5	I	PI	141.5	101.8	86.5	68.1			111.0	100.0	100.0	10.3	14.4	FFTOV	55.5	21.7	22.7
Tompkins Cortland Comm Coll		III	PU	79.8	66.3	62.2	54.3			74.6	100.0	90.2	13.4	23.2	F	84.3	15.7	0.0
U at Buffalo	7	I	PU	150.5	104.2	83.2	60.4	74.0		109.7	97.1	86.2	9.9	13.5		52.7	17.2	30.1
U of Rochester	7	I	PI	174.1	118.6	109.9	58.5	66.4	80.2	124.3	100.0	96.1	8.3	10.4	PV	53.6	18.1	28.4
Union Coll		IIB	PI	133.0	98.5	79.0	66.2	75.0		104.2	100.0	95.7	11.0	15.9	PV	68.1	13.8	18.1
Utica Coll		IIA	PI	107.2	90.4	71.1			77.9	84.7	99.4	99.4	9.5	13.9	FFTV	43.4	30.9	25.7
Vassar Coll		IIB	PI	145.7	114.9	92.4		91.1	80.7	113.7	100.0	93.3	11.2	11.2	F	59.2	19.5	21.3
Yeshiva U		I	PI	174.2	114.4	123.9	84.4			119.9	80.7	77.0	4.5	14.5		43.9	11.1	44.9

North Carolina

Appalachian St U	7	IIA	PU	91.2	75.0	72.5	58.1	48.0	55.8	72.7	99.9	99.9	16.2	10.7		50.7	21.4	27.9
Barton Coll	7	IIB	PR	60.0	57.4	56.2	36.4			55.0	100.0	100.0	0.0	13.8	FT	38.1	39.7	22.2
Belmont Abbey Coll		IIB	PR	75.6	64.3	60.7	35.6	24.8		58.6	98.8	94.0	4.0	16.3	FFT	31.0	41.7	27.4

APPENDIX I

(7)				(8)										(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
2.0	2.3	3.2	2.2	17	35	19	3	10	30	24	4	229	120.4	102.6	93.9	93.6	126.9	104.5	73.5	64.4	105.4	101.8	78.3	87.7	
0.0	2.7	4.6		9	11	9		17	20	18		84	98.4	80.4	68.5		101.4	80.1	70.7		103.1	99.6	103.2	101.6	
0.0	0.4	0.0	–	8	5	13		1	5	33	1	67	81.2	56.1	49.9		–	64.8	49.2	–	–	115.5	98.4	84.5	
5.6	3.2	2.8	10.5	13	30	37	6	17	43	88	10	244	102.6	87.0	80.5	83.9	108.3	91.0	81.2	84.2	105.5	104.6	100.8	100.7	
1.0	2.7	1.8	1.9	13	13	18	3	39	38	57	5	190	121.7	98.1	87.6	76.1	118.0	99.8	86.2	75.0	97.0	101.7	98.5	100.0	
–0.2	1.6	1.3	1.4	27	34	23	8	56	36	26	14	234	82.0	63.7	58.9	55.8	79.4	62.3	57.3	51.6	96.8	97.9	97.4	101.2	
0.0	0.4	0.5	0.0	13	12	10	1	11	17	9	8	82	97.9	74.6	74.1	–	93.2	76.3	72.3	72.4	95.2	102.3	97.5	95.0	
7.0	5.2	12.5	3.7	26	19	19	1	36	31	43		177	94.6	72.7	63.5	–	86.4	75.6	63.5		91.4	104.1	100.0	94.2	
4.0	3.3	3.7	–	53	65	62	2	35	66	81	1	366	163.4	111.0	88.4	–	154.9	115.4	88.0	–	94.8	104.0	99.6	93.3	
1.9	2.2	2.4	–	31	51	33	1	12	39	24		191	150.4	117.0	157.9	–	131.2	108.0	94.9		87.3	92.2	60.1	78.3	
1.4	0.6	0.0	10.3	575	218	119	92	271	180	126	114	2889	251.5	146.7	138.3	81.9	223.4	138.1	117.6	76.6	88.8	94.1	85.1	79.4	
2.4	3.1	3.1	5.7	21	7	5	6	23	8	7	7	84	104.8	84.4	68.9	51.3	102.6	79.7	70.4	53.1	97.9	94.4	102.2	97.2	
1.5	2.2	2.2		97	52	36		93	88	69		478	150.2	102.3	85.2		143.6	108.3	87.3		95.6	105.8	102.4	92.2	
4.3	5.4	4.0		43	26	10		43	25	22		169	117.6	103.3	80.9		114.9	97.7	86.0		97.7	94.6	106.4	95.2	
3.3	4.0	4.0	3.3	148	47	34	3	28	28	13	5	423	169.7	115.0	114.6	46.0	151.4	112.6	104.3	51.1	89.2	97.9	91.1	79.6	
3.7	3.4	3.9	2.6	182	167	96	38	70	94	67	16	1017	139.4	102.1	91.1	65.2	128.6	95.2	86.7	63.7	92.3	93.3	95.2	88.0	
5.0	5.0	4.6	3.6	36	64	38	2	29	72	38	18	331	100.4	86.3	73.5	–	90.9	79.0	74.4	64.9	90.5	91.5	101.3	91.0	
5.1	5.1	4.7	–	61	59	28	1	31	78	31	2	337	105.0	87.4	71.5	–	95.4	82.1	70.7	–	90.8	94.0	98.9	88.1	
5.7	6.4	6.3	–	42	39	15	1	24	32	31	1	215	102.5	81.0	77.4	–	99.3	78.5	69.3	–	96.9	96.9	89.6	90.2	
5.3	5.0	5.1	–	10	35	26	3	12	33	32		163	125.6	102.6	87.6	70.3	107.2	93.8	87.5		85.4	91.4	99.9	94.0	
5.2	5.1	6.4	4.4	53	48	66	7	30	57	75	9	351	100.5	82.3	62.7	40.7	93.1	78.2	64.1	47.5	92.6	95.0	102.3	92.8	
5.1	5.0	4.4		37	46	26		20	36	31		237	99.6	80.2	64.5		88.1	71.0	64.0		88.4	88.6	99.1	87.2	
5.9	6.2	6.8	6.2	30	38	27	5	26	36	29	12	219	88.6	68.9	51.1	48.5	86.0	71.7	59.4	53.3	97.1	104.0	116.3	100.5	
5.1	5.6	7.2	6.6	16	22	8	9	11	15	10	4	99	85.1	70.0	64.4	48.9	83.4	70.3	58.4	49.7	98.0	100.5	90.8	97.7	
6.0	7.3	7.6	6.8	34	21	21	4	11	11	14	3	127	116.6	94.4	73.2	64.6	111.1	89.1	74.1	67.4	95.2	94.4	101.2	89.4	
6.6	6.7	6.7	5.9	14	17	46	23	6	14	25	2	178	90.4	72.4	61.2	48.0	91.5	68.6	63.4	–	101.2	94.7	103.5	111.1	
5.1	5.2	4.5	4.8	13	20	10	2	10	12	12	2	117	92.2	80.6	68.5	–	98.5	78.7	63.7	–	106.8	97.7	92.9	97.0	
5.6	6.3	7.4	5.7	17	16	16	18	17	28	17	7	136	80.4	64.7	59.4	48.7	79.0	68.1	57.8	50.8	98.3	105.2	97.3	105.3	
5.2	5.4	4.8	5.0	37	44	41	4	33	48	43	11	315	94.0	76.1	62.1	59.1	90.5	74.8	64.6	58.9	96.2	98.3	104.1	95.0	
5.2	4.6	6.2	–	14	34	6		27	51	23	2	162	96.1	78.3	65.3		87.6	73.5	65.2	–	91.1	93.9	99.9	91.5	
6.3	6.3	5.8	–	13	10	12	3	4	6	5		82	107.3	90.8	78.4	40.8	105.5	86.2	73.2		98.3	95.0	93.4	101.6	
5.9	6.3	5.8	6.1	17	25	21	1	5	29	22	3	123	81.2	69.0	62.3	–	92.4	69.3	59.9	62.6	113.7	100.5	96.3	96.6	
4.6	4.4	5.4		37	51	41		21	51	47	1	278	89.8	76.3	67.2		89.8	75.1	62.0	–	100.0	98.3	92.3	95.1	
5.1	5.1	5.3	–	19	40	16		8	12	14	2	130	145.2	110.4	88.0		110.4	98.3	83.6	–	76.0	89.0	95.1	76.5	
5.1	5.4	5.5		100	136	77		49	102	60		593	140.8	105.8	89.5		131.0	99.7	89.4		93.0	94.3	99.9	90.1	
7.0	6.4	6.1	–	43	40	27	1	24	37	10		225	97.1	75.8	66.0	–	93.9	78.1	67.5		96.7	103.0	102.4	96.6	
4.9	5.3	4.6		15	37	32		18	32	44	1	183	105.0	82.9	63.4		100.5	82.8	63.8	–	95.7	99.9	100.7	97.4	
7.2	9.7	9.8	7.2	24	39	26	2	11	56	49	7	218	106.9	87.8	75.6	–	97.5	88.8	76.7	52.1	91.2	101.2	101.5	92.9	
1.3	1.5	1.1	1.0	32	11	9	3	21	10	7	8	101	106.5	83.7	81.2	59.6	107.7	87.7	76.0	53.1	101.1	104.8	93.5	93.5	
0.1	2.6	1.7	6.3	34	42	28	4	31	30	44	9	222	108.3	88.1	78.7	59.2	103.0	89.0	79.6	59.4	95.1	101.0	101.1	95.5	
2.7	2.4	3.2	4.2	42	32	22	21	25	50	20	35	274	130.3	99.3	84.5	65.1	123.5	99.9	84.1	65.8	94.8	100.6	99.6	91.0	
3.1	2.9	6.7		12	9	16		9	10	31		103	114.5	100.0	68.9		101.1	85.7	69.1		88.4	85.7	100.2	90.3	
2.6	1.9	3.7		108	154	58		87	128	67		602	167.2	124.0	94.8		145.0	111.9	91.2		86.7	90.2	96.2	87.9	
2.2	3.0	3.2		14	21	21		19	28	25		158	115.7	86.3	72.4		108.0	86.0	73.2		93.3	99.6	101.0	98.7	
0.2	0.7	2.0	0.0	18	37	17	3	22	39	27	5	168	116.7	93.6	76.9	62.2	117.5	94.4	74.2	64.6	100.7	100.9	96.4	98.2	
5.0	5.5	4.6	4.6	38	63	32		21	72	35	12	336	102.8	82.5	73.5		93.8	76.7	69.6	62.6	91.2	93.0	94.7	88.2	
5.2	6.0	6.4	7.9	274	193	107	1	89	136	89	4	1028	176.7	121.2	99.8	–	162.2	114.0	94.3	89.3	91.8	94.0	94.5	81.0	
2.7	2.9	3.7	3.7	273	184	170	3	141	174	195	5	1145	146.7	103.5	90.0	75.4	131.5	100.0	83.5	63.8	89.7	96.7	92.7	86.2	
0.0	4.8	0.0	–	13		2	2	23	5	5	1	51	80.0		–										

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT
North Carolina (continued)																		
Brevard Coll		IIB	PR	53.5	48.6	44.2				47.0	56.9	100.0	2.0	18.5	FTT	35.3	41.2	23.5
Campbell U	1	IIA	PR	103.7	79.8	72.3	59.2	—	68.6	79.2	99.1	92.4	3.9	10.7	FT	23.8	60.5	15.7
Chowan U	7	IIB	PR	74.7	64.2	62.6	—			66.1						60.4	25.0	14.6
Davidson Coll*	13	IIB	PR	141.2	102.5	83.2	61.9	65.6		108.2	94.4	94.4	9.8	6.8	O	60.1	22.7	17.2
Duke U	25	I	PR	224.0	145.7	126.0				190.7	98.6	95.9	10.3	5.0	POV	83.0	17.0	0.0
East Carolina U	7	I	PU	100.5	79.9	74.4	52.4			78.9	98.0	98.0	16.1	9.9		51.0	14.5	34.5
Elizabeth City St U	7	IIB	PU	85.5	71.5	66.4	62.6	55.8		70.0	100.0	100.0	19.1	11.1		44.0	31.0	25.0
Elon U	7	IIA	PI	113.0	85.5	76.3	50.8	71.0		85.9	100.0	86.4	8.0	12.8	FTV	49.6	22.6	27.9
Fayetteville St U	7	IIA	PU	88.0	77.9	81.2	60.9	59.3	63.2	77.1	100.0	100.0	17.2	10.1		59.2	12.0	28.8
Greensboro Coll		IIA	PR	63.9	52.7	48.8	48.0			56.5	—	100.0	—	9.5	FT	23.3	11.6	65.1
Guilford Coll		IIB	PR	73.8	60.9	58.3	47.7			62.2	92.0	92.0	3.8	10.8	FTT	66.7	6.7	26.7
Lees-McRae Coll	7	IIB	PR	61.3	54.4	45.2	43.1			48.9	53.2	93.5	5.4	18.1	FT	0.0	0.0	100.0
Mars Hill U	7	IIB	PI	61.4	55.1	51.7	—			55.4	100.0	93.0	5.0	14.5	FT	63.4	25.4	11.3
Meredith Coll		IIA	PI	75.5	63.8	63.9	51.8		—	67.6	100.0	95.2	5.0	8.0	FT	54.8	20.6	24.6
North Carolina A & T St U	7	I	PU	100.8	81.3	72.6	63.0	58.0	51.3	80.0	98.3	98.3	17.2	9.7		48.3	37.0	14.7
North Carolina Central U	7	IIA	PU	100.6	81.9	73.9	56.9	53.7	53.9	77.3	98.4	98.4	18.6	10.1		44.3	20.9	34.8
North Carolina St U at Raleigh	7	I	PU	130.5	95.0	82.7	45.5	54.2		102.3	96.6	96.6	15.3	7.6		58.8	18.2	23.0
North Carolina Wesleyan Coll	7	IIB	PR	60.6	59.7	52.6	44.9			55.6	74.2	88.7	6.2	14.9	FFT	50.0	35.5	14.5
Salem Coll	1	IIB	PR	65.8	55.4	53.1	42.0		—	54.0	—	50.0	—	0.9	FFT	52.8	2.8	44.4
U of North Carolina School of the Arts	7	IIA	PU	79.6	71.0	69.1			53.4	68.8	90.8	90.8	16.6	11.3		0.0	0.0	100.0
U of North Carolina Wilmington	7	IIA	PU	100.2	79.2	75.6	64.4	50.7		77.7	98.4	98.4	15.9	10.0		48.6	28.0	23.4
U of North Carolina at Asheville	7	IIB	PU	87.6	77.7	71.0	62.2	54.6		73.2	100.0	100.0	15.4	10.6		55.9	13.7	30.3
U of North Carolina at Chapel Hill	7	I	PU	157.0	104.2	97.4	64.2	63.3	126.8	117.4	97.8	97.8	15.2	6.6		55.8	13.3	30.9
U of North Carolina at Charlotte	7	I	PU	118.4	90.0	82.2	92.8	59.1		89.3	100.0	100.0	15.0	8.7		50.0	17.3	32.8
U of North Carolina at Greensboro	7	I	PU	111.9	81.8	75.8	56.7	48.9	—	79.7	100.0	100.0	15.3	9.8		43.2	20.9	35.8
U of North Carolina at Pembroke	7	IIA	PU	84.0	72.2	65.3	68.0	51.5		67.8	99.7	99.7	16.6	11.5		40.9	29.9	29.2
Wake Forest U		I	PI	152.3	106.4	81.9	66.5	84.0	—	109.6	88.8	95.3	9.1	8.2	POV	49.8	16.4	33.8
Western Carolina U	7	IIA	PU	97.3	73.3	67.8	46.0			71.7	99.6	99.6	16.3	10.8		42.5	25.2	32.3
Winston-Salem St U	7	IIA	PU	94.8	76.6	70.1	60.1	60.7		76.5	100.0	100.0	16.8	10.2		61.8	15.1	23.1

North Dakota

North Dakota St U-Main Campus		I	PU	109.9	81.6	75.7	—	53.6		85.4	99.4	99.4	11.4	18.3	P	55.8	21.1	23.1
U of North Dakota	7	I	PU	113.6	91.6	74.5	56.3		48.5	81.9	99.0	89.1	11.3	20.9	P	42.7	8.8	48.6
Valley City St U		IIB	PU	73.5	58.0	50.5	56.2			57.2	100.0	100.0	11.6	25.7	P	42.5	31.5	26.0

Ohio

Ashland U	7	IIA	PR	75.3	69.1	66.2	58.4			67.6	100.0	81.9	2.7	18.8	FFT	52.4	20.5	27.1
Baldwin Wallace U	7	IIA	PI	89.8	74.1	61.6	—			76.5	99.6	81.8	3.3	16.7	FpT	56.4	28.4	15.1
Bluffton U		IIB	PR	58.1	49.4	46.8	—			51.6	75.0	75.0	8.7	24.2	FFTOV	47.7	15.9	36.4
Bowling Green St U-Firelands	7	III	PU	81.5	73.0	53.2				69.0	100.0	93.5	14.0	7.8	F	37.0	2.2	60.9
Bowling Green St U-Main Campus	7	I	PU	106.5	86.0	67.7				89.4	100.0	94.1	14.0	5.8	F	53.1	11.7	35.2
Case Western Reserve U	7	I	PI	153.7	105.7	100.2	70.5			120.7	100.0	87.1	11.3	10.0	FpT	59.6	12.7	27.7
Cleveland St U	4	I	PU	113.4	90.2	82.6	73.0	65.5		88.5	100.0	100.0	24.4	13.5	FOV	50.3	21.5	28.2
Coll of Wooster		IIB	PI	94.2	75.2	66.4	56.8			76.3	84.0	86.5	12.3	20.1	FFTO	61.3	22.7	16.0
Defiance Coll		IIB	PR	63.3	55.3	55.3	49.3			55.9	86.1	75.0	5.4	10.3	FFTO	33.3	50.0	16.7
Denison U*		IIB	PI	128.2	95.1	73.7	84.7			95.3	99.0	89.9	11.2	14.5	FpV	62.3	22.7	15.0
John Carroll U		IIA	PR	99.0	81.3	77.6	66.4			85.2	100.0	90.4	6.6	16.7	FFT	79.0	12.1	8.9
Kent St U at Ashtabula		III	PU	—	78.3	—		59.9		68.4	100.0	100.0	14.0	20.3	F	35.0	0.0	65.0
Kent St U at East Liverpool		III	PU		78.6			54.7		67.3	100.0	100.0	14.0	20.6	F	35.3	0.0	64.7
Kent St U at Geauga	7	III	PU	91.0	70.7	55.1		50.5		63.6	100.0	100.0	14.0	21.9	F	18.9	5.4	75.7
Kent St U at Kent	7	I	PU	112.9	87.4	73.9	—	61.0	—	88.3	100.0	100.0	14.0	15.7	F	48.6	15.7	35.7
Kent St U at Salem	7	III	PU	93.4	73.3	54.7		60.2		63.4	100.0	100.0	14.0	21.9	F	18.9	13.5	67.6
Kent St U at Stark	7	III	PU	95.0	78.7	62.6		58.1		74.3	100.0	100.0	14.0	18.7	F	57.9	5.3	36.8
Kent St U at Trumbull		III	PU	96.3	77.2	68.5		59.0		75.9	100.0	100.0	14.0	18.3	F	43.9	7.3	48.8
Kent St U at Tuscarawas		III	PU	102.6	77.4	60.0		54.6		68.1	100.0	100.0	14.0	20.4	F	38.8	10.2	51.0
Kenyon Coll		IIB	PI	99.3	82.2	70.1	63.9			84.1	—	83.3	—	14.7		61.3	21.0	17.7
Marietta Coll	7	IIB	PI	80.2	70.2	59.7	45.8			66.9	100.0	84.0	8.0	17.6	FT	45.4	17.6	37.0
Miami U-Hamilton*		IIB	PU	108.0	81.9	70.0	42.7	56.8		74.3	100.0	100.0	14.0	19.8	F	49.0	21.4	29.6
Miami U-Middletown		IIB	PU	105.2	76.5	61.0	43.7	55.2		71.7	100.0	100.0	14.0	19.8	F	47.6	21.4	31.0
Miami U-Oxford		I	PU	130.1	102.2	87.8	52.7	69.9		94.1	100.0	100.0	14.0	19.8	F	50.5	16.6	33.0

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	0.5	0.3		3	8	16		7	3	14		51	50.4	47.9	43.7		54.9	50.4	44.8		108.9	105.2	102.5	106.0	
-0.2	0.1	0.3	0.8	25	45	39	9	13	44	29	14	223	107.7	80.9	73.2	63.4	96.0	78.7	71.0	56.6	89.1	97.3	97.0	90.0	
				9	11	7		5	8	6	2	48	73.3	62.2	68.3		77.1	66.9	55.9	-	105.3	107.5	81.9	95.3	
6.1	5.9	6.3	3.2	46	24	17	12	35	19	29	11	198	144.1	104.1	80.4	61.6	137.3	100.4	84.9	62.3	95.2	96.5	105.5	90.7	
2.9	5.0	4.7		397	116	75		131	80	60		859	227.4	152.3	131.7		213.7	136.0	118.8		94.0	89.3	90.2	84.7	
0.0	0.8	1.0	0.2	169	213	128	72	90	212	183	105	1172	102.7	82.9	81.5	52.5	96.4	76.9	69.5	52.3	93.8	92.8	85.3	86.6	
0.3	1.7	1.0	6.2	14	17	13	2	3	9	10	3	84	83.6	70.7	70.3	-	94.0	73.0	61.4	62.9	112.3	103.3	87.3	92.9	
2.2	2.5	2.3		50	82	58	1	42	78	76	4	456	118.7	85.8	80.5	-	106.3	85.2	73.2	50.8	89.6	99.3	90.9	91.0	
0.2	1.3	0.4	5.9	58	29	14	5	24	39	20	2	250	89.1	77.8	79.6	66.0	85.1	78.0	82.3	-	95.4	100.3	103.4	95.2	
5.8	6.1	4.2	4.8	11	4	4	1	9	4	6	4	43	65.0	56.0	45.9	-	62.5	49.4	50.8	47.8	96.2	88.3	110.7	93.3	
0.4	0.3	-	0.0	16	11	1	11	13	11	3	9	75	74.9	63.4	-	48.6	72.5	58.4	56.9	46.7	96.9	92.1	-	94.6	
1.4	1.6	1.4	0.0	4	8	8	5	4	7	12	14	62	60.9	57.0	44.5	42.6	61.7	51.4	45.7	43.3	101.2	90.2	102.8	93.8	
4.9	3.7	6.4	-	10	10	11		9	18	11	2	71	64.0	54.7	52.2		58.6	55.3	51.2	-	91.6	101.1	98.1	95.5	
0.0	0.3	0.9	0.0	17	9	10	2	31	22	29	4	126	74.6	68.2	67.0	-	75.9	62.0	62.8	47.6	101.7	90.9	93.8	95.5	
-3.4	-1.5	0.3	1.4	86	87	63	1	23	77	65	2	462	101.3	83.5	76.0	-	98.8	78.8	69.3	-	97.6	94.4	91.2	88.8	
0.0	0.8	0.5	0.0	48	50	36	7	35	53	54	12	368	101.1	84.3	71.0	62.6	99.9	79.7	75.9	53.5	98.8	94.5	107.0	91.6	
0.5	1.3	1.2	3.2	547	262	215	14	202	197	214	12	1829	133.8	97.6	87.2	41.7	121.7	91.5	78.2	50.1	90.9	93.8	89.7	81.2	
3.9	1.9	9.0	1.9	7	12	11	1	3	9	14	5	62	60.8	58.8	50.5	-	60.1	61.0	54.2	45.0	98.8	103.6	107.4	99.0	
1.2	2.6	1.7	5.4	1	3		1	4	15	5	6	36	-	53.2		-	66.9	55.8	53.1	41.1	-	105.0		100.5	
0.8	0.5	0.3		28	28	23		7	24	9		152	80.0	70.8	70.0		78.2	71.2	66.9		97.8	100.5	95.6	96.5	
0.1	0.4	0.7	6.4	119	100	88	4	72	87	131	5	753	103.5	81.1	78.6	59.9	94.7	77.0	73.6	68.1	91.4	94.9	93.6	85.0	
0.2	0.9	2.1	2.6	35	29	13	4	29	26	15	7	211	88.4	76.7	72.4	61.8	86.7	78.7	69.9	62.5	98.1	102.6	96.5	96.3	
0.4	1.1	1.2	1.6	404	221	127	10	223	225	188	15	1627	166.3	104.8	107.8	61.1	140.2	103.7	90.3	66.3	84.3	99.0	83.8	80.3	
-0.6	0.6	1.3	0.0	186	148	108	2	107	141	138	4	1065	128.2	93.0	87.4	-	101.3	86.8	78.1	68.0	79.0	93.3	89.4	80.0	
1.0	1.2	0.6	1.2	113	92	87	15	97	114	158	15	874	116.2	86.5	80.8	52.9	106.8	78.0	73.1	60.5	91.9	90.1	90.5	88.2	
0.0	0.8	0.9	5.3	43	28	39	3	30	37	60	3	318	86.3	74.9	66.0	79.7	80.8	70.2	64.8	56.2	93.6	93.7	98.3	90.8	
4.6	5.7	6.1	5.6	132	104	67	45	72	83	81	42	634	160.5	111.7	81.8	62.1	137.2	99.8	82.0	71.3	85.4	89.4	100.3	84.7	
-0.2	0.6	0.2	0.0	75	70	88	43	40	63	120	49	548	100.8	74.3	69.3	46.4	90.7	72.3	66.7	45.7	90.0	97.4	96.2	89.7	
0.0	0.3	0.6	-1.9	31	50	14	5	19	51	34	24	238	93.7	77.1	66.3	59.3	96.7	76.1	71.7	60.3	103.2	98.7	108.2	95.0	
1.0	2.2	2.4	-	140	114	96	1	48	85	102		645	112.3	83.6	77.5	-	103.2	79.0	73.9		91.9	94.5	95.4	85.6	
				85	103	82	33	45	57	107	46	626	117.4	93.7	80.0	58.6	106.4	87.8	70.4	54.6	90.7	93.7	88.0	86.8	
1.7	2.8	2.5	-	10	4	20	1	5	13	18	2	73	71.7	60.8	51.9	-	77.0	57.2	49.0	-	107.5	94.2	94.5	93.5	
6.9	6.2	5.3	4.4	35	25	19	10	11	16	22	28	166	74.8	71.9	68.7	57.0	76.9	64.8	64.1	58.9	102.8	90.2	93.3	90.8	
1.4	1.6	3.2	-	46	31	28		40	45	33	2	225	89.3	75.6	64.3		90.4	73.0	59.4	-	101.2	96.6	92.3	95.1	
0.0	0.0	0.0	-	12	5	6		5	4	11	1	44	56.9	50.0	51.3		60.8	48.7	44.3	-	106.8	97.4	86.3	90.7	
3.4	2.5	6.1		6	7	7		7	11	8		46	82.0	72.1	47.6		81.1	73.6	58.1		98.9	102.2	122.0	106.6	
2.3	3.3	4.4		148	130	78		128	127	99		710	114.4	88.3	71.7		97.4	83.6	64.6		85.1	94.8	90.1	87.2	
3.9	2.4	3.1	3.1	195	89	45	25	67	72	69	52	614	159.0	107.3	104.2	72.6	138.1	103.7	97.6	69.4	86.9	96.7	93.6	78.3	
4.2	3.8	1.2	-	85	98	53	1	43	85	72	2	557	116.3	94.3	89.7	-	107.6	85.4	77.4	-	92.5	90.6	86.4	84.9	
2.0	2.8	2.9	4.6	30	21	14	13	22	27	23	13	163	95.1	76.0	65.9	58.7	93.0	74.6	66.7	55.0	97.8	98.0	101.2	94.3	
2.6	3.8	1.6	5.7	4	5	9	2	1	3	11	1	36	63.7	55.7	58.8	-	-	54.5	52.4	-	-	97.7	89.1	91.7	
11.9	10.1	5.7	6.4	32	41	27	5	13	50	37	2	207	129.6	96.0	73.8	94.0	124.8	94.4	73.7	-	96.3	98.3	99.8	89.7	
2.0	0.1	0.5	3.4	28	34	14	10	24	32	11	4	157	105.4	82.1	85.7	66.7	91.4	80.5	67.2	65.8	86.7	98.0	78.4	91.9	
-	2.1	-		2	6			8	1			40	-	81.5				75.9	-			93.1		84.0	
	2.2			7				2				17		79.2				-				-		80.6	
2.2	2.4	4.5		2	2			3	11	4		37	-	-			79.2	68.4	55.1		-	-		86.8	
3.1	3.5	3.6		159	145	100	2	122	172	112		943	118.3	90.5	79.2	-	105.8	84.8	69.2		89.4	93.8	87.4	85.1	
-	2.2	2.0		1	3	4		2	3	7		37	-	74.4	51.1		-	72.1	56.7		-	96.9	111.0	98.8	
2.2	2.6	4.7		9	25	9		5	21	7		95	95.9	80.5	59.9		93.4	76.6	66.0		97.4	95.1	110.2	89.9	
2.3	3.6	4.0		3	7	3		7	8	2		41	120.4	77.1	75.0		85.9	77.3	-		71.4	100.2	-	86.4	
2.2	2.9	3.1		2	7	8		4	7	2		49	-	80.0	54.6		92.9	74.8	-		-	93.5	-	103.5	
2.0																									

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT
Ohio (continued)																		
Mount Saint Joseph U	7	IIA	PR	84.8	74.3	65.1	54.5			67.0	100.0	61.2	5.6	9.4	P	29.1	23.3	47.6
Muskingum U		IIA	PR	79.7	65.1	58.3	—			66.3	100.0	100.0	11.4	9.1	FTV	50.0	28.6	21.4
Oberlin Coll		IIB	PI	121.5	92.5	69.5	60.6	—	—	95.0	84.9	84.9	0.0	9.1	FfO	62.3	17.3	20.4
Ohio Northern U		IIB	PR	95.5	79.9	69.5	59.5			80.7	100.0	100.0	7.0	9.5	PT	66.3	20.5	13.2
Ohio St U Ag Tech Inst*	7	III	PU	—	87.0	83.4				86.5	100.0	100.0	14.0	12.4	P	73.9	21.7	4.3
Ohio St U-Lima Campus*	7	III	PU	106.6	80.7	—				89.8	100.0	100.0	14.0	11.9	P	92.6	7.4	0.0
Ohio St U-Main Campus*	7	I	PU	161.2	109.1	100.2	101.1			129.7	100.0	100.0	14.0	8.3	P	66.9	17.9	15.2
Ohio St U-Mansfield Campus*	7	III	PU	99.5	80.1	—				83.3	100.0	100.0	14.0	12.8	P	93.8	6.3	0.0
Ohio St U-Marion Campus*		III	PU	109.1	85.4	79.9				89.4	100.0	100.0	14.0	12.0	P	67.6	27.0	5.4
Ohio St U-Newark Campus*		III	PU	116.0	99.8	76.0				98.0	100.0	100.0	14.0	10.9	P	81.3	16.7	2.1
Ohio U-Chillicothe Campus		III	PU		82.4	62.9		58.9		67.5	100.0	100.0	14.0	23.8	F	32.4	10.8	56.8
Ohio U-Eastern Campus		III	PU		77.8	—		62.1		72.9	100.0	100.0	14.0	22.0	F	68.4	10.5	21.1
Ohio U-Lancaster Campus		III	PU	—	78.8	—		63.7		76.1	100.0	100.0	14.0	21.1	F	69.2	7.7	23.1
Ohio U-Main Campus		I	PU	109.2	90.0	81.1		65.8		86.6	100.0	100.0	14.0	18.6	F	56.6	12.6	30.8
Ohio U-Southern Campus		III	PU	—	75.2	61.4		60.6		65.5	100.0	100.0	14.0	24.5	F	27.6	13.8	58.6
Ohio U-Zanesville Campus		III	PU	90.1	74.2	—		59.3		75.1	100.0	100.0	14.0	21.4	F	81.5	3.7	14.8
Ohio Wesleyan U		IIB	PR	90.9	71.6	63.6	52.3			74.0	100.0	100.0	7.8	13.7	FT	67.4	23.2	9.5
Sinclair Comm Coll		III	PU	85.7	66.3	58.1	51.8			75.5	100.0	100.0	14.0	1.3	F	56.4	42.9	0.7
U of Akron Main Campus	7	I	PU	114.0	91.5	78.6	61.8	70.7		91.7	100.0	93.7	14.0	13.7	F	61.7	10.1	28.1
U of Cincinnati-Blue Ash Coll	1	III	PU	104.1	81.1	61.8	52.5			80.1	100.0	100.0	15.6	10.4	FO	67.9	19.6	12.5
U of Cincinnati-Clermont Coll	1	III	PU	105.2	82.0	61.8	61.4			85.3	100.0	100.0	15.6	10.5	FO	68.8	11.3	20.0
U of Cincinnati-Main Campus	1	I	PU	131.4	96.0	78.1	51.7			100.2	100.0	100.0	15.6	10.6	FO	50.4	15.0	34.5
U of Dayton	7	I	PR	118.6	89.0	87.3		57.8		85.2	100.0	88.4	6.7	13.3	PTV	48.5	19.9	31.6
U of Findlay	7	IIA	PR	84.4	73.3	64.5	53.7			67.7						39.9	29.0	31.1
U of Mount Union	7	IIB	PI	90.2	74.0	61.5	49.2			74.5	95.7	99.3	10.3	9.9	FT	54.0	28.8	17.3
U of Toledo	7	I	PU	114.8	94.6	87.7	60.4	62.8	66.8	89.6	100.0	93.5	14.0	15.7	F	51.3	17.5	31.3
Ursuline Coll		IIA	PR	77.6	65.2	63.0	59.0			64.8	100.0	73.9	4.6	18.3	FTV	29.0	15.9	55.1
Wittenberg U		IIB	PR	74.6	64.2	61.7	58.2			67.2	100.0	85.3	5.0	15.3	FTV	66.3	18.9	14.7
Xavier U	7	IIA	PR	104.1	86.0	87.7	60.5	55.0		80.4	100.0	100.0	4.7	11.0	PpT	47.4	17.3	35.3
Youngstown St U		IIA	PU	91.3	80.1	70.2		51.3		76.4	100.0	100.0	14.0	19.6	F	64.3	13.5	22.3

Oklahoma

Cameron U	1	IIA	PU	72.4	59.5	51.4	43.9			56.6	100.0	100.0	19.1	12.8	P	48.7	25.2	26.1
Oklahoma Panhandle St U		IIB	PU	48.1	50.8	44.8	40.3			44.3	92.2	92.2	17.4	14.0	PO	19.6	41.2	39.2
Oklahoma St U-Main Campus	7	I	PU	115.1	89.1	78.9	66.3	45.6		87.3	87.3	88.6	16.7	8.1	FV	51.5	25.9	22.6
Oklahoma St U-Oklahoma City	7	III	PU	67.8	56.7	51.2	49.2			53.8	100.0	83.1	9.9	13.0		41.6	57.1	1.3
Seminole St Coll	7	III	PU	50.8	42.3	43.9	37.4			43.3	100.0	66.7	20.6	18.3	P	23.1	56.4	20.5
Southeastern Oklahoma St U		IIA	PU	81.2	75.5	64.5	43.1			67.6	100.0	100.0	21.0	9.9	P	48.9	30.8	20.3
Southwestern Oklahoma St U	7	IIA	PU	82.9	70.8	59.6	52.9			66.1	100.0	100.0	18.8	12.5	F	49.5	13.0	37.5
U of Central Oklahoma		IIA	PU	87.6	72.9	67.7	57.2	37.9		69.4	100.0	100.0	18.2	9.2		53.3	22.3	24.4
U of Oklahoma-Norman Campus	7	I	PU	133.5	91.0	86.3	46.9	55.6		92.8	100.0	100.0	13.3	6.3	F	52.0	18.2	29.8
U of Science and Arts of Oklahoma		IIB	PU	63.4	59.1	49.6	43.3			56.3	100.0	100.0	3.5	14.2		66.0	12.8	21.3
U of Tulsa*		I	PR	121.6	96.1	90.9	62.9			99.7	100.0	100.0	9.0	9.5		53.0	14.8	32.2

Oregon

Oregon St U	7	I	PU	134.3	103.4	93.3	59.9			96.7	98.9	98.8	20.9	18.7	Pp	53.0	15.2	31.7
Portland St U	6	I	PU	121.7	93.4	78.6	66.8			92.8	99.3	99.3	25.1	15.6	Pp	52.3	15.3	32.4
Reed Coll		IIB	PI	128.0	94.0	80.1	82.7			108.6	98.1	91.2	10.0	11.5	FOV	71.1	15.7	13.2
U of Oregon	7	I	PU	141.6	104.5	92.3	63.2	86.1		103.0	99.3	98.1	21.8	18.1	O	55.2	18.2	26.6

Pennsylvania

Allegheny Coll		IIB	PR	90.9	75.4	65.0	54.2			75.1	100.0	100.0	6.0	26.8	FFT	57.1	24.0	18.8
Alvernia U		IIA	PR	86.0	71.7	65.5	55.5			67.2	99.1	77.1	10.1	22.6	FTTV	45.9	24.8	29.4
Bloomsburg U of Pennsylvania	7	IIA	PU	115.3	90.3	75.2	53.8			91.3	95.8	100.0	17.6	14.0		68.1	23.3	8.7
Bryn Mawr Coll		IIA	PI	149.9	101.6	86.1	—	82.5	—	106.2	95.5	100.0	10.6	12.3		56.1	23.9	20.0
Bucknell U		IIB	PI	126.9	103.9	91.2	75.8			106.2	100.0	100.0	10.0	10.3	FTOV	64.8	25.6	9.6
Butler County Comm Coll		III	PU	85.5	69.3	67.9	50.1		—	65.1	100.0	91.7	12.5	23.6	F	76.7	21.7	1.7
California U of Pennsylvania	7	IIA	PU	115.5	95.1	78.9	56.5			94.6	96.9	99.6	16.7	13.3		68.7	19.4	11.9

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
0.9	2.7	2.4	5.7	8	10	13	8	5	12	30	17	103	85.2	73.0	62.4	50.1	84.3	75.3	66.2	56.5	98.9	103.2	106.1	99.2
0.4	1.2	1.9	10.9	10	20	10		11	14	18	1	84	83.2	62.8	60.5		76.5	68.4	57.0	—	92.0	109.0	94.3	97.0
				66	43	39	4	39	39	47	4	284	126.8	97.9	71.7	46.3	112.6	86.5	67.7	74.9	88.8	88.4	94.4	85.4
				51	40	36	3	12	29	31	3	205	95.7	82.1	69.1	57.4	94.8	76.8	69.9	61.7	99.1	93.5	101.1	91.5
—	1.4	3.2		1	9	5		1	5	2		23	—	84.1	84.2		—	92.2	—		—	109.6	—	106.5
2.7	3.7	—		6	9	1		4	6	1		27	118.1	80.9	—		89.4	80.6	—		75.7	99.7	—	87.7
4.5	4.6	5.2	2.6	695	386	281	1	348	343	318	4	2376	166.1	112.5	104.3	—	151.3	105.3	96.5	118.8	91.1	93.7	92.5	85.7
2.9	3.3	—		6	11	1		1	12	1		32	100.6	80.9	—		—	79.4	—		—	98.1	—	91.7
5.1	3.3	4.0		6	6	5		3	10	7		37	111.5	84.9	79.7		104.2	85.7	80.0		93.5	100.9	100.4	93.2
4.5	6.5	10.0		5	20	3		3	11	6		48	118.3	100.8	72.8		112.2	98.0	77.6		94.8	97.3	106.6	93.2
	0.0	0.0			9	1			4	2		37		80.9	—			85.6	—			105.8	—	90.6
	0.4	—			7				6	2		19		78.1				77.5	—			99.3		98.5
—	0.0	—		1	11	1		1	6			26	—	82.4	—		—	72.0			—	87.4		89.7
0.1	0.6	2.2		155	166	54		65	87	44		825	113.4	92.1	79.5		99.4	86.1	83.1		87.7	93.5	104.5	83.8
—	1.7	0.0				1		2	6	3		29			—		—	75.2	61.8				—	109.7
0.0	0.0	—		5	5	1		1	11			27	90.8	73.4	—		—	74.6			—	101.6		89.1
2.9	3.1	3.4	2.3	22	17	9	4	8	17	13	5	95	92.0	71.2	64.4	55.3	87.7	72.0	63.1	49.8	95.3	101.1	98.0	89.7
4.9	5.5	5.7	6.1	67	25	14	4	85	53	21	6	275	87.8	67.9	59.5	49.5	84.0	65.5	57.2	53.3	95.7	96.5	96.1	93.9
−1.2	−2.7	−2.3	−1.0	131	68	30	32	48	53	22	50	473	117.6	94.9	81.6	61.3	104.0	87.3	74.5	62.2	88.4	92.0	91.3	83.8
3.0	4.3	6.0	6.4	9	34	20	5	29	47	19	5	168	108.6	83.5	61.7	53.4	102.7	79.4	61.9	51.7	94.5	95.0	100.4	104.1
3.0	3.8	5.4	—	13	13	4		17	16	12	5	80	106.5	82.1	63.0		104.1	81.8	61.4	61.4	97.7	99.6	97.4	91.5
3.1	4.0	5.3	2.0	262	233	169	25	150	223	217	24	1303	137.8	102.2	83.6	51.2	120.2	89.6	73.8	52.2	87.2	87.7	88.3	82.3
1.3	2.5	2.8		100	102	69		38	80	48		639	123.4	93.1	89.1		106.0	83.7	84.8		85.9	89.9	95.2	82.9
−4.2	1.4	7.3	4.4	14	24	41	17	14	20	51	12	193	86.9	75.7	65.7	51.5	81.9	70.4	63.5	56.8	94.3	93.0	96.6	97.0
2.0	2.9	3.4	2.3	21	26	15	3	23	23	25	3	139	91.2	75.1	61.3	46.4	89.3	72.9	61.6	52.0	97.9	97.1	100.4	96.7
2.2	3.0	3.8	7.3	124	93	47	19	60	56	60	19	630	116.2	97.9	94.4	58.5	111.9	89.1	82.4	62.4	96.3	91.1	87.4	84.8
0.7	1.7	1.2	2.9	4	4	6		7	10	22	16	69	81.2	63.8	74.0		75.6	65.8	60.0	59.0	93.1	103.0	81.0	85.7
0.5	0.0	1.7	3.6	21	11	11	3	16	17	13	3	95	73.8	65.6	61.1	60.9	75.6	63.2	62.2	55.6	102.5	96.4	101.8	97.9
3.6	2.2	2.9	2.6	45	58	28	30	30	53	37	83	388	106.2	89.8	90.5	60.6	101.0	81.9	85.6	60.4	95.1	91.2	94.7	87.0
2.2	2.7	3.6		84	54	29		45	43	34		364	92.4	83.0	72.1		89.4	76.5	68.5		96.7	92.2	95.1	88.0
0.0	0.4	0.5	2.0	22	14	19	15	9	10	14	16	119	72.4	60.1	52.4	41.5	72.6	58.7	50.0	46.1	100.3	97.5	95.3	94.4
0.0	0.0	0.0	0.0	7	3	9	8	2	1	11	10	51	49.0	52.6	43.5	39.4	—	—	45.9	41.0	—	—	105.6	97.8
0.7	1.0	1.5	5.7	223	177	176	11	86	91	181	11	1092	119.0	92.4	83.7	66.4	104.9	82.8	74.3	66.2	88.2	89.6	88.7	82.2
0.0	2.5	4.7	4.3	6	6	9	6	1	17	17	15	77	67.4	56.4	49.4	46.9	—	56.8	52.1	50.1	—	100.8	105.6	98.3
0.2	0.0	0.1	0.7	2	2	7	3	3	3	14	5	39	—	—	42.2	33.5	52.8	43.4	44.8	39.8	—	—	106.1	108.9
2.8	2.6	4.0	4.5	29	9	19	11	13	17	19	16	133	82.2	80.7	68.1	42.7	78.8	72.8	60.8	43.3	95.8	90.3	89.3	88.3
0.2	1.5	0.8	0.8	25	23	23	22	26	23	20	38	200	83.9	68.9	57.1	52.5	82.0	72.8	62.5	53.2	97.7	105.7	109.4	100.0
0.0	0.6	0.0	0.0	93	40	44	24	83	55	62	29	516	91.1	77.3	73.4	59.1	83.6	69.7	63.7	55.6	91.8	90.2	86.7	87.3
1.7	0.8	0.6	2.3	259	230	153	56	105	137	143	87	1323	139.3	93.6	89.7	53.2	119.3	86.7	82.6	42.9	85.7	92.6	92.1	79.0
3.0	2.4	3.2	36.0	5	9	7	4	12	5	1	4	47	64.2	59.7	49.4	42.4	63.0	58.0	—	44.3	98.1	97.2	—	105.4
0.7	1.7	4.8	6.9	70	65	38	7	15	39	52	12	298	120.0	96.8	92.6	73.0	129.0	94.8	89.6	57.0	107.5	97.9	96.7	89.4
0.4	1.5	0.7	1.9	244	197	87	186	93	115	81	198	1201	136.2	104.4	94.8	62.9	129.3	101.5	91.8	57.1	94.9	97.2	96.9	84.4
3.8	3.3	1.7	5.7	127	105	62	61	74	94	102	79	704	124.7	95.8	85.4	68.2	116.6	90.7	74.5	65.7	93.5	94.7	87.2	86.2
3.4	4.1	5.0	4.7	52	15	7	10	30	25	9	11	159	128.0	94.2	79.4	85.4	128.0	93.9	80.7	80.2	100.0	99.6	101.6	92.1
1.5	1.3	1.1	1.1	197	166	87	118	103	119	87	128	1027	142.8	108.7	95.2	66.7	139.2	98.6	89.4	60.0	97.5	90.8	93.9	86.4
9.0	8.8	10.1	2.0	24	23	23	3	20	24	33	4	154	95.6	77.4	67.0	55.4	85.2	73.6	63.5	53.4	89.2	95.1	94.8	90.1
2.8	4.2	3.6	5.6	5	21	15	4	4	14	29	17	109	88.8	68.8	63.9	51.1	82.5	76.0	66.3	56.5	92.9	110.5	103.7	98.5
2.0	2.6	2.9	3.4	79	53	33	13	32	54	52	19	335	116.0	91.4	75.0	52.1	113.5	89.3	75.3	54.9	97.8	97.7	100.4	88.6
5.9	6.1	6.4		16	19	12		24	28	25	1	155	150.8	102.3	87.0		149.3	101.2	85.7	—	99.0	98.8	98.5	93.1
1.6	1.8	2.2	1.0	81	71	55	11	46	60	46	16	386	128.5	105.2	93.0	74.9	124.1	102.5	89.0	76.5	96.6	97.4	95.8	93.6
3.4	3.8	4.1	3.1	5	6	5	6	9	9	2	17	60	91.8	75.4	73.6	53.9	82.1	65.2	—	48.8	89.5	86.5	—	83.1
2.0	3.3	3.2	3.4	40	38	22	7	43	29	30	18	227	117.2	94.5	80.1	55.5	114.0	95.9	78.0	56.8	97.2	101.5	97.4	94.4

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Pennsylvania (continued)																			
Cedar Crest Coll	5	IIA	PI	84.3	69.1	68.8	58.8			71.2	80.0	64.0	6.0	12.8	FFT	38.7	9.3	52.0	
Chatham U	10	IIA	PI	86.3	70.7	62.6	–			68.7	94.6	82.3	8.0	10.6	FT	3.8	0.0	96.2	
Cheyney U of Pennsylvania	7	IIB	PU	113.0	94.3	71.8	–			96.2	96.8	100.0	16.4	13.1		71.0	19.4	9.7	
Clarion U of Pennsylvania	7	IIA	PU	114.1	90.2	74.6	53.3			89.4	97.0	100.0	19.0	14.0		70.3	18.8	10.9	
DeSales U	7	IIA	PR	101.6	82.3	74.3	60.4			79.4	91.7	88.0	8.9	17.1	FTTV	37.6	42.1	20.3	
Delaware Valley U	7	IIA	PI	90.7	77.0	67.0	61.4	–		77.6	94.1	98.8	3.6	13.7	FTOV	51.8	17.6	30.6	
Dickinson Coll		IIB	PI	111.3	88.6	78.7	68.7			90.6	97.6	89.0	6.2	10.9	PpTV	64.6	24.4	11.0	
Drexel U	7	I	PI	160.9	118.8	98.2	80.5			107.6	97.7	99.8	9.4	8.9		41.8	8.9	49.2	
Duquesne U*	7	I	PR	114.8	88.5	74.4	63.6			87.6	97.5	82.9	5.0	13.5		57.3	14.6	28.1	
East Stroudsburg U of Pennsylvania	7	IIA	PU	114.0	89.9	72.7	56.1			92.2	99.5	100.0	14.9	13.0		59.9	29.5	10.6	
Eastern U	7	IIA	PR	71.9	62.9	53.3		49.9	30.3	56.7	100.0	100.0	8.2	21.2	FTTO	34.9	32.1	33.0	
Edinboro U of Pennsylvania	7	IIA	PU	115.4	93.3	74.2	58.1			93.9	100.0	99.0	18.0	13.2		76.6	14.8	8.6	
Elizabethtown Coll	1	IIA	PI	95.2	81.3	72.1		66.1		81.9	92.3	90.4	9.9	18.7	FTV	66.3	16.3	17.3	
Franklin and Marshall Coll		IIB	PI	120.8	96.0	82.1	72.0			98.2	93.2	100.0	10.7	17.8	PpT	66.2	17.6	16.2	
Geneva Coll		IIA	PR	70.8	65.1	52.7				65.7	100.0	80.6	5.0	14.4	FTTO	56.5	17.7	25.8	
Gettysburg Coll*		IIB	PI	107.4	88.5	75.4	63.0	67.0		88.1					FT	67.1	19.6	13.2	
Gwynedd Mercy U	7	I	PR	88.1	73.4	60.7	44.0			63.4						17.2	11.5	71.3	
Haverford Coll		IIB	PI	132.8	102.6	86.8	75.7			103.6	95.7	100.0	10.9	13.7	OV	58.9	18.4	22.7	
Indiana U of Pennsylvania-Main Campus		I	PU	113.5	87.1	71.2	52.4			95.7	99.4	100.0	17.1	13.9		88.3	5.4	6.3	
Juniata Coll*		IIB	PI	88.2	71.2	62.2	55.4			77.0	95.9	87.6	10.0	22.7	FTTOV	67.0	13.4	19.6	
King's Coll	1	IIA	PR	90.5	69.4	70.7	48.5			76.8	100.0	77.2	4.7	14.4	FFT	55.9	14.0	30.1	
Kutztown U of Pennsylvania		IIA	PU	109.3	90.1	67.8	52.2			90.2	98.1	100.0	16.3	14.7		78.6	11.5	9.9	
La Salle U		IIA	PR	112.7	85.4	73.8	64.3			85.3	83.2	82.1	2.1	10.7	FT	57.5	18.4	24.0	
Lafayette Coll		IIB	PR	147.6	105.0	85.2	74.3			109.6	100.0	93.0	9.5	9.3	FTTOV	62.6	28.0	9.5	
Lebanon Valley Coll	7	IIA	PR	83.5	75.5	64.1			80.0	73.3	100.0	83.6	8.8	10.2	FTOV	50.8	29.5	19.7	
Lehigh U		I	PI	167.3	114.6	107.2		90.3	69.3	126.3	95.9	85.9	2.8	10.5	FTOV	62.7	19.3	18.0	
Lincoln U		IIA	PU	105.3	83.5	72.1	66.6	60.3		80.4	93.3	82.9	9.9	15.9	F	43.8	45.7	10.5	
Lock Haven U	7	IIA	PU	114.0	94.4	74.7	57.7			97.6	96.3	100.0	19.5	13.7		82.1	12.3	5.6	
Lycoming Coll*		IIB	PR	92.0	75.7	64.7	54.3			73.4	100.0	100.0	8.5	15.7	FFT	69.9	24.1	6.0	
Mansfield U of Pennsylvania	7	IIB	PU	115.2	91.2	76.2	62.9			95.3	100.0	100.0	15.0	14.2		82.7	14.8	2.5	
Marywood U*	7	IIA	PR	97.1	75.1	62.3	54.7			70.1	89.4	100.0	5.6	15.0	FTTV	41.7	19.2	39.1	
Mercyhurst U		IIA	PR	89.4	70.6	61.3	48.9	56.5		65.9	71.8	82.6	6.9	13.7	FTV	37.6	18.8	43.6	
Messiah U		IIA	PR	91.3	75.7	65.4		62.4		78.0	100.0	100.0	6.9	13.2	FpOV	62.8	20.3	16.9	
Millersville U of Pennsylvania	7	IIA	PU	116.8	91.0	70.5				92.6	97.4	100.0	17.5	14.8		79.9	20.1	0.0	
Misericordia U	7	IIA	PR	103.8	79.3	70.4				79.7	100.0	100.0	7.0	13.8	FFT	44.6	16.5	38.8	
Moravian U	1	IIA	PR	83.6	75.7	66.1	58.7	55.8		72.2	98.1	78.0	7.6	15.0	FpTV	47.2	33.3	19.5	
Muhlenberg Coll*		IIB	PR	99.0	80.9	70.1		59.3		78.8	88.4	100.0	5.1	13.8	FTTV	50.3	24.3	25.4	
Neumann U		IIA	PR	80.8	65.7	63.4	61.5			67.9	100.0	90.9	6.0	18.6		0.0	0.0	100.0	
Pennsylvania Coll of Health Sciences	1	III	PI	108.6	74.3	75.5	67.3	62.7		70.8	100.0	100.0	4.9	7.4	None	0.0	0.0	100.0	
Pennsylvania St U-IIA Campuses	7,37	IIA	PU	133.4	102.5	81.3	69.6	65.7		93.5	100.0	93.9	12.8	16.1	PO	37.9	19.3	42.8	
Pennsylvania St U-IIB Campuses	7,31	IIB	PU	109.5	86.1	70.9	59.0	61.2		79.5	100.0	91.9	13.6	17.4	PO	36.7	13.2	50.0	
Pennsylvania St U-Main Campus	7,30	I	PU	159.6	104.7	86.0	58.8	52.2		115.0	99.3	91.1	12.2	11.9	PO	47.0	17.9	35.1	
Pittsburgh Theo Sem		IIA	PR	108.7	88.6	–				94.1	100.0	100.0	11.0	17.7	FT	64.3	28.6	7.1	
Robert Morris U	1	IIA	PI	131.1	103.8	90.2		54.7		113.5	95.9	90.7	8.8	10.0	FFT	86.6	9.3	4.1	
Saint Joseph's U		IIA	PR	121.0	93.5	85.9			63.4	95.7	98.5	84.8	6.0	15.7	FFT	68.1	15.6	16.3	
Saint Vincent Coll		IIA	PR	88.4	69.3	58.2	58.2			70.7	100.0	100.0	7.0	21.0	FT	61.7	21.3	17.0	
Seton Hill U	5	IIA	PR	98.2	76.7	69.8	57.3			74.6	99.0	80.6	7.0	20.8	FTTV	30.6	42.9	26.5	
Shippensburg U of Pennsylvania		IIA	PU	117.1	96.5	76.3	55.5			100.3	98.4	99.6	15.8	13.6		81.2	17.6	1.2	
Slippery Rock U of Pennsylvania	7	IIA	PU	117.4	93.4	77.0	54.9			90.8	98.4	99.7	15.4	13.9		63.1	27.9	9.0	
Susquehanna U		IIB	PR	86.2	77.3	72.3	58.6	72.3		74.9	93.7	77.6	9.0	15.6	TV	53.8	30.8	15.4	
Swarthmore Coll*	27	IIB	PI	156.3	112.5	93.1				125.3	97.4	95.8	10.0	12.6		64.4	26.2	9.4	
Temple U	7	I	PU	167.9	113.5	93.0	70.0			118.5	90.3	95.1	9.1	12.6	FTTV	37.7	13.8	48.5	
Thomas Jefferson U*	7	IIA	PI	132.1	103.9	83.5	80.8			96.1	–	100.0	–	13.6	FTV	78.3	9.0	12.7	
U of Pennsylvania	57	I	PI	246.3	149.6	147.9				202.3	100.0	100.0	10.7	10.5	PpO	76.4	23.6	0.0	
U of Pittsburgh-Bradford	7	IIB	PU	85.4	79.3	62.0	56.5			68.8	100.0	100.0	9.6	8.5	FTTO	41.1	12.3	46.6	
U of Pittsburgh-Greensburg	7	IIB	PU	87.2	74.6	68.3	53.1			66.4	100.0	100.0	9.6	8.5	FTTO	36.0	8.0	56.0	
U of Pittsburgh-Johnstown	7	IIB	PU	99.9	73.0	61.0	55.0			69.3	100.0	100.0	9.6	8.5	FTTO	49.6	6.9	43.5	
U of Pittsburgh-Pittsburgh Campus	7	I	PU	158.7	105.3	88.9	57.0	57.3		103.2	100.0	100.0	9.1	8.5	FTTO	38.5	9.6	51.9	
U of Pittsburgh-Titusville		III	PU	–	–		63.7			68.0	100.0	100.0	96.4	8.5	FTTO	37.5	0.0	62.5	
U of Scranton		IIA	PR	113.9	98.8	75.9	–	68.0	71.6	94.1	96.1	98.2	10.0	18.5	FFT	62.3	23.1	14.6	
Ursinus Coll		IIB	PI	97.3	82.6	73.2	65.1			80.3	100.0	71.1	6.7	10.9	FTTV	53.1	25.8	21.1	
Villanova U	1	IIA	PR	139.6	104.5	85.3	63.0			106.1	91.0	87.9	8.6	9.9	FTTOV	49.2	14.9	36.0	
Washington & Jefferson Coll*		IIB	PI	87.7	72.3	61.8	51.5	–		72.7	95.2	91.3	2.0	11.0	FT	67.3	16.3	16.3	

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	7	7	7		12	10	20	12	75	87.9	68.8	69.3		82.2	69.4	68.7	58.8	93.5	100.9	99.0	92.4	
0.0	0.3	0.6	–	5	15	23	1	12	31	43		130	85.0	72.8	63.5	–	86.8	69.8	62.2		102.1	95.9	97.8	98.6	
1.9	2.0	2.0		8	5	2	1	7	3	4	1	31	113.5	93.5	–	–	112.4	95.7	69.8	–	99.0	102.3	–	94.9	
2.0	3.6	2.7	5.8	38	11	18	5	22	24	30	17	165	115.5	93.8	80.2	52.1	111.6	88.5	71.2	53.6	96.6	94.4	88.8	82.9	
4.8	7.1	4.5	4.2	8	22	28	3	7	26	34	5	133	99.5	84.3	74.2	51.7	104.0	80.7	74.4	65.6	104.5	95.7	100.3	98.6	
0.0	0.0	0.0	0.0	17	19	8	1	11	8	17	3	85	91.7	77.9	69.4	–	89.1	74.9	65.9	59.8	97.2	96.2	95.0	90.3	
1.8	1.9	2.5	2.4	35	38	19	7	23	44	29	14	209	112.7	90.6	79.7	70.0	109.3	86.8	78.1	68.1	97.0	95.8	98.1	91.6	
–0.1	0.6	1.6	0.4	169	103	47	227	67	105	43	291	1052	165.1	123.3	103.5	83.6	150.4	114.4	92.4	78.1	91.1	92.8	89.3	81.7	
				56	95	47	8	27	94	97	14	438	120.0	89.5	76.8	59.4	104.0	87.6	73.2	66.0	86.7	97.8	95.3	87.7	
2.0	2.9	1.9	2.3	60	27	18	13	30	32	20	17	217	114.5	90.5	73.4	54.4	112.9	89.3	72.2	57.4	98.6	98.7	98.3	91.0	
				17	12	7		11	10	19		109	71.8	65.6	53.7		72.1	59.7	53.2		100.3	91.0	99.0	96.3	
2.0	2.2	2.7	5.6	51	30	22	6	31	25	30	14	209	116.4	96.0	81.3	53.3	114.0	90.1	69.0	60.2	97.9	93.8	84.8	86.8	
0.6	0.9	0.7		19	20	5		14	20	8		104	99.2	82.2	80.6		89.9	80.4	66.7		90.6	97.8	82.8	87.8	
–0.2	0.3	1.4	2.0	49	34	16	14	27	37	23	22	222	122.0	95.9	83.8	76.2	118.7	96.2	80.9	69.4	97.3	100.3	96.6	90.3	
2.8	2.6	4.3	–	19	19	3		7	8	6		62	70.6	66.4	53.6		71.5	62.1	52.2		101.3	93.5	97.5	92.6	
0.1	0.6	0.7		36	54	19	5	25	32	24	9	219	109.8	89.9	74.9	61.6	104.0	86.1	75.9	63.7	94.7	95.7	101.4	93.1	
				4	7	6		5	5	50	10	87	79.4	77.9	63.0		95.0	67.1	60.4	44.0	119.6	86.2	95.9	83.6	
2.4	4.2	4.7	5.4	30	13	12	9	17	23	14	23	141	131.3	99.5	86.5	86.8	135.5	104.3	87.0	71.3	103.2	104.8	100.7	89.1	
2.0	2.7	4.6	3.2	103	56	14	3	60	73	27	15	351	114.7	86.8	74.4	53.8	111.5	87.4	69.6	52.1	97.2	100.6	93.4	88.5	
1.6	2.4	13.4	3.6	35	9	8	5	15	10	14	1	97	89.6	70.2	57.5	53.9	85.2	72.2	64.9	–	95.1	102.8	112.9	94.2	
1.1	0.9	0.6	1.0	28	25	13		24	24	16	6	136	91.1	69.9	74.8		89.8	68.9	67.3	48.5	98.6	98.4	90.0	92.6	
2.0	2.7	3.6	6.0	66	63	29	8	54	49	46	8	323	111.1	91.1	66.4	51.4	107.2	88.8	68.7	53.0	96.4	97.5	103.3	94.1	
5.3	5.7	6.7	5.3	16	32	22	1	18	40	41	9	179	110.1	87.4	75.3	–	114.9	83.8	73.0	64.7	104.4	96.0	97.0	94.3	
5.2	5.8	4.2	1.9	47	53	29	14	27	26	38	9	243	154.3	106.4	85.6	69.9	136.0	102.1	84.9	81.2	88.2	96.0	99.1	89.9	
4.0	5.3	5.4		23	21	18		9	19	29		122	83.7	76.3	62.9		83.1	74.7	64.8		99.3	98.0	102.9	94.5	
1.3	2.7	2.5		146	94	55		47	65	48		555	171.3	116.1	112.6		155.0	112.5	101.0		90.5	96.9	89.7	85.2	
2.5	3.1	3.3	5.4	15	14	20	2	6	13	24	2	105	107.3	85.9	70.7	–	100.4	80.8	73.3	–	93.5	94.1	103.7	91.3	
2.0	2.0	3.4	7.1	43	23	14	1	33	20	22	6	162	114.0	97.1	74.2	–	114.0	91.4	75.0	58.8	100.0	94.1	101.1	92.3	
3.9	4.2	4.5	3.2	13	11	20	2	5	15	14	3	83	95.3	78.1	65.1	–	83.5	74.0	64.0	54.7	87.7	94.8	98.3	91.7	
2.0	3.1	3.1	–	16	12	4		13	19	13	4	81	114.8	94.4	70.6		115.8	89.2	77.9	62.9	100.9	94.5	110.3	89.7	
1.7	1.6	3.8	8.5	13	20	15	7	6	35	37	18	151	94.3	80.8	62.4	53.8	103.0	71.9	62.3	55.0	109.2	88.9	99.9	88.6	
2.6	4.4	4.0	5.8	17	19	27	4	5	15	41	12	149	87.5	69.9	62.1	47.3	96.2	71.5	60.7	49.5	110.0	102.2	97.8	90.8	
3.3	4.7	5.3		45	30	12		18	25	29		172	91.7	76.0	64.8		90.6	75.4	65.6		98.8	99.2	101.2	90.5	
2.0	2.3	2.8	–	46	55	34		34	54	45		268	117.8	90.5	72.0		115.4	91.5	69.4		98.0	101.1	96.4	94.7	
6.2	6.9	–27.0		13	18	14		11	18	47		121	104.7	78.0	67.6		102.8	80.7	71.2		98.2	103.5	105.4	94.6	
4.0	3.6	4.1	5.7	20	14	17	2	15	37	41	8	159	86.3	71.9	65.9	–	79.9	77.2	66.1	58.8	92.7	107.4	100.3	95.6	
0.0	0.5	1.4		35	15	30		16	25	30		181	100.4	81.9	70.6		95.8	80.3	69.7		95.4	98.0	98.8	90.8	
2.2	2.0	2.2	2.0	8	13	10	1	12	13	29	2	88	77.5	62.8	68.2	–	83.0	68.5	61.7	–	107.0	109.1	90.5	99.6	
–	2.0	2.0	2.0		1	1	4	3	9	8	44	73		–	–	65.6	108.6	75.3	77.3	67.5		–	–	110.4	
2.1	2.4	2.5	3.5	49	125	134	1	21	57	88	6	538	135.3	107.4	82.6	–	128.9	91.7	79.5	68.5	95.3	85.4	96.2	89.1	
2.0	2.8	3.5	4.0	90	175	178	15	57	187	215	41	1083	108.2	87.9	73.6	63.0	111.4	84.4	68.7	57.5	102.9	96.1	93.3	91.1	
2.1	3.2	3.4	3.4	770	428	437	42	305	327	465	54	2966	164.3	111.0	91.0	57.5	148.0	96.4	81.4	59.9	90.1	86.8	89.5	78.4	
				5	4	1			4			14	108.7	86.8	–			90.5				104.2		94.7	
1.9	2.2	2.5		48	27	13		38	28	11		172	135.7	106.6	89.5		125.3	101.0	90.9		92.3	94.8	101.5	91.1	
0.7	0.2	0.8		48	44	29		36	35	28		263	127.6	95.1	87.4		112.3	91.5	84.3		88.0	96.2	96.5	90.5	
2.5	2.5	2.1	2.0	18	29	17	2	7	9	10	2	94	90.3	70.8	59.6	–	83.3	64.3	55.8	–	92.3	90.8	93.6	89.8	
1.7	2.7	2.9	4.0	4	21	8	3	6	21	30	5	98	114.9	79.2	80.1	57.1	87.0	74.2	67.1	57.5	75.7	93.6	83.7	86.6	
2.0	2.3	3.3	6.9	61	65	19	2	35	44	21	3	250	117.7	97.2	77.0	–	116.0	95.5	75.7	54.7	98.6	98.3	98.3	94.9	
2.0	2.4	3.1	6.8	42	66	54	13	46	69	56	20	366	118.1	93.6	77.9	54.0	116.8	93.1	76.1	55.6	99.0	99.4	97.7	98.0	
3.3	3.4	4.0</																							

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
Pennsylvania (continued)																			
Waynesburg U	7	IIA	PR	76.0	60.7	58.5	54.2			63.2	100.0	93.8	7.0	23.6	FT	44.4	27.2	28.4	
West Chester U of Pennsylvania	7	IIA	PU	113.9	91.7	77.6	53.9			91.4	97.9	99.7	14.7	13.7		68.5	20.0	11.5	
Westminster Coll		IIB	PR	75.1	66.1	61.2		54.1		65.3	86.1	75.0	4.7	10.2	FTV	58.3	25.0	16.7	
Widener U		I	PI	120.7	83.2	75.9	85.6	60.5		89.6	88.4	83.1	5.1	17.9	FFTO	53.2	23.6	23.2	
Wilkes U	7	IIA	PI	107.5	86.2	73.4	69.4			84.1	100.0	100.0	7.1	8.9	FFT	60.0	25.3	14.7	
York Coll of Pennsylvania	1	IIB	PI	95.7	82.1	77.9	58.5			79.5	98.2	95.3	7.1	22.9	FpTOV	63.9	20.7	15.4	

Puerto Rico

Universidad Politecnica de Puerto Rico	20	IIA	PI	45.3	38.3	32.4	25.1			38.8	65.9	90.9	5.1	5.0		17.4	0.0	82.6
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Rhode Island

Brown U	12	I	PI	197.9	130.0	107.5	80.3	94.7		151.0	96.8	100.0	9.9	6.2	O	63.0	16.8	20.2
Bryant U		IIA	PI	169.3	133.9	118.9		79.7		128.0	92.5	89.3	11.6	11.8		52.8	13.2	34.0
Comm Coll of Rhode Island	5	III	PU	80.7	62.5	57.6	—			67.5	100.0	85.5	19.2	26.4	Ff	67.9	31.4	0.7
Providence Coll		IIA	PR	126.5	100.8	86.5	88.4			100.2	78.7	100.0	0.9	12.5	FFTOV	70.2	12.8	17.0
Rhode Island Coll		IIA	PU	118.7	95.7	74.7				99.9	98.7	92.6	9.3	14.7	Ff	79.5	13.8	6.7
Salve Regina U		IIA	PR	101.6	85.4	71.9	62.8	63.2		80.6	93.4	87.7	8.2	18.0	O	50.8	26.2	23.0
U of Rhode Island	7	I	PU	145.3	105.4	91.7		62.9		105.6	94.3	91.9	9.2	14.4	Fp	49.2	20.3	30.5

South Carolina

Citadel Military Coll of South Carolina		IIA	PU	96.5	81.3	72.4	61.1			81.1	100.0	100.0	22.8	10.7		53.0	32.6	14.4
Clemson U	7,22	I	PU	142.1	100.6	95.3	89.6	58.7		99.2	100.0	99.1	20.1	8.0	PO	49.4	19.9	30.8
Coastal Carolina U		IIA	PU	97.6	78.0	68.2	60.1	52.9		72.3	100.0	100.0	23.0	12.0	None	44.5	24.2	31.3
Coll of Charleston		IIA	PU	99.9	79.4	74.8	62.3			82.4	99.8	96.9	17.5	7.2		64.8	19.4	15.7
Converse U		IIA	PI	63.8	57.5	55.2	37.8	—		57.0	95.3	95.3	1.8	14.3	FpTV	55.8	38.4	5.8
Furman U		IIA	PI	106.7	84.7	75.4	59.4			90.3	94.0	91.5	9.3	10.8	FFTV	69.4	23.4	7.2
Limestone U	1	IIB	PI	64.2	54.9	47.6	—	32.8		51.2	86.3	71.6	8.8	15.8	FFTO	45.3	34.7	20.0
Newberry Coll		IIB	PR	66.2	60.8	57.3			—	59.9	100.0	100.0	5.0	11.3	FFTV	42.3	42.3	15.5
U of South Carolina Aiken	7	IIB	PU	84.4	67.5	62.4	53.5			67.2	100.0	100.0	21.8	12.9		54.7	26.4	18.9
U of South Carolina Beaufort	7	IIB	PU	87.3	70.7	65.8	56.3			68.5	100.0	100.0	21.8	12.6		46.7	28.9	24.4
U of South Carolina-Columbia	7	I	PU	140.9	97.0	89.5	58.7	88.4	50.0	97.9	100.0	100.0	21.8	8.8		47.7	15.1	37.2
U of South Carolina-Upstate	7	IIB	PU	79.8	73.8	64.9	55.1			66.8	100.0	100.0	21.8	13.0		43.5	24.7	31.8
Wofford Coll		IIB	PR	86.0	72.8	69.5	51.7			74.4	93.2	92.5	10.3	15.0	FT	69.9	20.5	9.6

South Dakota

Augustana U		IIA	PR	74.5	64.0	56.0	43.8			62.2	100.0	73.3	5.7	23.3	PpTV	48.9	18.3	32.8
Dakota Wesleyan U	1	IIB	PR	60.7	57.9	54.4	49.2			56.6	97.8	71.7	5.0	21.8	FFT	41.3	30.4	28.3
Mount Marty U	5	IIA	PR	70.7	52.1	80.8	42.0			68.9	95.5	65.9	5.1	8.3	FFTV	50.0	36.4	13.6
U of Sioux Falls		IIA	PR	70.3	60.0	55.2	—			59.4	92.9	76.8	4.6	14.1	PpTV	60.7	10.7	28.6

Tennessee

Austin Peay St U	7	IIA	PU	88.9	72.2	64.5	51.8			74.2	59.6	95.1	14.7	18.5		60.4	27.5	12.2
Belmont U	5	IIA	PR	140.4	108.3	89.4	67.5			105.0						55.2	26.4	18.4
East Tennessee St U	7	I	PU	109.2	82.2	75.2	60.4	41.4		84.0	98.9	100.0	12.9	8.3		47.5	17.1	35.4
Freed-Hardeman U	7	IIA	PR	78.7	69.4	59.6	51.8			64.5	92.9	88.8	3.2	11.9	P	49.0	25.5	25.5
King U	20	IIA	PR	51.8	49.5	45.7	40.5			47.8	69.5	69.5	0.0	13.9	FFT	0.0	0.0	100.0
Lee U*		IIA	PR	81.1	69.4	65.3		54.0		69.2	100.0	100.0	7.7	9.7	FFTV	51.6	32.8	15.6
Maryville Coll		IIB	PR	76.6	63.5	55.1	—	49.9		64.2	100.0	100.0	5.0	2.7	FpTO	67.6	16.9	15.5
Middle Tennessee St U	7	I	PU	102.9	80.8	73.5	53.9	50.8		80.5	100.0	100.0	12.1	13.9	Pp	56.6	17.6	25.8
Milligan U	1	IIA	PR	65.6	56.9	58.1	46.3			60.2	100.0	100.0	6.8	7.8	FFTV	67.4	27.4	5.3
Rhodes Coll	1	IIB	PR	105.8	82.7	64.1	58.1			79.8	88.7	83.3	7.6	13.8	FpTV	59.1	22.0	18.8
U of Memphis	7	I	PU	112.5	84.7	76.2	52.0			81.2	100.0	91.0	10.9	14.5	Pp	46.3	18.9	34.8
U of Tennessee-Chattanooga*	1	IIA	PU	105.4	88.0	70.2	—	52.0	—	78.6	100.0	91.4	9.8	15.4	Pp0	44.7	25.3	30.0
U of Tennessee-Knoxville	6	I	PU	152.9	105.5	90.6	64.5	61.8		106.8	98.6	91.1	10.6	11.6		49.9	17.3	32.8
U of Tennessee-Martin	1	IIA	PU	80.2	73.8	68.5	59.9	50.3		68.9	100.0	100.0	11.6	16.1	Pp	55.1	19.0	25.9
U of the South		IIB	PR	109.9	86.0	67.7	55.0			82.9	89.9	84.0	11.6	12.7	FFT	56.8	20.7	22.5

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
0.0	0.3	1.2	6.0	16	8	9	3	8	8	15	14	81	76.2	59.6	61.0	56.8	75.5	61.9	57.0	53.6	99.1	103.9	93.4	89.6
2.0	3.2	4.1	5.2	98	105	63	35	117	122	76	44	660	115.7	93.0	78.8	56.5	112.3	90.6	76.6	51.9	97.1	97.4	97.2	96.6
1.1	8.2	4.5		11	11	9		8	12	9		72	75.8	69.3	57.2		74.1	63.2	65.2		97.7	91.3	114.0	94.3
1.8	0.8	1.6	0.4	36	37	33	2	34	49	54	9	267	122.1	88.9	76.9	–	119.2	78.9	75.3	86.9	97.6	88.7	97.8	89.3
1.8	3.1	3.6	2.0	19	37	22	5	9	37	24	17	170	105.4	89.1	74.3	69.7	111.8	83.3	72.5	69.3	106.1	93.5	97.5	91.8
1.9	2.3	1.6	2.1	18	36	22	13	6	40	22	12	169	96.9	84.6	79.8	58.8	92.2	79.8	76.0	58.2	95.1	94.3	95.2	93.1
4.6	5.6	2.1	19.4	25	47	10	4	8	31	5	2	132	45.5	40.2	32.2	25.1	44.4	35.5	32.9	–	97.5	88.2	102.2	90.4
3.2	4.3	5.3	6.3	303	92	99	18	111	79	66	22	893	199.2	127.7	111.0	91.4	194.1	132.7	102.4	71.1	97.4	103.9	92.2	85.3
0.2	1.3	1.0		44	12	5		21	7	16		159	175.0	138.4	103.1		157.4	126.2	123.9		89.9	91.1	120.1	82.1
2.7	10.5	6.3	–	37	20	46		76	41	68	2	290	82.9	62.2	57.8		79.7	62.7	57.4	–	96.1	100.8	99.4	99.6
2.5	3.2	3.4	2.5	45	56	64	10	20	51	53	6	305	128.7	105.4	85.6	91.5	121.6	95.8	87.6	83.4	94.5	90.9	102.3	92.8
15.5	13.2	9.4		47	49	19		68	66	48		297	123.7	97.4	77.6		115.2	94.5	73.5		93.2	97.0	94.8	92.2
3.0	3.0	4.5	3.5	17	13	8	2	12	20	24	3	122	101.5	84.4	75.1	–	101.8	85.9	70.9	65.9	100.3	101.8	94.4	90.4
3.5	3.9	2.7		151	83	84		106	86	106		793	149.1	107.4	95.0		139.9	103.5	89.2		93.8	96.4	93.9	86.4
2.8	2.8	4.2	6.8	50	33	35	14	16	32	22	13	215	98.7	85.5	75.5	63.0	89.5	76.9	67.5	59.0	90.7	89.9	89.5	86.7
2.7	4.2	4.6	3.0	285	200	148	39	88	129	116	22	1394	144.4	101.8	98.8	97.0	134.9	98.8	90.7	76.4	93.4	97.1	91.8	80.1
5.2	5.6	3.6	3.1	73	62	51	8	25	52	56	5	463	98.9	77.9	68.3	61.0	93.6	78.1	68.2	58.6	94.7	100.2	99.8	89.3
4.5	5.2	5.2	4.4	94	96	53	18	54	92	62	40	509	100.6	81.7	73.5	66.0	98.8	77.1	75.9	60.7	98.2	94.4	103.3	92.0
0.0	0.0	0.3	0.0	11	7	11	1	7	22	23	2	86	66.3	60.4	54.8	–	60.0	56.6	55.4	–	90.4	93.7	101.1	92.0
3.9	5.6	4.5	1.4	71	28	22	8	32	32	32	10	235	105.9	84.3	77.3	61.7	108.5	85.0	74.1	57.5	102.4	100.8	95.9	92.1
4.8	1.9	1.5		14	13	8		12	12	17	1	95	65.6	55.8	45.2		62.6	53.8	48.8	–	95.4	96.4	107.8	92.6
1.0	2.8	4.8		11	8	16		3	11	21		71	64.2	63.4	59.1		73.8	59.0	55.9		115.1	93.0	94.7	95.2
3.8	4.2	4.3	4.0	27	21	15	14	8	32	26	16	159	86.4	67.7	67.5	49.8	77.7	67.4	59.4	56.7	89.9	99.5	87.9	89.8
2.5	3.4	3.4	3.7	8	14	10	6	6	16	15	15	90	88.2	72.9	67.4	56.3	86.0	68.8	64.7	56.3	97.6	94.4	96.0	91.6
3.8	5.0	5.5	5.4	322	236	172	101	148	236	195	124	1720	145.0	101.4	99.4	59.4	132.0	92.7	80.7	58.1	91.0	91.4	81.2	80.6
2.5	3.0	4.1	3.4	23	29	21	22	18	28	33	49	223	81.9	71.2	71.4	55.1	77.1	76.4	60.8	55.2	94.1	107.2	85.2	91.8
4.0	0.3	1.7	11.0	29	21	16	8	21	22	23	6	146	85.3	74.0	74.7	57.4	86.9	71.8	66.0	44.1	101.9	97.0	88.3	93.8
4.3	3.8	3.8	3.5	21	15	17	1	11	21	41	4	131	76.0	61.3	57.8	–	71.6	66.0	55.2	43.6	94.1	107.7	95.4	91.2
2.0	4.4	4.9	8.9	8	5	4	2	3	9	14	1	46	61.5	64.6	56.4	–	58.5	54.1	53.9	–	95.0	83.8	95.6	90.5
2.0	2.2	2.0	–	7	6	7	2	2	5	14	1	44	74.1	52.3	78.8	–	–	51.8	81.8	–	–	99.1	103.8	106.5
3.0	3.0	3.0	–	7	12	13	2	4	9	9		56	72.1	60.1	55.3	–	67.2	59.9	55.0		93.2	99.8	99.4	99.5
3.9	5.3	7.3	20.7	84	40	47	19	63	45	68	20	386	89.9	73.6	66.0	50.2	87.6	71.0	63.5	53.3	97.4	96.4	96.2	93.9
4.8	5.0	5.5	4.9	70	61	44	36	38	72	56	36	413	146.4	112.4	99.4	70.8	129.5	104.8	81.6	64.2	88.4	93.2	82.1	84.1
5.8	6.8	7.7	9.1	179	111	98	10	83	110	160	41	856	112.8	83.3	77.2	60.9	101.3	81.1	74.0	60.3	89.8	97.3	95.8	85.5
1.3	2.9	2.9	4.0	15	22	17	10	2	7	18	7	98	80.5	69.6	59.6	52.5	–	68.6	59.5	50.8	–	98.6	99.9	89.8
0.0	0.0	0.0	0.0	10	8	8	1	5	19	28	3	82	51.9	49.8	44.6	–	51.5	49.4	46.0	42.0	99.3	99.2	103.2	97.8
0.9	1.1	1.1		36	40	23		14	12	37		186	81.6	69.7	65.6		79.7	68.7	65.0		97.6	98.6	99.0	90.7
3.3	2.5	2.3	–	9	14	5	1	15	9	8	1	71	79.0	62.6	56.3	–	75.1	64.9	54.3	–	95.1	103.7	96.4	97.6
2.9	3.5	3.8	6.5	203	120	80	18	126	98	91	31	933	105.8	82.1	76.8	51.3	98.2	79.2	70.6	55.5	92.8	96.5	92.0	86.8
				24	16	12	1	12	15	13	2	95	65.3	58.1	60.3	–	66.2	55.7	56.0	–	101.3	95.9	93.0	94.8
				29	35	38	2	8	41	30	3	186	108.4	82.7	63.4	–	96.5	82.7	65.0	59.9	89.1	100.1	102.4	93.3
2.9	4.0	4.0	4.0	121	143	108	87	75	109	134	111	888	120.9	87.9	79.9	53.0	99.1	80.5	73.3	51.1	81.9	91.7	91.7	83.9
2.3	3.7	3.4	–	86	57	51		47	43	77	1	490	106.1	88.9	74.5		104.2	86.8	67.3	–	98.2	97.7	90.4	89.3
3.9	5.5	5.8	6.3	362	220	167	7	169	175	181	30	1683	159.2	110.6	97.8	57.4	139.2	99.2	83.9	66.2	87.4	89.7	85.7	77.6
1.6	1.4	1.7	1.6	68	35	26	7	32	25	26	4	294	80.9	76.2	70.0	61.6	78.9	70.6	67.1	56.8	97.5	92.6	95.9	90.3
2.9	2.5	3.2	3.0	29	28	16	20	25	14	19	18	169	112.2	87.5	70.6	54.4	107.2	83.0	65.3	55.7	95.5	94.9	92.5	94.0

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

Tennessee (continued)

Vanderbilt U	7	I	PI	210.6	128.4	111.9		72.8		148.4	100.0	100.0	6.0	6.0		54.0	15.6	30.4
Volunteer St Comm Coll	1,35	III	PU	78.0	63.6	54.7	49.9			59.8	93.0	80.7	12.4	20.8	FpT	47.6	25.1	27.3

Texas

Abilene Christian U	7	IIA	PR	98.5	78.0	71.2	60.9		—	77.3	100.0	100.0	8.0	15.7	F	48.5	20.9	30.6
Angelo St U	7	IIA	PU	83.6	72.8	66.8	51.4		67.4	68.9	100.0	93.6	6.2	11.1		44.2	23.1	32.7
Austin Coll	7	IIB	PR	83.1	66.8	60.0	41.9			68.4	94.0	92.0	8.1	18.4	FTV	70.0	21.0	9.0
Austin Comm Coll District		III	PU	94.1	73.0	65.3				85.2	100.0	95.1	7.5	11.8		0.0	0.0	100.0
Baylor U		I	PR	146.7	104.0	96.1	77.3	72.6		106.7	97.8	94.3	9.1	11.5	FTV	48.0	14.5	37.5
Lamar U		I	PU	103.8	82.4	78.3	56.7			76.0	100.0	100.0	9.2	13.7	F	43.4	18.1	38.4
McMurry U		IIB	PR	71.7	60.4	64.9	48.8			62.4	73.3	80.0	4.5	13.7	PfTOV	57.3	16.0	26.7
Our Lady of the Lake U	7	IIA	PR	83.0	71.2	66.0	54.0	—		70.8	100.0	—	7.0	—	FFT	39.6	29.7	30.7
Prairie View A & M U		IIA	PU	108.9	87.7	66.5	—	50.5		73.9	87.7	95.6	2.1	4.2		36.6	32.5	30.9
Rice U		I	PI	206.6	129.2	122.9	66.2	81.5		150.3	100.0	92.3	9.4	7.5	Ff	58.9	18.6	22.6
Saint Edward’s U	7	IIA	PR	99.3	80.8	79.5	64.6	63.1		83.7	92.5	92.5	6.9	11.7	FFTOV	52.5	35.0	12.5
Sam Houston St U		I	PU	103.3	84.9	71.2	61.8	48.9		80.1	99.9	97.7	8.4	12.2	P	52.4	25.5	22.1
Southern Methodist U		I	PR	176.4	119.2	119.4	103.8	62.1	132.9	122.0	98.1	92.9	9.7	13.2	F	48.5	12.9	38.6
Southwestern U		IIB	PR	93.4	77.6	65.8	53.0			77.0	89.5	92.1	7.2	13.7	FFT	64.0	18.4	17.5
St Mary’s U	7	IIA	PR	120.6	79.9	73.6	57.0	36.5		92.3	83.7	78.8	7.0	10.6	FFTV	64.9	11.1	24.0
Texas A & M U-Coll Station		I	PU	157.3	110.1	100.1		58.4	76.4	114.2	100.0	100.0	14.0	9.0		51.0	14.2	34.8
Texas A & M U-Corpus Christi	1	IIA	PU	105.2	77.9	66.3	45.8			77.0	94.1	91.6	6.5	11.5	PpO	44.5	29.2	26.3
Texas Christian U	7	I	PR	150.6	113.9	94.3	82.4	72.2		115.3	99.7	90.1	8.1	8.0	FFTOV	52.3	13.1	34.6
Texas Lutheran U		IIB	PR	77.2	64.9	59.4	—	59.6		67.0	86.9	92.9	5.0	12.3	FT	64.3	22.6	13.1
Texas St U		I	PU	105.7	87.8	78.5		52.8		76.8	100.0	100.0	6.9	13.4	None	40.9	17.6	41.5
Texas Tech U*	7	I	PU	139.4	95.7	88.1	57.7	45.3	61.4	98.1	100.0	97.9	7.3	8.0	PO	52.9	23.8	23.3
Texas Woman’s U		I	PU	91.9	73.4	66.3	58.6	56.6		73.4	98.6	89.6	7.5	14.5	P	41.7	26.3	32.0
Trinity U		IIA	PR	125.1	100.4	88.4	57.7	51.8		100.1	99.2	59.7	10.1	5.9	PpTOV	65.0	15.2	19.8
U of Dallas	1	IIA	PR	100.9	81.8	69.2	56.4			75.6	89.9	69.1	6.2	19.6	FFT	52.5	22.3	25.2
U of Houston		I	PU	163.5	108.8	99.7	—	65.4		110.9	100.0	100.0	8.0	9.1		53.9	16.2	29.9
U of Houston-Downtown	1	IIA	PU	99.8	82.5	79.2	—	57.0		77.7	100.0	95.0	7.3	12.1	None	47.9	35.3	16.8
U of St Thomas	7	IIA	PR	95.0	74.4	67.5	58.6	—		75.4	63.9	84.0	5.8	11.4	FTOV	52.1	8.3	39.6
U of Texas Permian Basin*		IIA	PU	94.8	88.2	77.5		56.4	43.7	75.8	100.0	99.4	15.8	11.6		33.9	31.6	34.5
U of Texas at Austin		I	PU	194.2	128.3	113.4	60.5	70.9		131.9	99.9	98.0	8.3	7.5	O	54.1	14.8	31.1
U of Texas at Dallas		I	PU	178.9	133.1	120.6		78.4		123.6	100.0	100.0	7.0	7.4		46.0	15.3	38.7
U of Texas at El Paso		I	PU	119.9	90.7	86.7		57.5		84.5	100.0	100.0	8.5	12.8		44.8	19.6	35.6
U of Texas at San Antonio		I	PU	131.4	90.7	87.0		40.8		101.2	99.6	96.7	8.4	9.8		66.2	26.4	7.4
U of the Incarnate Word	1	IIA	PR	97.9	85.3	76.9	67.2			84.3	100.0	100.0	7.0	0.5	FTOV	54.4	22.1	23.5

Utah

Salt Lake Comm Coll		III	PU	79.1	62.3	56.9	49.9	—		62.7	100.0	100.0	14.6	25.5	None	61.9	35.5	2.6
Snow Coll		III	PU	76.6	64.5	58.6	56.0		56.5	61.5	98.8	93.1	15.0	25.7	F	44.4	38.8	16.9
Southern Utah U		IIA	PU	92.5	73.2	63.7		52.2	62.1	69.1	100.0	96.6	14.8	19.6		38.2	30.9	30.9
U of Utah	7	I	PU	138.6	97.2	92.1	84.7	67.8	38.1	100.2	100.0	100.0	14.2	11.3	P	51.2	22.0	26.8
Utah St U	7	I	PU	119.7	90.1	76.1	52.5	62.5		88.1	100.0	100.0	15.6	16.9	P	46.4	21.9	31.8
Utah Tech U		III	PU	86.0	72.6	63.9	55.4			69.9	100.0	98.2	14.8	22.7	FfO	49.1	37.7	13.2
Utah Valley U		IIA	PU	98.3	80.9	73.4	90.5	55.8		78.1	99.9	90.7	14.5	22.9	F	49.5	30.4	20.1
Westminster Coll		IIA	PI	87.2	69.3	64.0				73.6	100.0	86.8	3.5	15.3	FpTO	0.0	0.0	100.0

Vermont

Middlebury Coll		IIA	PI	141.0	106.2	91.2	84.4	83.2	61.0	113.2	100.0	100.0	12.9	12.7	OV	60.5	26.1	13.4
Saint Michael’s Coll*		IIA	PR	91.3	72.4	64.8	57.4			75.0	100.0	92.5	3.0	19.1	FTV	64.5	18.7	16.8
U of Vermont	7	I	PU	127.0	97.5	84.4	75.6	64.8		94.0	93.5	100.0	10.3	17.3	FO	56.0	9.6	34.4

Virginia

Averett U		IIB	PR	67.7	60.7	53.3	43.9			58.4	98.3	94.8	6.0	15.1		51.7	24.1	24.1
Bluefield U		IIB	PR	58.4	52.7	51.3				53.2	97.6	82.9	0.0	18.8	FT	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
2.7	1.9	4.2		289	117	92		96	106	103		967	212.8	130.8	115.1		204.0	125.8	109.0		95.9	96.2	94.7	76.9
4.0	4.0	8.7	9.5	12	32	16	28	8	50	17	24	187	78.0	64.4	55.0	50.5	77.9	63.1	54.5	49.1	99.8	98.1	99.1	98.9
2.5	1.9	3.7	3.4	52	49	28	20	15	25	33	45	268	101.7	81.3	72.1	64.8	87.5	71.5	70.4	59.2	86.0	87.9	97.6	80.9
1.2	2.5	2.0	2.3	52	32	39	35	31	22	34	36	312	82.6	76.8	69.1	48.9	85.4	67.0	64.2	53.9	103.4	87.2	92.9	94.3
0.2	0.4	1.6	0.8	22	29	10		6	13	15	5	100	84.6	67.6	60.5		77.5	64.9	59.7	41.9	91.7	96.0	98.6	85.3
				175	73	36		217	107	27		635	95.4	73.5	64.4		93.0	72.6	66.4		97.4	98.8	103.1	98.7
2.0	2.7	2.4	3.0	218	169	94		73	130	138	13	1068	149.9	108.2	101.3		137.3	98.5	92.5	77.3	91.6	91.1	91.3	80.9
0.8	3.4	4.2	3.9	54	62	38	58	23	47	39	98	419	103.2	85.3	83.0	56.2	105.2	78.5	73.8	57.0	101.9	92.0	88.9	86.4
2.9	2.8	2.6	2.1	22	8	8	7	7	6	4	13	75	71.2	61.5	62.5	55.0	73.3	58.9	69.7	45.5	103.0	95.9	111.5	88.5
1.3	1.5	3.1	—	6	8	15	1	20	17	28	5	101	86.0	68.2	67.6	—	82.2	72.6	65.1	53.4	95.6	106.4	96.3	100.5
1.4	2.3	1.6	—	55	42	58	1	19	24	54		366	110.4	88.9	66.8	—	104.4	85.5	66.1		94.5	96.2	98.9	88.0
2.1	3.3	3.4	3.0	227	71	75	12	75	39	55	4	700	209.7	137.8	123.5	66.0	197.0	113.6	122.0	66.6	94.0	82.5	98.8	79.3
3.1	4.2	3.7	5.8	21	20	22	9	25	33	19	6	160	102.9	81.0	89.1	67.6	96.3	80.6	68.4	60.1	93.6	99.4	76.8	91.2
4.4	4.7	4.2	4.1	121	104	72	23	68	76	101	66	697	106.0	87.2	73.3	62.3	98.5	81.7	69.8	61.6	92.8	93.7	95.2	85.9
2.0	2.8	2.6	2.3	159	93	47	69	50	50	45	62	723	181.4	121.1	131.2	119.1	160.3	115.7	107.1	86.8	88.4	95.5	81.6	71.7
2.8	4.2	5.2	7.0	18	17	6	6	24	14	15	14	114	98.0	76.8	68.5	59.1	89.9	78.6	64.8	50.4	91.7	102.4	94.5	90.3
8.5	5.3	7.2	2.5	61	33	20	13	26	22	17	13	208	128.8	79.3	75.9	60.1	101.1	80.9	70.9	53.8	78.5	101.9	93.4	78.8
3.2	5.0	5.0		776	315	227		205	167	165		2669	160.0	112.6	104.2		146.9	105.4	94.4		91.8	93.6	90.6	77.1
1.3	3.5	1.7	1.4	57	65	72	4	28	53	117	11	407	109.6	80.7	71.1	41.6	96.1	74.4	63.4	47.3	87.7	92.3	89.1	82.3
3.0	4.1	4.3	3.9	131	114	54	40	78	103	91	55	687	153.8	121.8	101.9	83.6	145.3	105.0	89.8	81.6	94.5	86.2	88.1	83.9
3.0	4.4	3.4	—	15	15	9		12	14	12	1	84	79.7	64.2	61.8		74.1	65.7	57.6	—	93.1	102.4	93.3	93.7
3.1	3.5	3.8		161	143	119		105	145	137		1279	107.3	90.2	82.6		103.2	85.5	74.9		96.1	94.8	90.6	89.5
				288	267	190	63	109	143	175	113	1456	145.3	99.3	92.1	60.4	123.6	89.1	83.8	56.2	85.1	89.7	91.0	78.2
0.0	1.3	0.9	4.3	25	34	30	4	71	96	108	29	415	93.6	72.8	65.5	63.5	91.3	73.7	66.5	57.9	97.5	101.2	101.4	97.0
1.9	2.2	3.7	3.1	54	48	21	21	42	33	21	12	263	129.0	102.1	87.4	59.1	120.0	97.9	89.3	55.3	93.0	95.9	102.2	95.0
0.3	4.6	3.2	2.6	13	42	11	16	2	25	12	18	139	99.2	82.9	67.6	61.0	—	80.1	70.7	52.3	—	96.7	104.6	89.1
2.2	3.0	3.4		337	211	127	1	106	151	95		1467	168.9	112.1	104.5	—	146.4	104.2	93.2		86.7	92.9	89.2	77.3
3.0	4.4	4.6	—	44	58	35		27	45	42	1	357	104.1	83.6	82.4		92.8	81.0	76.6	—	89.2	96.9	93.0	88.7
1.8	5.2	5.3	6.1	19	35	22	3	12	22	25	5	144	96.7	72.6	68.5	64.5	92.2	77.3	66.6	55.1	95.4	106.5	97.3	95.4
2.3	3.3	3.5		19	27	40		6	10	20		171	92.0	93.1	80.4		103.5	75.0	71.8		112.6	80.6	89.3	77.0
3.5	5.2	4.6	1.8	684	272	204	12	273	216	183	6	2660	198.8	132.7	121.3	61.7	182.9	122.8	104.5	58.1	92.0	92.5	86.1	76.0
5.5	6.7	4.3		217	109	80		49	39	55		896	182.9	132.5	130.2		161.1	134.9	106.7		88.1	101.8	81.9	73.2
0.1	1.2	1.2		133	114	85		40	73	68		796	122.3	92.6	86.4		112.1	87.9	86.9		91.6	95.0	100.6	81.5
1.4	1.3	3.0		185	130	91		72	76	84		689	135.6	92.0	91.4		120.5	88.4	82.3		88.9	96.2	90.0	83.9
2.8	3.9	3.8	4.6	45	45	36	13	42	51	51	24	307	97.4	85.3	79.8	66.3	98.4	85.2	74.9	67.7	101.0	99.9	93.9	96.4
3.3	3.6	4.3	2.6	31	88	69	4	26	65	62	3	349	79.3	62.3	57.6	49.4	78.9	62.4	56.2	50.5	99.5	100.2	97.6	98.9
3.0	3.4	2.2	3.5	13	28	33	26	6	12	24	12	160	76.5	64.8	58.6	56.6	76.6	63.8	58.5	54.8	100.1	98.5	99.7	97.9
4.7	6.0	6.3		51	57	84		7	32	63		353	93.8	75.8	65.4		82.9	68.5	61.4		88.4	90.4	94.0	85.7
3.8	4.4	3.6	2.1	315	187	170	9	124	140	135	8	1434	142.7	101.6	97.2	83.1	128.2	91.3	85.6	86.5	89.9	89.9	88.1	81.7
2.9	4.1	4.5	4.0	185	168	156	24	82	84	175	18	1029	123.6	93.8	80.6	52.6	111.0	82.7	72.1	52.3	89.8	88.2	89.4	82.5
4.0	8.3	3.9	3.9	24	40	45	8	15	31	45	12	220	90.5	73.0	66.3	59.4	78.9	72.0	61.5	52.8	87.2	98.7	92.8	90.6
6.3	5.1	4.1	3.8	87	187	131	27	36	88	89	8	773	100.0	82.2	76.5	94.4	94.2	78.1	68.7	77.6	94.1	95.0	89.8	88.6
0.0	0.3	1.4		21	25	11		19	20	25		121	88.5	69.8	68.3		85.7	68.6	62.1		96.9	98.3	90.8	93.1
2.0	3.2	3.5	1.4	85	30	40	5	40	38	43	7	306	143.3	104.5	91.5	88.9	136.1	107.5	90.9	81.2	95.0	102.9	99.3	88.7
				25	18	6	5	12	15	13	13	107	92.4	72.0	63.8	52.9	88.8	73.0	65.3	59.1	96.1	101.4	102.4	90.5
1.7	0.9	2.4	2.7	114	76	29	11	53	94	29	35	602	129.4	101.0	90.1	73.2	121.7	94.6	78.7	76.3	94.0	93.7	87.3	85.6
0.2	0.7	0.4	0.0	10	7	7	5	4	15	8	2	58	68.2	64.1	53.3	46.3	66.5	59.1	53.3	—	97.5	92.2	100.0	95.3
0.0	0.0	0.0		8	3	14		2	3	11		41	58.1	49.9	51.3		—	55.5	51.2		—	111.2	99.7	99.5

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR						RET	MED	RET
Virginia (continued)																		
Bridgewater Coll	1	IIB	PR	74.7	65.1	59.1	52.4			62.7	100.0	77.8	3.0	12.3	FT	61.1	18.9	20.0
Christopher Newport U		IIA	PU	112.7	87.0	79.5	70.1	69.4		86.2	100.0	92.2	11.7	18.8		52.5	25.5	22.0
Eastern Mennonite U	41	IIA	PR	63.9	56.8	50.2	44.0	—		53.7	100.0	100.0	3.6	1.0	PpTOV	36.9	27.4	35.7
Emory & Henry Coll*	1	IIB	PR	71.4	67.4	61.6	44.4	—		63.9						47.8	9.8	42.4
George Mason U	7	I	PU	150.6	104.3	90.4	70.6			110.2	99.9	99.9	10.1	12.0	None	47.4	17.1	35.5
Hampden-Sydney Coll		IIB	PI	93.9	74.8	63.4		57.5		75.7	97.9	83.5	9.5	8.8	FTTO	61.9	20.6	17.5
Hollins U		IIA	PI	84.5	67.4	57.7	95.1			74.9	100.0	100.0	7.1	8.1	FTTV	55.7	25.7	18.6
James Madison U	7	IIA	PU	101.2	85.0	79.9	64.5			86.3	100.0	89.6	15.3	19.6		59.9	16.4	23.6
Longwood U*	1	IIA	PU	90.3	74.6	71.2	68.8	47.8		73.9	58.1	92.9	20.0	21.5		54.4	32.4	13.3
Mary Baldwin U	1	IIA	PR	69.9	70.2	60.5	35.7			64.9	100.0	76.0	3.0	14.3	FTTV	35.4	0.0	64.6
Marymount U	5	IIA	PR	92.3	77.9	69.1	61.0			76.7						48.0	36.2	15.8
Old Dominion U	7	I	PU	129.6	94.9	83.3	50.7	63.3		92.6	96.5	86.5	9.7	17.2	F	48.6	18.5	33.0
Radford U	1	IIA	PU	93.5	79.5	71.8	60.7			79.1	97.3	87.7	12.0	20.2	None	52.8	21.9	25.4
Randolph Coll		IIB	PI	86.4	71.9	60.1	—			73.7	100.0	100.0	3.9	6.2	FpT	68.3	18.3	13.3
Randolph-Macon Coll	1	IIB	PR	89.3	71.1	75.2	53.9	65.0		76.2	100.0	100.0	4.7	10.0	FTO	61.2	19.0	19.8
Roanoke Coll		IIB	PR	85.9	71.4	66.1	54.9			70.9	92.7	100.0	4.9	11.9	FTT	62.9	12.6	24.5
Shenandoah U	7	I	PR	86.1	80.3	70.8	63.2	56.9	—	76.2	90.9	76.3	4.9	10.3	FTTV	0.0	0.0	100.0
U of Lynchburg	7	IIA	PR	83.8	73.2	66.5	54.0			72.7	100.0	50.8	8.7	13.3		51.4	22.7	25.9
U of Mary Washington	7	IIA	PU	90.2	76.9	66.2	64.7	70.0		77.7	100.0	89.7	12.1	20.2	O	61.2	19.8	19.0
U of Richmond	7	IIA	PI	165.4	116.5	103.6	69.0	76.7		119.3	98.8	90.8	9.5	7.8	FpTV	56.8	16.5	26.7
U of Virginia's Coll at Wise		IIB	PU	93.1	73.5	67.3	61.5			74.1	100.0	95.0	11.0	20.2		56.4	15.8	27.7
U of Virginia-Main Campus	7	I	PU	194.9	125.6	98.0	90.4	58.9		142.1	100.0	100.0	10.3	10.5		56.2	14.7	29.2
Virginia Commonwealth U	7	I	PU	154.0	102.8	79.0	63.2			100.5	99.6	35.7	10.7	15.2		41.7	16.1	42.2
Virginia Military Inst		IIB	PU	100.9	78.8	69.6	58.3	60.7		84.4	100.0	100.0	8.5	23.9	O	59.2	31.3	9.5
Virginia Poly Inst and St U	7	I	PU	154.8	109.8	95.4	56.9	—		112.7	100.0	100.0	11.7	13.4	None	52.8	21.1	26.0
Washington and Lee U		IIB	PI	143.8	116.7	98.4	67.9			115.1	91.2	88.0	10.0	11.3	PIV	61.8	27.6	10.6
William & Mary	7	I	PU	142.5	105.7	88.8	76.2	66.0		111.9	99.1	88.7	10.7	14.7		63.2	14.9	21.9

Washington

Northwest U		IIA	PR	77.5	63.5	55.6	—			63.3	100.0	100.0	5.2	14.8	FpTV	43.9	54.4	1.8
Pacific Lutheran U	1	IIA	PR	84.7	70.9	84.4	56.8			74.4	97.3	91.2	8.4	11.8	PTV	64.8	17.0	18.1
Seattle U		IIA	PR	128.8	93.7	81.8	67.2	64.0	24.6	90.3						49.0	12.3	38.7
U of Puget Sound	7	IIA	PI	113.1	89.6	77.3	79.0			100.0	94.7	90.3	5.9	10.1	FftOV	66.5	17.0	16.5
U of Washington-Bothell Campus		IIA	PU	124.9	103.6	91.2		95.0		103.2	92.9	100.0	8.1	8.1		44.4	19.4	36.2
U of Washington-Seattle Campus	7	I	PU	155.1	113.5	101.3	54.7	87.1		126.9	92.5	98.6	8.4	6.8		63.0	16.2	20.8
U of Washington-Tacoma Campus		IIA	PU	130.4	94.8	86.8	65.2	—		97.5	88.1	100.0	8.3	8.6		45.8	21.7	32.4
Washington St U	7,36	I	PU	128.5	89.9	76.2	74.9	49.4	—	95.2	100.0	100.0	7.3	11.8	None	48.6	15.5	35.9
Western Washington U		IIA	PU	119.3	95.8	76.5	61.3			93.8	97.2	100.0	10.5	11.9		62.3	18.9	18.9
Whitman Coll		IIB	PI	115.4	88.9	75.1	60.8	64.3		89.7	94.8	99.3	10.2	11.5	FOV	67.3	13.7	19.0

West Virginia

Davis & Elkins Coll	7	IIB	PR	57.9	56.5	49.5	45.7			51.6	90.9	72.7	4.1	24.4	FpT	31.8	2.3	65.9
Marshall U	1	IIA	PU	85.4	74.9	67.3	39.4			72.9	100.0	85.8	6.0	9.7	P	59.9	23.4	16.6
Shepherd U	19	IIA	PU	78.0	66.8	61.6	47.2			66.2	100.0	74.8	6.0	11.8	PO	60.3	29.0	10.7

Wisconsin

Beloit Coll		IIB	PI	76.3	65.1	59.7	48.2		—	65.1	100.0	73.0	5.9	21.5	FpTV	58.4	20.2	21.3
Lakeland U		IIA	PR	74.4	66.4	55.6	57.0			63.8	100.0	83.3	3.1	22.9	FTT	52.8	25.0	22.2
Lawrence U	53	IIB	PI	92.3	78.1	67.2	56.8	—		75.2	96.4	83.9	6.0	10.2	PpTO	63.1	19.0	17.9
Marquette U	7	I	PR	128.4	96.6	90.1	64.8			95.4	100.0	100.0	8.0	11.8	FT	53.7	23.8	22.5
Milwaukee School of Engineering	1	IIA	PI	99.2	89.2	81.7	54.8			85.2						0.0	0.0	100.0
Ripon Coll		IIB	PI	77.2	68.6	58.8	47.6			68.3	100.0	100.0	5.6	13.9	FpTO	70.0	24.0	6.0
Saint Norbert Coll*		IIB	PR	100.6	73.3	71.5	—			77.3	97.4	88.7	7.3	14.0	FTTV	61.7	35.7	2.6
U of Wisconsin-Eau Claire	7	IIA	PU	85.7	72.2	75.3	58.8	51.3		74.0	100.0	100.0	6.6	6.6	None	54.1	22.3	23.6
U of Wisconsin-Green Bay	7	IIA	PU	76.4	65.4	69.8	—	50.3		63.8	100.0	100.0	6.6	7.6	None	52.0	19.4	28.6
U of Wisconsin-La Crosse	7	IIA	PU	84.0	73.2	71.5	69.2	48.8		69.3	100.0	100.0	6.6	7.0	None	49.6	21.4	29.0
U of Wisconsin-Madison	7	I	PU	167.0	121.0	105.5	75.2	71.8	—	125.1	100.0	100.0	6.6	3.9	None	61.1	9.7	29.2
U of Wisconsin-Milwaukee*	7	I	PU	111.5	84.3	83.9	56.9	50.7		83.2	100.0	100.0	6.9	6.2	None	55.7	9.8	34.5

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	
5.3	5.8	7.9	5.9	9	23	8	7	2	22	9	10	90	74.4	66.0	58.1	53.9	—	64.1	60.0	51.3	—	97.0	103.4	94.4	
4.5	5.4	6.0	5.4	38	52	43	8	15	45	27	9	282	113.5	91.6	80.5	74.9	110.9	81.8	78.1	65.8	97.7	89.3	97.0	89.6	
0.0	7.1	0.3	0.9	12	9	14	4	8	10	16	10	84	63.5	56.9	51.1	43.0	64.5	56.7	49.3	44.4	101.6	99.7	96.5	96.1	
5.5	6.4	6.1	8.1	10	9	16	2	4	15	32	3	92	73.8	62.9	61.3	—	65.2	70.1	61.8	42.3	88.3	111.4	100.9	98.8	
				261	264	230	34	131	242	239	55	1456	161.2	109.4	96.0	74.4	129.6	98.7	85.1	68.3	80.4	90.2	88.6	80.	
				24	16	13		8	12	7		97	94.7	75.2	64.3		91.4	74.4	61.7		96.4	99.0	95.9	92.1	
				10	7	5	11	10	12	13	2	70	88.7	68.4	61.0	56.9	80.2	66.9	56.5	—	90.5	97.8	92.6	114.6	
4.4	6.7	6.1	5.4	203	135	84	64	158	146	139	99	1028	103.6	88.3	83.5	64.4	98.2	81.9	77.8	64.5	94.8	92.7	93.2	90.9	
19.5	12.4	10.1	7.6	30	42	29	3	25	35	48	1	241	91.2	75.2	68.2	74.3	89.1	74.0	73.0	—	97.6	98.4	107.0	97.4	
4.2	3.5	5.1	4.8	3	8	17		9	31	25	3	96	71.4	74.8	56.6		69.4	69.0	63.2	35.7	97.3	92.2	111.6	103.2	
0.4	0.9	0.6	3.9	10	18	9	5	34	16	44	16	152	94.1	79.1	71.1	59.8	91.8	76.5	68.7	61.3	97.6	96.7	96.7	96.5	
5.3	7.0	5.8	8.4	170	124	85	1	52	93	109	4	867	134.3	97.4	89.3	—	114.2	91.5	78.7	51.0	85.0	94.0	88.1	76.3	
5.0	5.8	5.7	5.2	88	55	52	22	67	70	87	48	489	97.8	79.8	77.0	57.6	87.9	79.2	68.8	62.0	89.9	99.2	89.3	89.0	
0.2	3.9	0.0	2.1	9	7	4		14	12	12	2	60	88.1	76.5	61.9		85.4	69.3	59.5	—	96.9	90.6	96.1	90.4	
2.7	2.7	3.3	3.0	26	12	8	7	21	16	14	9	121	92.2	72.9	80.3	56.4	85.7	69.8	72.3	52.0	93.0	95.7	90.1	88.6	
4.7	4.3	6.8	2.9	24	29	6	18	20	24	10	20	151	88.0	71.1	72.0	57.5	83.3	71.9	62.6	52.6	94.7	101.1	87.0	93.5	
1.2	1.2	1.3	1.0	24	39	35	4	22	49	47	7	241	90.5	79.1	69.6	63.0	81.2	81.2	71.8	63.4	89.8	102.6	103.2	97.1	
1.0	1.0	1.6	6.5	30	28	25	5	20	33	39	5	185	87.5	75.8	67.5	55.7	78.4	70.9	65.8	52.3	89.6	93.5	97.5	91.0	
9.1	10.0	10.5	11.1	39	37	23	2	42	32	34	3	242	94.9	78.9	64.3	—	85.8	74.7	67.4	60.4	90.3	94.7	104.9	94.5	
3.4	5.1	4.5	2.8	75	73	31	30	49	65	44	25	424	174.9	122.1	110.9	72.8	150.8	110.3	98.4	64.4	86.2	90.3	88.8	84.4	
6.3	7.1	5.4	6.5	16	21	9	5	9	11	8	22	101	94.9	73.2	71.6	66.4	89.9	74.1	62.5	60.3	94.7	101.2	87.4	87.3	
3.3	5.1	5.4	—	449	229	221	3	173	202	198	1	1560	200.5	131.4	104.6	97.2	180.2	119.1	90.6	—	89.9	90.7	86.6	77.5	
6.3	6.4	7.7	7.1	171	224	223	44	76	221	268	55	1282	159.5	106.9	82.2	62.0	141.7	98.6	76.3	64.2	88.8	92.3	92.9	83.6	
0.8	4.8	33.6	2.5	51	12	25	2	14	15	19	2	147	102.0	80.4	68.7	—	96.8	77.5	70.7	—	94.9	96.3	103.0	88.0	
5.8	6.3	6.1	5.7	483	323	316	135	143	196	235	137	1970	158.2	111.9	99.5	57.4	143.5	106.2	90.0	56.5	90.7	94.8	90.5	81.9	
1.1	2.1	4.4	1.3	59	28	17	16	27	22	25	23	217	147.0	117.9	94.0	76.2	136.9	115.3	101.5	62.1	93.1	97.8	108.0	85.3	
4.4	4.9	6.3	4.0	165	116	60	5	88	79	60	10	653	149.8	105.1	97.5	67.2	128.6	106.4	80.1	80.7	85.9	101.2	82.1	82.9	
1.1	0.0	2.9	—	7	11	7		5	12	13	2	57	78.4	63.7	56.7		76.2	63.3	55.1	—	97.2	99.5	97.2	93.1	
1.7	2.6	2.2	5.1	29	23	15	10	19	45	18	23	182	84.3	71.1	77.8	51.5	85.3	70.8	89.8	59.1	101.2	99.6	115.4	99.0	
3.1	3.1	3.3	5.1	60	79	32	35	55	76	56	66	522	139.1	91.5	86.6	69.0	117.5	96.0	79.1	66.3	84.5	105.0	91.3	88.8	
1.0	7.9	4.6	1.0	62	17	13	3	55	21	28	7	206	115.0	91.6	76.7	79.0	111.1	88.0	77.6	79.1	96.6	96.1	101.3	92.2	
2.3	2.1	3.9		20	47	28		16	44	38		196	135.2	105.8	92.2		112.1	101.2	90.4		82.9	95.7	98.1	91.4	
2.1	3.3	3.9	5.5	516	311	180	26	325	291	242	37	1938	162.8	118.5	105.7	51.8	143.0	108.1	98.1	56.7	87.8	91.2	92.8	84.8	
2.0	2.6	3.1	2.0	24	48	45	1	20	62	48	4	253	145.6	100.4	89.8	—	112.2	90.4	83.9	62.7	77.0	90.1	93.4	86.0	
0.4	1.1	1.6	2.0	271	269	203	4	122	197	246	5	1361	134.1	95.1	79.8	58.9	116.1	82.8	73.3	87.8	86.6	87.1	91.9	81.9	
3.5	4.3	5.6	4.4	142	99	53	54	91	85	72	72	668	122.7	97.0	77.9	64.3	113.9	94.4	75.4	59.0	92.9	97.3	96.7	88.1	
0.6	0.6	1.5	0.9	28	26	11	1	15	34	10	3	153	117.9	90.0	77.1	—	110.6	88.1	72.8	61.0	93.9	98.0	94.4	89.9	
2.8	2.6	4.6	3.4	3	2	11	2	6	5	8	7	44	60.0	—	50.0	—	56.9	54.4	49.0	45.1	94.8	—	98.0	96.4	
2.2	3.9	1.8	3.4	115	60	72	18	68	65	66	35	499	87.2	80.7	71.3	39.8	82.5	69.6	63.0	39.3	94.6	86.3	88.4	85.6	
0.1	1.6	0.8	3.2	17	23	16	5	17	24	20	9	131	79.3	67.0	61.4	44.9	76.7	66.7	61.8	48.4	96.8	99.5	100.7	97.4	
0.0	0.6	1.1	−3.4	17	7	9	4	8	15	16	11	5	89	77.6	66.8	59.6	49.4	74.9	64.4	59.7	46.4	96.6	96.4	100.2	98.8
2.0	2.8	4.8	—	5	9	4	1	3	4	7	3	36	76.7	65.8	57.7	—	70.5	67.9	54.4	58.0	91.9	103.1	94.2	92.0	
1.1	3.3	5.6	2.3	22	37	10	10	10	39	21	18	168	91.9	80.3	67.6	56.3	93.1	75.9	67.0	57.1	101.3	94.5	99.2	91.1	
3.9	2.9	0.5	0.7	80	85	63	62	43	74	59	55	521	135.5	99.7	91.9	65.6	115.3	93.0	88.1	64.0	85.1	93.3	95.8	88.5	
				28	33	35	9	15	15	20	11	166	100.8	92.6	84.1	55.9	96.2	81.8	77.4	54.0	95.4	88.4	92.0	88.8	
3.3	5.0	4.5	—	11	9	8	1	8	7	4	2	50	75.6	70.1	58.6	—	79.3	66.7	59.3	—	104.9	95.2	101.1	99.9	
0.0	0.0	0.0	—	14	19	24		7	24	26	1	115	105.4	76.6	72.9		91.1	70.7	70.3	—	86.4	92.3	96.5	88.5	
2.4	3.3	1.9	2.7	96	40	43		60	52	67	10	440	87.3	70.9	82.5		83.2	73.2	70.7	58.8	95.3	103.3	85.7	90.1	
2.4	2.8	2.2	—	22	51	32	1	18	40	17		252	80.3	66.1	70.1	—	71.6	64.5	69.3		89.1	97.7	98.8	89.4	
2.0	2.5	2.3		61	60	59	1	44	66	68	3	476	86.4	73.9	72.4	—	80.7	72.6	70.7	70.6	93.4	98.3	97.6	95.4	
3.5	4.9	3.2	3.0	597	174	214	179	289	158	235	200	2198	174.3	126.9	111.3	77.4	151.9	114.5	100.2	73.3	87.1	90.2	90.1	80.1	
2.9	3.4	4.0	3.0	181	219	46	19	94	168	88	37	1062	117.5	86.8	95.6	59.0	100.0	80.9	77.8	55.8	85.1	93.2	81.4	83.4	

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	T		TT	NTT	
Wisconsin (continued)																			
U of Wisconsin-Oshkosh	7	IIA	PU	82.0	70.4	67.3	—	53.1		68.9	100.0	100.0	6.6	7.0	None	53.8	16.3	29.9	
U of Wisconsin-Parkside	7	IIB	PU	87.7	68.6	68.9	—	47.1		67.4	100.0	100.0	6.6	7.2		38.8	20.0	41.2	
U of Wisconsin-Platteville	7	IIA	PU	80.1	70.6	65.6		47.6		66.1	100.0	100.0	6.6	7.3	None	51.9	20.8	27.3	
U of Wisconsin-River Falls	7	IIA	PU	80.6	72.6	72.5	50.9	46.9		72.6	100.0	100.0	6.6	6.7	None	58.0	25.6	16.4	
U of Wisconsin-Stevens Point	7	IIA	PU	74.3	64.1	62.1	61.0	46.6		65.4	100.0	100.0	6.6	7.4	None	63.2	17.8	19.0	
U of Wisconsin-Stout	7	IIA	PU	77.6	71.0	67.8	—	52.6		68.4	100.0	100.0	6.6	7.1	None	50.9	27.7	21.4	
U of Wisconsin-Superior	7	IIA	PU	70.2	64.0	60.7	—	48.8		60.4	100.0	100.0	6.6	8.0	None	45.8	24.2	30.0	
U of Wisconsin-Whitewater	7	IIA	PU	81.6	77.0	79.6		55.3		73.3	100.0	100.0	6.6	6.6	None	55.9	19.2	24.8	
Viterbo U		IIA	PR	71.2	62.7	55.1	44.3			59.8						46.0	36.0	18.0	

Wyoming

U of Wyoming	11	I	PU	116.7	87.7	81.2	45.2	62.3		88.8	99.7	95.8	15.7	19.7	P	53.3	19.3	27.4
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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
2.2	2.1	2.4		73	68	22		49	48	30	1	398	85.1	72.6	74.0		77.3	67.2	62.5	–	90.9	92.7	84.4	88.5
5.9	4.5	3.1	1.9	19	32	21	1	10	24	22	1	165	91.7	69.6	65.6	–	80.1	67.3	72.1	–	87.3	96.7	110.0	94.4
2.2	2.4	2.6		59	49	41		36	26	23		322	81.6	71.0	68.0		77.5	69.9	61.3		94.9	98.5	90.1	91.2
2.6	2.9	1.9	1.0	57	15	33	4	32	17	24	4	207	81.0	71.0	75.6	51.6	80.0	74.0	68.3	50.3	98.7	104.3	90.3	95.7
2.2	4.4	2.4	–	79	47	30	1	49	34	36	2	321	74.5	63.4	65.3	–	73.8	65.0	59.5	–	99.1	102.5	91.1	94.0
1.1	3.9	2.4	–	45	28	47	1	50	16	38	1	285	79.7	71.4	71.4	–	75.7	70.3	63.3	–	95.0	98.4	88.6	95.1
2.4	3.1	2.0	–	24	9	13		12	12	13	1	120	71.8	68.6	66.6		67.1	60.6	54.8	–	93.5	88.3	82.3	82.8
2.2	2.1	2.9		58	77	49		45	80	42		463	84.7	79.0	86.8		77.6	75.1	71.3		91.6	95.0	82.2	91.0
2.0	2.1	2.0	–	11	13	19	2	10	12	30	3	100	70.2	62.8	54.0	–	72.3	62.6	55.8	43.2	103.0	99.8	103.4	99.1
0.9	2.0	1.6	0.8	158	97	72	1	59	78	71	6	711	118.9	90.2	84.1	–	110.9	84.6	78.2	45.6	93.3	93.8	93.1	83.1

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)		(5)		(6)	(7)	(8)		(9)		EQUITY RATIO	
		CAT.	CTRL	AVG. SAL. (\$1000s)	% COVERED		% of SAL.		PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.		AVG. SAL.			
					RET.	MED.	RET.	MED.			MEN	WOMEN	MEN	WOMEN		
Alabama																
Northwest-Shoals Comm Coll		IV	PU	59.4	100.0	100.0	12.2	16.2	f	70.1	3.5	33	44	58.4	60.1	102.8
Arizona																
Pima Comm Coll	45	IV	PU	64.2	100.0	100.0	12.4	11.0		0.0	2.7	91	104	62.9	65.3	103.8
Arkansas																
Southern Arkansas U Tech	1	IV	PU	47.9	91.7	91.7	10.8	12.2		0.0	−39.0	18	18	51.0	44.7	87.7
California																
Clovis Comm Coll		IV	PU	100.6	100.0	100.0	17.1	14.1	None	55.0	13.5	64	47	102.4	98.0	95.7
Fresno City Coll		IV	PU	105.9	100.0	100.0	17.0	13.5	None	61.3	9.2	166	188	106.6	105.2	98.7
Reedley Coll		IV	PU	104.7	100.0	100.0	16.9	13.6	None	58.6	−22.0	72	80	106.3	103.2	97.1
Santa Rosa Junior Coll		IV	PU	110.4	100.0	100.0	0.0	0.0		80.3	1.7	117	173	110.8	110.2	99.4
Shasta Coll		IV	PU	96.1	100.0	100.0	16.9	18.9	None	72.4	8.2	73	54	96.8	95.2	98.3
Delaware																
Delaware Tech Comm Coll	39	IV	PU	80.2	99.7	99.7	22.9	15.5		0.0	12.5	133	249	79.7	80.5	101.0
Idaho																
Coll of Eastern Idaho	7	IV	PU	56.7	100.0	100.0	11.6	1.7	P	0.0	−17.0	26	30	58.0	55.6	95.9
Illinois																
Danville Area Comm Coll*	4	IV	PU	58.5	—	95.5	—	1.6	FO	95.5	2.7	25	41	62.7	55.9	89.2
Iowa																
North Iowa Area Comm Coll		IV	PU	66.4	100.0	100.0	9.5	24.6	O	0.0	5.1	35	25	66.2	66.8	100.8
Maine																
Central Maine Comm Coll		IV	PU	55.2	100.0	90.9	12.9	30.0	Ff	0.0	2.3	33	22	56.6	53.2	94.0
Nebraska																
Central Comm Coll		IV	PU	61.5	100.0	100.0	9.5	33.5	F	0.0	4.3	79	77	61.0	62.0	101.6
Nevada																
Coll of Southern Nevada		IV	PU	77.0	93.6	92.8	15.3	10.6		77.5		270	242	76.7	77.3	100.8
New Mexico																
Clovis Comm Coll	7	IV	PU	49.9	100.0	66.7	15.2	29.3	P	0.0	−7.7	17	31	44.9	52.6	117.0
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	57.0	100.0	100.0	16.0	14.3	None	0.0	0.2	58	28	56.6	57.8	102.0
Texas																
Central Texas Coll		IV	PU	69.2	100.0	82.4	14.7	13.7	POV	0.0	10.4	58	78	69.5	68.9	99.0
Vernon Coll		IV	PU	55.2	97.8	100.0	7.7	17.6	None	0.0	1.0	37	52	57.4	53.6	93.4

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)																
Wharton County Junior Coll	1	IV	PU	56.6	100.0	100.0	7.4	12.6	F	0.0	0.0	70	105	55.3	57.6	104.1
Wisconsin																
Gateway Tech Coll		IV	PU	85.4	98.8	88.5	8.2	25.1		0.0	0.8	109	144	84.7	85.9	101.4

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: 0.8182.
9. Factor used to convert 12-month contracts to 9-month equivalent: 0.81966.
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: 0.833.
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. Factor used to convert 12-month contracts to 9-month equivalent: 0.91667.
20. All faculty members on 12-month appointments.
21. Beginning in the 2021–22 academic year, there are no longer any full-time primarily instructional faculty with 11- or 12-month contracts.
22. Benefits data estimated from last year's data.
23. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
24. Note 24 has been removed from appendix I at the request of the institution.
25. Duke University excluded non-tenure-track faculty members from the data reported to AAUP.
26. Employee retirement plan temporarily reduced.
27. Excluding the college's substantial contributions to Health Savings Accounts for faculty opting into high-deductible health plans grossly underrepresents the college's contribution to employee health care.
28. Faculty contracts indicate a maximum employer contribution to defined-contribution retirement plans of 11 percent of base salary, but the administration has calculated an average cost of 16.85 percent for all retirement programs.
29. Faculty who have an institutional rank of lecturer and receive a postdoctoral fellowship are reported under the rank of lecturer.
30. 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 the salary structure at Penn State for a tenure/tenure-track faculty member.

31. 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 the salary structure at Penn State for a tenure/tenure-track faculty member.
32. 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.
33. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
34. Includes Chalon and Doheny campuses.
35. Includes Cookeville, Highland Crest, and Livingston campuses.
36. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
37. Includes Great Valley, Harrisburg, and Erie 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 the salary structure at Penn State for a tenure/tenure-track faculty member.
38. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
39. Includes Owens, Stanton/George, and Terry campuses.
40. Includes U of Arizona–South.
41. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
42. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
43. Johns Hopkins University excluded non-tenure-track faculty members from the data reported to the AAUP.
44. Michigan State University implemented temporary salary reductions due to COVID-19.
45. Only includes full-time faculty members on 9-month contracts. Excludes full-time faculty members on 12-month contracts.
46. 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).
47. Retirement benefits are estimated based on a percentage of total pay per the human resources office.
48. Retirement benefits for 2021–22 include a one-time contribution representing 9 months of contributions that were temporarily suspended in 2020–21.
49. Salary includes university-funded (not grant-funded) research allowances paid to faculty on 9-month contracts.
50. St. Francis College contributes 25 percent of the medical insurance deductible into employee Health Savings Accounts.

51. Starting in 2020–21, data are reported for total university rather than by campus.
52. Step progressions as well as housing stipends if applicable were included in total compensation for 2021–22.
53. The retirement cap resulting from budget changes due to the COVID-19 pandemic was in effect November 2020–April 2021.
54. USNA faculty are on a 10-month contract; salary numbers are reported out as accurately as possible given the difference in contract length
55. University formerly known as Indiana University–Purdue University–Fort Wayne.
56. University of Notre Dame excluded non-tenure-track faculty members from the data reported to the AAUP.
57. University of Pennsylvania excluded non-tenure-track faculty members from the data reported to the AAUP.
58. University of South Florida has consolidated to form one university instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.
59. Visiting faculty and professors of practice were reported at instructor rank per AAUP instructions this year. Prior to 2020–21, visiting faculty were reported at rank (visiting assistant at assistant, etc.) and professors of practice were reported as no rank.
93. Three faculty members on paid sabbatical were excluded from the provisional data release and are now included in the corrected appendices.

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.	
Alabama										
Birmingham-Southern Coll		IIB	PR	20	2,500	2,500	2,500	Some	None	4-1-4
Northwest-Shoals Comm Coll		IV	PU	102	1,404	1,404	1,404	None	None	Semester
Troy U		IIA	PU	572	2,286	2,409	2,286	None	None	Semester
U of North Alabama		IIA	PU	200	2,400	3,000	2,504	None	None	Semester
Arizona										
Embry-Riddle Aero U-Prescott		IIB	PI	65						Semester
Arkansas										
Harding U		IIA	PR	122	2,300	2,600	2,450	None	None	Semester
Hendrix Coll		IIB	PR	15	3,000	3,000	3,000	None	None	Semester
John Brown U		IIA	PI	38	2,634	3,703	3,160	None	None	Semester
Lyon Coll		IIB	PR	27	2,001	2,601	2,283	None	None	Semester
Southern Arkansas U Main Campus		IIA	PU	72	2,100	2,700	2,199	None	None	Semester
Southern Arkansas U Tech		IV	PU	27	1,650			None	None	Semester
U of Central Arkansas		IIA	PU	152				None	None	Semester
California										
California Baptist U		IIA	PR	508				None	None	Semester
Clovis Comm Coll		IV	PU	227	2,731	3,924	3,327	None	None	Semester
Fresno City Coll		IV	PU	892	2,731	3,924	3,327	None	None	Semester
Fresno Pacific U		IIA	PR	644	2,035	2,882	2,364	Some	All	Semester
Fuller Theo Sem		I	PR	137	1,916	5,337		Some	None	Quarter
Harvey Mudd Coll	66	IIB	PI	10	22,500	39,500	31,973	Some	Some	Semester
Mount Saint Mary's U*	69	IIA	PR	288	5,670	5,670	5,670	None	None	Semester
Occidental Coll	79	IIB	PI	104	8,000	11,250		None	None	Semester
Pitzer Coll		IIB	PI	13	7,500	7,500	7,500	Some	Some	Semester
Pomona Coll		IIB	PI	48	7,000	15,225	8,975	Some	Some	Semester
Reedley Coll		IV	PU	266	2,731	3,924	3,327	None	None	Semester
Saint Mary's Coll of California		IIA	PR	254	5,618	9,480	7,159	Some	Some	4-1-4
Scripps Coll	78	IIB	PI	34	6,885	12,109	7,791	Some	Some	Semester
Shasta Coll	81	IV	PU	201	2,869	3,742	3,305	Some	None	Semester
U of San Diego		IIA	PR	182	4,500	15,000	6,949	Some	Some	4-1-4
U of San Francisco		IIA	PR	307	5,925	8,397	6,706	Some	Some	Semester
Whittier Coll		IIB	PI	60	4,650	4,650	4,650	None	None	4-1-4
William Jessup U		IIA	PR	428	2,100	3,400	2,900	Some	None	Semester
Colorado										
Fort Lewis Coll		IIB	PU	67	3,300	3,300	3,300	Some	Some	Semester
U of Colorado Denver	77	I	PU	730	3,902	5,411		None	All	Semester
U of Denver		I	PI	802	3,174	4,125	3,412	None	None	Quarter
U of Northern Colorado		I	PU	249	3,150	4,635	3,696	All	Some	Semester
Connecticut										
Albertus Magnus Coll		IIA	PR	129	3,000	5,000	3,000	None	None	Semester
Central Connecticut St U	65	IIA	PU	472	5,094	5,973	5,535	Some	Some	Semester
Connecticut Coll		IIB	PI	74	5,800	5,800	5,800	None	None	Semester
Quinnipiac U		IIA	PI	531	4,425	5,250	4,692	Some	Some	Semester
U of Hartford		IIA	PI	818	3,555	8,500	3,600	Some	Some	Semester
U of New Haven		IIA	PI	369	2,505	9,204	3,812	Some	Some	Semester
U of Saint Joseph		IIA	PR	209	2,800	5,830	4,315	None	None	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.	
Delaware										
Delaware Tech Comm Coll	74	IV	PU	573	1,488	2,273		None	None	Semester
District of Columbia										
Catholic U of America		I	PR	321	2,000	23,660	4,700	None	None	Semester
Florida										
Beacon Coll		IIB	PI	3	3,000	3,000	3,000	None	None	Semester
Bethune-Cookman U		IIA	PR	39	1,800	2,000		None	None	Semester
Eckerd Coll		IIB	PR	23	2,000	6,000	3,115	None	None	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	31						Semester
Florida Ag and Mech U		IIA	PU	125	2,000	10,000	5,138	None	None	Semester
Florida Gulf Coast U		IIA	PU	277	3,100	3,100	3,100	None	None	Semester
Florida International U		I	PU	959	60	15,000	3,338	None	Some	Semester
Florida Poly U		IIB	PU	37	4,000	6,000	5,000	None	None	Semester
Florida Southern Coll		IIA	PR	166	1,070	4,000	2,140	None	None	Semester
Jacksonville U		IIA	PI	141	1,000	4,000	2,688	None	None	Semester
New Coll of Florida		IIB	PU	10	4,000	5,000	4,400	None	Some	4-1-4
Southeastern U		IIA	PR	370	1,800	2,250	1,961	None	None	Semester
U of South Florida	92	I	PU	298	453	9,614	2,965	None	None	Semester
Georgia										
Agnes Scott Coll		IIB	PR	40	4,000	5,000	4,100	Some	Some	Semester
Berry Coll		IIA	PI	49				Some	None	Semester
Clayton St U		IIA	PU	107	2,300	3,250	2,590	Some	Some	Semester
Columbus St U*		IIA	PU	191	2,250	4,250	2,600	None	None	Semester
Covenant Coll		IIB	PR	43	2,967	7,000	3,725	None	None	Semester
Dalton St Coll		IIB	PU	74	1,800	2,500	1,950	Some	Some	Semester
Georgia Coll & St U		IIA	PU	78	1,500	7,959	2,648	None	None	Semester
Oglethorpe U		IIB	PI	56	3,300	3,300	3,300	Some	Some	Semester
Spelman Coll		IIB	PI	87	3,300	4,000	3,650	Some	None	Semester
U of North Georgia		IIA	PU	259				Some	Some	Semester
U of West Georgia		I	PU	171	2,500	6,000	4,866	None	None	Semester
Wesleyan Coll		IIB	PR	45	2,400	4,000	3,200	None	None	Semester
Idaho										
Coll of Eastern Idaho		IV	PU	46	2,565	2,700	2,633	None	None	Semester
Coll of Idaho		IIB	PI	42	1,000	1,000	1,000	None		4-1-4
Idaho St U		I	PU	173						Semester
Lewis-Clark St Coll		IIB	PU	48	3,600	3,945	3,773	Some	Some	Semester
Northwest Nazarene U		IIA	PR	2	10,000	26,500	7,500	Some	None	Semester
Illinois										
Augustana Coll		IIB	PR	50	4,200	10,000	6,354	Some	Some	Semester
Danville Area Comm Coll		IV	PU	50	2,190	2,190	2,190	All	None	Semester
Dominican U		IIA	PR	185	1,200	5,610	3,250	None	None	Semester
Illinois Coll		IIB	PR	14	2,550	4,500	2,920	None	None	Semester
Illinois Inst of Tech		I	PI	253	2,500	7,500	7,000	None	None	Semester
Knox Coll		IIB	PI	12	3,400	6,000	4,700	None	None	Quarter
Lake Forest Coll		IIB	PI	80	5,300	11,031	5,533	Some	None	Semester
Lewis U		IIA	PR	389	2,463	3,651		None	None	Semester
Loyola U Chicago	88	I	PR	941	4,000	12,000	6,000	None	None	Semester
McKendree U		IIA	PR	137	1,875	2,025	1,950	None	None	Semester
Monmouth Coll		IIB	PR	13	4,000	4,600	4,400	None	None	Semester
Northern Illinois U		I	PU	1,029	6,180	58,240	19,013	None	None	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.	
Illinois (continued)										
Olivet Nazarene U		IIA	PR	101	2,250	3,000	2,500	None	None	Semester
Roosevelt U		IIA	PI	383	2,100	5,587	4,384	None	None	Semester
Saint Anthony Coll of Nursing*		IIB	PR	4	3,989	5,862	4,866	None	None	Semester
Saint Xavier U		IIA	PR	234	3,000	4,000	3,000	None	None	Semester
Trinity Christian Coll		IIB	PR	114	2,160	2,805	2,483	None	None	Semester
U of St Francis		IIA	PR	95	2,100	2,850	2,730	None	None	Semester
Waubonsee Comm Coll		III	PU	345	2,790	2,790	2,790	All	None	Semester
Wheaton Coll		IIA	PR	157	2,805	3,671	3,310	None	None	Semester
Indiana										
Bethel U-Indiana		IIA	PR	88	2,100	2,250	2,208	None	None	Semester
Calumet Coll of Saint Joseph		IIA	PR	73	1,200	2,880	2,121	None	None	Semester
DePauw U		IIB	PI	40	5,629	8,000	6,069	None	None	4-1-4
Goshen Coll		IIB	PR	35	1,875	3,300	2,736	None	None	Semester
Hanover Coll		IIB	PR	11	3,000	10,000	6,664	None	None	4-1-4
Indiana St U		I	PU	172	3,000	7,609	3,867	None	None	Semester
Rose-Hulman Inst of Tech		IIB	PI	8	5,100	8,000	6,395	None	None	Quarter
U of Evansville		IIB	PR	113	1,420	5,000	2,323	Some	Some	Semester
U of Southern Indiana		IIA	PU	267	2,295	4,350	2,636	None	None	Semester
Iowa										
Coe Coll		IIB	PR	41	3,500	3,500	3,500	None	None	Semester
Cornell Coll		IIB	PR	26	3,264	6,526	4,112	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	28	1,000	3,000	3,000	None	None	Semester
Loras Coll		IIB	PR	25	2,385	2,385	2,385	Some	Some	Semester
North Iowa Area Comm Coll		IV	PU	36	1,306	2,147		Some	None	Semester
Northwestern Coll		IIB	PR	101	1,042	4,168	3,126	Some	None	Semester
Simpson Coll		IIB	PR	66	2,750	2,925	2,837	None	None	4-1-4
Upper Iowa U		IIA	PI	642	2,100	2,550	2,325	None	None	Semester
Kansas										
McPherson Coll		IIB	PR	19	750	3,000	2,455	None	None	4-1-4
Ottawa U-Ottawa		IIB	PR	442	1,200	3,500	2,350	None	None	Semester
Washburn U		IIA	PU	191	1,000	7,000	2,172	None	None	Semester
Wichita St U		I	PU	256				Some	Some	Semester
Kentucky										
Berea Coll		IIB	PI	12	1,050	1,625	1,205	Some	Some	Semester
Centre Coll		IIB	PR	10	1,950	7,800	5,850	Some	Some	4-1-4
Georgetown Coll	89	IIA	PR	60	1,950	2,588		None	None	Semester
Kentucky Christian U		IIB	PR	55	1,200	2,100	1,600	None	None	Semester
Kentucky Wesleyan Coll		IIB	PR	63	1,350	2,362	1,917	Some	None	Semester
Morehead St U		IIA	PU	107	2,100	2,100	2,100	None	None	Semester
Murray St U		IIA	PU	125	1,500	10,000	5,654	Some	Some	Semester
Northern Kentucky U		IIA	PU	260	1,258	9,550	3,230	None	None	Semester
Transylvania U	64	IIB	PR	23	3,500	4,000	3,813	None	None	4-1-4
U of Pikeville		IIB	PR	30				None	None	Semester
Western Kentucky U		IIA	PU	347	1,692	2,280		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	14	1,400	2,800	2,229	None	None	Semester
Loyola U New Orleans	80	IIA	PR	167	3,000	4,833	3,858	Some	Some	Semester
U of New Orleans		I	PU	155	4,000		8,000	Some	None	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.	
Maine										
Bates Coll		IIB	PI	12	8,000	12,000	8,817	Some	None	4-1-4
Central Maine Comm Coll		IV	PU	144	2,621	2,621	2,621	Some	None	Semester
U of Maine		I	PU	229	3,135	5,247	3,991	Some	Some	Semester
U of Maine at Augusta		IIB	PU	136	3,135	5,247	3,991	Some	Some	Semester
U of Maine at Farmington		IIB	PU	64	3,135	5,247	3,991	Some	Some	Semester
U of Maine at Fort Kent		IIB	PU	50	3,135	5,247	3,991	Some	Some	Semester
U of Maine at Machias		IIB	PU	22	3,135	5,247	3,991	Some	Some	Semester
U of Maine at Presque Isle		IIB	PU	42	3,135	5,247	3,991	Some	Some	Semester
U of New England		IIA	PI	95	2,700	3,000	2,800	None	None	Semester
U of Southern Maine		IIA	PU	513	3,135	5,247	3,991	Some	Some	Semester
Maryland										
Coppin St U		IIA	PU	110	2,200	7,925	2,646	None	None	Semester
Frostburg St U		IIA	PU	101	1,500	4,998	2,136	Some	Some	Semester
Hood Coll		IIA	PI	123	2,880	4,120		None	None	Semester
Loyola U Maryland		IIA	PR	101	3,300	5,400	3,871	None	None	Semester
McDaniel Coll		IIA	PI	419	3,152	3,467	3,310	None	None	4-1-4
Montgomery Coll		III	PU	618	1,260	1,475	1,368	Some	None	Semester
Notre Dame of Maryland U		IIA	PR	85	2,650	2,650	2,650	None	None	Semester
Salisbury U		IIA	PU	232	2,130	5,820	3,134	None	None	4-1-4
Towson U	60	IIA	PU	761	4,000	4,800	4,361	None	Some	Semester
U of Maryland Eastern Shore		IIA	PU	102	1,120	9,318	4,496	None	None	Semester
United States Naval Academy		IIB	PU	41	6,000	6,000	6,000	None	None	Semester
Washington Coll		IIB	PI	24	1,500	4,500	3,026	None	None	Semester
Massachusetts										
Babson Coll		IIA	PI	66	6,520	7,996	7,353	Some	Some	Semester
Bentley U		IIA	PI	227	6,500	6,500	6,500	None	None	Semester
Boston Coll		I	PR	497	6,680	7,565	7,122	None	Some	Semester
Coll of Our Lady of the Elms		IIA	PR	90	2,500	3,000	2,704	None	None	Semester
Coll of the Holy Cross		IIB	PR	43	6,650	9,144	6,798	None	None	Semester
Emmanuel Coll		IIA	PR	96	4,500	5,000	4,750	None	None	Semester
Lesley U		IIA	PI	204	4,100	10,424	5,123	None	None	Semester
Massachusetts Coll of Liberal Arts		IIB	PU	48				None	None	Semester
Mount Holyoke Coll		IIB	PI	19	6,500	8,000	6,034	None	None	Semester
Springfield Coll		IIA	PI	247	2,370	3,063	2,948	None	None	Semester
Stonehill Coll		IIB	PR	87	4,284	5,120	4,736	None		Semester
U of Massachusetts-Dartmouth		IIA	PU	176	4,203	5,451	4,811	Some	Some	Semester
Wheaton Coll		IIB	PI	42	5,000	7,500	6,250	Some	Some	Semester
Michigan										
Adrian Coll		IIB	PR	111	1,800	4,000	1,950	None	None	Semester
Albion Coll		IIB	PI	36	2,250	8,250	3,640	some	None	Semester
Alma Coll		IIB	PR	48	3,825	3,825	3,825	None	None	4-1-4
Aquinas Coll		IIB	PR	101	1,968	3,456	2,298	None	None	Semester
Central Michigan U		I	PU	281	3,300	3,300	3,300	None	None	Semester
Davenport U		IIA	PI	415	1,488	3,964	2,426	None	None	Semester
Eastern Michigan U		I	PU	468						Semester
Ferris St U		IIA	PU	106	3,582	5,109		Some	None	Semester
Kalamazoo Coll		IIB	PI	26	3,000	4,000	3,485	None	None	Quarter
Michigan Technological U		I	PU	19	3,375	9,000	6,167	None	None	Semester
Northern Michigan U		IIA	PU	105	3,183	4,620	3,306	None	None	Semester
Oakland U		I	PU	248	4,008			None	Some	Semester
Saginaw Valley St U		IIA	PU	399	1,650	2,550	2,250	None	None	Semester
U of Michigan-Flint		IIA	PU	227	5,375	9,999		Some	Some	Semester
Wayne St U		I	PU	614	3,072	6,339		All	None	Semester

APPENDIX III

NAME	NOTES	(1) CAT.	(2) CTRL	(3) PART-TIME FACULTY PAY PER COURSE SECTION				(4) PART-TIME FACULTY BENEFITS		(5) CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Minnesota										
Augsburg U		IIA	PR	220	4,250	6,000	4,950	Some	None	Semester
Concordia Coll at Moorhead		IIB	PR	22	2,934	7,796	3,962	None	None	Semester
Gustavus Adolphus Coll		IIB	PR	23	2,310	4,200	3,550	None	None	4-1-4
Saint Mary's U of Minnesota		IIA	PR	338	3,300	4,200		None	None	Semester
St Catherine U		IIA	PR	231	5,150	5,150	5,150	None	None	4-1-4
U of St Thomas		I	PR	426	2,800	7,100	5,700	Some	Some	4-1-4
Mississippi										
U of Southern Mississippi		I	PU	102	1,313	9,000	4,342	Some	All	Semester
Missouri										
Drury U		IIA	PR	167	2,127	3,192	2,658	None	None	Semester
Lindenwood U		I	PI	484	2,700	3,500	2,890	None	None	4-1-4
Mineral Area Coll		III	PU	203	1,410	2,550	1,913	Some	None	Semester
Missouri Baptist U	90	IIA	PR	136	372	3,100	1,247	None	None	Semester
Missouri St U-Springfield		IIA	PU	384	2,445	3,600		None	None	Semester
Southeast Missouri St U		IIA	PU	170	2,586	3,747	2,838	None	None	Semester
Truman St U		IIA	PU	31	2,400	7,272	3,573	Some	Some	Semester
Webster U		IIA	PI	547				None	None	Semester
Montana										
U of Montana		I	PU	193				Some	Some	Semester
U of Montana-Western		IIB	PU	22	1,983	2,583	2,337	None	None	Semester
Nebraska										
Concordia U-Nebraska		IIA	PR	163	1,800	2,400	2,100	None	None	Semester
Nebraska Wesleyan U		IIA	PR	84	1,000	5,650	2,384	None	None	Semester
U of Nebraska at Kearney		IIA	PU	136				None	None	Semester
U of Nebraska at Omaha*		I	PU	461	2,500	10,000	3,494	None	None	Semester
Wayne St Coll		IIA	PU	102	2,550	4,000	2,566	None	None	Semester
Nevada										
Coll of Southern Nevada		IV	PU	950	2,775	3,700	3,238	None	None	Semester
U of Nevada-Reno		I	PU	171	3,000	8,640	4,093	None	Some	Semester
New Hampshire										
Colby-Sawyer Coll		IIB	PI	51	1,000	4,000	2,000	None	None	Semester
Franklin Pierce U		IIA	PI	267	2,000	4,925	3,251	Some	Some	Semester
Saint Anselm Coll		IIB	PR	49	3,360	3,360	3,360	None	None	Semester
New Jersey										
Bloomfield Coll		IIB	PR	121	1,856	2,156		None	None	Semester
Caldwell U		IIA	PR	196	2,250	2,250	2,250	None	None	Semester
Coll of New Jersey		IIA	PU	456	5,160	6,075	5,547	Some	Some	Semester
Georgian Court U		IIA	PR	165	2,550	3,150	2,850	None	None	Semester
Monmouth U		IIA	PI	389	3,000	5,000	3,165	None	None	Semester
Ramapo Coll of New Jersey		IIA	PU	334	4,725	4,875	4,800	All	None	Semester
Rider U		IIA	PI	346	4,000	7,490	4,606	Some	Some	Semester
Rutgers U-Camden		I	PU	323				Some	Some	Semester
Rutgers U-New Brunswick		I	PU	1,562				Some	Some	Semester
Rutgers U-Newark		I	PU	303				Some	Some	Semester
Seton Hall U*		I	PR	371				None	Some	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New Jersey (continued)										
William Paterson U of New Jersey		IIA	PU	683	4,890	5,040	4,965	All	Some	Semester
New Mexico										
Clovis Comm Coll		IV	PU	76	1,875	7,500	4,688	All	None	Semester
New Mexico St U-Alamogordo		III	PU	53	790	4,740	2,339	All	Some	Semester
New Mexico St U-Carlsbad		III	PU	28	774	2,780	1,903	All	Some	Semester
New Mexico St U-Dona Ana		III	PU	260	768	12,939	3,546	All	Some	Semester
New Mexico St U-Grants		III	PU	29	750	2,250	1,504	All	Some	Semester
New Mexico St U-Main Campus		I	PU	167	1,125	12,054	4,247	All	Some	Semester
U of New Mexico-Main Campus		I	PU	1	3,065	3,065	3,065	Some	Some	Semester
New York										
Binghamton U		I	PU	255						Semester
CUNY Bernard M Baruch Coll		IIA	PU	729				None	Some	Semester
CUNY Borough of Manhattan Comm Coll		III	PU	771				None	Some	Semester
CUNY Bronx Comm Coll		III	PU	325				None	Some	Semester
CUNY Brooklyn Coll		IIA	PU	837				None	Some	Semester
CUNY City Coll		I	PU	784				None	Some	Semester
CUNY Graduate School and U Center		I	PU	439				None	Some	Semester
CUNY Hostos Comm Coll		III	PU	233				None	Some	Semester
CUNY Hunter Coll		IIA	PU	1,378				None	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIA	PU	751				None	Some	Semester
CUNY Kingsborough Comm Coll		III	PU	431				None	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	632				None	Some	Semester
CUNY Lehman Coll		IIA	PU	750				None	Some	Semester
CUNY Medgar Evers Coll		IIB	PU	240				None	Some	Semester
CUNY New York City Coll of Tech		IIB	PU	981				None	Some	Semester
CUNY Queens Coll		IIA	PU	845				None	Some	Semester
CUNY Queensborough Comm Coll		III	PU	338				None	Some	Semester
CUNY School of Law		IIA	PU	28				None	Some	Semester
CUNY Stella and Charles Guttman Comm Coll		III	PU	35				None	Some	Semester
CUNY York Coll		IIB	PU	436				None	Some	Semester
Canisius Coll		IIA	PR	237	2,720	6,542	3,407			Semester
Cayuga County Comm Coll		III	PU	116	1,248	4,312	3,250	All	None	Semester
Cazenovia Coll		IIB	PI	45	2,400	3,000	2,450	None	None	Semester
Colgate U	85	IIB	PI	15	6,950	9,200	7,852	Some	None	Semester
Coll of Mount Saint Vincent		IIA	PR	274	1,000	9,000		None	None	Semester
Coll of Staten Island CUNY		IIA	PU	590				None	Some	Semester
Farmingdale St Coll		IIB	PU	525						Semester
Finger Lakes Comm Coll		III	PU	114	2,835	2,910	2,884	Some	None	Semester
Hartwick Coll		IIB	PI	77	1,800	3,065	2,548	Some	Some	4-1-4
Le Moyne Coll		IIA	PR	169	3,100	4,100	3,393	None	None	Semester
Manhattanville Coll		IIA	PI	149	1,017	9,900	3,584	Some	None	Semester
Medaille Coll		IIA	PI	162	2,500	2,500	2,500	None	None	Semester
Molloy Coll		IIA	PR	501	3,885	4,005		None	None	4-1-4
Monroe Comm Coll		III	PU	438	3,237	3,954	3,475	None	None	Semester
Mount Saint Mary Coll		IIA	PR	87	2,640	3,630	2,830	None	None	Semester
New School		I	PI	957	4,299	11,074	5,797	Some	Some	Semester
New York School of Interior Design		IIB	PI	149	5,190	5,880	5,473	None	Some	Semester
Niagara County Comm Coll		III	PU	154	2,025	2,349	2,187	Some	None	Semester
Pace U		I	PI	876	850	4,042	1,453	None	None	Semester
Pratt Inst-Main		IIA	PI	1,040	1,066	5,785	2,146	Some	Some	Semester
Rensselaer Poly Inst		I	PI	37	3,500	12,546	6,354	Some	Some	Semester
Rochester Inst of Tech		I	PI	243	2,550	10,000	4,014	None	All	Semester
SUNY Brockport		IIA	PU	217						Semester
SUNY Buffalo St		IIA	PU	343						Semester
SUNY Coll at Geneseo		IIA	PU	95						Semester
SUNY Coll at Old Westbury		IIA	PU	191						Semester
SUNY Coll at Oswego		IIA	PU	147						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.	
New York (continued)										
SUNY Coll at Plattsburgh		IIA	PU	132						Semester
SUNY Coll at Potsdam		IIA	PU	69						Semester
SUNY Coll of Ag and Tech at Cobleskill		IIB	PU	51						Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	28						Semester
SUNY Coll of Tech at Alfred		III	PU	73						Semester
SUNY Coll of Tech at Canton		III	PU	63						Semester
SUNY Coll of Tech at Delhi		III	PU	60						Semester
SUNY Cortland		IIA	PU	211						Semester
SUNY Empire St Coll		IIA	PU	314						Trimester
SUNY Maritime Coll		IIB	PU	31						Semester
SUNY Morrisville		III	PU	53						Semester
SUNY Oneonta		IIA	PU	152						Semester
SUNY Poly Inst		IIA	PU	102						Semester
SUNY at Albany		I	PU	375						Semester
SUNY at Fredonia		IIA	PU	136						Semester
SUNY at Purchase Coll		IIB	PU	246						Semester
Saint John Fisher Coll		IIA	PR	121	2,880	4,148	3,018	None	None	Semester
Sarah Lawrence Coll	86	IIA	PI	69	5,400	15,458	9,574	None	Some	Semester
Siena Coll		IIB	PR	109	1,713	4,567	3,379	None	None	Semester
Skidmore Coll		IIB	PI	33	5,600	6,000	5,800	Some	None	Semester
St U of New York at New Paltz		IIA	PU	255						Semester
Tompkins Cortland Comm Coll		III	PU	140	2,760	3,630	3,312	Some	None	Semester
U at Buffalo		I	PU	465						Semester
Yeshiva U		I	PI	98	4,000	10,000	5,300	None	None	Semester

North Carolina

Barton Coll		IIB	PR	42	1,860	4,000		None	None	Semester
Belmont Abbey Coll		IIB	PR	56	2,800	2,800	2,800	None	None	Semester
Campbell U		IIA	PR	276				None	None	Semester
Davidson Coll		IIB	PR	14	7,000	8,000	7,250	None	None	Semester
Greensboro Coll	83	IIA	PR	52	1,920	3,600	2,880	None	None	Semester
Guilford Coll		IIB	PR	65	2,500	4,000	3,800	None	None	Semester
Lees-McRae Coll		IIB	PR	79	2,250	3,000		None	None	Semester
Mars Hill U		IIB	PI	57	1,875	2,175	2,025	None	None	Semester
North Carolina Wesleyan Coll		IIB	PR	104	1,890	1,890	1,890	None	None	Semester
Salem Coll		IIB	PR	37	2,500	2,500	2,500	None	None	4-1-4

Ohio

Ashland U		IIA	PR	340				None	None	Semester
Baldwin Wallace U		IIA	PI	171	3,300	4,740	3,865	None	None	Semester
Bluffton U		IIB	PR	34	1,200	3,700	2,450	None	None	Semester
Cleveland St U		I	PU	664	1,023	6,552	5,760	Some	Some	Semester
Denison U		IIB	PI	14	6,000	6,000	6,000	None	None	Semester
John Carroll U		IIA	PR	205	2,280	5,000	3,274	None	None	Semester
Kent St U at Ashtabula		III	PU	49				All		Semester
Kent St U at East Liverpool		III	PU	32				All		Semester
Kent St U at Geauga		III	PU	104				All		Semester
Kent St U at Kent		I	PU	1,000				All		Semester
Kent St U at Salem		III	PU	89				All		Semester
Kent St U at Stark		III	PU	191				All		Semester
Kent St U at Trumbull		III	PU	56				All		Semester
Kent St U at Tuscarawas		III	PU	109				All		Semester
Kenyon Coll		IIB	PI	21	6,500	13,692	7,611	Some	Some	Semester
Marietta Coll		IIB	PI	48	2,750	2,750	2,750	None	None	Semester
Mount Saint Joseph U		IIA	PR	122	2,250	3,750		Some	None	Semester
Muskingum U		IIA	PR	5				Some	Some	Semester
Oberlin Coll		IIB	PI	9	6,000	9,300	7,200	Some	Some	4-1-4
Ohio U-Chillicothe Campus		III	PU	47				Some	Some	Semester
Ohio U-Eastern Campus		III	PU	12				Some	Some	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.	
Ohio (continued)										
Ohio U-Lancaster Campus		III	PU	46				Some	Some	Semester
Ohio U-Main Campus		I	PU	160				Some	Some	Semester
Ohio U-Southern Campus		III	PU	49				Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	30				Some	Some	Semester
Sinclair Comm Coll		III	PU	799	2,721	2,880	2,805	All	None	Semester
U of Findlay		IIA	PR	82	3,900	3,900	3,900	None	None	Semester
U of Toledo		I	PU	267	3,000	6,000	4,140	All	None	Semester
Ursuline Coll		IIA	PR	121	2,141	2,712	2,426	None	None	Semester
Wittenberg U		IIB	PR	67	2,250	5,880	3,400	None	None	Semester
Youngstown St U		IIA	PU	515	1,950	3,150	2,170	All	None	Semester
Oklahoma										
Cameron U		IIA	PU	111	1,725	3,825	2,522	None	None	Semester
Oklahoma Panhandle St U	84	IIB	PU	84	1,575	1,575	1,575	Some	None	Semester
Oklahoma St U Inst of Tech		IV	PU	45	1,500	2,475	1,900	None	None	Trimester
Oklahoma St U-Oklahoma City		III	PU	145	1,463	5,600	1,849	None	None	Semester
Seminole St Coll		III	PU	34	1,425	5,700	2,850	None	None	Semester
Southeastern Oklahoma St U		IIA	PU	106	1,485	3,500	2,062	None	None	Semester
U of Central Oklahoma		IIA	PU	271	2,100	2,880	2,301	None	None	Semester
U of Science and Arts of Oklahoma		IIB	PU	40	1,500	2,100	1,800	None	None	Trimester
U of Tulsa*		I	PR	135	1,516	8,000	3,684	None	None	Semester
Oregon										
Portland St U		I	PU	730	3,252	9,000	3,451	Some	Some	Quarter
Reed Coll		IIB	PI	9	9,843	16,777	12,188	Some	Some	Semester
Pennsylvania										
Allegheny Coll		IIB	PR	18	3,500	3,500	3,500	None	None	Semester
Alvernia U		IIA	PR	147				None	None	Semester
Bucknell U		IIB	PI	15	4,655	5,110	4,792	None	None	Semester
Butler County Comm Coll		III	PU	173	2,475	2,475	2,475	None	None	Semester
Cedar Crest Coll		IIA	PI	102	3,618	3,618	3,618	None	None	Semester
Chatham U	62	IIA	PI	216	558	5,300	3,399	None	None	Semester
Delaware Valley U		IIA	PI	130	2,400	2,400	2,400	None	None	Semester
Dickinson Coll		IIB	PI	53	4,600	4,600	4,600	None	None	Semester
Duquesne U		I	PR	472	4,000	4,000	4,000	None	None	Semester
Eastern U		IIA	PR	302	2,300	4,000	2,554	None	Some	Semester
Juniata Coll*		IIB	PI	55	3,000	6,000		None	None	Semester
Lafayette Coll		IIB	PR	55	4,000	6,000	4,277	None	None	Semester
Lebanon Valley Coll		IIA	PR	151	3,273	4,364		None	None	Semester
Lincoln U		IIA	PU	88	2,625	3,264	2,643	Some	None	Semester
Marywood U		IIA	PR	269	2,278	2,278	2,278	None	None	Semester
Mercyhurst U		IIA	PR	68	2,300	3,500	2,733	Some	Some	Semester
Messiah U		IIA	PR	197	3,459	3,723	3,591	Some	None	Semester
Misericordia U		IIA	PR	162	2,595	2,895	2,595	None	None	Semester
Moravian U		IIA	PR	149	2,962	5,749	3,537	None	None	Semester
Neumann U		IIA	PR	145	3,000	5,000	3,300	None	None	Semester
Robert Morris U		IIA	PI	171	2,580	3,315	2,950	Some	None	Semester
Seton Hill U		IIA	PR	119	2,235	4,590	2,385	None	None	Semester
Susquehanna U		IIB	PR	99	1,935	4,100	4,100	Some	Some	Semester
Swarthmore Coll		IIB	PI	20	5,000	14,000	8,681	None	None	Semester
Temple U		I	PU	1,439	4,650	22,500	5,356	None	Some	Semester
Ursinus Coll		IIB	PI	50	3,300	3,300	3,300	None	None	Semester
Washington & Jefferson Coll		IIB	PI	60	3,000	3,000	3,000	None	None	4-1-4
Waynesburg U		IIA	PR	91	2,625	2,625	2,625	Some	Some	Semester
York Coll of Pennsylvania		IIB	PI	262	3,796	4,860	4,500	None	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Rhode Island										
Brown U		I	PI	106				None	None	Semester
Comm Coll of Rhode Island		III	PU	624	3,300	3,300	3,300	None	None	Semester
Providence Coll		IIA	PR	152	1,416	4,250	4,250	None	None	Semester
Salve Regina U		IIA	PR	175	3,800	4,100	3,800	None	None	Semester
U of Rhode Island		I	PU	348	4,308	4,962	4,623	None	None	Semester
South Carolina										
Coll of Charleston		IIA	PU	258	1,000	9,141	3,393	All	Some	Semester
Newberry Coll		IIB	PR	60	1,000	3,000	1,800	None	None	Semester
South Dakota										
Dakota Wesleyan U		IIB	PR	31	1,800	2,800	1,915	None	None	Semester
Mount Marty U		IIA	PR	56	1,400	2,800	2,100	Some	Some	Semester
U of Sioux Falls		IIA	PR	220	800	1,167	984	None	None	4-1-4
Tennessee										
Austin Peay St U		IIA	PU		2,250	6,750	4,500			Semester
East Tennessee St U		I	PU	792	2,400	16,667	3,768	None	None	Semester
Freed-Hardeman U		IIA	PR	30	1,980	2,430		None	None	Semester
King U		IIA	PR	165	1,050	2,400	1,768	None	None	Semester
Lee U		IIA	PR	339	1,800	2,100	1,908	Some	None	Semester
Maryville Coll		IIB	PR	44	3,495	3,500	3,498	None	None	Semester
Middle Tennessee St U		I	PU	226	2,400	4,800	3,681	None	Some	Semester
Milligan U		IIA	PR	60	1,500			None	None	Semester
Rhodes Coll		IIB	PR	34	4,000	8,500	4,682	None	None	Semester
U of Memphis		I	PU	460	1,608	3,000	2,367	None	None	Semester
U of Tennessee-Chattanooga*		IIA	PU	242	2,400	6,000	3,185	Some	Some	Semester
Texas										
Abilene Christian U		IIA	PR	123	1,500	6,380		None	None	Semester
Angelo St U		IIA	PU	90	2,584	7,388	3,133	Some	Some	Semester
Austin Coll	63	IIB	PR	16	3,750	6,500	5,222	None	Some	4-1-4
Austin Comm Coll District		III	PU	1,342	3,399	8,871	6,135	Some	Some	Semester
Central Texas Coll		IV	PU	408	1,820	2,165	2,000	Some	None	Semester
McMurry U		IIB	PR	27	1,250	2,000	1,565	None	None	Semester
Our Lady of the Lake U		IIA	PR	130	2,300	3,000	2,750	Some	None	Semester
Sam Houston St U		I	PU	156	2,462	6,750	3,219	Some	Some	Semester
Southwestern U		IIB	PR	38	3,700	8,000	4,218	Some	Some	Semester
Texas Lutheran U		IIB	PR	98	2,650	2,950	2,800	Some	Some	Semester
Texas St U		I	PU	201	1,280	9,450	3,949	None	None	Semester
Texas Woman's U		I	PU	228	1,030	6,312	2,884	Some	Some	Semester
U of Dallas		IIA	PR	97	1,365	8,000	4,339	None	None	Semester
U of Houston-Downtown		IIA	PU	438	3,000	4,800	3,000	Some	Some	Semester
U of St Thomas		IIA	PR	169	500	7,500	2,968	None	None	Semester
U of Texas Permian Basin*		IIA	PU	75	1,750	5,000	2,446	None	None	Semester
U of the Incarnate Word		IIA	PR	375	2,300	3,500	2,700	None	None	Semester
Wharton County Junior Coll		IV	PU	97	2,100			None	None	Semester
Utah										
Salt Lake Comm Coll		III	PU	1,195	2,550	2,550	2,550	None	None	Semester
Snow Coll		III	PU	149	2,400	2,400	2,400	None	None	Semester
Southern Utah U		IIA	PU	55				None	None	Semester
U of Utah		I	PU	209						Semester
Utah Tech U		III	PU	326	2,250	2,250	2,250	None	None	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.	
Utah (continued)										
Utah Valley U	61	IIA	PU	994	3,065	3,065	3,065	None	None	Semester
Westminster Coll		IIA	PI	181	3,080	5,360	4,120	None	None	4-1-4
Virginia										
Bluefield U		IIB	PR	40	1,500	3,500	2,500	None	None	Semester
Bridgewater Coll		IIB	PR	36	2,400	3,000		None	None	Semester
Christopher Newport U		IIA	PU	177	3,090	3,708	3,201	None	None	Semester
Eastern Mennonite U*		IIA	PR	76	2,250	5,677	3,213	None	None	Semester
Hampden-Sydney Coll		IIB	PI	9	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	22				None	None	4-1-4
James Madison U		IIA	PU	181	1,020	9,800	3,757	None	None	Semester
Longwood U		IIA	PU	75	1,167	9,900	3,763	None	None	Semester
Old Dominion U		I	PU	551	3,129	3,789	3,459	None	None	Semester
Radford U		IIA	PU	221	1,421	5,800	2,920	None	None	Semester
Randolph Coll		IIB	PI	78						Semester
Roanoke Coll		IIB	PR	32	2,175	6,960	3,215	None	None	Semester
U of Mary Washington		IIA	PU	66	1,640	8,640	2,381	None	None	Semester
U of Virginia's Coll at Wise		IIB	PU	71	2,055	3,300	1,895	None	None	Semester
Virginia Poly Inst and St U		I	PU	214	1,260	20,000	5,957	Some	Some	Semester
Washington										
Northwest U		IIA	PR	431	1,224	4,476	2,850	None	None	Semester
Pacific Lutheran U		IIA	PR	48	3,216	5,625	3,846	Some	Some	4-1-4
U of Puget Sound		IIA	PI	29	5,200	5,200	5,200	Some	Some	Semester
West Virginia										
Davis & Elkins Coll		IIB	PR	43	2,100	2,100	2,100	None	None	Semester
Shepherd U	82	IIA	PU	101	1,374	2,541	2,226	None	None	Semester
Wisconsin										
Gateway Tech Coll		IV	PU	272	2,160	2,268	2,214	None	None	Semester
Ripon Coll		IIB	PI	13	3,000	3,750	3,000	Some	None	Semester
Saint Norbert Coll*		IIB	PR	29	3,400	8,000	4,777	None	None	Semester

NOTES TO APPENDIX III

60. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
61. Adjunct faculty were paid a standard rate of \$3,065 per 3-credit course section.
62. Adjunct pay minimum is based on an underenrolled class. Minimum pay for a fully enrolled class is \$3,365.
63. All Austin College course are offered as one "course unit," which we equate as 4 credit hours on a standard university schedule. The part-time faculty pay is for these "one course unit" courses.
64. All part-time faculty teach courses that are equivalent to 4 semester hours. Salaries have not been converted to 3 credit hours.
65. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
66. Excludes data points for part-time faculty members who are compensated in addition for their responsibility outside of their teaching duties. There is no distinction in the portion of the salary that is associated with their teaching responsibility. In addition, part-time faculty members who exclusively teach clinics were excluded as well.
67. Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.
68. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
69. 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.
70. Includes Cookeville, Highland Crest, and Livingston campuses.
71. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
72. Includes Great Valley, Harrisburg, and Erie campuses.
73. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
74. Includes Owens, Stanton/George, and Terry campuses.
75. Includes U of Arizona–South.
76. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
77. Lecturer (per-section) pay is for Denver Campus only and refers to 2018 policy grid, adjusted for two years to estimate academic year 2020–21 rates. Count is for Denver/AMC consolidated, excluding School of Medicine.
78. Most regular sections carry four credits.
79. Part-time faculty salaries are not converted; based on 4-credit course sections.
80. Part-time excludes private lessons and law.
81. Part-time faculty are paid at an hourly rate using 18 hours per credit hour (unit).
82. 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).
83. Part-time faculty teach a 4-credit hour course standard and salaries have not been converted.
84. Part-time per-section faculty have retirement benefits if they are already a member of the OTRS system. OPSU gives adjunct faculty members the opportunity to teach course sections that do not meet minimum enrollment requirements for a full-pay course section (6 students) at a prorated salary.
85. Pay is on a course-unit system, where courses are essentially 4 semester credits.

86. Per-section salary amounts have been converted to 3-credit-hour equivalents as specified by AAUP instructions. Unadjusted 5-credit-hour rates are \$9,000 (minimum), \$25,764 (maximum) and \$15,956 (mean).
87. Starting in 2020–21, data are reported for total university rather than by campus.
88. The maximum per-section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
89. The mean salary for form 6 cannot be provided because pay is based on load hours, not credit hours. The information on this form represents the number of undergraduate part-time faculty only.
90. The minimum pay is due to underenrolled classes (typically a class needs 4–6 students enrolled), and a fully enrolled course pays \$1,850.
91. University formerly known as Indiana University–Purdue University–Fort Wayne
92. University of South Florida has consolidated to form one university instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.