

Appendix I. Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2022–23

Appendix II. Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2022–23

Appendix III. Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2021–22

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 all data and revisions received through March 29, 2023. Data received or revised after March 29, 2023, will be published at <https://www.aaup.org/our-work/research/FCS> in July 2023.

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APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Alabama																			
Auburn U	8	I	PU	149.2	108.0	91.4	56.4	66.4	56.7	106.6	99.1	85.7	12.8	7.8	P	49.6	24.9	25.4	
Birmingham-Southern Coll		IIB	PR	76.2	74.6	66.6	53.4	48.5		68.0	100.0	78.3	5.0	3.3	FT	56.5	0.0	43.5	
Samford U	7	IIA	PR	103.7	83.3	73.9	57.5			84.8	87.0	88.4	7.2	14.1	FFTV	49.7	23.2	27.1	
Troy U	7	IIA	PU	86.6	77.4	72.3		56.9	66.7	71.3	99.6	83.9	12.1	1.5	P	40.6	21.0	38.4	
U of Alabama	7	I	PU	159.2	103.1	82.9	60.7			98.8	97.6	88.4	16.0	8.1	PO	40.7	23.2	36.1	
U of Alabama at Birmingham	7	I	PU	155.8	105.3	87.3	75.7			108.2	97.8	65.3	12.5	11.9	PO	44.5	17.7	37.8	
U of Alabama in Huntsville	1	I	PU	134.5	97.0	84.8	71.3	55.7		91.6	100.0	87.4	15.6	5.6		43.0	17.3	39.7	
U of Montevallo		IIA	PU	88.7	73.5	69.6	64.1			76.6	100.0	93.0	12.8	11.5	F	68.5	18.9	12.6	
U of North Alabama	7	IIA	PU	97.5	81.9	69.4		61.8		78.6	96.5	96.5	12.1	8.5	F	49.8	28.0	22.1	
U of South Alabama	10	I	PU	95.9	75.5	69.1	54.2			72.8	100.0	85.3	10.6	15.3	P	38.5	16.9	44.6	

Alaska

U of Alaska Anchorage	44	IIA	PU	103.2	85.2	75.1	63.8			85.2	100.0	100.0	18.1	13.2		49.7	17.1	33.3
U of Alaska Fairbanks		I	PU	106.8	89.7	78.1	72.7			88.3	100.0	100.0	18.1	13.2		44.1	15.6	40.3
U of Alaska Southeast		IIA	PU	90.8	80.0	69.9	-			76.7	100.0	100.0	18.1	13.2	FO	44.6	19.8	35.6

Arizona

Arizona St U	7,59	I	PU	161.9	113.4	92.1	61.2	70.4	57.1	107.5	99.9	92.2	8.3	10.6	Pp	39.9	15.4	44.7
Embry-Riddle Aero U-Prescott	1	IIB	PI	109.3	92.8	73.8	61.9			83.8	100.0	100.0	9.5	10.6	FFT	33.6	36.3	30.1
Northern Arizona U	36	I	PU	110.3	79.3	70.6	57.0			83.3	92.7	-	15.0	-	P	35.3	12.6	52.1
U of Arizona	7,47	I	PU	151.3	106.1	86.8	46.5	65.1	-	109.8	99.5	92.0	7.3	12.2	Pp	50.7	15.3	34.1

Arkansas

Harding U	7	IIA	PR	79.9	71.3	66.3	54.8	-		69.9	89.5	82.7	8.3	9.5	PTO	0.0	0.0	100.0
Hendrix Coll		IIB	PR	80.2	70.2	61.6	54.8			72.4	100.0	100.0	4.3	15.7	FFTOV	72.2	7.8	20.0
John Brown U	7	IIA	PI	71.4	64.5	58.7	47.7			64.4	100.0	91.7	6.6	16.2	FTO	0.0	0.0	100.0
Lyon Coll		IIB	PR	67.2	60.9	56.1	50.2			58.2	100.0	100.0	4.6	14.1		50.0	34.0	16.0
Southern Arkansas U Main Campus	1	IIA	PU	80.8	69.1	63.0	47.7			63.0	54.5	49.4	12.6	13.6	FO	39.7	28.8	31.4
U of Arkansas	7	I	PU	141.9	98.7	93.6	56.8	69.8		94.4	99.4	89.9	10.5	8.6	Pp	45.0	17.6	37.4
U of Central Arkansas	6	IIA	PU	84.1	70.0	68.5	56.8	51.4	44.0	66.5	99.6	91.7	11.0	10.5		47.1	19.7	33.3

California

Biola U		I	PR	114.4	94.8	79.3	65.0			97.6						49.6	32.9	17.5
California Baptist U	8	IIA	PR	106.7	96.4	87.3	63.2	44.4	52.3	94.8					FpT	48.8	43.5	7.7
California Inst of Tech	7	I	PI	223.4		145.6	59.4	86.2	112.3	198.8	96.0	92.8	11.6	6.1	Fp	74.7	13.2	12.1
California Poly St U-San Luis Obispo	7	IIA	PU	123.7	106.8	95.8		78.8	148.7	103.7	98.3	99.3	10.6	16.5		53.4	21.1	25.5
California St Poly U-Humboldt	7	IIA	PU	113.1	99.1	82.0		71.3		95.3	96.7	98.9	10.5	17.7		59.6	22.2	18.2
California St Poly U-Pomona	7	IIA	PU	123.7	107.4	91.4		73.1		103.2	96.0	99.7	10.5	16.6		56.9	23.8	19.3
California St U Maritime Academy		IIB	PU	129.3	105.2	90.5		78.6		104.0	96.7	98.3	10.7	17.5		63.3	16.7	20.0
California St U-Bakersfield	7	IIA	PU	120.8	99.2	86.1		70.8		91.7	98.5	98.2	10.5	15.1		42.9	25.6	31.5
California St U-Channel Islands	7	IIA	PU	128.0	109.7	92.0		75.1		100.3	97.8	98.7	10.6	16.0		46.5	26.3	27.2
California St U-Chico	7	IIA	PU	116.3	98.5	82.8		71.3	-	95.4	98.5	99.6	10.5	17.1		56.9	22.8	20.3
California St U-Dominguez Hills	7	IIA	PU	127.5	105.2	88.1		70.6		96.7	97.4	100.0	10.6	16.0		45.3	23.9	30.8
California St U-East Bay	7	IIA	PU	121.4	106.0	86.4		74.0		101.9	99.2	98.6	10.5	18.2		58.4	29.7	11.9
California St U-Fresno	7	IIA	PU	117.4	100.2	84.4		69.0	-	92.8	93.8	100.0	10.6	18.3		50.6	19.4	29.9
California St U-Fullerton	7	IIA	PU	121.2	107.0	94.4		72.1		101.9	97.0	99.8	10.6	17.2		59.5	17.5	23.0
California St U-Long Beach	7	IIA	PU	120.8	105.5	92.3		75.0	-	99.6	97.3	99.5	10.5	15.5		53.1	19.0	27.8
California St U-Los Angeles	7	IIA	PU	122.3	106.4	95.9		67.5		99.5	97.9	98.7	10.5	16.2		50.1	25.7	24.2
California St U-Monterey Bay	7	IIA	PU	123.4	103.1	90.4		66.0		98.3	99.1	100.0	10.5	15.8		52.8	26.6	20.5
California St U-Northridge	7	IIA	PU	116.6	102.3	94.2		67.7	158.8	100.5	95.0	99.8	10.7	16.2		63.2	17.0	19.8
California St U-Sacramento	7	IIA	PU	113.9	95.7	85.2		69.2	119.4	95.1	98.5	99.5	10.5	18.1		56.3	26.0	17.7
California St U-San Bernardino	7	IIA	PU	121.2	99.0	85.7		67.3	-	95.3	91.6	93.1	10.8	16.3		51.7	24.5	23.8
California St U-San Marcos	7	IIA	PU	123.5	106.9	92.9		69.8		98.2	98.5	97.3	10.5	16.9		50.5	22.1	27.4
California St U-Stanislaus	7	IIA	PU	115.5	98.5	82.4		67.4		93.9	97.6	99.7	10.5	18.0		55.8	21.7	22.5
Chapman U	7	IIA	PR	171.9	116.8	101.2	82.4		144.4	125.1	90.9	91.2	8.1	13.7	FFTOV	42.9	18.2	38.8
Claremont Graduate U		I	PI	143.3	111.3	93.8				123.9	100.0	100.0	6.0	10.3	Pp	66.3	8.4	25.3
Claremont McKenna Coll		IIB	PI	184.4	143.4	103.3	83.0			144.0	98.8	100.0	9.9	7.3	O	70.7	12.0	17.4

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	
5.6	7.0	6.9	5.8	274	238	201	20	108	181	176	34	1,435	154.8	112.3	94.5	60.8	135.1	102.2	87.9	53.8	87.3	91.0	93.0	81.0	
-0.7	0.0	1.5	0.0	21	10	5	4	10	11	15	2	92	78.4	70.4	77.1	48.6	71.6	78.3	63.1	-	91.3	111.1	81.9	92.9	
4.6	6.8	7.6	12.7	74	40	46	4	48	42	84	24	362	106.8	85.7	76.4	63.2	99.0	81.0	72.5	56.5	92.7	94.6	94.9	85.6	
2.8	0.1	1.7		51	73	46		11	64	66		448	87.5	79.6	77.2		82.6	74.8	68.8		94.4	93.9	89.1	87.2	
4.4	4.7	5.7	7.6	221	213	196	154	94	158	228	208	1,472	166.2	108.1	87.6	58.4	142.7	96.2	78.9	62.4	85.9	89.0	90.0	79.0	
4.0	5.0	4.1	3.9	126	126	80	37	81	105	177	80	812	159.7	105.9	91.2	77.1	149.7	104.5	85.5	75.0	93.7	98.7	93.7	84.5	
5.2	5.6	7.0	5.9	62	59	43	1	15	27	59	15	358	137.8	101.2	91.1	-	120.7	87.9	80.2	71.1	87.6	86.9	88.1	73.0	
11.5	14.3	9.1	14.2	28	23	14	3	19	28	14	14	143	89.1	74.9	76.0	50.2	88.2	72.3	63.1	67.1	99.0	96.7	83.1	92.2	
3.8	6.6	6.6		51	32	43		32	30	42		289	102.0	83.5	68.8		90.5	80.1	70.0		88.7	96.0	101.7	90.2	
4.3	4.8	4.0	5.2	70	77	74	30	35	68	129	80	563	99.4	75.5	67.4	54.3	89.0	75.5	70.1	54.1	89.6	99.9	103.9	89.7	
0.8	2.1	1.2	-0.6	71	57	66	12	66	47	111	21	451	107.1	87.4	75.2	61.3	99.0	82.6	75.1	65.3	92.4	94.5	100.0	92.6	
0.0	1.8	4.6	7.8	78	80	81	19	42	53	101	15	469	111.7	90.3	78.4	71.6	97.7	88.7	77.9	74.1	87.4	98.3	99.4	92.0	
-0.8	0.6	1.8	-	14	11	21		6	17	31	1	101	90.7	80.7	66.8		91.2	79.5	72.0	-	100.6	98.5	107.8	98.3	
1.3	1.4	2.0	19.4	582	434	328	153	323	362	423	239	3,493	167.7	118.5	99.4	63.0	151.5	107.3	86.5	60.0	90.3	90.5	87.0	80.5	
3.2	4.3	4.4	7.3	18	34	50	9	4	12	12	7	146	111.1	96.9	75.4	63.5	100.9	81.3	67.0	59.8	90.9	83.8	88.9	85.6	
1.5	7.8	7.0	20.6	163	155	148	23	121	151	230	40	1,031	116.5	82.3	74.8	59.2	101.9	76.3	67.8	55.7	87.5	92.7	90.6	85.1	
6.2	6.6	6.6	4.6	452	289	212	28	209	227	240	40	1,940	153.6	108.8	92.8	47.0	146.3	102.7	81.6	46.1	95.2	94.4	87.9	82.2	
0.1	1.4	2.3	3.7	51	58	37	13	13	41	47	15	277	81.8	71.0	70.2	57.2	72.5	71.7	63.2	52.7	88.6	101.0	90.0	89.5	
4.4	4.7	6.0	10.0	24	10	6	2	21	10	14	3	90	81.9	70.0	63.5	-	78.3	70.4	60.7	53.2	95.6	100.5	95.6	92.9	
0.5	1.7	1.3	-	22	15	10	1	3	7	12	2	72	71.1	66.0	58.4	-	73.9	61.3	58.9	-	104.0	93.0	100.8	91.3	
1.3	2.1	2.6	1.8	5	11	12	5		9	5	3	50	67.2	61.9	57.5	52.0		59.6	52.7	47.2		96.3	91.6	92.9	
1.9	2.8	2.4	3.4	10	21	30	19	7	25	25	19	156	86.2	72.5	65.7	51.0	73.2	66.2	59.7	44.4	85.0	91.2	90.8	89.0	
3.0	4.5	4.4	6.1	227	189	124	135	84	96	100	198	1,286	144.6	101.0	100.8	56.6	134.6	94.0	84.8	56.9	93.1	93.1	84.1	77.1	
0.5	1.2	1.4	0.3	67	78	43	8	39	63	61	61	529	87.4	69.8	73.7	51.8	78.4	70.3	64.9	57.5	89.7	100.6	88.0	88.6	
0.4	1.0	1.7	0.0	61	66	14	2	12	57	25	3	240	114.7	95.2	79.7	-	112.8	94.3	79.1	64.6	98.3	99.1	99.2	90.3	
4.6		7.0	2.7	98	42	48	1	61	49	52	6	379	107.5	96.6	88.3	-	105.6	96.2	86.5	63.2	98.3	99.6	97.9	93.3	
10.0	9.9	10.2		216	109	86		95	73	78		886	125.6	109.0	99.5		149.3	59.6	217.2	140.6	58.9	96.5		94.2	86.6
9.9	11.0	11.8		56	31	24		40	39	35		275	113.7	103.6	78.6		112.2	95.6	84.4		98.6	92.3	107.4	92.4	
7.6	10.6	11.0		146	91	63		93	65	81		668	124.4	108.2	96.0		122.6	106.2	87.8		98.5	98.2	91.5	93.7	
10.0	9.5	13.9		13	14	7		4	6	4		60	129.8	107.4	94.2		127.7	100.3	84.1		98.4	93.4	89.3	95.0	
7.4	7.4	9.6		44	41	43		31	30	44		340	122.0	102.2	84.8		119.2	95.2	87.5		97.7	93.2	103.2	92.4	
7.3	8.5	9.8		31	20	25		26	30	34		228	129.0	113.6	92.2		126.8	107.2	91.9		98.3	94.4	99.7	95.1	
10.1	10.4	11.3		107	57	54		61	75	57		517	118.9	100.9	82.6		111.7	96.6	82.9		93.9	95.8	100.3	92.3	
9.9	8.9	8.3		63	34	35		51	52	60		426	131.3	108.3	90.5		122.8	103.1	86.7		93.5	95.2	95.8	90.1	
7.9	9.3	9.7		62	44	42		59	46	58		353	124.3	105.9	91.1		118.3	106.1	82.9		95.2	100.2	90.9	91.6	
9.6	9.6	10.9		140	86	77		84	92	74		792	118.7	101.9	84.8		115.1	98.6	84.0		96.9	96.8	99.0	90.8	
10.0	9.2	9.4		211	124	68		151	133	104		1,027	122.7	110.2	97.7		119.2	104.1	92.3		97.2	94.4	94.5	91.2	
7.3	9.6	9.5		197	99	84		155	123	121		1,082	121.8	106.1	95.9		119.6	105.0	89.7		98.2	98.9	93.5	93.8	
9.9	8.6	9.9		124	56	77		111	67	107		715	124.3	104.3	97.3		120.1	108.1	94.8		96.6	103.7	97.5	96.4	
9.9	10.2	9.3		37	22	23		32	32	36		229	127.6	105.3	88.6		118.5	101.7	91.6		92.9	96.6	103.3	92.9	
10.2	9.9	9.1		193	109	70		182	97	77		916	118.4	103.0	97.7		114.8	101.5	91.0		97.0	98.5	93.2	93.8	
8.8	9.4	10.2		159	76	79		135	84	126		804	115.6	98.0	85.9		111.9	93.6	84.7		96.8	95.5	98.6	93.9	
9.7	10.0	11.5		93	62	52		71	58	70		534	124.3	99.6	84.7		117.1	98.3	86.4		94.2	98.7	101.9	93.5	
10.0	9.9	10.8		57	49	36		53	45	52		402	126.4	108.0	95.2		120.4	105.7	91.3		95.2	97.9	96.0	89.5	
2.3	2.4	3.8	4.8	78	46	28		49	41	51		378	116.0	99.4	86.9		114.7	97.5	80.0		98.9	98.1	92.1	90.6	
2.9	1.9	-0.1		113	75	103	16	48	75	115	11	559	182.1	125.9	101.2	86.9	147.8	107.6	101.2	75.9	81.1	85.5	100.0	81.4	
2.9	1.9	-0.1		27	10	8		16	11	11		83	159.9	104.9	98.8		115.3	117.2	90.1		72.2	111.6	91.2	79.4	
5.9	5.6	7.3	2.6	46	33	7	18	19	20	13	11	167	190.0	153.2	109.8	87.1	170.8	127.2	99.9	76.1	89.9	83.0	91.0	81.1	

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		
Fresno Pacific U	9	IIA	PR	88.0	82.0	71.9	67.3					77.5	-	88.1	-	2.2	P	39.6	31.7	28.7
Harvey Mudd Coll		IIB	PI	163.9	120.7	108.3	85.4					132.3	100.0	100.0	12.8	9.7	PpV	66.1	19.3	14.7
Mount Saint Mary's U	7,41	IIA	PR	95.1	83.5	79.9	30.6					75.7	100.0	100.0	36.7	45.1	FfT	38.3	11.7	50.0
National U		IIA	PI	108.5	91.4	79.9	72.0			-		96.8	94.6	72.0	6.8	18.3	P	0.0	0.0	100.0
Occidental Coll		IIB	PI	142.9	108.2	90.8	70.3					106.0	95.4	85.6	9.5	10.9	FTO	55.7	15.5	28.9
Otis Coll of Art and Design		IIB	PI	85.6	81.0	70.6						79.0	100.0	100.0	3.9	20.6	F	0.0	0.0	100.0
Pepperdine U		I	PR	167.6	126.9	102.8	75.7	89.1	79.8			121.5	88.6	88.8	9.5	13.0		45.6	19.0	35.4
Pitzer Coll		IIB	PI	139.2	109.6	79.7	65.2	77.1				108.1	68.1	71.3	12.9	12.4	PpTV	52.1	17.0	30.9
Point Loma Nazarene U		IIA	PR	109.3	89.7	72.1						97.9	87.5	100.0	7.1	9.2		51.3	33.6	15.1
Pomona Coll		IIB	PI	169.7	130.0	104.8	70.1					130.1	100.0	100.0	10.2	7.9	Pp	63.1	14.0	23.0
Saint Mary's Coll of California		IIA	PR	125.5	101.4	90.3	85.9					105.7	-	100.0	-	11.5	FfV	62.4	19.8	17.8
San Diego St U	7	I	PU	135.1	110.6	98.7		71.6	189.0			107.1	96.2	100.0	10.6	15.5		55.7	21.9	22.3
San Francisco St U	7	IIA	PU	127.3	108.2	97.2		70.3	-			106.9	93.3	58.0	10.7	15.6		62.4	19.2	18.4
San Jose St U	7	IIA	PU	129.1	110.2	95.7		74.9	-			104.0	98.1	99.9	10.5	16.0		49.3	29.0	21.7
Scripps Coll	27	IIB	PI	152.2	107.6	85.0	69.6					106.7	99.1	99.1	11.6	6.6	Pp	63.3	16.5	20.2
Sonoma St U	7	IIA	PU	118.4	98.1	85.7		73.5				103.5	98.3	100.0	10.5	17.7		71.2	19.3	9.4
Stanford U	7	I	PI	289.5	187.6	150.9	104.3	104.7				203.3	87.2	93.6	9.4	8.7	F	55.1	16.6	28.3
U of California-Berkeley	15	I	PU	232.9	156.7	129.5		107.5	118.9			178.0	100.0	100.0	20.7	9.5		63.4	14.1	22.5
U of California-Davis	15	I	PU	200.8	137.0	119.2		96.9	-			159.3	100.0	100.0	20.7	10.6		66.3	13.9	19.8
U of California-Irvine	15	I	PU	204.4	138.5	114.3		113.3				160.1	100.0	100.0	20.7	10.5		67.2	18.2	14.6
U of California-Los Angeles	15	I	PU	253.0	160.3	123.6		102.6	125.0			192.9	100.0	100.0	20.7	8.7		63.1	14.2	22.7
U of California-Merced	15	I	PU	176.7	130.7	109.8		81.0				119.6	100.0	100.0	20.7	14.1		45.9	25.4	28.7
U of California-Riverside	15	I	PU	192.6	128.3	111.0		96.1	92.2			142.4	100.0	100.0	20.7	11.8		63.7	22.4	13.9
U of California-San Diego	15	I	PU	213.1	145.8	123.5		105.9				161.6	100.0	100.0	20.7	10.4		63.5	20.9	15.6
U of California-Santa Barbara	15	I	PU	222.5	135.7	119.1		111.0	86.2			169.3	100.0	100.0	20.7	9.9		67.4	17.2	15.4
U of California-Santa Cruz	15	I	PU	198.2	133.7	115.8		100.8	99.9			150.5	100.0	100.0	20.7	11.2		63.2	21.1	15.8
U of Redlands		IIA	PI	115.5	92.3	81.7		68.3	59.5			97.9	99.5	70.7	5.0	8.5	FpTOV	69.6	8.4	22.0
U of San Diego		IIA	PR	147.6	106.9	90.5	90.6					116.3	100.0	72.9	6.0	8.5	FfV	55.8	16.4	27.9
U of Southern California	7	I	PI	196.8	128.6	116.3		87.0				151.5	100.0	100.0	5.0	19.7		42.2	14.4	43.3
Whittier Coll		IIB	PI	105.5	83.5	74.3		64.1				85.5	-	71.4	-	13.5	FTOV	62.2	13.3	24.5

Colorado

Adams St U		IIA	PU	75.6	63.6	58.4	44.5					61.2	100.0	92.7	14.0	13.5	P	42.2	23.9	33.9
Colorado Coll		IIB	PI	142.3	106.3	87.7	62.7	69.6				108.7	94.1	97.5	9.9	11.3	PpTOV	65.3	26.7	7.9
Colorado School of Mines		I	PU	159.5	116.6	99.2	94.8	79.4				119.9	100.0	96.6	21.4	14.5	O	52.2	13.0	34.8
Colorado St U Pueblo		IIA	PU	85.9	70.2	65.9	56.0	40.2				65.5	100.0	100.0	15.9	13.3	PpO	43.8	23.1	33.1
Colorado St U-Fort Collins	7	I	PU	144.1	104.6	87.3	64.6					107.6	100.0	100.0	13.8	11.2		54.2	17.5	28.3
Fort Lewis Coll		IIB	PU	89.7	79.3	67.5	51.9					75.2	100.0	100.0	14.0	15.4	P	47.5	37.2	15.3
U of Colorado Boulder		I	PU	163.1	111.4	109.0	77.6					117.6	99.9	95.9	10.0	13.7	Pp	52.9	19.9	27.2
U of Colorado Denver	53	I	PU	155.1	116.9	104.4	73.7					113.5	99.4	87.8	10.0	12.2		41.3	15.6	43.1
U of Denver	7	I	PI	146.3	112.5	90.1		71.7				107.2	100.0	100.0	6.2	8.4	P	47.2	16.4	36.4
U of Northern Colorado	7	I	PU	89.9	70.6	61.2	50.1	63.9				75.1	100.0	87.1	10.1	9.7	PV	62.5	13.4	24.1

Connecticut

Albertus Magnus Coll		IIA	PR	84.6	81.8	72.6	-					79.4	73.5	98.0	4.8	9.1	FT	8.2	0.0	91.8
Central Connecticut St U	24	IIA	PU	122.5	98.3	78.0	69.3					103.7	99.7	96.9	43.2	21.4	F	72.7	21.2	6.1
Connecticut Coll		IIB	PI	115.6	90.1	77.9	94.2	67.2				95.3	100.0	98.3	7.2	15.6		62.7	18.6	18.6
Fairfield U		IIA	PR	148.7	118.3	105.2	91.7					116.0	87.0	100.0	9.2	14.1	FfTV	53.3	16.3	30.5
Quinnipiac U	16	IIA	PI	128.5	103.0	85.8	76.2					106.1	97.5	86.9	9.2	14.0	FT	50.5	11.2	38.3
Trinity Coll		IIB	PI	139.8	105.0	88.1		72.4	62.6			98.5	81.7	72.1	10.0	12.3	FfTO	44.2	18.8	37.1
U of Connecticut	7	I	PU	169.1	119.0	97.8	84.1	92.4				126.5	100.0	100.0	6.4	16.8	F	53.6	19.3	27.2
U of Hartford	7	IIA	PI	104.0	82.9	76.4	71.0					83.4	92.6	56.7	7.9	17.0	FT	51.7	24.1	24.1
U of New Haven		IIA	PI	132.4	106.1	92.1	-	84.3				98.6	100.0	100.0	9.0	15.0	FfT	40.2	18.9	41.0
U of Saint Joseph	7	IIA	PR	101.4	81.8	75.5	62.4					80.6	82.3	63.7	5.5	18.2	FfTOV	42.7	30.6	26.6
Wesleyan U		IIA	PI	162.2	114.0	92.4	71.7		103.3			119.0	100.0	90.1	10.1	13.1	PO	47.4	18.6	34.0
Yale U	7	I	PI	261.7	159.8	134.4	108.8	97.3				188.7	100.0	86.9	10.8	7.6	O	48.3	19.2	32.6

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
12.9	11.7	3.7	19.4	12	18	8	4	4	18	28	9	101	88.7	80.9	70.2	70.4	86.0	83.2	72.4	66.0	97.0	102.8	103.1	94.4
4.2	5.7	7.1	0.0	34	10	12	11	14	15	8	5	109	166.7	122.2	104.5	85.0	157.2	119.7	114.1	86.4	94.3	97.9	109.1	93.8
2.9	3.3	1.3	4.8	10	12	8	6	22	19	34	17	128	95.0	83.3	70.6	59.8	95.1	83.7	82.0	20.3	100.1	100.5	116.2	92.8
3.0	3.9	2.3	1.3	80	37	20	8	89	47	49	5	336	113.4	93.5	79.1	76.2	104.2	89.7	80.2	65.3	91.9	95.9	101.4	91.8
5.8	4.8	4.6	6.9	32	21	16	29	32	23	14	27	194	148.1	108.3	92.0	73.4	137.8	108.2	89.4	66.9	93.0	99.9	97.2	95.7
3.7	7.2	11.9		6	8	2		8	8	13		45	85.4	82.7	-		85.8	79.2	70.5		100.5	95.8	-	93.7
1.5	4.5	5.7	5.0	91	43	40	17	38	45	48	14	421	170.2	134.1	112.1	74.8	161.4	120.0	95.1	76.8	94.9	89.5	84.9	81.7
4.4	5.9	6.3	-	22	6	10	1	18	6	23	3	94	138.5	119.3	71.7	-	140.1	99.9	83.2	64.9	101.2	83.8	116.0	88.8
10.6	-5.0	-8.4		56	17	8		30	24	17		152	109.9	89.4	75.8		108.0	89.9	70.3		98.3	100.6	92.7	90.8
5.2	8.1	8.2	10.0	52	29	13	18	42	19	18	31	222	174.4	127.5	107.7	78.3	163.8	133.9	102.8	65.3	93.9	105.0	95.5	86.9
3.4	4.0	2.7	-3.3	33	20	12	14	40	43	18	22	202	128.1	101.1	101.0	84.9	123.4	101.5	83.2	86.6	96.4	100.4	82.4	94.3
9.8	9.2	8.1		192	134	97		120	113	128		1,016	136.5	113.0	102.6		132.7	107.7	95.7		97.2	95.4	93.3	90.5
9.7	8.5	8.9		166	79	56		166	110	97		827	129.8	107.5	98.0		124.8	108.7	96.8		96.1	101.1	98.8	97.7
10.8	9.9	8.5		142	78	125		122	96	134		893	130.2	110.6	97.6		127.8	110.0	93.8		98.2	99.4	96.2	95.2
5.0	5.0	9.6	3.1	10	23	8	6	14	22	15	10	109	154.8	108.4	83.0	73.6	150.5	106.7	86.1	67.2	97.2	98.5	103.7	95.4
9.8	9.1	10.1		67	21	15		47	35	26		233	119.2	98.3	84.9		117.3	97.9	86.2		98.5	99.6	101.5	96.1
8.1	11.0	10.1	8.3	478	135	113	39	126	78	103	25	1,412	289.8	190.9	153.4	114.3	288.4	181.7	148.1	88.7	99.5	95.2	96.6	74.4
				552	211	146		292	149	146		1,848	240.3	164.6	131.6		218.7	145.5	127.3		91.0	88.4	96.7	84.2
				523	156	128		299	161	131		1,664	203.8	138.6	120.3		195.5	135.4	118.1		95.9	97.7	98.2	88.3
				433	121	123		222	141	126		1,421	208.0	140.0	114.1		197.4	137.2	114.5		94.9	98.0	100.4	87.8
				623	139	194		356	132	176		1,891	259.8	158.9	124.0		241.1	161.9	123.1		92.8	101.9	99.2	86.2
				62	49	44		43	38	59		449	179.2	131.2	108.6		173.2	130.1	110.8		96.7	99.2	102.0	94.0
				234	127	113		101	111	76		924	197.4	130.0	112.2		181.4	126.4	109.1		91.9	97.2	97.3	87.2
				424	141	151		163	89	114		1,377	216.4	149.8	126.2		204.5	139.5	119.8		94.5	93.1	94.9	82.4
				315	93	105		198	80	84		1,079	230.4	140.4	118.9		209.9	130.1	119.3		91.1	92.7	100.3	87.2
				185	73	77		119	70	74		736	202.6	136.3	118.1		191.4	131.1	113.5		94.5	96.2	96.1	87.1
2.0	2.0	2.1		48	16	6		61	9	9		191	119.7	93.8	82.9		112.1	89.6	80.8		93.6	95.5	97.5	95.0
4.9	4.1	5.0	3.2	109	72	47	24	80	76	81	24	513	156.1	106.4	90.0	99.9	135.9	107.4	90.8	81.3	87.0	100.9	100.8	87.4
7.6	8.6	10.9		601	341	221		300	302	215		2,147	207.1	132.5	122.8		176.0	124.2	109.5		85.0	93.8	89.2	81.4
1.3	1.5	3.9		18	13	4		16	17	6		98	109.1	86.9	73.0		101.5	80.9	75.2		93.1	93.1	103.0	97.3
3.0	3.0	3.0	3.0	14	9	22	7	13	11	21	12	109	77.7	61.3	58.5	44.2	73.3	65.5	58.3	44.7	94.3	106.9	99.7	96.8
2.9	3.7	4.0	2.0	31	27	25	9	29	45	29	4	202	146.1	111.5	87.6	63.0	138.2	103.2	87.7	62.0	94.6	92.6	100.0	95.3
5.2	4.2	6.9	4.6	81	52	22	43	23	20	21	33	322	161.5	117.4	101.3	97.1	152.5	114.5	97.1	91.8	94.5	97.5	95.9	86.9
0.5	0.9	0.6	0.4	31	15	20	11	13	15	19	12	169	88.8	73.7	64.7	54.3	79.1	66.6	67.3	57.6	89.1	90.4	104.0	90.3
7.0	7.8	8.9	8.1	318	200	157	83	152	188	180	131	1,409	147.7	108.6	90.0	70.2	136.6	100.4	85.0	61.1	92.5	92.4	94.4	82.7
5.7	17.1	6.7	11.3	31	18	27	11	30	24	25	17	183	93.6	80.5	66.5	51.0	85.7	78.4	68.5	52.4	91.5	97.4	103.0	95.3
3.8	6.0	4.4	6.3	348	205	171	215	140	155	140	217	1,591	164.0	114.6	115.3	80.6	160.7	107.1	101.2	74.7	98.0	93.4	87.8	85.1
2.9	4.5	5.2	4.2	109	152	89	76	89	122	168	96	901	155.3	112.3	108.5	71.4	155.0	122.5	102.2	75.6	99.8	109.1	94.2	97.1
4.4	4.3	4.6		138	91	69		82	101	86		763	150.6	117.9	97.9		139.0	107.6	83.8		92.3	91.3	85.6	84.5
5.0	8.2	7.5	8.0	91	50	29	2	66	58	35	12	395	92.8	76.0	64.1	-	85.9	66.0	58.8	50.9	92.6	86.9	91.7	85.9
0.7	2.3	0.4	-	12	6	5		7	6	12	1	49	83.9	84.3	72.8		85.8	79.3	72.5	-	102.3	94.0	99.7	95.0
9.1	9.5	9.4		105	73	42		61	61	47	3	392	124.6	98.6	78.7		118.9	97.9	77.3	69.3	95.4	99.2	98.2	92.5
2.1	2.2	2.7	2.3	33	29	15	6	27	27	18	10	177	121.8	92.5	78.7	94.2	108.0	87.5	77.1	94.2	88.7	94.6	97.9	90.3
4.1	6.5	5.1	7.4	41	43	22	45	47	50	32	58	338	152.0	124.3	109.8	91.9	145.7	113.2	102.1	91.6	95.8	91.0	93.0	93.9
1.7	3.6	3.8	2.2	59	46	27	13	76	72	48	25	366	143.0	105.7	89.2	74.4	117.3	101.3	84.0	77.2	82.0	95.8	94.1	87.2
3.8	4.6	6.9		42	26	18		19	33	27		240	143.0	101.2	90.5		132.6	108.1	86.5		92.8	106.8	95.6	91.3
9.7	10.4	9.6	9.5	312	271	209	17	174	204	272	31	1,531	173.9	123.2	101.0	97.2	160.6	113.5	95.4	76.9	92.3	92.1	94.5	85.2
3.6	5.3	6.4	8.0	53	49	28	37	22	47	46	41	323	105.4	82.3	80.9	70.4	100.7	83.5	73.7	71.5	95.5	101.5	91.0	92.0
3.6	4.2	4.2	2.5	22	41	21	1	14	22	30	1	244	138.6	107.2	96.7	-	122.6	104.1	88.9	-	88.5	97.1	92.0	91.7
4.0	4.1	4.6	5.2	8	15	10		7	33	47	4	124	98.9	85.0	70.5		104.3	80.3	76.5	62.4	105.4	94.5	108.6	94.5
6.0	6.3	7.6		92	50	49	31	50	61	64	22	424	168.5	113.3	92.2	68.9	150.7	114.6	92.6	75.7	89.5	101.1	100.4	90.0
7.8	10.1	8.7	11.5	430	102	98	5	179	72	100	3	1,295	266.8	164.8	140.3	98.9	249.4	152.8	128.7	125.4	93.5	92.7	91.7	77.9

APPENDIX I

NAME	NOTES	(1)		(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		
Delaware																				
U of Delaware	7	I	PU	168.2	116.9	103.2	84.9					128.1	100.0	100.0	11.0	14.2	FT	54.1	15.1	30.7
District of Columbia																				
American U		I	PR	174.4	118.3	108.0	82.9				115.6	89.7	75.8	9.6	10.0		FFTO	42.3	9.7	47.9
Catholic U of America		I	PR	121.5	85.3	79.0	55.5				93.5	88.9	64.8	8.9	3.2			58.6	15.4	25.9
Gallaudet U		IIA	PI	129.2	101.1	85.5	81.2	78.9			101.7	95.0	95.0	21.9	14.6		FfV	52.8	31.1	16.1
George Washington U	7	I	PI	192.3	126.7	107.0	81.2				140.7	94.8	74.7	9.5	8.3		PpTV	52.5	12.2	35.3
Georgetown U		I	PR	207.0	138.7	106.2	126.3	65.2			163.0	92.6	81.9	9.1	6.5			49.2	12.5	38.3
Howard U	7	I	PI	149.2	110.0	95.0	72.5	61.3			104.9	96.6	74.1	6.0	11.6		Fp	50.5	15.9	33.6
Florida																				
Beacon Coll		IIB	PI	75.6	64.5	53.5	55.0				58.0	100.0	100.0	4.5	14.4		FT	0.0	0.0	100.0
Bethune-Cookman U		IIA	PR	76.2	66.8	63.9	58.0				65.4	97.9	70.0	9.3	11.1			27.1	37.1	35.7
Eckerd Coll		IIB	PR	99.9	80.7	69.4	49.7				77.1	94.2	88.3	10.2	16.8		FFTV	50.9	21.6	27.5
Embry-Riddle Aero U-Daytona Beach	1	IIA	PI	128.1	92.3	76.4	54.1				94.8	100.0	100.0	9.5	10.6		FFT	44.5	17.0	38.5
Florida Ag and Mech U	7	IIA	PU	105.2	81.5	68.6	60.9				80.8	100.0	90.3	10.5	18.7			53.4	15.8	30.8
Florida Atlantic U	1	I	PU	121.6	95.8	84.6	65.1		87.9		93.2	100.0	92.4	9.9	17.7			55.8	15.0	29.2
Florida Gulf Coast U	7	IIA	PU	110.4	91.9	76.7	59.7	-			83.5	98.5	93.5	10.2	18.3		PpO	0.6	0.0	99.4
Florida International U	7	I	PU	151.8	103.4	96.5	76.2	111.1	110.3		105.4	99.0	95.6	8.3	15.8		Pp	41.6	13.8	44.6
Florida Poly U		IIB	PU	156.2	104.2	85.2	65.8				90.3	100.0	100.0	9.5	16.7			0.0	0.0	100.0
Florida St U	7	I	PU	150.6	111.6	94.0			80.7		112.6	100.0	100.0	9.7	12.9			53.8	19.2	27.0
Jacksonville U	7	IIA	PI	87.3	74.8	72.3	51.0				74.9	100.0	100.0	2.7	9.6		PpT	50.7	20.5	28.8
Miami Dade Coll		III	PU	91.1	78.4	68.3	59.7				76.8	100.0	94.1	14.5	14.4			78.8	21.2	0.0
New Coll of Florida		IIB	PU	95.7	81.4	66.8	59.0				81.3	100.0	98.9	9.6	19.1			65.2	21.3	13.5
Rollins Coll		IIA	PI	107.6	88.0	78.3	67.8	72.8			88.9	100.0	100.0	11.1	12.9		FpT	60.4	13.8	25.8
Southeastern U		IIA	PR	88.9	72.0	60.1	49.8	-			72.7	72.4	84.5	2.8	8.2		FFt	0.0	0.0	100.0
Stetson U		IIA	PI	127.0	85.2	75.3	52.3	73.9	-		92.7	100.0	100.0	10.0	8.9		FTO	60.1	19.8	20.2
U of Central Florida	7	I	PU	151.2	104.7	86.8	66.4	72.2			99.3	100.0	100.0	7.0	15.2		P	46.7	15.0	38.3
U of Florida	7	I	PU	166.3	115.0	97.0		78.4			120.7	90.7	95.7	9.9	12.7		TO	49.1	23.8	27.1
U of Miami	5	I	PI	183.8	126.6	107.3	79.7	73.3			128.0	98.2	93.2	7.6	10.6		O	50.8	11.4	37.8
U of North Florida	7	IIA	PU	110.4	87.0	74.5	55.3	46.0			80.7	100.0	92.1	10.3	16.4		PTO	48.0	21.9	30.1
U of South Florida	7,67	I	PU	141.0	102.0	92.1	67.1				100.2	99.1	93.8	8.2	10.1		P	51.7	12.7	35.5
U of Tampa	7	IIA	PI	118.8	102.5	86.9	71.2	70.7			90.0	100.0	100.0	6.7	9.8		FTV	40.8	25.1	34.2
U of West Florida	7	IIA	PU	110.2	85.8	76.5	59.1	61.4			83.6	94.7	86.9	10.3	15.9		PpO	50.6	16.3	33.1
Georgia																				
Agnes Scott Coll	1	IIB	PR	103.5	85.2	76.2	58.4		-		85.3	86.8	87.9	6.3	17.1		FFTV	64.8	12.1	23.1
Berry Coll	1	IIA	PI	103.2	80.7	71.8	55.3	55.7			80.2	100.0	100.0	10.5	15.9		FFTV	52.7	18.2	29.1
Brenau U		IIA	PI	96.5	85.9	72.9	36.6				80.6	95.1	85.2	5.8	9.1		FFt	0.0	0.0	100.0
Clark Atlanta U	7	I	PR	84.3	64.2	61.8	52.8	47.0			65.2	79.5	71.6	5.0	18.1		FpO	55.3	23.7	21.1
Clayton St U	7	IIA	PU	82.8	72.9	68.3	61.2	58.3			72.2	98.6	79.8	13.8	12.4			55.0	20.2	24.8
Emory U	7,29	I	PR	210.5	136.3	112.1					163.0	100.0	100.0	6.9	12.5		O			
Georgia Coll & St U	35	IIA	PU	94.9	74.8	75.8		58.7	-		77.5	100.0	100.0	13.5	11.2		None	54.4	20.1	25.5
Georgia Inst of Tech-Main Campus	7	I	PU	177.9	130.3	119.7	84.6	90.4			141.7	100.0	100.0	19.8	10.5			64.2	19.7	16.2
Kennesaw St U	5	I	PU	98.0	83.0	77.7	59.7	62.4			79.4	99.9	99.9	14.2	9.0			44.4	20.2	35.4
Mercer U	7	I	PI	99.1	85.4	76.6	70.7	65.0			84.5	100.0	100.0	8.0	17.2		FFTV	45.2	27.4	27.4
Oglethorpe U		IIB	PI	86.9	68.7	64.0	57.4	58.7			66.4	100.0	100.0	5.8	7.9		FFt	32.3	20.4	47.3
Spelman Coll		IIB	PI	118.2	88.5	72.0	68.1	65.8			82.4	100.0	100.0	5.9	11.0		FFTV	42.7	26.6	30.7
U of Georgia	6	I	PU	142.5	106.7	102.3	62.3	81.6			113.1	99.4	100.0	14.0	8.8			57.4	17.6	25.0
U of North Georgia	7	IIA	PU	88.4	77.6	71.5		55.2	54.0		71.4							45.4	21.8	32.9
U of West Georgia	1	I	PU	88.2	71.3	65.2	52.7	53.9			71.1	100.0	100.0	15.0	11.4		None	52.7	16.3	31.0
Wesleyan Coll	1	IIB	PR	64.0	58.6	52.5			50.2		58.7	94.1	82.4	5.0	1.1		FTV	68.6	19.6	11.8
Hawaii																				
Chaminade U of Honolulu	7	IIA	PR	91.1	79.0	72.7		64.1			77.6	100.0	76.1	4.8	12.3		PfT	34.1	5.7	60.2
Hawaii Comm Coll	14	III	PU	100.8	89.1	75.3	66.2				80.0	100.0	100.0	23.8	21.4		P	71.4	20.2	8.3
Honolulu Comm Coll	14	III	PU	104.5	87.9	75.1	64.2				84.8	100.0	100.0	23.8	20.2		P	78.3	17.0	4.7

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.5	3.9	4.3	4.4	282	203	188	24	158	177	204	59	1,295	170.2	121.2	106.9	92.0	164.6	112.0	99.8	81.9	96.7	92.4	93.4	87.2
4.7	4.9	6.7	5.6	126	85	50	155	80	86	68	203	853	178.4	119.5	110.3	86.4	168.1	117.2	106.3	80.3	94.2	98.0	96.4	86.9
5.5	4.9	8.2	6.2	69	75	48	2	28	50	46	6	324	118.1	87.5	84.0	-	129.9	82.0	73.7	56.2	110.0	93.7	87.7	90.8
				23	14	19	7	37	21	24	6	180	131.6	100.4	89.4	81.8	127.7	101.5	82.4	80.5	97.0	101.2	92.3	100.0
3.1	4.6	5.2	4.4	271	187	117	34	133	199	130	85	1,156	193.9	132.0	112.8	78.2	189.0	121.8	101.8	82.5	97.5	92.2	90.3	83.3
4.1	6.1	6.9		305	156	104	13	218	155	142	15	1,113	218.1	146.7	110.7	108.9	191.6	130.7	103.0	141.3	87.8	89.1	93.0	83.9
20.1	17.3	9.4	9.6	107	102	60	20	61	88	85	18	673	150.9	110.4	97.0	71.2	146.2	109.4	93.6	74.0	96.9	99.0	96.4	91.2
5.6	3.5	4.2	5.4	3	4	3	6		3	8	10	37	75.6	67.2	54.3	54.3		60.8	53.2	55.4		90.4	98.0	90.0
2.5	3.0	4.0	1.5	12	15	42	8	10	15	21	17	140	75.8	66.7	63.2	51.5	76.7	66.8	65.2	61.1	101.1	100.2	103.2	102.6
2.8	4.6	3.7	3.3	27	15	30	10	16	22	40	11	171	101.2	80.6	68.5	47.8	97.8	80.7	70.1	51.4	96.7	100.1	102.4	95.5
3.6	4.8	4.2	6.3	81	69	83	7	19	29	53	7	348	130.5	94.2	77.4	56.1	118.0	87.6	74.8	52.1	90.4	93.0	96.6	84.7
0.6	0.6	1.5	2.3	106	74	83	41	43	81	84	46	558	104.6	84.9	69.4	59.6	106.6	78.3	67.9	62.0	101.9	92.2	97.9	91.2
3.3	4.4	6.1	6.2	170	127	62	83	74	108	57	148	833	127.1	99.7	89.7	68.0	108.8	91.2	79.0	63.4	85.6	91.4	88.1	79.8
3.4	3.8	5.0	7.2	80	80	65	59	36	58	76	80	535	113.6	92.2	81.3	59.1	103.4	91.6	72.7	60.2	91.0	99.4	89.5	87.1
2.4	3.2	2.3	4.2	236	188	113	195	75	142	133	211	1,326	154.0	105.0	102.6	77.8	144.9	101.4	91.4	74.7	94.0	96.6	89.1	84.1
4.9	-15.0	6.9	7.8	4	9	37	8	2	1	10	4	75	159.8	104.2	86.4	68.2	-	-	81.0	61.0	-	-	93.8	93.5
4.4	6.5	-8.4		359	208	156		139	165	144		1,576	153.8	116.5	97.2		142.2	105.4	90.4		92.4	90.5	93.0	82.0
4.4	2.5	2.3	1.0	34	26	24	8	26	24	75	12	229	87.6	73.6	80.5	46.5	87.0	76.1	69.7	54.0	99.3	103.5	86.6	93.0
5.1	6.0	5.5	5.3	78	127	67	44	96	134	73	55	674	92.3	79.0	68.1	59.3	90.1	77.8	68.5	59.9	97.6	98.6	100.6	99.1
2.0	4.5	2.5	2.0	17	12	14		15	15	12	4	89	96.7	80.8	65.1		94.6	81.9	68.8	59.0	97.8	101.3	105.7	98.3
2.0	2.7	3.4	2.0	38	33	9	12	36	28	17	18	217	117.6	87.8	82.9	72.5	97.0	88.2	75.8	64.7	82.5	100.5	91.4	85.6
2.8	3.8	7.6	5.4	26	20	13	1	12	20	18	4	116	90.4	71.1	60.9	-	85.6	72.8	59.5	50.4	94.6	102.4	97.7	90.5
1.5	2.4	3.8	5.9	49	41	25	13	38	32	36	20	258	123.4	86.7	76.8	53.4	131.7	83.3	74.3	51.6	106.7	96.0	96.7	93.7
3.9	4.1	3.4	3.8	218	195	130	87	83	136	84	112	1,346	156.7	106.5	92.4	71.7	136.9	102.2	78.0	62.3	87.4	95.9	84.4	79.8
3.4	5.3	4.7		596	295	331		218	223	332		2,430	169.6	119.0	100.8		157.3	109.6	93.3		92.7	92.1	92.5	81.3
4.7	6.0	7.1	6.3	258	170	90	3	107	111	78	2	1,115	188.0	128.0	112.5	71.8	173.9	124.3	101.2	-	92.5	97.1	89.9	83.2
6.3	6.6	7.4	6.0	60	69	51	47	44	64	69	65	479	115.6	88.7	76.6	52.5	103.4	85.2	73.0	57.3	89.4	96.0	95.2	89.1
3.9	4.9	5.7	5.9	267	208	104	184	127	176	105	273	1,444	148.5	105.1	95.1	71.5	125.3	98.4	89.0	64.2	84.4	93.6	93.6	79.6
5.1	4.1	5.1	5.0	32	85	45	47	20	48	59	67	439	121.6	102.6	90.6	66.9	114.3	102.2	84.1	74.2	94.1	99.6	92.8	93.1
1.1	1.6	2.7	1.4	59	44	37	14	23	35	48	27	320	110.9	87.1	81.8	60.0	108.4	84.0	72.4	58.6	97.7	96.4	88.5	85.0
5.5	5.1	5.3	1.8	16	5	1	3	21	18	9	17	91	103.3	86.5	-	62.2	103.6	84.9	76.6	57.7	100.3	98.1	-	87.5
1.6	3.2	2.4	3.8	28	31	29	3	11	23	23	4	165	103.6	83.7	71.6	52.5	102.3	76.7	72.1	57.4	98.8	91.7	100.7	90.6
1.9	1.7	2.9	2.7	5	16	15	1	18	38	46	3	142	72.7	89.3	66.5	-	103.1	84.5	74.9	39.8	141.9	94.6	112.6	107.9
				32	36	13	12	7	37	25	19	190	84.7	63.4	57.4	58.2	82.4	65.0	64.1	49.4	97.3	102.5	111.7	90.4
5.4	7.7	8.6	9.2	40	25	17	1	32	27	31	6	218	85.8	72.9	71.5	-	79.1	73.0	66.5	61.2	92.2	100.1	93.1	92.2
4.3	5.4	5.2		203	115	71		122	94	123		728	214.2	139.0	120.3		204.4	133.1	107.3		95.4	95.7	89.2	85.4
5.2	16.1	0.2		62	25	37		47	45	30		329	98.3	72.8	77.2		90.3	75.9	74.1		91.9	104.3	96.0	92.6
7.6	12.7	11.0	6.1	390	183	122	61	84	72	83	23	1,114	179.6	130.9	121.3	93.4	170.1	128.7	117.4	61.1	94.7	98.3	96.8	84.2
5.6	7.2	7.7	9.2	192	163	189	19	129	123	186	25	1,352	102.8	84.9	80.8	57.9	90.8	80.5	74.7	61.0	88.3	94.8	92.4	89.2
3.8	4.8	4.4	4.4	69	54	52	6	39	61	89	11	398	98.2	85.3	83.3	72.1	100.6	85.4	72.7	70.0	102.4	100.1	87.3	91.4
3.0	5.0	4.9	3.8	12	5	5	10	6	8	13	6	93	88.2	70.6	61.5	58.8	84.4	67.6	65.0	55.0	95.7	95.7	105.7	92.5
11.5	2.2	14.4	12.1	8	14	12	1	21	44	37	17	192	108.5	86.8	72.5	-	121.9	89.0	71.8	68.7	112.4	102.5	99.1	102.0
4.8	7.0	7.4	11.5	529	310	209	37	217	271	217	27	2,142	144.8	110.5	104.8	61.7	137.0	102.3	99.8	63.2	94.6	92.5	95.2	87.6
8.5	11.1	13.1		90	105	78		60	71	82		712	89.4	77.0	71.3		86.9	78.5	71.8		97.1	101.9	100.8	96.2
0.0	1.1	0.5	2.2	87	44	30	7	58	53	66	18	448	90.7	69.3	64.8	54.6	84.4	72.9	65.3	52.0	93.0	105.1	100.8	89.2
-1.9	1.4	7.6	-	5	5	6		13	14	5		51	67.3	56.9	52.2		62.8	59.2	52.8		93.3	104.1	101.2	100.8
4.0	5.3	7.1		10	14	9		7	20	17		88	91.7	80.5	65.3		90.3	78.0	76.6		98.4	96.8	117.3	101.3
				4	7	11	6	11	8	22	15	84	104.1	92.0	78.6	62.7	99.5	86.6	73.6	67.6	95.6	94.2	93.6	96.1
				18	15	18	10	12	10	17	6	106	106.3	88.1	78.0	64.5	101.9	87.5	72.1	63.8	95.8	99.2	92.5	95.1

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		
Hawaii (continued)																				
Kapiolani Comm Coll	14	III	PU	104.0	89.6	78.5	70.7					87.1	100.0	100.0	23.8	19.6	P	73.8	19.9	6.3
Kauai Comm Coll	14	III	PU	107.0	84.9	81.3	69.9					83.7	100.0	100.0	23.8	20.4	P	70.9	27.3	1.8
Leeward Comm Coll	14	III	PU	102.8	86.9	76.4	64.0					85.0	100.0	100.0	23.8	20.1	P	85.7	10.6	3.7
U of Hawaii Maui Coll	14	III	PU	104.2	90.1	75.3	67.3					81.1	100.0	100.0	23.8	21.1	P	72.1	20.9	7.0
U of Hawaii at Hilo	14	IIA	PU	114.9	101.3	87.9	72.7					101.6	100.0	100.0	23.8	16.8	P	71.2	15.3	13.6
U of Hawaii at Manoa	14	I	PU	151.0	111.8	98.7	76.1					121.7	100.0	100.0	23.8	14.0	P	68.0	15.4	16.6
U of Hawaii-West Oahu	14	IIB	PU	115.8	91.6	84.9	72.1					95.9	100.0	100.0	23.8	17.8	P	60.7	22.6	16.7
Windward Comm Coll	14	III	PU	103.7	86.3	74.8	63.4					81.2	100.0	100.0	23.8	21.1	P	66.7	21.2	12.1
Idaho																				
Boise St U	7	I	PU	98.0	91.9	86.3		54.6				83.8	100.0	100.0	0.4	0.6	Pp	62.5	11.0	26.5
Coll of Idaho		IIB	PI	82.6	67.7	59.5	53.3	52.9	-			68.2	88.6	91.1	7.0	14.0	FT	68.4	8.9	22.8
Idaho St U	7	I	PU	96.7	84.5	75.7	57.9	49.7	-			76.7	100.0	100.0	9.3	16.3	P	36.1	15.2	48.7
Lewis-Clark St Coll	7	IIB	PU	78.5	64.9	55.8	50.7					64.3	100.0	100.0	10.8	19.4	Pp	54.7	16.0	29.3
Illinois																				
Augustana Coll	1	IIB	PR	90.7	73.3	65.7	50.9					72.3	100.0	75.6	5.7	11.6	FFt	57.2	16.9	25.9
Aurora U	1	I	PI	98.6	77.4	72.7		64.9				78.4	93.7	67.5	5.6	11.5	FFtV	45.2	11.1	43.7
Bradley U	5	IIA	PI	114.9	85.2	72.6	67.7	56.5				85.0	92.8	82.3	0.4	1.3	FFtV	50.6	24.3	25.1
DePaul U	7	I	PR	140.4	107.1	98.2	77.6					107.1	92.3	91.2	8.8	14.5		62.8	12.2	25.0
Dominican U		IIA	PR	86.5	69.6	72.9	60.5	67.1				76.5	94.2	84.9	7.7	17.3	FFtV	64.0	17.3	18.7
Governors St U		IIA	PU	106.0	90.8	76.4	79.1	75.2	70.4			83.4						26.9	44.5	28.6
Illinois Coll		IIB	PR	80.8	67.1	58.1	56.5					66.9	100.0	82.7	5.0	11.1	FFt	52.0	21.3	26.7
Illinois St U	7	I	PU	104.1	92.1	80.1		50.5				83.7	100.0	92.0	12.8	20.5		56.5	19.2	24.3
Illinois Wesleyan U		IIB	PI	93.2	72.1	68.7	92.9					78.0	81.5	95.4	5.8	16.0	FpT	68.5	20.4	11.1
Knox Coll		IIB	PI	78.9	68.0	56.5	55.1					67.4	83.5	89.7	6.3	14.1	FFtV	64.9	21.6	13.4
Lake Forest Coll		IIB	PI	103.2	82.4	70.3	63.6	-				80.6	89.3	78.6	8.0	14.6	FpT	47.3	32.1	20.5
Lewis U		IIA	PR	109.6	89.3	80.2	66.9					89.6	100.0	82.6	6.8	14.5		41.5	24.1	34.4
Lincoln Christian U		IIA	PR	43.8	39.4	40.9						42.3	100.0	100.0	0.0	23.8	FFt	0.0	0.0	100.0
Loyola U Chicago	7	I	PR	156.2	104.4	93.6	76.8					99.0	100.0	100.0	3.4	5.4	PpTOV	36.1	20.1	43.8
McKendree U		IIA	PR	72.7	67.2	58.1	55.0	51.5				65.3	96.8	73.0	4.9	7.9	FFt	61.9	27.0	11.1
Millikin U		IIB	PI	80.2	63.8	62.0	55.7	40.6				63.9	100.0	100.0	5.0	10.1		45.3	26.6	28.1
Monmouth Coll		IIB	PR	69.3	61.6	57.7		51.1				62.1	98.4	100.0	7.0	14.5	FFtO	61.9	20.6	17.5
North Park U		IIA	PR	81.5	71.2	66.3	60.4					73.7	-	84.2	-	8.9	T	46.5	16.7	36.8
Northern Illinois U	7,50	I	PU	111.5	93.8	88.2	51.3			68.2		87.8						57.2	14.8	28.0
Northwestern U		I	PI	234.8	148.7	125.5						191.7	100.0	100.0	11.0	6.9		67.6	18.6	13.8
Olivet Nazarene U	7	IIA	PR	74.7	63.1	55.0						65.5	100.0	93.6	5.1	24.1	FFtV	4.6	0.0	95.4
Roosevelt U	7	IIA	PI	104.0	78.1	71.0	-	54.4	67.5			80.0	91.1	95.8	0.0	13.2	FFt	56.0	5.4	38.7
Saint Xavier U		IIA	PR	86.2	74.5	73.4		61.7	61.2			72.0	100.0	100.0	3.3	13.3	FT	44.0	19.2	36.8
Southern Illinois U-Edwardsville	5	IIA	PU	99.7	86.5	78.6	52.4					79.8	100.0	100.0	11.3	19.9		51.6	18.2	30.2
Trinity Christian Coll	7	IIB	PR	73.7	66.0	58.7						65.4	-	78.8	-	25.8	FFtV	40.9	30.3	28.8
U of Chicago	7	I	PI	267.1	151.6	137.3	53.4	84.2				171.9	100.0	100.0	7.4	6.9	PpOV	51.6	18.9	29.5
U of Illinois Chicago	7	I	PU	172.1	129.0	101.6	68.8	66.9				124.8	100.0	100.0	12.8	11.3		48.7	16.2	35.1
U of Illinois Springfield	7	IIA	PU	99.9	82.0	75.4	53.9					79.6	100.0	100.0	12.8	20.2		59.6	22.7	17.7
U of Illinois Urbana-Champaign	7	I	PU	170.6	116.8	107.1	77.2	71.4				129.9	100.0	100.0	12.8	11.5		60.1	22.0	17.9
U of St Francis		IIA	PR	90.3	75.4	64.9	65.2					74.2	94.1	74.1	8.4	17.6	FFt	43.5	23.5	32.9
Waubonsee Comm Coll	11	III	PU	94.4	75.5	70.0	64.5					78.2	100.0	100.0	0.0	20.5	F	90.3	9.7	0.0
Wheaton Coll	7	IIA	PR	104.9	89.1	68.7	57.9					88.1	91.3	92.7	6.1	16.1	FpV	61.7	26.7	11.7
Indiana																				
Ball St U	7	I	PU	97.2	79.6	75.6	57.4	54.9	60.7			71.9	98.2	89.5	10.5	17.1	PO	39.9	17.1	43.0
Bethel U-Indiana		IIA	PR	64.0	55.5	46.5	-					53.0	100.0	78.3	0.0	15.4	FFt	51.7	31.7	16.7
Butler U	7	IIA	PI	103.1	89.9	79.5	60.7	53.9				84.4	88.4	89.5	11.0	11.7	FpTO	50.0	14.9	35.1
Calumet Coll of Saint Joseph	7	IIA	PR	59.2	64.8	60.2	46.4					54.5	100.0	100.0	6.0	11.9		40.0	12.0	48.0
DePauw U		IIB	PI	105.6	83.4	71.0	66.4					89.7	100.0	100.0	8.7	14.6	FpT	67.9	11.2	20.9
Earlham Coll	7	IIB	PR	88.5	75.0	62.3	56.2					69.5	80.2	86.1	7.8	19.9	FFtOV	44.6	17.8	37.6
Franklin Coll	34	IIB	PR	77.6	62.5	61.2	49.7	-				63.2	86.3	84.9	8.6	10.0	FFt	43.8	23.3	32.9
Goshen Coll		IIB	PR	72.9	58.6	51.9						63.5	100.0	100.0	3.8	17.6	PpV	45.0	13.3	41.7

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				28	15	27	18	33	23	23	24	191	107.2	89.1	79.1	70.5	101.3	89.9	77.9	70.9	94.6	100.9	98.4	98.2
				6	3	15	5	4	3	11	8	55	106.6	88.8	80.6	67.3	107.7	81.0	82.2	71.5	101.1	91.2	102.0	97.8
				24	14	26	8	23	27	24	15	161	105.1	87.4	78.4	65.4	100.4	86.6	74.3	63.2	95.5	99.1	94.8	94.7
				6	9	14	6	10	7	15	19	86	100.2	91.7	75.0	65.2	106.7	88.1	75.7	68.0	106.5	96.0	101.0	98.4
				41	38	11	6	33	18	15	15	177	115.9	100.3	95.4	68.4	113.7	103.4	82.3	74.4	98.1	103.0	86.3	94.1
				248	132	109	32	167	138	83	79	988	159.6	116.4	102.6	74.9	138.3	107.4	93.7	76.5	86.7	92.3	91.3	84.3
				19	10	6	9	11	11	16	2	84	113.7	94.9	91.6	71.0	119.2	88.7	82.4	-	104.8	93.4	90.0	96.2
				11	3	6	5	9	5	10	17	66	103.2	83.5	74.1	67.8	104.4	87.9	75.1	62.2	101.1	105.2	101.3	89.5
9.7	-6.7	-9.7		93	89	51		65	77	57		565	100.7	99.4	95.6		94.1	83.2	78.0		93.5	83.7	81.6	82.9
4.4	5.4	6.6	5.3	17	8	11	4	12	7	6	1	79	82.6	67.1	59.2	53.0	82.7	68.3	60.0	-	100.1	101.7	101.3	102.4
2.8	5.8	6.0	6.6	80	69	79	57	54	63	96	35	599	101.8	86.4	79.4	59.6	89.3	82.4	72.6	55.0	87.7	95.4	91.4	90.3
5.9	7.9	12.4	6.5	22	23	8	7	16	35	24	15	150	78.5	63.7	54.3	49.3	78.5	65.7	56.3	51.4	100.0	103.2	103.6	95.3
2.4	3.1	3.5	2.5	40	21	13	26	30	24	21	26	201	92.5	74.4	66.4	50.9	88.3	72.4	65.2	50.8	95.5	97.4	98.3	94.1
3.0	5.0	4.3		10	23	14		12	24	33		126	95.2	78.1	74.4		101.5	76.7	71.9		106.6	98.2	96.7	97.6
6.6	5.4	5.3	6.5	63	53	57	14	17	32	75	10	334	116.6	84.6	77.6	71.3	108.7	86.3	68.9	62.6	93.3	101.9	88.7	82.9
1.5	1.9	3.9	2.1	130	168	52	106	86	159	52	107	860	146.4	112.0	106.8	81.5	131.5	101.8	89.5	73.6	89.8	90.9	83.8	86.8
2.3	4.8	3.4	-	23	15	12		33	18	15	3	139	93.9	70.9	72.4		81.4	68.5	73.4	60.5	86.7	96.7	101.3	91.2
4.1	1.0	3.6	-	19	25	31		15	34	48	3	245	104.8	97.9	80.7		107.4	85.6	73.6	79.1	102.4	87.4	91.2	90.1
0.0	0.0	0.8	0.6	14	11	7	4	9	6	21	3	75	82.9	67.0	59.4	58.0	77.6	67.2	57.6	54.5	93.5	100.3	96.9	89.7
5.8	6.8	6.8		173	109	70		121	92	97		875	108.3	92.9	84.1		98.1	91.1	77.1		90.6	98.1	91.7	86.0
2.0	1.4	2.5	-	26	20	15	1	6	23	15	2	108	94.5	73.9	69.9	-	87.3	70.6	67.5	-	92.4	95.6	96.5	89.5
3.4	7.3	5.1	-	18	20	16		13	12	14	4	97	78.5	68.5	56.7		79.4	67.2	56.3	55.1	101.2	98.0	99.4	96.9
3.4	4.0	4.3	6.5	19	16	11	7	8	15	25	10	112	103.7	84.0	72.2	64.5	101.9	80.8	69.5	63.0	98.2	96.2	96.3	88.0
9.0	-5.2	3.7	-3.8	34	26	40	7	30	37	60	7	241	112.9	88.2	84.7	67.6	105.9	90.1	77.2	66.1	93.8	102.2	91.2	92.8
-0.6	5.6	0.7		6	3	3		3			1	16	41.8	39.4	41.9		47.9				114.8			110.3
3.8	3.2	3.9	4.0	83	84	66	139	47	70	83	198	770	159.3	108.8	96.0	74.3	150.6	99.1	91.8	78.6	94.5	91.1	95.6	89.1
2.0	3.1	2.0	4.6	9	8	7	1	15	7	10	2	63	75.9	75.4	58.5	-	70.8	57.8	57.9	-	93.3	76.7	98.9	91.4
0.2	0.0	0.3	0.0	18	24	15	10	10	16	24	14	139	81.6	63.2	62.1	59.6	77.6	64.7	62.0	52.8	95.1	102.4	99.8	91.9
1.5	1.6	6.4		13	11	8		9	6	9		63	69.5	62.9	57.7		68.9	59.2	57.7		99.1	94.1	100.0	97.7
3.1	3.1	3.1	3.1	31	13	7	4	17	21	16	5	114	81.0	71.4	61.2	62.3	82.5	71.1	68.6	59.0	101.8	99.7	112.1	97.1
				142	114	54	65	88	110	76	105	785	112.9	94.2	93.1	52.9	109.2	93.3	84.8	50.2	96.7	99.1	91.0	88.8
5.1	7.3	6.8		467	160	122		185	129	115		1,178	241.3	155.0	136.9		218.5	141.0	113.4		90.5	91.0	82.8	81.1
1.8	3.7	3.9		30	20	14		12	19	14		109	75.4	64.9	56.6		73.0	61.1	53.5		96.9	94.2	94.6	91.1
				26	27	30		14	30	24	2	168	113.4	77.7	70.0		86.4	78.4	72.1	-	76.2	100.9	102.9	89.3
1.1	4.3	7.8		13	16	10		13	17	10		125	87.6	75.1	70.2		84.9	73.9	76.6		96.9	98.4	109.1	97.0
2.8	3.4	3.8	6.0	106	82	39	49	86	61	72	121	616	102.3	89.6	79.1	54.9	96.4	82.5	78.3	51.4	94.2	92.0	99.0	85.3
2.9	1.5	1.6		14	5	12		7	12	16		66	76.6	66.6	59.4		68.1	65.7	58.2		88.9	98.6	97.9	91.8
				499	152	158	131	175	79	125	84	1,679	278.6	156.1	146.6	54.8	234.4	142.9	125.6	51.3	84.1	91.5	85.7	71.7
2.1	2.4	1.9	0.8	252	228	204	5	145	218	246	19	1,469	177.3	135.5	105.9	67.3	163.0	122.2	98.0	69.2	91.9	90.2	92.5	84.7
8.0	6.3	6.2	4.6	20	50	24	15	13	39	26	11	198	109.8	86.0	82.4	55.9	84.6	77.0	68.8	51.2	77.1	89.5	83.5	84.9
5.2	5.7	5.9	5.2	597	294	274	34	229	234	260	42	2,145	174.4	118.9	110.9	85.5	160.6	114.2	103.2	70.5	92.1	96.1	93.1	84.2
2.0	3.3	6.1	4.0	14	6	3	7	10	11	18	16	85	92.1	71.5	64.0	76.8	87.8	77.5	65.0	60.1	95.2	108.5	101.5	86.0
0.0	0.0	0.0	0.0	12	11	18	4	16	12	15	5	93	97.9	76.3	69.8	59.6	91.8	74.7	70.2	68.4	93.8	98.0	100.6	100.5
2.6	2.8	3.4	-	48	58	29		15	28	24	4	206	105.5	90.9	69.4		102.8	85.5	67.9	57.9	97.4	94.0	97.9	89.3
2.2	2.8	3.0	3.5	106	116	88	58	61	109	76	74	965	100.2	81.2	75.5	58.6	91.8	78.0	75.8	56.5	91.6	96.0	100.4	89.5
1.9	2.0	4.4		6	12	6	1	3	15	17		60	63.7	56.6	48.3	-	64.5	54.6	45.9		101.3	96.6	94.9	92.2
2.7	3.7	3.5	5.9	58	47	31	27	52	55	37	41	370	107.5	89.4	82.7	61.8	98.3	90.4	76.8	60.0	91.4	101.0	92.9	92.2
2.0	2.5	-	1.7	2	4	2	5	2	2	1	7	25	-	66.0	-	-	-	-	-	44.1	-	-	-	92.1
3.4	6.3	4.8		49	27	22	2	32	30	22	3	187	106.8	81.2	75.6	-	103.9	85.4	66.4	64.5	97.2	105.1	87.9	93.9
8.7	8.3	13.2	6.4	16	12	7	16	9	10	14	17	101	86.9	74.3	63.0	59.8	91.4	75.8	61.9	52.7	105.1	102.1	98.3	92.7
-0.5	-1.1	3.9	-2.8	13	6	10	4	6	7	18	7	73	78.7	64.6	54.9	47.8	75.4	60.7	64.7	50.7	95.8	94.0	117.9	99.7
4.0	5.4	4.1		15	4	6		14	9	12		60	72.8	59.9	52.3		73.0	58.0	51.7		100.2	96.9	98.7	93.9

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Indiana (continued)																				
Hanover Coll	1	IIB	PR	84.3	70.2	67.5	54.1					75.3	100.0	85.4	6.9	14.7	FFT	67.4	18.0	14.6
Huntington U		IIB	PR	75.1	65.4	59.8	49.7					64.3	97.3	97.3	5.1	19.2	FT	31.5	61.6	6.8
Indiana Inst of Tech	1	IIA	PI	88.2	84.7	75.2	56.6	69.8				79.0	100.0	—	9.7	—	FFTV	40.6	45.3	14.1
Indiana St U	7	I	PU	98.9	79.1	68.6	54.4	48.3				76.3	95.6	83.5	10.2	15.7	P	54.5	17.8	27.6
Indiana U-Bloomington	7	I	PU	147.0	112.5	104.7		67.6				113.0	99.7	95.1	10.2	6.4	P	47.1	17.7	35.2
Indiana U-East	7	IIB	PU	88.2	80.3	74.3		54.2				73.5	100.0	99.1	10.1	11.4	P	34.9	33.0	32.1
Indiana U-Kokomo	7	IIA	PU	85.8	74.1	66.6		54.1				67.3	100.0	91.3	10.1	12.8	P	22.2	33.3	44.4
Indiana U-Northwest	7	IIA	PU	91.0	75.5	66.4		51.5				72.6	99.3	88.4	10.3	12.0	P	45.7	15.2	39.1
Indiana U-Purdue U-Indianapolis	7	I	PU	125.9	93.3	82.3		60.4				91.0	99.8	93.0	10.1	9.5	P	41.2	12.7	46.1
Indiana U-South Bend	7	IIA	PU	78.1	70.6	65.2		50.7				68.4	100.0	95.9	10.2	11.9	P	52.7	9.9	37.4
Indiana U-Southeast	7	IIA	PU	83.9	75.2	71.2		57.8				74.0	100.0	97.7	10.3	10.4	P	51.7	15.7	32.6
Ivy Tech Comm Coll		III	PU	75.2	64.7	56.8	53.5	45.6				59.4	98.3	88.5	11.6	16.3	F	0.0	0.0	100.0
Manchester U	7	IIB	PR	76.5	65.6	68.6	60.6					69.1	87.1	100.0	6.2	16.7	FF	54.1	21.2	24.7
Marian U	1	IIA	PR	81.6	72.5	66.2	60.3					68.1					FFTO	13.8	19.2	67.1
Purdue U Fort Wayne	7,64	IIA	PU	89.9	76.9	71.3	56.4		56.4			74.6	87.8	100.0	10.4	17.6		50.0	17.6	32.4
Purdue U Northwest	7	IIA	PU	106.6	83.1	77.0	54.9		50.1			82.3	86.2	99.6	10.7	15.8		54.9	13.1	32.1
Purdue U-Main Campus	7	I	PU	160.3	114.4	100.5	49.6		68.4			122.5	92.0	99.8	10.4	10.8		54.2	20.4	25.3
Rose-Hulman Inst of Tech	7	IIB	PI	119.9	97.3	82.3						103.8	100.0	100.0	9.2	16.6	FTV	75.9	23.6	0.6
Saint Mary's Coll	1	IIB	PR	91.1	74.2	66.4		63.6				73.6	94.7	88.6	9.2	16.4	FTV	54.5	31.8	13.6
Taylor U	1	IIB	PR	74.1	65.4	57.6	48.6					65.1	100.0	100.0	5.4	21.0	Ff	53.5	25.2	21.3
U of Indianapolis	7	IIA	PR	86.4	73.3	65.2	54.6					69.7	86.5	78.1	6.9	14.2	TO	38.2	29.2	32.6
U of Notre Dame	65	I	PR	206.3	133.6	128.1						167.6	97.7	96.4	10.0	9.5	O			
U of Southern Indiana	7	IIA	PU	93.3	76.9	68.4	55.4					71.7	91.8	92.7	11.1	18.2	F	46.2	25.4	28.4
Valparaiso U		IIA	PR	80.5	72.5	67.6	—	52.0				71.6	100.0	82.3	5.8	14.4	FFT	58.1	25.3	16.7
Wabash Coll		IIB	PI	103.6	84.2	74.5	54.1					83.8	94.3	88.6	11.1	13.1	FpTV	68.2	18.2	13.6
Iowa																				
Allen Coll	2	IIA	PI	85.8	69.0	61.6	—					70.2	100.0	100.0	5.2	11.9		0.0	0.0	100.0
Central Coll		IIB	PR	92.9	69.8	62.5		67.9				75.1	96.4	96.4	11.1	8.4	FT	68.7	16.9	14.5
Clarke U		IIB	PR	66.3	60.2	54.4	52.2					58.2						47.4	30.3	22.4
Coe Coll		IIB	PR	82.8	67.4	58.9	60.8					68.4	100.0	100.0	6.0	16.0	FFTV	57.0	22.4	20.6
Cornell Coll		IIB	PR	81.1	64.6	64.4	56.4					71.4	94.8	87.0	7.0	14.8	FFt	67.5	19.5	13.0
Drake U	6	IIA	PI	108.3	88.6	73.9	58.8					90.9					FT	59.0	19.7	21.3
Faith Baptist Bible Coll and Theo Sem		IIB	PR	54.9	48.4	46.6						49.6	90.0	90.0	2.3	20.4	P	0.0	0.0	100.0
Graceland U-Lamoni		IIA	PR	79.5	66.0	58.6	40.0					64.8						30.9	35.3	33.8
Grinnell Coll		IIB	PI	144.2	112.7	93.3	76.3					114.4	93.4	100.0	10.2	10.7	PpO	64.7	25.1	10.2
Iowa St U	7	I	PU	138.7	101.7	92.1		60.8				113.3	62.5	62.5	10.4	9.9	None	61.8	15.0	23.2
Kirkwood Comm Coll	18	III	PU	81.5	70.9	64.3	60.7					71.6	100.0	100.0	9.4	10.0		0.0	0.0	100.0
Loras Coll		IIB	PR	68.3	61.8	57.6	—					62.1	86.7	83.3	6.7	11.7	FFt	67.8	24.4	7.8
Morningside U		IIA	PR	78.7	62.0	60.0	—					65.4	98.6	81.4	3.9	19.7	FpTV	57.1	25.7	17.1
Northwestern Coll		IIA	PR	73.4	64.2	56.7	53.1		36.8			61.3	100.0	100.0	6.3	7.5	Ff	48.1	46.9	4.9
Simpson Coll		IIB	PR	68.9	63.3	56.5	53.0					63.0	93.3	88.0	4.9	17.8	FFt	62.7	20.0	17.3
U of Iowa	7	I	PU	157.2	101.6	93.9	71.1	61.5	58.0			114.0	100.0	100.0	9.7	12.1	None	53.8	16.7	29.6
U of Northern Iowa		IIA	PU	92.5	78.3	70.9	58.8					78.1						69.2	15.2	15.6
Upper Iowa U		IIA	PI	70.6	68.5	61.4		58.4				64.4	96.4	96.4	2.1	18.1	FFTV	33.9	51.8	14.3
Wartburg Coll		IIB	PR	73.6	63.3	55.1		56.8				63.7	100.0	83.8	6.0	17.8	FFt	60.0	31.3	8.8
Kansas																				
Benedictine Coll		IIB	PR	90.4	72.3	64.4	17.7	5.6				56.5	50.0	73.6	54.2	4.2	FFTO	37.9	26.4	35.6
Emporia St U	5	IIA	PU	73.2	67.4	65.9	47.2					65.0	100.0	93.6	8.5	16.0	FV	50.5	31.2	18.3
Fort Hays St U	7	IIA	PU	91.7	77.2	64.7	56.4					70.3	100.0	100.0	8.5	11.7	FV	40.7	20.1	39.2
Kansas St U	7	I	PU	120.3	96.7	81.7	59.0	70.6				93.1	100.0	95.5	9.5	8.3	PT	53.9	15.5	30.5
Kansas Wesleyan U	1	IIB	PR	64.1	58.2	49.8	—	—				53.3	100.0	100.0	7.4	5.7	FTO	38.3	34.0	27.7
McPherson Coll	7	IIB	PR	71.8	63.0	58.0						64.1	88.2	88.2	10.1	17.6	FFTV	54.9	37.3	7.8
Ottawa U-Ottawa	1	IIB	PR	66.9	59.5	56.0	—					58.9	100.0	100.0	1.7	16.0	FFTV	25.6	7.7	66.7
U of Kansas	7	I	PU	131.9	91.8	91.9	—	56.7				103.8	100.0	94.7	8.5	10.4	O	59.2	14.9	25.9
Washburn U	7	IIA	PU	100.1	75.5	65.5	105.2	57.0				74.1	92.5	94.9	10.2	12.6	P	44.7	20.8	34.5
Wichita St U	3	I	PU	109.0	80.7	74.5	—		63.5			80.6	96.6	91.1	8.8	12.0	P	47.6	20.5	31.8

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
3.8	6.7	10.3	4.3	29	11	10	5	15	9	8	2	89	85.8	71.0	72.1	58.9	81.4	69.3	61.7	-	94.9	97.6	85.6	91.5
4.9	2.3	7.5	1.5	12	11	13	3	6	8	18	2	73	71.7	63.9	57.4	50.3	81.8	67.6	61.5	-	114.2	105.9	107.1	104.3
				6	15	11		5	9	9	6	64	92.1	86.7	79.0		83.6	81.5	70.5	56.6	90.8	94.0	89.3	87.4
2.3	3.9	5.4	2.4	75	42	32	36	46	48	37	54	387	99.6	81.1	68.6	55.3	97.8	77.2	68.6	53.7	98.2	95.2	100.1	90.9
3.6	6.1	5.7		518	302	196		226	207	217		2,141	154.4	118.7	113.9		130.1	103.3	96.4		84.3	87.1	84.6	79.4
2.0	3.8	3.4		6	16	10		9	16	25		106	93.9	81.2	76.1		84.5	79.5	73.5		89.9	97.9	96.6	91.8
2.0	3.6	4.0		10	13	15		6	19	27		126	94.0	72.9	62.1		72.1	74.9	69.1		76.7	102.8	111.2	94.6
1.9	2.3	2.2		17	23	12		14	21	30		138	97.0	75.9	65.0		83.6	75.0	67.0		86.2	98.9	103.0	90.3
4.1	5.0	6.6		173	156	90		91	153	163		1,079	133.0	99.4	92.4		112.4	87.2	76.7		84.5	87.8	83.0	78.9
3.1	3.8	3.9		34	39	17		34	31	30		222	81.0	72.6	61.9		75.2	68.1	67.2		92.9	93.7	108.5	95.1
2.0	1.8	3.5		21	28	7		30	31	25		172	88.8	76.7	96.6		80.5	73.9	64.2		90.7	96.3	66.4	89.0
				34	115	218	109	62	197	283	173	1,209	72.2	64.9	55.7	51.7	76.9	64.6	57.7	54.6	106.4	99.4	103.7	104.1
2.0	2.8	3.0	2.0	10	13	13	1	12	17	15	4	85	86.4	60.2	65.1	-	68.2	69.7	71.6	58.8	79.0	115.9	110.0	99.7
				12	12	46	1	2	9	79	6	167	82.3	74.6	64.3	-	-	69.7	67.4	63.3	-	93.4	104.9	98.3
2.5	3.9	4.4	1.0	52	58	51	3	16	45	36	2	312	92.0	77.9	74.4	58.5	83.2	75.7	67.0	-	90.4	97.2	90.0	90.3
3.1	3.5	4.2	2.8	45	57	25	18	24	37	29	22	268	110.2	82.2	79.6	54.5	100.0	84.5	74.8	55.2	90.7	102.8	94.0	89.5
4.9	6.1	6.4	5.7	705	354	412	13	225	247	301	27	2,501	162.8	118.6	105.6	51.7	152.5	108.4	93.6	48.6	93.7	91.4	88.7	80.8
2.0	2.4	3.2		60	40	25		17	17	15		174	122.2	96.4	82.6		111.6	99.3	81.8		91.3	103.0	99.0	92.6
2.2	3.4	5.8		9	21	9		15	28	40		132	92.5	75.5	73.1		90.3	73.2	64.9		97.6	97.0	88.8	92.7
3.0	3.4	3.8	5.4	35	21	23	3	8	14	23		127	74.5	64.7	57.7	48.6	72.7	66.6	57.4		97.6	103.0	99.4	95.0
2.0	2.5	2.6	3.5	19	35	57	9	25	40	89	14	288	87.1	75.5	69.8	55.2	85.8	71.5	62.4	54.3	98.5	94.7	89.4	92.2
8.0	8.9	9.2		352	175	125		88	100	69		909	212.7	135.5	134.9		180.6	130.2	115.8		84.9	96.1	85.8	81.1
3.0	4.0	4.0	3.5	25	59	46	24	16	51	67	43	331	98.2	80.7	72.9	53.3	85.5	72.5	65.3	56.6	87.0	89.9	89.7	87.3
5.4	6.3	6.4	-	31	34	25		16	30	35	2	186	81.6	75.2	64.6		78.3	69.4	69.7	-	95.9	92.4	108.0	98.7
3.7	3.4	3.1	7.5	17	23	9	5	6	15	7	6	88	104.9	85.4	73.8	54.1	100.1	82.5	75.5	54.1	95.4	96.7	102.3	91.3
1.0	1.2	1.0	-	3	3	1	1	7	14	12		41	101.7	69.5	-	-	79.1	68.9	61.2		77.8	99.2	-	87.4
				15	17	5		9	17	8		83	99.3	72.7	73.1		82.3	66.9	55.9		82.9	92.1	76.5	82.6
				4	9	11		13	9	20	10	76	65.9	60.4	55.5		66.4	60.1	53.9	52.2	100.7	99.6	97.0	97.8
2.8	3.2	4.0	-	23	11	17	1	9	18	26	2	107	83.9	68.9	60.5	-	80.1	66.4	57.9	-	95.5	96.4	95.6	88.6
2.0	2.0	4.0	2.0	16	7	8	5	21	8	7	5	77	85.2	66.1	64.2	58.8	78.0	63.2	64.6	54.0	91.5	95.7	100.7	95.6
5.0	6.4	6.3	3.7	63	53	26	10	51	51	34	12	300	112.7	89.9	74.7	64.3	102.8	87.2	73.3	54.3	91.2	97.0	98.1	91.2
4.1	3.0	3.5		6	4	5			1	4		20	54.9	49.7	48.2		-	-	44.5		-	-	92.3	86.2
1.4	2.5	1.2	-	8	7	13	1	11	4	22	2	68	75.2	71.4	53.7	-	82.6	56.7	61.6	-	109.9	79.5	114.7	103.7
4.4	5.2	8.1	4.9	30	38	10	7	22	22	28	10	167	145.9	112.3	90.6	80.6	141.9	113.4	94.2	73.3	97.3	101.0	104.1	92.1
5.0	4.9	6.1		400	288	180		138	223	157		1,397	144.1	106.0	95.7		123.2	96.1	87.9		85.5	90.6	91.9	82.9
2.9	3.2	3.3	3.4	57	21	29	28	39	24	30	16	244	80.8	70.2	64.5	60.4	82.4	71.5	64.1	61.3	101.9	101.8	99.4	100.6
3.2	3.0	-1.0	-	16	19	11		10	17	16	1	90	70.4	61.8	55.1		65.0	61.7	59.2	-	92.4	99.9	107.5	96.5
3.5	3.4	3.0		9	14	8	1	8	12	17	1	70	78.0	63.8	61.7	-	79.4	59.9	59.2	-	101.7	93.9	96.0	94.4
4.0	2.3	2.5	3.3	18	9	5	2	11	8	12	5	81	73.7	63.2	56.5	-	73.0	65.5	56.8	54.9	99.0	103.7	100.6	93.8
7.4	4.8	11.6	4.2	18	8	13	3	15	6	10	2	75	68.9	64.5	55.2	51.8	68.8	61.7	58.3	-	99.8	95.6	105.5	101.4
4.5	5.9	6.6	4.7	305	257	123	4	150	215	184	9	1,380	166.4	108.3	96.7	82.3	138.4	93.6	91.9	66.2	83.2	86.4	95.0	78.5
1.3	0.9	2.4	1.6	81	79	29	27	54	63	40	49	422	94.4	79.9	76.9	61.3	89.7	76.3	66.4	57.5	95.0	95.5	86.4	88.9
3.6	3.6	6.6		6	4	9		5	9	15		56	75.2	70.1	61.4		65.0	67.7	61.4		86.5	96.6	100.0	95.4
3.0	3.2	3.6		14	12	11		12	12	12		80	75.4	64.3	55.3		71.6	62.3	55.0		95.0	96.9	99.5	96.6
2.8	3.7	6.9	3.4	22	30	34	12	6	12	22	20	174	76.6	73.0	63.6	11.1	141.1	70.5	65.6	21.7	184.2	96.7	103.2	93.2
4.7	3.4	4.8	7.5	38	28	34	13	20	28	33	24	218	72.0	69.5	69.4	47.6	75.4	65.2	62.3	47.0	104.8	93.9	89.8	91.6
6.4	6.6	8.1	6.8	37	37	49	39	24	36	52	50	324	92.6	78.3	66.6	58.0	90.3	76.0	63.0	55.2	97.6	97.1	94.6	92.3
5.7	6.7	7.5	7.5	203	140	91	60	79	102	76	80	914	124.2	100.5	82.7	61.8	110.0	91.5	80.6	56.9	88.6	91.0	97.5	83.2
				5	3	9		2	9	16	2	47	64.7	56.1	46.7		-	58.9	51.6	-	-	104.9	110.3	104.4
3.3	5.2	4.9		11	11	7		6	4	12		51	71.6	63.0	58.5		72.1	63.0	57.8		100.7	100.0	98.8	96.1
0.0	2.6	2.2	-	4	6	11	1	2	7	8		39	68.3	57.4	56.2	-	-	61.3	55.6		-	106.9	98.9	100.3
6.3	8.1	7.1		301	195	146		144	155	124	1	1,172	136.3	96.8	100.1		122.8	85.3	82.2	-	90.1	88.1	82.1	81.5
7.4	5.8	5.3		33	15	31	2	34	27	27	2	255	101.5	72.5	63.3	-	98.7	77.2	68.1	-	97.2	106.5	107.5	97.4
5.1	5.2	3.7	-	86	83	55	1	39	44	55		531	112.2	85.3	77.6	-	101.9	71.9	71.3		90.8	84.3	91.8	81.1

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		
Kentucky																				
Ashland Comm and Tech Coll	1	III	PU	64.5	52.4	43.7	41.5					52.0					25.4	0.0	74.6	
Berea Coll		IIB	PI	102.5	78.0	64.2	59.4					79.1	100.0	100.0	8.0	14.7	FFt	58.0	22.1	19.8
Big Sandy Comm and Tech Coll	1	III	PU	63.8	53.6	46.0	41.6	-				55.8					18.1	0.0	81.9	
Bluegrass Comm and Tech Coll	1	III	PU	64.9	56.7	46.7	45.6	39.3				54.0					42.6	10.0	47.4	
Centre Coll		IIB	PR	108.4	83.9	64.5	78.7					83.0	90.4	91.9	9.8	9.9	FFtO	61.8	20.6	17.6
Eastern Kentucky U		IIA	PU	77.6	68.2	64.1	63.7	53.5	51.5			69.0	85.9	79.0	14.0	9.4	FO	60.6	22.9	16.4
Elizabethtown Comm and Tech Coll	1	III	PU	64.2	53.4	47.4	44.9	-				55.7					41.9	0.0	58.1	
Gateway Comm and Tech Coll	1	III	PU	61.9	51.5	48.0	46.6	-				49.9					0.0	0.0	100.0	
Georgetown Coll	22	IIA	PR	68.5	55.4	48.3	41.0	43.5				58.1	100.0	78.9	2.0	9.4	PfT	64.8	19.7	15.5
Hazard Comm and Tech Coll	1	III	PU	65.0	53.9	50.0	46.1	43.3				56.2					26.7	0.0	73.3	
Henderson Comm Coll	1	III	PU	64.1	53.7	41.9	44.7	-				51.4					32.4	0.0	67.6	
Hopkinsville Comm Coll	1	III	PU	63.4	51.6	45.2	43.6					50.8					27.5	3.9	68.6	
Jefferson Comm and Tech Coll	1	III	PU	64.3	58.0	51.4	52.4					56.5					39.1	2.4	58.6	
Kentucky Christian U	1	IIB	PR	-	47.4	42.9	-					44.1	-	48.1	-	29.6	PpTV	0.0	0.0	100.0
Kentucky Wesleyan Coll		IIB	PR	58.7	59.5	52.2	-					54.8	93.3	88.9	3.0	17.3	FFt	33.3	55.6	11.1
Madisonville Comm Coll	1	III	PU	63.9	54.5	46.5	46.1	-				57.0					36.4	6.5	57.1	
Maysville Comm and Tech Coll	1	III	PU	66.1	53.8	43.5	44.7					53.1					23.5	6.2	70.4	
Morehead St U		IIA	PU	82.7	69.8	63.6	48.5					66.1	100.0	100.0	15.9	14.9	P	56.5	15.6	27.9
Murray St U	7	IIA	PU	81.4	67.9	64.1	45.9					64.5	100.0	100.0	16.1	15.3	F	49.2	22.8	28.0
Northern Kentucky U	1	IIA	PU	106.0	80.4	82.1		57.4				76.0	100.0	100.0	10.0	17.7	0	42.0	15.1	43.0
Owensboro Comm and Tech Coll	1	III	PU	62.8	52.2	46.0	42.0					52.6					18.9	1.4	79.7	
Somerset Comm Coll	1	III	PU	65.1	53.2	46.1	45.6					53.8					21.5	0.7	77.8	
Southcentral Kentucky Comm and Tech Coll	1	III	PU	60.7	50.5	43.5	39.0					48.7					0.0	0.0	100.0	
Southeast Kentucky Comm and Tech Coll	1	III	PU	65.1	51.5	48.1	38.8					53.4					33.8	3.1	63.1	
Transylvania U		IIB	PR	81.7	70.0	58.9	55.7					73.0	100.0	85.7	11.1	13.8	FFt	79.8	9.5	10.7
U of Kentucky	7	I	PU	138.0	102.7	93.0	66.7	70.6				106.4	99.6	94.9	10.1	9.1	PTV	60.3	23.7	16.0
U of Louisville	7	I	PU	132.3	89.7	79.5	63.7	-				97.3	100.0	100.0	10.0	11.0		54.4	14.1	31.5
U of Pikeville		IIB	PR	70.3	56.6	55.0	-					60.3	88.5	29.5	7.2	40.7	TV	0.0	0.0	100.0
West Kentucky Comm and Tech Coll	1	III	PU	61.4	48.7	46.0	45.5	-				50.8					13.4	0.0	86.6	
Western Kentucky U	7	IIA	PU	87.5	71.5	66.0	50.6		-			70.6	100.0	100.0	11.6	11.8	P	54.9	22.7	22.4

Louisiana

Centenary Coll of Louisiana		IIB	PR	81.3	65.3	60.6						66.4	100.0	100.0	4.9	9.6	FpTV	47.2	39.6	13.2
Louisiana St U and Ag & Mech Coll	8	I	PU	136.5	96.9	91.0	54.3	87.2				97.7	100.0	95.2	27.0	9.5		50.9	18.3	30.9
Loyola U New Orleans	30	IIA	PR	108.1	74.0	73.2	53.9	61.9				77.2	98.7	84.4	2.0	15.4	FFt	47.7	16.0	36.3
Tulane U	7	I	PI	161.0	107.6	121.6	78.2	95.3				113.3	77.3	87.0	9.4	6.5	FFt	42.6	15.8	41.7
U of New Orleans		I	PU	100.9	85.8	80.5		47.2				78.5	53.1	89.5	23.9	9.6	Ff	48.4	22.9	28.7

Maine

Bates Coll		IIB	PI	140.3	111.1	91.4	71.3	95.1				108.3	98.8	98.8	11.2	12.4	PO	69.1	6.7	24.2
Bowdoin Coll		IIB	PI	158.9	124.5	98.3	74.6	92.6	-			124.5	93.4	91.9	12.9	10.0	OV	62.9	22.8	14.2
Colby Coll		IIB	PI	155.8	115.1	93.8	75.4					113.2	84.4	92.4	9.0	14.1	P	48.7	32.6	18.8
U of Maine	7	I	PU	134.3	96.4	71.7	-	66.2				96.0	100.0	100.0	10.2	18.8	PpT	55.3	23.9	20.7
U of Maine at Augusta		IIB	PU	85.0	72.6	61.0		61.8				68.1	100.0	100.0	10.3	25.3	Pp	40.9	37.6	21.5
U of Maine at Farmington	7	IIB	PU	89.6	73.0	57.8		56.5				73.8	100.0	100.0	9.8	25.5	Pp	69.1	16.0	14.9
U of Maine at Fort Kent	7	IIB	PU	89.3	-	57.5	-	59.2				68.3	100.0	100.0	9.7	24.1	Pp	37.0	48.1	14.8
U of Maine at Machias	7	IIB	PU	85.8	67.6		-	57.6				72.9	100.0	100.0	10.2	27.6	Pp	81.8	4.5	13.6
U of Maine at Presque Isle	7	IIB	PU	84.6	70.4	54.7		-				71.3	100.0	100.0	10.3	23.7	Pp	65.7	31.4	2.9
U of New England	7	IIA	PI	99.6	89.3	75.9	-	55.1				79.4	100.0	100.0	6.7	13.1	FFtOV	33.6	8.1	58.3
U of Southern Maine	7	IIA	PU	115.0	98.9	75.1		65.4				89.4	100.0	100.0	10.0	20.3	Pp	46.1	28.8	25.1

Maryland

Bowie St U		IIA	PU	119.5	92.6	83.7	86.5	65.2				90.7	100.0	100.0	15.4	6.0	FpTV	39.0	44.2	16.9
Comm Coll of Baltimore County	13	III	PU	104.4	90.6	75.0	62.1					84.5	97.7	84.9	11.1	18.9		3.4	0.0	96.6
Coppin St U	11	IIA	PU	107.5	99.7	87.5	-	64.1				93.6	98.3	88.7	10.4	13.2	FFtOV	66.1	29.6	4.3
Frostburg St U	7	IIA	PU	105.1	104.3	76.6	-	58.0				90.6	87.9	77.2	9.4	15.2	FfO	59.5	26.0	14.4
Goucher Coll		IIA	PI	98.4	83.1	68.9	64.5					80.1	100.0	62.9	5.0	14.1	FFt	54.3	21.9	23.8
Hood Coll		IIA	PI	85.1	73.2	66.1	56.3					72.1	98.9	61.1	4.6	12.3	FT	50.5	42.1	7.4

APPENDIX I

(7)				(8)								(9)													
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
				15	6	4	10	11	5	10	10	71	66.1	53.1	44.3	42.0	62.2	51.6	43.4	41.1	94.1	97.2	98.0	91.2	
5.7	5.2	5.2	4.6	15	32	13	2	15	28	23	3	131	103.7	80.3	63.0	-	101.4	75.4	65.0	58.5	97.7	93.9	103.2	94.0	
				19	7	4	5	26	5	5	11	83	65.9	53.2	43.3	41.0	62.3	54.0	48.2	41.8	94.5	101.5	111.4	97.2	
				23	27	13	18	31	23	17	33	190	65.3	58.6	48.5	46.4	64.7	54.4	45.4	45.2	99.1	92.8	93.8	95.1	
8.1	13.5	10.5	8.5	22	23	22	2	12	28	26	1	136	110.2	82.7	64.3	-	105.0	84.8	64.6	-	95.3	102.6	100.4	93.7	
2.3	2.3	1.8	1.6	94	68	59	2	87	88	67	12	523	78.3	68.5	65.6	-	76.9	67.9	62.8	63.3	98.3	99.1	95.7	97.0	
				21	18	13	6	23	10	8	4	105	63.5	53.5	47.0	43.8	64.9	53.0	48.1	46.6	102.2	99.1	102.3	104.2	
				8	5	11	17	4	8	8	15	78	61.2	51.2	50.3	44.9	63.5	51.8	44.8	48.5	103.8	101.1	89.0	100.7	
0.8	2.4	2.5	0.4	18	11	6	2	14	4	8	2	71	69.4	55.4	47.9	-	67.4	55.2	48.7	-	97.1	99.6	101.7	94.9	
				16	6	7	4	16	8	6	8	75	62.2	50.9	51.4	45.2	67.9	56.2	48.4	46.6	109.2	110.3	94.2	104.4	
				2	3	4	1	8	3	2	10	34	-	54.1	41.5	-	64.4	53.3	-	44.8	-	98.4	-	104.5	
				7	3	1	8	9	1	11	11	51	62.7	51.7	-	41.5	64.0	-	45.3	45.1	102.0	-	-	99.2	
				16	21	11	28	26	18	16	33	169	68.2	57.7	52.1	51.2	61.9	58.4	50.9	53.4	90.7	101.2	97.7	99.3	
-	0.0	0.0	-	2	6	2			2	14	1	27	-	47.1	-	-	-	-	-	42.2	-	-	-	-	87.6
-	13.2	3.4	-	2	8	11	2	1	6	15		45	-	59.3	52.3	-	-	-	59.7	52.2	-	-	100.8	99.8	99.0
				15	1	4	9	27	11	1	7	77	66.2	-	47.1	44.5	62.6	54.6	-	48.1	94.5	-	-	-	104.9
				9	8	4	13	15	12	8	12	81	67.2	53.7	44.2	42.3	65.5	53.9	43.2	47.3	97.5	100.6	97.6	104.5	
4.4	3.2	4.7	5.0	44	43	32	35	34	32	29	45	294	86.2	71.9	65.1	48.5	78.2	66.9	61.9	48.5	90.7	93.0	95.1	90.5	
0.0	0.0	0.0	0.0	64	67	48	41	31	56	64	64	435	83.7	70.9	66.0	47.6	76.6	64.2	62.6	44.8	91.5	90.4	95.0	86.3	
4.3	5.4	5.2		73	54	41		49	78	46		598	110.0	82.3	87.0		100.1	79.1	77.7		91.1	96.1	89.3	87.9	
				13	8	6	9	16	6	4	12	74	63.8	51.9	43.4	42.2	61.9	52.5	49.8	41.9	97.0	101.2	114.6	100.9	
				13	17	5	20	29	21	12	18	135	66.8	52.5	47.5	44.9	64.3	53.7	45.5	46.3	96.3	102.3	95.8	103.8	
				14	7	15	4	8	16	19	9	92	61.7	50.5	43.9	39.5	58.9	50.4	43.2	38.8	95.4	99.8	98.4	92.6	
				18	6	1	6	8	9	7	10	65	66.0	50.8	-	36.0	63.1	52.1	48.1	40.6	95.6	102.6	-	89.1	
4.0	3.9	6.0	4.0	25	15		3	11	19	8	3	84	83.7	70.5		55.4	77.4	69.7	58.9	56.1	92.5	98.8		89.0	
6.0	6.9	7.1		295	227	144	2	133	179	172	1	1,365	141.3	108.0	100.0	-	130.5	95.9	87.0	-	92.3	88.8	87.0	82.7	
10.3	8.0	7.7	8.2	197	170	122	26	103	150	191	48	1,008	137.9	91.9	83.8	68.1	121.5	87.2	76.7	61.4	88.1	94.9	91.5	82.6	
-8.9	-19.0	-7.8	-	9	6	10		11	11	13	1	61	69.1	60.2	54.1		71.2	54.6	55.7	-	103.1	90.6	103.0	98.2	
				13	13	6	5	20	8	17	29	112	58.8	47.9	41.5	41.7	63.1	49.9	47.6	46.1	107.4	104.2	114.7	102.9	
2.4	3.4	3.3	3.4	117	75	71	41	65	107	79	86	643	89.6	74.4	69.1	51.6	83.7	69.5	63.3	50.1	93.5	93.3	91.5	86.8	
22.0	34.3	68.3	-	7	6	12		5	7	16		53	78.3	64.0	62.3		85.6	66.3	59.3		109.2	103.6	95.2	97.8	
5.0	6.4	6.3	8.3	295	188	158	115	106	131	136	185	1,347	141.1	99.9	95.7	58.2	123.5	92.7	85.5	51.8	87.5	92.8	89.4	76.7	
0.0	0.1	0.6	3.0	39	35	12	20	21	18	26	8	237	108.2	76.3	71.6	54.6	108.0	69.5	74.0	52.3	99.8	91.1	103.3	96.6	
4.0	4.9	3.2	3.5	149	105	78	144	69	94	86	148	895	163.0	112.3	135.3	83.4	156.6	102.3	109.2	73.1	96.1	91.1	80.8	82.6	
5.0	5.4	4.9		58	34	38		18	16	24		258	103.3	89.1	86.3		93.2	78.9	71.4		90.2	88.6	82.8	75.7	
4.5	5.0	5.2	1.4	20	23	11	11	29	22	20	16	165	143.4	111.7	91.6	71.5	138.2	110.5	91.4	71.1	96.4	98.9	99.8	95.7	
3.7	4.2	4.7	8.9	33	23	20	5	32	36	25	6	197	155.8	127.1	99.0	74.8	162.1	122.8	97.6	74.5	104.0	96.7	98.6	99.7	
6.4	7.4	6.5	6.5	33	30	30	8	22	34	52	15	224	154.9	114.0	95.7	77.3	157.2	116.0	92.7	74.4	101.5	101.8	96.9	91.1	
4.8	4.8	0.1		108	88	65		48	64	62	1	535	138.5	100.0	72.2		124.9	91.4	71.1	-	90.2	91.4	98.4	83.4	
0.3	2.4	6.9		8	10	10		8	12	25		93	91.7	73.6	58.9		78.4	71.9	61.9		85.5	97.7	105.2	91.6	
7.2	7.1	5.7		14	14	7		18	19	13		94	90.8	75.4	57.6		88.7	71.2	57.9		97.7	94.4	100.4	91.5	
8.5	-	7.2		6	1	7		3		6	1	27	85.4	-	57.1		97.2		57.8	-	113.9		101.2	96.7	
9.6	9.8		-	5	4		1	4	5			22	85.1	67.6		-	86.8	67.6			102.0	100.1		100.8	
6.7	7.5	6.1		8	6	4		4	7	5		35	84.9	71.6	62.1		83.9	69.3	48.8		98.7	96.7	78.6	88.4	
2.5	3.4	2.7	-	31	19	7		16	43	35	1	211	101.3	96.4	69.9		96.3	86.2	77.2	-	95.0	89.5	110.3	99.2	
8.3	8.1	6.9		43	32	29		26	38	46		271	117.5	107.2	79.6		110.8	92.0	72.3		94.4	85.8	90.8	82.0	
13.3	12.6	10.2	9.3	28	24	33	1	20	30	56	6	231	123.3	92.5	85.2	-	114.2	92.7	82.9	85.2	92.6	100.1	97.3	93.0	
4.5	5.2	5.2	5.6	23	52	59	16	49	77	88	20	384	106.3	91.3	74.5	63.0	103.5	90.1	75.3	61.4	97.4	98.7	101.1	101.1	
14.1	13.6	14.3	-	12	16	23		9	17	31	2	115	109.9	98.5	89.2		104.4	100.9	86.3	-	95.0	102.5	96.7	97.4	
14.2	16.1	14.0	-	48	26	25		19	35	30	1	215	105.3	124.2	75.3		104.9	89.5	77.7	-	99.6	72.0	103.1	86.0	
5.4	0.2	3.7	9.8	9	12	17	1	15	23	22	6	105	98.5	85.4	68.9	-	98.4	81.9	69.0	64.6	99.9	95.8	100.1	98.8	
1.0	1.7	1.8	1.0	6	16	12	3	15	17	22	4	95	87.1	76.7	66.5	57.2	84.3	69.9	65.9	55.6	96.8	91.2	99.2	96.8	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Howard Comm Coll	1	III	PU	92.4	79.0	72.7	63.7					81.2	98.4	77.1	9.3	19.6	F	0.0	0.0	100.0
Johns Hopkins U	7	I	PI	214.3	149.9	121.5						173.3						51.6	33.4	15.1
Loyola U Maryland		IIA	PR	133.0	96.1	67.2	48.3					91.1	90.4	64.6	9.1	11.6	Fp	55.6	5.6	38.8
McDaniel Coll		IIA	PI	88.9	75.7	70.1		60.0				75.6	100.0	90.6	3.7	20.4	FTO	58.5	20.8	20.8
Montgomery Coll		III	PU	99.2	84.3	77.8						94.8	68.7	83.6	7.2	11.8	F	0.0	0.0	100.0
Notre Dame of Maryland U		IIA	PR	76.6	69.2	77.8	56.3					74.2	100.0	100.0	0.2	11.5	FFT	33.3	58.3	8.3
Salisbury U	7	IIA	PU	106.7	89.0	87.1	71.3	61.5				87.3	89.2	82.8	18.3	15.1	FpOV	55.5	24.0	20.5
St Mary's Coll of Maryland	7	IIB	PU	112.6	90.7	77.2		62.7				96.2	100.0	100.0	7.4	13.0	FpTV	74.0	23.1	2.9
Towson U		IIA	PU	119.6	99.3	86.3	76.5	58.8				91.9	100.0	100.0	10.1	18.7	FpOV	49.8	18.0	32.2
U of Maryland Baltimore	7	I	PU	182.1	124.3	103.5	90.0	77.1	56.6			125.2	100.0	100.0	9.0	11.0	Ff	26.3	6.7	67.1
U of Maryland Eastern Shore	7	IIA	PU	104.9	94.6	85.0		60.5				90.0	100.0	100.0	8.8	11.8	Ff	55.9	21.3	22.8
U of Maryland-Baltimore County	7	I	PU	143.6	105.9	93.6	74.4	73.3				107.0	100.0	100.0	8.2	11.1		51.8	17.7	30.5
U of Maryland-Coll Park	7	I	PU	191.3	129.3	111.2	85.7	78.3				138.5	99.9	100.0	8.3	8.3	FpTV	56.7	14.0	29.3
United States Naval Academy	13,63	IIB	PU	155.3	133.1	108.7	88.0			124.5		134.5	100.0	100.0	21.0	6.5	None	64.2	21.7	14.2
Washington Coll		IIB	PI	94.6	78.1	69.1	57.2					75.1	100.0	100.0	1.5	7.3		61.0	23.0	16.0

Massachusetts

Amherst Coll		IIB	PI	168.7	119.0	104.7	89.0	92.6				126.3	88.0	90.0	10.9	11.5		51.6	24.8	23.6
Assumption U	1,21	IIA	PR	96.9	81.6	76.0	64.6					81.6	87.8	60.3	8.9	16.4	FfTV	58.0	13.0	29.0
Babson Coll		IIA	PI	220.5	168.9	158.1	107.9	127.5				170.0	94.8	82.3	8.5	10.5	POV	56.8	11.5	31.8
Bentley U		IIA	PI	185.6	139.2	131.9		91.2				135.1	97.0	89.5	9.7	0.9	FV	41.4	27.4	31.2
Boston Coll		I	PR	200.0	126.1	123.2	88.6	126.4				149.4	88.9	99.8	9.0	11.1	FfTV	53.0	15.7	31.3
Boston U	7	I	PI	203.3	147.5	120.2	118.5	88.2				140.7	100.0	100.0	9.9	8.2	PpT	39.4	11.8	48.8
Brandeis U	7	I	PI	171.3	119.6	102.2	61.7	77.4				127.3	82.7	80.9	10.2	6.0	Pp	46.2	19.1	34.7
Clark U		I	PI	138.8	104.5	94.5	73.6	86.1				104.6						50.9	20.4	28.7
Coll of Our Lady of the Elms	1	IIA	PR	78.0	69.0	61.9	-	51.9				64.9	100.0	36.8	4.2	9.8	FfT	42.1	28.1	29.8
Coll of the Holy Cross	54	IIB	PR	143.6	109.8	94.2	67.9					108.5	88.7	88.4	10.5	13.1	FTO	61.4	15.4	23.2
Curry Coll		IIA	PI	106.9	89.6	79.0	69.4					94.4	100.0	100.0	8.3	15.7	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	118.4	93.9	84.7	-	70.0				89.4	98.2	100.0	8.0	11.9	FfTV	41.3	11.9	46.8
Endicott Coll		IIA	PI	119.8	97.7	89.6	-					104.1	100.0	100.0	5.9	10.6	FT	0.0	0.0	100.0
Hampshire Coll		IIB	PI	102.0	83.4	64.6	60.0	64.6				78.1	87.9	72.7	8.3	16.6	FT	0.0	0.0	100.0
Harvard U		I	PI	274.9	175.9	155.4	79.6	121.5				211.3	100.0	100.0	10.9	6.9		49.2	19.3	31.5
Holyoke Comm Coll		III	PU	71.7	61.1	30.8	57.5					63.6	100.0	100.0	10.1	20.0		75.7	23.3	1.0
Lasell U		IIA	PI	94.8	79.1	68.9	56.1					79.6	100.0	100.0	6.3	10.6	FT	0.0	0.0	100.0
Lesley U	1	IIA	PI	88.2	77.8	68.4	55.6					76.1	100.0	100.0	6.6	10.9	FfTV	0.0	0.0	100.0
Massachusetts Coll of Liberal Arts		IIB	PU	102.4	78.9	66.2	-					84.0	100.0	-	17.2	-	F	69.6	24.1	6.3
Massachusetts Inst of Tech	7	I	PI	267.7	172.7	155.0	77.0	110.8				206.0	100.0	100.0	11.5	13.4	FO	62.2	18.2	19.6
Mount Holyoke Coll		IIB	PI	133.6	100.4	87.6	56.3	80.7				96.4	100.0	100.0	10.1	4.9	FfTV	52.3	18.5	29.2
Mount Wachusett Comm Coll		III	PU	80.3	65.6	58.2	65.7					69.8	100.0	100.0	1.7	21.5	Ff	51.6	30.6	17.7
Northeastern U		I	PI	179.3	120.4	106.2	98.1	101.0	64.9			127.9	100.0	100.0	9.9	8.8	F	33.8	14.8	51.4
Smith Coll		IIA	PI	148.3	112.4	92.4	68.4	86.3				117.9	95.6	100.0	11.2	9.9	PpO	61.3	19.2	19.5
Springfield Coll	1	IIA	PI	89.8	74.8	63.8	56.0					72.0	100.0	100.0	9.0	9.0	FT	37.3	26.4	36.3
Stonehill Coll		IIB	PR	112.1	87.2	76.8	-	35.3				90.2	94.5	73.6	7.9	14.4	FT	59.5	17.8	22.7
Tufts U	7,39	I	PI	168.8	123.0	104.6	100.0	84.7				124.4	100.0	100.0	10.4	12.4	FV	38.2	9.2	52.6
U of Massachusetts-Amherst	7,49	I	PU	156.8	111.0	98.9	78.8	79.2				116.4	100.0	100.0	16.7	22.4	PpV	55.0	18.2	26.8
U of Massachusetts-Boston		I	PU	155.4	119.5	92.4		73.8				106.7	99.4	99.4	16.8	21.7		50.9	6.5	42.6
U of Massachusetts-Dartmouth		IIA	PU	140.6	108.0	94.4		75.6				108.5	100.0	100.0	16.7	21.5		58.5	12.3	29.1
U of Massachusetts-Lowell		I	PU	157.5	116.1	93.9	71.7					116.7						50.6	19.6	29.7
Wellesley Coll		IIB	PI	166.1	117.4	95.9	65.1	90.2				120.4	93.2	89.0	9.6	11.9		57.8	9.1	33.1
Wheaton Coll (Massachusetts)		IIB	PI	99.2	86.7	72.8	54.9					81.0	100.0	100.0	8.5	14.9	PpT	58.5	17.0	24.4
Williams Coll		IIB	PI	167.6	117.5	105.4		131.7	85.6			135.3	100.0	100.0	9.8	11.2		60.3	24.7	15.0

Michigan

Adrian Coll		IIB	PR	86.6	73.2	65.2	-					75.6	100.0	100.0	8.8	16.6	FfTV	62.5	6.3	31.3
Albion Coll		IIB	PI	81.7	65.9	64.4	48.5	-				68.7	85.5	98.4	11.2	15.0	None	58.1	25.0	16.9
Alma Coll		IIB	PR	64.6	50.2	45.1	44.9	40.9				50.8	100.0	86.4	8.0	15.1	FpTV	55.7	21.6	22.7
Aquinas Coll		IIB	PR	64.9	57.6	54.8	-					59.0	94.9	94.9	3.3	19.3		74.7	19.0	6.3
Calvin U		IIA	PR	89.7	80.6	73.5				60.8		82.2						69.8	13.2	17.0
Central Michigan U	7	I	PU	110.4	89.3	89.5		61.1				93.8	98.1	92.8	10.3	14.4	F	67.0	10.9	22.1

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
7.7	8.2	7.7	9.6	27	19	12	7	44	43	23	13	188	92.7	78.4	73.8	64.5	92.2	79.2	72.1	63.3	99.5	101.0	97.6	98.6
6.2	7.6	7.3		372	129	153		147	113	149		1,063	216.0	152.5	127.7		210.0	146.8	115.1		97.2	96.2	90.1	86.4
5.5	3.8	5.8	9.2	50	42	53	7	24	64	76	6	322	138.6	97.5	70.0	47.4	121.4	95.2	65.3	49.2	87.6	97.7	93.2	84.6
4.7	8.0	5.4		15	18	5		17	14	17		106	89.1	76.4	71.0		88.7	74.8	69.9		99.5	97.9	98.4	93.9
4.9	14.9	4.3		151	27	5		175	62	24		444	99.9	83.6	77.4		98.6	84.6	77.9		98.7	101.3	100.6	96.4
4.5	0.3	1.1	-	5	8	12	1	7	21	39	3	96	78.4	70.1	77.0	-	75.3	68.9	78.1	52.7	96.0	98.3	101.4	98.9
8.9	9.8	9.5	9.1	78	59	49		34	56	55	8	425	108.3	91.5	88.5		103.2	86.3	85.9	71.3	95.4	94.3	97.1	83.8
				23	21	7		22	11	17		104	119.0	90.1	80.0		105.9	91.9	76.1		89.0	102.0	95.1	89.4
14.3	15.2	15.3	15.7	126	94	66	2	118	129	130	11	890	123.1	101.6	83.3	-	115.9	97.7	87.8	78.1	94.1	96.1	105.3	91.7
8.8	8.7	10.2	10.2	63	34	36	16	57	77	131	55	480	197.4	130.1	110.2	96.9	165.3	121.7	101.6	88.0	83.7	93.6	92.2	78.2
8.1	10.7	12.1		35	44	21		20	31	18		202	107.9	94.8	81.2		99.5	94.3	89.5		92.2	99.4	110.3	94.0
9.3	10.8	9.9	9.3	114	70	45	1	54	87	51	6	560	148.9	110.4	100.1	-	132.3	102.2	87.7	77.3	88.8	92.6	87.6	83.6
9.5	10.8	11.4	7.5	516	236	163	1	199	209	155	3	1,893	196.2	134.4	121.5	-	178.6	123.6	100.4	87.5	91.0	91.9	82.7	79.0
5.2	7.1	8.0		89	67	38	2	35	24	32	3	332	156.9	136.6	109.8	-	151.1	123.4	107.3	81.7	96.3	90.4	97.7	91.4
3.7	3.7	4.4	8.0	7	21	9	9	7	26	15	6	100	96.0	81.0	70.2	52.1	93.3	75.7	68.4	64.9	97.1	93.6	97.5	99.0
5.0	5.4	8.2	8.3	49	20	27	16	39	21	35	17	250	177.4	117.6	108.8	84.6	157.9	120.3	101.6	93.2	89.0	102.3	93.4	89.9
6.4	5.5	7.8	6.4	19	23	15	7	10	26	26	5	131	97.6	84.1	71.6	63.9	95.5	79.4	78.5	65.5	97.9	94.5	109.6	97.0
5.0	9.5	7.9	10.3	40	28	7	3	20	22	14	4	192	228.6	172.2	163.0	115.4	204.5	164.8	155.7	102.2	89.5	95.7	95.5	90.3
2.8	4.3	4.3		39	23	33		33	20	36		266	198.8	142.4	136.6		170.0	135.5	127.6		85.5	95.1	93.5	92.4
4.3	5.2	5.1	2.4	218	136	100	36	105	137	97	35	888	208.8	127.4	126.8	94.5	181.9	124.8	119.4	82.5	87.1	98.0	94.1	84.2
2.1	4.1	6.1	3.4	347	186	167	89	134	152	130	137	1,747	207.3	149.4	123.1	127.9	193.0	145.1	116.4	112.4	93.1	97.1	94.5	81.5
3.0	4.9	4.0	8.2	86	50	37	6	60	49	48	2	398	172.2	121.4	108.1	62.1	169.9	117.9	97.6	-	98.7	97.1	90.3	89.1
4.9	6.2	3.8	5.0	38	31	27	15	23	25	21	16	230	141.3	107.1	97.6	68.1	134.7	101.2	90.4	78.7	95.3	94.5	92.6	93.8
2.9	4.6	3.5		4	8	5	1	5	9	19		57	76.3	66.2	57.6	-	79.3	71.5	63.0		104.0	108.1	109.4	103.8
4.3	4.8	4.8	4.9	53	46	19	30	41	40	26	38	293	147.4	108.7	97.2	66.8	138.6	111.0	92.0	68.7	94.0	102.1	94.6	92.6
2.0	3.0	2.1	-	9	6	6		40	20	21	3	105	112.5	84.4	81.9		105.7	91.2	78.1	69.4	93.9	108.1	95.3	98.2
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
5.3	6.9	6.8	-	4	17	10	2	13	17	21		109	119.8	91.3	80.1	-	118.0	96.5	86.9		98.5	105.7	108.4	108.4
3.8	4.6	6.3	-	23	10	10		25	28	20	2	118	119.5	102.7	87.7		120.1	96.0	90.6	-	100.5	93.5	103.3	94.1
-	2.4	3.4		3	5	3	3	3	8	2	2	33	97.2	85.4	65.2	56.6	106.8	82.1	-	-	109.8	96.1	-	106.4
5.0	5.9	5.6	7.0	703	73	132	65	312	58	116	89	1,835	279.4	183.6	155.2	82.5	264.7	166.2	155.7	77.5	94.8	90.6	100.4	82.6
0.6	1.1	0.4	2.8	22	3	4	2	47	10	11	4	103	71.4	58.3	57.8	-	71.8	62.0	21.0	58.1	100.6	106.2	36.4	91.9
				8	14	9	3	13	14	13		74	91.2	81.0	69.6	56.1	97.1	77.2	68.4		106.4	95.2	98.2	103.3
8.0	6.1	8.3	6.7	24	22	9	3	29	40	35	17	179	92.4	83.9	74.4	60.1	84.7	74.4	66.9	54.8	91.7	88.6	89.9	84.9
5.4	9.8	5.1		16	11	8		14	15	14	1	79	107.0	83.2	64.1		97.2	75.7	67.5	-	90.9	90.9	105.3	88.6
7.8	11.5	9.5	6.9	534	147	91	39	143	64	75	15	1,311	266.5	173.2	157.2	80.1	271.9	171.4	152.4	69.1	102.0	99.0	97.0	84.1
4.6	6.4	10.1	5.7	27	22	16	17	35	29	24	31	216	139.2	102.1	87.8	63.2	129.3	99.1	87.4	52.5	92.8	97.1	99.5	90.0
-5.1	-30.0	45.8	-	7	7	5	1	18	11	9	4	62	73.8	58.6	58.2	-	82.8	70.0	58.1	65.8	112.2	119.4	99.9	113.1
4.5	4.8	5.0	6.7	318	293	207	76	182	225	202	66	1,718	188.8	125.4	111.6	106.6	162.7	113.9	100.6	88.3	86.2	90.8	90.2	80.6
6.1	6.4	7.1	6.0	51	25	17	5	74	32	40	6	297	150.8	111.7	93.2	64.5	146.6	113.0	92.0	71.7	97.2	101.2	98.8	94.8
3.7	3.3	4.0	3.0	20	22	38	4	26	33	67	2	212	88.5	77.4	63.5	55.2	90.8	73.1	63.9	-	102.6	94.4	100.5	98.5
5.2	7.0	6.2	5.0	33	30	15		19	32	26	2	163	114.5	89.1	83.6		108.0	85.4	73.0	-	94.3	95.9	87.3	85.5
4.5	7.2	7.3	5.2	165	109	90	35	85	86	141	30	859	170.6	123.2	111.2	103.3	165.1	122.7	100.4	96.1	96.8	99.6	90.3	84.8
1.5	3.3	1.5	0.0	324	169	116	2	168	151	142	4	1,436	162.5	114.0	102.6	-	145.9	107.8	95.9	70.7	89.8	94.6	93.5	83.1
7.6	8.2	4.9		70	114	41		57	104	58		674	160.0	123.6	94.1		149.9	115.0	91.1		93.7	93.1	96.9	91.8
5.5	8.1	7.8		78	55	17		50	47	32		381	148.6	110.0	101.9		128.0	105.7	90.3		86.1	96.1	88.6	85.6
				107	124	85	20	46	125	93	26	626	159.5	119.7	97.3	72.2	152.7	112.5	90.9	71.4	95.7	94.0	93.5	87.4
5.8	6.2	5.7	8.6	52	25	10	9	50	51	18	18	308	166.9	117.4	95.0	62.8	165.3	117.4	96.5	66.2	99.0	100.0	101.6	90.6
3.5	3.7	2.3	2.0	29	15	8	13	19	16	15	20	135	99.4	86.6	69.8	47.9	99.0	86.8	74.3	59.5	99.6	100.2	106.5	96.5
8.3	9.3	9.1	-	83	22	34		60	16	40		300	175.4	118.1	106.9		156.9	116.7	104.1		89.5	98.8	97.4	90.1
3.2	5.3	4.8	-	18	11	12	1	15	8	14	1	80	87.4	73.0	61.8	-	85.8	73.6	68.2	-	98.1	100.8	110.3	100.6
4.1	2.6	1.7	-	28	12	12	8	20	12	19	11	124	82.7	66.0	67.6	47.3	80.4	65.8	62.4	49.3	97.1	99.7	92.4	92.9
2.0	3.3	1.7	4.1	13	17	7	4	7	13	11	7	88	68.3	49.9	45.4	45.0	57.7	50.5	45.0	44.8	84.6	101.3	99.1	91.3
3.0	0.2	0.0	-	14	20	13		13	11	6	2	79	64.2	58.5	55.3		65.7	56.0	53.9	-	102.4	95.7	97.6	99.0
				68	26	10		29	12	16		182	92.4	81.8	75.2		83.4	78.2	72.4		90.2	95.7	96.3	91.8
2.5	3.5	3.2		180	51	28		120	49	35		594	114.1	90.1	96.8		104.9	88.4	83.7		92.0	98.1	86.5	89.8

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)			(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS								
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT							
Davenport U	7	IIA	PI	77.0	71.0	67.6	63.7					68.0	100.0	100.0	5.0	14.0	FO	0.0	0.0	100.0					
Eastern Michigan U		I	PU	109.0	90.2	77.0	-	49.4			93.3	93.4	90.2	10.9	27.0			75.9	12.2	11.9					
Ferris St U	7	IIA	PU	115.4	90.5	81.0	-		50.9		92.8	99.7	99.7	16.2	18.2	P		68.0	17.6	14.4					
Grand Valley St U	7	IIA	PU	114.4	93.5	83.7	72.9		55.3		86.6							0.0	70.1	29.9					
Hope Coll		IIB	PR	98.4	78.3	64.4	56.9				77.2	88.4	81.4	10.8	18.3			60.3	12.4	27.3					
Kalamazoo Coll		IIB	PI	97.9	78.1	64.4	57.8				78.8	77.7	100.0	10.9	16.9	FpTV		61.2	27.2	11.7					
Kettering U	7	IIA	PI	97.0	87.0	81.0		67.4			83.7	100.0	-	9.0	-	FT		54.5	19.2	26.3					
Michigan St U	7	I	PU	171.5	114.2	90.7	66.1				123.9	100.0	100.0	10.0	9.4	P		56.8	16.5	26.7					
Michigan Technological U		I	PU	130.3	102.0	92.5	90.7	71.4			101.7	97.5	98.0	8.5	11.9	POV		55.4	22.0	22.5					
Northern Michigan U	7	IIA	PU	96.9	81.6	72.2	59.1		61.8		80.6	100.0	100.0	15.5	16.0	F		52.6	17.5	29.9					
Oakland U		I	PU	114.5	89.2	79.9	70.7				90.1	91.8	99.0	15.8	16.3	P		65.6	25.7	8.7					
Saginaw Valley St U		IIA	PU	90.7	77.7	71.5	-	55.7			80.2	100.0	100.0	21.0	12.5	P		74.2	15.2	10.5					
Spring Arbor U	7	IIA	PR	68.7	56.5	50.1					57.8	100.0	98.5	5.2	14.8	FfTV		40.3	44.8	14.9					
U of Michigan-Ann Arbor	7	I	PU	189.1	125.0	106.9	68.2	79.6			136.7	100.0	100.0	9.9	8.4			54.2	14.9	30.8					
U of Michigan-Flint	5	IIA	PU	125.9	91.8	86.3	70.7	70.5			93.5	100.0	100.0	10.0	12.5	O		57.2	14.4	28.4					
Wayne St U	7	I	PU	139.4	96.6	84.2	79.1	-	82.5		104.0	100.0	95.7	8.0	9.7	PT		52.3	16.1	31.6					
Western Michigan U	7,32	I	PU	116.0	89.5	74.0	60.5				94.3							69.9	23.5	6.6					

Minnesota

Augsburg U	7	IIA	PR	85.9	76.5	68.7	67.1				75.2	91.2	69.8	14.5	13.1	FpT		56.6	20.8	22.6
Carleton Coll		IIB	PI	148.5	114.6	92.7	-	86.3			125.0	100.0	100.0	9.9	8.7	PO		65.5	20.9	13.6
Coll of Saint Benedict		IIB	PR	94.0	77.0	72.5	68.0				80.1	96.6	84.7	8.1	14.6	FfTV		65.3	5.1	29.7
Concordia Coll at Moorhead		IIB	PR	75.9	67.0	67.4	54.8				69.5	94.6	81.4	6.9	20.3	PpTV		68.2	16.3	15.5
Gustavus Adolphus Coll	7	IIB	PR	85.8	72.6	65.2	54.8				70.7	99.5	78.1	6.8	1.6	FpTV		58.5	13.7	27.9
Macalester Coll		IIB	PR	130.9	96.1	82.9	66.8				101.7	100.0	89.7	10.0	10.2	PpTV		62.6	17.4	20.0
Saint Johns U		IIB	PR	94.7	78.3	66.7	68.3				80.4	95.8	88.2	7.9	15.1	FfTV		63.9	5.9	30.3
Saint Mary's U of Minnesota	7	IIA	PR	69.6	64.7	60.0	-				64.3	100.0	65.9	6.2	15.5	FfTO		54.9	12.2	32.9
St Catherine U	1	IIA	PR	80.8	71.9	63.4	51.9				68.4	86.5	82.5	6.6	17.4	FpT		30.6	18.3	51.1
St Olaf Coll		IIB	PR	105.8	84.6	73.8	61.1		74.4		82.9	95.7	89.6	9.9	15.5	PpO		53.0	16.1	30.9
U of Minnesota-Crookston	7	IIB	PU	97.6	81.8	78.5	59.2	68.0			76.7	100.0	100.0	10.7	15.4	None		40.0	18.3	41.7
U of Minnesota-Duluth	7	IIA	PU	105.0	83.4	71.0	56.7				78.9	100.0	100.0	10.7	15.2	None		50.1	16.9	33.0
U of Minnesota-Morris	7	IIB	PU	88.3	72.1	58.5	51.2	-			69.8	100.0	100.0	10.7	15.2	None		63.0	11.0	26.0
U of Minnesota-Rochester		IIB	PU	-	84.1	72.3	66.4	68.9			73.4	100.0	100.0	10.7	15.2	None		24.4	14.6	61.0
U of Minnesota-Twin Cities	7	I	PU	156.1	109.3	97.4	61.1	70.4	-		118.4	100.0	100.0	10.7	16.1	None		55.8	15.0	29.2
U of St Thomas		I	PR	124.5	96.6	87.6	74.0				105.0	92.5	79.0	9.4	16.6	FpT		77.7	17.2	5.1

Mississippi

Millsaps Coll		IIB	PR	91.6	68.2	75.4	59.5	-	-		76.0	100.0	100.0	4.5	10.2	FfTO		31.8	51.5	16.7
Mississippi Coll	7	IIA	PR	89.9	72.1	63.5	55.0				72.4	100.0	72.9	8.6	4.7	Ff		48.4	22.9	28.6
Mississippi St U	7	I	PU	121.9	90.9	82.1	54.3	31.7			86.8	36.7	95.9	16.1	4.6	P		42.3	24.3	33.3
Mississippi U for Women	7	IIA	PU	71.0	60.1	53.9	55.9				61.1	100.0	92.0	17.4	8.5	P		39.9	28.3	31.9
U of Southern Mississippi	1	I	PU	95.4	76.1	67.9	54.5	52.3			73.6	100.0	100.0	17.5	6.3	P		45.9	22.9	31.3

Missouri

Columbia Coll		IIA	PR	82.7	71.1	68.0	65.0		-		72.9	95.4	86.2	6.8	12.8	FfT		56.9	24.6	18.5
Drury U	1	IIA	PR	73.1	72.4	68.5	45.4				66.4	96.4	98.2	3.1	10.1	FpTV		61.3	16.2	22.5
Lincoln U		IIB	PU	64.7	54.4	51.3	39.0				54.8	100.0	-	14.1	-			42.0	33.0	25.0
Lindenwood U		I	PI	107.0	89.4	70.9	65.4				89.8	93.8	83.1	5.3	9.4	FT		0.0	0.0	100.0
Maryville U of Saint Louis	7	I	PI	98.9	85.5	76.8	80.7				83.3	92.9	97.4	8.0	13.4	FfT		41.0	25.0	34.0
Mineral Area Coll		III	PU	59.4	51.4	53.2	50.4				53.3	100.0	95.2	16.4	14.3	Ff		0.0	0.0	100.0
Missouri Baptist U		IIA	PR	64.5	59.4	60.0	42.8				59.6	88.9	100.0	10.0	17.5	FfT		0.0	0.0	100.0
Missouri St U-Springfield	7	IIA	PU	93.6	79.3	75.3	50.9		50.2		77.2	99.0	99.6	16.2	9.1	Pp		0.0	77.9	22.1
Missouri U of Science and Tech	7	I	PU	136.2	92.8	81.1	-	55.2			106.0	99.7	93.9	13.9	11.6	PpV		62.6	16.6	20.8
Southeast Missouri St U		IIA	PU	95.4	72.0	65.7	54.6		43.9		72.4	100.0	95.9	12.3	8.5			47.2	23.9	28.9
Truman St U	7	IIA	PU	77.6	69.8	55.4	48.5	-			66.1	100.0	100.0	17.5	12.8	P		53.8	22.9	23.3
U of Central Missouri	7	IIA	PU	91.6	80.6	68.2	55.6				75.9	100.0	100.0	6.0	10.6	PT		53.3	21.3	25.5
U of Missouri-Columbia	7	I	PU	141.6	95.9	89.7	57.3	-			102.1	99.7	94.8	11.9	10.6	PpV		43.1	15.5	41.4
U of Missouri-Kansas City	7	I	PU	115.4	93.8	78.7	57.2	39.1			92.8	100.0	91.0	11.2	12.0	PpTV		42.5	13.9	43.6

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.8	1.5	1.9	3.1	2	10	12	6	2	3	17	9	61	-	72.4	67.2	64.5	-	66.1	67.9	63.1	-	91.3	101.0	99.3
3.8	5.2	5.5	-	165	71	32	1	139	86	42		605	110.4	93.5	80.2	-	107.3	87.4	74.5		97.1	93.4	92.9	93.1
3.1	3.8	4.2	-	90	74	32	1	53	58	18		381	115.4	91.3	82.2	-	115.2	89.5	78.7		99.8	98.1	95.7	91.4
				204	161	73	1	119	157	94	3	1,153	116.5	96.6	88.5	-	110.7	90.2	80.1	70.9	95.0	93.3	90.5	85.4
4.1	5.0	6.0	4.0	46	32	27	10	24	33	54	16	242	99.1	79.8	65.7	56.9	97.1	76.9	63.8	56.9	98.0	96.3	97.2	88.3
3.3	3.3	3.8	3.0	19	14	10	5	16	14	19	6	103	102.6	77.5	65.1	59.6	92.3	78.7	64.0	56.4	89.9	101.6	98.2	90.5
3.0	3.0	3.0		25	16	14		5	7	6		99	98.1	85.9	82.6		91.5	89.3	77.3		93.2	103.9	93.5	94.2
8.9	10.6	10.9	10.7	549	326	343	54	216	298	371	60	2,217	175.0	118.1	95.0	67.1	162.6	109.9	86.7	65.2	92.9	93.1	91.3	81.9
4.3	5.4	5.7	8.4	84	79	51	12	26	33	35	1	395	131.2	104.9	95.3	91.3	127.5	95.1	88.3	-	97.1	90.7	92.7	87.8
5.8	8.4	8.0	8.7	68	32	38	11	35	28	37	27	291	97.5	85.4	74.5	60.5	95.5	77.2	69.8	58.6	97.9	90.5	93.6	88.7
1.9	2.2	3.2	3.2	94	116	63	38	48	116	57	67	599	121.0	91.3	83.2	67.5	101.7	87.0	76.3	72.5	84.1	95.4	91.7	87.8
2.0	2.0	2.0	-	63	36	26	1	43	43	27	1	256	95.3	79.9	76.2	-	83.9	75.8	67.0	-	88.0	94.9	88.0	89.6
4.9	6.4	7.2		19	8	10		4	6	20		67	68.9	57.1	52.7		67.8	55.7	48.8		98.5	97.6	92.6	85.1
4.5	5.1	5.0	2.8	788	313	300	5	376	283	293	14	2,984	194.2	126.3	109.9	72.4	178.6	123.6	103.8	66.7	92.0	97.9	94.4	81.2
3.7	5.1	5.4	-	34	38	16		13	55	38	3	236	129.0	92.5	86.4		117.9	91.2	86.2	70.7	91.4	98.6	99.8	86.9
2.0	2.6	3.2	2.4	185	158	141	2	81	208	161	20	962	142.8	102.4	86.5	-	131.5	92.2	82.2	79.2	92.1	90.1	95.1	84.1
2.2	3.0	3.4	5.3	193	108	60	27	106	102	104	37	737	120.3	92.7	76.6	62.3	108.3	86.1	72.4	59.2	90.1	92.9	94.5	84.4
0.5	2.0	3.8	2.1	16	30	13	6	21	27	27	19	159	85.9	76.6	70.8	68.8	85.8	76.4	67.7	66.5	99.9	99.8	95.6	96.1
6.1	6.9	7.6	-	57	25	20		54	21	29	1	220	152.4	114.5	95.1		144.3	114.6	91.0	-	94.7	100.1	95.6	92.8
3.7	5.0	5.7	1.7	22	16	2	16	19	21	3	19	118	94.7	78.4	-	67.8	93.3	75.9	73.8	68.1	98.5	96.8	-	96.6
3.1	3.2	4.0	5.5	27	22	15	3	17	23	18	4	129	77.4	70.7	67.9	53.6	73.5	63.5	66.9	55.8	94.9	89.9	98.5	92.7
3.1	3.2	2.3	3.3	22	29	9	18	25	31	27	22	183	88.8	73.7	62.3	55.0	83.2	71.5	66.2	54.6	93.7	90.7	106.3	95.9
3.4	3.5	5.1	5.7	40	21	12	9	37	24	22	30	195	133.9	97.5	85.4	71.6	127.7	94.9	81.5	65.3	95.4	97.3	95.4	86.0
3.7	5.9	2.7	2.5	22	15	3	16	19	22	2	20	119	96.3	81.1	70.7	71.2	92.8	76.4	-	65.9	96.3	94.2	-	92.6
2.4	3.2	2.1	-	9	20	10		12	15	14	2	82	69.5	65.4	63.0		69.6	63.7	57.9	-	100.2	97.4	92.0	95.9
2.8	3.3	3.1	-	9	14	17		23	59	104	3	229	80.5	72.4	63.8		80.9	71.8	63.3	51.9	100.4	99.2	99.3	96.3
4.1	4.9	4.9	5.8	37	35	15	28	27	27	25	22	230	107.3	84.5	73.3	60.9	103.7	84.6	74.0	61.5	96.7	100.1	101.0	96.9
4.0	5.0	4.2	7.6	4	11	5	2	4	5	6	4	60	100.7	83.0	79.7	-	94.5	79.1	77.4	57.3	93.9	95.2	97.1	92.3
4.8	5.4	6.1	6.0	65	75	73	36	24	70	70	48	461	106.9	86.8	76.0	61.2	99.9	79.6	65.9	53.3	93.5	91.7	86.8	83.9
3.6	3.8	5.8	4.0	17	19	7	10	7	22	6	11	100	89.9	70.0	58.1	50.1	84.3	74.0	58.8	52.2	93.8	105.6	101.2	96.2
	5.5	6.8	10.5	1	5		6	1	3	6	6	41	-	85.2		69.0	-	82.3	72.3	63.8	-	96.6		90.4
4.1	5.8	5.9	8.9	642	312	214	44	287	296	282	111	2,403	159.9	111.9	105.0	63.6	147.4	106.5	91.6	60.1	92.2	95.2	87.2	79.8
2.1	2.7	4.2	3.1	94	80	37	3	46	76	32	4	372	132.0	99.1	90.8	79.4	109.3	94.1	84.0	70.0	82.8	95.0	92.6	85.8
1.9	2.0	4.3	2.0	15	11	7	2	6	13	7	3	66	94.0	71.3	82.2	-	85.7	65.5	68.6	58.9	91.2	91.9	83.5	85.4
3.8	2.5	3.9	2.9	41	27	19	7	21	18	30	29	192	95.0	71.5	68.9	55.3	80.0	73.0	60.1	54.9	84.2	102.1	87.3	81.5
4.6	5.2	6.7	17.7	196	170	196	60	61	124	167	121	1,143	123.6	94.8	87.0	62.9	116.3	85.7	76.3	50.1	94.1	90.4	87.8	77.0
7.1	7.2	6.0	7.7	17	5	13	9	29	15	19	31	138	68.8	58.6	50.7	50.0	72.3	60.6	56.1	57.6	105.1	103.4	110.6	106.7
3.2	5.2	6.3	6.3	97	110	99	32	51	85	117	71	687	97.7	78.4	69.3	63.9	91.0	73.1	66.7	50.2	93.1	93.3	96.2	85.3
2.5	2.9	3.6	7.3	6	15	11	3	10	3	12	3	65	84.3	72.6	67.1	62.8	81.7	63.6	68.7	67.1	97.0	87.6	102.3	102.6
3.0	2.8	8.2	6.1	24	16	10	11	21	8	9	12	111	74.0	70.5	67.6	50.5	72.0	76.2	69.4	40.8	97.4	108.1	102.6	95.5
0.0	3.6	1.0	1.3	16	10	15	3	10	5	25	4	88	65.6	54.7	50.9	39.5	63.1	53.7	51.6	38.7	96.1	98.2	101.3	94.5
3.5	4.4	5.7	3.7	22	34	16	5	40	30	20	10	177	110.2	93.0	72.4	75.5	105.2	85.4	69.7	60.4	95.5	91.8	96.2	94.8
2.4	4.4	2.5	5.6	17	15	17	7	11	25	59	5	156	99.4	85.4	79.2	94.9	98.2	85.5	76.1	60.9	98.8	100.1	96.0	90.0
4.6	4.4	4.3	5.4	5	2	1	8	5	4	8	9	42	61.2	-	-	50.6	57.6	49.7	51.8	50.1	94.1	-	-	94.0
3.4	6.8	3.8	4.4	9	2	18	2	5	3	21	3	63	65.4	-	56.4	-	62.9	59.8	63.0	43.1	96.1	-	111.7	104.4
3.3	5.7	5.7	6.0	135	95	61	39	69	89	95	81	674	96.1	82.1	77.3	53.4	88.8	76.3	74.0	49.7	92.4	92.9	95.7	86.4
6.5	5.8	6.8		96	76	47	2	25	38	24		313	141.2	93.6	85.0	-	116.8	91.4	73.4		82.7	97.6	86.4	84.6
6.1	7.2	5.5	6.3	65	21	42	35	39	34	40	58	339	96.7	72.6	68.5	56.0	93.2	71.5	62.7	53.8	96.3	98.5	91.5	87.9
5.1	3.3	3.8	2.5	64	24	41	10	32	26	38	12	249	77.1	70.1	59.4	47.9	78.7	69.5	51.2	49.0	102.1	99.2	86.2	91.8
5.6	8.5	8.9	10.6	74	55	43	23	43	46	37	60	381	91.6	83.7	66.5	61.2	91.6	76.9	70.1	53.5	100.0	91.9	105.5	89.0
5.2	6.0	6.3	6.3	281	214	172	59	131	179	214	140	1,392	149.2	99.3	95.0	57.2	125.4	91.8	85.5	57.3	84.1	92.5	90.0	78.1
6.3	6.8	6.6	8.6	93	103	71	14	71	78	88	19	546	125.3	97.9	78.8	67.7	102.5	88.3	78.7	49.4	81.8	90.2	100.0	85.4

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					

Missouri (continued)

U of Missouri-St Louis	7	I	PU	106.4	83.0	75.8						88.2	100.0	92.5	11.8	11.9	PpTV	45.0	13.6	41.4
Washington U in St Louis	7	I	PI	200.3	136.3	122.9	127.4	75.7	46.8	148.0	100.0	100.0	6.7	11.4	FOV		49.4	18.2	32.3	
Webster U	7	IIA	PI	98.6	83.0	66.3				85.5	100.0	97.4	1.3	12.7	FfTO		78.8	21.2	0.0	

Montana

Montana St U		I	PU	113.4	85.9	77.6	60.8			86.2	100.0	100.0	6.0	14.7	Pp		56.2	21.7	22.1
Montana St U Billings		IIA	PU	88.3	65.6	59.2	48.1	51.5	55.2	63.3	100.0	100.0	10.7	20.0	PpTOV		41.7	28.8	29.5
Rocky Mountain Coll		IIA	PR	69.9	60.9	55.3	42.8			59.4	100.0	100.0	4.4	9.5	FT		61.1	18.5	20.4
U of Montana	7	I	PU	98.1	79.3	69.2	47.7	56.6		83.9	100.0	100.0	10.5	14.9	PpT		66.6	17.0	16.4
U of Montana-Western		IIB	PU	74.6	60.4	51.6	50.1			62.6	100.0	100.0	8.9	19.4	PpT		50.0	25.0	25.0

Nebraska

Bryan Coll of Health Sciences	7	IIB	PI	95.7	86.1	76.7				82.0	100.0	100.0	2.5	12.6	fOV		0.0	0.0	100.0
Creighton U	7	IIA	PR	126.2	97.0	80.4	70.1			96.3	98.3	86.0	6.4	10.4	FfT		50.8	17.7	31.5
Nebraska Wesleyan U		IIA	PR	72.2	63.9	57.6				64.7	100.0	100.0	7.1	13.1	FfT		69.6	18.6	11.8
U of Nebraska at Kearney	7	IIA	PU	89.4	70.7	65.9	38.2	52.0		72.5							55.6	24.1	20.3
U of Nebraska at Omaha	1	I	PU	101.2	83.5	77.2	52.7	58.1	53.4	77.7	100.0	100.0	8.0	14.0	PpT		47.4	23.6	28.9
U of Nebraska-Lincoln	7	I	PU	141.9	104.8	95.4	76.8	50.3		110.3	96.7	95.6	8.0	11.5	Pp		58.3	17.4	24.2
Wayne St Coll		IIA	PU	85.5	66.7	59.1	58.8	-		71.1	100.0	95.2	8.0	20.2	P		58.1	29.8	12.1

Nevada

U of Nevada-Las Vegas	7	I	PU	138.4	101.9	82.0	56.1	60.8	76.5	98.2	100.0	100.0	89.6	0.8	Pp		49.8	16.4	33.8
U of Nevada-Reno	13	I	PU	134.0	96.6	77.8		61.2		98.1	100.0	98.2	15.5	9.2	PO		51.0	23.2	25.8

New Hampshire

Colby-Sawyer Coll		IIB	PI	81.8	67.3	60.5				67.3	100.0	82.7	3.9	13.7	FfT		42.3	26.9	30.8
Dartmouth Coll	56	I	PI	258.0	160.8	126.4	121.5	99.5		176.8	100.0	83.5	7.8	6.8			57.7	18.7	23.7
Keene St Coll		IIB	PU	102.9	85.8	74.6		52.0		91.1	93.6	100.0	9.8	15.5	Pp		75.2	22.0	2.8
Plymouth St U	1	IIA	PU	98.1	81.6	69.2	-	62.4		80.7	88.0	100.0	9.3	16.8	Pp		58.0	17.3	24.7
Saint Anselm Coll		IIB	PR	97.6	85.3	66.2	58.5	-		85.1	92.1	85.0	8.6	19.4	FfT		69.3	16.4	14.3
Southern New Hampshire U		IIA	PI	89.4	67.9	61.0	59.1	39.1		69.9	100.0	90.6	8.4	27.3	FfT		0.0	0.0	100.0
U of New Hampshire-Main Campus	1	I	PU	134.9	106.7	93.2		78.1		104.2	93.5	100.0	8.8	15.5	Pp		53.3	21.3	25.4

New Jersey

Bloomfield Coll		IIB	PR	104.7	86.6	77.0	64.4			91.5	100.0	89.4	10.0	14.3	FfT		74.5	12.8	12.8
Caldwell U		IIA	PR	84.9	72.4	64.7	65.8			74.9	76.3	77.5	1.8	21.8			57.5	25.0	17.5
Centenary U	10	IIA	PR	88.8	68.2	60.1	52.1			66.3	100.0	100.0	0.3	9.6			23.3	3.3	73.3
Coll of New Jersey	6	IIA	PU	134.3	112.6	93.6	-	85.4		116.9	100.0	100.0	29.2	30.3	FV		69.9	20.0	10.1
Fairleigh Dickinson U-Metro Campus	7	IIA	PI	104.2	90.5	78.7	60.3	61.6		85.8	83.7	71.3	10.7	20.5	FfTV		0.0	76.8	23.2
Georgian Court U		IIA	PR	93.5	72.1	65.8	-	59.1		73.5	87.4	66.3	3.0	16.3	FfT		54.7	36.8	8.4
Kean U	7,33	IIA	PU	137.1	113.3	93.3		72.9		94.9							38.2	29.8	32.0
Monmouth U	10	IIA	PI	137.7	104.2	89.6	63.5	75.7		96.5	100.0	100.0	6.9	16.0	PpT		48.4	14.7	36.9
New Jersey Inst of Tech	7	I	PU	201.2	135.2	109.2		79.0	86.2	130.5	100.0	100.0	8.5	14.8	FpTO		47.7	19.8	32.6
Princeton U		I	PI	280.3	164.9	135.2	98.2	103.7		203.0	100.0	100.0	9.4	11.5	Pp		60.5	18.6	20.8
Ramapo Coll of New Jersey		IIA	PU	136.4	114.1	94.4		82.9		116.2	100.0	100.0	31.7	27.8	PfO		76.6	18.8	4.7
Rider U		IIA	PI	120.3	105.8	84.0		69.7		105.1	97.8	74.3	5.2	15.2			72.1	17.3	10.6
Rutgers U-Camden	17	I	PU	178.0	118.1	95.1	77.7			130.6	100.0	100.0	8.0	11.3	F		57.0	19.3	23.7
Rutgers U-New Brunswick	17	I	PU	185.4	120.2	93.4	75.1	77.1		133.3	100.0	100.0	7.9	7.4	F		48.3	15.4	36.4
Rutgers U-Newark	17	I	PU	199.9	136.3	114.7	68.4	70.9		148.8	100.0	100.0	8.0	9.4	F		50.8	16.9	32.3
Saint Peter's U		IIA	PR	103.5	77.9	69.2	59.5	65.5		79.4	91.5	70.8	4.4	12.9			59.4	23.6	17.0
Seton Hall U	10	I	PR	133.6	102.0	83.5	73.4			99.8	91.6	99.8	8.2	19.4	FT		47.8	11.7	40.5
Stevens Inst of Tech		I	PI	202.0	147.8	135.2				156.2	91.0	80.9	7.4	12.3	FfTV		34.1	34.8	31.1
Stockton U		IIA	PU	136.3	107.3	86.3	72.1		65.8	106.0	97.3	100.0	8.0	30.3	FT		67.8	23.1	9.2
William Paterson U of New Jersey	13	IIA	PU	119.5	88.8	84.2	68.5		69.6	104.5	96.1	85.2	9.2	12.7			81.3	10.8	7.9

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
4.5	5.1	5.6		66	56	36		49	75	78		360	111.3	87.0	77.8		99.7	80.1	74.9		89.6	92.0	96.3	87.1
				311	111	92	6	151	68	97	2	1,074	211.1	140.9	124.6	125.0	178.0	128.9	121.3	-	84.3	91.5	97.3	75.6
4.1	3.9	2.3		33	34	15		26	31	17		156	102.4	82.1	71.0		93.8	83.9	62.1		91.6	102.3	87.4	93.4
2.9	4.9	3.5	15.3	107	61	46	45	47	68	59	83	516	113.2	85.1	79.3	60.4	113.9	86.7	76.3	61.0	100.6	101.8	96.2	88.6
2.0	2.6	2.5	-	11	14	17	2	11	13	24	1	139	80.3	71.5	57.8	-	96.3	59.3	60.2	-	120.0	82.8	104.3	100.1
2.4	3.7	3.5	12.1	13	4	6	5	7	8	5	6	54	70.4	68.2	58.8	41.8	69.1	57.2	51.2	43.6	98.1	84.0	87.0	89.8
2.9	4.5	4.2	6.0	99	41	25	12	54	32	40	6	317	100.6	77.6	70.0	48.4	93.6	81.5	68.7	46.3	93.1	104.9	98.2	92.9
0.5	0.1	4.5	1.0	17	5	10	2	10	11	5	8	68	75.1	57.4	52.7	-	73.9	61.8	49.5	48.9	98.4	107.8	93.8	93.6
7.3	2.2	2.2		1	4	1		3	10	20		39	-	83.1	-		91.8	87.3	76.6		-	105.0	-	93.8
2.3	3.1	4.7	3.9	97	98	82	18	57	76	132	33	593	129.8	96.9	81.1	71.7	120.2	97.1	79.9	69.2	92.6	100.1	98.6	89.2
2.2	1.9	2.6		20	10	14		19	14	25		102	74.2	64.6	61.0		70.2	63.3	55.7		94.6	98.0	91.3	91.8
0.6	2.6	2.9	0.6	55	51	33	2	52	36	30	1	315	91.6	71.7	69.6	-	87.2	69.2	61.8	-	95.2	96.6	88.8	91.9
-0.2	0.2	1.1	0.4	102	72	70	40	46	86	82	60	643	103.1	87.8	83.7	51.8	97.0	79.9	71.8	53.2	94.0	90.9	85.8	86.7
5.6	7.3	8.1		318	248	169	1	110	170	164	2	1,284	144.5	107.8	101.9	-	134.2	100.3	88.8	-	92.8	93.0	87.1	82.0
1.9	3.3	5.3	4.9	26	13	13	10	23	17	16	4	124	85.0	67.1	60.2	59.9	86.0	66.3	58.2	56.1	101.3	98.9	96.7	98.5
2.2	3.2	4.3	3.9	220	138	86	20	78	99	76	46	1,054	139.9	102.8	83.7	62.2	134.2	100.7	80.1	53.4	95.9	98.0	95.7	85.2
2.9	3.3	5.3		131	160	125		60	111	166		768	141.0	100.7	81.7		118.7	90.7	74.9		84.2	90.1	91.6	81.8
7.3	7.7	9.4		7	2	10		7	6	20		52	80.8	-	59.7		82.8	67.5	60.9		102.5	-	101.9	97.8
6.6	7.2	9.3	5.7	163	98	57	13	63	65	50	15	638	267.2	166.4	130.7	119.1	234.0	152.5	121.6	123.5	87.6	91.7	93.0	78.1
3.5	6.5	6.4		25	14	10		28	19	10		109	103.8	87.0	74.7		102.1	84.9	74.4		98.4	97.5	99.6	97.7
3.5	4.0	6.3		28	16	13		24	23	8	1	150	98.6	83.8	69.4		97.6	80.0	68.9	-	99.0	95.5	99.4	98.5
3.5	5.1	5.1	2.5	32	21	13	1	23	28	18	3	140	100.6	87.2	68.1	-	93.4	83.9	64.8	59.6	92.8	96.3	95.2	90.7
4.0	4.0	9.3	4.0	23	19	18	8	12	23	17	1	127	91.4	71.9	66.7	60.6	85.4	64.6	55.0	-	93.4	89.9	82.4	88.1
0.2	0.8	1.4		105	84	57		62	90	72		630	141.2	109.6	95.8		124.3	104.0	91.2		88.0	94.9	95.1	87.1
4.2	6.2	7.2	2.5	11	8	1	2	10	9	3	3	47	104.1	86.2	-	-	105.4	87.0	77.8	65.2	101.2	101.0	-	98.0
0.0	1.6	925.0	4.6	18	4	12	1	16	12	11	6	80	85.2	74.4	64.9	-	84.6	71.8	64.5	67.1	99.4	96.4	99.4	97.0
1.4	1.2	1.1	-	3	8	12	2	6	9	19	1	60	85.5	70.7	59.0	-	90.4	65.9	60.7	-	105.6	93.2	102.8	101.8
5.4	6.6	7.7		67	62	29	2	89	61	38		365	137.6	115.0	93.9	-	131.7	110.1	93.4		95.7	95.7	99.4	96.1
4.9	4.4	22.7	0.0	52	37	37	3	26	38	51	10	289	103.6	87.0	82.1	54.6	105.5	93.8	76.3	62.0	101.8	107.9	92.9	94.5
0.0	-0.7	0.7	-	8	9	12		14	21	23	2	95	100.5	66.4	64.2		89.5	74.5	66.6	-	89.0	112.2	103.7	99.3
4.9	5.4	6.1		17	32	68		23	32	81		372	137.6	113.2	94.4		136.7	113.3	92.4		99.4	100.1	97.9	93.4
3.1	3.6	4.5	3.0	23	38	21	6	22	53	19	5	279	145.0	110.0	93.7	69.3	130.1	100.0	85.1	56.6	89.8	90.9	90.8	88.6
5.1	6.0	4.7		120	82	55		15	24	36		491	203.4	135.9	110.2		184.3	132.9	107.8		90.6	97.8	97.9	77.0
5.7	8.4	9.1	2.6	361	64	107	11	138	54	83	5	1,019	285.6	167.6	141.3	95.6	266.2	161.7	127.3	104.0	93.2	96.4	90.1	77.4
5.4	5.5	5.8		34	36	19		29	45	24		192	137.0	113.4	96.6		135.7	114.7	92.6		99.1	101.2	95.8	97.0
0.4	1.9	4.2		42	31	22		28	31	17		179	122.0	103.9	84.3		117.9	107.6	83.7		96.7	103.5	99.2	96.2
				65	53	38	3	35	53	52	1	300	188.8	121.8	99.9	81.8	158.2	114.5	91.5	-	83.8	94.0	91.6	81.4
				552	230	302	28	275	308	396	50	2,207	190.6	121.7	96.7	75.8	174.9	119.0	91.0	74.6	91.8	97.8	94.1	81.2
				133	86	109	6	72	69	80	16	575	206.9	140.4	115.8	70.3	187.0	131.2	113.4	67.6	90.4	93.5	97.9	87.4
2.2	2.5	3.4	2.0	14	16	13	5	11	22	14	3	106	107.4	76.8	71.2	58.9	98.5	78.7	67.4	60.5	91.8	102.4	94.7	96.0
7.2	6.3	7.2	8.0	67	77	29	60	49	67	55	48	452	131.8	104.5	87.7	73.2	136.0	99.1	81.3	73.7	103.2	94.8	92.8	95.2
5.1	6.5	6.5		62	84	64		11	28	50		299	205.3	149.8	139.5		183.5	141.9	129.7		89.4	94.7	93.0	86.0
5.3	6.9	7.3	6.4	43	57	33	5	49	75	43	4	338	134.9	108.3	86.5	74.6	137.5	106.5	86.2	69.1	101.9	98.3	99.6	100.4
5.4	5.9	6.3		93	30	13	1	82	43	22	3	305	114.2	90.5	71.9	-	125.5	87.6	91.5	68.5	110.0	96.8	127.3	101.2

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT					
New Mexico St U-Alamogordo	1	III	PU	70.7	66.5	59.5							65.6					Pp	34.5	20.7	44.8		
New Mexico St U-Dona Ana	1	III	PU	70.0	62.2	57.0	54.7						61.8					Pp	60.5	36.1	3.4		
New Mexico St U-Grants		III	PU	69.3	60.3	-	44.9						57.3					Pp	53.8	7.7	38.5		
New Mexico St U-Main Campus	1	I	PU	108.3	84.8	74.3	54.8						86.9					Pp	52.8	23.5	23.7		
U of New Mexico-Main Campus	1	I	PU	126.0	90.6	80.6	52.0	66.0	63.0	92.0	29.2	-	14.6	-					57.1	23.5	19.4		

New York

Adelphi U		IIA	PI	141.7	114.4	93.1	-	80.2		114.0								FT	59.2	24.4	16.4	
Bard Coll		IIA	PI	158.9	111.7	90.6				121.0										65.6	27.9	6.5
Barnard Coll		IIB	PI	191.2	132.4	101.8	81.7	94.1		133.6	100.0	100.0	11.9	19.1				Ff	44.3	17.0	38.7	
Binghamton U	7	I	PU	149.6	107.6	91.0	67.5	58.6		102.4	99.4	87.0	9.7	15.0					51.1	20.8	28.1	
CUNY Bernard M Baruch Coll		IIA	PU	137.1	113.7	96.8		89.6		114.9	100.0	100.0	16.0	12.1					65.7	29.0	5.2	
CUNY Borough of Manhattan Comm Coll		III	PU	128.1	105.2	88.7	59.4	82.2		101.6	100.0	100.0	18.1	13.6					71.9	22.1	6.0	
CUNY Bronx Comm Coll		III	PU	128.1	102.7	90.7	-	84.5		105.0	100.0	100.0	17.6	13.2					82.5	16.3	1.2	
CUNY Brooklyn Coll		IIA	PU	133.2	108.8	93.3		84.8		114.7	100.0	100.0	16.1	12.1					79.1	15.4	5.5	
CUNY City Coll		I	PU	138.6	114.6	95.5		97.5		121.3	100.0	100.0	15.2	11.4					77.9	14.1	8.1	
CUNY Graduate School and U Center		I	PU	133.3	116.1	98.0		82.8		124.8	100.0	100.0	14.8	11.1					68.4	14.5	17.1	
CUNY Hostos Comm Coll		III	PU	124.1	100.4	90.7	-	83.5		100.4	100.0	100.0	18.4	13.8					70.9	21.7	7.4	
CUNY Hunter Coll		IIA	PU	132.8	112.5	95.9	-	85.5		115.5	100.0	100.0	16.0	12.0					74.0	16.1	9.9	
CUNY John Jay Coll of Criminal Justice		IIA	PU	132.8	110.4	93.2		83.3		108.1	100.0	100.0	17.0	12.8					74.1	17.0	8.9	
CUNY Kingsborough Comm Coll		III	PU	128.5	105.7	91.3		84.2		101.6	100.0	100.0	18.1	13.6					69.4	26.3	4.4	
CUNY LaGuardia Comm Coll		III	PU	122.5	103.2	89.6		85.0		108.7	100.0	100.0	16.9	12.7					77.3	22.4	0.3	
CUNY Lehman Coll		IIA	PU	130.8	109.8	95.8	-	88.8		106.7	100.0	100.0	17.3	13.0					62.4	30.7	6.9	
CUNY Medgar Evers Coll		IIB	PU	133.0	110.2	92.3	-	87.0		106.8	100.0	100.0	17.3	13.0					63.2	22.9	13.9	
CUNY New York City Coll of Tech		IIB	PU	129.9	107.8	93.2		84.1		107.1	100.0	100.0	17.2	12.9					80.1	17.6	2.4	
CUNY Queens Coll		IIA	PU	134.1	110.3	92.2	-	84.2		109.1	100.0	100.0	16.9	12.7					69.2	23.1	7.7	
CUNY Queensborough Comm Coll		III	PU	130.0	105.9	91.5		86.6		104.9	100.0	100.0	17.6	13.2					79.8	20.2	0.0	
CUNY School of Law		IIA	PU	175.2	145.7	111.2	98.1			152.3	100.0	100.0	12.1	9.1					47.5	27.9	24.6	
CUNY Stella and Charles Guttman Comm Coll		III	PU	127.5	102.8	87.8	-	83.5		99.8	100.0	100.0	18.5	13.9					47.8	43.5	8.7	
CUNY York Coll		IIA	PU	126.6	107.9	92.3		87.5		105.7	100.0	100.0	17.4	13.1					64.6	31.8	3.6	
Canisius Coll	1	IIA	PR	87.2	72.2	80.0	56.3		-	78.5	100.0	100.0	3.6	12.5				FfTV	73.4	15.6	10.9	
Cayuga County Comm Coll		III	PU	91.5	77.2	69.8	62.3			84.3	97.4	78.9	15.7	16.0				F	84.2	10.5	5.3	
Colgate U		IIB	PI	159.4	114.1	98.5	75.6	70.8		112.9	94.2	99.4	16.1	7.5				OV	52.8	21.7	25.5	
Coll of Mount Saint Vincent		IIA	PR	101.5	82.9	83.8	76.7			85.3	75.3	42.4	6.3	23.8				FTO	45.9	31.8	22.4	
Coll of Staten Island CUNY		IIA	PU	133.4	109.7	96.7		82.4		113.6	100.0	100.0	16.2	12.2					79.4	18.2	2.4	
Columbia U in the City of New York	57	I	PI	296.5	204.8	156.4	190.5	101.4		216.2	92.5	90.0	9.4	6.9				FfTOV	49.8	19.0	31.2	
Cornell U	7,52	I	PI	200.0	142.1	127.4	86.7	89.0		153.7	100.0	100.0	10.3	13.4				OV	57.7	20.6	21.7	
Dominican U New York		IIA	PI	92.6	83.3	73.3	67.9			76.4	100.0	100.0	4.8	16.9				FfT	51.4	24.3	24.3	
Farmingdale St Coll	7	IIB	PU	109.2	90.8	78.3		69.5		86.4	90.4	83.4	10.3	17.9					41.3	42.4	16.2	
Finger Lakes Comm Coll		III	PU	79.3	67.2	61.1	52.3			67.9	100.0	100.0	10.6	21.4					59.8	40.2	0.0	
Fordham U		I	PR	183.7	131.6	107.7	120.5	72.6	-	134.6	100.0	100.0	9.9	15.7				FT	54.7	18.8	26.5	
Hamilton Coll		IIB	PI	151.2	113.1	94.9	72.6			113.4	86.4	100.0	10.5	7.5				POV	51.0	29.3	19.7	
Hartwick Coll		IIB	PI	83.7	68.5	64.6	-	-		70.4	100.0	100.0	8.0	3.2				F	56.7	23.3	20.0	
Hobart William Smith Colls		IIB	PI	105.9	83.1	70.2	65.0			88.2	100.0	100.0	6.0	12.5				FfTOV	85.0	10.0	5.0	
Hofstra U		I	PI	150.9	113.2	108.5	81.5			127.8	96.3	82.4	12.0	18.6				TOV	68.2	18.4	13.4	
Iona Coll		IIA	PR	117.6	88.1	81.7		79.7	-	93.3	94.3	72.2	5.5	21.5				FfTOV	67.7	12.0	20.3	
Ithaca Coll		IIA	PI	102.3	85.4	70.1	65.4	-	-	83.8	100.0	100.0	6.8	13.3				FO	57.0	16.5	26.5	
Le Moyne Coll	7	IIA	PR	104.9	85.5	80.7	72.7			87.3	100.0	78.8	9.5	11.6				FfT	58.2	17.1	24.7	
Long Island U	7,40	I	PI	127.3	111.1	96.7	77.5			110.5	85.3	100.0	10.3	12.6					51.8	10.9	37.3	
Marist Coll	10	IIA	PI	125.8	104.8	89.5	79.7	84.2	63.1	93.0	91.8	85.7	12.2	29.4				FpT	37.7	18.4	43.9	
Marymount Manhattan Coll		IIB	PI	100.6	80.4	69.6				82.9	90.6	100.0	10.1	26.9				FfT	65.9	22.4	11.8	
Medaille Coll	5	IIA	PI	81.7	60.6	46.6				52.8	100.0	-	-	-				FfT	16.7	0.0	83.3	
Mercy Coll		IIA	PI	104.8	91.6	83.8	80.6			88.7	88.1	76.7	9.9	19.9				T	31.7	10.1	58.1	
Molloy U		IIA	PR	120.2	100.1	87.3	81.8	77.3	-	99.4	93.5	62.7	5.7	25.2				FfTV	65.9	29.7	4.3	
Monroe Comm Coll	13	III	PU	82.3	64.5	59.3	54.0	57.6		69.0	98.7	97.4	13.7	27.9				F	73.6	22.9	3.5	
Mount Saint Mary Coll		IIA	PR	102.7	80.3	78.9	74.9	-		84.9	95.9	100.0	3.9	11.5				FfTV	60.8	36.5	2.7	
New School		I	PI	161.5	117.7	91.5	53.5	-	-	116.8	93.3	89.2	9.3	19.7				F	23.7	22.6	53.7	
New York Inst of Tech		IIA	PI	149.8	114.9	98.3				117.2	94.0	87.4	8.0	20.5					68.7	24.7	6.6	
New York School of Interior Design		IIB	PI																			
New York U	7	I	PI	257.6	149.9	132.3	86.2	112.5	161.1	157.5	100.0	100.0	10.1	12.2				0	38.3	10.8	50.9	
Niagara County Comm Coll		III	PU	103.7	82.1	67.3	49.9			85.2	100.0	84.5	12.0	22.2					73.8	21.4	4.8	

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
7.1	7.1	7.7		4	1	9		8	5	2		29	68.7	-	58.7		71.7	64.6	-		104.3	-	-	108.6
7.0	11.0	7.9	9.9	16	9	17	11	24	11	20	11	119	70.8	61.8	55.9	53.3	69.4	62.6	57.9	56.1	98.1	101.3	103.6	102.8
7.1	7.1	-	10.4	1	3		3	2	2	1	1	13	-	62.5		45.5	-	-	-	-	-	-	-	104.0
7.0	9.0	8.6	7.4	136	89	85	21	68	82	116	24	621	110.6	89.5	78.7	53.7	103.6	79.6	71.2	55.8	93.7	88.9	90.4	85.8
9.1	8.7	8.3	12.0	206	160	130	17	127	161	165	18	1,212	130.0	91.1	83.8	51.3	119.5	90.0	78.1	52.6	91.9	98.7	93.1	87.8
3.6	4.0	3.7	5.1	49	61	43	1	44	68	49	1	336	150.7	118.2	91.6	-	131.7	111.1	94.4	-	87.4	94.0	103.0	92.2
3.2	4.7	5.6		29	32	20		20	31	22		154	158.1	108.0	91.1		160.0	115.4	90.2		101.2	106.9	99.0	98.6
2.9	7.5	7.1	4.5	42	10	20	16	60	19	28	39	271	184.6	132.1	103.1	78.4	195.8	132.6	100.8	83.0	106.1	100.4	97.7	97.4
1.0	1.3	3.2	3.5	132	140	107	11	51	105	106	22	818	154.2	110.4	93.6	65.4	137.6	103.7	88.4	68.6	89.2	93.9	94.5	82.2
2.1	3.0	2.8		115	82	63		64	53	48		496	137.3	114.6	96.8		136.6	112.3	96.8		99.5	98.0	100.1	97.9
2.3	2.5	2.7	12.9	69	75	50	10	69	101	66	12	548	130.3	105.7	87.6	63.6	125.9	104.8	89.5	55.9	96.6	99.1	102.2	97.9
2.1	2.1	2.1	-	43	40	24	1	36	39	23	1	251	131.4	103.0	90.2	-	124.1	102.3	91.2	-	94.5	99.3	101.2	98.4
2.0	2.2	2.1		121	68	23		85	62	39		455	134.7	110.1	92.7		131.1	107.3	93.6		97.3	97.4	100.9	93.7
2.1	2.7	4.5		164	98	33		82	61	34		533	138.7	114.8	95.0		138.4	114.2	96.0		99.8	99.5	101.0	96.1
2.2	3.6	5.1		79	24	12		72	32	11		234	136.1	115.5	98.2		130.2	116.6	97.8		95.7	100.9	99.5	96.0
2.0	2.0	2.0	-	21	19	22	1	25	25	26		175	124.9	101.2	91.5	-	123.4	99.9	90.0		98.8	98.7	98.3	98.6
2.1	2.2	3.2		137	89	26	1	136	90	42	1	615	135.3	113.6	96.3	-	130.3	111.3	95.6	-	96.3	98.0	99.3	95.6
2.0	2.0	2.1		63	74	26		53	63	36		405	134.9	111.1	94.3		130.3	109.5	92.4		96.5	98.5	97.9	95.3
2.2	2.7	2.5	-	45	21	47		39	37	39		320	129.7	107.5	90.8		127.1	104.6	91.9		98.0	97.3	101.2	97.3
2.0	2.5	2.8		77	35	13		92	65	10		348	123.8	104.4	88.8		121.4	102.5	90.7		98.1	98.1	102.2	99.0
2.0	2.4	3.2	-	54	42	34	1	43	59	51	1	378	133.3	109.8	95.8	-	127.7	109.9	95.9	-	95.8	100.1	100.1	95.3
2.0	2.4	1.8		25	15	18		18	13	24	1	144	134.8	110.0	93.0		130.6	110.5	91.9	-	97.0	100.4	98.9	93.6
1.9	2.2	3.0		49	79	42		45	67	55		376	131.0	108.2	95.2		128.8	107.3	91.6		98.3	99.2	96.2	97.9
2.4	2.7	2.7	-	126	66	55	1	70	76	51	1	575	134.3	110.2	92.8	-	133.6	110.4	91.5	-	99.4	100.2	98.6	93.8
2.4	3.0	3.1		32	81	25		48	72	33		367	132.3	106.0	91.6		128.4	105.7	91.5		97.0	99.7	99.8	101.0
3.4	2.5	-	8.5	13	4	1	1	19	12	5	6	61	173.7	145.9	-	-	176.2	145.6	112.2	96.9	101.5	99.8	-	92.4
2.4	2.8	3.9	-	4	3	3	1	6	11	7		46	134.3	105.3	86.6	-	122.9	102.1	88.2		91.5	97.0	101.8	102.7
2.1	2.4	2.8		30	27	18		27	27	28		195	128.9	107.5	92.8		124.0	108.3	92.0		96.2	100.8	99.1	95.7
3.2	2.7	4.5	4.9	32	29	11	2	15	21	15	2	128	94.3	74.4	79.2	-	72.0	69.1	80.7	-	76.4	93.0	101.9	85.8
2.0	5.8	5.6	-	14	1	3	1	11	4	1	3	38	91.5	-	69.8	-	91.5	77.2	-	62.3	100.0	-	-	96.4
4.5	5.1	5.1	3.5	58	45	39	26	37	43	34	31	345	159.4	115.8	99.9	81.9	159.4	112.4	97.0	70.2	100.0	97.0	97.1	91.3
4.7	4.0	2.8	2.0	6	11	17	2	6	18	19	6	85	106.1	82.6	78.4	-	96.8	83.0	88.7	76.5	91.3	100.5	113.1	102.2
2.4	2.8	3.8		91	45	21		48	49	23		330	134.0	110.0	97.4		132.4	109.4	96.1		98.9	99.5	98.6	92.0
4.4	6.5	4.5		539	139	118	12	223	91	93	11	1,621	302.7	209.1	152.9	176.0	281.6	198.2	160.8	206.4	93.0	94.8	105.2	79.3
4.5	5.8	5.6	7.1	503	202	180	16	196	139	158	16	1,679	203.9	146.1	132.8	83.9	190.2	136.3	121.4	89.5	93.3	93.2	91.4	82.5
2.3	1.3	2.6	5.2	7	16	2	5	10	23	7	7	70		89.3	70.2	-	92.6	79.1	75.5	67.1		88.6	107.6	101.8
1.1	1.5	1.5		25	34	58		27	28	79		271	114.2	91.2	78.6		104.7	90.3	78.0		91.7	99.0	99.3	96.3
1.4	1.2	0.6	0.6	22	9	18	5	18	15	8	12	107	80.8	68.3	61.3	51.8	77.4	66.6	60.5	52.6	95.8	97.5	98.6	95.1
3.3	3.6	4.5	4.1	147	103	37	37	86	95	62	38	720	191.6	126.5	113.0	122.6	170.1	137.2	104.6	118.5	88.8	108.4	92.6	87.8
6.7	10.6	12.3	8.7	40	13	27	13	25	25	37	18	198	152.6	117.3	95.1	78.0	149.1	110.9	94.8	68.7	97.7	94.5	99.7	88.8
1.3	-2.2	0.8	-	14	15	17		9	11	21	2	90	79.2	66.8	62.7		90.7	70.7	66.2	-	114.4	105.9	105.6	103.9
2.0	2.5	3.1	0.2	29	37	8	6	22	48	8	2	160	110.9	84.7	71.0	65.3	99.4	81.9	69.5	-	89.6	96.7	97.9	93.1
2.7	3.1	4.2	-	122	93	45	2	85	63	70	4	484	155.9	114.9	110.9	-	143.7	110.7	107.0	84.6	92.2	96.3	96.4	91.5
2.5	1.7	4.2	-	31	29	9		10	37	11		158	118.2	87.2	85.1		115.7	88.7	79.0		97.9	101.8	92.8	93.5
2.3	3.0	3.9	3.3	52	71	59	8	52	76	72	7	400	102.9	84.1	69.1	68.4	101.7	86.6	71.0	62.0	98.9	103.0	102.8	100.0
4.2	3.2	4.1	4.9	29	31	10	22	20	27	11	20	170	105.1	85.9	86.0	67.9	104.7	85.1	75.8	77.9	99.6	99.1	88.1	99.2
3.0	2.5	3.6	2.6	60	60	34	3	49	73	82	6	367	128.1	112.8	96.6	83.5	126.4	109.7	96.8	74.5	98.7	97.3	100.1	93.9
3.0	3.3	4.8	2.9	16	38	22	3	11	28	25	3	244	123.9	104.1	101.6	94.2	128.7	105.8	78.7	65.1	103.9	101.7	77.5	88.9
0.0	0.0	0.0		8	9	8		18	21	21		85	98.8	80.8	68.3		101.3	80.2	70.1		102.6	99.2	102.7	100.5
0.2	0.5	1.4		6	5	10		4	29			54	81.7	56.1	45.2			66.3	47.0			118.2	104.0	84.8
2.0	2.2	2.2	2.3	14	28	31	8	17	39	75	15	227	101.6	87.8	84.9	77.2	107.4	94.4	83.3	82.5	105.7	107.5	98.1	101.1
2.1	2.6	3.5	7.0	13	11	21		38	42	46	6	185	124.2	98.1	86.5		118.9	100.6	87.7	81.8	95.7	102.5	101.4	100.3
4.5	3.7	3.9	4.0	28	33	27	6	59	33	24	13	231	82.7	65.5	59.8	57.1	82.1	63.4	58.8	52.6	99.3	96.8	98.3	102.5
7.0	7.2	8.1	8.0	11	15	7		8	15	8	8	74	105.7	80.1	79.3		98.6	80.5	78.5	74.9	93.3	100.5	99.1	92.6
1.1	1.0	4.0	-	54	61	71	2	41	72	82	3	389	163.8	114.3	91.3	-	158.4	120.6	91.6	52.1	96.7	105.5	100.4	96.6
3.9	3.2	1.8		26	58	26		11	35	26		182	155.4	118.6	97.0		136.5	108.6	99.5		87.8	91.6	102.5	89.7
5.8	6.5	6.7	28.5	542	195	124	112	265	177	136	130	2,890	267.9	155.5	143.4	88.1	236.4	143.6	122.2	84.6	88.2	92.4	85.2	79.8
0.9	1.1	1.2	1.6	20	7	6	7	21	8	10	5	84	104.8	85.2	68.5	50.1	102.6	79.4	66.5	49.7	97.9	93.2	97.1	97.5

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT					
Pace U		I	PI	145.8	105.3	88.5		64.3			114.3	86.8	70.2	10.7	14.8	FFTV	57.4	12.0	30.6				
Pratt Inst-Main	1	IIA	PI	116.2	102.1	83.9					104.6	100.0	100.0	7.0	15.1	FT	64.4	22.2	13.3				
Rensselaer Poly Inst	1	I	PI	169.6	121.6	109.4	50.4	68.2			119.2	100.0	100.0	8.9	11.2	POV	49.0	12.1	38.9				
Rochester Inst of Tech	1	I	PI	140.3	102.9	91.9	63.8	74.6			100.3	100.0	100.0	8.7	9.3	FV	49.5	15.4	35.1				
SUNY Brockport	7	IIA	PU	96.5	82.0	71.0	64.8	59.4			79.3	99.7	87.7	10.0	19.0		60.3	28.1	11.7				
SUNY Buffalo St	7	IIA	PU	101.6	84.8	71.6	53.3	60.7			83.4	98.5	87.4	10.2	16.2		66.0	19.9	14.1				
SUNY Coll at Geneseo		IIA	PU	102.9	79.5	73.6	-	56.5			81.3	99.0	85.7	9.8	17.8	0	62.4	20.5	17.1				
SUNY Coll at Old Westbury		IIA	PU	114.4	101.3	87.9	70.6	65.6			96.0	97.4	87.1	9.9	16.3		61.9	24.5	13.5				
SUNY Coll at Oswego		IIA	PU	99.0	80.2	63.4	44.2	69.6			75.6	88.9	84.8	10.2	19.9		49.0	28.3	22.7				
SUNY Coll at Plattsburgh	7	IIA	PU	95.4	75.2	63.9	-	57.3			74.6	99.6	85.7	10.0	20.9		55.4	26.3	18.3				
SUNY Coll at Potsdam		IIA	PU	86.6	70.0	56.3	50.7	54.3			68.7	98.1	86.0	9.8	21.9		63.3	19.5	17.2				
SUNY Coll of Ag and Tech at Cobleskill	7	IIB	PU	84.3	69.2	60.7	48.2	55.2	-		68.1	90.7	83.5	10.3	22.3		57.7	18.6	23.7				
SUNY Coll of Envi Science and Forestry	7	IIA	PU	115.1	92.7	75.2	65.8	57.2			91.1	99.2	89.6	10.0	18.0		62.4	31.2	6.4				
SUNY Coll of Tech at Alfred		III	PU	87.9	70.1	62.2	50.7	38.4			60.7	94.3	76.7	10.3	27.0		30.7	51.1	18.2				
SUNY Coll of Tech at Canton		IIB	PU	94.6	81.1	67.8	-	56.7			72.1	96.5	79.6	10.5	20.8		43.4	20.4	36.3				
SUNY Coll of Tech at Delhi		III	PU	79.9	66.8	58.7	51.5			65.8	100.0	86.9	10.3	23.6			54.6	45.4	0.0				
SUNY Cortland	7	IIA	PU	91.7	75.3	61.6	57.0	51.6			70.7	99.4	89.1	9.9	20.7		48.1	32.2	19.7				
SUNY Empire St Coll		IIA	PU	89.3	76.5	64.4		61.3			77.0	98.1	90.6	10.6	20.0		73.1	21.3	5.6				
SUNY Maritime Coll	7	IIB	PU	111.6	91.4	73.6	-	66.7			82.2	97.6	81.7	10.3	19.5		40.2	24.4	35.4				
SUNY Morrisville		III	PU	84.0	68.0	62.2	36.0			68.8	95.8	84.9	10.3	23.5			74.8	24.4	0.8				
SUNY Oneonta		IIA	PU	90.0	75.5	65.7	-	53.3			73.2	98.9	92.3	10.1	20.3		61.8	26.5	11.8				
SUNY Poly Inst	7	IIA	PU	137.2	107.6	86.6	-	59.9			100.7	97.8	91.2	10.2	15.6		58.8	22.1	19.1				
SUNY at Albany	7	I	PU	140.1	102.8	88.5		69.3			105.6	98.5	90.5	9.8	14.9		67.9	17.0	15.1				
SUNY at Fredonia		IIA	PU	96.8	76.1	65.7	-	51.1			76.0	97.2	91.1	10.3	19.6		62.1	17.8	20.1				
SUNY at Purchase Coll		IIB	PU	103.2	82.2	63.5	-	52.1			76.9	93.6	87.7	10.1	19.7		51.3	28.9	19.8				
Saint John Fisher Coll	7	IIA	PR	107.2	91.0	78.1	63.3		54.8		85.6	86.4	66.8	7.6	15.4	FFT	53.6	13.6	32.7				
Sarah Lawrence Coll		IIA	PI	108.8	90.8	80.2	54.5				93.8	85.7	76.5	8.5	15.9	FTOV	73.5	13.3	13.3				
Siena Coll		IIB	PR	109.1	89.7	81.3	60.4				91.8	94.5	100.0	9.8	13.2	FTO	63.0	15.5	21.5				
Skidmore Coll		IIB	PI	134.0	103.8	85.8	70.1	68.6	80.3		98.0	93.2	100.0	10.9	14.8	FTO	53.6	13.9	32.5				
St Francis Coll	58	IIB	PI	108.9	90.9	69.9		60.3			79.4	84.3	69.6	9.8	20.2	FT	38.2	44.1	17.6				
St John's U-New York	7	I	PR	158.2	116.6	95.2	-				125.6	94.2	84.9	9.3	22.9	PpTV	74.3	17.5	8.1				
St Joseph's U-New York		IIA	PI	112.6	88.0	72.8	-	69.2			84.1	100.0	87.5	6.9	25.2	FFT	41.3	37.5	21.3				
St Lawrence U		IIB	PI	119.3	94.9	75.3	62.6				92.9	91.9	88.4	10.0	12.7	FTO	66.3	24.4	9.3				
St U of New York at New Paltz	7	IIA	PU	99.5	79.3	72.7	61.8	58.8			77.6	99.4	88.3	9.8	20.0		57.4	23.0	19.6				
Stony Brook U	7,25	I	PU	179.2	123.6	100.0	94.2	78.2			130.7	92.1	88.1	10.3	13.5		58.1	11.2	30.8				
Syracuse U	5	I	PI	145.7	104.6	89.6	66.8				114.2	100.0	100.0	10.3	14.3	FFTOV	55.8	20.0	24.2				
Tompkins Cortland Comm Coll		III	PU	84.2	68.2	64.6	29.4				75.8	100.0	80.9	12.8	25.4	F	83.0	17.0	0.0				
U at Buffalo	7	I	PU	156.1	106.8	84.2	60.8	74.4			111.2	95.9	85.6	10.1	13.3		50.3	18.7	31.0				
U of Rochester	7	I	PI	175.1	110.1	93.6	71.4				127.4	100.0	96.1	7.9	9.9	PV	52.3	16.6	31.1				
Union Coll		IIB	PI	138.3	105.3	84.0	69.7	77.0			107.9	96.6	97.6	11.2	15.6		63.5	18.3	18.3				
Utica U		IIA	PI	104.6	88.5	69.2			75.8		83.0	100.0	100.0	10.1	13.2	FFTV	38.7	38.7	22.5				
Vassar Coll		IIB	PI	151.1	117.4	93.7		93.2	80.7		115.8	100.0	93.1	11.1	10.9	F	56.9	20.3	22.8				
Yeshiva U		I	PI	182.6	119.8	120.1	83.8	-			118.7	77.8	78.1	4.5	16.8		35.2	11.4	53.5				

North Carolina

Appalachian St U	7	IIA	PU	100.3	83.7	79.6	64.5	52.3	65.1		80.2	99.9	99.9	17.3	8.8		51.7	19.9	28.4
Barton Coll	7	IIB	PR	69.3	62.0	57.5	37.7				58.7	100.0	100.0	0.9	13.8	FT	37.9	39.7	22.4
Belmont Abbey Coll		IIB	PR	78.3	65.8	63.3	34.4	24.8			62.1	98.9	80.7	4.0	17.0	FFTO	35.2	45.5	19.3
Brevard Coll		IIB	PR	54.1	51.2	45.5					49.0	61.2	95.9	2.0	22.5	FFT	40.8	30.6	28.6
Campbell U	1	IIA	PR	104.7	82.3	72.6	59.2	-	-		81.9	100.0	81.7	3.8	11.3	FT	24.2	58.0	17.8
Chowan U	7	IIB	PR	76.0	67.4	64.6	-				68.4	100.0	93.0	5.8	3.6	PFT	65.1	25.6	9.3
Davidson Coll	13,26	IIB	PR	147.5	105.7	85.9	58.5	66.2	65.0		109.2	89.2	93.9	9.7	9.0	0	58.7	19.2	22.1
Duke U	7,28	I	PR	235.5	152.4	128.7					198.4	98.1	95.0	11.3	5.1	FOV			
East Carolina U	7	I	PU	105.4	82.5	72.6	56.3				80.8	98.7	98.7	17.1	8.7		50.0	15.8	34.2
Elizabeth City St U	7	IIB	PU	88.2	74.8	71.0	58.3	57.1			73.9	100.0	100.0	20.6	9.5		49.4	28.7	21.8
Elon U	7	IIA	PI	112.1	87.0	76.7	53.6	70.2			85.8	100.0	88.7	8.0	12.7	FV	47.8	21.1	31.1
Fayetteville St U	7	IIA	PU	90.1	77.9	85.0	61.8	63.6	63.7		78.9	99.6	99.6	18.6	8.9		54.5	15.2	30.4
Greensboro Coll		IIA	PR	59.2	51.0	49.2	47.1				53.6	-	79.5	-	12.7	FT	20.5	9.1	70.5
Guilford Coll		IIB	PR	76.3	63.3	-	50.6				63.7	89.2	91.9	3.6	13.2	FFT	63.5	2.7	33.8
Lees-McRae Coll	7	IIB	PR	66.2	55.4	46.1	44.0				50.1	53.3	93.3	5.3	16.9	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
2.3	4.9	5.9		97	57	40		92	95	66		484	147.7	103.9	89.1		143.7	106.2	88.1		97.3	102.2	98.8	93.7
-0.3	0.3	0.9		42	32	10		41	25	30		180	120.1	104.2	83.8		112.2	99.4	84.0		93.4	95.4	100.2	91.2
3.3	4.7	4.6	2.4	140	46	37	3	31	23	17	5	453	172.1	124.3	111.4	47.2	158.6	116.1	105.2	52.3	92.2	93.4	94.4	81.3
3.5	4.0	3.7	2.9	179	160	94	39	78	92	66	20	1,018	143.5	104.8	94.7	63.9	133.0	99.4	87.8	63.5	92.7	94.8	92.7	88.4
1.0	1.2	1.3	0.4	35	58	31	2	34	67	37	22	317	101.9	84.8	70.8	-	90.9	79.5	71.1	64.7	89.2	93.7	100.5	90.4
1.2	1.2	1.1	-	57	58	28	1	30	75	33	2	326	104.5	88.1	71.9	-	96.2	82.2	71.4	-	92.1	93.4	99.4	88.2
1.0	1.1	1.3	-	39	39	17	1	22	33	26	1	210	103.6	81.5	77.8	-	101.6	77.1	70.8	-	98.0	94.6	91.0	88.7
2.1	2.0	2.8	0.3	9	38	22	3	12	37	23		155	121.7	105.3	87.4	70.6	108.9	97.2	88.5		89.4	92.3	101.3	93.8
0.7	1.2	2.2	4.1	51	51	73	7	23	57	67	8	343	102.2	82.4	63.1	42.8	91.8	78.3	63.8	45.5	89.9	95.1	101.2	92.3
1.0	1.2	1.4		37	41	23	1	19	39	25		224	98.8	80.3	64.0	-	88.8	69.9	63.9		89.9	87.2	99.8	86.4
1.0	0.0	3.5	4.7	32	36	24	5	28	34	30	11	215	87.8	69.4	54.5	59.0	85.2	70.7	57.8	46.9	97.1	101.9	106.1	96.2
0.6	0.7	3.1	1.2	16	22	6	10	11	15	7	6	97	84.8	69.5	65.9	48.5	83.6	68.9	56.3	47.8	98.6	99.2	85.5	96.3
0.0	0.1	2.6	0.2	31	23	22	5	9	11	14	3	125	116.9	94.2	75.6	64.7	109.0	89.6	74.7	67.7	93.3	95.1	98.8	88.1
-5.9	1.6	2.2	7.5	13	18	43	21	6	16	25	2	176	85.3	71.2	61.5	51.0	93.5	68.9	63.5	-	109.7	96.7	103.3	106.0
2.6	2.5	3.9	-	11	20	7	1	7	15	10	1	113	92.6	82.1	70.8	-	97.7	79.8	65.7	-	105.5	97.2	92.8	96.1
1.0	1.5	1.6	0.9	16	15	17	16	19	27	15	5	130	80.7	64.3	58.7	51.5	79.2	68.1	58.8	51.4	98.2	106.1	100.1	106.7
1.2	1.5	2.0	1.8	39	40	37	4	33	56	50	11	320	93.7	76.1	62.0	59.4	89.4	74.7	61.2	56.2	95.4	98.2	98.7	93.9
1.0	1.8	1.2	-	16	31	8		32	38	30		160	95.0	78.9	65.6		86.4	74.6	64.1		91.0	94.6	97.7	91.4
1.3	1.5	3.7	-	15	11	11	2	2	6	8		82	113.8	93.8	75.0	-	-	87.2	71.6	-	-	93.0	95.5	92.3
0.9	1.0	1.4	-	19	24	19	2	6	30	18	1	119	81.8	67.5	63.4	-	91.0	68.5	60.9	-	111.3	101.4	96.2	98.4
1.5	1.0	1.4	-	36	50	38		23	53	40	1	272	89.0	76.4	68.2		91.6	74.5	63.3	-	102.9	97.5	92.9	94.7
0.8	1.1	1.6	-	18	44	18		7	14	13	1	136	147.0	111.0	87.8		112.1	96.9	85.1	-	76.2	87.3	96.9	77.0
1.3	1.3	1.8		101	140	66		48	108	53		582	142.6	105.4	88.9		134.6	99.5	88.1		94.4	94.3	99.1	90.7
1.5	1.4	1.8	2.5	40	37	24		26	36	9	1	214	98.3	74.2	65.5		94.4	78.1	66.3	-	96.1	105.3	101.3	96.4
0.8	0.9	0.8	-	16	36	31	1	18	32	44		187	104.6	82.5	63.0	-	101.9	81.9	63.9		97.4	99.3	101.6	97.9
6.0	2.5	4.5	3.8	22	34	30	5	10	52	48	14	220	109.1	90.4	80.3	71.6	103.0	91.5	76.6	60.4	94.4	101.2	95.5	91.1
2.6	5.5	4.8	1.1	30	13	7	5	20	9	6	8	98	108.5	89.8	83.7	56.5	109.3	92.3	76.2	53.3	100.7	102.7	91.0	94.3
2.7	5.3	4.4	3.5	39	42	26	3	31	28	41	9	219	112.9	89.7	80.2	57.3	104.4	89.8	82.0	61.4	92.5	100.0	102.2	93.5
5.2	5.7	5.8	9.3	42	34	19	24	23	54	19	38	280	136.2	102.8	89.4	68.9	130.0	104.5	82.2	70.9	95.4	101.6	91.9	90.1
2.5	2.5	2.3		11	10	16		8	9	30		102	114.6	98.1	69.4		101.1	83.0	70.1		88.3	84.6	101.0	90.7
				109	155	57		87	127	67	2	604	168.2	122.4	97.0		145.7	109.6	93.6	-	86.6	89.6	96.5	87.5
2.0	2.0	2.0		14	18	19	1	18	26	30		160	116.0	87.4	73.3	-	109.9	88.4	72.5		94.8	101.2	98.9	98.1
2.2	2.4	3.5	0.2	19	38	18	9	22	35	24	7	172	118.6	93.7	76.1	63.4	119.9	96.3	74.7	61.7	101.1	102.8	98.2	101.4
1.1	1.4	1.5	1.1	40	59	31		23	68	35	10	326	102.8	81.5	74.2		93.9	77.5	71.3	61.8	91.4	95.1	96.0	88.0
1.2	1.8	2.2	2.1	260	182	84	2	88	119	86	11	1,004	183.7	127.5	101.3	-	165.9	117.7	98.8	93.1	90.3	92.3	97.5	79.6
3.3	4.1	4.4	13.6	266	194	167	5	145	185	194	4	1,160	149.1	105.8	95.0	64.6	139.4	103.3	84.8	69.5	93.5	97.6	89.3	87.8
5.4	9.9	6.3	6.2	12	1	2	1	21	4	3	3	47	84.1	-	-	-	84.3	68.7	69.5	18.4	100.2	-	-	95.1
4.8	4.1	5.3	2.7	264	223	209	4	120	177	212	16	1,308	162.8	109.9	86.6	51.5	141.6	102.8	81.8	63.1	87.0	93.6	94.5	82.6
3.9	5.9	5.3	5.7	202	131	101	27	66	80	105	12	724	180.2	118.7	104.0	77.5	159.4	95.9	83.6	57.7	88.5	80.7	80.4	75.1
				45	30	21	12	33	24	17	7	208	144.3	107.6	85.2	68.8	130.0	102.5	82.4	71.2	90.1	95.3	96.7	92.6
5.3	3.7	10.5		24	22	15		11	26	41		173	111.2	89.6	70.9		90.2	87.6	68.6		81.1	97.8	96.7	83.7
5.6	4.5	5.1		47	34	28		50	31	31		290	156.8	118.9	92.9		145.8	115.9	94.4		93.0	97.5	101.6	98.4
1.7	3.0	3.0	2.2	71	30	19	103	19	30	24	64	361	183.0	122.7	121.3	86.0	181.2	116.9	119.2	80.3	99.0	95.3	98.2	87.2
11.9	12.9	11.4	12.0	188	108	100	9	150	103	104	25	1,043	102.3	85.3	85.5	50.9	97.9	81.9	74.0	69.4	95.7	96.0	86.5	90.0
9.2	7.9	2.1	0.7	6	9	12	1	6	1	18	5	58	73.5	62.0	58.2	-	65.1	-	57.1	36.1	88.4	-	98.1	88.9
0.4	0.5	1.0	0.9	4	19	16	1	4	15	21	3	88	76.5	62.5	61.5	-	80.0	70.1	64.6	32.3	104.6	112.1	105.1	103.1
1.9	4.5	20.9		3	8	14		8	5	11		49	51.1	50.4	44.8		55.3	52.5	46.4		108.2	104.1	103.7	107.0
2.0	3.9	3.9	2.2	27	43	33	7	17	44	33	12	219	106.4	83.6	72.3	61.6	102.0	81.0	72.9	57.8	95.9	96.8	100.8	93.2
2.3	3.6	3.0	-	6	12	6		7	5	5	2	43	75.2	65.3	68.7		76.7	72.2	59.6	-	102.1	110.6	86.7	99.2
5.6	5.4	5.6	2.3	47	24	16	14	35	22	30	16	213	151.2	107.9	82.8	58.4	142.6	103.2	87.6	58.5	94.3	95.7	105.8	88.5
5.0	6.5	6.4		435	137	92		155	83	77		979	240.3	159.1	134.1		221.9	141.5	122.3		92.3	88.9	91.2	84.4
7.2	8.0	7.8	7.5	155	195	109	77	102	194	175	112	1,119	108.7	83.8	77.2	56.4	100.4	81.2	69.8	56.3	92.4	97.0	90.4	89.1
6.1	6.4	6.1	8.7	16	19	15		5	6	11	3	87	89.9	73.9	73.0		82.6	77.7	68.3	58.3	91.8	105.0	93.5	88.7
3.3	3.8	3.8		47	87	61	4	45	82	72	2	479	117.7	87.8	80.5	54.2	106.2	86.1	73.6	-	90.3	98.1	91.4	92.8
5.8	5.6	6.6	5.9	57	28	16	5	25	44	18	2	257	89.9	80.3	87.3	66.1	90.3	76.4	83.1	-	100.4	95.2	95.2	94.0
				10	3	5	1	9	4	9	3	44	59.8	51.3	45.7	-	58.6	50.7	51.1	46.2	98.0	98.9	111.8	98.0
4.4	4.3	5.4	6.4	16	7	1	16	11	13	1	9	74	76.6	68.1	-	50.4	75.9	60.6	-	50.8	99.0	89.0	-	98.0
10.4	1.6	4.0	3.5	4	7	9	4	4	6	12	14	60	64.8	58.3	45.1	44.8	67.6	52.1	46.8	43.7	104.4	89.5	103.9	93.6

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT					
North Carolina (continued)																							
Mars Hill U	7	IIB	PI	62.2	55.9	53.8	45.6					56.2	93.2	100.0	5.0	14.0	FT	64.9	24.3	10.8			
Meredith Coll		IIA	PI	74.1	63.9	64.5	62.1			–	67.3	100.0	100.0	5.0	10.6	FfT	50.8	21.8	27.4				
North Carolina A & T St U	7	I	PU	103.8	84.9	79.1	58.7	61.2	39.4	82.7	93.9	93.9	18.7	8.5				48.9	32.6	18.6			
North Carolina Central U	7	IIA	PU	107.2	86.0	78.5	58.3	54.6	54.6	81.7	100.0	100.0	19.6	8.6				41.4	26.0	32.6			
North Carolina St U at Raleigh	7	I	PU	142.2	103.6	87.2	50.5	58.3		110.2	95.8	95.8	16.4	6.4				57.5	16.9	25.6			
North Carolina Wesleyan Coll	7	IIB	PR	62.5	59.6	53.4	45.9			56.0	85.0	88.3	6.2	14.8	FfTO		48.3	40.0	11.7				
U of North Carolina School of the Arts	7	IIA	PU	84.9	76.8	72.3			55.2	74.6	86.5	86.5	17.4	9.4			0.0	0.0	100.0				
U of North Carolina Wilmington	7	IIA	PU	109.8	86.1	80.0	66.8	54.2		84.1	98.5	98.5	16.9	8.4				49.6	25.1	25.3			
U of North Carolina at Asheville	7	IIB	PU	92.5	83.0	73.1	61.3	57.4		77.0	100.0	100.0	16.5	9.1				56.0	15.1	28.9			
U of North Carolina at Chapel Hill	7	I	PU	167.0	104.8	95.3	62.9	127.4		127.1	98.9	98.9	16.1	5.5				54.8	14.1	31.1			
U of North Carolina at Charlotte	7	I	PU	129.0	98.9	90.1	86.0	64.3		97.7	100.0	100.0	16.0	7.2				49.8	16.3	33.9			
U of North Carolina at Greensboro	7	I	PU	112.7	88.3	80.2	53.9	50.9		83.4	99.8	99.8	16.3	8.4				44.1	19.9	35.9			
U of North Carolina at Pembroke	7	IIA	PU	92.2	77.5	71.3	–	55.4		74.3	99.4	99.4	17.7	9.5				43.3	30.4	26.3			
Wake Forest U		I	PI	153.7	109.8	84.1	63.2	94.5	–	111.8	100.0	100.0	8.1	7.5	POV		48.7	17.1	34.2				
Western Carolina U	7	IIA	PU	106.4	77.7	72.3	51.2		–	77.4	100.0	100.0	17.6	9.1				44.1	22.2	33.7			
Winston-Salem St U	7	IIA	PU	97.4	80.3	72.3	60.7	66.4		80.0	99.2	99.2	17.9	8.8				59.8	16.6	23.7			
North Dakota St U-Main Campus		I	PU	111.7	83.0	75.9	–	55.1		86.9	99.5	99.8	11.4	18.5				56.2	20.2	23.6			
U of North Dakota	7	I	PU	114.8	89.8	74.2	59.9		49.0	82.5	99.4	88.5	11.2	20.7	P		39.6	8.5	51.9				
Valley City St U		IIB	PU	74.0	58.2	50.2	53.2			56.5	100.0	100.0	11.9	25.7	P		36.8	32.9	30.3				
Ohio																							
Ashland U	7	IIA	PR	75.5	68.5	65.5	60.3			67.7	100.0	100.0	2.6	17.4	FfTO		50.3	20.8	28.9				
Baldwin Wallace U	7	IIA	PI	91.2	76.9	64.5	–			78.5	100.0	86.3	5.0	21.6	FpT		54.9	31.0	14.2				
Bowling Green St U-Firelands	7	III	PU	100.4	74.5		51.7	68.5		68.7	100.0	84.8	14.0	7.5	F		34.8	0.0	65.2				
Bowling Green St U-Main Campus	7	I	PU	124.3	93.7	80.4	63.8	70.9		91.4	100.0	95.3	14.0	5.5	F		52.7	12.2	35.2				
Case Western Reserve U	7	I	PI	162.1	113.7	105.5	68.3			126.2	100.0	92.6	11.4	9.1	FpT		58.7	13.1	28.3				
Cleveland St U	7	I	PU	115.9	93.0	88.8	75.8	70.3		91.8	100.0	100.0	30.2	16.2			46.4	22.9	30.7				
Coll of Wooster		IIB	PI	96.5	77.3	64.0	58.8			79.4	93.2	88.8	12.0	19.5	FfTO		62.1	20.5	17.4				
Defiance Coll		IIB	PR	64.7	57.1	55.6	–			56.1	84.2	73.7	5.4	14.6	FTO		26.3	52.6	21.1				
Denison U		IIB	PI	134.1	98.4	70.2	69.2			92.2	100.0	90.3	11.3	14.5	FpTV		53.4	21.6	25.0				
John Carroll U		IIA	PR	97.4	86.3	83.5	70.2			87.6	100.0	100.0	6.8	16.0	FfT		75.0	14.0	11.0				
Kent St U at Ashtabula	7	III	PU	–	81.7	–		61.4		70.7	100.0	100.0	14.0	22.1	F		35.0	0.0	65.0				
Kent St U at East Liverpool		III	PU	–	80.6	–		56.6		71.2	100.0	100.0	14.0	21.9	F		37.5	0.0	62.5				
Kent St U at Geauga	7	III	PU	88.7	74.8	57.0		50.2		65.9	100.0	100.0	14.0	23.7	F		21.1	2.6	76.3				
Kent St U at Kent	7	I	PU	116.4	90.1	76.1	76.4	63.7	–	91.5	100.0	100.0	14.0	17.1	F		48.3	14.9	36.7				
Kent St U at Salem	7	III	PU	87.7	79.9	55.6	–	62.0		66.1	100.0	100.0	14.0	23.6			18.8	12.5	68.8				
Kent St U at Stark	7	III	PU	96.9	80.4	64.6		59.0		76.1	100.0	100.0	14.0	20.4			58.1	2.2	39.8				
Kent St U at Trumbull	7	III	PU	100.2	81.7	68.1		59.3		78.1	100.0	100.0	14.0	20.0			45.5	4.5	50.0				
Kent St U at Tuscarawas	7	III	PU	105.3	78.3	59.1		55.4		69.2	100.0	100.0	14.0	22.6	F		37.0	8.7	54.3				
Kenyon Coll		IIB	PI	109.9	91.7	72.4	67.5			91.4	94.5	100.0	9.7	12.0	PpT		62.4	22.1	15.5				
Marietta Coll	7	IIB	PI	77.2	68.4	61.7	44.3			67.2	8.0	81.4	0.0	18.8	FT		49.6	13.3	37.2				
Miami U-Hamilton		IIB	PU	112.3	84.2	72.1	44.3	59.7		76.3	100.0	100.0	14.0	19.3			46.2	23.1	30.8				
Miami U-Middletown		IIB	PU	112.2	78.7	62.3	44.5	60.4		71.0	100.0	100.0	14.0	19.3			41.9	25.6	32.6				
Miami U-Oxford		I	PU	132.4	106.4	90.4	51.4	74.3		96.3	100.0	100.0	14.0	19.3			49.8	15.0	35.1				
Mount Saint Joseph U	7	IIA	PR	98.0	79.8	68.1	66.9			74.9	100.0	100.0	0.5	0.3	P		30.4	24.3	45.2				
Ohio Northern U		IIB	PR	93.3	80.0	73.6	53.6			81.3	100.0	100.0	7.0	9.6	PT		61.2	24.4	14.4				
Ohio St U Ag Tech Inst	7	III	PU	–	89.1	82.0				87.8	100.0	100.0	14.0	13.4	P		76.0	20.0	4.0				
Ohio St U-Lima Campus	7	III	PU	108.3	82.7	–				90.9	100.0	100.0	14.0	12.9	P		95.8	4.2	0.0				
Ohio St U-Main Campus	7	I	PU	165.1	112.0	100.5	148.1			132.6	100.0	100.0	14.0	8.9	P		66.2	16.5	17.3				
Ohio St U-Mansfield Campus	7	III	PU	101.3	82.3	–				86.1	100.0	100.0	14.0	13.6	P		90.6	6.3	3.1				
Ohio St U-Marion Campus		III	PU	110.1	88.2	82.2				92.3	100.0	100.0	14.0	12.7	P		70.3	24.3	5.4				
Ohio St U-Newark Campus		III	PU	117.3	100.0	79.7				100.2	100.0	100.0	14.0	11.7	P		80.4	15.2	4.3				
Ohio U-Chillicothe Campus		III	PU		82.8	–		60.0		69.1	100.0	100.0	14.0	27.8	F		36.1	8.3	55.6				
Ohio U-Eastern Campus		III	PU		78.2	–		64.2		72.8	100.0	100.0	14.0	26.4			61.1	11.1	27.8				
Ohio U-Lancaster Campus		III	PU	–	80.3	–		67.4		77.3	100.0	100.0	14.0	24.9			63.0	7.4	29.6				
Ohio U-Main Campus		I	PU	111.0	92.0	88.2		63.9		87.8	100.0	100.0	14.0	21.9	F		58.2	9.0	32.8				
Ohio U-Southern Campus		III	PU	86.4	75.1	–		61.8		67.5	100.0	100.0	14.0	28.5	F		33.3	7.4	59.3				
Ohio U-Zanesville Campus		III	PU	89.7	76.1	–				76.1	100.0	100.0	14.0	25.3			76.7	3.3	20.0				

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.4	2.4	2.0	-	9	11	9	2	9	18	14	2	74	65.2	54.4	55.8	-	59.3	56.9	52.5	-	91.0	104.6	94.2	96.1
1.8	2.2	2.5	6.4	14	10	13	1	25	23	32	5	124	77.2	62.8	69.1	-	72.3	64.3	62.7	62.7	93.7	102.5	90.8	94.2
5.8	7.0	6.1	-	98	80	64	2	33	74	52	1	479	106.4	87.0	81.2	-	96.2	82.6	76.5	-	90.3	94.9	94.2	88.1
6.2	6.5	6.5	5.7	50	47	32	9	31	56	61	16	362	107.5	87.5	77.6	63.2	106.7	84.7	78.9	55.5	99.2	96.7	101.7	91.0
9.4	10.1	9.4	3.7	505	253	197	16	201	174	201	14	1,729	146.0	107.0	91.5	46.1	132.6	98.6	82.9	55.5	90.8	92.2	90.7	81.2
2.4	3.0	7.9	0.4	6	11	11	1	3	9	14	5	60	62.6	57.7	51.0	-	62.1	61.8	55.2	47.9	99.2	107.0	108.1	102.1
8.1	7.8	6.8	-	25	25	25	-	8	20	12	-	133	85.4	76.4	73.5	-	83.3	77.4	69.7	-	97.6	101.3	94.9	94.3
9.7	9.9	8.5	5.3	120	96	87	4	74	97	123	7	754	113.6	88.0	82.0	62.8	103.6	84.3	78.7	69.1	91.2	95.8	95.9	85.7
6.1	8.0	11.0	16.6	32	32	11	4	30	29	21	4	218	93.1	81.9	73.2	68.3	91.8	84.2	73.1	54.2	98.6	102.9	99.9	95.9
10.1	11.7	11.3	6.3	398	221	176	5	237	242	253	16	1,579	177.6	106.1	105.2	66.0	149.1	103.6	88.3	61.9	83.9	97.6	83.9	79.4
9.5	10.5	10.9	4.8	183	155	114	4	113	143	122	4	1,071	139.1	103.2	94.9	73.3	112.5	94.3	85.6	98.8	80.9	91.3	90.2	81.2
5.2	6.9	6.8	6.9	114	86	78	12	98	108	146	13	829	117.7	92.6	84.3	51.7	107.0	84.8	78.0	55.9	90.9	91.6	92.6	88.6
9.2	9.2	8.7	7.3	44	28	40	-	32	40	59	2	312	94.4	78.0	74.3	-	89.2	77.1	69.3	-	94.6	98.8	93.4	92.2
4.1	4.0	4.1	9.8	131	104	70	38	73	88	83	38	632	161.1	114.8	83.8	59.6	140.5	103.7	84.4	66.8	87.2	90.3	100.7	85.6
9.0	8.7	8.1	10.1	75	69	80	49	50	69	100	56	549	110.6	80.3	74.0	51.0	100.2	75.2	70.9	51.4	90.5	93.7	95.9	90.1
6.4	6.8	6.5	6.1	35	46	15	8	22	50	39	18	241	96.5	79.8	73.5	58.0	98.9	80.8	71.8	61.9	102.5	101.2	97.7	95.2
1.8	2.1	2.1	-	141	110	98	1	52	87	90	-	639	114.8	85.3	77.5	-	103.2	80.0	74.1	-	89.9	93.7	95.7	85.6
				86	107	88	28	46	64	107	40	636	119.3	92.8	77.4	61.7	106.4	84.9	71.7	58.5	89.2	91.5	92.6	87.8
2.4	2.5	1.8	1.5	8	4	21	2	7	9	23	2	76	72.1	61.4	50.9	-	76.1	56.8	49.7	-	105.5	92.5	97.6	96.8
0.2	0.8	0.2	0.1	35	22	23	9	8	15	20	27	159	75.8	71.7	66.9	57.6	74.1	63.9	63.8	61.2	97.7	89.2	95.4	90.6
5.2	4.1	6.5	-	44	31	30	-	39	47	34	1	226	91.7	78.4	68.5	-	90.6	75.9	61.0	-	98.9	96.7	89.0	94.0
2.6	4.5	-	3.6	3	6	-	6	4	3	-	10	46	94.5	75.1	-	48.9	104.8	73.4	-	53.5	110.8	97.7	-	99.0
3.0	2.7	4.4	4.5	115	94	43	34	75	98	39	55	716	128.1	96.5	83.8	64.8	118.5	91.0	76.7	63.2	92.5	94.4	91.6	87.6
11.7	9.7	10.2	4.2	166	79	49	19	69	68	60	56	566	171.0	117.3	107.5	74.8	140.5	109.6	103.9	66.1	82.1	93.5	96.7	75.5
4.1	6.5	4.7	3.8	87	93	57	1	41	91	56	2	563	120.2	97.9	94.8	-	107.0	88.0	82.7	-	89.0	89.9	87.2	83.4
4.1	4.7	4.9	7.5	35	17	25	3	24	27	27	3	161	97.2	77.9	62.9	62.4	95.5	76.9	65.1	55.1	98.3	98.7	103.5	95.8
0.0	0.5	0.2	-	3	6	11	2	-	3	13	-	38	64.7	58.4	58.9	-	-	54.5	52.9	-	-	93.2	89.9	91.4
7.1	6.1	5.1	4.4	30	39	44	8	14	46	52	3	236	136.5	101.3	71.6	71.5	129.1	96.0	68.9	63.0	94.6	94.7	96.2	89.4
5.0	4.1	4.4	11.5	23	30	14	8	18	30	7	6	136	103.8	87.0	92.3	68.9	89.3	85.6	65.9	72.1	86.0	98.4	71.5	91.1
-	4.4	-	-	2	6	-	-	8	1	-	-	40	-	84.8	-	-	-	79.3	-	-	-	93.5	-	81.4
	5.1	-	-	1	6	-	-	2	-	-	-	16	-	80.8	-	-	-	-	-	-	-	-	-	80.8
3.5	6.2	3.4	-	3	1	-	-	6	8	4	-	38	103.5	-	-	-	81.3	71.9	57.0	-	78.5	-	-	83.0
4.4	5.2	5.8	-	168	147	90	4	133	170	114	2	964	122.6	92.5	83.4	73.8	108.6	88.0	70.3	-	88.6	95.1	84.3	84.9
-	5.6	5.4	-	1	3	4	-	2	3	4	1	32	-	77.0	52.6	-	-	82.9	58.7	-	-	107.7	111.5	97.4
4.3	4.5	5.9	-	8	25	7	-	6	21	7	-	93	96.9	82.6	62.4	-	96.9	77.7	66.8	-	100.1	94.0	107.0	88.9
4.1	3.5	6.5	-	3	9	2	-	7	8	2	-	44	125.6	83.0	-	-	89.4	80.3	-	-	71.2	96.7	-	85.1
4.0	5.1	4.0	-	3	5	6	-	3	8	4	-	46	114.5	84.1	54.5	-	96.1	74.6	65.9	-	83.9	88.7	120.8	98.6
3.2	7.3	7.7	-	42	26	24	2	23	27	34	3	181	110.6	92.7	72.2	-	108.7	90.7	72.5	69.7	98.3	97.8	100.4	92.4
1.4	6.1	-10.0	-28.0	22	18	20	3	14	12	19	5	113	77.6	67.7	64.7	44.0	76.6	69.3	58.5	44.5	98.7	102.4	90.5	93.8
3.9	3.9	4.6	3.7	8	17	4	5	6	18	19	5	104	114.5	84.8	67.7	46.8	109.3	83.6	73.0	41.8	95.5	98.5	107.7	93.6
3.9	3.9	5.2	4.0	2	8	7	6	4	4	4	-	43	-	82.0	63.3	44.5	117.0	72.2	60.7	-	-	88.1	96.0	119.7
3.2	4.5	5.3	7.0	153	122	87	71	92	80	41	74	885	136.8	114.6	93.7	52.6	125.1	94.0	83.4	50.3	91.5	82.0	89.0	83.2
34.0	46.0	30.7	37.5	8	13	13	6	8	16	31	20	115	93.9	77.6	67.1	55.1	102.2	81.6	68.5	70.4	108.9	105.2	102.1	101.8
				51	36	35	4	21	26	30	6	209	93.5	83.5	71.8	49.6	92.9	75.1	75.6	56.3	99.4	90.0	105.3	94.3
-	1.8	4.5	-	1	10	6	-	1	6	1	-	25	-	86.9	82.3	-	-	92.8	-	-	-	106.9	-	107.5
3.2	2.9	-	-	4	9	-	-	4	6	1	-	24	124.3	82.6	-	-	92.3	82.9	-	-	74.3	100.4	-	89.6
3.1	5.1	4.7	1.6	709	388	280	2	380	382	332	3	2,476	170.9	116.3	105.8	-	154.3	107.6	96.0	138.0	90.3	92.5	90.7	84.6
2.9	3.3	-	-	6	10	1	-	2	12	1	-	32	100.7	82.9	-	-	-	81.8	-	-	-	98.7	-	94.8
3.0	3.1	4.1	-	7	6	4	-	3	10	7	-	37	111.3	88.3	81.7	-	107.4	88.1	82.5	-	96.5	99.8	101.1	92.6
2.0	1.0	3.8	-	5	19	3	-	5	9	5	-	46	120.1	100.4	75.7	-	114.5	99.1	82.0	-	95.3	98.6	108.3	97.4
	1.8	4.7	-	-	10	-	-	-	4	2	-	36	-	81.0	-	-	-	87.2	-	-	-	107.6	-	88.5
	1.8	-	-	-	7	-	-	-	4	2	-	18	-	79.6	-	-	-	75.8	-	-	-	95.2	-	88.7
-	1.9	-	-	1	10	1	-	1	6	-	-	27	-	84.3	-	-	-	73.6	-	-	-	87.3	-	90.2
2.0	3.2	4.6	-	154	152	38	-	68	89	29	-	789	115.5	94.0	87.0	-	100.7	88.8	89.9	-	87.2	94.5	103.3	83.2
-	5.8	6.8	-	-	1	-	-	3	5	2	-	27	-	-	-	-	86.4	76.6	-	-	-	-	-	109.3
1.6	3.5	-	-	5	5	1	-	3	10	-	-	30	92.3	74.8	-	-	85.3	76.7	-	-	92.4	102.6	-	89.1

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		
Ohio Wesleyan U		IIB	PR	94.6	74.6	66.5	52.4					76.8	100.0	100.0	8.3	15.1	FFT	65.3	24.2	10.5
Sinclair Comm Coll		III	PU	87.4	68.6	58.7	53.8					77.6	100.0	100.0	14.0	14.1	FT	75.3	23.6	1.1
U of Akron Main Campus	7	I	PU	115.4	95.5	78.2	65.4	71.7				93.4	100.0	90.5	14.0	12.7		59.4	10.5	30.1
U of Cincinnati-Blue Ash Coll	1	III	PU	104.9	84.5	62.2	56.1					83.3	100.0	100.0	15.6	9.3	FO	69.2	19.2	11.6
U of Cincinnati-Clermont Coll	1	III	PU	108.1	84.9	65.3	-					87.3	100.0	100.0	15.6	9.4	FO	62.8	16.7	20.5
U of Cincinnati-Main Campus	1	I	PU	134.9	99.8	80.9	52.8					103.0	100.0	100.0	15.6	9.5	FO	48.7	15.7	35.6
U of Dayton	7	I	PR	120.3	91.9	87.8		58.8				86.2	100.0	87.6	13.9	14.3	PTOV	47.3	19.1	33.5
U of Mount Union	7	IIB	PI	90.7	76.4	64.3	56.3					77.4	98.4	100.0	10.1	10.2	FFT	60.0	21.6	18.4
U of Toledo	7	I	PU	115.8	96.3	87.7	64.9	63.8	78.1			91.2	100.0	100.0	13.7	15.4	F	52.1	15.4	32.5
Ursuline Coll		IIA	PR	78.0	65.1	63.4	60.2					64.8	100.0	73.4	3.0	18.8	FFTV	21.9	15.6	62.5
Wittenberg U		IIB	PR	79.6	68.5	63.6	57.6					70.5	100.0	82.5	4.8	18.1	FFTV	66.0	18.6	15.5
Xavier U	7	IIA	PR	107.2	91.9	88.8	65.6	-				85.5	100.0	78.2	9.2	15.4	PpT	48.7	17.5	33.9
Youngstown St U		IIA	PU	93.5	80.6	73.5		25.8				72.4	100.0	100.0	13.7	18.9	F	63.7	13.4	22.9

Oklahoma

Cameron U	1	IIA	PU	73.1	62.1	52.2	45.3					58.5	99.1	100.0	19.0	12.5	PO	50.4	23.0	26.5
Oklahoma Panhandle St U		IIB	PU	55.9	-	44.7	39.3					44.6	100.0	100.0	97.6	15.5		12.2	53.1	34.7
Oklahoma St U-Main Campus	7	I	PU	120.9	92.7	83.1	69.9	46.1				90.6	86.4	87.4	16.9	7.9	F	50.5	25.7	23.8
Oklahoma St U-Oklahoma City	7	III	PU	75.2	58.8	54.7	50.0					56.9	100.0	83.5	9.2	12.8		44.3	54.4	1.3
Seminole St Coll	7	III	PU	52.4	44.3	46.1	41.2					46.3	100.0	100.0	19.5	17.6	P	26.3	60.5	13.2
Southeastern Oklahoma St U		IIA	PU	82.2	82.7	63.4	46.5					68.8	100.0	100.0	21.3	11.5	P	45.9	18.5	35.6
Southwestern Oklahoma St U	7	IIA	PU	81.0	69.6	61.2	52.5					65.3	100.0	100.0	19.0	13.4	F	49.0	17.9	33.2
U of Central Oklahoma		IIA	PU	88.9	76.4	65.6	61.0	37.7				71.8	100.0	100.0	18.8	9.9	P	56.7	20.2	23.2
U of Oklahoma-Norman Campus	7	I	PU	137.4	95.4	89.5	52.5	58.2				96.4	100.0	100.0	13.1	6.0	F	49.9	21.1	29.0
U of Science and Arts of Oklahoma		IIB	PU	64.2	61.5	49.3	48.6					57.3	100.0	100.0	3.4	14.6		58.3	20.8	20.8
U of Tulsa		I	PR	119.2	89.1	96.8	77.1					94.8	100.0	100.0	5.0	8.5		53.4	10.8	35.8

Oregon

Central Oregon Comm Coll		III	PU	90.1	73.2	63.6	57.7					74.2	-	100.0	-	25.3	F	72.7	27.3	0.0
Oregon St U	7	I	PU	140.4	110.6	97.9	63.6					100.2	93.4	98.4	22.6	15.8	Pp	45.5	13.8	40.7
Portland St U	6	I	PU	121.3	94.9	78.2	68.5					95.4	95.2	98.9	21.8	14.6	Pp	52.9	16.4	30.7
Reed Coll		IIB	PI	129.0	95.4	83.2	84.1					110.7	92.1	92.8	10.2	11.9	FOV	70.4	17.1	12.5
U of Oregon	7	I	PU	149.1	109.8	98.1	66.2	87.2				107.9	98.4	96.6	19.2	17.5	O	54.1	15.5	30.4

Pennsylvania

Alvernia U		IIA	PR	91.8	77.0	70.9	60.9					72.3	99.2	99.2	8.0	26.7	FFTV	40.2	27.0	32.8
Bryn Mawr Coll		IIA	PI	155.7	106.2	91.6	58.7	83.6	57.1			107.9	92.6	97.5	10.3	13.8		54.0	20.9	25.2
Bucknell U		IIB	PI	130.7	107.6	94.8	73.5					109.5	100.0	100.0	10.0	11.9	FTOV	64.8	24.7	10.5
Butler County Comm Coll		III	PU	87.0	70.9	59.3	51.6					64.8	100.0	90.3	12.5	28.5	F	74.2	22.6	3.2
Cedar Crest Coll	5	IIA	PI	85.5	70.9	67.0	58.0					71.2	77.5	69.0	6.1	13.2	FFT	39.4	7.0	53.5
Chatham U	10	IIA	PI	89.3	75.9	66.8	62.5					72.6	90.6	82.7	8.0	10.2	FT	40.3	49.6	10.1
Cheyney U of Pennsylvania		IIB	PU	119.9	96.2	71.6	52.3					92.1	96.9	100.0	16.6	13.1		62.5	18.8	18.8
Commonwealth U of Pennsylvania	7	IIA	PU	117.4	94.7	77.8	57.2					97.4	94.7	99.6	18.5	14.1		78.1	15.1	6.8
DeSales U	7	IIA	PR	104.3	85.8	73.5	59.8					80.1	87.7	85.5	8.9	17.0	FFTOV	36.2	51.4	12.3
Dickinson Coll		IIB	PI	112.3	90.4	81.9	62.8					92.7	95.1	88.8	6.1	12.1	FpTV	64.6	25.2	10.2
Drexel U	7	I	PI	162.4	123.4	97.8	81.7					108.9	97.6	99.5	9.4	8.8		40.5	10.4	49.1
Duquesne U	7	I	PR	116.8	89.4	75.6	68.0					89.0	96.8	83.9	5.0	13.8	PpTV	56.2	14.1	29.7
East Stroudsburg U of Pennsylvania	7	IIA	PU	118.1	94.5	74.5	58.0					95.5	96.2	100.0	15.2	13.5		69.4	21.5	9.1
Eastern U	7	IIA	PR	76.5	67.1	55.9	55.2	53.0	25.8			56.4	99.1	78.9	6.0	23.6	FT	29.8	29.8	40.4
Elizabethtown Coll	1	IIA	PI	98.8	82.2	73.8	-	66.1				82.1	91.1	88.1	9.8	17.9	FTV	59.4	13.9	26.7
Franklin and Marshall Coll		IIB	PI	122.1	96.6	83.4	75.0					103.0	96.9	88.5	10.1	16.5		76.0	13.5	10.4
Geneva Coll		IIA	PR	72.4	65.7	54.2						66.7	100.0	96.7	4.6	23.2	FFT	60.0	15.0	25.0
Gettysburg Coll		IIB	PI	107.4	88.6	76.0	63.2	68.1				87.8					FTV	67.0	15.3	17.7
Gwynedd Mercy U	7	I	PR	84.3	68.9	61.5	56.4					63.3						13.6	13.6	72.7
Haverford Coll		IIB	PI	136.0	106.6	90.6	65.1	100.5				107.5	95.9	100.0	10.9	13.3	OV	57.5	20.5	21.9
Indiana U of Pennsylvania-Main Campus	7	I	PU	115.6	91.4	73.9	55.0					99.8	98.2	100.0	17.6	13.9		88.4	4.8	6.9
Juniata Coll		IIB	PI	89.9	71.8	64.2	57.5					78.3	96.7	100.0	9.9	19.2	FFTOV	71.4	8.8	19.8

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.5	4.6	4.8	5.0	22	14	11	4	9	17	12	6	95	95.9	73.8	67.1	54.0	91.6	75.2	65.9	51.3	95.5	101.8	98.1	90.5
3.8	7.6	6.2	6.2	68	22	16	5	94	38	25	7	275	89.8	69.3	60.3	53.9	85.6	68.3	57.8	53.8	95.3	98.5	95.9	95.1
4.5	4.6	3.8	3.1	125	63	35	30	50	53	25	49	475	120.2	99.2	79.9	64.6	103.5	91.0	75.8	65.9	86.1	91.8	94.9	84.7
3.0	5.6	8.9	5.7	13	34	18	2	32	44	25	4	172	106.5	87.3	63.5	-	104.2	82.3	61.3	56.9	97.9	94.3	96.5	99.3
4.3	5.9	6.7	3.2	13	8	8		18	13	16	2	78	109.9	84.3	64.7	-	106.8	85.3	65.7	-	97.2	101.2	101.4	94.6
4.1	5.4	7.6	9.9	262	247	177	31	160	235	210	36	1,358	143.0	105.6	86.0	54.6	121.7	93.7	76.6	51.3	85.1	88.8	89.1	82.6
2.9	3.1	3.8		98	106	68		42	74	46		653	125.9	94.8	92.3		107.3	87.7	81.0		85.2	92.6	87.7	83.0
1.8	3.3	3.0	-	21	20	14	2	24	22	16	6	125	91.7	77.5	62.6	-	89.8	75.4	65.7	53.8	98.0	97.3	105.0	97.1
2.4	1.8	4.2	11.9	133	85	43	13	58	57	51	21	616	118.1	99.1	93.1	63.5	110.5	92.1	83.0	65.8	93.5	93.0	89.2	83.5
1.1	5.2	1.7	3.6	4	3	9		4	7	22	15	64	81.2	63.9	68.2		74.9	65.7	61.5	60.2	92.2	102.7	90.1	88.9
6.4	8.9	6.5	6.0	21	11	11	2	15	17	15	5	97	78.8	67.8	61.9	-	80.8	68.9	64.9	55.3	102.6	101.6	104.8	98.0
4.0	5.3	5.6	4.9	45	56	28	31	30	51	35	94	372	109.8	95.8	91.7	63.1	103.2	87.6	86.5	66.4	94.0	91.5	94.4	86.4
2.2	3.5	2.4		83	50	28		44	43	27		350	94.6	84.8	73.1		91.3	75.8	73.9		96.6	89.5	101.0	73.2
2.4	2.5	4.1	5.8	23	14	15	15	9	10	13	14	113	72.8	63.6	53.3	43.3	74.0	60.1	51.0	47.5	101.6	94.5	95.5	94.1
2.3	-	38.5	2.2	5	2	6	8	1		18	9	49	57.6	-	46.8	38.5	-		44.0	40.0	-		93.9	91.0
5.2	6.6	5.6	5.8	216	185	178	12	87	95	180	13	1,115	125.1	95.5	88.9	75.2	110.5	87.4	77.4	65.0	88.3	91.5	87.1	81.9
10.9	4.3	5.3	7.9	6	7	11	6	1	19	18	11	79	75.7	60.9	53.0	49.2	-	58.0	55.8	50.5	-	95.2	105.1	95.1
5.4	5.3	5.3	5.2	3		8	1	3	4	15	4	38	49.0		44.4	-	55.8	44.3	47.0	41.8	114.0		105.8	103.8
3.0	4.5	3.9	4.9	26	10	19	12	12	18	19	19	135	85.4	84.2	68.1	49.8	75.2	81.9	58.7	44.5	88.1	97.3	86.3	86.3
-0.2	0.1	0.1	0.7	21	23	26	16	25	23	21	41	196	81.1	66.7	59.5	52.7	81.0	72.5	63.3	52.4	99.8	108.6	106.3	99.6
1.2	6.1	3.0	3.3	94	42	36	25	95	53	57	24	501	90.9	81.1	71.1	60.8	87.0	72.6	62.1	61.3	95.7	89.6	87.3	92.1
3.3	3.7	3.9	6.3	249	231	173	51	109	138	167	89	1,360	142.5	97.6	93.3	59.3	125.7	91.7	85.6	48.6	88.2	93.9	91.7	81.3
7.3	-26.0	49.2	12.2	8	5	9	4	10	5	3	4	48	63.1	60.9	49.5	52.7	65.1	62.1	48.7	44.6	103.2	101.9	98.3	103.7
-3.7	-4.2	-2.1	-5.6	76	47	14	49	14	22	17	57	296	116.2	87.8	99.8	83.0	135.6	91.6	94.4	72.1	116.7	104.3	94.6	88.4
2.6	3.2	2.9	3.1	18	18	9	5	15	21	15	9	110	89.6	74.5	64.1	57.3	90.7	72.2	63.4	58.0	101.2	96.9	98.9	95.0
6.1	7.5	8.8	8.8	227	197	76	212	94	126	78	223	1,233	143.1	111.2	99.5	66.4	133.9	109.7	96.4	60.8	93.6	98.7	96.9	85.4
3.3	4.0	3.6	4.6	155	106	58	48	85	100	115	69	736	125.5	96.6	82.9	73.0	113.6	93.1	75.8	65.4	90.5	96.3	91.4	84.2
4.5	5.5	6.4	4.9	52	8	9	9	32	18	14	10	152	129.9	94.9	83.4	86.8	127.5	95.7	83.1	81.6	98.1	100.8	99.6	90.7
7.4	7.1	8.8	8.2	200	164	74	132	114	120	85	143	1,055	149.8	114.3	102.5	70.1	147.7	103.6	94.2	62.6	98.5	90.6	91.9	86.9
4.1	4.5	4.4	3.5	5	22	14	7	4	18	33	19	122	92.5	74.7	66.6	58.0	90.9	79.8	72.6	62.0	98.2	106.8	109.0	101.2
6.4	6.9	8.2	3.5	17	17	11	2	23	31	23	5	163	156.0	107.7	93.0	-	155.4	105.4	90.9	59.6	99.6	97.9	97.7	92.7
3.0	3.0	3.0	3.0	82	72	52	14	47	63	48	14	392	130.8	111.7	98.1	71.8	130.5	103.0	91.3	75.1	99.8	92.2	93.1	92.9
3.4	3.7	3.5	3.6	5	5	5	5	10	7	5	18	62	94.9	75.5	66.5	57.3	83.0	67.5	52.1	50.1	87.5	89.4	78.3	82.5
1.0	2.1	1.9	1.4	7	7	6		11	11	17	12	71	88.8	69.6	70.9		83.4	71.7	65.6	58.0	94.0	103.1	92.5	90.0
7.4	8.9	7.2		8	15	23	3	10	30	49	1	139	84.7	78.0	67.7	68.3	93.0	74.9	66.5	-	109.8	96.0	98.2	97.7
4.2	4.0	8.7	-	6	6	3	1	5	3	4	4	32	121.2	94.5	68.1	-	118.3	99.6	74.2	52.3	97.7	105.4	108.8	90.0
3.7	5.5	7.3	6.2	130	84	38	14	76	94	68	25	529	118.8	96.1	76.7	53.4	115.0	93.4	78.4	59.3	96.7	97.2	102.1	90.5
3.9	3.0	3.8	2.3	6	27	24	3	7	25	40	6	138	103.6	88.1	70.7	54.7	104.9	83.4	75.1	62.3	101.3	94.6	106.2	98.0
2.0	3.1	3.1	4.7	37	36	27	3	20	46	29	8	206	113.4	92.1	81.6	61.8	110.1	89.1	82.2	63.2	97.1	96.8	100.7	92.8
2.2	3.2	4.1	2.5	167	99	58	230	71	101	52	299	1,077	165.8	127.8	102.0	85.2	154.4	119.2	93.2	79.0	93.1	93.3	91.4	82.8
2.2	1.9	2.2	3.5	54	90	45	10	27	101	94	13	434	121.7	90.7	78.3	58.9	107.1	88.3	74.2	75.1	88.0	97.4	94.8	88.8
4.5	5.9	7.3	7.1	57	26	20	9	28	30	21	18	209	119.0	96.0	75.8	56.4	116.4	93.2	73.3	58.8	97.8	97.2	96.8	88.4
				17	9	7	1	11	7	17	2	114	76.4	71.0	55.0	-	76.7	62.1	56.3	-	100.3	87.5	102.3	99.0
2.9	3.7	2.9		19	17	5	1	12	15	6		101	102.2	83.8	80.8	-	93.3	80.4	68.0		91.3	96.0	84.1	86.0
2.6	2.9	3.4	1.6	47	34	12	7	31	34	14	13	192	123.9	96.9	85.3	81.7	119.6	96.4	81.9	71.4	96.5	99.5	96.0	91.9
2.2	1.3	4.8		17	18	2		6	11	6		60	72.3	66.5	-		72.6	64.3	55.1		100.4	96.7	-	93.8
2.2	2.3	3.0	1.4	35	51	13	8	24	30	19	15	209	110.6	89.8	75.2	62.6	102.7	86.4	76.6	63.6	92.9	96.2	101.8	91.8
				4	5	3	2	5	6	40	23	88	79.4	76.7	61.0	-	88.3	62.4	61.5	56.0	111.1	81.3	100.8	85.8
3.1	4.5	5.8	3.5	30	15	14	7	19	26	20	11	146	135.4	104.9	90.2	61.4	136.9	107.6	90.9	67.5	101.1	102.5	100.8	93.6
4.6	6.5	7.5	6.4	104	48	13	3	65	67	17	18	335	117.1	91.0	75.8	56.1	113.2	91.7	72.5	54.8	96.7	100.7	95.5	89.3
4.1	4.4	2.5	6.7	31	9	8	5	15	10	12	1	91	90.1	72.0	62.6	56.4	89.4	71.5	65.3	-	99.2	99.3	104.3	95.8

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT				
King's Coll	1	IIA	PR	88.2	69.9	69.8	48.8					75.8	95.6	80.0	4.8	21.7	FT	56.3	12.6	31.1		
Kutztown U of Pennsylvania	7	IIA	PU	113.9	93.1	70.9	52.8					93.2	96.8	99.4	16.7	14.7		77.9	11.0	11.0		
La Salle U		IIA	PR	111.5	85.2	73.5	62.7					84.2	81.4	88.1	2.1	9.4	FTO	54.2	20.3	25.4		
Lafayette Coll		IIB	PR	148.6	108.0	87.5	75.7					111.8	100.0	91.9	9.5	9.4	FTOV	61.5	27.5	10.9		
Lebanon Valley Coll	7	IIA	PR	88.0	77.4	65.4				-		75.1	100.0	100.0	8.8	11.5	FTOV	50.4	31.0	18.6		
Lehigh U		I	PI	168.6	115.4	103.9	102.1					130.8	94.7	84.8	9.9	10.2	FTOV	60.6	19.8	19.6		
Lincoln U		IIA	PU	103.4	86.4	76.0	69.8	63.4				81.4	96.2	83.8	9.6	16.0	F	41.9	38.1	20.0		
Lycoming Coll		IIB	PR	94.6	75.9	66.2	55.0					75.1	100.0	100.0	8.8	11.2	FFTV	71.6	22.2	6.2		
Mercyhurst U	1	IIA	PR	85.9	69.4	60.5	53.8	58.0				65.9	73.8	84.8	6.8	14.6	FTV	37.2	20.7	42.1		
Messiah U		IIA	PR	92.3	75.6	66.9		61.9				79.2	100.0	100.0	6.8	13.1	FpOV	63.6	22.0	14.5		
Millersville U of Pennsylvania		IIA	PU	118.4	93.5	74.5	-					96.5	96.5	100.0	18.1	15.0		81.1	18.1	0.8		
Misericordia U	7	IIA	PR	107.1	79.8	70.2						80.7	100.0	16.9	6.8	87.8	FfT	45.2	16.1	38.7		
Moravian U	1	IIA	PR	85.6	75.5	66.6	65.1	56.0				72.9	100.0	75.0	7.9	15.9	FpT	44.7	30.3	25.0		
Muhlenberg Coll		IIB	PR	99.3	82.6	70.8		60.6				81.4	87.8	100.0	6.2	13.8	FFTV	57.2	18.9	23.9		
Neumann U		IIA	PR	83.8	66.7	66.2	68.2					70.5	100.0	87.4	6.0	19.3	FFT	0.0	0.0	100.0		
Pennsylvania St U-IIA Campuses	7,43	IIA	PU	138.9	111.1	91.6	77.1	65.8				96.0	100.0	94.5	12.5	15.6	PO	39.2	19.8	41.1		
Pennsylvania St U-IIB Campuses	7,38	IIB	PU	113.1	92.8	80.2	70.8	63.0				82.1	99.9	92.1	13.7	17.1	PO	38.2	11.9	49.9		
Pennsylvania St U-Main Campus	7,37	I	PU	171.8	119.0	106.9	71.6	49.7				116.7	99.9	90.8	12.1	11.9	PO	48.2	17.8	34.0		
Pittsburgh Theo Sem		IIA	PR	108.3	90.6		-					94.5	100.0	100.0	9.6	18.4	FT	78.6	21.4	0.0		
Robert Morris U	1	IIA	PI	130.6	103.0	86.2		53.5				111.2	90.3	93.3	10.5	8.6	FFT	84.8	10.3	4.8		
Saint Joseph's U	55	IIA	PR	127.1	98.5	90.0						109.2	100.0	100.0	10.0	18.0	FFTV	87.5	12.5	0.0		
Saint Vincent Coll		IIA	PR	89.7	69.5	60.2	59.9					72.7	100.0	100.0	7.0	19.9	FT	61.1	21.1	17.8		
Seton Hill U	5	IIA	PR	100.7	77.3	71.3	62.2					76.6	98.0	81.4	6.9	20.6	FfTV	41.2	37.3	21.6		
Shippensburg U of Pennsylvania	7	IIA	PU	120.9	99.3	79.8	55.2					102.3	98.0	99.2	16.5	14.1		82.4	12.7	4.9		
Slippery Rock U of Pennsylvania	7	IIA	PU	119.9	96.1	77.9	57.1					93.1	97.5	99.7	15.7	14.1		62.6	29.4	8.0		
Susquehanna U		IIB	PR	90.1	79.1	76.2	59.4	78.1				78.5	94.4	78.5	9.1	16.0	T	53.5	34.0	12.5		
Swarthmore Coll	31	IIB	PI	162.9	119.6	98.2	-					129.3	94.5	95.5	10.1	12.1	PO	65.2	21.4	13.4		
Temple U	7	I	PU	170.6	116.2	94.5	72.7					121.7	90.4	94.6	9.0	13.4	FFTV	37.5	13.6	48.9		
Thomas Jefferson U	7	IIA	PI	135.2	105.5	87.2	76.6					98.4	100.0	83.3	9.0	12.0	FFTV	11.5	9.4	79.2		
U of Pennsylvania	66	I	PI	258.5	156.8	152.3						212.0	100.0	100.0	10.8	10.4	PpO					
U of Pittsburgh-Bradford	7,60	IIB	PU	88.9	86.5	67.1	58.5					73.6	100.0	100.0	9.9	9.2	FFTO	38.2	19.1	42.6		
U of Pittsburgh-Greensburg	7	IIB	PU	90.4	78.1	69.3	52.9					68.4	100.0	100.0	9.9	9.2	FFTO	32.4	14.9	52.7		
U of Pittsburgh-Johnstown	7	IIB	PU	97.3	76.3	63.2	57.7					71.4	100.0	100.0	9.9	9.3	FFTO	47.7	6.1	46.2		
U of Pittsburgh-Pittsburgh Campus	7,62	I	PU	151.4	103.7	88.1	60.6	50.2				106.8	100.0	100.0	9.9	9.9	FFTO	38.2	11.8	50.0		
U of Pittsburgh-Titusville	61	III	PU	-	-		66.5					70.9	100.0	100.0	9.9	9.2	FFTO	37.5	0.0	62.5		
U of Scranton		IIA	PR	118.4	100.6	80.8	-	65.3	75.7			97.4	93.8	100.0	10.1	18.7	FFT	60.1	23.1	16.8		
Ursinus Coll		IIB	PI	101.1	83.7	74.8	65.6					81.4	100.0	71.4	6.8	10.4	FFTV	51.9	24.1	24.1		
Villanova U	1	IIA	PR	156.6	115.3	89.9	65.0					116.0	90.2	87.9	8.7	9.4	FFTOV	49.0	14.6	36.4		
Washington & Jefferson Coll		IIB	PI	88.5	73.8	61.2						77.1	100.0	97.8	8.0	15.4	FT	78.3	17.4	4.3		
Waynesburg U	7	IIA	PR	76.8	64.0	59.2	54.7					64.7	100.0	97.3	7.0	24.0	FT	52.7	23.0	24.3		
West Chester U of Pennsylvania	7	IIA	PU	117.1	95.4	80.5	54.0					95.0	96.8	99.7	14.9	14.1		68.8	19.3	11.9		
Westminster Coll		IIB	PR	76.2	66.2	58.2	-	55.8				65.4	88.7	74.6	4.8	12.1	FFT	62.0	22.5	15.5		
Widener U		I	PI	119.0	82.5	76.1	70.9	64.9				88.4	91.0	84.8	4.8	16.8	FFT	50.5	27.1	22.4		
Wilkes U	7	IIA	PI	111.5	86.7	74.2	69.4					85.5	83.1	74.1	8.3	11.7	FFT	60.8	25.3	13.9		

Puerto Rico

U of Puerto Rico-Ponce		IIB	PU	80.8	67.3	56.6	45.8					65.3	80.5	80.5	12.3	10.7		70.1	10.4	19.5
Universidad Politecnica de Puerto Rico	20	IIA	PI	47.4	39.3	32.8	25.4					40.3	73.9	91.0	3.5	5.2		17.2	0.0	82.8

Rhode Island

Brown U	12	I	PI	205.8	139.1	114.2	83.1	98.0				157.4	96.7	100.0	9.8	6.5	O	63.0	15.9	21.1
Bryant U		IIA	PI	177.6	138.1	131.6		82.4				129.9	84.7	100.0	12.6	10.5	FTV	47.8	13.4	38.9
Comm Coll of Rhode Island	5	III	PU	81.9	64.1	58.8	-					68.9	100.0	84.6	19.2	12.9	Ff	67.1	32.2	0.7
Providence Coll		IIA	PR	131.1	104.5	86.1	92.4					102.0	82.1	100.0	10.1	12.5	FFTV	61.6	21.5	16.9
Rhode Island Coll		IIA	PU	116.3	94.3	71.3						97.0	97.3	91.3	9.1	16.3		79.5	11.7	8.7
Salve Regina U		IIA	PR	103.3	86.9	75.6	64.7	64.4				81.1	90.8	85.4	8.2	17.9		47.7	23.8	28.5
U of Rhode Island	7	I	PU	153.3	109.6	93.2		66.2				109.7	95.2	91.0	8.6	14.0	Fp	47.9	20.9	31.2

APPENDIX I

(7)				(8)								(9)													
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
0.1	0.8	10.2	0.0	26	23	19		23	26	13	5	135	86.8	68.3	72.4		89.8	71.4	66.1	48.8	103.5	104.5	91.3	98.0	
4.9	4.8	7.5	6.6	64	66	23	10	51	47	46	10	317	115.3	94.5	70.3	51.9	112.0	91.1	71.2	53.7	97.1	96.3	101.3	92.7	
0.0	0.4	0.7	0.0	16	27	26	3	17	38	41	9	177	106.5	86.9	76.5	56.7	116.1	84.1	71.6	64.7	109.0	96.7	93.6	95.9	
4.1	4.8	5.7	3.4	46	53	31	15	33	20	37	12	247	157.7	109.2	87.2	71.2	136.0	104.9	87.8	81.4	86.2	96.1	100.7	91.4	
3.0	3.3	3.6		22	23	21		14	17	31		129	86.6	78.0	66.2		90.3	76.6	64.9		104.2	98.1	98.0	94.6	
3.4	5.8	5.6	8.5	156	99	68	36	49	79	62	17	566	172.9	116.9	107.6	106.4	155.1	113.7	99.8	93.1	89.7	97.3	92.7	85.0	
1.3	5.5	5.4	4.0	12	14	17	6	5	15	19	8	105	103.6	89.1	75.1	68.6	103.2	84.0	76.9	70.8	99.6	94.3	102.5	91.6	
2.8	2.6	2.7	-	13	13	15	3	5	14	16	2	81	97.9	75.1	67.7	56.0	85.9	76.6	64.8	-	87.8	102.0	95.6	91.7	
2.0	1.3	1.1	2.0	20	15	29	3	5	14	41	11	145	88.5	69.1	62.4	49.4	75.7	69.6	59.2	55.1	85.6	100.7	94.7	86.9	
1.7	3.9	3.3		47	26	14		23	20	31		173	93.1	75.6	67.0		90.6	75.7	66.9		97.4	100.0	99.8	91.0	
4.2	5.9	8.1		45	54	33		40	51	35	1	259	120.5	92.9	75.5		116.1	94.1	73.5	-	96.4	101.3	97.3	97.0	
2.5	0.5	3.1		13	18	15		13	18	47		124	104.7	78.2	66.9		109.5	81.4	71.2		104.6	104.1	106.5	97.5	
2.8	4.1	6.0	3.5	16	17	17		14	34	41	8	152	87.5	72.8	66.5		83.5	76.8	66.6	65.1	95.5	105.5	100.2	96.4	
2.0	4.3	3.9		37	19	23		22	25	25		180	100.9	83.1	71.6		96.5	82.2	70.2		95.7	98.9	98.0	90.8	
2.5	2.5	5.3	-	8	14	11	1	12	13	25	3	87	79.5	64.7	68.2	-	86.6	68.8	65.3	70.0	109.0	106.3	95.7	102.9	
2.5	2.9	3.9	3.5	51	108	64	83	19	35	39	75	531	140.2	113.8	91.9	80.0	135.3	102.6	91.0	74.0	96.5	90.1	99.0	87.9	
2.5	2.9	3.6	4.2	87	139	62	151	52	121	70	258	1,055	111.9	93.9	82.6	72.3	115.2	91.5	78.0	70.0	103.0	97.4	94.5	90.8	
2.9	4.1	4.2	4.0	654	307	253	379	250	204	227	466	2,862	175.3	122.4	110.8	75.1	162.7	113.8	102.6	68.8	92.8	92.9	92.6	78.8	
				5	3		1		5			14	108.3	83.7		-		94.7				113.2		100.3	
0.9	1.4	0.6		44	24	11		36	26	16		165	135.1	108.3	87.7		125.1	98.2	85.3		92.7	90.7	97.3	87.5	
4.2	10.2	6.4		68	59	25		51	50	26		279	130.3	98.9	89.5		122.8	98.1	90.5		94.2	99.2	101.1	95.6	
3.8	4.7	5.7	3.0	21	24	15	2	7	8	11	2	90	91.0	71.0	62.4	-	85.8	64.9	57.2	-	94.3	91.4	91.7	88.4	
0.0	0.0	0.0	0.0	4	20	9	1	6	31	25	6	102	117.6	79.6	79.8	-	89.5	75.9	68.2	62.3	76.1	95.3	85.5	87.4	
4.1	4.1	7.0	11.8	56	67	15	5	35	41	16	9	244	121.3	100.0	81.0	54.9	120.3	98.2	78.8	55.3	99.2	98.2	97.3	94.5	
3.9	5.0	6.9	11.4	43	65	52	14	44	71	60	15	364	119.8	96.9	79.5	58.1	119.9	95.3	76.6	56.2	100.1	98.4	96.4	97.7	
3.3	4.7	4.8	6.3	16	25	22	8	9	28	27	3	144	88.6	81.5	75.5	56.7	92.7	76.9	76.8	66.6	104.7	94.3	101.7	99.4	
5.2	8.3	7.4		42	33	27	1	34	29	35		201	166.0	119.2	97.7	-	159.1	120.1	98.7		95.8	100.8	101.0	95.2	
3.3	3.9	4.6	3.8	266	293	251	20	140	259	257	40	1,526	179.9	119.7	97.9	68.9	152.8	112.2	91.3	74.6	84.9	93.7	93.2	84.2	
2.3	3.9	3.8	5.8	17	30	40	7	23	59	90	22	288	130.4	109.4	83.0	70.0	138.8	103.5	89.0	78.8	106.4	94.6	107.3	99.1	
5.2	7.2	6.9		432	134	125		175	102	130		1,098	266.8	160.4	159.2		238.0	152.0	145.7		89.2	94.7	91.5	82.5	
7.6	7.3	5.3	6.2	5	15	15	6	2	6	11	8	68	96.5	89.0	68.0	54.8	-	80.1	65.8	61.3	-	89.9	96.7	87.9	
4.3	4.5	4.9	6.3	3	11	8	11	3	12	13	13	74	92.7	76.2	70.0	54.1	88.2	79.9	68.9	51.9	95.1	104.9	98.4	99.0	
5.8	4.9	4.4	4.4	13	26	21	9	6	20	15	22	132	100.1	76.2	65.8	60.8	91.0	76.4	59.6	56.5	90.9	100.2	90.6	88.5	
4.5	6.1	5.5	5.6	352	267	243	69	212	248	337	94	1,914	162.7	108.1	94.6	64.2	132.5	98.9	83.4	58.0	81.5	91.5	88.2	79.5	
-	-		4.2	1	1				1		5	8	-	-				-		66.5		-		-	
4.5	4.4	5.5	-	64	42	32	2	27	27	33		273	120.2	105.6	81.7	-	114.2	92.7	80.0		95.0	87.8	97.9	89.6	
5.3	4.8	4.5	4.3	16	17	16	5	12	26	20	21	133	103.7	86.1	75.6	65.9	97.7	82.1	74.2	65.6	94.2	95.3	98.1	90.4	
9.9	10.5	8.2	6.4	157	138	94	28	68	105	133	32	755	159.8	116.3	89.8	63.3	149.3	114.1	89.9	66.5	93.4	98.1	100.2	87.0	
2.1	2.5	3.5		21	14	6		17	20	14		92	90.4	75.3	61.9		86.2	72.7	60.9		95.3	96.6	98.4	91.2	
2.2	2.6	3.1	2.9	14	7	9	3	8	9	14	10	74	77.7	60.8	61.0	60.2	75.2	66.4	58.0	53.0	96.7	109.3	95.0	91.2	
4.3	6.1	6.1	8.2	106	99	61	31	123	116	84	43	663	119.0	97.0	81.3	56.0	115.4	94.1	79.9	52.5	97.0	97.0	98.3	95.6	
1.2	3.5	13.9		11	11	10		7	14	7	1	71	77.4	69.7	56.7		74.4	63.4	60.3	-	96.1	91.0	106.4	92.4	
0.0	0.1	0.1	0.5	35	37	40	1	33	55	64	5	277	122.9	89.3	75.4	-	114.8	78.0	76.5	69.7	93.4	87.4	101.6	88.8	
1.8	2.5	4.1	2.1	18	37	14	5	11	35	29	17	166	111.9	88.4	76.5	71.0	110.8	85.0	73.1	68.9	99.1	96.3	95.5	89.7	
0.0	0.1	1.8	10.1	24	12	18	16	28	22	24	10	154	79.8	68.7	53.4	46.6	81.7	66.6	59.0	44.5	102.4	96.9	110.6	105.2	
				26	48	11	3	11	28	6	1	134	48.9	40.8	33.0	25.3	43.6	36.6	32.4	-	89.2	89.6	98.2	89.9	
4.4	5.9	8.3	0.3	299	105	90	18	116	85	72	19	920	206.3	139.8	117.4	90.2	204.5	138.2	110.2	76.4	99.1	98.9	93.9	85.6	
4.1	4.5	5.3		42	10	5		15	8	16		157	181.1	142.2	116.8		167.8	132.9	136.2		92.6	93.5	116.6	83.1	
0.9	6.4	3.2	-	38	20	43		75	39	69	2	286	84.0	63.7	59.0		80.8	64.4	58.8	-	96.2	101.0	99.6	99.1	
4.0	4.1	4.8	4.0	43	58	70	9	20	49	53	5	307	133.3	109.9	86.0	96.6	126.3	98.2	86.3	84.9	94.7	89.3	100.3	92.0	
-0.2	0.7	2.6		48	46	16		69	58	61		298	122.0	96.7	73.6		112.3	92.4	70.7		92.1	95.6	96.1	88.8	
3.5	4.6	6.6	3.8	18	10	8	2	8	26	23	3	130	102.3	86.8	80.5	-	105.6	87.0	73.9	67.8	103.2	100.2	91.8	92.3	
4.9	5.5	4.1		153	80	89		100	79	113		791	155.3	111.2	96.8		150.2	108.1	90.3		96.7	97.2	93.3	85.7	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
South Carolina																				
Citadel Military Coll of South Carolina		IIA	PU	98.7	83.7	77.2	60.7					84.5	100.0	100.0	23.8	11.4	None	57.4	32.2	10.4
Clemson U	7,23	I	PU	146.2	103.9	97.4	92.4	61.7				101.4	99.8	97.2	24.0	7.8	PO	48.2	19.4	32.4
Coastal Carolina U		IIA	PU	100.5	82.7	70.4	61.4	55.0				74.7	100.0	100.0	24.0	13.8	None	42.1	25.4	32.6
Coll of Charleston		IIA	PU	103.8	82.3	77.7	64.4					85.4	100.0	97.0	18.1	7.2		63.6	19.2	17.2
Converse U		IIA	PI	67.9	58.3	55.8	39.9					57.6	100.0	100.0	3.1	13.9	FpTV	53.8	37.6	8.6
Furman U		IIA	PI	108.2	87.0	74.7	—	48.7				90.9	100.0	100.0	9.2	10.5		66.7	20.3	13.0
Newberry Coll		IIIB	PR	62.9	60.2	58.5						59.8	65.6	95.1	5.4	12.3	FfTV	44.3	37.7	18.0
U of South Carolina Aiken	7	IIIB	PU	87.1	69.4	66.8	52.0					72.6	100.0	100.0	20.7	11.9		53.8	24.4	21.9
U of South Carolina Beaufort	7	IIIB	PU	88.1	72.4	67.6	57.4					70.7	100.0	100.0	21.8	12.2		54.2	21.9	24.0
U of South Carolina-Columbia	7	I	PU	143.2	102.2	90.2	58.8	89.3	52.1			99.0	100.0	100.0	21.8	8.7		44.9	15.3	39.8
U of South Carolina-Upstate	7	IIIB	PU	83.5	76.5	65.6	57.8					70.0	100.0	100.0	21.8	12.4		43.9	27.4	28.8
Wofford Coll		IIIB	PR	94.9	77.1	74.0	57.7					79.7	94.0	90.0	10.0	13.0		66.0	21.3	12.7
South Dakota																				
Augustana U		IIA	PR	77.3	67.6	57.5	45.0					64.3	100.0	73.4	5.7	21.9	PpTV	45.5	21.0	33.6
Dakota Wesleyan U	1	IIIB	PR	61.6	57.8	56.9	33.1					57.0	100.0	100.0	4.6	13.2	FFT	52.2	21.7	26.1
Mount Marty U	5	IIA	PR	72.0	62.7	76.3	45.3					69.6	90.9	63.6	5.0	8.8	FfTOV	61.4	22.7	15.9
U of Sioux Falls		IIA	PR	71.3	60.9	56.9	—					60.7	94.7	82.5	4.7	22.4	PpTV	57.9	15.8	26.3
Tennessee																				
Austin Peay St U	7	IIA	PU	91.3	75.7	66.1	53.9					76.4	57.2	96.4	15.5	18.5		59.7	27.4	12.8
Belmont U	5	IIA	PR	145.7	108.7	87.0	73.9					105.4	100.0	100.0	5.0	9.9	FTV	48.7	36.3	15.0
East Tennessee St U	7	I	PU	110.7	86.2	78.0	62.2	43.9				87.0	99.6	79.6	11.6	13.9	Pp	47.7	15.4	36.9
Freed-Hardeman U		IIA	PR	80.3	72.7	63.2	52.8					66.4	90.4	79.8	3.2	14.4	Pv	46.2	27.9	26.0
King U	20	IIA	PR	50.6	49.9	45.0	39.2					47.1	100.0	100.0	0.0	10.1	Fp	0.0	0.0	100.0
Lee U		IIA	PR	79.0	68.9	65.7		53.8				69.1	100.0	100.0	2.9	9.8	FfT	50.0	34.5	15.5
Maryville Coll		IIIB	PR									100.0	75.7				FfTV	59.5	23.0	17.6
Middle Tennessee St U	7	I	PU	106.3	84.7	75.6	56.2	52.8				82.9	99.9	99.9	12.7	14.2		54.8	17.4	27.8
Milligan U	1	IIA	PR	58.4	59.9	59.4	46.6					58.8	94.2	100.0	7.4	9.1	FfTV	67.4	26.7	5.8
Rhodes Coll	1	IIIB	PR	102.9	84.4	66.5	59.9					81.8	90.1	83.5	8.2	13.9	O	63.2	16.5	20.3
U of Memphis	1	I	PU	113.2	86.9	77.9	52.5					82.4	100.0	90.9	11.0	14.8	PpV	45.1	20.2	34.7
U of Tennessee-Chattanooga	1	IIA	PU	109.1	90.1	72.8	—	52.9	—			80.9	100.0	91.6	9.9	15.1	PpO	46.2	23.0	30.8
U of Tennessee-Knoxville	6	I	PU	159.7	110.5	93.3	68.3	66.6				110.4	98.7	90.0	11.0	11.4	Pp	46.3	18.6	35.1
U of Tennessee-Martin	1	IIA	PU	82.2	73.9	71.1	53.9	50.5				69.9	100.0	100.0	12.5	17.3	Pp	53.9	18.6	27.5
U of the South		IIIB	PR	111.4	88.0	71.0	58.2					84.3	82.9	79.4	12.1	12.0	FfT	56.5	16.5	27.1
Vanderbilt U	7	I	PI	215.1	131.5	117.5	65.4	74.0				150.1	100.0	100.0	4.8	6.3	P	51.1	17.6	31.3
Texas																				
Abilene Christian U	7	IIA	PR	98.2	79.9	72.1	58.1					79.9	100.0	100.0	8.0	13.8	F	49.3	19.9	30.8
Angelo St U	7	IIA	PU	83.9	73.3	67.7	49.5		67.2			69.1	99.7	93.3	6.3	11.1	O	44.7	23.0	32.3
Austin Coll	7	IIIB	PR	87.1	71.6	62.8	43.4					72.2	92.9	93.9	8.1	17.5	FTV	71.7	18.2	10.1
Austin Comm Coll District		III	PU	98.3	78.4	71.5						90.1	100.0	95.2	9.5	11.1		0.0	0.0	100.0
Baylor U		I	PR	150.6	107.7	99.3	80.0	75.5				110.3	95.2	95.1	12.3	11.5	FTV	46.6	15.0	38.4
Lamar U		I	PU	106.4	84.1	74.6	56.1					77.3	100.0	100.0	9.1	12.2	F	49.1	16.9	34.0
McMurry U		IIIB	PR	74.9	58.6	61.8	48.5					63.5	70.7	80.0	5.6	14.3	PfTOV	53.3	22.7	24.0
Our Lady of the Lake U	7	IIA	PR	97.0	76.0	64.9	56.0					74.9	100.0	69.9	6.7	16.8	FfT	34.0	31.1	35.0
Prairie View A & M U		IIA	PU	113.1	91.2	68.6	—	52.5				77.4	87.8	93.5	2.1	4.6		37.0	33.4	29.5
Rice U		I	PI	217.5	136.9	124.7	64.8	83.0				157.2	100.0	91.5	9.1	7.6	Ff	56.1	19.1	24.8
Saint Edward's U	7	IIA	PR	97.2	80.9	78.3	60.5	63.3				81.7	83.6	87.5	7.1	12.4	FfTOV	49.3	34.9	15.8
Sam Houston St U		I	PU	102.0	83.4	71.0	65.3	49.6				79.5	99.7	96.3	8.6	12.3	P	51.4	28.4	20.3
Southern Methodist U		I	PR	180.8	122.9	127.8	104.5	63.7	109.1			124.5	98.1	92.1	9.8	13.9	F	48.0	12.1	39.8
Southwestern U		IIIB	PR	93.7	79.1	67.5	47.6					77.1	86.7	88.3	8.4	13.3	FfT	59.2	20.8	20.0
St Mary's U	7	IIA	PR	118.6	82.7	80.7	58.5	37.2				91.6	79.9	77.9	7.1	11.5	FfTV	63.2	11.8	25.0
Texas A & M U-Coll Station		I	PU	161.5	111.0	104.1	77.3	58.9	95.2			117.5	100.0	100.0	13.0	8.9		48.9	14.9	36.2
Texas A & M U-Corpus Christi	1	IIA	PU	108.2	81.5	69.3	43.7					80.3	99.5	98.5	3.6	6.5	PpO	45.4	27.1	27.6
Texas Christian U	7	I	PR	158.0	117.5	94.1	86.3	78.1				118.0	100.0	89.3	7.8	12.5	FfTOV	49.3	12.9	37.8
Texas Lutheran U		IIIB	PR	78.4	68.1	62.6	—	54.7	93.0			70.1	94.7	100.0	5.3	11.8	FT	54.3	20.2	25.5
Texas St U		I	PU	104.8	87.8	78.1		52.1				76.1	100.0	100.0	6.9	13.3	None	40.6	16.3	43.1

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
3.4	4.8	4.8	7.6	46	30	40	9	19	31	17	10	202	101.1	88.7	79.9	61.5	93.0	78.9	70.9	59.9	91.9	88.9	88.6	88.2
3.7	4.6	4.7	4.4	291	200	145	35	89	133	124	27	1,452	149.0	106.0	101.9	99.6	136.8	100.6	92.1	83.1	91.8	94.9	90.3	78.6
5.0	5.7	3.5	4.1	73	57	56	7	27	48	59	5	473	102.8	81.0	72.4	61.8	94.1	84.7	68.6	60.8	91.6	104.6	94.6	88.5
4.3	4.7	5.9	5.0	94	91	53	18	56	84	65	44	505	105.4	84.6	74.5	69.1	101.3	79.8	80.4	62.5	96.1	94.4	107.9	91.8
2.9	1.7	1.9	6.7	10	7	14	2	8	24	22	6	93	73.9	61.5	55.1	-	60.4	57.4	56.1	37.8	81.8	93.3	101.8	89.9
				81	30	21	1	37	35	36	1	261	107.8	86.7	77.1	-	109.0	87.2	73.3	-	101.1	100.6	95.1	90.1
2.5	2.5	3.1		8	8	17		3	9	16		61	60.0	67.1	59.9		70.7	54.1	57.0		117.9	80.6	95.0	93.2
3.3	3.6	4.0	4.8	27	18	17	15	10	31	22	20	160	87.0	71.8	67.8	50.8	87.4	68.1	66.0	52.9	100.4	94.7	97.4	101.2
3.0	3.5	6.1	3.0	8	16	10	6	8	25	7	16	96	90.9	74.0	69.1	58.1	85.2	71.3	65.5	57.1	93.7	96.4	94.8	92.9
3.9	4.6	4.8	4.9	311	235	186	121	158	236	208	150	1,797	148.0	107.6	97.5	60.8	133.9	96.9	83.7	57.1	90.5	90.1	85.8	81.4
4.6	4.4	4.6	5.5	25	26	23	16	20	29	28	45	212	85.0	76.0	69.3	57.2	81.6	76.8	62.5	58.0	95.9	101.1	90.2	91.7
4.4	9.0	7.4	21.4	25	25	12	12	24	23	22	7	150	97.3	78.3	80.2	59.9	92.3	75.8	70.6	53.8	94.8	96.7	88.0	94.4
1.9	3.4	4.8	3.0	21	17	22	3	12	23	42	3	143	78.2	67.7	60.0	45.4	75.7	67.5	56.1	44.7	96.9	99.7	93.5	91.8
0.0	1.8	3.1	2.0	10	2	5	2	4	10	12	1	46	62.5	-	59.6	-	59.3	57.9	55.8	-	94.8	-	93.7	95.6
2.0	2.2	4.8	-	6	5	9	2	2	5	13	2	44	76.1	52.7	74.4	-	-	72.8	77.7	-	-	138.3	104.5	107.1
2.3	2.9	4.0	-	8	10	13	2	4	10	10		57	72.7	59.3	57.3	-	68.5	62.4	56.4		94.2	105.2	98.5	100.5
3.2	5.1	10.6	11.1	79	43	54	13	61	46	77	17	390	92.5	76.1	69.4	53.6	89.7	75.2	63.7	54.1	96.9	98.8	91.7	92.3
4.1	4.4	5.1	9.3	71	57	63	33	38	77	89	32	460	150.4	109.9	95.9	77.5	136.9	107.8	80.7	70.2	91.0	98.0	84.1	85.2
4.1	8.3	5.4	3.1	178	107	92	8	89	116	155	43	849	114.2	86.0	79.0	64.8	103.7	86.5	77.4	61.7	90.9	100.6	98.0	87.2
1.8	1.7	3.8	2.9	14	21	24	9	2	6	18	10	104	82.3	72.9	63.5	53.9	-	72.3	62.9	51.8	-	99.2	99.1	89.2
0.0	1.1	0.8	0.0	9	9	11	1	6	16	27	4	83	52.5	50.3	44.4	-	47.9	49.7	45.2	39.9	91.2	98.9	102.0	96.3
0.2	0.3	0.3		34	35	23		15	11	38		174	79.0	68.7	65.9		79.1	69.6	65.6		100.2	101.3	99.6	93.3
2.8	3.9	2.0	-	9	14	6		14	7	11		74												
4.7	4.9	5.8	5.1	202	118	76	16	127	96	99	32	950	109.2	85.5	79.3	54.3	101.7	83.9	72.8	57.1	93.2	98.1	91.7	87.8
2.3	1.0	2.6	0.0	20	16	12	1	11	12	12	2	86	57.5	62.1	62.6	-	60.0	57.0	56.3	-	104.2	91.7	89.8	95.1
				31	33	22	7	11	43	25	10	182	105.0	85.0	66.3	61.2	97.2	84.0	66.7	59.0	92.6	98.9	100.5	91.3
2.7	4.3	4.4	3.5	131	127	110	94	70	111	138	112	893	118.9	90.8	82.2	54.2	102.7	82.4	74.5	51.1	86.4	90.7	90.6	84.0
5.2	5.0	4.9		85	56	49		47	49	65	2	487	108.5	91.8	79.2		110.2	88.2	67.9	-	101.5	96.1	85.7	88.1
5.3	6.6	6.5	4.7	358	208	178	10	171	184	207	30	1,753	166.1	117.0	99.9	63.3	146.3	103.3	87.6	69.9	88.1	88.3	87.7	78.3
3.6	2.4	2.5	2.3	71	30	18	4	32	22	27	5	280	83.1	73.2	78.9	54.0	80.2	74.9	66.0	53.9	96.5	102.4	83.6	89.6
3.3	4.4	5.3	11.6	29	29	13	29	23	15	15	17	170	113.6	90.0	72.1	58.8	108.6	84.3	70.0	57.0	95.6	93.7	97.1	96.6
4.9	5.5	6.0		288	115	100		104	108	128	4	1,025	218.5	133.5	120.8		205.5	129.3	115.0	65.4	94.0	96.9	95.2	77.0
2.6	6.6	5.1	3.9	59	44	34	8	17	36	54	24	276	101.5	80.1	78.2	54.4	86.7	79.6	68.2	59.3	85.4	99.3	87.2	82.9
0.4	0.6	0.4	2.3	48	36	32	36	32	17	38	28	300	84.0	76.5	70.4	48.9	83.9	66.6	65.5	50.3	99.9	87.0	93.0	94.7
6.3	7.5	7.4	5.0	19	28	11	1	7	17	12	4	99	88.6	72.4	61.3	-	82.8	70.3	64.1	45.1	93.4	97.1	104.5	90.8
5.4	8.2	9.0		190	82	25		233	122	32		684	99.3	78.6	71.7		97.4	78.2	71.4		98.0	99.5	99.6	97.7
3.9	4.6	5.5	4.9	221	167	106		80	146	153	12	1,117	153.4	113.0	105.9		142.9	101.7	94.7	80.0	93.2	89.9	89.4	81.4
1.2	2.3	1.1	1.6	52	63	34	53	28	51	38	84	403	108.6	86.4	77.5	54.8	102.2	81.1	72.0	56.9	94.1	93.9	92.9	87.7
2.5	3.1	2.9	3.9	21	7	13	3	7	7	5	12	75	74.9	64.3	65.5	58.0	75.2	52.9	52.3	46.1	100.4	82.2	79.9	79.7
1.5	0.2	1.3	3.4	6	6	20	2	21	13	31	4	103	88.3	79.2	69.1	-	99.5	74.5	62.3	55.2	112.8	94.1	90.1	102.6
2.9	4.6	3.1	-	62	45	61	1	21	24	58		386	115.6	92.4	70.2	-	105.6	88.9	67.1		91.4	96.2	95.6	85.3
5.5	6.7	7.3	5.2	233	78	94	16	81	41	74	6	745	223.0	147.2	126.0	65.2	201.6	117.4	123.1	63.9	90.4	79.7	97.7	77.9
0.0	1.1	0.2	2.7	18	16	24	8	23	26	24	9	152	99.8	85.3	87.2	62.1	95.2	78.2	69.4	59.2	95.4	91.8	79.5	89.5
0.3	0.7	1.0	0.1	113	101	85	18	70	79	110	55	701	105.7	85.1	73.4	59.6	96.0	81.1	69.2	67.2	90.8	95.3	94.3	86.8
2.4	3.1	3.5	3.3	159	92	46	63	54	53	43	73	743	184.8	127.3	139.4	122.6	169.0	115.3	115.4	89.0	91.5	90.5	82.8	71.9
0.4	4.8	6.8	4.8	20	16	11	3	22	16	19	13	120	96.7	78.6	71.0	47.2	91.0	79.6	65.5	47.6	94.1	101.3	92.2	89.2
2.2	3.7	3.6	3.6	57	31	15	18	26	21	11	22	204	126.5	80.0	81.5	61.8	101.3	86.6	79.7	55.9	80.1	108.3	97.8	80.9
3.0	4.2	3.8	6.6	770	295	218	242	202	177	164	173	2,677	164.0	114.4	105.5	80.5	152.1	105.2	102.3	72.9	92.8	91.9	96.9	80.5
3.5	6.9	4.6	2.4	64	58	73	11	36	50	102	16	410	114.8	82.7	75.6	36.7	96.3	80.0	64.9	48.5	83.9	96.7	85.8	83.0
3.8	5.1	5.0	5.5	126	114	50	45	75	102	102	57	698	161.6	124.2	103.9	88.1	151.9	110.0	89.3	84.8	94.0	88.6	85.9	83.6
3.0	3.0	3.0	-	16	15	10		10	14	12	1	94	79.2	70.2	63.1		77.2	65.7	62.2	-	97.5	93.6	98.6	98.1
0.1	0.6	1.5		165	141	120		101	163	134		1,310	105.9	91.4	81.7		102.9	84.6	74.9		97.1	92.6	91.7	91.3

APPENDIX I

NAME	NOTES	(1)		(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	
Texas (continued)																			
Texas Tech U	1	I	PU	142.5	98.3	90.4	64.6	54.5	60.7	99.3	98.9	98.1	7.4	7.8	PO	50.7	23.8	25.5	
Texas Woman's U		I	PU	93.0	76.7	70.5	58.3	58.4		75.5	58.4	51.5	7.6	14.1	P	39.7	27.2	33.1	
Trinity U		IIA	PR	126.1	102.0	90.0	59.2	55.1		99.7	97.7	52.8	10.2	6.9	PpTOV	63.8	11.7	24.5	
U of Dallas	1	IIA	PR	103.2	88.7	74.5	57.0			81.0	91.7	84.1	6.0	16.7	FFT	51.5	25.8	22.7	
U of Houston		I	PU	165.2	111.8	103.5		67.0		113.4	100.0	100.0	8.0	8.8		52.9	17.1	30.0	
U of Houston-Downtown	1	IIA	PU	105.8	86.5	82.1	90.0	57.4		81.8	100.0	94.6	6.9	11.4	None	47.3	23.7	29.0	
U of St Thomas	7	IIA	PR	93.3	70.8	66.9	60.4	-		73.6	59.9	83.2	5.8	11.6	FTOV	46.0	5.8	48.2	
U of Texas Permian Basin		IIA	PU	93.7	85.1	77.1		61.4	68.1	76.2	100.0	100.0	16.1	20.4	None	33.1	28.9	38.0	
U of Texas at Austin		I	PU	201.9	135.8	119.6	65.3	76.3		137.6	99.9	97.8	8.4	7.7		53.1	15.0	31.9	
U of Texas at Dallas		I	PU	187.4	138.6	125.6		82.3		127.6	100.0	100.0	7.3	7.4		43.1	17.1	39.7	
U of Texas at El Paso		I	PU	125.2	92.3	91.1		59.8		87.2	100.0	100.0	8.5	13.3		42.8	21.1	36.1	
U of Texas at San Antonio		I	PU	134.8	96.0	89.0		56.0		89.9	99.2	95.6	10.3	11.6	None	45.6	17.5	36.9	
U of the Incarnate Word	1	IIA	PR	96.8	86.3	76.9	68.5			84.3	100.0	77.9	8.0	7.0	FTOV	24.7	53.8	21.5	
Utah																			
Salt Lake Comm Coll	1	III	PU	83.4	67.9	59.4	52.6	-		67.5	100.0	100.0	14.1	26.4	F	69.5	30.5	0.0	
Snow Coll		III	PU	81.3	70.3	63.5	61.8			66.9	100.0	100.0	15.2	27.8	F	52.7	36.0	11.3	
Southern Utah U	5	IIA	PU	95.7	73.9	65.5		52.7	65.3	71.3	100.0	96.0	14.7	20.1		38.5	28.9	32.6	
U of Utah	7	I	PU	144.7	104.9	97.1	68.9	69.8	39.9	105.7	100.0	100.0	14.2	11.4	P	51.3	22.0	26.7	
Utah St U	7	I	PU	125.9	94.1	79.6	55.0	66.7	-	92.8	100.0	100.0	15.6	16.6	P	46.9	21.1	32.1	
Utah Tech U		III	PU	90.7	77.7	67.9	58.0			74.5	100.0	98.2	14.7	22.9	F	50.0	36.5	13.5	
Utah Valley U		IIA	PU	103.6	85.4	78.5	92.2	60.3		82.7	95.6	88.6	14.1	23.1	F	44.8	31.4	23.7	
Westminster Coll	7	IIA	PI	88.7	72.1	64.8				76.0	93.7	85.6	5.7	13.6	FpT	0.0	0.0	100.0	
Vermont																			
Middlebury Coll		IIA	PI	148.2	111.5	98.6	87.6	89.0	76.6	121.4	100.0	100.0	12.8	12.8		63.6	23.6	12.8	
Saint Michael's Coll		IIA	PR	95.4	76.1	67.4	62.1			77.8	99.1	100	3.0	19.3	FT	57.9	22.4	19.6	
U of Vermont	7	I	PU	129.0	100.9	85.5	78.1	64.4		94.0	92.0	100.0	10.2	18.7	FO	52.3	9.7	38.0	
Virginia																			
Averett U		IIB	PR	68.5	59.0	52.9	45.6			58.6	100.0	100.0	5.5	15.7	FFTV	55.6	35.2	9.3	
Bluefield U		IIA	PR	53.5	46.4	49.7				49.7	-	79.3	-	20.0	FFT	0.0	0.0	100.0	
Bridgewater Coll	1	IIB	PR	76.2	65.9	58.8	54.7			63.7	100.0	89.0	2.6	1.5	FT	60.4	24.2	15.4	
Christopher Newport U		IIA	PU	116.4	90.3	82.9	72.8			89.6	100.0	90.7	11.0	18.3		53.9	23.6	22.5	
Eastern Mennonite U	48	IIA	PR	64.0	56.6	51.3	43.0			54.2	100.0	81.2	4.3	15.5	PpTOV	54.1	16.5	29.4	
Emory & Henry Coll	1	IIB	PR	73.0	70.3	65.5	50.4			66.9						37.8	18.4	43.9	
George Mason U	7	I	PU	157.7	110.3	97.6	76.8			117.2	99.9	99.9	11.0	12.4	FO	46.6	18.8	34.6	
Hampden-Sydney Coll		IIB	PI	100.8	79.3	71.4		58.0		81.0	97.0	80.8	9.3	9.7		58.6	23.2	18.2	
Hollins U		IIA	PI	86.6	67.2	59.7	55.9			66.8	100.0	100.0	8.0	9.4	FFTV	46.1	23.7	30.3	
James Madison U	7	IIA	PU	106.5	89.8	82.5	67.3			90.7	100.0	100.0	15.2	16.7	T	61.1	15.2	23.8	
Longwood U	1	IIA	PU	91.5	76.3	75.2	61.1	49.2		76.8	100.0	93.3	12.4	21.7	POV	58.2	31.4	10.5	
Old Dominion U	7	I	PU	135.0	97.9	87.9	49.4	65.6		96.3	96.1	86.3	9.6	16.5		48.6	18.0	33.4	
Radford U	1,46	IIA	PU	97.9	81.9	75.8	64.5			81.8	100.0	89.8	12.2	19.7	None	50.4	21.0	28.6	
Randolph Coll		IIB	PI	88.6	69.9	63.2	-			75.2	100.0	100.0	4.0	9.1	FT	71.7	17.0	11.3	
Randolph-Macon Coll	1	IIB	PR	88.8	71.9	74.5	55.1	63.0		77.2	100.0	100.0	4.8	10.2	FTO	63.9	20.2	16.0	
Roanoke Coll		IIB	PR	82.8	70.6	64.4	54.2			68.5	92.3	90.4	5.0	14.1	FpT	57.7	14.1	28.2	
Shenandoah U	7	I	PR	86.5	78.8	71.1	64.7	56.2		76.3	99.5	78.7	5.7	138.4	FFTV	0.0	0.0	100.0	
U of Lynchburg	7	IIA	PR	82.3	73.6	70.7	54.5			74.4	69.6	90.2	12.7	9.5	FFT	52.7	20.7	26.6	
U of Mary Washington	7	IIA	PU	93.9	79.8	69.0	62.3	73.4		81.9	100.0	89.4	12.1	19.2	None	68.2	16.5	15.3	
U of Richmond	7	IIA	PI	173.0	123.3	110.4	66.5	79.9	92.7	125.3	98.1	98.6	9.6	7.1	FpTV	57.0	16.8	26.2	
U of Virginia's Coll at Wise		IIB	PU	96.1	73.6	66.8	63.0			75.0	99.0	94.2	11.0	18.0	None	55.3	18.4	26.2	
U of Virginia-Main Campus	7	I	PU	203.5	129.8	104.4	96.8	62.7		148.3						56.1	14.3	29.6	
Virginia Commonwealth U	7	I	PU	153.8	108.0	82.7	66.5			103.5	98.9	31.7	10.6	14.7		40.4	15.2	44.5	
Virginia Poly Inst and St U	7	I	PU	164.6	116.8	100.9	60.2	-		118.2	100.0	100.0	11.7	12.7		51.8	20.5	27.7	
Washington and Lee U		IIB	PI	149.5	121.4	102.0	68.5			117.6	83.1	74.9	10.3	12.8	PfV	57.2	22.2	20.6	
William & Mary	7	I	PU	147.9	109.8	88.6	89.8	66.9		115.6	99.1	89.5	10.7	14.2		62.7	13.6	23.8	

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
3.8	4.0	4.9	7.9	283	264	206	12	113	145	183	9	1,502	147.9	101.7	94.3	74.7	128.8	92.0	86.0	51.0	87.1	90.5	91.2	78.3
3.1	4.5	5.6	5.2	25	34	34	6	62	96	119	32	423	94.1	78.3	73.3	55.3	92.6	76.1	69.6	58.8	98.4	97.2	95.0	94.8
1.8	3.5	2.1	2.5	52	43	15	28	46	33	17	19	265	133.6	101.6	94.3	59.4	117.6	102.5	86.1	58.9	88.0	100.8	91.3	94.0
10.4	11.3	9.3	5.0	15	38	12	12	3	22	13	17	132	106.4	88.4	73.1	58.1	87.1	89.3	75.7	56.3	81.9	101.1	103.6	89.4
2.4	3.8	3.4		325	199	129		116	130	102		1,431	171.5	115.8	108.9		147.6	105.6	96.6		86.1	91.2	88.7	77.2
5.4	6.7	5.3	3.4	49	50	35	8	26	45	46	1	355	107.8	87.4	88.9	87.1	101.9	85.5	76.9	-	94.6	97.8	86.5	89.3
0.3	2.2	2.5	6.9	18	32	25	2	13	19	21	6	137	89.5	69.3	68.2	-	98.6	73.2	65.3	60.6	110.2	105.6	95.8	100.6
4.2	0.5	0.2		23	18	31		7	10	18		166	95.3	90.0	81.6		88.3	76.2	69.5		92.7	84.7	85.3	81.1
3.9	6.5	6.5	0.5	660	268	215	16	282	213	184	5	2,677	208.1	140.7	125.5	63.9	187.3	129.6	112.6	70.0	90.0	92.1	89.7	76.2
4.3	5.2	4.2		210	109	92		49	47	61		941	191.9	140.6	134.4		168.2	134.0	112.3		87.7	95.3	83.5	73.3
3.4	3.9	3.7		128	107	100		42	77	66		814	128.9	93.2	92.3		113.9	91.1	89.2		88.4	97.7	96.7	81.3
4.5	4.5	3.6		189	128	91		65	77	78		996	139.8	96.4	92.6		120.2	95.4	84.9		86.0	99.0	91.7	79.4
-1.5	2.8	2.9	3.3	41	50	34	11	38	58	58	22	312	98.4	86.5	79.6	69.3	95.0	86.1	75.3	68.1	96.5	99.5	94.5	94.5
6.3	8.6	7.5	6.0	30	86	55	5	28	74	52	3	334	83.3	66.7	59.5	53.9	83.6	69.4	59.4	50.5	100.4	104.0	99.8	101.8
10.4	13.1	9.9	17.5	13	25	32	27	6	11	20	16	150	81.3	70.6	65.3	63.2	81.3	69.7	60.8	59.3	100.1	98.7	93.1	94.6
4.7	4.3	6.2		56	56	89		12	39	68		377	97.3	77.4	67.7		88.3	68.8	62.7		90.7	88.8	92.7	85.6
5.7	6.2	6.3	3.4	315	187	178	8	136	138	131	6	1,450	149.1	109.5	102.7	51.2	134.3	98.7	89.7	92.5	90.1	90.2	87.3	81.8
5.9	7.4	6.5	7.3	184	178	161	17	84	102	173	12	1,054	130.2	97.9	84.0	54.4	116.4	87.5	75.6	55.8	89.4	89.4	90.0	83.5
20.7	13.9	-4.3	-12.0	21	39	50	4	19	33	44	12	222	96.0	78.1	69.9	62.6	84.8	77.1	65.7	56.5	88.4	98.8	94.1	92.6
13.2	4.2	1.1	28.4	93	181	118	32	38	87	95	13	792	106.1	86.5	82.6	99.6	97.5	83.1	73.4	73.9	91.9	96.0	88.9	87.3
3.1	4.1	5.3		21	24	10		17	21	18		111	91.1	72.8	68.3		85.8	71.4	62.9		94.2	98.1	92.1	92.5
6.2	7.2	10.2	8.7	84	29	35	3	44	39	38	7	297	151.2	111.3	98.4	86.0	142.4	111.7	98.7	88.3	94.2	100.3	100.2	89.8
6.0	5.8	5.3	8.7	24	17	6	7	10	12	20	11	107	95.8	75.6	66.2	49.6	94.6	76.8	67.7	65.5	98.8	101.6	102.2	91.8
2.8	3.4	6.1	2.8	107	71	27	9	55	89	33	39	616	131.6	105.8	93.9	81.0	123.8	97.0	78.6	77.4	94.1	91.7	83.8	85.0
5.7	4.9	6.2	-	9	9	8	3	4	12	9		54	66.8	66.0	52.1	45.6	72.3	53.7	53.7		108.4	81.4	103.2	94.1
0.0	0.0	0.0		4	3	12			2	8		29	53.5	45.6	49.4			-	50.2		-	-	101.5	99.9
2.0	2.0	2.6	3.3	9	22	11	6	2	22	10	9	91	75.8	66.9	60.0	59.0	-	65.0	57.4	51.8	-	97.1	95.6	92.5
4.7	5.4	5.8	7.2	38	57	37	9	15	43	27	11	280	118.3	94.3	84.9	78.2	111.7	85.0	80.2	68.4	94.5	90.1	94.4	88.0
0.0	0.6	4.7	0.9	11	13	10	3	7	14	15	12	85	63.6	57.4	52.2	41.7	64.6	55.8	50.6	43.3	101.5	97.2	97.0	92.5
7.2	8.2	7.9	8.7	259	265	231	33	141	252	245	49	1,475	168.1	115.1	102.8	79.1	138.6	105.2	92.7	75.3	82.4	91.4	90.1	82.8
8.0	11.2	14.1		25	12	16		9	12	7		99	101.6	77.2	72.4		98.6	81.4	69.2		97.1	105.5	95.5	93.5
-10.0	-5.3	11.1	-39.0	8	6	6	10	10	12	14	10	76	91.8	71.2	62.3	60.3	82.5	65.2	58.6	51.5	89.9	91.7	93.9	89.7
5.5	5.8	6.3	5.8	216	139	81	64	163	145	136	104	1,048	109.6	93.3	86.7	68.4	102.4	86.4	80.0	66.7	93.4	92.6	92.3	89.3
8.4	2.6	3.8	10.1	29	47	31	1	26	37	44	3	239	91.8	76.3	75.8	-	91.1	76.3	74.8	62.4	99.3	100.0	98.7	97.2
5.2	6.6	6.9	5.0	165	117	81	2	59	84	115	3	856	141.6	99.2	94.2	-	116.6	96.2	83.4	49.9	82.4	97.0	88.5	76.9
5.0	6.0	7.3	5.7	76	55	48	24	57	65	82	55	462	102.0	81.7	80.3	62.5	92.5	82.0	73.3	65.3	90.7	100.4	91.3	90.0
0.3	1.2	4.2	-	9	6	5		12	12	7	2	53	93.8	70.1	61.0		84.7	69.8	64.7	-	90.3	99.5	106.0	93.1
0.4	0.3	0.6	3.3	24	12	10	5	23	17	15	4	119	89.5	73.2	78.5	57.8	88.1	71.0	71.9	51.6	98.4	96.9	91.6	93.8
0.0	1.0	0.0	0.0	23	25	7	17	21	21	15	27	156	84.6	70.3	68.1	56.8	80.7	70.9	62.6	52.6	95.4	100.8	92.0	92.3
1.4	1.3	1.4	0.4	24	39	27	1	23	46	42	6	221	89.7	75.3	69.6	-	83.2	81.7	72.0	63.6	92.8	108.5	103.5	98.9
1.1	1.4	4.5	2.1	29	31	22	2	22	36	37	5	184	86.4	74.7	68.1	-	76.9	72.7	72.3	53.1	89.0	97.3	106.3	94.7
5.0	5.1	5.9	5.4	42	41	11	3	41	40	25	3	236	98.5	82.8	63.9	68.6	89.2	76.8	71.3	56.0	90.6	92.7	111.5	92.1
5.7	6.8	7.5	4.6	73	72	25	29	52	64	49	21	423	184.5	129.6	115.5	68.6	156.9	116.1	107.8	63.7	85.0	89.6	93.3	85.8
7.9	0.4	3.2	4.7	16	20	11	6	9	11	9	21	103	98.5	74.6	69.4	64.0	91.9	71.7	63.7	62.8	93.4	96.1	91.7	88.2
3.9	5.2	7.6	7.3	425	234	209	3	177	219	200	2	1,546	209.0	135.6	110.9	100.8	190.2	123.7	97.5	-	91.0	91.2	88.0	79.4
4.5	6.4	7.3	8.0	159	224	219	40	73	228	275	53	1,271	160.4	111.4	85.5	67.7	139.3	104.6	80.5	65.6	86.8	93.8	94.1	84.6
6.3	7.7	6.6	7.8	458	339	350	144	145	205	247	145	2,034	168.4	118.8	105.4	60.2	152.6	113.4	94.6	60.1	90.6	95.5	89.7	82.7
12.4	-3.5	5.3	-1.6	65	27	21	22	30	20	31	27	243	152.2	120.0	97.6	67.9	143.6	123.2	105.0	69.0	94.3	102.6	107.5	89.1
4.7	5.0	6.2	19.0	164	112	60	6	95	74	59	11	656	154.4	110.4	97.3	73.3	136.6	108.9	79.8	98.7	88.5	98.7	81.9	85.0

APPENDIX I

NAME	NOTES	(1)		(3)								(4)				(5)	(6)				
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT			
Washington																					
Northwest U		IIA	PR	79.8	65.7	58.4	–					65.7	91.2	78.9	5.5	16.8	FpTV	35.1	63.2	1.8	
Pacific Lutheran U		IIA	PR	89.1	76.8	91.4	60.2			–		78.6	91.7	86.9	10.3	11.3	PTV	60.7	16.7	22.6	
Saint Martin's U		IIA	PR	69.3	67.6	62.2	62.0			52.9		65.4	100.0	100.0	5.1	12.2	FTOV	59.6	28.3	12.1	
Seattle U		IIA	PR	134.8	90.4	80.8	60.7					94.2							46.2	13.8	40.0
U of Puget Sound	7	IIA	PI	114.7	90.5	78.2	81.4			–		100.0	86.3	83.9	6.0	9.9	FTOV	64.9	16.6	18.5	
U of Washington-Bothell Campus		IIA	PU	134.5	107.1	95.4		–				109.7	94.0	99.5	8.7	9.2		50.3	13.6	36.2	
U of Washington-Seattle Campus	7	I	PU	162.9	117.6	104.4	55.8	86.3				131.3	91.8	98.3	8.4	8.0		61.8	16.5	21.7	
U of Washington-Tacoma Campus		IIA	PU	132.4	98.4	89.8	70.3	–				102.0	86.8	98.5	8.6	9.9		47.1	21.7	31.3	
Washington St U	7,42	I	PU	131.3	94.7	81.1	75.9	51.5				99.4	100.0	100.0	8.0	13.6	None	48.2	16.0	35.8	
Western Washington U		IIA	PU	124.1	100.2	79.3	62.3					97.3	96.2	99.7	9.3	13.9		63.0	16.4	20.6	
Whitman Coll		IIB	PI	122.0	95.5	82.6	69.2	73.4				94.9	92.6	98.8	10.6	8.5	FOV	64.2	10.5	25.3	
Whitworth U	7	IIA	PR	85.3	75.4	75.3	61.4	38.1				70.1	100.0	100.0	8.0	9.4		54.7	7.8	37.5	

West Virginia

Davis & Elkins Coll	7	IIB	PR	57.8	51.4	49.2	44.2					50.7	100.0	70.5	3.6	24.5	FpT	34.1	0.0	65.9
Marshall U	1	IIA	PU	86.8	76.6	68.6	42.2					74.6	100.0	100.0	6.1	8.6	P	60.6	22.1	17.3
Shepherd U	19	IIA	PU	78.8	66.8	64.2	50.3					67.1	100.0	70.5	6.0	12.4	PO	61.2	24.0	14.7
West Virginia Wesleyan Coll		IIB	PR	66.9	57.5	46.0						53.7	91.8	65.6	8.7	20.9	FFTV	63.9	23.0	13.1

Wisconsin

Beloit Coll		IIB	PI	81.3	66.5	61.2	51.2					68.5	87.8	69.5	6.7	19.7	FpTV	58.5	22.0	19.5
Carroll U		IIA	PR	94.5	76.0	74.4		69.1				76.3	93.4	66.9	8.3	15.2	FFT	28.5	17.2	54.3
Lakeland U		IIA	PR	76.0	65.1	65.4	66.3					67.8	100.0	64.9	3.0	23.3	FFT	45.9	29.7	24.3
Lawrence U		IIB	PI	98.2	80.7	70.7	60.6	59.3				77.9	93.0	81.9	8.0	13.7	PpTO	60.2	17.5	22.2
Marquette U	7	I	PR	134.3	99.9	93.1	66.7					98.2	100.0	100.0	8.0	11.9	FT	54.8	19.8	25.4
Milwaukee School of Engineering	1	IIA	PI	102.8	94.3	85.1	59.5					89.3	90.9	87.2	5.9	16.0	FTV	0.0	0.0	100.0
Ripon Coll		IIB	PI	82.9	71.7	58.5	–					70.9	100.0	80.8	6.0	14.8	FpTO	65.4	32.7	1.9
Saint Norbert Coll		IIB	PR	103.0	75.0	74.2						80.0	100.0	89.6	8.4	14.7	FFTV	64.3	35.7	0.0
U of Wisconsin-Eau Claire	7	IIA	PU	88.2	76.0	75.5	63.1	51.8				75.3	100.0	100.0	6.6	2.2	None	53.4	22.5	24.1
U of Wisconsin-Green Bay	7	IIA	PU	81.2	64.6	63.5		45.8				65.4	100.0	100.0	6.6	2.5	None	48.2	20.6	31.2
U of Wisconsin-La Crosse	7	IIA	PU	80.2	69.0	67.6	–	44.3				70.4	100.0	100.0	6.6	2.4	None	49.0	22.5	28.5
U of Wisconsin-Madison	7	I	PU	169.6	115.5	101.0	73.3	73.2	53.0			129.2	100.0	100.0	6.6	1.3	None	50.6	20.2	29.2
U of Wisconsin-Milwaukee	7	I	PU	113.8	77.9	73.7	49.9	41.5				83.3	100.0	100.0	6.6	2.0	None	53.2	10.9	35.8
U of Wisconsin-Oshkosh	7	IIA	PU	84.9	73.4	68.8	–	50.0				71.8	100.0	100.0	6.6	2.3	None	58.7	15.5	25.8
U of Wisconsin-Parkside	7	IIB	PU	90.3	72.8	75.2		51.0				71.8	100.0	100.0	6.6	2.3	None	39.2	15.0	45.8
U of Wisconsin-Platteville	7	IIA	PU	81.3	71.3	67.7	53.9	45.6				63.7	74.9	74.9	7.0	2.6	None	36.9	23.2	39.9
U of Wisconsin-River Falls	7	IIA	PU	82.6	77.6	70.2		46.6	–			73.6	100.0	100.0	6.6	2.3	None	56.9	27.5	15.6
U of Wisconsin-Stevens Point	7	IIA	PU	74.9	65.1	65.2	–	48.1	–			66.7	100.0	100.0	6.6	2.5	None	67.5	17.0	15.4
U of Wisconsin-Stout		IIA	PU	79.2	71.5	69.9		53.0	–			69.9	100.0	100.0	6.6	2.4	None	54.5	23.3	22.2
U of Wisconsin-Superior	7	IIA	PU	68.1	67.9	53.8		48.3				60.2	100.0	100.0	6.6	2.8	None	58.6	6.3	35.1
U of Wisconsin-Whitewater	7	IIA	PU	84.6	78.6	79.3		56.3	–			74.5	100.0	100.0	6.6	2.2	None	70.0	15.9	14.1

Wyoming

U of Wyoming	11	I	PU	121.0	92.3	83.9	71.6	65.2				92.7	100.0	96.5	16.5	17.7	P	50.6	19.0	30.4
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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
3.3	4.4	6.3	-	7	12	7		4	13	13	1	57	82.1	67.8	58.3		75.8	63.8	58.4	-	92.3	94.1	100.2	90.9
7.4	7.1	8.7	9.2	25	18	12	15	15	42	18	22	168	88.5	75.9	85.0	58.9	90.2	77.2	95.7	61.1	101.9	101.7	112.5	100.6
0.5	0.7	0.6	-	14	17	12	6	10	18	16	2	99	70.0	66.5	61.5	61.5	68.3	68.6	62.8	-	97.5	103.1	102.0	100.6
7.9	10.1	6.5	6.8	58	90	56	21	52	109	102	27	515	141.8	91.2	83.7	59.5	127.1	89.7	79.3	61.6	89.6	98.4	94.8	90.7
2.6	3.3	2.4	1.7	59	16	13	2	52	19	38	5	205	115.4	90.9	78.2	-	113.8	90.3	78.2	82.9	98.5	99.3	99.9	92.8
3.5	4.0	6.8		23	56	20		19	50	29		199	144.4	110.0	96.5		122.4	103.9	94.6		84.8	94.4	98.0	90.9
4.1	5.1	6.0	5.8	517	304	196	35	330	292	257	36	1,988	170.5	122.6	108.8	51.4	151.2	112.3	100.9	60.0	88.7	91.6	92.8	86.1
3.2	4.1	4.4	13.3	28	51	46	2	31	57	51	5	272	151.4	103.8	95.2	-	115.3	93.5	84.8	68.8	76.1	90.1	89.1	85.2
3.9	4.5	7.0	2.5	261	276	190	2	129	187	248	2	1,342	137.9	99.0	82.0	-	118.1	88.4	80.4	-	85.6	89.3	98.1	85.0
5.3	6.3	9.5	5.9	148	102	47	65	90	92	64	76	684	127.6	102.4	80.6	67.1	118.4	97.8	78.4	58.2	92.8	95.6	97.3	87.3
6.4	8.8	12.6	-	29	27	8	17	15	33	9	17	162	124.4	96.6	81.8	69.8	117.5	94.7	83.3	68.6	94.5	98.0	101.9	92.6
0.0	0.0	0.0	0.0	31	25	22	6	18	27	23	3	192	86.7	73.5	75.3	63.7	82.9	77.1	75.3	56.8	95.6	104.9	100.0	95.3
1.7	1.8	3.0	2.3	3	1	11	2	7	6	9	5	44	61.0	-	50.9	-	56.5	51.2	47.1	43.1	92.7	-	92.6	95.0
3.5	4.1	5.3	6.7	98	62	71	15	67	65	57	32	467	88.6	81.8	72.3	43.0	84.1	71.8	64.0	41.8	94.9	87.7	88.6	87.1
1.1	0.8	4.1	7.7	17	24	15	6	18	21	16	12	129	80.3	66.9	63.2	49.0	77.3	66.7	65.2	50.9	96.2	99.6	103.0	97.6
4.2	1.8	2.6		4	9	17		4	17	10		61	72.5	57.5	44.5		61.4	57.5	48.6		84.7	100.0	109.1	105.7
7.1	3.7	3.5	19.3	15	7	11	8	15	13	10	3	82	83.8	69.4	60.8	53.1	78.9	65.0	61.6	46.1	94.1	93.7	101.3	98.1
4.0	5.7	4.7		11	13	15		11	28	32		151	99.5	76.0	78.1		89.4	76.0	72.6		89.8	100.0	93.0	92.8
4.8	3.0	3.0	3.0	5	6	4	1	3	4	8	6	37	76.5	66.2	54.5	-	75.1	63.5	70.8	68.0	98.2	96.0	129.7	105.1
8.1	4.5	5.0	6.3	22	36	8	13	11	36	20	20	171	98.0	82.8	70.8	58.1	98.6	78.7	70.7	62.2	100.6	95.1	99.9	91.9
6.8	5.4	4.6	4.4	75	88	50	63	46	74	51	68	515	144.2	103.6	96.9	69.0	118.3	95.5	89.3	64.6	82.0	92.2	92.2	85.1
0.9	4.4	4.7	6.9	29	33	32	10	15	16	18	11	164	103.8	96.9	87.3	59.1	100.8	89.0	81.2	59.9	97.2	91.8	92.9	91.4
1.5	5.4	2.5	-	9	9	10	1	8	9	6		52	82.0	73.3	58.1	-	84.0	70.2	59.1		102.4	95.8	101.8	103.1
0.9	4.7	0.3		16	20	19		6	29	25		115	106.6	78.5	74.2		93.2	72.6	74.1		87.4	92.4	99.9	88.4
2.4	4.3	3.3	3.7	86	39	43	1	53	54	66	11	427	88.8	75.9	80.8	-	87.2	76.0	72.1	62.7	98.2	100.1	89.3	92.4
2.2	3.6	4.3		21	55	45		15	46	56		253	85.1	67.2	67.9		75.8	61.4	60.0		89.1	91.4	88.4	88.3
2.0	2.4	2.9	11.7	68	67	78		60	89	66	1	453	83.6	70.8	67.4		76.3	67.6	67.9	-	91.2	95.6	100.6	95.8
4.3	6.2	4.8	4.8	606	239	285	48	332	218	314	51	2,247	177.6	122.5	105.2	73.7	155.1	107.8	97.2	72.9	87.3	88.0	92.4	81.6
2.9	2.6	1.2	3.7	147	222	90	15	83	201	125	30	941	121.0	81.1	76.1	43.3	101.0	74.4	71.9	53.1	83.5	91.7	94.5	84.6
2.5	4.3	3.1		81	62	43	1	50	47	46	1	407	89.7	74.1	67.9	-	77.1	72.5	69.7	-	86.0	97.9	102.7	89.7
3.1	5.3	2.8	-	20	31	16		8	21	23		153	92.7	71.9	72.5		84.4	74.1	77.1		91.1	103.1	106.4	97.1
10.4	5.0	8.8		61	46	37	2	34	25	18	2	358	82.3	72.2	69.3	-	79.5	69.4	64.6	-	96.7	96.1	93.2	89.5
2.4	3.9	3.1	6.5	56	16	31		32	17	30		211	83.5	79.9	73.0		81.1	75.5	67.3		97.1	94.5	92.2	93.2
2.5	2.6	4.4	1.4	71	53	22		46	38	35	2	305	74.7	66.0	68.4		75.2	63.8	63.2	-	100.6	96.7	92.4	94.5
2.2	3.5	3.4		53	29	35		50	20	30		279	81.4	73.4	74.3		77.0	68.6	64.8		94.6	93.5	87.2	94.2
1.9	2.5	2.8	-	23	10	12		16	7	26		111	69.1	72.8	58.9		66.8	61.0	51.5		96.6	83.8	87.3	85.1
1.9	2.5	3.7		60	87	34		44	81	41		460	88.5	80.8	87.2		79.3	76.2	72.7		89.6	94.4	83.4	92.0
5.9	6.8	4.9	-	153	93	73	3	59	81	83	5	710	124.6	94.1	88.4	105.0	111.6	90.2	80.0	51.5	89.6	95.8	90.5	81.9

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)		(5)		(6)	(7)	(8)		(9)			
		CAT.	CTRL	AVG. SAL. (\$1000s)	RET.	MED.	RET.	MED.	DEP. TUITION	PCT. TEN.	PCT. INCR. CONT. FAC.	MEN	WOMEN	AVG. SAL.		EQUITY RATIO
Alabama																
Northwest-Shoals Comm Coll		IV	PU	61.1	100.0	100.0	12.2	15.7	f	61.0	6.4	34	43	60.9	61.2	100.6
Arizona																
Pima Comm Coll	51	IV	PU	72.4	100.0	100.0	11.0	9.7		0.0	12.6	113	132	70.4	74.1	105.3
California																
Clovis Comm Coll		IV	PU	99.4	100.0	100.0	18.0	14.5	None	59.3	1.8	48	43	100.5	98.2	97.7
Cuesta Coll		IV	PU	112.0	100.0	100.0	21.4	10.3	None	86.6		68	66	115.0	109.0	94.8
Fresno City Coll		IV	PU	103.2	100.0	100.0	16.9	13.9	None	68.0	1.8	144	137	103.6	102.8	99.2
Madera Comm Coll		IV	PU	103.1	100.0	100.0	16.9	13.9	None	69.1	1.8	33	22	106.3	98.4	92.5
Reedley Coll		IV	PU	102.5	100.0	100.0	16.9	14.0	None	72.2	1.4	54	43	103.0	101.8	98.9
Shasta Coll		IV	PU	103.4	100.0	100.0	18.9	10.4	None	77.3	9.0	68	51	104.7	101.6	97.1
Delaware																
Delaware Tech Comm Coll	45	IV	PU	82.8	100.0	100.0	23.0	16.2		0.0	3.6	134	247	82.5	83.0	100.6
Illinois																
Danville Area Comm Coll	4	IV	PU	61.8	-	100.0	-	1.8	F	90.8	3.1	27	38	65.0	59.5	91.6
Iowa																
North Iowa Area Comm Coll		IV	PU	63.7	93.3	93.3	10.1	29.1	0	0.0	1.2	33	27	65.7	61.3	93.3
Maine																
Central Maine Comm Coll		IV	PU	59.2	100.0	94.6	13.1	28.8	Ff	0.0	6.6	30	26	61.2	57.0	93.1
Nebraska																
Central Comm Coll		IV	PU	63.9	100.0	100.0	9.8	33.8	FT	0.0	4.5	79	78	62.5	65.2	104.4
Nevada																
Coll of Southern Nevada	1	IV	PU	80.2	91.8	90.2	15.2	10.6		77.9	3.5	259	230	80.2	80.1	99.8
New Mexico																
Clovis Comm Coll	7	IV	PU	52.3	33.3	71.1	24.2	22.9	P	0.0	-3.7	13	32	49.4	53.4	108.1
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	59.7	100.0	100.0	15.7	13.6	None	0.0	5.0	55	28	59.3	60.5	102.0
Texas																
Central Texas Coll		IV	PU	63.5	100.0	79.9	15.0	15.2	POV	0.0	2.6	59	80	64.5	62.8	97.2
Texas Southmost Coll	1	IV	PU	54.9	95.8	100.0	7.6	16.4	F	0.0	0.0	48	48	53.2	56.6	106.4
Vernon Coll		IV	PU	56.5	97.5	100.0	8.9	17.6	None	0.0	-8.3	35	44	57.4	55.8	97.1
Wharton County Junior Coll	1	IV	PU	56.9	100.0	100.0	8.0	13.2	F	0.0	2.0	65	96	55.8	57.6	103.1
Wisconsin																
Gateway Tech Coll		IV	PU	87.5	98.5	85.9	7.4	24.1		0.0	5.4	113	150	87.2	87.8	100.7

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month contracts to 9-month equivalent: 0.75.
2. Factor used to convert 12-month contracts to 9-month equivalent: 0.76596.
3. Factor used to convert 12-month contracts to 9-month equivalent: 0.8.
4. Factor used to convert 12-month contracts to 9-month equivalent: 0.81.
5. Factor used to convert 12-month contracts to 9-month equivalent: 0.818.
6. Factor used to convert 12-month contracts to 9-month equivalent: 0.8181.
7. Factor used to convert 12-month contracts to 9-month equivalent: 0.81818.
8. Factor used to convert 12-month contracts to 9-month equivalent: 0.8182.
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: 0.862.
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. Assumption University now assigns rank to professors of practice. These faculty were previously reported as instructors, per the survey instructions.
22. Beginning in the 2021–22 academic year, there are no longer any full-time primarily instructional faculty with 11- or 12-month contracts.
23. Benefits data estimated from last year’s data.
24. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
25. By terms of the collective bargaining agreement, full-time faculty at Stony Brook University receive “location pay” of \$3,026 each to account for the high cost of living in the region. Location pay is included in salary amounts.
26. Davidson College provides employees \$750 or \$1,500 toward a Health Savings Account (HSA) for those who elect the high-deductible health plan. HSA contributions are not reflected in this year’s AAUP survey.
27. Due to the restricted reporting format on Form 2 where figures are asked to be reported by a gender binary (i.e., men and women), one instructor who identifies as nonbinary for their gender identity has been categorized as a woman based on their biological sex.
28. Duke University excluded non-tenure-track faculty members from the data reported to the AAUP.
29. Emory University excluded non-tenure-track faculty members from the data reported to the AAUP.
30. Employee retirement plan temporarily reduced. Medical degree is a DNP (Doctor of Nursing Practice).
31. Excludes the college’s substantial contributions to Health Savings Accounts for faculty opting into High Deductible Health Plans, grossly underrepresenting the college’s contribution to employee health care.

32. Faculty contracts indicate a maximum employer contribution to defined-contribution retirement plans of 11 percent of base salary, but administration has calculated an average cost of 16.85 percent for all retirement programs.
33. Faculty who have an institutional rank of lecturer and receive a postdoctoral fellowship are reported under the rank of lecturer.
34. Franklin College included additional stipends in the prior year's salaries.
35. GCSU faculty are on 10-month contracts.
36. In an effort to continue to stay competitive with peer institutions in the recruitment and retention of high-quality teaching-focused faculty, new teaching streams were implemented in 2022–23. The salary level for the “teaching stream” was adjusted relative to “clinical” and “of practice” streams, all of which are ranked positions but not tenure eligible. New titles for those with doctorates or approved terminal degrees: lecturer → assistant teaching professor; senior lecturer → associate teaching professor; principal lecturer → full teaching professor.
37. 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 which are not a true reflection the salary structure at Penn State for a tenure/tenure-track faculty member.
38. 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 which are not a true reflection the salary structure at Penn State for a tenure/tenure-track faculty member.
39. 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.
40. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
41. Includes Chalon and Doheny campuses.
42. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
43. 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 which are not a true reflection the salary structure at Penn State for a tenure/tenure-track faculty member.
44. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.

45. Includes Owens, Stanton/George, and Terry campuses.
46. Includes Radford University Carilion, formerly known as Jefferson College of Health Sciences.
47. Includes U of Arizona–South.
48. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
49. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
50. Northern Illinois University made substantial revisions to its reporting methodology in 2023. Some results may not be comparable with prior years.
51. Only includes full-time faculty members on 9-month contracts. Excludes full-time faculty members on 12-month contracts.
52. 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).
53. Retirement benefits are estimated based on a percentage of total pay per the HR office.
54. Retirement benefits for 2021–22 include a one-time contribution representing nine months of contributions that were temporarily suspended in 2020–21.
55. Saint Joseph’s University merged with University of the Sciences June 1, 2022. Retirement and medical expenditures are based on fringe budget percent of salary.
56. Salary includes a special 7 percent benefit for all benefits-eligible faculty over the age of 40.
57. Salary includes university-funded (not grant-funded) research allowances paid to faculty on 9-month contracts.
58. St. Francis College contributes 25 percent of the medical insurance deductible into employee Health Savings Accounts.
59. Starting in 2020–21, data are reported for total university rather than by campus.
60. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford.
61. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford. In fall 2020, the University of Pittsburgh at Titusville converted its academic programs into a multi-institution education and training hub. The University of Pittsburgh at Titusville Education and Training Hub operates as a shared campus, providing a range of education and workforce training programs.
62. The University of Pittsburgh has reclassified many teaching faculty from instructors into the professor rank categories.
63. USNA faculty are on 10-month contracts; salary numbers are reported out as accurately as possible given the difference in contract length.
64. University formerly known as Indiana University–Purdue University–Fort Wayne.
65. University of Notre Dame excluded non-tenure-track faculty members from the data reported to the AAUP.
66. University of Pennsylvania excluded non-tenure-track faculty members from the data reported to the AAUP.
67. 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.

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Alabama										
Northwest-Shoals Comm Coll		IV	PU	102	1,404	1,404	1,404	No	No	Semester
Troy U		IIA	PU	573	2,286	2,409	2,286	No	No	Semester
U of Montevallo		IIA	PU	91	2,300			No	No	Semester
U of North Alabama		IIA	PU	329	2,400	3,000	2,482	No	No	Semester
Arizona										
Embry-Riddle Aero U-Prescott		IIB	PI	55						Semester
Arkansas										
Harding U		IIA	PR	109	2,700	2,700	2,700	No	No	Semester
Hendrix Coll		IIB	PR	22	3,000	3,800	3,026	No	No	Semester
John Brown U		IIA	PI	36	2,655	4,779	3,223	No	No	Semester
Lyon Coll		IIB	PR	20	2,250	3,335	2,544	No	No	Semester
Southern Arkansas U Main Campus		IIA	PU	27	2,100	3,000	2,316	No	No	Semester
California										
California Baptist U		IIA	PR	531				No	No	Semester
Clovis Comm Coll		IV	PU	179	2,731	3,924	3,327	No	No	Semester
Cuesta Coll		IV	PU	313	3,495	6,465		Some	Some	Semester
Fresno City Coll		IV	PU	752	2,731	3,924	3,327	No	No	Semester
Fresno Pacific U		IIA	PR	715	2,035	2,882	2,490	Some	Yes, all	Semester
Harvey Mudd Coll	73	IIB	PI	10	8,500	9,000	8,577	No	No	Semester
Madera Comm Coll		IV	PU	98	2,731	3,924	3,327	No	No	Semester
Mount Saint Mary's U	77	IIA	PR	324	6,075	6,075	6,075	No	No	Semester
Occidental Coll	89	IIB	PI	84	8,000	11,250	9,462	Some	Some	Semester
Otis Coll of Art and Design		IIB	PI	257	5,417	5,700	5,558	Some	Some	Semester
Pitzer Coll		IIB	PI	35	8,500	8,500	8,500	Some	Some	Semester
Pomona Coll	99	IIB	PI	63	7,000	15,453	8,729	Some	Some	Semester
Reedley Coll		IV	PU	219	2,731	3,924	3,327	No	No	Semester
Saint Mary's Coll of California		IIA	PR	234	5,168	9,480	7,159	Some	Some	4-1-4
Scripps Coll	88	IIB	PI	31	7,020	8,500	7,835	Some	Some	Semester
Shasta Coll	91	IV	PU	180	2,994	3,742	3,368	Some	No	Semester
U of San Diego		IIA	PR	179	5,775	9,750	6,838	No	No	4-1-4
Whittier Coll		IIB	PI	36	4,650	4,650	4,650	No	No	4-1-4
Colorado										
Colorado St U Pueblo		IIA	PU	205				Yes, all	No	Semester
Fort Lewis Coll		IIB	PU	106	3,300	3,300	3,300	Some	Some	Semester
U of Colorado Boulder		I	PU	670	2,000	17,250		No	Some	Semester
U of Northern Colorado		I	PU	189	3,150	4,635	3,696	Yes, all	Some	Semester
Connecticut										
Albertus Magnus Coll		IIA	PR	105	3,000	5,000	3,000	No	No	Semester
Central Connecticut St U	72	IIA	PU	432	5,322	6,243	5,784	Some	Some	Semester
Connecticut Coll		IIB	PI	85	6,000	6,000	6,000	No	No	Semester
Quinnipiac U		IIA	PI	605	4,425	5,275	4,850	Some	Some	Semester
U of Hartford		IIA	PI	591	3,705	8,500	3,752	Some	Some	Semester
U of New Haven		IIA	PI	441	2,505	9,090	3,858	Some	Some	Semester
U of Saint Joseph		IIA	PR	213	2,800	5,830	4,315	No	No	Semester
Delaware										
Delaware Tech Comm Coll	82	IV	PU	511	1,488	2,273		No	No	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.	
District of Columbia										
Catholic U of America		I	PR	312	1,050	24,000	4,624	No	No	Semester
Florida										
Beacon Coll		IIB	PI	2	3,000	3,000	3,000	No	No	Semester
Bethune-Cookman U		IIA	PR	69	1,800			No	No	Semester
Eckerd Coll		IIB	PR	26	2,000	6,000	3,150	No	No	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	59						Semester
Florida Ag and Mech U		IIA	PU	153	2,000	10,000	5,680	No	No	Semester
Florida Gulf Coast U		IIA	PU	277	3,100	3,100	3,100	No	No	Semester
Florida International U		I	PU	1,831	3,000	21,000	4,125	No	Some	Semester
Florida Poly U		IIB	PU	34	4,000	6,000	5,000	No	No	Semester
Jacksonville U		IIA	PI	200	1,000	5,000	2,811	No	No	Semester
New Coll of Florida		IIB	PU	19	4,000	8,000	5,080	No	No	4-1-4
Southeastern U		IIA	PR	390	1,800	2,250	1,988	No	No	Semester
U of South Florida	107	I	PU	261	780	14,478	3,480	No	No	Semester
Georgia										
Agnes Scott Coll		IIB	PR	48	4,000	5,000	4,100	Some	Some	Semester
Berry Coll		IIA	PI	44				Some	No	Semester
Clayton St U		IIA	PU	100	2,350	3,250	2,599	Some	Some	Semester
Georgia Coll & St U		IIA	PU	47	1,500	6,000	2,356	No	No	Semester
Oglethorpe U		IIB	PI	57	2,475	2,475	2,475	Some	Some	Semester
Spelman Coll		IIB	PI	84	3,800	4,500	4,150	Some	Some	Semester
U of North Georgia		IIA	PU	227				Some	Some	Semester
U of West Georgia		I	PU	171	2,500	6,000	4,866	No	No	Semester
Wesleyan Coll		IIB	PR	60	2,400	4,000	3,200	No	No	Semester
Idaho										
Coll of Idaho		IIB	PI	32	1,000	1,000	1,000	No	No	4-1-4
Lewis-Clark St Coll		IIB	PU		3,600	3,945	3,773	Some	Some	Semester
Illinois										
Augustana Coll		IIB	PR	46	5,600	10,000	6,337	Some	Some	Semester
Danville Area Comm Coll		IV	PU	50	2,190	2,190	2,190	Yes, all	No	Semester
Dominican U		IIA	PR	185	1,200	5,100	3,085	No	No	Semester
Illinois Coll		IIB	PR	16	2,475	4,500	3,103	No	No	Semester
Knox Coll		IIB	PI	5	3,500	6,000	4,300	No	No	Quarter
Lake Forest Coll		IIB	PI	80	5,300	11,031	5,836	Some	No	Semester
Lewis U		IIA	PR	324	2,463	3,651		No	No	Semester
Lincoln Christian U		IIA	PR	33	2,100	2,100	2,100	No	No	Semester
Loyola U Chicago	103	I	PR	901	4,000	12,000	6,000	No	No	Semester
McKendree U		IIA	PR	108	1,875	2,025	1,950	No	No	Semester
Monmouth Coll		IIB	PR	26	4,000	5,000	4,500	No	No	Semester
North Park U		IIA	PR	341	1,000	4,290	2,523	No	No	Semester
Northern Illinois U		I	PU	1,052	632	29,513	7,627	No	No	Semester
Olivet Nazarene U		IIA	PR	129	2,250	3,000	2,500	No	No	Semester
Roosevelt U		IIA	PI	375	2,100	5,694	4,372	No	No	Semester
Saint Xavier U		IIA	PR	257	1,299	9,200	3,750	Some	No	Semester
Trinity Christian Coll		IIB	PR	73	2,160	2,940	2,380	No	No	Semester
U of St Francis		IIA	PR	95	2,100	2,850	2,721	No	No	Semester
Waubonsee Comm Coll		III	PU	289	2,991	2,991	2,991	Yes, all	No	Semester
Wheaton Coll		IIA	PR	172	2,805	3,672	3,300	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Indiana										
Bethel U-Indiana		IIA	PR	78	2,100	2,250	2,217	No	No	Semester
Earlham Coll		IIB	PR	9	3,000	6,000		No	No	Semester
Goshen Coll		IIB	PR	37	3,000	3,900	3,231	No	No	Semester
Hanover Coll		IIB	PR	12	6,000	10,500	6,536	No	No	4-1-4
Indiana St U		I	PU	159	2,850	7,609	3,877	No	No	Semester
Manchester U		IIB	PR	22	2,550	4,500	3,116	No	No	4-1-4
Marian U		IIA	PR	149	1,800	7,200		Some	No	Semester
Rose-Hulman Inst of Tech		IIB	PI	10	4,500	8,500	6,150	No	No	Quarter
U of Southern Indiana		IIA	PU	291	2,340	4,437	2,692	No	No	Semester
Valparaiso U		IIA	PR	70	2,475	7,500	3,318	No	No	Semester
Iowa										
Coe Coll		IIB	PR	34	3,500	10,000	5,069	Some	Some	Semester
Cornell Coll		IIB	PR	32	3,000	6,526	4,108	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	23	1,000	3,000	3,000	No	No	Semester
Loras Coll		IIB	PR	29	2,385	2,385	2,385	Some	Some	Semester
North Iowa Area Comm Coll		IV	PU	31	1,332	2,189		Some	No	Semester
Northwestern Coll		IIA	PR	123	1,042	4,168	3,126	Some	No	Semester
Upper Iowa U		IIA	PI	559	2,100	2,550	2,325	No	No	Semester
Kansas										
Kansas Wesleyan U		IIB	PR	26	2,400	4,800	4,156	No	No	Semester
McPherson Coll		IIB	PR	13	2,550	3,750	2,850	No	No	4-1-4
Ottawa U-Ottawa		IIB	PR	500	1,200	3,500	2,350	No	No	Semester
Washburn U		IIA	PU	122	1,000	6,000	1,976	No	No	Semester
Wichita St U		I	PU	284				Some	Some	Semester
Kentucky										
Berea Coll	88	IIB	PI	15	4,200	6,500	4,735	Some	Some	Semester
Centre Coll		IIB	PR	8	4,750	7,800	5,850	Some	Some	4-1-4
Georgetown Coll	87	IIA	PR	65	1,950	2,588		No	No	Semester
Kentucky Christian U		IIB	PR	56	1,200	2,100	1,600	No	No	Semester
Kentucky Wesleyan Coll		IIB	PR	53	1,440	2,700	1,928	Some	No	Semester
Morehead St U		IIA	PU	92	3,000	3,000	3,000	No	No	Semester
Murray St U		IIA	PU	113				Some	Some	Semester
Transylvania U	71	IIB	PR	17	3,500	4,000	3,735	No	No	4-1-4
U of Pikeville		IIB	PR	49				No	No	Semester
Western Kentucky U		IIA	PU	361	1,692	2,280		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	43	1,400	2,800	2,229	No	No	Semester
Loyola U New Orleans	90	IIA	PR	172	3,000	7,500	4,000	Some	Some	Semester
U of New Orleans		I	PU	136	2,250	9,000	4,064	No	No	Semester
Maine										
Bates Coll		IIB	PI	15	11,000	13,500	11,967	Some	No	4-1-4
Central Maine Comm Coll		IV	PU	142	2,790	2,790	2,790	Some	No	Semester
U of Maine		I	PU	249	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Augusta		IIB	PU	142	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Farmington		IIB	PU	48	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Fort Kent		IIB	PU	27	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Machias		IIB	PU	19	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Presque Isle		IIB	PU	54	3,324	5,565	4,233	Some	Some	Semester
U of New England		IIA	PI	115	2,535	4,200	2,685	No	No	Semester
U of Southern Maine		IIA	PU	435	3,324	5,565	4,233	Some	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.	
Maryland										
Bowie St U		IIA	PU	202	3,000	4,800	3,300	No	No	Semester
Coppin St U		IIA	PU	109	2,036	4,500	3,037	No	No	Semester
Frostburg St U		IIA	PU	105	2,220	2,440	2,323	Some	Some	Semester
Goucher Coll	88	IIA	PI	42		4,580	4,580	No	No	Semester
Hood Coll		IIA	PI	123	2,880	4,120		No	No	Semester
Howard Comm Coll		III	PU	624	2,535	4,068	3,098	No	No	Semester
Loyola U Maryland		IIA	PR	108	4,000	7,000	4,703	No	No	Semester
McDaniel Coll		IIA	PI	450	3,376	3,825	3,601	No	No	4-1-4
Montgomery Coll		III	PU	1,046	1,260	1,475	1,368	Some	No	Semester
Notre Dame of Maryland U		IIA	PR	125	1,000	2,650	1,000	No	No	Semester
Salisbury U		IIA	PU	191	2,400	6,325	3,195	No	No	4-1-4
Towson U	68	IIA	PU	826	4,000	4,840	4,387	No	Some	Semester
U of Maryland Eastern Shore		IIA	PU	73	2,289	4,161	3,225	No	No	Semester
United States Naval Academy		IIB	PU	50	6,000	6,000	6,000	No	No	Semester
Washington Coll		IIB	PI	33	1,000	9,333	3,046	No	No	Semester
Massachusetts										
Bentley U		IIA	PI	189	6,800	6,800	6,800	No	No	Semester
Boston Coll		I	PR	649	6,850	7,755	7,361	No	Some	Semester
Coll of Our Lady of the Elms		IIA	PR	98	2,500	3,000	2,638	No	No	Semester
Coll of the Holy Cross		IIB	PR	39	6,850	10,275	7,138	No	No	Semester
Emerson Coll		IIA	PI	318	7,028	12,384	7,753	Some	Some	Semester
Emmanuel Coll		IIA	PR	93	4,950	5,500	4,975	No	No	Semester
Endicott Coll		IIA	PI	483	3,900	5,700	4,800	No	No	Semester
Holyoke Comm Coll		III	PU	168	3,396	4,101	3,538	No	No	Semester
Lesley U		IIA	PI	186	4,203	13,890	5,243	No	No	Semester
Massachusetts Coll of Liberal Arts		IIB	PU	34	2,083	8,332	6,249	No	No	Semester
Mount Holyoke Coll	88	IIB	PI	19	8,500	11,494	9,308	No	No	Semester
Springfield Coll		IIA	PI	207	2,870	3,513	3,413	No	No	Semester
Stonehill Coll		IIB	PR	80	4,340	5,187	4,798	No	No	Semester
U of Massachusetts-Dartmouth		IIA	PU	176	4,203	5,451	4,779	Some	Some	Semester
Michigan										
Adrian Coll		IIB	PR	91	1,800	3,000	2,250	No	No	Semester
Albion Coll		IIB	PI	21	3,500	5,000	3,733	Some	No	Semester
Alma Coll		IIB	PR	7						4-1-4
Aquinas Coll		IIB	PR	82	1,968	3,327	2,344	No	No	Semester
Central Michigan U		I	PU	248	3,300	3,300	3,300	No	No	Semester
Davenport U		IIA	PI	221	1,496	3,865	2,391	No	No	Semester
Eastern Michigan U		I	PU	443						Semester
Ferris St U		IIA	PU	97	3,663	5,196		Some	No	Semester
Kalamazoo Coll		IIB	PI	28	3,000	4,000	3,500	No	No	Quarter
Michigan Technological U		I	PU	22	3,900	12,000	7,151	No	No	Semester
Northern Michigan U		IIA	PU	143	4,352	6,316	4,438	No	No	Semester
Saginaw Valley St U		IIA	PU	399	1,650	2,550	2,250	No	No	Semester
Wayne St U		I	PU	636	3,195	6,402		Yes, all	No	Semester
Minnesota										
Augsburg U		IIA	PR	254	4,250	6,000	4,970	Some	No	Semester
Concordia Coll at Moorhead		IIB	PR	24	1,608	7,425	3,751	No	No	Semester
Saint Mary's U of Minnesota		IIA	PR	137	3,300	4,200		No	No	Semester
St Catherine U		IIA	PR	218	5,150	5,150	5,150	No	No	4-1-4
U of St Thomas		I	PR	398	375	14,175	5,725	Some	Some	4-1-4

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Mississippi										
Millsaps Coll		IIB	PR	15	2,500	4,000	2,654	No	No	Semester
Mississippi Coll		IIA	PR	56	2,000	5,000	2,609	No	No	Semester
Mississippi U for Women		IIA	PU	77	2,000	2,000	2,000	Some	Some	Semester
U of Southern Mississippi		I	PU	114	1,667	9,600	4,441	Some	Yes, all	Semester
Missouri										
Drury U		IIA	PR	30	2,127	3,420	2,941	No	No	Semester
Lindenwood U		I	PI	430	2,500	5,250	2,883	No	No	4-1-4
Mineral Area Coll		III	PU	180	1,560	2,700	2,025	Some	No	Semester
Missouri Baptist U	104	IIA	PR	125	372	3,083	1,473	No	No	Semester
Missouri St U-Springfield		IIA	PU	343	2,445	3,600		No	No	Semester
Southeast Missouri St U		IIA	PU	184	2,586	3,747	2,791	No	No	Semester
Truman St U		IIA	PU	33	2,400	7,272	3,573	Some	Some	Semester
U of Central Missouri		IIA	PU	154	1,800	2,400	2,100	No	No	Semester
Webster U		IIA	PI	444				No	No	Semester
Montana										
U of Montana		I	PU	167				Some	Some	Semester
U of Montana-Western		IIB	PU	21	1,983	2,583	2,337	No	No	Semester
Nebraska										
Bryan Coll of Health Sciences		IIB	PI	32	2,250	3,999	3,126	No	No	Semester
Nebraska Wesleyan U		IIA	PR	71	1,000	5,650	2,561	No	No	Semester
U of Nebraska at Kearney		IIA	PU	138	2,100	4,000	3,000	No	No	Semester
Nevada										
Coll of Southern Nevada		IV	PU	871				No	No	Semester
U of Nevada-Reno		I	PU	193	3,000	9,990	4,494	No	Some	Semester
New Hampshire										
Colby-Sawyer Coll		IIB	PI	60	4,000	4,000	4,000	No	No	Semester
Saint Anselm Coll		IIB	PR	42	3,360	3,360	3,360	No	No	Semester
New Jersey										
Bloomfield Coll		IIB	PR	104	1,875	2,175		No	No	Semester
Caldwell U		IIA	PR	175	2,250	2,250	2,250	No	No	Semester
Coll of New Jersey	88	IIA	PU	443	4,095	7,800	5,891	Some	Some	Semester
Georgian Court U		IIA	PR	170	2,805	3,465	3,135	No	No	Semester
Monmouth U		IIA	PI	382	1,000	1,333	1,036	No	No	Semester
Ramapo Coll of New Jersey		IIA	PU	293	4,890	5,040	4,965	Yes, all	No	Semester
Rider U		IIA	PI	255	4,000	7,490	4,478	Some	Some	Semester
Rutgers U-Camden		I	PU	333				Some	Some	Semester
Rutgers U-New Brunswick		I	PU	1,700				Some	Some	Semester
Rutgers U-Newark		I	PU	379				Some	Some	Semester
Seton Hall U		I	PR	619	2,800	18,000	3,099	No	Some	Semester
William Paterson U of New Jersey		IIA	PU	520	5,115	5,265	5,190	Yes, all	Some	Semester
New Mexico										
Clovis Comm Coll		IV	PU	69	1,875	7,500	4,688	Some	No	Semester
New Mexico St U-Alamogordo		III	PU	52	1,067	7,110	2,598	Yes, all	Some	Semester
New Mexico St U-Dona Ana		III	PU	242	1,040	9,270	3,263	Yes, all	Some	Semester

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				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New Mexico (continued)										
New Mexico St U-Grants		III	PU	27	750	2,100	1,379	Yes, all	Some	Semester
New Mexico St U-Main Campus		I	PU	188	1,000	10,000	3,952	Yes, all	Some	Semester
U of New Mexico-Main Campus		I	PU	2	4,190	5,933	5,062	Some	Some	Semester
New York										
Adelphi U		IIA	PI	519	1,613	12,002	4,706			Semester
Binghamton U		I	PU	260						Semester
CUNY Bernard M Baruch Coll		IIA	PU	641				No	Some	Semester
CUNY Borough of Manhattan Comm Coll		III	PU	630				No	Some	Semester
CUNY Bronx Comm Coll		III	PU	299				No	Some	Semester
CUNY Brooklyn Coll		IIA	PU	847				No	Some	Semester
CUNY City Coll		I	PU	840				No	Some	Semester
CUNY Graduate School and U Center		I	PU	426				No	Some	Semester
CUNY Hostos Comm Coll		III	PU	202				No	Some	Semester
CUNY Hunter Coll		IIA	PU	1,278				No	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIA	PU	748				No	Some	Semester
CUNY Kingsborough Comm Coll		III	PU	386				No	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	430				No	Some	Semester
CUNY Lehman Coll		IIA	PU	576				No	Some	Semester
CUNY Medgar Evers Coll		IIB	PU	211				No	Some	Semester
CUNY New York City Coll of Tech		IIB	PU	854				No	Some	Semester
CUNY Queens Coll		IIA	PU	804				No	Some	Semester
CUNY Queensborough Comm Coll		III	PU	253				No	Some	Semester
CUNY School of Law		IIA	PU	28				No	Some	Semester
CUNY Stella and Charles Guttman Comm Coll		III	PU	27				No	Some	Semester
CUNY York Coll		IIA	PU	368				No	Some	Semester
Canisius Coll		IIA	PR	175	2,282	5,436	3,498			Semester
Cayuga County Comm Coll		III	PU	113	1,872	5,272	3,344	Yes, all	No	Semester
Colgate U	95	IIB	PI	12	7,125	8,700	7,957	Some	No	Semester
Coll of Mount Saint Vincent		IIA	PR	140	1,000	4,000	3,000	No	No	Semester
Coll of Staten Island CUNY		IIA	PU	539				No	Some	Semester
Farmingdale St Coll		IIB	PU	532						Semester
Finger Lakes Comm Coll		III	PU	148	2,835	2,976	2,918	Some	No	Semester
Hartwick Coll		IIB	PI	83	1,800	3,065	2,548	Some	Some	4-1-4
Le Moyne Coll		IIA	PR	164	3,100	4,100	3,370	No	No	Semester
Medaille Coll		IIA	PI	144	2,500	2,500	2,500	No	No	Semester
Molloy U		IIA	PR	550	3,990	4,110	2,700	No	No	4-1-4
Monroe Comm Coll		III	PU	302	3,267	3,984	3,419	No	No	Semester
New School		I	PI	1,578	4,299	13,905	5,800	Some	Some	Semester
New York School of Interior Design		IIB	PI	155	5,340	6,060	5,646	No	Some	Semester
Niagara County Comm Coll		III	PU	152	2,217	2,475		Some	No	Semester
Pratt Inst-Main		IIA	PI	1,104	1,100	5,785	2,173	Yes, all	Yes, all	Semester
Rensselaer Poly Inst		I	PI	29	3,750	12,546	6,808	Some	Some	Semester
Rochester Inst of Tech		I	PI	299	2,550	8,500	4,000	No	Yes, all	Semester
SUNY Brockport		IIA	PU	204						Semester
SUNY Buffalo St		IIA	PU	325	3,000	4,865	3,156	Some	Some	Semester
SUNY Coll at Geneseo		IIA	PU	98	3,250			Yes, all	Some	Semester
SUNY Coll at Old Westbury		IIA	PU	238	4,333	6,215	4,373	Some	Some	Semester
SUNY Coll at Oswego		IIA	PU	169						Semester
SUNY Coll at Plattsburgh		IIA	PU	141						Semester
SUNY Coll at Potsdam		IIA	PU	65						Semester
SUNY Coll of Ag and Tech at Cobleskill		IIB	PU	66						Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	37						Semester
SUNY Coll of Tech at Alfred		III	PU	80						Semester
SUNY Coll of Tech at Canton		IIB	PU	79						Semester
SUNY Coll of Tech at Delhi		III	PU	58						Semester
SUNY Cortland		IIA	PU	222						Semester
SUNY Empire St Coll		IIA	PU	301						Trimester
SUNY Maritime Coll		IIB	PU	34						Semester
SUNY Morrisville		III	PU	49						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 Oneonta		IIA	PU	168						Semester
SUNY Poly Inst		IIA	PU	121						Semester
SUNY at Albany		I	PU	374						Semester
SUNY at Fredonia		IIA	PU	144						Semester
SUNY at Purchase Coll		IIB	PU	255						Semester
Saint John Fisher Coll		IIA	PR	121	2,880	4,148	3,018	No	No	Semester
Sarah Lawrence Coll	96	IIA	PI	111	6,300	15,613	8,805	No	Some	Semester
Siena Coll		IIB	PR	120	1,800	7,200	3,663	No	No	Semester
Skidmore Coll		IIB	PI	33	5,600	6,000	5,800	Some	No	Semester
St U of New York at New Paltz		IIA	PU	252						Semester
Tompkins Cortland Comm Coll		III	PU	128	2,775	3,630	3,330	Some	Some	Semester
U at Buffalo		I	PU	482						Semester
Yeshiva U		I	PI	91	3,000	10,000	5,525	No	No	Semester

North Carolina

Barton Coll		IIB	PR	17	1,860	3,000	2,208	No	No	Semester
Belmont Abbey Coll		IIB	PR	53	2,800	2,800	2,800	Some	No	Semester
Campbell U		IIA	PR	282				No	No	Semester
Chowan U		IIB	PR	1	4,083	4,083	4,083	No	No	Semester
Davidson Coll		IIB	PR	18	7,000	8,000	7,087	No	No	Semester
Greensboro Coll	93	IIA	PR	59	1,250	3,750	2,675	No	No	Semester
Guilford Coll		IIB	PR	63	4,250	4,250	4,250	No	No	Semester
Lees-McRae Coll		IIB	PR	69	2,250	3,000		No	No	Semester
Mars Hill U		IIB	PI	57	1,875	2,175	2,025	No	No	Semester
North Carolina Wesleyan Coll		IIB	PR	104	1,890	1,890	1,890	No	No	Semester

Ohio

Ashland U		IIA	PR	353				No	No	Semester
Baldwin Wallace U		IIA	PI	178	3,399	4,884	4,141	No	No	Semester
Cleveland St U		I	PU	609	2,880	4,992	3,492	Yes, all	Some	Semester
Denison U		IIB	PI	25	7,000	7,000	7,000	No	No	Semester
John Carroll U		IIA	PR	193	2,280	5,000	3,470	No	No	Semester
Kent St U at Ashtabula		III	PU	78				Yes, all		Semester
Kent St U at East Liverpool		III	PU	29				Yes, all		Semester
Kent St U at Geauga		III	PU	95				Yes, all		Semester
Kent St U at Kent		I	PU	1,109				Yes, all		Semester
Kent St U at Salem		III	PU	84				Yes, all		Semester
Kent St U at Stark		III	PU	216				Yes, all		Semester
Kent St U at Trumbull		III	PU	51				Yes, all		Semester
Kent St U at Tuscarawas		III	PU	106				Yes, all		Semester
Kenyon Coll		IIB	PI	17	6,500	13,693	7,661	Some	Some	Semester
Marietta Coll		IIB	PI	37	2,750	2,750	2,750	No	No	Semester
Mount Saint Joseph U		IIA	PR	109	2,250	3,750		Some	No	Semester
Ohio U-Chillicothe Campus		III	PU	43				Some	Some	Semester
Ohio U-Eastern Campus		III	PU	13				Some	Some	Semester
Ohio U-Lancaster Campus		III	PU	27				Some	Some	Semester
Ohio U-Main Campus		I	PU	245				Some	Some	Semester
Ohio U-Southern Campus		III	PU	55				Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	41				Some	Some	Semester
Ohio Wesleyan U	74	IIB	PR	76	5,001	6,999	5,634	No	No	Semester
Sinclair Comm Coll		III	PU	879	2,721	2,880	2,808	Yes, all	No	Semester
U of Cincinnati-Blue Ash Coll		III	PU	84	2,402	9,309	3,097	Yes, all	No	Semester
U of Cincinnati-Clermont Coll		III	PU	46	1,600	7,200	3,036	Yes, all	No	Semester
U of Cincinnati-Main Campus		I	PU	412	1,867	10,000	4,353	Yes, all	No	Semester
U of Dayton		I	PR	498	1500	22,500	12000	No	No	Semester
U of Toledo		I	PU	179	3,000	4,500	3,011	Yes, all	No	Semester
Ursuline Coll		IIA	PR	112	2,141	2,851	2,496	No	No	Semester
Wittenberg U		IIB	PR	61	1,200	6,000	3,150	No	No	Semester
Youngstown St U		IIA	PU	444	1,995	3,225	2,345	Yes, all	No	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.	
Oklahoma										
Cameron U		IIA	PU	118	1,725	3,825	2,467	No	No	Semester
Oklahoma Panhandle St U	94	IIB	PU	79				No	No	Semester
Oklahoma St U Inst of Tech		IV	PU	54	1,500	2,475	1,869	No	Some	Trimester
Oklahoma St U-Oklahoma City		III	PU	158	1,463	5,600	1,870	No	No	Semester
U of Central Oklahoma		IIA	PU	259	2,100	2,880	2,307	No	No	Semester
U of Science and Arts of Oklahoma		IIB	PU	53	1,500	2,100	1,800	No	No	Trimester
U of Tulsa		I	PR	126	2,500	8,000	3,000	No	No	Semester
Oregon										
Central Oregon Comm Coll		III	PU	36	1,866	2,925	2,172	Some	Some	Quarter
Portland St U		I	PU	691	3,360	9,180	3,500	No	No	Quarter
Reed Coll		IIB	PI	15	10,391	19,743	13,263	Some	Some	Semester
Pennsylvania										
Alvernia U		IIA	PR	235				No	No	Semester
Bucknell U		IIB	PI	11	4,655	7,000	4,655	No	No	Semester
Butler County Comm Coll		III	PU	178	2,475	2,475	2,475	No	No	Semester
Cedar Crest Coll		IIA	PI	117	3,654	3,654	3,654	No	No	Semester
Chatham U	105	IIA	PI	141	1,075	5,730	3,408	No	No	Semester
Dickinson Coll		IIB	PI	52	4,600	4,600	4,600	Some	No	Semester
Duquesne U		I	PR	488	4,080	4,080	4,080	No	No	Semester
Juniata Coll		IIB	PI	54	3,000	6,000		No	No	Semester
Lafayette Coll		IIB	PR	58	4,000	8,000	4,432	No	No	Semester
Lebanon Valley Coll		IIA	PR	173	3,372	4,496		No	No	Semester
Lincoln U		IIA	PU	93	2,700	3,339	2,707	Some	No	Semester
Mercyhurst U		IIA	PR	68	2,300	3,500	2,733	Some	Some	Semester
Messiah U		IIA	PR	191	3,495	3,759	3,627	Some	No	Semester
Misericordia U		IIA	PR	160	2,595	2,895	2,595	No	No	Semester
Moravian U		IIA	PR	170	3,074	5,906	3,805	No	No	Semester
Neumann U		IIA	PR	157	3,000	6,400	3,300	No	No	Semester
Robert Morris U		IIA	PI	168	2,685	3,525	3,105	Some	No	Semester
Seton Hill U		IIA	PR	124	2,301	4,728	2,457	No	No	Semester
Susquehanna U		IIB	PR	98	575	1,025		Some	Some	Semester
Swarthmore Coll		IIB	PI	25	5,500	15,000	8,122	Some	No	Semester
Temple U		I	PU	1,515	4,650	24,000	5,397	No	Some	Semester
Ursinus Coll		IIB	PI	79	3,375	3,375	3,375	No	No	Semester
Washington & Jefferson Coll		IIB	PI	51	3,000	5,000		No	No	4-1-4
Waynesburg U		IIA	PR	91	2,625	2,625	2,625	Some	Some	Semester
Puerto Rico										
Universidad Politecnica de Puerto Rico		IIA	PI	66				No	No	Trimester
Rhode Island										
Brown U		I	PI	164				No	No	Semester
Comm Coll of Rhode Island		III	PU	585	3,400	3,400	3,400	No	No	Semester
Providence Coll		IIA	PR	142	1,416	4,250	4,250	No	No	Semester
Rhode Island Coll		IIA	PU	330	1,389	1,600	1,418	No	No	Semester
Salve Regina U		IIA	PR	181	3,900	4,100	3,900	No	No	Semester
U of Rhode Island		I	PU	356	4,308	4,962	4,623	No	No	Semester
South Carolina										
Coll of Charleston		IIA	PU	225	1,165	10,650	3,423	Yes, all	Some	Semester
Newberry Coll		IIB	PR	60	1,000	3,000	2,000	No	No	Semester
Dakota Wesleyan U		IIB	PR	43	1,800	3,000	2,125	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Mount Marty U		IIA	PR	59	1,400	2,800	1,750	Some	Some	Semester
U of Sioux Falls		IIA	PR	89	2,502	3,500	2,800	No	No	4-1-4

South Carolina (continued)

Tennessee

Austin Peay St U		IIA	PU		2,250	6,750	4,500			Semester
East Tennessee St U		I	PU	577	2,400	16,667	3,601	No	No	Semester
Freed-Hardeman U		IIA	PR	41	1,980	2,430	2,213	No	No	Semester
King U		IIA	PR	139	1,050	2,400	1,742	No	No	Semester
Lee U		IIA	PR	308	1,800	2,100		Some	No	Semester
Maryville Coll		IIB	PR	51	3,495	3,500	3,498	No	No	Semester
Middle Tennessee St U		I	PU	217	2,400	6,000	3,467	No	Some	Semester
Milligan U		IIA	PR	67	1,500	2,500	1,650	No	No	Semester
U of Memphis		I	PU	527	2,394			No	No	Semester
U of Tennessee-Chattanooga		IIA	PU	228	2,090	6,586	3,664	Some	Some	Semester

Texas

Abilene Christian U		IIA	PR	116	1,500	6,380		No	No	Semester
Angelo St U		IIA	PU	34	2,584	7,388	3,089	Some	Some	Semester
Austin Coll	70	IIB	PR	12	5,000	6,500	5,097	No	No	4-1-4
Austin Comm Coll District		III	PU	1,258	3,477	8,580	6,029	Some	Some	Semester
Central Texas Coll		IV	PU	428	1,820	2,165	2,000	Some	No	Semester
McMurry U		IIB	PR	27	1,250	3,000	1,565	No	No	Semester
Our Lady of the Lake U		IIA	PR	124	2,300	3,000	2,750	No	No	Semester
Sam Houston St U		I	PU	168	2,462	11,950	3,301	Some	Some	Semester
Southwestern U		IIB	PR	31	3,334	5,500	4,203	Some	Some	Semester
Texas Lutheran U		IIB	PR	42	2,650	2,950	2,800	Some	Some	Semester
Texas Southmost Coll		IV	PU	144	2,550	2,550	2,550	No	No	Semester
Texas St U		I	PU	169	1,575	12,618	4,784	No	No	Semester
Texas Woman's U		I	PU	383	938	6,927	2,663	No	Some	Semester
U of Dallas		IIA	PR	72	1,750	23,000	6,155	No	No	Semester
U of Houston-Downtown		IIA	PU	435	3,000	4,800	3,000	Some	Some	Semester
U of St Thomas		IIA	PR	527	500	10,300	3,403	No	No	Semester
U of Texas Permian Basin		IIA	PU	165	1,500	5,000		No	No	Semester
U of the Incarnate Word		IIA	PR	407	2,700	3,000	2,799	Some	No	Semester
Vernon Coll		IV	PU	1	23,778	23,778	23,778	No	Yes, all	Semester
Wharton County Junior Coll		IV	PU	98	2,100					Semester

Utah

Salt Lake Comm Coll		III	PU	1,130	2,700	2,700	2,700	No	No	Semester
Snow Coll		III	PU	170	2,400	2,400	2,400	No	No	Semester
Southern Utah U		IIA	PU	60				No	No	Semester
U of Utah		I	PU	216						Semester
Utah Tech U		III	PU	357	2,400	2,400	2,400	No	No	Semester
Utah Valley U	69	IIA	PU	1,042	3,207	3,207	3,207	No	No	Semester
Westminster Coll		IIA	PI	133	2,355	4,101	3,677	No	No	4-1-4

Virginia

Bluefield U		IIA	PR	20	1,400	3,500	2,450	No	No	Semester
Bridgewater Coll		IIB	PR	42	2,376	4,000	2,936	No	No	Semester
Christopher Newport U		IIA	PU	165	3,246	3,894	3,570	No	No	Semester
Eastern Mennonite U		IIA	PR	71	2,250	5,677	3,915	No	No	Semester
Hampden-Sydney Coll		IIB	PI	10	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	22				No	No	4-1-4
James Madison U		IIA	PU	133	1,020	9,800	3,647	No	No	Semester
Longwood U		IIA	PU	74	2,750	5,910	4,252	No	No	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.			
Virginia (continued)										
Old Dominion U		I	PU	658	3,450	4,176	3,816	No	No	Semester
Radford U	83	IIA	PU	200	1,085	6,000	2,991	No	No	Semester
Randolph Coll		IIB	PI	37	4,667	4,667	4,667	No	No	Semester
Roanoke Coll		IIB	PR	41	2,320	3,900	2,915	No	No	Semester
U of Mary Washington		IIA	PU	118	2,583	4,443	3,398	No	No	Semester
U of Virginia's Coll at Wise		IIB	PU	54	2,055			No	No	Semester
Virginia Poly Inst and St U		I	PU	233	1,153	20,000	6,041			Semester
Washington										
Northwest U		IIA	PR	427	1,194	3,582	2,786	No	No	Semester
Pacific Lutheran U		IIA	PR	19	1,980	5,625	3,603	Some	Some	4-1-4
Saint Martin's U		IIA	PR		3,000	3,000	3,000	No	No	Semester
U of Puget Sound		IIA	PI	63	5,200	5,200	5,200	Some	Some	Semester
West Virginia										
Davis & Elkins Coll		IIB	PR	35	2,100	3,150		No	No	Semester
Shepherd U	92	IIA	PU	149	1,374	2,541	2,231	No	No	Semester
West Virginia Wesleyan Coll		IIB	PR	49	1,800	2,750	1,927	No	No	Semester
Wisconsin										
Carroll U		IIA	PR	226	2,700	3,200	2,900	No	No	Semester
Gateway Tech Coll		IV	PU	341	2,160	2,268	2,214	No	No	Semester
Milwaukee School of Engineering		IIA	PI	105				Some	Some	Quarter
Ripon Coll		IIB	PI	18	3,000	3,600	3,000	Some	No	Semester
Saint Norbert Coll		IIB	PR	44	3,400	8,000	4,777	No	No	Semester

NOTES TO APPENDIX III

68. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
69. Adjunct faculty were paid a standard rate of \$3,065 per 3-credit course section.
70. All Austin College courses are offered as one “course unit,” which is equated as 4 credit hours on a standard university schedule. The part-time faculty pay is for these “one course unit” courses.
71. All part-time faculty teach courses that are equivalent to 4 semester hours. Salaries have not been converted to 3 credit hours.
72. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
73. 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. Part-time faculty members who exclusively teach clinics were excluded as well.
74. Excludes staff whose primary role is not instruction.
75. 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.
76. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
77. 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 the 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.
78. Includes Cookeville, Highland Crest, and Livingston campuses.
79. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
80. Includes Great Valley, Harrisburg, and Erie campuses.
81. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
82. Includes Owens, Stanton/George, and Terry campuses.
83. Includes Radford University Carilion, formerly known as Jefferson College of Health Sciences.
84. Includes U of Arizona–South.
85. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
86. 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.
87. Mean pay per section cannot be provided because pay is based on load hours, not credit hours. The information represents the number of undergraduate part-time faculty only.
88. Most regular sections carry four credits.
89. Part-time faculty salaries are not converted; based on 4-credit course sections.
90. Part-time excludes private lessons and law.
91. Part-time faculty are paid at an hourly rate using 18 hours per credit hour (unit).
92. 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).
93. Part-time faculty teach a 4-credit hour course standard and salaries have not been converted.
94. 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.
95. Pay is on a course-unit system, where a regular course is valued at 4 credits.
 96. Per-section salary amounts have been converted to three-credit-hour equivalents as specified by AAUP instructions. Unadjusted five-credit-hour rates are \$9,000 (minimum), \$25,764 (maximum), and \$15,956 (mean).
 97. Saint Joseph's University merged with University of the Sciences June 1, 2022.
 98. Starting in 2020–21, data are reported for total university rather than by campus.
 99. Teaching load is based on courses, not credit hours. One course is the equivalent of 4 credit hours.
 100. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford.
 101. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford. In fall 2020, the University of Pittsburgh at Titusville converted its academic programs into a multi-institution education and training hub. The University of Pittsburgh at Titusville Education and Training Hub operates as a shared campus, providing a range of education and workforce training programs.
 102. The University of Pittsburgh has reclassified many teaching faculty from instructors into the professor rank categories.
 103. The maximum per-section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
 104. The minimum pay is due to underenrolled classes (typically a class needs 4–6 student enrollment), and a fully enrolled course pays \$1,850.
 105. This note has been removed from appendix III at the request of the institution.
 106. University formerly known as Indiana University–Purdue University–Fort Wayne.
 107. 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.