

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
Alabama																		
Auburn U	9	I	PU	126.9	91.8	78.4	41.9	54.7		93.3	162.6	117.4	100.9	55.1	71.5		119.8	28.4
Auburn U Montgomery		IIA	PU	94.9	71.4	63.1		47.3		71.2	118.7	91.0	78.7		61.0		89.7	26.0
Birmingham Southern Coll		IIB	PR	80.4	73.9	61.2	41.1	—		69.4	102.8	93.3	70.2	53.1	—		86.8	25.0
Huntingdon Coll		IIB	PR	76.7	65.0	52.0	44.5			59.6	89.5	76.8	60.6	51.1			69.4	16.6
Samford U	8	IIA	PR	104.5	74.8	67.1	50.4			80.1	131.9	98.2	87.6	66.1			103.1	28.8
The U Alabama	8	I	PU	148.1	98.2	78.0	55.3			94.1	199.0	136.6	107.1	76.3			128.7	36.8
Troy U	8	IIA	PU	84.5	70.3	61.8		46.2	—	63.3	86.6	72.3	63.2		47.5	—	64.9	2.6
U Alabama Birmingham	8	I	PU	135.1	95.0	81.0	68.8			96.9	159.8	113.9	98.2	82.6			115.9	19.7
U Alabama in Huntsville		I	PU	131.0	94.9	75.5	62.6	55.2		86.7	167.1	123.2	96.8	79.1	70.8		111.4	28.5
U Montevallo		IIA	PU	79.8	68.8	57.8	53.7			66.8	96.8	83.4	69.9	65.2			80.9	21.2
U North Alabama	8	IIA	PU	82.2	71.2	63.7	55.0			68.7	106.4	92.4	82.7	72.3			89.3	29.9
U South Alabama	7	I	PU	89.1	69.7	65.8	50.2			67.4	115.2	90.5	84.8	65.7			87.3	29.5
U West Alabama	1	IIA	PU	76.4	65.0	52.6	43.6	—		58.2	100.3	87.7	75.6	56.2	—		79.1	35.9
Alaska																		
Prince William Sound CC		III	PU	—	—	—	—	—		68.3	—	—	—	—			98.5	44.2
U Alaska Anchorage		IIA	PU	105.0	88.7	71.5	54.4			82.2	135.2	118.9	101.7	84.6			112.4	36.7
U Alaska Fairbanks		I	PU	106.7	87.4	73.8	62.4			86.6	136.9	117.6	104.0	76.7			115.2	33.0
U Alaska Southeast		IIA	PU	94.0	79.9	67.6	—	—		76.1	124.2	110.1	97.8				106.0	39.3
Arizona																		
Arizona St U-Downtown Phoenix	8	I	PU	129.8	89.3	71.9	46.2	55.5		81.2	161.2	115.1	96.3	65.7	76.3		105.9	30.5
Arizona St U-Polytechnic	8	IIA	PU	125.7	91.6	81.1	45.5	61.8		76.5	159.8	119.7	106.2	65.8	82.3		101.1	32.1
Arizona St U-Tempe	8	I	PU	146.1	103.2	90.3	48.5	64.8	—	102.8	179.9	131.7	116.2	68.1	86.9	—	130.6	27.0
Arizona St U-West	8	IIA	PU	137.2	100.1	69.5	45.1	58.6		85.0	169.7	126.7	92.9	62.3	79.5		109.7	29.1
Embry-Riddle Aeronautical U-Prescott	1	IIB	PI	121.3	91.2	73.3	—	—		84.1	158.9	118.5	95.3	—	—		109.6	30.2
Grand Canyon U		I	FP	79.2	81.4	71.5	67.8			70.9	87.0	89.2	79.2	75.5			78.6	10.9
Northern Arizona U	8	I	PU	107.2	78.8	64.8	48.5			74.7	137.0	105.0	86.7	65.8			98.4	31.7
U Arizona	8	I	PU	132.1	94.4	79.7	29.4	62.8	107.7	97.0	165.6	122.1	102.8	42.0	85.2	130.6	124.1	27.9
Arkansas																		
Harding U	8	IIA	PR	81.9	70.6	63.7	49.9	34.2	—	68.4	103.6	94.1	82.5	60.8	38.2	—	88.5	29.4
Henderson St U	8	IIA	PU	70.2	61.6	55.8	45.9			59.8	88.2	78.5	71.4	60.2			76.2	27.4
Hendrix Coll		IIB	PR	82.5	66.4	61.3	48.0			70.1	106.3	87.8	76.6	60.0			90.2	28.7
John Brown U	8	IIA	PI	68.4	61.9	55.4	—	—		61.0	95.6	78.5	71.1	—			80.1	31.4
Lyon Coll		IIB	PR	74.1	61.4	52.2				59.2	90.6	77.5	64.6				73.5	24.1
Ouachita Baptist U		IIB	PR	63.8	57.0	49.8	41.3	36.9		56.6	83.8	78.2	68.5	54.2	48.1		75.9	34.2
Southern Arkansas U Main Campus		IIA	PU	91.0	68.1	58.5	50.0			62.4	120.4	91.2	78.0	61.6			81.9	31.2
U Arkansas	8	I	PU	128.9	94.2	82.1	54.5	55.5		89.1	159.1	118.5	104.5	71.1	68.6		112.1	25.8
U Central Arkansas	7	IIA	PU	82.0	68.9	62.6	51.0	49.5	46.0	63.4	101.6	86.9	78.3	64.8	62.4	59.3	79.6	25.6
California																		
Azusa Pacific U		I	PR	108.2	91.6	85.9	81.3		81.4	93.3	125.9	106.9	98.6	92.8		94.2	108.0	15.7
California Institute Technology	8	I	PI	204.2	149.0	128.3	52.1	88.1	62.8	178.0	249.7	183.3	152.7	61.0	112.4	74.1	217.1	22.0
California Polytechnic St U-San Luis Obispo	8	IIA	PU	108.2	92.7	83.1		68.5	—	90.4	144.8	125.6	113.4		93.7	—	122.3	35.2
Cal St Polytechnic U-Pomona	8	IIA	PU	110.2	93.1	82.9		65.5		92.6	147.0	129.1	112.4		90.6		125.3	35.3
Cal St U Maritime Academy	8	IIB	PU	110.3	90.7	77.9		63.4		85.1	149.5	123.3	106.2		86.7		115.8	36.0
Cal St U-Bakersfield	8	IIA	PU	106.8	90.8	79.6		63.1		83.4	140.9	123.2	111.0		88.9		113.9	36.6
Cal St U-Channel Islands	8	IIA	PU	114.4	97.4	84.2		67.8		86.7	149.0	132.6	116.3		91.2		116.6	34.4
Cal St U-Chico	8	IIA	PU	102.5	85.6	77.0		62.3	—	85.2	135.9	116.6	105.7		86.5	—	115.2	35.3
Cal St U-Dominguez Hills	8	IIA	PU	108.9	98.8	81.7		61.9		85.2	144.4	135.9	111.8		86.3		115.9	36.1
Cal St U-East Bay	8	IIA	PU	106.2	94.3	80.6		62.1		88.6	141.5	128.2	109.1		86.8		119.7	35.1
Cal St U-Fresno	8	IIA	PU	105.6	87.9	78.1		60.5	123.3	83.2	140.4	122.6	110.3		85.0	163.1	114.7	37.8
Cal St U-Fullerton	8	IIA	PU	105.8	91.9	86.9		63.5		88.3	140.5	124.6	117.9		88.4		119.4	35.2
Cal St U-Long Beach	8	IIA	PU	106.6	92.2	83.1		67.4	—	89.2	140.0	124.0	111.6		91.2	—	118.8	33.3
Cal St U-Los Angeles	8	IIA	PU	106.1	90.0	84.4		56.8		86.5	138.8	121.7	118.9		78.9		116.7	34.9
Cal St U-Monterey Bay	8	IIA	PU	105.9	90.4	80.3		55.7	—	84.7	141.4	120.9	112.1		77.4	—	115.2	36.1
Cal St U-Northridge	8	IIA	PU	102.9	87.5	80.7		61.7	134.4	88.4	135.9	119.0	109.4		85.6	174.2	118.7	34.2

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
98.3	84.6	0.6	0.0	3.8	4.8	4.0	4.6	317	221	179	31	94	156	177	26	130.3	94.4	81.4	42.4	115.7	88.1	75.4	41.4	
98.1	64.9	7.1		7.6	12.9			39	37	29	0	14	20	41	0	96.7	74.5	68.0		90.0	65.6	59.7		
100.0	95.5	0.0	0.0	0.3	4.9	2.9		27	12	8	5	11	10	12	6	81.4	74.0	58.5	42.2	77.8	73.8	63.0	40.2	
100.0	83.3	0.0	0.0	0.0	3.1	2.7	0.7	8	4	8	4	5	2	12	3	74.0	68.4	47.9	46.3	81.1		54.8		
88.0	72.2	2.6	0.0	1.7	2.8	2.1	-0.4	73	47	38	6	44	43	78	24	111.1	72.5	66.6	50.3	93.7	77.3	67.4	50.4	
92.3	92.5	0.5	0.0	2.0	4.2	3.3	3.1	222	179	203	115	78	128	202	166	153.4	103.1	84.4	56.4	133.0	91.4	71.5	54.6	
86.7	50.8	21.1		1.8	1.4	1.2		23	39	25	0	7	22	32	0	83.3	71.5	60.4		88.1	68.3	62.9		
92.7	67.2	0.4	0.0	2.1	3.4	3.6	3.6	122	112	107	42	69	92	129	72	140.5	94.4	85.4	69.7	125.6	95.8	77.4	68.3	
100.0	86.7	1.1	0.0	2.4	2.3	3.4	4.1	50	72	42	1	12	33	53	12	133.1	99.6	76.9		122.5	84.5	74.4	62.2	
100.0	95.1	10.3	0.0	0.0	0.5	0.3	0.0	24	27	22	1	20	14	36	9	82.3	71.3	59.0		76.9	64.0	57.0	55.0	
100.0	85.0	29.1	0.0	10.3	7.8	6.5	9.9	46	34	38	14	20	26	41	33	83.0	72.1	65.5	58.9	80.4	70.1	62.1	53.4	
92.8	79.7	2.5	0.0		0.9	0.5	1.4	79	58	115	41	32	60	124	92	89.7	71.6	66.3	47.5	87.6	68.0	65.3	51.4	
85.0	65.8	39.0	0.0	0.9	3.1	3.4	1.4	14	16	13	9	6	22	28	13	77.2	68.3	55.8	44.8	74.5	62.6	51.1	42.8	
	0.0	33.3						0	2	2	0	0	0	1	0									
98.3	97.9	58.7	0.0	-0.2	1.5	2.4	3.7	65	61	91	18	54	80	132	27	110.9	91.7	73.6	53.8	97.8	86.4	70.2	54.9	
93.9	86.4	55.5	0.0	2.4	1.5	1.8	2.1	91	77	69	24	39	63	59	21	111.5	89.7	74.8	62.6	95.5	84.5	72.7	62.1	
94.4	100.0	43.8		4.0	4.1	1.0		13	14	24	0	5	17	24	0	94.7	77.7	66.0		92.3	81.8	69.3		
63.6	64.8	0.0	0.0	1.7	3.0	3.5	8.5	64	31	32	34	57	74	73	60	146.7	95.6	75.6	45.5	110.9	86.7	70.2	46.7	
87.0	86.4	0.0	0.0	2.5	2.3	3.7	10.2	20	25	26	13	3	19	16	24	123.3	95.8	84.2	45.3		86.0	76.1	45.6	
91.8	87.8	0.2	0.0	2.1	3.1	3.3	9.7	458	289	254	77	164	179	211	112	149.5	105.9	96.2	50.1	136.4	98.9	83.3	47.5	
93.2	83.7	0.0	0.0	-0.2	2.7	2.9	9.0	30	47	18	7	14	39	57	21	140.5	104.6	80.9	45.5	130.1	94.6	65.9	44.9	
100.0	57.1	10.6	0.0	2.4	3.1	3.4		11	29	47	3	4	6	19	0	112.7	91.8	75.6		145.1	88.2	67.6		
57.1	4.6	0.0	0.0	2.9	3.0	3.5	4.8	6	10	37	51	1	12	34	55	78.8	77.1	72.5	65.0		85.0	70.3	70.3	
94.7	72.5	0.0	0.0	3.0	3.9	3.8	4.7	190	104	143	121	110	114	193	157	110.9	82.2	67.6	49.7	100.8	75.7	62.7	47.6	
95.0	86.3	0.0	0.0	1.8	2.2	1.6	6.5	434	240	225	35	187	154	229	76	135.7	96.9	84.4	43.1	123.6	90.6	75.0	23.1	
0.0	0.0	0.0	0.0	2.9	2.9	3.0	4.0	60	59	60	5	7	29	57	15	82.7	70.7	65.4	55.6	75.1	70.3	61.8	48.0	
96.1	55.3	8.1	0.0	3.7	4.6	4.4	6.3	39	17	27	8	12	21	35	17	71.1	65.5	55.4	51.1	67.2	58.5	56.1	43.4	
100.0	96.6	0.0	0.0	2.7	3.3	3.5	2.4	24	18	11	3	17	11	15	5	83.5	65.9	60.2		81.2	67.1	62.1	46.4	
0.0	0.0	0.0	0.0	2.6	3.0	3.8	4.6	24	22	11	1	1	8	19	2	68.6	61.9	58.0			61.9	53.9		
100.0	83.3	13.0		2.0	2.0	2.8		8	10	12	0	1	2	11	0	75.3	60.9	52.1				52.3		
100.0	95.7	13.6	0.0	2.6	3.8	3.4		32	13	8	2	7	10	14	2	64.7	60.9	53.3		59.8	51.9	47.8		
100.0	88.9	5.2	0.0	2.8	3.4	3.4	2.6	12	26	26	21	5	19	32	21	86.9	72.2	60.1	54.2	100.7	62.6	57.2	45.9	
98.2	94.0	0.0	0.0	3.1	5.9	5.0	4.1	264	149	154	122	69	83	99	183	131.8	96.4	85.9	54.1	118.1	90.1	76.1	54.9	
98.9	98.6	11.7	0.0	0.4	0.9	1.6	0.8	60	90	55	11	33	54	73	51	86.3	68.5	65.2	49.8	74.1	69.7	60.6	51.3	
0.0	0.0	0.0	0.0	2.5	3.4	5.1	5.0	86	59	71	4	52	60	131	20	107.4	89.3	83.9	85.9	109.6	94.0	87.0	80.4	
100.0	0.0	0.0	0.0	3.1	7.4	9.4	2.2	201	5	31	13	48	1	13	4	206.4	152.5	130.7	53.7	195.0		122.6	46.7	
98.7	87.0	0.0		4.4	7.3	5.2		234	93	104	0	81	61	90	0	109.3	95.1	85.6		104.7	89.2	80.2		
100.0	96.3	0.0		4.1	7.7	5.1		159	39	102	0	92	41	74	0	111.1	94.0	83.1		108.5	92.2	82.5		
100.0	100.0	0.0		2.9	7.6	6.9		13	14	11	0	5	2	7	0	109.2	92.0	82.1		113.2		71.4		
100.0	93.2	1.4		4.2	5.5	5.0		48	25	37	0	33	19	36	0	107.4	89.8	82.0		105.8	92.1	77.0		
100.0	61.1	0.0		3.5	7.2	4.6		28	7	25	0	23	11	42	0	114.7	98.6	87.0		114.1	96.6	82.5		
99.5	90.1	1.3		4.9	7.8	5.8		124	45	65	0	77	46	87	0	104.6	87.6	79.0		99.0	83.5	75.5		
97.9	88.1	0.0		4.6	5.4	4.1		54	25	27	0	43	34	49	0	111.7	100.7	82.4		105.4	97.4	81.3		
100.0	89.5	1.6		4.4	6.5	4.4		59	38	62	0	61	38	60	0	108.0	95.5	83.3		104.5	93.1	77.9		
100.0	94.3	1.3		4.8	6.8	5.1		142	71	108	0	80	51	123	0	105.6	87.7	79.9		105.6	88.2	76.6		
100.0	90.6	0.0		4.5	6.2	4.8		185	122	104	0	138	101	130	0	107.3	93.4	90.4		103.9	90.1	84.0		
99.2	94.6	1.3		4.2	7.3	4.9		220	89	97	0	165	96	135	0	107.8	91.8	83.4		104.9	92.5	82.9		
98.9	97.7	0.0		4.1	7.0	4.0		158	42	61	0	123	45	90	0	107.5	90.9	83.9		104.2	89.1	84.8		
100.0	86.1	0.0		5.6	8.8	5.9		33	18	25	0	26	18	35	0	106.2	94.4	83.0		105.6	86.5	78.4		
99.5	88.0	0.5		4.9	7.4	5.7		206	86	93	0	183	89	108	0	104.1	89.9	81.4		101.5	85.1	80.2		

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NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Cal St U-Sacramento	8	IIA	PU	98.9	88.5	76.7		61.5	122.1	85.8	131.9	120.0	104.7		84.6	158.0	115.7	34.9	
Cal St U-San Bernardino	8	IIA	PU	105.8	86.6	75.4		60.1		86.7	142.5	119.3	105.5		84.0		118.7	36.9	
Cal St U-San Marcos	8	IIA	PU	109.2	90.4	83.3		61.1	—	85.2	142.0	123.7	115.4		84.1	—	115.1	35.0	
Cal St U-Stanislaus	8	IIA	PU	102.7	87.1	76.5		56.9		84.2	137.7	120.4	105.3		81.8		115.3	36.9	
Chapman U	8	IIA	PR	147.3	100.5	90.8	71.6		—	110.6	186.6	133.7	116.6	93.6		—	142.6	28.9	
Claremont Graduate U		I	PI	146.9	102.0	106.1				125.7	185.6	128.6	133.8				158.7	26.3	
Claremont McKenna Coll	8	IIB	PI	166.8	121.2	102.6	81.8			132.2	202.1	150.1	126.7	101.5			161.9	22.4	
Dominican U California		IIA	PI	110.0	81.5	71.6				84.7	119.5	91.0	81.1				94.2	11.2	
Fresno Pacific U	10	IIA	PR	72.5	65.5	59.6	—			64.0	92.5	85.5	79.5	—			84.0	31.1	
Fuller Theological Seminary in California	1	I	PR	87.7	69.3	62.3	—			74.2	105.6	87.2	83.3	—			93.1	25.5	
Golden Gate U-San Francisco		IIA	PI	105.9	99.0	86.4	64.8			98.2									
Harvey Mudd Coll		IIB	PI	147.8	110.9	89.7				126.9	192.3	148.2	123.5				167.5	32.0	
Holy Names U		IIA	PR	92.5	77.5	64.2	58.3			71.5	110.5	97.3	76.6	66.7			86.4	20.8	
Humboldt St U	8	IIA	PU	102.6	87.3	74.8		61.1		85.2	133.7	118.4	102.2		83.0		113.6	33.4	
National U		IIA	PI	130.4	95.0	79.0	73.1			105.3	163.9	123.1	106.4	96.5			135.3	28.6	
Occidental Coll		IIB	PI	133.5	94.0	78.6	64.5			100.2	168.7	123.0	101.7	83.3			128.4	28.2	
Pepperdine U		I	PR	143.1	116.7	89.1	59.7	78.1	77.0	109.2	182.8	152.3	115.9	80.3	111.0	100.2	141.6	29.6	
Pitzer Coll	8	IIB	PI	134.0	98.7	82.2				64.5	106.2	181.1	138.1	116.6			83.1	145.0	36.6
Point Loma Nazarene U		IIA	PR	102.6	82.9	67.9				91.9	129.7	102.7	82.2				115.0	25.2	
Pomona Coll		IIB	PI	156.5	114.1	93.3	—			129.9	198.1	150.1	121.8	—			167.0	28.6	
Saint Mary's Coll California		IIA	PR	118.1	94.0	80.8				98.5	166.6	133.3	117.6				140.2	42.4	
San Diego St U	8	I	PU	115.5	94.9	90.3		66.5	—	96.1	151.1	127.1	121.2		91.5	—	127.9	33.1	
San Francisco St U	8	IIA	PU	111.1	93.5	86.1		63.0	—	94.4	143.9	124.8	113.5		84.6	—	124.0	31.4	
San Jose St U	8	IIA	PU	110.4	94.3	85.2		65.8	—	93.5	144.4	126.0	114.2		91.0	—	124.3	33.0	
Santa Clara U	8	IIA	PR	157.5	115.2	95.4		75.5	—	112.8	205.7	158.0	126.5		104.9	—	151.5	34.3	
Scripps Coll		IIB	PI	140.8	100.6	79.4	66.8		—	103.2	177.4	129.5	102.5	86.0		—	131.8	27.6	
Sonoma St U	8	IIA	PU	102.4	84.1	73.9		64.6		88.1	136.0	116.6	102.6		88.5		119.2	35.2	
Stanford U	8	I	PI	246.2	157.8	131.6		190.3		207.9	301.4	205.2	170.2		237.8		258.4	24.3	
U California-Berkeley	15	I	PU	191.2	131.5	111.0		86.6	84.4	153.5	255.2	179.9	154.0		123.2	120.5	207.7	35.3	
U California-Davis	15	I	PU	165.6	113.3	96.1		78.0		131.7	223.0	156.9	135.2		112.3		180.2	36.8	
U California-Irvine	15	I	PU	171.3	115.2	96.1		91.0		135.6	230.2	159.4	135.1		128.8		185.1	36.5	
U California-Los Angeles	15	I	PU	204.0	133.7	106.0		85.7	89.6	162.2	271.5	182.7	147.8		122.1	127.0	218.7	34.8	
U California-Merced	15	I	PU	151.1	109.5	92.8		61.8		94.7	204.5	152.1	131.0		91.9		133.3	40.8	
U California-Riverside	15	I	PU	162.0	105.3	89.9		72.6	—	117.3	218.3	146.7	127.4		105.5	—	162.0	38.1	
U California-San Diego	15	I	PU	171.2	115.0	100.8		87.0		135.9	230.0	159.0	141.1		123.7		185.4	36.5	
U California-Santa Barbara	15	I	PU	176.1	107.8	92.8		86.1		137.8	236.2	150.0	131.1		122.6		187.9	36.3	
U California-Santa Cruz	15	I	PU	160.8	110.0	95.6		88.6	—	130.2	216.8	152.7	134.6		125.7	—	178.3	36.9	
U Redlands		IIA	PI	109.6	88.6	77.2		69.9	55.7	93.4	136.4	109.2	94.6		89.4	70.2	116.1	24.3	
U San Diego		IIA	PR	140.6	100.4	82.3	72.3			110.6	186.9	136.6	118.2	108.9			151.0	36.5	
U San Francisco		I	PR	158.7	117.8	100.9	90.3			122.7	211.0	159.9	135.8	135.5			165.1	34.6	
U Southern California	8	I	PI	181.6	113.8	97.9	—	68.5		131.6	240.3	160.5	140.5	—	104.9		180.9	37.5	
U the Pacific	8	I	PI	115.6	91.0	89.7	58.8			99.9	154.2	123.2	119.4	83.4			133.8	34.0	
Westmont Coll		IIB	PI	104.8	84.1	70.1	57.3			90.3	141.4	111.5	93.0	67.1			120.5	33.5	
Whittier Coll		IIB	PI	107.5	83.2	61.7	53.5	66.4		80.9	129.6	101.0	74.5	62.4	85.8		97.9	21.0	

Colorado

Adams St U	5	IIA	PU	65.6	56.1	50.6				43.8	53.4	67.7	57.8	52.4			45.3	55.2	3.2
Colorado Coll		IIB	PI	135.7	100.5	82.7	63.1		—	105.3	175.2	134.1	106.2	79.1		—	137.0	30.2	
Colorado School Mines		I	PU	139.6	104.7	91.4	80.9	64.8		105.3	192.0	143.9	125.6	111.3	89.0		144.7	37.5	
Colorado St U-Fort Collins	8	I	PU	127.5	93.7	78.8	52.9			62.7	90.3	162.7	119.6	100.5	67.5		80.1	115.3	27.6
Fort Lewis Coll		IIB	PU	85.6	70.1	56.0	45.8			66.6	111.8	91.5	73.0	59.8			86.9	30.5	
U Colorado Boulder	8	I	PU	142.6	102.9	94.5	67.8			105.8	178.2	133.1	122.4	91.3			135.7	28.2	
U Colorado Colorado Springs	1	IIA	PU	108.0	85.3	73.8	50.2			72.2	136.8	111.4	95.5	66.1			93.5	29.6	
U Colorado Denver/Anschutz Medical Campus		I	PU	150.8	106.9	103.4	69.1			105.6	182.6	132.7	127.9	86.3			130.2	23.3	
U Denver	8	I	PI	136.3	101.5	87.1		60.9		97.5	165.9	126.3	107.4		75.8		120.2	23.3	
U Northern Colorado	8	I	PU	90.1	66.6	57.0	45.0	49.8		70.2	107.5	81.6	67.2	53.9	60.4		84.1	19.9	

Connecticut

Albertus Magnus Coll	8	IIA	PR	67.2	55.7	57.8	—	—		61.4	89.2	72.2	68.5	—			78.8	28.4
Central Connecticut St U		IIA	PU	105.8	85.9	69.1	59.4			89.8	156.9	137.1	120.3	110.6			141.0	57.0
Connecticut Coll		IIB	PI	115.4	85.9	75.9	57.2	66.4		90.2	152.3	117.2	101.1	73.8	94.3		120.7	33.8

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
98.5	95.4	1.0		5.4	8.3	5.5		188	58	90	0	145	50	111	0	99.7	90.9	78.8		97.8	85.6	75.0	
98.0	91.5	2.7		4.4	8.5	6.2		127	22	57	0	75	37	54	0	107.3	88.6	76.1		103.3	85.4	74.6	
100.0	97.5	0.0		4.1	5.9	4.7		49	46	42	0	56	35	43	0	111.9	93.0	83.8		106.8	87.0	82.7	
100.0	93.8	0.0		5.1	7.4	5.9		73	28	40	0	52	20	40	0	102.9	86.7	78.1		102.5	87.7	74.9	
85.2	77.2	0.0	0.0	1.6	2.3	2.6	4.3	109	80	78	14	46	56	88	15	157.1	104.7	90.8	69.7	124.2	94.6	90.8	73.4
84.4	71.9	0.0		0.0	0.4	3.0		31	13	6	0	14	19	4	0	152.0	101.7	98.5		135.5	102.3	117.6	
100.0	100.0	0.0	0.0	3.1	5.0	4.2		45	27	12	9	15	18	9	10	168.1	127.1	108.4	82.0	163.0	112.5	95.0	81.7
71.0	94.1	10.7		0.5	0.4	0.4		13	8	25	0	18	9	31	0	111.3	91.6	72.1		109.1	72.6	71.2	
88.2	82.9	2.9	0.0		0.7	3.0		15	21	15	1	2	14	20	2	72.8	65.8	58.6			65.2	60.3	
100.0	64.0	6.9	0.0	1.9	3.1	4.4		30	12	20	0	6	13	9	1	86.6	67.7	62.9		93.6	70.8	61.0	
67.7	0.0	0.0	0.0				12.1	19	6	3	2	12	10	4	3	111.6	86.5			96.8	106.5	87.3	
98.2	82.4	0.0		3.1	7.2	4.9		39	7	12	0	15	10	11	0	153.3	111.0	87.0		133.6	110.9	92.7	
50.0	58.3	0.0	0.0	2.0	2.0	2.0	2.0	4	5	3	2	6	7	15	3	96.0	81.2				74.9	63.9	
99.2	88.2	2.6		5.0	7.2	6.1		75	24	33	0	44	27	45	0	103.2	88.8	76.9		101.5	86.0	73.2	
0.0	0.0	0.0	0.0	2.1	2.4	2.5	1.1	66	28	25	5	42	47	34	7	131.4	95.3	76.9	73.7	128.8	94.7	80.5	72.8
100.0	97.9	0.0	0.0	2.2	4.0	4.6	2.8	37	22	12	21	34	26	16	20	138.4	94.0	79.8	66.5	128.2	94.0	77.7	62.3
96.9	69.2	1.2	0.0	2.0	3.2	7.4	4.7	96	43	48	13	32	48	39	13	145.5	127.7	96.0	60.9	136.1	106.8	80.7	58.5
100.0	100.0	0.0		3.8	8.3	5.4		19	11	3	0	18	9	13	0	139.6	99.0			128.2	98.4	80.7	
84.6	4.2	0.0		-0.3	1.2	3.3		54	22	8	0	24	26	9	0	103.2	82.5	68.1		101.3	83.2	67.7	
97.7	98.5	0.0	0.0	3.0	6.1	7.9		50	39	17	1	36	27	16	0	161.0	113.1	91.0		150.3	115.7	95.8	
100.0	60.7	0.0		0.9	2.3	3.1		44	34	22	0	34	50	43	0	119.3	93.7	88.1		116.6	94.2	77.1	
100.0	96.7	0.6		4.7	5.3	4.8		213	115	89	0	118	94	77	0	117.0	95.5	92.7		112.8	94.1	87.5	
97.0	92.3	1.8		3.6	6.1	6.2		189	86	61	0	142	121	110	0	113.0	95.2	86.4		108.7	92.3	85.9	
100.0	94.9	2.3		4.5	6.6	4.4		181	56	94	0	119	81	123	0	111.7	94.4	87.2		108.4	94.2	83.6	
100.0	98.6	0.0		2.1	2.8	2.7		104	85	49	0	51	59	42	0	163.7	116.5	100.4		144.8	113.4	89.4	
100.0	100.0	0.0	0.0	3.3	3.5	4.5	3.4	12	14	8	5	17	14	16	6	145.9	100.5	78.8	61.8	137.3	100.6	79.7	71.0
100.0	95.6	0.0		5.6	8.7	6.9		64	29	22	0	65	16	39	0	103.0	85.6	74.5		101.8	81.4	73.6	
98.8	87.0	0.0		4.6	5.9	6.5		531	124	129	0	145	61	83	0	249.4	160.7	133.8		234.5	151.9	128.0	
95.7	95.8	0.0						613	171	158	0	227	136	90	0	194.4	136.3	115.6		182.4	125.5	102.8	
95.9	93.4	0.0						548	155	167	0	233	134	137	0	168.9	115.3	97.7		157.8	110.9	94.2	
98.1	99.6	0.0						414	132	84	0	170	110	90	0	174.4	115.8	92.7		163.8	114.6	99.2	
95.0	90.6	0.0						670	135	172	0	294	109	120	0	210.3	138.8	108.2		189.7	127.4	103.0	
100.0	95.6	0.0						40	40	60	0	15	28	48	0	155.8	108.8	94.4		138.5	110.4	90.8	
99.7	99.5	0.0						252	107	152	0	78	77	99	0	164.2	105.9	93.2		154.7	104.4	84.8	
98.3	96.9	0.0						466	124	120	0	114	69	93	0	175.3	118.3	104.2		154.6	108.9	96.5	
99.8	99.3	0.0						367	77	91	0	157	69	72	0	181.7	110.3	96.0		163.0	105.1	88.9	
99.3	99.3	0.0						197	70	75	0	98	63	51	0	164.5	110.9	97.6		153.3	108.9	92.7	
98.3	92.9	0.0		1.2	2.4	1.8		61	19	11	0	55	23	8	0	112.9	90.0	76.2		106.0	87.4	78.5	
90.9	86.1	0.9	0.0	2.9	3.2	3.2	4.1	125	55	55	17	73	74	58	20	148.1	106.4	80.2	74.5	127.9	96.0	84.3	70.4
92.2	75.9	2.5	0.0	6.6	7.7	6.2	5.9	91	61	72	8	62	72	130	6	162.6	119.3	101.4	92.1	153.0	116.6	100.6	87.9
79.4	49.5	0.2	0.0	4.0	5.1	4.9		597	318	245	1	243	262	207	1	189.7	120.0	102.1		161.7	106.3	92.8	
86.8	87.8	3.9	0.0	0.6	2.0	2.7	3.9	104	76	49	2	55	71	54	2	122.9	94.0	93.6		101.8	87.8	86.2	
94.0	54.6	0.0	0.0	1.8	3.1	3.0	4.8	37	10	8	2	13	12	13	3	106.4	85.7	70.8		100.4	82.7	69.7	
100.0	95.4	0.0	0.0	2.0	3.0	3.7		18	20	18	1	12	23	20	3	110.1	84.7	62.5		103.6	81.9	61.0	
100.0	100.0	50.0		-0.3	3.5			21	5	14	0	12	10	10	0	66.8	54.1	49.5		63.4	57.1	52.2	
100.0	98.3	0.0	0.0	3.7	4.6	5.4	2.2	42	30	18	4	24	29	34	6	138.8	102.3	83.4	63.2	130.2	98.7	82.3	62.9
93.2	90.0	0.0	0.0	1.2	3.8	2.8	5.8	72	47	43	34	16	13	18	31	141.9	105.4	92.2	83.1	129.5	102.1	89.3	78.6
99.1	90.2	0.3	0.0	3.1	4.9	4.2	4.4	300	212	183	78	129	154	195	128	131.9	97.5	81.6	61.2	117.1	88.6	76.1	47.8
100.0	84.4	0.0	0.0	0.0	1.2	0.5	0.1	29	21	22	10	22	24	26	20	89.7	69.0	56.1	46.8	80.2	71.0	55.9	45.3
99.8	95.1	3.6	0.0	3.4	3.8	3.9	4.7	357	222	181	176	123	163	121	170	144.8	105.9	99.6	70.6	136.4	98.9	87.0	65.0
100.0	100.0	0.0	0.0	3.0	4.6	1.2	6.1	56	41	46	70	25	41	51	118	113.9	85.3	74.8	49.7	94.7	85.2	72.9	50.4
92.7	77.9	0.0	0.0	1.8	3.1	3.1	4.1	111	158	107	102	68	127	127	116	154.9	105.2	101.6	66.5	144.2	109.1	104.8	71.3
83.8	91.4	0.0		2.0	2.1	3.2		121	117	67	0	64	104	79	0	141.2	103.8	91.8		127.0	98.9	83.2	
96.2	69.6	0.0	0.0	2.1	2.2	2.8	4.1	109	62	51	7	73	63	88	7	92.5	68.8	58.1	45.4	86.4	64.5	56.3	44.6
33.3	0.0	11.1	0.0					14	7	3	0	7	2	6	1	64.6	56.2			72.5		57.2	
99.5	77.3	9.7	0.0	0.2	0.6	1.2		120	76	54	2	75	56	59	6	106.7	85.6	68.4		104.2	86.3	69.8	58.2
100.0	100.0	0.0	0.0	0.0	0.4	0.9	0.0	39	24	11	7	27	24	21	11	119.3	87.4	77.4	59.6	109.7	84.5	75.2	55.7

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.			
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)											
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR				
Connecticut (continued)																					
Eastern Connecticut St U		IIA	PU	100.8	81.1	65.3						86.2	165.3	139.5	109.7			143.5	66.6		
Fairfield U		IIA	PR	127.4	98.8	89.8	76.0					101.1	166.2	136.1	119.6	101.5		135.3	33.7		
Quinnipiac U	16	IIA	PI	133.3	96.4	88.9	74.7					104.0	174.1	128.3	113.5	95.9		135.5	30.3		
Trinity Coll		IIB	PI	132.6	99.0	79.0		67.7	54.9			93.5	173.5	131.4	104.5		92.4	70.2	123.1	31.6	
U Bridgeport		IIA	PI	103.4	82.0	69.2		76.8				79.4	132.3	110.8	98.1		105.6		108.2	36.3	
U Connecticut	7	I	PU	153.4	103.6	91.2	74.8	77.4				111.0	188.2	136.5	122.5	104.0	106.3		143.4	29.2	
U Hartford	8	IIA	PI	101.1	77.0	70.2	63.9					79.0	126.8	98.0	87.5	83.2			100.2	26.8	
U New Haven	8	IIA	PI	133.5	99.8	79.0	82.7	69.8				92.4									
U Saint Joseph	8	IIA	PR	95.2	78.3	70.4	54.1					75.8	123.8	103.5	90.2	67.7			98.3	29.7	
Wesleyan U		IIA	PI	152.6	106.5	89.9						78.7	109.4	195.1	137.9	115.6		101.2	140.4	28.4	
Yale U	8	I	PI	214.3	135.0	109.6	93.3	81.0				160.5	260.7	172.8	140.2	119.0	107.2		199.1	24.0	
Delaware																					
U Delaware	8	I	PU	154.8	109.0	92.1	75.3					117.8	202.2	146.9	123.9	107.1			156.8	33.2	
District of Columbia																					
American U		I	PR	166.4	108.4	87.6	72.3					104.6	204.5	136.8	110.0	90.6			130.4	24.7	
Catholic U America		I	PR	109.4	84.3	71.9	52.0					87.2	134.8	104.6	84.1	61.8			106.4	22.0	
Gallaudet U		IIA	PI	129.0	99.8	78.6	71.8	66.2				102.9	169.2	133.9	108.4	100.8	93.6		137.7	33.9	
George Washington U	8	I	PI	179.4	117.0	96.2	85.9					129.3	218.6	145.3	118.7	105.4			158.9	22.9	
Georgetown U		I	PR	203.4	130.0	115.6						103.7	142.9	246.6	161.2	143.6		129.3	175.6	22.9	
Howard U	8	I	PI	113.2	85.6	78.8	64.6	47.6				84.0	140.2	107.2	96.0	81.5	56.2		103.6	23.4	
U Puerto Rico-Ponce		IIB	PU	78.4	64.5	60.3	46.0					65.9	94.0	77.5	72.3	52.5			78.7	19.6	
Florida																					
Bethune-Cookman U		IIA	PR	84.7	62.7	58.0	51.2					59.7	102.3	75.4	71.6	64.3			73.4	22.9	
Eckerd Coll		IIB	PR	90.8	73.3	66.1	47.5					70.0	123.6	100.1	87.9	70.1			96.1	37.3	
Embry-Riddle Aeronautical U-Daytona Beach	1	IIA	PI	113.9	86.0	75.4	51.9					85.9	148.0	111.9	98.1	67.6			111.7	30.1	
Flagler Coll-St Augustine	1	IIB	PI	78.9	69.6	61.6						67.2	106.4	101.1	89.1				96.3	43.4	
Florida Agricultural and Mechanical U	8	IIA	PU	104.9	81.1	67.9	60.8					81.6	134.5	106.3	89.6	81.4			106.5	30.4	
Florida Atlantic U	1	I	PU	111.2	83.8	74.2	56.6					84.8	144.3	112.4	99.6	77.9			112.7	32.9	
Florida Gulf Coast U	8	IIA	PU	107.0	81.9	68.6	50.5	—				73.3	136.4	108.1	92.1	70.0	—		97.4	32.9	
Florida International U	8	I	PU	130.9	96.9	86.5	65.7	85.1	88.1			92.9	164.0	126.0	113.2	88.2	111.3	116.3	120.4	29.6	
Florida Southern Coll		IIA	PR	94.3	73.6	67.8	59.1					—	72.0	115.3	92.9	86.7	77.4		—	91.2	26.7
Florida St U	8	I	PU	135.9	98.7	88.6						72.2	103.6	171.9	127.2	114.1		95.3	132.8	28.2	
Jacksonville U		IIA	PI	84.8	73.6	76.0	46.4					75.7	108.8	95.3	97.2	66.3			97.6	29.0	
Miami Dade Coll		III	PU	88.1	73.1	65.0	56.9					72.3	105.2	88.3	79.7	69.9			87.5	21.0	
New Coll Florida		IIB	PU	89.0	72.8	63.5	—					75.4	117.3	96.9	85.6	—			100.1	32.8	
Palm Beach Atlantic U	6	IIA	PR	73.5	76.3	60.3	54.9					69.5	93.1	95.9	79.9	74.5			89.1	28.2	
Rollins Coll		IIA	PI	98.0	87.9	67.7		57.4				80.1	134.7	123.2	91.6		77.4		110.0	37.4	
Southeastern U		IIA	PR	85.0	69.2	55.6	46.7	29.1				65.3	106.7	90.5	74.5	61.0	40.7		84.9	30.0	
Stetson U		IIA	PI	122.5	80.5	71.8						60.4	91.4	154.6	106.0	94.5		78.9	117.5	28.6	
The U West Florida	8	IIA	PU	99.7	80.4	68.5	54.2	52.9				73.8	130.3	107.5	90.5	73.7	70.6		97.9	32.6	
U Florida	8	I	PU	149.1	100.0	88.2		70.5				111.9	185.5	128.2	113.1		91.8		141.5	26.4	
U Miami	6	I	PI	164.2	110.6	98.2	94.6	65.1				110.7	203.8	139.7	120.0	119.9	85.8		139.3	25.8	
U North Florida	8	IIA	PU	100.0	75.1	67.7	50.9	42.2				72.9	121.5	91.9	83.3	64.1	55.5		89.6	23.0	
U South Florida-Main Campus	8	I	PU	129.8	93.9	84.4	59.9					92.8	161.8	120.3	108.9	80.4			118.8	28.0	
U South Florida-Sarasota-Manatee	8	IIA	PU	122.3	96.5	79.0	62.2					78.6	152.9	121.9	103.3	83.3			102.1	30.0	
U South Florida-St Petersburg	8	IIA	PU	122.7	88.8	58.5	60.7					82.8	153.2	113.4	77.7	79.5			106.2	28.2	
Georgia																					
Agnes Scott Coll		IIB	PR	96.8	77.8	68.2	52.5					83.1	125.8	102.3	88.2	68.6			108.3	30.3	
Berry Coll		IIA	PI	93.8	73.6	63.5	57.4	54.4				72.6	120.9	96.9	85.1	77.9	74.4		95.8	32.0	
Clark Atlanta U	8	IIA	PR	79.2	68.9	60.8	48.0	50.4	50.0			67.1	95.5	84.3	74.3	57.3	60.5	59.5	81.6	21.5	
Clayton St U	8	IIA	PU	77.3	66.7	61.9	56.4	54.4				66.0	97.9	87.4	82.5	77.0	75.1		86.7	31.3	
Columbus St U		IIA	PU	82.4	75.3	61.8	56.7	47.2	—			69.5	107.6	99.3	81.0	71.7	61.5	—	90.9	30.8	
Covenant Coll	8	IIB	PR	74.4	65.3	51.3						68.2	103.7	84.7	67.4				93.1	36.4	
Emory U	8	I	PR	177.3	122.0	109.8						146.4	230.2	158.2	141.6				189.8	29.7	

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	87.2	5.4		0.0	1.2	1.8		54	24	26	0	42	23	30	0	101.5	82.7	67.0		99.9	79.4	63.9	
100.0	97.8	8.6	0.0	2.0	4.4	3.1	2.7	39	42	23	18	36	48	35	26	130.8	101.8	96.2	76.8	123.7	96.3	85.6	75.5
92.0	69.3	0.0	0.0	1.8	2.3	2.7	4.4	61	44	53	7	52	70	82	7	139.4	103.3	92.2	76.8	126.2	92.1	86.7	72.7
91.9	89.3	0.0		1.5	3.2	7.5		47	26	15	0	15	30	20	0	134.1	97.4	78.7		128.2	100.3	79.3	
100.0	72.6	5.9		4.6	2.5	5.6		14	33	19	0	5	18	32	0	103.1	84.4	67.9		104.3	77.5	70.0	
98.0	86.4	1.2	0.0	1.1	2.1	0.7	5.4	319	237	183	107	135	182	153	99	157.8	106.9	93.9	79.9	143.1	99.2	88.0	69.3
100.0	95.6	4.9	0.0	0.0	0.5	0.9	1.4	64	59	27	43	24	54	34	35	100.6	77.0	73.0	65.7	102.5	77.1	68.0	61.7
100.0	81.8	4.8	0.0	2.9	4.6	4.2	3.4	41	44	36	10	10	22	26	2	137.4	102.2	80.4	84.3	117.7	94.9	76.9	
100.0	87.8	0.0	0.0	2.0	2.4	2.7	2.1	10	14	14	1	11	27	53	6	94.2	79.6	73.5		96.0	77.6	69.6	55.1
100.0	100.0	0.0		4.1	4.0	4.7		82	31	37	0	34	38	37	0	154.5	107.0	89.5		148.2	106.1	90.3	
88.1	47.3	0.0	0.0	2.8	5.8	3.7		455	77	113	10	165	54	91	7	217.6	136.3	112.0	83.5	205.3	133.2	106.7	107.2
96.1	81.5	0.0	0.0	4.8	5.3	5.5	5.7	315	211	152	24	120	162	191	72	157.9	111.9	93.8	80.6	146.8	105.2	90.8	73.6
97.3	95.0	3.3	0.0	0.9	4.3	4.8	5.3	120	82	73	125	66	79	79	169	168.7	106.0	91.6	78.2	162.0	110.8	83.8	68.0
98.3	75.5	0.8	0.0		1.1	2.5	0.9	85	94	68	1	32	61	52	7	105.1	86.0	74.0		120.5	81.7	69.1	52.2
94.4	64.0	15.2	0.0	3.4	7.1	3.2	7.9	31	15	11	5	41	35	22	6	133.5	94.9	79.7	73.6	125.7	101.9	78.1	70.3
91.5	75.2	0.0	0.0	2.1	3.6	4.1	3.4	261	176	113	52	103	179	141	73	181.2	118.8	101.3	98.3	174.9	115.3	92.1	77.1
94.3	90.8	4.0		4.4	3.6	3.4		223	130	55	0	112	109	46	0	209.7	133.7	118.2		190.9	125.5	112.5	
98.3	86.9	2.1	0.0	2.9	3.8	3.7	3.2	118	117	81	16	56	89	113	29	115.7	85.8	79.6	64.7	107.8	85.3	78.2	64.5
100.0	100.0	71.9	66.7	0.1		1.8	0.0	24	10	24	10	36	14	40	8	78.5	67.6	61.6	47.3	78.3	62.2	59.4	44.5
66.7	74.3	2.5	0.0	1.5	0.7	0.9	1.1	15	15	49	23	6	20	31	34	80.3	60.7	54.5	53.2	95.8	64.2	64.5	49.8
100.0	100.0	21.4	0.0	2.7	3.9	3.2	7.6	29	15	17	15	14	10	25	21	92.3	75.9	66.3	50.3	87.6	69.4	65.9	45.5
91.5	57.9	1.0	0.0	2.5	3.1	3.3	5.4	71	71	71	19	11	24	32	17	114.6	85.4	76.6	55.0	109.4	88.0	72.9	48.4
0.0	0.0	0.0		2.0	2.0	2.0		6	27	25	0	10	21	29	0	84.2	72.8	61.5		75.7	65.5	61.6	
95.5	86.3	10.3	0.0	4.0	3.0	2.8	3.4	108	79	76	25	47	89	70	49	104.3	81.6	67.7	59.2	106.4	80.6	68.2	61.6
99.5	93.6	0.0	0.0	2.0	3.2	2.7	2.6	153	109	85	55	62	93	74	79	114.8	85.7	81.0	60.5	102.6	81.6	66.4	53.9
4.4	0.8	0.0	0.0	0.1	0.2	0.3	1.7	45	85	77	44	24	42	71	75	114.8	82.1	66.2	49.9	92.5	81.4	71.1	50.9
93.3	76.2	0.0	0.0	2.9	3.6	2.4	4.2	195	175	131	161	59	115	142	158	132.9	97.7	89.4	67.2	124.3	95.5	83.8	64.2
70.0	48.7	0.0	0.0	2.8	1.7	4.5	3.6	14	22	24	8	6	17	32	14	92.4	76.1	69.3	59.8	98.8	70.3	66.7	58.7
98.4	94.8	0.0		3.5	4.1	3.4		369	178	179	0	123	132	144	0	140.7	102.1	92.9		121.5	94.2	83.3	
98.0	91.1	3.9	0.0	1.1	3.7	2.6	0.7	26	37	28	7	25	19	49	6	89.2	75.1	77.7	47.4	80.3	70.7	75.0	45.2
100.0	98.6	58.0	9.3	2.1	2.5	2.0	1.8	92	129	73	59	90	146	77	70	88.9	73.4	64.8	56.9	87.4	72.8	65.1	56.8
100.0	100.0	0.0	0.0	1.0	3.6	1.4		17	6	11	0	13	16	13	3	93.0	74.2	66.8		83.6	72.2	60.7	
0.0	0.0	0.0	0.0					38	27	29	0	15	29	28	5	74.0	79.4	57.6		72.3	73.5	63.1	54.9
98.4	74.2	0.0		1.5	3.0	4.3		40	28	30	0	24	34	29	0	102.8	95.3	69.8		89.9	81.9	65.5	
6.8	0.0	0.0	0.0	1.8	3.2	3.4	7.5	34	27	25	3	10	15	27	8	85.0	69.7	54.8		85.0	68.3	56.3	47.2
99.1	92.5	0.0		1.1	1.1	1.1		62	32	25	0	43	21	35	0	117.5	80.5	75.7		129.8	80.4	69.0	
98.7	98.5	3.8	0.0	4.4	4.8	2.9	1.6	54	37	57	25	21	30	48	32	99.9	84.4	71.0	54.4	99.1	75.6	65.5	54.1
95.7	84.4	1.0		9.5	8.0			587	317	213	0	188	221	198	0	151.9	102.0	92.8		140.5	97.3	83.2	
98.8	94.8	0.0	0.0	1.3	2.4	2.7	2.6	250	135	78	57	75	97	58	63	165.7	113.9	103.5	97.6	159.6	106.1	91.1	91.9
100.0	98.8	0.0	0.0	0.7	0.5	3.2	2.4	73	93	56	39	37	77	54	60	103.7	77.1	69.6	49.8	92.7	72.6	65.7	51.6
96.2	86.5	0.5	0.3	5.6	7.6	8.6	7.3	255	200	100	136	89	155	98	214	133.4	96.9	89.3	63.9	119.3	90.0	79.5	57.4
100.0	95.0	0.0	0.0	3.6	7.7	5.6	8.1	4	9	9	23	3	11	8	18	142.0	110.9	77.8	62.0		84.6	80.4	62.5
100.0	89.5	0.0	0.0	6.8	5.4	10.1	7.5	22	17	14	16	9	21	16	17	124.3	91.3	57.4	60.9	118.7	86.7	59.5	60.5
100.0	95.2	0.0	0.0	1.1	2.4	2.7		18	7	1	1	19	14	17	3	96.1	80.0			97.4	76.7	68.3	
100.0	93.8	1.6	0.0	3.6	3.1	3.0	3.0	28	26	29	2	10	22	33	4	95.7	76.2	62.8		88.3	70.7	64.0	52.7
97.9	87.1	8.7	0.0	4.8	5.0	6.3	5.3	38	39	15	2	10	23	31	3	80.9	66.5	62.9		72.7	73.1	59.8	
100.0	94.3	0.0	0.0	2.5	2.8	3.2	4.2	27	44	18	0	31	26	29	12	81.3	68.2	62.6		73.8	64.2	61.4	56.4
95.2	86.1	4.8	0.0	5.9	5.2	0.6	2.9	59	46	38	3	24	33	46	8	81.6	78.8	62.5		84.4	70.5	61.2	58.4
82.1	23.1	0.0		2.9	8.1	7.1		35	9	6	0	4	4	6	0	75.0	67.0	53.0		68.5	61.3	49.7	
92.5	87.8	0.0		4.0	4.6	6.1		235	119	79	0	113	94	73	0	183.2	126.2	113.9		165.0	116.8	105.4	

APPENDIX I

NAME	NOTES	(1)		(2)							(3)							BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)							AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
Georgia (continued)																		
Georgia Coll and St U		IIA	PU	90.1	71.4	62.8	—	52.5			70.8	116.7	93.9	84.8	—	68.8	93.0	31.4
Georgia Highlands Coll		III	PU	59.7	49.5	46.1	43.1			49.0	75.6	66.5	61.4	56.5			64.5	31.6
Georgia Institute Technology-Main Campus	8	I	PU	168.4	113.1	103.0	55.9	63.1	83.5	130.3	214.0	143.7	132.2	99.0	72.4		164.5	26.3
Georgia Southern U	8	I	PU	82.9	75.5	74.5	54.1	50.0		72.0	106.4	97.2	95.7	70.5	65.0		92.7	28.7
Kennesaw St U	6	I	PU	91.6	73.5	65.0	46.4	53.0		70.6	118.2	97.4	86.7	59.6	70.7		92.9	31.6
LaGrange Coll		IIA	PR	70.0	55.6	54.1				60.5								
Mercer U	8	I	PI	91.5	76.4	68.8	53.8	65.3		76.4	120.4	102.7	92.7	75.0	87.4		102.2	33.8
Spelman Coll		IIB	PI	107.0	78.8	64.9	57.5	62.0		73.8	126.6	98.5	84.5	77.1	81.7		93.4	26.7
Toccoa Falls Coll	8	IIB	PR	57.9	49.9	44.1				48.6	79.5	72.8	64.4				69.7	43.4
U Georgia	7	I	PU	129.8	96.4	89.0	50.7	72.1		102.5	164.2	125.1	116.1	68.3	95.6		131.9	28.8
U North Georgia	8	IIA	PU	81.4	67.1	57.8	—	43.8	43.7	58.9								
U West Georgia	1	I	PU	83.7	66.5	58.8	43.0	49.1		62.1	113.7	92.2	81.2	60.7	69.1		85.9	38.2
Wesleyan Coll	1	IIB	PR	66.6	58.5	50.7	—			58.3	86.2	75.5	66.8	—			75.5	29.5
Young Harris Coll		IIB	PR	71.9	57.6	52.5	40.3			55.0	89.8	75.4	70.4	58.1			72.8	32.5
Hawaii																		
Chaminade U Honolulu		IIA	PR	82.3	76.0	67.2		54.3		70.9	100.8	94.4	85.6		72.7		89.3	26.0
Idaho																		
Idaho St U	8	I	PU	85.5	72.7	65.5	46.8	41.5		66.5	116.2	100.6	92.5	71.2	63.8		93.7	40.8
Lewis-Clark St Coll	8	IIB	PU	66.1	57.3	48.5	46.0	—		54.5	92.9	82.3	71.8	68.6	—		78.9	44.9
The Coll Idaho		IIB	PI	79.5	65.9	55.9	44.9			63.5	95.5	81.9	71.9	61.0			79.5	25.3
Illinois																		
Augustana Coll	1	IIB	PR	89.7	69.2	63.3	48.4	49.8		69.5	114.4	90.5	80.3	62.5	67.5		89.5	28.7
Aurora U	1	I	PI	92.2	71.5	61.8				69.5	116.2	90.1	75.4				86.2	24.0
Bradley U	6	IIA	PI	104.0	79.3	69.9	56.6	46.7		78.6	126.8	98.5	88.5	69.5	57.1		97.5	24.0
DePaul U	8	I	PR	131.4	96.6	79.1	73.0			96.3	166.3	125.0	98.9	91.0			122.5	27.2
Dominican U		IIA	PR	88.8	70.3	65.4	—	65.3		73.9	115.0	94.8	85.2	—	79.7		96.0	29.8
Elmhurst Coll		IIA	PR	84.5	69.0	65.0	58.0	44.7		72.3	111.9	93.9	86.4	71.7	60.1		96.5	33.4
Governors St U		IIA	PU	102.6	85.6	74.0		64.5	68.6	77.9								
Illinois Coll		IIB	PR	80.6	65.9	54.9	44.5			66.9	99.6	84.7	67.9	55.6			83.6	25.0
Illinois Institute Technology	8	I	PI	148.5	106.5	94.1	63.2	84.9		117.2	180.9	133.7	114.5	80.4	104.2		143.9	22.8
Illinois St U	8	I	PU	94.2	75.3	74.8		44.3		74.7	124.3	102.6	99.5		63.4		100.7	34.8
Illinois Wesleyan U		IIB	PI	88.6	69.5	60.4	—			73.1	126.8	97.0	80.0	—			101.7	39.1
Knox Coll	8	IIB	PI	82.0	63.1	52.2	49.7			65.5	102.0	75.0	65.6	59.2			80.3	22.6
Lake Forest Coll		IIB	PI	99.3	78.8	64.2	53.4	79.9		78.5	128.3	104.2	83.3	66.3	102.3		102.1	30.1
Lewis U		IIA	PR	103.6	86.3	71.5	60.8			83.2	140.0	117.9	97.3	82.6			113.1	35.9
Lincoln Christian U	8	IIA	PR	52.9	52.0	49.3				52.2	67.2	65.4	62.6				66.2	26.7
Loyola U Chicago		I	PR	149.2	101.8	87.1	73.1			99.3	191.1	129.4	111.1	95.1			127.5	28.3
MacMurray Coll	8	IIB	PR	64.9	55.1	50.6	—			53.6	81.3	67.4	63.9	—			67.1	25.2
McKendree U		IIA	PR	75.9	60.3	58.3	54.4			62.5	92.7	75.0	72.5	66.4			77.2	23.6
Millikin U		IIB	PR	75.3	61.8	56.0	51.9	39.2		60.5	93.1	77.0	69.7	67.6	53.1		75.9	25.4
Monmouth Coll		IIB	PR	74.3	63.5	51.9	49.0			61.1	96.3	81.8	67.8	62.6			79.2	29.7
North Central Coll		IIA	PR	96.5	76.9	65.8	—			78.2	124.5	101.2	83.8	—			101.0	29.1
Northern Illinois U		I	PU	100.3	77.4	72.2	43.1	66.0		75.5	132.1	106.0	100.0	66.8			103.7	37.3
Northwestern U		I	PI	211.2	135.4	116.7				172.8	266.6	177.5	153.9				221.1	28.0
Roosevelt U	8	IIA	PI	100.4	76.4	66.8		48.4	—	77.0	124.4	98.0	85.2		64.0	—	97.9	27.1
Saint Anthony Coll Nursing	8	IIB	PR	—	—	74.3	58.0			67.4								
Saint Francis Medical Center Coll Nursing		IIB	PR	91.7	78.7	72.4	61.1			73.8	119.6	104.7	91.3	80.0			95.3	29.2
Saint Xavier U		IIA	PR	79.1	65.7	63.5	—	36.9	49.9	65.3	100.0	84.7	79.7	—	51.5	62.2	83.3	27.6
Southern Illinois U-Carbondale		I	PU	103.2	77.3	72.4	39.1	44.9		76.0	135.9	104.8	97.8	54.9	63.3		102.3	34.7
Southern Illinois U-Edwardsville	6	IIA	PU	88.7	74.5	63.2	45.7	—		69.2	118.3	101.4	88.7	69.5	—		95.8	38.4
Trinity Christian Coll	8	IIB	PR	72.7	62.3	54.7	—			61.7	92.0	81.7	65.3	—			76.4	23.9
U Chicago	8	I	PI	234.3	126.0	121.4	63.6	66.5		164.1	280.0	161.0	155.8	89.3	92.6		202.2	23.2
U Illinois Chicago	8	I	PU	151.1	108.9	92.9	61.3	55.0		110.9	191.0	142.5	123.9	87.4	80.2		144.7	30.5
U Illinois Springfield	8	IIA	PU	111.2	69.4	71.8	95.5	—		77.4	145.1	96.8	99.6	127.0	—		106.0	37.0
U Illinois Urbana-Champaign	8	I	PU	150.5	104.2	95.5	56.1	67.7		115.2	190.1	137.0	127.0	81.4	94.9		149.6	29.8
U St Francis	1	IIA	PR	88.7	72.9	63.9	58.2			70.6	113.2	97.4	88.4	82.7			95.1	34.7

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	98.6	1.2	0.0	2.8	5.4	3.8		60	24	36	0	40	48	45	2	90.1	71.8	61.9		90.2	71.2	63.5		
100.0	94.4	33.3	0.0	4.1	4.4	3.9	3.7	16	16	13	10	9	20	26	19	59.2	49.3	43.9	41.6	60.5	49.7	47.2	43.9	
99.6	95.6	0.0	0.0	2.3	3.7	2.8	9.4	431	218	135	3	89	77	64	7	170.6	114.6	103.8		157.2	108.7	101.5	53.2	
100.0	98.5	4.6	0.0	2.2	2.3	2.7	2.0	91	116	128	3	50	84	113	32	85.2	77.8	77.4		78.7	72.2	71.3	54.0	
99.3	94.8	8.3	0.0	2.4	3.1	3.0	9.3	172	156	149	17	104	149	151	32	94.3	75.3	66.5	47.4	87.1	71.6	63.6	45.9	
100.0	30.0	0.0						15	7	14	0	13	13	12	0	69.2	55.5	53.7		70.9	55.6	54.6		
97.1	75.2	1.9	0.0	2.1	2.9	3.2	2.5	68	60	41	7	36	65	67	21	92.8	74.6	68.6	52.6	88.9	77.9	68.9	54.2	
100.0	100.0	0.0	0.0	1.1	3.5	2.8	2.5	9	19	13	3	12	42	33	12	94.3	78.0	65.7		116.5	79.2	64.5	58.5	
70.0	37.5	43.5		2.0	3.3	2.1		9	5	13	0	1	3	10	0	57.7	49.9	43.9					44.4	
98.0	90.6	0.2	0.0	3.0	3.5	3.9	3.6	533	314	243	36	199	240	206	41	132.4	99.0	93.3	49.7	122.7	93.0	83.8	51.6	
100.0	91.0	8.1	0.0	3.2	3.7	2.3		69	73	111	1	38	61	112	0	81.7	66.7	57.1		81.0	67.6	58.4		
99.1	90.0	2.5	0.0	2.8	4.4	4.4	3.0	77	54	38	32	32	66	84	48	86.6	65.4	57.9	41.8	76.8	67.3	59.2	43.7	
100.0	92.3	0.0	0.0	6.1				8	5	5	1	14	8	14	2	67.3	57.4	47.4		66.2	59.2	51.8		
100.0	100.0	48.5	0.0	0.0	6.0	1.7	4.6	5	14	16	4	4	9	17	5	70.2	57.4	52.9	45.1	74.1	57.8	52.2	36.4	
100.0	47.8	4.2						13	11	10	0	6	12	14	0	83.4	73.2	62.3		80.1	78.6	70.7		
96.9	90.4	0.0	2.0					95	39	64	30	34	44	56	19	87.3	78.9	68.0	48.3	80.3	67.2	62.6	44.3	
79.1	82.1	3.1	0.0	4.0	4.0	4.3	1.5	29	14	28	12	14	25	36	14	65.6	56.2	47.5	46.1	67.1	57.9	49.4	45.8	
100.0	100.0	0.0	0.0	0.0	1.0	0.0	0.0	15	11	10	10	10	8	12	5	81.3	64.4	56.2	43.2	76.8	67.9	55.6	48.5	
100.0	100.0	0.0	0.0	2.7	3.1	4.3		35	29	17	17	27	21	20	24	90.6	68.9	64.9	49.3	88.7	69.7	62.0	47.7	
86.4	80.5	0.0		0.6		0.5		13	17	36	0	9	24	40	0	91.9	73.3	62.3		92.7	70.2	61.4		
98.8	92.5	12.3	0.0	5.4	5.7	5.5	3.7	69	58	56	14	14	49	58	18	106.4	82.5	70.9	61.0	92.0	75.6	69.0	53.2	
99.0	98.1	1.1	0.0	2.5	3.2	3.8	2.5	126	193	77	98	76	169	99	79	139.6	99.1	86.1	78.6	117.7	93.8	73.6	65.9	
100.0	79.6	28.1	0.0	2.0	2.2	2.4		25	15	16	1	24	29	16	1	92.0	73.5	67.5		85.5	68.6	63.3		
100.0	79.6	5.0	0.0	2.4	0.0	0.4		24	16	12	4	29	28	28	1	88.2	71.5	63.8	58.8	81.4	67.6	65.6		
100.0	95.1	0.0						12	29	17	0	18	32	38	0	98.8	86.8	79.6		105.1	84.6	71.5		
100.0	90.5	0.0	0.0	0.3	0.6	1.1	0.4	17	12	14	4	11	9	7	1	81.4	67.2	55.3	44.9	79.4	64.3	54.0		
79.6	78.7	0.0	0.0	2.4	5.1	4.4	2.0	127	85	55	6	35	23	33	4	150.0	104.9	94.8	70.2	143.2	112.5	92.8	52.8	
100.0	96.2	1.7		2.2	2.7	2.6		162	133	72	0	93	132	108	0	97.8	77.0	76.7		88.0	73.7	73.5		
98.0	95.4	6.5	0.0	1.5	2.5	3.4		35	22	22	3	15	21	24	0	89.3	71.5	58.1		86.8	67.5	62.5		
97.3	97.8	3.0	0.0	0.1	0.1	0.0	0.0	20	26	15	3	17	19	18	1	82.1	62.8	52.6		81.8	63.4	51.9		
100.0	100.0	0.0	0.0	2.1	2.4	3.6		20	15	14	3	6	16	18	1	99.8	77.7	65.5		97.6	79.7	63.2		
98.4	53.5	0.0	0.0	1.6	3.1	5.3	2.4	39	28	49	3	22	30	49	9	105.0	87.5	71.3		101.2	85.1	71.6	61.1	
0.0	0.0	0.0		0.0	1.0			14	4	3	0	4	2	1	0	53.2	51.5			52.1				
98.4	97.3	5.0	0.0	2.2	2.7	2.8	2.9	129	98	62	139	63	90	57	189	153.2	102.9	89.8	70.7	141.2	100.6	84.3	74.9	
100.0	100.0	0.0	0.0	10.3	1.4	7.4		2	5	8	1	4	2	13	1		53.3	50.9		64.1		50.4		
100.0	93.6	12.9	0.0	0.5	0.4	0.1	0.1	10	11	14	5	13	20	17	8	78.8	64.4	63.8	53.0	73.6	58.0	53.7	55.2	
100.0	91.7	0.0	0.0	2.0	1.7	1.5	1.5	21	23	20	9	10	25	23	19	76.9	62.4	55.2	58.3	72.0	61.2	56.7	48.9	
100.0	82.4	0.0	0.0	3.0	3.6	3.8	3.0	14	12	20	2	15	5	20	3	78.0	63.4	52.7		70.9	63.8	51.1		
84.0	81.4	0.0	0.0	2.1	2.2	1.8		32	24	22	1	18	19	41	2	99.5	76.6	67.5		91.0	77.4	64.8		
98.6	97.7	2.2	0.0	0.4	0.1	0.4	1.2	151	128	86	63	64	132	99	96	103.1	75.8	73.4	45.4	93.7	79.0	71.1	41.6	
90.9	79.0	0.0		4.0	7.7	5.6		473	192	124	0	162	113	108	0	216.7	140.7	122.2		195.3	126.3	110.3		
97.8	93.6	4.0		3.5	5.2	4.3		29	49	28	0	16	44	22	0	109.3	80.2	66.7		84.2	72.1	66.9		
	0.0	0.0	0.0			2.9	4.8	0	1	0	1	0	0	12	9							74.3	58.3	
0.0	0.0	0.0	0.0	5.3	3.9	4.2	6.9	0	0	2	1	5	7	14	7					91.7	78.7	72.3	61.5	
96.2	93.2	0.0	0.0	0.0	0.4	0.6		12	26	13	0	14	33	27	3	78.5	65.6	69.7		79.6	65.8	60.6		
97.9	92.9	19.1	0.0	2.2	1.6	2.0	3.9	152	140	90	33	40	85	57	34	105.3	77.0	74.1	38.8	95.4	77.6	69.6	39.3	
100.0	97.7	1.0	0.0	0.4	1.9	2.6	3.9	93	95	53	46	53	80	52	86	92.6	75.5	66.2	46.4	81.8	73.3	60.1	45.4	
91.7	50.0	0.0	0.0	0.8	2.6	2.1		17	5	7	1	7	5	28	0	72.9	63.2	55.3		72.1	61.4	54.6		
94.4	84.1	0.0	0.0					510	142	164	56	145	84	87	30	242.5	129.2	128.2	64.4	205.5	120.6	108.4	62.1	
95.1	81.2	0.3	0.0	4.2	5.1	5.2	3.8	230	181	197	4	116	197	191	10	154.0	113.9	96.9	51.6	145.4	104.4	88.7	65.2	
100.0	97.0	0.0	0.0	0.0	1.4	4.1		14	53	27	12	2	47	26	14	112.6	74.0	77.1	96.8		64.2	66.3	94.4	
97.5	97.1	0.0	0.0	4.1	5.1	4.8	6.7	622	286	288	25	211	203	221	43	153.8	108.1	99.8	65.2	140.6	98.8	90.0	50.8	
76.0	95.5	0.0	0.0	1.0	1.5	1.3	1.7	13	9	8	7	12	13	28	14	91.0	74.1	60.7	60.5	86.2	72.1	64.8	57.0	

APPENDIX I

NAME	NOTES	(1)		(2)							(3)							BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)							AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
Illinois (continued)																		
Western Illinois U	8	IIA	PU	99.5	78.7	62.2	46.9	37.5			76.9	130.5	105.9	87.8	67.9	59.7	104.1	35.3
Wheaton Coll	8	IIA	PR	98.0	83.1	67.1	60.4			82.8	136.2	118.2	89.1	77.0			114.9	38.7
Indiana																		
Ball St U	8	I	PU	96.2	76.9	63.5	49.8			69.9	125.4	102.0	83.3	62.4			91.1	30.3
Bethel Coll-Indiana		IIA	PR	63.4	55.9	47.1				52.7	83.8	75.7	75.0				76.3	44.8
Butler U	8	IIA	PI	93.5	78.4	70.3	52.5			75.2	127.5	106.6	89.4	69.6			100.7	33.9
Calumet Coll Saint Joseph		IIA	PR	—	59.8	55.8	—			57.4	—	74.1	72.7	—			73.8	28.5
DePauw U		IIB	PI	100.7	80.1	68.5	—			89.7	134.7	104.2	90.1	—			118.9	32.6
Earlham Coll		IIB	PR	85.1	71.5	58.6	36.0			68.5	114.2	96.2	78.5	42.9			91.5	33.6
Franklin Coll		IIB	PR	77.3	62.1	55.5	42.8	37.0		60.1	99.8	80.7	71.3	55.3	48.3		77.6	29.1
Goshen Coll		IIB	PR	67.2	54.1	44.9				59.3	96.2	71.3	59.3				82.1	38.3
Hanover Coll		IIB	PR	76.2	68.6	59.0	—			70.3	96.8	87.1	75.1	—			89.3	27.0
Huntington U		IIB	PR	65.2	57.0	52.8	46.5			57.2	88.9	80.1	72.4	68.7			79.2	38.5
Indiana Institute Technology	1	IIA	PI	79.0	69.3	58.5	—			64.8	91.6	81.8	71.1	—			77.4	19.4
Indiana St U		I	PU	100.1	80.6	69.8	50.6	47.9		76.1	131.0	106.0	92.8	68.2	55.6		100.4	31.9
Indiana U-Bloomington	8	I	PU	142.2	97.3	99.9		64.0		107.3	173.0	119.8	121.8		81.5		131.7	22.7
Indiana U-East	8	IIB	PU	89.4	72.1	65.7		56.9		67.1	114.5	91.3	83.5		73.3		85.5	27.4
Indiana U-Kokomo	8	IIA	PU	92.8	68.7	60.3		49.9		62.0	119.1	89.3	77.5		64.9		80.1	29.3
Indiana U-Northwest	8	IIA	PU	90.2	69.6	61.8		52.4		69.2	114.7	89.4	78.8		68.7		88.7	28.0
Indiana U-Purdue U-Fort Wayne	8	IIA	PU	89.0	72.3	64.4	57.6		50.7	70.2	116.9	97.5	87.3	77.6		71.2	94.5	34.7
Indiana U-Purdue U-Indianapolis	8	I	PU	121.9	87.4	78.4		55.6		85.8	149.3	108.9	97.3		71.9		106.8	24.5
Indiana U-South Bend	8	IIA	PU	77.0	65.0	63.7		46.9		63.1	98.7	83.7	80.1		62.2		81.2	28.6
Indiana U-Southeast	8	IIA	PU	86.7	74.3	64.4		53.1		69.5	109.9	94.1	82.0		68.8		88.5	27.4
Indiana Wesleyan U-Marion		IIA	PR	78.6	67.0	57.4	—	49.0		65.6	99.5	87.9	78.3	—	70.0		86.6	32.0
Ivy Tech CC		III	PU	70.3	56.6	51.0	46.2	38.6		52.7	95.5	79.2	70.5	58.5	46.4		72.0	36.6
Manchester U		IIB	PR	75.6	68.3	77.5	—			72.7	101.6	89.4	95.8	—			93.3	28.4
Purdue U-Calumet Campus	8	IIA	PU	100.1	77.4	68.2	47.6		54.8	75.8	130.0	103.5	91.9	64.3		75.0	100.8	33.1
Purdue U-Main Campus	8	I	PU	142.4	101.2	89.7	73.6		58.5	111.4	176.5	131.0	117.0	95.4		78.6	141.5	27.0
Rose-Hulman Institute Technology	8	IIB	PI	119.6	95.5	80.0				101.7	160.6	136.5	121.0				142.6	40.3
Saint Mary's Coll		IIB	PR	88.7	70.7	60.2	51.8	54.2		67.9	114.1	91.6	75.4	67.4	68.5		86.8	28.0
Taylor U	1	IIB	PR	68.3	58.4	52.0	41.2			60.1	103.6	90.9	75.0	52.7			90.3	50.3
U Evansville		IIB	PR	87.3	74.1	64.9		43.1		73.1	101.8	88.6	79.4		57.6		87.6	19.8
U Indianapolis	8	IIA	PR	88.3	74.7	62.9	53.8			69.1	114.0	96.7	82.6	73.5			90.3	30.6
U Notre Dame		I	PR	180.9	119.2	107.0			69.5	126.0	230.1	158.5	138.9		92.9		163.5	29.8
U Southern Indiana	8	IIA	PU	91.8	74.9	64.7	52.2			67.1	122.1	100.5	85.9	71.4			90.0	34.2
Valparaiso U		IIA	PR	94.2	70.6	64.7	54.0	46.7		69.3	115.3	91.8	85.9	75.1	67.9		90.4	30.5
Wabash Coll		IIB	PI	100.7	79.7	67.3	53.2			80.5	128.3	102.4	87.4	70.6			103.5	28.6
Iowa																		
Allen Coll	2	IIB	PI	80.9	66.7	56.5	—			64.8	101.2	82.3	73.1	—			82.1	26.8
Buena Vista U		IIA	PR	69.3	64.6	61.0	29.2			55.6	90.2	83.6	76.8	34.0			70.4	26.5
Central Coll		IIB	PR	77.4	62.6	55.5		55.3		64.4	95.4	78.7	67.3		65.1		79.0	22.8
Clarke U		IIB	PR	62.0	57.7	52.7	52.8		—	55.9								
Coe Coll		IIB	PR	81.8	63.2	57.1	50.3			64.6	106.0	81.1	73.2	65.8			83.2	28.8
Cornell Coll		IIB	PR	78.6	59.6	54.7	—	—	—	68.3	110.1	86.5	74.7	—	—	—	95.6	40.0
Drake U		IIA	PI	113.0	85.5	74.6	—			90.2	146.5	111.2	96.8	—			117.3	30.0
Faith Baptist Bible Coll and Theological Seminary		IIB	PR	46.6	—	41.8				44.9	63.3	—	56.5				60.3	34.1
Graceland U-Lamoni		IIA	PR	74.4	59.5	49.0	39.4		59.8	59.3								
Grinnell Coll		IIB	PI	136.8	103.5	84.2	63.7	—		106.1	179.3	137.4	109.5	80.8	—		139.3	31.3
Iowa St U	8	I	PU	130.5	98.0	84.4		62.2		99.7	167.7	129.7	113.6		87.2		131.5	31.9
Kirkwood CC	18	III	PU	74.7	64.9	60.4	55.3			65.5	100.0	88.6	83.2	77.3			89.2	36.2
Loras Coll		IIB	PR	66.1	55.5	51.3	45.5			56.8	81.5	71.3	63.5	55.6			71.3	25.6
Luther Coll		IIB	PR	81.3	68.2	58.5	52.2			69.2	109.6	90.9	76.4	69.0			92.2	33.3
Morningside Coll		IIA	PR	75.6	60.5	53.9	58.2			61.4	100.3	82.0	72.3	73.2			81.2	32.2
Northwestern Coll		IIB	PR	68.1	58.8	50.6	48.6			58.6	84.1	74.8	66.6	64.5			74.5	27.2
Simpson Coll		IIB	PR	65.5	56.5	51.4	—			58.8	87.8	75.4	63.6	—			77.4	31.6
U Iowa	8	I	PU	141.1	96.4	87.8	67.4	58.3	52.3	102.1	183.7	126.3	112.3	86.0	75.5	67.3	132.6	29.9
U Northern Iowa		IIA	PU	92.7	75.7	65.7	57.7			76.0	123.1	102.4	90.4	80.6			102.8	35.3
Wartburg Coll		IIB	PR	69.0	58.0	55.1		51.4		60.6	100.7	87.0	76.4		71.1		87.7	44.8

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	100.0	1.8	0.0	2.2	1.3	1.2	1.6	126	78	52	28	55	62	60	56	100.4	79.7	64.6	45.3	97.3	77.5	60.1	47.8
94.2	83.9	0.0	0.0	3.1	3.5	5.0	4.5	51	57	34	2	18	30	25	4	100.0	84.5	68.0		92.4	80.4	65.9	59.2
99.1	94.3	5.9	0.0	0.4	2.0	2.1	1.6	145	124	165	95	65	103	173	152	99.8	80.0	64.5	51.1	88.1	73.2	62.5	49.0
100.0	92.9	3.2		0.0	0.0	0.5		6	16	14	0	2	12	17	0	64.4	55.8	47.1			56.0	47.2	
95.7	50.0	2.7	0.0	2.9	1.8	2.1	3.0	63	52	34	32	31	66	40	45	96.7	80.5	69.0	53.2	87.0	76.8	71.4	52.0
100.0	100.0	8.3	0.0		0.0	0.0		3	7	7	1	0	5	5	2		61.1	52.8				58.1	60.0
99.2	92.6	5.7	0.0	3.0	5.2	4.6		71	27	17	0	46	27	18	1	102.3	80.3	68.8		98.2	79.9	68.1	
95.0	100.0	0.0	0.0		12.5			26	12	20	3	14	15	22	7	84.3	72.9	58.7		86.6	70.4	58.5	38.2
100.0	93.8	0.0	0.0	0.5	1.9	2.4	2.7	16	8	12	2	4	8	14	5	78.1	61.8	60.4		74.4	62.4	51.4	40.8
90.6	8.7	0.0		1.8	1.8	1.4		17	10	2	0	15	13	7	0	66.6	55.0			67.8	53.4	44.7	
100.0	94.1	0.0	0.0	0.2	15.0	12.3		27	12	8	1	18	5	9	1	76.2	69.0	62.5		76.4	67.7	56.0	
95.5	73.3	0.0	0.0	0.0	0.8	0.8	3.1	15	9	11	3	7	6	10	4	62.1	57.2	52.3		71.4	56.5	53.4	49.2
100.0	74.1	0.0	0.0	3.6	3.1	6.2		4	18	6	1	1	9	16	2	82.8	68.0	61.3			71.8	57.5	
100.0	95.9	4.7	0.0	2.2	3.3	3.1	4.5	84	62	47	50	39	60	59	54	102.9	83.3	69.0	49.9	94.1	77.8	70.4	51.2
90.8	78.6	0.0		1.7	3.0	3.0		501	281	202	0	183	215	149	0	146.5	101.4	107.5		130.4	91.9	89.8	
100.0	63.6	0.0		2.7	0.3	3.1		4	10	17	0	3	12	33	0	96.6	66.7	64.1			76.6	66.4	
100.0	69.6	0.0		2.3	3.1	2.5		7	11	15	0	3	12	29	0	98.1	68.2	60.2			69.1	60.3	
100.0	68.1	0.0		2.2	3.0	3.2		17	26	17	0	12	21	37	0	97.3	70.0	64.2		80.2	69.0	60.6	
98.6	98.4	2.1	22.2	-0.3	0.7	1.5		54	72	42	4	19	54	55	5	92.2	71.4	64.7	57.2	79.6	73.5	64.2	57.9
89.3	74.5	0.7		2.1	2.3	3.2		167	174	115	0	76	159	166	0	125.9	89.5	85.2		113.2	85.0	73.7	
100.0	87.7	0.0		1.1	1.2	2.8		30	48	22	0	17	33	29	0	79.1	66.3	67.9		73.4	63.0	60.4	
95.4	77.8	0.0		1.0	0.6	1.2		26	27	18	0	17	27	25	0	88.7	75.9	69.7		83.7	72.6	60.6	
0.0	0.0	0.0	0.0	2.2	2.1	2.3	15.1	51	44	51	0	24	38	68	1	78.6	67.5	57.8		78.5	66.4	57.0	
0.0	0.0	0.0	0.0					39	111	292	99	51	219	379	140	70.2	57.6	49.8	46.2	70.4	56.1	51.9	46.2
90.0	82.5	0.0	0.0			10.4		12	23	19	1	8	17	22	2	78.7	67.0	75.9		71.0	70.1	78.8	
100.0	95.8	1.0	0.0	0.0	0.5	1.4	4.0	58	65	40	5	26	54	57	16	101.0	77.7	71.4	65.6	98.2	77.1	65.9	41.9
95.4	85.5	0.3	0.0	2.9	3.6	3.7	5.5	700	336	337	6	183	201	259	4	144.2	103.5	92.4	70.0	135.6	97.4	86.2	79.0
98.6	94.6	0.0		1.9	2.5	2.9		64	41	29	0	9	14	16	0	119.8	96.7	81.0		118.5	92.3	78.3	
100.0	100.0	6.4	0.0	3.6	4.4	4.0	4.5	9	12	15	5	22	28	32	14	86.9	71.0	61.0	54.5	89.4	70.6	59.9	50.9
94.6	61.8	7.9	0.0	1.1	1.5	1.7	1.7	43	25	24	1	13	9	14	4	68.5	58.8	52.4		67.7	57.3	51.4	41.5
100.0	95.2	7.9		2.0	3.5	2.7		36	34	24	0	7	28	39	0	89.7	78.8	61.5		75.0	68.4	67.0	
95.0	83.8	0.0	0.0	2.7	3.7	4.0	7.2	21	38	51	13	19	42	82	12	90.3	76.1	66.1	51.9	86.1	73.5	60.9	55.8
100.0	96.0	0.0		3.9	4.4	4.5		340	181	130	0	75	95	62	0	184.8	120.5	111.0		163.4	116.6	98.6	
97.3	85.0	4.5	0.0	1.6	2.3	2.7	3.1	27	54	47	29	10	39	65	63	94.2	77.8	68.4	52.4	85.3	70.8	62.0	52.0
93.3	48.5	5.0	0.0	3.0	3.6	3.3	2.2	45	51	36	11	15	46	24	17	95.3	75.1	65.8	48.1	90.9	65.7	63.1	57.7
100.0	97.7	0.0	0.0	1.3	2.5	3.8	1.0	15	26	7	3	4	17	9	2	99.8	81.0	67.5		104.2	77.7	67.2	
0.0	0.0	0.0	0.0	2.5	6.1	4.0		0	1	1	0	11	8	20	2					80.9	66.2	56.6	
94.4	94.7	11.4	0.0	6.3	2.1	1.9	0.6	8	10	16	15	10	9	19	8	68.1	69.3	59.4	21.1	70.4	59.4	62.4	44.4
100.0	100.0	0.0		1.9	2.3	2.7		20	16	10	0	11	16	10	0	77.8	62.9	56.4		76.7	62.3	54.6	
100.0	88.9	2.9	0.0					7	8	10	2	15	10	24	9	63.3	57.7	54.4		61.3	57.7	52.0	52.2
100.0	100.0	7.0	0.0	0.2	0.0	0.5		18	12	20	1	8	15	23	5	79.6	65.4	57.6		86.8	61.5	56.6	48.6
100.0	100.0	0.0	0.0	2.6	3.3	2.3		23	6	7	1	18	12	7	1	82.5	61.5	56.2		73.7	58.7	53.1	
91.8	79.2	3.7	0.0	1.2	0.9	0.6		54	62	40	1	31	68	42	1	118.3	86.5	74.2		103.8	84.6	75.0	
0.0	0.0	0.0				2.0		10	2	3	0	0	1	3	0	46.6							
100.0	94.1	0.0	0.0	7.9	4.9	7.8	2.0	11	9	15	2	13	8	11	3	70.5	56.2	47.7		77.7	63.2	50.9	
100.0	96.6	0.0	0.0	7.0	6.9	7.3	3.5	26	36	22	5	24	23	19	7	141.7	103.6	84.4	63.5	131.4	103.4	84.0	63.8
98.8	93.0	0.2		0.9	1.1	0.7		396	256	224	0	110	146	198	0	132.0	100.8	87.6		125.0	93.0	80.8	
0.0	0.0	0.0	0.0	3.5	3.7	3.9	4.0	61	21	25	34	39	25	33	24	74.4	63.9	59.9	55.6	75.1	65.8	60.7	54.8
96.0	86.1	0.0	0.0	2.5	2.9	6.6		22	21	13	2	3	22	9	3	65.8	58.8	50.9			52.2	51.9	
100.0	93.7	2.9	0.0	1.1	1.9	2.5	1.0	36	31	15	5	20	32	19	10	80.5	69.3	58.7	52.4	82.8	67.1	58.3	52.1
93.3	81.0	5.6	0.0	0.0	0.2	0.4	0.5	10	13	6	8	5	8	12	10	76.2	60.0	54.8	63.2	74.4	61.2	53.5	54.2
100.0	95.0	5.3	0.0	3.9	4.0	4.8	5.7	22	12	10	5	8	8	9	9	68.6	58.9	49.6	48.0	67.0	58.7	51.7	48.9
100.0	100.0	0.0	0.0		-0.4	-0.1		23	11	14	1	19	9	16	0	65.7	58.6	51.1		65.4	54.1	51.8	
92.7	82.8	0.0	0.0	3.3	4.1	5.3	7.4	343	219	146	37	136	177	143	19	145.9	100.3	93.4	72.6	128.9	91.6	82.1	57.2
100.0	94.5	5.4	26.3	0.9	1.7	2.1	2.1	104	87	50	27	56	76	62	53	95.9	77.6	67.7	60.1	86.8	73.5	64.0	56.5
100.0	100.0	0.0		0.1	0.6	0.3		21	9	10	0	12	15	7	0	71.0	59.2	53.6		65.6	57.2	57.2	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Kansas																				
Baker U		IIA	PR	70.9	54.6	45.9	—	—	—	—	—	56.7	87.8	68.4	54.7	—	—	69.7	22.9	
Benedictine Coll		IIB	PR	71.3	63.5	61.3	73.5	—	—	—	—	64.1	84.7	74.4	73.5	84.5	—	76.1	18.7	
Emporia St U	6	IIA	PU	70.9	64.3	61.3	41.7	—	—	—	—	62.0	91.7	84.1	79.6	55.6	—	80.7	30.2	
Fort Hays St U	8	IIA	PU	80.6	68.8	60.1	50.5	—	—	—	—	63.3	102.1	88.1	79.2	66.4	—	82.1	29.6	
Kansas St U	8	I	PU	113.9	86.1	76.8	51.4	61.8	—	—	—	83.0	140.9	107.9	96.8	66.9	77.7	104.2	25.6	
McPherson Coll	8	IIB	PR	63.5	55.4	47.5	—	—	—	—	—	54.0	81.4	70.8	60.9	—	—	69.1	28.1	
Ottawa U-Ottawa	1	IIB	PR	69.0	54.3	52.5	—	—	—	—	—	57.2	83.9	68.9	64.8	—	—	71.4	24.9	
Pittsburg St U		IIA	PU	82.9	66.2	57.2	48.5	—	—	—	—	66.3	104.9	85.3	73.4	63.1	—	84.8	28.0	
Southwestern Coll		IIA	PR	65.9	59.8	50.8	31.5	—	—	—	—	54.9	81.8	74.4	64.6	38.5	—	68.7	25.1	
U Kansas	8	I	PU	128.6	84.9	76.8	—	56.3	—	—	—	95.6	156.9	106.8	96.9	—	70.2	118.4	23.9	
Washburn U	8	IIA	PU	96.3	70.5	60.4	—	46.8	—	—	—	68.7	—	—	—	—	—	—	—	
Wichita St U	8	I	PU	103.0	75.2	64.9	43.6	—	53.3	—	—	73.1	130.7	96.2	85.4	60.6	—	69.4	94.3	29.0

Kentucky

Bellarmine U		IIA	PR	102.6	78.1	66.3	63.1	—	—	—	—	78.2	131.3	99.6	86.0	82.3	—	100.6	28.6	
Berea Coll		IIB	PI	91.5	73.5	60.5	52.1	—	—	—	—	74.0	116.6	93.7	77.4	65.4	—	94.3	27.5	
Centre Coll	1	IIB	PR	96.2	74.4	61.7	—	—	—	—	—	74.4	123.4	94.0	78.3	—	—	94.6	27.2	
Eastern Kentucky U		IIA	PU	78.2	62.2	61.5	64.9	50.9	48.6	—	—	64.1	92.5	73.6	71.8	74.9	60.9	57.0	75.5	17.8
Georgetown Coll	1	IIA	PR	63.6	53.6	45.6	40.7	—	—	—	—	55.4	71.8	61.3	48.8	47.7	—	62.9	13.6	
Kentucky Christian U	1	IIB	PR	48.9	44.6	37.8	—	—	—	—	—	40.2	60.9	49.7	49.9	—	—	50.9	26.7	
Kentucky Wesleyan Coll		IIB	PR	52.8	52.3	44.4	—	—	—	—	—	47.5	66.5	78.1	56.2	—	—	63.3	33.3	
Morehead St U		IIA	PU	75.9	65.0	52.9	42.4	—	—	—	—	60.2	101.3	87.7	72.5	60.0	—	81.8	35.9	
Murray St U	8	IIA	PU	86.9	70.3	59.6	—	46.9	—	—	—	64.2	116.1	95.1	80.6	—	65.3	87.0	35.4	
Northern Kentucky U	1	IIA	PU	98.9	73.7	68.9	—	48.6	—	—	—	69.5	124.5	95.2	89.5	—	65.4	90.0	29.6	
Transylvania U		IIB	PR	76.2	64.9	58.5	—	—	—	—	—	67.4	102.4	87.2	77.2	—	—	90.4	34.0	
Union Coll		IIA	PR	50.2	46.5	46.0	34.7	—	—	—	—	46.2	58.9	55.5	53.9	39.2	—	54.3	17.5	
U Kentucky	8	I	PU	126.6	93.0	83.4	—	61.2	—	—	—	97.9	157.8	119.7	107.9	—	80.7	124.6	27.3	
U Louisville	8	I	PU	118.5	83.8	70.3	52.4	—	—	—	—	87.8	149.1	108.8	92.9	71.7	—	113.3	29.0	
U Pikeville		IIB	PR	65.0	56.3	47.0	45.2	—	—	—	—	54.8	79.4	69.1	58.4	54.2	—	67.2	22.7	
Western Kentucky U	8	IIA	PU	86.0	68.4	60.7	46.8	—	52.1	—	—	66.1	113.9	92.0	82.2	65.4	—	71.6	89.1	34.8

Louisiana

Centenary Coll Louisiana		IIB	PR	75.5	58.3	55.4	—	—	—	—	—	64.0	96.6	73.8	70.2	—	—	81.1	26.8	
Louisiana St U and Agricultural & Mechanical Coll	8	I	PU	123.5	86.2	81.1	49.5	81.4	—	—	—	90.2	168.8	120.1	113.0	71.1	114.1	125.0	38.6	
Louisiana St U-Eunice		III	PU	58.3	57.0	46.4	45.3	—	—	—	—	49.6	81.7	78.5	65.5	63.1	—	69.1	39.3	
Louisiana Tech U		I	PU	88.6	71.4	69.2	42.4	60.2	59.7	—	—	67.5	129.8	104.6	101.3	62.1	88.2	87.4	98.8	46.4
Loyola U New Orleans		IIA	PR	109.2	72.7	67.1	—	59.1	—	—	—	78.4	140.1	96.6	91.9	—	77.1	102.7	31.1	
McNeese St U	8	IIA	PU	81.1	63.1	57.3	42.7	—	—	—	—	59.9	113.5	88.4	80.0	60.9	—	83.9	40.3	
Southeastern Louisiana U	8	IIA	PU	83.0	70.1	61.5	45.7	—	—	—	—	59.7	114.3	96.7	85.8	64.3	—	83.0	39.0	
Tulane U Louisiana	8	I	PI	150.1	93.5	97.9	75.5	71.0	—	—	—	103.3	180.7	116.3	117.2	89.6	88.8	125.6	21.6	
U New Orleans		I	PU	84.8	67.8	70.3	38.7	—	—	—	—	67.8	—	—	—	—	—	—	—	

Maine

Bates Coll		IIB	PI	134.5	100.9	82.9	69.5	78.2	—	—	—	101.2	172.9	131.7	110.8	90.8	105.1	132.1	30.6	
Bowdoin Coll		IIB	PI	146.6	107.5	87.4	—	71.2	70.5	—	—	110.7	190.6	142.7	116.9	—	94.0	90.0	145.7	31.6
Colby Coll		IIB	PI	144.7	104.6	85.6	73.9	—	—	—	—	109.4	189.6	138.6	110.8	89.9	—	—	142.6	30.4
U Maine	8	I	PU	112.7	85.5	68.5	54.4	56.8	—	—	—	85.5	149.5	116.2	97.0	74.1	80.2	116.4	36.1	
U Maine Augusta	8	IIB	PU	81.5	66.8	53.4	—	54.7	—	—	—	67.5	112.2	95.6	75.8	—	76.4	94.5	40.1	
U Maine Farmington	8	IIB	PU	77.1	62.9	52.3	53.5	48.4	—	—	—	62.5	107.1	90.1	77.6	76.7	70.1	89.4	43.0	
U Maine Fort Kent	8	IIB	PU	75.6	71.1	53.7	—	—	—	—	—	65.1	101.4	94.5	77.0	—	—	89.1	36.9	
U Maine Machias	8	IIB	PU	69.2	58.4	48.4	—	—	—	—	—	57.4	100.0	89.0	72.7	—	—	85.3	48.7	
U Maine Presque Isle	8	IIB	PU	70.9	63.2	52.5	—	—	—	—	—	60.0	101.3	90.5	75.6	—	—	85.8	42.9	
U New England	8	IIA	PI	99.7	85.7	82.5	—	54.0	—	—	—	80.6	128.8	111.0	106.0	—	71.8	104.5	29.6	
U Southern Maine	8	IIA	PU	98.1	82.5	61.8	—	54.1	—	—	—	78.2	132.7	113.9	86.6	—	74.2	107.3	37.2	

Maryland

Bowie St U		IIA	PU	98.1	93.4	72.4	70.1	58.0	—	—	—	80.1	124.6	118.7	91.9	—	78.8	101.8	27.1
Cecil Coll	8	III	PU	79.5	66.5	55.9	—	—	—	—	—	65.3	103.3	85.0	75.1	—	—	85.8	31.4

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
90.9	71.4	0.0	0.0	2.0	1.4	1.6	9.3	11	10	12	1	11	11	9	2	74.2	54.7	49.6		67.6	54.6	40.9		
100.0	61.5	5.5	0.0		7.7	12.8		19	18	39	4	4	8	16	4	71.1	62.9	62.7	66.7	72.3	64.9	57.9	80.3	
100.0	89.5	3.7	0.0	2.5	3.7	2.7	7.7	45	33	34	13	28	24	47	23	72.7	64.9	65.6	40.6	68.2	63.4	58.2	42.2	
98.1	95.1	10.6	0.0	2.9	3.8	4.0	3.8	37	49	66	22	16	32	47	56	83.0	69.5	60.9	53.2	75.2	67.8	59.1	49.5	
93.3	92.5	0.4	0.0	3.4	4.3	5.0	4.3	204	170	151	85	64	124	131	126	116.8	89.0	80.5	55.8	104.6	82.2	72.5	48.4	
100.0	82.4	0.0		13.7	0.8			6	13	8	0	3	4	9	0	63.7	55.1	48.3			56.3	46.8		
100.0	42.9	0.0	0.0	4.1	2.6			4	9	3	1	5	5	4	1	68.0	52.0			69.8	58.5	56.2		
100.0	96.3	11.0	0.0	0.3	0.3	0.0	0.0	70	50	45	18	36	30	37	39	84.5	67.8	57.6	48.0	79.9	63.5	56.7	48.7	
100.0	91.7	0.0	0.0	-0.9	-0.2	1.1		8	1	9	4	3	11	6	1	66.2		51.7	29.4		60.5	49.5		
96.6	96.7	0.0		1.1	1.7	3.3		328	206	139	0	115	156	75	0	131.3	88.4	78.8		120.9	80.3	73.1		
100.0	90.2	18.8		3.0	3.8	3.0		41	26	24	0	37	25	45	0	100.7	69.5	59.6		91.5	71.5	60.8		
100.0	98.4	2.7	0.0	3.3	2.4	3.8	1.7	90	73	66	10	27	54	46	15	106.2	80.2	69.0	39.7	92.2	68.5	59.0	46.2	
85.0	69.2	1.8	0.0					28	23	21	6	12	29	36	13	105.1	78.0	64.0	66.1	96.7	78.1	67.6	61.6	
91.9	74.1	0.0	0.0	6.0	5.7	7.4	8.7	19	33	14	4	18	25	19	4	91.9	74.0	61.3	51.4	91.0	72.9	60.0	52.9	
100.0	93.8	0.0	0.0	5.2	5.5	2.8		24	17	28	2	11	15	30	1	98.1	75.9	62.3		92.0	72.7	61.1		
97.8	82.3	14.7	0.0		0.2	0.5	0.2	84	103	96	8	55	106	115	18	79.8	62.7	62.1	77.2	75.8	61.8	61.0	59.4	
100.0	76.9	25.0	0.0	0.1	0.1	7.0		21	17	1	3	9	22	3	4	63.1	52.9			64.8	54.2		37.5	
0.0	0.0	0.0	0.0		0.0			2	4	6	0	2	0	13	1		44.6	42.6					35.6	
100.0	81.8	0.0		0.0	1.0	2.5		4	5	14	0	1	6	11	0	51.6	49.5	46.4			54.7	41.8		
100.0	97.3	1.9	1.3	1.1	2.7	2.6	2.2	43	59	32	33	33	53	21	42	77.8	67.3	53.5	41.5	73.4	62.4	51.9	43.0	
97.7	96.3	8.0	0.0	2.4	3.2	1.7		58	66	72	1	29	41	78	0	90.9	72.5	60.9		79.1	66.7	58.4		
98.4	98.7	0.0		2.8	5.4	5.4		79	73	37	0	42	76	62	0	100.7	75.2	74.3		95.4	72.3	65.7		
100.0	100.0	0.0	0.0	2.6	4.2	2.2		20	14	9	1	10	18	8	1	76.5	65.7	58.8		75.5	64.3	58.0		
91.7	54.6	0.0	0.0	5.0	4.1	3.5		9	7	10	1	3	4	9	3	50.7	46.2	41.2			47.1	51.2		
100.0	97.4	0.0		2.8	3.2	3.1		354	249	144	0	107	179	148	0	129.0	93.4	89.2		118.6	92.5	77.8		
96.1	84.0	2.2	2.4		0.5	2.0	1.0	219	150	151	27	92	132	161	58	122.5	87.6	71.7	51.9	109.2	79.5	69.0	52.6	
0.0	0.0	0.0	0.0	6.2	0.6			12	10	6	4	5	13	11	4	63.7	59.5	46.2	42.4	68.0	53.8	47.4	48.1	
98.9	94.5	6.4	0.0	2.3	3.3	3.3	4.0	116	115	69	47	58	121	103	85	87.4	70.9	64.4	46.4	83.2	66.1	58.2	46.9	
100.0	100.0	5.0	0.0	1.2	0.6	0.4		17	6	13	1	8	4	7	1	74.4	59.4	55.9		77.9	56.8	54.4		
98.6	92.4	0.0	0.0	4.6	5.0	4.5	3.0	347	181	179	104	92	109	137	150	126.9	87.2	83.1	51.7	110.6	84.5	78.4	47.9	
92.3	90.0	16.7	0.0	4.0	0.2		7.5	8	5	3	13	5	5	3	27	59.0	57.3		41.2	57.2	56.7	47.3		
91.5	86.8	13.0	0.0	-0.4	0.7	0.6	0.3	39	72	66	24	20	34	49	38	94.6	73.5	75.6	45.7	77.0	67.0	60.5	40.4	
100.0	86.4	5.1		0.0	0.6	0.6		47	33	21	0	22	26	18	0	111.6	72.5	70.5		104.2	72.9	63.1		
100.0	94.3	41.1	0.0	0.1	2.0	0.7	0.1	32	31	42	23	14	22	53	30	83.0	65.4	58.0	43.4	76.9	59.9	56.7	42.1	
100.0	100.0	11.1	0.0	6.3	7.0	4.7	6.5	66	42	23	70	29	43	31	160	85.2	74.1	62.6	43.7	78.0	66.3	60.7	46.6	
98.0	89.9	0.0	0.0	2.6	4.1	9.2	4.1	149	86	89	26	50	73	80	26	153.4	94.6	107.7	81.2	140.5	92.2	87.1	69.7	
92.2	96.9	0.0	0.0	-0.1	0.4	0.2	0.0	60	42	36	19	17	22	12	30	85.6	66.0	73.0	37.8	82.0	71.2	62.3	39.3	
100.0	100.0	0.0	0.0	3.6	4.3	6.3	1.1	32	20	19	9	22	28	11	10	138.7	103.4	83.3	69.9	128.5	99.0	82.3	69.2	
100.0	100.0	0.0		3.7	4.3	5.2		36	20	18	0	30	34	30	0	144.7	108.4	90.1		148.9	107.0	85.8		
98.5	94.1	0.0	0.0	2.5	4.5	5.4	2.5	41	27	23	14	25	24	30	9	147.5	103.9	86.5	75.2	139.9	105.4	84.8	71.8	
99.4	95.8	0.0	0.0	1.1	1.8	0.0	0.0	128	69	73	1	42	50	61	6	114.5	90.0	69.5		107.2	79.3	67.3	52.4	
100.0	100.0	0.0	0.0		2.1	0.6		16	10	7	0	12	16	9	2	84.5	64.7	55.8		77.4	68.1	51.5		
100.0	97.1	0.0	0.0	1.6	1.9	0.0		17	14	10	1	14	21	20	4	76.9	65.6	52.4		77.4	61.0	52.3	54.0	
90.0	75.0	28.6	0.0	3.1	6.1	0.0		5	6	3	0	5	2	4	2	73.1	67.5			78.1		55.8		
100.0	100.0	11.1	0.0	0.0	3.9	0.0		5	5	6	1	4	4	3	0	68.3	61.3	48.4		70.2	54.7			
100.0	72.7	0.0	0.0	2.9	6.4	0.6		7	5	5	1	3	6	9	0	70.8	61.6	53.5			64.5	51.9		
82.2	65.8	0.0	0.0	3.0	4.3	4.2		26	38	15	1	19	38	51	1	101.4	90.0	87.1		97.4	81.5	81.1		
92.1	93.7	2.5	0.0	1.0	1.8	1.9		49	37	16	0	27	42	24	2	100.1	87.8	61.4		94.4	77.8	62.1		
95.1	63.5	22.8	0.0	1.5	1.9	0.5		29	20	40	0	12	32	39	9	99.9	80.6	74.1		93.7	101.4	70.6	70.1	
5.3	0.0	0.0	0.0	3.9	6.0	4.8		4	2	15	1	15	6	9	1	80.7		56.1		79.2	69.2	55.5		

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Maryland (continued)																			
Coppin St U	1	IIA	PU	88.2	73.3	73.9	—	58.5			75.5	112.9	96.8	94.0	—	62.0		96.6	27.9
Frostburg St U	8	IIA	PU	91.6	73.7	68.3	61.1	36.9			70.9	126.9	103.4	96.2	88.1	46.2		98.3	38.7
Goucher Coll		IIA	PI	91.0	76.5	62.5	52.3	—			71.7	114.8	96.1	78.3	66.5	—		90.7	26.4
Hood Coll	8	IIA	PI	82.2	65.1	56.9	—				67.2	99.1	83.8	73.0	—			84.4	25.6
Howard CC		III	PU	93.2	74.7	65.5	62.0				76.6	121.5	98.1	89.7	84.3			101.6	32.6
Johns Hopkins U	8	I	PI	184.2	124.0	108.7	72.0	78.2	104.2		127.2	230.6	158.6	136.9	94.3	100.7	134.1	161.0	26.5
Loyola U Maryland		IIA	PR	125.2	94.1	81.0	71.1	56.6			90.3	155.1	118.4	99.6	86.6	68.1		111.7	23.8
McDaniel Coll		IIA	PI	81.7	66.3	56.6		53.9			68.4	113.3	89.6	76.8		69.2		93.2	36.2
Montgomery Coll		III	PU	96.5	78.3	73.4	69.8				88.4	116.1	94.1	89.4	78.5			106.4	20.4
Mount St Mary's U		IIA	PR	96.8	73.8	65.5	—	57.2			73.0	117.1	91.1	82.9	—	68.1		90.2	23.6
Salisbury U		IIA	PU	97.5	79.1	72.7	70.8	52.2			76.1	129.8	108.7	100.9	101.8	62.2		102.0	34.1
St Mary's Coll Maryland	8	IIB	PU	92.3	73.1	61.4		—			76.9	117.9	95.0	81.0		—		99.5	29.4
The CC Baltimore County	12	III	PU	95.9	80.5	68.7	57.2				74.6	125.7	108.1	93.3	75.4			100.0	34.1
Towson U		IIA	PU	96.3	82.3	70.4	61.9	46.1			73.6	132.0	112.8	96.4	84.6	63.0		100.7	36.9
United Sts Naval Academy	12	IIB	PU	133.9	109.6	92.7	64.7		120.2		110.1	161.8	131.2	110.5	77.1		143.8	132.1	20.0
U Maryland Eastern Shore		IIA	PU	102.8	86.1	79.5	—	57.7			82.3	141.5	120.4	111.9	—	84.4		115.5	40.3
U Maryland, Baltimore	8	I	PU	163.3	113.0	92.7	71.1	76.3			111.4	198.0	143.7	121.3	100.4	99.3		142.0	27.5
U Maryland-Baltimore County	8	I	PU	125.0	89.2	78.4	60.8	59.1	—		91.0	155.2	114.6	102.5	81.9	80.3	—	116.6	28.2
U Maryland-College Park	8	I	PU	160.8	108.7	95.4	68.2	63.5			118.8	194.7	136.2	121.3	91.5	84.6		147.4	24.1
Washington Coll		IIB	PI	96.6	78.9	66.4	54.6				72.9	120.5	102.9	86.3	72.6			94.5	29.6
Massachusetts																			
Amherst Coll	1	IIB	PI	151.0	108.2	88.9	—	91.2	84.2		114.6	196.7	144.2	118.0	—	121.1	107.3	150.1	31.0
Assumption Coll	1	IIA	PR	97.5	80.1	65.9	56.3				76.0	132.3	107.8	87.2	71.3			101.6	33.7
Babson Coll		IIA	PI	190.0	144.8	134.5		108.2			147.7	229.1	178.2	163.5		130.5		179.3	21.4
Bentley U		IIA	PI	166.2	117.4	118.6		82.1			121.1	205.1	149.3	146.6		107.0		152.4	25.8
Boston Coll	8	I	PR	182.9	118.5	109.3	73.0	102.8			134.8	230.4	156.8	137.0	91.2	131.7		172.1	27.7
Boston U	8	I	PI	183.6	124.8	105.0	108.9	72.7			124.9	234.5	164.2	134.3	140.7	94.5		161.0	28.9
Brandeis U	8	I	PI	151.9	108.1	90.5	—	71.0			118.0	191.2	138.0	112.0	—	92.7		149.1	26.3
Clark U		I	PI	123.2	91.9	86.0	63.5	74.9			96.0								
Coll Our Lady the Elms		IIA	PR	77.8	66.2	61.0	—	45.9			62.8	96.5	83.0	76.8	—	54.1		78.0	24.3
Coll the Holy Cross		IIB	PR	132.3	98.0	84.0	59.9				102.6	179.1	131.9	110.4	78.8			137.8	34.3
Curry Coll		IIA	PI	107.3	86.5	70.9	63.7				91.1	141.2	122.4	86.5	83.8			119.7	31.5
Emerson Coll		IIA	PI	117.6	98.0	73.9		75.0			89.4	141.0	132.6	94.9		96.3		114.7	28.2
Emmanuel Coll		IIA	PR	113.2	84.2	73.3		58.7			79.7	151.8	112.2	94.1		74.0		104.3	30.8
Endicott Coll		IIA	PI	99.1	87.3	74.9	—				86.0	125.3	110.3	94.8	—			108.8	26.5
Gordon Coll		IIA	PR	84.0	68.6	56.3	—				73.0	114.3	91.3	74.1	—			98.4	34.8
Hampshire Coll		IIB	PI	109.7	79.1	64.3	62.1	71.1			81.3	138.7	97.5	78.4	81.2	88.7		101.6	25.0
Harvard U		I	PI	245.8	151.7	140.7	68.7	112.0			191.1	299.1	180.0	173.2	82.6	136.5		232.3	21.6
Holyoke CC		III	PU	72.1	58.4	55.2	51.2				65.5	93.6	75.9	71.8	66.6			85.0	29.8
Lasell Coll		IIA	PI	94.2	80.5	65.6	—				74.9	119.0	105.3	90.5	—			99.7	33.1
Lesley U	1	IIA	PI	97.3	78.9	66.2	56.9				78.0								
Massachusetts Coll Art and Design		IIB	PU	104.0	81.7	65.7					89.6	136.4	114.1	98.2				122.1	36.2
Massachusetts Institute Technology	8	I	PI	222.8	149.1	124.5	74.7	106.0			178.0	276.5	188.8	159.6	100.2	138.3		223.3	25.4
Merrimack Coll		IIA	PR	113.0	90.1	78.2		65.8			85.7	144.1	119.2	97.9		78.8		109.1	27.3
Mount Holyoke Coll		IIB	PI	125.3	97.1	79.0	60.8	77.1			93.8	160.1	124.3	97.4	74.3	102.0		118.7	26.6
Mount Ida Coll		IIB	PI	90.9	74.9	61.5	—	46.0			69.6								
Northeastern U		I	PI	179.9	124.1	112.3	80.5	74.9	59.3		115.2	224.3	159.6	139.5	105.0	99.2	83.1	146.9	27.5
Smith Coll		IIA	PI	141.6	97.8	84.8		81.0			117.0	183.9	131.9	113.7		109.3		153.9	31.6
Springfield Coll	1	IIA	PI	88.0	75.6	59.3	51.3				71.5	112.3	96.6	76.9	63.1			91.5	28.0
Stonehill Coll		IIB	PR	109.1	83.9	65.2	54.4	41.2			83.7	138.1	106.9	84.0	70.0	52.4		106.7	27.5
Suffolk U		IIA	PI	132.0	98.2	108.8	71.0				105.8	168.8	128.1	134.8	91.5			135.7	28.2
Tufts U	8	I	PI	154.4	109.5	92.2	89.0	73.2			114.2	204.3	145.0	121.5	117.5	95.0		150.7	32.0
U Massachusetts-Amherst	8	I	PU	153.4	109.0	91.2	76.0	72.9			112.0	210.0	149.9	125.4	104.5	100.8		153.8	37.3
U Massachusetts-Boston		I	PU	144.9	109.2	88.2		72.0			99.9	202.0	150.5	121.7		98.5		137.9	38.0
U Massachusetts-Dartmouth		IIA	PU	128.5	100.0	84.4		69.2			97.6	173.8	135.4	114.2		93.6		132.1	35.3
U Massachusetts-Lowell	8	I	PU	147.7	112.1	92.4	—	79.8	63.6		105.0	197.9	150.2	123.8	—	107.0	85.3	140.6	34.0
Wellesley Coll	21	IIB	PI	156.1	105.0	87.7	65.9	81.2			112.8	201.1	142.7	113.6	80.0	107.8		147.7	30.9
Westfield St U		IIA	PU	103.1	79.4	70.9	60.4				85.6	137.7	104.3	93.7	72.4			113.2	32.3
Wheaton Coll		IIB	PI	105.1	84.4	70.7	51.7				85.7	136.8	109.7	93.1	68.4			111.8	30.5
Williams Coll		IIB	PI	146.9	104.0	85.4	—	119.4	71.2		117.8	192.0	138.5	112.8	—	152.6	93.0	154.5	31.1
Worcester St U		IIA	PU	99.7	80.3	62.8	—				83.9	124.4	105.0	87.6	—			108.7	29.5

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
91.3	81.6	51.0	0.0	0.0	-0.9	1.2		12	20	19	0	11	18	32	1	89.3	77.1	75.7		87.1	69.0	72.8	
100.0	89.5	12.1	0.0	-0.3	0.4	2.7		47	41	32	1	19	35	26	6	93.1	72.7	68.2		87.9	74.9	68.3	62.0
100.0	93.0	0.0	0.0	0.0	1.3	1.2	0.0	11	13	24	3	15	30	26	8	95.6	79.4	64.9		87.6	75.3	60.2	51.1
100.0	81.6	0.0	0.0	2.5	2.9	7.1		11	17	12	1	19	21	23	1	82.4	69.1	56.8		82.0	61.8	56.9	
0.0	0.0	0.0	0.0	4.7	3.3	2.7	2.6	19	25	20	4	41	41	36	13	90.5	76.4	64.2	60.0	94.5	73.6	66.2	62.6
98.6	35.2	0.0	0.0	4.4	8.5	7.5	2.5	313	95	141	6	116	64	133	23	187.2	126.2	114.6	74.0	176.1	120.7	102.5	71.5
98.8	100.0	3.8	0.0	0.6	0.8	3.0	2.1	59	51	33	6	26	56	47	16	125.4	101.9	81.1	85.7	124.9	87.0	80.9	65.6
97.4	94.3	0.0		0.1	0.2	1.6		21	16	10	0	17	19	13	0	83.0	66.5	57.4		80.1	66.1	56.0	
0.6	0.0	0.0	0.0	-0.2	0.0	0.0	0.0	136	53	15	0	176	91	52	4	96.4	78.4	75.4		96.6	78.3	72.9	69.8
92.0	83.3	0.0	0.0	9.0	-0.8			13	29	30	1	12	13	16	1	99.9	74.1	65.6		93.5	73.1	65.2	
99.0	98.4	10.3	0.0	3.3	1.5	0.7	2.8	63	67	60	1	37	55	57	7	100.5	80.1	74.1		92.5	77.9	71.2	72.7
100.0	100.0	0.0						27	23	13	0	23	19	24	0	97.0	74.2	62.0		86.7	71.9	61.0	
40.0	10.1	1.7	0.0	3.9	5.1	5.5	5.8	22	51	72	22	38	78	106	34	98.7	80.3	68.6	56.9	94.2	80.6	68.8	57.5
98.6	90.3	1.7	0.0	0.1	1.1	1.5	5.8	117	98	85	3	95	119	148	9	99.5	86.3	69.5		92.6	79.1	71.0	60.8
95.4	100.0	0.0	0.0	2.2	3.4	4.4	2.9	91	63	48	29	38	25	36	18	134.6	111.0	96.7	64.7	132.2	106.0	87.3	64.7
95.1	88.4	13.3	0.0	0.8	1.4	-0.1		25	47	31	1	16	22	29	0	105.3	89.1	80.5		98.9	79.8	78.4	
86.7	48.1	1.3	0.0	-0.2	1.4	1.2	1.2	66	39	32	13	39	67	118	53	166.8	124.2	99.8	75.2	157.3	106.5	90.8	70.1
93.9	93.4	0.9	0.0	0.0	0.7	1.3	0.0	115	69	56	2	48	82	55	10	129.9	93.5	80.8		113.2	85.5	76.1	63.1
96.0	94.4	0.3	0.0	0.4	1.6	1.9	0.0	554	261	149	4	179	165	177	4	164.7	112.6	101.6	71.9	148.8	102.5	90.2	64.4
100.0	100.0	0.0	0.0	2.0	2.6	2.6	0.3	6	24	18	6	8	18	18	13	106.2	80.2	68.0	52.3	89.4	77.2	64.8	55.6
100.0	93.1	0.0	0.0	2.8	5.1	4.1		50	15	21	0	35	14	25	1	156.0	103.1	88.1		144.0	113.6	89.5	
100.0	100.0	17.7	0.0	0.0	0.0	1.0	0.0	16	35	26	5	7	28	25	7	97.1	82.1	65.6	58.3	98.5	77.5	66.2	54.9
100.0	98.1	0.0		5.0		1.0		38	37	17	0	21	16	17	0	198.3	152.4	128.4		175.0	127.2	140.7	
96.4	94.7	0.0		4.8	4.0	3.3		55	41	19	0	28	35	20	0	166.6	116.7	119.3		165.5	118.2	117.8	
91.5	73.1	0.0	0.0	3.1	3.5	4.3	3.8	193	141	116	26	90	134	79	27	186.9	122.3	114.4	72.6	174.3	114.6	101.8	73.3
83.6	73.3	0.0	0.0	3.6	4.7	5.6	5.2	399	190	174	129	120	151	147	155	184.8	126.6	107.4	121.7	179.8	122.5	102.2	98.2
83.3	80.4	0.0	0.0	3.5	4.1	4.1		97	54	26	2	53	38	39	0	153.7	108.2	92.0		148.6	108.0	89.6	
98.4	91.9	0.0	0.0	3.1	5.1	2.3	7.0	39	33	19	8	24	29	20	11	125.0	91.1	88.8	61.2	120.1	92.7	83.3	65.1
100.0	84.0	5.3	0.0	3.0	3.2	3.2		5	8	6	0	5	17	13	1	73.1	64.3	54.3		82.6	67.1	64.1	
100.0	100.0	0.0	0.0	3.4	3.7	5.2	3.6	57	43	28	14	37	50	12	24	135.0	98.8	83.5	60.8	128.0	97.4	85.0	59.3
0.0	0.0	0.0	0.0	3.7	5.3	8.9		22	7	10	0	37	20	26	4	108.4	87.9	69.9		106.6	86.0	71.3	63.7
100.0	100.0	2.0		1.4	6.1	3.7		26	35	22	0	14	20	27	0	117.5	99.5	75.1		117.8	95.4	72.8	
92.9	92.3	0.0		2.6	2.6	2.8		3	15	12	0	11	11	20	0		83.8	70.7		111.2	84.7	74.8	
0.0	0.0	0.0	0.0	4.0	5.0	3.6		18	12	9	1	15	20	30	0	98.9	88.6	80.8		99.3	86.5	73.1	
90.7	33.3	0.0	0.0	0.0	0.1	0.0		35	12	6	0	8	12	13	2	84.0	68.0	58.5		83.7	69.1	55.3	
0.0	0.0	0.0	0.0	0.8	3.4	2.1	1.3	21	11	9	3	8	18	17	10	110.4	81.0	64.3		107.9	78.0	64.4	59.9
90.1	0.0	0.0	0.0	3.1	5.6	6.2	5.4	713	93	104	57	266	51	97	85	251.4	151.6	151.6	68.8	230.9	151.9	128.9	68.6
100.0	60.0	6.3	0.0	3.0	4.0	4.5	2.8	31	5	5	7	48	10	11	11	74.0	59.5	53.1	48.3	70.9	57.9	56.2	53.0
0.0	0.0	0.0	0.0	0.9	2.7	2.7	8.4	2	14	12	1	7	25	24	2		79.6	66.3		93.4	81.0	65.3	
0.0	0.0	0.0	0.0	9.7	8.5	10.8	9.4	14	22	12	3	22	32	33	7	99.4	81.0	66.1		96.0	77.4	66.3	59.3
100.0	55.0	0.0		2.3	2.4	3.7		32	8	14	0	29	12	16	0	104.4	82.4	65.8		103.5	81.3	65.7	
100.0	60.0	0.0	0.0	4.5	7.9	7.3	3.8	523	153	112	32	121	57	50	12	222.7	151.3	125.5	77.6	223.5	143.1	122.4	66.8
97.0	86.9	0.0		2.2	4.6	3.6		21	32	25	0	12	29	33	0	111.7	92.8	84.2		115.4	87.1	73.7	
100.0	100.0	0.0	0.0	2.0	2.8	3.0	4.2	37	15	18	21	38	16	25	26	129.8	97.2	78.3	63.0	120.9	97.1	79.5	59.1
0.0	47.1	0.0	0.0	13.1	8.7	7.5		5	8	7	1	7	9	22	0	102.3	75.2	59.6		82.7	74.6	62.1	
97.6	90.9	0.0	0.0	2.4	4.0	4.1	4.4	246	149	113	203	92	104	68	243	183.1	124.5	114.9	86.0	171.2	123.7	108.1	75.9
100.0	96.1	0.0		1.5	2.0	3.3		74	21	16	0	70	30	28	0	147.2	98.8	84.4		135.7	97.1	85.1	
94.9	66.7	2.8	0.0	2.4	2.6	2.8	4.8	34	24	24	6	25	30	48	10	88.2	79.7	61.2	50.8	87.7	72.3	58.4	51.6
96.0	86.9	2.1	0.0	3.7	3.6	3.5	8.6	37	33	17	0	13	28	30	5	114.5	85.8	68.6		93.6	81.6	63.2	54.4
0.0	6.4	84.5	0.0	0.9	2.3	2.1	1.6	61	65	20	31	45	60	38	26	138.5	99.7	116.6	71.8	123.2	96.4	104.7	70.1
80.6	67.5	0.0	0.0	2.3	3.4	3.5	5.2	170	108	92	4	77	83	94	8	155.3	110.2	94.1	93.8	152.6	108.5	90.3	86.6
99.1	96.0	0.3	0.0	2.2	3.4	3.6	2.2	327	168	144	2	123	158	166	6	156.3	111.2	94.8		145.6	106.7	88.1	69.1
100.0	95.7	0.6		2.1	2.6	1.9		76	120	67	0	38	113	91	0	147.2	111.5	91.8		140.3	106.7	85.6	
98.3	97.1	46.5		3.6	2.7	2.7		73	62	39	0	43	42	47	0	129.8	102.3	89.5		126.2	96.8	80.1	
97.9	89.0	0.0	0.0	2.1	2.3	3.4		105	86	78	0	38	77	61	2	148.7	114.1	92.4		145.0	109.9	92.4	
100.0	100.0	0.0	0.0	2.5	3.9	4.0		55	27	18	4	51	41	32	6	157.9	104.1	90.5	57.3	154.0	105.7	86.2	71.7
98.9	88.1	6.3	0.0	2.0	2.8	2.3	0.8	51	30	29	4	38	37	35	4	106.8	76.5	70.0	58.3	98.3	81.7	71.6	62.5
94.2	90.9	0.0	0.0	3.1	4.3	4.4	3.2	27	20	9	5	25	24	14	13	106.9	85.9	69.8	51.4	103.3	83.1	71.3	51.8
100.0	100.0	0.0	0.0	4.2	6.0	5.2		95	19	30	0	62	16	38	2	153.4	106.1	86.3		136.8	101.6	84.7	
100.0	90.6	2.8	0.0	2.5	2.3	2.2	5.2	30	26	34	3	43	27	37	10	98.0	81.6	61.4		100.8	79.0	64.1	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Michigan																			
Adrian Coll		IIB	PR	85.4	70.1	62.3	—					71.2	111.8	96.5	88.7	—		97.6	37.1
Albion Coll		IIB	PR	77.5	64.9	56.2	43.9	—				67.6	102.1	88.6	74.0	62.4	—	89.9	32.9
Alma Coll		IIB	PR	78.1	68.7	59.9	49.3					65.3	104.2	94.9	80.3	62.2		87.4	33.7
Aquinas Coll		IIB	PR	62.1	55.3	51.7						55.8	83.5	76.9	66.0			75.1	34.6
Calvin Coll		IIA	PR	83.7	74.1	67.0				59.3	77.3	116.6	102.6	94.1			73.8	107.2	38.7
Central Michigan U	8	I	PU	108.5	83.1	77.8	—	52.4				83.5	143.2	112.2	105.2	—	72.2	111.9	34.0
Eastern Michigan U		I	PU	97.1	81.2	72.8	—	45.1				82.3							
Ferris St U		IIA	PU	112.0	87.2	76.7	—			51.3	86.1	149.7	123.0	111.7	—		66.7	119.1	38.3
Grand Valley St U	8	IIA	PU	105.6	85.9	71.4	73.3			48.6	78.6								
Hope Coll		IIB	PR	90.7	72.4	60.8	55.2				74.7	127.0	99.3	83.1	70.5			102.9	37.8
Kalamazoo Coll		IIB	PI	91.3	75.4	58.8	57.0				74.1	119.8	92.8	76.1	76.4			95.5	28.9
Kettering U	8	IIA	PI	88.7	75.9	75.2	—	54.3			76.2	109.9	97.1	96.4	—	75.5		97.4	27.8
Michigan St U	8	I	PU	154.6	101.9	82.6					115.5	196.8	137.0	108.9				150.4	30.2
Michigan Technological U		I	PU	118.8	97.4	80.8	66.0	64.9			93.8	167.1	136.8	112.6	91.9	90.9		131.6	40.2
Northern Michigan U	8	IIA	PU	91.7	77.2	66.7	51.9			56.8	76.0	127.2	109.1	95.7	77.4		81.6	107.4	41.3
Oakland U	8	I	PU	111.4	82.3	71.8	64.9				83.0	153.0	117.5	100.8	89.0			116.3	40.1
Saginaw Valley St U		IIA	PU	85.7	69.6	67.9	—	50.0			73.8	117.2	98.1	95.2	—	74.8		102.8	39.4
Spring Arbor U		IIA	PR	66.8	56.8	49.1					56.4	92.2	82.2	68.7				79.7	41.2
U Michigan-Ann Arbor	8	I	PU	170.2	113.2	95.6	66.8	64.3			122.7	206.8	142.9	122.4	85.8	85.5		152.8	24.6
U Michigan-Dearborn		IIA	PU	117.5	93.7	84.7					93.7	159.3	127.0	114.9		90.1		127.0	35.6
U Michigan-Flint		IIA	PU	117.7	84.3	77.7	—	57.5			81.0	158.9	120.2	112.7	—	89.8		116.5	43.9
Wayne St U	8	I	PU	132.5	97.6	85.8	72.4	60.2			96.1	163.6	120.3	106.1	89.5	74.3		118.6	23.4
Western Michigan U	8	I	PU	109.6	83.0	70.8	53.0				88.8								

Minnesota

Augsburg Coll	8	IIA	PR	83.3	68.1	67.0	58.2				69.0	101.1	87.2	82.7	69.1			85.5	24.0
Bethel U	1	IIA	PR	79.7	68.5	57.0	59.3				70.4	104.2	91.5	76.2	82.2			93.5	32.9
Carleton Coll		IIB	PI	135.9	101.2	83.7					115.4	176.4	133.3	110.0				150.6	30.5
Coll Saint Benedict		IIB	PR	93.3	75.6	64.8	66.7				77.4	124.3	104.9	87.0	85.1			103.6	33.9
Concordia Coll Moorhead		IIB	PR	77.1	65.1	59.9	47.5				65.5	102.0	85.4	76.3	62.6			85.6	30.6
Gustavus Adolphus Coll	8	IIB	PR	82.4	65.5	56.1	52.1				66.0	112.1	89.6	74.2	65.7			88.9	34.8
Hamline U	8	IIA	PR	79.8	62.1	60.6	—	63.3	64.9		68.8	100.9	78.9	76.8	—	80.1	81.7	87.0	26.5
Macalester Coll		IIB	PR	124.2	91.6	77.7	61.9				94.7	165.2	119.2	101.8	81.7			124.9	31.9
Saint Johns U		IIB	PR	93.0	73.2	62.2	66.0				76.6	122.5	106.0	82.4	83.4			103.2	34.7
Saint Mary's U Minnesota	8	IIA	PR	73.4	60.7	56.6	—				62.6	93.8	76.6	73.3	—			79.9	27.5
St Catherine U	1	IIA	PR	81.9	68.6	59.6	50.5			42.7	64.8	108.4	87.0	78.0	71.3		58.9	84.4	30.2
St Olaf Coll	1	IIB	PR	99.8	80.0	67.0	55.8				—	79.7							
U Minnesota-Crookston	8	IIB	PU	87.1	73.9	69.5	54.6	61.5			66.8	115.3	97.8	91.7	72.6	81.3		88.3	32.3
U Minnesota-Duluth	8	IIA	PU	100.5	79.8	66.2	52.8				74.5	132.8	105.3	87.5	69.9			98.4	32.1
U Minnesota-Morris	8	IIB	PU	87.5	69.6	56.0	46.8	—			65.5	115.5	91.9	74.1	61.8	—		86.6	32.1
U Minnesota-Rochester	8	IIB	PU	—	70.4	51.3	52.2				59.6	—	—	93.0	67.7	68.9		78.6	32.0
U Minnesota-Twin Cities	8	I	PU	143.4	100.5	89.0	54.0	66.0	—		108.9	190.5	133.6	118.3	72.3	87.4	—	144.7	32.9
U St Thomas		IIA	PR	117.2	91.0	77.2	85.8				94.8	147.1	116.6	98.0	105.6			120.4	27.0

Mississippi

Millsaps Coll		IIB	PR	93.4	66.5	62.1	—				71.8	117.7	83.4	72.7	—			88.3	23.0
Mississippi Coll	8	I	PR	84.3	70.2	60.2	52.3				67.2	100.4	83.8	72.0	62.5			80.3	19.3
Mississippi St U	8	I	PU	110.1	81.1	72.3	48.8	29.9			77.1	136.4	100.0	87.9	61.0	37.5		94.9	23.2
Mississippi U for Women	8	IIA	PU	68.0	57.4	52.6	52.7				57.4	88.7	75.2	69.5	69.5			75.4	31.4
U Mississippi	8	I	PU	118.3	88.8	76.2	48.5	51.2			82.9	142.5	109.0	94.3	61.5	65.0		101.9	22.9
U Southern Mississippi		I	PU	99.6	73.1	63.8	50.2	—			71.1	129.2	96.3	84.7	68.3	—		93.8	32.0

Missouri

Drury U	1	IIA	PI	72.9	62.9	63.5	48.7	—			63.8	92.7	80.2	80.2	62.9	—		81.3	27.4
Lincoln U		IIA	PU	65.1	55.3	46.3	35.7				51.9	85.8	72.3	57.8	47.1			67.2	29.4
Lindenwood U		I	PI	94.0	79.4	67.1	58.1				76.2	112.6	96.0	81.3	69.6			92.0	20.6
Maryville U Saint Louis	8	I	PI	89.7	76.1	68.8	58.4				73.8	114.2	97.9	87.6	74.0			94.3	27.8
Mineral Area Coll		III	PU	58.8	57.1	53.3	49.5				53.2	77.5	75.7	71.0	66.8			71.1	33.6
Missouri Baptist U		IIA	PR	58.4	59.8	51.0	46.1				54.3	80.8	82.1	72.8	67.0			76.2	40.4

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
96.4	93.1	0.0	0.0					17	15	15	2	11	14	20	1	86.5	70.6	61.6		83.7	69.6	62.9		
100.0	95.2	3.2	0.0	0.9	3.6	4.6		32	13	15	1	25	8	16	3	76.9	65.5	57.7		78.3	63.8	54.7		
96.6	87.5	3.7	0.0	0.1	3.6	2.1	4.0	18	15	11	10	11	9	16	9	80.6	68.6	59.4	47.1	74.1	68.8	60.3	51.7	
100.0	81.6	19.2		0.6	11.2	5.6		13	20	16	0	7	18	10	0	63.3	55.6	53.1		59.9	54.9	49.5		
93.5	81.8	0.0		1.4	2.5	5.2		102	37	23	0	36	29	19	0	84.0	75.2	68.6		82.8	72.8	65.0		
100.0	92.5	5.0	0.0	3.6	4.2	4.8		188	97	54	1	96	76	67	1	112.3	85.3	81.9		101.1	80.3	74.5		
92.9	72.1	6.6	66.7	2.5	2.5	2.7		193	60	72	1	159	76	96	2	99.2	82.0	75.2		94.4	80.6	71.0		
98.7	68.5	16.1	50.0	3.8	3.4	3.4		98	65	79	1	53	43	64	1	112.0	85.9	76.4		111.9	89.2	77.1		
100.0	97.4	13.5	41.7					179	166	99	5	100	146	138	7	107.8	87.5	73.7	88.0	101.8	84.0	69.8	62.7	
97.6	82.8	0.0	0.0	2.3	1.8	1.8	0.8	54	37	24	4	30	27	40	12	92.2	72.8	62.9		87.8	71.9	59.6	55.7	
100.0	100.0	0.0	0.0	1.0	1.6	1.0	1.8	21	11	10	7	14	16	16	7	95.5	79.5	59.8	57.1	85.0	72.6	58.1	56.8	
100.0	82.1	0.0	0.0	6.3	0.8	5.4		34	18	15	0	3	10	15	1	88.6	76.3	77.7			75.1	72.7		
94.9	88.3	0.1		2.9	3.5	3.9		610	351	352	0	200	257	359	0	156.7	104.7	86.3		148.4	98.1	79.0		
100.0	97.0	0.0	0.0	2.5	3.0	4.5	4.3	93	95	61	16	23	37	31	5	122.0	99.0	81.9	68.0	105.8	93.4	78.7	59.5	
97.9	81.9	1.5	0.0	2.1	4.1	4.9	9.0	59	42	37	6	38	30	30	19	92.1	79.3	69.6	53.9	91.0	74.4	63.0	51.3	
100.0	97.8	0.0	20.4	3.8	3.3	2.5	2.1	86	126	59	36	36	106	78	62	116.5	84.1	74.6	65.5	99.0	80.2	69.7	64.6	
89.4	58.8	7.7	0.0	2.6	3.1	3.9		70	49	27	0	34	48	38	1	88.3	70.5	71.0		80.4	68.8	65.6		
91.3	43.2	3.2		5.1	4.3	3.6		19	23	12	0	4	14	19	0	67.9	56.2	50.2		61.8	57.9	48.4		
95.1	88.8	0.0	0.0	2.9	3.4	3.1	1.4	799	330	307	0	327	242	300	20	174.1	115.2	97.9		160.9	110.5	93.3	66.8	
100.0	98.0	0.0		2.8	4.2	4.3		56	56	50	0	24	45	29	0	122.5	95.6	89.6		105.8	91.3	76.3		
100.0	100.0	0.0	0.0	2.2	2.2	3.3		31	40	37	0	11	46	45	1	117.9	86.0	79.7		117.1	82.9	76.1		
97.3	88.9	1.7	0.0	2.7	3.3	4.1	3.1	197	172	99	10	62	142	142	28	135.0	101.4	88.2	69.8	124.8	93.0	84.1	73.4	
99.2	96.8	6.5	0.0	2.0	2.5	2.4	4.1	241	133	81	27	116	120	104	47	113.1	87.0	72.7	54.4	102.5	78.7	69.3	52.1	
100.0	95.0	1.8	0.0	2.2	3.4	5.7	4.0	15	34	23	9	17	26	32	18	84.3	67.0	68.8	57.3	82.3	69.5	65.7	58.7	
100.0	59.1	20.8	0.0	3.5	5.2	3.8	3.1	61	35	7	9	23	53	17	18	79.8	69.4	59.3	56.1	79.4	67.9	56.1	61.0	
93.1	94.0	0.0		3.7	4.2	5.4		57	29	20	0	44	21	23	0	136.5	101.5	83.7		135.1	100.8	83.7		
100.0	97.8	5.0	0.0					27	21	5	16	16	24	15	17	94.1	78.0	65.5	66.3	91.8	73.6	64.6	67.1	
100.0	88.2	9.6	0.0	1.6	1.7	1.6	2.8	33	28	21	5	16	23	31	9	79.4	65.4	65.3	46.3	72.4	64.7	56.2	48.2	
100.0	98.6	0.0	0.0	1.4	2.1	3.6	2.7	26	32	24	6	19	41	28	8	84.9	67.6	55.2	52.0	78.9	63.8	56.9	52.2	
100.0	90.6	0.0	0.0	1.2	2.9	4.6		25	12	13	1	29	20	20	2	79.6	67.5	59.8		79.9	58.9	61.0		
100.0	100.0	0.0	0.0	4.9	5.0	4.5	2.5	36	20	14	17	32	25	15	25	125.4	92.4	80.9	59.9	122.9	91.0	74.7	63.3	
100.0	100.0	0.0	0.0					27	19	5	14	16	22	13	15	92.8	74.7	60.6	69.4	93.4	71.9	62.8	62.8	
77.8	74.4	25.9	0.0	1.0	2.2	1.1		14	27	18	1	13	16	9	2	75.2	62.4	59.4		71.3	57.7	51.0		
88.4	57.7	0.6	0.0	0.3	1.1	0.7		10	19	24	2	33	59	139	2	81.7	66.9	58.2		81.9	69.2	59.8		
100.0	98.6	0.0	0.0	1.6	2.1	3.5	4.3	34	44	17	18	27	29	24	13	101.0	79.8	66.9	55.9	98.3	80.5	67.1	55.7	
87.5	85.7	7.7	0.0	2.2	1.7	2.8	2.3	5	11	5	3	3	3	8	12	88.0	74.3	71.8				68.0	53.8	
100.0	97.5	1.2	0.0	0.6	0.8	2.9	1.0	66	91	74	34	21	67	87	47	103.4	82.2	71.7	54.6	91.6	76.6	61.5	51.5	
100.0	97.4	0.0	0.0	1.9	1.8	2.7	2.1	18	16	19	18	12	22	11	10	86.6	68.0	57.2	46.5	88.7	70.8	54.1	47.3	
	50.0	0.0	0.0			1.8	2.6	0	1	6	6	0	1	5	4			71.8	50.3				68.9	52.8
96.2	80.0	0.0	0.0	2.6	3.2	2.8	3.3	669	333	286	49	277	277	264	118	148.2	103.7	92.8	57.0	131.8	96.7	84.9	52.8	
98.2	98.4	2.1	0.0	0.8	2.4	15.9		79	101	54	1	31	87	43	4	120.2	95.7	80.9		109.7	85.6	72.5	86.1	
100.0	100.0	3.6	0.0	1.2	1.8	1.9		16	15	11	0	7	13	17	3	93.2	70.1	65.6		93.8	62.2	59.9		
90.2	68.8	2.7	0.0	1.5		-0.8		46	20	35	13	15	28	39	31	83.1	71.3	62.8	55.7	88.1	69.4	57.8	50.8	
97.9	95.1	2.8	0.0	1.7	2.1	1.2	2.3	189	150	162	51	50	74	125	104	113.0	84.2	78.2	55.2	98.9	74.7	64.7	45.7	
100.0	77.8	0.0	0.0	0.3	0.7	2.7	0.1	16	8	10	7	19	19	28	33	64.0	51.9	49.0	44.6	71.3	59.6	53.8	54.4	
87.9	77.5	0.6	0.0	0.5	1.1	1.3	1.5	146	161	164	61	85	123	160	130	122.7	91.0	83.1	48.9	110.7	85.9	69.0	48.4	
94.2	89.0	2.1	0.0	0.4	2.1	0.6	1.2	95	98	118	36	42	83	119	86	101.0	70.6	62.9	49.5	96.4	76.1	64.8	50.5	
100.0	97.4	0.0	0.0	6.0	5.8	3.5	2.2	19	23	8	12	17	15	6	7	72.7	61.7	65.0	53.2	73.2	64.7	61.6	41.1	
100.0	74.1	8.3	0.0	0.0	-0.8	0.2	-0.2	17	15	14	8	10	12	22	7	65.9	56.1	46.6	36.9	63.7	54.3	46.1	34.4	
0.0	0.0	0.0	0.0	1.4	3.6	2.0	3.5	32	44	58	9	30	52	52	13	97.0	81.6	68.3	60.8	90.8	77.6	65.6	56.2	
100.0	91.5	0.0	0.0	3.2	2.6	2.9	2.0	10	23	20	2	11	24	54	3	89.1	76.5	69.8		90.2	75.8	68.4		
0.0	0.0	0.0	0.0					6	6	5	15	10	2	7	17	58.1	58.4	56.6	50.1	59.2		50.9	48.9	
0.0	0.0	0.0	0.0	3.4	2.5	2.9	2.0	13	4	17	3	9	8	16	3	60.7	63.9	51.1		55.2	57.7	50.9		

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)						BEN. as % of SAL.			
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE		NR	AR	
Missouri St U-Springfield	8	IIA	PU	85.0	71.9	63.7	44.3			43.9	67.9	111.6	99.9	78.0	57.4		54.1	88.5	30.3
Missouri St U-West Plains		III	PU	61.6	53.8	49.1	44.7	—			50.8								
Missouri U Science and Technology	8	I	PU	125.8	83.1	74.6					95.8	163.2	110.7	95.0				124.7	30.2
Missouri Western St U		IIA	PU	76.8	64.4	55.6	43.2				60.9	102.4	83.8	71.1	58.1			79.5	30.4
Saint Louis U		I	PR	118.5	89.1	73.3	63.1				89.9	157.9	118.8	97.6	84.0			119.8	33.2
Southeast Missouri St U		IIA	PU	84.5	69.3	58.7	46.6				64.1	110.7	88.5	72.1	59.7			82.1	28.1
Truman St U	8	IIA	PU	75.4	62.7	53.9	44.2				63.6	103.8	82.9	69.6	61.8			85.7	34.8
U Missouri-Columbia	8	I	PU	123.0	80.0	71.4					92.2	156.6	106.0	91.0				118.9	28.9
U Missouri-Kansas City	8	I	PU	110.1	80.4	74.5					86.8	142.5	105.6	94.9				112.5	29.6
U Missouri-St Louis	8	I	PU	102.7	71.7	64.9					78.4	133.0	94.4	81.5				101.2	29.0
Washington U in St Louis	8	I	PI	196.6	121.4	110.4	93.3	67.6	42.4	134.0	244.7	152.5	131.7	118.6	87.4	56.4		166.9	24.5
Webster U	8	IIA	PI	95.3	77.6	60.3					82.6	113.4	94.3	72.9				99.3	20.2
Westminster Coll		IIB	PR	64.3	56.9	50.6	—				57.6	75.6	66.9	60.8	—			68.0	18.0

Montana

Montana St U		I	PU	107.1	79.2	72.1					86.9	132.0	103.2	94.5				110.7	27.4
Montana St U-Billings		IIA	PU	78.8	69.0	54.4	—	45.4	51.6	60.1	106.5	94.9	77.5	—	66.7	74.1		84.3	40.2
Rocky Mountain Coll		IIA	PR	65.5	53.9	53.1	36.5			56.9	78.0	63.0	63.9	50.8				68.2	19.7
The U Montana	8	I	PU	91.5	72.4	65.5	48.7	48.6		75.0	120.3	97.8	89.1	70.0	69.6			100.8	34.4
The U Montana-Western	8	IIB	PU	70.2	57.0	50.0	42.0			58.9	94.1	81.0	73.9	65.9				82.9	40.6

Nebraska

Concordia U-Nebraska		IIA	PR	68.6	61.1	52.7	—				59.1	91.5	79.7	72.5	—			79.5	34.5
Creighton U	8	IIA	PR	119.1	91.2	72.9	60.8			89.7	150.2	117.6	92.8	80.3				114.5	27.6
Doane U-Arts & Sciences		IIB	PI	77.9	61.5	53.9	46.9	40.7		62.7	95.3	74.8	68.4	56.4	52.9			77.4	23.4
Doane U-Graduate and Professional Studies		IIA	PI	—	78.1	68.2	—			71.2	—	95.7	83.5	—				87.4	22.7
Hastings Coll		IIB	PR	64.8	53.3	50.0	40.2			57.5	82.8	71.2	67.9	58.1				75.4	31.2
Nebraska Wesleyan U		IIA	PR	69.2	60.2	55.6	50.9			61.6	90.1	83.4	73.7	66.2				81.9	33.0
U Nebraska Kearney	1	IIA	PU	84.8	70.9	58.4		47.5		67.3									
U Nebraska Omaha	1	IIA	PU	93.0	80.2	71.1	47.7	50.2	43.9	74.8	117.1	102.2	91.6	65.0	67.8	60.2		96.0	28.4
U Nebraska-Lincoln	8	I	PU	128.1	90.0	87.8		62.1		97.5	161.2	117.8	114.6		82.9			125.7	28.9
Wayne St Coll		IIA	PU	79.8	63.3	52.6	50.5	—		65.6	105.6	85.4	72.3	67.0	—			88.0	34.2

Nevada

Coll Southern Nevada		III	PU	76.2			61.5			72.0									
U Nevada-Las Vegas	8	I	PU	129.1	95.2	72.8		56.6		94.5	159.4	120.1	94.0		75.2			119.2	26.2
U Nevada-Reno	8	I	PU	128.9	93.5	75.9	—	54.1		90.9	159.2	117.9	97.4	—	72.3			114.9	26.4

New Hampshire

Colby-Sawyer Coll		IIB	PI	80.9	62.3	50.1				63.3	99.1	81.5	62.5					79.8	26.0
Dartmouth Coll		I	PI	196.6	128.4	103.9				154.5	248.2	166.6	131.4					196.5	27.2
Franklin Pierce U		IIA	PI	79.2	66.8	66.8	60.0			69.4	107.4	89.9	86.1	94.6				93.0	33.9
Keene St Coll		IIB	PU	100.3	81.7	68.2	—	48.2	—	85.3	128.6	107.3	86.2	—	56.4	—		110.0	29.0
Plymouth St U		IIA	PU	93.0	77.1	67.7	—	63.6		79.4	118.9	99.5	86.0	—	79.1			101.2	27.6
Saint Anselm Coll		IIB	PR	97.1	79.9	66.7	—	—	59.2	80.1	133.8	110.4	84.7	—	—	80.3		108.6	35.6
U New Hampshire-Main Campus	14	I	PU	133.1	105.0	88.3		84.2		109.1	165.1	133.6	108.8		106.7			136.5	25.1

New Jersey

Bloomfield Coll		IIB	PR	97.5	79.0	66.1				83.7	131.2	105.7	87.2					112.0	33.8
Caldwell U		IIA	PR	83.1	70.0	61.1	—		—	71.7	100.5	91.3	78.0	—				89.0	24.1
Centenary U	11	IIA	PR	95.9	72.2	58.5	—			67.0	111.4	87.7	74.0	—				82.5	23.1
Coll Saint Elizabeth		IIA	PR	78.3	59.8	58.2	55.9			65.3	81.9	63.3	61.8	59.4				68.9	5.4
Drew U		IIA	PR	100.6	77.5	63.5	—			82.0	130.0	100.8	79.1	—				105.4	28.5
Fairleigh Dickinson U-Metropolitan Campus	8	I	PI	105.6	85.7	80.4	—	62.0		85.0	143.6	117.6	105.8	—	85.8			115.2	35.5
Georgian Court U		IIA	PR	89.2	70.3	65.3	—			73.9	111.3	90.1	84.9	—				94.2	27.5
Kean U	8	IIA	PU	125.7	100.6	84.0		64.7	—	90.1									

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	96.2	4.7	1.3	0.3	0.8	0.6	0.3	150	78	86	53	81	54	104	98	85.7	75.3	66.6	45.5	83.8	67.0	61.3	43.6
100.0	100.0	88.2	0.0	0.0	0.0	1.6	2.9	4	3	7	1	2	3	10	4	59.6		43.6				52.9	46.4
96.2	79.5	0.0		0.5	0.9	1.4		109	85	74	0	22	37	38	0	129.3	83.8	77.9		108.3	81.7	68.1	
100.0	93.9	8.7	0.0	0.1	1.0	0.7	1.5	29	30	46	9	14	19	46	11	77.8	64.0	57.9	42.0	74.8	65.1	53.2	44.2
92.3	81.2	0.5	0.0	2.5	3.3	3.8	4.7	125	129	86	17	56	121	138	29	121.1	92.6	76.6	59.7	112.7	85.4	71.2	65.0
100.0	100.0	4.1	0.8					82	24	41	46	43	31	56	86	86.4	70.3	60.4	46.4	80.8	68.5	57.5	46.7
100.0	94.3	0.9	0.0	0.0	0.0	0.0	0.0	96	22	54	11	50	13	59	19	76.7	58.2	56.5	43.3	72.8	70.2	51.5	44.7
89.3	69.6	0.0		0.5	1.1	2.2		275	231	165	0	119	167	184	0	129.7	83.3	76.9		107.5	75.4	66.5	
87.9	64.6	1.1		0.4	1.8	0.8		98	137	80	0	67	100	108	0	116.1	82.6	76.4		101.3	77.4	73.1	
79.7	65.0	0.0		1.9	2.9	2.9		78	64	51	0	45	79	99	0	107.9	74.6	65.2		93.7	69.4	64.7	
100.0	94.3	0.0	0.0					266	103	101	28	85	71	70	23	200.3	126.4	112.8	98.3	185.1	114.0	106.8	87.1
98.8	97.5	0.0		2.4	2.3	2.0		50	42	19	0	36	39	12	0	97.6	78.7	61.2		92.1	76.4	58.8	
100.0	100.0	0.0	0.0	9.1	8.3	4.7		12	8	7	2	5	12	2	1	66.1	56.2	50.6		60.2	57.3		
99.3	100.0	1.5		4.4	4.1	3.1		110	70	60	0	38	61	73	0	107.8	79.0	72.7		105.0	79.3	71.6	
97.1	93.3	5.6	0.0	2.5	3.8	2.5		23	10	27	0	12	5	27	3	74.6	72.9	57.9		86.7	61.2	51.0	
100.0	75.0	5.9	0.0	1.8	7.2	5.7		17	7	6	3	6	9	11	1	65.9	54.5	57.7		64.3	53.4	50.6	
97.9	75.9	0.0	23.7	2.7	2.6	2.3	3.4	121	67	34	30	65	49	28	29	93.1	71.8	66.0	47.3	88.5	73.2	65.0	50.2
100.0	45.5	0.0	0.0	4.4	5.9	5.6	5.2	21	7	5	4	10	4	7	9	71.4	57.4	48.5	44.1	67.6	56.4	51.0	41.0
0.0	0.0	0.0	0.0	1.1	1.0	0.5		16	7	17	0	3	5	12	1	68.7	61.9	53.4			60.0	51.8	
96.6	80.7	12.6	0.0	2.5	2.5	2.9	3.2	103	102	88	12	44	79	119	26	121.2	92.7	72.1	58.7	114.3	89.2	73.5	61.8
96.7	63.6	0.0	0.0	2.0	3.3	2.4	8.7	19	14	11	4	11	8	15	3	77.5	59.1	54.0	47.1	78.4	65.8	53.9	
0.0	0.0	0.0	0.0		6.1	2.0		1	1	1	0	0	4	5	1						73.3	70.2	
100.0	100.0	0.0	0.0	0.5	3.8	0.0	0.0	24	6	4	3	13	1	17	2	66.1	53.0	51.5		62.4		49.6	
100.0	81.3	0.0	0.0	2.9	4.7	4.4	5.2	21	15	8	3	21	17	18	8	72.0	59.9	56.9		66.5	60.5	55.0	50.4
100.0	83.6	3.2		1.1	5.1	2.8		63	33	54	0	39	34	41	0	86.5	70.9	59.6		81.9	71.0	56.7	
99.3	98.1	0.8	0.0	0.8	1.3	2.2	1.9	100	83	57	38	50	75	69	38	95.7	79.3	77.6	48.0	87.7	81.2	65.7	47.3
99.3	96.7	0.0		1.9	2.7	2.7		338	202	183	0	94	105	122	0	131.2	93.4	88.5		116.6	83.3	86.7	
100.0	76.2	5.0	0.0	1.5	5.7	3.2		28	12	18	2	21	9	22	5	79.5	65.9	53.3		80.3	59.9	51.9	49.1
100.0			0.0	2.5			3.9	196	0	0	71	177	0	0	80	76.5			61.0	75.8		62.0	
99.0	84.6	1.2		3.1	3.7	4.2		228	138	164	0	74	102	159	0	130.3	96.4	73.9		125.6	93.7	71.6	
94.5	85.1	0.3	0.0	3.9	3.7	4.1		123	105	164	1	41	83	156	1	132.7	95.1	79.7		117.4	91.5	71.9	
100.0	81.0	0.0		0.0	2.5	0.0		11	8	11	0	6	13	10	0	78.9	59.2	48.2		84.5	64.3	52.3	
96.6	89.7	0.0		3.9	4.9	6.8		170	86	74	0	64	60	45	0	207.9	130.8	108.8		166.4	125.0	95.8	
0.0	0.0	0.0	0.0	1.4	1.8	1.5	1.5	15	20	8	0	7	11	25	5	80.3	64.7	66.3		76.9	70.7	67.0	60.0
100.0	89.0	3.0	0.0	0.0	1.4	3.8		42	37	12	1	30	36	21	1	101.2	82.3	68.4		99.1	81.0	68.1	
100.0	97.7	0.0	0.0	2.4	4.5	5.5		38	22	18	1	35	22	21	1	94.1	77.5	68.4		91.7	76.7	67.2	
100.0	87.8	2.8	0.0	3.0	3.6	6.2		33	22	15	0	18	27	21	3	99.6	80.6	68.3		92.4	79.3	65.4	
100.0	96.7	0.0		3.0	3.4	3.7		146	108	66	0	55	106	78	0	136.7	109.7	89.9		122.9	100.2	87.0	
100.0	80.0	0.0		0.0	0.0	0.0		12	9	5	0	18	11	13	0	97.9	79.3	66.6		97.2	78.7	65.9	
100.0	57.1	7.4	0.0	1.1	1.6	3.2		16	5	6	0	17	9	21	3	82.7	72.1	55.4		83.5	68.9	62.7	
60.0	40.0	0.0	0.0	1.7	2.6	2.7		4	11	23	1	6	14	22	1	94.6	71.1	57.9		96.8	73.0	59.1	
94.1	55.6	0.0	0.0	3.0	5.2	2.5		8	3	2	1	9	6	14	5	73.9				82.2	61.0	59.1	56.8
100.0	93.0	0.0	0.0	1.9	2.7	3.6		31	32	14	1	22	25	21	2	100.0	77.8	63.9		101.5	77.2	63.2	
96.6	83.8	8.9	0.0	0.7	1.8	2.1		55	43	39	1	32	31	40	0	108.3	84.8	80.4		101.0	86.8	80.5	
96.3	91.7	5.7	0.0	2.0	2.3	2.2		12	8	13	0	15	16	22	1	91.4	66.7	65.3		87.4	72.0	65.3	
100.0	95.7	58.8		3.5	4.6	4.6		35	30	46	0	30	40	51	0	125.6	101.3	84.3		125.8	100.1	83.7	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
New Jersey (continued)																		
Monmouth U		IIA	PI	128.7	105.4	76.7	58.3	71.3			89.0	174.1	143.5	104.5	74.6	99.4	121.4	36.4
New Jersey Institute Technology	8	I	PU	187.7	134.1	102.5		71.0	98.4	128.8	265.8	192.5	147.3		102.3	141.1	183.9	42.7
Princeton U		I	PI	238.0	143.8	115.2	97.8	93.0		176.2	307.4	185.8	148.8	126.3	120.1		227.6	29.2
Ramapo Coll New Jersey		IIA	PU	125.4	99.4	83.2	—			103.3	188.9	149.8	125.4	—			155.7	50.6
Rider U		IIA	PI	118.8	102.1	85.9				104.5	154.1	132.5	110.2				135.2	29.5
Rutgers U-Camden	17	I	PU	154.7	101.4	89.1	61.6	—		113.2	196.3	136.8	122.9	92.0	—		149.9	32.4
Rutgers U-New Brunswick	17	I	PU	165.9	109.6	86.3	63.7	70.4		119.8	208.8	145.7	119.5	94.2	101.4		157.1	31.2
Rutgers U-Newark	17	I	PU	183.1	130.6	107.5	66.3	135.1		136.8	228.1	169.3	143.6	97.2	174.4		176.3	28.9
Saint Peter's U		IIA	PR	103.2	77.7	68.4	59.6	60.3	75.0	79.1	121.5	93.5	81.2	69.9	78.6	91.0	94.5	19.5
Stevens Institute Technology		I	PI	144.9	116.6	97.7				117.4	181.7	148.8	122.4				148.1	26.2
Stockton U		IIA	PU	123.6	97.3	76.1	65.2			94.3	175.8	137.3	107.9	90.2			133.4	41.5
The Coll New Jersey	8	IIA	PU	123.0	99.8	81.5	76.0			101.4	183.4	148.8	121.4	113.2			151.1	49.1
William Paterson U New Jersey		IIA	PU	130.2	101.6	81.3	71.9			108.8	166.9	133.2	104.1	91.2			140.4	29.0

New Mexico

U New Mexico-Main Campus	1	I	PU	112.4	81.2	74.8	40.3	55.6	63.9	84.2	141.8	103.7	95.9	53.3	71.5	84.5	107.2	27.3
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New York

Adelphi U		IIA	PI	143.0	107.9	86.0	70.0	74.6	103.7	110.0	184.8	142.2	108.4	103.9	79.9	136.4	142.4	29.5
Bard Coll		IIA	PI	141.7	97.0	81.7				108.6	183.3	127.8	110.7				142.8	31.5
Barnard Coll		IIB	PI	168.7	118.7	89.6	78.2	64.1		121.0	227.3	157.4	126.6	110.8	92.8		165.3	36.6
Canisius Coll		IIA	PR	87.3	74.7	62.7	50.2			76.1	110.4	96.9	80.0	63.1			97.5	28.0
Cayuga County CC		III	PU	83.1	70.0	63.4	—			74.6	109.4	96.3	89.7	—			100.9	35.2
Cazenovia Coll		IIB	PI	77.1	64.4	51.2	46.1			62.8	96.5	83.1	60.4	62.4			79.2	26.1
Clarkson U		IIA	PI	129.7	99.4	79.3	63.7			98.3	177.8	137.1	104.5	88.0			133.5	35.8
Colgate U		IIB	PI	147.0	102.7	86.3	67.8			109.7	189.8	132.9	111.3	85.5			141.5	28.9
Coll Mount Saint Vincent		IIA	PR	99.1	77.5	72.2	67.7			77.5	115.5	93.9	88.6	84.1			93.9	21.1
Coll Strn Island CUNY		IIA	PU	120.4	97.7	83.6		74.2		99.3	156.5	133.7	119.6		110.2		135.3	36.3
Columbia U in the City New York	8	I	PI	251.3	161.2	126.2	188.7	82.7		185.3	305.8	201.5	153.2	202.1	106.5		227.3	22.6
Cornell U	8	I	PI	178.7	125.9	116.6	69.0	78.0		139.6	228.3	168.6	156.6	98.0	110.1		183.1	31.2
CUNY Bernard M Baruch Coll		IIA	PU	135.8	115.6	109.3	—	80.2		118.7	172.8	152.6	146.3	—	117.2		155.7	31.2
CUNY Borough Manhattan CC		III	PU	117.0	93.2	78.0	57.3	71.4		87.6	152.2	128.4	113.2	92.5	106.6		122.8	40.2
CUNY Bronx CC		III	PU	115.4	93.2	73.3	62.1	67.4		87.0	150.5	128.3	108.5	97.3	102.5		122.2	40.4
CUNY Brooklyn Coll		IIA	PU	124.1	98.8	86.5		68.6		102.5	160.3	135.0	122.8		104.8		138.7	35.4
CUNY City Coll		I	PU	134.0	103.4	88.3	—	89.2		111.8	170.8	140.1	125.1	—	126.0		148.5	32.9
CUNY Graduate School and U Center		I	PU	154.2	109.8	82.2		67.9		130.1	191.4	147.0	119.5		105.2		167.4	28.6
CUNY Hostos CC		III	PU	114.5	92.0	78.9	—	70.9		86.9	149.6	127.2	114.0	—	106.1		122.1	40.4
CUNY Hunter Coll		IIA	PU	125.0	102.4	86.6	—	77.1		107.0	161.5	138.9	123.1	—	113.6		143.5	34.1
CUNY John Jay Coll Criminal Justice		IIA	PU	126.0	99.2	83.9		76.3		100.3	162.1	135.2	120.0		112.3		136.3	36.0
CUNY Kingsborough CC		III	PU	116.0	93.1	79.8	67.2	71.3		87.9	151.2	128.3	115.0	102.4	106.5		123.1	40.1
CUNY LaGuardia CC		III	PU	114.5	90.2	76.3	68.1	76.8		90.8	149.9	125.7	111.8	103.5	112.3		126.2	39.0
CUNY Lehman Coll		IIA	PU	123.7	98.0	84.8	72.1	76.0		96.2	159.5	133.8	120.6	107.9	111.8		132.0	37.2
CUNY Medgar Evers Coll		IIB	PU	122.6	95.9	82.6	—	78.0		95.1	158.3	131.6	118.4	—	113.8		130.9	37.6
CUNY New York City Coll Technology		IIB	PU	117.7	96.8	82.6	—	75.1		92.9	153.2	132.4	118.2	—	110.7		128.5	38.3
CUNY Queens Coll		IIA	PU	125.0	98.2	83.8	—	73.0		100.5	161.1	134.3	119.9	—	109.1		136.6	35.9
CUNY Queensborough CC		III	PU	118.9	94.7	79.5	—	72.3		89.4	154.3	130.0	114.9	—	107.6		124.8	39.5
CUNY School Law		IIA	PU	158.7	132.7	—	94.4			141.0	196.6	170.6	—	132.3			178.9	26.9
CUNY York Coll		IIB	PU	114.4	95.6	81.3		77.1		94.3	150.1	131.3	117.0		112.8		130.0	37.9
Dominican Coll Blauvelt		IIA	PI	—	82.0	73.4	66.0			74.9	—	107.8	93.5	80.1			95.4	27.4
Farmingdale St Coll	8	IIB	PU	102.6	80.4	72.5		65.5		80.7	139.4	111.0	96.6		89.2		109.1	35.1
Finger Lakes CC		III	PU	75.2	64.1	56.6	48.4			62.7	102.8	89.0	76.6	66.7			85.9	37.0
Fordham U		I	PR	169.9	118.3	100.3	101.1	63.7	54.1	122.0	225.8	165.3	137.6	136.5	92.7	84.6	166.4	36.5
Hamilton Coll		IIB	PI	142.9	107.3	83.6			74.5	113.0	178.8	139.5	108.6			95.2	143.8	27.2
Hartwick Coll		IIB	PI	83.9	65.7	60.2	—			70.9	101.2	82.9	77.5	—			88.2	24.4
Hilbert Coll		IIB	PR	70.9	60.4	51.4				60.4	87.8	82.5	65.2				77.2	27.7
Hobart William Smith Colls		IIB	PI	116.9	83.0	71.2	66.9			88.2	157.0	117.7	100.9	93.6			122.6	39.0
Hofstra U		I	PI	145.2	105.8	95.6	84.0			119.0	198.8	147.6	121.8	114.4			161.7	35.9
Iona Coll		IIA	PR	110.3	81.7	72.5	—	72.2		85.4	141.4	108.4	88.2	—	88.1		108.7	27.3
Ithaca Coll		IIA	PI	103.3	81.9	69.6	64.9	—	44.7	80.4	133.8	108.4	92.5	89.5	—	63.0	106.1	32.0
Keuka Coll		IIA	PR	79.2	66.0	63.5	—			67.3	99.7	82.5	79.8	—			84.7	25.8
Le Moyne Coll		IIA	PR	104.5	76.6	70.2	69.2			83.0	131.4	99.5	93.8	89.2			106.8	28.7

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	100.0	0.0	0.0	9.9				27	41	29	10	15	45	43	11	137.6	108.6	79.4	62.2	112.7	102.4	74.9	54.7	
100.0	92.3	0.0		1.8	1.7	2.1		126	71	52	0	14	20	22	0	189.2	134.1	103.9		174.7	134.1	99.2		
100.0	100.0	0.0	0.0	3.7	8.6	6.8	5.5	369	55	118	16	118	40	77	6	243.1	145.6	121.4	98.2	222.0	141.4	105.7	96.9	
100.0	97.8	32.1	100.0	5.2	7.7	5.6		36	41	29	0	32	50	27	1	126.0	100.2	81.2		124.7	98.7	85.4		
100.0	98.9	0.0		6.0	15.1	7.4		44	48	15	0	29	43	30	0	118.7	101.8	88.4		118.9	102.5	84.6		
87.0	84.2	0.0	0.0					66	45	45	10	42	37	59	8	163.1	102.2	94.4	58.3	141.4	100.5	85.0	65.7	
93.4	72.6	0.0	0.0					564	237	204	87	235	285	297	133	169.3	111.8	89.4	65.4	157.7	107.8	84.1	62.5	
92.6	85.9	0.0	0.0					135	91	101	20	55	58	64	23	188.0	130.3	110.2	72.3	171.1	131.0	103.3	61.0	
96.8	100.0	14.3	0.0	1.0	1.4	1.3	7.5	19	15	22	3	12	17	13	4	104.4	78.6	68.8		101.2	76.9	67.5	60.2	
57.1	43.0	0.0		2.2	3.1	4.1		58	68	63	0	12	25	31	0	148.8	116.9	102.3		126.0	115.6	88.5		
98.6	96.1	11.8	4.4	6.5	8.2	9.9	8.1	38	56	43	10	35	71	59	13	123.9	97.8	77.5	66.6	123.4	96.9	75.1	64.1	
100.0	85.4	25.0	0.0	5.1	7.1	8.4	6.6	55	65	49	2	57	79	55	3	124.6	100.9	83.6		121.5	98.9	79.6		
99.5	95.2	15.6	0.0	5.6	10.2	11.5	10.8	111	54	36	6	70	72	54	7	131.8	101.0	83.4	73.0	127.7	102.1	79.9	71.0	
98.0	92.9	0.0	0.0	1.6	1.5	1.4		196	137	116	18	105	158	130	19	115.3	82.1	75.8	40.4	107.0	80.4	73.9	40.3	
98.8	98.5	3.0	0.0	2.3	2.5	2.9	3.0	51	56	31	1	35	73	35	5	148.0	111.4	85.1		135.7	105.2	86.8	70.4	
70.2	89.8	0.0		4.5	6.1	7.5		34	23	31	0	23	26	18	0	142.7	99.0	81.8		140.2	95.2	81.5		
94.3	86.7	0.0	0.0	3.2	7.7	5.5	6.2	42	10	17	17	46	20	21	41	168.8	116.5	87.9	78.6	168.7	119.9	91.0	78.0	
100.0	100.0	0.0	0.0	0.4	0.4	0.9		39	48	12	3	22	29	15	5	90.4	78.1	61.3		81.7	69.2	63.8	44.0	
100.0	100.0	37.5	0.0	0.0	3.4	1.5		11	5	2	1	12	6	6	2	83.1	70.0			83.2	70.0	63.4		
100.0	100.0	8.3	0.0	0.0	1.7	1.9	0.0	9	3	3	4	11	9	9	6	77.8			52.0	76.5	65.1	51.1	42.1	
97.0	84.7	0.0	0.0	2.3	2.7	2.2	2.1	54	54	51	11	13	18	38	3	131.1	100.9	81.3	67.2	123.6	94.9	76.6		
100.0	98.8	0.0	0.0	4.5	5.3	6.1	5.6	67	48	37	19	36	34	38	17	148.6	104.4	87.0	70.1	143.8	100.3	85.7	65.2	
80.0	58.3	7.1	0.0	4.3	2.7	3.6	7.0	7	15	13	1	3	21	15	6	97.8	78.4	71.5		76.9	72.8	67.9		
96.8	95.6	16.7		11.8	13.0	13.2		80	58	45	0	45	56	45	0	122.2	98.1	83.9		117.3	97.2	83.3		
88.7	54.2	0.0	0.0	3.7	7.5	4.2		582	128	127	7	199	77	76	2	258.8	163.9	128.0	183.2	229.2	156.8	123.3		
94.3	95.9	0.0	0.0	3.0	5.1	5.1	5.1	517	206	179	9	182	139	108	11	181.9	126.4	119.3	75.0	169.7	125.1	112.0	64.1	
93.4	97.2	5.2	0.0	11.5	12.4	12.9		132	82	63	0	64	59	52	1	136.5	117.4	114.4		134.3	113.0	103.0		
100.0	71.8	19.7	0.0	12.4	13.1	13.8		58	65	85	13	50	84	123	12	118.9	94.0	76.1	57.3	114.8	92.6	79.3	57.3	
98.8	77.9	16.4	0.0	12.1	14.2	14.2	12.3	49	35	55	1	33	33	55	4	116.4	94.6	72.4		114.0	91.8	74.2	62.8	
97.0	95.1	19.1		11.2	12.1	11.7		127	80	55	0	76	83	60	0	126.2	100.0	86.5		120.6	97.5	86.6		
94.1	91.2	10.7	0.0	11.4	11.6	10.7		182	95	60	2	70	76	52	0	135.8	104.3	90.0		129.4	102.3	86.4		
79.6	62.2	4.7		9.7	13.3	11.8		90	20	19	0	62	25	24	0	162.0	109.3	89.5		142.9	110.2	76.5		
97.3	97.1	26.0	0.0	11.7	13.1	12.7		20	16	36	2	17	19	41	0	113.6	93.4	77.8		115.5	90.9	79.8		
82.1	93.0	16.3	0.0	10.5	11.4	11.9		142	109	41	0	143	106	57	1	128.6	101.6	85.6		121.4	103.1	87.2		
96.3	95.1	25.8		12.4	13.6	12.1		66	86	37	0	42	78	56	0	127.0	99.9	84.7		124.5	98.3	83.4		
100.0	85.9	23.7	0.0	12.5	13.2	13.3	14.0	40	27	47	2	31	44	67	4	114.6	93.7	79.2		117.8	92.7	80.2	66.4	
100.0	45.2	4.9	0.0	12.5	13.5	14.8	15.8	48	52	40	0	46	74	62	4	113.8	91.0	76.3		115.1	89.7	76.4	68.1	
97.6	95.8	13.9	0.0	11.4	12.5	11.5		52	55	38	2	32	63	63	2	126.1	98.2	85.1		119.7	97.8	84.6		
93.8	57.5	23.5	0.0	10.3	13.9	11.1		30	20	22	2	18	20	29	0	123.0	95.9	81.9		121.9	95.9	83.2		
100.0	95.3	33.7	0.0	12.2	12.5	12.4		42	64	92	0	34	64	86	1	119.1	97.2	83.0		115.8	96.3	82.1		
96.0	95.8	17.2	0.0	11.0	11.8	12.6		136	90	49	1	66	100	44	0	127.3	99.2	82.8		120.3	97.3	84.8		
98.6	100.0	3.7	0.0	12.0	12.6	13.2		34	52	70	1	39	54	66	1	120.5	94.3	79.0		117.6	95.0	80.1		
88.5	20.0	0.0	0.0	11.5	11.8		7.8	11	1	0	1	15	4	1	7	155.3				161.1	132.5		94.2	
89.1	91.0	20.9		11.7	11.9	13.0		25	41	23	0	21	37	20	0	117.9	95.3	81.7		110.2	96.0	80.9		
100.0	78.6	28.9	0.0		2.2	2.6	2.4	0	6	20	2	3	8	32	6		88.8	74.0			76.8	73.1	64.1	
96.3	79.2	9.4		0.1	-0.3	0.4		30	23	66	0	24	25	62	0	107.0	82.1	72.6		97.1	78.9	72.3		
100.0	92.0	75.0	0.0	11.0			4.8	21	15	16	10	17	10	16	12	77.7	64.9	57.2	47.0	72.0	62.9	56.1	49.5	
100.0	93.0	15.7	0.0	2.8	3.2	3.7	3.7	151	121	57	51	67	94	64	45	174.5	117.5	102.0	101.3	159.6	119.3	98.8	100.9	
100.0	97.8	0.0		4.1	4.2	3.8		50	26	11	0	28	19	32	0	145.2	106.0	85.5		138.9	109.1	82.9		
100.0	84.6	0.0	0.0	1.0	1.5	0.9		25	15	18	0	17	11	19	1	84.4	64.4	58.6		83.0	67.4	61.7		
46.2	0.0	0.0		0.0	0.0	0.0		9	2	8	0	4	6	7	0	71.0		56.9		70.6	64.0	45.0		
100.0	98.7	0.0	0.0	1.6	1.5	2.4	1.8	37	39	19	4	15	40	35	4	118.9	83.8	73.0	64.7	111.9	82.3	70.1	69.2	
94.0	88.8	0.0	0.0	3.1	3.3	1.8		117	92	57	3	82	78	63	1	151.4	110.3	92.6		136.4	100.4	98.3		
100.0	100.0	5.5	0.0	1.4	1.1	1.1		33	27	22	2	13	26	33	0	111.4	79.6	76.4		107.4	83.9	69.9		
97.2	79.4	0.0	0.0	2.4	3.0	3.5	2.8	61	99	90	12	45	85	101	17	103.5	83.4	69.6	68.5	103.0	80.3	69.6	62.4	
95.0	66.7	2.9	0.0	0.0	0.0	0.6		9	11	10	2	11	16	25	1	78.5	67.3	65.6		79.7	65.1	62.6		
100.0	100.0	3.9	0.0	1.1	1.7	2.8	2.6	34	30	14	9	15	29	12	16	104.7	76.9	71.7	58.0	104.2	76.2	68.5	75.4	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Long Island U	8, 19	I	PI	119.8	98.6	89.1	70.7					102.5	160.2	136.4	119.2	89.6			138.9	35.5
Manhattan Coll		IIA	PR	124.5	96.2	84.8	72.7					98.6	159.5	131.1	119.7	107.6			133.5	35.5
Marist Coll	11	IIA	PI	119.6	92.0	81.0	69.6	71.5	53.9	84.0	167.4	133.5	114.2	98.1	106.0	80.5	121.1	44.1		
Marymount Manhattan Coll		IIB	PI	95.3	75.1	67.1	61.9			78.3	129.3	102.9	93.4	85.8			107.3	37.1		
Medaille Coll		IIA	PI	77.4	63.3	52.5	—			60.0	95.1	77.8	64.4	—			73.6	22.8		
Mercy Coll		IIA	PI	103.9	87.3	78.2	75.8			83.8	142.7	127.3	109.0	114.7			119.1	42.2		
Molloy Coll		IIA	PR	117.7	95.9	86.2	77.5			97.8	159.6	133.5	120.7	114.2			135.5	38.5		
Monroe CC	12	III	PU	85.1	62.5	56.6	51.5	55.9		64.4	121.4	92.6	82.7	74.9	76.8		93.6	45.4		
Morrisville St Coll	8	III	PU	73.9	61.5	54.3	38.1	—		59.5	101.6	86.2	76.0	61.1	—		83.3	40.0		
Mount Saint Mary Coll		IIA	PR	95.3	72.8	68.2	60.2			76.2	122.3	95.2	83.3	75.8			96.9	27.2		
Nazareth Coll		IIA	PI	88.4	74.8	65.0				75.8	115.0	102.5	82.0				99.1	30.6		
New York Institute Technology		IIA	PI	133.1	99.8	91.4				105.5	168.4	133.9	116.8				137.2	30.1		
New York U		I	PI	214.5	124.9	115.2		63.6	103.5	137.7	283.9	165.3	152.4		84.2	137.0	182.2	32.3		
Niagara County CC		III	PU	91.7	75.8	64.2	50.0			76.8	134.0	113.9	97.2	76.7			113.9	48.2		
Pace U-New York		I	PI	142.5	106.7	85.2		63.3		111.0	182.9	138.3	109.9		83.4		143.1	29.0		
Rensselaer Polytechnic Institute	1	I	PI	151.8	106.6	100.8	43.8	66.9		115.1	199.0	139.7	134.9	58.9	86.5		151.0	31.2		
Rochester Institute Technology	1	I	PI	126.6	96.3	85.4	58.6	68.3		91.9	163.1	126.2	110.1	77.3	91.1		119.9	30.4		
Saint John Fisher Coll	8	IIA	PR	106.8	84.9	75.4	58.0		58.8	83.8	136.8	111.1	94.9	82.3		72.1	108.0	28.8		
Sarah Lawrence Coll		IIA	PI	110.0	84.1	74.4	54.4			91.6	144.1	112.5	102.5	63.9			120.3	31.3		
Siena Coll		IIB	PR	105.3	86.0	72.4	52.8			85.8	140.1	116.0	98.2	72.2			115.3	34.5		
Skidmore Coll		IIB	PI	123.2	98.0	78.7	58.5	62.5		96.9	160.6	132.4	103.0	92.2	82.5		128.6	32.8		
St Francis Coll		IIB	PI	108.1	83.5	68.3		56.2		82.7	247.0	121.6	91.9		81.2		145.7	76.1		
St John's U-New York	8	I	PR	158.6	115.1	93.3	73.0			123.7	206.0	152.5	110.8	82.2			159.5	28.9		
St Lawrence U		IIB	PI	121.4	92.2	72.6	62.5			91.5	155.5	121.6	95.3	77.5			119.1	30.2		
St. Joseph's Coll-New York		IIA	PI	108.9	78.9	70.1	65.2	56.8		79.8	143.2	102.0	89.8	83.2	67.4		103.0	29.1		
St U New York New Paltz	8	IIA	PU	97.2	71.8	62.7	59.0	53.3		69.8	130.7	99.2	86.8	84.8	75.6		96.3	38.0		
Stella and Charles Guttman CC		III	PU	111.9	104.1	78.4	66.1	70.8		82.8	146.7	138.9	113.2	101.0	105.6		117.6	42.1		
Stony Brook U	8	I	PU	152.9	104.3	88.7	75.5	63.7		111.0	196.0	138.3	117.6	99.4	86.4		145.2	30.8		
Sullivan County CC		III	PU	58.4	54.6	47.6	—			55.0	87.9	82.4	66.5	—			82.1	49.3		
SUNY Albany	8	I	PU	125.9	93.5	79.0		56.7		94.0	164.1	125.4	105.7		77.2		124.8	32.8		
SUNY Binghamton	8	I	PU	129.4	94.0	76.7	55.1	56.2		91.6	168.9	125.7	102.9	79.1	78.2		122.1	33.2		
SUNY Fredonia	8	IIA	PU	89.0	67.0	60.8		45.8		69.1	122.4	92.4	83.0		66.3		95.6	38.3		
SUNY Purchase Coll	8	IIB	PU	94.3	75.9	59.4	—			72.0	126.5	103.3	80.2	—			97.4	35.3		
SUNY Buffalo St	8	IIA	PU	93.0	76.7	65.6		49.9		75.4	124.3	103.2	89.3		68.1		101.6	34.7		
SUNY Coll Brockport	8	IIA	PU	96.1	75.8	62.5	51.8	52.7		72.9	128.0	104.1	84.9	70.2	71.6		99.0	35.9		
SUNY Coll Geneseo	8	IIA	PU	92.2	73.9	60.1		53.1		73.0	122.2	101.0	81.5		73.1		98.5	34.9		
SUNY Coll Old Westbury	8	IIA	PU	101.2	86.8	78.9	60.7	59.6		83.7	134.6	116.6	102.7	81.5	77.7		110.8	32.4		
SUNY Coll Oswego	8	IIA	PU	88.4	73.2	57.8	31.2	58.4		66.9	119.4	100.2	79.1	45.6	85.1		91.4	36.7		
SUNY Coll Plattsburgh	8	IIA	PU	88.7	68.8	60.8		49.6		68.3	119.9	94.5	84.4		69.5		93.8	37.3		
SUNY Coll Potsdam	8	IIA	PU	80.5	64.1	52.1	41.7	46.5		62.6	109.3	89.2	72.3	56.5	66.6		86.3	37.8		
SUNY Coll Agriculture and Technology Cobleskill	8	IIB	PU	77.9	64.6	55.0	42.9	—		63.4	105.9	89.7	77.1	55.8	—		87.0	37.3		
SUNY Coll Environmental Science and Forestry	8	IIA	PU	100.8	80.2	64.0	61.3	55.1		82.7	136.8	109.1	86.7	86.1	78.1		112.6	36.2		
SUNY Coll Technology Alfred		III	PU	78.5	64.4	56.8	42.9	36.8		58.1	108.9	89.6	80.2	62.6	50.0		81.5	40.2		
SUNY Coll Technology Canton		III	PU	85.1	69.3	62.8	37.7	49.3		60.8	114.0	96.9	86.5	50.9	68.8		83.5	37.2		
SUNY Coll Technology Delhi	8	III	PU	73.9	60.9	54.8	45.6	—		57.9	101.5	86.4	76.3	64.6			80.8	39.5		
SUNY Cortland	8	IIA	PU	84.6	68.4	56.9	48.2	45.6		64.2	114.4	94.6	77.6	68.3	64.9		88.3	37.6		
SUNY Empire St Coll	8	IIA	PU	83.1	65.9	60.3	—	55.6		67.7	112.8	91.8	83.6	—	74.1		93.5	38.1		
SUNY Maritime Coll		IIB	PU	91.6	79.3	67.7	—	63.0		74.0	123.2	110.2	91.2	—	86.3		100.8	36.3		
SUNY Oneonta	8	IIA	PU	84.3	67.9	60.9		47.7		65.1	115.8	94.4	84.2		65.1		90.0	38.1		
SUNY Polytechnic Institute	8	IIA	PU	127.4	96.2	76.2	—	50.3		90.7	169.7	128.6	101.8	—	70.6		121.6	34.0		
SUNY Westchester CC		III	PU	119.7	105.6	90.6	63.2			95.6	196.2	179.0	161.0	106.2			161.6	69.1		
Syracuse U	6	I	PI	129.9	97.4	80.9	55.7	52.0		103.4	174.4	136.8	115.1	79.9	89.0		143.0	38.3		
The Coll New Rochelle		IIA	PI	101.3	78.2	71.8	69.6			79.2										
The New School		I	PI	143.9	104.9	82.6	56.7	—		102.9	182.8	138.7	111.3	70.3	—		135.1	31.3		
Tompkins Cortland CC		III	PU	79.5	61.7	60.9	—			73.9	108.1	86.7	88.5	—			101.6	37.6		
Union Coll		IIB	PI	130.1	95.1	78.9	65.5	73.4	—	103.2	176.7	130.3	105.4	87.5	104.2	—	140.5	36.1		
U Buffalo	8	I	PU	136.2	92.9	81.3	59.4	67.6		100.7	177.0	123.9	107.2	78.1	90.9		132.6	31.6		
U Rochester	8	I	PI	166.7	112.2	106.9	49.4	62.2	82.7	120.6	206.9	139.7	132.3	60.7	77.7	103.3	149.9	24.2		
Utica Coll		IIA	PI	92.4	81.0	72.3	71.3			78.7	120.7	109.3	100.6	99.6			107.0	35.9		
Vassar Coll	1	IIB	PI	137.4	105.5	84.9		83.0	73.8	107.4	183.0	144.2	114.4		118.0	99.1	144.8	34.8		
Yeshiva U		I	PI	163.6	93.6	100.9	48.0	—		108.4	183.5	117.7	119.7	66.0	—		128.6	18.6		

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
95.4	77.7	0.0	0.0	3.9	5.7	7.5	6.1	99	99	52	1	76	121	97	4	125.8	98.0	90.4		111.9	99.0	88.5	67.6
91.8	87.9	11.5	0.0	4.2	4.3	3.9	3.0	39	36	45	2	22	30	51	2	128.0	98.5	83.7		118.3	93.3	85.8	
89.3	84.1	27.1	0.0	3.0	3.2	3.7		14	37	30	3	14	32	29	4	122.0	94.0	84.2		117.3	89.7	77.7	63.7
100.0	100.0	0.0	0.0	2.0	2.2	2.2		10	17	6	0	16	22	15	5	94.9	76.8	72.2		95.6	73.7	65.0	61.9
100.0	64.0	0.0	0.0	2.1	4.5	1.9		10	8	9	0	2	17	27	1	78.8	62.7	51.1			63.5	52.9	
81.0	44.2	10.4	0.0		11.6		12.4	11	30	37	9	10	47	69	4	103.1	86.1	76.4	77.4	104.7	88.1	79.2	72.4
100.0	89.3	42.9	0.0	2.7	0.5	3.4	3.4	15	19	14	4	41	37	56	6	121.4	98.9	86.5	71.5	116.4	94.4	86.2	81.5
100.0	95.0	77.3	7.3	1.6	2.6	2.2	2.0	25	47	33	18	43	52	42	23	88.8	64.0	57.4	52.0	82.9	61.1	56.0	51.1
100.0	100.0	13.6	0.0	0.0	0.0	0.1	0.0	14	30	29	2	7	25	30	2	70.9	61.6	54.9		79.8	61.3	53.7	
100.0	96.8	3.6	0.0	2.0	2.6	2.9	2.0	12	14	12	1	11	17	16	6	101.9	72.6	68.4		88.1	72.9	68.1	59.9
98.4	87.0	10.6		2.0	2.5	2.6		29	17	19	0	32	29	47	0	91.3	73.7	63.2		85.8	75.4	65.8	
98.3	87.0	12.7		3.8	3.0	2.7		46	54	39	0	11	46	32	0	135.1	103.9	93.9		124.6	94.9	88.2	
93.0	77.6	0.0		2.7	3.0	4.3		610	290	156	0	255	224	152	0	221.8	127.0	122.4		197.1	122.1	107.8	
100.0	100.0	100.0	22.7	0.7	1.1	1.4	7.3	25	4	7	8	29	6	9	14	94.1	77.1	66.0	50.5	89.6	75.0	62.9	49.7
92.4	80.5	7.5		6.4	5.1	4.7		113	55	55	0	85	58	92	0	146.6	107.3	83.0		137.1	106.0	86.5	
91.5	95.5	0.0	0.0	3.4	3.2	2.9	2.5	169	61	45	3	30	28	22	6	152.1	108.3	103.5		150.1	102.8	95.5	44.0
100.0	97.9	8.9	0.0	3.0	3.1	2.8	3.1	185	171	112	46	56	108	67	30	128.3	98.6	87.6	60.9	120.9	92.7	81.8	55.0
97.4	87.0	3.6	0.0	2.4	2.4	2.8	2.8	30	40	31	5	9	60	52	3	109.5	84.8	81.6	59.3	97.9	85.0	71.7	
100.0	100.0	0.0	0.0	2.8	4.3	5.8	1.9	31	14	11	6	29	10	8	10	108.8	85.3	73.4	53.8	111.4	82.4	75.8	54.9
100.0	93.5	5.3	0.0	3.4	5.0	6.4	5.0	33	48	24	7	27	29	33	6	108.0	86.7	71.4	54.5	102.1	84.7	73.2	50.7
97.0	83.1	0.0	0.0	5.4	4.0	4.7	3.8	38	33	30	0	29	38	41	10	125.1	99.0	76.8		120.8	97.1	80.1	58.5
100.0	95.7	0.0		2.4	2.5	2.4		16	7	8	0	11	16	17	0	114.0	84.1	71.3		99.6	83.2	66.9	
93.6	94.4	0.0	0.0	2.0	2.4	3.8		126	149	79	3	76	137	65	2	164.5	121.1	95.5		148.9	108.7	90.7	
100.0	98.7	0.0	0.0	4.3	3.8	4.3	2.3	25	32	23	5	14	45	22	8	124.2	91.6	72.4	66.5	116.3	92.7	72.9	59.9
100.0	67.2	0.0	0.0	2.3	2.4	2.5	2.5	14	22	22	4	15	39	30	6	109.6	77.7	69.7	64.9	108.3	79.6	70.4	65.4
100.0	94.5	5.5	37.5	0.0	0.1	0.0	0.0	30	78	38	1	20	67	53	7	104.1	74.1	64.7		86.9	69.2	61.3	59.8
83.3	66.7	0.0	0.0	13.8	12.2	12.6	13.4	3	2	10	6	3	4	21	1			79.1	65.1	100.5	78.0		
94.0	76.9	0.7	0.0	0.5	0.2	0.4	0.0	271	156	166	4	78	125	129	7	155.1	105.2	90.8	67.4	145.4	103.3	86.0	80.2
100.0	100.0	50.0	0.0	6.7	3.8	2.3		11	6	2	0	11	6	6	1	60.7	55.4			56.0	53.7	47.2	
98.8	95.9	0.0		0.3	0.0	0.2		121	125	106	0	40	94	94	0	127.7	95.6	81.1		120.4	90.7	76.7	
98.9	94.8	0.4	8.7	0.1	0.2	0.2	2.4	132	108	142	4	49	84	122	19	132.9	96.9	78.0	50.9	119.8	90.4	75.1	56.0
100.0	93.8	4.7		0.1	0.1	1.3		45	49	26	0	28	48	17	0	92.4	66.1	60.9		83.7	68.0	60.5	
100.0	86.8	0.0		0.3	0.2	0.4		14	32	33	0	16	36	39	0	97.6	75.6	59.7		91.5	76.2	59.2	
98.9	98.8	3.1		0.0	0.0	0.1		65	80	29	0	29	85	36	0	94.2	80.3	65.7		90.3	73.2	65.5	
100.0	92.8	2.9	0.0	0.0	0.1	0.7	0.0	32	69	42	1	22	70	62	4	100.7	78.2	62.5		89.4	73.5	62.5	53.4
98.7	97.4	14.1		0.0	0.1	0.0		50	46	27	0	27	32	37	0	93.8	74.9	60.4		89.4	72.5	59.9	
100.0	94.8	0.0	25.0	0.0	0.3	0.5		12	28	29	2	15	30	36	2	108.2	89.2	84.5		95.6	84.5	74.4	
98.7	88.4	5.6	0.0	0.1	0.0	0.3	3.6	50	52	83	11	27	43	97	5	89.5	77.3	57.8	28.9	86.2	68.2	57.9	36.4
100.0	88.0	7.1		0.1	0.0	0.0		45	53	23	0	21	39	33	0	92.1	70.7	62.7		81.5	66.2	59.5	
100.0	97.4	1.6	14.3	0.0	0.0	0.9		53	43	26	6	22	34	38	15	81.7	62.7	53.0	39.3	77.6	66.0	51.5	42.6
100.0	65.5	6.5	0.0	0.0	0.8	0.0	0.4	22	18	17	7	10	11	14	4	78.1	65.8	55.7	44.5	77.6	62.8	54.2	40.0
100.0	100.0	5.3	77.8	0.2	0.0	1.8	0.0	42	23	9	5	4	16	10	4	101.0	81.0	63.0	62.5	98.8	79.0	64.9	59.7
96.4	84.6	24.6	9.1	0.0	0.2	0.0	0.0	18	31	29	21	10	8	28	1	79.1	65.0	56.7	43.0	77.3	61.9	56.8	
100.0	77.4	14.3	3.5	0.0	0.3	0.3	2.0	10	20	15	15	14	11	13	14	85.5	68.6	67.0	34.1	84.7	70.5	57.9	41.6
93.1	58.1	17.7	14.3	0.0	0.0	0.4	0.0	16	14	29	19	13	17	33	9	74.5	61.1	55.1	48.0	73.2	60.8	54.6	40.5
100.0	85.7	4.7	22.2	0.1	0.0	0.6	0.2	39	40	46	4	29	58	40	5	86.1	69.9	55.8	42.5	82.6	67.4	58.0	52.7
91.9	83.9	31.6	0.0	0.0	0.2	0.0		17	33	10	0	20	60	28	1	84.6	69.1	60.0		81.9	64.1	60.4	
95.7	88.9	13.3	0.0	0.8	0.0	0.4	0.0	17	13	10	1	6	5	5	0	93.4	80.7	70.5		86.4	75.6	62.0	
98.0	85.7	11.4		0.0	0.0	0.0		35	48	41	0	16	50	47	0	84.2	68.2	63.4		84.4	67.5	58.7	
93.9	92.0	7.4	0.0	0.6	0.3	0.7		27	35	16	1	6	15	11	1	134.3	99.4	77.6		96.6	88.7	74.1	
100.0	100.0	92.9	16.7	-0.9	1.1	2.8	3.7	24	19	17	18	27	15	25	24	118.5	106.0	89.5	64.4	120.7	105.2	91.4	62.3
84.7	89.8	2.9	0.0	2.3	2.8	3.3	4.3	278	176	155	0	120	146	161	7	135.2	99.9	82.8		117.7	94.4	79.0	55.7
48.0	48.0	3.2	11.1					7	15	16	4	18	35	15	5	106.7	82.3	72.8		99.0	76.3	70.7	69.6
70.1	50.7	1.3	0.0	1.7	3.2	2.2	5.9	49	77	66	6	38	65	90	7	148.1	108.0	80.1	61.5	138.5	101.2	84.3	52.6
100.0	88.9	0.0	0.0	3.0	5.9	5.6	3.3	18	3	0	2	24	6	5	1	81.7				77.9	61.9	60.9	
100.0	100.0	0.0	0.0					56	30	15	9	32	27	16	5	134.2	95.2	80.9	65.8	123.1	95.0	77.1	64.8
95.4	78.5	0.0	0.0	0.9	0.4	0.9	0.0	273	205	215	4	96	158	177	8	140.9	96.2	86.3	59.5	122.9	88.6	75.2	59.3
99.6	92.4	0.0	0.0	2.5	3.4	3.7	4.9	197	97	88	14	52	47	45	12	170.6	115.0	113.3	48.1	151.9	106.5	94.2	51.0
100.0	82.6	16.7	0.0	4.8	5.6	3.4		21	25	18	15	9	21	18	23	93.9	81.6	71.7	76.8	88.8	80.4	72.9	67.7
100.0	100.0	0.0		3.3	3.4	3.5		52	46	21	0	44	40	19	0	142.7	108.1	83.6		131.1	102.5	86.3	
82.2	62.0	6.4	0.0	2.2	0.6	2.7	3.7	82	39	32	46	25	32	31	24	161.8	96.7	107.8	50.9	169.5	89.7	93.8	42.5

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
North Carolina																		
Appalachian St U	8	IIA	PU	97.8	78.9	69.1	—	46.5	55.5	75.4	124.9	101.8	89.3	—	61.6	72.3	97.2	28.9
Barton Coll	8	IIB	PR	58.2	50.9	56.2	—			54.9	72.7	63.7	66.8	—			67.0	22.0
Belmont Abbey Coll		IIB	PR	64.1	55.0	54.2	—	24.8		49.7	82.8	69.4	68.5	—	30.8		62.9	26.5
Brevard Coll		IIB	PR	50.1	45.3	43.6				45.6	63.4	56.1	53.7				56.7	24.3
Campbell U	1	IIA	PR	112.4	78.4	72.3	51.8	—	—	78.8	143.1	100.8	93.2	69.1	—	—	101.4	28.6
Chowan U	8	IIB	PR	76.5	63.5	59.4	46.5			63.3	91.1	79.8	71.1	56.1			77.0	21.7
Davidson Coll		IIB	PR	130.4	98.8	74.8	—	57.2		107.7	166.9	126.7	93.6	—	71.2		137.2	27.5
Duke U		I	PR	209.7	138.8	114.1				176.0	271.9	184.1	144.5				228.7	29.9
East Carolina U	8	I	PU	106.0	80.8	75.7	—		64.9	80.4	134.3	104.2	97.5	—			97.4	21.2
Elizabeth City St U	8	IIB	PU	78.7	69.3	66.8		56.5	—	69.9	100.1	89.2	84.9		73.9	—	89.4	27.9
Elon U	8	IIA	PI	112.3	82.3	76.5	57.1	67.0		83.1	143.3	106.3	96.2	72.6	86.8		106.2	27.7
Fayetteville St U	8	IIA	PU	91.0	79.1	77.4	—	59.4	68.1	78.4	116.3	101.8	99.7	—	77.5	88.3	101.0	28.8
Gardner-Webb U	1	I	PR	69.4	62.0	59.0	49.0	—		62.0	93.7	83.1	81.9	65.4	—		84.1	35.7
Greensboro Coll		IIB	PR	57.3	54.3	47.0	—			53.4	69.9	64.7	58.2	—			65.2	22.1
Guilford Coll		IIB	PR	74.7	60.0	56.2	46.3			61.2	95.0	77.2	70.9	58.7			77.9	27.3
Lees-McRae Coll	8	IIB	PR	53.1	42.4	42.0	40.9			43.6	60.3	49.5	49.2	48.0			50.7	16.4
Mars Hill U	8	IIB	PI	58.0	53.0	50.3	38.1			50.8	73.7	68.2	64.0	48.9			64.9	27.9
Meredith Coll		IIA	PI	75.4	62.0	58.3	58.7			65.4	91.9	78.5	73.4	73.9			81.4	24.5
North Carolina A & T St U	8	I	PU	101.0	84.3	72.5	—	55.0	57.2	81.5	128.5	108.3	93.7	—	72.2	74.8	104.7	28.5
North Carolina Central U	8	IIA	PU	97.9	80.6	68.1	60.1	56.4	58.2	74.8	124.4	103.5	88.2	78.9	73.6	75.9	96.3	28.7
North Carolina St U Raleigh	8	I	PU	129.6	93.1	81.3	—	53.3	65.1	100.1	162.2	118.6	104.5	—	70.1	79.8	126.7	26.6
North Carolina Wesleyan Coll		IIB	PR	58.9	58.7	48.1	52.6			54.8	74.8	75.5	62.7	67.9			70.6	28.8
Salem Coll		IIB	PR	66.3	57.5	53.0	38.6		—	55.6	78.8	69.2	63.7	49.8		—	66.8	20.1
U North Carolina Asheville	8	IIB	PU	94.0	80.6	69.6	—	56.2	—	77.7	120.4	103.9	90.5	—	74.1	—	100.4	29.3
U North Carolina Chapel Hill	8	I	PU	159.3	105.7	95.7	135.6	56.0	96.6	116.0	197.0	134.1	121.9	166.7	73.0	122.0	145.6	25.5
U North Carolina Charlotte	8	I	PU	126.7	89.9	82.6		55.4	72.7	87.4	159.5	115.4	106.4		73.2	93.9	112.0	28.2
U North Carolina Greensboro	8	I	PU	113.4	82.7	75.4	—	46.9	60.3	78.4	143.6	106.7	97.4	—	62.7	78.7	101.1	29.0
U North Carolina Pembroke	8	IIA	PU	88.4	66.7	62.7	54.7	51.5	68.8	66.5	113.4	87.0	82.0	72.0	67.9	88.9	86.6	30.1
U North Carolina School the Arts	8	IIB	PU	79.1	71.9	66.0	55.3			68.8	102.3	93.4	86.1	69.1			88.9	29.2
U North Carolina Wilmington	8	IIA	PU	100.9	75.7	71.0		50.6		76.7	128.6	98.0	92.1		66.7		99.1	29.1
Wake Forest U	8	I	PI	151.7	101.9	76.2	69.5	—	98.2	106.4	191.0	132.3	95.8	88.5	—	127.8	135.2	27.1
Western Carolina U	8	IIA	PU	96.6	73.0	63.8	44.6	43.6	57.9	71.4	123.4	94.6	83.3	59.9	58.8	76.0	92.6	29.7
Winston-Salem St U	8	IIA	PU	94.9	77.8	71.8	64.2	61.5	64.8	76.2	121.0	100.4	93.0	83.5	80.0	84.3	98.3	29.0

North Dakota

Bismarck St Coll	8	III	PU	69.7	56.3	52.0	—			55.3	99.4	82.5	76.2	—			80.9	46.3
Lake Region St Coll		III	PU	—	62.1	62.4	55.7			59.4	—	86.5	90.5	80.4			85.1	43.2
North Dakota St U-Main Campus	1	I	PU	108.1	85.0	71.0	—	51.1		82.3	143.3	115.6	97.3	—	74.1		111.8	35.8
U North Dakota	8	I	PU	107.7	85.8	72.6	52.2	49.7	35.1	79.1	140.8	114.8	98.8	74.0	72.7	52.2	106.6	34.8
Valley City St U		IIB	PU	69.9	58.4	49.5	44.4			53.7	99.5	83.9	72.7	66.8			78.3	45.6

Ohio

Ashland U		IIA	PR	70.2	64.1	61.2	52.2			62.8	90.7	83.4	81.5	68.5			82.0	30.5
Baldwin Wallace U		IIA	PR	84.4	73.0	61.6	48.6			72.8	109.4	92.7	75.5	64.9			92.4	26.9
Bluffton U		IIB	PR	61.6	56.2	47.2				54.2								
Bowling Green St U-Firelands	8	III	PU	92.8	68.9	55.3	54.1	64.2		67.2	123.4	90.8	77.3	68.4	85.8		89.0	32.5
Bowling Green St U-Main Campus	8	I	PU	110.1	84.8	74.1	52.4	61.3		80.4	136.8	107.7	94.6	68.7	82.0		102.5	27.5
Case Western Reserve U	8	I	PI	146.0	99.4	90.8	66.5			112.4	183.9	129.9	116.6	93.1			144.4	28.5
Cleveland St U		I	PU	112.2	84.2	80.3	67.3	63.4		86.3	139.9	104.8	98.9	82.8	80.2		107.5	24.5
Defiance Coll		IIB	PR	57.7	53.2	49.3				52.2	82.5	66.6	66.3				70.5	35.0
Denison U		IIB	PI	116.6	83.6	69.2	58.4			83.3	155.5	116.0	93.6	81.2			113.8	36.5
John Carroll U		IIA	PR	94.8	72.3	80.4	61.3			81.4	124.6	99.5	106.0	74.6			108.5	33.3
Kent St U Ashtabula	8	III	PU	—	76.3	—	55.0			63.0	—	103.8	—	79.0			88.5	40.5
Kent St U East Liverpool	8	III	PU	—	75.8	—	56.0			62.6	—	105.3	—	80.3			89.0	42.2
Kent St U Geauga	8	III	PU	—	85.0	—	53.1			60.0	—	114.6	—	79.2			86.8	44.6
Kent St U Kent	8	I	PU	118.4	90.7	75.4		61.9		83.0	152.5	120.6	102.4				111.7	34.5
Kent St U Salem	8	III	PU	102.6	78.5	63.4		60.4		67.1	133.1	105.1	87.5				93.2	38.9
Kent St U Stark	8	III	PU	106.2	78.1	61.0		55.9		68.4	139.7	106.6	86.4		80.4		95.1	39.1
Kent St U Trumbull	8	III	PU	104.4	83.1	67.3		55.7		70.5	135.1	111.5	95.0		81.9		98.1	39.1
Kent St U Tuscarawas	8	III	PU	99.5	76.4	61.8		51.1		63.8	129.4	103.4	85.9		74.0		88.7	39.0
Kenyon Coll		IIB	PI	102.4	83.5	68.6	—			87.6	140.9	114.5	92.4	—			120.0	36.9

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
99.0	96.6	0.0	0.0	2.2	2.7	2.6		175	123	104	2	123	109	102	1	100.7	80.5	69.9		93.8	77.1	68.4		
100.0	89.5	5.9	0.0	0.0	1.9	1.9	4.1	9	10	16	0	9	9	18	1	58.8	47.9	55.5		57.6	54.3	56.8		
100.0	76.5	0.0	0.0	0.0		0.0		6	18	9	1	3	16	6	1	63.2	56.3	55.8			53.6	51.8		
100.0	83.3	0.0		0.6	2.1	0.2		4	16	9	0	6	8	9	0	49.4	44.5	44.2		50.5	46.7	42.9		
82.1	31.7	0.0	0.0		3.3	4.6		30	49	42	11	9	33	55	10	114.7	80.7	69.9	51.5	104.7	75.0	74.2	52.2	
100.0	68.2	0.0	0.0	11.3			3.1	6	12	16	1	8	10	10	4	71.8	63.4	61.4		80.0	63.5	56.1	45.6	
99.0	96.7	0.0	0.0	2.1	2.2	4.0		65	18	21	0	35	12	31	1	134.2	96.4	74.7		123.3	102.3	74.9		
100.0	89.5	0.0		2.9	4.8	5.6		375	124	80	0	115	85	61	0	212.6	145.0	120.4		200.3	129.8	105.9		
99.6	97.6	1.9	0.0	2.7	2.5	2.9		186	188	93	2	72	190	118	0	107.1	82.4	78.4		103.2	79.2	73.6		
90.0	75.0	4.8		1.5	1.4	1.6		24	18	14	0	6	14	7	0	80.9	69.1	69.2		70.0	69.6	61.9		
92.2	86.6	0.7	0.0	2.1	2.2	2.3		42	75	73	4	35	74	70	10	116.2	82.6	78.4	45.9	107.5	81.9	74.5	61.6	
89.9	87.3	9.2	0.0	2.9	3.1	4.8	1.3	46	45	26	0	23	34	39	3	90.2	79.3	79.0		92.4	78.7	76.3		
86.7	50.0	2.1	0.0	0.1	1.0	4.3	0.9	40	15	15	6	20	19	32	16	71.4	64.5	56.2	44.6	65.4	60.1	60.3	50.6	
54.2	14.3	0.0	0.0	2.9	3.1	3.6		15	3	6	2	9	4	7	0	58.3		48.1		55.6	51.8	46.1		
100.0	91.7	30.4	0.0	9.5	6.7	6.4	5.9	19	12	7	9	13	12	16	10	76.3	60.1	59.6	46.2	72.3	59.9	54.7	46.4	
0.0	0.0	0.0	0.0	0.0		7.3		6	3	8	4	4	3	10	12	57.2	45.6	39.0	39.7	47.0		43.7	41.4	
100.0	78.6	6.9	0.0			1.5	15.8	10	13	13	4	8	15	16	10	58.0	53.7	49.9	37.6	58.0	52.4	50.6	38.3	
89.4	94.7	0.0	0.0	3.1	4.2	2.7	4.4	15	15	8	4	32	23	26	10	77.6	64.6	59.3	69.5	74.3	60.2	58.0	54.3	
96.2	88.3	1.2	0.0	1.7	3.4	2.8		78	105	45	3	28	74	42	0	100.1	84.9	74.4		103.7	83.4	70.4		
94.4	88.8	10.2	0.0	1.5	2.2	1.8	1.5	45	59	41	3	27	57	47	3	100.5	81.7	67.8		93.5	79.5	68.5		
98.0	83.3	0.0	0.0	1.6	2.9	3.0		510	305	200	0	152	179	190	1	130.8	95.2	85.2		125.6	89.5	77.3		
100.0	95.5	11.1	0.0	2.2	2.2	2.8	2.0	6	11	11	4	6	11	7	3	58.0	58.8	47.8	54.3	59.8	58.6	48.7		
100.0	72.7	4.0	0.0	0.0	0.0	0.4		2	6	3	1	8	16	22	3		56.4			65.8	57.9	53.0		
97.1	94.3	1.7	0.0	1.4	2.0	2.8		51	21	31	0	19	32	27	1	95.2	82.9	70.8		90.7	79.0	68.3		
98.8	93.6	0.0	0.0	2.3	2.6	3.2	4.8	395	210	140	4	190	165	123	1	166.6	107.1	100.4	111.7	144.2	103.9	90.3		
99.1	99.3	0.5		5.0	4.2	5.0		173	163	106	0	58	134	114	0	131.6	92.7	87.0		112.0	86.5	78.5		
98.4	93.6	0.9	0.0	1.6	2.5	3.1		111	120	42	2	77	128	75	1	116.5	87.0	79.0		108.9	78.7	73.4		
92.7	94.7	7.6	0.0	2.3	2.3	2.1		38	36	28	3	17	39	51	2	89.9	66.7	62.2		85.1	66.8	63.0		
0.0	0.0	0.0	0.0	3.4	1.4	2.7	8.2	23	33	24	12	3	23	12	13	78.7	72.7	67.0	56.1		70.9	63.9	54.5	
98.9	95.5	1.4		2.6	3.2	3.0		127	90	60	0	61	89	86	0	101.7	76.8	71.1		99.0	74.6	70.9		
99.5	98.6	0.0	0.0	3.2	3.1	4.4	4.8	130	77	41	73	64	61	42	76	159.4	103.2	77.8	76.5	136.1	100.4	74.7	62.8	
86.9	88.3	0.6	0.0	0.5	1.7	2.6	2.1	65	75	81	15	34	70	99	15	98.8	77.2	66.3	44.4	92.4	68.5	61.8	44.9	
100.0	96.4	4.3	0.0	0.5	1.7	2.8	1.9	32	54	18	8	19	57	52	25	94.1	78.7	67.7	61.4	96.3	77.0	73.3	65.1	
100.0	100.0	2.3	0.0	0.0	0.2	2.3		4	34	26	1	3	32	17	1	72.0	58.2	52.0			54.3	52.1		
100.0	87.5	11.1	0.0		0.0		2.3	1	3	3	9	1	5	6	10				58.4		60.5	55.0	53.3	
98.8	87.6	0.5	0.0	0.6	0.5	0.5		140	129	105	2	30	81	109	1	109.9	86.2	73.1		100.0	83.1	69.0		
97.4	79.9	3.1	0.0					108	119	83	26	48	85	79	43	110.2	89.8	75.3	54.7	102.2	80.2	69.7	50.7	
100.0	88.9	30.6	0.0	0.0	0.7	0.3	1.3	6	11	14	3	4	7	22	7	68.8	59.9	49.6		71.5	56.0	49.5	43.8	
100.0	96.4	21.9	0.0	0.5	0.6	1.4	-0.3	41	28	13	14	14	28	19	26	70.1	65.6	61.0	52.0	70.7	62.6	61.3	52.4	
93.9	55.4	15.6	0.0	-0.1	1.2	3.6		49	35	27	1	33	30	50	3	84.8	74.5	60.6		83.9	71.3	62.2		
100.0	44.4	0.0		1.0	2.0	1.9		13	5	10	0	7	4	14	0	59.8	53.9	53.7		64.9	59.1	42.6		
100.0	100.0	0.0	0.0	3.7	3.2	9.1	4.2	5	7	3	0	1	7	1	7	90.9	65.0				72.7		54.1	
100.0	98.5	2.8	0.0	3.3	4.5	5.8	3.8	114	104	55	47	61	101	52	54	112.4	87.9	77.5	54.4	105.7	81.6	70.4	50.7	
90.8	76.5	0.0	0.0	3.4	4.1	3.4	2.3	204	104	57	25	67	75	87	55	149.5	102.4	92.8	72.6	135.3	95.1	89.5	63.7	
100.0	96.3	0.0	0.0	1.7	2.5	2.0	1.1	89	108	50	6	43	80	69	5	112.6	86.4	84.8	68.8	111.2	81.3	77.0	65.6	
100.0	71.4	31.6		0.4	0.0	0.0		5	6	10	0	4	1	9	0	58.5	53.5	51.1		56.7		47.3		
95.4	96.9	0.0	0.0	4.9	4.4	4.4	5.9	32	47	29	13	11	50	32	11	119.2	84.4	69.7	57.4	109.1	82.9	68.8	59.5	
100.0	98.6	22.9	0.0	0.0	0.0	0.4		39	38	17	4	24	31	18	5	98.9	72.5	87.5	64.0	88.2	72.1	73.6	59.1	
100.0	100.0	50.0			2.0			2	7	0	0	0	6	2	0		75.7				76.9			
	100.0	100.0			2.0			0	4	1	0	0	2	0	0		79.0							
100.0	100.0	0.0			2.0			2	1	0	0	0	4	2	0						84.6			
99.5	97.5	6.1		2.5	3.1	3.4		146	132	85	0	59	143	96	0	122.6	91.2	78.6		108.0	90.3	72.5		
100.0	100.0	33.3		2.0	2.0	2.0		4	3	2	0	0	2	4	0	102.6						59.4		
100.0	100.0	37.0		3.2	2.0	3.9		5	22	15	0	3	15	12	0	97.7	77.1	61.5			79.7	60.5		
100.0	100.0	50.0		2.0	2.7	2.0		2	12	3	0	2	6	3	0		84.2				80.8			
100.0	100.0	14.3			3.7	2.0		3	7	3	0	1	6	4	0		74.8				78.2	64.8		
100.0	96.2	0.0	0.0	2.6	2.8	4.8		43	26	24	1	28	27	18	0	102.8	84.2	69.3		101.8	82.8	67.7		

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Ohio (continued)																				
Lorain County CC	1	III	PU	85.8	71.4	65.6	57.3										74.7			
Malone U		IIA	PR	66.9	57.2	49.2	44.8					58.7	91.2	76.5	65.9	70.1		80.2	36.6	
Marietta Coll	7	IIB	PI	72.7	63.6	53.8	43.5					62.0	91.6	86.3	72.8	56.2		81.7	31.8	
Miami U-Hamilton		IIB	PU	112.0	73.7	60.7	39.0	50.4	41.6			62.8	157.4	103.5	85.3	54.8	70.8	58.4	88.3	40.5
Miami U-Middletown		IIB	PU	94.0	80.1	61.6	42.3	51.0	42.8			65.5	132.0	112.5	86.6	59.4	71.6	60.2	92.0	40.5
Miami U-Oxford		I	PU	124.4	90.4	89.4	46.8	59.8	52.2			84.6	174.8	127.0	125.6	65.8	84.1	73.4	118.8	40.5
Mount Saint Joseph U	8	IIA	PR	71.3	60.0	56.0	49.9					58.6	84.2	74.7	71.8	63.2		73.1	24.8	
Muskingum U		IIA	PR	56.5	67.0	59.8	—					62.2	78.5	83.0	73.0	—		79.2	27.3	
Oberlin Coll		IIB	PI	127.7	95.3	71.6	50.9					99.6	177.1	127.3	90.7	64.0		134.0	34.5	
Ohio Northern U		IIB	PR	98.4	75.6	70.3	50.2	—				78.0	125.4	99.0	92.8	69.5	—	101.7	30.4	
Ohio St U Agricultural Technical Institute	8	III	PU	—	74.4	76.8						80.5	—	98.4	100.7			105.5	31.0	
Ohio St U-Lima Campus	8	III	PU	106.2	73.6	63.1						83.5	135.4	97.0	84.8			108.7	30.2	
Ohio St U-Main Campus	8	I	PU	150.0	101.3	89.4	124.0					118.9	186.0	129.3	115.5	155.3		149.8	26.0	
Ohio St U-Mansfield Campus	8	III	PU	94.5	73.7	62.2						75.2	121.1	97.9	83.8			99.4	32.1	
Ohio St U-Marion Campus	8	IIB	PU	106.7	78.1	71.5						78.7	137.8	103.0	94.8			103.7	31.7	
Ohio St U-Newark Campus	8	III	PU	100.3	86.6	76.8						86.6	127.9	112.1	101.0			112.2	29.5	
Ohio U-Chillicothe Campus		III	PU	—	78.7	63.0						75.0	—	108.9	90.8			104.6	39.5	
Ohio U-Eastern Campus		III	PU	—	77.1	—						74.6	—	107.0	—			104.2	39.6	
Ohio U-Lancaster Campus		III	PU	—	75.4	—						75.7	—	105.0	—			105.4	39.2	
Ohio U-Main Campus		I	PU	112.7	86.8	78.7						93.2	147.9	118.1	108.8			125.5	34.6	
Ohio U-Southern Campus		III	PU	—	75.7	59.5						72.5	—	105.4	86.9			101.7	40.3	
Ohio U-Zanesville Campus		III	PU	91.2	73.6	59.8						73.3	123.2	103.0	87.1			102.7	40.0	
Ohio Wesleyan U		IIB	PR	94.5	69.5	59.5	57.9					78.8	131.0	96.0	79.8	80.5		108.7	38.0	
Sinclair CC		III	PU	79.9	61.5	55.0	46.9					70.1	104.6	80.6	72.1	62.2		91.9	31.1	
Terra St CC		III	PU	—	57.7	54.1	45.3	—				53.3	—	82.0	76.0	57.8	—	73.1	37.2	
The Coll Wooster		IIB	PI	97.6	76.4	62.4	55.7					77.8	140.5	105.5	84.3	70.6		108.1	39.0	
Tiffin U		IIA	PI	74.1	70.5	58.7	52.3					64.3	94.6	88.0	76.5	67.6		82.4	28.1	
U Akron Main Campus	8	I	PU	114.0	87.4	76.4	54.0	64.8				86.5	146.6	114.6	102.2	74.7	86.9	113.7	31.4	
U Akron Wayne Coll	8	III	PU	90.6	68.6	54.8	—					71.6	117.3	89.2	77.7	—		94.8	32.3	
U Cincinnati-Blue Ash Coll	1	III	PU	94.6	75.2	57.3	48.0					70.6	125.9	101.8	77.2	63.4		95.1	34.6	
U Cincinnati-Clermont Coll	1	III	PU	93.5	73.3	60.3	49.2					75.0	125.3	97.6	81.3	67.0		100.4	34.0	
U Cincinnati-Main Campus	1	I	PU	125.1	86.5	76.0	53.7					92.4	166.7	115.7	101.7	72.4		123.4	33.6	
U Dayton	8	I	PR	118.3	86.7	77.4		54.1				83.4	148.2	111.9	93.5	69.8		105.2	26.2	
U Mount Union	8	IIB	PR	90.3	71.9	61.9	53.0					72.6	114.5	91.0	77.5	63.4		91.4	26.0	
U Toledo		I	PU	119.4	96.0	84.0	68.8	58.4	51.6			90.4	160.1	130.1	113.2	96.0	80.1	68.5	122.1	35.1
Ursuline Coll		IIA	PR	74.7	59.9	55.1	54.6					61.2	93.4	74.0	70.5	68.2		76.8	25.5	
Walsh U		IIA	PR	71.2	62.0	56.4	48.9		—			62.1	93.8	83.1	71.4	62.4	—	81.4	31.1	
Wittenberg U	8	IIB	PR	74.7	62.8	54.3	—					64.8	97.9	78.6	67.5	—		82.7	27.5	
Wright St U-Lake Campus		IIB	PU	97.2	74.9	62.4	60.4	47.0				64.7	128.7	100.3	78.1	86.1	73.8	90.0	39.0	
Wright St U-Main Campus		I	PU	119.6	92.7	78.0	59.7	53.4	53.8			89.6	146.9	117.4	102.5	83.8	75.0	76.5	114.7	28.0
Xavier U	8	IIA	PR	107.9	85.1	84.2	58.6	53.6	41.2			79.7	143.7	114.4	111.5	82.0	70.6	56.3	106.9	34.2
Youngstown St U		IIA	PU	90.3	75.7	63.4	50.3					74.6	123.6	105.4	84.9	67.4		101.9	36.7	
Oklahoma																				
Cameron U	1	IIA	PU	70.7	59.3	49.9	39.9					54.6	98.0	83.6	71.3	58.1		77.3	41.5	
Oklahoma Panhandle St U		IIB	PU	52.8	48.8	47.2	39.7	—				44.6	67.4	63.4	61.8	54.3	—	59.2	32.7	
Oklahoma St U-Main Campus	8	I	PU	108.6	82.7	78.2	—	46.0				83.3	144.2	110.6	103.1	—	60.0	110.4	32.6	
Oklahoma St U-Oklahoma City	1	III	PU	61.2	51.9	45.9	45.1					48.9	78.7	68.8	59.8	59.8		64.3	31.4	
Southeastern Oklahoma St U		IIA	PU	76.4	64.5	54.0	39.2					63.5	103.8	83.4	81.8	54.5		87.0	37.0	
Southwestern Oklahoma St U	8	IIA	PU	83.7	65.7	59.5	48.5					61.5	114.1	91.1	83.4	69.8		86.0	39.9	
U Central Oklahoma		IIA	PU	87.7	72.3	62.6	49.9	37.5				67.4	105.5	87.1	76.0	61.2	46.7	81.7	21.1	
U Oklahoma-Norman Campus	8	I	PU	122.2	84.2	75.0	42.7	44.6				86.9	159.2	109.0	96.4	57.2	59.4	112.9	30.0	
U Science and Arts Oklahoma		IIB	PU	59.2	55.3	46.0	40.1					52.1	74.2	69.8	59.3	52.7		66.2	27.2	
U Tulsa		I	PR	121.5	87.2	84.4	53.7					96.0	153.7	112.7	107.2	73.3		122.7	27.8	
Oregon																				
Lewis & Clark Coll		IIA	PI	123.6	83.5	68.4	54.0	—				87.5	148.8	102.7	82.7	66.4	—	106.6	21.8	
Linfield Coll-McMinnville Campus	8	IIB	PR	89.3	68.7	61.3	60.9					72.8	131.8	101.1	88.3	86.7		106.3	46.2	
Oregon St U	8	I	PU	123.7	94.3	83.6	53.4					88.2	179.9	137.2	120.2	84.3		129.8	47.2	

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	100.0	54.8	9.1	2.8	4.5	5.6	4.8	24	11	15	4	26	13	16	7	88.5	74.3	67.6	63.3	83.3	69.0	63.8	53.9
100.0	83.3	0.0	0.0	1.1	3.3	3.6	2.2	25	9	7	0	12	9	12	7	66.9	57.4	50.5		66.9	57.0	48.5	44.8
100.0	76.5	0.0	0.0	2.0	4.2	3.4	3.5	19	19	14	1	11	15	11	8	74.1	63.8	55.5		70.2	63.2	51.6	43.9
100.0	92.6	0.0	0.0	0.3	2.0	2.6	2.6	6	12	8	4	3	15	8	6	112.7	75.9	62.6	38.8		72.0	58.8	39.1
100.0	90.9	5.3	0.0	2.3	3.3	2.1		7	8	6	2	7	3	13	2	94.5	79.7	62.0		93.5		61.4	
99.6	96.1	1.6	0.0	3.0	3.9	3.4	2.8	146	111	114	43	83	93	69	46	128.9	95.3	95.2	48.5	116.4	84.6	79.8	45.3
100.0	80.7	0.0	0.0	-0.1	1.4	5.2	8	11	9	6	7	20	21	12	76.1	60.9	56.4	52.0	65.7	59.4	55.8	48.8	
87.5	74.4	0.0	0.0	1.8	-0.9	3.7	1442721	2E+06	5E+05	0	8E+05	1E+06	8E+05	55973	84.9	69.7	61.5		8.3	63.7	58.8		
97.4	93.5	1.2	0.0	0.3	0.1	1.4	1.0	74	52	41	2	41	40	46	6	130.0	98.7	74.4		123.7	90.8	69.2	55.7
98.3	93.0	5.9	0.0					45	41	47	3	12	30	38	7	96.6	75.3	70.2		105.5	76.1	70.4	47.6
100.0	100.0	10.0		2.0	3.8			1	7	8	0	2	5	2	0	72.8	77.7				76.6		
100.0	100.0	0.0		2.0	3.1	2.9		8	8	3	0	3	9	1	0	117.0	74.1				73.2		
95.5	86.5	0.2	0.0	2.6	3.9	3.2	3.5	708	390	304	3	286	328	317	7	154.6	104.7	93.8		138.5	97.2	85.3	104.7
100.0	100.0	0.0		6.3	2.0	2.9		6	11	4	0	0	14	2	0	94.5	75.1	62.7			72.7		
100.0	100.0	0.0		4.2	1.9	3.2		3	10	5	0	1	8	9	0	79.0	73.5				76.9	70.4	
100.0	100.0	0.0		4.4	4.5	5.0		4	19	7	0	4	9	4	0	97.4	87.7	77.2		103.1	84.2	76.2	
100.0	100.0	16.7		0.8	0.0			0	8	4	0	2	6	2	0	77.2	60.9				80.7		
	100.0	33.3		0.0				0	8	1	0	0	3	2	0	75.7							
100.0	94.4	0.0		0.0	2.5			2	10	0	0	1	8	3	0	73.9					77.2		
100.0	96.0	1.6		0.0	0.7	0.4		163	176	113	0	70	99	79	0	116.5	88.1	79.6		104.0	84.4	77.3	
100.0	100.0	0.0		0.0	2.0			0	3	2	0	1	10	3	0						74.7		
100.0	100.0	0.0		0.0	0.0	0.0		4	7	2	0	1	11	5	0	90.1	73.0				73.9	59.5	
100.0	100.0	56.5	0.0	2.6	3.1	3.8	4.8	46	21	10	6	18	21	13	2	94.7	69.6	60.2	58.6	94.1	69.4	59.0	
100.0	58.3	7.1	0.0	4.2	5.3	7.2	7.2	78	22	17	3	86	50	39	3	80.6	62.0	56.0		79.2	61.3	54.6	
100.0	100.0	37.5	0.0		1.5	1.5	1.5	2	8	5	3	1	5	3	6	57.8	55.4				57.5		46.6
100.0	100.0	0.0	0.0	2.2	2.6	3.3	3.0	31	26	13	9	20	36	21	9	97.7	75.8	62.3	56.0	97.4	76.9	62.5	55.3
0.0	0.0	0.0	0.0	1.4	6.3	3.6	2.0	11	5	21	4	5	13	12	3	77.2	75.2	61.0	55.0	67.3	68.7	54.6	
99.6	92.2	0.0	0.0	2.4	2.6	1.7	2.7	169	100	58	49	65	79	45	87	119.6	91.4	77.0	49.6	99.4	82.2	75.7	56.5
100.0	100.0	0.0	0.0	2.0	2.0	5.4		4	5	0	1	3	4	4	1	95.7	68.7				68.6	54.8	
96.3	97.1	1.8	0.0	4.1	4.5	6.5		7	30	16	4	20	39	39	6	97.9	75.2	57.2	47.8	93.4	75.1	57.4	48.0
100.0	92.9	5.0	0.0	4.1	6.1	6.2	5.7	15	13	9	3	13	15	11	4	94.6	74.8	58.8		92.3	72.0	61.6	49.9
88.6	74.3	0.7	0.0	2.9	3.5	3.9	5.4	261	211	207	39	126	209	221	44	130.8	91.3	80.8	57.1	113.3	81.7	71.5	50.7
99.2	97.6	4.2		2.3	3.0	3.3		100	102	57	0	30	63	61	0	122.7	88.5	80.7		103.7	83.9	74.3	
97.5	79.1	0.0	0.0	2.5	4.2	4.0	4.8	24	27	21	2	16	16	26	7	92.2	72.5	61.2		87.4	71.0	62.4	53.8
96.6	85.6	6.1	5.0					142	134	76	3	66	81	56	17	120.7	99.1	84.6		116.4	90.9	83.2	67.7
6.7	64.3	0.0	0.0					5	3	1	0	10	11	17	11	75.9				74.1	61.0	55.1	54.6
100.0	95.9	0.0	0.0	8.8	3.7	14.1		15	24	8	3	20	25	26	1	72.6	62.2	56.4		70.2	61.9	56.5	
97.6	97.6	7.1	0.0					27	22	12	2	15	20	16	1	75.5	63.0	54.6		73.4	62.6	54.0	
100.0	100.0	0.0	0.0	0.0	0.0	0.0		4	9	2	1	0	2	3	3	97.2	75.1						
97.7	93.3	0.0	0.0	-0.6	-0.1	0.7	1.2	123	84	53	35	50	95	49	50	125.8	95.5	84.4	61.7	104.3	90.2	71.1	58.4
100.0	97.1	4.1	0.0	4.1	4.5	4.1	4.6	33	51	32	16	25	52	42	50	109.7	88.7	89.4	55.4	105.6	81.7	80.2	59.7
100.0	100.0	8.3	0.0	1.8	3.2	3.9	4.7	94	62	54	15	38	55	55	26	91.6	76.9	65.2	54.6	87.2	74.4	61.5	47.8
100.0	96.8	14.3	0.0	0.0	0.4	3.4	2.8	28	18	20	14	8	13	15	24	71.8	60.4	49.6	39.0	66.9	57.7	50.4	40.5
100.0	28.6	0.0	0.0	7.3				7	5	6	11	3	2	13	5	51.1	48.2	47.4	39.2			47.1	40.9
99.0	95.9	0.7	33.3	0.7	1.5	1.2		232	162	179	1	71	106	108	2	112.0	86.5	80.5		97.7	76.9	74.4	
100.0	100.0	0.0	0.0		5.3	1.2	15.5	5	7	8	7	3	14	16	16	62.8	53.4	47.2	41.9		51.2	45.2	46.6
95.7	85.2	0.0	0.0	-0.1	0.8	1.4	3.1	34	18	10	6	13	9	10	12	76.0	65.1	57.9	37.1	77.4	63.3	50.1	40.3
100.0	84.8	12.5	5.6	1.0	1.5	1.4	1.7	21	19	25	26	16	27	23	45	86.4	64.4	56.3	46.9	80.1	66.7	63.0	49.5
100.0	68.0	8.8	0.0	0.2	5.5	2.4	4.2	116	34	48	15	84	44	66	30	90.6	74.9	64.4	52.5	83.7	70.2	61.2	48.7
96.8	89.6	0.0	0.0	1.6	2.9	3.0	0.4	281	197	176	45	96	119	134	61	128.5	87.4	77.5	44.9	103.8	78.8	71.8	41.1
100.0	93.3	0.0	0.0	0.0	4.8	3.6	4.6	7	9	4	3	10	6	6	6	60.3	56.0	45.9		58.4	54.2	46.0	40.4
92.7	75.5	0.0	0.0	0.4	0.5	1.0	0.0	97	75	48	11	26	31	47	15	121.6	91.6	89.2	55.2	121.2	76.7	79.5	52.6
83.9	87.5	0.0	0.0	4.2	3.7	1.3	1.7	40	38	12	13	22	42	29	20	127.7	86.6	66.9	54.6	116.2	80.8	68.9	53.6
100.0	93.3	6.5	0.0	2.6	4.5	1.6	1.5	26	19	13	6	23	26	18	17	89.6	68.8	62.7	59.8	89.0	68.7	60.2	61.2
98.8	90.7	0.3	1.4	3.4	4.4	4.6	4.7	252	161	170	168	83	98	122	180	125.5	96.1	86.1	55.5	118.1	91.2	80.2	51.5

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.		
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Oregon (continued)																				
Portland St U	8	I	PU	106.5	83.5	71.6	56.6					80.3	159.1	123.6	100.5	85.2		117.8	46.7	
Reed Coll		IIB	PI	114.9	89.8	69.2	76.4					97.8	151.1	117.5	89.1	97.2		127.9	30.8	
U Oregon	8	I	PU	134.8	98.1	84.9	55.7	77.7				92.2	190.2	139.4	119.3	84.6	114.1	132.2	43.4	
U Portland		IIA	PR	97.2	75.5	73.9	57.0	49.0				72.9	135.1	105.4	97.1	74.6	79.2	99.5	36.5	
Willamette U		IIB	PI	118.3	89.1	85.1	61.7					98.0	160.8	114.7	108.7	90.7		129.7	32.4	
Pennsylvania																				
Albright Coll		IIB	PR	81.3	69.2	61.6	50.3					65.9	96.6	82.5	73.9	59.8		78.7	19.3	
Allegheny Coll	1	IIB	PR	94.5	71.1	64.4	55.5					74.7	128.3	95.0	85.1	76.6		100.6	34.7	
Alvernia U		IIA	PR	80.9	70.4	62.9	52.7					65.3	108.8	94.3	87.4	72.8		89.1	36.4	
Bloomsburg U Pennsylvania		IIA	PU	111.6	87.7	70.1	50.5					83.5	134.6	108.8	87.2	62.5		102.4	22.7	
Bryn Mawr Coll		IIA	PI	139.6	97.0	78.2	61.9	74.6				101.2	179.4	128.9	103.6	80.9	99.7	132.5	30.9	
Bucknell U		IIB	PI	124.7	101.5	81.5	77.0					102.1	161.0	132.1	106.2	100.6		132.6	29.9	
Butler County CC		III	PU	78.2	68.9	59.0	46.5					62.0	114.1	99.9	88.1	69.5		91.4	47.3	
Cairn U-Langhorne		IIA	PI	63.3	64.6	52.5	—					59.8	84.0	83.2	69.2	—		78.4	31.1	
California U Pennsylvania		IIA	PU	111.9	91.4	75.6	52.9					91.2	138.1	112.8	95.3	67.4		113.3	24.2	
Carnegie Mellon U	8	I	PI	162.7	111.4	103.0				82.9	130.0	200.5	139.8	127.4			103.5	161.0	23.9	
Cedar Crest Coll	6	IIB	PI	85.5	73.9	58.7	55.6			51.0	67.9	105.4	92.0	71.5	66.6		60.3	83.2	22.4	
Chatham U	8	IIA	PI	84.4	67.6	63.2						66.6	114.9	91.8	82.7			88.6	33.0	
Cheyney U Pennsylvania		IIB	PU	109.7	92.1	69.8	49.3					89.4	138.2	112.0	84.1	59.6		110.5	23.6	
Clarion U Pennsylvania		IIA	PU	113.5	87.8	73.9	51.2					87.0	139.3	111.0	93.1	63.7		108.3	24.5	
Delaware Valley U		IIA	PI	84.9	73.2	62.5	58.8	57.9				70.3	114.7	102.2	86.3	75.5	76.5	95.9	36.4	
DeSales U	8	IIA	PR	105.4	77.0	68.8	58.9					75.3	137.3	101.6	93.7	77.9		100.5	33.5	
Dickinson Coll		IIB	PI	111.4	88.5	72.4	63.0					86.9	141.7	115.7	90.4	85.9		111.6	28.4	
Drexel U	8	I	PI	158.2	115.4	97.5	74.9					103.2	197.5	147.3	123.2	99.8		132.6	28.5	
Duquesne U	8	I	PR	112.7	88.7	76.1	61.1					87.5	140.9	114.2	97.6	80.0		111.8	27.7	
East Stroudsburg U Pennsylvania		IIA	PU	111.6	88.5	70.7	50.5					86.6	134.7	107.7	86.4	60.6		104.9	21.2	
Eastern U	8	IIA	PR	75.4	60.5	50.3	—	49.3	35.7		57.9	98.5	82.2	67.5	—	65.0	47.6	76.7	32.6	
Edinboro U Pennsylvania		IIA	PU	112.2	90.0	72.8	52.0					87.2	140.2	112.6	92.8	66.1		109.6	25.8	
Franklin and Marshall Coll		IIB	PI	119.9	90.8	78.7	68.4					92.7	165.8	127.3	107.6	93.4		128.3	38.3	
Geneva Coll		IIA	PR	56.8	61.5	61.2	—					59.3	78.0	82.0	79.9	—		79.9	34.7	
Gettysburg Coll		IIB	PI	110.2	87.7	74.6						91.1	149.7	119.5	101.9			124.1	36.1	
Gwynedd Mercy U	8	IIA	PR	90.4	70.6	61.3	45.3					63.4	113.4	96.5	82.2	59.5		84.5	33.3	
Haverford Coll		IIB	PI	129.5	99.0	80.9	70.5					97.3	174.2	140.7	116.7	99.4		135.5	39.2	
Holy Family U		IIA	PR	92.6	73.1	65.3	63.1					72.3	111.1	89.9	81.5	79.2		89.1	23.2	
Indiana U Pennsylvania-Main Campus		I	PU	111.7	87.6	66.7	54.4					87.7	137.4	109.4	83.2	70.4		108.9	24.2	
Juniata Coll		IIB	PI	89.1	68.0	62.8	55.2					76.5	124.8	96.7	91.6	71.9		107.9	41.1	
Keystone Coll		IIB	PI	69.3	59.3	52.7	47.3					60.7	79.4	69.4	62.8	57.4		70.8	16.7	
King's Coll	1	IIA	PR	90.9	70.9	62.8	48.2					74.1	115.9	93.2	78.9	63.6		95.3	28.6	
Kutztown U Pennsylvania		IIA	PU	107.3	88.4	63.6	48.8					83.6	131.3	108.3	77.9	59.3		102.3	22.4	
La Roche Coll		IIB	PR	77.2	61.7	52.3	46.2					63.4	93.4	77.3	62.8	54.1		77.1	21.7	
La Salle U		IIA	PR	115.3	84.6	73.5	61.1					86.0	137.2	103.7	90.4	82.1		105.0	22.1	
Lafayette Coll		IIB	PR	144.6	103.9	85.1	73.2					108.0	184.8	136.3	108.1	93.1		139.0	28.7	
Lebanon Valley Coll	8	IIA	PR	82.2	71.0	61.6	—			—	70.8	108.0	92.8	80.3	—		—	92.6	30.8	
Lehigh U		I	PI	159.3	107.0	101.1		80.3	58.6		119.4	205.1	140.0	127.8		106.0	63.3	153.9	28.9	
Lincoln U		IIA	PU	99.4	76.1	66.0	60.0	56.5				77.1	107.9	82.8	72.0	65.4	61.6	83.8	8.8	
Lock Haven U		IIA	PU	109.3	90.0	73.3	55.8					92.3	137.1	114.4	92.0	68.9		116.2	25.9	
Lycoming Coll		IIB	PR	87.3	72.4	61.5	48.7					69.1	118.0	99.6	82.4	64.9		93.5	35.3	
Mansfield U Pennsylvania		IIA	PU	113.7	90.6	70.4	55.3					88.6	138.4	113.1	88.5	66.3		109.6	23.6	
Marywood U	8	IIA	PR	102.1	75.5	63.3	53.2					70.9	127.7	96.4	79.9	68.0		90.0	26.8	
Mercyhurst U	1	IIA	PR	89.6	67.3	59.6	47.9	51.1				61.4	119.4	87.9	76.0	64.2	64.2	80.0	30.4	
Messiah Coll	1	IIA	PR	92.8	74.0	64.0		59.4				77.5	128.7	100.9	83.4		78.9	105.4	36.0	
Millersville U Pennsylvania		IIA	PU	112.6	89.3	67.7	54.7					90.3	138.9	113.4	83.0	65.9		112.4	24.5	
Misericordia U	8	IIA	PR	98.0	77.5	64.4	53.6					72.6	127.1	103.5	85.0	67.5		95.5	31.6	
Moravian Coll		IIA	PR	86.7	75.1	66.3	60.8					73.5	117.3	99.6	84.6	80.2		97.0	31.9	
Muhlenberg Coll		IIB	PR	103.8	81.9	68.9		58.9	—			81.8	140.8	108.2	89.6		79.9	—	109.3	33.6
Neumann U		IIA	PR	82.4	64.8	57.7	51.5					64.9	113.8	88.3	81.8	78.3		90.5	39.4	
Pennsylvania St U-Main Campus	8, 22	I	PU	157.0	107.3	90.4	62.6	58.0				106.3	196.3	138.1	116.7	88.1	80.6		136.9	28.8
Pennsylvania St U-Penn St Abington	8, 23	IIB	PU	110.7	86.9	72.2	60.3	59.9				75.4	143.8	115.6	98.1	86.1	84.6		102.5	36.0
Pennsylvania St U-Penn St Harrisburg	8, 22	IIA	PU	124.2	108.5	87.3	63.7	69.3				90.8	157.9	140.2	116.9	89.4	95.6		120.2	32.4
Philadelphia U	6	IIA	PI	102.1	79.9	67.9	—	39.4				76.2	145.7	115.0	98.1	—	57.2		109.9	44.3
Pittsburgh Theological Seminary		IIA	PR	103.3	85.6	—						90.6	135.8	115.6	—			121.5	34.2	

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
98.5	88.8	6.7	0.7	2.4	3.6	2.5	3.4	135	93	103	52	58	77	137	95	108.0	85.0	74.7	58.1	103.0	81.6	69.2	55.7
100.0	81.1	0.0	0.0	4.5	3.4	4.2	2.9	49	19	12	7	26	18	15	3	118.2	89.7	69.0	77.8	108.6	89.8	69.4	
96.5	96.3	0.0	1.5	3.8	3.9	5.0	3.0	201	167	96	160	87	126	83	178	134.0	100.8	85.3	58.4	136.8	94.6	84.4	53.3
97.6	97.5	0.0	0.0	5.1	3.3	7.4	1.0	28	44	26	20	13	36	36	42	102.8	77.1	71.6	55.0	85.1	73.5	75.6	58.0
94.7	98.6	0.0	0.0	2.8	5.2			48	32	22	4	27	38	20	6	121.6	90.6	91.9	59.0	112.4	87.9	77.7	63.5
100.0	89.7	0.0	0.0					11	22	17	5	8	17	19	12	80.9	68.3	63.8	49.6	81.7	70.3	59.7	50.5
100.0	90.0	0.0	0.0	1.0	1.1	1.0	4.2	38	18	16	13	16	32	19	15	96.5	71.6	64.9	57.1	89.7	70.9	64.0	54.1
100.0	90.2	22.0	0.0	0.1	3.0	4.8	1.6	3	21	19	3	6	20	22	17		70.3	58.9		78.7	70.4	66.4	53.6
98.4	82.3	18.3	1.4	2.0	3.0	3.6	5.9	89	56	47	35	38	40	79	35	112.3	87.5	71.1	50.1	110.1	88.1	69.5	51.0
100.0	100.0	0.0	0.0	1.8	3.4	4.1		26	16	14	3	26	20	23	4	142.5	98.6	78.9		136.8	95.8	77.8	55.4
99.2	97.2	0.0	0.0	2.6	3.8	3.5		83	84	49	11	36	60	49	12	126.3	101.9	81.2	79.1	121.0	100.8	81.7	75.1
100.0	100.0	100.0	15.8	4.1	4.6	4.5	6.0	4	7	6	5	12	5	9	14	85.6	73.3	64.5	48.9	75.8	62.8	55.4	45.6
				3.0	8.9	5.4		10	11	10	1	7	2	3	1	63.2	65.5	53.8		63.4			
100.0	70.3	21.4	4.6	2.0	2.4	2.8	9.0	52	37	30	6	41	37	40	16	111.8	93.3	75.8	50.9	112.1	89.5	75.5	53.7
87.2	45.7	0.0		2.8	4.7	5.4		326	159	144	0	88	75	78	0	168.7	115.5	107.3		140.3	102.9	95.1	
100.0	81.3	0.0	0.0	2.6	2.8	2.5	2.5	8	6	7	1	12	10	14	17	88.5	72.0	59.4		83.5	75.1	58.4	55.5
50.0	8.6	0.0		2.0	2.6	2.7		4	11	22	0	8	24	51	0	88.7	65.8	62.8		82.2	68.5	63.3	
100.0	100.0	33.3	0.0	2.0	3.6	5.7		11	6	6	3	8	5	3	3	112.2	93.4	67.6		106.3	90.5		
95.6	89.8	70.6	0.0	2.0	2.4	2.5	4.0	45	22	19	9	23	27	32	24	114.5	88.5	79.3	49.1	111.6	87.3	70.7	52.0
100.0	84.0	14.3	0.0	0.0	2.5	1.3	0.0	13	19	14	3	10	6	14	9	85.2	73.0	62.9		84.5	73.8	62.1	57.6
82.4	64.9	0.0	0.0	1.0	2.7	2.5	3.0	11	20	23	7	6	17	38	4	111.9	78.0	70.7	56.2	93.5	75.9	67.7	63.6
100.0	96.1	1.4	5.3	2.3	3.0	3.9	5.3	35	42	30	6	22	35	43	13	112.1	90.2	71.7	63.3	110.3	86.4	72.8	62.9
100.0	94.8	1.4	0.0	0.6	0.8	1.8	1.6	175	112	82	225	51	117	65	281	160.1	118.2	100.8	79.3	151.5	112.7	93.3	71.3
100.0	95.5	1.3	0.0	2.2	2.3	2.4	2.7	61	105	55	7	34	73	104	23	118.1	90.0	80.9	52.2	102.9	86.9	73.6	63.8
100.0	89.6	26.8	4.6	2.0	3.3	3.6	2.6	52	38	17	16	32	39	24	28	112.0	88.3	73.3	49.2	110.9	88.6	68.8	51.3
85.7	77.4	0.0	0.0	-0.7	1.0		1.2	21	17	4	1	14	14	12	1	76.9	60.1	51.5		73.2	61.0	49.9	
100.0	93.7	50.8	2.8	2.0	2.6	2.0	4.6	49	38	37	8	33	25	30	28	112.5	92.1	74.5	49.2	111.7	87.0	70.6	52.8
100.0	100.0	0.0	0.0	3.0	4.6	6.3	2.7	48	38	18	21	26	33	30	28	119.7	91.0	79.3	71.4	120.1	90.6	78.4	66.1
93.3	44.8	0.0	0.0		2.0			20	20	5	1	10	9	3	0	56.8	60.4	61.3		56.9	64.0		
100.0	100.0	0.0		1.9	2.5	3.8		35	47	26	0	23	40	23	0	111.9	89.1	74.7		107.7	86.1	74.5	
62.5	52.4	22.2	0.0	2.0	2.0	2.0	2.0	3	11	7	2	5	10	29	14		72.7	62.3		94.1	68.3	61.0	47.7
100.0	100.0	0.0	0.0	2.7	4.4	3.9	4.7	27	18	7	17	14	17	18	19	127.2	96.4	81.5	71.7	133.9	101.7	80.7	69.5
0.0	0.0	0.0	0.0	1.9	2.3	1.8	3.6	5	6	10	2	10	15	16	13	97.2	73.0	66.3		90.3	73.2	64.6	60.6
98.9	93.9	20.4	4.9	2.0	3.1	3.5	5.8	109	84	66	12	72	80	76	29	112.5	87.4	68.4	54.2	110.6	87.7	65.2	54.5
100.0	95.8	4.4	0.0	0.3	1.6	1.0	0.0	33	12	7	2	18	12	16	4	89.2	69.5	64.8		89.1	66.5	62.0	57.0
100.0	100.0	22.2	20.0					7	3	10	1	19	5	8	4	68.1		52.5		69.7	59.6	53.0	46.9
78.6	68.5	0.0	0.0	0.6	1.5			21	29	18	1	21	25	18	4	93.2	70.0	64.8		88.6	71.9	60.9	49.4
99.1	96.3	22.8	0.0	2.0	3.2	3.4	3.5	65	78	41	10	44	58	73	18	108.3	88.7	63.1	48.8	105.8	88.2	64.0	48.8
0.0	0.0	0.0	0.0	2.4	2.9	5.9	10.0	11	8	8	1	12	10	12	3	77.2	61.4	51.0		77.2	62.0	53.3	
95.7	93.6	4.0	0.0	2.0	2.2	2.3	2.0	26	36	28	1	20	42	47	11	117.6	86.7	72.9		112.4	82.8	73.9	62.0
100.0	97.4	0.0	0.0	3.4	3.4	4.2	3.8	46	51	33	12	26	25	33	11	148.8	106.1	86.7	72.7	137.1	99.4	83.4	73.7
97.0	89.6	0.0	0.0	0.0	0.0	0.0		25	27	16	0	8	21	19	1	81.8	71.0	62.5		83.6	70.9	60.8	
100.0	97.5	0.0		2.5	3.4	3.8		142	104	58	0	46	57	53	0	166.0	106.6	107.7		138.4	107.6	93.9	
100.0	93.1	0.0	0.0	0.9	3.7	4.4		21	15	12	6	6	14	13	2	100.0	78.6	65.8	64.2	97.2	73.4	66.3	
100.0	98.2	45.3	0.0	2.0	3.2	4.2	2.0	46	32	20	5	38	24	33	3	109.8	91.0	71.8	55.0	108.6	88.6	74.2	
100.0	100.0	34.3	0.0	1.2	1.3	1.8	2.6	12	11	20	3	6	13	15	4	86.5	76.4	61.8		88.8	69.1	61.2	48.9
100.0	100.0	28.0	0.0	2.0	2.0	2.2	2.0	15	24	8	1	12	15	17	8	115.5	91.2	70.1		111.5	89.8	70.6	55.8
100.0	90.9	3.9	0.0	0.0	0.0	0.6	0.0	9	24	21	2	6	31	31	16	101.2	79.8	61.6		103.4	72.2	64.4	53.8
100.0	100.0	0.0	29.2	-0.4	0.3	0.7	0.1	16	21	35	14	6	16	38	34	91.1	67.6	59.9	50.0	85.8	66.8	59.3	47.1
96.1	77.8	4.4		2.3	2.9	2.6		57	27	26	0	20	27	20	0	93.3	73.9	65.0		91.3	74.2	62.7	
100.0	97.3	34.2	0.0	2.0	2.4	3.6		53	55	43	2	40	54	36	3	113.2	89.9	68.0		111.7	88.8	67.3	
95.7	97.1	0.0	0.0	2.5	1.2	2.1	1.5	14	15	22	5	9	20	50	4	96.2	75.9	64.9	57.2	100.7	78.7	64.2	49.1
97.0	91.5	0.0	0.0	2.5	3.1	3.4		19	18	15	4	14	29	29	11	90.5	69.8	62.1	64.3	81.4	78.4	68.4	59.5
100.0	95.7	0.0		2.2	2.4	2.5		39	23	22	0	19	23	26	0	107.2	82.1	69.4		96.6	81.7	68.5	
0.0	0.0	0.0	0.0	2.6	2.0	2.0	2.0	10	12	13	2	10	22	24	4	80.1	65.9	57.6		84.8	64.1	57.8	51.2
95.6	86.0	0.4	0.0	2.3	2.9	3.1	3.1	671	330	288	111	199	220	223	152	159.7	110.6	94.4	68.7	148.2	102.3	85.1	58.1
98.6	94.3	3.4	0.0	2.5	2.3	2.8	2.5	92	192	188	70	48	142	164	146	110.3	88.4	76.0	62.7	111.4	84.9	67.8	59.1
100.0	97.3	1.5	0.0	1.8	2.2	2.8	1.9	21	50	36	15	8	24	32	12	127.6	112.8	87.0	66.0	115.1	99.5	87.7	60.8
90.9	31.4	0.0	0.0	0.5	1.7	1.5		19	24	20	0	3	27	28	2	103.8	81.5	67.8		78.4	68.1		
85.7	25.0	0.0						6	2	3	0	1	2	0	0	103.5							

APPENDIX I

NAME	NOTES	(1)		(2)								(3)								BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Pennsylvania (continued)																				
Robert Morris U	1	I	PI	114.8	96.8	86.3		46.0			99.6	142.7	119.4	106.4		62.7		123.6	24.1	
Saint Joseph's U		IIA	PR	123.8	96.3	87.1				59.3	93.2	162.8	129.2	118.1			80.1	124.8	33.8	
Saint Vincent Coll		IIA	PR	87.1	69.4	58.4	53.6				67.9	125.5	100.7	79.3	89.6			97.0	42.9	
Seton Hill U		IIA	PR	98.6	73.7	71.2	55.3				74.6	124.5	97.8	93.6	73.3			97.8	31.2	
Shippensburg U Pennsylvania		IIA	PU	111.8	91.6	74.1	50.3				92.8	136.1	112.4	89.4	60.5			113.1	21.9	
Slippery Rock U Pennsylvania		IIA	PU	113.4	91.1	75.0	51.4				86.1	137.1	111.6	93.0	62.5			105.2	22.3	
Susquehanna U		IIB	PR	90.1	75.1	68.7	54.7				74.2	113.3	96.0	88.1	74.5			94.9	27.8	
Swarthmore Coll		IIB	PI	153.1	108.7	84.4	—				121.7	198.8	145.9	115.5	—			160.8	32.1	
Temple U	8	I	PU	157.0	107.3	81.5	63.4				107.4	198.1	139.5	107.1	86.2			138.8	29.2	
U Pennsylvania	8	I	PI	217.3	140.1	130.3					182.0	281.1	194.3	182.8				241.3	32.6	
U Pittsburgh-Bradford	8	IIB	PU	88.3	73.1	60.7	49.7	—			67.5	114.4	92.8	76.6	62.6	—		85.8	27.0	
U Pittsburgh-Greensburg	8	IIB	PU	82.9	72.0	62.6	44.8				63.8	103.9	91.0	81.6	59.2			81.9	28.4	
U Pittsburgh-Johnstown	8	IIB	PU	97.0	72.2	58.6	50.7	—			64.8	124.6	94.3	75.7	66.8	—		84.4	30.2	
U Pittsburgh-Pittsburgh Campus	8	I	PU	153.0	101.1	85.6	55.6	53.4			100.5	193.9	128.6	109.6	71.9	68.6		128.0	27.4	
U Pittsburgh-Titusville	8	III	PU	—	67.5	61.8	48.0				56.2	—	89.5	81.1	60.8			72.6	29.3	
U Scranton		IIA	PR	114.3	93.6	74.3		54.9	68.5		92.7	161.3	131.8	106.8		70.6	102.3	131.7	42.1	
Ursinus Coll		IIB	PI	98.6	81.0	71.1	64.2				79.6	124.5	105.8	91.3	88.2			102.9	29.3	
Villanova U	1	IIA	PR	142.9	103.7	83.1	66.2				100.1	182.0	135.5	104.4	82.1			127.6	27.5	
Washington & Jefferson Coll		IIB	PI	89.5	70.7	59.0	46.5				74.2	118.7	98.0	78.6	57.5			99.8	34.6	
Waynesburg U	8	IIA	PR	77.9	61.1	57.1	53.9				62.3	106.0	91.5	86.1	77.3			89.9	44.4	
West Chester U Pennsylvania		IIA	PU	112.1	89.4	74.2	52.3				85.4	134.6	109.3	90.7	64.9			103.9	21.7	
Westminster Coll		IIA	PR	74.4	60.1	56.5	54.0	47.7			62.4	92.7	83.5	71.1	60.8	63.7		81.0	29.9	
Widener U		I	PI	113.5	80.9	70.8	71.1	58.4			85.1	151.2	109.9	92.1	98.8	83.8		114.2	34.2	
Wilkes U	8	IIA	PI	110.5	86.2	70.7	64.4				82.8	135.6	107.1	89.8	77.1			103.1	24.4	
York Coll Pennsylvania	1	IIB	PI	97.3	87.2	76.8	59.7				80.5	145.7	133.4	115.9	92.0			122.3	51.9	

Puerto Rico

Universidad Politecnica de Puerto Rico	8	IIA	PI	39.0	34.2	30.3	20.5				34.6	42.0	36.5	32.9	21.7			37.1	7.1
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Rhode Island

Brown U	1	I	PI	183.9	120.1	97.4	72.3	87.1	78.3		139.3	222.4	148.4	121.4	92.1	110.0	98.9	170.6	22.4
Bryant U		IIA	PI	166.6	135.9	117.3		73.2			129.0	214.1	177.1	142.6		97.4		166.7	29.2
CC Rhode Island	6	III	PU	78.2	58.8	51.3	—				62.6	110.7	85.7	73.5	—			89.7	43.2
Providence Coll		IIA	PR	118.9	91.5	85.4	73.7				93.9	156.8	123.6	110.8	89.3			123.7	31.7
Rhode Island Coll	8	IIA	PU	81.3	70.8	61.9					71.3	117.9	103.1	91.3				104.0	45.9
Salve Regina U		IIA	PR	101.9	80.8	66.1	—	64.8			78.8	132.1	106.1	88.0	—	91.5		104.5	32.6
U Rhode Island	3	I	PU	122.9	90.1	83.7		57.7			94.4	163.7	123.8	111.2		80.1		127.1	34.6

South Carolina

Citadel Military Coll South Carolina		IIA	PU	94.5	78.8	65.8	62.6				79.0	128.9	108.8	92.2	88.1			109.1	38.1
Clemson U	8	I	PU	131.7	94.8	85.4	86.0	53.8	81.9		92.6	170.0	125.0	113.4	114.1	74.5	109.1	122.2	31.9
Coastal Carolina U		IIA	PU	99.0	75.1	65.8	51.5	50.1			70.9	133.8	103.3	91.5	73.3	71.6		98.1	38.3
Coker Coll		IIA	PI	60.9	57.9	49.4		—			54.8	68.0	65.1	56.6				61.9	13.1
Coll Charleston		IIA	PU	94.1	75.2	69.3	56.8				77.3	131.1	107.1	99.6	83.7			109.8	42.0
Columbia Coll		IIB	PR	64.0	56.9			49.5			57.8								
Converse Coll	1	IIA	PI	63.3	58.1	52.6	—				56.7	76.5	71.3	65.8	—			69.9	23.3
Furman U		IIA	PI	106.9	79.8	77.2	—				92.4	148.5	111.3	96.2				126.2	36.6
Newberry Coll		IIB	PR	61.9	52.6	49.1					53.5	74.9	61.6	58.4				63.7	19.0
U South Carolina-Aiken	8	IIB	PU	80.3	66.1	59.1	47.7				62.8	109.9	91.9	83.0	68.5			87.7	39.6
U South Carolina-Beaufort	8	IIB	PU	82.9	75.0	60.2	52.9				65.3	113.2	103.2	84.3	75.1			90.9	39.2
U South Carolina-Columbia	8	I	PU	133.8	92.9	85.4	53.3	78.3	—		96.5	175.7	125.5	116.0	75.6	107.4	—	129.7	34.3
U South Carolina-Upstate	8	IIB	PU	81.6	65.3	60.1	50.1				62.0	111.6	90.9	84.2	71.5			86.6	39.8
Winthrop U	1	IIA	PU	83.9	68.4	62.9	45.7	—			68.4	114.2	93.6	86.1	64.4	—		93.6	36.9
Wofford Coll		IIB	PR	85.0	74.1	63.8	43.7	—			71.3	113.9	97.7	83.6	56.3	—		94.3	32.3

South Dakota

Augustana U		IIA	PR	76.1	63.8	56.5	51.5				62.9	99.3	87.0	79.6	74.6			86.0	36.8
Dakota St U		IIA	PU	98.4	79.5	68.8	48.1	52.7	—		70.9	120.9	99.2	87.0	63.4	68.6	—	89.4	26.2

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
98.9	85.7	48.8		4.7	4.3	4.8		54	32	20	0	34	31	23	0	116.4	97.9	92.9		112.2	95.8	80.5		
100.0	100.0	28.8		4.2	2.9	2.5		48	49	42	0	24	47	38	0	127.3	102.9	89.8		117.0	89.3	84.0		
95.0	94.9	0.0	0.0	2.8	3.3	2.3	2.1	16	27	23	6	4	12	15	0	88.7	70.9	58.3	53.6	80.7	66.0	58.6		
53.9	73.5	0.0	0.0	3.9	0.6	3.3		7	20	14	2	6	29	15	7	110.7	76.3	78.3		84.5	71.9	64.6	55.1	
100.0	89.5	49.0	0.0	2.0	3.1	4.4	5.9	70	68	26	7	41	46	23	18	112.8	91.6	74.1	48.8	110.3	91.4	74.1	50.9	
96.6	83.9	39.0	0.0	2.0	2.6	2.9	5.2	46	55	46	20	41	57	54	33	114.0	91.0	75.3	52.3	112.7	91.3	74.7	50.9	
100.0	95.6	0.0	0.0	1.8	2.0	2.1	2.2	14	35	24	2	6	33	19	5	90.8	78.4	72.6		88.5	71.6	63.8	56.2	
97.8	90.2	0.0	0.0	4.2	6.6	4.3		50	19	33	0	41	22	27	2	156.9	108.2	85.2		148.6	109.1	83.4		
82.5	53.5	0.3	1.4	3.1	4.3	4.4	4.0	291	294	325	30	110	201	321	40	163.6	109.1	82.5	57.6	139.5	104.7	80.6	67.7	
100.0	94.6	0.0		3.5	5.6	5.3		474	139	124	0	152	84	123	0	222.0	145.8	139.3		202.7	130.6	121.1		
100.0	82.1	0.0	0.0	2.3	2.3	2.8	3.8	7	20	13	5	3	8	12	5	87.6	74.9	62.6	48.2		68.8	58.7	51.3	
100.0	87.1	0.0	0.0	2.9	3.0	4.5	2.7	4	16	6	5	2	15	16	13	85.1	73.0	64.9	51.6		70.9	61.8	42.2	
100.0	94.3	0.0	0.0	3.8	2.8	4.0	2.3	9	32	25	13	3	21	18	22	97.0	74.4	59.7	54.5		68.8	57.2	48.5	
89.8	70.5	0.0	0.0	3.3	3.5	3.7	3.9	355	225	257	58	125	188	253	100	157.7	103.4	89.1	60.9	139.6	98.4	82.1	52.4	
100.0	100.0	0.0	0.0		2.3	2.2	2.3	1	3	2	3	0	1	5	9							55.6	48.8	
100.0	95.5	30.9		3.0	3.7	4.4		68	51	33	0	25	38	22	0	116.3	97.6	76.6		108.9	88.2	70.8		
100.0	100.0	0.0	0.0	1.9	2.7	2.0	3.9	18	16	14	4	10	20	29	10	100.9	80.2	71.0	65.8	94.4	81.7	71.1	63.5	
97.5	95.2	11.6	0.0	2.8	3.0	3.7	4.8	120	109	103	61	40	77	96	61	146.7	106.8	79.9	68.5	131.3	99.2	86.5	63.8	
100.0	97.4	0.0	0.0	1.5	2.6	2.1	4.4	25	19	12	2	17	20	14	2	92.0	72.5	62.4		85.8	69.1	56.0		
85.0	100.0	18.5	0.0	1.3	0.0	1.3	0.7	13	4	15	5	7	8	12	14	77.4	57.6	57.2	51.0	78.7	62.9	57.0	55.0	
100.0	93.9	7.2	0.9	1.9	3.1	3.8	4.2	98	89	87	41	94	106	108	71	112.7	90.4	75.0	52.9	111.5	88.5	73.6	51.9	
100.0	91.2	12.5	0.0	8.3	2.6	3.7		14	17	8	4	13	17	8	2	74.8	62.6	59.7	59.1	74.0	57.6	53.2		
95.9	92.7	0.0	0.0	0.7	1.3	1.6	0.1	38	46	24	1	35	50	43	8	114.5	84.6	76.9		112.6	77.5	67.4	70.8	
100.0	96.7	0.0	0.0	3.0	4.2	4.0	4.1	26	30	36	5	8	31	31	13	110.6	86.9	72.0	66.0	110.2	85.4	69.3	63.8	
94.7	91.3	35.4	0.0	2.0	2.0	2.3	2.1	14	36	36	12	5	33	29	14	96.6	92.6	81.5	57.8	99.3	81.4	71.1	61.3	
46.0	10.7	0.0	0.0					29	47	10	1	8	28	7	3	40.0	35.6	31.0		35.5	31.9	29.3		
98.3	95.0	0.0	0.0	2.6	4.6	4.0		299	91	90	26	101	50	63	30	186.6	123.4	100.1	70.5	175.8	114.0	93.5	74.0	
98.6	97.3	0.0		4.4	4.3	4.2		47	22	6	0	23	15	7	0	172.2	137.0	122.0		155.1	134.4	113.3		
100.0	100.0	28.6	0.0	3.0	5.0	4.4		42	21	44	0	65	55	75	1	82.0	59.2	51.4		75.7	58.6	51.2		
100.0	92.9	30.7	0.0	3.9	4.0	4.2	3.0	39	59	62	7	21	39	52	8	120.4	93.2	87.5	75.4	116.2	89.0	82.9	72.3	
99.1	97.1	8.6		3.0	4.0	3.6		52	40	38	0	62	64	79	0	82.8	72.2	62.0		80.1	69.9	61.9		
100.0	91.7	0.0	0.0	2.4	2.6	4.8		14	21	13	0	17	15	26	1	101.9	82.0	64.1		101.9	79.3	67.1		
96.3	88.0	50.0		3.9	4.6	3.5		180	66	71	0	92	84	105	0	125.3	93.4	84.8		118.1	87.5	83.0		
94.0	90.0	1.7	0.0	2.7	3.0	1.1	6.6	51	35	33	9	16	25	26	6	94.8	83.5	69.1	66.0	93.6	72.2	61.5	57.4	
99.1	92.7	0.7	0.0	0.8	1.7	1.5		270	185	160	9	78	102	117	3	133.8	96.4	87.7	93.3	124.4	91.8	82.4		
100.0	85.6	1.6	0.0	1.4	0.3	0.2	0.0	68	62	70	6	27	49	54	3	100.3	74.1	66.3	51.0	95.6	76.2	65.0		
94.4	100.0	8.3		2.2	4.8	8.1		8	12	12	0	10	10	12	0	64.7	57.8	52.2		57.8	58.1	46.7		
98.7	98.3	0.7	0.0	0.8	0.4	1.2	0.4	96	103	73	20	58	73	66	33	96.0	77.9	74.1	59.8	91.1	71.4	64.0	55.0	
100.0	54.6	7.7						4	0	0	0	12	11	13	0	62.0				64.7	56.9			
100.0	100.0	2.8	0.0	0.0	0.4	0.4		13	10	6	0	6	19	30	1	65.0	58.2	51.5		59.6	58.1	52.8		
98.3	97.2	2.1	0.0	3.7	4.8	4.2		85	39	22	0	30	32	26	1	106.8	79.2	81.0		107.2	80.5	74.0		
88.2	65.0	3.6		1.2	0.0	3.0		12	8	12	0	5	12	16	0	56.4	55.6	47.3		75.1	50.7	50.4		
100.0	95.6	4.3	0.0	0.7	0.4	1.2	0.5	24	25	17	14	8	20	30	21	80.6	67.9	61.4	45.2	79.2	63.8	57.8	49.4	
80.0	63.6	0.0	0.0	0.0	1.4	2.9	0.0	12	11	11	9	3	11	19	17	84.8	77.1	59.4	52.5		72.9	60.6	53.1	
94.2	82.6	0.0	0.0	0.8	1.7	2.3	2.2	317	233	201	88	111	198	223	123	136.6	97.7	92.9	53.1	125.9	87.1	78.7	53.5	
100.0	96.5	3.6	0.0	2.2	2.3	2.4	2.7	23	29	20	26	20	28	36	52	84.0	63.5	58.8	50.3	78.9	67.2	60.8	50.0	
92.9	83.1	4.4	0.0	0.7	2.2	1.3	0.9	49	30	33	12	35	41	59	22	85.6	67.3	67.5	47.2	81.4	69.2	60.4	45.0	
97.8	95.8	32.4	0.0	1.2	1.6	5.6	0.7	32	26	17	6	13	22	20	6	85.9	74.3	63.8	37.3	82.8	73.9	63.8	50.2	
100.0	89.7	4.1	0.0	0.9	0.2	0.2	0.0	24	22	17	2	9	17	32	12	77.5	64.3	57.6		72.6	63.3	55.9	50.9	
100.0	83.3	0.0	0.0	0.0	0.5	3.3	5.0	15	14	23	11	3	10	3	13	101.6	76.4	68.9	51.6		83.8		45.1	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		
Dakota Wesleyan U		IIB	PR	59.3	57.5	50.8	44.1					54.3	75.0	71.2	64.7	59.7		68.7	26.5
Mount Marty Coll		IIA	PR	70.2	50.6	79.3	44.5					65.3	80.7	61.1	95.3	52.0		77.6	18.9
U Sioux Falls		IIA	PR	64.8	58.0	53.6	41.5					56.2	79.3	72.5	68.1	56.1		70.8	25.9

Tennessee

Austin Peay St U	8	IIA	PU	85.4	67.7	56.5	45.8					69.3	115.1	93.9	78.4	62.8		94.9	36.8
Belmont U	6	IIA	PR	121.4	97.3	82.3	75.2					97.4	148.2	118.8	101.5	97.9		119.8	23.0
East Tennessee St U	8	I	PU	86.3	72.5	61.0	49.2	37.1	—	67.8	112.1	97.5	80.6	66.1	53.6	—	90.2	33.0	
King U		IIA	PR	62.0	67.2	54.5	48.9					58.3	74.5	78.5	65.9	59.9		69.7	19.6
Maryville Coll	8	IIB	PR	77.3	62.6	55.6	45.1	48.9		61.7	90.8	73.6	64.6	51.1	56.1		72.0	16.8	
Middle Tennessee St U	8	I	PU	93.6	73.9	65.6	54.1	47.3	—	73.2	109.0	87.5	77.3	64.5	55.9	—	86.0	17.5	
Rhodes Coll		IIB	PR	105.4	75.7	65.5	63.5			76.6	138.4	101.6	82.3	79.8			99.9	30.4	
Sewanee-The U the South		IIB	PR	109.3	84.7	68.9	53.8			84.9	147.6	115.7	87.9	67.7			112.9	32.9	
The U Tennessee-Chattanooga	1	IIA	PU	83.2	83.7	63.0	49.1	43.7		66.8	109.5	108.0	84.0	69.4	61.5		88.9	33.1	
The U Tennessee-Knoxville	7	I	PU	142.6	97.9	82.4	66.1	53.3		99.7	179.6	128.2	107.5	85.7	72.2		128.5	29.0	
The U Tennessee-Martin	8	IIA	PU	80.6	68.8	62.3	52.5	47.4		65.4	109.6	95.5	85.7	74.0	66.3		90.1	37.8	
Trevecca Nazarene U		I	PR	70.0	60.3	50.6	—			60.5	93.1	78.0	69.3	—			80.1	32.3	
U Memphis	8	I	PU	116.5	79.8	70.9	47.8			80.1	149.3	106.8	94.5	66.3			106.0	32.2	
Vanderbilt U	8	I	PI	198.8	119.6	102.5	—	62.9		137.3	232.9	144.9	124.8	—	81.2		164.2	19.6	
Volunteer St CC	1, 20	III	PU	67.6	58.2	48.9	44.4			53.4	95.6	83.2	69.8	63.6			76.3	42.9	

Texas

Abilene Christian U		IIA	PR	89.0	71.4	67.4	54.4			63.0	71.6	107.3	87.0	80.8	70.5		74.9	87.3	21.9
Angelo St U	8	IIA	PU	81.0	71.0	62.6	46.0			64.0	64.8	98.4	86.3	76.8	57.7		78.2	79.4	22.5
Austin Coll	8	IIB	PR	77.8	66.5	59.1	47.2				66.4	101.8	90.0	77.0	60.0			87.8	32.2
Austin CC District		III	PU	91.3	70.6	62.7					83.6	109.8	87.2	78.0				101.4	21.2
Baylor U		I	PR	137.3	99.9	88.2	—	62.3		97.5	175.0	130.9	112.7	—	83.3		126.3	29.6	
Hardin-Simmons U		IIA	PR	70.8	65.1	64.5	58.1			67.1	96.9	92.7	91.9	75.8			93.7	39.5	
Lamar St Coll-Orange		III	PU	—	—	58.7	45.8			48.6	—	—	74.1	58.5			61.9	27.4	
Lamar U		I	PU	99.5	79.0	69.8	49.5				72.9	126.5	103.6	90.2	70.2		95.7	31.3	
McMurry U		IIB	PR	67.7	54.0	55.6	40.7			56.1	81.3	65.1	66.6	48.6			67.4	20.1	
Our Lady the Lake U		IIA	PR	85.3	70.9	64.8	—			71.3									
Prairie View A & M U		IIA	PU	104.2	81.3	68.4	—	56.3		72.2	125.3	98.0	83.2	—	70.3		88.2	22.2	
Rice U		I	PI	193.0	116.8	107.6	60.3	73.3		139.6	242.5	149.2	134.9	76.2	94.3		176.2	26.2	
Saint Edward's U	8	IIA	PR	103.9	77.5	71.1	58.5			78.3	130.9	98.3	87.9	72.6			98.3	25.6	
Sam Houston St U		I	PU	99.5	78.5	66.4	51.6	38.9		76.4	126.0	101.4	86.0	68.7	54.5		98.4	28.8	
Southern Methodist U		I	PR	165.7	110.2	103.7	114.0	62.6	96.3	113.2	210.0	144.2	132.2	137.9	85.6	125.8	146.4	29.2	
Southwestern U		IIB	PR	89.2	71.6	68.3	48.4			72.9	116.3	97.0	88.1	60.7			95.6	31.2	
St. Mary's U	8	IIA	PR	122.1	73.5	71.6	57.2	34.6		91.1	142.9	87.8	84.7	65.1	43.0		107.2	17.6	
Texas A & M International U		IIA	PU	116.0	85.5	74.9	49.9	—		79.9	140.6	105.8	93.8	65.2	—		99.5	24.5	
Texas A & M U-Coll Station		I	PU	143.4	100.8	89.4		52.3	67.4	104.2	170.6	122.0	108.8		66.6	83.8	125.8	20.7	
Texas Christian U	8	IIA	PR	146.0	103.9	87.2	71.9	62.2		104.7	190.0	139.3	113.9	97.0	76.9		137.9	31.7	
Texas Lutheran U		IIB	PR	74.6	64.7	57.0	—	51.5		64.6	92.7	80.9	72.6	—	67.3		81.0	25.4	
Texas St U		I	PU	100.1	81.1	70.8		49.3		69.9	125.8	104.3	91.0		65.3		90.1	28.9	
Texas Tech U	8	I	PU	123.4	87.6	74.6	39.8		53.6	82.0	151.5	109.7	94.6	52.0		69.6	102.8	25.3	
Texas Woman's U		I	PU	94.7	74.5	62.1		63.5		74.3	119.3	95.9	79.5		83.7		94.8	27.7	
The U Texas Austin		I	PU	165.6	107.6	101.5		80.4		120.0	196.6	131.8	124.0		98.3		144.6	20.5	
The U Texas Dallas	8	I	PU	166.3	123.7	113.6				141.0	201.6	151.2	138.3				171.4	21.6	
The U Texas El Paso		I	PU	113.4	86.7	78.7		54.1		80.6	142.7	111.5	102.2		73.5		104.4	29.5	
The U Texas San Antonio		I	PU	125.4	88.7	79.8		39.5		81.9	155.7	113.5	102.7		53.7		104.6	27.7	
Trinity U		IIA	PR	126.3	94.1	82.3	61.6			99.7	160.2	121.3	104.2	78.5			127.2	27.6	
U Dallas	1	IIA	PR	95.4	73.4	62.1	53.4			69.8	118.2	97.8	83.2	69.2			91.3	30.7	
U Houston	8	I	PU	150.9	99.3	92.8		55.5		102.9	183.3	124.6	116.5		78.5		129.5	25.9	
U Houston-Downtown	1	IIA	PU	96.0	77.9	75.8	97.4	51.2		72.8	120.2	99.6	95.5	120.0	66.7		92.6	27.2	
U North Texas		I	PU	119.2	88.7	77.4	62.3	59.9		89.1	136.3	105.8	94.4	79.3	77.0		106.2	19.2	
U St Thomas	8	IIA	PR	94.4	72.5	58.2	50.5		—	71.6	116.4	90.9	76.1	62.7		—	90.4	26.2	
U the Incarnate Word	1	IIA	PR	94.7	82.5	72.2	62.4			79.0	117.1	102.2	88.5	80.2			97.8	23.8	
West Texas A & M U	8	IIA	PU	89.5	77.0	66.8	52.3			68.6	111.9	97.8	85.5	68.6			87.6	27.8	

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
81.8	35.3	0.0	0.0	1.8	1.0	3.0	1.0	9	10	2	2	2	7	15	3	59.7	60.5				53.3	50.3		
100.0	81.8	6.3	0.0	2.7	2.4	2.7		6	7	4	1	2	4	12	4	74.9	51.1	73.7			49.8	81.2	45.6	
100.0	79.2	0.0	0.0	2.0	1.8	2.8		4	13	12	4	5	11	11	0	67.0	59.6	53.9	41.5	63.1	56.0	53.3		
99.3	63.7	6.0	14.0	4.8	6.8	7.1	4.1	88	44	38	16	53	58	46	27	86.6	69.0	56.0	44.0	83.4	66.8	56.8	46.9	
96.1	92.1	2.6	0.0	4.7	5.5	5.4	4.8	63	49	51	17	39	52	65	14	127.8	100.2	85.6	82.4	111.0	94.7	79.6	66.4	
99.4	94.8	9.2	11.1	3.4	4.0	2.6	3.8	109	98	57	8	49	75	106	28	88.4	76.0	61.8	43.3	81.5	67.8	60.6	50.9	
0.0	0.0	0.0	0.0	0.6	1.2	1.7	1.2	5	15	17	3	4	14	30	9	62.7	67.1	53.1		61.1	67.3	55.2	50.8	
100.0	100.0	14.3	0.0	4.0	4.8	2.7		11	12	9	4	6	17	5	1	78.6	60.9	55.7	45.7	75.0	63.8	55.4		
99.1	90.1	1.1	0.0	3.5	4.0	4.9	4.9	201	114	83	6	119	107	99	14	96.2	75.5	67.8	58.3	89.1	72.2	63.7	52.3	
100.0	94.4	0.0	0.0	2.5	2.9	2.7	4.2	26	38	27	2	6	34	42	5	106.7	75.3	68.4		100.0	76.1	63.6	66.0	
100.0	100.0	0.0	0.0	3.2	3.0	5.7	5.0	38	23	19	13	25	13	24	14	112.4	86.1	73.4	55.4	104.5	82.2	65.4	52.3	
99.1	94.9	2.5	0.0	3.5	12.2	1.3	6.2	65	44	51	0	43	34	70	10	81.6	73.1	68.9		85.7	97.5	58.7	49.1	
96.8	86.4	0.0	0.0	3.2	4.4	4.7	4.9	370	211	166	4	135	170	180	29	146.8	102.2	86.3	89.0	131.0	92.7	78.9	63.0	
100.0	79.5	12.7	75.0	3.3	4.3	4.8	2.5	54	48	27	6	26	30	28	2	82.0	69.2	64.3	53.3	77.7	68.3	60.3		
65.5	21.6	0.0	0.0	3.8	3.9	2.3		21	22	12	1	8	15	13	0	69.7	59.7	50.6		70.9	61.2	50.5		
97.7	87.6	1.9	0.0	3.6	5.1	4.5	4.5	165	130	116	75	50	112	154	88	120.5	82.4	76.0	49.1	103.6	76.9	67.1	46.8	
91.6	79.7	0.0	0.0	4.3	5.0	4.6		284	139	104	0	96	87	94	1	198.9	121.8	106.4		198.7	116.2	98.2		
100.0	84.7	2.7	0.0	4.2	4.0	5.4	6.9	13	32	15	22	6	40	22	27	67.5	58.7	49.5	45.3	67.8	57.8	48.4	43.7	
97.0	87.1	3.6	0.0	1.2	0.4	2.5	1.5	53	53	33	13	13	32	22	31	90.7	74.3	68.5	54.4	82.0	66.6	65.8	54.3	
100.0	100.0	2.7	0.0	0.2	1.2	1.2		56	29	43	30	25	21	32	46	80.2	74.1	65.7	45.4	82.8	66.7	58.4	46.3	
100.0	100.0	0.0	0.0	0.7	0.4	5.1	2.0	23	28	11	4	8	11	14	5	82.6	66.9	60.0	45.3	64.0	65.4	58.4	48.7	
0.0	0.0	0.0		5.3	6.6	6.5		168	58	18	0	190	95	18	0	92.6	71.4	63.3		90.2	70.2	62.1		
95.6	89.1	0.0	0.0	3.2	3.5	4.3		235	165	88	0	61	100	106	3	140.1	101.9	92.6		126.4	96.5	84.5		
96.3	88.9	20.0	0.0	3.8	4.9	3.3	13.3	40	18	16	3	14	18	14	2	71.9	64.3	61.9		67.8	65.8	67.5		
100.0	100.0	85.7	21.9			0.0	0.2	1	0	5	8	1	1	2	24			55.5	44.5					46.2
100.0	90.6	11.1	0.0	0.4	0.1	0.9	0.6	61	63	73	46	29	43	62	67	99.5	81.4	72.5	50.8	99.6	75.4	66.6	48.7	
100.0	100.0	10.0	0.0	10.4	3.4	3.7	1.4	22	10	7	5	7	9	3	14	67.9	52.2	51.0	43.6	67.1	56.1		39.7	
88.5	80.0	2.0	0.0	2.6	2.9	2.9		9	8	14	2	17	12	36	0	84.4	70.2	67.5		85.8	71.3	63.8		
100.0	100.0	0.0	0.0					52	42	29	1	15	22	24	0	106.1	79.4	69.5		97.4	85.0	67.0		
100.0	100.0	0.0	0.0	2.4	3.3	2.4	1.8	243	69	67	14	65	37	38	9	195.4	118.9	107.7	63.7	183.9	112.9	107.3	55.0	
94.6	59.0	0.0	0.0	2.5	1.4	3.5	0.1	16	36	22	15	21	42	27	12	106.9	79.5	75.7	59.5	101.7	75.7	67.3	57.4	
97.6	92.3	1.5	5.3	1.0	0.7	1.2	11.1	115	118	91	11	53	76	104	8	102.8	79.7	66.5	51.3	92.5	76.8	66.4	52.1	
100.0	97.6	2.1	0.0	2.2	1.2	2.9	1.9	174	104	48	9	45	59	49	6	171.2	112.6	110.0	117.4	144.3	105.9	97.5	108.9	
100.0	100.0	0.0	0.0	3.6	4.4	5.1	1.8	18	23	6	8	23	13	7	15	96.0	71.7	66.9	53.4	83.9	71.4	69.6	45.7	
91.7	96.2	6.4	0.0	1.2	2.9	2.8	1.8	63	31	30	13	33	21	17	12	126.9	71.1	70.8	55.2	112.8	77.1	72.9	59.4	
92.6	79.0	1.0	0.0	1.8	1.7	1.8		22	35	43	11	5	22	60	14	119.8	90.1	74.3	51.2	99.2	78.2	75.3	48.8	
95.3	93.9	0.0		0.9	1.4	1.7		787	354	224	0	179	172	141	0	144.9	103.5	94.1		136.8	95.4	82.0		
88.6	81.0	1.2	0.0	3.5	4.0	4.6	4.1	125	111	73	34	51	94	96	57	147.2	108.5	94.2	72.7	143.2	98.5	81.9	71.5	
100.0	89.5	10.7	0.0	2.6	2.1	2.0		15	8	14	0	12	11	14	2	75.8	63.0	56.0		73.2	66.0	58.1		
96.3	94.8	2.3		0.4	0.9	1.4		139	144	82	0	79	124	138	0	102.2	81.8	75.0		96.5	80.3	68.3		
95.7	88.3	1.0	0.0	0.4	1.1	2.3	4.9	302	259	218	104	92	127	167	191	127.7	90.1	77.6	43.6	109.5	82.5	70.8	37.8	
31.3	90.0	10.6		5.2	3.0	3.5		26	25	44	0	57	75	88	0	94.3	77.7	62.0		94.9	73.5	62.1		
100.0	99.1	0.0		3.4	4.3	3.0		729	298	188	0	249	227	132	0	169.4	112.1	107.5		154.4	101.6	93.0		
98.9	94.2	0.0		2.4	2.7	2.2		224	107	107	0	39	49	37	0	169.9	124.6	115.7		145.2	121.8	107.3		
100.0	94.8	0.0		0.0	1.7	1.6		134	128	76	0	38	65	71	0	115.0	88.7	81.2		107.9	82.6	76.1		
100.0	95.7	0.0		2.2	3.3	2.7		187	132	94	0	58	78	63	0	129.8	92.2	80.1		111.1	82.7	79.3		
98.7	97.8	0.0	0.0	2.5	5.1	3.1	5.1	46	56	20	12	32	36	26	8	131.3	95.8	75.9	69.4	119.2	91.4	87.2	50.0	
100.0	100.0	15.6	0.0	0.0	0.1	1.8	0.1	18	39	17	18	5	18	15	15	94.4	73.7	58.9	59.4	98.6	72.9	65.7	46.3	
99.3	95.9	0.0		0.9	1.4	1.4		344	197	152	0	83	148	101	0	155.2	101.3	97.7		133.2	96.6	85.5		
100.0	97.3	0.0	0.0	3.8	4.5	4.7	4.7	34	58	40	8	22	53	33	3	100.3	78.8	76.9	96.6	89.4	77.0	74.5		
100.0	97.6	0.7	0.0	3.4	3.1	1.8	4.3	239	175	75	10	86	116	79	11	122.9	90.8	83.0	63.7	109.0	85.7	72.0	60.9	
89.2	78.2	1.9	0.0		-0.5	2.0		22	34	26	3	15	21	28	4	94.5	74.5	62.5		94.2	69.2	54.1	48.3	
74.7	57.5	0.0	0.0	2.2	2.8	3.4	3.0	39	45	54	12	32	49	67	25	94.9	82.4	73.1	64.7	94.5	82.6	71.5	61.3	
100.0	96.9	2.6	0.0	2.3	2.5	2.7		38	41	63	35	19	23	52	59	91.0	78.2	66.2	53.7	86.4	74.8	67.5	51.5	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						(5)	
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		BEN. as % of SAL.
Utah																			
Dixie St U		III	PU	80.8	69.4	58.1	51.9			—	64.2	101.6	96.5	89.1	90.9		—	93.1	45.0
Salt Lake CC	4	III	PU	74.9	61.1	52.3	46.6	43.0			58.7	108.3	91.6	80.1	71.8	68.0		88.2	50.3
Snow Coll		III	PU	67.3	63.6	48.9	49.3			44.9	53.3	95.1	94.3	73.7	75.0		71.4	80.1	50.1
Southern Utah U		IIA	PU	85.4	72.9	56.6	32.3	44.6	49.8	61.2	114.0	101.5	81.3	53.4	68.3	73.9		87.0	42.1
U Utah	8	I	PU	135.1	94.6	86.5	—	64.4	33.7	95.0	176.3	124.6	113.9	—	85.8	45.3		124.9	31.5
Utah St U	8	I	PU	108.2	84.4	72.4	49.6	58.3		82.6	148.2	118.8	103.9	75.7	86.5			116.5	41.1
Utah Valley U		IIA	PU	88.5	72.8	67.5	—	51.4	76.3	71.0	119.3	103.6	98.3	—	82.2	107.1		101.8	43.4
Weber St U		IIA	PU	90.2	71.8	66.4	53.5			72.2	124.0	102.6	95.4	80.0				102.6	42.0

Vermont

Castleton U		IIB	PU	70.1	56.0	48.7					59.1	100.8	89.6	80.2				90.8	53.7
Johnson St Coll		IIA	PU	79.0	57.8	48.0					66.4	115.1	89.1	120.7				107.5	61.9
Lyndon St Coll		IIB	PU	72.0	57.2	51.0					58.2	111.8	86.0	81.2				90.5	55.3
Middlebury Coll		IIA	PI	137.3	100.3	85.2	75.8	74.0	66.3	108.4	185.2	136.6	114.1	96.6	102.0	99.5		146.3	35.0
Saint Michael's Coll		IIA	PR	96.3	72.9	64.2	52.8			78.4	125.6	102.2	93.5	82.2				107.8	37.4
Vermont Technical Coll		III	PU	69.6	58.0	50.3				59.4	101.8	89.1	79.4					90.1	51.8

Virginia

Averett U		IIB	PR	65.4	59.0	52.0	38.6			—	57.5	82.9	75.5	67.3	50.1			—	73.4	27.8
Bluefield Coll		IIB	PR	55.3	48.1	47.9	—				49.6	71.9	69.1	59.5	—				65.2	31.5
Bridgewater Coll	1	IIB	PR	77.2	63.9	55.3	49.1				59.4	95.9	78.8	68.4	62.6				73.7	24.2
Christopher Newport U		IIA	PU	107.8	82.8	68.7	62.2	61.3			76.7	143.7	115.6	95.9	84.9	84.8			105.8	37.9
Coll William and Mary	8	I	PU	135.4	101.3	75.8	64.9	62.3			102.8	178.3	137.4	102.7	88.5	84.1			137.4	33.7
Eastern Mennonite U		IIA	PR	65.4	55.0	50.3	43.6	32.2			53.3	82.4	68.3	63.1	59.9	45.3			67.7	27.0
Emory & Henry Coll	1	IIB	PR	72.2	59.3	58.5	48.7				60.8	92.5	77.7	72.9	60.0				77.2	27.0
George Mason U	8	I	PU	140.3	94.1	80.3	61.5				100.3	180.9	127.8	108.0	85.1				133.3	32.9
Hampden-Sydney Coll		IIB	PI	90.4	68.4	63.4		55.4			73.0	117.1	87.4	79.7		68.9			93.3	27.7
Hollins U		IIA	PI	84.0	68.7	55.7	56.1				71.1	103.8	85.5	70.3	70.8				88.5	24.4
James Madison U	8	IIA	PU	96.0	78.4	70.6	59.9				79.6	133.6	111.8	101.3	88.7				113.0	42.0
Longwood U		IIA	PU	85.1	71.6	66.1	64.3	44.1			68.8	118.7	102.1	93.2	95.2	64.3			97.5	41.7
U Lynchburg	8	IIA	PR	81.2	69.1	65.3	48.4				69.5	106.6	88.5	83.8	63.1				89.9	29.3
Mary Baldwin U		IIA	PR	71.3	67.4	64.2	—				66.4	85.1	81.8	80.6	—				81.5	22.7
Marymount U	6	IIA	PR	94.6	76.3	65.0	58.1				76.0									
Old Dominion U	8	I	PU	117.6	85.2	74.7	60.0	55.3	62.6	83.3	154.4	115.6	100.2	81.2	76.0	82.1		111.6	34.0	
Radford U	1	IIA	PU	90.8	72.8	66.5	54.7				74.6	122.8	102.2	90.7	75.3				102.3	37.1
Randolph Coll		IIB	PR	84.5	70.5	61.1	—				73.9	107.7	92.5	79.7	—				95.5	29.1
Randolph-Macon Coll		IIB	PR	88.2	69.7	61.2	57.1				73.6	113.2	90.5	80.9	75.1				95.5	29.7
Roanoke Coll		IIB	PR	89.4	71.6	64.5	52.7				71.5	117.3	94.8	83.3	69.4				94.0	31.5
Shenandoah U	8	I	PR	83.5	71.7	68.6	60.5	50.4	—		71.3	103.1	88.1	81.7	71.6	60.7	—		86.4	21.3
Sweet Briar Coll		IIB	PI	81.9	64.1	53.3	—				64.9								64.9	
The U Virginia's Coll Wise		IIB	PU	82.4	75.7	59.1	53.3				67.5	108.6	100.0	77.6	71.7				89.3	32.3
U Mary Washington	8	IIA	PU	84.9	71.2	64.9	—	65.8			73.3	116.4	99.9	90.9	—	92.9			102.0	39.1
U Richmond	8	IIA	PI	158.3	108.8	90.9	64.9				112.6	196.4	139.4	112.1	81.9				141.3	25.5
U Virginia-Main Campus	8	I	PU	177.3	118.7	90.6	68.3	63.1			128.0	223.1	153.7	117.1	83.9	83.8			163.5	27.7
Virginia Commonwealth U	8	I	PU	131.1	89.7	72.0	52.8				84.8	168.7	121.0	101.0	78.5				115.5	36.2
Virginia Military Institute		IIB	PU	92.0	75.3	61.4	45.2	—			76.9	127.4	104.3	85.9	68.0	—			107.0	39.1
Virginia Polytechnic Institute and St U	8	I	PU	140.6	98.3	87.1	54.0				103.1	182.0	131.8	118.2	78.6				137.3	33.2
Virginia Wesleyan Coll		IIB	PR	83.3	67.2	64.5	—	—			73.5	109.2	90.4	87.4	—	—			97.7	33.0
Washington and Lee U		IIB	PI	145.1	105.3	90.1	59.6	—			116.4	189.8	140.4	116.7	76.3	—			152.6	31.1

Washington

Bastyr U		IIA	PI	102.8	81.4	70.2					84.7	121.2	99.7	88.5					103.0	21.7
Eastern Washington U	1	IIA	PU	104.2	81.9	70.7		54.6			79.4	151.3	133.2	113.0		95.6			124.3	56.6
Northwest U	13	IIA	PR	72.8	60.1	54.3	52.4				59.7	90.0	75.8	69.7	67.6				75.6	26.6
Pacific Lutheran U	1	IIA	PR	79.0	64.4	67.2	50.9				67.3	100.4	83.6	86.0	67.5				86.6	28.8
Seattle U		IIA	PR	113.9	87.6	76.1	56.5	51.9	27.4	80.6										
The Evergreen St Coll		IIA	PU							74.7	74.7							98.2	98.2	31.5
U Puget Sound	8	IIA	PI	111.1	88.3	75.1	75.1				95.0	148.0	116.9	100.6	99.4				126.4	33.1
U Washington-Bothell Campus	8	IIA	PU	124.7	107.5	97.4		78.0			96.0	152.3	131.9	120.6		99.4			119.3	24.3

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	82.2	7.9	4.8	2.7	4.8	2.6	3.8	26	25	50	11	11	20	39	10	82.7	72.0	58.9	54.5	76.2	66.2	57.0	49.1	
66.7	52.7	6.6	0.0	2.0	2.3	3.0	13.1	36	59	82	4	18	51	70	2	74.0	60.6	52.3	46.1	76.8	61.7	52.2		
100.0	94.1	33.3	23.8	1.5	2.2	3.4		7	21	38	28	2	13	16	14	68.7	65.6	49.7	50.7		60.4	46.8	46.3	
100.0	92.3	0.0	0.0	4.3	5.6	5.1		41	46	57	13	5	19	58	1	86.2	74.3	58.4	32.8	78.7	69.4	54.8		
99.3	88.4	0.0	0.0	2.6	3.3	2.9		332	168	143	1	120	126	108	0	137.4	98.1	90.8		128.9	89.9	80.8		
96.5	90.8	0.3	3.3	3.1	4.2	3.4	3.0	194	176	156	15	63	86	141	15	111.3	87.1	77.7	50.1	98.6	78.8	66.6	49.0	
99.2	96.3	0.0	0.0	4.7	2.7	2.8		82	187	104	1	37	81	75	0	90.5	73.9	68.9		83.9	70.1	65.5		
100.0	98.1	0.0	0.0	0.1	7.0			102	58	89	44	67	45	73	65	93.7	74.7	67.1	58.5	84.8	68.2	65.5	50.2	
100.0	100.0	13.3						16	13	10	0	18	8	20	0	74.2	55.1	48.8		66.5	57.5	48.6		
100.0	30.8	14.3						12	8	5	0	7	5	2	0	79.9	59.9	46.9		77.5	54.4			
100.0	84.6	10.5						4	9	12	0	7	4	7	0	73.6	56.5	52.2		71.1	58.7	49.1		
100.0	100.0	0.0	0.0	2.3	3.0	3.3	2.1	79	27	35	8	41	33	45	8	140.4	100.0	86.3	76.4	131.3	100.5	84.4	75.2	
100.0	100.0	0.0	0.0	2.9	6.2	2.5	2.8	34	26	4	14	18	21	5	7	97.9	73.2	66.4	52.9	93.1	72.5	62.4	52.7	
96.6	55.6	3.3						19	9	11	0	10	9	19	0	73.2	58.2	52.5		62.8	57.9	49.0		
95.7	76.5	9.5	0.0	0.0	0.0	1.3	0.0	16	9	7	1	7	8	14	4	66.3	58.4	51.5		63.4	59.6	52.3	35.8	
0.0	0.0	0.0	0.0	0.8	0.0	0.0		8	7	7	1	3	3	6	1	56.5	45.6	50.1				45.4		
100.0	95.7	2.6	4.2	2.0	2.4	3.7	2.0	9	25	17	8	2	21	22	16	73.4	63.8	54.8	51.9		64.0	55.7	47.7	
100.0	98.8	0.0	0.0	3.2	3.7	4.5	4.3	30	45	40	12	11	40	34	14	107.0	86.2	70.9	62.9	110.0	79.0	66.0	61.6	
98.0	88.2	0.0	0.0	2.3	5.2	5.9	4.4	165	111	91	5	85	76	71	15	140.4	102.8	77.2	58.6	125.6	99.1	73.9	67.1	
100.0	81.8	0.0	0.0	1.7	1.1	4.0	2.9	10	10	16	5	17	12	24	9	63.9	55.1	50.5	43.2	66.3	55.0	50.1	43.9	
80.0	75.0	3.2	0.0	4.5	6.1	7.9	2.9	18	10	11	5	7	14	20	10	73.0	65.4	55.9	48.7	70.3	55.0	59.9	48.7	
91.5	76.4	0.0	0.0	5.1	6.5	6.4	5.8	261	245	183	44	102	200	219	52	149.2	97.9	88.0	63.7	117.7	89.5	74.0	59.6	
100.0	100.0	0.0		-0.1	0.7	3.2		33	16	8	0	8	8	5	0	93.5	69.7	61.6		77.7	65.8	66.4		
100.0	95.8	0.0	0.0	0.0	0.0	5.6	0.0	10	12	1	3	17	12	5	10	89.8	71.4			80.5	65.9	55.4	56.8	
98.0	90.4	0.4	0.0	5.2	5.6	5.4	6.4	206	153	114	60	135	139	151	86	98.4	81.1	72.6	60.6	92.4	75.4	69.0	59.5	
100.0	94.1	3.3	0.0	1.8			6.0	32	34	41	3	21	34	50	6	86.5	71.7	65.2		82.8	71.4	66.9	58.6	
98.0	72.9	4.1	0.0	1.0	2.1	1.3	2.7	30	26	32	7	21	33	42	5	85.5	74.1	66.5	50.4	75.2	65.0	64.4	45.6	
95.0	79.3	0.0	0.0	0.0	0.4	3.1		8	9	8	0	12	20	31	2	69.5	80.0	63.8		72.6	61.7	64.4		
95.9	86.7	0.0	0.0	3.5	5.0	5.3	3.7	11	15	12	6	38	30	28	21	96.1	77.9	66.8	55.5	94.1	75.5	64.3	58.9	
98.2	93.2	0.0	0.0	2.7	4.0	2.9	2.0	168	134	81	1	50	86	82	3	121.1	86.7	79.0		106.0	83.0	70.5		
99.4	89.7	0.9	0.0	2.9	4.4	4.9	3.9	88	62	44	24	66	64	67	45	93.5	75.2	67.3	50.6	87.1	70.4	65.9	56.8	
100.0	84.2	0.0	0.0	4.4	4.6	6.3		16	9	5	1	16	10	12	2	86.5	72.8	59.7		82.6	68.4	61.7		
97.6	90.3	0.0	0.0	1.5	1.4	2.2	0.9	27	13	7	5	14	18	14	8	90.9	70.7	63.2	53.4	82.9	68.9	60.2	59.4	
100.0	100.0	0.0	0.0	1.1	2.1	2.7	1.1	31	27	12	9	16	31	12	27	91.5	70.9	65.7	60.4	85.4	72.2	63.2	50.2	
0.0	0.0	0.0	0.0	2.7	3.0	2.2	2.8	26	35	33	6	26	45	64	11	88.8	70.7	69.1	53.5	78.1	72.5	68.4	64.4	
100.0	84.6	0.0	0.0					11	6	10	2	8	7	15	0	83.4	63.3	54.5		79.8	64.7	52.6		
100.0	96.0	10.7	0.0	3.9	6.9	5.0	5.0	16	16	18	8	9	9	10	16	82.5	75.3	59.2	52.4	82.2	76.3	59.1	53.7	
100.0	96.6	1.6	0.0		1.4			39	48	28	0	39	39	34	1	89.9	73.5	67.9		79.9	68.3	62.4		
92.6	93.9	1.2	0.0	2.4	4.7	4.9	4.5	79	68	44	32	42	64	42	34	166.8	114.8	91.4	68.4	142.1	102.4	90.3	61.5	
92.9	78.2	0.0	0.0	3.4	4.1	3.7		409	217	203	2	128	159	205	4	183.1	122.5	97.7		158.8	113.5	83.5	78.6	
89.1	71.8	0.0	0.0	3.7	4.8	5.0	8.8	153	187	216	79	58	185	262	94	134.8	92.3	74.9	54.0	121.3	87.0	69.7	51.8	
96.7	62.5	0.0	0.0	4.5	10.6	13.2		51	15	20	3	9	9	25	2	92.7	75.3	63.8		87.8	75.2	59.6		
98.1	90.2	0.0	0.0	4.1	4.7	5.3	6.0	476	313	293	107	100	195	198	124	142.8	99.9	89.2	55.0	129.9	95.7	84.1	53.1	
97.6	100.0	0.0	0.0	2.0	2.2	2.2		24	15	9	1	18	13	8	0	86.0	67.0	64.2		79.8	67.4	65.0		
97.9	96.2	0.0	0.0	2.9	4.4	5.0	4.6	66	29	24	10	28	24	17	7	149.3	108.6	85.7	63.9	135.1	101.2	96.3	53.4	
0.0	0.0	0.0		0.0	0.0	0.0		3	4	2	0	3	7	3	0		81.5				81.3			
100.0	100.0	100.0		9.5	2.4	13.2		101	30	48	0	56	37	54	0	106.3	88.4	74.1		100.5	76.6	67.6		
100.0	100.0	100.0	100.0	5.2	5.5	5.1		10	8	15	1	4	7	15	3	73.5	60.0	55.1		70.9	60.3	53.5		
100.0	96.2	9.8	0.0	0.3	0.3	2.9	2.9	24	35	21	10	20	43	30	8	78.9	64.4	68.7	49.1	79.1	64.4	66.2	53.1	
89.8	93.0	2.2	0.0	5.3	4.2	-0.2	3.0	54	91	40	49	44	81	53	77	121.0	85.5	79.5	59.1	105.3	89.9	73.6	54.9	
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
99.1	75.7	0.0	0.0	1.5	10.3	7.7	5.3	66	18	18	15	49	19	22	26	112.3	87.6	76.1	75.5	109.5	89.0	74.2	74.9	
100.0	100.0	0.0		6.7	8.8	2.7		15	25	27	0	9	16	37	0	131.0	110.3	95.5		114.3	103.2	98.8		

APPENDIX I

NAME	NOTES	(1)		(2)								(3)								BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Washington (continued)																				
U Washington-Seattle Campus	8	I	PU	144.8	110.1	101.9	50.0	78.1			115.1	172.6	134.8	123.8	66.7	99.5	139.7	21.4		
U Washington-Tacoma Campus	8	IIA	PU	122.7	101.6	86.7		65.2			86.9	149.1	124.7	108.1		84.0	108.4	24.8		
Washington St U	8	I	PU	127.2	90.3	86.7	64.9	69.3	—		89.6	159.1	116.4	111.2	86.7	92.2	—	115.3	28.6	
Western Washington U		IIA	PU	106.5	86.6	74.6	54.0				84.3	135.3	111.8	96.6	73.1			108.8	29.1	
Whitman Coll		IIB	PI	121.9	90.9	71.3	57.1	67.4			88.7	164.7	123.6	96.1	77.5	90.9		120.0	35.3	
Whitworth U		IIA	PR	86.7	68.1	67.4	60.8	35.5			67.1	112.6	90.8	87.2	79.8	49.1		88.2	31.5	

West Virginia

Davis & Elkins Coll	8	IIB	PR	58.4	48.3	48.7	—	—			50.8	75.6	67.3	62.2	—	—		66.0	29.9
Marshall U	1	IIA	PU	78.7	65.7	60.9	37.2	—			64.6	98.0	82.4	75.8	47.4	—		80.7	25.0
Ohio Valley U	8	IIB	PR	47.8	45.6	43.9	—	—			45.1	59.1	54.4	53.9	—	—		55.2	22.5
Shepherd U	8	IIA	PU	78.8	65.2	59.6	46.5	—			66.2	97.3	80.2	73.9	60.5	—		81.8	23.6
West Virginia U		I	PU	132.1	83.6	71.8	46.8	60.5	144.7		90.1	156.9	102.4	87.7	59.1	73.8	171.2	109.1	21.1
West Virginia Wesleyan Coll		IIA	PR	67.0	58.0	49.6	41.3	—	—		53.3	89.4	78.2	63.5	51.1	—		69.6	30.6

Wisconsin

Beloit Coll		IIB	PI	87.8	70.8	60.6	54.0	—	—		72.1	110.9	89.6	76.3	69.4	—	—		91.2	26.5
Lakeland U		IIA	PR	75.8	63.0	53.4	54.4	—	—		62.0	93.7	80.8	68.6	67.3	—	—		78.4	26.4
Lawrence U		IIB	PI	90.4	74.7	61.9	51.7	—	—		71.2	125.8	100.4	85.4	70.0	—	—		97.2	36.4
Marian U		IIA	PR	75.9	62.9	53.4	48.9	—	—		58.9	86.3	73.4	63.9	59.4	—	—		69.4	17.8
Marquette U	8	I	PR	120.6	92.0	82.5	66.0	—	—		93.0	158.0	123.9	108.0	86.4	—	—		122.8	32.1
Milwaukee School Engineering		IIA	PI	98.8	84.0	77.8	71.6	—	—		86.1	128.9	113.9	104.9	86.5	—	—		114.3	32.8
Ripon Coll		IIB	PI	81.7	64.5	54.2	—	—	—		66.4	111.7	85.0	68.9	—	—	—		88.2	32.8
Saint Norbert Coll		IIB	PR	91.3	72.6	62.7	—	—	—		71.7	121.7	98.7	85.3	—	—	—		96.9	35.1
U Wisconsin-Colls	8	III	PU	62.4	51.2	45.0	—	44.4	—		51.7	86.1	73.1	66.0	—	65.3	—		73.7	42.5
U Wisconsin-Eau Claire	8	IIA	PU	79.2	65.7	65.9	55.2	48.1	—		68.1	105.3	89.8	90.0	77.7	69.6	—		92.5	35.9
U Wisconsin-Green Bay	8	IIA	PU	69.3	61.9	62.4	—	48.1	—		60.6	93.9	85.5	86.0	—	69.6	—		84.0	38.5
U Wisconsin-La Crosse	8	IIA	PU	80.9	67.1	62.9	—	46.1	—		63.6	107.3	91.4	86.6	—	67.2	—		87.3	37.4
U Wisconsin-Madison	8	I	PU	136.2	102.1	89.5	65.7	67.1	—		108.5	169.4	131.2	116.8	89.8	91.4	—		138.1	27.4
U Wisconsin-Milwaukee	8	I	PU	104.7	78.5	74.3	55.0	47.4	—		76.2	134.1	104.4	99.5	77.5	68.7	—		101.7	33.5
U Wisconsin-Oshkosh	8	IIA	PU	81.2	64.7	65.8	—	49.3	—		66.4	107.4	88.5	89.8	—	70.8	—		90.5	36.2
U Wisconsin-Parkside	8	IIB	PU	73.6	65.1	56.6	—	44.1	—		58.4	98.9	89.2	79.3	—	65.0	—		81.4	39.4
U Wisconsin-Platteville	8	IIA	PU	73.4	62.8	58.8	—	44.7	—		59.6	98.7	86.5	81.9	—	65.6	—		82.8	38.9
U Wisconsin-River Falls	8	IIA	PU	74.5	66.2	63.9	53.6	44.0	—		67.3	99.9	90.3	87.8	75.9	64.8	—		91.7	36.1
U Wisconsin-Stevens Point	8	IIA	PU	70.9	57.8	56.0	40.6	44.2	—		60.5	95.8	80.7	78.7	61.0	65.0	—		83.9	38.5
U Wisconsin-Stout	8	IIA	PU	73.5	63.8	61.0	—	49.2	—		61.6	98.7	87.6	84.4	—	70.9	—		85.0	38.1
U Wisconsin-Superior	8	IIB	PU	67.5	56.1	56.9	—	44.6	—		57.3	91.9	78.8	79.6	—	65.5	—		80.1	39.9
U Wisconsin-Whitewater	8	IIA	PU	78.8	69.3	71.7	—	51.5	—		67.2	104.8	94.0	96.6	—	73.5	—		91.5	36.2
Viterbo U		IIA	PR	70.9	61.9	55.1	42.8	—	—		60.1	91.5	83.4	73.1	57.3	—	—		79.6	32.4

Wyoming

U Wyoming	8	I	PU	117.0	82.0	79.3	72.4	60.0	—		85.2	157.9	114.9	110.9	94.7	85.5	—		118.0	38.4
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APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
99.6	95.1	0.0	0.0	4.7	6.1	4.5	5.5	459	245	171	24	248	202	172	19	149.6	114.2	104.5	52.9	136.0	105.1	99.3	46.3
100.0	100.0	0.0		4.3	4.1	3.0		23	28	25	0	14	29	32	0	132.0	108.3	88.8		107.4	95.1	85.0	
99.4	95.1	0.0	0.0	1.3	1.9	1.9	2.8	243	189	139	198	89	117	102	284	130.9	93.2	89.7	70.4	117.3	85.7	82.6	61.1
100.0	98.7	0.0	0.0	5.2	6.4	6.2	6.0	134	78	86	55	83	75	65	67	109.0	88.1	76.6	57.0	102.4	85.0	71.8	51.6
100.0	98.1	2.0	0.0	2.2	3.0	2.7	3.4	25	28	22	4	15	25	28	7	122.5	91.0	73.0	55.1	121.0	90.9	70.0	58.2
82.5	75.0	7.5	0.0	4.3	4.6	4.2		31	29	19	8	9	23	21	7	86.7	66.8	68.7	60.7	86.9	69.8	66.2	60.9
84.6	62.5	4.4	0.0	0.0	0.6	0.6	1.4	5	1	12	1	8	7	11	2	59.4		50.4		57.7	47.9	46.8	
97.8	80.7	1.9	0.0	0.2	1.4	1.4	1.2	113	60	80	27	67	64	78	49	80.9	67.7	64.3	37.4	75.1	63.7	57.3	37.1
33.3	0.0	11.1	0.0	0.0	2.1	0.0		5	3	8	0	1	2	1	2	49.8		44.7					
100.0	96.6	0.0	0.0	5.9	4.6	5.9		21	31	13	5	14	28	22	3	78.1	65.7	58.2	47.9	80.0	64.7	60.4	
93.3	74.6	7.3	1.2	0.5	1.8	1.8	1.0	254	206	212	31	88	196	215	51	134.0	87.6	75.1	48.8	126.3	79.5	68.5	45.6
90.0	95.5	11.1	0.0	3.0	3.0	4.0	4.8	7	11	19	2	3	11	26	4	68.3	59.0	48.2			56.9	50.7	42.2
100.0	97.0	0.0	0.0	0.0	0.2	0.9	-0.7	23	13	9	5	19	20	13	12	89.8	71.9	62.4	52.5	85.2	70.1	59.4	54.6
100.0	90.9	0.0	0.0	2.0	2.7	2.8	8.1	8	7	7	2	2	4	7	2	76.6	64.4	53.1			60.6	53.8	
100.0	98.7	0.0	0.0	0.2	1.9	1.2	2.7	23	48	14	11	10	28	20	18	90.3	75.5	64.4	53.7	90.8	73.2	60.1	50.5
92.9	80.0	16.7	0.0					9	8	16	3	5	17	32	4	72.4	53.9	57.0		82.1	67.2	51.6	51.0
100.0	94.9	0.0	0.0	1.8	1.9	2.7	3.0	106	95	71	49	37	82	69	37	125.6	93.9	86.2	67.9	106.0	89.8	78.8	63.6
0.0	0.0	0.0	0.0	2.6	2.8	2.5	2.3	32	34	23	5	11	13	17	3	99.3	86.0	82.3	75.5	97.3	78.9	71.8	
100.0	85.7	0.0	0.0	3.7	4.5	6.6		9	19	6	2	7	9	4	1	82.0	64.9	53.4		81.2	63.6	55.3	
100.0	100.0	32.0	0.0	2.6	2.6	3.1		19	22	24	0	5	16	26	2	91.8	76.4	64.1		89.4	67.4	61.4	
100.0	100.0	0.0		0.2	0.5	1.5		43	69	34	0	27	50	20	0	62.6	51.7	44.9		62.2	50.6	45.3	
100.0	90.4	5.7	0.0	4.4	2.9	2.6	2.9	96	49	36	1	49	65	52	8	80.4	65.3	69.5		76.9	66.0	63.4	55.8
100.0	100.0	0.0		0.0	0.1	0.1		14	39	26	0	16	23	28	0	74.8	63.9	66.2		64.4	58.6	58.8	
97.8	79.1	12.8		1.1	1.4	1.9		57	63	71	0	34	66	85	0	83.2	68.7	64.6		77.1	65.5	61.4	
95.6	84.0	0.0	0.0	2.7	5.3	3.9	2.9	683	169	217	155	296	156	198	155	140.9	104.7	93.2	67.5	125.5	99.3	85.4	63.9
97.8	90.7	2.9	0.0	1.3	1.0	1.6	0.4	156	194	64	11	66	161	109	33	107.7	81.6	82.4	59.7	97.6	74.7	69.5	53.5
100.0	95.1	1.3	0.0	2.7	1.1	1.4		85	54	37	2	37	48	42	0	84.4	66.2	70.4		73.8	63.0	61.8	
100.0	95.7	0.0		0.8	0.8	1.0		17	25	21	0	9	21	21	0	75.6	67.4	55.4		69.7	62.4	57.8	
98.9	98.1	0.0		2.7	3.9	2.5		60	31	62	0	30	21	28	0	74.1	63.0	60.0		71.9	62.5	56.0	
100.0	100.0	0.0	0.0	0.9	1.7	0.9		71	19	24	2	33	18	22	2	74.6	66.9	67.1		74.3	65.4	60.5	
99.3	98.6	0.9	0.0	0.0	2.7	1.2	0.0	83	44	62	2	59	28	44	4	72.4	57.3	57.1		68.8	58.7	54.5	39.8
100.0	85.9	4.4	0.0	3.4	3.7	2.9		41	46	48	0	35	39	42	1	76.1	65.2	63.8		70.4	62.1	57.9	
100.0	91.2	14.3		0.0	1.4	0.5		20	14	12	0	12	20	16	0	66.9	58.5	60.9		68.6	54.4	53.8	
100.0	97.8	0.7		0.2	1.2	1.6		52	69	66	0	46	70	69	0	83.0	72.6	74.4		74.1	66.1	69.1	
96.2	90.9	5.6	0.0	1.8	3.2	3.2	5.5	12	14	20	1	14	19	34	3	70.0	60.1	53.7		71.6	63.2	55.9	
99.5	95.6	0.0	0.0	1.4	2.0	1.3	1.5	143	122	81	14	48	83	55	2	119.3	83.5	83.4	77.6	110.3	79.9	73.2	

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	
		CAT.	CTRL	AVG. SAL. (\$1000s)	AVG. COMP. (\$1000s)	BEN. as % of SAL.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC. MEN	WOMEN	AVG. SAL. MEN	WOMEN
Alabama												
Northwest-Shoals CC		IV	PU	54.3	74.9	38.1	16.3	1.7	35	45	55.8	53.1
California												
Clovis CC		IV	PU	89.4	116.2	30.1	36.6	2.9	40	42	91.5	87.3
Fresno City Coll		IV	PU	95.1	122.9	29.1	21.3	2.0	170	191	97.2	93.3
Reedley Coll		IV	PU	91.5	118.7	29.7	26.2	1.2	88	99	94.1	89.2
Santa Rosa Junior Coll		IV	PU	96.1	130.9	36.3	30.6	4.8	123	181	97.0	95.5
Colorado												
Morgan CC		IV	PU	59.3	85.5	44.0	0.0	3.5	12	19	61.7	57.8
Iowa												
Hawkeye CC		IV	PU	59.2	87.7	48.2		1.8			59.5	58.8
North Iowa Area CC		IV	PU	65.8	89.8	36.5	0.0	2.2	40	27	65.9	65.6
Nebraska												
Central CC		IV	PU	56.9	84.0	47.5	0.0	3.6	84	91	56.0	57.8
New Mexico												
Clovis CC		IV	PU	50.3	68.2	35.6	0.0	8.3	17	39	49.3	50.7
Oklahoma												
Oklahoma St U Institute Technology	8	IV	PU	44.9	65.6	46.1	0.0	0.6	84	33	44.3	46.4
South Carolina												
Spartanburg Methodist Coll		IV	PR	51.6	63.8	23.7	18.5	0.2	16	11	52.7	50.0
Texas												
Central Texas Coll		IV	PU	63.2	79.6	26.0	0.0	0.0	77	79	62.3	64.0
wVernon Coll		IV	PU	54.0	69.1	28.0	0.0	3.0	34	54	54.0	54.0