

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	123.0	87.7	75.3	37.1	52.1	54.3	91.4	156.3	111.7	97.2	48.4	67.7	67.6	116.7	27.7
Auburn U Montgomery		IIA	PU	92.6	74.0	61.5	69.1	44.6		69.3	114.1	91.7	77.8	85.5	57.1		86.5	24.8
Birmingham Southern Coll		IIB	PI	82.3	76.1	59.3	43.6	—		70.4	104.7	97.5	73.2	55.3	—		89.1	26.5
Huntingdon Coll		IIB	PI	76.2	61.9	53.6	39.9			56.9	88.4	72.9	62.4	46.1			66.3	16.6
Samford U	8	IIA	PI	105.5	76.4	65.1	49.9			80.3	131.9	99.5	84.7	65.7			102.9	28.1
Troy U	8	IIA	PU	83.6	72.0	62.4	—	48.0	—	64.5	85.6	74.0	64.2	—	49.2	—	66.2	2.7
U Alabama	8	I	PU	144.5	94.0	74.6	55.9			91.7	194.1	128.7	101.6	76.5			124.5	35.7
U Alabama Birmingham	8	I	PU	134.8	94.4	78.7	67.3			95.4	164.7	116.7	97.6	82.5			117.5	23.1
U Alabama in Huntsville		I	PU	128.2	94.1	75.2	57.9	54.3		87.3	167.1	124.5	99.2	72.2	72.0		114.8	31.5
U Montevallo		IIA	PU	80.4	70.8	58.4	53.7			67.6	97.9	85.8	70.7	65.4			82.0	21.4
U North Alabama		IIA	PU	79.9	68.5	60.7	49.0			66.4	102.2	88.4	78.7	65.0			85.9	29.3
U South Alabama	7	I	PU	90.2	71.2	65.8	50.8			67.8	116.2	92.5	84.8	66.1			87.7	29.4
U West Alabama	1	IIA	PU	74.5	66.1	53.0	42.7	—		57.7	96.6	87.6	74.6	56.0	—		77.6	34.2
Alaska																		
Prince William Sound CC		III	PU	—	—	—				69.7	—	—	—				93.7	34.4
U Alaska Anchorage		I	PU	105.0	88.6	69.6	52.4			81.5	138.7	117.0	92.2	69.9			107.7	32.2
U Alaska Fairbanks		I	PU	106.7	85.9	72.4	59.3			83.5	140.2	113.0	95.4	77.9			109.9	31.6
U Alaska Southeast		IIA	PU	91.8	75.8	68.0				73.5	121.0	100.1	90.2				97.3	32.4
Arizona																		
Arizona St U-Downtown Phoenix	8	I	PU	133.3	87.3	70.7	42.4	53.2	—	80.4	164.4	113.6	94.7	59.0	73.0	—	104.4	29.9
Arizona St U-Polytechnic	8	IIA	PU	121.0	88.7	80.8	41.7	59.6		75.2	153.7	116.7	105.4	60.8	81.3		99.8	32.8
Arizona St U-Tempe	8	I	PU	143.7	99.0	87.6	45.3	62.4	—	100.3	177.1	126.8	112.6	63.3	84.1	—	127.5	27.1
Arizona St U-West	8	IIA	PU	136.9	97.5	66.9	42.1	58.5		83.6	169.4	124.7	90.2	59.9	80.4		108.8	30.1
Embry-Riddle Aeronautical U-PreScott	1	IIB	PI	106.9	87.9	70.8	—			80.4	139.0	114.2	92.1	—			103.3	28.4
Northern Arizona U	8	I	PU	104.5	76.4	63.5	47.3			72.7	132.9	102.0	84.3	63.4			95.3	31.0
U Arizona	8	I	PU	129.4	91.3	80.1	39.1	61.9	87.1	97.6	159.1	117.6	103.1	56.1	82.5	106.4	123.4	26.4
Arkansas																		
Harding U	8	IIA	PR	80.9	69.0	62.4	48.3	—	—	67.4	101.5	91.5	82.8	62.4	—	—	87.9	28.3
Henderson St U	8	IIA	PU	69.1	57.7	56.9	43.0			58.2	82.7	69.1	68.4	51.0			69.7	19.8
Hendrix Coll		IIB	PI	83.1	65.1	59.7	47.4			69.2	109.9	89.2	75.1	59.3			90.9	31.3
John Brown U	8	IIA	PI	66.9	60.9	55.2	—			60.5	91.5	83.7	71.3	—			81.3	34.5
Lyon Coll		IIB	PR	72.7	60.7	51.5	—			57.7	89.8	79.6	63.6	—			72.5	25.8
Ouachita Baptist U		IIB	PR	62.8	56.0	48.1	41.0			55.7	81.9	80.0	67.0	53.5			75.5	35.5
Southern Arkansas U Main Campus		IIA	PU	96.9	66.3	57.5	49.0			62.8	123.2	90.6	76.3	66.7			83.7	33.2
U Arkansas	8	I	PU	124.9	90.3	79.3	51.9	53.1		85.7	154.5	113.9	101.0	67.5	66.7		107.9	26.0
U Central Arkansas	7	IIA	PU	83.2	69.6	61.1	51.8	47.3	44.4	62.5	104.6	88.8	78.8	67.4	61.7	57.4	80.1	28.1
California																		
Azusa Pacific U	8	I	PI	90.8	76.0	69.9	64.7			77.7	104.7	87.6	79.5	73.3			89.1	14.7
Biola U		IIA	PI	108.5	87.5	72.1	65.3			89.3	145.5	119.8	94.0	80.3			120.2	34.6
California Institute Tech	8	I	PI	199.9	147.2	127.9	52.6	78.7	—	175.3	243.7	177.7	154.5	61.2	98.9	—	213.5	21.8
California Lutheran U		IIA	PR	111.8	91.2	74.9	—	78.6		90.6	143.5	117.2	97.9	—	102.1		117.0	29.2
California Maritime Academy		IIB	PU	107.7	87.9	75.3		60.9		82.3	145.1	120.7	101.7		87.2		112.6	36.8
California Polytechnic St U-San Luis Obispo		IIA	PU	106.6	88.8	79.8		67.2	139.3	88.3	142.8	120.8	108.9		90.7	183.0	119.2	35.0
California St Polytechnic U-Pomona		IIA	PU	107.0	92.6	79.0		62.7		89.0	141.6	126.9	107.9		86.5		120.0	34.8
California St U-Bakersfield		IIA	PU	103.6	87.1	77.4		61.4		81.1	136.9	119.1	105.2		84.5		109.7	35.2
California St U-Channel Islands		IIA	PU	111.6	95.0	82.7		65.2		84.0	146.3	124.4	112.1		87.5		111.9	33.3
California St U-Chico		IIA	PU	103.1	82.3	74.5		59.9	—	84.2	137.5	113.2	102.4		84.0	—	114.4	35.9
California St U-Dominguez Hills		IIA	PU	107.3	97.8	80.4		63.4		86.5	140.7	131.1	107.0		84.8		114.7	32.7
California St U-East Bay		IIA	PU	104.5	89.7	78.5		61.1		87.6	137.2	120.0	104.5		85.7		116.7	33.2
California St U-Fresno		I	PU	103.8	84.4	75.1		57.9	—	81.3	137.6	116.0	103.2		80.5	—	110.4	35.8

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	AR	PR	AO	AI	IN	AR
98	87	1		4.1	5.2	5.1	4.8	321	229	145	23	96	150	161	23	126.8	90.5	79.3	37.6	101.1	110.2	83.6	71.7	36.6	81.0
100	78	6		4.9	11.3	11.9		36	31	31	4	13	23	41	3	95.1	78.2	65.3	84.3	75.5	85.9	68.3	58.7	—	61.9
100	95			4.4	4.7	7.3	25.9	28	10	11	7	12	9	15	3	82.9	77.1	57.0	45.7	75.2	81.0	75.0	61.0	—	71.2
100	75			4.1	5.5	3.7	17.8	5	6	6	5	4	2	12	4	73.2	63.2	45.3	36.0	59.8	79.9	—	57.7	44.7	62.7
91	69	3		4.1	3.8	4.1	2.8	80	49	40	4	36	46	75	22	109.3	77.3	63.9	49.2	89.3	97.0	75.3	65.7	50.0	75.7
85	65	25	—	2.7	0.6	1.6	—	25	35	29	1	9	17	35	1	83.1	73.3	68.1	—	69.2	84.9	69.4	57.7	—	59.6
92	92			2.6	2.4	4.5	4.1	216	172	191	118	73	135	186	148	148.5	98.1	79.2	58.0	110.7	132.7	88.9	69.8	54.3	88.0
91	70			3.5	4.9	4.8	5.1	125	105	110	37	56	98	126	69	137.3	94.8	82.6	67.3	106.5	129.2	93.9	75.2	67.3	92.5
100	86	1		2.9	2.5	2.8	2.3	55	67	43		11	33	47	11	128.6	99.3	77.8		98.3	126.6	83.6	72.7	57.9	73.7
100	95	10		2.0	2.6	2.3	20.0	25	23	26	1	18	15	32	9	81.8	73.6	60.4	—	71.7	78.6	66.6	56.8	55.0	65.1
99	86	22	3		1.1	2.9	1.8	47	30	40	8	25	28	42	27	80.7	68.7	63.5	41.9	71.7	78.2	68.2	58.0	51.1	66.3
93	83	2		2.3	2.9	2.0	2.8	74	71	108	48	33	53	111	92	92.0	73.9	66.3	49.8	76.0	86.0	67.6	65.3	51.3	69.4
84	71	42		4.1	4.4	5.1	5.2	13	17	16	9	6	17	29	12	74.9	70.1	56.0	43.1	66.6	73.6	62.1	51.3	42.4	56.1
—	—	—		—	—	—			1	3	1				1	—	—	—	67.6						—
99	95	3		2.6	4.1	3.3	-1.2	66	64	95	18	49	69	121	20	110.8	93.2	70.4	54.6	88.7	97.3	84.4	69.0	50.5	79.3
94	81			1.3	1.9	3.7	5.6	93	85	94	31	36	69	80	28	110.2	88.0	74.1	57.2	90.8	97.7	83.3	70.3	61.6	80.5
93	97	2		2.9	0.4	2.5	2.9	11	13	30		4	16	32		92.0	76.3	66.3		74.0	91.2	75.4	69.6		73.0
68	61			1.2	3.2	3.4	6.1	67	29	32	32	46	79	66	54	148.9	96.4	75.0	41.2	107.2	110.4	84.0	68.7	43.2	76.8
86	88			2.1	2.1	2.0	8.2	24	22	24	12	4	18	16	24	120.1	93.4	83.8	41.5	87.7	126.1	83.0	76.1	41.8	74.0
92	87			2.6	3.5	3.2	8.8	441	280	240	71	153	182	205	99	146.8	101.0	93.4	49.2	114.1	134.8	96.0	80.7	42.5	92.2
93	85			2.0	4.5	3.6	5.9	28	51	16	10	13	42	52	17	139.2	105.2	80.5	42.0	103.7	131.8	88.1	62.7	42.1	75.3
93	37	5	—	3.0	4.3	4.5	—	12	28	41	2	2	7	17	1	109.4	87.2	73.3	—	83.4	—	90.7	64.8	—	73.9
96	75			0.4	2.1	1.4	2.2	185	101	134	121	104	101	180	155	107.5	80.1	65.9	48.3	87.6	99.1	72.6	61.8	46.6	74.7
96	85			5.2	7.4	6.1	4.7	423	245	217	31	190	152	201	46	133.5	92.3	85.6	39.8	107.0	120.4	89.7	74.0	38.6	90.2
100	84	13		1.5	1.7	1.9	2.5	63	63	67	5	7	26	65	12	80.3	69.3	63.7	54.8	70.8	86.1	68.3	61.1	45.6	64.0
100	96			0.7	2.1	2.2	0.3	39	18	25	10	10	20	31	19	69.2	59.0	57.5	46.1	63.4	68.6	56.5	56.3	41.4	58.4
100	96			2.4	2.7	2.8	2.1	27	13	17	3	15	13	15	5	83.1	65.0	59.3	—	71.9	83.2	65.3	60.2	45.4	69.8
100	82	9	—	2.3	4.2	3.6	—	25	20	15	1	2	7	15	1	67.3	60.8	57.5	—	62.6	—	61.5	52.9	—	56.2
100	96	13		2.6	2.2	3.2	—	8	9	12	1	1	2	10	2	73.8	60.2	51.3	—	60.3	—	—	51.6	—	54.3
100	96	13		0.6	0.5	0.3	30	15	8	3	8	8	15	4	4	64.1	59.3	50.7	—	60.7	58.1	49.9	46.7	39.6	50.5
95	91	8		2.8	3.9	6.6	5.7	13	25	26	21	6	19	33	15	88.7	69.5	60.4	50.8	69.7	114.6	62.2	55.2	46.6	63.7
98	94			2.5	4.3	3.1	3.2	270	139	154	123	64	86	88	185	126.9	92.7	82.0	51.8	103.6	116.8	86.4	74.6	51.9	84.9
99	98	15		2.0	2.5	2.7	2.8	59	87	58	10	29	56	71	54	86.7	68.7	62.9	48.8	68.0	76.1	71.0	59.7	52.4	59.7
90	34			2.4	2.5	3.6	3.0	89	58	72	2	52	58	112	14	91.5	76.2	67.8	—	79.7	89.6	75.8	71.2	64.8	76.7
100	96			2.7	3.1	4.0	3.7	61	77	29	3	10	54	27	4	108.5	89.3	73.1	—	93.5	108.5	84.9	71.0	64.8	83.4
82	84	7	—					206	5	30	13	45		14	3	202.7	147.2	130.4	54.7	187.3	187.5		122.7	—	159.0
100	42	5		1.6	2.2	3.3	—	30	19	21	1	21	25	24		115.9	92.1	73.8	—	94.4	105.9	90.5	76.0		87.1
99	87							12	10	15		4	2	7		106.4	88.0	79.1		83.9	111.7	—	67.4		77.6
100	95	1						222	103	97		70	69	80		107.9	90.8	81.8		91.4	102.6	85.8	77.4		82.5
100	95	1						152	40	98		90	41	83		107.8	91.5	79.9		90.2	105.7	93.8	77.9		87.4
100	90	1						47	25	39		28	25	31		104.5	86.5	80.1		85.3	102.0	87.7	73.9		76.8
100	76	16						28	5	23		21	12	33		111.3	95.1	85.4		86.2	112.1	94.9	80.8		82.0
100	94	1						125	47	63		78	47	80		105.0	84.2	76.2		87.4	100.0	80.4	73.2		80.6
90	88	3						55	23	27		45	33	46		108.3	98.1	81.1		87.4	106.1	97.6	80.0		85.6
98	89	3						59	46	52		61	45	54		106.2	91.0	80.4		89.6	102.9	88.4	76.7		85.6
100	97	1						151	68	91		69	66	102		103.8	84.1	76.2		84.6	103.9	84.6	74.1		77.3

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		
California St U-Fullerton		I	PU	104.2	88.6	84.1		63.6		86.7	138.1	120.1	112.9		88.7		116.9	34.8	
California St U-Long Beach		IIA	PU	105.7	87.8	80.2		64.2	139.8	86.8	138.8	117.7	107.7		87.2	174.5	115.7	33.2	
California St U-Los Angeles		IIA	PU	105.8	86.2	81.0		54.6		85.3	138.0	115.4	108.2		73.5		112.8	32.2	
California St U-Monterey Bay		IIA	PU	103.1	87.1	76.9		55.0		77.5	137.5	116.2	104.4		77.0		105.1	35.5	
California St U-Northridge		IIA	PU	102.9	84.7	77.7		59.8	128.4	86.8	135.7	115.8	106.1		83.9	166.5	116.9	34.6	
California St U-Sacramento		IIA	PU	97.4	83.2	74.9		58.0		84.3	130.1	113.5	101.7		81.6		114.0	35.2	
California St U-San Bernardino		IIA	PU	105.1	84.8	72.5		60.0		86.1	138.8	115.2	100.1		81.4		115.5	34.2	
California St U-San Marcos		IIA	PU	105.1	86.5	79.3		61.1		83.6	137.5	115.8	105.8		83.5		111.4	33.2	
California St U-Stanislaus		IIA	PU	98.9	85.1	73.2		54.7		81.2	132.3	117.2	101.0		78.7		111.1	36.7	
Chapman U	8	IIA	PI	145.9	98.8	85.6	69.3			107.8	184.6	133.9	111.0	88.2			139.8	29.7	
Claremont Graduate U		I	PI	148.6	105.3	104.4				126.8	189.2	133.7	132.5				161.3	27.2	
Claremont McKenna Coll		IIB	PI	163.3	116.6	97.6	78.0			130.1	203.8	149.5	123.4	97.8			164.0	26.1	
Cogswell Coll	1	IIB	PP		77.1					75.2									
Fresno Pacific U	10	IIA	PI	72.3	65.1	59.6				63.4	87.6	80.4	74.9				78.8	24.2	
Fuller Theological Seminary		I	PI	97.0	75.1	76.4				84.8	117.1	91.7	96.7				104.0	22.7	
Harvey Mudd Coll		IIB	PI	148.1	107.5	88.8				126.0	192.0	144.7	118.8				165.3	31.2	
Holy Names U		IIA	PR	94.1	77.8	64.2	56.6			71.6	113.8	94.2	77.0	64.6			85.8	19.8	
Humboldt St U		I	PU	99.4	84.6	73.1		56.6		81.6	130.5	114.7	100.9		78.3		109.7	34.6	
Mills Coll		IIA	PI	114.5	90.7	69.5				98.4	136.5	109.2	84.2				117.8	19.7	
National U		IIA	PI	128.6	95.6	80.6	70.3			102.3	169.3	126.5	107.0	93.7			135.3	32.2	
Occidental Coll		IIB	PI	132.5	92.6	77.1	65.0			100.6	169.2	120.5	102.2	85.7			130.2	29.4	
Pepperdine U		IIA	PI	140.4	112.8	86.1	57.7	78.7	73.0	107.2	182.5	147.9	111.4	78.0	110.8	98.8	140.5	31.0	
Pitzer Coll		IIB	PI	126.9	98.7	80.4			59.2	99.6	171.0	140.4	112.5			76.0	136.2	36.8	
Point Loma Nazarene U		IIB	PI	100.3	80.3	67.5				89.7	128.0	100.6	78.2				101.3	25.8	
Pomona Coll		IIB	PI	154.9	111.9	86.5				125.2	195.3	145.3	113.9				160.4	28.1	
San Diego St U		I	PU	114.5	92.5	87.3		65.2	176.7	95.1	149.9	124.0	117.1		90.2	220.5	126.6	33.1	
San Francisco St U		I	PU	109.7	90.2	81.1		63.3	157.7	92.5	142.2	121.1	108.5		86.0	202.1	122.2	32.1	
San Jose St U		IIA	PU	109.3	90.3	82.5		64.5		93.2	142.8	121.2	110.7		89.7		123.8	32.8	
Santa Clara U	8	IIA	PI	157.0	112.0	95.6		74.0		111.3	204.2	152.2	127.2		103.4		149.1	33.9	
Scripps Coll		IIB	PI	136.5	97.3	76.5	69.8			103.3	167.8	126.1	98.7	90.5			130.5	26.2	
Sonoma St U		IIA	PU	97.9	81.0	72.2		61.3		84.9	130.5	111.9	100.9		85.3		115.3	35.7	
Stanford U	8	I	PI	236.6	150.2	128.2		182.9		200.5	288.9	196.0	164.1		228.2		248.5	23.9	
U California-Berkeley	18, 23, 24	I	PU	185.1	123.6	109.8		83.6	84.4	149.1	247.3	169.6	152.2		119.1	119.3	201.8	35.4	
U California-Davis	18, 23, 24	I	PU	160.1	110.8	92.4		77.3		129.0	215.6	153.3	130.2		111.0		176.4	36.7	
U California-Irvine	18, 23, 24	I	PU	165.7	109.2	95.3		88.2		131.1	222.8	151.3	133.7		124.8		179.0	36.6	
U California-Los Angeles	18, 23, 24	I	PU	195.0	129.0	101.4		84.1	91.7	156.7	259.9	176.4	141.6		119.6	128.4	211.5	34.9	
U California-Merced	18, 23, 24	I	PU	147.1	106.2	89.0		59.5		90.1	199.2	147.4	125.7		88.5		127.1	41.1	
U California-Riverside	18, 23, 24	I	PU	155.4	99.7	87.8		69.9		113.2	209.7	139.2	124.2		101.6		156.3	38.1	
U California-San Diego	18, 23, 24	I	PU	164.2	112.3	98.1		84.7		131.9	221.2	155.6	137.6		120.7		180.4	36.8	
U California-Santa Barbara	18, 23, 24	I	PU	169.6	103.4	88.3		83.8		133.8	228.0	144.4	125.2		119.6		182.8	36.6	
U California-Santa Cruz	18, 23, 24	I	PU	153.0	104.8	90.6		86.2	72.7	123.7	207.0	146.1	128.2		122.6	104.9	169.9	37.4	
U Redlands		IIA	PI	109.3	89.5	79.1		61.3	55.0	93.0	136.3	113.0	95.2		78.9	69.8	116.3	25.1	
U San Diego		I	PI	142.6	97.8	88.0	82.5			110.2	182.3	127.7	117.1	110.1			143.2	29.9	
U San Francisco	8	I	PI	150.4	110.2	97.3	80.0			116.4	197.3	149.2	127.2	117.0			154.2	32.4	
U Southern California	8	I	PI	175.8	109.9	97.4		64.0		126.3	233.1	154.7	138.5		97.8		173.7	37.5	
U the Pacific	8	IIA	PI	117.2	91.8	89.9	58.5			100.2	155.1	123.9	119.7	81.6			133.7	33.4	
Westmont Coll		IIB	PI	103.2	83.3	69.2	59.6			89.5	140.5	115.4	89.0	70.1			120.6	34.8	
Whittier Coll		IIB	PI	116.8	85.8	64.7		65.1		88.0	144.6	106.3	81.6		89.7		109.7	24.7	
Colorado																			
Adams St U	5	I	PU	69.0	53.9	50.9			40.4	55.6	71.0	55.5	52.6				41.8	57.3	3.2
Colorado Coll		IIB	PI	135.0	98.0	80.0	62.2		61.0	103.7	172.2	129.5	105.0	77.2		77.5	134.2	29.4	
Colorado School Mines		I	PU	136.9	102.9	87.4	77.4	58.5		101.4	187.7	141.1	119.9	106.1	80.2		139.1	37.1	
Colorado St U-Fort Collins	8	I	PU	125.0	91.6	81.6				103.7	155.7	114.1	101.7				129.2	24.6	
Fort Lewis Coll	8	IIB	PU	87.0	69.3	57.4	49.1			67.6	113.1	90.0	74.6	63.8			87.9	30.0	
U Colorado Boulder	7	I	PU	139.6	99.5	92.6	66.5			103.4	173.9	128.1	119.3	88.9			132.0	27.7	
U Colorado Colorado Springs		IIA	PU	106.3	84.2	74.6	49.0			71.9	128.7	103.2	91.6	62.6			88.9	23.6	
U Colorado Denver		I	PU	147.9	103.9	101.9	70.6			102.7	178.9	128.3	125.7	87.6			126.2	22.9	
U Denver		I	PI	139.8	98.8	85.5		66.1		99.2	170.0	123.0	105.8		81.8		122.3	22.9	
U Northern Colorado	8	I	PU	89.9	68.1	56.8	47.2	46.9		70.4	111.2	86.0	69.5	58.2	59.4		87.4	24.2	

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	AR	PR	AO	AI	IN	AR
100	92							182	118	113		138	110	121		105.1	89.9	86.6		89.5	103.0	87.2	81.7	84.0	
100	95	1						218	92	94		154	100	126		107.0	87.0	80.6		90.1	103.8	88.4	80.0	83.6	
93	97	2						156	44	48		125	46	79		107.2	87.4	79.9		86.5	104.1	85.0	81.7	84.2	
100	89							31	18	26		21	19	34		102.6	91.8	79.4		80.3	103.8	82.7	74.9	75.0	
100	80							198	88	93		184	76	119		104.3	85.9	78.7		89.6	101.3	83.3	76.9	84.2	
99	95	3						189	66	70		146	60	75		98.4	86.3	77.3		87.5	96.3	79.8	72.7	81.0	
97	89	4						129	22	61		74	42	55		107.5	87.5	74.2		91.6	100.9	83.5	70.6	80.4	
100	100							53	41	28		58	33	45		107.5	88.7	80.2		88.8	103.0	83.7	78.7	79.9	
99	91	1						67	27	38		52	19	42		98.9	85.4	74.1		81.8	99.0	84.8	72.5	80.5	
82	74			1.6	2.0	1.6	2.1	107	81	67	14	40	52	81	16	153.4	102.6	87.1	69.6	119.9	125.9	92.9	84.5	68.9	96.6
87	73			0.4	1.0	0.7		30	16	6		16	17	7		153.3	107.7	99.1		133.0	139.9	103.1	108.9	118.8	
100	100			2.5	4.4	2.6		48	25	13	7	14	24	12	4	163.1	124.7	101.7	83.9	142.3	163.9	108.3	93.3	67.7	120.2
—	—	—	—	—	1.0	—	—	2	3	1	2	—	4	2	—	—	—	—	—	86.7	—	67.6	—	—	66.0
88	88	2	—	0.8	1.2	3.1	—	15	19	18	1	2	14	25	2	72.6	65.4	58.0	—	64.9	—	64.7	60.7	—	62.5
88	54	—	—	—	—	—	—	35	13	19		6	13	9	1	98.0	74.8	78.9		88.1	90.9	75.3	71.2	—	77.3
98	86			3.1	4.0	4.4		38	9	10		13	12	10		152.5	105.8	87.4		133.7	135.5	108.8	90.1	—	113.4
86	54			2.5	1.1	3.2	2.5	4	6	3	2	3	7	15	5	94.1	74.8	—	—	78.3	—	80.3	64.1	55.0	72.3
99	93	1						75	25	32		41	19	45		100.7	84.8	74.3		85.7	97	84.4	72.2	—	76.8
86	89		—	1.1	2.1	2.8	—	20	4	6	1	30	15	14	1	118.2	89.1	66.1	—	103.9	112.0	91.2	70.9	—	97.0
				1.3	1.2	1.0	0.3	69	38	29	6	42	55	53	10	128.7	96.8	78.3	69.4	109.1	128.3	94.7	81.8	70.9	99.6
100	100			2.3	4.6	14.4	5.2	37	19	13	21	35	24	17	14	137.3	90.0	79.1	63.1	113.3	127.5	94.6	75.5	67.9	105.5
98	69	1		0.1	2.6	6.8	16.5	91	45	45	9	33	46	40	10	142.7	120.1	94.1	55.7	118.1	134.0	105.7	77.1	59.5	97.5
100	100			5.2	5.7	5.3		17	9	5		15	12	10		129.3	97.4	82.6		104.9	124.1	99.6	79.4	—	95.5
89								51	18	8		24	24	10		100.7	79.8	67.2		92.3	99.6	80.8	67.8	—	86.3
98	100		—	3.2	4.9	7.0	—	51	37	20	1	29	33	16		157.7	110.3	84.6	—	128.0	150.0	113.7	88.9	—	122.1
99	94							220	109	84		112	92	82		116.2	93.8	89.4		100.2	111.2	91.0	85.1	—	88.9
94	77	4						201	98	53		138	128	106		110.7	91.7	80.2		95.4	108.1	89.1	81.5	—	89.8
100	95	3						183	60	78		132	84	109		110.1	91.3	83.1		96.3	108.2	89.6	82.0	—	90.3
100	99			3.2	3.7	4.5		100	87	52		53	62	38		163.1	112.9	102.0		119.8	145.7	110.7	86.7	—	101.0
100	100			3.4	3.2	5.0	2.9	15	13	8	5	19	12	13	6	137.5	96.9	75.2	58.3	109.0	135.7	97.8	77.3	79.3	107.0
100	96	2						66	29	22		61	18	26		99.3	81.2	73.6		87.3	96.5	80.8	71.0	—	82.6
99	88			3.7	4.2	5.0		530	124	130		143	55	75		238.8	156.0	126.0		206.6	228.7	137.1	131.8	—	183.3
96	96		—				—	623	170	157		229	136	90	2	188.6	128.7	114.8		159.3	175.4	117.3	101.1	—	130.6
96	92							555	150	154		232	134	130		163.1	113.2	94.7		137.2	152.7	108.1	89.8	—	115.9
98	100							406	126	100		157	109	85		168.2	111.2	93.2		138.4	159.2	106.8	97.7	—	119.4
95	93							679	145	172		299	116	110		200.9	132.5	104.1		167.3	181.6	124.5	97.3	—	138.7
100	100							35	40	53		12	24	41		151.8	106.5	90.4		96.1	133.5	105.6	87.2	—	82.1
100	99							247	101	157		77	78	82		157.6	100.1	90.7		119.2	148.1	99.0	82.3	—	101.6
99	97							455	126	114		110	70	87		168.1	118.4	103.2		141.9	147.7	101.4	91.4	—	109.3
99	99							369	87	78		152	68	66		176.0	103.9	88.8		144.4	153.9	102.8	87.7	—	116.6
99	97							190	74	63		95	64	46		157.2	106.7	92.6		130.5	144.6	102.7	88.0	—	113.4
98	94			3.2	3.7	5.8		62	20	8		52	28	5		112.9	91.9	78.1		96.8	105.1	87.8	80.8	—	89.1
99	91	1		2.1	3.5	3.2	2.5	107	58	40	35	56	69	41	34	149.8	102.6	83.7	83.1	123.6	128.9	93.8	92.1	81.9	105.2
92	65			1.2	-0.3	1.3	0.4	100	62	79	6	59	74	123	13	152.8	111.3	99.2	85.3	124.6	146.3	109.3	96.0	77.6	111.4
81	50		—	3.3	4.3	5.5	—	573	303	237	1	218	257	196		182.6	115.5	102.6	—	139.1	157.9	103.2	91.1	—	107.2
88	86	4						101	75	49	2	46	78	49	3	123.2	92.4	93.2	—	106.4	104.0	91.2	86.6	—	93.3
98	50			2.3	3.7	3.1	0.2	37	10	7	2	12	10	14	2	105.0	84.6	69.6	—	96.6	97.9	81.9	69.0	—	82.2
90	98	2		0.7	0.7	1.3		25	22	21		17	23	23		127.8	86.9	66.8		95.4	100.7	84.7	62.8	—	80.1
97	100	20		2.2	5.5	8.2		26	5	20		13	9	15		71.6	53.2	50.6		58.5	63.6	54.3	51.2	—	52.1
100	96			2.5	3.4	4.5	1.9	43	33	14	6	24	23	33	6	139.3	98.9	80.5	62.9	115.3	127.3	96.8	79.8	61.4	97.1
94	95	69		3.3	3.5	2.4	2.9	70	46	44	38	15	9	20	32	138.5	103.2	87.1	78.9	112.1	129.4	101.8	88.1	75.7	99.3
98	96			2.5	3.2	3.5		322	201	138		131	146	108		129.4	94.1	81.7		108.7	114.2	88.1	81.5	—	95.1
98	90			2.9	3.5	3.6	3.2	25	27	19	12	20	24	24	16	91.1	69.2	55.7	51.3	73.3	81.9	69.3	58.6	47.5	69.2
100	96	7		2.5	4.5	4.8	7.2	349	216	182	170	114	152	114	159	142.4	102.3	96.3	69.4	119.6	130.7	95.5	86.7	63.4	103.4
100	100			3.1	3.4	3.3	4.6	57	36	40	60	22	39	41	109	110.9	85.4	75.2	49.2	93.2	94.3	83.2	74.1	49.0	81.9
93	85			3.2	1.7	4.1	4.0	109	157	102	95	65	128	110	156	152.5	102.9	100.5	66.7	116.9	140.1	105.2	103.1	72.9	111.9
86	87			3.6	3.5	3.6		131	113	87		60	100	82		141.0	100.5	86.7		104.2	137.2	96.8	84.3	—	93.0
99	82			3.3	1.9	4.4	1.3	104	64	48	5	69	60	83	13	93.6	70.9	59.5	45.1	77.8	84.4	65.2	55.2	48.0	65.1

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	
Connecticut																		
Albertus Magnus Coll	8	IIB	PI	70.9	59.0	53.4					60.6	95.6	71.3	63.9			76.1	25.6
Central Connecticut St U		IIA	PU	107.2	87.6	69.8	61.6				91.4	158.7	139.2	121.3	113.1		142.9	56.4
Connecticut Coll		IIB	PI	116.1	88.8	76.9	55.5	66.7			91.6	152.6	120.2	102.9	71.3	94.9	122.2	33.4
Fairfield U		IIA	PI	125.5	97.1	85.0	74.7				98.9	165.5	133.7	113.4	98.2		132.6	34.0
Quinnipiac U	19	IIA	PI	132.5	96.0	86.7	73.7				102.4	172.0	127.1	112.3	91.4		133.2	30.1
Southern Connecticut St U		IIA	PU	106.4	86.2	71.1	58.3				89.5	131.9	110.2	94.1	80.2		113.8	27.2
U Bridgeport		IIA	PI	98.9	78.7	66.9		73.8			77.3	127.0	106.8	95.1		101.9	105.4	36.4
U Connecticut		I	PU	154.2	104.7	87.5	68.8	84.0			113.1	189.4	138.3	119.2	97.8	114.8	146.4	29.4
U Hartford	8	IIA	PI	101.9	78.9	68.0	63.4				78.5	130.9	105.0	89.8	84.1		103.1	31.3
U New Haven	8	IIA	PI	132.5	96.0	76.3	84.4	68.7			90.7							
U Saint Joseph	6	IIA	PR	93.6	76.6	70.2	51.6				74.6	123.4	99.3	91.6	62.8		97.0	30.1
Trinity Coll		IIA	PI	131.0	96.2	75.2		66.5	61.1	95.1	170.7	126.7	99.7		93.6	77.8	125.0	31.3
Wesleyan U		IIA	PI	149.4	103.4	86.9			73.8	106.1	190.3	131.0	110.3		96.4	135.6	27.8	
Yale U	8	I	PI	209.5	131.0	108.7	90.9	79.9			157.9	254.1	166.0	138.4	112.1	106.0	195.1	23.6
Delaware																		
U Delaware	8	I	PU	148.7	105.3	88.5	72.4				114.0	193.7	141.1	118.7	101.4		151.1	32.6
District of Columbia																		
American U		I	PR	163.2	105.8	83.6	71.8				102.5	197.9	134.2	104.4	89.0		126.8	23.7
Catholic U America		I	PR	113.2	84.2	71.4	53.1				87.2	138.5	104.9	85.8	62.4		106.9	22.5
Gallaudet U		IIA	PI	125.4	98.3	78.9	71.5	64.3			101.9	163.5	130.9	107.4	99.4	90.2	135.2	32.7
George Washington U	8	I	PI	174.6	115.0	92.7	82.7				126.1	212.4	142.5	114.5	102.0		154.8	22.8
Georgetown U		I	PI	195.8	125.2	115.7			100.0	138.1	237.9	155.1	143.8			123.7	169.6	22.8
Howard U		I	PI	109.8	87.2	77.3	63.0	46.8	85.1	84.2	142.2	113.9	95.5	82.5	57.1	94.7	107.6	27.8
Trinity Washington U	8	IIA	PR	86.3	70.1	59.0	—		54.1	64.2	100.0	81.3	70.8	—		63.0	75.5	16.3
Florida																		
Bethune-Cookman U		IIB	PI	79.9	66.0	62.2	53.3		—	61.4	98.1	80.7	75.0	64.8		—	74.6	21.3
Eckerd Coll		IIB	PI	89.2	70.4	64.6	42.6			67.8	118.4	96.4	87.2	61.1			92.1	35.7
Embry-Riddle Aeronautical U-Daytona Beach	1	IIA	PI	113.5	85.3	74.9	52.5			85.1	147.5	111.0	97.4	68.4			110.7	30.1
Flagler Coll-St Augustine	1	IIB	PI	81.5	74.1	64.2	58.3	—	—	69.0	97.0	88.6	76.3	69.6	—	—	82.2	19.2
Florida Agricultural and Mechanical U	8	IIA	PU	99.6	80.9	66.4	58.2			79.1	128.5	106.4	87.8	78.6			103.8	31.1
Florida Atlantic U	1	I	PU	109.0	81.2	73.5	55.3	—		80.9	139.7	107.4	96.8	75.2	—		106.2	31.3
Florida Gulf Coast U	8	IIA	PU	107.3	80.3	68.7	50.3	—		72.9	136.0	105.2	91.4	69.5	—		96.2	31.9
Florida International U	8	I	PU	128.1	94.8	86.3	63.9	84.1	78.7	91.7	160.0	122.3	111.4	85.0	108.6	100.2	117.8	28.5
Florida Southern Coll		IIA	PI	90.9	72.7	64.0	60.3		—	70.2	108.5	92.1	82.7	81.1		—	89.2	27.0
Florida St U	8	I	PU	130.7	94.9	86.1			69.2	99.5	165.2	122.2	110.9			90.3	127.6	28.2
Jacksonville U		IIA	PI	85.3	74.7	71.0	49.9			72.7	107.8	95.4	91.0	65.5			93.0	27.8
Miami Dade Coll		III	PU	87.1	72.2	63.9	56.1			71.0	104.8	87.7	77.2	67.7			85.8	20.9
New Coll Florida		IIB	PU	88.6	70.6	61.7	—			74.6	115.2	94.0	82.9	—			98.7	32.2
Palm Beach Atlantic U	6	IIB	PR	73.4	71.5	63.6	53.6			68.7	93.7	91.4	82.0	70.4			88.1	28.3
Rollins Coll		I	PI	98.1	82.5	67.7		57.0		79.2	128.2	108.6	86.5		73.6		103.0	30.1
Southeastern U		IIB	PI	83.3	67.8	55.2	45.6	27.9		65.3	104.5	89.3	71.8	61.0	39.3		84.4	29.2
Stetson U		IIA	PI	123.1	83.1	72.6	—		52.3	92.0	155.2	109.8	95.9	—		67.0	118.3	28.5
U Central Florida	8	I	PU	139.8	93.4	78.4	56.0	61.2		87.7	176.9	118.7	99.6	71.4	78.0		111.3	27.0
U Florida	8	I	PU	137.5	91.6	80.7		65.2		102.4	171.1	119.2	105.4		87.1		130.9	27.7
U Miami	6	I	PI	165.0	108.3	98.0	94.7	62.9		109.2	204.8	137.5	120.1	120.3	83.9		137.9	26.3
U North Florida	8	IIA	PU	103.0	75.4	67.6	50.8	41.8		74.2	127.1	95.8	86.4	68.2	59.0		94.4	27.2
U South Florida-Main Campus	8	I	PU	122.5	88.3	78.5	57.0			87.6	135.5	98.5	87.7	64.7			97.8	11.6
U South Florida-Sarasota-Manatee	8	I	PU	127.7	92.1	72.9	58.9			75.0	140.8	102.4	82.3	67.1			84.3	12.4
U South Florida-St Petersburg	8	I	PU	117.2	84.2	60.7	57.0			78.7	129.1	93.7	68.1	64.5			87.6	11.4
U Tampa		IIA	PI	103.4	86.3	67.9	61.7			79.6	133.9	111.5	87.0	79.0			102.5	28.8
U West Florida	8	I	PU	95.6	74.4	67.7	53.8	51.6		71.0	124.2	99.1	89.3	71.8	66.6		93.4	31.5

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	AR	PR	AO	AI	IN	AR
62	6			2.9		2.9		8	9	7		5	7	3		66.8	60.0	54.7		60.4	77.4	57.7	—		60.8
100	81	13		0.1	0.8	0.3	1.3	122	77	56	4	73	55	59		107.8	88.2	68.9	61.6	93.3	106.2	86.9	70.7		89.3
100	98			3.4	4.2	3.4	2.5	39	23	11	6	27	22	24	10	119.2	90.5	77.2	58.1	101.7	111.6	87.0	76.8	54.0	89.2
100	99	8		2.1	4.0	2.9	2.2	38	42	27	16	38	49	33	26	129.2	100.2	89.5	76.0	107.8	121.8	94.5	81.3	74.0	99.5
93	64	11		2.1	2.3	3.0	2.1	64	36	54	12	47	62	81	9	137.1	104.4	89.6	77.1	112.8	126.3	91.2	84.7	69.1	97.1
100	90	6		0.2	0.2	0.5		101	54	50	1	69	71	70	7	106.9	86.3	70.8	—	92.7	105.6	86.1	71.4	57.9	87.6
100	70	3		2.0	2.7	4.1		14	32	14		5	18	25		99.5	81.2	68.9		81.3	97.3	74.3	65.8		72.6
97	82	1		-0.2	-0.1	0.7	4.1	332	247	223	38	139	191	204	25	158.0	109.9	89.9	72	123.8	145.1	97.8	84.8	64.0	102.8
100	94	7		3.7	4.8	4.5	4.4	59	61	22	52	23	45	32	40	102.0	78.3	72.5	65.0	87.2	101.8	79.8	64.9	61.4	80.1
98	75	5		2.8	3.5	1.5	21.3	40	48	33	11	9	24	28	2	136.2	98.2	78.0	85.7	96.4	116.4	91.4	74.4	—	80.8
100	85			3.1	3.2	3.2	2.8	9	15	14	1	9	24	52	5	94.4	75.1	72.0	—	78.5	92.9	77.5	69.8	52.6	74.4
95	94			1.7	2.5	4.5		46	29	13		15	35	17		131.8	94.6	76.1		101.7	128.7	97.5	74.5		87.5
100	100			4.1	4.5	5.2		85	30	32		36	35	39		151.9	104.1	86.9		116.3	143.7	102.8	86.8		94.7
88	38			3.2	6.6	3.5		447	73	120	14	160	62	86	9	212.4	138.1	109.3	89.8	172.9	201.3	122.6	108.0	92.5	135.8
95	82			1.6	1.9	2.2	1.4	318	200	150	25	112	164	166	63	151.1	108.1	89.3	77.7	124.3	141.9	101.8	87.7	70.3	106.7
96	94	3		1.7	1.7	2.9	3.9	121	79	74	118	63	82	82	168	165.5	105.2	87.5	77.6	127.1	158.8	106.4	80.1	67.7	111.4
96	64	1		-2.0	0.9	1.5		82	98	75	1	31	57	61	8	113.4	84.5	73.2	—	90.5	112.6	83.6	69.2	53.5	83.8
99	65	14		1.4	2.8	4.3	4.0	29	18	9	5	42	34	19	3	128.1	96.4	78.2	69.6	104.8	123.6	99.3	79.2	—	102.4
90	74			2.7	3.4	3.6	4.0	264	170	117	58	100	175	138	65	175.5	117.0	94.2	92.2	140.2	172.2	113.0	91.4	74.2	120.1
96	92	2		4.9	4.3	4.2		216	123	57		109	119	41		201.3	129.4	116.5		148.4	184.9	120.9	114.4		125.0
86	80	2						134	122	90	22	64	94	100	37	111.5	88.3	77.7	59.4	89.0	106.3	85.8	77.0	65.2	82.1
100	96	—		1.9	2.2	3.5	—		7	7	1	4	17	23			71.8	64.0	—	65.6	86.3	69.4	57.5		63.8
76	68	2						10	15	55	27	7	19	38	40	72.4	62.6	61.7	58.3	63.2	90.6	68.6	63.1	50.0	67.6
100	100	24		2.4	3.8	3.3	9.6	29	16	19	14	13	12	23	19	90.3	73.2	64.9	43.5	78.5	86.7	66.7	64.4	41.9	71.0
93	52			3.4	4.1	4.5	4.5	66	76	64	21	8	25	32	14	113.5	85.2	76.6	55.3	91.6	113.4	85.7	71.5	48.2	82.1
97	85	7						8	18	26	3	5	25	26	3	79.6	78.3	65.2	—	71.3	84.6	71.1	63.2	—	67.9
99	94			6.5	7.3	6.3	7.5	157	119	63	82	58	99	69	119	112.1	82.3	79.0	57.4	95.5	100.7	80.0	68.4	53.8	81.7
4	1			1.3	1.5	1.9	1.9	46	77	84	43	25	43	70	74	114.9	79.8	65.8	50.9	81.7	93.3	81.3	72.1	50.0	78.8
94	87			2.7	3.6	3.2	4.1	192	177	144	144	60	115	144	141	130.3	95.5	89.6	66.2	105.5	120.9	93.8	83.0	61.6	92.7
68	44			2.4	3.1	3.1	2.5	15	22	24	9	7	14	36	10	89.6	75.2	64.9	60.9	74.8	93.6	68.9	63.4	59.7	68.5
99	97			6.1	7.2	5.4		353	168	175		119	124	131		135.4	97.7	89.3		108.1	116.9	91.1	82.0		86.3
100	89	12	16	0.9	0.5	0.1		26	35	24	13	20	21	42	12	89.6	78.0	65.5	50.3	78.0	79.6	69.2	74.1	49.3	74.2
100	100	64	11	2.4	2.6	2.3	2.0	88	122	82	59	83	141	83	68	87.9	72.6	63.6	56.2	74.7	86.4	71.8	64.1	56.0	73.7
100	100	—		1.1	1.7	1.0	—	17	7	13		13	15	10	1	94.0	71.5	63.4		79.0	81.4	70.2	59.4	—	71.2
96	86							32	34	23	2	14	29	34	5	74.3	70.5	63.0	—	69.9	71.3	72.7	64.0	54.9	68.6
				0.7	10.4	85.6		48	28	30		22	37	33		102.0	86.3	71.9		86.6	89.6	79.7	63.8		71.4
				1.7	3.8	9.1	7.6	34	27	18	4	11	14	23	8	83.3	68.3	54.0	44.9	70.5	83.3	66.9	56.1	45.9	61.8
98	89	—		2.1	2.7	2.0	—	64	31	27		45	23	28	3	119.7	82.9	75.7		95.1	127.9	83.4	69.6	—	88.9
99	95	1						195	226	161	81	67	119	143	126	143.8	96.6	79.4	58.0	100.8	128.4	87.4	77.3	54.7	82.1
93	80	1		3.7	7.7	4.7		564	343	231		181	213	235		140.7	93.5	82.8		110.7	127.6	88.5	78.7		89.2
98	94			3.4	3.5	4.1		247	140	78	49	66	106	58	58	166.0	111.1	103.0	97.4	121.6	161.6	104.6	91.3	92.4	93.9
100	99				0.6	3.5	1.3	65	78	49	27	29	67	54	49	106.9	77.3	71.9	48.1	84.5	94.1	73.3	63.6	52.4	72.5
97	93			1.9	1.5	0.2	1.1	254	199	107	135	89	148	114	198	126.4	91.3	82.4	60.5	105.6	111.3	84.1	74.9	54.6	88.0
100	90			-0.3	0.7	1.1		4	9	10	19	1	12	10	17	137.1	111.9	72.1	59.8	99.0	—	77.3	73.8	57.9	76.3
100	89			1.6	3.6	0.3	1.0	21	19	13	17	9	19	21	18	122.3	90.9	58.6	57.2	95.4	105.3	77.6	62.1	56.9	76.0
100	95	3		3.3	3.7	3.9	2.3	30	70	65	6	12	48	65	10	104.4	86.1	71.3	60.6	83.6	101.1	86.6	64.6	62.4	76.6
96	98	5		1.4	2.5	1.9	2.0	54	37	57	28	24	26	52	32	96.7	75.5	69.9	54.4	79.0	93.1	72.8	65.2	53.3	69.1

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		
Georgia																				
Agnes Scott Coll		IIB	PI	96.4	77.9	67.4	—					83.5	126.3	100.5	86.9	—		108.7	30.1	
Berry Coll		IIA	PI	93.6	71.7	62.6	46.7	53.1				71.0	120.5	95.3	84.5	65.8	73.5	94.4	32.8	
Brenau U		IIA	PI	90.7	79.3	63.2	47.6					71.5	111.8	98.0	76.6	61.9		87.9	23.0	
Clark Atlanta U	8	IIB	PI	74.1	66.3	57.4	53.6	49.9	51.3			63.8	91.1	83.7	70.4	65.2	56.7	58.5	78.7	23.4
Clayton St U	1	IIA	PU	74.7	64.5	60.6	55.6	52.1				64.0	94.1	83.9	80.0	75.1	71.6	83.4	30.4	
Columbus St U	8	IIA	PU	76.7	71.2	58.6	57.2	43.5				65.1	99.3	92.9	75.0	73.3	55.3	84.1	29.1	
Covenant Coll	8	IIB	PR	72.8	64.6	50.0						66.7	100.5	83.0	67.9			90.6	35.9	
Emory U	8	I	PR	172.0	118.4	104.9						142.0	222.7	153.2	135.2			183.7	29.4	
Georgia Coll and St U		IIA	PU	88.3	70.1	61.1	—	49.8				69.0	113.0	91.7	81.6	—	65.5	90.1	30.4	
Georgia Highlands Coll		IIB	PU	59.0	48.1	44.8	43.0					47.8								
Georgia Institute Tech-Main Campus	8	I	PU	162.1	107.7	103.1	42.4	50.4				126.7	208.4	139.1	132.1	54.4	65.5	163.1	28.4	
Georgia Southern U	8	I	PU	82.0	72.5	72.9	54.1	49.4				70.6	102.9	91.8	90.6	69.1	62.5	88.7	25.6	
Kennesaw St U	6	IIA	PU	90.5	72.6	63.7	47.5	52.3				69.8	117.6	96.9	86.1	63.5	70.1	92.8	32.9	
Mercer U	8	IIA	PI	91.1	72.8	68.2	66.6					74.9	121.1	98.4	91.1	89.0		100.4	33.9	
Morehouse Coll		IIB	PI	85.3	71.4	56.0	46.6					66.7								
Spelman Coll		IIB	PI	104.8	76.6	64.3	55.1	59.2				72.7	123.7	95.5	83.2	74.0	78.1	91.6	26.0	
Toccoa Falls Coll	8	IIB	PR	57.9	47.7	43.4						48.1	83.3	74.3	65.1			71.7	48.9	
U Georgia	7	I	PU	126.4	94.5	86.4	54.5	70.5				100.4	158.5	121.8	112.1	72.2	92.7	128.2	27.7	
U North Georgia	8	IIA	PU	79.8	64.7	57.0		43.9	41.5			58.4								
U West Georgia	8	IIA	PU	83.4	64.5	58.4	41.5	48.1				61.3	113.3	87.5	79.5	57.7	66.7	83.7	36.5	
Valdosta St U	8	I	PU	81.2	63.8	59.5	50.9	48.3	—			65.3	104.7	87.1	81.1	69.2	67.2	—	87.4	33.8
Wesleyan Coll		IIB	PI	66.9	60.9	50.9						59.4	85.6	77.9	63.3			75.4	26.8	
Hawaii																				
Chaminade U Honolulu		IIA	PI	86.5	76.3	67.3		55.4				72.3	105.3	91.3	81.9		69.3	87.9	21.5	
Hawaii CC	16	III	PU	93.5	81.9	69.1	61.0					72.3	129.7	115.2	99.2	88.9		103.1	42.7	
Honolulu CC	16	III	PU	92.4	79.6	71.8	58.9					73.2	128.4	112.2	102.7	86.6		104.4	42.6	
Kapiolani CC	16	III	PU	93.4	81.7	70.6	62.3					77.4	129.7	114.9	104.5	90.5		110.4	41.5	
Kauai CC	16	III	PU	96.5	83.1	73.8	59.9					72.4	133.3	116.6	105.0	87.7		103.2	42.6	
Leeward CC	16	III	PU	92.8	79.1	69.3	59.7					73.6	128.9	111.6	99.4	87.3		104.8	42.3	
U Hawaii Hilo	16	I	PU	103.7	88.0	77.6	59.3					87.6	142.1	122.8	109.8	86.8		122.3	39.5	
U Hawaii Manoa	16	I	PU	132.8	97.6	82.8	65.1					105.4	177.6	134.8	116.4	94.1		144.0	36.7	
U Hawaii Maui Coll	16	IIB	PU	94.1	84.3	75.3	59.8					74.1	130.3	118.1	106.9	87.5		105.4	42.2	
U Hawaii-West Oahu	16	IIB	PU	100.9	85.7	72.9	64.9					82.0	138.9	119.9	103.9	94.1		115.3	40.7	
Windward CC	16	III	PU	96.4	76.4	72.2	58.7					73.9	133.3	108.3	103.0	86.1		105.2	42.3	
Idaho																				
Boise St U		I	PU	87.4	73.1	68.2	56.2	45.4				70.0	116.4	99.3	97.3	79.0	65.9	96.6	38.1	
Coll Idaho		IIB	PI	81.0	65.9	56.0	48.1					64.8	87.6	70.5	59.4	51.0		74.1	14.4	
Lewis-Clark St Coll	8	IIB	PU	63.4	55.4	47.6	44.8	—				53.0	88.8	79.2	69.7	66.3	—	76.3	43.9	
Illinois																				
Augustana Coll		IIB	PR	88.0	68.5	57.2	49.6					69.2	113.4	89.4	73.2	66.7		89.6	29.4	
Aurora U		IIA	PI	97.3	78.9	66.4	—	50.1				70.5	112.2	92.5	77.7	—	58.2	82.1	16.6	
Benedictine U		IIA	PR	97.6	73.6	63.2	52.2					75.3	110.4	86.4	76.0	65.0		88.1	17.0	
Bradley U	6	IIA	PI	98.0	75.8	67.3	51.9	42.9				76.3	118.5	93.1	83.3	63.3	55.2	93.5	22.0	
DePaul U	8	I	PI	130.5	95.1	78.7	67.9					94.4	163.3	121.9	97.4	84.6		119.0	26.1	
Dominican U		IIA	PR	87.3	69.3	65.0	—	62.6				72.6	112.1	93.3	84.2	—	78.0	94.3	30.1	
Eastern Illinois U	8	IIA	PU	93.9	75.9	72.3	51.1					76.1	121.8	101.6	96.5	72.7		101.4	33.3	
Governors St U		IIA	PU	104.8	86.7	76.7		68.1				82.7								
Illinois Coll		IIB	PI	80.9	65.7	54.7	45.3					65.9	96.8	82.1	69.3	58.2		81.3	23.3	
Illinois Institute Tech	8	I	PI	148.8	101.5	91.1	63.8	84.8				116.3	180.7	127.8	111.6	81.2	104.3	142.8	22.8	
Illinois St U	8	I	PU	92.9	74.2	73.7		43.5				73.2	123.1	102.0	98.8		62.6	99.4	35.7	
Illinois Wesleyan U	1	IIB	PI	88.7	70.3	59.0	—					73.4	124.7	93.6	76.5	—		99.6	35.6	
Kaskaskia Coll		III	PU	86.9	77.1	69.5	—					77.0	112.3	100.2	87.5	—		98.5	27.9	
Knox Coll	8	IIB	PI	84.0	64.3	49.5	51.6					66.9	108.8	86.7	67.7	65.5		88.8	32.8	
Lake Forest Coll	8	IIB	PI	98.0	76.8	62.9	—	76.8				77.1	128.9	101.9	84.2	—	98.5	102.0	32.3	
Lewis U		IIA	PR	101.6	84.4	70.4	61.5					82.8	134.7	115.7	96.9	88.8		112.5	35.8	

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	AR	PR	AO	AI	IN	AR
100	95		—	3.3	5.1	4.9	—	17	7	2		20	13	17	2	95.7	80.1	—		89.2	97.0	76.7	67.7	—	81.8
100	96	2		0.1	1.8	3.0	3.0	28	27	28	2	8	26	33	2	94.9	68.1	61.6	—	74.5	89.1	75.4	63.4	—	68.5
				4.1	0.4	6.4	2.1	8	5	19	1	18	25	35	11	81.4	68.2	64.5	—	69.3	94.8	81.5	62.4	50.9	76.0
98	78	49		-0.1	1.6	0.4		35	42	18	1	7	21	31	4	76.8	64.5	57.6	—	67.1	60.6	69.7	57.3	54.3	59.9
100	91			3.2	3.6	3.5	4.4	25	43	25		33	25	31	12	78.3	66.2	60.8		66.6	72.0	61.5	60.4	55.6	62.3
96	83	5		1.8	6.2	4.5	3.3	57	46	45	2	25	35	40	10	77.4	75.0	60.0	—	68.3	75.1	66.3	57.1	58.4	61.3
78	15			1.3	2.3	0.9		36	8	7		4	5	6		73.3	68.4	51.7		69.6	68.2	58.6	48.0		56.9
92	87			3.8	5.2	5.8		235	122	82		112	89	65		178.8	122.7	108.2		150.0	157.8	112.5	100.7		128.7
99	97	2	—	3.2	4.0	3.8	—	65	23	35		36	43	48	1	87.9	73.0	62.1		73.5	88.8	68.5	60.3	—	65.5
100	94	24		2.6	3.7	3.7	3.1	14	15	13	10	8	20	20	23	59.2	47.7	42.8	41.6	50.0	58.7	48.4	46.1	43.6	49.2
100	95							430	229	132	11	83	68	68	25	164.7	108.1	105.4	42.2	135.5	148.3	106.4	98.7	42.6	110.1
100	99	6		4.1	4.2	3.6	2.9	89	114	116	1	46	89	107	23	84.8	73.9	75.5	—	75.1	76.7	70.7	70.0	53.6	66.7
99	92	9		3.9	4.4	5.0	7.9	157	164	150	19	101	157	151	25	92.9	74.8	64.9	50.3	74.7	86.7	70.2	62.5	45.4	66.6
100	86	5		1.4	2.5	3.1	2.6	66	60	27	38	33	58	36	72	92.6	72.2	68.9	65.7	80.4	88.3	73.4	67.7	67.0	75.6
90	92							21	37	29	13	10	23	18	5	87.8	72.4	56.7	48.2	70.9	80.2	69.7	54.9	42.4	66.5
100	100			6.9	3.3	21.2	10.3	9	17	14	5	16	39	33	13	97.4	75.5	64.4	48.1	75.9	108.9	77.1	64.3	57.9	74.3
91	14	5		4.1	6.6	2.4		10	4	14		1	3	8		57.8	47.8	44.2		49.6	—	—	41.9		44.7
98	91			3.5	3.9	4.1	4.8	537	326	246	41	194	222	216	40	129.0	96.9	90.7	53.9	108.4	119.3	91	81.5	55.0	92.3
99	80	11		3.5	4.2	4.1		70	72	91		37	58	104		79.5	64.6	56.8		60.3	80.4	64.8	57.1		56.6
99	94	4		4.5	6.4	4.7	5.6	75	48	43	27	30	58	85	49	85.9	65.8	57.2	40.3	70.2	77.1	63.3	59.0	42.2	60.6
100	82	7		2.5	3.5	4.5	3.3	80	56	54	7	46	49	58	30	83.2	64.4	61.3	47.0	69.5	77.7	63.1	57.8	51.9	63.4
100	93			3.0	-5.7	23.5		9	4	4		12	11	17		67.7	54.8	49.0		60.3	66.3	63.1	51.3		59.0
100	58							13	10	10		4	14	13		86.7	75.1	62.3		72.4	85.8	77.2	71.2		72.3
100	100	87		4.0	4.8	4.7	5.2	7	5	10	13	10	6	13	22	92.0	82.2	71.4	58.6	80.4	94.5	81.7	67.4	62.4	79.7
100	94	83		4.1	4.7	5.0	5.0	15	10	23	30	15	6	7	15	93.6	79.8	72.1	59.2	80.4	91.3	79.2	71.1	58.3	83.6
100	95	82		4.0	4.7	5.3	6.2	31	16	23	23	23	27	23	83	93.4	78.6	69.0	61.9	82.0	93.4	83.8	72.0	62.6	82.5
100	100	96		4.0	5.1	4.7	7.2	4	2	13	12	1	7	10	8	90.4	—	73.6	59.6	77.4	—	85.2	73.9	60.5	80.9
100	100	96		3.9	5.0	5.0	6.0	19	12	25	21	21	13	23	29	94.2	78.9	70.8	61.2	80.5	91.6	79.2	67.7	58.5	79.1
100	93			4.0	4.8	6.9	8.4	44	47	15	7	23	36	18	20	105.7	86.4	77.0	60.8	93.1	99.7	90.0	78.0	58.8	90.1
100	94			4.5	5.0	6.1	4.8	298	160	100	34	128	158	130	66	137.9	99.7	85.7	62.7	117.6	120.9	95.6	80.6	66.3	98.7
100	100	92		4.0	4.0	5.8	5.4	2	3	12	15	10	14	13	16	—	—	73.6	59.5	76.2	95.3	85.5	76.9	60.0	85.1
100	64			4.5	6.3	4.7	5.8	13	10	14	5	10	4	19	6	98.1	87.6	75.4	65.8	86.7	104.5	80.9	71.1	64.1	82.4
100	100	83		5.1	4.0	5.9	4.2	8	6	3	10	6	1	3	11	99.0	76.5	—	59.6	86.5	92.9	—	—	57.8	84.7
98	91	4		9.3	2.2	3.4	1.6	112	97	98	3	61	102	103	3	88.2	77.4	73.3	—	75.5	86.0	69	63.3	—	64.5
96	94			3.6	3.3	2.8	3.0	17	8	11	11	9	8	11	4	82.9	65.4	56.1	47.5	70.8	77.5	66.5	55.9	49.8	65.9
77	84	3		4.6	3.2	4.5	6.0	30	10	28	10	14	27	32	15	63.6	54.3	46.6	44.7	55.0	63.0	55.8	48.5	44.8	54.0
100	100			1.4	1.8	3.1	1.5	35	26	38	6	27	20	28	11	88.6	67.9	56.4	49.2	70.8	87.2	69.3	58.3	49.8	71.6
91	67		—	7.0	6.7	7.2	—	13	19	23		9	23	30	1	95.4	82.2	63.6		71.6	99.9	76.3	68.6	—	69.5
98	82			2.7	2.7	4.1	3.7	28	13	21	7	18	20	32	7	101.8	71.0	61.7	50.9	81.7	91.2	75.2	64.2	53.4	74.3
100	99	4		1.9	1.9	3.1	2.0	79	57	48	19	16	56	46	17	99.7	79.5	68.2	57.4	84.8	89.5	71.9	66.3	45.7	70.6
98	95	1		2.7	3.0	4.9	2.9	128	197	82	94	72	178	96	83	136.7	97.6	85.3	73.1	107.4	119.4	92.3	73.0	62.0	92.6
98	73	24	—	1.8	3.1	1.6	—	26	17	18	1	25	32	19	1	90.9	70.2	67.3	—	75.5	83.5	68.8	62.8	—	70.9
100	99	6		2.8	3.1	2.9	4.2	85	70	33	42	64	43	33	54	97.8	79.6	81.2	51.8	88.1	88.6	69.9	63.4	50.6	76.9
100	98	2		1.4	1.6	0.3		12	28	14		17	31	43		97.1	90.0	87.1		84.9	110.2	83.7	73.3		81.3
96	91			0.2	0.9	2.0		17	13	13	6	10	9	8	2	81.2	66.8	55.4	47.0	69.0	80.4	64.1	53.6	—	67.0
82	79							134	87	50	6	36	24	34	5	151.6	100.7	91.5	67.1	120.5	138.1	104.4	90.7	59.8	109.8
100	97	2		0.4	0.6	1.0		160	138	74		93	124	107		96.4	76.2	76.2		79.9	87.0	71.9	71.9		67.0
98	96	9	—		1.1	0.2	—	40	24	21	1	15	21	26		89.6	71.5	56.8	—	76.4	86.1	69.0	60.7		69.7
100	100	56	—					13	6	12		11	6	15	1	87.4	83.3	70.5		80.1	86.4	71.0	68.7	—	75.2
97	98	4		3.0	2.2	1.3	1.0	22	27	15	3	16	18	12	1	86.1	64.7	46.5	—	67.8	81.1	63.6	53.2	—	67.0
100	100		—	2.0	2.6	4.0	—	19	16	16	2	6	16	15	1	98.7	75.5	63.7	—	80.8	95.4	78.0	62.0	—	73.9
97	51	1		1.4	1.6	2.1	3.1	41	26	48	1	26	29	48	6	103.1	85.3	70.5	—	85.5	99.2	83.6	70.3	60.1	81.3

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			
Lincoln Christian U	8	IIB	PR	53.3	53.4	53.0						53.3	67.0	67.0	66.6			66.9	25.6	
Loyola U Chicago		I	PI	145.9	99.2	83.1	71.5					97.9	186.5	127.1	107.0	91.5		125.4	28.1	
MacMurray Coll	8	IIB	PI	61.8	52.6	48.4						51.0	78.1	64.9	60.8			63.8	25.2	
McKendree U	8	IIA	PI	73.9	60.4	59.5	50.9					61.5	93.9	76.0	75.3	64.7		77.9	26.6	
Millikin U		IIB	PI	75.7	62.0	55.2	50.3	40.5				59.7	93.4	77.0	68.5	65.4	51.7	74.6	24.8	
Monmouth Coll		IIB	PI	73.8	62.0	51.3	47.6					61.1	92.8	78.9	66.2	62.1		77.8	27.3	
North Central Coll		IIA	PI	95.7	77.1	64.0	—					78.0	124.2	100.1	82.0	—		100.7	29.2	
Northeastern Illinois U	8	IIA	PU	90.4	78.7	72.4	46.3					70.8	115.8	102.2	91.8	61.7		91.6	29.4	
Northern Illinois U	8	I	PU	97.5	75.9	70.1	41.8			54.0		73.5	128.3	103.8	97.1	64.8		75.6	101.0	37.4
Northwestern U		I	PI	200.7	130.8	117.2						164.2	253.2	171.2	154.4			210.2	28.0	
Roosevelt U	8	IIA	PI	99.2	73.3	64.8	—	46.9	—			73.9	122.4	93.6	82.8	—	61.5	—	93.7	26.6
Saint Anthony Coll Nursing	8	IIB	PR	—	—	72.2	55.0					64.9								
Saint Francis Medical Center Coll Nursing	8	IIA	PI	87.0	77.4	65.6	60.4					69.4	116.2	103.8	81.5	80.4			89.2	27.8
Saint Xavier U		IIA	PR	78.9	64.6	62.6	56.4	36.1	44.9			64.1	97.9	79.0	75.1	67.8	44.7	57.3	78.4	22.3
Southern Illinois U Edwardsville	8	IIA	PU	91.3	76.6	63.8	43.1	—				70.4	120.0	103.0	88.5	65.3	—		96.1	36.5
Southern Illinois U-Carbonale	8	I	PU	99.5	76.0	69.4	36.6	43.4	—			74.5	131.9	103.9	94.7	53.1	62.2	—	101.3	35.8
Trinity Christian Coll	8	IIB	PI	72.0	59.7	51.5						60.4	88.5	75.8	61.0				73.5	21.8
Trinity International U-Illinois		IIA	PR	70.3	64.8	53.5						62.7	86.2	80.7	69.4				78.6	25.4
U Chicago	8	I	PI	228.1	127.1	118.2	63.7	65.0				160.8	274.4	162.6	152.8	90.5	91.9		199.6	24.1
U Illinois Chicago	8	I	PU	145.5	104.0	91.1	62.3	53.3				107.9	185.3	137.6	122.6	89.3	79.0		142.0	31.6
U Illinois Springfield	8	IIA	PU	111.4	69.1	63.4	48.6	—				69.2	146.1	97.2	90.6	73.5	—		97.3	40.6
U Illinois Urbana-Champaign	8	I	PU	147.7	99.5	92.2	56.9	74.6				115.0	187.7	132.3	123.9	83.1	103.6		150.1	30.5
U St Francis		IIA	PI	91.5	73.2	64.7	61.6					72.9	112.8	94.5	86.0	82.9			94.2	29.3
Western Illinois U	8	IIA	PU	98.1	78.1	61.5	45.2	37.8				75.7	128.9	104.9	86.5	64.8	58.4		102.2	35.0
Wheaton Coll	8	IIB	PI	96.7	81.9	65.7	—					82.4	130.6	113.7	88.5	—			112.5	36.4

Indiana

Ball St U	8	I	PU	96.5	76.3	62.4	49.2					69.6	127.5	102.2	82.7	66.4			92.7	33.1
Bethel Coll-Indiana	1	IIB	PR	64.6	55.7	46.3						51.7	85.0	72.8	65.0				70.0	35.5
Butler U	8	IIA	PI	92.8	77.2	64.9	53.1					73.9	125.5	103.6	67.3	70.0			84.1	33.1
Calumet Coll Saint Joseph	8	IIA	PI	—	59.7	54.2	—					56.5	—	77.9	73.7	—			75.3	33.2
DePauw U		IIB	PI	99.0	77.9	67.1						86.2	129.3	97.7	83.8				110.7	28.4
Earlham Coll		IIB	PI	84.1	66.0	62.1	51.2					68.4	115.7	90.4	83.4	68.5			93.2	35.9
Franklin Coll		IIB	PI	79.9	62.2	52.6	40.1	34.0				60.4	101.9	80.6	68.3	50.2	45.5		77.7	28.7
Goshen Coll		IIB	PR	67.7	53.3	46.2						59.1	91.9	71.2	66.0				80.2	35.6
Hanover Coll		IIB	PR	79.4	67.5	56.4	49.3					69.9	106.1	93.1	72.4	61.2			93.0	33.1
Huntington U		IIB	PR	65.3	55.8	53.3	43.9					56.5	90.4	79.5	74.0	61.7			78.9	39.7
Indiana St U	1	I	PU	97.4	75.9	66.1	48.5	45.2				71.3	127.5	100.1	88.1	65.1	55.4		94.1	31.9
Indiana U-Bloomington	8	I	PU	140.0	95.7	96.3						105.3	171.0	117.9	117.5		79.4		129.4	23.0
Indiana U-East	8	IIA	PU	86.2	71.8	62.3						64.0	110.1	90.7	78.9		72.0		81.9	27.9
Indiana U-Kokomo	8	IIB	PU	91.2	68.6	58.5						61.9	116.2	87.2	74.7		65.6		79.4	28.3
Indiana U-Northwest	8	IIA	PU	86.8	70.2	61.1						68.2	110.8	90.6	77.5		67.8		87.5	28.2
Indiana U-Purdue U-Fort Wayne		IIA	PU	96.3	74.1	65.7	55.0			50.8		72.4	124.9	99.1	88.6	73.3		70.8	96.7	33.5
Indiana U-Purdue U-Indianapolis	8	I	PU	118.6	86.1	76.3						84.1	146.3	107.2	94.9		70.1		104.9	24.7
Indiana U-South Bend	8	IIA	PU	79.1	64.0	62.2						62.3	100.6	82.3	79.2		61.3		80.3	28.9
Indiana U-Southeast	8	IIA	PU	85.3	74.5	63.9						69.1	109.0	94.8	80.4		69.5		88.2	27.7
Indiana Wesleyan U		IIA	PI	77.8	65.1	56.5	37.4	—				64.4	128.6	108.0	93.0	60.5	—		106.4	65.3
Ivy Tech CC		III	PU	71.1	56.5	51.0	46.1	42.1				52.5	98.1	80.7	73.8	64.7	59.5		75.0	42.8
Manchester U	1	IIB	PI	71.1	62.3	65.9	—					64.8	95.4	82.2	81.0	—			83.5	28.8
Purdue U-Calumet Campus		IIA	PU	106.6	79.3	68.5	45.4			48.0		78.6	136.9	105.5	91.5	61.5		65.4	103.6	31.8
Purdue U-Main Campus		I	PU	145.5	100.8	89.7	63.8			27.3		110.9	178.8	130.0	116.5	85.7		46.5	140.4	26.6
Purdue U-North Central Campus		IIB	PU	100.6	73.3	64.9				54.0		70.7	129.7	98.0	87.7			74.7	94.7	33.9
Rose-Hulman Institute Tech	8	IIB	PI	118.7	94.3	79.7						99.8	158.3	133.9	119.3				139.4	39.6
Saint Josephs Coll	8	IIB	PR	65.7	55.0	51.0	—					54.3	87.6	69.2	64.4	—			69.2	27.6
Saint Mary's Coll		IIB	PR	86.9	68.1	58.5	48.0	55.2				66.4	112.9	91.5	76.1	68.6	71.3		87.9	32.5
Taylor U	1	IIB	PI	68.0	58.7	51.4	40.1					60.2	102.5	90.1	76.0	56.5			90.5	50.3
U Evansville		IIA	PR	88.7	72.7	61.3	—	—				72.3	113.7	96.3	78.0	—	—		93.5	29.3
U Indianapolis	8	IIA	PI	85.4	73.1	62.2	51.0					67.5	109.2	93.8	79.5	65.9			86.4	28.1
U Notre Dame		I	PR	175.5	116.6	104.0				66.2		124.2	224.3	156.4	135.5			90.1	162.2	30.6
U Southern Indiana	8	IIA	PU	90.0	72.9	63.0	50.8					65.9	121.3	100.5	84.3	70.7			89.9	36.4
Valparaiso U		IIA	PI	91.0	70.3	64.0	65.8	46.9				69.9	110.5	89.9	83.6	85.3	66.5		89.5	27.9

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	AR	PR	AO	AI	IN	AR	
				0.2	0.1	1.6		16	5	2		4	2	2		53.6	54.1	—		53.0	52.1	—	—		54.1	
98	97	5		2.3	3.6	3.9	2.5	137	95	60	124	61	87	57	178	149.6	100.8	85.9	67.8	120.6	137.6	97.5	80.2	74.0	104.6	
100	38					0.4		1	5	10		3	3	12		—	51.3	48.6		51.0	—	—	48.2		50.9	
96	94	7						11	11	12	7	12	21	15	11	74.7	64.4	68.2	52.5	69.1	73.2	58.2	52.5	49.8	60.2	
100	94			0.7	1.2	1.2	1.9	20	22	23	5	7	29	18	17	76.2	63.0	54.0	53.9	62.9	74.2	61.3	56.7	49.3	59.6	
100	81				1.1	0.3		18	11	21	2	15	5	16	3	77.7	62.6	51.5	—	63.4	69.0	60.5	51.1	—	59.9	
94	88		—	2.4	2.9	1.9	—	28	23	14		20	19	40	3	98.1	78.3	66.8		84.3	92.5	75.7	63.0	—	73.5	
100	84	1		2.7	3.6	4.2	3.9	35	50	32	44	37	59	39	53	90.5	83.1	70.2	47.4	81.8	90.3	75.0	74.2	45.4	78.9	
100	96	2		0.2		0.1		146	137	83	62	57	133	90	91	99.2	75.2	73.2	42.6	84.3	92.9	76.7	67.2	41.2	76.5	
92	80			4.8	5.9	6.0		454	195	141		161	108	122		206.5	135.5	125.4		174.5	184.4	122.1	107.8		143.3	
96	92	7	—	2.3	3.0	3.3	—	33	55	35		14	51	24	1	102.5	79.0	62.4		77.9	91.4	67.2	68.4	—	68.4	
	—				—	1.6	2.5		1		1			12	9		—	—	—		76.6		72.2	55.3	72.2	
				2.5	2.5	3.2	3.3			2	1	5	5	18	5		—	—	—		71.0	87.0	77.4	65.0	61.4	71.2
96	93			0.4	1.8			14	28	11		13	41	27	4	79.7	65.0	69.5		68.6	78.0	64.3	59.8	56.4	61.8	
99	89	1		0.1	1.0	1.6	1.7	89	105	69	42	49	98	61	78	94.3	78.2	67.1	42.7	80.6	85.7	75.0	60.1	43.3	73.1	
99	94	8		1.5	1.0	1.1		155	165	92	36	48	99	63	20	101.4	76.7	71.8	35.2	81.2	93.3	74.9	65.8	39.0	71.0	
88	42			0.5	2.7	1.8		17	6	6		8	6	26		72.3	63.1	51.3		66.1	71.5	56.3	51.5		56.2	
100	88							8	6	8		2	10	4		69.6	67.1	52.3		62.6	—	63.4	56.0		62.8	
95	80							481	136	171	57	129	80	94	25	235.3	130.7	124.3	64.8	183.3	201.2	120.9	107.0	61.1	131.6	
96	83			2.1	4.3	3.6	12.0	228	174	185	4	117	183	177	11	147.2	109.5	95.3	56.2	115.6	142.3	98.8	86.7	64.5	100.0	
100	93			-0.3	0.4	0.3		15	48	33	9	2	44	32	8	112.7	71.7	66.8	47.4	76.6	—	66.2	59.9	49.8	64.3	
97	97			0.6	1.4	1.0	1.7	613	310	289	10	204	200	215	21	151.7	103.0	96.4	68.1	123.4	135.6	94.1	86.5	51.6	101.7	
78	83			1.1	1.5	1.1	1.2	14	10	8	6	13	14	28	13	93.9	74.1	58.8	59.0	78.9	88.9	72.5	66.4	62.8	73.3	
100	100	2	1	-0.8	-0.7	-1.7	-1.0	129	82	43	33	55	67	55	62	99.0	79.8	63.4	42.7	86.4	95.9	76.1	60.0	46.6	76.6	
92	75		—	2.3	2.6	3.1	—	50	58	31		21	30	22	3	99.2	83.6	66.9		85.5	90.8	78.8	63.9	—	77.8	
100	95	6		3.1	3.6	2.6	4.1	149	124	170	91	62	106	171	141	98.5	79.8	63.5	50.3	79.8	91.5	72.2	61.3	48.4	70.2	
88	92	8		0.3	0.7	1.4	5.7	7	15	17		1	10	21		65.2	55.0	46.7		53.2	—	56.8	45.9		49.7	
98	87	11		2.7	2.5	2.5	2.8	62	53	30	34	33	64	43	40	94.1	77.3	64.7	53.5	81.9	90.5	77.1	65.1	52.7	76.6	
—	100	8	—	—		3.1	—	2	9	6	2		5	6	1	—	60.6	53.8	—	58.4		58.1	54.6	—	56.2	
99	95	9		0.8	3.2	2.3		68	28	22		39	28	25		99.9	77.7	67.6		88.6	97.5	78.1	66.7		83.2	
89	81			6.8	6.3	5.6	3.9	24	12	15	6	13	14	18	12	82.7	67.7	63.8	51.8	73.6	86.8	64.6	60.7	50.8	69.4	
100	100							19	10	9	4	5	5	17	4	81.4	61.7	53.7	42.5	66.8	74.2	63.4	52.0	37.8	56.8	
91	21			0.1	0.7	5.9		16	14	1		16	15	7		67.7	54.5	—		61.1	67.6	52.1	45.8		57.5	
100	100					1.3	5.2	28	10	9	3	15	8	9	3	79.2	68.5	56.9	—	72.6	79.8	66.1	55.9	—	69.6	
95	69			1.5	3.0	2.5	5.9	14	11	11	3	6	5	10	5	62.6	56.6	51.3	—	57.3	71.6	54.2	55.4	45.1	59.7	
100	97	5		5.0	5.8	5.1	4.0	87	64	50	51	38	62	61	58	100.2	79.3	66.6	48.2	82.0	91.1	72.3	65.7	48.7	72.3	
91	78			1.5	3.4	3.2		510	283	207		180	227	161		144.1	99.3	102.7		114.1	128.7	91.3	88.0		91.7	
100	38			3.3	3.0	3.6		5	8	14		3	8	28		90.9	67.6	60.5		64.9	—	76.0	63.2		63.5	
100	73			3.2	4.1	3.9		7	11	14		5	11	25		95.9	67.0	58.4		65.6	84.6	70.2	58.5		59.7	
100	71			2.5	2.7	4.3		16	26	15		11	25	36		93.2	69.5	64.0		72.4	77.3	71.1	59.9		65.0	
99	98	2	20	1.8	2.0	3.0	3.3	56	79	41	5	18	52	60	5	99.4	73.3	64.8	59.2	75.6	86.6	75.2	66.3	50.7	69.3	
90	71			1.9	3.7	3.8		171	161	122		74	158	162		122.4	88.8	81.7		91.3	110.0	83.4	72.3		76.3	
98	97			2.3	2.2	3.8		32	41	29		19	30	32		80.2	65.1	66.3		66.5	77.4	62.5	58.4		58.1	
95	85			0.8	1.9	2.4		26	26	17		18	21	31		87.6	75.2	65.1		72.5	81.9	73.5	63.3		66.2	
				2.2	1.4	2.9		50	39	54	1	24	38	59	5	78.0	65.5	57.8	—	67.0	77.3	64.7	55.2	37.2	62.6	
								37	113	292	124	52	212	386	151	71.0	58.1	50.2	46.2	53.8	71.1	55.7	51.6	46.0	54.4	
89	86		—	4.3	5.0	5.0	—	11	18	17	2	7	18	20	1	71.6	60.9	64.6	—	64.8	70.3	63.7	66.9	—	66.2	
99	97	3		5.9	5.0	6.7	3.0	49	40	28	4	20	47	33	19	109.0	79.7	71.6	57.9	88.3	100.6	78.9	65.9	42.8	75.0	
96	87	1		3.7	3.9	3.5	3.4	721	356	333	8	180	207	251	5	147.2	102.8	92.0	66.8	120.6	138.7	97.2	86.7	59.1	92.1	
100	96			8.3	8.5	9.6		11	26	18		3	21	25		107.2	72.0	70.0		76.5	—	74.9	61.2		64.9	
99	94			5.3	3.0	4.6		61	40	35		9	14	16		119.1	95.8	79.8		102.1	116.1	90.1	79.5		91.8	
100	90	17	—	2.0	2.0	4.3	—	5	11	15		2	9	9	1	68.7	55.4	50.9		55.4	—	54.4	51.2	—	53.3	
100	98	7		4.3	3.8	5.5	2.9	11	12	14	5	22	28	29	14	84.8	68.2	59.1	53.3	69.8	87.9	68.1	58.2	46.1	69.1	
95	82	13		2.1	2.6	2.6	21.0	47	23	23	2	13	5	16	2	68.2	58.6	52.1	—	61.8	66.9	59.6	50.6	—		

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

Indiana (continued)

Wabash Coll		IIB	PI	102.8	79.5	67.3	51.6					79.6	134.4	103.7	86.1	68.6			103.6	30.1
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Iowa

Allen Coll	2	IIA	PI	79.1	63.6	55.0	—					62.6	98.3	80.0	69.5	—			78.7	25.8
Buena Vista U		IIB	PI	85.4	66.4	61.6	29.2					63.4	96.4	77.4	72.6	40.2			74.4	17.3
Central Coll		IIB	PI	77.6	62.1	54.7	—	48.9				63.4	96.0	77.8	66.3	—	57.9		78.0	23.1
Clarke U		IIB	PI	66.2	57.2	54.8	51.2			50.4		56.6								
Coe Coll		IIB	PI	82.3	64.0	57.0	48.9			—		65.9	109.9	84.8	74.0	63.2		—	86.8	31.8
Cornell Coll		IIB	PI	76.6	58.6	54.3	47.9					66.2	106.7	86.0	71.7	58.8			92.0	39.0
Dordt Coll		IIB	PI	72.1	59.9	57.0	44.4					63.2	105.3	89.1	82.0	70.8			93.2	47.5
Drake U	8	IIA	PI	109.0	81.6	70.7	—					85.8	141.7	105.9	90.4	—			111.1	29.5
Faith Baptist Bible Coll and Theological Seminary		IIA	PR	48.6	44.5	41.5						46.0	66.0	62.0	56.6				62.9	36.6
Graceland U-Lamoni		IIB	PI	64.0	53.8	45.2	39.4			46.5		52.3								
Grinnell Coll	8	IIB	PI	130.2	98.0	79.4	68.0	—				101.1	174.7	133.6	104.3	84.9	—		135.5	34.0
Iowa St U	8	I	PU	131.0	97.6	83.8			61.5			100.0	167.5	129.1	112.6		86.2		131.5	31.5
Kirkwood CC	21	III	PU	73.3	63.7	58.8	54.4			—		65.5	98.6	87.4	81.6	76.4		—	89.4	36.5
Loras Coll		IIB	PR	62.3	55.0	49.5	—					55.4	75.6	68.3	62.7	—			68.6	23.9
Luther Coll		IIB	PR	81.3	68.2	57.7	53.3					68.3	112.7	91.8	77.4	69.5			92.6	35.7
Morningside Coll		IIB	PI	75.1	61.0	53.6	59.2					61.2	97.3	79.8	71.9	76.2			80.1	30.8
Northwestern Coll		IIB	PI	66.1	58.1	49.3	46.9					57.1	81.5	76.5	61.7	60.8			72.0	26.1
Simpson Coll		IIB	PR	68.1	56.6	52.4	—					60.6	88.8	73.9	65.7	—			78.7	29.9
U Iowa	8	I	PU	138.3	96.1	84.3	62.6	57.1	46.4			99.2	180.1	126.0	107.8	79.8	74.0	59.1	128.8	29.9
U Northern Iowa		IIA	PU	94.6	75.4	65.4	56.9					76.5	122.6	99.0	87.3	75.8			100.4	31.3
Upper Iowa U		IIB	PI	75.9	60.3	56.9	—	51.5				59.8	93.3	74.8	70.2	—	63.7		74.0	23.7
Wartburg Coll		IIB	PR	69.0	58.3	55.3		52.0				60.7	100.3	83.9	73.7		72.2		86.3	42.1

Kansas

Baker U		IIB	PI	68.5	55.4	42.7	41.3					54.2	83.8	76.4	52.3	46.2			68.2	25.8
Benedictine Coll		IIB	PI	70.4	62.9	59.3	45.0	—				60.5	85.9	73.6	71.1	53.7	—		72.4	18.3
Emporia St U		IIA	PU	73.0	64.2	61.2	42.0					62.1	93.8	83.0	79.5	56.1			80.5	29.6
Fort Hays St U	8	IIA	PU	77.8	66.7	59.8	49.5					61.6	97.8	84.7	76.6	64.4			78.7	27.8
Johnson County CC	8	III	PU	74.1	68.7	63.4				62.4		71.1								
Kansas St U	7	I	PU	111.2	82.4	73.6	47.8	59.1				79.3	137.0	103.5	93.0	62.4	75.4		99.6	25.5
McPherson Coll	8	IIA	PI	61.3	54.7	46.7						52.9	76.6	69.8	59.0				66.9	25.1
Ottawa U-Ottawa	1	IIB	PI	70.2	52.8	—	—					58.1	87.6	66.8	—	—			72.8	25.4
Pittsburg St U		IIA	PU	84.2	66.8	57.6	48.0					66.3	106.4	85.7	74.3	63.3			84.9	56.3
Southwestern Coll		IIA	PI	65.2	57.3	51.0						57.0	81.1	70.6	65.1				71.4	25.4
U Kansas	8	I	PU	130.4	84.5	79.4	49.8	55.9				95.6	158.9	106.3	99.4	62.4	71.5		118.5	23.9
Washburn U	8	IIB	PU	92.6	68.9	59.6	—	46.4				68.2	117.4	89.5	77.6	—	62.3		88.2	29.4
Wichita St U	8	I	PU	99.6	73.4	64.2	43.3			52.7		72.1	126.4	94.8	82.6	57.3		68.2	92.6	28.4

Kentucky

Berea Coll		IIB	PI	87.8	70.4	58.2	49.7					70.3	109.4	91.0	75.3	61.9			89.7	27.6
Centre Coll	1	IIB	PI	92.6	70.9	60.9	—					73.5	115.5	88.1	75.2	—			91.1	24.0
Eastern Kentucky U		IIA	PU	80.1	66.5	60.7	64.7	50.9	44.3			66.0	95.6	80.0	72.1	75.5	62.4	52.2	78.9	19.7
Georgetown Coll	1	IIB	PI	64.9	53.4	46.9	—	—				56.5	77.0	63.6	57.4	—	—		67.4	19.2
Kentucky Christian U	1	IIB	PR	49.8	46.9	43.7	—					45.0	61.1	54.4	54.7	—			55.3	24.4
Kentucky Wesleyan Coll		IIB	PR	54.6	50.7	43.0						47.5	66.2	74.5	54.4				62.6	31.7
Morehead St U		IIA	PU	77.2	62.6	55.2	41.3					60.5	103.0	84.9	75.5	58.8			82.3	36.0
Murray St U	8	IIA	PU	86.5	67.4	60.3			44.1			64.2	117.0	93.1	84.0		62.8		88.8	38.3
Northern Kentucky U	1	IIA	PU	96.4	72.8	67.1			47.1			68.1	120.0	92.4	85.6		62.0		86.7	27.4
Transylvania U		IIB	PI	74.9	61.7	57.2	—					64.9	101.4	80.9	74.5	—			86.1	32.8
U Kentucky	8	I	PU	122.6	91.2	81.7			57.2			94.5	143.4	107.3	96.0		67.2		110.9	17.3
U Louisville	8	I	PU	121.2	84.8	70.1	52.3			—		88.7	152.3	110.2	93.0	71.9		—	114.6	29.1
U Pikeville		IIB	PI	65.4	56.7	47.3	44.3					54.0	75.3	66.5	55.3	51.3			62.9	15.4
Union Coll		IIB	PR	58.1	44.7	43.4	—					47.2	66.4	53.6	50.8	—			55.1	16.7
Western Kentucky U	8	IIA	PU	85.7	67.4	58.4	45.5	—	53.6			64.9	113.1	90.5	79.1	63.5	—	73.1	87.4	34.6

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	AR	PR	AO	AI	IN	AR
100	100			1.7	2.2	3.1	1.7	14	25	7	3	3	14	11	3	102.3	80.3	66.2	—	84.8	—	78.2	68.0	—	77.1
96	100	14	—	5.7	3.4	3.6	—	13	9	14	4	11	15	15	12	94.0	67.9	61.2	39.2	59.9	79.1	63.1	55.0	—	63.7
100	97		—	3.4	6.5	3.0	2.0	19	15	13		11	17	10	1	77.9	62.5	55.4		74.7	75.2	65.5	62.0	25.9	66.8
100	91	3		2.4	2.2	1.3	—	4	10	12	3	13	13	21	14	71.7	56.3	55.2	—	64.5	77.0	61.8	53.9	—	62.4
100	100	5						4	10	12	3	13	13	21	14	71.7	56.3	55.2	—	58.0	64.5	58.0	54.6	51.3	57.7
100	100			1.5	1.5	1.5	4.4	21	11	18	2	9	13	22	3	79.8	66.3	58.1	—	69.0	88.0	62.1	56.0	—	64.3
100	100			3.1	4.0	4.0		23	6	9	2	19	14	9	2	81.2	59.4	56.4	—	71.9	71.0	58.3	52.2	—	62.8
				2.7	3.0	5.1	15.2	30	18	11	3	5	6	2	5	72.5	60.6	57.5	—	66.1	70.0	57.7	—	46.2	61.8
93	82		—	2.3	3.6	4.0	—	52	59	47	1	30	71	37	2	113.5	83.1	71.9	—	89.8	101.2	80.3	69.1	—	81.9
				1.9	1.0	1.4		11	3	2		1	3			48.6	—	—		46.9	—	—	—	—	42.4
96	94	13		3.7	3.8	3.6	1.5	12	7	14	4	12	9	9	3	66.4	56.5	46	40.0	55.5	61.6	51.7	43.9	—	51.9
100	98			6.9	6.7	6.5	3.5	24	41	19	4	22	25	16	7	135.8	98.2	79.6	65.5	104.9	124.2	97.7	79.2	69.3	101.7
100	95			4.4	4.4	4.2		402	257	213		112	130	181		132.5	100.0	87.4		107.0	125.3	92.8	79.5		87.3
				3.3	3.5	3.8	3.8	74	22	26	24	48	23	36	16	73.0	63.1	58.6	54.9	68.1	73.7	64.3	58.9	53.5	66.7
97	86		—				—	24	21	13	1	5	22	10	2	62.7	54.4	49.2	—	56.7	60.5	55.6	49.8	—	54.7
100	92	2		0.3	0.4	0.7	3.4	33	20	3	19	30	24	12		80.7	69.5	57.5	—	71.2	82.4	66.7	57.8	53.5	67.9
94	80			1.5	3.0	2.4	1.5	10	15	10	9	7	10	15	11	76.2	61.1	54.4	64.7	63.5	73.6	60.8	53.2	54.7	60.0
100	86	24					—	24	7	14	5	9	7	7	9	66.4	58.9	48.9	46.0	59.8	65.1	57.2	49.9	47.4	58.1
100	100		—				—	26	11	9	2	17	11	15	1	69.2	57.4	53.2	—	63.2	66.5	55.9	51.9	—	58.7
95	85			2.4	3.0	4.1	3.5	343	204	164	38	129	175	133	25	142.7	101.9	89.2	60.2	111.8	126.7	89.3	78.1	66.2	85.6
100	94	9	26	3.0	3.3	4.0	4.4	115	93	49	28	51	86	65	50	97.9	75.9	69.0	56.7	84.4	87.2	74.8	62.8	57.0	74.0
100	88		—	0.6	—	—	—	9	10	9		2	15	23	2	76.5	63.6	55.6		63.6	—	58.1	57.4	—	58.0
100	96	6		0.1	0.4			22	11	9		11	15	7		71.2	59.7	53.6		62.4	64.6	57.2	57.4		58.7
87	65	35		14.8	6.9			11	11	10	2	12	6	16	2	71.7	54.0	45.6	—	57.4	65.6	58.0	40.8	—	52.6
100	56	4		3.5	2.8	2.8	2.4	19	18	34	3	4	7	17	5	70.3	62.6	60.8	—	62.4	70.9	63.5	56.3	50.0	59.9
100	93	4		2.4	5.3	2.6	7.1	45	41	34	15	26	27	36	28	75.3	65.1	67.3	42.1	69.5	69.0	63.0	55.5	42.0	61.7
96	91	13		0.1	0.1	0.1	0.6	33	48	67	30	16	30	44	52	80.8	67.0	60.1	50.6	66.9	71.7	66.2	59.3	48.8	63.8
				2.8	3.2	3.4		92	48	12		86	43	23		74.8	68.8	61.7		71.6	73.3	68.6	64.3		70.6
99	93			0.9	1.1	1.7	0.6	203	169	157	89	62	116	140	131	113.6	84.4	76.9	51.8	92.5	103.4	79.6	70.0	45.2	78.4
100	81			2.2	3.4	6.0		7	11	13		3	5	5		61.4	53.1	47.3		52.5	—	58.4	45.1		53.9
100	50	—	—	3.3	2.0	—	—	4	8	3	1	4	4			68.0	51.8	—	—	56.3	72.5	54.9			63.7
100	99	9		3.3	4.1	2.7	2.7	69	48	52	21	33	32	38	39	86.0	68.3	58.1	47.6	72.4	80.3	64.5	57.0	48.3	66.8
100	100	12						9	3	9		3	6	8		64.7	—	50.5		57.0	—	59.1	51.6		56.9
97	97			1.8	3.1	3.4	1.4	330	218	132	14	108	166	78	10	133.0	87.3	82.4	50.8	104.0	122.6	80.7	74.3	48.3	83.9
99	86	23	—	1.4	0.4	—	—	49	25	26	1	36	25	43		95.0	71.7	60.2	—	74.0	89.5	66.1	59.3		63.6
100	98	2		0.4	0.8	0.8	0.2	99	72	73	11	31	58	48	17	102.6	79.1	67.7	40.1	82.6	90.0	66.4	58.8	45.3	62.3
94	79			1.7	2.0	2.4	4.0	19	34	17	3	17	22	20	6	88.4	70.6	59.4	—	72.7	87.0	70.1	57.2	49.5	70.6
98	91		—	1.7	2.3	7.0	—	27	18	26	2	13	16	28		93.9	73.6	61.5	—	76.9	90.0	67.7	60.3		69.1
98	80	18		0.9	0.9	0.1		93	106	87	7	69	104	102	17	82.8	67.2	61.0	79.9	67.6	76.3	65.7	60.4	58.4	64.4
100	84	20	—	0.7	8.8	—	—	22	16	1	1	7	21	4	2	64.9	53.7	—	—	59.1	64.7	53.1	47.4	—	54.9
			—				—	4	4	8		2	1	12	1	50.8	44.6	44.2		45.9	—	—	43.3	—	44.8
100	83			0.4	1.3			6	5	13		2	7	8		52.6	49.5	44.1		47.4	—	51.6	41.1		47.7
100	98	7	3	-2.3	-2.5	-1.7	-0.8	48	61	34	35	34	64	22	35	78.9	65.2	54.1	41.1	67.1	74.9	60.2	57.0	41.5	63.8
98	98	5		1.2	1.6	1.9		65	61	77		29	46	77		91.1	69.2	61.7		69.1	76.1	65.0	58.9		58.5
100	96			-0.2	0.9	1.9		74	84	39		41	81	59		99.1	73.8	71.7		73.4	91.7	71.8	64.0		63.1
100	100		—				—	20	15	9	2	10	18	10	1	75.6	63.1	57.7	—	67.7	73.5	60.5	56.7	—	62.9
100	98			1.5	3.5	3.1	2.2	348	242	166		102	165	148		125.4	92.8	86.4		102.1	112.8	88.8	76.4		82.7
96	84	2	2	-0.9	2.7	5.1	2.7	222	139	166	25	88	134	168	56	123.9	86.8	72.7	51.7	98.2	114.4	82.8	67.6	52.6	83.4
				3.0	-4.6	13.6	22.3	9	11	7	3	5	11	16	4	63.3	60.6	47.0	—	58.0	69.2	52.8	47.4	45.6	52.7
92	36		—	0.7	—	—	—	9	7	10	1	4	4	9	2	63.2	44.6	38.5	—	48.7	46.7	44.8	49.0	—	47.5
99	94	5		0.8	1.5	2.5	3.9	114	124	67	46	60	118	113	93	86.6	69.4	61.4	45.2	73.1	83.9	65.2	56.6	45.7	65.2

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		
Louisiana																				
Centenary Coll Louisiana		IIB	PI	76.8	58.5	56.0	41.0					63.6	95.4	73.6	70.1	50.9		79.4	24.8	
Louisiana St U and Agricultural & Mechanical Coll		I	PU	118.3	84.3	76.8	47.9	76.8				86.6	160.2	116.2	106.0	68.0	105.6	118.8	37.2	
Louisiana St U Health Sciences Center-New Orleans	1	I	PU	106.1	77.1	74.8	59.3					74.3	122.9	92.2	87.6	70.5		87.7	17.9	
Louisiana St U-Eunice		III	PU	57.6	49.4	41.7	42.0					46.3	78.4	69.1	58.3	57.3		63.6	37.4	
Louisiana Tech U		I	PU	94.6	73.7	67.6	40.8	62.8				69.8	137.0	106.7	97.9	59.0	90.9	101.0	44.8	
Loyola U New Orleans		IIA	PR	109.3	75.4	66.5		58.8				79.3	136.5	96.1	86.9		75.0	100.7	26.9	
McNeese St U	8	IIA	PU	82.2	64.0	56.5	42.6					60.0	112.4	88.4	78.0	60.0		82.8	37.9	
Northwestern St U Louisiana		IIA	PU	76.0	59.2	55.0	43.6					58.3								
Nunez CC		III	PU	48.6	47.0	42.3	39.4	—				43.6	66.0	61.5	59.8	55.0	—	59.8	34.5	
Southeastern Louisiana U	8	IIA	PU	78.5	65.6	59.6	44.0					56.8	107.3	91.0	81.8	61.5		78.6	38.0	
Tulane U	8	I	PI	152.3	92.1	92.5	69.3	70.0				102.6	183.6	113.5	111.2	80.9	87.9	124.7	21.5	
U New Orleans		I	PU	87.6	67.5	70.0	39.3					68.5								
Maine																				
Bates Coll		IIB	PI	131.7	97.1	80.9	67.5	76.5				103.2	170.9	126.8	109.9	89.7	104.1	135.4	31.2	
Bowdoin Coll		IIB	PI	142.5	104.1	84.5		73.6	66.2			108.2	186.3	141.3	118.1		99.0	87.1	145.0	34.0
Colby Coll		IIB	PI	141.3	100.4	81.0	—					108.3	185.9	133.1	104.1	—			141.9	31.0
U Maine	8	IIB	PU	109.8	81.8	65.6	55.7	58.7				82.9	145.6	111.6	92.1	75.0	81.2		112.5	35.7
U Maine Augusta	8	IIB	PU	82.1	67.6	53.0	—	52.6				66.8	112.0	95.1	80.8	—	72.1		93.5	40.0
U Maine Farmington		IIB	PU	76.0	62.3	53.0	53.7	50.4	49.3			62.9	105.9	88.6	79.1	79.1	73.8	73.6	90.0	43.1
U Maine Fort Kent	8	IIB	PU	77.8	66.7	49.7	—	—				61.6	105.6	88.8	72.2	—	—		84.9	37.9
U Maine Machias		IIB	PU	69.3	58.4	48.4	—	—	—			57.8	99.1	89.5	73.7	—	—		85.5	47.9
U Maine Presque Isle	8	IIB	PU	71.3	62.0	51.9	—	49.1				58.1	99.1	88.8	76.2	—	71.6		83.3	43.3
U New England	8	IIA	PI	96.7	81.1	83.5	65.6	52.7				78.3	127.9	108.2	108.5	90.5	72.0		103.9	32.6
U Southern Maine	8	IIB	PU	99.7	81.0	63.6	—	55.9	50.7			78.5	133.8	111.3	90.7	—	78.3	72.0	107.7	37.1
Maryland																				
Bowie St U		I	PU	97.2	81.1	71.8	69.1	60.4				76.9	124.4	103.9	91.9	88.4	77.3		98.4	56.1
CC Baltimore County	14	III	PU	93.8	77.6	66.4	56.8					72.5	124.3	105.0	90.8	80.3			98.5	36.0
Cecil Coll	8	III	PU	76.7	68.3	53.8	—					64.1	98.4	87.9	71.6	—			83.4	30.2
Coppin St U	8	IIA	PU	91.5	74.6	73.0	—	60.0				75.9	117.9	96.6	94.3	—	63.4		97.1	28.0
Frostburg St U	8	IIA	PU	93.8	74.7	67.5	59.1	37.3				71.7	124.3	100.6	90.5	80.2	50.2		84.8	33.0
Goucher Coll		IIB	PI	93.5	76.1	62.9	52.8	—				72.9	120.4	94.4	77.5	71.1	—		92.0	26.2
Hood Coll	8	IIA	PI	81.6	64.5	55.1	—					66.6	96.8	80.5	66.7	—			80.8	21.5
Howard CC		III	PU	92.4	73.2	65.8	60.7					74.8	121.8	97.0	90.5	83.6			100.2	34.1
Johns Hopkins U	8	I	PI	171.6	116.9	105.5	71.7	73.7	85.9			122.6	214.0	149.3	133.1	95.0	95.2	112.2	154.8	26.3
Loyola U Maryland		IIA	PR	126.0	95.0	81.0	66.6					97.9	159.3	119.4	101.3	84.4			123.3	25.7
McDaniel Coll		IIB	PI	83.0	67.4	54.6	—	53.5				68.6	116.0	90.7	73.8	—	71.3		93.7	36.7
Montgomery Coll		III	PU	97.3	79.4	73.9	70.4					89.3	111.2	90.6	84.2	80.6			102.0	14.2
Mount St Mary's U		IIA	PR	86.0	72.8	63.7	—	55.5				70.2	103.0	88.3	79.0	—	64.3		85.3	21.5
Notre Dame Maryland U	1	IIA	PI	86.7	70.0	64.7	—					70.2	103.2	87.9	78.1	—			78.9	21.2
Salisbury U	8	IIA	PU	95.9	78.9	70.9	69.1	51.0				75.1	128.5	109.1	99.4	102.5	62.5		101.6	35.3
St Mary's Coll Maryland	8	IIB	PU	93.9	73.9	61.9	—	—				79.1	121.3	96.1	81.8	—			102.9	30.0
Towson U	8	IIA	PU	96.4	81.7	70.7	66.8	46.1				73.6	131.2	111.0	95.9	90.6	62.5		99.9	35.8
U Maryland Eastern Shore		I	PU	102.5	86.4	75.8	—	57.5				79.8	141.4	120.8	107.1	—	83.8		112.4	40.8
U Maryland, Baltimore	8	I	PU	165.0	116.4	90.9	72.0	—				113.1	199.3	146.9	119.3	96.9	—		143.0	26.4
U Maryland-Baltimore County	8	I	PU	124.6	89.5	77.1	60.8	58.9				91.0	154.2	114.7	100.4	81.4	79.6		116.2	27.7
U Maryland-Coll Park	8	I	PU	160.1	110.2	95.7	72.9	60.8				118.1	193.9	137.9	121.6	97.4	81.5		146.6	24.1
United States Naval Academy	15	IIB	PU	129.1	107.1	86.3	59.6					107.8	159.2	135.4	107.6	74.6			134.1	23.5
Washington Coll		IIB	PI	98.7	79.4	65.1	52.5	—				74.0	117.8	98.2	81.6	64.6	—		91.2	23.3
Massachusetts																				
Amherst Coll	1	IIB	PI	149.9	108.6	87.6	—	85.0	73.8			112.2	196.1	144.8	115.2	—	113.9	90.2	146.8	30.8
Assumption Coll	1	IIA	PR	98.6	80.3	64.1	53.6					75.7	132.9	106.9	83.8	70.3			100.3	32.6
Babson Coll		IIB	PI	188.4	141.7	131.7		105.1				145.5	220.9	169.5	152.5		125.5		171.8	17.5
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	177.9	114.5	105.8	72.9	107.5				131.6	225.6	151.8	133.6	91.6	141.4		169.1	28.5

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	AR	PR	AO	AI	IN	AR	
100	100	6		5.7	9.7	0.8		16	8	9	4	7	4	8	1	75.8	59.5	58.4	42.5	67.1	79.0	56.6	53.3	—	63.5	
99	89	1		0.2	0.9	0.4	0.5	335	186	182	105	90	114	125	143	121.3	85.9	79.0	50.3	100.6	107.2	81.7	73.6	46.1	85.1	
94	38				1.0	2.2	5.9	7	23	34	5	9	25	39	40	119.7	73.0	85.2	67.1	84.6	95.5	80.9	65.8	58.3	74.6	
92	100	14				0.3	0.1	9	5	5	11	4	6	2	23	57.4	52.0	41.1	38.8	51.7	57.9	47.3	—	43.5	50.1	
97	97	9	2	0.9	0.2	0.2	0.1	47	70	54	20	18	34	49	35	100.9	74.3	76.4	43.7	80.5	78.4	72.6	57.9	39.1	65.6	
100	83	3		1.6	3.3	2.7		49	29	22		23	31	18		110.1	73.5	69.1		81.9	107.5	77.1	63.2		76.2	
100	98	45			0.4	0.7	0.6	37	30	39	22	12	22	49	35	83.6	66.4	57.4	42.7	69.1	77.9	60.8	55.9	42.5	60.3	
96	84	21						25	40	44	10	28	29	76	31	77.7	57.6	54.7	44.0	61.1	74.5	61.3	55.2	43.4	60.6	
	14							5.7	4	3	4	9	6	4	2	10	47.6	—	41.3	35.2	46.3	49.3	44.7	—	43.3	47.3
100	100	14			0.3		0.4	66	44	15	72	30	45	28	163	80.3	69.1	63.0	41.7	74.3	74.4	62.2	57.8	45.0	64.6	
99	90			2.9	3.9	3.7	5.0	142	92	88	25	47	74	70	28	157.5	91.6	98.0	76.7	115.4	136.8	92.8	85.7	62.6	90.3	
94	94			0.3	1.6	0.2	1.0	68	44	35	25	21	26	14	33	89.1	66.6	73.3	39.7	78.6	82.9	69.0	61.9	39.0	72.2	
100	100			3.6	4.3	6.4	8.5	28	19	13	4	22	27	9	9	136.7	99.5	81.1	66.9	110.5	125.2	95.3	80.6	67.8	103.1	
98	100			3.5	4.1	5.6	7.9	36	25	19		30	34	24		144.6	104.3	87.9		111.6	139.9	103.9	81.9		105.0	
97	92	—		3.3	3.6	5.6	—	42	26	31	1	26	24	35		145.8	99.7	81.9	—	113.7	134.0	101.1	80.2		102.6	
90	78			3.3	3.8	3.0	3.4	147	82	77	2	49	68	56	6	112.3	87.0	65.1	—	88.5	102.5	75.5	66.2	52.4	74.5	
100	100	—		3.1	5.3	2.2	—	17	8	8	1	12	17	7	2	82.9	67.1	55.2	—	69.3	80.9	67.8	50.5	—	65.0	
100	97			3.7	3.1	4.4	2.0	20	15	11		18	19	15	4	75.9	64.0	53.1		65.5	76.1	60.9	52.9	53.7	61.6	
100	90	22	—	6.6	7.1	2.0	—	3	6	5		4	4	4	2	—	64.0	44.8		58.3	80.4	70.8	55.8	—	69.0	
100	71			4.7	4.8	2.0		6	4	5		4	3	3		68.6	60.9	48.4		58.0	70.2	—	—		57.4	
100	86	—		2.7	3.0	10.2	—	5	6	7	1	2	8	8		71.2	61.2	52.8	—	59.7	—	62.6	51.1		57.3	
83	71			2.9	3.3	4.6	5.0	27	34	20	1	14	39	48	5	97.8	85.6	90.6	—	82.4	94.6	77.2	80.6	59.6	75.7	
95	92	4	—	3.0	3.6	6.5	—	53	44	12		30	44	15	2	100.7	86.1	62.0		84.9	97.9	76.0	64.8	—	72.3	
100	56	17		3.4	4.3	3.6	2.2	28	24	35		11	35	42	8	97.5	81.3	73.5		80.4	96.5	81.0	70.3	69.1	74.1	
48	11	2		4.6	5.4	5.5	5.7	23	51	71	19	40	77	110	39	96.6	77.5	66.5	56.4	75.2	92.1	77.7	66.4	57.0	74.7	
5		—		5.9	7.5	8.6	—	4	1	13	2	16	5	9		77.9	—	54.3	—	60.8	76.4	66.7	53.1		67.8	
100	95	48	—	2.0	2.2	2.3	—	12	23	22	1	12	15	36		92.6	78.2	72.5	—	76.7	90.3	69.2	73.3		75.3	
100	100	11		3.2	4.0	3.8	3.3	52	39	40	2	20	29	34	4	95.5	73.5	67.5	—	75.6	89.4	76.3	67.5	60.6	66.9	
100	93			2.4	0.7	2.1	6.7	12	12	21	2	14	33	25	6	95.0	79.1	66.3	—	76.4	92.2	75.1	60.0	51.0	72.9	
100	86	—			0.7	0.8	—	11	17	12	2	20	19	21	1	80.9	67.7	56.0	—	67.8	82.1	61.6	54.5	—	65.9	
				4.4	5.7	5.7	3.6	16	24	18	7	38	39	36	19	87.9	75.5	66.8	58	76.2	94.3	71.8	65.3	61.6	77.3	
91	30	4		3.5	5.3	5.5	2.8	347	95	167	2	123	84	151	21	173.4	119.7	109.7	—	135.9	166.5	113.6	100.8	70.8	106.6	
100	100	3		1.9	2.2	3.7	4.3	62	51	37	1	25	49	58	16	127.2	103.7	82.0	—	108.1	123.0	85.9	80.3	66.7	90.5	
97	100	—					—	20	19	10		19	18	14	1	85.1	67.8	55.3		70.9	80.9	67.1	54.0	—	66.8	
1				3.6	4.6	5.2	4.5	144	47	21		190	93	55	5	97.4	79.5	75.1		91.3	97.2	79.3	73.4	70.4	88.4	
92	81	—		12.6	-6.0	-9.4	—	14	29	25		10	14	19	1	84.0	72.5	64.2		70.8	88.7	73.4	63.0	—	69.4	
77	46	—			-0.2	1.7	—	8	9	12		14	19	47	2	80.6	80.3	64.3		73.7	90.2	65.1	64.8	—	69.3	
99	98	11		2.6	2.7	2.8	2.9	65	71	46	1	33	53	48	7	99.4	80.2	71.7	—	81.1	89.0	77.2	70.1	70.8	69.1	
100	100							28	24	13		22	21	14		99.8	74.4	61.8		82.2	86.2	73.3	62.0		75.5	
96	90	2		2.0	3.3	3.8	7.8	116	95	96	2	88	119	144	15	99.3	85.2	71.1	—	78.3	92.5	78.9	70.5	67.4	70.0	
94	86	17	—	1.0	4.3	2.7	—	23	48	36	2	13	23	29		104.3	89.6	78.5	—	85.3	99.2	79.6	72.4		72.8	
87	51			3.4	3.2	3.1	2.8	63	41	28	13	45	57	119	50	167.4	126.3	95.9	73.4	139.5	161.5	109.2	89.8	71.6	109.1	
93	89	1		0.8	2.7	3.1	2.7	115	73	49	2	43	81	61	10	127.5	92.5	81.0	—	100.0	116.8	86.7	73.9	63.1	82.2	
96	94			3.2	4.5	3.5	3.5	542	262	157	4	170	168	165	3	163.9	114.6	102.4	71.9	129.3	148.2	103.5	89.3	—	100.1	
86	100			4.0	4.3	2.4	3.2	116	65	55	17	39	28	33	11	129.2	108.9	88.2	58.8	114.1	128.6	103.0	83.2	60.9	106.4	
100	100			2.0	5.4	4.0	6.1	9	27	17	4	5	21	14	10	104.6	80.4	66.1	58.6	79.3	88.2	78.0	63.9	50.1	74.3	
100	86	—		4.2	5.0	3.4	—	49	15	23		33	14	25	1	154.7	106.3	89.2		120.6	142.8	111.1	86.1	—	103.9	
100	100	15		2.8	2.7	2.4	2.8	16	34	30	2	7	27	23	7	98.7	82.4	62.6	—	78.2	98.5	77.7	66.1	51.0	75.6	
100	94							36	36	19		20	18	17		194.3	148.6	131.4		149.6	177.7	127.9	132.0		138.5	
96	95			4.8	4.0	3.3		55	41	19		28	35	20		166.6	116.7	119.3		123.0	165.5	118.2	117.8		118.3	
92	75			2.7	3.5	3.5	4.0	192	145	106	25	89	136	78	23	184.5	119.3	110.8	73.7	144.1	163.4	109.4	98.9	72.0	122.0	

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		
Boston U	8	I	PI	177.4	120.0	101.1	101.0	68.7			120.1	227.5	157.3	130.4	130.0	89.1		155.0	29.1
Brandeis U	8	I	PI	148.1	106.3	88.5	—	66.4			115.6	186.5	135.5	109.1	—	87.7		145.9	26.0
Clark U		I	PI	122.2	89.4	84.9	59.2	75.2			94.5								
Coll Holy Cross		IIB	PR	130.4	96.7	79.7	59.7				99.1	175.0	129.4	107.7	77.1			132.5	33.7
Coll Our Lady Elms		IIA	PR	77.8	64.3	59.8	—	41.4			62.5	97.9	81.4	73.9	—	47.8		78.0	24.7
Curry Coll		IIB	PI	102.3	84.4	70.0					90.3	138.8	120.1	89.5				122.2	35.4
Emerson Coll		IIA	PI	116.0	94.1	73.0		71.3			86.4	143.8	121.3	93.0		89.4		109.5	26.7
Emmanuel Coll		IIB	PR	111.0	82.0	71.7		56.7			78.4	140.5	106.8	91.6		72.6		100.5	28.2
Endicott Coll		IIB	PI	98.6	85.2	73.5	—				84.8	123.6	107.5	92.2	—			106.5	25.6
Gordon Coll		IIB	PI	85.1	68.3	58.2	—				74.9	114.9	92.5	75.4	—			100.7	34.4
Hampshire Coll		IIB	PI	109.9	78.6	65.3	60.5	73.0			80.3	139.2	99.2	80.5	80.4	90.3		101.6	26.5
Harvard U		I	PI	227.7	127.4	123.7	64.2	107.4			177.5	287.9	158.6	152.1	80.0	135.2		223.6	25.9
Holyoke CC		III	PU	70.7	60.5	53.5	49.9				64.4	91.4	78.3	69.4	64.7			83.3	29.3
Lasell Coll		IIA	PI	95.3	79.1	65.3	53.5				74.1								
Lesley U	1	IIA	PI	93.9	76.8	63.5	60.0				75.5	115.0	97.9	84.7	81.1			96.7	28.0
Massachusetts Coll Art and Design		IIA	PU	102.8	80.5	66.6					90.6	134.7	112.3	98.4				122.5	35.2
Massachusetts Institute Tech	8	I	PI	212.1	143.4	120.6	71.8	108.0			171.2	263.3	181.5	154.7	96.7	139.7		214.7	25.4
Merrimack Coll		IIA	PR	107.5	86.5	77.0		63.2			82.7	137.9	110.9	96.3		75.9		104.4	26.2
Mount Holyoke Coll		IIB	PI	122.4	95.8	78.9	60.6	77.5			92.9	158.1	123.1	99.2	73.4	104.4		118.5	27.6
Mount Ida Coll		IIB	PI	86.9	72.1	59.4	—	—			66.8	109.4	91.8	73.7	—	—		84.1	25.8
Northeastern U		I	PI	175.3	121.8	110.7	75.7	72.3	58.1		112.3	216.4	154.5	136.3	97.9	91.4	80.4	141.4	26.0
Smith Coll		IIB	PI	141.4	98.2	83.8	—	84.6			117.9	182.2	130.9	112.2	—	113.0		153.6	30.3
Springfield Coll	1	IIA	PI	87.3	74.3	58.1	50.0				71.7	104.9	88.4	68.8	57.6			85.4	19.1
Stonehill Coll		IIB	PR	108.3	82.5	63.1	50.8		38.1		81.5	140.2	106.5	83.1	68.7		46.9	105.7	29.8
Suffolk U		IIA	PI	131.8	94.1	107.6	73.8				106.2	167.7	123.4	132.3	93.3			135.5	27.6
Tufts U	8	I	PI	152.5	107.2	90.5	84.4	70.6			111.7	203.8	143.7	120.7	112.8	93.5		149.2	33.6
U Massachusetts-Amherst	8	I	PU	150.2	107.1	89.5	88.5	72.5			111.1	203.9	146.1	122.2	120.8	99.4		151.3	36.2
U Massachusetts-Boston		I	PU	140.7	108.4	87.9		72.0			97.8	194.2	148.2	120.2		97.5		133.7	36.8
U Massachusetts-Dartmouth		I	PU	126.7	99.2	83.4		69.1			96.9	170.2	133.4	112.2		92.9		130.3	34.4
U Massachusetts-Lowell	8	I	PU	144.7	110.1	90.4	—	76.9	62.7		105.7	192.6	146.5	120.2	—	102.3	83.4	140.6	33.0
Wellesley Coll		IIB	PI	158.1	103.1	85.7		80.0			114.0	199.7	136.2	108.9		102.6		145.9	27.9
Wheaton Coll		IIB	PI	103.3	81.3	61.9	54.1				83.1	135.3	105.7	80.2	70.4			108.4	30.4
Wheelock Coll		IIA	PI	95.2	77.7	60.8	54.8				71.6	113.7	98.1	72.8	67.7			88.0	23.0
Williams Coll		IIB	PI	143.7	101.8	83.2	—	108.4	66.7		117.1	190.7	136.1	108.6	—	140.0	88.8	155.0	32.4
Worcester St U		IIA	PU	98.2	80.6	63.1	68.9				80.7	124.4	106.8	89.3	95.0			106.8	32.4

Michigan

Adrian Coll		IIB	PI	84.3	69.1	61.4	—				70.8	115.1	98.8	79.7	—			96.3	36.0
Albion Coll		IIB	PI	78.8	64.3	53.7	—	—			66.7	104.7	87.8	69.5	—	—		88.8	33.1
Alma Coll		IIB	PI	81.1	63.5	63.7	43.4				65.8	107.2	86.4	82.0	55.2			86.6	31.7
Aquinas Coll		IIA	PR	61.8	54.0	48.4					54.6	80.7	71.6	61.9				71.6	31.0
Calvin Coll		IIB	PI	82.8	72.3	65.9			54.9		75.9	117.0	101.5	95.1			71.0	107.1	41.1
Central Michigan U	8	I	PU	107.0	81.0	74.6	—	49.9			80.5	141.2	109.7	100.5	—	69.4		108.2	34.3
Davenport U	1	IIB	PI	73.0	67.1	58.4	59.3				61.5	97.2	89.1	80.5	79.8			82.9	33.3
Eastern Michigan U		I	PU	96.7	79.4	71.7	—	43.8			81.5								
Ferris St U		IIA	PU	107.1	85.8	74.6	—		51.0		83.3	143.3	120.4	108.4	—		66.6	115.0	38.0
Grand Valley St U	8	IIA	PU	103.1	82.5	69.7	72.2		48.0		75.8	138.1	113.3	97.9	100.9		64.9	103.6	36.6
Hope Coll		IIA	PI	90.3	71.7	60.8	55.5				74.4	124.1	97.6	83.4	68.2			101.6	36.5
Kettering U		IIA	PI	87.8	73.7	73.6		57.4			75.6	112.4	93.5	92.2		74.1		86.6	27.1
Marygrove Coll	8	IIA	PI	—	60.4	50.8					57.5	—	74.5	62.5				70.7	23.0
Michigan St U	8	I	PU	150.1	99.6	79.7					112.7	191.4	134.0	105.4				146.9	30.4
Michigan Technological U		I	PU	115.2	96.0	78.3	69.5	63.1			91.3	160.0	133.2	108.2	95.6	88.6		109.0	38.8
Northern Michigan U	8	IIA	PU	88.7	75.4	63.8	52.8		57.8		73.7	123.3	106.6	91.6	78.7		82.3	104.2	41.5
Oakland U		I	PU	109.3	81.0	70.6	63.6				81.3	149.6	115.0	98.9	87.0			113.5	39.5
Saginaw Valley St U		IIA	PU	89.3	69.5	66.1	—	51.7			73.9	119.7	99.8	96.4	—	82.0		104.3	41.1
Siena Heights U		IIA	PR	68.1	57.1	49.5	47.6				55.7	92.0	76.8	71.0	67.4			77.1	38.4
Spring Arbor U	8	IIA	PI	60.5	50.8	44.2		—			51.2	84.5	74.2	67.6		—		74.6	45.7
U Michigan-Ann Arbor	8	I	PU	168.2	111.4	93.1	67.5	61.2			121.0	204.2	140.5	119.0	86.4	81.5		150.6	24.4
U Michigan-Dearborn		IIA	PU	111.9	91.7	82.7		65.4			90.4	150.9	123.6	111.6		88.2		121.9	34.8
U Michigan-Flint		IIA	PU	117.6	81.8	78.2	—	57.4			80.5	148.2	106.9	102.8	—	78.9		105.5	31.0
Wayne St U	8	I	PU	128.9	96.3	81.9	71.1	58.6			93.9	161.8	124.3	104.4	90.4	75.6		119.7	27.4
Western Michigan U	8	I	PU	108.9	81.6	69.8	51.4				87.8	166.7	125.3	107.2	79.8			134.8	53.4

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	AR	PR	AO	AI	IN	AR
83	71			3.0	3.9	4.7	3.9	398	195	165	136	117	151	137	138	179.0	121.3	104.5	109.9	135.4	171.9	118.4	97.0	92.3	105.7
83	76		—	1.7	3.8	3.8	—	99	54	32	1	54	39	39	1	150.5	107.0	91.4	—	122.2	143.7	105.3	86.1	—	107.8
100	94			4.1	3.5	2.9	4.7	41	35	16	14	27	29	19	11	124.2	88.8	86.4	59.8	101.9	119.1	90.2	83.7	58.5	96.0
100	100			4.2	6.7	5.1	5.5	55	42	26	25	34	48	17	19	132.1	97.2	78.8	59.0	108.9	127.7	96.3	81.1	60.5	104.5
100	81	6	—	1.0	6.2	4.4	—	4	9	5		8	17	11	1	72.6	63.4	55.1		61.4	80.4	64.9	62.0	—	63.5
				2.5	4.4	2.0		25	6	9		39	18	22		104.9	84.0	69.0		93.7	100.6	84.5	70.5		88.5
100	100	3		0.2	0.7	1.7		19	40	18		14	26	21		118.9	95.3	73.8		90.1	112.0	92.3	72.3		82.2
94	93			3.1	4.9	4.4		4	16	12		12	11	19		119.9	81.6	68.8		77.8	108.0	82.5	73.5		78.7
			—	3.6	3.6	3.1	—	18	12	10		15	17	28	2	99.7	85.6	78.9		90.3	97.3	85.0	71.5	—	81.8
93	42		—	1.4	1.6	2.8	—	33	15	4		9	11	10	1	85.7	68.2	59.0		78.6	83.2	68.6	57.9	—	69.4
				0.8	2.0	2.3	4.4	17	16	9	8	11	18	14	10	112.0	81.8	63.9	61.3	88.1	106.8	75.8	66.1	59.9	80.0
89				3.4	3.9	3.3	2.8	742	82	121	53	262	48	93	81	231.8	128.0	128.3	64.2	196.4	215.9	126.5	117.9	64.1	166.8
100	69	25		6.3	6.6	5.3	5.0	29	5	5	6	51	8	11	13	72.5	58.0	53.2	46.8	68.2	69.7	62.0	53.7	51.3	66.3
				2.3	2.2	3.4	11.6	2	17	10	3	7	25	24	2	—	78.7	66.1	—	75.5	95.3	79.3	64.9	—	75.2
				7.4	8.5	5.8	10.3	13	20	17	1	22	36	36	4	95.8	80.4	63.3	—	78.6	92.7	74.8	63.6	62.5	74.7
99	62			5.6	4.8	4.9		35	11	13		34	10	13		103.0	80.8	65.5		90.6	102.6	80.1	67.6		90.7
100	57			4.8	7.2	7.2	2.4	528	146	115	41	115	53	47	13	211.7	146.2	124.2	72.4	181.8	214.0	135.4	111.5	69.7	157.2
100	88			5.5	3.4	6.2		21	34	23		8	31	27		106.5	88.4	82.4		86.9	110.3	84.5	72.4		78.1
100	100			6.5	4.9	7.8	5.4	38	11	14	23	36	18	21	26	126.7	96.9	79.5	60.9	110.4	117.8	95.1	78.4	60.4	98.0
100	60		—	9.9	6.3	6.0	—	5	7	8	1	7	8	20	2	94.4	73.5	57.6	—	71.1	81.5	70.9	60.1	—	65.6
97	90			3.3	3.6	3.6	6.4	236	163	107	183	85	106	69	225	178.5	122.2	112.5	77.8	137.4	166.3	121.2	107.8	74.0	113.7
100	100		—	2.9	3.9	4.5	—	79	18	17	1	75	30	28	2	146.9	100.6	84.5	—	126.5	135.7	96.8	83.5	—	111.8
94	29	5		2.0	2.4	2.6	1.9	41	25	25	8	30	30	38	10	87.6	78.8	58.6	49.7	77.2	86.8	70.5	57.8	50.2	70.5
98	88			3.0	3.5	3.0	6.9	34	35	18	1	12	25	26	5	112.2	82.1	64.7	—	87.1	97.1	83.0	61.9	50.8	76.2
91	91			2.2	2.4	1.7	5.3	63	67	26	22	42	60	42	16	140.2	94.9	108.5	80.1	115.5	119.1	93.1	107.1	65.2	104.7
80	68			2.2	3.7	4.3	7.1	174	104	92	3	70	82	97	10	152.9	108.5	90.9	—	120.2	151.7	105.6	90.1	83.8	102.1
99	97			3.6	4.8	4.8	3.6	328	168	135	1	126	143	167	3	152.9	110.2	93.2	—	120.4	142.9	103.6	86.6	—	99.1
100	95			3.5	4.4	4.2		70	117	77		38	111	93		140.2	110.5	93.1		102.6	141.5	106.1	83.6		93.1
100	97	1		4.7	4.2	3.6		77	64	40		38	46	41		129.4	101.0	88.1		103.6	121.1	96.9	78.9		88.9
98	88		—	3.5	4.4	4.8	—	109	85	72		37	77	62	1	145.6	111.9	90.0		110.8	142.2	108.2	90.9	—	98.9
100	100			2.2	4.4	3.6		50	30	22		49	39	35		162.8	104.0	86.8		119.6	153.4	102.5	85.1		109.8
94	91			1.4	1.9	1.2	1.7	28	22	11	4	23	24	17	8	105.8	82.0	62.0	52.5	89.4	100.3	80.5	61.9	54.8	82.7
100	83				0.4		2.1	4	5	7	3	7	25	14	10	86.9	77.4	59.6	—	72.0	100.0	77.8	61.4	55.5	76.2
100	100		—	3.3	4.7	7.4	—	96	20	22		64	18	32	1	149.9	102.5	83.5		123.9	134.4	101.1	82.9	—	109.3
99	94	6		6.2	3.9	4.7	5.3	26	23	32		43	25	33	6	98.5	83.4	61.9		79.8	98.1	78.1	64.3	68.9	82.1
100	96		—					20	12	19		12	12	21	1	85.5	69.1	60.9		72.5	82.4	69.1	61.8	—	69.2
100	92	3	—	1.9	5.0	3.3	—	28	14	16		20	12	16	2	77.8	64.1	56.2		68.1	80.2	64.5	51.2	—	65.9
97	92	8		1.1	1.3	33.9	40.6	22	14	11	7	10	10	15	10	84.4	63.0	63.7	44.2	73.2	73.9	64.1	63.6	42.7	66.7
100	85	24			0.2	1.2		16	17	14		6	24	7		62.1	53.8	48.1		55.0	61.1	54.0	48.9		54.2
95	84			2.1	4.1	4.2		95	40	26		40	29	22		83.0	73.5	67.4		77.6	82.4	70.7	64.3		73.1
100	91	5	—	3.3	3.6	4.5	—	187	100	68	1	96	75	82		111.1	83.0	76.8	—	86.0	98.8	78.2	72.7		73.2
								5	12	11	14	3	13	24	44	67.1	66.0	61.2	59.1	64.3	—	68.1	57.2	59.3	62.6
96	59	8	—	2.5	2.5	2.3	—	196	68	69	1	155	83	91	2	98.1	81.3	75.0	—	84.7	94.9	77.9	69.1	—	78.3
99	76	17	—	4.0	3.7	3.2	—	95	61	74	2	51	41	63		107.1	85.7	74.1	—	86.0	107.0	86.0	75.3		79.9
100	98	14	50					173	174	93	5	90	151	133	7	105.4	83.4	72.5	84.7	81.5	98.7	81.5	67.8	63.3	70.2
98	78			2.4	2.8	3.1	5.2	56	35	29	5	26	34	39	5	91.4	72.2	62.1	56.2	78.7	88.0	71.1	59.9	54.9	71.1
100	100			3.8	6.3	13.7		33	22	17		3	9	15		87.6	76.0	73.9		77.4	—	68.0	73.2		70.9
—	100	11		—	2.7	4.7		2	5	7		1	22	12		—	60.5	48.5		55.6	—	60.4	52.1		58.2
94	89			4.0	4.7	5.0		621	359	346		200	257	340		151.2	102.4	81.4		119.8	146.7	95.7	77.9		100.9
100	98	1		2.1	3.5	4.8	3.0	85	94	63	18	24	35	32	4	118.4	97.6	79.1	72.5	96.5	103.8	91.8	76.8	56.2	83.3
99	79	3		0.8	4.3	5.8	7.3	54	46	39	11	40	27	32	16	90.5	76.6	67.9	57.5	78.4	86.4	73.5	58.8	49.7	72.4
100	99		17	3.3	3.3	2.5	2.3	85	130	55	41	31	105	76	59	113.9	82.6	72.8	65.5	90.5	96.5	79.1	69.0	62.3	78.0
93	72	6	—	2.0	3.8	3.3	—	65	44	37	1	32	45	42	1	91.9	70.4	68.1	—	77.7	84.1	68.5	64.2	—	69.8
				4.6	7.9	9.0	21.7	12	13	15	4	8	11	22	2	67.5	57.1	48.7	49.4	57.1	68.9	57.2	50.1	—	55.6
93	31	3		3.4	2.1	2.1	8.2	21	20	16		7	12	13		61.5	50.7	46.0		53.4	57.4	51.0	42.1		47.7
95	89			2.2	3.5	3.1	1.6	804	315	309		314	248	285	19	171.7	114.3	95.4		132.6	159.1	107.7	90.6	67.5	104.9
100	96			8.9	10.0	10.1		49	62	35		17	47	27		117.4	95.0	84.1		96.5	96.2	87.3	80.9		82.0
98	100		—	1.9	3.0	5.5	—	31	36	41		11	42	56	2	115.7	82.2	79.2		84.3	122.9	81.4	77.4	—	76.4
97	89	2		2.5	2.9	4.0	2.7	198	173	99	4	63	129	142	31	131.8	100.4	82.6	70.4	103.0	119.8	90.9	81.4	71.2	84.4
99	98	7		4.2	4.6	4.8	4.5	247	133	78	26	110	125	104	46	112.0	85.4	71.2	53.1	97.3	102.0	77.6	68.7	50.4	82.8

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			
Minnesota																				
Augsburg Coll	8	IIB	PI	83.3	67.7	63.9	53.7					68.1	102.0	85.6	78.0	63.7		84.1	23.4	
Bethel U	1	IIA	PI	78.7	67.8	56.1	58.3					69.5	105.5	91.3	74.9	76.7		93.1	33.9	
Carleton Coll		IIB	PI	131.9	98.5	83.9	—					113.1	171.3	131.1	111.4	—		148.3	31.1	
Coll Saint Benedict		IIB	PI	93.3	73.4	63.0	65.4					75.6	124.6	101.4	79.3	86.4		101.1	33.8	
Coll Saint Scholastica	8	IIB	PR	84.2	64.5	56.7	48.7	42.8				60.6	113.5	83.5	74.8	65.8	57.7	79.9	32.0	
Concordia Coll Moorhead		IIB	PI	76.7	63.7	57.5	50.2					64.7	99.5	86.2	73.0	62.2		84.5	30.6	
Gustavus Adolphus Coll	8	IIB	PI	82.9	65.0	55.3	50.2					65.4	106.1	87.1	72.4	62.1		85.7	31.1	
Hamline U	8	IIA	PR	80.1	63.9	59.0	—	58.8	63.8			69.1	100.8	80.5	71.9	—	75.7	80.1	86.3	25.0
Macalester Coll		IIB	PI	121.3	89.7	75.0				60.9		93.0	160.0	116.1	98.5			83.8	122.7	32.0
Minneapolis Coll Art and Design		IIB	PI	75.4	—	55.6	43.7					65.2	89.5	—	64.2	52.8		77.3	18.5	
Saint Johns U		IIB	PI	91.5	74.0	61.7	66.1					76.1	120.4	103.9	80.2	87.6		102.2	34.3	
Saint Mary's U Minnesota	8	IIA	PI	72.5	60.9	54.3	—					61.2	97.8	78.7	71.6	—		80.5	31.5	
St Catherine U	1	IIA	PR	81.1	68.0	60.0	52.5					65.5	96.7	80.3	71.7	64.6		77.9	19.1	
St Olaf Coll	1	IIB	PR	100.5	79.4	66.4	55.6			80.5		79.2	131.4	105.1	87.5	73.0		118.3	104.4	31.8
U Minnesota-Crookston	8	IIB	PU	86.6	72.3	68.3	49.3	59.4				64.9	117.1	100.0	95.0	71.3	82.6	90.3	39.1	
U Minnesota-Duluth	8	IIA	PU	101.3	79.8	64.1	53.6					73.4	135.3	108.2	87.3	75.4		99.9	36.0	
U Minnesota-Morris	8	IIB	PU	84.0	68.7	55.8	46.8	—				64.2	114.2	94.2	78.3	64.5	—	88.2	37.4	
U Minnesota-Rochester	8	IIA	PU	—	69.1	50.0	50.2					57.9	—	94.5	70.7	69.1		80.1	38.4	
U Minnesota-Twin Cities	8	I	PU	142.0	99.3	87.5	52.2	65.6	88.3			107.1	182.2	131.7	115.3	73.8	90.0	114.2	140.1	30.8
U St Thomas		I	PI	117.2	91.1	76.6	91.8					95.3	148.6	118.6	98.6	108.2		122.5	28.6	

Mississippi

Alcorn St U		IIB	PU	80.0	68.2	60.0	44.8					63.1	107.0	91.3	80.2	59.9		84.4	33.7
Millsaps Coll		IIB	PR	91.5	66.3	62.4	—					71.0	113.6	82.4	75.6	—		87.5	23.1
Mississippi Coll	8	I	PR	87.4	73.0	59.0	53.6					68.2	104.0	87.2	70.8	64.2		81.5	19.6
Mississippi St U	8	I	PU	110.5	80.3	72.1	48.8	29.4				77.2	134.5	99.4	87.5	61.0	37.2	94.7	22.6
Mississippi U for Women	8	IIA	PU	66.7	60.8	50.2	53.1					57.0	87.0	79.4	66.3	69.9		74.7	31.2
Mississippi Valley St U		IIA	PU	64.6	57.9	52.3	43.9					53.2	85.2	78.6	73.0	64.6		73.8	38.9
U Mississippi	8	I	PU	118.3	89.0	76.6	48.9	52.1				83.4	142.6	109.1	94.5	62.1	66.0	102.4	22.7
U Southern Mississippi	8	I	PU	91.7	70.4	65.9	49.3	—				68.7	119.5	92.9	87.2	66.9	—	90.8	32.1

Missouri

Avila U	8	IIB	PR	73.2	62.6	55.9	48.7			—		59.8	91.3	82.0	72.4	61.0		—	76.8	27.7
Coll Ozarks		IIB	PI	75.0	67.7	54.6	—					65.3	95.4	86.8	71.2	—			83.8	28.5
Cottey Coll		III	PI	65.0	59.0	52.1						58.0	83.4	76.5	67.8				66.5	29.3
Drury U		IIB	PI	68.9	59.1	69.4	47.3	—				61.6	87.9	75.7	87.0	60.8	—		78.6	27.6
Lincoln U		IIA	PU	64.4	55.5	46.2	37.7	—				52.3	83.9	70.8	52.8	46.8	—		64.0	28.1
Lindenwood U		IIA	PI	91.2	76.9	67.0	56.9					74.6	109.3	92.6	81.1	68.4			89.8	20.5
Maryville U Saint Louis	8	I	PI	85.3	75.6	64.8	49.8					70.6	107.5	98.5	82.6	71.7			91.0	28.8
Mineral Area Coll		III	PU	58.9	55.0	51.3	48.2					52.4	77.3	72.2	68.3	65.3			69.9	33.2
Missouri Baptist U		IIB	PI	60.6	58.4	48.7	39.6					52.4	85.2	80.8	68.9	58.4			74.0	41.1
Missouri St U-Springfield	8	IIA	PU	85.4	71.9	64.3	43.5			—		68.4	110.4	91.9	79.2	56.6		—	87.4	27.8
Missouri U Science and Tech	8	I	PU	126.4	84.2	73.3						95.3	163.6	112.5	93.5				124.0	30.2
Missouri Western St U		IIA	PU	78.1	64.4	55.2	42.4					61.0	102.5	83.6	71.4	56.5			79.5	30.3
Saint Louis U	8	I	PR	114.6	84.9	70.3	61.2			—		85.6	153.3	113.5	94.1	82.4		—	114.5	33.8
Southeast Missouri St U		IIA	PU	84.8	69.5	59.9	46.2					64.8	110.1	88.3	74.2	58.8			82.8	27.7
Truman St U	8	IIA	PU	75.8	62.3	54.8	43.8					64.4	102.0	81.5	69.9	59.9			85.3	32.4
U Central Missouri		IIA	PU	90.4	69.2	62.7	40.7					67.1	114.2	89.1	81.6	55.5			86.8	29.3
U Missouri-Columbia	8	I	PU	122.3	81.3	69.0						91.3	155.7	107.1	88.5				117.7	28.9
U Missouri-Kansas City	8	I	PU	108.3	79.5	74.5						86.2	139.2	104.4	94.7				111.3	29.1
U Missouri-St Louis	8	I	PU	100.2	71.3	64.4						78.3	129.4	94.5	81.7				101.5	29.6
Washington U in St Louis	8	I	PI	191.5	120.0	108.8	97.5	64.7				131.7	239.1	148.5	128.5	121.8	82.4		163.3	24.0
Webster U	8	IIA	PI	95.6	78.8	60.6						82.3	116.2	96.1	73.1				99.9	20.9
Westminster Coll		IIB	PI	59.6	54.2	49.3	47.4					54.1	71.8	65.2	59.9	58.1			65.4	20.8
William Woods U	8	IIA	PI	61.6	50.8	47.5	47.5					49.8	76.3	63.8	60.3	60.0			62.8	26.0

Montana

Montana St U		I	PU	105.1	76.1	74.8						85.6	131.9	99.4	98.7				110.0	29.9
Montana St U-Billings		IIA	PU	77.6	70.4	54.3	40.8	42.1	51.1			60.3	105.0	96.4	77.2	61.2	62.7	73.4	84.4	40.0

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	AR	PR	AO	AI	IN	AR
100	94	2		1.1	1.0	1.0	1.4	17	34	26	3	17	31	34	14	86.4	66.0	64.8	—	70.1	80.3	69.5	63.3	54.2	69.1
99	68	30		2.3	4.5	2.8	2.1	63	31	9	10	23	43	14	22	78.6	68.4	57.2	58.3	73.7	78.9	67.4	55.5	58.3	68.6
94	92		—	3.6	5.0	6.6	—	59	28	18	1	43	21	21	132.9	98.8	83.7	—	115.3	130.5	98.1	84.0		111.0	
100	98	4						25	24	7	14	15	25	16	17	94.0	75.5	61.8	66.4	82.0	92.1	71.5	63.5	64.7	74.7
90	71	11		0.2	0.4	1.2	1.6	15	23	25	4	6	28	70	10	86.6	65.5	56.7	51.1	66.3	78.2	63.8	56.7	47.7	58.7
100	90	11	15	1.7	1.5	1.9	9.8	32	31	19	4	16	28	27	9	79.0	64.6	59.0	52.7	68.9	72.3	62.7	56.4	49.1	62.5
100	96							26	33	24	4	16	43	31	6	82.9	67.0	54.3	51.5	68.3	82.8	63.4	56.1	49.4	64.4
98	90		—		0.5	0.1	—	28	11	16	1	35	20	27	2	81.2	67.3	58.0	—	70.5	79.3	62.1	59.6	—	68.0
97	98			6.1	4.4	6.6		37	22	14		30	25	17		123.6	90.3	77.2		99.8	118.5	89.2	73.2		87.1
	—			2.0	—	2.0	2.0	16	1	3	5	9	1	3	4	79.0	—	—	43.7	75.0	68.9	—	—	43.7	65.0
100	98							26	22	6	13	16	21	14	14	92.1	76.6	61.9	66.9	82.4	90.6	71.4	61.7	65.4	74.7
87	79	19	—	1.3	1.4	1.6	—	12	24	24		11	18	8	2	74.6	62.9	55.8		62.4	70.3	58.1	49.8	—	59.9
88	62	1		4.3	4.7	4.7	3.5	8	20	17	2	35	64	133	3	83.1	67.3	57.2	—	66.3	80.6	68.3	60.3	—	65.6
98	97			2.1	2.8	3.8	2.1	36	43	17	18	25	30	22	17	102.1	78.8	66.3	55.0	85.3	98.2	80.2	66.6	56.3	82.0
100	86	14		2.8	3.1	3.7	5.5	5	9	7	4	3	5	7	9	88.4	72.0	72.2	44.5	69.6	—	72.9	64.4	51.4	66.7
100	96	1		2.3	3.9	4.3	3.2	65	94	79	40	21	64	92	50	104.7	81.4	67.6	56.6	83.2	90.5	77.4	61.0	51.1	70.5
100	97			4.3	4.1	5.3	5.3	19	16	17	18	10	21	9	12	84.7	66.9	56.5	47.9	69.9	82.7	70.0	54.5	45.3	69.7
	—				—	2.8	3.0		1	6	7		1	5	4		—	70.5	49.5	62.7		—	67.4	50.9	60.0
97	82			2.7	3.2	3.2	3.6	663	351	286	57	264	273	254	119	145.9	102.6	91.5	52.5	119.6	132.0	95.1	83.1	52.0	98.7
99	98	4		4.6	4.4	3.4	3.4	83	102	52	3	35	88	43	2	122.8	94.6	80.6	—	101.4	103.9	87.1	71.8	—	86.6
100	85	4		0.3	0.1	2.1	0.1	31	11	22	18	8	15	32	16	78.8	71.9	58.1	42.7	70.5	84.5	65.6	61.3	47.2	65.8
100	100	3	—	3.0	4.1	3.0	—	15	15	12		8	16	17	3	91.8	71.6	68.6		77.9	91.0	61.5	58.1	—	65.8
91	66			-1.8	2.7	2.8	2.4	44	22	31	17	14	22	43	27	84.8	74.1	57.6	57.8	73.7	95.5	72.0	60.0	50.9	69.6
98	95			2.4	1.7	0.4	1.7	190	164	155	58	47	76	124	103	112.9	83.2	77.3	57.2	90.0	100.8	74.0	65.5	44.0	69.5
100	77			1.5	0.8	0.9	1.5	16	7	12	9	18	19	28	33	63.0	56.2	47.0	48.6	56.2	70.0	62.5	51.5	54.4	59.9
100	88	43						12	15	21	13	5	11	26	17	65.3	59.6	53.1	45.7	58.2	62.8	55.6	51.7	42.6	54.0
89	81	1		1.0	1.5	2.8	2.5	153	156	152	66	81	121	159	120	122.0	92.1	82.1	49.6	97.7	111.5	85.1	71.3	48.6	82.6
94	94	2		1.1	0.8	0.9	1.5	97	104	104	51	40	83	102	97	93.1	69.7	67.0	49.4	76.2	88.5	71.2	64.9	49.3	71.3
92	85	50	13	0.9	0.5	0.9		8	8	10	3	5	12	22	5	74.6	67.3	72.3	—	70.4	70.8	59.5	48.5	49.5	54.7
16			—	2.0	2.4	2.4	—	17	14	14	1	8	19	13	1	73.9	69.8	54.1	—	66.5	77.2	66.2	55.1	—	64.8
100	89			3.3	3.0	3.4		4	2	4		8	7	12		65.9	—	53.2		59.9	64.6	58.4	51.8		57.3
100	98			2.0	2.3	2.7	2.2	20	25	8	11	16	18	5	7	68.8	59.2	71.0	51.4	64.5	69.1	58.9	67.0	40.9	64.1
100	72	6		3.0	6.7	5.4	4.6	19	19	18	9	15	13	18	9	66.6	55.0	47.1	37.1	55.6	61.7	56.3	45.3	38.4	53.8
				3.1	2.9	4.2	3.1	30	48	63	8	29	56	52	12	95.0	79.1	68.2	59.8	77.6	87.3	75.1	65.5	54.9	74.0
100	89	1		2.2	2.8	1.9	2.0	9	23	16	1	12	23	51	6	82.0	74.8	61.6	—	71.7	87.7	76.4	65.8	49.6	71.7
				3.6	5.2	4.5	3.6	8	7	5	13	11	2	9	18	59.6	55.6	54.4	47.9	56.9	58.4	—	49.5	48.5	54.3
				-1.0	0.8	0.4	1.4	12	6	15	1	5	7	19	6	61.7	62.3	48.8	—	55.9	57.9	55.1	48.6	41.2	51.6
100	96	7	1	2.5	3.2	3.2	2.1	154	82	79	57	85	56	89	95	85.7	74.9	67.4	44.2	78.2	84.9	67.5	61.5	43.1	71.4
98	81			-0.5	1.2	1.6		107	86	77		20	32	43		130.0	84.8	75.9		100.2	107.1	82.7	68.5		81.4
100	95	9		2.0	4.5	3.2	1.9	26	35	43	12	18	21	43	12	78.8	63.7	57.1	41.7	64.8	77.0	65.5	53.3	43.0	61.6
94	81			3.1	2.0	2.5	0.6	127	129	99	15	53	119	150	38	116.6	89.7	75.5	61.0	95.3	109.8	79.8	66.9	61.3	78.7
100	100	5						85	25	35	49	49	25	52	84	86.6	69.3	60.9	46.2	77.4	81.5	69.6	59.2	46.2	70.0
100	97	1		3.5	3.0	3.2	2.8	104	23	53	11	51	16	51	23	77.4	58.6	57.3	41.9	69.1	72.6	67.7	52.3	44.7	63.1
100	92	2		2.3	7.0	4.1	5.1	94	46	99	33	59	31	82	77	91.1	68.6	66.0	41.6	76.3	89.3	70.1	58.8	40.3	71.3
89	71			1.0	1.3	1.4		283	230	183		115	179	187		128.7	83.9	72.6		99.1	106.5	78.0	65.5		80.0
86	66			1.8	3.7	4.3		100	126	96		74	99	105		114.7	81.7	76.5		90.4	99.8	76.8	72.6		81.3
76	66			0.3	1.1	0.7		80	72	45		53	77	89		106.3	74.6	66.0		85.5	91.0	68.2	63.6		71.8
100	94							265	104	100	27	83	67	65	16	194.8	123.4	114.7	101.4	148.3	180.9	114.8	99.7	90.8	108.5
99	97	5		1.9	1.9	7.0		51	34	26		34	40	14		97.8	79.2	62.4		83.8	92.3	78.4	57.4		80.4
100	100			3.4	5.4	3.1	1.4	11	10	10	2	6	12	4	2	62.0	53.5	49.0	—	55.1	55.3	54.8	50.0	—	54.0
100	16	5		1.5	0.7	1.6	2.2	2	9	10	8	3	10	12	4	—	53.7	51.7	47.8	53.6	—	48.2	44.1	47.0	47.8
99	100	1		5.4	4.2	3.3		106	71	64		32	64	69		105.7	76.7	71.1		88.0	103.4	75.5	78.3		82.0
98	92	7		3.1	9.5	2.7	11.7	26	8	25		17	4	21	4	74.3	75.6	57.8		63.0	82.7	59.9	50.0	40.8	58.0

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	
Rocky Mountain Coll		IIB	PI	66.1	51.4	49.5	—					55.6	80.8	63.1	61.2	—		68.5	23.2
U Montana	8	I	PU	89.6	72.5	64.6	47.6	47.1				73.5	119.4	99.1	89.6	69.4	68.9	100.3	36.4
U Montana-Western	8	IIB	PU	68.0	55.7	45.2	40.0					56.5	91.7	79.3	68.8	63.7		80.1	41.8

Nebraska

Bryan Coll Health Sciences		IIA	PI	96.5	65.2	65.2	—					67.8								
Concordia U-Nebraska		IIA	PI	67.3	60.6	52.7	—					58.2	90.0	79.7	71.8	—		78.3	34.5	
Creighton U	8	IIA	PI	116.6	89.9	70.8	60.4					88.2	144.1	115.0	89.2	79.3		111.2	26.1	
Doane U - Coll Arts and Sciences		IIB	PI	76.2	61.7	52.7	45.1	39.9				60.9	92.8	77.6	63.9	51.1	51.4	74.4	22.2	
Doane U- Coll Professional Studies		IIA	PI	—	69.8	—	—	—				66.1	—	84.3	—	—	—	80.4	21.6	
Hastings Coll		IIB	PR	66.1	54.6	48.2	41.3					56.9	81.5	69.9	63.5	56.6		72.2	27.0	
Nebraska Wesleyan U		IIB	PI	66.0	54.6	51.3	45.9					57.3	87.7	75.7	67.9	60.2		77.0	34.4	
U Nebraska Kearney		IIA	PU	84.9	69.1	58.5		46.8				66.2								
U Nebraska Omaha	1	I	PU	92.5	81.0	69.8	47.5	49.4	44.9			74.0	115.9	102.5	89.6	64.1	66.3	60.7	94.6	27.8
U Nebraska-Lincoln	8	I	PU	126.8	87.6	84.7		61.5				96.2	158.5	114.0	109.8		81.2	123.0	27.9	
Wayne St Coll		IIA	PU	81.4	64.7	51.9	45.6	—				67.2	105.7	86.3	70.3	60.9	—	88.7	32.0	

Nevada

Coll Southern Nevada		IIB	PU	67.4			55.4					63.8							
U Nevada-Las Vegas	8	I	PU	127.3	93.5	72.4		56.4				94.9	156.3	117.3	92.2		73.4	118.6	25.0
U Nevada-Reno	8	I	PU	126.9	92.2	76.9	—	59.2				89.9	156.3	115.8	98.1	—	77.7	113.2	25.9

New Hampshire

Dartmouth Coll		I	PI	189.2	122.0	102.4						148.9	239.6	158.4	129.0			189.4	27.2	
Franklin Pierce U		IIB	PI	77.2	65.0	63.0	54.5					66.6	105.8	91.2	85.3	80.1		92.2	38.4	
Keene St Coll	17	IIA	PU	101.4	81.9	68.2	—	48.0				85.6	135.8	112.9	90.6	—	58.1	115.4	34.9	
Plymouth St U	17	IIA	PU	90.7	75.5	63.9		56.4				76.9	122.6	105.6	86.7		76.2	104.9	36.4	
Saint Anselm Coll		IIB	PI	94.9	78.1	62.6	—	—	57.2			77.0	127.3	109.3	79.6	—	—	74.6	103.6	34.5
U New Hampshire-Main Campus	17	I	PU	130.2	102.6	87.3	—					108.4	169.1	138.4	111.7	—		142.5	31.5	

New Jersey

Bloomfield Coll		IIB	PI	97.6	80.8	66.3	60.0					83.5	130.0	108.8	86.6	81.7		111.2	33.2	
Caldwell U		IIA	PI	84.4	68.0	60.1	—	—				72.9	106.7	94.6	74.9	—	—	93.0	27.5	
Centenary U	12	IIA	PR	84.3	72.0	58.0	—					64.4	106.9	90.0	71.6	—		80.0	24.3	
Coll New Jersey	7	IIA	PU	117.6	94.9	77.3	—					96.4	176.9	142.7	116.2	—		145.0	50.4	
Drew U		IIB	PR	101.6	77.6	62.6	—					82.4	129.2	102.3	80.4	—		106.4	29.2	
Georgian Court U		IIA	PR	88.5	69.9	65.9	—					74.1	110.0	87.1	84.2	—		92.9	25.4	
Kean U	8	IIA	PU	122.0	96.4	80.5		60.3	—			88.0								
Monmouth U		IIA	PI	130.2	102.7	74.3	58.1	68.6				88.1	174.0	138.8	97.1	69.7	93.5	117.6	33.6	
Montclair St U		I	PU	123.9	97.7	77.8	58.6					101.0	156.1	126.9	101.7	81.0		129.9	28.6	
New Jersey Institute Tech	8	I	PU	187.1	133.0	100.8		69.7	98.3			127.6	224.4	168.2	129.1		95.7	115.0	159.7	25.2
Princeton U		I	PI	229.4	141.2	109.9	95.9	90.4				171.3	277.9	175.9	138.6	121.7	115.6	210.2	22.7	
Ramapo Coll New Jersey		IIA	PU	119.3	93.2	79.7	—					97.8	172.0	134.3	114.9	—		141.0	44.1	
Rider U		IIA	PI	117.5	102.7	83.1						103.9	152.3	132.5	107.5			134.3	29.2	
Rutgers U-Camden	20	IIA	PU	150.7	101.2	86.3	60.5	76.6				109.8	195.3	136.4	119.7	90.8	108.9	147.1	34.0	
Rutgers U-New Brunswick	20	I	PU	163.5	108.0	86.3	64.3	63.9				118.6	205.9	143.7	119.4	94.7	94.1	155.6	31.2	
Rutgers U-Newark	20	I	PU	178.8	129.1	106.4	67.4	—				133.8	223.1	167.4	142.2	98.4	—	172.7	29.1	
Saint Peter's U		IIA	PR	103.4	76.8	68.8	57.5	59.7	73.2			79.3	123.1	92.0	81.4	64.4	71.6	89.6	94.4	19.0
Stevens Institute Tech		I	PI	141.7	114.8	93.0						115.3	179.6	148.2	118.4			147.3	27.7	
Stockton U		IIA	PU	120.2	91.6	71.3	65.6					90.5	173.6	132.1	102.1	97.0		130.5	44.2	

New Mexico

New Mexico St U-Alamogordo	8	III	PU	61.4	55.7	53.8						58.1	81.0	73.3	73.1			77.0	32.6
New Mexico St U-Carlsbad	8	III	PU	62.2	57.6	52.7	46.7					55.5	81.9	78.7	73.9	62.2		75.1	35.4
New Mexico St U-Dona Ana	8	III	PU	59.9	54.5	51.6	46.1					53.7	79.5	71.4	70.3	61.1		71.8	33.6

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	AR	PR	AO	AI	IN	AR	
100	81		—	4.4	3.9	4.1	—	16	7	6	3	6	9	9		66.0	55.4	50.9	—	60.3	66.4	48.3	48.6		52.9	
100	77		25	3.2	5.0	4.4	4.0	133	74	38	31	67	46	35	34	91.6	71.4	64.9	46.1	79.4	85.5	74.4	64.2	48.8	74.4	
100	50			4.0	5.0	4.0	4.1	19	7	4	3	10	3	9	8	69.6	55.7	49.2	—	63.7	65.0	—	43.4	38.8	54.9	
			—					1	2	2		3	3	28	3	—	—	—		63.3	—	—	66.3	—	69.2	
			—	1.4	1.5	1.7	—	16	7	18		3	4	14	1	67.3	60.9	53.3		60.1	—	60.2	51.9	—	55.7	
97	84	13		4.2	4.6	3.7	3.3	104	109	84	13	43	79	109	28	119.7	91.1	69.8	60.1	95.1	109.1	88.2	71.6	60.6	84.3	
96	63			4.6	6.2	5.7	5.1	16	12	11	3	11	7	18	4	76.3	59.4	52.9	—	64.5	76.2	65.7	52.6	41.0	60.1	
—	—	—	—	4.8	—	—	—	1	1	1			4	1	1	—	—	—		75.6		63.4	—	—	64.2	
100	100			-0.2	1.0	1.5	5.6	24	10	3	5	10	6	13	4	67.3	54.9	—	38.0	63.1	63.2	54.0	46.3	45.4	53.7	
100	85	4		2.3	3.1	3.2	1.8	22	14	7	4	18	19	19	5	68.3	54.5	55.3	49.5	61.7	63.2	54.7	49.8	43.1	55.7	
100	79	4		3.0	3.1	3.6		58	36	59		38	37	37		86.1	70.2	59.1		68.5	83.0	68.1	57.6		63.6	
99	98	2		2.9	3.4	3.4	3.8	94	80	56	40	43	74	73	40	95.8	81.6	76.1	48.8	83.3	85.1	80.3	65.0	46.3	73.2	
99	96			2.8	3.6	3.1		356	202	179		91	106	123		129.4	90.0	84.9		103.1	116.7	83.0	84.4		83.1	
100	79	6		3.0	4.2	4.8	6.6	27	17	14	2	25	11	21	3	80.8	68.4	53.3	—	70.0	82.0	59.0	51.1	—	66.2	
100								194				68	159			67.8				55.4	67.8	66.9			55.4	66.9
97	81	2		1.9	2.7	2.5		245	146	159		80	103	140		128.9	94.6	74.2		101.3	122.4	91.9	70.3		85.1	
97	91		—	3.9	4.9	3.7	—	124	106	126	1	39	75	110	1	130.1	93.3	80.3	—	96.4	116.5	90.7	73.0	—	80.7	
97	90	1		2.9	3.3	4.4		169	81	76		60	54	45		200.1	125.2	105.1		159.3	158.7	117.2	97.8		127.4	
				0.4	2.5	1.2	1.5	16	19	9	3	8	13	20	5	79.2	62.4	56.4	—	67.3	73.2	68.7	66.0	53.7	68.3	
100	92	5	—	3.8	4.2	3.0	—	41	41	14		36	36	24	2	102.7	82.7	68.5		87.9	99.9	81.0	68.1	—	83.7	
100	98			2.9	3.4	1.6		43	20	16		33	24	26		92.1	77.0	64.7		79.6	88.7	74.3	63.4		74.3	
98	91	3	—	4.0	4.9	5.9	—	32	20	18		17	26	21	3	97.3	78.5	64.0		83.4	90.5	77.8	61.5	—	72.2	
100	98		—	6.2	6.8	6.3	—	141	112	63		49	107	70	1	133.4	107.5	88.2		115.2	120.7	97.3	86.5	—	99.1	
100	80			3.4	3.5	5.3	6.9	11	8	8	1	19	12	8	3	98.6	79.8	66.2	—	83.4	97.1	81.5	66.5	—	86.0	
95	23	8	—	1.5	3.1	0.9	—	18	6	6		21	7	18	3	83.1	71.1	54.5		75.0	85.5	65.5	62.0	—	72.1	
63	36		—	2.6	2.5	2.3	—	3	9	29		5	13	21	1	—	72.6	57.7		62.8	84.8	71.6	58.4	—	66.2	
100	93	19	—	0.1	1.2	1.4	—	54	63	49	1	52	80	54	2	120.2	96.0	78.8	—	98.8	114.8	94.0	75.9	—	94.6	
100	90	3	—	1.9	2.4	2.7	—	28	35	12		26	23	25	1	102.6	77.0	61.8		84.2	100.5	78.4	62.9	—	80.9	
100	89	7	—	2.0	2.7	2.3	—	10	10	13		16	18	17	1	91.5	68.5	64.4		73.8	86.7	70.7	67.0	—	74.5	
100	97	58			0.1	0.2		39	32	49		33	39	52		122.9	97.8	80.3		90.2	120.9	95.2	80.7		86.1	
100	100							29	43	25	11	13	46	44	9	138.2	105.5	75.8	59.8	100.6	112.5	100.0	73.4	55.9	82.0	
99	94	17		0.4	0.3	1.1		99	118	67	1	78	118	63	5	123.8	98.4	78.9	—	102.7	124.0	97.0	76.7	60.9	100.2	
100	92			4.9	4.9	4.9		120	79	46		13	20	15		188.6	132.3	101.2		133.3	173.5	135.8	99.4		105.6	
100	100			3.6	7.5	7.2	4.6	361	58	109	14	115	41	69	3	234.8	143.2	115.2	98.4	187.0	212.5	138.3	101.5	—	144.2	
100	97	32	—		0.2	0.7	—	35	43	24		34	48	29	3	121.5	93.7	77.7		99.4	117.1	92.7	81.4	—	97.2	
100	90			6.3	2.1	17.8		51	49	18		35	44	33		118.0	104.1	82.1		106.7	116.8	101.2	83.7		100.9	
87	82							66	43	46	10	38	35	56	11	158.6	101.6	88.5	56.8	121.0	137.0	100.8	84.5	63.9	104.1	
93	74							597	242	210	85	230	281	301	148	167.3	109.7	89.3	66.2	137.0	153.6	106.5	84.1	63.2	110.3	
92	80							134	87	99	26	49	57	51	26	183.6	129.6	108.7	69.9	145.6	165.9	128.1	102.0	65.0	131.5	
97	88	15		2.0	2.2	3.5	5.6	19	16	20	3	13	17	13	3	105.0	77.1	70.0	—	82.6	101.1	76.5	66.9	—	78.1	
51	45			3.9	6.5	5.7		67	67	60		12	25	31		145.7	114.5	96.2		119.6	119.8	115.7	86.7		103.2	
99	95	11	6	0.1	0.4	1.0		39	60	39	7	34	70	58	11	120.8	92.1	72.1	65.9	94.6	119.4	91.1	70.7	65.5	89.8	
83	55	25			2.1	2.2	6.0	9	3	1		9	8	7		61.2	—	—		59.0	61.6	56.7	53.4		57.6	
100	45	13			1.6	1.7	1.8	3	6	4	5	6	5	4	2	—	56.4	52.6	46.7	56.0	63.5	59.2	52.8	—	59.2	
95	72	27		0.8	2.8	1.4	2.8	24	5	26	8	19	13	19	16	59.7	52.0	52.0	45.5	55.4	60.2	55.5	51.0	46.4	55.6	

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 Mexico St U-Grants	8	III	PU	—	51.2	—	—	—	—	—	—	52.7	—	72.4	—	—	—	70.3	33.4
New Mexico St U-Main Campus	8	I	PU	99.4	73.3	65.5	43.4	—	—	—	79.1	125.0	93.8	83.0	56.5	—	100.2	26.7	
U New Mexico-Main Campus	1	I	PU	114.5	81.8	74.2	39.7	56.7	—	—	84.7	144.1	104.3	94.7	52.2	72.5	107.5	26.9	

New York

Adelphi U		I	PI	139.6	106.3	86.6	77.0	70.5	102.3	109.2	180.5	137.7	105.2	95.6	85.6	131.0	139.8	27.9
Bard Coll		IIB	PI	135.1	93.5	76.5	—	—	—	104.1	173.3	125.3	105.2	—	—	—	137.3	32.0
Barnard Coll		IIB	PI	164.0	117.0	87.4	65.7	84.0	—	117.4	215.9	151.2	117.9	92.8	116.3	—	156.4	33.2
Buffalo St SUNY	8	IIA	PU	94.3	77.0	65.7	—	50.4	—	77.0	126.2	103.5	89.6	—	69.8	—	103.8	34.8
Canisius Coll		IIA	PR	88.3	75.4	62.8	—	—	—	77.0	118.0	100.9	82.4	—	—	—	102.9	33.7
Cazenovia Coll		IIB	PI	77.4	64.4	51.6	42.5	—	—	62.7	101.4	81.5	64.2	54.5	—	—	80.5	28.5
Clarkson U		I	PI	125.9	98.6	78.1	59.0	—	—	95.7	170.8	135.6	104.6	82.6	—	—	129.9	35.8
Colgate U	8	IIB	PI	143.0	99.9	83.0	65.4	—	—	106.0	183.7	130.1	107.4	82.9	—	—	136.7	28.9
Coll Mount Saint Vincent		IIB	PI	95.7	75.8	68.9	64.4	—	—	75.1	109.0	89.1	82.2	77.8	—	—	88.4	17.8
Coll New Rochelle		IIA	PI	94.9	83.4	69.6	68.0	—	—	80.9	—	—	—	—	—	—	—	—
Coll Stn Island CUNY		IIA	PU	108.8	88.1	74.1	—	68.0	—	88.7	144.1	123.4	109.4	—	103.2	—	123.9	39.8
Columbia U	8	I	PI	244.4	162.6	122.8	—	78.5	—	180.6	296.8	201.6	148.2	—	99.8	—	220.8	22.2
Columbia-Greene CC		III	PU	64.1	58.2	53.0	49.7	—	—	57.6	95.5	87.5	80.0	78.7	—	—	86.9	51.0
Cornell U	8	I	PI	174.3	122.7	112.5	93.4	79.1	—	133.5	218.3	159.6	147.6	124.9	109.1	—	171.6	28.4
Corning CC		III	PU	68.9	56.6	47.7	42.3	—	—	58.0	97.9	78.8	66.6	57.8	—	—	81.4	40.3
CUNY Bernard M Baruch Coll		IIA	PU	121.6	104.1	100.2	—	72.5	—	107.4	157.9	140.4	136.5	—	108.8	—	143.7	33.8
CUNY Borough Manhattan CC		III	PU	104.8	85.0	70.1	51.8	63.1	—	78.0	139.2	119.5	104.5	86.3	97.6	—	112.5	44.2
CUNY Bronx CC		IIA	PU	104.3	84.2	65.5	58.0	62.4	—	78.3	138.8	118.7	100.0	92.5	96.9	—	112.8	44.0
CUNY Brooklyn Coll		IIA	PU	113.1	88.6	77.8	—	61.9	—	92.3	148.6	124.1	113.3	—	97.4	—	127.7	38.5
CUNY City Coll		IIA	PU	121.5	93.7	80.2	—	84.1	—	100.9	157.4	129.7	116.2	—	120.0	—	136.8	35.6
CUNY Graduate School and U Center		IIA	PU	140.5	99.4	72.7	—	61.9	—	121.5	177.2	136.0	109.3	—	98.5	—	158.1	30.2
CUNY Hostos CC		IIA	PU	104.3	84.2	71.5	—	63.2	—	79.0	138.8	118.7	106.1	—	97.8	—	113.5	43.7
CUNY Hunter Coll		IIA	PU	114.2	92.4	77.1	—	68.1	—	96.6	149.9	128.1	112.9	—	103.8	—	132.3	37.0
CUNY John Jay Coll Criminal Justice		IIA	PU	112.9	88.5	77.1	—	69.8	—	90.8	148.3	123.8	112.4	—	105.2	—	126.1	38.9
CUNY Kingsborough CC		IIA	PU	102.7	84.4	71.4	59.0	62.9	—	78.2	137.1	118.9	105.9	93.5	97.4	—	112.7	44.1
CUNY LaGuardia CC		III	PU	103.5	82.3	68.1	58.8	68.7	—	80.6	138.2	117.0	102.8	93.5	103.3	—	115.3	43.0
CUNY Law School Queens Coll		IIA	PU	144.9	119.1	—	86.6	—	—	132.2	182.3	156.5	—	124.0	—	—	169.6	28.3
CUNY Lehman Coll		IIA	PU	112.3	88.2	76.9	—	69.3	—	88.1	147.5	123.3	112.1	—	104.5	—	123.3	40.0
CUNY Medgar Evers Coll		IIA	PU	112.8	86.2	76.5	—	69.6	—	87.5	148.0	121.3	111.6	—	104.8	—	122.7	40.2
CUNY New York City Coll Tech		IIA	PU	106.8	87.4	74.3	—	69.9	—	83.4	141.6	122.3	109.1	—	104.8	—	118.3	41.8
CUNY Queens Coll		IIA	PU	113.3	89.3	75.4	—	66.6	—	91.4	148.8	124.7	110.8	—	102.0	—	126.8	38.7
CUNY Queensborough CC		IIA	PU	107.6	86.3	71.9	61.0	64.6	—	80.3	142.3	120.9	106.5	95.7	99.3	—	114.9	43.2
CUNY York Coll		IIA	PU	103.7	87.1	72.6	—	70.3	—	85.5	138.7	122.1	107.7	—	105.4	—	120.6	41.0
Dominican Coll Blauvelt		IIA	PI	—	79.9	72.0	63.5	—	—	73.5	—	104.9	93.3	73.3	—	—	94.4	28.4
Farmingdale St Coll	8	IIB	PU	103.4	81.0	71.7	—	66.2	—	81.1	140.0	111.4	95.8	—	90.2	—	109.6	35.1
Finger Lakes CC		III	PU	73.1	62.0	54.9	48.3	—	—	60.9	100.0	87.2	74.6	69.0	—	—	84.1	38.1
Fordham U		I	PI	168.4	115.6	98.7	99.5	64.8	53.3	121.3	223.6	160.3	134.3	135.3	91.4	81.0	164.6	35.7
Hamilton Coll		IIB	PI	137.0	104.7	82.2	—	—	67.3	109.1	174.0	135.3	105.6	—	87.7	—	139.6	27.9
Hartwick Coll		IIB	PI	88.1	66.0	59.5	—	—	—	73.4	105.9	83.8	77.3	—	—	—	91.2	24.3
Hilbert Coll		IIB	PI	72.7	56.7	53.4	—	—	—	61.0	89.6	78.1	66.5	—	—	—	77.3	26.7
Hobart William Smith Colls		IIB	PI	117.6	84.1	70.0	—	—	—	87.0	151.3	110.0	90.8	—	—	—	112.8	29.7
Hofstra U		I	PI	144.8	104.2	95.0	—	—	—	118.4	201.4	145.9	121.3	—	—	—	162.7	37.4
Iona Coll		IIA	PI	108.6	81.9	72.6	—	74.6	—	84.6	136.5	107.1	85.5	—	89.4	—	106.2	25.4
Ithaca Coll	1	IIA	PI	103.8	80.9	68.4	63.7	—	41.6	79.1	133.9	107.2	90.4	87.3	—	58.3	104.2	31.8
Keuka Coll		IIA	PI	79.1	67.3	62.5	—	—	—	67.3	99.1	84.3	77.2	—	—	—	83.8	24.7
Le Moyne Coll	8	IIA	PR	103.6	78.4	67.4	63.4	—	—	82.3	130.3	101.9	89.1	83.4	—	—	106.0	28.8
LIU Post	8	IIA	PI	113.7	93.0	83.5	65.2	—	—	96.5	153.6	129.4	110.6	82.7	—	—	131.1	35.9
Manhattan Coll		IIA	PI	121.2	95.4	81.9	49.3	—	—	95.4	160.2	134.4	120.9	88.2	—	—	134.3	40.8
Marist Coll	14	IIA	PI	116.7	86.9	79.0	64.5	68.3	—	83.1	162.8	125.0	109.7	88.1	96.3	—	117.3	41.2
Marymount Manhattan Coll		IIB	PI	92.0	75.0	65.0	57.9	—	—	75.7	123.4	102.6	88.5	76.8	—	—	89.2	35.7
Medaille Coll		IIA	PI	78.5	64.2	50.0	—	—	—	58.1	94.1	78.3	59.9	—	—	—	70.0	20.4
Mercy Coll		IIA	PI	103.9	87.5	79.2	65.4	—	—	83.6	140.9	118.6	105.6	90.1	—	—	112.7	34.8
Molloy Coll		I	PI	116.3	94.4	83.0	73.4	—	—	95.1	164.1	130.3	115.4	111.4	—	—	133.2	40.1
Monroe CC	14	III	PU	86.4	62.1	55.6	50.7	55.4	—	63.5	122.1	92.3	81.4	74.0	79.0	—	92.4	45.6
Morrisville St Coll	8	IIB	PU	73.8	62.1	53.9	46.3	—	—	59.8	101.1	86.9	73.4	69.0	—	—	82.8	38.3
Mount Saint Mary Coll		IIB	PI	94.4	73.2	66.0	59.9	—	—	75.2	121.3	95.0	83.3	73.5	—	—	96.2	28.0

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	AR	PR	AO	AI	IN	AR
—	40	—	—	—	—	—	—	1	3	1	1	2	2	1	1	—	—	—	—	53.3	—	—	—	—	53.6
93	86	3		0.9	1.1	1.5	0.4	150	108	94	4	59	95	112	4	101.1	75.7	70.4	42.1	85.1	95.1	70.6	61.4	44.8	72.1
97	95	2						211	132	130	15	105	158	139	18	117.3	82.9	74.8	38.2	92.2	108.9	80.9	73.6	40.9	79.7
100	98	4		2.2	2.5	3.1	3.2	51	57	29	1	32	75	28	4	143.9	109.7	83.7	—	115.3	132.8	103.7	89.5	79.8	104.7
70	87			2.7	4.8	3.4		37	24	28		23	22	22		135.8	94.3	76.6		106.0	134.0	92.6	76.3		101.5
94	97			4.5	4.7	6.1	3.9	41	9	13	16	44	22	24	26	165.0	114.5	86.2	65.5	138.0	163.1	118.0	88.1	65.9	124.9
99	96	5				0.4		73	84	25		30	91	35		94.9	80.0	65.4		81.2	93.0	74.1	65.9		72.4
100	99	10	—	0.2	0.2	1.9	—	43	48	15		23	27	24	2	91.8	79.0	61.4		81.7	81.9	69.0	63.7	—	71.3
100	100				3.0		6.1	9	4	3	4	13	8	10	6	78.2	62.2	—	43.3	69.2	76.8	65.5	51.6	42.0	65.8
95	87			1.9	2.3	2.5	2.2	55	51	57	10	10	18	37	4	127.5	99.9	79	64.0	101.9	117.1	94.9	76.6	46.6	87.9
100	95			2.9	3.1	4.6	4.7	66	47	36	18	38	28	44	20	146.6	100.6	84.3	67.3	117.0	136.6	98.8	82.0	63.6	105.2
91	59	9		1.1	3.1	5.3	4.9	7	15	10	3	4	22	12	8	93.2	76.5	69.4	—	77.9	100.1	75.3	68.4	64.8	75.8
100	100							4	10	3	1	13	18	16	6	108.7	84.8	—	—	87.2	90.7	82.6	70.1	69.0	80.6
97	95	18		1.1	1.5	2.0		77	71	48		37	59	60		109.7	88.4	74.4		91.9	106.8	87.8	73.9		84.9
89	54		—	4.0	4.6	4.6	—	567	134	123	1	182	83	69	1	251.3	166.0	123.9	—	197.7	222.9	157.1	120.6	—	147.8
100	100	78	29	2.1	2.1	2.5	2.5	7	5	3	3	6	13	6	4	63.4	65.1	—	—	61.4	65.0	55.6	54.2	48.9	57.5
99	96			3.0	4.1	3.7	2.5	550	233	192	55	176	145	130	53	176.4	124.4	115.4	92.1	144.5	167.8	119.9	108.3	94.7	120.5
100	100	65	22					18	15	11	5	14	9	6	4	70.8	59.3	47.1	43.2	61.0	66.5	52.2	48.8	41.2	58.4
92	99	6	—	0.7	0.8	0.9	—	133	87	61		68	54	55	2	122.3	105.1	103.0		109.6	120.2	102.5	97.1	—	104.4
100	84	18		1.6	2.5	3.9	6.5	56	59	90	15	51	66	135	15	106.8	85.6	68.4	51.0	80.9	102.5	84.5	71.2	52.7	78.4
99	85	14		1.6	2.6	2.7	5.0	49	37	52	1	26	34	57	3	104.5	84.6	64.8	—	80.2	104.0	83.7	66.1	—	76.6
96	96	20	—	1.1	2.0	1.4	—	127	80	61		71	84	65	2	114.8	89.8	78.2		96.2	110.2	87.5	77.4	—	88.0
95	89	11	—	1.0	1.5	1.6	—	178	93	69	2	71	75	59	1	123.4	93.9	82.0	—	104.7	116.7	93.5	78.1	—	95.7
81	68	11		0.4	1.2			98	18	15		65	16	21		147.9	98.9	75.0		129.3	129.3	100.0	71.0		111.2
95	97	34	—	1.4	3.2	2.2	—	20	17	34	1	18	18	43	1	103.2	85.8	70.4	—	79.6	105.5	82.7	72.4	—	78.9
83	91	15	—	0.8	1.3	2.2	—	145	105	49	1	142	102	64		117.0	91.5	76.0	—	97.9	111.3	93.3	78.0	—	95.3
95	96	26		1.2	1.2	3.0	4.2	66	81	40		43	76	56		114.0	89.1	78.1		93.1	111.3	87.8	76.3		88.3
96	87	22		2.0	2.8	2.5	4.6	38	29	46	2	34	38	69	4	102.4	84.2	71.0	—	78.9	102.9	84.6	71.7	57.8	78.3
100	48	5		1.8	3.1	4.2	6.8	46	48	50		46	65	79	5	103.1	82.9	67.5		81.7	104.0	81.9	68.6	58.8	80.3
96	33			0.4	1.2		4.5	10	2			14	4		5	145.0	—			141.0	144.9	118.2		86.6	139.0
97	95	17	—	1.0	1.9	1.3	—	59	53	38	1	34	67	62	1	114.3	87.8	76.3	—	91.8	109.0	88.4	77.2	—	85.1
94	63	33	—	0.7	2.4	1.1	—	32	22	16	3	20	18	26		115.0	85.4	75.6	—	90.2	109.4	87.1	77.0		85.3
100	95	32		1.8	2.9	1.7	3.1	43	59	99		29	62	98		107.1	87.6	75.2		84.7	106.3	87.2	73.3		82.1
95	97	15	—	0.8	1.6	1.6	—	140	94	49	2	73	93	61		115.8	89.4	74.9	—	95.2	108.6	89.1	75.8		87.2
100	100	8		1.2	2.0	2.0	2.9	33	43	77	3	38	53	69	2	108.8	86.8	71.7	—	80.3	106.6	85.8	72.1	—	80.7
84	89	16		1.4	2.1	1.2		24	38	25	21	37	20		107.3	86.5	73.2		86.7	99.5	87.6	72.0		84.3	
—	80	26		—	3.7	3.1	2.9		6	18	1	3	9	32	6		86.9	72.2	—	75.9	—	75.3	71.9	63.1	73.8
96	81	11		-0.4	0.2	0.8		29	24	58		23	24	56		107.0	82.3	70.6		82.5	98.9	79.7	72.8		79.7
100	100	81		3.5	5.3	5.1	5.1	21	10	22	9	18	9	15	13	75.1	63.1	55.3	49.0	64.6	70.7	60.8	54.3	47.9	62.7
100	93	18		2.5	2.7	2.9	1.5	160	116	64	51	71	98	69	46	172.2	115.9	99.6	100.7	131.9	159.7	115.2	97.8	98.2	114.4
100	98			4.7	5.6	7.3		53	24	9		29	18	23		139.0	104.9	85.9		117.7	133.5	104.4	80.8		99.7
100	87			1.2	1.8	1.9		28	17	17		20	13	18		89.5	65.5	58.2		74.3	86.1	66.7	60.7		72.2
33								11	3	8		4	6	10		73.5	—	58.0		64.8	70.6	59.7	49.7		56.9
100	99		—	1.6	1.8	1.6	—	39	35	32	1	13	34	48		119.8	85.1	70.7	—	93.5	110.8	83.0	69.6		80.0
95	89		—	2.1	2.4	2.9	—	121	96	55	2	76	87	51	1	150.1	109.1	92.2	—	123.9	136.3	98.8	98.1	—	111.9
100	98	5	—	5.2	3.5	3.2	—	32	35	22	2	11	26	33		110.9	80.6	75.0	—	89.6	101.9	83.7	70.9		79.6
96	88			2.5	2.8	3.4	3.8	62	96	100	11	40	82	101	16	104.8	82.4	69.4	68.4	82.5	102.2	79.1	67.4	60.4	77.0
95	67		—	1.1	1.4	1.7	—	9	9	12	2	12	15	27	1	78.2	69.0	63.6	—	69.6	79.8	66.4	62.0	—	67.2
100	98	3		2.1	1.7	6.7	4.0	34	35	15	9	17	28	14	13	104.2	80.3	71.8	56.5	88.4	102.3	76.1	62.7	68.2	80.5
96	79			1.3	1.2	1.2	1.9	101	97	61	1	73	121	99	4	117.8	93.0	83.9	—	100.5	108.2	93.0	83.3	61.0	93.5
92	90	12		4.7	4.0	3.7	3.8	40	34	46	3	22	26	49	3	125.0	97.4	80.5	—	99.6	114.3	92.9	83.2	—	92.9
86	77	26		2.1	3.4	3.7	3.1	16	42	26	5	13	35	31	1	120.0	91.1	83.5	64.4	89.0	112.6	81.7	75.1	—	78.5
100	100			1.1	1.1	1.0	1.0	10	16	8		14	24	19	4	93.1	75.8	69.2		79.3	91.2	74.4	63.2	57.9	

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			
Nazareth Coll		IIA	PI	87.4	73.8	64.2						75.0	112.4	99.0	81.0			96.9	29.2	
New York Institute Tech	1	IIA	PI	130.1	99.0	89.0	—					104.6	163.8	132.6	113.9	—		135.6	29.6	
New York U		I	PI	209.7	122.8	117.5		57.5	98.5			133.5	277.6	162.6	155.4		76.1	130.3	176.7	32.3
Niagara County CC		III	PU	90.9	75.0	63.3	49.3					76.3	132.9	112.9	96.1	73.7			112.8	47.8
Orange County CC		III	PU	101.7	76.6	66.8	54.3					78.1	140.9	103.6	97.8	90.2			112.2	43.6
Pace U-New York		I	PI	133.6	103.2	81.0		61.5				105.7	171.6	133.8	104.3		80.1		136.2	28.9
Pratt Institute-Main	1	IIA	PI	100.4	90.9	79.5						93.7	135.5	122.7	107.4				126.6	35.1
Rensselaer Polytechnic Institute	1	I	PI	149.4	105.7	98.4	42.8	64.0				114.0	195.7	138.2	128.6	57.6	82.7		149.1	30.8
Rochester Institute Tech	1	I	PI	125.5	96.2	82.5	60.6	66.1				90.6	163.0	127.5	107.0	78.9	89.0		119.1	31.4
Saint John Fisher Coll	8	IIA	PI	107.3	82.5	73.9	56.4		61.0			81.8	137.3	106.9	93.2	74.8		73.9	104.7	28.1
Saint Joseph's Coll-New York		IIA	PI	107.7	77.9	69.3	66.2	—				80.2	137.8	101.8	89.0	82.8	—		103.4	28.9
Sarah Lawrence Coll	1	IIB	PI	108.2	83.3	72.9	60.2					91.0	141.6	114.7	99.2	71.7			120.6	32.5
Siena Coll		IIB	PI	102.5	84.4	69.2	51.3					82.4	137.1	114.3	92.8	69.4			110.8	34.4
Skidmore Coll	8	IIB	PI	119.8	96.2	75.8	55.4	—				94.3	156.6	130.4	100.2	88.1	—		125.9	33.5
St Francis Coll		IIB	PI	105.9	83.6	66.0		55.3				81.6	140.3	115.3	87.0		76.3		109.7	34.4
St John's U-New York		I	PR	159.2	114.1	98.0	84.3					124.8	208.8	152.6	120.5	105.9			163.2	30.8
St Lawrence U		IIB	PI	118.7	90.3	71.4	60.2					90.0	152.1	118.2	95.1	75.2			117.2	30.2
St Thomas Aquinas Coll		IIB	PI	100.8	75.4	62.3	54.2					80.5	133.1	94.7	82.6	68.0			105.1	30.5
St U New York New Paltz	8	IIA	PU	99.0	71.8	63.9	57.5	52.0				69.4	131.9	98.9	87.4	81.9	72.8		95.1	37.1
Stella and Charles Guttman CC		III	PU	98.9	97.1	74.5	59.0	—				74.5	133.1	131.3	108.7	93.1	—		108.7	45.9
Stony Brook U	8	I	PU	152.4	104.7	87.4	65.1	62.4				109.4	195.0	138.4	115.5	88.6	84.4		142.9	30.5
Sullivan County CC		III	PU	56.7	51.5	47.7						53.2	85.3	76.5	70.4				79.5	49.3
SUNY Albany	8	I	PU	127.1	95.2	77.6		53.7				93.9	165.2	127.4	103.9				124.6	32.6
SUNY Binghamton	8	I	PU	131.5	94.3	77.2	50.8	55.2				92.4	170.6	125.8	103.8	72.6	76.9		122.8	32.9
SUNY Coll Agriculture and Tech Cobleskill	8	IIB	PU	79.3	65.6	55.5	44.3	—				65.7	108.2	90.2	78.2	59.4	—		90.4	37.5
SUNY Coll Brockport	8	IIA	PU	96.5	76.9	60.2	48.7	53.6				73.4	128.7	105.0	81.3	62.3	72.9		99.3	35.2
SUNY Coll Cortland	8	IIA	PU	85.6	68.4	56.9	55.8	45.9				65.1	115.6	94.6	78.6	75.8	64.2		89.4	37.5
SUNY Coll Environmental Science and Forestry	8	I	PU	102.1	82.1	62.1	60.7	50.1				84.1	137.8	111.0	85.1	86.1	70.6		114.2	35.8
SUNY Coll Geneseo	8	IIA	PU	92.3	73.9	59.9	—	53.6				73.5	122.2	100.7	80.9	—	71.8		98.7	34.3
SUNY Coll Old Westbury	8	IIA	PU	102.4	85.9	79.3	64.1	57.3				84.1	135.2	115.6	103.7	88.9	75.0		111.7	32.7
SUNY Coll Oswego	8	IIA	PU	88.3	73.7	57.2	40.6	58.0				68.0	118.4	100.7	78.3	56.6	80.8		92.5	36.1
SUNY Coll Plattsburgh	8	IIA	PU	90.1	69.8	60.0		50.0				69.6	122.0	95.6	82.1		69.6		95.2	36.8
SUNY Coll Potsdam	8	IIA	PU	81.2	64.7	50.9	39.1	47.0				62.9	110.3	89.2	71.6	54.0	64.6		86.5	37.5
SUNY Coll Tech Alfred	8	IIB	PU	79.3	65.4	55.7	44.7	35.8				58.7	109.5	91.6	79.1	64.8	49.2		82.5	40.5
SUNY Coll Tech Canton	8	IIB	PU	85.9	70.3	61.7	39.7	45.8				61.8	115.9	97.9	84.9	52.7	64.7		84.7	37.1
SUNY Coll Tech Delhi	8	IIB	PU	74.5	61.3	54.8	46.3					58.1	102.1	86.7	76.8	67.2			81.6	40.5
SUNY Empire St Coll	8	IIA	PU	84.9	66.7	59.9	—	56.3				68.0	114.3	92.8	84.2	—	74.4		94.0	38.2
SUNY Fredonia	8	IIA	PU	89.5	67.3	59.9		44.5				69.3	122.1	93.0	82.0		64.6		95.6	37.8
SUNY Institute Tech Utica-Rome	8	IIA	PU	126.2	98.6	78.8	—	52.6				94.4	167.8	132.3	106.3	—	73.0		126.7	34.3
SUNY Maritime Coll	8	IIA	PU	91.3	78.4	67.7	42.7	57.5				71.2	123.7	108.1	91.4	65.3	79.7		97.6	37.2
SUNY Oneonta	8	IIA	PU	86.0	69.3	60.4		48.7				66.2	117.7	95.8	84.1		68.0		91.6	38.4
SUNY Purchase Coll	8	IIB	PU	97.1	76.4	59.5		—				72.1	129.2	103.5	80.3		—		97.1	34.8
SUNY Westchester CC		III	PU	121.1	105.6	90.1	62.8					96.2	197.9	177.6	160.1	104.7			162.1	68.5
Syracuse U	6	I	PI	134.7	97.7	79.6	68.2	58.7	94.3			103.7	179.4	135.9	113.0	100.3	90.5	131.3	142.5	37.5
The New School		I	PI	144.9	102.7	81.9	49.3	—				100.6	182.6	134.5	108.5	63.8	—		130.8	29.9
Tompkins Cortland CC		III	PU	77.3	59.6	59.0	51.0					70.7	109.6	83.4	85.6	73.6			100.4	42.0
U Buffalo	8	I	PU	136.3	94.2	82.3	57.3	66.0				101.9	177.0	125.8	109.0	77.8	90.6		134.3	31.8
U Rochester	8	I	PI	159.0	109.3	102.4	51.9	73.6				119.2	196.5	136.0	126.0	64.0	91.4		147.4	23.7
Union Coll		IIB	PI	127.7	93.1	78.7	70.7	72.6				101.4	172.4	128.3	104.7	94.0	100.2		137.5	35.6
Utica Coll		IIB	PI	86.0	74.8	66.9			67.6			73.3	118.2	101.3	90.4			90.8	99.4	35.6
Vassar Coll	1	IIB	PI	135.6	102.4	84.3	—	79.7	70.4			105.3	180.5	140.1	111.0	—	107.1	95.3	141.6	34.4
Yeshiva U		I	PI	153.7	91.6	96.9	67.7	63.0				110.4	171.6	115.2	115.3	91.8	80.4		130.9	18.4

North Carolina

Appalachian St U	8	IIA	PU	97.3	77.2	68.1	—	45.6	53.4			74.6	124.6	100.5	89.5	—	61.5	71.0	97.1	30.2
Barton Coll	8	IIA	PR	58.2	49.8	58.8	42.1					53.8	72.2	62.4	70.3	50.3			65.8	22.2
Belmont Abbey Coll	1	IIB	PI	64.1	54.7	52.7	—	18.6				47.5	80.5	69.5	67.5	—	24.9		60.7	27.7
Brevard Coll		IIB	PI	51.5	44.1	44.0						46.0	64.9	54.2	53.4				56.7	23.4
Catawba Coll		IIB	PI	74.6	72.9	53.3	46.4					62.7	97.0	91.6	65.5	55.4			78.8	25.6
Chowan U	8	IIB	PI	73.4	63.1	57.9	45.0					61.2	87.9	76.4	69.6	54.6			73.6	20.3

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	AR	PR	AO	AI	IN	AR
100	83	14		2.9	4.4	3.8	3.0	28	16	23		37	31	46		89.6	73.5	61.9		76.2	85.8	73.9	65.3		74.3
98	92	13	—				—	52	53	38	1	13	43	31		130.6	103.3	92.1	—	110.3	127.8	93.7	85.2		95.8
95	79	1		1.8	3.3	4.0		595	295	158		247	225	148		216.8	124.0	125.1		145.8	192.7	121.3	109.3		116.8
100	100	100		0.7	11.5	1.4	3.1	27	5	7	9	29	5	9	13	93.0	75.6	65.1	49.5	85.8	88.9	74.5	62.0	49.1	81.6
100	100	80	4	2.4	2.5	3.7	4.6	27	6	20	9	24	15	31	16	102.7	67.1	68.6	54.6	85.8	100.6	80.4	65.7	54.1	80.8
93	83	9		2.1	3.8	2.4		114	55	50		82	61	79		137.5	104.6	80.5		110.9	128.3	102.0	81.3		100.6
94	49	7		4.1	5.1	3.0		41	25	14		36	20	13		104.5	91.7	79.2		96.1	95.6	89.8	79.8		91.0
93	95			3.7	4.2	2.6	1.9	163	63	39	4	30	32	22	4	149.6	106.7	101.3	39.6	119.4	147.9	103.8	93.1	46.1	103.3
100	97	10		3.7	4.0	3.6	3.6	183	177	117	48	49	107	74	30	126.9	98.4	84.6	62.3	97.9	120.1	92.7	79.3	57.9	84.2
97	88	3		2.9	3.0	3.2	3.3	28	39	34	6	10	56	57	3	110.7	82.3	75.4	57.3	87.2	97.5	82.6	73.0	—	79.2
97	66			2.2	5.6	3.5	3.8	17	22	26	4	17	40	33	4	110.3	76.0	68.2	63.6	81.3	105.2	79.0	70.1	68.9	80.7
100	100			2.3	2.4	2.3	6.1	25	15	10	2	23	12	7	8	109.8	85.4	71.4	—	94.8	106.4	80.6	75.1	55.3	93.8
100	93	10		0.5	2.8	4.4	5.8	38	40	29	11	28	28	32	10	105.2	84.8	68.5	50.6	87.6	98.8	84.0	69.8	52.1	83.6
97	91			3.0	3.4	3.8	3.0	39	33	28		29	36	45	11	122.1	98.3	74.8		100.0	116.8	94.3	76.3	55.4	92.9
100	96			2.6	4.1	3.4		15	9	10		12	15	13		112.0	85.8	69.5		86.2	98.2	82.3	63.3		77.4
94	94			2.3	2.8	2.6	4.4	126	150	70	4	74	137	64	2	163.4	117.2	100.9	74.0	130.7	151.9	110.8	94.9	—	118.2
100	99			4.5	3.4	4.7	2.2	27	34	23	5	14	45	19	9	122.4	90.8	70.2	62.3	95.3	111.6	89.9	72.8	59.0	89.6
100	100	13		2.8	46.5	-22.5	19.5	10	7	5	2	13	5	10	3	103.6	77.9	64.3	—	86.5	98.7	71.8	61.3	—	80.5
100	94	5	40	0.2	1.8	0.1	31	77	42	1	20	66	57	9	106.2	74.5	65.7	—	75.1	87.7	68.7	62.5	58.0	64.5	
80	40			2.0	5.0	0.8	6.6	2	3	4	9	3	2	17	4	—	—	77.1	58.7	84.6	—	—	73.9	59.5	78.4
94	80	1		0.6	0.6	-0.2		269	162	169	6	73	111	141	6	154.7	106.3	88.6	53.8	118.0	143.7	102.3	85.9	76.4	96.4
100	80	29		0.3	0.4			8	9	1		11	6	6		60.0	51.4	—		55.0	54.3	51.7	47.9		51.9
98	95			-0.2	0.5	0.7		120	124	114		38	95	95		128.8	97.9	79.5		99.7	121.7	91.8	75.4		85.4
99	93		9	0.7	0.3	0.7	0.2	128	108	139	4	46	85	107	18	134.3	96.8	79.1	47.1	100.0	123.6	91.1	74.8	51.7	84.8
100	81	3		0.1	0.1	0.5	2.5	17	17	17	6	13	10	12	3	79.5	66.8	55.9	46.5	69.1	78.9	63.5	55.0	—	65.6
98	91	4		0.2	0.1	0.2		40	66	42	1	22	72	66	5	100.8	79.5	61.1	—	79.1	88.8	74.6	59.6	47.0	69.2
100	87	5	33	0.4	0.5	0.9	1.8	40	39	40	3	28	59	35	3	86.3	70.2	56.7	—	67.5	84.6	67.2	57.2	—	63.3
100	100	5	73	0.1	0.1		0.1	47	20	11	6	4	14	10	5	102.3	83.5	62.1	64.0	90.8	98.8	80.2	62.0	56.8	74.5
99	96	17	—	0.1	0.1	0.6	—	51	47	23		27	33	35	1	93.9	75.3	58.4		76.8	89.4	72.0	60.8	—	69.6
100	93		25	0.3	1.5	0.2	3.6	13	27	25	2	13	32	33	2	107.2	88.3	84.4	—	89.1	97.5	83.8	75.4	—	81.0
97	89	6		0.2	0.2	0.8	2.0	52	47	77	5	26	48	90	5	89.4	78.2	57.0	38.0	71.9	86.2	69.2	57.4	43.3	65.4
100	90	7		0.1	0.2			52	51	28		22	42	30		93.6	72.2	61.1		74.8	81.8	66.8	59.0		63.3
100	97	2	13	0.2		1.1	2.8	55	43	23	9	25	33	31	15	82.3	63.8	47.8	39.9	67.4	79.0	66.0	53.2	38.7	62.7
97	95	28	12			0.5	1.9	20	30	38	16	10	7	26	1	79.5	66.1	55.2	43.7	60.9	79.0	62.6	56.5	—	59.1
100	89	15	4	-1.3	0.7	0.6	2.8	10	16	20	11	13	12	14	12	85.5	69.3	64.6	36.0	66.7	86.2	71.7	57.6	43.2	66.7
93	62	21	13		0.1	0.1	-2.7	16	14	22	19	11	15	34	11	76.1	61.4	55.9	48.3	63.6	72.3	61.3	54.2	42.7	59.3
92	71	25	—		0.1		—	16	34	13		21	52	39	1	87.5	69.3	60.4		71.5	82.9	64.9	59.7	—	66.1
100	96	4		0.3	0.1			45	50	33		28	52	17		92.7	66.7	59.9		70.8	84.4	67.9	59.9		67.5
85	87	7	—			0.9	—	27	37	19		6	18	11	3	132.7	103.4	80.5		101.3	97.1	88.7	75.9	—	79.9
96	94	19				0.4		18	12	11	4	6	5	5		93.1	80.8	70.8	42.7	72.7	85.7	72.7	61.1		71.4
98	95	12			0.5			36	49	44		16	44	54		86.6	69.6	62.0		68.7	84.6	68.9	59.1		63.4
100	88				0.7	0.5		15	29	35		14	36	41		98.9	76.4	59.5		73.2	95.1	76.4	59.6		71.1
100	100	93	10	0.4	1.0	2.8	4.9	23	21	19	19	25	18	24	20	121.3	105.7	89.3	63.9	106.4	120.9	105.6	90.8	61.8	106.0
99	93	5		2.0	3.1	3.1	2.5	249	179	141	3	96	147	120	11	137.9	99.9	80.8	—	109.8	126.2	95.0	78.1	64.4	95.4
74	47	1		3.7	3.4	4.6	3.7	45	75	80	8	35	57	85	5	147.6	104.9	80.9	54.7	104.9	141.4	99.8	82.9	40.6	99.6
100	100	13						18	3	2	2	23	6	6	2	79.4	—	—	—	74.8	75.7	59.7	59.7	—	70.2
94	82			0.5	0.4	0.4	0.5	265	209	209	4	96	152	166	4	141.4	97.8	87.4	56.0	110.4	122.3	89.2	76.0	58.7	89.4
100	91			3.4	5.0	3.8	3.9	195	88	87	7	55	47	38	4	162.4	112.6	106.5	54.9	129.4	147.0	103.1	93.2	46.6	101.0
100	100			2.7	3.5	3.7	4.1	55	29	15	9	31	29	15	7	132.2	94.5	82.4	66.3	110.0	119.8	91.7	75.0	76.2	96.2
100	85	19		1.1	0.6	1.2		19	26	17		9	21	19		87.2	75.2	66.9		75.5	83.3	74.3	66.9		71.0
100	100		—	3.8	4.5	4.6	—	49	49	17		47	39	17	1	142.2	104.6	82.4		106.6	128.8	99.7	86.1	—	104.1
78	69	5		0.7	-1.1	1.3	0.7	90	48	32	46	30	29	30	17	155.8	98.6	95.9	72.8	128.1	147.5	80.1	98.0	54.0	106.8
99	95		—	7.3	9.1	8.0	—	183	124	91	1	110	116	104		100.9	77.1	69.8	—	78.7	91.2	77.3	66.6		70.0
100	89	9			0.1			9	11	11	4	9	8	12	6	58.8	47.4	60.8	48.1	55.5	57.6	53.1	56.9	38.1	56.1
100	74		—					6	16	9	1	3	15	8	1	63.2	55.7	54.6	—	49.8	—	53.6	50.5	—	45.7
100	79			0.5	0.2			6	15	6		7	9	8		51.2	43.5	45.8		45.7	51.8	45.1	42.7		46.2
95	81	5		1.2	0.2	0.9		13	12	18	2	8	9	19	5	78.1	71.8	52.9	—	65.8	68.9	74.3	53.7	46.9	62.2
100	63	3		3.6	3.7	3.2	3.5	6	11	17	3	8	8	12	4	69.6	62.5	59.8	—	62.4	76.3	64.0	55.3	44.2	63.8

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			
North Carolina (continued)																				
Davidson Coll		IIB	PI	129.7	100.6	73.2	—	57.2			106.4	167.3	130.3	91.1	—	70.6		136.4	28.2	
Duke U		I	PI	204.2	134.6	114.0					172.2	270.6	180.1	144.8				227.6	32.2	
East Carolina U	8	I	PU	104.9	79.5	74.5	—		63.6	78.9	134.0	103.1	97.3	—		83.0		102.3	29.7	
Elizabeth City St U	8	IIA	PU	76.2	66.4	68.3	—	60.7	—	69.1	98.3	87.2	89.6	—	81.6	—		90.3	30.7	
Elon U	8	IIA	PI	111.7	81.9	73.6	47.0	66.6		81.5	140.9	105.4	92.9	60.2	87.1			103.9	27.5	
Fayetteville St U	8	IIA	PU	89.9	77.7	75.3	74.6	61.4	—	77.7	116.4	101.2	98.9	98.3	82.5	—		101.6	30.8	
Gardner-Webb U	1	I	PI	71.1	62.7	56.1	49.4			61.9	96.5	85.2	78.7	69.2				85.1	37.5	
Greensboro Coll		IIB	PI	58.1	49.0	50.9	—			54.1	70.3	60.0	61.3	—				65.5	21.2	
Guilford Coll		IIB	PI	70.7	55.7	52.9	44.3			57.8	91.3	73.4	68.4	57.7				75.2	30.1	
Lees-McRae Coll		IIB	PR	54.5	46.0	41.9	40.7			44.6	63.5	52.2	48.5	46.2				51.3	15.0	
Mars Hill U	8	IIB	PI	58.9	53.0	50.1	41.5			52.7	74.2	68.0	62.2	54.7				66.7	26.6	
Meredith Coll		IIA	PI	73.8	61.9	54.5	49.5			63.2	89.8	76.8	69.9	64.1				78.6	24.4	
North Carolina A & T St U	8	I	PU	99.3	82.3	72.1	—	—	54.2	79.0	127.6	106.9	94.9	—	—	72.4		102.9	30.4	
North Carolina Central U	8	IIA	PU	97.5	80.7	67.7	60.2	53.7	56.1	73.3	125.9	105.6	89.5	80.0	72.1	75.5		96.4	31.6	
North Carolina St U Raleigh	8	I	PU	128.7	93.2	79.7	—	51.8	56.4	98.7	161.4	119.0	102.6	—	69.0	68.0		125.3	27.0	
North Carolina Wesleyan Coll		IIB	PI	57.6	57.8	47.8	46.4			53.6	73.6	74.7	63.6	63.1				69.9	30.5	
Salem Coll		IIB	PI	66.3	58.1	52.6	—		—	56.6	82.8	72.7	65.0	—		—		70.3	24.2	
U North Carolina Asheville	8	IIB	PU	92.2	79.6	68.0	—	55.9	—	75.8	118.6	103.3	89.4	—	74.5	—		98.7	30.3	
U North Carolina Chapel Hill	8	I	PU	155.2	104.9	91.2	127.8	56.9	90.3	113.8	193.0	133.7	117.3	159.7	75.0	114.9		143.8	26.4	
U North Carolina Charlotte	8	I	PU	122.0	87.5	78.0	—	52.3	66.7	83.2	154.2	112.7	100.4	—	69.6	86.7		107.2	28.8	
U North Carolina Greensboro	8	I	PU	110.4	80.4	74.7	—	45.4	58.4	77.1	140.4	104.1	97.3	—	61.6	77.5		100.1	29.9	
U North Carolina Pembroke	8	IIA	PU	84.9	66.0	61.8	—	49.2	69.4	65.0	109.7	86.9	82.0	—	66.2	91.7		85.6	31.8	
U North Carolina School Arts	8	IIA	PU	75.9	72.3	64.5	52.0			66.9	98.8	94.4	85.0	65.7				87.1	30.2	
U North Carolina Wilmington	8	IIA	PU	98.6	74.9	68.8	—	50.5	—	75.8	126.4	97.6	90.3	—	68.1	—		98.7	30.3	
Wake Forest U	8	IIA	PI	149.3	98.5	77.9	66.3	70.0	98.1	103.6	186.7	127.5	97.2	83.4	96.0	128.9		131.0	26.4	
Western Carolina U	8	IIA	PU	97.3	72.5	62.8	43.9	—	58.6	70.9	124.9	94.9	83.1	60.0	—	78.3		92.9	31.1	
Winston-Salem St U	8	IIA	PU	94.6	77.8	69.8	63.2	61.0	51.0	75.9	121.9	101.5	92.0	84.2	81.9	66.9		99.3	30.8	

North Dakota

Bismarck St Coll	8	III	PU	73.5	56.4	51.6	—			55.0	102.7	81.7	74.3	—				79.4	44.5
Lake Region St Coll		III	PU	—	59.4	66.3	54.8			58.0	—	80.7	93.9	78.7				82.3	41.9
North Dakota St U-Main Campus	1	I	PU	109.3	85.3	71.4	—	50.0		82.5	143.5	114.7	97.1	—	71.4			110.9	34.5
U North Dakota		I	PU	114.0	92.4	77.8	53.7		52.2	87.2	146.3	121.6	103.9	73.9		75.0		114.9	31.7
Valley City St U		IIB	PU	64.2	61.5	49.6	44.1			53.3	89.1	86.3	71.4	64.9				76.0	42.7

Ohio

Ashland U		IIA	PI	70.4	64.1	59.2	51.5			62.7	91.5	83.5	77.1	66.2				81.5	29.9
Baldwin Wallace U		IIB	PI	82.9	74.6	62.0	—			73.7	110.7	96.8	79.7	—				96.7	31.1
Bluffton U		IIB	PI	62.5	51.8	46.0				53.2	76.6	67.7	58.3					66.9	25.8
Bowling Green St U-Firelands	8	III	PU	89.5	67.6	54.2	52.9	62.1		63.4	119.1	90.3	71.1	69.6	83.8			84.5	33.2
Bowling Green St U-Main Campus	8	I	PU	108.3	82.2	71.0	50.7	59.6		77.8	135.6	105.3	91.3	66.8	79.5			99.8	28.3
Capital U	1	IIA	PI	99.6	69.6	58.1	58.8			76.5	132.7	96.5	80.4	79.9				103.7	35.6
Case Western Reserve U	8	I	PI	142.2	96.7	85.7	65.3			109.2	178.7	125.0	109.4	87.6				139.2	27.4
Cleveland St U		I	PU	111.3	81.7	76.1	83.0	63.9		84.8	136.7	101.7	89.9	88.2	79.6			103.7	22.3
Coll Wooster		IIB	PI	97.1	75.2	64.7	55.1			76.7	141.2	102.1	88.6	71.4				106.5	38.8
Cuyahoga CC District	8	III	PU	95.6	87.3	74.1		46.9		76.5	123.0	113.2	96.5		56.3			99.1	29.5
Defiance Coll		IIB	PI	56.1	53.2	48.3				51.0	74.1	69.8	62.7					66.6	30.6
Denison U		IIB	PI	112.4	82.3	66.6	59.2			82.7	149.9	112.3	90.3	77.9				111.8	35.1
Franciscan U Steubenville		IIA	PI	80.2	67.6	53.9	45.4			67.3	120.4	103.5	78.6	60.9				84.7	48.5
John Carroll U	8	IIA	PR	93.8	70.8	74.8	—			80.3	123.0	97.9	102.5	—				108.2	34.7
Kent St U Ashtabula	8	III	PU	—	75.0	68.8		53.9		62.3	—	101.9	93.0		77.2			86.8	39.4
Kent St U East Liverpool	8	III	PU		74.3	—		54.5		61.6		101.9	—		77.7			86.7	40.7
Kent St U Geauga	8	III	PU	—	83.3	—		52.3		58.9	—	111.8	—		76.3			83.8	42.3
Kent St U Kent	8	I	PU	117.0	88.7	74.8	64.3	60.4		81.4	150.0	117.5	100.8	87.7	85.0			109.0	33.9
Kent St U Salem		III	PU	100.6	76.9	62.6		60.9		67.3	129.9	102.4	85.5		86.5			92.9	38.1
Kent St U Stark	8	III	PU	102.9	77.7	59.6		55.5		66.8	134.8	106.2	83.6		79.7			92.8	38.9
Kent St U Trumbull	8	III	PU	102.4	80.9	65.2		54.1		68.6	131.9	109.0	91.2		79.4			95.3	38.9
Kent St U Tuscarawas	8	III	PU	—	74.6	60.8		52.5		65.3	—	101.6	86.7		74.7			90.4	38.4
Kenyon Coll		IIB	PI	102.1	82.5	67.5				87.6	138.1	111.8	90.0					118.3	35.0
Lorain County CC	1	III	PU	85.0	72.3	63.9	58.5			73.7									

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	AR	PR	AO	AI	IN	AR
99	100		—	3.1	4.3	5.2	—	62	16	27		34	13	28	1	133.5	98.7	72.0		112.4	122.6	102.9	74.3	—	98.9
100	89			3.7	4.3	3.0		376	116	81		114	80	61		207.6	139.4	121.2		181.6	192.9	127.6	104.4		151.2
99	99	2	—	7.9	8.7	7.6	—	178	207	93	1	67	192	114	2	104.9	80.6	76.5	—	84.1	104.9	78.2	72.9	—	73.5
82	60		—	1.8	1.4	2.9	—	27	17	10		7	18	7	1	79.6	65.3	71.7		71.7	63.1	67.3	63.4	—	64.9
95	88	1		2.0	2.2	2.6	2.6	42	80	67	5	31	72	73	8	115.8	81.9	76.4	45.4	85.4	106.1	82.0	70.9	47.9	79.7
92	85	9		7.2	5.8	7.0	8.4	40	49	33	2	20	36	42	3	88.2	77.4	76.6	—	78.7	93.1	78.1	74.2	—	76.7
90	44	2		2.9	2.8	4.2	3.2	40	18	18	5	21	16	33	18	73.7	63.3	55.8	47.1	67.0	66.2	62	56.2	50.0	60.5
64	25		—				—	14	2	6	2	8	2	9		58.5	—	51.3	—	55.4	57.3	—	50.6		53.6
94	94	26			0.2	0.3		22	16	7	8	11	16	16	10	73.0	57.6	57.0	43	65.0	66	53.9	51.2	45.4	56.0
				1.9	0.3	1.2	3.1	6	4	12	2	3	4	8	10	57.2	46.8	39.9	—	45.9	—	45.3	44.9	40.8	45.8
92	82	10		1.0	0.8	1.4	0.7	15	11	13	3	9	17	16	4	58.7	54.6	50.3	—	54.7	59.2	51.9	49.9	40.2	52.7
88	90	3		3.1	3.2	2.7	6.2	15	14	9	2	33	26	27	8	71.9	63.1	57.6	—	65.2	74.7	61.2	53.5	48.3	64.0
98	89	4	—	2.6	2.2	3.0	—	75	116	38	1	25	72	44		99.6	82.5	77.6	—	81.9	98.5	81.9	67.4		74.7
90	90	12		3.1	4.8	3.6	4.5	40	61	43	3	27	51	54	4	100.2	81.6	66.7	—	76.5	93.4	79.6	68.4	61.7	70.6
98	85		—	4.5	5.7	4.9	—	523	312	203	1	135	177	190		129.9	94.9	83.4	—	105.6	124.1	90.1	75.8		85.9
100	95	20		2.0	2.5	2.0	2.0	6	11	9	3	6	10	6	4	56.8	57.8	46.5	—	53.7	58.4	57.7	49.9	47.0	55.8
100	78	4	—		0.9	0.7	—	2	5	4		8	13	24	1	—	56.3	53.8		57.6	65.8	58.7	52.4	—	56.6
97	95	2	—	6.4	5.3	6.7	—	45	25	30		19	34	26	1	92.6	81.6	68.3		78.4	91.3	78.2	67.7	—	72.8
93	83			3.6	5.1	5.8	2.9	410	224	160	1	194	188	158	6	161.7	108.1	96.3	—	126.2	141.3	101.0	86.1	111.8	98.6
99	98	1		7.3	8.0	5.9		169	176	101		54	138	110		125.8	90.3	83.0		93.3	110.1	83.9	73.4		72.2
98	94	1	—	5.4	7.1	6.7	—	112	126	37	1	75	125	74	1	113.4	83.8	79.8	—	84.2	105.8	76.9	72.2	—	71.3
98	93	9	—	6.2	6.6	4.4	—	40	41	26	1	14	48	41	2	87.4	66.2	62.4	—	69.4	77.7	65.8	61.5	—	61.3
				7.2	7.5	6.3	4.7	21	31	26	13	2	22	13	14	76.2	72.7	65.9	49.1	71.4	—	71.8	61.8	54.8	68.3
99	95	2		5.3	5.5	5.2		130	89	52		54	90	82		99.5	74.7	68.4		80.8	96.5	75.1	69.1		70.7
99	99			2.4	3.3	3.3	4.4	126	77	40	72	60	61	39	75	156.5	100.0	79.9	73.6	123.9	134.1	96.7	75.8	59.3	105.6
87	86	1		3.7	3.5	3.5	2.8	60	77	77	16	31	69	97	14	98.8	76.6	64.8	43.6	78.5	94.3	68.0	61.1	44.2	67.2
98	96	1		2.2	3.4	4.4	3.7	35	56	20	10	23	57	55	25	92.2	78.7	66.1	60.9	79.6	98.3	76.9	71.2	64.1	76.0
100	100	2	—	1.6	2.0	4.4	—	3	38	30	1	2	31	18	1	—	57.8	52.4	—	56.4	—	54.6	50.2	—	53.5
—	67	50	4	—	0.7	-1.4	0.7	1	1	4	10	1	5	2	16	—	—	68.7	58	67.9	—	58.1	—	52.8	61.0
99	85	1	—	2.6	3.1	3.5	—	145	137	109	2	30	76	116	1	111.5	86.3	72.9	—	89.3	98.7	83.6	70.0	—	72.5
97	80	3						112	126	91	25	50	91	88	53	114.7	95.1	80.9	54.4	95.5	112.5	88.8	74.6	53.4	86.0
67	100	32		1.1	1.1	1.0	-0.6	5	11	14	4	4	7	23	8	62.8	64.5	49.3	45.1	57.1	65.9	56.8	49.8	43.6	53.1
100	97	27		1.2	0.6	1.2	1.4	43	32	12	12	18	32	14	29	70.2	65.8	57.9	50.5	66.9	70.8	62.4	60.3	51.9	64.3
96	55	3	—	3.4	4.9	6.4	—	48	37	20		34	23	42	3	83.7	76.8	60.9		76.9	81.8	71.1	62.5	—	71.1
100	57	4		1.3	26.6	16.9		15	9	12		7	5	14		61.8	50.3	42.8		52.6	63.9	54.5	48.8		54.0
100	100			4.2	7.6	7.6	3.8	5	3	7	1	1	7	1	9	87.5	—	54.9	—	68.1	—	68.5	—	52.7	64.0
100	100	1		3.5	4.0	4.9	4.4	109	101	57	56	55	101	60	50	110.4	85.3	75.0	52.3	88.6	104.3	79.2	67.2	48.8	76.1
98	90	4			0.5	0.4		38	15	12	14	20	26	16	17	106.4	71.5	55.0	55.3	88.9	86.6	68.5	60.4	61.7	72.2
91	77			3.7	4.1	3.7	2.4	207	100	55	24	63	78	78	57	144.8	99.6	86.7	71.6	123.5	134.0	93.0	85.0	62.6	102.0
99	97			2.7	5.1	2.9	2.4	90	107	54	5	45	77	70	7	111.7	83.6	81.5	75.0	89.4	110.4	79.2	71.9	88.7	79.4
100	100			2.6	2.6	3.6	8.7	31	25	12	16	16	36	17	8	96.7	74.9	65.9	55.9	83.3	97.8	75.5	63.9	53.5	77.8
97	98	63		1.8	3.1	3.3		9	35	119		25	52	155		93.9	88.0	76.9		78.1	96.3	86.9	71.9		75.5
100	71	10		0.8		0.5		4	6	9		4	1	12		55.7	53.5	49.1		51.9	56.4	—	47.7		50.0
96	98			4.3	3.9	3.9	1.9	32	44	31	9	15	47	31	6	113.7	83.4	67.6	55.9	87.9	109.6	81.2	65.6	64.1	80.6
96	77	18		1.0	0.8	1.0	1.6	40	25	25	5	13	1	13	3	80.3	67.8	53.8	44.3	69.5	80.0	—	53.9	—	66.7
100	100	27	—	1.9	2.9	2.5	—	40	39	14	1	26	27	23	2	97.3	72.5	83.2	—	84.8	88.4	68.5	69.7	—	75.7
—	100	25	—	5.9	6.4			2	6	2		6	2			—	74.6	—		69.8		75.4	—		57.8
—	100	—			5.1	—			4	1		2	1			77.5	—			65.9	—	—	—		57.4
—	100	—			5.4	—		2	1			4	2			—	—			66.1	—	82.9	—		56.1
100	98	7		4.8	5.5	4.9		141	131	78	3	50	147	92	3	120.6	89.1	79.5	—	90.1	106.9	88.4	70.8	—	73.7
100	100	40		4.7	5.5	3.9		4	3	1		2	4			100.6	—	—		72.5	—	—	58.2		63.3
100	100	29		6.5	7.2	5.6		5	19	19		3	14	15		95.8	76.8	60.6		68.6	—	79.0	58.5		65.1
100	100	43		5.1	6.4	4.1		2	12	3		2	6	4		—	81.7	—		74.6	—	79.3	65.8		63.5
—	100	14		—	5.4	8.8		3	9	2		7	5			—	73.2	—		70.2	—	76.5	61.9		60.8
100	100			1.7	3.7	7.0	6.4	47	23	23		28	24	19		103.4	83.5	69.0		90.0	99.8	81.5	65.6		84.4
100	100	55	10	3.7	4.4	4.9	4.1	20	19	12	3	22	13	17	7	87.8	75.5	66.0	—	78.1	82.5	67.5	62.5	56.8	72.2

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		
Malone U		IIA	PR	66.6	58.8	47.8	42.7					57.2	92.2	75.1	62.3	62.3			77.1	34.9
Marietta Coll	7	IIB	PI	71.9	60.7	54.2	41.3					60.4	91.3	82.0	69.0	55.5			79.0	30.9
Miami U-Hamilton		IIB	PU	111.7	73.7	60.7	37.9	48.4	42.4	63.1	156.9	103.5	87.0	53.2	68.0	58.1	88.7			40.5
Miami U-Middletown		IIB	PU	92.1	78.1	60.9	—	49.5	41.8	65.0	129.4	109.7	85.6	—	69.6	58.7	91.4			40.5
Miami U-Oxford		I	PU	119.8	90.2	88.0	44.6	58.2	51.3	81.8	168.3	126.9	123.7	62.7	81.8	71.8	114.9			40.5
Mount St Joseph U	8	IIA	PR	77.4	58.9	55.2	47.8					58.3	92.4	71.1	68.9	57.6			70.9	21.7
Muskingum U		IIB	PI	84.2	67.9	59.9	—					70.6	100.4	81.1	72.7	—			84.5	19.7
Oberlin Coll		IIB	PI	131.1	96.5	70.5	53.3					100.9	171.6	126.1	88.1	68.0			130.8	29.6
Ohio Northern U		IIB	PI	98.2	76.1	72.1	54.2	—				78.5	125.0	99.4	94.8	73.9	—		102.1	30.1
Ohio St U Agricultural Technical Institute	8	III	PU	—	74.8	70.8						73.1	—	99.1	93.6				97.0	32.6
Ohio St U-Lima Campus	8	IIB	PU	106.4	72.4	62.8						82.0	135.9	95.6	85.3				107.1	30.6
Ohio St U-Main Campus	8	I	PU	149.5	99.8	87.3	96.0					118.0	185.4	127.6	113.0	124.2			148.7	26.0
Ohio St U-Mansfield Campus	8	IIB	PU	88.8	72.5	62.3						73.5	114.6	96.5	83.8				97.4	32.5
Ohio St U-Marion Campus	8	IIB	PU	102.4	76.9	70.0						77.0	132.7	101.5	92.7				101.6	31.8
Ohio St U-Newark Campus	8	IIB	PU	97.2	84.4	74.9						83.3	124.3	109.5	98.4				108.2	29.9
Ohio U-Chillicothe Campus		III	PU	—	77.9	63.0						74.5	—	106.4	89.3				102.6	37.6
Ohio U-Eastern Campus		III	PU		77.1	—						74.6		105.5	—				102.7	37.6
Ohio U-Lancaster Campus		III	PU	—	75.9	60.5						74.8	—	104.1	86.5				102.9	37.5
Ohio U-Main Campus		I	PU	113.7	87.0	80.1						93.4	147.5	116.9	108.9				124.2	33.0
Ohio U-Southern Campus		III	PU		76.1	61.0						71.1		104.4	87.1				98.6	38.7
Ohio U-Zanesville Campus		III	PU	91.2	74.6	60.9						74.2	121.7	102.6	87.0				102.2	37.7
Ohio Wesleyan U		IIB	PI	92.8	68.2	58.4	54.8					77.7	128.0	93.4	78.3	75.8			106.5	37.1
Otterbein U		IIB	PI	77.4	63.6	59.9	60.0					67.1	96.7	79.4	73.4	73.1			83.2	24.1
Sinclair CC		III	PU	77.4	60.2	53.1	45.5					67.4	101.4	78.9	69.6	59.6			88.3	31.0
Tiffin U		IIA	PI	73.8	66.1	59.0	49.3					62.7	94.4	83.0	77.6	62.4			80.7	28.6
U Akron Main Campus	8	I	PU	114.8	85.4	73.4	51.8	65.3				85.0	148.3	113.0	98.5	71.8	87.3		112.3	32.1
U Akron Wayne Coll	8	III	PU	88.8	69.8	—	—					70.6	114.8	91.5	—	—			94.7	34.1
U Cincinnati-Blue Ash Coll	1	III	PU	90.9	74.1	56.6	49.5					68.3	118.9	97.2	74.0	64.7			89.5	31.0
U Cincinnati-Clermont Coll	1	IIB	PU	93.9	70.4	57.2	49.0					71.2	122.9	92.4	75.6	65.0			93.5	31.4
U Cincinnati-Main Campus	1	I	PU	121.8	84.2	74.6	51.2					90.2	159.2	110.2	97.8	67.5			118.1	30.9
U Dayton	8	IIA	PR	115.6	84.7	72.5		53.4				81.0	142.0	106.2	86.6		66.8		100.0	23.3
U Findlay		IIA	PI	91.6	84.0	71.3	58.4					74.5	115.3	106.5	88.6	72.3			93.2	25.1
U Mount Union	8	IIB	PI	88.3	70.2	60.3	48.5					71.3	113.0	90.2	75.4	63.6			90.9	27.4
U Toledo		I	PU	119.1	95.8	83.2	69.9	56.9	59.6	89.1	160.0	130.1	112.4	97.5	79.0	80.0	120.9			35.6
Ursuline Coll		IIA	PR	72.9	61.0	54.6	53.5					60.8	88.6	74.5	69.2	64.7			75.1	21.1
Walsh U		IIB	PR	75.5	63.5	54.5	—		—			62.9	98.3	85.3	70.1	—		—	82.7	31.5
Wittenberg U	8	IIB	PR	72.5	60.6	55.0	52.5					63.9	94.9	75.5	68.8	60.6			81.2	27.1
Wright St U-Lake Campus	8	I	PU	97.2	74.8	62.4	59.0	43.6				62.9	132.0	101.1	86.5	82.9	64.2		87.5	39.1
Wright St U-Main Campus	8	I	PU	117.0	88.9	77.9	59.8	50.0	53.3	85.5	152.5	118.5	104.0	85.2	70.2	81.7	114.4			33.7
Xavier U	8	IIA	PI	103.3	83.1	78.7	47.6	54.6	60.4	78.4	130.5	106.2	101.7	61.6	69.3	76.8	100.2			27.8
Youngstown St U		IIA	PU	89.9	74.2	61.2	49.7					73.5	122.0	102.6	84.0	69.2			100.9	36.2

Oklahoma

Cameron U	8	IIA	PU	70.8	59.0	49.9	39.8					54.8	98.2	83.1	71.4	58.2			77.7	41.7
Oklahoma Panhandle St U	1	IIB	PU	49.3	47.1	41.4	37.9	35.6	—	41.2	65.4	63.2	57.5	54.0	51.7	—	57.2			39.1
Oklahoma St U Institute Tech	8	IIB	PU						44.7	44.7							62.1		63.4	41.9
Oklahoma St U-Main Campus	8	I	PU	110.8	83.3	79.4	—	45.3				85.0	148.4	111.6	105.0	—	58.1		113.1	33.1
Oklahoma St U-Oklahoma City	1	IIB	PU	62.4	52.6	47.5	43.1					48.3	83.4	71.6	62.9	56.7			64.4	33.4
Southeastern Oklahoma St U		IIA	PU	77.8	62.7	61.1	39.6					66.2	105.1	85.8	83.1	55.1			90.0	36.0
Southwestern Oklahoma St U	8	IIA	PU	85.3	65.1	58.9	49.1					61.8	116.9	90.8	83.1	71.2			87.0	40.7
U Central Oklahoma		IIA	PU	86.9	73.7	61.1	48.6	37.3				66.8	104.6	88.8	74.2	59.3	46.2		80.9	21.0
U Oklahoma-Norman Campus	8	I	PU	120.9	82.5	72.4	42.5	45.5				86.4	157.6	106.8	93.6	57.4	60.2		112.4	30.1
U Science and Arts Oklahoma		IIB	PU	61.3	53.9	46.0	40.6					52.6	76.0	67.7	58.9	52.8			66.2	26.0
U Tulsa		IIA	PI	124.4	85.7	80.2	53.8					96.1	157.3	109.6	100.8	73.1			122.0	27.0

Oregon

George Fox U	8	IIA	PI	82.2	72.2	61.5	59.0					69.9	110.9	96.4	81.5	79.2			93.6	33.8
Linfield Coll	8	IIB	PI	89.0	68.8	60.1	60.2					73.0	129.9	99.1	90.1	84.6			106.4	45.6
Oregon St U	8	I	PU	119.0	91.7	81.5	51.7					85.3	169.8	131.2	114.4	79.7			122.9	44.1
Portland St U	11	I	PU	110.2	83.9	70.3	55.9					80.9	166.2	126.8	104.3	89.9			122.6	51.6

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	AR	PR	AO	AI	IN	AR
100	76			1.1	8.1	9.6	2.2	23	8	9	1	12	13	13	10	66.4	59.0	48.8	—	60.9	66.9	58.7	47.2	42.6	57.3
100	81				0.5	0.9	2.1	17	20	10	2	9	16	9	8	72.8	61.6	55.0	—	64.2	70.2	59.5	53.3	42.2	60.7
100	94			3.0	5.0	3.4	3.2	6	12	8	4	3	19	7	6	110.2	74.6	62.9	38.2	70.1	—	73.1	58.3	37.7	63.3
100	91	7	—	2.9	6.7	3.2	—	8	8	6	1	6	3	8	2	93.1	78.1	60.6	—	68.3	90.7	—	61.2	—	63.9
100	97	2		4.5	5.9	3.6	7.7	145	115	98	49	82	96	65	50	124.8	95.3	94.5	46.3	93.6	111.0	84.0	78.3	43.0	76.6
100	77			-0.8	-1.4	3.4	3.5	8	12	9	6	6	19	20	13	80.5	58.0	57.3	49.7	64.0	73.2	59.5	54.3	46.9	59.0
100	100		—	2.6	4.6	8.2	—	19	25	9		9	19	14	1	85.0	69.9	57.0		73.2	82.4	65.3	61.7	—	67.8
97	94			4.3	3.8	6.8	7.4	76	53	45	3	42	46	42	7	133.7	100.3	73.5	—	107.9	126.5	92.1	67.3	52.7	95.2
98	92	4						42	43	41	5	12	28	34	10	98.1	75.8	73.4	56.6	82.0	98.9	76.6	70.6	53.0	77.5
—	100	15		—	5.1	3.0		1	5	11		1	5	2		—	75.2	71		72.5	—	74.5	—		74.4
100	100			2.9	3.3	5.5		9	9	3		2	9	2		112.8	74.3	—		89.0	—	70.6	—		70.6
96	89	1		3.8	4.1	3.7	2.0	700	423	284	1	274	301	285	6	154.8	102.8	90.7	—	126.2	135.9	95.6	84	75.3	104.6
100	100			4.1	2.7	4.2		6	11	3			13	3		88.8	73.8	—		76.7		71.4	—		69.6
100	100			6.0	4.5	6.4		3	11	4		1	7	10		—	78.0	72.6		80.4	—	75.2	69		73.7
100	100			6.4	4.6	4.9		3	19	9		2	11	3		—	85.0	73.9		82.8	—	83.2	—		84.4
—	100	17		—	3.3	4.5		8	4			1	8	2		77.2	60.9			71.8	—	78.5	—		77.6
—	100	—		—	2.7	—		8	1				3	2		—	75.7	—		75.4	—	—	—		73.2
—	94			—	3.1	4.4		2	9	1		1	8	4		—	74.8	—		76.2	—	77.1	60.5		73.5
100	96	2		2.9	4.4	4.7		157	190	112		63	106	83		117.0	88.3	82.1		96.6	105.6	84.8	77.3		87.5
—	100			—	4.5	3.1		3	2				9	4		—	—	—		70.9		75.0	62.4		71.1
100	100	14		3.1	3.2	7.6		4	7	3		1	14	4		90.1	73.0	—		75.6	—	75.3	60.1		73.2
100	95			2.8	3.4	4.1	2.9	45	22	9	3	19	19	14	3	93.1	68.6	59.3	—	82.0	92.1	67.9	57.8	—	74.0
95	91			0.1	1.2	1.0		34	19	12	8	23	36	23	13	78.5	63.9	60.1	64.9	70.8	75.8	63.5	59.8	57.0	65.9
100	45	6		3.0	3.1	3.4	9.3	78	20	23	3	87	36	57	2	78.3	60.8	54.5	—	70.9	76.5	59.9	52.6	—	65.6
—	95			3.0	3.6	6.9	3.0	12	6	17	4	4	12	14	5	75.7	66.3	59.3	55.6	66.2	67.9	66.0	58.6	44.3	62.8
98	95			3.8	4.4	3.0	7.3	174	112	63	52	62	81	55	91	120.5	88.9	75.7	47.8	99.7	98.8	80.6	70.7	54.0	81.3
100	100	—	—	3.0	4.4	—	—	4	7		2	3	4	3	1	93.8	71.2	—		79.4	—	67.2	—		67.6
96	92			4.6	5.0	6.4	7.3	7	24	24	6	20	39	41	5	94.0	75.3	57.6	48.2	70.0	89.8	73.4	55.9	51.1	69.5
100	80			4.7	5.8	3.9	4.1	12	17	13	4	12	18	10	5	97.2	72.0	56.5	48.7	74.4	90.6	68.9	58.2	49.2	72.8
88	73	1		3.5	4.1	4.4	8.8	260	210	190	30	123	199	214	54	128.1	88.3	78.5	49.1	101.1	108.4	79.8	71.1	52.3	82.9
100	99	5		2.3	3.0	3.2		101	95	60		26	65	60		118.5	86.8	74.4		88.4	104.5	81.6	70.6		71.0
92	71	17		1.4	2.9	2.7	-57.3	20	25	48	23	18	24	46	28	97.0	83.9	70.1	59.8	79.6	85.7	84.1	72.4	57.2	78.3
98	93	28		2.8	5.7	3.3	1.8	27	23	22	3	15	17	24	4	89.2	70.3	60.1	—	74.3	86.6	70.0	60.5	47.5	70.4
96	89	10	5					138	136	80	2	56	83	59	19	120.4	97.1	85.4	—	95.6	115.9	93.8	80.3	69.3	81.6
100	69							5	2	3		12	11	15	13	74.3	—	—		63.7	72.4	61.9	55.3	53.5	62.6
100	78	3	—	7.5	3.2	6.4	—	14	27	14	1	17	28	26		75.0	64.4	53.3	—	63.9	75.9	62.6	55.2		62.4
98	98	9						30	25	9	2	15	21	13	2	73.1	59.9	54.9	—	65.4	71.3	61.5	55	—	62.8
100	100			4.3	2.9	3.8	3.0	4	9	2	2		2	3	2	97.2	75.1	—	—	72.1	—	—	—	—	51.6
96	94			2.9	3.1	4.4	4.0	127	94	62	36	45	97	57	52	122.4	92.5	82.9	62.2	97.7	101.7	85.4	72.5	58.1	78.8
100	98	6		0.9	1.6	2.8	2.1	39	62	28	8	24	58	43	21	104.0	84.0	84.1	48.1	84.4	102.0	82.1	75.3	47.4	78.3
100	98	10		2.8	3.4	1.6	2.1	93	68	45	14	39	51	67	22	91.8	74.5	64.6	54.2	80.1	85.4	73.7	58.9	46.9	70.3
100	97	16		0.3	1.2	0.2		29	21	23	14	8	15	15	23	71.9	59.5	49.3	40.3	61.2	66.9	58.4	50.9	39.4	57.2
89	60							7	8	7	6	2	2	15	6	49.0	45.4	42.8	37.2	42.1	—	—	40.7	38.6	41.7
—	99	97																		44.1					45.9
99	97		—	1.3	0.6	0.4	—	246	174	173		64	116	108	1	112.7	87.0	82.2		91.5	103.6	77.7	75.0	—	73.3
100	100							6	8	4	12	3	13	5	28	62.7	51.7	47.3	41.1	54.4	—	53.3	47.6	43.9	53.1
100	96	9		0.6	2.1	1.9	2.5	37	12	13	5	14	11	9	10	81.4	65.6	64.9	39.6	74.9	68.2	59.5	55.6	39.5	62.0
100	84	8	7	1.5	0.6	4.5	3.5	23	22	28	24	14	27	23	45	86.3	62.9	56.9	46.7	68.0	83.5	67.0	61.3	50.4	68.5
100	88	11		0.4	5.2	3.3	1.6	110	38	52	17	83	44	66	35	89.7	75.9	62.8	54.0	72.3	83.3	71.8	59.7	46.0	65.2
98	87			0.4	1.8	1.3	4.5	303	183	188	37	94	120	132	64	126.0	85.3	74.1	44.1	96.8	104.6	78.3	69.9	41.6	78.4
100	86				2.0	3.4		8	5	7	4	9	9	4	4	60.5	59.9	46.2	39.8	55.3	62.0	50.6	45.7	41.4	54.4
93	75			0.4	0.5	0.4		98	72	51	9	25	34	41	13	123.7	89.7	84.9	57.2	103.7	127.3	77.5	74.3	51.5	88.6
90	38			3.9	3.8	3.8	4.2	45	28	18	20	14	22	27	23	82.8	74.5	64.9	64.4	76.7	80.0	69.4	59.3	54.4	67.4
98	93	10		2.9	3.1	3.7	-0.3	27	19	9	7	24	23	22	11	89.2	68.3	59.1	59.0	77.1	88.6	69.1	60.4	61.0	73.1
99	87	1	2	3.6	4.4	3.5	4.6	240	171	180	166	80	90	125	172	121.2	93.5	83.8	53.0	101.8	112.4	88.1	78.2	50.5	90.5
97	87			4.7	4.8	3.3	4.5	125	96	107	49	56	93	119	90	112.7	87.3	72.1	58.1	92.0	104.5	80.4	68.6	54.7	80.2

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										
Oregon (continued)																											
Reed Coll		IIB	PI	117.7	87.4	74.3	69.1									98.3	153.6	113.6	94.3	78.5				127.0	28.6		
U Oregon	8	I	PU	128.9	94.2	85.6	54.6	76.1								88.6	180.9	133.8	119.6	84.4	113.1				127.3	43.6	
Western Oregon U	1	IIA	PU	80.5	66.2	45.5	32.6	28.2								55.7	119.6	99.8	70.1	56.2	51.0				85.9	54.3	
Willamette U		IIB	PI	117.2	88.2	78.7	47.9									89.2	159.6	115.2	104.8	65.8				119.5	34.0		
Pennsylvania																											
Albright Coll		IIB	PR	82.1	68.6	61.4	47.9									65.4	104.5	89.9	80.6	62.2					85.0	30.1	
Allegheny Coll	1	IIB	PI	95.6	71.5	62.9	53.4									74.1	128.0	97.8	85.3	70.4					100.0	34.8	
Alvernia U		IIB	PI	79.3	70.1	59.3	51.7									63.1	106.8	94.4	82.7	71.6					86.6	37.1	
Bloomsburg U Pennsylvania		IIA	PU	110.7	87.6	70.2	49.8									83.0	131.5	106.1	85.1	59.1					99.7	20.0	
Bryn Mawr Coll		IIB	PI	137.9	94.3	76.2		74.9								101.9	177.9	124.5	99.9		100.1				133.0	30.5	
Bucknell U		IIA	PI	123.9	99.0	80.5	69.6									100.4	161.7	129.7	106.4	93.0					131.7	31.2	
Butler County CC		III	PU	75.6	67.8	59.4	46.8									61.6	105.4	90.7	84.6	66.3					86.0	39.6	
Cairn U-Langhorne		IIB	PI	61.6	57.4	49.9										56.1	80.2	78.0	64.7						73.9	31.8	
California U Pennsylvania		IIA	PU	110.1	89.9	75.2	51.0									89.7	132.8	108.9	92.3	63.2					109.0	21.4	
Carnegie Mellon U	8	I	PI	158.6	108.4	101.3										77.8	126.9	194.4	135.9	124.9					97.3	156.6	23.4
Cedar Crest Coll	6	IIB	PI	83.3	66.8	56.0	54.2									65.7	100.6	80.1	71.5	62.5					79.8	21.4	
Chatham U	8	IIA	PI	82.7	68.2	61.2										65.6	117.6	94.9	79.6						88.3	34.6	
Cheyney U Pennsylvania		IIA	PU	109.0	90.5	65.0	48.4									87.7	132.4	111.2	77.4	56.1						106.3	21.2
Clarion U Pennsylvania		IIA	PU	112.0	87.1	72.8	50.7									87.2	135.7	107.3	89.3	61.7						106.4	22.0
Delaware Valley U		IIA	PI	85.9	72.6	63.6	58.0	54.1								69.6	112.7	98.3	88.4	73.6	68.8					93.5	34.4
DeSales U	8	IIA	PI	92.6	74.1	69.1	57.2									71.9	122.6	100.6	91.9	77.1						96.3	34.1
Dickinson Coll		IIB	PI	111.6	87.1	70.5	58.2									85.7	139.2	113.6	88.5	73.8						109.1	27.3
Drexel U	8	I	PI	155.4	116.1	97.6	74.4									102.3	194.5	147.3	122.8	98.9						131.2	28.2
Duquesne U	8	I	PI	113.6	87.7	73.6	60.5									86.0	141.0	112.9	94.7	79.1						109.7	27.6
East Stroudsburg U Pennsylvania		IIA	PU	110.5	87.9	70.1	49.1									82.1											
Eastern U	8	IIA	PR	74.4	62.6	51.4	44.5	49.6	34.4							58.5	97.1	84.3	68.0	63.0	66.8	46.0				77.9	33.3
Edinboro U Pennsylvania		IIA	PU	111.5	88.5	72.9	51.4									85.6	135.5	107.0	88.6	64.1						104.2	21.7
Elizabethtown Coll	1	IIB	PI	94.5	77.1	63.5		62.0								77.9	128.2	105.7	81.6		83.6					105.3	35.3
Franklin and Marshall Coll		IIB	PI	118.3	89.1	76.8	66.9									90.5	163.9	126.1	105.0	91.1						125.5	38.7
Gannon U	8	IIA	PI	93.8	74.4	67.0	56.1									70.6	125.6	99.6	88.8	78.0						94.6	34.0
Geneva Coll		IIA	PI	66.2	58.3	45.9	45.5									59.2	92.2	83.7	69.4	64.7						84.1	27.3
Gettysburg Coll		IIB	PI	111.1	87.6	73.7										90.5	151.7	119.8	103.3							124.4	37.5
Gwynedd Mercy U	8	IIB	PI	77.0	68.2	60.9	44.6									61.9											30.0
Haverford Coll		IIB	PI	128.3	96.3	78.1	80.5									98.0	170.9	138.0	110.3	110.9						135.4	38.2
Holy Family U		IIA	PI	93.7	72.8	59.6	62.7									71.2	111.3	85.8	72.5	73.2						84.6	18.1
Immaculata U	7	I	PI	58.8	49.9	42.9	42.1									51.3	72.7	63.0	55.4	54.5						64.5	25.8
Indiana U Pennsylvania-Main Campus		IIA	PU	111.3	87.5	67.0	54.3									87.1	134.2	106.7	81.9	68.2						105.9	21.6
Juniata Coll		IIB	PI	90.4	66.1	61.7	54.0									76.0	121.5	90.9	86.0	67.1						102.9	35.4
King's Coll	1	IIA	PR	89.3	68.8	58.4	44.7									71.3	114.6	89.6	74.3	66.3						92.3	29.3
Kutztown U Pennsylvania		IIA	PU	108.1	87.3	63.7	48.8									81.9	129.5	105.4	76.6	57.8						98.5	20.2
La Roche Coll	8	IIA	PR	75.6	61.9	51.5	44.0									63.2	90.4	75.6	63.2	51.0						76.4	20.8
La Salle U		IIA	PR	113.8	83.8	72.2	59.1									84.2	135.6	102.6	90.6	77.3						103.4	22.9
Lafayette Coll		IIB	PR	140.8	102.4	83.5	71.5									106.1	180.9	136.6	107.5	91.4						138.0	30.0
Lebanon Valley Coll	8	IIB	PI	83.2	71.4	60.6										70.4	107.3	91.8	78.0							90.7	28.7
Lehigh U		I	PI	155.9	104.3	97.5		78.6	68.6							117.4	200.4	135.2	124.1		103.3	73.8				150.9	28.5
Lock Haven U		IIA	PU	107.9	88.5	75.2	55.0									91.9	132.8	108.5	93.1	68.0						113.1	23.1
Lycoming Coll		IIB	PR	88.3	72.1	61.9	50.2	38.2								66.9	114.8	97.7	81.9	64.3	53.8					88.6	32.4
Mansfield U Pennsylvania		IIA	PU	111.9	89.1	69.2	57.8									87.8	133.0	108.4	84.5	68.5						105.9	20.6
Marywood U	8	IIA	PR	102.9	75.9	64.6	52.1									71.8	127.5	96.4	81.7	66.7						90.8	26.4
Mercyhurst U	8	IIB	PI	88.9	67.4	57.9	46.4	47.6								60.5	119.6	87.4	76.6	60.5	58.4					79.7	31.6
Messiah Coll		IIB	PR	91.1	72.7	63.0		58.5								76.2	116.2	95.2	83.0		75.7					98.7	29.4
Millersville U Pennsylvania		IIA	PU	111.1	88.9	68.2	50.9									88.5	135.1	110.0	82.4	61.3						108.2	22.2
Misericordia U	8	IIA	PI	95.1	79.6	64.8	52.6									73.3	125.1	105.7	85.1	66.4						96.6	31.7
Moravian Coll		IIB	PI	84.1	72.1	66.2	53.7									70.7	107.8	94.0	84.6	70.6						91.4	29.2
Muhlenberg Coll		IIB	PI	101.6	80.5	66.9		59.8								80.6	140.9	109.4	87.2		82.5					110.2	36.7
Neumann U		IIB	PR	86.1	64.4	56.1	50.5									63.2	117.9	91.2	77.6	70.4						88.2	39.4
Pennsylvania St U-IIA Campuses	8	IIA	PU	125.9	105.9	86.3	64.2	67.4								91.2	158.6	135.6	112.5	87.9	90.9					118.5	30.0
Pennsylvania St U-IIB Campuses	8	IIB	PU	110.8																							

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	AR	PR	AO	AI	IN	AR
100	71			2.1	4.8	4.5	4.0	48	20	11	8	26	15	16	6	118.9	87.7	73.4	75.9	104.7	115.6	87.0	74.8	59.9	96.6
96	95		2	3.6	3.1	3.6	3.4	195	161	106	156	86	116	86	195	128.3	96.0	88.6	56.3	107.6	130.4	91.8	81.8	53.2	98.6
100	100	40						51	21	26	37	38	27	39	41	81.8	68.3	47.4	34.0	68.7	78.7	64.5	44.2	31.4	60.2
92	88			3.0	2.8	3.7	5.2	47	36	14	20	24	39	15	19	119.4	89.4	87.0	49.3	103.6	112.7	87.1	70.9	46.5	91.9
100	88			0.2	0.3			14	23	18	6	8	17	20	14	82.1	67.7	63.4	49.3	70.0	82.0	69.8	59.7	47.3	67.5
100	87			1.9	2.1	3.2	7.4	39	17	19	11	13	30	25	13	97.5	71.2	63.1	56.1	82.8	90.1	71.7	62.7	51.0	71.9
100	85	18			0.5	0.7	4.1	4	15	24	4	6	19	20	16	85.0	71.1	56.7	50.2	64.4	75.4	69.3	62.4	52.0	67.0
100	93	19	1	3.9	5.3	6.6	4.1	89	58	54	38	36	39	70	31	111.1	87.6	71.0	49.1	93.5	109.5	87.6	69.6	50.5	84.3
100	100		—	3.7	2.9	3.0	—	26	16	12	2	27	18	20	1	143.0	95.1	76.7	—	109.1	133.0	93.6	75.9	—	97.7
97	96			3.0	3.5	3.3	2.8	79	87	49	7	35	66	43	9	126.3	100.0	81.8	68.1	105.1	118.5	97.6	79	70.8	96.8
100	100	100	35	3.9	4.8	5.3	4.9	5	6	7	5	14	4	7	15	82.8	71.8	64.9	49.5	72.2	73.0	61.7	53.9	45.9	65.8
			—			1.1	—	9	11	8	1	5	2	3	1	62.4	57.8	51.0	—	57.3	60.0	—	—	—	55.1
100	76	25	4	4.2	5.4	6.1	5.6	52	37	32	6	42	38	39	17	109.9	91.8	74.5	48.3	95.0	110.3	88.1	75.9	52.0	91.9
87	47			3.4	5.0	4.0		326	154	144		86	70	69		164.6	112.1	105.4		134.5	135.7	100.3	92.7		106.8
100	89			2.0	2.4	2.2	2.0	8	6	5	1	12	12	17	12	86.3	70.2	56.8	—	73.5	81.3	65.1	55.8	54.0	65.8
50	9			3.0	4.2	3.1		4	10	23		8	23	43		87.0	66.8	61.7		65.8	80.6	68.8	60.8		65.4
100	93	10		3.9	5.8	8.7	16.6	11	7	6	2	7	7	4	3	111.4	91.4	62.6	—	93.4	105.2	89.5	68.5	—	91.0
100	84	64		3.9	4.6	6.1	5.8	49	22	23	9	22	28	33	17	112.5	87.7	76.4	50.3	97.9	110.8	86.6	70.3	51.0	86.5
100	96	17		3.0	4.7	1.1	3.6	11	17	17	2	6	10	13	8	86.1	72.5	63.8	—	72.2	85.7	72.7	63.2	57.3	69.4
80	65			1.9	2.0	4.6	3.0	10	22	22	6	5	18	32	11	91.3	76.3	75.3	57.0	78.6	95.2	71.4	64.8	57.4	69.7
98	96							33	51	25	9	22	40	36	14	110.6	89.2	69.6	61.1	91.2	113.1	84.4	71.2	56.4	86.0
100	94	1		2.3	3.2	3.7	2.7	183	125	86	243	54	112	72	297	156.8	118.3	100.6	78.2	132.3	150.7	113.6	94.0	71.3	116.1
100	95	1		2.4	2.1	2.9	2.5	62	105	62	7	34	70	104	28	120.4	88.9	78.3	51.1	94.6	101.2	86.0	70.8	62.9	80.9
100	95	40	3	3.9	5.5	7.3	4.6	50	40	16	22	27	41	24	44	110.2	87.2	71.8	48.1	95.8	110.9	88.5	69.0	49.5	90.0
89	72				0.1			18	21	1	3	18	15	7	4	76.9	62.8	—	—	59.5	71.9	62.3	51.9	46.6	59.1
100	89	51	2	3.9	5.1	5.6	4.5	51	43	40	12	35	28	32	32	112.2	89.9	74.7	51.1	93.8	110.4	86.4	70.6	51.5	90.0
97	98		—	2.9	2.2	6.6	—	24	37	5		10	25	14	3	96.6	77.9	67.4		83.0	89.3	76.0	62.2	—	72.9
100	100			3.3	4.1	5.5	3.3	45	40	18	24	27	30	30	29	119.3	90.6	76.8	69.1	100.7	116.7	87.1	76.8	65.1	92.8
91	94	17		2.7	4.1	3.8	4.6	23	27	55	15	10	24	57	23	93.7	76.1	69.4	56.1	76.4	94.0	72.5	64.6	56.1	69.9
94	60	8		2.5	-0.1	1.2	0.3	23	18	7	4	11	12	5		67.6	60.6	47.9	45.5	62.1	63.4	54.9	43.1		56.1
100	100			2.8	2.8	2.8		35	43	34		23	38	23		114.4	89.6	74.3		92.7	106.0	85.3	72.7		87.5
63	32	24		-5.9	2.8	2.5	6.6	2	10	9	2	6	12	28	10	—	69.6	60.0	—	67.1	73.8	67.1	61.1	47.9	63.9
100	100			2.2	2.7	4.6	4.1	23	24	8	15	14	14	16	18	126.8	93.3	78.2	85.2	105.1	130.7	101.3	78.0	76.7	102.2
				0.2	0.7	2.3	1.5	5	6	8	2	11	16	16	12	95.3	71.6	65.6	—	75.3	93.0	73.3	56.5	60.2	72.1
100	32	6		2.4	2.4	2.0	2.0	11	5	4		19	14	12	7	62.8	52.9	44.0		56.6	56.6	48.8	42.5	42.1	50.4
99	92	21	5	3.8	5.1	7.4	7.9	114	84	79	10	63	84	77	27	111.6	87.3	68.4	52.4	91.9	110.6	87.7	65.6	54.9	86.5
100	96	5		1.9	0.4	0.6	2.0	34	13	6	2	16	14	15	5	90.1	69.4	63.3	—	82.0	91.2	63.0	61.0	55.0	72.4
80	73			3.7	1.8	4.4	4.1	22	27	19	1	19	25	17	4	91.8	67.6	58.8	—	73.0	86.4	70.0	57.9	44.7	71.7
99	95	25		4.0	5.8	7.0	5.3	62	80	53	15	40	66	78	17	108.5	87.3	64.0	49.3	87.7	107.5	87.3	63.5	48.3	81.6
				3.1	4.0	4.4	17.9	12	6	7	1	13	9	11	3	76.0	61.4	51.1	—	65.6	75.1	62.2	51.7	—	63.8
96	95	5			0.6	0.6		26	36	27	3	20	41	51	13	116.7	86.0	71.5	—	90.6	110.0	81.9	72.6	60.1	82.7
100	97			4.2	4.2	4.9	3.3	49	48	32	17	24	22	27	9	144.2	104.3	84.3	71.7	114.2	133.8	98.3	82.5	71.0	104.1
100	93	3		3.0	3.0	3.1		23	26	15		7	20	19		82.7	71.7	61.8		72.8	85.1	71.0	59.6		67.2
99	96			2.5	3.0	3.6	1.6	152	100	60		43	56	49		160.9	104.8	103.6		125.0	138.4	103.6	89.9		102.3
100	97	54		5.0	5.5	5.0	5.2	44	35	20	4	39	26	30	4	108.3	88.6	75.1	53.6	94.6	107.5	88.4	75.3	56.5	92.1
100	100	38		3.2	3.8	3.6	3.0	12	10	20	6	6	12	14	5	88.4	77.1	62.9	49.0	72.3	88.0	68.0	60.6	51.6	65.5
100	98	28		3.7	4.9	6.4	7.7	17	25	13		13	16	19	6	113.5	89.6	69.8		92.3	109.8	88.4	68.9	57.8	86.5
100	92	3		0.1	0.3	0.3	1.5	10	27	22	4	6	26	39	10	102.2	78.2	64.2	51.9	77.0	104.1	73.5	64.8	52.2	71.3
100	100			0.4	0.8	0.6	0.9	17	21	34	13	6	16	32	34	90.0	67.8	56.9	46.9	67.2	85.8	66.8	58.9	46.2	63.5
97	77	13		3.5	4.8	5.4		53	27	23		20	29	17		91.5	72.9	63.2		79.3	89.9	72.6	62.6		72.0
100	98	30		3.8	4.9	7.2	6.6	53	55	45	5	40	53	38	7	112.0	89.5	68.5	52.8	91.1	109.9	88.3	67.8	49.6	88.9
95	98			2.0	2.4	5.2	7.3	13	18	21	6	9	22	45	2	92.9	78.6	63.9	55.3	76.2	98.3	80.4	65.3	—	73.5
97	85	3		4.7	6.4	3.5	16.6	19	22	12	4	11	30	25	14	85.3	67.8	60.4	49.3	72.4	82.1	75.3	69.0	55.0	74.0
100	98			1.5	3.1	8.2		42	23	18		18	25	28		104.0	80.4	68.2		87.9	96.0	80.5	66.0		73.9
				0.7	0.6	1.0	0.5	6	16	13	2	9	22	25	7	89.0	65.4	55.5	—	65.7	84.2	63.8	56.4	50.3	63.7
97	99			1.8	2.0	2.6	2.4	30	49	35	17	7	31	28	13	127.1	110.4	86.9	67.6	100.0	120.7	98.7	85.5	59.8	86.6
100	98	6		2.1	2.4	3.3	2.2	107	203	130	158	48	137	104	244	111.6	88.1	77.3	61.7	85.6	109.1	84.3	69.4	58.6	76.8
96	88			2.3	3.0	3.6	2.9	707	343	257	128	203	223	188	138	156.7	108.1	93.5	61.6	121.0	145.7	99.6	84.3	56.5	93.3
71	21	17	—	3.0	5.6	2.2	—	18	23	26		3	29	28	2	104.6	82.9	57.2		77.7	—	77.8	73.8	—	75.0

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	
Pennsylvania (continued)																			
Pittsburgh Theological Seminary		IIA	PR	101.3	87.3	—						90.3	132.9	119.5	—			121.1	34.2
Robert Morris U	1	I	PI	111.1	93.4	84.7		44.2				96.4	143.3	119.0	108.9		62.8	124.1	28.7
Saint Joseph's U		IIA	PI	122.8	94.6	86.6				57.5		91.1	163.4	129.5	115.2		76.9	122.5	34.5
Saint Vincent Coll		IIB	PI	88.1	67.6	57.8	53.5					66.9	123.2	97.0	78.9	80.2		94.1	40.6
Seton Hill U		IIB	PI	100.4	73.7	69.8	52.4					75.0	125.8	94.9	92.0	69.7		96.8	29.1
Shippensburg U Pennsylvania		IIA	PU	110.7	90.4	76.0	48.2					92.5	132.8	108.9	90.5	58.0		111.0	20.0
Slippery Rock U Pennsylvania		IIA	PU	112.0	90.3	75.1	49.8					85.7	133.7	108.6	91.0	58.8		102.9	20.1
Susquehanna U		IIB	PI	90.9	73.5	65.4	52.4					72.8	114.1	94.7	85.4	66.9		93.6	28.5
Swarthmore Coll		IIB	PI	149.3	104.4	81.0	—					119.4	191.0	138.7	109.2	—		155.6	30.2
Temple U	8	I	PU	152.6	103.0	78.6	64.0					103.9	193.6	135.2	104.8	88.7		135.6	30.5
U Pennsylvania	8	I	PI	209.2	135.0	127.5						176.4	270.8	187.5	178.6			234.0	32.6
U Pittsburgh-Bradford	8	IIB	PU	86.8	71.7	58.5	49.9	—				66.4	111.6	90.3	73.3	65.0	—	84.2	26.7
U Pittsburgh-Greensburg	8	IIB	PU	81.5	71.2	60.2	43.6					61.9	101.9	89.9	78.0	57.8		79.3	28.2
U Pittsburgh-Johnstown	8	IIB	PU	92.6	71.1	56.4	50.3	—				63.7	119.6	91.5	72.6	65.9	—	82.2	29.1
U Pittsburgh-Pittsburgh Campus	8	I	PU	149.4	99.9	81.5	44.9	51.6				98.6	188.6	126.8	103.9	59.2	66.2	125.2	27.0
U Pittsburgh-Titusville	8	III	PU	—	66.0	54.2	48.0					55.0	—	87.7	68.9	60.8		69.5	46.5
U Scranton		IIA	PU	111.8	90.6	75.7	65.3	53.9				90.3	156.4	126.0	107.4	96.5	69.4	127.0	40.7
Ursinus Coll		IIB	PI	97.5	79.2	70.5	66.5					78.8	123.5	102.4	89.5	94.2		101.9	29.3
Villanova U	1	IIA	PI	138.2	102.7	82.9	63.6					98.7	175.7	134.0	104.3	80.3		126.0	27.6
Washington & Jefferson Coll	8	IIB	PI	89.7	70.4	57.5	45.9					72.3	117.1	95.9	75.3	57.2		95.8	32.6
Waynesburg U	8	IIB	PR	77.2	64.7	56.9	52.5					62.5	114.2	103.8	96.7	86.6		100.0	59.9
West Chester U Pennsylvania		IIA	PU	111.1	89.1	73.4	51.8					85.0	131.8	107.6	87.7	62.4		101.6	19.6
Westminster Coll		IIB	PR	78.5	58.6	52.3	—	46.5				62.6	100.2	83.2	67.9	—	57.6	83.6	33.5
Widener U-Main Campus		IIA	PI	111.0	81.6	68.3	77.3	56.3				84.9	143.7	107.8	90.5	101.3	79.5	111.8	31.6
Wilkes U		IIA	PI	111.8	86.4	72.3	42.4			61.4		83.6	135.9	106.6	89.6	51.6	77.1	102.9	22.9
York Coll Pennsylvania	1	IIA	PI	98.8	87.9	75.2	59.1					80.4	154.8	134.3	114.4	93.6		123.4	53.4

Puerto Rico

U Puerto Rico-Bayamon		IIB	PU	80.1	69.3	55.9	34.4					62.7	86.7	75.9	62.6	41.1		69.3	10.6
U Puerto Rico-Ponce		IIB	PU	77.8	64.0	59.2	46.0					63.7	93.4	76.9	71.1	53.1		76.2	19.6
Universidad Politecnica de Puerto Rico	8	I	PI	44.3	36.0	33.6	24.3					37.5	47.6	38.4	35.8	26.0		40.1	6.7

Rhode Island

Brown U	1	I	PI	178.9	116.0	95.4		84.9	72.4	134.8	216.2	143.2	118.5		107.5	92.1	164.9	22.3
Bryant U		IIA	PI	162.2	130.7	113.5		74.0		127.7	207.9	171.9	137.9		99.1		165.4	29.6
CC Rhode Island	6	III	PU	78.2	57.6	51.1	—			64.1	110.3	83.3	73.1	—			91.2	42.4
Providence Coll		IIA	PI	114.5	88.6	81.1	73.4			89.9	149.3	118.2	103.0	87.9			116.6	29.7
Rhode Island Coll	8	IIA	PU	81.6	71.3	60.5				71.6	116.3	101.5	88.9				102.9	43.6
Roger Williams U		IIA	PI	125.9	97.4	79.5				106.6	156.0	123.4	99.2				133.2	25.0
Salve Regina U		IIA	PR	100.6	79.7	65.8	—	65.5		78.0	128.7	105.0	86.7	—	92.6		102.8	31.8
U Rhode Island	3	I	PU	118.9	86.6	81.2		55.4		92.6	163.3	122.6	111.9		79.9		128.8	38.9

South Carolina

Citadel Military Coll South Carolina		IIA	PU	92.2	76.8	66.4	46.7			77.5	123.7	104.4	91.3	66.6			105.3	35.9
Clemson U	8	I	PU	133.8	93.7	84.8	—	54.8		95.4	172.4	123.7	112.6	—	75.6		125.6	31.6
Coastal Carolina U	8	IIA	PU	97.9	74.5	66.5	51.1	49.0		70.5	130.4	101.2	91.1	71.8	69.2		96.1	36.3
Coker Coll		IIB	PI	62.1	57.7	47.8				54.2	74.5	75.0	60.1				68.0	25.2
Coll Charleston		IIA	PU	94.2	75.2	68.7	57.6			77.1	128.8	105.2	97.1	83.1			107.6	39.4
Converse Coll	1	IIB	PI	65.4	58.8	52.8				57.8	82.3	75.7	69.7				74.7	29.3
Francis Marion U	8	IIA	PU	83.4	68.5	55.9	52.2			67.7	106.7	88.0	72.9	68.0			87.3	29.0
Furman U		IIB	PI	104.6	77.9	68.3				88.9	142.5	106.5	87.7				120.1	35.1
Newberry Coll		IIB	PI	58.2	54.1	48.6				52.3	72.3	65.9	58.7				63.8	21.9
U South Carolina	8	I	PU	134.6	92.8	87.2	51.9	74.3		96.3	169.9	120.6	113.5	70.7	98.1		124.3	29.1
Winthrop U	1	IIA	PU	84.7	72.3	62.4	45.4	—		70.5	112.2	96.9	83.2	61.6	—		94.1	33.4
Wofford Coll		IIB	PR	85.6	73.0	60.8	44.6	—		72.1	112.3	96.3	79.7	58.2	—		94.7	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	AR	PR	AO	AI	IN	AR
86	60	—						6	4	2		1	1	1		101.4	88.2	—		91.6	—	—	—		84.9
98	87	30		4.9	5.0	4.6		53	32	25		35	28	21		114	94	87.8		99.7	106.7	92.8	81.1		92.2
100	100	44		2.8	2.7	3.5		43	53	40		25	45	37		128.1	99.5	89.3		97.4	113.7	88.8	83.7		83.6
94	95			0.7	1.5	1.5	9.5	15	28	24	4	3	14	14	1	89.9	68.9	57.7	53.1	69.6	—	65.2	58.1	—	63.3
87	62			1.9	1.9	1.9	1.6	9	19	17		6	28	15	7	112.3	76.3	73.5		82.4	82.6	72.0	65.7	52.4	71.4
99	90	65		3.9	5.0	6.1	4.0	68	67	26	7	38	47	23	13	111.3	90.3	76.4	47.7	96.9	109.7	90.6	75.6	48.5	94.1
100	86	43		3.8	4.7	6.0	13.4	47	52	47	18	38	57	58	27	112.3	90.1	74.6	50.9	92.2	111.8	90.5	75.5	49.0	90.1
100	97			1.8	1.9	3.3	1.8	15	37	14	4	6	34	16	6	92.6	76.5	77.8	49.9	80.5	86.7	70.2	54.5	54.0	67.5
97	95		—	3.7	8.1	3.4	—	52	18	30	1	40	21	25		154.0	103.4	82.8	—	123.5	143.2	105.3	78.8		115.2
83	54		1	3.0	3.8	4.1	5.5	290	281	320	29	106	207	302	48	158.0	104.0	79.1	58.7	112.6	138.0	101.6	78.1	67.2	96.3
100	95			4.2	5.0	3.7		465	130	124		143	82	103		213.6	140.7	138.7		187.5	194.6	125.9	114.0		152.1
100	83			1.8	2.1	1.4	1.3	7	21	14	3	3	8	10	6	86.4	73.2	59.3	—	70.8	—	67.6	57.3	49.0	64.9
100	90			1.2	2.2	1.8	1.8	3	17	7	6	2	12	17	12	—	71.6	61.7	49.8	70.6	—	70.6	59.5	40.4	64.9
100	94			1.4	1.9	2.3	1.4	10	31	30	9	3	19	23	17	92.5	72.7	57.5	53.3	69.1	—	68.4	54.9	48.7	62.8
89	72			2.7	2.9	2.4	1.9	344	236	278	24	126	183	296	58	154.4	100.8	85.2	49.9	110.8	136.0	98.7	78.1	42.8	88.7
—	100			—	1.3	1.7	1.6	1	3	4	1	1	8	6	—	—	62.2	—	64.4	—	—	—	50.2	50.2	52.0
100	96	30		2.5	5.4	3.7	5.1	73	50	33	13	22	39	23	30	113.5	94.2	82.7	62.8	100.5	106.1	86.1	65.7	66.4	84.3
100	100			1.9	2.2	2.0	2.4	18	16	15	5	10	20	25	12	98.4	78.8	71.1	73.7	83.6	95.9	79.5	70.1	63.6	78.2
100	97	13	1	2.3	3.0	2.8	3.8	123	106	98	62	40	67	94	54	141.2	105.3	80.5	65.1	111.4	128.8	98.6	85.4	62.0	98.5
100	98			1.8	2.8	1.9	1.9	21	22	11	2	14	21	14	4	92.7	71.3	60.9	—	77.5	85.1	69.6	54.8	44.4	69.8
91	82	12		1.3	2.5	1.9	1.7	14	4	15	7	8	7	11	13	76.8	62.4	56.4	51.9	65.8	77.8	66.1	57.6	52.8	66.1
99	93	11	1	4.0	5.6	6.9	5.1	97	87	92	38	90	103	116	61	111.4	90.0	74.2	52.7	92.3	110.9	88.4	72.7	51.3	89.1
100	97	6	—	3.0	5.8	11.6	—	14	17	5	2	12	15	11		77.2	59.6	52.3	—	63.7	79.9	57.5	52.3		61.7
95	92			1.2	2.3	8.7	0.5	44	48	23	1	37	50	44	9	111.4	84.4	73.3	—	90.3	110.4	79.0	65.7	77.7	80.8
97	98	2		2.5	3.5	3.1	1.6	29	33	30	4	10	31	25	3	112.3	87.4	75.1	47.3	90.2	110.5	85.3	69.0	—	79.1
100	92	30		2.0	2.0	2.2	2.3	12	39	37	13	4	32	36	8	97.8	91.3	80.4	57.9	87.6	101.6	83.8	69.9	61.1	77.8
100	94	42	14					37	19	28	17	29	28	34	20	79.1	68.8	54.8	37.2	68.7	81.4	69.6	56.9	32.1	68.6
100	100	64	53	0.2	0.3	6.1	8.4	14	5	12	11	16	8	24	4	77.2	67.6	61.3	46.6	69.5	78.3	61.8	58.1	44.5	65.5
51	11							29	44	12	1	6	27	9	3	44.1	37.7	35.7	—	39.6	45.2	33.3	30.7	—	34.4
100	99			3.1	4.4	4.6		280	89	86		100	49	55		182.1	119.2	97.6		143.9	170.1	110.2	91.9		118.5
100	98			3.5	3.6	4.0		46	25	6		24	16	3		168.5	132.4	117.4		136.0	150.0	128.1	—		115.2
100	100	31	—	5.6	7.5	7.4	—	57	21	36		74	57	66	1	82.4	57.5	51.3		68.0	75.0	57.6	51.0	—	62.0
100	95	31		3.9	4.3	4.7	2.3	38	57	64	8	20	37	57	6	115.4	89.6	83.4	74.1	93.2	112.9	87.2	78.5	72.5	87.3
100	96	9		7.4	9.4	8.9		61	45	30		57	75	72		82.7	73.0	60.3		74.5	80.4	70.2	60.6		69.7
99	97			2.7	3.4	2.3		60	40	23		37	34	21		128.0	99.7	83.7		110.5	122.4	94.7	74.8		101.3
97	92		—	2.0	2.7	3.4	—	14	21	12		16	17	26	2	101.1	79.3	63.9		80.8	100.2	80.2	66.7	—	76.5
96	87			4.4	4.3	3.1		186	62	64		91	86	79		121.2	89.9	82.1		100.2	114.3	84.2	80.5		84.4
94	93	4		3.3	2.5	3.4	0.5	54	36	29	6	15	24	22	7	92.9	80.6	70.0	58.9	83.6	89.6	71.0	61.5	36.3	72.1
98	92		—	4.5	4.6	4.0	—	268	177	152		70	99	102	1	136.5	95.8	86.9		103.8	123.6	90.0	81.7	—	81.2
100	92	2		5.6	5.5	5.0	4.1	67	64	62	6	28	53	53	4	99.3	75.0	65.6	51.0	73.9	94.5	74.0	67.6	51.4	67.3
100	100			3.1	3.9	2.6		7	10	14		9	10	17		62.0	57.4	49.3		54.8	62.1	58.0	46.5		53.6
99	98	1		3.5	4.0	4.7	3.6	96	105	72	21	58	73	73	33	96.1	78.1	72.2	62.3	82.9	90.9	71.0	65.4	54.6	74.6
100	100	7		0.3	-5.6	7.6		10	14	4		5	22	26		66.9	60.5	53.4		61.8	62.2	57.7	52.7		55.6
95	96	6		3.9	3.4	3.5	3.6	46	30	26	2	18	27	44	12	85.5	71.1	53.7	—	73.1	78	65.5	57.2	53.4	63.9
99	99	2		5.3	5.6	5.2		85	42	21		29	27	29		105.8	77.6	70.0		92.7	101.1	78.2	67.0		82.2
100	63	9				2.5		12	6	15		4	10	18		53.5	56.9	46.7		51.0	72.4	52.5	50.2		53.7
98	86			4.9	6.2	4.3	4.5	281	234	186	69	85	196	199	118	136.1	98.6	95.7	53.2	111.7	129.8	85.8	79.2	51.2	90.3
96	86	4		3.8	4.9	3.9	3.6	53	33	29	7	36	47	53	21	86.2	72.6	66.9	45.9	77.1	82.6	72.1	59.9	45.2	70.1
98	94	28		1.8	3.9	1.8	13.3	34	26	11	4	13	22	18	8	87.4	73.8	59.8	43.8	77.8	80.6	72.0	61.4	45.1	70.5

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		
Augustana U		IIB	PI	76.4	64.4	56.5	46.9					62.8	100.2	88.2	80.3	70.7			86.6	37.9
Dakota St U		IIB	PU	98.4	74.1	68.6	44.0	52.7	—	68.0	120.8	93.0	86.8	58.6	68.6	—	86.1	26.5		
Dakota Wesleyan U		IIB	PI	58.3	55.9	50.4	43.9			52.9	74.6	70.5	63.4	58.1					67.1	26.9
Mount Marty Coll		IIB	PI	67.9	51.4	73.5	—			64.1	80.0	67.2	89.1	—					78.7	22.8
U Sioux Falls		IIB	PI	103.0	59.6	53.6	—			63.6	116.8	73.4	67.4	—					77.4	21.6

Tennessee

Austin Peay St U	8	IIA	PU	82.1	66.1	55.8	44.5			66.2	110.2	90.9	77.6	61.1					90.4	36.4
Belmont U	6	IIA	PI	114.9	93.0	81.9	71.6			94.0	140.9	114.2	100.9	93.4					115.9	23.3
Christian Brothers U	1	IIA	PI	71.4	60.0	48.9	53.5			61.0									61.0	
East Tennessee St U	8	I	PU	82.5	67.6	57.8	48.8	32.1	—	63.8	106.6	90.2	76.9	64.4	45.4	—	84.4	32.3		
Freed-Hardeman U		IIA	PR	73.7	69.5	59.5	47.7			63.6	91.2	89.8	75.9	59.7					80.7	26.9
King U		IIA	PI	64.3	66.1	55.3	50.5			58.4	85.0	79.6	67.2	63.1					71.7	22.7
Lee U		IIA	PR	75.2	64.7	58.7		49.5		64.7	96.2	81.4	72.4		58.6			81.1	25.3	
Maryville Coll	8	IIB	PR	74.4	59.7	53.5	43.0	45.4		58.7	92.2	73.9	65.2	54.4	56.6			72.7	23.8	
Middle Tennessee St U	8	I	PU	90.8	71.9	61.3	51.5	45.8		70.6	119.8	96.7	84.3	71.2	61.7			94.5	33.9	
Milligan Coll		IIB	PI	63.5	56.0	52.2	—			56.9	82.6	70.7	67.6	—				73.0	28.4	
Rhodes Coll		IIB	PI	105.5	76.1	68.3	59.2			76.3	137.9	102.5	85.8	73.5				99.4	30.2	
Sewanee-U of the South		IIB	PI	106.1	82.5	66.6	53.0			84.2	143.0	113.0	89.2	68.8				113.4	34.6	
Tennessee Wesleyan U	1	IIB	PR	51.4	49.7	47.3	—		—	50.7	64.7	62.7	59.4	—				63.6	25.4	
Trevecca Nazarene U		IIA	PI	67.9	59.1	50.8	—			60.0	89.0	73.4	64.3	—				76.3	27.2	
U Memphis	6	I	PU	114.0	76.3	67.8	45.9	—		77.9	143.7	101.4	90.5	63.1	—			102.1	31.0	
U Tennessee-Chattanooga	1	IIA	PU	93.1	72.9	66.6	54.5	43.3		70.1	122.9	98.5	90.0	75.9	61.6			94.7	35.0	
U Tennessee-Knoxville	7	I	PU	140.2	96.9	81.2	63.2	51.2		98.5	175.5	125.7	105.6	80.5	68.9			126.2	28.1	
U Tennessee-Martin	8	IIA	PU	79.5	68.3	59.3	50.2	46.6		63.6	106.0	92.8	80.7	70.4	63.4			85.9	35.1	
Vanderbilt U	8	I	PI	190.6	114.7	97.0	—	61.0	60.3	130.5	222.2	139.0	117.5	—	78.1	78.4	155.5	19.2		
Volunteer St CC	1	III	PU	64.9	56.3	47.9	41.9			51.0	90.2	79.4	68.9	59.1				72.0	41.2	

Texas

Abilene Christian U		IIA	PI	88.3	72.4	65.8	51.9		65.6	71.9	117.9	97.6	89.0	75.4		87.8	97.6	35.6	
Angelo St U	8	IIA	PU	81.1	70.7	61.1	40.0		62.6	63.8	98.5	85.8	75.7	51.1		74.1	78.3	22.6	
Austin CC District		III	PU	88.9	67.9	60.0				80.9	107.3	83.8	75.5					98.4	21.6
Austin Coll	8	IIB	PI	85.5	65.2	57.6	47.5			66.5	113.7	88.3	76.3	61.5				88.9	33.6
Baylor U		I	PI	133.5	98.5	86.2	—	61.5		94.9	168.7	128.0	110.0	—	81.3			122.1	28.6
Hardin-Simmons U		IIA	PI	74.3	62.1	59.4	58.6			67.1	99.1	84.3	82.7	79.2				90.6	35.0
Huston-Tillotson U		IIB	PR	49.1	56.2	48.9	40.0	—		49.0									
Lamar St Coll-Orange		III	PU	—	—	57.8	44.2			47.3	—	—	76.6	59.0				63.0	33.3
Lamar U		I	PU	99.2	79.8	70.5	51.9			73.2	121.1	99.1	89.1	66.1				91.3	24.6
McMurry U		IIB	PR	66.2	52.5	50.7	41.4			54.2	79.6	63.7	60.9	49.8				65.3	20.5
Our Lady of the Lake U		IIA	PI	84.7	71.1	64.3	55.6			70.4									
Prairie View A & M U		I	PU	112.6	80.6	69.8	—	55.3		76.3	132.2	98.6	85.5	—	68.6			92.4	20.3
Rice U		I	PI	189.2	116.7	105.4	61.9	71.3		138.6	236.9	149.1	132.6	80.5	90.3			174.4	25.9
Saint Edward's U	8	IIA	PR	104.3	78.2	67.1	59.6			76.6	133.7	98.5	83.0	72.6				96.0	25.4
Sam Houston St U		I	PU	100.0	79.1	66.2	50.1	39.9		77.0	126.1	101.9	85.4	67.1	55.5			98.8	27.8
Southern Methodist U		I	PI	159.7	110.3	99.4	108.9	60.9	90.1	110.6	201.9	144.5	126.9	134.4	84.4	116.9	143.0	29.2	
Southwestern U		IIB	PI	86.8	68.9	65.3	48.0			71.3	110.9	91.6	82.1	60.0				92.0	28.9
St Mary's U	8	IIA	PI	122.0	75.2	68.7	48.1	36.1		90.5	146.9	92.1	81.2	52.2	43.0			108.6	19.9
Sul Ross St U	1	IIA	PU	66.9	60.3	50.4	43.0	34.3		54.9	87.7	79.8	67.6	57.7	47.9			73.1	33.1
Texas A & M International U		IIA	PU	113.4	85.2	77.6	49.2	—		79.4	137.4	105.1	95.9	64.0				98.3	23.7
Texas A & M U-Coll Station		I	PU	143.4	99.8	89.6		52.3	69.3	103.8	170.6	120.8	108.9		66.4	85.9	125.3	20.7	
Texas Christian U	8	I	PI	139.9	100.5	84.8	70.2	61.9		101.1	181.8	134.0	110.7	94.6	74.1			132.6	31.2
Texas Lutheran U		IIB	PI	72.9	63.6	55.4	—	47.2		63.6	90.2	77.9	70.5	—	65.6			79.4	24.8
Texas St U		IIA	PU	99.6	81.3	71.9	—	48.9		69.9	125.2	104.2	92.4	—	65.0			90.0	28.9
Texas Tech U	8	I	PU	122.1	86.9	73.2	40.7		55.8	81.5	149.8	108.9	92.7	52.9		71.2	102.1	25.3	
Texas Wesleyan U		IIA	PI	87.8	77.2	75.6	44.2			77.0									
Texas Woman's U		I	PU	92.3	74.1	60.9		62.3		72.9	107.1	85.7	70.4		72.3			84.3	15.8
Trinity U		IIA	PI	127.0	90.7	82.3	62.8			98.9	161.3	116.1	103.3	80.9				125.7	27.2
U Dallas	1	IIA	PI	95.7	73.0	65.5	53.3			70.3	119.9	96.2	85.2	69.5				91.2	29.8
U Houston	8	I	PU	149.7	99.2	92.9		54.9		101.2	182.0	124.3	116.8		77.7			127.6	26.1
U Houston-Downtown	8	IIA	PU	95.9	74.3	72.4	89.6	50.1		70.7	115.0	93.3	91.5	108.7	69.2			89.8	27.0
U Incarnate Word		IIA	PR	97.7	89.2	80.1	67.0			84.4	113.7	103.0	93.1	79.8				98.2	16.4

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	AR	PR	AO	AI	IN	AR
100	90	4		3.3	4.3	2.6	0.6	23	23	18	2	9	16	34	9	78.3	65.3	57.4	—	67.8	71.8	63	56.0	48.7	60.3
100	60			6.8	5.8	8.3	2.5	14	12	21	17	4	8	6	10	100.9	70.9	65.4	44.1	77.2	89.6	78.9	79.9	43.7	77.2
82	45			3.9	2.7	5.0	3.5	9	7	5	2	2	4	18	2	58.6	57.9	53.1	—	57.1	—	52.3	49.6	—	50.6
100	92	16	—			1.3	—	6	6	7		2	6	12	3	73.0	52.2	70.3		65.4	—	50.7	75.4	—	65.7
100	70	—		0.7	0.2	1.1	—	4	14	10	3	6	13	11		161.6	57.8	52.7	—	70.8	63.9	61.6	54.5	—	59.4
99	67	5	13	6.1	8.4	10.7	4.3	81	44	47	15	47	48	63	25	83.3	67.4	55.3	41.0	71.6	80.2	64.9	56.1	46.5	65.9
95	88	4		4.7	5.3	5.4	5.6	65	40	53	14	40	37	75	12	120.1	96.4	86.2	81	102.7	106.5	89.4	78.9	60.7	88.7
100				5.3	4.0	9.9	2.9	17	30	10	3	12	13	7	4	74.6	59.2	49.3	—	62.0	66.7	61.8	48.5	51.2	60.7
100	94	10	13	2.2	3.0	4.0	3.4	107	96	60	6	50	66	110	26	84.4	69.4	58.7	44.7	69.0	78.3	65.1	57.4	49.8	59.8
95	74	27		3.2	7.6	6.6	7.5	16	18	22	10	4	9	8	5	75.0	70.3	58.3	49.1	66.9	68.3	67.8	62.7	44.9	66.0
				5.9	3.9	3.1	14.4	8	15	21	3	3	17	40	12	65.3	66.2	54.1	—	60.3	—	65.9	56.0	52.3	59.1
98	91	12		2.1	4.9	3.5		43	29	34		14	16	23		75.1	65.2	59.0		66.3	75.5	63.9	58.3		61.9
100	100	18				1.3	0.7	11	12	8	2	4	20	3	2	74.9	57.4	52.8	—	62.4	73.0	61.0	—	—	57.3
99	91	3		1.1	1.5	1.9	6.1	204	104	70	5	113	102	90	13	92.7	73.9	61.1	53.4	75.3	87.3	69.9	61.5	50.8	66.1
84	88	6	—	2.2	2.2	1.7	—	19	15	7		12	17	11	3	65.2	55.8	52.6		59.6	60.9	56.2	51.9	—	56.4
100	100			4.5	4.4	3.9	2.8	23	42	20	7	8	31	29	22	108	74.7	71.7	61.2	83.0	98.4	78.1	66	58.5	75.3
100	97			4.9	5.0	4.4	7.3	42	22	21	8	27	13	19	16	109.2	84.1	68.4	55.2	92.6	101.3	79.8	64.6	51.9	84.8
100	73	—				—	—	8	9	9	1	9	2	13		47.3	49.8	44.6	—	50.3	55.1	—	49.3	—	51.5
70	26	—		4.6	3.1	3.2	—	20	20	11		7	14	9	1	67.6	58.4	48.9		60.0	68.8	60.1	53.1	—	60.0
97	88	2		0.4	1.1	0.9	1.1	167	125	121	67	44	125	135	75	116.6	78.2	73.5	47.7	92.2	104.4	74.5	62.8	44.2	73.5
99	78	1		3.8	5.2	4.7	3.7	81	43	53	3	50	36	73	10	93.8	74.7	71.1	—	74.8	91.8	70.7	63.4	52.6	66.3
97	80			3.1	4.1	4.6	5.6	379	202	159	4	129	170	168	24	143.4	101.3	84.5	93.5	109.0	130.7	91.6	78.0	58.1	85.5
100	79	15	64	1.2	2.9	4.5	-0.5	52	47	28	8	27	24	33	3	82.2	67.3	60.1	49.1	68.1	74.5	70.4	58.7	—	59.4
94	76	—		3.4	5.8	5.0	—	281	141	105	1	90	84	100	1	190.8	116.3	101.1	—	144.0	190.1	112.0	92.7	—	110.2
100	82	7		3.0	2.6	4.0	6.5	13	31	15	21	6	37	15	38	64.9	56.8	48.1	43.3	56.4	64.8	55.9	47.8	41.2	54.7
96	89	2		1.5	1.2	2.2	2.8	58	51	31	10	13	25	27	29	89.5	74.6	68.7	55.6	79.1	83.3	67.9	62.4	50.6	68.4
100	100	3		2.1	3.1	3.3	2.5	52	27	40	28	22	20	27	30	81.0	73.3	63.4	40.7	73.3	81.4	67.1	57.6	39.4	66.3
				3.0	3.0	2.5		164	51	18		172	96	19		90.2	69.2	60.3		83.3	87.6	67.2	59.8		78.9
100	100			1.4	-1.1	2.7		18	27	15	3	6	14	13	5	88.6	67.5	60.0	—	72.0	76.1	60.8	54.8	48.0	61.2
96	91	—		3.2	3.5	4.2	—	230	157	87		58	88	91	1	136.0	99.9	91.2		104.8	123.7	95.9	81.4	—	80.8
95	83	32		4.8	3.6	3.9	6.6	47	21	9	7	16	20	13	2	74.7	61.9	60.5	61.5	69.6	72.9	62.4	58.7	—	64.8
77	13							7	3	13	2	6	5	11	2	41.9	—	51.3	—	48.3	57.4	57.1	46.2	—	51.3
—	—	88	21	—	—	3.0	3.0	1		5	8	1	1	3	26	—		53.9	43.2	54.8	—	—	—	44.5	58.9
100	89	9		9.1	9.2	2.5	4.3	62	64	63	46	27	43	55	82	99.9	82.3	73.9	53.0	85.2	97.8	76.1	66.7	51.3	76.7
100	100	10		6.7	3.4	6.8	3.1	21	12	4	7	6	7	6	13	66.6	52.2	52.7	42.8	60.4	65.0	53.1	49.4	40.7	55.7
88	73			2.0	2.1	2.8	12.3	8	10	12	5	16	12	32	1	84.6	70.5	65.5	56.5	72.3	84.8	71.6	63.8	—	71.0
99	91	—				—	—	57	45	30	2	18	23	29		113.4	80.6	71.9	—	81.2	110.1	80.7	67.7		69.5
100	100			2.6	3.2	3.6	1.9	246	70	60	18	64	41	36	6	191.5	119.9	105.1	62.1	152.8	180.1	111.3	105.9	61.5	118.3
97	58			3.0	3.1	3.0	3.0	16	39	18	19	17	42	28	17	108.1	79.5	69.1	59.9	83.2	100.7	76.9	65.9	59.3	78.0
99	91	2	5	1.9	3.4	3.5	3.8	112	119	91	11	50	78	95	11	103.5	80.5	66.4	49.9	82.2	92.0	77.1	66.0	50.2	72.2
100	96	2		2.0	3.1	2.7	13.4	181	104	50	7	43	60	42	8	165.0	112.3	103.4	131.8	125.0	137.4	107.0	94.7	88.9	88.3
100	100			2.2	2.9	2.9	0.6	19	22	6	10	21	15	8	9	92.4	69.2	64.5	50.4	78.0	81.7	68.4	65.9	45.4	74.3
91	94	6		1.2	2.7	2.7	2.2	58	29	35	8	32	20	15	5	129.4	72.5	67.2	47.1	96.6	108.6	79.2	72.2	49.7	87.7
100	68	3		4.0	3.0	7.4	3.0	21	11	21	1	12	8	15	3	69.7	62.5	50.3	—	58.6	62.0	57.2	50.5	—	51.3
92	75	3		2.1	2.3	2.4	2.3	21	37	39	12	4	22	41	22	116.9	86.4	73.8	51.0	87.6	94.5	83.1	81.3	48.2	82.7
97	89			4.7	5.5	4.8		771	384	200		153	184	129		145.2	101.4	95.1		113.8	134.4	96.4	81.2		83.3
87	78	1		3.7	4.3	4.9	4.2	120	111	69	29	46	98	83	50	141.0	103.7	89.9	71.6	113.6	137.1	96.9	80.5	69.3	95.3
100	81	12	—	0.9	0.9	0.9	—	17	8	14		11	13	12	3	73.4	60.7	54.8		64.1	72.1	65.4	56.0	—	62.6
96	94	2	—	3.4	4.2	5.5	—	143	148	98	1	74	130	156		100.8	82.3	76.5	—	73.8	97.4	80.1	69.0		66.0
95	89	1		2.7	2.4	2.9	2.2	296	258	209	108	80	144	157	191	125.9	89.2	76.4	43.9	97.9	107.9	82.8	68.9	38.9	79.3
94	86	3		2.1	1.3	2.8	1.9	19	18	19	4	16	26	19	6	95.2	79.3	71.4	37.2	82.0	79.0	75.7	79.8	48.8	77.9
97	89	6		0.1	2.2	1.1		26	27	38		51	80	87		91.9	77.0	62.0		74.9	92.5	73.1	60.4		72.0
99	97			3.5	6.7	6.2	7.0	48	54	25	8	31	35	24	11	133.0	92.2	76.6	82.5	104.6	117.6	88.4	88.2	48.4	98.4
100	100	20		4.6	3.5	4.0	5.6	18	38	17	19	5	16	18	14	93.8	73.5	65.8	55.4	76.7	102.3	71.7	65.3	50.3	72.7
100	93	2		3.7	4.5	3.8		332	193	146		73	138	101		153.1	101.6	98.6		112.2	134.3	95.7	84.7		82.7
100	96			0.1	1.2	1.2	2.1	30	63	29	10	23	49	37	5	99.3	75.3	73.7	90.2	72.7	91.4	72.9	71.4	88.5	66.9
88	82			1.4	2.6	2.9	2.1	35	41	48	17	29	56	65	31	101.4	87.3	81.4	68.1	89.0	93.2	90.6	79.1	66.4	86.1

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
Texas (continued)																		
U North Texas		I	PU	115.7	85.6	73.0	59.6	57.4			86.0	135.2	102.6	87.9	72.2	71.1	102.6	19.3
U St Thomas	8	IIA	PR	95.4	75.3	49.8	46.1			67.1	115.7	94.5	63.4	57.5			83.7	24.7
U Texas Dallas	8	I	PU	161.4	118.3	111.3					136.7	195.8	145.2	136.5			166.7	21.9
U Texas El Paso		I	PU	115.4	86.5	75.5		53.4		80.0	145.1	111.3	98.5		72.6		103.7	29.7
U Texas San Antonio		I	PU	122.8	85.3	77.4		40.3		78.7	152.8	109.7	100.0		54.7		101.0	28.3
West Texas A & M U	8	IIA	PU	90.8	75.1	67.3	49.7			67.5	114.0	96.1	84.5	63.7			85.7	24.9
Utah																		
Dixie St U		IIB	PU	82.2	66.2	56.6	50.3		54.3	62.2	116.5	95.6	83.2	75.9		76.1	90.5	45.5
Salt Lake CC	4	III	PU	73.6	61.9	51.7	46.0	42.1		58.7	105.7	91.4	78.7	69.4	66.2		87.3	48.7
Snow Coll	8	III	PU	65.6	59.8	47.6	44.2		44.8	51.5	93.5	88.1	71.9	67.0		73.3	76.9	49.5
Southern Utah U		IIA	PU	83.1	70.0	53.8		43.3	54.3	61.4	114.3	97.6	74.7		62.3	74.3	85.4	39.1
U Utah	8	I	PU	131.7	93.0	87.8	—	61.0	34.0	93.2	172.0	122.6	115.5	—	81.5	45.0	122.7	31.6
Utah St U	8	I	PU	104.7	82.3	70.7	48.3	56.2		80.5	142.1	114.6	100.1	72.1	82.2		112.2	39.5
Utah Valley U		IIB	PU	84.8	72.0	65.3	55.8	51.2	77.5	69.3	115.3	102.5	95.8	86.3	81.7	108.0	99.8	44.0
Weber St U		IIA	PU	87.7	73.1	67.7	52.2	—		70.8	120.2	103.1	96.3	77.2	—		100.0	41.2
Westminster Coll		IIB	PI	87.5	74.4	62.0	—			73.6	104.8	91.7	79.3	—			91.0	23.5
Vermont																		
Landmark Coll		IIB	PI	69.9	58.1	52.2	—			56.5				—				
Middlebury Coll		IIB	PI	136.6	99.7	82.6	—	73.4	64.9	107.1	184.4	136.1	110.0	—	102.2	97.6	144.8	35.3
Norwich U		IIA	PI	104.8	69.4	61.2		52.8		74.4	126.3	90.9	82.6		74.3		95.9	28.9
Saint Michael's Coll		IIB	PI	96.1	74.4	63.3	54.3			77.0	124.9	100.5	86.0	76.0			102.8	33.6
U Vermont	6	I	PU	122.5	92.5	78.9		59.4	74.8	89.3	157.8	123.9	106.3		82.3	103.3	118.9	33.2
Virginia																		
Averett U		IIA	PI	64.0	60.8	50.2	38.8		—	57.0	79.9	76.6	66.0	54.6		—	72.8	27.7
Bluefield Coll		IIA	PI	56.4	48.6	45.8	—			49.0	72.6	65.4	57.4	—			63.0	28.6
Christopher Newport U		IIB	PU	106.3	81.5	66.3	59.0	58.7		74.6	141.1	112.3	91.7	81.2	80.7		102.0	36.8
Coll William and Mary	8	I	PU	128.6	99.0	79.3	64.3	63.7		99.2	169.1	133.7	106.5	86.4	85.2		132.2	33.3
Eastern Mennonite U		IIA	PI	64.3	54.4	48.5	45.9	30.4		51.8	82.6	70.7	62.3	60.7	43.3		67.5	30.3
Emory & Henry Coll		IIB	PI	79.8	59.7	64.6	54.3		—	66.8	99.8	77.3	79.4	64.4		—	83.3	24.4
George Mason U	8	I	PU	134.7	89.5	75.6	57.2			95.6	173.9	121.5	102.1	79.6			127.3	33.1
Hampden-Sydney Coll		IIB	PI	90.0	68.3	62.4		52.6		72.7	116.4	88.2	78.5		66.0		93.3	28.3
Hollins U		IIB	PI	85.0	68.3	53.2	57.2			71.4	104.6	85.2	67.5	72.6			88.9	24.5
James Madison U	8	IIA	PU	91.8	74.6	68.8	57.2			76.4	127.2	105.9	97.9	84.1			107.9	41.2
Longwood U		IIA	PU	83.4	70.5	65.3	59.1	43.4		67.7	114.1	98.7	90.6	84.3	60.7		94.0	38.8
Lynchburg Coll	8	IIA	PR	79.3	66.5	65.3	46.2			68.0	101.9	85.1	83.1	59.2			87.0	27.9
Mary Baldwin Coll		IIB	PI	75.0	63.6	59.9	—			64.5	89.7	78.1	76.7	—			79.9	24.0
Marymount U	6	IIA	PR	92.9	74.4	63.2	55.7			73.3	115.6	92.7	79.0	68.4			91.2	24.4
Old Dominion U	8	I	PU	116.0	83.7	72.1	58.0	53.4		81.2	151.7	112.8	97.3	76.8	72.9		108.5	33.6
Radford U	1	IIA	PU	88.6	71.2	64.8	52.9		—	72.1	119.0	99.3	89.0	75.4		—	98.9	37.3
Randolph-Macon Coll		IIB	PR	87.3	68.1	61.0	56.3			72.5	112.7	86.8	78.4	69.6			92.9	28.0
Roanoke Coll		IIB	PR	89.1	71.3	62.9	52.4			70.2	115.8	92.2	80.6	68.2			90.9	29.5
Shenandoah U	8	I	PR	83.0	70.0	66.6	55.0	—	—	70.3	102.4	86.2	81.6	63.0	—	—	86.2	22.5
Sweet Briar Coll		IIB	PI	82.9	63.1	52.0	41.2			64.7	97.4	77.0	63.0	49.6			77.3	19.5
U Mary Washington	8	IIB	PU	80.2	67.6	62.7	50.0	61.8		69.1	110.1	93.7	86.8	68.4	85.9		95.4	38.1
U Richmond	8	IIB	PI	157.4	105.7	88.5	64.4			109.3	193.8	135.9	109.9	82.1			137.2	25.5
U Virginia-Main Campus	8	I	PU	172.4	115.7	96.0	56.5	61.4		125.6	216.9	150.0	123.5	74.8	82.7		160.6	27.8
U Virginia's Coll Wise		IIB	PU	80.5	71.8	56.5	50.7			65.1	109.3	98.1	77.9	69.9			89.0	36.8
Virginia Commonwealth U	8	I	PU	125.1	87.3	70.0	49.0			81.3	158.6	115.6	95.6	71.3			108.6	33.5
Virginia Military Institute		IIB	PU	90.1	67.3	55.4	—	—		72.8	123.4	95.0	78.3	—	—		87.1	39.0
Virginia Polytechnic Institute and St U	8	I	PU	137.7	96.9	85.5	53.6			102.0	177.1	128.5	114.6	76.4			134.5	31.8
Virginia Wesleyan Coll		IIB	PI	81.1	66.0	64.1	—	—		71.4	106.6	89.1	86.8	—	—		95.3	33.5
Washington and Lee U		IIB	PI	141.5	99.6	83.8	52.0			113.5	182.7	134.3	107.7	65.4			147.9	30.2

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	AR	PR	AO	AI	IN	AR
100	98	1		0.5	0.3	0.5		234	179	60	7	78	122	75	8	118.9	87.3	76.3	62.3	94.3	106.3	83.0	70.3	57.1	75.7
88	84	1		-1.3	-1.2	1.0		24	32	32	8	16	19	43	4	94.7	77.7	54.2	45.7	73.8	96.6	71.4	46.5	47.0	62.8
99	92			3.3	3.1	2.1		216	107	101		38	46	35		165.2	119.3	114.7		141.6	140.4	115.9	101.6		119.5
100	96			3.1	4.3	4.1		126	131	79		38	61	73		116.5	87.9	79.3		86.6	111.9	83.4	71.3		70.9
100	96			0.7	0.2	0.4		180	145	96		44	89	62		125.0	88.3	78.2		86.1	113.8	80.4	76.1		66.2
96	88	2		2.0	2.3	2.6	3.5	40	41	51	33	17	25	45	68	92.2	76.2	67.5	51.5	77.7	87.5	73.4	67.1	48.8	72.9
100	80	9	4					22	28	48	14	10	22	39	13	85.5	67.3	57.3	53.6	66.2	75.0	64.9	55.8	46.7	61.1
97	88	16		2.7	2.8	2.7	2.5	35	54	89	3	29	49	65	5	72.8	61.6	51.9	—	58.8	74.7	62.1	51.5	47.6	59.3
93	89	11		2.8	-1.6	2.9	8.1	13	22	41	20	1	16	14	16	65.6	59.8	47.9	43.1	53.6	—	59.7	46.7	45.7	54.0
100	92			1.9	4.1	4.6		46	46	53		5	19	57		83.9	71.6	54.4		65.2	75.4	65.9	53.3		54.7
99	87		—	4.5	2.5	1.0	—	336	176	141		114	138	116	1	134.8	95.0	92.8		101.7	122.4	90.5	81.7	—	81.4
96	94		4	3.4	3.8	3.5	3.5	190	173	145	12	58	84	131	16	108.0	85.0	73.8	46.6	87.5	94.1	76.7	67.2	49.5	71.1
100	98			0.5	9.4	25.7	-28.3	79	167	117	3	36	74	78	1	86.6	73.5	66.1	—	71.2	80.9	68.7	64.1	—	65.9
98	52	22						91	47	108	40	47	42	86	60	89.9	74.6	71.4	54.3	78.6	83.6	71.4	63.0	50.8	70.4
			—	0.6	0.5	0.2	—	24	28	25		24	19	33	1	94.5	75.2	65.9		78.2	80.5	73.3	59.0	—	69.4
100	100		—	1.8	2.4	3.3	—	76	32	42	1	6	23	17		—	58.2	52.0	—	56.1	68.8	58.0	52.5		57.4
100	92							36	24	18		9	13	21		106.2	73.9	60.4		82.0	99.4	61.2	61.8		63.0
100	100			1.0	2.2	4.3	3.0	34	29	6	14	19	21	9	16	97.5	74.6	65.3	57.5	85.1	93.5	74.2	62.0	51.6	79.4
99	94			2.0	4.6		4.7	110	107	38		50	84	57		122.4	94.1	83.7		94.4	122.7	90.6	75.7		83.5
100	61	5		0.1				14	10	5	1	7	8	16	3	64.5	61.7	48.6	—	60.8	63.1	59.6	50.7	—	55.9
			—	4.5	1.5	3.3	—	6	7	6	1	3	2	6	1	57.3	48.1	49.3	—	51.4	—	—	42.3	—	47.2
100	100				0.2	0.5	1.1	27	47	41	12	14	37	27	18	106.0	84.0	69.0	58.6	79.5	107.0	78.2	62.2	59.3	72.6
99	90	2			0.6	0.7	0.1	139	120	105	6	72	80	68	14	133.7	101.3	82.3	54.6	105.9	118.7	95.6	74.8	68.5	91.6
100	89			0.4	1.0	1.4	0.8	12	11	8	10	18	8	13	25	63.9	54.1	49.0	44.5	52.4	64.6	54.8	48.2	46.5	56.4
84	73			2.0	1.7	3.4	1.4	17	9	12	2	8	13	15	8	81.1	63.9	59.5	—	70.4	77.0	56.7	68.7	50.8	66.2
93	78			0.4	1.0	1.0	0.2	271	232	182	42	92	200	198	60	141.5	92.8	83.3	60.0	109.6	114.4	85.8	68.6	55.2	84.2
100	100			0.2	3.7	1.0		33	17	7		8	8	6		92.1	69.5	62.9		77.1	81.3	65.8	61.7		62.6
100	96			1.8	2.2	7.4	2.9	10	13	2	4	16	14	4	7	89.8	71.4	—	52.9	77.5	81.9	65.4	52.3	59.6	71.6
97	91			0.8	2.9	2.2	1.7	211	144	124	53	129	141	134	92	94.3	77.0	71.0	58.3	83.1	87.7	72.1	66.7	56.6	75.3
98	96	3		2.8	3.6	3.5	2.3	28	38	37	3	23	31	43	5	85.1	69.7	68.1	—	70.0	81.4	71.4	62.9	60.7	66.0
96	87	5		2.0	3.1	2.5	2.8	28	22	30	6	21	32	46	6	82.4	72.8	65.9	48.7	73.6	75.1	62.2	64.9	43.7	66.2
89	85		—	1.7	1.1	0.9	—	8	7	8		11	20	26	1	77.8	64.3	61.1		67.9	72.9	63.4	59.6	—	63.5
95	88			1.2	2.0	2.4	3.7	10	13	13	4	34	29	31	22	93.6	73.2	64.4	52.3	75.7	92.7	75.0	62.7	56.4	77.3
98	90							166	133	93	5	44	89	83	5	118.6	85.3	75.2	58.8	90.7	106.1	81.3	68.5	57.1	69.9
100	90	2		0.5	0.4	0.1		85	61	49	33	61	65	75	39	90.9	73.1	65.2	50.4	78.9	85.4	69.3	64.6	55.0	72.3
98	96			1.4	1.7	2.8	3.1	26	12	9	6	14	14	14	7	90.9	70.8	62.1	53.7	80.2	80.8	65.8	60.3	58.6	68.9
98	100			2.5	2.8	3.6	1.3	30	28	11	12	12	33	10	28	90.7	70.6	63.8	59.8	78.2	85.1	71.9	61.9	49.3	73.0
				2.4	3.2	2.5	1.7	26	34	34	4	24	48	64	11	88.9	69.9	66.8	48.3	73.8	76.6	70.1	66.5	57.4	69.5
95	90							14	6	5	3	8	4	16	2	83.1	63.0	55.3	—	72.7	82.4	63.4	51.0	—	61.7
100	96	2						37	47	30	1	36	38	31	5	82.6	70.4	66.1	—	72.2	77.7	64.1	59.4	48.8	66.7
95	92	1		2.7	3.7	4.8	4.7	77	73	39	34	36	58	44	38	162.5	110.0	89.3	65.7	127.1	146.5	100.3	87.9	63.2	108.4
92	79			4.7	5.4	4.6	1.7	411	219	147	2	127	154	145	2	178.6	119.3	101.6	—	139.1	152.6	110.6	90.2	—	104.3
100	96	12			0.7	0.9	16	17	17	8	9	10	9	9	16	80.9	71.3	56.4	49.4	69.3	80.0	72.7	56.6	51.4	69.9
8	21	55	100	0.2	1.3	1.4	0.6	146	180	222	80	61	170	250	100	129.6	89.7	72.8	49.7	93.5	114.3	84.7	67.6	48.5	79.5
97	74		—	0.7	0.2		—	51	16	24	2	9	7	23	1	90.9	67.7	56.8	—	77.7	85.2	66.4	54.0	—	63.4
99	90			4.1	4.7	3.8	4.2	475	329	260	106	102	182	171	119	140.1	99.4	86.6	55.1	114.4	126.9	92.5	83.8	52.3	96.9
98	100		—	2.0	2.8	2.8	—	24	17	8		17	12	8	2	84.5	65.8	63.2		74.0	76.4	66.3	64.9	—	69.7
98	96			3.0	4.5	5.1	1.3	64	29	30	2	26	26	19	3	144.9	103.6	84.0	—	120.3	133.3	95.1	83.5	—	106.0

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					
Washington																						
Bastyr U		I	PI	101.6	81.5	70.3						81.0	121.2	98.4	84.8				97.4	19.1		
Central Washington U		IIA	PU	91.5	78.1	69.0		47.7			72.6	115.3	99.3	88.0		62.6			92.6	27.5		
Eastern Washington U	12	IIA	PU	101.5	79.6	71.7		53.7			77.6	128.0	101.8	91.5		72.5			88.8	28.5		
Northwest U		IIB	PR	70.9	57.1	52.0	51.9				56.9	89.0	71.4	66.1	68.0				71.9	26.5		
Pacific Lutheran U	1	IIA	PI	83.5	68.7	69.9	54.6				69.9	105.9	88.4	87.8	67.8				88.7	26.4		
Seattle U		IIA	PI	119.4	89.7	78.1	59.5	52.5	27.2		82.4											
U Puget Sound	8	IIB	PI	111.0	84.5	71.5	72.2				92.0	148.1	112.4	97.8	98.7				123.5	34.2		
U Washington-Bothell Campus	8	I	PU	120.5	101.6	96.8		76.2			93.3	147.8	125.1	118.9		97.4			115.9	24.3		
U Washington-Seattle Campus	8	I	PU	138.0	103.9	99.0	51.8	75.2			109.3	165.1	127.7	120.7	68.4	96.0			133.1	21.8		
U Washington-Tacoma Campus	8	I	PU	118.1	97.8	84.3		65.6			85.7	144.0	120.3	104.5		84.2			106.7	24.5		
Walla Walla U		I	PR	69.9	61.6	56.5	52.4				63.3	93.7	85.5	80.3	76.3				87.1	37.6		
Washington St U	8	I	PU	126.4	88.3	85.1	65.8	58.0	—		89.6	157.5	113.6	109.0	87.4	78.3	—		114.8	28.1		
Western Washington U		IIA	PU	103.0	83.3	72.3	51.5				80.8	130.7	107.6	93.6	70.3				104.5	29.2		
Whitman Coll		IIB	PI	122.5	90.9	70.8	55.8	60.8			85.6	160.0	119.3	93.0	74.8	82.1			112.6	31.5		
Whitworth U		IIB	PI	83.7	68.7	62.5	62.1	34.2			64.0	111.5	90.8	84.6	96.9	47.4			86.4	34.8		

West Virginia

Davis & Elkins Coll		IIB	PI	60.4	52.9	50.8	42.5				52.7	75.9	72.5	65.9	57.3				68.5	29.9
Marshall U	1	IIA	PU	78.6	66.9	59.8	36.2				64.1	97.7	84.1	73.4	45.7				79.7	24.3
Ohio Valley U	8	IIB	PR	48.1	44.6	43.6	—				45.4	56.1	53.1	58.5	—				55.7	22.7
Shepherd U	8	IIA	PU	76.5	63.3	57.8	49.1	40.3			63.2	92.4	75.3	69.7	60.4	49.1			75.8	20.0
U Charleston		IIA	PI	70.2	73.6	69.8	54.5				69.2									
West Virginia U		I	PU	131.2	84.5	71.6	47.1	60.4	156.8		89.4	156.1	103.3	87.8	59.1	74.8	182.3	108.4	21.2	
West Virginia Wesleyan Coll	8	IIB	PR	65.5	58.6	47.4	39.8				53.0	90.3	76.7	60.3	49.6				68.9	30.0
Wheeling Jesuit U		IIA	PR	71.0	58.8	49.2	—	—			57.5	86.0	75.7	63.5	—				72.5	26.2

Wisconsin

Beloit Coll		IIB	PI	88.4	70.8	61.2	49.7		—		73.3	111.1	90.4	77.3	62.2		—		92.7	26.4
Carroll U	8	IIA	PI	82.2	70.5	64.6		56.3			65.7	109.8	94.2	84.7		74.6			87.1	32.5
Lakeland U	1	IIB	PI	75.3	61.2	53.3	43.3				59.0	94.7	78.3	68.1	55.5				75.2	27.3
Lawrence U		IIB	PI	89.1	73.8	61.5	53.1	—			70.5	124.7	100.0	84.9	70.7	—			96.4	36.6
Marian U		I	PR	76.4	62.8	55.4	49.8				60.0	87.0	73.3	66.0	60.3				70.5	17.5
Marquette U	8	I	PR	120.6	90.2	82.0	62.0				92.4	155.8	121.1	106.3	85.2				121.7	31.7
Milwaukee School Engineering	1	IIA	PI	90.8	82.6	75.1	70.9				82.3	119.1	111.1	101.9	87.5				109.7	33.3
Ripon Coll		IIB	PI	79.2	61.8	53.5	42.8				64.2	103.1	81.0	68.2	55.2				83.5	30.0
Saint Norbert Coll		IIB	PR	91.4	69.9	61.1	—				70.2	112.8	92.4	78.1	—				89.7	27.8
U Wisconsin Colls	8	III	PU	62.4	51.2	45.1		42.6			51.6	85.8	72.9	65.9		63.0			73.3	42.1
U Wisconsin-Eau Claire	8	IIA	PU	76.3	64	63.6	54.9	47.8			65.8	101.7	87.6	87.2	77.2	69.0			89.6	36.2
U Wisconsin-Green Bay	8	IIA	PU	69.7	62.6	61.9		47.3			60.7	94.2	86.0	85.2		68.4			83.8	38.1
U Wisconsin-La Crosse	8	IIA	PU	81.1	66.8	62.5		46.1			63.5	107.2	90.8	85.9		67.0			87.0	37.0
U Wisconsin-Madison	8	I	PU	132.7	101	87.2	64.0	69.9			107.0	164.8	129.4	113.9	87.5	94.3			136.0	27.1
U Wisconsin-Milwaukee	8	I	PU	104	78.1	73.9	56.2	45.8			75.8	133.0	103.7	98.8	78.6	66.7			100.9	33.2
U Wisconsin-Oshkosh	8	IIA	PU	79.7	64.5	66.5	—	48.6			65.7	105.6	88.0	90.3	—	69.8			89.5	36.1
U Wisconsin-Parkside	8	IIA	PU	72.5	64.6	56.2		43.4			57.9	97.3	88.2	78.6		63.9			80.6	39.2
U Wisconsin-Platteville	8	IIA	PU	72.9	61	58.3		42.6			58.8	97.9	84.1	81.0		63.0			81.6	38.8
U Wisconsin-River Falls	8	IIA	PU	74.3	66.4	62.2	—	43.7			66.8	99.4	90.4	85.5	—	64.2			90.8	35.9
U Wisconsin-Stevens Point	8	IIA	PU	72.1	58.5	54.6	39.7	40.6			59.6	96.9	81.3	76.8	59.7	60.7			82.5	38.5
U Wisconsin-Stout	8	IIA	PU	71.1	63.5	60.1	—	47.6			60.5	95.7	87.0	83.1	—	68.7			83.6	38.1
U Wisconsin-Superior	8	IIA	PU	67.8	54.4	59.9		45.0			57.5	91.9	76.5	82.9		65.7			80.1	39.3
U Wisconsin-Whitewater	8	IIA	PU	79.4	67.9	71.1		50.7			66.3	105.2	92.0	95.6		72.3			90.2	36.0
Viterbo U		IIA	PI	71.3	60.1	54.5	42.7				58.8	89.9	80.3	71.0	59.0				76.8	30.7

Wyoming

U Wyoming	8	I	PU	116.1	82.3	78.0	61.2	56.2			85.0	156.4	115.0	107.6	87.0	78.9			117.1	37.8
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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	AR	PR	AO	AI	IN	AR
					1.6	0.7			2	2		4	2	6						76.5	101.6		69.8		82.4
100	99			3.5	4.5	5.2		92	66	45		56	43	56		93.4	79.1	70.8		74.7	88.4	76.4	67.5		69.9
99	99	95		6.7	4.6	3.4		92	42	50		51	44	49		102.9	83.6	75.6		83.3	99.0	75.7	67.6		71.3
100	40			5.2	3.2	4.0	2.2	8	10	15	2	3	5	13	2	70.9	58.2	52.1		58.5		54.9	51.9		55.3
100	96	9		1.4	2.6	2.4	4.2	27	34	23	18	21	43	35	19	84.0	68.3	79.4	55.3	76.4	82.9	69.0	63.7	53.9	70.1
90	92	2		1.5	2.2	4.4	6.8	48	88	41	45	42	83	40	82	128.8	87.1	77.8	62.2	92.9	108.8	92.5	78.3	58.1	87.2
100	80			3.4	7.3	6.0	3.7	62	24	17	16	42	27	19	27	112.0	84.4	72.3	73.8	99.0	109.5	84.6	70.8	71.3	93.5
100	95			3.0	4.5	6.1		13	25	34		8	18	38		129.1	102.5	96.4		97.8	106.6	100.4	97.1		89.1
99	95			4.8	5.3	6.6	5.2	477	253	188	34	242	211	178	33	141.5	105.8	100.9	52.0	117.8	131.3	101.6	97.1	51.5	103.1
100	100			3.0	7.0	4.3		22	29	26		11	32	32		127.2	104.3	86.7		92.9	99.9	91.8	82.3		79.1
85	69	30		3.1	1.7	1.6	3.7	34	12	19	4	18	14	14	3	69.7	61.5	56.2	52.6	64.2	70.3	61.7	56.9		63.6
99	97			2.1	2.7	2.7	3.4	249	188	136	203	91	123	99	258	130.2	90.6	88.5	70.7	107.1	116.2	84.7	80.4	62.0	92.3
100	98			5.7	6.0	5.6	4.4	125	81	77	52	71	83	60	70	105.3	85.3	74.3	53.9	91.1	98.9	81.3	69.8	49.7	83.9
100	85	2		2.6	2.2	2.8	6.6	21	30	20	6	12	24	31	9	124.0	89.9	72.2	57.4	93.1	119.9	92.2	69.8	54.7	84.0
82	76	4						33	24	27	4	11	22	27	4	84.6	65.7	63.0	69.5	66.3	81.1	72.0	62.1	54.8	61.3
92	86	10		4.6	0.3	3.0		6	1	11	1	7	6	10	5	58.5		52.3		54.3	62.1	53.3	49.2	42.0	54.2
97	79	1		2.1	3.1	3.8	2.8	116	62	82	32	64	69	78	50	80.4	68.8	63.6	37.3	72.3	75.5	65.3	55.9	35.5	64.9
29		14	—					6	3	6		1	2	1	1	49.8		44.6		46.5					42.0
100	90	2		2.1	2.7	3.7	2.3	18	31	17	3	11	27	24	1	76.7	64.0	56.7		64.6	76.1	62.5	58.5		62.6
								4	11	17	2	5	18	42	10	59.6	70.4	66.2		66.8	78.7	75.6	71.2	55.7	73.0
95	76	8	1	3.4	5.6	8.0	7.8	257	201	237	39	83	200	212	58	132.2	88.8	75.0	49.8	100.7	128.2	80.0	67.8	45.3	82.0
91	97	12		3.0	3.1	3.2	3.0	9	12	17	2	2	19	25	4	66.4	58.2	46.0		54.7		58.9	48.4	42.1	53.3
100	83	5	—	0.2	0.8	1.0	—	12	13	8		2	10	12	2	72.2	62.0	54.4		63.2		54.5	45.8		50.7
100	89			4.9	5.1	5.0	5.0	22	14	11	2	20	21	16	6	91.4	72.5	62.7		78.4	85.0	69.6	60.1	51.2	72.4
100	81	2		6.1	4.2	5.2		5	21	15		7	16	33		89.5	71.0	62.1		66.4	77.0	69.8	65.7		65.2
100	85			1.9	2.6	2.4	10.8	8	9	9	4	2	4	5	3	76.2	61.3	53.6	42.1	63.2		60.8	52.7		59.1
100	99			2.1	3.8	5.2	4.3	20	48	14	12	10	26	18	16	89.7	74.7	61.7	54.5	76.1	87.9	72.2	61.3	52.1	71.1
100	50	4						6	9	14	4	7	17	31	4	70.3	71.2	54.9	44.6	63.1	81.7	58.4	55.7	55.0	59.8
100	98			2.1	2.8	3.1	2.2	123	98	70	46	35	80	63	43	124.8	91.5	84.4	66.6	103.8	106.1	88.7	79.4	57.2	88.8
				2.6	3.2	3.3	3.3	32	35	26	3	11	12	17	3	91.1	84.6	79.1		85.3	90.2	76.7	69.0		77.1
100	96			3.0	5.8	5.5	3.0	12	16	4	5	9	7	6	2	79.5	62.2	53.2	42.7	67.5	79.0	60.7	53.7		66.3
100	100	38	—	1.1	1.3	1.5	—	17	18	26		7	14	27	1	90.3	73.4	63.7		74.0	94.3	65.5	58.5		65.8
100	100			1.7	1.9	1.4		43	65	38		25	49	28		62.5	51.5	45.0		52.3	62.3	50.8	45.3		50.7
100.0	93.0	3		1	2	1.9	1.2	102.0	39.0	40	1	43	68	55	11	76.9	63.9	64.8		68.8	74.80	64.1	62.8	54.6	63.3
100.0	100.0			2	2	1.1	1.9	15.0	42.0	26		16	24	25		74.3	64.9	66.3		65.1	65.40	58.5	57.3		56.0
98.0	85.0	12		4	3	2.5		60.0	56.0	79		37	59	93		84	68.6	62.8		65.8	76.40	65.1	62.3		61.2
96.0	82.0			3	4	3.0	2.3	700.0	165.0	216	144	291	163	195	145	136.8	106.3	91.4	67.0	120.9	122.90	95.5	82.5	60.9	102.0
99.0	92.0	1		0	1	1.5	1.6	162.0	201.0	77	11	63	171	109	32	106.2	82.1	80	62.4	83.7	98.50	73.5	69.6	54.0	68.5
100.0	97.0	1	—	2	3	0.9	—	86.0	52.0	44		41	49	44	1	82.7	65.7	68		68.8	73.60	63.1	65.0		62.1
100.0	98.0			2	2	1.6		19.0	22.0	22		11	25	15		74.5	67.9	54.8		59.9	69.00	61.7	58.1		55.8
100.0	88.0			2	2	2.7		65.0	34.0	59		31	18	29		74	62.1	59.1		61.3	70.80	58.8	56.8		54.8
100.0	100.0			3	1	1.4	—	70.0	18.0	23	2	31	22	25	1	74.9	67.3	64.5		69.8	73.00	65.7	60.0		63.4
98.0	96.0	2		2	3	1.9	4.1	79.0	42.0	67	1	53	33	45	4	72.7	58.9	55.1		60.7	71.40	58.1	53.8	39.8	58.6
100.0	81.0	5	—	2	2	1.7	—	39.0	53.0	51	1	30	42	40		72.9	64.9	62.5		62.2	68.70	61.7	57.0		58.5
100.0	86.0	10		1	2	1.1		19.0	15.0	14		12	22	15		67.7	53.9	64.5		60.8	67.80	54.6	55.6		54.7
100.0	98.0	1		2	2	0.9		49.0	67.0	59		47	60	68		83.3	70.6	73.6		68.7	75.30	64.8	68.9		63.9
100.0	89.0	11		6	4	6.5	5.6	10.0	15.0	17	1	11	21	30	6	70.3	59.4	53.3		59.5	72.20	60.6	55.2	42.1	60.1
100.0	97.0			1	1	2.2	1.2	152.0	131.0	93	44	54	82	71	47	117.9	84.7	81.6	62.5	93.8	111.10	78.4	73.3	59.9	79.5

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	1	IV	PU	50.9	71.4	38.8	84		35	46	53.0	49.3
California												
Clovis CC		IV	PU	87.2	118.0	35.4			40	46	91.1	83.8
Fresno City Coll		IV	PU	92.6	120.0	29.5	74.3		172	193	93.8	91.6
Reedley Coll		IV	PU	90.5	117.6	29.9	71.4		92	94	92.7	88.4
Santa Rosa Junior Coll		IV	PU	92.5	122.0	31.9	65.7		126	176	93.4	91.8
Iowa												
Hawkeye CC		IV	PU	58.8	86.5	47.1			65	51	59.2	58.3
North Iowa Area CC		IV	PU	64.8	88.2	36.2			43	26	65.1	64.2
Maryland												
St John's Coll		IIB	PI	83.5	114.6	37.2	69.6		73	26	85.4	78.2
Nebraska												
Central CC		IV	PU	56.3	82.3	46.0			81	86	55.0	57.7
New Mexico												
Clovis CC		IV	PU	50.4	68.0	35.0			19	39	49.6	50.8
New Mexico Junior Coll		IV	PU	55.3	77.1	39.4			21	36	60.3	52.4
North Carolina												
Asheville-Buncombe Technical CC	1	IV	PU	45.7	62.9	37.6		2.7	68	111	45.2	46.0
Haywood CC		IV	PU	52.2	70.6	35.2			37	28	53.2	50.9
South Carolina												
Spartanburg Methodist Coll		IV	PR	51.5	63.6	23.4			18	9	52.4	49.8
Texas												
Central Texas Coll		IV	PU	60.4	79.0	30.9			74	84	63.9	57.3
Vernon Coll		IV	PU	51.7					37	53	51.3	51.9
Washington												
Evergreen St Coll		IIA	PU	72.1				4.4	74	89	73.4	71.0

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75000.
2. Factor used to convert 12-month data: 0.76595.
3. Factor used to convert 12-month data: 0.80000.
4. Factor used to convert 12-month data: 0.80970.
5. Factor used to convert 12-month data: 0.81000.
6. Factor used to convert 12-month data: 0.81800.
7. Factor used to convert 12-month data: 0.81810.
8. Factor used to convert 12-month data: 0.81818.
9. Factor used to convert 12-month data: 0.81820.
10. Factor used to convert 12-month data: 0.81966.
11. Factor used to convert 12-month data: 0.81967.
12. Factor used to convert 12-month data: 0.82000.
13. Factor used to convert 12-month data: 0.83300.
14. Factor used to convert 12-month data: 0.83333.
15. Factor used to convert 12-month data: 0.83564.
16. Factor used to convert 12-month data: 0.85470.
17. Factor used to convert 12-month data: 0.85700.
18. Factor used to convert 12-month data: 0.86300.
19. Factor used to convert 12-month data: 0.86364.
20. Factor used to convert 12-month data: 0.86400.
21. Factor used to convert 12-month data: 0.86700.
22. Factor used to convert 12-month data: 0.91400.
23. Benefits include the normal cost of the defined retirement benefit. Data as of October 2016 payroll. In 2016–17, UC faculty received a general range adjustment of 3 percent effective July 1, 2016.
24. In 2010–11, the University of California implemented changes to its personnel data systems that allow for a more precise identification of faculty who are members of the Health Sciences Compensation Plan (HSCP), which provides supplemental pay to faculty in UC's medical schools and selected other health science schools. For the 2016–17 survey, all HSCP faculty were excluded from UC's data.

Explanation of Statistical Data

Faculty. *Full-time faculty* is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated “faculty.” *Primarily Instructional* is an occupational category used to classify persons whose specific assignments customarily are made for the purpose of providing instruction or teaching, regardless of their title, academic rank, or tenure status. *Instructional/Research/Public Service* is an occupational category used to classify persons for whom it is not possible to differentiate between instruction or teaching, research, and public service because each of these functions is an integral component of their regular assignments, regardless of their title, academic rank, or tenure status. Full-time faculty members on sabbatical leave with pay are counted at their regular salaries even though they may be receiving a reduced salary while on leave. Full-time replacements for those on leave with pay are not counted if they are full time. Replacement faculty for those on sabbatical or leave with pay are counted if they are part time. All faculty members who have contracts for the full academic year are included, regardless of whether their status is considered “permanent.” Institutions are asked to exclude (a) full-time faculty on sabbatical or leave without pay; (b) full-time faculty members whose services are valued by bookkeeping entries rather than by full cash transactions unless their salaries are determined by the same principles as those who do not donate their services; (c) full-time faculty members who are in military organizations and are paid on a different scale from civilian employees; (d) administrative officers with titles such as dean of instruction, academic dean, associate or assistant dean, librarian, registrar, coach, or the like, even though they may devote part of their time to instruction, unless their instructional salary is separately budgeted or can be isolated; and (e) research faculty whose appointments have no instructional component.

Lecturer is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty” who have titles such as “lecturer” or “visiting lecturer.” For institutions that do not use the title “lecturer” at all, respondents are instructed not to report faculty under the category of “lecturer.”

No Rank is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service,” excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty” who have titles such as “artist in residence” or “scholar in residence.” For institutions that do not use faculty rank at all, respondents are instructed to report faculty under the category of “no rank.”

Part-time faculty is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” faculty who are less than full time (employed for fewer than thirty hours per week on average), excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty.” Part-time faculty exclude casual employees, which are those hired on an ad hoc or occasional basis to meet short-term needs, such as students in a college work-study program or faculty members who replace full- or part-time faculty on an interim basis.

Part-time faculty teaching on a per-section basis is defined as the unduplicated combined total of “Primarily Instructional” and “Instructional/Research/Public Service” faculty who are less than full time (employed for under thirty hours per week on average) and teach on a per-course-section basis, excluding clinical or basic science faculty, medical faculty in schools of medicine, and military faculty, regardless of whether they are formally designated as “faculty.” Part-time faculty exclude casual employees, which are those hired on an ad hoc or occasional basis to meet short-term needs, such as students in a college work-study program or faculty members who replace full- or part-time faculty on an interim basis. Part-time

faculty teaching on a per-course-section basis include all part-time faculty teaching organized class sections and individualized instruction, and do not include part-time faculty teaching remedial courses or courses that are not associated with degree production. An organized class section is a course section that meets at a regularly scheduled interval and is associated with degree production. Individualized instruction is a course section that does not meet at a regularly scheduled interval but is associated with degree production.

Graduate teaching assistant is defined as the unduplicated combined total of individuals enrolled in a graduate school program who assist faculty or other instructional staff by performing teaching or teaching-related duties, such as teaching lower-level courses, developing teaching materials, preparing and giving examinations, and grading examinations or papers. Graduate teaching assistants include those individuals who are (a) the instructor of record for an organized class section, (b) the instructor of record for a laboratory section or individualized instruction section, (c) assisting faculty who are not the instructor of record, and (d) “floating” graduate teaching assistants who have a role that primarily supports instruction but is not directly associated with one section or faculty member.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Department heads with faculty rank and no other administrative title are reported at their instructional salary (that is, excluding administrative stipends). Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 (81.8 percent) or by the institution’s own factor, reflected in a footnote to the appendix tables of this report located at <http://www.aaup.org/ares>.

Benefits. This figure represents the institution (or state) contribution on behalf of the individual faculty member; the amount does not include the employee contribution. The major benefits include (a) retirement contribution, regardless of the plan’s vesting provision; (b) medical insurance; (c) disability income protection; (d) tuition for faculty dependents (both waivers and remissions are included); (e) dental insurance; (f) social security (FICA); (g) unemployment insurance; (h) group life insurance; (i) workers’ compensation premiums; and (j) other benefits with cash alternatives (for the most part, these include benefits such as moving expenses, housing, and cafeteria plans or cash options to certain benefits).

Compensation. Compensation represents salary plus institutional contribution to benefits. It is best viewed as an approximate “cost” figure for the institution, rather than an amount received by the faculty member.

Institutional Control. Control of an institution refers to whether an institution of higher education is operated by publicly elected or appointed officials (public) or privately elected or appointed officials and whether institutions derive major source of funding from private sources. Institutional Control: PU = Public; PI = Private-Independent; PP = Private For-Profit; PR = Private-Religiously Affiliated.

Institutional Categories. *Category I (Doctoral).* Institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Institutions in this category grant a minimum of thirty doctoral-level degrees annually, from at least three distinct programs. (Awards previously categorized as first-professional degrees, such as the JD, MD, and DD, do not count as doctorates for this classification. Awards in the new category of “doctor’s degree–professional practice” are reviewed on a case-by-case basis.)

Category IIA (Master’s). Institutions characterized by diverse postbaccalaureate programs (including first professional) but not engaged in significant doctoral-level education. Institutions in this category grant a minimum of fifty postbaccalaureate degrees annually, from at least three distinct programs. Awards of postbaccalaureate certificates are reviewed on a case-by-case basis.

Category IIB (Baccalaureate). Institutions characterized by their primary emphasis on undergraduate baccalaureate-level education. Institutions in this category grant a minimum of fifty bachelor's degrees annually, from at least three distinct programs, and bachelor's and higher degrees make up at least 50 percent of total degrees awarded.

Category III (Associate's with Academic Ranks). Institutions characterized by a significant emphasis on undergraduate associate's degree education. Institutions in this category grant a minimum of fifty associate's degrees annually. Associate's degrees make up at least 50 percent, and bachelor's and higher degrees make up less than 50 percent, of total degrees and certificates awarded.

Category IV (Associate's without Academic Ranks). Institutions characterized by the criteria for category III but without standard academic ranks. An institution that refers to all faculty members as "instructors" or "professors" but does not distinguish among them on the basis of standard ranks should be included in this category. However, if an institution utilizes another ranking scheme that is analogous to the standard ranks, it can be included in category I, II, or III as appropriate.

Definition of Data Presented in Appendices I and II. Academic Ranks: PR = Professor; AO = Associate Professor; AI = Assistant Professor; IN = Instructor; LE = Lecturer; NR = No Rank; AR = All Ranks. All institutions that do not assign professorial ranks are listed in appendix II. The appendices are published online at <http://www.aaup.org/ares>.

Col. (1) Institutional Category—The definition of categories is given above.

Col. (2) Institutional Control—The definition of control is given above.

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure has been rounded to the nearest hundred. "All Ranks Combined" includes the rank of lecturer and the category of "No Rank." Salary and compensation averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

Col. (4) Average Compensation by Rank and for All Ranks Combined—Same definition as that given for col. (3) but for compensation.

Col. (5) Benefits as a Percentage of Average Salary—Total benefits as a percentage of average salary for all ranks combined.

Col. (6) Percentage of Faculty with Tenure—This figure represents the percentage of faculty members tenured within a given rank. A zero indicates that tenured faculty are less than 0.5 percent of that rank.

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for faculty members remaining at the institution in 2015–16 from the previous year. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

Col. (8) Number of Faculty Members by Rank and Gender—This number represents the total number of full-time (FT) faculty members in a given rank.

Col. (9) Average Salary by Rank and by Gender—This figure has been rounded to the nearest hundred. "All Ranks Combined" excludes the rank of lecturer but does include "No Rank." Salary and compensation averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

Institutional Footnotes. Institutional Footnote numbers are given in the appendix tables between the name of the institution and its category. The footnotes for both appendix I (institutions with academic ranks) and appendix II (institutions without ranks) are available at <http://www.aaup.org/ares>. Footnotes identify specific professional schools or programs (law, dentistry, nursing, engineering, or business) included in the faculty salary and compensation tabulations for each institution. Respondents were asked to self-identify their schools or programs, based on the type of institution, as follows: for a university, they were to include only those organized as separate schools, colleges, or divisions; for smaller institutions, they were to identify programs that are degree granting and employ a substantial number of faculty. Medical school faculty members are excluded from the tabulations.

Institutions seeking peer compensation reports, complete datasets, or data on ratings of average salary or compensation, other tables, or any additional inquiries concerning the data in this report should contact the AAUP Research Office, 1133 Nineteenth Street NW, Suite 200, Washington, DC 20036. E-mail: aaupfcs@aaup.org.