

APPENDIX I

ST. NAME	CAT.	CTRL	(3)								(4)						BEN as % of SAL
			AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)						
			PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
AL Auburn U	I	PU	118.9	83.1	72.6	37.0	50.5	65.3	89.7	149.8	105.1	92.8	48.2	63.6	80.1	113.5	26.6
AL Auburn U at Montgomery	IIA	PU	93.3	69.4	60.0	41.2	52.8		71.0	115.4	87.3	76.0	53.3	65.4		88.8	25.2
AL U Alabama at Birmingham	I	PU	132.4	89.7	76.7	65.4			92.8	161.3	111.4	95.0	80.1			106.4	23.1
CA Biola U	IIA	PI	105.7	85.2	71.2	62.7			86.4	144.6	114.0	92.6	78.5			115.7	33.8
CA Claremont Graduate U	I	PI	146.8	103.2	100.8				123.9	187.2	131.4	128.3				157.9	27.5
CA Claremont McKenna Coll	IIB	PI	159.7	117.4	84.4	55.4	---		124.9	200.1	150.5	106.9	---			158.1	26.4
CA Dominican U California	IIA	PI	102.4	79.4	70.8				81.2							81.2	
CA Occidental Coll	IIB	PI	130.5	89.8	68.5	62.9			98.0	170.2	118.3	100.7	85.4			130.6	33.3
CA U San Diego	I	PI	141.0	95.3	88.8	82.6			109.1	180.8	124.9	118.3	109.5			125.6	30.2
CT Quinnipiac U	IIA	PI	130.8	99.8	84.0	75.9			100.9	169.3	129.3	107.7	92.9			129.8	28.7
DC U the District of Columbia	IIA	PU	108.8	77.3	65.9	65.0		63.9	80.7								
GA Clayton St U	IIB	PU	78.9	63.2	58.1	54.0	51.5		63.8	100.8	82.3	76.5	71.8	68.5		74.0	30.3
GA Emory U	I	PR	166.4	113.8	98.2				136.4	213.5	146.1	125.3				174.9	28.2
GA U Georgia	I	PU	122.8	90.0	85.3	60.8	67.5		98.3	153.8	115.9	110.4	78.5	87.0		125.3	27.4
GA Valdosta St U	IIA	PU	79.7	63.3	58.6	52.5	44.4		63.4	101.2	82.6	76.5	67.9	57.6		81.9	29.1
ID The Coll of Idaho	IIB	PI	78.0	64.1	55.1	45.5			62.4							62.4	
IL DePaul U	I	PI	129.3	92.7	78.3	67.4			92.9	161.2	118.5	97.9	83.2			116.8	25.7
IN Indiana U-Purdue U-Indianapolis	I	PU	116.6	84.4	73.4	52.9			81.4	143.6	105.7	91.2	62.9			101.7	24.9
IA Coe Coll	IIB	PI	84.9	62.9	56.9	46.3	---		65.7	113.4	85.2	76.0	59.9	---		87.8	33.7
KS Kansas St U	I	PU	110.8	81.7	72.2	47.0	53.3		79.1	137.4	103.2	91.7	61.5	68.5		99.8	26.2
LA Louisiana St U and Agricultural & Mechanical Coll	I	PU	116.6	83.1	76.3	47.9	70.5		85.7	158.5	114.5	104.7	67.1	80.5		117.5	37.1
MD Bowie St U	IIA	PU	97.9	80.3	69.7	68.2	58.9		75.1	124.2	101.9	88.5	86.6	74.8		85.7	26.9
MD Johns Hopkins U	I	PI	167.3	114.3	99.0	72.3	66.3	75.7	106.2	203.8	144.0	122.2	94.6	74.4	---	132.0	24.4
MD Mount St Mary's U	IIA	PR	95.2	74.0	63.1	57.6			70.8	113.8	89.7	79.2	67.8			86.4	22.0
MD U Maryland-College Park	I	PU	154.5	106.6	89.7	70.7	60.2		113.8	187.8	133.7	114.5	94.8	73.9		141.7	24.6
MA Lasell Coll	IIB	PI	92.9	77.4	64.9	53.8			72.6	113.8	93.5	77.9	60.9			87.5	20.5
MA Suffolk U	IIA	PI	131.3	90.9	105.8	75.7			105.0	167.5	118.9	131.6	99.2			134.9	28.4
MI Davenport U	IIB	PI	83.6	64.9	57.7	57.2			59.8	*	*	*	*			*	*
MI Eastern Michigan U	IIA	PU	99.7	79.5	71.5	67.9	42.9		83.0								
MI Ferris St U	IIA	PU	105.8	83.8	72.5	71.1	50.4		82.1	141.4	117.7	104.7	104.0		52.8	113.2	37.9
MI Ferris St U-Kendall Coll Art and Design	IIA	PU	76.6	54.6	49.0				63.4	98.7	74.9	68.9				84.4	33.2
MI U Michigan-Ann Arbor	I	PU	164.8	109.2	92.2	67.6	60.5		119.5	200.5	138.0	118.1	86.9	77.4		149.0	24.6
MT The U Montana-Western	IIB	PU	68.2	54.2	47.4	38.2			55.5	*	*	*	*			*	*
NV Coll Southern Nevada	IIB	PU	66.5		55.0				63.0	86.2			72.9			82.2	29.1
NH Keene St Coll	IIA	PU	99.2	80.2	67.4	60.7	50.9		84.2	134.2	113.2	92.2	80.5	64.2		115.6	37.3
NH Plymouth St U	IIA	PU	89.5	75.5	64.6	54.4			76.1	116.9	108.2	89.3	72.1			103.1	35.5
NH U New Hampshire-Main Campus	I	PU	128.2	99.2	83.4				106.7	170.1	136.9	110.5				143.7	34.7
NJ Princeton U	I	PI	222.7	138.2	107.3	83.5			166.6	269.2	171.3	134.5	105.8			203.7	22.2
NJ William Paterson U New Jersey	IIA	PU	127.0	96.3	77.7	66.8	---		103.5	*	*	*	*			*	*
NY Cornell U	I	PI	170.8	120.3	110.5	91.7	78.6		131.9	212.6	155.5	143.9	120.0	97.8		167.8	27.1
NY Siena Coll	IIB	PI	102.4	82.4	68.2	50.0	85.0		82.4	140.8	111.2	91.5	67.2	114.5	111.9	35.8	
NC North Carolina St U at Raleigh	I	PU	123.1	88.1	77.9	50.0	59.4		95.0	154.6	112.2	100.1	60.8	---		120.6	26.9
OH Case Western Reserve U	I	PI	139.1	95.1	83.4	63.7			106.2	174.7	123.4	105.8	85.2			135.3	27.4
OH U Mount Union	IIB	PI	86.9	67.1	59.8	48.2			69.5	110.6	87.0	74.7	61.6			88.6	27.4
OH Ursuline Coll	IIB	PI	72.6	62.5	54.4	51.8			60.4	82.5	76.5	68.7	64.2			67.2	20.9
OH Wittenberg U	IIB	PR	72.7	58.6	53.2	49.0			62.5	99.6	77.9	70.4	59.9			84.0	34.5
OK Cameron U	IIA	PU	70.4	60.7	50.0	39.8			54.4	98.9	85.3	71.1	58.0			77.3	42.0
OK Oklahoma Panhandle St U	IIB	PU	44.0	48.0	43.5	35.9	---		41.0	57.6	63.9	56.9	49.5	---		51.5	34.2

*Indicates change from March–April reporting, but new value has yet to be reported or validated.

(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	89	2	0	4.0	5.0	4.4	6.7	339	231	120	20	90	164	139	22	122.3	85.6	75.9	35.8	99.0	106.0	79.7	69.7	38.2	79.1
100	83	10	0	5.6	12.8	28.8	---	42	30	25	2	13	23	33	6	96.0	72.6	61.2	---	77.6	84.7	65.2	59.1	43.6	65.0
91	75	0	0	2.3	3.7	3.8	1.8	127	105	109	38	58	95	124	70	132.9	90.0	80.6	67.1	103.0	131.1	89.3	73.3	64.4	90.9
88	34	0	0	2.7	3.2	4.9	2.0	58	76	31	6	10	43	28	5	105.8	87.5	71.5	62.8	91.0	105.1	81.1	70.8	62.5	80.5
84	76	0	0	1.7	2.8	6.3		31	17	7		14	16	8		150.2	105.6	90.8		128.8	139.4	100.7	109.5	116.8	
100	98	0	0	2.1	4.7	3.9	---	46	29	27		15	16	15	1	161.3	123.1	84.4		129.9	155.0	106.9	84.3	---	115.2
100	93	0	0	2.3	2.9	5.1		13	6	21		16	9	36		102.9	83.4	73.7		84.7	101.9	76.7	69.1		78.9
100	100	0	0	3.3	4.2	5.3	4.5	38	20	11	17	32	21	18	14	133.3	86.9	71.0	63.4	110.0	127.2	92.5	66.9	62.3	101.6
99	82	1	0	2.3	2.6	3.7	2.9	100	61	36	30	57	69	40	33	149.4	99.5	81.7	82.3	121.6	126.2	91.5	95.1	82.9	104.3
93	60	1	0	2.6	3.4	3.1	3.7	61	28	62	12	47	54	81	17	135.8	113.6	85.9	78.4	111.2	124.2	92.7	82.5	74.2	96.3
88	51	22	33					12	17	17	6	52	52	62	18	117.9	76.1	63.5	64.9	82.3	106.7	77.7	66.6	65.0	82.4
97	92	0	0	1.5	2.4	1.3	1.6	30	42	32		34	29	35	14	84.4	64.2	58.5		67.0	74.0	61.6	57.7	54.0	61.9
92	89	0	0	3.1	4.4	5.5		233	126	73		107	96	63		173.4	117.7	104.7		145.6	151.2	108.6	90.7		121.5
99	92	0	0	5.1	6.0	6.5	5.9	531	329	229	27	184	226	197	34	124.6	91.9	89.5	58.1	105.1	117.5	87.2	80.4	62.9	90.3
98	78	8	0	0.5	1.1	1.4	2.9	83	49	73	11	50	49	68	30	81.4	66.0	59.2	50.3	67.1	77.0	60.5	57.9	53.3	61.5
96	93	0	0	8.4	11.1	8.0	8.7	17	8	9	8	9	7	11	9	79.6	63.2	55.4	46.2	69.3	75.0	65.2	54.9	44.8	64.3
99	96	1	0	0.1	0.6	1.9	0.7	123	192	83	96	75	168	95	84	136.8	95.2	84.6	72.3	105.8	117.1	89.8	72.9	61.8	91.1
90	77	0	0	2.6	2.8	3.9		147	136	124		55	125	111		119.2	87.7	78.1		87.7	109.6	80.9	68.2		73.2
100	100	6	0	2.5	2.5	2.5		18	15	17	3	10	14	18	3	84.6	63.6	59.4	---	69.1	85.6	62.0	54.6	---	64.3
99	95	0	0	1.1	3.0	2.7	2.7	213	163	151	92	63	122	136	126	112.6	83.5	75.5	50.8	92.1	105.0	79.3	68.6	44.2	79.0
99	92	0	0	0.8	0.8	0.4	4.7	342	190	175	105	82	113	106	142	119.5	85.0	78.3	50.6	99.5	104.4	80.0	72.9	45.8	83.6
100	66	21	0	3.0	2.2	2.0	2.0	26	26	40		11	27	45	6	98.1	80.8	70.7		78.6	97.4	79.8	68.9	68.2	72.0
92	39	0	0	2.5	5.3	4.8	5.8	267	75	147	3	92	63	120	25	168.6	118.5	103.0	---	118.5	163.4	109.3	94.1	71.2	91.5
100	76	0	0	6.6	6.6	6.7		13	27	28		5	18	21		99.6	74.2	63.6		73.6	83.7	73.6	62.5		66.8
96	94	0	0	2.2	3.0	2.7	1.1	520	278	198	5	171	165	185	4	157.6	111.5	94.9	70.2	123.8	145.3	98.4	84.1	71.3	97.5
0	0	0	0	5.4	5.4	6.3	10.1	2	16	11	2	7	20	25	2	---	77.4	64.0	---	73.4	92.8	77.3	65.3	---	73.6
95	91	0	0	0.0	0.6	2.6	1.8	64	70	24	23	43	59	33	12	136.5	93.1	102.0	79.6	112.1	123.5	88.2	108.5	68.3	104.4
0	0	0	0	3.8	2.8	4.0	3.5	1	12	14	14	3	13	23	43	---	62.4	63.0	54.7	63.1	---	67.3	54.5	58.0	61.2
99	58	9	50					193	73	59	1	158	81	93	3	102.7	80.3	74.3	---	87.3	96.1	78.9	69.7	---	79.1
98	88	18	67	3.6	3.2	3.3	---	100	60	78	3	50	41	63		105.1	84.4	71.4	---	84.5	107.2	82.9	73.8		78.8
68	80	9	0	3.6	4.8	3.3		10	7	3		12	8	8		80.4	54.4	---		66.7	73.5	54.8	48.7		61.1
95	88	0	0	3.2	3.6	3.0	1.6	798	326	293	2	312	241	273	25	169.5	112.2	95.2	---	131.1	152.8	105.1	88.9	66.6	103.5
100	50	0	0					18	8	5	5	10	4	7	9	71.0	54.6	46.4	34.5	62.8	63.3	53.6	48.2	40.2	56.4
100	0	0	0					193		69	154		85			67.1		54.9		67.1	65.8		55.2		65.8
99	82	7	0	5.1	7.0	11.2	12.2	51	40	16		37	36	27	4	100.6	80.5	66.9		87.1	97.3	79.9	67.7	60.7	82.0
99	96	2	0		1.1	2.7	5.3	44	21	18		30	26	29		91.0	75.9	64.5		78.6	87.4	75.2	64.7		73.6
100	98	0	0	3.1	3.4	4.5		153	114	59		50	110	57		131.2	104.2	82.5		112.9	119.0	94.0	84.5		97.2
100	100	0	0	3.3	6.7	8.9	4.6	369	60	111	9	109	41	62	4	227.9	140.4	110.9	82.4	180.6	204.9	135.1	100.9	85.9	139.9
99	94	12	0	0.6	2.0	2.4	3.8	103	63	36	4	66	67	64	8	129.6	96.5	79.0	67.2	110.2	123.1	96.1	77.0	66.6	98.9
99	94	0	0	1.3	2.7	2.8	1.2	564	249	175	52	172	149	115	50	173.2	121.5	112.6	92.1	142.4	162.8	118.2	107.2	91.3	118.9
100	93	4	0			2.4		38	41	28	4	28	26	40	7	103.9	82.3	67.5	51.9	86.1	100.4	82.5	68.6	48.8	81.9
98	84	0	0	2.9	4.0	3.6		532	296	194		124	189	163		124.2	89.0	81.5		101.7	118.1	86.7	73.7		82.3
91	76	0	0	2.1	3.4	4.7	4.7	203	107	59	24	61	74	76	61	142.2	97.8	87.8	69.6	120.6	128.9	91.3	80.0	61.4	98.1
97	90	0	0	0.3	0.4	0.8	1.2	25	22	18	2	14	18	22	7	88.0	66.1	58.1	---	72.3	85.0	68.3	61.2	48.1	69.8
100	77	5	0					5	1	4		13	12	17	14	74.3	---	56.6		66.4	71.9	62.1	53.9	51.8	61.8
100	98	8	0	3.1				31	29	10		13	23	15	1	74.0	58.8	52.6		64.6	69.7	58.2	53.5	---	59.8
100	97	16	0		0.8	2.1	2.7	29	22	32	15	10	12	24	25	71.9	61.0	50.0	40.0	60.6	66.2	60.1	49.9	39.7	56.1
88	18	0	0	2.1		2.5		5	9	7	8	3	2	13	8	41.0	46.7	42.8	34.2	41.8	---	---	43.8	37.6	44.2

APPENDIX I

ST. NAME	CAT.	CTRL	(3)							(4)							BEN as % of SAL
			AVG. SALARY (\$1000s)							AVG. COMPENSATION (\$1000s)							
			PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
OR Lewis & Clark Coll	IIB	PI	122.7	83.9	65.9	51.3	71.6	50.0	86.2	156.2	109.8	85.1	65.9	98.4	63.7	111.2	29.0
OR Western Oregon U	IIA	PU	75.0	60.2	44.5	38.6	30.6		55.4	107.5	87.4	64.8	57.4	45.5		80.4	45.0
PA Bloomsburg U Pennsylvania	IIA	PU	106.6	83.8	66.2	48.8			79.4	127.1	101.8	80.6	58.9			95.7	41.3
PA California U Pennsylvania	IIA	PU	106.1	87.4	71.8	52.1			86.2	128.8	105.8	88.4	64.9			105.0	21.8
PA Cheyney U Pennsylvania	IIB	PU	107.1	87.4	69.0	60.3			86.5	130.5	107.7	82.1	70.8			104.9	21.3
PA Clarion U Pennsylvania	IIA	PU	108.0	85.5	69.9	49.5			84.9	129.7	105.6	85.2	60.4			103.1	21.4
PA Delaware Valley U	IIA	PI	84.5	71.8	62.2	56.8	57.2		67.8	119.8	98.2	86.9	74.4	76.8		93.8	38.2
PA East Stroudsburg U Pennsylvania	IIA	PU	108.1	85.1	67.2	47.5			80.0	127.6	102.1	81.2	56.1			95.2	19.1
PA Edinboro U Pennsylvania	IIA	PU	107.3	85.1	70.8	49.4			82.6	131.1	102.4	87.0	61.0			100.8	22.0
PA Gettysburg Coll	IIB	PI	113.0	86.3	72.9				89.2	154.0	115.5	97.7				120.1	34.6
PA Indiana U Pennsylvania-Main Campus	I	PU	108.0	85.1	64.7	50.1			83.6	130.1	104.4	79.0	62.2			101.7	21.7
PA Kutztown U Pennsylvania	IIA	PU	106.1	83.4	62.1	46.7			78.7	127.8	101.4	75.5	56.1			95.4	21.2
PA Lock Haven U	IIB	PU	103.6	84.9	71.0	52.1			87.6	127.3	104.4	87.8	64.4			107.8	23.1
PA Mansfield U Pennsylvania	IIB	PU	108.6	85.9	67.2	53.2			84.4	129.2	104.8	82.0	64.5			102.1	20.9
PA Millersville U Pennsylvania	IIA	PU	107.7	86.4	66.4	50.0			86.1	131.2	107.8	81.2	63.0			105.9	23.1
PA Philadelphia U	IIA	PI	100.0	82.0	68.3	56.8	40.0	74.4	78.9	140.2	111.0	91.6	80.8	44.7	105.3	107.4	36.1
PA Shippensburg U Pennsylvania	IIA	PU	107.5	87.2	72.8	47.9			89.9	129.4	105.4	88.0	57.3			108.4	20.6
PA Slippery Rock U Pennsylvania	IIA	PU	108.8	88.6	72.8	50.8			84.1	129.8	106.5	88.8	60.0			101.2	20.2
PA U Pittsburgh-Bradford	IIB	PU	84.5	70.3	58.3	49.7	49.9		66.1	106.3	88.7	73.1	65.2	71.0		83.6	26.4
PA U Pittsburgh-Greensburg	IIB	PU	83.8	70.6	58.8	43.7			61.6	107.4	88.7	74.6	56.8			78.3	27.0
PA U Pittsburgh-Johnstown	IIB	PU	85.9	71.0	56.4	51.1	48.8		62.9	111.1	89.8	73.3	65.5	61.9		80.7	28.2
PA U Pittsburgh-Pittsburgh Campus	I	PU	146.3	98.2	80.2	46.3	50.5		97.1	184.0	124.2	101.8	61.1	59.6		122.9	26.6
PA U Pittsburgh-Titusville	III	PU	67.5	65.2	55.1	47.5			54.8	84.3	88.9	71.1	59.9			70.9	29.4
PA West Chester U Pennsylvania	IIA	PU	107.9	86.9	70.8	49.7			81.3	128.3	105.0	84.8	60.0			97.5	19.9
TN The U Tennessee-Chattanooga	IIA	PU	90.0	71.1	64.5	52.3	41.1		67.6	117.9	94.4	86.2	69.9	56.1		90.1	33.2
TN Vanderbilt U	I	PI	184.8	111.7	93.8	58.2	58.8	63.2	126.9	215.8	135.2	113.4	73.1	72.3	84.5	151.2	19.2
TX Texas Wesleyan U	IIA	PI	93.0	70.9	65.9	39.8			73.3	107.4	82.8	77.0	48.5			85.5	14.8
TX U Dallas	IIA	PI	91.8	71.2	60.9	44.7			67.9	*	*	*	*			*	*
TX U Houston-Downtown	IIA	PU	93.8	75.2	69.9	91.3	50.0	82.7	70.5	*	*	*	*	*	*	*	*
TX U St Thomas	IIA	PI	93.6	74.6	50.2	41.2			66.0	112.1	93.7	63.5	49.7			81.8	23.8
UT U Utah	I	PU	132.3	92.9	82.4	130.0	65.0	42.2	94.1	174.6	123.4	109.7	216.4	72.5	---	126.8	34.7
UT Utah Valley U	IIB	PU	82.2	69.3	63.2	52.4	49.8	79.1	67.6	*	*	*	*	*		*	*
UT Westminster Coll	IIB	PI	85.6	75.2	62.8	43.3			73.2							73.2	
VA Hollins U	IIB	PI	83.8	67.4	55.2	53.3			70.2	102.9	83.8	69.4	67.6			87.2	24.1
VA Virginia Wesleyan Coll	IIB	PI	81.4	65.6	62.6	47.2	---		69.6	104.3	86.0	82.5	64.6	---		88.8	30.2
WA Eastern Washington U	IIA	PU	97.0	75.3	71.3			51.8	73.7	*	*	*	*		*	*	*
WA Western Washington U	IIA	PU	99.5	80.1	69.1	51.4			78.4	125.8	103.8	90.4	71.0			101.6	29.6
WV Wheeling Jesuit U	IIA	PI	71.7	57.5	51.0	46.1		---	56.2	*	*	*	*		*	*	*
WI U Wisconsin-Eau Claire	IIA	PU	76.9	62.8	62.9	54.6	46.4		65.5	102.3	86.2	86.2	76.7	67.3		89.2	36.2
WI U Wisconsin-Green Bay	IIA	PU	71.7	61.4	59.6	62.9	48.1		60.3	96.3	84.5	82.4	86.2	67.9		83.3	38.0
WI U Wisconsin-La Crosse	IIA	PU	79.9	64.5	61.1		44.4		61.6	105.7	88.1	84.2		64.9		84.7	37.5
WI U Wisconsin-Madison	I	PU	129.5	99.7	85.5	63.9	69.6		105.1	161.2	128.0	111.9	87.4	90.6		133.9	27.3
WI U Wisconsin-Milwaukee	I	PU	103.3	78.0	71.3	56.7	45.5		74.7	132.1	103.5	95.7	79.1	64.3		99.6	33.3
WI U Wisconsin-Oshkosh	IIA	PU	79.8	62.6	66.4	50.5	45.9		63.9	105.6	85.8	90.2	71.9	66.7		87.3	36.7
WI U Wisconsin-Parkside	IIA	PU	72.3	64.0	55.5		42.7		56.9	97.1	87.5	77.7		63.0		79.3	39.4
WI U Wisconsin-Platteville	IIA	PU	71.8	59.6	57.4		41.8		57.9	96.4	82.4	79.9		62.0		80.5	39.0
WI U Wisconsin-River Falls	IIA	PU	73.3	65.4	59.1	55.5	43.2		66.1	98.2	89.1	81.8	77.7	63.6		89.9	36.0
WI U Wisconsin-Stevens Point	IIA	PU	71.5	59.4	54.4	43.5	41.7		60.1	96.1	82.2	76.4	64.0	61.8		83.0	38.1
WI U Wisconsin-Superior	IIA	PU	67.5	53.9	56.1		44.6		56.6	91.5	75.9	78.4		65.2		79.0	39.5

*Indicates change from March-April reporting, but new value has yet to be reported or validated.

(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
84	94	0	0	3.7	5.1	6.9	15.1	40	38	18	7	23	39	40	18	128.4	86.7	63.3	56.8	98.9	112.7	81.3	67.1	49.2	82.6
100	98	4	0					54	19	29	36	39	27	41	31	76.4	61.8	45.5	39.4	64.9	73.1	59.0	43.7	37.7	56.8
100	97	21	3	1.1	0.9	1.0		88	58	57	31	35	40	69	38	107.0	84.0	66.6	47.9	89.1	105.6	83.5	65.8	49.5	80.4
100	83	31	4	1.1	1.1	3.6		50	38	33	8	38	39	39	16	106.1	89.1	71.2	52.2	91.3	106.2	85.7	72.4	52.0	87.9
100	93	50	13	1.8		0.0		11	7	4	5	7	8	6	3	107.3	88.9	69.5	59.1	94.6	106.7	86.1	68.6	---	88.0
99	91	58	0	1.0	1.5	1.7		52	18	26	9	24	28	36	15	108.6	88.1	72.0	50.9	94.8	106.8	83.8	68.3	48.7	83.7
100	93	19	0	3.8	6.0	0.4	5.0	9	17	19	3	4	10	13	5	84.6	71.7	62.2	---	70.0	84.3	71.9	62.1	55.2	67.5
99	94	40	3	0.4	2.4	2.1		47	41	22	24	27	44	25	35	108.1	85.3	68.8	46.8	91.8	108.1	84.9	65.8	48.0	86.4
100	88	54	2	0.3	1.1	-0.3		54	45	39	12	38	30	31	37	107.5	86.6	72.7	47.6	90.9	107.1	82.8	68.5	50.0	87.6
100	100	2	0	2.7	2.0	2.2		32	46	36		19	41	23		116.4	88.0	73.2		91.3	107.4	84.4	72.5		86.4
99	95	24	6	0.7	0.5	1.1		120	78	83	13	67	89	78	40	108.1	85.5	66.1	50.3	89.4	107.8	84.8	63.3	50.0	84.2
97	97	28	0	0.9	1.5	2.5		62	80	52	15	34	67	83	18	105.8	83.3	61.2	46.8	84.6	106.5	83.5	62.6	46.6	78.3
100	92	49	0	1.5	1.0	2.0		43	38	22	3	42	25	33	5	103.7	85.1	70.6	---	89.8	103.4	84.6	71.3	53.6	88.1
100	100	35	0	0.6	1.7			17	25	13	2	14	17	18	7	111.0	87.0	68.4	---	90.0	105.8	84.4	66.3	52.7	83.9
100	99	40	0	0.5	1.0			53	52	48	2	38	52	39	6	108.5	86.9	66.7	---	88.1	106.5	85.9	66.0	51.2	86.0
84	43	0	0	0.3	1.3			17	24	21		2	30	23	2	101.3	81.2	64.1		81.0	---	82.6	72.0	---	77.5
99	92	56	0	0.7	0.8	2.7		67	67	33	3	40	46	28	10	108.5	87.6	73.6	---	93.2	105.8	86.8	71.9	47.6	89.8
100	93	48	0	-0.1	0.6	1.0	8.1	50	47	49	18	36	55	58	23	108.7	89.4	71.5	52.1	90.0	108.8	88.0	74.0	49.8	87.6
100	86	0	0	2.0	2.2	3.0	2.6	8	20	13	1	3	8	9	7	83.7	72.5	58.5	---	70.2	---	65.0	57.9	49.5	64.3
100	88	0	0	2.0	2.7	3.0	2.2	3	14	12	6	3	12	16	10	---	72.4	59.3	47.9	68.2	---	68.4	58.5	41.2	64.7
100	94	0	0	2.7	2.3	3.1	2.1	9	30	30	10	2	18	23	14	88.1	71.5	57.0	53.4	67.3	---	70.3	55.7	49.5	62.4
89	73	0	0	2.8	3.0	2.8	4.5	349	240	271	24	121	182	290	64	151.6	99.4	84.6	50.9	109.3	131.0	96.5	76.0	44.6	86.7
100	100	0	0	---	2.0	2.2	5.5	1	3	5	2		1	6	6	---	---	63.8	---	64.7	---	---	47.8	50.3	50.4
99	94	13	1	1.1	1.1	4.3		99	76	96	42	79	104	119	67	108.0	87.7	71.8	50.8	89.5	107.8	86.2	70.0	49.0	85.5
100	93	2	0	3.0	5.5	4.9	4.7	80	48	45	4	46	32	67	11	91.3	72.9	68.2	56.5	72.9	87.8	68.4	62.1	50.7	63.2
93	78	0	0	2.9	4.0	3.9		277	143	103	3	83	79	94	1	185.2	112.0	100.1	---	139.6	183.8	111.1	87.0	---	106.8
92	93	3	0	1.9	4.2	4.4	2.6	22	22	15	5	16	20	23	6	104.2	72.2	62.6	36.7	81.7	77.5	69.5	68.0	42.3	71.1
96	96	13	0	3.1	2.3	3.2	3.2	18	37	27	6	5	14	27	9	90.1	72.0	60.1	48.0	72.0	98.1	69.3	61.8	42.5	68.0
100	96	0	0	2.8	3.6	4.7	3.4	28	60	33	4	22	53	31	3	98.8	75.4	72.1	92.3	73.2	87.4	75.0	67.6	---	66.8
80	86	1	0	0.6	1.3	2.1	0.3	27	32	35	7	17	17	49	5	93.0	75.7	53.2	41.3	72.3	94.5	72.4	48.0	41.1	62.5
100	90	1	0	2.5	3.0	2.9		326	174	116	1	116	124	101	1	136.0	94.5	86.5	---	103.2	121.8	90.6	77.7	---	81.4
100	100	0	0	4.3	2.9	3.5	2.0	80	157	101	7	38	69	72	1	83.6	70.7	64.0	52.0	68.8	79.3	66.1	62.0	---	66.1
0	0	0	0	0.6	3.5	3.9		23	22	32		26	22	26	3	92.5	77.3	64.4		76.5	79.4	73.1	60.8	---	71.0
100	96	0	0	3.0	3.4	3.5	3.0	9	14	1	4	16	13	4	7	89.5	70.4	---	50.4	76.8	80.6	64.2	55.8	54.9	71.1
100	97	0	0	0.3	1.2	0.2		22	17	9		12	15	11	4	83.7	65.1	62.3		72.6	77.0	66.2	62.9	47.2	68.2
100	98	0	0	2.9	-1.8	9.0		88	42	47		49	44	43		98.2	79.5	74.4		77.6	94.8	71.3	67.9		69.1
100	99	0	0	5.2	5.7	5.5	4.8	122	82	73	43	64	92	51	71	101.2	82.2	71.6	54.9	87.8	96.1	78.3	65.6	49.3	80.7
94	69	0	0	1.7	1.1			13	12	10	1	3	14	17	10	73.6	58.2	52.0	---	61.5	---	56.8	50.4	46.8	54.0
100	92	4	0	0.9	1.4	1.0	0.0	110	40	50	2	48	64	78	9	77.1	61.6	61.7	---	68.0	76.4	63.6	63.7	54.4	63.5
100	100	0	0	0.7	1.4	---		17	47	20		14	33	18	3	75.3	64.3	65.4		64.8	67.3	57.3	53.1	---	55.3
98	90	15	0	2.0	3.2	2.1		63	57	90		38	59	99		82.5	65.0	61.8		63.9	75.4	64.1	60.6		59.3
95	84	0	0	1.8	3.6	2.5	3.8	720	169	232	142	297	154	202	138	133.9	103.4	89.8	67.1	118.2	118.7	95.7	80.6	60.6	99.6
99	93	1	0	0.4	0.8	1.7	1.9	167	211	84	10	71	158	127	24	105.3	80.9	74.9	63.9	81.6	98.6	74.1	68.9	53.7	68.1
100	97	0	0	2.2	1.6	3.1		83	61	44		38	56	35	2	83.0	64.9	65.6		68.1	72.9	60.0	67.5	---	59.2
100	93	3	0	0.3	0.3	0.6		18	23	18		10	21	20		73.9	67.3	53.2		58.5	69.5	60.3	57.5		55.1
100	80	6	0	0.3	2.0	0.6		71	32	57		31	18	32		73.4	60.2	58.1		60.2	68.0	58.4	56.3		54.1
99	100	0	0	1.3	1.3	1.3		75	18	22	2	33	21	32	1	74.2	65.6	58.0	---	68.7	71.3	65.2	59.8	---	63.2
99	92	2	0	0.6	1.8	1.2	4.0	87	42	60	3	56	36	41	3	72.2	60.2	53.8	---	61.2	70.4	58.4	55.3	---	59.3
100	84	8	0	0.0	0.8	1.3		21	14	17		13	17	22		67.6	54.0	58.2		59.2	67.2	53.9	54.5		54.3