

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	
Alabama																		
Auburn U	8	I	PU	132.6	95.3	81.7	44.6	58.1		95.8	170.3	122.0	105.4	57.1	75.5		123.2	28.5
Auburn U Montgomery		IIA	PU	99.9	74.5	64.8		48.0		73.6	123.7	93.4	81.9		61.5		92.3	25.5
Birmingham Southern Coll		IIB	PR	81.0	74.7	61.1	45.1	—		69.8	100.0	90.1	75.1	55.4	—		85.6	22.7
Samford U	7	IIA	PR	105.2	76.2	70.6	50.9			82.9	133.3	99.4	92.3	67.8			106.9	28.9
U Alabama	7	I	PU	151.6	99.0	81.1	55.6			95.6	205.1	139.0	112.4	77.3			131.9	37.9
U Alabama Birmingham	7	I	PU	139.1	96.9	81.9	67.7			98.0	164.8	116.4	98.8	81.0			117.2	19.6
U Alabama Huntsville	1	I	PU	126.4	92.5	76.2	65.6	52.4		85.1	169.2	124.5	103.1	88.3	72.7		114.9	35.1
U Montevallo		IIA	PU	80.7	68.1	61.0	59.3			69.4	106.1	90.8	81.7	81.1			92.3	33.0
U North Alabama	7	IIA	PU	88.7	76.6	63.9	52.3			71.4	113.7	96.2	73.8	64.6			87.9	23.2
U South Alabama	6	I	PU	89.5	70.5	66.4	50.5			67.7	115.6	91.8	85.3	66.2			87.6	29.5
U West Alabama	1	IIA	PU	75.1	65.4	51.8	43.1	33.3		57.8	98.5	85.6	72.2	55.0	43.3		77.0	33.2
Alaska																		
U Alaska Anchorage	33	IIA	PU	105.6	87.5	70.9	53.8			82.0	137.2	119.0	102.4	85.3			113.5	38.5
U Alaska Fairbanks		I	PU	106.5	86.6	74.0	62.0			85.7	138.1	118.2	105.6	93.5			117.3	36.8
U Alaska Southeast		IIA	PU	92.3	77.7	67.5	—			75.1	123.8	109.2	99.0	—			106.6	42.0
Arizona																		
Arizona St U-Downtown Phoenix	7	I	PU	131.1	92.2	72.6	47.4	57.3	—	83.6	163.6	120.1	98.2	68.9	79.0	—	109.9	31.5
Arizona St U-Polytechnic	7	IIA	PU	134.6	94.2	81.8	46.0	63.4	—	78.5	171.0	123.7	107.5	67.1	86.0	—	104.6	33.2
Arizona St U-Tempe	7	I	PU	149.1	106.4	89.0	47.4	66.3	84.2	103.9	184.6	136.3	115.7	68.1	90.1	107.7	133.0	28.0
Arizona St U-West	7	IIA	PU	159.9	100.0	74.9	46.8	57.2		91.3	196.5	128.1	100.1	67.6	81.1		118.7	30.0
Embry-Riddle Aeronautical U-Prescott	1	IIB	PI	112.2	90.7	74.8	57.9	85.0		85.0	145.9	117.8	97.2	75.3			97.7	15.0
Northern Arizona U		I	PU	107.1	77.0	65.2	48.7			74.1	136.9	102.9	86.7	65.0			97.3	31.3
U Arizona	41	I	PU	141.0	98.0	84.3	43.0	64.2	114.2	103.6	172.1	124.8	107.8	58.7	85.6	143.2	130.0	25.5
Arkansas																		
Harding U	7	IIA	PR	81.2	70.7	63.2	52.3	35.1		68.1	103.0	93.6	82.0	63.8	48.3		88.1	29.5
Henderson St U	7	IIA	PU	70.6	65.8	56.1	49.9			61.3	88.4	83.6	71.4	64.6			77.8	26.8
Hendrix Coll		IIB	PR	84.1	67.9	62.5	47.8			71.8	107.4	92.3	77.7	59.7			92.7	29.2
John Brown U	7	IIA	PI	70.4	64.0	57.0	—			63.0	102.4	84.9	75.5	—			85.7	36.1
Lyon Coll		IIB	PR	75.6	61.9	53.4				59.8	92.3	76.7	66.6				74.1	24.0
Ouachita Baptist U		IIB	PR	64.9	58.4	49.7	41.5	40.2		57.3	85.2	80.0	65.6	64.0	51.9		76.6	33.8
Southern Arkansas U Main Campus	1	IIA	PU	81.1	69.1	59.7	46.3			61.2	109.3	78.5	80.6	65.9			79.6	30.0
U Arkansas	7	I	PU	132.3	96.2	84.3	56.6	53.7		91.2	162.5	121.2	106.6	73.7	67.2		114.4	25.5
U Central Arkansas	6	IIA	PU	82.8	69.1	64.5	53.1	50.2	44.2	64.0	104.4	88.8	83.5	69.0	65.4	56.6	82.3	28.6
California																		
Azusa Pacific U	7	I	PR	102.8	88.6	83.0	80.3	—	81.4	89.8	111.2	95.9	89.7	86.7	—	88.0	97.1	8.1
Biola U		I	PR	107.7	87.3	73.2	60.6			88.7	125.9	101.4	85.4	65.1			103.0	16.1
Cal St Polytechnic U-Pomona	7	IIA	PU	113.9	97.1	86.1		66.1		95.4	150.3	132.6	117.1		92.1		128.3	34.5
Cal St U-Maritime Academy	7	IIB	PU	111.9	95.9	82.4		66.0		88.6	150.3	131.1	112.5		93.1		121.2	36.7
Cal St U-Bakersfield	7	IIA	PU	110.9	97.0	81.5		64.2		86.3	146.1	131.6	110.2		89.7		116.5	35.0
Cal St U-Channel Islands	7	IIA	PU	117.7	99.8	86.8		68.2		87.4	154.1	136.3	118.4		91.0		117.0	33.8
Cal St U-Chico	7	IIA	PU	106.3	89.7	79.1		63.9		88.1	141.2	122.1	108.3		89.6		119.3	35.4
Cal St U-Dominguez Hills	7	IIA	PU	113.0	102.3	83.6		64.9		88.7	149.2	136.7	113.4		88.2		118.9	34.1
Cal St U-East Bay	7	IIA	PU	109.9	97.1	82.2		64.0		92.2	146.4	131.3	111.1		87.9		124.0	34.6
Cal St U-Fresno	7	IIA	PU	107.7	90.6	79.4		62.4	127.7	84.9	142.0	124.0	108.7		87.4	168.6	115.2	35.7
Cal St U-Fullerton	7	IIA	PU	108.7	97.0	89.9		66.1		92.4	144.4	131.5	120.8		92.1		124.6	34.8
Cal St U-Long Beach	7	IIA	PU	109.8	96.4	86.1		69.6	—	92.2	144.6	129.8	115.9		95.0	—	123.3	33.7
Cal St U-Los Angeles	7	IIA	PU	109.5	94.5	87.1		59.6		88.8	143.2	128.0	117.5		80.8		118.2	33.2
Cal St U-Monterey Bay	7	IIA	PU	108.9	94.2	84.1		58.5		86.0	145.7	126.2	113.5		80.8		116.0	35.0
Cal St U-Northridge	7	IIA	PU	105.7	90.9	83.1		64.5	136.0	91.5	139.4	123.6	113.0		89.4	177.0	122.9	34.2
Cal St U-Sacramento	7	IIA	PU	103.0	91.2	79.1		64.5	126.4	88.7	137.4	123.6	108.1		89.8	168.1	119.9	35.2
Cal St U-San Bernardino	7	IIA	PU	108.8	89.3	78.4		61.5		88.6	144.8	121.9	108.0		84.4		119.7	35.2
Cal St U-San Marcos	7	IIA	PU	111.7	94.6	85.1		63.6	141.6	88.5	146.5	127.3	115.0		88.7	187.3	119.1	34.5
Cal St U-Stanislaus	7	IIA	PU	104.4	91.9	79.2		58.6		85.7	140.4	124.7	108.5		82.2		116.6	36.2
California Institute Technology	7	I	PI	209.8	159.1	132.5	53.3	94.3	62.5	183.0	262.1	214.0	168.3	65.6	119.0	75.3	229.1	25.2

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
97.3	83.4	0.3	0.0	4.4	4.7	4.7	5.1	306	222	189	43	101	163	169	46	135.9	98.9	85.7	44.1	122.5	90.3	77.3	45.0	
98.0	85.7	36.5		10.7	13.5	6.7		37	39	25	0	14	24	38	0	102.7	74.7	71.9		92.5	74.0	60.1		
100.0	95.2	0.0	0.0	0.0	0.8	1.0	17.8	27	13	8	4	12	8	16	8	82.8	71.2	59.1	42.8	76.9	80.4	62.1	46.3	
87.7	72.3	1.6	0.0	3.2	3.1	2.8	4.7	79	44	47	5	51	39	75	21	111.0	74.1	71.5	49.4	96.3	78.5	70.0	51.2	
92.0	91.0	0.7	0.0	2.0	2.8	3.4	2.9	220	182	237	112	80	139	204	173	157.6	104.3	86.1	56.7	135.0	92.0	75.2	54.8	
94.2	72.6	0.4	0.0	2.8	2.5	2.0	1.2	116	115	106	45	75	82	138	78	145.8	97.4	85.9	67.9	128.9	96.2	78.8	67.5	
100.0	86.9	2.3	0.0	2.0	2.2	2.9	3.4	53	72	38	1	11	35	51	13	127.3	97.1	78.9	—	121.7	83.1	74.3	65.3	
100.0	95.6	8.7	0.0	2.1	3.1	3.4	10.0	27	26	19	2	20	19	27	7	82.7	72.4	65.1	—	78.1	62.3	58.1	61.4	
98.5	78.5	18.8	0.0	8.9	7.7	3.3	0.9	44	37	39	15	23	28	46	31	91.1	80.0	64.6	52.4	84.3	72.2	63.3	52.2	
92.0	79.8	3.0	0.0	0.7	0.4	1.2	0.5	71	64	111	39	29	60	126	90	91.4	72.6	67.9	49.0	84.8	68.2	65.0	51.1	
85.7	68.8	43.6	0.0	2.0	1.9	1.2	5.2	12	15	12		9	9	17	27	11	75.6	69.2	53.6	43.1	74.4	62.0	51.0	43.2
97.6	96.6	54.2	0.0	0.1	0.6	1.6	3.5	70	76	88	21	56	72	128	28	111.1	88.8	73.3	53.1	98.8	86.0	69.1	54.3	
91.6	81.7	50.7	2.2	0.4	0.9	2.7	1.1	89	85	79	24	42	68	75	21	110.6	88.8	75.5	62.9	97.8	83.9	72.5	61.0	
94.7	96.9	36.0	0.0	1.4	5.2	1.9		14	16	24	0	5	16	26	1	92.5	76.4	65.0		91.9	78.9	69.7	—	
61.6	65.2	0.0	0.0	2.3	2.7	3.5	2.5	66	37	33	29	59	78	77	55	144.6	101.3	76.7	46.4	116.0	87.9	70.8	47.9	
81.8	83.7	0.0	0.0	3.8	2.2	3.6	2.8	21	28	24	11	1	21	14	24	135.3	96.3	86.1	46.0	—	91.3	74.4	46.1	
90.7	85.3	0.0	0.0	2.9	3.5	4.3	2.1	456	312	263	81	176	190	216	115	153.2	110.1	93.8	47.7	138.6	100.3	83.1	47.3	
98.2	85.5	0.0	0.0	1.3	2.6	3.3	1.9	37	42	21	10	19	41	51	30	169.7	102.4	88.9	45.9	140.7	97.5	69.2	47.1	
95.2	61.1	4.8	0.0	2.1	2.5	3.6	2.7	17	30	45	4	4	6	18	1	113.9	89.0	77.2	55.6	105.3	98.8	68.9	—	
94.2	69.6	0.0	0.0	0.7	1.6	1.3	3.2	182	101	162	118	110	113	224	151	111.1	79.8	68.0	50.1	100.5	74.6	63.1	47.7	
95.2	84.3	0.0	0.0	4.1	3.7	3.4	4.3	452	238	253	38	188	170	251	43	144.7	99.8	88.6	43.9	132.0	95.3	79.9	42.2	
0.0	0.0	0.0	0.0	0.0	0.4	0.7	0.6	61	57	65	6	8	33	62	13	81.8	70.5	65.0	59.3	76.2	71.2	61.4	49.1	
96.0	51.4	7.6	0.0	1.5	4.0	4.1	5.1	38	17	26	9	12	18	40	15	70.8	70.8	56.4	49.1	69.8	61.0	56.0	50.5	
100.0	96.8	0.0	0.0	3.1	3.0	3.1	2.3	24	19	11	3	17	12	15	3	84.5	67.5	61.8	47.9	83.5	68.6	63.0	47.7	
0.0	0.0	0.0	0.0	3.4	4.8	5.1		23	27	10	2	0	8	20	0	70.4	64.3	57.6	—		63.1	56.7		
100.0	78.6	11.1		2.0	2.0	2.2		8	10	14	0	1	4	13	0	76.8	62.1	53.7			61.4	53.0		
100.0	84.6	18.2	0.0	2.0	2.1	2.5	7.9	30	14	7	3	7	12	15	2	65.8	62.0	49.8	41.7	61.0	54.4	49.6	—	
100.0	88.6	5.3	0.0	3.0	3.4	2.2	1.2	13	26	26	21	7	18	31	23	83.6	72.1	61.4	47.7	76.4	64.8	58.4	45.0	
98.2	95.8	0.0	0.0	2.9	3.8	3.7	3.3	259	151	154	126	69	89	98	196	135.4	97.7	89.6	55.3	120.6	93.7	76.0	57.5	
99.0	98.6	9.8	0.0	1.7	2.1	2.1	2.4	62	85	62	11	35	56	71	56	86.0	69.1	68.3	53.9	77.1	69.0	61.2	52.9	
0.0	0.0	0.0	0.0	0.3	0.9	1.1	0.9	86	59	68	4	54	59	134	20	102.9	85.0	81.5	87.2	102.8	92.2	83.8	78.9	
88.2	38.4	0.0	0.0	2.0	2.0	2.0	2.0	61	81	21	7	7	65	24	7	108.0	87.9	73.8	60.6	105.9	86.5	72.8	60.6	
100.0	98.7	1.7		3.8	7.1	4.9		158	43	96	0	100	33	77	0	115.1	97.4	86.6		112.1	96.8	85.4		
100.0	93.3	0.0		1.4	5.7	4.7		12	13	12	0	5	2	7	0	112.2	96.4	85.9		111.3	—	76.2		
100.0	92.3	0.0		4.1	6.0	4.2		49	26	56	0	34	13	42	0	112.7	96.7	82.2		108.3	97.8	80.6		
100.0	57.9	0.0		3.4	5.6	4.3		28	8	25	0	24	11	47	0	118.5	101.8	89.5		116.8	98.3	85.3		
100.0	90.2	0.6		4.6	5.2	4.5		126	46	68	0	76	46	89	0	109.2	91.0	81.0		101.4	88.4	77.7		
96.3	85.2	0.0		3.7	6.5	5.2		61	21	35	0	46	33	59	0	115.6	105.7	85.4		109.6	100.2	82.5		
98.4	91.8	1.6		3.6	5.1	4.8		67	36	62	0	58	37	64	0	111.5	98.9	84.3		108.2	95.2	80.2		
99.6	94.1	0.8		3.7	6.0	4.5		151	58	121	0	77	60	127	0	108.1	90.3	80.7		106.9	90.9	78.2		
100.0	90.7	0.0		3.6	5.3	4.7		194	112	102	0	143	103	117	0	110.2	98.1	93.9		106.8	95.8	86.5		
97.7	94.3	0.9		3.8	5.6	4.8		220	81	101	0	167	94	134	0	110.9	96.6	87.3		108.3	96.3	85.2		
99.3	96.0	0.0		3.6	6.3	3.9		151	33	71	0	119	41	97	0	111.1	96.1	86.4		107.5	93.1	87.6		
100.0	84.9	0.0		3.3	4.8	4.2		32	16	28	0	29	17	39	0	109.6	98.6	85.4		108.0	90.1	83.1		
99.5	92.1	0.5		3.6	5.0	5.2		209	81	97	0	180	96	113	0	106.6	93.7	83.6		104.7	88.6	82.7		
98.5	97.9	0.9		4.5	5.5	4.5		189	50	107	0	145	47	128	0	104.1	94.0	80.9		101.7	88.1	77.6		
97.9	85.3	2.6		3.5	6.3	4.9		117	29	58	0	77	32	59	0	111.3	88.3	79.2		104.9	90.2	77.6		
100.0	96.5	1.1		3.5	4.4	4.6		49	47	41	0	56	38	49	0	114.0	98.3	86.1		109.7	90.0	84.2		
100.0	93.3	0.0		3.5	6.3	4.5		76	24	43	0	53	21	44	0	104.4	92.0	80.7		104.4	91.7	77.7		
100.0	0.0	0.0	0.0	3.5	10.4	7.3	2.9	202	3	34	11	48	1	13	5	212.1	165.5	134.5	54.7	200.2	—	127.4	50.2	

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NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
California (continued)																		
California Polytechnic St U-San Luis Obispo	7	IIA	PU	111.6	96.6	86.1		70.6	124.6	93.4	149.5	131.3	117.5		97.0	167.5	126.6	35.5
Chapman U	7	IIA	PR	150.6	104.6	93.5	71.4		118.2	113.6	193.0	144.1	124.2	96.1		152.4	150.1	32.1
Claremont Graduate U		I	PI	146.4	105.8	111.5				126.8	187.5	135.4	142.3				162.3	28.0
Claremont McKenna Coll		IIB	PI	171.6	122.7	108.9	74.8			136.4	217.1	157.8	140.4	98.6			174.2	27.7
Cogswell Coll	1	IIB	FP	84.8	68.9	52.9	67.0			68.6	100.2	81.5	62.5	79.2			81.1	18.2
Dominican U California		IIA	PI	115.9	78.7	77.1				87.6							87.6	0.0
Fresno Pacific U	9	IIA	PR	74.1	66.7	61.4	52.4			65.0	87.9	79.2	72.8	62.2			77.1	18.6
Fuller Theological Sem California	1	I	PR	80.2	71.8	59.3	—			71.2	97.2	90.8	80.3	—			90.0	26.5
Golden Gate U-San Francisco		IIA	PI	131.9	103.2	—	78.7			110.0	149.8	117.2	—	89.5			125.0	13.6
Harvey Mudd Coll		IIB	PI	140.6	114.1	87.3				122.8	182.8	153.4	120.5				162.3	32.2
Holy Names U		IIA	PR	96.3	80.4	78.7	53.3			80.3	119.7	99.9	97.9	66.3			99.8	24.3
Humboldt St U	7	IIA	PU	105.6	89.4	77.0		62.3		86.4	138.5	121.2	106.6		84.5		116.1	34.3
Mills Coll		IIA	PI	108.0	90.0	68.3			—	92.8	122.3	104.1	78.3			—	105.7	14.0
Mount Saint Mary's U	7,27	IIA	PR	93.0	79.4	77.0	59.7			78.8								
National U		IIA	PI	128.6	93.1	77.4	72.5			105.6	161.4	121.2	103.5				134.1	26.9
Occidental Coll		IIB	PI	134.1	95.1	80.3	66.1			101.6	170.5	124.0	102.8	86.5			130.6	28.5
Pepperdine U		I	PR	143.9	117.6	96.5	59.7	86.3	75.9	111.5	185.2	155.6	125.2	82.4	121.5	98.7	145.4	30.4
Pitzer Coll	7	IIB	PI	134.6	104.3	81.8			73.3	109.1	186.0	144.5	119.1			89.1	149.7	37.2
Point Loma Nazarene U		IIA	PR	103.9	84.8	69.3				91.7	129.1	103.5	84.2				113.0	23.2
Pomona Coll		IIB	PI	159.3	115.9	96.1	70.7			128.5	203.0	153.1	128.2	95.9			166.8	29.8
Saint Mary's Coll California		IIA	PR	120.2	96.1	81.9				100.9	155.7	131.0	108.0				133.6	32.4
San Diego St U	7	I	PU	120.6	98.4	92.2		68.2	156.2	98.8	157.0	132.6	123.4		93.5	198.2	131.3	32.9
San Francisco St U	7	IIA	PU	114.4	97.0	89.8		65.5	147.0	97.4	148.6	130.3	119.2		87.9	192.2	128.6	31.9
San Jose St U	7	IIA	PU	113.7	97.5	88.5		67.8	138.6	96.1	149.3	130.8	119.4		93.5	171.3	128.3	33.5
Santa Clara U	7	IIA	PR	161.5	118.4	95.6		77.5	77.9	114.4	212.6	161.8	128.1		107.8	116.8	154.4	34.9
Scripps Coll		IIB	PI	143.1	101.4	81.8	64.6		—	104.1	180.6	132.6	106.1	86.5		—	134.1	28.8
Sonoma St U	7	IIA	PU	106.6	88.1	79.1		65.1		92.0	141.9	121.6	110.0		90.8		124.8	35.6
Stanford U	7	I	PI	256.1	163.6	137.0		194.6		215.5	312.6	213.8	180.7		244.9		268.3	24.5
U California-Berkeley	14	I	PU	201.7	137.7	115.4		89.4	79.6	159.8	268.6	187.8	159.6		126.9	114.5	215.7	35.0
U California-Davis	14	I	PU	173.0	118.7	102.1		82.9		138.0	232.3	163.9	142.9		118.7		188.2	36.4
U California-Irvine	14	I	PU	178.1	119.8	101.1		91.2		138.4	238.8	165.2	141.7		129.1		188.7	36.3
U California-Los Angeles	14	I	PU	214.0	142.0	108.6		88.4	88.5	167.7	284.1	193.3	151.1		125.6	125.8	225.6	34.6
U California-Merced	14	I	PU	160.7	112.4	97.3		65.8		100.8	216.8	155.9	136.8		97.1		141.2	40.1
U California-Riverside	14	I	PU	168.5	111.3	93.3		77.5	—	121.6	226.6	154.4	131.7		111.8	—	167.5	37.7
U California-San Diego	14	I	PU	178.9	123.5	106.3		87.2		140.0	239.8	169.9	148.1		124.1		190.7	36.2
U California-Santa Barbara	14	I	PU	187.5	115.6	100.3		92.0	—	145.1	250.6	159.9	140.7		130.2	—	197.1	35.9
U California-Santa Cruz	14	I	PU	168.1	114.5	100.3		90.7	—	135.0	226.1	158.5	140.6		128.5	—	184.3	36.6
U Redlands		IIA	PI	110.2	91.4	76.9		76.2	51.9	94.1	137.2	113.3	92.4		95.6	66.6	117.2	24.5
U San Diego		IIA	PR	140.2	101.7	84.0	74.9			110.6	180.2	134.7	111.1	102.9			144.5	30.7
U San Francisco		I	PR	156.7	119.1	103.6	92.4			125.1	208.9	161.8	139.6	139.4			168.7	34.8
U Southern California	7	I	PI	185.4	117.1	100.2	58.0	70.3		134.9	247.4	166.9	145.2	110.7	109.0		187.2	38.8
Westmont Coll		IIB	PI	106.1	84.7	71.9	—			92.8	132.6	105.0	84.7	—			114.5	23.4
Whittier Coll		IIB	PI	110.7	83.6	61.3	54.1	71.5		83.2	138.0	102.9	74.8	64.1	98.9		103.1	23.9
Colorado																		
Adams St U	4	IIA	PU	65.5	59.7	61.8			46.4	55.5	90.3	84.7	84.2			64.9	77.3	39.2
Colorado Coll		IIB	PI	138.8	104.0	85.3	64.8	—	60.8	107.3	178.0	136.0	110.7	79.5	—	79.8	138.6	29.1
Colorado St U-Fort Collins	7	I	PU	130.4	96.3	81.0	54.3			96.5	167.1	123.4	103.8	69.6			123.7	28.2
Fort Lewis Coll	7	IIB	PU	85.2	69.9	56.4	46.9			67.1	113.3	93.0	75.0	62.3			89.3	33.0
U Colorado Boulder	7	I	PU	147.6	104.2	99.0	70.4			109.2	185.9	135.4	127.9	94.8			140.6	28.8
U Colorado Colorado Springs	1	IIA	PU	113.1	86.6	75.8	50.7			74.1	139.7	109.7	98.5	67.2			95.0	28.2
U Colorado Denver		I	PU	153.1	109.3	103.0	71.5			107.2	182.6	132.6	126.6	87.7			130.1	21.4
U Denver	7	I	PI	141.9	105.8	85.8		63.6		100.4	172.0	131.2	105.4		79.2		123.5	22.9
U Northern Colorado	7	I	PU	88.2	66.2	57.5	45.2	50.6		70.5	105.8	81.2	69.1	56.0	62.3		85.2	20.9
Connecticut																		
Albertus Magnus Coll	7	IIA	PR	63.7	60.1	49.2	—			58.7	86.3	78.5	64.9	—			78.0	33.0
Central Connecticut St U	20	IIA	PU	105.5	84.7	69.6	58.1			89.6	171.9	137.9	113.4	94.6			145.9	62.9
Connecticut Coll		IIB	PI	113.2	88.4	77.3	64.0	68.4		90.4	150.5	122.0	105.6	86.5	94.9		122.4	35.4
Fairfield U		IIA	PR	132.8	102.3	92.3	77.5			103.2	171.8	139.5	122.1	101.7			136.7	32.4
Quinnipiac U	15	IIA	PI	134.4	97.0	89.1	78.2			104.4	175.5	128.5	113.8	99.3			135.9	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	PR	AO	AI	IN	
98.7	84.1	0.0		4.2	5.9	5.4		225	95	107	0	92	50	99	0	113.1	98.4	89.1		107.8	93.4	82.9		
84.6	73.9	0.0	0.0	1.7	2.7	3.1	3.2	112	83	85	15	50	59	93	13	160.8	110.3	93.3	72.5	127.8	96.5	93.7	70.3	
84.1	80.0	0.0		0.4	3.0	4.1		30	12	9	0	14	18	6	0	150.8	110.6	108.8		137.0	102.6	115.5		
100.0	95.7	0.0	0.0	4.5	5.7	5.5		46	30	13	8	21	17	9	10	173.8	128.5	116.7	80.5	166.9	112.5	97.6	70.2	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	3	4	3	2	5	0	0	—	75.0	52.9	67.0	—	65.3			
100.0	94.1	9.8		11.4	5.7	4.8		12	7	28	0	16	10	33	0	113.6	85.2	79.5		117.7	74.2	75.0		
88.2	85.4	2.4	0.0	0.7	2.1	2.0	1.0	13	27	12	2	4	14	30	4	75.1	67.0	59.5	—	70.8	66.1	62.2	51.0	
96.3	57.1	4.8	0.0					22	19	12	0	5	9	9	1	81.4	67.6	57.5		75.3	80.7	61.6	—	
80.8	39.1	0.0	0.0	6.0	6.7		7.0	15	10	0	6	11	13	1	6	129.6	90.5		85.2	135.0	112.9	—	72.3	
98.2	66.7	0.0						40	8	15	0	16	13	8	0	150.7	115.7	90.0		115.2	113.1	82.1		
85.7	73.3	0.0	33.3	2.0	2.0	2.0	2.0	4	6	5	1	3	9	16	2	98.3	76.2	66.6	—	93.6	83.1	82.5	—	
100.0	89.1	1.4		3.5	5.2	4.6		64	26	29	0	39	29	43	0	106.1	90.0	80.1		104.6	88.8	75.0		
72.5	85.7	0.0		0.4	3.1	2.6		10	3	6	0	30	11	16	0	105.7	94.0	81.4		108.8	88.9	63.4		
93.1	58.6	17.9	0.0	2.0	0.9	2.8	3.7	10	7	16	6	19	22	40	11	95.3	76.6	75.4	59.8	91.9	80.3	77.7	59.6	
0.0	0.0	0.0	0.0	0.4	0.6	0.0	8.2	65	27	19	6	45	42	26	6	130.2	92.8	77.1	72.2	126.4	93.3	77.6	72.8	
100.0	93.8	0.0	0.0	2.2	4.3	4.1	3.9	37	23	13	22	37	25	15	20	137.6	96.8	80.9	68.6	130.7	93.5	79.8	63.3	
94.7	79.8	2.4	0.0	0.8	4.2	4.8	4.0	92	42	45	10	41	42	37	13	147.6	129.8	101.1	57.3	135.5	105.3	91.0	61.6	
100.0	100.0	0.0		4.2	7.1	6.3		18	9	1	0	18	9	11	0	137.1	105.4	—		132.0	103.1	82.3		
82.4	6.1	0.0		2.8	4.2	4.0		50	21	8	0	24	28	17	0	105.0	82.8	69.0		101.7	86.2	69.4		
97.7	100.0	0.0	0.0	2.8	4.4	6.5	5.7	50	32	16	9	35	25	18	5	164.5	116.9	94.3	65.3	151.9	114.7	97.7	80.6	
100.0	66.3	0.0		2.9	2.4	4.4		44	31	19	0	34	49	40	0	121.8	95.9	90.1		118.2	96.2	78.0		
99.7	95.2	0.5		4.8	3.9	4.6		205	119	109	0	119	90	100	0	123.6	99.4	95.0		115.3	97.1	89.1		
97.6	94.5	3.7		3.5	6.0	4.8		185	80	64	0	154	101	126	0	116.7	98.9	90.6		111.6	95.5	89.4		
100.0	97.7	2.1		3.5	5.2	5.0		173	53	108	0	125	76	130	0	115.0	97.0	90.2		111.9	97.8	87.0		
100.0	99.4	0.0		3.3	4.2	4.9		99	94	43	0	55	60	45	0	168.1	117.9	102.7		149.5	119.3	88.8		
100.0	100.0	0.0	0.0	3.4	4.0	5.0	2.6	12	13	10	6	18	15	14	7	147.6	101.5	81.7	62.2	140.2	101.4	82.0	66.6	
99.3	91.4	0.0		4.2	9.8	6.1		73	19	26	0	61	16	44	0	107.4	90.3	78.9		105.6	85.4	79.3		
98.8	88.7	0.0		4.7	5.3	6.2		526	125	133	0	141	60	82	0	259.0	167.7	139.3		245.3	155.0	133.3		
95.4	96.1	0.0						601	173	154	0	227	136	93	0	204.9	142.5	119.7		193.3	131.5	108.2		
94.6	93.9	0.0						534	150	178	0	242	129	139	0	177.5	121.8	103.1		163.0	115.2	100.9		
97.8	99.6	0.0						415	135	104	0	171	113	103	0	181.7	119.5	100.4		169.4	120.1	101.8		
95.0	94.6	0.0						651	137	185	0	300	105	136	0	220.3	146.2	110.5		200.5	136.6	106.0		
100.0	95.1	0.0						45	34	63	0	22	27	52	0	169.8	112.6	98.7		142.0	112.2	95.5		
99.7	99.5	0.0						245	110	164	0	78	81	104	0	170.1	112.1	97.0		163.4	110.1	87.5		
98.3	97.5	0.0						463	126	127	0	120	72	97	0	183.6	126.5	109.5		160.7	118.3	102.0		
99.8	100.0	0.0						348	79	99	0	157	71	81	0	193.6	119.1	104.6		174.0	111.7	95.2		
98.6	99.2	0.0						195	69	73	0	99	59	60	0	171.9	114.7	102.5		160.4	114.2	97.7		
98.3	84.2	0.0		1.6	3.4	3.6		60	20	9	0	59	18	8	0	114.0	92.0	78.2		106.2	90.8	75.3		
91.0	87.0	0.0	0.0	2.8	2.9	3.4	2.5	120	57	62	19	79	74	66	18	148.7	107.7	83.2	81.0	127.3	97.1	84.8	68.4	
87.7	76.5	1.8	0.0	1.9	5.6	4.3	1.9	97	58	60	8	58	91	107	4	160.3	119.9	106.4	92.3	150.7	118.6	102.1	92.6	
77.8	48.5	0.0	0.0	4.3	4.9	5.3		594	329	247	0	249	267	220	3	194.8	121.0	105.0		163.0	112.3	94.9	58.0	
96.1	55.0	0.0	0.0	1.9	3.3	3.9	3.7	37	7	10	1	14	13	12	1	107.5	87.2	72.6	—	102.3	83.4	71.4	—	
100.0	88.9	0.0	0.0	3.0	3.0	3.2		17	23	16	0	13	22	16	3	115.5	85.3	60.2		104.5	81.8	62.4	54.1	
100.0	93.8	30.8						14	7	7	0	11	9	6	0	65.8	56.6	63.2		65.0	62.1	60.1		
100.0	96.6	0.0	0.0	3.7	4.6	4.7	1.9	43	32	18	9	27	27	34	5	142.8	106.1	85.3	65.8	132.4	101.4	85.3	63.1	
97.8	87.7	0.0	0.0	3.1	4.5	4.5	4.6	326	180	190	87	134	154	201	137	135.1	99.0	84.8	61.2	118.9	93.1	77.4	49.9	
97.9	90.7	0.0	0.0	0.0	0.2	0.4	0.7	27	20	22	11	21	23	25	13	88.9	71.0	57.0	46.7	80.4	69.0	55.9	47.0	
99.4	95.2	0.0	0.0	3.9	4.0	3.8	4.5	361	216	182	180	131	159	129	179	149.9	107.8	104.6	74.0	141.2	99.4	91.1	66.8	
100.0	100.0	0.0	0.0	4.1	4.7	4.4	4.8	56	42	49	69	23	41	52	115	118.1	87.3	78.3	51.2	100.9	85.9	73.6	50.4	
91.6	75.4	0.0	0.0	2.3	3.1	3.8	3.8	108	165	113	98	71	128	132	121	156.5	106.3	102.6	68.8	147.9	113.1	103.4	73.8	
85.3	90.1	0.0		5.4	5.2	3.2		121	114	66	0	56	109	79	0	144.4	106.8	90.8		136.5	104.7	81.7		
99.0	86.8	0.0	0.0	0.1	3.7	1.6	4.0	117	57	54	3	80	64	84	6	90.8	69.4	58.9	45.3	84.3	63.3	56.5	45.2	
31.8	8.3	0.0	0.0	1.1	2.0	0.0		13	4	7	0	9	8	3	2	65.3	60.2	59.2		61.5	60.1	25.8	—	
99.5	82.0	9.1	0.0	0.2	0.6	1.3		121	72	55	0	75	61	55	9	106.0	84.5	69.0		104.8	84.8	70.3	58.1	
100.0	100.0	0.0	0.0					35	23	12	11	29	26	23	9	113.1	91.3	79.2	65.3	113.2	85.8	76.3	62.5	
100.0	96.8	9.4	0.0	4.8	5.8	4.6	4.4	37	42	22	25	38	52	31	35	136.1	105.0	100.2	77.3	129.6	100.1	86.6	77.6	
90.4	67.2	0.0	0.0	1.3	2.6	3.2	3.3	63	52	51	7	51	76	85	8	142.1	103.3	92.3	75.8	124.9	92.7	87.1	80.2	

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						(5) BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	
Connecticut (continued)																		
Trinity Coll		IIB	PI	134.4	99.8	83.1		70.8	60.6	95.7	176.0	132.3	109.5		97.7	77.5	125.9	31.6
U Bridgeport		IIA	PI	103.3	81.3	70.8		78.1		80.4	139.9	110.1	95.8		105.8		108.9	35.4
U Connecticut	7	I	PU	150.4	101.9	85.6	72.9	77.8		110.2	189.3	135.3	116.8	102.3	107.8		144.4	31.0
U Hartford	7	IIA	PI	101.0	77.1	70.6	64.8			78.8	122.3	95.6	84.6	81.6			96.6	22.7
U New Haven	7	IIA	PI	136.8	105.0	82.1	87.4	72.3		95.4								
U Saint Joseph	7	IIA	PR	96.4	79.7	71.6	55.9			77.1	125.9	106.0	92.7	71.2			100.7	30.6
Wesleyan U		IIA	PI	155.8	108.7	91.5			82.1	111.6	200.6	140.3	118.9			106.7	144.4	29.3
Yale U	7	I	PI	230.9	134.4	117.9	111.9	84.3		169.2	278.5	171.9	151.2	137.5	111.1		208.6	23.3

Delaware

U Delaware	7	I	PU	159.7	111.0	93.9	78.2			120.4	207.6	149.0	125.5	110.9			159.7	32.6
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District of Columbia

American U		I	PR	172.8	110.2	91.5	75.7			108.5	212.5	139.1	115.0	95.1			135.4	24.8
Catholic U America		I	PR	114.0	84.7	74.0	55.6		82.3	88.7	140.5	106.0	91.6	69.2		100.6	110.0	24.0
Gallaudet U		IIA	PI	128.8	98.1	82.2	72.1	66.4		102.6	169.9	132.9	113.1	101.4	94.3		138.2	34.7
George Washington U	7	I	PI	183.3	118.8	99.6	86.5			132.8	223.8	148.3	124.3	107.2			164.0	23.4
Georgetown U		I	PR	206.1	136.9	120.3			103.9	145.8	249.5	169.8	148.0			129.6	179.0	22.8
Howard U	7	I	PI	118.0	89.3	82.1	62.7	49.3	69.1	87.7	149.2	114.0	101.6	80.5	62.8	81.8	110.8	26.3

Florida

Bethune-Cookman U		IIA	PR	76.6	61.8	60.9	48.5			59.9	89.5	72.4	71.4	56.5			70.1	17.0
Eckerd Coll		IIB	PR	92.9	75.2	64.4	43.0			72.0	126.2	103.8	86.4	65.5			98.5	36.8
Embry-Riddle Aeronautical U-Daytona Beach	1	IIA	PI	114.6	88.6	75.0	51.7			87.4	149.1	115.3	97.5	67.4			113.7	30.1
Flagler Coll-St Augustine		IIB	PI	84.0	55.4	54.8	—	43.4		57.8	103.5	68.2	67.5	—	53.4		71.2	23.2
Florida Agricultural and Mechanical U	7	IIA	PU	103.1	80.2	69.7	60.6			81.5	132.1	105.2	91.5	81.0			106.2	30.3
Florida Atlantic U	1	I	PU	110.6	83.9	75.4	56.4			84.7	144.3	112.5	101.4	79.0			113.1	33.4
Florida Gulf Coast U	7	IIA	PU	104.4	82.4	70.6	53.4	—		74.6	134.2	109.9	95.3	73.7	—		99.7	33.6
Florida International U	7	I	PU	137.3	99.3	89.2	68.4	91.8	91.8	95.9	171.5	128.5	116.2	91.2	119.3	119.8	123.7	29.0
Florida Southern Coll		IIA	PR	97.2	79.3	69.0	61.6		—	75.5	118.0	98.7	87.6	79.6		—	94.7	25.3
Florida St U	7	I	PU	138.2	100.7	91.1			72.5	104.1	175.4	130.0	117.4			96.1	134.0	28.7
Jacksonville U		IIA	PI	86.0	79.3	78.5	51.9			76.5	112.1	102.7	99.0	72.8			99.0	29.4
Miami Dade Coll		III	PU	88.0	74.2	65.0	56.9			72.8	108.9	93.2	81.4	70.5			90.8	24.7
New Coll Florida		IIB	PU	94.7	73.6	65.1	—			76.5	124.9	98.3	87.9	—			102.1	33.4
Palm Beach Atlantic U	5	IIA	PR	73.7	72.5	62.8	58.1			69.1	93.4	93.5	78.5	72.6			87.7	27.0
Rollins Coll		IIA	PI	101.2	89.3	69.6	63.0	60.6		82.4	138.0	124.0	89.6	87.4	82.0		111.7	35.6
Southeastern U		IIA	PR	86.6	69.1	57.7	51.0	30.2		68.6	108.4	89.4	78.1	70.2	42.0		89.1	29.7
Stetson U		IIA	PI	122.9	84.3	69.7			58.3	90.5	156.1	111.6	91.9			76.0	117.0	29.2
U Central Florida	7	I	PU	148.1	100.0	81.4	61.1	66.8		95.2	187.0	127.0	103.4	77.8	85.1		120.7	26.8
U Florida	7	I	PU	149.9	101.2	86.4		68.6		110.0	187.2	130.3	111.8		90.0		139.9	27.2
U Miami	5	I	PI	166.6	113.6	99.6	100.1	65.7		112.3	194.4	133.8	115.7	117.0	78.9		132.0	17.5
U North Florida	7	IIA	PU	103.1	78.6	70.0	53.7	43.9		75.5	132.3	102.3	92.1	72.9	62.6		99.0	31.0
U South Florida-Main Campus	7	I	PU	133.0	96.1	87.5	61.5			94.3	164.2	122.8	112.2	82.3			120.1	27.4
U South Florida-Sarasota-Manatee	7	IIA	PU	139.2	100.6	75.7	64.3			83.4	170.9	126.9	98.4	86.1			107.5	28.9
U South Florida-St Petersburg	7	IIA	PU	128.3	90.4	65.7	61.5			86.2	158.0	114.0	86.8	81.5			109.8	27.3
U Tampa	7	IIA	PI	109.9	91.0	78.7	64.9	63.9		83.1	144.1	119.4	103.2	85.1	83.8		108.9	31.1
U West Florida	7	IIA	PU	104.0	83.2	70.6	55.3	55.5		77.2	134.7	111.1	95.2	75.8	77.5		103.1	33.4

Georgia

Agnes Scott Coll		IIB	PR	98.2	78.6	68.0	53.3			85.2	126.9	101.6	86.3	69.1			109.9	28.9
Berry Coll	1	IIA	PI	92.7	75.8	69.1	58.5	55.2		75.2	125.5	102.6	93.6	79.1	74.8		101.8	35.3
Brenau U		IIA	PI	88.4	85.8	66.2	40.0			73.6	106.5	106.2	79.5	50.7			89.6	21.7
Clark Atlanta U	7	IIA	PR	80.9	69.6	63.7	49.3	51.0	54.9	68.1	97.4	84.3	77.5	57.9	62.0	65.8	82.3	20.8
Clayton St U	7	IIA	PU	75.7	67.9	63.6	55.9	53.8		66.4	99.0	88.9	83.3	73.2	70.4		86.9	30.9
Columbus St U		IIA	PU	82.8	71.8	62.6	57.1	47.9		69.2	108.9	98.1	83.2	75.7	63.3		92.3	33.3
Covenant Coll	7	IIB	PR	70.8	66.9	55.4				67.0	95.3	85.6	66.5				87.7	30.9
Emory U	7	I	PR	183.9	122.4	111.7				150.6	235.2	156.7	143.2				192.7	28.0
Georgia Coll and St U		IIA	PU	89.8	70.3	63.2		52.9		70.8	116.9	93.9	87.7		70.3		94.3	33.2

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
93.4	94.9	0.0		2.0	2.2	7.7		46	27	17	0	15	32	16	0	135.3	98.0	83.5		131.4	101.3	82.6	
100.0	77.6	8.7		0.6	0.5	1.5		14	34	21	0	6	24	25	0	103.3	85.8	71.6		103.3	74.8	70.0	
97.5	81.2	1.1	0.0	0.6	1.0	1.0	1.6	324	256	234	33	149	202	208	29	155.5	106.1	90.1	75.9	139.2	96.5	80.6	69.4
100.0	91.7	4.5	0.0	0.6	0.6	0.5	2.4	55	60	29	42	26	48	38	35	100.8	77.2	74.2	67.3	101.3	77.0	67.9	61.8
100.0	84.1	4.4	0.0	3.1	4.5	3.4	3.4	38	44	41	7	10	19	27	1	141.7	107.6	82.7	89.3	117.9	98.9	81.2	—
100.0	86.8	0.0	0.0	2.1	2.3	2.2	2.1	11	14	14	0	10	24	55	6	96.3	81.3	74.0		96.6	78.7	71.0	55.9
100.0	100.0	0.0		4.0	4.4	5.2		79	32	36	0	32	42	38	0	159.0	109.2	92.5		147.7	108.2	90.6	
88.3	43.7	0.0	0.0	4.9	6.5	5.5	5.6	448	76	91	9	166	66	93	9	234.2	135.6	125.9	116.2	221.9	133.1	110.1	107.6
96.0	77.3	0.0	0.0	3.5	4.6	4.3	4.3	319	203	177	26	135	172	200	74	163.2	114.0	95.6	86.2	151.2	107.4	92.3	75.4
97.3	93.8	3.9	0.0	3.3	3.1	3.3	3.3	124	91	75	125	61	86	79	168	175.8	108.4	94.4	82.6	166.8	112.2	88.7	70.5
96.0	76.1	0.0	0.0	5.5	0.6	1.4	3.1	71	84	60	2	29	58	44	7	111.4	86.6	79.2	—	120.3	82.1	66.9	56.9
94.7	58.1	10.8	0.0	2.5	5.7	3.7	3.0	31	13	13	5	44	30	24	7	130.9	93.9	84.0	75.5	127.3	99.9	81.1	69.7
90.8	73.2	0.0	0.0	3.2	4.2	3.6	2.5	267	178	114	50	113	180	135	77	185.5	120.2	105.1	95.9	177.9	117.5	94.9	80.4
89.0	89.2	2.2		3.1	4.2	3.3		235	129	52	0	128	120	40	0	210.3	139.6	121.3		198.3	133.9	118.9	
100.0	95.4	1.3	0.0	4.3	3.7	3.0	6.3	106	104	75	16	50	90	83	18	119.5	89.7	82.7	61.8	114.7	88.7	81.6	63.5
58.8	28.6	2.4	0.0	0.0	-1.6	0.4	-1.8	13	15	50	16	4	20	34	22	75.0	60.9	60.5	48.0	81.6	62.5	61.6	48.9
100.0	100.0	15.9	0.0	3.4	4.0	3.0	3.4	29	16	27	8	15	10	36	10	94.5	76.9	64.9	45.4	89.8	72.5	64.0	41.0
91.8	59.8	1.0	0.0	2.6	3.3	3.9	2.9	72	74	68	15	13	23	33	18	116.1	88.0	76.7	55.6	106.4	90.8	71.4	48.5
0.0	0.0	0.0	0.0	2.0	2.0	2.0		8	17	26	1	6	22	36	1	86.4	59.4	55.9	—	80.9	52.2	54.0	—
91.4	91.6	11.6	0.0	0.1	2.4	1.1	0.4	113	79	73	24	50	75	73	52	102.6	80.8	70.3	57.8	104.4	79.7	69.0	61.9
99.1	92.4	0.0	0.0	0.1	1.3	0.8	0.6	152	105	89	50	65	91	91	84	114.1	86.3	82.2	61.4	102.4	81.2	68.7	53.5
2.5	0.8	0.0	0.0	1.7	4.2	2.9	6.6	55	85	67	49	26	39	73	82	109.5	82.9	66.0	53.6	93.4	81.4	74.7	53.3
92.9	84.6	0.0	0.0	4.4	4.7	3.3	5.9	202	183	134	183	65	122	144	182	139.0	101.1	92.1	70.6	132.1	96.7	86.6	66.1
66.7	51.1	0.0	0.0	2.9	4.3	6.2	8.2	15	23	31	5	6	24	33	11	95.2	85.4	68.6	62.0	102.1	73.4	69.5	61.4
97.8	94.3	0.0		2.2	3.9	3.7		371	185	198	0	129	129	163	0	142.8	103.9	94.5		125.1	96.0	86.8	
100.0	87.5	5.4	0.0	3.2	3.3	3.1	3.3	31	32	32	19	23	24	61	16	89.6	82.9	78.8	50.3	81.1	74.5	78.3	53.7
100.0	100.0	65.8	10.2	2.1	2.7	3.1	3.3	82	124	78	54	88	138	83	54	89.1	74.8	64.6	57.2	87.1	73.7	65.3	56.7
96.6	100.0	0.0	0.0	4.8	3.8	3.3		16	6	18	0	13	15	18	2	101.7	73.1	66.8		86.1	73.8	63.5	—
0.0	0.0	0.0	0.0					40	31	27	1	15	28	30	8	74.2	72.7	64.2	—	72.2	72.3	61.5	59.0
98.5	81.3	0.0	0.0	4.4	2.3	4.1	5.3	38	30	23	5	28	34	31	6	107.2	97.3	72.9	63.5	93.2	82.1	67.2	62.6
4.0	0.0	0.0	0.0	1.7	3.3	8.3	2.0	34	28	25	1	16	20	25	7	86.5	69.6	56.4	—	86.6	68.4	59.1	51.7
100.0	92.3	0.0		2.1	2.0	3.0		58	31	25	0	43	21	32	0	119.3	84.2	71.4		127.8	84.6	68.3	
98.1	94.4	0.9	0.0					240	232	195	87	81	143	142	119	153.7	102.7	83.3	63.3	131.5	95.7	78.8	59.4
95.5	83.8	0.6		0.3	0.8	0.9		586	315	249	0	192	221	233	0	152.5	103.5	91.0		141.8	97.8	81.5	
98.8	96.1	0.0	0.0	2.4	2.8	2.6	2.6	245	138	78	63	75	94	58	66	168.3	116.6	104.6	104.5	161.0	109.1	92.8	95.9
100.0	98.8	0.0	0.0	3.6	4.4	5.2	6.7	72	90	52	44	39	79	57	57	105.2	81.4	73.2	52.6	99.2	75.4	67.1	54.5
95.6	91.5	0.0	0.3	2.8	4.3	4.2	4.5	253	189	115	148	90	151	102	232	137.3	99.5	92.2	64.6	120.9	91.9	82.3	59.4
100.0	100.0	0.0	0.0	5.2	4.1	5.2	4.2	8	7	8	23	3	12	8	20	152.5	112.6	73.6	64.1	103.9	93.6	77.9	64.6
100.0	87.5	0.0	0.0	3.3	3.3	7.9	6.0	25	19	13	17	8	21	17	21	132.4	94.1	60.7	61.7	115.5	87.0	69.6	61.2
100.0	84.4	4.2	0.0	4.2	3.7	3.1	3.4	29	79	50	30	12	49	45	53	111.7	90.2	81.1	66.4	105.6	92.3	76.2	64.0
97.6	97.0	4.6	0.0	3.6	4.7	3.3	4.0	59	37	59	21	24	30	50	31	102.9	85.5	72.6	58.6	106.7	80.3	68.3	53.0
100.0	86.4	0.0	0.0	2.0	1.1	2.8		18	7	1	0	22	15	15	3	97.4	80.9	—		98.8	77.5	68.0	53.3
100.0	93.6	1.7	0.0	2.1	2.0	2.0	2.0	29	24	29	3	10	23	29	4	93.9	78.8	70.0	65.1	89.4	72.7	68.3	53.5
0.0	0.0	0.0	0.0	1.5	4.5	3.0	8.2	10	12	20	2	20	28	42	12	77.5	80.8	67.0	—	93.9	87.9	65.9	41.3
100.0	85.5	10.0	0.0	1.9	2.3	3.5	7.4	39	37	12	3	9	25	28	7	82.3	68.1	63.0	56.8	75.3	71.8	64.1	46.2
98.4	87.0	0.0	0.0	-0.3	1.0	1.2	3.3	34	41	16	0	29	28	23	8	77.4	69.9	65.1		73.6	65.0	62.6	55.9
94.6	89.2	3.3	0.0	1.1	0.4	-0.2	0.9	61	45	47	1	32	29	43	11	84.8	75.6	65.0	—	78.9	65.9	60.0	58.1
89.2	38.5	0.0		-2.2	2.4	2.1		33	9	5	0	4	4	7	0	71.0	66.1	53.7		68.8	68.7	56.6	
88.1	88.5	0.0		5.8	4.3	5.3		237	113	83	0	124	96	75	0	189.3	127.0	115.9		173.5	117.1	107.1	
100.0	98.5	1.3		-0.6	2.9	1.0		59	23	38	0	43	44	39	0	90.3	72.1	64.5		89.1	69.4	62.0	

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	
Georgia (continued)																		
Georgia Institute Technology-Main Campus	7	I	PU	169.3	114.1	104.0	54.5	60.4	93.8	130.7	219.4	147.5	134.3	76.5	79.0	168.0	28.5	
Georgia Southern U	7	I	PU	82.5	73.2	70.2	53.0	50.5		69.7	107.3	96.9	93.1	71.7	68.1	92.2	32.3	
Kennesaw St U	5	I	PU	90.5	74.5	66.2	48.0	52.7		71.1	120.7	99.3	88.3	64.0	70.2	94.9	33.3	
Mercer U	7	I	PI	97.4	76.5	70.0	58.9	65.9		79.0	128.0	104.0	95.0	81.3	88.9	106.1	34.4	
Oglethorpe U		IIB	PI	77.4	62.6	56.0	—	50.9		62.4	100.6	81.3	72.8	—	66.1	81.1	29.9	
Spelman Coll		IIB	PI	111.4	81.0	66.4	60.9	61.0		74.9	140.0	101.8	83.5	76.6	76.7	94.2	25.7	
Toccoa Falls Coll	7	IIB	PR	60.3	50.6	46.6				51.2	82.4	74.6	66.6			72.5	41.7	
U Georgia	6	I	PU	130.0	96.1	90.1	52.9	72.8		102.9	164.8	125.3	117.4	71.2	97.5	132.8	29.0	
U North Georgia	7	IIA	PU	79.8	67.6	60.1		43.6	40.7	59.3								
U West Georgia	1	I	PU	83.4	65.8	58.9	42.9	48.3		61.9	112.3	90.1	80.0	59.2	67.2	84.3	36.3	
Wesleyan Coll	1	IIB	PR	66.6	57.9	50.5	65.0			59.2	83.1	72.3	63.1	81.2		73.9	24.9	
Young Harris Coll		IIB	PR	71.2	58.0	52.6	40.8			55.3	93.4	76.1	69.0	53.5		72.4	31.1	
Hawaii																		
Chaminade U Honolulu		IIA	PR	88.9	75.8	67.5		54.6		73.8	110.6	94.2	83.9		67.9	91.8	24.3	
Hawaii CC	13	III	PU	99.0	86.3	74.3	61.0			74.6	141.1	124.8	109.5	92.6		109.9	47.3	
Honolulu CC	13	III	PU	96.5	82.7	73.7	60.5			75.2	137.9	120.2	108.9	92.2		110.9	47.4	
Kapiolani CC	13	III	PU	96.8	85.3	74.6	65.7			80.2	138.4	123.6	109.9	98.6		117.1	46.0	
Kauai CC	13	III	PU	95.8	87.6	78.1	62.4			75.1	136.9	126.5	114.4	94.3		110.6	47.2	
Leeward CC	13	III	PU	95.8	82.3	72.0	61.9			76.2	136.9	119.7	106.6	93.7		111.9	46.9	
U Hawaii Hilo	13	IIA	PU	104.9	93.0	82.6	62.7			90.6	148.4	133.3	120.1	94.7		130.3	43.7	
U Hawaii Manoa	13	I	PU	142.0	101.2	88.6	66.5			110.4	194.4	143.8	127.7	99.7		155.0	40.4	
U Hawaii Maui Coll	13	III	PU	99.8	86.7	74.7	62.9			76.3	142.0	125.3	110.1	94.9		112.1	46.9	
U Hawaii-West Oahu	13	IIB	PU	105.0	91.7	77.7	67.9			86.7	148.6	131.7	113.9	101.6		125.3	44.6	
Windward CC	13	III	PU	99.7	79.2	72.8	61.4			77.1	141.9	116.4	107.7	93.3		113.3	47.0	
Idaho																		
Boise St U	7	IIA	PU	95.8	79.9	73.5	55.0	47.5		75.2	128.1	109.1	101.3	79.1	70.2	103.4	37.5	
Coll Idaho		IIB	PI	80.2	66.3	56.7	49.8			65.3	99.9	84.5	70.0	64.5		82.1	25.8	
Idaho St U	7	I	PU	88.2	72.7	67.5	47.4	43.2		68.2	119.2	100.8	94.8	72.1	65.6	95.7	40.2	
Lewis-Clark St Coll	7	IIB	PU	67.8	59.4	49.8	46.4			55.8	93.6	83.5	71.9	67.7		79.1	41.8	
Illinois																		
Augustana Coll	1	IIB	PR	90.3	70.1	63.6	47.4	50.7		69.3	118.0	89.2	81.3	58.7	72.0	89.2	28.6	
Aurora U	1	I	PI	94.6	72.1	64.6				72.0	119.2	90.9	80.5			90.2	25.4	
Bradley U	5	IIA	PI	110.5	82.0	71.3	58.7	50.6	—	81.4	135.2	101.0	88.1	73.0	66.5	—	100.4	23.3
DePaul U	7	I	PR	133.8	97.9	84.9	73.2			98.3	170.7	127.6	106.8	92.6		126.1	28.2	
Dominican U		IIA	PR	88.2	70.2	65.6	—	67.1		74.1	114.8	95.8	85.4	—	88.7	98.1	32.4	
Elmhurst Coll		IIA	PR	84.9	70.9	65.7	—	54.1	—	73.6	109.2	93.8	85.8	—	67.1	—	95.6	29.8
Governors St U		IIA	PU	104.9	85.2	71.3	—	68.0	59.7	78.5								
Illinois Coll		IIB	PR	78.8	67.0	55.4	44.1			63.8	102.5	81.1	68.8	53.4		79.8	25.2	
Illinois Institute Technology	7	I	PI	148.2	109.4	88.7	63.9	83.6		117.1	179.0	137.0	108.9	81.2	103.0	143.4	22.4	
Illinois St U	7	I	PU	99.0	80.1	76.6		45.8		77.3	131.3	109.3	102.4		66.6	104.9	35.6	
Illinois Wesleyan U		IIB	PI	89.6	70.3	61.5	—			74.7	127.6	99.0	83.0	—		104.8	40.2	
Knox Coll	7	IIB	PI	85.7	64.3	53.1	51.4			67.3	107.4	86.3	66.4	61.6		86.2	28.2	
Lake Forest Coll		IIB	PI	102.4	76.8	65.6	59.7	75.5	—	77.9	135.1	99.6	86.2	71.1	94.6	—	101.2	29.9
Lewis U		IIA	PR	106.6	88.1	72.0	62.2			83.8	140.5	117.7	96.5	89.5		112.1	33.7	
Lincoln Christian U	7	IIA	PR	54.6	52.2	45.9				53.2	68.0	65.9	59.0			66.7	25.4	
Loyola U Chicago		I	PR	153.0	103.2	90.5	76.7			101.7	198.9	135.9	117.7	101.4		133.3	31.1	
MacMurray Coll	7	IIB	PR	63.5	54.0	51.8	50.3			54.2	77.7	68.3	65.1	62.5		67.8	25.0	
Millikin U		IIB	PR	76.9	63.4	56.7	55.3	39.9		62.1	95.3	81.1	73.1	75.3	53.8	79.8	28.7	
Monmouth Coll		IIB	PR	73.9	62.3	53.5		45.5		61.1	97.7	90.5	71.7		57.8	82.6	35.1	
North Central Coll		IIA	PR	96.4	76.7	65.5	—			77.5	124.1	98.7	84.1	—		99.5	28.5	
Northern Illinois U	7	I	PU	99.4	78.6	76.2	45.5		57.9	76.7	131.1	107.3	104.5	69.5	83.7	105.1	37.1	
Northwestern U		I	PI	215.2	138.4	117.2				176.1	271.2	180.9	154.9			225.0	27.8	
Roosevelt U	7	IIA	PI	100.9	75.8	72.6		50.9	—	78.0	125.2	98.3	92.4		67.7	99.5	27.6	
Saint Anthony Coll Nursing	7	IIB	PR	—	—	72.1	57.3			70.6								
Saint Francis Medical Center Coll Nursing	7	IIB	PR	93.0	66.3	68.0	61.9			69.3	119.8	87.9	86.4	81.9		89.6	29.2	
Saint Xavier U		IIA	PR	79.4	66.8	68.5	—	55.3	53.8	65.6	102.4	89.2	88.5	—	70.5	72.3	85.8	30.7

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
99.6	95.3	0.0	0.0	1.2	2.1	2.8	17.7	432	221	131	2	90	75	65	7	171.4	115.8	104.5	—	159.0	109.2	103.1	49.7
100.0	97.7	4.1	0.0	0.1	0.5	0.6	0.4	128	152	153	4	75	113	165	33	84.2	76.2	72.9	45.3	79.8	69.1	67.8	54.0
99.3	96.3	7.2	0.0	0.9	1.7	1.5	2.2	184	153	154	18	121	140	150	29	94.1	76.7	67.6	49.8	85.0	72.1	64.9	46.9
96.4	76.7	1.7	0.0	1.4	2.4	2.6	2.5	72	59	45	7	39	57	76	19	98.0	76.7	70.6	65.4	96.3	76.2	69.6	56.5
100.0	92.3	0.0	0.0	0.2	7.9	3.7		14	8	6	1	6	5	10	1	80.0	62.7	59.3	—	71.4	62.3	54.1	—
100.0	98.4	0.0	0.0	2.2	2.3	4.7	3.3	7	17	11	3	12	47	31	13	98.7	79.5	68.3	65.0	118.8	81.6	65.8	59.9
30.8	33.3	0.0		2.1	2.0	2.5		11	6	13	0	2	3	12	0	59.4	50.4	45.2	—	51.1	48.1		
97.2	90.3	0.2	0.0	0.3	0.9	0.9	0.6	547	320	250	35	208	245	222	38	132.3	98.2	93.8	52.1	124.1	93.3	86.0	53.6
100.0	89.6	6.7		0.9	1.6	1.1		74	70	119	0	39	65	121	0	80.4	67.2	59.1		78.6	68.0	61.1	
99.1	91.7	1.7	0.0	0.6	1.4	0.7	0.4	77	55	40	26	36	66	81	56	85.8	64.7	56.5	41.5	78.5	66.6	60.1	43.6
100.0	40.0	4.8	0.0					10	7	6	0	14	8	15	4	67.0	56.4	50.5		66.2	59.2	50.5	65.0
100.0	100.0	0.0	0.0	0.8	3.5	3.4	2.0	7	16	12	4	4	8	14	8	69.8	58.4	53.9	44.2	73.8	57.3	51.6	39.1
100.0	47.8	3.9		2.5	2.5	3.3		14	13	8	0	4	10	18	0	90.6	72.7	65.2		83.2	79.7	68.5	
100.0	93.3	85.7	0.0	3.6	4.4	4.8	5.0	5	6	11	13	8	9	10	23	96.8	86.4	75.4	59.1	100.4	86.2	73.2	62.1
96.4	100.0	65.6	0.0	3.3	4.0	4.2	5.3	14	10	26	28	14	6	6	17	97.3	83.4	73.7	61.3	95.7	81.4	73.8	59.0
96.3	100.0	86.4	0.0	3.4	4.8	4.8	5.8	31	12	23	27	23	21	21	30	96.7	82.9	74.2	64.9	97.0	86.7	75.2	66.5
100.0	100.0	100.0	0.0	4.8	6.6	4.0	4.4	5	2	9	13	2	5	11	10	94.1	—	78.0	62.2	—	89.7	78.3	62.7
100.0	100.0	100.0	0.0	3.7	4.9	3.7	5.1	18	13	21	19	18	12	27	27	97.0	82.8	73.8	64.8	94.5	81.7	70.6	59.9
100.0	94.0	2.4	0.0	3.8	4.8	4.3	5.3	36	43	21	7	33	24	20	22	106.5	90.3	85.0	62.2	103.1	97.9	79.9	62.8
99.0	94.5	0.4	0.0	5.0	4.7	5.4	3.8	281	159	119	40	136	150	130	72	147.5	103.3	92.0	64.8	130.6	98.9	85.5	67.5
100.0	95.5	95.5	0.0	3.6	4.4	9.6	4.8	3	7	15	11	7	15	7	21	92.8	83.1	75.3	61.0	102.8	88.3	73.6	63.9
100.0	78.6	0.0	0.0	3.9	5.1	4.3	4.0	15	11	14	5	11	3	22	7	102.8	93.0	81.2	69.8	108.0	86.7	75.5	66.6
100.0	100.0	88.9	0.0	3.8	6.0	5.5	5.0	11	5	4	10	4	2	5	10	100.5	79.6	75.7	62.2	97.3	—	70.4	60.6
98.8	88.7	0.9	0.0	4.3	8.4	4.7		105	106	110	3	61	97	115	2	97.8	82.6	80.1	52.6	92.2	77.0	67.1	—
100.0	100.0	0.0	0.0	1.8	1.9	3.3	2.3	15	11	8	8	8	9	11	5	81.5	64.9	57.5	50.0	77.6	68.0	56.1	49.6
98.5	93.8	0.0	0.0	2.7	4.2	4.3	2.9	95	44	55	35	34	52	56	20	90.9	74.1	71.8	49.3	80.5	71.5	63.2	44.2
78.1	81.0	4.4	0.0	4.6	5.4	3.3	3.0	26	15	30	11	15	27	38	14	67.1	58.7	49.3	45.6	69.0	59.8	50.2	47.0
100.0	100.0	2.7	0.0	2.1	2.3	4.1	1.3	34	27	13	18	27	19	24	26	90.3	70.1	65.5	47.7	90.3	70.0	62.6	47.1
83.3	80.0	0.0		1.8	3.4	2.9		13	18	34	0	11	22	40	0	95.4	73.7	64.7		93.6	70.8	64.4	
98.8	99.0	10.8	0.0	5.7	4.7	3.8	4.2	69	55	53	19	14	45	58	19	112.0	85.3	73.1	62.1	103.0	78.1	69.6	55.3
99.5	98.9	1.4	0.0	2.5	3.2	4.2	2.7	125	189	64	107	78	168	77	99	141.0	101.1	93.3	78.8	122.1	94.3	77.9	67.2
100.0	83.0	23.3	0.0	1.1	0.3	0.8		22	18	12	1	26	29	18	0	92.5	72.4	66.2	—	84.6	68.7	65.2	
100.0	80.5	2.6	0.0	1.3	3.8	2.2		25	16	9	0	29	25	30	1	87.7	72.7	62.9		82.6	69.8	66.5	—
100.0	85.5	0.0	0.0	1.0	0.9	1.1		14	32	16	0	14	37	42	1	96.8	89.0	77.6		113.0	81.9	68.9	—
100.0	100.0	0.0	0.0	1.9	1.8	3.4	2.6	11	9	12	4	8	8	10	4	79.9	68.8	56.9	49.5	77.3	65.0	53.6	38.7
81.9	75.9	1.3	0.0	2.8	3.2	3.1	1.6	134	81	52	4	32	31	26	5	151.0	107.9	91.5	76.4	136.6	113.2	83.1	53.9
100.0	96.1	59.7		4.9	5.6	2.6		154	131	80	0	88	126	116	0	103.1	81.4	80.7		91.9	78.6	73.7	
97.9	97.7	2.7	0.0	2.5	3.1	0.6		33	20	18	1	15	24	19	0	90.2	71.4	58.0	—	88.4	69.3	64.8	
97.1	100.0	3.3	0.0	1.3	1.7	3.5	0.8	22	24	16	5	13	17	14	1	85.5	64.6	53.5	50.8	86.0	64.0	52.7	—
100.0	100.0	0.0	0.0	2.4	2.8	3.9		18	15	13	2	6	16	20	4	103.4	74.1	67.9	—	99.6	79.3	64.2	62.6
94.6	46.8	0.0	0.0	1.8	3.5	4.4	8.3	35	30	47	6	21	32	56	9	108.6	89.1	71.7	62.4	103.4	87.1	72.2	62.1
0.0	0.0	0.0		0.6	2.1	3.0		17	5	2	0	4	3	1	0	54.9	53.1	—		53.2	50.7	—	
98.4	97.9	4.9	0.0	2.8	3.3	3.2	4.8	123	102	61	136	60	91	61	196	156.9	105.0	95.5	74.9	144.9	101.1	85.5	78.0
100.0	100.0	0.0	0.0	0.0	0.0	2.5		3	3	7	2	4	3	14	1	62.7	52.0	51.0	—	64.1	56.0	52.2	—
100.0	90.9	0.0	0.0	2.9	2.7	3.6	2.6	22	22	20	10	11	22	26	18	78.1	63.7	56.0	58.6	74.4	63.0	57.2	53.5
100.0	77.8	0.0		1.0	1.8	2.9		14	13	15	0	15	5	18	0	78.1	61.2	51.6		70.0	65.0	55.0	
84.1	73.9	0.0	0.0	0.5	3.3	2.2		30	22	24	2	14	24	39	0	97.5	76.8	67.4	—	94.1	76.7	64.3	
97.6	97.0	2.5	0.0	0.7	3.0	1.8	15.4	141	133	69	63	67	130	93	101	101.7	76.9	79.3	48.9	94.6	80.5	73.8	43.5
90.0	77.8	0.0		2.1	3.2	5.3		475	200	120	0	172	120	105	0	221.2	143.8	123.1		198.6	129.3	110.5	
100.0	95.2	10.2						29	42	29	0	15	42	20	0	110.5	80.1	73.9		82.5	71.5	70.7	
0.0	0.0	0.0	0.0			4.3	3.4	1	0	1	0	0	1	15	4	—	—	—		—	—	73.0	57.3
0.0	0.0	0.0	0.0	2.5	3.4	4.3	3.4	0	0	2	1	4	6	16	6					93.0	66.3	66.9	62.2
100.0	97.8	0.0	0.0	0.0	2.4	4.3		11	20	9	0	12	26	19	1	77.6	65.3	77.1		81.0	67.9	64.3	—

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	
Southern Illinois U-Edwardsville	5	IIA	PU	90.3	78.5	66.3	45.3	—	71.6	121.4	107.6	93.8	70.6	—	100.1	39.8		
Trinity Christian Coll	7	IIB	PR	72.7	68.4	48.0	—	—	60.5	92.4	85.2	59.7	—	75.9	25.5			
U Chicago	7	I	PI	241.9	132.3	128.5	66.4	71.0	167.2	288.9	168.6	163.7	92.9	98.0	206.1	23.2		
U Illinois Chicago	7	I	PU	153.0	107.9	92.2	60.0	53.7	110.2	193.4	141.5	123.5	86.4	79.0	144.2	30.8		
U Illinois Springfield	7	IIA	PU	108.0	73.4	69.9	50.2	—	71.9	141.7	101.8	97.7	75.0	—	100.0	39.2		
U Illinois Urbana-Champaign	7	I	PU	156.1	106.6	97.9	59.3	68.6	119.3	196.8	140.0	130.0	85.5	96.3	154.6	29.6		
U St Francis		IIA	PR	92.3	73.3	67.6	56.6	—	72.7	120.5	96.7	88.0	74.5	—	95.2	30.9		
Western Illinois U	7	IIA	PU	102.0	81.9	63.7	49.1	—	79.6	134.9	110.3	88.7	70.9	—	107.7	35.4		
Wheaton Coll	7	IIA	PR	100.4	84.2	69.5	64.2	—	84.1	136.3	117.3	91.6	82.3	—	114.4	36.0		

Indiana

Ball St U	7	I	PU	95.5	76.8	62.1	38.2	52.1	42.9	70.1	128.4	104.0	81.4	52.6	71.3	55.9	93.9	33.9
Bethel Coll-Indiana		IIA	PR	63.2	54.9	46.5	—	—	—	51.4	80.6	74.5	68.1	—	71.8	39.7		
Butler U	7	IIA	PI	102.2	88.2	82.1	56.0	—	—	84.2	136.5	118.7	101.4	74.1	110.8	31.7		
Calumet Coll Saint Joseph		IIA	PR	60.0	59.6	57.9	48.4	—	—	56.2	72.4	73.1	70.5	58.1	68.3	21.5		
DePauw U		IIB	PI	101.3	80.3	68.9	—	—	—	88.9	138.6	106.0	92.5	—	120.2	35.3		
Earlham Coll		IIB	PR	87.3	74.6	58.3	—	—	42.3	69.4	117.5	97.5	76.5	—	45.8	91.3	31.5	
Franklin Coll		IIB	PR	77.3	62.4	58.9	42.6	36.5	—	60.5	99.3	83.0	74.4	52.7	50.0	78.0	28.9	
Goshen Coll		IIB	PR	69.0	54.4	46.9	—	—	—	60.9	96.2	71.4	60.5	—	—	82.8	35.9	
Hanover Coll		IIB	PR	78.8	65.2	60.6	48.9	—	—	70.2	108.2	95.1	78.4	53.5	—	95.4	36.0	
Huntington U		IIB	PR	66.7	57.9	54.5	48.7	—	—	58.6	90.8	80.8	78.2	69.0	—	81.8	39.7	
Indiana Institute Technology	1	IIA	PI	79.6	71.1	62.3	—	45.6	—	66.8	105.0	93.4	82.8	—	64.9	88.4	32.3	
Indiana St U	7	I	PU	100.7	78.8	66.9	50.9	43.4	—	74.2	131.4	103.8	87.0	68.6	50.9	97.3	31.1	
Indiana U-Bloomington	7	I	PU	142.1	98.3	104.6	—	65.5	—	108.5	173.4	121.3	127.4	—	83.3	133.4	22.9	
Indiana U-East	7	IIB	PU	93.6	75.9	66.4	—	55.8	—	69.6	120.5	96.9	84.4	71.0	88.7	27.5		
Indiana U-Kokomo	7	IIA	PU	93.5	70.8	61.2	—	52.6	—	63.8	122.0	90.5	78.2	—	69.0	82.3	29.0	
Indiana U-Northwest	7	IIA	PU	93.9	70.6	63.3	—	53.4	—	71.1	117.4	90.3	79.5	—	68.6	89.9	26.3	
Indiana U-Purdue U-Fort Wayne	7	IIA	PU	87.3	73.0	64.6	53.2	—	52.0	70.5	115.7	99.3	87.9	74.2	73.7	95.8	35.8	
Indiana U-Purdue U-Indianapolis	7	I	PU	123.4	88.9	78.7	—	57.1	—	86.9	151.7	110.7	98.0	—	73.5	108.4	24.7	
Indiana U-South Bend	7	IIA	PU	75.4	66.2	67.7	—	47.3	—	64.2	96.4	85.0	86.9	—	63.0	82.9	29.0	
Indiana U-Southeast	7	IIA	PU	87.1	74.6	64.9	—	53.4	—	70.3	111.7	94.1	82.0	—	69.3	89.4	27.2	
Ivy Tech CC		III	PU	68.2	56.0	51.2	46.5	38.2	—	52.8	89.5	74.6	67.1	56.2	47.9	68.6	30.0	
Manchester U		IIB	PR	73.7	71.0	77.7	53.8	—	—	73.1	98.8	94.7	96.9	58.8	—	94.3	29.1	
Purdue U-Main Campus	7	I	PU	146.1	104.3	91.9	56.5	—	61.2	113.8	181.3	135.5	120.4	74.4	82.8	144.9	27.4	
Purdue U-Northwest	7	IIA	PU	101.5	79.3	71.6	49.8	—	53.1	76.9	132.7	106.7	96.9	67.5	73.7	103.1	34.0	
Rose-Hulman Institute Technology	7	IIB	PI	119.9	96.5	80.5	—	—	—	101.7	168.2	135.3	112.9	—	142.6	40.3		
Saint Mary's Coll		IIB	PR	85.9	70.4	60.7	49.8	50.8	—	66.2	113.5	93.6	81.5	66.0	66.4	88.0	32.9	
Taylor U	1	IIB	PR	68.4	58.6	52.1	37.3	—	—	58.7	98.3	86.5	74.8	58.8	—	85.1	45.1	
U Evansville		IIB	PR	84.0	76.7	65.5	44.9	—	—	73.5	109.4	100.3	83.0	56.9	—	94.9	29.1	
U Indianapolis	7	IIA	PR	89.3	76.0	64.8	39.9	—	—	68.2	114.6	97.9	85.1	60.1	—	89.6	31.4	
U Notre Dame		I	PR	185.7	124.4	110.0	—	—	72.1	129.2	236.9	164.7	142.7	—	96.6	167.8	29.9	
Valparaiso U		IIA	PR	92.9	74.4	60.3	69.0	49.6	—	69.6	121.0	96.9	78.5	89.9	64.6	90.7	30.2	
Wabash Coll		IIB	PI	102.0	82.1	69.4	53.2	—	—	83.2	137.2	109.7	92.9	74.0	—	111.7	34.2	

Iowa

Allen Coll	2	IIB	PI	82.3	66.8	58.6	—	—	—	66.6	102.6	83.5	75.1	—	—	84.2	26.4
Buena Vista U		IIA	PR	74.6	61.8	59.9	49.1	—	—	62.6	—	—	—	—	—	—	—
Central Coll		IIB	PR	78.2	64.5	56.6	—	56.4	—	66.2	96.7	81.3	67.8	—	68.3	81.8	23.5
Clarke U		IIB	PR	62.0	57.3	51.8	52.7	—	—	55.8	—	—	—	—	—	—	—
Cornell Coll		IIB	PR	78.1	60.6	56.1	50.2	—	—	68.8	113.0	86.2	75.9	69.3	—	98.2	42.6
Drake U		IIA	PI	108.0	81.5	69.0	—	—	—	87.3	124.3	95.3	81.1	—	—	101.5	16.2
Faith Baptist Bible Coll Theol Sem		IIB	PR	47.6	46.6	42.6	—	—	—	45.8	62.5	60.5	57.6	—	—	60.5	32.2
Graceland U-Lamoni		IIA	PR	72.8	62.9	52.1	40.2	—	63.1	59.5	—	—	—	—	—	—	—
Grinnell Coll		IIB	PI	141.3	105.9	87.3	67.6	—	—	109.6	186.4	142.9	114.6	84.4	—	145.1	32.4
Iowa St U	7	I	PU	132.8	99.9	87.1	—	63.5	—	102.3	170.3	131.8	116.7	—	88.7	134.5	31.5
Kirkwood CC	17	III	PU	76.4	66.4	61.0	56.6	—	—	67.6	103.2	91.5	85.1	80.0	—	92.9	37.4
Loras Coll		IIB	PR	67.7	57.1	54.9	37.5	—	—	58.5	76.8	66.9	61.4	43.5	—	67.2	14.8
Luther Coll		IIB	PR	80.1	67.3	58.0	53.4	—	—	68.3	106.6	90.1	76.0	70.7	—	90.8	33.0
Morningside Coll		IIA	PR	75.8	62.5	56.4	55.7	—	—	63.0	100.9	81.8	74.7	75.6	—	83.2	32.2
Northwestern Coll		IIB	PR	70.7	59.7	52.5	48.3	—	—	60.6	88.1	75.7	67.8	59.8	—	76.3	25.8

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
98.7	91.7	0.8	0.0	3.6	4.0	4.3	2.1	97	93	56	44	59	87	70	86	93.5	79.7	68.6	45.4	85.0	77.1	64.4	45.2
91.3	40.0	0.0		2.9	6.7	3.5		17	7	7	0	6	8	25	0	72.8	63.4	56.1		72.3	72.9	45.7	
95.9	84.3	0.0	0.0					479	138	160	45	135	85	85	34	249.7	138.1	136.2	67.3	214.1	122.9	113.9	65.3
94.6	80.6	0.3	0.0	1.1	1.5	1.4	2.7	231	199	193	2	123	203	194	11	155.7	111.8	95.6	—	148.0	104.0	88.9	61.4
100.0	96.0	0.0	0.0	8.7	9.2	8.8	4.9	13	53	23	16	3	47	28	12	104.4	78.5	75.8	48.9	123.6	67.6	65.1	51.8
97.5	95.7	0.2	0.0	3.6	5.1	4.4	4.0	632	289	288	35	211	198	235	37	159.8	110.8	102.3	61.5	144.8	100.4	92.4	57.2
0.0	4.8	74.2	0.0	2.6	2.9	2.8	2.1	14	9	6	6	10	12	25	14	93.9	73.7	62.5	60.8	90.0	73.1	68.8	54.9
100.0	99.3	2.0	1.2	5.2	6.1	2.6	3.0	121	79	45	25	53	58	53	60	102.8	83.2	65.1	45.8	100.4	80.3	62.5	50.5
95.5	81.8	0.0	0.0	3.2	3.6	3.9	4.3	48	58	29	8	18	30	22	9	102.2	85.9	71.0	67.2	95.7	80.8	67.5	61.7
96.9	90.2	4.8	0.0	1.7	2.3	2.4	2.0	149	119	197	6	75	106	196	12	100.5	79.8	62.7	42.7	85.6	73.4	61.4	35.9
100.0	100.0	3.0		0.4	0.7	1.7		4	16	15	0	2	10	18	0	64.4	54.9	47.2		—	54.8	45.9	
99.0	85.8	1.3	0.0	6.5	6.7	6.5	6.1	62	53	37	31	37	60	39	43	106.1	88.4	90.8	57.9	95.7	88.0	73.9	54.5
100.0	100.0	10.0	0.0	0.0	1.1	-0.4	0.0	4	3	6	3	0	4	4	4	60.0	63.0	57.2	51.6		57.0	58.9	46.0
99.1	92.3	4.4		0.8	2.3	1.2		66	24	22	0	42	28	23	0	102.4	80.0	69.9		99.5	80.6	67.9	
100.0	96.7	25.0	0.0	7.9	8.1	3.5		16	15	22	0	10	15	22	1	87.4	79.0	59.1		87.2	70.2	57.5	—
100.0	100.0	0.0	0.0	1.4	1.9	2.3	1.0	12	10	16	2	3	10	12	5	77.2	62.2	59.8	—	77.5	62.7	57.8	41.9
84.4	5.3	0.0	0.0	2.0	4.5	7.1		17	7	3	1	15	12	5	0	68.9	55.6	48.2	—	69.0	53.7	46.2	
100.0	87.5	0.0	0.0	2.4	0.3	15.5		27	12	9	4	16	4	8	2	79.2	65.7	65.5	52.0	78.0	63.9	55.0	—
89.5	57.9	0.0	0.0	2.6	3.2	2.6	7.0	13	10	11	3	6	9	9	2	63.7	57.2	53.4	48.5	73.0	58.8	55.8	—
100.0	84.4	0.0	0.0	4.5	5.2	5.4		5	15	11	0	1	17	14	1	82.4	71.1	67.5	—	—	71.2	58.2	—
100.0	96.3	8.1	0.0	2.4	2.8	3.3	1.5	83	53	56	56	40	56	55	51	103.8	82.3	66.5	49.9	94.3	75.5	67.3	52.0
90.6	77.8	0.0		1.8	3.3	3.6		502	284	199	0	187	226	138	0	147.3	102.4	112.2		128.3	93.0	93.6	
100.0	51.9	0.0		3.1	5.0	5.0		5	12	13	0	3	15	28	0	100.4	72.8	62.0		82.4	78.3	68.5	
100.0	50.0	0.0		2.8	3.7	3.9		8	12	16	0	3	12	29	0	97.5	69.5	60.7		82.9	72.2	61.5	
100.0	65.3	0.0		2.1	2.6	2.6		20	26	18	0	12	23	38	0	101.0	70.8	64.4		82.1	70.3	62.8	
98.6	98.4	3.0	22.2	0.3	0.6	1.2	2.4	54	69	37	4	19	52	30	5	90.1	72.3	66.3	57.5	79.1	73.9	62.3	49.7
87.7	72.0	0.3		2.8	3.0	3.7		162	183	114	0	81	163	178	0	128.1	92.1	85.9		114.0	85.2	74.0	
98.0	84.0	0.0		1.1	2.0	3.4		29	51	19	0	20	30	26	0	78.3	67.1	73.6		71.2	64.6	63.4	
95.4	82.5	0.0	0.0	1.5	2.0	2.6		24	30	14	0	19	27	25	2	88.9	75.5	70.8		84.9	73.6	61.7	—
0.0	0.0	0.0	0.0					41	107	287	82	59	224	364	146	66.6	56.1	51.0	46.3	69.4	55.9	51.4	46.6
90.5	84.2	0.0	0.0	1.2	0.3	4.5		11	23	17	3	10	15	22	3	73.0	73.1	72.6	57.9	74.5	67.8	81.6	49.6
95.1	86.6	0.2	0.0	2.9	3.8	3.8	3.3	702	336	345	9	195	192	290	8	148.0	106.5	96.2	67.0	139.0	100.4	86.8	44.8
100.0	96.4	1.0	0.0	2.2	3.0	2.7	4.0	56	58	44	12	27	52	54	21	104.1	79.0	75.8	54.9	96.1	79.8	68.1	47.0
98.6	93.1	0.0		2.0	2.3	2.8		60	45	28	0	10	13	18	0	120.4	96.8	80.9		116.6	95.5	79.9	
93.3	95.6	5.6	0.0	0.1	1.1	0.4	4.0	9	14	11	8	21	31	25	23	87.0	71.0	61.0	48.6	85.5	70.1	60.6	50.2
95.8	61.8	6.7	0.0	1.3	2.2	1.7	3.3	37	24	25	3	11	10	20	5	68.5	58.5	52.7	39.3	68.2	58.9	51.4	36.1
100.0	94.8	6.2	0.0	0.1	2.5	0.8	5.0	35	31	26	2	10	27	39	2	87.0	81.1	63.5	—	73.3	71.8	66.8	—
95.1	85.7	0.0	0.0	2.2	3.0	3.0	1.9	20	36	47	18	21	41	93	17	90.7	76.7	68.7	36.1	88.0	75.5	62.7	43.9
100.0	95.7	0.0		3.2	4.1	4.0		347	179	128	0	71	97	70	0	189.6	124.8	113.3		166.7	123.7	103.9	
95.0	93.3	1.1	37.5	1.9	2.3	3.3		44	53	48	3	16	51	40	5	94.4	80.9	62.5	64.5	88.8	67.7	57.6	71.8
100.0	97.2	0.0	0.0	3.6	4.5	6.0		17	22	7	3	5	14	9	2	102.5	83.4	68.1	54.7	100.4	80.0	70.4	—
0.0	0.0	0.0	0.0	2.2	2.3	3.3		0	0	2	0	11	9	17	2					82.3	66.8	58.6	—
81.8	85.0	14.3	0.0					8	9	12	6	14	11	16	7	74.1	62.2	58.2	47.7	74.9	61.5	61.2	50.3
97.0	100.0	0.0		1.9	4.2	3.6		21	15	10	0	12	16	8	0	78.2	66.0	56.8		78.3	63.0	56.2	
95.5	89.5	2.9	0.0					7	8	9	1	15	11	26	7	63.3	58.5	53.4	—	61.5	56.4	51.3	52.7
100.0	100.0	0.0	0.0	2.4	4.9	2.5		22	4	5	5	21	10	7	2	81.6	63.3	58.2	53.9	74.4	59.6	54.7	—
93.5	75.0	0.0	0.0	2.6	1.4	0.6		64	65	35	1	44	71	41	1	111.3	82.2	69.7	—	103.2	80.8	68.5	—
0.0	0.0	0.0		2.0	2.0	2.0		9	2	3	0	0	1	3	0	47.6	—	42.3		—	—	43.0	
100.0	100.0	0.0	0.0	2.6	3.8	5.2	2.6	10	9	16	1	9	7	18	3	71.7	60.0	49.4	—	74.2	66.7	54.5	40.4
100.0	98.3	0.0	0.0	4.7	4.8	7.2	2.7	26	36	19	5	25	23	17	10	147.8	106.1	88.2	65.2	134.5	105.7	86.3	68.8
98.6	93.7	0.2		2.6	2.7	2.7		399	254	232	0	111	158	181	0	135.3	104.3	88.8		123.8	92.6	84.8	
0.0	0.0	0.0	0.0	3.7	3.9	4.1	4.0	60	23	27	30	47	19	29	17	76.4	65.8	60.0	56.9	76.5	67.2	61.8	56.2
91.7	92.7	0.0	0.0	1.7	2.5	2.5	16.0	22	20	13	1	2	21	9	3	67.9	58.1	53.8	—	—	56.2	56.4	30.0
100.0	95.1	0.0	0.0	0.0	0.3	0.6	0.0	33	30	10	7	18	31	18	10	80.0	68.2	58.2	55.4	80.4	66.5	57.9	52.0
82.4	82.1	0.0	0.0	3.6	3.8	3.8		11	14	13	2	6	14	15	1	73.9	62.6	60.6	—	79.2	62.4	52.7	—
100.0	81.8	5.9	0.0	3.7	4.8	4.5	1.5	22	12	7	5	8	10	10	6	71.1	59.0	50.9	49.7	69.5	60.6	53.6	47.2

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			
Simpson Coll		IIB	PR	66.0	61.6	53.6	48.9					60.4	92.5	80.9	70.7	67.5			82.0	35.9
U Iowa	7	I	PU	141.9	94.3	87.1	63.0	56.8	54.5	101.4	184.9	123.7	111.6	80.4	73.7	70.2	131.8			30.0
U Northern Iowa		IIA	PU	92.3	75.9	67.3	58.3			76.2	123.5	103.8	93.5	82.2			104.1			36.7
Upper Iowa U		IIA	PI	71.6	64.4	59.5		49.4		61.3	88.7	80.1	74.4		62.9		76.6			24.9
Wartburg Coll		IIB	PR	69.3	58.9	55.7		54.0		61.3	99.9	85.8	76.1		74.5		87.2			42.3

Kansas

Baker U		IIA	PR	70.8	54.7	47.7	42.4			56.7	88.3	68.8	58.1	51.5			70.5			24.2
Benedictine Coll		IIB	PR	71.2	65.7	61.6	45.0	—		63.1	95.3	84.1	78.9	53.1	—		81.3			28.9
Emporia St U	5	IIA	PU	70.7	63.9	61.9	41.1			61.9	91.6	84.0	81.1	55.3			81.1			31.0
Fort Hays St U	7	IIA	PU	83.0	69.7	61.5	51.7			64.2	104.6	89.0	79.3	67.7			82.5			28.5
Kansas St U	7	I	PU	113.8	86.9	77.1	52.2	63.7		83.3	141.3	109.5	97.7	68.2	81.2		105.2			26.2
McPherson Coll	7	IIB	PR	63.2	56.6	49.1				55.5	80.0	72.6	62.9				70.8			27.6
Ottawa U-Ottawa	1	IIB	PR	65.2	57.6	51.4	42.4			56.0	80.7	73.2	64.7	57.2			70.9			26.6
U Kansas	7	I	PU	126.0	85.5	76.1	—	58.4		94.6	154.8	107.9	95.6	—	75.0		117.9			24.7
Washburn U	7	IIA	PU	101.0	70.2	61.0		49.2		70.4	128.2	91.6	80.4		65.5		91.5			30.0
Wichita St U	3	I	PU	108.2	77.4	66.6			51.6	81.3	135.4	98.2	84.2		70.7	102.9				26.5

Kentucky

Bellarmine U		IIA	PR	106.6	79.7	67.0	66.3			79.8	130.4	97.5	81.9	81.1			97.7			22.3
Berea Coll		IIB	PI	92.6	74.1	60.0	54.8			73.8	122.1	99.8	78.6	69.3			98.0			32.7
Centre Coll	1	IIB	PR	96.8	75.4	62.2	—	—		75.7	129.2	101.9	80.7	—	—	100.3				32.6
Eastern Kentucky U		IIA	PU	78.6	62.2	60.0	61.0	48.4	50.4	63.2	103.1	80.9	75.9	77.0	63.5	67.3	81.7			29.2
Georgetown Coll	5	IIA	PR	64.7	54.4	47.8	42.2	40.7		57.0	73.3	63.3	54.2	49.4	46.6		65.4			14.7
Kentucky Christian U	1	IIB	PR	48.9	45.5	51.9				49.7	60.3	52.9	64.1				60.5			21.6
Kentucky Wesleyan Coll		IIB	PR	—	50.0	44.8	48.3			47.0	—	67.1	59.6	58.6			61.9			31.8
Morehead St U		IIA	PU	78.9	64.8	53.3	43.7			60.9	105.8	88.4	74.1	62.3			83.5			37.2
Murray St U	7	IIA	PU	79.9	65.2	59.6	42.5	36.4		61.1	108.7	91.7	83.7	61.7	51.6		85.6			40.1
Northern Kentucky U	1	IIA	PU	99.3	73.2	67.1		48.5		69.2	124.8	94.5	87.4		65.1		89.6			29.5
Transylvania U		IIB	PR	76.3	66.5	57.9	—			68.5	106.3	93.5	80.4	—			95.8			39.9
U Kentucky	7	I	PU	127.5	96.0	83.2	—	62.3		98.5	157.8	122.2	106.9	—	82.0		124.5			26.4
U Louisville	7	I	PU	117.5	82.5	70.1	56.1		—	87.2	151.9	111.1	96.4	79.8	—	116.5				33.6
U Pikeville		IIB	PR	65.4	55.7	49.2	42.9			56.1	80.8	72.8	64.0	48.4			71.5			27.3
Western Kentucky U	7	IIA	PU	84.2	67.8	60.9	47.8		59.1	67.1	110.8	90.0	80.9	66.4		79.0	89.3			33.2

Louisiana

Centenary Coll Louisiana		IIB	PR	78.0	60.1	57.6	—			65.5	94.8	76.6	72.3	—			81.3			24.0
Louisiana St U and Agricultural & Mechanical Coll	7	I	PU	126.6	87.8	84.9	50.2	83.5		92.7	172.7	121.8	118.0	72.3	115.8		128.1			38.3
Louisiana St U-Eunice	1	III	PU	56.3	51.9	43.6	45.2			48.0	79.4	72.3	60.4	64.6			68.0			41.5
Louisiana Tech U	1	I	PU	90.8	74.5	74.0	41.8	67.3	61.2	70.7	136.3	111.3	110.0	62.2	99.9	91.2	105.4			49.2
Loyola U New Orleans		IIA	PR	110.2	72.0	69.3	59.2	65.7		79.5	133.3	90.9	89.7	77.0	82.4		99.2			24.8
Southeastern Louisiana U	7	IIA	PU	85.8	73.5	62.5	47.4			61.4	118.0	101.4	85.7	66.6			85.2			38.7
Tulane U Louisiana	7	I	PI	155.9	95.3	108.5	77.5	72.3		107.0	188.6	119.7	128.8	93.8	91.3		130.9			22.3
U New Orleans		I	PU	92.3	70.7	77.9	42.9			72.9	112.8	87.0	92.9	53.7			89.1			22.3

Maine

Bates Coll		IIB	PI	136.6	102.8	83.6	69.4	77.7		103.1	176.0	135.3	111.4	89.9	104.1		134.8			30.8
Bowdoin Coll		IIB	PI	149.2	110.2	88.6		75.9	63.0	112.4	193.4	146.0	118.4		99.6	81.1	147.5			31.3
Colby Coll		IIB	PI	147.4	107.0	89.2	72.4			109.6	192.8	143.1	114.7	89.1			142.8			30.3
U Maine	7	I	PU	115.5	85.8	69.3	55.2	58.4		87.7	152.3	116.9	97.5	75.0	82.1		118.9			35.5
U Maine Augusta	7	IIB	PU	82.8	67.9	54.0	—	55.5		69.3	113.0	96.9	76.5	—	77.3		96.3			39.0
U Maine Farmington	7	IIB	PU	78.2	63.0	52.8	52.5	49.7		63.9	108.0	90.8	78.8	76.3	70.7		91.2			42.8
U Maine Fort Kent	7	IIB	PU	81.3	65.0	50.1	—	—		63.8	108.7	90.3	69.7	—	—		88.0			37.9
U Maine Machias	7	IIB	PU	70.2	59.0	49.0	—	—		59.5	101.1	89.8	71.5	—	—		87.9			47.7
U Maine Presque Isle	7	IIB	PU	72.0	59.6	51.1	—	—		60.6	102.4	86.5	71.6	—	—		86.4			42.6
U New England	7	IIA	PI	100.4	86.5	82.5	79.1	54.0		80.4	137.0	116.3	105.6	102.6	73.1		107.1			33.1
U Southern Maine	7	IIA	PU	98.5	84.2	62.8	—	56.4		80.6	132.6	116.0	86.3	—	77.1		109.8			36.3

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	89.5	0.0	0.0	1.7	3.4	4.0		24	10	14	2	16	9	16	2	65.8	59.5	53.1	—	66.3	64.0	53.9	—	
92.4	78.3	0.0	0.0	0.5	0.9	1.6	4.5	338	234	136	37	136	199	142	32	147.7	98.7	93.2	69.9	127.5	89.2	81.3	55.0	
100.0	95.2	5.7	22.5	1.0	1.9	2.1	1.3	99	90	49	27	52	77	56	53	94.3	78.1	69.7	58.4	88.4	73.2	65.1	58.3	
100.0	100.0	0.0		1.8	2.6	7.0		9	8	8	0	2	15	22	0	74.0	68.5	58.3		—	62.3	59.9		
96.9	95.7	5.9		1.3	1.7	2.2		19	10	10	0	13	13	7	0	71.3	59.4	54.2		66.5	58.6	57.8		
90.5	79.2	38.1	0.0	0.0	1.1	1.6	0.0	11	11	10	1	10	13	11	3	74.2	55.1	49.2	—	67.0	54.4	46.3	43.2	
100.0	62.5	21.6	0.0	0.0	0.8	0.8	0.7	19	23	33	4	4	9	18	5	71.0	65.7	63.0	52.1	72.3	65.8	58.9	39.3	
100.0	93.4	2.6	0.0	0.5	1.4	0.7	0.7	44	30	36	12	27	31	40	24	73.0	65.3	66.1	37.9	67.1	62.4	58.1	42.7	
98.2	94.9	9.3	0.0	2.7	3.6	4.4	4.0	38	45	63	31	17	33	45	63	84.9	70.6	62.3	52.6	78.9	68.5	60.4	51.2	
98.8	92.7	0.4	0.0	0.5	1.5	2.4	0.5	195	159	146	76	62	115	106	126	116.5	90.2	82.3	56.9	105.4	82.5	69.8	49.3	
100.0	66.7	0.0		2.1	19.4	15.9		9	10	8	0	5	2	11	0	62.6	56.3	50.6		64.3	—	48.1		
87.5	28.6	0.0	0.0	0.0	0.0	0.0	0.0	4	8	4	1	4	6	5	3	66.5	57.3	47.5	—	64.0	58.0	54.6	43.5	
95.0	91.6	0.0	0.0	0.9	2.1	2.4		317	207	158	0	122	162	104	1	129.6	90.1	79.4		116.5	79.6	71.2	—	
98.6	90.6	13.4		-0.4	1.2	3.8		37	27	25	0	36	26	42	0	105.1	69.9	58.8		96.8	70.5	62.3		
100.0	98.5	0.9		3.6	3.7	0.7		88	81	63	0	27	54	55	0	111.7	82.4	70.6		96.8	69.8	62.0		
92.3	75.9	1.8	0.0					26	25	19	7	13	33	38	15	108.5	77.6	65.6	68.5	102.7	81.3	67.6	65.2	
91.2	75.9	0.0	0.0	2.0	2.2	3.2	2.0	16	34	17	2	18	24	22	4	93.3	74.3	59.6	—	92.0	73.7	60.4	53.9	
100.0	100.0	0.0	0.0	0.3	1.5	2.9	2.8	24	19	23	2	10	17	29	0	97.7	78.2	62.9	—	94.8	72.3	61.6		
99.2	84.2	12.9	0.0	-0.1	0.3	0.1	0.6	80	93	92	8	48	91	109	15	79.9	63.4	60.9	72.3	76.4	60.9	59.2	54.9	
100.0	96.3	25.0	0.0	1.5	7.4	1.5	3.3	21	14	1	3	15	13	3	5	63.7	54.0	—	46.8	66.0	54.9	48.6	39.4	
0.0	0.0	0.0		0.0	0.1	0.0		2	6	5	0	2	2	12	0	—	45.8	41.7	—	—	—	—	56.2	
100.0	90.9	0.0	0.0		0.9	1.9		1	6	11	2	1	5	13	3	—	50.0	46.8	—	—	50.0	43.1	52.2	
100.0	97.1	1.8	3.7	2.0	0.4	0.7	0.7	43	55	31	37	34	50	24	44	81.2	68.6	53.4	42.5	76.1	60.7	53.1	44.6	
98.8	96.3	4.5	0.0	0.7	0.3	0.9	0.5	58	67	70	42	27	41	85	50	84.1	67.3	60.8	45.0	71.0	61.7	58.6	40.4	
100.0	100.0	0.0		-0.6	2.0	2.7		75	68	33	0	44	77	49	0	102.3	74.5	71.4		94.1	72.1	64.2		
100.0	96.4	0.0	0.0	2.1	3.1	2.6		23	12	7	1	12	16	11	1	76.8	68.3	57.3	—	75.4	65.1	58.4	—	
100.0	95.9	0.0	0.0	1.2	3.2	2.8	2.2	343	243	160	0	116	171	169	2	130.1	98.4	88.8		119.6	92.6	77.9	—	
96.3	85.4	1.9	1.3	-0.6	1.1	1.3	2.6	208	150	157	27	88	131	157	49	121.1	85.9	70.6	57.5	109.1	78.6	69.5	55.3	
0.0	0.0	0.0	0.0	-3.9	-0.4	6.7	21.5	13	6	6	2	5	15	11	1	64.4	57.5	47.6	—	67.8	54.9	50.1	—	
98.9	94.8	5.3	0.0	0.0	0.9	1.7	1.4	123	108	69	38	65	121	81	78	86.7	69.9	64.7	47.4	79.5	65.9	57.6	48.0	
95.7	100.0	4.8	0.0	2.3	3.7	4.0		15	5	13	1	8	5	8	1	76.3	61.5	58.2	—	81.3	58.7	56.6	—	
97.7	93.6	0.0	0.0	3.8	4.5	4.3	3.8	342	176	181	103	96	105	144	149	130.8	89.5	87.2	53.0	111.8	84.9	82.0	48.3	
100.0	90.0	12.5	0.0	2.7	2.6	2.9	3.6	8	5	4	8	4	5	4	28	58.4	53.2	41.8	39.2	52.0	50.5	45.4	46.9	
90.9	96.3	7.7	0.0	4.1	5.3	4.6	4.2	43	73	57	26	23	35	47	39	97.9	77.6	78.0	43.2	77.5	67.9	69.2	40.9	
100.0	81.4	5.7	0.0	0.4	-0.2	0.8		43	38	17	13	22	21	18	12	113.7	73.0	75.8	52.6	103.4	70.3	63.2	66.4	
100.0	97.8	8.8	0.0	3.9	4.2	3.3	3.9	65	44	28	75	26	46	40	165	88.6	77.6	62.0	45.2	78.6	69.6	62.9	48.4	
97.0	89.1	0.0	0.0	1.5	3.3	5.7	4.5	144	95	80	34	57	80	80	19	159.6	96.5	122.9	77.7	146.4	93.9	94.1	77.2	
95.5	97.6	0.0	0.0	4.0	4.3	6.5	7.4	70	53	36	26	19	30	15	34	93.2	70.5	80.5	35.7	89.0	71.0	71.7	48.3	
100.0	98.0	0.0	0.0	3.4	3.6	5.1	1.3	29	21	18	12	27	30	12	7	141.7	105.3	85.0	68.8	131.1	101.1	81.4	70.4	
100.0	100.0	0.0		3.4	4.0	5.6		36	24	14	0	29	36	30	0	147.2	110.8	90.8		151.6	109.8	87.7		
96.8	94.2	0.0	0.0	3.0	5.1	3.8	1.8	38	29	23	14	25	23	36	14	151.2	105.3	90.8	73.1	141.6	109.1	88.2	71.7	
99.4	95.0	0.0	0.0	3.0	2.3	1.4	1.5	121	73	59	1	44	47	58	6	118.0	89.6	70.8	—	108.6	80.1	67.8	53.2	
100.0	100.0	0.0	0.0	4.3	1.4	1.8		17	8	6	0	13	13	10	2	82.3	66.1	55.6		83.6	69.0	53.0	—	
100.0	97.3	0.0	0.0	2.4	1.7	1.0	0.8	18	15	8	1	14	22	15	5	78.6	65.6	53.4	—	77.7	61.2	52.5	52.7	
100.0	100.0	0.0	0.0	1.4	2.1	0.9		3	7	3	0	4	2	2	2	72.6	67.0	49.3		87.9	—	—	—	
100.0	100.0	20.0	0.0	1.5	2.8	1.2		5	6	3	1	4	4	2	0	69.3	60.6	49.1	—	71.3	56.5	—		
100.0	92.3	0.0	0.0	1.5	2.7	1.5		7	6	2	1	3	7	6	0	71.9	58.4	—	—	72.2	60.6	51.7		
78.6	66.7	0.0	0.0	1.6	1.8	2.6		23	37	17	1	19	38	52	3	103.7	89.8	90.9	—	96.5	83.3	79.7	72.3	
93.7	94.1	2.5	0.0	3.4	2.4	2.8		50	35	13	0	29	33	27	2	101.1	88.0	63.2		93.9	80.2	62.6	—	

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			
Maryland																				
Bowie St U		IIA	PU	96.8	79.3	71.7	63.1	64.3			77.7	126.5	102.8	91.7	80.1	81.7		100.2	29.0	
CC Baltimore County	12	III	PU	96.4	81.8	69.6	56.9				75.8	127.3	110.7	95.7	76.7			102.8	35.6	
Cecil Coll	7	III	PU	81.1	64.2	56.9	—				66.5	105.7	83.5	78.3	—			88.3	32.7	
Coppin St U	1	IIA	PU	88.9	75.6	72.6	—	63.0			75.7	114.4	99.6	94.2	—	66.2		97.5	28.9	
Frostburg St U	7	IIA	PU	92.9	73.1	71.6	—	33.4			71.4	127.3	101.8	102.9		43.3		99.1	38.8	
Hood Coll		IIA	PI	82.8	65.2	61.7	—				68.7	97.4	77.3	73.6	—			81.3	18.3	
Howard CC		III	PU	91.7	76.5	67.6	62.9				77.9	120.5	101.1	92.7	87.4			104.1	33.6	
Johns Hopkins U	7	I	PI	191.1	135.6	112.2	75.7	77.6	109.9		132.1	239.7	172.4	141.3	97.1	100.4	139.7	167.0	26.4	
Loyola U Maryland		IIA	PR	127.3	95.3	81.7	57.6	57.9			89.7	164.2	124.2	107.0	78.3	75.1		116.6	30.1	
McDaniel Coll		IIA	PI	82.1	67.5	57.6	—	53.7			68.7	111.7	90.7	75.4		70.0		92.0	34.1	
Montgomery Coll		III	PU	97.1	80.7	74.6	72.6				89.8	119.2	99.2	93.1	85.1			110.4	23.0	
Mount St Mary's U		IIA	PR	94.7	74.8	65.4	—	56.5			72.7	116.3	93.7	84.1	—	68.3		91.2	25.4	
Notre Dame Maryland U		IIA	PR	83.4	74.7	69.6	—				73.6	100.3	85.4	78.4	—			84.4	14.6	
Salisbury U		IIA	PU	95.7	79.2	72.3	71.5	52.7			75.2	127.7	108.8	101.3	103.0	62.2		100.8	34.0	
St Mary's Coll Maryland	7	IIB	PU	92.9	74.0	62.2	—				77.7	121.7	98.6	85.0				103.4	33.1	
Towson U		IIA	PU	95.5	82.1	70.2	65.1	45.9			73.5	129.5	111.3	95.1	88.0	62.0		99.6	35.5	
U Maryland Eastern Shore	7	IIA	PU	92.5	80.2	74.4	—	55.9			76.3	112.8	98.4	91.5	—	69.9		93.8	22.9	
U Maryland, Baltimore	7	I	PU	162.3	111.4	93.7	74.9	88.8	—		112.0	196.5	141.2	121.8	102.1	114.3	—	141.8	26.7	
U Maryland-Baltimore County	7	I	PU	122.8	89.8	78.3	60.8	59.2			90.0	152.7	115.2	102.5	82.2	80.3		115.4	28.3	
U Maryland-Coll Park	7	I	PU	161.6	108.8	96.4	68.2	64.4			118.6	196.1	137.2	123.3	92.3	86.3		147.9	24.7	
Washington Coll		IIB	PI	94.2	78.9	66.7	50.8				71.9	118.0	100.9	85.8	63.9			91.8	27.6	

Massachusetts

Amherst Coll	1	IIB	PI	153.2	109.1	92.0		87.0	78.2		114.5	195.5	140.8	114.1		113.6	97.8	145.5	27.1
Assumption Coll	1	IIA	PR	97.7	79.7	66.2	58.1				76.6	137.2	107.1	86.0	74.9			102.8	34.1
Babson Coll		IIA	PI	199.7	149.1	133.0		112.6			152.7	241.2	184.9	158.9		136.7		185.6	21.6
Bentley U		IIA	PI	175.6	130.2	119.7		85.3			126.6	191.7	142.2	130.7		93.2		138.3	9.2
Boston Coll		I	PR	188.5	120.0	114.6	77.9	113.6			137.9	237.3	158.5	143.1	97.1	144.1		175.9	27.5
Boston U	7	I	PI	190.5	131.3	108.7	111.5	77.3			129.3	240.6	172.1	139.2	143.9	100.7		166.0	28.4
Brandeis U	7	I	PI	158.3	112.7	93.1	—	73.5			122.2	195.7	142.9	114.0	—	94.6		152.2	24.6
Clark U		I	PI	122.8	92.0	81.6	67.9	76.9			95.9								
Coll Our Lady of the Elms	1	IIA	PR	71.8	63.0	58.7	—	44.2			60.3	86.4	80.3	73.3	—	58.6		75.9	25.8
Coll of the Holy Cross		IIB	PR	135.8	100.7	86.1	62.1				104.6	181.7	136.0	112.0	79.9			139.4	33.3
Curry Coll		IIA	PI	104.7	88.5	72.3	65.2				90.5	137.7	120.3	90.0	81.0			118.2	30.7
Emerson Coll		IIA	PI	121.8	100.1	77.8	—	78.3			91.8	155.5	129.4	97.3	—	101.3		117.4	27.8
Emmanuel Coll		IIA	PR	115.5	84.5	76.9	—	60.9			81.4	150.3	110.7	100.3	—	77.6		105.8	29.9
Endicott Coll		IIA	PI	102.9	87.5	78.5	—				88.5	129.9	110.9	99.3	—			112.0	26.5
Gordon Coll		IIA	PR	83.3	68.5	58.1	49.4				72.9	113.0	91.6	76.6	66.0			98.0	34.5
Hampshire Coll		IIB	PI	108.1	79.3	65.4	59.6	68.1			83.4	138.1	100.0	84.0	73.5	92.3		106.3	27.5
Harvard U		I	PI	244.3	144.6	134.6	68.4	120.3			191.8	305.5	178.5	163.4	84.3	149.9		238.8	24.5
Holyoke CC		III	PU	71.4	57.2	54.6	52.9				65.1	92.7	74.3	71.0	68.9			84.5	29.9
Lasell Coll		IIA	PI	94.5	79.3	65.9	55.5				74.6	104.0	87.2	72.5	61.1			82.0	10.0
Lesley U	1	IIA	PI	100.8	79.2	66.9	59.9				79.6	129.0	101.3	85.6	76.7			101.8	27.9
Massachusetts Coll Art and Design		IIB	PU	102.3	80.5	65.7					86.6	139.5	109.8	89.6				118.2	36.4
Massachusetts Institute Technology	7	I	PI	232.2	156.9	132.1	71.6	106.9			181.4	287.6	197.9	168.8	96.8	139.4		227.3	25.3
Merrimack Coll		IIA	PR	117.3	91.0	78.6		67.6			88.2	149.3	119.1	98.4		81.9		112.5	27.5
Mount Holyoke Coll		IIB	PI	130.7	96.7	79.8	62.4	73.9			97.8	167.0	123.5	99.2	77.2	98.2		124.6	27.3
Northeastern U		I	PI	184.9	124.8	114.2	83.3	79.0	60.8		117.7	229.5	159.2	143.3	109.1	106.0	86.0	150.1	27.5
Smith Coll		IIA	PI	141.3	101.8	86.6	63.6	78.3			112.7	183.6	138.3	114.9	85.7	104.5		148.4	31.7
Springfield Coll	1	IIA	PI	88.0	76.7	60.5	52.2				71.9	112.1	97.1	78.3	64.8			91.8	27.7
Stonehill Coll		IIB	PR	108.9	84.4	68.8	55.3	42.2			85.8	141.0	110.1	88.8	67.8	54.4		111.2	29.6
Suffolk U		IIA	PI	130.9	97.1	106.5	73.7				104.6	167.5	127.7	131.1	92.3			133.7	27.8
Tufts U	7,23	I	PI	155.2	111.1	94.0		76.5			115.7	209.3	148.6	124.9		101.9		155.0	34.0
U Massachusetts-Amherst	7,40	I	PU	152.3	106.6	91.4	80.0	73.4			110.8	208.8	146.5	125.8	110.0	101.6		152.3	37.5
U Massachusetts-Boston		I	PU	141.4	109.7	86.8		68.8			97.6	198.2	151.7	119.8		94.1		135.0	38.3
U Massachusetts-Dartmouth		IIA	PU	125.8	99.9	84.2		67.7			96.6	170.3	135.2	114.1		91.7		130.8	35.4
U Massachusetts-Lowell	7	I	PU	147.5	111.8	92.3	—	81.4	64.8		104.6	197.6	149.7	123.6	—	108.9	86.8	140.1	33.9
Wellesley Coll	1	IIB	PI	160.4	107.6	90.3	58.2	81.8			113.9	207.7	144.8	115.4	70.9	109.7		149.3	31.0
Westfield St U		IIA	PU	103.2	79.1	68.8	62.6				85.0	141.8	108.9	94.8	85.9			117.0	37.6
Wheaton Coll		IIB	PI	104.8	86.0	72.5	52.5				86.4	137.8	112.7	94.7	67.4			113.1	30.9
Williams Coll		IIB	PI	147.9	106.3	89.0	—	114.3	71.7		118.4	196.5	142.6	116.8	—	145.1	94.5	156.8	32.4
Worcester St U		IIA	PU	99.3	80.4	61.8	61.9				78.9	134.5	109.6	83.0	83.8			106.8	35.4

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
93.0	39.6	35.1	88.2					30	24	32	1	13	29	45	16	97.5	79.8	72.9	—	95.1	79.0	70.8	63.7
32.8	9.9	1.1	0.0	2.2	3.1	3.3	3.6	22	50	69	25	39	81	113	22	99.8	82.1	70.0	56.5	94.5	81.5	69.3	57.4
5.9	0.0	0.0	0.0	2.8	2.6	4.1		3	7	10	1	14	6	10	0	84.7	60.0	58.5	—	80.3	69.0	55.2	
100.0	92.5	54.9	0.0	1.4	0.8	-0.4		11	20	19	1	10	20	32	0	89.5	77.7	74.0	—	88.2	73.4	71.8	
100.0	87.3	12.5		-0.4	1.0	28.7		48	43	27	0	16	36	29	0	94.4	72.2	73.8		88.6	74.3	69.5	
100.0	88.2	0.0	0.0	3.2	1.4	3.3		12	13	15	1	17	21	25	1	82.5	70.7	61.3	—	83.1	61.9	62.0	—
0.0	0.0	0.0	0.0	6.1	2.9	2.7	2.7	25	23	21	5	41	39	32	13	91.0	77.6	66.4	61.2	92.0	75.8	68.4	63.5
98.4	46.1	0.0	0.0	3.6	6.0	5.5	6.1	317	109	144	14	123	71	137	13	195.2	139.2	120.6	82.8	180.5	130.1	103.3	68.0
100.0	100.0	4.9	0.0	1.9	2.8	1.9	0.0	54	52	24	5	27	61	37	15	128.2	102.9	79.6	50.2	125.6	88.9	83.1	60.0
97.3	100.0	0.0		2.0	2.0	2.0		21	18	10	0	16	20	16	0	82.6	67.3	58.3		81.3	67.7	57.2	
0.6	0.0	0.0	0.0	2.4	3.1	2.7	3.0	142	49	12	0	174	89	51	5	97.4	81.2	75.9		96.9	80.4	74.4	72.6
88.5	82.9	0.0	0.0					13	28	30	1	13	13	15	1	97.3	74.7	66.0	—	92.2	75.1	64.2	—
82.4	36.4	0.0	0.0	0.0	0.0	0.9		8	8	15	0	9	25	42	1	86.1	88.5	65.6		80.9	70.3	71.1	—
99.0	99.2	8.9	0.0	0.2	0.7	0.8	0.4	65	67	60	1	35	59	52	7	96.3	81.1	74.6	—	94.6	77.0	69.8	73.8
100.0	100.0	0.0		2.5	2.2	1.3	0	25	22	13	0	23	15	23	0	98.3	74.6	63.2		87.0	73.1	61.7	
98.2	90.6	1.8	0.0	0.0	1.0	1.5	0.9	120	104	81	3	104	120	145	10	98.4	84.9	69.2	67.9	92.1	79.6	70.8	64.3
95.1	88.4	13.5	0.0	0.1	-0.7	0.2		25	48	27	1	16	21	25	1	97.6	81.0	72.3	—	84.6	78.1	76.7	—
82.2	50.0	1.4	0.0	1.6	0.6	0.9	0.8	66	36	32	13	41	66	113	55	166.4	121.2	102.8	77.7	155.7	106.1	91.1	74.2
93.5	92.3	0.9	0.0	-0.9	0.2	1.7	0.0	109	73	52	2	44	82	56	11	127.3	94.0	81.1	—	111.6	86.0	75.7	62.8
96.1	91.7	0.3	0.0	1.2	3.2	3.1	0.0	546	256	152	4	178	178	169	4	165.2	112.3	102.7	71.9	150.6	103.7	90.7	64.4
100.0	100.0	0.0	0.0	0.0	0.0	0.3	1.1	5	24	18	7	8	20	23	11	101.8	80.8	67.8	43.7	89.4	76.5	65.8	55.3
100.0	93.6	0.0		3.4	4.7	4.3		49	18	24	0	37	13	30	0	156.8	107.9	91.8		148.5	110.8	92.1	
100.0	98.4	20.9	0.0	2.0	0.3	1.7	3.3	15	34	22	5	7	29	21	6	96.4	81.2	66.4	60.2	100.5	77.9	66.0	56.3
98.3	96.4	0.0		3.4	3.2	2.6		38	35	16	0	20	20	21	0	206.4	155.5	127.2		186.9	137.8	137.5	
97.6	97.0	0.0		3.2	2.6	2.1		53	34	26	0	29	33	22	0	180.4	131.6	122.0		166.8	128.7	117.0	
91.1	73.8	0.0	0.0	2.8	3.4	4.0	5.4	192	156	109	32	90	138	83	32	193.3	124.5	120.6	73.5	178.2	115.0	106.6	82.4
83.2	74.0	0.0	0.0	3.4	4.1	5.4	3.9	393	195	165	138	114	162	147	183	191.8	133.3	111.8	124.7	185.9	128.9	105.3	101.5
82.8	79.1	0.0	0.0	4.8	5.3	5.2		98	54	26	2	53	37	47	0	161.5	113.7	95.6	—	152.4	111.2	91.7	
98.5	93.7	0.0	0.0	0.1	1.4	2.5	4.1	41	34	16	7	24	29	20	14	124.1	91.6	83.6	68.1	120.7	92.5	80.1	67.8
100.0	75.0	5.0	0.0	1.5	1.7	2.8		4	9	6	0	5	15	14	2	75.9	65.5	53.9		68.5	61.5	60.7	—
100.0	100.0	0.0	0.0	3.4	3.6	4.6	5.6	57	46	26	15	38	47	14	29	138.9	100.6	85.7	65.2	131.1	100.8	86.9	60.4
0.0	0.0	0.0	0.0					18	7	10	0	37	21	26	3	106.2	89.7	72.7		104.0	88.1	72.2	65.2
100.0	100.0	1.8	0.0	3.9	5.9	8.1		24	33	26	1	15	19	30	0	121.8	101.8	78.7	—	121.6	97.2	77.1	
92.9	93.6	0.0	0.0	2.5	4.2	7.9		2	17	9	1	12	14	17	1	—	84.0	76.6	—	112.8	85.1	77.1	—
0.0	0.0	0.0	0.0	3.9	4.5	3.5		19	10	13	1	17	19	30	1	104.0	87.3	80.7	—	101.7	87.6	77.6	—
90.7	52.6	0.0	0.0	0.8	0.7	0.0		34	9	8	0	9	10	12	3	83.1	67.7	60.1		84.0	69.2	56.7	49.4
0.0	0.0	0.0	0.0	0.7	4.5	2.6	2.8	22	11	7	3	12	14	9	11	110.4	81.8	65.1	63.3	103.9	77.3	65.7	58.6
89.1	0.0	0.0	0.0	3.4	4.0	3.7	3.5	734	89	121	61	285	55	96	88	249.6	147.1	136.7	66.9	230.8	140.4	132.0	69.4
100.0	56.3	0.0	0.0	0.8	1.3	1.6	0.4	31	3	6	4	45	13	11	11	72.4	58.4	52.4	48.7	70.8	56.9	55.8	54.5
0.0	0.0	0.0	0.0	1.7	1.7	2.3		1	17	10	2	8	22	23	2	—	79.5	65.7	—	93.9	79.0	65.9	—
0.0	0.0	0.0	0.0	2.8	5.3	3.9	3.5	15	22	10	2	21	36	33	8	103.8	81.8	69.0	—	98.7	77.6	66.3	61.7
100.0	72.2	0.0		0.0	0.9	0.9		33	5	16	0	25	13	22	0	102.4	80.8	65.6		102.0	80.4	65.7	
100.0	60.5	0.0	0.0	4.4	8.2	7.3	3.2	517	152	108	43	120	63	56	13	231.3	158.5	132.4	74.2	236.0	152.9	131.6	62.9
96.8	68.5	0.0		3.1	4.1	4.4		18	36	28	0	13	37	46	0	114.8	93.7	86.0		120.7	88.3	74.1	
100.0	100.0	0.0	0.0	4.8	3.5	4.9	4.5	36	17	18	16	38	25	22	14	136.2	98.6	79.9	65.0	125.5	95.4	79.7	59.4
96.8	90.0	0.6	0.0	2.3	2.8	3.8	4.2	247	154	105	223	95	105	74	260	188.4	126.0	117.5	89.2	176.1	123.1	109.6	78.2
100.0	98.0	0.0	0.0	2.6	5.6	4.3	2.4	68	21	18	4	68	29	32	8	145.1	102.1	86.5	71.6	137.5	101.6	86.6	59.6
91.4	69.6	2.4	0.0	2.2	2.9	4.0	5.9	30	23	29	6	28	33	53	7	86.4	81.2	61.1	51.7	89.8	73.6	60.1	52.6
98.2	77.1	2.3	0.0	3.5	4.2	4.8	13.3	39	31	18	1	15	30	26	4	112.8	87.1	75.0	—	98.8	81.7	64.5	55.1
89.8	87.4	1.4	0.0	1.7	2.4	1.8	0.0	60	66	29	32	48	61	43	33	137.8	97.1	110.7	78.3	122.3	97.1	103.7	69.2
80.6	65.4	0.0		1.2	4.0	4.2	7.6	170	100	100	0	83	79	116	0	157.0	113.2	96.3		151.6	108.5	92.1	
98.9	97.0	0.3	0.0	0.2	1.3	2.0	3.9	325	169	147	1	134	169	162	4	155.0	109.9	94.9	—	145.5	103.2	88.3	86.1
100.0	98.7	0.7		1.0	0.8	0.1		73	122	60	0	43	112	86	0	142.8	112.2	90.7		139.2	107.1	84.1	
99.2	97.0	1.2		0.1	1.5	1.9		73	61	36	0	48	39	46	0	129.7	101.7	89.3		119.8	97.0	80.3	
98.0	90.8	0.0	0.0	1.1	1.5	0.9		106	74	88	0	43	78	64	2	148.6	114.7	92.4		144.9	109.0	92.2	—
100.0	100.0	0.0	0.0	3.9	4.6	5.4	7.6	48	28	16	3	48	42	32	9	165.5	106.9	90.2	56.7	155.4	108.1	90.3	58.7
98.9	94.1	6.5	0.0	0.1	0.8	1.4	7.1	50	33	26	5	41	35	36	6	106.5	76.4	68.4	64.1	99.1	81.6	69.1	61.4
96.0	100.0	0.0	0.0	2.2	2.5	2.1	5.3	26	19	10	5	24	20	16	11	107.5	86.7	70.9	51.0	101.9	85.3	73.5	53.2
100.0	100.0	0.0	0.0	4.1	5.3	5.1		88	17	36	0	62	14	40	1	154.2	108.1	90.5		139.0	104.2	87.6	—
100.0	92.5	10.1	0.0	0.0	0.0	0.0	0.0	26	25	35	3	41	28	34	13	97.5	82.3	60.9	55.9	100.5	78.6	62.8	63.3

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										
Michigan																											
Adrian Coll		IIB	PR	87.2	72.1	63.2	—											72.8	122.3	101.0	88.6	—			102.1	40.1	
Albion Coll		IIB	PR	78.8	65.4	58.7	44.1	49.5										68.4	104.6	88.6	78.0	60.3	63.7		91.3	33.4	
Alma Coll		IIB	PR	81.5	68.9	60.8	52.2											67.5	111.9	91.3	81.2	66.1			90.3	33.8	
Aquinas Coll		IIB	PR	64.6	57.1	54.0	48.5											57.5									
Calvin Coll		IIA	PR	85.8	74.0	65.6												58.1	77.9	118.0	100.0	91.9		73.7	106.5	36.8	
Central Michigan U	7	I	PU	109.1	84.5	80.8			54.3									85.3	143.4	114.0	108.5		74.7		113.9	33.6	
Davenport U	7	IIA	PI	80.3	70.0	64.1	61.4											65.8	102.6	92.2	88.0	82.3			88.2	34.2	
Eastern Michigan U		I	PU	98.4	83.3	75.4	74.0	45.4										84.2									
Ferris St U	1,57	IIA	PU	106.0	82.9	75.7	63.5											48.0	82.7	139.6	114.6	106.9	93.6		61.5	112.0	35.5
Ferris St U-Kendall Coll Art and Design	45	IIA	PU	81.5	58.7	53.0												51.0	69.1	108.4	83.9	77.8			93.6	35.4	
Grand Valley St U	7	IIA	PU	108.0	86.9	75.2	76.6											49.2	80.7								
Hope Coll		IIB	PR	92.2	72.9	61.6	52.2											75.9	129.3	100.3	84.9	70.8			105.3	38.7	
Kalamazoo Coll		IIB	PI	91.5	75.9	58.8	68.3											74.9	119.4	99.1	80.1	98.4			99.3	32.6	
Michigan St U	7	I	PU	157.4	103.1	83.1												116.7	200.3	138.3	109.6				151.9	30.2	
Michigan Technological U		I	PU	120.7	96.5	82.9	73.1	66.2										94.8	168.5	133.7	114.3	101.9	91.9		131.7	38.9	
Northern Michigan U	7	IIA	PU	94.1	78.1	66.9	49.3											60.5	76.9	130.2	110.0	96.0	74.1		85.4	108.3	41.0
Oakland U	7	I	PU	113.2	83.6	75.7	65.2											85.1	154.9	118.4	105.1	89.3			118.3	39.1	
Saginaw Valley St U		IIA	PU	87.3	71.7	68.3	—	52.8										75.1	122.7	100.9	96.0	—	74.2		105.6	40.6	
Spring Arbor U	7	IIA	PR	64.5	56.8	48.9												55.9	90.7	81.1	70.9				79.8	42.7	
U Michigan-Ann Arbor	7	I	PU	175.0	115.8	98.5	—	71.5										126.9	213.0	146.4	126.1	—	94.4		158.3	24.7	
U Michigan-Flint	5	IIA	PU	117.9	83.8	77.1												63.8	83.9	159.0	119.6	111.3		94.4	119.1	42.0	
Wayne St U	7	I	PU	133.8	100.4	85.9	73.8	62.4										98.1	167.9	125.8	107.9	92.8	78.2		123.0	25.4	
Western Michigan U	7	I	PU	112.2	85.4	72.4	54.6											90.9									

Minnesota

Augsburg Coll	7	IIA	PR	82.6	69.6	66.0	58.6											69.7	102.3	87.4	82.3	71.3			86.7	24.4	
Bethel U	1	IIA	PR	78.1	68.4	57.1	52.1												69.6	105.9	92.7	77.1	65.0			94.1	35.3
Carleton Coll		IIB	PI	138.1	101.4	86.6													118.4	178.4	134.5	114.4				154.4	30.3
Coll Saint Benedict		IIB	PR	92.2	74.9	65.5	66.4												77.2	120.7	104.7	84.4	88.7			103.5	34.1
Concordia Coll Moorhead		IIB	PR	78.5	65.5	62.3	49.6												67.4	100.0	87.6	80.8	62.5			87.6	29.9
Gustavus Adolphus Coll	7	IIB	PR	82.4	67.8	57.4	53.2												67.0	111.1	91.9	76.4	68.4			90.0	34.3
Hamline U	1	IIA	PR	80.2	67.1	63.8	—	70.0	67.0										72.0	97.5	83.7	76.4	—	86.1	81.7	87.8	22.0
Maclester Coll		IIB	PR	125.5	93.5	79.4	64.0												97.7	168.3	121.3	103.8	89.4			130.4	33.5
Saint Johns U		IIB	PR	86.9	73.3	63.0	67.3												75.2	117.0	104.5	80.8	90.4			102.6	36.3
Saint Mary's U Minnesota	7	IIA	PR	72.3	62.3	58.1	49.8												63.3	95.3	78.5	75.7	62.4			81.6	28.9
St Catherine U	1	IIA	PR	81.7	68.4	60.0	51.6												65.7	107.9	87.6	77.2	68.4		—	84.8	29.2
U Minnesota-Crookston	7	IIB	PU	89.8	75.7	70.0	52.5	64.3	—										68.3	119.1	100.4	92.7	69.8	85.1	—	90.5	32.5
U Minnesota-Duluth	7	IIA	PU	103.4	81.0	66.9	54.6												75.9	135.8	106.4	87.8	71.9			99.7	31.4
U Minnesota-Morris	7	IIB	PU	87.3	70.3	56.3	46.7	—											65.6	114.7	92.3	74.1	61.3	—		86.2	31.3
U Minnesota-Rochester	7	IIB	PU	—	80.9	70.5	50.8	50.8											58.8	—	106.2	92.6	66.9	66.7		77.3	31.4
U Minnesota-Twin Cities	7	I	PU	145.7	102.9	90.9	55.2	66.9	—										110.4	193.4	136.9	120.9	73.8	88.2	—	146.6	32.8
U St Thomas		IIA	PR	113.8	87.7	75.8	79.5												93.4	140.2	111.6	96.2	96.8			117.2	25.5

Mississippi

Millsaps Coll		IIB	PR	93.9	67.0	60.2	—												72.4	119.2	82.2	73.4	—			89.8	24.1
Mississippi Coll	7	I	PR	87.6	69.7	59.9	53.3												68.3	104.4	83.2	71.5	63.7			81.4	19.3
Mississippi St U	7	I	PU	112.5	84.2	74.8	48.7	30.5											79.0	138.5	103.1	90.9	60.7	38.1		96.9	22.7
Mississippi U for Women	7	IIA	PU	66.5	59.8	51.5	52.9												57.3	86.7	78.1	67.9	69.9			75.2	31.2
U Mississippi	7	I	PU	121.3	90.1	77.9	50.0	51.4											85.3	145.8	110.3	96.3	63.0	65.0		104.5	22.5
U Southern Mississippi		I	PU	97.5	72.2	65.4	52.4	46.3											72.2	126.4	95.0	86.5	70.5	61.7		95.0	31.6

Missouri

Columbia Coll		IIA	PR	85.9	67.5	68.6	63.7												52.8	70.7	110.3	85.4	95.6	85.1		71.3	93.0	31.5
Drury U	1	IIA	PI	72.6	63.6	61.4	54.4	—											64.8	92.3	81.0	78.0	69.2	—		82.5	27.3	
Lincoln U		IIA	PU	62.8	55.5	44.9	38.3												52.1	83.3	73.5	56.6	50.8			68.2	31.0	
Lindenwood U		I	PI	96.2	77.3	67.7	55.4												77.7	116.0	94.1	82.2	67.7			94.3	21.3	

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	93.1	2.7	0.0					18	14	15	1	11	15	22	1	88.0	72.6	62.1	—	86.1	71.6	63.9	—	
100.0	95.5	0.0	0.0	0.2	1.0	1.2	0.4	35	12	8	5	23	10	16	5	77.3	67.3	63.1	42.7	81.0	63.2	56.5	45.4	
100.0	59.1	7.1	0.0					19	12	12	10	12	10	16	8	85.0	70.6	60.5	49.6	75.9	66.9	61.0	55.3	
100.0	90.6	38.1	0.0	2.4	2.8	3.6	2.0	16	17	12	4	9	15	9	6	64.1	57.8	56.2	53.2	65.6	56.3	51.1	45.4	
93.2	82.1	0.0		6.0	4.1	3.7		94	31	23	0	39	25	20	0	86.4	75.0	67.7		84.3	72.7	63.2		
100.0	88.9	9.6		3.6	4.2	3.9		178	81	49	0	106	72	55	0	113.0	87.6	84.4		102.4	81.1	77.6		
0.0	0.0	0.0	0.0	0.0	0.0	0.0	-0.9	4	11	13	9	1	7	17	14	76.4	70.9	65.3	62.3	—	68.5	63.3	60.8	
90.6	78.7	4.4	33.3	2.7	2.4	2.6	2.5	182	68	61	1	157	82	77	2	100.6	83.8	80.5	—	95.8	82.9	71.4	—	
98.6	84.0	38.7	50.0	2.8	3.8	2.8	3.5	186	148	138	2	104	102	110	2	214.1	166.8	152.4	—	208.4	164.3	150.0	—	
63.0	80.0	7.1		6.0	10.1	6.3		13	2	3	0	14	3	11	0	83.6	—	52.5		79.5	62.9	53.1		
100.0	97.5	14.0	44.4					184	170	91	4	98	152	137	5	110.2	87.6	77.9	91.3	104.0	86.1	73.4	64.9	
97.7	84.7	0.0	0.0	2.3	6.1	4.6	2.9	55	40	25	0	30	32	44	8	93.8	73.9	63.8		89.4	71.7	60.3	52.2	
100.0	100.0	0.0	0.0	3.0	4.0	3.8	3.8	21	9	21	1	15	15	16	3	94.8	77.2	58.2	—	86.8	75.1	59.7	65.4	
94.6	88.5	0.0		1.9	2.8	3.1		597	356	355	0	205	270	362	0	158.9	105.9	87.2		152.8	99.4	79.0		
99.2	95.8	0.0	0.0	2.1	2.9	3.3	5.8	96	85	52	18	26	33	32	7	123.2	99.0	84.2	72.1	111.7	89.8	80.9	75.6	
98.0	81.5	1.5	0.0	2.1	4.8	4.0	2.4	59	38	33	13	40	27	35	16	95.4	79.9	71.0	52.2	92.2	75.5	62.9	47.0	
100.0	97.8	0.0	21.3	3.7	3.1	3.3	3.3	89	119	65	34	37	112	78	60	118.6	85.8	78.1	66.2	100.2	81.3	73.6	64.7	
88.0	63.0	4.6	0.0	2.0	2.4	2.4		67	46	30	1	33	54	36	0	89.9	73.4	72.5	—	82.0	70.3	64.8		
96.4	40.7	2.9		2.9	2.7	3.3		22	15	12	0	6	12	22	0	65.3	56.1	49.6		61.3	57.8	48.5		
95.4	88.5	0.0	0.0	3.1	3.6	3.3		807	324	299	1	337	249	307	0	179.1	117.6	100.9	—	165.1	113.5	96.2		
100.0	98.8	0.0		1.4	3.7	3.3		32	36	33	0	15	47	38	0	118.5	86.2	80.5		116.6	82.0	74.2		
97.0	88.9	1.7	0.0	2.5	3.5	3.7	3.2	200	162	104	5	67	145	134	26	136.4	104.7	87.6	72.3	126.0	95.7	84.6	74.1	
99.2	94.8	7.7	0.0	3.2	3.9	4.2	4.3	242	130	76	32	117	121	106	48	115.9	89.9	75.5	56.8	104.4	80.5	70.1	53.0	
100.0	94.7	1.8	0.0	2.1	4.9	3.0	2.2	17	33	23	6	21	24	32	19	84.2	69.4	68.1	60.3	81.4	69.9	64.4	58.0	
97.4	52.9	11.4	0.0	0.2	1.1	1.4	0.0	50	34	12	1	28	51	23	6	79.0	68.4	56.5	—	76.6	68.3	57.4	52.1	
90.7	92.2	0.0		3.6	3.6	5.7		57	29	19	0	50	22	20	0	138.5	102.3	87.6		137.8	100.2	85.7		
100.0	95.6	0.0	0.0					27	21	5	17	18	24	12	17	92.3	76.5	69.6	67.0	92.0	73.4	63.7	65.7	
100.0	92.0	8.5	0.0	3.1	3.0	2.9	3.9	32	27	21	5	18	23	26	7	81.2	65.4	67.0	47.8	73.8	65.5	58.6	50.9	
100.0	98.5	0.0	0.0	3.7	4.3	3.8	3.5	24	31	29	5	20	36	28	8	86.1	69.8	56.4	52.5	78.0	66.1	58.5	53.6	
100.0	70.6	0.0	0.0	3.9	4.3	4.7		22	16	11	1	32	18	20	1	81.8	67.2	68.5	—	79.1	67.0	61.2	—	
100.0	100.0	0.0	0.0	2.4	4.6	3.8	3.7	39	20	16	13	37	21	18	26	127.8	94.0	81.9	63.6	123.0	93.1	77.2	64.3	
100.0	97.6	6.3	0.0					26	19	5	13	17	22	11	16	87.1	76.1	61.6	70.0	86.7	70.9	63.7	65.1	
76.9	73.8	24.1	0.0	1.9	1.9	3.5	2.0	14	27	20	1	12	15	9	2	75.0	63.3	61.0	—	69.1	60.5	51.8	—	
87.2	59.2	0.8	0.0	1.0	0.7	1.4	0.0	10	15	22	2	29	56	111	1	83.2	68.0	58.2	—	81.1	68.6	60.4	—	
100.0	85.7	5.9	0.0	3.1	2.4	2.3	-1.0	5	11	8	4	3	3	9	10	90.3	76.1	70.6	59.0	88.9	74.1	69.5	49.9	
100.0	98.7	0.6	0.0	1.9	2.3	3.4	2.3	68	89	80	38	23	61	85	46	105.6	83.0	70.2	57.9	96.7	78.1	63.8	51.9	
100.0	97.1	0.0	0.0	1.5	1.9	2.6	3.0	18	17	18	17	11	18	12	10	88.7	68.1	57.1	46.6	85.1	72.4	55.1	46.8	
	100.0	0.0	0.0			3.4	-1.8	0	3	4	7	0	2	3	4		82.6	70.5	49.2		—	70.5	53.8	
96.2	78.2	0.0	0.6	2.4	3.5	3.7	2.9	669	337	291	47	270	268	284	116	149.7	106.0	95.0	59.7	135.8	99.0	86.7	53.4	
98.4	98.4	1.2	0.0	2.1	2.1	2.9		89	97	46	3	37	90	38	1	118.3	92.3	76.8	78.3	103.1	82.8	74.6	—	
100.0	100.0	3.7	0.0	-2.1	2.2	2.4		17	14	10	0	7	15	17	2	94.5	70.3	61.7		92.2	63.9	59.4	—	
93.2	71.7	1.5	0.0	-1.7	0.5	0.9	-0.1	46	25	31	13	13	28	34	32	86.0	72.0	61.4	54.1	93.3	67.7	58.5	53.0	
97.8	80.0	0.0	0.0	2.9	4.1	4.4	3.6	179	169	151	52	51	76	128	100	115.3	87.6	80.9	53.7	102.7	76.6	67.6	46.1	
100.0	66.7	0.0	0.0	0.0	2.5	2.1	0.5	15	10	9	9	21	17	27	33	64.8	54.8	50.6	48.8	67.7	62.7	51.8	54.0	
86.6	80.3	1.0	0.0	3.2	3.8	3.5	4.2	162	173	151	65	84	126	158	124	126.1	94.1	82.8	52.4	111.9	84.6	73.2	48.8	
94.6	92.0	1.9	0.0	0.0	2.7	2.0	2.2	100	104	93	31	48	84	121	65	99.9	70.5	66.2	54.3	92.4	74.3	64.7	51.5	
88.2	75.0	10.5	0.0	2.0	2.4	2.4	3.0	8	17	8	1	9	7	11	9	92.3	70.4	70.3	—	80.2	60.2	67.3	63.9	
100.0	100.0	0.0	0.0	2.0	2.4	2.3	3.0	21	22	9	10	17	14	8	8	73.8	61.5	63.4	58.9	71.0	66.9	59.1	48.7	
96.9	61.9	40.7	0.0	-1.8	3.2	-1.3	2.4	22	10	12	7	10	11	15	9	64.5	55.1	45.9	37.8	59.0	55.8	44.2	38.7	
0.0	0.0	0.0	0.0	0.6	0.5	1.5	1.0	38	43	50	8	38	48	46	10	101.0	78.7	69.0	56.8	91.5	76.0	66.2	54.3	

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			
Missouri (continued)																				
Maryville U Saint Louis	7	I	PI	90.2	78.5	69.6	61.1					74.9	117.4	101.9	89.1	76.8		96.6	28.9	
Mineral Area Coll		III	PU	58.2	56.5	53.2	49.7					52.8	76.7	74.2	71.2	66.8		70.5	33.4	
Missouri Baptist U		IIA	PR	62.5	59.2	53.8	42.5					55.4	88.5	84.6	76.9	59.8		79.0	42.5	
Missouri St U-Springfield	7	IIA	PU	84.6	70.8	66.4	44.1			43.5		68.2	111.1	91.4	80.4	57.1		53.4	87.1	27.7
Missouri St U-West Plains	1	III	PU	61.6	52.5	46.9	45.6	43.5				49.9	77.2	65.9	58.8	57.2	54.5		62.6	25.3
Missouri U Science and Technology	7	I	PU	127.7	83.7	76.4						97.8	166.7	111.8	97.6			127.8	30.7	
Missouri Western St U		IIA	PU	76.7	64.5	56.7	44.7					61.8								
Southeast Missouri St U	1	IIA	PU	85.3	67.6	59.4	46.6					63.7	108.9	83.7	72.0	58.2		79.6	24.9	
Truman St U	7	IIA	PU	76.7	66.7	55.6	45.6					65.9	106.7	87.8	72.2	64.6		89.6	35.9	
U Central Missouri	7	IIA	PU	85.5	68.4	63.1	42.7					66.5	105.2	85.8	80.1	56.9		83.8	26.0	
U Missouri-Columbia	7	I	PU	125.1	83.4	77.9						95.2	159.9	110.3	98.6			122.8	28.9	
U Missouri-Kansas City	7	I	PU	110.5	83.2	75.5						88.2	143.8	109.4	96.3			114.6	29.9	
U Missouri-St Louis	7	I	PU	104.1	74.2	65.0						79.5	135.8	98.2	83.1			103.5	30.2	
Washington U in St Louis	7	I	PI	201.7	123.8	114.4	101.0	67.1	45.2			137.0	251.8	156.9	136.5	126.4	86.3	61.6	171.0	24.8
Webster U	7	IIA	PI	91.6	75.3	61.3						79.0	113.9	94.0	72.2			97.5	23.5	
Westminster Coll		IIB	PR	66.5	56.5	53.5	46.5					58.8	77.2	66.0	63.6	49.9		68.0	15.7	

Montana

Montana St U		I	PU	105.5	77.2	73.1						86.2	132.7	100.7	96.1			110.8	28.6	
Montana St U-Billings		IIA	PU	79.2	63.5	54.8	43.2	46.5	51.3			59.7	107.0	88.2	77.9	64.1	68.1	73.7	83.8	40.3
Rocky Mountain Coll		IIA	PR	68.1	52.7	56.8	37.6					59.1	82.4	64.8	70.7	45.8			72.3	22.3
U Montana	7	I	PU	91.8	73.5	62.7	49.3	50.9				76.6	116.4	95.8	83.2	68.4	70.2		99.3	29.5
U Montana-Western	7	IIB	PU	70.7	57.0	50.0	45.2					58.6	99.5	80.2	70.4	63.6			82.5	40.7

Nebraska

Concordia U-Nebraska		IIA	PR	68.4	61.5	52.8	—					59.5	91.7	81.2	72.0	—		80.2	34.7
Creighton U	7	IIA	PR	120.7	94.8	74.3	61.6					91.2	150.7	120.5	94.9	80.3		115.6	26.7
Hastings Coll		IIB	PR	66.0	54.0	53.1	35.6					57.9	85.1	69.7	68.5	46.0		74.8	29.1
Nebraska Wesleyan U		IIA	PR	68.9	60.6	55.0	53.3					61.8	91.6	84.8	74.9	68.2		83.5	35.1
U Nebraska Kearney	1	IIA	PU	86.0	71.3	59.3		48.3				68.1							
Wayne St Coll		IIA	PU	80.9	61.7	53.5	48.7	—				66.5	106.9	84.7	73.8	64.1	—	89.4	34.4

Nevada

U Nevada-Las Vegas	7	I	PU	132.0	96.7	73.2		57.4				96.7	162.2	121.3	93.9		75.6	121.2	25.4
U Nevada-Reno	7	I	PU	131.1	95.4	77.9	86.8	54.7				92.4	161.7	120.0	99.7	110.2	73.0	116.6	26.2

New Hampshire

Colby-Sawyer Coll		IIB	PI	81.5	63.1	52.4						64.7	103.7	80.3	66.6			82.4	27.3	
Dartmouth Coll		I	PI	207.8	135.8	104.7						161.2	262.2	174.9	131.5			204.4	26.8	
Franklin Pierce U		IIA	PI	78.5	68.2	68.3	58.5					70.3	108.0	94.5	91.0	76.1		95.4	35.8	
Keene St Coll	1	IIB	PU	100.3	81.6	68.8	65.5	49.8	—			84.5	128.5	107.2	89.1	82.8	59.1	—	109.2	29.2
Plymouth St U	1	IIA	PU	93.8	77.5	66.2	60.9	60.5				78.5	120.7	102.5	85.7	81.7	76.1		101.6	29.4
Saint Anselm Coll		IIB	PR	97.5	80.5	67.8	51.7	—	60.0			80.1	133.9	112.3	85.4	62.3	—	107.2	33.9	
U New Hampshire-Main Campus	1	I	PU	134.4	108.1	91.1		80.3				110.6	166.2	137.4	112.8		102.6	138.4	25.1	

New Jersey

Bloomfield Coll		IIB	PR	99.6	80.3	67.1						86.1	133.2	106.9	88.6			114.7	33.3	
Caldwell U		IIA	PR	83.9	69.8	61.7	22.3	—				69.8	99.1	88.4	77.2	30.5	—	84.9	21.7	
Centenary U	10	IIA	PR	94.8	72.6	58.4	—					67.8	114.6	87.8	70.6	—		81.9	20.9	
Coll New Jersey	7	IIA	PU	123.1	101.6	83.0	72.7					103.6	181.7	150.0	122.5	107.2		152.9	47.6	
Drew U		IIA	PR	100.0	77.9	64.7	—					81.8	129.3	101.2	81.7	—		105.3	28.8	
Fairleigh Dickinson U-Metropolitan Campus	7	I	PI	104.2	87.1	77.3	—	62.5				84.0	143.5	118.0	105.5	—	86.8	115.0	37.0	
Georgian Court U		IIA	PR	93.8	73.4	65.7	58.3					76.2	115.6	93.0	84.7	79.1		96.2	26.3	
Kean U	7	IIA	PU	127.4	102.6	85.1		62.2	—			87.2								
Monmouth U		IIA	PI	131.7	105.0	77.1	67.9	71.1				90.9	178.3	143.4	104.8	88.6	101.3	124.8	37.3	
New Jersey Institute Technology	7	I	PU	186.7	131.3	103.7		72.1	70.7			125.0	267.9	190.5	150.8		105.8	106.9	181.0	44.8

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
95.8	86.4	0.0	0.0	2.9	3.6	4.1	2.0	13	20	24	2	11	24	56	5	88.1	80.8	68.6	—	92.7	76.5	70.1	59.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5	4	5	15	9	2	6	17	56.9	58.2	56.6	50.1	58.8	—	50.3	49.3
0.0	0.0	0.0	0.0	1.0	1.6	1.9	7.8	10	5	19	3	5	4	20	3	64.6	62.0	52.8	43.6	58.4	55.6	54.7	41.4
99.6	99.2	4.3	1.3	0.6	0.7	1.1	1.1	154	70	101	50	75	55	108	99	85.7	74.7	69.1	45.3	82.2	65.9	63.9	43.5
100.0	100.0	76.5	25.0	0.0	0.0	0.0	0.0	4	4	7	1	2	3	10	3	59.6	53.0	44.1	—	—	51.9	48.8	48.2
94.9	80.3	0.0	0.0	2.5	1.7	3.2	0.0	112	81	77	0	24	36	36	0	130.3	84.2	80.2	—	115.4	82.7	68.2	—
100.0	95.7	6.8	0.0	2.0	3.9	3.2	3.0	30	29	44	9	15	18	44	12	78.1	64.9	58.7	43.7	73.8	63.8	54.8	45.4
100.0	100.0	4.3	0.0	0.5	1.1	2.1	1.3	69	31	40	46	40	34	53	83	87.5	67.1	61.8	47.0	81.5	68.0	57.5	46.3
100.0	93.8	1.0	0.0	3.1	5.8	3.4	3.0	96	18	52	11	47	14	46	17	78.1	59.5	58.7	44.5	74.1	76.0	52.1	46.4
98.5	96.0	4.3	0.0	0.0	2.2	1.7	2.8	82	48	83	32	52	27	81	58	86.2	68.9	66.0	43.2	84.3	67.6	60.2	42.5
89.3	70.9	0.0	0.0	3.2	4.7	6.5	0.0	261	225	172	0	113	174	198	0	132.5	86.3	83.4	—	107.9	79.5	73.1	—
86.9	63.7	0.0	0.0	1.6	2.5	3.0	0.0	92	135	88	0	68	99	102	0	120.2	85.5	77.5	—	97.3	80.0	73.8	—
79.7	63.2	0.0	0.0	1.9	2.6	3.1	0.0	75	59	48	0	43	74	105	0	110.8	75.9	66.6	—	92.3	72.8	64.3	—
100.0	93.3	0.0	0.0	0.0	0.0	0.0	0.0	272	111	91	42	87	67	77	33	205.4	128.5	117.9	112.5	189.8	115.9	110.2	86.2
100.0	97.3	2.6	0.0	0.3	1.0	0.0	0.0	44	38	23	0	31	36	15	0	95.0	76.0	64.3	—	86.8	74.5	56.8	—
100.0	94.4	0.0	0.0	0.4	3.7	0.8	0.0	13	9	4	4	6	9	2	2	68.8	55.9	56.1	47.1	61.5	57.2	—	—
97.4	100.0	1.5	0.0	2.2	3.2	0.7	0.0	116	69	58	0	36	60	79	0	105.9	76.6	74.0	—	104.5	77.8	72.4	—
96.7	100.0	5.9	0.0	0.4	1.9	0.6	0.0	19	14	23	1	11	9	28	2	73.6	67.7	57.1	—	88.9	56.9	52.9	—
100.0	87.5	6.7	0.0	3.0	2.8	6.0	6.6	18	6	5	2	7	10	10	2	67.5	58.1	59.0	—	69.7	49.4	55.7	—
99.5	86.1	0.0	25.0	1.8	3.4	3.4	5.6	130	73	27	28	70	42	31	28	94.0	72.5	62.3	47.8	87.7	75.2	63.0	50.8
100.0	50.0	0.0	0.0	0.0	0.0	0.6	2.7	20	7	4	8	8	5	8	8	71.8	57.4	49.3	45.8	67.9	56.4	50.4	44.5
0.0	0.0	0.0	0.0	1.0	1.0	1.0	0.0	17	6	16	0	3	6	10	1	68.3	61.5	53.4	—	69.0	61.5	51.7	—
98.7	78.0	11.1	0.0	2.9	3.5	4.0	3.9	102	94	97	14	47	79	128	26	122.8	95.4	75.2	60.4	115.9	94.0	73.7	62.3
100.0	100.0	0.0	0.0	1.0	3.1	6.0	11.6	20	6	6	4	11	4	14	1	67.1	54.7	54.9	34.0	63.8	52.9	52.3	—
100.0	88.5	0.0	0.0	0.0	1.3	0.2	0.0	20	13	8	3	22	13	20	6	72.1	60.2	56.0	63.0	66.0	61.0	54.6	48.4
100.0	74.7	3.4	0.0	1.8	3.3	4.4	0.0	58	39	49	0	40	36	39	0	87.5	70.0	61.4	—	83.8	72.8	56.7	—
100.0	50.0	5.6	0.0	1.5	4.6	5.1	1.5	33	11	16	3	17	11	20	4	80.5	62.7	53.9	50.9	81.7	60.8	53.3	47.1
98.4	76.0	1.3	0.0	5.7	7.3	10.3	0.0	228	143	162	0	81	111	147	0	133.1	98.0	74.1	—	128.9	95.1	72.1	—
94.2	84.8	0.3	0.0	3.2	4.1	3.8	0.0	124	105	188	1	47	79	169	2	136.1	97.4	82.4	—	118.1	92.7	72.9	—
100.0	77.8	0.0	0.0	0.0	3.1	0.6	0.0	10	7	7	0	8	11	15	0	78.9	59.3	52.5	—	84.7	65.5	52.3	—
97.3	88.2	1.8	0.0	5.3	4.8	6.6	0.0	161	94	69	0	61	67	42	0	218.3	140.7	105.6	—	180.1	128.8	103.2	—
0.0	0.0	0.0	0.0	1.5	0.3	1.5	0.0	16	18	9	1	7	10	28	4	80.2	65.6	65.5	—	74.8	72.8	69.2	62.6
100.0	89.2	3.5	0.0	1.2	2.2	4.4	0.0	37	34	11	2	32	31	18	2	101.4	82.6	68.9	—	98.9	80.5	68.8	—
100.0	81.6	0.0	0.0	1.5	2.4	5.1	0.0	38	25	15	1	33	24	18	2	94.5	78.9	67.9	—	92.9	76.0	64.7	—
100.0	88.7	2.7	0.0	3.0	1.9	3.6	17.4	31	23	15	0	17	30	22	5	99.4	80.9	72.2	—	94.1	80.2	64.9	51.7
98.4	93.6	0.0	0.0	3.0	3.9	3.9	0.0	129	105	64	0	58	97	80	0	139.3	111.8	92.6	—	123.5	104.1	90.0	—
100.0	76.2	0.0	0.0	2.6	2.7	2.7	0.0	11	10	4	0	19	11	11	0	100.0	80.0	66.6	—	99.4	80.5	67.2	—
100.0	55.6	6.1	0.0	2.0	4.6	1.9	2.0	16	4	6	0	16	5	27	3	84.3	72.1	56.3	—	83.5	68.0	62.9	22.3
63.6	41.4	0.0	0.0	0.2	1.1	1.9	0.0	4	14	20	1	7	15	23	1	94.6	70.5	57.7	—	94.9	74.6	58.9	—
99.2	83.2	16.4	0.0	2.8	4.1	4.2	7.3	63	57	45	2	68	68	59	3	123.8	102.5	83.8	—	122.5	100.8	82.4	71.8
100.0	98.1	0.0	0.0	-0.2	1.3	0.7	0.0	30	29	22	0	23	24	21	1	99.3	78.5	66.1	—	101.0	77.0	63.3	—
97.6	81.3	7.8	0.0	0.4	1.6	1.3	0.0	55	38	46	2	28	37	44	0	106.1	86.6	77.5	—	100.5	87.6	77.2	—
100.0	89.7	3.2	0.0	4.5	2.6	3.9	0.0	11	10	10	0	15	19	21	3	96.2	69.4	64.8	—	92.0	75.6	66.2	58.3
98.3	97.1	63.0	0.0	2.2	2.5	3.0	0.0	29	32	44	0	31	38	48	0	128.3	102.4	85.5	—	126.5	102.8	84.8	—
100.0	100.0	0.0	0.0	1.1	23.5	2.3	10.4	26	42	34	9	18	50	39	6	142.4	108.8	80.1	70.1	116.3	101.8	74.5	64.5
99.3	91.4	0.0	0.0	1.7	1.7	2.0	0.0	119	74	47	0	17	19	26	0	188.2	132.2	105.3	—	176.2	127.9	100.7	—

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			
New Jersey (continued)																				
Princeton U	7	I	PI	248.0	148.0	118.4	94.1	93.2			181.7	320.0	191.0	152.8	121.4	120.3		234.4	29.0	
Ramapo Coll New Jersey		IIA	PU	126.4	101.2	83.8	—			105.1	188.4	150.9	124.9	—				156.6	49.0	
Rider U		IIA	PI	119.4	102.0	88.5	—	71.9		104.9	153.6	132.8	107.6	—	87.0			134.4	28.1	
Rutgers U-Camden	16	I	PU	155.5	98.7	90.7	61.7	119.8		114.0	198.1	134.6	125.7	93.3	158.3			151.8	33.1	
Rutgers U-New Brunswick	16	I	PU	167.6	109.4	86.2	63.3	70.5		119.9	211.6	146.4	120.4	94.8	102.5			158.2	31.9	
Rutgers U-Newark	16	I	PU	183.0	129.6	106.2	67.6	111.1		137.1	228.9	169.2	143.1	99.8	148.5			177.5	29.5	
Saint Peter's U		IIA	PR	102.8	77.6	67.3	61.3	59.7	67.2	79.0	128.1	95.1	80.0	71.2	72.5	80.0		96.4	22.0	
Stevens Institute Technology		I	PI	154.2	117.8	103.3				121.9	196.2	153.1	131.7					156.3	28.2	
Stockton U		IIA	PU	124.2	98.4	77.6	70.4			95.4	172.1	135.8	106.7	98.6				131.9	38.3	
William Paterson U New Jersey		IIA	PU	131.5	103.1	84.7	72.6			112.1	154.2	121.3	99.5	85.4				131.5	17.4	

New Mexico

New Mexico St U-Alamogordo	1	III	PU	62.8	55.1	56.9	46.6			58.5	82.6	72.6	76.0	54.6				76.5	30.8
New Mexico St U-Carlsbad	1	III	PU	61.5	57.4	52.4	46.1			53.9	83.0	80.5	72.8	59.9				72.6	34.9
New Mexico St U-Dona Ana	1	III	PU	58.5	53.5	50.9	46.0			52.6	78.3	71.6	68.8	60.2				70.3	33.7
New Mexico St U-Grants	1	III	PU	60.8	51.8		41.9			50.2	76.1	71.0		53.7				65.9	31.3
New Mexico St U-Main Campus	1	I	PU	97.1	74.1	66.8	52.1			78.4	122.8	94.7	84.7	66.5				99.6	27.0
U New Mexico-Main Campus	1	I	PU	113.6	81.4	77.9	45.6	56.1		85.9	142.6	103.6	99.3	59.7	72.3			109.0	26.8

New York

Adelphi U		IIA	PI	143.7	109.5	91.1	73.8	75.5	103.2	111.3	185.4	144.0	115.8	83.5	94.1	130.9	143.5	28.9	
Bard Coll		IIA	PI	145.9	101.1	84.2				112.8	182.8	131.6	110.6					144.4	28.1
Barnard Coll		IIB	PI	177.7	127.0	92.5	72.3	88.7		125.7	236.9	173.0	127.7	99.9	126.3			170.5	35.6
Canisius Coll		IIA	PR	89.2	71.2	72.2	52.2			75.6	116.1	93.2	92.6	67.6				98.4	30.1
Cayuga County CC		III	PU	84.6	71.4	64.6	—			77.2	111.1	96.2	81.6	—				101.3	31.2
Cazenovia Coll		IIB	PI	77.0	64.6	51.2	45.3			63.9	91.7	81.4	59.7	52.7				76.6	19.9
Colgate U		IIB	PI	151.5	105.7	89.0	68.7	55.9		107.7	195.9	137.0	114.5	88.0	73.7			139.2	29.3
Coll Mount Saint Vincent		IIA	PR	97.9	77.2	73.6	67.6			77.6	112.1	89.5	87.5	74.8				90.3	16.4
Coll Staten Island CUNY		IIA	PU	121.0	100.2	84.7		70.9		99.8	158.4	137.6	122.1		108.3			137.2	37.5
Columbia U in New York	7	I	PI	259.7	171.7	130.2	—	88.5		190.2	316.5	214.4	159.8	—	113.3			233.9	23.0
Cornell U	7	I	PI	183.5	129.8	118.9	50.4	80.4		143.2	240.9	179.4	165.1	78.7	117.1			193.6	35.2
CUNY Bernard M Baruch Coll		IIA	PU	137.4	119.1	111.5		78.6		120.3	175.8	157.5	149.9		117.0			158.7	31.9
CUNY Borough Manhattan CC		III	PU	118.9	95.7	80.3	58.2	73.2		89.9	155.6	132.4	117.0	94.8	109.9			126.6	40.8
CUNY Bronx CC		III	PU	117.7	95.9	76.5	—	70.4		91.2	154.4	132.7	113.3	—	107.2			128.0	40.3
CUNY Brooklyn Coll		IIA	PU	124.7	100.3	87.5		70.2		103.6	162.3	137.9	125.2		107.9			141.3	36.3
CUNY City Coll		I	PU	135.8	105.3	89.9		87.7		114.6	174.0	143.6	128.2		125.9			152.8	33.4
CUNY Grad School and U Center		I	PU	152.4	113.1	95.9		71.2		138.7	191.4	152.1	135.0		110.2			177.8	28.1
CUNY Hostos CC		III	PU	116.6	94.5	81.1	67.6	72.8		88.9	153.2	131.1	117.7	104.2	109.4			125.5	41.2
CUNY Hunter Coll		IIA	PU	125.9	104.2	87.9	—	79.0		108.9	163.9	142.2	125.9	—	116.9			146.8	34.9
CUNY John Jay Coll Crim Justice		IIA	PU	127.8	101.6	84.8		76.5		101.4	165.2	139.1	122.2		114.0			138.8	36.9
CUNY Kingsborough CC		III	PU	119.2	95.3	81.3	70.5	73.0		89.9	155.8	131.9	118.0	107.2	109.7			126.5	40.8
CUNY LaGuardia CC		III	PU	116.3	92.7	79.1	72.1	78.1		94.5	153.4	129.7	116.1	109.1	115.2			131.5	39.2
CUNY Lehman Coll		IIA	PU	123.5	98.9	84.9	—	77.5		96.6	160.7	136.0	122.0	—	114.6			133.7	38.5
CUNY Medgar Evers Coll		IIB	PU	122.3	97.7	84.2	—	78.5		96.1	159.4	134.9	121.4	—	115.7			133.2	38.7
CUNY New York City Coll Technology		IIB	PU	119.6	98.3	83.6	57.7	76.9		95.1	156.7	135.4	120.7	94.7	114.0			132.1	39.0
CUNY Queens Coll		IIA	PU	125.3	101.6	84.0		74.4		101.1	162.8	139.0	121.4		111.8			138.6	37.0
CUNY Queensborough CC		III	PU	120.5	97.1	80.9	—	74.4		90.7	157.2	133.8	117.7	—	111.2			127.4	40.5
CUNY School Law		IIA	PU	158.7	131.5	106.0	92.2			138.7	198.0	170.8	145.4	131.5				178.1	28.3
CUNY York Coll		IIB	PU	115.2	98.7	82.9		79.8		96.8	152.4	135.9	120.1		117.0			134.0	38.5
Dominican Coll Blauvelt		IIA	PI	90.1	82.5	74.3	67.7			76.1	119.9	107.7	96.9	84.5				99.0	30.0
Farmingdale St Coll	7	IIB	PU	106.0	82.3	73.2	—	68.5		81.3	144.9	114.0	98.5	—	93.0			110.5	35.9
Finger Lakes CC		III	PU	74.5	62.7	56.8	49.9			62.1	102.3	86.7	78.2	67.5				85.2	37.2
Fordham U		I	PR	171.9	120.3	102.3	103.8	67.6	54.9	124.0	228.7	168.2	138.2	141.3	95.2	84.1		168.8	36.1
Hamilton Coll		IIB	PI	146.2	111.3	88.8			75.6	115.2	184.0	143.3	114.1		91.4			145.7	26.5
Hartwick Coll		IIB	PI	85.8	68.4	61.1	—			71.7	103.1	81.4	71.2					85.0	18.5
Hilbert Coll		IIB	PR	70.9	56.8	51.7				60.1	87.8	75.4	65.3					76.5	27.3
Hobart William Smith Colls		IIB	PI	116.8	82.8	71.4	68.2			89.1	151.9	110.3	93.6	89.7				117.3	31.6
Hofstra U		I	PI	146.4	106.9	99.3	83.8			121.5	202.1	149.3	128.7	106.2				166.3	36.8
Iona Coll		IIA	PR	113.3	84.5	77.3	52.9	75.5		88.6	147.0	111.8	93.1	54.6	91.4			112.4	26.8
Ithaca Coll		IIA	PI	104.8	84.4	69.2	66.4		39.4	81.6	137.8	113.5	93.9	90.1		57.6		109.5	34.2
Keuka Coll		IIA	PR	77.6	64.0	62.4	—			66.6	98.2	81.5	78.9	—				84.5	26.7

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	100.0	0.0	0.0	4.1	4.6	7.0	6.2	368	64	118	16	122	47	77	2	252.4	148.6	125.3	94.7	234.6	147.3	107.8	—	
100.0	96.7	28.9	50.0	2.0	3.4	4.4		40	40	23	0	31	51	29	2	126.6	101.6	83.6		126.2	100.9	84.0	—	
100.0	90.1	0.0	0.0	1.0	1.0	1.3		45	45	14	1	25	46	23	0	119.4	102.8	87.5	—	119.3	101.1	89.1		
88.0	85.4	0.0	0.0					65	46	44	11	43	36	61	4	164.6	99.4	98.6	59.7	141.7	97.7	85.0	67.4	
91.5	70.7	0.0	0.0					568	247	220	83	241	289	305	133	170.6	111.0	89.7	66.0	160.6	108.0	83.6	61.6	
89.3	76.4	0.0	0.0					134	88	106	15	62	60	70	18	188.3	131.7	110.7	75.2	171.7	126.6	99.4	61.1	
96.7	87.1	13.9	0.0	1.0	1.5	2.2	3.6	18	15	19	2	12	16	17	1	105.2	78.1	65.6	—	99.2	77.2	69.2	—	
65.3	43.7	0.0		2.1	4.3	4.3		61	60	74	0	11	27	31	0	158.9	118.6	109.3		127.9	116.1	89.0		
100.0	98.5	10.2	3.0	2.4	3.5	5.5	5.6	38	61	40	13	38	68	58	20	124.1	99.2	79.3	70.3	124.2	97.6	76.4	70.5	
99.5	95.6	10.1	0.0	3.3	3.9	2.4	3.9	116	43	39	3	77	70	50	5	133.2	103.1	87.0	71.8	129.1	103.1	83.0	73.1	
76.5	66.7	50.0	0.0	2.0	2.0	2.0		8	3	1	1	9	6	3	2	63.4	54.1	—	—	62.2	55.7	56.6	—	
83.3	20.0	16.7	0.0	2.0	4.6	3.1	2.6	6	4	4	6	6	1	2	7	60.8	57.9	52.1	46.3	62.1	—	—	46.0	
100.0	94.1	37.5	0.0	1.9	3.5	2.4	2.4	21	6	21	15	22	11	19	15	59.2	52.5	50.9	45.7	57.7	54.0	50.8	46.3	
100.0	83.3		0.0	2.8	2.8			1	3	0	2	2	3	0	3	—	52.5		—	—	51.0			44.5
91.1	88.0	4.1	0.0	2.2	2.9	3.9	5.7	142	101	91	12	61	90	103	15	100.5	77.7	70.1	51.2	89.2	70.1	63.8	52.7	
97.3	93.1	0.4	0.0	2.8	3.2	2.7	3.1	185	150	100	18	110	153	133	16	116.4	82.0	78.6	46.0	108.8	80.7	77.3	45.2	
100.0	97.6	3.0	0.0	2.6	3.0	3.2	4.4	53	55	29	4	36	69	37	8	147.8	113.4	91.0	72.9	137.8	106.4	91.1	74.2	
70.7	90.4	0.0		3.7	4.9	4.7		35	25	31	0	23	27	15	0	146.9	102.8	84.2		144.5	99.5	84.1		
94.5	85.3	0.0	0.0	4.4	7.4	7.7	4.3	43	12	15	16	48	22	27	27	178.4	122.3	90.7	68.8	177.0	129.6	93.5	74.3	
100.0	100.0	0.0	0.0	1.6	0.4	1.7	0.0	31	34	15	3	15	27	13	8	93.4	72.9	68.0	62.1	80.5	69.1	77.1	48.4	
100.0	100.0	12.5	0.0	1.9	4.6	4.6		13	4	2	1	12	4	6	1	84.6	71.4	—	—	84.6	71.4	64.6	—	
100.0	100.0	16.7	0.0	0.0	1.7	0.0	3.0	9	3	3	3	12	8	9	4	77.8	62.2	51.5	46.6	76.4	65.5	51.1	44.3	
100.0	98.8	0.0	0.0	4.3	5.4	5.1	6.5	67	46	36	20	39	38	35	21	153.3	107.8	89.8	69.8	148.5	103.3	88.2	67.6	
88.9	54.1	3.9	0.0	1.4	0.6	0.3	0.0	6	18	11	1	3	19	15	5	98.7	77.0	72.0	—	96.4	77.3	74.7	67.8	
95.4	96.3	16.3		0.8	1.7	1.0		80	56	42	0	50	52	44	0	122.7	100.2	85.4		118.2	100.2	84.1		
88.5	52.0	0.0	0.0	3.5	3.5	4.3		561	142	127	2	205	79	87	0	268.1	173.2	133.7	—	237.0	169.1	125.1		
94.8	92.6	0.0	0.0	3.2	4.1	5.2	23.1	507	213	185	1	182	154	114	4	187.2	130.5	121.6	—	173.3	128.7	114.6	52.7	
91.2	96.8	5.4		0.7	1.0	1.1		131	74	75	0	62	51	54	0	138.1	121.8	113.9		136.0	115.2	108.0		
100.0	66.2	18.9	0.0	1.4	2.4	2.4	3.8	60	64	85	18	50	87	116	10	120.3	96.9	79.2	59.3	117.1	94.9	81.1	56.0	
100.0	80.6	14.4	0.0	1.6	2.5	3.4		51	33	49	0	34	34	55	2	118.6	96.7	76.3		116.3	95.2	76.7	—	
95.5	94.2	16.1		0.8	1.5	0.9		126	78	50	0	76	76	62	0	126.9	102.0	87.6		121.0	98.5	87.5		
92.0	92.3	10.7		0.9	1.3	1.4		182	89	55	0	79	66	48	0	138.0	105.9	91.2		130.8	104.6	88.5		
76.3	64.3	8.3		1.2	1.8	2.1		102	19	12	0	67	23	12	0	158.4	111.1	102.9		143.2	114.7	89.0		
100.0	96.8	22.4	0.0	1.6	2.3	2.0		19	13	34	2	17	18	42	1	116.2	95.8	81.5	—	116.9	93.5	80.8	—	
82.6	94.2	13.2	0.0	0.8	1.1	1.3		144	102	32	0	143	103	59	1	129.6	102.4	87.4		122.1	106.0	88.2	—	
96.1	93.0	22.0		0.7	1.0	1.1		65	84	32	0	38	74	59	0	129.0	101.8	87.3		125.5	101.4	83.4		
100.0	88.6	30.2	0.0	1.9	2.1	2.5	6.4	40	24	44	1	30	46	52	2	118.1	96.8	81.0	—	120.6	94.5	81.6	—	
100.0	41.4	5.0	0.0	1.9	2.6	4.0	1.6	51	55	27	0	51	78	53	4	116.9	93.0	79.0		115.8	92.5	79.1	72.1	
96.5	94.0	9.7	0.0	0.7	1.5	1.3		52	48	48	1	33	69	55	1	126.3	99.1	84.6	—	119.1	98.7	85.1	—	
88.6	55.6	20.0	0.0	0.7	1.8	2.2		29	14	22	1	15	22	28	1	123.7	97.7	84.2	—	119.5	97.8	84.2	—	
98.8	87.7	38.0	0.0	1.3	2.3	1.9		43	70	81	1	39	60	82	2	121.4	99.0	84.0	—	117.6	97.6	83.2	—	
94.5	95.4	11.7		0.6	1.8	1.5		134	77	54	0	66	95	49	0	126.9	101.6	84.7		122.1	101.5	83.1		
100.0	100.0	4.9	0.0	1.3	1.9	2.4		31	52	72	2	37	60	72	0	122.4	97.6	81.0	—	118.9	96.6	80.9		
85.7	8.3	0.0	0.0	0.5	2.3		15.2	12	2	1	2	16	10	2	6	155.2	—	—	—	161.3	131.1	—	91.1	
89.6	90.1	20.0		1.0	1.7	1.4		26	36	23	0	22	35	27	0	117.8	98.6	83.3		112.1	98.7	82.5		
100.0	87.5	30.4	0.0	2.7	2.5	1.2	1.0	0	8	17	2	4	8	29	7		85.4	76.0	—		90.1	79.6	73.3	66.3
96.2	83.0	5.6	0.0	6.3	5.7	4.4	5.5	30	24	75	1	23	23	69	0	110.6	82.0	71.0	—	99.9	82.6	75.5		
97.2	92.0	66.7	0.0	0.0	0.7	1.8	1.2	20	14	15	11	16	11	12	15	76.6	63.2	57.2	50.5	71.8	62.1	56.3	49.5	
100.0	95.6	21.0	0.0	2.7	3.4	3.6	3.1	156	112	56	46	72	92	68	42	176.1	120.0	103.2	99.7	162.8	120.6	101.5	108.4	
100.0	100.0	0.0		4.2	4.2	4.9		48	24	13	0	30	16	32	0	150.4	110.2	88.7		139.6	112.9	88.8		
97.3	76.0	0.0	0.0	3.9	7.1	13.7		22	12	16	0	15	13	25	1	84.2	65.5	58.8		88.3	71.1	62.6	—	
46.2	0.0	0.0		0.0	2.1	0.0		9	4	7	0	4	8	5	0	71.0	53.3	56.2		70.6	58.5	45.5		
100.0	100.0	0.0	0.0	1.0	1.7	2.4	1.7	36	39	16	6	16	47	25	2	119.8	83.6	72.7	67.7	110.2	82.1	70.6	—	
93.6	89.5	0.0	0.0	1.1	2.7	3.4	2.7	120	87	56	1	83	75	58	3	152.1	111.8	96.9	—	138.0	101.3	101.7	85.7	
97.8	94.1	4.9	0.0	2.2	4.2	2.2		31	27	23	2	15	24	38	1	117.6	82.2	82.4	—	104.4	87.2	74.2	—	
97.3	88.8	0.0	0.0	2.4	2.9	4.0	2.1	63	95	89	10	49	84	107	15	105.8	86.0	69.3	73.4	103.4	82.6	69.1	61.8	
100.0	83.3	2.9	0.0	0.0	0.0	0.0		10	8	12	1	11	16	23	0	77.4	66.2	61.8	—	77.9	62.9	62.7		

APPENDIX I

NAME	(1)		(2)		(3)							(4)							(5)
	NOTES	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		
Le Moyne Coll	7	IIA	PR	105.0	78.6	70.9	64.5				82.2	132.6	101.5	94.4	81.7			105.6	28.4
Long Island U	7,26	I	PI	121.6	101.4	91.5	72.7				104.9	163.5	142.1	122.7	180.4			144.4	37.6
Marist Coll	10	IIA	PI	122.8	98.5	82.9	—	74.6	58.0		88.1	169.2	142.8	118.1	—	109.8	85.0	126.6	43.7
Marymount Manhattan Coll		IIB	PI	99.9	76.9	70.3					81.6	136.0	107.6	95.7				112.2	37.5
Medaille Coll	5	IIA	PI	77.9	63.4	47.6	—				57.1	96.2	77.8	60.3	—			71.5	25.3
Mercy Coll		IIA	PI	102.2	91.4	83.9	86.3				88.9	135.4	123.8	112.9	117.9			119.8	34.7
Molloy Coll		IIA	PR	118.1	98.4	86.8	74.0			83.6	98.6	160.7	135.0	120.6	105.6		110.7	135.6	37.5
Monroe CC	11	III	PU	84.6	62.0	56.9	51.3	56.6			65.4	119.7	91.0	82.4	74.3	81.9		94.5	44.4
Morrisville St Coll	7	III	PU	77.7	65.0	56.5	45.5				62.9	107.5	91.8	80.3	71.2			89.0	41.4
Mount Saint Mary Coll		IIA	PR	97.4	74.7	71.1	63.8	—			78.8	124.6	99.4	95.3	84.7	—		103.3	31.2
Nazareth Coll		IIA	PI	91.4	76.3	65.3	—				76.6	117.8	103.4	81.3	—			98.7	28.8
New School		I	PI	147.9	108.9	84.9	55.9	—			106.0	191.3	147.3	116.6	70.6	—		142.1	34.0
New York Institute Technology		IIA	PI	135.3	101.6	92.2	—				107.2	168.7	132.4	116.3	—			136.6	27.4
New York U		I	PI	218.3	128.0	113.4	88.6	64.7	108.5		140.3	290.7	170.4	151.0	117.9	86.1	144.4	186.7	33.1
Niagara County CC		III	PU	91.3	72.5	62.4	49.4				77.7	134.4	109.5	94.6	69.4			114.7	47.5
Pace U-New York		I	PI	144.2	109.1	85.0		64.2			112.2	185.3	142.4	110.2		84.9		145.3	29.4
Rensselaer Polytechnic Institute	1	I	PI	157.7	111.1	104.8	43.3	66.7			114.6	206.6	145.3	135.4	58.5	86.5		149.6	30.6
Rochester Institute Technology	1	I	PI	128.9	97.2	86.1	62.8	68.8			93.9	166.0	127.7	111.1	81.1	92.3		122.7	30.6
Saint John Fisher Coll	7	IIA	PR	108.8	86.8	77.1	56.1			54.6	85.5	136.8	112.6	96.9	76.1		66.2	109.2	27.8
Sarah Lawrence Coll		IIA	PI	110.4	85.6	77.3	55.2				93.2	144.8	117.0	105.2	67.5			123.3	32.3
Siena Coll		IIB	PR	105.0	86.0	75.8	57.1				86.4	139.5	117.3	100.9	81.3			116.3	34.6
Skidmore Coll		IIB	PI	126.3	98.3	79.9	61.5	60.1			97.9	165.1	132.6	104.8	89.6	74.4		129.7	32.5
St Francis Coll		IIB	PI	109.6	87.9	68.4		58.1			83.3	146.4	122.9	90.0		77.2		112.3	34.9
St John's U-New York	7	I	PR	160.0	117.8	92.0	—				125.6	208.1	156.0	107.2	—			161.7	28.8
St Lawrence U		IIB	PI	120.9	94.7	74.4	62.9				91.7	156.9	124.2	96.8	80.4			119.5	30.4
St. Joseph's Coll-New York		IIA	PI	107.8	82.1	70.3	63.1				81.1	135.8	105.1	91.4	79.8			103.8	28.0
Stella and Charles Guttman CC		III	PU	113.7	103.7	79.5	68.5	69.9			84.7	150.0	140.0	115.8	104.7	106.2		121.0	42.8
Stony Brook U	7	I	PU	163.7	109.5	92.9	79.6	67.7			118.5	210.9	145.8	124.0	108.5	91.4		155.6	31.3
Sullivan County CC		III	PU	62.2	56.0	38.0					55.0	92.5	86.3	56.4				82.5	50.0
SUNY Albany	7	I	PU	131.3	99.8	82.3		61.8			98.6	172.4	134.9	111.5		84.4		132.2	34.0
SUNY Binghamton	7	I	PU	136.8	98.9	82.5	63.1	57.8			97.2	179.2	133.3	110.3	89.7	81.3		129.9	33.7
SUNY Buffalo St	7	IIA	PU	96.5	80.5	67.3		53.1			78.8	129.9	108.9	92.1		74.3		106.9	35.7
SUNY Coll Agriculture and Technology Cobleskill	7	IIB	PU	82.4	67.6	56.8	47.4				66.9	113.0	95.7	76.2	64.9			92.3	38.1
SUNY Coll Brockport	7	IIA	PU	98.6	79.4	66.6	59.7	54.0			75.8	133.3	109.5	90.8	80.4	73.3		103.6	36.7
SUNY Coll Environmental Science and Forestry	7	IIA	PU	107.5	84.8	66.0	62.3	—			86.5	146.1	117.5	89.7	87.8	—		118.4	36.9
SUNY Coll Geneseo	7	IIA	PU	97.1	77.9	61.1	—	54.6			75.6	129.2	105.9	84.3	—	76.8		102.7	35.8
SUNY Coll Old Westbury	7	IIA	PU	107.5	92.3	82.3	—	59.8			87.1	143.2	124.6	106.5	—	77.7		115.4	32.5
SUNY Coll Oswego	7	IIA	PU	93.7	77.5	59.6	43.9	58.8			71.1	126.7	105.6	82.2	61.6	84.4		97.2	36.8
SUNY Coll Plattsburgh	7	IIA	PU	92.2	72.3	63.2		52.9			71.2	125.9	100.2	87.7		75.4		98.6	38.6
SUNY Coll Potsdam	7	IIA	PU	83.4	66.5	54.0	40.8	50.1			64.5	114.6	93.1	75.5	57.8	72.4		89.9	39.4
SUNY Coll Technology Alfred	7	III	PU	78.4	67.6	59.0	44.8	33.8			58.2	109.0	94.4	84.0	67.3	48.9		82.8	42.3
SUNY Coll Technology Canton	7	III	PU	86.4	73.7	64.9	39.3	50.2			63.3	118.0	102.9	92.6	53.5	71.6		88.3	39.5
SUNY Coll Technology Delhi	7	III	PU	77.1	64.6	55.4	50.5			—	60.5	106.8	90.8	79.1	72.1			85.2	41.0
SUNY Cortland	7	IIA	PU	88.2	72.4	59.5	53.5	48.2			67.9	119.8	100.3	82.3	77.6	68.8		93.9	38.3
SUNY Empire St Coll	7	IIA	PU	85.7	69.7	63.1	—	59.8			71.6	117.3	98.4	88.3	—	79.5		100.0	39.6
SUNY Fredonia	7	IIA	PU	93.6	71.3	62.1		45.8			70.5	129.2	99.9	86.0		66.5		98.4	39.7
SUNY Maritime Coll	7	IIB	PU	96.7	80.7	72.0	—	61.9			76.1	131.2	110.7	97.9	—	85.6		104.2	36.9
SUNY New Paltz	7	IIA	PU	101.2	75.3	66.6	60.3	54.6			72.9	136.9	104.6	92.6	86.7	76.9		101.0	38.6
SUNY Oneonta	7	IIA	PU	87.6	72.0	63.3		49.9			69.0	120.6	100.5	87.9		68.7		95.7	38.7
SUNY Polytechnic Institute	7	IIA	PU	132.4	100.6	81.6	71.2	58.2			95.7	177.2	134.8	110.4	94.9	81.8		129.0	34.9
SUNY Purchase Coll	7	IIB	PU	100.7	79.3	61.4		—			75.4	134.5	109.0	81.7		—		101.9	35.1
SUNY Westchester CC		III	PU	127.6	114.2	96.4	70.5				104.0	200.0	183.3	162.4	131.3			171.5	64.9
Syracuse U	5	I	PI	133.4	102.0	80.6	57.2	53.7			106.4	177.8	142.4	114.5	82.7	84.3		146.1	37.4
Tompkins Cortland CC		III	PU	81.1	65.1	60.0	52.9				76.0	107.9	80.4	86.4	79.9			101.6	33.7
U Buffalo	7	I	PU	143.9	98.1	83.7	58.2	70.9			105.7	187.6	131.5	111.3	77.8	96.3		139.8	32.3
U Rochester	7	I	PI	168.3	115.0	108.2	53.1	68.2	79.9		121.6	206.7	141.5	131.8	63.1	83.7	98.2	149.1	22.7
Union Coll		IIB	PI	133.6	98.9	77.0	66.6	74.5			—	105.4	182.5	134.1	104.4			143.5	36.1
Utica Coll		IIA	PI	96.0	85.5	73.9				76.0	82.4	134.7	120.3	104.2			100.8	114.5	39.0

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	PR	AO	AI	IN
100.0	96.6	3.2	0.0	0.7	3.1	3.5	1.6	32	30	17	15	16	28	14	15	104.7	79.2	73.9	61.4	105.6	78.0	67.4	67.5
94.3	78.3	0.0	0.0	2.1	2.1	2.2	1.8	103	94	52	2	71	113	92	6	126.0	101.1	92.7	—	115.3	101.7	90.9	70.3
90.0	87.7	23.4	0.0	4.3	6.6	4.5	3.4	16	35	28	2	14	30	36	0	122.8	99.2	90.6	—	122.7	97.7	76.8	
100.0	100.0	0.0		5.6	4.8	6.0		11	12	7	0	17	21	24	0	98.2	76.1	73.7		100.9	77.3	69.2	
100.0	60.9	0.0	0.0	2.4	3.3	5.8		10	8	14	0	3	15	26	2	80.4	59.5	48.6		69.6	65.4	47.1	—
84.6	45.5	9.7	0.0					14	26	34	7	12	40	59	5	100.8	87.5	71.3	79.4	103.8	93.8	91.1	95.9
100.0	89.1	46.5	0.0	2.2	3.8	3.7	3.9	14	16	16	4	41	39	55	3	124.2	100.7	87.4	73.0	116.0	97.4	86.6	75.2
100.0	94.3	72.6	8.3	2.8	1.8	1.7	0.0	28	48	31	17	50	57	31	19	87.7	63.2	57.3	51.3	82.8	61.0	56.4	51.3
100.0	100.0	10.9	0.0	6.6	6.0	5.1	3.2	15	31	29	2	6	26	26	2	75.8	65.0	57.5	—	82.3	64.9	55.4	—
100.0	100.0	0.0	0.0	2.0	2.5	4.0	2.0	11	14	8	1	10	15	12	6	102.0	73.9	71.7	—	92.3	75.5	70.7	63.2
98.4	83.7	6.7	0.0	4.0	5.4	4.8		32	15	18	0	30	28	57	2	94.4	74.7	63.8		88.3	77.2	65.7	—
70.4	44.1	0.0	0.0	3.7	2.6	3.7	3.7	46	71	70	4	35	72	84	6	150.5	110.0	85.0	60.4	144.4	107.8	84.9	52.8
98.3	87.2	11.6	0.0	3.2	2.2	2.3		45	51	38	1	12	43	31	0	139.0	107.4	93.9	—	121.4	94.8	90.0	
91.8	69.3	0.3	0.0	2.5	4.7	4.2	0.5	620	291	150	109	262	221	170	94	225.2	129.6	119.8	97.2	202.0	126.0	107.8	78.6
100.0	100.0	92.3	0.0	0.7	1.6	1.8	4.8	23	7	6	6	31	8	7	10	94.8	74.1	64.3	49.3	88.7	71.1	60.8	49.4
90.5	73.9	6.7		1.9	3.8	4.4		103	57	52	0	86	77	82	0	147.5	109.4	84.0		140.2	109.0	85.7	
92.3	97.3	0.0	0.0	3.2	2.4	2.4	5.3	164	51	46	6	30	23	21	9	158.5	112.5	106.9	42.0	153.2	108.1	100.0	44.2
100.0	98.6	6.9	0.0	2.5	2.9	2.8	2.7	188	169	111	29	61	107	63	24	130.7	99.2	88.0	64.8	123.5	94.0	82.9	60.4
100.0	89.4	4.1	0.0	2.3	2.7	2.8		27	43	28	5	11	61	45	5	113.3	85.9	83.8	57.0	97.9	87.4	72.9	55.2
100.0	100.0	0.0	0.0	2.2	2.7	3.0	0.7	33	13	9	6	27	11	11	8	109.5	85.5	76.9	57.7	111.4	85.7	77.5	53.4
100.0	94.9	4.8	0.0	0.0	0.9	4.6	0.0	34	47	30	7	26	31	33	7	107.3	86.9	76.9	54.5	102.1	84.7	74.9	59.7
97.0	89.2	0.0	0.0	3.0	3.5	3.6	5.1	39	31	30	0	28	43	44	10	128.2	99.6	81.2		123.6	97.3	79.0	61.5
100.0	84.6	0.0	0.0	1.4	3.2	3.3		15	10	7	0	9	16	20	0	114.7	95.4	67.8		101.2	83.3	68.6	
93.3	96.3	0.0	0.0	3.0	2.6	4.3	3.0	128	154	73	1	80	144	70	1	166.6	124.5	93.2	—	149.5	110.6	90.7	—
100.0	98.7	10.2	0.0	3.9	3.5	4.2	2.4	22	32	26	5	14	43	23	10	122.9	94.6	75.1	63.3	117.8	94.8	73.5	62.6
100.0	70.0	0.0	0.0	2.8	4.6	2.2	2.7	14	18	24	5	19	32	35	11	109.8	81.4	70.6	59.1	106.3	82.4	70.1	64.9
85.7	66.7	0.0	0.0	1.1	1.2	2.1	3.3	3	2	11	4	4	4	20	1	118.2	—	80.4	67.6	110.3	99.9	79.0	—
100.0	78.7	0.4	0.0	6.7	6.0	5.1	3.0	264	161	151	3	85	120	121	5	166.3	111.2	96.0	73.1	155.6	107.2	89.1	83.5
100.0	100.0	33.3		7.6	3.0	2.3		10	4	3	0	10	5	6	0	64.8	56.6	33.8		59.5	55.5	40.2	
98.2	97.2	0.0		6.4	6.7	4.4		121	127	110	0	46	90	99	0	132.7	102.1	84.1		127.7	96.5	80.2	
98.4	93.5	0.4	14.3	6.8	6.2	5.4	8.0	132	115	145	6	53	86	115	15	141.1	102.3	84.8	53.3	126.1	94.4	79.5	67.0
98.9	92.4	3.3		6.0	5.6	3.7		62	76	26	0	31	81	34	0	98.3	83.8	68.3		92.9	77.4	66.6	
100.0	70.3	0.0	0.0	6.1	6.2	3.2	6.0	21	21	14	6	10	16	13	6	82.4	68.7	57.9	47.7	82.3	66.1	55.6	47.1
100.0	88.8	2.2	0.0	6.1	5.7	4.5	4.9	37	70	39	1	21	73	54	10	102.4	82.7	67.2	—	91.9	76.1	66.2	59.4
100.0	100.0	6.5	45.5	6.4	6.1	5.1	5.0	41	21	16	5	7	15	15	6	107.8	86.3	67.0	64.0	105.6	82.8	64.9	60.9
97.3	94.7	8.7	0.0	6.3	5.9	4.4		49	43	32	1	26	33	37	0	97.8	79.5	60.9	—	95.6	75.8	61.3	
100.0	93.6	0.0	50.0	8.0	6.1	5.1	3.2	10	30	30	2	13	32	37	0	118.0	95.0	87.7	—	99.4	89.7	77.9	
98.7	80.6	5.1	0.0	6.8	6.1	5.6	14.1	52	51	86	7	26	47	89	4	94.6	79.9	59.6	41.0	91.9	75.0	59.5	48.8
100.0	89.5	6.7		6.0	5.8	4.6		43	48	25	0	22	38	35	0	95.9	74.8	65.2		84.8	69.2	61.9	
100.0	100.0	1.5	21.7	5.4	5.4	3.7	7.0	48	41	29	6	24	31	36	17	85.0	64.6	54.0	45.5	80.3	69.0	54.0	39.2
92.0	90.9	22.2	3.6	6.1	6.1	5.2	3.7	15	25	37	27	10	8	26	1	77.2	68.4	57.7	44.9	80.0	65.3	60.7	—
100.0	77.8	21.4	4.2	6.1	5.7	5.6	0.0	12	16	14	10	13	11	14	14	83.8	73.2	69.0	43.2	88.8	74.4	60.8	36.6
96.2	58.3	12.5	14.3	6.1	5.3	3.6	4.4	15	12	28	21	11	24	28	7	77.2	64.7	55.3	50.0	77.0	64.6	55.6	52.0
100.0	88.3	4.2	25.0	6.7	5.8	4.9	7.2	43	37	50	5	34	57	46	7	89.9	74.5	59.2	52.1	86.1	71.1	59.9	54.6
94.7	95.6	35.5	0.0	5.9	5.8	4.9		17	32	8	0	21	59	23	1	90.0	73.5	62.1		82.3	67.6	63.5	—
100.0	95.7	3.9		6.1	6.0	4.4		40	48	30	0	22	44	21	0	96.3	69.8	62.6		88.7	73.0	61.4	
95.5	85.0	11.8	0.0	6.1	5.9	4.8		17	15	9	1	5	5	8	0	97.9	82.0	75.9	—	92.5	76.8	67.6	
100.0	93.7	5.8	50.0	6.1	5.9	4.7	6.3	32	73	38	1	19	70	48	7	108.2	77.8	68.7	—	89.4	72.6	64.9	60.9
98.3	91.6	11.1		6.1	5.6	4.4		39	50	42	0	20	45	48	0	88.6	72.3	65.2		85.7	71.6	61.6	
93.8	88.0	5.4	0.0	6.0	5.8	6.6	6.7	26	34	20	1	6	16	17	2	139.2	104.8	83.1	—	102.7	91.8	79.8	—
100.0	83.3	0.0		6.2	6.5	4.5		15	34	30	0	15	38	42	0	103.8	79.3	61.6		97.6	79.2	61.2	
100.0	100.0	91.5	29.4	7.0	9.2	11.6	15.4	21	19	21	13	29	12	26	21	127.2	114.3	92.9	70.6	127.8	114.0	99.2	70.4
81.8	91.7	2.4	0.0	3.2	5.3	5.0	4.5	282	177	164	2	131	160	172	7	137.9	102.3	83.8	—	123.6	101.5	77.6	54.3
100.0	66.7	33.3	0.0	3.0	14.3	4.0	2.8	19	1	0	3	26	5	3	2	83.0	—		51.8	79.8	65.5	60.0	—
94.4	79.8	0.0	0.0	6.5	6.0	5.2	4.4	281	207	210	4	95	154	183	10	149.1	101.7	88.8	52.3	128.4	93.3	77.8	60.5
99.2	93.0	0.0	0.0	2.5	3.8	3.7	2.6	195	92	91	14	50	51	42	9	171.0	117.2	115.4	55.2	157.8	111.0	92.4	49.9
100.0	100.0	0.0	0.0					55	30	16	8	31	30	14	6	137.3	100.2	78.0	66.6	127.2	97.6	75.9	66.5
100.0	86.7	12.5		4.1	4.3	5.0		22	24	22	0	8	21	18	0	98.0	88.4	73.8		90.2	82.3	74.1	

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			

New York (continued)

Vassar Coll	1	IIB	PI	140.0	110.4	87.3		86.6	76.5	111.5	188.7	153.2	116.5		120.9	106.8	152.1	36.4
Yeshiva U		I	PI	157.5	102.2	86.5	41.8	66.1		100.9	176.9	129.2	106.7	59.1	83.7		121.6	20.4

North Carolina

Appalachian St U	7	IIA	PU	96.9	78.7	69.8	68.1	46.9	52.0	74.7	125.1	103.5	92.7	90.7	64.6	69.9	98.4	31.7
Barton Coll	7	IIB	PR	59.3	52.8	56.7	—			56.0	74.1	66.6	68.3	—			68.9	22.9
Belmont Abbey Coll		IIB	PR	64.8	56.5	53.2	—	24.8		50.7	85.3	72.1	69.5	—	31.1		65.3	28.8
Brevard Coll		IIB	PR	50.5	45.9	43.2				45.3	67.1	57.5	54.2				57.4	26.6
Chowan U	7	IIB	PR	76.5	66.5	58.5	48.2			64.6	89.0	78.3	68.5	57.2			75.7	17.2
Davidson Coll		IIB	PR	133.4	98.0	73.6	63.0	69.9		106.8	170.5	122.4	91.2	77.8	91.8		135.2	26.5
Duke U	7	I	PR	214.2	141.4	121.9				180.6	276.9	185.1	151.1				232.9	29.0
East Carolina U	7	I	PU	105.5	81.0	74.8	—		64.2	79.3	135.9	105.8	98.7	—		85.4	103.9	31.0
Elizabeth City St U	7	IIB	PU	81.1	72.6	65.1		56.9	45.8	68.6	106.8	97.9	87.5		78.5	60.9	91.9	34.0
Elon U	7	IIA	PI	111.0	82.8	77.7	53.7	68.4		83.9	143.0	106.7	98.0	68.6	89.2		107.5	28.2
Fayetteville St U	7	IIA	PU	88.6	81.2	76.9	90.1	58.5	64.4	77.8	116.0	107.0	102.1	117.5	79.8	86.4	103.0	32.4
Gardner-Webb U	1	I	PR	70.3	63.3	59.3	46.3	—		62.4	95.5	84.4	80.2	62.9	—		84.4	35.2
Greensboro Coll		IIB	PR	62.2	53.6	46.5	45.2			55.6	75.9	66.6	59.0	56.1			68.7	23.6
Guilford Coll		IIB	PR	76.2	60.5	56.4	47.1			62.8	97.4	77.6	71.5	62.0			80.5	28.2
Lees-McRae Coll	7	IIB	PR	61.0	53.3	45.7	44.8			49.4	76.4	66.8	57.3	56.2			61.9	25.4
Mars Hill U	7	IIB	PI	57.2	52.8	51.8	44.4	—		51.5	72.2	68.5	65.8	55.6	—		65.8	27.6
Meredith Coll		IIA	PI	74.2	65.1	61.9	59.4	—		66.9	90.3	81.6	76.9	74.4	—		82.7	23.6
North Carolina A & T St U	7	I	PU	104.5	85.0	66.9	—	54.9	59.3	81.5	135.4	111.3	89.5	—	75.0	80.8	107.2	31.6
North Carolina Central U	7	IIA	PU	100.8	81.2	71.0	48.5	53.1	63.4	76.6	131.7	107.5	95.3	67.2	73.3	85.2	101.9	33.0
North Carolina St U Raleigh	7	I	PU	131.8	96.0	83.8		53.8	67.4	101.6	166.2	124.0	109.6		73.2	84.0	130.4	28.4
North Carolina Wesleyan Coll		IIB	PR	58.9	58.1	46.6	54.2			54.2	74.3	77.0	61.7	65.9			70.5	30.1
Salem Coll	1	IIB	PR	64.1	57.0	51.4	38.1			54.7	75.1	67.1	61.2	46.9			64.6	18.2
U North Carolina Asheville	7	IIB	PU	94.2	80.4	69.7	—	56.2	67.2	76.5	121.8	105.1	92.3	—	75.9	89.3	100.4	31.3
U North Carolina Chapel Hill	7	I	PU	163.3	106.3	101.9	119.0	57.4	99.0	118.8	204.0	136.6	131.2	148.3	76.6	128.0	151.1	27.2
U North Carolina Charlotte	7	I	PU	126.2	90.4	82.5		54.9	75.6	87.3	160.6	117.2	107.5		74.1	99.8	113.5	29.9
U North Carolina Greensboro	7	I	PU	116.4	84.0	77.5	—	48.1	64.4	80.4	148.8	109.4	101.9	—	66.0	85.5	105.1	30.7
U North Carolina Pembroke	7	IIA	PU	89.1	68.6	62.0	53.6	51.9	65.8	67.1	115.9	91.2	83.3	73.5	71.0	89.3	89.5	33.3
U North Carolina School of the Arts	7	IIB	PU	81.0	72.6	67.0	55.7			70.5	105.8	95.9	89.3	73.2			93.1	31.9
U North Carolina Wilmington	7	IIA	PU	100.8	76.0	71.1		52.8	—	76.1	129.7	99.9	94.4		71.9	—	100.1	31.5
Wake Forest U	7	I	PI	152.0	103.9	85.0	72.1	70.3	—	106.5	189.7	133.9	103.8	91.2	87.5	—	134.0	25.8
Western Carolina U	7	IIA	PU	95.9	73.1	64.8	46.2	47.4		71.4	124.3	96.5	86.7	63.9	64.8		94.5	32.4
Winston-Salem St U	7	IIA	PU	95.0	77.6	70.2	62.3	61.5	56.0	75.0	123.8	102.3	93.8	84.5	84.3	74.9	99.4	32.5

North Dakota

Lake Region St Coll		III	PU	70.0	65.7	65.7	59.5			63.5	99.8	90.3	94.4	83.9			89.7	41.4
North Dakota St U-Main Campus		I	PU	109.4	82.9	70.7	—	50.5		82.7	144.8	112.9	97.3	—	73.5		112.2	35.8
U North Dakota	7	I	PU	108.0	84.9	71.5	53.6	48.9	35.3	78.3	140.7	114.0	97.5	76.0	71.3	53.7	105.7	35.0
Valley City St U		IIB	PU	71.2	59.1	49.8	45.0			54.6	99.8	84.3	72.6	62.1			78.1	42.9

Ohio

Ashland U	7	IIA	PR	72.6	66.8	60.4	53.2			64.1	96.2	88.8	80.6	72.1			85.5	33.3
Baldwin Wallace U	7	IIA	PR	85.9	72.8	60.3	47.3			73.1	108.3	92.8	77.7	68.0			93.1	27.3
Bluffton U		IIB	PR	62.3	53.6	48.2				54.9	79.7	66.6	59.7				69.1	25.8
Bowling Green St U-Firelands	7	III	PU	95.9	71.4	—	53.8	65.8		69.7	124.2	92.8	—	66.0	88.8		91.5	31.2
Bowling Green St U-Main Campus	7	I	PU	114.8	88.2	75.6	54.4	62.9		82.9	141.3	111.1	96.2	71.1	83.1		104.9	26.5
Capital U	1	IIA	PR	98.6	69.4	59.0	58.4			76.9	132.6	95.5	78.3	83.1			104.7	36.0
Case Western Reserve U	7	I	PI	149.6	102.2	94.7	67.3			116.1	187.9	130.9	122.4	92.1			148.1	27.6
Coll Wooster		IIB	PI	98.8	77.3	63.2	55.9			77.4	139.9	107.2	87.3	71.1			107.0	38.2
Defiance Coll		IIB	PR	58.8	53.8	51.6				53.8	80.1	69.8	63.6				68.8	27.9
Denison U		IIB	PI	119.8	87.2	71.2	61.6			86.3	159.1	118.2	97.6	83.5			116.5	35.1
John Carroll U		IIA	PR	95.3	74.6	83.2	56.5			81.3	126.9	100.0	109.1	69.3			107.7	32.4
Kent St U Ashtabula	7	III	PU	—	77.6	—		56.1		63.5	—	106.0	—		81.2		89.5	41.1
Kent St U East Liverpool	7	III	PU	—	78.0	—		56.4		63.2	—	106.8	—		81.3		89.3	41.3
Kent St U Geauga	7	III	PU	99.9	83.8	—		53.6		60.9	130.7	114.4	—		77.6		86.3	41.6
Kent St U Kent	7	I	PU	120.1	91.8	76.6		63.5		84.6	154.2	121.9	104.1		89.4		113.5	34.2

APPENDIX I

(6)				(7)				(8)								(9)								
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	100.0	0.0		3.9	4.6	4.5		53	41	22	0	46	39	22	0	145.5	113.2	87.7		133.7	107.4	86.9		
78.6	75.3	3.9	1.1	2.1	1.8	-0.6	10.8	83	45	34	53	34	32	43	37	168.1	106.4	99.3	49.7	131.5	96.2	76.5	30.3	
99.1	96.0	0.0	0.0	0.5	2.0	0.9	6.1	187	116	97	4	131	110	103	3	99.5	80.9	70.7	78.1	93.2	76.4	68.9	54.8	
100.0	88.2	5.6	0.0	3.2	4.1	2.4		9	9	18	1	9	8	18	1	59.4	50.8	56.5	—	59.2	55.1	56.8	—	
100.0	71.9	0.0	0.0	1.0	0.9	0.7		5	16	8	1	3	16	8	1	64.1	57.9	56.6	—	65.9	55.2	49.8	—	
87.5	85.0	0.0		2.7	2.0	1.0		3	13	13	0	5	7	11	0	46.9	45.2	43.2		52.6	47.1	43.2		
92.9	72.7	0.0	0.0	2.3	1.1	1.1	2.0	7	12	13	1	7	10	13	2	72.1	66.8	60.7	—	80.9	66.1	56.4	—	
98.0	93.9	0.0	0.0	3.2	3.7	4.0		61	19	25	2	38	14	38	1	136.7	98.9	73.6	—	128.1	96.8	73.6	—	
100.0	89.9	0.0		2.4	4.8	6.4		383	125	84	0	117	92	58	0	217.4	148.2	127.6		203.9	132.3	113.7		
98.8	98.4	1.8	0.0	0.6	0.8	1.2		177	194	95	2	72	191	123	0	106.0	82.5	77.7	—	104.2	79.4	72.6		
84.6	88.9	4.8		-3.5	1.9	0.3		20	16	13	0	6	11	8	0	82.8	72.3	66.3		75.1	73.1	63.1		
92.5	86.8	0.0	0.0	2.1	2.3	2.5		42	77	72	2	38	75	73	9	115.3	83.8	81.1	—	106.3	81.7	74.3	55.2	
92.9	88.5	11.9	0.0	1.5	0.4	2.0	11.2	48	43	22	0	22	35	37	3	86.9	83.7	74.7		92.2	78.0	78.2	90.1	
85.5	54.1	2.2	0.0	0.6	0.8	-0.2	1.5	40	17	14	7	22	20	31	15	72.5	61.7	58.7	42.4	66.2	64.8	59.6	48.2	
47.8	9.1	0.0	0.0	1.0	1.0	1.1		15	5	5	2	8	6	6	1	62.6	56.2	48.4	—	61.5	51.4	45.0	—	
100.0	87.5	28.6	0.0	1.8	2.5	1.7	0.9	19	13	4	7	14	11	17	9	77.0	60.5	61.7	46.6	75.1	60.4	55.2	47.5	
0.0	0.0	0.0	0.0					6	3	8	6	5	5	13	12	61.1	50.0	42.4	42.2	60.8	55.2	47.8	46.1	
100.0	84.6	5.9	0.0	0.8	1.5	0.8	6.0	9	10	17	3	6	16	17	9	58.6	54.6	53.1	49.6	55.0	51.7	50.4	42.7	
92.0	90.6	0.0	0.0	0.8	3.0	2.0	4.8	14	14	11	3	36	18	33	6	76.2	68.5	64.6	72.2	73.5	62.4	61.0	53.0	
94.2	86.1	1.1	0.0	3.3	3.7	5.4		80	100	43	2	24	80	48	0	104.5	86.8	66.3	—	104.3	82.7	67.3		
97.5	89.7	7.6	0.0	2.2	2.3	3.2	1.5	49	61	34	5	30	56	45	2	101.6	82.0	70.7	49.8	99.5	80.4	71.3	—	
97.4	82.9	0.0		4.1	4.9	4.4		494	291	216	0	157	177	216	0	133.2	98.6	87.0		127.3	91.7	80.6		
100.0	95.5	10.5	0.0	0.3	0.8	0.9	0.0	7	12	10	2	6	10	9	3	57.9	56.9	47.6	—	60.1	59.5	45.4	50.3	
100.0	72.7	5.9	0.0	0.0	-0.3	0.7	0.0	1	6	4	1	8	16	13	4	—	56.4	51.8	—	64.5	57.2	51.3	38.1	
98.5	94.0	1.9	0.0	0.7	0.9	2.2		46	18	29	0	20	32	25	1	95.6	82.1	71.0		90.9	79.4	68.2	—	
99.5	95.3	0.0	0.0	2.7	4.4	3.9	4.3	383	213	132	4	187	169	113	2	170.5	107.2	106.1	116.0	148.5	105.2	97.1	—	
99.1	98.6	0.5		0.3	1.4	0.7		171	157	104	0	62	132	118	0	132.1	94.0	88.2		110.1	86.2	77.5		
98.5	92.9	0.6	0.0	1.9	2.9	2.8	2.9	117	106	60	1	81	120	104	1	119.8	88.5	80.4	—	111.6	80.0	75.8	—	
93.3	95.0	6.1	0.0	1.9	2.3	3.0	5.2	40	40	29	2	20	40	53	3	91.8	69.5	60.5	—	83.6	67.7	62.8	52.3	
0.0	0.0	0.0	0.0	3.5	1.6	1.5	2.0	27	31	24	10	4	23	15	10	80.8	73.6	67.8	55.2	82.7	71.3	65.7	56.1	
98.9	96.8	1.2		0.2	0.3	0.8		124	91	69	0	55	95	103	0	101.9	76.4	70.9		98.3	75.5	71.3		
99.5	97.2	0.0	1.7	2.8	3.7	3.9	6.5	125	83	35	95	63	62	48	87	160.2	104.5	89.8	75.9	135.7	103.1	81.5	68.0	
89.2	92.6	0.5	0.0	1.2	2.3	2.4	3.1	70	68	86	24	32	67	119	25	96.9	76.3	67.0	46.0	93.9	69.9	63.3	46.5	
100.0	93.2	4.0	0.0	-0.2	-0.1	0.3	0.0	32	53	21	4	18	50	54	24	93.3	78.4	64.9	57.3	97.9	76.8	72.2	63.1	
100.0	85.7	14.3	0.0		5.5	6.1	9.0	1	3	5	10	2	4	9	7	—	68.3	78.8	58.6	—	63.7	58.4	60.9	
98.9	86.0	0.0	0.0	0.5	0.9	0.6		142	123	102	2	40	84	107	0	111.2	83.6	72.7	—	102.9	82.0	68.9		
96.8	81.7	3.0	0.0					105	112	86	28	53	74	82	39	109.1	87.4	73.5	54.9	105.8	81.0	69.3	52.7	
100.0	94.7	25.8	0.0	0.2	0.2	0.6	0.7	7	14	12	5	4	5	19	7	71.0	60.0	50.6	47.3	71.5	56.5	49.2	43.4	
100.0	96.0	18.9	0.0	2.6	2.6	2.2	2.5	40	27	17	14	13	23	20	27	72.2	68.8	58.1	52.8	73.9	64.5	62.4	53.4	
91.7	58.1	2.6	0.0	2.4	2.7	3.1	2.0	47	34	27	1	37	28	49	2	86.5	73.2	61.4	—	85.2	72.3	59.8	—	
100.0	60.0	5.0		1.2	1.0	1.0		13	5	8	0	7	5	12	0	61.7	53.5	50.7		63.5	53.6	46.4		
100.0	100.0	0.0	0.0	3.3	3.3		4.0	5	6	1	0	1	7	1	6	93.9	67.1	—		—	75.2	—	53.8	
100.0	99.5	2.1	0.0	3.6	4.1	4.5	3.9	115	101	50	48	60	103	47	64	115.8	92.7	79.2	55.4	113.0	83.7	71.8	53.6	
98.5	87.9	3.1	0.0	1.7	2.8	2.7	2.0	42	15	12	15	26	18	20	20	107.0	70.9	55.2	52.8	85.0	68.2	61.3	62.6	
91.3	73.8	0.0	0.0	3.5	4.2	4.3	2.9	209	94	60	28	67	74	82	52	153.5	104.7	97.6	73.4	137.4	99.1	92.6	64.1	
100.0	100.0	0.0	0.0	1.6	2.1	2.4	2.5	33	26	12	14	18	34	19	16	99.3	76.0	62.4	56.1	97.9	78.4	63.8	55.6	
100.0	71.4	9.5		2.0	2.6	1.7		5	5	11	0	4	2	10	0	59.5	54.4	54.8		58.0	—	48.1		
95.6	95.1	0.0	0.0	5.6	5.3	4.8	4.7	33	50	27	17	12	52	27	15	122.3	88.2	70.7	62.1	113.0	86.2	71.7	61.1	
100.0	100.0	22.9	0.0	2.0	2.3	2.4	3.3	34	36	16	9	22	31	19	7	99.3	74.1	97.7	55.2	89.0	75.2	71.0	58.2	
100.0	100.0	50.0			2.9			1	6	0	0	0	5	2	0	—	76.5				79.0	—		
	100.0				3.0			0	4	0	0	0	2	0	0	—	81.2				—	—		
100.0	100.0	0.0			4.3			2	1	0	0	1	4	1	0	—	—			—	82.7	—		
99.5	97.8	4.1		2.2	3.0	2.8		145	127	80	0	61	140	90	0	123.7	92.2	79.2		111.6	91.4	74.3		

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			
Ohio (continued)																				
Kent St U Salem	7	III	PU	105.6	79.5	64.6		60.1		67.2	136.7	106.5	89.0		85.4		93.0	38.5		
Kent St U Stark	7	III	PU	106.9	80.4	62.8		56.9		70.5	139.3	109.1	88.4		81.7		97.4	38.2		
Kent St U Trumbull	7	III	PU	109.0	81.6	69.4		57.5		71.4	140.7	109.7	94.6		83.2		98.3	37.7		
Kent St U Tuscarawas	7	III	PU	105.8	78.4	61.0		52.3		63.7	136.9	106.0	86.2		75.1		88.7	39.3		
Kenyon Coll		IIB	PI	104.2	85.7	69.2	61.8			88.0	144.0	117.4	92.4	81.0			120.3	36.7		
Malone U		IIA	PR	67.4	58.3	49.3	46.9			59.2	91.2	79.5	68.5	75.3			81.5	37.6		
Marietta Coll	7,21	IIB	PI	79.6	70.7	61.0	48.1			67.8	103.8	99.4	84.5	67.7			92.6	36.5		
Miami U-Hamilton		IIB	PU	113.0	75.1	62.3	39.5	52.5	41.8	64.1	156.5	104.1	86.3	54.7	72.7	57.9	88.8	38.5		
Miami U-Middletown		IIB	PU	96.7	79.3	63.6	43.0	53.8	41.7	67.6	133.9	109.8	88.0	59.5	74.5	57.8	93.6	38.5		
Miami U-Oxford		I	PU	127.8	93.5	91.6	46.8	62.7	51.5	86.9	177.0	129.5	126.9	64.8	86.9	71.3	120.3	38.5		
Mount Saint Joseph U	7	IIA	PR	70.5	67.5	57.9	52.7			61.2	86.2	82.3	70.8	61.8			74.2	21.2		
Muskingum U		IIA	PR	82.2	68.7	60.2	—			70.6	114.5	91.7	79.9	—			95.5	35.3		
Oberlin Coll		IIB	PI	128.4	94.4	69.4	52.3			98.5	173.0	125.8	89.4	65.2			130.9	32.9		
Ohio Northern U		IIB	PR	96.7	77.6	70.9	53.5			79.4	124.4	102.3	94.5	74.3			104.4	31.4		
Ohio St U Agricultural Technical Institute	7	III	PU	122.3	75.4	76.4				81.2	154.1	98.8	99.0				105.3	29.6		
Ohio St U-Lima Campus	7	III	PU	108.9	76.3	64.3				86.7	137.3	99.3	85.0				111.4	28.5		
Ohio St U-Main Campus	7	I	PU	152.2	103.5	92.3	150.1			121.6	187.4	130.6	117.6	184.3			151.7	24.8		
Ohio St U-Mansfield Campus	7	III	PU	96.8	74.4	62.0				76.7	122.7	97.5	82.4				99.9	30.3		
Ohio St U-Marion Campus	7	IIB	PU	110.4	80.8	73.9				81.2	139.0	104.7	96.2				104.9	29.2		
Ohio St U-Newark Campus	7	III	PU	101.4	90.3	79.9				90.2	127.9	115.2	103.0				115.0	27.5		
Ohio U-Chillicothe Campus		III	PU	—	81.3	64.2				77.2	—	112.1	92.5				107.4	39.2		
Ohio U-Eastern Campus		III	PU	—	78.2	65.6				74.8	—	108.6	94.1				104.7	40.0		
Ohio U-Lancaster Campus		III	PU	94.1	76.9	61.7				77.2	126.9	107.2	89.7				107.5	39.2		
Ohio U-Main Campus		I	PU	113.4	87.6	79.3				94.6	148.9	119.4	109.9				127.4	34.7		
Ohio U-Southern Campus		III	PU	—	75.6	60.4				72.3	—	105.6	88.2				101.9	40.9		
Ohio U-Zanesville Campus		III	PU	89.9	74.5	60.8				74.9	122.1	104.3	88.6				104.8	40.0		
Ohio Wesleyan U		IIB	PR	94.6	69.6	59.8	58.3			78.8	128.7	97.5	80.3	76.7			107.7	36.6		
Otterbein U		IIA	PR	73.4	64.1	60.6	61.1			66.4	95.8	84.6	77.3	77.5			86.3	30.1		
Sinclair CC		III	PU	81.7	62.8	55.8	49.0			72.1	108.0	83.1	73.8	64.8			95.4	32.3		
Tiffin U		IIA	PI	76.3	67.1	59.3	50.1			63.5	97.2	86.0	74.8	66.2			80.9	27.3		
U Akron Main Campus	7	I	PU	118.3	89.9	76.5	56.6	66.5		89.1	150.8	117.5	101.3	77.4	88.8		116.2	30.4		
U Akron Wayne Coll	7	III	PU	92.3	69.4	—	—			72.6	117.3	91.7	—	—			95.9	32.1		
U Cincinnati-Blue Ash Coll	1	III	PU	98.1	77.1	58.9	49.4			73.8	128.3	101.2	77.4	64.2			96.8	31.2		
U Cincinnati-Clermont Coll	1	III	PU	97.2	74.7	60.5	52.9			79.4	127.1	97.7	79.5	71.0			104.0	31.0		
U Cincinnati-Main Campus	1	I	PU	125.4	89.7	76.7	54.4			94.1	164.0	117.5	100.6	71.9			123.3	30.9		
U Dayton	7	I	PR	119.2	87.7	79.3		54.8		82.8	152.4	114.9	98.5		72.9		106.8	29.0		
U Mount Union	7	IIB	PR	89.7	72.5	61.9	53.3			73.3	115.0	93.3	79.3	69.5			94.2	28.4		
U Toledo		I	PU	111.5	92.7	79.9	65.8	58.8	50.5	86.3	156.7	131.8	113.0	98.3	83.8	70.1	122.2	41.5		
Ursuline Coll		IIA	PR	76.2	61.9	59.0	52.4			62.7	99.7	82.5	84.0	77.8			86.4	37.8		
Wittenberg U	7	IIB	PR	73.9	62.4	57.0				64.9	95.8	78.8	70.5				82.4	27.0		
Xavier U	7	IIA	PR	110.3	86.6	86.6	63.4	47.3	43.3	81.2	141.5	112.7	112.4	84.4	58.7	55.6	105.4	29.8		
Youngstown St U		IIA	PU	92.5	77.2	66.0		51.3		76.1	126.1	108.3	88.1		66.7		103.7	36.3		

Oklahoma

Cameron U	1	IIA	PU	72.1	57.9	51.3	42.0			56.0	99.4	81.3	73.0	61.2			79.0	41.0
Oklahoma St U-Main Campus	7	I	PU	110.9	81.5	80.3	49.8	43.9		83.1	144.8	107.6	100.4	68.6	48.4		106.2	27.7
Oklahoma St U-Oklahoma City	1	III	PU	65.6	55.2	46.7	45.0	—		50.2	82.6	68.2	57.7	55.0	—		61.9	23.4
Southeastern Oklahoma St U		IIA	PU	75.2	65.1	59.4	39.6			63.5	104.7	91.8	84.1	58.5			89.5	41.0
Southwestern Oklahoma St U	7	IIA	PU	82.2	65.9	60.9	50.9			62.9	112.9	91.7	85.8	73.4			88.3	40.5
U Central Oklahoma		IIA	PU	87.1	70.8	62.6	51.6	36.4		67.8	109.9	90.4	80.6	67.7	49.3		86.9	28.1
U Oklahoma-Norman Campus	7	I	PU	124.3	85.2	77.6	43.0	47.5		87.4	160.9	110.0	99.5	57.8	62.9		113.2	29.4
U Science and Arts Oklahoma		IIB	PU	58.7	55.0	45.7	40.2			52.6	74.0	69.9	59.4	53.2			67.1	27.7
U Tulsa		I	PR	121.6	84.7	83.2	57.8			94.8	160.6	113.2	108.7	80.8			125.5	32.3

Oregon

Lewis & Clark Coll		IIA	PI	121.4	81.7	68.1	50.4	—	—	87.6	158.3	107.8	90.7	70.8	—	—	115.9	32.2
Linfield Coll-McMinnville Campus	7,39	IIB	PR	89.0	69.5	62.4	60.1			73.8	125.5	99.0	88.5	81.8			104.0	41.0
Oregon St U	7	I	PU	126.9	96.4	85.7	54.6	—		89.3	183.4	140.3	123.4	86.2	—		131.4	47.1
Portland St U	7	I	PU	117.2	89.2	75.0	60.9		47.3	87.1	171.9	130.6	108.0	90.8		68.6	127.4	46.3

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	100.0	40.0		1.1	3.5	5.4		3	3	2	0	0	3	3	0	105.6	83.2	—				75.8	60.2
100.0	100.0	38.5		2.7	3.7	3.7		5	22	14	0	3	15	12	0	96.2	79.3	63.2		124.9	82.1	62.3	
100.0	100.0	42.9		3.1	3.2	2.9		3	7	4	0	2	6	3	0	113.0	79.9	67.8		—	83.6	71.5	
100.0	100.0	18.2		2.5	2.6	3.4		2	7	6	0	1	5	5	0	—	76.9	58.3		—	80.4	64.3	
98.5	94.2	0.0	0.0	1.9	3.2	3.3		43	25	26	1	25	27	22	2	103.4	87.0	69.6	—	105.4	84.6	68.8	—
100.0	77.3	0.0	0.0	1.0	1.3	3.5	4.3	23	10	7	0	10	12	12	5	67.6	59.0	51.3		66.9	57.7	48.1	46.9
100.0	71.4	0.0	0.0	12.9	14.3	9.7	13.2	22	15	24	1	9	13	15	8	80.2	69.6	63.0	—	78.2	72.0	57.7	48.6
100.0	90.3	0.0	0.0	2.2	3.0	9.2	9.0	6	14	4	5	4	17	8	4	115.1	76.8	65.5	39.6	109.9	73.8	60.7	39.3
100.0	92.3	6.3	0.0	3.2	2.7	7.2	2.2	7	9	5	2	6	4	11	3	97.0	80.6	61.3	—	96.3	76.3	64.6	44.8
99.6	96.1	1.5	0.0	3.4	3.9	4.0	7.3	144	118	124	47	89	86	73	43	131.9	99.9	96.2	48.9	121.1	84.8	83.8	44.6
100.0	73.1	0.0	0.0	3.9	8.9	4.9	5.1	9	10	11	6	7	16	23	17	75.5	69.9	57.7	55.6	64.2	65.9	58.0	51.7
86.7	70.5	4.4	0.0	0.4	3.7	4.2		19	24	8	0	11	20	15	1	82.4	71.1	63.3		81.8	65.8	58.6	—
98.2	94.3	0.0	0.0	0.0	0.4	0.3	0.0	71	49	40	2	37	38	49	4	132.2	97.5	71.2	—	121.2	90.4	67.9	58.7
98.3	91.8	4.0	0.0					45	43	41	2	15	30	35	8	95.8	78.7	71.3	—	99.4	75.9	70.4	52.9
100.0	100.0	9.1		3.8	3.3	2.8		1	7	8	0	2	5	3	0	—	73.2	78.4		—	78.5	71.1	
100.0	100.0	0.0		2.5	3.7	2.3		8	8	3	0	3	9	0	0	119.9	77.3	64.3		79.5	75.4		
94.0	86.4	0.2	0.0	3.4	4.2	4.2	6.5	717	377	304	5	298	338	325	4	157.2	107.2	96.0	162.3	140.1	99.4	88.8	134.7
100.0	100.0	0.0		1.9	2.3	3.9		5	11	3	0	0	14	0	0	96.8	76.2	62.0			73.0		
100.0	100.0	0.0		3.5	2.7	4.8		3	10	6	0	1	9	9	0	108.0	81.2	77.4		—	80.4	71.6	
100.0	100.0	0.0		2.9	3.8	4.7		4	19	4	0	4	10	5	0	100.4	90.8	85.1		102.3	89.4	75.7	
100.0	100.0	25.0		1.5	5.2			0	7	2	0	1	4	2	0	79.2	—	—		—	84.8	—	
	100.0	25.0		1.4	1.8			0	8	1	0	0	3	3	0	76.8	—	—		—	81.9	62.6	
100.0	94.1	0.0		1.6	1.7	1.8		2	10	0	0	1	7	3	0	—	75.0	—		—	79.8	61.7	
100.0	95.9	1.2		1.7	2.3	2.8		168	169	98	0	69	98	72	0	116.7	89.3	79.6		105.3	84.7	79.0	
100.0	100.0	0.0		1.5	1.4			0	1	2	0	1	10	3	0	—	—	—		—	75.8	61.3	
100.0	100.0	0.0		1.2	2.6	1.7		5	6	2	0	2	10	5	0	89.9	74.1	—		—	74.7	60.5	
100.0	100.0	5.3	0.0	3.0	3.7	5.9	8.9	44	22	7	6	18	18	12	6	94.6	69.3	60.3	61.3	94.6	70.0	59.5	55.2
93.2	86.2	0.0	0.0	1.0	2.5	2.2	2.2	32	22	10	9	27	36	21	11	75.3	65.5	60.3	64.7	71.2	63.3	60.8	58.2
98.2	40.7	7.0	0.0	3.0	4.3	6.7	7.8	75	25	20	0	92	61	23	4	82.4	64.0	56.0		81.1	62.3	55.6	49.0
0.0	0.0	0.0	0.0	2.9	2.8	4.6	9.9	10	6	20	6	4	11	15	1	78.2	61.6	61.8	50.9	71.4	70.2	55.9	—
98.6	93.3	0.0	0.0	3.6	4.4	3.1	4.3	156	99	45	46	60	80	40	82	123.5	93.1	76.2	52.7	104.7	86.0	76.9	58.8
100.0	100.0	0.0	0.0	3.0	5.5			3	5	0	1	2	4	2	1	97.7	70.9	—	—	—	67.5	—	—
96.3	96.1	1.9	0.0	4.6	5.1	6.8	7.0	7	31	18	2	20	45	35	3	102.4	77.9	58.7	—	96.6	76.5	59.0	48.8
100.0	85.7	0.0	0.0	4.6	3.5	5.5	13.7	15	13	10	1	15	15	7	2	98.9	77.0	59.8	—	95.5	72.7	61.5	—
88.6	73.2	1.0	0.0	3.1	4.3	5.0	6.7	266	221	194	36	130	212	223	45	131.6	93.9	83.2	56.8	112.8	85.4	71.1	52.5
100.0	96.4	2.9		2.3	3.0	3.6		97	101	72	0	31	64	67	0	124.0	89.0	82.8		104.2	85.4	75.6	
90.2	71.7	2.3	0.0	0.8	0.8	1.1	2.4	23	29	18	3	18	17	25	4	89.7	72.3	62.1	49.3	89.8	72.9	61.8	56.4
96.0	88.8	4.7	5.0					156	116	69	3	69	71	60	17	113.2	95.1	82.7	67.8	107.9	88.7	76.7	65.5
100.0	85.7	0.0	0.0	2.0	4.1	5.3	6.9	5	3	1	1	10	11	20	10	77.6	59.0	—	—	75.5	62.8	59.2	52.6
97.7	97.6	2.8						28	20	18	0	15	22	18	0	74.3	63.0	57.7		73.1	61.9	56.2	
100.0	96.2	2.8	0.0	5.1	8.1	7.3	8.0	41	56	30	25	26	50	41	57	109.9	89.2	89.4	61.5	110.9	83.7	84.5	64.3
100.0	100.0	12.4		2.6	3.6	4.6		100	62	43	0	39	54	54	0	93.9	79.6	67.8		89.1	74.4	64.5	
100.0	100.0	14.3	0.0	2.6	2.7	4.0	6.4	28	17	13	15	8	14	15	21	73.1	57.7	51.6	41.3	68.9	58.0	51.1	42.5
99.0	95.6	0.7	9.1	0.2	1.1	1.8		230	166	173	3	72	107	121	8	113.6	83.0	82.7	51.7	102.2	79.0	77.0	49.1
100.0	100.0	0.0	0.0	4.0	7.5	6.2	5.3	4	6	7	9	3	16	18	13	64.9	53.4	47.8	43.0	66.6	55.9	46.4	46.3
100.0	100.0	3.7	0.0	0.1	0.3	1.7	0.8	34	12	15	6	11	11	12	13	75.2	68.0	57.4	37.7	74.9	62.0	61.9	40.5
100.0	86.4	13.7	4.5	0.2	1.9	1.6	6.5	22	17	30	27	18	27	21	40	83.9	64.0	56.4	50.0	80.1	67.1	67.2	51.5
100.0	70.4	5.6	0.0	-0.1	6.5	3.1	2.6	121	29	45	18	89	52	62	30	89.9	73.4	64.6	52.8	83.3	69.4	61.1	50.9
97.0	88.9	0.0	0.0	1.5	1.3	1.1	2.1	274	203	178	46	92	129	128	83	130.1	88.0	79.7	46.3	107.1	80.8	74.7	41.1
100.0	81.3	0.0	0.0	0.0	-1.5	2.2	1.8	6	11	5	2	11	5	5	4	60.2	55.0	45.4	—	57.9	55.0	46.0	40.3
93.2	78.8	0.0	0.0	-0.4	0.8	0.8	0.0	93	69	55	9	25	30	64	12	121.5	88.2	89.0	61.7	122.0	76.6	78.2	54.9
84.1	93.8	0.0	0.0	0.0	0.1	8.4	13.5	40	38	15	5	23	43	35	11	127.5	85.0	66.6	51.9	110.7	78.8	68.7	49.7
96.2	92.5	6.3	0.0	1.0	2.5	1.0	0.9	28	15	13	5	24	25	19	14	88.6	69.7	65.5	59.6	89.5	69.4	60.4	60.3
99.4	88.9	0.4	0.8	3.5	4.1	4.8	4.9	249	170	158	191	86	108	123	197	128.7	98.8	88.1	56.3	121.7	92.6	82.6	52.9
95.2	91.0	0.5	0.0	6.3	6.4	5.1	7.4	142	103	87	61	66	96	127	91	119.8	90.9	79.8	62.3	111.7	87.5	71.7	60.0

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				
Reed Coll		IIB	PI	124.9	91.4	78.0	82.4					105.4	161.3	122.5	99.5	107.0			137.0	30.0	
U Oregon	7	I	PU	137.3	100.9	89.4	58.5	78.3				96.3	191.0	141.6	123.4	87.3	114.3		135.9	41.1	
Willamette U		IIB	PI	117.0	92.9	68.8	65.0					97.6	157.4	120.2	92.0	90.8			129.7	33.0	
Oregon (continued)																					
Albright Coll		IIB	PR	82.1	69.9	61.5	52.3					67.2	111.2	94.8	83.3	70.9			91.1	35.5	
Allegheny Coll	1	IIB	PR	88.8	71.7	62.9	50.0					70.9	124.2	95.1	83.1	71.5			95.7	34.9	
Alvernia U		IIA	PR	86.4	70.7	64.6	54.6					67.0	114.2	93.6	87.5	73.9			89.6	33.8	
Bloomsburg U Pennsylvania		IIA	PU	111.7	88.1	71.6	51.0					85.3	135.0	109.6	89.0	62.6			104.8	22.8	
Bryn Mawr Coll		IIA	PI	143.7	99.4	80.1	81.5	78.0	—			104.2	182.7	133.2	104.6	105.2	108.5	—	136.3	30.8	
Bucknell U		IIB	PI	126.5	104.5	84.3	77.7					104.7	164.9	137.7	111.1	102.7			137.3	31.2	
Butler County CC		III	PU	80.4	68.1	60.6	47.5					62.1	121.4	104.7	95.5	70.6			94.5	52.2	
California U Pennsylvania		IIA	PU	112.1	91.9	76.7	53.2					90.9	138.7	114.5	97.8	67.5			113.7	25.1	
Carnegie Mellon U	7	I	PI	167.0	115.2	106.9				79.8		132.2	206.5	144.1	133.0			99.1	164.1	24.1	
Cedar Crest Coll	5	IIB	PI	87.0	75.8	62.0	57.4					70.0	107.2	97.9	78.7	71.5			88.0	25.7	
Chatham U	7	IIA	PI	86.8	69.8	63.5	—					68.3	111.7	93.0	82.4	—			89.3	30.8	
Cheyney U Pennsylvania		IIB	PU	110.6	92.3	69.8	—					94.1	140.1	114.2	82.2	—			117.4	24.8	
Clarion U Pennsylvania		IIA	PU	113.7	89.1	71.3	50.7					86.8	140.9	113.7	89.8	64.0			108.9	25.5	
Delaware Valley U		IIA	PI	89.9	77.7	66.3	61.4	58.9				75.4	118.9	109.2	91.4	86.5	83.8		103.4	37.2	
DeSales U	7	IIA	PR	96.5	77.8	68.2	56.9					73.6	127.6	102.9	91.6	76.3			98.2	33.3	
Dickinson Coll		IIB	PI	110.5	88.2	74.6	64.6					88.0	143.8	114.0	94.3	88.3			113.8	29.3	
Drexel U	7	I	PI	156.8	114.3	97.6	75.4					103.7	195.8	146.2	124.7	101.3			133.8	29.0	
Duquesne U	7	I	PR	113.9	90.6	74.3	62.3					87.7	143.0	116.1	94.9	80.7			111.8	27.4	
East Stroudsburg U Pennsylvania		IIA	PU	112.2	89.3	71.4	51.1					86.3	135.5	108.9	87.4	60.9			104.5	21.2	
Eastern U	7	IIA	PR	71.6	61.7	48.4	—	49.1	37.7			57.4	84.2	70.9	55.8	—	56.6	43.5	66.6	16.0	
Edinboro U Pennsylvania		IIA	PU	112.4	89.8	73.4	52.6					89.2	139.7	112.6	92.2	66.2			111.4	25.0	
Elizabethtown Coll	1	IIB	PR	95.8	78.1	66.4	56.8	70.7				79.7	139.0	110.4	91.8	67.7	98.0		112.8	41.5	
Franklin and Marshall Coll		IIB	PI	121.5	94.2	80.5	68.7					95.2	164.7	130.1	107.8	94.2			129.8	36.3	
Geneva Coll		IIA	PR	68.6	59.2	47.8	—					61.4	83.8	72.9	58.5	—			75.5	22.8	
Gettysburg Coll		IIB	PI	108.9	88.5	74.3						90.5	150.7	121.5	104.5				125.2	38.4	
Gwynedd Mercy U	7	IIA	PR	100.4	71.7	62.8	47.5					64.6	120.8	96.6	82.4	60.0			83.8	29.7	
Haverford Coll		IIB	PI	130.8	101.0	83.2	74.7					99.5	178.2	145.4	121.2	103.9			139.7	40.4	
Holy Family U		IIA	PR	92.2	74.4	69.0	62.7					73.9	113.7	91.7	85.1	77.3			91.1	23.3	
Indiana U Pennsylvania-Main Campus		I	PU	111.5	86.3	67.8	54.0					89.0	138.1	108.3	85.9	70.8			111.4	25.2	
Jefferson (Philadelphia U + Thomas Jefferson U)	5,43	IIA	PI	112.2	87.0	76.6	71.3	51.0				81.5	147.5	116.5	109.0	99.7	60.0		111.5	36.9	
Juniata Coll		IIB	PI	87.8	69.4	62.0	54.0					77.2	127.5	98.8	94.0	69.0			112.1	45.1	
King's Coll	1	IIA	PR	89.8	71.2	65.0	46.9					73.4	115.8	94.3	82.6	55.6			94.9	29.3	
Kutztown U Pennsylvania		IIA	PU	108.2	88.5	64.2	50.2					84.6	133.3	108.6	79.1	60.1			104.0	22.9	
La Roche Coll		IIB	PR	77.5	63.8	53.4	—					64.7	94.4	79.6	64.7	—			79.2	22.5	
La Salle U		IIA	PR	117.0	84.8	73.2	62.5					86.4	137.8	103.2	87.3	87.6			104.1	20.5	
Lafayette Coll		IIB	PR	147.7	105.4	86.3	76.5					110.9	187.4	139.6	109.9	98.3			142.9	28.9	
Lebanon Valley Coll	7	IIA	PR	81.1	70.3	61.0	—			—		68.8	102.1	92.3	79.7	—		—	89.0	29.5	
Lehigh U		I	PI	161.7	109.2	101.0		84.9	65.9			121.6	208.0	142.1	127.8		112.2	71.1	156.5	28.7	
Lincoln U		IIA	PU	103.6	79.1	68.0	58.4	57.9				79.4	131.2	101.2	87.9	81.2	75.4		102.0	28.5	
Lock Haven U		IIA	PU	110.3	90.6	72.8	56.3					93.5	138.8	115.2	90.9	70.0			117.7	26.0	
Lycoming Coll		IIB	PR	90.4	72.3	62.5	49.8					70.6	120.6	98.6	84.4	66.3			95.2	35.0	
Mansfield U Pennsylvania		IIA	PU	113.8	90.0	69.7	59.6					90.1	137.6	111.3	85.2	72.5			110.3	22.3	
Marywood U	7	IIA	PR	101.0	74.4	62.6	53.1					69.8	126.6	96.2	80.5	72.9			90.3	29.4	
Mercyhurst U	1	IIA	PR	89.3	68.0	62.5	47.9	54.3				63.9	116.8	90.2	81.5	64.1	68.9		84.0	31.4	
Messiah Coll	1	IIA	PR	92.4	74.7	63.8		59.7				77.6	128.8	102.1	82.0		80.8		105.7	36.3	
Millersville U Pennsylvania		IIA	PU	112.9	89.5	67.9	53.8					90.0	140.7	114.2	83.9	65.4			113.0	25.5	
Misericordia U	7	IIA	PR	100.4	78.7	65.5	58.1					74.5	133.0	106.4	88.1	73.1			99.8	33.9	
Moravian Coll	1	IIA	PR	87.4	74.2	65.6	56.1					72.2	114.5	98.0	85.9	71.9			94.6	31.0	
Muhlenberg Coll		IIB	PR	103.3	81.0	70.0		60.8	—			81.7	144.4	107.2	91.9		82.4	—	110.7	35.4	
Neumann U		IIA	PR	82.4	62.0	58.2	53.4					65.1	111.4	84.6	77.7	78.5			88.2	35.6	
Pennsylvania St U-IIA campuses	7,32	IIA	PU	126.7	101.9	78.4	68.2	64.4				88.6	163.2	137.0	110.1	99.1	92.7		121.4	37.0	
Pennsylvania St U-IIB campuses	7,22	IIB	PU	110.1	85.5	67.9	60.9	57.4				75.6	146.4	116.4	96.1	91.2	86.5		105.8	40.0	
Pennsylvania St U-Main Campus	7,47	I	PU	155.5	102.2	80.7	54.1	59.2				106.9	196.9	135.2	108.9	75.3	85.1		139.8	30.9	
Pittsburgh Theological Sem		IIA	PR	105.5	87.5	69.2						92.6	139.1	117.6	96.9				123.9	33.9	
Robert Morris U	1	I	PI	120.8	99.2	95.9		47.9				105.1	156.2	128.7	120.5		67.3		135.5	28.9	
Saint Joseph's U		IIA	PR	126.9	96.2	86.5				61.6		94.9	156.6	121.8	106.1		77.5	118.2	24.5		
Saint Vincent Coll		IIA	PR	88.9	70.7	58.9	49.1					69.8	127.4	103.6	81.7	76.5			100.5	44.0	

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	PR	AO	AI	IN
98.7	94.4	0.0	0.0	3.5	3.5	4.0	3.8	50	18	11	8	27	18	17	2	126.0	91.8	76.4	84.5	122.9	90.9	79.1	—
95.8	97.6	0.0	1.6	4.6	4.4	4.3	4.8	217	163	108	156	92	124	97	165	137.0	103.1	93.9	61.1	138.1	98.0	84.4	56.1
95.1	98.4	0.0	0.0	0.9	4.1	2.5	10.5	53	26	20	3	29	37	15	6	116.8	96.0	72.1	59.3	117.3	90.7	64.3	67.8
100.0	89.5	0.0	0.0	1.7	1.3	2.1	1.9	13	22	12	4	7	16	19	11	81.2	69.3	63.3	52.6	83.6	70.8	60.3	52.2
100.0	93.0	0.0	0.0	2.0	2.0	2.0	2.0	21	17	26	3	13	26	35	4	90.5	72.2	64.1	53.0	86.0	71.4	62.0	47.8
100.0	97.6	20.9	0.0					4	20	20	3	6	21	23	17	92.8	69.7	60.2	49.0	82.1	71.6	68.4	55.6
99.2	82.0	15.1	1.7	1.2	2.9	4.0	3.1	89	52	48	29	39	48	71	30	112.2	88.5	72.5	50.3	110.6	87.7	71.0	51.7
100.0	100.0	0.0	0.0	4.7	3.7	3.5		22	17	14	2	27	20	29	1	145.7	100.2	80.6	—	142.1	98.8	79.9	—
99.2	97.7	0.0	0.0	2.7	3.7	3.9		86	73	54	10	40	56	58	7	128.5	106.1	83.8	77.5	122.1	102.5	84.9	77.9
100.0	100.0	100.0	34.8	3.3	3.2	3.5	3.4	4	6	6	5	11	7	5	18	88.4	72.9	66.6	50.6	77.5	63.9	53.4	46.6
100.0	87.3	33.3	3.7	1.4	2.5	2.4	7.1	52	36	34	8	45	35	44	19	112.6	93.1	77.0	55.3	111.4	90.8	76.5	52.4
86.2	43.3	0.0		3.3	4.6	5.1		315	174	148	0	90	78	94	0	173.3	119.2	109.2		144.9	106.3	103.4	
100.0	71.4	0.0	0.0	2.0	2.0	4.6	2.3	9	5	11	0	13	9	19	17	91.4	69.0	70.0		84.0	79.6	57.4	57.4
35.7	7.1	0.0	0.0	2.0	2.3	2.1		3	15	19	1	11	27	44	0	88.1	66.8	64.0	—	86.5	71.4	63.2	
100.0	100.0	16.7	0.0	1.3	2.5	2.5		10	4	4	1	5	4	2	1	113.2	92.8	68.6	—	105.3	91.8	—	—
97.1	88.5	53.7	3.2	1.0	2.4	3.0	3.2	48	21	19	7	20	31	35	24	114.3	89.4	77.2	49.2	112.4	88.9	68.0	51.2
100.0	74.1	13.8	0.0	6.1	8.8	6.4	8.1	15	18	15	2	10	9	14	6	90.1	78.9	67.1	—	89.6	75.4	65.5	61.1
87.5	62.2	0.0	0.0	4.3	5.2	2.3	2.1	10	20	24	8	6	17	35	4	94.6	79.2	71.6	56.4	99.5	76.1	65.8	58.0
100.0	91.4	1.5	4.8	-0.1	0.7	3.3	1.9	36	42	25	6	24	39	41	15	112.8	90.6	74.5	64.6	107.2	85.6	74.7	64.6
100.0	95.0	1.6	0.0	0.4	1.0	1.3	0.4	182	104	71	234	61	114	57	276	158.5	117.2	102.0	79.4	151.9	111.6	92.1	72.0
99.0	94.6	1.6	0.0	3.0	2.6	2.8	3.9	63	106	61	9	35	78	123	15	118.8	91.4	78.8	55.9	105.1	89.4	72.1	66.1
100.0	83.1	27.5	3.9	1.7	2.5	3.5	1.1	55	38	15	15	29	33	25	36	112.9	89.8	72.7	49.5	110.9	88.6	70.6	51.7
94.1	82.1	5.3	0.0					20	14	5	1	14	14	14	1	72.0	64.0	50.9	—	70.9	59.4	47.6	—
100.0	96.9	52.5	3.3	1.2	2.6	3.5	5.2	53	37	33	6	34	28	28	24	112.2	92.1	75.3	50.5	112.7	86.7	71.2	53.1
100.0	96.5	0.0	0.0	1.8	1.7	3.6		22	33	5	1	11	24	17	2	98.5	78.5	75.0	—	90.5	77.4	63.9	—
100.0	100.0	0.0	0.0	5.3	5.3	5.0	2.9	50	38	13	21	27	32	31	28	122.0	94.7	80.8	71.2	120.4	93.6	80.3	66.8
86.2	46.4	0.0	0.0					20	18	5	1	9	10	4	0	68.1	62.1	47.0	—	69.5	54.0	48.7	
100.0	100.0	0.0		2.3	2.3	3.7		32	50	27	0	23	37	25	0	110.7	89.8	73.7		106.4	86.7	74.8	
75.0	50.0	20.0	0.0	6.1	3.4	1.5	6.7	3	12	4	3	5	8	36	18	86.0	73.4	68.1	38.3	109.0	69.2	62.3	49.0
100.0	100.0	0.0	0.0	2.3	3.0	4.5	2.5	23	18	9	16	16	17	19	17	128.2	98.9	82.4	76.4	134.6	103.2	83.6	73.0
0.0	0.0	0.0	0.0					5	5	10	1	9	13	15	12	99.1	75.6	67.6	—	88.4	73.9	70.0	59.9
99.4	91.6	26.9	5.7	1.2	3.1	5.2	2.3	107	81	49	12	69	86	59	23	112.0	86.0	69.3	52.6	110.7	86.7	66.6	54.7
51.6	20.5	0.0	0.0					17	34	38	7	14	54	85	25	103.1	82.3	79.0	66.5	123.2	90.0	75.5	72.6
100.0	96.0	26.3	0.0	0.0	5.3	-0.8	0.0	35	13	5	2	20	12	14	2	88.4	69.8	65.6	—	86.6	68.9	60.8	—
79.1	69.8	0.0	0.0	1.2	3.8	3.3	0.2	23	27	14	3	20	26	18	9	91.0	69.9	69.2	45.9	88.4	72.5	61.8	47.3
98.2	96.4	23.5	0.0	1.9	2.4	4.1	3.8	68	81	48	13	44	59	71	9	109.0	89.2	62.7	50.3	107.0	87.4	65.1	50.0
0.0	0.0	0.0	0.0	1.9	4.8	3.8	4.7	11	7	9	1	12	9	14	0	77.2	63.5	52.7	—	77.8	64.0	53.9	—
95.5	95.4	5.3	0.0	2.0	2.3	3.5	2.0	25	39	24	0	19	48	51	9	118.0	85.8	74.3		115.8	83.9	72.6	62.5
100.0	97.5	0.0	0.0	3.4	3.5	4.0	2.9	48	55	27	9	26	25	39	10	150.3	106.9	87.4	71.8	142.9	102.0	85.5	80.7
100.0	86.4	0.0	0.0	0.0	0.0	0.0		21	25	19	0	8	19	28	1	81.0	70.2	60.9		81.3	70.4	61.1	—
100.0	97.5	0.0		3.0	3.8	3.9		142	99	54	0	48	58	53	0	167.5	108.0	107.0		144.8	111.1	94.9	
96.3	92.0	3.2	0.0	5.4	3.7	3.8	-7.1	20	16	14	5	7	9	17	2	105.6	80.6	67.1	56.2	98.1	76.5	68.8	—
100.0	98.2	38.8	0.0	1.7	2.6	2.3	1.5	45	30	23	2	38	26	26	4	110.8	92.6	70.4	—	109.8	88.2	74.9	57.1
100.0	100.0	36.7	0.0	3.4	2.2	2.8	2.0	12	12	19	5	5	16	11	2	89.8	74.9	62.8	49.6	91.6	70.3	62.1	—
100.0	87.2	23.8	0.0	0.8	2.0	4.6	2.5	15	22	7	0	11	17	14	6	114.8	91.2	71.3		112.4	88.6	68.9	59.6
100.0	85.7	4.0	0.0	0.7	0.8	1.5	0.8	10	25	19	1	5	31	31	21	101.1	78.1	62.2	—	100.8	71.5	62.9	53.1
96.2	100.0	0.0	0.0	1.1	1.9	1.6	2.5	18	23	30	12	8	16	38	29	92.3	67.9	64.8	49.3	82.5	68.3	60.7	47.3
96.1	88.5	2.2		1.3	3.5	3.5		58	27	22	0	19	25	24	0	92.9	74.6	64.5		91.0	74.8	63.1	
100.0	98.2	34.2	0.0	1.1	2.0	4.4		52	59	35	1	38	53	47	4	113.3	88.7	69.8	—	112.3	90.3	66.6	54.5
95.8	100.0	0.0	0.0	2.0	1.2	2.4	2.0	15	16	21	5	9	19	49	3	99.0	75.9	65.7	62.3	102.7	81.0	65.4	51.2
97.1	92.0	0.0	0.0	4.3	4.3	2.8	2.8	20	17	13	8	14	33	27	14	89.9	71.4	66.2	58.1	83.8	75.7	65.4	55.0
98.3	100.0	0.0		0.6	1.5	1.9		38	23	22	0	19	22	31	0	106.7	82.0	69.2		96.6	80.0	70.6	
0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	13	13	12	2	10	19	22	4	82.1	59.2	57.3	—	82.9	64.0	58.7	51.2
93.8	85.5	0.0	0.0					43	113	148	1	21	46	96	8	129.9	104.8	81.2	—	120.2	95.0	74.2	68.4
96.1	86.0	2.4	0.0					88	156	178	41	40	150	205	78	109.3	86.7	69.5	63.5	111.7	84.3	66.4	59.5
91.0	67.7	0.0	0.0					730	395	418	126	250	298	407	117	159.2	107.8	85.2	54.9	144.6	94.8	76.1	53.3
100.0	50.0	0.0						6	2	3	0	1	2	0	0	105.7	—	69.2		—	—	—	—
98.8	83.9	31.8		2.5	3.7	2.8		50	29	22	0	35	33	22	0	122.4	103.0	90.1		118.5	95.9	101.7	
100.0	100.0	31.5		2.7	3.5	3.2		48	44	42	0	27	48	31	0	131.5	102.5	86.0		118.7	90.4	87.3	
87.0	95.1	0.0	0.0	2.1	2.5	3.2	1.0	17	30	17	5	6	11	15	1	90.3	71.4	59.8	48.2	84.8	68.8	57.8	—

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			
Pennsylvania (continued)																				
Seton Hill U		IIA	PR	99.7	76.4	74.9	56.1					77.2	126.4	102.7	98.2	76.9		102.2	32.4	
Shippensburg U Pennsylvania		IIA	PU	112.6	92.6	73.1	49.5					92.1	137.6	113.6	89.7	60.4		112.8	22.4	
Slippery Rock U Pennsylvania		IIA	PU	113.7	90.7	75.2	51.3					86.3	137.0	111.3	92.8	62.7		105.4	22.2	
Susquehanna U		IIB	PR	89.1	76.8	67.7	55.3					75.3	110.0	99.1	86.8	72.3		96.1	27.6	
Swarthmore Coll		IIB	PI	155.2	110.2	85.5						122.8	200.6	147.4	114.8			161.1	31.3	
Temple U	7	I	PU	161.7	108.6	83.7	65.7					110.2	203.1	140.6	109.3	87.3		141.5	28.5	
U Pennsylvania	7	I	PI	223.6	143.9	132.6						186.7	286.6	197.0	183.7			245.0	31.2	
U Pittsburgh-Bradford	7	IIB	PU	87.4	75.8	62.5	50.4	—				67.5	114.0	97.1	78.8	63.5	—	86.1	27.6	
U Pittsburgh-Greensburg	7	IIB	PU	84.7	72.1	65.1	46.2					64.4	109.3	90.5	85.4	59.1		82.3	27.7	
U Pittsburgh-Johnstown	7	IIB	PU	99.8	73.9	59.5	51.0					66.5	126.4	95.9	76.9	68.1		86.4	29.9	
U Pittsburgh-Pittsburgh Campus	7	I	PU	156.7	103.2	87.0	57.9	54.7				101.7	198.3	131.5	111.0	74.4	70.1	129.4	27.3	
U Pittsburgh-Titusville	7	III	PU	—	69.3	63.1	49.1					57.5	—	88.3	83.4	63.6		74.6	29.7	
U Scranton		IIA	PR	115.1	95.5	75.0	—	—	67.9			93.8	165.3	134.3	104.8	—	—	106.2	43.1	
Ursinus Coll		IIB	PI	100.0	82.3	72.3	64.9					80.0	127.1	105.2	93.3	85.6		102.8	28.5	
Villanova U	1	IIA	PR	147.8	105.2	83.0	69.8					101.1	187.6	137.5	104.1	87.0		128.8	27.3	
Washington & Jefferson Coll		IIB	PI	87.1	70.8	59.5	43.0					72.9	116.6	96.9	78.1	52.4		97.6	33.9	
Waynesburg U	7	IIA	PR	77.6	66.4	59.6	52.9					64.0	103.6	101.5	87.4	73.3		90.8	42.0	
West Chester U Pennsylvania		IIA	PU	112.7	89.2	75.0	53.4					88.0	135.8	109.0	91.2	66.3		107.0	21.6	
Westminster Coll		IIA	PR	74.5	60.3	56.4	49.8	49.9				61.9	94.4	82.7	75.4	57.6	65.0	81.6	31.8	
Widener U		I	PI	114.4	82.1	71.8	72.7	63.0				86.8	151.1	110.5	94.9	101.6	92.3	116.1	33.8	
Wilkes U	7	IIA	PI	112.0	87.3	72.0	63.7					83.2	138.4	111.3	90.9	77.9		104.5	25.6	
York Coll Pennsylvania	1	IIB	PI	96.1	87.1	77.8	60.5					80.0	140.9	127.2	114.7	86.8		117.2	46.4	

Puerto Rico

U Puerto Rico-Ponce		IIB	PU	79.2	66.6	59.7	42.1					65.8	101.7	86.5	75.2	51.1		84.0	27.6
Universidad Politécnica de Puerto Rico	7,19	IIA	PI	43.5	37.4	33.6	24.5					38.3	46.5	39.8	35.6	26.5		40.8	6.5

Rhode Island

Brown U	1	I	PI	187.7	124.4	99.7	77.7	89.7	83.1	142.1	230.4	152.3	121.7	94.7	110.2	101.0	174.2	22.6
Bryant U		IIA	PI	168.3	138.6	117.8		76.5		129.0	217.8	181.9	138.4		103.7		167.8	30.1
CC Rhode Island	5	III	PU	76.8	58.5	51.2	—			62.2	108.6	84.2	74.7	—			89.3	43.6
Providence Coll		IIA	PR	121.8	94.6	85.3	74.4			95.7	161.2	126.4	110.1	93.4			125.7	31.4
Rhode Island Coll		IIA	PU	82.2	71.0	62.7				72.0	119.4	104.0	90.9				104.7	45.5
Salve Regina U		IIA	PR	100.4	82.1	68.0	59.2	63.0		78.2	130.7	108.8	90.8	74.5	87.4		103.8	32.8
U Rhode Island	7	I	PU	122.8	91.7	85.1		56.9		94.7	167.3	126.9	115.7		81.0		130.1	37.3

South Carolina

Citadel Military Coll South Carolina		IIA	PU	90.4	80.5	66.5	61.7					77.9	125.6	112.7	94.6	88.3		109.4	40.4
Clemson U	7	I	PU	133.2	97.1	85.3	65.7	53.4	83.2	92.2	172.1	127.8	113.2	89.4	74.2	110.9	121.7	32.0	
Coastal Carolina U		IIA	PU	96.1	73.3	66.0	55.6	48.3		67.9	132.1	102.6	93.3	79.8	70.4		95.6	40.9	
Coker Coll		IIA	PI	62.6	56.7	53.0		—	30.6	54.6	71.7	64.7	60.7		—	37.4	62.6	14.6	
Coll Charleston		IIA	PU	94.9	75.2	68.4	56.6			76.7	132.9	107.9	99.3	84.2			109.7	43.1	
Converse Coll	1	IIA	PI	63.3	58.5	52.9				57.4	78.9	72.9	65.9				71.5	24.6	
Furman U		IIA	PI	109.1	82.5	73.8	58.7			92.1	151.7	110.9	92.5	73.7			124.4	35.0	
Limestone Coll	1	IIB	PI	61.6	47.6	45.9	27.9			48.2	83.9	59.7	55.7	33.6			61.9	28.3	
Newberry Coll		IIB	PR	64.4	53.9	51.0			—	55.2	79.7	65.7	61.8				67.4	22.1	
U South Carolina-Aiken	7	IIB	PU	79.7	66.5	58.9	47.3			62.6	111.6	94.5	84.7	69.7			89.5	42.9	
U South Carolina-Beaufort	7	IIB	PU	84.3	71.9	61.6	54.3			65.7	117.5	101.5	88.1	78.8			93.5	42.2	
U South Carolina-Columbia	7	I	PU	135.9	93.5	85.6	54.2	87.5	82.1	97.1	181.7	128.9	118.6	78.7	121.2	114.0	133.1	37.0	
U South Carolina-Upstate	7	IIB	PU	78.7	66.7	62.1	50.8			62.3	110.1	94.8	88.7	74.2			89.0	42.9	
Winthrop U	1	IIA	PU	82.1	68.9	62.9	45.7			67.8	113.3	95.8	87.1	65.0			94.0	38.8	
Wofford Coll		IIB	PR	86.4	73.9	65.2	14.4	33.5		66.5	112.9	96.7	88.2	18.4	44.3		87.5	31.6	

South Dakota

Augustana U		IIA	PR	76.5	64.0	57.8	49.9					63.2	104.5	87.5	78.9	68.2		86.4	36.6
Dakota St U		IIA	PU	98.1	79.1	69.8	48.5	58.2		71.7	120.6	98.9	88.2	63.9	74.9		90.4	26.1	
Dakota Wesleyan U	1	IIB	PR	57.2	55.7	50.2	44.7			53.1	76.3	69.1	64.6	60.3			68.2	28.3	

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
92.3	70.6	0.0	0.0	3.8	2.0	2.4	4.3	7	25	11	2	6	26	16	7	112.9	78.0	86.7	—	84.3	74.8	66.8	54.3
100.0	89.3	41.2	0.0	1.2	1.7	4.0	-3.3	71	72	28	12	40	50	23	20	113.7	93.0	73.4	48.8	110.8	92.0	72.6	50.0
100.0	83.6	32.4	0.0	1.0	2.2	3.7	4.9	40	63	51	24	44	59	54	24	113.8	91.2	75.5	51.2	113.5	90.1	74.9	51.4
100.0	95.3	0.0	0.0	1.8	2.0	2.3	3.2	16	36	21	1	8	28	25	3	90.1	79.8	71.3	—	87.1	72.9	64.7	55.2
97.8	90.5	0.0	—	2.3	4.8	3.3	—	51	20	31	0	40	22	34	0	158.9	107.5	86.1	—	150.4	112.7	85.0	—
84.4	54.5	0.2	1.4	3.5	4.0	4.2	3.7	289	295	331	29	121	228	314	44	169.4	110.1	85.0	62.8	143.2	106.8	82.4	67.6
100.0	96.4	0.0	—	3.7	5.8	5.2	—	475	132	133	0	161	87	127	0	228.0	149.9	142.1	—	210.7	134.7	122.5	—
100.0	87.0	0.0	0.0	3.3	3.7	2.7	2.4	7	17	14	7	2	6	13	6	86.9	76.9	63.6	49.2	—	72.8	61.2	51.8
85.7	86.7	0.0	0.0	2.7	3.2	4.4	6.6	5	13	5	8	2	17	11	13	86.2	71.1	67.5	47.8	—	72.9	64.0	45.3
100.0	92.7	0.0	0.0	2.9	3.0	5.1	3.8	9	34	25	10	3	21	20	22	99.6	75.8	60.9	55.5	100.4	70.8	57.8	49.0
88.8	69.8	0.0	0.0	3.4	3.3	3.3	4.1	348	217	247	63	134	193	256	117	161.6	105.9	89.8	63.7	143.8	100.2	84.2	54.8
100.0	100.0	0.0	0.0	—	2.6	2.2	2.2	1	3	2	3	0	1	5	9	—	68.9	—	46.6	—	—	56.9	49.9
100.0	93.1	23.2	0.0	2.6	4.4	2.5	—	62	49	34	2	28	38	22	0	117.5	98.4	78.8	—	109.8	91.8	69.0	—
100.0	100.0	0.0	0.0	1.9	2.1	2.1	3.8	17	15	14	5	8	22	30	11	100.8	81.9	72.7	67.4	98.3	82.6	72.1	63.8
98.7	94.7	7.2	0.0	3.2	3.5	2.9	3.9	116	106	116	58	39	81	120	60	150.5	107.4	81.0	74.1	139.8	102.3	84.9	65.7
100.0	97.1	0.0	0.0	0.0	0.4	0.0	0.0	25	17	13	2	19	18	17	3	89.1	72.8	62.5	—	84.5	68.9	57.1	38.6
85.7	100.0	13.0	0.0	3.0	3.2	6.7	5.1	13	7	12	6	8	8	11	14	79.7	61.4	60.8	47.5	74.1	70.7	58.3	55.2
98.1	74.2	6.4	1.1	1.1	2.6	4.3	2.1	102	100	76	35	105	117	97	55	114.3	90.4	75.3	54.6	111.2	88.2	74.7	52.6
100.0	88.9	12.5	0.0	0.1	1.0	0.0	—	14	17	8	2	10	19	8	2	74.8	63.5	59.7	—	74.2	57.5	53.1	—
96.1	94.4	0.0	0.0	4.4	3.2	3.0	2.9	41	39	35	1	36	51	41	9	114.3	86.6	74.2	—	114.6	78.6	69.8	72.1
97.1	100.0	0.0	0.0	2.6	2.4	3.8	2.5	26	33	33	8	9	31	35	18	112.4	88.3	74.6	61.3	110.8	86.3	69.5	64.8
92.9	92.8	27.8	0.0	2.0	2.0	2.0	1.8	10	36	35	14	4	33	37	14	93.6	92.5	82.3	60.8	102.2	81.3	73.4	60.1
100.0	100.0	62.5	55.6	0.1	0.3	0.1	0.5	11	8	8	8	15	10	16	1	79.4	69.0	61.7	41.9	79.1	64.6	58.6	—
44.7	9.9	0.0	0.0	—	—	—	—	30	51	10	2	8	30	6	2	44.4	39.6	35.6	—	40.0	33.7	30.4	—
98.3	96.5	0.0	0.0	2.7	4.3	4.6	3.0	301	89	97	30	100	54	61	29	190.1	127.1	100.7	75.9	180.4	120.0	98.2	79.6
97.1	97.1	0.0	—	3.1	3.8	3.5	—	44	23	4	0	24	11	10	0	176.1	141.1	124.3	—	153.8	133.4	115.1	—
100.0	100.0	26.9	0.0	0.0	0.4	0.0	—	37	25	46	0	73	44	73	2	80.6	58.9	51.0	—	74.8	58.3	51.3	—
100.0	92.2	27.7	0.0	6.4	5.9	4.3	3.0	44	60	62	10	18	42	50	6	123.1	96.4	84.1	72.6	118.7	92.0	86.7	77.4
99.1	99.0	7.7	—	1.1	1.0	1.5	—	54	42	35	0	61	60	82	0	82.9	71.2	63.5	—	81.7	70.8	62.4	—
100.0	100.0	0.0	0.0	0.8	4.3	3.0	—	14	20	7	0	13	15	24	4	101.5	82.4	66.4	—	99.3	81.7	68.5	59.2
95.6	86.6	0.0	—	1.3	1.9	0.8	—	176	68	76	0	97	81	104	0	125.5	94.8	86.4	—	118.1	89.1	84.1	—
96.9	71.6	1.7	0.0	-0.4	0.6	1.3	-1.0	52	38	33	12	13	29	26	7	91.3	85.4	69.9	63.9	86.9	74.0	62.1	57.9
99.4	92.4	0.4	0.0	2.0	2.1	2.2	0.0	265	183	161	1	72	119	122	3	134.9	98.3	88.1	—	127.2	95.3	81.6	66.3
100.0	93.0	0.0	0.0	1.2	0.2	0.3	6.2	66	68	56	8	28	47	56	3	97.5	72.9	66.2	55.6	93.0	73.8	65.9	55.7
100.0	100.0	16.7	—	1.7	4.4	1.0	—	9	10	12	0	9	10	12	0	63.7	55.6	60.9	—	61.6	57.7	45.1	—
98.0	97.2	0.7	0.0	0.8	0.4	1.5	0.9	92	100	73	21	55	80	74	39	96.0	78.3	71.6	58.3	93.1	71.3	65.3	55.6
100.0	96.7	3.1	—	0.0	0.0	1.9	—	12	7	7	0	6	23	25	0	65.7	60.9	52.6	—	58.7	57.8	53.0	—
97.3	94.1	41.3	0.0	3.2	5.2	5.6	—	80	38	30	1	32	30	33	2	108.7	82.7	74.6	—	110.0	82.4	73.1	—
100.0	64.7	28.6	0.0	3.7	1.0	6.1	-0.8	18	9	13	7	12	8	15	9	61.2	52.9	46.9	29.6	62.2	41.7	44.9	26.6
88.9	85.7	16.7	—	6.2	2.1	5.1	—	13	7	14	0	5	14	16	0	57.6	58.7	50.2	—	82.0	51.5	51.7	—
96.7	85.1	2.1	0.0	3.3	2.5	2.1	1.3	21	24	18	16	9	23	30	18	80.7	68.7	61.0	45.3	77.4	64.3	57.7	49.1
76.9	70.8	0.0	0.0	0.5	-0.3	0.7	0.2	10	13	9	8	3	11	22	15	86.9	72.0	62.1	54.0	75.5	71.9	61.4	54.5
95.2	79.8	0.0	0.0	2.1	3.8	3.0	1.8	299	245	190	93	113	200	230	122	138.8	97.5	93.5	54.3	128.3	88.7	79.0	54.2
100.0	96.6	1.7	0.0	—	—	—	—	19	31	26	23	18	27	33	51	81.9	66.5	66.0	51.3	75.2	67.0	59.0	50.6
95.1	74.7	4.4	0.0	0.2	1.6	2.0	2.1	44	37	36	10	38	38	56	27	82.8	68.6	67.0	47.1	81.2	69.2	60.3	45.1
98.0	97.8	28.1	0.0	2.4	1.7	2.8	6.3	35	24	14	11	15	22	18	10	87.1	75.1	66.3	11.6	84.7	72.6	64.4	17.4
100.0	94.9	3.5	0.0	2.7	3.0	3.0	3.5	24	20	22	2	8	19	35	9	78.0	66.2	58.4	—	72.3	61.8	57.4	48.5
94.4	85.2	0.0	0.0	1.5	1.7	3.9	1.3	15	17	24	11	3	10	6	14	101.0	77.7	70.8	51.7	83.7	81.5	65.7	46.0
100.0	75.0	0.0	0.0	5.8	3.8	4.1	1.5	7	8	5	1	2	8	11	3	57.5	57.7	53.2	—	—	53.8	48.9	44.8

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				
Mount Marty Coll	5	IIA	PR	66.8	58.3	73.9	41.6						64.8	77.2	71.8	84.8	47.9			75.8	16.8
U Sioux Falls		IIA	PR	65.3	58.2	53.9	39.4						56.7	83.5	74.4	68.9	50.3			72.5	27.8

South Dakota (continued)

Tennessee

Austin Peay St U	7	IIA	PU	86.8	69.7	60.6	46.9						72.4	116.8	96.2	83.4	63.0			98.4	36.0
Belmont U	5	IIA	PR	126.0	99.7	83.6	74.4						100.5	152.8	121.3	104.0	98.9			123.6	22.9
East Tennessee St U	7	I	PU	105.4	77.4	67.5	57.1	36.5					78.8	136.8	105.3	89.1	77.0	52.4		104.6	32.7
Freed-Hardeman U		IIA	PR	70.9	68.6	59.1	43.1						61.8	89.1	85.1	74.3	54.9			77.4	25.3
King U	1,19	IIA	PR	46.5	49.6	42.6	40.3						45.2	58.4	58.3	54.3	49.2			55.6	23.1
Lee U		IIA	PR	78.9	67.8	63.1		52.4					67.6	92.0	76.8	70.6		57.3		76.8	13.6
Maryville Coll	7	IIB	PR	78.2	64.4	58.0	45.3	47.3					62.7	103.6	82.7	70.6	52.0	64.9		80.5	28.3
Middle Tennessee St U	7	I	PU	97.2	77.5	67.9	51.5	48.0	—				75.8	126.0	103.0	89.7	69.7	63.6	—	99.6	31.4
Milligan Coll	7	IIA	PR	65.9	56.6	53.9	41.5						58.5	88.1	72.0	68.7	47.9			75.8	29.4
Rhodes Coll	1	IIB	PR	106.5	76.5	66.1	60.7						77.6	141.9	105.0	84.3	76.1			103.2	32.9
Sewanee-U of the South		IIB	PR	109.8	86.2	69.7	54.3						85.8	147.8	118.5	91.6	71.2			115.1	34.2
U Memphis	7	I	PU	118.2	81.9	71.7	49.0						81.5	151.9	110.1	95.8	69.0			108.3	32.9
U Tennessee-Chattanooga	1	IIA	PU	101.2	82.7	70.7	—	47.2					75.5	133.1	111.1	94.1	—	66.2		101.1	33.9
U Tennessee-Knoxville	6	I	PU	144.2	100.3	84.7	65.4	56.9					101.6	181.9	131.9	110.0	87.9	76.2		131.1	29.1
U Tennessee-Martin	7	IIA	PU	81.6	71.9	63.6	52.3	49.2					67.2	108.4	100.3	86.3	102.1	67.9		92.3	37.5
Vanderbilt U	7	I	PI	205.9	120.9	105.1	—	65.7					140.5	239.1	145.3	127.1	—	83.3		166.6	18.6
Volunteer St CC	1,28	III	PU	72.1	58.8	52.2	47.3						55.8	102.1	86.0	74.8	67.4			80.4	44.2

Texas

Abilene Christian U	10	IIA	PR	91.1	74.5	66.1	54.9			58.2	71.4	115.1	91.8	78.8	71.6			70.4	88.6	24.1	
Angelo St U	7	IIA	PU	82.5	71.9	64.3	47.3			66.0	66.3	99.9	87.2	79.1	59.9			81.1	81.3	22.8	
Austin CC District		III	PU	92.6	71.8	64.0					84.9	111.5	88.1	79.4						102.9	21.1
Austin Coll	7	IIB	PR	84.2	66.2	60.3	43.8				67.3	111.8	89.5	79.7	55.6					89.7	33.3
Baylor U		I	PR	141.3	102.1	93.2	78.8	64.3					100.1	180.4	134.4	120.5	106.4	87.4		130.6	30.5
Hardin-Simmons U	1	IIA	PR	69.3	63.2	59.2	53.2						64.6	89.9	84.5	78.1	69.1			84.7	31.2
Lamar U		I	PU	98.4	79.9	69.8	51.5						73.1	122.3	102.8	90.9	69.3			94.2	28.9
McMurry U		IIB	PR	70.1	57.3	56.9	43.9						58.5	85.3	70.6	67.6	52.4			71.0	21.2
Our Lady of the Lake U	7	IIA	PR	87.9	69.4	65.7	55.2						71.7								
Prairie View A & M U		IIA	PU	106.6	79.4	64.8	—	53.7					70.1	114.7	86.1	70.2	—	57.7		75.7	7.9
Rice U		I	PI	196.6	122.6	113.9	72.7	76.9					144.3	246.3	156.7	142.0	91.5	98.6		181.6	25.8
Saint Edward's U	7	IIA	PR	102.3	76.7	75.6	58.0						79.0	127.6	99.0	95.1	73.6			100.2	26.8
Sam Houston St U		I	PU	101.0	81.2	67.9	53.3	45.1					78.9	127.2	103.9	88.1	70.4	61.7		101.1	28.2
Southern Methodist U		I	PR	170.9	111.1	107.0	99.4	58.3	114.0				115.5	219.0	146.7	137.6	130.9	81.7	148.0	150.9	30.7
Southwestern U		IIB	PR	90.5	73.7	68.0	50.6						74.0	118.3	99.1	87.8	63.5			96.8	30.8
St. Mary's U	7	IIA	PR	128.4	75.8	75.9	57.9	36.6					94.4	154.1	95.8	89.3	67.9	47.0		114.1	20.9
Texas Christian U	7	IIA	PR	148.2	106.0	90.5	76.6	66.2					107.5	192.1	142.7	116.1	103.8	78.6		140.9	31.0
Texas Lutheran U		IIB	PR	75.2	64.5	59.5	64.1	54.4					65.3	94.8	81.6	74.2	84.4	66.2		82.2	25.8
Texas St U		I	PU	101.2	81.7	73.8		49.9					70.5	127.9	105.3	96.0		65.3		91.0	29.0
Texas Tech U	7	I	PU	127.8	90.1	77.5	43.9	—	52.7				84.8	154.1	110.1	95.6	55.9	—	69.0	104.1	22.7
Texas Woman's U		I	PU	92.9	72.9	63.0	45.6	56.9					72.4	116.5	94.0	80.9	55.5	74.9		92.6	27.9
Trinity U		IIA	PR	124.2	96.3	83.8	59.1						97.5	158.6	124.0	105.2	75.1			124.4	27.6
U Dallas	1	IIA	PR	93.0	75.1	61.9	59.5						71.4	114.9	100.1	83.7	79.6			94.2	31.9
U Houston	7	I	PU	155.4	103.7	96.7		59.6					106.1	188.6	129.9	120.8		81.4		132.9	25.2
U Houston-Clear Lake		IIA	PU	102.9	83.1	72.2		63.1					80.8	128.4	106.4	90.8		69.1		100.9	24.8
U Houston-Downtown	1	IIA	PU	98.0	77.2	74.8	—	51.2	92.6				72.4	123.7	97.4	94.3	—	64.6	116.8	91.4	26.1
U North Texas		I	PU	123.0	90.6	79.0	68.0	62.9					91.2	142.9	108.3	95.0	81.9	77.1		108.4	18.8
U St Thomas	7	IIA	PR	92.5	73.5	65.0	45.4			—			71.2	115.9	92.4	86.6	56.6		—	90.6	27.2
U Texas Austin		I	PU	175.7	115.1	103.6	72.5	62.7					121.6	210.5	142.5	128.3	91.4	80.5		148.7	22.3
U Texas Dallas	7	I	PU	162.9	124.1	115.4							140.9	196.3	151.8	140.7				170.8	21.2
U Texas El Paso		I	PU	119.2	89.9	79.7		54.6					82.2	149.4	115.2	103.4		74.0		106.2	29.3
U Texas San Antonio		I	PU	127.4	89.4	81.9		43.6					81.6	154.1	113.5	104.9		59.4		103.2	26.5
U the Incarnate Word	1	IIA	PR	94.0	83.8	73.8	63.0						80.1	118.5	103.4	91.5	80.5			99.9	24.8

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	81.8	15.8	0.0	0.0	0.0	0.0	1.6	6	7	3	3	2	4	16	2	70.3	51.1	71.2	39.3	—	71.0	74.4	—
100.0	91.3	0.0	0.0	12.0	-3.8	9.8	0.0	6	13	12	3	4	10	12	0	66.0	58.5	54.2	39.4	64.3	57.8	53.7	—
96.0	70.9	8.3	28.6	4.4	6.3	7.7	7.3	89	44	39	16	60	59	45	19	88.3	71.5	60.0	45.1	84.6	68.3	61.2	48.3
94.4	93.7	2.8	0.0	4.7	5.2	5.4	4.8	70	51	45	16	37	60	63	15	132.3	101.1	89.9	80.9	114.0	98.4	79.1	67.5
88.9	76.5	7.3	2.9					177	141	103	6	76	102	159	28	110.6	80.9	66.6	72.1	93.2	72.6	68.0	53.9
95.0	77.8	23.5	0.0	0.6	2.6	2.5	2.9	16	19	21	7	4	8	13	8	73.2	68.1	56.8	40.7	61.6	69.9	62.9	45.1
0.0	0.0	0.0	0.0	0.1	0.1	1.0	2.7	6	14	13	2	4	15	26	6	46.8	49.8	42.8	—	46.0	49.3	42.5	43.0
96.4	83.1	11.1		2.5	3.5	4.4		43	40	25	0	13	19	20	0	79.7	68.0	62.3		76.2	67.3	64.1	
100.0	96.0	12.5	0.0	3.0	3.4	3.0	1.8	10	10	10	4	8	15	6	2	79.6	61.8	58.0	44.9	76.4	66.1	57.8	—
99.1	91.6	0.5	0.0	5.7	5.3	5.7	4.4	193	111	94	14	122	102	95	35	99.9	78.9	70.0	52.0	92.8	75.9	65.8	51.3
90.9	94.1	0.0	0.0	0.8	0.6	5.0	3.7	21	16	10	2	12	18	14	2	65.9	56.4	55.1	—	66.0	56.9	53.1	—
100.0	94.4	0.0	0.0	2.0	1.8	3.3		25	32	28	1	7	39	39	3	108.8	76.3	67.3	—	98.1	76.6	65.2	63.3
100.0	100.0	0.0	0.0	1.0	1.1	1.3	2.4	36	24	20	11	27	15	21	17	113.4	86.5	74.1	54.9	105.1	85.8	65.6	54.0
96.8	87.9	1.5	0.0	2.0	3.2	3.6	3.3	161	138	112	78	58	110	161	90	124.3	84.6	76.7	50.9	101.1	78.4	68.2	47.4
98.3	91.8	3.2	0.0	2.5	7.0	3.1		72	52	55	1	43	46	71	1	103.3	82.4	74.0	—	97.5	83.0	68.2	—
95.7	87.4	0.0	0.0	2.3	3.4	4.0	2.6	360	216	164	6	154	166	179	29	149.1	105.2	88.1	81.8	132.8	94.0	81.6	62.0
100.0	77.8	11.8	75.0	2.9	3.4	4.9	2.4	61	41	24	7	25	31	27	1	82.1	72.1	62.4	52.5	80.2	71.6	64.6	—
92.8	76.9	0.0	0.0	2.5	2.6	4.0		280	141	107	0	95	88	104	2	205.6	121.4	108.3		206.9	120.0	101.8	—
100.0	85.1	2.6	0.0	7.9	2.6	9.0	8.7	13	35	12	28	7	39	27	20	72.2	59.3	52.5	47.8	72.1	58.3	52.0	46.5
98.3	85.4	3.4	0.0	2.8	4.6	4.2	5.2	48	57	30	14	9	25	29	33	92.5	77.3	65.2	57.4	83.3	67.9	67.1	53.8
100.0	100.0	2.9	0.0	1.2	1.7	1.9	1.8	54	31	40	30	26	24	28	47	81.9	74.8	66.1	48.4	83.5	68.2	61.6	46.5
0.0	0.0	0.0		3.7	4.4	4.1		169	55	15	0	192	110	14	0	93.8	72.5	64.0		91.6	71.4	64.0	
100.0	100.0	0.0	22.2	1.9	0.2	6.5	18.4	19	28	12	2	6	13	12	7	86.4	66.8	59.9	—	77.3	64.9	60.7	42.4
95.2	84.9	0.0	0.0	3.0	3.4	4.1	3.0	228	171	98	0	61	114	111	9	144.3	104.4	98.2		130.4	98.7	88.8	78.8
98.2	87.1	9.7	0.0	2.9	3.9	3.3	4.4	39	18	15	3	17	13	16	2	69.7	62.6	58.0	57.2	68.5	64.0	60.4	—
98.9	91.3	7.7	0.0	1.4	2.7	2.3	3.2	61	70	52	57	31	45	52	72	100.2	83.0	73.9	52.1	94.9	75.3	65.8	51.1
100.0	89.5	0.0	0.0	4.4	1.2	0.3	2.9	21	12	8	6	8	7	3	14	70.4	58.2	54.3	46.1	69.1	55.8	63.7	42.9
92.0	60.0	0.0	0.0	2.0	2.0	2.4		8	9	13	4	17	16	31	1	88.1	67.6	68.0	54.9	87.8	70.4	64.8	—
100.0	98.4	1.3	0.0					53	45	39	1	16	19	39	0	109.6	80.2	64.9	—	96.7	77.6	64.6	
100.0	100.0	0.0	0.0	2.8	4.4	4.0	2.0	241	69	70	14	68	40	43	9	199.1	127.7	113.4	73.4	187.7	113.9	114.6	71.6
97.4	68.7	0.0	0.0	3.0	3.4	4.4	2.4	17	29	25	15	22	38	22	13	105.9	77.8	81.1	59.0	99.5	75.8	69.3	56.9
99.4	92.0	1.6	6.7	3.6	4.3	4.4	6.9	115	116	90	9	60	71	99	6	104.6	82.4	69.1	50.2	94.2	79.2	66.8	57.9
100.0	98.2	0.9	0.0	2.8	2.9	3.5	5.1	169	104	53	64	47	59	54	57	176.3	113.1	115.5	107.6	151.7	107.6	98.7	90.1
100.0	100.0	0.0	0.0	2.8	3.7	3.5	6.0	16	20	5	10	25	11	8	15	97.9	73.6	65.1	55.7	85.7	73.9	69.8	47.2
90.1	95.0	4.9	0.0	2.0	2.3	4.3	3.2	59	38	23	15	32	22	18	12	135.5	74.8	76.6	58.2	115.3	77.5	75.1	57.6
87.1	80.3	1.2	0.0	2.5	4.7	5.7	5.7	129	118	67	35	57	95	105	56	149.7	110.6	99.7	76.2	144.7	100.4	84.5	76.9
100.0	87.5	3.7	0.0	2.4	1.5	1.1	5.8	13	10	12	0	12	14	15	4	78.3	62.8	57.3		71.8	65.7	61.3	64.1
94.7	93.6	1.8		1.0	2.1	2.0		143	147	113	0	84	135	163	0	103.2	83.4	78.3		97.8	79.7	70.7	
95.3	89.5	1.0	0.0	3.2	4.8	4.3	5.6	304	240	232	114	99	122	189	193	131.6	93.6	81.2	48.1	116.1	83.4	73.1	41.4
91.1	61.2	1.8	0.0	1.7	3.3	5.0		25	30	48	0	65	117	118	3	93.2	77.2	63.9		92.8	71.8	62.6	45.6
100.0	97.7	0.0	0.0	1.8	2.0	3.1	1.0	49	50	22	22	31	35	26	14	128.3	97.6	81.4	64.8	117.8	94.5	85.9	50.1
100.0	100.0	0.0	0.0	-1.5	4.4	4.3	2.7	16	41	15	15	4	19	12	18	92.4	73.7	62.4	63.5	95.6	78.2	61.3	56.1
99.3	97.5	0.0		4.7	5.7	5.5		343	203	140	0	89	152	96	0	160.0	106.3	102.0		137.9	100.2	89.0	
100.0	100.0	0.0		1.0	0.3	0.9		32	56	46	0	21	38	46	0	106.1	85.6	73.4		98.0	79.5	71.0	
100.0	96.5	0.0	0.0	0.4	0.7	0.7		35	62	37	1	20	51	38	0	103.3	77.9	77.2	—	88.9	76.4	72.4	
100.0	97.2	0.6	0.0	4.6	3.7	3.0	2.7	236	162	80	8	93	120	80	11	126.9	93.6	81.8	69.0	113.1	86.5	76.2	67.3
81.6	93.9	9.8	0.0	-0.9	0.6	2.0	0.0	21	31	20	11	17	18	21	14	93.6	74.7	65.5	50.7	91.2	71.4	64.6	41.2
99.9	99.0	0.0	0.0	5.1	7.8	6.3	1.0	692	285	181	8	244	214	149	2	179.9	120.0	111.1	73.1	163.8	108.6	94.6	—
100.0	96.7	0.0		0.1	0.3	0.2		222	106	94	0	43	45	35	0	167.2	123.1	117.2		140.9	126.4	110.5	
100.0	94.0	0.0		3.3	3.1	4.2		131	132	77	0	38	68	69	0	121.5	92.0	82.0		111.2	85.8	77.2	
100.0	85.8	100.0		1.9	1.6	1.8		188	127	98	0	59	77	66	0	132.7	91.5	81.3		110.7	86.0	82.8	
86.7	84.3	1.7	0.0	0.9	2.6	4.0	6.0	38	44	54	11	37	45	64	26	94.2	83.1	75.2	61.7	93.8	84.4	72.6	63.5

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)						BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)						AVG. COMPENSATION (\$1000s)								
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	

Texas (continued)

West Texas A & M U	7	IIA	PU	90.0	75.2	68.4	50.9				68.3	112.9	100.2	92.9	69.9			90.9	33.1
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Utah

Dixie St U		III	PU	84.1	70.9	60.8	52.2		52.2	66.4	118.5	102.2	89.5	81.3		70.5	96.5	45.4
Salt Lake CC		III	PU	76.2	61.3	53.8	46.8	44.0		59.7	110.5	92.1	82.5	71.6	70.0		89.9	50.6
Snow Coll	46	III	PU	73.5	69.6	57.8	55.7			59.9	103.2	102.4	85.2	83.7			88.6	48.0
Southern Utah U		IIA	PU	88.0	72.0	58.3		48.6	52.9	63.2	121.0	100.2	82.3		70.4	73.9	88.3	39.8
U Utah	7	I	PU	131.7	96.7	89.1	83.9	68.5	30.4	95.1	176.5	129.5	119.0	111.9	93.6	40.8	127.8	34.4
Utah St U	7	I	PU	111.4	86.4	73.9	49.9	60.0		84.0	152.2	121.4	105.8	76.3	89.2		118.5	41.0
Utah Valley U		IIA	PU	91.4	74.7	68.2		52.4	87.6	72.8	132.0	107.9	98.5		75.8	126.6	105.1	44.5
Weber St U		IIA	PU	92.2	75.5	67.6	55.4			73.9	126.8	107.7	97.2	82.1			104.9	41.9

Vermont

Castleton U		IIB	PU	70.5	55.0	48.5				59.2	106.5	82.7	69.7				88.2	49.0
Middlebury Coll		IIA	PI	141.2	102.4	86.2	81.2	76.3	63.0	111.0	189.0	127.5	114.2	102.1	105.0	90.0	146.3	31.8
Northern Vermont U	44	IIA	PU	68.4	58.0	50.4				60.6	105.3	92.6	79.1				94.7	56.2
Saint Michael's Coll		IIA	PR	95.2	72.4	65.1	54.0			77.1	136.0	103.4	92.9	77.1			110.1	42.8
U Vermont	7	I	PU	124.7	98.2	80.5		63.6	79.7	93.3	163.8	132.8	110.4		90.3	110.7	126.3	35.4
Vermont Technical Coll		III	PU	68.0	56.4	49.1				58.2	100.7	89.4	80.8				90.5	55.6

Virginia

Averett U		IIB	PR	65.5	61.5	48.9	40.3			57.6	82.9	77.1	63.8	51.9			73.3	27.3
Bluefield Coll		IIB	PR	55.9	48.9	47.0	—			49.3	73.3	65.2	59.0	—			63.5	28.7
Bridgewater Coll	1	IIB	PR	76.2	63.5	55.2	49.2			60.1	95.7	78.7	69.2	64.0			75.5	25.6
Christopher Newport U		IIA	PU	107.5	83.8	69.9	66.2	63.2		78.4	144.9	117.0	98.0	88.6	88.2		108.3	38.3
Coll William and Mary	7	I	PU	133.3	99.7	83.7	72.3	60.3		104.8	175.3	135.9	114.1	97.8	82.7		140.5	34.0
Eastern Mennonite U	30	IIA	PR	64.5	56.3	49.5	45.4	31.3		53.7	86.1	75.5	64.5	60.3	44.5		71.2	32.5
George Mason U	7	I	PU	140.3	93.6	80.3	61.4			99.5	182.0	127.9	108.9	85.0			133.2	33.8
Hampden-Sydney Coll		IIB	PI	91.1	68.1	62.5		56.3		72.8	115.6	81.2	72.2		64.6		88.2	21.2
Hollins U		IIA	PI	85.3	70.2	57.2	58.4			72.5	105.0	86.3	69.7	67.6			88.4	21.9
James Madison U	7	IIA	PU	96.1	77.7	71.0	59.5			79.3	134.4	111.6	102.6	88.9			113.5	43.0
Longwood U	1	IIA	PU	84.5	71.3	65.4	65.1	45.5		67.7	116.9	102.4	92.1	90.1	64.8		95.4	41.0
Lynchburg Coll	7	IIA	PR	81.1	69.3	64.7	55.7			69.9	106.9	88.3	83.9	69.7			90.5	29.4
Mary Baldwin U	1	IIA	PR	69.5	62.7	58.7	—			62.2	84.0	77.8	74.4	—			77.4	24.4
Marymount U	5	IIA	PR	97.2	78.0	67.7	58.6			77.8								
Old Dominion U	7	I	PU	118.2	85.5	75.1	48.6	55.2	—	83.3	155.7	116.9	100.9	60.9	76.7	—	112.2	34.7
Radford U	1	IIA	PU	90.9	73.2	67.7	56.2		38.7	75.1	123.9	103.5	94.9	81.1		60.2	104.6	39.4
Randolph Coll		IIB	PR	87.2	70.1	62.8	54.4			75.5	109.3	91.0	81.3	65.4			95.8	26.9
Randolph-Macon Coll		IIB	PR	91.3	71.7	63.4	56.7			75.4	118.5	93.6	82.5	77.4			98.5	30.6
Roanoke Coll		IIB	PR	88.6	71.7	64.2	52.2			70.8	115.6	94.5	81.8	69.2			92.5	30.7
Shenandoah U	7	I	PR	83.8	73.7	69.1	60.7	53.8	—	72.1	102.7	89.9	84.1	69.7	63.0	—	87.5	21.4
U Mary Washington	7	IIA	PU	86.7	71.8	63.4	—	66.1		74.1	118.3	102.4	89.3	—	91.4		103.5	39.6
U Richmond	7	IIA	PI	162.2	110.3	94.2	68.0			114.5	204.3	141.0	116.6	87.9			144.9	26.6
U Virginia-Main Campus	7	I	PU	182.6	120.8	93.5	61.1	61.3		132.0	223.8	151.6	118.6	78.5	79.2		164.1	24.3
U Virginia's Coll Wise		IIB	PU	83.9	73.6	62.9	55.4			69.0	112.8	98.9	85.5	75.8			93.3	35.2
Virginia Commonwealth U	7	I	PU	132.4	89.9	73.7	53.8			86.1	172.1	121.9	102.4	77.8			117.0	35.9
Virginia Military Institute		IIB	PU	95.7	75.4	63.3	45.2	—		79.6	135.5	107.6	90.5	71.2	—		113.3	42.4
Virginia Polytechnic Institute and St U	7	I	PU	146.8	101.9	90.4	54.0	65.3		106.5	190.1	136.7	122.9	79.4	92.9		142.1	33.4
Washington and Lee U		IIB	PI	144.3	106.2	93.3	61.5	—		117.7	189.3	142.1	120.9	78.3	—		154.5	31.3

Washington

Central Washington U		IIA	PU	97.5	83.7	71.6		49.6		77.0	123.1	106.3	92.3		65.4		98.5	27.8
Northwest U		IIA	PR	73.4	59.8	54.6	48.9			60.2	91.9	77.4	72.2	65.8			78.0	29.5
Pacific Lutheran U		IIA	PR	83.5	70.6	71.6	55.7			72.1	107.5	91.2	91.2	76.7			93.3	29.4
Seattle U		IIA	PR	121.5	89.5	78.7	60.0	54.1	28.0	83.3								
U Puget Sound	7	IIA	PI	111.1	88.0	74.7	75.6			95.8	147.2	115.8	99.1	102.7			127.1	32.7
U Washington-Bothell Campus	7	IIA	PU	124.4	111.7	98.0		80.2		98.3	151.0	136.2	120.6		100.8		121.2	23.2
U Washington-Seattle Campus	7	I	PU	151.4	114.6	102.5	58.6	83.9		121.0	179.5	139.4	124.5	74.1	105.5		145.9	20.5

APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	93.9	2.9	0.0	0.1	0.7	0.7	0.6	38	38	55	41	21	27	48	59	91.6	74.7	69.2	51.3	86.9	76.0	67.4	50.7
100.0	80.4	8.7	5.3	3.7	4.4	6.0	5.4	24	25	49	9	12	21	43	10	86.7	73.7	62.4	56.0	79.0	67.6	58.9	48.8
98.3	99.2	10.1	0.0	2.5	2.6	3.1	1.8	37	67	80	6	20	53	69	8	75.4	60.6	53.9	46.7	77.6	62.2	53.8	46.8
87.5	89.3	17.0	1.5	10.8	12.4	29.4	57.2	7	17	36	42	1	11	17	24	73.9	69.4	58.2	56.3	—	70.0	57.0	54.6
100.0	91.4	0.0		4.1	4.9	3.9	76.0	46	48	42	0	6	22	42	0	89.7	73.5	59.4		75.3	68.8	57.1	
98.9	89.5	0.4	0.0	2.2	4.1	3.8		336	167	164	3	123	129	121	0	134.3	102.2	95.0	83.9	124.6	89.5	81.3	
96.8	90.5	0.3	3.3	3.0	3.9	4.6	4.2	187	179	172	13	65	84	160	17	114.5	90.2	79.1	51.3	102.6	78.5	68.3	48.8
98.4	95.3	0.6		4.2	2.3	2.2		86	192	102	0	39	84	70	0	92.4	75.9	69.3		89.1	72.0	66.6	
100.0	98.1	0.0	0.0	2.2	10.0	4.5	19.7	106	61	84	47	61	45	84	70	94.9	79.8	69.2	60.6	87.5	69.8	66.0	52.0
100.0	91.3	0.0						17	13	8	0	14	10	16	0	69.8	54.7	47.6		71.3	55.4	48.9	
99.2	95.6	0.0	0.0	4.4	4.9	5.6	4.3	85	32	37	3	42	36	46	5	144.3	101.8	86.1	80.5	135.1	102.9	86.2	81.6
94.7	72.7	4.4						21	13	14	0	17	9	9	0	67.0	59.8	50.3		70.1	55.2	50.4	
100.0	100.0	0.0	0.0	0.6	11.3	3.6	1.3	35	27	3	10	17	21	5	17	98.0	73.2	68.4	53.5	89.6	71.5	63.0	54.3
100.0	100.0	0.0						114	83	43	0	52	93	41	0	126.4	101.7	85.4		120.9	95.1	75.5	
90.6	57.1	3.1						23	4	13	0	9	10	19	0	69.0	58.2	50.5		65.5	55.7	48.1	
95.2	80.0	15.0	0.0	1.8	2.2	2.2	2.0	15	9	8	1	6	11	12	3	65.9	64.7	49.3	—	64.3	59.0	48.6	36.7
0.0	0.0	0.0	0.0	0.0	11.5	0.6		7	3	11	0	2	4	8	1	56.5	45.0	48.4		—	51.8	45.0	—
93.3	83.3	3.5	4.2	0.0	0.7	1.9	0.0	11	24	12	9	4	24	17	15	71.3	63.5	54.0	52.2	89.7	63.5	56.0	47.3
100.0	98.8	0.0	0.0	2.4	2.3	2.7	2.5	32	42	47	12	13	39	33	12	107.2	87.4	72.0	69.6	108.3	79.9	66.9	62.8
97.2	88.1	1.6	0.0	0.1	0.1	1.0	1.2	167	112	76	2	87	82	47	11	138.6	100.9	87.5	—	123.2	98.1	77.4	70.2
100.0	82.6	0.0	0.0	0.1	1.5	2.8	2.1	11	10	18	3	11	13	21	5	64.7	56.5	49.9	45.4	64.3	56.2	49.2	45.4
91.1	74.4	0.0	0.0	0.4	0.6	0.8	0.7	257	250	201	46	104	207	225	55	150.4	97.4	87.5	65.0	115.3	89.0	73.9	58.4
100.0	100.0	0.0		2.6	0.8	15.2		30	16	10	0	7	8	10	0	92.7	68.2	62.4		84.6	67.8	62.7	
100.0	91.7	0.0	0.0	2.2	2.2	2.0	4.8	10	13	2	4	16	11	5	8	91.6	73.4	—	54.2	81.3	66.4	56.5	60.6
98.3	91.8	0.4	0.0	0.2	0.6	1.2	0.1	206	153	106	60	142	139	155	100	97.8	80.8	73.1	59.8	93.6	74.4	69.5	59.4
100.0	98.6	0.0	0.0	1.1	0.7	1.4	3.4	31	35	39	4	22	35	49	5	86.1	72.1	64.5	68.2	82.3	70.6	66.2	62.6
93.9	85.3	2.9	0.0	2.3	2.7	2.6	2.0	31	27	30	5	18	34	40	5	83.3	74.3	63.4	51.6	77.3	65.3	65.6	59.8
95.2	66.7	0.0	0.0	1.3	2.7	2.9		8	11	8	0	13	22	35	1	69.5	72.0	59.4		69.5	58.0	58.5	—
95.7	87.2	0.0	0.0	2.8	3.8	4.3	8.4	12	17	12	5	35	30	38	17	105.2	78.7	69.4	60.1	94.5	77.6	67.2	58.1
98.2	94.4	0.0	0.0	0.6	1.6	1.6		167	130	90	2	54	85	89	5	122.3	86.7	79.3	—	105.6	83.7	70.9	43.0
99.4	88.8	0.9	0.0	0.1	1.8	1.2	0.4	86	62	42	24	72	54	74	45	95.3	74.4	69.5	52.3	85.6	71.9	66.8	58.3
100.0	93.8	0.0	0.0	4.2	4.4	4.1		15	7	4	0	17	9	12	4	89.2	69.6	62.0		85.4	70.4	63.0	54.4
100.0	93.3	0.0	0.0	4.0	4.1	4.9	2.6	25	12	10	4	15	18	15	8	94.3	73.9	64.4	53.3	86.4	70.2	62.7	58.4
100.0	98.3	0.0	0.0	0.0	0.5	1.1	0.6	28	27	13	11	16	31	19	23	90.5	70.9	66.1	56.5	85.4	72.4	62.8	50.2
0.0	0.0	0.0	0.0	2.2	2.6	2.4	5.5	25	36	35	4	28	44	59	7	88.5	73.3	67.0	56.2	79.6	74.1	70.4	63.3
100.0	98.9	0.0	0.0	1.8	1.0	0.4		41	48	24	1	41	39	33	0	91.6	73.7	67.1	—	81.8	69.4	60.7	
92.4	92.4	1.2	0.0	3.5	3.9	4.4	3.4	78	67	45	33	40	65	37	40	170.5	113.8	100.8	70.3	145.8	106.6	86.2	66.1
91.4	74.3	0.0	0.0	3.5	3.9	4.8	9.2	413	216	224	2	134	154	214	3	187.7	123.2	101.3	—	167.0	117.4	85.3	65.8
100.0	91.7	10.3	0.0	4.9	5.5	1.6	3.7	19	15	19	9	9	9	10	17	84.5	72.5	65.4	56.7	82.6	75.6	58.2	54.8
87.7	72.0	0.0	0.0	0.8	2.0	1.7	1.7	155	190	237	72	64	188	264	95	136.8	92.8	77.1	55.5	121.8	87.1	70.6	52.6
90.8	72.0	0.0	0.0	4.9	3.8	5.1	0.0	55	16	22	3	10	9	25	2	96.8	74.7	64.9	47.9	89.6	76.6	61.9	—
97.3	89.4	0.0	0.0	2.7	4.2	5.0	3.3	479	324	305	114	102	197	212	124	150.3	103.8	93.7	55.3	130.4	98.7	85.5	52.9
98.9	96.2	0.0	0.0	3.4	5.1	5.1	2.7	64	28	24	7	30	24	17	8	149.5	109.0	90.7	69.8	133.3	102.9	97.0	54.2
100.0	97.5	0.0		3.8	2.2	5.5		90	68	39	0	50	52	45	0	98.3	84.6	76.9		96.0	82.4	66.9	
92.3	55.6	0.0	0.0	0.7	2.9	2.1		9	9	10	1	4	9	13	2	73.6	60.4	54.6	—	72.9	59.1	54.7	—
100.0	97.4	8.8	0.0	3.1	2.9	2.8	2.9	31	32	21	10	19	44	36	16	84.4	71.4	67.2	54.3	82.0	70.0	74.1	56.6
96.6	95.5	2.3	0.0	2.8	2.7	3.8	3.6	49	94	35	50	39	84	52	67	130.3	87.9	83.7	60.7	110.6	91.3	75.3	59.4
98.3	73.7	0.0	0.0	0.7	4.5	3.3	0.5	66	19	23	8	53	19	27	15	112.2	87.5	74.5	74.9	109.8	88.5	74.9	76.0
100.0	100.0	0.0		2.0	2.4	3.3		14	26	23	0	9	21	33	0	130.1	112.6	100.4		115.6	110.6	96.3	
100.0	98.4	0.0	0.0	4.5	5.9	5.7	2.9	471	231	155	22	258	204	172	28	156.3	119.2	103.8	61.5	142.4	109.4	101.4	56.4

APPENDIX I

NAME	NOTES	(1)		(2)								(3)							BEN. as % of SAL.
		CAT.	CTRL	AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)							
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR		

Washington (continued)

U Washington-Tacoma Campus	7	IIA	PU	125.0	104.1	88.5	66.3	74.2			94.0	152.2	127.4	109.0	85.5	93.0		115.9	23.3
Washington St U	7,29	I	PU	129.6	90.8	87.3	65.5	53.8	118.0	90.8	162.0	117.1	112.2	87.6	73.8	149.3	116.9	28.7	
Western Washington U		IIA	PU	110.4	88.7	76.2	55.8			87.3	139.8	114.0	98.8	76.0			112.5	28.8	
Whitman Coll		IIB	PI	118.3	91.5	69.2	—	66.7		88.9	152.2	119.5	92.0	—	88.0		116.1	30.6	
Whitworth U		IIA	PR	87.9	70.7	68.1	59.9	35.6		68.6	122.4	95.0	90.8	85.9	49.7		93.7	36.5	

West Virginia

Davis & Elkins Coll	7	IIB	PR	58.3	53.4	47.2	43.2			51.6	73.2	72.0	59.3	55.9			65.8	27.6
Marshall U	1	IIA	PU	82.3	70.1	64.2	39.4			68.4	102.9	87.9	80.1	51.4			85.8	25.5
Ohio Valley U	7	IIB	PR	46.9	—	44.2	—			45.2	53.4	—	54.8	—			54.0	19.3
Shepherd U	18	IIA	PU	80.3	66.6	61.9	49.7			67.1	98.3	81.8	76.4	62.0			82.5	23.0
West Virginia U		I	PU	133.6	86.4	73.1	47.8	—	86.7	91.3	158.2	104.7	88.6	59.2	—	104.9	109.8	20.2
West Virginia Wesleyan Coll		IIA	PR	66.1	56.7	48.4	—			53.4	87.6	80.1	64.6	—			72.5	35.9

Wisconsin

Carthage Coll		IIB	PR	95.4	74.7	64.7	—			76.2	113.5	88.6	75.4	—			89.8	17.9
Lakeland U		IIA	PR	75.4	64.9	56.5	54.5			63.3	99.1	82.9	74.6	68.0			81.9	29.4
Lawrence U		IIB	PI	91.1	75.9	64.3	52.7	—		72.8	126.6	103.2	87.9	71.8	—		99.7	36.9
Marquette U	7	I	PR	123.5	95.7	86.7	65.2			93.9	164.0	130.1	111.5	83.8			124.2	32.2
Milwaukee School Engineering		IIA	PI	99.6	85.9	77.8	70.8			87.4	131.0	120.6	101.9	86.0			117.0	33.8
Ripon Coll		IIB	PI	83.3	66.7	55.9	45.1			68.3	109.2	87.1	75.5	63.5			90.0	31.8
Saint Norbert Coll		IIB	PR	88.1	70.4	63.8	—			70.5	113.2	97.1	81.8	—			92.6	31.3
U Wisconsin-Eau Claire	7,25	IIA	PU	81.1	66.5	67.0	57.9	48.7		68.6	107.4	90.6	91.2	80.8	70.2		93.0	35.6
U Wisconsin-Green Bay	7,34	IIA	PU	68.9	59.8	62.3		48.4		59.8	93.4	82.9	85.8		69.8		83.0	38.7
U Wisconsin-La Crosse	7	IIA	PU	81.4	67.5	64.3		47.0		64.2	107.7	91.8	88.1		68.2		88.0	37.1
U Wisconsin-Madison	7	I	PU	142.6	106.3	92.9	68.2	69.2		112.5	176.2	135.7	120.7	92.6	93.7		142.5	26.7
U Wisconsin-Milwaukee	7,42	I	PU	105.6	80.0	73.7	56.0	47.8		77.0	135.0	106.1	98.7	78.6	69.1		102.5	33.1
U Wisconsin-Oshkosh	7,31	IIA	PU	78.8	64.9	66.9	—	49.0		65.8	104.5	88.6	90.9	—	70.3		89.6	36.2
U Wisconsin-Parkside	7	IIB	PU	74.0	64.8	60.3		44.3		59.5	99.2	88.8	83.2		66.0		82.8	39.1
U Wisconsin-Platteville	7,24	IIA	PU	76.0	63.3	61.5		46.8		61.8	101.5	87.0	84.9		68.0		85.2	37.9
U Wisconsin-River Falls	7	IIA	PU	76.6	66.2	68.8	54.7	44.7		69.3	102.2	90.3	93.3	77.0	65.6		93.8	35.4
U Wisconsin-Stevens Point	7,35	IIA	PU	70.5	57.7	58.0	39.8	43.3		60.9	95.2	80.5	80.9	59.9	64.0		84.2	38.3
U Wisconsin-Stout	7	IIA	PU	75.5	66.6	63.4	—	50.5		64.8	101.0	90.8	87.1	—	72.2		88.6	36.9
U Wisconsin-Superior	7	IIB	PU	69.0	57.1	58.9		46.1		58.4	93.5	79.8	81.9		67.1		81.4	39.2
U Wisconsin-Whitewater	7,38	IIA	PU	78.8	69.1	73.8		52.6		67.7	104.7	93.6	99.0		74.7		92.0	35.9
Viterbo U		IIA	PR	70.8	61.0	55.9	41.5			60.5	91.4	82.1	74.9	57.8			80.5	33.0

Wyoming

U Wyoming	7	I	PU	122.1	87.0	80.6	69.0	60.8	—	88.9	165.2	121.8	109.6	96.4	86.0	—	122.4	37.7
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APPENDIX I

(6)				(7)				(8)								(9)							
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	100.0	0.0	0.0	2.7	3.1	4.0		23	37	22	1	15	32	33	4	134.1	108.4	89.9	—	111.0	99.0	87.6	63.1
99.4	96.9	0.0	0.0	1.5	2.2	2.4	2.1	242	181	119	201	93	110	103	277	133.7	93.0	89.7	71.5	119.0	87.1	84.5	61.2
100.0	98.2	0.0	0.0	4.3	5.0	5.5	2.5	132	85	82	47	83	79	66	65	113.3	90.5	76.8	58.5	105.8	86.7	75.3	53.9
97.5	96.4	2.0	0.0	2.1	3.6	4.6	2.1	29	26	26	0	11	29	25	1	120.4	91.2	70.0		112.8	91.9	68.3	—
83.3	75.9	2.2	0.0	3.0	4.7	5.9	10.1	30	26	22	6	12	28	23	6	87.4	69.3	67.7	61.7	89.1	71.9	68.5	58.1
86.7	77.8	4.8	0.0	0.1	2.5	0.5		5	2	11	2	10	7	10	1	59.4	—	48.7	—	57.7	51.5	45.7	—
98.4	92.5	1.9	0.0	5.6	7.3	7.2	5.8	116	59	81	26	70	61	74	48	84.1	73.2	68.2	39.8	79.4	67.0	59.9	39.2
22.2	0.0	10.0	0.0	0.0	0.0	1.3		8	0	8	0	1	2	2	1	48.0		46.2		—	—	—	—
100.0	96.2	0.0	0.0	2.8	4.5	5.8	8.7	20	28	13	10	16	25	17	7	80.9	66.6	61.5	48.0	79.6	66.5	62.1	52.3
95.3	76.4	7.1	0.9	6.2	4.7	3.6	4.5	264	231	213	40	101	201	227	74	136.6	89.4	75.4	48.4	125.7	82.8	71.0	47.5
100.0	95.7	8.6	0.0	0.0	0.0	-0.6		6	8	17	1	3	15	18	1	67.2	60.0	47.2	—	64.1	55.0	49.4	—
91.3	85.2	0.0		5.0	7.3	6.5		34	34	29	0	12	20	42	0	97.4	73.2	67.3		89.7	77.2	62.9	
100.0	92.3	0.0	0.0	2.0	7.2	4.6	7.7	7	8	5	2	1	5	6	3	75.8	65.3	59.6	—	—	64.2	54.0	53.0
100.0	98.6	0.0	0.0	0.1	3.4	3.7	1.6	25	44	14	9	9	29	25	17	90.7	76.9	66.4	54.9	92.2	74.3	63.1	51.6
100.0	98.2	0.0	0.0	3.7	3.4	4.0	2.7	102	91	79	61	33	79	71	50	128.1	97.0	88.6	68.3	109.2	94.1	84.6	61.3
0.0	0.0	0.0	0.0	2.9	3.4	3.3	3.0	35	31	22	4	11	13	17	3	99.4	88.4	84.3	71.1	100.2	80.1	69.4	70.4
100.0	84.6	0.0	0.0	3.0	5.8	4.5		9	18	6	3	9	8	5	1	84.4	67.4	55.4	45.9	82.2	65.2	56.5	—
100.0	100.0	25.9	0.0	3.2	2.2	2.1		17	20	25	0	5	16	29	1	91.8	70.4	67.7		75.8	70.5	60.5	—
100.0	93.4	4.4	0.0	2.6	3.5	3.7	3.1	91	54	36	0	50	67	54	10	82.3	65.9	70.5		78.9	66.9	64.6	57.9
100.0	100.0	0.0		1.8	1.7	3.3		22	49	29	0	18	37	26	0	72.0	61.5	65.2		65.1	57.5	59.1	
97.9	83.7	15.9		2.0	2.6	2.6		59	64	68	0	35	71	83	0	83.4	68.4	66.1		77.9	66.7	62.8	
95.1	83.4	0.0	0.0	4.8	6.2	6.5	4.7	665	186	215	155	306	169	200	174	147.9	111.9	95.5	70.6	131.0	100.1	90.1	66.1
97.5	92.2	1.6	0.0	5.9	5.4	4.7	2.8	165	201	77	9	78	169	116	38	109.8	82.4	79.9	60.8	96.5	77.1	69.5	54.9
99.3	95.2	0.0	0.0	2.2	2.6	2.7		89	64	41	1	46	60	43	0	81.7	66.2	72.4	—	73.1	63.4	61.6	
100.0	100.0	2.2		2.0	2.7	3.0		16	28	23	0	8	21	22	0	77.1	67.2	60.4		67.6	61.8	60.1	
97.9	96.7	0.0		6.0	6.5	5.5		59	37	65	0	34	24	28	0	76.9	63.0	62.1		74.4	63.9	60.1	
100.0	97.1	0.0	0.0	3.0	5.7	4.3		69	17	27	2	30	18	25	2	76.6	67.1	72.4	—	76.5	65.5	65.0	—
99.3	97.6	1.9	0.0	2.3	3.3	2.8	5.0	85	47	60	0	56	35	43	3	71.3	57.6	58.9		69.3	57.9	56.7	39.8
100.0	90.1	4.9	0.0	4.7	6.2	3.6		47	43	58	1	47	28	45	1	78.0	68.4	66.4	—	73.0	64.0	59.5	—
100.0	81.8	10.3		2.9	2.9	3.3		21	13	15	0	11	20	14	0	68.5	60.2	62.5		69.8	55.1	55.0	
99.0	98.0	0.8		1.8	2.9	2.8		52	77	63	0	48	76	68	0	82.3	71.3	76.9		75.0	66.9	71.0	
95.8	93.6	6.8	0.0	0.0	0.2	0.0	1.8	10	16	14	0	14	15	30	3	69.7	59.7	54.5		71.6	62.4	56.5	41.5
98.4	94.2	0.0	0.0	5.3	7.8	6.3	5.3	140	118	86	25	49	87	71	16	124.3	89.6	85.2	77.9	115.9	83.4	75.0	55.2

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	
		CAT.	CTRL	AVG. SAL. (\$1000s)	AVG. COMP. (\$1000s)	BEN. as % of SAL.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC. MEN	WOMEN	AVG. SAL. MEN	WOMEN
Alabama												
Northwest-Shoals CC		IV	PU	55.2	75.9	37.5	21.8	7.9	31	47	57.8	53.5
California												
Clovis CC		IV	PU	92.8	123.5	33.1	33.3	5.7	44	43	93.5	92.0
Fresno City Coll		IV	PU	97.7	129.3	32.3	22.1	4.7	171	182	98.9	96.6
Reedley Coll		IV	PU	95.1	126.2	32.7	27.2	4.5	90	101	97.7	92.8
Colorado												
Morgan CC		IV	PU	59.7	82.7	38.5	0.0	2.6	20	17	60.5	58.8
Delaware												
Delaware Technical CC	37	IV	PU	76.1	111.8	46.8	0.0	3.6	137	261	76.4	76.0
Iowa												
North Iowa Area CC		IV	PU	67.0	91.7	36.8	0.0	2.0	40	27	67.1	66.9
Nebraska												
Central CC		IV	PU	58.3	88.3	51.5	0.0	3.7	80	91	57.4	59.1
New Mexico												
Clovis CC	7	IV	PU	47.5	64.2	35.2	0.0		17	38	46.2	48.1
Texas												
Central Texas Coll		IV	PU	63.6	79.5	25.1	0.0	2.6	80	82	62.4	64.7
Vernon Coll		IV	PU	53.4	68.7	28.7	0.0	3.1	34	52	55.6	51.9
Washington												
Evergreen St Coll	48	IIA	PU	77.4	101.6	31.4	0.0	2.4	55	79	79.8	75.7

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75000.
2. Factor used to convert 12-month data: 0.76596.
3. Factor used to convert 12-month data: 0.80000.
4. Factor used to convert 12-month data: 0.81000.
5. Factor used to convert 12-month data: 0.81800.
6. Factor used to convert 12-month data: 0.81810.
7. Factor used to convert 12-month data: 0.81818.
8. Factor used to convert 12-month data: 0.81820.
9. Factor used to convert 12-month data: 0.81966.
10. Factor used to convert 12-month data: 0.82000.
11. Factor used to convert 12-month data: 0.83300.
12. Factor used to convert 12-month data: 0.83333.
13. Factor used to convert 12-month data: 0.85470.
14. Factor used to convert 12-month data: 0.86300.
15. Factor used to convert 12-month data: 0.86364.
16. Factor used to convert 12-month data: 0.86400.
17. Factor used to convert 12-month data: 0.86700.
18. Factor used to convert 12-month data: 0.91667.
19. All faculty members on 12-month appointments.
20. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
21. Continuing full-time faculty members received two or more salary adjustments during 2018.
22. Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses. Some former instructors and lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data for 2018–19 are not comparable with prior years.
23. Includes Arts and Sciences, Engineering, School of Dental Medicine, public health faculty members in the School of Medicine, Cummings School of Veterinary Medicine, Fletcher School of Law and Diplomacy, and Friedman School of Nutrition Science and Policy. Faculty at the Schools of Nutrition and Veterinary Medicine have renewable contracts, not tenure.
24. Includes Baraboo/Sauk County and Richland branch campuses, previously part of the University of Wisconsin Colleges.
25. Includes Barron County branch campus, previously part of the University of Wisconsin Colleges.
26. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
27. Includes Chalon and Doheny campuses.
28. Includes Cookeville, Highland Crest, and Livingston campuses.
29. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
30. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
31. Includes Fond du Lac and Fox Valley branch campuses, previously part of the University of Wisconsin Colleges.
32. Includes Great Valley, Harrisburg, and Erie campuses. Some former instructors and

- lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data for 2018–19 are not comparable with prior years.
33. Includes Kenai Peninsula, Kodiak, Matanuska Susitna, and Prince William Sound Colleges.
 34. Includes Manitowoc, Marinette, and Sheboygan branch campuses, previously part of the University of Wisconsin Colleges.
 35. Includes Marshfield and Wausau branch campuses, previously part of the University of Wisconsin Colleges.
 36. Includes Mesa, Arizona, campus.
 37. Includes Owens, Stanton/George, and Terry campuses.
 38. Includes Rock County branch campus, previously part of the University of Wisconsin Colleges.
 39. Includes the McMinnville Campus; the School of Nursing in Portland, Oregon; and the online and continuing education program.
 40. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
 41. Includes U of Arizona–South.
 42. Includes Washington County and Waukesha branch campuses, previously part of the University of Wisconsin Colleges.
 43. Jefferson was created by the merger of Philadelphia University and Thomas Jefferson University.
 44. Johnson State College and Lyndon State College merged to form Northern Vermont University, effective July 1, 2018.
 45. Part of Ferris State U. Listed separately due to separate administrative structure and labor agreement.
 46. Salary increases for continuing full-time faculty are the result of a compensation adjustment on July 1, 2018.
 47. Some former instructors and lecturers were moved to newly established teaching ranks of professor, associate, and assistant. Data for 2018–19 are not comparable with prior years.
 48. This institution does not assign faculty ranks.
 57. Does not include Kendall College of Art and Design.

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APPENDIX III

NAME	NOTES	(1) CAT.	(2) CTRL	(3) PART-TIME FACULTY PAY PER COURSE SECTION				(4) PART-TIME FACULTY BENEFITS		(5) CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Alabama										
Auburn U Montgomery		IIA	PU	79				Some	None	Semester
Northwest-Shoals CC		IV	PU	83	1,404	1,404	1,404	None	None	Semester
Troy U		IIA	PU	534	2,286	2,409	2,286	None	None	Semester
U North Alabama		IIA	PU	108	1,800	3,600	1,975	None	None	Semester
U West Alabama		IIA	PU	89	1,238	4,000	2,000			Semester

Arkansas

Harding U		IIA	PR	176	2,300	2,600	2,450	None	None	
Hendrix Coll		IIB	PR	24	2,250	7,500	2,612			Semester
John Brown U		IIA	PI	137	2,100	3,675	3,063	None	None	Semester
Lyon Coll		IIB	PR	28	1,500	3,333	2,263	None	None	Semester

California

Clovis CC		IV	PU	230	2,362	3,242	2,857	Some	None	Semester
Cogswell Coll		IIB	FP	75	3,000	5,000	3,525	None	None	Semester
Dominican U California		IIA	PI	146	5,661	7,530	6,355	Some	Some	Semester
Fresno City Coll		IV	PU	690	2,362	3,242	2,857	Some	None	Semester
Fresno Pacific U		IIA	PR	12				All	All	Semester
Holy Names U		IIA	PR	80	1,279			None	None	Semester
Mills Coll		IIA	PI	114	6,000	9,000	4,500	Some	Some	Semester
Mount Saint Mary's U		IIA	PR	359	3,624	4,311	3,968	None	None	Semester
Occidental Coll		IIB	PI	85	8,000	8,000	8,000			Semester
Reedley Coll		IV	PU	324	2,362	3,242	2,857	Some	None	Semester
Saint Mary's Coll California		IIA	PR	264	5,300	9,023	6,915	None	Some	Varies
Scripps Coll		IIB	PI	36	6,885	8,550	7,664	Some	Some	Semester
U San Diego		IIA	PR	149	5,320	10,500	5,782	None	None	4-1-4
U San Francisco		I	PR	685	5,640	8,070	6,319	Some	Some	Semester
Westmont Coll		IIB	PI	55	3,450	9,375	4,137	None	None	Semester
Whittier Coll		IIB	PI	72	4,650	4,650	4,650	None	None	4-1-4

Colorado

Adams St U		IIA	PU	72	240	4,200	1,709	Some	None	Semester
Fort Lewis Coll		IIB	PU	92	3,300	3,300	3,300	None		
U Northern Colorado		I	PU	345	3,300	3,708	3,696	All	Some	Semester

Connecticut

Albertus Magnus Coll		IIA	PR	190	1,000	3,000	2,800			
Central Connecticut St U		IIA	PU	529	4,578	5,367	4,973	Some	Some	
Connecticut Coll		IIB	PI	60	5,800	5,800	5,800	None	None	Semester
U Hartford		IIA	PI	644	3,450	12,495	4,916	Some	Some	Semester
U New Haven		IIA	PI	295	2,505	6,000	3,613	None	None	4-1-4
U Saint Joseph		IIA	PR	269	2,800	5,830	3,363	None	None	Semester

Delaware

Delaware Technical CC		IV	PU	702	525	4,200		None	None	Semester
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District of Columbia

Catholic U America		I	PR	323				None	None	Semester
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Florida

Bethune-Cookman U		IIA	PR	87	1,800	2,000		None	None	Semester
Eckerd Coll		IIB	PR	23	2,000	2,000	2,000	None	None	4-1-4

NAME	NOTES	(1)	(2)	(3)			(4)		(5)	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.			
Florida (continued)										
Flagler Coll-St Augustine		IIB	PI	100	2,364	3,200	2,580	None	None	Semester
Florida Agricultural and Mechanical U		IIA	PU	87	2,500	4,000	3,533	None	None	Semester
Florida Gulf Coast U		IIA	PU	295	2,750	2,750	2,750	None	None	Semester
Florida Southern Coll	52	IIA	PR	145	1,070	7,500	2,577	None	None	Semester
New Coll Florida		IIB	PU	31	4,000	5,000	4,258	None	Some	4-1-4
U South Florida-Main Campus		I	PU	188	908	8,521	3,275	None	None	Semester
U South Florida-Sarasota-Manatee		IIA	PU	24	1,124	4,448	3,175	None	None	Semester
U South Florida-St Petersburg		IIA	PU	91	590	7,021	3,028	None	None	Semester
Georgia										
Agnes Scott Coll		IIB	PR	13	4,000	5,000	4,488	Some	Some	Semester
Berry Coll		IIA	PI	39				None	None	Semester
Clayton St U		IIA	PU	111	2,100	3,000	2,304	Some	Some	Semester
Covenant Coll		IIB	PR	42	2,817	4,483	3,320	None	None	Semester
Georgia Coll and St U		IIA	PU	112	1,000	12,750	3,334			Semester
Georgia Southern U		I	PU	170	1,500	6,000	3,018	Some	None	Semester
U North Georgia		IIA	PU	313				Some	Some	Semester
U West Georgia		I	PU	158	2,143	6,000	3,570	None	None	Semester
Wesleyan Coll		IIB	PR	30	2,400	3,000	2,700		None	Semester
Young Harris Coll		IIB	PR	62	1,000	3,600	3,000			Semester
Hawaii										
Hawaii CC		III	PU	83	4,707	25,311	15,009	Some	Some	Semester
Honolulu CC		III	PU	73	4,707	25,311	15,009	Some	Some	Semester
Kapiolani CC		III	PU	177	4,707	25,311	15,009	Some	Some	Semester
Kauai CC		III	PU	32	4,707	25,311	15,009	Some	Some	Semester
Leeward CC		III	PU	104	4,707	25,311	15,009			Semester
U Hawaii Hilo		IIA	PU	94	4,707	25,311	15,009	Some	Some	Semester
U Hawaii Manoa		I	PU	431	4,707	25,311	15,009	Some	Some	Semester
U Hawaii Maui Coll		III	PU	122	4,707	25,311	15,009	Some	Some	Semester
U Hawaii-West Oahu		IIB	PU	109	4,707	25,311	15,009	Some	Some	Semester
Windward CC		III	PU	59	4,707	25,311	15,009	Some	Some	Semester
Idaho										
Coll Idaho		IIB	PI	10	2,400	2,400	2,400			Semester
Idaho St U		I	PU	172				None	None	Semester
Lewis-Clark St Coll		IIB	PU	84	3,555	3,855	3,705			Semester
Illinois										
Augustana Coll		IIB	PR	41	4,200	9,458	4,935	Some	Some	Trimester
Dominican U		IIA	PR	275	561	12,000	3,207	None	None	Semester
Illinois Coll		IIB	PR	17	2,550	3,000	2,716	None	None	Semester
Knox Coll		IIB	PI	11	2,500	3,500	3,000	None	None	Trimester
Lewis U		IIA	PR	445	2,463	5,211	3,269	None	None	Semester
Loyola U Chicago		I	PR	739	4,000	12,000				Semester
MacMurray Coll		IIB	PR	24	2,200	6,000	3,358			Semester
Monmouth Coll		IIB	PR	29	3,600	5,000	3,166	Some	Some	Semester
Northern Illinois U		I	PU	149	1,125	5,865	1,959	Some	Some	Semester
Saint Anthony Coll Nursing		IIB	PR	6	3,445	5,862	4,452	None	None	Semester
Saint Francis Medical Center Coll Nursing		IIB	PR	3	5,641	11,148	7,838			Other
Saint Xavier U		IIA	PR	211	2,500	3,100	2,800	None	None	Semester
Trinity Christian Coll		IIB	PR	80	1,800	2,805	2,302			Semester
U St Francis		IIA	PR	92	2,550	2,700	2,627	None	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Illinois (continued)										
Western Illinois U		IIA	PU	27	3,622	5,000	3,927	Some	Some	Semester
Wheaton Coll		IIA	PR	162	2,805	3,671	3,300	None	None	Semester
Indiana										
Ball St U		I	PU	231	169	17,826	2,192	Some	Some	Semester
Bethel Coll-Indiana		IIA	PR	154	2,100	2,250	2,190	None	None	Semester
Franklin Coll		IIB	PR	55	1,944	4,167	2,626		None	4-1-4
Goshen Coll		IIB	PR	11	1,875	3,489	2,920	None	None	Semester
Indiana St U		I	PU	224	3,000	5,000		None	None	Semester
Rose-Hulman Institute Technology		IIB	PI	20	4,250	8,500	6,069	None	None	Quarter
U Evansville		IIB	PR	133	781	5,520	2,413	None	None	Semester
Valparaiso U		IIA	PR	112	900	16,000	4,000	None	None	Semester
Iowa										
Buena Vista U		IIA	PR	400	2,100	2,650		None	None	Varies
Central Coll		IIB	PR	15	3,050	3,350	3,200	None	None	Semester
Cornell Coll		IIB	PR	33	3,200	6,242	4,024	Some	Some	Other
Faith Baptist Bible Coll Theol Sem		IIB	PR	30	3,000	3,000	3,000	None	None	Semester
Loras Coll		IIB	PR	41	2,385	2,385	2,385	Some	Some	Semester
Northwestern Coll		IIB	PR	94	1,022	4,088	3,066	None	None	Semester
Upper Iowa U		IIA	PI	446	2,100	2,500	2,300	None	None	Semester
Kansas										
Baker U		IIA	PR	9	6,035	11,660	9,924	Some	None	Semester
Fort Hays St U		IIA	PU	237	2,495	3,095	2,795	Some	Some	Semester
Wichita St U		I	PU	217			3,375	Some	Some	Semester
Kentucky										
Bellarmine U		IIA	PR	364	2,430	3,510	2,921	None	None	Semester
Berea Coll		IIB	PI	5	4,200	8,000	4,930	None	None	Semester
Georgetown Coll		IIA	PR	62	1,950	3,000		None	None	Semester
Kentucky Wesleyan Coll		IIB	PR	52	1,000	3,000	1,627	Some	None	Semester
Morehead St U		IIA	PU	89	2,100	2,100	2,100	None	None	Semester
Murray St U		IIA	PU	132	300	4,480	3,424	Some	Some	Semester
Transylvania U		IIB	PR	36	2,625	3,000	2,855	None	None	Semester
Western Kentucky U		IIA	PU	494				Some	Some	Semester
Louisiana										
Centenary Coll Louisiana		IIB	PR	17	795	6,300	2,520	None	None	Semester
Louisiana St U-Eunice		III	PU	69	1,700	1,950		Some	None	Semester
Nunez CC		III	PU	60	1,800	1,800	1,800	Some	Some	Semester
Southeastern Louisiana U		IIA	PU	106	1,032	3,792	2,295			Semester
U New Orleans		I	PU	150	300	24,000	10,229			
Maine										
Bates Coll		IIB	PI	16	8,000	12,000	10,000	Some	Some	Other
U Maine		I	PU	305	2,898	4,850	3,688			Semester
U Maine Augusta		IIB	PU	172	2,898	4,850	3,688			Semester
U Maine Farmington		IIB	PU	79	2,898	4,850	3,688			Semester
U Maine Fort Kent		IIB	PU	50	2,898	4,850	3,688			Semester
U Maine Machias		IIB	PU	39	2,898	4,850	3,688			Semester
U Maine Presque Isle		IIB	PU	46	2,898	4,850	3,688			Semester
U Southern Maine		IIA	PU	437	2,898	4,850	3,688			Semester

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				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Maryland										
Frostburg St U		IIA	PU	276	4,000	4,400	4,200	Some	Some	Semester
Hood Coll		IIA	PI	108	2,610	4,500		None	None	Semester
Loyola U Maryland		IIA	PR	106	3,000	5,500	3,673	None	None	Semester
Montgomery Coll		III	PU	866	1,155	1,348	1,252	None	Some	Semester
Notre Dame Maryland U		IIA	PR	125	883	883	883	None	None	
Salisbury U		IIA	PU	119	2,500	3,750	2,553	None	None	4-1-4
Towson U		IIA	PU	707	3,000	3,630	3,302	None	Some	Semester
U Maryland Eastern Shore		IIA	PU	84	1,500	3,600	2,358	None	None	Semester
Washington Coll		IIB	PI	48	1,800	3,750	2,250	None	None	Semester
Massachusetts										
Babson Coll		IIA	PI	84	6,221	7,629	7,010	None	Some	Semester
Bentley U		IIA	PI	132	6,300	6,300	6,300	All	None	Semester
Boston Coll		I	PR	528	6,355	7,200	6,761	None	Some	Semester
Coll of the Holy Cross		IIB	PR	44	6,425	9,809	6,709	None	None	Semester
Coll Our Lady of the Elms		IIA	PR	113	2,500	4,500	2,854	All	None	Semester
Emerson Coll		IIA	PI	283	5,593	10,872	6,255	Some	Some	Semester
Emmanuel Coll	51	IIA	PR	100	4,500	5,000	4,750	None	None	Semester
Gordon Coll		IIA	PR	137	2,400	3,750	2,570	None	None	Semester
Hampshire Coll		IIB	PI	20	7,000	8,000	7,500	None	None	Semester
Holyoke CC		III	PU	186	3,198	3,864	3,727	None	None	Semester
Massachusetts Coll Art and Design		IIB	PU	155	3,550	6,908	6,398	None	None	Semester
Mount Holyoke Coll		IIB	PI	47	3,750	6,750	5,294	Some	Some	Semester
Springfield Coll		IIA	PI	406	2,370	3,063	2,855	None	None	Semester
Stonehill Coll		IIB	PR	115	3,525	5,195	4,095	None	None	Semester
U Massachusetts-Dartmouth		IIA	PU	182	3,963	5,136	4,460	Some	Some	Semester
Westfield St U		IIA	PU	231	3,441	5,181	4,974	None	None	Semester
Wheaton Coll		IIB	PI	39	5,000	7,500	5,270	Some	Some	Semester
Worcester St U		IIA	PU	221	3,300	5,181	4,493	None	None	
Michigan										
Albion Coll		IIB	PR	32	1,825	6,750	3,680	Some	None	Semester
Alma Coll		IIB	PR	82	3,825	3,825	3,825	None	None	Semester
Aquinas Coll		IIB	PR	140	1,891	3,500	2,250	None	None	Semester
Central Michigan U		I	PU	129	3,300	6,924	4,132	None	None	Semester
Davenport U		IIA	PI	587	1,743	2,967	2,357	Some	None	Semester
Kalamazoo Coll		IIB	PI	25	2,500	5,150	3,558	None	None	Quarter
Michigan Technological U		I	PU	27	1,500	21,475	9,982	None	None	Semester
Northern Michigan U		IIA	PU	113	1,040	12,080	5,790	None	None	Semester
Oakland U		I	PU	226	3,792		5,189	None	Some	Semester
Saginaw Valley St U		IIA	PU	451	1,650	2,550	1,800	None	None	Semester
U Michigan-Flint		IIA	PU	255	4,750	11,406		All	All	Semester
Minnesota										
Augsburg Coll		IIA	PR	291	3,188	5,250	4,410			Semester
Bethel U		IIA	PR	229	3,041	4,983	3,704	Some	Some	Semester
Concordia Coll Moorhead		IIB	PR	39	536	6,300	3,487	Some	Some	Semester
Gustavus Adolphus Coll		IIB	PR	40	4,000	4,000	4,000	None	None	4-1-4
Saint Mary's U Minnesota		IIA	PR	314	3,300	4,200		None	None	Semester
St Catherine U		IIA	PR	213	3,750	5,001	4,376	None	None	Semester
U St Thomas		IIA	PR	227	1,156	8,485	5,104	Some	Some	Semester
Mississippi										
Millsaps Coll		IIB	PR	25	1,875	1,875	1,875	None	None	Semester
Mississippi Coll		I	PR	194	380	5,000	3,362	None	None	Semester
U Southern Mississippi		I	PU	184	1,666	36,000	12,525	Some	All	Other

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Missouri										
Drury U		IIA	PI	21	2,127	3,192	2,658	None	Some	Semester
Lindenwood U		I	PI	882	2,500	4,200	3,020	None	None	Varies
Mineral Area Coll	50	III	PU	167	150	2,550	1,912	Some	None	Semester
Missouri Baptist U		IIA	PR	190	360	1,800	1,498	None	None	Semester
Missouri St U-West Plains		III	PU	95	1,500	2,100		Some	None	Semester
Southeast Missouri St U		IIA	PU	199	2,520	3,651	2,719	None	None	
Truman St U		IIA	PU	47	2,400	4,800	3,800	Some	Some	Semester
U Central Missouri		IIA	PU	173	1,800	2,400	2,100			Semester
Westminster Coll		IIB	PR	40	2,400	2,600	2,500	None	None	Semester
Montana										
U Montana		I	PU	255						
U Montana-Western		IIB	PU	22	1,983	2,583	2,337	None	None	Semester
Nebraska										
Central CC		IV	PU	169				None	None	Semester
Concordia U-Nebraska		IIA	PR	192	1,500	2,400	2,062	Some	None	Semester
Hastings Coll		IIB	PR	38	2,022	3,600	2,224	Some	None	Semester
Nebraska Wesleyan U		IIA	PR	117	1,125	7,875	2,656	None	None	Semester
U Nebraska Kearney		IIA	PU	124				None	None	Semester
Nevada										
U Nevada-Reno		I	PU	313	3,000	9,000	3,817	All	All	Semester
New Hampshire										
Colby-Sawyer Coll		IIB	PI	34	1,000	4,000	4,000	None	None	Semester
Franklin Pierce U		IIA	PI	146	2,000	4,763	3,382	Some	Some	Semester
Saint Anselm Coll		IIB	PR	62	4,350	4,350	4,350	Some	None	Semester
New Jersey										
Bloomfield Coll		IIB	PR	140	1,819	2,119		None	None	Semester
Coll New Jersey		IIA	PU	491	3,380	4,050	3,715	Some	Some	Semester
Kean U		IIA	PU	933						Semester
Monmouth U		IIA	PI	367	2,500	4,800	4,209			Semester
Ramapo Coll New Jersey		IIA	PU	287	1,450	11,600	5,600	All	None	Semester
Rider U		IIA	PI	356	4,000	7,490	4,776	Some	Some	
Rutgers U-Camden		I	PU	385						Semester
Rutgers U-New Brunswick		I	PU	2,073						Semester
Rutgers U-Newark		I	PU	469						Semester
Saint Peter's U		IIA	PR	178	2,142	3,726	2,604	None	None	Semester
William Paterson U New Jersey		IIA	PU	754	1,475	1,525	1,500	All	None	Semester
New Mexico										
Clovis CC		IV	PU	66	585	7,020	1,755	All	None	Semester
New Mexico St U-Alamogordo		III	PU	60	750	24,106	4,742	All	Some	Semester
New Mexico St U-Carlsbad		III	PU	38	750	7,500	3,508	All	Some	Semester
New Mexico St U-Dona Ana		III	PU	289	1,123	13,403	5,865	All	Some	Semester
New Mexico St U-Grants		III	PU	34	250	6,335	2,707	All	Some	Semester
New Mexico St U-Main Campus		I	PU	207	1,100	32,065	7,500	All	Some	Semester
U New Mexico-Main Campus		I	PU	226	3,943	41,665	16,960	None	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)			(4)		(5)	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Cayuga County CC		III	PU	140	1,095	6,025	3,322			Semester
Cazenovia Coll		IIB	PI	106	2,400	2,600	2,408	None	None	Semester
Colgate U		IIB	PI	28	6,533	12,704	7,966	Some	Some	Semester
Coll Staten Island CUNY	55	IIA	PU	858				None	Some	Semester
CUNY Bernard M Baruch Coll	55	IIA	PU	873				None	Some	Semester
CUNY Borough Manhattan CC	55	III	PU	1,246				None	Some	Semester
CUNY Bronx CC	55	III	PU	527				None	Some	Semester
CUNY Brooklyn Coll	55	IIA	PU	1,075				None	Some	Semester
CUNY City Coll	55	I	PU	1,171				None	Some	Semester
CUNY Grad School and U Center		I	PU	467				None	Some	Semester
CUNY Hostos CC		III	PU	306				None	Some	Semester
CUNY Hunter Coll	55	IIA	PU	1,984				None	Some	Semester
CUNY John Jay Coll Criminal Justice	55	IIA	PU	1,002				None	Some	Semester
CUNY Kingsborough CC	55	III	PU	676				None	Some	Semester
CUNY LaGuardia CC		III	PU	961				None	Some	Semester
CUNY Lehman Coll		IIA	PU	862				None	Some	Semester
CUNY Medgar Evers Coll	55	IIB	PU	413				None	Some	Semester
CUNY New York City Coll Technology	55	IIB	PU	1,249				None	Some	Semester
CUNY Queens Coll	55	IIA	PU	1,214				None	Some	Semester
CUNY Queensborough CC	55	III	PU	555				None	Some	Semester
CUNY School Law		IIA	PU	34				None	Some	Semester
CUNY York Coll	55	IIB	PU	478				None	Some	Semester
Farmingdale St Coll		IIB	PU	491						
Finger Lakes CC		III	PU	181	2,715	2,790	2,752	None	None	Semester
Hartwick Coll		IIB	PI	106	2,490	2,910	2,700	Some	Some	Semester
Keuka Coll		IIA	PR	302	2,500	3,325	2,912	All	All	Semester
Le Moyne Coll		IIA	PR	129	3,100	3,400	3,250	None	None	Semester
Monroe CC		III	PU	438	3,111	3,801	3,284	None	None	Semester
Morrisville St Coll		III	PU	96						
Mount Saint Mary Coll		IIA	PR	148	2,607	3,795	2,856	None	None	Semester
New School		I	PI	884	4,063	10,244	5,555			Semester
New York School Interior Design	56	IIB	PI	163	5,010	5,775	5,328	None	Some	Semester
Niagara County CC		III	PU	185	2,025	2,349	2,187	Some	None	Semester
Rensselaer Polytechnic Institute		I	PI	56	3,750	9,600	5,602	Some	Some	Semester
Rochester Institute Technology		I	PI	310	2,325	8,000	3,803	None	All	Semester
Saint John Fisher Coll		IIA	PR	86	2,810	4,048	2,997	Some	None	Semester
Sarah Lawrence Coll		IIA	PI	118	10,500	19,890	13,778	None	Some	Semester
Skidmore Coll		IIB	PI	43	1,300	1,400	1,350	Some	Some	Semester
Stella and Charles Guttman CC	55	III	PU	32				None	Some	Semester
Sullivan County CC		III	PU	67	1,794	2,028	1,912	None	None	Semester
SUNY Albany		I	PU	436						
SUNY Binghamton		I	PU	248						
SUNY Buffalo St		IIA	PU	434						
SUNY Coll Agriculture and Technology Cobleskill		IIB	PU	75						
SUNY Coll Brockport		IIA	PU	242						
SUNY Coll Environmental Science and Forestry		IIA	PU	40						
SUNY Coll Geneseo		IIA	PU	108						
SUNY Coll Old Westbury		IIA	PU	85						
SUNY Coll Oswego		IIA	PU	193						
SUNY Coll Plattsburgh		IIA	PU	163						
SUNY Coll Potsdam		IIA	PU	86						
SUNY Coll Technology Alfred		III	PU	63						
SUNY Coll Technology Canton		III	PU	92						
SUNY Coll Technology Delhi		III	PU	65						
SUNY Cortland		IIA	PU	216						
SUNY Empire St Coll		IIA	PU	447						
SUNY Fredonia		IIA	PU	155						
SUNY Maritime Coll		IIB	PU	56	3,000	4,952	2,250	Some	Some	Other
SUNY New Paltz		IIA	PU	227						
SUNY Oneonta		IIA	PU	167						
SUNY Polytechnic Institute		IIA	PU	124						
SUNY Purchase Coll		IIB	PU	268						

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New York (continued)										
Tompkins Cortland CC		III	PU	198	2,730	3,540	3,300	Some	None	Semester
U Buffalo		I	PU	460						
Yeshiva U		I	PI	140	3,600	10,000	4,000	None	None	Semester
North Carolina										
Barton Coll		IIB	PR	58	1,800	4,000		None	None	Semester
Belmont Abbey Coll		IIB	PR	88	2,800	2,800	2,800	None	None	Semester
Chowan U		IIB	PR	52	2,250	3,216	2,324	None	None	Semester
Davidson Coll		IIB	PR	16	7,000	8,334	7,321	None	None	Semester
Gardner-Webb U		I	PR	193	1,700	2,900	2,423	None	None	Semester
Greensboro Coll		IIB	PR	92	720	3,600	2,880	None	Some	Semester
Lees-McRae Coll		IIB	PR	148	2,250	2,250	2,250	None	None	Semester
Mars Hill U		IIB	PI	78	1,800	2,100	1,950	None	None	Semester
North Carolina Wesleyan Coll		IIB	PR	143	1,890	1,890	1,890	None	None	Semester
Salem Coll		IIB	PR	82	2,500	2,500	2,500	None	None	Semester
Ohio										
Ashland U		IIA	PR	196		2,640		None	None	Semester
Baldwin Wallace U		IIA	PR	254	3,300	4,740	3,952	None	None	Semester
Bowling Green St U-Main Campus		I	PU	653	805	10,000	5,194	All	None	Semester
Denison U		IIB	PI	47	4,125	4,500	4,325			Semester
John Carroll U		IIA	PR	205	760	6,000	3,745	None	None	Semester
Malone U		IIA	PR	85	2,100	2,535	2,253	None	None	Semester
Marietta Coll		IIB	PI	43	2,500	2,500	2,500	None	None	Semester
Oberlin Coll		IIB	PI	5	7,500	10,300	9,353	Some	Some	4-1-4
Sinclair CC		III	PU	970	2,502	2,649	2,582	All	None	Semester
Tiffin U		IIA	PI	237	1,000	3,000	2,000	None	None	Semester
U Cincinnati-Blue Ash Coll		III	PU	175	1,313	14,103	2,946	All	None	Semester
U Cincinnati-Clermont Coll		III	PU	189	1,680	8,820	2,960	All	None	Semester
U Cincinnati-Main Campus		I	PU	811	1,131	15,000	4,132	All	None	Semester
Ursuline Coll		IIA	PR	119	2,099	2,795	2,447	None	None	Semester
Wittenberg U	51	IIB	PR	67	3,000	3,750		None	None	Semester
Youngstown St U		IIA	PU	582	1,950	3,150	2,494	All	None	Semester
Oklahoma										
Cameron U		IIA	PU	116	1,650	3,750	2,353	None	None	Semester
Oklahoma St U-Oklahoma City		III	PU	292	675	17,475	2,887	None	None	Semester
Southeastern Oklahoma St U		IIA	PU	156	700	3,500	960	None	None	Semester
U Central Oklahoma		IIA	PU	371	2,100	2,880	2,344	None	None	Semester
U Science and Arts Oklahoma		IIB	PU	32	1,050	3,037	1,942	None	None	Trimester
U Tulsa		I	PR	82	2,000	8,200	4,269	None	None	Semester
Oregon										
Portland St U		I	PU	718	2,784	9,954	3,125	Some	Some	Quarter
Reed Coll		IIB	PI	15	5,400	22,792	13,601	Some	Some	Semester
Pennsylvania										
Albright Coll		IIB	PR	105	1,913	3,863	2,353	None	Some	4-1-4
Allegheny Coll		IIB	PR	16	3,500	3,500	3,500			Semester
Alvernia U		IIA	PR	171						
Bucknell U		IIB	PI	13	4,470	6,950	5,074	None	None	Semester
Butler County CC		III	PU	252	2,400	2,400	2,400	None	None	Semester
Cedar Crest Coll		IIB	PI	169	3,513	3,513	3,513	None	None	Semester
Chatham U		IIA	PI	290	3,250	5,720	4,440	None	None	Semester
Delaware Valley U		IIA	PI	122	2,175	2,175	2,175	None	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Pennsylvania (continued)										
Dickinson Coll		IIB	PI	58			4,600	Some	None	Semester
Drexel U		I	PI	930	250	17,290	2,903			Quarter
Duquesne U		I	PR	474						
Gwynedd Mercy U		IIA	PR	221					None	Varies
Holy Family U		IIA	PR	386	880	8,100		None	None	Semester
Juniata Coll		IIB	PI	48	3,000	4,500		Some	Some	Semester
La Roche Coll		IIB	PR	113	720	4,358	2,420	None	None	Semester
Lafayette Coll	51	IIB	PR	52	3,250	6,000	4,413	None	None	Semester
Lebanon Valley Coll		IIA	PR	133	3,177	4,326		None	None	Semester
Lincoln U		IIA	PU	69	2,625	2,625	2,625	None	None	Semester
Marywood U		IIA	PR	245	2,205	3,000	2,350	None	None	Semester
Mercyhurst U		IIA	PR	99	2,050	2,300	2,222			Semester
Messiah Coll		IIA	PR	162	3,459	3,723	3,591	None	None	Semester
Misericordia U		IIA	PR	132			2,595	None	None	Semester
Moravian Coll		IIA	PR	212	1,617	5,828	3,544	None	None	Semester
Neumann U		IIA	PR	166	1,983	3,285	2,490	None	None	Semester
Robert Morris U		I	PI	231	2,460	3,240	2,805	Some	None	Semester
Saint Vincent Coll		IIA	PR	85	970	1,133		None	None	Semester
Seton Hill U		IIA	PR	72	2,145	4,500	2,408	None	None	
Swarthmore Coll		IIB	PI	19	6,000	12,000	7,970	Some	Some	Semester
Temple U		I	PU	1,400	3,900	37,500	5,025	None	Some	Semester
Ursinus Coll		IIB	PI	39	4,400	4,400	4,400	None	None	Semester
Washington & Jefferson Coll		IIB	PI	38	3,000	4,000	3,000	None	None	4-1-4
Waynesburg U		IIA	PR	83	2,565	2,565	2,565	None	None	Semester
York Coll Pennsylvania		IIB	PI	264	3,796	4,860		None	None	Semester
Puerto Rico										
U Puerto Rico-Ponce		IIB	PU	103	1,781	7,832	4,274	None	None	Semester
Rhode Island										
Brown U		I	PI	113			10,000	None	None	Semester
Bryant U		IIA	PI	127	5,200	5,200	5,200	None	None	Semester
Providence Coll		IIA	PR	139	500	4,250	4,034	None	None	Semester
Salve Regina U		IIA	PR	143	3,700	3,700	3,700	None	None	Semester
U Rhode Island		I	PU	383	4,101	4,725	4,413	None	None	Semester
South Carolina										
Coker Coll		IIA	PI	90	1,900	2,300		None	None	Semester
Coll Charleston		IIA	PU	305	1,244	10,028	3,521	All	Some	Semester
Newberry Coll		IIB	PR	44	500	3,000	1,800	None	None	Semester
Winthrop U		IIA	PU	216	2,000	5,400	2,727			Semester
South Dakota										
Augustana U		IIA	PR	63	3,000	4,650	3,825	None	None	Semester
Dakota St U		IIA	PU	41	2,700	5,457	3,653	None	None	Semester
Mount Marty Coll		IIA	PR	56	1,080	1,950	1,515	Some	Some	Semester
U Sioux Falls		IIA	PR	127	2,400	3,000		None	None	Semester
Tennessee										
Austin Peay St U		IIA	PU	305	1,800	2,100	1,950	None	None	Semester
East Tennessee St U		I	PU	602	325	10,000	3,814			Semester
Freed-Hardeman U		IIA	PR	30			2,715	None	None	Semester
Lee U		IIA	PR	340	1,800	2,100	1,908	Some	None	Semester
Middle Tennessee St U		I	PU	299	1,650	2,100	2,106	None	Some	Semester
Rhodes Coll		IIB	PR	28	3,000	5,625	3,710	None	None	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Tennessee (continued)										
Sewanee-U the South		IIB	PR	34	6,500	13,000	7,986	None	None	Semester
U Memphis		I	PU	456	1,532	3,000	2,354	None	None	Semester
Texas										
Abilene Christian U		IIA	PR	120	400	6,000	2,860	None	None	Semester
Angelo St U		IIA	PU	115	1,148	4,500	2,757	Some	Some	Semester
Austin CC District		III	PU	1,325	2,865	7,260	4,005			Semester
Central Texas Coll		IV	PU	540	1,685	2,005	1,845	Some	None	Semester
Hardin-Simmons U		IIA	PR	58	1,500	3,375	2,342	None	None	Semester
McMurry U		IIB	PR	51	1,250	2,000	1,584	None	None	Semester
Our Lady of the Lake U		IIA	PR	117	2,300	2,750	2,563	None	None	Semester
Sam Houston St U		I	PU	122	2,462	6,750	4,340	None	None	Semester
Southwestern U		IIB	PR	21	3,700	7,000	4,395	Some	Some	Semester
Texas St U		I	PU	321	2,500	14,000	5,057	None	None	Semester
Texas Woman's U		I	PU	235	1,035	6,489	2,595	Some	Some	Semester
U Dallas		IIA	PR	99	100	12,500	4,950	Some	None	Semester
U Houston-Clear Lake		IIA	PU	97	2,160	11,709	2,929	None	None	Semester
U Houston-Downtown		IIA	PU	317	3,000	4,800	3,900	None	Some	Semester
U North Texas		I	PU	537	2,500	9,375	3,873	Some	Some	Semester
U St Thomas		IIA	PR	324	225	6,100	2,608			Semester
U the Incarnate Word		IIA	PR	421	2,490	3,690		Some	None	Semester
West Texas A & M U		IIA	PU	67	600	20,000	3,931	Some	Some	Semester
Utah										
Dixie St U		III	PU	404	2,250	6,300	2,400	None	None	Semester
Snow Coll		III	PU	171	2,331	2,331	2,331	None	None	Semester
Southern Utah U		IIA	PU	122						Semester
U Utah		I	PU	262				None	None	Semester
Utah Valley U		IIA	PU	694			2,960	None	None	Semester
Vermont										
Middlebury Coll		IIA	PI	26	9,000	11,850	10,359	Some	None	4-1-4
Saint Michael's Coll		IIA	PR	89	3,720	4,269	4,008	Some	Some	Semester
Virginia										
Bluefield Coll		IIB	PR	67	1,500	3,500	2,500	None	All	Varies
Bridgewater Coll		IIB	PR	33	800	3,600	2,534	None	None	Semester
Christopher Newport U		IIA	PU	168	3,000	3,600	3,108	None	None	Semester
Eastern Mennonite U		IIA	PR	72	1,500	8,622	3,073			Semester
Hampden-Sydney Coll		IIB	PI	7	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	12	2,500	6,000	3,000	None	None	4-1-4
James Madison U		IIA	PU	266	800	9,900	3,681	None	None	Semester
Longwood U		IIA	PU	73	1,200	16,900	5,442	None	None	Semester
Old Dominion U		I	PU	671	3,054	3,696	3,132			Semester
Radford U		IIA	PU	241	825	5,400	2,878	None	None	Semester
Randolph Coll		IIB	PR	61	3,500	3,500	3,500	None	None	Semester
Roanoke Coll	54	IIB	PR	50	2,900	3,701	3,113	None	None	Semester
U Mary Washington		IIA	PU	138	300	25,000	4,860			Semester
U Virginia's Coll Wise		IIB	PU	58	1,235	5,455	2,370	None	None	Semester
Virginia Military Institute		IIB	PU	68	4,736	7,287	5,561	None	None	Semester
Washington										
Central Washington U		IIA	PU	45	2,599	11,854	4,338	All	All	Quarter
Evergreen St Coll		IIA	PU	68	8,630	18,611	12,443	Some	Some	Quarter

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
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				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Washington (continued)										
Northwest U		IIA	PR	392	1,197	2,940	2,068	None	None	Semester
U Puget Sound		IIA	PI	33	3,900	7,532	4,242	Some	Some	Semester
West Virginia										
Davis & Elkins Coll		IIB	PR	34	2,100	3,150	2,285	None	None	Semester
Ohio Valley U		IIB	PR	46	1,050	1,500	1,200	None	None	Semester
Shepherd U	53	IIA	PU	134	1,299	2,541	2,114	None	None	Semester
West Virginia Wesleyan Coll		IIA	PR	66	1,800	2,500		None	None	Semester
Wisconsin										
Carthage Coll		IIB	PR	139	2,550	2,550	2,550	None	None	Semester
Lakeland U		IIA	PR	211	2,625	3,000	2,750	None	None	Semester
Lawrence U		IIB	PI	46	4,955	4,955	4,955	Some	Some	Trimester
Milwaukee School Engineering		IIA	PI	129	2,550	6,764	4,202	Some	Some	Quarter
Ripon Coll		IIB	PI	13	3,000	3,000	3,000	Some	Some	
Saint Norbert Coll		IIB	PR	27	1,600	5,000	3,070	None	None	Semester
Wyoming										
U Wyoming		I	PU	9						Semester

NOTES TO APPENDIX III

The pay amounts reported here are for the 2017–18 academic year to enable more institutions to report. The standard course section is three credit hours, with some exceptions as noted. Some extreme values reported by the institutions are included here but were excluded from table 14. Some institutions could only provide counts of faculty without pay amounts.

49. Does not include part-time faculty members paid per credit hour.
50. Minimum part-time faculty pay according to policy, described as “rare.”
51. Most regular sections carry four credits.
52. Most regular sections carry four credits. Excludes sections with only one student enrolled.
53. Part-time faculty members are paid by the credit hour, with adjustments for qualifications, discipline, and enrollment. The minimum shown is for a fully-enrolled three-credit class.
54. Part-time pay based on assigned instructional load (locally called TCU), with reported pay converted to 1 TCU.
55. Per-section pay is not available, as part-time faculty members are paid an hourly wage and their duties extend beyond instruction.
56. This institution does not employ full-time faculty.