

SURVEY REPORT TABLE 1

Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2015–16 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	SALARY				COMPENSATION			
<i>CATEGORY I (Doctoral)</i>								
Professor	135,741	125,833	158,080	137,282	172,213	161,186	197,418	166,691
Associate	95,318	89,870	107,763	92,869	124,490	118,443	138,443	119,389
Assistant	83,805	78,959	94,913	80,868	108,712	103,520	121,009	101,136
Instructor	63,591	56,975	76,808	83,659	80,862	76,020	92,752	75,461
Lecturer	62,878	59,139	71,630	106,755	84,898	81,349	92,315	140,200
No Rank	75,494	73,346	80,712	65,334	92,165	89,459	96,664	90,534
All Combined	103,715	95,955	121,376	101,553	130,595	122,017	150,204	126,307
<i>CATEGORY IIA (Master's)</i>								
Professor	94,385	92,982	96,556	88,129	122,527	121,618	124,535	112,413
Associate	75,699	74,907	76,974	71,291	99,912	100,048	100,194	94,110
Assistant	65,914	65,584	66,551	62,499	87,225	88,289	86,255	82,255
Instructor	53,291	51,879	54,892	50,648	70,895	69,980	71,808	72,036
Lecturer	53,061	51,881	55,601	57,356	72,439	71,135	77,339	71,308
No Rank	66,022	73,008	53,457	74,160	80,329	80,973	78,405	91,184
All Combined	75,918	74,561	77,790	73,224	97,794	97,167	98,868	94,163
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	87,628	87,751	88,112	77,716	115,191	116,379	115,603	101,804
Associate	70,407	71,145	70,483	65,948	93,632	95,948	93,535	84,722
Assistant	60,403	60,791	60,479	57,441	80,278	83,833	79,717	75,227
Instructor	50,720	49,886	50,917	50,034	68,059	67,855	68,200	65,768
Lecturer	55,472	53,699	56,566	51,402	77,879	77,280	78,450	72,535
No Rank	57,994	56,001	59,795	38,135	77,353	69,149	80,283	n.d.
All Combined	72,104	69,895	72,977	65,547	93,635	92,551	94,343	84,270
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	80,891	81,270	n.d.	n.d.	109,041	109,761	n.d.	n.d.
Associate	67,713	67,989	n.d.	n.d.	93,486	93,745	n.d.	n.d.
Assistant	58,076	58,221	n.d.	n.d.	81,782	82,120	n.d.	n.d.
Instructor	49,728	49,728	n.d.	n.d.	71,053	71,053	n.d.	n.d.
Lecturer	51,716	51,716	n.d.	n.d.	75,196	75,196	n.d.	n.d.
No Rank	48,430	48,430	n.d.	n.d.	80,328	80,328	n.d.	n.d.
All Combined	65,988	66,216	n.d.	n.d.	88,269	88,628	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	64,404	64,404	n.d.	n.d.	91,670	89,946	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	99,446	100,085	99,462	88,191	129,975	131,648	129,250	115,241
Associate	77,192	77,636	77,136	70,741	102,602	104,149	101,597	93,683
Assistant	66,982	67,623	66,666	61,757	89,029	91,343	87,160	81,929
Instructor	54,206	52,806	55,374	55,262	72,307	72,002	72,743	69,391
Lecturer	56,517	54,585	59,814	59,682	78,075	75,890	82,769	81,500
No Rank	66,694	70,242	62,827	53,941	84,853	83,886	85,811	90,859
All Combined	79,424	78,762	80,486	72,146	102,674	102,703	103,155	94,162

Note: Salary data are based on 1,023 reporting institutions and compensation data are based on 971 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 30. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 2

Percentage Change in Salary for Continuing Faculty by Category, Affiliation, and Academic Rank, 2014–15 to 2015–16

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
CHANGE FOR CONTINUING FACULTY				
<i>CATEGORY I (Doctoral)</i>				
Professor	2.7	2.8	2.5	n.d.
Associate	3.4	3.3	3.6	n.d.
Assistant	3.3	3.2	3.4	n.d.
Instructor	3.6	3.6	3.4	n.d.
All Combined	3.0	3.1	3.0	n.d.
<i>CATEGORY IIA (Master's)</i>				
Professor	2.8	2.4	3.1	2.8
Associate	3.4	3.2	3.6	2.7
Assistant	3.7	3.3	4.2	2.2
Instructor	4.7	4.2	5.3	2.7
All Combined	3.2	2.9	3.6	2.5
<i>CATEGORY IIB (Baccalaureate)</i>				
Professor	3.2	2.9	3.3	3.2
Associate	4.2	3.6	4.2	5.3
Assistant	4.1	3.9	4.1	4.6
Instructor	4.3	3.5	4.4	5.3
All Combined	3.7	3.4	3.7	4.3
<i>CATEGORY III (Associate's with Ranks)</i>				
Professor	3.3	3.3	n.d.	n.d.
Associate	3.7	3.7	n.d.	n.d.
Assistant	4.2	4.2	n.d.	n.d.
Instructor	4.4	4.4	n.d.	n.d.
All Combined	3.7	3.7	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>				
Professor	2.9	2.7	3.1	3.0
Associate	3.7	3.4	3.9	4.2
Assistant	3.8	3.5	4.0	3.6
Instructor	4.3	4.0	4.6	4.2
All Combined	3.4	3.2	3.5	3.5

Note: The table is based on 1,023 responding institutions reporting comparable salary data for both years and 583 institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data on page 30. N.d. = no data. There were too few religiously affiliated institutions in category I, too few private-independent and religiously affiliated institutions in category III, and too few institutions in category IV to generate valid separate statistics. These institutions are included in the All Combined column, however. Rows labeled "All Combined" include lecturers and unranked faculty where reported.

SURVEY REPORT TABLE 3

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2015–16 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
	MEN				WOMEN			
<i>CATEGORY I (Doctoral)</i>								
Professor	138,489	128,794	159,998	139,933	126,517	116,780	148,449	128,500
Associate	97,587	92,335	109,376	95,511	91,731	86,592	103,691	88,924
Assistant	85,958	81,279	96,546	82,343	81,018	76,374	91,624	79,008
Instructor	65,194	59,098	77,388	83,457	59,817	55,289	70,189	68,443
Lecturer	66,131	61,976	75,900	105,012	60,126	56,623	68,025	111,983
No Rank	76,807	74,745	81,586	69,770	69,329	66,723	74,795	59,810
All Combined	110,510	102,667	128,118	107,397	92,304	85,569	107,635	90,392
<i>CATEGORY IIA (Master's)</i>								
Professor	96,358	94,921	98,585	90,653	91,209	89,291	94,190	83,466
Associate	77,238	76,463	78,538	72,468	74,209	73,313	75,633	69,716
Assistant	67,125	67,064	67,549	62,002	64,849	64,342	65,628	62,677
Instructor	52,815	50,392	55,610	50,960	52,713	51,423	54,049	51,064
Lecturer	54,598	52,699	59,463	60,659	51,676	50,996	53,421	52,172
No Rank	64,311	70,076	55,252	n.d.	64,978	70,353	53,122	n.d.
All Combined	79,296	78,140	80,973	75,983	72,247	70,612	74,477	69,656
<i>CATEGORY IIB (Baccalaureate)</i>								
Professor	88,817	88,987	89,284	79,060	85,452	85,119	86,025	75,867
Associate	70,952	71,840	71,010	66,172	69,477	69,867	69,704	63,401
Assistant	60,807	61,613	60,803	57,312	60,040	60,045	60,188	57,359
Instructor	51,722	50,140	52,053	51,316	50,279	49,273	50,514	49,530
Lecturer	57,912	54,370	59,838	57,718	53,708	51,786	54,748	51,482
No Rank	61,275	58,924	62,027	n.d.	54,777	52,013	56,908	n.d.
All Combined	74,453	72,218	75,325	68,022	69,289	67,087	70,096	63,902
<i>CATEGORY III (Associate's with Ranks)</i>								
Professor	81,474	81,833	n.d.	n.d.	79,510	79,905	n.d.	n.d.
Associate	68,152	68,416	n.d.	n.d.	67,134	67,411	n.d.	n.d.
Assistant	58,384	58,583	n.d.	n.d.	57,877	58,004	n.d.	n.d.
Instructor	50,171	50,171	n.d.	n.d.	49,169	49,169	n.d.	n.d.
Lecturer	53,415	53,415	n.d.	n.d.	50,365	50,365	n.d.	n.d.
No Rank	48,548	48,548	n.d.	n.d.	51,735	51,735	n.d.	n.d.
All Combined	67,436	67,698	n.d.	n.d.	64,737	64,932	n.d.	n.d.
<i>CATEGORY IV (Associate's without Ranks)</i>								
No Rank	63,741	63,741	n.d.	n.d.	65,144	65,144	n.d.	n.d.
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>								
Professor	101,283	102,061	101,162	90,117	95,652	95,547	96,381	84,529
Associate	78,459	79,157	78,185	71,564	75,566	75,810	75,724	68,576
Assistant	68,071	69,097	67,429	61,830	65,888	66,232	65,806	61,578
Instructor	54,908	53,046	56,568	56,279	53,034	51,979	54,044	51,094
Lecturer	58,903	56,171	63,917	64,607	54,712	53,026	57,632	57,877
No Rank	67,973	70,255	65,046	69,770	63,599	66,239	60,776	52,560
All Combined	83,012	82,736	83,738	75,084	74,681	73,546	76,124	68,795

Note: This table has been revised to correct errors in the original version, which was published in the March–April 2016 issue of *Academe*. Boldface type indicates corrections. The table is based on 1,023 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 30. N.d. = no data. There were too few private-independent and religiously affiliated institutions in categories III and IV to generate valid separate statistics. These institutions are included in the All Combined column, however.

SURVEY REPORT TABLE 4

Presidential Salary, by Category and Affiliation, 2015–16 (Dollars)

	Presidential Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	455,806	436,601	68,000	999,996	623,426	620,000	204,000	1,225,000
Category IIA (Master's)	272,739	276,700	65,945	493,099	353,492	327,500	180,180	808,200
Category IIB (Baccalaureate)	221,481	223,546	81,396	393,939	305,721	295,000	92,000	662,160
Category III (Associate's with Ranks)	222,087	193,359	65,945	480,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	203,172	212,004	136,211	250,000	n.d.	n.d.	n.d.	n.d.
	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Category I (Doctoral)	n.d.	n.d.	n.d.	n.d.	485,935	450,000	68,000
Category IIA (Master's)	320,512	328,250	222,800	461,509	308,572	300,000	65,945	808,200
Category IIB (Baccalaureate)	241,061	211,090	125,000	500,000	289,671	274,456	81,396	662,160
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	225,226	193,938	65,945	480,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	203,172	212,004	136,211	250,000

Note: The table is based on 653 reporting institutions. Presidential salary is for calendar year 2015. N.d. = no data.

SURVEY REPORT TABLE 5

Chief Academic Officer Salary, by Category and Affiliation, 2015–16 (Dollars)

	Chief Academic Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	319,974	320,152	167,000	655,416	376,257	358,776	142,140	665,503
Category IIA (Master's)	203,574	194,368	133,900	340,000	201,841	184,151	72,000	575,000
Category IIB (Baccalaureate)	155,717	155,380	63,024	286,985	171,286	166,088	66,600	350,000
Category III (Associate's with Ranks)	151,025	132,600	87,000	300,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	128,538	117,718	88,834	182,436	n.d.	n.d.	n.d.	n.d.
	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Category I (Doctoral)	n.d.	n.d.	n.d.	n.d.	329,044	325,145	77,635
Category IIA (Master's)	194,933	186,175	140,878	257,201	202,519	189,874	72,000	575,000
Category IIB (Baccalaureate)	146,150	151,500	69,000	250,000	167,786	164,110	63,024	350,000
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	150,821	133,658	87,000	300,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	128,538	117,718	88,834	182,436

Note: The table is based on 653 reporting institutions. Chief academic officer salary is for calendar year 2015. N.d. = no data.

SURVEY REPORT TABLE 6

Chief Financial Officer Salary, by Category and Affiliation, 2015–16 (Dollars)

	Chief Financial Officer Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	272,863	263,618	122,590	543,250	325,361	315,956	121,378	625,986
Category IIA (Master's)	175,447	168,713	85,000	275,000	207,227	197,646	83,180	450,000
Category IIB (Baccalaureate)	139,935	121,478	61,325	247,690	175,963	169,975	65,000	372,397
Category III (Associate's with Ranks)	147,832	122,153	75,000	343,418	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	126,724	119,383	85,769	182,436	n.d.	n.d.	n.d.	n.d.
	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Category I (Doctoral)	n.d.	n.d.	n.d.	n.d.	282,065	268,350	77,635
Category IIA (Master's)	188,861	174,850	144,721	280,000	189,390	179,219	83,180	450,000
Category IIB (Baccalaureate)	140,129	141,714	60,000	192,000	169,123	162,797	60,000	372,397
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	148,258	123,646	75,000	343,418
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	126,724	119,383	85,769	182,436

Note: The table is based on 629 reporting institutions. Chief financial officer salary is for calendar year 2015. N.d. = no data.

SURVEY REPORT TABLE 7

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2015–16

	Ratio of Salaries, President to Average Full Professor							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	3.62	3.47	0.54	7.95	3.94	3.92	1.29	7.75
Category IIA (Master's)	2.93	2.98	0.71	5.30	3.66	3.39	1.87	8.37
Category IIB (Baccalaureate)	2.52	2.55	0.93	4.49	3.47	3.35	1.04	7.51
Category III (Associate's with Ranks)	2.73	2.38	0.81	5.91	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	2.50	2.61	1.68	3.08	n.d.	n.d.	n.d.	n.d.
	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	Category I (Doctoral)	n.d.	n.d.	n.d.	n.d.	3.58	3.32	0.50
Category IIA (Master's)	3.64	3.72	2.53	5.24	3.27	3.18	0.70	8.56
Category IIB (Baccalaureate)	3.10	2.72	1.61	6.43	3.31	3.13	0.93	7.56
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	2.78	2.40	0.82	5.93
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	3.15	3.29	2.11	3.88

Note: The table is based on 653 reporting institutions. Presidential salary is for calendar year 2015. N.d. = no data.

SURVEY REPORT TABLE 8

Average Amount Paid per Part-Time Faculty Member, by Category and Affiliation, 2015–16 (Dollars)

	Average Annual Part-Time Faculty Pay			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	26,321	27,402	21,843	n.d.
Category IIA (Master's)	14,272	12,797	16,674	13,788
Category IIB (Baccalaureate)	14,849	12,961	15,549	10,846
Category III (Associate's with Ranks)	15,056	15,236	6,017	n.d.
Category IV (Associate's without Ranks)	9,803	9,803	n.d.	n.d.
All Combined	16,718	17,246	16,369	11,827

Note: The table is based on 582 reporting institutions. For definitions of categories and part-time faculty, see Explanation of Statistical Data on page 30. N.d. = no data.

SURVEY REPORT TABLE 9

Average Amount Paid per Part-Time Graduate Teaching Assistant, by Category and Affiliation, 2015–16 (Dollars)

	Average Annual Part-Time Graduate Teaching Assistant Pay			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	14,345	14,273	14,839	n.d.
Category IIA (Master's)	9,011	9,101	7,897	n.d.
Category IIB (Baccalaureate)	7,042	8,407	6,060	4,579
All Combined	11,205	11,394	10,216	4,579

Note: The table is based on 230 reporting institutions. For definitions of categories and part-time graduate teaching assistant, see Explanation of Statistical Data on page 30. N.d. = no data.

SURVEY REPORT TABLE 10

Number of Institutions Included in Tabulations, by Category and Affiliation, 2015–16

	Number in Tabulations			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	207	142	62	3
Category IIA (Master's)	356	195	151	10
Category IIB (Baccalaureate)	356	64	277	15
Category III (Associate's with Ranks)	87	85	2	0
Category IV (Associate's without Ranks)	17	17	0	0
All Combined	1,023	503	492	28

Note: The number of individual institutions included in the appendices may differ from that shown in the tabulations. For definitions of categories, see Explanation of Statistical Data on page 30.

SURVEY REPORT TABLE 11

Average Salary, by Region, Category, and Academic Rank, 2015–16 (Dollars)

Academic Rank	Northeast		North Central		South			West	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
<i>CATEGORY I (Doctoral)</i>									
Professor	160,031	150,950	128,196	120,696	124,592	127,785	134,898	117,915	141,980
Associate	109,123	106,866	91,674	85,815	86,753	90,120	94,291	85,788	99,498
Assistant	93,016	90,661	80,704	80,946	74,405	82,416	81,580	75,018	88,234
Instructor	79,352	65,947	58,695	55,787	52,886	56,382	61,202	50,739	63,130
Lecturer	74,948	65,928	57,402	56,647	49,682	58,663	58,498	58,832	80,134
No Rank	64,649	80,014	54,176	50,223	64,254	70,504	80,980	95,756	65,315
All Combined	119,620	113,725	96,180	90,040	88,450	92,654	97,169	88,043	112,946
<i>CATEGORY IIA (Master's)</i>									
Professor	105,368	103,835	85,897	84,142	84,285	91,727	90,113	97,933	102,918
Associate	83,382	82,460	69,383	69,005	68,850	72,888	72,070	75,138	83,214
Assistant	70,866	69,712	62,095	59,616	60,400	63,902	63,522	64,790	72,864
Instructor	60,695	57,611	53,318	48,552	50,611	49,162	52,078	45,323	56,942
Lecturer	64,593	58,481	46,902	44,508	43,636	45,573	49,922	49,391	58,538
No Rank	73,966	53,826	59,037	41,549	50,554	61,394	56,005	48,012	78,061
All Combined	83,146	81,884	67,997	67,166	66,822	71,010	70,786	68,189	81,947
<i>CATEGORY IIB (Baccalaureate)</i>									
Professor	107,926	100,708	82,428	75,910	75,252	69,654	80,396	79,000	110,327
Associate	82,930	78,320	67,001	62,605	62,548	58,741	66,592	64,221	85,404
Assistant	69,620	66,013	58,776	55,679	54,286	52,464	57,204	55,263	70,522
Instructor	61,017	56,823	50,317	48,496	43,816	43,348	47,964	45,436	59,892
Lecturer	71,971	61,764	50,604	47,918	47,967	49,703	48,591	49,828	53,585
No Rank	58,422	66,485	47,625	58,043	n.d.	n.d.	51,473	61,558	58,608
All Combined	85,748	78,974	67,400	62,533	61,683	58,177	66,006	63,988	86,987
<i>CATEGORY III (Associate's with Ranks)</i>									
Professor	70,179	86,789	88,399	64,508	61,527	63,395	77,065	64,316	89,007
Associate	55,776	72,175	71,671	57,481	55,489	53,350	63,846	55,243	76,509
Assistant	49,711	61,176	59,199	55,158	46,325	49,764	54,625	51,004	67,370
Instructor	47,869	50,437	49,136	51,887	40,385	41,548	50,388	45,261	57,041
Lecturer	n.d.	54,437	51,530	n.d.	n.d.	n.d.	38,177	34,466	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	54,756	49,287
All Combined	59,166	68,109	65,597	56,755	49,789	52,949	62,316	54,176	69,547
<i>CATEGORY IV (Associate's without Ranks)</i>									
No Rank	n.d.	n.d.	n.d.	51,228	n.d.	55,591	65,465	n.d.	85,740
<i>ALL CATEGORIES COMBINED EXCEPT IV</i>									
Professor	116,107	108,462	93,817	84,734	90,226	95,936	95,092	97,963	112,910
Associate	87,173	83,836	73,284	67,854	70,709	73,852	74,247	74,246	87,067
Assistant	73,879	70,784	64,230	60,506	61,416	65,839	64,465	64,922	75,598
Instructor	65,168	57,507	53,495	49,464	49,210	48,992	52,599	47,684	59,298
Lecturer	71,363	60,757	51,417	50,317	46,865	53,668	51,934	54,094	64,102
No Rank	62,100	66,865	54,157	50,987	56,034	66,600	68,656	63,886	70,974
All Combined	90,680	84,438	72,987	67,836	69,887	73,273	74,049	72,989	89,306

Note: The table is based on 969 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

- a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- b. Middle Atlantic: New Jersey, New York, and Pennsylvania.
- c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.
- d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

- f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.
- g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.
- h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.
- i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 12

Average Compensation, by Region, Category, and Academic Rank, 2015–16 (Dollars)

Academic Rank	Northeast		North Central		South			West	
	New England ^a	Middle Atlantic ^b	East North Central ^c	West North Central ^d	East South Central ^e	West South Central ^f	South Atlantic ^g	Mountain ^h	Pacific ⁱ
CATEGORY I (Doctoral)									
Professor	202,793	192,764	164,608	153,292	155,329	161,735	168,197	148,933	186,455
Associate	141,586	140,792	121,363	111,673	110,258	115,954	120,464	111,004	133,708
Assistant	120,117	119,089	106,815	102,850	94,511	104,689	104,404	97,141	118,950
Instructor	103,696	90,536	79,127	74,340	68,925	75,388	80,011	68,333	86,036
Lecturer	99,235	89,333	79,035	75,410	67,795	75,734	77,123	78,346	111,515
No Rank	85,917	104,210	73,221	67,420	82,273	89,576	101,109	117,615	90,098
All Combined	153,355	147,927	125,863	117,738	111,319	118,122	123,479	113,098	150,089
CATEGORY IIA (Master's)									
Professor	137,138	135,463	111,045	108,405	109,155	115,255	118,238	131,921	132,676
Associate	111,449	110,087	91,502	89,528	89,608	93,078	95,869	103,402	110,041
Assistant	95,260	93,640	82,127	77,072	78,594	82,373	85,027	88,954	96,150
Instructor	80,206	78,365	70,770	64,928	66,496	65,024	70,693	65,377	75,674
Lecturer	83,677	83,627	65,376	58,757	59,618	59,353	67,468	70,150	80,143
No Rank	94,123	71,856	82,602	55,794	65,525	75,657	76,082	65,387	111,071
All Combined	110,389	108,693	89,595	87,268	86,946	90,167	94,097	94,400	107,865
CATEGORY IIB (Baccalaureate)									
Professor	141,451	131,459	108,624	99,425	98,506	90,307	102,292	112,504	145,242
Associate	110,084	104,413	89,416	83,707	82,357	77,184	85,091	91,832	113,595
Assistant	91,399	87,542	77,570	75,318	70,730	68,087	73,814	79,306	94,175
Instructor	78,427	74,969	65,155	66,127	59,123	57,025	62,973	67,189	80,533
Lecturer	95,855	84,098	66,916	65,539	57,978	65,463	71,906	77,089	73,338
No Rank	77,903	88,871	64,199	88,281	n.d.	n.d.	63,963	91,780	74,960
All Combined	112,909	104,363	89,497	83,367	80,686	75,647	84,336	91,620	115,211
CATEGORY III (Associate's with Ranks)									
Professor	95,032	121,191	116,905	88,216	83,820	83,067	96,409	86,476	123,912
Associate	79,233	103,725	96,832	78,044	78,366	70,094	81,660	75,687	108,709
Assistant	69,267	90,554	82,157	75,826	65,832	65,983	70,033	69,419	97,686
Instructor	62,359	75,450	64,436	71,913	55,669	57,529	63,449	62,318	83,851
Lecturer	n.d.	81,661	73,451	n.d.	n.d.	n.d.	45,636	56,338	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	80,541	80,116
All Combined	81,683	98,466	89,578	77,578	69,626	69,956	78,717	74,435	99,132
CATEGORY IV (Associate's without Ranks)									
No Rank	n.d.	n.d.	n.d.	75,784	n.d.	n.d.	93,377	n.d.	111,080
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	151,279	142,303	122,505	110,291	116,123	121,579	122,426	129,867	148,270
Associate	116,209	112,804	97,653	89,714	91,912	95,079	96,656	100,211	116,593
Assistant	97,563	95,604	85,668	80,238	79,551	84,639	84,433	87,722	101,470
Instructor	85,303	78,949	71,040	66,996	64,937	65,057	70,076	66,682	81,553
Lecturer	94,798	85,154	71,326	68,007	62,696	69,517	70,701	74,534	88,443
No Rank	82,292	88,138	73,329	70,059	73,899	83,611	88,635	90,015	99,459
All Combined	119,444	112,792	97,011	89,810	90,343	93,665	96,285	98,575	118,940

Note: The table is based on 947 reporting institutions. For definitions of categories, see Explanation of Statistical Data. N.d. = no data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

b. Middle Atlantic: New Jersey, New York, and Pennsylvania.

c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee.

f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virgin Islands, Virginia, and West Virginia.

h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming.

i. Pacific: Alaska, California, Guam, Hawaii, Oregon, and Washington.

SURVEY REPORT TABLE 13

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2015–16 (Dollars)

Rating ^a	1*	1	2	3	4					
Academic Rank	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	194,817	174,558	156,140	147,310	138,556	130,325	123,550	118,115	111,840	102,300
Associate	124,330	116,802	106,347	102,391	97,004	93,969	89,215	86,131	82,238	76,115
Assistant	113,029	102,597	95,281	88,774	85,653	81,542	77,701	74,883	70,561	67,162
Instructor	88,312	78,455	68,912	65,048	61,954	58,130	54,201	51,580	48,546	45,399
All Combined	151,404	129,369	119,079	109,428	102,233	96,600	90,473	86,707	80,714	74,686
<i>CATEGORY IIA (Master's)</i>										
Professor	125,414	119,121	108,766	101,364	97,015	93,246	89,541	84,776	79,706	72,636
Associate	97,061	92,214	84,541	80,883	77,190	74,949	72,063	69,129	66,172	61,522
Assistant	82,131	78,514	74,767	70,178	67,505	65,067	62,519	60,248	58,287	53,852
Instructor	68,760	65,444	61,141	57,169	54,246	51,369	49,387	47,178	44,658	42,270
All Combined	97,050	91,490	84,068	79,339	75,774	72,141	69,831	67,033	63,649	59,582
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	136,451	122,195	103,139	94,499	88,189	83,480	79,721	74,094	68,626	62,943
Associate	98,992	93,215	80,676	75,431	70,574	67,884	65,452	62,003	58,178	54,245
Assistant	81,139	76,201	68,894	64,720	61,260	58,570	56,288	53,957	51,041	48,077
Instructor	67,956	63,735	58,422	54,415	51,878	49,931	48,071	46,185	43,378	40,112
All Combined	105,819	97,129	81,323	74,784	70,972	67,481	63,960	61,028	57,459	53,324
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	104,466	100,899	93,987	89,971	88,160	82,627	75,162	69,208	64,062	60,374
Associate	84,017	81,697	76,744	74,405	72,080	68,099	64,017	58,933	56,141	52,571
Assistant	71,241	70,283	66,664	64,045	59,579	56,583	54,596	52,065	49,874	47,119
Instructor	60,712	60,053	57,986	54,947	52,139	48,741	47,201	45,287	43,161	40,385
All Combined	79,135	77,419	72,444	70,194	66,164	62,595	59,841	57,462	54,872	50,796
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	91,453	91,251	84,294	73,337	68,801	65,044	58,430	55,134	48,684	44,028

Note: The table is based on 969 reporting institutions. For definitions of categories, see Explanation of Statistical Data.

a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.

SURVEY REPORT TABLE 14

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2015–16 (Dollars)

Rating ^a	1*	1	2	3	4					
Academic Rank	95	90	80	70	60	50	40	30	20	10
<i>CATEGORY I (Doctoral)</i>										
Professor	244,483	222,178	200,722	185,520	176,901	166,445	157,573	152,046	141,854	127,504
Associate	163,769	151,871	140,195	133,973	128,563	122,832	116,079	112,062	106,712	100,351
Assistant	146,962	131,945	123,283	115,924	112,001	106,540	101,658	97,858	92,794	87,101
Instructor	120,535	103,217	94,514	88,067	82,004	77,925	74,160	71,448	64,473	59,280
All Combined	195,656	169,866	154,108	140,981	132,904	123,954	120,101	113,010	105,684	97,679
<i>CATEGORY IIA (Master's)</i>										
Professor	164,084	154,911	140,456	130,172	125,306	120,614	115,265	110,145	103,581	95,913
Associate	130,827	123,703	111,067	106,179	101,985	98,032	94,069	90,336	86,892	80,996
Assistant	110,889	106,678	98,620	93,344	89,037	85,312	82,359	79,071	76,431	70,549
Instructor	95,460	87,360	80,581	76,529	72,883	69,232	65,633	63,133	60,924	56,511
All Combined	131,644	123,624	109,710	103,324	99,516	95,163	91,177	87,362	83,756	78,336
<i>CATEGORY IIB (Baccalaureate)</i>										
Professor	181,455	163,971	137,710	125,945	115,469	110,238	103,573	96,500	89,391	79,578
Associate	132,130	125,247	109,478	99,934	93,864	90,656	86,444	82,777	76,323	70,618
Assistant	108,019	103,434	93,842	85,800	81,563	77,768	74,284	71,459	67,653	62,259
Instructor	95,385	86,294	79,349	72,174	69,368	66,371	63,041	60,674	57,347	53,094
All Combined	138,600	129,309	109,014	101,218	94,102	89,205	85,483	79,440	76,058	68,727
<i>CATEGORY III (Associate's with Ranks)</i>										
Professor	138,927	134,425	126,498	124,425	117,658	107,385	103,153	96,113	86,121	80,531
Associate	118,391	114,934	107,079	101,600	97,088	92,189	87,332	84,698	78,895	69,791
Assistant	104,658	101,845	95,429	87,009	84,677	79,328	75,869	72,071	67,971	65,636
Instructor	94,602	88,683	85,136	76,409	74,292	69,563	66,674	62,625	57,953	54,564
All Combined	112,509	110,740	100,372	95,622	91,112	86,484	83,175	80,836	74,890	68,112
<i>CATEGORY IV (Associate's without Ranks)</i>										
No Rank	118,377	117,723	115,339	97,329	95,230	91,612	85,622	83,080	76,702	65,029

Note: The table is based on 947 reporting institutions. For definitions of categories, see Explanation of Statistical Data.

a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. An average lower than the 20th percentile is rated 5.