



The Annual Report on the Economic Status of the Profession, 2017–18

A total of 1,018 institutions representing 378,865 full-time faculty members participated in the AAUP's 2017–18 Faculty Compensation Survey. The average salary for full professors this year was \$104,820. Associate professors had an average salary of \$81,274, and assistant professors had an average salary of \$70,791. The average salary for lecturers was \$56,712, and the average salary for instructors was \$59,400.

SALARY CHANGE FROM 2016–17

Faculty saw modest gains in salary this year, but for many those gains were wiped out by the change in the cost of living, which increased by 1.9 percent from December 2016 to December 2017. The average increase in salary for all full-time continuing faculty this academic year was 3.0 percent.

Figure 1 illustrates the distribution of salary change by rank for all reporting institutions. In this figure and elsewhere in this year's report, we focus on the seventy-fifth and the twenty-fifth percentile of each benchmark in order to contextualize the variability of a benchmark while excluding the effects of outliers. The average salary change was below 4.1 and above 1.5 percent for the middle 50 percent of reporting institutions. After adjusting for the cost of living nationwide, the average change in salaries for all full-time continuing faculty—those who have been at the same institution between 2016–17 and

2017–18—was 1.1 percent. At the middle 50 percent of institutions, the average change in salaries for continuing faculty ranged between -0.4 and 2.2 percent.

Table A displays the year-over-year changes in faculty salary by rank from 1971–72 to 2017–18 in both nominal terms (without controlling for the change in the cost of living) and real terms (controlling for the change in the cost of living). Among continuing faculty, the average nominal salary change this year was 2.5 percent for full professors, 3.2 percent for associate professors, and 3.3 percent for assistant professors. The average nominal salary change was 3.4 percent for lecturers and 3.3 percent for instructors. The average inflation-adjusted salary change was 0.6 percent for full professors, 1.3 percent for associate professors, and 1.4 percent for assistant professors. The average change for lecturers was 1.5 percent, and the average change for instructors was 1.4 percent.

TABLE A

Percent Change in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percent Change in the Consumer Price Index, 1971–72 to 2017–18

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI-U
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971–72 to 1973–74	9.7	9.6	9.1	8.8	9.4	-2.8	-2.9	-3.4	-3.7	-3.1	12.5
1973–74 to 1975–76	12.4	12.1	11.7	12.3	12.1	-7.7	-8.0	-8.4	-7.8	-8.0	20.1
1975–76 to 1977–78	10.1	10.4	10.2	10.4	10.2	-1.8	-1.5	-1.7	-1.5	-1.7	11.9
1977–78 to 1979–80	13.5	13.2	13.1	12.8	13.3	-10.0	-10.3	-10.4	-10.7	-10.2	23.5
1979–80 to 1981–82	18.6	18.0	18.7	17.5	18.5	-3.8	-4.4	-3.7	-4.9	-3.9	22.4
1981–82 to 1983–84	11.2	11.0	11.9	12.1	11.4	3.4	3.2	4.1	4.3	3.6	7.8
1983–84 to 1985–86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985–86 to 1987–88	11.3	10.9	10.9	8.9	11.1	5.7	5.3	5.3	3.3	5.5	5.6
1987–88 to 1989–90	12.5	13.4	12.7	11.0	12.3	3.2	4.1	3.4	1.7	3.0	9.3
1989–90 to 1991–92	9.1	9.0	9.5	9.1	9.1	-0.3	-0.4	0.1	-0.3	-0.3	9.4
1991–92 to 1993–94	5.7	5.5	5.7	5.6	5.6	0.0	-0.2	0.0	-0.1	-0.1	5.7
1993–94 to 1995–96	6.6	6.4	6.0	6.2	6.4	1.3	1.1	0.7	0.9	1.1	5.3
1995–96 to 1997–98	6.5	6.2	5.2	5.8	6.3	1.5	1.2	0.2	0.8	1.3	5.0
1997–98 to 1999–2000	8.3	7.6	7.4	6.6	7.3	4.0	3.3	3.1	2.3	3.0	4.3
1999–2000 to 2001–02	8.6	7.7	9.2	7.8	7.3	3.6	2.7	4.2	2.8	2.3	5.0
2001–02 to 2003–04	5.8	5.1	6.1	4.2	5.1	1.5	0.8	1.8	-0.1	0.8	4.3
2003–04 to 2004–05	3.4	3.0	3.2	2.7	2.8	0.1	-0.3	-0.1	-0.6	-0.5	3.3
2004–05 to 2005–06	3.7	3.3	3.3	3.2	3.1	0.3	-0.1	-0.1	-0.2	-0.3	3.4
2005–06 to 2006–07	4.2	3.9	4.1	3.9	3.8	1.7	1.4	1.6	1.4	1.3	2.5
2006–07 to 2007–08	4.3	4.1	4.1	3.9	3.8	0.2	-0.0	-0.0	-0.2	-0.3	4.1
2007–08 to 2008–09	3.8	3.6	3.6	3.3	3.4	3.7	3.5	3.5	3.2	3.3	0.1
2008–09 to 2009–10	1.0	0.8	1.1	1.4	1.2	-1.7	-1.9	-1.6	-1.3	-1.5	2.7
2009–10 to 2010–11	1.4	1.2	1.5	0.9	1.4	-0.1	-0.3	0.0	-0.6	-0.1	1.5
2010–11 to 2011–12	2.2	1.6	2.1	1.7	1.8	-0.8	-1.4	-0.9	-1.3	-1.2	3.0
2011–12 to 2012–13	2.1	1.7	2.1	2.0	1.7	0.4	-0.0	0.4	0.3	-0.0	1.7
2012–13 to 2013–14	2.4	2.1	2.3	2.0	2.2	0.9	0.6	0.8	0.5	0.7	1.5
2013–14 to 2014–15	2.6	2.4	2.6	2.4	2.2	1.8	1.6	1.8	1.6	1.4	0.8
2015–16 to 2016–17	2.5	2.7	3.0	3.1	2.6	0.4	0.6	0.9	1.0	0.5	2.1
2016–17 to 2017–18	2.5	2.1	2.4	2.5	2.1	0.6	0.2	0.5	0.6	0.2	1.9
CONTINUING FACULTY											
1971–72 to 1973–74	10.4	12.4	12.8	13.7	11.9	-2.1	-0.1	0.3	1.2	-0.6	12.5
1973–74 to 1975–76	14.2	15.7	16.5	17.9	15.6	-5.9	-4.4	-3.6	-2.2	-4.5	20.1
1975–76 to 1977–78	12.5	13.2	13.5	13.7	13.0	0.6	1.3	1.6	1.8	1.1	11.9
1977–78 to 1979–80	15.2	16.3	17.4	18.0	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979–80 to 1981–82	19.9	21.0	22.4	22.3	20.9	-2.5	-1.4	0.0	-0.1	-1.5	22.4
1981–82 to 1983–84	13.3	13.9	15.3	14.7	14.1	5.5	6.1	7.5	6.9	6.3	7.8
1983–84 to 1985–86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7.0	7.9
1985–86 to 1987–88	12.8	13.7	14.6	13.8	13.5	7.2	8.1	9.0	8.2	7.9	5.6
1987–88 to 1989–90	13.7	15.0	16.0	15.5	14.6	4.4	5.7	6.7	6.2	5.3	9.3
1989–90 to 1991–92	10.2	11.6	12.5	12.5	11.2	0.8	2.2	3.1	3.1	1.8	9.4
1991–92 to 1993–94	7.1	8.3	9.1	9.1	8.0	1.4	2.6	3.4	3.4	2.3	5.7
1993–94 to 1995–96	8.0	9.0	9.6	9.5	8.8	2.7	3.7	4.3	4.2	3.5	5.3
1995–96 to 1997–98	7.0	8.6	9.0	9.6	7.8	2.0	3.6	4.0	4.6	2.8	5.0
1997–98 to 1999–2000	9.0	9.9	10.7	10.6	9.6	4.7	5.6	6.4	6.3	5.3	4.3
1999–2000 to 2001–02	9.8	10.5	11.5	11.2	10.3	4.8	5.5	6.5	6.2	5.3	5.0
2001–02 to 2003–04	6.9	7.7	8.2	8.3	7.4	2.6	3.4	3.9	4.0	3.1	4.3
2003–04 to 2004–05	4.2	4.7	4.8	4.7	4.5	0.9	1.4	1.5	1.4	1.2	3.3
2004–05 to 2005–06	4.1	4.7	4.8	4.4	4.4	0.7	1.3	1.4	1.0	1.0	3.4
2005–06 to 2006–07	4.7	5.3	5.4	5.1	5.0	2.2	2.8	2.9	2.6	2.5	2.5
2006–07 to 2007–08	4.8	5.4	5.4	5.7	5.1	0.7	1.3	1.3	1.6	1.0	4.1
2007–08 to 2008–09	4.5	5.0	5.2	6.0	4.9	4.4	4.9	5.1	5.9	4.8	0.1
2008–09 to 2009–10	1.4	2.1	2.1	2.1	1.8	-1.3	-0.6	-0.6	-0.6	-0.9	2.7
2009–10 to 2010–11	2.2	2.7	2.8	2.3	2.5	0.7	1.2	1.3	0.8	1.0	1.5
2010–11 to 2011–12	2.7	3.1	3.3	3.2	2.9	-0.3	0.1	0.3	0.2	-0.1	3.0
2011–12 to 2012–13	2.9	3.4	3.5	3.6	3.2	1.2	1.7	1.8	1.9	1.5	1.7
2012–13 to 2013–14	3.0	3.5	3.7	3.6	3.4	1.5	2.0	2.2	2.1	1.9	1.5
2013–14 to 2014–15	3.2	3.7	3.8	3.8	3.7	2.4	2.9	3.0	3.0	2.9	0.8
2014–15 to 2015–16	2.9	3.7	3.8	4.3	3.4	2.2	3.0	3.1	3.6	2.7	0.7
2015–16 to 2016–17	2.7	3.3	3.6	3.6	3.0	0.6	1.2	1.5	1.5	0.9	2.1
2016–17 to 2017–18	2.5	3.2	3.3	3.3	3.0	0.6	1.3	1.4	1.4	1.1	1.9

Note: Salary increases for the years to 2003–04 are grouped in two-year intervals in order to present the full 1971–72 through current year series. Consumer Price Index for all Urban Consumers (CPI-U) from the US Bureau of Labor Statistics; change calculated from December to December. Nominal salary is measured in current dollars. The percent increase in real terms is the percent increase in nominal terms adjusted for the percent change in the CPI-U. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated. Figures for prior years have been recalculated using a consistent level of precision.

FIGURE 1
Distribution of Salary Change by Rank, 2016–17 to 2017–18

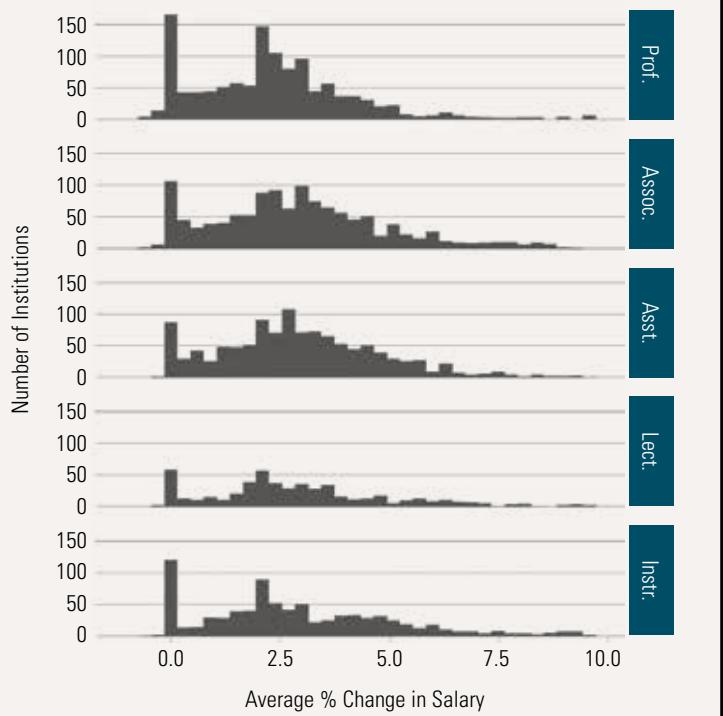
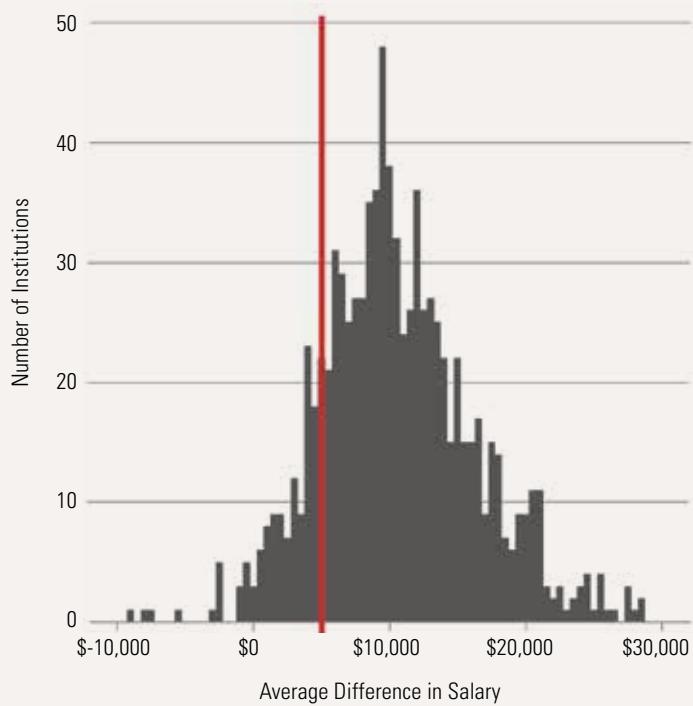


FIGURE 2
Average Difference between Associate and Assistant Professor Salaries, 2017–18



Note: Salary compression or inversion may exist at institutions to the left of the red line.

SALARY COMPRESSION

Salary compression occurs when senior faculty members have salaries near to or lower than those of their junior faculty colleagues. While assistant professors benefit when institutions raise starting salaries for new faculty members, salary compression can occur when such increases are not accompanied by an increase in remuneration for more experienced faculty members. Salary compression creates morale problems, and faculty may leave institutions where salaries do not increase substantively even with promotional raises.

The difference between the average salaries of associate and assistant professors within an institution provides a good measure of compression. The red line in figure 2 represents a difference of \$5,000 and indicates where assistant professors earn salaries near enough to those of associate professors for compression to exist. The figure excludes institutions with fewer than ten faculty members at either rank, leaving 892 reporting institutions where we could measure whether salary compression exists.

The average difference between associate and assistant professor salaries is \$10,600. Most institutions are above the red line, but ninety-nine are below it (while still being above \$0), indicating the likely existence of salary compression. There are twenty-two institutions where associate professors are paid less, on average, than assistant professors, indicating the existence of salary inversion.

BENEFITS FOR FULL-TIME FACULTY MEMBERS

The AAUP's Faculty Compensation Survey collects data on benefits and total compensation as well as base salary. Institutions offer a range of benefits to full-time faculty members, including retirement contributions, health-care coverage, and free (or reduced) tuition for dependents. At some institutions, the value of benefits represents a significant portion of a faculty member's total annual compensation package. Figure 3 provides an overview of the variation in benefits as a percentage of salary at reporting institutions. At the middle 50 percent of institutions, the average total benefits for full-time faculty are between 18 and 31 percent of annual salary.

TABLE B
Average Retirement Benefit as a Percentage of Salary, 2017–18

Institution Type	%
Private four-year (not religiously affiliated)	7.3
Private four-year (religiously affiliated)	8.9
Public four-year	11.7
Public two-year	14.3

RETIREMENT BENEFITS

The Faculty Compensation Survey tracks employer contributions to retirement as a percentage of salary. Figure 4 shows the distribution of employer contributions for all full-time faculty by institution. At institutions between the twenty-fifth and seventy-five percentile, the average retirement contribution for full-time faculty ranges from 7.7 to 11.8 percent.

Table B reports the average employer contribution by institution type for 2017–18. The significant difference between employer contributions at private and public institutions could be a reflection of the differences between defined-benefit and defined-contribution plans. As the first data snapshot in this issue explains, private institutions typically have defined-contribution plans, while many public institutions have defined-benefit plans. The benefits reported in table B, however, do not take into account vesting periods—which tend to be much shorter with defined-contribution plans than with defined-benefit plans—or the portability of employer contributions.

MEDICAL BENEFITS

Medical benefits are a standard part of the total compensation package for full-time faculty members. Table C shows the average medical expenditure per faculty member by institution type. There was an average increase of \$207 this year in medical benefits paid per faculty member. The

FIGURE 3
Distribution of Total Benefits as a Percentage of Salary, 2017–18

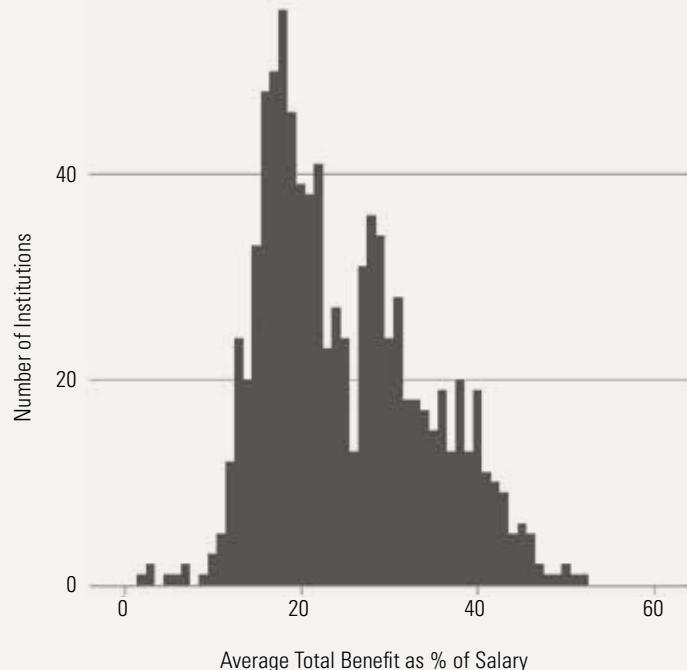


FIGURE 4
Distribution of Employer Contribution to Retirement as a Percentage of Salary, 2017–18

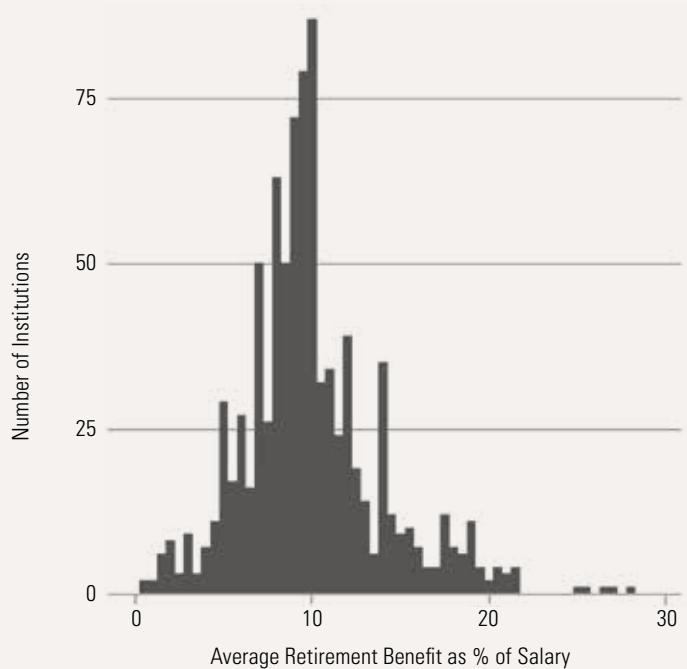


TABLE C
Average Medical Expenditure per Full-Time Faculty Member, 2016–17 and 2017–18

Institution Type	2016–17	2017–18	% Change
Private four-year (not religiously affiliated)	\$7,326.08	\$7,730.87	5.53
Private four-year (religiously affiliated)	\$6,823.15	\$6,385.87	-6.41
Public four-year	\$7,213.00	\$7,459.73	3.42
Public two-year	\$8,156.71	\$8,769.67	7.51

TABLE D
Use of Tuition Benefits, 2016–17

Institution Type	Usage Rate (%)	Total Number of Faculty at Institutions Reporting Nonzero Tuition Benefit	Number of Institutions Reporting Tuition Benefit	Number of Participating Institutions	% Reporting Nonzero Tuition Benefit
Private four-year (not religiously affiliated)	10.7	53,891	168	227	74.0
Private four-year (religiously affiliated)	10.5	37,198	223	306	72.9
Public four-year	9.4	76,189	137	444	30.9
Public two-year	14.9	3,701	22	68	32.4
Total	10.1	170,979	550	1,045	52.6

average medical contribution for full-time faculty was between \$5,156 and \$10,455 at institutions in the middle 50 percent of those reporting. Figure 5 provides a snapshot of the distribution of medical benefits.

Table C shows the average cost per full-time faculty member of medical benefits by institution type in the 2017–18 academic year and the change from the prior year. Private four-year institutions that are not religiously affiliated have seen an increase in medical benefits from 2016–17 to 2017–18. Religiously affiliated institutions have had a 6.41 percent decrease. Community colleges (public two-year institutions) provide a substantially larger medical benefit per full-time faculty member, likely a result of the substantially lower salaries paid to faculty at these institutions: many state medical insurance programs for public employees tie the state contribution to a set of salary bands and require a larger contribution to medical benefits from employees in the higher bands.

TUITION BENEFITS

Many institutions offer tuition benefits for full-time faculty members. Table D shows the usage of these benefits and indicates how many institutions offered them in the previous year, 2016–17 (at the time of publication, these data were not available for the 2017–18 survey year). Usage seems to be near 10 percent at most

institutions, with usage at public two-year institutions moderately higher, at 15 percent. Institutions that report benefits but no expenditure for tuition may not offer tuition benefits, or no faculty members may have used those benefits during the 2016–17 year. Public institutions are less likely to offer tuition benefits as part of their benefits package: less than one-third of public institutions report a tuition benefit greater than zero, compared with more than seven out of ten private institutions.

PART-TIME FACULTY MEMBER BENEFITS

Only 5 percent of reporting institutions indicated that they offer all part-time faculty members benefits. Another 33 percent of reporting institutions offer some benefits to part-time faculty. Many institutions prorate medical benefits for faculty who work less than full time. Any salary-based benefit, such as employer retirement contributions, is obviously much lower for part-time faculty who earn lower pay.

ADMINISTRATIVE SALARIES

Survey report tables 10, 12, and 13 offer a detailed breakdown of compensation for institutional administrators. The national average total salary for presidents is \$353,183. For chief academic officers, the national average salary is \$229,334. For institutional chief financial officers, the national average

FIGURE 5
Distribution of Average Medical Expenditure per Faculty Member, 2017–18

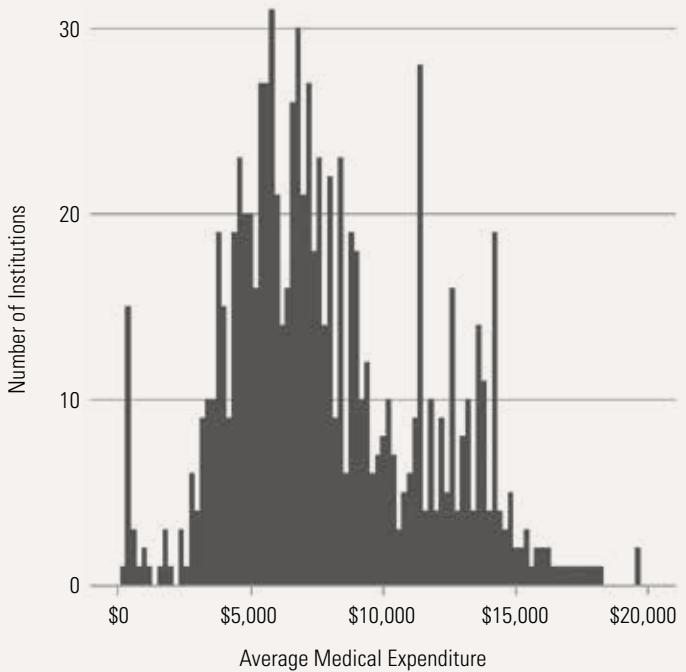
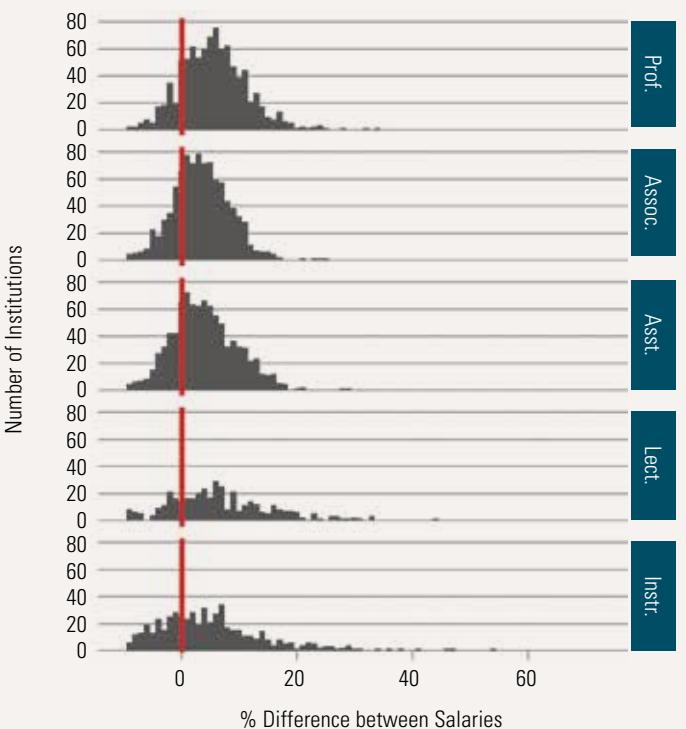


FIGURE 6
Distribution of Gender Inequity by Rank, 2017–18



Note: Institutions to the right of the red line pay men more than women at the specified rank.

salary is \$214,896. Presidents, on average, are paid 4.78 times the amount of the average full-time faculty members at their institutions. At the middle 50 percent of reporting institutions, the ratio of the president's salary to the average salary of all full-time faculty members at the institution is between 3.8 and 5.5.

GENDER EQUITY

Gender inequity can be measured by calculating the average percent difference in salary between men and women by rank at the same institution. The red line in figure 6 represents salary equity. Colleges and universities to the right of the line—in 2017–18, 93 percent of all reporting institutions—pay men more than women at the same rank for at least one rank. The percent difference shown in figure 6 represents how many more (or, in some cases, fewer) cents per dollar, on average, men are paid than women at the same rank.

While the AAUP's survey instrument does not collect information on length of service or discipline, the available data clearly show that more work is needed to end the pay gap in higher education. No change in gender inequity is visible as faculty advance through the professorial ranks, indicating that equity is not likely to be achieved in the near future. Many institutions also have large gender pay gaps at the lecturer and instructor ranks.

ECONOMIC PROSPECTS FOR THE PROFESSION

States are dismantling higher education through severe budget cuts, by eliminating the protections of tenure, and by shutting down institutions without consultation with faculty members or the communities that they serve; at the federal level, the recently passed tax bill will now treat the largest endowments at nonprofit private higher education institutions as a source of revenue. At the time of this writing, the key piece of federal legislation regulating most aspects of higher education, the Higher Education Act, is up for reauthorization before the US Congress. In its current form, the legislation under consideration would roll back consumer protections for student borrowers, increase federal funding to for-profit colleges, and eliminate the Public Service Loan Forgiveness Program.

As noted in the previous year's report, the conditions in higher education that have produced several years of salary changes near or below the rate of inflation seem unlikely to change in the near future. Outside of base salary, many of the pressures that are decreasing the real dollar amount of medical, retirement, and other benefits also seem to be entrenched. ■

STATEMENT ON DATA QUALITY

The AAUP Faculty Compensation Survey collects data from two- and four-year institutions across the United States through an online submission portal. These data are reviewed through our internal verification process. Whenever the AAUP believes an error may have occurred, we ask institutional representatives to review those issues. Nearly all institutions comply with our requests for additional review. If resubmitted data meet our internal standard, they are approved for inclusion in the Faculty Compensation Survey. Questionable data without an institutional response are not included in the Faculty Compensation Survey.

While the AAUP makes every effort to provide the most accurate data, the Faculty Compensation Survey may include inaccuracies and errors or omissions. Users assume the sole risk of making use of these data; under no circumstances will the AAUP be liable to any user for damages arising from use of these data. The AAUP publishes additions and corrections to the *Annual Report on the Economic Status of the Profession* online in August and may make modifications to the content at any time.

Should there be an error in the Faculty Compensation Survey, the AAUP will also notify *Inside Higher Ed*, which publishes data from the survey on its website.

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Retirement Security for Early-Career Faculty

Retirement security for early-career faculty has drastically eroded since the Great Recession (2007–12).¹ Recent changes in benefits interact with changes in career structures in ways that increase the likelihood that many current early-career faculty will never have stable retirement security. Further, most part-time faculty—a group that makes up approximately one-third of the current faculty workforce—lack any retirement benefits.

Since the Great Recession, many institutions have made various changes to retirement benefits to compensate for reduced support from endowments and lower appropriations from states and the federal government. Retirement benefits tend to be less visible to new employees, and institutions have targeted them in trying to address the continual financial problems higher education has experienced over the last decade. Several states require new faculty to support underfunded pensions with their own retirement contributions. For example, in Ohio 1.5 percent of an employee's salary goes to fund past service liability (underfunded pensions), and in Illinois, 25 percent of the retirement contributions of employees hired after 2011 fund pension benefits for employees hired before 2011.

To provide a snapshot of the current retirement landscape for early-career faculty members, the AAUP Research Office compiled data from publicly available documents describing current retirement benefits for new full-time faculty from the sixty US member institutions of the Association of American Universities (AAU), a group of research-intensive public and private universities. Retirement plans were sorted into four categories: defined-benefit (plans that provide a guaranteed retirement

benefit), defined-contribution (plans based on employee and sometimes employer contributions), hybrid (plans that combine the two), and choice (plans that allow employees to choose between the two). For each retirement plan, we also extracted the amount of the employer contribution, if specified. For defined-benefit plans, employer contributions were the amount to which an employee was entitled after full vesting. For defined-contribution plans, we counted employer contributions as the maximum amount the employer contributed (some institutions had a complex system where an initial salary amount was matched), excluding contributions for highly compensated employees (over the Social Security Wage Base, \$128,400 in 2018). Employer contributions were counted as portable when they were refundable (under a defined-benefit plan) or vested (under a defined-contribution plan). These contributions become portable—fully owned by the employee—after a specified period of service.

Table E shows the distribution of retirement plans by institution type in the AAU. Almost all private institutions have a defined-contribution plan, while there is a mix of plans in the public institutions. Table F shows average employee and employer contributions by type of

TABLE E
Distribution of Retirement Plans by Institution Type

Type of Plan	Private (n=26)	Public (n=33)
Defined-Benefit	0%	60%
Defined-Contribution	96%	9%
Choice	0%	24%
Hybrid	3%	6%

TABLE F
Employee and Employer Contributions by Type of Plan and Institution

Type of Plan	Private		Public	
	Average Employee Contribution	Average Employer Contribution	Average Employee Contribution	Average Employer Contribution
Defined-Benefit	—	—	6.91%	8.86%
Defined-Contribution	2.19%	7.73%	5.91%	8.27%
Hybrid	0.00%	5.00%	3.50%	9.16%

plan and institution. Table G displays the average length of service before an employer contribution is portable. In most defined-benefit plans, the length of full-time service required to keep the employer contribution is more than five years. For defined-contribution plans, this length can vary but is mostly in the one- to three-year range. At institutions where there is a choice, online documentation often highlights the difference between periods when employees are eligible to keep employer contributions. Finally, only fourteen of the AAU institutions provide a matching contribution to voluntary retirement accounts, and, on average, they match up to 4.5 percent of an employee's contribution.

The age at which faculty members begin saving for retirement can place them at a disadvantage compared with other professionals. The average age for completion of a doctorate in the United States is thirty-two, with some fields averaging between thirty-four and thirty-eight years old.² Further, individuals fortunate enough to get tenure-stream faculty positions often have already held non-tenure-track and postdoctoral positions. Employer contributions from these positions—when they are even provided—are often lost when faculty move to a new institution.

TABLE G
Average Length of Service before Employer Contributions Are Portable (Years)

Type of Plan	Private	Public
Defined-Benefit	—	6.2
Defined-Contribution	1.3	1.6
Hybrid	3.0	4.0

NOTES

1. Valerie Martin Conley, "Eroding Retirement and Benefits: The Wrong Response to Fiscal Crises," *The NEA 2012 Almanac of Higher Education* (2012): 97–111, http://www.nea.org/assets/docs/_2012_Almanac_Conley_final.pdf.

2. National Science Foundation, National Center for Science and Engineering Statistics, *Doctorate Recipients from U.S. Universities: 2016* (Alexandria, VA: National Science Foundation, 2017), <https://www.nsf.gov/statistics/2018/nsf18304/datablages/tabc27.htm>.

State Funding of Higher Education and the Underfunding of Public Pensions

While federal funding and support for higher education have been at dire levels over the last year, some states have accelerated negative national trends. During the last five years, states with catastrophic decreases in support for higher education have typically faced a corresponding financial crisis caused by the underfunding of public pensions. Table H illustrates the relationship between state funding of higher education and the health of public pensions in those states. The state pension funding ratio represents the percentage of estimated future liabilities for promised benefits that are currently funded.

Most pension systems involve contributions from both the employer and employee, which are combined into an investment fund that grows as money is invested and provides a defined (that is, guaranteed) benefit to an employee based on years of service and salary. Generally, a pension with a funding ratio of at least 70 percent is considered adequately funded. As of 2016–17, *only about half* of state pensions were sufficiently funded.

How did we get here? There are two primary causes of the current mess. The Great Recession accelerated the problems of underfunding. Florida's public pension system was funded at 101.4 percent in 2007 but dropped to 84.1 percent by 2009. Oregon's was funded at 112.2 percent in 2007 but only at 80.2 percent by 2009. In states with severely underfunded public employee pensions, however, the Great Recession only worsened existing problems.¹ As early as 1917, actuaries in Illinois alerted the legislature to the underfunding of pension liabilities and stated that the funding levels were "entirely inadequate for paying the stipulated pensions when due."² These same warnings were repeated through the 1950s and 1960s, culminating in the passage of a constitutional amendment to the Illinois state constitution to protect promised benefits to state employees. It was thought that

constitutionally protecting the state pension system would force legislators to appropriate funds to keep the pension system in good financial health. This story repeats itself in some fashion in other states that have a low pension funding ratio: it is politically expedient to stop funding public pensions when facing more immediate financial needs. This problem is compounded by the fact that many state employees are also not covered under Social Security: at least 40 percent of state employees (including faculty members) in California, Colorado, Illinois, Louisiana, Massachusetts, Nevada, Ohio, and Texas do not participate in Social Security.³

We can see the connection between financial problems caused by underfunding of pension systems and the catastrophic cutting of state appropriations to higher education in two states: Connecticut and Illinois. The University of Connecticut's budget was cut by 17 percent this year from last year's appropriation. In Illinois, there has been an average 37 percent cut in appropriations for higher education each year since 2015 (63.5 percent in 2016, 43 percent in 2017, and 10 percent in 2018).⁴ In both states, K–12 funding has been cut over the same period by less than 2 percent each year. The severe cuts in funding for public colleges and universities in these states

TABLE H
State Appropriations for Higher Education and State Pension Funding Ratios

State	Change in Appropriations, FY 2017	Change in Appropriations, FY 2018	Pension Funding Ratio, 2015	State	Change in Appropriations, FY 2017	Change in Appropriations, FY 2018	Pension Funding Ratio, 2015
New Jersey	0.7%	0.9%	37.5%	Montana	1.2%	-3.4%	74.5%
Kentucky	-0.5%	0.2%	37.8%	Virginia	10.2%	-1.9%	74.6%
Illinois*	37.9%	-5.5%	40.2%	Nevada*	6.0%	8.9%	75.1%
Connecticut	-5.4%	-1.0%	49.4%	Texas*	2.4%	-1.6%	75.6%
Pennsylvania	2.8%	-2.4%	55.8%	Ohio*	3.5%	-0.1%	76.4%
Rhode Island	5.0%	5.7%	57.1%	West Virginia	-0.4%	-2.7%	76.9%
South Carolina	6.7%	0.3%	57.8%	Oklahoma	-6.9%	-3.9%	79.2%
Colorado*	0.2%	2.3%	60.4%	Minnesota	0.7%	7.1%	79.8%
Mississippi	-2.4%	-11.2%	61.8%	Georgia	5.5%	6.6%	80.9%
Massachusetts*	3.4%	1.3%	62.0%	Missouri	-2.3%	-2.3%	81.4%
Hawaii	10.5%	7.4%	62.4%	Arkansas	-1.1%	1.2%	82.4%
Arizona	4.7%	1.3%	63.2%	Maine	5.7%	0.0%	82.5%
Louisiana*	-8.2%	6.7%	63.3%	Iowa	-2.3%	-1.6%	85.1%
Michigan	2.8%	2.1%	63.7%	Utah	4.9%	4.8%	85.7%
Indiana	0.3%	1.6%	64.6%	Florida	3.9%	11.3%	86.5%
Kansas	0.3%	-0.6%	64.9%	Washington	6.1%	1.5%	87.1%
New Hampshire	1.0%	2.2%	65.5%	Delaware	2.1%	1.0%	89.3%
Alabama	4.9%	3.9%	67.0%	Nebraska	0.8%	0.9%	91.3%
Alaska	-7.0%	-2.5%	67.5%	Idaho	9.9%	4.1%	91.8%
Vermont	1.4%	2.3%	67.8%	Oregon	5.0%	5.5%	91.9%
Maryland	7.2%	0.6%	68.2%	Tennessee	5.6%	6.5%	95.4%
North Dakota	3.4%	-14.6%	70.4%	North Carolina	3.8%	1.2%	95.5%
New Mexico	-6.3%	-3.1%	70.6%	New York	2.7%	1.9%	98.1%
Wyoming	-8.8%	-2.2%	73.1%	Wisconsin	0.2%	2.4%	98.3%
California*	4.8%	3.8%	74.0%	South Dakota	9.3%	-2.0%	104.1%

Note: Asterisks denote states in which at least 40 percent of public employees (including faculty) are not covered by Social Security. Data in the table on the change in state appropriations in Illinois differ from data reported in the article (see note 4).

Sources: Data on changes in state appropriations calculated as a percentage change from prior year are from the Center for the Study of Higher Education, Illinois State University, Grapevine Table 1: State Fiscal Support for Higher Education, Fiscal Years 2012–13, 2015–16, 2016–17, and 2017–18 (as of January 16, 2018), <https://education.illinoisstate.edu/grapevine/tables/>. Data on state pension funding ratios are from Pew Charitable Trusts, Public Sector Retirement Systems Project, <http://www.pewtrusts.org/en/projects/public-sector-retirement-systems>.

seems to be in line with the loss of public confidence in higher education; states, when confronted with financial problems, chose to cut funding to higher education.

NOTES

1. Tyler Bond, “The Great Recession and Public Pensions,” *Defined Benefit* (blog), July 11, 2016, <https://protectpensions.org/2016/07/11/great-recession-public-pensions/>.

2. *Report of Illinois Pension Laws Commission* (Springfield, IL: Schnepf and Barnes, State Printers, 1917), 272.

3. William G. Gale, Sarah E. Holmes, and David C. John, “Social Security Coverage for State and Local Government Workers: A Reconsideration,” June 2015, <https://www.brookings.edu/wp-content/uploads/2016/06/Download-the-paper-5.pdf>.

4. Illinois data reported in table H, drawn from Grapevine, differ from data reported in the article because the former include money used to fund back pension payments. The data reported in the article accurately reflect the decrease in allocation by the state legislature for general fund revenue used directly for higher education.

SURVEY REPORT TABLE 1

Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 2017–18 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
SALARY					COMPENSATION			
CATEGORY I (Doctoral)								
Professor	141,476	130,376	176,953	145,035	186,750	175,246	225,291	186,046
Associate	99,820	93,785	118,236	103,420	134,187	127,538	154,940	136,688
Assistant	87,043	81,626	103,873	89,708	116,842	111,618	134,554	116,123
Instructor	65,606	62,259	76,685	67,319	89,910	86,529	101,452	88,629
Lecturer	64,614	59,300	75,667	74,763	90,554	86,145	100,734	96,704
No Rank	77,699	76,908	77,843	82,467	106,548	107,019	104,936	106,414
All Combined	95,176	88,490	113,829	102,521	128,103	121,306	148,049	133,091
CATEGORY IIA (Master's)								
Professor	98,906	97,445	108,058	95,875	130,586	129,462	142,763	124,971
Associate	79,458	79,406	84,468	76,115	106,793	106,907	114,118	101,540
Assistant	69,553	69,067	73,900	67,645	93,814	93,627	99,384	90,470
Instructor	56,100	55,288	64,681	51,988	77,844	77,427	87,840	70,120
Lecturer	56,968	56,072	61,613	55,957	76,448	75,702	83,030	74,140
No Rank	73,011	79,679	68,945	60,821	100,084	110,171	92,980	83,231
All Combined	75,085	74,313	81,338	72,507	100,723	100,333	108,651	96,257
CATEGORY IIB (Baccalaureate)								
Professor	90,879	92,458	109,329	79,201	121,613	125,649	148,971	104,146
Associate	73,387	75,007	85,193	65,641	98,416	103,229	114,865	86,871
Assistant	63,616	64,206	71,666	58,478	84,494	89,374	95,398	76,265
Instructor	57,222	56,100	69,112	46,147	78,438	79,564	95,794	59,323
Lecturer	52,807	52,217	58,688	49,392	69,996	72,401	77,760	64,794
No Rank	62,347	66,409	65,314	56,881	79,275	81,111	85,401	70,026
All Combined	69,625	70,576	80,560	62,662	92,984	97,358	108,214	82,326
CATEGORY III (Associate's with Ranks)								
Professor	85,233	85,233	n.d.	n.d.	116,477	116,477	n.d.	n.d.
Associate	70,403	70,403	n.d.	n.d.	99,903	99,903	n.d.	n.d.
Assistant	60,728	60,728	n.d.	n.d.	88,403	88,403	n.d.	n.d.
Instructor	56,008	56,008	n.d.	n.d.	84,677	84,677	n.d.	n.d.
Lecturer	51,724	51,724	n.d.	n.d.	75,747	75,747	n.d.	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined	66,627	66,627	n.d.	n.d.	95,166	95,166	n.d.	n.d.
CATEGORY IV (Associate's without Ranks)								
No Rank	66,543	67,694	n.d.	n.d.	98,548	102,410	n.d.	n.d.
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	104,820	105,644	123,484	89,724	140,277	142,360	165,591	117,984
Associate	81,274	82,093	92,080	71,931	110,089	112,177	124,241	95,891
Assistant	70,791	71,210	79,211	63,851	95,854	98,214	105,924	84,225
Instructor	59,400	57,979	70,590	50,284	82,453	81,749	95,865	66,329
Lecturer	56,712	55,946	63,010	53,469	77,416	78,771	84,528	70,597
No Rank	71,968	76,495	70,337	62,891	97,663	105,202	93,681	83,438
All Combined	77,088	77,190	87,921	68,934	104,329	106,071	117,861	91,211

Note: The table is based on 997 reporting institutions for salary and 965 for compensation. For definitions of categories, see Explanation of Statistical Data on page 29. 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

Percent Change in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2016–17 to 2017–18

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated
CHANGE FOR CONTINUING FACULTY				
CATEGORY I (Doctoral)				
Professor	2.7	2.6	3.2	3.0
Associate	3.4	3.2	4.4	3.4
Assistant	3.4	3.1	4.6	4.4
Instructor	3.8	3.9	3.4	3.6
All Combined	3.2	3.0	4.1	3.4
CATEGORY IIA (Master's)				
Professor	3.1	3.3	2.7	2.1
Associate	3.5	3.8	3.1	2.5
Assistant	3.4	3.5	3.1	3.1
Instructor	3.4	3.5	3.5	3.0
All Combined	3.4	3.7	3.0	2.6
CATEGORY IIB (Baccalaureate)				
Professor	2.6	2.9	2.8	2.3
Associate	3.3	3.8	3.6	2.7
Assistant	3.6	4.0	3.9	3.3
Instructor	3.2	2.5	3.8	3.2
All Combined	3.2	3.4	3.4	2.9
CATEGORY III (Associate's with Ranks)				
Professor	4.1	4.1	n.d.	n.d.
Associate	4.8	4.8	n.d.	n.d.
Assistant	6.3	6.3	n.d.	n.d.
Instructor	4.1	4.1	n.d.	n.d.
All Combined	5.2	5.2	n.d.	n.d.
CATEGORY IV (Associate's without Ranks)				
No Rank	0.7	0.7	n.d.	n.d.
ALL CATEGORIES COMBINED EXCEPT IV				
Professor	2.9	2.9	3.0	2.5
Associate	3.4	3.5	3.9	2.8
Assistant	3.5	3.4	4.1	3.5
Instructor	3.6	3.7	3.5	3.3
All Combined	3.3	3.3	3.7	3.0

Note: The table is based on 913 responding institutions reporting continuing faculty data. For definitions of categories, see Explanation of Statistical Data on page 29. 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. 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, 2017–18 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
MEN					WOMEN			
CATEGORY I (Doctoral)								
Professor	145,027	133,837	180,748	148,695	132,201	121,262	166,492	136,995
Associate	102,275	96,354	120,451	105,603	96,518	90,474	114,658	100,710
Assistant	90,148	84,677	107,137	92,854	83,466	78,233	99,565	86,337
Instructor	69,299	65,327	83,173	70,103	62,353	59,281	72,310	64,541
Lecturer	65,976	60,689	78,146	75,405	63,989	58,641	75,230	74,299
No Rank	81,890	80,511	83,324	87,773	69,081	68,270	69,872	73,011
All Combined	107,085	98,873	132,180	111,919	92,297	85,029	113,205	99,067
CATEGORY IIA (Master's)								
Professor	100,883	99,202	111,291	97,687	95,584	94,227	103,892	92,871
Associate	80,777	80,635	86,086	77,391	77,927	77,885	82,802	74,654
Assistant	70,785	70,462	75,007	68,592	68,381	67,710	72,854	66,784
Instructor	57,869	56,142	67,299	57,904	55,017	54,810	61,477	50,071
Lecturer	56,520	53,857	64,581	56,751	55,619	54,120	59,720	55,844
No Rank	75,513	81,598	68,099	61,717	66,706	72,045	65,720	56,689
All Combined	79,555	78,462	86,286	77,368	73,867	72,703	80,084	72,195
CATEGORY IIB (Baccalaureate)								
Professor	91,945	93,290	110,857	80,082	88,895	90,177	106,586	77,907
Associate	73,848	75,662	85,520	66,096	72,719	74,169	84,160	65,210
Assistant	64,009	65,015	71,898	58,780	62,986	63,337	70,855	58,094
Instructor	59,187	57,089	72,698	46,127	56,634	56,286	67,067	46,834
Lecturer	52,960	50,929	59,263	49,787	52,496	51,620	57,855	49,585
No Rank	65,854	67,301	71,069	60,004	59,411	54,969	64,174	55,003
All Combined	73,964	73,470	87,118	66,236	69,867	69,562	81,647	62,926
CATEGORY III (Associate's with Ranks)								
Professor	85,778	85,778	n.d.	n.d.	83,928	83,928	n.d.	n.d.
Associate	73,510	73,510	n.d.	n.d.	69,744	69,744	n.d.	n.d.
Assistant	63,615	63,615	n.d.	n.d.	61,744	61,744	n.d.	n.d.
Instructor	62,796	62,796	n.d.	n.d.	62,858	62,858	n.d.	n.d.
Lecturer	50,833	50,833	n.d.	n.d.	51,602	51,602	n.d.	n.d.
No Rank	45,556	45,556	n.d.	n.d.	44,867	44,867	n.d.	n.d.
All Combined	70,536	70,536	n.d.	n.d.	67,793	67,793	n.d.	n.d.
CATEGORY IV (Associate's without Ranks)								
No Rank	67,243	67,243	n.d.	n.d.	65,964	65,964	n.d.	n.d.
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	106,820	107,752	126,134	91,094	100,917	101,136	118,788	87,365
Associate	82,697	83,964	93,146	72,785	79,754	80,264	90,305	71,043
Assistant	72,317	73,379	80,276	64,606	69,435	69,629	77,573	63,061
Instructor	62,244	60,209	74,928	53,112	58,318	57,413	67,484	49,758
Lecturer	57,043	55,404	64,830	54,087	56,075	54,924	62,074	53,604
No Rank	75,020	77,831	74,983	66,056	65,796	68,088	66,459	58,669
All Combined	82,930	82,714	96,524	73,305	76,042	75,253	87,963	68,649

Note: The table is based on 997 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 29. 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
Average Salary, by Region, Category, and Academic Rank, 2017–18 (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	169,656	158,078	131,800	124,895	128,134	132,477	141,080	121,508	155,462
Associate	116,691	110,206	94,683	88,660	90,084	93,370	99,072	89,347	108,965
Assistant	99,359	93,738	84,281	78,574	76,952	85,290	85,755	78,425	94,818
Instructor	80,097	68,268	59,843	59,450	49,922	60,234	62,224	57,040	89,094
Lecturer	75,493	70,178	62,546	62,313	54,874	60,053	66,251	56,837	66,883
No Rank	67,046	83,426	57,123	65,762	121,532	69,253	82,354	74,591	83,642
All Combined	109,383	103,810	90,538	86,273	83,705	89,185	95,227	83,444	106,868
CATEGORY IIA (Master's)									
Professor	110,505	109,277	87,448	86,941	85,666	93,325	92,707	110,822	109,424
Associate	86,790	86,292	71,382	71,142	70,619	73,884	74,632	84,692	90,012
Assistant	75,669	73,071	65,174	61,305	60,995	66,145	66,411	67,898	79,661
Instructor	64,870	62,515	50,861	49,646	44,954	46,424	52,827	53,191	62,456
Lecturer	75,131	59,194	55,647	52,009	51,078	52,944	55,474	43,590	59,319
No Rank	69,093	59,951	57,007	48,947	54,538	50,070	63,431	50,720	119,655
All Combined	85,847	80,672	67,720	67,050	65,286	69,178	69,366	72,496	87,663
CATEGORY IIB (Baccalaureate)									
Professor	109,458	101,386	85,549	77,892	77,626	74,781	82,133	86,120	116,748
Associate	84,710	80,346	70,018	65,286	63,899	62,112	68,236	70,720	89,916
Assistant	71,517	68,457	60,970	58,431	54,760	55,984	60,422	61,395	75,364
Instructor	67,333	61,848	50,125	59,167	46,477	35,247	49,848	48,220	59,512
Lecturer	56,302	58,065	50,199	49,274	47,369	46,454	50,410	51,207	65,728
No Rank	67,698	59,710	44,721	59,738	81,750	n.d.	74,751	59,419	62,274
All Combined	79,469	76,373	66,618	62,588	60,561	59,200	64,422	66,126	85,853
CATEGORY III (Associate's with Ranks)									
Professor	73,312	92,295	90,556	67,005	67,592	67,745	85,489	74,787	n.d.
Associate	58,430	76,768	72,398	58,843	58,159	56,295	70,429	64,697	71,317
Assistant	52,265	66,121	60,319	55,442	48,850	53,404	62,433	53,068	61,482
Instructor	n.d.	58,756	51,938	43,474	n.d.	n.d.	n.d.	42,953	75,358
Lecturer	45,965	53,439	51,085	49,361	44,405	45,411	54,544	52,320	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	46,920	n.d.
All Combined	58,606	70,094	69,190	57,309	54,752	57,556	68,224	60,256	69,386
CATEGORY IV (Associate's without Ranks)									
No Rank	n.d.	n.d.	n.d.	60,633	54,251	54,047	51,579	54,812	93,027
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	120,555	112,991	96,580	88,185	94,267	100,194	99,739	105,091	123,215
Associate	90,839	87,267	75,896	70,639	73,609	76,483	77,761	81,274	94,458
Assistant	77,725	74,228	67,007	62,627	63,199	69,268	68,559	69,831	82,246
Instructor	70,692	63,254	53,426	56,831	47,313	53,132	54,690	54,613	69,590
Lecturer	65,918	59,781	54,696	51,605	50,865	52,792	56,049	52,312	63,851
No Rank	67,774	67,355	53,804	58,807	77,566	57,743	74,022	62,208	104,981
All Combined	86,741	81,977	72,288	67,703	68,608	72,677	73,498	74,497	91,820

Note: The table is based on 997 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 29. N.d. = no data.

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

^b New Jersey, New York, and Pennsylvania.

^c Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^d Iowa, Kansas, Minnesota, Missouri, Nebraska,

North Dakota, and South Dakota.

^e Alabama, Kentucky, Mississippi, and Tennessee.

^f Arkansas, Louisiana, Oklahoma, and Texas.

^g Delaware, District of Columbia, Florida, Georgia,

Maryland, North Carolina, Puerto Rico, South Carolina,

Virgin Islands, Virginia, and West Virginia.

^h Arizona, Colorado, Idaho, Montana, Nevada,

New Mexico, Utah, and Wyoming.

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

SURVEY REPORT TABLE 5

Average Compensation, by Region, Category, and Academic Rank, 2017–18 (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	218,060	206,392	173,031	168,745	171,731	175,011	186,137	160,301	209,547
Associate	153,590	148,331	127,069	121,190	120,433	124,167	132,532	119,431	150,013
Assistant	130,295	125,535	113,448	107,102	103,425	111,819	114,801	106,128	130,136
Instructor	107,574	94,314	82,178	84,012	66,692	80,118	84,067	79,925	124,655
Lecturer	101,465	98,061	89,816	88,163	74,639	81,951	93,560	80,386	93,695
No Rank	89,073	114,972	80,517	92,977	148,105	93,516	114,126	97,398	120,856
All Combined	143,639	139,173	122,033	118,053	112,141	117,949	128,145	112,327	147,082
CATEGORY IIA (Master's)									
Professor	147,177	141,531	115,377	116,012	112,401	121,069	125,616	144,733	146,953
Associate	118,635	115,218	96,370	95,866	93,181	97,344	101,681	112,391	122,007
Assistant	103,241	97,632	88,793	82,617	81,442	88,017	90,717	92,716	108,144
Instructor	81,220	88,274	71,812	71,011	60,779	60,183	72,714	75,004	88,794
Lecturer	85,493	79,403	77,138	73,316	71,474	69,776	76,894	63,015	79,905
No Rank	92,179	76,245	77,292	68,502	65,682	62,701	86,290	74,021	171,546
All Combined	113,350	107,115	91,824	91,059	86,871	90,904	94,714	98,026	119,822
CATEGORY IIB (Baccalaureate)									
Professor	146,387	137,534	113,874	102,617	97,665	99,500	108,722	115,764	155,282
Associate	115,010	109,777	92,956	86,815	81,088	83,134	89,686	92,518	120,545
Assistant	97,292	92,465	80,147	77,265	67,433	73,341	78,706	79,195	100,853
Instructor	91,844	84,867	67,207	76,452	54,390	57,688	68,864	67,457	82,925
Lecturer	75,138	78,604	66,141	66,013	58,057	61,062	65,438	67,878	84,807
No Rank	90,042	79,625	58,328	69,182	103,075	n.d.	89,983	62,239	81,398
All Combined	107,393	103,677	88,158	82,881	75,707	79,373	84,627	86,410	114,494
CATEGORY III (Associate's with Ranks)									
Professor	102,686	126,990	120,950	98,669	97,154	89,979	111,672	106,973	n.d.
Associate	84,324	109,533	98,901	90,934	87,771	79,880	91,877	95,835	131,715
Assistant	75,095	96,922	84,410	92,044	72,296	73,156	83,755	80,685	121,880
Instructor	n.d.	87,976	74,255	n.d.	n.d.	n.d.	n.d.	68,004	135,756
Lecturer	68,326	80,446	70,499	81,895	69,821	62,898	72,642	76,194	n.d.
No Rank	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	69,853	n.d.
All Combined	84,425	101,105	95,201	90,885	81,761	78,480	89,986	85,785	129,784
CATEGORY IV (Associate's without Ranks)									
No Rank	n.d.	n.d.	n.d.	90,065	n.d.	65,636	63,787	77,355	127,127
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	161,095	150,170	128,817	119,586	123,854	130,865	134,768	143,679	166,423
Associate	123,494	118,676	102,466	96,391	96,922	101,385	104,968	110,566	129,641
Assistant	105,471	100,777	90,707	85,479	83,119	91,232	92,480	95,971	112,986
Instructor	95,164	88,968	74,419	78,701	62,517	71,396	75,257	77,476	99,790
Lecturer	84,074	82,337	75,474	72,209	68,186	70,321	77,101	73,770	86,314
No Rank	90,167	90,120	72,663	79,751	94,573	75,027	99,161	81,747	149,249
All Combined	116,278	111,020	97,826	92,584	90,352	95,883	99,530	102,126	126,435

Note: The table is based on 928 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 29. N.d. = no data or too few institutions for statistically reliable results.

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

^b North Dakota, and South Dakota.

^c Virgin Islands, Virginia, and West Virginia.

^b New Jersey, New York, and Pennsylvania.

^e Alabama, Kentucky, Mississippi, and Tennessee.

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

^c Illinois, Indiana, Michigan, Ohio, and Wisconsin.

^f Arkansas, Louisiana, Oklahoma, and Texas.

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

^d Iowa, Kansas, Minnesota, Missouri, Nebraska,

^g Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina,

SURVEY REPORT TABLE 6

Percentile Distribution of Institutions, by Average Salary and Academic Rank, 2017–18 (Dollars)

Rating ^a Percentile	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
CATEGORY I (Doctoral)										
Professor	205,860	183,768	165,639	153,329	144,891	135,130	128,928	122,186	112,724	106,579
Associate	133,827	123,879	113,023	107,287	101,609	97,443	93,545	88,862	84,699	80,064
Assistant	115,201	107,552	100,020	92,817	88,800	85,434	80,976	77,837	74,555	70,853
Instructor	95,786	85,778	73,029	68,791	65,251	61,933	57,534	54,104	51,235	47,745
All Combined	160,990	137,541	122,660	113,069	105,072	99,698	93,640	89,119	84,142	78,472
CATEGORY IIA (Master's)										
Professor	132,593	125,000	113,504	106,301	102,568	97,432	92,575	87,319	81,583	75,924
Associate	101,059	97,998	91,147	86,066	81,337	78,012	74,978	71,392	68,292	64,141
Assistant	87,215	84,748	78,688	74,018	71,039	68,213	65,758	63,167	60,842	56,858
Instructor	75,115	71,959	63,781	60,005	57,955	54,427	52,303	50,288	48,138	44,248
All Combined	103,484	97,616	89,476	84,412	79,540	76,127	72,865	69,256	66,245	61,981
CATEGORY IIB (Baccalaureate)										
Professor	142,192	127,498	109,289	97,975	91,188	86,150	81,090	76,317	70,892	64,141
Associate	104,242	97,912	84,508	78,847	73,839	70,817	68,037	63,550	59,762	55,912
Assistant	85,131	81,232	72,403	68,216	64,432	61,572	59,320	56,016	53,048	49,962
Instructor	72,329	65,936	60,659	56,905	54,521	52,692	50,018	46,938	44,750	40,854
All Combined	109,518	100,023	85,859	77,682	73,092	69,880	66,369	63,284	59,860	55,096
CATEGORY III (Associate's with Ranks)										
Professor	115,876	113,703	99,671	93,625	91,074	84,093	78,278	74,606	69,800	61,851
Associate	93,213	90,958	78,287	75,741	73,198	69,389	65,556	62,064	58,518	56,494
Assistant	78,707	76,109	65,722	63,035	61,644	60,317	57,636	55,168	53,444	48,999
Instructor	67,613	63,237	60,437	56,538	52,328	49,477	47,954	46,191	45,129	42,875
All Combined	88,204	86,948	74,998	73,218	70,170	65,482	63,295	60,126	56,864	53,076
CATEGORY IV (Associate's without Ranks)										
No Rank	95,474	94,053	90,223	68,133	62,422	59,259	57,393	54,227	53,039	50,675

Note: The table is based on 997 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 29.

^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 7

Percentile Distribution of Institutions, by Average Compensation and Academic Rank, 2017–18 (Dollars)

Rating ^a	1*		1		2		3		4	
	95	90	80	70	60	50	40	30	20	10
CATEGORY I (Doctoral)										
Professor	266,499	242,375	218,509	202,878	190,644	179,333	171,588	164,636	151,919	140,101
Associate	178,542	167,229	150,278	142,492	138,053	131,660	125,931	120,791	113,840	107,900
Assistant	151,611	143,955	131,991	124,775	120,431	115,843	109,979	104,855	101,499	95,038
Instructor	132,181	115,252	105,400	97,851	91,698	87,644	83,481	77,693	70,777	65,014
All Combined	174,675	162,992	145,818	136,925	129,552	124,747	119,598	114,509	106,603	99,669
CATEGORY IIA (Master's)										
Professor	175,625	166,615	151,172	141,544	135,171	127,892	122,836	115,119	107,242	99,143
Associate	138,534	133,919	124,272	114,761	109,634	104,265	99,926	96,125	90,043	83,779
Assistant	120,951	116,519	108,992	100,926	95,125	91,320	87,905	84,405	80,923	76,055
Instructor	108,013	99,138	90,247	82,550	77,691	72,701	69,636	66,299	63,108	59,878
All Combined	135,697	129,093	118,583	108,548	101,879	98,101	93,383	88,730	84,140	79,215
CATEGORY IIB (Baccalaureate)										
Professor	189,642	174,713	147,624	133,521	124,284	115,455	109,190	101,358	93,541	82,359
Associate	139,978	131,879	116,081	105,012	100,038	94,603	90,476	85,772	80,507	72,861
Assistant	116,695	110,045	96,769	90,495	86,368	83,055	78,269	74,928	70,485	64,547
Instructor	95,919	88,385	81,600	76,823	71,833	69,302	66,482	62,511	57,389	51,931
All Combined	131,808	124,062	109,638	100,490	95,356	89,398	84,293	80,486	76,680	69,261
CATEGORY III (Associate's with Ranks)										
Professor	151,223	149,667	134,129	127,542	122,786	115,098	108,247	102,487	98,945	86,265
Associate	131,458	128,330	112,319	105,312	102,735	96,106	90,598	89,055	86,292	81,955
Assistant	114,983	113,194	98,163	91,100	87,733	85,239	80,103	77,576	75,427	71,883
Instructor	103,161	99,418	92,238	80,542	76,504	71,848	68,828	65,920	62,802	58,661
All Combined	122,171	120,039	106,079	103,691	99,064	92,539	89,263	83,335	79,308	76,887
CATEGORY IV (Associate's without Ranks)										
No Rank	n.d.									

Note: The table is based on 910 reporting institutions. N.d. = too few institutions reporting benefits for statistically reliable results. For definitions of categories, see Explanation of Statistical Data on page 29.

^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 8

Percent of Faculty in Tenure-Track Appointments and Percent of Faculty with Tenure, by Affiliation, Academic Rank, and Gender, 2017–18

Academic Rank	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated	All Combined	Public	Private-Independent	Religiously Affiliated
NON-TENURE-TRACK				TENURE-TRACK				TENURED				
MEN												
Professor	4.2	3.0	6.4	6.8	1.3	0.5	3.8	1.2	94.6	96.5	89.9	92.0
Associate	7.1	5.4	11.7	9.0	6.3	5.1	9.8	7.3	86.6	89.4	78.5	83.7
Assistant	18.3	16.1	21.5	25.6	77.5	79.4	76.7	69.2	4.1	4.5	1.8	5.2
Instructor	96.1	95.2	99.0	98.7	1.5	1.9	0.4	0.0	2.4	2.9	0.7	1.3
Lecturer	94.6	93.7	96.9	95.3	4.5	5.0	3.1	3.7	1.0	1.2	0.1	1.0
No Rank	86.9	79.6	99.3	98.0	3.7	5.6	0.4	0.7	9.4	14.7	0.3	1.3
WOMEN												
Professor	6.7	5.7	9.3	7.9	1.3	0.9	3.0	1.0	92.0	93.5	87.8	91.2
Associate	10.2	8.9	14.4	10.7	6.7	5.8	8.5	8.8	83.2	85.4	77.1	80.5
Assistant	25.5	22.9	28.9	33.1	70.5	72.6	69.2	62.6	4.0	4.5	1.9	4.2
Instructor	96.5	95.7	99.3	99.8	1.6	1.9	0.4	0.1	1.9	2.4	0.3	0.1
Lecturer	95.1	93.9	98.7	96.9	4.1	5.0	1.2	3.0	0.8	1.1	0.1	0.1
No Rank	87.4	81.5	99.2	98.0	4.1	6.1	0.4	0.6	8.5	12.5	0.4	1.5
MEN AND WOMEN COMBINED												
Professor	5.0	3.8	7.3	7.1	1.3	0.6	3.5	1.1	93.8	95.6	89.2	91.7
Associate	8.5	7.0	13.0	9.8	6.5	5.4	9.2	8.0	85.1	87.6	77.9	82.2
Assistant	22.0	19.5	25.3	29.7	73.9	76.0	72.9	65.6	4.1	4.5	1.9	4.7
Instructor	96.3	95.5	99.2	99.3	1.5	1.9	0.4	0.1	2.1	2.6	0.5	0.6
Lecturer	94.9	93.8	97.9	96.3	4.3	5.0	2.1	3.3	0.9	1.2	0.1	0.5
No Rank	87.1	80.6	99.3	98.0	3.9	5.9	0.4	0.6	8.9	13.5	0.4	1.4

Note: The table is based on 996 reporting institutions. Prior to 2003–04, this table counted as tenure-track all faculty who were tenured and in positions leading to consideration for tenure, and did not separately report faculty not on the tenure track.

SURVEY REPORT TABLE 9

Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2017–18 (Percent)

Academic Rank	All Combined		Public		Private-Independent		Religiously Affiliated	
	Men	Women	Men	Women	Men	Women	Men	Women
CATEGORY I (Doctoral)								
Professor	24.6	9.1	23.6	8.8	29.5	10.2	21.9	9.3
Associate	14.3	10.8	14.6	11.1	12.3	8.6	16.1	13.2
Assistant	11.7	10.8	12.2	11.4	10.2	8.5	10.4	11.3
Instructor	4.4	5.4	4.5	5.6	5.1	6.0	1.8	2.2
Lecturer	2.8	3.8	2.8	3.9	2.7	3.1	3.9	4.8
No Rank	1.1	1.2	0.7	0.9	1.9	1.9	2.7	2.5
All Combined	58.9	41.1	58.4	41.6	61.7	38.3	56.8	43.2
CATEGORY IIA (Master's)								
Professor	17.4	10.4	19.4	9.3	18.9	9.1	18.6	8.4
Associate	14.1	13.1	14.8	11.6	17.1	14.1	16.9	13.6
Assistant	12.0	14.6	13.5	14.3	14.1	16.4	14.0	17.5
Instructor	4.4	5.8	2.6	4.6	1.9	2.9	2.2	4.4
Lecturer	2.6	4.3	3.6	4.7	1.9	2.1	1.4	1.8
No Rank	0.6	0.8	0.7	0.9	0.9	0.6	0.5	0.7
All Combined	51.2	48.9	54.6	45.4	54.8	45.2	53.6	46.4
CATEGORY IIB (Baccalaureate)								
Professor	21.6	12.4	13.7	8.7	20.8	13.3	21.7	12.4
Associate	26.1	19.1	15.4	12.6	15.1	14.2	26.2	19.1
Assistant	7.4	12.4	14.6	15.1	10.8	13.6	7.4	12.4
Instructor	0.0	0.0	5.0	5.2	1.5	2.0	0.0	0.0
Lecturer	0.0	0.9	3.4	5.0	3.0	4.2	0.0	0.9
No Rank	0.0	0.0	1.0	0.5	0.7	0.8	0.0	0.0
All Combined	55.2	44.8	52.9	47.1	51.9	48.1	55.2	44.8
CATEGORY III (Associate's with Ranks)								
Professor	13.7	13.8	13.7	13.8	n.d.	n.d.	n.d.	n.d.
Associate	12.1	14.5	12.1	14.5	n.d.	n.d.	n.d.	n.d.
Assistant	12.8	16.0	12.8	16.0	n.d.	n.d.	n.d.	n.d.
Instructor	2.6	3.3	2.6	3.3	n.d.	n.d.	n.d.	n.d.
Lecturer	5.0	6.2	5.0	6.2	n.d.	n.d.	n.d.	n.d.
No Rank	0.1	0.0	0.1	0.0	n.d.	n.d.	n.d.	n.d.
All Combined	46.2	53.8	46.2	53.8	n.d.	n.d.	n.d.	n.d.
CATEGORY IV (Associate's without Ranks)								
No Rank	47.4	52.6	47.4	52.6	n.d.	n.d.	n.d.	n.d.
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	21.7	12.3	21.1	9.6	25.0	10.9	21.7	12.4
Associate	25.5	18.7	14.2	11.6	13.5	11.2	26.1	19.1
Assistant	7.6	12.4	12.2	12.5	10.7	10.9	7.4	12.4
Instructor	0.2	0.3	4.6	5.9	4.0	4.7	0.0	0.0
Lecturer	0.2	1.0	2.8	4.1	2.8	3.3	0.0	0.9
No Rank	0.1	0.1	0.7	0.8	1.4	1.5	0.0	0.0
All Combined	55.3	44.8	55.6	44.5	57.5	42.5	55.2	44.8

Note: The table is based on 997 reporting institutions. For definitions of categories, see Explanation of Statistical Data on page 29. 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 10

Presidential Salary, by Category and Affiliation, 2017–18 (Dollars)

	Presidential Salary							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	487,475	463,750	65,945	999,996	800,939	750,000	350,000	1,500,000
Category IIA (Master's)	287,143	280,750	65,938	600,000	411,968	406,045	180,180	645,611
Category IIB (Baccalaureate)	226,451	227,745	67,644	439,394	408,263	409,000	180,291	708,975
Category III (Associate's with Ranks)	262,454	232,070	65,945	475,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	207,270	203,441	148,470	284,499	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	505,269	550,000	283,250	725,000	526,399	499,975	65,945	1,500,000
Category I (Doctoral)	505,269	550,000	283,250	725,000	526,399	499,975	65,945	1,500,000
Category IIA (Master's)	348,303	341,511	149,469	700,000	323,690	309,060	65,938	700,000
Category IIB (Baccalaureate)	284,170	281,622	79,782	576,184	311,702	292,125	67,644	708,975
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	262,454	232,070	65,945	475,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	207,108	204,221	148,470	284,499

Note: The table is based on 628 reporting institutions. N.d. = no data.

SURVEY REPORT TABLE 11

Comparison of Average Salaries of Presidents and Faculty, by Category and Affiliation, 2017–18

	Ratio of Salaries, President to Average Full Professor							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	5.66	5.54	0.89	11.03	7.74	6.84	2.96	13.26
Category IIA (Master's)	4.13	3.99	0.88	8.35	5.31	5.19	2.82	8.49
Category IIB (Baccalaureate)	3.60	3.56	1.09	6.48	5.18	5.24	3.33	8.07
Category III (Associate's with Ranks)	4.04	3.78	1.25	6.65	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	3.22	2.96	2.14	4.88	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	5.46	5.35	4.06	7.01	5.90	5.66	0.89	13.26
Category I (Doctoral)	5.46	5.35	4.06	7.01	5.90	5.66	0.89	13.26
Category IIA (Master's)	4.95	4.81	1.97	7.70	4.54	4.44	0.88	8.49
Category IIB (Baccalaureate)	4.60	4.58	1.79	8.30	4.63	4.62	1.09	8.30
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	4.04	3.78	1.25	6.65
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	3.27	2.99	2.14	4.88

Note: The table is based on 628 reporting institutions. N.d. = no data.

SURVEY REPORT TABLE 12

Chief Academic Officer Salary, by Category and Affiliation, 2017–18 (Dollars)

Chief Academic Officer Salary

	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	347,412	340,000	150,000	671,802	478,714	470,500	275,000	719,680
Category IIA (Master's)	248,083	208,176	126,196	2,850,000	230,995	236,206	72,000	405,000
Category IIB (Baccalaureate)	152,294	153,309	60,468	225,000	216,855	205,622	94,800	435,625
Category III (Associate's with Ranks)	169,012	168,715	85,399	280,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	145,221	137,462	95,400	215,880	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	325,830	360,000	173,268	453,600	361,472	354,672	150,000	719,680
Category IIA (Master's)	198,310	190,000	95,000	420,240	232,046	206,416	72,000	2,850,000
Category IIB (Baccalaureate)	163,218	166,464	65,016	285,000	176,611	173,400	60,468	435,625
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	169,012	168,715	85,399	280,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	144,050	130,000	95,400	215,880

Note: The table is based on 622 reporting institutions. N.d. = no data.

SURVEY REPORT TABLE 13

Chief Financial Officer Salary, by Category and Affiliation, 2017–18 (Dollars)

Chief Financial Officer Salary

	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	289,286	280,404	139,000	572,144	457,168	402,500	250,000	1,379,040
Category IIA (Master's)	189,257	185,000	89,250	307,000	250,958	248,748	91,000	401,508
Category IIB (Baccalaureate)	141,834	134,242	93,500	223,411	232,958	215,000	116,100	428,000
Category III (Associate's with Ranks)	169,547	160,654	78,557	306,000	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	134,463	127,305	95,227	205,296	n.d.	n.d.	n.d.	n.d.

	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	287,729	289,180	194,361	416,400	361,472	354,672	139,000	1,379,040
Category IIA (Master's)	205,403	191,689	110,000	530,000	232,046	206,416	89,250	530,000
Category IIB (Baccalaureate)	171,014	165,000	48,000	1,137,405	176,611	173,400	48,000	1,137,405
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	169,012	168,715	78,557	306,000
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	133,761	126,530	95,227	205,296

Note: The table is based on 596 reporting institutions. N.d. = no data.

SURVEY REPORT TABLE 14

Average Amount Paid per Part-Time Faculty Member, by Category and Affiliation, 2017–18 (Dollars)

	Part-Time Faculty Pay			
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	29,787	31,318	23,681	26,354
Category IIA (Master's)	20,636	19,967	18,639	23,692
Category IIB (Baccalaureate)	18,894	15,679	25,612	15,947
Category III (Associate's with Ranks)	16,215	16,215	n.d.	n.d.
Category IV (Associate's without Ranks)	12,863	13,337	n.d.	n.d.
All Combined	21,453	22,055	23,619	18,922

Note: The table is based on 552 reporting institutions. For definitions of categories and part-time faculty, see Explanation of Statistical Data on page 29. N.d. = no data or too few institutions for valid statistical results.

SURVEY REPORT TABLE 15

Average Amount Paid per Part-Time Faculty Member Teaching on a Per-Section Basis, by Category and Affiliation, 2017–18 (Dollars)

	Amount Paid per Part-Time Faculty Member Teaching on a Per-Section Basis							
	Public				Private-Independent			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
Category I (Doctoral)	12,431	10,800	645	50,674	n.d.	n.d.	n.d.	n.d.
Category IIA (Master's)	8,817	5,969	1,063	49,481	13,942	11,587	3,791	39,840
Category IIB (Baccalaureate)	5,662	5,493	3,665	7,975	7,811	7,068	3,261	25,010
Category III (Associate's with Ranks)	3,986	3,677	3,391	5,201	n.d.	n.d.	n.d.	n.d.
Category IV (Associate's without Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined (Except Category IV)	9,332	6,622	645	50,674	9,643	7,590	3,261	39,840
	Religiously Affiliated				All Combined			
	Average	Median	Minimum	Maximum	Average	Median	Minimum	Maximum
	10,156	9,791	5,799	15,243	12,014	10,739	645	50,674
Category I (Doctoral)	4,861	4,337	2,854	9,724	8,285	5,869	1,063	49,481
Category IIA (Master's)	5,276	4,928	1,941	16,421	6,140	5,183	1,941	25,010
Category IIB (Baccalaureate)	n.d.	n.d.	n.d.	n.d.	3,986	3,677	3,391	5,201
Category III (Associate's with Ranks)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
All Combined (Except Category IV)	5,525	4,841	1,941	16,421	8,046	5,956	645	50,674

Note: The table is based on 143 reporting institutions. For definitions of categories and part-time faculty on a per-course-section basis, see Explanation of Statistical Data on page 29. N.d. = no data or too few institutions for statistically valid reporting.

SURVEY REPORT TABLE 16**Average Amount Paid per Graduate Teaching Assistant, by Category and Affiliation, 2017–18 (Dollars)**

Graduate Teaching Assistant Pay				
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	15,577	15,565	15,297	16,215
Category IIA (Master's)	9,554	9,692	5,007	10,193
Category IIB (Baccalaureate)	8,871	13,260	9,072	5,620
All Combined	11,448	12,430	10,399	11,627

Note: The table is based on 225 reporting institutions. For definitions of categories and graduate teaching assistant, see Explanation of Statistical Data on page 29. N.d. = no data.

SURVEY REPORT TABLE 17**Number of Institutions Included in Tabulations, by Category and Affiliation, 2017–18**

Number in Tabulations				
	All Combined	Public	Private-Independent	Religiously Affiliated
Category I (Doctoral)	217	150	44	23
Category IIA (Master's)	357	208	63	86
Category IIB (Baccalaureate)	358	82	104	172
Category III (Associate's with Ranks)	72	71	1	0
Category IV (Associate's without Ranks)	14	13	0	1
All Combined	1,018	524	212	282

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 29.

Explanation of Statistical Data

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

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

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

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

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

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

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

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

Salary Increments. The change in salary reported is for 2017–18 continuing faculty at the same rank they held in 2016–17. Some institutions reported large salary decreases that did not seem to be in line with AAUP instructions. Salary changes that were below -1.0 percent or above 16.0 percent that were not satisfactorily explained to the Research Office have been excluded from all report tables. This represents approximately 4.5 percent of the total increments reported by the publication deadline.

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

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

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

Institutional Categories. *Category I (Doctoral).* Institutions characterized by a significant level and breadth of activity in doctoral-level education as measured by the number of doctorate recipients and

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

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

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

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

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

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

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

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

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

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

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

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

Col. (7) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary for faculty members remaining at the institution in 2017–18 from the previous year. This represents the average increase for individuals as opposed to a percentage change in average salary levels.

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

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

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

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

Appendices with Faculty Compensation Survey salary listings for individual institutions appear on subsequent pages. To view the document online as a two-page spread, download the pdf and open the saved file in Adobe Reader or Acrobat.

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO			
Alabama																						
Auburn U	9	I	PU	126.9	91.8	78.4	41.9	54.7		93.3	181.6	126.4	110.2	56.4	72.9		130.3	39.6				
Auburn U Montgomery		IIA	PU	94.9	71.4	63.1		47.3		71.2	127.3	96.2	81.6		61.5		94.1	32.1				
Birmingham Southern Coll		IIB	PR	80.4	73.9	61.2	41.1	—		69.4	102.8	93.3	70.2	53.1	—		86.7	24.8				
Huntingdon Coll		IIB	PR	76.7	65.0	52.0	44.5			59.6	89.5	76.8	60.6	52.2			69.6	16.9				
Samford U	8	IIA	PR	104.5	74.8	67.1	50.4			80.1	141.3	114.4	99.3	72.9			115.8	44.7				
The U Alabama	8	I	PU	148.1	98.2	78.0	55.3			94.1	202.4	138.3	108.7	77.5			131.1	39.3				
Troy U	8	IIA	PU	84.5	70.3	61.8		46.2	—	63.3	88.5	73.4	64.3		48.6	—	66.1	4.5				
U Alabama Birmingham	8	I	PU	135.1	95.0	81.0	68.8			96.9	178.8	123.0	115.2	94.6			131.2	35.4				
U Alabama in Huntsville		I	PU	131.0	94.9	75.5	62.6	55.2		86.7	177.7	127.2	97.1	79.1	74.9		115.2	32.9				
U Montevallo		IIA	PU	79.8	68.8	57.8	53.7			66.8												
U South Alabama	7	IIA	PU	89.1	69.7	65.8	50.2			67.4	97.1	76.5	78.4	55.9			76.7	13.7				
U West Alabama	1	IIA	PU	76.4	65.0	52.6	43.6	—		58.2	101.6	88.4	85.2	63.4	—		84.8	45.9				
Alaska																						
Prince William Sound CC		III	PU		71.3	61.5		75.4		68.3		131.7	121.9			135.8		129.1	89.2			
U Alaska Anchorage		IIA	PU	105.0	88.7	71.5	54.4			82.2	135.2	118.9	101.7	84.6			113.5	38.1				
U Alaska Fairbanks		I	PU	106.7	87.4	73.8	62.4			86.6	136.9	117.6	104.0	65.2			113.9	31.5				
U Alaska Southeast		IIA	PU	94.0	79.9	67.6		—		76.1	124.2	110.1	97.8				106.6	40.1				
Arizona																						
Arizona St U-Downtown Phoenix	8	IIA	PU	129.8	89.3	71.9	46.2	55.5		81.2	172.4	117.8	99.8	66.6	77.4		111.3	37.1				
Arizona St U-Polytechnic	8	IIA	PU	125.7	91.6	81.1	45.5	61.8		76.5	164.8	119.7	106.2	65.8	82.7		102.7	34.2				
Arizona St U-Tempe	8	I	PU	146.1	103.2	90.3	48.5	64.8	—	102.8	183.3	133.0	118.1	68.6	88.8	—	134.3	30.6				
Arizona St U-West	8	IIA	PU	137.2	100.1	69.5	45.1	58.6		85.0	173.9	128.4	94.9	62.3	79.9		112.7	32.6				
Embry-Riddle Aeronautical U-Prescott	1	IIB	PI	121.3	91.2	73.3	—			84.1	164.7	118.5	95.6	—			110.2	31.0				
Grand Canyon U		IIB	FP	79.2	81.4	71.5	67.8			70.9												
Northern Arizona U	8	I	PU	107.2	78.8	64.8	48.5			74.7	140.1	108.0	88.2	66.3			100.8	34.9				
U Arizona	8	I	PU	132.1	94.4	79.7	29.4	62.8	107.7	97.0	169.7	124.1	105.8	47.5	88.0	153.2	129.5	33.5				
Arkansas																						
Harding U	8	IIA	PR	81.9	70.6	63.7	49.9	34.2	—	68.4	104.6	101.0	89.6	62.0	38.2	—	93.7	36.9				
Henderson St U	8	IIA	PU	70.2	61.6	55.8	45.9			59.8	89.0	79.9	72.8	62.9			77.9	30.2				
Hendrix Coll		IIB	PR	82.5	66.4	61.3	48.0			70.1	103.7	87.8	76.6	60.0			89.2	27.3				
John Brown U	8	IIB	PI	68.4	61.9	55.4	—			61.0	104.2	83.6	74.3	—			84.9	39.3				
Lyon Coll		IIB	PR	74.1	61.4	52.2				59.2	90.6	77.5	64.6				73.5	24.2				
Ouachita Baptist U		IIB	PR	63.8	57.0	49.8	41.3	36.9		56.6	83.8	78.2	68.5	54.2	48.1		76.0	34.3				
Southern Arkansas U Main Campus		IIB	PU	91.0	68.1	58.5	50.0			62.4	129.5	92.3	78.4	66.7			84.3	35.1				
U Arkansas	8	I	PU	128.9	94.2	82.1	54.5	55.5		89.1	179.3	125.9	106.3	74.7	69.7		120.1	34.8				
U Central Arkansas	7	IIA	PU	82.0	68.9	62.6	51.0	49.5	46.0	63.4	106.3	90.5	78.6	67.1	63.5	60.2	81.9	29.2				
California																						
Azusa Pacific U		I	PR	108.2	91.6	85.9	81.3		81.4	93.3	132.4	112.3	102.6	94.5			96.1	112.7	20.8			
Cal St Polytechnic U-Pomona	8	IIA	PU	110.2	93.1	82.9		65.5		92.6	148.1	131.5	112.4		91.1		126.4	36.5				
Cal St U Maritime Academy	8	IIB	PU	110.3	90.7	77.9		63.4		85.1	149.5	123.3	106.2		88.0		116.4	36.7				
Cal St U-Bakersfield	8	IIA	PU	106.8	90.8	79.6		63.1		83.4	140.9	124.7	111.0		89.1		114.9	37.7				
Cal St U-Channel Islands	8	IIB	PU	114.4	97.4	84.2		67.8		86.7	151.2	132.6	116.8		91.9		117.7	35.7				
Cal St U-Chico	8	IIA	PU	102.5	85.6	77.0		62.3	—	85.2	142.2	118.8	105.9		86.7	—	118.0	38.5				
Cal St U-Dominguez Hills	8	IIA	PU	108.9	98.8	81.7		61.9		85.2	149.8	140.9	113.0		91.7		121.1	42.1				
Cal St U-East Bay	8	IIA	PU	106.2	94.3	80.6		62.1		88.6	144.7	128.2	109.1		88.6		121.3	36.9				
Cal St U-Fresno	8	IIA	PU	105.6	87.9	78.1		60.5	123.3	83.2	143.9	122.6	111.1		86.5	176.3	116.8	40.3				
Cal St U-Fullerton	8	IIA	PU	105.8	91.9	86.9		63.5		88.3	144.5	126.5	118.2		90.4		122.0	38.1				
Cal St U-Long Beach	8	IIA	PU	106.6	92.2	83.1		67.4	—	89.2	144.5	125.1	111.6		91.9	—	120.9	35.6				
Cal St U-Los Angeles	8	IIA	PU	106.1	90.0	84.4		56.8		86.5	144.6	122.5	118.9		79.1		119.4	38.0				
Cal St U-Monterey Bay	8	IIA	PU	105.9	90.4	80.3		55.7	—	84.7	145.4	121.8	112.1		77.4	—	116.7	37.9				
Cal St U-Northridge	8	IIA	PU	102.9	87.5	80.7		61.7	134.4	88.4	142.8	120.7	109.7		86.6	174.2	122.1	38.2				
Cal St U-Sacramento	8	IIA	PU	98.9	88.5	76.7		61.5	122.1	85.8	136.3	122.5	104.7		85.0	170.0	118.1	37.7				
Cal St U-San Bernardino	8	IIA	PU	105.8	86.6	75.4		60.1		86.7	149.7	121.6	105.8		85.6		122.5	41.3				
Cal St U-San Marcos	8	IIA	PU	109.2	90.4	83.3		61.1	—	85.2	142.7	123.7	115.4		87.1	—	117.0	37.3				

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	
98.3	84.6	0.6	0.0	3.7	4.7	3.9	4.4	317	221	179	31	94	156	177	26	130.3	94.4	81.4	42.4	115.7	88.1	75.4	41.4	
98.1	64.9	7.1		7.6	12.9			39	37	29	0	14	20	41	0	96.7	74.5	68.0	0.0	90.0	65.6	59.7	0.0	
100.0	95.5	0.0	0.0	0.3	4.9	2.9		27	12	8	5	11	10	12	6	81.4	74.0	58.5	42.2	77.8	73.8	63.0	40.2	
100.0	83.3	0.0	0.0	0.0	3.1	2.7	0.7	8	4	8	4	5	2	12	3	74.0	68.4	47.9	46.3	81.1	—	54.8	—	
	88.0	72.2	2.6	0.0	1.4	2.9	1.9	0.0	73	47	38	6	44	43	78	24	111.1	72.5	66.6	50.3	93.7	77.3	67.4	50.4
92.3	92.5	0.5	0.0	2.0	4.1	3.2	3.0	222	179	203	115	78	128	202	166	153.4	103.1	84.4	56.4	133.0	91.4	71.5	54.6	
86.7	50.8	21.1		1.6	1.1	1.2	2.0	23	39	25	0	7	22	32	0	83.3	71.5	60.4	0.0	88.1	68.3	62.9	0.0	
92.7	67.2	0.4	0.0	1.9	3.6	3.9	3.9	122	112	107	42	69	92	129	72	140.5	94.4	85.4	69.7	125.6	95.8	77.4	68.3	
100.0	86.7	1.1	0.0	2.4	2.3	3.4	4.1	50	72	42	1	12	33	53	12	133.1	99.6	76.9	—	122.5	84.5	74.4	62.2	
100.0	95.1	10.3	0.0	0.0	0.5	0.3	0.0	24	27	22	1	20	14	36	9	82.3	71.3	59.0	—	76.9	64.0	57.0	55.0	
92.8	79.7	2.5	0.0	0.8	0.4	1.6	79	58	115	41	32	60	124	92	89.7	71.6	66.3	47.5	87.6	68.0	65.3	51.4		
85.0	65.8	39.0	0.0	1.2	3.1	3.2	1.3	14	16	13	9	6	22	28	13	77.2	68.3	55.8	44.8	74.5	62.6	51.1	42.8	
	0.0	33.3		2.0	2.0	1.0	0	4	4	0	0	0	0	2	0	0.0	—	—	0.0	0.0	0.0	—	0.0	
98.3	97.9	58.7	0.0	-0.2	1.5	2.4	3.7	65	61	91	18	54	80	132	27	110.9	91.7	73.6	53.8	97.8	86.4	70.2	54.9	
93.9	86.4	55.5	0.0	2.4	1.5	1.8	2.1	91	77	69	24	39	63	59	21	111.5	89.7	74.8	62.6	95.5	84.5	72.7	62.1	
94.4	100.0	43.8		4.0	4.1	1.0		13	14	24	0	5	17	24	0	94.7	77.7	66.0	0.0	92.3	81.8	69.3	0.0	
63.6	64.8	0.0	0.0	1.7	3.4	3.6	8.6	64	31	32	34	57	74	73	60	146.7	95.6	75.6	45.5	110.9	86.7	70.2	46.7	
87.0	86.4	0.0	0.0	2.5	2.3	3.7	10.2	20	25	26	13	3	19	16	24	123.3	95.8	84.2	45.3	—	86.0	76.1	45.6	
91.8	87.8	0.2	0.0	2.1	3.1	3.3	9.6	458	289	254	77	164	179	211	112	149.5	105.9	96.2	50.1	136.4	98.9	83.3	47.5	
93.2	83.7	0.0	0.0	0.0	2.6	3.0	9.0	30	47	18	7	14	39	57	21	140.5	104.6	80.9	45.5	130.1	94.6	65.9	44.9	
100.0	57.1	10.6	0.0	2.4	3.1	3.4	2.5	11	29	47	3	4	6	19	0	112.7	91.8	75.6	—	145.1	88.2	67.6	0.0	
57.1	4.6	0.0	0.0	2.9	3.0	3.5	4.8	6	10	37	51	1	12	34	55	78.8	77.1	72.5	65.0	—	85.0	70.3	70.3	
94.7	72.5	0.0	0.0	3.0	3.8	3.9	4.6	190	104	143	121	110	114	193	157	110.9	82.2	67.6	49.7	100.8	75.7	62.7	47.6	
95.0	86.3	0.0	0.0	1.6	2.0	1.7	6.5	434	240	225	35	187	154	229	76	135.7	96.9	84.4	43.1	123.6	90.6	75.0	23.1	
	0.0	0.0	0.0	2.9	2.9	2.9	4.0	60	59	60	5	7	29	57	15	82.7	70.7	65.4	55.6	75.1	70.3	61.8	48.0	
96.1	55.3	8.1	0.0	3.6	4.4	4.2	7.2	39	17	27	8	12	21	35	17	71.1	65.5	55.4	51.1	67.2	58.5	56.1	43.4	
100.0	96.6	0.0	0.0	2.7	3.3	3.5	2.4	24	18	11	3	17	11	15	5	83.5	65.9	60.2	—	81.2	67.1	62.1	46.4	
0.0	0.0	0.0	0.0	2.5	2.9	3.4	4.6	24	22	11	1	1	8	19	2	68.6	61.9	58.0	—	—	61.9	53.9	—	
100.0	83.3	13.0		2.0	2.0	2.8		8	10	12	0	1	2	11	0	75.3	60.9	52.1	0.0	—	—	52.3	0.0	
100.0	95.7	13.6	0.0	2.6	3.8	3.4	3.0	32	13	8	2	7	10	14	2	64.7	60.9	53.3	—	59.8	51.9	47.8	—	
100.0	88.9	5.2	0.0	2.8	3.4	3.4	2.6	12	26	26	21	5	19	32	21	86.9	72.2	60.1	54.2	100.7	62.6	57.2	45.9	
98.2	94.0	0.0	0.0	2.9	5.8	4.8	4.4	264	149	154	122	69	83	99	183	131.8	96.4	85.9	54.1	118.1	90.1	76.1	54.9	
98.9	98.6	11.7	0.0	0.4	0.9	1.7	0.9	60	90	55	11	33	54	73	51	86.3	68.5	65.2	49.8	74.1	69.7	60.6	51.3	
0.0	0.0	0.0	0.0	2.5	3.4	5.1	5.0	86	59	71	4	52	60	131	20	107.4	89.3	83.9	85.9	109.6	94.0	87.0	80.4	
100.0	96.3	0.0		4.1	7.6	5.2		159	39	102	0	92	41	74	0	111.1	94.0	83.1	0.0	108.5	92.2	82.5	0.0	
100.0	100.0	0.0		2.9	7.6	6.9		13	14	11	0	5	2	7	0	109.2	92.0	82.1	0.0	113.2	—	71.4	0.0	
100.0	93.2	1.4		4.2	5.4	5.2		48	25	37	0	33	19	36	0	107.4	89.8	82.0	0.0	105.8	92.1	77.0	0.0	
100.0	61.1	0.0		3.5	7.2	4.6		28	7	25	0	23	11	42	0	114.7	98.6	87.0	0.0	114.1	96.6	82.5	0.0	
99.5	90.1	1.3		5.1	7.9	5.8		124	45	65	0	77	46	87	0	104.6	87.6	79.0	0.0	99.0	83.5	75.5	0.0	
97.9	88.1	0.0		4.5	5.3	4.1		54	25	27	0	43	34	49	0	111.7	100.7	82.4	0.0	105.4	97.4	81.3	0.0	
100.0	89.5	1.6		4.3	6.5	4.4		59	38	62	0	61	38	60	0	108.0	95.5	83.2	0.0	104.5	93.1	77.9	0.0	
100.0	94.3	1.3		4.8	6.9	5.1		142	71	108	0	80	51	123	0	105.6	87.7	79.9	0.0	105.6	88.2	76.6	0.0	
100.0	90.6	0.0		4.5	6.2	4.9		185	122	104	0	138	101	130	0	107.3	93.4	90.4	0.0	103.9	90.1	84.0	0.0	
99.2	94.6	1.3		4.1	7.3	4.9		220	89	97	0	165	96	135	0	107.8	91.8	83.4	0.0	104.9	92.5	82.9	0.0	
98.9	97.7	0.0		4.0	6.9	4.0		158	42	61	0	123	45	90	0	107.5	90.9	83.9	0.0	104.2	89.1	84.8	0.0	
100.0	86.1	0.0		5.5	9.3	5.9		33	18	25	0	26	18	35	0	106.2	94.4	83.0	0.0	105.6	86.5	78.4	0.0	
99.5	88.0	0.5		4.9	7.6	5.7		206	86	93	0	183	89	108	0	104.1	89.9	81.4	0.0	101.5	85.1	80.2	0.0	
98.5	95.4	1.0		5.4	8.4	5.6		188	58	90	0	145	50	111	0	99.7	90.9	78.8	0.0	97.8	85.6	75.0	0.0	
98.0	91.5	2.7		4.5	8.3	6.2		127	22	57	0	75	37	54	0	107.3	88.6	76.1	0.0	103.3	85.4	74.6	0.0	
100.0	97.5	0.0		4.1	5.9	4.7		49	46	42	0	56	35	43	0	111.9	93.0	83.8	0.0	106.8	87.0	82.7	0.0	

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)								(5) BEN. as % of SAL.			
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN		
California (continued)																							
Cal St U-Stanislaus	8	IIA	PU	102.7	87.1	76.5		56.9		84.2	139.2	121.9	105.7		83.4		117.2		39.2				
California Institute Technology	8	I	PI	204.2	149.0	128.3	52.1	88.1	62.8	178.0	250.1	183.3	152.6	61.0	112.4	74.0	216.9		21.9				
California Polytechnic St U-San Luis Obispo	8	IIA	PU	108.2	92.7	83.1		68.5	—	90.4	149.1	126.7	113.4		94.5	—	124.3		37.4				
Chapman U	8	IIA	PR	147.3	100.5	90.8	71.6	—	110.6	190.8	136.6	125.9	94.4		—	148.8		34.5					
Clairemont Graduate U		I	PI	146.9	102.0	106.1				125.7	185.6	128.6	133.8					158.6		26.2			
Clairemont McKenna Coll	8	IIB	PI	166.8	121.2	102.6	81.8			132.2	202.1	150.0	126.6	101.4				162.1		22.6			
Dominican U California		IIA	PI	110.0	81.5	71.6				84.7													
Fresno Pacific U	10	IIA	PR	72.5	65.5	59.6	—			64.0													
Fuller Theological Seminary in California	1	I	PR	87.7	69.3	62.3	—			74.2	110.7	101.3	86.6	—			100.8		35.8				
Golden Gate U-San Francisco		IIA	PI	105.9	99.0	86.4	64.8			98.2													
Holy Names U		IIA	PR	92.5	77.5	64.2	58.3			71.5	110.5	97.3	76.6	66.7			86.2		20.6				
Humboldt St U	8	IIA	PU	102.6	87.3	74.8		61.1		85.2	134.5	118.4	102.2		83.0		114.2		34.1				
National U		IIA	PI	130.4	95.0	79.0	73.1			105.3	163.9	123.1	106.4	96.5			136.1		29.3				
Occidental Coll		IIB	PI	133.5	94.0	78.6	64.5			100.2	168.7	123.0	101.7	83.3			128.8		28.6				
Pepperdine U		IIA	PR	143.1	116.7	89.1	59.7	78.1	77.0	109.2	182.8	152.3	115.9	80.3	111.0	100.2	142.1		30.1				
Pitzer Coll	8	IIB	PI	134.0	98.7	82.2			64.5	106.2	181.1	142.5	116.6			84.7	146.5		38.0				
Point Loma Nazarene U		IIB	PR	102.6	82.9	67.9				91.9	129.7	102.7	82.2				114.8		24.9				
Pomona Coll		IIB	PI	156.5	114.1	93.3	—			129.9	198.1	150.1	121.8	—			167.5		29.0				
Saint Mary's Coll California		IIA	PR	118.1	94.0	80.8				98.5	166.6	133.3	117.6				140.5		42.6				
San Diego St U	8	IIA	PU	115.5	94.9	90.3		66.5	—	96.1	157.3	129.6	121.2		93.5	—	131.6		36.9				
San Francisco St U	8	IIA	PU	111.1	93.5	86.1		63.0	—	94.4	148.1	125.2	113.5		88.2	—	126.7		34.2				
San Jose St U	8	IIA	PU	110.4	94.3	85.2		65.8	—	93.5	151.1	127.2	114.2		92.5	—	127.4		36.3				
Santa Clara U	8	IIA	PR	157.5	115.2	95.4		75.5	—	112.8	205.7	158.0	126.5		107.2	—	153.4		36.0				
Scripps Coll		IIB	PI	140.8	100.6	79.4	66.8	—		103.2	177.4	129.5	102.5	86.0	—		132.1		28.0				
Sonoma St U	8	IIA	PU	102.4	84.1	73.9		64.6		88.1	136.8	117.3	103.1		88.5		120.1		36.3				
Stanford U	8	I	PI	246.2	157.8	131.6		190.3		207.9	303.5	206.8	170.2		237.8		261.5		25.8				
U California-Berkeley	15	I	PU	191.2	131.5	111.0		86.6	84.4	153.5	257.6	180.4	156.6		123.2	152.4	211.3		37.6				
U California-Davis	15	I	PU	165.6	113.3	96.1		78.0		131.7	253.8	172.7	142.0		113.1		198.9		51.0				
U California-Irvine	15	I	PU	171.3	115.2	96.1		91.0		135.6	230.5	159.9	136.1		128.8		186.6		37.6				
U California-Los Angeles	15	I	PU	204.0	133.7	106.0		85.7	89.6	162.2	272.5	185.7	149.3		126.0	155.0	222.9		37.4				
U California-Merced	15	IIB	PU	151.1	109.5	92.8		61.8		94.7	204.5	152.1	131.0		91.9		134.7		42.3				
U California-Riverside	15	I	PU	162.0	105.3	89.9		72.6	—	117.3	225.7	147.4	128.6		106.0	—	166.0		41.5				
U California-San Diego	15	I	PU	171.2	115.0	100.8		87.0		135.9	231.9	159.5	141.1		123.9		187.4		37.9				
U California-Santa Barbara	15	I	PU	176.1	107.8	92.8		86.1		137.8	236.3	150.3	131.3		122.6		189.5		37.5				
U California-Santa Cruz	15	I	PU	160.8	110.0	95.6		88.6	—	130.2	218.4	152.7	134.6		127.4	—	180.0		38.2				
U Redlands		IIA	PI	109.6	88.6	77.2		69.9	55.7	93.4	138.6	112.6	96.7		91.1	77.7	119.9		28.4				
U San Diego		I	PR	140.6	100.4	82.3	72.3			110.6	186.9	136.6	118.2	108.9			152.3		37.7				
U San Francisco		I	PR	158.7	117.8	100.9	90.3			122.7	211.7	160.5	139.2	135.5			167.5		36.5				
U Southern California	8	I	PI	181.6	113.8	97.9	—	68.5		131.6	246.7	167.5	145.1	—	108.8		190.0		44.4				
U the Pacific	8	IIA	PI	115.6	91.0	89.7	58.8			99.9	180.1	135.2	144.2	83.4			154.1		54.3				
Westmont Coll		IIB	PI	104.8	84.1	70.1	57.3			90.3	141.4	112.8	93.0	67.1			120.4		33.3				
Whittier Coll		IIB	PI	107.5	83.2	61.7	53.5	66.4		80.9	129.6	101.0	74.5	62.4	85.8		98.0		21.1				
Colorado																							
Adams St U	5	IIB	PU	65.6	56.1	50.6			43.8	53.4	67.7	57.8	52.4			45.3	55.2	3.3					
Colorado Coll		IIB	PI	135.7	100.5	82.7	63.1	—	105.3	175.2	134.1	106.2	79.1		—	136.9		30.1					
Colorado School Mines		I	PU	139.6	104.7	91.4	80.9	64.8		105.3	192.0	143.9	125.6	111.3	89.0		144.7		37.5				
Colorado St U-Fort Collins	8	I	PU	127.5	93.7	78.8	52.9		62.7	90.3	173.1	124.7	106.3	72.7		80.2	121.2		34.2				
Fort Lewis Coll		IIB	PU	85.6	70.1	56.0	45.8			66.6	111.8	91.5	73.0	59.8			86.9		30.5				
U Colorado Boulder	8	I	PU	142.6	102.9	94.5	67.8			105.8	178.3	133.1	122.4	91.3			136.7		29.2				
U Colorado Colorado Springs	1	IIA	PU	108.0	85.3	73.8	50.2			72.2	136.8	112.0	96.6	67.0			94.8		31.4				
U Colorado Denver/Anschutz Medical Campus		I	PU	150.8	106.9	103.4	69.1			105.6	207.2	143.9	148.5	90.9			144.4		36.8				
U Denver	8	I	PI	136.3	101.5	87.1		60.9		97.5	172.0	128.8	111.8		78.0		124.2		27.3				
U Northern Colorado	8	I	PU	90.1	66.6	57.0	45.0	49.8		70.2	107.8	82.4	68.0	53.9	60.4		84.7		20.7				
Connecticut																							
Albertus Magnus Coll	8	IIB	PR	67.2	55.7	57.8	—	—		61.4	89.2	72.2	68.5	—			79.0		28.7				
Central Connecticut St U		IIA	PU	105.8	85.9	69.1	59.4			89.8													
Connecticut Coll		IIB	PI	115.4	85.9	75.9	57.2	66.4		90.2	152.3	117.2	101.1	73.8	94.3		120.9		34.0				
Eastern Connecticut St U		IIA	PU	100.8	81.1	65.3				86.2	165.3	139.5	109.7				143.9		67.0				
Fairfield U		IIA	PR	127.4	98.8	89.8	76.0			101.1	166.2	136.1	119.6	101.5			135.5		34.0				

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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	93.8	0.0		5.1	7.3	5.9		73	28	40	0	52	20	40	0	102.9	86.7	78.1	0.0	102.5	87.7	74.9	0.0	
100.0	0.0	0.0	0.0	3.1	7.4	9.4	2.2	201	5	31	13	48	1	13	4	206.4	152.5	130.7	53.7	195.0	—	122.6	46.7	
98.7	87.0	0.0		4.4	7.3	5.2		234	93	104	0	81	61	90	0	109.3	95.1	85.6	0.0	104.7	89.2	80.2	0.0	
85.2	77.2	0.0	0.0	1.7	2.3	2.3	4.2	109	80	78	14	46	56	88	15	157.1	104.7	90.8	69.7	124.2	94.6	90.8	73.4	
84.4	71.9	0.0		0.0	0.4	3.0		31	13	6	0	14	19	4	0	152.0	101.7	98.5	0.0	135.5	102.3	117.6	0.0	
100.0	100.0	0.0	0.0	3.1	5.0	4.2		45	27	12	9	15	18	9	10	168.1	127.1	108.4	82.0	163.0	112.5	95.0	81.7	
71.0	94.1	10.7		0.5	0.4	0.4		13	8	25	0	18	9	31	0	111.3	91.6	72.1	0.0	109.1	72.5	71.2	0.0	
88.2	82.9	2.9	0.0	-0.8	0.6	2.9	0.0	15	21	15	1	2	14	20	2	72.8	65.8	58.6	—	—	65.2	60.3	—	
100.0	64.0	6.9	0.0	1.4	3.8	4.6	4.4	30	12	20	0	6	13	9	1	86.6	67.7	62.9	0.0	93.6	70.8	61.0	—	
67.7	0.0	0.0	0.0					12.1	19	6	3	2	12	10	4	3	111.6	86.5	—	—	96.8	106.5	87.2	—
50.0	58.3	0.0	0.0	2.0	2.0	2.0	2.0	4	5	3	2	6	7	15	3	96.0	81.2	—	—	—	74.9	63.9	—	
99.2	88.2	2.6		5.0	7.2	6.1		75	24	33	0	44	27	45	0	103.2	88.8	76.9	0.0	101.5	86.0	73.2	0.0	
0.0	0.0	0.0	0.0	2.1	2.4	2.5	1.1	66	28	25	5	42	47	34	7	131.4	95.3	76.9	73.7	128.8	94.7	80.5	72.8	
100.0	97.9	0.0	0.0	2.2	4.0	4.6	2.8	37	22	12	21	34	26	16	20	138.4	94.0	79.8	66.5	128.2	94.0	77.7	62.3	
96.9	69.2	1.2	0.0	2.0	3.2	7.4	4.7	96	43	48	13	32	48	39	13	145.5	127.7	96.0	60.9	136.1	106.8	80.7	58.5	
100.0	100.0	0.0		3.8	7.8	5.4		19	11	3	0	18	9	13	0	139.6	99.0	—	0.0	128.2	98.4	80.7	0.0	
84.6	4.2	0.0		-0.3	1.2	3.3		54	22	8	0	24	26	9	0	103.2	82.5	68.1	0.0	101.3	83.2	67.7	0.0	
97.7	98.5	0.0	0.0	3.0	6.1	7.9	5.2	50	39	17	1	36	27	16	0	161.0	113.1	91.0	—	150.3	115.7	95.8	0.0	
100.0	60.7	0.0		0.9	2.3	3.1		44	34	22	0	34	50	43	0	119.3	93.7	88.1	0.0	116.6	94.2	77.1	0.0	
100.0	96.7	0.6		5.4	5.5	4.8		213	115	89	0	118	94	77	0	117.0	95.5	92.7	0.0	112.8	94.1	87.5	0.0	
97.0	92.3	1.8		3.7	6.2	6.2		189	86	61	0	142	121	110	0	113.0	95.2	86.4	0.0	108.7	92.3	85.9	0.0	
100.0	94.9	2.3		4.8	7.0	4.4		181	56	94	0	119	81	123	0	111.7	94.4	87.2	0.0	108.4	94.2	83.6	0.0	
100.0	98.6	0.0		2.1	2.8	2.7		104	85	49	0	51	59	42	0	163.7	116.5	100.4	0.0	144.8	113.4	89.4	0.0	
100.0	100.0	0.0	0.0	3.3	3.5	4.5	3.4	12	14	8	5	17	14	16	6	145.9	100.5	78.8	61.8	137.3	100.6	79.7	71.0	
100.0	95.6	0.0		5.7	8.6	6.9		64	29	22	0	65	16	39	0	103.0	85.6	74.5	0.0	101.8	81.4	73.6	0.0	
0.0	0.0	0.0		4.5	5.8	6.5		531	124	129	0	145	61	83	0	249.4	160.7	133.8	0.0	234.5	151.9	128.0	0.0	
95.7	95.8	0.0						613	171	158	0	227	136	90	0	194.4	136.3	115.6	0.0	182.4	125.5	102.8	0.0	
95.9	93.4	0.0						548	155	167	0	233	134	137	0	168.9	115.3	97.7	0.0	157.8	110.9	94.2	0.0	
98.1	99.6	0.0						414	132	84	0	170	110	90	0	174.4	115.8	92.7	0.0	163.8	114.6	99.2	0.0	
95.0	90.6	0.0						670	135	172	0	294	109	120	0	210.3	138.8	108.2	0.0	189.7	127.4	103.0	0.0	
100.0	95.6	0.0						40	40	60	0	15	28	48	0	155.8	108.8	94.4	0.0	138.5	110.4	90.8	0.0	
99.7	99.5	0.0						252	107	152	0	78	77	99	0	164.2	105.9	93.2	0.0	154.7	104.4	84.8	0.0	
98.3	96.9	0.0						466	124	120	0	114	69	93	0	175.3	118.3	104.2	0.0	154.6	108.9	96.5	0.0	
99.8	99.3	0.0						367	77	91	0	157	69	72	0	181.7	110.3	96.0	0.0	163.0	105.1	88.9	0.0	
99.3	99.3	0.0						197	70	75	0	98	63	51	0	164.5	110.9	97.6	0.0	153.3	108.9	92.7	0.0	
98.3	92.9	0.0		1.4	2.6	1.6		61	19	11	0	55	23	8	0	112.9	90.0	76.2	0.0	106.0	87.4	78.5	0.0	
90.9	86.1	0.9	0.0	2.9	3.2	3.2	4.1	125	55	55	17	73	74	58	20	148.1	106.4	80.2	74.5	127.9	96.0	84.3	70.4	
92.2	75.9	2.5	0.0	6.6	7.7	6.2	5.9	91	61	72	8	62	72	130	6	162.6	119.3	101.4	92.1	153.0	116.6	100.6	87.9	
79.4	49.5	0.2	0.0	3.9	5.1	5.0	2.5	597	318	245	1	243	262	207	1	189.7	120.0	102.1	—	161.7	106.3	92.8	—	
86.8	87.8	3.9	0.0	0.4	2.4	2.6	3.9	104	76	49	2	55	71	54	2	222.9	94.0	93.6	—	101.8	87.8	86.2	—	
94.0	54.6	0.0	0.0	1.8	3.1	3.0	4.8	37	10	8	2	13	12	13	3	106.4	85.7	85.7	—	100.4	82.7	69.7	—	
100.0	95.4	0.0	0.0	2.0	3.0	3.7	5.3	18	20	18	1	12	23	20	3	110.1	84.7	62.5	—	103.6	81.9	61.0	—	
100.0	100.0	50.0		-0.3	3.5			21	5	14	0	12	10	10	0	66.8	54.1	49.5	0.0	63.4	57.1	52.2	0.0	
100.0	98.3	0.0	0.0	3.7	4.6	5.4	2.2	42	30	18	4	24	29	34	6	138.8	102.3	83.4	63.2	130.2	98.7	82.3	62.9	
93.2	90.0	0.0	0.0	1.2	3.8	2.8	5.8	72	47	43	34	16	13	18	31	141.9	105.4	92.2	83.1	129.5	102.1	89.3	78.6	
99.1	90.2	0.3	0.0	2.9	4.8	4.1	4.7	300	212	183	78	129	154	195	128	131.9	97.5	81.6	61.2	117.1	88.6	76.1	47.8	
100.0	84.4	0.0	0.0	0.0	1.2	0.5	0.1	29	21	22	10	22	24	26	20	89.7	69.0	56.1	46.8	80.2	71.0	55.9	45.3	
99.8	95.1	3.6	0.0	3.4	3.8	3.9	4.7	357	222	181	176	123	163	121	170	144.8	105.9	99.6	70.6	136.4	98.9	87.0	65.0	
100.0	100.0	0.0	0.0	3.0	4.6	1.3	6.5	56	41	46	70	25	41	51	118	113.9	85.3	74.8	49.7	94.7	85.2	72.9	50.4	
92.7	77.9	0.0	0.0	2.2	2.9	3.4	3.8	111	158	107	102	68	127	127	116	154.9	105.2	101.6	66.5	144.2	109.1	104.8	71.3	
83.8	91.4	0.0		2.0	2.1	3.6		121	117	67	0	64	104	79	0	141.2	103.8	91.8	0.0	127.0	98.9	83.2	0.0	
96.2	69.6	0.0	0.0	2.1	2.2	2.8	4.1	109	62	51	7	73	63	88	7	92.5	68.8	58.1	45.4	86.4	64.5	56.3	44.6	
33.3	0.0	11.1	0.0					1.2	14	7	3	0	7	2	6	1	64.6							

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR				
Connecticut (continued)																					
Quinnipiac U	16	IIA	PI	133.3	96.4	88.9	74.7				104.0	183.9	139.6	121.5	99.5				145.0	39.4	
Trinity Coll		IIB	PI	132.6	99.0	79.0		67.7	54.9	93.5	173.5	131.4	104.5		94.9	70.2	123.3		31.9		
U Bridgeport		IIA	PI	103.4	82.0	69.2		76.8			79.4										
U Connecticut	7	I	PU	153.4	103.6	91.2	74.8	77.4			111.0	190.3	139.2	124.3	106.4	119.4			148.3	33.6	
U Hartford	8	IIA	PI	101.1	77.0	70.2	63.9				79.0	127.8	98.4	88.1	86.7				101.8	28.8	
U New Haven	8	IIA	PI	133.5	99.8	79.0	82.7	69.8			92.4										
U Saint Joseph	8	IIA	PR	95.2	78.3	70.4	54.1				75.8	130.5	111.6	102.8	67.7				108.0	42.5	
Wesleyan U		IIA	PI	152.6	106.5	89.9			78.7	109.4	195.1	137.9	115.6					101.2	140.5	28.5	
Yale U	8	I	PI	214.3	135.0	109.6	93.3	81.0			160.5	261.6	174.3	141.1	119.0	109.0			203.0	26.5	
Delaware																					
U Delaware	8	I	PU	154.8	109.0	92.1	75.3				117.8	205.4	148.5	125.2	112.9				160.0	35.9	
District of Columbia																					
American U		I	PR	166.4	108.4	87.6	72.3				104.6	204.5	136.8	110.0	90.6				130.8	25.0	
Catholic U America		I	PR	109.4	84.3	71.9	52.0				87.2	134.8	104.8	85.2	61.8				106.6	22.2	
Gallaudet U		IIA	PI	129.0	99.8	78.6	71.8	66.2			102.9	194.8	153.1	113.7	100.8	102.8			154.5	50.2	
George Washington U	8	I	PI	179.4	117.0	96.2	85.9				129.3	224.9	152.6	126.3	114.9				167.2	29.3	
Georgetown U		I	PR	203.4	130.0	115.6			103.7	142.9	247.0	162.1	144.5					133.6	178.7	25.1	
Howard U	8	I	PI	113.2	85.6	78.8	64.6	47.6			84.0	142.7	110.7	99.2	81.5	56.2			105.7	25.9	
U Puerto Rico-Ponce		IIB	PU	78.4	64.5	60.3	46.0				65.9	109.7	90.4	89.9	65.4				94.7	43.8	
Florida																					
Bethune-Cookman U		IIB	PR	84.7	62.7	58.0	51.2				59.7	106.5	75.7	75.9	67.4				76.8	28.7	
Eckerd Coll		IIB	PR	90.8	73.3	66.1	47.5				70.0	123.6	100.1	87.9	70.1				96.7	38.1	
Embry-Riddle Aeronautical U-Daytona Beach	1	IIA	PI	113.9	86.0	75.4	51.9				85.9	148.0	112.5	98.3	68.5				112.2	30.6	
Flagler Coll-St. Augustine	1	IIB	PI	78.9	69.6	61.6					67.2		71.2						68.7	2.3	
Florida Agricultural and Mechanical U	8	IIA	PU	104.9	81.1	67.9	60.8				81.6	153.1	117.9	102.3	93.1				120.7	47.9	
Florida Atlantic U	1	I	PU	111.2	83.8	74.2	56.6				84.8	144.8	113.7	99.8	80.2				114.4	34.9	
Florida Gulf Coast U	8	IIA	PU	107.0	81.9	68.6	50.5	—			73.3	147.6	116.5	98.6	74.6	—			105.3	43.7	
Florida International U	8	I	PU	130.9	96.9	86.5	65.7	85.1	88.1		92.9	167.1	128.1	117.1	93.4	117.2	120.6	125.3	34.9		
Florida Southern Coll		IIB	PR	94.3	73.6	67.8	59.1				72.0	115.3	92.9	86.7	77.4				91.5	27.1	
Florida St U	8	I	PU	135.9	98.7	88.6					72.2	103.6	173.7	128.9	114.5				117.5	141.0	36.2
Jacksonville U		IIA	PI	84.8	73.6	76.0	46.4				75.7	111.4	98.4	113.0	66.3				105.6	39.5	
Miami Dade Coll		III	PU	88.1	73.1	65.0	56.9				72.3	105.2	88.3	79.7	69.9				87.6	21.2	
New Coll Florida		IIB	PU	89.0	72.8	63.5	—				75.4	117.3	96.9	85.6	—				100.2	32.9	
Palm Beach Atlantic U	6	IIB	PR	73.5	76.3	60.3	54.9				69.5										
Rollins Coll		IIA	PI	98.0	87.9	67.7		57.4			80.1	134.7	123.2	91.6		77.4		109.8	37.1		
Southeastern U		IIB	PR	85.0	69.2	55.6	46.7	29.1			65.3	107.2	92.1	76.5	62.5	50.1		88.0	34.9		
Stetson U		IIA	PI	122.5	80.5	71.8			60.4	91.4	154.6	106.0	94.5				78.9	118.2	29.3		
The U West Florida	8	IIA	PU	99.7	80.4	68.5	54.2	52.9			73.8	134.5	109.7	90.9	76.9	73.7		100.5	36.2		
U Florida	8	I	PU	149.1	100.0	88.2		70.5			111.9	201.9	142.2	137.2		102.4		159.8	42.8		
U Miami	6	I	PI	164.2	110.6	98.2	94.6	65.1			110.7	205.3	139.9	120.0	131.6	90.0		144.0	30.1		
U North Florida	8	IIA	PU	100.0	75.1	67.7	50.9	42.2			72.9	124.9	92.6	83.8	67.2	56.2		91.7	25.9		
U South Florida-Main Campus	8	I	PU	129.8	93.9	84.4	59.9				92.8	167.7	124.2	114.6	90.8				127.4	37.4	
U South Florida-Sarasota-Manatee	8	I	PU	122.3	96.5	79.0	62.2				78.6	152.9	123.2	104.9	90.1				107.5	36.8	
U South Florida-St Petersburg	8	I	PU	122.7	88.8	58.5	60.7				82.8	153.2	114.1	77.7	79.5				107.0	29.2	
Georgia																					
Agnes Scott Coll		IIB	PR	96.8	77.8	68.2	52.5				83.1	125.8	102.3	88.2	68.6				108.3	30.3	
Berry Coll		IIA	PI	93.8	73.6	63.5	57.4	54.4			72.6	122.5	96.9	85.4	77.9	74.4			96.5	33.0	
Clark Atlanta U	8	IIB	PR	79.2	68.9	60.8	48.0	50.4	50.0	67.1	100.7	88.3	74.9	57.3	60.5	59.5	84.3		25.5		
Clayton St U	8	IIB	PU	77.3	66.7	61.9	56.4	54.4			66.0										
Columbus St U		IIA	PU	82.4	75.3	61.8	56.7	47.2	—		69.5	112.2	104.0	81.7	71.7	62.8	—	93.6	34.8		
Covenant Coll	8	IIB	PR	74.4	65.3	51.3					68.2	105.3	88.2	67.4				94.4	38.4		
Emory U	8	I	PR	177.3	122.0	109.8			52.5		146.4	239.1	167.4	148.5				198.5	35.6		
Georgia Coll and St U		IIA	PU	90.1	71.4	62.8	—				70.8	121.0	94.5	84.8	—	69.5		94.6	33.6		
Georgia Highlands Coll		III	PU	59.7	49.5	46.1	43.1				49.0	75.6	66.5	62.3	58.0			65.2	33.1		

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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
92.0	69.3	0.0	0.0	1.8	2.3	2.7	4.2	61	44	53	7	52	70	82	7	139.4	103.3	92.2	76.8	126.2	92.1	86.7	72.7
91.9	89.3	0.0		1.5	3.2	7.5		47	26	15	0	15	30	20	0	134.1	97.4	78.7	0.0	128.2	100.3	79.3	0.0
100.0	72.6	5.9		4.6	2.5	5.6		14	33	19	0	5	18	32	0	103.1	84.4	67.9	0.0	104.3	77.5	70.0	0.0
98.0	86.4	1.2	0.0	1.3	2.2	0.8	5.8	319	237	183	107	135	182	153	99	157.8	106.9	93.9	79.9	143.1	99.2	88.0	69.3
100.0	95.6	4.9	0.0	0.0	0.5	0.8	1.3	64	59	27	43	24	54	34	35	100.6	77.0	73.0	65.7	102.5	77.1	68.0	61.7
100.0	81.8	4.8	0.0	2.9	4.6	4.2	3.1	41	44	36	10	10	22	26	2	137.4	102.2	80.4	84.3	117.7	94.9	76.9	—
100.0	87.8	0.0	0.0	2.0	2.4	2.6	2.1	10	14	14	1	11	27	53	6	94.2	79.6	73.5	—	96.0	77.6	69.6	55.1
100.0	100.0	0.0		4.1	4.0	4.7		82	31	37	0	34	38	37	0	154.5	107.0	89.5	0.0	148.2	106.1	90.3	0.0
88.1	47.3	0.0	0.0	2.8	5.8	3.7		455	77	113	10	165	54	91	7	217.6	136.3	112.0	83.5	205.3	133.2	106.7	107.2
96.1	81.5	0.0	0.0	4.7	5.3	5.5	5.5	315	211	152	24	120	162	191	72	157.9	111.9	93.8	80.6	146.8	105.2	90.8	73.6
97.3	95.0	3.3	0.0	0.9	4.3	4.8	5.3	120	82	73	125	66	79	79	169	168.7	106.0	91.6	78.2	162.0	110.8	83.8	68.0
98.3	75.5	0.8	0.0		1.1	2.5	0.9	85	94	68	1	32	61	52	7	105.1	86.0	74.0	—	120.5	81.7	69.1	52.2
94.4	64.0	15.2	0.0	3.4	7.1	3.2	7.9	31	15	11	5	41	35	22	6	133.5	94.9	79.7	73.6	125.7	101.9	78.1	70.3
91.5	75.2	0.0	0.0	2.0	3.5	4.0	3.4	261	176	113	52	103	179	141	73	181.2	118.8	101.3	98.3	174.9	115.3	92.1	77.1
94.3	90.8	4.0		4.4	3.6	3.4		223	130	55	0	112	109	46	0	209.7	133.7	118.2	0.0	190.9	125.5	112.5	0.0
98.3	86.9	2.1	0.0	2.9	3.7	3.4	3.2	118	117	81	16	56	89	113	29	115.7	85.8	79.6	64.7	107.8	85.3	78.2	64.5
100.0	100.0	71.9	66.7	0.1		1.8	0.0	24	10	24	10	36	14	40	8	78.5	67.6	61.6	47.3	78.3	62.2	59.4	44.5
66.7	74.3	2.5	0.0	1.3	0.7	0.0	2.0	15	15	49	23	6	20	31	34	80.3	60.7	54.5	53.2	95.8	64.2	64.5	49.8
100.0	100.0	21.4	0.0	2.7	3.9	3.2	7.6	29	15	17	15	14	10	25	21	92.3	75.9	66.3	50.3	87.6	69.4	65.9	45.5
91.5	57.9	1.0	0.0	2.5	3.1	3.4	5.3	71	71	71	19	11	24	32	17	114.6	85.4	76.6	55.0	109.4	88.0	72.9	48.4
0.0	0.0	0.0		2.0	2.0	2.0		6	27	25	0	10	21	29	0	84.2	72.8	61.5	0.0	75.7	65.5	61.6	0.0
95.5	86.3	10.3	0.0	3.9	2.5	2.9	4.0	108	79	76	25	47	89	70	49	104.3	81.6	67.7	59.2	106.4	80.6	68.2	61.6
99.5	93.6	0.0	0.0	2.0	3.2	2.7	2.6	153	109	85	55	62	93	74	79	114.8	85.7	81.0	60.5	102.6	81.6	66.4	53.9
4.4	0.8	0.0	0.0	0.0	0.2	0.4	1.5	45	85	77	44	24	42	71	75	114.8	82.1	66.2	49.9	92.5	81.4	71.1	50.9
93.3	76.2	0.0	0.0	2.8	3.5	2.6	4.1	195	175	131	161	59	115	142	158	132.9	97.7	89.4	67.2	124.3	95.5	83.8	64.2
70.0	48.7	0.0	0.0	2.8	1.7	4.5	3.6	14	22	24	8	6	17	32	14	92.4	76.1	69.3	59.8	98.8	70.3	66.7	58.7
98.4	94.8	0.0		3.5	4.1	3.4		369	178	179	0	123	132	144	0	140.7	102.1	92.9	0.0	121.5	94.2	83.3	0.0
98.0	91.1	3.9	0.0	1.8	5.2	3.4	0.7	26	37	28	7	25	19	49	6	89.2	75.1	77.7	47.4	80.3	70.7	75.0	45.2
100.0	98.6	58.0	9.3	2.1	2.5	2.0	1.8	92	129	73	59	90	146	77	70	88.9	73.4	64.8	56.9	87.4	72.8	65.1	56.8
100.0	100.0	0.0	0.0	1.0	3.6	1.4		17	6	11	0	13	16	13	3	93.0	74.2	66.8	0.0	83.6	72.2	60.7	—
0.0	0.0	0.0	0.0					38	27	29	0	15	29	28	5	74.0	79.4	57.6	0.0	72.3	73.5	63.1	54.9
98.4	74.2	0.0		1.5	3.0	4.3		40	28	30	0	24	34	29	0	102.8	95.3	69.8	0.0	89.9	81.9	65.5	0.0
6.8	0.0	0.0	0.0	1.8	3.3	3.2	7.3	34	27	25	3	10	15	27	8	85.0	69.7	54.8	—	85.0	68.3	56.3	47.2
99.1	60.4	0.0		1.1	1.1	1.1		62	32	25	0	43	21	35	0	117.5	80.5	75.7	0.0	129.8	80.4	69.0	0.0
98.7	98.5	3.8	0.0	4.1	4.4	2.9	1.6	54	37	57	25	21	30	48	32	99.9	84.4	71.0	54.4	99.1	75.6	65.5	54.1
95.7	84.4	1.0		8.8	8.3			587	317	213	0	188	221	198	0	151.9	102.0	92.8	0.0	140.5	97.3	83.2	0.0
98.8	94.8	0.0	0.0	1.3	2.4	2.7	2.3	250	135	78	57	75	97	58	63	165.7	113.9	103.5	97.6	159.6	106.1	91.1	91.9
100.0	98.8	0.0	0.0	0.8	0.6	3.1	2.2	73	93	56	39	37	77	54	60	103.7	77.1	69.6	49.8	92.7	72.6	65.7	51.6
96.2	86.5	0.5	0.3	5.8	7.2	8.5	7.4	255	200	100	136	89	155	98	214	133.4	96.9	89.3	63.9	119.3	90.0	79.5	57.4
100.0	95.0	0.0	0.0	3.6	7.7	5.6	8.5	4	9	9	23	3	11	8	18	142.0	110.9	77.8	62.0	—	84.6	80.4	62.5
100.0	89.5	0.0	0.0	6.8	5.3	10.1	7.5	22	17	14	16	9	21	16	17	124.3	91.3	57.4	60.9	118.7	86.7	59.5	60.5
100.0	95.2	0.0	0.0	1.1	2.4	2.7	0.0	18	7	1	1	19	14	17	3	96.1	80.0	—	—	97.4	76.7	68.3	—
100.0	93.8	1.6	0.0	3.6	3.1	3.0	3.0	28	26	29	2	10	22	33	4	95.7	76.2	62.8	—	88.3	70.7	64.0	52.7
97.9	87.1	8.7	0.0	4.3	5.0	6.8	5.3	38	39	15	2	10	23	31	3	80.9	66.5	62.9	—	72.7	73.1	59.8	—
100.0	94.3	0.0	0.0	2.7	3.1	3.2	4.2	27	44	18	0	31	26	29	12	81.3	68.2	62.6	0.0	73.8	64.2	61.4	56.4
95.2	86.1	4.8	0.0	5.9	5.2	0.6	2.9	59	46	38	3	24	33	46	8	81.6	78.8	62.5	—	84.4	70.5	61.2	58.4
82.1	23.1	0.0		2.9	9.0	7.1		35	9	6	0	4	4	6	0	75.0	67.0	53.0	0.0	68.5	61.3	49.7	0.0
92.5	87.8	0.0		4.2	4.8	6.4		235	119	79	0	113	94	73	0	183.2	126.2	113.9	0.0	165.0	116.8	105.4	0.0
100.0	98.6	1.2	0.0	2.8	5.4	3.8	6.4	60	24	36	0	40	48	45	2	90.1	71.8	61.9	0.0	90.2	71.2	63.5	—
100.0	94.4	33.3	0.0	4.1	4.4	3.9	3.7	16	16	13	10	9	20	26	19	59.2	49.3	43.9	41.6	60.5	49.7	47.2	43.9

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Georgia (continued)																				
Georgia Institute Technology-Main Campus	8	I	PU	168.4	113.1	103.0	55.9	63.1	83.5	130.3	223.8	144.8	132.4	103.8	68.2		168.3	29.2		
Georgia Southern U	8	IIA	PU	82.9	75.5	74.5	54.1	50.0		72.0	106.7	97.2	96.0	73.3	65.2		93.1	29.3		
Kennesaw St U	6	I	PU	91.6	73.5	65.0	46.4	53.0		70.6	125.4	100.8	88.2	59.6	71.9		96.0	36.0		
LaGrange Coll		IIA	PR	70.0	55.6	54.1					60.5									
Mercer U	8	IIA	PI	91.5	76.4	68.8	53.8	65.3		76.4	123.4	106.0	101.9	82.1	89.8		108.0	41.4		
Morehouse Coll		IIB	PI	122.7	111.0	98.5	75.4			107.8										
Spelman Coll		IIB	PI	107.0	78.8	64.9	57.5	62.0		73.8										
Toccoa Falls Coll	8	IIB	PR	57.9	49.9	44.1				48.6	79.5	72.8	64.4				69.9	43.8		
U Georgia	7	I	PU	129.8	96.4	89.0	50.7	72.1		102.5	176.0	132.1	124.1	68.6	96.7		140.1	36.7		
U North Georgia	8	IIA	PU	81.4	67.1	57.8	—	43.8	43.7	58.9										
U West Georgia	1	IIA	PU	83.7	66.5	58.8	43.0	49.1		62.1	119.2	95.0	81.6	60.7	70.0		87.9	41.5		
Wesleyan Coll	1	IIB	PR	66.6	58.5	50.7	—			58.3	87.1	78.6	66.8	—			76.5	31.2		
Young Harris Coll		IIB	PR	71.9	57.6	52.5	40.3			55.0										
Hawaii																				
Chaminade U Honolulu			IIB	PR	82.3	76.0	67.2		54.3		70.9									
Idaho																				
Idaho St U	8	I	PU	85.5	72.7	65.5	46.8	41.5		66.5	123.9	105.3	95.0	84.2	64.4		100.0	50.4		
Lewis-Clark St Coll	8	IIB	PU	66.1	57.3	48.5	46.0	—		54.5	93.5	82.9	72.9	69.6	—		80.1	47.0		
The Coll Idaho		IIB	PI	79.5	65.9	55.9	44.9			63.5										
Illinois																				
Augustana Coll	1	IIB	PR	89.7	69.2	63.3	48.4	49.8		69.5	114.4	90.5	80.8	62.5	67.5		89.7	29.0		
Aurora U	1	IIA	PI	92.2	71.5	61.8				69.5	119.9	92.1	76.3				87.6	26.0		
Bradley U	6	IIA	PI	104.0	79.3	69.9	56.6	46.7		78.6	126.8	98.7	88.5	69.5	57.1		97.7	24.3		
DePaul U	8	I	PR	131.4	96.6	79.1	73.0			96.3	139.4	108.3	83.0	76.6			104.1	8.0		
Dominican U		IIA	PR	88.8	70.3	65.4	—	65.3		73.9	115.0	94.8	85.2	—	79.7		95.9	29.7		
Elmhurst Coll		IIB	PR	84.5	69.0	65.0	58.0	44.7		72.3	111.9	93.9	86.4	71.7	60.1		96.5	33.4		
Governors St U		IIA	PU	102.6	85.6	74.0		64.5	68.6	77.9										
Illinois Coll		IIB	PR	80.6	65.9	54.9	44.5			66.9	99.6	84.7	67.9	55.6			83.7	25.1		
Illinois Institute Technology	8	I	PI	148.5	106.5	94.1	63.2	84.9		117.2	191.6	136.2	117.4	87.7	105.7		149.5	27.6		
Illinois St U	8	I	PU	94.2	75.3	74.8		44.3		74.7	128.3	103.0	99.5		63.5		102.4	37.1		
Illinois Wesleyan U		IIB	PI	88.6	69.5	60.4	—			73.1	126.8	97.0	80.0	—			101.2	38.4		
Knox Coll	8	IIB	PI	82.0	63.1	52.2	49.7			65.5	102.0	75.0	65.6	59.2			80.2	22.5		
Lake Forest Coll		IIB	PI	99.3	78.8	64.2	53.4	79.9		78.5	128.3	104.2	83.3	66.3	102.3		102.1	30.1		
Lewis U		IIA	PR	103.6	86.3	71.5	60.8			83.2	140.0	117.9	97.3	82.6			113.2	36.0		
Lincoln Christian U	8	IIB	PR	52.9	52.0	49.3				52.2	68.1	65.4	62.6				66.7	27.7		
Loyola U Chicago	I	PR	149.2	101.8	87.1	73.1				99.3	201.8	131.7	111.7	102.7			134.1	35.0		
MacMurray Coll	8	IIB	PR	64.9	55.1	50.6	—			53.6	81.3	69.4	64.6	—			67.9	26.7		
McKendree U		IIA	PR	75.9	60.3	58.3	54.4			62.5	93.5	75.0	74.1	68.6			78.3	25.3		
Millikin U		IIB	PR	75.3	61.8	56.0	51.9	39.2		60.5	94.4	80.0	70.4	68.2	53.1		77.5	28.1		
Monmouth Coll		IIB	PR	74.3	63.5	51.9	49.0			61.1	96.3	81.8	67.8	62.6			79.3	29.8		
North Central Coll		IIA	PR	96.5	76.9	65.8	—			78.2	124.5	101.2	83.8	—			100.9	29.0		
Northern Illinois U	I	PU	100.3	77.4	72.2	43.1	66.0			75.5	137.3	108.1	101.5	66.8			107.4	42.2		
Northwestern U		I	PI	211.2	135.4	116.7				172.8	266.6	177.5	153.9				222.2	28.6		
Roosevelt U	8	IIA	PI	100.4	76.4	66.8		48.4	—	77.0	125.5	99.2	93.0		64.0	—	101.1	31.3		
Saint Anthony Coll Nursing	8	IIB	PR	—	74.3	58.0			67.4											
Saint Francis Medical Center Coll Nursing		IIA	PR	91.7	78.7	72.4	61.1			73.8	119.6	104.7	91.3	82.6			96.0	30.1		
Saint Xavier U		IIA	PR	79.1	65.7	63.5	—	36.9	49.9	65.3	100.0	84.7	79.7	—	51.5	62.2	83.4	27.8		
Southern Illinois U-Carbondale	6	I	PU	103.2	77.3	72.4	39.1	44.9		76.0	143.7	108.6	101.8	56.2	64.8		107.1	41.0		
Southern Illinois U-Edwardsville		IIA	PU	88.7	74.5	63.2	45.7	—		69.2	127.0	107.0	91.3	70.0	—		101.0	45.9		
Trinity Christian Coll	8	IIB	PR	72.7	62.3	54.7	—			61.7	92.0	81.7	65.7	—			76.3	23.6		
U Chicago	8	I	PI	234.3	126.0	121.4	63.6	66.5		164.1	297.5	167.4	162.5	95.2	101.9		219.9	34.0		
U Illinois Chicago	8	I	PU	151.1	108.9	92.9	61.3	55.0		110.9	194.0	147.1	130.2	113.5	80.2		151.1	36.2		
U Illinois Springfield	8	IIA	PU	111.2	69.4	71.8	95.5	—		77.4	145.1	97.1	101.3	128.2	—		107.3	38.6		
U Illinois Urbana-Champaign	8	I	PU	150.5	104.2	95.5	56.1	67.7		115.2	190.6	137.3	127.9	86.8	98.6		152.6	32.4		
Western Illinois U	8	IIA	PU	99.5	78.7	62.2	46.9	37.5		76.9	130.5	105.9	88.0	68.4	59.7		105.3	36.9		
Wheaton Coll	8	IIB	PR	98.0	83.1	67.1	60.4			82.8	136.2	118.2	89.5	77.0			114.7	38.5		

APPENDIX I

(6)				(7)				(8)				(9)								(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	95.6	0.0	0.0	2.6	3.9	2.8	8.4	431	218	135	3	89	77	64	7	170.6	114.6	103.8	—	157.2	108.7	101.5	53.2	
100.0	98.5	4.6	0.0	2.2	2.3	2.7	2.1	91	116	128	3	50	84	113	32	85.2	77.8	77.4	—	78.7	72.2	71.3	54.0	
99.3	94.8	8.3	0.0	2.5	3.3	3.1	9.3	172	156	149	17	104	149	151	32	94.3	75.3	66.5	47.4	87.1	71.6	63.6	45.9	
100.0	30.0	0.0	—	—	—	—	—	15	7	14	0	13	13	12	0	69.2	55.5	53.7	0.0	70.9	55.6	54.6	0.0	
97.1	75.2	1.9	0.0	2.2	2.9	3.1	2.6	68	60	41	7	36	65	67	21	92.8	74.6	68.6	52.6	88.9	77.9	68.9	54.2	
2.0																								
100.0	100.0	0.0	0.0	1.1	3.5	2.8	2.5	9	19	13	3	12	42	33	12	94.3	78.0	65.7	—	116.5	79.2	64.5	58.5	
70.0	37.5	43.5	—	2.0	3.3	2.1	—	—	9	5	13	0	1	3	10	0	57.7	49.9	43.9	0.0	—	—	44.4	0.0
98.0	90.6	0.2	0.0	3.0	3.4	3.8	3.6	533	314	243	36	199	240	206	41	132.4	99.0	93.3	49.7	122.7	93.0	83.8	51.6	
100.0	91.0	8.1	0.0	3.5	3.9	2.3	—	69	73	111	1	38	61	112	0	81.7	66.7	57.1	—	81.0	67.6	58.4	0.0	
99.1	90.0	2.5	0.0	2.8	4.6	4.4	3.0	77	54	38	32	32	66	84	48	86.6	65.4	57.9	41.8	76.8	67.3	59.2	43.7	
100.0	92.3	0.0	0.0	6.1	—	—	—	8	5	5	1	14	8	14	2	67.3	57.4	47.4	—	66.2	59.2	51.8	—	
100.0	100.0	48.5	0.0	0.0	6.0	1.7	4.6	5	14	16	4	4	9	17	5	70.2	57.4	52.9	45.1	74.1	57.8	52.2	36.4	
100.0	47.8	4.2	—	-1.0	—	—	—	13	11	10	0	6	12	14	0	83.4	73.2	62.3	0.0	80.1	78.6	70.7	0.0	
96.9	90.4	0.0	2.0	—	—	—	—	95	39	64	30	34	44	56	19	87.3	78.9	68.0	48.3	80.3	67.2	62.6	44.3	
79.1	82.1	3.1	0.0	4.0	3.9	4.2	1.5	29	14	28	12	14	25	36	14	65.6	56.2	47.5	46.1	67.1	57.9	49.4	45.8	
100.0	100.0	0.0	0.0	1.0	0.0	0.0	0.0	15	11	10	10	10	8	12	5	81.3	64.4	56.2	43.2	76.8	67.9	55.6	48.5	
100.0	100.0	0.0	0.0	2.7	3.1	4.3	—	35	29	17	17	27	21	20	24	90.6	68.9	64.9	49.3	88.7	69.7	62.0	47.7	
86.4	80.5	0.0	—	-0.5	0.4	—	—	13	17	36	0	9	24	40	0	91.9	73.3	62.3	0.0	92.7	70.2	61.4	0.0	
98.8	92.5	12.3	0.0	5.4	5.6	5.5	3.7	69	58	56	14	14	49	58	18	106.4	82.5	70.9	61.0	92.0	75.6	69.0	53.2	
99.0	98.1	1.1	0.0	2.5	3.2	3.9	2.5	126	193	77	98	76	169	99	79	139.6	99.1	86.1	78.6	117.7	93.8	73.6	65.9	
100.0	79.6	28.1	0.0	2.0	2.2	2.4	9.6	25	15	16	1	24	29	16	1	92.0	73.5	67.5	—	85.5	68.6	63.3	—	
100.0	79.6	5.0	0.0	2.4	0.0	0.4	0.0	24	16	12	4	29	28	28	1	88.2	71.5	63.8	58.8	81.4	67.6	65.6	—	
100.0	95.1	0.0	—	—	—	—	—	12	29	17	0	18	32	38	0	98.8	86.8	79.6	0.0	105.1	84.6	71.5	0.0	
100.0	90.5	0.0	0.0	0.3	0.6	1.1	0.4	17	12	14	4	11	9	7	1	81.4	67.2	55.3	44.9	79.4	64.3	54.0	—	
79.6	78.7	0.0	0.0	2.4	5.0	5.0	2.0	127	85	55	6	35	23	33	4	150.0	104.9	94.8	70.2	143.2	112.5	92.8	52.8	
100.0	96.2	1.7	—	2.4	2.8	2.6	—	162	133	72	0	93	132	108	0	97.8	77.0	76.7	0.0	88.0	73.7	73.5	0.0	
98.0	95.4	6.5	0.0	1.5	2.5	3.4	1.0	35	22	22	3	15	21	24	0	89.3	71.5	58.1	—	86.8	67.5	62.5	0.0	
97.3	97.8	3.0	0.0	0.1	0.1	0.0	0.0	20	26	15	3	17	19	18	1	82.1	62.8	52.6	—	81.8	63.4	51.9	—	
100.0	100.0	0.0	0.0	2.1	2.4	3.6	2.0	20	15	14	3	6	16	18	1	99.8	77.7	65.5	—	97.6	79.7	63.2	—	
98.4	53.5	0.0	0.0	1.6	3.1	5.3	2.4	39	28	49	3	22	30	49	9	105.0	87.5	71.3	—	101.2	85.1	71.6	61.1	
0.0	0.0	0.0	0.0	1.0	1.5	—	—	14	4	3	0	4	2	1	0	53.2	51.5	—	0.0	52.1	—	—	0.0	
98.4	97.3	5.0	0.0	2.3	2.7	2.8	2.5	129	98	62	139	63	90	57	189	153.2	102.9	89.8	70.7	141.2	100.6	84.3	74.9	
100.0	100.0	0.0	0.0	10.3	1.4	7.3	—	2	5	8	1	4	2	13	1	—	53.3	50.9	—	64.1	—	50.4	—	—
100.0	93.6	12.9	0.0	0.5	0.4	0.1	0.1	10	11	14	5	13	20	17	8	78.8	64.4	63.8	53.0	73.6	58.0	53.7	55.2	
100.0	91.7	0.0	0.0	1.9	1.9	1.5	1.5	21	23	20	9	10	25	23	19	76.9	62.4	55.2	58.3	72.0	61.2	56.7	48.9	
100.0	82.4	0.0	0.0	3.0	3.6	3.8	3.0	14	12	20	2	15	5	20	3	78.0	63.4	52.7	—	70.9	63.8	51.1	—	
84.0	81.4	0.0	0.0	2.1	2.2	1.8	2.2	32	24	22	1	18	19	41	2	99.5	76.6	67.5	—	91.0	77.4	64.8	—	
98.6	97.7	2.2	0.0	0.4	0.1	0.4	1.2	151	128	86	63	64	132	99	96	103.1	75.8	73.4	45.4	93.7	79.0	71.1	41.6	
90.9	79.0	0.0	—	4.0	7.7	5.6	—	473	192	124	0	162	113	108	0	216.7	140.7	122.2	0.0	195.3	126.3	110.3	0.0	
97.8	93.6	4.0	—	3.5	5.3	4.6	—	29	49	28	0	16	44	22	0	109.3	80.2	66.7	0.0	84.2	72.1	66.9	0.0	
0.0	0.0	0.0	0.0	2.5	2.7	4.6	0	1	0	1	0	0	0	12	9	0.0	—	0.0	0.0	0.0	74.3	58.3	—	
0.0	0.0	0.0	0.0	5.3	3.9	4.2	6.9	0	0	2	1	5	7	14	7	0.0	0.0	—	91.7	78.7	72.3	61.5		
96.2	93.2	0.0	0.0	0.4	0.6	0.0	12	26	13	0	14	33	27	3	78.5	65.6	69.7	0.0	79.6	65.8	60.6	—		
97.9	92.9	19.1	0.0	2.2	1.6	2.0	3.9	152	140	90	33	40	85	57	34	105.3	77.0	74.1	38.8	95.4	77.6	69.6	39.3	
100.0	97.7	1.0	0.0	0.7	2.5	3.2	3.9	93	95	53	46	53	80	52	86	14	92.6	75.5	66.2	46.4	81.8	73.3	60.1	45.4
91.7	50.0	0.0	0.0	0.8	2.6	2.1	—	17	5	7	1	7	5	28	0	72.9	63.2	55.3	—	72.1	61.4	54.6	0.0	
94.4	84.1	0.0	0.0	—	—	—	—	510	142	164	56	145	84	87	30	242.5	129.2	128.2	64.4	205.5	120.6	108.4	62.1	
95.1	81.2	0.3	0.0	4.1	5.2	5.1	3.5	230	181	197	4	116	197	191	10	154.0	113.9	96.9	51.6	145.4	104.4	88.7	65.2	
100.0	97.0	0.0	0.0	0.0	2.2	6.4	—	14	53	27	12	2	47	26	14	112.6	74.0	77.1	96.8	—	64.2	66.3	94.4	
97.5	97.1	0.0	0.0	4.1	5.1	4.8	6.2	622	286	288	25	211	203	221	43	153.8	108.1	99.8	65.2	140.6	98.8	90.0	50.8	
100.0	100.0	1.8	0.0	2.2	1.3	1.2	1.6	126	78	52	28	55	62	60	56	100.4	79.7	64.6	45.3	97.3	77.5	60.1	47.8	
94.2	83.9	0.0	0.0	3.1	3.5	5.0	4.5	51	57															

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO			
Indiana																						
Ball St U	8	I	PU	96.2	76.9	63.5	49.8				69.9	131.3	103.8	83.3	62.4				92.0	31.7		
Bethel Coll-Indiana		IIB	PR	63.4	55.9	47.1					52.7	83.8	76.4	76.9					78.3	48.5		
Butler U	8	IIA	PI	93.5	78.4	70.3	52.5				75.2	130.3	117.1	99.2	69.6				106.4	41.5		
Calumet Coll Saint Joseph		IIA	PR	—	59.8	55.8	—				57.4	—	75.4	76.1	—				77.3	34.6		
DePauw U		IIB	PI	100.7	80.1	68.5	—				89.7	134.7	104.2	90.1	—				118.7	32.4		
Earlham Coll		IIB	PR	85.1	71.5	58.6	36.0				68.5	114.2	96.2	79.0	42.9				91.3	33.2		
Franklin Coll		IIB	PR	77.3	62.1	55.5	42.8	37.0			60.1	99.8	80.7	71.3	55.3	48.3			77.6	29.2		
Goshen Coll		IIB	PR	67.2	54.1	44.9					59.3	99.2	72.1	59.3					83.3	40.4		
Hanover Coll		IIB	PR	76.2	68.6	59.0	—				70.3	96.8	87.1	75.1	—				89.3	27.0		
Huntington U		IIB	PR	65.2	57.0	52.8	46.5				57.2	88.9	80.1	72.4	68.7				79.4	38.8		
Indiana Institute Technology	1	IIB	PI	79.0	69.3	58.5	—				64.8											
Indiana St U		I	PU	100.1	80.6	69.8	50.6	47.9			76.1	132.0	108.8	97.1	68.4	55.6			102.7	34.9		
Indiana U-Bloomington	8	I	PU	142.2	97.3	99.9					107.3	175.4	121.9	123.2					134.2	25.1		
Indiana U-East	8	IIB	PU	89.4	72.1	65.7					67.1	124.5	93.2	83.8					87.0	29.7		
Indiana U-Kokomo	8	IIB	PU	92.8	68.7	60.3					62.0	122.1	90.2	78.8					81.4	31.3		
Indiana U-Northwest	8	IIA	PU	90.2	69.6	61.8					69.2	118.6	92.8	80.2					91.1	31.5		
Indiana U-Purdue U-Fort Wayne	8	IIA	PU	89.0	72.3	64.4	57.6			50.7	70.2	126.7	99.7	89.3	77.6				72.1	98.0	39.6	
Indiana U-Purdue U-Indianapolis	8	I	PU	121.9	87.4	78.4					85.8	167.2	115.0	102.7					115.3	34.4		
Indiana U-South Bend	8	IIA	PU	77.0	65.0	63.7					63.1	99.2	83.9	81.9					82.4	30.5		
Indiana U-Southeast	8	IIA	PU	86.7	74.3	64.4					69.5	111.0	94.5	82.0					89.1	28.3		
Indiana Wesleyan U-Marion		IIB	PR	78.6	67.0	57.4	—	49.0			65.6											
Ivy Tech CC		III	PU	70.3	56.6	51.0	46.2	38.6			52.7	101.3	80.9	71.6	58.7	46.4			73.1	38.7		
Manchester U		IIB	PR	75.6	68.3	77.5	—				72.7	106.2	93.2	110.1	—				101.3	39.4		
Purdue U-Calumet Campus	8	IIA	PU	100.1	77.4	68.2	47.6			54.8	75.8	136.5	104.2	92.6	64.3				75.5	102.8	35.7	
Purdue U-Main Campus	8	I	PU	142.4	101.2	89.7	73.6			58.5	111.4	185.7	135.3	119.4	97.8				81.8	147.7	32.6	
Rose-Hulman Institute Technology	8	IIB	PI	119.6	95.5	80.0					101.7											
Saint Mary's Coll		IIB	PR	88.7	70.7	60.2	51.8	54.2			67.9	114.1	91.6	75.4	67.4	70.9			86.9	28.1		
Taylor U	1	IIB	PR	68.3	58.4	51.5	41.2				60.0	103.6	90.9	77.3	52.7				90.8	51.4		
U Evansville		IIA	PR	87.3	74.1	64.9					73.1											
U Indianapolis	8	IIA	PR	88.3	74.7	62.9	53.8				69.1	115.4	99.4	84.9	76.2				92.9	34.4		
U Notre Dame		I	PR	180.9	119.2	107.0				69.5	126.0	230.1	158.5	138.9					92.9	164.6	30.6	
U Southern Indiana	8	IIA	PU	91.8	74.9	64.7	52.2				67.1	123.8	101.7	87.8	72.7				91.7	36.7		
Valparaiso U		IIA	PR	94.2	70.6	64.7	54.0	46.7			69.3											
Wabash Coll		IIB	PI	100.7	79.7	67.3	53.2				80.5	128.3	102.4	87.4	70.6				103.6	28.7		
Iowa																						
Allen Coll	2	IIA	PI	80.9	66.7	56.5	—				64.8	112.8	84.3	91.3	—				95.3	47.1		
Buena Vista U		IIB	PR	69.3	64.6	61.0	29.2				55.6	90.2	83.6	76.8	37.1				71.0	27.6		
Central Coll		IIB	PR	77.4	62.6	55.5					64.4	95.4	78.7	67.3					78.9	22.6		
Clarke U		IIB	PR	64.8	58.9	53.1	52.8				57.0											
Coe Coll		IIB	PR	81.8	63.2	57.1	50.3				64.6	106.0	81.1	73.2	65.8				83.2	28.7		
Cornell Coll		IIB	PR	78.6	59.6	54.7	—	—	—		68.3	110.1	86.5	74.7	—	—	—	95.5	39.9			
Drake U		IIA	PI	113.0	85.5	74.6	—				90.2	153.7	116.8	102.2	—				123.6	37.0		
Faith Baptist Bible Coll and Theological Seminary		IIA	PR	46.6	—	41.8					44.9	63.3	—	56.5					60.3	34.1		
Graceland U-Lamoni		IIA	PR	74.4	59.5	49.0	39.4			59.8	59.3											
Grinnell Coll		IIA	PI	136.8	103.5	84.2	63.7	—			106.1	179.3	137.4	109.5	80.8	—			139.1	31.1		
Iowa St U	8	I	PU	130.5	98.0	84.4			62.2		99.7	180.4	134.5	118.6					138.7	39.1		
Kirkwood CC	18	III	PU	74.7	64.9	60.4	55.3				65.5	117.6	106.7	96.2	84.9				103.7	58.3		
Loras Coll		IIB	PR	66.1	55.5	51.3	45.5				56.8	81.5	71.3	63.5	55.6				71.4	25.7		
Luther Coll		IIB	PR	81.3	68.2	58.5	52.2				69.2	109.6	90.9	76.4	69.0				92.1	33.1		
Morningside Coll		IIB	PR	75.6	60.5	53.9	58.2				61.4	100.3	82.0	72.3	73.2				81.1	32.1		
Northwestern Coll		IIB	PR	68.1	58.8	50.6	48.6				58.6											
Simpson Coll		IIB	PR	65.5	56.5	51.4	—				58.8	87.8	75.4	63.6	—				77.3	31.4		
U Iowa	8	I	PU	141.1	96.4	87.8	67.4	58.3	52.3		102.1	198.7	136.8	124.1	89.6	75.7	80.7	142.6	39.6			
U Northern Iowa		IIA	PU	92.7	75.7	65.7	57.7				76.0	123.1	102.4	90.4	80.6				103.1	35.7		
Wartburg Coll		IIB	PR	69.0	58.0	55.1				60.6	100.7	87.0	76.4					71.1	37.6	44.5		

Kansas

Baker U		IIB	PR	70.9	54.6	45.9	—				56.7	87.8	68.4	54.7	—				69.5	22.5
Benedictine Coll		IIB	PR	71.3	63.5	61.3	73.5	—			64.1	84.2	74.0	73.1	81.5	—			75.5	17.8

APPENDIX I

(6)				(7)				(8)				(9)								(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
99.1	94.3	5.9	0.0	0.5	2.1	2.1	1.6	145	124	165	95	65	103	173	152	99.8	80.0	64.5	51.1	88.1	73.2	62.5	49.0
100.0	92.9	3.2		0.0	0.0	0.5		6	16	14	0	2	12	17	0	64.4	55.8	47.1	0.0	—	56.0	47.2	0.0
95.7	50.0	2.7	0.0	2.8	1.9	2.4	3.0	63	52	34	32	31	66	40	45	96.7	80.5	69.0	53.2	87.0	76.8	71.4	52.0
100.0	100.0	8.3	0.0	0.0	0.0	0.0	0.0	3	7	7	1	0	5	5	2	—	61.1	52.8	—	0.0	58.1	60.0	—
99.2	92.6	5.7	0.0	3.0	5.2	4.6		71	27	17	0	46	27	18	1	102.3	80.3	68.8	0.0	98.2	79.9	68.1	—
95.0	100.0	0.0	0.0	12.5				26	12	20	3	14	15	22	7	84.3	72.9	58.7	—	86.6	70.4	58.5	38.2
100.0	93.8	0.0	0.0	0.5	1.9	2.4	2.7	16	8	12	2	4	8	14	5	78.1	61.8	60.4	—	74.4	62.4	51.4	40.8
90.6	8.7	0.0		1.6	1.7	1.4		17	10	2	0	15	13	7	0	66.6	55.0	—	0.0	67.8	53.4	44.7	0.0
100.0	94.1	0.0	0.0	0.2	15.0	12.3		27	12	8	1	18	5	9	1	76.2	69.0	62.5	—	76.4	67.7	56.0	—
95.5	73.3	0.0	0.0	0.0	0.8	0.8	3.1	15	9	11	3	7	6	10	4	62.1	57.2	52.3	—	71.4	56.5	53.4	49.2
100.0	74.1	0.0	0.0	3.9	3.0	6.5	12.2	4	18	6	1	1	9	16	2	82.8	68.0	61.3	—	—	71.8	57.5	—
100.0	95.9	4.7	0.0	2.2	3.3	3.1	4.5	84	62	47	50	39	60	59	54	102.9	83.3	69.0	49.9	94.1	77.8	70.4	51.2
90.8	78.6	0.0		1.7	2.9	3.0		501	281	202	0	183	215	149	0	146.5	101.4	107.5	0.0	130.4	91.9	89.8	0.0
100.0	63.6	0.0		2.5		3.1		4	10	17	0	3	12	33	0	96.6	66.7	64.1	0.0	—	76.6	66.4	0.0
100.0	69.6	0.0		2.3	3.5	2.5		7	11	15	0	3	12	29	0	98.1	68.2	60.2	0.0	—	69.1	60.3	0.0
100.0	68.1	0.0		2.2	3.0	3.2		17	26	17	0	12	21	37	0	97.3	70.0	64.2	0.0	80.2	69.0	60.6	0.0
98.6	98.4	2.1	22.2	-0.2	0.7	1.5		54	72	42	4	19	54	55	5	92.2	71.4	64.7	57.2	79.6	73.5	64.2	57.9
89.3	74.5	0.7		2.1	2.5	3.3		167	174	115	0	76	159	166	0	125.9	89.5	85.2	0.0	113.2	85.0	73.7	0.0
100.0	87.7	0.0		1.1	1.2	3.1		30	48	22	0	17	33	29	0	79.1	66.3	67.9	0.0	73.4	63.0	60.4	0.0
95.4	77.8	0.0		1.0	0.6	1.3		26	27	18	0	17	27	25	0	88.7	75.9	69.7	0.0	83.7	72.6	60.6	0.0
0.0	0.0	0.0	0.0	2.2	2.1	2.3	15.1	51	44	51	0	24	38	68	1	78.6	67.5	57.8	0.0	78.5	66.4	57.0	—
0.0	0.0	0.0	0.0					39	111	292	99	51	219	379	140	70.2	57.6	49.8	46.2	70.4	56.1	51.9	46.2
90.0	82.5	0.0	0.0			10.4		12	23	19	1	8	17	22	2	78.7	67.0	75.9	—	71.0	70.1	78.8	—
100.0	95.8	1.0	0.0	0.0	0.4	1.4	4.0	58	65	40	5	26	54	57	16	101.0	77.7	71.4	65.6	98.2	77.1	65.9	41.9
95.4	85.5	0.3	0.0	2.8	3.5	3.7	5.9	700	336	337	6	183	201	259	4	144.2	103.5	92.4	70.0	135.6	97.4	86.2	79.0
98.6	94.6	0.0		2.0	2.7	2.9		64	41	29	0	9	14	16	0	119.8	96.7	81.0	0.0	118.5	92.3	78.3	0.0
100.0	100.0	6.4	0.0	3.6	4.4	4.0	4.5	9	12	15	5	22	28	32	14	86.9	71.0	61.0	54.5	89.4	70.6	59.9	50.9
94.6	61.8	7.9	0.0	1.1	1.5	1.7	1.7	43	25	24	1	13	9	14	4	68.5	58.8	52.0	—	67.7	57.3	50.7	41.5
100.0	95.2	7.9		2.0	3.5	2.7		36	34	24	0	7	28	39	0	89.7	78.8	61.5	0.0	75.0	68.4	67.0	0.0
95.0	83.8	0.0	0.0	2.6	3.8	3.8	6.7	21	38	51	13	19	42	82	12	90.3	76.1	66.1	51.9	86.1	73.5	60.9	55.8
100.0	96.0	0.0		3.9	4.4	4.5		340	181	130	0	75	95	62	0	184.8	120.5	111.0	0.0	163.4	116.6	98.6	0.0
97.3	85.0	4.5	0.0	1.6	2.3	2.6	3.1	27	54	47	29	10	39	65	63	94.2	77.8	68.4	52.4	85.3	70.8	62.0	52.0
93.3	48.5	5.0	0.0	3.0	3.6	3.3	2.2	45	51	36	11	15	46	24	17	95.3	75.1	65.8	48.1	90.9	65.7	63.1	57.7
100.0	97.7	0.0	0.0	1.3	2.5	3.8	1.0	15	26	7	3	4	17	9	2	99.8	81.0	67.5	—	104.2	77.7	67.2	—
0.0	0.0	0.0	0.0	2.5	5.7	4.1	2.5	0	1	1	0	11	8	20	2	0.0	—	0.0	80.9	66.2	56.6	—	
94.4	94.7	11.4	0.0	6.3	2.1	1.9	0.8	8	10	16	15	10	9	19	8	68.1	69.3	59.4	21.1	70.4	59.4	62.4	44.4
100.0	100.0	0.0		1.9	2.3	2.7		20	16	10	0	11	16	10	0	77.8	62.9	56.4	0.0	76.7	62.3	54.6	0.0
100.0	88.9	2.9	0.0					7	8	10	2	15	10	24	9	66.5	57.7	54.4	—	64.0	59.7	52.6	52.2
100.0	100.0	7.0	0.0	0.2	0.0	0.5	13.4	18	12	20	1	8	15	23	5	79.6	65.4	57.6	—	86.8	61.5	56.6	48.6
100.0	100.0	0.0	0.0	2.6	3.3	2.3	2.5	23	6	7	1	18	12	7	1	82.5	61.5	56.2	—	73.7	58.7	53.1	—
91.8	79.2	3.7	0.0	1.2	0.9	0.6	1.3	54	62	40	1	31	68	42	1	118.3	86.5	74.2	—	103.8	84.6	75.0	—
0.0	0.0	0.0			1.0	2.0		10	2	3	0	0	1	3	0	46.6	—	0.0	0.0	—	—	0.0	—
100.0	94.1	0.0	0.0	7.9	4.9	7.8	2.0	11	9	15	2	13	8	11	3	70.5	56.2	47.7	—	77.7	63.2	50.9	—
100.0	96.6	0.0	0.0	7.0	6.9	7.3	3.5	26	36	22	5	24	23	19	7	141.7	103.6	84.4	63.5	131.4	103.4	84.0	63.8
98.8	93.0	0.2		1.0	1.2	0.8		396	256	224	0	110	146	198	0	132.0	100.8	87.6	0.0	125.0	93.0	80.8	0.0
0.0	0.0	0.0	0.0	3.5	3.7	3.9	4.1	61	21	25	34	39	25	33	24	74.4	63.9	59.9	55.6	75.1	65.8	60.7	54.8
96.0	86.1	0.0	0.0	2.5	2.9	6.6	0.0	22	21	13	2	3	22	9	3	65.8	58.8	50.9	—	—	52.2	51.9	—
100.0	93.7	2.9	0.0	1.1	1.9	2.5	1.0	36	31	15	5	20	32	19	10	80.5	69.3	58.7	52.4	82.8	67.1	58.3	52.1
93.3	81.0	5.6	0.0	0.0	0.2	0.4	0.5	10	13	6	8	5	8	12	10	76.2	60.0	54.8	63.2	74.4	61.2	53.5	54.2
100.0	95.0	5.3	0.0	3.9	4.0	4.8	5.7	22	12	10	5	8	8	9	9	68.6	58.9	49.6	48.0	67.0	58.7	51.7	48.9
100.0	100.0	0.0	0.0	-0.4	-0.1	-0.5	-0.5	23	11	14	1	19	9	16	0	65.7	58.6	51.1	—	65.4	54.1	51.8	0.0
92.7	82.8	0.0	0.0	3.2	4.0	5.0	5.9	343	219	146	37	136	177	143	19	145.9	100.3	93.4	72.6	128.9	91.6	82.1	57.2
100.0	94.5	5.4	26.3	0.9	1.7	2.1	2.1	104	87	50	27	56	76	62	53	95.9	77.6	67.7	60.1	86.8	73.5	64.0	56.5
100.0	100.0	0.																					

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO			
Kansas (continued)																						
Emporia St U	6	IIA	PU	70.9	64.3	61.3	41.7				62.0	95.7	85.6	79.8	56.0				82.4	32.9		
Fort Hays St U	8	IIB	PU	80.6	68.8	60.1	50.5				63.3	107.8	96.2	79.8	67.9				85.5	35.0		
Kansas St U	8	I	PU	113.9	86.1	76.8	51.4	61.8			83.0	150.0	112.0	101.5	71.8	79.6			110.3	32.9		
McPherson Coll	8	IIB	PR	63.5	55.4	47.5					54.0	81.4	72.9	60.9					69.9	29.6		
Ottawa U-Ottawa	1	IIB	PR	69.0	54.3	52.5	—				57.2	88.1	79.8	74.0	—				81.3	42.3		
Pittsburg St U		IIB	PU	82.9	66.2	57.2	48.5				66.3	110.6	89.0	74.7	63.1				87.7	32.4		
Southwestern Coll		IIB	PR	65.9	59.8	50.8	31.5				54.9	81.8	75.8	65.6	38.5				69.4	26.3		
U Kansas	8	I	PU	128.6	84.9	76.8			56.3		95.6	157.4	107.6	97.2			73.9		120.2	25.8		
Washburn U	8	IIB	PU	96.3	70.5	60.4		46.8			68.7											
Wichita St U	8	I	PU	103.0	75.2	64.9	43.6			53.3	73.1	135.7	98.8	87.6	60.6			77.3	99.2	35.7		
Kentucky																						
Bellarmine U		IIB	PR	102.6	78.1	66.3	63.1				78.2	137.4	108.3	95.2	99.7				110.6	41.4		
Berea Coll		IIB	PI	91.5	73.5	60.5	52.1				74.0	116.6	93.7	77.4	65.4				94.3	27.4		
Centre Coll	1	IIB	PR	96.2	74.4	61.7	—				74.4	123.4	94.0	78.3	—				94.5	27.1		
Eastern Kentucky U		IIB	PU	78.2	62.2	61.5	64.9	50.9	48.6		64.1	97.5	75.3	72.3	75.3	61.5	57.0	77.2	20.4			
Georgetown Coll	1	IIB	PR	63.6	53.6	45.6	40.7	—			55.4	72.3	62.5	49.8	48.8	—			63.9	15.3		
Kentucky Christian U	1	IIB	PR	48.9	44.6	37.8	—				40.2	60.9	49.7	52.1	—				52.7	31.2		
Kentucky Wesleyan Coll		IIB	PR	52.8	52.3	44.4					47.5	66.5	78.1	56.2					63.1	32.7		
Morehead St U		IIB	PU	75.9	65.0	52.9	42.4				60.2	105.1	88.5	72.5	61.0				83.6	38.8		
Murray St U	8	IIA	PU	86.9	70.3	59.6	—	46.9			64.2	123.7	98.5	82.1			69.1		90.9	41.5		
Northern Kentucky U	1	IIB	PU	98.9	73.7	68.9		48.6			69.5	129.9	97.2	90.3				68.5	93.7	34.8		
Transylvania U		IIB	PR	76.2	64.9	58.5	—				67.4	102.4	87.2	77.2	—				90.3	33.9		
U Kentucky		I	PU	126.6	93.0	83.4		61.2			97.9	169.5	131.6	116.7			83.3		135.0	37.9		
U Louisville	8	I	PU	118.5	83.8	70.3	52.4	—	—		87.8	170.5	120.1	103.1	83.3	—	—		128.0	45.8		
U Pikeville	8	IIB	PR	65.0	56.3	47.0	45.2				54.8	79.4	69.1	58.4	54.2				67.2	22.7		
Union Coll		IIB	PR	50.2	46.5	46.0	34.7				46.2	58.9	56.4	54.8	40.7				55.0	19.1		
Western Kentucky U	8	IIA	PU	86.0	68.4	60.7	46.8	—	52.1		66.1	119.9	93.9	82.3	65.5	—	72.2	91.1	37.9			
Louisiana																						
Centenary Coll Louisiana		IIB	PR	75.5	58.3	55.4	—				64.0	96.6	73.8	70.2					81.4	27.2		
Louisiana St U and Agricultural & Mechanical Coll	8	I	PU	123.5	86.2	81.1	49.5	81.4			90.2	174.8	123.1	117.3	73.0	119.1			129.6	43.8		
Louisiana St U-Eunice		III	PU	58.3	57.0	46.4	45.3				49.6	85.9	87.7	69.3	66.3				73.3	47.8		
Louisiana Tech U		I	PU	88.6	71.4	69.2	42.4	60.2	59.7		67.5	140.3	108.4	104.0	64.6	88.2	93.9	102.8	52.4			
Loyola U New Orleans		IIB	PR	109.2	72.7	67.1	59.1				78.4	140.1	96.6	91.9			79.1		103.9	32.5		
McNeese St U	8	IIA	PU	81.1	63.1	57.3	42.7				59.9	115.0	89.9	82.4	62.0				85.8	43.4		
Southeastern Louisiana U	8	IIA	PU	83.0	70.1	61.5	45.7				59.7	119.2	96.7	86.3	64.5				84.1	40.9		
Tulane U Louisiana	8	I	PI	149.7	92.5	93.3	75.5	70.5			101.8	185.4	122.7	116.8	89.6	88.8			128.4	26.1		
U New Orleans		I	PU	84.8	67.8	70.3	38.7				67.8											
Maine																						
Bates Coll		IIB	PI	134.5	100.9	82.9	69.5	78.2			101.2	172.9	131.7	110.8	90.8	105.1			132.6	31.1		
Bowdoin Coll		IIB	PI	146.6	107.5	87.4		71.2	70.5		110.7	190.6	142.7	117.6		94.0	90.0	146.2	32.0			
Colby Coll		IIB	PI	144.7	104.6	85.6	73.9				109.4	189.6	138.6	110.8	89.9				142.1	29.9		
U Maine	8	I	PU	112.7	85.5	68.5	54.4	56.8			85.5	150.1	116.7	97.0	77.4	80.8			117.7	37.6		
U Maine Augusta	8	IIB	PU	81.5	66.8	53.4	—	54.7			67.5	112.2	95.6	75.8	—	76.4			94.7	40.3		
U Maine Farmington	8	IIB	PU	77.1	62.9	52.3	53.5	48.4			62.5	107.1	90.1	77.6	76.7	70.1			89.7	43.5		
U Maine Fort Kent	8	IIB	PU	75.6	71.1	53.7	—	—			65.1	101.4	94.5	86.4	—	—			92.5	42.1		
U Maine Machias	8	IIB	PU	69.2	58.4	48.4	—	—			57.4	100.0	89.0	72.7	—	—			85.5	49.0		
U Maine Presque Isle	8	IIB	PU	70.9	63.2	52.5	—	—			60.0	101.3	93.2	88.5	—	—			91.9	53.1		
U New England	8	IIA	PI	99.7	85.7	82.5	—	54.0			80.6	140.6	127.4	116.9	—	74.1			115.2	42.9		
U Southern Maine	8	IIA	PU	98.1	82.5	61.8	—	54.1			78.2	134.1	114.3	86.6	—	74.2			108.0	38.1		
Maryland																						
Bowie St U		IIA	PU	98.1	93.4	72.4	70.1	58.0			80.1	128.3	124.0	92.2			74.4		103.8	29.6		
Cecil Coll	8	III	PU	79.5	66.5	55.9	—				65.3	104.6	85.0	76.8	—				87.4	33.9		
Coppin St U	1	IIA	PU	88.2	73.3	73.9	—	58.5			75.5	115.3	99.6	96.2	—	62.0			98.7	30.6		
Frostburg St U	8	IIA	PU	91.6	73.7	68.3	61.1	36.9			70.9	126.9	103.4	96.2	88.1	46.4			97.7	37.8		

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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	3.7	0.0	2.5	3.7	2.7	7.5	45	33	34	13	28	24	47	23	72.7	64.9	65.6	40.6	68.2	63.4	58.2	42.2	
98.1	95.1	10.6	0.0	2.8	3.6	4.1	3.8	37	49	66	22	16	32	47	56	83.0	69.5	60.9	53.2	75.2	67.8	59.1	49.5	
93.3	92.5	0.4	0.0	3.4	4.1	4.8	4.5	204	170	151	85	64	124	131	126	116.8	89.0	80.5	55.8	104.6	82.2	72.5	48.4	
100.0	82.4	0.0		13.7	1.1			6	13	8	0	3	4	9	0	63.7	55.1	48.3	0.0	—	56.3	46.8	0.0	
100.0	42.9	0.0	0.0	4.7	2.9	9.8	0.0	4	9	3	1	5	5	4	1	68.0	52.0	—	—	69.8	59.5	56.2	—	
100.0	96.3	11.0	0.0	0.3	0.3	0.0	0.0	70	50	45	18	36	30	37	39	84.5	67.8	57.6	48.0	79.9	63.5	56.7	48.7	
100.0	91.7	0.0	0.0	-0.9	-0.2	1.1	2.1	8	1	9	4	3	11	6	1	66.2	—	51.7	29.4	—	60.5	49.5	—	
96.6	96.7	0.0		1.0	1.7	3.3		328	206	139	0	115	156	75	0	131.3	88.4	78.8	0.0	120.9	80.3	73.1	0.0	
100.0	90.2	18.8		2.9	3.8	3.0		41	26	24	0	37	25	45	0	100.7	69.5	59.6	0.0	91.5	71.5	60.8	0.0	
100.0	98.4	2.7	0.0	3.2	2.3	3.7	1.7	90	73	66	10	27	54	46	15	106.2	80.2	69.0	39.7	92.2	68.5	59.0	46.2	
85.0	69.2	1.8	0.0					28	23	21	6	12	29	36	13	105.1	78.0	64.0	66.1	96.7	78.1	67.6	61.6	
91.9	74.1	0.0	0.0	6.0	5.7	7.4	8.7	19	33	14	4	18	25	19	4	91.9	74.0	61.3	51.4	91.0	72.9	60.0	52.9	
100.0	93.8	0.0	0.0	5.2	5.5	2.8	2.5	24	17	28	2	11	15	30	1	98.1	75.9	62.3	—	92.0	72.7	61.1	—	
97.8	82.3	14.7	0.0		0.2	0.5	0.2	84	103	96	8	55	106	115	18	79.8	62.7	62.1	77.2	75.8	61.8	61.0	59.4	
100.0	76.9	25.0	0.0	0.1	0.1	5.9	0.0	21	17	1	3	9	22	3	4	63.1	52.9	—	—	64.8	54.2	—	37.5	
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	4	6	0	2	0	13	1	—	44.6	42.6	0.0	—	0.0	35.6	—	—
100.0	81.8	0.0		0.0	1.0	2.5		4	5	14	0	1	6	11	0	51.6	49.5	46.4	0.0	—	54.7	41.8	0.0	
100.0	97.3	1.9	1.3	2.7	2.6	2.2	2.2	43	59	32	33	33	53	21	42	77.8	67.3	53.5	41.5	73.4	62.4	51.9	43.0	
97.7	96.3	8.0	0.0	2.6	3.5	1.7		58	66	72	1	29	41	78	0	90.9	72.5	60.9	—	79.1	66.7	58.4	0.0	
98.4	98.7	0.0		2.4	5.3	5.3		79	73	37	0	42	76	62	0	100.7	75.2	74.3	0.0	95.4	72.3	65.7	0.0	
100.0	100.0	0.0	0.0	2.6	4.2	2.2	2.0	20	14	9	1	10	18	8	1	76.5	65.7	58.8	—	75.5	64.3	58.0	—	
100.0	97.4	0.0		2.9	3.5	3.4		354	249	144	0	107	179	148	0	129.0	93.4	89.2	0.0	118.6	92.5	77.8	0.0	
96.1	84.0	2.2	2.4		0.3	2.1	0.7	219	150	151	27	92	132	161	58	122.5	87.6	71.7	51.9	109.2	79.5	69.0	52.6	
0.0	0.0	0.0	0.0	6.2	0.6			12	10	6	4	5	13	11	4	63.7	59.5	46.2	42.4	68.0	53.8	47.4	48.0	
91.7	54.6	0.0	0.0	5.0	4.1	3.5	11.8	9	7	10	1	3	4	9	3	50.7	46.2	41.2	—	—	47.1	51.2	—	
98.9	94.5	6.4	0.0	2.3	3.4	3.3	4.0	116	115	69	47	58	121	103	85	87.4	70.9	64.4	46.4	83.2	66.1	58.2	46.9	
100.0	100.0	5.0	0.0	1.2	0.6	0.4		17	6	13	1	8	4	7	1	74.4	59.4	55.9	—	77.9	56.8	54.4	—	
98.6	92.4	0.0	0.0	4.7	5.1	4.6	3.1	347	181	179	104	92	109	137	150	126.9	87.2	83.1	51.7	110.6	84.5	78.4	47.9	
92.3	90.0	16.7	0.0	4.0	3.0		6.9	8	5	3	13	5	5	3	27	59.0	57.3	—	41.2	57.2	56.7	—	47.3	
91.5	86.8	13.0	0.0	-0.4	0.8	0.6	0.3	39	72	66	24	20	34	49	38	94.6	73.5	75.6	45.7	77.0	67.0	60.5	40.4	
100.0	86.4	5.1	0.0	0.0	0.6	0.6		47	33	21	0	22	26	18	0	111.6	72.5	70.5	0.0	104.2	72.9	63.1	0.0	
100.0	94.3	41.1	0.0	0.1	1.9	0.7	0.3	32	31	42	23	14	22	53	30	83.0	65.4	58.0	43.4	76.9	59.9	56.7	42.1	
100.0	100.0	11.1	0.0	6.1	7.0	4.7	6.5	66	42	23	70	29	43	31	160	85.2	74.1	62.6	43.7	78.0	66.3	60.7	46.6	
98.0	89.9	0.0	0.0	2.2	3.7	4.2	4.1	149	86	89	26	50	73	80	26	152.7	94.6	101.5	81.2	140.4	90.0	84.2	69.7	
92.2	96.9	0.0	0.0	-0.1	0.4	0.2	0.0	60	42	36	19	17	22	12	30	85.6	66.0	73.0	37.8	82.0	71.2	62.3	39.3	
100.0	100.0	0.0	0.0	3.6	4.3	6.3	1.1	32	20	19	9	22	28	11	10	138.7	103.4	83.3	69.9	128.5	99.0	82.3	69.2	
100.0	100.0	0.0		3.7	4.3	5.2		36	20	18	0	30	34	30	0	144.7	108.4	90.1	0.0	148.9	107.0	85.8	0.0	
98.5	94.1	0.0	0.0	2.5	4.5	5.4	2.5	41	27	23	14	25	24	30	9	147.5	103.9	86.5	75.2	139.9	105.4	84.8	71.8	
99.4	95.8	0.0	0.0	1.1	1.7	0.0	0.0	128	69	73	1	42	50	61	6	114.5	90.0	69.5	—	107.2	79.3	67.3	52.4	
100.0	100.0	0.0	0.0	2.1	0.6	0.0	16	10	7	0	12	16	9	2	84.5	64.7	55.8	0.0	77.4	68.1	51.5	—		
100.0	97.1	0.0	0.0	1.6	1.9	0.0	0.0	17	14	10	1	14	21	20	4	76.9	65.6	52.4	—	77.4	61.0	52.3	54.0	
90.0	75.0	28.6	0.0	3.1	6.1	0.0	0.0	5	6	3	0	5	2	4	2	73.1	67.5	—	0.0	78.1	—	55.8	—	
100.0	100.0	11.1	0.0	0.0	3.9	0.0		5	5	6	1	4	4	3	0	68.3	61.3	48.4	—	70.2	54.7	—	0.0	
100.0	72.7	0.0	0.0	2.9	7.6	0.8	0.0	7	5	5	1	3	6	9	0	70.8	61.6	53.5	—	—	64.5	51.9	0.0	
82.2	65.8	0.0	0.0	2.8	4.3	4.2	10.1	26	38	15	1	19	38	51	1	101.4	90.0	87.1	—	97.4	81.5	81.1	—	
92.1	93.7	2.5	0.0	0.9	1.9	1.9	0.0	49	37	16	0	27	42	24	2	100.1	87.8	61.4	0.0	94.4	77.8	62.1	—	
95.1	63.5	22.8	0.0	1.5	1.9	0.5		29	20	40	0	12	32	39	9	99.9	80.6	74.1	0.0	93.7	101.4	70.6	70.1	
5.3	0.0	0.0	0.0	3.9	6.0	4.7		4	2	15	1	15	6	9	1	80.7	—	56.1	—	79.2	69.2	55.5	—	
91.3	81.6	51.0	0.0	0.0	-0.8	1.1		12	20	19	0	11	18	32	1	89.3	77.1	75.7	0.0	87.1	69.0	72.8	—	
100.0	89.5	12.1	0.0	-0.3	0.4	5.4	4.0	47	41	32	1	19	35	26	6	93.1	72.7	68.2	—	87.9	74.9	68.3	62.0	

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO	IN		
 Maryland (continued)																						
Goucher Coll		IIB	PI	91.0	76.5	62.5	52.3	—		71.7	114.8	96.1	78.3	66.5	—		90.7	26.5				
Hood Coll	8	IIA	PI	82.2	65.1	56.9	—			67.2	99.1	84.3	74.5	—				85.4	27.2			
Howard CC		III	PU	93.2	74.7	65.5	62.0			76.6	134.6	103.8	94.3	91.2				109.3	42.7			
Johns Hopkins U	8	I	PI	184.2	124.0	108.7	72.0	78.2	104.2	127.2	246.9	174.8	150.9	100.1	107.1	157.9	177.4	39.4				
Loyola U Maryland		IIA	PR	125.2	94.1	81.0	71.1	56.6		90.3	155.1	118.4	100.9	102.2	68.1			113.0	25.2			
McDaniel Coll		IIB	PI	81.7	66.3	56.6		53.9		68.4	113.3	89.6	76.8	69.2				92.9	35.8			
Montgomery Coll		III	PU	96.5	78.3	73.4	69.8			88.4	116.1	94.2	89.9	78.5				106.5	20.5			
Mount St Mary's U		IIA	PR	96.8	73.8	65.5	—	57.2		73.0	117.1	92.0	83.3	—	68.9			90.9	24.6			
Salisbury U		IIA	PU	97.5	79.1	72.7	70.8	52.2		76.1	131.5	110.2	101.7	101.8	63.0			102.6	34.8			
St Mary's Coll Maryland	8	IIB	PU	92.3	73.1	61.4	—			76.9	119.5	95.5	81.0	—				100.4	30.6			
The CC Baltimore County	12	III	PU	95.9	80.5	68.7	57.2			74.6	133.9	113.5	99.5	85.4				107.2	43.6			
Towson U		IIA	PU	96.3	82.3	70.4	61.9	46.1		73.6	133.4	113.1	96.4	84.6	63.0			101.1	37.4			
U Maryland Eastern Shore	12	IIA	PU	102.8	86.1	79.5	—	57.7		82.3	171.7	137.6	126.9	—	91.5			132.3	60.8			
U Maryland, Baltimore		I	PU	163.3	113.0	92.7	71.1	76.3		111.4	219.3	154.6	124.2	103.8	99.3			152.0	36.5			
U Maryland-Baltimore County	8	I	PU	125.0	89.2	78.4	60.8	59.1	—	91.0	168.5	118.1	104.9	96.9	83.2	—		123.4	35.6			
U Maryland-Coll Park	8	I	PU	160.8	108.7	95.4	68.2	63.5		118.8	221.0	142.1	127.0	105.5	89.6			161.3	35.8			
United Sts Naval Academy	8	IIB	PU	133.9	109.6	92.7	64.7		120.2	110.1	165.8	131.4	110.5	82.4			144.7	134.2	21.9			
Washington Coll		IIB	PI	96.6	78.9	66.4	54.6			72.9	120.5	102.9	86.3	72.6				94.8	30.0			
 Massachusetts																						
Amherst Coll	1	IIB	PI	151.0	108.2	88.9	—	91.2	84.2	114.6	196.7	144.2	118.0	—	121.1	107.3	150.3	31.1				
Assumption Coll	1	IIB	PR	97.2	79.6	65.4	56.8			75.8	133.6	107.2	87.4	71.2				101.6	34.1			
Babson Coll		IIB	PI	190.0	144.8	134.5		108.2		147.7	229.1	178.8	162.6				132.5	180.0	21.9			
Bentley U		IIA	PI	166.2	117.4	118.6		82.1		121.1	205.1	149.3	146.6				107.0	153.2	26.5			
Boston Coll		I	PR	182.8	118.5	109.3	73.0	102.8		134.8	230.3	156.8	137.0	91.2	131.7			172.4	27.9			
Boston U	8	I	PI	183.6	124.8	105.0	108.9	72.7		124.9	242.0	168.5	138.4	171.2	95.2			170.1	36.2			
Brandeis U	8	I	PI	151.9	108.1	90.5	—	71.0		118.0	194.3	139.0	112.0	—	93.6			150.8	27.8			
Clark U		IIA	PI	123.2	91.9	86.0	63.5	74.9			96.0											
Coll Our Lady the Elms		IIA	PR	77.8	66.2	61.0	—	45.9		62.8	96.5	83.0	76.8	—	54.1			77.8	24.0			
Coll the Holy Cross		IIB	PR	132.3	98.0	84.0	59.9			102.6	179.1	131.9	110.4	78.8				137.5	34.0			
Curry Coll		IIB	PI	107.3	86.5	70.9	63.7			91.1	141.2	122.4	86.5	83.8				119.3	31.0			
Emerson Coll		IIA	PI	117.6	98.0	73.9		75.0		89.4	148.7	128.2	94.0		97.1			115.1	28.7			
Emmanuel Coll		IIB	PR	113.2	84.2	73.3		58.7		79.7	151.8	112.2	94.1		74.0			103.9	30.3			
Endicott Coll		IIB	PI	99.1	87.3	74.9	—			86.0	125.3	110.3	94.8	—				108.8	26.5			
Gordon Coll		IIB	PR	84.0	68.6	56.3	—			73.0	114.3	91.3	74.1	—				98.3	34.6			
Hampshire Coll		IIB	PI	109.7	79.1	64.3	62.1	71.1		81.3	138.7	97.5	78.4	81.2	88.7			101.5	24.8			
Harvard U		I	PI	245.8	151.7	140.7	68.7	112.0		191.1	299.1	180.0	173.2	82.6	136.5			232.2	21.5			
Holyoke CC		III	PU	72.1	58.4	55.2	51.2			65.5	93.6	75.9	71.8	66.6				85.0	29.9			
Lasell Coll		IIB	PI	94.2	80.5	65.6	—				74.9											
Lesley U	1	IIA	PI	97.3	78.9	66.2	56.9				78.0											
Massachusetts Coll Art and Design		IIA	PU	104.0	81.7	65.7					89.6											
Massachusetts Institute Technology	8	I	PI	222.8	149.1	124.5	74.7	106.0		178.0	276.5	188.8	159.6	106.8	152.7			227.8	28.0			
Merrimack Coll		IIB	PR	113.0	90.1	78.2		65.8		85.7	144.1	119.2	97.9		78.8			108.7	26.8			
Mount Holyoke Coll		IIB	PI	125.3	97.1	79.0	60.8	77.1		93.8	160.1	124.3	97.4	74.3	102.0			118.1	26.0			
Mount Ida Coll		IIB	PI	90.9	74.9	61.5	—	46.0		69.6												
Northeastern U		I	PI	179.9	124.1	112.3	80.5	74.9	59.3	115.2	224.3	159.6	139.5	102.8	99.2	83.1	147.2	27.7				
Smith Coll		IIB	PI	141.6	97.8	84.8		81.0		117.0	183.9	131.9	113.7		109.3			154.5	32.1			
Springfield Coll	1	IIA	PI	88.0	75.6	59.3	51.3			71.5	114.5	98.3	79.0	63.1				93.4	30.7			
Stonehill Coll		IIB	PR	109.1	83.9	65.2	54.4	41.2		83.7	138.1	106.9	84.0	70.0	52.4			106.9	27.6			
Suffolk U		IIA	PI	132.0	98.2	108.8	71.0			105.8	168.8	128.1	134.8	91.5				135.9	28.4			
Tufts U	8	I	PI	154.4	109.5	92.2	89.0	73.2		114.2	218.6	161.2	147.3	117.5	95.0			166.3	45.6			
U Massachusetts-Amherst	8	I	PU	153.4	109.0	91.2	76.0	72.9		112.0	210.3	150.0	125.6	104.5	104.4			155.2	38.6			
U Massachusetts-Boston		I	PU	144.9	109.2	88.2		72.0		99.9	206.9	151.7	121.9		99.8			139.2	39.3			
U Massachusetts-Dartmouth		IIA	PU	128.5	100.0	84.4		69.2		97.6	173.8	135.4	114.2		93.6			132.1	35.3			
U Massachusetts-Lowell	8	I	PU	147.7	112.1	92.4	—	79.8	63.6	105.0	197.9	150.2	123.8	—	107.0	85.3	140.6	34.0				
Wellesley Coll	21	IIB	PI	156.1	105.0	87.7	65.9	81.2		112.8	201.1	142.7	113.6	80.0	107.8			148.0	31.2			
Westfield St U		IIA	PU	103.1	79.4	70.9	60.4			85.6	137.7	104.3	93.7	72.4				113.0	32.0			
Wheaton Coll		IIB	PI	105.1	84.4	70.7	51.7			85.7	136.8	109.7	93.1	68.4				112.0	30.7			
Williams Coll		IIB	PI	146.9	104.0	85.4	—	119.4	71.2	117.8	192.0	138.5	112.8	—	152.6	93.0	154.6	31.2				
Worcester St U		IIA	PU	99.7	80.3	62.8	—			83.9												

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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	93.0	0.0	0.0	0.0	1.3	1.2	0.0	11	13	24	3	15	30	26	8	95.6	79.4	64.9	—	87.6	75.3	60.2	51.1		
100.0	81.6	0.0	0.0	2.5	2.9	6.7	1.5	11	17	12	1	19	21	23	1	82.4	69.1	56.8	—	82.0	61.8	56.9	—		
0.0	0.0	0.0	0.0	4.7	3.3	2.7	2.6	19	25	20	4	41	41	36	13	90.5	76.4	64.2	60.0	94.5	73.6	66.2	62.6		
98.6	35.2	0.0	0.0	4.4	8.4	7.1	2.1	313	95	141	6	116	64	133	23	187.2	126.2	114.6	74.0	176.1	120.7	102.5	71.5		
98.8	100.0	3.8	0.0	0.6	0.8	3.1	2.1	59	51	33	6	26	56	47	16	125.4	101.9	81.1	85.7	124.9	87.0	80.9	65.6		
97.4	94.3	0.0	0.0	0.1	0.2	1.6	9.1	21	16	10	0	17	19	13	0	83.0	66.5	57.4	0.0	80.1	66.1	56.0	0.0		
0.6	0.0	0.0	0.0	-0.2	0.0	0.0	0.0	136	53	15	0	176	91	52	4	96.4	78.4	75.4	0.0	96.6	78.3	72.9	69.8		
92.0	83.3	0.0	0.0	9.0	-0.7	—	—	13	29	30	1	12	13	16	1	99.9	74.1	65.6	—	93.5	73.1	65.2	—		
99.0	98.4	10.3	0.0	3.3	1.5	0.7	2.8	63	67	60	1	37	55	57	7	100.5	80.1	74.1	—	92.5	77.9	71.2	72.7		
100.0	100.0	0.0	—	—	—	—	—	27	23	13	0	23	19	24	0	97.0	74.2	62.0	0.0	86.7	71.9	61.0	0.0		
40.0	10.1	1.7	0.0	4.0	5.4	5.6	5.8	22	51	72	22	38	78	106	34	98.7	80.3	68.6	56.9	94.2	80.6	68.8	57.5		
98.6	90.3	1.7	0.0	0.1	1.1	1.5	5.8	117	98	85	3	95	119	148	9	99.5	86.3	69.5	—	92.6	79.1	71.0	60.8		
95.1	88.4	13.3	0.0	1.1	2.0	0.3	0.0	25	47	31	1	16	22	29	0	105.3	89.1	80.5	—	98.9	79.8	78.4	0.0		
86.7	48.1	1.3	0.0	-0.1	1.8	1.2	1.5	66	39	32	13	39	67	118	53	166.8	124.2	99.8	75.2	157.3	106.5	90.8	70.1		
93.9	93.4	0.9	0.0	0.8	1.2	0.0	115	69	56	2	48	82	55	10	129.9	93.5	80.8	—	113.2	85.5	76.1	63.1			
96.0	94.4	0.3	0.0	0.6	2.1	1.9	0.0	554	261	149	4	179	165	177	4	164.7	112.6	101.6	71.9	148.8	102.5	90.2	64.4		
95.4	100.0	0.0	0.0	2.1	3.2	4.4	2.1	91	63	48	29	38	25	36	18	134.6	111.0	96.7	64.7	132.2	106.0	87.3	64.7		
100.0	100.0	0.0	0.0	2.0	2.6	2.6	0.3	6	24	18	6	8	18	18	13	106.2	80.2	68.0	52.3	89.4	77.2	64.8	55.6		
100.0	93.1	0.0	0.0	2.8	5.1	4.1	2.5	50	15	21	0	35	14	25	1	156.0	103.1	88.1	0.0	144.0	113.5	89.5	—		
100.0	100.0	15.1	0.0	-0.3	-0.4	0.5	0.0	16	35	27	4	7	28	26	6	96.7	81.3	65.1	59.9	98.5	77.5	65.8	54.7		
100.0	98.1	0.0	—	5.0	—	—	—	38	37	17	0	21	16	17	0	198.3	152.4	128.4	0.0	175.0	127.2	140.7	0.0		
96.4	94.7	0.0	—	4.8	4.0	3.3	—	55	41	19	0	28	35	20	0	166.6	116.7	119.3	0.0	165.5	118.2	117.8	0.0		
91.5	73.1	0.0	0.0	3.1	3.5	4.3	3.8	193	141	116	26	90	134	79	27	186.9	122.3	114.4	72.6	174.0	114.6	101.8	73.3		
83.6	73.3	0.0	0.0	3.6	4.9	6.1	5.5	399	190	174	129	120	151	147	155	184.8	126.6	107.4	121.7	179.8	122.5	102.2	98.2		
83.3	80.4	0.0	0.0	3.5	4.0	4.1	2.0	97	54	26	2	53	38	39	0	153.7	108.2	92.0	—	148.6	108.0	89.6	0.0		
98.4	91.9	0.0	0.0	3.1	5.1	2.3	7.0	39	33	19	8	24	29	20	11	125.0	91.1	88.8	61.2	120.1	92.7	83.3	65.1		
100.0	84.0	5.3	0.0	3.0	3.2	3.2	3.0	5	8	6	0	5	17	13	1	73.1	64.3	54.3	0.0	82.6	67.1	64.1	—		
100.0	100.0	0.0	0.0	3.4	3.7	5.2	3.6	57	43	28	14	37	50	12	24	135.0	98.8	83.5	60.8	128.0	97.4	85.0	59.3		
0.0	0.0	0.0	0.0	3.7	5.3	8.9	—	22	7	10	0	37	20	26	4	108.4	87.9	69.9	0.0	106.6	86.0	71.3	63.7		
100.0	100.0	2.0	1.4	6.1	3.7	—	—	26	35	22	0	14	20	27	0	117.5	99.5	75.1	0.0	117.8	95.4	72.8	0.0		
92.9	92.3	0.0	—	2.6	2.6	2.8	—	3	15	12	0	11	11	20	0	—	83.8	70.7	0.0	111.2	84.7	74.8	0.0		
0.0	0.0	0.0	0.0	4.0	5.0	3.6	—	18	12	9	1	15	20	30	0	98.9	88.6	80.8	—	99.3	86.5	73.1	0.0		
90.7	33.3	0.0	0.0	0.1	0.0	0.0	0.0	35	12	6	0	8	12	13	2	84.0	68.0	58.5	0.0	83.7	69.1	55.3	—		
0.0	0.0	0.0	0.0	0.8	3.4	2.1	1.3	21	11	9	3	8	18	17	10	110.4	81.0	64.3	—	107.9	78.0	64.4	59.9		
90.1	0.0	0.0	0.0	3.1	5.6	6.2	5.4	713	93	104	57	266	51	97	85	251.4	151.6	151.6	151.6	151.6	68.8	230.9	151.9	128.9	68.6
100.0	60.0	6.3	0.0	3.0	4.0	4.5	2.8	31	5	5	7	48	10	11	11	74.0	59.5	53.1	48.3	70.9	57.9	56.2	53.0		
0.0	0.0	0.0	0.0	0.9	2.7	2.7	8.4	2	14	12	1	7	25	24	2	—	79.6	66.3	—	93.4	81.0	65.3	—		
0.0	0.0	0.0	0.0	9.4	8.3	11.1	8.8	14	22	12	3	22	32	33	7	99.4	81.0	66.1	—	96.0	77.4	66.3	59.3		
100.0	55.0	0.0	—	2.3	2.4	3.7	—	32	8	14	0	29	12	16	0	104.4	82.4	65.8	0.0	103.5	81.3	65.7	0.0		
100.0	60.0	0.0	0.0	4.5	7.9	7.3	3.8	523	153	112	32	121	57	50	12	222.7	151.3	125.5	77.6	223.5	143.1	122.4	66.8		
97.0	86.9	0.0	—	2.2	4.6	3.6	—	21	32	25	0	12	29	33	0	111.7	92.8	84.2	0.0	115.4	87.1	73.7	0.0		
100.0	100.0	0.0	0.0	2.0	2.8	3.0	4.2	37	15	18	21	38	16	25	26	129.8	97.2	78.3	63.0	120.9	97.1	79.5	59.1		
0.0	47.1	0.0	0.0	13.1	8.7	7.5	5.2	5	8	7	1	7	9	22	0	102.3	75.2	59.6	—	82.7	74.6	62.1	0.0		
97.6	90.9	0.0	0.0	2.4	4.0	4.1	4.4	246	149	113	203	92	104	68	243	183.1	124.5	114.9	86.0	171.2	123.7	108.1	75.9		
100.0	96.1	0.0	—	1.5	2.0	3.3	—	74	21	16	0	70	30	28	0	147.2	98.8	84.4	0.0	135.7	97.1	85.1	0.0		
94.9	66.7	2.8	0.0	2.4	2.6	2.8	4.8	34	24	24	6	25	30	48	10	88.2	79.7	61.2	50.8	87.7	72.3	58.4	51.6		
96.0	86.9	2.1	0.0	3.7	3.6	3.5	8.6	37	33	17	0	13	28	30	5	114.5	85.8	68.6	0.0	93.6	81.6	63.2	54.4		
0.0	6.4	84.5	0.0	0.9	2.3	2.1	1.6	61	65	20	31	45	60	38	26	138.5	99.7	116.6	71.8	123.2	96.4	104.7	70.1		
80.6	67.5	0.0	0.0	2.3	3.6	3.4	5.2	170	108	92	4	77	83	94	8	155.3	110.2	94.1	93.8	152.6	108.5	90.3	86.6		
99.1	96.0	0.3	0.0	2.2	3.4	3.6	2.2	327	168	144	2	123	158	166	6	156.3	111.2	94.8	—	145.6	106.7	88.1	69.1		
100.0	95.7	0.6	—	2.1	2.6	1.9	—	76	120	67	0	38	113	91											

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)								(5) BEN. as % of SAL.					
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN				
Michigan																									
Adrian Coll		IIB	PR	85.4	70.1	62.3	—				71.2														
Albion Coll		IIB	PR	77.5	64.9	56.2	43.9	—			67.6	102.6	88.6	74.0	62.4	—					90.2	33.4			
Alma Coll		IIB	PR	78.1	68.7	59.9	49.3				65.3	104.2	94.9	80.3	62.2							87.1	33.3		
Aquinas Coll		IIB	PR	62.1	55.3	51.7					55.8	83.5	76.9	66.0								75.0	34.4		
Calvin Coll		IIB	PR	83.7	74.1	67.0			59.3	77.3	116.6	102.6	94.1								73.8	107.1	38.5		
Central Michigan U	8	I	PU	108.5	83.1	77.8	—	52.4		83.5	144.4	113.1	106.8	—	72.6						113.3	35.8			
Eastern Michigan U		IIA	PU	97.1	81.2	72.8	—	45.1			82.3														
Ferris St U		IIA	PU	112.0	87.2	76.7	—		51.3	86.1	158.3	129.2	117.4	—							71.6	125.9	46.2		
Grand Valley St U	8	IIA	PU	105.6	85.9	71.4	73.3		48.6	78.6															
Hope Coll		IIB	PR	90.7	72.4	60.8	55.2			74.7	127.0	99.3	83.1	70.5							102.6	37.4			
Kalamazoo Coll		IIB	PI	91.3	75.4	58.8	57.0			74.1	119.8	92.8	76.1	76.4							95.6	29.0			
Kettering U	8	IIB	PI	88.7	75.9	75.2	—	54.3			76.2														
Michigan St U	8	I	PU	154.6	101.9	82.6					115.5	213.0	143.3	116.7								161.4	39.7		
Michigan Technological U		I	PU	118.8	97.4	80.8	66.0	64.9			93.8	167.1	136.8	112.6	91.9	90.9						131.5	40.1		
Northern Michigan U	8	IIA	PU	91.7	77.2	66.7	51.9		56.8	76.0	129.5	110.0	96.1	83.8							81.6	109.6	44.2		
Oakland U	8	I	PU	111.4	82.3	71.8	64.9			83.0	153.0	117.5	100.8	89.0							116.3	40.2			
Saginaw Valley St U		IIA	PU	85.7	69.6	67.9	—	50.0			73.8	117.2	98.1	95.2	—	74.8						103.1	39.8		
Spring Arbor U		IIA	PR	66.8	56.8	49.1	—				56.4	99.2	95.9	82.9	—							92.2	63.4		
U Michigan-Ann Arbor	8	I	PU	170.2	113.2	95.6	66.8	64.3			122.7	209.5	146.5	127.4	98.4	87.5						158.3	29.1		
U Michigan-Dearborn		IIA	PU	117.5	93.7	84.7	—	66.5			93.7	159.8	127.0	114.9	—	91.3						127.4	36.0		
U Michigan-Flint		IIA	PU	117.7	84.3	77.7	—	57.5			81.0	161.0	122.4	114.5	—	90.8						119.4	47.5		
Wayne St U	8	I	PU	132.5	97.6	85.8	72.4	60.2			96.1	171.8	124.8	117.1	103.4	77.5						126.0	31.1		
Western Michigan U	8	I	PU	109.6	83.0	70.8	53.0			88.8															
Minnesota																									
Augsburg Coll	8	IIB	PR	83.3	68.1	67.0	58.2				69.0	103.6	88.2	85.8	70.4							87.5	26.8		
Bethel U	1	IIA	PR	79.7	68.5	57.0	59.3				70.4	104.5	91.8	78.9	82.2							94.2	33.9		
Carleton Coll		IIB	PI	135.9	101.2	83.7					115.4	176.4	133.3	110.0								150.8	30.7		
Coll Saint Benedict		IIB	PR	93.3	75.6	64.8	66.7				77.4	124.3	104.9	87.0	85.1							103.5	33.8		
Concordia Coll Moorhead		IIB	PR	77.1	65.1	59.9	47.5				65.5	102.0	85.4	76.3	62.6							85.5	30.5		
Gustavus Adolphus Coll	8	IIB	PR	82.4	65.5	56.1	52.1				66.0	112.1	90.0	74.2	65.7							88.8	34.7		
Hamline U	8	IIA	PR	79.8	62.1	60.6	—	63.3	64.9		68.8	100.9	80.1	76.8	—	89.6	87.2	88.3	—			28.4			
Macalester Coll		IIA	PR	124.2	91.6	77.7	61.9				94.7	165.2	119.2	101.8	81.7							124.7	31.7		
Saint Johns U		IIA	PR	93.0	73.2	62.2	66.0				76.6	122.5	106.0	82.4	83.4							103.2	34.7		
Saint Mary's U Minnesota	8	IIA	PR	73.4	60.7	56.6	—				62.6	99.6	81.4	73.9	—							83.6	33.4		
St Catherine U	1	IIA	PR	81.9	68.6	59.6	50.5	42.7			64.8	109.0	89.4	82.8	92.0	69.7	88.7	36.8							
St Olaf Coll	1	IIB	PR	99.8	80.0	67.0	55.8	—			79.7														
U Minnesota-Crookston	8	IIB	PU	87.1	73.9	69.5	54.6	61.5			66.8	119.3	99.6	91.7	81.5	81.3						91.3	36.8		
U Minnesota-Duluth	8	IIA	PU	100.5	79.8	66.2	52.8				74.5	133.5	105.3	87.5	69.9							98.5	32.2		
U Minnesota-Morris	8	IIB	PU	87.5	69.6	56.0	46.8	—			65.5	115.5	91.9	74.1	61.8	—						86.6	32.1		
U Minnesota-Rochester	8	IIB	PU	—	70.4	51.3	52.2				59.6	—	93.0	67.7	68.9							78.6	32.0		
U Minnesota-Twin Cities	8	I	PU	143.4	100.5	89.0	54.0	66.0	—		108.9	211.4	148.3	132.4	78.7	89.4	—	159.9	46.8						
U St Thomas		I	PR	117.2	91.0	77.2	85.8				94.8	147.1	116.9	98.7	105.6							120.8	27.4		
Mississippi																									
Millsaps Coll		IIB	PR	93.4	66.5	62.1	—				71.8	117.7	83.4	74.0	—							88.5	23.2		
Mississippi Coll	8	IIA	PR	84.3	70.2	60.2	52.3				67.2	101.2	84.3	75.7	65.9							82.8	23.1		
Mississippi St U	8	I	PU	110.1	81.1	72.3	48.8	29.9			77.1	162.0	104.6	90.1	62.5	37.5						101.6	31.8		
Mississippi U for Women		IIA	PU	68.0	57.4	52.6	52.7				57.4	94.9	82.7	73.3	75.1							81.1	41.3		
U Mississippi	8	I	PU	118.3	88.8	76.2	48.5	51.2			82.9	163.8	119.0	102.5	66.1	69.9						112.5	35.7		
U Southern Mississippi		I	PU	99.6	73.1	63.8	50.2	—			71.1	141.4	100.0	86.0	70.5	—						97.9	37.8		
Missouri																									
Drury U	1	IIB	PI	72.9	62.9	63.5	48.7	—			63.8	92.7	80.2	80.2	65.5	—						82.0	28.5		
Lincoln U		IIA	PU	65.1	55.3	46.3	35.7				51.9	85.8	73.0	58.5	47.1							67.5	30.0		
Lindenwood U		IIA	PI	94.0	79.4	67.1	58.1				76.2	123.6	110.6	91.9	77.5							103.9	36.3		
Maryville U Saint Louis	8	IIA	PI	89.7	76.1	68.8	58.4				73.8	126.4	105.4	94.6	74.0							101.7	37.9		
Mineral Area Coll		III	PU	58.8	57.1	53.3	49.5				53.2	77.5	82.0	74.6	80.3							79.3	49.0		
Missouri Baptist U		IIB	PR	58.4	59.8	51.0	46.1				54.3	89.2	82.1	76.7	71.1							81.0	49.2		

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
96.4	93.1	0.0	0.0					17	15	15	2	11	14	20	1	86.5	70.6	61.6	—	83.7	69.6	62.9	—	
100.0	95.2	3.2	0.0	0.9	3.6	4.6	2.0	32	13	15	1	25	8	16	3	76.9	65.5	57.7	—	78.3	63.8	54.7	—	
96.6	87.5	3.7	0.0	0.1	3.6	2.1	4.0	18	15	11	10	11	9	16	9	80.6	68.6	59.4	47.1	74.1	68.8	60.3	51.7	
100.0	81.6	19.2		0.6	11.2	5.6		13	20	16	0	7	18	10	0	63.3	55.6	53.1	0.0	59.9	54.9	49.5	0.0	
93.5	81.8	0.0		1.4	2.5	5.2		102	37	23	0	36	29	19	0	84.0	75.2	68.6	0.0	82.8	72.8	65.0	0.0	
100.0	92.5	5.0	0.0	3.5	4.1	4.8	0.0	188	97	54	1	96	76	67	1	112.3	85.3	81.9	—	101.1	80.3	74.5	—	
92.9	72.1	6.6	66.7	2.5	2.5	2.7	2.5	193	60	72	1	159	76	96	2	99.2	82.0	75.2	—	94.4	80.6	71.0	—	
98.7	68.5	16.1	50.0	3.8	3.4	3.4	5.5	98	65	79	1	53	43	64	1	112.0	85.9	76.4	—	111.9	89.2	77.1	—	
100.0	97.4	13.5	41.7					179	166	99	5	100	146	138	7	107.8	87.5	73.7	88.0	101.8	84.0	69.8	62.7	
97.6	82.8	0.0	0.0	2.3	1.8	1.8	0.8	54	37	24	4	30	27	40	12	92.2	72.8	62.9	53.7	87.8	71.9	59.6	55.7	
100.0	100.0	0.0	0.0	1.0	1.6	1.0	1.8	21	11	10	7	14	16	16	7	95.5	79.5	59.8	57.1	85.0	72.6	58.1	56.8	
100.0	82.1	0.0	0.0	7.6	1.4	6.0		34	18	15	0	3	10	15	1	88.6	76.3	77.7	0.0	—	75.1	72.7	—	
94.9	88.3	0.1		2.9	3.5	4.0		610	351	352	0	200	257	359	0	156.7	104.7	86.3	0.0	148.4	98.1	79.0	0.0	
100.0	97.0	0.0	0.0	2.5	3.0	4.5	4.3	93	95	61	16	23	37	31	5	122.0	99.0	81.9	68.0	105.8	93.4	78.7	59.5	
97.9	81.9	1.5	0.0	2.0	4.0	4.8	8.3	59	42	37	6	38	30	30	19	92.1	79.3	69.6	53.9	91.0	74.4	63.0	51.3	
100.0	97.8	0.0	20.4	3.8	3.3	2.5	2.1	86	126	59	36	36	106	78	62	116.5	84.1	74.6	65.5	99.0	80.2	69.7	64.6	
89.4	58.8	7.7	0.0	2.6	3.1	3.9		70	49	27	0	34	48	38	1	88.3	70.5	71.0	0.0	80.4	68.8	65.6	—	
91.3	43.2	3.2		5.1	4.3	3.6		19	23	12	0	4	14	19	0	67.9	56.2	50.2	0.0	61.8	57.9	48.4	0.0	
95.1	88.8	0.0	0.0	2.9	3.4	3.2	1.4	799	330	307	0	327	242	300	20	174.1	115.2	97.9	0.0	160.9	110.5	93.3	66.8	
100.0	98.0	0.0		2.8	4.2	4.3		56	56	50	0	24	45	29	0	122.5	95.6	89.6	0.0	105.8	91.3	76.3	0.0	
100.0	100.0	0.0	0.0	2.2	2.2	3.3	5.3	31	40	37	0	11	46	45	1	117.9	86.0	79.7	0.0	117.1	82.9	76.1	—	
97.3	88.9	1.7	0.0	2.6	3.4	3.8	3.0	197	172	99	10	62	142	142	28	135.0	101.4	88.2	69.8	124.8	93.0	84.1	73.4	
99.2	96.8	6.5	0.0	2.0	2.5	2.4	3.7	241	133	81	27	116	120	104	47	113.1	87.0	72.7	54.4	102.5	78.7	69.3	52.1	
100.0	95.0	1.8	0.0	2.2	3.4	5.7	4.0	15	34	23	9	17	26	32	18	84.3	67.0	68.8	57.3	82.3	69.5	65.7	58.7	
100.0	59.1	20.8	0.0	3.5	5.2	3.7	3.1	61	35	7	9	23	53	17	18	79.8	69.4	59.3	56.1	79.4	67.9	56.1	61.0	
93.1	94.0	0.0		3.7	4.2	5.4		57	29	20	0	44	21	23	0	136.5	101.5	83.7	0.0	135.1	100.8	83.7	0.0	
100.0	97.8	5.0	0.0					27	21	5	16	16	24	15	17	94.1	78.0	65.5	66.3	91.8	73.6	64.6	67.1	
100.0	88.2	9.6	0.0	1.6	1.7	1.6	2.8	33	28	21	5	16	23	31	9	79.4	65.4	65.3	46.3	72.4	64.7	56.2	48.2	
100.0	98.6	0.0	0.0	1.4	2.1	3.6	2.7	26	32	24	6	19	41	28	8	84.9	67.6	55.2	52.0	78.9	63.8	56.9	52.2	
100.0	90.6	0.0	0.0	1.2	2.8	4.6	5.7	25	12	13	1	29	20	20	2	79.6	67.5	59.8	—	79.9	58.9	61.0	—	
100.0	100.0	0.0	0.0	4.9	5.0	4.5	2.5	36	20	14	17	32	25	15	25	125.4	92.4	80.9	59.9	122.9	91.0	74.7	63.3	
100.0	100.0	0.0	0.0					27	19	5	14	16	22	13	15	92.8	74.7	60.6	69.4	93.4	71.9	62.8	62.8	
77.8	74.4	25.9	0.0	1.0	2.0	1.1	1.0	14	27	18	1	13	16	9	2	75.2	62.4	59.4	—	71.3	57.7	51.0	—	
88.4	57.7	0.6	0.0	0.3	1.4	0.7	0.0	10	19	24	2	33	59	139	2	81.7	66.9	58.2	—	81.9	69.2	59.8	—	
100.0	98.6	0.0	0.0	1.6	2.1	3.5	4.3	34	44	17	18	27	29	24	13	101.0	79.8	66.9	55.9	98.3	80.5	67.1	55.7	
87.5	85.7	7.7	0.0	2.2	1.7	2.8	2.2	5	11	5	3	3	3	8	12	88.0	74.3	71.8	—	—	68.0	53.8	—	
100.0	97.5	1.2	0.0	0.6	0.8	2.9	1.0	66	91	74	34	21	67	87	47	103.4	82.2	71.7	54.6	91.6	76.6	61.5	51.5	
100.0	97.4	0.0	0.0	1.9	1.8	2.7	2.1	18	16	19	18	12	22	11	10	86.6	68.0	57.2	46.5	88.7	70.8	54.1	47.3	
50.0	0.0	0.0		4.6	1.8	2.6	0	1	6	6	0	1	5	4	0.0	—	71.8	50.3	0.0	—	68.9	52.8	—	—
96.2	80.0	0.0	0.0	2.5	3.1	2.7	3.7	669	333	286	49	277	277	264	118	148.2	103.7	92.8	57.0	131.8	96.7	84.9	52.8	
98.2	98.4	2.1	0.0	0.8	2.4	15.9	1.1	79	101	54	1	31	87	43	4	120.2	95.7	80.9	—	109.7	85.6	72.5	86.1	
100.0	100.0	3.6	0.0	1.2	1.8	1.9	1.9	16	15	11	0	7	13	17	3	93.2	70.1	65.6	0.0	93.8	62.2	59.9	—	
90.2	68.8	2.7	0.0	1.5	-0.7			46	20	35	13	15	28	39	31	83.1	71.3	62.8	55.7	88.1	69.4	57.8	50.8	
97.9	95.1	2.8	0.0	1.6	2.1	1.1	2.1	189	150	162	51	50	74	125	104	113.0	84.2	78.2	55.2	98.9	74.7	64.7	45.7	
100.0	77.8	0.0	0.0	0.2	0.6	2.8	0.2	16	8	10	7	19	19	28	33	64.0	51.9	49.0	44.6	71.3	59.6	53.8	54.4	
87.9	77.5	0.6	0.0	0.4	1.1	1.2	1.6	146	161	164	61	85	123	160	130	122.7	91.0	83.1	48.9	110.7	85.9	69.0	48.4	
94.2	89.0	2.1	0.0	0.4	2.1	0.6	1.2	95	98	118	36	42	83	119	86	101.0	70.6	62.9	49.5	96.4	76.1	64.8	50.5	
100.0	97.4	0.0	0.0	6.0	5.8	3.5	2.1	19	23	8	12	17	15	6	7	72.7	61.7	65.0	53.2	73.2	64.7	61.6	41.1	
100.0	74.1	8.3	0.0	0.0	-0.8	0.2	-0.2	17	15	14	8	10	12	22	7	65.9	56.1	46.6	36.9	63.7	54.3	46.1	34.4	
0.0	0.0	0.0	0.0	1.6	3.3	1.9	3.7	32	44	58	9	30	52	52	13	97.0	81.6	68						

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR			
Missouri (continued)																				
Missouri St U-Springfield	8	IIA	PU	85.0	71.9	63.7	44.3		43.9	67.9	115.4	102.4	79.3	58.3		54.1	90.3	33.0		
Missouri St U-West Plains		III	PU	61.6	53.8	49.1	44.7	—		50.8										
Missouri U Science and Technology	8	I	PU	125.8	83.1	74.6				95.8	164.7	110.9	95.4					125.3	30.8	
Missouri Western St U		IIB	PU	76.8	64.4	55.6	43.2			60.9	102.4	83.8	71.1	58.1				79.4	30.3	
Saint Louis U		I	PR	118.5	89.1	73.3	63.1			89.9	157.9	118.8	97.6	84.0				119.8	33.2	
Southeast Missouri St U		IIA	PU	84.5	69.3	58.7	46.6			64.1	110.7	88.5	72.1	59.7				81.9	27.7	
Truman St U	8	IIA	PU	75.4	62.7	53.9	44.2			63.6	104.0	82.9	69.7	64.5				86.0	35.1	
U Missouri-Columbia	8	I	PU	123.0	80.0	71.4				92.2	167.8	116.6	97.7					128.9	39.8	
U Missouri-Kansas City	8	I	PU	110.1	80.4	74.5				86.8	152.5	117.2	112.4					126.2	45.4	
U Missouri-St Louis	8	I	PU	102.7	71.7	64.9				78.4	145.1	99.2	83.7					106.6	35.9	
Washington U in St Louis	8	I	PI	196.6	121.4	110.4	93.3	67.6	42.4	134.0	245.4	152.6	131.7	129.1	94.2	56.4	171.2	27.8		
Webster U	8	IIA	PI	95.3	77.6	60.3				82.6	118.9	99.4	76.0					104.3	26.3	
Westminster Coll		IIB	PR	64.3	56.9	50.6	—			57.6	75.6	66.9	60.8	—				68.0	18.0	
Montana																				
Montana St U		I	PU	107.1	79.2	72.1				86.9	136.5	103.4	94.7					112.7	29.7	
Montana St U-Billings		IIA	PU	78.8	69.0	54.4	—	45.4	51.6	60.1	106.5	94.9	77.5	—	66.7	74.1	84.7	40.9		
Rocky Mountain Coll		IIB	PR	65.5	53.9	53.1	36.5			56.9	73.5	60.2	58.8	46.0				64.1	12.6	
The U Montana	8	I	PU	91.5	72.4	65.5	48.7	48.6		75.0	121.0	98.3	89.9	71.2	69.6			102.1	36.2	
The U Montana-Western	8	IIB	PU	70.2	57.0	50.0	42.0			58.9										
Nebraska																				
Concordia U-Nebraska		IIB	PR	68.6	61.1	52.7	—			59.1	91.5	79.7	72.5	—				79.6	34.8	
Creighton U	8	IIA	PR	119.1	91.2	72.9	60.8			89.7	174.7	139.5	108.9	93.0				134.6	50.0	
Doane U-Arts & Sciences		IIB	PI	77.9	61.5	53.9	46.9	40.7		62.7	95.3	74.8	68.4	56.4	52.9			77.6	23.7	
Doane U-Graduate and Professional Studies		IIB	PI	—	78.1	68.2	—			71.2	—	95.7	83.5	—				87.5	22.8	
Hastings Coll		IIB	PR	64.8	53.3	50.0	40.2			57.5										
Nebraska Wesleyan U		IIB	PR	69.2	60.2	55.6	50.9			61.6	90.6	85.7	73.7	67.8				83.1	34.8	
U Nebraska Kearney	1	IIA	PU	84.8	70.9	58.4		47.5		67.3										
U Nebraska Omaha	1	IIA	PU	94.3	81.2	71.5	48.1	49.7	44.4	75.1	119.7	103.9	93.6	65.9	68.5	62.9	98.0	30.5		
U Nebraska-Lincoln	8	I	PU	128.1	90.0	87.8		62.1		97.5	172.6	123.6	121.6		88.8			134.4	37.8	
Wayne St Coll		IIA	PU	79.8	63.3	52.6	50.5	—		65.6	105.6	85.4	72.3	67.0	—			88.3	34.6	
Nevada																				
Coll Southern Nevada		III	PU	76.2			61.5			72.0										
U Nevada-Las Vegas	8	I	PU	129.1	95.2	72.8		56.6		94.5	164.6	122.9	98.0		77.3			124.0	31.2	
U Nevada-Reno	8	I	PU	128.9	93.5	75.9	—	54.1		90.9	160.3	118.9	98.1	—	72.3			116.3	27.9	
New Hampshire																				
Colby-Sawyer Coll		IIB	PI	80.9	62.3	50.1				63.3	99.1	81.5	62.5					79.9	26.2	
Dartmouth Coll		I	PI	196.6	128.4	103.9				154.5	248.2	166.6	131.4					196.7	27.3	
Franklin Pierce U		IIB	PI	79.2	66.8	66.8	60.0			69.4	107.4	89.9	86.1	94.6				93.1	34.0	
Keene St Coll		IIA	PU	100.3	81.7	68.2	—	48.2	—	85.3	128.9	107.7	86.2	—	56.4	—	110.2	29.2		
Plymouth St U		IIA	PU	93.0	77.1	67.7	—	63.6		79.4	119.3	100.6	88.6	—	83.0			102.9	29.6	
Saint Anselm Coll		IIB	PR	97.1	79.9	66.7	—	—	59.2	80.1	133.8	110.4	84.7	—	—	80.3	108.2	35.0		
U New Hampshire-Main Campus	14	I	PU	133.1	105.0	88.3		84.2		109.1	165.7	133.8	108.8		106.7			136.8	25.4	
New Jersey																				
Bloomfield Coll		IIB	PR	97.5	79.0	66.1				83.7	131.2	105.7	87.2					111.9	33.6	
Caldwell U		IIA	PR	83.1	70.0	61.1	—		—	71.7	100.5	91.3	78.0	—	—	—		89.2	24.4	
Centenary U	11	IIB	PR	95.9	72.2	58.5	—			67.0										
Coll Saint Elizabeth		IIB	PR	78.3	59.8	58.2	55.9			65.3										
Drew U		IIA	PR	100.6	77.5	63.5	—			82.0	130.0	100.8	79.1	—				105.1	28.2	
Fairleigh Dickinson U-Metropolitan Campus	8	IIA	PI	105.6	85.7	80.4	—	62.0		85.0	154.2	128.6	112.8	—	90.3			123.5	45.3	
Georgian Court U		IIA	PR	89.2	70.3	65.3	—			73.9	111.3	90.1	84.9	—				94.4	27.7	
Kean U	8	IIA	PU	125.7	100.6	84.0		64.7	—	90.1										

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(9)			
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
100.0	96.2	4.7	1.3	0.3	0.7	0.5	0.3	150	78	86	53	81	54	104	98	85.7	75.3	66.6	45.5	83.8	67.0	61.3	43.6
100.0	100.0	88.2	0.0	0.0	0.0	1.6	3.0	4	3	7	1	2	3	10	4	59.6	—	43.6	—	—	—	52.9	46.4
96.2	79.5	0.0		0.6	0.9	1.4		109	85	74	0	22	37	38	0	129.3	83.8	77.9	0.0	108.3	81.7	68.1	0.0
100.0	93.9	8.7	0.0	0.1	1.0	0.7	1.5	29	30	46	9	14	19	46	11	77.8	64.0	57.9	42.0	74.8	65.1	53.2	44.2
92.3	81.2	0.5	0.0	2.5	3.3	3.8	4.7	125	129	86	17	56	121	138	29	121.1	92.6	76.6	59.7	112.7	85.4	71.2	65.0
100.0	100.0	4.1	0.8					82	24	41	46	43	31	56	86	86.4	70.3	60.4	46.4	80.8	68.5	57.5	46.7
100.0	94.3	0.9	0.0	0.0	0.0	0.0	0.0	96	22	54	11	50	13	59	19	76.7	58.2	56.5	43.3	72.8	70.2	51.5	44.7
89.3	69.6	0.0		0.6	1.0	2.1		275	231	165	0	119	167	184	0	129.7	83.3	76.9	0.0	107.5	75.4	66.5	0.0
87.9	64.6	1.1		0.3	1.8	0.7		98	137	80	0	67	100	108	0	116.1	82.6	76.4	0.0	101.3	77.4	73.1	0.0
79.7	65.0	0.0		1.9	2.9	2.9		78	64	51	0	45	79	99	0	107.9	74.6	65.2	0.0	93.7	69.4	64.7	0.0
100.0	94.3	0.0	0.0					266	103	101	28	85	71	70	23	200.3	126.4	112.8	98.3	185.1	114.0	106.8	87.1
98.8	97.5	0.0		2.9	2.4	2.7		50	42	19	0	36	39	12	0	97.6	78.7	61.2	0.0	92.1	76.4	58.8	0.0
100.0	100.0	0.0	0.0	9.1	8.3	4.7		12	8	7	2	5	12	2	1	66.1	56.2	50.6	—	60.2	57.3	—	—
99.3	100.0	1.5		4.4	4.1	3.1		110	70	60	0	38	61	73	0	107.8	79.0	72.7	0.0	105.0	79.3	71.6	0.0
97.1	93.3	5.6	0.0	2.5	3.8	2.5	1.0	23	10	27	0	12	5	27	3	74.6	72.9	57.9	0.0	86.7	61.2	51.0	—
100.0	75.0	5.9	0.0	1.8	7.2	5.7		17	7	6	3	6	9	11	1	65.9	54.5	57.7	—	64.3	53.4	50.6	—
97.9	75.9	0.0	23.7	2.7	2.6	2.3	3.8	121	67	34	30	65	49	28	29	93.1	71.8	66.0	47.3	88.5	73.2	65.0	50.2
100.0	45.5	0.0	0.0	4.4	5.9	5.6	5.2	21	7	5	4	10	4	7	9	71.4	57.4	48.5	44.1	67.6	56.4	51.0	41.0
0.0	0.0	0.0	0.0	1.1	1.0	0.5		16	7	17	0	3	5	12	1	68.7	61.9	53.4	0.0	—	60.0	51.8	—
96.6	80.7	12.6	0.0	2.5	2.5	2.8	3.0	103	102	88	12	44	79	119	26	121.2	92.7	72.1	58.7	114.3	89.2	73.5	61.8
96.7	63.6	0.0	0.0	2.0	3.3	2.4	8.7	19	14	11	4	11	8	15	3	77.5	59.1	54.0	47.1	78.4	65.8	53.9	—
0.0	0.0	0.0	0.0	2.0	6.1	2.0	2.0	1	1	1	0	0	4	5	1	—	—	0.0	0.0	73.3	70.2	—	
100.0	100.0	0.0	0.0	0.5	3.8	0.0	0.0	24	6	4	3	13	1	17	2	66.1	53.0	51.5	—	62.4	—	49.6	—
100.0	81.3	0.0	0.0	2.9	4.6	4.4	4.6	21	15	8	3	21	17	18	8	72.0	59.9	56.9	—	66.5	60.5	55.0	50.4
100.0	83.6	3.2		1.1	5.0	3.2		63	33	54	0	39	34	41	0	86.5	70.9	59.6	0.0	81.9	71.0	56.7	0.0
99.3	98.1	1.6	0.0	1.5	1.9	2.2	1.9	90	80	58	39	46	74	70	39	97.8	81.5	78.3	49.0	87.6	80.8	65.9	47.2
99.3	96.7	0.0		1.9	2.7	2.6		338	202	183	0	94	105	122	0	131.2	93.4	88.5	0.0	116.6	83.3	86.7	0.0
100.0	76.2	5.0	0.0	1.5	5.7	3.2	8.8	28	12	18	2	21	9	22	5	79.5	65.9	53.3	—	80.3	59.9	51.9	49.1
100.0	0.0	2.5		3.9	196	0	0	71	177	0	0	80	76.5	0.0	0.0	61.0	75.8	0.0	0.0	62.0			
99.0	84.6	1.2		3.1	3.6	4.1		228	138	164	0	74	102	159	0	130.3	96.4	73.9	0.0	125.6	93.7	71.6	0.0
94.5	85.1	0.3	0.0	3.9	3.6	4.1	3.0	123	105	164	1	41	83	156	1	132.7	95.1	79.7	—	117.4	91.5	71.9	—
100.0	81.0	0.0		0.0	2.5	0.0		11	8	11	0	6	13	10	0	78.9	59.2	48.2	0.0	84.5	64.3	52.3	0.0
96.6	89.7	0.0		3.9	4.9	6.8		170	86	74	0	64	60	45	0	207.9	130.8	108.8	0.0	166.4	125.0	95.8	0.0
0.0	0.0	0.0	0.0	1.4	1.8	1.5	1.5	15	20	8	0	7	11	25	5	80.3	64.7	66.3	0.0	76.9	70.7	67.0	60.0
100.0	89.0	3.0	0.0	0.0	1.4	3.8	6.2	42	37	12	1	30	36	21	1	101.2	82.3	68.4	—	99.1	81.0	68.1	—
100.0	97.7	0.0	0.0	2.4	4.5	5.5		38	22	18	1	35	22	21	1	94.1	77.5	68.4	—	91.7	76.7	67.2	—
100.0	87.8	2.8	0.0	3.0	3.6	6.2	8.2	33	22	15	0	18	27	21	3	99.6	80.6	68.3	0.0	92.4	79.3	65.4	—
100.0	96.7	0.0		3.0	3.4	3.7	9.2	146	108	66	0	55	106	78	0	136.7	109.7	89.9	0.0	122.9	100.2	87.0	0.0
100.0	80.0	0.0		0.0	0.0	0.0		12	9	5	0	18	11	13	0	97.9	79.3	66.6	0.0	97.2	78.7	65.9	0.0
100.0	57.1	7.4	0.0	1.1	1.6	3.2	3.2	16	5	6	0	17	9	21	3	82.7	72.1	55.4	0.0	83.5	68.9	62.7	—
60.0	40.0	0.0	0.0	1.6	2.7	2.7	0.0	4	11	23	1	6	14	22	1	94.6	71.1	57.9	—	96.8	73.0	59.1	—
94.1	55.6	0.0	0.0	3.0	5.2	2.5	2.0	8	3	2	1	9	6	14	5	73.9	—	—	—	82.2	61.0	59.1	56.8
100.0	93.0	0.0	0.0	1.9	2.7	3.6	3.7	31	32	14	1	22	25	21	2	100.0	77.8	63.9	—	101.5	77.2	63.2	—
96.6	83.8	8.9	0.0	0.8	1.5	2.3	9.4	55	43	39	1	32	31	40	0	108.3	84.8	80.4	—	101.0	86.8	80.5	0.0
96.3	91.7	5.7	0.0	2.0	2.3	2.2		12	8	13	0	15	16	22	1	91.4	66.7	65.3	0.0	87.4	72.0	65.3	—
100.0	95.7	58.8		3.3	4.4	4.4		35	30	46	0	30	40	51	0	125.6	101.3	84.3	0.0	125.8	100.1	83.7	0.0

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR				
New Jersey (continued)																					
Monmouth U		IIA	PI	128.7	105.4	76.7	58.3	71.3		89.0	174.1	143.5	104.5	74.6	99.4		121.4	36.4			
New Jersey Institute Technology	8	I	PU	187.7	134.1	102.5		71.0	98.4	128.8	266.4	192.5	147.3		102.5	141.1	184.6	43.3			
Princeton U		I	PI	238.0	143.8	115.2	97.8	93.0		176.2	307.4	185.8	148.8	126.3	120.1		227.7	29.2			
Ramapo Coll New Jersey		IIB	PU	125.4	99.4	83.2	—			103.3	188.9	149.8	125.4	—			155.7	50.7			
Rutgers U-Camden	17	IIA	PU	154.7	101.4	89.1	61.6	—		113.2	200.1	138.6	125.7	98.1	—		155.0	36.9			
Rutgers U-New Brunswick	17	I	PU	165.9	109.6	86.3	63.7	70.4		119.8	220.2	160.4	136.9	116.1	113.4		177.5	48.2			
Rutgers U-Newark	17	I	PU	183.1	130.6	107.5	66.3	135.1		136.8	238.6	174.3	145.9	107.8	180.9		185.1	35.3			
Saint Peter's U		IIA	PR	103.2	77.7	68.4	59.6	60.3	75.0	79.1	121.5	93.5	81.2	69.9	78.6	91.0	94.7	19.8			
Stevens Institute Technology		I	PI	144.9	116.6	97.7				117.4	181.7	148.8	122.4				148.2	26.2			
Stockton U		IIA	PU	123.6	97.3	76.1	65.2			94.3	175.8	137.3	107.9	90.2			133.4	41.4			
The Coll New Jersey	8	IIA	PU	123.0	99.8	81.5	76.0			101.4	184.5	149.4	121.4	113.2			151.6	49.6			
William Paterson U New Jersey		IIA	PU	130.2	101.6	81.3	71.9			108.8	167.1	133.2	104.1	91.2			140.5	29.1			
New Mexico																					
U New Mexico-Main Campus		1	I	PU	112.4	81.2	74.8	40.3	55.6	63.9	84.2	145.2	106.9	99.4	56.9	73.5	84.5	110.8	31.6		
New York																					
Adelphi U		I	PI	143.0	107.9	86.0	70.0	74.6	103.7	110.0	185.3	142.2	108.4	83.5	87.9	136.4	142.1	29.2			
Barnard Coll		IIB	PI	168.7	118.7	89.6	78.2	64.1		121.0	227.3	157.4	126.6	110.8	92.8		166.6	37.7			
Canisius Coll	8	IIA	PR	87.3	74.7	62.7	50.2			76.1	110.4	96.9	80.0	63.1			97.5	28.1			
Cayuga County CC		III	PU	83.1	70.0	63.4	—			74.6											
Cazenovia Coll		IIB	PI	77.1	64.4	51.2	46.1			62.8	96.5	83.1	60.4	62.4			79.3	26.3			
Clarkson U		I	PI	129.7	99.4	79.3	63.7			98.3	177.8	137.1	104.5	88.0			133.1	35.4			
Colgate U		IIB	PI	147.0	102.7	86.3	67.8			109.7	189.8	132.9	111.3	85.5			141.3	28.8			
Coll Mount Saint Vincent		IIB	PR	99.1	77.5	72.2	67.7			77.5											
Coll Stn Island CUNY		IIA	PU	120.4	97.7	83.6		74.2		99.3	156.5	133.7	119.6		110.2		136.4	37.4			
Columbia U in the City New York		I	PI	251.3	161.2	126.2	188.7	82.7		185.3	305.9	201.5	153.2	202.1	107.6		229.6	23.9			
Cornell U	8	I	PI	178.7	125.9	116.6	69.0	78.0		139.6	232.8	171.7	157.6	107.7	117.1		189.6	35.8			
CUNY Bernard M Baruch Coll	8	IIA	PU	135.8	115.6	109.3	—	80.2		118.7	172.8	152.6	146.3	—	117.2		156.6	31.9			
CUNY Borough Manhattan CC		III	PU	117.0	93.2	78.0	57.3	71.4		87.6	152.2	128.4	113.2	92.5	106.6		124.1	41.6			
CUNY Bronx CC		III	PU	115.4	93.2	73.3	62.1	67.4		87.0	150.5	128.3	108.5	97.3	102.5		123.7	42.2			
CUNY Brooklyn Coll		IIA	PU	124.1	98.8	86.5		68.6		102.5	160.3	135.0	122.8		104.8		140.1	36.7			
CUNY City Coll		IIA	PU	134.0	103.4	88.3	—	89.2		111.8	170.8	140.1	125.1	—	126.0		149.7	33.9			
CUNY Graduate School and U Center		I	PU	154.2	109.8	82.2		67.9		130.1	191.4	147.0	119.5		105.2		170.3	30.9			
CUNY Hostos CC		III	PU	114.5	92.0	78.9	—	70.9		86.9	149.6	127.2	114.0	—	106.1		123.1	41.6			
CUNY Hunter Coll		IIA	PU	125.0	102.4	86.6	—	77.1		107.0	161.5	138.9	123.1	—	113.6		144.6	35.1			
CUNY John Jay Coll Criminal Justice		IIA	PU	126.0	99.2	83.9		76.3		100.3	162.1	135.2	120.0		112.3		137.4	37.0			
CUNY Kingsborough CC		III	PU	116.0	93.1	79.8	67.2	71.3		87.9	151.2	128.3	115.0	102.4	106.5		124.1	41.3			
CUNY LaGuardia CC		III	PU	114.5	90.2	76.3	68.1	76.8		90.8	149.9	125.7	111.8	103.5	112.3		127.1	40.0			
CUNY Lehman Coll		IIA	PU	123.7	98.0	84.8	72.1	76.0		96.2	159.5	133.8	120.6	107.9	111.8		133.0	38.3			
CUNY Medgar Evers Coll		IIB	PU	122.6	95.9	82.6	—	78.0		95.1	158.3	131.6	118.4	—	113.8		132.0	38.8			
CUNY New York City Coll Technology		IIB	PU	117.7	96.8	82.6	—	75.1		92.9	153.2	132.4	118.2	—	110.7		129.2	39.1			
CUNY Queens Coll		IIA	PU	125.0	98.2	83.8	—	73.0		100.5	161.1	134.3	119.9	—	109.1		138.1	37.4			
CUNY Queensborough CC		III	PU	118.9	94.7	79.5	—	72.3		89.4	154.3	130.0	114.9	—	107.6		125.8	40.7			
CUNY School Law		IIA	PU	158.7	132.7	—	94.4			141.0	196.6	170.6	—	132.3			180.6	28.1			
CUNY York Coll		IIB	PU	114.4	95.6	81.3		77.1		94.3	150.1	131.3	117.0		112.8		130.7	38.6			
Dominican Coll Blauvelt		IIA	PI	—	82.0	73.4	66.0			74.9	—	107.8	93.5	80.1			95.4	27.3			
Farmingdale St Coll		IIB	PU	102.6	80.4	72.5		65.5		80.7	144.9	113.0	96.8		89.2		110.4	36.8			
Finger Lakes CC	8	III	PU	75.2	64.1	56.6	48.4			62.7	102.8	90.1	76.6	66.7			86.1	37.3			
Fordham U		I	PR	169.9	118.3	100.3	101.1	63.7	54.1	122.0	225.8	165.3	137.6	136.5	92.7	84.6	167.7	37.5			
Hamilton Coll		IIB	PI	142.9	107.3	83.6			74.5	113.0	178.8	139.5	108.6			95.2	144.3	27.7			
Hartwick Coll		IIB	PI	83.9	65.7	60.2	—			70.9											
Hilbert Coll		IIB	PR	70.9	60.4	51.4				60.4	87.8	82.5	65.2					77.3	27.9		
Hobart William Smith Colls		IIA	PI	116.9	83.0	71.2	66.9			88.2	157.0	117.7	100.9	93.6			123.2	39.7			
Hofstra U		I	PI	145.2	105.8	95.6	84.0			119.0	198.8	147.6	121.8	114.4			161.3	35.5			
Iona Coll		IIA	PR	110.3	81.7	72.5	—	72.2		85.4	141.4	108.4	88.2	—	88.1		108.3	26.8			
Ithaca Coll		IIA	PI	103.3	81.9	69.6	64.9	—	44.7	80.4	133.8	108.4	92.5	89.5	—	63.0	106.3	32.3			
Keuka Coll		IIA	PR	79.2	66.0	63.5	—			67.3	99.7	82.5	79.8	—				84.7	25.9		
Le Moyne Coll		IIA	PR	104.5	76.6	70.2	69.2			83.0	131.4	99.9	93.8	95.5			108.5	30.7			
LIU Post	8, 19	I	PI	119.8	98.6	89.1	70.7			102.5	161.9	137.3	120.3	89.6			140.2	36.7			
Manhattan Coll		IIA	PR	124.5	96.2	84.8	72.7			98.6											

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	100.0	0.0	0.0	9.9				27	41	29	10	15	45	43	11	137.6	108.6	79.4	62.2	112.7	102.4	74.9	54.7	
100.0	92.3	0.0		1.8	1.7	2.1		126	71	52	0	14	20	22	0	189.2	134.1	103.9	0.0	174.7	134.1	99.2	0.0	
100.0	100.0	0.0	0.0	3.7	8.6	6.8	5.5	369	55	118	16	118	40	77	6	243.1	145.6	121.4	98.2	222.0	141.4	105.7	96.9	
100.0	97.8	32.1	100.0	5.2	7.7	5.6	1.7	36	41	29	0	32	50	27	1	126.0	100.2	81.2	0.0	124.7	98.7	85.4	—	
87.0	84.2	0.0	0.0					66	45	45	10	42	37	59	8	163.1	102.2	94.4	58.3	141.4	100.5	85.0	65.7	
93.4	72.6	0.0	0.0					564	237	204	87	235	285	297	133	169.3	111.8	89.4	65.4	157.7	107.8	84.1	62.5	
92.6	85.9	0.0	0.0					135	91	101	20	55	58	64	23	188.0	130.3	110.2	72.3	171.1	131.0	103.3	61.0	
96.8	100.0	14.3	0.0	1.0	1.4	1.3	7.5	19	15	22	3	12	17	13	4	104.4	78.6	68.8	—	101.2	76.9	67.5	60.2	
57.1	43.0	0.0		2.2	3.1	4.1		58	68	63	0	12	25	31	0	148.8	116.9	102.3	0.0	126.0	115.6	88.5	0.0	
98.6	96.1	11.8	4.4	6.5	8.2	9.9	8.1	38	56	43	10	35	71	59	13	123.9	97.8	77.5	66.6	123.4	96.9	75.1	64.1	
100.0	85.4	25.0	0.0	5.1	7.0	8.4	6.6	55	65	49	2	57	79	55	3	124.6	100.9	83.6	—	121.5	98.9	79.6	—	
99.5	95.2	15.6	0.0	5.6	10.2	11.5	10.8	111	54	36	6	70	72	54	7	131.8	101.0	83.4	73.0	127.7	102.1	79.9	71.0	
98.0	92.9	0.0	0.0	1.8	1.6	1.3		196	137	116	18	105	158	130	19	115.3	82.1	75.8	40.4	107.0	80.4	73.9	40.3	
98.8	98.5	3.0	0.0	2.3	2.5	2.9	3.0	51	56	31	1	35	73	35	5	148.0	111.4	85.1	—	135.7	105.2	86.8	70.4	
94.3	86.7	0.0	0.0	3.2	7.7	5.5	6.2	42	10	17	17	46	20	21	41	168.8	116.5	87.9	78.6	168.7	119.9	91.0	78.0	
100.0	100.0	0.0	0.0	0.4	0.4	0.9	0.0	39	48	12	3	22	29	15	5	90.4	78.1	61.3	—	81.7	69.2	63.8	44.0	
100.0	100.0	37.5	0.0	0.0	3.4	1.5	12.1	11	5	2	1	12	6	6	2	83.1	70.0	—	—	83.2	70.0	63.4	—	
100.0	100.0	8.3	0.0	0.0	1.7	1.9	0.0	9	3	3	4	11	9	9	6	77.8	—	—	52.0	76.5	65.1	51.1	42.1	
97.0	84.7	0.0	0.0	2.3	2.7	2.2	2.1	54	54	51	11	13	18	38	3	131.1	100.9	81.3	67.2	123.6	94.9	76.6	—	
100.0	98.8	0.0	0.0	4.5	5.3	6.1	5.6	67	48	37	19	36	34	38	17	148.6	104.4	87.0	70.1	143.8	100.3	85.7	65.2	
80.0	58.3	7.1	0.0	4.3	2.7	3.6	7.0	7	15	13	1	3	21	15	6	97.8	78.4	71.5	—	76.9	72.8	67.9	—	
96.8	95.6	16.7		11.8	13.0	13.2		80	58	45	0	45	56	45	0	122.2	98.1	83.9	0.0	117.3	97.2	83.3	0.0	
88.7	54.2	0.0	0.0	3.7	7.5	4.2		582	128	127	7	199	77	76	2	258.8	163.9	128.0	183.2	229.2	156.8	123.3	—	
94.3	95.9	0.0	0.0	3.0	5.0	5.1	5.2	517	206	179	9	182	139	108	11	181.9	126.4	119.3	75.0	169.7	125.1	112.0	64.1	
93.4	97.2	5.2	0.0	11.5	12.4	12.9		132	82	63	0	64	59	52	1	136.5	117.4	114.4	0.0	134.3	113.0	103.0	—	
100.0	71.8	19.7	0.0	12.4	13.1	13.8		58	65	85	13	50	84	123	12	118.9	94.0	76.1	57.3	114.8	92.6	79.3	57.3	
98.8	77.9	16.4	0.0	12.1	14.2	14.2	12.3	49	35	55	1	33	33	55	4	116.4	94.6	72.4	—	114.0	91.8	74.2	62.8	
97.0	95.1	19.1		11.2	12.1	11.7		127	80	55	0	76	83	60	0	126.2	100.0	86.5	0.0	120.6	97.5	86.6	0.0	
94.1	91.2	10.7	0.0	11.4	11.6	10.7	15.5	182	95	60	2	70	76	52	0	135.8	104.3	90.0	—	129.4	102.3	86.4	0.0	
79.6	62.2	4.7		9.7	13.3	11.8		90	20	19	0	62	25	24	0	162.0	109.3	89.5	0.0	142.9	110.2	76.5	0.0	
97.3	97.1	26.0	0.0	11.7	13.1	12.7		20	16	36	2	17	19	41	0	113.6	93.4	77.8	—	115.5	90.9	79.8	0.0	
82.1	93.0	16.3	0.0	10.5	11.4	11.9		142	109	41	0	143	106	57	1	128.6	101.6	85.6	0.0	121.4	103.1	87.2	—	
96.3	95.1	25.8		12.4	13.6	12.1		66	86	37	0	42	78	56	0	127.0	99.9	84.7	0.0	124.5	98.3	83.4	0.0	
100.0	85.9	23.7	0.0	12.5	13.2	13.3	14.0	40	27	47	2	31	44	67	4	114.6	93.7	79.2	—	117.8	92.7	80.2	66.4	
100.0	45.2	4.9	0.0	12.5	13.5	14.8	15.8	48	52	40	0	46	74	62	4	113.8	91.0	76.3	0.0	115.1	89.7	76.4	68.1	
97.6	95.8	13.9	0.0	11.4	12.5	11.5	10.4	52	55	38	2	32	63	63	2	126.1	98.2	85.1	—	119.7	97.8	84.6	—	
93.8	57.5	23.5	0.0	10.3	13.9	11.1	13.4	30	20	22	2	18	20	29	0	123.0	95.9	81.9	—	121.9	95.9	83.2	0.0	
100.0	95.3	33.7	0.0	12.2	12.5	12.4		42	64	92	0	34	64	86	1	119.1	97.2	83.0	0.0	115.8	96.3	82.1	—	
96.0	95.8	17.2	0.0	11.0	11.8	12.6	14.3	136	90	49	1	66	100	44	0	127.3	99.2	82.8	—	120.3	97.3	84.8	0.0	
98.6	100.0	3.7	0.0	12.0	12.6	13.2		34	52	70	1	39	54	66	1	120.5	94.3	79.0	—	117.6	95.0	80.1	—	
88.5	20.0	0.0	0.0	11.5	11.8			7.8	11	1	0	1	15	4	1	7	155.3	—	0.0	—	161.1	132.5	—	94.2
89.1	91.0	20.9		11.7	11.9	13.0		25	41	23	0	21	37	20	0	117.9	95.3	81.7	0.0	110.2	96.0	80.9	0.0	
100.0	78.6	28.9	0.0	2.6	2.2	2.6	2.4	0	6	20	2	3	8	32	6	0.0	88.8	74.0	—	—	76.8	73.1	64.0	—
96.3	79.2	9.4		0.1	-0.5	0.4		30	23	66	0	24	25	62	0	107.0	82.1	72.6	0.0	97.1	78.9	72.3	0.0	
100.0	92.0	75.0	0.0	11.0			4.8	21	15	16	10	17	10	16	12	77.7	64.9	57.2	47.0	72.0	62.9	56.1	49.5	
100.0	93.0	15.7	0.0	2.8	3.2	3.7	3.7	151	121	57	51	67	94	64	45	174.5	117.5	102.0	101.3	159.6	119.3	98.8	100.9	
100.0	97.8	0.0		4.1	4.2	3.8		50	26	11	0	28	19	32	0	145.2	106.0	85.5	0.0	138.9	109.1	82.9	0.0	
100.0	84.6	0.0	0.0	1.0	1.5	0.9		25	15	18	0	17	11	19	1	84.4	64.4	58.6	0.0	83.0	67.4	61.7	—	
46.2	0.0	0.0		0.0	0.0	0.0		9	2	8	0	4	6	7	0	71.0	—	56.9	0.0	70.6	64.0	45.0	0.0	
100.0	98.7	0.0	0.0	1.6	1.5	2.4	1.8	37	39	19	4	15	40	35	4	118.9	83.8	73.0	64.7	111.9	82.3	70.1	69.2	
94.0	88.8	0.0	0.0	3.1	3.3	1.8	3.0	117	92	57	3	82	78	63	1	151.4	110.3	92.6	—	136.4	100.4	98.3	—	
100.0	100.0	5.5	0.0	1.4	1.1	1.1		33	27	22	2	13	26	33	0	111.4	79.6	7						

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO	AI
New York (continued)																				
Marist Coll		IIA	PI	119.6	92.0	81.0	69.6	71.5	53.9	84.0	167.4	133.5	114.7	98.1	113.8	80.5	124.0	47.6		
Marymount Manhattan Coll	11	IIB	PI	95.3	75.1	67.1	61.9			78.3	129.3	102.9	93.4	85.8				107.4	37.2	
Medaille Coll		IIA	PI	77.4	63.3	52.5	—			60.0	95.1	82.4	76.4	—				81.7	36.2	
Mercy Coll		IIA	PI	103.9	87.3	78.2	75.8			83.8	149.1	134.0	118.0	114.7				126.6	51.1	
Molloy Coll		IIA	PR	117.7	95.9	86.2	77.5			97.8	159.6	133.5	120.7	114.2				135.8	38.9	
Monroe CC		III	PU	85.1	62.5	56.6	51.5	55.9		64.4	122.5	92.6	82.7	76.1	76.8			94.1	46.2	
Morrisville St Coll	12	III	PU	73.9	61.5	54.3	38.1	—		59.5	101.6	86.2	76.0	61.1	—			83.5	40.3	
Mount Saint Mary Coll	8	IIB	PR	95.3	72.8	68.2	60.2			76.2	122.3	95.2	83.3	75.8				96.7	27.0	
Nazareth Coll		IIA	PI	88.4	74.8	65.0				75.8	115.0	104.5	83.7					100.2	32.1	
New York Institute Technology		IIA	PI	133.1	99.8	91.4				105.5	168.4	134.6	116.8					137.8	30.6	
New York U		I	PI	214.5	124.9	115.2		63.6	103.5	137.7	302.5	177.6	161.3				87.2	147.7	194.7	41.4
Niagara County CC		III	PU	91.7	75.8	64.2	50.0			76.8	134.0	113.9	97.2	76.7				114.4	48.9	
Pace U-New York		IIA	PI	142.5	106.7	85.2		63.3		111.0	182.9	138.3	109.9				83.4	143.3	29.1	
Rensselaer Polytechnic Institute		I	PI	151.8	106.6	100.8	43.8	66.9		115.1	204.0	139.7	134.9	58.9	87.1			152.7	32.7	
Rochester Institute Technology	1	IIA	PI	126.6	96.3	85.4	58.6	68.3		91.9	168.0	127.9	110.4	79.2	91.5			122.0	32.7	
Saint John Fisher Coll	1	IIA	PR	108.2	84.7	75.8	57.8		58.8	83.8	141.5	115.8	98.9	79.4			76.5	111.8	33.4	
Sarah Lawrence Coll	8	IIB	PI	110.0	84.1	74.4	54.4			91.6	144.1	112.5	102.5	64.5				120.0	30.9	
Siena Coll		IIB	PR	105.3	86.0	72.4	52.8			85.8	140.1	116.0	98.2	72.2				115.5	34.7	
Skidmore Coll		IIB	PI	123.2	98.0	78.7	58.5	62.5		96.9	160.6	132.4	103.0	92.2	82.5			129.1	33.3	
St Francis Coll		IIB	PI	108.1	83.5	68.3		56.2		82.7	247.0	121.6	91.9		81.2			138.7	67.7	
St John's U-New York		I	PR	158.6	115.1	93.3	73.0			123.7	208.2	157.3	113.2	84.5				162.4	31.3	
St Lawrence U		IIB	PI	121.4	92.2	72.6	62.5			91.5	155.5	121.6	95.3	77.5				119.1	30.2	
St U New York New Paltz	8	IIA	PU	97.2	71.8	62.7	59.0	53.3		69.8	130.7	99.2	86.8	110.7	76.8			97.5	39.8	
St. Joseph's Coll-New York		IIB	PI	108.9	78.9	70.1	65.2	56.8		79.8	143.2	102.0	89.8	83.2	67.4			102.8	28.8	
Stella and Charles Guttman CC	8	III	PU	111.9	104.1	78.4	66.1	70.8		82.8	146.7	138.9	113.2	101.0	105.6			118.6	43.2	
Stony Brook U		I	PU	152.9	104.3	88.7	75.5	63.7		111.0	199.0	144.6	124.5	113.0	87.0			151.2	36.2	
Sullivan County CC	8	III	PU	58.4	54.6	47.6	—			55.0	87.9	82.4	66.5	—				82.0	49.1	
SUNY Albany		I	PU	125.9	93.5	79.0		56.7		94.0	164.3	125.9	106.0		78.0			125.6	33.7	
SUNY Binghamton	8	I	PU	129.4	94.0	76.7	55.1	56.2		91.6	170.7	126.2	103.8	101.2	79.2			124.9	36.3	
SUNY Buffalo St	8	IIA	PU	93.0	76.7	65.6		49.9		75.4	126.8	104.2	89.3		68.5			102.7	36.2	
SUNY Coll Agriculture and Technology Cobleskill	8	III	PU	77.9	64.6	55.0	42.9	—		63.4	105.9	90.6	79.5	55.8	—			88.0	38.9	
SUNY Coll Brockport	8	IIA	PU	96.1	75.8	62.5	51.8	52.7		72.9	128.0	104.3	85.1	74.8	71.6			99.4	36.4	
SUNY Coll Environmental Science and Forestry	8	I	PU	100.8	80.2	64.0	61.3	55.1		82.7	152.5	109.8	86.7	86.1	78.1			118.0	42.7	
SUNY Coll Geneseo	8	IIA	PU	92.2	73.9	60.1		53.1		73.0	122.2	101.0	81.5		73.1			98.7	35.3	
SUNY Coll Old Westbury	8	IIB	PU	101.2	86.8	78.9	60.7	59.6		83.7	134.6	116.6	102.7	81.5	77.7			110.7	32.2	
SUNY Coll Oswego	8	IIA	PU	88.4	73.2	57.8	31.2	58.4		66.9	119.4	100.2	79.1	45.6	85.1			91.6	37.0	
SUNY Coll Plattsburgh	8	IIB	PU	88.7	68.8	60.8		49.6		68.3	121.9	94.8	84.8		69.9			94.8	38.7	
SUNY Coll Potsdam	8	IIB	PU	80.5	64.1	52.1	41.7	46.5		62.6	109.3	89.2	72.3	56.5	66.6			86.4	38.1	
SUNY Coll Technology Alfred	8	III	PU	78.5	64.4	56.8	42.9	36.8		58.1	108.9	89.6	80.2	62.6	50.0			81.5	40.3	
SUNY Coll Technology Canton	8	III	PU	85.1	69.3	62.8	37.7	49.3		60.8	114.0	96.9	86.5	50.9	68.8			83.4	37.2	
SUNY Coll Technology Delhi	8	III	PU	73.9	60.9	54.8	45.6	—		57.9	101.5	86.4	76.3	64.6				81.0	39.9	
SUNY Cortland		IIA	PU	84.6	68.4	56.9	48.2	45.6		64.2	114.4	94.6	77.6	70.8	65.6			88.8	38.3	
SUNY Empire St Coll		IIB	PU	83.1	65.9	60.3	—	55.6		67.7	112.7	91.8	83.6	—	74.1			93.6	38.2	
SUNY Fredonia	8	IIA	PU	89.0	67.0	60.8		45.8		69.1	123.4	92.7	83.0		66.3			96.2	39.1	
SUNY Maritime Coll	8	IIA	PU	91.6	79.3	67.7	—	63.0		74.0	124.7	112.0	91.2	—	96.0			105.8	43.1	
SUNY Oneonta	8	IIA	PU	84.3	67.9	60.9		47.7		65.1	115.8	94.4	84.2		65.1			89.9	38.1	
SUNY Polytechnic Institute		IIA	PU	127.4	96.2	76.2	—	50.3		90.7	171.0	128.6	101.8	—	73.2			123.5	36.1	
SUNY Purchase Coll	8	IIB	PU	94.3	75.9	59.4		—		72.0	126.5	103.3	80.2		—			97.4	35.3	
SUNY Westchester CC		III	PU	119.7	105.6	90.6	63.2			95.6	196.2	179.0	161.0	106.2				162.1	69.5	
Syracuse U	6	I	PI	129.9	97.4	80.9	55.7	52.0		103.4	175.6	137.6	115.8	79.9	89.0			145.0	40.3	
The Coll New Rochelle		IIA	PI	101.3	78.2	71.8	69.6			79.2										
The New School		I	PI	143.9	104.9	82.6	56.7	—		102.9	182.8	138.7	111.5	70.3	—			135.7	31.8	
Tompkins Cortland CC		III	PU	79.5	61.7	60.9	—			73.9	108.1	86.7	88.5	—				101.9	38.0	
U Buffalo		I	PU	136.2	92.9	81.3	59.4	67.6		100.7	183.6	130.4	113.7	84.4	97.5			139.7	38.7	
U Rochester	8	I	PI	166.7	112.2	106.9	49.4	62.2	82.7	120.6	207.4	140.3	133.1	65.6	84.0	113.0	153.5	27.2		
Union Coll	8	IIB	PI	130.1	95.1	78.9	65.5	73.4	—	103.2	176.7	130.3	105.4	87.5	104.2	—		140.6	36.2	
Utica Coll		IIB	PI	92.4	81.0	72.3	71.3			78.7										
Vassar Coll	1	IIB	PI	137.4	105.5	84.9		83.0	73.8	107.4	183.0	144.2	114.4			118.0	99.1	145.0	35.0	
Yeshiva U		I	PI	163.6	93.6	100.9	48.0	—		108.4	183.5	117.7	120.0	66.0	—			132.6	22.3	

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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	
89.3	84.1	27.1	0.0	3.0	3.2	2.8	1.7	14	37	30	3	14	32	29	4	122.0	94.0	84.2	—	117.3	89.7	77.7	63.7	
100.0	100.0	0.0	0.0	2.0	2.2	2.2	2.0	10	17	6	0	16	22	15	5	94.9	76.8	72.2	0.0	95.6	73.7	65.0	61.9	
100.0	64.0	0.0	0.0	2.1	4.5	1.9	1.3	10	8	9	0	2	17	27	1	78.8	62.7	51.1	0.0	—	63.5	52.9	—	
81.0	44.2	10.4	0.0	—	—	—	—	11	30	37	9	10	47	69	4	103.1	86.1	76.4	77.4	104.7	88.1	79.2	72.4	
100.0	89.3	42.9	0.0	2.7	0.5	3.4	3.4	15	19	14	4	41	37	56	6	121.4	98.9	86.5	71.5	116.4	94.4	86.2	81.5	
100.0	95.0	77.3	7.3	1.6	2.6	2.2	2.0	25	47	33	18	43	52	42	23	88.8	64.0	57.4	52.0	82.9	61.1	56.0	51.1	
100.0	100.0	13.6	0.0	0.0	0.1	0.0	0.0	14	30	29	2	7	25	30	2	70.9	61.6	54.9	—	79.8	61.3	53.7	—	
100.0	96.8	3.6	0.0	2.0	2.6	2.9	2.0	12	14	12	1	11	17	16	6	101.9	72.6	68.4	—	88.1	72.9	68.1	59.9	
98.4	87.0	10.6	—	2.0	2.5	2.6	—	29	17	19	0	32	29	47	0	91.3	73.7	63.2	0.0	85.8	75.4	65.8	0.0	
98.3	87.0	12.7	—	3.8	3.0	2.7	1.9	46	54	39	0	11	46	32	0	135.1	103.9	93.9	0.0	124.6	94.9	88.2	0.0	
93.0	77.6	0.0	—	2.7	2.9	4.1	—	610	290	156	0	255	224	152	0	221.8	127.0	122.4	0.0	197.1	122.1	107.8	0.0	
100.0	100.0	100.0	22.7	0.7	1.1	1.4	7.3	25	4	7	8	29	6	9	14	94.1	77.1	66.0	50.5	89.6	75.0	62.9	49.7	
92.4	80.5	7.5	—	6.4	5.1	4.7	—	113	55	55	0	85	58	92	0	146.6	107.3	83.0	0.0	137.1	106.0	86.5	0.0	
91.5	95.5	0.0	0.0	3.3	3.2	2.9	2.5	169	61	45	3	30	28	22	6	152.1	108.3	103.5	—	150.1	102.8	95.5	44.0	
100.0	97.9	8.9	0.0	3.0	3.1	2.8	3.0	185	171	112	46	56	108	67	30	128.3	98.6	87.6	60.9	120.9	92.7	81.8	55.0	
100.0	86.9	4.8	0.0	2.4	2.4	2.9	2.8	29	40	31	6	9	59	53	3	111.3	84.8	81.6	58.8	97.9	84.6	72.4	—	
100.0	100.0	0.0	0.0	2.8	4.3	5.8	1.9	31	14	11	6	29	10	8	10	108.8	85.3	73.4	53.8	111.4	82.4	75.8	54.9	
100.0	93.5	5.3	0.0	3.4	5.0	6.4	5.0	33	48	24	7	27	29	33	6	108.0	86.7	71.4	54.5	102.1	84.7	73.2	50.7	
97.0	83.1	0.0	0.0	5.4	4.0	4.7	3.8	38	33	30	0	29	38	41	10	125.1	99.0	76.8	0.0	120.8	97.1	80.1	58.5	
100.0	95.7	0.0	—	2.4	2.5	2.4	—	16	7	8	0	11	16	17	0	114.0	84.1	71.3	0.0	99.6	83.2	66.9	0.0	
93.6	94.4	0.0	0.0	2.0	2.5	3.6	2.4	126	149	79	3	76	137	65	2	164.5	121.1	95.5	—	148.9	108.7	90.7	—	
100.0	98.7	0.0	0.0	4.3	3.8	4.3	2.3	25	32	23	5	14	45	22	8	124.2	91.6	72.4	66.5	116.3	92.7	72.9	59.9	
100.0	94.5	5.5	37.5	0.0	0.1	0.0	0.0	30	78	38	1	20	67	53	7	104.1	74.1	64.7	—	86.9	69.2	61.3	59.8	
100.0	67.2	0.0	0.0	2.3	2.4	2.5	2.5	14	22	22	4	15	39	30	6	109.6	77.7	69.7	64.9	108.3	79.6	70.4	65.4	
83.3	66.7	0.0	0.0	13.8	12.2	12.6	13.4	3	2	10	6	3	4	21	1	—	—	79.1	65.1	—	100.5	78.0	—	
94.0	76.9	0.7	0.0	0.5	0.2	0.3	0.0	271	156	166	4	78	125	129	7	155.1	105.2	90.8	67.4	145.4	103.3	86.0	80.2	
100.0	100.0	50.0	0.0	6.7	3.8	2.3	—	11	6	2	0	11	6	6	1	60.7	55.4	—	0.0	56.0	53.7	47.2	—	
98.8	95.9	0.0	—	0.3	0.0	0.2	—	121	125	106	0	40	94	94	0	127.7	95.6	81.1	0.0	120.4	90.7	76.7	0.0	
98.9	94.8	0.4	8.7	0.1	0.2	0.3	2.5	132	108	142	4	49	84	122	19	132.9	96.9	78.0	50.9	119.8	90.4	75.1	56.0	
100.0	65.5	6.5	0.0	0.0	1.5	0.0	0.4	22	18	17	7	10	11	14	4	78.1	65.8	55.7	44.5	77.6	62.8	54.2	40.0	
100.0	92.8	2.9	0.0	0.1	0.7	0.0	0.0	32	69	42	1	22	70	62	4	100.7	78.2	62.5	—	89.4	73.5	62.5	53.4	
100.0	100.0	5.3	77.8	0.3	0.0	1.8	0.0	42	23	9	5	4	16	10	4	101.0	81.0	63.0	62.5	98.8	79.0	64.9	59.7	
98.7	97.4	14.1	—	0.0	0.1	0.0	—	50	46	27	0	27	32	37	0	93.8	74.9	60.4	0.0	89.4	72.5	59.9	0.0	
100.0	94.8	0.0	25.0	0.0	0.3	0.5	0.0	12	28	29	2	15	30	36	2	108.2	89.2	84.5	—	95.6	84.5	74.4	—	
98.7	88.4	5.6	0.0	0.1	0.0	0.3	3.6	50	52	83	11	27	43	97	5	89.5	77.3	57.8	28.9	86.2	68.2	57.9	36.4	
100.0	88.0	7.1	—	0.1	0.0	0.0	—	45	53	23	0	21	39	33	0	92.1	70.7	62.7	0.0	81.5	66.2	59.5	0.0	
100.0	97.4	1.6	14.3	0.0	0.0	0.9	—	53	43	26	6	22	34	38	15	81.7	62.7	53.0	39.3	77.6	66.0	51.5	42.6	
96.4	84.6	24.6	9.1	0.0	0.2	0.0	0.0	18	31	29	21	10	8	28	1	79.1	65.0	56.7	43.0	77.3	61.9	56.8	—	
100.0	77.4	14.3	3.5	0.0	0.3	0.3	2.0	10	20	15	15	14	11	13	14	14	85.5	68.6	67.0	34.1	84.7	70.5	57.9	41.6
93.1	58.1	17.7	14.3	0.0	0.0	0.4	0.0	16	14	29	19	13	17	33	9	74.5	61.1	55.1	48.0	73.2	60.8	54.6	40.5	
100.0	85.7	4.7	22.2	0.1	0.0	0.6	0.2	39	40	46	4	29	58	40	5	86.1	69.9	55.8	42.5	82.6	67.4	58.0	52.7	
91.9	83.9	31.6	0.0	0.0	0.2	0.0	0.0	17	33	10	0	20	60	28	1	84.6	69.1	60.0	0.0	81.9	64.1	60.4	—	
100.0	93.8	4.7	—	0.1	0.1	1.3	—	45	49	26	0	28	48	17	0	92.4	66.1	60.9	0.0	83.7	68.0	60.5	0.0	
95.7	88.9	13.3	0.0	0.8	0.0	0.4	0.0	17	13	10	1	6	5	5	0	93.4	80.7	70.5	—	86.4	75.6	62.0	0.0	
98.0	85.7	11.4	—	0.0	0.0	0.0	—	35	48	41	0	16	50	47	0	84.2	68.2	63.4	0.0	84.4	67.5	58.7	0.0	
93.9	92.0	7.4	0.0	0.6	0.3	0.7	0.0	27	35	16	1	6	15	11	1	134.3	99.4	77.6	—	96.6	88.7	74.1	—	
100.0	86.8	0.0	—	0.3	0.2	0.4	—	14	32	33	0	16	36	39	0	97.6	75.6	59.7	0.0	91.5	76.2	59.2	0.0	
100.0	100.0	92.9	16.7	-0.9	1.1	2.8	3.7	24	19	17	18	27	15	25	24	118.5	106.0	89.5	64.4	120.7	105.2	91.4	62.3	
84.7	89.8	2.9	0.0	2.3	2.8	3.4	4.3	278	176	155	0	120	146	161	7	135.2	99.9	82.8	0.0	117.7	94.4	79.0	55.7	
48.0	48.0	3.2	11.1	—	—	—	—	7	15	16	4	18	35	15	5	106.7	82.3	72.8	0.0	99.0	76.3	70.7	69.6	
70.1	50.7	1.3	0.0	1.7	3.2	2.2	5.9	49	77	66	6	38	65	90	7	148.1	108.0	80.1	61.5	138.5	101.2	84.3	52.6	
100.0	88.9	0.0	0.0	3.0	5.9	5.6	3.3	18	3	0	2	24	6	5	1	81.								

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5)
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	BEN. as % of SAL.		
North Carolina																				
Appalachian St U	8	I	IA	PU	97.8	78.9	69.1	—	46.5	55.5	75.4	125.3	101.9	89.3	—	62.0	74.0	97.8	29.8	
Barton Coll	8	I	IB	PR	58.2	50.9	56.2	—			54.9	74.5	64.4	67.5	—				67.9	23.7
Belmont Abbey Coll			I	IB	PR	64.1	55.0	54.2	—	24.8		49.7	82.8	69.8	68.5	—	30.8		63.0	26.6
Brevard Coll				I	IB	PR	50.1	45.3	43.6			45.6	63.4	56.1	53.7				56.6	24.2
Campbell U	1	I	IA	PR	112.4	78.4	72.3	51.8	—	—	78.8	166.6	112.3	110.4	77.7	—	—	116.9	48.3	
Chowan U	8	I	IB	PR	76.5	63.5	59.4	46.5			63.3	105.7	84.6	72.1	56.1			81.6	28.8	
Davidson Coll			I	I	PR	130.4	98.8	74.8	—	57.2		107.7	166.9	126.7	93.6	—	71.2		136.9	27.2
Duke U		I	PR	209.7	138.8	114.1					176.0	271.9	184.1	144.5				228.7	29.9	
East Carolina U	8	I	PU	106.0	80.8	75.7	—			64.9	80.4	143.9	107.9	102.7	—			108.3	34.8	
Elizabeth City St U	8	I	IB	PU	78.7	69.3	66.8		56.5	—	69.9	100.1	89.2	85.8		75.5	—	89.9	28.6	
Elon U	8	I	IA	PI	112.3	82.3	76.5	57.1	67.0		83.1	145.5	107.4	98.1	81.2	86.8		108.0	29.9	
Fayetteville St U	8	I	IA	PU	91.0	79.1	77.4	—	59.4	68.1	78.4	122.8	105.1	100.8	—	82.2	90.3	104.8	33.6	
Gardner-Webb U	1	I	IA	PR	69.4	62.0	59.0	49.0	—		62.0	94.9	85.2	90.6	67.0	—		87.9	41.8	
Greensboro Coll			I	IB	PR	57.3	54.3	47.0	—		53.4	69.9	66.5	58.2	—			65.5	22.7	
Guilford Coll				I	IB	PR	74.7	60.0	56.2	46.3		61.2	95.0	77.2	70.9	58.7			77.9	27.2
Lees-McRae Coll	8	I	IB	PR	53.1	42.4	42.0	40.9			43.6									
Mars Hill U	8	I	IB	PI	58.0	53.0	50.3	38.1			50.8	76.9	68.2	64.5	48.9			65.7	29.3	
Meredith Coll			I	IA	PI	75.4	62.0	58.3	58.7		65.4	91.9	78.5	73.4	73.9			81.6	24.7	
North Carolina A & T St U	8	I	IA	PU	101.0	84.3	72.5	—	55.0	57.2	81.5	139.3	110.4	94.8	—	80.8	80.4	109.5	34.4	
North Carolina Central U	8	I	IA	PU	97.9	80.6	68.1	60.1	56.4	58.2	74.8	136.9	109.8	89.9	97.6	76.7	78.8	101.8	36.1	
North Carolina St U Raleigh	8	I	PU	129.6	93.1	81.3	—	53.3	65.1	100.1	177.7	126.4	110.0	—	73.4	93.2	136.5	36.4		
North Carolina Wesleyan Coll			I	I	PR	58.9	58.7	48.1	52.6		54.8	74.8	77.2	62.7	70.5			71.5	30.5	
Salem Coll				I	IB	PR	66.3	57.5	53.0	38.6	—	55.6	78.8	69.2	64.1	49.8	—	67.1	20.6	
U North Carolina Asheville	8	I	IB	PU	94.0	80.6	69.6	—	56.2	—	77.7	120.8	104.4	90.9	—	74.1	—	100.9	29.9	
U North Carolina Chapel Hill	8	I	PU	159.3	105.7	95.7	135.6	56.0	96.6	116.0	205.8	140.4	126.8	174.5	76.1	132.9	153.8	32.6		
U North Carolina Charlotte	8	I	PU	126.7	89.9	82.6		55.4	72.7	87.4	160.1	115.5	106.9		77.4	96.4	114.4	31.0		
U North Carolina Greensboro	8	I	PU	113.4	82.7	75.4	—	46.9	60.3	78.4	143.9	107.3	99.4	—	64.7	85.3	103.7	32.3		
U North Carolina Pembroke	8	I	IA	PU	88.4	66.7	62.7	54.7	51.5	68.8	66.5	113.4	87.2	82.5	72.0	68.7	90.5	87.2	31.1	
U North Carolina School the Arts	8	I	IA	PU	79.1	71.9	66.0	55.3			68.8	102.3	93.4	86.1	69.1			88.8	29.1	
U North Carolina Wilmington	8	I	IA	PU	100.9	75.7	71.0		50.6		76.7	132.6	99.0	92.1		66.7		100.5	31.0	
Wake Forest U	8	I	IA	PI	151.7	101.9	76.2	69.5	—	98.2	106.4	191.0	132.3	95.8	88.5	—	127.8	135.4	27.3	
Western Carolina U	8	I	IA	PU	96.6	73.0	63.8	44.6	43.6	57.9	71.4	126.7	97.1	84.6	63.0	61.8	76.7	95.0	33.0	
Winston-Salem St U	8	I	IA	PU	94.9	77.8	71.8	64.2	61.5	64.8	76.2	126.6	102.7	98.7	91.8	98.5	91.6	104.0	36.5	
North Dakota																				
Bismarck St Coll	8	III	PU	69.7	56.3	52.0	—			55.3	99.4	85.1	84.5	—			85.6	54.8		
Lake Region St Coll		III	PU	—	62.1	62.4	55.7			59.4	—	90.0	112.9	98.4			100.5	69.1		
North Dakota St U-Main Campus	1	I	PU	108.1	85.0	71.0	—	51.1		82.3	167.9	123.7	104.0	—	77.1		122.6	49.0		
U North Dakota	8	I	PU	107.7	85.8	72.6	52.2	49.7	35.1	79.1	145.4	121.4	109.2	85.6	89.2	54.4	117.4	48.4		
Valley City St U			I	IB	PU	69.9	58.4	49.5	44.4		53.7	99.5	83.9	72.7	66.8		78.4	45.9		
Ohio																				
Ashland U			I	IA	PR	70.2	64.1	61.2	52.2			62.8	90.7	83.7	81.5	70.3		82.6	31.5	
Baldwin Wallace U			I	IB	PR	84.4	73.0	61.6	48.6			72.8	111.7	94.7	78.6	70.3		94.8	30.2	
Bluffton U			I	IB	PR	61.6	56.2	47.2				54.2								
Bowling Green St U-Firelands	8	III	PU	92.8	68.9	55.3	54.1	64.2		67.2	123.4	90.8	77.3	68.4	85.8		88.9	32.4		
Bowling Green St U-Main Campus	8	I	PU	110.1	84.8	74.1	52.4	61.3		80.4	139.8	109.0	94.8	68.7	82.1		104.1	29.5		
Case Western Reserve U	8	I	PI	146.0	99.4	90.8	66.5			112.4	187.0	136.0	124.3	100.3			151.7	35.0		
Cleveland St U		I	PU	112.2	84.2	80.3	67.3	63.4		86.3	144.3	106.2	99.1	82.8	81.0		109.0	26.3		
Defiance Coll		I	IB	PR	57.7	53.2	49.3				52.2	82.5	66.6	66.3			70.4	34.8		
Denison U		I	IB	PI	116.6	83.6	69.2	58.4			83.3	155.5	116.0	93.6	81.2		114.0	36.8		
John Carroll U		I	IA	PR	94.8	72.3	80.4	61.3			81.4	124.6	99.5	106.0	74.6		108.6	33.4		
Kent St U Ashtabula	8	III	PU	—	76.3	—		55.0		63.0	—	103.8	—		79.0		88.9	41.1		
Kent St U East Liverpool	8	III	PU	—	75.8	—		56.0		62.6	—	105.3	—		80.3		89.2	42.5		
Kent St U Geauga	8	III	PU	—	85.0	—		53.1		60.0	—	114.6	—		79.2		87.7	46.1		
Kent St U Kent	8	I	PU	118.4	90.7	75.4		61.9		83.0	157.9	123.2	103.7		90.8		115.8	39.5		
Kent St U Salem	8	III	PU	102.6	78.5	63.4		60.4		67.1	133.1	105.1	87.5		86.1		93.8	39.7		
Kent St U Stark	8	III	PU	106.2	78.1	61.0		55.9		68.4	139.7	106.6	86.4		81.8		96.3	40.8		
Kent St U Trumbull	8	III	PU	104.4	83.1	67.3		55.7		70.5	135.1	111.5	95.0		83.1		99.8	41.5		
Kent St U Tuscarawas	8	III	PU	99.5	76.4	61.8		51.1		63.8	129.4	103.4	85.9		74.0		89.4	40.2		
Kenyon Coll		I	IB	PI	102.4	83.5	68.6	—			87.6	140.9	114.5	92.4	—		119.9	36.8		

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
99.0	96.6	0.0	0.0	2.2	2.7	2.6	1.6	175	123	104	2	123	109	102	1	100.7	80.5	69.9	—	93.8	77.1	68.4	—	
100.0	89.5	5.9	0.0	0.0	1.8	1.9	3.6	9	10	16	0	9	9	18	1	58.8	47.9	55.5	0.0	57.6	54.3	56.8	—	
100.0	76.5	0.0	0.0	0.0	0.0	0.0	0.0	6	18	9	1	3	16	6	1	63.2	56.3	55.8	—	—	53.6	51.8	—	
100.0	83.3	0.0	0.0	0.6	2.1	0.2	—	4	16	9	0	6	8	9	0	49.4	44.5	44.2	0.0	50.5	46.7	42.9	0.0	
82.1	31.7	0.0	0.0	—	12.9	—	—	30	49	42	11	9	33	55	10	114.7	80.7	69.9	51.5	104.7	75.0	74.2	52.2	
100.0	68.2	0.0	0.0	13.9	—	3.1	—	6	12	16	1	8	10	10	4	71.8	63.4	61.4	—	80.0	63.5	56.1	45.6	
99.0	96.7	0.0	0.0	2.1	2.2	4.0	2.0	65	18	21	0	35	12	31	1	134.2	96.4	74.7	0.0	123.3	102.3	74.9	—	
100.0	89.5	0.0	—	2.9	4.8	5.6	—	375	124	80	0	115	85	61	0	212.6	145.0	120.4	0.0	200.3	129.8	105.9	0.0	
99.6	97.6	1.9	0.0	2.8	2.6	2.7	1.7	186	188	93	2	72	190	118	0	107.1	82.4	78.4	—	103.2	79.2	73.6	0.0	
90.0	75.0	4.8	—	1.5	1.4	1.5	10.1	24	18	14	0	6	14	7	0	80.9	69.1	69.2	0.0	70.0	69.6	61.9	0.0	
92.2	86.6	0.7	0.0	2.1	2.2	2.3	1.0	42	75	73	4	35	74	70	10	116.2	82.6	78.4	45.9	107.5	81.9	74.5	61.6	
89.9	87.3	9.2	0.0	3.1	3.2	4.6	1.3	46	45	26	0	23	34	39	3	90.2	79.3	79.0	0.0	92.4	78.7	76.3	—	
86.7	50.0	2.1	0.0	0.1	1.1	5.9	0.9	40	15	15	6	20	19	32	16	71.4	64.5	56.2	44.6	65.4	60.1	60.3	50.6	
54.2	14.3	0.0	0.0	2.9	3.1	3.6	2.0	15	3	6	2	9	4	7	0	58.3	—	48.1	—	55.6	51.8	46.1	0.0	
100.0	91.7	30.4	0.0	9.5	6.7	6.4	5.9	19	12	7	9	13	12	16	10	76.3	60.1	59.6	46.2	72.3	59.9	54.7	46.4	
0.0	0.0	0.0	0.0	0.0	15.3	9.7	15.8	6	3	8	4	4	3	10	12	57.2	45.6	39.0	39.7	47.0	—	43.7	41.4	
100.0	78.6	6.9	0.0	—	1.5	15.8	10	13	13	4	8	15	16	10	10	58.0	53.7	49.9	37.6	58.0	52.4	50.6	38.3	
89.4	94.7	0.0	0.0	3.1	4.2	2.7	4.4	15	15	8	4	32	23	26	10	77.6	64.6	59.3	69.5	74.3	60.2	58.0	54.3	
96.2	88.3	1.2	0.0	1.9	3.6	2.8	1.4	78	105	45	3	28	74	42	0	100.1	84.9	74.4	—	103.7	83.4	70.4	0.0	
94.4	88.8	10.2	0.0	1.6	2.1	1.7	1.6	45	59	41	3	27	57	47	3	100.5	81.7	67.8	—	93.5	79.5	68.5	—	
98.0	83.3	0.0	0.0	1.6	3.0	2.9	1.8	510	305	200	0	152	179	190	1	130.8	95.2	85.2	0.0	125.6	89.5	77.3	—	
100.0	95.5	11.1	0.0	2.2	2.2	2.8	2.0	6	11	11	4	6	11	7	3	58.0	58.8	47.8	54.3	59.8	58.6	48.7	—	
100.0	72.7	4.0	0.0	0.0	0.4	0.0	0.0	2	6	3	1	8	16	22	3	—	56.4	—	—	65.8	57.9	53.0	—	
97.1	94.3	1.7	0.0	1.4	2.0	2.8	0.5	51	21	31	0	19	32	27	1	95.2	82.9	70.8	0.0	90.7	79.0	68.3	—	
98.8	93.6	0.0	0.0	2.1	2.5	3.2	4.8	395	210	140	4	190	165	123	1	166.6	107.1	100.4	111.7	144.2	103.9	90.3	—	
99.1	99.3	0.5	—	4.9	4.2	4.9	—	173	163	106	0	58	134	114	0	131.6	92.7	87.0	0.0	112.0	86.5	78.5	0.0	
98.4	93.6	0.9	0.0	1.6	2.5	3.1	2.1	111	120	42	2	77	128	75	1	116.5	87.0	79.0	—	108.9	78.7	73.4	—	
92.7	94.7	7.6	0.0	2.3	2.2	2.1	6.5	38	36	28	3	17	39	51	2	89.9	66.7	62.2	—	85.1	66.8	63.0	—	
0.0	0.0	0.0	0.0	3.4	1.4	2.7	8.2	23	33	24	12	3	23	12	13	78.7	72.7	67.0	56.1	—	70.9	63.9	54.5	
98.9	95.5	1.4	—	2.6	3.2	3.0	127	90	60	0	61	89	86	0	101.7	76.8	71.1	0.0	99.0	74.6	70.9	0.0		
99.5	98.6	0.0	0.0	3.2	3.1	4.4	4.8	130	77	41	73	64	61	42	76	159.4	103.2	77.8	76.5	136.1	100.4	74.7	62.8	
86.9	88.3	0.6	0.0	0.5	1.7	2.7	2.1	65	75	81	15	34	70	99	15	98.8	77.2	66.3	44.4	92.4	68.5	61.8	44.9	
100.0	96.4	4.3	0.0	0.6	1.7	2.7	1.8	32	54	18	8	19	57	52	25	94.1	78.7	67.7	61.4	96.3	77.0	73.3	65.1	
100.0	100.0	2.3	0.0	0.2	2.5	0.0	4	34	26	1	3	32	17	1	72.0	58.2	52.0	—	—	54.3	52.1	—		
100.0	87.5	11.1	0.0	0.0	0.0	11.1	2.3	1	3	3	9	1	5	6	10	—	—	58.4	—	60.5	55.0	53.3		
98.8	87.6	0.5	0.0	0.5	0.6	0.5	0.0	140	129	105	2	30	81	109	1	109.9	86.2	73.1	—	100.0	83.1	69.0	—	
97.4	79.9	3.1	0.0	—	—	—	—	108	119	83	26	48	85	79	43	110.2	89.8	75.3	54.7	102.2	80.2	69.7	50.7	
100.0	88.9	30.6	0.0	0.0	0.7	0.3	1.3	6	11	14	3	4	7	22	7	68.8	59.9	49.6	—	71.5	56.0	49.5	43.8	
100.0	96.4	21.9	0.0	0.5	0.6	1.4	-0.3	41	28	13	14	14	28	19	26	70.1	65.6	61.0	52.0	70.7	62.6	61.3	52.4	
93.9	55.4	15.6	0.0	-0.1	1.5	2.9	1.8	49	35	27	1	33	30	50	3	84.8	74.5	60.6	—	83.9	71.3	62.2	—	
100.0	44.4	0.0	—	1.0	2.0	1.9	—	13	5	10	0	7	4	14	0	59.8	53.9	53.7	0.0	64.9	59.1	42.6	0.0	
100.0	100.0	0.0	0.0	3.7	3.2	9.1	4.2	5	7	3	0	1	7	1	7	90.9	65.0	—	0.0	—	72.7	—	54.1	
100.0	98.5	2.8	0.0	3.4	4.6	4.6	5.8	3.9	114	104	55	47	61	101	52	54	112.4	87.9	77.5	54.4	105.7	81.6	70.4	50.7
90.8	76.5	0.0	0.0	3.4	3.9	3.3	2.2	204	104	47	25	67	75	87	55	149.5	102.4	92.8	72.6	135.3	95.1	89.5	63.7	
100.0	96.3	0.0	0.0	1.7	2.5	2.0	1.1	89	108	50	6	43	80	69	5	112.6	86.4	84.8	68.8	111.2	81.3	77.0	65.6	
100.0	71.4	31.6	0.4	0.0	0.0	5	6	10	0	4	1	9	0	58.5	53.5	51.1	0.0	56.7	—	47.3	0.0			
95.4	96.9	0.0	0.0	4.9	4.4	4.4	5.9	32	47	29	13	11	50	32	11	119.2	84.4	69.7	57.4	109.1	82.9	68.8	59.5	
100.0	98.6	22.9	0.0	0.0	0.4	3.0	39	38	17	4	24	31	18	5	98.9	72.5	87.5	64.0	88.2	72.1	73.6	59.1		
100.0	100.0	50.0	—	2.0	5.0	—	2	7	0	0	0	6	2	0	0	—	75.7	0.0	0.0	0.0	76.9	—	0.0	
100.0	100.0	—	—	2.0	2.0	—	0	4	1	0	0	2	0	0	0	0.0	79.0	—	0.0	0.0	—	0.0	0.0	
100.0	100.0	0.0	—	2.0	2.0	2.0	—	2	1	0	0	0	4	2	0	—	—	0.0	0.0	0.0	84.6	—	0.0	
99.5	97.5	6.1	2.5	3.1	3.4	2.0	146	132	85	0	59	143	96	0	122.6	91.2	78.6	0.0	108.0	90.3	72.5	0.0		
100.0	100.0	33.3	2.0	2.0	2.0	—	4	3	2	0	0	2	4	0	0	102.6	—	—						

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)								(5) BEN. as % of SAL.			
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR						
Ohio (continued)																							
Lorain County CC	1	III	PU	85.8	71.4	65.6	57.3				74.7												
Malone U		IIA	PR	66.9	57.2	49.2	44.8				58.7	91.2	76.5	65.9	70.1						80.4	36.9	
Marietta Coll	7	IIB	PI	72.7	63.6	53.8	43.5				62.0	92.3	87.0	75.4	56.2						83.1	34.0	
Miami U-Hamilton		IIB	PU	112.0	73.7	60.7	39.0	50.4	41.6	62.8	157.4	103.5	85.3	54.8	70.8	58.4	88.3	40.5					
Miami U-Middletown		IIB	PU	94.0	80.1	61.6	42.3	51.0	42.8	65.5	132.0	112.5	86.6	59.4	71.6	60.2	92.0	40.5					
Miami U-Oxford		I	PU	124.4	90.4	89.4	46.8	59.8	52.2	84.6	174.8	127.0	125.6	65.8	84.1	73.4	118.8	40.5					
Mount Saint Joseph U	8	IIA	PR	71.3	60.0	56.0	49.9				58.6	85.2	78.2	78.6	69.9						78.4	33.8	
Oberlin Coll		IIB	PI	127.7	95.3	71.6	50.9				99.6	177.1	127.3	90.7	64.0						132.8	33.3	
Ohio Northern U		IIB	PR	98.4	75.6	70.3	50.2	—			78.0	125.9	99.6	93.4	69.5	—					102.7	31.6	
Ohio St U Agricultural Technical Institute	8	IIB	PU	—	74.4	76.8					80.5	—	122.4	103.3							119.4	48.2	
Ohio St U-Lima Campus	8	IIB	PU	106.2	73.6	63.1					83.5	138.4	98.4	84.8							110.7	32.6	
Ohio St U-Main Campus	8	I	PU	150.0	101.3	89.4	124.0				118.9	195.7	137.7	125.4	176.2						160.3	34.8	
Ohio St U-Mansfield Campus	8	IIB	PU	94.5	73.7	62.2					75.2	121.1	98.9	83.8							100.3	33.3	
Ohio St U-Marion Campus	8	IIB	PU	106.7	78.1	71.5					78.7	137.8	103.0	94.8							103.8	31.9	
Ohio St U-Newark Campus	8	IIB	PU	100.3	86.6	76.8					86.6	127.9	112.1	101.0							112.3	29.6	
Ohio U-Chillicothe Campus		III	PU	—	78.7	63.0					75.0	—	108.9	90.8							104.8	39.7	
Ohio U-Eastern Campus		III	PU	—	77.1	—					74.6	—	107.0	—							104.3	39.7	
Ohio U-Lancaster Campus		III	PU	—	75.4	—					75.7	—	105.0	—							105.6	39.5	
Ohio U-Main Campus		I	PU	112.7	86.8	78.7					93.2	147.9	118.1	108.8							125.9	35.1	
Ohio U-Southern Campus		III	PU	—	75.7	59.5					72.5	—	105.4	86.9							102.0	40.7	
Ohio U-Zanesville Campus		III	PU	91.2	73.6	59.8					73.3	123.2	103.0	87.1							103.0	40.5	
Ohio Wesleyan U		IIB	PR	94.5	69.5	59.5	57.9				78.8	131.0	96.0	79.8	80.5						108.6	37.8	
Sinclair CC		III	PU	79.9	61.5	55.0	46.9				70.1	104.8	80.6	72.1	62.2						91.9	31.2	
Terra St CC		III	PU	—	57.7	54.1	45.3	—			53.3	—	82.0	76.0	61.4	—					73.9	38.6	
The Coll Wooster		IIB	PI	97.6	76.4	62.4	55.7				77.8	140.5	105.5	84.3	70.6						107.4	38.0	
Tiffin U		IIB	PI	74.1	70.5	58.7	52.3				64.3	94.6	88.0	76.5	67.6						82.5	28.3	
U Akron Main Campus	8	I	PU	114.0	87.4	76.4	54.0	64.8			86.5	150.4	115.4	103.5	75.4	87.8					116.1	34.2	
U Akron Wayne Coll	8	III	PU	90.6	68.6	54.8	—				71.6	117.3	89.2	77.7	—						95.4	33.2	
U Cincinnati-Blue Ash Coll	1	III	PU	94.6	75.2	57.3	48.0				70.6	125.9	101.8	77.6	63.4						95.2	34.8	
U Cincinnati-Clermont Coll	1	III	PU	93.5	73.3	60.3	49.2				75.0	125.3	98.5	83.6	80.4						103.2	37.7	
U Cincinnati-Main Campus	1	I	PU	125.1	86.5	76.0	53.7				92.4	167.4	117.3	104.8	75.2						125.7	36.1	
U Mount Union	8	IIB	PR	90.3	71.9	61.9	53.0				72.6	115.1	91.9	80.3	63.4						92.8	27.9	
U Toledo		I	PU	119.4	96.0	84.0	68.8	58.4	51.6	90.4	177.8	141.6	123.4	110.7	82.1	70.4	132.2	46.3					
Ursuline Coll		IIB	PR	74.7	59.9	55.1	54.6				61.2	94.8	76.3	74.9	75.9						80.9	32.1	
Walsh U		IIB	PR	71.2	62.0	56.4	48.9				62.1	96.7	84.0	77.6	66.9	—					84.4	35.9	
Wittenberg U	8	IIB	PR	74.7	62.8	54.3	—				64.8	97.9	78.6	67.5	—						82.5	27.2	
Wright St U-Lake Campus		III	PU	97.2	74.9	62.4	60.4	47.0			64.7	128.7	100.3	78.1	94.6	76.3					93.6	44.6	
Wright St U-Main Campus		I	PU	119.6	92.7	78.0	59.7	53.4	53.8	89.6	151.5	121.2	103.5	85.9	76.4	84.0	119.2	33.0					
Xavier U	8	IIA	PR	107.9	85.1	84.2	58.6	53.6	41.2	79.7	144.3	114.4	111.5	83.9	70.6	56.3	107.8	35.3					
Youngstown St U		IIA	PU	90.3	75.7	63.4	50.3				74.6	123.9	105.4	87.9	68.3						102.9	38.0	
Oklahoma																							
Cameron U	1	IIA	PU	70.7	59.3	49.9	39.9				54.6	98.0	83.6	71.3	61.5						78.9	44.4	
Oklahoma Panhandle St U		IIB	PU	52.8	48.8	47.2	39.7	—			44.6												
Oklahoma St U-Main Campus	8	I	PU	108.6	82.7	78.2	—	46.0			83.3	160.6	116.4	106.0	—	61.0		116.8	40.2				
Oklahoma St U-Oklahoma City	1	III	PU	61.2	51.9	45.9	45.1				48.9	84.5	84.1	68.2	63.9						72.9	49.0	
Southeastern Oklahoma St U		IIA	PU	76.4	64.5	54.0	39.2				63.5	107.0	88.9	81.8	54.5						89.9	41.4	
Southwestern Oklahoma St U	8	IIA	PU	83.7	65.7	59.5	48.5				61.5	122.5	99.1	89.7	70.7						91.1	48.2	
U Central Oklahoma		IIA	PU	87.7	72.3	62.6	49.9	37.5			67.4	105.5	87.1	76.0	61.2	46.7					81.9	21.5	
U Oklahoma-Norman Campus	8	I	PU	122.2	84.2	75.0	42.7	44.6			86.9	168.1	111.9	97.9	59.4	60.7		116.9	34.6				
U Science and Arts Oklahoma		IIB	PU	59.2	55.3	46.0	40.1				52.1	75.2	73.4	59.3	52.7						67.7	30.0	
U Tulsa		IIA	PR	121.5	87.2	84.4	53.7				96.0	153.7	112.7	107.2	73.3						123.1	28.2	
Oregon																							
Lewis & Clark Coll		IIA	PI	123.6	83.5	68.4	54.0	—			87.5	148.8	102.7	82.7	66.4	—					106.8	22.1	
Linfield Coll-McMinnville Campus	8	IIB	PR	89.3	68.7	61.3	60.9				72.8	133.6	102.6	92.3	95.8						109.8	50.9	
Oregon St U	8	I	PU	123.7	94.3	83.6	53.4				88.2	208.6	147.7	124.2	94.1						144.2	63.5	
Portland St U	8	I	PU	106.5	83.5	71.6	56.6				80.3	170.8	127.2	102.9	87.6						122.2	52.1	
Reed Coll		IIB	PI	114.9	89.8	69.2	76.4				97.8	151.6	117.5	90.7	97.2						128.3	31.2	

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
100.0	100.0	54.8	9.1	2.8	4.5	5.4	4.5	24	11	15	4	26	13	16	7	88.5	74.3	67.6	63.3	83.3	69.0	63.8	53.9	
100.0	83.3	0.0	0.0	1.1	3.3	3.6	2.2	25	9	7	0	12	9	12	7	66.9	57.4	50.5	0.0	66.9	57.0	48.5	44.8	
100.0	76.5	0.0	0.0	2.0	4.1	3.9	3.5	19	19	14	1	11	15	11	8	74.1	63.8	55.5	—	70.2	63.2	51.6	43.9	
100.0	92.6	0.0	0.0	0.3	2.0	2.6	2.6	6	12	8	4	3	15	8	6	112.7	75.9	62.6	38.8	—	72.0	58.8	39.1	
100.0	90.9	5.3	0.0	2.3	3.3	2.1	2.1	7	8	6	2	7	3	13	2	94.5	79.7	62.0	93.5	—	61.4	—	—	
99.6	96.1	1.6	0.0	3.0	3.9	3.4	2.8	146	111	114	43	83	93	69	46	128.9	95.3	95.2	48.5	116.4	84.6	79.8	45.3	
100.0	80.7	0.0	0.0	0.2	1.2	4.4	8	11	9	6	7	20	21	12	76.1	60.9	56.4	52.0	65.7	59.4	55.8	48.8		
97.4	93.5	1.2	0.0	0.3	0.1	1.4	1.0	74	52	41	2	41	40	46	6	130.0	98.7	74.4	—	123.7	90.8	69.2	55.7	
98.3	93.0	5.9	0.0	—	—	—	—	45	41	47	3	12	30	38	7	96.6	75.3	70.2	—	105.5	76.1	70.4	47.6	
100.0	100.0	10.0	—	3.6	2.1	3.9	—	1	7	8	0	2	5	2	0	—	72.8	77.7	0.0	—	76.6	—	0.0	
100.0	100.0	0.0	—	2.0	3.1	2.9	—	8	8	3	0	3	9	1	0	117.0	74.1	—	0.0	—	73.2	—	0.0	
95.5	86.5	0.2	0.0	2.7	3.9	3.2	3.0	708	390	304	3	286	328	317	7	154.6	104.7	93.8	—	138.5	97.2	85.3	104.7	
100.0	100.0	0.0	—	6.3	2.0	2.9	—	6	11	4	0	0	14	2	0	94.5	75.1	62.7	0.0	0.0	72.7	—	0.0	
100.0	100.0	0.0	—	4.2	1.9	3.2	—	3	10	5	0	1	8	9	0	—	79.0	73.5	0.0	—	76.9	70.4	0.0	
100.0	100.0	0.0	—	4.4	4.5	5.0	—	4	19	7	0	4	9	4	0	97.4	87.7	77.2	0.0	103.1	84.2	76.2	0.0	
100.0	100.0	16.7	0.0	0.8	0.0	—	—	0	8	4	0	2	6	2	0	0.0	77.2	60.9	0.0	—	80.7	—	0.0	
100.0	33.3	—	—	0.0	0.0	—	—	0	8	1	0	0	3	2	0	0.0	75.7	—	0.0	0.0	—	—	0.0	
100.0	94.4	0.0	0.0	0.0	2.5	—	—	2	10	0	0	1	8	3	0	—	73.9	0.0	0.0	—	77.2	—	0.0	
100.0	96.0	1.6	0.0	0.7	0.4	—	—	163	176	113	0	70	99	79	0	116.5	88.1	79.6	0.0	104.0	84.4	77.3	0.0	
100.0	100.0	0.0	—	0.0	2.0	—	—	0	3	2	0	1	10	3	0	0.0	—	—	0.0	—	74.7	—	0.0	
100.0	100.0	0.0	—	0.0	0.0	0.0	—	4	7	2	0	1	11	5	0	90.1	73.0	—	0.0	—	73.9	59.5	0.0	
100.0	100.0	56.5	0.0	2.6	3.1	3.8	4.8	46	21	10	6	18	21	13	2	94.7	69.6	60.2	58.6	94.1	69.4	59.0	—	
100.0	58.3	7.1	0.0	4.2	5.3	7.2	7.2	78	22	17	3	86	50	39	3	80.6	62.0	56.0	—	79.2	61.3	54.6	—	
100.0	100.0	37.5	0.0	1.5	1.5	1.5	1.5	2	8	5	3	1	5	3	6	—	57.8	55.4	—	—	57.5	—	46.6	
100.0	100.0	0.0	0.0	2.2	2.6	3.3	3.0	31	26	13	9	20	36	21	9	97.7	75.8	62.3	56.0	97.3	76.9	62.5	55.3	
0.0	0.0	0.0	0.0	1.4	6.3	3.6	2.0	11	5	21	4	5	13	12	3	77.2	75.2	61.0	55.0	67.3	68.7	54.6	—	
99.6	92.2	0.0	0.0	2.1	2.7	1.5	2.7	169	100	58	49	45	45	87	119.6	91.4	77.0	49.6	99.4	82.2	75.7	56.5		
100.0	100.0	0.0	0.0	2.0	2.0	5.4	2.0	4	5	0	1	3	4	4	1	95.7	68.7	0.0	—	—	68.6	54.8	—	
96.3	97.1	1.8	0.0	4.1	4.5	6.5	—	7	30	16	4	20	39	39	6	97.9	75.2	57.2	47.8	93.4	75.1	57.4	48.0	
100.0	92.9	5.0	0.0	4.1	6.1	6.4	5.3	15	13	9	3	13	15	11	4	94.6	74.8	58.8	—	92.3	72.0	61.6	49.9	
88.6	74.3	0.7	0.0	2.9	3.4	3.8	6.4	261	211	207	39	126	209	221	44	130.8	91.3	80.8	57.1	113.3	81.7	71.5	50.7	
97.5	79.1	0.0	0.0	2.5	4.0	3.7	4.8	24	27	21	2	16	16	26	7	92.2	72.5	61.2	—	87.4	71.0	62.4	53.8	
96.6	85.6	6.1	5.0	—	—	—	—	142	134	76	3	66	81	56	17	120.7	99.1	84.6	—	116.4	90.9	83.2	67.7	
6.7	64.3	0.0	0.0	—	—	—	—	5	3	1	0	10	11	17	11	75.9	—	—	0.0	74.1	61.0	55.1	54.6	
100.0	95.9	0.0	0.0	8.8	3.7	14.1	0.0	15	24	8	3	20	25	26	1	72.6	62.2	56.4	—	70.2	61.9	56.5	—	
97.6	97.6	7.1	0.0	—	—	6.0	—	27	22	12	2	15	20	16	1	75.5	63.0	54.6	—	73.4	62.6	54.0	—	
100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0	4	9	2	1	0	2	3	3	97.2	75.1	—	—	0.0	—	—	—
97.7	93.3	0.0	0.0	-0.6	-0.1	0.7	1.2	123	84	53	35	50	95	49	50	125.8	95.5	84.4	61.7	104.3	90.2	71.1	58.4	
100.0	97.1	4.1	0.0	4.2	4.5	4.1	4.6	33	51	32	16	25	52	42	50	109.7	88.7	89.4	55.4	105.6	81.7	80.2	59.7	
100.0	100.0	8.3	0.0	1.8	3.2	3.9	4.7	94	62	54	15	38	55	55	26	91.6	76.9	65.2	54.6	87.2	74.4	61.5	47.8	
100.0	96.8	14.3	0.0	0.4	3.4	2.8	28	18	20	14	8	13	15	24	21	71.8	60.4	49.6	39.0	66.9	57.7	50.4	40.5	
100.0	28.6	0.0	0.0	7.3	—	—	—	7	5	6	11	3	2	13	5	51.1	48.2	47.4	39.2	—	47.1	40.9	—	
99.0	95.9	0.7	33.3	0.1	1.3	1.3	—	232	162	179	1	71	106	108	2	112.0	86.5	80.5	—	97.7	76.9	74.4	—	
100.0	100.0	0.0	0.0	—	3.6	1.2	13.0	5	7	8	7	3	14	16	16	62.8	53.4	47.2	41.9	—	51.2	45.2	46.6	
95.7	85.2	0.0	0.0	-0.1	0.8	1.4	3.1	34	18	10	6	13	9	10	12	76.0	65.1	57.9	37.1	77.4	63.3	50.1	40.3	
100.0	84.8	12.5	5.6	1.4	1.2	1.1	1.6	21	19	25	26	16	27	23	45	86.4	64.4	56.3	46.9	80.1	66.7	63.0	49.5	
100.0	68.0	8.8	0.0	0.2	5.5	2.4	4.2	116	34	48	15	84	44	66	30	90.6	74.9	64.4	52.5	83.7	70.2	61.2	48.7	
96.8	89.6	0.0	0.0	1.9	3.5	3.1	0.7	281	197	176	45	96	119	134	61	128.5	87.4	77.5	44.9	103.8	78.8	71.8	41.1	
100.0	93.3	0.0	0.0	0.0	4.8	3.6	4.6	7	9	4	3	10	6	6	6	60.3	56.0	45.9	—	58.4	54.2	46.0	40.4	
92.7	75.5	0.0	0.0	0.4	0.5	1.0	0.0	97	75	48	11	26	31	47	15	121.6	91.6	89.2	55.2	121.2	76.7	79.5	52.6	
83.9	87.5	0.0	0.0	4.2	3.7	1.3	1.7	40	38	12	13	22	42	29	20	127.7	86.6	66.9	54.6	116.2	80.8	68.9	53.6	
100.0	93.3	6.5	0.0	2.6	4.4	1.4	1.5	26	19	13	6	23	26	18	17	89.6	68.8	62.7	59.8	89.0	68.7	60.2	61.2	
98.8	90.7	0.3	1.4	3.3	4.6	4.5	4.5	252	161	170	168	83	98	122	180	125.5	96.1	86.1	55.5	118.1	91.2	80.2	51	

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO			
Oregon (continued)																						
U Oregon	8	I	PU	134.8	98.1	84.9	55.7	77.7			92.2	190.4	139.4	119.5	85.7	114.1			134.0	45.3		
U Portland		IIA	PR	97.2	75.5	73.9	57.0	49.0			72.9	135.8	106.5	97.0	74.6	79.2			99.8	37.0		
Willamette U		IIA	PI	118.3	89.1	85.1	61.7				98.0	160.8	114.7	108.7	90.7				129.4	32.1		
Pennsylvania																						
Albright Coll		IIIB	PR	80.5	68.9	61.6	50.3				65.8	95.4	82.5	75.8	62.8				79.9	21.3		
Allegheny Coll	1	IIIB	PR	94.5	71.1	64.4	55.5				74.7	128.3	95.0	85.1	76.6				100.6	34.7		
Alvernia U		IIIB	PR	80.9	70.4	62.9	52.7				65.3	108.8	94.3	87.4	72.8				89.2	36.6		
Bloomsburg U Pennsylvania		IIIA	PU	111.6	87.7	70.1	50.5				83.5	134.6	108.8	87.5	62.5				102.8	23.2		
Bryn Mawr Coll		IIIA	PI	139.6	97.0	78.2	61.9	74.6			101.2	179.4	128.9	103.6	80.9	99.7			133.0	31.4		
Bucknell U		IIIB	PI	124.7	101.5	81.5	77.0				102.1	161.0	132.1	106.2	100.6				132.6	29.9		
Butler County CC		III	PU	78.2	68.9	59.0	46.5				62.0	114.1	99.9	88.1	69.5				91.6	47.6		
Cairn U-Langhorne		IIIB	PI	63.3	64.6	52.5	—				59.8	84.0	83.2	69.2	—				78.4	31.1		
California U Pennsylvania		IIIA	PU	111.9	91.4	75.6	52.9				91.2	138.1	112.8	95.6	67.4				113.7	24.6		
Carnegie Mellon U	8	I	PI	162.7	111.4	103.0				82.9	130.0	202.5	141.5	128.3				118.7	164.4	26.5		
Cedar Crest Coll		IIIB	PI	85.5	73.9	58.7	55.6			51.0	67.9	107.6	98.0	72.1	66.6			63.3	85.1	25.2		
Chatham U	8	IIIA	PI	84.4	67.6	63.2					66.6	125.1	114.7	100.6					107.3	61.2		
Cheyney U Pennsylvania		IIIB	PU	109.7	92.1	69.8	49.3				89.4	138.2	112.0	84.1	59.6				110.0	23.1		
Clarion U Pennsylvania		IIIA	PU	113.5	87.8	73.9	51.2				87.0	139.7	111.0	93.1	64.1				108.7	25.0		
Delaware Valley U		IIIB	PI	84.9	73.2	62.5	58.8	57.9			70.3	114.7	102.2	86.3	75.5	76.5			95.8	36.3		
DeSales U	8	IIIA	PR	105.4	77.0	68.8	58.9				75.3	137.3	101.6	93.7	77.9				100.7	33.8		
Dickinson Coll		IIIB	PI	111.4	88.5	72.4	63.0				86.9	141.7	115.7	90.4	85.9				111.7	28.5		
Drexel U	8	I	PI	158.2	115.4	97.5	74.9				103.2	202.1	151.4	126.8	123.1				150.2	45.5		
Duquesne U	8	I	PR	112.7	88.7	76.1	61.1				87.5	149.5	124.7	110.6	94.4				123.8	41.5		
East Stroudsburg U Pennsylvania		IIIA	PU	111.6	88.5	70.7	50.5				86.6	135.0	107.7	86.8	60.6				105.0	21.3		
Eastern U	8	IIIA	PR	75.4	60.5	50.3	—	49.3	35.7	57.9	100.7	87.4	69.9	—	71.1	50.5	80.9		39.7			
Edinboro U Pennsylvania		IIIA	PU	112.2	90.0	72.8	52.0				87.2	140.2	112.6	92.8	66.1				109.8	26.0		
Franklin and Marshall Coll		IIIB	PI	119.9	90.8	78.7	68.4				92.7	164.0	126.0	106.4	92.4				126.8	36.7		
Geneva Coll		IIIB	PR	56.8	61.5	61.2	—				59.3	78.0	82.0	79.9	—				79.9	34.7		
Gettysburg Coll		IIIB	PI	110.2	87.7	74.6					91.1	149.7	119.5	101.9					124.0	36.1		
Gwynedd Mercy U	8	IIIB	PR	90.4	70.6	61.3	45.3				63.4	127.2	104.5	87.3	73.6				93.7	47.7		
Haverford Coll		IIIB	PI	129.5	99.0	80.9	70.5				97.3	174.2	140.7	116.7	99.4				136.3	40.0		
Holy Family U		IIIA	PR	92.6	73.1	65.3	63.1				72.3	111.1	89.9	82.2	79.2				89.5	23.8		
Indiana U Pennsylvania-Main Campus		I	PU	111.7	87.6	66.7	54.4				87.7	137.4	109.4	83.7	72.6				109.6	25.0		
Juniata Coll		IIIB	PI	89.1	68.0	62.8	55.2				76.5	124.8	96.7	91.6	71.9				108.0	41.2		
Keystone Coll		IIIB	PI	69.3	59.3	52.7	47.3					60.7										
King's Coll	1	IIIB	PR	90.9	70.9	62.8	48.2				74.1	117.8	94.5	81.5	63.6				97.1	31.1		
Kutztown U Pennsylvania		IIIA	PU	107.3	88.4	63.6	48.8				83.6	131.3	108.3	77.9	59.3				102.2	22.3		
La Roche Coll		IIIA	PR	77.2	61.7	52.3	46.2				63.4	93.4	77.3	62.8	54.1				77.0	21.6		
La Salle U		IIIA	PR	115.3	84.6	73.5	61.1				86.0	137.2	103.7	90.4	82.1				105.5	22.6		
Lafayette Coll		IIIB	PR	144.6	103.9	85.1	73.2				108.0	184.8	136.3	108.1	93.1				138.9	28.6		
Lebanon Valley Coll	8	IIIB	PR	82.2	71.0	61.6	—				70.8	108.8	97.2	83.4	—				95.5	34.9		
Lehigh U		I	PI	159.3	107.0	101.1		80.3	58.6	119.4	205.1	140.0	127.8					106.0	63.3	153.7		
Lincoln U		IIIA	PU	99.4	76.1	66.0	60.0	56.5			77.1	107.9	82.8	72.0	65.4	61.6			83.8	8.8		
Lock Haven U		IIIB	PU	109.3	90.0	73.3	55.8				92.3	137.4	115.3	94.4	68.9				117.3	27.1		
Lycoming Coll		IIIB	PR	87.3	72.4	61.5	48.7				69.1	118.0	99.6	82.4	64.9				93.4	35.2		
Mansfield U Pennsylvania		IIIB	PU	113.7	90.6	70.4	55.3				88.6	138.4	113.1	88.5	66.3				109.7	23.8		
Marywood U	8	IIIA	PR	102.1	75.5	63.3	53.2				70.9	129.5	97.2	83.4	79.9				93.9	32.4		
Mercyhurst U	1	IIIB	PR	89.6	67.3	59.6	47.9	51.1			61.4	119.4	87.9	76.0	65.6	64.2			80.5	31.2		
Messiah Coll	1	IIIB	PR	92.8	74.0	64.0		59.4			77.5	128.7	101.4	83.8	78.9				105.3	35.8		
Millersville U Pennsylvania		IIIA	PU	112.6	89.3	67.7	54.7				90.3	138.9	113.4	83.0	65.9				112.3	24.4		
Misericordia U	8	IIIB	PR	98.0	77.5	64.4	53.6				72.6	133.2	105.0	89.1	71.5				99.4	36.9		
Moravian Coll		IIIB	PR	86.7	75.1	66.3	60.8				73.5	119.3	101.9	87.5	87.3				99.8	35.8		
Muhlenberg Coll		IIIB	PR	103.8	81.9	68.9		58.9	—		81.8	140.8	108.2	89.6	—	80.7	—	109.3	33.6			
Neumann U		IIIB	PR	82.4	64.8	57.7	51.5				64.9	115.5	93.3	83.9	78.3				93.6	44.3		
Pennsylvania St U-Main Campus	8, 22	I	PU	157.0	107.3	90.4	62.6	58.0			106.3	200.3	139.6	118.9	103.5	85.1			144.8	36.2		
Pennsylvania St U-Penn St Abington	8, 23	IIIB	PU	110.7	86.9	72.2	60.3	59.9			75.4	144.3	116.1	99.0	89.2	87.1			104.8	39.1		
Pennsylvania St U-Penn St Harrisburg	8, 22	IIIA	PU	124.2	108.5	87.3	63.7	69.3			90.8	157.9	140.2	116.9	90.3	96.0			121.4	33.7		
Philadelphia U	6	IIIA	PI	102.1	79.9	67.9	—	39.4			76.2	147.8	121.6	110.5	—	66.0			118.9	56.1		
Pittsburgh Theological Seminary		IIIA	PR	103.3	85.6	—					90.6	135.8	115.6	—					122.1	34.8		
Saint Joseph's U		IIIA	PR	123.8	96.3	87.1			59.3	93.2	162.8	129.2	118.1				80.1	125.0	34.1			
Saint Vincent Coll		IIIB	PR	87.1	69.4	58.4	53.6			67.9	125.5	100.7	79.3	96.8				97.4	43.5			

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
96.5	96.3	0.0	1.5	3.8	4.0	5.0	3.1	201	167	96	160	87	126	83	178	134.0	100.8	85.3	58.4	136.8	94.6	84.4	53.3	
97.6	97.5	0.0	0.0	5.1	3.3	7.4	1.0	28	44	26	20	13	36	36	42	102.8	77.1	71.6	55.0	85.1	73.5	75.6	58.0	
94.7	98.6	0.0	0.0	2.8	5.2			48	32	22	4	27	38	20	6	121.6	90.6	91.9	59.0	112.4	87.9	77.7	63.5	
100.0	90.0	0.0	0.0					11	23	17	5	9	17	19	12	80.9	68.0	63.8	49.6	79.9	70.3	59.7	50.5	
100.0	90.0	0.0	0.0	1.0	1.1	1.0	4.2	38	18	16	13	16	32	19	15	96.5	71.6	64.9	57.1	89.7	70.9	64.0	54.1	
100.0	90.2	22.0	0.0	0.1	3.0	4.8	1.6	3	21	19	3	6	20	22	17	—	70.3	58.9	—	78.7	70.4	66.4	53.6	
98.4	82.3	18.3	1.4	2.0	3.0	3.6	5.9	89	56	47	35	38	40	79	35	112.3	87.5	71.1	50.1	110.1	88.1	69.5	51.0	
100.0	100.0	0.0	0.0	1.8	3.4	4.1	2.4	26	16	14	3	26	20	23	4	142.5	98.6	78.9	—	136.8	95.8	77.8	55.4	
99.2	97.2	0.0	0.0	2.6	3.8	3.5	2.8	83	84	49	11	36	60	49	12	126.3	101.9	81.2	79.1	121.0	100.8	81.7	75.1	
100.0	100.0	100.0	15.8	4.1	4.6	4.5	6.0	4	7	6	5	12	5	9	14	85.6	73.3	64.5	48.9	75.8	62.8	55.4	45.6	
				3.0	8.9	5.4	7.5	10	11	10	1	7	2	3	1	63.2	65.5	53.8	—	63.4	—	—	—	
100.0	70.3	21.4	4.6	2.0	2.4	2.8	9.0	52	37	30	6	41	37	40	16	111.8	93.3	75.8	50.9	112.1	89.5	75.5	53.7	
87.2	45.7	0.0		2.8	4.7	5.4		326	159	144	0	88	75	78	0	168.7	115.5	107.3	0.0	140.3	102.9	95.1	0.0	
100.0	81.3	0.0	0.0	2.6	3.1	2.5	2.5	8	6	7	1	12	10	14	17	88.5	72.0	59.4	—	83.5	75.1	58.4	55.5	
50.0	8.6	0.0		2.0	2.7	3.1		4	11	22	0	8	24	51	0	88.7	65.8	62.8	0.0	82.2	68.5	63.3	0.0	
100.0	100.0	33.3	0.0	2.0	3.6	5.7		11	6	6	3	8	5	3	3	112.2	93.4	67.6	—	106.3	90.5	—	—	
95.6	89.8	70.6	0.0	2.0	2.4	2.5	4.0	45	22	19	9	23	27	32	24	114.5	88.5	79.3	49.1	111.6	87.3	70.7	52.0	
100.0	84.0	14.3	0.0	0.0	2.5	1.3	0.0	13	19	14	3	10	6	14	9	85.2	73.0	62.9	—	84.5	73.8	62.1	57.6	
82.4	64.9	0.0	0.0	1.0	2.7	2.5	3.0	11	20	23	7	6	17	38	4	111.9	78.0	70.7	56.2	93.5	75.9	67.7	63.6	
100.0	96.1	1.4	5.3	2.3	3.0	3.9	5.3	35	42	30	6	22	35	43	13	112.1	90.2	71.7	63.3	110.3	86.4	72.8	62.9	
100.0	94.8	1.4	0.0	0.4	0.9	1.8	1.3	175	112	82	225	51	117	65	281	160.1	118.2	100.8	79.3	151.5	112.7	93.3	71.3	
100.0	95.5	1.3	0.0	2.2	2.3	2.4	2.6	61	105	55	7	34	73	104	23	118.1	90.0	80.9	52.2	102.9	86.9	73.6	63.8	
100.0	89.6	26.8	4.6	2.0	3.3	3.6	2.6	52	38	17	16	32	39	24	28	112.0	88.3	73.3	49.2	110.9	88.6	68.8	51.3	
85.7	77.4	0.0	0.0	-0.7	0.9			1.0	21	17	4	1	14	14	12	1	76.9	60.1	51.5	—	73.2	61.0	49.9	—
100.0	93.7	50.8	2.8	2.0	2.6	2.0	4.6	49	38	37	8	33	25	30	28	112.5	92.1	74.5	49.2	111.7	87.0	70.6	52.8	
100.0	100.0	0.0	0.0	3.0	4.6	6.3	2.7	48	38	18	21	26	33	30	28	119.7	91.0	79.3	71.4	120.1	90.6	78.4	66.1	
93.3	44.8	0.0	0.0		2.0			20	20	5	1	10	9	3	0	56.8	60.4	61.3	—	56.9	64.0	—	0.0	
100.0	100.0	0.0	1.9	2.5	3.8			35	47	26	0	23	40	23	0	111.9	89.1	74.7	0.0	107.7	86.1	74.5	0.0	
62.5	52.4	22.2	0.0	2.0	2.0	2.0	2.0	3	11	7	2	5	10	29	14	—	72.7	62.3	—	94.1	68.3	61.0	47.7	
100.0	100.0	0.0	0.0	2.7	4.4	3.9	4.7	27	18	7	17	14	17	18	19	127.2	96.4	81.5	71.7	133.9	101.7	80.7	69.5	
0.0	0.0	0.0	0.0	1.9	2.3	1.8	3.6	5	6	10	2	10	15	16	13	97.2	73.0	66.3	—	90.3	73.2	64.6	60.6	
98.9	93.9	20.4	4.9	2.0	3.1	3.5	5.8	109	84	66	12	72	80	76	29	112.5	87.4	68.4	54.2	110.6	87.7	65.2	54.5	
100.0	95.8	4.4	0.0	0.3	1.6	1.0	0.0	33	12	7	2	18	12	16	4	89.2	69.5	64.8	—	89.1	66.5	62.0	57.0	
100.0	100.0	22.2	20.0					7	3	10	1	19	5	8	4	68.1	—	52.5	—	69.7	59.6	53.0	46.9	
78.6	68.5	0.0	0.0	0.8	3.1			21	29	18	1	21	25	18	4	93.2	70.0	64.8	—	88.6	71.9	60.9	49.4	
99.1	96.3	22.8	0.0	2.0	3.2	3.4	3.5	65	78	41	10	44	58	73	18	108.3	88.7	63.1	48.8	105.8	88.2	64.0	48.8	
0.0	0.0	0.0	0.0	2.4	2.9	5.9	10.0	11	8	8	1	12	10	12	3	77.2	61.4	51.0	—	77.2	62.0	53.3	—	
95.7	93.6	4.0	0.0	2.0	2.2	2.3	2.0	26	36	28	1	20	42	47	11	117.6	86.7	72.9	—	112.4	82.8	73.9	62.0	
100.0	97.4	0.0	0.0	3.4	3.4	4.2	3.8	46	51	33	12	26	25	33	11	148.8	106.1	86.7	72.7	137.1	99.4	83.4	73.7	
97.0	89.6	0.0	0.0	0.0	0.0	0.0		25	27	16	0	8	21	19	1	81.8	71.0	62.5	0.0	83.6	70.9	60.8	—	
100.0	97.5	0.0		2.5	3.4	3.8		142	104	58	0	46	57	53	0	166.0	106.6	107.7	0.0	138.4	107.6	93.9	0.0	
100.0	93.1	0.0	0.0	0.9	3.7	4.4		21	15	12	6	6	14	13	2	100.0	78.6	65.8	64.2	97.2	73.4	66.3	—	
100.0	98.2	45.3	0.0	2.0	3.2	4.2	2.0	46	32	20	5	38	24	33	3	109.8	91.0	71.8	55.0	108.6	88.6	74.2	—	
100.0	100.0	34.3	0.0	1.2	1.3	1.8	2.6	12	11	20	3	6	13	15	4	86.5	76.4	61.8	—	88.8	69.1	61.2	48.9	
100.0	100.0	28.0	0.0	2.0	2.2	2.0	2.0	15	24	8	1	12	15	17	8	115.5	91.2	70.1	—	111.5	89.8	70.6	55.8	
100.0	90.9	3.9	0.0	0.0	0.5	0.0	0.5	9	24	21	2	6	31	31	16	101.2	79.8	61.6	—	103.4	72.2	64.4	53.8	
100.0	100.0	0.0	29.2	-0.4	0.3	0.7	0.1	16	21	35	14	6	16	38	34	91.1	67.6	59.9	50.0	85.8	66.8	59.3	47.1	
96.1	77.8	4.4		2.3	2.9	2.6		57	27	26	0	20	27	20	0	93.3	73.9	65.0	0.0	91.3	74.2	62.7	0.0	
100.0	97.3	34.2	0.0	2.0	2.4	3.6	13.7	53	55	43	2	40	54	36	3	113.2	89.9	68.0	—	111.7	88.8	67.3	—	
95.7	97.1	0.0	0.0	2.4	1.2	2.2	1.5	14	15	22	5	9	20	50	4	96.2	75.9	64.9	57.2	100.7	78.7	64.2	49.1	
97.0	91.5	0.0	0.0	2.5	3.1	3.3	14.8	19	18	15	4	14	29	29	11	90.5	69.8	62.1	64.3	81.4	78.4	68.4	59.5	
100.0	95.7	0.0		2.2	2.4	2.5		39	23	22	0	19	23	26	0	107.2	82.1	69.4	0.0	96.6	81.7	68.5	0.0	
0.0	0.0	0.0	0.0																					

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.	
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR				
Pennsylvania (continued)																					
Seton Hill U		IIB	PR	98.6	73.7	71.2	55.3				74.6	129.2	101.2	98.2	73.3				101.6	36.2	
Shippensburg U Pennsylvania		IIA	PU	111.8	91.6	74.1	50.3				92.8	136.1	112.4	89.4	60.5				113.0	21.8	
Slippery Rock U Pennsylvania		IIA	PU	113.4	91.1	75.0	51.4				86.1	137.1	111.6	93.0	62.5				105.3	22.4	
Susquehanna U		IIB	PR	90.1	75.1	68.7	54.7				74.2	113.3	96.0	88.1	74.5				95.0	28.0	
Swarthmore Coll		IIB	PI	153.1	108.7	84.4	—				121.7	198.8	145.9	115.5	—				161.7	32.9	
Temple U	8	I	PU	157.0	107.3	81.5	63.4				107.4	203.5	142.4	109.1	87.2				142.4	32.6	
U Pennsylvania	8	I	PI	217.3	140.1	130.3					182.0	281.1	194.3	182.8					243.5	33.8	
U Pittsburgh-Bradford	8	IIB	PU	88.3	73.1	60.7	49.7	—			67.5	114.4	92.8	76.6	62.6	—			85.7	26.9	
U Pittsburgh-Greensburg	8	IIB	PU	82.9	72.0	62.6	44.8				63.8	103.9	92.3	81.6	59.2				82.7	29.6	
U Pittsburgh-Johnstown	8	IIB	PU	97.0	72.2	58.6	50.7	—			64.8	127.1	94.3	75.7	67.8	—			84.9	31.0	
U Pittsburgh-Pittsburgh Campus	8	I	PU	153.0	101.1	85.6	55.6	53.4			100.5	207.6	142.6	131.4	86.7	72.6			144.5	43.8	
U Pittsburgh-Titusville	8	III	PU	—	67.5	61.8	48.0				56.2	—	89.5	88.9	67.2				78.3	39.3	
U Scranton		IIA	PR	114.3	93.6	74.3					54.9	68.5	92.7	161.3	131.8	106.8			70.6	116.5	134.6
Ursinus Coll		IIB	PI	98.6	81.0	71.1	64.2				79.6	124.5	105.8	91.3	88.2				103.2	29.6	
Villanova U	1	IIA	PR	142.9	103.7	83.1	66.2				100.1	182.0	135.5	104.4	82.8				127.5	27.4	
Washington & Jefferson Coll		IIB	PI	89.5	70.7	59.0	46.5				74.2	118.7	98.0	78.6	57.5				99.9	34.6	
Waynesburg U	8	IIB	PR	77.9	61.1	57.1	53.9				62.3	110.9	94.2	94.4	78.6				95.3	53.0	
West Chester U Pennsylvania		IIA	PU	112.1	89.4	74.2	52.3				85.4	134.6	109.3	90.7	64.9				104.2	22.0	
Westminster Coll		IIB	PR	74.4	60.1	56.5	54.0	47.7			62.4	92.7	83.5	71.1	60.8	63.7			81.2	30.1	
Widener U		IIA	PI	113.5	80.9	70.8	71.1	58.4			85.1	151.2	109.9	92.1	98.8	83.8			114.4	34.4	
Wilkes U	8	IIA	PI	110.5	86.2	70.7	64.4				82.8	138.0	110.8	93.1	79.7				106.5	28.5	
York Coll Pennsylvania	1	IIA	PI	97.3	87.2	76.8	59.7				80.5	145.7	136.2	114.2	93.2				123.0	52.7	
Puerto Rico																					
Universidad Politecnica de Puerto Rico	8	IIA	PI	39.0	34.2	30.3	20.5				34.6	42.1	36.7	32.6	21.7				37.2	7.4	
Rhode Island																					
Brown U	1	I	PI	183.9	120.1	97.4	72.3	87.1	78.3	139.3	222.4	148.4	121.4	92.1	110.0	98.9	171.5	23.1			
Bryant U		IIB	PI	166.6	135.9	117.3			73.2		129.0	214.1	177.1	142.6		97.4		167.3	29.7		
CC Rhode Island	6	III	PU	78.2	58.8	51.3	—				62.6	112.6	88.0	74.1	—			91.3	45.7		
Providence Coll		IIA	PR	118.9	91.5	85.4	73.7				93.9	156.8	124.0	110.8	89.3			123.7	31.7		
Rhode Island Coll	8	IIA	PU	81.3	70.8	61.9					71.3	117.9	103.1	91.3				104.1	46.0		
Salve Regina U		IIA	PR	101.9	80.8	66.1	—	64.8			78.8	132.1	106.1	88.0	—	91.5		104.9	33.1		
U Rhode Island	3	I	PU	122.9	90.1	83.7			57.7		94.4	168.4	126.1	112.7		80.1		129.7	37.4		
South Carolina																					
Citadel Military Coll South Carolina		IIA	PU	94.5	78.8	65.8	62.6				79.0	131.1	108.8	92.6	89.9			110.2	39.5		
Clemson U	8	I	PU	131.7	94.8	85.4	86.0	53.8	81.9	92.6	174.3	126.4	114.9	114.1	76.6	111.2	125.5	35.6			
Coastal Carolina U		IIA	PU	99.0	75.1	65.8	51.5	50.1		70.9	135.7	104.7	91.5	73.3	73.0		99.7	40.5			
Coker Coll		IIB	PI	60.9	53.4	49.0					53.0										
Coll Charleston		IIA	PU	94.1	75.2	69.3	56.8				77.3	131.1	107.1	99.6	83.7			110.1	42.4		
Columbia Coll		IIB	PR	64.0	56.9			49.5			57.8										
Converse Coll	1	IIB	PI	63.3	58.1	52.6	—				56.7										
Furman U		IIB	PI	106.9	79.8	77.2	—				92.4	148.5	111.3	96.2				125.9	36.2		
Newberry Coll		IIB	PR	61.9	52.6	49.1					53.5	84.0	63.2	59.1				66.6	24.4		
U South Carolina-Aiken	8	IIA	PU	80.3	66.1	59.1	47.7				62.8	121.5	96.6	85.2	69.7			92.1	46.6		
U South Carolina-Beaufort	8	IIB	PU	82.9	75.0	60.2	52.9				65.3	133.4	111.5	86.1	76.9			96.6	48.0		
U South Carolina-Columbia	8	I	PU	133.8	92.9	85.4	53.3	78.3	—		96.5	186.8	130.5	122.4	88.0	111.9	—	139.5	44.5		
U South Carolina-Upstate	8	IIA	PU	81.6	65.3	60.1	50.1				62.0	114.6	91.4	84.2	72.7			87.9	41.8		
Wellesley U	1	IIA	PU	83.9	68.4	62.9	45.7	—			68.4	114.2	93.6	86.3	66.2	—		94.1	37.7		
Wofford Coll		IIB	PR	85.0	74.1	63.8	43.7	—			71.3	113.9	97.7	83.6	56.3	—		94.1	32.0		
South Dakota																					
Augustana U		IIB	PR	76.1	63.8	56.5	51.5				62.9										
Dakota St U		IIB	PU	98.4	79.5	68.8	48.1	52.7	—		70.9	120.9	100.1	87.8	63.4	68.6	—	90.3	27.5		
Dakota Wesleyan U		IIB	PR	59.3	57.5	50.8	44.1				54.3	75.0	71.2	69.0	59.7			70.3	29.6		
Mount Marty Coll		IIB	PR	70.2	50.6	79.3	44.5				65.3	82.2	61.1	104.9	52.0			81.0	24.1		
U Sioux Falls		IIB	PR	64.8	58.0	53.6	41.5				56.2										

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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
53.9	73.5	0.0	0.0	3.9	0.6	3.3		7	20	14	2	6	29	15	7	110.7	76.3	78.3	—	84.5	71.9	64.6	55.1
100.0	89.5	49.0	0.0	2.0	3.1	4.4	5.9	70	68	26	7	41	46	23	18	112.8	91.6	74.1	48.8	110.3	91.4	74.1	50.9
96.6	83.9	39.0	0.0	2.0	2.6	2.9	5.2	46	55	46	20	41	57	54	33	114.0	91.0	75.3	52.3	112.7	91.3	74.7	50.9
100.0	95.6	0.0	0.0	1.8	2.0	2.1	2.2	14	35	24	2	6	33	19	5	90.8	78.4	72.6	—	88.5	71.6	63.8	56.2
97.8	90.2	0.0	0.0	4.2	6.6	4.3	4.5	50	19	33	0	41	22	27	2	156.9	108.2	85.2	0.0	148.6	109.1	83.4	—
82.5	53.5	0.3	1.4	3.1	4.2	4.3	3.9	291	294	325	30	110	201	321	40	163.6	109.1	82.5	57.6	139.5	104.7	80.6	67.7
100.0	94.6	0.0		3.5	5.6	5.3		474	139	124	0	152	84	123	0	222.0	145.8	139.3	0.0	202.7	130.6	121.1	0.0
100.0	82.1	0.0	0.0	2.3	2.3	2.8	3.8	7	20	13	5	3	8	12	5	87.6	74.9	62.6	48.2	—	68.8	58.7	51.3
100.0	87.1	0.0	0.0	2.9	3.0	4.5	2.7	4	16	6	5	2	15	16	13	85.1	73.0	64.9	51.6	—	70.9	61.8	42.2
100.0	94.3	0.0	0.0	3.6	2.8	4.0	2.3	9	32	25	13	3	21	18	22	97.0	74.4	59.7	54.5	—	68.8	57.2	48.5
89.8	70.5	0.0	0.0	3.1	3.4	3.7	4.1	355	225	257	58	125	188	253	100	157.7	103.4	89.1	60.9	139.6	98.4	82.1	52.4
100.0	100.0	0.0	0.0	2.3	2.3	2.2	2.3	1	3	2	3	0	1	5	9	—	—	—	0.0	—	55.6	48.8	
100.0	95.5	30.9		3.0	3.7	4.4		68	51	33	0	25	38	22	0	116.3	97.6	76.6	0.0	108.9	88.2	70.8	0.0
100.0	100.0	0.0	0.0	1.9	2.7	2.0	3.9	18	16	14	4	10	20	29	10	100.9	80.2	71.0	65.8	94.4	81.7	71.1	63.5
97.5	95.2	11.6	0.0	2.8	3.0	3.7	5.3	120	109	103	61	40	77	96	61	146.7	106.8	79.9	68.5	131.3	99.2	86.5	63.8
100.0	97.4	0.0	0.0	1.5	2.6	2.1	4.4	25	19	12	2	17	20	14	2	92.0	72.5	62.4	—	85.8	69.1	56.0	—
85.0	100.0	18.5	0.0	2.3	0.0	1.8	0.7	13	4	15	5	7	8	12	14	77.4	57.6	57.2	51.0	78.7	62.9	57.0	55.0
100.0	93.9	7.2	0.9	1.9	3.1	3.8	4.2	98	89	87	41	94	106	108	71	112.7	90.4	75.0	52.9	111.5	88.5	73.6	51.9
100.0	91.2	12.5	0.0	8.3	2.6	3.7	8.4	14	17	8	4	13	17	8	2	74.8	62.6	59.7	59.1	74.0	57.6	53.2	—
95.9	92.7	0.0	0.0	0.7	1.3	1.6	0.1	38	46	24	1	35	50	43	8	114.5	84.6	76.9	—	112.6	77.5	67.4	70.8
100.0	96.7	0.0	0.0	3.0	4.0	3.8	3.9	26	30	36	5	8	31	31	13	110.6	86.9	72.0	66.0	110.2	85.4	69.3	63.8
94.7	91.3	35.4	0.0	2.0	2.0	2.3	2.1	14	36	36	12	5	33	29	14	96.6	92.6	81.5	57.8	99.3	81.4	71.1	61.3
46.0	10.7	0.0	0.0					29	47	10	1	8	28	7	3	40.0	35.6	31.0	—	35.5	31.9	29.3	—
98.3	95.0	0.0	0.0	2.6	4.6	3.9		299	91	90	26	101	50	63	30	186.6	123.4	100.1	70.5	175.8	114.0	93.5	74.0
98.6	97.3	0.0		4.4	4.3	4.2		47	22	6	0	23	15	7	0	172.2	137.0	122.0	0.0	155.1	134.4	113.3	0.0
100.0	100.0	28.6	0.0	3.0	5.5	4.4	3.0	42	21	44	0	65	55	75	1	82.0	59.2	51.4	0.0	75.7	58.6	51.2	—
100.0	92.9	30.7	0.0	3.9	4.0	4.2	3.0	39	59	62	7	21	39	52	8	120.4	93.2	87.5	75.4	116.2	89.0	82.9	72.3
99.1	97.1	8.6	3.0	4.0	3.6			52	40	38	0	62	64	79	0	82.8	72.2	62.0	0.0	80.1	69.9	61.9	0.0
100.0	91.7	0.0	0.0	2.4	2.6	4.8	2.0	14	21	13	0	17	15	26	1	101.9	82.0	64.1	0.0	101.9	79.3	67.1	—
96.3	88.0	50.0		4.0	4.5	3.5		180	66	71	0	92	84	105	0	125.3	93.4	84.8	0.0	118.1	87.5	83.0	0.0
94.0	90.0	1.7	0.0	2.7	3.0	1.1	6.6	51	35	33	9	16	25	26	6	94.8	83.5	69.1	66.0	93.6	72.2	61.5	57.4
99.1	92.7	0.7	0.0	0.7	1.6	1.4	0.0	270	185	160	9	78	102	117	3	133.8	96.4	87.7	93.3	124.4	91.8	82.4	—
100.0	85.6	1.6	0.0	1.4	0.3	0.2	0.0	68	62	70	6	27	49	54	3	100.3	74.1	66.3	51.0	95.6	76.2	65.0	—
94.4	100.0	8.0		2.2	4.8	11.0		8	12	12	0	10	10	13	0	64.7	49.5	52.2	0.0	57.8	58.1	46.1	0.0
98.7	98.3	0.7	0.0	0.8	0.4	1.2	0.4	96	103	73	20	58	73	66	33	96.0	77.9	74.1	59.8	91.1	71.4	64.0	55.0
100.0	54.6	7.7						4	0	0	0	12	11	13	0	62.0	0.0	0.0	0.0	64.7	56.9	0.0	
100.0	100.0	2.8	0.0	0.0	0.4	0.4		13	10	6	0	6	19	30	1	65.0	58.2	51.5	0.0	59.6	58.1	52.8	—
98.3	97.2	2.1	0.0	3.7	4.8	4.2		85	39	22	0	30	32	26	1	106.8	79.2	81.0	0.0	107.2	80.5	74.0	—
88.2	65.0	3.6		0.8	0.0	2.8		12	8	12	0	5	12	16	0	56.4	55.6	47.3	0.0	75.1	50.7	50.4	0.0
100.0	95.6	4.3	0.0	0.6	0.3	1.2	0.5	24	25	17	14	8	20	30	21	80.6	67.9	61.4	45.2	79.2	63.8	57.8	49.4
80.0	63.6	0.0	0.0	1.5	2.9	0.0	12	11	11	9	3	11	19	17	17	84.8	77.1	59.4	52.5	—	72.9	60.6	53.1
94.2	82.6	0.0	0.0	0.8	1.9	2.6	2.3	317	233	201	88	111	198	223	123	136.6	97.7	92.9	53.1	125.9	87.1	78.7	53.5
100.0	96.5	3.6	0.0	2.0	2.2	2.4	2.7	23	29	20	26	20	28	36	52	84.0	63.5	58.8	50.3	78.9	67.2	60.8	50.0
92.9	83.1	4.4	0.0	0.7	2.2	1.4	1.0	49	30	33	12	35	41	59	22	85.6	67.3	67.5	47.2	81.4	69.2	60.4	45.0
97.8	95.8	32.4	0.0	1.2	1.6	5.6	0.7	32	26	17	6	13	22	20	6	85.9	74.3	63.8	37.3	82.8	73.9	63.8	50.2
100.0	89.7	4.1	0.0	0.9	0.2	0.2	0.0	24	22	17	2	9	17	32	12	77.5	64.3	57.6	—	72.6	63.3	55.9	50.9
100.0	83.3	0.0	0.0	0.5	3.3	5.0	15	14	23	11	3	10	3	13	101.6	76.4	68.9	51.6	—	83.8	—	45.1	
81.8	35.3	0.0	0.0	1.8	1.0	3.0	1.0	9	10	2	2	2	7	15	3	59.7	60.5	—	—	—	53.3	50.3	—
100.0	81.8	6.3	0.0	2.7	2.4	2.7	2.5	6	7	4	1	2	4	12	4	74.9	51.1	73.7	—	—	49.8	81.2	45.6
100.0	79.2	0.0	0.0	2.0	1.8	2.8	0.7	4	13	12	4	5	11	11	0	67.0	59.6	53.9	41.5	63.1	56.0	53.3	0.0

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3) AVG. SALARY (\$1000s)								(4) AVG. COMPENSATION (\$1000s)								(5) BEN. as % of SAL.				
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN			
Tennessee																								
Austin Peay St U	8	IIA	PU	85.4	67.7	56.5	45.8				69.3	115.1	93.9	78.4	62.8					95.1	37.1			
Belmont U	6	IIA	PR	121.4	97.3	82.3	75.2				97.4	151.1	123.5	103.9	98.7					123.1	26.4			
East Tennessee St U	8	IIA	PU	86.3	72.5	61.0	49.2	37.1	—		67.8	123.7	104.8	85.6	73.6	55.1	—			97.6	43.8			
King U		IIA	PR	62.0	67.2	54.5	48.9				58.3	74.5	78.5	65.9	59.9					69.9	19.9			
Maryville Coll	8	IIB	PR	77.3	62.6	55.6	45.1	48.9			61.7	90.8	73.6	64.6	51.1	56.1				71.9	16.6			
Middle Tennessee St U	8	I	PU	93.6	73.9	65.6	54.1	47.3	—		73.2	109.1	87.7	77.4	64.5	56.0	—			86.2	17.8			
Rhodes Coll		IIB	PR	105.4	75.7	65.5	63.5				76.6	138.4	101.6	82.5	79.8					99.7	30.2			
Sewanee-The U the South	1	IIB	PR	109.3	84.7	68.9	53.8				84.9	147.6	115.7	87.9	67.7					112.1	32.0			
The U Tennessee-Chattanooga	7	IIA	PU	83.2	83.7	63.0	49.1	43.7			66.8	111.3	109.3	86.2	78.2	62.9				91.6	37.2			
The U Tennessee-Knoxville	8	I	PU	142.6	97.9	82.4	66.1	53.3			99.7	190.7	133.6	115.2	92.0	73.3				136.0	36.5			
The U Tennessee-Martin		IIA	PU	80.6	68.8	62.3	52.5	47.4			65.4	113.8	97.7	87.0	86.9	66.9				92.7	41.8			
Trevecca Nazarene U		IIA	PR	70.0	60.3	50.6	—				60.5	93.1	78.0	69.3	—					80.2	32.5			
U Memphis	8	I	PU	116.5	79.8	70.9	47.8				80.1	151.3	108.6	96.7	70.5					109.5	36.7			
Vanderbilt U	8	I	PI	198.8	119.6	102.5	—	62.9			137.3	233.7	145.4	125.6	—	83.0				167.5	22.0			
Volunteer St CC	1, 20	III	PU	67.6	58.2	48.9	44.4				53.4	97.2	87.8	72.3	69.8					80.8	51.3			
Texas																								
Abilene Christian U		IIA	PR	89.0	71.4	67.4	54.4				63.0	71.6	107.3	87.8	81.6	71.3				82.0	88.6	23.7		
Angelo St U	8	IIA	PU	81.0	71.0	62.6	46.0				64.0	64.8	99.3	87.3	78.2	60.3				78.8	81.3	25.4		
Austin CC District	8	III	PU	91.3	70.6	62.7						83.6	113.1	90.6	81.1					105.0	25.5			
Austin Coll		IIB	PR	77.8	66.5	59.1	47.2					66.4	101.8	90.0	77.0	60.0				87.7	32.1			
Baylor U		I	PR	137.3	99.9	88.2	—	62.3				97.5	175.0	130.9	112.7	—	83.3			126.9	30.2			
Hardin-Simmons U		IIA	PR	70.8	65.1	64.5	58.1					67.1	100.8	96.2	112.9	80.2				101.8	51.6			
Lamar St Coll-Orange		III	PU	—	—	58.7	45.8					48.6	—	—	74.1	58.5				62.0	27.5			
Lamar U		IIA	PU	99.5	79.0	69.8	49.5					72.9	126.5	103.8	90.4	70.2				96.6	32.6			
McMurtry U		IIB	PR	67.7	54.0	55.6	40.7					56.1	81.3	65.1	66.6	48.6				67.3	20.0			
Our Lady the Lake U		IIA	PR	85.3	70.9	64.8	—					71.3												
Prairie View A & M U		IIA	PU	104.2	81.3	68.4	—	56.3				72.2	133.1	101.9	85.9	—	74.5			93.1	29.0			
Rice U		I	PI	193.0	116.8	107.6	60.3	73.3				139.6	242.5	149.2	134.9	76.2	94.3			176.6	26.5			
Saint Edward's U	8	IIA	PR	103.9	77.5	71.1	58.5					78.3	135.1	100.3	88.2	72.6				99.7	27.4			
Sam Houston St U		IIA	PU	99.5	78.5	66.4	52.6	38.9	—			76.4	126.0	101.4	86.0	70.0	54.5	—		99.0	29.5			
Southern Methodist U		I	PR	165.7	110.2	103.7	114.0	62.6	96.3	113.2	210.0	144.2	132.2	137.9	85.6	125.8	147.6	30.3						
Southwestern U		IIB	PR	89.2	71.6	68.3	48.4					72.9	116.3	97.0	88.1	60.7				95.3	30.8			
St. Mary's U	8	IIA	PR	122.1	73.5	71.6	57.2	34.6				91.1	143.6	87.8	85.0	65.1	43.0			107.5	18.0			
Texas A & M International U		IIA	PU	116.0	85.5	74.9	49.9	—				79.9	149.3	110.1	94.9	65.8	—			102.4	28.2			
Texas A & M U-Coll Station		I	PU	143.4	100.8	89.4		52.3	67.4	104.2	170.6	122.0	108.8					66.6	83.8	126.7	21.5			
Texas Christian U	8	I	PR	146.0	103.9	87.2	71.9	62.2		104.7	191.1	141.3	116.7	97.9	76.9				139.8	33.5				
Texas Lutheran U		IIB	PR	74.6	64.7	57.0	—	51.5				64.6	92.7	80.9	72.6	—	67.3			81.1	25.7			
Texas St U		IIA	PU	100.1	81.1	70.8	49.3					69.9	126.1	104.6	91.7	65.5	—			91.0	30.1			
Texas Tech U	8	I	PU	122.3	87.6	74.7	39.6					53.7	81.6	153.4	110.5	95.9	53.7			70.5	105.0	28.6		
Texas Woman's U		I	PU	94.7	74.5	62.1		63.5					74.3	119.3	95.9	79.5				83.7	94.9	27.8		
The U Texas Austin		I	PU	165.6	107.6	101.5		80.4					120.0	196.6	131.8	124.0				98.3	145.2	21.0		
The U Texas Dallas	8	I	PU	166.3	123.7	113.6							141.0	201.6	151.2	138.3					171.5	21.6		
The U Texas El Paso		I	PU	113.4	86.7	78.7		54.1					80.6	142.7	111.5	102.2				73.5	105.2	30.6		
The U Texas San Antonio		I	PU	125.4	88.7	79.8		39.5					81.9	155.7	113.5	102.7	53.7				106.1	29.5		
Trinity U		IIA	PR	126.3	94.1	82.3	61.6						99.7	160.2	121.3	104.2	78.5				127.2	27.6		
U Dallas	1	IIB	PR	95.4	73.4	62.1	53.4						69.8	118.2	97.8	83.8	69.2				91.7	31.3		
U Houston	8	I	PU	150.9	99.3	92.8		55.5					102.9	183.3	124.6	116.5	78.5				132.1	28.3		
U Houston-Downtown	1	IIA	PU	96.0	77.9	75.8	97.4	51.2					72.8	122.6	101.2	95.5	120.0	67.6			94.1	29.2		
U North Texas		I	PU	119.2	88.7	77.4	62.3	59.9						89.1										
U St Thomas	8	IIA	PR	94.4	72.5	58.2	50.5	—					71.6	119.1	91.9	83.0	64.7	—			94.7	32.2		
U the Incarnate Word	1	IIA	PR	94.7	82.5	72.2	62.4						79.0	122.6	109.4	96.9	85.1				105.0	32.9		
West Texas A & M U	8	IIA	PU	89.5	77.0	66.8	52.3						68.6	115.6	100.0	86.4	69.5				89.4	30.4		
Utah																								
Dixie St U		III	PU	80.8	69.4	58.1	51.9	—					64.2	117.5	100.6	87.8	81.1	—			95.6	49.0		
Salt Lake CC	4	III	PU	74.9	61.1	52.3	46.6	43.0					58.7	108.3	91.6	80.1	71.8	68.0			88.5	50.8		
Snow Coll		III	PU	67.3	63.6	48.9	49.3						44.9	53.3	95.1	95.3	74.2	75.6			71.4	80.9	51.6	
Southern Utah U		IIA	PU	85.4	72.9	56.6	32.3	44.6	49.8	61.2	114.0	101.5	81.3	53.4	68.3	73.9	88.0			94.0	43.8			
U Utah	8	I	PU	135.1	94.8	86.3	63.7	33.7	94.4	183.5	130.5	119.0	94.0	45.2	131.9	39.8								

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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	
99.3	63.7	6.0	14.0	4.8	6.8	7.1	4.1	88	44	38	16	53	58	46	27	86.6	69.0	56.0	44.0	83.4	66.8	56.8	46.9	
96.1	92.1	2.6	0.0	4.7	5.6	5.3	4.8	63	49	51	17	39	52	65	14	127.8	100.2	85.6	82.4	111.0	94.7	79.6	66.4	
99.4	94.8	9.2	11.1	3.5	4.2	2.6	4.2	109	98	57	8	49	75	106	28	88.4	76.0	61.8	43.3	81.5	67.8	60.6	50.9	
0.0	0.0	0.0	0.0	0.6	1.2	1.7	1.2	5	15	17	3	4	14	30	9	62.7	67.1	53.1	—	61.1	67.3	55.2	50.8	
100.0	100.0	14.3	0.0	4.0	4.8	2.7	0.9	11	12	9	4	6	17	5	1	78.6	60.9	55.7	45.7	75.0	63.8	55.4	—	
99.1	90.1	1.1	0.0	3.5	4.0	4.9	4.9	201	114	83	6	119	107	99	14	96.2	75.5	67.8	58.3	89.1	72.2	63.7	52.3	
100.0	94.4	0.0	0.0	2.5	2.9	2.7	4.2	26	38	27	2	6	34	42	5	106.7	75.3	68.4	—	100.0	76.1	63.6	66.0	
100.0	100.0	0.0	0.0	3.2	3.0	5.7	5.0	38	23	19	13	25	13	24	14	112.4	86.1	73.4	55.4	104.5	82.2	65.4	52.3	
99.1	94.9	2.5	0.0	3.7	11.8	1.2	5.8	65	44	51	0	43	34	70	10	81.6	73.1	68.9	0.0	85.7	97.5	58.7	49.1	
96.8	86.4	0.0	0.0	3.1	4.3	4.6	4.8	370	211	166	4	135	170	180	29	146.8	102.2	86.3	89.0	131.0	92.7	78.9	63.0	
100.0	79.5	12.7	75.0	3.0	4.1	4.7	2.1	54	48	27	6	26	30	28	2	82.0	69.2	64.3	53.3	77.7	68.3	60.3	—	
65.5	21.6	0.0	0.0	3.8	3.9	2.3	—	21	22	12	1	8	15	13	0	69.7	59.7	50.6	—	70.9	61.2	50.5	0.0	
97.7	87.6	1.9	0.0	3.6	5.0	4.5	4.5	165	130	116	75	50	112	154	88	120.5	82.4	76.0	49.1	103.6	76.9	67.1	46.8	
91.6	79.7	0.0	0.0	4.4	4.8	4.6	5.0	284	139	104	0	96	87	94	1	198.9	121.8	106.4	0.0	198.7	116.2	98.2	—	
100.0	84.7	2.7	0.0	4.2	4.0	5.5	6.8	13	32	15	22	6	40	22	27	67.5	58.7	49.5	45.3	67.8	57.8	48.4	43.7	
97.0	87.1	3.6	0.0	1.2	0.4	2.5	1.5	53	53	33	13	13	32	22	31	90.7	74.3	68.5	54.4	82.0	66.6	65.8	54.3	
100.0	100.0	2.7	0.0	0.2	1.1	1.1	—	56	29	43	30	25	21	32	46	80.2	74.1	65.7	45.4	82.8	66.7	58.4	46.3	
0.0	0.0	0.0	0.0	5.3	6.6	6.5	—	168	58	18	0	190	95	18	0	92.6	71.4	63.3	0.0	90.2	70.2	62.1	0.0	
100.0	100.0	0.0	0.0	0.7	0.4	5.1	2.0	23	28	11	4	8	11	14	5	82.6	66.9	60.0	45.3	64.0	65.4	58.4	48.7	
95.6	89.1	0.0	0.0	3.2	3.5	4.3	—	235	165	88	0	61	100	106	3	140.1	101.9	92.6	0.0	126.4	96.5	84.5	—	
96.3	88.9	20.0	0.0	3.8	4.9	3.3	13.3	40	18	16	3	14	18	14	2	71.9	64.3	61.9	—	67.8	65.8	67.5	—	
100.0	100.0	85.7	21.9	0.0	0.0	0.2	1	0	5	8	1	1	2	24	—	0.0	55.5	44.5	—	—	—	—	46.2	—
100.0	90.6	11.1	0.0	0.4	0.1	0.9	0.6	61	63	73	46	29	43	62	67	99.5	81.4	72.5	50.8	99.6	75.4	66.6	48.7	
100.0	100.0	10.0	0.0	10.4	3.4	3.7	1.4	22	10	7	5	7	9	3	14	67.9	52.2	51.0	43.6	67.1	56.1	—	39.7	
88.5	80.0	2.0	0.0	2.6	2.9	2.8	0.9	9	8	14	2	17	12	36	0	84.4	70.2	67.5	—	85.8	71.3	63.8	0.0	
100.0	100.0	0.0	0.0	—	—	—	—	52	42	29	1	15	22	24	0	106.1	79.4	69.5	—	97.4	85.0	67.0	0.0	
100.0	100.0	0.0	0.0	2.4	3.3	2.4	1.8	243	69	67	14	65	37	38	9	195.4	118.9	107.7	63.7	183.9	112.9	107.3	55.0	
94.6	59.0	0.0	0.0	2.1	1.3	3.5	0.1	16	36	22	15	21	42	27	12	106.9	79.5	75.7	59.5	101.7	75.7	67.3	57.4	
97.6	92.3	1.5	5.6	1.0	0.7	1.2	11.1	115	118	91	10	53	76	104	8	102.8	79.7	66.5	52.9	92.5	76.8	66.4	52.1	
100.0	97.6	2.1	0.0	2.2	1.2	2.9	1.9	174	104	48	9	45	59	49	6	171.2	112.6	110.0	117.4	144.3	105.9	97.5	108.9	
100.0	100.0	0.0	0.0	3.6	4.4	5.1	1.8	18	23	6	8	23	13	7	15	96.0	71.7	66.9	53.4	83.9	71.4	69.6	45.7	
91.7	96.2	6.4	0.0	1.2	2.9	2.8	1.8	63	31	30	13	33	21	17	12	126.9	71.1	70.8	55.2	112.8	77.1	72.9	59.4	
92.6	79.0	1.0	0.0	1.6	1.8	1.8	—	22	35	43	11	5	22	60	14	119.8	90.1	74.3	51.2	99.2	78.2	75.3	48.8	
95.3	93.9	0.0	0.9	1.4	1.7	—	—	787	354	224	0	179	172	141	0	144.9	103.5	94.1	0.0	136.8	95.4	82.0	0.0	
88.6	81.0	1.2	0.0	3.5	4.0	4.4	4.1	125	111	73	34	51	94	96	57	147.2	108.5	94.2	72.7	143.2	98.5	81.9	71.5	
100.0	89.5	10.7	0.0	2.6	2.1	2.0	1.0	15	8	14	0	12	11	14	2	75.8	63.0	56.0	0.0	73.2	66.0	58.1	—	
96.3	94.8	2.3	0.4	0.9	1.7	—	—	139	144	82	0	79	124	138	0	102.2	81.8	75.0	0.0	96.5	80.3	68.3	0.0	
95.5	88.5	1.0	0.0	0.5	2.1	1.2	3.7	290	258	217	101	87	126	166	188	126.3	90.2	77.6	44.0	108.8	82.4	70.9	37.3	
31.3	90.0	10.6	—	5.2	3.0	3.5	—	26	25	44	0	57	75	88	0	94.3	77.7	62.0	0.0	94.9	73.5	62.1	0.0	
100.0	99.1	0.0	3.4	4.3	3.0	—	—	729	298	188	0	249	227	132	0	169.4	112.1	107.5	0.0	154.4	101.6	93.0	0.0	
98.9	94.2	0.0	2.4	2.7	2.2	—	—	224	107	107	0	39	49	37	0	169.9	124.6	115.7	0.0	145.2	121.8	107.3	0.0	
100.0	94.8	0.0	0.0	1.7	1.6	—	—	134	128	76	0	38	65	71	0	115.0	88.7	81.2	0.0	107.9	82.6	76.1	0.0	
100.0	95.7	0.0	—	2.2	3.3	2.7	—	187	132	94	0	58	78	63	0	129.8	92.2	80.1	0.0	111.1	82.7	79.3	0.0	
98.7	97.8	0.0	0.0	2.5	5.1	3.1	5.1	46	56	20	12	32	36	26	8	131.3	95.8	75.9	69.4	119.2	91.4	87.2	50.0	
100.0	100.0	15.6	0.0	0.0	0.1	1.9	0.1	18	39	17	18	5	18	15	15	15	94.4	73.7	58.9	59.4	98.6	72.9	65.7	46.3
99.3	95.9	0.0	0.9	1.4	1.4	—	—	344	197	152	0	83	148	101	0	155.2	101.3	97.7	0.0	133.2	96.6	85.5	0.0	
100.0	97.3	0.0	0.0	3.9	4.7	4.7	4.7	34	58	40	8	22	53	33	3	100.3	78.8	76.9	96.6	89.4	77.0	74.5	—	
100.0	97.6	0.7	0.0	3.4	3.1	1.8	4.3	239	175	75	10	86	116	79	11	122.9	90.8	83.0	63.7	109.0	85.7	72.0	60.9	
89.2	78.2	1.9	0.0	-0.5	1.7	0.0	2.7	34	26	3	15	21	28	4	4	94.5	74.5	62.5	—	94.2	69.2	54.1	48.3	
74.7	57.5	0.0	0.0	2.1	2.7	3.4	2.8	39	45	54	12	32	49	67	25	94.9	82.4	73.1	64.7	94.5	82.6	71.5	61.3	
100.0	96.9	2.6	0.0	2.2	2.6	3.0	—	38	41	63	35	19	23	52	59	91.0	78.2	66.2	53.7	86.4	74.8	67.5	51.5	
100.0	82.2	7.9	4.8</																					

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.		
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)										
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AO			
Utah (continued)																						
Utah St U	8	I	PU	108.2	84.4	72.4	49.6	58.3			82.6	165.7	123.9	108.0	85.2	90.0		124.7	51.0			
Utah Valley U		IIB	PU	88.5	72.8	67.5	—	51.4	73.0		70.9											
Weber St U		IIB	PU	90.2	71.8	66.4	53.5				72.2	124.0	102.6	95.4	80.0				103.1	42.7		
Vermont																						
Castleton U		IIB	PU	70.1	56.0	48.7					59.1	100.8	89.6	80.2					91.6	55.2		
Johnson St Coll		IIB	PU	79.0	57.8	48.0					66.4	115.1	89.1	120.7					111.2	67.5		
Lyndon St Coll		IIB	PU	72.0	57.2	51.0					58.2	111.8	86.0	81.2					90.6	55.5		
Middlebury Coll		IIB	PI	137.3	100.3	85.2	75.8	74.0	66.3	108.4	185.2	136.6	114.1	96.6	102.0	99.5	146.3	35.0				
Saint Michael's Coll		IIB	PR	96.3	72.9	64.2	52.8				78.4											
Vermont Technical Coll		III	PU	69.6	58.0	50.3					59.4	101.8	89.1	79.4					90.6	52.5		
Virginia																						
Averett U		IIA	PR	65.4	59.0	52.0	38.6			—	57.5	89.1	79.1	68.9	50.1			—	76.8	33.6		
Bluefield Coll		IIB	PR	55.3	48.1	47.9	—				49.6	71.9	69.1	59.5	—				65.2	31.5		
Bridgewater Coll		IIB	PR	79.2	64.8	55.3	49.1				59.9	100.0	80.4	68.4	62.6				74.8	24.8		
Christopher Newport U		IIB	PU	107.8	82.8	68.7	62.2	61.3			76.7	143.7	115.6	95.9	84.9	84.8			106.1	38.2		
Coll William and Mary	8	I	PU	135.4	101.3	75.8	64.9	62.3			102.8	183.7	139.2	105.1	98.5	84.7			141.2	37.4		
Eastern Mennonite U		IIA	PR	65.4	55.0	50.3	43.6	32.2			53.3	82.4	68.3	63.1	59.9	45.3			68.0	27.6		
Emory & Henry Coll	1	IIB	PR	72.2	59.3	58.5	48.7				60.8	102.0	83.8	78.8	65.7				83.9	38.1		
George Mason U	8	I	PU	140.3	94.1	80.3	61.5				100.3	186.2	129.9	109.6	91.7				137.3	36.8		
Hampden-Sydney Coll		IIB	PI	90.4	68.4	63.4		55.4			73.0	117.1	87.4	79.7		68.9			93.0	27.3		
Hollins U		IIB	PI	84.0	68.7	55.7	56.1				71.1	103.8	85.5	70.3	70.8				88.6	24.6		
James Madison U	8	IIA	PU	96.0	78.4	70.6	59.9				79.6	141.8	114.1	103.0	92.2				117.4	47.5		
Longwood U		IIA	PU	85.1	71.6	66.1	64.3	44.1			68.8	121.5	102.6	93.2	95.2	64.3			98.3	42.9		
Lynchburg Coll	8	IIA	PR	81.2	69.1	65.3	48.4				69.5	107.1	90.7	88.6	63.1				92.5	33.1		
Mary Baldwin U		IIB	PR	71.3	67.4	64.2	—				66.4	86.6	86.4	88.7	—				87.0	31.1		
Marymount U	6	IIA	PR	94.6	76.3	65.0	58.1				76.0											
Old Dominion U	8	I	PU	117.6	85.2	74.7	60.0	55.3	62.6	83.3	170.0	119.5	101.6	81.2	78.6	83.3	117.3	40.8				
Radford U	1	IIA	PU	90.8	72.8	66.5	54.7				74.6	124.7	103.9	93.1	79.6				104.9	40.7		
Randolph Coll		IIB	PR	84.5	70.5	61.1	—				73.9	107.7	92.5	79.7	—				95.7	29.4		
Randolph-Macon Coll		IIB	PR	88.2	69.7	61.2	57.1				73.6	113.2	90.5	80.9	75.1				95.6	29.9		
Roanoke Coll		IIB	PR	89.4	71.6	64.5	52.7				71.5	117.3	94.8	83.3	69.4				94.0	31.5		
Shenandoah U	8	I	PR	83.5	71.7	68.6	60.5	50.4	—		71.3	112.6	97.4	91.7	77.6	61.6	—		95.2	33.6		
Sweet Briar Coll		IIB	PI	81.9	64.1	53.3	—					64.9										
The U Virginia's Coll Wise		IIB	PU	82.4	75.7	59.1	53.3				67.5	108.6	100.0	77.6	71.7				89.4	32.4		
U Mary Washington	8	IIB	PU	84.9	71.2	64.9	—	65.8			73.3	116.8	100.2	91.3	—	94.0			102.6	39.9		
U Richmond	8	IIB	PI	158.3	108.8	90.9	64.9				112.6	198.8	139.9	114.0	90.4				145.0	28.8		
U Virginia-Main Campus	8	I	PU	177.3	118.7	90.6	68.3	63.1			128.0	236.3	161.8	123.9	87.0	87.8			173.5	35.5		
Virginia Commonwealth U	8	I	PU	131.1	89.7	72.0	52.8				84.8	194.6	137.4	112.3	84.4				130.9	54.4		
Virginia Military Institute		IIB	PU	92.0	75.3	61.4	45.2	—			76.9	128.0	104.3	85.9	68.0	—			107.4	39.7		
Virginia Polytechnic Institute and St U	8	I	PU	140.6	98.3	87.1	54.0				103.1	210.1	140.0	121.9	80.9				149.4	44.9		
Virginia Wesleyan Coll		IIB	PR	83.3	67.2	64.5	—	—			73.5	109.2	90.4	87.4	—	—			97.9	33.3		
Washington and Lee U		IIB	PI	145.1	105.3	90.1	59.6	—			116.4	189.8	140.4	116.7	76.3	—			152.4	31.0		
Washington																						
Bastyr U		IIA	PI	102.8	81.4	70.2						84.7										
Eastern Washington U	1	IIA	PU	104.2	81.9	70.7		54.6			79.4	113.0	86.3	75.3		60.1			85.7	8.0		
Northwest U	13	IIB	PR	72.8	60.1	54.3	52.4				59.7	94.7	78.3	72.1	67.6				78.3	31.3		
Pacific Lutheran U	1	IIA	PR	79.0	64.4	67.2	50.9				67.3	100.9	84.1	86.4	67.5				87.2	29.6		
Seattle U		IIA	PR	113.9	87.6	76.1	56.5	51.9	27.4	80.6												
U Puget Sound	8	IIB	PI	111.1	88.3	75.1	75.1				95.0	148.6	116.9	100.6	99.4				126.6	33.3		
U Washington-Bothell Campus	8	IIA	PU	124.7	107.5	97.4		78.0			96.0	152.3	131.9	121.0	99.4				119.8	24.8		
U Washington-Seattle Campus	8	I	PU	144.8	110.1	101.9	50.0	78.1			115.1	176.7	139.1	128.5	76.5	103.2			145.2	26.2		
U Washington-Tacoma Campus	8	IIA	PU	122.7	101.6	86.7		65.2			86.9	149.1	125.1	108.1	85.0				109.7	26.2		
Washington St U	8	I	PU	127.2	90.3	86.7	64.9	69.3	—		89.6	172.4	124.0	115.9	94.7	98.0	—		124.8	39.2		
Western Washington U		IIA	PU	106.5	86.6	74.6	54.0				84.3	136.0	112.1	96.8	73.9				109.8	30.3		
Whitman Coll		IIB	PI	121.9	90.9	71.3	57.1	67.4			88.7	164.7	123.6	96.6	79.5	90.9			120.3	35.7		
Whitworth U		IIB	PR	86.7	68.1	67.4	60.8	35.5			67.1	113.3	90.8	89.4	79.8	49.1			89.2	33.0		

APPENDIX I

(6)				(7)				(8)				(9)				(9)				(9)				
PCT. TENURED				PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				AVG. SAL. MEN				AVG. SAL. WOMEN				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	
96.5	90.8	0.3	3.3	3.0	4.2	3.4	3.4	194	176	156	15	63	86	141	15	111.3	87.1	77.7	50.1	98.6	78.8	66.6	49.0	
99.2	96.3	0.0	0.0	4.7	2.7	2.8	2.2	82	187	104	1	37	81	75	0	90.5	73.9	68.9	—	83.9	70.1	65.5	0.0	
100.0	98.1	0.0	0.0	0.1	7.0			102	58	89	44	67	45	73	65	93.7	74.7	67.1	58.5	84.8	68.2	65.5	50.2	
100.0	100.0	13.3						16	13	10	0	18	8	20	0	74.2	55.1	48.8	0.0	66.5	57.5	48.6	0.0	
100.0	30.8	14.3						12	8	5	0	7	5	2	0	79.9	59.9	46.9	0.0	77.5	54.4	—	0.0	
100.0	84.6	10.5						4	9	12	0	7	4	7	0	73.6	56.5	52.2	0.0	71.1	58.7	49.1	0.0	
100.0	100.0	0.0	0.0	2.3	3.0	3.3	2.1	79	27	35	8	41	33	45	8	140.4	100.0	86.3	76.4	131.3	100.5	84.4	75.2	
100.0	100.0	0.0	0.0	2.9	6.2	2.5	2.8	34	26	4	14	18	21	5	7	97.9	73.2	66.4	52.9	93.1	72.5	62.4	52.7	
96.6	55.6	3.3						19	9	11	0	10	9	19	0	73.2	58.2	52.5	0.0	62.8	57.9	49.0	0.0	
95.7	76.5	9.5	0.0	0.1	0.0	1.3	0.0	16	9	7	1	7	8	14	4	66.3	58.4	51.5	—	63.4	59.6	52.3	35.8	
0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	8	7	7	1	3	3	6	1	56.5	45.6	50.1	—	—	—	45.4	—	
100.0	95.7	2.6	4.2	2.0	2.4	3.7	2.0	9	25	17	8	2	21	22	16	73.4	65.4	54.8	51.9	—	64.0	55.7	47.7	
100.0	98.8	0.0	0.0	3.2	3.7	4.5	4.3	30	45	40	12	11	40	34	14	107.0	86.2	70.9	62.9	110.0	79.0	66.0	61.6	
98.0	88.2	0.0	0.0	2.5	5.2	5.8	4.3	165	111	91	5	85	76	71	15	140.4	102.8	77.2	58.6	125.6	99.1	73.9	67.1	
100.0	81.8	0.0	0.0	1.7	1.1	4.0	2.9	10	10	16	5	17	12	24	9	63.9	55.1	50.5	43.2	66.3	55.0	50.1	43.9	
80.0	75.0	3.2	0.0	3.9	5.3	6.4	2.9	18	10	11	5	7	14	20	10	73.0	65.4	55.9	48.7	70.3	55.0	59.9	48.7	
91.5	76.4	0.0	0.0	5.0	6.5	6.3	5.7	261	245	183	44	102	200	219	52	149.2	97.9	88.0	63.7	117.7	89.5	74.0	59.6	
100.0	100.0	0.0	-0.1	0.7	3.2			33	16	8	0	8	8	5	0	93.5	69.7	61.6	0.0	77.7	65.8	66.4	0.0	
100.0	95.8	0.0	0.0	0.0	0.0	5.6	0.0	10	12	1	3	17	12	5	10	89.8	71.4	—	—	80.5	65.9	55.4	56.8	
98.0	90.4	0.4	0.0	5.2	5.7	5.4	6.3	206	153	114	60	135	139	151	86	98.4	81.1	72.6	60.6	92.4	75.4	69.0	59.5	
100.0	94.1	3.3	0.0	1.8	5.8			6.0	32	34	41	3	21	34	50	6	86.5	71.7	65.2	—	82.8	71.4	66.9	58.6
98.0	72.9	4.1	0.0	1.1	2.0	1.4	2.7	30	26	32	7	21	33	42	5	85.5	74.1	66.5	50.4	75.2	65.0	64.4	45.6	
95.0	79.3	0.0	0.0	0.4	3.1	0.0	8	9	8	0	12	20	31	2	69.5	80.0	63.8	0.0	72.6	61.7	64.4	—		
95.9	86.7	0.0	0.0	3.5	5.0	5.3	3.7	11	16	12	7	38	29	28	20	96.1	79.4	66.8	58.8	94.1	74.6	64.3	57.9	
98.2	93.2	0.0	0.0	2.4	3.7	2.3	2.0	168	134	81	1	50	86	82	3	121.1	86.7	79.0	—	106.0	83.0	70.5	—	
99.4	89.7	0.9	0.0	2.9	4.3	4.8	3.9	88	62	44	24	66	64	67	45	93.5	75.2	67.3	50.6	87.1	70.4	65.9	56.8	
100.0	84.2	0.0	0.0	4.4	4.6	6.3	3.0	16	9	5	1	16	10	12	2	86.5	72.8	59.7	—	82.6	68.4	61.7	—	
97.6	90.3	0.0	0.0	1.5	1.4	2.2	0.9	27	13	7	5	14	18	14	8	90.9	70.7	63.2	53.4	82.9	68.9	60.2	59.4	
100.0	100.0	0.0	0.0	1.1	2.1	2.7	1.1	31	27	12	9	16	31	12	27	91.5	70.9	65.7	60.4	85.4	72.2	63.2	50.2	
0.0	0.0	0.0	0.0	2.9	3.0	2.1	2.4	26	35	33	6	26	45	64	11	88.8	70.7	69.1	53.5	78.1	72.5	68.4	64.4	
100.0	84.6	0.0	0.0					11	6	10	2	8	7	15	0	83.4	63.3	54.5	—	79.8	64.7	52.6	0.0	
100.0	96.0	10.7	0.0	3.9	6.9	5.0	5.0	16	16	18	8	9	9	10	16	82.5	75.3	59.2	52.4	82.2	76.3	59.1	53.7	
100.0	96.6	1.6	0.0			1.3		39	48	28	0	39	39	34	1	89.9	73.5	67.9	0.0	79.9	68.3	62.4	—	
92.6	93.9	1.2	0.0	2.4	4.7	4.9	4.2	79	68	44	32	42	64	42	34	166.8	114.8	91.4	68.4	142.1	102.4	90.3	61.5	
92.9	78.2	0.0	0.0	3.5	4.3	3.8	3.0	409	217	203	2	128	159	205	4	183.1	122.5	97.7	—	158.8	113.5	83.5	78.6	
89.1	71.8	0.0	0.0	3.7	5.1	4.9	8.4	153	187	216	79	58	185	262	94	134.8	92.3	74.9	54.0	121.3	87.0	69.7	51.8	
96.7	62.5	0.0	0.0	4.5	10.6	13.2	4.8	51	15	20	3	9	9	25	2	92.7	75.3	63.8	—	87.8	75.2	59.6	—	
98.1	90.2	0.0	0.0	4.3	4.8	5.3	5.9	476	313	293	107	100	195	198	124	142.8	99.9	89.2	55.0	129.9	95.7	84.1	53.1	
97.6	100.0	0.0	0.0	2.0	2.2	2.2	2.0	24	15	9	1	18	13	8	0	86.0	67.0	64.2	—	79.8	67.4	65.0	0.0	
97.9	96.2	0.0	0.0	2.9	4.4	5.0	4.6	66	29	24	10	28	24	17	7	149.3	108.6	85.7	63.9	135.1	101.2	96.3	53.4	
0.0	0.0	0.0						3	4	2	0	3	7	3	0	—	81.5	—	0.0	—	81.3	—	0.0	0.0
100.0	100.0	100.0			9.5	2.4	12.7		101	30	48	0	56	37	54	0	106.3	88.4	74.1	0.0	100.5	76.6	67.6	0.0
100.0	100.0	100.0	100.0	5.1	5.4	5.0	4.3	10	8	15	1	4	7	15	3	73.5	60.0	55.1	—	70.9	60.3	53.5	—	
100.0	96.2	9.8	0.0	0.5	0.3	2.8	2.9	24	35	21	10	20	43	30	8	78.9	64.4	68.7	49.1	79.1	64.4	66.2	53.1	
89.8	93.0	2.2	0.0	6.8	5.0	-0.1	3.3	54	91	40	49	44	81	53	77	121.0	85.5	79.5	59.1	105.3	89.9	73.6	54.9	
99.1	75.7	0.0	0.0	1.4	10.3	7.7	5.3	66	18	18	15	49	19	22	26	112.3	87.6	76.1	75.5	109.5	89.0	74.2	74.9	
100.0	100.0	0.0			6.7	8.8	2.7		15	25	27	0	9	16	37	0	131.0	110.3	95.5	0.0	114.3	103.2	98.8	0.0
99.6	95.1	0.0	0.0	4.6	5.7	4.6	7.2	459	245	171	24	248	202	172	19	149.6	114.2	104.5	52.9	136.0	105.1	99.3	46.3	
100.0	100.0	0.0			4.3	4.1	3.0		23	28	25	0	14	29	32	0	132.0	108.3	88.8	0.0	107.4	95.1	85.0	0.0
99.4	95.1	0.0	0.0	1.3	1.9	2.1	2.7	243	189	139	198	89	117	102	284	130.9	93.2	89.7	70.4	117.3	85.7	82.6	61.1	
100.0	98.7	0.0	0.0	5.2	6.4	6.2	6.0	134	78	86	55	83	75	65	67	109.0	88.1	76.6	57.0	102.4	85.0	71.8	51.6	
100.0	98.1	2.0	0.0	2.2	3.0	2.7	3.4	25	28	22	4	15	25	28	7	122.5	91.0	73.0	55.1	121.0	90.9	70.0	58.2	
82.5	75.0	7.5	0.0	4.2	4.5</td																			

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)								(5) BEN. as % of SAL.	
				AVG. SALARY (\$1000s)								AVG. COMPENSATION (\$1000s)									
				PR	AO	AI	IN	LE	NR	AR	PR	AO	AI	IN	LE	NR	AR	PR	AR		
Davis & Elkins Coll	8	IIB	PR	58.4	48.2	48.7	—	—	—	50.8	78.7	67.3	62.8	—	—	—	67.1	32.0			
Marshall U	1	IIA	PU	78.7	65.7	60.9	37.2	—	—	64.6	100.7	83.0	78.2	49.1	—	—	82.9	28.3			
Ohio Valley U	8	IIB	PR	47.8	45.6	43.9	—	—	—	45.1	61.4	54.4	55.2	—	—	—	56.3	25.0			
Shepherd U	8	IIA	PU	78.8	65.2	59.6	46.5	—	—	66.2	97.3	80.2	74.3	62.5	—	—	82.2	24.2			
West Virginia U	I	PU	132.1	83.6	71.8	46.8	60.5	144.7	—	90.1	169.4	107.9	92.6	66.6	75.1	171.2	116.7	29.5			
West Virginia Wesleyan Coll		IIB	PR	67.0	58.0	49.6	41.3	—	—	53.3	89.4	78.2	63.5	51.1	—	—	69.4	30.2			

Wisconsin

Beloit Coll		IIB	PI	87.8	70.8	60.6	54.0	—	—	72.1	110.9	89.6	76.3	69.4	—	—	91.2	26.5	
Lakeland U		IIB	PR	75.8	63.0	53.4	54.4	—	—	62.0	93.7	80.8	68.6	80.2	—	—	80.0	29.1	
Lawrence U		IIB	PI	90.4	74.7	61.9	51.7	—	—	71.2	125.8	100.4	85.4	70.0	—	—	97.1	36.3	
Marian U		IIA	PR	75.9	62.9	53.4	48.9	—	—	58.9	—	—	—	—	—	—	—	—	
Marquette U	8	I	PR	120.6	92.0	82.5	66.0	—	—	93.0	161.4	126.0	109.8	88.8	—	—	125.2	34.7	
Milwaukee School Engineering		IIB	PI	98.8	84.0	77.8	71.6	—	—	86.1	133.7	114.5	105.6	86.5	—	—	116.2	34.9	
Ripon Coll		IIB	PI	81.7	64.5	54.2	—	—	—	66.4	111.7	85.0	68.9	—	—	—	87.8	32.3	
Saint Norbert Coll		IIB	PR	91.3	72.6	62.7	—	—	—	71.7	121.7	98.7	85.3	—	—	—	96.9	35.1	
U Wisconsin Colls	8	III	PU	62.4	51.2	45.0	—	44.4	—	51.7	86.1	73.1	66.0	—	—	—	65.8	74.0	43.2
U Wisconsin-Eau Claire	8	IIA	PU	79.2	65.7	65.9	55.2	48.1	—	68.1	106.4	91.2	90.3	77.7	69.6	—	93.7	37.6	
U Wisconsin-Green Bay	8	IIA	PU	69.3	61.9	62.4	—	48.1	—	60.6	94.8	85.5	86.0	—	—	—	84.6	39.6	
U Wisconsin-La Crosse	8	IIA	PU	80.9	67.1	62.9	—	46.1	—	63.6	108.8	91.9	88.2	—	—	—	88.7	39.6	
U Wisconsin-Madison	8	I	PU	136.2	102.1	89.5	65.7	67.1	—	108.5	176.1	138.0	121.0	105.2	94.5	—	147.9	36.4	
U Wisconsin-Milwaukee	8	I	PU	104.7	78.5	74.3	55.0	47.4	—	76.2	134.5	105.6	103.2	91.7	69.7	—	105.1	37.9	
U Wisconsin-Oshkosh	8	IIA	PU	81.2	64.7	65.8	—	49.3	—	66.4	107.4	89.0	90.7	—	—	—	74.0	92.3	38.9
U Wisconsin-Parkside	8	IIA	PU	73.6	65.1	56.6	—	44.1	—	58.4	98.9	89.2	79.3	—	—	—	66.0	82.3	40.9
U Wisconsin-Platteville	8	IIA	PU	73.4	62.8	58.8	—	44.7	—	59.6	99.8	86.9	81.9	—	—	—	65.9	83.7	40.5
U Wisconsin-River Falls	8	IIA	PU	74.5	66.2	63.9	53.6	44.0	—	67.3	100.7	90.3	88.9	83.3	64.8	—	92.8	37.8	
U Wisconsin-Stevens Point	8	IIA	PU	70.9	57.8	56.0	40.6	44.2	—	60.5	96.7	81.4	80.5	81.3	65.0	—	85.7	41.6	
U Wisconsin-Stout	8	IIA	PU	73.5	63.8	61.0	—	49.2	—	61.6	98.7	87.6	84.4	—	—	—	70.9	85.3	38.6
U Wisconsin-Superior	8	IIA	PU	67.5	56.1	56.9	—	44.6	—	57.3	91.9	78.8	79.6	—	—	—	66.5	80.6	40.8
U Wisconsin-Whitewater	8	IIA	PU	78.8	69.3	71.7	—	51.5	—	67.2	104.8	94.2	96.6	—	—	—	73.5	91.9	36.8
Viterbo U		IIA	PR	70.9	61.9	55.1	42.8	—	—	60.1	91.5	83.4	73.1	57.3	—	—	79.6	32.5	

Wyoming

U Wyoming	8	I	PU	117.0	82.0	79.3	72.4	60.0	—	85.2	161.2	117.7	113.7	104.8	93.6	—	123.6	45.0	
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APPENDIX I

(6)				(7)				(8)				(9)				(9)				(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
84.6	62.5	4.4	0.0	0.0	0.7	0.5	1.4	5	1	12	1	8	7	11	2	59.4	—	50.4	—	57.7	47.9	46.8	—
97.8	80.7	1.9	0.0	0.2	1.5	1.5	1.4	113	60	80	27	67	64	78	49	80.9	67.7	64.3	37.4	75.1	63.7	57.3	37.1
33.3	0.0	11.1	0.0	0.0	2.1	0.0	0.0	5	3	8	0	1	2	1	2	49.8	—	44.7	0.0	—	—	—	—
100.0	96.6	0.0	0.0	5.9	4.6	5.7	1.1	21	31	13	5	14	28	22	3	78.1	65.7	58.2	47.9	80.0	64.7	60.4	—
93.3	74.6	7.3	1.2	0.5	1.9	1.7	1.5	254	206	212	31	88	196	215	51	134.0	87.6	75.1	48.8	126.3	79.5	68.5	45.6
90.0	95.5	11.1	0.0	3.0	3.0	4.0	4.8	7	11	19	2	3	11	26	4	68.3	59.0	48.2	—	—	56.9	50.7	42.2
100.0	97.0	0.0	0.0	0.2	0.9	-0.7	23	13	9	5	19	20	13	12	89.8	71.9	62.4	52.5	85.2	70.1	59.4	54.6	
100.0	90.9	0.0	0.0	2.0	2.7	2.8	8.1	8	7	7	2	2	4	7	2	76.6	64.4	53.1	—	—	60.6	53.8	—
100.0	98.7	0.0	0.0	0.2	1.9	1.2	2.7	23	48	14	11	10	28	20	18	90.3	75.5	64.4	53.7	90.8	73.2	60.1	50.5
92.9	80.0	16.7	0.0					9	8	16	3	5	17	32	4	72.4	53.9	57.0	—	82.1	67.2	51.6	51.0
100.0	94.9	0.0	0.0	1.6	1.9	2.7	3.5	106	95	71	49	37	82	69	37	125.6	93.9	86.2	67.9	106.0	89.8	78.8	63.6
0.0	0.0	0.0	0.0	2.6	3.0	2.3	2.3	32	34	23	5	11	13	17	3	99.3	86.0	82.3	75.5	97.3	78.9	71.8	—
100.0	85.7	0.0	0.0	3.7	4.5	6.6		9	19	6	2	7	9	4	1	82.0	64.9	53.4	—	81.2	63.6	55.3	—
100.0	100.0	32.0	0.0	2.6	2.6	3.1	1.5	19	22	24	0	5	16	26	2	91.8	76.4	64.1	0.0	89.4	67.4	61.4	—
100.0	100.0	0.0	0.0	0.2	0.5	1.5		43	69	34	0	27	50	20	0	62.6	51.7	44.9	0.0	62.2	50.6	45.3	0.0
100.0	90.4	5.7	0.0	4.3	2.8	2.7	2.9	96	49	36	1	49	65	52	8	80.4	65.3	69.5	—	76.9	66.0	63.4	55.8
100.0	100.0	0.0	0.0	0.1	0.1			14	39	26	0	16	23	28	0	74.8	63.9	66.2	0.0	64.4	58.6	58.8	0.0
97.8	79.1	12.8	1.1	1.4	1.9			57	63	71	0	34	66	85	0	83.2	68.7	64.6	0.0	77.1	65.5	61.4	0.0
95.6	84.0	0.0	0.0	2.6	5.0	3.8	2.8	683	169	217	155	296	156	198	155	140.9	104.7	93.2	67.5	125.5	99.3	85.4	63.9
97.8	90.7	2.9	0.0	1.3	1.0	1.6	0.3	156	194	64	11	66	161	109	33	107.7	81.6	82.4	59.7	97.6	74.7	69.5	53.5
100.0	95.1	1.3	0.0	2.7	1.1	1.4	0.0	85	54	37	2	37	48	42	0	84.4	66.2	70.4	—	73.8	63.0	61.8	0.0
100.0	95.7	0.0	0.0	0.8	0.8	1.0		17	25	21	0	9	21	21	0	75.6	67.4	55.4	0.0	69.7	62.4	57.8	0.0
98.9	98.1	0.0	0.0	2.6	3.8	2.5		60	31	62	0	30	21	28	0	74.1	63.0	60.0	0.0	71.9	62.5	56.0	0.0
100.0	100.0	0.0	0.0	1.0	1.7	0.8	5.0	71	19	24	2	33	18	22	2	74.6	66.9	67.1	—	74.3	65.4	60.5	—
99.3	98.6	0.9	0.0	0.0	2.8	1.1	0.0	83	44	62	2	59	28	44	4	72.4	57.3	57.1	—	68.8	58.7	54.5	39.8
100.0	85.9	4.4	0.0	3.4	3.7	2.9	9.2	41	46	48	0	35	39	42	1	76.1	65.2	63.8	0.0	70.4	62.1	57.9	—
100.0	91.2	14.3	0.0	1.4	0.5			20	14	12	0	12	20	16	0	66.9	58.5	60.9	0.0	68.6	54.4	53.8	0.0
100.0	97.8	0.7	0.2	1.2	1.6			52	69	66	0	46	70	69	0	83.0	72.6	74.4	0.0	74.1	66.1	69.1	0.0
96.2	90.9	5.6	0.0	1.8	3.2	3.2	5.5	12	14	20	1	14	19	34	3	70.0	60.1	53.7	—	71.6	63.2	55.9	—
99.5	95.6	0.0	0.0	1.4	1.9	1.3	1.4	143	122	81	14	48	83	55	2	119.3	83.5	83.4	77.6	110.3	79.9	73.2	—

APPENDIX II

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SAL. (\$1000s)	(4) AVG. COMP. (\$1000s)	(5) BEN. as % of SAL.	(6) PCT. TEN.	(7) PCT. INCR. CONT. FAC.	(8) NO. OF F-T FAC. MEN WOMEN	(9) AVG. SAL. MEN WOMEN
Alabama										
Northwest-Shoals CC		IV	PU	54.3			16.3	0.7	35 45	55.8 53.1
California										
Clovis CC		IV	PU	89.4	121.7	36.2	36.6	0.7	40 42	91.5 87.3
Fresno City Coll		IV	PU	95.1	130.3	37.0	21.3	0.5	170 191	97.2 93.3
Reedley Coll		IV	PU	91.5	125.1	36.8	26.2	0.2	88 99	94.1 89.2
Santa Rosa Junior Coll		IV	PU	96.1	131.3	36.6	30.6	0.0	123 181	97.0 95.5
Colorado										
Morgan CC		IV	PU	59.3			0.0	1.1	12 19	61.7 57.8
Iowa										
Hawkeye CC		IV	PU	59.2	90.7	53.3		0.4	0 0	59.5 58.8
North Iowa Area CC		IV	PU	65.8	95.5	45.2	0.0	0.3	40 27	65.9 65.6
Nebraska										
Central CC		IV	PU	56.9	84.0	47.5	0.0	0.0	84 91	56.0 57.8
New Mexico										
Clovis CC		IV	PU	50.3	77.4	53.8	0.0	3.2	17 39	49.3 50.7
Oklahoma										
Oklahoma St U Institute Technology	8	IV	PU	44.9	65.6	46.1	0.0	0.3	84 33	44.3 46.4
South Carolina										
Spartanburg Methodist Coll		IV	PR	51.6	63.8	23.7	18.5	0.0	16 11	52.7 50.0
Texas										
Central Texas Coll		IV	PU	63.2			0.0	0.0	77 79	62.3 64.0
Vernon Coll		IV	PU	54.0			0.0	1.0	34 54	54.0 54.0

NOTES TO APPENDICES I AND II

1. Factor used to convert 12-month data: 0.75000.
2. Factor used to convert 12-month data: 0.76595.
3. Factor used to convert 12-month data: 0.80000.
4. Factor used to convert 12-month data: 0.80970.
5. Factor used to convert 12-month data: 0.81000.
6. Factor used to convert 12-month data: 0.81800.
7. Factor used to convert 12-month data: 0.81810.
8. Factor used to convert 12-month data: 0.81818.
9. Factor used to convert 12-month data: 0.81820.
10. Factor used to convert 12-month data: 0.81966.
11. Factor used to convert 12-month data: 0.82000.
12. Factor used to convert 12-month data: 0.83333.
13. Factor used to convert 12-month data: 0.84500.
14. Factor used to convert 12-month data: 0.85700.
15. Factor used to convert 12-month data: 0.86300.
16. Factor used to convert 12-month data: 0.86364.
17. Factor used to convert 12-month data: 0.86400.
18. Factor used to convert 12-month data: 0.86700.
19. LIU has two residential campuses (LIU Brooklyn and LIU Post) and three regional campuses (LIU Brentwood, LIU Riverhead, and LIU Hudson at Westchester). Data include all campuses.
20. Includes Highland Crest, Livingston, and Cookeville Higher Education Campus.
21. As of fall 2017, instructors in Science Laboratory included in the lecturer category.
22. Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Erie, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses.
23. Includes Great Valley and Harrisburg campuses.