

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NORTH CAROLINA (continued)																				
U North Carolina-Wilmington	28	IIA	2	2	2		94.8	73.7	61.7		71.7	2	2	2		117.9	93.0	78.4		90.4
Wake Forest U	16	IIA	1*	1*	1*	-	131.0	94.8	78.3	----	95.9	1*	1*	1	-	163.0	119.8	94.8	46.4	119.4
Warren Wilson Coll		IIB	4	4	3	4	70.9	57.7	51.6	41.7	57.2	4	4	4	4	89.4	74.0	62.0	54.9	72.0
Western Carolina U	27	IIA	3	2	3	3	89.6	74.4	59.4	47.0	68.0	3	2	3	3	111.9	93.6	75.7	60.7	86.0
Winston-Salem St U	28	IIA	2	2	1	1	91.9	75.5	66.8	58.7	70.8	3	2	2	1	112.1	93.2	83.0	73.4	87.5
NORTH DAKOTA																				
Bismarck St Coll		III	2	5	5		74.8	50.0	42.5		47.1	3	5	5		94.0	68.6	58.1		64.3
Dickinson St U		IIB	4	3	3	5	68.5	61.2	50.6	32.9	51.5	3	3	3	5	91.1	82.9	69.4	45.3	70.3
Jamestown Coll		IIB	5	5	5	3	54.4	48.9	44.9	42.5	48.4	5	5	5	3	67.7	61.2	56.6	59.2	61.4
Lake Region St Coll		III	-	4	5	3	----	54.7	40.0	44.9	45.9	-	4	5	4	----	74.5	56.5	61.1	62.9
Mayville St U		IIB	5	5	5	5	52.9	47.5	42.2	36.3	45.9	5	5	4	4	70.9	66.4	57.9	51.8	62.9
Minot St U		IIA	4	5	4	5	75.2	58.2	53.1	38.6	55.2	4	4	4	4	98.9	78.5	72.6	55.4	75.1
North Dakota St U	27	I	5	5	4	2	93.9	72.1	65.0	58.0	70.0	5	5	4	2	119.7	94.0	84.4	77.1	91.0
U North Dakota-Main	12	I	5	5	5	4	88.9	73.7	60.6	47.8	68.6	5	4	5	3	113.0	95.1	79.1	65.2	88.9
Valley City St U		IIB	4	5	5	4	69.3	52.0	44.5	39.6	47.8	3	4	4	3	91.8	71.4	62.5	56.8	66.4
OHIO																				
Ashland U		IIA	4	4	5	3	78.7	61.7	51.0	45.9	60.7	5	5	5	3	93.6	76.5	65.9	60.8	75.6
Baldwin-Wallace Coll		IIB	3	3	3		76.0	61.8	52.8		65.3	3	3	3		96.5	82.8	67.9		84.6
Bluffton U		IIB	5	4	5	5	60.0	52.3	44.5	37.5	51.0	5	5	5	5	75.1	63.9	57.6	43.9	64.2
Bowling Green St U		I	5	5	5	5	92.7	70.1	56.9	40.8	63.2	5	5	5	5	115.1	89.6	72.5	53.6	80.6
Bowling Green St U-Firelands		III	3	1	4	3	71.7	67.7	48.7	45.0	55.2	2	2	4	4	97.7	85.9	65.8	58.0	72.2
Capital U	87	IIA	2	3	5	3	93.2	69.1	51.1	45.3	72.0	2	2	4	3	121.1	95.8	72.6	60.6	96.4
Case Western Reserve U	5	I	2	3	2	2	124.2	82.5	74.6	55.5	94.7	2	3	3	3	156.7	104.6	94.0	70.6	119.6
Cedarville U		IIB	4	4	4	-	66.7	56.1	47.1	----	56.5	3	3	3	-	98.2	76.1	65.8	80.7	79.9
Cleveland St U		I	5	5	5	3	98.9	71.2	60.4	49.8	73.8	5	5	5	3	124.7	92.2	80.4	68.0	95.6
Coll Mount St. Joseph		IIA	5	4	5	4	71.9	61.7	49.4	43.5	55.2	5	5	5	5	86.3	73.6	58.7	49.0	65.6
Coll Wooster		IIB	3	3	3	-	78.5	60.6	53.5	----	64.4	2	3	3	-	108.9	83.1	68.8	75.6	87.2
Defiance Coll		IIB	4	5	4	-	66.3	51.5	46.3	----	49.9	4	5	4	-	82.6	62.0	58.8	44.3	62.3
Denison U	49	IIB	1	1	2	1	100.4	73.8	56.2	52.4	71.9	1	1	2	2	136.5	98.7	73.9	62.9	95.9
Franciscan U-Steubenville		IIA	5	5	5	4	67.9	58.6	51.4	43.8	58.8	4	3	3	1	102.0	85.6	77.7	74.1	88.1
Heidelberg Coll		IIB	5	5	4	-	59.4	51.5	46.3	----	52.9	5	5	5	-	73.2	64.4	57.6	49.6	65.5
Hiram Coll		IIB	4	5	4	3	65.4	51.2	45.6	43.8	53.3	5	5	5	4	77.0	62.2	55.3	52.6	63.8
John Carroll U	31	IIA	3	4	3	2	86.2	63.2	57.8	49.6	69.0	3	4	2	3	110.8	85.4	79.7	63.8	91.5
Kent St U-Ashtabula		III		2	2			67.3	54.2		50.6		2	2			89.0	74.2		69.9
Kent St U-East Liverpool		III	-	2	2		----	66.6	56.7		54.0	-	2	1		----	88.4	78.0		74.1
Kent St U-Geauga		III	-	2	-		----	66.9	----		52.4	-	2	-		----	88.8	----		71.9
Kent St U-Kent		I	4	4	4		103.2	75.6	64.1		72.2	4	4	4		130.8	99.1	85.8		95.1
Kent St U-Salem		III	-	1	1		----	69.7	59.0		56.9	-	1	1		----	92.9	79.8		77.4
Kent St U-Stark		III	2	1	2		81.8	68.5	53.4		55.8	2	1	2		106.7	90.9	73.2		76.2
Kent St U-Trumbull		III	-	1	2		----	70.8	56.7		59.4	-	1	2		----	93.5	76.8		80.0
Kent St U-Tuscarawas		III	-	1	2	-	----	74.4	56.2	----	58.3	-	1	2	-	----	97.7	76.7	69.6	79.0
Kenyon Coll		IIB	2	2	2	-	92.6	67.6	58.2	----	73.9	1	2	2	-	123.1	90.4	76.7	67.2	98.2
Lourdes Coll		IIB	4	4	4	4	63.7	54.3	48.4	40.7	51.2	5	5	4	4	76.7	66.3	59.8	51.4	62.9
Malone U	25	IIA	5	5	5	4	66.1	56.1	48.3	41.8	56.1	5	4	5	4	92.4	81.6	67.4	54.3	79.0
Marietta Coll		IIB	3	3	4	4	72.4	59.1	49.5	40.0	56.5	3	3	3	3	97.3	79.4	65.0	55.7	75.5
Miami U	30	I	4	4	4	5	102.8	73.9	64.3	36.2	74.5	3	3	3	5	141.3	101.9	88.7	49.9	102.7
Miami U-Hamilton	27	III	1	1	2	5	97.3	68.8	52.9	33.7	59.9	1*	1	2	5	134.2	94.9	72.9	46.5	82.6
Miami U-Middletown	27	III	1	2	1	5	86.9	65.9	57.9	35.3	58.2	1	1	1	5	119.9	90.9	79.9	48.7	80.3
Mount Union Coll		IIB	2	2	2	2	78.8	63.7	55.5	47.5	66.5	3	2	2	3	99.2	83.8	70.7	58.6	84.9
Mount Vernon Nazarene U		IIA	5	5	5	5	60.0	52.3	45.7	38.8	53.5	5	5	5	5	77.6	70.6	60.9	48.6	70.3
Muskingum U		IIB	3	3	3	2	76.0	60.8	51.5	49.1	60.5	3	3	3	2	95.3	78.4	67.4	62.0	77.4
Oberlin Coll		IIB	1	1	1	1	111.8	85.8	64.3	55.2	89.2	1	1	1	1	147.2	112.4	80.4	68.6	116.0
Ohio St U-Agr Tech Inst		IIB	1	2	1		101.9	66.2	59.9		68.7	1	2	1		127.5	84.4	77.4		87.8
Ohio St U-Lima		IIB	1	2	2		94.5	69.7	55.7		69.1	1	2	2		119.4	89.3	72.2		88.5
Ohio St U-Main	5	I	2	2	2	1	129.5	85.8	78.0	72.4	103.4	2	3	2	1	158.5	107.5	98.2	91.5	128.0
Ohio St U-Mansfield		IIB	2	2	2		80.4	68.7	54.5		64.9	2	2	2		102.0	87.8	70.8		83.3
Ohio St U-Marion		IIB	1	2	2		93.0	70.9	56.3		69.0	2	2	2		116.0	90.5	72.9		88.0
Ohio St U-Newark		IIB	1	2	1		96.8	70.3	63.9		68.4	1	2	1		120.3	89.2	82.0		87.1
Ohio U-Chillicothe	25	III	2	2	2		80.0	65.0	52.6		60.5	2	2	2		104.1	87.0	72.6		81.7
Ohio U-Eastern		III		2	2			64.7	55.8		61.6		2	2			86.6	76.4		83.0
Ohio U-Lancaster		III	-	2	3		----	66.4	51.5		63.0	-	2	2		----	88.5	71.4		84.7

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	26.0	100	94	3		0.1	0.4	1.2		129	100	81	0	40	71	89	0	96.4	74.8	61.3		89.7	72.2	62.0
24.4	100	98	0	--	1.0	2.6	6.1	1.6	121	77	38	1	48	43	40	0	135.9	98.0	76.8	----	118.6	89.0	79.7	
25.9	0	0	0	0	2.6	3.1	3.7	2.4	13	14	9	3	2	14	11	4	70.9	59.2	52.2	40.5	----	56.1	51.2	42.7
26.5	97	83	10	0	0.4	0.1	0.3	0.1	57	74	70	6	21	50	66	11	92.9	76.6	61.0	47.8	80.7	71.1	57.6	46.6
23.7	72	36	20		-0.4	-0.4	0.3	-0.3	22	60	51	11	14	52	68	30	86.7	77.2	66.8	58.0	100.2	73.6	66.8	58.9
36.4	100	100	2		7.2	6.0	5.3	5.0	3	31	32	0	1	21	24	0	81.9	51.2	43.9		----	48.2	40.5	
36.4	89	74	31		-15.1	2.4	12.9	18.5	8	17	22	4	1	6	26	7	68.8	62.0	51.9	40.5	----	59.1	49.5	28.6
27.0	0	0	0	0	0.0	0.6	0.2	0.3	12	6	11	2	5	8	7	6	54.5	52.8	44.8	----	54.1	46.0	44.9	42.1
37.0	--	50	29	26	3.0	9.4	7.1	7.2	1	3	3	11	1	1	4	8	----	54.9	49.0	46.7	----	----	33.1	42.6
37.3	100	88	18	0	5.0	6.6	5.8	13.5	7	5	7	2	4	3	4	3	52.1	49.7	41.9	----	54.3	43.9	42.6	35.8
35.9	97	89	52	0	10.4	4.3	4.6	4.3	25	24	21	13	6	20	44	24	75.6	59.6	55.5	39.0	73.6	56.5	52.0	38.4
29.9	98	84	0	14	5.1	6.9	5.3	7.4	129	97	130	3	8	45	105	4	93.5	72.1	67.3	53.4	99.3	72.0	62.1	61.4
29.5	97	81	8						84	115	123	10	28	69	98	22	90.0	74.7	61.0	48.1	85.7	72.0	60.1	47.7
39.0	100	100	54	0	6.7	6.2	5.2	44.5	4	8	11	5	4	5	13	6	71.2	52.0	45.4	40.5	67.4	51.9	43.7	38.9
24.5	100	92	16		0.5	1.4	0.8	0.1	33	41	28	12	18	33	35	13	78.3	62.7	51.8	49.2	79.6	60.3	50.3	42.8
29.5	96	72	17		3.2	1.4	5.0		49	31	18	0	19	26	24	0	76.4	62.9	53.8		75.1	60.6	52.0	
25.9	100	42	7	0	1.8	2.2	1.5		19	4	19	0	4	8	9	3	60.1	53.3	44.7		59.5	51.7	44.3	37.5
27.5	99	98	4		0.5	0.3	0.6	1.2	115	139	69	103	41	111	65	111	95.0	73.4	56.6	41.5	86.3	66.1	57.3	40.2
30.7	100	100	13	0	0.0	0.1	0.8	2.6	3	9	3	6	0	6	5	8	71.7	74.1	47.8	43.9		58.2	49.2	45.9
34.0	96	85	4	0	2.0	2.0	2.0	2.0	52	18	21	10	29	28	24	13	98.1	70.9	51.4	45.3	84.4	68.0	50.8	45.3
26.4	97	75	0	0	1.3	2.7	2.7	2.3	203	80	70	19	57	66	73	58	127.2	84.3	78.1	56.6	113.5	80.3	71.2	55.2
38.0	93	81	0	--					58	37	40	1	12	16	29	1	67.5	57.3	49.2	----	62.9	53.5	44.4	----
29.6	100	99	0	0	0.7	1.0	1.3	0.8	111	122	68	4	35	72	69	10	101.3	73.9	62.2	48.5	91.2	66.5	58.7	50.4
18.9	100	70	0	0	0.9	1.5	0.4	2.3	7	13	24	4	9	17	37	5	75.1	64.0	50.0	47.3	69.5	59.9	49.0	40.4
35.3	100	96	0	--	0.0	0.2	0.9	1.8	27	26	14	0	16	21	25	2	80.5	60.6	53.7		75.3	60.7	53.4	----
24.8	86	100	4	--	0.0	1.1	0.0	0.0	5	7	14	1	2	3	11	1	67.2	51.7	45.1	----	----	51.0	47.9	----
33.5	100	100	7	0	0.0	0.2	2.7	0.0	26	49	33	2	11	34	41	1	102.2	73.5	56.9	----	96.2	74.3	55.7	----
48.2	97	73	19	0	1.5	1.6	1.4	1.4	29	26	25	3	9	7	11	2	68.2	59.5	52.0	49.9	67.0	55.0	49.9	----
23.8	93	80	0	--	0.2	0.7	0.4	0.0	21	5	10	1	8	5	15	0	60.7	53.6	45.5	----	56.2	49.3	46.9	
19.8	100	89	0	0	0.4	0.0	1.2	0.0	13	11	15	2	13	7	15	3	67.9	53.5	45.9	----	62.9	47.7	45.2	43.3
32.6	99	100	30	0	0.0	0.3	1.0	0.0	44	52	20	1	23	24	24	10	90.9	64.7	57.6	----	77.3	60.1	57.9	50.1
38.2		100	21			7.8	8.3		0	5	6	0	0	1	8	0	68.2	55.4			----	53.3		
37.3	--	100	43		5.8	6.5	6.2		0	1	5	0	1	4	2	0	----	54.8			----	67.9		
37.4	--	100	--		7.9	6.4	6.8		1	2	1	0	0	3	1	0	----	----	----		----	67.2		
31.7	100	96	22		5.8	6.6	7.4		155	123	115	0	51	106	134	0	106.5	77.1	66.6		93.3	73.8	61.9	
35.9	--	100	46		10.1	8.0	7.9		1	6	8	0	1	1	5	0	----	71.1	57.8		----	60.8		
36.5	100	100	30		7.0	7.7	6.5		3	16	19	0	1	11	18	0	79.1	69.2	54.4		----	67.5	52.2	
34.8	--	95	50		11.1	7.3	5.7		1	16	8	0	1	6	6	0	----	72.6	57.4		----	66.0	55.7	
35.6	--	100	29	--	8.4	7.7	7.6	3.0	2	7	7	1	0	5	10	0	----	76.4	53.8	----		71.6	57.9	
32.9	100	96	0	--	0.8	0.6	1.3		34	33	20	0	22	24	21	2	96.7	68.1	58.5		86.2	66.9	58.0	----
22.8	0	0	0	0	2.0	2.0	2.0	2.0	4	3	12	3	7	19	28	6	63.3	54.5	47.9	40.3	64.0	54.3	48.6	40.9
40.7	95	91	0	0	0.0	1.2	2.4	0.6	22	18	11	5	17	16	12	8	65.7	55.6	48.7	42.3	66.6	56.6	47.9	41.5
33.5	95	88		14	0.6	0.6	1.0	3.5	11	23	21	0	10	10	22	7	75.9	59.7	50.8		68.5	57.8	48.2	40.0
37.8	100	98	6	0	1.0	0.5	1.5	0.4	191	130	103	19	63	98	90	39	105.8	75.2	69.4	37.3	93.4	72.1	58.4	35.6
37.9	100	100	0	0	0.0	0.0	2.0	0.0	4	15	6	4	5	12	12	6	105.0	70.7	54.2	34.4	91.2	66.5	52.2	33.2
38.0	100	100	33	0	0.0	0.1	1.2	0.0	4	13	5	3	2	12	7	2	83.3	68.5	52.8	36.2	----	63.1	61.6	----
27.6	100	81	11	0	1.1	1.3	0.3	3.6	35	25	17	1	14	7	21	4	79.1	63.5	56.3	----	78.1	64.5	54.8	46.4
31.5					1.5	2.5	1.8	2.0	39	17	14	1	9	9	17	2	60.3	51.9	44.0	----	58.5	53.2	47.1	----
28.0	96	89	0	0	1.8	1.9	0.8	25.4	20	19	14	4	5	16	14	9	76.3	61.3	52.7	49.0	75.0	60.3	50.2	49.2
30.1	95	92	1	0	0.4	0.2	1.1	0.0	77	59	40	3	33	42	38	3	114.7	86.9	66.3	61.0	104.9	84.1	62.1	49.4
27.7	100	100	27		3.7	2.1	2.5		5	9	9	0	0	4	6	0	101.9	67.4	60.0			63.6	59.7	
28.1	100	100	7		3.0	3.8	2.5		7	11	7	0	0	7	7	0	94.5	73.2	55.3			64.1	56.1	
23.8	98	92	2	17	3.1	3.4	3.9	7.7	771	444	275	2	223	285	232	4	131.7	87.8	82.1	----	121.7	82.6	73.1	70.6
28.3	100	100	0		2.6	3.0	3.3		6	13	6	0	1	8	12	0	78.6	69.2	54.2		----	68.0	54.6	
27.5	100	100	0		2.7	2.5	3.3		6	10	8	0	2	3	9	0	97.2	69.8	58.1		----	74.7	54.7	
27.4	100	100	0		2.3	2.5	3.1		3	15	14	0	0	7	14	0	96.8	70.4</						

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
OHIO (continued)																				
Ohio U-Main	27	I	5	4	5		99.2	73.9	61.1		77.9	4	4	4		126.2	97.1	82.4		101.8
Ohio U-Southern	25	III		2	3	-		65.9	50.1	----	53.4		2	3	-		88.0	69.8	68.4	73.6
Ohio U-Zanesville	25	III	2	2	3		80.4	61.8	49.7		58.9	2	2	3		104.6	83.2	69.4		79.9
Ohio Wesleyan U		IIB	3	4	3	-	76.0	54.5	50.3	----	63.7	2	3	3	-	106.8	76.1	68.8	61.6	88.8
Shawnee St U		IIB	3	3	3	4	73.2	60.6	50.5	41.3	58.0	3	2	2	2	101.9	88.3	76.1	63.7	84.5
Sinclair CC		III	2	4	3	5	75.4	56.7	50.4	41.2	65.1	2	4	4	5	98.2	73.8	65.6	53.6	84.8
Terra St CC		III	4	3	4	3	62.6	61.4	49.1	45.2	53.8	4	3	3	2	80.7	81.6	68.1	66.0	72.7
Tiffin U	31	IIB	4	4	4	3	68.1	54.5	49.6	44.9	53.3	4	4	4	3	85.5	69.1	61.5	56.0	66.8
U Akron-Main		I	5	5	5	4	93.8	69.8	61.2	46.1	72.8	5	5	5	4	118.4	91.6	79.9	62.2	94.1
U Akron-Wayne		III	2	2	4	-	74.4	66.5	48.5	----	64.1	3	2	4	-	95.4	84.9	64.0	72.3	82.3
U Cincinnati-Clermont Coll		III	2	3	4	3	72.3	59.0	47.1	45.1	53.8	3	3	5	3	94.7	77.9	62.1	62.0	71.2
U Cincinnati-Main		I	4	4	5	4	102.3	74.1	60.5	47.1	80.5	4	4	5	4	134.1	97.4	79.8	62.4	105.7
U Cincinnati-R. Walters Coll		III	2	3	4	4	72.4	58.1	47.1	42.4	57.9	3	3	4	4	95.5	76.6	62.3	56.9	76.4
U Dayton	15	IIA	1	2	2		103.7	76.0	65.6		77.2	1	1	2		135.4	100.8	84.4		101.3
U Findlay		IIA	4	3	3	3	78.8	67.3	57.8	46.5	61.0	4	3	3	3	100.7	88.0	75.2	59.9	79.0
U Toledo	160	I	4	3	4	2	102.7	80.1	67.0	54.6	74.3	4	3	3	3	135.8	105.7	88.2	71.7	98.0
Urbana U		IIB	5	5	5		56.5	43.2	38.9		45.3	5	5	5	5	72.8	59.0	54.0	4.7	60.7
Walsh U		IIB	4	5	5	4	62.4	52.1	45.4	39.9	51.1	4	4	4	3	82.5	68.9	58.8	55.3	67.1
Wilmington Coll		IIB	5	4	5	-	61.1	52.2	44.7	----	51.6	5	5	5	-	75.9	64.1	57.1	47.7	64.6
Wittenberg U		IIB	3	3	3	2	76.5	61.5	52.1	48.7	64.6	2	2	3	3	105.5	87.2	68.4	59.9	89.1
Wright St U-Lake		III	1	1	3	5	83.0	69.7	52.3	39.0	60.2	1	1	2	5	114.9	91.4	72.6	51.6	80.5
Wright St U-Main		I	4	4	4	5	104.0	75.6	64.7	41.8	74.7	4	4	4	4	132.6	100.0	85.1	58.9	97.9
Xavier U		IIA	2	2	1	3	94.7	73.8	66.4	48.0	68.8	2	2	1	3	127.5	97.2	86.4	62.8	91.1
Youngstown St U	27	IIA	3	2	2	3	90.5	71.6	60.1	47.0	72.6	3	2	2	2	114.7	93.1	79.4	64.3	94.1

OKLAHOMA

East Central U		IIA	5	5	5	4	64.1	55.0	47.9	41.6	52.0	5	5	5	3	88.4	76.6	66.7	59.3	72.6
Northwestern Oklahoma St U	68	IIB	4	3	4	4	64.7	58.3	47.5	40.7	50.2	4	4	4	4	81.7	74.8	61.6	53.9	65.0
Oklahoma City U	13	IIA	4	4	4	3	78.8	63.3	55.3	46.8	64.3	5	5	5	4	87.8	72.5	63.4	53.9	72.9
Oklahoma Panhandle St U		IIB	5	4	5	5	55.7	53.3	42.8	35.2	45.5	5	4	5	5	72.8	66.7	55.1	47.5	58.8
Oklahoma St U-Main		I	5	4	4	-	96.2	74.1	64.8	----	74.7	4	4	4	-	127.3	98.9	83.0	60.6	98.0
Oklahoma St U-Oklahoma City		III	4	4	3	4	61.7	52.5	49.7	41.8	48.9	4	4	4	4	84.2	72.4	66.1	56.6	66.6
Southeastern Oklahoma St U		IIA	5	4	5	5	70.6	61.9	50.4	40.1	58.6	5	5	5	5	86.1	76.3	62.1	50.7	72.1
Southwestern Oklahoma St U	177	IIA	4	4	5	4	77.2	64.3	50.7	44.2	56.0	4	3	4	3	103.6	87.2	70.1	62.2	76.9
U Central Oklahoma		IIA	4	4	3	4	77.8	64.4	59.1	45.2	63.2	4	4	3	4	95.4	79.7	73.2	56.7	78.1
U Oklahoma		I	4	4	4	5	110.6	75.2	62.3	35.7	78.8	3	4	4	5	147.4	99.5	81.4	48.0	104.5
U Sci & Arts Oklahoma		IIB	4	5	5	3	63.1	52.1	44.6	43.5	52.5	4	4	4	3	79.8	66.8	58.2	56.7	67.3
U Tulsa	12	IIA	1	2	2	4	102.3	75.6	60.4	42.0	78.6	1	2	2	4	131.8	97.6	79.0	57.9	101.9

OREGON

Eastern Oregon U	31	IIB	4	4	3	5	65.1	54.6	50.9	36.2	56.0	3	3	2	3	92.8	80.8	74.4	58.2	81.8
George Fox U	31,168	IIA	5	5	5	-	66.5	58.0	51.4	----	57.6	4	4	4	-	94.7	79.3	71.9	44.7	80.5
Linfield Coll	159	IIB	3	3	3		78.5	59.2	50.6		63.7	2	2	2		109.8	85.7	71.1		90.1
Multnomah Bible Coll & Sem	163	III	3	4	4	4	65.1	55.2	48.4	43.2	53.8	5	5	5	5	77.6	66.5	57.6	52.3	64.2
Oregon St U	30	I	5	4	3	4	93.9	77.1	70.5	45.6	72.7	4	3	2	3	127.4	107.8	97.6	69.0	101.6
Oregon Tech	30	IIB	4	4	4	3	70.7	57.0	48.7	42.0	56.3	3	2	2	2	101.1	83.4	71.9	61.9	82.0
Portland St U	30	I	5	5	5	5	93.6	73.4	59.3	42.0	70.4	4	3	4	4	126.5	102.8	83.8	64.7	98.5
Reed Coll		IIB	1	1	1		105.9	79.5	66.1		90.0	1	1	1		136.1	98.1	82.0		114.0
Southern Oregon U	31	IIA	5	5	5	5	68.8	55.5	46.7	40.1	56.5	4	4	4	3	97.2	80.7	69.1	61.6	81.8
U Oregon	16	I	4	4	3	4	103.0	74.6	69.4	44.7	76.0	4	3	2	3	137.9	104.1	95.1	67.9	105.1
U Portland	27	IIA	3	3	3	2	86.2	67.1	58.8	48.7	65.8	2	3	2	2	116.4	91.4	79.8	70.6	89.6
Western Oregon U	31	IIA	5	5	5	5	69.1	54.7	42.3	33.6	54.2	4	4	5	4	96.4	79.0	62.8	54.1	78.2
Willamette U	16	IIA	1	1	1	3	108.5	78.8	69.6	47.4	83.7	1	1	1	2	136.8	105.2	88.8	65.3	107.6

PENNSYLVANIA

Albright Coll		IIB	2	2	3	3	82.8	67.1	52.8	44.8	62.9	2	2	3	3	107.2	86.1	68.8	59.4	81.6
Allegheny Coll		IIB	2	2	2	-	90.2	69.1	57.0	----	70.2	2	2	2	-	118.5	90.1	75.4	64.0	92.3
Alvernia Coll		IIB	4	3	2	4	66.6	63.4	57.4	40.6	58.7	3	3	2	4	93.7	83.3	76.4	54.0	78.1
Arcadia U	52	IIA	2	2	2	3	95.6	74.5	61.7	46.3	71.0	2	2	2	3	120.2	97.1	80.7	59.8	91.8
Bloomsburg U Pennsylvania		IIA	1	1	2	3	100.5	79.6	61.7	48.5	76.3	2	1	3	4	125.4	100.6	77.1	58.2	95.3
Bryn Mawr Coll		IIA	1	1	1	1	111.6	80.1	67.8	59.0	87.3	1	1	1	1	143.7	105.6	88.9	78.7	114.2
Bucknell U		IIA	1	1	1		110.6	81.6	72.0		84.8	1	1	1		139.9	107.4	91.5		109.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
	30.6	97	95	5		0.0	0.4	0.7		164	190	128	0	58	106	81	0	101.4	74.6	62.0		93.2	72.5	59.7				
37.9		100	0	--		0.1	0.0	0.0	0	3	2	0	0	1	12	1		66.6	----			----	49.9	----				
35.7	100	100	12		0.0	0.0	0.4		2	10	6	0	3	7	11	0	----	61.7	49.7		76.8	61.9	49.7					
39.5	100	97	10	--	1.8	3.4	1.4	1.9	46	19	21	0	21	12	18	1	76.0	54.4	50.4		76.0	54.6	50.2	----				
45.7	100	83	49	0	0.9	3.4	6.0	8.1	24	32	22	7	15	16	13	20	74.0	60.9	51.2	35.5	71.9	60.0	49.2	43.3				
30.2	100	75	14	0	3.1	4.7	6.7	9.1	83	50	16	1	83	60	26	6	77.0	56.7	51.0	----	73.8	56.7	50.0	41.5				
35.3	100	100	53	0	2.7	3.3	3.6	5.6	9	6	10	3	2	1	5	3	63.0	62.4	50.1	45.2	----	----	47.2	45.3				
25.2	0	0	0	0					8	12	8	6	5	6	13	6	69.6	55.2	49.9	47.3	65.6	53.1	49.5	42.6				
29.3	99	93	2		1.7	1.0	0.1	0.0	188	140	86	15	85	89	75	46	99.2	72.4	63.9	47.3	81.8	65.8	58.1	45.8				
28.5	100	100	0	--	1.3	0.5	2.8	0.0	4	6	2	1	5	7	4	0	71.8	70.8	----	----	76.6	62.9	48.5					
32.2	100	96	18	0	4.0	3.2	3.3	3.0	5	13	19	1	5	11	19	5	76.1	61.5	46.6	----	68.6	56.0	47.6	45.1				
31.4	93	75	3	2	4.0	4.2	3.5	3.1	341	222	131	11	126	184	176	34	106.1	78.1	63.6	54.2	91.7	69.4	58.3	44.8				
31.9	97	89	2	0	3.2	4.1	3.7	3.0	9	15	12	2	27	30	33	1	80.1	60.0	45.1	----	69.9	57.2	47.8	----				
31.3	100	99	9		2.9	3.2	4.2		110	111	53	0	24	54	55	0	104.4	78.4	68.8		100.3	71.1	62.5					
29.7	89	73	34	0	4.6	4.8	4.0	3.8	17	23	43	15	11	22	42	21	82.4	69.6	58.6	48.9	73.2	64.9	57.0	44.9				
31.9	98	77	9	11	10.7	14.1	9.3	6.7	157	154	83	3	51	80	69	16	105.2	81.5	67.5	64.1	95.1	77.5	66.3	52.8				
33.2	88	86			1.4	4.1	2.2		6	9	11	0	10	5	12	0	58.8	46.8	40.0		55.0	36.8	37.9					
31.4	86	57	0	0	-2.1	14.5	7.1	44.0	12	21	15	2	10	16	30	1	63.3	51.8	48.2	----	61.4	52.5	44.0	----				
25.2	96	80	32	--	0.0	0.0	0.0	0.0	17	7	13	0	7	3	18	2	61.8	51.9	46.7		59.3	52.9	43.3	----				
37.9	96	98	10	0	0.5	0.9	1.3	0.0	35	31	16	1	16	24	14	3	78.1	61.4	53.2	----	73.1	61.5	51.0	48.8				
33.7	100	90	0	0	6.1	4.9	5.2	0.0	3	10	5	0	0	0	1	3	83.0	69.7	52.7		----	----	----	39.0				
31.1	94	98	1		4.9	4.9	6.3	2.1	146	99	59	16	34	85	83	42	105.6	78.4	66.9	40.5	97.1	72.2	63.2	42.3				
32.4	100	96	9	0	2.0	2.3	3.2	2.1	39	56	37	6	22	41	27	12	97.4	73.8	67.8	46.1	89.8	73.7	64.4	49.0				
29.3	99	95	12	0	4.0	4.9	3.6	4.2	118	67	62	21	45	44	63	27	91.9	74.0	61.5	48.2	86.7	67.8	58.8	46.1				
39.4	100	96	13	0	1.2	0.7	0.9	2.0	29	15	28	19	21	11	17	27	65.4	55.2	48.2	41.3	62.3	54.7	47.6	41.8				
29.4	100	58	0		0.4	2.1	1.5	3.1	7	12	7	16	10	7	6	22	64.4	57.5	49.9	40.1	64.9	59.7	44.7	41.1				
13.3	86	45	2	0	-1.1	0.4	2.0	16.3	47	27	29	6	25	20	27	22	81.7	63.2	56.2	51.7	73.4	63.4	54.3	45.4				
28.6	86	70	0	0	1.7	0.0	69.9	-50.3	4	6	13	6	3	4	8	3	55.0	48.5	42.3	37.3	56.6	60.5	43.6	31.1				
31.2	100	93	1	--	0.3	0.8	0.8	0.7	264	198	161	0	55	82	121	2	98.0	76.1	67.5		87.7	69.2	61.3	----				
36.2	100	97			0.0	1.4	2.7	4.1	3	12	7	16	2	21	9	11	61.2	51.0	52.1	43.5	----	53.3	47.8	39.4				
23.0	96	97	15	0	1.6	4.0	1.1	4.0	31	21	21	10	18	12	19	10	71.1	64.1	51.5	40.0	69.7	58.1	49.1	40.3				
37.3	100	86	16	7	3.4	4.1	4.6	2.9	29	17	30	29	11	18	25	43	78.5	65.5	49.1	44.6	73.9	63.3	52.6	43.8				
23.6	99	90	9	0	-0.1	4.3	2.4	2.4	103	27	74	19	65	33	52	34	79.5	67.3	62.2	45.9	75.0	62.0	54.6	44.8				
32.5	98	88	0	0	1.3	1.2	2.4	0.0	319	201	161	43	66	119	117	59	112.9	77.6	63.8	38.1	99.2	71.1	60.2	34.0				
28.3	90	85	7		0.0	1.4	3.7	0.0	13	8	6	2	7	5	9	8	64.1	51.7	43.2	----	61.4	52.6	45.5	43.2				
29.6	93	83	0	0	1.0	0.9	0.9	0.6	91	62	47	8	19	38	30	14	101.7	78.1	64.3	44.2	104.9	71.5	54.3	40.8				
46.0	93	83	0	0	5.9	6.8	8.6	13.2	21	19	14	2	9	16	10	3	65.7	56.5	50.6	----	63.9	52.4	51.3	35.1				
39.7	85	34	9	--	0.2	0.0	1.4	3.1	36	30	32	0	11	17	35	1	67.4	58.8	53.3		63.4	56.6	49.7	----				
41.4	100	93	5		2.1	2.1	2.3		30	19	17	0	19	24	24	0	79.8	59.9	50.8		76.6	58.7	50.5					
19.4	0	0	0	0					11	3	9	2	0	0	7	2	65.1	55.2	48.8	----			48.0	----				
39.6	93	83	3	4	5.6	6.2	7.0	3.7	114	117	93	71	35	80	62	66	97.4	81.1	73.8	47.4	82.8	71.3	65.6	43.6				
45.6	97	83	15		1.4	1.7	0.0	13.7	26	26	19	10	11	16	15	11	71.9	57.5	50.3	41.3	68.0	56.2	46.7	42.7				
39.8	98	82	2		7.1	8.4	7.1	7.8	148	98	83	34	64	64	98	78	96.5	74.6	59.1	42.7	86.8	71.5	59.5	41.6				
26.7	97	87	0		2.6	3.8	3.9		45	17	14	0	22	14	17	0	108.8	79.5	66.4		99.8	79.5	65.8					
44.9	100	83	10	0	0.5	3.5	5.1	3.3	50	37	12	19	22	28	9	19	69.2	55.6	46.7	40.6	68.0	55.4	46.7	39.6				
38.3	98	96	0	3	5.0	5.4	4.9	4.0	163	141	92	65	66	86	70	77	104.0	75.4	73.7	45.9	100.6	73.1	63.7	43.7				
36.1	98	92	0	0	0.1	0.4	1.1	0.7	34	43	32	0	10	31	31	15	89.5	69.7	59.6		74.8	63.5	58.0	48.7				
44.3	100	100	0	0	0.0	1.8	2.1	0.0	40	28	22	16	30	27	21	7	70.3	55.2	42.6	34.2	67.5	54.2	41.9	32.1				
28.6	99	100	0	0	2.4	3.2	4.4	2.5	53	25	32	9	27	19	35	14	111.6	81.4	71.1	47.3	102.5	75.3	68.3	47.5				
29.7	100	87			0.0	0.5	0.2	0.0	20	18	20	4	11	13	17	17	83.3	64.9	53.9	40.2	81.9	70.1	51.6	45.9				
31.4	100	91	0	--	4.7	4.7	5.1	4.5	40	27	12	1	9	18	26	1	91.0	70.6	55.6	----	86.7	66.8	57.6	----				
32.9	100	93	43	0	14.6	47.8	-14.0	12.7	3	12	14	4	2	18	26	3	68.6	67.6	63.0	45.3	----	60.6	54.4	34.2				
29.2	100	87	13	0	6.4	5.6	5.7	4.5	16	19	23	2	9	11	44	2	97.5	76.4	66.3	----	92.2	71.2	59.4	----				
24.9	100	83	16	0					85	62	72	14	31	39	69	25	100.5	80.4	61.5	48.5	100.5	78.5	62.0	48.6				
30.8	100	100	0	0	-0.1	0.9	1.1	3.3	35	16	13	2	29	18														

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Butler Co CC		III	4	4	4	4	61.3	53.3	49.0	42.3	52.7	3	3	3	2	84.8	76.3	69.0	64.5	75.2
Cabrini Coll		IIB	2	2	3	3	80.0	63.6	51.7	44.3	59.4	2	2	3	2	108.4	86.7	67.4	61.3	79.5
California U Pennsylvania		IIA	2	1	2	2	99.6	81.0	65.4	49.9	79.1	2	1	2	3	122.9	100.9	82.3	61.6	98.4
Carnegie Mellon U		I	1	1	1	-	137.6	97.1	89.7	----	110.9	1	1	1	-	171.5	121.3	110.6	170.5	138.2
Cedar Crest Coll		IIB	2	3	2	2	80.8	63.3	55.1	46.1	61.3	3	3	3	3	96.4	75.6	66.4	54.9	73.4
Chatham U		IIA	4	4	3	-	79.4	63.8	57.2	----	61.9	3	4	4	-	107.5	83.1	71.7	79.0	79.5
Cheyney U Pennsylvania	104	IIB	1	1	1	2	101.5	80.0	65.3	46.0	72.9	1	1	1	3	125.4	100.9	82.3	56.1	91.0
Clarion U Pennsylvania		IIA	2	1	2	2	99.7	78.8	64.0	49.0	80.3	2	2	2	3	123.2	99.3	80.7	58.9	100.1
DeSales U		IIA	3	3	2	2	86.9	67.7	61.4	53.1	64.1	2	3	3	3	116.8	88.7	76.8	63.1	81.8
Delaware Valley Coll		IIB	2	2	2	1	86.2	66.5	58.1	52.8	62.1	2	2	2	1	108.5	85.6	74.5	70.3	79.4
Dickinson Coll		IIB	1	1	1	1	101.5	76.5	61.6	54.4	75.0	1	1	1	2	134.9	100.4	78.9	67.0	97.9
Drexel U	12	I	1	1	1	1	136.5	102.2	87.0	63.3	89.8	3	2	2	2	146.1	111.8	96.6	72.9	99.4
East Stroudsburg U		IIA	2	1	2	3	100.0	79.5	64.7	45.7	75.5	2	2	2	4	125.0	99.6	81.3	57.2	94.6
Edinboro U Pennsylvania		IIA	2	1	2	3	98.9	79.0	64.9	47.2	77.0	2	2	2	4	122.6	99.7	82.6	57.9	96.4
Elizabethtown Coll		IIB	2	2	2	-	85.2	69.7	59.2	----	68.5	2	2	2	-	115.5	91.5	75.4	67.8	89.9
Franklin and Marshall Coll		IIB	1	1	1	1*	108.9	78.1	68.9	62.6	82.8	1	1	1*	1*	148.4	110.8	92.7	84.9	113.7
Gannon U		IIA	3	3	3	3	87.9	69.1	59.0	47.2	63.3	2	3	2	2	115.9	89.7	78.7	64.8	83.9
Geneva Coll		IIB	4	4	4	-	62.8	56.8	47.3	----	56.5	4	3	3	-	82.8	75.3	64.1	52.5	75.0
Gettysburg Coll		IIB	1	1	1	-	100.8	73.8	60.1	----	75.3	1	1	1	-	129.4	98.9	80.4	----	99.4
Gwynedd-Mercy Coll	28	IIB	2	2	2	3	91.1	67.3	56.2	44.5	61.5	2	3	2	4	108.8	83.1	71.2	53.3	76.6
Haverford Coll		IIB	1	1*	1*	-	118.4	92.1	71.9	----	92.4	1*	1*	1*	-	156.1	126.5	98.7	72.5	125.1
Holy Family U	169	IIB	2	3	2	1	79.0	63.0	58.3	52.1	64.0	3	3	2	2	97.5	77.9	71.2	63.3	78.6
Immaculata U		IIA	5	4	5	2	70.5	63.5	50.2	51.8	58.7	5	4	5	2	90.7	81.6	66.6	66.4	76.3
Indiana U Pennsylvania	73	I	4	3	4	4	100.9	80.7	62.9	45.4	79.1	5	3	5	5	125.6	102.0	79.0	55.8	99.1
Juniata Coll		IIB	2	3	3	4	81.8	58.7	50.7	40.0	66.3	2	2	3	3	107.3	84.4	66.7	57.3	89.4
Kutztown U Pennsylvania		IIA	2	1	3	4	99.9	79.3	59.3	44.5	71.4	2	1	3	4	124.7	101.0	74.9	56.7	90.1
La Salle U		IIA	1	1	2	3	100.8	81.1	64.7	47.6	77.5	2	2	2	4	123.5	99.5	81.6	56.2	95.9
Lackawanna Coll	134	III	5	5	5	5	44.2	39.7	36.1	31.4	36.7	5	5	5	5	61.3	56.7	53.1	48.5	53.7
Lafayette Coll		IIB	1*	1	1	-	119.2	87.1	69.9	----	92.3	1*	1	1	-	154.1	111.9	88.7	67.5	118.6
Lancaster Bible Coll		IIB	5	5	5	-	52.3	48.8	42.4	----	46.2	5	5	5	-	62.8	58.8	55.7	----	57.8
Lebanon Valley Coll		IIB	2	2	3	-	81.3	64.9	53.5	----	64.8	2	2	2	-	104.0	84.8	71.0	59.8	84.4
Lehigh U	30	I	2	3	1	-	127.1	84.4	83.6	----	102.1	2	2	1	-	164.5	112.6	103.9	----	132.4
Lincoln U		IIA	2	2	4	-	93.8	71.3	54.3	----	69.8	2	2	4	-	120.6	92.1	72.0	57.2	90.6
Lock Haven U	105	IIB	1	1	1	2	97.2	76.2	63.9	48.8	75.8	1	1	1	2	120.0	96.7	81.1	61.1	95.3
Lycoming Coll		IIB	3	2	3	4	74.9	64.3	51.6	41.0	59.7	3	2	3	4	93.5	84.7	67.6	51.7	77.0
Mansfield U Pennsylvania		IIB	1	1	1	2	99.8	78.4	63.3	46.8	77.7	1	1	1	3	124.7	98.9	80.1	57.8	97.7
Marywood U		IIA	2	2	3	4	92.5	71.8	57.0	45.2	66.6	2	2	3	4	115.1	91.5	73.4	57.4	84.6
Mercyhurst Coll	153	IIB	3	3	3	4	78.7	60.4	51.4	41.6	53.1	3	3	3	4	101.5	82.9	66.1	54.2	69.5
Messiah Coll		IIB	3	3	3	-	76.9	62.5	53.4	----	62.7	2	2	2	-	103.1	86.9	72.5	66.2	84.9
Millersville U Pennsylvania		IIA	1	1	2	-	100.5	80.2	61.7	----	79.9	2	1	2	-	126.1	102.1	78.9	49.7	101.2
Misericordia U		IIB	3	2	2	-	78.1	67.4	54.3	----	63.5	3	2	3	-	97.1	90.5	69.5	55.1	82.2
Moravian Coll		IIB	2	2	2	2	82.8	63.9	53.6	47.3	66.4	2	2	3	2	114.0	84.2	70.3	62.1	88.9
Muhlenberg Coll		IIB	2	1	2	-	92.1	73.1	56.9	----	70.5	1	1	2	-	124.3	97.5	73.3	61.1	94.2
Neumann Coll		IIB	3	3	3	3	74.7	59.1	53.1	45.0	56.0	3	3	2	3	96.7	77.4	72.1	60.3	74.7
Penn St U-IIA Campuses	133	IIA	1	1	1	2	111.0	87.3	74.8	53.2	81.7	1	1	1	2	137.3	109.9	93.2	69.3	102.4
Penn St U-IIB Campuses	63	IIB	1	1	1	2	100.1	75.4	62.8	48.6	64.8	1	1	1	2	125.7	96.9	80.4	63.0	83.2
Penn St U-III Campuses	83	III	1	1	1	1	89.4	72.6	64.7	53.8	63.7	1	1	1	1	112.4	92.8	82.0	69.9	81.7
Penn St U-Main		I	2	2	3	4	130.4	86.7	72.0	47.0	86.7	2	3	3	4	159.9	109.5	90.7	61.7	108.4
Philadelphia Biblical U	31,144	IIB	5	5	5	-	59.5	51.6	45.1	----	53.3	5	4	4	-	74.4	69.6	58.0	----	68.7
Philadelphia U	30	IIA	2	2	2	-	100.1	76.4	61.0	----	73.5	1	1	3	-	133.4	103.1	77.0	84.5	96.9
Pittsburgh Theol Seminary		IIA	3	2	2	-	90.1	77.0	64.8	----	83.3	2	1	2	-	118.0	104.2	83.2	----	109.4
Point Park U		IIA	3	4	4	-	82.7	64.7	54.2	----	65.8	4	4	4	-	101.0	79.5	68.2	59.3	81.2
Robert Morris U	27,162	IIA	3	2	1	-	87.7	73.7	69.4	----	73.8	2	2	1	-	118.6	96.0	90.1	----	97.1
Saint Vincent Coll		IIB	2	2	3	2	80.9	63.7	52.5	49.2	60.2	2	2	3	2	106.9	84.2	68.4	63.5	79.0
Seton Hill U		IIB	3	3	2	-	71.2	61.2	54.7	----	60.1	4	3	3	-	90.7	78.3	69.5	62.1	76.7
Shippensburg U		IIA	2	1	2	3	99.8	79.3	62.8	46.8	79.2	2	2	2	4	124.0	100.2	78.5	54.1	99.1
Slippery Rock U Pennsylvania		IIA	1	1	1	2	101.1	81.4	67.7	49.2	78.2	2	1	1	3	124.7	102.5	85.4	59.8	97.7
St. Joseph's U	31	IIA	1	1	1	-	109.3	86.2	73.7	----	80.8	1	1	1*	-	143.0	115.5	97.9	----	106.9
Susquehanna U	31	IIB	2	2	1	1	82.0	69.9	60.0	53.4	68.5	2	2	1	1	104.9	91.9	79.6	68.0	89.6
Swarthmore Coll		IIB	1*	1*	1*	-	127.2	89.9	71.0	----	104.9	1*	1*	1*	-	162.7	118.1	93.6	----	135.5
Temple U		I	2	2	4	3	127.9	90.4	64.8	53.4	89.9	2	2	4	3	161.1	117.3	82.9	69.7	114.9
Thiel Coll		IIB	5	5	4	-	61.2	51.2	45.8	----	52.5	5	5	4	-	76.1	61.3	60.9	50.3	65.5
U Pennsylvania		I	1*	1*	1*	-	170.1	110.2	102.3	----	139.9	1*	1*	1*	-	215.2	147.7	138.6	----	181.1
U Pittsburgh-Bradford		IIB	3	3	3	3	74.1	62.6	53.1	45.3	57.7	3	2	3	3	95.8	84.8	67.5	60.7	75.9
U Pittsburgh-Greensburg		IIB	3	3	4	4	77.8	60.2	49.6	41.4	55.0	3	3	3	3	100.9	75.3	64.8	55.1	70.7

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(10) AVG. SAL. MALE								AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN				
42.6	100	100	100	27	3.4	3.8	4.0	4.3	9	7	7	4	13	7	4	11	67.7	55.8	50.6	43.6	57.0	50.7	46.1	41.8				
33.7	100	95	0	0	1.5	1.5	1.3	1.5	4	10	15	1	8	10	18	4	85.8	65.5	51.8	----	77.1	61.7	51.7	43.4				
24.4	94	66	18	4					57	45	43	9	33	35	49	16	101.2	81.6	66.7	50.2	96.9	80.1	64.2	49.7				
24.7	100	61	0	--	1.3	2.4	1.1		300	101	86	2	68	44	36	0	141.4	101.6	90.0	----	120.5	86.9	89.1					
19.8	100	82	0	0	0.0	0.2	0.6	0.0	9	8	16	0	10	9	25	10	84.1	67.2	54.9		77.8	59.8	55.3	46.1				
28.4	40	36	0	--	0.8	0.5	1.2	0.0	5	7	19	1	5	21	30	0	83.5	63.9	54.4	----	75.2	63.7	59.1					
24.7	100	80	23	6					9	11	7	12	8	9	15	5	102.1	80.7	65.5	47.0	100.7	79.2	65.2	43.5				
24.6	97	75	35	12					62	31	34	1	35	32	43	16	100.4	81.1	67.5	----	98.6	76.5	61.2	49.0				
27.0	100	71	0	0	4.5	3.5	5.8	4.9	7	22	14	10	2	12	28	9	83.9	69.2	67.7	46.8	----	65.0	58.2	60.2				
27.9	100	100	24	0	6.3	6.4	9.6	8.5	8	15	20	2	1	9	9	3	85.7	67.1	58.6	----	----	65.6	57.1	53.5				
30.5	100	94	0	0	0.5	0.5	1.3	2.6	23	51	32	2	15	27	33	10	102.3	77.0	61.4	----	100.4	75.6	61.7	54.4				
7.2	100	100			1.9	2.3	4.0	2.6	151	114	87	182	30	80	72	212	137.9	106.2	89.3	64.7	129.5	96.6	84.1	62.2				
25.3	100	78	23	0					58	38	46	20	32	38	40	33	100.5	80.0	65.1	45.5	99.1	78.9	64.2	45.8				
25.2	100	89	62	11					58	51	58	14	50	33	41	31	98.9	79.3	65.9	47.6	99.0	78.6	63.5	47.0				
30.8	100	91	0	--	5.7	1.0	1.7		20	26	20	2	5	27	14	0	86.6	72.1	59.0	----	79.6	67.4	59.5					
37.3	98	90	0	0	1.2	1.7	3.9	1.7	43	39	37	4	15	21	33	9	112.7	78.4	69.2	68.8	97.8	77.5	68.7	59.8				
32.6	96	90	22	0	2.6	2.8	2.1	2.0	21	27	46	13	4	21	46	18	89.4	68.4	59.4	45.6	79.8	70.0	58.7	48.3				
32.9	97	53	11	--	8.5	4.0	4.1	2.0	23	21	7	1	7	9	11	1	63.6	57.6	48.0	----	59.9	55.0	46.8	----				
32.0	100	99	44		0.1	0.0	1.1		37	35	36	0	10	37	36	0	102.9	75.2	60.5		93.1	72.5	59.7					
24.7	100	50	28	0	0.0	0.0	0.4	1.3	2	7	12	1	5	11	34	3	----	68.3	55.4	----	90.6	66.6	56.4	43.9				
35.4	94	85	0	--	0.0	0.6	0.9	0.0	22	17	26	0	14	22	17	1	121.1	91.5	70.9		114.1	92.5	73.5	----				
22.9	8	4	0	0	0.2	0.9	1.3	0.7	10	7	13	3	14	16	15	12	81.6	60.4	61.3	55.7	77.1	64.1	55.7	51.2				
30.0	100	56	6	0	0.0	0.0	0.0	0.0	9	7	9	2	11	11	25	3	74.8	71.4	48.1	----	67.1	58.5	51.0	57.7				
25.2	98	86	32	6					129	94	74	14	68	90	101	38	101.1	80.8	63.8	45.3	100.7	80.7	62.2	45.4				
34.8	95	90	4	0	0.8	2.0	6.1	3.9	30	23	7	1	13	7	16	2	82.3	58.9	51.7	----	80.8	58.3	50.2	----				
26.2	96	90	15	0					61	66	100	19	36	43	96	27	100.5	80.2	59.0	44.7	98.9	77.8	59.6	44.4				
23.7	98	93	19	0	0.0	0.0	0.6	0.0	41	39	35	2	13	33	60	8	102.8	82.7	66.4	----	94.5	79.1	63.7	47.7				
46.5		25	13	9	3.1	2.8	2.5	1.4	5	2	5	5	3	2	3	6	44.3	----	35.2	32.4	44.1	----	37.6	30.6				
28.5	97	97	0	--	0.0	0.8	4.4		54	51	32	1	18	17	36	0	122.3	89.4	70.5	----	109.8	80.1	69.3					
25.3	0	0	0		0.0	0.0	0.0		9	5	7	0	2	0	7	0	52.7	48.8	42.5		----		42.2					
30.3	100	97	3	--	0.9	1.8	2.8	1.9	21	23	18	1	5	13	19	0	82.6	64.3	52.9	----	75.5	65.9	54.1					
29.7	100	93	0		2.0	2.7	2.5		178	75	59	0	31	42	39	0	130.0	85.5	81.4		110.2	82.5	86.9					
29.8	100	87	14	--	6.2	4.4	4.9	3.4	23	19	14	1	5	11	15	1	94.8	72.4	54.4	----	89.4	69.6	54.3	----				
25.1	97	90	35	7					34	48	39	5	26	31	38	10	98.6	76.4	63.6	46.6	95.5	75.7	64.2	49.9				
28.9	100	100	40	0	0.0	0.6	0.3	7.6	15	9	23	2	7	5	19	1	78.6	67.8	52.1	----	66.8	58.0	51.0	----				
25.7	100	88	41	0					29	29	24	3	18	22	20	11	102.1	79.8	64.3	49.7	96.2	76.5	62.0	46.1				
27.0	96	82	9	0	-8.7	0.7	5.2	33.8	15	15	30	1	11	23	25	15	91.3	76.4	56.9	----	94.2	68.8	57.1	44.9				
30.8	100	100	0	0	4.1	5.6	2.9	3.9	18	20	37	18	3	12	43	31	79.9	59.3	52.6	42.5	72.1	62.3	50.3	41.0				
35.6	94	69	25	--	0.0	0.2	1.0	3.3	37	41	17	1	11	21	23	1	77.1	63.0	53.4	----	76.4	61.7	53.3	----				
26.7	100	95	26	--					57	47	57	2	40	50	50	0	100.7	79.8	61.7	----	100.2	80.6	61.7					
29.4	94	97	3	--	3.8	3.8	5.5	1.7	15	14	15	0	3	22	25	2	76.6	66.3	53.9		85.2	68.1	54.6	----				
34.0	94	92	3	0	0.0	0.2	1.5	0.0	26	18	14	0	8	21	16	4	83.5	65.6	52.3		80.5	62.4	54.8	47.3				
33.6	98	96	0	--	2.6	3.2	3.8	2.3	35	26	18	1	13	25	24	0	93.7	74.5	56.8	----	87.9	71.6	57.0					
33.4	0	0	0	0	2.0	4.2	4.8	2.2	3	10	17	5	8	10	31	7	82.9	61.3	53.3	43.0	71.6	56.9	53.0	46.5				
25.4	100	89	0	0	0.0	0.2	0.5	0.0	31	51	47	19	6	28	49	10	111.8	88.7	80.7	56.8	107.1	84.9	69.2	46.3				
28.4	100	96	8	0	0.0	0.5	0.7	0.4	46	124	103	55	19	65	67	71	101.2	77.4	62.2	51.8	97.6	71.4	63.6	46.1				
28.2	96	97	23	0	0.0	-0.2	1.0	0.4	39	85	71	108	11	55	40	141	89.4	74.1	66.9	56.5	89.5	70.5	60.8	51.7				
25.0	96	91	1	0	0.1	0.7	1.0	1.5	632	311	231	82	157	183	194	116	133.4	88.7	74.9	52.0	118.5	83.3	68.6	43.5				
28.9	0	0	0		0.0	0.0	0.0		15	12	9	0	7	5	4	0	59.7	52.2	44.9		59.3	50.1	45.6					
31.6	100	57		--	2.0	2.0	2.6	2.0	12	32	19	1	1	24	21	0	101.2	77.9	59.1	----	----	74.5	62.7					
31.3	91	100	0		0.9	1.1	0.0		10	2	2	0	1	1	1	0	91.1	----	----		----	----	----					
23.4	98	64	0	--	0.0	0.1	0.0	0.0	28	15	24	1	12	13	17	1	83.5	65.2	53.9	----	80.9	64.1	54.5	----				
31.5	98	89	25		3.9	3.4	4.4		32	39	36	0	9	25	29	0	88.8	74.5	69.8		83.6	72.5	68.9					
31.2	89	88	0	0	0.0	0.0	0.0	0.0	15	24	23	14	3	8	12	5	83.3	64.2	52.2	51.0	68.9	62.1	53.0	44.0				
27.6	100	72	0	--	-0.3	0.2	0.9	0.0	7	16	11	0	3	23	13	2	71.7	63.2	58.9		70.0	59.8	51.1	----				
25.1	99	90	13	0					63	54	63	1	35	50	49	5	99.4	79.6	63.3	----	100.4	78.9	62.2	46.2				
24.9	100	83	44	6					56	62	53	18	32	39	76	16	102.1	81.8	66.7	48.7	99.5	80.7	68.4	49.9				
32.3	97	96	23		0.3	0.5	0.3		45	46	54	0	19	29	45	0	111.7	91.5	75.3		103.6	77.8	71.7					
30.8	96	97	0	0	3.7	3.9	4.3	3.3	21	29	19	3	6	29	23	3	85.2	72.3	63.8	53.0	70.5	67.5	56.9	53.7				
29.2	99	98	0		0.0	0.1	0.0		60	22	22	0	31	21	19	0	131.5	88.6	71.2		118.8	91.3	70.8					
27.7	97	70	1	1	4.3	4.6	4.0	3.3	325	234	278	54	94	180	209	52	130.1	92.2	64.0	54.2	120.2	88.1	65.7	52.6				
24.8	100	58	0	--	0.0	0.3	0.5	0.0	17	10	7	2	10	2	5	0	61.9	50.4	47.6	----	60.0	----	43.3					
29.5	100	94	0		1.5	1.4	1.5		445	158	152	0	120	85	110													

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA (continued)																				
U Pittsburgh-Johnstown		IIB	3	3	3	3	73.9	62.9	50.5	44.9	57.9	3	3	3	2	93.4	80.9	67.9	62.0	75.7
U Pittsburgh-Main	5	I	2	3	3	5	128.3	84.6	70.1	43.2	87.6	2	2	3	4	163.0	109.6	90.4	58.4	112.6
U Pittsburgh-Titusville		III	4	4	5	2	61.6	55.2	46.5	48.5	51.5	3	4	5	3	84.8	74.9	60.6	63.1	68.6
U Scranton	28	IIA	2	1	3	2	93.8	79.2	59.5	50.9	74.8	1	1	1	2	128.1	110.2	84.7	70.0	104.2
Ursinus Coll		IIB	1	1	1	1	94.2	72.6	66.7	57.8	76.4	1	2	1	1	123.1	92.9	86.1	79.4	99.1
Valley Forge Christian Coll		IIB	4	3	4		63.7	60.0	48.9		56.0	5	4	4		77.3	72.5	60.0		68.2
Villanova U	12	IIA	1*	1	1	1	117.5	86.0	68.2	57.1	84.8	1	1	1	2	148.0	109.7	85.6	72.0	107.2
Washington & Jefferson Coll		IIB	2	3	3	-	78.8	61.7	52.2	----	61.9	3	3	3	-	101.2	79.9	68.4	50.5	80.3
Waynesburg U		IIB	4	4	3	3	68.1	57.7	51.1	44.5	56.3	3	2	2	1	95.1	83.6	74.1	69.5	81.2
West Chester U Pennsylvania		IIA	1	1	1	4	101.0	81.9	66.6	44.5	75.9	2	1	1	4	126.0	104.9	84.8	55.3	95.8
Westminster Coll		IIB	3	4	4	3	76.1	57.4	47.6	44.7	57.2	3	4	4	3	93.3	73.4	58.6	57.3	71.4
Widener U	12,101	IIA	1	1	2	1*	109.7	83.5	62.8	67.0	83.1	1	1	2	1*	142.8	112.4	83.0	87.3	110.8
Wilkes U		IIA	1	2	2	2	100.1	73.7	61.9	50.1	73.0	2	2	3	3	123.0	92.1	77.5	63.0	90.9

PUERTO RICO

U Politecnica de PR	29	IIA	5	5	5	5	45.0	35.7	31.1	26.9	36.3	5	5	5	5	47.4	37.5	32.8	28.4	38.2
U Puerto Rico-Humacao U Coll	28	IIB	3	3	2	3	74.1	60.9	54.2	43.9	65.7	3	2	2	2	100.1	83.5	74.9	61.9	89.5
U Puerto Rico-Ponce		IIB	4	3	3	4	68.8	60.4	52.5	40.9	58.2	4	4	4	4	83.3	72.5	63.1	49.3	70.2

RHODE ISLAND

Brown U		I	1	2	2		145.8	91.9	78.5		108.3	1	2	2		182.8	116.7	100.3		136.9
Bryant U		IIB	1*	1*	1*		130.4	109.0	89.0		101.5	1*	1*	1*		168.5	142.5	114.5		131.6
CC Rhode Island	149	III	2	3	3		75.5	57.4	50.4		61.9	2	3	3		102.4	80.2	69.8		84.9
Providence Coll		IIA	1	1	1	1	102.7	83.5	68.6	61.8	80.7	1	1	1	1	135.4	107.2	88.4	76.9	104.4
Rhode Island Coll		IIA	4	3	4		76.2	65.9	55.9		66.4	4	3	3		103.9	90.5	77.4		91.1
Salve Regina U		IIA	3	3	3	2	87.4	69.4	56.6	50.9	69.4	4	4	4	3	102.4	84.5	71.9	58.7	84.5
U Rhode Island	141	I	4	4	4	2	105.1	77.6	66.0	57.8	85.1	3	2	3	1	143.6	109.7	92.2	81.2	117.9

SOUTH CAROLINA

Charleston Southern U		IIB	4	4	4	4	66.8	53.5	47.9	41.7	50.9	4	4	4	4	81.7	66.6	60.2	52.7	63.4
Citadel Military Coll SC	30	IIA	3	3	4		83.7	68.7	55.7		68.6	3	3	3		107.6	89.2	73.4		89.1
Claffin U		IIB	4	4	4	4	66.8	57.7	49.8	41.1	52.4	4	4	4	5	81.1	70.2	60.1	47.5	63.1
Clemson U		I	4	4	3	3	105.5	75.8	67.9	50.8	78.0	4	4	3	3	133.0	97.6	87.9	71.2	100.1
Coastal Carolina U		IIB	2	2	2	2	83.0	68.4	57.5	46.1	60.8	2	2	2	2	107.7	89.7	76.2	62.2	80.3
Coll Charleston		IIA	4	4	3	3	81.2	65.0	58.4	46.3	64.7	3	3	2	3	106.3	86.6	78.6	63.8	86.3
Columbia Coll		IIB	5	5	5		54.8	50.6	44.6		49.6	5	5	5		71.4	66.4	53.0		63.5
Converse Coll		IIB	5	5	5	-	54.9	43.5	39.1	----	43.4	5	5	5	-	72.8	58.7	51.6	42.9	58.1
Erskine Coll		IIB	4	5	5	-	63.5	49.4	44.4	----	53.3	4	5	5	-	80.0	61.0	53.4	39.1	65.9
Francis Marion U	31	IIA	4	5	5	3	76.9	59.3	51.7	45.8	60.6	4	5	5	3	98.1	77.2	67.5	59.9	78.4
Furman U		IIB	1	2	2	1	96.1	68.5	58.1	56.0	79.6	1	1	2	1	128.3	95.4	75.3	68.5	106.8
Limestone Coll		IIB	5	5	4	5	57.1	51.6	46.6	36.9	40.5	5	5	5	5	69.6	62.2	57.4	47.6	49.8
Presbyterian Coll		IIB	4	1	1*	3	62.2	76.2	71.3	41.9	68.1	4	2	1	4	80.8	92.4	85.1	54.9	84.6
U South Carolina-Aiken	27	IIB	3	3	3	3	73.8	59.0	52.0	42.9	55.5	3	3	3	3	94.2	76.5	67.9	57.1	72.2
U South Carolina-Beaufort	28	III	3	3	3	3	71.8	61.4	52.5	45.4	56.8	3	3	3	4	91.8	79.2	68.5	60.0	73.7
U South Carolina-Columbia	12	I	3	4	3	4	111.4	77.8	70.2	44.3	79.9	3	4	3	4	138.5	98.9	89.7	58.7	101.2
U South Carolina-Lancaster		III	4	4	4	3	64.1	56.8	46.8	45.4	48.9	4	4	5	4	82.6	73.8	61.7	60.0	64.2
U South Carolina-Salkehatchie		III	-	5	5	4	----	45.6	44.4	42.2	46.2	-	5	5	4	----	60.3	58.8	56.2	61.0
U South Carolina-Sumter		III	3	4	5	5	68.7	56.7	46.6	33.9	49.9	3	4	5	5	88.0	74.8	61.5	46.2	65.7
U South Carolina-Union		III		4	3			47.9	45.8	46.7				4	4			63.1	60.5	61.6
U South Carolina-Upstate	27	IIB	3	3	3	2	75.2	61.2	51.6	46.4	55.1	3	3	3	2	95.8	79.0	67.5	61.3	71.7
Winthrop U	31	IIA	4	3	4	4	77.3	66.2	55.0	44.0	63.2	4	4	4	4	98.5	85.0	71.4	58.1	81.4
Wofford Coll		IIB	3	2	2	2	78.5	63.8	57.4	50.0	66.7	2	3	2	2	105.0	80.1	71.7	65.6	85.9

SOUTH DAKOTA

Augustana Coll		IIB	4	4	4	4	66.0	57.3	48.6	41.7	53.6	4	4	4	4	87.0	73.1	63.0	52.1	69.3
Dakota St U		IIB	3	2	2	4	75.9	71.1	56.6	40.8	60.3	3	2	3	4	92.3	86.8	70.3	52.3	74.5
Mount Marty Coll	178	IIB	4	5	4	4	63.2	52.0	47.0	39.7	51.2	5	5	5	5	73.7	61.6	55.6	45.2	60.2
South Dakota Sch Min & Tech		IIA	2	4	3	3	92.9	65.0	59.6	46.0	74.2	3	4	3	3	110.6	82.7	77.4	63.7	92.0
South Dakota St U	26	IIA	4	3	3	4	79.3	66.0	57.4	43.2	62.5	4	4	4	4	96.3	81.1	71.2	55.1	77.1
U Sioux Falls	28	IIB	4	5	5	5	64.0	47.3	42.7	36.9	47.1	4	5	5	5	81.9	60.6	52.9	48.4	59.5
U South Dakota		I	5	5	5	5	89.5	64.9	55.9	40.1	63.1	5	5	5	5	107.9	79.8	69.6	52.0	77.9

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	30.7	100	95	0	0	0.0	0.0	0.0	0.0	12	39	16	7	3	18	17	13	75.4	62.2	52.6	50.1	67.9	64.6	48.4
28.5	95	76			0.4	0.6	0.7	0.4	379	290	226	23	117	144	256	66	131.4	86.3	74.3	43.7	118.2	81.1	66.5	43.0
33.2	75	63	0	0	0.0	0.0	0.0	0.0	2	3	6	1	2	5	5	4	---	56.6	43.9	---	---	54.4	49.7	45.3
39.2	100	91	26	0	8.0	3.8	5.1	2.8	66	45	30	4	18	31	38	4	95.2	79.2	62.4	49.2	88.8	79.3	57.2	52.6
29.7	95	98	0	0	2.3	2.6	2.6	2.5	25	20	17	3	13	20	23	4	94.6	72.3	67.9	61.6	93.5	72.8	65.8	55.0
21.8	0	0	0		3.7	4.0	3.6		11	3	6	0	0	2	9	0	63.7	63.5	50.5		---	---	47.9	
26.3	99	91	21		0.0	0.1	0.2	0.0	121	122	115	22	32	59	115	28	118.1	87.8	70.5	58.2	115.2	82.2	65.9	56.3
29.4	100	86	0	--	-3.4	26.7	-9.5	0.0	25	27	14	0	10	16	11	2	80.5	63.8	52.8		74.4	58.2	51.4	---
44.4	95	43	10	0	3.9	3.5	4.4	3.5	13	7	13	2	7	7	16	7	68.4	57.6	49.7	---	67.5	57.8	52.2	42.8
26.3	99	85	20	1					85	66	64	38	55	71	79	58	101.3	82.5	67.4	45.0	100.5	81.4	66.0	44.2
24.8	100	98	0	0	2.0	2.7	2.3	4.3	14	26	12	2	9	18	14	1	77.7	57.9	49.2	---	73.6	56.6	46.2	---
33.3	99	79	0	0	2.3	2.4	3.7	3.2	54	65	28	4	34	49	35	16	113.5	87.1	64.7	66.6	103.6	78.6	61.4	67.2
24.4	100	98	2	0	0.1	0.2	2.3	5.2	25	25	26	3	5	24	36	4	99.4	74.9	62.4	48.0	103.8	72.6	61.6	51.7
4.9	56	14	0	0	3.6	-12.1	6.6	6.4	26	46	15	8	10	28	10	7	45.9	37.9	31.5	27.8	42.7	32.0	30.4	25.9
36.2	100	95	60	10	4.2	3.3	-2.1	-8.0	56	26	17	8	60	30	26	2	76.0	61.8	54.9	43.9	72.3	60.2	53.7	---
20.6	100	94	83	48	2.7	4.1	2.5	4.9	18	13	11	10	26	19	19	11	68.1	61.2	53.6	42.4	69.2	59.8	51.9	39.5
26.5	96	96	0		0.7	1.4	0.9		260	94	88	0	81	50	51	0	149.0	94.3	80.5		135.6	87.5	75.0	
29.6	100	90	3		3.7	2.7	2.2		35	27	19	0	16	15	12	0	133.8	112.3	89.4		123.0	103.2	88.4	
37.2	100	98	19		6.0	7.7	8.1	9.4	64	16	38	0	69	39	99	0	78.1	57.6	50.7		73.1	57.4	50.3	
29.5	100	86	39	17	4.5	5.0	5.0	4.5	45	45	68	10	18	31	46	2	105.2	83.5	69.4	64.1	96.3	83.5	67.4	---
37.2	100	95	8		3.7	6.2	4.1		64	45	33	0	51	47	71	0	77.8	67.7	56.3		74.3	64.2	55.8	
21.7	92	63	0	0	0.3	1.2	4.4	0.0	16	16	14	0	21	19	9	6	88.7	70.5	57.0		86.5	68.5	56.0	50.9
38.5	98	93	15	29	3.5	5.2	4.9	3.0	240	70	44	4	80	79	80	3	107.1	82.4	68.1	55.1	98.9	73.4	64.9	61.4
24.8	75	4	2	0	0.6	2.6	0.7	1.4	16	13	27	11	12	10	25	12	69.1	53.9	47.9	44.6	63.8	53.0	47.9	38.9
29.9	93	88	3		3.1	3.0	1.5		44	35	42	0	11	17	23	0	83.7	71.8	58.0		83.7	62.2	51.6	
20.6	68	43	20	0	0.0	0.0	0.0	0.0	9	11	32	6	10	3	28	8	66.0	58.7	51.0	40.1	67.5	54.4	48.3	41.8
28.3	100	90	0	0	0.6	0.6	0.5	1.3	284	174	165	2	61	78	103	2	107.4	78.3	70.2	---	96.6	70.4	64.3	---
32.1	100	93	4		0.8	0.5	0.4	0.4	40	45	63	10	15	30	48	8	84.2	68.2	58.3	48.0	79.9	68.7	56.4	43.6
33.3	99	96	3	0	0.4	0.6	1.0	0.4	94	84	90	18	33	71	71	43	82.3	66.9	61.4	49.9	78.2	62.8	54.5	44.7
28.0	96	96	0						10	10	3	0	17	13	10	0	52.0	50.4	47.6		56.5	50.8	43.8	
34.0	100	93	8	--	0.0	0.0	0.0	0.0	8	15	11	1	4	25	15	1	55.3	44.9	39.1	---	54.1	42.6	39.1	---
23.5	76	13	0	--	0.2	1.3	1.1	0.0	13	6	5	0	4	2	9	1	65.0	49.4	44.7		58.9	---	44.3	---
29.3	90	86	9	0	-0.8	-0.3	1.1	0.6	48	27	36	3	10	24	42	9	77.0	62.9	52.5	39.4	76.8	55.3	51.0	47.9
34.1	100	100	0	0	0.0	0.0	0.2		88	41	26	2	26	21	26	1	97.9	68.7	58.3	---	90.0	68.2	57.9	---
22.8	82	50	15	0	0.0	1.8	1.0	0.8	12	11	10	2	5	5	17	1	57.2	52.3	50.1	---	56.9	50.0	44.5	---
24.1	100	87	0	0					27	20	11	4	7	10	9	0	60.6	86.3	89.6	41.9	68.2	56.1	48.9	
30.1	100	92	5		0.3	1.2	1.4	0.9	20	26	17	16	9	13	20	27	76.2	60.3	54.3	41.1	68.6	56.4	50.0	44.1
29.8	100	60	0	0	-7.8	0.6	1.9	0.7	7	10	10	4	4	5	7	10	68.1	60.4	53.7	47.1	78.2	63.2	50.7	44.7
26.7	98	83	1		0.9	1.5	1.3	1.7	248	200	176	51	53	135	178	84	113.0	79.9	76.1	47.3	103.5	74.7	64.3	42.5
31.4	100	100	0	0	1.8	-1.5	0.0	0.2	3	3	8	11	2	1	8	10	67.4	53.5	47.8	48.7	---	---	45.8	41.7
32.0	--	100	14	0	0.0	0.0	0.0	0.0	1	3	3	3	0	0	4	2	---	45.6	44.5	43.1			44.3	---
31.2	100	100	0	0	0.1	0.8	1.0	0.0	9	9	7	12	1	7	1	5	69.2	55.8	47.1	35.0	---	57.9	---	31.4
31.9			0	0			4.4	0.0	0	0	1	3	0	0	2	1				47.0				
30.1	97	82	0		-0.3	0.7	-0.6	0.9	16	17	35	24	15	22	29	48	76.2	64.2	52.3	45.8	74.1	58.9	50.7	46.7
28.7	96	88	6	0	-0.9	1.1	2.8	4.5	47	54	33	6	22	44	48	25	79.1	66.7	55.2	52.7	73.5	65.5	54.9	42.0
28.9	93	83	6	0	5.2	6.0	4.7	5.7	32	22	17	1	8	19	16	2	80.0	64.5	60.5	---	72.3	63.0	54.1	---
29.2	96	94	9	0	0.0	0.1	1.1	0.0	19	20	28	2	4	16	26	9	66.1	58.1	50.2	---	65.3	56.2	46.9	42.0
23.5	92	78	0	0	0.8	0.0	0.0	0.0	8	26	15	14	5	6	11	9	81.2	72.5	60.2	41.3	67.4	65.1	51.8	39.9
17.1	60	85	13	0	0.0	0.0	0.0	0.0	6	8	10	0	4	5	6	3	68.8	55.6	47.0		54.8	46.3	46.9	39.7
23.9	87	52	0	0					46	25	31	2	6	8	3	4	94.1	66.5	60.3	---	84.1	60.2	52.3	45.0
23.3	93	58	3		0.1	1.2	2.1	1.0	101	65	67	32	46	30	58	72	79.9	65.9	57.8	44.5	78.0	66.3	56.9	42.7
26.4	78	85	7	0	9.6	-8.3	-0.4	-33.8	5	13	14	3	4	7	15	0	54.4	47.9	41.5	36.9	76.0	46.2	43.9	
23.3	98	76	1	2					61	58	68	17	31	32	79	48	90.2	65.3	56.3	42.3	88.1	64.1	55.6	39.3

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TENNESSEE																				
Austin Peay St U		IIA	5	5	5	5	68.5	57.9	45.6	34.5	54.0	5	4	5	5	89.7	78.2	62.5	46.5	72.4
Belmont U		IIA	3	2	2	2	86.7	72.9	62.5	53.3	71.6	4	3	3	2	101.9	86.0	73.8	64.5	84.4
Carson-Newman Coll		IIB	5	5	5	5	56.5	46.9	43.6	35.1	47.1	5	5	5	5	76.1	60.8	54.4	45.4	60.9
Christian Brothers U	30	IIB	5	4	5	-	60.8	52.5	41.9	----	52.8	4	4	5	-	84.1	66.9	55.7	56.2	70.9
Crichton Coll		IIB	-	5	5	-	----	40.1	36.4	----	38.0	-	5	5	-	----	49.5	43.6	45.1	46.4
Freed-Hardeman U	28	IIA	5	5	5	5	66.8	54.7	50.3	39.1	53.5	5	5	5	5	81.1	65.2	61.4	49.8	65.2
King Coll	28	IIB	5	5	5	4	50.5	44.1	40.3	40.3	43.4	5	5	5	3	60.3	55.0	49.2	60.2	53.5
Lee U		IIB	5	4	4		59.6	52.8	48.6		52.2	5	5	4		77.1	65.4	60.8		65.6
Lipscomb U	30	IIA	5	3	3	4	72.6	70.3	59.7	42.5	67.0	4	3	3	4	95.2	88.3	73.2	57.2	85.5
Maryville Coll		IIB	3	3	4	5	76.2	60.7	49.0	38.1	58.6	4	4	4	5	87.4	69.9	58.6	44.2	68.2
Middle Tennessee St U		IIA	4	4	4	5	81.1	64.1	52.6	35.9	63.8	4	3	3	4	103.4	86.4	74.9	58.2	86.1
Milligan Coll		IIB	5	5	5		54.5	49.5	42.3		48.7	5	5	5		68.1	62.9	51.5		60.8
Rhodes Coll		IIB	2	1	2	1	92.0	74.5	55.4	52.5	67.6	1	1	2	2	129.0	99.3	71.1	65.5	89.6
Sewanee U of the South		IIB	1	2	1	1	95.8	71.9	60.9	54.7	81.1	1	1	1	1	126.5	95.3	78.0	72.4	106.7
Tennessee St U		IIA	5	5	5	4	72.6	56.7	48.7	44.4	56.9	5	5	5	5	75.7	59.3	50.8	45.8	59.4
Tennessee Tech U	35	IIA	4	4	4	5	77.9	61.0	52.4	38.1	63.0	3	3	3	3	106.2	86.0	76.4	58.7	88.5
Tennessee Wesleyan Coll	76	IIB	5	5	5	5	45.1	44.3	43.8	36.5	43.8	5	5	5	4	57.0	57.0	55.9	49.2	56.1
Trevecca Nazarene U	31	IIA	5	5	5	4	61.6	53.5	46.6	44.6	53.9	5	5	5	4	75.3	66.6	57.9	53.9	66.6
U Memphis		I	4	5	5	5	99.6	69.8	59.3	40.9	70.9	4	5	5	5	126.1	91.1	78.6	55.1	92.1
U Tennessee	5,135	I	4	3	4	3	107.7	80.2	66.8	53.8	80.5	3	3	3	2	139.1	104.5	87.9	72.2	105.1
U Tennessee-Chattanooga	27	IIA	3	3	3	5	84.4	65.7	56.1	39.4	64.5	3	3	3	4	111.2	85.8	74.6	53.2	85.4
U Tennessee-Martin		IIA	5	5	4	3	73.9	58.4	52.8	45.2	57.0	4	5	4	3	98.6	77.9	71.9	61.9	76.6
Vanderbilt U	15	I	1	2	2	-	145.1	93.1	73.1	----	101.5	1	2	2	-	179.6	117.9	94.1	63.9	127.9
Volunteer St CC		III	5	5	5	5	56.1	49.0	42.3	39.5	47.0	5	5	5	5	77.1	67.2	58.4	54.8	64.6

TEXAS

Abilene Christian U		IIA	4	4	4	3	77.9	62.2	54.4	45.6	61.4	4	4	4	3	98.5	79.8	70.1	59.7	78.7
Angelo St U		IIA	4	4	3	4	76.6	63.5	56.6	42.7	59.4	5	5	5	4	90.4	76.3	67.6	53.4	71.2
Austin Coll		IIB	2	2	2	-	87.2	66.4	57.5	----	71.6	2	2	2	-	107.8	85.7	74.6	60.8	90.8
Baylor U	12	I	4	3	2	-	106.5	81.6	73.9	----	78.3	4	3	2	-	136.7	107.8	95.6	77.7	102.4
East Texas Baptist U		IIB	5	5	5	5	55.9	48.6	43.7	36.8	50.4	5	5	5	5	70.2	59.6	54.3	45.4	62.8
Hardin-Simmons U	28	IIA	5	5	5	3	67.3	58.1	49.1	45.5	59.6	5	4	4	3	89.7	78.7	68.2	63.0	80.5
Lamar St Coll-Orange		III	-	-	3	5	----	----	50.7	38.5	41.4	-	-	4	5	----	----	64.4	49.2	52.9
Lamar U		IIA	2	2	2	4	90.9	71.7	60.6	42.7	66.4	3	3	3	5	111.0	88.6	75.1	42.7	83.3
Lubbock Christian U		IIB	5	4	5	5	60.9	52.8	44.9	34.7	50.6	5	5	5	5	72.3	63.6	55.3	42.9	61.3
McMurry U		IIB	4	5	4	5	62.5	50.9	47.7	38.5	51.1	5	5	4	5	74.2	59.6	58.2	46.1	61.0
Prairie View A&M U		IIA	3	3	2	-	83.8	69.9	60.2	----	62.3	4	4	4	-	100.9	84.7	73.1	61.4	75.7
Rice U		I	1	1	1	3	151.8	105.7	85.2	53.9	113.4	1	1	1	3	188.5	130.1	105.0	67.7	141.1
Sam Houston St U		IIA	3	3	3	-	87.7	68.0	57.4	----	67.2	3	4	4	-	106.3	83.9	71.5	64.4	82.7
Schreiner U	31	IIB	5	4	3	5	61.2	53.8	51.0	36.3	49.6	5	5	4	5	72.5	65.1	62.3	47.6	60.9
Southern Methodist U	1	I	2	2	1	-	133.4	89.9	84.4	----	93.2	2	2	1	-	164.4	114.6	105.2	66.6	116.9
Southwestern U		IIB	2	2	2		88.2	68.9	54.2		69.3	2	2	3		111.3	87.5	69.2		87.8
St. Edward's U	31	IIA	3	2	3	3	89.7	72.5	58.8	48.0	69.5	3	3	4	4	110.0	91.0	70.7	57.0	85.2
St. Mary's U	15	IIA	1	3	3	2	101.8	71.3	58.7	53.2	77.3	2	3	4	3	119.7	89.6	69.4	61.1	92.3
Sul Ross St U	174	IIA	5	5	5	-	71.5	53.4	47.7	----	56.1	5	5	5	-	90.4	67.9	61.4	48.2	71.6
Texas A&M International U		IIA	2	3	2	4	91.2	70.0	61.4	41.7	65.3	3	3	3	5	109.6	85.5	75.4	52.9	79.9
Texas A&M U		I	3	3	2		120.3	82.5	73.6		87.9	3	4	3		142.2	98.8	88.2		104.9
Texas A&M U-Commerce		I	5	5	5	4	79.2	66.5	58.8	45.3	59.2	5	5	5	5	94.8	81.0	72.2	56.6	72.5
Texas A&M U-Kingsville		IIA	4	4	3	1*	80.6	65.3	56.7	68.0	64.3	4	4	4	1	99.2	80.4	70.2	83.2	79.5
Texas Christian U		I	3	3	3	2	113.2	81.5	70.5	57.6	82.7	3	3	4	2	143.9	105.0	85.2	77.3	104.6
Texas Lutheran U		IIB	4	4	4	2	65.1	54.7	46.9	46.1	53.5	4	4	4	2	84.1	70.0	63.8	63.7	70.4
Texas St U-San Marcos		IIA	2	2	2	4	91.5	72.2	60.7	43.7	66.4	3	3	3	4	109.7	87.9	74.6	55.3	81.2
Texas Tech U	32	I	4	5	4	5	100.5	73.0	64.6	40.2	72.6	5	5	5	5	122.6	90.2	79.5	50.9	89.3
Texas Wesleyan U		IIA	5	3	1	1*	72.3	70.4	72.0	78.6	72.5	5	4	1	1*	86.1	83.8	85.5	92.1	86.1
Texas Woman's U	110	I	5	5	5	4	80.7	64.3	53.1	46.4	62.1	5	5	5	5	93.7	74.2	61.1	53.6	71.7
Trinity U		IIA	1	2	3	4	112.0	73.5	57.5	42.8	81.3	1	2	4	5	141.2	94.2	71.5	52.5	102.6
U Dallas	31	IIA	5	4	4	5	64.2	60.4	53.3	37.8	57.3	5	5	4	5	86.8	78.0	68.0	47.7	74.5
U Houston		I	2	4	2		122.2	79.3	77.4		85.9	3	4	2		147.2	98.1	95.4		105.5
U Houston-Downtown		IIB	2	2	2	1	82.7	68.2	56.0	56.1	62.0	2	2	2	1	102.7	84.1	70.8	70.0	77.8
U Incarnate Word		IIA	4	3	2	2	80.2	70.5	64.8	53.7	67.0	4	3	2	2	96.9	86.6	78.8	65.9	81.7
U North Texas		I	4	3	4	1	109.8	82.3	66.3	61.5	79.8	5	4	5	3	125.5	96.0	77.5	70.7	92.7
U St. Thomas	31	IIA	2	2	4	-	93.1	71.8	55.6	----	74.3	3	3	5	-	109.6	88.2	67.5	48.1	89.3
U Texas-Arlington		I	4	4	3		103.8	79.0	71.1		73.4	4	4	3		128.2	100.0	90.8		93.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	34.0	99	64	4	0	0.0	0.9	0.7	3.3	65	42	52	10	31	22	64	24	69.9	59.5	45.8	32.7	65.4	54.9	45.5
14.4	100	80	4	0	5.4	6.6	6.2	8.1	55	29	38	12	23	51	43	18	86.8	75.1	68.0	56.7	86.6	71.7	57.6	51.0
29.4	100	94	23	0	0.4	-0.7	-0.3	-1.1	17	26	17	4	12	22	26	6	57.3	46.4	43.9	33.9	55.5	47.5	43.4	36.0
34.3	100	69	7	--	6.0	0.5	14.2	0.0	29	17	23	0	13	9	6	1	64.6	54.1	42.9		52.3	49.3	38.0	----
22.1	--	0	0	--	3.0	3.0	-1.6	3.0	1	6	6	0	1	2	6	1	----	40.6	38.1		----	----	34.7	----
21.9	93	79	30	0	2.3	5.4	7.1	9.3	26	15	20	14	2	14	7	8	66.3	57.9	51.0	39.9	----	51.2	48.4	37.6
23.2	0	0	0	0	2.5	-0.1	3.4	1.7	10	12	14	1	6	9	23	2	46.4	45.7	38.7	----	57.3	42.0	41.2	----
25.7	95	85	16		0.0	1.1	1.3		33	26	29	0	9	8	28	0	59.8	52.2	48.7		59.0	54.8	48.6	
26.8	79	34	0	0	5.2	10.4	7.1	5.7	49	18	18	1	4	14	11	7	73.1	74.4	57.1	----	66.4	65.1	64.1	41.8
15.9	100	100	55	0	5.0	5.3	-8.7	6.5	8	14	10	3	6	19	12	2	77.0	62.1	49.9	40.3	75.2	59.6	48.1	----
35.0	100	85	10		0.0	0.6	1.4	2.4	190	140	93	35	101	94	124	60	82.2	66.1	52.5	34.6	79.1	61.0	52.6	36.6
24.9	90	100	0		-0.8	0.0	0.5		11	12	8	0	9	12	13	0	54.8	49.9	40.6		54.1	49.1	43.3	
32.4	96	98	0	0	2.6	2.7	2.6	2.0	20	30	29	4	6	19	44	2	94.9	71.9	54.9	54.5	82.2	78.6	55.8	----
31.6	100	82	9	0	1.5	2.3	3.0	3.2	47	18	11	4	15	16	12	1	100.4	72.0	63.7	54.6	81.5	71.8	58.3	----
3.7	91	77	27	2	14.4	1.2	3.2	4.5	80	61	74	20	34	51	73	24	74.4	58.9	50.4	45.4	68.3	54.0	47.0	43.6
40.6	99	90	15	25	0.3	0.8	1.3	2.2	126	49	39	20	30	41	52	28	79.0	64.9	53.5	38.0	73.3	56.3	51.6	38.2
28.1	100	76	0	0	3.9	5.9	5.2	5.1	6	8	12	0	4	9	10	3	44.6	42.2	41.8		45.7	46.2	46.2	36.5
23.5	61	19	0	0	2.7	2.3	3.4	3.3	23	19	17	1	5	13	7	2	61.3	53.2	47.3	----	62.9	53.9	44.9	----
29.9	96	88	5		0.2	0.5	1.3	0.2	195	149	107	42	47	103	128	67	100.8	72.9	61.6	40.7	94.4	65.3	57.4	40.9
30.5	99	89	2	3	0.2	1.9	2.5	7.7	430	239	169	6	112	159	172	29	110.8	82.1	70.1	51.9	96.1	77.3	63.5	54.1
32.4	99	88	4	0	0.4	1.8	1.7	0.3	116	44	39	0	39	46	40	5	85.8	66.2	59.7		80.4	65.3	52.7	39.4
34.6	100	93	58	76	0.2	1.1	0.9	0.3	52	25	44	7	21	20	41	10	76.4	59.9	51.2	45.8	67.7	56.5	54.6	44.9
26.0	94	83	0	--	0.6	0.6	1.1	0.0	272	134	116	0	72	78	87	2	144.3	94.8	76.7		148.0	90.2	68.3	----
37.5	100	86	0	3	0.0	0.0	4.5	2.8	12	43	7	16	5	38	10	17	56.2	49.4	41.8	39.9	56.0	48.6	42.7	39.1
28.2	97	84	11	0	0.5	0.1	2.0	0.1	51	49	41	14	9	24	24	24	79.2	65.4	55.9	53.4	70.3	55.9	51.8	41.0
18.3	96	87	16	0	3.8	3.1	3.6	1.8	39	38	40	6	15	25	29	8	78.0	63.5	57.6	39.7	72.8	63.5	55.1	45.1
26.9	100	95	0	--	0.4	0.2	0.4	0.0	25	29	11	0	8	12	9	1	87.8	67.2	58.6		85.4	64.5	56.1	----
30.8	98	87	2	--	4.2	4.6	5.2	5.0	198	147	81	0	39	64	58	1	108.6	83.8	74.3		96.0	76.7	73.3	----
24.7	6	0	0	0	0.9	3.7	1.9	3.8	22	6	11	1	11	3	8	2	56.1	49.0	43.5	----	55.6	47.8	44.0	----
35.1	95	85	13	0	3.0	2.4	3.6	2.3	44	29	16	2	12	17	15	1	68.0	60.2	49.3	----	64.9	54.6	48.9	----
27.6	--	--	75	19	3.0	3.0	3.0	3.0	2	0	5	10	0	2	3	26	----	50.3	38.9		----	51.6	38.3	
19.4	99	84	26	0	5.6	2.8	5.1	3.7	73	55	59	27	22	37	54	65	92.6	71.2	64.5	41.4	85.2	72.4	56.3	43.2
20.7	86	70	14	0	12	17	16	3	10	10	13	1	6	10	13	1	60.6	53.0	46.0	32.7	61.3	52.5	43.5	----
19.6	95	94	4	0	0.0	0.7	1.2	1.2	13	12	18	6	9	4	8	7	64.8	49.9	48.3	38.2	59.3	53.9	46.5	38.7
21.2	98	85	9	--					40	60	38	2	13	20	30	0	86.5	71.5	58.7	----	75.7	65.2	62.1	
24.4	99	100	0	0	1.2	1.5	1.1	0.4	220	77	82	10	49	35	52	9	152.8	107.2	88.5	54.2	147.4	102.4	79.9	53.4
23.0	100	85	5	--	4.6	5.3	4.1	3.1	105	77	103	0	29	65	96	2	89.4	70.5	58.9		81.6	65.1	55.9	----
20.5	100	69	7	0	4.4	4.8	4.1	4.5	9	12	8	1	3	4	7	16	61.1	55.0	51.7	----	61.3	50.2	50.1	36.2
25.5	99	92	1	--	3.3	3.8	3.5	3.0	159	111	74	1	35	48	60	1	135.8	91.9	87.8	----	122.9	85.2	80.2	----
26.6	100	96	0		1.5	0.5	6.7		24	25	11	0	11	24	20	0	91.8	71.0	54.8		80.5	66.8	53.9	
22.6	98	23	0	0	3.0	3.3	3.7	3.8	27	28	43	4	15	28	35	4	90.8	73.3	60.1	49.4	87.7	71.6	57.2	46.5
19.5	96	86	16	0	3.5	2.6	3.7	2.8	60	27	33	5	20	17	24	1	104.1	70.6	57.4	56.5	94.6	72.4	60.4	----
27.6	100	80	11	--	2.5	1.5	2.9	3.0	35	19	18	0	6	16	9	1	71.5	54.5	46.6		71.2	52.2	49.9	----
22.4	96	85	4	0	1.1	4.2	4.5	3.4	22	32	50	6	3	15	45	15	92.7	69.3	65.3	40.7	80.4	71.5	57.1	42.1
19.3	99	94	0		2.5	3.4	2.6		738	351	324	0	100	130	199	0	121.2	82.9	75.7		113.6	81.6	70.3	
22.5	98	75	8						40	29	64	52	11	15	41	42	79.6	69.7	61.2	46.3	77.9	60.3	55.2	44.0
23.7	94	84	7	0	2.5	2.4	3.9	0.0	53	38	45	0	16	13	24	4	82.3	65.8	57.6		75.1	64.0	55.0	68.0
26.3	90	89	5	6	3.2	4.2	5.4	4.2	112	82	70	26	28	73	60	46	114.7	84.9	75.0	59.3	107.1	77.7	65.3	56.6
31.4	100	80	55	0	0.0	0.0	0.0	0.0	13	12	13	1	3	13	7	2	64.3	55.9	46.4	----	68.3	53.5	47.7	----
22.2	98	93	4	20	3.6	4.4	4.2	10.5	193	98	128	2	81	82	130	3	92.7	72.9	61.9	----	88.5	71.4	59.4	35.9
23.1	96	88	4	0	1.1	2.3	3.4	2.3	225	243	194	68	62	120	130	106	103.3	75.9	67.2	44.7	90.4	67.1	60.8	37.3
18.8	55	72	50	50					33	22	19	10	38	14	21	8	75.3	70.4	77.1	94.6	69.6	70.5	67.4	58.5
15.5	95	62	2	0	1.5	2.3	2.5	2.0	32	26	36	0	48	99	124	13	82.5	66.6	53.4		79.6	63.7	52.9	46.4
26.2	100	95	0	0	2.3	3.4	3.7	2.2	62	44	35	2	20	29	34	6	115.2	76.3	55.9	----	102.1	69.3	59.1	41.8
30.2	93	90	13	0	3.0	2.9	3.6	8.8	26	30	30	2	4	11	16	6	63.4	62.1	53.0	----	69.3	55.6	53.9	37.0
22.8	98	94	0		1.2	0.8	0.5		328	196	117	0	61	99	88	0	124.7	81.2	79.8		108.8	75.3	74.1	
23.8	100	94	0	0					36	39	50	1	12	46	44	7	82.5	71.7	57.9	----	83.2	65.3	53.8	57.0
21.9	87	77	3		4.8	3.4	4.9	3.0	19	31	29	21	26	25	41	27	82.0	71.2	61.9	56.2	78.8	69.7	66.8	51.8
16.1	98	97	0	0	2.5	2.4	2.5	1.3	214	163	145	3	46	112	94	0	109.6	83.4	67.9	61.5	111.1	80.6	63.7	
20.1	91	89	3	--	1.8	3.9	0.8	0.0	29	33	21	1	15	11	14	1	95.5	70.7	56.7	----	88.3	75.2	54.1	----
27.3	100	98	0		3.2	3.8	2.2		152	130	130	0	24	55	85	0	105.1	81.8	74.0		95.5	72.4	66.5	

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TEXAS (continued)																				
U Texas-Austin		I	2	2	1	-	133.3	85.3	82.2	----	96.3	2	3	2	-	158.9	104.9	100.6	71.9	116.5
U Texas-Brownsville		IIB	2	2	2	1	79.6	66.7	56.5	55.4	58.9	3	3	3	1	96.8	82.1	69.9	68.8	72.6
U Texas-Dallas	30	I	2	1	1	-	129.1	98.4	89.7	----	111.0	2	1	1	-	157.2	122.7	112.6	87.3	136.8
U Texas-Pan American		IIA	3	2	2		88.8	71.6	60.6		65.1	3	3	3		108.8	89.5	76.0		81.0
U Texas-San Antonio		IIA	1*	1	1	-	116.0	85.4	68.4	----	84.0	1	1	2	-	136.7	102.9	83.1	59.9	100.7
U Texas-Tyler	27,150	IIA	4	5	4	3	77.7	60.4	55.4	47.0	57.3	4	4	4	3	98.1	78.2	72.4	62.6	74.6
UTAH																				
Dixie St Coll Utah		III	2	3	3	4	76.5	61.4	51.1	44.5	57.6	2	2	2	2	105.0	87.7	72.8	66.5	81.9
Salt Lake CC	139	III	5	5	4	4	57.4	51.6	48.2	42.5	48.8	4	3	2	2	83.7	76.1	73.3	65.6	73.3
Snow Coll		III	4	4	5	3	62.9	55.5	45.3	45.2	50.9	3	3	4	2	87.5	80.6	64.5	65.8	73.1
Southern Utah U		IIA	4	5	5		74.7	60.2	49.8		57.0	4	4	4		103.3	84.8	70.7		80.3
U Utah		I	3	3	2	1	115.7	79.9	73.1	67.1	83.6	4	4	3	1	137.6	98.3	90.2	81.0	101.6
Utah St U		I	5	5	4	3	89.1	69.1	62.9	51.9	70.8	5	5	4	2	119.5	95.0	87.4	73.9	97.2
Utah Valley U	28,136	III	3	3	2	2	72.2	61.1	56.1	47.8	59.9	2	2	1	1	100.4	87.4	81.2	71.0	85.7
Westminster Coll	28	IIB	2	2	2	2	79.1	66.9	58.7	51.5	67.1	2	2	1	1	107.6	90.0	78.4	72.9	90.5
VERMONT																				
Castleton St Coll	25	IIB	4	4	5		70.7	55.1	44.5		58.3	3	4	3		95.7	73.1	64.6		80.4
Johnson St Coll		IIB	4	3	5		70.3	58.9	44.5		63.5	3	3	4		96.6	83.0	62.4		87.9
Lyndon St Coll		IIB	3	4	4	-	71.9	57.2	46.2	----	57.6	3	3	3	-	96.2	82.3	67.8	46.6	81.0
Middlebury Coll		IIB	1*	1	1	1*	123.0	83.1	69.4	66.5	92.4	1*	1	1	1*	162.7	109.3	90.2	83.0	121.6
Norwich U		IIA	3	5	5	-	81.8	59.4	51.8	----	63.9	4	5	5	-	98.5	74.0	64.7	53.1	79.5
Saint Michael's Coll		IIB	2	1	2	1	92.6	73.0	58.5	51.8	75.3	1	1	1	1	124.3	100.1	79.4	76.6	102.6
U Vermont	27	I	4	3	3	-	110.4	81.2	68.0	----	78.8	3	3	3	-	139.5	107.0	89.0	65.7	102.7
Vermont Tech Coll	25	III	3	4	5		69.0	52.9	44.9		55.7	3	3	4		95.2	77.4	65.8		79.2
VIRGIN ISLANDS																				
U Virgin Islands		IIA	4	4	5	2	80.8	64.6	52.2	52.6	63.3	4	3	4	2	104.4	86.8	68.9	72.2	83.6
VIRGINIA																				
Averett U		IIA	5	5	5		57.9	41.0	40.2		48.1	5	5	5		70.0	56.1	51.5		60.6
Blue Ridge CC		III	3	2	2	3	68.3	61.6	54.0	46.5	56.2	3	3	2	3	86.1	79.3	71.2	63.8	73.6
Bridgewater Coll		IIB	4	4	4	4	70.2	57.8	49.5	41.6	55.4	4	4	4	4	87.2	70.6	60.3	50.8	67.9
Central Virginia CC		III	4	4	3	3	63.3	55.6	50.1	46.5	54.9	4	4	3	3	80.5	72.7	67.3	63.8	72.1
Christopher Newport U		IIB	1	1	2	2	97.5	74.7	57.8	48.9	68.1	1	1	2	2	125.1	97.2	77.2	64.2	89.2
Coll William and Mary	16	I	3	3	3	4	113.4	80.3	70.4	47.2	89.1	3	3	3	4	144.3	104.0	92.6	62.0	114.7
Dabney S. Lancaster CC		III	-	3	3	1	----	58.8	51.9	54.9	56.2	-	3	3	1	----	76.1	69.5	72.3	73.7
Danville CC		III	4	4	3	2	61.9	56.6	50.9	46.8	53.3	5	4	3	3	78.6	73.6	67.8	63.6	70.1
Eastern Mennonite U	122	IIA	5	5	5	5	58.5	49.6	43.3	39.1	51.7	5	5	5	5	73.4	61.7	54.6	48.0	64.6
Eastern Shore CC		III	-	4	4	5	----	53.0	47.9	40.2	52.8	-	5	4	4	----	69.7	64.5	56.8	69.4
Emory and Henry Coll		IIB	3	4	4	4	74.6	55.8	46.1	40.7	54.5	4	4	5	4	90.3	69.8	57.5	51.2	67.3
Ferrum Coll		IIB	5	4	4	5	59.2	53.0	45.7	38.2	48.3	4	4	4	5	81.7	69.4	58.6	47.8	63.2
George Mason U	33	I	2	3	3	2	126.4	82.4	69.6	55.8	89.0	2	3	3	2	158.4	106.4	89.3	72.4	113.4
Germanna CC	128	III	4	4	4	2	64.2	56.6	47.9	46.8	52.7	4	4	4	3	81.3	73.4	64.5	63.4	69.5
Hampden-Sydney Coll		IIB	2	2	3		90.4	68.7	53.6		67.0	2	2	3		114.3	84.9	65.9		83.2
Hollins U		IIB	3	3	3	3	76.7	61.8	51.3	43.6	64.5	3	3	3	3	94.8	76.5	64.2	55.3	80.1
J. Sargeant Reynolds CC	116	III	3	3	3	2	66.2	59.7	51.9	49.7	56.4	4	3	3	2	83.8	77.2	69.4	67.1	73.9
James Madison U	27	IIA	3	3	3	2	87.7	67.8	57.6	49.8	68.1	3	3	2	2	114.8	90.6	78.4	68.9	91.0
John Tyler CC	100	III	4	3	2	2	62.5	59.6	53.6	48.4	56.8	4	3	2	2	80.0	77.0	71.2	66.0	74.3
Liberty U		IIA	4	4	4	4	74.5	63.5	54.1	44.8	60.5	5	4	4	4	92.9	80.4	68.2	56.2	76.1
Longwood U		IIA	4	4	4	2	74.3	63.1	52.5	49.0	59.3	4	4	4	3	96.6	83.8	69.2	62.3	78.3
Lord Fairfax CC	123	III	5	3	3	2	60.1	58.8	52.1	46.8	55.3	5	3	3	3	77.4	76.1	69.4	64.1	72.5
Lynchburg Coll	32	IIA	4	4	4	4	77.8	61.8	53.6	44.2	61.2	4	5	5	4	98.2	77.9	67.5	54.3	77.1
Mary Baldwin Coll		IIB	3	4	4		72.6	57.8	47.3		60.8	4	4	5		89.2	72.2	57.3		75.1
Marymount U		IIA	3	3	3		85.5	68.9	56.8		70.6	3	4	4		105.6	85.5	68.6		86.7
Mountain Empire CC		III	4	4	4	2	60.7	55.0	49.1	47.0	54.6	5	4	4	3	77.9	72.1	66.2	63.9	71.7
New River CC		III	3	2	2	2	69.4	64.5	54.5	48.7	58.9	3	2	2	2	87.4	82.4	72.4	66.6	76.9
Northern Virginia CC	66	III	2	2	1	2	72.6	65.7	58.3	50.6	61.6	3	2	2	2	91.2	84.2	76.8	69.2	80.2
Old Dominion U	27	I	4	4	4	4	102.7	74.1	64.2	44.2	73.5	4	4	4	4	130.0	96.3	83.9	57.1	94.7
Patrick Henry CC		III	4	4	4	3	62.0	55.0	49.0	45.7	53.5	5	4	4	3	79.0	71.9	65.9	62.7	70.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	21.0	100	95	0	--	0.4	1.5	0.3		786	324	281	0	191	199	199	1	136.7	88.5	86.3		119.6	80.1	76.4
23.0	100	84	15	45	11.4	2.1	6.8	12.6	29	58	69	33	16	32	41	49	81.2	68.1	56.9	57.4	76.7	64.3	55.9	54.1
23.2	99	94	0	--	2.6	3.0	3.5		169	92	68	1	28	21	30	0	131.0	100.9	90.0	----	117.9	87.9	89.1	
24.5	98	96	2		6.3	4.8	3.4		86	110	119	0	24	46	95	0	89.2	72.4	62.7		87.4	69.7	58.1	
19.8	100	97	0	--	3.5	3.5	2.3	0.3	135	126	108	0	44	58	94	2	117.7	87.8	72.6		110.7	80.1	63.6	----
30.2	92	79	0	0	0.0	0.0	0.0	0.0	29	26	36	0	9	17	31	41	80.7	63.7	57.8		68.2	55.2	52.5	47.0
42.0	82	89	18	0	2.3	0.9	2.2	1.3	23	20	26	10	5	16	31	12	77.6	61.8	52.6	44.8	71.3	60.9	49.7	44.2
50.2	94	88	41	10	0.7	0.7	0.8	0.7	27	34	51	61	21	58	45	36	57.0	52.1	48.6	42.4	57.9	51.3	47.7	42.7
43.2	100	94	59	0	0.0	4.9	-1.8	2.5	15	21	17	25	2	11	12	7	63.2	55.8	45.5	46.0	----	54.9	45.1	42.4
40.8	100	84	2		0.0	0.0	0.0		29	55	61	0	7	18	35	0	76.9	60.7	49.7		65.7	58.7	50.0	
21.3	100	92	1	0	0.3	0.2	0.1	-0.3	329	179	106	2	94	97	100	3	118.0	82.3	77.7	----	107.9	75.6	68.2	51.7
37.2	99	96	0	0	0.3	0.7	1.5	0.9	183	137	111	3	33	73	74	8	90.9	71.4	65.4	54.3	79.5	64.6	59.2	51.1
42.9	98	97	0	0	15.1	-2.5	-3.6	-18.9	76	126	71	12	28	59	50	4	72.7	62.2	57.5	48.8	70.9	58.6	54.0	44.8
34.9	0	0	0	0					19	25	21	4	19	22	25	0	79.7	69.3	62.0	51.5	78.5	64.1	55.9	
37.9	100	92	3		5.2	5.2	5.2		27	4	20	0	15	8	15	0	71.7	55.6	44.0		69.0	54.9	45.2	
38.3	97	89	10						23	7	4	0	11	2	6	0	69.7	60.4	49.2		71.5	----	41.4	
39.2	100	92	4	--					12	8	17	1	9	4	7	1	74.1	58.4	46.0	----	69.1	54.9	46.5	----
31.7	98	98	0	0	0.0	0.0	0.3	1.8	74	33	39	2	30	21	39	4	128.0	82.6	70.4	----	110.7	83.8	68.4	65.4
24.4	95	86	0	--	9.0	2.0	2.0	2.0	36	22	13	1	5	13	17	1	82.9	62.8	54.4	----	73.4	53.7	49.9	----
36.2	100	100	0	0	-2.0	3.0	0.7	0.5	34	28	12	5	19	17	18	8	93.2	73.9	58.7	52.1	91.6	71.4	58.4	51.6
30.3	99	97		--	5.0	5.3	6.8	5.7	97	118	80	1	43	79	50	0	111.7	84.1	68.3	----	107.3	76.9	67.6	
42.2	97	82	0						22	7	20	0	13	4	20	0	72.2	54.1	45.2		63.7	50.8	44.5	
32.1	91	53	26	0	-3.5	17.7	-12.1	0.0	15	28	18	2	8	15	21	1	79.2	67.7	54.8	----	84.0	58.7	49.9	----
23.0	100	82	41		0.5	0.8	0.6		16	11	6	0	10	6	11	0	58.3	37.3	51.6		57.2	47.9	34.0	
31.0	11		0	0					7	9	12	6	2	8	14	9	70.2	59.5	56.1	49.5	----	64.0	52.1	44.5
22.5	100	93	8	9	6.4	3.8	3.2	3.0	15	22	21	3	6	8	18	8	71.6	58.8	49.4	44.2	66.9	55.1	49.5	40.7
31.3	7	0	0	0					9	12	7	4	6	10	8	4	66.7	56.5	53.0	44.6	58.1	54.5	47.6	48.4
30.7	100	87	2	0	0.3	0.7	1.0	1.8	28	46	40	16	12	25	46	23	96.0	76.6	60.3	49.4	101.0	71.1	55.7	48.6
28.7	99	95	0	0	1.0	0.3	0.1	1.1	162	112	69	11	56	83	55	14	117.3	82.1	69.6	51.7	102.2	77.9	71.6	43.6
31.0	--	0	0	0					2	4	2	3	0	5	3	1	----	59.7	----	54.4		58.0	51.5	----
31.7	13	0	0	0					7	16	7	4	1	3	14	9	61.6	56.8	50.5	47.9	----	55.9	51.1	46.4
25.1	0	0	0	0					22	15	11	3	18	18	9	0	59.2	49.7	43.3	39.1	57.7	49.4	43.3	
31.5	--	11		0					1	6	4	1	1	3	2	2	----	50.4	48.8	----	----	58.3	----	----
23.5	100	100	0	0	0.1	1.7	0.6	4.2	14	13	10	1	3	8	12	3	76.5	56.9	46.6	----	65.8	54.2	45.6	39.8
30.6	100	86	19	0	2.1	4.5	4.0	3.5	9	10	13	6	3	4	18	5	60.0	53.2	46.4	36.7	56.7	52.3	45.2	39.9
27.4	95	81	0	0	0.1	-0.6	7.6	-22.1	254	207	189	21	70	155	196	46	131.2	84.9	72.9	59.6	109.1	79.1	66.3	54.0
31.8	9	0							4	6	6	7	7	14	14	11	65.1	56.7	49.3	47.2	63.7	56.5	47.3	46.5
24.3	100	97	0		0.0	0.9	1.2		29	18	15	0	3	12	6	0	91.1	72.0	51.9		83.9	63.8	57.7	
24.1	93	96	0	0	0.1	0.3	0.9	0.0	17	12	8	2	12	12	9	1	79.9	63.4	50.8	----	72.3	60.2	51.7	----
31.0	0								14	28	23	11	11	22	33	13	69.6	59.4	54.3	55.3	62.0	60.2	50.3	45.0
33.7	97	85	1	0	0.1	0.6	1.3	0.8	179	132	146	37	90	94	146	82	89.1	70.4	58.9	49.8	85.1	64.1	56.4	49.7
30.9	13		0	0					9	14	10	3	7	17	17	8	64.1	62.3	51.4	53.5	60.3	57.3	54.8	46.4
25.7					7.1	5.4	4.4	4.1	75	90	77	14	12	25	57	17	74.6	63.4	55.0	45.1	73.3	63.6	52.8	44.5
32.0	89	78	8	25	0.0	0.3	0.7	0.0	26	37	37	1	19	31	27	3	74.3	63.7	51.3	----	74.3	62.4	54.1	52.1
31.2	11		0	0					6	15	7	4	3	17	8	9	60.9	59.7	51.6	46.9	58.7	58.0	52.6	46.8
26.0	97	81	0	0	2.4	2.9	3.7	2.3	24	30	22	5	13	24	40	5	79.6	62.2	56.4	46.8	74.4	61.2	52.0	41.6
23.5	100	82	17		-0.1	-0.5	0.0		13	13	7	0	9	20	5	0	74.5	58.8	46.9		69.8	57.2	47.9	
22.9	94	59	2		4.1	6.9	5.6		17	13	11	0	35	24	41	0	84.9	70.0	54.4		85.8	68.4	57.4	
31.4	0	0	0	0					10	4	7	3	5	7	2	3	60.7	57.1	48.7	51.4	60.7	53.8	----	42.5
30.5	0	0	0	0					6	5	12	3	5	9	11	6	72.4	64.6	55.3	50.1	65.7	64.4	53.6	47.9
30.0	8	0		0					73	55	86	46	63	76	109	78	73.1	67.1	58.5	50.8	72.1	64.6	58.1	50.5
28.8	97	91	1	0					150	121	80	10	38	73	63	22	106.4	76.3	67.2	44.7	87.8	70.4	60.3	44.0
31.6	0	4	0	0					3	11	3	4	4	12	7	2	59.3	55.5	49.8	46.6	64.1	54.5	48.6	----

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VIRGINIA (continued)																				
Paul D. Camp CC		III	4	3	2	5	61.9	58.7	54.2	41.3	55.5	4	3	2	4	79.2	76.0	71.6	58.4	72.9
Piedmont Virginia CC		III	4	3	2	3	64.4	58.0	53.4	46.4	56.5	4	4	3	3	82.2	75.6	70.7	63.5	74.0
Radford U		IIA	4	4	3	2	77.2	64.3	57.2	49.3	63.7	4	4	3	2	100.0	84.5	75.7	66.2	83.7
Randolph Coll		IIB	3	4	3	4	72.0	55.9	51.2	39.4	61.1	4	4	3	5	91.0	72.2	65.6	48.3	77.7
Randolph-Macon Coll		IIB	3	3	3	-	78.6	62.0	50.3	----	63.9	3	3	4	-	97.9	79.1	62.7	49.3	80.1
Rappahannock CC	132	III	4	4	4	2	63.8	55.6	48.3	47.7	51.3	4	4	4	2	80.4	72.1	64.8	64.1	67.8
Roanoke Coll		IIB	2	3	2	3	80.9	63.3	55.5	43.9	61.2	2	3	3	3	103.1	81.7	69.4	58.1	78.5
Shenandoah U	28	I	5	5	5	4	73.5	65.3	57.8	46.7	63.7	5	5	5	4	91.5	81.9	71.6	59.5	79.4
Southside Virginia CC		III	3	3	3	2	68.2	61.1	52.5	48.0	55.6	3	3	3	2	85.6	78.3	69.8	65.4	73.0
Southwest Virginia CC		III	4	4	2	3	63.6	55.9	53.9	45.8	55.0	4	4	3	3	80.8	73.2	71.1	62.8	72.2
Sweet Briar Coll		IIB	3	3	2	5	73.1	60.3	55.2	38.2	63.9	4	4	3	5	87.6	72.9	67.1	47.7	77.0
Thomas Nelson CC		III	3	4	2	3	64.8	56.7	53.1	45.8	54.6	4	4	3	3	82.0	73.7	70.3	63.0	71.7
Tidewater CC	99	III	3	3	2	3	64.6	60.0	52.7	45.8	56.7	4	3	3	3	82.1	77.5	70.3	63.4	74.3
U Mary Washington	129	IIB	2	2	3	1	83.8	64.1	53.5	54.1	66.8	2	2	2	1	108.8	84.5	71.0	71.5	87.6
U Richmond	16	IIB	1*	1*	1*		132.1	92.3	72.4		88.6	1*	1*	1		164.9	114.8	90.6		110.7
U Virginia	27	I	2	2	2	3	134.7	92.7	75.2	53.3	103.9	2	2	2	3	166.8	118.2	96.6	70.8	130.8
U Virginia's Coll at Wise	27	IIB	3	3	3	3	77.5	58.3	51.9	43.3	56.3	2	3	2	3	103.5	77.8	71.8	59.8	76.4
Virginia Commonwealth U		I	3	3	4	4	114.2	80.2	65.9	47.0	78.8	2	3	4	4	151.3	105.9	84.3	62.1	103.1
Virginia Highlands CC		III	5	3	3	-	59.4	57.1	50.6	----	55.5	5	4	3	-	76.5	74.4	68.1	61.0	72.8
Virginia Military Inst		IIB	2	2	2	4	83.8	64.6	56.6	39.5	73.6	2	2	1	2	106.6	87.4	79.4	62.3	96.5
Virginia Tech		I	3	3	3	4	115.9	82.9	70.4	45.3	87.4	3	3	3	4	145.7	107.5	92.8	63.1	112.5
Virginia Wesleyan Coll		IIB	3	4	2	-	74.0	57.3	53.9	----	62.7	3	3	2	-	96.1	76.9	72.9	73.8	83.1
Virginia Western CC		III	4	3	3	3	62.6	57.4	50.9	45.6	54.2	4	4	3	3	79.7	74.5	68.0	62.6	71.3
Washington & Lee U	1	IIB	1	1*	1	-	117.6	88.6	69.6	----	93.4	1	1*	1	-	151.1	115.3	88.8	65.8	120.2
Wytheville CC		III	4	3	3	3	60.7	58.8	50.0	46.1	53.8	5	3	3	3	77.6	75.8	66.9	63.2	70.8

WASHINGTON

Bastyr U		IIA	5	5	5		73.8	59.9	49.0		58.0	5	5	5		89.5	74.2	61.7		71.9
Eastern Washington U		IIA	4	4	4		74.8	64.5	53.9		59.6	4	4	4		97.5	84.8	71.8		79.2
Northwest U		IIB	4	4	4	-	62.5	52.9	47.5	----	53.1	4	4	4	-	85.7	66.8	63.2	66.7	69.8
Pacific Lutheran U		IIA	4	4	4	1	80.7	64.7	55.7	59.7	64.3	4	4	4	2	100.8	82.4	70.6	72.3	81.0
Peninsula Coll		III	5		4	3	52.4		47.7	46.2	51.0	5		4	3	69.4		64.0	62.3	67.9
Saint Martin's U		IIB	4	4	4	5	63.6	52.3	46.0	32.8	53.1	4	5	4	5	79.4	63.8	58.2	44.8	65.9
Seattle Pacific U	28	IIA	3	3	4	2	81.9	66.4	55.4	51.0	67.2	3	3	3	2	107.5	89.1	74.9	68.6	89.5
Seattle U	12	IIA	1	1	1	1	109.5	79.3	69.3	54.6	76.7	1	1	1	1	142.0	103.5	89.2	73.6	100.2
U Puget Sound	31	IIB	1	1	1	1*	97.5	72.9	60.8	66.2	77.9	1	1	1	1*	128.4	96.2	79.9	82.4	101.9
U Washington-Bothell	28	IIA	1	1*	1*		100.8	89.4	87.9		84.2	1	1	1*		128.3	113.9	109.1		107.1
U Washington-Seattle	5	I	2	2	2	4	121.9	88.1	77.2	45.7	96.5	3	2	2	4	151.0	111.1	96.4	61.1	121.6
U Washington-Tacoma	28	IIA	1	1	1*		105.4	82.0	82.1		81.9	1	1	1*		131.9	104.0	102.6		103.7
Washington St U	27,173	I	4	4	3	4	101.8	75.2	68.3	44.5	76.8	4	4	4	4	127.7	96.4	87.3	60.4	98.1
Western Washington U		IIA	4	3	4	2	81.1	65.6	55.7	49.4	67.7	4	4	4	3	101.7	83.2	70.4	64.0	85.4
Whitman Coll		IIB	1	1	1	1	104.0	79.3	61.8	57.0	77.1	1	1	1	1*	137.2	105.9	82.5	81.6	102.8
Whitworth U		IIB	2	2	2	2	81.1	64.3	54.2	48.1	65.3	2	2	2	2	106.8	85.3	71.6	61.9	86.1

WEST VIRGINIA

Alderson Broaddus Coll		IIB	5	5	5	5	47.8	45.4	38.9	36.1	41.6	5	5	5	5	63.8	64.8	52.6	47.4	56.7
Bluefield St Coll	84	IIB	4	4	4	5	62.6	54.0	48.4	29.0	53.5	5	4	4	5	78.1	67.8	60.3	39.0	67.0
Davis and Elkins Coll		IIB	5	5	5	4	54.2	44.0	41.6	40.0	48.5	5	5	5	3	72.4	60.2	57.6	55.1	65.6
Glennville St Coll		IIB	4	4	5	5	64.6	55.3	38.6	35.0	46.2	4	4	5	5	83.1	71.1	50.5	45.8	59.9
Marshall U	27,32	IIA	5	5	5	5	72.0	59.4	48.7	33.6	59.8	5	5	5	5	89.1	74.2	61.9	42.5	74.6
Ohio Valley U		IIB	5	5	5	5	49.7	42.4	38.1	22.3	40.0	5	5	5	5	64.0	56.7	51.2	27.2	52.6
Shepherd U		IIB	4	3	3	-	69.3	59.0	51.7	----	57.3	4	4	3	-	86.7	73.5	64.3	48.8	71.3
U Charleston	28	IIB	2	3	3	3	88.5	63.5	51.2	45.8	57.7	2	3	4	3	104.6	75.7	61.4	56.1	69.0
West Virginia U	5	I	4	4	5	4	102.9	74.3	60.2	44.8	75.3	5	5	5	5	123.9	91.4	74.3	56.1	91.9
West Virginia Wesleyan Coll		IIB	5	5	5	4	58.1	51.2	44.9	40.1	49.5	5	4	5	4	75.1	67.1	57.8	50.2	64.1
Wheeling Jesuit U		IIA	5	5	5	5	65.8	52.4	47.8	39.6	50.5	5	5	5	5	84.5	69.6	62.7	49.8	65.9

WISCONSIN

Alverno Coll	28	IIB	4	4	4		62.3	52.4	45.8		53.4	5	4	4		78.1	66.6	58.6		67.7
Beloit Coll		IIB	3	3	4	2	77.5	58.7	50.0	49.2	62.4	3	3	4	1	100.9	75.4	61.6	69.0	80.1
Cardinal Stritch U	119	IIA	5	5	5	3	69.7	54.1	49.9	45.5	51.7	5	5	4	2	89.2	73.6	69.4	65.0	71.2
Carthage Coll		IIB	3	2	2		77.4	66.3	54.2		64.1	2	2	2		102.6	90.8	76.4		87.8

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	31.2	0	0	0	0					2	4	3	0	2	4	3	3	----	60.6	55.4		----	56.8	53.1
31.0	0	0							9	13	5	5	6	8	10	5	62.5	58.0	50.9	47.7	67.2	58.0	54.7	45.1
31.3	100	84	2		0.3	0.4	1.1	0.6	74	40	70	20	41	48	62	32	77.6	67.8	59.6	45.9	76.6	61.4	54.6	51.5
27.2	100	100	0	0	0.6	0.6	0.0	0.0	19	8	1	1	9	16	6	3	73.6	56.1	----	----	68.5	55.7	51.0	39.2
25.3	97	96	0	--	0.8	1.2	0.5	6.7	24	15	13	0	11	8	18	2	81.1	63.4	49.2		73.3	59.3	51.1	----
32.1	0	0	0	0					0	3	4	5	3	3	5	5	57.0	49.7	47.7		63.8	54.1	47.2	47.8
28.2	100	95	0	0	2.6	3.4	3.2	2.8	32	19	22	11	12	20	18	30	81.5	65.0	54.2	49.1	79.3	61.7	57.0	42.0
24.6	23			0	1.6	2.0	1.7	2.2	29	33	33	1	19	37	56	2	76.7	66.6	56.7	----	68.6	64.1	58.4	----
31.1	0								5	9	13	11	6	10	15	9	67.8	60.3	52.6	51.3	68.6	61.7	52.4	44.0
31.3			0	0					7	9	7	7	5	8	7	4	66.3	56.3	50.9	44.5	59.8	55.5	56.9	48.0
20.6	100	94	0	0	0.2	0.2	0.0	0.0	19	5	12	2	17	11	8	2	73.8	58.8	57.1	----	72.2	61.1	52.4	----
31.4	0		0	0					8	12	12	9	9	19	19	13	71.0	57.2	52.3	44.4	59.4	56.3	53.6	46.8
30.9	2								51	53	37	26	32	42	50	30	64.8	61.7	53.6	47.4	64.2	57.8	52.1	44.5
31.2	95	79	2	0	2.5	0.5	1.3	0.0	44	42	31	1	32	38	35	6	86.2	64.5	55.7	----	80.6	63.5	51.6	54.8
24.9	100	86	1		2.0	2.7	2.8		61	70	37	0	20	48	42	0	137.2	95.9	75.6		116.6	86.9	69.5	
25.8	93	78	0	0	0.8	1.1	0.2	0.0	433	213	132	3	100	115	137	7	137.7	96.0	79.3	46.5	121.6	86.6	71.2	56.2
35.8	94	92	76	0	1.3	0.8	0.7	1.4	14	12	21	8	4	14	4	13	79.1	59.5	55.3	37.9	71.8	57.3	33.9	46.6
30.9	92	78	1	0	0.4	1.2	1.1	1.2	223	206	238	62	86	148	237	107	117.8	81.9	67.0	49.6	105.0	77.8	64.7	45.5
31.2		0	0	--					4	15	3	1	6	10	8	1	58.0	57.6	47.3	----	60.3	56.5	51.8	----
31.0	78	69	3	0	0.2	2.3	0.0	0.0	63	12	21	3	10	4	8	0	85.2	64.9	57.0	39.5	75.0	63.5	55.5	
28.8	99	91	0	0					412	294	159	66	79	113	135	101	118.6	84.8	72.4	46.9	101.8	77.8	68.1	44.3
32.5	100	82	4	--	0.2	-0.8	0.5	1.0	20	13	17	0	13	9	11	1	76.8	57.4	53.1		69.7	57.3	55.1	----
31.4	7	0	0	0					6	11	11	4	9	17	25	7	64.6	57.4	51.9	47.5	61.3	57.4	50.5	44.5
28.7	100	90	0	--	5.1	7.1	5.4	4.0	54	33	27	1	17	17	31	1	118.9	92.1	72.6	----	113.7	81.7	67.0	----
31.5	0	0	0	0					3	3	2	3	4	6	12	2	60.8	61.4	----	44.8	60.6	57.5	49.6	----
23.9					1.8	0.0	0.0		5	3	6	0	4	7	12	0	76.2	61.9	48.3		70.8	59.1	49.4	
32.9	100	98	0		0.0	0.5	1.1		82	56	40	0	39	35	46	0	76.2	66.8	56.5		71.8	60.9	51.7	
31.6	83	77	0	--	0.0	0.0	0.3	0.0	12	8	11	0	0	14	7	1	62.5	53.4	48.6			52.6	45.9	----
26.0	98	95	12	8	2.1	2.4	5.9	2.0	32	29	41	3	14	36	43	9	81.9	66.2	56.4	61.4	78.2	63.5	54.9	59.1
33.0	83		0	0	0.0		0.0	0.0	20	0	2	4	16	0	1	4	57.2		----	45.2	46.5		----	47.2
22.6	95	89	11	0	1.0	1.5	0.5	0.5	15	22	10	3	6	14	8	0	64.9	53.6	45.6	32.8	60.3	50.2	46.4	
33.2	92	73	4	0	-0.1	2.6	3.8	13.5	47	36	23	7	18	23	24	13	82.8	67.2	55.8	52.7	79.3	65.2	55.1	50.1
30.7	76	79	3	0	-1.0	-0.4	0.2	7.8	53	74	55	8	21	65	59	17	112.3	82.4	68.0	54.0	102.4	75.8	70.4	54.8
30.8	99	76	0	0	1.1	5.3	2.3	2.0	63	23	26	11	24	18	39	22	98.6	72.7	61.5	67.0	94.7	73.1	60.3	65.7
27.1	96	95	0		-5.1	0.9	5.6		17	16	13	0	10	5	16	0	109.4	93.0	89.1		86.1	77.9	86.9	
26.0	93	91	0	0	0.6	1.5	1.3	1.7	650	275	192	21	219	220	167	13	125.0	90.9	80.1	45.9	112.9	84.6	74.0	45.3
26.5	100	98	0		0.0	-0.1	0.0		14	24	16	0	13	28	20	0	120.7	83.5	91.9		88.9	80.6	74.2	
27.8	99	95	0	0	0.3	0.6	1.1	1.6	265	177	146	37	77	117	98	81	104.8	77.0	70.0	46.8	91.3	72.4	65.6	43.5
26.3	100	98	0	0	0.4	0.5	1.3	2.6	113	103	61	11	61	71	66	14	83.3	66.5	57.1	48.5	77.0	64.3	54.4	50.1
33.4	97	100	2	0	0.0	0.4	0.8	0.0	24	23	24	2	6	20	27	4	105.4	80.2	62.1	----	98.5	78.2	61.5	54.5
31.8	86	60	0	0	4.8	2.4	3.1	7.1	33	23	19	5	11	22	18	9	82.7	63.0	53.7	48.7	76.6	65.7	54.7	47.7
34.0	100	100	34	0	3.9	4.6	4.1	4.0	6	5	14	0	5	7	18	5	48.7	45.4	37.6		46.8	45.4	39.9	36.1
25.1	96	69	31	0					20	10	14	0	8	6	15	4	63.2	56.1	48.7		61.1	50.6	48.2	29.0
35.3	95	70	40	0	8.2	7.3	8.4	9.5	13	3	2	2	7	7	3	2	54.8	44.7	----	----	53.0	43.7	40.0	----
29.7	100	75	5	0	3.6	34.3	0.8	23.2	6	12	13	6	3	4	9	7	65.4	53.9	43.6	35.3	63.1	59.5	31.3	34.8
24.8	99	68	8	0	0.1	0.8	2.5	0.9	131	75	61	15	64	50	57	25	75.4	60.5	52.2	34.1	65.2	57.7	45.1	33.4
31.6	17	40	0	0	0.0	0.0	0.0	0.0	6	3	6	2	0	2	3	1	49.7	42.9	40.0	----	----	34.1	----	----
24.3	100	100	8	--	-0.3	0.3	1.2	0.0	23	20	25	1	7	13	23	0	68.7	58.9	52.7	----	71.2	59.2	50.6	
19.7	20			0	0.2	3.8	3.4	3.6	5	10	15	3	5	9	33	6	94.3	63.0	51.1	52.8	82.7	64.0	51.2	42.4
22.1	95	84	3		0.6	1.1	0.9	1.4	247	157	166	19	42	88	190	35	105.0	76.7	63.0	49.9	90.7	70.1	57.7	42.0
29.5	94	88	0	0	4.6	4.4	3.1	3.0	11	14	12	5	5	12	11	3	58.3	52.3	44.6	40.2	57.8	49.9	45.1	39.9
29.7	91	83	8	0	2.2	1.6	2.4	1.4	9	14	15	3	2	9	10	10	64.8	52.2	48.3	36.1	----	52.7	47.1	40.7
26.7	100	100	9		0.0	0.1	0.4		13	7	10	0	29	25	34	0	63.1	52.0	45.3		61.9	52.5	45.9	
27.7	100	88	31	0	0.4	0.0	0.2	0.9	27	18	15	3	18	15	20	5	81.9	60.5	49.5	37.7	71.0	56.7	50.4	56.1
37.7	100	83	35		0.0	0.0	0.0	0.0	5	12	19	3	3	11	38	12	68.6	53.6	48.1	42.7	71.4	54.7	50.8	46.2
37.0	97	65	0		3.8	3.8	3.8		25	36	33	0	12	12	27	0								

APPENDIX I

NAME	NOTES	(1) CAT.	(2) AVG. SAL. RTG.				(3) AVG. SALARY (\$1000s)					(4) AVG. COMP. RTG.				(5) AVG. COMPENSATION (\$1000s)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WISCONSIN (continued)																				
Concordia U Wisconsin		IIB	3	2	2	2	73.0	64.0	55.5	46.7	61.9	3	3	2	1*	92.4	81.9	71.8	93.6	81.8
Lakeland Coll		IIB	4	3	3	3	69.2	59.3	51.5	44.8	57.2	4	3	3	2	89.1	79.5	67.4	63.7	75.6
Lawrence U		IIB	2	2	3	4	79.2	65.2	50.2	40.1	60.7	2	2	3	3	106.4	84.7	64.3	55.6	79.6
Marian U	58	IIA	4	4	5	4	78.8	62.0	51.7	42.1	57.9	4	5	5	5	94.8	77.1	65.0	48.0	71.5
Marquette U	5,35	I	3	3	3	2	114.4	82.0	71.2	55.1	83.9	3	2	2	2	149.5	110.4	94.5	76.3	111.4
Milwaukee Sch Engineering		IIB	2	1	1	1	80.4	72.7	66.7	52.2	72.0	2	1	1	1	104.2	100.2	87.2	78.2	96.1
Mount Mary Coll		IIB	4	4	5	4	63.6	54.0	43.7	39.8	49.8	4	3	4	4	84.3	75.6	59.8	49.9	68.0
Ripon Coll		IIB	4	5	5	-	66.2	51.5	44.0	----	55.4	4	4	4	-	89.9	68.2	62.8	59.8	76.2
St. Norbert Coll		IIB	2	2	3	-	84.0	65.4	53.3	----	62.5	2	2	2	-	108.7	91.4	73.2	50.9	85.1
U Wisconsin Colleges	82	III	3	5	5		64.6	52.5	44.3		51.1	3	3	4		90.9	76.3	66.5		74.6
U Wisconsin-Eau Claire		IIA	5	5	3	3	72.5	60.1	56.5	45.4	59.7	4	4	2	2	100.2	85.4	81.1	67.8	84.9
U Wisconsin-Green Bay		IIA	5	5	4	4	71.4	57.5	55.2	44.3	57.2	4	4	2	2	99.0	82.2	79.5	66.5	82.0
U Wisconsin-La Crosse		IIA	4	5	4		77.3	59.3	55.7		59.9	3	4	2		106.0	84.4	80.1		85.2
U Wisconsin-Madison		I	3	2	2	2	111.1	85.8	73.6	55.6	94.5	3	2	2	1	145.4	115.7	101.3	79.9	125.9
U Wisconsin-Milwaukee		I	5	5	4	3	94.2	71.2	65.9	53.4	69.6	4	4	3	2	125.9	98.7	92.2	77.1	96.6
U Wisconsin-Oshkosh		IIA	4	4	4	-	74.3	62.2	56.0	----	59.3	4	3	2	-	102.4	87.9	80.4	68.5	84.4
U Wisconsin-Parkside		IIA	4	4	3		75.1	64.3	56.2		57.4	4	3	2		103.5	90.4	80.7		82.1
U Wisconsin-Platteville		IIA	5	5	5		69.6	58.2	49.8		56.7	4	4	3		96.8	83.1	73.1		81.3
U Wisconsin-River Falls		IIA	5	5	4		69.5	57.7	52.9		61.6	4	4	3		96.7	82.5	76.8		87.2
U Wisconsin-Stevens Point		IIA	5	5	5	3	69.3	58.1	52.1	45.5	57.6	4	4	3	2	96.5	82.9	74.9	68.0	82.1
U Wisconsin-Stout		IIA	5	5	4		72.9	58.2	54.1		58.1	4	4	2		100.7	83.2	78.2		83.0
U Wisconsin-Superior		IIA	5	5	5		68.2	54.6	51.7		57.3	4	4	3		95.2	78.8	75.3		82.0
U Wisconsin-Whitewater		IIA	4	4	3	-	74.5	63.5	58.2	----	60.1	4	3	2	-	102.7	89.5	83.0	72.3	85.4
Viterbo U	28	IIA	5	5	5	5	65.9	57.0	49.4	37.9	54.3	5	5	5	5	81.7	72.8	64.1	50.4	69.6

WYOMING

Northwest Coll		III	3	2	1	2	69.8	63.9	59.5	52.0	59.3	3	2	1	1	90.2	87.2	81.0	71.8	80.5
U Wyoming	12	I	4	4	3	2	106.4	76.5	68.1	59.1	78.9	4	3	3	2	137.7	101.6	89.6	79.8	103.8

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE				(9) F-T FAC. FEMALE				(10) AVG. SAL. MALE				(10) AVG. SAL. FEMALE			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
32.0	0	0	0	0	4.6	2.7	2.9		20	20	16	3	9	12	25	5	74.4	63.4	52.7	45.5	69.8	65.1	57.3	47.5
32.2	100	95	0	0	3.4	4.8	4.3	3.5	7	16	10	3	4	4	12	1	72.6	60.2	52.4	43.8	63.3	55.5	50.7	----
31.1	100	73	0	0	-2.3	11.7	12.7	8.7	29	32	30	4	9	20	18	6	80.7	65.7	50.2	39.0	74.6	64.4	50.3	40.8
23.5	100	75	8	0	0.0	-0.9	0.3	2.2	8	16	9	3	5	8	30	5	77.3	62.4	53.3	41.5	81.3	61.0	51.2	42.4
32.8	98	91	1	0	2.6	3.0	3.6	4.1	136	136	88	7	20	86	91	35	114.5	84.0	75.3	75.9	113.7	78.9	67.3	51.0
33.5			0	0	0.0	0.0	0.0	0.0	29	38	30	0	5	11	15	4	80.6	74.1	70.3		78.9	67.9	59.5	52.2
34.2	100	96	15	0	1.0	1.0	0.9	1.0	3	4	2	1	5	22	24	5	63.7	54.2	----	----	63.5	54.0	42.8	39.3
37.0	100	63	0	--	3.5	1.7	2.0	6.1	17	4	15	0	12	4	9	1	66.6	52.2	43.7		65.7	50.7	44.6	----
36.2	100	100	49	--	0.0	0.0	0.0	0.0	17	24	23	0	1	11	28	1	83.2	66.4	53.0		----	63.4	53.5	----
46.1	100	100	4		0.5	0.8	1.6		40	73	80	0	21	43	52	0	65.6	52.7	44.7		62.8	52.0	43.8	
42.2	99	98	9	0	1.0	2.4	2.3	2.8	84	69	44	3	37	46	66	8	72.8	59.8	58.8	42.7	71.7	60.5	55.0	46.4
43.2	100	99	0	0	0.6	1.8	3.7	25.0	17	48	25	3	10	31	26	0	74.7	59.0	59.2	44.3	65.9	55.0	51.4	
42.2	100	86	18		1.1	0.9	1.2		76	48	64	0	30	40	55	0	79.3	61.2	56.6		72.1	57.0	54.6	
33.2	96	87			1.8	3.1	1.0	0.9	542	169	168	7	202	102	157	19	115.6	89.7	76.2	62.5	99.1	79.3	70.8	53.0
38.8	98	90	0	0	0.9	0.9	0.8	0.5	156	178	136	3	70	130	146	9	93.9	74.4	71.0	76.1	95.0	66.9	61.2	45.8
42.4	100	85	1	--	2.3	1.3	1.1	0.0	65	77	40	1	27	40	65	1	75.8	63.4	59.4	----	70.7	60.0	53.9	----
42.9	97	84	3		0.4	1.0	0.8		20	31	18	0	9	25	17	0	76.2	63.2	59.1		72.8	65.8	53.2	
43.5	100	84	2		1.2	0.8	0.5		78	40	37	0	27	16	28	0	70.6	59.2	50.7		66.7	55.7	48.7	
41.6	99	95	0		0.6	0.6	0.4		83	24	28	0	35	16	29	0	70.6	56.6	52.9		67.1	59.3	52.9	
42.6	98	63	2	0	0.1	1.8	1.7	2.4	74	50	60	10	32	34	51	4	70.1	58.9	51.8	44.8	67.5	56.8	52.6	47.3
42.9	95	62	8		1.9	2.2	1.2		54	38	74	0	25	36	46	0	74.5	59.3	55.6		69.4	57.1	51.8	
43.3	100	86	14		1.6	0.8	1.5		29	12	15	0	14	10	14	0	69.5	52.7	53.1		65.5	56.8	50.2	
42.1	100	99	5	--	1.1	2.0	3.1	3.1	62	67	53	1	22	55	56	1	76.5	65.4	58.9	----	68.8	61.3	57.5	----
28.0	100	87	5	0	3.1	3.0	3.8	5.0	5	28	13	2	7	26	28	3	67.7	57.0	48.6	----	64.7	57.0	49.8	37.0
35.7	100	100	79	0	3.0	2.6	3.2	5.3	10	9	23	7	0	7	6	18	69.8	63.7	58.9	51.9		64.1	61.6	52.0
31.5	100	94		33	3.8	4.5	4.9	2.3	178	124	102	2	35	71	70	1	108.6	77.7	69.7	----	95.2	74.3	65.9	----