

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
<b>ALABAMA</b>																				
Auburn U-Main	5	I	3	4	3	5	105.1	74.6	64.3	35.0	82.2	3	4	4	5	131.9	95.1	81.8	45.7	104.0
Auburn U-Montgomery	28	IIA	3	3	3	2	81.9	67.2	54.1	46.7	65.7	3	3	4	2	101.2	85.4	68.0	60.0	82.3
Birmingham-Southern Coll		IIB	2	2	3	4	76.9	63.5	48.9	37.4	64.2	2	2	4	5	101.9	81.5	60.1	46.0	83.2
Huntingdon Coll	31	IIB	5	5	5	3	55.1	48.3	42.7	43.4	46.2	5	5	5	4	66.4	58.9	49.3	50.0	54.5
Samford U	13	IIA	3	3	2	5	86.0	65.4	58.2	39.2	68.5	3	3	2	5	106.8	83.5	75.0	50.3	86.6
Spring Hill Coll	28	IIA	5	5	5	4	68.6	55.0	44.3	42.5	52.8	5	5	5	4	83.3	66.7	53.7	51.9	64.1
Troy U	28,169	IIA	5	5	4	4	71.7	58.5	50.8	40.5	53.8	5	5	4	4	91.5	75.4	65.4	53.2	69.3
Tuskegee U	27	IIA	5	5	5	5	65.4	56.6	50.0	38.0	52.1	5	5	5	5	77.4	68.6	61.8	49.0	63.8
U Alabama	12	I	2	3	3	5	116.0	79.1	65.1	41.0	82.1	2	2	2	5	154.5	107.8	89.6	54.6	110.6
U Alabama-Birmingham	27	I	3	3	3	3	110.8	77.7	64.4	48.5	79.0	2	2	2	2	146.7	106.5	90.1	70.2	107.9
U Alabama-Huntsville	27	I	4	3	4	3	102.2	76.8	62.3	49.2	73.7	4	3	4	3	128.1	98.4	80.0	63.4	93.8
U Montevallo		IIA	4	4	5	5	75.2	60.9	49.0	38.3	57.4	5	5	5	5	91.0	72.0	58.0	45.5	68.4
U North Alabama	28	IIA	3	3	3	2	80.8	67.5	55.6	46.7	64.4	3	3	3	2	102.3	86.2	71.8	61.1	82.5
U West Alabama	28	IIA	5	4	5	5	66.6	61.9	49.8	39.4	52.9	5	5	5	5	80.3	74.7	60.2	47.7	63.9

ALASKA

Alaska Pacific U		IIB	4	4	4	3	65.1	51.5	44.1	40.5	51.8	4	4	4	3	82.5	66.2	57.9	51.9	66.6
Prince William Sound CC	31	III	2	-	-		72.5	----	----		63.4	2	-	-		104.1	----	----		91.0
U Alaska-Anchorage	27,115	IIA	3	2	3	3	83.2	68.8	55.2	45.7	64.1	2	2	1	2	115.2	95.1	85.0	64.1	92.4
U Alaska-Fairbanks	30,138	I	5	5	5	4	83.2	67.3	55.4	43.5	64.2	5	4	5	4	113.9	92.5	76.5	59.8	88.2
U Alaska-Southeast	30,192	IIA	2	4	4	-	89.8	60.5	53.0	----	57.2	1	3	3	-	123.6	84.1	73.7	80.3	79.4

ARIZONA

Arizona St U-Polytechnic	30,32	IIA	1	1	1		103.5	82.8	64.3		71.7	1	1	1		131.1	108.1	85.7		93.7
Arizona St U-Tempe	12,32	I	2	3	2	5	118.4	80.2	72.3	36.7	87.5	2	3	2	5	147.9	103.9	93.9	51.0	111.8
Arizona St U-West	31,32	IIA	1	1	1		102.0	76.0	66.4		69.5	1	1	1		127.8	98.2	86.6		89.6
Embry-Riddle Aero U-PreScott	29,32	IIB	2	1	2	5	85.8	72.2	56.0	32.4	63.1	2	1	1	5	113.8	95.8	74.3	43.0	83.7
Northern Arizona U	27,233	I	5	5	5	5	87.0	64.6	53.4	41.8	66.3	5	5	5	4	113.5	86.5	72.9	58.0	88.4
U Arizona	12,204	I	3	3	2		113.1	79.0	69.7		91.9	3	3	2		140.6	101.3	89.6		116.0

ARKANSAS

Arkansas St U-Main	27	IIA	4	4	4	5	74.9	61.5	53.0	37.1	56.1	4	4	4	5	93.1	77.3	67.1	47.3	70.6
Arkansas Tech U	31,219	IIB	4	3	4	5	67.2	56.6	47.5	35.9	50.9	4	4	4	5	83.1	70.9	60.2	46.9	64.3
Henderson St U	28	IIA	5	5	5	5	65.9	53.6	48.1	40.0	54.6	5	5	5	4	82.6	67.9	61.6	51.4	69.1
Hendrix Coll		IIB	3	3	2	3	75.7	60.4	51.7	43.2	63.1	2	2	3	3	100.0	80.3	64.9	52.3	82.3
John Brown U		IIB	5	4	4	5	58.8	52.8	44.0	35.0	50.1	4	4	5	5	78.1	69.5	53.7	44.1	64.5
Lyon Coll		IIB	4	4	4	-	67.3	54.3	47.6	----	54.0	4	4	3	-	83.0	69.0	62.2	45.7	68.6
Ouachita Baptist U	31	IIB	5	5	4	3	58.9	49.3	45.3	41.6	51.1	4	4	3	2	80.8	67.9	63.6	57.9	70.6
Southern Arkansas U-Main		IIB	3	3	4	4	70.5	57.1	46.8	39.1	51.0	3	3	4	4	89.2	73.5	60.5	51.0	65.7
U Arkansas-Fayetteville	12	I	4	4	3	5	98.5	71.8	64.4	41.9	76.0	4	5	4	5	120.8	89.4	80.6	53.0	94.1
U Central Arkansas	28	IIA	4	4	4	4	76.9	63.4	53.1	41.4	55.7	4	4	4	4	93.9	78.5	66.3	52.0	69.1
U Ozarks		IIB	4	5	5	4	64.6	49.0	41.8	39.9	51.5	4	5	5	3	79.8	61.1	53.4	52.1	64.5

CALIFORNIA

American Jewish U		IIB	3	-	-		71.7	----	----		61.7	3	-	-		91.1	----	----		79.2
Azusa Pacific U	28	IIA	4	4	3	2	77.3	62.0	54.0	49.3	63.0	4	4	4	2	98.2	78.8	68.0	63.6	79.8
Biola U	28	IIA	3	3	3	3	79.8	66.2	55.3	46.4	65.6	3	2	3	2	105.4	88.4	73.2	60.4	87.0
Cal Inst Integral Studies		IIA	3	2	3		82.0	68.4	56.4		72.0	3	3	3		99.6	84.3	70.1		88.2
Cal Poly St U-San Luis Obispo	30,47	IIA	2	1	1		94.7	79.0	66.4		78.7	2	1	1		119.9	102.2	87.3		101.2
Cal St Poly U-Pomona	30,47	IIA	1	1	1		95.1	76.1	66.7		81.4	2	1	1		120.1	98.2	86.4		103.7
Cal St U-Bakersfield	28,47	IIA	2	2	1		92.1	72.7	63.1		71.5	2	2	1		116.5	93.9	82.6		91.8
Cal St U-Channel Islands	31,47	IIB	1	1*	1*		100.4	85.7	78.7		76.8	1	1*	1*		126.7	110.3	100.5		97.8
Cal St U-Chico	27,47	IIA	2	2	2		92.8	71.3	59.4		76.1	2	2	2		117.8	92.7	78.2		97.9
Cal St U-Dominguez Hills	28,47	IIA	2	1	1		93.4	77.4	66.9		75.3	2	1	1		116.6	98.9	85.9		95.8
Cal St U-East Bay	27,47	IIA	2	1	1		94.0	76.1	67.2		76.9	2	1	1		118.8	98.1	86.6		98.3
Cal St U-Fresno	27,47	IIA	2	2	2	-	93.8	73.0	61.9	----	71.9	2	2	1	-	118.1	94.7	81.5	53.1	92.5
Cal St U-Fullerton	27,47	IIA	1	1	1		95.0	77.4	66.9		75.1	2	1	1		119.4	99.7	86.3		96.2
Cal St U-Long Beach	27,47	IIA	2	1	1		93.2	75.3	65.4		76.7	2	1	1		116.7	96.7	84.4		97.3
Cal St U-Los Angeles	27,47	IIA	2	1	1		91.7	76.4	67.4		78.6	2	1	1		115.6	98.0	86.9		99.9
Cal St U-Monterey Bay	31,47	IIA	2	2	2		91.9	72.8	61.5		70.4	2	2	2		115.9	94.1	79.7		90.4

(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
26.5	99	95	7	0	5.0	5.7	6.4	7.6	402	219	140	34	72	115	90	43	106.6	76.4	67.7	35.0	96.3	71.1	59.0	34.9
25.2	94	96	24	8					41	33	35	2	13	21	32	11	84.7	72.5	53.1	----	73.1	58.9	55.2	48.2
29.4	100	97	0	0	3.7	7.4	12.5	4.7	30	15	7	2	13	16	9	4	78.3	65.3	49.3	----	73.8	61.8	48.6	39.3
17.9	100	63	5	0	0.9	9.7	7.9	5.0	5	5	13	1	3	3	8	4	51.9	48.8	43.7	----	60.4	47.4	41.0	43.4
26.5	90	75	0	0	4.3	5.3	4.8	8.9	75	40	42	3	22	29	58	13	89.9	67.1	55.6	39.3	72.9	63.1	60.1	39.2
21.3	100	82	0	0	3.9	6.9	5.1	7.9	14	13	16	2	5	9	15	6	71.4	56.6	45.1	----	60.7	52.8	43.6	43.2
28.9	92	72	24	5	5.2	5.5	6.2	9.6	55	79	105	5	20	44	94	14	72.8	58.6	51.1	47.9	68.7	58.2	50.5	37.9
22.5	68	59	20	9	3.0	4.0	3.0	14.9	48	42	70	14	5	21	53	29	66.3	56.3	50.8	36.5	55.9	57.2	48.9	38.8
34.8	98	89	3	0	8.3	8.3	9.6	8.5	240	143	121	57	66	81	113	83	118.7	80.5	66.8	39.6	106.0	76.7	63.3	41.9
36.6	94	83	3	0	6.5	6.9	7.1	8.0	126	119	87	31	41	76	108	41	113.8	80.2	66.4	44.3	101.6	73.8	62.9	51.8
27.3	100	86	1	0	7.6	8.0	7.8	6.2	67	59	42	0	7	28	40	4	102.2	79.4	64.5		102.4	71.4	59.9	49.2
19.2	97	92	17	0	9.6	10.5	10.6	6.1	21	22	23	6	13	15	24	12	76.6	62.7	50.1	36.4	72.9	58.2	48.0	39.3
28.0	87	77	38	6	12.0	10.9	8.4	7.2	46	35	33	10	17	26	40	22	82.0	67.8	56.7	47.6	77.6	67.0	54.7	46.2
20.8	95	0	19	0	7.6	8.4	9.0	5.8	16	13	19	3	4	12	17	6	66.9	59.4	51.7	35.4	65.4	64.5	47.6	41.3
27.9	0	0	0	0	3.9	4.5	5.0	3.5	8	7	5	2	4	9	5	5	65.4	51.7	44.7	----	64.6	51.4	43.5	39.8
43.6	100	--	--		0.0	0.0			1	1	0	0	3	1	1	0	----	----			71.9	----	----	
44.1	99	82	5	0	4.9	4.9	2.1	2.0	73	79	76	21	34	58	131	25	87.2	72.3	58.5	49.9	74.7	63.9	53.3	42.2
37.4	80	83	0	0	6.6	4.8	4.0	4.7	137	92	102	46	27	47	105	37	85.5	70.0	57.6	44.4	71.2	62.1	53.3	42.3
38.9	100	89	1	--	5.7	3.6	3.8	2.7	3	10	37	2	4	8	32	0	90.4	60.2	54.8	----	89.5	60.8	50.8	
30.5	88	85	0		6.4	3.3	4.3		28	39	18	0	6	7	15	0	104.2	84.9	68.7		100.1	71.2	58.9	
27.7	96	84	1	0	4.2	4.1	5.1	3.7	513	240	206	36	140	159	160	52	121.9	83.5	75.1	37.1	105.7	75.3	68.6	36.4
28.9	91	79	0		4.6	5.1	4.7		24	28	37	0	10	39	51	0	103.8	79.0	70.5		97.7	73.8	63.5	
32.7	70	48	6	0	4.0	4.0	4.0	4.0	9	23	43	2	1	6	9	2	88.2	73.8	56.3	----	----	66.0	54.6	----
33.3	99	94	0	0	8.1	8.6	7.6	10.5	178	109	81	21	74	97	112	20	89.2	65.6	55.2	38.3	81.6	63.4	52.0	45.5
26.1	100	89	0		4.6	5.6	5.5		502	247	177	0	145	149	123	0	114.7	81.6	71.4		107.7	74.7	67.1	
25.8	100	54	13	0	4.6	4.0	4.3	6.1	79	65	63	27	17	45	88	75	75.4	62.6	55.7	40.2	72.6	59.9	51.1	36.0
26.3	96	97	13	0	4.5	4.1	4.0	2.5	34	43	52	7	14	30	54	18	68.6	57.4	47.0	40.7	63.7	55.4	47.9	34.1
26.5	98	84	6	0	3.5	4.7	3.9	3.9	47	23	20	8	12	14	11	21	65.5	53.5	48.3	40.6	67.5	53.8	47.8	39.8
30.4	92	100	0	0	7.6	7.6	7.1	3.5	28	12	18	1	8	11	11	2	76.7	62.9	52.9	----	71.9	57.7	49.6	----
28.7	0	0	0	0					26	12	20	5	3	4	9	3	58.0	52.2	45.3	34.4	65.9	54.5	41.3	36.0
27.1	89	89	0	--	2.0	3.8	3.8	4.9	8	13	12	1	1	6	2	1	67.6	54.5	48.1	----	----	53.9	----	----
38.2	100	82	25	0	0.5	0.2	0.7	0.0	33	17	16	6	6	11	12	4	60.4	52.5	47.1	43.9	50.6	44.4	42.8	38.1
28.7	96	86	18	0	3.0	3.0	3.0	3.0	14	23	34	21	9	13	23	15	71.2	56.9	47.1	39.5	69.5	57.4	46.5	38.5
23.8	99	95	2	0	4.5	6.5	7.5	4.9	287	136	79	26	59	83	47	68	99.1	74.9	68.0	43.4	95.4	66.7	58.3	41.3
24.1	98	85	13	0	5.1	7.8	6.9	5.7	73	52	100	26	18	42	70	73	77.9	64.8	53.5	38.4	73.0	61.7	52.6	42.5
25.3	100	83	0	0	3.6	3.1	3.3	2.8	13	7	10	2	3	5	5	1	65.0	48.6	41.9	----	62.9	49.5	41.5	----
26.5	100	--	--		7.8	27.0	4.5		6	2	0	0	2	0	2	0	69.5	----			----	----	----	
26.7	0	0	0	0	5.0	4.8	8.5	1.6	49	58	48	4	32	42	52	8	79.0	62.6	54.4	54.3	74.8	61.2	53.6	46.8
32.6	27	39	2	0	2.6	11.6	14.5	4.3	49	57	40	1	6	20	26	2	80.1	66.3	55.4	----	78.0	66.0	55.1	----
22.5	0	0	0		7.5	9.1	9.9		16	7	5	0	9	6	8	0	81.1	68.5	57.8		83.7	68.3	55.5	
28.4	99	71	1						224	107	110	0	47	49	66	0	95.2	79.5	68.0		92.2	77.8	63.7	
27.4	99	74	2						193	71	63	0	94	41	61	0	95.7	76.5	68.5		93.9	75.3	64.8	
28.3	98	89	8						58	36	26	0	30	25	38	0	92.7	74.3	62.1		90.9	70.3	63.7	
27.2	90	40	10						12	13	15	0	8	12	16	0	100.8	85.9	79.0		99.9	85.4	78.5	
28.7	100	86	4						162	72	62	0	78	58	51	0	93.1	71.6	59.7		92.0	70.8	59.1	
27.2	97	70	9						67	27	36	0	32	30	50	0	94.1	79.3	67.4		91.9	75.7	66.5	
27.9	99	93	6						71	43	54	0	46	43	51	0	94.3	76.3	67.2		93.6	75.8	67.1	
28.7	100	89	4	--					159	81	98	0	64	50	74	1	94.2	73.1	62.2		92.9	72.9	61.3	----
28.0	98	79	4						177	102	113	0	80	90	136	0	95.9	77.6	67.6		93.0	77.2	66.3	
26.9	100	87	2						242	99	107	0	126	99	126	0	94.2	75.8	65.6		91.3	74.8	65.3	
27.1	99	86	4						156	59	55	0	110	43	59	0	92.3	77.2	68.6		91.0	75.4	66.2	
28.4	98	77	0						25	15	15	0	15	15	17	0	93.6	71.6	63.2		89.0	74.1	60.1	

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
<b>CALIFORNIA (continued)</b>																				
Cal St U-Northridge	27,47	IIA	2	2	1		92.5	73.7	64.3		76.1	2	2	1		116.1	94.6	83.3		96.9
Cal St U-Sacramento	27,47	IIA	2	2	1	-	92.2	70.0	62.3	----	74.7	2	2	1	-	115.3	91.0	81.9	62.4	95.6
Cal St U-San Bernardino	28,47	IIA	2	1	2		92.3	75.5	59.0		74.9	2	1	2		117.3	97.1	76.9		96.1
Cal St U-San Marcos	28,47	IIA	2	1	1		91.9	77.6	67.0		76.7	2	1	1		116.5	100.4	86.2		98.3
Cal St U-Stanislaus	28,47	IIA	2	3	2		90.5	67.5	62.1		71.8	2	2	1		114.9	88.8	81.3		92.9
California Maritime Academy	30,47	IIB	1	1*	1	1*	89.9	84.2	63.1	63.5	69.5	1	1	1	1*	115.4	106.6	82.9	79.4	90.1
California Tech	29	I	1*	1*	1*	4	162.2	120.2	101.3	46.4	141.2	1*	1*	1*	4	200.5	152.8	131.6	56.8	175.9
Chapman U	16	IIA	1*	1*	1*	1*	111.3	88.3	71.3	59.6	85.9	1*	1*	1*	1*	141.3	114.9	90.9	78.1	110.1
Claremont Graduate U	31	I	2	1*	1*		125.1	106.2	88.5		115.2	2	1*	1		159.1	134.4	112.0		146.3
Claremont McKenna Coll		IIB	1*	1*	1*		129.9	94.5	69.3		99.7	1*	1*	1		149.3	110.6	78.7		114.7
Dominican U California	25,227	IIA	2	2	2	-	89.4	68.7	57.9	----	68.1	3	3	4	-	108.3	83.2	68.4	39.5	81.6
Fielding Graduate U	45	IIA									55.6									74.0
Fresno Pacific U	45	IIA									53.5									67.9
Fuller Theol Seminary	177	I	5	5	5		74.7	65.3	53.8		68.1	5	5	5		94.1	83.4	69.0		86.4
Harvey Mudd Coll	29	IIB	1*	1*	1*		128.5	94.0	75.3		107.1	1*	1*	1*		162.4	120.6	97.2		136.2
Holy Names U	25	IIA	5	5	5	-	71.2	58.1	49.3	----	57.5	5	5	5	-	82.8	64.7	55.6	41.0	64.9
Humboldt St U	27,47	IIA	2	2	2	-	90.2	70.2	58.3	----	75.1	2	2	2	-	114.2	92.1	77.3	62.4	96.8
Keck Graduate Inst		IIA	1*	-	1*	-	131.0	----	93.7	----	111.7	1*	-	1*	-	157.9	----	116.0	61.3	135.5
Loyola Marymount U	15	IIA	1*	1	1	1*	112.5	84.7	66.4	61.5	89.5	1	1	2	1	130.0	98.7	78.0	71.6	104.0
Mills Coll	31	IIA	1*	1*	1		117.2	88.3	67.1		96.8	1*	1*	1		145.4	111.7	87.3		121.6
National U	12,125	IIA	1	1	1	1	99.5	77.0	63.5	56.7	73.4	1	2	2	1	124.0	96.2	80.2	70.7	91.9
Notre Dame de Namur U	31,64	IIA	4	3	4		74.8	64.7	52.9		65.6	5	4	5		90.8	78.5	63.0		79.3
Occidental Coll		IIB	1	1	1	1	103.1	79.7	62.8	51.4	81.5	1	1	1*	1	131.2	102.5	90.6	63.9	106.2
Pepperdine U	16	IIA	1*	1*	1*	2	118.5	97.7	73.9	47.5	93.0	1*	1*	1*	2	157.5	128.9	96.2	64.6	123.1
Pitzer Coll		IIB	1	1	1	1	105.4	82.5	67.0	50.0	86.7	1	1	1	2	129.7	102.2	81.4	60.4	106.6
Point Loma Nazarene U	28,116	IIB	2	1	2	-	83.2	69.2	56.6	----	73.1	2	2	2	-	105.5	87.2	70.8	56.1	92.4
Pomona Coll		IIB	1*	1*	1*		129.1	93.3	71.0		101.7	1*	1*	1*		160.7	117.6	93.1		128.4
Saint Mary's Coll California	31	IIA	1	1	2		97.0	75.5	62.0		82.6	1	1	2		123.7	97.2	80.9		105.9
San Diego St U	27,47	IIA	1	1	1*		97.8	76.9	69.8		80.7	1	1	1*		122.7	98.8	90.2		102.7
San Francisco St U	27,47	IIA	1	1	1*		95.7	80.0	69.5		80.1	2	1	1		119.5	102.8	89.1		101.5
San Jose St U	27,47	IIA	2	1	1		93.8	76.9	67.5		81.0	2	1	1		118.6	98.7	86.9		103.1
Santa Clara U	15	IIA	1*	1*	1*		135.0	94.3	80.8		90.9	1*	1*	1*		167.1	120.2	103.4		115.4
Saybrook Grad Sch Res Cen	45	IIA									50.8									61.3
Scripps Coll		IIB	1*	1*	1	-	117.1	87.6	65.1	----	96.3	1	1*	1	-	145.2	110.9	82.4	76.5	120.6
Sonoma St U	28,47	IIA	2	2	1		89.9	69.1	63.0		74.4	2	2	1		113.3	90.3	82.0		95.6
Stanford U	15	I	1*	1*	1*		173.7	122.2	94.3		147.4	1*	1*	1*		212.6	157.0	119.0		182.5
U La Verne	1	I	5	5	4	-	89.3	67.4	60.2	----	75.2	5	5	5	-	110.4	84.6	75.4	63.6	93.7
U Pacific	8,226	IIA	1	1	1	2	98.4	75.2	66.3	47.6	77.6	1	1	1	2	131.7	102.6	89.1	64.8	104.5
U Redlands	31	IIA	2	2	2	-	90.7	71.5	61.5	----	71.6	2	2	2	-	114.4	89.2	75.6	71.8	89.5
U San Diego	12	I	2	2	3	1	116.0	83.4	67.8	63.2	92.8	2	2	3	1	146.5	107.8	88.5	83.1	118.7
U San Francisco	13	I	2	1	2	1	124.9	92.4	75.3	66.8	98.5	1	1	1	1*	166.3	123.7	100.1	98.8	131.7
U Southern California	5	I	1	1	1	1	140.1	93.6	85.0	57.6	103.0	1	1	1*	1	185.8	131.0	119.3	86.2	141.4
Vanguard U Southern Cal	31	IIB	3	2	3	4	74.2	61.5	48.5	38.7	58.9	2	2	2	3	98.3	81.2	68.5	53.1	79.2
Westmont Coll		IIB	2	2	2	-	86.4	65.7	55.1	----	72.7	1	2	2	-	117.4	88.5	71.0	59.6	97.5
Whittier Coll	1	IIB	1	2	1	1	103.6	67.4	65.0	54.1	79.3	1	2	1	1	123.9	82.1	78.7	66.5	95.7
Woodbury U	31	IIA	2	2	2		87.7	67.6	57.4		73.0	2	2	2		114.9	90.2	78.0		97.0

**COLORADO**

Adams St Coll	31	IIB	4	5	4	-	63.9	49.4	44.5	----	50.3	4	5	4	-	78.7	61.8	56.3	46.3	62.8
Colorado Coll		IIB	1	1	1	-	111.9	76.5	62.2	----	87.8	1	1	1	-	145.2	99.7	81.2	70.7	114.3
Colorado Sch Mines	29	I	2	3	2	-	118.1	80.8	72.9	----	88.8	2	3	2	-	150.0	102.8	92.3	68.8	112.7
Colorado St U		I	4	3	3		102.3	76.4	65.6		85.3	4	4	4		125.6	92.8	80.5		104.4
Fort Lewis Coll	30	IIB	4	4	4	4	67.5	51.4	47.0	37.6	52.0	4	5	4	4	81.2	63.0	58.1	47.5	63.6
Iliff Sch Theology		I	5	5	5		82.1	61.3	51.1		64.6	5	5	5		101.1	76.8	64.1		80.5
Rocky Mountain Coll Art & Des		IIB	5	5	5		48.2	43.6	41.3		44.6	5	5	5		52.5	49.7	46.8		49.9
U Colorado-Boulder	15	I	2	2	2	3	116.4	84.9	72.3	48.0	84.5	3	2	2	3	141.9	105.6	90.8	62.2	104.9
U Colorado-Colorado Springs	27	IIA	3	2	2	5	83.2	68.5	57.2	30.9	57.6	3	3	3	5	100.0	82.8	69.0	38.5	69.8
U Colorado-Denver	20,187	I	3	3	3	3	104.5	79.8	67.0	46.5	72.3	4	4	4	4	124.7	96.8	81.9	58.1	87.9
U Denver	16	I	3	3	4		108.2	81.5	64.2		78.0	3	3	4		131.6	101.5	79.4		96.1
U Northern Colorado	28	I	5	5	5	3	76.3	59.5	49.5	48.2	60.9	5	5	5	4	90.2	71.4	59.7	58.1	72.7
Western St Coll Colorado		IIB	4	4	3		65.6	55.0	49.1		53.4	4	4	4		80.9	69.3	61.4		66.5

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE      F-T FAC. FEMALE								(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	
27.4	99	83	6						187	115	104	0	112	89	102	0	93.2	74.8	65.5		91.4	72.3	63.1		
27.9	99	93	1	--					184	84	104	1	112	88	100	0	92.8	70.6	62.9	----	91.3	69.4	61.6		
28.2	98	87	8						123	55	42	0	64	44	45	0	93.3	76.2	60.2		90.3	74.6	57.9		
28.3	96	83	12						41	34	27	0	41	30	41	0	92.5	81.9	68.1		91.2	72.7	66.2		
29.3	100	95	0						72	32	34	0	42	27	42	0	90.2	68.0	61.6		91.1	67.0	62.5		
29.5	100	89	25	100					9	8	14	4	4	1	2	0	90.0	85.4	64.5	63.5	89.7	----	----		
24.5	100	100	0	0					185	21	34	10	24	4	14	2	163.2	122.1	103.0	43.2	154.7	110.0	97.1	----	
28.1	91	66	3	0	4.4	5.9	6.6	5.5	65	51	59	9	24	20	70	11	112.4	90.2	72.1	67.8	108.1	83.5	70.5	52.9	
27.0	89	81	8		4.5	5.6	5.8		33	10	6	0	14	6	6	0	128.3	116.7	83.0		117.7	88.8	94.0		
15.1	96	82	0		5.7	5.3	5.0		37	18	24	0	8	10	16	0	127.5	96.6	72.4		141.2	90.7	64.8		
19.8	80	58	0	--	6.2	9.6	8.9	4.0	9	6	12	0	11	6	27	1	90.8	71.5	60.1		88.3	65.8	56.9	----	
32.9									0	0	0	0	0	0	0	0									
26.7									0	0	0	0	0	0	0	0									
26.8	93	63	0		2.7	6.1	6.7		23	12	3	0	5	7	6	0	75.5	66.1	50.9		71.1	63.9	55.2		
27.2	100	100	0		5.0	12.9	6.4		32	10	8	0	7	8	11	0	132.9	94.6	74.7		108.4	93.4	75.7		
12.9	75	50	0	--	5.1	3.2	7.6		3	6	4	0	5	10	6	2	71.1	58.3	45.5		71.3	58.1	51.9	----	
29.0	99	93	5	--					75	47	36	0	43	33	23	1	90.6	70.5	57.4		89.7	69.7	59.7	----	
21.3	0	--	0	--	6.2	16.6	19.2	3.0	5	2	2	0	2	0	1	1	127.5	----	----		----	----	----	----	
16.2	99	66	4	0	4.7	4.9	6.7	2.4	145	68	72	11	51	50	70	13	114.1	84.0	66.3	59.4	108.2	85.7	66.6	63.2	
25.6	96	95	0		7.8	8.0	9.2		24	6	7	0	21	16	11	0	120.1	89.2	65.0		113.8	88.0	68.4		
25.3	0	0	0	0	6.1	7.5	8.2	2.7	31	33	43	9	12	24	46	18	99.6	77.8	62.9	54.2	99.2	76.0	64.1	58.0	
20.8	96	59	0		3.0	3.0	3.0		16	7	6	0	8	10	10	0	75.2	67.4	50.5		74.0	62.8	54.3		
30.3	100	100	0	0	4.7	7.9	5.2	4.9	43	10	17	15	28	12	21	11	102.8	79.6	61.5	52.6	103.6	79.8	63.9	49.7	
32.4	94	71	1	0	8.8	8.0	39.3	76.2	99	46	40	7	20	31	38	16	120.4	101.8	78.7	43.3	109.0	91.7	68.7	49.4	
22.9	100	100	0	0	6.7	6.8	10.6		20	8	5	4	11	7	10	2	106.3	82.6	67.6	50.2	103.9	82.4	66.7	----	
26.3	65	2	0	--	5.2	6.8	5.8	4.0	52	20	17	1	23	21	17	0	83.9	68.4	56.4	----	81.5	69.5	56.9		
26.3	93	92	0		5.1	7.1	6.0	8.0	51	21	33	0	25	27	22	0	131.5	92.4	72.0		124.2	94.0	69.5		
28.3	92	64	0		4.5	5.2	7.2		48	41	14	0	38	34	21	0	97.4	75.8	62.4		96.5	75.3	61.8		
27.3	98	94	2						242	132	110	0	124	108	72	0	99.0	76.8	70.0		95.4	77.0	69.4		
26.8	100	85	3						196	74	114	0	107	91	157	0	96.6	79.4	71.2		93.9	80.4	68.3		
27.3	100	82	5						223	74	82	0	121	78	82	0	94.6	77.6	68.5		92.4	76.2	66.6		
27.0	99	96	2						101	77	36	0	33	60	30	0	134.6	97.0	81.0		136.3	90.7	80.6		
20.6									0	0	0	0	0	0	0	0									
25.2	100	86	0	--	9.0	6.5	7.7	4.0	17	8	6	1	16	13	5	0	119.3	88.7	64.8	----	114.8	87.0	65.6		
28.5	100	94	3						57	32	36	0	48	39	30	0	90.9	69.3	64.6		88.7	68.8	61.1		
23.8	99	86	0		6.0	8.3	7.1		473	111	132	0	98	49	67	0	175.5	126.0	95.8		165.1	113.6	91.1		
24.5	94	42	2	--	6.8	-1.2	4.9		58	23	19	0	26	32	29	1	90.4	65.5	57.1		86.7	68.7	62.3	----	
34.7	86	57	5	0	2.8	3.2	4.7	5.2	104	70	77	9	28	47	71	13	100.4	76.9	69.6	42.5	91.0	72.6	62.7	51.1	
25.0	87	80	0	--	3.9	4.6	6.6	2.0	42	33	20	0	26	28	28	1	93.6	72.9	62.0		86.0	69.7	61.2	----	
27.9	93	70	1	0	4.0	4.3	3.8	4.8	103	53	44	6	58	44	45	14	123.8	86.5	68.1	65.3	102.0	79.7	67.5	62.3	
33.7	98	86	4	0	4.6	5.0	5.7	7.7	87	58	48	2	41	50	54	9	125.4	94.7	75.6	----	123.7	89.7	75.0	65.1	
37.3	91	71	0	0	4.5	5.4	5.3	6.0	522	235	161	10	129	135	134	12	142.1	96.0	87.4	55.4	131.7	89.4	82.0	59.5	
34.4	85	84	11	0	2.7	5.1	5.2	3.0	10	16	11	3	3	16	8	1	74.6	60.2	47.3	37.6	73.0	62.7	50.2	----	
34.1	98	65	0	--	4.9	5.4	5.2	4.0	39	10	14	1	6	13	9	1	87.1	64.9	55.1	----	82.0	66.4	55.2	----	
20.6	93	93	2	0	5.7	11.6	7.9	3.0	30	14	17	1	12	16	24	2	104.0	68.6	64.8	----	102.4	66.3	65.2	----	
32.8	0	0	0		5.7	5.8	6.5		11	8	4	0	8	6	9	0	89.5	68.3	58.2		85.2	66.7	57.1		
24.9	100	81	7	--	8.7	13.3	4.2	8.1	20	14	24	0	12	7	18	2	64.4	49.2	44.7		63.0	49.9	44.3	----	
30.1	100	97	4	--	3.9	4.8	5.7	10.8	52	20	23	0	20	18	25	2	114.0	76.1	62.3		106.4	76.9	62.2	----	
27.0	97	75	3	--	6.2	5.4	3.2		71	45	28	2	5	10	9	0	118.9	79.9	74.1	----	107.1	85.0	69.3		
22.4	99	94	1		6.3	6.5	6.0		331	188	133	0	81	94	96	0	104.6	78.5	66.6		92.8	72.2	64.2		
22.5	100	89	5	0	6.0	5.7	5.1	4.7	32	22	33	8	13	24	23	20	68.7	53.5	49.6	36.7	64.7	49.5	43.3	38.0	
24.6	100	100	0		-1.6	3.4	3.1		3	6	2	0	2	4	2	0	83.5	62.1	----		----	60.0	----		
11.9	0	0	0		3.3	4.2	3.7		6	4	3	0	2	5	3	0	47.7	46.0	41.7		----	41.7	41.0		
24.1	100	93	2	0	4.9	5.9	6.4	5.9	333	199	172	129	82	110	108	142	117.8	85.7	74.2	49.8	110.7	83.5	69.2	46.4	
21.2	100	100	0	0	5.2	7.6	5.8	4.8	71	24	32	33	17	29	39	72	85.2	72.9	57.9	32.1	74.7	64.8	56.6	30.3	
21.6	96	82	0	0	3.5	5.7	6.1	6.2	98	101	71	85	38	67	59	99	108.2	81.3	66.5	45.2	95.1	77.7	67.5	47.6	
23.2	90	91	0		6.6	7.4	8.2		124	86	64	0	39	57	92	0	110.0	83.9	66.4		102.5	77.8	62.7		
19.4	98	83	0	0	5.5	7.7	7.5	5.6	91	39	56	1	54	42	69	3	77.8	59.9	50.0	----	73.8	59.1	49.2	43.8	
24.5	100	75	10		7.3	11.9	12.1		29	7	12	0	16	1	9	0	65.6	55.6	49.4		65.5	----	48.7		

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
<b>CONNECTICUT</b>																				
Albertus Magnus Coll		IIB	2	2	2	-	76.9	63.2	54.9	----	63.0	3	3	3	-	91.3	77.5	66.8	56.3	76.3
Asnuntuck CC	57	III	1	1	-	-	84.5	67.8	----	----	78.9	1*	1*	-	-	133.7	107.4	----	96.9	125.0
Capital CC		III	1	2	2	5	81.4	62.6	52.8	37.1	67.7	1	1	1	3	120.0	92.3	77.8	54.7	99.8
Central Connecticut St U	27	IIA	2	2	2	1	88.4	71.8	57.8	51.1	73.8	2	2	2	1	113.9	95.3	79.1	71.4	97.4
Connecticut Coll		IIB	1	1	1	2	99.9	74.8	57.6	47.9	78.3	1	1	2	2	127.5	94.9	71.6	58.2	99.6
Eastern Connecticut St U	31	IIA	2	3	3	3	88.6	66.8	54.6	43.7	70.0	1	2	2	2	121.5	93.2	78.7	60.6	97.7
Fairfield U	27	IIA	1	1	1	2	105.7	83.1	65.7	49.5	83.2	1*	1*	1*	1	140.6	116.0	90.3	77.2	113.6
Gateway CC	70	III	1	1	2	1	82.7	65.5	55.7	50.0	71.2	1*	1	1	1*	122.6	97.1	82.6	74.1	105.5
Hartford Seminary	45	IIB									69.8									87.9
Housatonic CC		III	1	2	1	2	82.8	64.0	56.1	47.7	64.4	1	1	1	1	120.6	93.2	81.7	69.4	93.8
Manchester CC		III	1	1	1	2	81.8	66.5	56.7	48.3	68.7	1*	1*	1*	1	122.2	99.2	84.6	72.1	102.6
Middlesex CC		III	1	2	1	1	84.2	62.7	60.0	50.2	72.4	1*	1	1*	1	123.7	92.1	88.1	73.7	106.4
Naugatuck Valley CC		III	1	2	2	2	82.1	62.8	53.8	44.7	68.2	1	1	1	2	121.8	93.2	79.8	66.3	101.2
Northwestern Connecticut CC		III	1	1	1	-	81.2	68.8	60.0	----	72.7	1	1*	1*	-	117.0	99.0	86.4	69.1	104.7
Norwalk CC		III	2	2	2	2	77.2	65.0	53.5	46.3	64.7	1	1	2	2	110.8	93.3	76.7	66.3	92.7
Quinebaug Valley CC		III	1	2	2	2	81.6	62.5	54.8	47.5	58.0	1	1	1	1	118.1	90.4	79.3	68.8	83.9
Quinnipiac U	16,41	IIA	1*	1*	1*	1	113.3	88.0	73.0	51.5	90.1	1*	1*	1*	2	144.0	112.5	93.2	64.7	114.7
Saint Joseph Coll	28	IIA	4	3	3	-	72.7	67.4	53.6	----	63.0	4	3	4	-	91.9	85.0	67.6	53.1	79.5
Southern Connecticut St U	25	IIA	2	2	2	3	88.2	70.0	58.2	43.4	73.9	2	2	2	2	111.8	92.3	79.7	63.8	96.5
Three Rivers CC		III	2	2	2	2	79.5	64.6	54.7	47.5	64.0	1	1	1	1	121.2	98.5	83.3	72.4	97.5
Trinity Coll		IIB	1	1	1	1	108.4	78.6	59.4		83.1	1	1	1		137.1	102.8	73.8		106.3
Tunxis CC		III	1	2	1	2	85.1	64.4	56.2	48.7	68.2	1*	1	1*	1*	128.8	97.5	85.1	73.7	103.2
U Connecticut	12,123	I	2	2	2	1	127.5	87.9	72.5	62.9	96.5	2	1	1	1	160.6	115.8	97.8	86.6	125.3
U Hartford	27	IIA	3	3	3	3	83.4	66.8	56.2	45.9	66.9	3	3	2	2	108.1	87.4	74.0	63.0	87.4
Wesleyan U		IIA	1*	1	1		124.5	82.1	68.4		91.6	1*	1	1		153.4	103.0	85.0		113.4
Western Connecticut St U	25	IIA	2	2	2	1	92.3	71.2	60.4	52.0	76.8	1	2	2	1	126.2	96.1	80.6	69.2	104.0
Yale U	12	I	1*	1	1		165.1	91.3	81.6		124.2	1*	2	1		199.0	114.6	101.9		151.5

**DELAWARE**

U Delaware	27	I	2	2	2	2	126.0	84.2	69.1	54.9	92.4	2	2	2	1	160.9	112.8	93.3	76.6	121.4
Wesley Coll	28	IIB	4	3	4	4	67.6	57.8	46.8	39.7	55.2	3	3	3	3	90.3	75.7	62.1	52.0	73.1

**DISTRICT OF COLUMBIA**

American U	16	I	1	2	3	4	136.1	88.9	67.9	46.1	87.8	1	2	3	4	165.9	109.7	84.1	58.3	108.0
Catholic U America	12	I	4	4	4	-	99.0	72.6	64.1	----	80.5	5	5	5	-	118.3	88.7	75.7	57.3	96.6
Corcoran Coll Art & Design		IIB	5	4	5		55.5	51.1	39.6		49.4	5	5	5		70.1	64.5	53.1		62.8
Gallaudet U		IIA	1*	1	1	1	113.5	82.3	62.6	52.6	88.8	1	1	1	1	139.4	105.9	84.4	69.8	112.3
George Washington U	15	I	1	1	2	2	128.5	92.6	75.1	56.6	99.8	2	2	2	2	153.7	111.7	90.5	68.4	119.9
Georgetown U	13	I	1	1	2	-	148.6	95.4	75.6	----	103.2	1	1	2	-	181.9	118.4	93.1	108.9	126.9
Howard U	5,131	I	4	5	4	3	93.4	68.4	59.8	50.3	69.7	5	5	5	3	114.4	85.5	75.7	63.7	87.0
Trinity U	98	IIB	3	4	4	-	70.0	56.2	47.9	----	55.4	4	4	4	-	86.2	67.9	60.0	51.7	67.9
U District of Columbia	12	IIA	3	3	3	2	84.3	64.4	56.4	50.1	70.1	3	3	3	2	106.2	82.2	69.6	65.5	89.5

**FLORIDA**

Barry U	13	IIA	3	3	4	4	79.1	63.6	53.1	42.1	61.2	4	4	4	4	97.2	78.8	65.6	52.9	75.6
Eckerd Coll		IIB	2	3	2		76.6	59.1	51.7		63.2	2	3	2		100.1	77.0	70.2		83.5
Embry-Riddle Aero U-Daytona	30,32,165	IIA	2	3	3	5	86.7	67.5	57.0	34.5	66.1	2	2	2	5	116.8	89.7	75.6	45.7	88.2
Florida A&M U	12	IIA	3	2	2	2	84.5	71.9	60.2	47.7	68.7	4	3	3	3	99.4	85.3	72.0	57.7	81.6
Florida Atlantic U	27,32	I	4	5	4	4	94.1	69.3	62.6	44.1	67.9	5	5	4	4	115.2	86.6	78.5	56.4	84.6
Florida Gulf Coast U	27	IIA	2	2	2	4	90.2	71.2	57.0	42.9	63.7	2	2	3	3	113.1	90.9	72.7	56.1	81.3
Florida International U	12	I	3	3	2	2	103.8	76.5	71.4	53.0	78.5	4	3	2	2	127.6	97.7	91.6	68.8	99.4
Florida Southern Coll		IIB	3	4	3		68.5	54.5	51.0		59.4	3	3	2		89.2	74.2	70.4		79.4
Florida St U	12	I	4	4	3	5	99.9	70.4	66.3	33.7	76.0	4	5	3	5	124.0	90.0	84.9	44.7	96.2
Florida Tech	30	I	5	5	5	5	88.8	66.1	59.6	37.9	69.0	5	5	5	5	103.9	80.5	71.1	46.3	82.3
Jacksonville U	20	IIA	4	4	3		75.8	63.3	53.9		63.5	4	4	4		93.9	79.3	68.3		79.5
Miami-Dade Coll	5,189	III	2	2	2	2	79.3	64.1	55.6	48.7	65.0	2	2	2	2	101.1	82.8	72.4	64.3	83.9
New Coll Florida		IIB	2	2	3	-	80.8	64.6	51.5	----	64.7	2	2	2	-	103.2	84.2	67.4	56.1	83.9
Palm Beach Atlantic U	88	IIB	4	3	2	3	67.9	60.7	55.0	43.2	58.2	4	3	2	2	86.2	76.7	70.3	56.6	74.1
Rollins Coll	31	IIA	2	3	4		92.5	67.4	52.2		73.6	2	2	4		117.3	88.6	67.3		94.8
Stetson U	16,166	IIA	1	3	2	-	101.7	64.0	59.5	----	77.5	1	3	2	-	128.9	84.0	79.2	105.8	99.9
U Central Florida		I	3	3	4	4	112.3	77.6	61.9	43.6	71.1	3	3	4	4	144.0	100.0	79.7	56.3	91.5

(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				
21.2	64	38	0	--	5.7	4.5	6.0	4.0	5	9	9	1	6	4	8	0	73.6	62.7	55.5	----	79.7	64.4	54.2					
58.3	100	67	--	--					11	1	1	0	8	2	1	1	86.2	----	----		82.2	----	----	----				
47.4	94	45	13	0					8	3	11	3	24	8	4	1	86.8	65.1	54.0	34.9	79.6	61.7	49.5	----				
32.0	97	78	6	6	3.7	4.3	3.7	5.0	118	63	69	7	60	52	52	11	88.4	72.0	58.7	52.9	88.2	71.5	56.5	49.9				
27.2	97	95	0	0	6.8	8.0	7.2	7.1	47	19	21	1	24	20	17	3	100.7	76.6	60.1	----	98.4	73.1	54.4	48.7				
39.6	100	94	15	0	1.9	3.0	4.1	6.6	43	40	31	2	25	26	29	3	92.2	67.8	55.8	----	82.3	65.3	53.3	43.9				
36.5	100	99	15	0	8.3	6.7	5.0		46	39	33	3	29	32	54	2	107.4	86.6	65.0	49.5	103.2	78.9	66.1	----				
48.3	100	75	29	11					33	6	4	6	20	6	17	3	83.3	65.6	57.7	49.2	81.7	65.4	55.3	51.5				
26.1									0	0	0	0	0	0	0	0												
45.6	100	89	29	0					11	10	3	11	13	8	11	8	86.0	64.3	61.4	47.9	80.2	63.7	54.7	47.4				
49.3	98	80	27	0					19	9	6	8	28	16	5	13	82.8	67.7	59.7	48.7	81.1	65.7	53.1	48.0				
46.8	100	17	38	0					11	3	3	2	10	3	5	2	84.5	64.5	64.1	----	83.9	60.9	57.5	----				
48.4	100	50	18	0					25	9	7	4	24	15	10	7	83.0	63.9	52.5	45.8	81.1	62.1	54.7	44.1				
44.1	63	17	40	--					6	5	1	0	10	1	4	2	81.6	69.7	----		81.0	----	58.5	----				
43.4	100	93	18	0					17	14	7	4	21	13	15	7	76.4	65.4	52.0	46.5	78.0	64.6	54.2	46.1				
44.7	100	60	13	0					3	3	2	5	2	2	6	6	83.7	62.1	----	45.9	----	----	54.4	48.9				
27.3	91	60	1	0	4.6	6.5	6.8	5.7	75	36	30	5	34	39	54	7	115.0	91.1	78.4	53.2	109.5	85.1	70.0	50.4				
26.1	100	82	0	--	3.2	4.5	1.7	3.2	5	9	10	0	14	24	23	1	78.2	73.3	56.8		70.8	65.1	52.2	----				
30.6	99	86	10	0	1.9	1.9	1.9	1.9	114	70	49	4	58	86	51	6	90.1	69.7	58.5	43.6	84.7	70.3	57.8	43.2				
52.3	100	54	18	0					13	7	6	8	16	6	11	6	84.0	66.0	52.6	46.6	75.9	63.1	55.8	48.7				
27.9	97	100	0		3.4	5.1	8.5		49	30	20	0	11	33	14	0	107.8	80.0	59.6		111.1	77.4	59.2					
51.5	100	100	44	0					12	6	5	5	14	9	4	8	86.1	66.3	57.9	48.8	84.2	63.1	54.2	48.6				
29.9	97	91	4	0	5.4	5.3	6.2	9.9	338	244	167	25	99	146	144	22	130.0	90.0	75.7	68.4	118.8	84.4	68.9	56.6				
30.6	96	85	4	0	3.4	4.5	5.7	4.4	66	91	52	3	15	49	48	7	83.5	66.6	56.5	50.8	82.8	67.1	55.9	43.8				
23.8	100	100	0		5.4	7.8	6.9		95	29	32	0	31	25	31	0	124.8	82.9	69.9		123.5	81.3	66.9					
35.5	98	89	15	0	2.7	3.3	2.5		59	26	30	3	33	27	32	2	93.1	70.0	61.6	51.2	91.0	72.4	59.3	----				
22.0	90	12	0		5.3	10.4	8.3		447	67	130	0	126	57	84	0	168.1	95.0	83.1		154.4	86.9	79.3					
31.4	97	91	0	0	6.1	5.3	6.3	6.9	317	217	148	34	103	113	150	84	129.3	85.6	71.8	57.1	115.6	81.5	66.5	54.1				
32.4	100	94	17	0	4.2	4.3	4.2	4.2	12	7	7	3	9	9	16	4	65.8	58.2	49.6	41.8	70.1	57.6	45.6	38.2				
23.1	98	90	1	0	4.6	5.2	5.3	10.3	101	64	97	27	31	61	113	24	136.0	93.4	67.7	46.7	136.4	84.2	68.1	45.3				
19.6	99	79	2	--	18.8	9.8	3.8	8.5	103	72	45	1	31	48	46	1	98.8	72.8	63.3	----	99.7	72.4	64.8	----				
27.1	0	0	0		3.1	3.1	3.1		4	3	2	0	5	6	2	0	56.6	55.3	----		54.5	49.0	----					
26.5	94	73	38	0					33	21	11	11	57	41	23	15	113.8	82.9	60.0	52.6	113.4	82.0	63.8	52.5				
20.1	91	71	4	0	5.4	5.1	5.3	2.8	277	142	114	6	71	103	115	11	130.2	97.1	73.7	58.3	121.8	86.4	76.4	55.7				
23.0	96	93	4	--	5.2	7.4	8.0	5.8	205	152	60	1	63	88	56	0	149.9	97.7	75.0	----	144.6	91.4	76.1					
24.8	99	90	6	0	3.1	3.3	2.4	1.7	163	138	95	29	63	99	92	48	95.1	68.2	60.0	49.1	89.1	68.7	59.6	51.0				
21.4	100	95	0	--	3.4	3.9	2.6		2	8	3	0	10	13	20	2	----	57.3	49.6		70.0	55.5	47.7	----				
19.3	100	73	46	0	7.9	8.0	8.4	4.0	57	48	30	4	38	41	20	4	86.1	64.8	56.1	47.7	81.6	64.0	56.9	52.5				
23.6	7	10	0	0	0.2	0.4	1.0	1.6	45	47	54	9	29	56	69	22	85.7	65.3	53.0	37.7	68.8	62.2	53.2	43.9				
32.2	100	100	12		4.3	5.6	4.8		30	18	20	0	14	8	22	0	79.4	58.6	54.5		70.5	60.2	49.1					
33.4	98	51	1	0	4.0	4.0	4.0	4.0	50	66	58	7	4	8	26	7	88.0	68.3	56.9	31.9	70.0	61.0	57.2	37.1				
18.3	95	82	13	0	5.9	5.5	4.3	1.8	113	106	90	26	36	80	84	44	85.6	71.3	61.8	47.5	81.1	72.7	58.5	47.8				
24.7	97	87	0	0	1.5	2.1	3.0	2.9	145	114	147	70	44	93	83	97	98.0	70.6	62.9	45.4	81.3	67.6	61.9	43.2				
27.5	17	5	0	0	1.3	2.7	2.0	3.8	31	50	53	27	22	37	46	39	95.1	72.8	59.5	39.6	83.3	69.1	54.1	45.2				
26.5	97	87	0	0	3.2	3.0	2.3	2.4	164	181	119	53	51	106	88	42	104.5	78.7	74.8	53.1	101.4	72.6	66.8	52.9				
33.7	0	0	0		2.3	3.9	4.4		30	20	14	0	9	15	8	0	70.1	52.9	52.4		63.3	56.6	48.7					
26.6	96	91	0	0	0.4	1.1	2.1	0.0	357	226	193	7	94	139	134	8	101.7	72.7	68.2	37.9	92.7	66.8	63.6	30.1				
19.3	0	0	0	0	7.3	6.1	8.8	15.7	61	66	41	8	8	9	23	10	90.2	66.6	63.3	42.5	78.8	62.2	53.1	34.2				
25.2	93	87	13		4.1	6.0	7.0		29	25	23	0	14	13	32	0	76.7	65.0	57.6		73.9	60.2	51.3					
29.0	100	98	71	15	4.1	5.6	10.8	9.7	118	94	83	47	114	93	111	34	80.0	64.6	55.3	48.7	78.7	63.6	55.7	48.6				
29.7	100	100	0	--	2.1	2.9	7.4	2.8	12	13	12	0	6	17	8	1	81.9	64.2	50.5		78.5	64.9	53.0	----				
27.3	0	0	0	0	4.8	4.5	3.8	4.3	21	30	40	2	3	23	45	4	68.5	62.6	53.3	----	63.7	58.1	56.5	45.6				
28.8	88	83	0		4.0	3.6	3.9		64	34	19	0	22	18	22	0	95.0	68.2	53.7		85.3	65.7	50.9					
28.9	97	94	11	--	5.0	5.2	8.6	12.4	70	35	25	0	31	35	19	2	100.7	66.8	60.9		104.1	61.2	57.6	----				
28.7	97	91	2	0					192	186	202	107	36	107	98	177	112.6	80.2	64.3	43.9	111.2	73.2	57.0	43.4				

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
U Florida	5	I	3	4	4		109.3	73.0	62.5		82.5	3	4	4		135.8	93.9	80.2		104.4
U Miami	12,207	I	2	2	1	1	125.0	83.0	76.6	58.2	87.4	2	2	1	1	159.8	109.9	95.8	95.1	112.7
U North Florida	27	IIA	1	2	4	4	96.7	69.6	52.9	41.8	61.1	2	2	4	4	119.9	89.0	67.0	52.6	77.2
U South Florida	27,196	I	4	4	4	3	101.8	73.4	61.8	50.8	73.6	4	4	4	3	124.2	92.7	78.6	65.6	92.2
U Tampa	31	IIB	2	1	1	2	82.5	70.3	60.5	47.3	66.8	2	1	1	2	107.3	91.0	76.9	60.0	85.9
U West Florida	27,32,174	IIA	2	3	3	4	86.9	66.3	56.4	43.2	61.9	2	3	3	3	110.0	84.8	72.0	56.4	79.2

GEORGIA

Agnes Scott Coll		IIB	2	1	2	2	82.7	70.8	56.0	43.5	66.8	2	2	2	3	102.4	87.7	69.7	53.5	82.8
Armstrong Atlantic St U	25	IIA	4	4	5	5	74.3	60.0	50.1	39.3	56.0	4	4	5	5	93.3	76.4	63.3	49.4	70.7
Augusta St U		IIA	4	4	4	4	74.7	58.8	50.8	41.9	56.7	5	5	5	5	91.2	71.7	62.0	50.9	69.2
Berry Coll	31	IIA	3	4	4	4	81.4	61.3	52.1	41.8	60.8	3	4	4	4	103.0	79.2	67.2	53.9	78.1
Brenau U	28	IIA	5	5	5	-	60.3	56.2	48.0	----	53.5	5	5	5	-	76.6	71.6	59.8	54.4	67.5
Clark Atlanta U		IIB	4	4	4	5	67.2	53.4	48.0	34.6	51.1	4	4	4	5	84.5	67.3	58.9	41.3	63.5
Clayton Coll & St U	25	IIB	2	2	2	3	78.1	67.0	52.7	41.9	59.0	3	2	2	3	97.8	86.6	68.5	55.1	76.1
Columbus St U	28	IIA	5	5	5	3	70.4	57.2	47.2	46.0	55.2	5	5	5	4	81.8	66.5	55.0	53.4	64.2
Covenant Coll	31	IIB	4	3	4	-	65.0	56.7	48.1	----	57.5	4	4	3	-	82.7	72.2	65.6	47.5	74.1
Emory U	13	I	1	1	1		147.2	93.4	78.9		112.4	1	1	1		187.2	122.2	105.5		145.4
Floyd Coll	25,105	III	4	4	5	4	58.3	50.9	43.3	40.2	46.5	5	5	5	5	72.6	63.8	53.7	50.3	58.1
Georgia Coll & St U	28,202	IIA	5	5	4	5	61.2	54.1	51.4	38.8	53.3	5	5	4	5	78.4	68.6	65.8	50.4	68.2
Georgia Perimeter Coll	20	III	4	3	4	4	63.7	54.9	45.5	38.0	47.4	4	4	4	5	81.3	70.1	58.5	47.7	60.2
Georgia Southern U	27	IIA	3	3	3	5	81.3	65.8	55.6	36.8	60.2	3	3	3	5	102.3	84.4	70.6	47.2	76.5
Georgia Southwestern St U		IIA	5	5	5	4	70.3	56.7	48.6	42.2	53.8	5	5	5	4	89.9	73.2	64.1	54.4	69.9
Georgia St U	13	I	2	4	4	4	116.5	74.0	62.3	43.5	72.8	3	4	4	5	142.2	92.7	77.6	55.0	90.5
Georgia Tech	29	I	1	1	1	3	134.7	93.0	80.8	49.2	107.8	2	2	1	4	160.7	113.5	98.1	61.3	129.8
Kennesaw St U	28	IIA	3	3	2	4	81.1	66.3	57.1	43.0	61.8	4	4	4	5	95.4	79.1	68.2	51.2	73.4
La Grange Coll		IIB	4	4	4		61.5	54.9	47.5		55.0	4	4	4		79.2	72.7	61.2		71.5
Mercer U	12,121	IIA	3	3	3	2	84.9	64.3	55.2	47.1	66.2	3	3	3	3	108.5	84.5	70.8	58.7	85.3
Morehouse Coll		IIB	2	2	2	4	86.1	67.2	53.3	39.2	62.7	2	3	2	4	113.0	74.5	69.0	50.2	77.7
North Georgia Coll & St U	28	IIA	5	3	5	4	71.7	65.8	49.6	40.4	55.8	5	4	5	5	88.2	80.5	62.0	50.2	69.1
Shorter Coll		IIB	5	5	5	4	57.3	47.7	41.4	38.4	45.9	5	5	5	4	71.3	60.6	53.3	48.4	58.3
Southern Poly St U	30	IIA	4	4	3	3	77.1	63.2	54.1	43.5	62.2	4	4	3	4	98.1	80.1	68.6	53.5	78.9
Toccoa Falls Coll	31	IIB	5	5	5	-	50.2	45.2	37.4	----	41.9	5	5	5	-	66.6	64.9	51.0	47.4	57.7
U Georgia	16	I	4	4	3	3	103.1	74.2	67.5	50.8	82.8	4	4	3	3	128.2	94.7	84.8	64.7	104.0
U West Georgia	28,95	IIA	3	4	4	5	80.2	59.7	51.6	36.6	56.6	3	4	4	5	101.3	75.7	65.5	47.4	71.8
Valdosta St U	28	IIA	5	5	4	4	71.6	57.5	52.4	40.5	56.4	5	5	4	4	91.0	73.6	66.8	51.4	71.8
Waycross Coll	31	III	5	-	5	5	58.1	----	41.4	36.1	42.4	5	-	5	5	77.3	----	53.8	46.6	55.3
Wesleyan Coll	31	IIB	5	5	5	-	56.2	48.0	40.1	----	47.2	5	5	5	-	70.7	63.0	50.1	47.7	60.3

HAWAII

Chaminade U Honolulu	31	IIB	3	3	3	2	71.0	59.7	50.1	45.9	56.4	4	4	4	3	84.9	70.7	60.9	52.9	67.9
Hawaii CC	40	III	2	1	1	1	73.8	67.0	60.4	50.0	62.4	2	1	1	1	96.3	88.1	80.1	67.5	82.6
Honolulu CC	40	III	2	1	1*	2	74.6	65.3	61.9	48.8	62.1	2	2	1	2	97.3	86.1	81.9	66.0	82.1
Kapiolani CC	40	III	2	1	1	1	75.5	66.0	58.1	51.8	61.4	2	1	1	1	98.4	86.9	77.3	69.6	81.3
Kauai CC	40	III	2	1	1*	1*	75.9	65.8	61.5	56.1	60.8	2	2	1	1*	98.8	86.7	81.4	74.9	80.5
Leeward CC	40	III	2	2	2	1	74.9	62.6	56.1	50.6	62.7	2	2	2	1	97.6	82.7	74.8	68.2	82.9
Maui CC	40	III	2	2	1*	1*	75.8	64.5	61.8	54.2	61.6	2	2	1	1	98.7	85.1	81.8	72.5	81.5
U Hawaii-Hilo	40	IIB	2	1	1	2	82.7	69.1	60.9	45.8	67.3	2	1	1	1	107.0	90.5	80.6	62.3	88.4
U Hawaii-Manoa	5,40	I	5	5	4	4	82.7	69.1	60.9	45.8	67.3	5	5	4	3	107.0	90.5	80.6	62.3	88.4
U Hawaii-West Oahu		IIB	3	2	1	-	75.8	63.5	58.2	----	64.1	2	2	1	-	98.8	83.8	77.4	63.7	84.6
Windward CC	40	III	2	2	1	2	73.5	63.3	59.7	47.9	63.0	2	2	1	2	96.0	83.6	79.3	64.9	83.3

IDAHO

Boise St U	27	IIA	4	4	3	3	75.0	60.6	53.8	46.4	58.2	4	4	3	2	97.7	80.3	72.1	63.1	77.4
Lewis-Clark St Coll	28	IIB	5	5	5		59.1	47.8	42.1		50.5	4	4	4		78.9	65.2	58.2		68.4
U Idaho	15	I	5	5	5	3	86.5	67.4	57.6	47.0	68.3	5	5	4	3	111.3	88.7	76.8	64.0	89.5

(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
	26.5	95	88	2		6.3	6.5	4.5		628	362	317	0	140	189	213	0	111.7	74.7	63.5		98.2	69.8	61.0
29.0	97	88	1	0	4.6	6.4	5.8	4.1	271	125	93	2	54	63	83	5	124.2	86.7	79.6	----	129.0	75.6	73.1	59.5
26.3	96	94	2	0	6.6	5.1	5.9	5.9	61	82	97	41	20	47	82	63	100.5	71.4	54.1	42.8	85.2	66.5	51.4	41.1
25.1	94	88	0	0	2.0	2.8	1.5	2.1	256	181	191	80	80	129	198	124	105.3	76.5	63.3	53.3	90.5	69.1	60.4	49.1
28.6	94	81	3	0	4.4	5.2	4.3	3.0	37	37	55	13	12	32	34	10	81.3	70.6	61.2	49.4	86.1	70.0	59.4	44.5
28.0	98	95	7	0	2.5	3.0	2.6	1.9	54	63	41	16	9	34	45	29	87.9	68.2	56.3	43.7	80.9	62.9	56.5	42.9
24.0	100	97	3	0	4.1	4.4	4.1		9	12	12	1	9	19	20	2	81.5	71.8	58.4	----	83.9	70.2	54.6	----
26.3	76	92	7	0	2.5	3.3	3.5	3.3	34	32	53	7	20	28	75	22	77.0	58.9	51.7	40.6	69.6	61.2	49.1	38.9
22.0	95	91	16	0	3.1	3.7	3.5	4.3	38	30	36	7	18	25	46	27	74.7	61.7	51.9	51.5	74.5	55.4	49.9	39.4
28.4	96	88	3	0	25.3	0.4	16.2	11.8	24	36	19	4	4	22	19	3	81.9	63.3	55.4	42.9	77.8	57.9	48.8	40.4
26.1	0	0	0	--	-0.2	2.6	2.1		10	8	13	0	12	19	24	2	60.3	57.3	49.8		60.4	55.8	47.1	----
24.3	91	82	30	3	2.0	2.0	2.0	2.0	37	55	31	15	7	22	32	20	68.3	53.9	50.3	34.0	61.4	52.1	45.8	35.0
29.0	96	63	0	0	3.0	3.9	3.5	4.3	17	29	44	1	11	20	59	12	79.1	70.2	52.9	----	76.7	62.4	52.6	40.9
16.4	94	63	2	0	5.6	5.8	5.0	2.8	32	42	45	5	18	39	59	4	72.5	57.5	48.4	48.6	66.6	56.8	46.2	42.7
28.7	73	4	0	--	6.8	6.6	6.7		25	24	9	0	1	4	5	2	65.1	57.8	49.4		----	50.1	45.8	----
29.3	97	82	0		5.0	6.4	4.6		233	155	88	0	76	110	81	0	153.0	97.7	81.6		129.3	87.3	75.9	
24.8	94	91	11	0	5.6	5.3	5.1	4.0	10	7	8	15	8	15	11	24	59.9	49.1	42.9	39.8	56.4	51.7	43.6	40.4
27.9	96	92	18	0	3.4	12.0	0.9	9.9	49	33	42	8	24	29	68	13	62.8	54.5	51.2	37.1	57.9	53.7	51.5	39.9
27.2	100	98	38	0	5.4	6.7	5.7	4.0	18	62	39	75	25	92	49	105	59.0	54.1	45.8	37.4	67.2	55.4	45.3	38.4
27.1	97	92	11	0	3.6	4.0	3.5	3.0	103	104	131	44	41	66	145	70	82.3	68.1	56.2	35.4	78.8	62.1	55.1	37.7
29.9	100	85	11	0					11	15	16	4	5	11	22	8	69.8	59.0	50.3	40.3	71.3	53.6	47.3	43.1
24.3	95	85	0	0	5.7	6.1	6.5	4.5	178	178	139	47	44	148	170	65	120.3	76.9	63.8	43.0	101.0	70.4	61.1	43.9
20.4	98	87	0	0	4.6	5.2	5.1	-14.8	340	194	167	1	43	51	67	3	136.1	93.4	82.5	----	123.6	91.6	76.6	40.1
18.8	88	72	7	0	4.1	2.7	4.4	5.3	87	73	123	24	52	69	131	35	85.1	69.5	58.4	44.0	74.5	63.0	55.9	42.3
29.9	100	83	0		3.3	4.2	3.0		16	9	10	0	10	9	12	0	61.9	55.7	45.4		60.9	54.0	49.3	
28.9	90	80	5	0	0.1	0.8	1.0	4.1	74	58	65	6	28	42	64	9	87.7	63.8	52.2	48.4	77.7	65.0	58.3	46.2
23.9	92	88	13	0	0.1	1.3	1.2	9.8	28	37	28	10	8	11	25	14	88.3	67.8	52.6	40.3	78.5	65.4	54.1	38.4
23.8	88	78	5	0	6.6	5.8	4.8	3.8	24	24	41	13	8	22	57	11	70.9	67.0	50.8	40.5	74.0	64.4	48.8	40.2
26.9	88	38	0	0	-2.7	7.8	3.2	2.0	11	8	18	3	5	5	14	5	57.2	46.3	41.6	35.5	57.5	49.9	41.3	40.1
26.8	98	81	2	0	5.3	6.4	3.3	8.6	39	37	30	5	9	5	18	6	78.4	63.6	55.1	46.9	71.5	60.1	52.4	40.6
37.9	0	0	0	--	7.8	10.8	6.6		8	12	17	1	1	2	8	0	50.1	45.3	39.1	----	----	----	33.9	
25.5	99	94	0	0	4.3	5.5	5.2	4.8	550	321	238	18	139	189	181	20	104.1	75.6	68.7	51.6	99.2	71.7	65.8	50.1
27.0	95	87	3	0	3.2	3.4	3.1	3.1	54	49	66	22	28	36	78	38	81.2	59.6	52.8	35.8	78.2	59.9	50.7	37.1
27.4	100	88	10	0	5.7	5.3	4.6	4.9	78	62	67	26	40	44	62	59	73.2	58.0	53.6	41.1	68.5	56.8	51.0	40.3
30.3	100	--	100	0	4.1	4.5	4.1	5.8	2	0	4	4	1	2	2	6	----		41.8	34.2	----	----	----	37.4
27.8	100	89	6	--	2.5	2.4	1.8	2.0	6	10	5	1	7	9	12	0	55.7	41.2	40.3	----	56.6	55.6	40.0	
20.4	100	50	0	0					18	11	7	3	3	7	13	0	71.1	59.1	53.0	45.9	70.0	60.6	48.6	
32.2	100	100	100	0	9.0	9.0	9.0	9.0	11	9	9	11	13	8	4	15	74.2	65.5	56.7	49.5	73.4	68.6	68.7	50.5
32.3	100	95	90	0	9.0	9.0	9.0	9.0	28	9	17	32	16	10	4	14	75.5	66.3	62.4	48.9	73.0	64.5	59.8	48.7
32.4	100	100	82	0	9.0	9.0	9.0	9.0	27	15	25	30	20	18	31	36	74.1	67.7	58.3	49.4	77.4	64.6	58.0	53.7
32.5	100	100	100	0	9.0	9.0	9.0	9.0	3	4	10	10	1	4	4	14	70.7	68.0	62.7	49.4	----	63.7	58.6	60.9
32.2	98	100	94	0	9.0	9.0	9.0	9.0	24	13	16	17	28	8	17	17	76.4	63.4	57.7	52.0	73.6	61.2	54.6	49.3
32.4	100	100	85	0	9.0	9.0	9.0	9.0	7	5	16	16	8	10	17	20	75.8	67.6	58.1	50.4	75.8	63.0	65.3	57.2
31.3	97	78	1	0	9.0	9.0	9.0	9.0	48	31	29	11	14	15	41	16	84.0	68.2	58.9	43.9	78.2	70.8	62.2	47.0
31.3	97	78	1	0	9.0	9.0	9.0	9.0	48	31	29	11	14	15	41	16	84.0	68.2	58.9	43.9	78.2	70.8	62.2	47.0
31.9	100	57	0	--	9.0	9.0	9.0	9.0	8	4	8	2	5	3	11	0	74.9	58.6	57.3	----	77.2	70.0	58.8	
32.1	97	100	70	0	9.0	9.0	9.0	9.0	16	1	5	10	13	4	5	8	73.7	----	59.5	48.9	73.3	63.2	60.0	46.7
33.0	99	95	10	0	6.0	5.5	6.7	11.4	100	99	67	2	34	74	63	7	74.7	62.1	56.6	----	76.0	58.4	50.7	46.7
35.5	95	43	3		7.0	8.4	8.2		24	13	10	0	13	17	19	0	59.6	46.8	43.5		58.4	48.6	41.3	
31.2	97	94	2	36	6.0	6.2	7.5	3.8	163	106	85	12	33	47	44	16	87.3	68.5	58.5	50.2	82.8	65.1	55.7	44.5



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
<b>ILLINOIS</b>																				
Augustana Coll		IIB	2	3	3	2	79.4	60.0	50.4	44.5	60.7	2	3	3	3	99.9	75.6	63.8	55.6	76.4
Aurora U	28,122	IIA	4	3	3	1	73.0	65.9	54.1	51.1	58.4	4	3	4	2	93.7	84.3	68.2	65.5	74.2
Bradley U		IIA	2	2	3	4	89.8	68.4	56.3	40.9	68.1	3	3	3	4	108.3	84.0	69.2	51.5	83.2
Chicago Sch Prof Psychology		IIA	5	3	3		65.9	64.1	53.9		58.5	5	4	4		80.5	78.8	65.1		71.1
Chicago St U	28	IIA	3	3	2		79.4	66.8	57.8		60.7	4	3	3		96.2	82.1	71.8		74.7
Concordia U		IIB	4	4	5		62.4	56.1	38.7		50.1	4	4	5		78.4	71.9	52.3		64.9
DePaul U	16	I	3	3	4	1	111.4	80.9	61.8	57.7	78.7	3	3	5	2	137.0	101.8	75.7	69.9	97.4
DeVry U	147	IIB	4	4	3	1	60.8	51.4	51.2	49.8	56.0	4	4	3	1	76.1	65.5	65.3	63.6	70.7
Dominican U	31	IIA	4	4	4	2	75.5	62.3	52.7	49.6	60.2	4	4	4	2	97.1	81.2	65.2	61.0	76.5
Eastern Illinois U	31,53	IIA	3	3	2	4	83.5	66.7	57.1	40.1	62.0	3	3	3	4	101.5	82.7	71.8	52.3	77.3
Elmhurst Coll	28	IIB	2	2	2	2	77.7	62.0	53.7	47.9	64.6	2	2	3	3	101.2	81.8	66.4	54.4	83.1
Governors St U	28	IIA	3	2	2	1	82.4	70.8	61.5	53.0	59.0	3	2	1	1	107.3	92.7	80.9	73.3	78.7
Greenville Coll		IIB	5	4	4	4	57.0	51.8	45.0	36.9	48.7	5	4	4	4	72.1	67.8	58.8	47.3	63.1
Illinois Coll		IIB	4	4	4	5	67.4	54.4	47.6	35.5	53.6	4	4	4	5	83.0	69.0	58.8	41.1	66.3
Illinois St U	28	I	5	5	4		83.5	64.1	60.6		64.3	5	5	4		104.0	82.3	78.2		82.1
Illinois Tech	16,171	I	3	2	2	2	109.9	83.5	74.9	54.8	85.8	3	2	2	2	136.0	104.5	92.4	69.0	106.4
Illinois Wesleyan U	28	IIB	2	2	2	2	84.1	64.9	52.9	45.7	67.9	2	2	2	2	113.8	88.3	70.1	58.3	91.4
John A. Logan Coll		III	3	2	1	1	71.3	64.2	59.8	52.7	60.7	4	3	2	3	80.3	74.7	70.1	60.5	69.7
John Wood CC	25	III	5	4	4	3	55.1	52.0	44.8	43.2	48.1	5	5	5	4	62.8	59.7	52.5	50.9	55.8
Joliet Jr Coll		III	1	3	4		85.5	58.1	46.2		69.0	2	3	4		100.9	74.4	60.7		84.5
Judson Coll	31	IIB	4	3	4	5	66.5	58.7	48.4	31.8	56.2	4	4	4	5	81.1	72.2	60.4	41.4	69.4
Knox Coll		IIB	2	4	4	4	76.1	52.7	44.4	38.2	54.0	3	4	5	5	96.6	68.7	55.9	46.7	68.9
Lake Forest Coll		IIB	2	2	2	2	86.7	67.8	53.6	47.5	67.7	2	2	2	2	110.5	86.4	70.2	60.9	87.0
Lewis U	28	IIA	3	2	2	2	84.0	68.4	57.4	49.8	67.3	3	3	3	2	104.8	85.6	72.8	65.1	84.8
Loyola U Chicago	13,36,195	I	3	3	3	1	112.8	81.3	68.2	57.3	83.7	3	3	3	1	144.9	104.2	87.3	73.4	107.3
MacMurray Coll		IIB	5	5	5	-	46.2	43.2	40.3	----	42.2	5	5	5	-	58.5	55.0	49.9	42.6	53.1
McKendree Coll	28	IIB	4	3	4	3	65.9	57.0	48.0	42.1	52.6	4	4	4	3	81.7	72.1	59.5	52.0	65.6
Millikin U	28	IIB	3	3	3	2	70.3	59.6	50.4	44.9	54.1	3	3	3	2	89.2	76.4	63.8	57.2	69.3
Monmouth Coll		IIB	3	3	4		73.1	57.0	47.0		57.6	3	3	4		93.6	76.5	59.0		74.5
National-Louis U	31,180	IIA	4	5	5	4	73.2	57.7	49.3	40.7	55.0	5	5	5	4	88.1	70.5	60.5	51.9	67.2
North Central Coll	31	IIA	3	3	3	4	80.2	65.1	53.6	41.3	64.5	3	3	4	5	104.4	83.3	68.6	50.8	83.0
Northeastern Illinois U		IIA	3	3	2	5	80.5	66.1	59.7	34.4	56.9	4	3	2	5	99.4	82.2	73.9	44.7	71.3
Northern Illinois U	12	I	5	5	4	5	90.3	68.4	60.4	39.6	66.6	5	5	4	4	112.3	87.9	79.0	55.5	85.8
Northwestern U	15	I	1	1	1*		153.6	100.5	87.9		124.2	1	1*	1*		195.1	132.5	116.4		160.0
Quincy U	31	IIB	5	5	5	5	53.1	50.2	38.9	33.3	44.1	5	5	5	5	66.4	61.1	47.3	40.6	54.1
Roosevelt U	28,155	IIA	2	2	2	3	91.2	67.7	57.7	46.4	69.1	2	3	3	2	114.8	87.3	73.5	60.6	88.1
Saint Xavier U	28	IIA	2	2	3	-	86.1	68.4	55.9	----	64.5	2	2	3	-	111.2	87.8	71.9	72.2	82.4
Southern III U-Carbondale	15	I	5	5	5	5	90.7	66.8	58.0	36.5	65.1	5	5	5	5	113.2	85.7	75.1	49.3	83.4
Southern III U-Edwardsville	20	IIA	3	2	3	5	81.4	68.2	55.8	37.5	60.1	3	2	2	4	102.8	87.9	73.7	53.1	78.7
Southwestern Illinois Coll	13	III	1	1	2	2	82.8	65.9	52.9	44.9	56.8	3	3	4	4	91.1	74.8	61.4	53.1	65.2
Trinity Christian Coll	13	IIB	4	4	4		65.8	56.3	48.2		55.2	3	3	3		87.9	73.5	62.4		72.4
Trinity Int U-Evan Div Sch		IIA	3	3	4	-	80.0	65.3	50.6	----	69.9	3	4	4	-	101.0	81.2	67.7	46.1	88.0
Trinity International U		IIA	5	5	5		62.1	56.4	48.9		54.7	5	5	5		76.2	71.7	59.9		68.1
U Chicago	16	I	1*	1*	1*	2	170.8	103.3	90.7	57.0	121.8	1*	1	1*	1	205.6	131.3	115.6	77.4	150.7
U Illinois-Chicago	20	I	3	2	2	2	115.6	82.5	71.5	57.2	88.4	3	3	2	1	139.8	102.8	90.5	74.5	109.4
U Illinois-Springfield	31	IIA	3	2	3	3	85.8	68.0	54.4	43.8	62.3	3	3	3	3	106.5	86.6	71.4	59.6	80.2
U Illinois-Urbana	15	I	2	2	2	2	125.7	82.2	73.7	51.8	97.1	2	3	2	2	151.0	102.5	93.0	68.6	119.1
U Saint Francis	28,109	IIA	4	5	3	3	71.7	57.5	53.7	45.1	57.9	4	5	3	4	97.6	74.3	72.8	55.6	77.6
Western Illinois U		IIA	3	3	4	5	85.3	65.5	52.0	40.1	63.3	3	3	4	4	103.3	82.0	65.9	52.0	78.7
Wheaton Coll		IIB	2	2	2	3	82.5	66.6	53.1	41.2	68.3	2	1	2	3	108.0	91.6	68.1	51.7	90.7

INDIANA

Anderson U	28	IIB	4	4	4	4	63.1	55.2	46.8	40.4	56.2	4	4	4	4	83.3	72.5	60.5	51.6	73.7
Ball St U	28	I	5	5	5	5	79.2	63.3	50.2	39.4	58.9	5	5	5	5	105.6	86.0	69.2	55.3	80.1
Bethel Coll		IIB	4	4	4	3	60.9	51.3	45.5	43.0	48.0	4	4	3	2	80.8	69.6	62.8	60.2	65.9
Butler U	31	IIA	3	3	2	2	80.3	65.5	60.3	47.7	64.5	3	3	3	2	103.1	82.8	73.7	61.2	81.2
Calumet Coll St. Joseph	16	IIB	5	5	4	3	51.6	49.5	46.0	40.8	47.2	5	5	4	3	65.4	61.8	58.3	54.5	59.7
DePauw U		IIB	1	1	1	1	90.0	70.9	58.2	51.9	73.6	1	1	1	1	119.0	95.8	76.7	67.7	97.7
Earlham Coll & Earlham Sch Rel		IIB	2	2	2		78.7	62.2	52.0		65.7	2	2	2		105.4	85.0	70.1		88.4
Franklin Coll Indiana	31	IIB	3	3	4	-	69.6	56.8	45.5	----	58.1	3	4	5	-	88.4	71.6	55.1	53.0	72.9
Goshen Coll	28	IIB	5	5	5		58.5	46.3	42.1		49.6	4	5	5		80.6	60.8	52.8		65.9
Hanover Coll		IIB	2	3	2	-	77.4	59.2	52.9	----	64.1	2	3	3	-	98.4	75.2	64.5	55.6	80.8
Huntington U		IIB	4	4	4	4	63.3	51.5	44.3	39.9	51.9	4	4	3	3	85.9	72.4	64.2	54.3	72.6

(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				
	25.8	98	96	45	0	4.3	6.6	5.0	16.7	37	27	23	6	18	19	24	9	81.1	59.2	50.4	43.8	75.9	61.2	50.5	44.9			
27.1	0	0	0	0	2.8	3.2	2.5	3.1	8	9	31	4	7	9	19	16	77.1	66.8	54.9	47.2	68.3	65.0	52.8	52.1				
22.1	99	100	10	0	4.7	3.5	3.6	3.1	73	80	48	11	16	34	44	13	90.7	71.2	58.7	42.5	85.7	61.8	53.7	39.5				
21.7	0	0	0		9.0	8.3	6.6		4	5	8	0	0	6	12	0	65.9	65.3	50.9			63.0	56.0					
23.2	99	93	24		3.7	3.9	3.7		50	45	28	0	25	36	54	0	80.1	68.3	56.7		78.2	64.9	58.4					
29.6	92	20	0		3.1	3.5	3.6		16	15	11	0	10	15	33	0	64.6	53.9	37.6		59.0	58.3	39.1					
23.7	94	92	2	0	4.5	4.5	6.3	5.4	117	186	141	52	71	118	141	44	116.4	84.1	64.8	58.8	103.1	75.7	58.8	56.4				
26.2	0	0	0	0	3.0	3.0	3.0	3.0	260	128	93	56	104	42	27	10	62.0	51.7	51.7	50.0	57.8	50.7	49.8	48.5				
27.0	90	85	8	0	3.4	3.5	3.8	3.0	19	11	20	3	11	16	30	8	76.3	59.8	55.7	50.8	74.0	64.0	50.7	49.1				
24.6	97	93	5	0	14.5	13.8	11.4	15.2	123	72	63	82	71	43	64	104	85.5	68.8	58.1	41.2	79.9	63.0	56.1	39.3				
28.7	96	77	10	0	4.8	5.5	5.7	9.0	27	16	15	1	18	19	26	2	79.4	65.0	55.7	----	75.0	59.5	52.5	----				
33.1	97	65	3	0	5.0	5.0	5.0	5.0	17	25	16	0	16	30	16	4	92.6	71.1	63.8		71.6	70.5	59.2	53.0				
29.6	92	83	39	0	3.6	4.4	5.8	5.6	9	15	11	6	3	3	12	0	56.6	52.6	46.9	36.9	58.0	47.8	43.2					
23.9	100	91	0	0	5.0	5.4	5.6	6.5	13	14	14	1	6	8	9	7	67.8	54.5	47.5	----	66.5	54.3	47.7	35.4				
27.7	100	97	4		5.5	5.8	4.0		179	120	106	0	57	106	112	0	84.9	66.4	64.5		79.0	61.5	57.0					
23.9	84	73	10	0	2.7	3.6	5.0	1.8	103	67	74	15	13	17	31	4	110.7	83.0	76.5	54.1	103.4	85.2	71.0	57.6				
34.8	100	96	2	0	3.5	4.3	3.5	5.1	39	27	25	5	18	29	17	1	84.9	67.5	53.5	45.2	82.4	62.5	52.0	----				
14.9	100	100	93	51	3.7	4.3	4.4	4.6	14	9	4	20	11	13	11	21	71.2	64.7	66.4	51.2	71.5	63.8	57.5	54.2				
16.0	100	100	100	0	4.2	4.2	4.2	4.2	8	1	8	3	9	2	12	10	53.3	----	44.5	46.2	56.6	----	45.0	42.4				
22.2	100	69	43						61	25	16	0	42	23	35	0	85.2	58.7	43.9		85.8	57.4	47.2					
23.4	76	54	6	0	2.1	7.5	9.5	19.8	12	19	6	2	5	7	12	2	66.8	58.2	48.5	----	65.7	60.1	48.3	----				
27.6	92	95	3	0	6.0	7.1	5.5	3.4	17	22	20	5	8	16	14	6	80.8	54.8	45.3	40.4	66.0	49.7	43.1	36.4				
28.5	100	96	0	0	4.6	5.0	4.4	4.0	22	15	15	2	6	11	14	2	88.4	68.4	52.4	----	80.6	67.0	54.8	----				
25.9	98	53	4	0	3.5	3.5	3.5	3.5	36	16	28	4	22	18	40	15	84.5	69.3	58.5	52.7	83.2	67.6	56.6	49.1				
28.3	100	96	7	0	5.5	5.5	6.4	6.7	132	102	40	51	51	75	46	85	116.2	84.0	67.0	56.1	104.1	77.5	69.2	58.1				
25.8	100	100	0	--	2.4	2.3	4.1	1.2	4	3	2	0	7	3	14	2	46.6	42.7	----		45.9	43.7	40.8	----				
24.7	100	76	9	0	2.6	4.6	3.7	-4.8	10	12	14	6	4	13	18	8	66.0	59.4	50.8	41.6	65.6	54.7	45.9	42.4				
28.0	100	91	6	0	13.4	10.0	6.6	7.0	11	35	21	9	4	22	31	13	69.9	60.5	49.6	46.1	71.1	58.0	51.0	44.1				
29.4	100	88	0		3.3	3.6	9.4		17	13	10	0	4	12	14	0	74.5	59.0	46.8		67.1	54.8	47.2					
21.9	98	77	17	0	2.2	3.1	3.6	2.8	19	21	36	3	23	50	77	16	77.6	56.6	49.4	44.5	69.5	58.2	49.2	39.9				
28.6	97	83	0	0	7.6	10.4	6.8	4.6	21	22	17	1	11	19	16	6	82.1	67.0	55.4	----	76.5	65.5	51.6	40.7				
25.1	100	93	18	0	4.2	4.6	5.2	5.9	44	57	43	69	42	52	30	74	82.6	69.0	60.0	34.3	78.4	62.8	59.4	34.5				
28.9	99	97	3	0	6.4	6.0	4.8	5.2	156	181	106	60	57	137	112	99	92.9	69.2	61.1	40.9	83.4	67.2	59.8	38.8				
28.9	96	84	0		4.9	6.3	6.0		412	158	155	0	101	82	105	0	155.9	101.0	93.8		144.5	99.7	79.1					
22.5	100	70	0	0	3.4	2.0	3.5	3.3	11	5	14	4	2	5	5	2	53.1	46.7	39.8	34.2	----	53.8	36.5	----				
27.4	100	87	7	0	2.8	3.8	4.1	2.8	40	46	38	3	11	32	38	5	91.5	70.0	60.4	50.1	90.3	64.5	55.0	44.1				
27.8	97	88	10	--	5.5	3.4	4.0	3.0	19	34	19	0	10	40	33	1	86.5	70.4	54.3		85.2	66.7	56.8	----				
28.1	100	95	8	0	10.2	9.6	7.1	7.7	170	182	169	29	43	98	108	32	92.7	68.3	58.5	35.5	82.6	64.1	57.3	37.4				
30.9	99	93	1	1	2.7	4.4	4.6	2.5	88	87	101	42	29	61	102	82	83.9	69.6	58.1	38.4	73.9	66.1	53.5	37.0				
14.9	100	100	69	50	5.0	5.0	5.0	5.0	10	5	48	3	4	8	60	3	85.5	65.6	53.6	41.5	76.1	66.0	52.4	48.2				
31.0	89	22	0		3.9	4.6	10.3		14	15	14	0	5	8	18	0	66.4	56.1	48.8		63.9	56.6	47.8					
25.8	95	80	0	--	2.8	3.3	3.5	3.5	19	13	3	0	0	2	0	2	80.0	65.1	50.6		----	----	----	----				
24.5	25	100	7		3.5	3.9	4.0		6	11	7	0	2	5	8	0	62.9	57.1	48.6		----	54.9	49.1					
23.7	96	86	0	0					391	114	154	42	78	55	74	23	173.6	107.0	96.1	58.6	157.0	95.7	79.3	54.0				
23.8	98	89	2	0	3.6	4.8	4.5	4.0	269	226	108	1	92	132	143	14	117.3	84.5	74.0	----	110.7	79.0	69.6	54.9				
28.8	96	94	0	0	3.8	4.9	4.0	3.0	17	39	53	1	6	30	31	8	91.5	70.3	57.6	----	69.8	64.9	48.9	42.7				
22.7	98	96	0	0	4.1	5.1	4.4	2.6	673	353	319	5	140	180	203	6	128.0	84.3	75.6	52.6	114.8	78.2	70.6	51.2				
34.0	22	24	0	0	4.2	6.2	4.6	3.2	14	8	14	1	4	9	31	3	71.6	55.9	52.8	----	72.1	58.8	54.1	44.8				
24.4	99	82	7	0	4.5	5.7	6.5	6.2	133	114	100	36	58	68	76	64	85.9	66.4	52.7	42.6	83.8	64.0	51.0	38.8				
32.8	88	81	0	0	5.0	5.1	5.2		61	53	26	1	8	21	25	2	83.2	67.0	53.4	----	77.2	65.8	52.8	----				
31.2	94	47	10	0	2.5	3.6	4.5	2.7	48	21	10	1	20	17	19	9	64.6	57.9	53.2	----	59.5	51.8	43.4	40.2				
36.1	99	81	12	0	3.6	4.3	4.4	4.6	181	126	170	56	54	84	155	91	81.3	65.3	50.7	40.4	72.1	60.4	49.6	38.8				
37.2	83	79	14	0	3.4	3.4	3.6	3.0	4	18	18	6	2	10	17	9	61.0	51.5	45.9	44.8	----	51.0	45.0	41.7				
25.8	100	90	16	0	4.6	6.9	8.7	13.1	68	45	36	1	13	38	47	7	82.1	67.9	61.9	----	71.3	62.5	59.1	48.3				
26.5	100	100	18	0	0.8	2.9	2.2	1																				

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
<b>INDIANA (continued)</b>																				
IU-PU-Fort Wayne	27	IIA	4	4	3	3	75.4	61.2	54.9	43.5	59.9	3	3	2	3	102.9	84.7	75.9	58.9	82.4
IU-PU-Indianapolis	6	IIA	2	2	2	-	94.7	73.9	59.9	----	68.9	2	2	2	-	120.4	95.2	77.4	100.3	88.8
Indiana St U	28	I	5	5	5	5	76.2	59.4	51.9	34.3	58.8	5	5	5	5	100.7	78.6	68.2	41.4	77.1
Indiana U-Bloomington	13	I	3	3	3		114.0	77.8	68.4		86.3	3	3	3		143.8	99.9	86.8		109.7
Indiana U-East		IIB	3	2	3		70.9	63.8	48.7		53.7	3	2	3		92.3	83.5	64.7		70.6
Indiana U-Kokomo		IIB	2	3	2		78.2	58.2	54.0		56.4	2	3	2		100.0	75.5	70.3		73.0
Indiana U-Northwest		IIA	4	3	4	-	75.6	67.1	50.3	----	58.2	3	2	4	-	100.7	87.9	65.1	61.5	76.4
Indiana U-South Bend		IIA	4	5	4		76.6	56.8	51.3		53.2	3	5	4		100.9	75.4	68.1		70.7
Indiana U-Southeast		IIA	4	3	3		77.8	63.7	56.0		61.9	3	3	3		102.1	83.1	72.2		81.2
Indiana Wesleyan U	25	IIB	4	3	3	4	66.1	57.7	48.9	37.9	54.1	3	2	2	3	90.4	80.0	69.8	56.3	75.8
Ivy Tech CC of Indiana	25,134	III	5	5	5	4	56.9	49.2	43.5	37.9	44.2	4	4	4	4	77.9	68.5	61.6	52.4	61.5
Manchester Coll		IIB	5	4	5	3	58.5	51.2	43.6	41.5	50.5	5	4	4	3	75.6	67.0	57.7	53.8	65.9
Purdue U-Calumet	27	IIA	3	4	3	5	80.5	60.9	53.9	34.1	60.6	3	3	3	5	108.9	83.2	72.9	42.3	82.0
Purdue U-Main	27	I	3	3	2	3	111.3	77.2	69.2	46.5	86.9	3	3	2	4	144.0	103.4	91.9	58.0	114.2
Purdue U-North Central	27	IIB	2	3	3		82.5	59.1	48.6		56.6	2	2	3		112.6	80.6	66.6		77.6
Rose-Hulman Inst Tech	29	IIB	1	1	1*		100.9	79.4	68.6		82.7	1	1	1*		138.1	108.1	93.3		112.8
Saint Joseph's Coll	31	IIB	4	4	4		61.5	51.3	46.1		50.6	4	4	4		83.4	66.9	60.0		66.5
Saint Mary's Coll	28	IIB	3	3	3	4	72.7	61.3	49.9	37.0	60.6	3	3	3	5	96.6	79.2	63.0	44.4	78.7
Saint Mary-of-the-Woods Coll	31	IIB	5	5	5	5	52.9	44.4	37.4	32.2	42.3	5	5	5	5	62.7	54.8	45.8	39.1	51.7
Taylor U		IIB	4	4	4	4	59.4	50.9	44.2	38.1	52.9	4	3	3	2	86.8	74.6	64.5	56.9	77.5
Taylor U-Fort Wayne		IIB	5	5	5	5	52.6	45.4	38.0	33.1	43.8	4	4	5	4	77.1	65.2	55.4	51.7	64.2
Tri-State U	30	IIB	5	4	5	4	56.4	51.2	42.3	37.8	47.3	5	4	5	4	74.5	67.4	55.2	50.9	62.2
U Evansville	27	IIA	3	4	4	5	82.9	62.9	52.5	37.4	63.9	3	4	4	5	105.5	80.5	66.1	45.6	81.1
U Indianapolis	28,49	IIA	4	4	4	3	73.8	62.2	52.6	45.4	57.7	4	4	5	3	92.5	78.0	64.8	57.5	71.9
U Notre Dame	15	I	1	2	1	-	131.1	86.9	76.2	----	99.0	1	2	1	-	167.3	113.9	98.6	95.1	128.2
U Southern Indiana	27	IIA	4	4	4	4	77.0	60.2	53.3	43.2	54.6	3	3	3	3	102.9	82.2	72.4	57.1	73.5
Valparaiso U	12	IIA	1	4	3	4	95.0	61.3	55.3	42.5	66.7	1	4	3	4	123.8	79.8	72.0	55.4	86.8
Wabash Coll		IIB	1	1	2	-	95.1	69.4	57.1	----	73.6	1	1	1	-	120.4	90.3	74.5	64.5	94.6

IOWA

Allen Coll	39	IIA	5	5	5	4	65.1	58.1	50.3	41.1	52.9	5	5	5	4	84.7	75.3	60.8	54.2	66.3
Briar Cliff U	28,60	IIB	4	4	5	4	59.4	52.1	43.9	39.9	48.9	5	5	4	4	72.2	63.9	57.3	49.7	61.2
Central Coll		IIB	4	4	4	-	63.4	56.1	48.4	----	56.0	4	4	4	-	79.6	71.5	59.1	54.3	70.2
Coe Coll		IIB	2	3	3		77.5	60.8	49.7		65.0	2	2	3		102.8	79.9	65.2		85.9
Cornell Coll		IIB	3	4	3	-	75.5	56.0	48.5	----	62.8	2	4	4	-	99.3	73.0	61.5	59.3	81.9
Dordt Coll		IIB	4	4	4	4	62.2	53.9	44.4	40.2	53.1	4	3	4	3	84.2	76.1	57.6	52.2	71.7
Drake U	16	IIA	1	2	3	3	98.2	69.4	54.7	46.0	71.3	1	2	3	3	124.1	89.5	68.8	57.0	90.5
Faith Bapt Bible Coll & Sem		IIB	5	5	-		45.2	38.8	----		41.9	5	5	-		57.7	54.3	----		55.9
Graceland U	28	IIB	4	5	5	2	59.9	47.9	43.1	44.2	47.2	5	5	4	2	75.0	61.9	56.9	57.1	61.3
Grinnell Coll		IIB	1	1	1	1*	109.9	80.7	62.5	60.0	81.0	1	1	1	1*	140.1	103.6	79.5	76.9	103.7
Iowa Lakes CC		III	5	5	5	5	50.6	43.1	35.9	35.4	41.6	5	4	5	3	72.3	65.3	57.9	56.2	63.1
Iowa St U	30	I	3	3	3	3	106.7	77.6	67.6	47.9	81.8	3	3	3	3	134.9	101.2	89.3	65.8	105.8
Kirkwood CC	28	III	4	4	4	3	59.6	50.7	47.3	42.2	50.5	4	4	3	3	78.2	67.9	64.0	58.1	67.7
Loras Coll	31	IIB	4	4	4	3	61.1	52.3	44.2	41.9	52.9	5	4	4	4	74.1	65.6	56.6	50.5	65.8
Luther Coll	28	IIB	2	2	2	2	77.8	62.1	52.3	46.0	63.1	2	2	2	2	102.7	84.8	69.7	61.2	84.4
Morningside Coll		IIB	4	4	4	4	62.0	52.6	44.9	39.2	50.8	4	4	4	3	80.8	68.1	56.3	53.4	65.4
Mount Mercy Coll	28	IIB	4	4	5	4	60.5	51.4	43.5	37.6	49.6	4	4	4	5	79.7	70.5	56.4	46.9	65.4
Northwestern Coll	31	IIB	4	4	3	2	65.4	54.9	48.5	43.8	53.6	4	4	3	2	85.7	72.4	63.7	60.2	70.9
Simpson Coll		IIB	3	4	4	3	69.0	52.9	44.2	42.1	54.9	3	4	4	3	90.7	70.0	57.2	52.5	71.7
St. Ambrose U	27	IIB	3	4	3	3	69.9	54.4	49.8	41.0	59.3	3	4	3	4	87.9	69.8	62.6	47.9	74.6
St. Luke's Coll		III	-	2	3		----	54.6	42.3	47.1		-	3	5		----	67.4	50.3		56.4
U Iowa	5	I	2	3	2	3	118.1	81.0	69.6	47.0	90.8	2	3	3	4	149.4	103.5	89.1	60.4	115.6
U Northern Iowa	31	IIA	3	3	3	2	84.7	67.5	55.2	47.0	66.0	2	2	2	2	111.4	89.9	74.8	63.4	87.9
Wartburg Coll		IIB	4	4	3	1	67.1	56.2	49.4	49.7	57.8	3	3	3	1*	89.8	76.7	65.4	76.7	77.6

KANSAS

Baker U		IIB	5	5	4		58.9	49.6	44.5		51.0	5	5	5		73.0	63.4	55.4		63.9
Bethany Coll		IIB	5	5	5		51.2	38.6	33.8		39.9	5	5	5		62.8	47.3	42.1		49.1
Emporia St U	28	IIA	4	4	5	5	71.9	59.3	47.6	39.2	55.7	5	4	5	4	91.2	76.2	61.6	51.3	71.6
Fort Hays St U		IIA	5	4	5	4	71.6	60.2	49.1	40.5	53.9	5	4	5	4	89.6	75.9	62.7	52.6	68.5
Friends U	31,193	IIA	5	5	4	4	64.3	56.7	51.1	40.7	55.7	5	5	5	5	79.4	70.5	63.1	50.9	68.9
Johnson Co CC		III	3	3	3		66.2	55.1	49.7		60.2	3	3	2		92.2	79.0	72.6		85.0
Kansas City Kansas CC		III	4	3	3	3	65.6	56.1	47.7	41.4	58.0	4	4	4	3	81.4	71.4	62.0	55.3	73.3

(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				
37.7	68	76	4	33	4.3	3.8	4.2	5.0	58	58	77	3	23	38	50	9	79.3	61.8	55.2	48.4	65.5	60.3	54.5	41.9				
28.9	92	74	3	--	3.1	3.7	3.2	3.1	152	155	118	1	56	140	121	0	96.4	77.1	63.1	----	90.3	70.5	56.7					
31.3	100	97	10	0	3.5	3.7	4.7	5.8	95	68	82	21	31	60	60	29	76.8	61.5	53.0	37.1	74.2	57.0	50.3	32.3				
27.1	97	72	0		4.5	6.0	5.7		497	259	220	0	137	155	175	0	116.1	80.8	70.8		106.4	72.7	65.3					
31.4	75	86	4		2.8	3.1	3.4		4	11	7	0	4	10	17	0	75.3	60.9	48.4		66.5	66.9	48.8					
29.5	100	81	0		2.1	1.9	2.4	4.1	10	8	15	0	4	18	14	0	75.5	64.4	55.6		84.7	55.4	52.4					
31.4	100	85	0	--	2.3	2.7	2.1	2.0	25	29	19	1	4	24	30	1	77.1	66.1	49.7	----	66.1	68.3	50.7	----				
32.9	100	85	0		2.2	2.0	2.6		21	39	44	0	11	41	24	0	79.5	58.8	52.7		70.9	55.0	48.8					
31.2	98	84	0		3.9	4.5	4.1		37	25	17	0	17	24	16	0	79.3	66.6	59.4		74.7	60.7	52.4					
40.3	0	6	0	0	8.6	5.3	5.2	4.8	25	47	45	7	12	16	46	6	65.9	57.8	49.5	39.0	66.5	57.5	48.4	36.6				
39.2	0	0	0	0					29	91	190	82	54	125	240	158	57.7	50.8	44.5	39.4	56.5	48.0	42.7	37.1				
30.5	85	41	0	0	9.0	-5.3	10.8	18.5	16	14	6	1	4	13	8	8	59.7	53.4	42.4	----	53.8	48.7	44.5	41.5				
35.4	100	95	4	0	3.1	2.3	5.7	7.1	59	47	27	11	19	46	42	12	80.8	63.5	58.5	36.7	79.4	58.1	50.9	31.6				
31.4	98	91	2	0	4.1	5.3	5.5	8.5	684	362	317	11	107	171	209	8	113.4	79.2	70.6	51.1	97.8	73.0	67.1	40.3				
37.1	100	98	0		4.6	3.5	3.7		11	25	17	0	4	15	25	0	82.3	59.3	48.9		82.9	58.8	48.4					
36.4	100	88	0		4.4	4.8	5.2		42	48	27	0	4	10	19	0	101.5	79.3	69.9		94.9	79.9	66.8					
31.5	100	100	37		5.3	5.1	7.2		8	12	14	0	2	10	13	0	61.5	51.3	46.9	----	----	51.2	45.2					
29.7	98	95	14	0	4.7	5.9	6.7	5.4	23	15	10	0	27	28	26	3	75.0	62.1	51.7		70.7	60.8	49.3	37.0				
22.3	88	93	0	0	2.9	2.7	2.9	2.6	1	9	9	1	7	20	15	2	----	46.0	39.4	----	53.4	43.6	36.2	----				
46.3	98	72	4	0	4.9	6.2	6.5	8.4	48	20	21	3	12	9	6	3	60.1	51.0	43.7	38.3	56.5	50.6	45.9	37.9				
46.7	100	100	0	0	4.0	3.1	7.3	3.5	5	3	1	1	1	2	4	2	52.6	45.7	----	----	----	----	36.2	----				
30.6	67	9	0	0	3.9	3.9	2.9		11	18	20	1	1	5	8	5	57.2	51.6	42.4	----	----	49.9	41.9	36.9				
26.9	100	92	14	0	5.1	5.8	4.1	8.0	43	35	39	0	8	14	35	3	84.1	63.2	54.6		76.8	62.1	50.2	37.4				
24.7	95	71	0	0	5.3	8.6	8.7	7.4	13	38	32	8	8	34	47	14	72.2	63.4	52.0	44.9	76.3	61.0	53.0	45.7				
29.5	100	95	0	--	3.5	4.0	4.7	5.1	321	171	90	1	51	68	60	1	132.9	88.6	76.6	----	120.1	82.6	75.4	----				
34.7	98	84	12	0	4.0	5.8	5.3	4.7	25	43	48	27	15	25	47	74	81.4	61.0	53.7	42.6	69.6	58.8	52.8	43.4				
30.3	96	92	13	0	4.0	3.9	4.1	4.3	54	56	44	3	14	31	26	5	94.3	62.9	56.0	44.9	97.8	58.4	54.0	41.1				
28.5	100	100	0	--	3.8	9.3	5.4		25	21	17	1	4	3	12	1	93.8	69.2	58.2	----	103.4	70.7	55.7	----				
25.4	0	0	0	0	4.8	5.0	4.0	4.0	0	0	0	0	4	5	15	3					65.1	58.1	50.3	41.1				
25.0	94	90	15	0	7.0	5.7	4.6	3.8	12	6	9	2	4	4	11	9	60.5	50.5	43.6	----	56.4	54.5	44.2	40.3				
25.4	100	94	0	--	13.0	2.5	3.3	4.2	18	20	14	1	8	12	10	0	64.5	57.2	48.7	----	60.9	54.3	47.9					
32.1	100	100	13		2.9	3.6	3.7		28	13	13	0	7	7	10	0	77.0	61.6	50.2		79.4	59.2	49.0					
30.6	100	100	0	--	6.4	6.4	5.1		26	9	6	0	13	12	12	1	76.9	56.1	49.6		72.6	55.9	47.9	----				
35.0	0	0	0	0	3.3	4.9	3.9	5.7	31	13	7	10	3	2	3	8	62.1	53.7	44.9	40.6	63.5	----	43.2	39.6				
27.0	97	83	2	0	4.9	4.4	5.2	3.3	51	52	33	3	19	36	57	6	102.7	71.7	55.7	41.7	86.3	66.1	54.1	48.2				
33.5	0	0	--		0.0	0.3	0.0		10	6	1	0	0	3	0	0	45.2	38.0	----				40.4					
29.8	89	78	8	0	2.2	4.5	10.8	3.0	12	12	21	1	6	11	31	2	61.6	48.7	43.6	----	56.6	47.1	42.7	----				
28.0	100	100	0	0	5.6	5.9	6.3	5.1	27	29	25	4	10	25	26	1	112.2	80.5	61.8	60.4	103.6	80.9	63.2	----				
51.5	0	0	0	0	7.5	7.5	8.8	8.3	13	11	4	24	16	9	6	14	51.6	45.3	36.9	36.0	49.9	40.4	35.3	34.3				
29.4	99	95	2	0	6.5	7.0	6.1	3.9	421	251	184	1	80	124	121	4	108.5	80.6	70.1	----	97.5	71.6	63.7	47.0				
34.0	0	0	0	0	8.2	7.7	7.8	6.3	51	19	55	20	34	25	38	28	60.2	51.2	47.5	41.7	58.8	50.3	46.9	42.5				
24.4	92	81	35	0					28	32	15	0	8	16	11	3	60.8	53.8	45.2		61.8	49.2	42.9	41.9				
33.9	98	92	2	0	6.9	8.1	6.6	6.5	41	35	26	8	14	24	25	4	77.6	61.8	53.0	46.8	78.3	62.6	51.5	44.2				
28.7	88	90	4	0	6.4	5.9	6.6	6.5	12	12	13	1	5	8	15	4	64.1	51.7	46.9	----	56.9	54.0	43.2	36.9				
32.0	100	87	29	0					13	11	3	2	9	12	14	13	62.4	54.0	45.4	----	57.9	49.0	43.0	37.3				
32.4	100	88	9	0	3.1	3.7	3.5	4.0	17	17	12	7	3	7	10	9	66.1	54.6	47.6	44.0	61.3	55.7	49.5	43.5				
30.6	100	91	0	0					24	14	9	7	9	8	17	4	70.3	52.8	43.9	42.9	65.6	53.1	44.3	40.7				
25.9	99	87	43	0	13.2	19.9	13.0	9.4	47	14	26	1	27	9	35	4	70.9	55.5	50.5	----	68.1	52.8	49.3	40.8				
19.7	--	0	0						0	0	0	0	0	2	4	11					----	----	54.6	42.3				
27.2	95	86	1	0	8.8	9.7	8.7	8.8	397	233	164	2	112	176	144	7	121.7	84.7	71.3	----	105.4	76.2	67.6	43.0				
33.2	99	100	8	34	2.7	3.0	3.8	3.0	125	113	70	36	40	94	51	75	86.4	69.6	56.1	47.4	79.3	64.9	54.0	46.9				
34.2	100	96	9	0	3.9	3.4	4.4	2.0	23	16	11	1	13	12	12	2	69.3	56.7	50.3	----	63.3	55.6	48.7	----				
25.4	96	69	22		4.7	5.0	7.9		14	14	13	0	9	12	10	0	60.2	50.5	44.8		56.9	48.7	44.0					
23.1	100	72	13						6	14	8	0	4	4	7	0	51.6	39.4	33.0		50.4	36.2	34.7					
28.5	98	89	16	0	5.2	5.0	4.6	4.8	46	50	31	19	17	30	39	26	72.6	60.2	46.3	39.0	70.0	57.9	48.6	39.3				
27.1	100	97	19	0	4.9	5.3	5.5	6.4	38	41	51	31	12	21	45	29	73.7	62.8	48.3	40.7	65.1	55.2	49.9	40.3				
23.9	64	22	0	0	5.0	5.0	5.0	5.0	18	9	12	2	7	9	14	4	67.0	55.4	55.4	----	57.3	57.9	47.4	38.3				
41.3	0	0	0		4.2	4.8	5.0		90	44	22	0	77	58	26	0	66.9	55.0	49.8		65.4	55.2	49.7					
26.4	100	93	41	8	2.9	4.6	5.0	6.5	29	21	5	1	31	7	12	12	65.1	56.7	48.1	----	66.0	54.5	47.5	40.9				

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
<b>KANSAS (continued)</b>																				
Kansas St U	30,230	I	5	4	4	5	91.8	70.5	59.9	41.2	69.3	5	5	5	5	113.0	88.1	71.1	49.1	84.7
Kansas Wesleyan U	25	IIB	5	5	5	-	49.7	43.6	42.0	----	44.0	5	5	5	-	62.3	55.7	55.2	46.9	56.6
Ottawa U	32,220	IIB	5	5	5	5	55.0	45.2	40.3	35.4	43.5	5	5	5	4	67.0	57.7	53.5	48.5	56.3
Pittsburg St U	31	IIA	4	5	4	4	73.1	57.9	50.9	42.4	58.4	4	5	4	3	92.5	74.5	65.9	55.9	75.0
Southwestern Coll	28	IIB	5	5	4	-	56.0	47.0	44.6	----	48.8	5	5	5	-	66.7	56.9	54.2	49.0	58.8
Sterling Coll	31	IIB	5	5	5		52.5	40.4	39.2		42.2	5	5	5		63.3	48.9	47.4		51.0
Tabor Coll	25	IIB	5	5	5	5	40.4	35.0	31.0	27.7	34.5	5	5	5	5	52.6	45.9	39.9	36.4	45.0
U Kansas-Main	15	I	3	3	3		110.5	76.1	65.0		86.7	3	4	4		134.8	95.4	81.4		107.2
Washburn U	13	IIA	1	2	4	2	96.6	69.0	53.3	48.8	65.4	2	3	4	2	118.8	86.9	67.9	62.7	82.2
Wichita St U	27	I	5	4	5	5	90.2	69.7	58.5	39.8	67.7	5	5	5	5	112.3	88.1	74.6	51.1	85.5

**KENTUCKY**

Asbury Coll		IIB	5	5	5	5	55.0	48.2	42.0	36.7	49.8	5	5	5	4	73.0	64.1	55.8	48.7	66.2
Bellarmine U	28	IIA	3	4	4	3	79.3	61.3	51.9	44.3	60.6	4	4	4	4	99.6	78.9	68.4	55.8	77.8
Berea Coll	25	IIB	2	2	2	2	79.6	63.1	52.4	44.3	64.4	2	2	2	3	101.4	80.1	67.0	54.6	81.9
Campbellsville U	31	IIB	5	5	5	5	52.0	46.7	41.3	35.2	44.2	5	5	5	5	67.0	55.3	51.5	41.4	54.4
Centre Coll		IIB	2	2	2	-	80.6	64.0	52.2	----	67.1	2	3	3	-	101.5	79.2	64.3	59.4	83.7
Eastern Kentucky U		IIA	3	3	3	2	80.6	65.1	55.2	47.2	61.9	5	5	5	4	89.9	73.2	62.2	53.0	69.5
Georgetown Coll		IIB	4	4	4		67.0	53.5	45.0		52.1	4	4	5		83.3	64.9	54.9		63.7
Kentucky Christian U	28,75	IIB	5	5	5	-	43.3	41.1	37.0	----	40.3	5	5	5	-	52.5	47.3	42.9	45.5	47.9
Kentucky Wesleyan Coll		IIB	5	5	5		53.9	44.0	40.4		45.9	5	5	5		70.3	56.2	51.4		59.0
Morehead St U	25	IIA	4	4	4	5	76.2	60.6	50.7	36.0	55.6	3	4	4	5	100.4	80.2	67.2	47.7	73.5
Murray St U	28	IIA	3	3	3	-	79.9	64.8	54.7	----	61.1	3	3	3	-	100.1	82.0	69.7	48.7	77.4
Northern Kentucky U	28	IIA	2	2	2	2	89.4	70.4	59.7	47.8	61.0	2	2	2	2	110.1	88.0	75.5	61.6	77.0
Pikeville Coll	28	IIB	5	5	5	5	54.4	44.1	39.6	35.4	44.7	5	5	5	5	66.3	53.2	47.3	40.2	53.6
Transylvania U		IIB	2	2	3	1	84.6	65.8	50.7	50.6	68.9	2	2	3	1	109.9	83.9	66.3	65.0	89.2
U Louisville	5	I	4	3	5	3	102.8	77.4	57.5	46.7	77.4	4	3	5	3	127.7	98.2	74.9	62.4	98.2
Union Coll		IIB	5	5	5	5	39.2	39.8	36.8	31.1	38.0	5	5	5	5	50.3	47.3	45.8	42.1	47.3
Western Kentucky U	27	IIA	3	3	4	5	81.9	65.4	53.3	39.4	59.0	3	3	3	4	106.6	85.6	70.0	53.2	77.5

**LOUISIANA**

Centenary Coll Louisiana	31	IIB	3	3	3		70.5	58.3	48.8		59.0	3	3	3		92.1	74.8	63.6		77.0
Grambling St U	27	IIA	5	4	4	5	70.6	59.1	51.8	39.8	56.6	5	5	5	5	72.6	60.7	53.3	41.0	58.2
Louisiana St U-A & M Coll	15	I	3	3	3	5	106.3	76.3	66.3	41.6	76.6	3	4	3	5	131.9	96.1	83.6	53.3	96.0
Louisiana St U-Eunice	25	III	4	4	5	5	58.9	51.1	41.6	37.5	46.3	5	5	5	5	76.5	64.9	55.1	48.6	60.2
Louisiana St U-Shreveport		IIA	5	5	4	5	67.5	57.5	53.3	37.5	56.5	5	5	4	5	83.9	73.0	66.9	48.0	71.0
Louisiana St U-Health Sci Ctr	18	I	4	3	4	1	96.4	79.2	63.8	58.0	72.3	4	2	3	1	129.1	106.1	85.5	77.7	96.8
Louisiana Tech U		I	5	5	5	5	79.5	69.4	58.0	38.1	62.8	5	4	4	5	107.2	93.0	77.5	50.9	84.2
Loyola U New Orleans	16	IIA	1	3	1		98.7	65.5	62.6		72.5	1	3	2		123.5	82.8	78.8		91.3
McNeese St U	27	IIA	4	4	4	4	78.0	62.4	53.2	40.9	57.7	4	4	4	4	98.5	78.5	68.4	52.5	73.4
Northwestern St U	28	IIA	4	4	5	4	75.7	63.4	49.5	40.2	55.3	4	3	5	4	99.1	82.2	64.3	52.1	71.9
Nunez CC		III		4	4	3		51.6	45.0	41.6	43.9		5	5	4		64.9	53.4	52.4	54.6
Southeastern Louisiana U	28	IIA	4	3	3	4	74.5	64.3	54.7	41.6	55.3	4	4	3	4	93.2	81.7	71.4	54.9	71.3
Southern U-Baton Rouge	27	IIA	4	4	5	5	72.9	60.4	50.0	36.8	57.4	5	5	5	5	90.2	74.8	62.0	46.3	71.2
Southern U-Shreveport		III	4	4	4	4	65.3	51.1	44.8	39.1	44.5	4	4	5	5	80.7	65.4	56.6	50.6	56.7
Tulane U	15	I	2	2	3	1	119.8	82.4	66.1	58.4	83.3	2	3	4	2	148.0	103.3	81.8	71.2	103.5
U Louisiana-Lafayette	27	I	4	4	5	4	100.2	72.4	58.8	42.5	67.9	4	5	5	5	122.9	90.8	74.4	54.0	84.8
U New Orleans		I	5	5	5	5	85.6	67.8	59.0	40.4	64.8	5	5	5	5	104.8	83.7	73.8	50.3	79.9

**MAINE**

Bates Coll		IIB	1	1	1	1*	106.5	77.2	62.5	57.2	85.5	1	1	1	1*	137.3	99.9	80.6	78.0	110.5
Bowdoin Coll		IIB	1*	1*	1*	1*	122.6	86.4	69.3	59.0	92.6	1*	1*	1*	1	157.9	112.0	89.5	70.9	119.4
Colby Coll		IIB	1*	1	1	1*	115.0	81.7	63.5	56.6	90.3	1*	1	1	1	147.4	104.3	81.6	68.8	115.6
Saint Joseph's Coll	28	IIB	2	3	4	3	76.1	57.7	46.1	41.7	51.9	3	4	4	4	91.8	70.9	57.9	51.4	64.3
Thomas Coll	31	IIB	5	5	5		53.2	45.3	41.8		45.7	5	5	5		67.2	57.0	50.7		56.7
U Maine-Augusta		IIB	3	3	4	3	70.4	57.7	47.5	40.8	57.2	3	3	3	3	91.4	77.4	62.5	52.8	75.2
U Maine-Farmington		IIB	3	4	4	1	69.4	54.8	45.7	51.2	54.7	3	3	3	1	91.0	73.5	62.2	69.9	73.1
U Maine-Fort Kent		IIB	4	4	4	-	66.8	52.8	45.6	----	52.1	3	4	3	-	87.9	69.3	62.2	71.2	69.5
U Maine-Machias		IIB	4	4	5		65.3	52.9	42.5		53.3	4	4	4		85.4	71.4	58.8		71.7
U Maine-Orono		I	5	4	5	2	91.8	72.3	57.3	51.3	73.5	5	4	5	2	116.9	94.1	75.7	69.0	95.0
U Maine-Presque Island		IIB	4	4	4	-	65.4	52.9	46.7	----	54.1	4	4	3	-	86.5	71.6	63.3	50.2	72.4
U New England	28,231	IIA	4	4	4	4	76.4	62.4	52.2	42.1	57.3	4	3	4	4	98.4	81.9	67.3	53.9	74.1

(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	
22.1	99	94	2	1	4.4	5.0	4.8	5.4	237	170	155	55	38	88	109	88	93.8	72.6	60.8	43.8	79.9	66.4	58.6	39.6	
28.5	100	79	0	--	5.0	4.7	5.8	3.0	2	12	10	2	7	7	2	0	----	44.2	41.9	----	50.0	42.4	----	----	
29.4	100	80	7	0	3.6	1.9	0.8	6.3	3	6	5	1	3	9	10	5	57.8	45.3	39.2	----	52.1	45.2	40.8	36.0	
28.4	100	92	23	0	4.2	4.4	5.0	4.3	74	39	41	30	32	26	24	35	75.4	59.8	51.6	41.4	67.7	55.2	49.7	43.3	
20.5	86	80	0	--	4.7	4.8	4.0		11	9	11	0	3	6	5	1	56.2	48.6	44.3		55.2	44.6	45.4	----	
20.8	75	38	9		4.5	0.9	3.6		6	4	16	0	2	4	7	0	54.8	39.7	40.7		----	41.2	35.7		
30.3	100	23	0	0	0.0	0.0	0.0	0.0	7	7	5	1	2	6	4	3	41.1	36.1	31.8	----	----	33.6	30.0	27.3	
23.6	99	96	0		5.7	6.6	5.8		322	218	147	0	77	122	125	0	112.0	77.0	67.0		104.4	74.6	62.6		
25.7	100	78	16	0	2.3	5.6	7.1	4.6	43	44	23	4	15	37	44	0	100.6	66.8	53.7	48.8	84.9	71.7	53.1		
26.2	100	94	9	0	4.6	4.4	6.0	3.9	97	99	60	14	27	57	54	29	93.4	72.4	62.2	37.9	78.8	64.9	54.4	40.7	
32.9	93	67	0	0	3.0	5.3	2.3		33	10	10	2	9	5	8	2	55.1	47.7	42.7	----	54.6	49.1	41.2	----	
28.4	93	80	10	0					19	27	12	5	11	13	29	9	80.4	62.5	50.1	46.3	77.3	58.8	52.7	43.2	
27.2	95	71	3	0	6.4	6.9	5.4	5.1	25	27	19	3	14	22	15	3	81.9	62.4	53.2	44.0	75.6	64.0	51.4	44.7	
23.1	96	46	13	0	5.1	4.6	10.6	5.8	16	16	11	6	7	10	21	11	52.5	48.0	40.3	32.2	51.0	44.5	41.8	36.8	
24.7	95	92	0	--	3.7	3.5	2.7	5.1	30	14	18	0	11	10	13	1	81.9	63.9	53.2		77.0	64.2	50.9	----	
12.2	100	86	38	0	2.3	3.6	4.0	4.0	82	81	81	17	43	78	98	16	82.5	67.8	56.8	49.9	77.0	62.4	53.9	44.3	
22.3	100	97	2		4.0	7.5	5.8	8.2	22	21	17	0	4	12	28	0	67.8	53.7	45.6		62.5	53.2	44.6		
18.8	0	0	0	--	0.8	2.7	-1.0	5.9	11	3	6	1	5	0	8	0	42.6	41.1	35.6	----	45.0		38.0		
28.6	92	47	0		2.8	2.7	5.3	13.7	11	8	8	0	2	7	6	0	53.7	43.7	40.7		----	44.3	40.0		
32.3	98	97	8	0					47	73	55	30	14	57	65	38	75.2	61.6	52.6	36.2	79.7	59.3	49.1	35.8	
26.7	100	96	13	--	3.8	4.7	4.7	6.6	78	65	61	0	20	43	38	1	81.6	66.0	56.0		73.6	62.8	52.4	----	
26.1	98	91	1	0	1.5	1.4	0.3	0.0	70	74	74	7	34	53	84	7	92.9	73.4	60.0	47.6	82.4	66.2	59.5	48.0	
20.0	0	0	0	0					11	10	6	1	6	12	6	9	54.8	44.1	41.1	----	53.6	44.0	38.2	35.3	
29.4	100	96	5	0	5.1	7.0	8.2	6.1	27	12	11	1	8	12	11	3	86.3	67.4	52.6		78.8	64.1	48.8	50.8	
26.8	97	89	2	2	5.9	5.9	7.3	8.2	232	132	124	28	70	92	111	70	104.2	80.0	58.9	45.2	98.1	73.6	55.9	47.3	
24.0	81	31	0	0	4.8	3.6	3.8	4.8	10	9	10	1	6	7	10	2	37.0	40.0	35.8	----	42.9	39.5	37.7	----	
31.3	99	87	6	0	4.0	6.5	5.8	3.8	103	104	135	46	41	68	118	94	83.4	67.8	54.7	38.8	78.1	61.7	51.7	39.7	
30.5	97	100	17		-3.4	2.7	7.7		24	10	11	0	5	5	12	0	70.7	59.3	49.0		69.4	56.4	48.6		
2.8	95	66	36	0	9.0	7.6	7.1	10.5	47	30	41	12	17	26	53	23	70.8	60.2	51.6	41.4	69.8	57.8	52.0	39.0	
25.4	98	91	0	0	6.9	7.4	7.6	6.3	352	182	184	103	72	86	115	154	107.8	77.9	68.2	42.8	99.0	72.9	63.2	40.8	
29.8	100	92	6	0	5.5	5.4	5.7	10.7	11	8	6	11	6	4	10	11	59.1	50.4	38.9	35.0	58.7	52.4	43.2	40.0	
25.7	96	79	6	0					30	21	20	7	16	12	14	15	72.3	58.6	55.0	38.8	58.4	55.6	50.8	37.0	
33.9	88	56	1	0	6.1	6.1	6.1	6.1	26	25	38	13	22	16	50	36	99.8	80.0	66.2	51.0	92.4	77.9	62.0	60.6	
34.0	94	87	6	0	10.2	11.2	11.7	15.6	64	59	100	17	19	35	59	33	82.2	72.9	60.5	41.5	70.5	63.5	53.8	36.4	
25.8	95	85	3		3.6	4.0	7.7		64	48	13	0	21	31	17	0	98.2	66.6	69.3		100.3	63.9	57.5		
26.8	100	95	29	0	11.9	12.6	15.7	14.7	47	35	69	23	16	21	72	32	80.4	62.9	53.9	40.8	70.8	61.5	52.6	41.0	
28.9	88	70	22	0	10.0	10.8	13.0	16.0	25	46	61	20	24	33	69	40	77.5	64.7	48.7	40.7	73.9	61.6	50.3	40.0	
23.1		17	0	0		12.7	15.1	17.3	0	3	2	11	0	3	6	13		54.8	----	39.9		48.4	45.1	42.9	
27.2	95	92	10	0	7.8	8.0	8.3	8.1	59	56	51	62	35	53	66	135	76.4	66.5	56.4	40.7	71.2	62.0	53.4	42.0	
23.7	94	77	26	7	3.9	5.7	4.2	4.0	81	59	52	23	38	40	78	34	74.9	62.2	52.4	37.3	68.6	57.8	48.5	36.4	
26.3	100	58	8	3					2	8	7	9	1	11	18	28	----	50.0	39.8	36.8	----	51.9	46.7	39.9	
24.2	97	99	0	0	3.1	3.0	3.2	3.2	199	137	163	13	42	70	110	15	122.0	82.7	67.7	63.1	109.4	81.7	63.7	54.3	
24.9	99	92	19	0	13.9	16.8	15.8	9.1	113	88	91	47	33	43	67	106	102.3	75.3	59.1	42.3	93.0	66.4	58.4	42.6	
22.1	97	94	1	0	5.4	6.6	6.8	8.1	113	57	50	37	33	31	30	80	88.6	68.5	61.5	37.7	75.6	66.4	54.8	41.6	
29.0	95	78	0	0	6.6	5.8	8.6	7.2	43	20	14	3	18	21	22	1	109.2	80.8	63.1	56.0	100.2	73.8	62.1	----	
29.0	98	100	0	0	4.8	6.1	5.9	4.2	35	29	20	3	22	26	24	1	125.3	86.5	69.5	59.0	118.4	86.3	69.1	----	
28.0	99	94	0	0	5.5	7.1	6.6		47	16	23	1	24	19	25	4	121.0	84.3	64.5	----	103.2	79.5	62.7	54.4	
23.8	80	96	31	0	7.1	5.0	5.1	1.4	4	13	12	4	1	11	20	3	75.4	56.6	44.8	43.0	----	59.1	46.8	40.0	
24.2	0	0	0		3.7	3.3	3.4		4	3	5	0	1	4	4	0	52.7	46.1	41.3		----	44.6	42.4		
31.3	100	100	0	0	8.2	7.4	5.6	6.0	21	11	13	3	12	18	12	8	70.7	59.0	47.2	39.1	69.8	56.9	47.8	41.4	
33.7	97	100	3	0	7.5	10.8	8.9	5.6	20	20	18	3	16	18	20	3	70.9	57.4	46.0	54.3	67.5	51.8	45.4	48.0	
33.4	100	78	0	--	7.6	9.0	8.8	11.1	9	6	10	0	2	3	8	1	67.7	51.4	46.4		----	55.6	44.6	----	
34.4	100	100	0		6.2	8.1	5.6		5	10	4	0	1	7	2	0	65.3	53.7	42.6		----	51.9	----	----	
29.4	89	81	0	0	7.3	8.3	6.4	8.6	181	122	51	5	42	89	52	8	93.0	74.6	60.5	60.5	86.7	69.0	54.3	45.5	
33.8	95	89	8	--	7.4	6.9	4.9	5.6	11	11	8	0	9	8	4	2	65.0	52.7	48.3		66.0	53.1	43.4	----	
29.4	91	66	0	0	4.0	5.8	4.3	8.3	17	19	26	14	6	25	28	12	76.6	62.3	52.5	42.3	75.8	62.5	52.0	42.0	

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
U Southern Maine		IIA	2	2	3	2	91.1	69.9	56.7	48.3	71.0	2	2	2	2	116.5	91.2	75.7	64.3	92.5

**MAINE (continued)**

**MARYLAND**

Bowie St U	28	IIA	3	3	2	1	85.9	67.3	59.5	58.6	63.2	3	3	2	1	109.3	86.9	78.4	77.2	81.1
CC Baltimore Co	12,37,151	III	2	2	2	3	79.8	63.9	52.7	43.8	59.0	1	2	2	3	104.9	86.0	70.0	60.0	78.6
Carroll CC	28	III	3	3	3	4	69.9	58.4	50.5	39.6	53.7	2	3	2	3	97.2	77.4	69.4	55.5	73.2
Cecil CC		III	2	2	3	3	72.1	61.8	49.0	43.1	58.8	3	3	4	3	90.4	79.0	62.8	55.1	74.6
Coll Notre Dame of Maryland	28	IIB	3	3	3	3	74.6	58.2	49.6	41.6	59.4	3	4	3	4	91.4	72.0	62.4	48.4	73.5
Coppin St U	25,65	IIA	2	3	2	-	88.9	64.2	58.9	----	61.4	2	3	2	-	110.7	84.0	77.6	69.2	81.2
Frostburg St U	30	IIA	3	3	2	1	81.7	65.5	57.8	50.2	64.3	3	3	2	2	106.9	85.1	74.0	64.5	83.2
Goucher Coll		IIB	1	1	2	3	94.8	70.8	57.3	43.4	65.9	1	1	2	2	119.5	90.6	70.8	57.6	83.0
Hood Coll	31	IIA	5	5	5		69.5	56.3	49.1		58.1	5	5	5		89.6	69.8	60.8		73.1
Howard CC	28	III	1	1	2	1	80.7	66.2	56.0	49.6	64.7	2	2	2	2	102.2	85.1	72.7	62.9	82.8
Loyola Coll in Maryland	30	IIA	1	1	2		100.7	77.6	60.3		79.2	1	2	4		122.3	92.7	67.2		94.0
Maryland Inst Coll Art	45	IIA									68.6									85.6
McDaniel Coll	102	IIB	2	2	2		85.0	65.7	55.1		68.3	2	2	2		109.5	85.2	70.7		88.1
Montgomery Coll	27,182	III	1	2	1	1	81.7	65.0	57.1	49.4	73.1	2	2	2	2	102.1	81.6	72.0	64.6	91.6
Mount St. Mary's U	82	IIA	3	4	4	-	80.9	62.8	51.3	----	60.5	3	4	4	-	103.8	80.4	67.7	50.6	78.4
Saint John's Coll	45	IIB									79.6									110.9
Salisbury U	28	IIA	3	3	2	1*	83.4	65.6	60.2	58.8	63.6	2	2	1	1*	117.9	94.9	85.2	87.6	89.3
Towson U	31	IIA	2	2	2	1	88.1	71.4	59.2	55.9	62.9	2	2	2	1	115.0	93.2	77.1	72.8	82.0
U Baltimore	16	IIA	1*	1*	1*	1	116.1	90.0	69.7	56.1	92.1	1*	1*	1	1	151.0	116.4	89.6	73.0	119.1
U Maryland-Baltimore	3	I	1	1	1	1	142.7	96.0	79.2	61.9	98.9	1	1	1	1	169.4	116.7	97.7	83.7	120.7
U Maryland-Baltimore County	29	I	3	3	3	2	110.6	76.7	65.2	52.2	79.9	3	4	3	2	135.5	97.3	82.4	68.7	100.3
U Maryland-College Park	30	I	2	2	1	2	127.5	89.5	78.8	57.2	97.9	2	2	1	1	155.8	113.4	101.1	77.6	122.6
U Maryland-Eastern Shore	30	IIA	3	2	2	1*	78.6	67.7	59.4	60.1	61.7	4	3	2	1*	99.2	86.7	77.1	79.5	79.7
US Naval Academy	38	IIB	1*	1*	1*	1*	115.8	93.0	75.8	63.2	98.0	1	1*	1*	1*	140.1	116.9	96.5	80.4	121.2
Villa Julie Coll	25	IIB	3	3	2	1	70.1	59.0	55.5	51.1	59.9	4	3	2	1	86.2	73.5	68.5	64.8	74.2

**MASSACHUSETTS**

Amherst Coll		IIB	1*	1*	1*		131.7	84.8	74.5		101.1	1*	1*	1*		164.1	112.6	99.9		128.6
Assumption Coll	31	IIB	2	2	3	3	78.0	64.8	50.7	42.0	58.3	2	2	3	3	100.5	82.8	64.6	53.6	74.5
Babson Coll	31	IIB	1*	1*	1*		149.3	110.1	87.0		112.7	1*	1*	1*		184.4	141.2	109.1		142.3
Bentley Coll		IIA	1*	1*	1*	-	126.2	96.4	90.5	----	97.6	1*	1*	1*	-	156.4	122.2	113.5	79.4	122.4
Boston Coll	13	I	1	2	1	2	139.9	89.5	79.7	53.5	104.5	1	1	1	2	176.5	117.1	100.3	68.4	133.6
Boston U	8	I	2	2	2	3	127.2	86.0	71.0	48.3	92.1	1	2	2	4	163.7	111.1	89.4	60.8	118.0
Brandeis U	31	I	2	2	2	2	116.6	84.0	74.6	53.9	93.5	2	2	2	3	146.0	106.3	92.3	64.5	117.2
Clark U	31	IIA	1	2	2	-	98.9	74.3	60.6	----	78.7	1	2	2	-	127.8	95.8	75.3	63.6	100.6
Coll Holy Cross		IIB	1	1	1		108.4	77.9	62.1		81.2	1	1	1		145.0	104.9	80.4		108.1
Curry Coll	28	IIB	2	2	2	2	78.3	64.3	52.8	46.6	67.4	2	2	1	2	104.6	85.6	74.0	58.3	90.4
Emerson Coll		IIA	1	1	1	1	102.6	80.1	63.5	54.8	70.4	1	1	2	1	132.6	103.7	80.1	68.1	89.7
Emmanuel Coll	28	IIB	1	1	1	2	93.8	71.1	57.6	47.6	65.2	1	1	2	2	117.8	92.9	72.9	57.8	82.4
Endicott Coll	13	IIB	2	2	2		76.1	63.2	55.2		62.8	3	2	2		95.3	80.4	69.5		79.0
Gordon Coll		IIB	3	2	2		75.1	62.0	53.4		65.5	2	2	1		101.5	87.5	74.8		90.3
Hampshire Coll		IIB	1	1	1	1*	96.4	72.0	57.4	59.2	73.6	1	1	2	1*	119.1	89.7	70.5	75.9	91.1
Harvard U	15	I	1*	1*	1*	2	184.8	106.1	95.4	53.8	142.7	1*	1	1*	3	227.2	128.8	116.0	65.8	175.1
Hellenic Coll		IIA	5	-	5		61.2	----	50.0		56.4	5	-	5		77.0	----	64.8		72.0
Holyoke CC	12	III	4	4	3	2	65.3	52.4	48.8	46.1	56.3	3	3	3	2	90.8	73.1	67.5	64.9	78.4
Lasell Coll	31	IIB	3	2	2		75.0	65.0	56.0		61.0	3	3	2		91.4	78.3	67.2		73.4
Lesley U	32,77	IIB	3	2	3	3	74.8	62.0	49.9	43.1	61.2	3	3	4	4	87.9	73.4	59.3	51.3	72.4
Mass Coll Liberal Arts	31	IIB	3	3	2	3	74.8	60.9	51.6	41.4	65.1	2	2	2	2	103.5	84.3	71.4	57.3	90.1
Massachusetts Inst Tech	30	I	1	1*	1*	1	151.6	106.4	93.3	61.4	123.3	1	1*	1*	1	191.3	138.5	122.7	84.9	158.1
Mount Holyoke Coll		IIB	1*	1	1		115.2	82.7	65.5		93.5	1*	1	1*		146.1	109.4	87.4		120.5
Mount Ida Coll		IIB	3	3	2	-	69.2	58.9	53.0	----	61.4	3	3	2	-	89.6	74.6	67.2	56.9	78.7
New England Cons of Music	45	IIA									49.9									64.1
Northeastern U	12	I	1	1	1		129.9	92.2	77.3		90.6	2	1	2		159.7	116.2	95.3		112.9
Northern Essex CC	27	III	3	4	3	2	66.8	53.5	48.0	47.0	57.7	4	5	4	3	82.7	64.3	61.5	57.8	71.8
Pine Manor Coll	28	IIB	5	4	4		56.0	52.1	44.5		50.2	5	5	5		69.9	61.8	54.2		61.5
Regis Coll	25	IIB	3	3	4		70.3	57.6	44.2		52.9	3	3	5		90.0	73.2	53.0		65.8
Simmons Coll		IIA	1	1	1	1	97.9	80.7	63.7	56.9	76.1	1	1	1	1	121.9	103.9	81.2	67.6	96.3
Smith Coll		IIB	1*	1*	1*	1*	124.0	85.4	68.2	57.3	100.4	1*	1*	1	1	157.1	110.6	86.7	65.8	127.6
Springfield Coll	32,201	IIA	3	3	4	3	78.3	64.5	53.3	45.1	64.5	4	3	3	2	98.6	85.1	69.9	62.0	83.6
Springfield Tech CC		III	3	3	4	5	65.9	55.1	46.4	36.1	60.9	3	3	3	5	90.4	76.4	63.4	43.9	83.2

(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				
	30.3	95	90	2	0	7.8	7.4	5.7	4.6	85	86	28	4	25	86	26	10	91.3	71.6	59.6	42.7	90.4	68.3	53.6	50.6			
28.3	100	78	18	0	4.4	3.9	4.3	4.5	21	20	44	0	12	17	45	3	86.0	69.2	60.1		85.8	65.1	59.0	58.6				
33.3	97	52	10	0	4.6	4.7	5.0	5.4	36	42	64	18	25	47	123	17	80.9	64.3	52.9	44.8	78.3	63.5	52.6	42.7				
36.3	0	0	0	0	3.9	4.4	4.8	6.8	2	5	11	7	5	14	16	1	----	55.2	50.1	39.1	67.8	59.5	50.8	----				
27.0	31	17	20	0	4.6	4.8	10.2	7.2	5	5	4	1	8	7	11	3	73.8	64.0	51.3	----	70.9	60.1	48.2	43.2				
23.7	77	26	0	0	5.9	4.8	5.6	3.2	13	8	2	0	9	26	22	3	74.8	59.1	----		74.2	57.9	49.4	41.6				
27.7	100	80	27	--	3.5	3.5	3.8	4.4	11	15	28	1	8	10	45	1	94.0	63.0	58.4	----	82.0	65.9	59.2	----				
28.2	100	100	33	0	5.5	6.7	5.8	5.8	55	35	33	1	23	22	25	6	83.8	66.0	56.4	----	76.7	64.6	59.6	50.7				
25.9	100	90	0	0	7.7	4.1	5.0	5.6	10	13	21	2	14	17	36	7	99.1	67.7	60.5	----	91.7	73.1	55.4	42.4				
25.8	100	79	0	0	5.0	5.6	5.4		11	13	13	0	16	11	17	0	67.9	58.3	52.8		70.6	54.0	46.4					
28.0	0	0	0	0	3.3	10.0	1.8	7.6	14	13	15	8	30	19	25	16	82.9	66.5	56.5	47.8	79.7	65.9	55.6	50.5				
17.5	98	94	7		0.6	2.7	6.1		66	53	39	0	19	36	51	0	101.6	77.9	64.6		97.4	77.2	57.1					
24.7									0	0	0	0	0	0	0	0												
29.0	93	100	0		5.4	6.6	7.4		21	14	12	0	8	21	18	0	87.3	65.8	55.2		79.1	65.6	55.1					
25.3	11	0	0	0	7.2	8.8	9.4	9.9	127	46	39	3	155	66	46	3	82.0	64.2	57.0	48.0	81.4	65.5	57.2	50.8				
29.6	92	86	0	--	18.8	7.4	14.2	0.5	19	25	21	0	6	10	21	1	80.0	63.4	51.8		83.6	61.2	50.7	----				
39.3									0	0	0	0	0	0	0	0												
40.4	100	98	18	0	5.7	5.5	6.2	5.3	60	52	60	4	20	46	46	8	85.2	66.5	60.6	68.8	78.0	64.5	59.8	53.8				
30.3	99	88	15	7	3.6	5.2	5.1	6.3	93	76	99	7	48	65	145	20	89.9	73.4	61.2	54.1	84.7	69.0	57.8	56.6				
29.4	94	86	8	0	4.6	8.7	10.5	5.0	50	23	27	1	15	26	25	2	117.3	90.0	72.8	----	112.3	89.9	66.4	----				
22.0	88	56	2	0	5.4	5.4	5.1	3.6	110	70	90	15	45	49	103	56	146.7	97.5	82.2	67.3	133.0	93.7	76.5	60.5				
25.5	94	94	5	0	3.8	5.1	7.6	4.9	118	85	49	5	22	59	64	12	111.9	77.4	68.2	50.3	103.4	75.8	62.9	53.0				
25.2	98	99	1	0	5.5	5.3	6.0	5.1	508	280	169	9	141	132	119	12	130.9	91.8	82.6	59.7	115.2	84.8	73.4	55.2				
29.1	97	66	12	0	5.9	3.3	5.0	4.1	26	27	17	3	7	14	17	0	79.9	68.1	64.3	60.1	74.1	67.0	54.5					
23.7	100	99	0	0	4.0	5.7	6.2	5.6	97	70	48	1	36	30	28	4	118.1	94.0	77.1	----	109.8	90.5	73.7	64.8				
23.8	0	0	0	0	3.5	5.7	3.8	3.6	10	10	23	5	23	11	21	9	68.0	57.4	54.7	51.1	71.0	60.4	56.5	51.0				
27.2	100	95	0		4.9	5.4	6.0		62	10	22	0	32	9	14	0	138.7	85.9	75.2		118.3	83.6	73.4					
27.8	95	100	22	0	5.3	5.3	6.3	1.9	10	36	36	9	11	16	28	7	79.0	66.4	50.4	41.8	77.2	61.2	51.2	42.3				
26.2	95	98	0		5.2	5.2	5.4		35	34	17	0	8	23	15	0	153.3	110.1	94.7		131.6	110.1	78.2					
25.4	95	96	0	--	4.9	4.5	4.2	5.0	61	40	25	1	21	35	22	1	126.0	96.3	92.2	----	126.6	96.6	88.5	----				
27.9	95	79	1	0					178	157	72	1	69	99	74	10	145.2	91.0	83.4	----	126.0	87.0	76.2	54.4				
28.1	79	49	1	0	4.3	5.0	5.6	5.1	428	263	212	18	98	163	171	28	129.8	89.2	73.4	48.5	116.0	80.7	68.1	48.2				
25.3	87	78	0	0	4.1	8.0	7.4	2.3	120	44	36	0	42	34	35	3	115.9	84.7	73.4		118.4	83.2	75.9	53.9				
27.8	99	93	0	--	6.0	6.5	6.1	4.0	46	23	31	2	21	21	28	0	100.3	74.8	61.0	----	95.9	73.6	60.1					
33.2	100	100	0	0	6.0	5.6	7.2		38	52	25	0	17	44	37	0	109.7	79.1	62.5		105.3	76.5	61.8					
34.1	0	0	0	0	5.0	10.1	7.9	10.4	24	12	5	0	22	28	15	4	79.5	64.2	52.4		76.9	64.4	53.0	46.6				
27.4	93	88	5	0	4.4	2.3	3.2	6.7	10	33	21	24	5	23	19	24	104.6	82.1	63.0	57.4	98.7	77.4	64.1	52.2				
26.4	94	47	0	0	6.5	7.0	5.7	6.8	6	3	13	8	11	14	20	11	95.7	72.4	56.2	47.2	92.8	70.8	58.4	48.0				
25.8	0	0	0		5.4	6.4	5.8		13	5	18	0	9	7	21	0	76.8	61.7	53.4		75.1	64.2	56.8					
37.8	89	50	0		4.1	4.5	5.6		33	16	12	0	12	10	16	0	75.7	62.5	55.2		73.3	61.3	52.1					
23.7	0	0	0	0	7.0	3.9	6.0	4.1	19	9	17	5	16	13	24	2	98.3	77.3	56.2	58.6	94.3	68.4	58.2	----				
22.7	91	0	0	0	4.7	6.2	5.7	10.3	652	112	163	43	180	58	103	69	187.9	111.8	97.6	54.8	173.7	94.9	92.0	53.3				
27.8	80	--	57		2.2	5.2	3.0		7	2	5	0	3	0	2	0	63.3	----	52.4		56.3			----				
39.3	100	77	0	0	6.3	7.2	6.7	5.5	26	11	8	6	32	11	15	20	69.4	52.0	51.2	43.4	62.0	52.7	47.5	47.0				
20.3	0	0	0		6.7	6.5	7.3		2	9	9	0	2	14	21	0	----	65.4	57.5		----	64.7	55.4					
18.3	7	0	0	0	4.6	5.2	3.1	3.0	12	23	6	4	30	32	34	5	73.4	62.5	47.7	38.3	75.4	61.6	50.2	47.0				
38.3	100	100	13	0	0.3	1.5	0.0	13.5	30	7	10	0	15	6	13	3	76.7	63.2	52.3		71.1	58.2	51.1	41.4				
28.3	100	60	1	0	5.6	8.8	4.6	6.2	517	153	108	41	87	45	52	11	152.9	106.4	93.6	61.2	143.5	106.4	92.6	62.3				
28.9	100	100	0		4.9	5.7	7.3		62	21	10	0	38	26	24	0	117.6	85.1	65.2		111.2	80.8	65.6					
28.2	96	0	0	--	6.6	8.8	7.5		11	7	5	1	16	9	11	1	69.2	61.3	55.9	----	69.2	57.0	51.7	----				
28.5									0	0	0	0	0	0	0	0												
24.6	97	92	2		6.6	7.5	6.4		210	157	88	0	54	66	69	0	131.7	93.1	77.2		123.1	89.9	77.3					
24.4	92	54	0	10					21	4	12	1	27	9	16	9	68.9	54.6	47.8	----	65.1	53.0	48.1	46.8				
22.5	100	100	0						3	2	1	0	8	3	12	0	59.5	----	----		54.7	52.1	44.7					
24.4	100	86	0		16.1	12.6	13.3	34.2	1	5	3	0	5	23	19	0	----	61.2	44.0		70.8	56.8	44.3					
26.6	92	84	1	0	4.4	4.7	4.8	9.7	20	19	25	0	31	36	65	12	96.9	82.1	63.3									



APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
<b>MASSACHUSETTS (continued)</b>																									
Stonehill Coll	31	IIB	1	2	2	4	92.2	67.4	53.6	37.6	64.4	1	2	2	5	118.5	85.5	67.8	45.5	81.7					
Suffolk U	16	IIA	1*	1	1*	1	117.0	84.5	76.9	57.0	89.6	1*	1*	1*	1	147.2	110.4	96.0	73.7	113.9					
Tufts U	22,118	I	2	1	2	1	122.7	90.2	73.3	65.2	91.6	2	1	2	1	159.2	116.4	93.9	83.9	118.8					
U Massachusetts-Amherst	27	I	3	2	3	2	112.9	87.7	66.8	56.1	88.0	3	2	4	3	136.2	106.9	80.7	64.1	106.5					
U Massachusetts-Boston		I	3	2	3	-	109.1	85.8	68.3	----	82.5	3	3	4	-	130.4	104.2	82.2	78.3	99.4					
U Massachusetts-Dartmouth	27	IIA	1	1	1		100.1	78.0	67.0		81.0	1*	1	1*		140.2	109.9	94.5		113.9					
U Massachusetts-Lowell	27	I	3	2	2		110.1	87.7	73.4		94.3	3	2	2		142.1	113.2	94.8		121.6					
Wellesley Coll		IIB	1*	1*	1*	1*	139.1	97.4	75.3	59.2	109.3	1*	1*	1*	1*	178.0	127.6	99.1	75.7	141.6					
Western New England Coll	15	IIA	1	1	1	2	103.3	76.3	64.9	48.3	80.6	1	1	1	3	132.4	99.3	82.6	58.8	103.4					
Westfield St Coll	31	IIA	4	4	4	2	74.6	60.0	51.6	48.9	62.2	3	3	3	1	104.3	83.2	71.7	68.4	86.7					
Wheaton Coll		IIB	1	1	1	3	104.4	74.0	57.8	42.8	76.3	1	1	2	3	140.1	98.2	73.7	55.7	100.8					
Wheelock Coll		IIA	2	3	3	2	87.6	66.2	55.2	46.7	65.2	3	4	4	3	106.3	81.4	66.9	56.0	79.6					
Williams Coll		IIB	1*	1*	1*		126.4	90.3	73.1		104.1	1*	1*	1*		163.5	118.3	96.6		135.5					
Worcester Poly Inst	29	IIA	1	1*	1*	3	110.5	88.7	75.6	45.5	90.3	1	1	1*	4	136.2	107.9	91.2	55.3	110.3					

**MICHIGAN**

Albion Coll		IIB	2	3	3	2	77.4	59.8	50.2	44.9	58.8	2	3	3	2	100.1	78.4	64.8	57.1	76.1
Alma Coll		IIB	3	3	3	2	72.2	58.6	49.5	44.8	62.3	3	3	3	2	94.8	78.4	65.6	59.5	82.3
Aquinas Coll	31	IIB	5	5	5		42.7	36.5	33.0		36.4	5	5	5		58.6	51.3	47.5		51.3
Calvin Coll	27	IIB	3	2	2	3	73.7	62.9	54.6	43.5	64.9	2	2	2	2	101.2	86.6	73.0	61.4	88.6
Central Michigan U	31	I	5	5	5	5	89.7	68.3	55.1	38.4	69.0	4	4	4	5	121.3	95.1	77.6	54.5	95.2
Cornerstone U	31	IIB	5	5	5	5	58.6	48.2	40.6	31.0	47.8	4	4	5	5	84.1	67.4	56.0	39.8	67.0
Davenport U-Grand Rapids	127	IIB	4	4	3	1	65.9	54.6	49.2	49.2	52.0	4	3	2	1	85.0	73.2	67.1	62.5	67.7
Eastern Michigan U		IIA	2	2	2	1	86.0	68.1	59.6	52.7	69.4	2	2	2	1	116.7	92.5	80.9	70.9	94.6
Ferris St U	25,52	IIA	3	3	2	1	80.9	65.5	57.1	53.3	66.6	3	2	1	1	107.8	91.3	82.3	76.9	92.3
Ferris St U-Kendall Coll	74	IIA	5	5	5	-	63.7	51.4	41.4	----	50.2	5	5	5	-	82.6	68.7	57.9	47.5	67.7
Grand Valley St U	27	IIA	3	3	4	4	84.7	65.7	52.4	41.6	59.1	2	2	3	3	111.0	88.5	71.8	56.2	80.0
Hope Coll	27	IIB	3	3	3	-	73.3	60.2	51.5	----	63.1	2	2	2	-	98.9	81.4	69.5	46.6	85.2
Kalamazoo Coll		IIB	2	3	3	2	78.2	60.9	49.8	46.3	61.0	2	3	3	2	100.6	78.4	63.6	61.7	78.6
Madonna U	28	IIB	3	3	3	2	68.5	58.0	50.6	44.1	59.5	3	3	3	2	90.5	76.3	66.6	60.7	78.5
Marygrove Coll		IIA	4	5	5	-	72.3	54.6	46.1	----	52.8	4	4	4	-	95.7	75.6	64.8	64.2	73.2
Michigan St U	27	I	2	2	4	5	116.0	82.8	64.2	38.6	87.3	2	2	2	4	150.3	112.4	90.4	60.3	117.2
Michigan Tech U	30	I	5	4	3	3	89.1	71.9	67.9	47.4	71.8	4	3	1	3	126.4	102.3	96.6	64.6	101.9
Northern Michigan U	28	IIA	3	4	4	4	80.4	62.8	51.9	43.1	62.4	2	2	2	2	109.8	87.7	74.2	63.2	87.7
Oakland U	27	IIA	2	2	2	1	91.4	69.9	60.5	51.8	70.0	1	1	1	1	122.5	97.6	82.8	68.1	95.6
Olivet Coll	31	IIB	5	5	5		53.7	45.5	42.9		45.9	5	5	5		67.7	53.4	53.5		56.5
Siena Heights U	31,106	IIA	5	5	5	-	59.4	49.4	41.1	----	49.3	5	5	5	-	75.7	63.8	55.1	52.5	64.3
Spring Arbor U	31	IIA	5	5	5	5	57.4	47.8	41.8	37.4	47.4	5	5	5	4	76.7	68.3	57.4	53.7	65.6
Thomas M. Cooley Law Sch	1	IIA	1*	1*	1*	-	126.5	108.2	74.0	----	103.9	1*	1*	1*	-	180.2	147.3	103.1	57.9	144.7
U Michigan-Ann Arbor	5	I	1	2	1	-	137.0	89.1	79.3	----	99.0	1	2	1	-	165.7	112.1	100.7	66.7	122.8
U Michigan-Dearborn	30	IIA	1	1	1		95.3	76.0	67.0		74.7	1	1	1		123.6	98.4	86.7		96.6
U Michigan-Flint	27	IIA	3	3	2	2	83.4	66.0	58.4	49.1	61.1	3	3	2	2	105.5	85.3	76.4	65.8	79.6
Wayne St U	12	I	3	3	3	1	105.6	80.4	66.8	62.1	79.9	4	3	4	1	129.0	100.2	82.0	74.6	98.2
Western Michigan U	27	I	5	5	5	4	92.6	69.1	54.7	42.8	72.1	3	3	4	3	138.3	103.3	81.8	64.6	107.8

**MINNESOTA**

Augsburg Coll	25,211	IIB	3	3	3	2	70.7	56.8	49.8	45.0	56.0	3	3	3	2	89.7	76.2	63.0	59.4	72.4
Bemidji St U		IIB	3	3	3	4	73.1	58.2	51.4	38.6	62.3	3	3	3	4	93.7	74.4	66.0	50.9	79.8
Bethel Univ		IIA	5	4	4	2	70.4	60.9	53.2	47.5	62.0	4	3	3	2	95.0	82.8	70.7	61.6	83.6
Carleton Coll		IIB	1	1	1		108.7	77.4	66.4		90.4	1	1	1*		141.1	102.6	88.3		118.4
Coll Saint Benedict		IIB	2	2	2	1	79.1	62.9	52.0	51.4	64.2	2	2	2	1	103.6	82.0	67.5	64.9	83.6
Coll St. Catherine	28,32,212	IIA	4	5	5	4	74.1	58.4	49.4	42.1	55.3	5	5	5	4	91.5	74.0	61.6	54.5	69.4
Coll St. Scholastica	28	IIB	3	2	2	2	74.2	63.7	53.0	45.2	57.3	3	2	2	2	94.1	83.1	70.7	60.4	75.3
Concordia Coll-Moorhead		IIB	3	3	3	3	73.9	59.5	51.5	40.6	58.1	3	4	3	4	88.4	72.0	62.0	48.5	69.9
Crown Coll		IIB	5	5	5	-	58.9	46.7	42.1	----	48.0	4	4	5	-	76.9	66.9	56.1	39.9	64.1
Gustavus Adolphus Coll		IIB	2	2	2	2	77.5	62.5	53.6	46.5	62.5	2	3	2	2	102.5	77.8	66.9	61.4	80.2
Hamline U		IIA	4	5	5	2	74.0	56.8	48.9	46.8	61.5	4	5	5	3	93.2	71.5	61.5	58.8	77.4
Macalester Coll		IIB	1	1	1	1	105.2	79.4	62.3	51.1	80.8	1	1	1	1	136.5	101.4	79.1	66.9	103.9
Metropolitan St U		IIA	4	4	3		77.9	59.2	56.0		63.6	4	5	3		99.0	75.3	71.3		80.9
Minneapolis Coll Art & Design		IIB	3	3	3	5	70.8	59.5	50.7	36.4	57.8	3	3	3	5	88.2	74.9	64.1	46.0	72.5
Minnesota St U-Mankato		IIA	4	4	3	5	78.0	63.1	55.9	39.9	63.0	4	4	3	5	99.5	80.5	71.3	50.7	80.4
Minnesota St U-Moorhead		IIA	4	4	4	5	73.6	58.7	51.6	37.7	59.5	4	5	4	5	94.0	74.8	65.8	48.0	75.9
Northwestern Coll	31,43	IIB	4	4	4	-	62.6	53.9	47.2	----	52.6	4	4	4	-	78.6	72.6	58.9	64.5	68.4

(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
	26.8	100	91	0	0	3.5	3.2	4.1	3.0	25	35	21	3	5	18	27	4	94.6	68.0	53.1	35.7	79.9	66.5	54.1
27.2	92	64	0	0	4.2	6.1	5.5	4.0	83	64	73	21	31	60	47	9	121.9	87.7	81.2	56.7	104.0	81.1	70.2	57.8
28.9	80	67	0	0	5.2	5.0	6.2	6.7	153	102	86	7	54	69	83	7	124.5	92.7	75.2	59.7	117.4	86.4	71.4	70.6
21.1	98	94	0	0	3.4	4.0	4.3	4.8	347	170	136	1	112	107	123	3	115.3	90.9	69.6	----	105.6	82.4	63.7	58.8
20.5	98	96	1	--	3.5	4.5	5.2	3.0	82	59	65	1	44	58	64	0	110.3	88.5	70.5	----	106.8	83.0	66.0	
40.5	100	96	1		0.7	1.8	4.1		108	51	55	0	32	34	42	0	101.2	79.5	69.4		96.6	75.8	63.8	
29.1	92	62	1		3.4	3.8	3.5		143	57	66	0	51	37	52	0	111.0	89.9	75.7		107.5	84.2	70.6	
29.5	100	98	0	0	8.8	6.1	6.7		53	23	27	2	48	28	36	1	142.7	96.5	76.2	----	135.2	98.1	74.6	----
28.2	98	82	0	0	4.3	5.3	4.9	6.4	47	35	19	8	17	20	21	10	104.9	76.3	64.3	50.5	98.8	76.2	65.5	46.6
39.3	100	91	13	17	2.4	1.1	0.9	0.0	43	18	27	3	25	26	35	3	76.0	61.3	53.2	55.4	72.2	59.0	50.3	42.3
32.0	95	84	0	0	4.9	5.4	6.1	5.8	23	22	21	3	20	21	19	8	108.7	75.3	58.8	42.5	99.4	72.7	56.8	42.9
22.0	100	86	0	0	5.6	3.2	2.7	3.0	3	5	4	1	7	24	10	5	83.9	69.9	54.2	----	89.2	65.4	55.7	46.7
30.1	100	100	0		5.9	8.1	7.8		90	18	39	0	44	19	41	0	129.3	91.9	74.8		120.4	88.8	71.4	
22.2	99	95	2	0	6.2	6.7	5.5	3.6	80	56	32	15	6	21	17	5	111.2	87.2	74.7	46.4	100.9	92.7	77.2	42.6
29.4	100	93	2	0	1.8	3.3	4.8	2.4	24	21	26	6	9	9	35	3	79.5	58.7	51.4	46.0	71.9	62.3	49.4	42.8
32.2	100	95	6	0	5.2	5.3	0.4	9.1	25	12	9	2	14	7	9	3	78.2	60.9	50.7	----	61.3	54.6	48.4	40.0
40.9	0	0	0		3.1	3.1	3.1		12	22	10	0	4	18	20	0	43.1	36.4	33.8		41.4	36.6	32.6	
36.6	95	63	0	0	3.6	3.9	5.3	4.8	114	50	49	3	26	30	45	2	74.2	63.8	54.1	44.2	71.5	61.4	55.1	----
37.9	99	86	8	0	4.4	4.5	4.5	4.3	197	103	124	29	77	60	94	53	93.5	70.0	55.9	42.0	79.8	65.4	54.1	36.4
40.1	100	61	0	0	2.5	2.2	4.0		17	24	12	0	2	7	11	3	58.9	48.8	41.3		----	46.3	39.9	31.0
30.0	0	0	0	0	6.8	7.0	4.6	4.6	6	19	4	26	5	17	9	48	70.0	56.6	57.2	49.1	61.1	52.4	45.6	49.3
36.3	99	82	12	57	3.9	5.1	5.6	3.5	189	82	75	3	133	87	86	4	89.6	69.7	61.6	51.4	81.0	66.6	57.9	53.7
38.8	100	83	32	14	6.1	5.4	3.8	5.2	118	82	71	4	28	49	53	3	80.9	66.6	57.7	55.7	81.0	63.6	56.3	50.2
34.8	100	86	5	--	5.6	14.8	12.8	2.0	10	2	8	1	6	5	11	0	63.9	----	41.6	----	63.3	50.5	41.2	
35.5	98	90	9	8	4.8	5.8	6.6	5.6	102	163	172	42	47	131	143	35	86.5	66.9	52.8	39.7	80.6	64.2	51.9	43.9
35.0	99	70	0	--	4.0	4.2	5.5	2.8	61	42	23	0	24	29	29	2	74.7	60.6	52.1		69.7	59.6	51.0	----
28.8	100	100	0	0	4.7	5.5	5.5	5.1	18	18	11	4	9	12	18	5	80.4	60.6	50.2	45.7	73.7	61.4	49.6	46.8
32.0	5	3	0	0	3.6	4.6	3.8	5.6	21	16	10	1	22	18	21	3	70.6	59.8	50.9	----	66.4	56.5	50.4	44.2
38.6	100	89	16	--	3.4	2.8	5.2		2	12	9	1	3	16	10	0	----	54.9	46.1	----	71.5	54.3	46.1	
34.3	97	92	0	0	4.7	5.4	5.8	5.9	712	352	362	60	186	218	286	109	117.0	85.0	66.2	37.5	112.3	79.2	61.5	39.2
42.0	100	96	3	0	4.5	5.0	4.9	7.7	78	85	71	10	16	30	24	8	90.7	72.8	67.4	48.3	81.0	69.3	69.1	46.2
40.4	100	90	16	0	4.1	5.8	8.0	4.5	63	53	46	11	28	29	39	14	82.9	63.7	53.6	46.7	74.8	61.1	49.9	40.3
36.5	98	100	0	22	3.0	4.6	5.1	4.7	95	99	79	14	26	70	74	46	93.6	73.2	61.3	53.5	83.3	65.2	59.6	51.3
23.3	88	100	15		0.0	2.4	34.4		6	3	12	0	2	6	8	0	55.8	41.9	44.4		----	47.3	40.6	
30.3	0	0	0	--	0.0	0.2	0.0	1.9	12	9	9	0	7	14	11	2	59.0	49.2	41.3		60.0	49.5	41.0	----
38.3	95	57	3	0	1.2	2.0	2.3	2.3	18	19	19	3	4	9	10	4	58.7	48.2	41.9	37.5	51.5	47.0	41.8	37.3
39.3	100	0	0	--	2.0	2.0	2.0	2.0	25	23	15	0	17	12	14	1	126.1	106.4	72.8		127.0	111.7	75.3	----
24.0	96	88	0	--	4.7	4.3	4.7		716	305	318	0	211	213	219	2	139.3	91.5	82.1		129.2	85.5	75.3	----
29.4	99	98	0		3.3	7.0	4.3		57	67	44	0	16	29	35	0	98.9	78.4	69.5		82.3	70.5	63.9	
30.3	100	95	0	0	3.5	4.1	5.3	5.0	33	28	31	1	8	28	37	3	84.6	67.3	62.3	----	78.4	64.7	55.2	49.9
22.9	94	91	3	0	3.1	4.3	4.5	3.2	239	163	134	4	58	98	131	26	106.5	82.6	68.1	83.1	101.9	76.9	65.4	58.9
49.5	100	97	2	0	2.8	3.7	5.2	5.6	221	197	92	32	75	122	97	31	95.8	71.2	56.7	44.6	83.2	65.6	52.9	41.0
29.4	94	89	8	0					22	38	38	3	14	29	40	6	72.0	55.7	50.9	47.0	68.6	58.0	48.8	44.0
28.2	100	73	4	0	0.7	0.5	0.4	0.0	55	28	32	3	30	20	24	2	75.0	58.6	52.1	38.2	69.6	57.5	50.5	----
34.8	85	59	45	0	4.7	5.1	6.1	9.1	47	35	22	3	14	39	16	4	70.9	60.3	52.2	48.8	68.8	61.4	54.5	46.5
31.0	94	90	0		6.6	7.4	5.6	12.1	60	22	24	0	36	19	27	0	108.5	78.9	67.0		108.9	75.7	65.8	
30.2	100	92	0	0					30	33	18	3	16	18	18	11	79.6	63.0	49.7	49.4	78.2	62.7	54.4	52.0
25.4	100	68	2	0	4.8	6.5	4.3	6.0	14	23	15	2	23	67	100	20	76.7	58.7	49.7	----	72.4	58.4	49.4	41.9
31.5	95	79	9	0	3.4	1.9	3.5	3.9	17	13	25	2	5	11	52	13	75.6	64.1	51.1	----	69.1	63.2	53.8	45.1
20.3	100	97	10	0	4.0	4.6	4.4	5.2	32	36	28	5	11	28	30	10	75.0	60.1	53.0	38.1	71.0	58.6	50.0	41.9
33.4	75	20	0	--	3.0	2.8	2.9		12	4	11	0	0	1	7	1	58.9	47.2	43.1		----	40.6	----	
28.3	97	96	0	0	3.7	4.0	4.0	4.5	45	29	25	11	16	21	32	15	78.6	63.8	54.6	46.4	74.4	60.7	52.9	46.5
25.9	96	67	0	0	2.6	3.0	3.2	2.6	29	9	16	2	16	21	8	6	73.6	56.4	48.1	----	74.8	57.0	50.4	46.2
28.6	94	91	0	0	4.7	5.8	5.9	6.9	36	20	24	3	17	24	25	8	107.4	79.8	64.1	51.0	100.5	79.0	60.6	51.2
27.3	98	84	13		1.2																			

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
<b>MINNESOTA (continued)</b>																				
Saint John's U		IIB	2	2	2	2	78.6	62.9	52.3	47.5	63.5	2	2	2	2	105.3	84.3	68.2	58.3	84.1
Saint Mary's U Minnesota	31,229	IIA	4	5	5	3	72.5	57.8	48.1	45.7	57.1	5	5	5	3	89.7	70.9	60.6	55.9	70.8
Southwest Minnesota St U	93	IIB	3	2	2	4	74.6	61.8	56.8	38.4	61.9	3	3	2	4	95.2	79.1	72.2	48.7	78.9
St. Cloud St U		IIA	4	4	3	4	75.5	61.9	55.2	42.2	64.3	4	4	3	4	96.2	79.0	70.3	54.0	82.0
St. Olaf Coll		IIB	2	2	2	1	86.0	68.3	54.8	50.3	68.8	2	1	2	1	112.6	91.8	71.3	69.9	90.8
U Minnesota-Crookston		IIB	3	2	2	5	71.2	63.4	55.7	36.7	54.0	2	2	1	3	100.3	88.4	79.0	51.9	75.9
U Minnesota-Duluth	30	IIA	2	2	3	3	87.1	69.7	55.1	44.8	63.5	2	2	2	2	115.4	94.7	76.2	61.4	86.3
U Minnesota-Morris		IIB	3	3	3	3	75.9	61.1	50.2	40.8	58.7	2	2	2	3	104.2	85.6	71.2	52.8	81.5
U Minnesota-Twin Cities	5	I	2	2	2	4	121.3	84.3	72.3	45.4	91.7	2	2	2	3	154.3	110.9	95.0	61.6	118.7
U St. Thomas	15	I	5	4	3	1	92.6	73.4	65.2	62.4	75.7	5	4	3	1	115.6	93.4	83.3	76.7	95.7
Winona St U		IIA	4	5	4	5	75.8	58.5	51.7	36.9	61.8	4	5	4	5	96.7	74.8	65.8	47.1	78.8

**MISSISSIPPI**

Alcorn St U	27	IIB	4	3	2	4	67.3	59.2	53.0	38.3	54.2	4	3	2	4	86.0	75.5	67.6	49.0	69.2
Jackson St U		IIA	4	4	3	5	72.4	62.3	55.2	38.8	57.0	5	5	4	5	87.5	75.5	66.8	47.3	69.1
Millsaps Coll	31	IIB	2	3	3	3	81.9	57.7	50.8	41.3	60.6	2	3	3	4	104.8	74.0	63.3	50.3	76.9
Mississippi Coll	13	IIA	5	5	4	5	71.2	56.2	51.1	39.0	57.1	5	5	5	5	88.3	68.3	63.6	48.7	70.5
Mississippi St U	30,210	I	5	4	4	5	92.1	70.6	61.7	39.4	68.6	5	5	5	5	108.1	82.4	69.9	47.6	79.8
Mississippi U for Women	28	IIA	5	5	5	3	57.7	48.0	46.8	46.3	49.1	5	5	5	2	74.6	62.1	60.6	59.9	63.6
Mississippi Valley St U		IIB	4	3	3	4	62.3	59.3	49.9	40.3	51.3	4	3	3	3	83.4	79.0	66.3	53.4	68.2
U Mississippi	15	I	4	3	4	5	100.3	76.2	61.8	35.9	70.8	4	4	5	5	121.1	93.7	75.8	45.3	86.7
U Southern Mississippi	28	I	5	5	5	4	85.4	66.3	55.4	43.7	61.9	5	5	5	4	107.0	84.1	71.0	57.0	78.8

**MISSOURI**

Avila U	25,58	IIB	5	4	4	2	59.0	53.1	46.1	44.9	50.7	5	5	4	3	73.4	64.9	59.0	53.2	63.3
Central Methodist U	28	IIB	5	5	5		53.6	43.7	38.1		43.1	5	5	5		66.0	54.5	49.5		54.7
Columbia Coll	28	IIB	3	3	3	1	72.1	58.9	48.9	51.8	56.6	4	4	4	1	86.8	71.5	58.9	62.9	68.5
Cottey Coll		III	4	4	3	-	59.3	51.7	47.3	----	54.1	5	4	4	-	76.0	67.0	61.7	56.9	69.7
Covenant Theol Seminary		IIA	5	5	5		59.5	53.4	46.5		53.5	5	5	5		70.9	63.6	56.2		64.0
Culver-Stockton Coll	28	IIB	5	5	5	4	57.0	49.9	42.7	37.8	47.3	5	5	5	5	67.2	58.0	50.1	43.6	55.2
Drury U	31	IIB	4	4	3	3	67.2	52.8	48.4	40.6	54.8	4	4	3	3	87.3	68.7	62.1	52.0	71.0
Kansas City Art Inst		IIB	4	5	5	5	60.0	49.8	40.9	34.8	48.0	4	5	5	5	78.4	63.3	52.2	45.5	62.0
Lester Cox Coll Nurs Hlth Sci	25	IIB	-	-	2	2	----	----	56.6	46.9	56.3	-	-	4	4	----	----	57.1	47.3	56.8
Lincoln U	27	IIA	5	5	5	5	66.4	51.3	45.0	37.3	51.0	5	5	5	5	84.7	66.4	58.7	49.4	66.0
Maryville U St. Louis	28,35	IIA	4	4	4	2	71.7	60.2	52.2	46.7	58.3	5	4	4	3	89.4	79.2	66.5	56.8	74.4
Mineral Area Coll	28,181	III	5	5	5	4	50.8	45.3	42.7	40.7	45.3	5	5	5	4	64.2	58.5	55.5	53.6	58.4
Missouri Baptist U	80	IIB	5	5	5	5	51.9	44.9	38.6	36.1	41.9	5	5	5	5	67.8	57.0	51.3	46.4	54.7
Missouri Southern St U	81	IIB	3	4	4	4	73.1	56.3	47.2	36.9	57.2	3	4	4	4	93.1	72.6	60.5	48.7	73.3
Missouri St U	28	IIA	4	4	3	5	72.1	59.4	54.1	34.8	58.0	5	4	3	5	91.8	76.5	70.2	46.9	74.8
Missouri St U-West Plains	25	III	5	5	5	5	50.0	41.5	38.6	35.5	40.2	5	5	5	5	65.2	55.0	51.5	47.6	53.3
Missouri Valley Coll		IIB	5	5	5	5	44.8	44.8	37.4	29.4	37.2	5	5	5	5	53.1	52.4	43.5	34.0	43.3
Missouri Western St Univ	28	IIB	3	3	3	4	70.8	56.5	49.4	39.3	54.9	3	3	3	3	91.2	73.8	64.5	53.1	71.7
Rockhurst U	31	IIA	5	5	4	3	68.9	56.9	51.5	44.1	57.0	5	5	5	5	77.9	65.8	56.9	48.0	64.6
Saint Louis U-Main	12	I	4	4	4	2	103.7	70.4	61.0	53.2	75.2	4	4	5	2	127.5	91.8	76.2	67.1	94.8
Southeast Missouri St U	27	IIA	4	5	4	4	72.2	57.9	50.5	40.4	56.3	4	5	5	4	91.9	73.3	64.1	52.6	71.9
St. Charles CC	28	III	4	3	5	5	62.5	55.7	34.6	34.8	53.6	5	4	5	5	77.1	69.1	45.3	45.5	66.9
St. Louis Coll Pharmacy		IIB	2	1	1*	5	86.6	73.9	71.6	36.1	72.1	2	1	1	5	108.9	89.7	86.2	42.5	87.8
Truman St U	28	IIA	5	5	5	5	71.1	55.0	46.7	38.3	57.9	5	5	5	5	91.3	71.6	60.5	50.5	74.9
U Missouri-Columbia	12	I	4	4	5		102.8	70.8	58.2		76.1	4	5	5		127.9	90.1	73.6		95.8
U Missouri-Kansas City	6	I	4	4	4		101.7	72.2	59.9		75.3	4	4	5		126.7	91.8	75.2		94.7
U Missouri-Rolla	29	I	4	4	3		103.0	74.9	67.0		84.6	3	4	3		129.9	96.8	84.1		107.3
U Missouri-St. Louis	27	I	5	5	5		89.5	64.4	56.4		68.8	5	5	5		112.0	82.3	71.0		86.8
Washington U St. Louis	15	I	1	1	1		150.8	96.4	80.0		107.5	1	1	2		184.2	117.6	94.9		131.2
Webster U	28	IIA	3	4	5		81.2	63.6	49.6		66.8	3	3	4		104.5	82.9	65.0		86.6
Westminster Coll	31	IIB	4	4	4		64.1	55.8	45.1		54.8	4	4	4		78.7	68.8	57.0		67.9
William Jewell Coll	28	IIB	4	4	4	2	60.0	56.4	46.3	44.2	53.3	4	3	4	2	78.1	75.9	60.8	59.4	70.0
William Woods U		IIB	5	5	5	4	52.9	45.8	40.6	39.8	43.9	5	5	5	4	65.4	57.2	51.3	50.3	55.0

(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				
	32.4	95	91	6	0					27	30	15	3	15	16	19	11	80.5	62.9	55.4	45.9	75.2	63.0	49.8	48.0			
23.9	96	94	25	0	10.0	10.0	10.1	8.9	20	19	23	3	8	12	13	6	73.2	58.7	46.3	43.6	70.9	56.3	51.2	46.8				
27.5	100	95	15	0	0.4	0.4	0.9	0.0	23	25	34	4	16	19	25	4	76.4	63.4	58.2	40.8	72.0	59.8	54.9	35.9				
27.5	99	75	10	0	0.3	0.5	0.2	0.0	177	95	117	12	103	67	104	20	77.8	62.5	55.4	44.1	71.4	60.9	55.0	41.0				
31.9	94	94	5	0	6.9	6.0	4.6	5.0	42	34	23	5	21	30	20	3	89.0	68.5	54.1	49.3	79.8	68.1	55.5	52.0				
40.5	100	100	40	0	-6.4	4.7	4.1	8.3	3	14	10	5	2	4	5	7	73.0	64.3	56.7	48.2	----	60.3	53.7	28.4				
35.8	100	96	1	0	4.2	4.1	4.2	4.3	68	70	74	36	20	44	72	45	88.7	72.0	57.4	46.3	81.8	66.0	52.7	43.6				
38.8	100	97	0	0	4.0	5.6	3.9	5.2	23	21	17	4	7	17	22	6	76.7	61.0	48.9	42.0	73.0	61.2	51.2	40.0				
29.4	99	89	1	0	4.8	5.6	5.8	4.8	644	307	225	48	169	218	187	91	123.1	87.7	74.0	48.3	114.4	79.6	70.3	43.9				
26.4	98	92	5	0	5.5	5.6	6.2	11.2	70	97	58	7	35	57	63	5	96.7	76.1	69.3	62.5	84.4	68.8	61.4	62.2				
27.6	99	78	5	0	0.1	0.1	0.8	0.6	98	42	56	17	65	43	50	21	77.9	59.1	52.1	36.1	72.7	58.0	51.2	37.5				
27.8	70	58	10	0	5.9	6.0	8.0	5.2	34	21	14	20	6	17	26	22	68.0	59.4	53.2	38.4	63.6	58.9	52.8	38.1				
21.2	87	72	9	0	6.1	8.3	7.4	3.4	41	57	95	22	20	40	57	42	74.2	64.4	56.4	40.2	68.7	59.3	53.1	38.1				
26.9	100	100	7	0	2.6	6.5	2.2	2.0	14	22	15	2	8	13	15	2	82.8	57.9	54.4	----	80.4	57.3	47.3	----				
23.6	94	66	0	0	6.6	8.5	10.8	8.5	42	26	13	5	12	12	30	21	69.8	57.7	53.7	43.7	76.0	53.0	50.0	37.9				
16.4	99	90	2	0	6.0	7.6	6.6	6.3	210	131	157	39	39	56	86	62	93.0	71.9	63.1	41.6	86.8	67.7	59.3	38.0				
29.4	97	71	11	0	5.9	6.3	7.1	10.5	14	8	15	12	16	6	23	41	53.7	47.2	44.4	40.3	61.2	49.0	48.3	48.1				
33.1	53	65	18	0	0.0	0.0	0.0	0.0	13	20	33	11	4	3	38	14	63.3	59.4	51.1	41.1	59.1	58.7	48.8	39.6				
22.4	91	85	2	0	5.6	5.8	6.8	13.2	135	105	129	40	22	72	82	62	101.7	78.6	63.5	35.6	92.0	72.6	59.1	36.1				
27.3	96	74	4	0	13.0	22.8	26.4	32.4	127	86	150	45	31	63	114	99	86.9	67.6	56.2	41.9	79.0	64.6	54.5	44.5				
25.0	0	0	0	0	3.1	5.1	3.7	4.0	8	6	8	1	9	8	23	5	58.5	55.5	45.8	----	59.4	51.3	46.2	44.6				
26.7	100	82	3		4.7	5.1	6.1		9	6	17	0	5	5	13	0	56.4	44.0	38.1		48.7	43.3	38.0					
21.0	100	37	22	0	5.3	6.4	4.5	3.9	8	12	10	4	2	7	8	8	72.3	59.9	48.3	47.9	----	57.0	49.7	53.8				
28.8	100	100	33	--	3.4	3.4	4.4		8	5	2	0	6	5	4	1	59.7	51.0	----		58.8	52.4	46.2	----				
19.6	0	0	0	0	3.8	5.0	7.0		7	5	6	0	0	0	0	0	59.5	53.4	46.5									
16.7	100	33	8	0	5.5	5.0	2.2	7.0	8	12	8	2	4	0	4	2	57.1	49.9	43.9	----	56.9		40.4	----				
29.6	94	92	0	0					25	33	15	5	9	20	16	2	67.1	52.5	45.2	38.7	67.5	53.2	51.5	----				
29.2	100	67	0	0	8.5	5.7	5.0	8.1	15	1	11	3	2	5	8	3	60.8	----	41.9	35.0	----	50.9	39.6	34.7				
0.6	--	--	0	0					0	0	0	0	2	2	17	7					----	----	56.6	46.9				
29.5	97	58	10	0	3.0	3.0	3.0	3.0	18	19	24	3	12	12	28	9	67.9	52.0	44.6	38.9	64.3	50.3	45.3	36.7				
27.6	100	89	2	0	4.1	4.6	4.4	6.5	13	13	19	0	10	15	33	4	72.7	58.9	52.0		70.4	61.4	52.3	46.7				
29.0	0	0	0	0					5	9	3	6	13	1	10	8	53.3	44.5	38.7	39.5	49.8	----	43.9	41.5				
30.3	0	0	0	0	2.9	3.0	3.2	5.3	12	5	11	10	3	5	13	7	52.6	47.7	37.8	37.6	48.8	42.1	39.3	34.1				
28.3	99	92	22	8	3.3	6.7	6.1	1.8	51	31	33	17	22	20	30	7	74.8	58.9	46.5	35.3	69.2	52.2	48.0	40.8				
29.0	100	94	23	3	5.4	4.7	4.4	4.2	199	87	75	42	73	64	61	96	72.5	61.4	55.9	34.5	70.8	56.8	52.0	35.0				
32.8	100	100	80	0	2.7	2.8	4.8	5.5	3	1	7	1	1	2	8	4	50.5	----	40.8	----	----	----	36.8	36.1				
16.5	0	0	0	0	-2.4	2.3	-1.1	1.0	6	8	11	13	2	8	14	5	46.6	45.8	38.9	31.4	----	43.8	36.1	24.4				
30.5	98	88	11	0	3.7	3.6	3.8	3.1	28	33	39	15	15	19	23	12	71.6	56.4	50.7	40.4	69.2	56.9	47.3	37.9				
13.2	100	90	3	0	5.3	2.3	7.1	16.8	22	27	11	3	6	22	22	7	69.9	59.7	57.8	40.7	65.3	53.5	48.4	45.5				
26.0	98	82	3	2	3.3	5.4	6.2	5.1	141	125	71	22	26	90	104	32	105.7	72.4	62.2	57.1	92.8	67.6	60.2	50.5				
27.7	99	88	20	1	3.7	3.6	3.9	3.2	88	56	48	29	40	28	36	76	73.9	57.1	52.5	42.0	68.3	59.4	47.8	39.7				
24.8	0	0	0	0	5.8	5.1	5.0	5.0	13	18	6	3	21	19	11	0	62.4	53.7	39.7	34.8	62.6	57.5	31.9					
21.7	93	65	0	0	4.6	4.7	10.2		10	7	13	2	4	10	22	4	89.1	75.3	69.0	----	80.5	72.9	73.2	33.7				
29.3	99	89	8	0	3.9	6.8	5.5	3.2	96	73	30	10	33	44	32	25	71.9	56.1	44.5	37.2	68.6	53.1	48.7	38.8				
25.9	96	82	1		4.4	5.8	5.2		259	215	211	0	75	129	183	0	104.9	73.0	59.8		95.2	67.0	56.3					
25.7	90	79	2		3.8	5.4	5.0		107	108	118	0	36	85	89	0	104.2	75.8	61.8		94.3	67.7	57.4					
26.8	97	96	0		3.8	4.2	4.1		108	76	52	0	8	9	22	0	103.1	76.1	67.4		101.2	64.6	66.1					
26.3	85	76	0		4.9	5.5	3.3		90	83	54	0	28	72	89	0	91.9	68.0	59.6		81.8	60.3	54.4					
22.0	99	92	1						258	99	99	0	54	46	65	0	153.3	99.3	86.6		138.8	90.1	69.9					
29.1	100	96	6		5.0	4.4	5.1		33	44	15	0	25	34	19	0	82.8	64.6	51.3		79.1	62.3	48.2					
24.0	100	71	6		6.2	5.5	3.4		15	10	8	0	2	4	10	0	65.6	57.4	42.9		----	51.8	46.9					
31.2	90	88	24	0					25	4	11	3	17	4	22	5	61.3	57.5	50.0	44.9	58.0	55.3	44.5	43.7				
25.3	100	18	0	0	4.4	6.0	4.5	7.5	6	5	10	7	5	6	10	6	54.2	43.0	42.3	41.1	51.4	48.2	38.9	38.3				

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
<b>MONTANA</b>																				
Montana St U-Billings	31	IIA	5	5	5		65.0	54.6	49.6		51.9	5	5	4		84.5	72.1	66.1		68.8
Montana St U-Bozeman	27	I	5	5	5	4	78.9	62.3	53.9	42.4	62.6	5	5	5	4	99.5	80.2	70.4	56.8	80.5
U Montana	16	I	5	5	5	4	75.9	60.6	54.5	43.5	62.1	5	5	5	4	97.2	79.2	71.9	58.8	80.9
U Montana-Western	103	IIB	5	5	5	5	53.8	45.9	43.5	36.7	45.7	5	5	4	4	71.3	61.1	58.3	50.3	61.2
<b>NEBRASKA</b>																				
Bellevue U	31	IIA	5	5	5	-	64.8	55.7	47.9	----	52.6	5	5	5	-	79.0	67.9	58.2	62.9	64.1
Coll Saint Mary	25	IIB	4	5	5	4	59.5	49.5	43.9	40.0	45.6	5	5	5	5	70.5	59.0	52.1	45.6	53.7
Concordia U	31	IIB	4	4	3		62.0	55.2	49.5		54.0	4	4	3		76.3	68.1	63.1		67.5
Creighton U	6	IIA	1	2	2	2	100.6	73.4	59.8	48.5	72.1	1	2	2	3	124.4	94.4	75.3	59.5	90.9
Doane Coll-Crete	184	IIB	3	4	4	4	70.4	55.6	46.1	39.5	53.8	3	4	4	4	87.8	67.3	56.5	49.0	66.1
Hastings Coll		IIB	4	4	4	5	63.2	51.1	46.8	36.6	52.5	4	4	4	4	78.3	66.0	61.7	48.3	67.0
Nebraska Wesleyan U	28	IIB	4	4	5	4	66.2	51.9	43.0	38.2	52.5	4	4	4	4	83.1	69.7	57.5	49.5	68.3
U Nebraska-Kearney	31	IIA	4	4	4	-	75.6	60.8	50.8	----	58.3	4	4	4	-	96.5	78.2	65.7	61.5	74.8
U Nebraska-Lincoln	15	I	3	4	3	-	105.2	74.4	65.1	----	82.2	4	4	3	-	128.9	93.8	82.7	60.6	102.3
U Nebraska-Omaha	31	IIA	3	2	2	5	81.0	69.7	57.8	36.6	66.8	3	3	3	5	100.4	87.2	73.6	49.4	84.0
Wayne St Coll		IIA	5	5	5	5	67.1	55.2	44.3	36.1	55.4	5	5	5	5	85.8	73.0	58.3	48.5	72.0
<b>NEVADA</b>																				
Truckee Meadows CC		III	3			1	69.7			49.8	63.0	3			2	87.4			63.7	79.4
U Nevada-Las Vegas	5	I	3	2	3	2	114.5	85.5	66.2	57.2	83.8	3	3	4	2	135.6	103.1	81.4	71.4	101.0
U Nevada-Reno	27	I	2	2	3	3	116.0	85.9	67.6	51.1	86.7	3	3	3	3	137.3	103.5	83.0	64.5	104.5
<b>NEW HAMPSHIRE</b>																				
Dartmouth Coll	30	I	1	1	1		147.8	100.0	79.7		116.5	1	1	1		188.4	129.9	99.6		148.7
Keene St Coll	31	IIA	3	2	3	1	83.4	68.9	55.7	51.3	68.8	3	2	3	1	105.0	88.4	71.7	68.0	87.5
Manchester CC	27	III	5	5	5	-	50.7	42.6	39.2	----	48.4	5	5	5	-	75.6	63.8	58.1	53.5	72.3
NHTI-Concord	5	III	5	5	5		52.1	43.1	39.4		49.4	4	5	4		78.1	64.3	59.2		73.9
Nashua CC	27	III	5	5	5	-	50.7	42.4	40.2	----	47.9	5	5	4	-	76.1	63.2	59.7	55.7	71.7
Plymouth St U	27,90	IIA	3	3	3	1	80.1	64.0	54.9	51.1	67.0	3	3	2	1	105.3	86.3	76.4	66.8	89.8
Saint Anselm Coll	25	IIB	2	2	3	3	81.1	64.8	51.0	42.2	64.6	2	2	3	2	103.2	83.2	65.8	58.4	83.0
Southern New Hampshire U	31,85	IIA	2	3	3		87.4	65.0	55.3		70.0	2	3	3		113.4	86.3	73.2		92.2
White Mountains CC	27	III	5	5	-	5	49.9	44.1	----	36.2	47.1	5	5	-	4	72.1	63.9	----	52.5	68.2
<b>NEW JERSEY</b>																				
Bloomfield Coll		IIB	2	2	2	1	77.6	65.9	55.6	49.9	67.8	2	2	2	1	100.8	86.5	71.6	66.4	88.3
Caldwell Coll		IIB	2	2	2		76.1	62.0	52.3		64.4	3	3	3		94.9	77.6	63.0		79.9
Centenary Coll		IIB	3	3	4	2	72.5	58.6	47.6	44.0	51.5	3	3	4	2	93.2	74.7	59.8	58.5	65.6
Coll New Jersey		IIA	1	1	1		102.2	80.7	67.1		80.8	1	1	1		136.7	107.9	89.6		108.1
Drew U		IIA	1	2	2	1*	99.7	73.6	61.7	62.8	79.4	1	2	2	1	125.7	93.1	79.0	76.9	100.5
Fairleigh Dickinson U	27,179	IIA	2	1	2	1	88.4	77.4	59.5	53.4	69.8	2	1	2	1	114.7	101.5	76.2	71.1	90.2
Georgian Court Coll	31	IIA	3	4	4	-	78.7	61.1	52.0	----	61.3	4	4	4	-	95.3	78.0	65.6	51.5	76.3
Kean U		IIA	1	1	1	2	106.9	85.3	66.0	46.6	85.5	1*	1*	1	2	143.6	114.7	88.4	60.5	114.7
Monmouth U	27	IIA	1	1*	1	3	110.2	85.5	63.4	44.3	72.3	1*	1*	1	3	139.5	112.6	84.1	58.4	94.9
Montclair St U	31	IIA	1	1*	1*	2	107.5	85.4	69.9	47.9	87.2	1	1	1	3	134.6	107.3	87.9	56.8	109.3
New Jersey City U	72	IIB	1	1	1*	-	104.3	82.1	67.8	----	84.6	1	1	1	-	114.9	90.6	74.7	50.1	93.3
New Jersey Inst Tech	30	I	1	1*	1	1	139.5	105.3	80.7	69.5	99.1	1	1*	1	1	180.1	135.8	104.1	90.6	128.0
Princeton Theol Seminary		I	3	3	5	-	112.4	81.7	59.6	----	93.9	2	1	2	-	156.6	124.5	93.4	106.4	136.1
Princeton U	29	I	1*	1*	1	1	172.2	107.5	81.2	65.3	131.7	1*	1*	1	1	209.6	133.3	101.8	82.2	161.6
Ramapo Coll New Jersey		IIB	1	1*	1		105.1	83.6	64.0		84.0	1	1*	1		140.0	111.4	85.2		111.8
Richard Stockton Coll NJ		IIB	1	1	1	-	108.9	82.9	61.4	----	80.6	1	1	1	-	144.8	110.3	81.7	60.8	107.1
Rider U	31,44,198	IIA	1	1*	1	-	98.8	89.4	68.6	----	88.4	1	1*	1	-	127.1	114.5	87.8	68.8	113.5
Rutgers St U-Camden	13,42	IIA	1*	1*	1	2	129.1	88.2	68.3	49.4	95.9	1*	1*	1*	1	162.7	116.2	92.4	70.2	124.6
Rutgers St U-New Brunswick	27,42	I	1	2	2	4	130.1	89.4	72.5	43.1	101.3	1	1	1	3	163.7	117.6	97.6	62.8	130.7
Rutgers St U-Newark	13,42	I	1	1	1	4	130.6	93.7	81.5	46.3	100.0	1	1	1	3	164.3	122.5	108.0	66.6	129.2
Saint Peter's Coll	175	IIA	3	3	4	-	81.1	65.3	53.3	----	64.3	4	5	5	-	94.3	75.1	63.4	55.6	74.8
Seton Hall U	13	I	3	2	4	1	115.7	82.9	61.9	58.9	83.1	3	3	4	2	139.0	103.6	77.7	70.8	102.3
Stevens Inst Tech	30	IIA	1	1*	1*	-	109.9	90.4	78.6	----	95.5	1	1*	1*	-	134.0	113.3	100.9	76.7	118.9
Sussex Co CC		III	4	3	4	5	64.0	60.7	46.9	37.2	49.8	3	2	3	4	89.5	85.9	66.5	52.9	70.4
Union Co Coll	27,161	III	1*	1*	1	2	94.0	76.7	58.4	46.8	75.1	1	1*	1	2	121.9	101.6	77.8	65.2	99.1

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(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
	32.7	98	79	14		2.4	4.2	2.7		32	14	18	0	12	10	24	0	64.8	56.2	45.2		65.7	52.5	52.9
28.6	96	91	3	2	3.5	5.9	3.7	11.2	123	69	66	26	21	46	79	26	78.7	63.0	57.3	42.5	80.0	61.2	51.0	42.2
30.3	99	69	0	40	8.2	8.4	12.0	10.8	142	80	79	32	48	49	56	31	76.6	61.6	53.6	42.8	73.7	58.9	55.9	44.1
33.9	100	19	0	0	0.0	0.6	2.3	0.0	12	8	6	8	7	8	3	7	54.5	45.7	43.9	36.3	52.7	46.0	42.5	37.1
21.8	0	0	0	--	3.0	3.4	3.1	8.4	10	10	23	1	4	12	19	0	64.0	56.2	50.4	----	66.6	55.2	44.8	
17.6	67	67	0	0	4.8	14.1	6.3	-5.9	1	2	7	2	2	16	19	5	----	----	42.1	----	----	49.6	44.6	42.5
25.0	15	0	0		5.0	4.8	3.4		7	13	19	0	6	3	7	0	62.8	55.1	50.2		60.9	55.5	47.8	
26.1	95	87	16	0	4.2	5.3	4.9	6.6	89	115	73	13	13	64	101	29	103.3	74.4	60.4	42.2	81.8	71.5	59.3	51.3
22.9	100	82	0	0	3.3	3.2	4.4	3.5	12	13	9	3	7	9	10	5	69.3	55.9	45.2	38.0	72.1	55.1	47.0	40.3
27.7	97	86	0	0	2.2	2.8	3.0	2.3	24	10	16	7	8	11	6	5	63.9	51.8	47.9	39.4	61.1	50.4	43.8	32.8
30.1	100	88	9	0	3.8	4.1	4.9	7.0	23	15	12	2	11	19	21	3	66.7	53.0	44.7	----	65.1	51.0	42.1	39.0
28.2	100	87	10	--	4.4	4.4	6.6	3.8	69	46	37	0	20	43	33	1	76.1	62.8	49.6		73.9	58.6	52.2	----
24.4	100	97	1	--	5.1	5.3	6.0	10.5	398	194	138	0	75	101	75	1	107.3	75.2	66.3		94.0	72.9	62.9	----
25.7	100	97	6	0	4.0	4.6	5.2	5.7	110	75	58	14	35	63	58	25	83.0	72.0	58.3	38.5	74.8	66.9	57.3	35.6
30.1	100	89	9	0	4.0	5.0	4.9	6.2	36	16	12	8	23	12	10	14	66.5	56.5	44.7	37.6	68.0	53.5	43.8	35.2
25.9	100			0					59	0	0	27	49	0	0	28	69.9			48.7	69.4			51.0
20.6	93	85	3	0	4.4	5.5	6.3	7.1	197	201	184	2	49	117	118	3	114.7	86.8	66.9	----	113.9	83.4	65.2	58.9
20.5	97	90	2	0	4.2	5.4	7.0	6.7	164	88	85	3	29	66	82	11	117.8	87.2	69.0	49.7	105.4	84.0	66.1	51.5
27.7	100	93	0		6.3	7.0	9.4		143	82	58	0	53	56	47	0	151.7	105.0	78.5		137.3	92.6	81.2	
27.3	100	89	10	0	4.6	7.0	8.2	6.5	38	32	20	1	29	21	30	4	85.2	70.0	56.0	----	81.0	67.2	55.5	49.4
49.2	0	0	0	--	3.1	6.9	7.9	2.8	26	6	2	1	41	10	3	0	51.5	44.0	----	----	50.2	41.8	39.1	
49.8	0	0	0		2.9	5.8	5.9		30	9	2	0	50	9	0	0	52.3	44.0	----		52.0	42.3	39.7	
49.7	0	0	0	--	3.8	5.7	4.1	7.1	16	4	7	2	34	7	1	0	51.6	40.3	40.8	----	50.3	43.6	----	
34.0	99	50	6	0	4.8	5.8	7.4	4.4	56	26	16	0	22	22	15	4	80.6	65.9	56.5		78.6	61.8	53.1	51.1
28.4	98	87	13	0					28	26	14	2	14	20	26	5	81.6	66.1	51.7	----	80.1	63.2	50.6	42.9
31.6	100	100	100						33	24	14	0	11	18	14	0	87.8	68.3	57.5		86.2	60.7	53.1	
44.7	0	0	--	0	9.5	7.7	6.2	7.6	23	5	2	8	27	2	0	1	50.8	44.6	----	36.2	49.1	----	----	----
30.4	100	92	0	0					11	8	5	2	17	16	8	2	78.3	64.7	53.3	----	77.1	66.4	57.1	----
24.1	100	81	6		5.2	5.3	6.5		9	11	7	0	18	16	10	0	73.9	61.2	51.4		77.2	62.7	52.9	
27.2	100	24	0	0					3	9	16	3	1	8	19	6	72.0	59.5	46.4	43.0	----	57.6	48.6	44.6
33.7	100	93	35		2.6	5.6	4.2		57	58	64	0	32	50	70	0	102.9	81.9	68.1		100.9	79.3	66.1	
26.5	98	95	0	0	4.6	5.1	6.9	8.3	32	20	30	1	29	18	23	4	101.3	74.6	62.0	----	98.0	72.4	61.3	62.7
28.9	99	78	13	0					61	51	37	1	24	17	38	6	90.7	79.6	60.0	----	82.5	70.9	59.0	51.4
24.6	97	89	2	--	2.9	2.9	3.1		10	8	21	0	19	11	31	1	81.5	61.9	50.6		77.2	60.5	52.9	----
34.2	100	85	40	0	6.2	7.5	8.2	53.8	86	49	64	0	52	40	79	4	107.3	85.6	65.5		106.4	84.9	66.3	46.6
31.2	100	96	0	0	3.7	4.1	4.7	10.2	21	46	31	9	10	34	42	3	116.8	89.1	63.3	45.4	96.4	80.6	63.6	41.0
25.4	90	74	21	17	6.7	8.2	8.7	5.4	105	85	78	9	75	65	93	3	107.9	87.2	70.0	49.0	107.0	83.0	69.8	44.5
10.1	99	89	47	--	-2.2	14.7	0.4	6.4	45	48	35	1	35	41	43	0	104.6	83.3	67.6	----	103.9	80.7	68.0	
29.2	100	90	4	0	4.1	3.9	3.8	4.3	121	76	38	6	12	18	9	2	140.4	104.9	79.9	71.1	129.9	107.0	83.8	----
45.0	100	100	0	--					18	8	5	1	6	6	2	0	114.1	85.6	60.3	----	107.2	76.5	----	
22.6	100	100	0	0	4.7	6.8	9.2	4.8	369	54	95	15	83	29	61	1	174.4	108.8	82.8	64.8	162.1	105.0	78.8	----
33.2	100	80	13		3.3	7.9	14.4		43	29	33	0	24	31	37	0	106.1	87.6	66.3		103.5	79.9	62.0	
33.0	98	92	13	--	3.0	3.0	3.0	3.0	47	38	42	0	17	51	60	2	109.8	83.8	61.7		106.2	82.2	61.2	----
28.3	99	96	0	--	4.2	5.7	9.0	4.0	59	57	21	2	35	36	30	0	99.9	92.0	65.7	----	97.0	85.3	70.7	
29.9	98	88	0	0					61	50	23	5	22	31	27	11	132.4	87.7	77.5	43.9	119.9	89.0	60.4	51.9
29.0	97	91	0	0					565	239	148	58	143	170	119	50	131.3	90.6	73.8	44.6	125.2	87.8	70.8	41.5
29.2	92	88	0	0					125	62	32	32	45	45	34	26	133.1	92.0	86.1	46.7	123.7	96.1	77.2	45.8
16.4	97	82	15	--	6.9	7.7	5.1		21	19	17	1	9	15	17	0	82.5	66.9	55.3	----	77.8	63.2	51.4	
23.1	93	78	3	0	12.5	10.5	7.3	6.5	75	77	57	10	39	69	59	11	118.0	86.5	60.2	60.2	111.2	78.9	63.5	57.8
24.6	54	49	0	--	3.0	3.0	3.0	3.0	86	43	31	1	4	16	9	0	109.9	91.7	78.3	----	110.5	86.9	79.5	
41.4	100	100	42	0	4.6	5.0	4.9	5.6	2	4	7	4	4	3	19	3	----	62.4	55.3	36.9	62.4	58.3	43.8	37.7
32.0	100	100	34	8	3.7	5.0	7.3	9.2	30	24	15	8	29	37	17	16	95.1	79.7	59.8	47.6	92.8	74.8	57.2	46.4

APPENDIX I

NAME	NOTES	CAT.	(1)				(2)					(3)					(4)				(5)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR					
William Paterson U	31	IIA	1	1*	1	1*	110.3	86.9	68.8	59.0	89.2	1	1	1	1	136.7	108.6	86.1	71.9	111.0					

**NEW JERSEY (continued)**

**NEW MEXICO**

Coll Santa Fe	31,110	IIB	3	3	3	-	71.8	60.2	50.1	----	60.4	3	3	4	-	88.3	74.0	61.7	30.8	74.3
Coll of the Southwest	31,150	IIB	-	5	5		----	40.5	35.5		38.6	-	5	5	----	50.0	43.7			47.9
Eastern New Mexico U		IIA	5	5	5	5	66.8	53.0	48.5	39.1	52.1	5	5	5	5	85.1	67.9	63.0	50.6	67.1
New Mexico Highlands U	31	IIA	5	5	5		55.8	51.0	46.4		49.5	5	5	5		70.8	65.9	59.9		64.3
New Mexico St U-Alamogordo	28,32	III	5	5	5	5	50.8	43.7	39.2	36.5	41.9	5	5	5	5	63.2	54.0	48.7	45.0	51.9
New Mexico St U-Carlsbad	28,32	III	5	-	3	3	56.1	----	47.7	41.6	46.7	5	-	4	5	70.8	----	59.4	50.1	57.5
New Mexico St U-Dona Ana	28,32	III	5	5	4	4	52.1	47.5	44.5	40.2	44.6	5	5	5	5	66.1	60.9	54.9	49.5	55.6
New Mexico St U-Grants	28	III	5	-	4	3	55.7	----	44.4	43.1	47.4	5	-	5	4	69.6	----	53.5	53.6	57.9
New Mexico St U-Main	27,32	I	5	5	5	5	76.2	66.3	56.0	40.9	64.1	5	5	5	5	94.7	82.3	69.3	50.3	79.5
U New Mexico-Gallup Branch	27	III	3	3	3	1	68.1	56.2	49.3	50.4	52.1	4	4	4	2	85.0	69.0	61.7	63.8	64.5
U New Mexico-Los Alamos	30	III									46.1									55.5
U New Mexico-Main	12	I	4	4	4	1	99.0	72.2	63.6	58.7	75.8	4	5	4	1	121.2	89.4	78.7	73.2	93.5
U New Mexico-Taos	28	III		2	2			62.2	54.0		57.8		3	3			75.4	67.3		71.4
U New Mexico-Valencia	30	III	4	4	5		60.3	50.5	39.9		45.6	5	5	5		74.9	64.5	49.5		57.3

**NEW YORK**

Adelphi U	28	I	3	2	2		106.8	89.7	73.8		87.1	3	2	2		136.3	112.3	89.5		108.5
Albany Law Sch	1	I	1	1	1		133.5	98.9	81.1		119.7	1	1	1		164.6	123.6	102.9		148.4
Bard Coll		IIB	1*	1	1		114.7	82.3	63.7		90.1	1*	1	1*		149.1	109.3	88.7		119.6
Barnard Coll		IIB	1*	1*	1*	1	132.0	89.5	69.6	53.9	88.9	1*	1*	1*	1*	174.6	117.8	91.9	76.8	117.9
CUNY-Bernard Baruch Coll		IIA	1	1*	1*	1	104.1	87.5	81.9	55.9	90.0	1	1*	1*	1*	128.0	111.4	105.5	77.5	113.6
CUNY-Borough Manhattan CC		III	1*	1	1*	1	92.9	71.0	62.0	49.5	68.4	1	1	1*	1	115.4	93.5	84.0	70.6	90.6
CUNY-Bronx CC		III	1	1*	1	-	92.0	71.9	60.4	----	66.7	1	1	1	-	114.4	94.3	82.3	73.4	88.6
CUNY-Brooklyn Coll		IIA	1	1	1	3	100.6	77.5	62.7	45.5	79.3	1	1	1	2	123.8	100.8	84.8	66.3	102.1
CUNY-City Coll		IIA	1	1	1	2	104.9	81.0	68.0	49.6	85.7	1	1	1*	1	128.5	104.7	91.7	73.3	109.4
CUNY-Coll Staten Island		IIA	1	1	1	2	98.4	79.2	62.4	48.2	74.4	1	1	1	1	121.3	102.2	84.5	69.2	96.9
CUNY-Graduate Ctr	67	I	2	2	4		118.3	85.1	60.1		109.1	3	2	4		142.8	108.9	82.0		133.3
CUNY-Hostos CC		III	1*	1*	1	2	97.9	79.1	60.5	45.7	67.5	1	1*	1	1	120.3	101.6	82.4	66.5	89.5
CUNY-Hunter Coll		IIA	1	1	1	1	100.7	78.6	65.1	56.0	81.9	1	1	1	1*	124.2	101.9	87.4	77.6	104.9
CUNY-John Jay Coll		IIA	1	1	1	1	103.7	78.8	65.6	56.4	76.7	1	1	1	1*	126.8	101.9	88.0	78.1	99.4
CUNY-Kingsborough CC		III	1	1*	1	1	92.0	72.5	60.6	51.1	68.8	1	1	1	1	114.6	95.0	82.6	72.4	90.9
CUNY-La Guardia CC		III	1*	1	1*	1	94.8	71.0	61.5	50.0	71.6	1	1	1*	1	117.6	93.7	83.5	71.1	93.9
CUNY-Law School Queens Coll	1,236	IIA	1*	1*	1*		113.3	97.8	80.9		103.5	1	1*	1*		137.8	122.3	104.4		127.9
CUNY-Lehman Coll		IIA	1	1	1	1	100.9	80.2	65.5	50.8	77.6	1	1	1	1	124.0	103.3	87.8	72.1	100.2
CUNY-Medgar Evers Coll		IIB	1	1	1	1	96.6	77.9	66.0	51.2	74.3	1	1	1*	1*	119.5	100.9	88.4	72.5	96.7
CUNY-New York City Coll Tech	68	IIB	1	1	1	1	96.8	76.1	62.2	51.4	70.6	1	1	1	1*	119.5	98.8	84.3	72.7	92.8
CUNY-Queens Coll	237	IIA	1	1	2	1	99.5	78.6	61.4	54.8	77.1	1	1	1	1	122.6	101.8	83.4	76.3	99.7
CUNY-Queensborough CC		III	1*	1*	1	1*	98.3	72.8	61.4	53.6	72.2	1	1	1	1*	121.1	95.6	83.4	75.1	94.5
CUNY-York Coll		IIB	1	1	1	1	95.2	77.0	62.7	49.5	74.2	1	1	1	1	118.2	100.0	84.9	70.6	96.8
Canisius Coll	31	IIA	3	2	4	-	82.8	69.3	52.5	----	69.6	2	2	3	-	110.2	94.8	71.5	59.8	94.1
Cazenovia Coll	31	IIB	3	3	4		70.0	57.9	47.6		55.2	3	3	3		92.0	76.4	64.0		73.0
Clarkson U	30	I	4	3	2	2	98.2	80.6	72.2	55.9	82.0	4	2	2	1	126.6	105.3	91.3	78.9	106.2
Clinton CC	28	III	4	5	4	-	58.4	48.3	44.3	----	50.9	4	4	4	-	82.6	68.2	61.0	41.5	71.4
Colgate U		IIB	1*	1*	1*	1*	120.8	86.8	69.1	57.1	91.6	1*	1*	1*		155.6	111.6	87.3	71.1	117.4
Coll New Rochelle	25	IIA	2	2	2	1	92.0	70.7	58.2	56.6	70.7	2	2	2	1	116.9	90.7	73.9	69.4	90.3
Coll Saint Rose	31	IIA	4	4	4	-	77.9	63.0	50.6	----	58.1	3	3	4	-	102.4	82.4	67.4	58.0	76.0
Columbia U	15	I	1*	1	1	1*	162.5	98.2	80.5	106.9	120.8	1*	1	1	1*	196.7	129.4	107.9	135.1	151.7
Columbia-Greene CC	28	III	4	4	4	4	62.4	52.5	45.3	39.2	50.8	3	4	3	3	87.7	71.7	63.6	55.6	71.0
Cooper Union	29	IIB	1	1	1*		102.9	80.4	73.8		94.3	1	1	1*		125.0	98.5	90.6		114.9
Cornell U-Contract Colleges	66	I	1	1	1	1	127.8	92.5	85.4	58.3	105.3	1	1	1	1	162.8	122.2	113.9	80.8	136.7
Cornell U-Endowed Colleges	15,159	I	1	1*	1*	1*	148.2	103.4	89.8	72.8	113.4	1	1	1*	1	181.5	130.6	114.5	93.8	141.6
Corning CC		III	3	5	5	4	67.7	48.0	43.2	37.6	51.8	3	5	5	5	88.5	64.7	55.3	48.0	67.7
Daemen Coll		IIB	3	3	3		72.9	59.1	49.2		56.5	3	2	3		91.0	80.8	64.0		73.9
Dominican Coll Blauvelt	28,51	IIB	-	2	2	1	----	67.4	56.5	51.9	58.7	-	2	2	1	----	84.4	73.0	68.8	75.4
Elmira Coll	28	IIB	2	3	4	5	79.1	57.9	47.0	26.6	50.9	2	3	3	5	106.9	77.2	64.7	35.0	68.6
Finger Lakes CC		III	3	3	3	4	71.0	55.3	47.3	40.2	55.3	3	3	3	4	92.3	72.7	63.0	53.6	72.7
Fordham U	16,208	I	2	1	2	1*	122.9	92.3	75.6	93.3	93.3	2	1	1	1*	162.0	123.7	97.7	113.8	122.9
Fulton-Montgomery CC	28	III	1	1	2	3	82.0	65.6	54.5	43.0	59.3	1	1	2	3	111.1	88.9	73.9	58.3	80.4
Genesee CC	28	III	4	4	2	4	64.0	50.9	50.9	40.0	50.5	4	4	3	4	85.1	67.7	66.1	51.2	66.2
Hamilton Coll		IIB	1	1	1	1	113.1	81.4	63.2	51.4	89.9	1	1	1	1	145.3	104.6	80.8	65.0	115.3

(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				
24.4	99	90	40	0	12.7	9.6	9.3	6.6	88	58	50	4	52	48	61	11	110.6	87.7	68.5	57.9	109.8	85.9	69.0	59.4				
23.0	89	84	0	--	4.6	8.2	5.1		20	10	14	1	7	9	12	0	71.1	63.0	51.4	----	73.6	57.1	48.7					
23.9	--	0	0		3.0	3.0	3.2		1	4	5	0	1	3	3	0	----	38.1	35.0		----	43.6	36.4					
28.5	100	88	7	8	5.4	5.1	6.0	6.7	23	22	34	6	11	18	20	20	68.7	53.2	49.6	44.6	62.8	52.7	46.7	37.5				
29.8	100	78	10		0.0	0.0	0.0		12	24	14	0	10	8	15	0	58.1	51.5	47.5		53.1	49.5	45.3					
23.8	82	56	0	0	5.0	5.0	5.0	5.0	8	4	4	3	3	3	5	8	51.6	45.7	42.5	34.8	48.7	42.1	37.6	37.0				
23.2	83	--	43	0	5.0	5.0	5.0	5.0	3	0	2	6	3	1	5	7	57.0			39.6	55.1	----	53.3	43.4				
24.6	100	38	19	0	5.0	5.0	5.0	5.0	10	9	13	23	11	4	18	20	51.6	46.2	44.6	40.4	52.5	50.5	44.4	40.0				
22.2	100	--	17	0	5.0	5.0	5.0	5.0	2	1	3	3	1	1	3	0	----	----	43.0	43.1	----	----	45.8					
24.0	95	69	3	0	5.0	5.0	5.0	5.0	129	125	109	10	40	66	116	17	77.8	68.0	57.7	43.5	71.1	63.2	54.4	39.4				
24.0	100	100	0	0	5.6	5.8	4.8	7.4	2	6	7	1	3	8	3	6	----	57.6	49.7	----	69.0	55.1	48.4	51.9				
20.4									0	0	0	0	0	0	0	0												
23.2	99	94	1	0	7.0	7.4	5.9	5.1	211	133	102	2	94	120	117	17	101.0	76.1	66.0	----	94.6	68.0	61.4	60.4				
23.4		100	0			9.6	4.4		0	3	2	0	0	1	1	0		61.6	----		----	----	----					
25.7	100	100	0		5.3	5.2	7.9		2	2	3	0	3	3	3	0	----	----	38.9		58.2	50.4	40.8					
24.5	99	78	5		5.1	5.3	5.0		55	39	43	0	18	46	65	0	108.3	93.0	75.4		102.2	86.9	72.8					
23.9	82	0	0		7.8	10.1	4.4		21	2	2	0	12	5	6	0	141.1	----	----		120.1	97.8	81.3					
32.8	69	76	5		4.2	5.2	5.3		40	18	21	0	19	19	23	0	113.3	84.0	64.3		117.5	80.7	63.2					
32.7	97	81	0	0	6.5	7.5	7.0	6.5	32	16	19	3	27	15	43	13	133.9	89.8	71.6	48.0	129.8	89.2	68.7	55.3				
26.3	94	89	15	0					140	78	65	10	52	56	61	4	105.0	87.3	85.2	56.8	101.6	87.7	78.3	53.8				
32.3	99	80	24	0					50	29	67	18	39	36	86	30	96.7	72.9	62.0	50.0	88.1	69.4	61.9	49.1				
32.9	100	90	27	--					34	34	47	2	18	26	45	0	91.7	70.4	61.0	----	92.5	73.9	59.8					
28.7	98	82	21	0					124	93	60	14	65	59	78	20	102.5	77.8	62.3	45.0	96.9	77.1	62.9	45.8				
27.6	93	82	16	0					157	78	71	0	61	58	61	6	105.5	81.4	68.3		103.2	80.5	67.8	49.6				
30.3	99	91	25	0					43	75	66	10	26	42	65	8	99.1	79.5	62.2	47.5	97.1	78.6	62.6	49.0				
22.2	91	50	27						81	12	6	0	47	4	9	0	119.7	85.6	65.7		115.8	83.5	56.4					
32.6	100	88	36	0					15	16	40	8	11	8	46	5	99.2	79.8	59.7	45.2	96.1	77.7	61.2	46.5				
28.1	90	88	19	8					144	93	80	2	106	107	89	11	101.3	79.6	64.3	----	100.0	77.7	65.8	55.7				
29.5	88	67	19	0					61	64	64	8	29	43	86	6	104.2	78.8	64.9	56.9	102.8	78.9	66.2	55.8				
32.1	95	96	33	0					41	26	50	3	32	26	51	8	94.7	72.7	59.3	53.2	88.6	72.2	61.9	50.4				
31.1	100	58	21	0					38	19	32	8	49	33	35	8	96.0	66.0	59.9	49.0	93.9	73.8	62.9	50.9				
23.6	95	62	0						8	5	2	0	11	8	3	0	117.4	103.6	----		110.2	94.2	85.1					
29.2	93	84	27	0					73	40	36	4	30	47	70	2	101.8	81.2	65.6	49.8	98.5	79.2	65.4	----				
30.2	78	72	31	0					34	11	21	6	20	14	28	3	95.8	78.7	65.7	51.4	98.0	77.3	66.3	50.8				
31.6	100	97	33	0					39	33	97	9	26	30	73	3	96.1	76.9	62.8	50.9	97.9	75.2	61.4	53.2				
29.2	96	92	23	0					170	55	89	1	58	63	102	4	100.5	79.2	63.6	----	96.5	78.1	59.4	57.3				
30.9	100	98	15	0					45	31	51	7	30	30	68	5	99.9	73.3	61.4	54.4	95.9	72.3	61.3	52.6				
30.3	93	83	9	0					28	31	31	1	17	29	24	2	97.1	76.4	63.1	----	92.2	77.6	62.2	----				
35.2	100	97	0	--	3.9	5.5	5.4	29.4	47	39	19	1	19	31	27	1	84.8	73.7	54.3	----	78.0	63.6	51.2	----				
32.2	100	79	13		4.0	8.2	6.2		7	2	8	0	6	12	7	0	70.9	----	48.6		69.0	58.4	46.4					
29.6	95	89	0	0	4.3	5.5	4.9	4.0	53	44	35	9	4	10	12	6	98.1	81.8	73.2	56.8	99.4	75.4	69.3	54.6				
40.3	100	81	27	--	2.9	3.9	4.5		8	10	3	0	11	11	8	1	61.6	51.0	45.9		56.2	45.8	43.7	----				
28.1	98	97	0	0	5.6	6.3	7.0	11.7	62	35	44	3	33	31	32	3	124.9	85.3	68.9	57.7	113.2	88.5	69.4	56.5				
27.7	100	94	5	0	3.1	5.6	4.4	1.3	6	14	5	0	8	36	15	3	91.5	70.5	56.6		92.3	70.7	58.7	56.6				
30.9	100	98	18	--	7.6	8.9	6.6		16	39	28	0	11	43	39	2	77.9	64.5	50.7		78.0	61.6	50.5	----				
25.5	87	40	0	0	2.1	0.9	0.0	3.8	499	144	142	4	140	66	95	1	166.4	103.6	86.6	118.6	148.9	86.6	71.4	----				
39.8	100	100	83	0	2.7	11.5	1.3	3.7	7	6	6	3	8	7	6	7	67.3	54.5	46.5	40.1	58.1	50.8	44.0	38.8				
21.8	100	70	0		2.5	3.4	2.5		24	7	6	0	9	3	1	0	103.0	81.3	73.9		102.7	78.4	----					
29.8	98	89	0	0	4.9	5.4	6.7	6.7	255	118	70	1	60	65	38	5	128.4	92.2	85.7	----	125.5	93.0	84.8	54.1				
24.8	98	92	0	0	4.9	5.2	5.3	6.5	366	136	140	2	74	70	71	1	150.4	106.2	92.7	----	137.3	98.0	83.9	----				
30.8	100	100	44	0	0.0	0.0	0.2	0.3	24	16	8	14	12	9	10	9	72.1	48.1	44.3	37.1	58.8	47.8	42.3	38.5				
30.8	100	97	7		3.1	3.5	3.3	3.0	10	16	14	0	4	13	27	0	72.4	59.5	46.7		74.1	58.7	50.5					
28.5	--	73	21	0	4.2	6.1	9.8	6.9	0	4	12	0	2	7	31	8		69.8	58.2		----	66.1	55.8	51.9				
34.9	90	64	40	0	5.7	4.8	3.5	5.6	6	17	16	6	4	11	14	9	79.0	57.2	47.7	31.7	79.2	59.0	46.1	23.3				
31.5	100	100	75	0	4.2	6.0	5.0	7.6	20	9	20	13	17	12	9	9	74.0	56.3	47.6	40.2	67.5	54.6	46.7	40.2				
31.7	91	74	12	0	5.5	5.6	5.2	3.3	146	119	108	4	61	98	95	4	124.5	93.5	75.7	88.0	119.0	90.9	75.5	98.7				



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	
<b>NEW YORK (continued)</b>																					
Hartwick Coll	28	IIB	2	3	4		76.3	56.7	47.1		61.6	3	4	4		96.4	70.0	59.9		77.5	
Helene Fuld Coll Nursing		III		2	1	1		64.9	57.3	51.8	57.0		2	2	1		84.2	76.0	73.6	76.6	
Hilbert Coll		IIB	4	5	5		60.4	49.0	43.1		51.6	5	5	5		74.4	58.7	55.4		64.3	
Hobart & William Smith Coll		IIB	1	1	1	2	100.1	76.7	58.6	47.5	77.1	1	1	1	2	130.2	98.5	74.4	58.5	99.2	
Hofstra U	15	I	2	2	3	2	125.0	86.9	69.0	56.1	93.6	1	1	3	2	167.1	116.2	89.0	71.7	124.2	
Iona Coll	31,215	IIA	2	2	2	-	94.8	73.5	61.0	----	75.4	2	2	2	-	120.2	95.2	74.1	59.0	94.9	
Ithaca Coll		IIA	2	2	4	1	88.1	71.1	53.2	50.2	66.3	2	2	3	1	115.8	93.5	71.6	67.7	87.9	
Keuka Coll	28	IIB	4	4	4	-	66.5	55.6	47.1	----	55.9	4	4	3	-	82.5	72.4	62.1	41.9	71.6	
Le Moyne Coll		IIA	2	2	4	1	92.2	74.4	53.3	57.1	71.5	2	2	4	1*	115.4	92.5	66.6	79.5	89.4	
Manhattan Coll	30	IIA	1	1	1	1	96.2	78.4	62.6	50.4	76.8	1	1	2	3	123.2	102.0	77.8	59.9	98.0	
Marist Coll	31	IIA	2	2	2		93.0	68.8	59.6		62.7	1	2	1		128.0	95.3	81.0		85.6	
Marymount Manhattan Coll		IIB	2	2	2	1	86.7	68.1	55.8	49.0	63.4	1	1	1	1	115.8	89.5	73.8	65.8	83.9	
Medaille Coll	114	IIB	2	2	3	4	81.2	61.7	51.1	40.1	55.7	2	3	3	4	104.1	75.3	62.4	48.6	68.4	
Mercy Coll	140	IIA	3	3	2	4	80.1	66.3	59.4	42.2	65.8	3	3	2	3	103.8	86.3	77.5	56.4	85.6	
Mohawk Valley CC	27,225	III	3	4	4	4	66.5	53.8	45.9	39.8	50.5	3	3	3	3	89.6	74.7	65.1	58.1	70.8	
Molloy Coll	28	IIA	2	2	1	1*	91.8	74.6	63.3	58.7	70.6	2	1	1	1*	119.5	97.0	83.9	77.9	92.7	
Monroe CC	37,137	III	2	3	3	3	79.2	61.0	49.1	43.9	56.9	1	2	2	2	108.0	85.9	70.0	62.0	79.7	
Mount Saint Mary Coll	28	IIB	2	2	2	2	85.7	62.5	52.4	46.4	64.7	2	3	3	3	110.7	77.2	65.2	53.6	81.5	
NY Inst Tech-Manhattan		IIA	1	1	1	1*	110.5	84.1	65.8	65.7	87.6	1	1	2	1	133.8	103.9	80.1	76.1	106.9	
NY Inst Tech-Old Westbury		IIA	1*	1	1*	1*	112.2	82.8	71.7	67.4	87.3	1	1	1	1*	137.1	106.7	88.0	81.7	109.1	
Nazareth Coll Rochester		IIA	4	4	4		78.0	63.0	51.7		63.7	3	4	5		104.1	79.9	64.4		82.0	
New York U	6	I	1*	1	1*	5	162.4	102.6	90.3	39.5	106.3	1*	1*	1*	5	215.1	136.0	119.9	52.6	140.9	
Niagara Co CC	28	III	2	1	1	2	77.8	65.1	56.2	44.8	69.3	1	1	1	2	113.0	96.7	83.5	63.2	100.9	
Niagara U	31	IIA	3	3	4	4	80.0	63.6	53.1	43.1	61.4	3	3	4	4	100.3	82.3	64.8	53.6	77.0	
Onondaga CC	27	III	3	2	2	2	71.0	62.3	52.1	45.8	60.9	2	2	2	2	94.2	82.5	69.5	62.0	81.0	
Pace U	13,216	I	2	1	2		115.9	92.3	70.8		96.6	2	1	2		147.6	117.0	91.5		123.4	
Polytechnic U	29,143	I	3	3	2	5	115.1	77.5	72.6	38.8	84.8	2	3	2	5	147.7	99.5	93.1	49.8	108.8	
Rensselaer Poly Inst	30	I	2	2	1		117.8	84.0	76.1		96.3	2	2	2		147.1	110.7	95.0		122.0	
Rochester Inst Tech	30	IIA	1	1	1	1	106.7	79.2	64.9	52.8	77.9	1	1	1	1	135.0	102.6	85.9	71.7	101.1	
Rockefeller U		I	1*	1	2		191.2	98.5	69.1		137.2	1*	1*	3		251.5	132.8	88.6		180.8	
SUNY Coll Env Sci & Forestry		I	5	5	5	3	86.1	68.6	59.4	46.8	73.1	5	4	4	4	114.8	91.7	78.4	60.8	97.3	
SUNY Coll Tech-Alfred		III	3	3	3	4	69.7	55.0	49.1	39.6	53.0	2	3	3	3	94.2	75.4	66.4	55.4	72.1	
SUNY Coll Tech-Canton		III	3	2	2	2	69.5	61.6	51.6	46.0	55.3	3	3	2	2	90.9	80.5	68.8	61.6	73.2	
SUNY Coll Tech-Cobleskill		III	3	3	3	3	66.5	57.4	47.5	41.5	57.7	3	3	3	3	88.8	76.6	65.1	55.6	77.4	
SUNY Coll Tech-Delhi		III	4	3	3	3	61.9	54.8	49.7	41.4	51.9	4	3	3	3	85.0	75.9	68.0	58.4	71.6	
SUNY Coll Tech-Morrisville		III	3	3	3	3	67.0	57.1	50.0	41.8	52.8	3	3	3	3	89.1	74.8	67.5	56.4	70.8	
SUNY Coll Tech-Utica-Rome		IIA	2	2	1	1	88.2	73.3	69.0	50.6	72.8	2	1	1*	1	117.3	97.7	89.9	68.6	96.2	
SUNY Coll-Brockport		IIA	2	2	3	-	89.1	67.6	54.0	----	64.6	2	2	3	-	116.1	88.4	70.7	67.5	84.2	
SUNY Coll-Buffalo		IIA	3	3	3		80.6	66.4	56.3		64.4	3	3	3		107.0	87.5	73.3		85.0	
SUNY Coll-Cortland		IIA	4	4	5	3	75.1	58.9	48.5	43.8	57.1	3	4	4	2	100.3	78.7	65.4	61.0	76.6	
SUNY Coll-Geneseo		IIA	4	3	3	-	77.6	64.5	54.4	----	63.7	3	3	3	-	102.0	85.3	71.3	61.1	83.7	
SUNY Coll-Old Westbury	31	IIB	2	2	1	1	86.7	67.2	64.7	52.0	69.1	1	1	1	1	114.3	89.5	82.0	68.7	90.5	
SUNY Coll-Oneonta		IIA	3	4	4		79.4	59.6	52.9		58.3	3	4	3		106.3	81.4	70.9		78.5	
SUNY Coll-Oswego		IIA	4	4	4	5	75.6	62.6	51.3	29.9	60.7	3	3	4	5	100.3	83.5	67.7	36.0	80.4	
SUNY Coll-Plattsburgh		IIA	4	4	3	4	77.1	59.8	53.8	43.1	61.0	3	4	3	3	103.7	80.0	72.3	57.1	81.8	
SUNY Coll-Potsdam		IIA	4	5	5	3	72.6	58.0	47.7	43.7	56.6	4	4	5	3	97.0	77.3	63.7	56.0	75.5	
SUNY at Fredonia	96	IIA	3	4	5	-	79.0	58.9	49.7	----	59.9	3	4	4	-	105.6	78.8	65.8	42.6	80.0	
SUNY-Albany		I	3	3	4		110.5	77.7	63.9		83.4	3	3	3		142.5	102.2	84.1		108.7	
SUNY-Binghamton		I	3	3	3	2	106.9	77.6	67.6	51.9	81.4	3	3	3	3	138.4	102.5	87.9	65.7	106.3	
SUNY-Brooklyn Health Sci Ctr		I	3	2	1		115.7	88.6	84.3		93.1	2	1	1		148.2	116.4	107.6		119.9	
SUNY-Buffalo		I	2	2	3	3	119.4	83.3	66.6	49.1	88.8	2	2	3	3	153.7	108.8	86.6	66.5	115.2	
SUNY-Empire St Coll		IIB	2	2	3	-	76.4	62.8	49.7	----	58.6	2	2	3	-	100.7	83.5	66.2	63.4	77.9	
SUNY-Farmingdale		IIB	1	1	1	2	89.8	69.5	57.8	45.0	72.2	1	1	1	3	118.8	93.3	76.3	52.9	95.8	
SUNY-Maritime Coll		IIA	4	3	1	-	75.5	66.9	63.9	----	61.8	3	2	1	-	100.3	89.8	84.1	39.6	81.7	
SUNY-New Paltz		IIA	3	3	4	1	84.6	65.0	52.9	55.2	61.1	2	3	3	1	112.5	86.8	70.8	74.4	81.6	
SUNY-Purchase Coll		IIB	2	2	3		79.1	65.8	51.2		64.9	2	2	3		104.9	88.8	66.8		86.3	
SUNY-St Coll Optometry		I	4	3	4	-	98.4	77.1	63.2	----	76.9	4	3	3	-	128.5	102.4	83.2	38.8	101.3	
SUNY-Stony Brook		I	2	2	3	3	116.2	86.5	68.6	46.9	88.9	2	2	3	2	150.0	113.3	89.0	66.9	115.5	
SUNY-Upstate Medical U		I	-	1	4	3	----	91.2	61.5	46.8	73.3	-	1	4	3	----	118.5	81.0	63.9		96.1
Sage Colleges	28	IIA	5	5	5		59.4	53.7	46.7		52.4	5	5	5		79.3	70.9	60.2		68.8	
Saint Joseph's Coll	28,141	IIB	1	1	1	1	96.9	70.4	60.2	48.7	66.8	1	1	1	2	122.3	89.9	77.3	61.7	85.4	
Sarah Lawrence Coll		IIB	1	1	1		100.5	76.8	63.0		80.5	1	1	1		133.8	102.9	86.9		106.5	
Siena Coll		IIB	2	1	1	-	85.9	72.3	61.0	----	74.4	2	1	1	-	113.5	98.9	81.4	45.9	99.3	
Skidmore Coll	31	IIB	1	1	1	-	105.4	78.4	63.9	----	82.8	1	1	1	-	134.8	104.6	82.2	81.3	107.6	
St. Bonaventure U	31	IIA	5	5	5		70.4	55.3													

(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				
25.7	98	97	0		9.7	9.7	6.0		26	14	23	0	17	17	10	0	78.2	56.7	47.3		73.4	56.8	46.7					
32.3		0	0	0		3.2	5.8	3.8	0	0	2	0	0	3	6	5						64.9	57.4	51.8				
24.5	29	0	0		5.0	5.5	5.7		11	4	10	0	10	4	9	0	60.4	47.5	44.3		60.3	50.4	41.8					
28.5	100	97	0	0	3.9	4.3	7.1	3.4	50	19	31	4	15	15	33	6	102.2	76.9	59.6	47.3	93.2	76.4	57.6	47.6				
32.7	94	89	3	0	5.2	6.0	6.0	6.1	122	118	74	4	54	87	78	7	129.6	90.9	69.8	52.3	114.6	81.6	68.1	58.2				
25.9	100	89	14	--	4.0	4.0	4.0	4.0	33	46	29	2	17	19	21	0	100.6	73.1	61.3		83.6	74.3	60.6					
32.6	100	87	0	0	6.1	4.4	5.6	5.1	58	94	87	7	35	63	107	8	89.5	71.6	53.0	52.8	85.8	70.3	53.4	47.9				
28.1	85	77	0	--	5.5	5.7	5.7		10	4	8	0	10	9	13	1	67.4	53.9	44.8		65.6	56.3	48.5	--				
25.1	100	100	3	0	4.8	5.5	7.0	4.5	28	32	31	1	18	18	27	2	93.3	74.6	55.3		90.5	74.0	51.0	--				
27.6	98	93	22	0	3.9	3.3	3.6	4.0	32	43	31	5	14	17	27	1	99.0	80.2	63.4	49.7	89.7	73.8	61.6	--				
36.5	100	69	30		5.5	5.2	5.4		10	33	50	0	7	28	38	0	95.6	67.7	60.6		89.2	70.1	58.2					
32.2	100	97	2	0	9.6	6.4	5.2	6.3	5	14	20	3	6	19	21	4	87.7	69.9	56.8	48.0	86.0	66.8	54.9	49.8				
22.9	100	54	0	0	4.8	4.4	10.1	7.3	7	17	22	6	2	11	18	8	80.0	62.9	53.7	43.6	--	59.9	47.9	37.5				
30.1	93	35	1	0	3.0	1.3	1.6	0.8	26	25	36	2	16	41	50	2	80.9	65.7	60.1		78.7	66.7	58.9	--				
40.0	100	100	85	11	6.0	6.0	5.5	5.5	17	23	21	23	12	9	18	13	69.2	55.1	46.6	39.5	62.6	50.5	45.1	40.4				
31.3	100	83	36	0	9.3	13.7	1.8	0.8	6	17	19	2	21	23	67	7	102.0	75.4	61.5		88.9	74.0	63.9	58.5				
40.1	99	97	77	3	3.8	5.1	4.6	4.8	33	32	47	33	34	33	50	40	76.8	64.0	49.9	44.1	81.6	58.1	48.3	43.8				
25.9	100	71	0	0	6.3	6.5	7.0	5.0	13	6	12	0	10	11	18	4	86.7	64.2	52.0		84.3	61.6	52.6	46.4				
21.3	100	88	17	0					14	14	7	1	4	10	5	2	113.1	84.6	69.0		101.8	83.4	61.3	--				
23.3	100	98	16	0					37	42	20	1	6	17	23	6	112.2	85.1	75.0		112.3	77.1	68.9	67.7				
28.7	96	85	2		4.6	5.2	6.3		25	19	20	0	24	28	36	0	77.6	63.1	51.3		78.4	63.0	51.9					
32.6	99	94	0	0	5.0	6.5	6.4	27.8	500	216	137	13	177	149	111	22	167.3	105.4	94.4	36.0	148.4	98.5	85.4	41.5				
45.6	100	95	70	0					39	9	1	10	35	10	9	7	79.5	68.2		46.1	75.9	62.3	56.5	42.9				
25.6	100	94	0	0	3.6	3.3	7.5		20	34	36	3	7	17	28	2	79.1	64.6	53.6	42.3	82.5	61.8	52.5	--				
32.9	100	100	31	50	3.5	4.9	5.4	3.5	24	22	31	2	29	23	30	2	74.4	63.8	53.4		68.1	60.8	50.8	--				
27.7	99	79	33		0.0	0.5	0.6		130	72	29	0	64	49	41	0	120.6	94.0	73.0		106.3	89.7	69.3					
28.3	83	83	0	0	2.5	4.4	2.6	3.7	47	34	15	9	5	8	7	3	115.3	78.7	75.1	37.7	113.6	72.6	67.2	42.1				
26.6	95	84	0		3.6	4.1	3.2		153	88	74	0	22	23	38	0	118.2	86.1	76.1		114.8	76.0	76.0					
29.8	99	92	24	0	3.0	5.0	5.4	5.9	167	175	143	7	32	82	103	3	108.0	80.9	66.4	55.7	99.9	75.4	63.0	46.2				
31.7	100	5	0		5.4	8.1	8.3		37	11	14	0	4	11	6	0	191.0	103.4	72.6		193.6	93.7	60.9					
33.2	100	95	0	17	2.8	4.2	5.5	4.1	46	30	12	3	3	9	9	3	86.4	69.1	59.9	47.8	82.2	67.0	58.8	45.8				
35.8	76	51	22	20	3.2	4.5	4.7	4.9	23	33	36	16	10	8	13	4	70.0	55.9	48.9	39.6	68.9	51.1	49.4	39.4				
32.4	94	60	17	0	6.7	7.9	3.2	2.5	12	9	20	11	5	6	21	9	71.6	63.2	52.3	45.6	64.3	59.2	51.0	46.4				
34.2	100	79	50	18	6.3	4.9	3.8	5.3	32	17	12	6	16	7	10	5	67.9	57.2	47.8	42.5	63.7	57.9	47.1	40.3				
38.0	85	29	9	0	3.0	4.7	3.0	3.9	16	15	24	13	10	9	20	9	61.5	56.0	49.8	41.0	62.5	52.9	49.6	42.1				
34.0	100	100	22	20	3.8	3.4	4.1	3.2	9	14	47	3	5	15	34	2	61.0	58.7	51.4	44.2	77.6	55.6	48.1	--				
32.2	94	92	7	25	1.8	2.8	3.1	2.9	15	28	11	1	1	8	18	3	89.8	74.4	78.3			69.5	63.4	53.9				
30.4	96	82	3	--	1.5	2.2	2.4	1.6	43	67	58	1	14	52	63	0	91.7	70.1	54.7		81.2	64.5	53.4					
31.9	100	89	7		2.6	3.2	3.6		75	98	36	0	30	61	58	0	81.1	66.9	57.3		79.2	65.6	55.7					
34.2	100	92	8	0	3.1	3.5	3.5		56	41	34	2	22	46	41	1	75.7	60.3	49.7		73.3	57.6	47.5	--				
31.4	99	89	21	--	11.0	6.7	8.7	16.2	52	54	31	1	15	36	37	1	79.0	65.7	54.8		72.9	62.7	54.1	--				
31.0	97	89	3	0	2.4	2.1	2.2	3.4	18	21	18	8	13	25	18	9	91.7	68.1	69.3	53.8	79.8	66.5	60.2	50.5				
34.7	100	86	14		2.5	3.5	3.3		33	42	55	0	5	21	53	0	80.1	59.1	53.4		74.4	60.4	52.4					
32.6	100	89	10	0	1.9	2.2	2.1	25.8	58	52	68	1	23	36	56	5	76.6	63.4	52.5		73.1	61.5	49.8	29.5				
34.2	97	83	8	0	2.4	4.1	3.4	4.8	63	54	27	2	15	42	26	1	78.0	61.5	55.8		73.1	57.5	51.6	--				
33.4	100	96	3	0	3.1	4.3	5.1	4.7	43	51	41	5	16	39	33	10	73.9	57.9	48.4	43.7	69.0	58.1	47.0	43.6				
33.5	100	86	3	--	2.7	3.9	5.7	4.2	54	39	52	1	18	37	53	1	81.5	58.8	50.1		71.5	58.9	49.2	--				
30.4	95	95	1		2.6	2.0	3.1		176	126	91	0	39	76	95	0	111.5	78.9	67.2		106.0	75.6	60.7					
30.6	98	94	0	0	1.8	2.2	2.7	1.7	130	104	73	3	32	70	59	7	108.3	78.6	70.8	48.5	101.2	76.2	63.7	53.3				
28.7	84	73	4		-0.8	1.3	2.9		23	13	30	0	8	17	21	0	120.7	93.8	92.2		101.5	84.7	72.9					
29.7	95	80	1	0	2.8	3.5	3.2	1.5	298	200	189	3	55	111	157	3	120.8	85.2	70.0	48.9	111.6	79.9	62.5	49.4				
32.7	100	77	16	--	2.3	3.4	3.9		22	18	23	0	9	26	57	1	76.7	66.0	50.5		75.6	60.6	49.4	--				
32.5	100	95	9	0	2.7	4.6	4.2	1.9	44	23	32	0	23	18	33	3	93.1	70.7	59.1		83.4	67.9	56.5	45.0				
32.0	100	86	17	--	2.7	3.4	2.6		13	11	10	0	2	3	2	1	74.8	69.0	66.7		--	59.5	--	--				
33.5	100	89	9	0	2.6	3.1	3.4	1.4	35	61	51	0	21	48	47	4	89.6	66.1	53.0		76.4	63.6	52.6	55.2				
33.0	100	90	0		1.5	2.4	2.7		27	30	17	0	16	30	23	0	80.5	68.4	51.7		76.8	63.2	50.8					
31.8	100	56	0	--	1.6	2.0	8.9		12	13	5	0	1	5	12	1	97.9	75.4	68.0		--	81.4	61.2	--				
29.9	96	81	1	0	1.7	2.0	2.6	1.4	236	127	98	1	56	81	74	2	117.8	87.5	69.3		109.4	85.0	67.8	--				
31.0	--	50	20	0	0.8	0.9	1.6	1.4	1	6	7	1	0	10	13	3	--	106.1	64.8		--	82.2	59.8	42.3				
31.4	100	66	6		0.0	1.0	0.2		14	17	11	0	13	45	37	0	59.4	53.8	48.1		59.4	53.7	46.3					
26.1	100	59	0	0	6.7	7.6	5.5	5.1	7	21	34	2	10	28	49	6	96.9	69.3	60.1		96.9	71.1	60.3	48.6				
32.3	95	97	0		4.1	7.9	5.9		24	17	11	0	18	16	11	0	99.9	77.5	64.3		101.2	76.1	61.7					
33.5	99	76	14	--	4.0	3.8	4.6	12.4	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
St. Francis Coll	28	IIB	1	1	2		88.2	68.9	53.4		67.7	2	2	2		112.5	88.2	70.6		87.5
St. John's U	16,206	I	1	1	2	2	130.3	90.3	70.6	55.8	94.9	1	1	3	2	165.4	119.5	88.6	70.7	122.3
St. Lawrence U		IIB	1	1	1	1	92.2	71.3	58.0	50.2	71.4	1	1	2	2	118.3	98.3	73.6	60.8	93.7
St. Thomas Aquinas Coll	31	IIB	1	2	2	2	88.4	68.4	56.8	45.6	73.6	1	1	2	3	115.6	91.1	72.3	52.6	96.1
Syracuse U	12,34	I	3	3	3	1	107.0	78.2	68.6	63.6	85.4	3	2	2	1	140.5	105.7	92.1	88.4	113.8
Tompkins Cortland CC	25,97	III	3	4	4	4	67.9	51.2	44.5	38.8	57.2	3	4	4	4	89.7	69.8	58.3	54.2	76.2
U Rochester	27,173	I	2	2	1	-	118.2	85.8	77.2	----	97.1	2	2	1	-	146.4	107.6	95.7	56.0	120.7
Ulster Co CC		III	3	3	3	2	69.4	55.2	49.5	44.7	56.8	2	3	3	3	96.9	74.4	64.9	59.0	76.9
Union Coll	29	IIB	1	1	1	1	102.3	73.2	61.4	55.2	78.8	1	1	1	1	131.9	94.6	77.7	69.2	101.6
Utica Coll	28,100	IIB	2	2	2	-	76.9	62.1	54.8	----	61.3	2	2	2	-	104.8	88.1	70.0	76.6	82.6
Vassar Coll		IIB	1*	1*	1	1*	120.1	86.0	65.8	57.8	87.2	1*	1*	1	1	159.5	115.8	85.6	72.1	115.6
Vaughn College		III	2	2			78.1	64.3			71.0	2	2			98.2	81.6			89.6
Wagner Coll	28	IIA	3	3	3		84.5	65.6	53.7		65.8	3	3	4		108.2	86.5	68.0		84.9
Wells Coll		IIB	2	3	3		76.5	59.9	49.5		63.5	3	4	4		92.9	72.9	61.2		77.6
Westchester CC	27	III	1*	1*	1*	1*	108.3	96.1	85.0	56.2	91.9	1*	1*	1*	1*	158.8	138.8	123.4	79.5	133.5
Yeshiva U		I	1	1	1	1	158.6	97.4	86.1	58.7	109.1	1	1	1	2	187.5	115.1	101.7	69.4	129.0

NORTH CAROLINA

Appalachian St U	31	IIA	2	2	2	2	86.8	71.7	59.6	49.1	69.1	3	2	2	2	108.2	90.5	75.8	63.5	87.1
Barton Coll	28	IIB	5	5	5	-	51.6	42.6	40.0	----	43.6	5	5	5	-	62.5	52.8	49.3	40.3	53.4
Belmont Abbey Coll	31	IIB	5	5	5	5	57.8	50.8	38.8	31.3	48.9	5	4	5	5	74.6	65.8	50.9	39.0	63.2
Bennett Coll		IIB	5	5	5	5	51.0	46.7	41.0	33.0	42.9	5	5	5	5	61.1	57.8	48.2	38.6	51.1
Brevard Coll		IIB	5	5	5	-	53.8	42.2	38.6	----	42.8	5	5	5	-	71.2	54.7	48.2	36.8	55.2
Catawba Coll	31	IIB	5	3	4	4	59.2	57.9	44.3	37.7	52.1	4	3	5	4	76.9	76.6	55.9	48.7	67.6
Chowan Coll	31	IIB	5	5	5	4	50.9	45.1	43.2	39.3	44.6	5	5	4	4	61.1	53.2	56.2	47.6	54.9
Davidson Coll		IIB	1	1	1	1	108.1	83.0	61.7	51.6	90.1	1	1	1	1	133.3	102.4	76.3	63.3	111.1
Duke U	15	I	1	1	1		152.6	102.5	87.3		125.7	1	1	1		188.3	128.0	107.0		155.4
East Carolina U	27,50	IIA	2	2	1	1	94.9	73.5	65.2	53.7	68.1	2	2	1	1	117.5	92.5	82.4	68.7	85.8
Elizabeth City St U	31	IIB	2	1	1	1	79.5	70.7	60.3	49.8	64.8	3	2	1	1	97.6	88.4	75.7	63.1	81.0
Elon U	16	IIA	2	2	3	5	91.1	69.0	53.6	40.0	65.7	2	3	4	5	112.2	87.7	67.1	50.6	82.4
Fayetteville St U	28	IIA	3	3	2	1	80.0	66.8	60.0	50.5	62.4	4	3	2	2	98.9	83.9	75.8	63.9	78.3
Greensboro Coll		IIB	4	5	4	4	60.1	49.2	45.6	40.3	53.1	4	5	4	4	76.2	62.4	61.8	50.0	67.8
Guilford Coll		IIB	4	3	4	4	67.6	57.5	46.8	39.5	51.9	4	4	4	4	84.7	71.6	58.4	48.8	64.7
High Point U	31	IIB	2	2	3	3	77.0	64.7	51.4	40.7	60.9	3	2	3	3	94.0	80.2	64.7	53.0	75.7
Lees-McRae Coll		IIB	5	5	5	4	49.0	44.2	39.9	38.1	41.8	5	5	5	5	60.6	54.0	48.4	46.8	51.2
Lenoir-Rhyne Coll	28	IIA	5	5	5	-	60.4	53.9	48.5	----	54.5	5	5	5	-	74.4	66.9	60.2	50.8	67.3
Meredith Coll	31	IIA	4	4	5	3	72.5	60.2	49.8	43.5	59.1	4	4	5	3	91.9	76.2	63.5	56.4	75.1
NC Wesleyan Coll		IIB	5	5	4	5	52.8	48.6	44.3	36.7	46.3	5	5	5	5	64.9	59.3	54.8	44.3	56.8
North Carolina A&T St U	27	IIA	2	1	1	2	91.1	74.9	64.3	48.8	73.4	2	2	1	2	112.4	93.8	81.1	62.6	91.7
North Carolina Central U	13	IIA	1	1	1	-	99.3	76.9	67.3	----	70.2	1	2	1	-	121.8	95.7	85.1	58.2	88.0
North Carolina St U	27	I	3	2	2	3	110.8	82.0	69.9	49.2	84.6	3	3	3	3	135.9	102.7	88.3	63.2	105.2
Peace Coll	31	IIB	4	4	4	2	65.4	53.4	46.3	44.6	52.5	4	4	4	3	80.6	66.9	57.2	55.8	65.2
Pfeiffer U	154	IIA	5	5	5		56.8	56.8	45.2		52.7	5	5	5		72.3	72.3	58.3		67.4
Salem Coll		IIB	5	4	4	3	58.2	51.6	46.6	41.8	49.5	4	4	4	3	78.4	65.6	59.8	54.1	64.0
St. Andrews Presb Coll		IIB	5	5	5	5	49.6	44.9	43.9	33.2	44.2	5	5	5	5	61.4	55.4	51.9	38.0	53.4
U North Carolina-Asheville	31	IIB	2	2	1		84.0	65.5	57.7		65.3	2	2	2		103.0	81.5	72.1		81.3
U North Carolina-Chapel Hill	5	I	1	1	1	1*	138.5	90.9	76.9	78.7	101.9	1	2	1	1*	167.5	113.1	96.5	98.3	125.2
U North Carolina-Charlotte	27	IIA	1	1	1		105.0	77.2	67.0		73.3	1	1	1		129.5	97.0	84.8		92.1
U North Carolina-Greensboro	28	I	4	4	4	2	103.2	75.6	62.8	55.0	70.1	4	4	4	2	127.4	95.2	79.8	70.4	88.3
U North Carolina-Pembroke	28	IIA	2	2	2	1	86.1	68.0	57.3	55.9	59.7	3	3	3	1	106.8	86.1	73.0	71.7	75.7
U North Carolina-Wilmington	28	IIA	2	2	2		91.0	72.6	60.5		69.9	2	2	2		113.1	91.5	76.8		88.0
Wake Forest U	16	IIA	1*	1*	2	4	119.0	87.9	57.9	42.0	87.6	1*	1*	3	5	149.5	111.7	70.0	51.2	109.7
Warren Wilson Coll		IIB	4	4	4	-	65.1	54.2	46.2	----	54.6	4	4	4	-	81.5	68.1	59.6	61.7	68.9
Western Carolina U	27	IIA	3	2	2	2	85.7	71.7	59.8	46.6	65.6	3	2	2	3	106.7	90.1	75.9	59.8	82.8
Wingate U	31	IIB	4	4	2	5	60.2	53.6	52.6	31.8	53.6	4	4	3	5	77.5	66.6	65.0	37.0	67.0
Winston-Salem St U	28	IIB	1	1	1	1	90.3	72.3	66.5	55.4	69.5	2	2	1	1	109.6	88.9	82.1	69.2	85.6

NORTH DAKOTA

Bismarck St Coll		III	5	5	5	4	50.7	46.1	41.7	38.9	43.1	5	5	5	4	67.9	62.5	56.8	52.0	58.3
Jamestown Coll		IIB	5	5	5	4	52.4	47.7	43.1	39.0	46.6	5	5	4	3	71.0	61.5	57.9	51.7	61.9
Lake Region St Coll	13	III	-	5	5	4	----	43.7	43.2	38.7	41.1	-	5	5	4	----	57.6	56.9	52.9	55.4
Mayville St U		IIB	5	5	5	5	50.2	42.9	37.1	34.5	41.6	5	5	5	4	66.3	58.1	50.9	47.9	56.3
Minot St U	28	IIA	5	5	5	5	66.0	55.0	48.3	36.9	50.4	5	5	4	4	86.1	73.2	65.2	51.9	67.7

(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
	29.3	96	85	4		3.5	14.3	10.4	30.0	17	9	12	0	8	11	12	0	92.5	75.9	54.0		79.1	63.1	52.9
28.8	97	93	0	0	5.0	5.0	5.0	5.0	136	180	65	14	47	101	90	22	133.3	93.4	70.5	56.5	121.8	85.0	70.6	55.3
31.3	95	98	2	0	4.9	5.0	5.9	4.7	33	31	22	4	10	31	35	2	92.1	74.2	58.1	49.0	92.2	68.3	58.0	----
30.6	100	82	25	0	7.1	7.6	8.5	8.9	12	14	6	0	15	8	6	3	89.3	68.8	59.2		87.8	67.5	54.3	45.6
33.2	97	86	5	0	4.0	4.6	5.0	11.9	250	177	146	9	78	111	115	4	109.0	80.0	71.3	68.7	100.7	75.5	65.1	52.2
32.8	100	85	18	0	5.2	6.7	6.7	7.1	19	5	6	1	15	8	5	7	69.7	50.1	44.4	----	65.6	51.9	44.7	38.9
24.3	99	84	0	--	5.2	5.4	4.4	7.9	199	80	73	1	39	37	53	1	121.3	88.7	80.5	----	102.7	79.4	72.7	----
35.6	95	88	40	0	3.6	4.4	4.5	3.5	13	7	6	5	8	9	9	6	70.9	52.0	49.9	44.6	67.0	57.7	49.2	44.8
28.9	100	96	0	0	4.8	5.0	6.4	9.9	48	32	26	1	22	22	26	4	105.2	76.6	62.4	----	95.9	68.2	60.3	51.9
34.7	100	91	9	--	5.7	5.1	6.2	4.3	14	22	28	0	7	21	27	1	81.0	64.2	54.3		68.6	59.9	55.3	----
32.6	100	85	0	0	5.6	6.7	8.0	9.8	48	52	45	4	38	39	38	9	125.7	87.3	66.0	59.5	113.0	84.3	65.7	57.0
26.3	60	56			19.1	21.7			13	14	0	0	2	2	0	0	78.7	63.4			----	----		
29.0	96	89	21						20	21	14	0	5	16	24	0	84.6	64.6	54.0		84.1	66.9	53.5	
22.3	100	100	0		2.8	6.5	8.6		13	1	4	0	7	6	10	0	77.6	----	51.4		74.5	60.1	48.8	
45.2	100	95	66	0	2.4	5.5	6.1	6.3	29	19	26	6	26	23	21	15	110.3	96.1	85.0	57.4	106.1	96.0	85.1	55.7
18.2	72	36	4	0	5.6	10.5	7.1	6.6	190	84	132	62	65	60	98	41	162.7	99.3	88.2	57.7	146.7	94.9	83.3	60.2
26.1	100	88	1	0	7.2	8.7	7.3	6.1	161	102	101	2	75	77	99	3	89.2	73.0	61.6	----	81.4	70.0	57.7	47.9
22.6	100	60	4	--	3.9	5.5	3.7	5.7	11	14	10	0	7	11	17	2	52.9	43.3	39.1		49.6	41.6	40.6	----
29.2	85	85	0	0	2.0	1.9	4.5	2.0	11	15	3	1	2	12	6	2	58.5	51.1	39.1	----	----	50.4	38.6	----
19.1	80	63	4	0	0.0	0.0	0.0	0.0	3	5	11	2	7	3	13	7	51.4	47.2	40.3	----	50.7	45.9	41.7	33.0
29.1	100	63	0	--	4.7	4.5	4.9	4.8	6	13	11	1	5	14	7	1	49.1	42.5	38.9	----	59.3	41.8	38.1	----
29.8	100	94	28	0	0.8	3.5	11.8	2.7	19	13	5	3	12	3	13	3	61.1	56.9	49.1	39.7	56.1	62.0	42.4	35.8
23.1	88	65	0	0	2.7	4.2	3.1	3.1	5	9	12	3	3	8	7	3	47.7	46.6	42.8	44.8	56.2	43.5	44.0	33.8
23.4	98	98	0	0	3.5	6.7	7.2	7.3	62	27	17	0	19	21	16	4	107.9	80.6	61.3		108.5	86.1	62.2	51.6
23.6	92	76	1		5.3	7.8	6.0		355	153	113	0	96	78	63	0	154.5	110.7	92.2		145.7	86.5	78.4	
25.9	99	89	3	0	5.8	5.6	6.5	5.9	147	182	171	4	38	108	142	6	96.2	75.1	67.1	60.6	90.0	70.8	62.9	49.1
24.9	91	50	8	0	7.6	9.9	10.2	4.0	23	29	25	2	11	15	15	2	77.5	69.0	58.5	----	83.6	74.0	63.4	----
25.4	92	73	1	0	6.0	5.8	6.5	5.7	47	58	51	4	15	47	60	2	92.9	69.3	54.0	41.6	85.3	68.6	53.3	----
25.6	90	56	14	0	1.7	1.1	3.0	7.9	33	45	75	3	15	14	58	4	80.8	67.3	61.0	50.1	78.1	65.4	58.7	50.7
27.6	48	12	0	0					20	8	3	3	13	9	7	4	60.0	50.2	47.3	37.3	60.3	48.4	44.9	42.5
24.8	93	74	8	0	5.2	5.9	4.0	8.3	20	14	29	7	10	5	36	13	68.5	58.4	47.7	41.1	65.8	54.9	46.1	38.6
24.4	100	64	0	0	3.0	3.3	4.1	4.0	19	28	28	2	8	17	23	4	79.5	69.0	52.8	----	71.2	57.5	49.7	40.1
22.4	0	0	0	0	4.5	3.7	6.4	5.2	5	7	7	6	5	2	10	10	50.4	44.4	41.1	38.6	47.7	----	39.1	37.7
23.5	95	78	7	--	5.6	5.0	18.7		24	13	13	1	14	10	16	1	61.0	54.6	49.0	----	59.5	53.0	48.1	----
27.1	98	75	4	0					16	9	17	2	28	27	32	9	75.0	63.3	46.4	----	71.0	59.2	51.6	43.7
22.6	100	86	20	0	3.0	3.2	3.1	3.0	4	12	10	2	2	9	10	3	52.5	47.5	43.8	----	----	50.2	44.9	35.7
25.0	95	78	14	0	6.0	6.1	6.1	5.6	84	84	49	2	20	64	45	5	91.4	74.9	64.6	----	89.8	75.0	63.9	49.1
25.4	92	63	9	--	8.6	8.4	6.8		33	57	40	0	16	38	45	2	96.8	79.0	67.6		104.4	73.8	67.0	----
24.5	99	92	2	0	6.4	6.7	6.9	5.8	540	300	222	2	95	110	146	2	111.5	82.8	70.7	----	106.5	79.8	68.7	----
24.3	100	88	0	0	18.5	3.8	4.4	13.6	4	6	2	1	4	11	11	4	71.6	55.0	----	----	59.2	52.5	46.4	45.2
27.9	0	0	0		5.8	14.4	10.7		16	13	18	0	6	15	9	0	58.5	56.7	44.3		52.2	56.8	46.9	
29.3	100	78	4	0	4.5	4.5	6.5		7	6	7	2	2	12	16	4	57.3	54.1	44.2	----	----	50.4	47.6	41.8
20.8	100	75	6	0					6	7	10	3	2	5	7	1	50.2	42.5	45.8	34.3	----	48.4	41.1	----
24.4	98	92	6		9.7	11.4	16.7	24.4	45	31	23	0	13	28	25	0	86.1	65.9	58.2		76.5	65.1	57.2	
22.8	98	92	0	0	9.5	10.1	9.8	7.9	433	209	167	5	145	130	147	6	141.5	92.8	79.6	102.4	129.8	87.8	73.9	59.0
25.6	100	93	1		6.9	7.5	7.6		159	159	141	0	37	87	126	0	106.7	79.3	70.1		97.7	73.4	63.5	
25.9	100	95	2	0	8.5	8.9	9.6	7.1	130	99	77	3	52	95	87	4	104.3	77.9	64.6	57.0	100.5	73.2	61.2	53.6
26.8	92	73	7	0	4.7	9.0	7.5	5.2	29	32	49	2	7	20	51	1	92.3	69.1	58.0	----	60.3	66.4	56.8	----
25.9	100	94	3		6.3	7.0	7.2		120	92	84	0	33	49	84	0	92.0	74.2	60.2		87.5	69.8	60.8	
25.2	99	94	0	0	8.6	9.9	10.9	8.9	130	78	58	5	36	54	46	9	121.7	93.0	55.7	39.1	108.9	80.6	60.7	43.7
26.2	0	0	0	--	4.5	5.8	3.4	3.9	13	14	6	1	5	8	15	1	65.4	54.3	45.4	----	64.5	53.9	46.5	----
26.1	97	80	11	0	6.2	7.7	7.0	4.0	53	68	76	12	24	43	76	14	88.6	73.5	62.3	48.3	79.4	68.8	57.3	45.1
25.0	0	0	0	0	5.8	6.9	3.8	3.5	18	22	20	2	7	11	31	3	59.2	54.9	52.4	----	62.5	50.9	52.6	33.6
23.2	82	37	22	0	9.5	9.1	10.0	6.4	19	64	46	7	14	51	73	16	84.2	73.7	66.9	53.0	98.5	70.5	66.2	56.4
35.4	100	100	34	0	5.4	5.1	5.0	4.8	4	19	36	9	2	15	17	9	52.2	48.1	42.5	40.8	----	43.5	39.9	37.1
32.8	0	0	0	0	5.3	5.8	3.7	4.0	8	11	9	2	6	6	9	3	53.3	49.9	43.3	----	51.1	43.6	43.0	41.0
34.8	--	50	25	26	5.9	5.0	5.5	7.9	1	3	3	9	1	1	1	10	----	44.2	43.1	39.6	----	----	----	37.9
35.5	100	69	0	25	5.0	5.0	6.8	5.0	5	10	7	1	3	3	6	3	49.5	43.4	36.2	----	51.4	41.1	38.1	32.4
34.4	94	76	40	0	5.4	6.0	6.6	6.8	26	26	24	13	6	15	41	28	66.7	56.1	48.3	36.4	62.9	53.0	48.3	37.2

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 Dakota St Coll Sci		III	-	5	5	3	----	46.8	43.4	41.7	45.1	-	5	4	3	----	63.5	59.2	57.2	61.3
North Dakota St U	27	I	5	5	5	2	84.2	64.9	59.2	56.6	64.1	5	5	5	2	106.5	83.8	76.3	72.7	82.4
U North Dakota-Main	12	I	5	5	5	4	80.3	66.3	56.5	46.1	62.6	5	5	5	3	101.2	84.7	72.7	61.4	80.1
Valley City St U		IIB	4	5	5	5	59.9	46.9	39.7	36.7	44.2	4	5	5	4	80.3	64.3	54.0	51.4	60.5
Williston St Coll	99	III	-	4	5		----	44.9	33.8	39.5		-	4	5	----	60.9	47.2	54.3		

OHIO

Antioch Coll	232	IIB	5	5	5		48.8	40.6	33.2	41.6	5	5	5		67.4	56.4	46.7	57.8			
Ashland U	28	IIB	2	3	3	3	77.1	60.8	50.0	42.0	59.2	2	3	3	3	98.3	77.5	63.8	55.2	75.8	
Baldwin-Wallace Coll	31	IIB	3	3	3		72.4	59.4	50.6	62.3	3	2	2		94.4	80.3	69.0	82.9			
Bluffton U	59	IIB	5	4	4	-	58.2	52.4	44.1	----	50.1	5	5	5	-	71.8	64.1	55.9	42.6	62.3	
Bowling Green St U		I	5	4	5	5	92.0	69.7	56.4	39.9	62.5	5	5	5	5	114.6	88.5	71.3	51.5	79.3	
Bowling Green St U-Firelands		III	3	1	4	2	70.8	65.7	47.3	44.0	54.0	3	2	4	3	92.1	84.1	62.9	57.3	70.3	
Capital U	13,133	IIA	2	4	5	3	88.0	62.7	49.6	45.1	66.7	2	3	5	2	113.1	81.9	64.4	60.2	86.5	
Case Western Reserve U	5	I	2	3	2	2	118.9	81.5	69.9	54.2	91.7	2	3	3	2	147.4	103.6	87.5	69.1	114.8	
Cedarville U	27	IIB	4	4	3	3	66.4	55.5	48.5	42.4	56.1	3	3	3	2	90.6	75.3	66.2	61.5	76.6	
Cleveland St U	12	I	4	4	5	3	96.6	70.5	56.7	49.1	71.9	4	4	5	3	121.4	91.4	75.6	66.5	93.0	
Coll Mount St. Joseph	28	IIA	5	5	5	4	70.7	58.5	50.1	43.3	54.7	5	5	5	4	90.1	72.1	60.6	52.0	67.2	
Defiance Coll	31	IIB	4	4	4	-	64.4	53.2	44.8	----	49.5	4	4	5	-	84.1	66.0	55.1	43.2	62.5	
Denison U	46	IIB	1	1	2	1	97.9	72.7	54.8	50.5	70.0	1	1	2	2	126.3	93.9	71.5	60.9	90.6	
Franciscan U-Steubenville	25	IIA	5	5	5	3	63.9	53.9	48.4	44.4	55.3	4	4	3	3	93.5	79.1	71.0	59.8	81.0	
Heidelberg Coll		IIB	4	4	4	2	59.9	51.1	46.0	44.1	53.2	5	5	5	2	73.0	62.6	55.9	56.9	65.1	
Hiram Coll		IIB	4	4	5	3	64.6	51.5	43.5	42.0	54.2	4	5	5	3	80.1	63.6	52.6	52.0	66.7	
John Carroll U		IIA	3	4	3	3	85.5	63.3	54.5	43.6	67.2	3	3	3	2	108.9	84.1	73.1	60.2	88.0	
Kent St U-Ashtabula	25	III		3	3			60.6	47.8		45.9		3	3			81.0	64.4		62.2	
Kent St U-East Liverpool	25	III	-	2	-		----	61.0	----		50.0	-	2	-	----	82.0	----			67.6	
Kent St U-Geauga		III	-	2	-		----	61.0	----		50.0	-	2	-	----	82.0	----			67.6	
Kent St U-Kent	28	I	4	5	5		96.1	69.4	57.6		67.7	4	4	4		122.1	91.8	78.0		89.0	
Kent St U-Salem		III		1	2			65.4	52.2		51.0		2	2			85.9	70.5		68.5	
Kent St U-Stark	31	III	2	2	2		74.3	63.5	50.6		52.2	2	2	3		97.8	84.1	68.2		70.1	
Kent St U-Trumbull	25	III	2	1	2		79.4	65.2	53.3		57.7	2	1	2		103.4	86.7	71.4		77.1	
Kent St U-Tuscarawas	25	III	-	1	2	-	----	66.6	53.0	----	54.7	-	1	2	-	----	88.1	71.7	64.4		73.4
Kenyon Coll		IIB	2	2	2	-	86.5	65.3	56.0	----	69.8	1	2	2	-	115.5	86.9	72.8	69.5	92.4	
Lourdes Coll	28	IIB	4	4	4	4	60.7	51.7	46.2	38.5	48.3	5	5	4	4	72.9	63.0	57.0	48.6	59.3	
Malone Coll	28	IIA	5	5	5	5	64.1	55.6	47.7	40.1	53.1	5	4	4	5	86.5	78.1	66.6	51.2	72.7	
Marietta Coll		IIB	3	4	4	3	70.2	54.9	46.1	42.9	55.0	3	3	4	3	95.0	73.1	60.6	53.7	73.2	
Miami U	27	I	4	4	4	5	100.1	73.2	62.6	37.0	72.6	3	3	3	5	137.3	100.5	85.7	50.7	99.6	
Miami U-Hamilton	27	III	1*	1*	2	5	94.5	73.8	51.7	33.2	59.7	1*	1*	2	5	129.6	101.3	71.0	45.6	81.9	
Miami U-Middletown	27	III	1	1	1	5	82.5	66.6	57.2	35.8	57.1	1	1	1	5	113.2	91.4	78.5	49.1	78.4	
Mount Union Coll		IIB	3	3	2	2	75.7	60.7	52.3	45.3	62.6	3	3	2	2	97.2	79.0	67.0	56.6	80.5	
Mount Vernon Nazarene U	28,83	IIA	5	5	5	5	57.3	49.4	43.3	39.9	50.0	5	5	5	5	75.7	64.9	57.9	49.9	66.1	
Muskingum Coll		IIB	3	3	3	2	74.3	57.2	48.8	46.4	57.4	3	4	3	2	93.8	72.8	62.3	59.6	72.9	
Oberlin Coll		IIB	1	1	1	1	106.6	82.1	63.3	53.4	87.3	1	1	1	1	141.2	106.8	78.5	64.0	113.7	
Ohio Dominican U	86	IIB	3	4	3	-	70.1	55.6	48.8	----	55.6	4	4	3	-	87.2	70.1	62.1	51.3	70.1	
Ohio Northern U	1	IIB	1	1	1	2	92.9	69.7	58.5	47.2	69.4	1	2	1	1	116.4	89.2	75.8	62.3	88.7	
Ohio St U-Agr Tech Inst		IIB	1	2	2		93.9	62.7	55.5		63.9	1	2	2		118.4	81.0	72.9		82.7	
Ohio St U-Lima		IIB	1	2	2		92.1	65.4	53.2		65.1	1	2	2		116.3	84.4	70.0		84.2	
Ohio St U-Main	5	I	2	3	2	3	121.6	80.5	70.9	51.1	95.7	2	3	2	2	149.9	102.0	90.7	67.9	119.8	
Ohio St U-Mansfield		IIB	2	2	2		79.8	66.6	53.3		62.7	2	2	2		102.3	86.5	70.1		81.7	
Ohio St U-Marion		IIB	1	1	2		89.6	69.4	52.5		65.2	2	2	2		113.9	88.9	69.2		84.2	
Ohio St U-Newark		IIB	1	2	1		92.1	65.0	59.0		64.8	1	2	1		115.2	83.7	76.8		83.5	
Ohio U-Chillicothe	25	III	2	2	2		76.9	62.3	54.7		59.4	2	2	2		100.4	83.6	74.9		80.3	
Ohio U-Eastern		III		2	2			62.1	53.9		58.2		2	2			83.4	73.9		78.9	
Ohio U-Lancaster		III	-	2	2		----	64.9	52.8		63.0	-	2	2		----	86.7	72.7		84.4	
Ohio U-Main	30	I	4	4	5	-	96.4	71.3	59.2	----	74.6	4	4	4	-	122.7	93.9	80.0	65.5	97.7	
Ohio U-Southern	25	III	-	2	3	-	----	61.8	50.0	----	57.7	-	2	2	-	----	83.0	69.6	66.1		78.3
Ohio U-Zanesville	25	III	2	3	3		77.3	59.2	48.4		56.0	2	3	3		100.8	80.1	67.6		76.4	
Ohio Wesleyan U		IIB	3	4	3	3	75.7	53.2	49.4	42.7	64.1	2	4	2	2	102.5	72.8	69.3	60.1	87.6	
Otterbein Coll	25	IIB	3	3	3	1	69.3	61.3	49.9	49.7	61.1	4	3	3	1	86.6	78.2	64.3	64.8	77.4	
Shawnee St U	27	IIB	3	3	4	4	70.7	59.8	46.8	38.3	55.0	3	2	2	2	98.0	86.6	71.1	60.2	80.3	
Sinclair CC		III	2	4	4	4	72.2	53.3	46.4	39.7	60.6	2	4	4	4	93.9	69.3	60.2	51.5	78.7	
Terra St CC	27	III	4	3	3	3	62.3	57.1	47.7	42.7	54.1	4	3	3	2	83.0	78.1	68.3	62.6	74.8	
Tiffin U	31	IIB	4	4	4	4	67.8	52.4	48.1	39.9	52.6	4	4	4	4	82.8	65.6	59.6	49.1	65.1	
U Akron-Main	12	I	5	5	5	4	89.9	66.1	56.6	43.2	68.9	5	5	5	4	112.0	85.1	73.1	57.2	87.8	

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE								(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				
	36.0	--	71	0	7	5.0	5.0	5.0	5.0	1	47	16	19	1	19	9	9	----	46.4	42.5	42.1	----	47.9	45.0	40.9			
28.6	96	83	0	13	7.5	6.1	4.7	9.4	126	111	116	6	10	31	87	2	84.7	65.7	61.1	60.2	77.7	61.9	56.8	----				
27.8	96	84	8	0					76	102	123	10	26	62	95	19	81.2	68.0	56.4	46.6	77.8	63.4	56.7	45.8				
36.0	100	86	40	0					5	8	10	5	4	6	10	5	60.6	47.2	40.9	38.6	59.1	46.4	38.5	34.9				
37.3	--	93	7		4.7	5.1	6.5		0	0	11	7	0	1	4	8		45.1	34.9		----	44.2	32.8					
38.8	92	68	13		1.0	6.2	1.4		9	7	3	0	3	12	5	0	49.4	43.7	34.1		47.2	38.9	32.6					
27.9	97	82	20	0	6.1	5.4	4.1	4.2	41	47	38	11	19	24	36	18	78.1	60.7	50.7	43.6	75.0	61.0	49.3	41.0				
33.1	93	78	19		3.6	5.4	8.6		51	29	22	0	18	21	26	0	73.1	60.3	52.0		70.7	58.2	49.5					
24.4	100	40	9	--	2.7	2.5	2.6	4.1	18	8	21	1	5	7	11	1	58.7	53.8	44.3	----	56.6	50.8	43.7	----				
26.8	98	98	4	0	3.5	3.8	5.1	3.8	124	166	77	122	37	118	87	103	93.3	72.3	57.3	40.2	87.6	66.0	55.7	39.5				
30.3	100	100	13	0	2.6	3.1	3.6	3.2	3	7	3	3	0	6	5	10	70.8	72.1	48.6	43.2		58.3	46.5	44.3				
29.7	100	82	4	0	0.0	0.3	0.5	0.0	54	26	23	17	27	30	26	14	93.1	60.1	53.6	42.9	77.9	64.9	46.0	47.8				
25.2	98	73	0	0	2.2	4.2	5.0	4.6	196	97	67	16	50	65	74	36	121.7	83.5	72.4	59.2	107.9	78.6	67.6	52.0				
36.6	89	75	0	0	3.1	3.4	3.1	4.0	55	42	40	2	11	15	27	8	67.4	56.3	49.6	----	61.5	53.2	47.0	41.6				
29.4	99	99	0	0	7.5	8.7	6.6	4.7	125	126	80	5	36	76	64	6	98.8	73.1	58.9	45.6	88.8	66.2	54.0	52.0				
22.8	94	63	2	0	9.1	9.8	5.4	1.3	7	12	23	4	10	18	38	5	71.5	60.7	52.6	44.3	70.1	57.0	48.6	42.5				
26.2	100	92	13	--	11.0	7.0	6.3	5.5	5	7	14	0	1	5	9	1	63.2	56.2	44.5		----	49.1	45.3	----				
29.4	100	96	6	0	5.6	4.8	4.6	3.8	27	43	36	1	10	32	41	2	100.5	72.1	56.0	----	90.7	73.4	53.8	----				
45.6	97	71	21	0	4.9	6.4	6.2	5.4	29	28	22	4	9	7	12	0	64.5	54.7	49.5	44.4	62.3	50.5	46.3					
22.3	100	87	0	0	2.9	4.8	3.7	11.2	19	9	6	3	7	6	10	0	59.9	53.7	46.1	44.1	59.8	47.3	46.0					
23.2	93	100	0	0	-0.2	4.1	8.2	6.2	16	7	8	3	13	8	12	1	66.5	52.3	44.2	43.0	62.3	50.7	43.1	----				
31.0	100	100	27	0	3.9	4.4	4.3	3.7	43	51	33	2	20	23	19	7	89.0	65.1	56.5	----	78.1	59.4	51.1	43.4				
35.5	100	100	13			3.1	3.4		0	5	8	0	0	1	7	0		61.5	48.7			----	46.8					
35.0	--	100	--		3.0	3.0		3.0	1	2	1	0	0	3	1	0	----	----	----			61.7	----	----				
35.0	--	100	--		3.0	3.0		3.0	1	2	1	0	0	3	1	0	----	----	----			61.7	----	----				
31.6	100	94	13		3.2	3.5	4.3		168	128	113	0	46	114	120	0	99.2	71.6	59.6		84.5	66.9	55.8					
34.4		100	31			3.0	3.1		0	7	6	0	0	1	7	0		63.8	50.5			----	53.7					
34.2	100	100	34		3.0	3.1	3.6		3	17	18	0	1	10	17	0	73.0	64.4	53.1		----	62.0	47.9					
33.5	100	100	65		3.0	3.4	5.5		3	17	11	0	1	6	6	0	83.4	67.4	55.3		----	59.1	49.7					
34.1	--	100	28	--	3.0	3.2	5.4	3.0	1	9	8	1	0	6	10	0	----	69.0	53.8	----			63.0	52.4				
32.4	98	96	0	--	4.8	4.9	5.6	4.4	35	29	24	0	19	19	25	1	88.4	65.4	56.9		83.0	65.2	55.2	----				
22.8	0	0	0	0	3.0	3.0	3.0	3.0	3	4	13	2	7	14	28	8	60.4	51.3	45.7	----	60.9	51.8	46.5	38.6				
36.8	96	84	0	0	4.0	5.9	5.3	4.9	18	20	15	6	9	17	10	12	64.3	54.3	48.4	38.3	63.6	57.2	46.6	41.0				
33.2	100	89	3	0	6.7	16.6	-9.8	-21.8	17	19	24	1	9	9	13	4	74.2	55.7	47.8	----	62.6	53.2	42.9	41.8				
37.1	100	95	7	0	3.4	3.8	4.7	3.3	191	126	113	22	63	87	88	44	103.3	74.5	65.6	36.2	90.4	71.4	58.7	37.4				
37.2	100	100	0	0	4.3	3.4	3.8	1.9	5	13	3	4	6	8	14	4	103.2	73.4	52.7	33.1	87.2	74.5	51.5	33.4				
37.2	100	100	36	0	3.8	3.0	5.2	9.8	4	13	6	6	3	11	8	2	81.3	69.2	55.6	35.9	84.2	63.6	58.4	----				
28.6	98	79	14	0	5.4	6.3	5.1	9.1	32	27	18	4	14	6	19	5	76.4	61.1	53.2	45.3	74.3	58.9	51.4	45.3				
32.1	0	0	0	0	2.0	3.8	2.4	1.1	39	17	16	1	7	10	21	4	57.6	49.2	42.5	----	55.7	49.6	43.9	41.0				
27.1	77	68	0	0					17	22	16	2	5	15	18	5	74.1	57.8	49.6	----	74.7	56.5	48.1	44.8				
30.2	96	93	0	0	5.9	7.1	7.4	3.8	82	58	30	3	30	39	30	3	108.7	82.5	62.9	59.1	100.6	81.5	63.6	47.7				
26.0	100	77	10	--	4.8	6.8	5.2	4.1	4	11	18	0	11	11	12	1	71.8	57.7	49.9		69.5	53.5	47.1	----				
27.8	98	84	7	0	4.9	5.9	5.6	7.0	46	45	40	10	12	25	32	9	94.0	70.1	58.9	47.2	88.8	69.1	58.1	47.2				
29.4	100	100	31		4.4	3.6	5.6		5	10	9	0	0	3	7	0	93.9	63.9	55.7			58.7	55.3					
29.2	100	100	7		8.7	4.8	5.9		6	14	7	0	0	6	7	0	92.1	68.0	52.6			59.3	53.8					
25.1	98	92	2	25	4.4	5.5	5.8	11.0	786	479	290	2	187	278	243	6	123.0	81.7	73.6	----	115.4	78.4	67.7	57.4				
30.3	100	100	0		5.6	5.3	6.2		3	20	7	0	1	4	10	0	78.1	66.1	52.8		----	68.9	53.6					
29.3	100	100	0		5.7	5.2	7.7		6	9	9	0	0	4	7	0	89.6	68.1	53.1			72.4	51.8					
29.0	100	100	0		5.6	4.9	6.8		6	15	14	0	0	5	15	0	92.1	65.1	58.7			64.5	59.2					
35.2	100	100	45		5.5	5.2	4.4		2	3	9	0	2	5	11	0	----	65.5	57.0		----	60.4	52.8					
35.6		100	38			6.5	6.1		0	7	6	0	0	2	2	0		62.2	54.4			----	----					
34.0	--	100	20		6.4	5.7	6.5		1	10	4	0	0	11	1	0	----	63.7	53.6			66.0	----					
31.0	98	96	4	--	5.1	5.8	6.5	10.6	157	186	134	1	52	97	99	0	98.5	71.9	60.4	----	90.2	70.1	57.6					
35.8	--	100	0	--	6.2	4.9	5.1		0	3	2	0	2	1	8	1		62.7	----		----	----	48.0	----				
36.4	100	100	15		4.4	8.5	6.4		2	9	6	0	3	5	14	0	----	58.1	47.8		73.7	61.3	48.6					
36.6	100	97	13	0	3.0	3.0	2.6	0.0	51	16	18	3	22	13	12	1	75.8	53.7	49.7	43.2	75.3	52.7	48.9	----				
26.7	100	81	2	0	3.4	3.7	3.9	3.3	36	20	16	2	33															

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
U Akron-Wayne		III	2	2	-	-	72.9	64.3	----	----	65.2	3	2	-	-	92.7	81.4	----	68.5	82.9
U Cincinnati-Clermont Coll	31	III	3	3	4	4	70.4	55.5	44.9	41.1	51.8	3	3	4	4	93.2	72.9	60.7	53.5	68.8
U Cincinnati-Main	12	I	4	4	5	4	98.2	70.6	58.2	45.5	77.0	4	4	4	4	129.0	93.1	76.9	61.0	101.4
U Cincinnati-R. Walters Coll	31	III	2	3	4	4	72.7	57.3	46.6	41.2	56.8	2	3	4	2	95.2	76.2	62.1	60.8	75.6
U Dayton	1	IIA	1	2	2		96.2	72.3	61.8		72.9	1	2	2		124.4	95.1	79.9		95.1
U Findlay	31	IIA	4	4	3	3	74.1	61.2	53.7	43.8	56.7	4	4	4	3	94.5	76.9	67.4	56.5	71.7
U Toledo	12	I	4	5	4	2	93.8	67.8	61.8	52.0	67.4	4	4	3	2	127.7	91.9	83.7	70.9	91.5
Ursuline Coll	28	IIB	4	4	4	3	62.5	55.1	45.2	42.6	51.3	4	4	5	3	75.9	70.4	55.0	54.3	63.6
Walsh U	28	IIB	5	4	4	4	58.8	51.3	45.2	40.0	50.4	5	4	4	3	74.3	66.4	58.5	51.8	64.7
Wilmington Coll		IIB	4	5	5	-	59.9	50.5	43.9	----	51.0	5	5	5	-	74.2	62.2	53.1	45.5	62.4
Wittenberg U		IIB	3	3	2	1	75.6	60.1	51.6	48.6	63.6	2	2	2	2	103.9	82.5	67.2	60.3	86.4
Wright St U-Lake		III	2	2	2	-	75.5	64.5	52.3	----	57.4	2	2	3	-	99.3	84.4	68.4	47.9	75.1
Wright St U-Main	27	I	4	4	4	5	97.5	70.6	60.7	38.5	69.0	4	5	4	5	121.8	90.7	78.8	51.6	88.4
Xavier U	28	IIA	2	2	2	3	90.5	69.8	61.4	44.4	65.3	2	2	2	3	119.4	92.0	78.9	58.5	85.3
Youngstown St U	27	IIA	3	3	3	3	83.3	66.0	56.4	43.9	67.1	3	3	2	2	105.9	86.0	74.9	60.6	87.3

OKLAHOMA

East Central U	25	IIA	5	5	5	4	65.4	54.3	48.5	43.0	54.0	5	5	4	3	88.1	74.1	66.6	59.6	73.6
Northeastern St U	139	IIA	5	5	5	4	71.2	58.5	49.7	42.2	54.0	4	4	4	3	93.5	77.7	66.9	57.5	72.2
Oklahoma Panhandle St U	25	IIB	5	5	5	5	49.8	44.7	38.1	34.4	37.2	5	5	5	4	66.7	59.2	51.5	47.9	50.6
Oklahoma St U-Main	30	I	5	4	4	4	92.3	69.9	63.5	42.4	71.3	4	4	3	4	122.2	93.9	82.2	59.2	94.1
Oklahoma St U-Oklahoma City	27	III	4	4	3	2	58.5	50.6	47.5	44.1	49.4	4	4	3	3	79.6	70.3	64.8	59.7	67.9
Oral Roberts U	27	IIA	5	5	5	5	60.7	50.6	43.3	35.1	46.0	5	5	5	5	72.5	62.2	50.5	42.7	55.2
Southeastern Oklahoma St U	31	IIA	5	4	5	5	66.3	59.0	49.7	36.7	54.8	5	5	5	5	83.8	74.7	63.2	47.4	69.6
U Central Oklahoma	27	IIA	4	3	2	3	77.6	66.5	58.3	45.8	61.6	4	4	3	3	94.7	81.7	71.9	56.8	75.7
U Oklahoma	15	I	3	4	5	5	110.3	74.2	58.9	37.2	76.9	2	3	4	5	146.1	97.7	76.8	49.3	101.3
U Sci & Arts Oklahoma		IIB	5	5	5	4	55.0	47.2	41.0	37.0	47.1	5	5	5	4	69.6	60.4	53.2	48.6	60.4
U Tulsa	12	IIA	1	2	2	4	103.7	72.7	59.4	41.3	77.1	1	2	2	3	134.3	93.9	77.4	56.2	100.0

OREGON

Eastern Oregon U	31	IIB	5	5	5	5	58.7	49.1	43.9	34.8	49.0	4	3	3	3	85.2	73.9	66.7	55.6	73.3
George Fox U	135	IIA	5	5	4	-	66.7	56.6	50.5	----	56.7	5	4	4	-	87.7	75.6	66.0	57.1	74.6
Linfield Coll	28,209	IIB	3	4	4		73.6	55.9	48.0		60.1	2	2	2		103.4	83.6	68.9		86.5
Multnomah Bible Coll & Sem		III	4	4	4	5	64.6	54.6	46.3	37.2	51.4	4	4	5	5	79.3	65.7	54.5	45.6	61.8
Oregon St U	30	I	5	5	4	4	88.7	68.7	64.1	42.8	67.0	4	3	2	3	122.7	98.5	90.3	64.5	95.1
Oregon Tech	30	IIB	4	4	3	4	64.7	53.8	48.9	40.0	53.7	3	2	2	2	94.2	80.4	72.1	61.1	79.5
Portland St U	30	I	5	5	5	5	83.6	65.1	52.7	38.0	62.3	5	4	5	4	116.0	93.6	76.0	59.1	89.2
Reed Coll		IIB	1	1	1		100.6	75.6	63.0		85.1	1	1	1		130.3	94.2	78.5		108.6
Southern Oregon U	31	IIA	5	5	5	5	65.8	51.5	42.6	34.8	51.9	4	4	4	3	94.8	77.0	64.8	55.9	77.1
U Oregon	16	I	4	5	4	4	94.8	67.5	61.9	43.2	69.8	4	4	3	3	129.9	96.5	86.5	65.4	98.3
U Portland	27	IIA	3	3	3	2	85.6	64.6	56.2	47.4	64.0	2	3	2	2	114.0	87.2	75.4	64.8	86.1
Western Oregon U	31	IIA	5	5	5	5	68.0	55.3	43.1	32.6	52.8	4	4	5	4	96.4	80.9	63.1	52.4	77.0
Willamette U	16	IIA	1	2	1	4	98.9	74.6	66.2	43.1	79.6	1	1	1	2	124.5	97.8	84.8	60.0	101.9

PENNSYLVANIA

Albright Coll		IIB	2	2	2	3	81.8	66.1	53.7	43.4	61.1	2	2	2	2	103.4	83.7	68.9	57.4	78.1
Allegheny Coll		IIB	2	2	2	5	82.6	64.1	52.5	36.7	65.9	2	2	2	5	108.1	82.9	67.4	44.7	85.4
Alvonia Coll	28	IIB	4	3	2	4	66.6	59.1	53.9	38.5	55.0	4	2	2	4	86.5	79.8	71.0	48.9	72.9
Arcadia U	31,50	IIA	2	2	2	3	89.6	70.7	58.3	44.6	66.6	2	2	2	3	113.8	94.1	76.7	57.0	87.1
Bloomsburg U Pennsylvania		IIA	2	1	2	2	94.0	74.7	58.2	47.4	73.4	2	1	2	3	118.4	96.5	74.9	58.5	93.6
Bryn Mawr Coll		IIA	1	1	1	-	105.9	76.8	63.7	----	83.4	1	1	2	-	133.1	99.5	80.4	62.6	106.0
Bucknell U	29	IIA	1*	1	1	-	111.1	80.5	67.7	----	82.5	1*	1	1	-	141.9	106.7	87.7	65.1	107.4
Butler Co CC	28	III	4	5	4	4	59.9	50.3	47.2	40.5	50.6	4	3	3	2	82.2	72.8	66.6	60.5	72.0
CC Allegheny Co	27,112	III	4	5	4	4	65.5	48.6	44.1	38.9	59.5	3	4	3	4	90.6	69.2	65.0	52.0	83.0
Cabrini Coll		IIB	3	3	3	3	75.9	60.1	48.5	42.0	57.3	3	3	4	3	93.1	75.4	59.2	53.6	70.9
California U Pennsylvania		IIA	2	1	2	3	94.7	75.6	61.8	44.4	73.1	2	2	2	4	117.5	95.1	79.1	54.9	91.8
Carlow U	28,62	IIA	4	4	4	4	76.1	62.3	52.9	41.2	58.2	4	4	4	4	96.7	77.2	66.3	55.1	74.0
Carnegie Mellon U		I	1	1	1		132.2	96.4	84.3		103.7	1	1	1		164.9	120.4	105.0		129.7
Cedar Crest Coll	28	IIB	2	2	2	2	79.0	62.7	52.7	43.7	59.5	3	3	3	4	94.8	76.1	63.0	51.2	71.4
Chatham U		IIA	4	4	4	-	74.6	58.8	51.1	----	56.1	4	5	4	-	94.3	75.3	65.4	61.0	71.7
Chestnut Hill Coll		IIA	5	4	5	4	70.8	59.2	46.4	40.4	54.0	5	4	5	4	89.1	76.8	59.9	55.0	69.6
Cheyney U Pennsylvania	157	IIB	1	1	1	4	95.1	75.1	61.6	38.6	67.1	1	1	1	4	116.9	93.9	78.5	47.2	83.7

(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	
	27.2	100	100	--	--	6.9	7.7	5.5	7.7	4	7	1	1	4	8	1	0	68.3	70.0	----	----	77.4	59.4	----	
32.9	100	75	0	0	2.0	2.6	3.6	3.1	5	11	13	1	3	9	10	5	72.3	56.3	44.8	----	67.2	54.4	45.0	38.6	
31.7	93	71	3	0	2.8	2.4	4.5	2.0	358	247	135	11	111	182	163	40	100.8	74.5	60.6	52.6	89.8	65.3	56.2	43.5	
33.1	94	88	9	0	2.0	2.7	3.1	3.3	9	17	11	5	27	26	33	4	81.4	60.5	51.0	41.4	69.7	55.3	45.2	40.9	
30.4	99	89	10		4.5	4.4	4.6		110	109	57	0	27	42	50	0	97.4	73.9	65.3		91.3	68.2	57.9		
26.4	92	75	35	0	3.6	10.4	5.2	5.8	17	29	41	10	9	15	40	20	77.2	63.4	54.4	46.6	68.3	56.9	52.9	42.3	
35.8	100	82	11	22	1.1	0.7	1.2	3.8	183	144	84	2	42	69	64	7	96.0	69.1	62.4	----	84.2	65.1	60.9	48.6	
23.9	95	80	8	0					6	2	4	0	15	13	22	15	64.4	----	47.5		61.8	54.9	44.8	42.6	
28.5	85	61	0	0	7.4	3.7	12.6	4.0	16	14	12	2	10	14	25	3	57.2	52.5	46.9	----	61.3	50.1	44.3	38.9	
22.5	96	70	6	--	3.0	3.0	3.0		19	6	14	0	7	4	17	1	60.8	51.0	45.4		57.6	49.6	42.6	----	
35.8	96	100	6	0	5.4	5.5	7.8	5.0	39	26	16	2	13	29	16	1	76.5	60.3	52.7	----	72.8	59.8	50.6	----	
30.8	100	100	17	--	3.4	3.2	3.6	3.0	3	6	6	0	0	0	0	2	75.5	64.5	52.3					----	
28.0	96	96	1	0	3.8	3.0	4.7	3.6	135	107	60	28	33	79	77	55	98.9	73.8	63.9	38.7	91.7	66.2	58.2	38.4	
30.5	100	97	12	0	2.6	3.3	5.4	4.6	38	48	48	6	20	42	36	13	93.1	69.4	62.3	43.0	85.5	70.3	60.3	45.1	
30.1	100	97	12	0	3.8	4.3	4.1	3.5	115	57	71	15	42	39	62	28	84.8	67.8	58.4	44.9	79.2	63.3	54.0	43.4	
36.4	96	83	19	0	3.2	4.5	5.7	6.2	34	16	24	17	20	13	18	18	66.0	54.2	49.6	43.1	64.5	54.4	47.0	42.9	
33.7	97	72	5	0	3.3	4.1	3.9	3.4	48	43	49	33	18	40	38	38	72.3	60.8	51.2	43.4	68.2	55.9	47.8	41.1	
36.0	100	100	85	100					4	8	10	14	3	3	8		49.7	43.1	38.4	33.3	49.9	49.0	37.0	36.4	
31.9	99	91	1	100	3.4	3.8	3.9	2.3	271	198	159	0	45	82	111	4	93.4	71.5	65.5		85.9	66.3	60.6	42.4	
37.5	100	100	17	8	4.6	5.7	7.7	8.8	4	15	7	6	2	21	11	6	57.9	50.1	49.4	45.2	----	50.9	46.3	43.0	
19.8	76	30	3	0	3.5	6.1	4.4	4.2	34	26	33	19	4	14	35	22	61.3	50.5	43.6	33.7	55.4	50.8	43.1	36.3	
26.6	100	100	14	0					28	25	25	11	11	14	17	11	67.1	58.6	50.8	38.3	64.3	59.7	48.0	35.0	
22.9	100	94	9	0	2.3	6.6	2.6	4.2	98	26	56	24	57	21	61	37	79.3	67.3	60.3	46.9	74.7	65.7	56.6	45.1	
31.8	98	88	0	0	5.5	3.3	3.9	3.7	304	190	170	33	57	114	124	54	112.5	76.3	61.4	41.2	98.5	70.8	55.4	34.7	
28.1	86	100	18	0	3.0	3.9	3.0	4.9	12	6	7	1	9	4	10	5	55.7	46.3	40.7	----	53.9	48.4	41.3	37.5	
29.7	97	84	0	0	3.5	3.4	4.2	1.6	82	66	46	8	21	38	31	14	103.1	74.6	61.6	45.3	105.9	69.5	56.3	39.0	
49.7	88	74	0	0	0.9	2.2	2.9	1.7	17	22	17	3	9	13	14	4	59.9	49.9	44.5	33.4	56.5	47.8	43.1	35.9	
31.7	85	21	0	--	3.6	3.9	3.8	6.6	38	30	35	0	10	12	41	1	67.8	57.5	50.4		62.5	54.2	50.6	----	
43.6	100	95	37		5.8	5.8	5.7		32	19	15	0	18	23	26	0	74.7	56.6	48.1		71.5	55.4	48.0		
20.4	0	0	0	0					9	7	10	2	0	0	4	3	64.6	54.6	46.2	----			46.4	34.7	
42.1	93	85	4	8	4.2	4.7	4.8	3.6	113	108	91	70	37	66	69	61	89.7	71.3	67.7	44.0	85.6	64.5	59.3	41.4	
48.0	100	86	13	0	3.0	3.9	2.9	5.3	22	25	24	3	10	18	14	7	65.8	54.5	50.7	38.9	62.2	52.9	45.6	40.4	
43.2	93	80	1	0	1.3	2.3	2.5	2.9	140	92	87	37	50	70	78	74	85.9	67.0	53.3	39.6	77.4	62.6	52.2	37.1	
27.6	97	91	0		9.1	11.4	9.6		47	18	19	0	19	15	13	0	102.3	75.0	62.9		96.4	76.3	63.1		
48.7	98	87	6	0	7.3	6.6	5.6	15.6	40	33	20	9	19	30	15	15	66.6	52.1	43.2	35.2	64.2	50.9	41.7	34.6	
40.9	100	96	0	4	9.3	9.0	7.5	8.1	158	140	90	57	55	77	87	62	96.0	69.0	66.1	46.3	91.4	64.8	57.6	40.3	
34.5	100	95	2	0	3.5	4.1	4.2	3.4	32	45	32	2	8	28	30	15	86.8	66.6	56.7	----	80.7	61.5	55.7	49.1	
45.8	100	100	0	0	5.5	7.0	7.9	10.5	29	31	25	11	21	26	23	8	69.3	55.8	43.6	33.2	66.2	54.6	42.6	31.9	
28.0	98	88	2	0	6.6	4.7	6.6	0.5	58	22	29	2	23	19	22	9	100.7	76.2	69.0	----	94.3	72.6	62.5	44.4	
27.8	100	100	11	0	1.5	16.4	3.2	15.7	19	11	23	4	11	10	15	18	80.8	65.2	54.4	43.3	83.5	67.2	52.7	43.5	
29.6	100	86	0	0	4.5	4.6	6.1	4.5	41	27	15	3	9	16	33	1	83.7	65.7	52.7	34.3	77.7	61.5	52.4	----	
32.5	100	96	38	0					3	12	17	2	0	13	31	3	66.6	60.9	54.1	----		57.5	53.8	43.4	
30.7	100	86	9	0	2.8	5.0	4.9	3.5	14	19	20	2	8	9	44	2	91.5	72.6	64.6		86.3	66.7	55.5	----	
27.4	100	83	21	0					88	61	68	7	34	40	63	18	94.2	75.1	57.8	46.8	93.5	74.1	58.5	47.6	
27.1	100	100	0	--	7.0	7.9	12.5	7.3	37	16	12	1	28	17	15	1	110.9	76.6	63.6	----	99.2	77.1	63.9	----	
30.2	99	98	1	--	3.6	3.5	6.5		57	77	62	0	14	50	56	1	113.1	81.2	68.9		103.1	79.4	66.5	----	
42.4	100	100	75	35	3.4	4.0	4.4	5.0	11	8	5	6	11	9	3	11	65.8	53.9	49.4	42.1	53.9	47.1	43.6	39.6	
39.5	51	63	50	0	4.7	4.7	4.7	4.7	91	32	12	2	93	35	8	2	70.4	52.0	46.0	----	60.8	45.4	41.4	----	
23.8	100	90	0	0	4.3	5.0	7.1	7.5	5	11	12	1	8	10	12	5	80.8	61.9	48.9	----	72.9	58.1	48.1	41.4	
25.7	98	78	22	3					59	43	49	13	24	36	46	19	95.5	76.3	62.2	44.1	92.8	74.7	61.4	44.6	
27.2	100	61	0	0	7.9	7.6	9.0	11.9	7	6	6	3	16	12	15	19	74.2	62.8	53.5	40.1	76.9	62.0	52.7	41.4	
25.1	100	58	0		4.6	6.0	6.3		292	104	73	0	61	38	37	0	135.6	100.7	85.4		116.3	84.7	82.1		
20.0	100	88	0	0	5.6	8.2	5.6	9.7	11	8	22	0	8	9	29	5	80.7	63.2	53.3		76.7	62.2	52.2	43.7	
27.8	55	48	0	--	5.2	3.5	4.2																		



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
			<b>PENNSYLVANIA (continued)</b>																	
Clarion U Pennsylvania	28	IIA	2	2	2	3	93.7	73.9	61.5	45.4	76.2	2	2	2	4	116.0	94.6	79.1	55.5	96.1
DeSales U	54	IIA	5	2	3	1	70.1	69.1	57.0	51.7	60.3	4	2	3	2	97.6	90.0	73.2	64.3	78.0
Delaware Valley Coll		IIB	2	3	3	2	76.5	58.4	50.3	45.2	55.2	3	3	3	1	95.1	74.9	63.3	69.7	70.4
Dickinson Coll		IIB	1	1	1	1*	98.8	74.8	58.6	55.8	72.6	1	1	1	1	126.5	95.4	74.3	66.5	92.4
Drexel U	12,152	I	1	1	1	1	129.4	95.6	87.1	60.6	86.0	1	1	1	1	164.0	121.2	110.5	77.5	109.3
Duquesne U	13	IIA	1	1	2	2	100.8	76.3	59.5	48.2	73.0	1	1	2	2	124.8	96.5	75.8	61.1	92.0
East Stroudsburg U		IIA	2	2	2	4	94.1	74.5	59.7	42.5	71.5	1	2	2	4	120.5	95.4	77.4	52.7	91.5
Edinboro U Pennsylvania	25	IIA	2	2	2	3	92.1	74.0	61.8	45.5	72.5	2	2	2	3	115.7	94.3	79.4	59.3	92.2
Elizabethtown Coll	31	IIB	2	2	2		79.2	66.5	55.1		63.5	2	2	2		98.3	82.6	67.8		78.5
Franklin and Marshall Coll		IIB	1	1	1	1*	107.3	77.5	64.6	59.0	81.4	1*	1	1	1*	145.5	106.8	86.2	76.9	110.1
Gannon U		IIA	3	3	3	4	82.7	64.6	54.9	42.6	58.7	3	3	3	4	107.3	81.9	69.3	53.7	74.5
Gettysburg Coll		IIB	1	1	1		97.7	73.0	59.4		75.4	1	1	1		127.5	97.8	78.5		99.8
Gwynedd-Mercy Coll	28	IIB	1	2	2	2	91.1	67.8	55.5	45.2	60.8	2	2	2	3	109.2	82.3	70.4	55.6	75.5
Harrisburg Area CC	27,183	III	3	4	3	4	68.5	52.0	47.5	39.2	52.3	3	4	3	4	87.3	67.9	62.9	53.0	68.3
Haverford Coll		IIB	1	1	1*	-	111.8	82.6	67.7	----	86.4	1*	1*	1*	-	153.6	116.4	97.7	65.8	121.2
Holy Family U	28,217	IIB	2	3	2	1	78.5	61.2	55.7	50.0	61.5	2	3	2	2	98.4	75.5	67.5	59.0	75.3
Immaculata U	28,71	IIA	4	4	4	3	75.6	62.2	51.3	44.7	57.9	4	3	4	3	95.3	82.3	67.1	58.2	75.3
Indiana U Pennsylvania	28,117	I	4	4	5	4	93.8	75.7	59.3	43.1	74.1	4	4	5	5	119.6	97.7	76.4	55.4	95.0
Juniata Coll		IIB	2	3	3	4	80.9	60.4	49.9	37.9	64.7	2	2	2	4	105.1	84.0	71.3	49.8	87.5
King's Coll	31	IIB	3	2	3	-	75.0	63.2	50.9	----	60.4	2	2	2	-	100.6	87.4	69.4	50.8	81.9
Kutztown U Pennsylvania		IIA	2	2	3	4	93.5	74.0	55.2	41.6	67.0	2	2	3	4	116.9	94.5	71.7	54.1	85.6
La Salle U	28	IIA	2	2	2	2	90.7	73.2	59.6	47.2	70.4	2	2	2	2	110.9	91.1	74.1	61.4	87.2
Lackawanna Coll	31	III	5	5	5	5	41.3	35.0	34.5	30.4	35.8	5	5	5	5	59.9	52.6	51.9	47.2	53.5
Lafayette Coll	29	IIB	1*	1*	1	-	114.8	84.6	66.7	----	89.6	1*	1	1	-	148.6	109.7	84.4	68.2	115.4
Lebanon Valley Coll	31	IIB	2	2	2	-	79.9	63.7	52.6	----	63.4	2	2	3	-	100.0	84.2	66.1	57.2	80.8
Lehigh U	30	I	2	3	2		117.2	79.4	75.8		95.4	2	3	2		150.0	103.8	95.1		122.4
Lincoln U		IIA	2	3	4	3	87.7	67.5	52.5	44.8	64.6	2	2	4	2	113.9	88.1	68.5	60.1	84.6
Lock Haven U	25,158	IIB	1	1	1	2	90.9	70.4	59.1	46.3	68.7	1	1	1	2	114.5	91.3	76.4	59.8	88.2
Lycoming Coll	31	IIB	3	2	3	3	73.8	62.7	50.9	42.0	58.7	3	2	3	3	93.0	82.1	65.9	53.5	75.4
Mansfield U Pennsylvania		IIB	1	1	1	2	94.0	74.5	58.9	45.4	74.1	1	1	1	2	118.0	95.1	75.7	58.6	94.1
Marywood U	28	IIA	3	3	4	4	81.9	65.8	52.9	40.9	63.2	3	3	4	3	103.3	82.9	67.7	56.0	80.3
Mercyhurst Coll	28,203	IIB	3	4	3	4	72.5	56.3	48.9	39.2	49.9	3	3	3	4	94.4	77.3	63.9	51.5	65.9
Messiah Coll		IIB	3	3	2	-	74.6	61.0	52.7	----	60.0	3	2	2	-	96.6	79.6	70.3	69.0	78.5
Millersville U Pennsylvania	25	IIA	2	1	2	3	94.5	74.9	58.8	45.3	74.3	2	1	2	3	120.2	96.9	76.4	56.4	95.5
Misericordia U	28	IIB	3	3	3	3	71.3	60.8	50.4	40.9	57.3	3	3	3	4	87.5	77.1	62.5	49.6	71.4
Moravian Coll	31	IIB	2	2	2	2	80.7	63.4	51.8	47.1	64.9	2	2	2	2	107.3	84.2	67.4	60.9	85.7
Mount Aloysius Coll	25	IIB	3	3	3	4	71.8	58.2	49.4	38.7	49.2	4	3	3	4	86.1	73.2	62.1	49.0	61.7
Muhlenberg Coll		IIB	1	2	2	-	87.3	68.8	54.9	----	66.7	1	2	2	-	115.1	88.8	69.7	52.4	87.0
Neumann Coll		IIB	3	3	3	2	69.3	56.6	49.6	43.7	51.3	3	3	3	3	88.4	74.2	64.3	55.9	66.4
Penn St U-IIA Campuses	185	IIA	1	1*	1*	1	107.2	86.4	70.7	52.7	78.9	1	1	1	1	131.9	108.3	87.9	67.4	98.4
Penn St U-IIB Campuses	104	IIB	2	1	1	1	84.9	70.7	63.0	52.3	61.9	2	2	1	1	106.4	89.3	79.1	67.1	78.6
Penn St U-III Campuses	129	III	1	1	1*	1	84.9	70.7	63.0	52.3	61.9	1	1	1	1	106.4	89.3	79.1	67.1	78.6
Penn St U-Main	12	I	2	2	2	4	125.4	85.0	69.5	45.0	84.2	2	2	3	4	153.0	106.3	86.4	57.6	104.1
Philadelphia Biblical U	31,197	IIB	5	5	4		56.8	50.4	43.9		51.6	5	4	4		70.9	66.3	60.5		66.9
Philadelphia U	30,89	IIA	1	2	2	-	95.0	72.1	57.1	----	68.8	1	2	3	-	124.4	94.4	73.5	75.4	89.6
Pittsburgh Theol Seminary		IIA	3	1	1		83.0	75.3	62.2		76.6	3	1	2		108.1	99.9	80.9		100.2
Point Park U		IIB	3	2	3	2	75.2	61.4	51.3	47.0	61.7	3	3	3	2	91.8	75.1	62.7	57.4	75.2
Saint Vincent Coll	31	IIB	3	2	2	2	75.0	63.5	52.8	47.9	58.7	2	2	2	2	98.4	82.1	68.5	59.3	75.9
Seton Hill U	92	IIB	3	3	2	-	68.9	59.7	51.7	----	58.2	4	3	3	-	86.9	75.3	65.3	64.7	73.4
Shippensburg U		IIA	2	2	2	3	93.3	73.5	58.9	44.2	73.2	2	2	2	4	117.7	93.8	75.6	52.2	93.1
Slippery Rock U Pennsylvania	25	IIA	2	1	1	2	94.9	76.0	63.6	49.1	74.0	2	1	1	2	117.9	97.4	81.7	61.6	93.7
St. Joseph's U		IIA	1	1	1	1*	105.0	82.7	69.1	68.7	77.2	1	1*	1*	1*	136.0	110.8	90.7	85.7	101.2
Susquehanna U		IIB	2	2	1	2	81.1	64.6	57.3	44.7	64.0	2	2	1	3	104.0	85.0	75.2	54.6	83.4
Swarthmore Coll	29	IIB	1*	1*	1*		126.5	88.4	70.1		102.4	1*	1*	1*		161.5	115.7	92.5		132.3
Temple U	5	I	2	2	2	2	121.6	89.5	72.0	54.0	86.8	2	2	2	2	152.1	114.3	90.9	67.7	109.4
Thiel Coll		IIB	4	5	4	-	60.6	50.3	45.3	----	51.7	4	5	5	-	77.2	63.2	55.7	56.1	65.2
U Pennsylvania	5	I	1*	1*	1*		163.3	107.5	95.9		134.7	1*	1*	1*		210.3	145.7	141.7		179.4
U Pittsburgh-Bradford		IIB	4	3	4	4	66.9	58.6	47.6	38.0	53.8	4	3	4	2	86.1	78.1	60.2	58.3	70.6
U Pittsburgh-Greensburg		IIB	2	3	3	3	76.7	60.6	49.1	42.0	53.9	3	3	3	2	95.8	76.4	64.2	56.4	69.4
U Pittsburgh-Johnstown		IIB	3	3	3	3	71.5	60.4	48.5	42.6	55.1	3	3	3	2	88.0	78.3	63.8	59.4	72.0
U Pittsburgh-Main	5	I	2	3	3	5	121.9	80.4	67.7	41.5	83.3	2	3	3	4	153.1	103.9	86.6	56.6	106.2
U Pittsburgh-Titusville		III	5	4	3	3	57.8	52.1	47.5	43.9	50.1	5	4	3	4	76.1	70.0	63.5	54.4	66.1
U Sciences in Philadelphia		IIA	2	1	2	1	88.9	78.0	59.7	51.8	69.7	2	1	2	1	117.9	106.0	79.3	74.9	93.9
U Scranton		IIA	2	1	3	2	88.2	75.8	54.1	48.2	72.5	1	1	2	2	124.6	108.2	76.0	66.5	102.5
Ursinus Coll		IIB	2	2	1	1	85.6	68.8												

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE      F-T FAC. FEMALE								(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				
26.0	95	89	48	15					62	33	34	5	31	30	39	8	94.4	74.6	63.3	42.7	92.3	73.2	59.9	47.2
29.0	86	77	0	0	3.1	5.1	6.8	6.0	6	21	18	10	1	9	27	11	69.7	68.1	59.9	47.6	----	71.4	55.0	55.4
27.4	100	96	20	0	4.0	5.6	6.6	6.9	11	18	18	1	2	6	12	2	76.6	58.6	51.0	----	----	58.0	49.2	----
27.3	100	93	0	0	5.5	6.9	5.6	6.1	23	47	38	2	14	25	35	4	99.5	75.0	58.8	----	97.5	74.3	58.5	57.5
27.1	99	89	0	0	4.3	4.6	3.7	3.5	143	95	89	161	26	56	65	191	130.3	99.6	90.0	61.4	124.2	88.8	83.1	60.0
26.0	100	97	4	3	3.1	4.3	4.9	4.9	73	98	80	12	17	58	77	24	103.8	78.6	61.9	42.9	88.1	72.4	57.0	50.9
28.1	100	85	16	3					55	42	41	19	31	31	45	21	94.3	74.2	59.9	42.2	93.7	74.9	59.6	42.8
27.3	99	98	57	10					53	49	65	10	43	36	45	21	92.5	74.3	61.3	47.4	91.7	73.5	62.5	44.6
23.6	95	75	0		5.2	4.8	6.8		18	33	12	0	2	26	27	0	79.4	67.4	59.6		----	65.4	53.1	
35.3	100	92	0	0	4.8	4.2	4.7	8.1	41	34	41	3	17	16	28	4	112.6	77.2	64.8	59.4	94.7	78.1	64.3	58.6
26.9	95	83	24	0	4.7	4.2	4.9	4.4	19	30	44	13	2	17	44	15	83.7	64.1	54.8	41.9	----	65.5	55.1	43.1
32.3	100	100	2		6.3	5.8	5.2		34	35	23	0	13	31	32	0	99.6	73.6	60.6		92.9	72.2	58.5	
24.1	100	67	28	0	3.3	4.3	3.5	3.3	5	5	14	3	5	10	33	7	93.4	69.3	54.5	47.8	88.8	67.1	55.9	44.1
30.2	100	82	41	0	11.3	-4.7	5.4	4.9	54	19	25	24	40	30	34	69	71.4	49.3	47.5	40.2	64.5	53.7	47.5	38.9
40.2	94	79	0	--	9.8	12.2	13.3	18.7	22	19	18	1	11	23	14	1	113.4	82.0	66.5	----	108.5	83.0	69.3	----
22.5	20	5	0	0	5.4	6.3	5.1	4.4	11	6	16	3	14	14	17	17	81.6	61.1	57.8	52.6	76.0	61.3	53.6	49.5
30.2	100	65	3	0	6.1	5.7	5.1	3.0	6	9	11	3	7	14	23	5	80.5	66.1	51.5	41.8	71.5	59.6	51.1	46.5
28.3	98	83	30	7					140	89	96	14	72	88	94	40	94.2	76.2	60.0	42.6	93.0	75.2	58.6	43.3
35.1	97	93	0	0	11.5	-9.2	11.4	2.0	27	19	14	2	11	9	12	2	81.5	59.8	50.0	----	79.5	61.6	49.9	----
35.6	100	97	6	--	2.5	6.3	4.9		19	26	20	1	6	13	13	1	75.8	62.1	51.6	----	72.2	65.5	49.8	----
27.7	98	94	24	0					66	61	78	24	31	47	74	36	93.7	75.2	53.4	42.6	93.2	72.5	56.9	40.9
23.9	100	84	25	0	4.8	5.5	5.7	6.1	42	34	41	2	13	29	61	6	93.1	76.3	63.7	----	82.8	69.6	56.8	46.8
49.3	89	86	63	0	3.1	3.1	3.1	3.1	6	4	5	4	3	3	3	2	41.2	37.8	33.2	30.3	41.6	31.3	36.6	----
28.8	100	97	0	--	5.7	7.1	6.3		55	46	31	0	18	12	34	1	116.5	85.9	68.6		109.8	79.6	64.9	----
27.5	96	100	0	--	3.7	4.4	4.7	3.0	23	18	21	1	5	12	19	1	80.8	63.2	52.4	----	75.8	64.4	52.8	----
28.2	100	91	2		4.3	4.5	3.7		183	70	50	0	29	36	39	0	119.9	81.8	77.1		100.2	74.8	74.1	
30.9	96	85	13	14	6.2	3.8	5.1	6.0	24	18	14	2	4	8	10	5	88.2	66.9	52.9	----	84.5	68.8	52.0	46.3
28.4	98	80	31	20					31	45	50	7	23	26	40	13	91.3	71.0	58.8	42.8	90.2	69.3	59.4	48.2
28.5	100	100	37	14	3.9	3.4	3.6	3.7	18	10	22	3	5	6	16	4	76.0	66.5	50.7	41.5	65.7	56.3	51.2	42.4
27.1	100	88	30	0					28	31	20	4	14	25	20	5	95.5	75.2	58.4	46.6	91.1	73.6	59.4	44.5
27.1	97	78	14	0	6.3	6.7	4.7	4.2	18	14	25	2	12	23	24	5	80.7	68.2	53.3	----	83.8	64.3	52.5	40.9
32.1	100	100	0	0	5.6	5.5	5.6	4.2	16	17	36	20	3	13	32	31	73.4	55.3	50.0	40.2	67.7	57.8	47.8	38.5
30.7	96	72	16	--					35	37	27	2	10	16	28	0	75.1	61.0	52.4	----	72.7	61.0	52.9	
28.5	100	95	25	0					60	44	58	8	37	51	47	5	95.0	75.1	58.4	47.1	93.7	74.7	59.3	42.4
24.7	100	92	7	0	5.6	5.7	7.4	5.9	14	16	10	5	4	21	17	7	68.7	60.7	48.4	41.3	80.3	60.8	51.6	40.6
32.1	95	79	14	0	4.4	4.1	5.2	5.5	28	15	14	2	9	13	22	2	81.5	64.9	51.3	----	78.4	61.6	52.1	----
25.3	50	14	0	0	4.3	2.6	7.5	6.5	4	1	8	4	0	6	24	11	71.8	----	48.8	35.4		59.5	49.6	40.0
30.5	98	94	36	--	5.4	5.2	9.9		30	28	21	1	14	23	18	0	89.4	70.0	55.2	----	82.6	67.4	54.7	
29.4	0	0	0	0	3.5	3.6	4.5	4.1	2	8	19	4	5	10	27	15	----	59.4	48.4	45.0	69.8	54.4	50.4	43.3
24.7	97	97	1	0	2.1	4.4	5.4	4.1	31	45	44	19	5	27	44	10	106.8	88.5	74.9	58.2	109.6	83.0	66.4	42.2
26.9	98	97	22	0	2.6	3.5	5.3	4.1	37	93	68	102	10	49	42	128	86.4	71.8	65.7	55.2	79.3	68.4	58.7	49.9
26.9	98	97	22	0	2.6	3.5	5.3	4.1	37	93	68	102	10	49	42	128	86.4	71.8	65.7	55.2	79.3	68.4	58.7	49.9
23.7	98	91	1	0	4.4	5.3	5.4	4.7	622	316	225	72	143	166	201	115	128.1	86.4	72.2	48.8	113.8	82.3	66.6	42.5
29.6	0	0	0		3.7	4.0	3.9		16	13	7	0	6	6	5	0	56.9	51.3	43.6		56.6	48.5	44.5	
30.3	100	59	5	--	9.2	10.5	6.4	3.0	12	29	26	1	1	25	17	0	94.5	73.2	56.6	----	----	70.9	57.8	
30.8	90	80	0		5.4	5.3	3.0		9	4	2	0	1	1	2	0	83.7	74.8	----	----	----	----	----	
22.0	95	69	0	0	8.4	7.2	5.5	4.1	27	15	13	3	11	11	12	2	75.9	61.9	50.4	47.1	73.4	60.7	52.3	----
29.2	94	92	0	0	8.1	4.6	7.9	5.3	13	21	27	10	3	4	9	5	77.4	63.8	53.4	49.8	64.7	61.6	51.0	44.1
26.1	100	58	0	--	3.8	3.7	4.9		7	17	6	0	4	16	19	1	69.8	61.0	57.4		67.3	58.4	49.9	----
27.1	99	71	10	0					66	48	69	1	32	38	56	6	93.2	74.3	59.8	----	93.5	72.6	57.9	43.8
26.6	100	88	45	5					59	54	49	18	36	34	71	19	95.3	76.4	63.0	49.2	94.2	75.4	64.0	49.0
31.0	100	98	22	0	6.1	6.1	7.2	4.4	42	49	49	3	16	33	39	3	107.5	87.1	69.8	66.7	98.6	76.1	68.2	70.7
30.4	91	100	0	0	5.0	3.7	4.0	3.4	19	23	29	2	3	24	21	2	83.4	67.6	57.3	----	66.7	61.8	57.4	----
29.2	100	100	0		6.6	6.7	4.9	6.4	56	25	22	0	27	23	19	0	130.7	86.1	70.1		117.9	90.9	70.1	
26.0	96	84	5	1	3.1	4.1	4.2	2.6	314	204	101	41	93	138	93	47	123.3	92.2	71.1	53.8	115.9	85.5	73.1	54.1
26.2	100	45	0	--	0.0	0.6	0.0	0.0	20	8	10	1	11	3	3	1	61.9	50.8	45.4	----	58.3	49.0	44.7	----
33.2	100	93	0		4.6	5.4	5.8		474	157	142	0	107	84	117	0	165.3	112.5	101.5		154.4	98.3	89.2	
31.1	90	92	0	0	3.0	3.5	5.0	4.9	7	21	12	2	3	5	16	3	68.7	59.6	47.9	----	62.7	54.5	47.4	34.6
28.8	100	96	0	0	3.1	3.8	5.2	4.4	3	13	14	6	3	12	17	7	69.8	62.3	48.7	45.3	83.6	58.7	49.5	39.2
30.5	100	93	0	0	4.2	2.8	5.1	3.5	16	42	20	12	3	17	19	17	72.9	60.1	49.3	45.1	64.2	61.1	47.7	40.8
27.5	95	76	0	0	3.0	3.8	4.0	4.4	379	284	243	22	112	137	265	67	124.9	81.7	71.7	45.5	112.1	77.9	64.0	40.2
32.0	50	57	0	0	3.9	7.2	5.1	4.7	2	2	5	0	2	5	3	4	----	----	44.8		----	51.1	52.0	43.9
34.7	83	49	0	0	3.0	3.0	3.0																	

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
<b>PENNSYLVANIA (continued)</b>																				
Valley Forge Christian Coll		IIB	4	-	4		60.8	----	47.6		54.0	5	-	4		71.4	----	57.4		63.9
Villanova U	12	IIA	1*	1	1	1	115.0	83.5	65.5	55.2	81.7	1*	1	1	1	145.0	108.5	84.7	72.3	104.9
Washington & Jefferson Coll		IIB	2	3	3	-	78.3	61.3	50.7	----	61.7	3	3	3	-	97.3	77.7	65.1	43.9	78.0
Waynesburg U		IIB	4	4	3	3	64.7	55.1	49.6	43.4	54.6	3	2	2	1	90.7	83.7	73.7	63.8	79.7
West Chester U Pennsylvania		IIA	2	1	1	4	94.2	76.9	62.4	41.6	70.4	2	1	2	4	117.6	98.7	80.5	52.2	89.3
Westminster Coll		IIB	2	4	4	3	76.0	54.5	47.2	42.2	55.9	3	4	4	3	93.5	67.2	59.9	56.2	69.5
Wilkes U	27	IIA	1	2	2	2	96.9	73.8	60.2	49.2	71.7	2	2	2	3	118.4	91.2	74.1	59.7	88.1
York Coll Pennsylvania	27	IIA	2	2	1		88.8	71.8	64.7		70.6	2	1	1*		118.1	104.8	92.2		100.6

**PUERTO RICO**

U Puerto Rico-Humacao U Coll	28	IIB	3	3	3	3	70.1	57.8	49.7	41.7	62.2	3	2	2	2	96.2	80.4	70.0	57.4	86.1
U Puerto Rico-Ponce	238	IIB	4	5	5	4	60.9	50.4	43.7	37.5	49.8	5	5	5	5	73.9	60.6	52.6	45.2	60.1
Universidad Politec PR	30	IIA	5	5	5	5	43.5	36.6	30.0	26.6	35.8	5	5	5	5	45.2	38.1	31.1	27.7	37.3

**RHODE ISLAND**

Brown U		I	1	2	2		139.9	88.0	74.9		107.8	1	2	2		174.8	112.0	95.6		135.8
Bryant U	61	IIB	1*	1*	1*		120.3	100.7	78.2		92.5	1*	1*	1*		156.9	130.9	99.9		120.1
CC Rhode Island	20,199	III	3	4	4		68.6	51.3	46.0		56.6	3	3	3		93.4	72.4	63.3		77.8
Providence Coll		IIA	1	1	1	1	97.6	77.8	65.0	56.5	77.2	1	1	1	1	125.7	98.9	85.5	69.1	99.5
Rhode Island Coll		IIA	5	4	4		69.8	60.4	51.4		61.2	4	3	3		96.9	84.8	72.3		85.5
Roger Williams U	30	IIB	1	1*	1*		94.0	87.6	68.1		82.6	1	1*	1*		124.3	117.4	90.9		110.0
Salve Regina U	28	IIA	3	2	3	2	84.1	67.6	54.3	46.6	66.0	3	2	3	3	107.0	87.7	73.0	58.0	86.1
U Rhode Island	27,194	I	4	5	4	2	95.3	69.4	59.9	53.3	77.7	4	4	4	2	127.3	95.7	82.0	67.8	105.1

**SOUTH CAROLINA**

Charleston Southern U	28	IIB	4	3	3	3	64.6	61.3	49.4	42.5	52.5	4	3	4	3	79.1	74.4	61.8	53.6	65.0
Citadel Military Coll SC	30	IIA	4	2	3		77.5	68.9	55.7		67.3	4	2	3		99.5	89.1	73.0		87.2
Claflin U	31,63	IIB	4	3	3	4	61.9	58.1	50.0	40.2	52.6	5	4	5	4	74.4	68.4	55.9	47.5	60.6
Clemson U	27	I	3	4	3	3	103.9	75.3	67.4	49.2	76.6	3	4	3	2	130.0	96.2	86.6	67.6	97.6
Coastal Carolina U	31	IIB	2	2	1	3	78.7	63.9	57.8	41.3	60.5	2	2	1	3	100.2	82.3	74.9	54.9	78.1
Coll Charleston		IIA	4	4	3	2	77.3	63.4	55.5	47.1	62.3	3	3	2	2	101.2	84.4	74.8	64.5	83.0
Columbia Coll		IIB	5	5	5		54.6	50.6	41.9		48.3	5	4	5		69.7	65.4	52.0		61.5
Converse Coll		IIB	5	5	5	5	55.2	43.3	38.3	30.4	42.5	5	5	5	5	72.9	58.5	51.3	43.4	57.2
Erskine Coll	31	IIB	4	5	5		61.4	48.2	43.6		53.9	5	5	5		73.5	58.3	53.5		64.9
Francis Marion U	31	IIA	4	4	4	3	75.0	59.6	50.8	44.5	59.6	4	4	4	3	95.4	76.8	66.0	57.9	76.7
Furman U		IIB	1	2	2	2	91.4	68.7	53.7	48.5	75.7	1	1	2	3	122.0	93.5	67.7	54.6	100.3
Lander U	28	IIB	4	4	3	3	64.7	54.0	48.7	40.9	51.1	4	4	3	3	81.2	69.0	62.9	53.2	65.5
Limestone Coll	31	IIB	5	5	4	4	52.7	45.9	44.6	37.8	40.2	5	5	5	4	63.9	56.5	56.1	49.5	50.3
Presbyterian Coll		IIB	3	3	3	4	68.1	57.7	48.9	39.5	59.3	4	3	3	3	87.1	76.0	64.4	52.7	77.2
South Carolina St U	27	IIB	3	2	2	3	72.6	64.2	55.0	42.3	58.9	3	3	2	4	88.6	78.5	67.0	51.6	71.9
U South Carolina-Aiken	28	IIB	3	3	3	2	75.8	60.6	50.4	45.1	56.6	3	3	3	2	94.9	76.8	64.7	58.4	72.1
U South Carolina-Beaufort	31	III	3	3	3	3	70.8	61.0	49.2	43.7	55.3	3	3	3	3	88.9	77.2	63.2	56.5	70.5
U South Carolina-Columbia	12	I	3	4	3	4	107.2	74.9	67.1	44.1	77.4	3	4	3	4	131.1	93.7	84.3	57.2	96.3
U South Carolina-Lancaster		III	4	3	4	3	64.9	58.3	47.0	41.9	48.5	4	3	4	4	81.8	74.0	60.7	54.6	62.4
U South Carolina-Sumter		III	4	3	3	5	65.7	58.0	47.4	33.4	52.4	4	3	4	5	82.9	73.8	61.1	44.5	67.1
U South Carolina-Union		III			4	3		45.5	42.1	43.5				4	3			58.9	54.8	56.6
U South Carolina-Upstate	28	IIB	3	3	2	2	70.7	59.2	52.0	45.0	54.3	3	3	3	2	88.8	75.1	66.6	58.3	69.3
U South Carolina-Salkehatchie		III	-	5	5	4	----	46.9	43.1	40.9	45.3	-	5	5	4	----	60.5	56.1	53.5	58.6
Winthrop U	31	IIA	4	3	4	3	78.2	66.4	53.0	44.0	62.0	4	4	5	4	95.4	81.0	64.8	53.7	75.7
Wofford Coll		IIB	2	3	2	2	76.3	60.0	56.5	45.5	65.7	2	2	2	2	99.1	79.4	72.7	61.7	85.8

**SOUTH DAKOTA**

Augustana Coll	28	IIB	4	4	4	5	62.1	54.3	45.4	34.2	50.9	4	4	4	3	80.2	67.5	59.0	52.2	65.5
Dakota St U		IIB	3	2	2	3	72.1	66.4	55.6	40.9	57.3	3	2	2	3	87.4	81.0	68.7	52.0	70.6
Mount Marty Coll	28,228	IIB	5	5	3	-	56.2	46.2	49.4	----	49.2	5	5	4	-	64.6	55.1	57.5	40.4	57.4
Northern St U		IIA	5	5	5	2	67.8	57.1	47.0	47.5	54.5	5	5	5	3	82.7	70.5	59.1	59.7	67.6
South Dakota Sch Min & Tech	29	IIA	2	4	2	4	88.6	62.0	60.4	42.4	71.7	3	4	2	4	106.5	76.2	74.3	53.9	87.2
U South Dakota	13	I	5	5	5	5	83.8	61.3	53.1	40.8	60.4	5	5	5	5	100.4	75.0	65.9	51.9	74.1

(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	
	18.4	0	--	0		6.0	7.7	11.4		11	2	5	0	1	0	11	0	61.5	----	51.0		----		46.1	
28.5	99	95	24	0	3.3	3.9	4.0	4.7	122	121	132	21	26	50	117	25	115.1	85.5	66.4	58.2	114.7	78.5	64.5	52.7	
26.5	100	88	0	--	5.0	8.1	6.5	4.3	25	21	17	0	9	13	12	1	80.4	63.9	51.8		72.4	57.1	49.1	----	
45.9	80	62	13	0	4.3	4.6	5.5	4.6	13	8	11	3	7	5	13	5	65.1	54.8	48.7	44.8	64.0	55.5	50.4	42.5	
26.9	99	97	18	1					95	79	59	52	52	68	75	65	94.5	77.6	63.0	41.4	93.5	76.1	62.0	41.8	
24.3	96	97	6	0	4.0	4.0	4.0	4.0	16	14	20	4	9	15	1		78.2	56.0	48.1	41.8	72.1	53.1	46.0	----	
22.9	100	100	2	0	11.1	8.9	9.1	4.7	23	25	25	6	5	20	31	1	96.1	76.5	60.0	48.4	101.0	70.5	60.4	----	
42.4	89	61	33		4.2	4.6	4.8		14	38	35	0	5	21	34	0	90.2	72.8	69.6		84.8	69.9	59.6		
38.3	97	95	77	13	9.6	12.4	-11.9	-8.6	52	30	15	4	61	34	20	4	72.0	58.7	50.9	41.4	68.4	56.9	48.8	41.9	
20.7	100	97	94	42	9.3	1.6	0.7	1.6	34	24	24	24	52	38	44	24	60.5	50.0	44.5	37.9	61.1	50.8	43.3	37.0	
4.0	54	18	3	0					26	56	17	9	9	29	15	7	44.3	37.9	31.4	27.4	41.0	33.9	28.4	25.7	
26.0	99	97	0		5.2	6.0	5.3		261	95	79	0	74	48	52	0	141.8	90.4	75.5		133.0	83.5	74.0		
29.8	100	86	6		7.0	12.7	7.1		34	28	18	0	15	14	13	0	122.8	102.6	77.5		114.8	97.0	79.2		
37.5	100	96	24		1.3	5.6	5.4		67	16	38	0	68	36	88	0	71.1	51.1	46.2		66.0	51.4	45.9		
28.8	99	92	46	13	4.5	4.6	4.5	4.5	51	48	54	9	19	31	39	7	99.9	79.5	68.6	57.4	91.5	75.2	60.1	55.3	
39.8	100	94	8		0.0	0.2	1.1		67	54	24	0	52	46	72	0	71.5	61.9	53.0		67.6	58.6	50.8		
33.1	96	75	1		4.6	5.0	4.6		51	26	39	0	20	27	35	0	92.9	88.7	69.9		96.7	86.7	66.0		
30.5	90	61	4	0	6.3	4.0	6.0	4.0	18	17	12	1	21	14	12	10	84.8	67.5	54.3	----	83.4	67.7	54.2	46.9	
35.2	98	94	19	33	0.1	1.0	1.5	11.4	254	63	55	3	86	60	96	3	97.3	73.5	61.9	52.7	89.3	65.2	58.8	54.0	
23.8	74	11	2	0	4.6	4.5	4.6	3.4	15	12	24	10	12	6	24	12	65.0	66.2	50.4	45.9	64.1	51.5	48.5	39.7	
29.5	82	89	2		1.9	1.3	3.1		49	32	44	0	12	15	15	0	77.2	71.7	56.1		78.6	62.7	54.4		
15.4	72	21	6	0	6.8	11.9	3.9	49.7	8	14	27	4	10	5	21	5	62.0	58.7	56.3	40.2	61.9	56.3	41.9	40.2	
27.4	100	89	0	0	4.5	4.4	3.3	2.2	295	172	183	0	62	70	107	3	105.7	77.5	70.3		95.4	69.7	62.3	49.2	
29.2	100	88	7	0	7.1	6.7	6.1	12.5	35	43	61	11	12	21	51	11	80.2	64.4	60.1	43.5	74.2	62.8	55.0	39.1	
33.3	100	95	4	0	3.4	3.8	4.2	3.1	96	84	92	16	26	70	75	38	78.5	64.8	58.6	56.8	72.6	61.7	51.8	42.9	
27.3	96	93	0		2.3	2.9	1.5		8	11	3	0	16	18	9	0	53.3	50.0	44.8		55.2	50.9	41.0		
34.5	100	81	12	0	2.9	5.2	3.9	4.8	6	17	14	2	3	25	12	1	56.1	45.2	37.5	----	53.5	42.0	39.1	----	
20.5	84	11	0		3.5	5.2	2.9		14	6	4	0	5	3	5	0	62.6	48.1	45.1		58.2	48.5	42.3		
28.6	92	86	10	0	6.3	6.9	9.4	6.1	52	23	37	5	12	13	46	12	75.3	62.2	53.6	40.6	73.9	55.0	48.6	46.1	
32.6	99	97	4	0	5.9	6.2	6.4	9.3	86	40	32	0	26	21	24	4	93.6	69.6	54.4		84.2	67.0	52.9	48.5	
27.8	100	64	2	0	7.5	3.3	11.5	8.8	21	9	23	6	7	13	19	19	65.5	51.8	49.0	39.7	62.3	55.6	48.3	41.3	
25.3	100	29	22	0	5.2	3.0	4.7	6.0	8	13	11	5	3	4	12	4	52.3	44.7	47.8	37.9	53.6	49.8	41.6	37.7	
30.1	100	80	0	0	7.1	6.9	14.4	11.8	29	16	6	3	5	14	10	1	67.7	58.6	49.5	40.6	70.4	56.6	48.5	----	
22.0	85	53	28	4	4.0	4.0	4.0	4.0	32	38	40	13	7	26	46	14	72.8	64.2	55.6	42.0	71.8	64.2	54.4	42.6	
27.3	100	94	11	0	4.4	4.4	4.1	3.3	21	23	22	13	9	13	23	25	77.0	61.9	50.7	41.6	73.1	58.4	50.1	47.0	
26.9	89	60	0	0	10.2	6.0	7.5	10.3	6	10	7	8	3	5	3	6	70.7	58.5	49.5	43.3	70.9	66.1	48.5	44.3	
24.5	98	80	1	0	5.0	5.5	4.9	6.1	284	183	200	49	56	125	187	93	109.4	76.6	73.2	48.2	96.3	72.4	60.5	42.0	
28.8	100	100	0	0	6.9	3.3	7.4	5.3	3	3	6	8	0	4	7	7	64.9	55.4	49.2	43.2		60.4	45.1	40.4	
28.0	100	93	0	0	3.3	6.3	7.7	2.8	9	10	6	7	1	5	3	2	66.1	56.9	48.8	33.4	----	60.3	44.5	----	
29.9			0	0			3.7	7.0	0	0	1	3	0	0	2	1				42.2					
27.7	97	80	0	0	3.6	2.6	3.1	3.7	21	14	39	19	16	21	27	48	73.3	60.1	53.6	44.5	67.4	58.5	49.6	45.3	
29.5	--	100	13	0	7.1	3.4	6.9	3.2	1	3	3	3	0	1	5	2	----	45.2	43.1	41.5				43.2	----
22.1	92	82	6	0	4.0	5.0	5.1	14.8	46	52	42	3	17	42	48	32	78.7	68.6	52.3	44.9	77.0	63.6	53.6	43.9	
27.8	87	80	0	0	5.0	4.2	0.9	5.1	36	20	8	2	9	15	14	2	76.6	62.6	60.4	----	75.2	56.5	54.3	----	
28.7	100	94	12	0	4.2	3.6	4.9	4.7	18	21	26	1	6	14	26	5	62.1	55.4	45.3	----	62.1	52.5	45.6	33.4	
23.2	92	81	0	0	4.7	9.3	10.6	3.5	8	23	16	13	4	4	12	10	76.2	66.7	62.9	40.6	63.7	65.1	45.9	41.5	
16.7	38	54	4	--	3.0	3.2	3.1	3.0	5	8	15	0	3	5	9	1	63.0	48.2	45.7		44.8	43.1	55.5	----	
24.1	100	75	0	0	4.0	5.8	4.3	3.7	18	13	20	9	3	11	12	6	64.5	61.4	48.7	50.5	87.5	51.9	44.2	43.1	
21.6	96	59	17	0	4.0	4.0	4.0	4.0	40	22	22	4	6	5	8	2	90.1	63.6	61.6	39.9	78.7	55.0	57.1	----	
22.7	99	73	1	0					51	44	54	11	17	30	60	31	83.4	61.7	53.1	38.0	85.0	60.7	53.0	41.8	

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
<b>TENNESSEE</b>																				
Belmont U	28	IIA	3	2	2	2	80.3	69.3	57.1	48.8	66.1	4	3	4	3	97.7	82.9	68.4	59.8	79.8
Bryan Coll	31	IIB	5	5	5	-	51.0	42.7	37.4	----	45.8	5	5	5	-	65.5	55.0	45.7	41.6	58.5
Carson-Newman Coll		IIB	5	5	5	5	56.5	45.1	43.6	36.6	46.4	4	5	4	3	79.6	63.1	58.4	52.2	64.3
Christian Brothers U	30	IIB	5	4	5	-	58.1	55.3	37.0	----	51.0	5	4	5	-	73.9	65.2	45.1	44.7	63.0
Cleveland St CC	25	III	4	4	5	5	58.3	52.1	41.7	34.7	44.7	4	4	4	5	77.7	66.3	59.2	50.7	60.6
East Tennessee St U	28	IIA	4	4	5	4	73.4	58.7	49.9	40.3	57.4	4	4	4	4	94.8	77.7	66.8	53.5	75.6
Freed-Hardeman U	28	IIA	5	5	5	5	65.6	55.2	47.4	36.9	51.8	5	5	5	5	83.9	70.2	62.4	47.8	66.8
King Coll	239	IIB	5	5	4	5	56.7	48.5	46.4	36.4	48.8	5	5	4	4	71.4	62.5	58.0	49.7	62.1
Lee U	31	IIB	5	4	4	3	57.8	51.2	47.4	40.9	50.1	5	5	4	4	69.2	60.0	56.3	47.9	59.4
Lipscomb U	30	IIA	5	5	5	3	66.8	55.8	47.8	43.6	57.9	5	5	5	3	87.0	73.1	61.4	56.0	75.3
Maryville Coll		IIB	2	2	2	3	82.8	64.4	51.9	42.9	60.4	2	3	4	4	98.2	76.5	61.2	50.0	71.5
Middle Tennessee St U	25	IIA	3	4	4	5	81.0	63.0	51.8	34.5	62.5	3	3	3	5	108.3	84.2	69.3	46.2	83.7
Milligan Coll	28	IIB	5	5	5		55.4	47.7	40.5		48.1	5	5	5		66.9	60.5	49.9		59.5
Mottow St CC	27	III	3	5	5	5	68.5	48.4	41.4	36.1	45.6	3	4	5	4	90.0	66.3	57.3	53.1	63.1
Nashville St Tech CC	30,84	III	5	4	5	5	58.1	50.5	42.7	37.1	43.3	4	4	4	5	79.3	69.3	60.5	47.7	58.2
Northeast St Tech CC		III	5	5	5	5	51.4	47.5	41.0	37.3	43.0	5	5	5	4	70.6	63.9	56.2	51.5	58.7
Rhodes Coll	31	IIB	2	1	2	1	82.1	71.4	51.8	53.9	63.4	2	1	3	1	106.3	89.4	64.6	64.3	79.6
Sewanee U of the South		IIB	1	2	2	1	92.1	67.1	57.3	53.5	74.8	1	2	2	1	121.1	87.7	72.1	66.8	97.2
Tennessee Tech U	27,37	IIA	3	3	4	5	78.7	64.0	52.6	38.2	64.3	3	2	2	3	105.8	88.0	74.9	57.7	88.5
Tennessee Wesleyan Coll	28,119	IIB	1	1	1	3	98.9	74.6	66.2	43.1	79.6	1	1	1	2	124.5	97.8	84.8	60.0	101.9
Trevecca Nazarene U	31	IIA	5	5	5	-	58.9	52.0	43.4	----	51.8	5	5	5	-	73.1	66.3	54.4	55.9	65.2
U Memphis	12	I	4	5	5	5	94.6	68.5	58.6	40.8	69.1	4	4	4	4	123.6	92.3	80.6	59.7	93.2
U Tennessee	5,186	I	3	3	3	3	104.4	78.5	65.8	49.5	77.8	3	3	3	3	134.9	102.5	86.1	64.8	101.4
U Tennessee-Chattanooga	27	IIA	3	3	4	4	82.7	66.5	53.5	42.4	62.5	3	3	3	3	108.3	86.6	70.1	56.9	82.1
U Tennessee-Martin	27	IIA	4	5	4	3	73.6	57.7	52.4	44.3	57.4	4	4	3	2	98.9	76.7	69.8	60.0	77.0
Vanderbilt U	15	I	1	1	2	-	140.3	91.0	69.5	----	101.1	1	2	3	-	169.4	113.5	88.9	54.8	124.6
Volunteer St CC		III	5	5	5	5	56.6	49.3	42.0	37.2	47.0	4	4	4	4	77.6	67.5	58.8	51.2	64.6

**TEXAS**

Abilene Christian U	31	IIA	4	4	3	4	75.7	61.4	54.6	43.4	60.1	4	4	4	3	93.2	76.3	68.3	55.9	75.0
Angelo St U	28	IIA	4	4	3	5	72.9	61.2	54.2	38.9	56.2	5	5	5	5	87.2	73.7	64.3	48.1	67.1
Austin CC	20,162	III	4	4	4		65.6	51.0	43.9		59.2	4	5	5		77.8	61.0	52.6		70.5
Austin Coll		IIB	2	2	2	-	82.1	65.8	55.8	----	68.4	2	2	2	-	104.2	85.3	71.6	54.7	87.7
Baylor U	12	I	4	4	2	-	97.2	74.7	69.5	----	72.2	4	3	3	-	125.7	98.1	88.1	71.4	93.7
Del Mar Coll		III	4	3	3	3	64.1	55.8	49.4	44.0	55.7	4	4	3	3	81.3	71.3	63.7	56.4	71.0
East Texas Baptist U	28	IIB	5	5	5	5	54.9	47.2	43.2	36.6	48.4	5	5	5	5	69.1	59.8	54.5	46.0	61.0
Hardin-Simmons U	31	IIA	5	5	5	5	64.0	53.9	46.1	38.6	55.6	5	5	5	4	84.6	72.5	63.8	54.7	74.6
Lamar St Coll-Orange	76	III	-	5	4	5	----	46.1	46.2	37.4	40.0	-	5	5	5	----	55.2	55.7	45.8	48.8
Lamar U	27	IIA	3	3	3	3	82.7	66.4	55.7	43.4	61.4	4	4	4	4	94.8	77.1	65.4	51.8	71.6
LeTourneau U	30	IIA	5	5	4	3	68.6	56.7	52.1	45.1	57.6	5	5	4	3	84.7	70.7	65.4	56.9	71.8
Lubbock Christian U	28	IIB	5	5	5	5	55.7	48.3	42.8	36.4	46.7	5	5	5	5	64.3	55.9	49.1	41.6	53.8
McMurry U	31	IIB	5	4	5	5	58.4	51.5	43.8	36.5	47.9	5	5	5	5	72.4	62.9	54.3	44.3	59.1
Our Lady of the Lake U		IIA	5	4	4	4	67.7	60.2	51.1	41.1	60.0	5	5	5	4	78.6	73.9	60.8	54.4	71.6
Prairie View A&M U	27	IIA	3	3	2	-	80.5	65.8	57.6	----	60.6	4	4	3	-	97.9	80.6	70.0	59.8	74.0
Rice U	31	I	1	1	1	3	137.1	94.5	81.6	50.4	103.7	1	1	1	3	171.0	116.8	100.3	62.3	129.1
Sam Houston St U		IIA	3	3	3	-	81.8	64.4	55.0	----	63.0	4	4	3	-	99.6	79.5	68.8	61.0	77.8
Schreiner U	31	IIB	5	5	4	5	57.6	48.4	48.2	34.3	46.4	5	5	2	5	71.9	61.5	66.9	46.0	61.0
Southern Methodist U	15	I	2	2	1	-	124.4	84.1	78.5	----	87.3	2	2	1	-	153.4	106.8	98.3	123.0	109.5
Southwestern U		IIB	2	1	2	-	85.5	69.3	52.0	----	67.3	2	2	3	-	108.1	88.8	66.2	53.7	85.7
St. Edward's U	31	IIA	3	2	3	3	85.2	68.8	55.1	44.0	65.3	3	3	4	5	104.1	84.2	66.7	50.3	79.5
St. Mary's U	15	IIA	1	4	2	1	96.2	63.1	58.0	52.5	72.9	2	4	4	3	112.3	76.6	66.9	59.6	85.4
Sul Ross St U	28,223	IIA	5	5	5	-	68.2	52.5	46.2	----	53.3	5	5	5	-	86.6	66.7	59.5	45.9	68.0
Tarleton St U	27,153	IIA	4	4	3	4	77.5	62.9	53.9	42.2	57.7	4	4	4	4	94.6	77.2	66.5	53.1	71.1
Texas A&M International U	28	IIA	3	3	2	4	83.9	64.9	57.2	41.3	60.3	3	4	3	4	101.3	78.9	70.0	51.9	73.6
Texas A&M U	30	I	3	3	2		112.3	79.8	70.5		82.8	3	4	3		132.8	95.4	84.4		98.8
Texas A&M U-Commerce	30	I	5	5	5	4	74.2	62.2	54.1	43.1	57.2	5	5	5	5	88.5	74.7	65.4	53.0	69.0
Texas A&M U-Galveston	29	IIB	1	2	2		93.3	62.4	56.5		63.2	2	3	2		113.7	77.0	70.1		78.1
Texas A&M U-Kingsville		IIA	4	4	3	3	71.9	61.0	55.1	44.9	58.5	5	5	4	3	88.4	75.0	68.2	56.3	72.4
Texas Christian U	27	I	4	4	3	2	100.8	75.4	66.8	53.5	76.7	3	3	4	2	130.8	97.7	82.1	72.1	98.4
Texas Lutheran U	31	IIB	4	4	4	4	64.6	53.0	45.6	40.1	52.0	4	4	4	4	85.2	67.9	58.5	51.7	67.2
Texas St U-San Marcos	31,94	IIA	3	2	2	4	85.0	68.3	57.4	41.2	63.0	3	3	3	4	103.0	83.7	70.7	52.2	77.5
Texas Tech U	15,32	I	4	4	4	5	99.9	70.6	60.9	39.5	70.6	4	5	5	5	120.5	86.8	74.1	49.5	86.2
Texas Wesleyan U	16	IIA	3	3	3	1*	79.6	66.4	55.2	76.3	70.7	4	4	4	1*	94.8	79.1	65.8	91.0	84.3

(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
	20.5	99	81	5	0	3.6	5.6	4.7	3.7	48	26	32	13	20	38	45	15	79.9	69.4	63.9	51.1	81.2	69.2	52.3
27.6	82	0	0	--	5.1	5.0	5.0	5.0	20	7	3	2	2	2	4	0	51.1	42.7	37.0	----	----	----	37.8	
38.5	100	88	19	11	2.8	4.0	3.7	3.8	18	27	17	5	9	21	25	4	56.4	45.3	43.9	37.1	56.9	44.9	43.4	35.9
23.5	100	80	12	--	0.4	8.0	7.9	0.0	28	16	17	1	13	9	9	1	61.9	55.5	36.6	----	49.9	54.8	37.6	----
35.4	100	96	29	0	3.1	3.2	6.1	3.4	5	13	7	10	0	15	7	13	58.3	53.3	41.8	34.4	51.0	41.7	35.0	
31.7	99	87	22	20	6.9	5.9	4.4	4.5	90	92	68	7	37	57	79	13	74.9	59.9	50.1	37.5	69.9	56.8	49.6	41.8
29.0	96	79	34	0	1.7	1.2	1.9	1.7	24	18	22	10	2	11	10	10	65.5	56.8	47.9	37.7	----	52.5	46.1	36.1
27.2	0	0	0	0	3.5	7.6	6.1	12.8	12	12	8	3	5	8	15	3	55.9	48.2	43.5	39.2	58.6	48.9	48.0	33.6
18.5	95	72	26	0	3.5	4.5	3.3	3.8	30	27	43	5	8	5	30	5	58.2	51.1	47.3	41.2	56.2	52.0	47.4	40.6
29.9	76	35	42	0	2.9	4.4	8.5	21.6	47	16	14	3	3	10	10	7	67.3	58.6	48.1	46.2	59.0	51.2	47.3	42.5
18.3	100	100	8	71	6.3	4.6	5.3	10.7	6	15	8	4	4	15	18	3	83.0	65.0	51.8	45.9	82.4	63.7	52.0	39.0
33.8	98	81	12	0					186	144	93	43	86	99	118	59	82.9	65.0	52.5	33.1	76.8	60.0	51.2	35.5
23.9	86	97	0		3.0	3.0	3.0		11	16	8	0	10	14	11	0	57.4	48.6	38.2		53.3	46.7	42.1	
38.4	100	96	82	0	3.0	3.0	3.0	3.0	6	5	7	10	4	21	15	12	69.3	50.5	39.6	34.1	67.4	47.9	42.2	37.8
34.2	100	98	62	1					4	27	8	40	3	24	13	33	61.1	52.3	45.2	38.3	54.1	48.4	41.2	35.7
36.5	100	67	7	0	5.1	8.4	5.5	5.9	5	12	17	17	5	24	10	16	51.3	47.3	40.5	38.3	51.5	47.6	41.9	36.2
25.7	95	88	0	0	5.0	4.9	5.2	5.0	16	33	32	2	6	19	33	6	84.0	69.4	52.2	----	77.0	74.9	51.4	48.2
30.0	96	87	3	0	6.4	7.4	7.8	6.6	46	15	12	7	11	16	17	4	95.6	67.8	58.7	52.0	77.4	66.4	56.3	56.3
37.8	100	97	19	29	5.7	6.2	6.3	7.0	129	58	43	18	25	37	55	23	79.6	66.9	54.4	38.4	74.4	59.4	51.3	38.1
28.0	98	88	2	0	6.6	4.7	6.6	0.5	58	22	29	2	23	19	22	9	100.7	76.2	69.0	----	94.3	72.6	62.5	44.4
25.9	58	18	0	--	4.6	4.6	5.2	33.4	21	16	15	0	5	12	5	2	58.6	51.7	43.1		60.2	52.5	44.4	----
34.8	96	85	6	0	3.4	3.4	4.0	3.1	205	144	115	45	49	90	133	61	97.1	72.0	60.3	39.8	84.1	63.0	57.1	41.6
30.1	97	86	3	6	6.6	6.8	8.6	8.7	414	243	199	13	103	151	185	35	107.2	80.4	68.4	51.6	93.2	75.5	62.9	48.7
31.4	99	88	10	0	5.1	6.8	7.0	4.0	92	37	34	0	31	41	46	7	85.0	66.2	53.6		76.1	66.7	53.4	42.4
34.1	99	86	7	67	5.3	6.7	8.9	4.9	55	23	46	9	20	14	53	12	75.7	58.7	53.2	44.4	67.9	55.9	51.7	44.1
23.3	96	86	0	--	4.9	7.9	5.3	3.0	262	126	106	0	63	64	73	2	138.7	93.0	72.0		147.3	87.2	66.0	----
37.4	100	92	11	4	5.1	4.8	7.9	6.9	10	45	8	9	5	39	11	16	56.9	50.2	40.5	34.5	56.0	48.3	43.0	38.8
24.7	93	73	7	0	6.3	6.9	6.8	7.5	53	46	44	12	7	17	24	26	76.5	63.4	56.3	50.1	69.9	55.9	51.4	40.2
19.4	94	84	52	0	4.0	4.5	5.4	0.7	39	34	38	6	13	17	28	7	73.1	61.8	54.2	38.4	72.6	60.1	54.2	39.4
19.0	0	0	0		4.0	4.0	4.0		142	49	17	0	135	74	31	0	65.1	50.6	42.8		66.1	51.3	44.4	
28.2	100	95	0	--	6.0	5.6	11.3		24	29	13	0	7	10	11	1	82.1	66.1	55.8		81.8	65.1	55.8	----
29.8	97	77	7	--	5.5	6.2	6.8	4.2	195	131	96	0	36	54	57	1	99.0	76.9	71.0		87.9	69.4	67.0	----
27.6	100	100	71	0	1.4	4.0	3.3	3.3	63	20	35	26	53	15	43	17	64.3	55.7	49.8	43.7	64.0	56.1	49.1	44.5
26.1	8	0	0	0	2.9	3.4	3.6	11.9	18	10	11	5	8	5	5	1	55.1	47.5	43.6	36.7	54.6	46.7	42.4	----
34.3	92	83	22	0	3.0	3.4	3.7	7.0	43	26	15	1	8	20	12	5	63.9	57.3	46.2	----	64.8	49.5	46.0	37.8
22.0	--	100	70	24		5.1	4.6	4.2	1	1	4	9	0	2	6	25	----	----	50.2	37.4	----	43.6	37.4	
16.5	97	84	29	2	5.1	6.9	5.1	6.3	79	37	62	12	17	32	46	32	84.0	66.1	58.2	39.6	77.0	66.7	52.4	44.8
24.6	95	58	56	0	3.1	2.9	3.2	3.0	21	15	20	4	1	4	7	2	69.2	56.8	53.7	47.8	----	56.7	47.5	----
15.2	90	78	27	13					12	16	16	5	8	16	10	3	54.7	49.3	44.0	35.9	57.3	47.2	40.8	37.3
23.3	96	100	12	0	5.4	6.1	4.9	5.3	15	8	20	7	8	3	6	8	59.3	50.3	43.4	37.4	56.6	54.5	45.2	35.7
19.2	42	38	22	17	4.5	6.5	3.9	7.3	22	18	7	3	23	16	20	3	70.5	64.0	54.9	44.3	65.1	56.0	49.8	37.8
22.2	96	77	2	--	2.9	4.2	-3.8	1.1	42	55	56	2	13	18	31	0	83.2	66.5	59.1	----	71.9	63.7	54.9	
24.5	99	99	0	0	5.0	7.7	6.7	3.4	214	70	82	9	40	34	51	8	138.2	94.0	85.9	49.3	131.0	95.6	74.7	51.6
23.5	98	80	4	--	3.8	4.9	4.4	4.0	96	76	90	0	24	54	92	2	83.5	66.2	56.0		75.2	61.9	54.1	----
31.4	92	45	0	0	6.4	3.5	4.1	5.7	10	8	9	1	3	3	7	15	57.3	49.8	49.8	----	58.4	44.6	46.1	34.3
25.5	99	94	2	--	4.5	4.1	4.3		161	109	81	1	28	46	49	1	126.8	86.6	81.6	----	110.5	78.3	73.4	----
27.3	97	93	0	--	3.7	3.2	6.0	2.5	26	22	16	1	7	23	26	1	87.5	72.5	52.1	----	77.8	66.2	52.0	----
21.7	97	32	0	0	4.0	3.8	4.9	10.9	25	25	44	2	14	28	39	3	85.6	69.7	56.3	----	84.5	67.9	53.8	45.2
17.1	96	86	14	0	1.7	4.2	2.8	14.3	57	23	30	4	19	14	28	3	99.1	61.8	57.7	51.5	87.5	65.1	58.4	53.8
27.6	100	84	13	--	4.8	4.7	7.3	4.5	35	17	18	0	3	14	12	1	68.3	52.3	46.0		67.6	52.9	46.5	----
23.3	100	86	6	1	3.1	3.4	3.9	3.8	46	45	55	25	16	27	60	42	78.2	63.5	55.8	41.3	75.5	62.0	52.2	42.8
22.2	94	87	2	0	3.6	7.6	3.4	5.7	17	35	46	7	1	19	35	11	85.0	65.8	59.6	42.5	----	63.2	54.1	40.6
19.3	100	93	0		5.1	6.1	5.4		715	324	305	0	92	117	173	0	113.4	81.1	72.0		104.2	76.2	68.0	
20.6	96	62	4	2	5.7	6.3	5.6	2.6	43	31	69	23	10	14	44	32	75.5	65.3	55.7	45.3	68.8	55.4	51.6	41.6
23.4	96	93	8		2.3	5.3	5.9		22	14	7	0	1	1	5	0	92.8	61.3	57.2		----	----	55.6	
23.7	98	84	13	0	8.2	8.2	6.4		54	34	34	4	11	15	20	0	72.7	62.1	56.1	44.9	68.2	58.6	53.5	
28.3	90	85	1	5	2.6	3.5	4.8	3.2	111	79	56	19	26	76	44	39	100.7	78.6	70.5	55.1	101.0	72.0	62.1	52.8
29.3	100	89	21	0	3.6	3.7	4.6	1.6	11	15	10	1	2	12	9	2	64.7	52.9	46.1	----	----	53.1	45.1	----
23.0	99	92	5	20	2.8	3.9	4.1	5.3	187	92	103	2	74	67	106	3	85.3	69.4	60.7	----	84.3	66.8	54.1	34.2
22.0	96	84	2	0	3.5	4.2	4.7	4.4	227	219	189	69	49	104	130	91	101.7	73.2	63.1	42.6	91.3	65.3	57.8	37.2
19.2	100	52	6	0	3.0	11.0	2.3	41.0	42	16	14	7	22	26	17	10	80.8	72.6	52.4	96.1	77.2	62.5	57.5	62.4

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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
<b>TEXAS (continued)</b>																				
Texas Woman's U	28,164	I	5	5	5	3	79.6	62.1	51.6	46.4	60.5	5	5	5	5	92.6	71.8	59.4	53.6	70.0
Trinity U	30	IIA	1	2	3	3	102.8	70.6	55.3	43.6	78.9	1	2	3	4	128.4	89.7	68.7	51.7	98.9
U Dallas	31,32	IIA	5	5	5	5	65.2	56.1	46.2	30.8	52.8	5	5	5	5	83.6	70.6	58.6	44.5	67.5
U Houston	15	I	3	3	1		113.9	76.6	76.0		82.9	3	4	2		137.8	94.7	93.0		101.7
U Houston-Clear Lake	31	IIA	2	2	2	3	87.1	67.6	62.2	44.5	67.1	3	3	2	4	106.8	83.6	76.1	55.6	82.4
U Houston-Downtown	31	IIB	2	2	2	2	83.6	66.2	54.0	47.3	59.3	2	2	2	1	103.7	81.6	66.9	68.8	73.7
U Houston-Victoria	28	IIA	2	2	1	-	86.9	74.1	63.5	----	72.4	3	2	2	-	106.6	91.2	78.3	38.0	89.1
U Incarnate Word	28	IIA	4	3	2	2	74.3	64.7	59.0	50.0	61.8	5	4	3	2	89.3	78.5	72.6	60.9	75.2
U Mary Hardin-Baylor	28	IIB	3	3	3	1	68.4	56.7	50.6	49.5	57.6	3	3	3	2	88.1	73.2	64.5	61.8	73.9
U North Texas		I	4	4	4	-	96.3	74.1	62.2	----	72.5	5	5	5	-	111.0	87.3	73.0	66.5	84.7
U St. Thomas	31	IIA	2	3	3	4	86.8	67.4	54.4	42.9	68.5	3	3	4	5	104.2	82.5	66.0	49.7	82.8
U Texas-Arlington	27	I	4	4	2		97.6	71.5	69.2		68.8	4	5	3		120.9	91.2	88.3		87.8
U Texas-Austin	12	I	2	3	1	1*	126.0	81.3	77.6	75.7	92.2	2	3	2	1	149.3	99.3	94.1	92.4	110.8
U Texas-Brownsville	27	IIB	3	2	2	1	75.8	62.7	54.6	51.7	56.0	4	4	4	2	86.4	70.7	61.6	58.2	63.3
U Texas-Dallas	30	I	2	1	1		119.7	91.6	86.8		103.3	2	2	1		145.8	114.3	108.7		127.4
U Texas-El Paso	27	IIA	2	3	2		90.1	67.5	61.3		63.8	2	3	2		111.6	85.2	78.0		80.8
U Texas-San Antonio	30	IIA	1	1	1	2	108.4	78.5	67.0	47.2	78.2	1	1	1	3	130.6	96.9	83.1	59.5	95.9
U Texas-Tyler	27,200	IIA	4	3	3	3	77.5	63.7	56.0	44.0	58.1	4	4	3	3	97.9	81.7	72.9	58.9	75.3
West Texas A&M U	27	IIA	4	4	4	3	72.6	62.0	52.7	44.6	56.2	5	4	4	3	89.6	77.4	66.1	56.7	70.3

UTAH

Dixie St Coll Utah	69	III	2	3	3	3	74.4	59.3	49.8	42.4	56.4	2	2	2	2	103.4	84.4	71.4	62.6	80.3
Salt Lake CC	27,33,191	III	5	4	4	4	55.6	50.9	46.4	41.2	47.5	4	3	2	2	80.6	74.9	69.8	63.4	71.0
Snow Coll		III	4	4	4	3	60.2	51.4	44.0	43.2	48.1	4	3	3	2	85.7	76.3	66.3	66.2	71.8
Southern Utah U	27	IIA	5	5	5		69.5	57.3	48.0		54.2	4	4	4		96.0	81.2	68.4		76.7
U Utah	12	I	3	3	3	1	109.5	77.7	68.7	62.5	79.0	3	3	2	1	142.5	103.8	92.0	90.7	104.8
Utah St U	30	I	5	5	4	4	84.7	65.6	61.6	46.0	67.3	5	4	3	2	114.9	91.6	86.5	67.6	93.5
Utah Valley St Coll	5,188	III	3	3	2	2	66.4	59.1	54.2	45.3	56.4	3	2	1	2	93.2	85.4	79.7	64.6	81.6
Weber St U	27	IIA	2	3	2	3	88.0	64.4	57.3	43.4	68.1	2	2	2	2	119.9	91.0	80.6	63.6	94.9
Westminster Coll	28	IIB	3	2	1	-	74.2	62.7	58.4	----	63.7	3	2	2	-	93.1	80.0	73.6	56.8	80.5

VERMONT

Castleton St Coll		IIB	4	5	5		62.1	49.0	40.1		51.8	4	4	4		85.6	69.5	60.7		73.7
Johnson St Coll		IIB	4	4	5		63.7	53.4	40.9		56.9	3	3	4		89.4	77.3	58.8		80.5
Landmark Coll		III	5	5	5	5	50.9	45.1	37.3	29.1	41.9	5	5	5	5	64.3	58.1	48.9	39.2	54.2
Lyndon St Coll		IIB	4	5	5	-	63.8	49.0	41.2	----	52.3	3	4	4	-	91.2	70.5	61.5	59.7	75.8
Middlebury Coll		IIB	1*	1	1	1*	125.8	83.5	67.1	62.4	92.3	1*	1*	1	1*	165.0	111.1	87.2	78.3	121.4
Norwich U	27	IIA	3	4	4	2	79.2	58.7	50.6	49.9	61.6	3	5	5	2	99.9	74.9	64.0	65.4	78.2
Saint Michael's Coll		IIB	1	1	2	1	91.4	70.2	56.9	50.3	72.4	1	1	2	1	115.5	91.7	73.3	69.3	93.4
U Vermont	27	I	4	4	4	-	100.3	75.2	63.2	----	72.3	4	3	3	-	126.5	98.5	83.0	67.2	93.9
Vermont Tech Coll		III	4	5	5		61.7	47.9	40.8		49.9	4	4	4		86.1	69.2	60.6		71.7

VIRGINIA

Averett U		IIA	5	5	5		55.5	46.7	44.1		49.7	5	5	5		68.0	58.8	55.4		61.7
Bridgewater Coll		IIB	4	4	3	4	64.2	55.4	48.5	38.1	53.1	4	4	4	5	76.9	66.5	58.5	45.6	63.7
Christopher Newport U	31	IIB	1	1	1	2	99.8	75.3	59.1	47.3	69.2	1	1	1	2	127.2	97.0	77.0	61.5	89.3
Coll William and Mary	16	I	2	2	3	3	116.7	83.2	67.5	47.1	89.1	2	2	2	3	149.6	109.0	89.8	62.1	115.9
Eastern Mennonite U	28	IIA	5	5	5	5	55.2	47.4	41.4	36.5	48.2	5	5	5	5	68.6	57.7	51.7	45.0	59.4
Emory and Henry Coll		IIB	3	4	4	4	71.7	54.8	45.6	37.5	52.3	3	4	4	5	87.6	68.8	56.7	46.5	64.5
Ferrum Coll		IIB	5	4	4	5	57.6	51.7	46.9	36.3	49.0	4	4	4	5	76.0	66.9	57.3	44.4	62.1
George Mason U	12	I	2	2	3	2	126.7	82.9	68.9	55.7	88.7	2	2	3	2	157.4	106.5	86.7	70.4	111.7
Hampden-Sydney Coll		IIB	2	2	2		86.0	65.2	53.7		64.2	2	2	3		110.2	81.2	66.1		80.4
Hollins U		IIB	3	3	3		75.1	60.5	49.3		63.4	3	3	4		91.9	75.0	58.1		77.4
James Madison U	27	IIA	2	2	2	2	87.6	68.9	57.0	49.0	68.2	2	2	2	1	115.6	92.8	78.2	68.4	91.9
Liberty U	13	IIA	5	5	5	4	67.3	57.1	49.9	40.4	55.1	5	5	5	5	84.4	72.5	63.2	50.4	69.5
Longwood U	31,78	IIA	4	3	3	2	77.5	65.7	54.3	48.6	59.6	3	3	3	1	101.4	86.7	73.0	68.3	79.6
Lynchburg Coll	28	IIA	4	4	4	4	74.2	61.6	50.5	41.7	58.6	4	4	5	5	93.6	76.3	64.0	50.3	73.6
Mary Baldwin Coll	31	IIB	3	4	4		74.2	56.3	47.8		60.1	3	4	4		93.7	69.7	58.2		74.7
Marymount U		IIA	3	3	4		79.4	63.7	52.4		65.5	4	4	5		96.9	77.4	63.2		79.6
Norfolk St U		IIA	4	3	3	2	74.6	66.9	54.8	47.3	61.8	4	2	3	2	97.9	88.6	72.5	62.6	81.5
Northern Virginia CC	26,111	III	2	1	1	1	74.6	66.5	58.7	50.5	63.2	2	2	2	2	95.9	85.7	75.4	64.9	81.2
Old Dominion U	27	I	4	4	4	4	99.0	71.0	61.2	42.9	71.4	4	4	4	4	126.3	93.1	80.5	56.2	92.6

(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				
	15.7	96	69	3	0	2.7	3.3	2.4	2.0	34	23	28	0	39	88	126	11	80.6	64.1	51.2		78.8	61.6	51.6	46.4			
25.3	100	97	0	0	4.3	4.0	4.8	32.6	69	40	31	2	20	29	27	3	105.6	72.9	55.7	----	92.8	67.4	54.8	39.3				
27.8	97	86	10	0	3.5	4.2	6.9	4.7	26	33	24	3	4	10	17	8	66.0	56.7	46.9	26.6	59.6	54.2	45.3	32.3				
22.7	100	96	0		6.8	7.1	7.2		328	201	105	0	63	108	68	0	116.7	78.9	79.8		99.2	72.4	70.1					
24.3	100	100	0	0	4.7	4.0	3.8	2.7	33	47	24	2	9	30	36	2	88.9	66.8	69.4	----	80.1	69.0	57.4	----				
22.8	100	95	0	0					29	36	53	0	8	46	47	3	83.1	70.2	56.0		85.7	63.1	51.8	47.3				
23.0	100	100	0	--	5.3	5.7	5.1		13	17	17	0	5	11	13	1	86.9	78.5	66.4		87.1	67.3	59.6	----				
21.7	88	59	3	3	8.0	8.7	6.4	7.1	16	26	23	16	24	18	38	22	76.7	64.6	59.1	51.0	72.7	64.7	59.0	49.4				
28.3	65	38	3	0					23	19	16	1	14	28	24	9	71.0	59.2	50.6	----	64.0	55.1	50.6	48.4				
16.9	99	97	1	--	12.6	14.0	13.1	17.6	203	151	135	1	39	99	86	0	97.2	75.4	63.6	----	91.6	72.1	60.1					
21.0	98	93	9	0	2.5	3.1	5.3	21.3	27	36	16	1	16	9	18	2	88.9	65.6	55.7	----	83.3	74.3	53.2	----				
27.6	100	100	0		2.7	1.8	3.0		159	117	133	0	21	57	77	0	98.5	74.6	73.3		91.5	65.3	62.1					
20.2	100	100	0	0	4.0	4.9	4.1		793	279	276	2	183	174	179	1	128.7	83.8	80.8	----	114.3	77.3	72.5	----				
13.1	100	79	16	40	4.0	5.1	4.2	6.1	23	61	68	27	13	36	35	45	77.2	62.4	54.8	54.7	73.3	63.3	54.3	49.8				
23.3	99	95	0		3.0	4.5	3.2		152	87	58	0	23	20	40	0	120.7	94.1	89.7		113.0	80.9	82.6					
26.7	100	86	3		3.4	4.1	3.4		108	123	89	0	35	39	70	0	91.0	68.0	62.6		87.5	66.0	59.8					
22.7	100	99	0	0	3.2	4.7	4.8	16.2	126	135	97	1	41	58	91	2	110.9	80.7	71.3	----	100.4	73.3	62.4	----				
29.6	91	75	0	0		3.6		4.0	38	34	31	1	9	18	25	41	77.5	64.1	58.6	----	77.8	62.9	52.8	44.1				
25.2	98	70	3	0					38	35	39	23	8	18	32	48	73.5	63.4	53.2	46.5	68.2	59.3	52.1	43.6				
42.4	76	76	15	0	16.4	8.4	9.0	8.2	24	22	20	8	1	12	21	12	74.5	60.0	48.7	43.7	----	58.0	50.7	41.6				
49.3	95	86	43	9	4.8	5.3	5.9	6.1	34	33	61	52	25	47	52	46	55.5	50.4	47.0	41.3	55.7	51.4	45.8	41.1				
49.2	100	96	93	7	6.2	6.0	10.3	5.7	19	17	20	33	1	10	8	10	60.1	51.9	44.3	43.9	----	50.4	43.3	40.9				
41.6	100	76	3		5.0	5.0	5.0		28	50	70	0	7	21	37	0	71.4	58.2	47.9		61.8	55.1	48.2					
32.2	100	90	1	0	4.8	8.5	6.3	3.5	321	170	132	2	81	97	100	4	110.7	79.1	71.3	----	104.7	75.4	65.3	51.4				
39.0	99	95	1	0	4.6	5.5	6.7	3.7	197	133	111	2	26	70	72	8	86.7	66.9	64.2	----	69.8	63.1	57.6	43.7				
44.8	100	98	0	0	6.0	5.1	4.1	3.5	68	105	84	9	27	41	60	3	66.9	59.6	55.8	45.7	65.1	57.9	51.8	44.0				
39.4	99	67	4	5	5.5	6.9	6.3	4.3	119	60	69	27	44	45	63	31	92.5	69.9	63.4	47.3	75.9	57.2	50.6	40.0				
26.4	0	0	0	--	4.5	3.8	3.9	4.1	16	28	18	2	15	24	27	0	75.8	63.0	62.2	----	72.5	62.4	55.8					
42.4	95	93	0		15.1	16.2	-0.3		26	6	16	0	15	8	17	0	63.8	49.4	39.5		59.2	48.7	40.8					
41.5	100	90	0		6.4	22.4	-10.8		22	9	7	0	11	1	5	0	64.6	53.0	40.0		62.0	----	42.2					
29.5	0	0	0	0	3.1	6.5	7.2	3.0	1	22	16	1	3	31	22	2	----	46.2	37.4	----	47.0	44.4	37.3	----				
45.1	100	69	0	--	14.0	15.8	1.1		18	6	12	1	7	7	9	0	64.8	50.0	42.4	----	61.2	48.1	39.6					
31.5	98	98	0	0	5.6	6.5	7.2	5.9	68	40	37	2	24	24	33	1	131.2	84.1	67.6	----	110.4	82.4	66.4	----				
26.7	97	90	0	0	3.3	3.9	3.1	3.1	32	19	15	1	7	10	21	2	80.7	60.2	53.3	----	71.9	56.0	48.6	----				
29.0	100	96	3	0	7.4	5.7	1.6	3.0	34	28	15	4	16	17	17	12	92.1	72.6	55.3	50.9	89.9	66.2	58.4	50.1				
29.8	100	98	0	--	6.0	6.8	7.0	12.2	97	102	88	1	39	67	66	1	101.8	77.8	64.6	----	96.7	71.2	61.2	----				
43.6	100	80	48		5.5	7.1	-2.3		18	9	16	0	10	6	17	0	64.2	49.3	41.2		57.2	45.8	40.5					
23.9	100	84	29		1.5	2.0	3.0		17	14	9	0	9	5	8	0	55.5	47.2	46.9		55.4	45.2	40.9					
20.1	95	79	8	11	4.1	3.6	3.3	3.2	15	22	20	3	6	7	17	6	65.6	56.2	49.6	38.8	60.7	53.0	47.3	37.8				
29.0	100	79	2	0	6.2	7.0	7.2	6.1	30	46	42	8	8	20	52	20	98.5	76.3	60.9	47.0	104.6	73.1	57.6	47.5				
30.0	99	96	1	0	3.8	4.8	5.3	5.3	164	105	81	14	43	82	60	14	119.4	86.0	67.8	47.5	106.6	79.8	67.0	46.7				
23.4	0	0	0	0	0.0	3.4	4.4	4.1	20	17	10	3	15	19	12	3	55.6	47.0	42.7	37.5	54.6	47.8	40.3	35.4				
23.4	100	100	4	0	3.4	4.4	4.3		14	11	14	3	3	5	10	4	73.6	56.2	45.7	41.2	62.9	51.6	45.5	34.8				
26.7	100	93	26	0	6.6	15.8	6.3	6.8	13	9	13	4	4	5	14	6	58.7	52.1	46.1	34.5	53.8	51.1	47.6	37.5				
25.7	97	81	1	0					253	198	172	25	63	142	190	61	130.3	85.7	72.2	56.6	112.2	79.1	65.9	55.3				
25.2	100	92	0		7.0	7.4	10.8		30	16	7	0	4	9	9	0	86.3	67.5	53.9		84.0	61.1	53.4					
22.1	100	96	0		5.5	8.5	6.7		13	14	9	0	15	12	9	0	81.0	62.1	47.7		69.9	58.7	50.9					
34.8	94	83	1	0	4.5	5.6	5.8	5.4	180	116	141	42	83	90	126	76	89.2	70.5	59.5	49.3	84.1	66.9	54.2	48.8				
26.3	0	0	0	0	7.0	8.0	5.1	7.5	71	80	76	13	11	20	41	28	67.7	57.5	50.3	41.1	64.5	55.2	49.1	40.1				
33.3	90	83	5	0	4.9	5.4	5.1	10.8	25	28	45	2	17	25	29	4	76.4	67.1	54.6	----	79.0	64.2	53.8	48.8				
25.5	94	70	0	0	3.1	4.1	5.4	8.6	24	26	25	5	11	21	40	4	76.9	63.0	51.6	44.2	68.2	59.8	49.8	38.7				
24.4	87	71	13		2.8	5.4	6.0		14	14	7	0	9	20	9	0	74.7	55.7	46.4		73.3	56.8	48.8					
21.5	94	63	0		4.2	5.2	6.5		18	13	5	0	31	30	41	0	79.2	64.9	49.0		79.5	63.2	52.8					
31.9	99	68	13	0	5.8	5.6	3.4	3.3	58	33	31	18	23	23	53	33	75.0	68.2	54.2	46.7	73.7	65.1	55.2	47.6				
28.5	5	4	2	0	5.6	5.9	7.4	7.7	80	59	76	41	73	63	106	65	76.1	68.5	58.6	50.7	73.0	64.6						



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
Radford U		I/A	4	4	3	3	75.9	61.9	55.3	43.8	61.5	4	4	3	3	97.8	81.3	73.6	59.3	80.7
Randolph College		I/B	3	3	3	3	71.8	56.4	50.3	41.2	59.3	3	4	3	4	91.6	73.1	65.5	49.9	76.3
Randolph-Macon Coll		I/B	3	3	3	3	75.5	59.3	49.0	42.1	62.7	3	3	4	4	94.8	73.9	60.6	50.2	78.3
Regent U		I/A	2	3	4	4	87.1	66.3	52.5	43.1	65.2	2	3	3	3	116.7	87.4	68.7	58.7	86.6
Richard Bland Coll		III	4	4	5		65.1	52.7	43.4		54.3	3	4	5		88.2	70.6	55.8		72.6
Roanoke Coll		I/B	3	3	2	3	74.1	58.3	52.7	41.3	57.2	3	3	3	3	95.7	73.9	66.1	53.5	73.0
Saint Paul's Coll		I/B	5	5	5	5	38.3	37.0	36.0	27.5	35.4	5	5	5	5	47.0	45.7	41.3	31.7	41.8
Shenandoah U	28	I	5	5	5	4	70.2	62.7	54.9	44.5	60.7	5	5	5	4	87.4	78.3	67.3	56.9	75.2
Sweet Briar Coll		I/B	3	2	2		71.4	61.8	52.4		64.5	3	3	2		91.4	78.8	70.9		83.4
U Mary Washington	79	I/B	2	2	3	2	84.8	64.1	50.1	43.8	64.3	2	2	2	2	107.1	84.5	69.6	62.0	84.9
U Richmond	16	I/B	1*	1*	1*	-	123.5	88.2	68.6	----	87.3	1*	1*	1	-	152.9	110.6	85.9	67.4	109.0
U Virginia	12	I	1	1	2	2	132.7	91.0	74.5	52.9	103.0	1	1	2	2	163.4	115.7	95.7	68.6	129.0
U Virginia's Coll at Wise	28	I/B	2	2	2	3	76.0	62.9	56.0	41.8	56.9	2	2	1	1	103.9	88.0	79.3	62.0	80.7
Virginia Commonwealth U	20	I	3	3	3	4	110.5	80.6	65.3	46.4	78.0	2	2	3	4	147.7	107.2	86.9	59.3	103.6
Virginia Military Inst		I/B	2	2	2	-	85.8	67.0	57.1	----	76.4	2	1	1	-	108.7	89.9	77.6	67.9	98.8
Virginia St U	30	I/A	4	3	2	2	77.2	64.4	59.6	48.7	63.0	3	3	2	1	101.6	85.9	79.9	67.0	84.1
Virginia Tech	30	I	2	2	3	4	116.2	83.0	68.1	43.7	87.3	3	2	3	4	144.9	106.7	89.1	60.2	111.4
Washington & Lee U	31	I/B	1	1	1	3	109.4	80.9	62.5	41.3	85.5	1	1	1	4	138.7	104.1	78.1	49.9	108.4

WASHINGTON

Bastyr U		I/A	5	5	5		68.6	54.9	46.7		55.4	3	5	5		100.2	67.0	57.4		72.4
Central Washington U	31	I/A	4	4	4		73.4	59.6	52.6		58.5	4	4	4		92.6	76.0	67.1		74.6
Northwest Coll	25	I/B	4	5	4	-	61.9	50.7	45.4	----	52.7	4	5	5	-	75.9	63.4	55.9	54.3	65.2
Pacific Lutheran U	28	I/A	4	4	5	3	76.9	61.9	49.6	44.7	58.7	4	4	5	4	96.3	77.1	61.0	52.7	72.9
Peninsula Coll	28	III	5	5			50.8	44.4			50.0	5	5			67.2	59.8			66.2
Saint Martin's U		I/B	4	4	4	-	63.3	51.6	45.8	----	53.3	4	5	4	-	79.3	63.8	56.5	45.6	66.2
Seattle Pacific U	27	I/A	3	3	4	2	79.0	64.3	53.4	46.9	64.1	3	3	3	3	104.5	84.6	69.7	59.5	84.1
Seattle U	12	I/A	1	1	1	1*	100.8	78.8	64.7	60.3	73.1	1	1	1	1*	127.9	101.3	83.0	79.6	94.1
U Puget Sound	31	I/B	1	1	1	1*	95.1	70.9	58.6	63.2	74.8	1	1	1	1*	124.7	91.9	76.1	81.6	97.5
U Washington-Bothell	28	I/A	1	1	1*		97.7	81.1	73.8		78.2	1	1	1		121.5	102.3	89.8		97.6
U Washington-Seattle	5	I	2	2	2	5	116.4	83.4	73.9	41.8	91.2	3	3	2	5	141.8	102.7	90.1	54.5	112.0
U Washington-Tacoma	28	I/A	1	2	1*		99.3	73.6	73.6		76.1	1	2	1		122.3	92.1	89.4		94.2
Walla Walla U	27	I/A	5	5	5	5	42.2	40.8	40.3	37.6	41.2	5	5	5	5	51.9	50.6	49.9	46.9	50.9
Washington St U	27,221	I	4	4	3	4	96.1	71.4	64.3	43.0	72.5	4	4	4	4	120.4	91.5	82.0	58.2	92.5
Western Washington U		I/A	4	4	4	2	74.4	60.1	52.0	46.6	61.4	4	4	4	3	93.6	76.3	65.6	58.3	77.7
Whitman Coll		I/B	1	1	1	1	100.6	76.3	61.1	55.1	76.2	1	1	1	1	130.0	100.6	79.3	71.0	99.2
Whitworth Coll	31	I/B	3	2	3	3	75.7	61.8	51.0	42.9	61.9	3	2	3	3	97.0	82.6	66.5	53.0	80.8

WEST VIRGINIA

Alderson Broaddus Coll	28	I/B	5	5	5	5	44.1	41.1	36.1	34.6	38.3	5	5	5	5	63.6	56.6	49.0	46.0	52.5
Bethany Coll		I/B	5	5	5	-	55.9	46.7	40.5	----	47.2	5	5	5	-	71.7	61.3	52.1	47.5	60.8
Bluefield St Coll	27,130	I/B	4	4	4	5	62.3	51.2	47.3	33.8	52.9	4	4	4	5	77.7	65.0	60.3	42.8	66.6
Davis and Elkins Coll	25	I/B	5	5	5	5	51.9	41.0	37.5	30.4	42.0	5	5	5	5	67.7	54.0	48.5	38.1	54.7
Glennville St Coll		I/B	4	4	5	5	62.3	54.0	42.7	36.4	47.5	4	4	5	5	80.1	69.7	53.8	45.8	60.6
Marshall Cmty & Tech Coll	235	III	5	5	5	4	56.2	48.8	40.9	40.9	45.8	5	5	5	4	71.3	59.4	50.5	52.4	57.5
Marshall U	27,32,234	I/A	5	5	5	5	70.7	56.3	47.9	30.7	58.9	5	5	5	5	87.5	70.0	60.5	37.6	73.2
Ohio Valley Univ	31,87	I/B	5	5	5	5	48.1	36.7	36.1	30.1	37.8	5	5	5	5	61.2	50.0	48.8	39.0	50.3
U Charleston	28	I/B	4	3	3	3	64.1	58.6	49.6	43.0	53.1	5	4	4	4	75.7	69.5	58.5	50.5	62.7
West Virginia U	12	I	4	5	5	4	92.8	68.1	57.8	43.0	71.6	5	5	5	5	112.3	83.9	71.8	53.9	87.7
West Virginia Wesleyan Coll	28	I/B	5	5	5	5	56.6	48.7	40.6	36.5	47.8	5	5	5	5	74.6	64.0	53.2	45.1	62.5
Wheeling Jesuit U	28,48	I/A	5	5	5	4	68.7	53.5	45.5	41.6	51.3	4	5	5	5	91.8	70.5	56.7	50.8	65.9

WISCONSIN

Alverno Coll	28	I/B	4	4	4		61.0	51.3	44.8		52.2	5	4	4		74.3	65.8	56.3		65.3
Beloit Coll		I/B	3	3	4	5	74.4	57.3	46.7	33.5	58.0	2	3	4	5	100.4	78.8	58.3	41.6	76.9
Carroll Coll	28	I/B	3	3	3	4	69.2	57.1	49.1	39.2	52.3	3	3	3	4	92.5	75.3	65.3	48.1	69.0
Carthage Coll	31	I/B	3	2	3		73.0	62.2	49.6		60.3	2	2	2		98.4	85.3	69.9		82.9
Concordia U Wisconsin	25	I/B	4	3	2	2	66.8	58.1	52.2	44.1	57.0	4	3	3	2	83.6	73.5	66.6	57.2	72.2
Lakeland Coll	31	I/B	3	3	3	3	68.3	58.0	50.2	41.7	55.0	4	3	3	3	86.2	77.7	65.2	54.3	71.9
Lawrence U		I/B	2	2	3	3	77.7	61.6	49.5	40.5	57.3	3	3	4	3	97.6	78.7	61.2	51.8	72.0
Marian Coll Fond du Lac	32	I/A	4	4	5	4	73.3	62.1	49.4	40.3	56.2	4	4	5	4	96.9	80.6	64.8	52.0	73.4
Marquette U	5,37	I	3	3	3	3	108.0	78.6	68.5	47.3	79.0	3	2	2	3	138.9	106.3	89.5	65.0	103.9

(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				
	31.4	100	86	5	0	4.7	6.1	4.1	3.1	87	37	66	21	39	35	79	33	76.6	63.9	58.4	43.0	74.3	59.9	52.7	44.3			
28.5	96	100	0	0	0.3	0.2	0.9	0.0	19	9	5	0	8	11	20	3	73.6	56.9	49.5		67.8	56.1	50.5	41.2				
24.8	97	87	0	0	3.3	3.7	4.8	3.0	29	17	9	1	10	6	17	2	77.6	59.7	49.4	----	69.5	57.9	48.8	----				
32.5	89	33	0	0	2.7	4.2	7.4	6.3	36	31	27	12	9	18	20	8	88.9	69.8	55.5	41.0	79.6	60.1	48.4	46.2				
33.7	100	84	33		5.9	5.3	3.1		7	7	1	0	2	12	5	0	65.8	54.9	----		----	51.3	42.7					
27.8	100	94	0	0	4.2	5.0	5.5	3.7	32	18	18	10	11	18	23	27	74.9	58.6	52.3	46.7	72.0	58.0	53.0	39.2				
18.0	80	20	0	0	0.0	0.0	0.0	0.0	5	3	8	1	0	2	6	3	38.3	38.4	37.9	----	----	33.4	27.8					
24.0	25	0	0	0	3.5	4.6	4.2	1.0	25	35	34	2	15	32	44	2	72.6	65.4	55.8	----	66.1	59.8	54.2	----				
29.2	100	88	0		4.0	3.6	6.3		17	6	8	0	14	10	6	0	72.6	60.7	52.5		70.0	62.4	52.4					
32.0	99	83	5	0	6.2	6.2	6.2	6.2	43	39	44	0	25	41	36	4	87.6	64.8	51.4		80.0	63.4	48.6	43.8				
24.8	100	90	1	--	7.0	8.0	7.0		61	70	35	1	14	46	38	0	125.9	89.5	71.3	----	112.9	86.3	66.1					
25.2	93	80	0	0	4.5	5.5	5.7	7.1	443	217	133	5	96	111	125	9	135.6	94.0	80.9	51.6	119.2	85.1	67.7	53.6				
40.8	100	88	7	0	4.0	4.3	6.0	20.3	11	13	23	11	4	13	4	13	78.3	62.3	56.3	36.7	69.7	63.5	54.2	46.1				
32.9	93	73	1	0	4.3	4.8	5.7	10.3	223	214	216	57	67	147	235	90	112.5	81.5	67.7	47.6	103.9	79.2	63.1	45.7				
28.6	85	87	0	--	8.7	12.2	11.1	22.4	63	17	17	1	8	6	5	0	86.8	69.0	55.5	----	77.5	61.4	62.3					
33.6	95	52	4	0	7.8	6.2	4.6	3.6	33	49	65	10	4	41	53	8	78.2	67.3	60.1	48.5	68.7	60.8	58.9	49.0				
27.6	98	91	0	0					425	301	165	61	70	121	131	92	118.4	85.1	70.6	43.9	102.9	78.0	65.0	43.6				
26.8	99	94	0	0	6.7	8.4	7.7	5.7	54	37	28	1	16	14	27	3	112.2	82.6	63.1	----	99.9	76.2	61.9	40.3				
30.8	0	0	0		3.8	-0.9	8.6		7	5	6	0	4	7	10	0	69.8	59.8	47.5		66.6	51.4	46.1					
27.6	100	91	0		0.8	1.9	1.8		95	60	50	0	36	35	42	0	74.5	60.0	53.0		70.6	58.9	52.1					
23.8	73	52	0	--	5.8	5.2	6.6	10.9	15	8	6	0	0	13	6	1	61.9	51.2	45.8			50.4	45.1	----				
24.1	98	94	10	0	9.3	7.1	5.3	2.0	44	30	47	3	20	34	43	7	78.5	63.2	50.1	46.8	73.3	60.7	49.0	43.8				
32.5	79	50			4.3	4.2	5.2	5.8	24	4	0	0	15	2	0	0	50.9	44.3			50.7	----						
24.2	100	91	6	--	3.5	3.6	3.0	2.5	17	21	6	2	4	12	10	0	64.2	52.8	45.7	----	59.5	49.5	45.8					
31.2	88	73	14	0	3.6	4.8	7.0	4.1	45	29	30	5	14	22	27	11	79.9	65.5	52.4	48.2	76.3	62.8	54.5	46.3				
28.8	77	76	5	0	5.0	4.3	5.0	4.8	48	69	49	11	22	57	66	23	100.9	81.0	65.6	54.6	100.5	76.2	64.0	63.0				
30.3	98	72	0	0	4.7	6.9	6.7	5.4	60	25	25	11	20	22	41	20	95.7	70.7	59.4	63.4	93.2	71.2	58.1	63.0				
24.8	95	100	0		1.7	3.0	5.9		12	17	8	0	9	8	14	0	108.5	84.4	78.5		83.3	74.1	71.2					
22.7	93	90	0	0	6.7	8.7	5.8	4.0	652	276	192	23	208	218	173	21	118.7	85.9	77.2	39.7	109.2	80.3	70.3	44.0				
23.8	97	98	0		7.0	7.1	4.1		18	19	17	0	12	23	21	0	108.6	69.6	80.8		85.2	76.9	67.7					
23.6	95	80	31	0	4.4	4.4	4.4	4.4	45	18	11	6	17	12	15	2	42.1	40.4	39.9	37.7	42.5	41.5	40.6	----				
27.6	99	94	0	0	3.8	4.6	5.1	4.5	281	181	160	39	69	113	121	80	97.9	73.3	66.0	43.5	88.7	68.2	61.9	42.8				
26.5	99	99	1	0	1.2	1.9	2.1	0.2	112	107	64	3	55	66	51	9	76.2	60.8	52.9	44.9	70.7	59.0	50.8	47.1				
30.1	97	95	2	0	4.8	6.8	6.8	5.0	27	25	19	1	7	14	31	3	101.1	75.9	60.2	----	99.0	77.1	61.7	52.4				
30.5	92	59	0	0	5.2	5.8	6.6	6.4	31	21	20	2	6	28	11	7	76.9	60.9	50.3	----	69.9	62.4	52.4	43.3				
37.3	100	100	38	0	4.0	4.5	7.0	3.3	5	6	14	2	3	10	18	4	45.1	40.4	36.0	----	42.3	41.5	36.1	34.6				
28.8	90	80	4	--	0.1	3.7	0.0		16	4	17	0	5	1	7	2	55.5	45.9	40.6		57.3	----	40.5	----				
26.1	96	60	48	0	5.0	1.2	10.0	11.3	18	14	7	2	10	6	14	4	63.4	52.1	50.7	----	60.3	48.9	45.7	32.2				
30.2	100	93	15	0	3.1	3.1	3.3	3.0	8	8	5	2	4	7	8	2	51.3	40.1	38.3	----	53.0	42.1	37.1	----				
27.5	100	63	10	0	2.7	5.0	4.0	5.5	6	11	12	9	3	5	9	3	62.8	53.5	42.1	35.7	61.4	54.9	43.5	38.6				
25.7	100	83	18	0	4.2	6.2	4.2	12.9	2	3	2	6	8	3	9	8	----	51.4	----	38.8	56.2	46.2	41.5	42.4				
24.4	98	72	8	0	4.4	5.3	6.0	0.4	144	64	60	12	61	45	59	18	73.6	56.4	52.0	31.9	63.7	56.3	43.6	30.0				
31.8	20	33	0	0	3.1	3.5	2.6	11.1	5	2	8	2	0	4	4	1	48.1	----	37.2	----		35.8	33.8	----				
18.1	29	0	0	0	4.2	6.5	3.4	2.0	3	13	13	3	4	11	22	6	70.0	58.8	50.2	45.3	59.7	58.3	49.3	41.9				
22.5	95	65	4	0	8.0	7.0	6.9	7.9	232	142	134	7	42	70	129	13	94.3	69.4	60.8	47.3	84.4	65.5	54.7	40.6				
30.8	100	83	13	0	0.0	0.0	4.1	3.7	12	16	7	3	6	13	8	4	57.5	50.4	40.1	37.8	54.8	46.6	41.1	35.5				
27.9	100	76	17	0	3.7	3.2	5.1	1.5	10	19	11	6	2	10	13	8	67.9	53.2	48.7	41.7	----	54.1	42.8	41.6				
25.1	94	94	32		9.1	8.3	9.7		11	8	7	0	24	27	30	0	61.2	50.8	43.8		61.0	51.5	45.0					
32.5	100	88	0	0	3.2	2.8	4.3	3.8	28	15	21	2	12	18	17	5	77.1	59.3	46.8	----	68.2	55.7	46.5	37.6				
32.0	100	96	3	0	3.2	4.0	5.1	5.6	10	16	30	7	3	12	34	5	71.5	56.5	48.5	40.9	61.7	57.9	49.7	36.8				
37.5	91	67	0		3.6	3.6	3.6		24	33	29	0	11	16	22	0	75.1	62.8	51.2		68.5	61.1	47.5					
26.7	0	0	0	0	4.4	4.2	3.8	2.6	16	19	14	2	6	13	19	5	64.9	57.9	49.3	----	71.9	58.4	54.3	45.3				
30.7	100	95	0	0	3.2	4.4	3.6	7.1	6	14	13	3	3	6	8	3	71.8	59.4	51.3	42.4	61.3	54.7	48.4	41.1				
25.6	100	96	0	0	3.4	3.6	3.9	1.9	27	30	35	5	6	15	17	6	79.5	62.2	49.5	39.3	69.4	60.4	49.4	41.5				
30.7	100	86	8	0	4.9	12.4	7.0	3.5	8	17	12	3	2	12	27	2	73.3	63.1	49.7	40.0								

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
<b>WISCONSIN (continued)</b>																				
Milwaukee Inst Art & Design		III	5	5	5		56.5	46.4	40.9		50.6	4	5	5		78.7	61.4	55.3		69.3
Milwaukee Sch Engineering	27	IIB	2	2	1	1	76.8	68.8	64.3	49.9	69.3	2	1	1	1*	101.3	90.6	86.6	73.0	92.1
Mount Mary Coll	28	IIB	4	4	5	4	61.7	50.8	43.4	38.4	48.9	4	3	4	4	80.8	73.3	57.7	50.2	66.9
Northland Coll		IIB	5	5	5		56.5	46.1	43.6		48.8	5	5	4		75.0	59.1	58.0		63.9
Ripon Coll		IIB	4	5	5	-	60.2	49.1	41.0	----	52.7	4	4	5	-	79.0	65.0	55.3	51.4	69.6
Silver Lake Coll		IIB	5	5	5	5	53.4	43.6	35.1	27.8	40.2	5	5	5	5	69.4	53.5	43.0	32.5	49.8
St. Norbert Coll	31	IIB	3	2	3	4	75.4	61.9	51.1	39.9	58.8	3	2	2	2	97.7	85.0	70.1	57.2	79.8
U Wisconsin Colleges	31,126	III	4	4	4		63.2	51.8	43.8		50.4	4	4	4		85.3	71.7	62.2		70.1
U Wisconsin-Eau Claire	28,49	IIA	5	5	4	3	69.3	56.8	53.0	43.9	56.9	4	4	3	2	92.5	77.6	73.1	62.4	77.8
U Wisconsin-Green Bay	49	IIA	5	5	5	5	68.1	55.1	46.3	38.2	53.5	5	5	4	4	91.1	75.6	65.1	55.5	73.7
U Wisconsin-La Crosse	31,49	IIA	4	5	4		74.9	58.0	53.1		57.6	4	4	3		99.2	79.1	73.2		78.6
U Wisconsin-Madison	12,49	I	3	3	2	3	104.7	80.3	69.1	50.8	89.3	3	2	2	2	133.8	105.2	92.1	70.4	115.7
U Wisconsin-Milwaukee	27,49	I	5	5	4	4	89.7	68.9	60.0	46.3	65.7	5	4	4	3	116.5	91.9	81.3	65.1	88.1
U Wisconsin-Oshkosh	28,49	IIA	5	4	3		71.3	59.2	53.8		57.5	4	4	2		94.9	80.5	74.0		78.5
U Wisconsin-Parkside	31,49	IIA	4	4	3		73.1	61.0	56.5		55.3	4	3	2		97.1	82.7	77.2		76.0
U Wisconsin-Platteville	29,49	IIA	5	5	5		70.1	57.0	50.3		55.6	4	4	3		93.6	77.9	69.8		76.2
U Wisconsin-River Falls	49	IIA	5	5	4		66.2	57.4	51.0		58.6	5	4	3		88.8	78.3	70.7		79.8
U Wisconsin-Stevens Point	49	IIA	5	5	5	3	69.0	56.8	48.2	44.9	55.7	4	4	4	2	92.2	77.6	67.4	63.4	76.3
U Wisconsin-Stout	49	IIA	5	5	4		70.0	57.4	51.2		55.7	4	4	3		93.4	78.3	71.0		76.6
U Wisconsin-Superior	31,49	IIA	5	5	5		66.8	54.0	49.6		55.7	5	5	3		89.6	74.4	69.1		76.4
U Wisconsin-Whitewater	31,49	IIA	4	4	3	1	73.2	60.6	54.1	53.6	57.5	4	3	2	1	97.2	82.1	74.3	73.8	78.5
Viterbo U	28,101	IIA	5	5	5	5	64.0	54.4	46.9	38.6	52.6	5	5	5	4	80.4	68.7	60.7	52.1	66.9

**WYOMING**

Northwest Coll		III	3	3	1	2	66.3	60.2	56.7	48.2	55.8	3	2	2	1	87.0	81.4	76.9	67.4	76.0
U Wyoming	12	I	4	4	4	2	94.5	71.2	62.8	55.3	72.2	4	4	4	3	120.4	93.0	81.7	66.7	93.3

(6) BEN. as % of SAL.	(7) PCT. TENURED				(8) PCT. INCR. (CONT. FAC.)				(9) F-T FAC. MALE      F-T FAC. FEMALE								(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				
37.1	0	0	0		2.5	5.1	5.2		11	3	4	0	6	5	3	0	56.0	47.7	41.9		57.4	45.5	39.6	
32.9	0	0	0	0	4.5	5.2	5.2	4.9	31	36	24	0	4	11	9	4	77.0	69.5	66.7		75.4	66.6	58.1	49.9
34.5	100	96	28	0	3.2	3.0	5.5	3.0	3	4	5	0	8	23	20	5	62.0	50.3	43.6		61.6	50.9	43.3	38.4
30.8	100	81	13		3.5	3.5	3.4		8	15	5	0	3	1	3	0	57.9	46.1	41.4		52.9	----	47.3	
32.2	100	67	0	--	5.0	11.1	10.8	13.4	19	2	9	0	12	1	9	1	60.6	----	41.2		59.5	----	40.9	----
23.8	0	0	0	0					2	3	4	1	3	7	6	3	----	48.3	37.6	----	55.5	41.5	33.5	26.6
35.8	94	98	50	0	8.4	8.3	4.8	8.5	17	29	23	1	1	11	25	2	74.6	62.5	51.6	----	----	60.3	50.6	----
39.0	100	100	4		2.4	2.6	2.1		42	55	75	0	22	36	41	0	64.8	52.2	44.1		60.2	51.1	43.3	
36.6	99	92	7	0	3.2	3.2	2.4	1.6	90	63	50	2	40	40	54	5	70.2	56.7	54.4	----	67.3	56.9	51.7	44.3
37.8	100	100	0	0	3.3	2.3	2.3	0.0	24	42	22	2	9	27	20	3	70.2	56.3	46.0	----	62.5	53.2	46.7	37.5
36.4	99	89	32		2.4	2.8	1.9		77	60	48	0	25	38	42	0	76.6	60.7	54.3		69.7	53.8	51.8	
29.6	95	85	4	0	2.9	3.7	2.7	1.0	563	149	177	4	201	96	162	10	108.4	84.3	70.7	50.0	94.2	74.0	67.4	51.1
34.2	99	76	0	0	2.9	3.0	2.5	2.3	153	167	131	4	67	114	156	6	89.9	71.1	63.8	43.3	89.2	65.6	56.8	48.3
36.5	100	94	1		3.2	3.1	3.8		67	80	35	0	28	40	47	0	71.6	60.2	56.2		70.5	57.3	51.9	
37.3	97	88	4		2.7	3.1	1.7		22	33	14	0	12	19	14	0	74.9	61.1	57.0		69.6	60.9	55.9	
37.1	100	82	9		2.3	2.1	2.1		62	45	47	0	17	27	23	0	71.0	57.5	51.2		67.1	56.3	48.3	
36.2	100	98	4		4.0	4.4	1.6		77	23	26	0	29	25	31	0	67.4	55.1	48.5		63.1	59.5	53.2	
37.0	100	85	1	0	2.7	3.2	4.4	5.5	86	49	56	10	25	33	52	6	69.6	58.6	47.7	45.0	66.9	54.2	48.8	44.7
37.5	98	87	17		3.2	4.1	4.3		59	31	56	0	24	23	48	0	70.3	58.4	53.4		69.3	56.0	48.7	
37.1	100	93	15		5.5	3.4	2.7		28	15	17	0	14	12	9	0	66.6	53.3	49.6		67.2	55.0	49.6	
36.5	97	98	8	0	2.7	3.2	1.9	1.9	65	67	40	4	23	45	58	3	74.3	62.3	52.3	58.1	70.2	58.0	55.3	47.6
27.2	94	74	16	0	3.6	4.4	5.5	4.2	10	24	12	1	7	29	19	6	66.0	53.4	46.5	----	61.3	55.3	47.2	38.0
36.1	100	100	96	0	19.2	19.7	20.4	22.4	9	13	17	13	0	6	7	13	66.3	60.1	56.1	47.8		60.5	58.3	48.7
29.2	100	94	1	33	7.7	7.2	5.7	3.9	177	113	92	2	40	60	70	1	95.9	71.6	64.7	----	88.3	70.6	60.3	----