

Appendix I. Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2023–24

Appendix II. Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2023–24

Appendix III. Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2022–23

Notes:

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These appendices include all data and revisions received through March 23, 2024. Data received or revised after March 23, 2024 will be published at <https://www.aaup.org/our-work/research/FCS> in July 2024.

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APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Alabama																			
Auburn U	1	I	PU	151.8	111.1	93.6	60.5	68.4	56.6	109.3	98.9	87.5	12.8	8.6	P	50.5	22.6	26.9	
Samford U	2	IIA	PR	108.3	87.7	78.6	62.5			90.9	91.4	88.4	7.2	13.8	FFTV	52.4	21.3	26.3	
Troy U	2	IIA	PU	90.0	80.4	75.6		59.2	62.5	74.1	99.8	85.4	12.2	1.4	P	36.4	30.7	32.9	
U of Alabama	2	I	PU	164.8	107.4	83.1	62.8			101.6	99.7	87.6	15.9	8.3	PO	41.6	20.5	37.9	
U of Alabama at Birmingham	2	I	PU	159.6	109.6	90.0	76.9			112.1	97.0	86.2	15.6	9.0	PO	43.4	18.2	38.4	
U of Alabama in Huntsville	3	I	PU	136.3	94.1	87.2	72.1	55.9		92.8	100.0	90.3	15.1	4.8		42.6	21.2	36.2	
U of Montevallo		IIA	PU	91.8	76.3	71.6	54.8			76.7	100.0	100.0	13.2	13.1	F	59.6	23.6	16.8	
U of North Alabama	2	IIA	PU	101.1	83.5	73.6		65.1	—	81.8	100.0	100.0	11.8	8.4	F	47.3	31.0	21.8	
U of South Alabama	4	I	PU	93.3	76.7	68.9	53.7			72.9	100.0	85.7	10.7	16.3	P	39.4	15.4	45.2	
Arizona																			
Arizona St U	2,21	I	PU	166.5	118.1	95.9	63.1	74.3	105.5	111.2	99.9	91.4	8.5	10.2	Pp	39.1	14.7	46.2	
Embry-Riddle Aero U-Prescott	3	IIB	PI	113.1	97.9	76.4	65.7			87.3	100.0	100.0	9.6	9.6	FFT	29.6	38.2	32.2	
Northern Arizona U		I	PU	114.9	83.2	72.9	62.8			87.0	95.6	92.0	9.1	14.6	P	33.0	12.6	54.4	
U of Arizona	2,22	I	PU	159.2	109.9	90.6	52.3	69.9		114.7	99.6	91.6	7.3	10.7	Pp	49.0	15.5	35.5	
Arkansas																			
Harding U	2	IIA	PR	75.7	69.4	62.1	45.6	—		67.0	88.4	82.9	9.7	10.7	PO	0.0	0.0	100.0	
Hendrix Coll		IIB	PR	81.0	72.0	62.6	55.0			73.6	100.0	100.0	4.4	15.4	FFTOV	69.9	11.8	18.3	
Lyon Coll		IIB	PR	70.0	61.3	56.8	—			60.2						54.0	42.0	4.0	
Southern Arkansas U Main Campus	3	IIA	PU	82.8	69.5	63.6	50.4			64.7	93.0	93.0	11.5	11.4	Ff	43.9	26.1	29.9	
U of Arkansas	5	I	PU	143.6	99.0	85.9	52.0	40.2		95.6	99.8	91.3	10.6	8.6	Pp	43.7	18.4	37.9	
U of Central Arkansas	6	IIA	PU	85.0	71.5	68.5	56.9	52.6	47.0	67.3	99.8	90.9	10.9	12.0		46.3	19.3	34.4	
California																			
Biola U		I	PR	118.7	100.8	84.2	—			103.2	92.2	87.0	5.0	13.4	FFTV	50.6	29.4	19.9	
California Baptist U	1	IIA	PR	111.9	104.1	93.2	64.8	48.6		100.8					FpT	76.5	15.2	8.3	
California Inst of Tech	2	I	PI	229.0		156.0	61.4	86.0	130.5	206.5	91.9	92.2	12.2	5.8	Fp	74.9	14.3	10.7	
California Poly St U-San Luis Obispo	2	IIA	PU	124.0	108.2	95.4		79.0	169.2	103.5	98.6	100.0	10.6	17.6		53.1	18.9	28.0	
California St Poly U-Humboldt	2	IIA	PU	113.4	99.6	82.9		71.3		95.6	97.4	100.0	10.6	19.9		59.8	21.0	19.2	
California St Poly U-Pomona	2	IIA	PU	126.7	107.0	91.1		75.3		105.0	98.2	100.0	10.5	17.5		57.5	25.3	17.1	
California St U Maritime Academy		IIB	PU	127.0	106.0	87.8		80.8		102.2	96.7	100.0	10.6	18.6		55.7	18.0	26.2	
California St U-Bakersfield	2	IIA	PU	120.7	101.3	85.6		71.3		92.7	97.6	100.0	10.5	16.6		45.1	25.5	29.4	
California St U-Channel Islands	2	IIA	PU	131.3	109.4	91.9		76.6		102.5	98.7	100.0	10.5	16.4		51.8	32.1	16.1	
California St U-Chico	2	IIA	PU	114.9	97.1	81.5		71.3	—	94.2	98.8	100.0	10.5	19.4		58.0	19.7	22.3	
California St U-Dominguez Hills	2	IIA	PU	126.9	105.6	87.2		73.3		98.0	99.1	100.0	10.5	17.8		48.0	22.4	29.6	
California St U-East Bay	2	IIA	PU	125.2	105.4	87.6		74.1		103.3	98.6	100.0	10.5	18.7		59.8	28.1	12.1	
California St U-Fresno	2	IIA	PU	117.3	100.7	83.4		69.9	—	92.7	91.6	100.0	10.7	19.7		51.2	17.4	31.3	
California St U-Fullerton	2	IIA	PU	121.3	107.6	94.0		69.9		100.4	97.2	100.0	10.6	18.3		58.1	15.3	26.7	
California St U-Long Beach	2	IIA	PU	123.6	105.7	90.7		76.3	—	100.8	97.1	100.0	10.5	16.7		53.5	18.9	27.6	
California St U-Los Angeles	2	IIA	PU	122.2	108.9	94.8		69.5		101.2	96.6	100.0	10.6	17.3		52.6	26.0	21.3	
California St U-Monterey Bay	2	IIA	PU	123.9	103.9	90.7		68.0		99.5	96.5	100.0	10.6	16.6		58.3	20.2	21.5	
California St U-Northridge	2	IIA	PU	116.7	102.3	93.7		69.6	156.0	100.7	96.0	100.0	10.6	17.2		62.2	16.8	21.0	
California St U-Sacramento	2	IIA	PU	116.0	96.9	85.4		70.9	123.3	96.2	97.3	100.0	10.5	19.2		57.1	24.8	18.1	
California St U-San Bernardino	2	IIA	PU	121.1	101.0	85.5		70.5	—	98.0	95.2	100.0	10.6	17.1		53.7	27.1	19.2	
California St U-San Marcos	2	IIA	PU	123.4	107.9	92.6		70.2		97.6	97.4	100.0	10.5	17.3		49.0	21.6	29.3	
California St U-Stanislaus	2	IIA	PU	115.8	99.2	83.7		69.2		95.5	98.9	100.0	10.5	19.3		57.5	21.4	21.1	
Chapman U	2	IIA	PR	172.7	121.5	102.8	84.2		126.6	127.6	93.5	91.8	8.2	14.2	FTOV	41.6	17.5	40.9	
Claremont Graduate U		I	PI	145.8	115.5	97.5				128.2	100.0	100.0	6.0	10.0	Pp	65.4	11.1	23.5	
Claremont McKenna Coll		IIB	PI	187.1	145.9	107.0	84.2			152.3	91.5	91.5	9.9	7.6	0	74.5	13.9	11.5	
Fresno Pacific U	7	IIA	PR	86.7	82.1	73.5	68.8		64.0	76.8	85.3	84.4	3.3	2.2	P	36.7	28.4	34.9	
Harvey Mudd Coll		IIB	PI	163.2	124.9	114.2	82.7			133.8	100.0	100.0	12.5	10.1	PpV	64.2	23.6	12.3	
Mount Saint Mary's U	2,23	IIA	PR	97.6	85.5	81.1	—		66.2	85.9						49.6	8.3	42.1	
National U		IIA	PI	112.5	95.2	88.6	93.2			104.0	100.0	83.0	11.8	7.4	FfOV	0.0	0.0	100.0	
Occidental Coll		IIB	PI	146.1	113.0	89.7	74.9			108.1	94.9	84.8	9.3	11.5	FTO	51.5	20.7	27.8	
Otis Coll of Art and Design		IIB	PI	89.0	82.5	76.4	—			82.1	100.0	100.0	7.0	14.2	F	0.0	0.0	100.0	
Pepperdine U		I	PR	165.7	130.7	110.7	83.6	83.2	87.4	125.3	93.8	88.3	18.7	12.8		48.3	19.2	32.6	
Pitzer Coll		IIB	PI	141.3	113.6	93.7	71.9	83.0		109.6	100.0	100.0	12.0	8.0	PpT	54.7	15.1	30.2	

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(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.9	4.7	5.3	3.8	273	248	197	26	125	179	169	31	1,466	157.8	114.9	97.3	63.4	138.6	105.7	89.4	58.0	87.9	92.0	91.9	82.9
3.4	4.5	7.7	3.8	76	40	39	2	58	50	75	21	361	112.9	92.9	83.7	—	102.4	83.6	75.9	60.8	90.6	90.0	90.6	83.6
8.4	5.5	3.5		54	66	48		14	60	72		453	91.6	82.1	79.5		83.8	78.5	73.1		91.5	95.6	92.0	87.3
4.4	4.8	6.3	5.1	223	235	185	163	101	167	247	221	1,542	171.4	113.7	88.2	60.8	150.2	98.6	79.3	64.3	87.6	86.7	89.9	78.6
4.3	5.4	4.2	5.7	127	121	79	34	96	92	196	80	825	164.0	112.2	92.6	75.3	153.7	106.3	88.9	77.6	93.7	94.8	96.0	84.6
2.8	1.4	1.0	0.0	61	56	52		14	31	66	13	359	139.4	98.1	94.7		122.6	87.1	81.4	72.1	87.9	88.8	85.9	74.4
5.4	6.7	6.8	5.9	31	17	19	8	22	26	19	19	161	92.5	80.4	78.2	50.5	90.8	73.6	65.1	56.6	98.2	91.6	83.3	88.6
4.3	6.2	5.9		51	33	40		34	26	49		294	106.4	83.0	75.0		93.2	84.1	72.4		87.6	101.4	96.5	89.5
1.4	1.2	1.1	0.4	66	78	64	28	36	70	124	72	538	96.0	76.7	66.9	52.5	88.4	76.7	69.9	54.2	92.0	100.0	104.5	91.3
5.8	3.4	5.4	5.2	575	420	330	154	331	364	405	247	3,506	172.4	124.5	104.3	65.0	156.3	110.7	89.1	61.9	90.7	88.9	85.4	80.7
3.4	4.6	7.0	6.9	20	34	52	6	4	9	20	7	152	117.1	100.5	77.8	68.8	92.7	88.1	72.7	63.1	79.2	87.7	93.5	83.9
4.9	8.3	5.8	10.6	174	152	174	24	137	165	253	36	1,115	121.4	86.6	77.0	63.9	106.6	80.1	70.0	62.1	87.8	92.6	90.9	86.1
5.7	6.3	6.5	13.6	450	290	231	30	212	246	256	41	1,997	162.1	113.3	96.9	48.9	153.1	105.8	84.9	54.7	94.4	93.4	87.6	82.9
0.8	1.5	2.1	1.3	71	39	32	9	17	30	43	15	258	75.6	68.2	68.1	49.3	75.8	71.0	57.6	43.4	100.2	104.1	84.6	87.8
2.5	3.8	2.9	2.3	26	7	9	1	23	9	15	3	93	81.8	72.1	63.4	—	80.0	71.9	62.1	54.4	97.7	99.8	98.0	94.5
7.5	4.7	4.2	3.6	6	12	13	1	2	8	7	1	50	72.1	61.9	58.4	—	—	60.5	53.9	—	—	97.8	92.2	92.8
1.5	2.8	4.2	11.4	10	31	21	17	6	27	26	19	157	87.3	70.4	70.7	49.7	75.4	68.4	57.8	51.0	86.4	97.1	81.8	89.7
3.6	4.7	4.0	6.8	239	196	168	121	83	141	207	172	1,330	145.4	101.9	96.2	52.6	138.4	94.9	77.6	51.6	95.2	93.1	80.6	77.3
2.0	2.5	2.9	3.2	64	73	46	9	37	66	53	63	518	87.6	71.6	73.0	52.1	80.4	71.4	64.5	57.6	91.8	99.8	88.4	89.1
4.0	4.0	4.1	—	62	61	15	1	12	52	27	1	231	119.0	100.6	86.4	—	117.3	101.1	82.9	—	98.6	100.4	96.0	91.1
4.9	7.2	8.2	6.7	97	47	43	2	66	47	55	16	387	112.5	103.2	94.0	—	110.9	105.0	92.5	64.8	98.6	101.7	98.4	93.2
3.2		8.3	4.5	206		26	8	53		24	6	335	230.2		159.4	61.8	224.4		152.3	60.8	97.4		95.5	87.3
0.7	2.3	3.0		221	108	82		94	83	77		931	125.6	112.0	97.8		120.3	103.1	92.9		95.8	92.0	95.0	91.7
1.1	2.5	3.5		52	30	26		42	40	29		271	114.1	105.3	80.5		112.5	95.3	85.0		98.6	90.5	105.7	95.0
2.4	2.3	2.8		146	95	63		94	68	90		671	127.1	107.7	94.9		126.0	105.9	88.4		99.2	98.4	93.2	94.1
-1.8	2.1	-2.9		12	12	9		5	5	4		61	127.4	107.6	89.0		126.2	102.1	85.1		99.1	94.8	95.6	97.5
0.9	2.7	2.0		44	44	45		28	37	40		337	121.7	103.7	84.6		119.2	98.6	86.7		98.0	95.1	102.5	93.7
2.4	1.6	3.0		31	23	20		26	37	27		224	132.2	113.4	91.0		130.3	106.8	92.6		98.6	94.2	101.8	94.7
0.0	0.9	1.7		101	55	46		58	74	48		493	117.3	98.2	81.6		110.9	96.2	81.3		94.5	97.9	99.7	92.1
0.3	2.3	1.7		66	34	39		53	54	53		425	130.9	107.1	90.0		121.9	104.6	85.1		93.2	97.7	94.5	91.4
2.6	2.3	2.7		64	47	42		56	54	56		363	128.8	105.5	91.4		121.0	105.3	84.8		93.9	99.8	92.7	90.4
0.9	2.7	4.1		137	99	66		84	99	72		814	118.4	101.6	84.5		115.7	99.9	82.3		97.7	98.4	97.4	91.2
0.6	2.5	2.0		206	119	63		166	127	92		1,054	123.2	111.1	96.6		119.0	104.4	92.3		96.6	94.0	95.5	91.6
2.3	1.6	2.0		197	108	83		174	118	127		1,117	124.9	106.3	94.4		122.1	105.1	88.3		97.8	98.8	93.5	94.5
0.1	2.2	1.9		118	60	74		106	74	103		680	124.4	106.7	96.4		119.7	110.6	93.7		96.2	103.7	97.2	96.6
0.7	3.2	4.4		33	27	16		35	39	29		228	128.0	105.5	88.1		120.1	102.9	92.0		93.9	97.5	104.4	93.1
1.2	3.0	2.0		199	94	62		182	96	82		918	117.8	103.6	98.8		115.5	101.1	89.9		98.0	97.6	91.0	93.9
2.5	2.8	3.0		156	84	77		135	99	126		830	117.7	98.8	86.1		114.0	95.2	84.9		96.8	96.4	98.6	93.5
2.1	3.6	1.7		95	57	56		75	63	73		520	123.9	101.2	84.9		117.6	100.8	86.0		94.9	99.6	101.3	93.1
0.2	2.3	2.4		56	49	30		53	47	59		416	126.3	109.0	94.3		120.3	106.7	91.7		95.2	97.9	97.2	88.1
1.1	3.2	3.8		79	48	26		49	40	49		369	116.1	100.1	86.0		115.4	98.2	82.5		99.4	98.0	95.9	92.4
2.2	5.6	4.3	4.2	118	76	101	14	52	82	124	11	582	182.9	130.4	104.2	87.5	149.5	113.2	101.7	79.9	81.8	86.7	97.6	81.2
4.7	6.1	2.8		25	10	6		19	10	11		81	160.2	105.6	98.7		126.9	125.4	96.8		79.2	118.7	98.1	85.7
4.2	5.0	5.7	17.0	54	32	7	10	20	19	14	9	165	195.5	153.3	116.9	85.7	164.3	133.6	102.0	82.5	84.0	87.2	87.2	77.5
0.9	2.5	4.7	0.6	11	17	13	5	3	16	29	12	109	87.2	81.8	71.6	69.1	84.9	82.4	74.4	68.6	97.3	100.7	104.0	95.6
5.1	6.5	6.7	1.2	32	10	13	11	14	12	12	2	106	164.1	124.6	111.6	82.1	161.0	125.1	117.1	—	98.1	100.4	105.0	99.4
				11	12	8	1	24	23	33		121	99.6	84.5	80.4	—	96.7	86.1	81.3		97.1	101.9	101.2	101.9
5.9	10.0	8.4	7.7	80	34	17	4	101	47	34		317	118.3	96.6	91.1	93.2	107.9	94.2	87.3		91.2	97.5	95.8	92.5
4.0	4.9	5.0	11.6	31	20	18	29	32	19	23	26	198	152.5	113.5	92.0	77.3	139.8	112.5	88.0	72.3	91.7	99.2	95.6	94.6
11.7	2.8	0.2		8	8	4	2	8	11	13		54	88.6	85.1	79.4	—	89.5	80.7	75.5		101.0	94.8	95.2	96.0
0.5	4.8	5.3	0.9	92	38	29	31	47	39	34	61	402	170.7	132.9	115.5	92.4	156.0	128.5	106.6	79.2	91.4	96.7	92.3	83.2
3.1	5.0	7.0	5.0	20	6	3	13	22	10	13	13	106	139.6	121.9	96.2	72.9	142.8	108.7	93.1	70.9	102.3	89.1	96.8	95.5

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT				
Point Loma Nazarene U		IIA	PR	113.9	97.9	78.7						103.9	83.9	100.0	7.1	10.7		49.7	33.5	16.8		
Pomona Coll	20	IIB	PI	175.9	133.9	106.7	70.7					132.6	91.4	100.0	11.1	8.3	Pp	62.6	14.4	23.0		
Saint Mary's Coll of California		IIA	PR	127.2	108.2	97.2	94.1					109.7	100.0	91.3	3.1	12.6	FTV	59.0	15.9	25.1		
San Diego St U	2	I	PU	134.6	111.3	99.3		72.6	156.3			107.6	97.5	100.0	10.5	16.7		56.5	21.2	22.2		
San Francisco St U	2	IIA	PU	126.8	109.4	95.6		70.0	—	107.2	92.0	100.0	10.8	15.9				64.1	18.6	17.3		
San Jose St U	2	IIA	PU	128.7	111.0	96.1		76.6	—	105.6	97.6	100.0	10.5	16.5				53.2	26.4	20.3		
Scripps Coll	20,24	IIB	PI	148.4	112.7	92.3	73.9			—	111.5	100.0	100.0	12.0	9.9	Pp	66.3	14.3	19.4			
Sonoma St U	2	IIA	PU	118.4	100.8	84.8		76.8		104.7	98.7	100.0	10.5	18.6				73.6	16.7	9.7		
Stanford U	2	I	PI	305.8	196.7	159.1	107.5	111.3		218.9	87.4	94.2	9.3	9.0	F			57.9	15.3	26.8		
U of California-Berkeley	8	I	PU	220.0	151.3	129.0		99.1	117.2	167.5	100.0	100.0	14.0	10.5				61.1	15.6	23.2		
U of California-Davis	8	I	PU	186.5	127.5	111.1		94.6		146.5	100.0	100.0	14.0	12.0				68.1	14.7	17.2		
U of California-Irvine	8	I	PU	212.5	145.1	121.8		107.1		163.7	100.0	100.0	14.0	10.7				66.3	17.4	16.2		
U of California-Los Angeles	8	I	PU	265.8	167.1	129.6		93.7	109.4	198.2	100.0	100.0	14.0	8.8				60.9	14.8	24.3		
U of California-Merced	8	I	PU	178.2	135.8	116.9		86.8		125.5	100.0	100.0	14.0	14.0				47.9	25.7	26.4		
U of California-Riverside	8	I	PU	176.1	127.5	109.9		95.1	98.6	135.4	100.0	100.0	14.0	12.9				63.3	21.1	15.5		
U of California-San Diego	8	I	PU	228.6	154.3	127.0		104.8	—	168.8	100.0	100.0	14.0	10.4				63.6	20.6	15.8		
U of California-Santa Barbara	8	I	PU	226.9	142.6	120.0		102.5	47.5	170.2	100.0	100.0	14.0	10.3				67.4	16.5	16.1		
U of California-Santa Cruz	8	I	PU	201.3	141.8	122.0		85.2	104.5	146.9	100.0	100.0	14.0	11.9				58.3	21.6	20.1		
U of Redlands		IIA	PI	112.3	89.3	77.4		70.1	62.4	98.2	100.0	71.0	0.0	9.2	FpTV			75.6	5.1	19.3		
U of San Diego		IIA	PR	147.6	108.4	94.0	91.0			118.4	100.0	80.8	10.0	9.6	FT			56.5	15.8	27.7		
U of San Francisco		I	PR	174.3	135.0	110.8	100.6			142.1	99.3	99.3	10.3	14.6	F			57.0	14.0	29.1		
U of Southern California	2	I	PI	206.3	136.2	122.8	—	90.2		160.2	100.0	100.0	4.9	20.5				43.5	12.5	44.1		
Whittier Coll		IIB	PI	97.4	87.2	79.0		69.3		85.8	79.3	63.0	4.5	15.2	FTV			65.2	10.9	23.9		

Colorado

Adams St U		IIA	PU	83.5	65.9	55.3	50.5	47.4		63.5								35.5	34.5	30.0
Colorado Coll	20	IIB	PI	149.8	113.3	92.6	66.5	75.8	—	113.4	92.5	99.5	10.4	11.3				62.3	27.8	9.9
Colorado School of Mines		I	PU	165.0	121.1	102.6	101.4	81.9		123.7	100.0	96.4	21.4	15.7	0			45.4	19.1	35.5
Colorado St U Pueblo		IIA	PU	94.2	77.1	71.8	52.8	45.6		71.6	100.0	100.0	13.4	13.8	Pp0			45.9	23.8	30.4
Colorado St U-Fort Collins	2	I	PU	153.0	108.8	92.0	67.6			112.2	100.0	100.0	13.7	10.4				52.2	18.3	29.6
Fort Lewis Coll		IIB	PU	90.4	79.1	64.6		51.8		74.7	100.0	100.0	14.2	15.4	P			52.4	32.4	15.1
Regis U		IIA	PR	119.6	93.4	82.7	68.6	53.3	—	91.1	93.9	100.0	6.6	5.7	FFTV			35.2	1.5	63.3
U of Colorado Boulder		I	PU	159.9	115.3	113.1	75.4			116.0	96.8	93.1	10.3	14.7	Pp			51.1	17.9	31.0
U of Colorado Colorado Springs	3,20	I	PU	116.2	97.7	81.7	60.1			82.3	100.0	100.0	10.0	17.6	Pp			37.3	22.6	40.1
U of Colorado Denver	25	I	PU	158.6	121.9	107.6	75.3			117.0	100.0	93.8	10.0	12.1				41.4	14.8	43.7
U of Denver	2	I	PI	152.1	115.3	95.3		79.0		114.0	93.9	93.9	6.6	9.0	P			49.0	15.2	35.8
U of Northern Colorado	2	I	PU	93.7	73.9	66.8	56.4	57.6		78.9	99.7	85.6	10.1	10.0	PV			62.9	14.7	22.4

Connecticut

Albertus Magnus Coll		IIA	PR	85.7	83.0	74.3	—			81.1	78.3	97.8	8.9	9.2	FT			6.5	0.0	93.5
Central Connecticut St U	26	IIA	PU	126.7	101.5	79.0	65.0			105.9	97.3	94.4	37.6	22.2	F			70.2	23.0	6.8
Connecticut Coll		IIB	PI	116.0	91.2	79.1	60.6	68.6		91.8	100.0	100.0	9.4	12.1				58.9	18.9	22.2
Fairfield U		IIA	PR	154.6	122.3	107.9	95.5			117.7	86.0	100.0	9.2	13.9	FFT			48.4	17.0	34.6
Quinnipiac U	9,20	IIA	PI	127.3	102.3	88.6	76.4			106.5								46.9	16.8	36.3
Trinity Coll		IIB	PI	148.6	110.4	89.7	64.8	73.2		102.1	100.0	100.0	8.7	9.5	FFTO			44.2	19.4	36.4
U of Connecticut	2	I	PU	178.1	123.7	100.7	69.1	100.1		129.2	100.0	100.0	6.5	17.6	Fp			52.4	19.5	28.1
U of Hartford	2	IIA	PI	105.3	84.2	78.5	74.5	61.5		86.4	93.2	56.0	7.9	17.7	FFTV			55.7	21.0	23.3
U of New Haven	2	IIA	PI	124.8	103.4	91.1	—			103.3	100.0	100.0	9.0	15.0	FT			37.3	17.3	45.4
Wesleyan U		IIA	PI	174.5	118.0	97.7	75.6		118.6	122.4	100.0	88.8	10.0	13.1	P0			47.4	21.8	30.8
Yale U	2	I	PI	274.3	167.4	142.2	91.6	102.4		196.7	99.9	87.2	11.2	7.7	0			47.8	19.8	32.3

Delaware

U of Delaware	2	I	PU	172.8	120.8	105.7	88.0			131.5	100.0	100.0	10.6	13.4	FT			53.1	14.8	32.1
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District of Columbia

American U		I	PR	178.0	122.7	114.9	87.0			119.4	94.1	74.2	9.4	9.9	FFTO			41.8	10.3	47.9
Catholic U of America		I	PR	123.4	91.6	85.5	61.3			98.6	94.8	69.4	9.5	13.3				56.8	18.2	25.0

APPENDIX I

(7)				(8)								(9)																
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO							
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR				
6.3	10.4	8.5		55	20	9		32	32	13		161	115.6	97.3	76.7		111.0	98.2	80.0		96.0	100.9	104.3	93.8				
4.3	5.7	7.7	11.7	50	28	13	16	39	23	19	34	222	179.8	131.8	109.6	68.9	170.9	136.6	104.7	71.6	95.1	103.7	95.5	87.1				
8.4	10.7	10.2	11.1	29	19	11	17	38	35	14	32	195	129.2	110.4	103.2	96.7	125.7	107.0	92.4	92.7	97.3	96.9	89.6	94.7				
0.4	2.0	1.9		183	136	89		130	113	130		1,012	136.4	113.7	103.6		131.9	108.4	96.4		96.7	95.3	93.0	91.2				
0.0	1.5	2.1		162	77	54		165	107	93		797	129.4	108.3	96.1		124.2	110.2	95.3		96.0	101.7	99.2	97.6				
0.1	2.2	2.5		140	77	111		125	115	120		866	129.1	111.8	97.7		128.2	110.5	94.7		99.2	98.8	96.9	96.9				
6.1	7.3	8.8	6.4	8	20	5	8	17	20	10	9	98	152.8	114.5	95.4	77.6	146.3	110.9	90.7	70.6	95.8	96.9	95.1	98.5				
1.0	3.0	3.6		64	27	9		45	38	22		227	119.8	101.1	82.5		116.4	100.5	85.7		97.1	99.5	103.9	94.1				
5.2	6.9	7.8	1.1	522	140	107	41	150	90	108	29	1,490	306.9	202.1	161.8	110.7	302.2	188.5	156.5	103.0	98.5	93.3	96.7	75.9				
				539	219	170		306	163	170		1,940	225.5	162.0	129.9		210.4	137.0	128.0		93.3	84.5	98.5	86.3				
				448	149	114		243	143	101		1,478	187.8	128.3	112.6		184.2	126.6	109.3		98.0	98.7	97.1	88.8				
				427	121	127		225	142	125		1,456	218.2	148.7	122.1		201.8	142.0	121.6		92.5	95.5	99.6	84.5				
				614	140	195		371	129	195		1,947	275.8	165.3	128.7		249.1	169.1	130.5		90.3	102.3	101.4	83.7				
				61	49	41		43	36	55		428	177.9	137.6	114.7		178.5	133.4	118.6		100.3	96.9	103.4	94.6				
				237	134	111		104	113	71		952	182.5	131.0	110.0		161.6	123.3	109.8		88.6	94.1	99.9	86.2				
				432	138	162		167	102	112		1,438	232.3	159.2	129.3		218.9	147.7	123.8		94.3	92.8	95.8	80.4				
				320	99	100		199	87	83		1,109	233.9	146.5	121.3		215.5	138.2	118.4		92.1	94.4	97.6	86.4				
				187	69	84		124	69	88		815	202.4	147.2	124.2		199.7	136.5	119.8		98.6	92.7	96.5	88.2				
-3.3	-2.7	-2.5		51	15	3		59	8	6		176	115.9	89.6	80.8		109.1	88.8	75.8		94.2	99.1	93.7	93.1				
2.1	1.9	3.7	0.7	105	74	39	24	86	70	75	26	499	155.6	108.4	92.4	101.7	137.8	108.5	94.9	81.2	88.5	100.0	102.7	88.8				
5.5	6.3	6.6	5.1	83	59	46	7	76	94	67	5	437	176.3	138.2	114.6	100.8	172.2	133.0	108.2	100.2	97.6	96.2	94.4	93.4				
6.9	8.1	8.0		610	348	220		319	288	209	1	2,160	218.2	143.2	127.6		183.6	127.7	117.7	—	84.1	89.2	92.3	81.5				
4.8	4.8	7.4		19	13	3		14	15	6		92	97.5	90.2	77.2		97.4	84.6	80.0		99.9	93.8	103.6	97.0				
				14	4	22	3	16	7	36	5	110	81.9	72.4	59.2	46.2	84.8	62.2	52.9	53.0	103.5	85.9	89.4	92.7				
6.7	7.6	8.1	7.3	30	27	27	6	30	45	31	7	212	152.6	117.8	92.9	65.4	147.0	110.6	92.3	67.4	96.3	93.9	99.4	95.1				
4.7	6.4	5.7	7.0	85	46	24	44	22	20	23	36	335	166.4	121.6	104.6	102.9	159.7	119.9	100.5	99.6	96.0	98.6	96.1	86.3				
				31	20	21	11	14	18	22	17	181	97.1	76.1	70.7	55.5	87.8	78.2	72.8		51.1	90.4	102.7	102.9	90.9			
6.6	7.0	7.7	7.6	316	214	153	92	160	199	197	153	1,484	157.0	113.4	95.3	72.5	145.3	103.8	89.5	64.7	92.6	91.5	93.9	82.1				
0.0	1.7	0.5		32	18	31		33	20	23		185	94.0	80.3	64.1		86.8	78.2	65.3		92.4	97.4	101.8	95.7				
10.7	9.7	5.3	7.0	45	26	25	15	41	62	58	29	327	119.8	94.5	80.0	65.1	119.5	92.9	83.9	70.4	99.8	98.3	104.9	97.9				
-1.5	2.9	3.7	2.2	359	212	151	258	147	160	135	264	1,686	161.3	118.6	117.7	76.9	156.5	111.0	108.0	73.9	97.0	93.6	91.8	86.1				
4.6	5.2	3.6	9.1	53	49	49	72	30	41	56	114	464	119.8	100.9	85.7	60.7	109.8	93.8	78.1	59.7	91.6	93.0	91.1	85.3				
4.3	3.7	5.0	5.2	117	143	92	74	93	125	154	112	910	161.9	116.6	108.8	72.0	154.4	128.0	106.9	77.5	95.4	109.8	98.2	95.9				
4.4	5.9	4.5		144	92	66		97	96	84		768	157.4	121.8	101.9		144.2	109.2	90.1		91.6	89.7	88.5	86.6				
4.7	8.4	7.0	6.9	92	47	36	2	70	53	50	11	388	97.3	77.9	69.1	—	88.9	70.3	65.1	57.4	91.4	90.2	94.2	86.8				
				1.0	2.1	2.2	—	12	6	4		6	7	10	1	46	83.7	85.2	77.7		89.7	81.0	73.0	—	107.1	95.1	93.9	95.5
4.6	5.1	5.1		109	75	46	1	61	56	58	3	409	128.7	100.8	79.3	—	123.3	102.3	78.7	65.9	95.8	101.4	99.3	92.4				
2.5	2.8	2.3	2.0	35	24	17	12	27	28	18	11	185	121.3	93.2	79.6	60.3	109.2	89.5	78.7	60.8	90.0	96.0	98.0	91.8				
4.2	4.6	5.3	4.5	35	46	26	65	44	54	33	61	364	157.3	129.7	109.1	95.9	152.5	116.0	106.9	95.1	96.9	89.5	98.0	97.3				
1.9	3.1	2.9	5.2	60	38	33	12	81	61	53	20	358	141.3	103.4	94.6	78.5	116.9	101.6	84.8	75.2	82.7	98.3	89.6	87.5				
6.5	6.6	3.5		42	27	17	21	17	29	30	16	242	151.9	106.9	92.1	66.3	140.5	113.8	88.3	62.9	92.5	106.4	95.9	87.7				
4.8	5.5	6.0	5.3	307	268	214	48	160	185	231	62	1,514	183.1	126.5	105.0	67.1	168.6	119.7	96.7	70.7	92.1	94.6	92.2	85.4				
2.0	3.0	4.9	7.0	60	45	24	31	24	46	38	38	309	105.0	85.1	81.8	73.2	106.2	83.4	76.4	75.5	101.2	97.9	93.4	93.3				
4.6	5.7	5.2		38	62	51	1	24	37	58		271	128.2	105.6	91.8	—	119.5	99.6	90.4		93.2	94.3	98.5	93.1				
5.1	5.2	7.9	6.4	75	52	49	32	39	65	65	23	409	181.0	118.0	97.2	76.1	162.1	118.0	98.1	74.9	89.6	100.0	100.9	89.7				
5.4	9.4	7.5	20.6	440	95	109	11	192	70	120	6	1,361	279.5	172.8	149.2	98.1	262.6	160.1	135.9	79.5	94.0	92.7	91.0	78.7				
				4.3	5.4	5.5	6.5	275	204	183	24	165	181	218	63	1,313	176.6	125.5	108.5	93.1	166.5	115.5	103.4	86.1	94.2	92.0	95.3	86.8
				3.3	3.8	4.1	5.4	120	87	55	157	76	89	62	200	846	182.3	124.3	119.7	90.1	171.2	121.2	110.5	84.6	93.9	97.4	92.4	87.4
				7.0	4.5	5.8	9.5	71	81	49	2	25	45	46	5	324	118.5	92.8	87.6	—	137.3	89.6	83.3	63.6	115.8	96.6	95.1	95.8

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Gallaudet U		IIA	PI	122.7	97.6	82.8	78.0	77.5			98.4	100.0	100.0	7.4	15.2		50.6	32.3	17.1
George Washington U	2	I	PI	195.0	129.3	109.1	81.2			144.9	92.9	69.7	9.5	11.2	PpTV	52.4	11.5	36.1	
Georgetown U		I	PR	216.0	144.1	113.7	122.0	66.9		170.5	100.0	100.0	8.3	5.0		47.8	13.1	39.1	
Howard U	2	I	PI	152.3	110.3	96.8	72.7	60.2		107.0	100.0	100.0	7.3	8.6	Fp	50.3	19.1	30.6	

District of Columbia (continued)

Florida

Barry U		I	PR	101.3	86.6	79.2	59.6			86.1						26.6	0.0	73.4
Beacon Coll		IIB	PI	79.4	65.2	56.4	57.6			60.6	100.0	100.0	4.7	13.0		0.0	0.0	100.0
Bethune-Cookman U		IIA	PR	88.9	68.9	58.2	57.7			64.7	93.8	96.2	7.5	11.5	P	26.2	40.8	33.1
Eckerd Coll		IIB	PR	103.9	83.2	75.4	60.5			80.4	94.7	90.6	10.1	16.7	FTV	49.4	25.9	24.7
Embry-Riddle Aero U-Daytona Beach	3	IIA	PI	129.5	95.9	78.2	56.9			96.3	100.0	100.0	9.6	9.7	FTT	40.7	18.1	41.2
Florida Ag and Mech U	2	IIA	PU	112.4	85.5	76.6	63.8			87.3	100.0	89.5	10.6	17.5		54.5	16.7	28.8
Florida Atlantic U	3	I	PU	126.6	99.1	85.5	65.3		83.5	94.8	100.0	90.8	10.9	17.4		54.5	13.7	31.8
Florida Gulf Coast U	2	IIA	PU	112.4	94.0	80.2	62.4			85.5	98.5	93.8	11.3	17.6	PpO	0.4	0.0	99.6
Florida International U	2	I	PU	157.7	111.1	103.4	82.3	115.4	105.4	111.4	99.2	95.6	8.3	15.1	Pp	42.7	12.3	45.0
Florida St U	2	I	PU	157.7	117.1	97.6				86.9	118.2	100.0	10.1	12.3		53.3	20.1	26.5
Jacksonville U	2	IIA	PI	91.2	82.9	72.2	52.3			77.1	83.9	83.9	5.3	14.5	PpT	33.1	37.3	29.7
Miami Dade Coll		III	PU	93.6	80.4	69.2	61.4			78.8	100.0	94.2	15.8	14.1		80.2	19.8	0.0
New Coll of Florida		IIB	PU	100.9	85.4	71.5	64.1			86.2	100.0	96.3	10.2	18.3		57.5	17.5	25.0
Rollins Coll		IIA	PI	111.1	91.6	75.4	64.9	76.8		89.7	100.0	100.0	10.5	11.9	FpT	57.5	14.0	28.5
Southeastern U	20	IIA	PR	90.8	74.1	60.6	54.8	—		75.2	100.0	100.0	2.3	6.3	FFV	0.0	0.0	100.0
Stetson U	20	IIA	PI	131.5	86.8	74.5	56.4	—	—	94.3	100.0	100.0	9.7	8.3	FTO	58.8	20.2	21.0
U of Central Florida	2	I	PU	155.4	108.7	90.1	68.6	76.5		102.8	100.0	100.0	7.5	14.5	P	52.7	8.1	39.2
U of Florida	2	I	PU	172.9	116.8	100.1		82.4		124.7	99.8	95.2	10.9	12.2	TO	48.4	23.7	27.9
U of Miami	10	I	PI	187.3	129.3	111.2	64.0	76.7		132.2	97.7	93.3	7.6	11.2	O	50.9	10.9	38.2
U of North Florida	2	IIA	PU	113.4	93.2	82.8	58.6	52.6		84.7	99.6	91.1	11.4	15.5	PTO	44.3	21.5	34.2
U of South Florida	2,27	I	PU	144.0	105.2	96.7	70.1			103.1	98.1	92.9	7.0	6.8		50.0	14.0	36.0
U of Tampa	2	IIA	PI	126.3	105.6	92.3	74.5	74.9		94.1	87.0	87.0	8.0	12.8	FTV	39.6	24.8	35.7
U of West Florida	2	IIA	PU	122.9	93.2	83.2	66.5	67.4		92.8	94.7	88.2	11.6	14.7	PpO	51.9	14.6	33.5

Georgia

Agnes Scott Coll	3	IIB	PR	106.1	86.4	77.0	60.7	—		84.8	81.3	100.0	6.0	17.6	FTTV	59.3	13.2	27.5
Berry Coll	3	IIA	PI	106.9	85.8	71.6	63.9	58.1		82.3	100.0	100.0	10.0	16.7	FTTV	49.7	21.1	29.2
Brenau U		IIA	PI	103.7	86.7	74.8	37.6			81.4	92.3	83.8	5.4	7.8	FFT	0.0	0.0	100.0
Clark Atlanta U	2	I	PR	94.9	77.5	69.5	61.9	58.1		75.9	84.5	58.5	5.0	18.5	FpO	50.7	20.3	29.0
Clayton St U	2	IIA	PU	86.2	76.7	69.6	64.0	60.0		75.8	100.0	80.9	13.5	12.4		59.8	18.6	21.6
Columbus St U	10	IIA	PU	91.2	78.0	65.5	57.7	63.7		77.9	100.0	100.0	14.2	11.5		62.1	21.0	16.9
Emory U	2	I	PR	204.5	129.9	109.0	72.9			149.4	100.0	100.0	6.9	13.9	None	51.5	20.3	28.2
Georgia Coll & St U	28	IIA	PU	98.0	81.0	76.1		61.1		81.4	100.0	100.0	13.4	11.4	None	57.5	18.6	23.9
Georgia Inst of Tech-Main Campus	2	I	PU	179.0	130.6	124.4	80.7	93.1		141.0	100.0	100.0	20.0	9.5		61.3	19.5	19.2
Kennesaw St U	10	I	PU	103.0	86.6	82.1	62.6	64.9		83.2	100.0	85.0	14.3	12.9		45.1	19.3	35.6
Mercer U	2	I	PI	105.2	87.8	77.7	57.6	67.8	—	87.1	100.0	100.0	8.4	13.2		39.6	25.2	35.2
Oglethorpe U		IIB	PI	86.1	73.0	67.8	62.1	58.1		68.5	100.0	100.0	6.4	9.4	FTTV	33.0	22.7	44.3
Spelman Coll		IIB	PI	121.9	90.9	73.8	63.8	66.8		84.0	100.0	100.0	5.5	12.3		42.1	27.2	30.8
U of Georgia	6	I	PU	147.2	113.0	101.9	64.0	84.8		116.6	99.4	100.0	14.1	9.0		55.7	18.4	25.9
U of North Georgia	2	IIA	PU	89.8	79.5	74.2	—	57.2	58.1	74.1						50.7	17.2	32.2
U of West Georgia	3	I	PU	88.8	72.5	67.7	50.9	57.8		73.2	94.1	94.1	15.1	12.6		55.4	13.4	31.2
Wesleyan Coll	3	IIB	PR	67.5	62.9	54.2		—	—	62.6	100.0	100.0	5.0	17.3	FTTV	70.8	18.8	10.4

Hawaii

Chaminade U of Honolulu	2	IIA	PR	92.6	80.3	77.5		64.2		79.9	100.0	87.5	5.0	11.6	PfT	33.0	9.1	58.0
Hawaii Comm Coll	11	III	PU	106.0	93.0	77.4	68.8			84.5	100.0	100.0	24.0	21.0		76.3	17.5	6.3
Honolulu Comm Coll	11	III	PU	108.1	90.8	78.4	64.7			88.2	100.0	100.0	24.0	20.1		83.0	13.0	4.0
Kapiolani Comm Coll	11	III	PU	108.6	91.5	82.2	74.1			90.6	100.0	100.0	24.0	19.6		76.4	15.2	8.4
Kauai Comm Coll	11	III	PU	108.6	91.9	84.4	73.3			87.2	100.0	100.0	24.0	20.4		70.9	23.6	5.5
Leeward Comm Coll	11	III	PU	107.1	90.5	79.6	66.7			88.5	100.0	100.0	24.0	20.1		84.0	12.3	3.7
U of Hawaii Maui Coll	11	III	PU	108.6	92.1	78.7	72.7			85.8	100.0	100.0	24.0	20.7		72.6	20.2	7.1
U of Hawaii at Hilo	11	IIA	PU	119.7	104.6	90.9	76.7			105.1	100.0	100.0	24.0	16.9		70.0	15.0	15.0

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				20	13	17	5	36	22	18	5	164	126.3	97.5	83.6	86.9	120.7	97.6	82.1	69.1	95.6	100.1	98.3	100.0
3.5	4.1	4.3	3.9	272	178	116	29	140	201	131	64	1,131	195.2	135.4	115.4	77.8	194.6	123.9	103.5	82.8	99.7	91.5	89.7	84.9
4.6	5.7	7.9	7.5	313	157	106	17	235	156	148	7	1,149	228.4	152.2	115.1	123.9	199.5	135.9	112.7	117.4	87.4	89.3	97.9	84.7
3.2	4.0	3.5	4.8	108	101	55	25	66	90	72	28	660	153.4	110.8	98.8	70.8	150.4	109.7	95.3	74.4	98.0	99.0	96.4	91.1
				30	30	32	11	34	52	39	9	237	102.8	89.0	72.7	57.6	99.9	85.3	84.5	61.9	97.1	95.9	116.2	103.0
5.0	3.5	5.4	5.3	3	4	2	6		4	9	10	38	79.4	68.0	—	59.4	62.4	56.1	56.5	91.9	—	—	—	87.8
3.6	2.0	0.1	3.2	12	14	38	5	7	11	27	16	130	87.7	67.6	52.7	54.4	91.0	70.6	66.1	58.7	103.7	104.3	125.4	109.5
3.5	3.0	3.1	3.0	24	15	20	19	18	20	31	23	170	105.3	83.2	76.6	61.4	102.1	83.1	74.6	59.8	96.9	99.9	97.4	94.1
3.8	4.5	6.7	10.0	85	74	95	6	16	34	59	7	376	133.3	97.1	77.9	62.8	109.3	93.3	78.7	51.8	82.0	96.1	101.0	84.6
6.5	6.6	7.4	6.3	109	70	73	36	42	76	84	44	534	112.1	86.7	79.1	60.4	113.4	84.3	74.5	66.6	101.2	97.3	94.2	90.9
3.3	4.2	4.5	4.0	166	124	57	98	78	107	63	159	855	131.2	105.1	88.8	67.9	116.8	92.2	82.4	63.7	89.0	87.7	92.8	80.5
3.6	5.1	5.3	6.0	83	79	72	58	33	55	80	90	550	116.6	94.5	84.5	63.1	101.8	93.1	76.3	61.9	87.4	98.5	90.3	84.9
6.2	7.2	6.3	8.9	228	185	107	200	76	146	121	214	1,307	160.9	113.3	110.3	83.5	148.3	108.3	97.3	81.3	92.2	95.6	88.2	84.7
8.1	5.1	6.4		358	207	174		150	166	154		1,624	163.1	122.6	98.4		144.8	110.3	96.7		88.7	89.9	98.3	82.4
3.1	4.0	2.0	2.8	33	25	23	10	25	28	76	16	236	91.3	80.8	72.1	48.7	91.0	84.8	72.2	54.6	99.7	105.0	100.2	96.3
3.5	4.0	4.4	4.8	82	120	71	45	95	142	71	50	676	94.7	81.0	69.0	61.3	92.6	79.9	69.5	61.5	97.8	98.6	100.7	99.4
6.3	7.0	14.8	6.4	14	11	16		14	16	6	3	80	103.0	83.6	71.3		98.9	86.6	72.1	64.1	96.0	103.6	101.1	101.9
5.8	3.6	1.7	3.5	36	33	10	12	36	30	18	23	228	122.7	95.8	76.6	67.8	99.5	87.1	74.7	63.4	81.1	90.9	97.6	82.0
3.1	8.5	14.0	—	27	19	11	1	17	19	22	3	121	91.5	73.0	59.5	—	89.8	75.3	61.1	52.9	98.2	103.1	102.7	92.9
2.9	3.7	5.2	5.2	42	42	31	13	40	34	34	18	257	126.5	89.0	78.1	54.5	136.6	83.9	71.3	57.9	108.0	94.3	91.4	97.7
6.0	4.7	4.1	4.7	222	214	116	86	86	123	83	143	1,373	161.6	111.2	97.0	75.1	139.4	104.4	80.5	64.7	86.3	93.9	83.0	77.4
3.7	4.5	4.6		609	294	328		220	233	337		2,483	175.6	120.7	104.6		165.4	111.9	95.8		94.2	92.7	91.6	81.5
3.6	4.0	4.1	—	260	169	92	3	118	110	65	3	1,113	191.7	132.4	115.4	60.3	177.7	124.6	105.3	67.7	92.7	94.1	91.2	83.9
8.0	8.1	10.2	8.5	63	74	46	54	57	44	76	86	517	119.6	96.3	87.8	58.3	106.6	87.9	79.8	58.7	89.1	91.3	90.8	86.4
2.5	3.9	4.7	4.7	267	202	108	198	136	170	111	281	1,473	151.5	108.8	101.2	74.2	129.4	100.9	92.4	67.2	85.4	92.7	91.2	80.6
6.1	5.0	5.8	6.0	35	84	44	52	22	51	60	75	460	131.3	105.0	98.0	71.3	118.4	106.6	88.1	76.7	90.1	101.5	89.9	92.2
10.7	12.9	11.2	11.0	61	48	29	14	27	30	54	27	322	124.0	94.7	86.6	71.9	120.4	90.9	81.4	63.6	97.1	96.0	94.0	85.0
3.3	3.1	4.2	5.7	14	4	3	2	17	19	9	22	91	105.6	83.5	73.8	—	106.5	87.0	78.0	60.8	100.9	104.2	105.7	87.5
4.5	4.4	4.6	4.8	27	30	27	2	11	24	28	5	171	108.2	89.5	69.3	—	103.8	81.2	73.8	62.1	95.9	90.7	106.4	89.8
4.6	3.0	3.3	2.6	6	15	17	1	11	29	48	3	130	85.0	89.2	71.1	—	113.8	85.4	76.1	40.9	133.9	95.8	107.0	104.3
6.2	5.0	4.1	2.5	37	34	19	13	7	34	35	19	207	97.0	76.5	66.2	66.0	83.9	78.4	71.3	59.2	86.5	102.4	107.7	89.4
2.3	3.4	3.4	3.4	39	21	15		34	23	28	3	194	90.1	76.6	73.0		81.7	76.8	67.8	64.0	90.6	100.2	93.0	91.0
3.1	4.1	2.5	3.5	53	40	17	3	33	32	33	4	243	92.7	80.7	72.0	52.2	88.8	74.6	62.1	61.8	95.7	92.5	86.3	87.2
4.2	7.1	6.8	6.5	263	193	134	16	168	170	176	38	1,158	212.2	134.8	113.4	77.1	192.5	124.3	105.7	71.2	90.7	92.2	93.2	83.6
2.5	4.3	4.4		60	30	31		51	43	28		318	100.6	81.4	76.0		95.0	80.8	76.2		94.4	99.2	100.2	93.2
1.9	2.4	2.1	3.6	404	181	134	67	93	79	90	45	1,212	180.5	130.6	126.4	90.3	172.8	130.5	121.5	66.4	95.7	100.0	96.1	83.2
5.8	3.1	3.0	6.9	199	162	172	20	127	126	171	26	1,334	108.9	88.1	85.6	64.7	93.7	84.7	78.6	60.9	86.0	96.2	91.7	87.9
2.3	3.7	3.8	2.5	85	81	74	1	46	85	101	8	512	105.4	90.4	81.9	—	104.8	85.4	74.7	58.1	99.5	94.5	91.2	89.8
-0.6	2.0	2.7	2.7	10	6	6	14	6	9	12	4	88	85.4	78.3	74.2	64.2	87.2	69.5	64.6	54.4	102.1	88.7	87.0	92.0
6.7	3.3	5.9	0.8	9	15	10	3	21	43	41	13	195	118.1	92.6	71.0	61.2	123.5	90.3	74.4	64.4	104.6	97.5	104.8	98.8
2.9	5.0	3.9	6.7	537	294	222	35	220	279	250	23	2,206	149.8	117.4	104.8	63.7	140.9	108.4	99.3	64.4	94.0	92.4	94.8	86.8
3.3	4.4	5.1		94	110	62		62	81	60	1	681	91.4	79.2	74.4		87.6	80.0	74.1	—	95.9	101.0	99.7	96.7
2.2	3.8	4.3	4.4	81	45	24	6	54	55	58	17	410	91.3	69.4	68.2	53.3	85.0	75.1	67.5	50.0	93.1	108.1	98.9	89.5
1.4	13.2	2.0		6	4	5		12	13	5		48	69.9	59.5	54.4		66.4	63.9	54.0		95.0	107.3	99.3	106.2
4.2	5.0	7.2		11	13	11		5	19	20		88	94.1	84.5	72.4		89.3	77.4	80.3		95.0	91.7	111.0	97.6
				3	10	8	3	11	10	21	14	80	111.5	96.0	77.7	66.4	104.5	90.0	77.2	69.3	93.8	93.7	99.4	94.0
				17	12	20	6	12	11	16	6	100	109.6	92.4	81.6	65.3	105.9	89.2	74.4	64.2	96.6	96.5	91.2	93.6
				28	17	29	13	30	22	30	22	191	112.0	91.4	83.3	74.6	105.4	91.5	81.2	73.9	94.1	100.1	97.5	95.7
				6	3	14	6	5	1	13	7	55	107.3	94.9	84.2	69.4	110.2	—	84.6	76.6	102.8	—	100.4	100.3
				24	12	27	4	26	25	24	21	163	109.7	91.0	81.9	69.5	104.6	90.3	77.0	66.1	95.4	99.3	94.0	

APPENDIX I

NAME	NOTES	(1)		(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
U of Hawaii at Manoa	11	I	PU	157.5	116.2	104.2	80.1					126.8	100.0	100.0	24.0	14.0		66.8	16.6	16.7
U of Hawaii-West Oahu	11	IIB	PU	119.9	96.3	87.2	76.5					100.1	100.0	100.0	24.0	17.7		62.5	23.9	13.6
Windward Comm Coll	11	III	PU	105.1	90.3	77.3	67.6					83.6	100.0	100.0	24.0	21.3		60.6	27.3	12.1

Hawaii (continued)

Idaho

Boise St U	2	I	PU	117.0	96.6	87.1	62.3	56.3			92.1	98.6	98.6	4.9	1.2	Pp	51.5	15.4	33.1
Coll of Idaho		IIB	PI	84.6	69.4	61.4	53.0	55.3	—		69.3	90.0	100.0	6.9	14.1	FT	58.8	20.0	21.3
Idaho St U	2	I	PU	99.2	87.7	79.2	62.9	54.0	61.8		79.5	100.0	100.0	9.3	15.7	P	34.0	16.3	49.8
Lewis-Clark St Coll	2	IIB	PU	81.5	67.0	57.4	53.0				66.9	100.0	100.0	10.8	20.5	Pp	55.6	13.2	31.3

Illinois

Augustana Coll	3	IIB	PR	91.9	74.8	65.6	52.7				73.9	98.4	74.1	5.8	12.7		58.5	14.5	26.9
Aurora U	3	I	PI	100.4	81.5	74.5		67.1			80.5	91.9	63.4	5.8	12.2	FTV	43.1	9.8	47.2
Bradley U	10	IIA	PI	111.8	85.7	77.5	69.7	59.2	—		86.3	100.0	100.0	5.6	12.6	FTV	49.3	28.7	22.0
DePaul U	2	I	PR	143.6	109.8	77.2	75.8				106.3	100.0	100.0	9.2	14.2		62.5	13.9	23.6
Dominican U		IIA	PR	89.5	72.0	75.1	62.0	69.9			78.8	95.8	83.2	7.2	15.9	FTV	59.4	20.3	20.3
Elmhurst U	20,29	IIA	PR	93.3	79.8	72.6	58.9	59.8			77.8	93.3	100.0	8.2	15.4	FTO	44.8	20.2	35.0
Governors St U		IIA	PU	113.1	97.1	81.9	85.8	80.0	76.6		90.7						43.3	27.9	28.8
Illinois Coll		IIB	PR	82.5	69.1	61.2	59.7				69.1	100.0	80.8	5.0	19.1	FTT	52.1	23.3	24.7
Illinois St U	2	I	PU	105.1	91.6	79.8		51.8			83.5	100.0	93.2	12.5	21.5		55.9	18.6	25.4
Illinois Wesleyan U		IIB	PI	96.8	74.2	65.9	72.7				78.7	75.9	92.6	6.1	15.0	Fp	64.8	17.6	17.6
Knox Coll		IIB	PI	81.7	70.0	61.0	56.1				69.6					FTV	65.6	15.6	18.8
Lake Forest Coll		IIB	PI	104.1	83.8	71.1	65.0	—			82.1	95.5	73.2	7.9	14.2		55.4	26.8	17.9
Lewis U		IIA	PR	112.0	90.1	81.2	69.8				90.7						39.2	24.0	36.8
Loyola U Chicago	2	I	PR	143.2	106.2	94.2	75.6				101.0	100.0	100.0	9.5	10.1		36.6	17.1	46.3
Millikin U		IIB	PI	80.1	63.7	62.8	56.8	42.0			65.1	100.0	100.0	5.0	9.9	FT	47.5	20.8	31.7
Monmouth Coll		IIB	PR	70.8	64.5	60.5	57.1	52.4			63.5	91.4	87.9	7.0	14.1	FTO	31.0	50.0	19.0
North Central Coll	6	IIA	PR	100.9	83.5	76.3	58.8	54.7			84.0	100.0	100.0	7.6	5.4	FTV	49.7	14.0	36.3
Northern Illinois U	2	I	PU	124.8	106.5	93.8	53.0		67.2		96.2						56.2	13.9	29.9
Northwestern U		I	PI	247.1	156.5	130.8					201.9	100.0	100.0	11.0	7.3		68.7	18.5	12.8
Olivet Nazarene U	2	IIA	PR	75.9	64.4	54.3	—				66.2	100.0	99.1	5.2	16.9	FTV	4.5	0.0	95.5
Roosevelt U	2	IIA	PI	99.7	77.7	73.3	—	58.5			82.0	5.3	79.4	0.9	15.1	FTT	58.8	7.6	33.6
Saint Francis Med Center Coll of Nursing		IIB	PR	137.9	98.7	75.4	70.7				86.1	100.0	100.0			None	0.0	0.0	100.0
Saint Xavier U		IIA	PR	90.2	76.8	73.0		61.1	60.6		72.5	100.0	100.0	3.6	13.4	FT	38.7	22.6	38.7
Southern Illinois U-Edwardsville	10	IIA	PU	102.1	89.4	80.3	52.6				82.2	100.0	100.0	11.0	22.6		53.1	16.7	30.2
Trinity Christian Coll	2	IIB	PR	74.9	68.2	65.3					69.5		77.0		25.0	FTV	42.6	34.4	23.0
U of Chicago	2	I	PI	277.5	160.8	141.0	58.2	88.9			177.7	100.0	100.0	7.4	6.8	PpOV	50.5	19.2	30.3
U of Illinois Chicago	2	I	PU	184.8	139.6	116.9	75.0	78.9			138.6	100.0	100.0	12.5	12.0		48.0	17.1	34.9
U of Illinois Springfield	2	IIA	PU	109.6	87.8	78.7	58.6	—			86.1	100.0	100.0	12.5	21.5		59.0	24.1	16.9
U of Illinois Urbana-Champaign	2	I	PU	179.5	122.6	109.5	86.2	72.5			135.3	100.0	100.0	12.5	12.9		58.4	23.4	18.2
U of St Francis		IIA	PR	90.1	76.7	65.5	66.2				74.8	96.3	72.0	7.7	17.2	FTT	43.9	25.6	30.5
Waubonsee Comm Coll	12	III	PU	110.0	93.1	83.1	81.5				93.6	100.0	100.0	0.0	20.7	F	86.5	13.5	0.0
Wheaton Coll	2	IIA	PR	108.2	91.6	71.1	56.1				92.3	92.7	93.8	6.0	18.3	FpV	64.6	25.0	10.4

Indiana

Ball St U	2	I	PU	98.9	81.5	77.7	61.2	57.0	63.2		73.9	99.0	89.6	10.4	16.6	PO	41.0	14.4	44.6
Bethel U-Indiana		IIA	PR	68.7	59.1	49.3					57.0	0.0	64.9	0.0	14.8	FTT	52.6	31.6	15.8
Butler U	2	IIA	PI	105.5	92.4	79.2	63.0	55.6			85.8	100.0	100.0	9.8	11.8	FpT	50.0	14.3	35.7
Calumet Coll of Saint Joseph	2	IIA	PR	61.3	67.4	56.4	48.4				56.4	100.0	75.0	6.0	13.6		32.1	32.1	35.7
DePauw U		IIB	PI	108.8	82.3	74.6	67.4				93.2	100.0	100.0	8.0	12.5	FpT	61.8	20.0	18.2
Earlham Coll	2,20,30	IIB	PR	90.8	75.0	63.1	59.9				73.6	88.0	97.0	7.6	18.5	FpV	50.0	14.0	36.0
Franklin Coll		IIB	PR	76.4	64.0	61.3	51.2	39.4			63.9	44.4	43.1	12.9	17.9	FT	45.8	25.0	29.2
Goshen Coll		IIB	PR	74.3	62.1	52.7	—				64.7	100.0	100.0	3.7	16.4	PpV	42.2	10.9	46.9
Hanover Coll		IIB	PR	82.5	67.6	65.0	60.8				74.8	91.5	93.9	7.2	11.0	FTT	74.4	18.3	7.3
Huntington U		IIB	PR	76.2	73.1	68.2	50.3				70.5	100.0	100.0	5.1	16.3	FT	35.5	56.6	7.9
Indiana Inst of Tech	3	IIA	PI	92.5	88.0	81.3	62.9				83.6	100.0	100.0	10.0	10.7	FTOV	49.1	36.8	14.0
Indiana St U	2	I	PU	101.5	83.5	68.9	56.9	50.3			79.6	96.7	100.0	10.1	12.7	P	56.0	18.0	26.0
Indiana U-Bloomington	2	I	PU	151.3	113.7	110.9		69.6			115.7	100.0	94.9	10.3	6.8	P	45.2	18.3	36.5

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				258	141	100	38	169	135	93	87	1,021	166.2	121.4	108.4	81.8	144.2	110.9	99.8	79.4	86.8	91.4	92.0	83.3
				20	10	7	9	12	13	15	2	88	117.8	100.5	87.6	75.4	123.5	93.1	87.0	—	104.9	92.7	99.4	97.9
				10	4	7	6	9	6	5	19	66	103.9	89.6	78.0	67.6	106.3	90.8	76.2	67.6	102.3	101.3	97.7	93.3
3.2	5.6	6.2	6.4	131	113	87	3	88	108	111	6	792	118.0	100.7	93.5	72.3	115.5	92.4	82.2	57.3	97.9	91.8	87.9	85.8
2.8	3.8	4.7	—	17	7	14	2	11	5	9	2	80	85.1	69.3	61.6	—	83.8	69.5	61.1	—	98.4	100.2	99.3	98.1
2.3	4.1	5.1	7.9	76	66	79	57	50	58	103	35	603	103.3	90.1	82.8	65.5	93.0	85.0	76.5	58.7	90.0	94.4	92.5	90.3
4.5	6.0	6.6	4.3	22	19	8	10	17	37	18	13	144	81.0	65.6	56.0	52.4	82.2	67.7	58.0	53.5	101.5	103.1	103.4	97.8
2.4	3.3	3.0	3.5	42	16	9	31	30	26	18	21	193	92.1	76.1	66.3	51.8	91.6	74.1	65.3	54.1	99.4	97.3	98.5	98.8
2.7	4.6	4.4	—	8	24	14	—	11	23	32	—	123	102.5	82.8	74.6	—	98.9	80.2	74.4	—	96.4	96.8	99.8	96.0
0.9	1.8	4.2	2.0	59	52	64	15	20	32	75	11	341	112.9	88.5	83.2	72.6	108.7	81.2	72.7	65.8	96.3	91.8	87.3	83.9
3.0	3.5	4.4	3.3	140	163	58	93	88	152	58	111	863	150.2	112.8	86.3	82.8	133.2	106.7	68.1	69.9	88.7	94.6	78.9	84.4
4.9	4.4	6.6	—	23	15	14	—	31	19	18	3	143	96.0	74.3	76.5	—	84.7	70.1	74.0	62.0	88.2	94.4	96.7	91.1
3.3	3.8	3.6	4.1	18	13	23	7	28	21	34	5	163	98.3	80.7	69.3	57.6	90.0	79.3	74.8	60.7	91.6	98.3	108.0	99.6
7.9	7.6	7.8	—	23	28	23	1	17	38	41	3	240	111.1	103.8	87.4	—	116.0	92.1	78.8	75.0	104.4	88.7	90.1	90.2
4.2	4.2	5.0	4.6	12	12	7	6	9	6	18	3	73	84.0	68.6	61.7	59.2	80.7	70.3	61.1	60.7	96.1	102.4	99.0	95.3
0.2	0.6	1.7	—	166	110	73	—	112	112	92	—	892	109.2	94.3	82.1	—	99.0	89.0	78.0	—	90.6	94.4	95.0	86.5
1.2	1.9	0.3	0.0	26	16	15	3	7	22	15	4	108	96.2	77.0	66.2	60.5	99.0	72.1	65.5	81.8	103.0	93.6	98.9	91.4
4.0	4.3	7.7	5.5	18	23	7	7	10	14	7	10	96	81.6	70.6	61.3	55.6	81.8	69.0	60.6	56.4	100.2	97.8	98.8	95.1
1.1	1.1	4.2	1.8	18	17	10	6	9	18	24	9	112	104.2	84.1	73.8	65.5	103.8	83.5	70.0	64.6	99.6	99.2	94.9	90.7
				35	23	49	6	28	39	65	5	250	115.5	90.3	84.9	72.6	107.5	90.0	78.4	66.4	93.0	99.6	92.3	91.9
3.9	5.4	-4.6	-23.0	92	124	82	135	79	114	145	138	909	146.6	111.4	95.8	75.9	139.4	100.6	93.3	75.3	95.1	90.3	97.4	93.0
0.0	0.5	0.6	1.1	17	17	11	12	9	19	20	12	120	81.6	61.3	62.1	58.8	77.4	65.8	63.2	54.8	94.8	107.4	101.9	95.9
0.6	2.8	5.1	—	10	10	7	2	8	3	9	3	58	72.8	65.0	61.7	—	68.3	62.8	59.5	54.3	93.8	96.7	96.5	95.0
4.8	5.8	3.8	3.2	35	15	15	2	19	40	38	5	179	102.4	86.1	79.1	—	98.0	82.6	75.1	60.0	95.7	95.9	94.9	88.5
12.1	13.6	11.8	6.1	144	116	56	68	89	120	82	117	820	124.6	106.4	99.7	54.5	125.2	106.6	89.8	52.1	100.5	100.2	90.1	89.0
6.3	7.7	8.2	—	462	164	119	—	201	136	112	—	1,194	256.2	160.8	142.4	—	226.3	151.4	118.5	—	88.3	94.2	83.2	81.4
2.7	4.3	1.0	—	32	19	13	—	13	18	16	1	112	77.1	65.2	55.0	—	72.8	63.5	53.7	—	94.4	97.4	97.6	90.2
				22	28	16	—	16	23	19	2	131	110.8	78.2	72.1	—	84.6	77.1	74.3	—	76.4	98.6	102.9	89.2
5.3	5.3	5.3	5.3	—	—	—	—	—	—	—	—	—	—	—	—	—	137.9	—	79.1	70.7	—	—	153.1	128.0
0.0	1.8	0.2	—	11	15	13	—	12	14	11	—	124	91.0	77.0	70.1	—	89.5	76.7	76.4	—	98.4	99.7	108.9	100.8
2.3	3.7	3.5	3.0	110	75	36	40	84	57	57	117	576	104.9	90.7	82.9	55.9	98.4	87.8	78.7	51.5	93.9	96.9	94.9	83.7
3.4	4.5	5.0	—	14	7	10	—	7	11	12	—	61	77.7	66.8	70.4	—	69.3	69.1	61.1	—	89.2	103.4	86.8	90.5
				485	150	157	124	176	87	135	73	1,698	290.7	163.0	153.1	60.5	241.0	157.0	127.0	54.2	82.9	96.3	83.0	72.5
9.0	12.2	13.3	11.9	272	223	209	4	170	225	241	23	1,523	190.1	147.4	120.2	69.3	176.3	131.8	114.0	76.0	92.7	89.4	94.9	86.1
8.7	8.6	6.6	6.5	23	43	22	13	16	40	25	12	195	121.1	92.4	82.6	58.8	93.2	82.9	75.3	58.4	76.9	89.7	91.2	85.7
6.2	7.0	6.1	5.0	598	296	294	34	241	236	293	58	2,221	183.8	123.9	113.5	88.1	168.7	121.0	105.5	85.1	91.8	97.6	93.0	83.7
2.0	3.0	3.8	3.3	15	5	4	6	8	11	18	15	82	93.2	72.2	62.1	69.7	84.2	78.8	66.3	64.8	90.3	109.1	106.7	88.1
2.2	6.9	8.0	9.1	10	13	12	6	16	13	13	6	89	111.3	92.8	85.0	75.8	109.1	93.4	81.3	87.2	98.0	100.6	95.6	102.2
4.6	4.9	6.4	6.2	48	56	22	1	16	29	18	2	192	109.0	93.4	70.7	—	105.7	88.2	71.6	—	97.0	94.5	101.3	91.5
2.6	3.4	3.9	5.2	112	118	68	59	65	105	69	69	962	102.8	81.3	78.0	62.6	92.1	81.8	77.5	59.9	89.6	100.6	99.3	91.3
8.1	7.3	7.5	—	6	12	5	—	3	15	16	—	57	68.6	59.9	50.4	—	68.9	58.4	49.0	—	100.4	97.5	97.1	91.3
2.1	4.0	4.5	4.3	60	44	31	34	53	52	31	42	370	107.6	92.5	83.2	64.0	103.1	92.2	75.2	62.2	95.8	99.7	90.4	93.6
3.3	4.0	3.0	4.1	2	4	5	4	1	2	4	6	28	—	67.9	55.5	52.1	—	—	57.6	45.9	—	—	103.7	92.2
3.3	3.2	3.5	—	45	21	23	—	36	20	17	3	165	111.1	83.5	74.5	—	106.0	81.1	74.7	67.4	95.4	97.2	100.3	95.6
2.0	4.2	3.5	4.4	21	11	4	12	11	11	12	18	100	90.9	75.4	64.4	64.5	90.6	74.6	62.7	56.8	99.7	99.0	97.2	88.0
1.4	4.8	3.1	3.8	13	7	8	4	9	4	18	5	72	79.1	64.9	53.4	48.7	72.4	62.4	64.9	53.1	91.6	96.3	121.6	103.2
2.0	12.0	7.1	—	13	9	4	—	16	7	14	1	64	73.0	62.9	53.1	—	75.3	61.1	52.6	—	103.2	97.1	99.0	95.5
0.0	1.2	1.6	0.0	27	9	10	4	17	10	5	—	82	84.2	68.5	68.7	60.8	79.8	66.8	57.5	—	94.8	97.6	83.7	94.6
1.3	1.4	1.6	1.9	12	10	16	2	7	6	22	1	76	71.0	68.3	64.3	—	85.0	81.1	70.9	—	119.8	118.7	110.3	111.9
2.8	4.4	1.7	4.9	6	14	9	1	5	9	6	7	57	97.8	91.7	85.5	—	86.1	82.2	74.9	62.1	88.0	89.7	87.6	84.3
4.2	5.1	6.8	5.7	69	41	31	32	50	44	36	51	366	102.7	85.0	69.2	58.9	99.8	82.1	68.7	55.6	97.1	96.5	99.3	90.3
3.5	5.4	4.9	—	481	275	195	—	232	204	226	—	2,098	157.6	120.0	1									

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT				
Indiana U-East	2	IIB	PU	89.8	83.4	76.7		56.3		76.2	99.0	96.1	10.1	11.8	P	37.3	30.4	32.4				
Indiana U-Kokomo	2	IIA	PU	85.8	74.6	66.6		55.6		68.9	100.0	95.2	10.1	13.8	P	24.2	29.8	46.0				
Indiana U-Northwest	2	IIA	PU	92.2	75.8	68.5		54.5		73.6	99.2	85.7	10.3	12.8	P	41.2	16.8	42.0				
Indiana U-Purdue U-Indianapolis	2	I	PU	123.5	95.8	87.3		62.6		92.7	99.7	92.6	10.3	10.2	P	40.1	13.4	46.5				
Indiana U-South Bend	2	IIA	PU	77.9	72.9	63.2		51.4		68.4	100.0	93.4	10.4	13.4	P	48.5	9.6	41.9				
Indiana U-Southeast	2	IIA	PU	85.3	79.8	71.7		59.4		76.1	100.0	97.5	10.3	11.0	P	51.9	15.0	33.1				
Ivy Tech Comm Coll		III	PU	78.1	67.7	59.8	57.0	46.2		62.2	98.6	91.0	12.2	24.0	F	0.0	0.0	100.0				
Manchester U	2	IIB	PR	73.7	71.2	74.8	68.8			72.8	100.0		5.0		FFT	46.5	18.6	34.9				
Purdue U Fort Wayne	2,31	IIA	PU	92.3	81.4	72.6	58.5		58.2	77.6	91.9	100.0	10.3	16.9		52.4	17.8	29.8				
Purdue U Northwest	2	IIA	PU	109.3	87.6	78.9	60.2		55.8	86.4	88.7	99.3	10.6	15.2		56.0	13.1	30.9				
Purdue U-Main Campus	2	I	PU	167.2	119.0	103.5	56.3		71.0	127.6	91.9	99.6	10.5	10.4		54.0	19.6	26.3				
Rose-Hulman Inst of Tech	2	IIB	PI	125.1	100.6	86.8				107.9	100.0	100.0	9.6	14.5	FTV	75.4	23.4	1.1				
Taylor U	3	IIB	PR	74.6	66.8	58.4	—			66.8	94.4	99.2	6.1	23.3	Ff	56.3	23.8	19.8				
U of Evansville		IIA	PR	91.4	80.9	77.7	56.7			81.4	89.9	100.0	5.4	9.6	FT	50.7	20.9	28.4				
U of Indianapolis	2	IIA	PR	92.2	76.3	68.6	58.7			74.2	90.7	76.1	6.8	14.0	PpO	44.5	22.7	32.8				
U of Notre Dame	32	I	PR	213.9	139.8	131.5	—			174.2	96.4	96.1	10.1	10.1	O							
U of Southern Indiana	2	IIA	PU	93.8	77.4	68.1	56.2			73.2	95.5	93.8	11.1	18.0	P	42.1	29.1	28.8				
Valparaiso U		IIA	PR	82.8	73.0	70.3	57.0	60.4		71.9	100.0	100.0	6.0	11.3	FFT	52.7	19.3	28.0				
Wabash Coll		IIB	PI	106.5	86.2	74.8	56.7			86.6	100.0	100.0	9.2	12.0	FTTV	69.7	16.9	13.5				

Iowa

Allen Coll	13	IIA	PI	87.2	71.2	64.9	47.1			71.2	100.0	100.0	5.2	12.4		0.0	0.0	100.0
Central Coll		IIB	PR	81.9	66.6	55.9		61.9		69.3	100.0	100.0	9.1	9.5	FT	65.9	13.6	20.5
Coe Coll		IIB	PR	80.3	66.2	59.6	—			67.6	100.0	100.0	3.0	13.0	FFT	59.2	20.4	20.4
Cornell Coll		IIB	PR	80.3	65.1	65.2	52.1			71.4	93.9	85.4	7.5	15.7	FFT	67.1	24.4	8.5
Drake U	6	IIA	PI	107.5	88.0	76.8	57.5			91.0	91.1		8.2		FT	59.9	17.5	22.5
Faith Baptist Bible Coll and Theo Sem		IIB	PR	56.9	50.0	47.8				51.1	100.0	90.0	2.3	23.0	P	0.0	0.0	100.0
Graceland U-Lamoni		IIA	PR	97.1	73.7	74.5	—			80.4						31.4	34.3	34.3
Grinnell Coll		IIB	PI	145.2	114.0	93.9	75.7			116.4	93.0	95.9	10.2	10.6		64.9	26.3	8.8
Kirkwood Comm Coll	14	III	PU	83.2	71.6	65.6	62.0			72.4	100.0	100.0	9.4	10.5		0.0	0.0	100.0
Loras Coll		IIB	PR	67.5	60.6	59.0	51.9	—		61.3	100.0	100.0	5.8	16.7	FFT	64.3	27.4	8.3
Luther Coll		IIB	PR	83.3	71.2	58.7	54.3			73.5	100.0	89.1	5.0	14.6	PpT	75.9	8.0	16.1
Morningside U		IIA	PR	80.4	65.1	64.0	58.1			67.7	85.9	81.7	3.1	19.6	FpTV	57.7	22.5	19.7
Northwestern Coll		IIA	PR	76.2	65.3	57.4	54.1		86.0	69.0						46.4	27.4	26.2
Simpson Coll		IIB	PR	68.7	62.8	57.4	53.0			62.5	88.0	82.7	5.0	20.1	FFT	60.0	29.3	10.7
U of Iowa	2	I	PU	160.8	105.3	97.7	68.6	66.6	75.3	118.3	100.0	100.0	9.7	12.3	None	51.7	16.8	31.4
U of Northern Iowa		IIA	PU	93.9	79.6	72.1	60.7			79.4						68.3	14.6	17.2
Upper Iowa U		IIA	PI								100.0	100.0				48.6	40.0	11.4
Wartburg Coll		IIB	PR	74.7	66.4	56.3		57.4		64.9	100.0	79.8	5.9	16.1	FFT	57.1	31.0	11.9

Kansas

Emporia St U	10	IIA	PU	73.6	67.8	63.8	45.9			63.9	100.0	91.2	8.5	18.0	POV	49.2	31.1	19.7
Fort Hays St U	2	IIA	PU	92.2	77.2	65.9	54.9	59.7		70.9	100.0	100.0	8.2	12.7	FO	42.2	19.1	38.7
Kansas St U	2	I	PU	128.5	99.4	86.7	64.7	72.8		96.5	100.0	100.0	9.5	8.8	PT	53.9	15.0	31.2
Kansas Wesleyan U	3	IIB	PR	64.0	60.7	54.5	—	—		57.4	100.0	100.0	7.8	7.3	FTO	44.4	42.2	13.3
Ottawa U-Ottawa	3	IIB	PR	67.6	60.9	59.5	—			61.0	100.0	100.0	1.8	15.6	FFT	15.6	15.6	68.9
U of Kansas	2	I	PU	133.5	96.0	88.8	—	56.2		104.4	100.0	95.3	8.5	11.2	PO	56.0	15.9	28.1
Washburn U	2	IIA	PU	107.6	78.9	69.7	120.1	59.1		79.2	100.0	100.0	9.8	10.9	P	48.0	15.9	36.2
Wichita St U	5	I	PU	113.7	83.6	79.2	—		66.2	83.9	92.3	90.1	9.1	12.1		47.7	16.9	35.4

Kentucky

Ashland Comm and Tech Coll	3	III	PU	64.2	53.6	46.4	42.2			54.1						28.2	0.0	71.8
Berea Coll		IIB	PI	103.5	81.5	68.0	60.8			81.0	100.0	92.6	8.0	11.3	FTTV	52.2	25.0	22.8
Big Sandy Comm and Tech Coll	3	III	PU	65.3	53.3	44.8	42.5	—		55.8						14.3	0.0	85.7
Bluegrass Comm and Tech Coll	3	III	PU	66.6	58.6	49.3	51.2	42.6		56.8						40.8	0.0	59.2
Centre Coll		IIB	PR	110.9	85.5	66.6	77.0			85.3	91.2	100.0	9.7	10.7	FFTOV	58.4	24.1	17.5
Eastern Kentucky U		IIA	PU	78.6	72.0	65.9	67.2	51.2	52.7	70.9	89.9	82.2	14.1	10.0	F	58.8	23.4	17.8
Elizabethtown Comm and Tech Coll	3	III	PU	64.2	54.0	49.6	47.1	—		56.5						26.9	0.0	73.1

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.0	5.6	3.8		6	16	9		11	13	24		102	96.0	83.4	77.2		86.4	83.4	76.5		90.1	99.9	99.2	98.2
3.9	5.0	4.7		12	13	13		10	20	20		124	96.1	74.3	62.0		73.4	74.8	69.6		76.4	100.6	112.2	91.9
3.0	5.5	4.3		14	24	5		10	18	29		119	97.5	77.0	69.5		84.8	74.3	68.3		87.0	96.5	98.3	86.4
3.9	4.1	4.6		158	131	83		85	141	152		985	129.0	102.4	98.1		113.4	89.8	81.4		88.0	87.7	83.0	81.0
3.3	4.5	4.4		30	32	15		33	23	28		198	80.3	74.7	60.0		75.7	70.5	65.0		94.2	94.3	108.3	95.5
3.0	4.4	3.1		22	23	5		30	23	26		160	88.9	82.1	93.3		82.6	77.6	67.5		92.9	94.5	72.3	88.8
				34	102	226	111	59	180	283	196	1,203	74.7	65.7	58.7	54.6	80.0	68.7	60.6	58.4	107.1	104.6	103.2	105.0
5.5	4.4	3.8	—	13	13	13	2	11	17	13	4	86	76.5	68.1	70.7	—	70.5	73.6	78.8	72.9	92.2	108.0	111.5	104.3
2.7	4.2	3.8	3.8	56	54	55	3	17	40	37	2	309	93.9	82.8	73.9	61.4	87.0	79.4	70.7	—	92.7	95.9	95.8	91.5
5.0	4.9	5.8	4.3	48	55	29	7	26	35	36	13	275	112.3	87.2	79.4	61.1	103.7	88.3	78.6	59.6	92.3	101.2	98.9	91.7
4.4	5.7	5.3	16.1	703	360	412	4	235	241	309	8	2,514	169.9	123.4	108.5	61.9	159.1	112.5	96.9	53.6	93.6	91.1	89.3	81.9
5.3	5.1	6.2		56	40	26		18	22	13		175	127.3	100.3	87.5		118.3	101.2	85.3		92.9	100.9	97.5	93.8
2.9	3.5	4.1	—	38	22	16	2	9	14	25		126	74.7	66.0	56.0	—	74.5	68.1	60.0		99.8	103.1	107.0	95.9
1.7	2.0	4.4	—	29	14	28	2	10	24	38	3	148	93.5	83.1	80.0	—	85.6	79.5	76.1	52.8	91.6	95.7	95.1	90.7
3.3	2.8	3.4	2.0	18	38	37	8	21	49	63	13	247	91.5	78.0	70.2	58.7	92.8	74.9	67.6	58.7	101.4	96.0	96.3	95.9
4.4	5.3	5.7		353	176	130		100	82	80	2	923	221.8	142.1	137.7		186.1	135.1	121.6	—	83.9	95.1	88.3	81.5
3.5	3.9	3.8	3.7	33	59	48	23	23	54	56	41	337	99.1	81.4	68.3	55.0	86.2	73.0	67.9	56.9	87.0	89.7	99.5	89.6
3.3	3.9	4.5	—	31	35	19	8	16	31	38	10	207	83.0	72.7	68.9	57.7	82.2	73.2	71.0	56.4	99.0	100.7	103.0	97.5
3.1	3.8	4.7	5.6	18	22	12	8	8	15	3	3	89	107.6	87.9	75.2	55.3	103.9	83.7	73.3	60.6	96.6	95.3	97.5	98.8
3.4	3.4	5.2	—	3	2	1	1	7	13	13	2	42	104.7	—	—	—	79.7	71.3	63.9	—	76.1	—	—	83.4
1.8	3.0	4.1		17	18	3		10	16	6		88	82.0	67.4	55.0		81.6	65.8	56.4		99.5	97.6	102.6	94.7
0.0	0.3	0.3		20	12	15		10	16	23	2	98	81.1	68.3	61.1		78.6	64.6	58.6	—	97.0	94.6	95.9	89.6
0.0	0.0	0.0	0.0	16	7	13	3	24	8	7	4	82	85.2	63.5	65.3	54.7	77.1	66.5	65.0	50.2	90.4	104.8	99.5	97.6
1.9	3.9	1.9		66	51	20	14	54	48	36	13	302	112.5	90.9	75.5	61.5	101.4	84.9	77.6	53.1	90.2	93.4	102.7	90.3
3.5	4.1	3.5		6	4	5		1	4			20	56.9	51.3	49.1		—	46.1		—	—	93.9	86.7	
1.6	5.1	3.9	—	8	4	15	1	12	4	25	1	70	96.4	76.0	77.5	—	97.5	71.5	72.6	—	101.2	94.0	93.7	96.6
2.9	3.6	4.7	3.3	35	32	11	11	24	24	28	6	171	145.7	115.1	91.3	75.9	144.5	112.5	95.0	75.4	99.2	97.8	104.1	94.8
2.6	3.0	3.5	3.0	50	21	26	27	33	24	26	21	228	82.8	70.8	65.7	61.5	83.9	72.3	65.6	62.7	101.3	102.1	99.8	99.7
0.2	0.1	0.4	—	12	18	12		10	15	13	3	84	67.8	61.1	60.2		67.2	60.0	57.8	51.9	99.2	98.1	96.0	95.2
3.0	3.4	3.3	4.0	38	25	11	1	20	26	11	5	137	84.1	73.3	56.3	—	81.7	69.2	61.0	51.5	97.2	94.4	108.3	92.3
2.3	2.2	2.3	—	9	14	7	5	8	12	14	2	71	79.6	65.1	67.4	59.4	81.3	65.1	62.2	—	102.2	100.0	92.3	97.9
				22	9	5	2	11	8	10	8	84	76.6	63.9	55.5	—	75.3	66.8	58.4	55.0	98.3	104.6	105.1	97.9
0.0	1.3	14.0	0.0	18	7	9	6	14	6	10	5	75	68.7	63.0	57.1	53.4	68.8	62.6	57.7	52.5	100.0	99.4	101.1	99.1
4.0	5.7	5.3	6.6	309	240	134	13	154	220	190	18	1,384	170.2	112.3	103.6	66.2	142.0	97.6	93.5	70.4	83.4	86.9	90.2	78.6
3.0	4.3	3.7	4.1	82	75	24	32	56	58	42	50	419	95.9	81.5	78.0	62.8	90.9	77.2	68.7	59.4	94.8	94.6	88.0	89.3
1.2	0.0	1.1		6	4	4		3	6	8		35												
2.0	1.9	2.1		13	14	9		11	13	14		84	76.9	64.9	56.8		72.0	67.9	56.0		93.6	104.6	98.5	95.6
0.0	0.3	2.3	2.0	29	26	29	9	18	25	30	27	193	70.0	70.9	66.3	47.4	79.3	64.7	61.3	45.5	113.2	91.2	92.5	91.3
2.1	3.8	8.2	0.6	38	40	60	37	30	36	53	35	346	92.6	78.2	66.4	54.1	91.6	76.0	65.3	55.7	99.0	97.2	98.4	97.5
5.7	7.8	7.6	9.2	186	133	79	71	73	93	60	88	889	132.8	101.8	88.4	70.2	117.4	96.1	84.4	60.3	88.4	94.4	95.5	82.4
				5	2	11		2	10	13	1	45	64.1	—	52.0		—	61.6	56.6	—	—	—	108.9	106.2
1.1	1.2	2.7	—	4	6	12	1	2	10	10		45	69.0	59.1	60.2	—	—	61.9	58.7		—	104.9	97.5	98.9
3.2	4.0	4.5	—	296	206	137		151	151	139	1	1,199	138.6	102.0	97.5		123.5	87.8	80.2	—	89.1	86.1	82.2	81.0
7.1	6.8	4.6	—	32	18	21	2	35	28	23	3	246	105.6	82.2	66.5	—	109.5	76.7	72.7	121.2	103.6	93.3	109.3	98.4
5.6	4.3	3.2	—	88	79	53	1	42	49	40		543	117.7	85.9	83.9	—	105.4	79.9	73.0		89.6	93.0	86.9	81.2
5.5	5.6	7.1	5.9	18	5	3	8	12	7	8	10	71	65.6	55.0	45.2	42.3	62.1	52.6	46.9	42.0	94.6	95.6	103.7	90.8
				12	32	16	3	17	26	27	3	136	103.2	83.3	67.3	59.5	103.8	79.2	68.4	62.0	100.6	95.0	101.6	97.9
				16	4	3	7	23	7	5	11	77	66.7	53.6	45.4	42.0	64.2	53.1	44.5	42.8	96.2	99.0	98.1	97.7
				23	23	15	17	34	22	19	37	196	66.8	60.3	47.9	49.9	66.5	56.8	50.5	51.8	99.5	94.3	105.4	99.8
3.2	5.2	3.9	—	21	23	27	1	14	29	20	2	137	113.9	84.1	66.7	—	106.4	86.6	66.5	—	93.4	102.9	99.7	97.1
3.2	2.8	1.7	1.8	102	58	55	2	79	69	73	12	495	78.3	73.1	67.3	—	79.1	71.1	64.8	65.2	101.0	97.2	96.3	96.9
				23	19	8	10	22	14	4	6	108	61.7	54.3	48.6	46.1	66.8	53.6	51.6	48.8	108.3	98.8	106.0	106.3

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)		(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT		
Kentucky (continued)																				
Gateway Comm and Tech Coll	3	III	PU	62.4	53.6	49.3	48.0	—			51.1						0.0	0.0	100.0	
Georgetown Coll	20	IIA	PR	67.4	56.1	49.4	40.3	42.3			59.0	100.0	78.1	2.0	9.9	PfT	70.3	14.1	15.6	
Hazard Comm and Tech Coll	3	III	PU	64.8	53.2	46.7	47.8	45.3			55.0						20.9	0.0	79.1	
Henderson Comm Coll	3	III	PU	64.6	50.9	43.9	46.7	—			53.8						27.6	0.0	72.4	
Hopkinsville Comm Coll	3	III	PU	61.5	52.1	46.9	44.4				51.5						26.9	0.0	73.1	
Jefferson Comm and Tech Coll	3	III	PU	66.1	59.1	53.8	53.9				58.0						36.8	0.0	63.2	
Kentucky Wesleyan Coll		IIB	PR	60.6	60.0	52.4	—				55.6	92.5	100.0	3.0	16.2	FfT	40.0	50.0	10.0	
Madisonville Comm Coll	3	III	PU	64.9	53.0	46.7	48.3	41.1			57.7						35.8	0.0	64.2	
Maysville Comm and Tech Coll	3	III	PU	67.3	55.0	45.4	45.6	—			54.9						29.8	0.0	70.2	
Morehead St U		IIA	PU	87.6	76.3	67.1	52.2				70.8	100.0	100.0	15.9	13.9	Pp	52.4	17.7	29.9	
Murray St U	2	IIA	PU	84.9	70.5	69.8	48.4				67.8	100.0	100.0	16.2	17.0	F	50.3	21.2	28.4	
Northern Kentucky U	3	IIA	PU	104.2	80.8	84.6		59.2			78.3	100.0	100.0	10.9	18.3	0	47.0	13.0	40.0	
Owensboro Comm and Tech Coll	3	III	PU	63.4	53.5	46.7	42.1				52.0						14.5	0.0	85.5	
Somerset Comm Coll	3	III	PU	63.5	53.6	47.5	46.7				54.0						19.9	0.0	80.1	
Southcentral Kentucky Comm and Tech Coll	3	III	PU	61.7	51.0	45.1	41.0				50.2						0.0	0.0	100.0	
Southeast Kentucky Comm and Tech Coll	3	III	PU	64.9	52.8	46.8	40.8				55.4						31.3	0.0	68.8	
Transylvania U		IIB	PR	106.2	89.6	74.0	58.4				92.3	100.0	100.0	8.9	10.8	FfT	76.8	13.4	9.8	
U of Kentucky	2	I	PU	141.3	104.6	92.3		72.4			107.8	99.8	96.5	10.0	9.5	PpV	59.4	23.4	17.1	
U of Louisville	2	I	PU	132.1	94.7	81.1	66.3	61.3	69.9		99.3	100.0	100.0	10.0	11.8	F	52.2	14.8	33.0	
U of Pikeville		IIB	PR	73.6	62.8	58.4	—				64.3	97.0	67.2	7.3	20.9	FpV	0.0	0.0	100.0	
West Kentucky Comm and Tech Coll	3	III	PU	61.8	49.8	49.1	44.6	—			51.6						10.2	0.0	89.8	
Western Kentucky U	2	IIA	PU	89.5	72.0	68.7	51.4	—	—		72.2	100.0	100.0	11.4	13.8	PO	52.3	23.5	24.3	

Louisiana

Centenary Coll of Louisiana		IIB	PR	86.0	67.8	63.3					68.3	100.0	100.0	5.0	9.8	FpTV	48.1	40.4	11.5
Louisiana St U and Ag & Mech Coll	1	I	PU	143.1	103.5	94.1	57.8	87.0			102.4	100.0	94.0	26.4	9.0		49.5	18.6	31.9
Loyola U New Orleans		IIA	PR	112.9	77.9	78.8	58.8	63.7			81.0	100.0	84.9	2.1	16.9	FfT	44.0	19.8	36.2
Tulane U	2,20	I	PI	167.5	114.7	123.4	81.5	99.0			118.0	77.4	87.0	9.4	6.7	FfT	43.0	16.3	40.8
U of New Orleans		I	PU	103.3	88.7	84.7					93.8	69.8	100.0	20.9	7.9	Ff	67.6	29.1	3.4

Maine

Bates Coll		IIB	PI	145.6	113.4	92.4	70.7	103.8			109.9	100.0	100.0	9.9	9.3	P	54.9	20.8	24.3
Bowdoin Coll		IIB	PI	166.1	130.7	104.5	73.5	102.3	—		131.2	93.0	94.5	12.7	10.5	OV	63.3	23.1	13.6
Colby Coll		IIB	PI	161.8	117.8	96.3	77.2				116.6	85.3	92.2	9.0	14.8	Pp	70.1	13.4	16.5
U of Maine	2	I	PU	140.2	99.7	78.8		68.1			100.3	100.0	100.0	10.1	18.8	PpT	56.3	24.3	19.4
U of Maine at Augusta		IIB	PU	90.6	76.5	62.6		62.2			71.1	100.0	100.0	10.0	24.9	Pp	41.9	40.9	17.2
U of Maine at Farmington		IIB	PU	91.0	74.8	59.3		58.3			75.7	100.0	100.0	10.1	24.7	Pp	70.4	16.0	13.6
U of Maine at Fort Kent	2	IIB	PU	93.5	—	60.3	—	57.7			70.3	100.0	100.0	10.1	25.5	Pp	35.7	50.0	14.3
U of Maine at Machias		IIB	PU	87.4	70.1		—	59.4			74.5	100.0	100.0	10.0	27.2	Pp	75.0	6.3	18.8
U of Maine at Presque Isle	2	IIB	PU	87.8	70.7	62.3		—			71.2	100.0	100.0	10.2	25.8	Pp	58.1	32.3	9.7
U of New England	2	IIA	PI	99.5	90.9	72.9	—	60.8			80.5	100.0	100.0	6.3	13.0	FfTOV	31.1	6.8	62.1
U of Southern Maine	2	IIA	PU	119.0	101.1	78.5		68.0			92.1	100.0	100.0	10.1	20.2	Pp	43.7	30.7	25.6

Maryland

Bowie St U		IIA	PU	134.8	103.4	90.4		72.1			100.1	100.0	100.0	15.2	5.0	FpTV	43.7	42.1	14.2
Comm Coll of Baltimore County	15	III	PU	111.7	96.5	80.3	66.4				90.6	97.4	100.0	10.9	15.0		2.8	0.0	97.2
Coppin St U	12	IIA	PU	111.6	101.7	88.8	80.1	67.6			94.7	95.0	85.8	10.4	13.9	FfTV	63.3	28.3	8.3
Frostburg St U	2	IIA	PU	107.0	89.7	84.8	74.0	60.0			90.5	88.6	79.1	10.8	17.1	FfO	63.0	23.7	13.3
Goucher Coll		IIA	PI	101.3	85.4	70.4					82.6	86.8	100.0	5.0	8.4	FTV	54.7	22.6	22.6
Hood Coll		IIA	PI	87.2	74.1	67.7	61.0				73.6	100.0	64.6	4.6	11.9	FT	50.0	42.7	7.3
Johns Hopkins U	2	I	PI	224.6	155.8	131.9	116.8	95.3	79.6		170.1						42.5	25.6	32.0
Loyola U Maryland	20	IIA	PR	130.3	95.7	70.8					94.7	91.0	66.7	9.0	11.6	Fp	53.1	7.4	39.5
McDaniel Coll		IIA	PI	89.0	78.2	75.2	64.7	62.8			77.3	100.0	100.0	4.3	14.6	FfT	57.7	18.0	24.3
Montgomery Coll		III	PU	103.6	88.3	81.6	—				99.7	100.0	100.0	4.8	9.3	F	0.0	0.0	100.0
Mount St Mary's U		IIA	PR	93.2	77.2	65.3		60.6			74.8					FT	52.7	20.9	26.4
Salisbury U	2	IIA	PU	116.9	98.2	90.9	79.2	68.1			95.3	90.2	83.7	19.8	14.7	FpV	60.4	19.2	20.4
St Mary's Coll of Maryland	2	IIB	PU	112.2	88.2	76.6	—	66.2			93.0	100.0	100.0	8.2	15.3	FpTV	69.4	26.1	4.5
Towson U		IIA	PU	122.1	103.8	89.4	77.8	61.3			95.2	100.0	100.0	10.6	19.9	FpOV	49.5	17.5	33.0

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
				9	5	9	20	3	7	12	15	82	62.2	54.1	53.2	48.2	63.1	53.3	46.4	47.8	101.5	98.4	87.2	94.7
0.0	6.8	2.3	0.0	21	7	4	2	13	5	4	3	64	67.5	56.9	50.5	—	67.4	55.1	48.4	40.0	99.8	96.9	95.9	92.5
				12	5	4	6	13	9	4	10	67	65.0	54.4	43.8	46.8	64.7	52.5	49.5	48.4	99.5	96.6	113.0	100.3
				4	2	2		7	2	1	10	29	62.2	—	—		66.1	—	—	46.7	106.3	—	—	103.7
				8	2	3	6	9	3	12	9	52	60.0	—	44.3	43.5	62.9	51.1	47.5	45.0	104.8	—	107.3	99.5
				16	20	11	31	25	20	9	42	174	68.9	59.5	53.6	52.6	64.4	58.7	54.2	54.9	93.4	98.7	101.2	100.4
2.0	3.0	3.0	—	2	9	10	1	2	4	12		40	—	60.2	53.5	—	—	59.7	51.4	—	99.2	96.1	95.9	
				14	1	5	11	33	2	3	9	81	67.2	—	48.2	46.2	63.9	—	44.3	50.8	95.1	—	92.0	108.6
				9	8	6	11	18	13	6	12	84	67.4	55.0	44.7	43.1	67.3	55.0	46.1	48.0	99.9	99.9	103.2	108.4
7.7	9.4	8.1	7.5	40	44	35	34	34	32	26	43	288	91.7	79.4	67.3	53.6	82.9	72.0	66.9	51.1	90.5	90.7	99.4	90.6
2.5	4.7	3.8	5.9	60	66	42	44	34	59	61	67	433	87.6	74.6	72.1	51.3	80.1	66.0	68.2	46.5	91.5	88.5	94.6	86.2
0.1	0.8	1.8		72	53	32		56	71	36		532	109.3	82.8	90.5		97.5	79.3	79.3		89.2	95.8	87.6	88.2
				14	7	8	9	15	6	4	20	83	64.6	53.2	44.6	43.2	62.3	53.9	51.0	41.6	96.5	101.3	114.4	95.8
				16	14	4	24	32	16	11	24	141	65.8	53.8	48.5	44.9	62.4	53.3	47.2	48.5	94.7	99.1	97.3	102.8
				17	5	14	7	10	17	15	13	98	62.5	50.0	45.9	41.6	60.4	51.3	44.4	40.6	96.6	102.7	96.7	92.9
				19	4	1	5	12	10	2	11	64	66.8	53.6	—	37.9	61.9	52.5	—	42.1	92.6	97.9	—	88.2
31.3	29.4	28.2	14.0	23	14	2	3	12	17	7	4	82	108.4	89.3	—	58.4	101.9	89.9	73.4	58.4	94.0	100.7	—	90.2
2.5	4.2	3.7	—	295	213	139		137	189	177		1,383	143.4	109.7	99.0		136.6	98.9	87.0		95.2	90.2	87.8	83.5
3.4	5.4	4.9	4.9	184	160	116	19	104	136	175	35	958	138.4	96.6	84.9	78.4	120.9	92.5	78.5	59.8	87.4	95.8	92.4	83.6
19.2	12.0	-0.8	—	10	11	10		10	11	14	1	67	72.0	64.5	58.0		75.3	61.2	58.7	—	104.6	94.9	101.1	98.4
				13	11	4	8	18	8	24	21	108	59.9	48.0	41.7	43.2	63.1	52.2	50.3	45.1	105.3	108.8	120.6	103.1
2.5	3.1	3.7	3.3	119	76	64	41	74	103	65	94	639	92.0	74.8	70.8	52.8	85.5	70.0	66.7	50.8	93.0	93.6	94.2	86.8
				6	6	14		3	7	16		52	83.5	67.5	65.4		91.0	68.0	61.4		108.9	100.7	94.0	95.1
6.1	6.7	5.5	7.0	289	190	171	116	109	138	132	185	1,368	149.3	106.9	99.3	62.0	126.8	98.7	87.4	55.1	84.9	92.3	88.0	76.5
5.3	7.2	3.8	4.9	38	30	18	12	18	18	26	7	232	114.4	80.7	80.6	60.0	109.7	73.4	77.5	56.6	95.9	91.0	96.2	94.0
4.4	5.4	4.2	7.1	149	117	74	143	71	93	88	151	903	168.9	119.6	136.3	86.5	164.5	108.7	112.5	76.8	97.4	90.9	82.5	84.1
2.5	4.0	3.0		61	33	34		17	12	22		179	104.7	93.5	91.4		98.3	75.6	74.3		93.9	80.9	81.2	84.1
				20	24	9	17	29	22	27	14	173	147.9	113.1	92.9	70.3	144.1	113.8	92.3	71.3	97.4	100.7	99.4	99.8
6.3	6.7	7.0	10.3	35	23	21	5	32	36	25	6	199	163.9	131.1	104.1	80.1	168.5	130.4	104.9	67.9	102.8	99.4	100.7	99.4
4.5	4.4	4.9	6.7	33	29	32	8	22	40	55	12	231	160.1	118.3	98.2	78.6	164.2	117.4	95.2	76.3	102.5	99.3	97.0	91.6
4.9	4.8	5.2		93	82	60		43	68	56		490	144.6	102.9	81.2		130.7	96.0	76.2		90.4	93.3	93.7	84.4
3.3	4.9	4.5		8	10	10		10	11	28		93	93.8	79.5	59.5		88.1	73.9	63.7		94.0	93.0	107.0	93.0
2.7	4.4	3.7		11	13	4		17	16	10		81	92.5	77.1	60.0		90.1	73.0	59.1		97.4	94.6	98.4	92.3
5.0	—	5.3	—	6	1	7		3		6	2	28	88.9	—	61.0		102.6		59.6	—	115.3		97.7	92.2
3.9	5.2		—	3	3		1	4	2			16	84.3	70.0		—	89.6	—			106.3	—		109.2
4.7	3.0	3.0		4	5	5		3	7	5		31	86.5	73.5	63.2		89.5	68.7	61.5		103.5	93.4	97.3	94.7
0.8	4.5	4.2	—	30	16	11		15	46	45	1	219	101.2	101.1	69.1		96.1	87.4	73.8	—	94.9	86.5	106.9	94.8
4.6	4.5	7.3		39	26	33		28	31	44		254	120.8	112.3	82.8		116.4	91.7	75.3		96.4	81.7	90.9	85.5
				27	32	39		23	31	60		247	138.5	107.8	89.5		130.5	98.7	90.9		94.2	91.5	101.7	93.1
8.3	9.2	10.2	10.5	21	51	62	13	60	73	84	26	390	114.1	97.6	80.0	67.5	110.9	95.7	80.5	65.9	97.1	98.1	100.7	101.3
4.6	4.8	4.7	—	13	16	20		8	17	34	5	120	113.4	102.3	93.0		108.5	101.2	86.4	80.1	95.6	98.9	92.9	93.7
4.0	5.3	5.0	—	52	26	22	1	21	37	21	3	211	107.2	89.7	87.0	—	106.7	89.7	82.6	71.0	99.5	100.0	95.0	91.5
4.6	3.1	4.6		8	12	17		16	25	28		106	99.4	89.0	70.5		102.3	83.6	70.3		102.9	94.0	99.7	99.8
4.0	3.7	3.6	5.8	7	14	15	4	14	18	21	3	96	89.8	77.4	68.1	60.1	86.0	71.5	67.4	62.3	95.8	92.4	99.1	98.3
				400	143	135	2	179	154	163	20	1,392	228.2	160.5	137.6	—	216.5	151.5	127.1	114.1	94.8	94.4	92.4	80.9
3.1	4.1	6.3	8.8	52	39	60		39	54	80		324	143.3	96.1	73.0		113.0	95.3	69.2		78.9	99.2	94.8	84.6
3.0	6.6	4.2	—	17	16	5	1	17	14	15	3	111	87.0	78.9	81.6	—	91.1	77.4	73.0	65.2	104.8	98.1	89.5	94.2
4.7	-11.0	-20.0		155	23	5		188	52	19	1	443	104.8	88.4	82.4		102.7	88.3	81.4	—	98.0	99.9	98.8	96.1
				12	44	18		10	14	14		129	95.3	76.9	64.8		90.6	78.2	66.0		95.1	101.7	101.8	97.5
10.5	10.8	9.5	10.0	76	67	39		36	61	48	5	417	120.6	101.8	93.4		109.3	94.3	88.8	79.2	90.6	92.6	95.0	82.8
				21	23	10	1	20	13	18		111	116.9	89.5	80.0	—	107.3	86.0	74.6		91.7	96.1	93.3	91.1
5.3	6.2	5.9	6.7	135	93	67	3	127	126	130	7	912	126.6	105.8	87.1	73.2	117.3	102.3	90.6	79.8	92.7	96.6	104.0	91.2

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
U of Maryland Baltimore	2	I	PU	198.8	133.4	112.0	97.2	86.6	73.6	136.4	100.0	100.0	9.0	9.3	FTT	26.4	7.4	66.2	
U of Maryland Eastern Shore	2	IIA	PU	116.3	98.7	89.5		66.9		97.5	100.0	100.0	8.1	10.8	FfV	50.2	29.8	20.0	
U of Maryland-Baltimore County	2	I	PU	154.5	115.9	99.4	78.7	80.9		115.3	100.0	100.0	8.3	11.0		50.6	18.1	31.3	
U of Maryland-Coll Park	2	I	PU	207.3	141.1	118.8	92.4	84.9		149.5	99.9	100.0	8.3	8.5	FpTV	55.5	14.4	30.0	
United States Naval Academy	15,33	IIB	PU	156.3	141.0	114.2	93.9		152.9	138.2	100.0	100.0	21.4	6.4	None	62.8	23.7	13.5	
Washington Coll		IIB	PI	95.3	78.8	71.9	58.4			78.0	100.0	100.0	4.2	18.2		64.9	24.7	10.3	

Maryland (continued)

Amherst Coll		IIB	PI	175.3	125.2	107.4	82.1	90.1		132.8	89.4	92.5	11.1	11.1		56.3	23.2	20.5
Assumption U	3	IIA	PR	101.1	85.2	81.6	66.4			86.1	99.2	99.2	7.9	9.7	FfTV	56.4	16.5	27.1
Babson Coll		IIA	PI	235.1	180.5	162.7	142.9	136.3		181.7	94.4	78.7	10.8	9.7	FTV	52.3	14.7	33.0
Bentley U		IIA	PI	191.7	141.5	140.5		98.1		139.6	100.0	86.7	10.1	11.2	FV	39.9	28.8	31.4
Boston Coll		I	PR	208.2	133.1	128.3	94.8	124.7		156.9	90.1	99.8	9.1	10.9	Ff	53.1	15.1	31.8
Boston U	2	I	PI	212.7	151.3	124.7	125.7	91.8		145.5	100.0	100.0	9.7	8.1	PpT	38.2	12.3	49.5
Brandeis U	2,20	I	PI	171.8	120.7	107.2	63.0	84.2		130.2	86.5	81.0	20.8	5.8	Pp	47.3	19.5	33.3
Clark U		I	PI	146.4	108.0	100.7	72.2	90.1		109.6						52.5	19.8	27.7
Coll of Our Lady of the Elms	3	IIA	PR	77.5	70.5	62.6	—	—		66.3	100.0	35.7	4.5	17.0	FTT	39.3	33.9	26.8
Coll of the Holy Cross		IIB	PR	146.6	112.0	97.8	72.2			112.6	90.2	86.4	10.3	13.9	FTO	61.7	16.4	22.0
Curry Coll		IIA	PI	111.5	93.5	81.7	69.4			97.7	100.0	100.0	10.6	15.5	FT	0.0	0.0	100.0
Emerson Coll		IIA	PI	125.7	97.7	80.0	90.3			96.1	100.0	100.0	9.0	14.6	FTO	27.0	48.5	24.5
Emmanuel Coll		IIA	PR	121.9	96.3	88.6	—	74.0		92.8	100.0	100.0	8.7	12.2	FTV	43.1	12.8	44.0
Endicott Coll		IIA	PI	116.3	105.0	90.4				103.8					FpTV	0.0	0.0	100.0
Hampshire Coll		IIB	PI	103.5	90.8	72.1	67.3			84.7	100.0	100.0	8.0	6.8	FpT	0.0	0.0	100.0
Harvard U		I	PI	286.4	182.7	163.3	84.6	125.8		220.3	100.0	100.0	10.9	5.3		49.3	19.8	30.9
Lasell U		IIA	PI	94.6	76.5	71.6	73.2			80.2	100.0	100.0	4.6	12.4	FT	0.0	0.0	100.0
Massachusetts Coll of Liberal Arts		IIB	PU	100.7	75.4	67.3	—			84.2	15.2	82.3	5.4	17.1	Ff	75.9	17.7	6.3
Massachusetts Inst of Tech	2	I	PI	283.6	186.7	159.3	79.7	117.4		219.1	100.0	100.0	11.5	19.0	FO	62.9	17.7	19.4
Mount Holyoke Coll		IIB	PI	139.7	106.8	92.6	62.0	80.7		101.9	100.0	100.0	8.6	4.4	FTOV	52.5	18.4	29.0
Northeastern U		I	PI	180.3	127.1	113.0	108.5	109.7	66.7	133.9	100.0	88.0	10.0	9.0	F	34.1	14.5	51.4
Smith Coll		IIA	PI	152.7	116.4	96.5	72.5	84.9		120.0	96.1	100.0	10.9	10.5	PpO	59.2	19.9	20.9
Springfield Coll	3	IIA	PI	88.5	72.7	65.1	51.0			72.6						41.3	22.6	36.1
Stonehill Coll		IIB	PR	113.9	91.9	77.8	—	—		94.5	95.1	73.5	6.8	11.7	FT	61.7	16.7	21.6
Tufts U	2,20,34	I	PI	174.5	129.2	108.3	102.5	87.7	—	127.7	100.0	100.0	10.1	12.4	FV	36.0	11.8	52.2
U of Massachusetts-Amherst	2,35	I	PU	164.9	117.7	104.9	81.6	83.3		122.5	100.0	100.0	16.7	25.8	PpV	54.4	17.5	28.0
U of Massachusetts-Dartmouth		IIA	PU	142.7	102.2	83.0				107.7	100.0	100.0	16.7	21.5	Pp	56.3	13.6	30.1
U of Massachusetts-Lowell		I	PU	157.3	116.4	93.7	74.8			118.6						50.5	20.9	28.6
Wellesley Coll		IIB	PI	166.9	121.9	102.7	67.2	92.4		124.8	95.1	89.2	10.4	12.4		57.2	11.1	31.7
Wheaton Coll (MA)		IIB	PI	99.9	86.9	73.1	59.2			79.8	100.0	100.0	4.8	13.9	PT	53.8	14.6	31.5
Williams Coll		IIB	PI	174.6	124.0	110.3	80.6	133.9	98.2	140.3	100.0	100.0	8.7	10.0		61.6	23.9	14.5

Michigan

Adrian Coll		IIB	PR	88.7	72.9	62.2	52.2			75.6	100.0	100.0	8.5	16.4	FTV	55.0	11.3	33.8
Albion Coll		IIB	PI	81.4	63.2	64.1	45.3	53.6		66.7	83.8	100.0	11.5	15.3	FTT	58.1	19.7	22.2
Alma Coll		IIB	PR	88.0	70.4	62.7	60.5	59.8		70.5	100.0	97.8	6.5	20.4		48.9	0.0	51.1
Aquinas Coll		IIB	PR	65.6	58.8	57.6	51.0			60.1						75.9	17.7	6.3
Calvin U		IIA	PR	96.0	84.7	75.8			66.9	86.5						65.5	15.5	19.1
Central Michigan U	2	I	PU	112.2	90.7	92.9		61.9		95.5	98.3	91.9	10.3	14.1	F	66.9	10.1	23.0
Eastern Michigan U		I	PU	110.7	93.9	75.8	—	51.2		94.7	96.9	93.9	11.0	17.1		75.1	12.3	12.5
Ferris St U	2	IIA	PU	118.1	94.5	80.7	—		51.6	95.5	100.0	100.0	14.6	17.8	P	72.1	13.5	14.3
Grand Valley St U	2	IIA	PU	119.3	96.0	88.0	88.7		56.5	89.4						6.9	62.9	30.2
Hope Coll		IIB	PR	101.8	79.5	65.6	57.3			77.8	83.8	82.6	10.9	18.3		46.4	24.2	29.4
Kalamazoo Coll		IIB	PI	100.0	78.2	66.0	59.8			81.1	90.4	100.0	9.3	16.5	FpTV	62.5	26.9	10.6
Kettering U	2	IIA	PI	96.6	89.0	83.0		66.2		83.8	100.0		9.0		FT	52.0	21.0	27.0
Michigan St U	2	I	PU	176.3	119.4	93.2	70.7			127.8	100.0	100.0	10.0	9.8	P	55.7	15.9	28.3
Michigan Technological U		I	PU	133.9	105.0	95.4	91.5	74.5		103.3	97.3	98.3	8.5	13.4	PV	51.3	22.3	26.5
Northern Michigan U	2,20	IIA	PU	98.6	85.3	71.0	62.0		58.4	80.9	100.0	100.0	15.4	16.8	F	48.5	18.8	32.7
Oakland U		I	PU	115.0	90.4	79.1	71.2			91.1	93.5	99.1	15.8	15.9	P	67.6	22.4	10.0
Saginaw Valley St U		IIA	PU	91.8	81.1	73.9	—	55.7		83.0						75.4	16.0	8.6
Spring Arbor U	2	IIA	PR	71.5	59.0	53.0				60.7	87.1	75.7	5.8	20.4	FfTV	31.4	48.6	20.0
U of Michigan-Ann Arbor	2	I	PU	193.7	130.3	111.2	68.2	82.4		140.3	100.0	100.0	10.0	9.5	None	53.2	15.3	31.5

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
6.9	8.8	10.1	11.2	67	32	38	16	58	76	139	47	485	214.0	137.8	120.9	107.3	181.1	131.5	109.5	93.7	84.6	95.4	90.6	77.8
11.3	10.0	10.3		45	35	26		24	25	30		215	117.6	102.9	86.2		113.9	92.7	92.3		96.8	90.1	107.2	91.8
9.7	9.6	10.1	9.3	109	71	46	1	56	88	55	5	569	162.0	120.9	106.0	—	139.8	111.8	93.9	81.9	86.3	92.5	88.6	83.0
8.9	10.4	11.0	7.7	527	243	173	1	206	214	171	3	1,967	212.8	147.6	128.2	—	193.2	133.7	109.2	94.0	90.8	90.6	85.2	78.5
6.0	7.2	8.3	7.8	86	62	47	14	35	28	30	7	333	157.2	145.0	115.7	94.7	154.0	132.2	111.7	92.3	97.9	91.2	96.5	93.0
3.0	3.2	4.1	15.3	9	20	9	3	9	25	15	7	97	96.4	84.5	72.6	54.7	94.1	74.2	71.5	60.0	97.6	87.8	98.5	91.0
5.1	4.7	7.2	2.9	59	22	23	15	41	21	36	11	254	181.4	125.1	111.0	79.5	166.5	125.3	105.0	85.7	91.8	100.2	94.6	90.6
5.3	5.4	4.5	7.0	19	20	17	6	11	25	31	4	133	102.2	86.6	81.0	66.5	99.1	84.2	82.0	66.3	97.0	97.2	101.2	96.2
7.4	15.8	7.4	14.3	42	20	11	4	23	20	16	2	197	243.9	180.5	150.0	132.5	219.0	180.6	171.4	—	89.8	100.0	114.2	94.0
3.9	5.2	4.4		35	30	30		29	20	43		271	206.8	146.4	144.3		173.5	134.1	137.9		83.9	91.6	95.6	93.2
5.2	6.3	4.2	3.4	218	137	97	34	114	143	92	33	893	219.3	135.3	131.3	97.9	186.9	131.0	125.0	91.7	85.2	96.8	95.2	84.1
4.3	5.4	6.9	4.9	337	184	175	97	139	159	149	136	1,798	218.1	153.1	127.7	130.5	199.7	149.2	121.1	122.2	91.6	97.5	94.8	82.8
2.8	4.2	4.5	2.4	85	50	39	6	69	43	54	10	406	174.9	123.6	113.6	61.9	168.1	117.3	102.5	63.7	96.1	94.9	90.2	88.4
6.1	4.2	5.1	4.5	38	35	28	17	26	28	20	12	242	149.1	110.8	103.8	69.2	142.5	104.5	96.4	76.6	95.5	94.3	92.9	95.5
0.0	0.3	2.1	—	4	8	6	1	5	8	22		56	76.3	66.5	60.3	—	78.5	74.4	63.2		102.9	111.8	104.9	103.9
4.5	4.7	5.0	4.9	53	43	18	27	44	37	29	36	287	148.0	110.3	99.1	69.2	144.9	114.0	97.0	74.4	97.9	103.3	97.9	95.6
4.6	5.0	3.7	2.7	10	9	5	1	36	24	19	3	107	117.1	82.8	86.2	—	109.9	97.5	80.4	71.2	93.9	117.7	93.3	101.6
4.9	6.2	2.3	5.5	22	40	22	24	19	33	40	33	233	131.5	98.2	81.2	91.6	118.9	97.1	79.4	89.3	90.4	98.9	97.7	92.7
6.5	4.5	6.2	—	4	17	12		13	16	21	1	109	124.1	94.1	86.9		121.2	98.6	89.6	—	97.6	104.9	103.2	106.7
2.5	9.2	9.8		23	7	15		24	21	31		121	117.6	109.2	94.5		115.1	103.6	88.4		97.9	94.9	93.5	93.0
14.1	7.5	12.2	12.1	8	3	3	6	6	6	7	5	44	107.1	91.8	70.9	69.6	98.6	90.3	72.6	64.5	92.1	98.3	102.5	92.9
4.7	4.3	5.0	5.5	703	83	129	74	310	57	118	83	1,836	290.5	186.6	162.6	89.1	276.9	177.1	164.1	80.5	95.3	94.9	101.0	84.3
2.0	2.0	1.9		9	9	10	2	11	10	13	1	65	93.7	78.4	73.2	—	95.4	74.9	70.4	—	101.8	95.5	96.2	99.2
0.1	2.3	1.7		18	11	8		16	15	10	1	79	106.3	83.2	66.3		94.5	69.7	68.0	—	88.8	83.8	102.5	86.3
6.0	9.5	8.8	7.1	544	147	80	37	149	66	80	18	1,323	280.3	187.1	162.0	82.5	295.6	185.9	156.6	73.9	105.4	99.4	96.6	85.5
5.0	6.8	7.9	5.4	27	25	16	18	32	31	23	25	217	145.1	107.9	91.7	59.0	135.2	105.9	93.2	64.2	93.2	98.1	101.6	95.9
4.7	7.0	7.2	5.9	360	304	225	83	225	244	246	65	1,911	190.7	132.3	119.3	118.4	163.8	120.6	107.3	95.9	85.9	91.1	89.9	81.2
4.5	5.0	6.8	6.0	55	25	15	5	68	33	46	6	306	153.4	115.3	97.3	68.4	152.2	117.3	96.2	76.0	99.2	101.7	98.9	93.6
				23	25	33	4	28	36	56	3	208	85.6	74.7	64.4	50.2	90.9	71.3	65.4	52.0	106.1	95.5	101.6	100.1
3.7	5.1	7.3	—	34	32	16		19	30	28	2	162	115.3	97.0	78.4		111.5	86.4	77.5	—	96.7	89.0	98.8	86.9
4.0	4.4	5.5	4.1	156	109	91	39	84	86	139	33	867	177.5	133.0	112.9	106.1	168.8	124.4	105.3	98.3	95.1	93.6	93.3	84.3
6.3	8.8	7.4	6.0	327	158	111	3	171	150	145	4	1,448	171.3	120.3	109.9	90.9	152.8	115.0	101.0	74.6	89.2	95.6	91.9	83.7
1.0	0.3	1.3		77	63	56		40	64	82		382	150.4	103.1	84.7		127.9	101.3	81.9		85.0	98.3	96.7	84.6
				103	122	80	14	57	122	86	20	604	161.3	119.1	96.8	72.7	150.0	113.7	90.7	76.3	93.0	95.5	93.7	89.1
2.7	5.4	8.3	4.0	53	25	11	5	55	42	23	13	306	169.8	121.3	100.8	65.0	164.1	122.3	103.7	68.0	96.7	100.9	102.8	91.0
1.7	4.5	8.3	6.4	21	14	7	15	16	19	12	26	130	101.2	84.6	69.9	55.3	98.2	88.6	75.0	61.4	97.0	104.8	107.3	97.0
6.4	6.8	6.9		78	28	32	15	58	19	39	8	297	181.6	125.7	110.5	79.9	165.2	121.6	110.2	81.9	91.0	96.8	99.7	93.8
3.1	6.5	6.1	—	19	10	15	1	15	9	9	2	80	89.7	67.1	61.4	—	87.5	79.4	63.4	—	97.5	118.3	103.2	103.8
0.8	0.3	0.8	—	29	11	5	9	16	12	18	13	117	80.2	65.9	68.6	46.9	83.7	60.7	62.8	44.2	104.4	92.0	91.5	90.3
				13	16	12	5	8	12	12	4	90	92.2	70.8	66.3	57.6	81.2	69.9	59.2	64.1	88.1	98.8	89.3	93.1
0.7	0.4	1.1	—	13	21	11	1	11	11	7	4	79	65.0	60.0	59.1	—	66.3	56.6	55.2	51.5	102.1	94.4	93.5	96.7
				69	25	13		27	16	19		194	96.5	85.0	77.9		94.8	84.3	74.3		98.3	99.2	95.4	94.4
3.2	3.5	3.5		179	50	31		125	40	25		583	116.6	92.3	93.5		105.8	88.6	92.1		90.7	96.0	98.5	90.1
3.3	4.5	4.8	—	164	64	26	2	125	77	46		575	112.6	98.1	76.2	—	108.2	90.5	75.5		96.1	92.2	99.1	91.5
3.5	5.3	5.9	—	90	70	36	1	57	49	20		377	118.1	95.7	81.8	—	118.0	92.9	78.6		99.9	97.2	96.1	91.4
				200	165	69	2	122	158	96	3	1,167	121.7	99.8	94.5	—	115.5	92.1	83.3	71.5	94.9	92.3	88.1	86.5
3.5	5.2	2.5	5.5	43	32	34	17	27	38	59	15	265	102.6	82.3	66.0	58.5	100.6	77.1	65.4	55.9	98.0	93.7	99.0	91.1
3.3	3.3	3.8	3.1	21	12	11	5	17	16	17	5	104	103.5	77.7	66.1	60.7	95.6	78.6	65.9	58.8	92.3	101.3	99.7	92.6
0.0	0.0	0.0		24	15	15		5	8	6		100	97.7	86.2	85.9		91.5	94.1	75.8		93.6	109.2	88.2	90.4
4.8	6.2	6.3	6.6	552	325	338	49	226	292	390	81	2,253	179.8	122.8	96.8	76.5	167.7	115.5	90.0	67.2	93.3	94.1	93.0	81.6
3.8	5.1	5.0	5.9	82	71	53	9	25	32	34	4	400	136.1	107.7	97.6	96.6	126.7	98.8	92.0	80.0	93.1	91.7	94.3	86.0
2.0	2.8	3.7	5.8	65	32	41	12	37	28	47	26	309	99.3	89.1	73.8	61.9	97.3	80.9	68.6	62.0	98.0	90.7	93.0	89.4
1.0	1.5	2.4	2.7	94	120	50	33	52	109	48	75	581	121.5	92.5	82.6	69.1	103.1	88.2	75.5	72.1	84.9	95.3	91.5	86.8
				71	33	27	1	55	38	26		268	94.4	85.3	78.1	—	88.5	77.4	69.6		93.7	90.8	89.1	92.0
4.0	3.1	4.9		18	12	8		5	7	20		70	71.5	60.1	51.5		71.3	57.3	53.5		99.8	95.3	103.9	89.7
4.3	5.3	4.5	3.4	781	312	306	4	391	284	312	10	3,047	197.4	131.8	113.9	75.2	186.1	128.6	108.4	65.5	94.3	97.6	95.2	82.8

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT				
Michigan (continued)																						
U of Michigan-Flint	10	IIA	PU	124.7	94.2	88.7	93.8	76.1			96.8	100.0	100.0	10.0	34.7	0	55.1	15.4	29.5			
Wayne St U	2	I	PU	143.4	98.5	85.9	85.8	—	79.4	107.0	100.0	100.0	8.2	9.8	PT	51.7	16.1	32.2				
Western Michigan U	2	I	PU	118.0	90.4	77.0	60.2			95.2	100.0	100.0	11.0		P	69.2	23.3	7.5				
Minnesota																						
Augsburg U	2	IIA	PR	92.4	81.6	74.9	72.1			80.6	92.8	100.0	38.5	9.0	FpT	53.0	23.5	23.5				
Bethel U	3	IIA	PR	78.0	68.6	61.0	53.2			70.4	100.0	100.0	1.9	12.2	PpTV	61.3	22.5	16.2				
Carleton Coll	20	IIB	PI	150.2	121.1	98.2	66.5	86.7		119.7						60.0	18.4	21.6				
Coll of Saint Benedict		IIB	PR	96.9	79.1	71.5	69.4			81.5	96.6	86.4	8.2	16.1		62.7	10.2	27.1				
Concordia Coll at Moorhead		IIB	PR	78.4	69.6	66.1	48.4			70.0	89.0	80.1	7.2	21.2	PpTV	62.5	20.6	16.9				
Gustavus Adolphus Coll		IIB	PR	84.6	73.8	67.6	57.3			72.0	99.4	99.4	3.3	18.0	FpTV	61.4	14.6	24.0				
Macalester Coll		IIB	PR	134.9	100.5	84.5	70.3			104.9	100.0	87.0	10.0	11.3	PpTV	61.5	20.0	18.5				
Saint Johns U		IIB	PR	98.8	80.6	68.3	69.6			82.3	98.3	87.3	7.8	17.5		61.9	5.9	32.2				
Saint Mary's U of Minnesota	2	IIA	PR	72.5	66.0	63.2	63.0			66.1	100.0	70.3	6.2	15.2	FFTO	50.0	7.8	42.2				
St Catherine U	3	IIA	PR	83.6	73.7	62.3	54.4			68.6	89.4	83.2	6.2	16.7		32.2	17.3	50.5				
St Olaf Coll		IIB	PR	105.4	87.4	73.7	62.9		74.5	83.4	97.4	85.4	9.9	15.0	PpO	48.5	20.2	31.3				
U of Minnesota-Crookston	2,36	IIB	PU	102.0	81.8	77.7	67.1	69.9		79.2	100.0	100.0	9.7	17.4	None	39.1	17.2	43.8				
U of Minnesota-Duluth	2,37	IIA	PU	103.9	82.8	69.1	58.2			78.4	100.0	100.0	9.7	17.3	None	51.0	15.1	34.0				
U of Minnesota-Morris	2	IIB	PU	91.6	73.3	60.2	51.3	—		70.6	100.0	100.0	9.7	17.3	None	60.8	8.8	30.4				
U of Minnesota-Rochester		IIB	PU	—	86.9	73.3	68.3	69.7		75.1	100.0	100.0	9.7	17.3	None	24.4	12.2	63.4				
U of Minnesota-Twin Cities	2	I	PU	160.9	114.1	99.9	62.9	73.5	—	122.1	100.0	100.0	9.7	18.3	None	53.9	17.1	29.0				
U of Northwestern-St Paul		IIA	PR	73.6	64.8	62.0	47.6	40.8		65.2	94.6	100.0	2.6	17.6	PpTV	0.0	0.0	100.0				
U of St Thomas		I	PR	124.2	98.5	90.7	85.1			107.1	95.7	78.6	9.4	11.8	FpT	78.4	17.0	4.6				
Mississippi																						
Millsaps Coll	38	IIB	PR	87.5	71.7	77.7	60.4	—		76.6	100.0	100.0	4.4	10.7	FFTOV	35.8	49.3	14.9				
Mississippi St U	2	I	PU	124.3	90.9	82.3	55.0	32.6		87.8	37.3	95.5	15.9	4.8	P	39.7	26.4	33.8				
Mississippi U for Women	2	IIA	PU	71.8	60.9	53.5	56.0			61.2	100.0	89.8	17.4	8.8	P	40.9	24.8	34.3				
U of Southern Mississippi	3	I	PU	94.6	76.4	68.2	57.3	55.7		74.1	100.0	100.0	17.4	7.1	P	44.8	24.2	31.0				
Missouri																						
Columbia Coll		IIA	PR	84.7	80.4	67.8	64.9	—		75.3	67.2	95.5	6.7	13.4	FFT	49.3	32.8	17.9				
Drury U	3	IIA	PR	68.9	64.5	68.5	51.3			65.4	100.0	100.0	3.0	10.6	FpTV	65.3	14.9	19.8				
Lindenwood U		I	PI	110.2	91.6	70.0	67.9			90.9	100.0	83.1	5.0	9.2	FT	0.0	0.0	100.0				
Maryville U of Saint Louis	2	I	PI	95.7	89.0	75.1	82.6			83.5	100.0	100.0	7.4	10.8	FFTV	44.7	22.4	32.9				
Mineral Area Coll		III	PU	59.1	55.3	55.6	52.2			54.6	100.0	95.6	16.9	17.3	Ff	0.0	0.0	100.0				
Missouri Baptist U		IIA	PR	70.5	71.8	63.8	51.1			65.5	100.0	100.0	9.8	16.2	FFT	0.0	0.0	100.0				
Missouri St U-West Plains	3	III	PU	73.9	64.6	55.5	52.7	42.1		59.8					PpO	71.1	18.4	10.5				
Missouri U of Science and Tech	2	I	PU	141.2	98.8	84.1		60.5		112.7	100.0	94.2	15.6	10.8	PpV	61.1	18.6	20.3				
Southeast Missouri St U		IIA	PU	99.1	73.4	67.9	56.7		43.8	75.3	100.0	96.8	15.6	9.7	P	48.2	21.5	30.3				
Truman St U	2	IIA	PU	79.1	70.0	59.5	48.3	35.1		67.4	100.0	100.0	16.9	12.5	P	56.6	17.9	25.5				
U of Central Missouri	2	IIA	PU	94.3	81.8	71.6	65.6			77.9	98.1	92.0	18.3	12.8	PTO	57.1	14.9	28.0				
U of Missouri-Columbia	2	I	PU	148.2	102.3	90.7	59.2	—		106.5	99.9	94.4	12.8	10.2	PpV	42.1	16.3	41.6				
U of Missouri-Kansas City	2	I	PU	122.6	98.8	82.7	64.8	42.1		98.5	99.8	90.0	12.3	11.7	PpTV	42.7	13.6	43.8				
U of Missouri-St Louis	2	I	PU	111.6	85.6	79.9	—			91.8	100.0	92.6	13.1	11.6	PpTV	45.2	13.2	41.6				
Washington U in St Louis	2	I	PI	204.2	139.1	124.9	161.4	76.5	—	151.5	100.0	100.0	8.2	12.4	FOV	49.0	18.1	33.0				
Webster U	2	IIA	PI	169.7	139.5	116.3				143.3	100.0	100.0	1.2	8.3	FFTO	70.3	20.6	9.1				
Montana St U		I	PU	123.2	94.2	82.7	65.6			92.9	100.0	100.0	6.0	13.6	Pp	53.5	22.2	24.3				
Montana St U Billings		IIA	PU	91.4	71.4	62.0	—	56.5	59.0	66.9	100.0	100.0	10.7	18.9	PpTV	35.2	38.0	26.8				
Rocky Mountain Coll		IIA	PR	70.7	60.8	58.2	45.2			61.1	100.0	100.0	4.0	9.8	FT	57.4	25.9	16.7				
U of Montana	2	I	PU	53.6	56.8		86.6		86.7	85.1	73.2	73.2	8.8	14.8		67.8	15.5	16.7				
U of Montana-Western		IIB	PU	63.6	60.3	52.3	47.7			57.7						46.6	23.3	30.1				

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.6	5.3	5.2	—	35	37	14	2	17	44	43	5	234	128.7	95.0	92.3	—	116.6	93.5	87.5	72.3	90.6	98.5	94.8	86.5
2.3	3.2	3.3	2.7	196	152	144	4	91	193	182	14	985	147.2	102.3	87.3	90.5	135.1	95.4	84.9	84.5	91.8	93.3	97.3	85.2
2.3	2.1	3.8	3.4	190	111	63	33	100	109	95	43	744	122.2	94.2	79.4	60.8	109.9	86.6	75.4	59.7	90.0	91.9	95.0	84.8
2.0	1.9	2.5	1.9	16	29	17	9	21	27	29	18	166	90.6	82.6	75.6	72.6	93.8	80.7	74.5	71.9	103.5	97.7	98.6	98.3
1.2	1.1	0.0	0.0	29	25	6		26	31	21	4	142	80.1	69.4	58.6		75.6	68.0	61.7	53.2	94.4	97.9	105.3	92.6
5.4	5.8	6.2	—	54	24	19	18	51	21	27	15	245	151.2	125.3	102.0	66.4	149.0	116.3	95.6	66.6	98.6	92.9	93.7	95.0
3.9	3.6	3.5	3.9	21	16	6	13	17	21	5	19	118	98.5	81.5	70.0	68.4	94.9	77.3	73.4	70.0	96.4	94.8	104.9	95.2
4.9	4.8	3.7	8.1	23	24	18	2	16	25	23	5	136	79.9	73.2	64.1	—	76.4	66.1	67.6	48.1	95.6	90.3	105.5	93.6
0.0	1.0	0.9	0.9	23	26	6	20	25	32	18	21	171	87.0	75.7	68.2	57.0	82.3	72.3	67.4	57.6	94.6	95.6	98.9	96.2
4.3	5.1	5.6	5.4	42	22	13	10	35	24	27	27	200	137.9	102.2	82.8	70.1	131.3	98.9	85.3	70.4	95.2	96.7	103.0	87.6
4.2	3.9	4.1	3.2	21	15	5	15	17	22	6	17	118	100.5	83.5	70.2	74.6	96.6	78.6	66.6	65.2	96.1	94.2	94.9	91.2
0.3	0.2	0.0	—	5	17	10		6	13	9	4	64	71.8	66.0	64.6		73.1	66.1	61.7	63.0	101.8	100.2	95.6	99.0
2.4	2.9	2.2	—	8	10	17		19	58	93	3	208	81.9	71.2	63.2		84.3	74.1	62.1	54.4	102.9	104.1	98.2	98.0
3.0	4.4	4.0	3.8	33	32	20	19	27	28	34	24	233	106.8	87.7	74.1	62.9	103.6	87.1	73.5	62.9	97.0	99.3	99.1	94.8
5.8	0.2	1.2	14.4	6	10	4	2	5	6	5	4	64	102.7	82.2	77.3	—	101.1	81.1	78.1	67.8	98.4	98.7	101.0	96.6
0.1	0.0	0.3	0.2	65	84	71	34	26	66	72	47	465	105.5	85.9	72.5	62.8	99.8	78.9	65.8	54.9	94.6	91.9	90.7	85.2
2.9	3.8	6.9	4.6	16	21	6	9	7	21	5	16	102	96.9	72.2	57.6	48.8	79.5	74.4	63.3	52.7	82.1	103.0	109.8	90.3
—	3.4	4.0	5.1	1	5	1	4	1	3	4	6	41	—	87.5	—	72.5	—	85.9	74.1	65.5	—	98.1	—	90.0
4.4	6.2	5.8	5.3	632	312	229	46	303	292	295	110	2,438	164.6	117.6	107.5	64.7	153.0	110.4	93.9	62.2	92.9	93.9	87.4	80.5
0.7	0.3	0.1	4.8	17	11	10	1	9	3	18	2	74	75.1	64.7	63.6	—	70.9	65.2	61.2	—	94.4	100.7	96.2	93.3
3.2	4.2	3.4	3.0	98	76	29	4	50	74	33	6	370	132.4	101.6	94.7	98.5	108.2	95.4	87.1	76.2	81.7	93.8	91.9	84.1
4.4	5.4	3.9	9.1	14	9	11	3	6	14	5	4	67	86.5	76.8	78.8	60.8	89.9	68.4	75.3	60.1	103.9	89.1	95.5	91.0
2.5	3.3	5.0	9.8	198	169	176	56	65	124	156	123	1,117	126.1	96.8	87.3	59.4	118.8	82.8	76.6	53.0	94.2	85.5	87.7	76.5
0.0	1.0	0.7	0.3	17	5	12	9	26	17	19	32	137	70.5	55.2	50.5	50.5	72.6	62.5	55.4	57.5	103.0	113.3	109.7	105.4
0.4	0.9	1.3	1.7	95	105	106	31	54	82	118	75	687	97.9	77.8	70.5	60.1	88.9	74.5	66.2	56.2	90.8	95.8	94.0	86.9
6.0	15.2	7.2	0.0	6	16	10	3	8	4	14	5	67	88.4	81.3	68.9	59.2	82.0	77.0	67.0	68.3	92.8	94.7	97.2	95.2
5.8	5.0	2.6	4.9	24	16	8	6	17	9	14	7	101	68.8	63.6	67.0	50.7	68.9	66.0	69.3	51.8	100.1	103.7	103.5	101.4
4.4	4.9	5.8	5.5	21	31	16	6	40	29	20	14	177	113.9	96.6	71.4	79.9	108.2	86.1	69.0	62.8	95.0	89.1	96.6	93.1
0.0	0.9	0.4	0.0	18	14	13	7	12	26	55	7	152	96.5	88.6	77.0	95.3	94.5	89.3	74.7	69.9	98.0	100.8	96.9	90.1
6.9	8.4	5.4	4.7	4	2	2	11	4	4	8	10	45	62.3	—	—	52.0	55.9	53.0	54.6	52.4	89.8	—	—	96.4
2.4	3.4	3.1		9	7	9	3	4	9	22	5	68	64.7	63.5	57.6	50.1	83.7	78.3	66.4	51.7	129.5	123.3	115.3	113.9
6.0	5.0	5.7	5.0	5	7	3		3	3	6	7	38	72.5	63.1	53.7		76.1	67.9	56.5	52.7	105.0	107.5	105.2	92.8
5.6	6.8	6.0		100	71	54		30	34	19		311	147.5	99.8	86.4		120.2	96.8	77.8		81.5	97.1	90.1	86.3
4.9	6.2	4.8	4.4	65	21	40	36	45	32	34	63	340	101.0	76.1	71.3	58.4	96.3	71.6	63.9	55.7	95.3	94.1	89.6	87.5
2.5	2.6	6.0	5.0	58	27	38	11	26	26	32	14	235	78.1	70.5	62.9	47.3	81.5	69.5	55.5	49.0	104.4	98.6	88.3	93.0
3.1	4.5	7.3	3.0	62	51	34	42	31	47	27	81	375	94.9	85.1	71.8	73.3	93.1	78.1	71.4	61.6	98.1	91.8	99.5	86.9
4.8	5.4	5.4	6.4	280	236	196	48	130	186	267	119	1,464	156.8	105.1	95.4	58.8	129.6	98.6	87.2	59.3	82.7	93.8	91.5	78.7
6.7	6.9	6.3	7.6	94	107	68	18	72	88	92	12	560	131.4	104.2	82.2	70.7	111.1	92.2	83.1	56.0	84.6	88.5	101.1	87.3
4.2	4.3	6.1		67	58	33	1	46	80	77	1	363	117.6	88.2	88.9	—	102.8	83.6	76.0	—	87.4	94.8	85.5	84.4
				329	111	99	8	156	75	97	3	1,119	217.5	141.5	131.4	184.9	176.2	135.5	118.3	98.9	81.0	95.7	90.0	73.6
0.6	2.3	3.6		30	31	23		29	25	27		165	176.7	148.2	122.5		162.4	128.7	111.0		91.9	86.8	90.6	89.1
9.9	11.4	9.2	25.7	101	71	50	49	48	66	66	80	531	123.5	93.3	84.5	65.9	122.4	95.3	81.3	65.5	99.1	102.1	96.2	89.4
6.2	9.1	6.4	—	11	13	21	1	11	11	26	1	142	83.6	77.9	60.5	—	99.2	63.7	63.3	—	118.6	81.7	104.6	99.7
1.3	-0.3	8.2	8.5	12	4	7	4	7	10	5	4	54	71.3	69.4	59.9	42.1	69.8	57.4	55.9	48.3	97.9	82.7	93.3	91.8
9.1	5.8	5.5		11	6		181	3	4		151	497	49.6	58.7		89.8	68.1	54.0		82.7	137.3	92.1		94.4
4.1	7.5	8.6	6.3	19	4	11	2	10	11	6	10	73	64.6	64.6	57.0	—	61.8	58.8	43.8	45.8	95.8	91.0	76.9	86.8

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Nebraska																				
Creighton U	2	IIA	PR	132.6	100.1	82.7	76.4					100.0	90.6	87.4	5.1	12.0	FTT	49.9	17.7	32.4
Nebraska Wesleyan U		IIA	PR	69.6	62.9	58.2	54.2					63.0	100.0	100.0	5.5	12.6	FTTO	56.8	30.5	12.6
U of Nebraska at Kearney	2	IIA	PU	92.2	71.7	66.7	38.5	54.5				74.5						57.6	21.4	21.0
U of Nebraska at Omaha	3	I	PU	103.5	86.2	79.8	55.3	59.5	56.9			80.8	100.0	100.0	8.0	13.5	PpT	48.9	24.0	27.2
U of Nebraska-Lincoln	2	I	PU	145.7	108.8	95.7	49.7					113.1	96.4	95.7	8.0	11.3		57.6	17.6	24.8
Wayne St Coll		IIA	PU	86.9	69.4	61.7	61.6	52.7				72.8	100.0	95.1	8.0	21.0		54.9	30.3	14.8
Nevada																				
U of Nevada-Las Vegas	2	I	PU	156.3	112.5	94.2	—	64.3	78.7	108.8	100.0	100.0	17.5	0.7			Pp	48.8	18.8	32.5
U of Nevada-Reno	15	I	PU	148.7	108.4	86.8		71.5		109.7	100.0	97.7	17.5	8.0			PO	50.8	21.0	28.2
New Hampshire																				
Colby-Sawyer Coll		IIB	PI	81.3	69.0	60.5						67.1	98.1	85.2	4.3	16.7	FTTV	37.0	25.9	37.0
Dartmouth Coll	39	I	PI	269.4	165.6	135.8	125.5	100.7	—	182.0	100.0	80.1	7.8	7.1				54.6	19.6	25.8
Keene St Coll		IIB	PU	103.9	87.4	75.8		57.5		93.5	91.7	100.0	9.1	14.6			Pp	77.8	18.5	3.7
Plymouth St U	3	IIA	PU	99.6	82.9	69.5		64.7		82.8	90.7	100.0	8.8	16.3			Pp	61.3	15.3	23.3
Saint Anselm Coll		IIB	PR	98.7	85.0	68.8	—	—		86.8	92.0	83.3	8.7	19.1			FTT	73.9	10.9	15.2
Southern New Hampshire U		IIA	PI	91.4	68.6	62.7	60.4	41.2		72.8	100.0	95.3	8.6	27.6			FTT	0.0	0.0	100.0
U of New Hampshire-Main Campus	3	I	PU	143.5	114.2	101.0		82.4		111.3	94.1	100.0	8.3	11.1			Pp	53.5	21.2	25.3
New Jersey																				
Caldwell U		IIA	PR	83.9	72.0	64.7	64.0					74.6	100.0	100.0	1.6	9.4	FT	58.4	28.6	13.0
Centenary U	4	IIA	PR	86.0	66.0	60.2	51.6					64.7	100.0	100.0	0.4	9.6	FTTV	19.3	3.5	77.2
Coll of New Jersey	6	IIA	PU	133.7	113.0	92.1	—	88.0		117.4	100.0	100.0	32.9	35.2			FpV	71.3	17.4	11.3
Fairleigh Dickinson U-Metro Campus	2	IIA	PI	104.0	91.6	80.0	62.5	59.3		85.5	80.4	70.4	10.9	20.1			FTTV	46.1	31.1	22.9
Georgian Court U		IIA	PR	91.6	73.4	68.7	56.0	62.9		74.4	89.8	62.5	3.0	18.4			FTT	52.3	38.6	9.1
Kean U	2,40	IIA	PU	135.8	112.4	92.9	—	74.2		97.5								37.7	32.9	29.4
Monmouth U	4	IIA	PI	137.6	104.0	93.9	64.1	79.6		99.1	100.0	100.0	7.0	16.8			FT	51.3	11.8	36.9
New Jersey Inst of Tech	2	I	PU	209.4	139.3	115.1		82.0	86.2	133.3	100.0	100.0	8.0	12.4			FpTO	45.2	20.4	34.4
Princeton U		I	PI	299.4	178.4	143.7	102.1	110.6		216.2	100.0	100.0	9.4	11.5				60.2	18.1	21.8
Ramapo Coll of New Jersey		IIA	PU	135.9	115.0	96.1		79.6		117.2	100.0	100.0	32.9	35.1				81.1	15.3	3.7
Rider U		IIA	PI	119.3	106.4	85.2		71.6		104.0	100.0	100.0	5.2	11.0			FpTV	71.0	0.0	29.0
Rowan U		I	PU	143.0	109.4	92.8	70.2	72.5		103.3	100.0	100.0	8.5	15.0			F	52.5	22.0	25.5
Rutgers U-Camden	16	I	PU	190.2	128.7	104.4	85.2	—		139.1	100.0	100.0	8.0	16.8			F	56.6	21.2	22.2
Rutgers U-New Brunswick	16	I	PU	196.7	128.9	100.9	81.1	82.7		142.7	100.0	100.0	8.0	6.8			F	48.3	16.1	35.6
Rutgers U-Newark	16	I	PU	211.6	148.1	122.0	75.4	—		159.2	100.0	100.0	8.0	9.3			F	51.4	17.8	30.9
Saint Peter's U		IIA	PR	106.7	79.6	72.1	64.2	67.9		81.9	95.2	75.2	4.3	18.1			FTTV	61.0	23.8	15.2
Seton Hall U	4	I	PR	134.7	103.4	86.6	75.9	72.1		101.0	99.8	99.8	7.0	19.7			FT	46.4	11.7	41.9
Stevens Inst of Tech		I	PI	210.0	148.7	140.8		86.3		152.6	88.5	82.5	7.7	12.4			FTTV	30.2	30.5	39.4
Stockton U	20	IIA	PU	136.3	108.0	86.5	73.8		67.7	106.4	100.0	100.0	8.0	35.1			FT	69.0	20.9	10.0
William Paterson U of New Jersey	15	IIA	PU	144.2	113.8	95.5	80.6		80.4	126.0							F	79.9	10.6	9.5
New Mexico																				
New Mexico St U-Alamogordo	3	III	PU	77.4	72.2	62.9				70.9	100.0	70.4	19.5	11.0			Pp	40.7	18.5	40.7
New Mexico St U-Donna Ana	3	III	PU	75.6	68.0	60.8	57.3			65.5	100.0	72.1	20.6	13.7			Pp	54.1	40.2	5.7
New Mexico St U-Grants		III	PU	74.9	64.1	57.7	—			63.7	100.0	92.9	20.9	12.4			Pp	50.0	21.4	28.6
New Mexico St U-Main Campus	3	I	PU	111.8	89.5	75.7	57.2			89.2	100.0	79.9	16.1	9.9			Pp	50.1	22.2	27.7
U of New Mexico-Main Campus	3	I	PU	125.1	86.0	60.7	42.5	58.6		88.1	30.2	78.3	15.6	9.5			PTV	92.2	0.0	7.8
New York																				
Adelphi U		IIA	PI	145.9	118.6	94.4	—	88.9		118.7							FT	61.7	23.9	14.5
Bard Coll		IIA	PI	164.5	115.7	92.8				123.9								63.2	30.3	6.5
Barnard Coll		IIB	PI	203.3	137.3	107.0	85.5	98.8		140.3	96.4	85.3	12.5	17.2				43.7	17.2	39.1
Binghamton U	2	I	PU	155.6	114.0	95.4	70.9	61.1	—	106.5	99.7	75.7	9.7	17.4				48.7	22.1	29.2
CUNY Bernard M Baruch Coll		IIA	PU	137.0	113.8	96.9	—	88.9		113.0	100.0	100.0	16.1	13.1				59.5	37.4	3.0

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
3.5	2.9	3.9	3.7	98	94	84	20	57	84	129	39	605	138.1	101.2	81.0	71.5	123.3	98.8	83.9	79.0	89.3	97.6	103.5	89.5
2.0	2.8	3.3	0.6	15	11	10	4	18	11	25	1	95	67.7	65.6	59.8	54.5	71.1	60.2	57.6	—	105.1	91.8	96.3	97.9
2.5	5.0	3.6	—	58	43	30	2	52	39	26	1	309	92.2	73.8	68.6	—	92.1	69.4	64.5	—	99.9	94.0	94.0	93.8
3.6	3.0	2.8	3.0	98	73	73	38	51	84	78	58	626	104.9	91.2	85.3	54.3	100.8	81.9	74.5	55.9	96.0	89.9	87.4	87.8
2.6	4.0	4.1	6.8	326	232	164	40	122	165	169	72	1,290	148.4	110.9	102.2	50.0	138.4	105.9	89.3	49.5	93.3	95.5	87.3	82.4
4.3	7.2	7.1	5.9	28	12	14	8	19	15	16	6	122	87.9	69.8	61.9	63.6	85.5	69.1	61.6	58.8	97.3	99.1	99.6	95.4
13.0	13.8	14.0	—	214	133	108	1	80	109	89	1	1,087	158.1	112.7	96.6	—	151.4	112.3	91.3	—	95.7	99.7	94.6	85.3
13.9	14.8	16.1	—	121	167	123	—	64	126	157	—	770	156.5	112.7	90.8	—	134.0	102.7	83.7	—	85.7	91.1	92.1	83.8
2.0	4.9	2.3	—	8	1	12	—	7	4	22	—	54	79.6	—	54.8	—	83.2	68.7	63.6	—	104.5	—	116.1	105.2
4.5	4.7	6.0	1.1	165	104	69	11	73	65	65	12	694	277.6	169.5	138.3	137.4	251.0	159.3	133.2	114.6	90.4	94.0	96.3	79.9
2.0	4.2	8.1	—	26	16	6	—	30	19	7	—	108	104.4	88.5	75.2	—	103.5	86.6	76.3	—	99.2	97.8	101.5	99.3
2.0	3.6	6.4	—	27	19	11	—	27	21	10	—	150	100.4	84.6	70.6	—	98.9	81.3	68.3	—	98.5	96.1	96.7	97.0
2.0	3.0	4.8	—	34	21	12	—	25	29	14	2	138	101.6	86.6	70.1	—	94.7	83.9	67.8	—	93.2	96.9	96.7	90.6
5.0	2.4	5.0	5.0	28	15	24	6	13	21	14	2	127	95.2	70.5	66.6	64.6	83.2	67.1	56.0	—	87.4	95.2	84.1	87.2
8.3	9.5	8.9	—	105	77	56	—	63	93	72	—	624	149.7	117.7	103.2	—	133.1	111.3	99.3	—	88.9	94.6	96.2	88.1
0.0	1.0	2.8	1.2	16	8	7	—	17	11	10	8	77	83.9	77.2	62.7	—	83.8	68.2	66.1	64.0	99.9	88.3	105.4	94.0
0.0	0.6	0.3	—	3	9	9	3	5	9	16	3	57	85.5	69.5	58.5	52.8	86.2	62.6	61.1	50.3	100.8	90.0	104.4	98.5
0.9	2.4	4.3	32.3	67	59	20	2	93	66	33	—	362	133.9	114.5	91.6	—	133.5	111.7	92.4	—	99.7	97.6	100.9	98.5
1.9	2.1	1.5	—	45	34	36	1	27	40	47	2	280	104.3	87.1	83.2	—	103.6	95.5	77.5	—	99.3	109.5	93.2	95.3
1.5	2.8	3.4	—	6	10	11	—	13	19	21	3	88	99.4	68.9	67.3	—	88.0	75.7	69.4	56.0	88.6	109.9	103.1	100.7
1.6	1.5	2.3	—	21	38	58	1	34	34	77	—	371	138.1	112.7	94.1	—	134.3	112.1	91.9	—	97.3	99.4	97.7	94.2
3.3	3.3	4.4	3.0	25	42	15	4	22	51	16	6	271	144.6	109.3	98.5	64.9	129.6	99.7	89.5	63.5	89.7	91.2	90.9	88.3
3.4	4.3	4.6	—	119	86	56	—	14	23	40	—	515	210.1	139.6	115.3	—	203.1	138.2	114.8	—	96.7	99.0	99.6	79.3
8.0	10.2	10.6	12.3	371	64	110	10	141	57	80	3	1,052	303.6	181.3	148.9	100.6	288.4	175.0	136.5	107.1	95.0	96.5	91.7	79.1
1.1	1.6	1.8	—	37	35	16	—	29	43	24	—	190	135.9	113.7	98.0	—	135.9	116.1	94.9	—	100.0	102.2	96.8	96.6
0.2	1.4	0.8	—	43	27	18	—	24	30	21	—	176	118.8	104.7	86.3	—	120.3	107.9	84.2	—	101.2	103.0	97.6	94.8
2.2	3.0	2.0	2.4	76	96	58	8	50	100	65	6	604	146.1	111.7	95.6	71.1	138.3	107.3	90.3	68.9	94.6	96.1	94.5	90.6
				64	51	49	3	32	61	47	3	311	197.1	132.2	109.1	94.6	176.3	125.7	99.4	75.7	89.4	95.0	91.1	84.8
				542	232	303	23	288	318	405	44	2,214	201.8	130.6	104.5	82.3	187.2	127.6	98.3	80.5	92.8	97.7	94.1	82.3
				131	91	109	8	71	81	75	13	580	218.8	152.6	123.5	76.1	198.2	143.1	119.7	74.9	90.6	93.7	96.9	88.6
3.0	3.0	3.9	3.5	13	16	15	6	11	23	12	2	105	111.1	79.1	73.3	64.9	101.5	79.9	70.5	—	91.4	100.9	96.2	97.9
2.6	5.1	4.6	3.4	69	68	28	54	48	59	55	41	446	132.2	107.3	93.2	74.1	138.4	99.0	83.3	78.4	104.7	92.3	89.3	94.9
3.4	3.8	5.7	—	67	79	73	—	12	27	50	—	348	213.1	152.0	140.3	—	192.7	138.9	141.5	—	90.4	91.4	100.9	88.5
1.7	2.5	3.3	3.8	46	55	31	5	46	78	43	3	339	135.9	108.2	87.8	76.7	136.6	107.9	85.6	68.8	100.5	99.7	97.5	98.5
1.6	2.5	9.3	—	78	30	10	2	77	35	18	2	274	146.6	112.8	98.6	—	141.8	114.6	93.8	—	96.7	101.6	95.2	93.7
10.3	10.1	6.0	—	4	1	8	—	7	5	2	—	27	75.0	—	61.8	—	78.8	70.4	—	—	105.1	—	—	110.1
7.9	11.3	8.8	8.5	15	9	20	15	22	10	16	15	122	76.2	67.2	60.0	57.7	75.3	68.8	61.8	56.8	98.7	102.4	103.0	102.8
7.5	10.3	—	—	2	2	3	2	2	2	1	—	14	—	—	57.9	—	—	—	—	—	—	—	—	105.1
6.6	8.2	8.4	12.5	135	99	83	23	78	80	132	38	668	115.2	92.5	79.1	57.3	106.0	85.8	73.7	57.1	92.0	92.7	93.1	86.0
7.6	8.0	7.2	—	190	139	106	10	111	137	110	8	941	128.6	87.8	63.7	42.1	119.0	84.2	57.8	43.0	92.5	95.9	90.8	85.9
3.6	5.0	6.3	—	52	62	38	1	49	69	48	1	339	154.0	121.5	92.9	—	137.2	116.0	95.6	—	89.1	95.5	102.8	93.1
3.7	5.4	3.8	—	28	31	23	—	20	29	24	—	155	161.7	112.0	92.8	—	168.4	119.6	92.9	—	104.2	106.8	100.1	100.5
5.0	6.2	6.3	5.3	43	13	16	17	60	17	34	39	279	201.0	135.3	107.5	82.1	205.0	138.8	106.8	87.0	102.0	102.6	99.3	93.3
6.1	7.0	7.4	10.2	133	142	121	7	54	112	121	24	874	160.4	116.9	97.9	70.4	144.0	110.3	93.0	71.1	89.8	94.4	95.0	83.5
0.5	1.3	0.7	—	111	77	72	1	63	57	60	—	529	137.2	114.5	97.2	—	136.7	112.9	96.6	—	99.6	98.6	99.3	97.3

APPENDIX I

NAME	NOTES	(1)	(2)	(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
CUNY Borough of Manhattan Comm Coll		III	PU	127.4	106.2	88.5	58.7	81.8			102.3	100.0	100.0	17.8	14.5		74.2	19.7	6.1
CUNY Bronx Comm Coll		III	PU	125.9	102.7	90.6	—	85.1			106.2	100.0	100.0	17.1	14.0		84.2	14.2	1.6
CUNY Brooklyn Coll		IIA	PU	133.5	109.1	93.2		86.9			114.6	100.0	100.0	15.9	12.9		79.3	19.1	1.6
CUNY City Coll		I	PU	139.7	115.5	95.8		90.2			121.8	100.0	100.0	14.9	12.2		76.1	15.8	8.0
CUNY Graduate School and U Center		I	PU	134.5	115.7	97.1		84.5			124.0	100.0	100.0	14.7	11.9		65.7	16.7	17.6
CUNY Hostos Comm Coll		III	PU	123.6	102.2	90.4		83.6			101.3	100.0	100.0	18.0	14.6		71.6	25.9	2.5
CUNY Hunter Coll		IIA	PU	132.7	113.1	95.1	—	88.8			114.9	100.0	100.0	15.9	12.9		71.2	21.7	7.2
CUNY John Jay Coll of Criminal Justice		IIA	PU	133.5	111.4	92.2		85.3			108.8	100.0	100.0	16.7	13.6		72.2	22.5	5.3
CUNY Kingsborough Comm Coll		III	PU	129.2	105.4	92.2		83.4			102.0	100.0	100.0	17.9	14.5		68.2	28.3	3.5
CUNY LaGuardia Comm Coll		III	PU	125.0	105.2	91.3		83.7			110.0	100.0	100.0	16.5	13.5		80.2	15.7	4.1
CUNY Lehman Coll		IIA	PU	131.2	109.9	95.6	—	89.2			106.6	100.0	100.0	17.1	13.9		60.4	32.3	7.3
CUNY Medgar Evers Coll		IIB	PU	133.9	110.3	91.5	—	85.0			106.8	100.0	100.0	17.1	13.9		66.9	25.9	7.2
CUNY New York City Coll of Tech		IIB	PU	129.3	108.3	94.2		82.3			106.8	100.0	100.0	17.0	13.9		78.9	19.3	1.8
CUNY Queens Coll		IIA	PU	133.4	110.4	91.9		85.0			108.3	100.0	100.0	16.8	13.7		66.2	27.5	6.3
CUNY Queensborough Comm Coll		III	PU	129.7	106.6	90.9		86.6			105.6	100.0	100.0	17.3	14.0		83.8	15.6	0.6
CUNY School of Law		IIA	PU	173.1	143.8	117.0	96.9				151.5	100.0	100.0	12.0	9.8		48.2	33.9	17.9
CUNY Stella and Charles Guttman Comm Coll		III	PU	127.1	103.5	88.7	—	83.3			100.7	100.0	100.0	18.1	14.7		49.0	40.8	10.2
CUNY York Coll		IIA	PU	126.4	108.2	91.5		86.5			105.5	100.0	100.0	17.3	14.1		60.7	34.5	4.9
Canisius U	3	IIA	PR	87.1	71.9	78.3	52.0				77.7	100.0	100.0	4.0	21.5	FFT	69.8	17.5	12.7
Cayuga County Comm Coll		III	PU	94.3	79.5	71.9	60.7				85.6	94.6	75.7	16.3	19.0	F	81.1	13.5	5.4
Colgate U		IIB	PI	162.4	117.4	101.7	77.5	69.5			115.3	92.5	100.0	11.3	7.8	OV	53.0	20.5	26.5
Coll of Mount Saint Vincent		IIA	PR	103.1	85.6	91.4	88.9				91.2	77.2	45.6	6.3	17.6	FTV	54.4	21.5	24.1
Coll of Staten Island CUNY		IIA	PU	133.3	109.3	95.9		83.0			113.5	100.0	100.0	16.1	13.1		78.7	19.2	2.1
Columbia U in the City of New York	41	I	PI	307.7	208.2	169.5	162.2	105.9			223.2	100.0	100.0	8.9	6.7	FFTOV	48.7	19.6	31.8
Cornell U	2,42	I	PI	211.6	149.5	134.9	102.3	94.1			162.7	100.0	100.0	10.2	13.1	OV	56.2	22.1	21.6
Dominican U New York		IIA	PI	93.8	83.2	73.2	67.9				77.3	100.0	100.0	0.0	17.2	FFT	58.8	22.1	19.1
Empire St U		IIA	PU	91.0	81.5	67.7		—			81.0	99.4	89.5	10.5	22.4		72.2	24.1	3.7
Farmingdale St Coll	2	IIB	PU	115.7	97.5	82.7		73.2			91.9	91.3	78.7	10.3	20.7		42.9	40.1	17.1
Finger Lakes Comm Coll		III	PU	82.7	70.5	63.7	54.3				71.0	100.0	100.0	10.2	24.3		87.5	12.5	0.0
Fordham U		I	PR	190.3	135.1	114.3	137.8	76.7	63.9		139.9	100.0	100.0	9.8	13.3		52.1	22.2	25.8
Hamilton Coll		IIB	PI	154.5	115.2	98.1	75.7				115.6						51.2	29.9	18.9
Hartwick Coll		IIB	PI	84.6	67.6	64.0	58.4				69.3						59.8	17.2	23.0
Hobart William Smith Colls		IIB	PI	104.9	83.9	69.0	64.0				89.3	100.0	100.0	7.9	13.4		85.2	11.1	3.7
Hofstra U		I	PI	153.9	117.0	112.2	89.4				131.6	97.9	83.1	11.8	18.9	TOV	68.4	19.5	12.1
Iona U	17,43	IIA	PR	119.2	89.7	90.7	60.5	84.9			94.9	82.0	80.7	9.8	21.8	FTOV	65.2	14.3	20.5
Ithaca Coll		IIA	PI	105.8	88.7	69.3	70.0		—		86.6	100.0	100.0	7.5	13.3	F	60.5	13.5	26.0
Keuka Coll	15	IIA	PI	71.2	63.3	65.2	52.9				64.0	98.2	98.2	2.8	15.6	FT	64.3	21.4	14.3
Le Moyne Coll	2	IIA	PR	107.2	86.9	87.9	78.7				90.5	100.0	78.3	9.0	11.8	FFT	52.4	23.5	24.1
Long Island U	2,44	I	PI	129.9	114.0	99.0	80.2				113.1	44.8	100.0	10.5	9.9		51.2	10.8	38.1
Manhattanville Coll		IIA	PI	99.0	89.5	70.7		58.9			81.9	90.4	90.4	3.6	15.0	FTV	53.0	25.3	21.7
Marist Coll	4	IIA	PI	129.7	108.2	92.4	68.2	86.2	66.4		96.3	100.0	100.0	9.2	19.5	FpT	34.4	22.3	43.3
Marymount Manhattan Coll		IIB	PI	100.3	81.0	69.3					83.0	97.6	100.0	8.9	27.5		67.9	22.6	9.5
Mercy U		IIA	PI	104.7	92.0	86.4	76.6				89.9	90.7	74.4	10.0	21.6	T	32.2	10.1	57.7
Molloy U		IIA	PR	121.2	103.1	87.7	80.2		79.6		100.4	77.9	64.7	6.1	28.5	FTV	55.8	41.1	3.2
Monroe Comm Coll	15	III	PU	84.1	66.0	61.1	55.1	57.1			71.5	97.8	98.2	13.4	29.0	F	71.1	21.9	7.0
Mount Saint Mary Coll		IIA	PR	100.9	81.2	78.0	71.0	—			85.0	97.3	100.0	4.7	11.3	FTV	67.1	27.4	5.5
New School		I	PI	168.4	121.7	96.7		—			122.4	93.1	84.4	9.1	16.1		32.9	15.1	52.0
New York Inst of Tech		IIA	PI	148.8	119.8	101.5	—				120.3	86.6	89.7	8.4	17.7		66.0	25.8	8.2
New York School of Interior Design		IIB	PI																
New York U	2	I	PI	269.9	158.0	135.6	87.5	120.6			163.5	100.0	100.0	10.1	12.1	O	36.9	11.8	51.2
Pace U		I	PI	149.3	109.4	90.8		66.4	98.4		116.8	84.8	69.2	10.6	16.0	FTV	55.9	12.1	32.0
Pratt Inst-Main	3	IIA	PI	127.4	110.8	88.4					112.3	100.0	100.0	7.0	15.1	FT	61.4	28.3	10.3
Rochester Inst of Tech	3	I	PI	142.6	106.5	93.6	63.5	76.3			102.2	100.0	100.0	8.4	9.4	FTV	48.4	15.6	36.0
SUNY Brockport	2	IIA	PU	101.1	85.8	73.5	69.2	64.0			82.9	99.4	81.4	10.0	21.2		58.7	30.0	11.4
SUNY Buffalo St U	2	IIA	PU	106.1	89.1	74.2	—	59.4			87.6	98.7	85.8	10.2	18.4		67.3	19.4	13.3
SUNY Coll at Geneseo		IIA	PU	106.1	83.0	75.2	—	59.2			85.0	99.5	81.7	9.7	19.3		63.8	19.7	16.4
SUNY Coll at Old Westbury		IIA	PU	120.1	105.8	91.2	—	71.6			100.5	96.3	80.9	10.3	18.4	PpV	64.2	25.9	9.9
SUNY Coll at Plattsburgh	2	IIA	PU	98.9	79.1	69.0	—	60.3			78.9	100.0	79.9	10.1	24.3		57.1	24.7	18.3
SUNY Coll at Potsdam		IIA	PU	89.9	72.2	59.2	47.6	56.9			70.3	95.1	81.0	9.6	26.3		60.5	18.0	21.5
SUNY Coll of Ag and Tech at Cobleskill	2	IIB	PU	91.5	74.2	59.1	52.7	54.6	—		72.2	89.1	74.3	10.6	25.4		61.4	24.8	13.9
SUNY Coll of Envi Science and Forestry	2	IIA	PU	124.2	94.9	78.2	65.4	59.0			94.1	97.8	74.5	10.1	20.7		56.9	38.0	5.1
SUNY Coll of Tech at Alfred		III	PU	94.1	72.7	64.1	53.1	42.2			64.0	97.2	68.2	10.4	30.5		30.1	52.8	17.0
SUNY Coll of Tech at Canton		IIB	PU	99.8	85.8	71.6	—	59.6			76.3	98.2	76.1	10.5	23.4		44.2	23.0	32.7

New York (continued)

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
1.5	1.8	1.3	5.0	73	72	43	9	78	92	59	10	542	129.1	106.1	86.1	61.8	125.8	106.2	90.2	55.8	97.4	100.1	104.7	98.8
1.4	2.4	1.8	—	50	39	18		40	39	15	1	247	128.3	104.4	88.1		123.0	101.1	93.7	—	95.9	96.8	106.3	97.4
1.0	1.1	0.8		112	67	26		79	62	37		440	134.9	110.3	92.3		131.6	107.9	93.9		97.5	97.9	101.7	93.7
0.5	1.2	2.8		167	96	37		94	65	31		549	140.1	116.1	96.1		138.9	114.6	95.4		99.2	98.7	99.3	96.1
0.4	1.5	1.6		80	22	17		72	33	12		245	137.3	115.1	96.3		131.4	116.0	98.2		95.7	100.8	102.0	96.6
1.9	2.5	0.7		20	19	21		25	22	24		162	126.2	103.1	92.1		121.5	101.4	88.9		96.3	98.3	96.5	97.4
0.6	1.0	1.3	—	130	92	33		136	81	50	1	628	134.3	113.9	94.9		131.1	112.2	95.3	—	97.6	98.5	100.5	96.1
1.2	1.5	1.4		63	78	30		55	59	40		414	135.7	112.1	92.8		130.9	110.5	91.7		96.5	98.6	98.9	95.5
1.3	2.0	1.6		44	23	45		42	35	33		318	131.0	106.8	91.5		127.5	104.5	93.0		97.3	97.9	101.6	98.0
3.1	3.5	3.1		78	44	4		99	55	13		363	126.8	104.3	90.8		123.6	105.9	91.5		97.4	101.5	100.8	98.5
1.2	1.2	1.5	—	58	46	32	1	41	61	50	1	396	133.1	108.9	95.7	—	128.5	110.6	95.6	—	96.5	101.6	99.9	94.3
1.3	1.5	0.7	—	24	16	14		18	13	23	1	139	135.9	109.8	91.7		131.1	110.9	91.4	—	96.5	101.0	99.7	95.8
1.2	1.4	1.4		52	75	37		47	66	45		379	129.4	109.0	96.2		129.1	107.5	92.5		99.8	98.6	96.2	98.4
0.8	1.5	1.1		124	68	62		76	74	57		607	134.5	109.7	92.8		131.7	111.1	91.1		97.9	101.3	98.2	93.6
1.3	1.7	0.5		35	77	19		48	74	28		358	129.6	107.0	91.3		129.7	106.1	90.6		100.1	99.2	99.2	100.7
0.4	1.7	-0.1	9.5	11	4	1	2	19	9	7	3	56	173.6	143.5	—	—	172.8	144.0	116.5	91.1	99.5	100.3	—	95.4
1.1	3.4	3.4	—	4	3	4	1	8	11	5		49	134.3	108.7	87.6	—	123.5	102.1	89.6		92.0	93.9	102.3	103.8
1.3	2.2	1.4		31	27	21		32	25	31		206	130.4	108.3	90.5		122.6	108.0	92.2		94.0	99.7	101.9	96.3
3.6	2.2	4.5	5.0	30	28	12	3	14	19	17	3	126	92.2	75.8	78.5	59.7	76.3	66.2	78.1	44.2	82.7	87.3	99.5	86.8
3.0	3.0	3.0	-5.1	12	1	3	1	11	4	2	3	37	94.3	—	71.9	—	94.3	79.5	—	59.1	100.0	—	—	95.5
4.1	5.3	5.1	5.9	57	46	35	33	40	41	35	26	347	163.2	118.3	103.6	81.4	161.3	116.3	99.7	72.5	98.8	98.3	96.3	93.1
3.0	5.8	7.0	14.6	7	13	12	1	7	15	16	8	79	107.2	83.6	79.9	—	99.1	87.3	100.0	90.0	92.4	104.4	125.1	107.8
1.0	1.4	1.8		91	49	9		54	48	16		334	134.2	109.4	96.4		131.8	109.2	95.7		98.2	99.7	99.3	93.8
4.3	5.6	5.7	2.7	533	153	115	10	229	99	100	9	1,656	312.1	211.5	167.2	188.8	297.4	203.3	172.2	132.6	95.3	96.1	103.0	81.5
6.2	7.0	6.5	11.2	518	200	190	17	197	144	173	17	1,723	216.4	153.3	139.5	98.9	198.9	144.2	129.8	105.7	91.9	94.1	93.0	81.7
0.0	0.5	1.4	0.0		8	14	2	5	14	18	7	68		89.6	70.7	—	93.8	79.6	75.2	67.1		88.8	106.4	100.6
6.2	7.0	5.4		21	25	12		34	38	31		162	95.6	85.2	69.3		88.2	79.0	67.1		92.3	92.8	96.8	91.6
6.8	8.4	8.9		26	38	63		31	30	74		287	121.0	98.0	82.1		111.2	96.9	83.2		91.9	98.8	101.3	98.2
5.0	5.2	5.2	8.0	21	10	19	3	17	13	11	10	104	84.3	71.4	64.1	54.5	80.8	69.8	62.9	54.3	95.9	97.9	98.1	94.6
4.5	5.3	5.3	3.7	152	94	46	23	89	93	65	29	722	197.3	132.0	117.1	140.8	178.5	138.3	112.4	135.5	90.5	104.8	96.0	90.1
3.6	4.0	5.9	6.5	34	20	24	12	25	28	42	16	201	154.2	115.9	99.3	77.9	154.9	114.7	97.4	74.1	100.5	98.9	98.1	92.1
				11	14	14	2	10	12	15	9	87	79.1	64.6	63.8	—	90.7	71.2	64.1	58.2	114.7	110.2	100.4	103.9
1.8	1.9	2.5	0.0	31	34	10	5	29	44	8	1	162	109.8	85.1	69.2	66.2	99.7	82.9	68.8	—	90.8	97.4	99.5	95.2
				120	92	41	1	86	63	72	3	478	159.7	117.9	115.0	—	145.9	115.8	110.5	88.5	91.3	98.3	96.1	91.4
1.8	2.7	2.7		29	28	10	2	9	38	14	4	161	118.5	89.1	91.1	—	121.6	90.0	90.3	63.3	102.6	101.0	99.1	95.5
3.5	4.1	5.7	4.2	49	75	51	9	53	77	61	9	385	107.0	87.3	66.7	67.3	104.7	90.0	71.4	72.7	97.9	103.1	106.9	101.5
0.9	1.6	4.6	4.9	5	6	5	4	9	14	8	5	56	70.1	61.5	64.5	55.9	71.9	64.0	65.6	50.5	102.5	104.0	101.7	101.9
2.5	3.0	6.1	9.4	28	28	13	18	17	28	11	23	166	100.8	91.0	82.9	81.1	117.7	82.8	93.9	76.9	116.7	90.9	113.2	99.1
2.8	2.8	3.0	4.0	59	56	31	4	43	70	75	6	344	130.5	115.9	98.1	85.6	129.1	112.4	99.4	76.6	98.9	97.0	101.3	93.9
2.3	4.8	4.0	—	15	3	13		18	1	26		83	99.4	83.2	71.4		98.6	—	70.4		99.1	—	98.5	97.8
3.0	4.0	5.5	5.5	16	38	20	3	11	26	30	6	247	128.7	108.2	97.8	70.1	131.1	108.2	88.7	67.2	101.8	100.0	90.8	91.7
0.0	0.0	0.0		7	9	9		18	23	18		84	98.9	80.8	69.0		100.8	81.0	69.4		102.0	100.2	100.5	102.3
2.0	2.3	3.2	2.0	14	29	30	9	21	35	77	12	227	103.4	88.5	87.3	76.7	105.6	94.9	86.1	76.6	102.1	107.2	98.6	101.0
2.1	2.9	3.0	—	13	11	23	2	40	40	44	9	190	126.8	103.0	87.8	—	119.4	103.1	87.7	81.2	94.1	100.1	99.9	100.4
3.2	5.3	3.8	3.6	36	29	24	6	61	28	24	9	228	83.6	66.8	61.9	57.5	84.3	65.2	60.3	53.5	100.8	97.7	97.3	102.8
0.0	0.4	1.9	2.2	12	15	3	1	9	17	8	7	73	103.5	80.9	78.1	—	97.4	81.4	78.0	72.3	94.2	100.5	99.8	92.7
5.2	5.9	7.8		54	65	71		40	70	91		392	170.8	119.9	96.0		165.1	123.4	97.2		96.6	102.9	101.3	95.3
2.1	4.3	3.3	—	28	55	31	2	9	44	25		194	150.5	123.8	102.0	—	143.5	114.7	100.8		95.3	92.6	98.8	91.0
4.7	7.0	7.6	9.8	544	193	140	135	260	192	147	135	3,024	279.2	161.5	144.0	93.3	250.5	154.5	127.5	81.7	89.7	95.7	88.6	80.8
3.3	4.7	5.7		89	56	54		90	101	63		487	149.7	106.3	91.6		148.9	111.1	90.1		99.4	104.5	98.3	97.0
9.6	8.7	6.9		42	28	14		42	22	36		184	131.4	114.5	89.2		123.4	106.0	88.1		93.9	92.6	98.8	90.0
3.2	3.7	4.2	3.2	181	162	95	45	85	89	69	27	1,046	146.1	108.1	97.1	63.5	135.1	103.6	88.7	63.4	92.5	95.9	91.3	88.5
6.2	6.3	6.3	5.1	35	61	30	3	32	65	36	22	317	106.4	88.6	76.4	66.3	95.2	83.1	71.0	69.6	89.5	93.8	92.9	89.1
5.7	6.3	5.8	23.8	58	53	21		32	72	33	1	309	109.6	92.3	74.5		99.9	86.7	74.1	—	91.1	93.9	99.4	85.9
5.0	5.5	5.4	—	39	42	17	2	26	32	26		213	107.9	85.1	76.1	—	103.3	80.4	74.7		95.8	94.5	98.2	92.7
5.0	5.0	6.7	—	11	43	15	2	12	37	26		162	126.3	108.8	90.8	—	114.3	102.3	91.5		90.5	94.0	100.8	92.4
6.4	6.6	6.6	—	39	36	20	1	19	41	26		219	101.7	85.2	70.9	—	93.3	73.6	67.6		91.8	86.4	95.3	85.7
5.0	5.2	5.3	4.9	29	34	26	5	25	31	29	11	205	91.2	72.9	57.0	58.3	88.5	71.4	61.2	42.7	97.1	97.9	107.3	94.4
4.9	5.3	6.9	16.1	13	25	8	6	12	15	14	4	101	89.9	75.3	56.8	53.3	93.3	72.5	60.4	51.9	103.7	96.3	106.4	98.2
6.6	6.8	9.2	6.6	30	25	24</																		

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT				
SUNY Coll of Tech at Delhi		III	PU	82.4	69.4	59.4	50.3					67.3	98.5	80.2	10.8	27.9		57.3	40.5	2.3		
SUNY Cortland	2	IIA	PU	95.8	78.3	64.1	59.0	53.0				73.0	98.8	81.5	10.0	24.5		47.7	32.3	20.0		
SUNY Maritime Coll	2	IIB	PU	114.8	95.1	73.8	28.8	70.6				84.6	96.3	78.0	10.3	23.2		43.9	22.0	34.1		
SUNY Morrisville		III	PU	86.6	70.7	64.7	33.7	33.8				70.3	92.2	78.3	10.6	27.1		73.9	20.9	5.2		
SUNY Oneonta		IIA	PU	95.1	80.7	67.5		56.0				76.9	96.8	87.1	10.2	23.7		61.6	27.2	11.1		
SUNY Poly Inst	2	IIA	PU	123.8	109.5	91.4	—	55.0				94.2	91.5	76.1	10.6	19.6		45.3	29.1	25.6		
SUNY at Albany	2	I	PU	148.5	109.2	90.8		70.4				111.3	97.4	77.8	10.1	17.1		66.9	16.6	16.5		
SUNY at Fredonia		IIA	PU	100.2	79.8	68.7		52.7				79.5	98.1	87.8	10.5	23.0		62.9	19.2	17.8		
SUNY at Purchase Coll		IIB	PU	109.1	85.6	66.4		55.1				80.0	94.4	84.4	10.0	22.8		49.4	28.9	21.7		
Sarah Lawrence Coll		IIA	PI	111.0	92.6	81.2	54.3					95.0	86.5	76.9	8.5	22.2	FTOV	72.1	14.4	13.5		
Siena Coll		IIB	PR	110.8	93.2	83.4	61.1					93.9	90.3	99.1	10.0	15.0	FTO	62.1	13.7	24.2		
Skidmore Coll		IIB	PI	113.9	102.9	79.6	69.0	75.5	83.6			92.8	94.3	100.0	11.7	14.6	FTOV	52.9	18.2	28.9		
St John Fisher U	2	IIA	PR	113.8	96.1	78.3	63.0			55.7		88.0	100.0	100.0	6.9	11.5	FTV	50.7	16.9	32.4		
St John's U-New York	2	I	PR	167.4	123.0	96.7	93.3					131.1	92.9	83.3	9.4	24.4	PpTV	72.7	17.0	10.2		
St Joseph's U-New York		IIA	PI	111.2	87.5	72.3		68.9				83.2	100.0	69.8	6.9	32.6	FT	24.5	54.1	21.4		
St Lawrence U		IIB	PI	121.6	96.2	76.1	64.7					95.2	93.4	90.4	6.0	12.3	FTOV	71.3	19.2	9.6		
St U of New York at New Paltz	2	IIA	PU	105.4	82.9	75.9	67.9	58.8				80.7	96.6	83.7	9.8	23.1		57.1	21.6	21.3		
St U of New York at Oswego		IIA	PU	104.3	82.7	66.2	43.5	71.5				78.7	91.7	77.8	10.3	23.1		48.6	28.1	23.3		
Stony Brook U	2,45	I	PU	190.9	131.6	106.7	93.1	84.1				136.6	95.0	81.8	10.3	11.2		56.9	11.0	32.0		
Syracuse U	10	I	PI	148.8	107.7	91.0	66.9			—		116.7	100.0	100.0	10.3	14.9	FFTOV	54.8	20.0	25.3		
Tompkins Cortland Comm Coll		III	PU	87.1	71.8	66.5	63.7					80.6	100.0	90.5	11.8	28.9	F	88.1	11.9	0.0		
U at Buffalo	2	I	PU	167.4	114.5	88.4	68.8	79.7				118.8	95.4	75.9	10.2	15.1		47.8	18.3	33.9		
U of Rochester	2	I	PI	180.8	117.4	102.6	67.5					132.5	100.0	96.1	8.8	10.3	PV	50.9	18.0	31.1		
Union Coll		IIB	PI	140.2	106.6	84.6	71.6	78.6				109.4	95.1	97.6	11.2	15.0		64.4	15.6	20.0		
Utica U		IIA	PI	114.7	93.8	76.5				78.2		88.2	100.0	100.0	10.4	12.2	FTV	46.7	24.9	28.4		
Vassar Coll		IIB	PI	155.4	120.7	96.6		98.0	84.2			119.7	100.0	93.8	11.2	10.8	F	56.3	21.9	21.9		
Yeshiva U		I	PI	167.1	121.8	117.7	72.1					108.9	70.5	68.0	6.4	21.4	P	31.3	8.9	59.8		

North Carolina

Appalachian St U	2	IIA	PU	104.6	86.4	82.1	65.6	53.6	67.9			81.3	99.9	99.9	18.0	10.0		48.6	19.4	32.0
Barton Coll	2	IIB	PR	71.0	63.4	59.7	38.5					61.3	100.0	100.0	1.5	15.1	FT	40.7	35.2	24.1
Belmont Abbey Coll		IIB	PR	83.8	67.9	67.8	—	24.8				66.4	100.0	100.0	3.7	12.6	FT	25.3	54.9	19.8
Brevard Coll		IIB	PR	59.0	53.4	50.8	48.3					52.8	56.0	88.0	3.2	21.7	FTV	42.0	28.0	30.0
Campbell U	3	IIA	PR	105.2	80.3	78.2	63.1	—	—			82.7	100.0	100.0	3.7	14.0	FT	24.9	57.9	17.2
Chowan U	2	IIB	PR	77.3	70.7	63.5	44.7					67.4	100.0	100.0	3.2	18.0	FTV	58.3	27.8	13.9
Davidson Coll	15,20,46	IIB	PR	153.0	111.1	91.2	63.7	71.9				117.4	93.4	97.2	9.6	8.4	0	60.7	21.8	17.5
Duke U	2,47	I	PR	246.5	154.3	136.5						206.3	98.1	95.7	11.7	5.3	FV			
East Carolina U		I	PU	111.1	86.7	74.5	58.0					85.1	97.8	97.8	17.4	9.5		49.3	15.5	35.2
Elizabeth City St U	2	IIB	PU	91.1	78.1	71.9	60.6	59.7				75.5	100.0	100.0	21.0	10.7		46.6	23.9	29.5
Elon U	10	IIA	PI	117.5	93.4	82.8	58.2	73.9				91.4	100.0	88.7	8.0	13.2	FTV	46.7	24.3	29.0
Fayetteville St U	2	IIA	PU	92.8	80.8	89.2	54.4	66.3	67.7			81.8	99.6	99.6	18.8	9.9		53.5	16.9	29.5
Greensboro Coll		IIA	PR	62.4	56.3	51.0	49.9					56.4					FT	22.7	6.8	70.5
Lees-McRae Coll	2	IIB	PR	64.1	59.2	49.4	45.5					52.3	54.8	93.5	5.5	15.9	FT	0.0	0.0	100.0
Mars Hill U	2	IIB	PI	62.8	58.6	55.4	48.7					58.0	100.0	97.3	4.2	13.8	FT	58.9	26.0	15.1
Meredith Coll		IIA	PI	76.6	66.0	63.6	77.9		—			69.4	100.0	100.0	5.0	11.2	FT	52.5	22.9	24.6
North Carolina A & T St U	2	I	PU	107.9	86.8	85.3	72.0	65.3	63.4			88.9	99.4	99.4	18.5	9.1		47.4	34.3	18.3
North Carolina Central U	2	IIA	PU	113.1	89.6	81.3	60.4	56.4	59.1			85.6	100.0	100.0	19.9	9.5		40.7	27.8	31.4
North Carolina St U at Raleigh	2	I	PU	148.1	109.3	91.8	44.0	62.6				115.4	96.4	96.4	16.7	7.0		56.3	18.6	25.1
North Carolina Wesleyan U	2	IIB	PR	62.2	61.9	56.4	51.4					59.3	95.0	86.7	6.0	15.5	FT	55.0	33.3	11.7
U of North Carolina School of the Arts	2	IIA	PU	88.6	80.8	73.4				56.2		77.8	89.3	89.3	17.8	10.4		0.0	0.0	100.0
U of North Carolina Wilmington	2	IIA	PU	113.0	88.2	83.1	69.4	58.7				87.4	99.1	99.1	17.4	9.3		49.8	23.6	26.6
U of North Carolina at Asheville	2	IIB	PU	95.4	87.0	76.8	60.3	59.0				80.1	100.0	100.0	17.1	10.1		53.0	20.7	26.3
U of North Carolina at Chapel Hill	2	I	PU	174.5	113.2	99.8	62.3	114.8				133.7	97.4	97.4	16.6	6.1		53.0	13.5	33.5
U of North Carolina at Charlotte	2	I	PU	133.4	101.1	93.4	73.5	67.6				103.0	100.0	100.0	16.3	7.9		50.0	15.4	34.6
U of North Carolina at Greensboro	2	I	PU	115.3	89.8	82.3	60.5	54.0	—			86.8	99.7	99.7	16.8	9.3		45.2	17.0	37.8
U of North Carolina at Pembroke	2	IIA	PU	95.2	78.6	74.9	59.9	57.0				76.6	100.0	100.0	18.1	10.6		45.0	28.5	26.5
Wake Forest U		I	PI	154.8	111.0	84.4	68.9	83.3	—			113.2	88.3	94.0	9.1	8.3		47.0	18.0	35.0
Western Carolina U	2	IIA	PU	107.5	80.9	75.5	55.2					79.8	100.0	100.0	18.0	10.1		42.6	24.6	32.8
Winston-Salem St U	2	IIA	PU	101.9	84.4	75.0	63.6	69.6				84.7	100.0	100.0	18.1	9.6		63.2	16.7	20.1

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
5.1	6.1	5.4	5.5	18	11	24	15	20	23	16	4	131	81.7	67.8	59.3	51.2	83.0	70.2	59.5	46.9	101.7	103.5	100.4	108.1
6.2	6.5	6.0	6.1	38	39	37	6	34	53	52	12	325	98.2	78.1	65.1	56.9	93.2	78.4	63.4	60.1	94.9	100.5	97.3	94.4
4.7	5.6	5.4	—	15	10	12	3	2	9	6		82	116.8	98.8	75.1	28.8	—	90.9	71.2	—	—	92.0	94.9	96.1
4.8	5.6	6.7	—	22	21	19	3	7	27	10	2	115	84.7	69.9	64.3	36.9	92.5	71.3	65.3	—	109.3	101.9	101.5	97.6
5.7	5.8	7.7	—	36	52	39		23	54	40		279	94.0	82.2	68.8		96.8	79.2	66.3		103.0	96.3	96.2	94.0
7.0	7.3	6.9	—	13	27	18		6	10	16	1	117	129.5	112.0	90.0		111.5	102.8	93.0	—	86.1	91.8	103.3	82.4
6.4	6.7	7.4	—	119	152	71		51	114	61		643	152.8	111.5	93.3		138.5	106.1	87.9		90.7	95.2	94.3	87.2
5.3	5.9	6.0	—	39	42	23		26	33	14		213	102.7	77.8	69.8		96.6	82.3	66.9		94.1	105.9	95.8	95.9
5.9	5.8	5.7	—	14	35	29		17	30	44		180	111.2	85.5	65.7		107.4	85.8	66.9		96.6	100.4	101.9	96.4
2.3	2.4	6.2	2.9	31	14	6	5	21	9	9	9	104	111.5	91.2	86.1	58.0	110.3	94.8	77.9	52.2	99.0	103.9	90.4	91.4
2.6	4.9	5.4	3.0	42	39	24	4	34	28	44	12	227	113.5	92.6	83.8	58.7	107.4	94.1	83.2	61.9	94.7	101.6	99.2	92.9
3.6	4.5	5.8	5.5	39	36	22	19	27	51	26	37	280	113.1	103.9	81.8	73.1	115.2	102.2	77.8	66.8	101.9	98.4	95.2	92.2
10.3	6.0	4.2	3.6	20	34	29	5	12	44	47	17	213	117.3	94.7	79.9	66.9	107.9	97.1	77.4	61.8	92.0	102.5	96.9	90.8
				104	148	58	4	89	126	73	3	605	178.5	129.0	99.5	81.0	154.4	115.9	94.5	109.7	86.5	89.8	95.0	87.7
0.0	0.2	0.1	—	14	17	22		17	25	30		159	115.6	86.6	72.0		107.5	88.1	72.5		93.1	101.7	100.7	97.3
2.2	2.7	3.2	1.7	19	38	14	11	23	35	22	5	167	122.8	95.8	76.9	65.8	120.6	96.5	75.5	62.4	98.2	100.8	98.2	100.8
6.0	6.3	6.1	6.3	39	55	32		22	65	37	8	319	107.9	85.1	77.2		101.1	81.0	74.6	67.9	93.7	95.2	96.6	88.6
6.0	6.2	7.5	14.1	49	57	74	8	26	62	68	9	360	108.6	83.9	65.3	41.7	96.3	81.6	67.3	45.0	88.7	97.3	103.2	93.7
5.7	6.3	6.7	4.8	248	177	98	4	87	120	97	10	1,036	195.0	136.6	109.9	80.0	179.1	124.3	103.5	98.4	91.9	91.0	94.2	80.4
3.5	3.9	4.3	7.8	263	200	179	4	155	196	185	4	1,187	152.1	109.5	93.8	62.3	143.2	105.8	88.3	71.6	94.1	96.7	94.2	90.2
3.4	5.2	3.8	6.9	11	1	2	1	17	4	3	3	42	87.1	—	—	—	87.1	72.6	69.5	63.1	100.0	—	—	99.1
8.6	9.3	10.2	8.7	276	242	212	4	145	187	256	13	1,425	175.8	117.7	90.0	68.0	151.3	110.4	87.0	69.1	86.0	93.8	96.6	83.0
3.8	6.4	5.3	5.4	204	133	94	44	71	87	92	24	749	186.5	127.4	114.7	73.2	164.6	102.1	90.2	57.2	88.3	80.2	78.6	76.0
				44	27	17	11	33	28	15	12	205	145.0	107.9	85.3	72.4	133.8	105.4	83.9	70.8	92.3	97.7	98.3	92.8
4.6	2.7	7.2	—	21	19	16		9	24	32		169	120.3	99.0	75.5		101.5	89.8	77.0		84.4	90.7	102.1	86.7
4.8	4.6	6.1	—	45	35	25		54	25	38		288	161.4	121.8	96.8		150.4	119.3	96.5		93.2	97.9	99.8	97.7
2.5	5.1	2.8	2.2	73	31	31	104	21	28	34	81	403	162.5	125.1	119.7	79.2	183.0	118.1	115.9	63.0	112.6	94.4	96.9	85.2
4.3	3.9	3.7	5.6	175	115	98	14	142	110	110	23	1,092	106.7	87.5	88.5	61.4	101.9	85.3	76.4	68.1	95.5	97.5	86.3	90.1
0.9	0.5	5.6	5.9	6	11	10	1	5	2	16	3	54	73.5	61.6	64.3	—	67.9	—	56.9	36.0	92.4	—	88.4	89.6
4.0	7.2	3.7	29.6	4	17	20	1	3	14	27	1	91	79.0	66.5	61.8	—	90.3	69.6	72.2	—	114.3	104.7	116.9	110.5
				2	8	13	3	7	6	10	1	50	—	53.2	50.8	46.1	60.2	53.6	50.9	—	—	100.7	100.1	106.0
0.0	0.3	1.6	1.2	26	42	24	8	14	44	35	14	209	106.7	79.2	77.9	68.9	102.5	81.2	78.4	59.7	96.1	102.5	100.6	93.5
				6	6	4	1	4	5	7	3	36	76.3	69.2	72.2	—	78.7	72.4	58.6	45.6	103.1	104.6	81.1	90.9
5.5	8.1	9.4	14.6	48	25	17	5	35	24	39	12	211	156.5	112.3	88.8	62.3	148.2	109.8	92.3	64.2	94.7	97.8	103.9	85.8
4.8	6.2	9.2	—	437	137	92		157	87	84		994	250.6	160.7	145.0		235.2	144.1	127.2		93.8	89.7	87.7	84.3
4.3	6.0	5.6	5.1	183	221	118	93	130	206	191	113	1,255	116.1	88.2	78.6	57.6	103.9	85.2	72.0	58.4	89.5	96.6	91.6	89.2
4.0	4.2	4.7	4.0	15	18	14		5	6	12	3	88	92.9	77.2	73.4		85.9	80.8	70.2	60.6	92.5	104.6	95.6	87.9
4.3	7.5	7.9	—	48	85	70	3	48	84	77	3	497	126.4	94.8	87.0	54.4	108.6	92.1	79.0	61.9	85.9	97.2	90.8	91.5
4.0	4.9	4.5	4.0	55	30	18	5	23	42	21	2	254	93.4	82.9	93.6	54.9	91.3	79.4	85.4	—	97.7	95.7	91.2	94.9
				11	2	5	1	7	5	11	2	44	63.1	—	49.5	—	61.2	58.2	51.7	—	97.0	—	104.5	95.1
0.0	6.7	7.4	3.6	6	5	10	7	4	5	15	10	62	62.9	62.8	51.1	46.0	66.0	55.7	48.2	45.1	105.0	88.7	94.3	92.8
1.6	4.8	4.2	5.1	9	11	7	4	10	16	14	2	73	66.9	57.6	61.7	47.1	59.1	59.2	52.3	—	88.4	102.8	84.9	94.5
1.2	0.9	0.1	7.7	14	9	12	2	28	20	30	2	118	79.2	62.5	70.9	—	75.2	67.6	60.6	—	95.0	108.3	85.5	94.0
4.2	5.0	4.7	—	93	85	70	1	35	71	50	2	475	110.3	87.3	89.2	—	101.5	86.2	79.9	—	92.0	98.8	89.6	91.0
4.4	4.4	5.2	5.5	43	49	32	8	28	54	56	16	334	115.2	90.7	81.3	64.5	109.9	88.5	81.3	58.3	95.4	97.5	100.0	90.8
4.4	6.8	6.6	9.8	503	253	215	11	208	181	224	6	1,771	152.6	112.1	97.0	44.2	137.0	105.3	86.9	43.6	89.8	93.9	89.5	81.6
2.4	6.5	9.3	0.3	10	12	8		4	9	13	4	60	61.7	60.4	54.5		63.3	63.9	57.6	51.4	102.7	105.8	105.7	100.3
4.5	5.2	4.7	—	24	26	26		10	15	16		131	90.2	80.4	75.0		84.9	81.5	70.8		94.1	101.3	94.4	95.2
4.1	4.8	5.0	5.9	121	94	82	2	83	101	118	6	759	117.2	90.4	85.6	—	106.8	86.1	81.4	70.4	91.1	95.2	95.2	87.0
4.0	5.5	5.3	17.3	33	26	20	2	30	27	24	5	217	95.2	86.7	79.4	—	95.7	87.3	74.7	55.0	100.5	100.8	94.0	94.9
6.8	9.6	7.9	25.6	412	216	185	16	257	246	251	14	1,640	185.4	115.9	105.4	57.5	156.9	110.8	95.7	67.6	84.6	95.6	90.8	81.9
5.4	6.1	5.6	4.8	193	162	128	6	124	157	131	3	1,083	143.6	106.5	98.8	76.9	117.5	95.6	88.2	66.8	81.8	89.7	89.2	81.3
2.2	4.3	5.1	7.6	113	84	71	10	101	110	133	16	794	120.4	93.8	86.3	54.8	109.6	86.7	80.2	64.1	91.1	92.5	92.9	90.3
4.4	4.3	4.7	—	42	29	40		28	42	51	4	298	98.2	79.4	79.5		90.7	78.0	71.2	59.9	92.3	98.3	89.6	90.6
4.3	4.6	4.4	6.5	129	103	78	31	79	95	88	41	651	160.9	115.8	86.4	67.0	144.7	105.8	82.6	70.4	89.9	91.4	95.6	86.1
4.2	4.7	5.3	5.8	70	66	76	50	50	78	98	61	549	110.7	84.5	78.2	56.3	103.1	77.9	73.4	54.2	93.1	92.2	93.9	89.8
5.5	5.4	4.4	4.6	37	43	17	6	26	48	35	15	234	101.4	84.5	75.0	59.1	102.7	84.3	75.0	65.3	101.3	99.8	100.0	95.7

APPENDIX I

NAME	NOTES	(1)		(3)								(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT	
North Dakota																			
North Dakota St U-Main Campus		I	PU	118.7	90.6	79.7	—	59.4			93.8	100.0	100.0	12.6	19.2	P	56.7	18.7	24.7
U of North Dakota	2	I	PU	123.7	97.0	82.5	59.6		55.8		88.1	100.0	85.9	11.1	23.1		37.9	13.5	48.6
Valley City St U		IIB	PU	81.0	62.2	54.3	—	—			61.2	100.0	100.0	11.9	27.1	P	36.8	35.5	27.6
Ohio																			
Ashland U	2	IIA	PR	74.0	69.1	63.2	62.8	59.2			67.7	81.2	81.2	3.3	23.1	FT	55.1	19.6	25.4
Baldwin Wallace U	2,20	IIA	PI	90.1	76.1	65.1	—				77.7	100.0	100.0	6.2	17.9	FpT	53.6	29.7	16.7
Bowling Green St U-Firelands	2,20	III	PU	100.5	76.9		51.6	72.0			69.3	100.0	85.1	14.0	8.4	F	31.9	0.0	68.1
Bowling Green St U-Main Campus	2	I	PU	126.0	95.9	82.9	67.9	72.4			93.8	100.0	84.8	14.0	6.0	F	51.9	12.4	35.7
Case Western Reserve U	2	I	PI	165.1	122.2	107.4	78.0				131.7	96.3	90.5	9.8	9.0	FpT	56.6	15.8	27.6
Cleveland St U	2	I	PU	116.4	95.8	86.9		70.4	53.5		93.8	100.0	100.0	15.2	17.8	FOV	49.6	21.5	28.9
Coll of Wooster	48	IIB	PI	96.7	77.6	68.0	57.7				79.8					FFT	62.9	25.8	11.3
Cuyahoga Comm Coll District		III	PU	104.4	99.9	85.8		51.2			88.7	100.0	100.0	14.0	15.5	F	81.5	10.7	7.8
Defiance Coll		IIB	PR	—	63.3	59.8	—				61.0	100.0	100.0	4.8	6.5	FT	27.0	51.4	21.6
Denison U		IIB	PI	138.4	104.3	82.1	70.8				98.0	100.0	100.0	11.3	13.3	FpTV	53.1	24.5	22.4
John Carroll U	20	IIA	PR	100.1	88.3	92.0	69.3				92.0	100.0	100.0	6.7	15.8	FFT	72.7	20.1	7.2
Kent St U at Ashtabula	2	III	PU	—	85.7			62.5			72.5	100.0	100.0	14.0	21.5	F	34.3	0.0	65.7
Kent St U at East Liverpool		III	PU		83.4			59.7			73.2	100.0	100.0	14.0	21.3	F	35.7	0.0	64.3
Kent St U at Geauga	2	III	PU	89.9	76.0	56.5		53.1			67.2	100.0	100.0	14.0	23.2	F	21.9	0.0	78.1
Kent St U at Kent	2	I	PU	120.1	92.9	76.5		65.9			95.1	100.0	100.0	14.0	16.4	F	50.4	13.3	36.3
Kent St U at Salem	2	III	PU	90.7	86.2	58.4		63.2			69.4	100.0	100.0	14.0	22.5	F	22.6	6.5	71.0
Kent St U at Stark	2	III	PU	97.6	83.3	67.3		62.0			79.7	100.0	100.0	14.0	19.6		60.2	1.1	38.6
Kent St U at Trumbull	2	III	PU	101.6	81.6	62.1		62.0			79.8	100.0	100.0	14.0	19.6	F	39.0	4.9	56.1
Kent St U at Tuscarawas	2	III	PU	106.7	75.7	63.9		57.0			71.8	100.0	100.0	14.0	21.7		43.8	0.0	56.3
Kenyon Coll		IIB	PI	114.7	95.9	73.6	64.2				95.1	95.5	86.5	9.7	15.3	PpT	64.6	20.8	14.6
Marietta Coll	2	IIB	PI	76.4	69.8	62.1	51.4				68.4	100.0	100.0	0.0	16.9	FT	52.9	10.8	36.3
Miami U-Hamilton		IIB	PU	107.4	84.3	70.8	57.2	52.4			73.5	100.0	100.0	14.3	20.2		42.3	23.4	34.2
Miami U-Middletown		IIB	PU	103.8	78.2	62.1	44.6	60.8			68.7	100.0	100.0	14.3	20.2		42.1	21.1	36.8
Miami U-Oxford		I	PU	131.3	106.1	93.2	52.8	76.3			97.0	100.0	100.0	14.3	20.2		49.8	14.5	35.7
Mount Saint Joseph U	2	IIA	PR	98.9	83.5	69.5	63.6				75.6						32.1	25.5	42.5
Ohio Northern U		IIB	PR	93.6	80.3	73.7	66.6				82.6	100.0	100.0	7.0	14.4	PT	63.9	23.4	12.7
Ohio St U Ag Tech Inst	2	III	PU	—	92.7	85.1					90.9	100.0	100.0	14.0	13.9	P	78.3	17.4	4.3
Ohio St U-Lima Campus	2	III	PU	111.2	87.8	—					94.1	100.0	100.0	14.0	13.5	P	92.0	8.0	0.0
Ohio St U-Main Campus	2	I	PU	171.2	114.7	103.3	95.8				136.1	100.0	100.0	14.0	9.3	P	64.5	17.6	17.8
Ohio St U-Mansfield Campus	2	III	PU	100.1	84.3	—					89.4	100.0	100.0	14.0	14.2	P	89.3	7.1	3.6
Ohio St U-Marion Campus		III	PU	113.5	91.3	80.9					94.4	100.0	100.0	14.0	13.4	P	73.7	15.8	10.5
Ohio St U-Newark Campus		III	PU	122.5	100.3	81.8					101.5	100.0	100.0	14.0	12.5	P	78.7	14.9	6.4
Ohio U-Chillicothe Campus		III	PU		76.5	60.2					71.3	100.0	100.0	14.0	25.0	F	38.7	9.7	51.6
Ohio U-Eastern Campus		III	PU		77.1	63.2					74.7	100.0	100.0	14.0	23.8	F	58.8	11.8	29.4
Ohio U-Lancaster Campus		III	PU	92.8	79.3	66.6					78.1	100.0	100.0	14.0	22.8	F	46.7	16.7	36.7
Ohio U-Main Campus		I	PU	108.8	87.8	70.2					88.9	100.0	100.0	14.0	20.0	F	51.3	11.3	37.5
Ohio U-Southern Campus		III	PU	89.5	70.1	59.6					70.5	100.0	100.0	14.0	25.2	F	33.3	3.7	63.0
Ohio U-Zanesville Campus		III	PU	92.2	77.1	67.9					80.2	100.0	100.0	14.0	22.2	F	64.5	6.5	29.0
Ohio Wesleyan U		IIB	PR	95.8	75.9	66.5	55.1				79.3	100.0	100.0	8.5	13.6	FFTO	68.8	27.1	4.2
Sinclair Comm Coll	4	III	PU	88.5	69.2	60.2	54.7				78.3	100.0	100.0	14.0	14.1	F	66.8	31.8	1.4
U of Akron Main Campus	2	I	PU	120.3	96.5	85.3	66.8	74.4			94.5	100.0	93.6	13.5	14.2	F	55.4	22.2	22.4
U of Cincinnati-Blue Ash Coll	3	III	PU	105.6	86.7	62.9	55.5				83.8	100.0	100.0	15.6	9.3	FO	65.4	19.8	14.8
U of Cincinnati-Clermont Coll	3	III	PU	108.5	87.1	66.8	62.5				88.3	100.0	100.0	15.6	9.4	FO	59.0	15.7	25.3
U of Cincinnati-Main Campus	3	I	PU	138.0	102.5	83.4	52.5				105.2	100.0	100.0	15.6	9.5	FO	47.6	15.1	37.3
U of Dayton	2	I	PR	124.7	94.3	87.0		62.2			88.8	100.0	84.8	7.2	15.3	PpTV	46.7	19.5	33.8
U of Mount Union	2	IIB	PI	89.7	74.0	66.4	58.5				76.7	100.0	100.0	7.2	10.4	FFT	61.5	20.0	18.5
U of Toledo	2	I	PU	116.2	97.3	86.1	69.8	64.3	—		92.5	100.0	94.8	13.4	14.0	F	53.4	15.5	31.1
Ursuline Coll		IIA	PR	75.9	64.7	66.0	63.1				66.4	100.0	76.1	3.0	20.7		19.4	19.4	61.2
Wittenberg U		IIB	PR	80.2	69.4	65.9	64.0				71.8	100.0	82.5	4.5	23.2	FFTV	62.9	24.7	12.4
Xavier U	2	IIA	PR	106.5	91.1	86.5	62.4	48.4			81.4	100.0	77.8	9.3	14.7	PpT	44.7	7.1	48.2
Youngstown St U	3	IIA	PU	93.6	81.4	73.1		54.2			78.3	100.0	100.0	14.2	20.8	F	62.4	12.1	25.5
Oklahoma																			
Cameron U	3	IIA	PU	77.0	66.8	55.6	51.1				64.0	99.0	100.0	19.0	12.3	P	55.2	21.0	23.8
Oklahoma Panhandle St U		IIB	PU	64.8	59.8	51.8	48.4				52.4						4.7	67.4	27.9

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
8.7	10.8	9.0	—	139	107	92	1	62	72	90		616	121.5	92.7	81.3	—	112.2	87.5	78.1		92.3	94.4	96.1	87.1
				90	94	94	43	47	61	103	52	659	130.8	98.5	84.1	61.5	109.9	94.8	81.1	58.0	84.0	96.2	96.5	88.4
3.1	1.2	10.5	7.3	8	4	21	1	7	10	23	1	76	80.2	64.6	56.1	—	81.9	61.2	52.6	—	102.0	94.7	93.8	93.3
0.6	1.0	1.0	0.7	33	18	19	7	9	14	17	17	138	74.7	72.1	65.0	58.8	71.6	65.3	61.2	64.4	95.9	90.6	94.2	92.3
0.5	1.5	1.8	—	44	29	35		40	54	36	1	239	90.1	79.6	66.1		90.2	74.2	64.2	—	100.1	93.3	97.1	95.9
2.6	4.0		2.2	4	4		8	4	3		11	47	93.4	78.1		49.1	107.5	75.2		53.4	115.2	96.3		102.2
2.3	3.3	2.9	3.5	120	88	40	35	80	93	44	52	723	129.3	99.4	83.5	72.1	121.1	92.6	82.3	65.1	93.6	93.1	98.6	88.1
4.3	7.1	6.9	10.1	174	77	57	19	76	67	64	56	590	172.6	124.8	108.6	80.4	148.1	119.2	106.4	77.2	85.8	95.5	98.0	79.7
3.3	1.6	2.7		91	88	55		47	88	67		544	120.4	100.1	95.0		108.8	91.5	80.2		90.4	91.4	84.4	85.1
				30	17	15	9	24	26	21	9	151	98.0	79.5	67.1	57.7	95.1	76.3	68.6	57.7	97.0	95.9	102.3	95.0
2.4	3.5	3.4		17	32	94		23	68	119		383	100.4	102.1	88.2		107.4	98.9	84.0		106.9	96.9	95.2	98.5
—	14.2	7.5		2	6	11	1	3	13	1	1	37	—	63.9	64.3	—		62.1	56.1	—		97.1	87.3	87.9
6.7	6.1	6.4	7.6	32	38	27	31	15	43	32	23	241	141.7	105.2	82.7	71.4	131.5	103.6	81.6	69.9	92.8	98.5	98.7	92.9
4.1	3.7	2.9	1.0	28	25	19	4	23	26	8	6	139	105.8	89.8	97.3	64.9	93.2	86.7	79.5	72.2	88.1	96.5	81.7	90.2
—	3.5			2	6				6			35	—	87.8				83.7				95.3		83.6
	3.5				6				2			14		83.6				—				—		91.9
3.5	3.5	6.6		2	1			5	7	3		32	—	—			84.4	72.4	56.5		—	—	—	88.9
3.8	4.5	5.9		169	151	81		145	170	109		950	126.5	95.2	81.6		112.5	90.8	72.8		88.9	95.4	89.3	86.3
3.5	3.5	5.9		1	2	2		2	4	4		31	—	—	—		—	83.5	57.5		—	—	—	87.3
3.5	4.0	6.1		9	24	5		7	20	4		88	98.7	84.5	67.6		96.2	81.8	66.8		97.5	96.8	98.8	90.2
3.5	6.1	—		3	7	3		10	4	2		41	129.9	86.2	68.5		93.1	73.6	—		71.6	85.4	—	83.7
3.5	4.4	9.9		4	8	2		3	10	2		48	112.1	77.4	—		99.4	74.4	—		88.7	96.2	—	97.8
7.1	6.5	4.9		40	25	26		25	28	31	3	178	114.3	96.6	74.8		115.5	95.2	72.6	64.2	101.1	98.5	97.1	93.7
0.4	2.1	1.5	1.3	22	18	12	4	13	10	20	3	102	77.3	68.6	66.5	51.8	74.9	72.1	59.5	50.8	96.9	105.2	89.6	93.9
1.0	0.4	0.0	2.6	5	19	5	7	7	17	20	8	111	115.8	84.0	63.0	74.2	101.5	84.6	72.8	42.3	87.6	100.6	115.5	98.2
0.9	0.2	0.0	—	1	8	6	2	2	5	2	2	38	—	82.3	62.4	—	—	71.7	—	—	—	87.1	—	102.8
0.7	0.3	0.0	2.4	150	127	71	79	93	73	50	57	877	136.2	113.3	95.7	54.5	123.5	93.4	89.6	50.4	90.7	82.4	93.6	85.6
3.6	5.8	3.8	1.9	7	12	10	6	8	14	28	21	106	91.2	76.2	65.8	57.8	105.6	89.8	70.8	65.2	115.8	118.0	107.6	105.2
				49	37	33	2	23	29	28	4	205	95.6	81.7	72.6	—	89.3	78.6	75.0	69.9	93.5	96.1	103.4	94.6
—	5.4	4.4		1	10	6			6			23	—	90.7	85.1			96.0				105.8		107.7
2.7	6.1	—		4	9	1		4	6	1		25	127.5	86.3	—		94.9	89.9	—		74.4	104.1	—	93.2
4.1	5.0	5.4	4.8	702	395	291	5	400	385	363	9	2,550	177.1	118.3	109.6	117.2	160.7	111.0	98.2	83.8	90.8	93.8	89.6	84.8
3.2	4.4	—		8	6	1		3	9	1		28	98.7	84.6	—		103.8	84.1	—		105.2	99.4	—	96.1
3.1	1.9	4.6		7	7	4		3	11	6		38	114.6	88.8	80.5		110.9	92.9	81.1		96.7	104.7	100.7	94.9
3.0	2.3	4.3		5	18	3		5	10	6		47	124.6	100.9	78.6		120.3	99.2	83.4		96.6	98.3	106.1	96.9
	2.0	3.3			10	1			11	9		31		79.3	—			74.0	60.5			93.3	—	87.9
	2.2	4.7			8				6	3		17		79.3				74.2	63.2			93.6		89.0
2.2	2.6	2.1		1	10	4		3	9	3		30	—	86.0	72.4		90.6	71.9	58.8		—	83.6	81.1	87.7
2.2	2.8	3.8		169	180	113		87	135	141		825	115.5	91.2	74.3		95.7	83.2	67.0		82.9	91.2	90.1	83.2
1.9	3.8	2.9		1	2	3		6	6	9		27	—	—	60.9		93.2	70.9	59.2		—	—	97.2	112.4
7.2	2.2	13.1		6	5	1		4	10	5		31	98.2	76.2	—		83.3	77.6	65.3		84.8	101.7	—	86.2
2.8	3.4	4.7	11.8	24	13	12	2	9	20	14	2	96	96.5	74.8	68.2	—	93.9	76.6	65.0	—	97.2	102.4	95.4	91.2
3.2	6.8	4.7	3.7	69	26	18	6	97	29	30	8	283	91.3	69.2	62.4	55.7	86.5	69.2	59.0	54.0	94.7	100.1	94.6	95.6
5.6	2.1	3.8	4.4	112	56	29	36	34	46	21	61	437	123.3	103.7	85.6	66.8	110.7	87.7	84.7	66.8	89.8	84.6	99.0	81.4
3.0	4.2	6.1	7.8	13	34	22	4	37	40	24	8	182	107.6	89.9	63.1	54.9	104.9	84.1	62.7	55.8	97.5	93.5	99.3	101.6
3.6	4.5	4.3	—	13	8	8	1	21	11	17	4	83	109.4	87.6	66.7	—	107.9	86.8	66.8	61.8	98.6	99.0	100.2	95.7
3.5	4.4	6.1	8.5	268	250	169	32	166	240	218	54	1,397	145.9	109.9	89.0	54.6	125.3	94.9	79.0	51.3	85.9	86.3	88.8	80.8
3.9	3.3	3.8		101	97	71		42	69	47		645	130.9	97.4	90.7		109.9	89.9	81.3		83.9	92.3	89.6	81.8
0.0	1.1	1.6	12.6	21	22	14	3	23	26	17	4	130	90.4	74.0	65.6	60.7	89.1	74.0	67.0	56.9	98.5	100.0	102.1	98.9
0.3	1.2	1.1	0.8	125	85	34	5	61	53	53	23	575	117.3	101.1	90.3	69.9	114.0	91.3	83.4	69.8	97.2	90.3	92.3	85.3
1.5	2.7	3.8	4.5	4	3	9		5	9	20	17	67	75.2	65.4	71.8		76.4	64.5	63.4	63.1	101.7	98.6	88.3	90.7
2.2	3.3	5.1	5.2	19	13	13	1	14	16	19	2	97	80.2	69.0	67.0	—	80.2	69.6	65.2	—	100.0	100.9	97.3	97.3
0.2	0.9	0.2	-0.2	48	54	26	27	31	46	41	92	396	107.7	94.2	94.0	62.5	104.5	87.3	81.7	62.3	97.0	92.7	86.9	84.6
2.2	3.5	3.1		75	45	20		45	36	23		322	93.4	87.7	70.6		93.9	73.7	75.3		100.5	84.1	106.8	87.5
6.5	9.1	11.6	12.1	23	14	13	16	11	10	9	9	105	77.0	67.6	52.0	49.7	77.0	65.5	60.8	53.6	100.0			

APPENDIX I

NAME	NOTES	(1)		(2)							(3)				(4)		(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT		
Oklahoma St U-Main Campus	2	I	PU	128.0	102.3	88.3	76.0	47.6				97.1	86.6	88.6	16.2	7.5	F	48.8	26.4	24.8
Oklahoma St U-Oklahoma City	2	III	PU	82.7	63.6	60.1	55.2				62.1	74.7	81.9	18.0	12.9			42.2	56.6	1.2
Southeastern Oklahoma St U		IIA	PU	90.1	83.3	71.6	45.9				73.8	100.0	100.0	18.8	12.2	P		44.8	31.0	24.1
Southwestern Oklahoma St U	2	IIA	PU	88.6	78.4	69.8	56.4				71.7	100.0	100.0	18.8	12.5	F		48.9	13.7	37.4
U of Central Oklahoma		IIA	PU	100.5	83.6	72.7	66.9	44.6			80.2	100.0	100.0	18.1	5.5			52.0	25.0	23.0
U of Oklahoma-Norman Campus	2	I	PU	142.3	99.4	91.6	55.3	59.6			98.8	100.0	100.0	13.0	6.0	F		49.1	20.1	30.8
U of Tulsa		I	PR	128.0	97.2	106.7	78.3				101.1	100.0	100.0	5.0	8.5			51.0	11.3	37.7

Oregon

Oregon St U	2	I	PU	146.4	115.4	99.6	66.8				103.9	94.2	98.5	21.5	15.8			49.8	14.4	35.8
Portland St U	6	I	PU	127.8	100.4	83.1	75.4				102.1	100.0	100.0	22.3	13.5	Pp		57.0	12.9	30.1
Reed Coll		IIB	PI	134.1	99.6	89.9	86.4				114.8	94.4	96.5	9.9	12.2	FOV		70.1	20.1	9.7
U of Oregon	2	I	PU	147.7	108.8	97.3	67.9	82.4			107.2	97.7	97.1	23.2	17.9	0		53.2	13.1	33.7

Pennsylvania

Allegheny Coll		IIB	PR	93.6	77.4	69.8	62.0				76.8	88.7	100.0	6.1	13.2			55.6	21.1	23.3
Alvernia U		IIA	PR	87.1	54.8	73.6	36.7		74.0		65.4	100.0	88.0	10.4	7.8	PpTV		41.0	33.3	25.6
Bryn Mawr Coll		IIA	PI	162.1	111.9	94.2	59.8	92.7	63.3		112.5	89.2	98.9	10.6	12.8			50.6	23.9	25.6
Bucknell U		IIB	PI	136.2	112.4	98.3	73.7				114.7	100.0	88.7	10.0	10.7	FTOV		64.8	27.4	7.8
Butler County Comm Coll		III	PU	89.3	63.6	58.7	54.3				68.1	100.0	91.1	12.1	28.9	F		78.6	21.4	0.0
Chatham U	4	IIA	PI	93.1	76.8	69.4	—				75.2	91.9	78.5	5.5	9.6	FT		47.4	46.7	5.9
Cheyney U of Pennsylvania	2	IIB	PU	121.1	97.7	76.4	53.7				92.0	88.6	100.0	17.0	11.7			54.3	22.9	22.9
Comm Coll of Allegheny County	20	III	PU	77.3	55.4	53.3	47.4				67.7	100.0	98.4	12.2	26.2	F		74.6	25.4	0.0
Commonwealth U of Pennsylvania	2	IIA	PU	119.0	95.3	79.2	60.8				99.4	94.3	100.0	18.9	14.0			78.3	16.9	4.7
DeSales U	2	IIA	PR	102.9	90.3	74.8	59.3				82.9					FTV		35.3	52.6	12.0
Dickinson Coll		IIB	PI	115.9	92.6	84.2	65.1				95.0	97.1	88.8	8.4	12.1	FpTV		63.4	23.9	12.7
Drexel U	2	I	PI	168.8	129.3	102.7	85.4				114.0	97.7	99.6	9.4	8.5			40.1	12.0	47.9
Duquesne U	2	I	PR	121.1	93.6	77.9	68.8				92.5	95.3	80.9	5.2	16.7	PpTV		51.5	17.1	31.5
East Stroudsburg U of Pennsylvania	2	IIA	PU	118.9	94.4	75.0	56.8				95.1	94.5	100.0	15.8	13.4			66.8	21.4	11.8
Eastern U	20	IIA	PR	68.6	59.8	50.6	48.4	48.8	39.1		55.3	99.1	99.1	6.1	27.1	FT		24.8	47.7	27.5
Elizabethtown Coll	3	IIA	PI	100.7	84.7	70.1	64.1	66.7			82.0	87.0	87.0	7.0	18.0	FTV		58.3	13.9	27.8
Franklin and Marshall Coll		IIB	PI	121.4	96.9	85.0	75.7				103.7	95.7	100.0	10.1	14.2	PT		77.0	15.5	7.5
Geneva Coll		IIA	PR	73.1	66.0	54.2	—				66.4	100.0		4.9		Ff		46.9	21.9	31.3
Gettysburg Coll		IIB	PI	109.6	89.6	77.3	65.6	72.2			90.3	88.9	85.0	7.7	15.7	FTOV		68.1	15.5	16.4
Harcum Coll	2	III	PI	76.9	62.1	49.6	51.5				55.6	100.0	100.0	3.4	10.1	P		3.2	0.0	96.8
Haverford Coll		IIB	PI	140.6	110.9	92.4	65.4	106.2			110.0	93.4	100.0	11.0	13.4	OV		59.2	16.4	24.3
Indiana U of Pennsylvania-Main Campus		I	PU	116.1	93.2	74.9	54.6				101.3	97.9	100.0	18.0	13.7			87.1	5.5	7.4
Juniata Coll	20	IIB	PI	91.9	74.1	67.3	59.7				80.8	99.0	85.4	10.0	20.5	FTOV		69.8	9.4	20.8
King's Coll	3	IIA	PR	91.0	72.8	75.0	54.7				79.7	95.0	100.0	4.9	9.5	FTV		65.3	12.4	22.3
Kutztown U of Pennsylvania	2	IIA	PU	114.5	94.1	71.9	55.1				95.9	97.4	100.0	17.1	14.6			82.1	9.3	8.6
La Salle U		IIA	PR	108.6	84.2	73.6	64.9				83.9	87.7	89.0	2.0	9.4	FT		54.5	18.8	26.6
Lafayette Coll		IIB	PR	154.5	111.7	92.1	78.3	87.7			115.2	100.0	93.6	9.5	9.4	FTOV		60.6	25.9	13.5
Lebanon Valley Coll	2	IIA	PR	85.2	78.6	66.9	—				75.6	100.0	100.0	8.7	13.8			46.8	33.3	19.8
Lehigh U		I	PI	172.4	121.0	105.1	103.5				133.7	95.0	84.6	9.9	11.6			57.0	22.8	20.2
Lincoln U		IIA	PU	110.4	88.5	77.6	71.6	65.9			85.7	100.0	87.4	9.0	13.4	F		45.9	39.6	14.4
Lycoming Coll		IIB	PR	97.3	76.1	66.8	55.2				75.7	100.0	100.0	6.7	9.8	FTT		69.9	26.5	3.6
Mercyhurst U	3	IIA	PR	84.8	69.1	58.8	52.8	59.5			65.5	77.1	84.7	3.4	15.8	FTV		42.7	15.3	42.0
Messiah U		IIA	PR	94.4	76.9	68.7	—	63.4			81.2	100.0	100.0	6.8	13.2	FpOV		64.2	25.6	10.2
Millersville U of Pennsylvania		IIA	PU	118.8	94.2	75.3	—				97.7	96.4	100.0	18.7	14.8			84.1	14.7	1.2
Misericordia U	2	IIA	PR	107.0	85.8	73.4	52.8				83.2	100.0	100.0	7.0	11.6			46.2	9.4	44.4
Moravian U	3	IIA	PR	83.4	74.9	66.5	58.3	59.5			72.3	100.0	73.1	7.8	16.0	FpT		40.4	34.6	25.0
Muhlenberg Coll		IIB	PR	97.8	82.6	70.7	—	62.3			82.1							60.9	15.4	23.7
Neumann U		IIA	PR	84.4	68.4	66.4	65.0				71.1	100.0	100.0	5.0	16.2	FT		0.0	0.0	100.0
Pennsylvania St U-IIA Campuses	2,49	IIA	PU	141.3	113.8	94.8	78.1	68.3			98.7	100.0	94.4	12.9	15.3	PO		40.2	17.4	42.4
Pennsylvania St U-IIB Campuses	2,50	IIB	PU	116.3	94.4	82.8	74.0	66.4			85.2	100.0	91.8	14.4	17.2	PO		38.3	11.3	50.4
Pennsylvania St U-Main Campus	2,51	I	PU	176.2	120.7	109.1	74.2	51.3			119.9	99.8	90.9	12.6	11.9	PO		48.2	17.2	34.6
Pennsylvania Western U	2	IIA	PU	118.7	97.0	79.6	58.6				99.8	97.4	99.2	19.2	13.4			82.2	10.1	7.7
Pittsburgh Theo Sem		IIA	PR	—	—	—	—	—			100.0	100.0				FT		76.9	15.4	7.7

APPENDIX I

(7)				(8)									(9)												
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO				
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR	
7.3	8.8	8.5	6.9	224	188	204	9	91	104	177	12	1,159	132.7	105.0	91.9	78.8	116.4	97.3	84.2	73.8	87.7	92.6	91.6	83.4	
7.1	9.7	8.9	14.2	7	7	12	8	2	16	15	16	83	85.4	66.7	57.2	53.7	—	62.2	62.4	55.9	—	93.3	109.1	94.6	
8.8	8.0	9.6	15.8	28	10	21	13	11	21	24	17	145	93.3	86.0	74.6	47.1	81.9	82.0	68.9	45.0	87.7	95.3	92.4	88.0	
10.6	14.4	13.7	8.0	19	24	18	20	26	19	20	44	190	88.8	76.6	68.4	54.8	88.4	80.6	71.1	57.1	99.6	105.1	103.9	98.6	
12.1	18.5	11.7	12.4	91	40	35	22	95	47	54	26	488	103.6	85.1	78.4	69.5	97.4	82.3	69.0	64.6	94.0	96.8	88.0	91.5	
4.1	3.4	2.8	4.3	234	237	163	51	108	147	164	88	1,365	147.8	102.2	95.1	63.1	130.6	95.0	88.2	50.7	88.4	93.0	92.8	81.3	
8.7	8.4	8.9	8.8	77	44	23	46	12	28	14	56	300	127.8	96.8	113.6	79.1	128.8	98.0	95.2	77.7	100.7	101.3	83.8	84.6	
6.1	7.6	9.2	12.4	228	183	79	221	90	123	83	221	1,228	148.8	116.3	102.7	69.5	140.5	114.1	96.6	64.2	94.4	98.1	94.1	85.4	
5.3	5.0	5.6	5.3	149	116	64	39	86	118	112	46	730	131.8	103.5	87.4	78.7	121.0	97.3	80.6	72.5	91.8	94.0	92.2	86.4	
1.1	1.4	2.2	2.7	46	10	12	6	30	18	14	8	144	135.7	98.7	89.9	89.1	131.6	100.2	89.8	84.4	97.0	101.5	99.8	91.8	
3.0	3.0	3.0	3.0	203	167	71	145	131	130	87	153	1,116	149.0	112.8	101.5	72.9	145.6	103.7	93.9	63.1	97.7	91.9	92.5	88.1	
15.6	11.0	10.0	11.7	21	18	11	12	13	23	23	12	133	97.1	77.0	71.3	62.3	87.9	77.7	69.1	61.7	90.5	100.9	96.9	92.6	
7.4	7.3	6.3	21	16	14	1	25	27	28	2	176	161.3	113.2	94.2	—	162.8	111.1	94.2	—	100.9	98.1	100.0	95.1		
6.4	5.6	6.1	4.7	84	74	53	14	50	60	59	4	398	136.9	116.0	103.9	70.8	134.9	108.1	93.3	83.8	98.5	93.2	89.7	93.3	
3.9	4.8	4.7	4.5	7	3	6	3	11	7	6	13	56	91.9	68.5	64.2	67.6	87.6	61.4	53.1	51.2	95.3	89.7	82.8	85.0	
0.7	3.0	3.8	2.7	8	17	20	1	12	29	47	1	135	96.0	77.1	71.5	—	91.2	76.7	68.5	—	95.0	99.4	95.8	95.4	
1.6	1.5	5.2	3.9	6	6	5	3	5	3	4	3	35	120.2	95.9	75.2	52.3	122.2	101.3	77.9	55.1	101.7	105.6	103.7	101.4	
3.4	3.5	3.7	3.5	48	24	8	2	63	35	12	1	193	81.6	56.1	53.5	—	74.0	55.0	53.1	—	90.7	98.1	99.2	92.9	
1.7	2.6	3.6	6.5	130	80	36	8	76	87	65	26	508	120.5	96.6	78.1	56.6	116.4	94.1	79.8	62.1	96.7	97.4	102.3	89.4	
3.8	4.3	4.4	4.8	7	23	23	2	8	25	41	4	133	104.1	91.8	73.7	—	101.8	88.8	75.4	58.2	97.8	96.7	102.3	96.2	
3.5	3.4	4.7	3.3	38	33	28	5	19	45	29	8	205	118.0	93.3	83.3	64.7	111.8	92.0	85.2	65.3	94.7	98.6	102.3	93.3	
5.0	5.4	5.2	5.4	163	99	61	229	77	92	64	283	1,068	172.6	132.9	107.8	88.7	160.9	125.4	97.9	82.8	93.3	94.3	90.8	84.2	
4.0	3.4	4.0	5.1	55	91	48	13	31	99	98	10	445	127.2	94.5	78.3	61.5	110.2	92.7	77.7	78.3	86.6	98.0	99.3	90.6	
1.5	3.1	4.8	5.9	57	26	21	10	33	30	19	24	220	120.2	95.2	76.5	54.2	116.7	93.7	73.4	57.9	97.1	98.3	95.9	88.5	
2.7	2.1	1.8	0.8	18	18	6	2	12	15	9	4	108	103.9	86.9	70.6	—	95.8	82.0	69.7	64.7	92.2	94.4	98.7	89.5	
2.2	2.7	3.0	4.2	47	35	13	5	31	32	15	9	187	123.0	95.9	86.0	86.4	118.9	98.0	84.2	69.8	96.7	102.2	97.8	93.7	
3.8	2.6	2.3	19	17	5	5	11	6	1	64	72.2	66.9	51.5	76.5	64.6	56.5	—	106.0	96.6	109.6	96.6	109.6	95.7		
2.4	2.4	2.9	2.7	39	48	11	9	25	29	21	12	207	112.9	90.6	77.1	65.8	104.6	87.9	77.4	65.4	92.7	97.0	100.4	91.5	
4.3	5.6	5.4	6.3	2	5	6	4	14	18	14	63	—	—	—	48.4	59.5	76.0	62.1	50.0	48.1	—	103.1	94.3		
2.0	3.9	4.3	5.1	30	15	15	10	20	29	18	12	152	140.5	108.6	92.3	63.8	140.6	112.1	92.4	66.7	100.0	103.2	100.0	95.5	
3.7	3.1	3.9	1.8	32	10	9	4	17	9	14	1	96	93.1	74.3	66.3	58.9	89.8	73.9	67.9	—	96.5	99.5	102.4	94.4	
0.3	5.1	23.1	2.3	24	18	14	2	22	27	13	1	121	91.8	73.4	80.4	—	90.1	72.4	69.1	—	98.2	98.5	85.9	94.3	
2.0	2.8	4.6	1.4	66	64	20	6	52	46	40	8	302	115.7	95.5	70.1	54.6	113.1	92.1	72.9	55.5	97.8	96.5	104.0	93.1	
0.0	0.9	1.7	0.7	14	24	25	2	17	31	34	7	154	108.1	88.4	77.4	—	109.1	80.9	70.8	66.0	100.9	91.5	91.5	92.8	
4.6	5.0	8.2	5.8	47	53	30	17	28	25	34	12	251	162.2	113.5	92.1	75.0	141.8	108.0	92.2	83.1	87.4	95.2	100.1	90.2	
1.0	1.8	2.0	23	19	17	1	14	18	34	—	—	126	84.3	76.8	67.7	—	86.5	80.5	66.6	—	102.6	104.8	98.4	97.2	
5.4	5.7	4.1	1.8	157	94	78	35	52	78	73	17	584	175.8	121.8	111.7	109.1	161.9	120.1	97.9	91.9	92.1	98.6	87.6	85.0	
8.1	5.7	5.2	4.3	14	18	20	3	8	13	21	4	111	110.8	89.4	77.0	71.3	109.6	87.2	78.2	71.9	98.9	97.6	101.6	92.7	
2.3	2.2	2.4	13	13	16	2	4	15	19	1	83	100.6	74.1	69.0	—	86.3	77.7	64.9	—	85.7	104.9	94.0	90.6		
0.0	0.4	0.6	0.0	19	15	26	5	6	16	28	11	131	87.5	69.0	62.1	47.5	76.3	69.2	55.8	55.3	87.3	100.2	89.8	87.2	
2.8	3.6	4.3	47	28	15	—	—	24	24	28	—	176	95.3	77.6	68.2	—	92.8	76.1	68.9	—	97.4	98.1	101.1	91.2	
1.6	2.6	5.0	—	44	49	29	1	40	59	29	1	252	119.7	94.6	76.1	—	117.8	93.9	74.6	—	98.4	99.2	98.0	97.7	
4.0	4.4	4.7	—	13	13	14	3	14	14	44	2	117	109.9	83.4	67.9	60.8	104.3	88.1	75.2	—	94.9	105.7	110.7	97.0	
0.5	0.4	1.8	2.3	16	15	18	—	15	42	37	9	156	82.4	74.6	65.6	—	84.6	75.0	67.0	58.3	102.6	100.4	102.0	96.9	
0.5	0.0	0.6	0.0	8	13	13	1	11	16	19	3	84	80.4	66.5	68.4	—	87.3	70.0	65.1	70.0	94.4	99.7	98.8	91.5	
3.5	3.6	4.1	3.3	53	107	57	88	19	34	34	80	517	142.9	117.7	95.5	81.2	136.8	101.4	93.8	74.7	95.7	86.1	98.2	85.5	
3.4	4.1	4.6	4.3	96	119	53	152	53	117	67	248	1,012	115.1	95.7	85.0	75.1	118.5	93.2	81.0	73.2	102.9	97.4	95.3	91.2	
3.6	4.8	5.2	5.0	666	283	240	389	253	203	222	476	2,841	180.6	123.8	114.3	78.0	164.5	116.3	103.4	71.0	91.1	93.9	90.5	77.8	
1.5	3.3	4.8	4.4	126	62	42	14	91	80	48	32	495	119.8	98.8	83.0	55.3	117.2	95.6	76.5	60.0	97.8	96.8	92.2	91.2	
				5	3	1			4			13													

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
Robert Morris U	3	IIA	PI	132.3	101.7	90.7		54.3				113.5	93.8	88.3	7.6	12.0	FTT	84.6	10.5	4.9
Saint Joseph's U	52	IIA	PR	128.1	100.3	93.5						111.5	98.1	98.1	9.6	12.3	FTTV			
Saint Vincent Coll	20	IIA	PR	89.4	70.0	62.1	58.0					72.7	96.8	86.2	7.3	22.6	FT	57.4	25.5	17.0
Seton Hill U	10,20	IIA	PR	87.9	78.6	70.0	66.4					76.0	99.0	100.0	7.1	18.3	FTT	42.7	36.5	20.8
Shippensburg U of Pennsylvania	2	IIA	PU	121.7	99.3	81.0	56.8					103.0	97.4	100.0	17.1	14.0		87.1	7.3	5.6
Slippery Rock U of Pennsylvania	2	IIA	PU	119.2	96.6	78.8	56.0					93.6	96.1	99.4	16.2	13.9		66.4	23.6	10.0
Susquehanna U		IIB	PR	88.1	82.0	75.4	65.5	83.5				80.2	97.1	77.9	9.0	17.3	FTV	56.4	32.9	10.7
Swarthmore Coll	53	IIB	PI	175.4	129.5	105.8						138.6	97.5	95.0	10.0	11.2	PO	66.3	23.1	10.6
Temple U	2	I	PU	171.4	117.4	94.5	73.8					124.2	91.1	93.7	8.9	13.3	FTTV	39.1	11.9	48.9
Thomas Jefferson U	2	IIA	PI	131.3	106.5	88.0	71.5					97.6	100.0	84.6	9.0	13.4	FTV	11.7	7.7	80.6
U of Pennsylvania	54	I	PI	271.1	164.5	158.6						221.9	100.0	100.0	10.7	10.6	PpO			
U of Pittsburgh-Bradford	2,55	IIB	PU	97.5	84.9	71.5	61.6					76.8	100.0	100.0	10.1	9.5	FfO	36.0	22.7	41.3
U of Pittsburgh-Greensburg	2,56	IIB	PU	91.0	78.5	68.5	53.6					68.2	100.0	100.0	10.2	9.5	FTO	32.1	15.4	52.6
U of Pittsburgh-Johnstown	2,56	IIB	PU	93.1	76.1	62.6	56.2					70.9	100.0	100.0	10.1	9.6	FTO	47.7	9.2	43.1
U of Pittsburgh-Pittsburgh Campus	2,56	I	PU	152.3	103.9	86.7	62.9	50.0				106.4	100.0	100.0	10.2	10.1	FTO	37.0	11.6	51.4
U of Scranton		IIA	PR	123.5	102.8	85.5	—	65.2	79.6			101.0	93.0	100.0	10.2	19.6	FTT	60.8	21.6	17.6
Ursinus Coll		IIB	PI	107.6	86.4	76.1	67.4					84.0	100.0	80.0	6.7	10.0	FTT	23.7	29.6	46.7
Villanova U	3	IIA	PR	164.4	120.8	90.9	68.9					122.3	92.8	87.9	8.9	9.8	FTOV	50.1	12.9	37.0
Washington & Jefferson Coll		IIB	PI	88.5	73.6	63.6	50.0					75.4	100.0	97.2	8.0	13.4	FT	66.7	22.2	11.1
Waynesburg U	2	IIA	PR	74.3	68.8	59.2	56.7					65.2	100.0	100.0	6.9	23.9	FT	51.4	24.3	24.3
West Chester U of Pennsylvania	2	IIA	PU	117.8	96.3	81.2	54.0					96.7	96.8	99.7	15.2	14.0		71.0	19.1	10.0
Westminster Coll		IIB	PR	78.4	67.0	59.0	70.0	58.3				67.4	94.3	100.0	4.3	8.5	FTV	65.7	17.1	17.1
Widener U		I	PI	122.2	87.6	80.0	73.2	68.4				92.3	92.4	86.3	5.0	18.1	FT	46.9	27.8	25.3
Wilkes U	2	IIA	PI	110.0	88.4	75.8	67.5					86.8	84.0	100.0	8.2	9.0	FTT	61.1	27.8	11.1
York Coll of Pennsylvania		IIA	PI	102.5	89.0	80.3	66.8					85.2	100.0	100.0	7.7	21.2	FTT	61.3	22.7	16.0

Puerto Rico

Universidad Politecnica de Puerto Rico	57	IIA	PI	60.1	44.8	39.6	32.4					48.6	71.9	85.6	3.0	4.2		16.5	0.0	83.5
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Rhode Island

Brown U	18	I	PI	212.4	143.6	117.9	78.6	101.7				161.2	97.0	100.0	9.9	6.4	O	60.7	16.9	22.4
Bryant U		IIA	PI	182.1	140.1	128.9		84.2				130.6	82.2	100.0	12.3	10.6	FTV	46.6	12.9	40.5
Comm Coll of Rhode Island	10	III	PU	81.1	63.8	59.2	—					68.6	98.9	98.2	13.0	28.4	Ff	68.1	31.6	0.4
Providence Coll		IIA	PR	137.6	112.2	92.8	81.0					106.0	80.8	100.0	9.9	12.4	FTV	57.7	25.4	16.9
Rhode Island Coll		IIA	PU	123.2	99.5	78.6						103.8	98.6	98.6	9.1	16.3		77.9	15.2	6.9
Salve Regina U		IIA	PR	106.4	90.3	78.6	—	64.8				82.8	94.2	81.2	8.2	19.5	FTOV	45.7	23.9	30.4
U of Rhode Island	2	I	PU	142.0	107.5	93.0	—	72.9				106.4	94.6	92.9	9.3	14.8	Ff	48.3	20.6	31.1

South Carolina

Citadel Military Coll of South Carolina		IIA	PU	106.5	89.9	82.4	62.2					88.5	100.0	100.0	24.9	12.0	None	50.0	34.3	15.7
Clemson U	2,58	I	PU	156.0	109.2	99.5	102.2	65.8				106.0	98.3	95.6	25.4	6.9	PO	46.7	18.5	34.8
Coastal Carolina U		IIA	PU	104.1	84.6	74.4	64.2	57.7				77.5	100.0	100.0	24.9	13.9	P	42.1	23.2	34.7
Coll of Charleston		IIA	PU	109.7	90.5	78.7	69.2					90.6	100.0	96.0	18.9	8.1		63.9	16.6	19.5
Converse U		IIA	PI	65.6	62.1	54.4	43.7					58.7	100.0	100.0	3.5	13.4	FpTV	58.0	37.0	4.9
Francis Marion U	4	IIA	PU	91.3	73.6	64.1	58.4					76.4						65.2	24.6	10.1
Furman U		IIA	PI	113.1	93.0	75.7	—	48.4				94.1	94.4	87.3	10.7	12.2	FTOV	65.5	19.9	14.6
Newberry Coll		IIB	PR	76.9	68.7	63.1	38.8					66.4	84.4	87.0	4.4	11.8		42.9	29.9	27.3
U of South Carolina-Columbia	20	I	PU	156.0	110.5	94.0	64.6	97.0				112.4	100.0	100.0	24.9	9.6	P	46.8	15.8	37.3
Wofford Coll		IIB	PR	92.8	77.6	77.5	59.5					81.0	96.6	100.0	10.0	12.1		64.8	25.5	9.7

Tennessee

Augustana U		IIA	PR	82.5	70.2	60.9	50.6					67.3	100.0	100.0	5.9	13.3	PpTV	41.4	19.8	38.9
Mount Marty U	10	IIA	PR	76.7	70.0	76.9	49.1					71.4	76.2	66.7	5.0	7.7	FTTV	42.9	38.1	19.0
Tennessee																				
Austin Peay St U	2	IIA	PU	95.5	79.3	70.7	55.5					79.7	53.1	100.0	15.6	18.2		57.8	29.5	12.7
Belmont U	10	IIA	PR	147.9	112.4	88.0	77.8					107.0	100.0	100.0	5.0	10.5	FTV	46.5	36.0	17.5
East Tennessee St U	1	I	PU	122.2	97.4	93.5	64.5	50.6				98.2	100.0	100.0	7.8	8.1	Pp	45.5	13.9	40.5
King U	57	IIA	PR	50.9	49.8	45.8	37.1					47.4	100.0	100.0	0.0	11.4	Ff	0.0	0.0	100.0

APPENDIX I

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
2.7	2.6	2.5		44	24	9		39	24	14		162	136.8	106.1	91.0		127.3	97.3	90.5		93.1	91.7	99.5	89.0
1.3	2.5	2.6		71	55	22		48	44	27		267	130.6	100.8	93.6		124.6	99.8	93.4		95.4	99.0	99.8	95.0
1.1	2.5	2.4	2.6	22	21	14	3	7	9	14	4	94	90.7	71.9	62.7	56.6	85.4	65.4	61.5	59.0	94.2	91.0	98.1	88.6
10.2	7.1	12.7	21.0	3	20	6	2	8	27	26	4	96	89.5	81.4	73.2	—	87.3	76.5	69.3	63.4	97.5	93.9	94.7	92.6
1.5	1.5	4.7	1.9	53	65	12	5	33	43	13	9	233	121.7	100.0	81.9	55.2	121.6	98.3	80.1	57.6	99.9	98.3	97.8	95.0
1.4	2.7	4.0	0.6	46	66	46	11	47	67	53	24	360	119.4	97.4	80.0	58.9	119.1	95.9	77.7	54.6	99.8	98.5	97.2	95.1
3.2	4.2	4.4	9.2	17	25	20	6	10	28	25	2	140	88.2	86.0	73.2	67.9	87.8	78.4	77.2	—	99.6	91.1	105.5	96.9
8.8	10.2	8.9	—	37	36	29		35	28	34		199	178.1	129.3	105.1		172.5	129.7	106.3		96.8	100.3	101.1	97.7
1.6	2.0	2.7	2.2	272	288	204	16	144	272	230	41	1,467	180.3	121.4	96.7	69.9	154.5	113.1	92.5	75.4	85.7	93.1	95.7	83.8
0.9	1.1	1.6	3.6	23	30	47	11	24	64	98	28	325	127.0	109.8	83.6	68.5	135.4	104.9	90.1	72.6	106.6	95.5	107.7	99.1
4.9	6.7	6.5		424	140	126		190	108	126		1,114	279.8	169.3	162.2		251.5	158.2	155.1		89.9	93.5	95.6	84.4
0.6	0.6	0.7	8.1	7	13	20	6	1	9	14	5	75	99.1	90.2	71.2	63.4	—	77.2	72.0	59.5	—	85.6	101.2	90.2
0.6	0.6	1.2	0.3	3	11	7	10	3	12	16	16	78	93.9	76.8	69.6	53.2	88.2	80.2	68.0	53.8	93.9	104.4	97.7	97.6
0.8	0.7	0.5	2.6	13	25	23	4	7	20	21	17	130	95.1	75.0	65.5	65.3	89.2	77.6	59.5	54.0	93.8	103.5	91.0	89.1
2.1	1.9	1.2	1.7	346	265	263	74	216	262	367	97	1,974	164.7	108.1	91.4	68.3	132.5	99.7	83.4	58.7	80.4	92.2	91.2	80.0
5.1	5.1	7.3	—	60	47	30	1	27	29	31		273	125.3	108.7	88.2	—	119.5	93.2	82.8		95.4	85.8	93.9	87.7
7.2	5.4	3.3	5.8	15	17	20	6	11	26	23	17	135	108.6	89.0	76.9	68.5	106.1	84.8	75.4	67.0	97.7	95.2	98.1	92.4
4.6	5.0	5.8	7.1	159	138	87	26	79	117	124	30	760	168.9	120.6	93.3	68.2	155.4	120.9	89.3	69.5	92.0	100.2	95.7	86.8
0.2	1.9	1.0	0.3	24	12	9	6	21	17	15	4	108	89.7	75.4	65.3	52.7	87.0	72.4	62.5	45.9	97.0	95.9	95.8	94.4
0.0	0.0	0.0	0.5	11	8	8	3	9	7	16	8	70	76.4	62.6	61.3	60.9	71.8	75.9	58.1	55.2	94.0	121.3	94.9	94.9
1.7	3.1	4.0	2.7	113	98	52	33	131	114	83	37	661	119.4	97.6	82.7	54.9	116.5	95.2	80.3	53.1	97.6	97.5	97.2	96.6
3.0	3.5	4.5	—	11	12	10		7	14	4	3	70	79.7	69.2	56.5		76.3	65.2	65.3	70.0	95.7	94.2	115.6	95.9
1.9	2.3	3.0	10.2	33	39	41		33	51	73	4	277	128.8	90.6	79.8		115.5	85.2	80.2	73.2	89.7	94.0	100.5	90.4
1.5	3.3	4.2	5.2	20	36	12	5	12	31	33	13	162	112.2	89.2	77.5	69.4	106.4	87.5	75.1	66.7	94.8	98.1	96.9	89.3
2.8	1.4	4.0	3.5	18	35	26	7	4	37	20	16	163	103.5	93.6	80.4	71.7	98.0	84.6	80.2	64.7	94.6	90.4	99.8	89.0
0.7	15.7	6.5	27.6	29	51	9	3	14	26	6	1	139	59.7	45.8	33.4	34.5	60.8	42.9	48.8	—	101.7	93.8	146.1	100.1
4.2	6.3	6.1	3.2	309	96	96	23	116	83	84	17	951	213.2	143.7	122.2	80.1	210.3	143.4	113.0	76.5	98.6	99.7	92.5	84.7
3.0	3.9	4.6		41	12	3		15	11	15		163	185.5	138.4	128.6		172.7	142.0	129.0		93.1	102.6	100.3	81.0
1.8	4.7	2.3	—	40	20	40		70	45	68	2	285	83.3	63.7	59.7		79.9	63.8	59.0	—	95.9	100.2	98.8	97.1
5.0	5.3	5.9	5.0	47	60	49	43	21	48	56	14	338	137.9	118.2	92.9	81.1	137.1	104.6	92.7	80.7	99.5	88.5	99.8	94.2
9.1	9.6	14.5		45	39	12		64	61	55		276	127.6	100.9	81.6		120.1	98.7	78.0		94.1	97.8	95.5	90.0
3.0	4.2	4.2	3.6	18	11	9	1	8	26	24	1	138	105.4	89.5	86.1	—	108.8	90.7	75.8	—	103.2	101.3	88.1	92.3
4.4	5.5	4.7	—	145	84	93	1	92	96	100	1	791	147.3	109.3	96.9	—	133.8	106.0	89.5	—	90.8	97.0	92.4	85.4
12.6	9.1	-2.0	-1.9	42	32	36	16	18	30	21	15	210	109.6	94.8	86.8	63.2	99.1	84.7	74.8	61.2	90.4	89.4	86.2	86.8
6.5	7.4	7.8	5.5	285	198	142	43	96	129	126	28	1,496	159.4	111.9	105.3	108.1	145.9	105.1	92.8	93.2	91.5	94.0	88.1	78.4
5.9	5.2	5.0	5.0	71	57	54	7	32	48	49	7	475	107.0	83.1	76.0	64.8	97.7	86.5	72.7	63.6	91.4	104.1	95.7	89.2
6.7	7.3	8.3	7.7	96	94	58	25	58	87	59	47	524	111.2	92.8	77.5	73.3	107.2	88.1	79.8	67.1	96.4	94.9	102.9	91.9
1.8	1.5	2.1	10.6	10	6	12	2	7	24	15	5	81	68.0	78.6	54.3	—	62.2	57.9	54.5	42.6	91.4	73.7	100.2	88.6
				46	21	31	2	30	39	25	13	207	94.8	70.5	63.7	—	85.7	75.3	64.6	59.3	90.4	106.8	101.3	93.1
				76	37	22		41	33	32	2	267	113.9	93.6	75.9		111.4	92.4	75.5	—	97.8	98.8	99.4	89.2
				12	13	15	1	4	14	14	4	77	74.5	74.1	62.9	—	84.2	63.6	63.4	37.5	113.0	85.8	100.9	90.7
5.8	6.7	7.6	8.2	338	259	188	126	180	247	238	151	1,762	160.1	117.5	99.2	66.2	148.1	103.1	89.9	63.2	92.5	87.8	90.7	83.1
4.5	2.2	7.9	2.1	22	24	15	9	27	21	22	5	145	91.9	80.6	82.9	58.1	93.5	74.2	73.9	61.9	101.7	92.0	89.1	98.1
7.4	6.3	4.7	2.9	20	21	23	7	10	36	39	6	162	83.1	68.7	64.6	50.6	81.4	71.1	58.7	50.5	98.0	103.4	90.8	94.1
2.0	2.1	2.2	3.1	5	5	7	4	1	4	14	2	42	79.0	62.0	77.4	50.5	—	80.0	76.6	—	—	129.2	99.0	107.0
4.9	6.3	8.7	13.7	81	37	60	12	63	39	83	28	403	96.4	80.5	72.9	55.5	94.3	78.2	69.1	55.6	97.8	97.1	94.8	91.8
2.6	4.6	3.8	5.6	73	60	68	43	45	69	105	34	497	152.8	113.5	94.5	81.6	139.9	111.4	83.8	73.0	91.6	98.2	88.6	87.3
6.7	6.1	7.0	9.1	182	112	104	8	92	129	156	43	898	125.6	99.6	96.7	62.8	115.4	95.6	91.4	64.8	91.9	95.9	94.4	87.8
0.0	0.5	7.5	0.0	9	7	10	1	5	11	24	3	70	52.5	49.0	45.8	—	48.0	50.3	45.8	37.5	91.5	102.7	100.1	96.2

APPENDIX I

NAME	NOTES	(1)		(3)								(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT		
Lee U		IIA	PR	79.2	67.9	65.5		54.2				69.9	100.0	100.0	0.0	10.2	FFT	51.6	33.5	14.8
Maryville Coll		IIB	PR	78.7	66.5	57.2	53.5	53.8				65.7	100.0	95.7	3.9	6.1	FFTV	58.0	21.7	20.3
Middle Tennessee St U	2	I	PU	108.4	87.5	77.0	58.2	54.0				84.9	100.0	100.0	12.5	14.6		55.8	14.7	29.6
Milligan U	3	IIA	PR	61.6	61.2	61.8	40.8					60.4	86.5	70.2	7.7	15.0	FFTV	55.8	36.5	7.7
Rhodes Coll	3,20	IIB	PR	104.0	86.2	69.8	61.0					83.6	91.4	83.3	9.2	13.7	FpTV	61.8	17.7	20.4
U of Memphis	3,20	I	PU	116.8	89.2	81.1	57.0					85.6	100.0	90.6	11.0	15.3	PpV	44.8	20.2	35.1
U of Tennessee- Chattanooga	3	IIA	PU	112.0	94.0	74.1	55.0	56.2				83.0	100.0	91.8	10.9	15.7	PpO	42.1	25.1	32.7
U of Tennessee-Knoxville	6	I	PU	167.5	118.9	95.9	72.1	71.5				115.8	99.4	91.1	10.8	11.5	Pp	44.8	19.4	35.8
U of Tennessee-Martin	3	IIA	PU	84.8	78.4	70.8	59.1	52.3				71.8	100.0	100.0	12.5	16.6	Pp	50.9	20.4	28.7
U of the South		IIB	PR	114.1	88.5	71.9	59.3					87.7	88.4	100.0	11.7	9.2	FFT	55.2	19.3	25.4
Vanderbilt U	2	I	PI	225.9	135.0	123.0	61.2	75.9				153.6	100.0	100.0	4.8	6.1	P	47.8	18.6	33.6

Texas

Abilene Christian U	2	IIA	PR	97.3	77.8	68.8	60.1					78.6	100.0	100.0	8.0	14.8		47.7	19.4	32.9
Angelo St U	2	IIA	PU	88.8	76.3	65.2	51.4		67.5			71.5	99.0	92.5	6.4	10.8	O	47.1	22.5	30.4
Austin Coll	2,20,59	IIB	PR	91.4	76.5	70.1	48.8					75.6	92.7	92.7	8.2	16.7	FT	72.9	12.5	14.6
Austin Comm Coll District		III	PU	104.3	83.3	76.1						95.9	100.0	94.9	8.3	10.2		0.0	0.0	100.0
Baylor U		I	PR	162.8	113.9	102.4	79.7	77.4				116.3	94.9	94.7	12.3	10.8	FTV	45.7	14.6	39.8
Lamar U		I	PU	111.5	88.2	76.1	57.7					80.5	94.5	97.3	14.7	8.2		49.3	17.0	33.8
McMurry U		IIB	PR	74.2	57.7	73.3	58.1					66.8	100.0	100.0	4.0	11.5	PFTOV	44.0	25.0	31.0
Our Lady of the Lake U	2	IIA	PR	80.8	67.9	63.3	55.5					69.1	100.0		5.0		FFT	41.9	23.8	34.3
Prairie View A & M U		IIA	PU	114.2	90.0	67.1	—	53.5				77.2	100.0	100.0	1.9	4.5		39.3	29.0	31.7
Rice U		I	PI	227.3	140.5	130.0	65.8	84.7				162.4	100.0	91.5	9.3	8.1	Ff	54.8	20.0	25.2
Saint Edward's U	2	IIA	PR	101.6	87.5	77.6	59.0	65.6				84.6	86.1	87.3	7.2	7.9	FFTOV	55.1	26.6	18.4
Sam Houston St U		I	PU	105.5	87.7	73.8	66.6	49.8				81.4	100.0	100.0	8.8	11.5	P	49.9	25.1	25.0
Southern Methodist U		I	PR	187.2	129.5	138.0	108.9	65.9	97.4			128.9	89.3	98.0	9.9	13.3	FTV	46.0	11.9	42.1
Southwestern U		IIB	PR	97.8	81.3	67.6	51.7					80.0	91.3	93.0	7.2	13.1	FFT	58.3	24.3	17.4
St Mary's U	2	IIA	PR	118.1	87.0	74.4	54.4	46.1				91.6	100.0	100.0	6.4	9.3	FFTV	59.8	14.5	25.7
Texas A & M U-Coll Station		I	PU	178.1	119.9	111.9	89.8	66.8	110.9			128.2	100.0	100.0	15.0	10.3		46.7	13.9	39.4
Texas A & M U-Corpus Christi	3	IIA	PU	111.3	86.7	74.7	60.7					82.5	99.5	96.8	2.6	5.7	PpO	44.7	28.2	27.2
Texas Christian U	2	I	PR	164.0	123.5	101.8	92.9	71.4				123.7	100.0	88.8	8.7	12.5	FFTOV	48.4	12.4	39.2
Texas Lutheran U	3	IIB	PR	78.1	67.2	63.3	—	60.1	73.1			69.2						48.0	14.3	37.8
Texas St U		I	PU	110.4	91.4	82.7		56.1				79.4	100.0	100.0	7.0	13.4	None	38.2	15.6	46.2
Texas Tech U	3	I	PU	151.2	103.3	92.7	54.1	57.9	62.8			103.8	99.0	97.2	7.3	7.5	PO	49.0	23.8	27.1
Texas Woman's U		I	PU	92.2	78.8	71.9	56.7	59.0				76.7	96.1	80.3	7.8	14.0	P	39.1	27.8	33.1
Trinity U		IIA	PR	137.8	110.7	95.4	62.8	61.7				109.5	100.0	73.7	10.0	6.4	PpTOV	65.6	14.8	19.6
U of Dallas	3	IIA	PR	104.8	87.0	76.0	59.4					80.5	94.4	95.2	5.8	15.1	FFT	49.2	25.4	25.4
U of Houston		I	PU	170.8	113.3	104.9		72.2				117.2	100.0	100.0	8.2	8.5		52.2	17.4	30.4
U of Houston-Downtown	3	IIA	PU	106.3	88.2	82.8	91.0	59.2				83.7					None	48.1	24.3	27.6
U of St Thomas	2	IIA	PR	90.0	71.3	71.9	64.0	—				75.7	100.0	100.0	3.3	10.3	FTV	40.4	5.9	53.7
U of Texas Permian Basin	2	IIA	PU	94.4	86.5	80.4		56.9				78.7	100.0	100.0	16.0	22.7	F	36.1	29.9	34.0
U of Texas at Austin		I	PU	209.1	142.1	121.8	66.1	80.3				142.4	99.9	100.0	8.4	8.0		52.6	14.8	32.6
U of Texas at Dallas		I	PU	199.4	145.6	131.4		86.4				134.0	100.0	100.0	7.4	7.6		41.4	19.1	39.5
U of Texas at El Paso		I	PU	131.2	96.7	93.3		63.5				91.2	100.0	100.0	8.5	13.7		41.9	22.0	36.1
U of Texas at San Antonio		I	PU	125.2	92.0	76.7		43.6				92.0	99.4	95.1	10.4	12.1		42.5	17.9	39.6
U of the Incarnate Word	3	IIA	PR	100.5	87.2	78.6	69.8					86.1	100.0	100.0	8.0	5.4	FpTV	56.1	24.3	19.7

Utah

Salt Lake Comm Coll	3	III	PU	87.1	70.8	63.4	55.7	—				69.9	100.0	100.0	14.7	24.9	None	60.9	32.4	6.7
Snow Coll		III	PU	85.7	71.8	64.5	63.4					69.3	100.0	91.8	14.9	28.0	F	50.9	39.0	10.1
Southern Utah U	10	IIA	PU	102.2	81.5	73.1		59.0	69.4			78.8	100.0	95.4	14.7	19.3		39.3	27.5	33.2
U of Utah	2	I	PU	149.8	110.5	99.0	55.7	73.4	42.6			109.2	100.0	100.0	14.2	11.5	P	52.7	22.1	25.2
Utah St U	2	I	PU	134.7	102.1	82.4	59.7	70.9				98.7	100.0	100.0	15.6	16.9	P	47.2	20.6	32.2
Utah Tech U		III	PU	97.9	84.0	71.9	57.0					76.9	100.0	97.0	14.8	23.5	FOV	42.8	35.1	22.1
Utah Valley U	2	IIA	PU	112.5	92.1	84.5	77.1	73.1				88.9	90.2	90.2	10.3	24.6	F	49.4	27.3	23.3

APPENDIX I

(7)				(8)									(9)											
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
0.0	1.9	-0.1		38	28	18		16	11	30		155	79.7	67.2	65.2		77.9	69.8	65.7		97.7	103.9	100.8	92.7
3.2	1.8	3.6	2.5	9	12	4	4	12	8	10	3	69	83.2	65.1	59.5	53.1	75.4	68.5	56.3	54.0	90.7	105.2	94.6	94.6
3.4	4.4	5.0	4.0	197	123	57	16	140	85	90	32	934	113.1	87.2	78.8	56.8	101.8	87.9	75.9	58.9	90.0	100.9	96.3	88.5
2.6	2.4	9.3	3.9	19	20	14	2	11	12	22	4	104	60.4	63.1	67.5	—	63.8	58.1	58.2	39.6	105.6	92.2	86.3	92.6
				31	34	21	12	12	45	19	12	186	107.9	87.5	70.7	61.9	94.1	85.3	68.8	60.2	87.3	97.5	97.3	91.2
3.8	4.8	4.9	6.6	129	126	102	95	73	110	143	115	893	122.8	92.4	87.4	58.6	106.2	85.4	76.6	55.8	86.5	92.4	87.6	84.3
5.0	5.7	6.8	4.0	84	59	49	4	47	49	66	5	501	113.0	98.6	77.3	68.7	110.2	88.5	71.8	44.0	97.5	89.7	92.9	85.6
6.3	7.2	7.2	6.2	357	220	195	12	185	174	238	33	1,833	174.4	125.3	103.6	76.7	154.1	110.7	89.6	70.5	88.4	88.3	86.5	78.3
3.5	5.6	5.6	3.3	72	26	18	2	30	19	32	3	279	85.2	79.5	76.8	—	83.8	76.9	67.5	61.9	98.4	96.7	87.9	89.5
3.0	2.3	3.4	6.2	32	33	17	25	28	16	17	13	181	119.9	90.4	71.9	60.1	107.3	84.7	71.9	57.6	89.5	93.7	99.9	95.9
4.7	3.4	5.2	3.6	278	115	104	3	100	105	141	3	1,045	231.8	140.1	128.9	58.4	209.6	129.5	118.6	64.0	90.4	92.4	92.0	74.8
1.9	2.3	3.3	77.0	19	42	57	21	58	47	34	5	283	82.7	71.8	65.9	60.7	102.1	83.1	73.7	57.8	123.4	115.7	111.8	126.7
3.3	2.8	3.1	5.4	52	36	34	33	33	22	36	25	306	89.4	79.6	66.5	51.1	87.9	70.8	64.1	51.8	98.3	88.9	96.4	93.4
5.6	7.5	9.8	4.4	17	29	6	7	8	16	6	7	96	93.4	76.5	70.6	49.7	87.2	76.6	69.6	47.9	93.3	100.2	98.6	93.2
7.8	7.8	7.8		206	74	29		238	121	36		704	104.7	83.1	75.8		103.8	83.4	76.4		99.1	100.4	100.8	98.2
8.2	7.5	7.2	9.7	230	173	110		75	167	167	3	1,167	166.0	119.4	109.9		153.1	108.2	97.5	79.7	92.2	90.6	88.7	80.7
4.7	5.3	4.2	5.8	51	67	36	50	26	53	35	82	400	114.5	91.6	76.9	56.9	105.6	84.0	75.2	58.1	92.2	91.8	97.8	86.4
1.0	14.5	7.3	-32.0	20	9	12	4	6	6	9	18	84	71.6	57.9	76.9	59.5	82.8	57.2	68.6	57.7	115.6	98.8	89.3	92.5
0.3	0.4	0.8	2.3	7	6	20	4	24	20	22	2	105	82.0	68.2	64.4	54.6	80.4	67.8	62.2	—	98.1	99.3	96.6	104.2
2.0	0.3	0.2	—	60	45	53	1	19	25	49		369	115.2	90.8	68.7	—	111.1	88.6	65.3		96.4	97.6	95.2	85.8
3.1	5.3	5.8	2.7	240	82	100	10	78	47	84	7	779	232.9	149.5	131.7	70.8	210.0	124.8	127.9	58.7	90.2	83.5	97.2	77.2
4.2	4.6	5.0	3.5	17	22	19	10	27	26	23	10	158	105.0	95.8	84.8	57.9	99.5	80.4	71.7	60.2	94.8	83.9	84.6	91.0
4.6	5.6	5.3	6.0	119	98	84	29	63	86	95	64	728	108.3	89.9	75.6	61.7	100.1	85.3	72.3	68.9	92.4	94.9	95.7	86.9
3.8	4.5	6.2	5.4	155	87	45	79	51	53	43	77	750	190.7	133.4	146.5	124.7	176.5	123.1	129.2	92.7	92.6	92.2	88.2	74.1
-0.3	3.5	3.9	3.6	20	15	10	2	19	17	22	10	115	101.4	80.8	71.3	—	94.0	81.9	65.9	51.8	92.7	101.4	92.4	87.7
4.4	3.7	4.4	3.9	57	28	29	12	28	22	19	15	214	127.7	87.4	69.7	58.1	98.5	86.5	81.6	51.5	77.2	98.9	117.1	82.5
5.0	6.9	8.3	7.4	786	327	228	312	211	214	177	214	3,032	181.3	122.5	111.9	95.1	166.3	115.9	111.9	82.0	91.7	94.6	100.0	81.3
9.5	7.4	-11.0	-1.5	63	56	56	34	36	37	54	76	412	116.6	87.9	79.5	60.0	102.1	84.8	69.8	61.0	87.5	96.4	87.8	83.5
5.1	6.1	7.5	8.5	129	118	51	44	87	100	105	60	733	170.5	129.5	110.5	94.6	154.5	116.3	97.6	91.7	90.6	89.8	88.3	84.2
2.7	2.8	6.3	—	16	14	12		11	14	9	1	98	79.0	69.3	62.8		76.8	65.1	63.9	—	97.2	93.9	101.8	95.9
5.7	5.8	6.0	169	140	119		104	170	143			1,403	110.9	95.5	87.6		109.5	88.1	78.6		98.7	92.3	89.7	90.9
6.0	6.7	5.8	-2.8	288	268	226	15	117	147	208	15	1,566	156.7	106.2	97.4	57.5	137.7	98.0	87.7	50.7	87.9	92.3	90.0	78.4
0.4	2.2	2.4	1.6	28	38	35	4	64	93	126	26	432	94.7	80.6	79.6	60.2	91.1	78.1	69.8	56.2	96.1	96.9	87.6	90.8
7.9	7.1	11.3	6.0	55	42	17	18	48	34	22	11	270	142.7	108.3	103.8	65.6	132.1	113.7	88.9	58.1	92.6	105.0	85.7	95.1
7.1	4.2	1.3	7.0	13	35	12	15	3	23	8	17	126	106.8	85.4	76.9	60.0	96.1	89.3	74.5	58.9	90.0	104.6	97.0	93.5
3.2	4.4	4.2		338	194	128		118	131	119		1,477	176.6	116.5	110.4		154.3	108.7	99.1		87.3	93.3	89.8	77.0
2.1	2.9	3.3	7.0	51	54	36	5	31	43	50	3	366	108.9	87.8	89.5	91.9	102.0	88.8	77.9	89.7	93.6	101.1	87.1	90.8
-3.9	2.5	3.3	0.0	21	28	22	3	14	17	28	2	136	88.8	70.0	72.8	68.2	91.8	73.5	71.2	—	103.5	105.1	97.9	99.0
3.4	3.9	4.4		19	19	30		8	13	23		147	94.0	93.0	82.6		95.2	77.0	77.6		101.2	82.9	94.0	89.1
3.8	6.2	6.6	-1.0	648	267	209	20	294	204	186	6	2,682	215.0	149.4	127.3	67.0	196.0	132.6	115.6	63.1	91.2	88.8	90.9	77.9
6.9	6.9	5.3		212	109	107		54	41	78		993	204.9	145.5	136.5		177.6	146.0	124.4		86.7	100.3	91.1	75.7
5.1	5.2	4.6		125	106	95		43	77	73		812	134.8	98.8	95.6		120.7	93.7	90.4		89.5	94.8	94.5	81.3
3.6	4.1	3.8		223	160	176		101	109	163		1,047	133.9	94.8	80.7		106.1	88.0	72.5		79.3	92.9	89.9	80.1
5.2	2.8	4.1	3.7	42	44	33	11	35	60	57	23	305	103.2	88.6	81.0	71.9	97.3	86.2	77.2	68.8	94.3	97.4	95.3	92.5
7.5	7.9	8.3	8.0	27	86	57	8	19	72	48	9	327	87.0	70.8	63.4	54.7	87.3	70.8	63.4	56.6	100.3	100.0	100.0	99.1
				13	25	46	19	9	19	19	9	159	83.0	70.6	65.2	67.5	89.5	73.5	62.9	54.7	107.8	104.1	96.6	100.4
10.5	13.1	13.9		57	62	92		14	41	68		389	104.1	84.2	75.2		94.1	77.4	70.3		90.4	91.9	93.6	86.1
5.5	6.2	6.3	—	319	184	179	7	142	137	142	6	1,490	155.6	115.1	104.4	48.3	136.5	104.3	92.3	64.4	87.7	90.6	88.4	80.7
7.4	8.4	9.2	9.6	183	187	155	19	87	105	174	14	1,070	138.8	105.9	86.2	62.3	126.3	95.4	79.0	56.1	91.0	90.1	91.6	84.1
7.7	7.9	10.6	1.6	26	41	53	19	18	34	52	28	271	103.5	83.1	75.1	56.9	89.9	85.1	68.7	57.0	86.9	102.3	91.5	91.3
7.9	7.4	7.1	14.3	98	180	99	22	37	93	88	18	807	114.8	93.7	88.6	81.6	106.3	89.1	79.9	71.5	92.6	95.1	90.1	87.4

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS						
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT					

Utah (continued)

Westminster U	2	IIA	PI	87.6	74.0	70.6						78.2	100.0	92.5	8.6	24.2	FpT	0.0	0.0	100.0
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Vermont

Middlebury Coll		IIA	PI	153.6	118.0	100.7	87.8	88.5	75.4	123.9	100.0	100.0	12.6	12.8			OV	62.7	20.7	16.6
Saint Michael's Coll		IIA	PR	97.0	79.2	69.9	66.8			80.7	100.0		3.0				FTV	59.4	22.8	17.8
U of Vermont	2	I	PU	131.4	104.0	83.9	79.7	65.8		95.4	89.2	100.0	10.3	20.3			F	50.0	12.6	37.4

Virginia

Averett U		IIB	PR	66.4	58.0	53.7	43.3					57.5	84.0	76.0	5.7	19.0	FFT	48.0	44.0	8.0
Bridgewater Coll	3	IIB	PR	76.6	66.6	60.5	52.9			64.4	100.0	100.0	3.9	9.7			FFT	62.4	20.4	17.2
Christopher Newport U		IIA	PU	122.0	95.0	86.3	83.1	76.8		95.5	100.0	100.0	10.1	16.6				56.7	22.0	21.3
Eastern Mennonite U	60	IIA	PR	65.5	60.5	52.5	47.9			57.2							PpTOV	39.5	19.8	40.7
Emory & Henry Coll	3	IIB	PR	68.6	77.3	63.4	50.6	—		67.1								35.0	20.4	44.7
George Mason U	2	I	PU	169.4	116.5	102.1	81.0			125.6	99.9	99.9	10.7	12.1			F	46.6	17.5	35.8
Hampden-Sydney Coll		IIB	PI	97.8	76.9	69.1		57.9		79.5	91.4	80.6	10.0	10.2			FTO	63.4	21.5	15.1
Hollins U	20	IIA	PI	63.6	52.4	46.1	42.7	35.4		49.7								42.3	28.2	29.5
James Madison U	2	IIA	PU	111.6	93.8	84.8	70.2			94.7	100.0	100.0	15.2	16.0				61.5	14.7	23.8
Longwood U	3	IIA	PU	93.3	78.3	76.4		49.9		78.9	100.0	92.7	12.0	20.9			POV	65.5	22.0	12.5
Old Dominion U	2	I	PU	144.3	102.5	92.4	57.4	67.5		100.9	95.8	87.4	9.3	16.3			F	47.2	17.8	35.0
Radford U	3,61	IIA	PU	100.3	85.7	79.6	67.1			85.4	98.6	89.8	12.2	19.0			None	51.7	20.8	27.5
Randolph-Macon Coll	3,62	IIB	PR	91.0	74.5	79.0	68.1	63.9		80.6	96.7	100.0	4.9	11.4			FTO	61.5	19.7	18.9
Roanoke Coll		IIB	PR	82.4	71.3	64.6	54.9			68.9	85.3	91.0	4.0	13.0			FpT	58.3	14.1	27.6
Shenandoah U	2	I	PR	88.3	78.4	71.2	65.4	60.7		76.0	94.8	76.0	6.5	10.8			FFT	0.0	0.0	100.0
U of Mary Washington	2	IIA	PU	98.2	83.7	68.7	72.8	77.2		86.0	100.0	89.7	12.2	19.2			None	70.5	14.7	14.7
U of Richmond	2	IIA	PI	186.3	129.0	115.3	71.7	84.2	81.3	133.9	99.1	97.9	9.4	7.0			FpTV	57.2	16.9	26.0
U of Virginia's Coll at Wise		IIB	PU	104.6	79.5	69.1	66.4			80.6	100.0	93.6	11.0	16.8				56.9	19.3	23.9
U of Virginia-Main Campus	2	I	PU	212.2	135.3	107.0	76.9	72.1		152.8	100.0	100.0	10.3	9.9				55.3	14.1	30.7
Virginia Commonwealth U	2	I	PU	159.2	113.1	85.3	72.5			109.8	99.7	31.5	10.7	14.2				43.0	12.3	44.7
Virginia Poly Inst and St U	2	I	PU	173.5	121.4	103.8	63.5	—		124.3	100.0	100.0	11.6	12.4				51.9	19.8	28.3
Washington and Lee U		IIB	PI	156.0	123.5	108.1	71.8			121.6	85.7	93.7	10.1	12.2			PfV	54.9	25.3	19.8
William & Mary	2	I	PU	145.4	110.1	95.6	66.9	—		119.4	99.9	88.4	10.7	14.1				59.1	14.4	26.5

Washington

Northwest U		IIA	PR	83.3	68.3	65.7	—			70.3	100.0	100.0	5.5	14.4			FpTV	34.5	62.1	3.4
Pacific Lutheran U	3	IIA	PR	91.1	83.8	83.8	62.8	—		80.0	88.6	85.2	10.2	10.6			PfTV	57.4	15.3	27.3
Seattle U		IIA	PR	128.8	97.2	86.0	62.9			98.8								43.5	16.6	39.9
U of Puget Sound		IIA	PI	119.5	95.2	81.2	84.9			104.4								65.8	15.5	18.7
U of Washington-Bothell Campus		IIA	PU	138.3	108.6	100.8	—			113.6	91.6	99.0	8.9	9.0				53.4	11.0	35.6
U of Washington-Seattle Campus	2	I	PU	169.4	122.6	107.8	54.5	109.8		136.0	91.4	98.1	8.4	7.8				59.3	17.6	23.1
U of Washington-Tacoma Campus		IIA	PU	131.3	102.8	92.0	73.1	—		103.8	85.1	98.0	8.4	9.9				43.5	23.1	33.3
Washington St U	2,63	I	PU	134.3	97.3	84.9	68.1	62.6		102.8	100.0	100.0	8.3	7.2			None	46.4	16.9	36.6
Western Washington U		IIA	PU	130.5	102.4	81.8	63.0			101.5	94.9	99.9	9.1	13.5				65.0	15.5	19.5
Whitman Coll		IIB	PI	124.9	98.6	84.4	71.1	75.7		97.4	96.1	100.0	9.9	9.2			FOV	61.4	15.7	22.9
Whitworth U	2	IIA	PR	88.4	77.9	75.8	60.3	39.5		72.0	100.0	100.0	8.2	9.8				42.2	20.0	37.8

West Virginia

Davis & Elkins Coll	2	IIB	PR	59.6	50.7	48.7	45.4			50.4	100.0	77.1	3.5	27.0			FpT	25.0	0.0	75.0
Glenville St U		IIB	PU	70.3	60.6	50.5		47.2		58.0	100.0	100.0	6.2	12.0			P	47.7	36.9	15.4
Marshall U	3,20	IIA	PU	88.3	78.9	67.0	43.0			75.3	100.0	100.0	6.0	12.6			P	62.0	20.0	18.0
Shepherd U	19,64	IIA	PU	81.7	69.7	65.0	55.5			69.9	100.0	70.6	6.0	13.4			P	58.7	28.6	12.7
West Virginia Wesleyan Coll		IIB	PR	65.6	58.1	49.5	—			55.7	100.0	63.5	8.1	20.4			FTV	61.9	20.6	17.5

Wisconsin

Beloit Coll		IIB	PI	78.6	66.5	62.0	51.5			67.9	87.3	72.2	6.6	21.2			FpTV	59.5	26.6	13.9
Carroll U		IIA	PR	95.7	75.6	72.7				76.9	94.8	64.3	8.2	22.8			FFT	28.6	42.2	29.2
Lakeland U		IIA	PR	76.1	67.8	66.2	85.8			70.9	100.0	74.3	1.5	21.8			FFT	51.4	34.3	14.3

APPENDIX I

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
4.5	4.3	6.6		21	24	8		17	23	13		106	86.6	74.9	76.0		88.7	73.1	67.4		102.4	97.6	88.6	96.2
4.5	5.2	6.8	4.5	81	36	28	8	46	45	40	15	319	156.3	117.3	100.9	82.6	149.0	118.5	100.6	90.5	95.4	101.0	99.7	90.2
3.2	4.1	2.6	7.1	24	16	5	5	9	11	18	13	101	98.0	78.9	69.3	63.5	94.3	79.8	70.0	68.1	96.2	101.2	101.1	88.7
2.8	3.3	4.7	3.8	106	76	35	9	62	81	47	42	650	135.5	109.1	88.3	84.4	124.4	99.2	80.6	78.7	91.8	91.0	91.3	85.2
6.1	6.3	8.7	5.5	8	5	9	2	4	11	10	1	50	64.1	56.0	50.8	—	70.9	58.9	56.2	—	110.6	105.1	110.6	106.4
1.0	1.2	2.8	2.4	9	23	11	6	3	23	9	9	93	76.6	67.2	62.8	54.4	76.5	66.1	57.5	52.0	99.9	98.4	91.6	93.6
7.5	5.6	6.0	7.7	39	60	32	9	21	39	27	5	277	127.7	100.1	86.5	85.0	111.6	87.2	86.1	79.6	87.4	87.1	99.6	88.3
2.7	7.3	2.9	9.4	10	16	9	2	9	12	15	13	86	65.8	61.0	52.1	—	65.2	59.7	52.7	47.4	99.1	97.9	101.2	92.8
7.1	6.5	2.5	4.8	10	10	16	2	9	17	31	6	103	68.3	76.2	62.4	—	68.8	77.9	63.9	50.7	100.7	102.3	102.4	100.7
7.2	8.1	7.4	7.7	269	260	218	29	155	264	222	48	1,465	179.7	122.9	108.1	85.6	151.5	110.3	96.1	78.2	84.3	89.8	88.9	82.3
0.3	0.0	2.0	2.3	16	14			9	11	6		93	99.2	75.4	69.0		94.0	79.1	69.4		94.8	105.0	100.5	93.7
2.5	2.8	2.8	5.8	5	8	11	4	10	12	14	8	78	64.1	52.9	47.2	43.3	63.4	52.2	45.2	42.5	98.8	98.6	95.8	98.3
5.4	5.3	6.8	6.2	219	130	83	69	167	153	121	104	1,046	114.6	96.7	87.5	71.0	107.5	91.2	82.9	69.6	93.8	94.3	94.8	90.7
6.5	6.7	6.1	8.0	168	117	83	1	62	86	119	5	889	150.3	102.8	98.5	—	127.8	102.0	88.1	58.0	85.0	99.2	89.4	78.5
5.0	6.6	5.9	4.6	75	45	48	19	60	58	73	55	433	105.0	89.0	81.0	65.0	94.5	83.2	78.8	67.8	90.0	93.5	97.3	89.3
3.2	5.1	6.3	6.8	24	12	11	2	22	19	18	4	122	91.8	76.4	81.6	—	90.1	73.2	77.4	68.2	98.1	95.9	94.9	93.2
0.4	0.9	0.0	0.0	23	25	10	15	20	23	12	28	156	84.4	71.6	66.7	57.6	80.0	70.9	62.9	53.4	94.9	99.0	94.4	91.6
1.8	1.9	7.2	4.4	23	42	29	3	26	51	44	8	250	92.6	74.7	72.6	62.4	84.4	81.5	70.2	66.6	91.1	109.1	96.6	97.9
5.2	6.2	6.0	6.0	44	35	12	3	38	43	17	3	224	102.9	87.0	64.9	87.6	92.8	81.1	71.5	58.0	90.2	93.3	110.2	91.2
6.4	7.0	6.6	6.6	75	77	22	27	62	64	49	28	439	203.4	133.2	128.1	73.6	165.7	123.9	109.5	69.8	81.4	93.0	85.5	83.0
7.7	9.5	6.1	7.2	17	22	8	5	10	13	13	21	109	108.5	78.1	75.4	60.2	97.9	81.8	65.2	67.9	90.2	104.7	86.4	88.1
4.8	5.5	5.6	—	404	256	218	2	174	244	206	6	1,579	217.4	142.2	112.4	—	200.0	128.1	101.3	77.4	92.0	90.1	90.1	80.4
4.8	5.9	7.2	6.8	170	240	192	33	86	242	267	48	1,278	165.3	117.0	86.9	74.5	147.1	109.2	84.1	71.1	89.0	93.4	96.8	85.2
5.0	6.6	6.4	6.3	473	358	323	146	151	222	257	136	2,067	176.7	123.8	108.3	62.8	163.5	117.6	98.1	64.2	92.5	95.0	90.6	83.6
3.1	4.1	3.8	7.3	53	27	24	19	34	18	35	27	237	161.2	121.0	106.5	73.0	147.9	127.4	109.2	70.9	91.8	105.3	102.5	89.4
6.7	7.5	8.3	8.2	173	128	58	21	121	90	67	28	687	156.1	111.6	103.7	63.7	130.1	107.9	88.5	69.3	83.3	96.6	85.3	85.0
5.3	1.1	5.4	—	7	8	7	1	4	16	14	1	58	84.1	70.7	65.4	—	82.0	67.1	65.9	—	97.6	94.9	100.8	92.1
3.9	5.2	5.4	8.7	25	18	8	11	20	39	18	36	176	91.2	80.1	87.8	58.0	90.9	85.5	82.0	64.3	99.7	106.7	93.3	96.8
9.1	15.8	8.2	20.4	68	80	61	23	75	93	117	25	542	140.1	97.2	87.6	62.2	118.7	97.1	85.1	63.5	84.7	99.9	97.2	91.6
4.2	4.7	7.2	—	49	14	6	3	49	25	36	5	187	118.9	94.2	80.8	85.8	120.2	95.8	81.3	84.3	101.1	101.6	100.6	92.3
5.8	6.9	7.1	7.2	513	280	215	30	328	286	280	47	1,993	176.8	127.5	110.5	54.4	157.9	117.9	105.8	54.6	89.3	92.5	95.7	85.7
4.3	5.8	5.1	3.9	26	48	41	2	26	53	53	5	255	151.6	104.4	100.2	—	111.0	101.4	85.6	71.6	73.2	97.2	85.4	85.1
3.8	5.7	5.2	2.5	275	257	204	5	129	202	265	3	1,378	139.8	101.3	87.6	63.1	122.4	92.2	82.8	76.6	87.6	91.0	94.5	84.9
5.7	6.7	8.7	5.4	146	107	42	62	97	97	63	72	686	133.1	105.4	81.9	67.3	126.6	99.1	81.8	59.2	95.1	94.0	99.9	88.7
3.5	4.2	4.0	5.4	25	28	10	17	14	31	10	10	153	126.9	99.8	83.3	71.2	121.2	97.6	85.4	71.0	95.4	97.9	102.6	96.4
3.1	2.6	4.7	5.2	29	27	21	5	22	22	19	4	185	90.2	75.6	77.4	62.6	86.0	80.6	74.1	57.4	95.4	106.5	95.7	93.5
1.7	1.8	1.5	7.9	2	4	10	1	5	9	12	5	48	—	47.1	51.2	—	58.3	52.2	46.7	44.3	—	110.9	91.1	96.5
1.4	2.1	4.9	10	18	11			4	6	6		65	69.7	61.2	50.6		71.8	58.9	50.1		102.9	96.2	99.0	95.2
1.9	4.9	4.8	4.4	106	67	64	21	69	63	62	32	484	90.2	84.4	69.9	43.4	85.4	72.9	63.9	42.8	94.7	86.4	91.4	87.6
5.3	4.6	6.5	9.6	17	22	19	5	17	19	16	11	126	82.7	69.7	65.9	50.1	80.7	69.7	64.0	58.0	97.6	100.0	97.3	98.2
0.0	0.0	0.8	5	9	14			4	19	11	1	63	69.0	55.4	47.2		61.4	59.4	52.4	—	89.0	107.4	110.9	106.5
0.0	0.3	1.1	6.6	15	6	13	5	13	14	10	3	79	78.8	69.0	62.3	52.7	78.3	65.4	61.7	49.3	99.4	94.7	99.0	98.6
0.5	0.8	0.9	12	16	26			11	27	62		154	98.2	76.3	75.1		92.9	75.2	71.7		94.6	98.5	95.5	93.0
2.1	2.1	2.1	2.0	6	7	4	1	3	3	9	2	35	75.9	69.2	62.0	—	76.7	64.7	68.0	—	101.1	93.4	109.8	105.2

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)		(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	MTT			
Lawrence U		IIB	PI	98.7	83.6	74.4	57.6					79.9	100.0	100.0	7.7	11.7	PpT	60.3	17.8	21.8	
Marquette U	2	I	PR	138.5	102.7	93.2	69.6					101.2	100.0	100.0	8.0	12.6	FT	55.8	17.2	27.1	
Ripon Coll		IIB	PI	81.3	70.4	45.1	—					67.3	100.0	100.0	6.8	14.9	FpTO	70.0	28.0	2.0	
Saint Norbert Coll		IIB	PR	106.8	76.7	76.1	—					83.3	98.4	98.4	6.7	14.4	FT	67.7	27.4	4.8	
U of Wisconsin-Eau Claire	2	IIA	PU	92.9	77.1	80.8	65.0	49.4				76.9	100.0	100.0	6.8	16.6	None	50.7	20.5	28.8	
U of Wisconsin-Green Bay	2	IIA	PU	80.9	68.1	70.3		39.0				67.4	100.0	100.0	6.8	18.9	None	42.6	21.8	35.6	
U of Wisconsin-La Crosse	2	IIA	PU	83.6	72.1	67.5	54.7	34.0				70.4	100.0	100.0	6.8	18.1	None	46.3	21.3	32.4	
U of Wisconsin-Madison	2	I	PU	181.9	135.7	111.5	79.6	66.0	47.1	131.7	100.0	100.0	100.0	6.8	9.7	None	45.8	19.4	34.8		
U of Wisconsin-Milwaukee	2	I	PU	114.5	88.3	80.4	47.6	25.8	—	76.5	100.0	100.0	100.0	6.8	16.7	None	43.2	10.5	46.3		
U of Wisconsin-Oshkosh	2	IIA	PU	91.6	76.5	69.7	—	46.7		72.6	100.0	100.0	100.0	6.8	17.5	None	54.2	12.4	33.3		
U of Wisconsin-Parkside	2	IIB	PU	92.6	76.1	78.1		52.7		75.3	100.0	100.0	100.0	6.8	16.9	None	54.6	27.0	18.4		
U of Wisconsin-Platteville	2	IIA	PU	82.9	72.7	68.2		46.0		66.7	100.0	100.0	100.0	6.8	19.1	None	51.0	17.6	31.4		
U of Wisconsin-River Falls	2	IIA	PU	86.1	82.5	72.3	—	39.3	—	71.0	100.0	100.0	100.0	6.8	17.9	None	47.8	25.9	26.3		
U of Wisconsin-Stevens Point	2	IIA	PU	78.6	69.4	69.6	—	39.5	41.4	66.1	100.0	100.0	100.0	6.8	19.3	None	59.6	15.2	25.1		
U of Wisconsin-Stout		IIA	PU	82.1	74.5	73.4		48.2	—	68.2	100.0	100.0	100.0	6.8	18.7	None	47.2	20.1	32.7		
U of Wisconsin-Superior	2	IIA	PU	72.6	68.8	58.2		46.3		63.0	100.0	100.0	100.0	6.8	20.2	None	46.6	19.5	33.9		
U of Wisconsin-Whitewater	2	IIA	PU	90.1	83.6	80.1		57.1	—	76.6	100.0	100.0	100.0	6.8	16.6	None	54.9	15.3	29.8		

Wyoming

U of Wyoming	12	I	PU	124.9	99.9	85.8		68.7		96.6	100.0	100.0	16.0	16.8	P	47.0	22.2	30.9
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APPENDIX I

(7)				(8)										(9)										
PCT. INCR. (CONT. FAC.)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	AR
3.0	4.5	5.8	2.1	23	36	8	14	12	39	21	21	174	98.3	86.0	73.0	58.1	99.6	81.5	75.0	57.4	101.4	94.8	102.7	92.3
5.5	4.4	3.3	5.4	78	86	41	73	52	70	47	66	513	150.3	106.7	97.2	72.3	120.8	97.7	89.7	66.6	80.3	91.5	92.3	85.2
				10	9	4	1	8	9	9		50	79.1	70.7	57.9	—	84.0	70.2	39.4		106.1	99.3	68.0	89.6
3.8	3.9	4.1		20	19	22	1	9	30	23		124	109.0	81.2	74.1	—	102.0	73.8	78.0		93.5	90.9	105.2	91.1
6.9	8.7	7.8	7.2	90	33	43		70	52	66	11	469	94.2	79.2	86.2		91.3	75.9	77.2	65.0	96.9	95.8	89.6	93.0
6.6	7.7	8.1		25	53	50		18	48	61		289	83.6	72.8	73.7		77.3	62.9	67.5		92.4	86.4	91.6	89.6
6.0	6.5	6.6		69	71	88	3	65	96	68	1	503	87.6	73.9	67.4	55.2	79.4	70.8	67.6	—	90.6	95.8	100.3	94.3
8.6	11.0	8.9	10.3	613	168	274	188	336	175	299	222	2,512	189.6	145.3	115.0	84.1	168.0	126.6	108.2	75.8	88.6	87.1	94.1	81.6
6.0	6.6	7.0	6.6	172	170	88	118	91	147	124	164	1,202	119.8	91.2	85.7	48.1	104.7	85.0	76.7	47.3	87.4	93.2	89.4	81.2
8.5	8.3	6.2	—	78	62	40	1	64	42	52	1	450	96.7	78.5	67.6	—	85.4	73.5	71.3	—	88.3	93.6	105.5	88.5
6.3	6.8	7.1		19	34	16		7	26	23		152	98.5	75.6	72.5		76.5	76.9	81.9		77.6	101.7	113.0	97.1
6.3	6.7	5.9		57	41	34		28	26	20		296	81.8	74.5	70.0		85.0	70.0	65.1		103.9	94.0	93.0	90.8
7.6	8.6	6.4	5.3	57	15	31		34	15	36	1	247	86.0	89.4	74.3		86.1	75.5	70.6	—	100.1	84.4	95.0	87.4
6.5	7.3	7.4	—	69	50	21		49	40	36	2	342	78.3	70.2	73.5		78.9	68.3	67.3	—	100.7	97.2	91.6	91.7
6.2	6.6	7.3		54	29	38		48	22	28		324	83.9	76.1	77.4		80.1	72.3	67.9		95.6	94.9	87.7	92.4
6.1	6.7	6.9		22	10	11		15	8	39		118	73.6	74.8	63.7		71.1	61.3	56.6		96.7	81.9	88.8	86.4
7.8	7.1	7.8		62	87	32		44	80	47		497	94.6	87.6	86.5		83.7	79.2	75.7		88.5	90.5	87.5	89.9
3.7	7.4	5.8	6.5	146	91	96		64	75	97		726	129.6	101.1	89.8		114.1	98.4	81.9		88.0	97.4	91.2	83.4

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		
		CAT.	CTRL	AVG. SAL. (\$1000s)	% COVERED		% of SAL.		DEP. TUITION	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.	AVG. SAL.		EQUITY RATIO	
					RET.	MED.	RET.	MED.				MEN	WOMEN	MEN	WOMEN	
Alabama																
Northwest-Shoals Comm Coll		IV	PU	63.5	100.0	100.0	12.3	15.1	f	72.0	5.4	34	41	63.6	63.4	99.6
California																
Clovis Comm Coll		IV	PU	117.6	100.0	100.0	19.1	11.5	None	68.8	18.3	47	46	119.7	115.5	96.5
Fresno City Coll		IV	PU	119.7	100.0	100.0	19.1	11.4	None	72.4	17.6	146	144	121.2	118.1	97.4
Madera Comm Coll		IV	PU	123.7	100.0	100.0	19.1	10.9	None	74.5	17.2	31	24	127.0	119.4	94.0
Reedley Coll		IV	PU	120.7	100.0	100.0	19.1	11.2	None	74.3	18.7	58	43	120.3	121.2	100.8
Delaware																
Delaware Tech Comm Coll	65	IV	PU	87.4	100.0	100.0	23.0	19.5		0.0	1.9	133	241	87.3	87.4	100.1
Iowa																
Hawkeye Comm Coll		IV	PU	66.2	100.0	100.0	10.4	20.1	FO	0.0	4.1	47	60	66.6	65.9	98.9
North Iowa Area Comm Coll		IV	PU	63.2	100.0	100.0	9.4	25.7	0	0.0	5.7	36	26	64.3	61.7	96.0
Maine																
Central Maine Comm Coll		IV	PU	59.9	100.0	93.8	13.0	27.7	Ff	0.0	4.7	36	28	61.8	57.4	92.9
Montana																
Little Big Horn Coll	3,20	IV	PU	33.4	100.0	0.0	5.0	0.0	FpT	0.0	2.5	4	8	27.2	36.5	133.8
Nebraska																
Central Comm Coll		IV	PU	65.0	100.0	100.0	9.7	37.1	F	0.0	3.3	76	79	63.7	66.2	103.8
Nevada																
Coll of Southern Nevada	3	IV	PU	88.9	95.2	93.4	15.0	9.7		75.5		260	237	89.3	88.5	99.1
New Mexico																
Clovis Comm Coll	2	IV	PU	55.0	34.7	69.4	5.0	14.9	P	0.0	14.7	12	37	52.0	56.0	107.6
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	62.9	100.0	100.0	15.1	12.3	None	0.0	6.8	59	29	62.5	63.8	102.1
Texas																
Central Texas Coll	20	IV	PU	68.4	100.0	77.0	15.2	13.9	POV	0.0	0.0	58	81	69.7	67.5	96.9
Vernon Coll		IV	PU	51.1						0.0		32	43	52.6	50.0	95.0
Wyoming																
Laramie County Comm Coll		IV	PU	78.6	100.0	100.0	14.1	20.5	P	0.0	7.8	45	81	76.8	79.5	103.6

NOTES TO APPENDIXES I AND II

1. Factor used to convert 12-month contracts to 9-month equivalent: 0.8182.
2. Factor used to convert 12-month contracts to 9-month equivalent: 0.81818.
3. Factor used to convert 12-month contracts to 9-month equivalent: 0.75.
4. Factor used to convert 12-month contracts to 9-month equivalent: 0.82.
5. Factor used to convert 12-month contracts to 9-month equivalent: 0.8.
6. Factor used to convert 12-month contracts to 9-month equivalent: 0.8181.
7. Factor used to convert 12-month contracts to 9-month equivalent: 0.81966.
8. Factor used to convert 12-month contracts to 9-month equivalent: 0.862.
9. Factor used to convert 12-month contracts to 9-month equivalent: 0.86364.
10. Factor used to convert 12-month contracts to 9-month equivalent: 0.818.
11. Factor used to convert 12-month contracts to 9-month equivalent: 0.8547.
12. Factor used to convert 12-month contracts to 9-month equivalent: 0.83.
13. Factor used to convert 12-month contracts to 9-month equivalent: 0.76596.
14. Factor used to convert 12-month contracts to 9-month equivalent: 0.867.
15. Factor used to convert 12-month contracts to 9-month equivalent: 0.83333.
16. Factor used to convert 12-month contracts to 9-month equivalent: 0.864.
17. Factor used to convert 12-month contracts to 9-month equivalent: 0.909.
18. Factor used to convert 12-month contracts to 9-month equivalent: 0.833.
19. Factor used to convert 12-month contracts to 9-month equivalent: 0.91667.
20. Excludes some faculty whose base salary falls well outside the norm for a particular rank.
21. Starting in 2020–21, data are reported for total university rather than by campus.
22. Includes U of Arizona–South.
23. Includes Chalon and Doheny campuses.
24. Due to the restricted reporting format on Form 2, where figures are asked to be reported by a gender binary (i.e., men and women), two Instructors who identify as nonbinary for their gender identity have been categorized as women based on their biological sex.
25. Retirement benefits are estimated based on a percentage of total pay.
26. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
27. University of South Florida has consolidated to form one university instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.
28. Instead of 9-month contracts, Georgia College and State University administers 10-month contracts.
29. Salary and retirement benefits expenditures are prorated to account for increases that were implemented on January 1, 2024. Medical benefits include medical, dental, and vision benefits.
30. Two full-time faculty members receive housing allowances in addition to their base salaries. The housing allowances are included in the reporting of their base salaries.
31. University formerly known as Indiana University–Purdue University–Fort Wayne.
32. University of Notre Dame excluded non-tenure-track faculty members from the data reported to the AAUP.
33. USNA faculty are on 10-month contracts; salary numbers are reported as accurately as possible given the difference in contract length.
34. Includes Arts and Sciences, Engineering, School of Dental Medicine, public health faculty members in the School of Medicine, Cummings School of Veterinary Medicine, Fletcher School of Law and Diplomacy, and Friedman School of Nutrition Science and Policy.

35. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
36. The faculty on the University of Minnesota–Crookston campus are unionized. Their contract as of this survey submission has not been ratified. As a result, faculty salaries have not been updated for the current year.
37. The faculty on the University of Minnesota–Duluth campus are unionized. Their contract as of this survey submission has not been ratified. As a result, faculty salaries have not been updated for the current year.
38. All faculty are on 9/12 contracts.
39. Salary includes the special 7 percent benefit for all benefits-eligible faculty over the age of 40.
40. Faculty who have an institutional rank of lecturer and receive a post-doctoral fellowship are reported under the rank of lecturer.
41. Salary includes university-funded (not grant-funded) research allowances paid to faculty on 9-month contracts.
42. Partial or full tuition waiver at this institution, depending on hire date. Partial waiver at other institutions (but not through a consortium or Tuition Exchange).
43. Conversion factor for 11-month contract to 10-month equivalent.
44. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
45. By terms of the collective bargaining agreement, full-time faculty at Stony Brook University receive “location pay” of \$3,087 each to account for the high cost of living in the region. Location pay is included in salary amounts. State contribution to family health care plans has been reduced to 69 percent.
46. Davidson College provides employees \$750 or \$1,500 toward a health savings account for those who elect the high deductible health plan. HSA contributions are not reflected in this year’s AAUP survey.
47. Duke University excluded non-tenure-track faculty members from the data reported to AAUP.
48. Values are preliminary and may be revised in summer following a review of reporting processes.
49. Includes Great Valley, Harrisburg, and Erie campuses. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
50. Includes Abington, Altoona, Beaver, Berks, Brandywine, DuBois, Fayette, Greater Allegheny, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Shenango, Wilkes-Barre, Worthington Scranton, and York campuses. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
51. In an effort to establish standard titles and provide promotion opportunities for nontenured faculty across units, in 2018 Penn State instituted a policy that created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
52. Saint Joseph’s University excluded non-tenure-track faculty members from the data reported to the AAUP.
53. Excludes the college’s substantial contributions to health savings accounts for faculty opting into high-deductible health plans, grossly underrepresenting the college's contribution to employee health care.
54. University of Pennsylvania excluded non-tenure-track faculty members from the data reported to the AAUP.
55. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford.

56. Compensation for faculty represented by a union is currently under negotiation. Salary raises for fiscal year 2024 are under negotiation at the time of this submission. Also, the University of Pittsburgh has reclassified many teaching faculty from lecturers into the professor rank categories.
57. All faculty members on 12-month appointments.
58. Benefits data estimated from last year's data.
59. This note has been removed and no longer applies.
60. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
61. Includes Radford University Carilion, formerly known as Jefferson College of Health Sciences.
62. Includes physician assistant studies faculty on 12-month contracts.
63. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
64. Part-time faculty compensation is highly variable and depends upon course enrollments, instructor degree, and other factors. Salary information is provided based upon courses taught at the standard rate for the faculty member (per AAUP guidance).
65. Includes Owens, Stanton/George, and Terry campuses.

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Alabama										
Northwest-Shoals Comm Coll		IV	PU	102	1,404	1,404	1,404	No	No	Semester
Northwest-Shoals Comm Coll		IV	PU	149	2,400	2,400	2,400	No	No	Semester
Troy U		IIA	PU	537	2,286	2,409	2,286	No	No	Semester
U of Montevallo		IIA	PU	73				No	No	Semester
U of North Alabama		IIA	PU	358	2,400	3,000	2,475	No	No	Semester

Arizona

Embry-Riddle Aero U-Prescott		IIB	PI	78						Semester
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Arkansas

Harding U		IIA	PR	94	2,700	2,700	2,700	No	No	Semester
Hendrix Coll		IIB	PR	25	3,100	5,000	3,371	No	No	Semester
Southern Arkansas U Main Campus		IIA	PU	92	2,100	3,000	2,222	No	No	Semester

California

California Baptist U		IIA	PR	400				No	No	Semester
Clovis Comm Coll		IV	PU	195	3,512	5,045	4,278	No	No	Semester
Fresno City Coll		IV	PU	725	3,512	5,045	4,278	No	No	Semester
Fresno Pacific U		IIA	PR	385	2,029	3,432	2,489	No	Some	Semester
Harvey Mudd Coll	66	IIB	PI	6	8,500	10,000	8,636	No	No	Semester
Madera Comm Coll		IV	PU	114	3,512	5,045	4,278	No	No	Semester
Mount Saint Mary's U	67	IIA	PR	312	6,278			No	No	Semester
Occidental Coll	68	IIB	PI	101	8,000	11,250		Some	Some	Semester
Otis Coll of Art and Design		IIB	PI	251	5,417	5,700	5,558	Some	Some	Semester
Pitzer Coll		IIB	PI		9,300	9,300	9,300	Some	Some	Semester
Pomona Coll	69	IIB	PI	51	7,000	16,226	9,242	Some	Some	Semester
Reedley Coll		IV	PU	220	3,512	5,045	4,278	No	No	Semester
Saint Mary's Coll of California		IIA	PR	140	6,480	10,308	8,634	Yes, all	Some	4-1-4
Scripps Coll	70	IIB	PI	37	7,020	9,000	8,468	Some	Some	Semester
U of San Diego		IIA	PR	159	6,255	9,990	7,182	No	No	4-1-4
U of San Francisco		I	PR	307	6,303	8,931	7,072	Yes, all	Yes, all	Semester
Whittier Coll		IIB	PI	41	4,650	4,650	4,650	No	No	Semester

Colorado

Colorado St U Pueblo		IIA	PU	169	2,355	4,485	3,420	Yes, all	Some	Semester
Fort Lewis Coll		IIB	PU	69	3,825	3,900	3,842	Some	Some	Semester
Regis U		IIA	PR	154	2,100	4,650	3,128	No	No	Semester
U of Colorado Colorado Springs		I	PU	519	3,000	11,000	3,262	No	No	Semester
U of Denver		I	PI	684	4,500	6,000	5,000	No	No	Quarter
U of Northern Colorado		I	PU	165	3,150	4,635	3,696	Yes, all	Some	Semester

Connecticut

Albertus Magnus Coll		IIA	PR	80	3,000	5,000	3,000	No	No	Semester
Central Connecticut St U		IIA	PU	438	5,562	6,522	6,044	Some	Some	Semester
Connecticut Coll		IIB	PI	80	6,000	6,000	6,000	No	No	Semester
U of Connecticut		I	PU	768						Semester
U of Hartford		IIA	PI	438	1,235	3,250	1,430	Some	Some	Semester
U of New Haven		IIA	PI	417	2,505	9,090	3,958	Some	Some	Semester

Delaware

Delaware Tech Comm Coll	71	IV	PU	522	1,571	2,273				Semester
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NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
District of Columbia										
Catholic U of America		I	PR	289	1,013	13,500	4,606	No	No	Semester
Florida										
Bethune-Cookman U		IIA	PR	65	1,800			No	No	Semester
Eckerd Coll		IIB	PR	13	3,000	5,000	3,200	No	No	4-1-4
Embry-Riddle Aero U-Daytona Beach		IIA	PI	75						Semester
Florida Ag and Mech U		IIA	PU	174	2,000	10,000	5,602	No	No	Semester
Florida Gulf Coast U		IIA	PU	332	3,100	3,100	3,100	No	No	Semester
Florida International U		I	PU	772	3,000	26,000	6,093	No	Some	Semester
Jacksonville U		IIA	PI	235	1,000	5,000	2,311	No	No	Semester
New Coll of Florida		IIB	PU	26	1,300	8,000	4,291	No	No	4-1-4
Southeastern U		IIA	PR	427	1,800	2,250	1,972	No	No	Semester
Stetson U		IIA	PI	81	3,250	4,200	3,353	No	No	Semester
U of South Florida	72	I	PU	263	667	12,445	3,622	No	No	Semester
Georgia										
Agnes Scott Coll		IIB	PR	39	4,000	5,000	4,100	Some	Some	Semester
Berry Coll		IIA	PI	46						Semester
Clayton St U		IIA	PU	73	2,350	3,250	2,626	Some	Some	Semester
Columbus St U		IIA	PU	212	2,250	4,250	2,600	No	No	Semester
Georgia Coll & St U		IIA	PU	47	1,001	6,000	2,306	No	No	Semester
Mercer U		I	PI	24	3,000	6,000	4,500	No	No	Semester
Oglethorpe U		IIB	PI	27	2,475	3,750		No	Some	Semester
Spelman Coll		IIB	PI	96	3,500	5,000	4,250	Some	Some	Semester
U of North Georgia		IIA	PU	230	3,300			Some	No	Semester
U of West Georgia		I	PU	179	2,500	6,000	4,866	No	No	Semester
Wesleyan Coll		IIB	PR	53	2,400	4,000	3,200	No	No	Semester
Idaho										
Coll of Idaho		IIB	PI	40	1,000	1,000	1,000	Some	No	4-1-4
Lewis-Clark St Coll		IIB	PU	45	3,600	3,945	3,773	Some	Some	Semester
Illinois										
Augustana Coll		IIB	PR	47	5,600	10,000	6,373	Some	Some	Semester
Dominican U		IIA	PR	193	1,200	5,100	3,022	No	No	Semester
Illinois Coll		IIB	PR	14	1,913	3,000	2,813	No	No	Semester
Knox Coll		IIB	PI	8	3,500	7,000	5,071	No	No	Quarter
Lake Forest Coll		IIB	PI	82	5,500	11,589	6,142	Some	No	Semester
Loyola U Chicago	73	I	PR	947	4,000	12,000	6,000	No	No	Semester
Monmouth Coll		IIB	PR	29	4,000	6,000	5,000	No	No	Semester
North Central Coll		IIA	PR	89	3,840	4,380	3,996	No	No	Semester
Northern Illinois U		I	PU	121	5,538	22,152	15,632	No	No	Semester
Olivet Nazarene U		IIA	PR	134	2,250	3,000	2,500	No	No	Semester
Roosevelt U		IIA	PI	379	2,100	5,694	5,473	No	No	Semester
Saint Xavier U		IIA	PR	242	3,000	3,000	3,000	No	No	Semester
Trinity Christian Coll		IIB	PR	62	2,160	2,940	2,280	No	No	Semester
U of St Francis		IIA	PR	80	2,100	2,850	2,734	No	No	Semester
Waubonsee Comm Coll		III	PU	337	2,991	2,991	2,991	Yes, all	No	Semester
Wheaton Coll		IIA	PR	157	2,805	3,671	3,300	No	No	Semester
Indiana										
Bethel U-Indiana		IIA	PR	121	2,100	2,250	2,239	No	No	Semester
Earlham Coll		IIB	PR	9	3,000	6,000		Some	Some	Semester
Goshen Coll		IIB	PR	47	3,000	3,900	3,178	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Indiana (continued)										
Hanover Coll		IIB	PR	16	6,000	6,000	6,000	No	No	4-1-4
Indiana St U		I	PU	164	3,000	7,692	4,245	No	No	Semester
Manchester U		IIB	PR	77	1,275	3,000	2,702	No	No	4-1-4
Rose-Hulman Inst of Tech		IIB	PI	21	4,500	9,750	6,125	No	No	Quarter
U of Evansville		IIA	PR	101	1,050	3,540	2,329	Some	Some	Semester
U of Southern Indiana		IIA	PU	257	2,415	5,412	2,778	No	No	Semester
Valparaiso U		IIA	PR	102	2,700	7,500	3,920			Semester
Iowa										
Central Coll		IIB	PR	12	3,600	3,600	3,600	No	No	Semester
Coe Coll		IIB	PR	68	3,500	8,000	4,840	Some	Some	Semester
Cornell Coll		IIB	PR	28	3,600	7,000	4,404	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	27	1,000	3,000		No	No	Semester
Hawkeye Comm Coll		IV	PU	212	2,352	2,352	2,352	Some	No	Semester
Loras Coll		IIB	PR	31	2,385	2,385	2,385	Some	Some	Semester
North Iowa Area Comm Coll		IV	PU	33	1,373	2,253	2,236	Some	No	Semester
Simpson Coll		IIB	PR	40	2,029	2,194		No	No	4-1-4
Upper Iowa U		IIA	PI	497	2,100	2,550	2,325	No	No	Semester
Kansas										
Emporia St U		IIA	PU	33	1,000	1,667	1,115	Some	Some	Semester
Kansas Wesleyan U		IIB	PR	32	2,400	4,800		No	No	Semester
Washburn U		IIA	PU	120	1,000	6,750	2,468	No	No	Semester
Wichita St U		I	PU	284				Some	Some	Semester
Kentucky										
Berea Coll	70	IIB	PI	16	5,000	6,500	5,636	Some	Some	Semester
Centre Coll		IIB	PR	4	4,750	7,800	5,850	Some	Some	4-1-4
Georgetown Coll	74	IIA	PR	67	1,950	2,588		No	No	Semester
Kentucky Wesleyan Coll		IIB	PR	58	1,800	2,100	1,932	Some	No	Semester
Morehead St U		IIA	PU	109	3,000	3,000	3,000	No	No	Semester
Murray St U		IIA	PU	143				Some	Some	Semester
U of Pikeville		IIB	PR	54				No	No	Semester
Western Kentucky U		IIA	PU	361	2,202	4,800		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	59	1,400	2,800	2,229	No	No	Semester
Loyola U New Orleans	75	IIA	PR	147	3,000	5,000	4,000	Some	Some	Semester
U of New Orleans		I	PU	107	1,666	4,000	4,000	No	No	Semester
Maine										
Bates Coll		IIB	PI	18	11,000	14,250	12,238	Some	No	4-1-4
Central Maine Comm Coll		IV	PU	127	2,790	2,790	2,790	Some	No	Semester
U of Maine		I	PU	249	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Augusta		IIB	PU	142	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Farmington		IIB	PU	48	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Fort Kent		IIB	PU	27	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Machias		IIB	PU	19	3,324	5,565	4,233	Some	Some	Semester
U of Maine at Presque Isle		IIB	PU	54	3,324	5,565	4,233	Some	Some	Semester
U of New England		IIA	PI	116	1,890	4,800	3,237	No	No	Semester
U of Southern Maine		IIA	PU	435	3,324	5,565	4,233	Some	Some	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Maryland										
Bowie St U		IIA	PU	312	3,000	5,000	3,500	No	No	Semester
Coppin St U		IIA	PU	131	933	4,500	2,935	No	No	Semester
Frostburg St U		IIA	PU	105	1,050	5,001	2,100	No	No	Semester
Goucher Coll	70	IIA	PI	32	3,435	6,000	3,715	No	No	Semester
Hood Coll		IIA	PI	124	3,030	6,060	3,540	No	No	Semester
Loyola U Maryland		IIA	PR	162	1,500	10,000	4,570	No	No	Semester
McDaniel Coll		IIA	PI	411	3,478	4,019		No	No	4-1-4
Montgomery Coll		III	PU	945	3,780	4,425	4,110	Some	No	Semester
Mount St Mary's U		IIA	PR	152	3,500	3,500	3,500	Some	No	Semester
Salisbury U		IIA	PU	129	3,000	6,580	3,056	No	No	4-1-4
Towson U	76	IIA	PU	761	4,000	4,840	4,596	No	Some	Semester
U of Maryland Eastern Shore		IIA	PU	68	2,289	4,161	3,225	No	No	Semester
United States Naval Academy		IIB	PU	40	4,500	9,000	6,087	No	No	Semester
Washington Coll		IIB	PI	29	1,500	3,750	2,996	No	No	Semester
Massachusetts										
Bentley U		IIA	PI	161	6,800	6,800	6,800	No	No	Semester
Boston Coll		I	PR	677	7,090	8,025	7,439	No	Some	Semester
Coll of Our Lady of the Elms		IIA	PR	94	2,500	3,000	2,660	No	No	Semester
Coll of the Holy Cross		IIB	PR	38	7,100	10,650	7,411	No	No	Semester
Emerson Coll		IIA	PI	353	7,409	12,879	8,168	Some	Some	Semester
Emmanuel Coll		IIA	PR	131	4,950	5,500	5,250	No	No	Semester
Endicott Coll		IIA	PI	241	4,250	5,700	4,975	No	No	Semester
Hampshire Coll		IIB	PI	8	7,000	7,000	7,000	No	No	Semester
Massachusetts Coll of Liberal Arts		IIB	PU	43				No	No	Semester
Mount Holyoke Coll	77	IIB	PI	32	8,500	11,494	9,096	No	No	Semester
Stonehill Coll		IIB	PR	101	4,492	5,369	4,951	No	No	Semester
U of Massachusetts-Dartmouth		IIA	PU	196	4,203	5,451	4,779	Some	Some	Semester
Wheaton Coll (MA)		IIB	PI	29	5,000	7,500		Some	Some	Semester
Michigan										
Adrian Coll		IIB	PR	84	1,800	3,000	2,250	No	No	Semester
Albion Coll		IIB	PI	20	2,625	5,000	3,681	some	no	Semester
Aquinas Coll		IIB	PR	120	1,968	3,456	2,241	No	No	Semester
Central Michigan U		I	PU	199	3,300	3,300	3,300	No	No	Semester
Eastern Michigan U		I	PU	443						Semester
Ferris St U		IIA	PU	107	3,744	5,286		Some	No	Semester
Kalamazoo Coll		IIB	PI	10	4,000	5,000	4,325	No	No	Quarter
Michigan Technological U		I	PU	31	2,143	16,000	8,405	No	No	Semester
Northern Michigan U		IIA	PU	132	4,440	6,444	4,769	No	No	Semester
Oakland U		I	PU	210	4,134	5,867		No	Some	Semester
Wayne St U		I	PU	634	3,324	6,465		Yes, all	No	Semester
Minnesota										
Augsburg U		IIA	PR	216	4,250	5,425	5,050	Some	No	Semester
Bethel U		IIA	PR	253	3,716	5,580	4,383	Some	Some	Semester
Concordia Coll at Moorhead		IIB	PR	41	1,608	6,617	3,844	No	No	Semester
Gustavus Adolphus Coll		IIB	PR	31	3,225	3,225	3,225	No	No	4-1-4
Saint Mary's U of Minnesota		IIA	PR	291	3,300	4,200		No	No	Semester
St Catherine U		IIA	PR	218	5,150	5,150	5,150	No	No	4-1-4
U of Northwestern-St Paul		IIA	PR	448	2,400	6,030	3,101	No	No	Semester
U of St Thomas		I	PR	336	1,200	15,000	5,900	Some	Some	4-1-4

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Mississippi										
Millsaps Coll		IIB	PR	36	1,125	7,500	2,795	No	No	Semester
Mississippi U for Women		IIA	PU	84	2,000	2,000	2,000	Some	Some	Semester
U of Southern Mississippi		I	PU	107	1,500	9,300	4,765	Some	Yes, all	Semester
Missouri										
Drury U		IIA	PR	40	2,127	2,780	2,372	No	No	Semester
Lindenwood U		I	PI	308	2,700	3,600	2,880	No	No	4-1-4
Mineral Area Coll	78	III	PU	115				Some	No	Semester
Missouri Baptist U	79	IIA	PR	116	234	3,083	714	No	No	Semester
Missouri St U-West Plains		III	PU	54	1,054	2,897	1,742	Some	No	Semester
Southeast Missouri St U		IIA	PU	176	2,763	4,002	2,981	No	No	Semester
Truman St U		IIA	PU	40	2,400	7,272	3,573	Some	Some	Semester
U of Central Missouri		IIA	PU	214	1,800	2,400	2,100	No	No	Semester
Webster U		IIA	PI	468		3,000		No	No	Semester
Montana										
Little Big Horn Coll		IV	PU	3	2,736	3,744	3,240	No	No	Semester
Nebraska										
Nebraska Wesleyan U		IIA	PR	55	1,000	4,000	2,826	No	No	Semester
U of Nebraska at Kearney		IIA	PU	161	1,500	5,000	3,000	No	No	Semester
Nevada										
Coll of Southern Nevada		IV	PU	1,159	2,776	3,700	3,237	No	No	Semester
U of Nevada-Reno		I	PU	206	3,000	9,000	4,827	No	Some	Semester
New Hampshire										
Colby-Sawyer Coll		IIB	PI	67	4,000	4,000	4,000	No	No	Semester
Saint Anselm Coll		IIB	PR	47	3,360	3,360	3,360	No	No	Semester
New Jersey										
Caldwell U		IIA	PR	168	2,400	2,400	2,400	No	No	Semester
Coll of New Jersey	70	IIA	PU	375	5,595	6,015	5,805	Yes, all	Yes, all	Semester
Fairleigh Dickinson U-Metro Campus		IIA	PI	541	1,500	10,000	3,401	No	No	Semester
Georgian Court U		IIA	PR	146	3,150	3,810	3,480	No	No	Semester
Kean U		IIA	PU	720						Semester
Monmouth U		IIA	PI	328	1,000	1,333	1,036	No	No	Semester
Ramapo Coll of New Jersey		IIA	PU	277	1,575	1,626	1,599	Yes, all	No	Semester
Rider U		IIA	PI	205	4,122	5,817	4,445	Some	Some	Semester
Rowan U		I	PU	963	5,115	5,266	5,219	Yes, all	No	Semester
Rutgers U-Camden		I	PU	303				Some	Some	Semester
Rutgers U-New Brunswick		I	PU	1,657				Some	Some	Semester
Rutgers U-Newark		I	PU	396				Some	Some	Semester
Saint Peter's U		IIA	PR	220	2,340	4,200	2,784	No	No	Semester
Seton Hall U		I	PR	622	2,800	18,000	3,099	No	Some	Semester
William Paterson U of New Jersey		IIA	PU	443	5,475	5,700	5,588	Yes, all	Some	Semester
New Mexico										
Clovis Comm Coll		IV	PU	64	700	10,500	5,600	Yes, all	No	Semester
New Mexico St U-Alamogordo		III	PU	47	1,133	5,100	2,638	Yes, all	Some	Semester
New Mexico St U-Dona Ana		III	PU	236	1,000	7,290	3,325	Yes, all	Some	Semester
New Mexico St U-Grants		III	PU	33	1,000	4,200	1,846	Yes, all	Some	Semester

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New Mexico (continued)										
New Mexico St U-Main Campus		I	PU	205	1,000	8,000	3,741	Yes, all	Some	Semester
U of New Mexico-Main Campus		I	PU	105	1,717	9,431	4,381	No	Some	Semester
New York										
Adelphi U		IIA	PI	794						Semester
Binghamton U		I	PU	248						Semester
CUNY Bernard M Baruch Coll		IIA	PU	623				No	Some	Semester
CUNY Borough of Manhattan Comm Coll		III	PU	598				No	Some	Semester
CUNY Bronx Comm Coll		III	PU	226				No	Some	Semester
CUNY Brooklyn Coll		IIA	PU	819				No	Some	Semester
CUNY City Coll		I	PU	785				No	Some	Semester
CUNY Graduate School and U Center		I	PU	416				No	Some	Semester
CUNY Hostos Comm Coll		III	PU	213				No	Some	Semester
CUNY Hunter Coll		IIA	PU	1,252				No	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIA	PU	693				No	Some	Semester
CUNY Kingsborough Comm Coll		III	PU	414				No	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	447				No	Some	Semester
CUNY Lehman Coll		IIA	PU	556				No	Some	Semester
CUNY Medgar Evers Coll		IIB	PU	217				No	Some	Semester
CUNY New York City Coll of Tech		IIB	PU	886				No	Some	Semester
CUNY Queens Coll		IIA	PU	717				No	Some	Semester
CUNY Queensborough Comm Coll		III	PU	267				No	Some	Semester
CUNY School of Law		IIA	PU	30				No	Some	Semester
CUNY Stella and Charles Guttman Comm Coll		III	PU	15				No	Some	Semester
CUNY York Coll		IIA	PU	331				No	Some	Semester
Canisius U		IIA	PR	139	1,087	6,500	3,277	No	No	Semester
Cayuga County Comm Coll		III	PU	118	1,872	5,970	3,314	Yes, all	No	Semester
Colgate U	80	IIB	PI	17	7,350	8,950	8,113	Some	No	Semester
Coll of Mount Saint Vincent		IIA	PR	150	1,000	6,000	3,000	No	No	Semester
Coll of Staten Island CUNY		IIA	PU	528				No	Some	Semester
Empire St U		IIA	PU	282						Trimester
Farmingdale St Coll		IIB	PU	525						Semester
Finger Lakes Comm Coll		III	PU	138	2,898	2,976	2,945	Some	No	Semester
Keuka Coll		IIA	PI	68	1,000	4,000	2,852	No	No	4-1-4
Le Moyne Coll		IIA	PR	109	3,250	3,533	3,281	No	No	Semester
Manhattanville Coll		IIA	PI	148	1,050	8,250	3,500	No	No	Semester
Molloy U		IIA	PR	551	3,390	4,110		No	No	4-1-4
Monroe Comm Coll		III	PU	302	3,357	4,095	3,586	No	No	Semester
New School		I	PI	1,579	4,725	13,338	6,251	Yes, all	Some	Semester
New York School of Interior Design		IIB	PI	144	5,550	6,180	5,773	No	Some	Semester
Pace U		I	PI	885	1,210			No	No	Semester
Pratt Inst-Main		IIA	PI	1,104	1,100	5,785	2,173	Some	Some	Semester
Rochester Inst of Tech		I	PI	307	2,625	11,700	4,230	No	Yes, all	Semester
SUNY Brockport		IIA	PU	198						Semester
SUNY Buffalo St U		IIA	PU	286						Semester
SUNY Coll at Geneseo		IIA	PU	94						Semester
SUNY Coll at Old Westbury		IIA	PU	196	4,333	6,354	4,425	Some	Some	Semester
SUNY Coll at Plattsburgh		IIA	PU	135						Semester
SUNY Coll at Potsdam		IIA	PU	70						Semester
SUNY Coll of Ag and Tech at Cobleskill		IIB	PU	62						Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	34						Semester
SUNY Coll of Tech at Alfred		III	PU	61						Semester
SUNY Coll of Tech at Canton		IIB	PU	82						Semester
SUNY Coll of Tech at Delhi		III	PU	46						Semester
SUNY Cortland		IIA	PU	231						Semester
SUNY Maritime Coll		IIB	PU	38						Semester
SUNY Morrisville		III	PU	63						Semester
SUNY Oneonta		IIA	PU	170						Semester
SUNY Poly Inst		IIA	PU	122						Semester
SUNY at Albany		I	PU	417						Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New York (continued)										
SUNY at Fredonia		IIA	PU	145						Semester
SUNY at Purchase Coll		IIB	PU	234						Semester
Sarah Lawrence Coll	81	IIA	PI	99	6,300	11,107	7,986	No	Some	Semester
Siena Coll		IIB	PR	128	1,800	7,200	3,694	No	No	Semester
Skidmore Coll		IIB	PI	64	6,600	6,600	6,600	Some	No	Semester
St John Fisher U		IIA	PR	143	3,500	4,668	3,514	No	No	Semester
St U of New York at New Paltz		IIA	PU	256						Semester
St U of New York at Oswego		IIA	PU	193						Semester
Tompkins Cortland Comm Coll		III	PU	174	2,922	3,747	3,182	Some	Some	Semester
U at Buffalo		I	PU	516						Semester
Yeshiva U		I	PI	145	3,080	10,000	5,400	No	No	Semester

North Carolina

Barton Coll		IIB	PR	55	1,860	3,000		No	No	Semester
Belmont Abbey Coll		IIB	PR	58	2,800	2,800	2,800	No	No	Semester
Chowan U		IIB	PR	24	1,200	5,325	2,745	No	No	Semester
Davidson Coll		IIB	PR	17	7,000	7,000	7,000	No	No	Semester
Lees-McRae Coll		IIB	PR	68	2,250	3,000		No	No	Semester
Mars Hill U		IIB	PI	78	1,950	2,250	2,100	No	No	Semester
North Carolina Wesleyan U		IIB	PR	80	1,890	1,890	1,890	No	No	Semester

Ohio

Baldwin Wallace U		IIA	PI	187	3,399	4,884	4,141	Some	No	Semester
Cleveland St U		I	PU	592	890	1,664	1,179	Yes, all	Some	Semester
Cuyahoga Comm Coll District		III	PU	1,182	2,745	3,231	2,988	Yes, all	No	Semester
Denison U		IIB	PI	20	7,000	7,000	7,000	No	No	Semester
John Carroll U		IIA	PR	211	2,160	7,500	4,215	No	No	Semester
Kent St U at Ashtabula		III	PU	62				Yes, all		Semester
Kent St U at East Liverpool		III	PU	30				Yes, all		Semester
Kent St U at Geauga		III	PU	79				Yes, all		Semester
Kent St U at Kent		I	PU	1,044				Yes, all		Semester
Kent St U at Salem		III	PU	70				Yes, all		Semester
Kent St U at Stark		III	PU	150				Yes, all		Semester
Kent St U at Trumbull		III	PU	40				Yes, all		Semester
Kent St U at Tuscarawas		III	PU	94				Yes, all		Semester
Kenyon Coll		IIB	PI	14	6,845	14,240	8,035	Some	Some	Semester
Marietta Coll		IIB	PI	30	2,750	2,750	2,750	No	No	Semester
Ohio U-Chillicothe Campus		III	PU	41				Some	Some	Semester
Ohio U-Eastern Campus		III	PU	10				Some	Some	Semester
Ohio U-Lancaster Campus		III	PU	25				Some	Some	Semester
Ohio U-Main Campus		I	PU	281				Some	Some	Semester
Ohio U-Southern Campus		III	PU	30				Some	Some	Semester
Ohio U-Zanesville Campus		III	PU	30				Some	Some	Semester
Ohio Wesleyan U		IIB	PR	87	850	8,500	4,979	No	No	Semester
Sinclair Comm Coll		III	PU	908	2,802	2,967	2,886	Yes, all	No	Semester
U of Akron Main Campus		I	PU	752	1,836	16,200	2,538	Some	No	Semester
U of Cincinnati-Blue Ash Coll		III	PU	88	2,700	8,886	3,399	Yes, all	No	Semester
U of Cincinnati-Clermont Coll		III	PU	49	2,363	9,030	3,325	Yes, all	No	Semester
U of Cincinnati-Main Campus	82	I	PU	454	747	14,700	4,518	Yes, all	No	Semester
U of Dayton		I	PR	305	1,033	2,500	1,458	No	No	Semester
U of Toledo		I	PU		3,000	5,769	3,204	Yes, all	No	Semester
Ursuline Coll		IIA	PR	95	2,141	2,851	2,496	No	No	Semester
Wittenberg U		IIB	PR	57	1,500	6,000	3,000	No	No	Semester
Youngstown St U		IIA	PU	534	1,995	3,225	2,141	Yes, all	No	Semester

Oklahoma

Cameron U		IIA	PU	116	1,000	3,900	2,437	No	No	Semester
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NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Oklahoma St U Inst of Tech		IV	PU	58	2,100	3,150	2,252	No	Some	Trimester
Oklahoma St U-Oklahoma City		III	PU	127	1,313	7,200	2,250	No	No	Semester
Southeastern Oklahoma St U		IIA	PU	142	1,485	3,500	2,493	No	No	Semester
U of Central Oklahoma		IIA	PU	290	2,100	2,880	2,310	No	No	Semester
U of Tulsa		I	PR	129	2,500	8,000	3,000	No	No	Semester

Oklahoma (continued)

Oregon

Portland St U		I	PU	702	3,360	13,596	6,815	No	Some	Quarter
Reed Coll		IIB	PI	14	10,341	18,266	12,960	Some	Some	Semester

Pennsylvania

Allegheny Coll		IIB	PR	46	3,500	3,500	3,500	No	No	Semester
Alvernia U		IIA	PR	254	1,100	2,925	1,529	No	No	Semester
Bucknell U		IIB	PI	7	4,725	7,000	5,364	No	No	Semester
Butler County Comm Coll		III	PU	159	2,475	2,475	2,475	No	No	Semester
Chatham U		IIA	PI	155	1,575	5,730	3,848	No	No	Semester
Comm Coll of Allegheny County		III	PU	494	2,745	2,745	2,745	No	No	Semester
Dickinson Coll		IIB	PI	62	4,600	4,600	4,600	No	No	Semester
Duquesne U		I	PR	482	4,286	4,286	4,286	No	No	Semester
Eastern U		IIA	PR	178	2,500	2,750	2,625	No	No	Semester
Elizabethtown Coll		IIA	PI	62	2,000	5,000	3,847	No	No	Semester
Geneva Coll		IIA	PR	126	2,100	2,850	2,475	No	No	Semester
Gettysburg Coll		IIB	PI	60	4,511	4,901	4,596	Some	Some	Semester
Juniata Coll		IIB	PI	41	3,000	6,000		No	No	Semester
King's Coll		IIA	PR	185	2,400	4,400		No	No	Semester
Lafayette Coll		IIB	PR	58	4,200	6,250	4,522	No	No	Semester
Lebanon Valley Coll		IIA	PR	168	3,372	4,496		No	No	Semester
Lincoln U		IIA	PU	71	2,700	3,020	2,705	Some	No	Semester
Mercyhurst U		IIA	PR	68	2,300	3,500	2,733	some	some	Semester
Messiah U		IIA	PR	193	3,459	3,723	3,591	Some	No	Semester
Misericordia U		IIA	PR	183	2,595	2,895	2,595	No	No	Semester
Moravian U		IIA	PR	218	4,326	7,928	4,673	No	No	Semester
Neumann U		IIA	PR	158	3,000	3,300	3,150	No	No	Semester
Robert Morris U		IIA	PI	181	2,832	3,543	2,852	No	No	Semester
Saint Vincent Coll		IIA	PR	131	3,130	3,415	3,273	No	No	Semester
Seton Hill U		IIA	PR	116	2,370	4,950	2,529	No	No	Semester
Susquehanna U		IIB	PR	73	1,000	1,050		Yes, all	Yes, all	Semester
Swarthmore Coll		IIB	PI	26	5,500	15,000	9,385	Some	No	Semester
Temple U		I	PU	1,481	4,800	22,500	5,560	No	Some	Semester
Ursinus Coll		IIB	PI	75	3,375	3,375	3,375	No	No	Semester
Washington & Jefferson Coll		IIB	PI	33	3,500	5,000		No	No	4-1-4
Waynesburg U		IIA	PR	92	2,625	2,625	2,625	Some	Some	Semester
York Coll of Pennsylvania		IIA	PI	264	3,796	4,860	4,320			Semester

Puerto Rico

Universidad Politecnica de Puerto Rico		IIA	PI	82				No	No	Trimester
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Rhode Island

Brown U		I	PI	148				No	No	Semester
Comm Coll of Rhode Island		III	PU	649	3,518	3,518	3,518	No	No	Semester
Providence Coll		IIA	PR	143	4,250	4,250	4,250	No	No	Semester
Rhode Island Coll		IIA	PU	297	4,380	5,244	4,545	No	No	Semester
Salve Regina U		IIA	PR	173	4,000	4,200	4,000	No	No	Semester
U of Rhode Island		I	PU	364	4,725	5,442	5,084	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS		CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
South Carolina										
Coll of Charleston		IIA	PU	322	2,000	8,253	3,435	Yes, all	Some	Semester
Newberry Coll		IIB	PR	77	1,800	3,000	2,400	No	No	Semester
Wofford Coll		IIB	PR	31	3,500	5,000	3,750	No	No	4-1-4
Augustana U		IIA	PR	36	3,000	4,650		No	No	4-1-4
Mount Marty U		IIA	PR	66	1,400	2,800	1,750	Some	Some	Semester
Tennessee										
Austin Peay St U		IIA	PU		2,250	6,750	4,500			Semester
East Tennessee St U		I	PU	434	1,800	12,000	2,739	No	No	Semester
King U		IIA	PR	117	1,050	2,400	1,724	No	No	Semester
Lee U		IIA	PR	338	1,800	2,100		Some	No	Semester
Maryville Coll		IIB	PR	74	3,495	3,500	3,498	No	No	Semester
Middle Tennessee St U		I	PU	118	1,200	8,400	2,854	No	Some	Semester
Milligan U		IIA	PR	65	500	833	575	No	No	Semester
Rhodes Coll		IIB	PR	55	4,000	12,000	8,000	No	No	Semester
U of Tennessee-Chattanooga		IIA	PU	239	1,850	6,000	3,412	Some	Some	Semester
Texas										
Abilene Christian U		IIA	PR	183	1,500	6,380		No	No	Semester
Austin Coll	83	IIB	PR	17	5,000	6,500	5,129	No	No	4-1-4
Austin Comm Coll District		III	PU	1,403	3,696	8,580	4,438	Some	Some	Semester
Central Texas Coll		IV	PU	399	1,820	2,165	2,000	Some	No	Semester
McMurry U		IIB	PR	30	1,250	3,000	1,565	No	No	Semester
Our Lady of the Lake U		IIA	PR	112	2,300	3,000	2,750	No	No	Semester
Sam Houston St U		I	PU	170	2,462	8,010	3,535	Some	Some	Semester
Southwestern U		IIB	PR	34	3,500	5,500	4,191	Some	Some	Semester
Texas Lutheran U		IIB	PR	43	2,283	2,950	2,725	Some	Some	Semester
Texas St U		I	PU	188	1,575	12,618	4,853	No	No	Semester
Texas Woman's U		I	PU	296	1,329	4,056	2,797	Some	Some	Semester
U of Dallas		IIA	PR	71	2,730	12,878	5,645	No	No	Semester
U of Houston-Downtown		IIA	PU	416	3,000	3,200	3,200	Some	Some	Semester
U of Texas Permian Basin		IIA	PU	150	1,500	5,000	3,250	Some	No	Semester
U of the Incarnate Word		IIA	PR	376	2,800	3,100	2,950	Some	No	Semester
Utah										
Salt Lake Comm Coll		III	PU	1,063	2,790	2,790	2,790	No	No	Semester
Snow Coll		III	PU	130	3,000	3,000	3,000	No	No	Semester
Southern Utah U		IIA	PU	91				No	No	Semester
U of Utah		I	PU	310						Semester
Utah Tech U		III	PU	337	2,550	2,550	2,550	No	No	Semester
Utah Valley U	84	IIA	PU	299	3,207	3,207	3,207	No	No	Semester
Westminster U		IIA	PI	125	3,220	5,616	4,000	No	No	4-1-4
Virginia										
Bridgewater Coll		IIB	PR	57	1,800	4,000	2,960	No	No	Semester
Christopher Newport U		IIA	PU	162	3,579	4,089	3,705	No	No	Semester
Eastern Mennonite U		IIA	PR	66	2,700	5,510	3,930	No	No	Semester
Hampden-Sydney Coll		IIB	PI	13	4,000	7,767	6,886	Some	Some	Semester
Hollins U		IIA	PI	18	1,500	4,500	3,316	No	No	4-1-4
James Madison U		IIA	PU	237	1,083	9,690	3,978	No	No	Semester
Longwood U		IIA	PU	59	3,500	3,700	3,600	No	No	Semester
Old Dominion U		I	PU	543	3,450	4,176	3,816	No	No	Semester
Radford U	85	IIA	PU	194	1,172	6,000	3,072	No	No	Semester
Roanoke Coll		IIB	PR	42	2,720	4,080	3,253	No	No	Semester

APPENDIX III

NAME	NOTES	(1)	(2)	(3)				(4)		(5)
		CAT.	CTRL	NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	CALENDAR
		PART-TIME FACULTY PAY PER COURSE SECTION				PART-TIME FACULTY BENEFITS				
Virginia (continued)										
U of Mary Washington		IIA	PU	98	893	12,105	3,720	No	No	Semester
Virginia Poly Inst and St U		I	PU	235	1,833	20,000	6,649			Semester
Washington										
Northwest U		IIA	PR	379	2,199	4,587	3,660			Semester
Pacific Lutheran U		IIA	PR	23	1,072	5,625	3,315	No	No	4-1-4
West Virginia										
Davis & Elkins Coll		IIB	PR	37	2,100	2,100	2,100	No	No	Semester
Glenville St U		IIB	PU	31	400	3,500	1,542	No	No	Semester
Shepherd U	86	IIA	PU	181	1,374	2,541	2,217	No	No	Semester
West Virginia Wesleyan Coll		IIB	PR	40	1,800	2,750	1,952	No	No	Semester
Wisconsin										
Carroll U		IIA	PR	233	3,000	3,500	3,200	No	No	Semester
Ripon Coll		IIB	PI	27	3,000	3,600	3,000	Some	No	Semester
Saint Norbert Coll		IIB	PR	33	3,188	6,000	4,478	No	No	Semester
Wyoming										
Laramie County Comm Coll		IV	PU	106	2,550	2,550	2,550	No	No	Semester

NOTES TO APPENDIX III

66. Excludes data points for part-time faculty members who are compensated for their responsibility outside of their teaching duties. There is no distinction in the portion of the salary that is associated with their teaching responsibility. In addition, part-time faculty members who exclusively teach clinics were excluded.
67. Includes Chalon and Doheny campuses. The minimum, mean, and maximum salary amounts are provided according to the university's academic salary table. The per-unit rates articulated on the salary table have been calculated to represent the minimum, maximum, and mean payment for a 3-unit course. Salary amounts for all nonsalaried part-time faculty are based on this salary table.
68. Part-time faculty salaries are not converted; based on 4-credit course sections.
69. Teaching load is based on courses, not credit hours. One course is the equivalent of 4 credit hours.
70. Most regular sections carry 4 credits.
71. Includes Owens, Stanton/George, and Terry campuses.
72. University of South Florida has consolidated to form one university instead of a system; henceforth, the data will be reported as one university (previously three) under the IPEDS Unit ID 137351.
73. The maximum per-section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
74. Mean pay per section cannot be provided because pay is based on load hours, not credit hours. The information represents the number of undergraduate part-time faculty only.
75. Part-time excludes private lessons and law.
76. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
77. Part-time faculty pay is based on a 4-credit-hour standard (salaries have not been converted).
78. Pay per course section was omitted because multiple pay structures are used, including dual credit faculty who are paid per student enrolled rather than per course section.
79. The minimum pay is due to underenrolled classes (typically a class needs enrollment of 4–6 students), and a fully-enrolled course pays \$1,850.
80. Pay is on a course-unit system, where courses are essentially 4 semester credits.
81. Per-section salary amounts are for one course (5 credits)—the vast majority of Sarah Lawrence courses are five credits.
82. Part-time faculty pay includes classes with prorated pay due to low enrollment.
83. All Austin College courses are offered as one “course unit,” which we equate as 4 credit hours on a standard university schedule. The part-time faculty pay is for these “one course unit” courses.
84. Adjunct faculty were paid a standard rate of \$3,207 per 3-credit course section.
85. Includes Radford University Carilion, formerly known as Jefferson College of Health Sciences.
86. Part-time faculty compensation is highly variable and depends upon course enrollments, instructor degree, and other factors. Salary information is provided based upon courses taught at the standard rate for the faculty member (per AAUP guidance).