

Appendixes to *The Annual Report on the Economic Status of the Profession, 2023–24*, published in *Academe* 110, no. 3 (Summer 2024), available at <https://www.aaup.org/ARES>

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:

Details on survey methodology, definitions of institutional categories, and abbreviations used in the appendixes are provided in the "Explanation of Statistical Data" section of *The Annual Report on the Economic Status of the Profession, 2023–24*.

These appendixes and other related data products are available in Microsoft Excel and other formats. Please visit <https://research.aaup.org/order> for more information about available data products.

These appendixes include data and revisions received by July 24, 2024. Institutions with data revised or submitted data after the initial publication on April 9, 2024, are marked with an asterisk (*).

Typesetting corrections were made on July 31, 2024, to correct row-sorting errors.

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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						
U of California-Berkeley*	8	I	PU	220.5	151.5	130.9	116.9	99.1	117.2	167.5	100.0	100.0	14.0	11.3		61.1	15.6	23.2						
U of California-Davis*	8,25	I	PU	186.7	127.5	114.7	81.7	94.6		146.5	100.0	100.0	14.0	13.0		68.1	14.7	17.2						
U of California-Irvine*	8	I	PU	212.6	145.2	124.8	83.2	107.1		163.7	100.0	100.0	14.0	11.6		66.3	17.4	16.2						
U of California-Los Angeles*	8	I	PU	266.6	167.3	129.8	150.2	93.7	109.4	198.2	100.0	100.0	14.0	9.6		60.9	14.8	24.3						
U of California-Merced*	8	I	PU	178.8	135.8	117.9	83.9	86.8		125.5	100.0	100.0	14.0	15.1		47.9	25.7	26.4						
U of California-Riverside*	8	I	PU	176.1	127.6	114.1	67.6	95.1	98.6	135.4	100.0	100.0	14.0	14.0		63.3	21.1	15.5						
U of California-San Diego*	8	I	PU	228.8	154.8	132.0	78.7	104.8	—	168.8	100.0	100.0	14.0	11.2		63.6	20.6	15.8						
U of California-Santa Barbara*	8	I	PU	227.1	143.1	125.6	82.1	102.5	47.5	170.2	100.0	100.0	14.0	11.2		67.4	16.5	16.1						
U of California-Santa Cruz*	8	I	PU	201.3	141.8	124.8	71.1	85.2	104.5	146.9	100.0	100.0	14.0	12.9		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	O	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	PpO	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	26	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	27	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	43.8	19.4	36.8
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	PO	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	O	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
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

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	FFT	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 Poly U*		IIB	PU	151.3	104.3	88.1	72.4			92.4	91.5	91.5	9.9	15.8		0.0	0.0	100.0
Florida St U	2	I	PU	157.7	117.1	97.6		86.9	118.2	100.0	100.0	10.1	12.3		53.3	20.1	26.5	

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NAME	NOTES	(1)		(2)							(3)				(4)				(5)			(6)		
		CAT.	CTRL	AVG. SALARY							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS								
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT						
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	FFTO		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	FFTV		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	FFT		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	FFTV		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	FFT		43.9	25.6	30.5				
Waubesa 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	—	64.9	—	14.8	FFT		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	2,20,31	IIB	PR	90.8	75.0	63.1	59.9				73.6	88.0	97.0	7.6	18.5	FfV		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	FfT		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
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	2,32	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	78.9	56.7				82.0	90.5	100.0	5.4	9.6	FT		51.0	21.8	27.2
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*	33	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	FFTV		66.3	20.2	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
Iowa St U*	2	I	PU	137.9	102.7	92.0		59.3			113.6	100.0	100.0	10.2	9.8			60.7	14.6	24.7
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

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		
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	72.6	63.1	63.0		55.1		64.6	100.0	100.0	2.3	19.9			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	

Iowa (continued)

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	129.6	99.9	86.9	64.7	72.8		97.3	100.0	100.0	9.5	8.8	PT		54.2	15.0	30.8
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	FfTV		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
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	O		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

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)							%		% 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	FFT	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	FFTO	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	FFTV	37.0	25.9	37.0	
Dartmouth Coll	40	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				87.5	92.7	83.9	8.6	19.0	FfT	74.5	10.9	14.6	
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	FFT	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	FFTV	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	103.9	91.6	80.1	62.5	59.3		85.9	80.7	71.4	10.8	20.1	FFTV	46.6	30.3	23.1	
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	FFT	52.3	38.6	9.1	
Kean U	2,41	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	FFTV	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	FFTV	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-Dona 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	145.4	119.4	98.8		88.9		120.4					FT	62.7	21.8	15.5	
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
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	42	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	2,43	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	
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
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

(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	IN
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	110.5
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	—
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	94	—
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	89.9	87.4	102.9
2.6	4.0	4.1	6.8	326	232	164	40	122	165	169	72	1290	148.4	110.9	102.2	50.0	138.4	105.9	89.3	49.5	93.3	95.5	87.3	99
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	92.4
13.0	13.8	14.0	—	214	133	108	1	80	109	89	1	1087	158.1	112.7	96.6	—	151.4	112.3	91.3	—	95.7	99.7	94.6	—
13.9	14.8	16.1	—	121	167	123	0	64	126	157	0	770	156.5	112.7	90.8	—	134.0	102.7	83.7	—	85.7	91.1	92.1	—
2.0	4.9	2.3	—	8	1	12	0	7	4	22	0	54	79.6	—	54.8	—	83.2	68.7	63.6	—	104.5	—	116.1	—
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	96.3	83.4
2.0	4.2	8.1	—	26	16	6	0	30	19	7	0	108	104.4	88.5	75.2	—	103.5	86.6	76.3	—	99.2	97.8	101.5	—
2.0	3.6	6.4	—	27	19	11	0	27	21	10	0	150	100.4	84.6	70.6	—	98.9	81.3	68.3	—	98.5	96.1	96.7	—
2.0	3.0	4.8	—	34	21	12	0	25	29	14	2	137	101.6	86.6	70.1	—	94.7	83.9	67.8	—	93.2	96.9	96.7	—
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	—
8.3	9.5	8.9	—	105	77	56	0	63	93	72	0	624	149.7	117.7	103.2	—	133.1	111.3	99.3	—	88.9	94.6	96.2	—
0.0	1.0	2.8	1.2	16	8	7	0	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	—
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	104.4	95.4
0.9	2.4	4.3	32.3	67	59	20	2	93	66	33	0	362	133.9	114.5	91.6	—	133.5	111.7	92.4	—	99.7	97.6	100.9	—
2.2	2.1	1.6	—	49	34	36	1	29	42	49	2	290	105.2	87.2	83.2	—	101.8	95.2	77.9	—	96.8	109.3	93.6	—
1.5	2.8	3.4	—	6	10	11	0	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	—
1.6	1.5	2.3	—	21	38	58	1	34	34	77	0	371	138.1	112.7	94.1	—	134.3	112.1	91.9	—	97.3	99.4	97.7	—
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	97.9
3.4	4.3	4.6	—	119	86	56	0	14	23	40	0	515	210.1	139.6	115.3	—	203.1	138.2	114.8	—	96.7	99	99.6	—
8.0	10.2	10.6	12.3	371	64	110	10	141	57	80	3	1052	303.6	181.3	148.9	100.6	288.4	175.0	136.5	107.1	95	96.5	91.7	106.5
1.1	1.6	1.8	—	37	35	16	0	29	43	24	0	190	135.9	113.7	98.0	—	135.9	116.1	94.9	—	100	102.2	96.8	—
0.2	1.4	0.8	—	43	27	18	0	24	30	21	0	176	118.8	104.7	86.3	—	120.3	107.9	84.2	—	101.2	103	97.6	—
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	97
—	—	—	—	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	91.1	80.1
—	—	—	—	542	232	303	23	288	318	405	44	2214	201.8	130.6	104.5	82.3	187.2	127.6	98.3	80.5	92.8	97.7	94.1	97.7
—	—	—	—	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	98.5
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	—
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	105.8
3.4	3.8	5.7	—	67	79	73	0	12	27	50	0	348	213.1	152.0	140.3	—	192.7	138.9	141.5	—	90.4	91.4	100.9	—
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	89.6
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	—
10.3	10.1	6.0	—	4	1	8	0	7	5	2	0	27	75.0	—	61.8	—	78.8	70.4	—	—	105.1	—	—	—
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	98.4
7.5	10.3	—	—	2	2	3	2	2	2	1	0	14	—	—	—	—	—	—	—	—	—	—	—	—
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	92.7	93.1	99.6
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	102.2
3.6	5.0	6.2	—	51	56	34	1	47	65	42	1	316	154.1	122.4	101.2	—	136.1	116.8	96.9	—	88.3	95.5	95.7	—
3.7	5.4	3.8	—	28	31	23	0	20	29	24	0	155	161.7	112.0	92.8	—	168.4	119.6	92.9	—	104.2	106.8	100.1	—
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	102.6	99.3	106.1
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	101
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	74
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	—	—	—
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	89.1
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	—
1.0	1.4	1.8	—	91	49	9	0	54	48	16	0	334	134.2	109.4	96.4	—	131.8	109.2	95.7	—	98.2	99.7	99.3	—
4.3	5.6	5.7	2.7	533	153	115	10	229	99	100	9	1656	312.1	211.5	167.2	188.8	297.4	203.3	172.2	132.6	95.3	96.1	103	70.2
6.2	7.0	6.5	11.2	518	200	190	17	197	144	173	17	1723	216.4	153.3	139.5	98.9	198.9	144.2	129.8	105.7	91.9	94.1	93	106.9
0.5	1.3	0.7	—	111	77	72	1	63	57	60	0	529	137.2	114.5	97.2	—	136.7	112.9	96.6	—	99.6	98.6	99.3	—
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	90.3
1.4	2.4	1.8	—	50	39	18	0	40	39	15	1	247	128.3	104.4	88.1	—	123.0	101.1	93.7	—	95.9	96.8	106.3	—
1.0	1.1	0.8	—	112	67	26	0	79	62	37	0	440	134.9	110.3	92.3	—	131.6	107.9	93.9	—	97.5	97.9	101.7	—

APPENDIX I

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)							(4) % COVERED				(5) % of SAL.		(6) TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	TUI.	T	TT	NTT	
																			DEP.
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
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	16.3			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	17.44	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	2.45	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	FFTV		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
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	FFTO		62.1	13.7	24.2
Skidmore Coll*		IIB	PI	135.1	106.4	86.6	72.6	74.9	83.6	100.7	94.3	100.0	10.8	13.4	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	FFTV		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*	2.46	I	PU	188.9	129.9	102.8	86.9	83.8		136.6	95.0	81.8	10.3	11.2			56.9	11.0	32.0
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
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 Genesee		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
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

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	IN
0.5	1.2	2.8		167	96	37	0	94	65	31	0	549	140.1	116.1	96.1		138.9	114.6	95.4		99.2	98.7	99.3	
0.4	1.5	1.6		80	22	17	0	72	33	12	0	245	137.3	115.1	96.3		131.4	116.0	98.2		95.7	100.8	102	
1.9	2.5	0.7		20	19	21	0	25	22	24	0	162	126.2	103.1	92.1		121.5	101.4	88.9		96.3	98.3	96.5	
0.6	1.0	1.3	—	130	92	33	0	136	81	50	1	628	134.3	113.9	94.9		131.1	112.2	95.3	—	97.6	98.5	100.5	
1.2	1.5	1.4		63	78	30	0	55	59	40	0	414	135.7	112.1	92.8		130.9	110.5	91.7		96.5	98.6	98.9	
1.3	2.0	1.6		44	23	45	0	42	35	33	0	318	131.0	106.8	91.5		127.5	104.5	93.0		97.3	97.9	101.6	
3.1	3.5	3.1		78	44	4	0	99	55	13	0	363	126.8	104.3	90.8		123.6	105.9	91.5		97.4	101.5	100.8	
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	—
1.3	1.5	0.7	—	24	16	14	0	18	13	23	1	139	135.9	109.8	91.7		131.1	110.9	91.4	—	96.5	101	99.7	
1.2	1.4	1.4		52	75	37	0	47	66	45	0	379	129.4	109.0	96.2		129.1	107.5	92.5		99.8	98.6	96.2	
0.8	1.5	1.1		124	68	62	0	76	74	57	0	607	134.5	109.7	92.8		131.7	111.1	91.1		97.9	101.3	98.2	
1.3	1.7	0.5		35	77	19	0	48	74	28	0	358	129.6	107.0	91.3		129.7	106.1	90.6		100.1	99.2	99.2	
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	—	—
1.1	3.4	3.4	—	4	3	4	1	8	11	5	0	49	134.3	108.7	87.6	—	123.5	102.1	89.6		92	93.9	102.3	
1.3	2.2	1.4		31	27	21	0	32	25	31	0	206	130.4	108.3	90.5		122.6	108.0	92.2		94	99.7	101.9	
0.0	0.5	1.4	0.0	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	—
6.2	7.0	5.4		21	25	12	0	34	38	31	0	162	95.6	85.2	69.3		88.2	79.0	67.1		92.3	92.8	96.8	
6.8	8.4	8.9		26	38	63	0	31	30	74	0	287	121.0	98.0	82.1		111.2	96.9	83.2		91.9	98.8	101.3	
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	99.6
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	96.2
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	95.1
				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	—
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	—
				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	—
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	99.1	—
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	108
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	101.7	90.4
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	94.8
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	101.3	89.5
2.3	4.8	4.0	—	15	3	13	0	18	1	26	0	83	99.4	83.2	71.4		98.6	—	70.4		99.1	—	98.5	
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	90.8	95.9
0.0	0.0	0.0		7	9	9	0	18	23	18	0	84	98.9	80.8	69.0		100.8	81.0	69.4		102	100.2	100.5	
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	99.9
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	—
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	93.1
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	—
5.2	5.9	7.8		54	65	71	0	40	70	91	0	392	170.8	119.9	96.0		165.1	123.4	97.2		96.6	102.9	101.3	
2.1	4.3	3.3	—	28	55	31	2	9	44	25	0	194	150.5	123.8	102.0	—	143.5	114.7	100.8		95.3	92.6	98.8	
				0	0	0	0	0	0	0	0	0												
4.7	7.0	7.6	9.8	544	193	140	135	260	192	147	135	3024	279.2	161.5	144.0	93.3	250.5	154.5	127.5	81.7	89.7	95.7	88.6	87.6
3.3	4.7	5.7		89	56	54	0	90	101	63	0	487	149.7	106.3	91.6		148.9	111.1	90.1		99.4	104.5	98.3	
9.6	8.7	6.9		42	28	14	0	42	22	36	0	184	131.4	114.5	89.2		123.4	106.0	88.1		93.9	92.6	98.8	
3.2	3.7	4.2	3.2	181	162	95	45	85	89	69	27	1046	146.1	108.1	97.1	63.5	135.1	103.6	88.7	63.4	92.5	95.9	91.3	99.8
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	103.9	90.4	90
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	105.4
3.6	4.5	5.8	5.5	39	36	22	19	27	51	26	37	280	138.4	104.9	89.5	72.6	130.2	107.4	84.3	72.7	94	102.4	94.2	100
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	102.5	96.9	92.4
				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	135.4
0.0	0.2	0.1	—	14	17	22	0	17	25	30	0	159	115.6	86.6	72.0		107.5	88.1	72.5		93.1	101.7	100.7	
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	94.9
6.0	6.3	6.1	6.3	39	55	32	0	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	
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	107.9
5.7	6.3	6.7	4.8	261	175	93	1	92	132	90	4	1036	193.2	134.6	106.0	—	176.7	123.6	99.5	93.7	91.5	91.8	93.8	—
6.4	6.7	7.4		119	152	71	0	51	114	61	0	643	152.8	111.5	93.3		138.5	106.1	87.9		90.7	95.2	94.3	
5.3	5.9	6.0	—	39	42	23	0	26	33	14	0	213	102.7	77.8	69.8		96.6	82.3	66.9		94.1	105.9	95.8	
5.9	5.8	5.7	—	14	35	29	0	17	30	44	0	180	111.2	85.5	65.7		107.4	85.8	66.9		96.6	100.4	101.9	
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	105
5.7	6.3	5.8	23.8	58	53	21	0	32	72	33	1	309	109.6	92.3	74.5		99.9	86.7	74.1	—	91.1	93.9	99.4	
5.0	5.5	5.4	—	39	42	17	2	26	32	26	0	213	107.9	85.1	76.1	—	103.3	80.4	74.7		95.8	94.5	98.2	
5.0	5.0	6.7	—	11	43	15	2	12	37	26	0	162	126.3	108.8	90.8	—	114.3	102.3	91.5		90.5	94	100.8	
6.4	6.6	6.6	—	39	36	20	1	19	41	26	0	219	101.7	85.2	70.9	—	93.3	73.6	67.6		91.8	86.4	95.3	
5.0																								

APPENDIX I

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) % COVERED				(5) DEP. TUI.	(6) TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	RET		MED	T	TT	NTT
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		
Syracuse U	10	I	PI	148.8	107.7	91.0	66.9		—	116.7	100.0	100.0	10.3	14.9	FTOV	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	FFTV	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		

New York (continued)**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	FFT	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	FFTV	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	FFTV	58.3	27.8	13.9
Davidson Coll	15,20,47	IIB	PR	153.0	111.1	91.2	63.7	71.9		117.4	93.4	97.2	9.6	8.4	O	60.7	21.8	17.5
Duke U*	2,48	I	PR	246.5	154.3	136.5				206.3	98.1	95.7	11.7	5.3	FV	.	.	.
East Carolina U	2	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
Guilford Coll*		IIB	PR	76.9	67.3	52.5	57.5			63.0						53.9	2.6	43.4
Lees-McRae Coll*	2	IIB	PR	64.1	59.2	49.4	45.4			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	FFT	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 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
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
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

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*	49	IIB	PI	95.7	77.2	67.9	60.0			78.7	93.2	86.4	11.9	14.3	FFT	60.5	25.9	13.6
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

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	IN
7.0	7.3	6.9	—	13	27	18	0	6	10	16	1	117	129.5	112.0	90.0	—	111.5	102.8	93.0	—	86.1	91.8	103.3	—
3.5	3.9	4.3	7.8	263	200	179	4	155	196	185	4	1187	152.1	109.5	93.8	62.3	143.2	105.8	88.3	71.6	94.1	96.7	94.2	115.1
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	—	—	—
8.6	9.3	10.2	8.7	276	242	212	4	145	187	256	13	1425	175.8	117.7	90.0	68.0	151.3	110.4	87.0	69.1	86	93.8	96.6	101.6
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	78.2
				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	97.8
4.6	2.7	7.2		21	19	16	0	9	24	32	0	169	120.3	99.0	75.5		101.5	89.8	77.0		84.4	90.7	102.1	
4.8	4.6	6.1		45	35	25	0	54	25	38	0	288	161.4	121.8	96.8		150.4	119.3	96.5		93.2	97.9	99.8	
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	79.6
4.3	3.9	3.7	5.6	175	115	98	14	142	110	110	23	1092	106.7	87.5	88.5	61.4	101.9	85.3	76.4	68.1	95.5	97.5	86.3	110.9
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	—
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	—
				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	—
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	86.7
				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	—
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	103.1
4.8	6.2	9.2		437	137	92	0	157	87	84	0	994	250.6	160.7	145.0		235.2	144.1	127.2		93.8	89.7	87.7	
4.3	6.0	5.6	5.1	183	221	118	93	130	206	191	113	1255	116.1	88.2	78.6	57.6	103.9	85.2	72.0	58.4	89.5	96.6	91.6	101.4
4.0	4.2	4.7	4.0	15	18	14	0	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	
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	113.8
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	—
				11	2	5	1	7	5	11	2	44	63.1	—	49.5	—	61.2	58.2	51.7	—	97	—	104.5	—
				11	9	19	1	10	9	14	3	76	77.3	66.5	51.3	—	76.5	68.1	54.2	56.7	99	102.5	105.8	—
0.0	6.7	7.4	3.6	6	5	9	8	4	5	16	9	62	62.9	62.8	51.8	45.8	66.0	55.7	48.0	45.1	105	88.7	92.8	98.3
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	—
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	108.3	85.5	—
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	98.8	89.6	—
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	90.5
4.4	6.8	6.6	9.8	503	253	215	11	208	181	224	6	1771	152.6	112.1	97.0	44.2	137.0	105.3	86.9	43.6	89.8	93.9	89.5	98.5
2.4	6.5	9.3	0.3	10	12	8	0	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	—
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	—
6.8	9.6	7.9	25.6	412	216	185	16	257	246	251	14	1640	185.4	115.9	105.4	57.5	156.9	110.8	95.7	67.6	84.6	95.6	90.8	117.6
5.4	6.1	5.6	4.8	193	162	128	6	124	157	131	3	1083	143.6	106.5	98.8	76.9	117.5	95.6	88.2	66.8	81.8	89.7	89.2	86.8
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	117.1
4.4	4.3	4.7	—	42	29	40	0	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	—
4.5	5.2	4.7	—	24	26	26	0	10	15	16	0	131	90.2	80.4	75.0	—	84.9	81.5	70.8	—	94.1	101.3	94.4	—
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	—
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	105
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	96.3
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	110.5
8.7	10.8	9.0	—	139	107	92	1	62	72	90	0	616	121.5	92.7	81.3	—	112.2	87.5	78.1	—	92.3	94.4	96.1	—
				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	96.2	96.5	94.2
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	94.7	93.8	—
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	109.5
0.5	1.5	1.8	—	44	29	35	0	40	54	36	1	239	90.1	79.6	66.1	—	90.2	74.2	64.2	—	100.1	93.3	97.1	—
2.6	4.0		2.2	4	4	0	8	4	3	0	11	47	93.4	78.1		49.1	107.5	75.2		53.4	115.2	96.3		108.7
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	90.2
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	82.8	95.6	98	96
3.3	1.6	2.7		91	88	55	0	47	88	67	0	544	120.4	100.1	95.0		108.8	91.5	80.2		90.4	91.4	84.4	
				31	17	16	14	24	27	23	10	162	95.0	78.7	68.7	61.9	96.8	76.3	67.3	57.5	101.9	97	97.9	93
2.4	3.5	3.4		17	32	94	0	23	68	119	0	383	100.4	102.1	88.2		107.4	98.9	84.0		106.9	96.9	95.2	
—	14.2	7.5		2	6	11	1	0	3	13	1	37	—	63.9	64.3	—		62.1	56.1	—		97.1	87.3	—
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	97.9
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	111.3
—	3.5			2	6	0	0	0	6	0	0	35	—	87.8				83.7				95.3		
	3.5			0	6	0	0	0	2	0	0	14		83.6				—				—		
3.5	3.5	6.6		2	1	0	0	5	7	3	0	32	—	—			84.4	72.4	56.5			—		
3.8	4.5	5.9		169	151	81	0	145	170	109	0	950	126.5	95.2	81.6									

APPENDIX I

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)							(4) % COVERED				(5) DEP. TUI.	(6) TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		RET	MED	T	TT	NTT
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	86.0	69.8	64.3	—	92.5	100.0	94.8	13.4	14.0	F	53.5	15.5	31.0		
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
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	O	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		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					FfTV	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	48.5	48.8	39.1	55.3	99.1	99.1	6.1	27.1	FT	24.8	47.7	27.5

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	IN
3.5	4.4	9.9		4	8	2	0	3	10	2	0	48	112.1	77.4	—		99.4	74.4	—		88.7	96.2	—	
7.1	6.5	4.9		40	25	26	0	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	
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	98.1
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	57
0.9	0.2	0.0	—	1	8	6	2	2	5	2	2	38	—	82.3	62.4	—	—	71.7	—	—	—	87.1	—	—
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	92.4
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	107.6	112.8
				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	—
—	5.4	4.4		1	10	6	0	0	6	0	0	23	—	90.7	85.1	—	—	96.0	—	—	—	105.8	—	—
2.7	6.1	—		4	9	1	0	4	6	1	0	25	127.5	86.3	—	—	94.9	89.9	—	—	74.4	104.1	—	—
4.1	5.0	5.4	4.8	702	395	291	5	400	385	363	9	2550	177.1	118.3	109.6	117.2	160.7	111.0	98.2	83.8	90.8	93.8	89.6	71.5
3.2	4.4	—		8	6	1	0	3	9	1	0	28	98.7	84.6	—	—	103.8	84.1	—	—	105.2	99.4	—	—
3.1	1.9	4.6		7	7	4	0	3	11	6	0	38	114.6	88.8	80.5	—	110.9	92.9	81.1	—	96.7	104.7	100.7	—
3.0	2.3	4.3		5	18	3	0	5	10	6	0	47	124.6	100.9	78.6	—	120.3	99.2	83.4	—	96.6	98.3	106.1	—
	2.0	3.3		0	10	1	0	0	11	9	0	31	—	79.3	—	—	—	74.0	60.5	—	—	93.3	—	—
	2.2	4.7		0	8	0	0	0	6	3	0	17	—	79.3	—	—	—	74.2	63.2	—	—	93.6	—	—
2.2	2.6	2.1		1	10	4	0	3	9	3	0	30	—	86.0	72.4	—	90.6	71.9	58.8	—	—	83.6	81.1	—
2.2	2.8	3.8		169	180	113	0	87	135	141	0	825	115.5	91.2	74.3	—	95.7	83.2	67.0	—	82.9	91.2	90.1	—
1.9	3.8	2.9		1	2	3	0	6	6	9	0	27	—	—	60.9	—	93.2	70.9	59.2	—	—	—	97.2	—
7.2	2.2	13.1		6	5	1	0	4	10	5	0	31	98.2	76.2	—	—	83.3	77.6	65.3	—	84.8	101.7	—	—
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	—
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	96.9
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	100.1
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	101.7
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	100.2	—
3.5	4.4	6.1	8.5	268	250	169	32	166	240	218	54	1397	145.9	109.9	89.0	54.6	125.3	94.9	79.0	51.3	85.9	86.3	88.8	93.9
3.9	3.3	3.8		101	97	71	0	42	69	47	0	645	130.9	97.4	90.7	—	109.9	89.9	81.3	—	83.9	92.3	89.6	—
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	102.1	93.8
0.3	1.2	1.1	0.8	125	85	34	5	61	53	52	23	574	117.3	101.1	90.3	69.9	114.0	91.3	83.2	69.8	97.2	90.3	92.1	99.9
1.5	2.7	3.8	4.5	4	3	9	0	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	—
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	100.9	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	92.7	86.9	99.8
2.2	3.5	3.1		75	45	20	0	45	36	23	0	322	93.4	87.7	70.6	—	93.9	73.7	75.3	—	100.5	84.1	106.8	—
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	96.9	116.9	107.7
				2	3	9	3	1	0	17	8	43	—	59.8	57.6	45.8	—	—	48.7	49.3	—	—	84.6	107.7
7.3	8.8	8.5	6.9	224	188	204	9	91	104	177	12	1159	132.7	105.0	91.9	78.8	116.4	97.3	84.2	73.8	87.7	92.6	91.6	93.7
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	104.1
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	95.5
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	104.3
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	96.8	88	93
4.1	3.4	2.8	4.3	234	237	163	51	108	147	164	88	1365	147.8	102.2	95.1	63.1	130.6	95.0	88.2	50.7	88.4	93	92.8	80.4
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	98.1
6.1	7.6	9.2	12.4	228	183	79	221	90	123	83	221	1228	148.8	116.3	102.7	69.5	140.5	114.1	96.6	64.2	94.4	98.1	94.1	92.4
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	92.2	92.1
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	101.5	99.8	94.7
				203	167	71	145	131	130	87	153	1116	149.0	112.8	101.5	72.9	145.6	103.7	93.9	63.1	97.7	91.9	92.5	86.5
3.0	3.0	3.0	3.0	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	99
15.6	11.0	10.0	11.7	8	21	11	4	9	11	28	12	117	88.6	55.3	59.7	53.7	85.7	53.7	79.0	31.0	96.8	97.1	132.2	57.8
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	—
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	118.4
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	75.8
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	99.4	95.8	—
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	105.3
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	—
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	109.8
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	—
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	100.9
5.0	5.4	5.2	5.4	163	99	61	229	77	92	64	283	1068	172.6	132.9	107.8	88.7	160.9	125.4	97.9	82.8	93.3	94.3	90.8	93.4
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	99.3	127.4
1.5	3.1	4.8	5.9	57	26	21	10	33	30	19	24	220	120.2	95.2	76.5	5								

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)							(4)				DEP. TUI.	(6)			
				AVG. SALARY (\$1000s)							% COVERED		% of SAL.			TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT	
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	100.0	100.0	6.8	13.4	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	FFTV	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	FFT	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	2,50	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	2,51	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	2,52	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	110.5	92.7	—					96.8	100.0	100.0	10.4	19.6	FT	76.9	15.4	7.7
Robert Morris U	3	IIA	PI	132.3	101.7	90.7		54.3			113.5	93.8	88.3	7.6	12.0	FFT	84.6	10.5	4.9
Saint Joseph's U*	53	IIA	PR	128.1	100.3	93.5					111.5	98.1	98.1	9.6	12.3	FFTV	88.0	12.0	0.0
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	FfT	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	54	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	FFTV	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*	55	I	PI	271.1	164.5	158.6					221.9	100.0	100.0	10.7	10.6	PpO	.	.	.
U of Pittsburgh-Bradford	2,56	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	2,57	IIB	PU	91.0	78.5	68.5	53.6				68.2	100.0	100.0	10.2	9.5	FFTO	32.1	15.4	52.6
U of Pittsburgh-Johnstown	2,57	IIB	PU	93.1	76.1	62.6	56.2				70.9	100.0	100.0	10.1	9.6	FFTO	47.7	9.2	43.1
U of Pittsburgh-Pittsburgh Campus	2,57	I	PU	152.3	103.9	86.7	62.9	50.0			106.4	100.0	100.0	10.2	10.1	FFTO	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	FFT	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	FFT	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	FFTOV	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	FFT	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	FfT	61.3	22.7	16.0

Puerto Rico

Universidad Politecnica de Puerto Rico	58	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	FFTOV	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

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																		
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
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
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	FFTV	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-Main Campus*	2	I	PU	209.5	133.8	107.0	76.9	70.6		152.8	100.0	100.0	10.3	9.9		55.3	14.1	30.7
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
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	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	FFTV	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
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

APPENDIX I

Table with columns (7), (8), and (9). Column (7) includes PCT. INCR. (CONT. FAC) with sub-columns PR, AO, AI, IN. Column (8) includes F-T FAC. MEN, F-T FAC. WOMEN, and TOT. with sub-columns PR, AO, AI, IN, AR. Column (9) includes AVG. SAL. MEN, AVG. SAL. WOMEN, and SALARY-EQUITY RATIO with sub-columns PR, AO, AI, IN. The table contains multiple rows of data with numerical values.

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	
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	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	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	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	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	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	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	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	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	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	6.8	16.6	None	54.9	15.3	29.8	

Wyoming

U of Wyoming*	12	I	PU	125.2	99.9	88.3	56.9	68.7			96.6	100.0	95.7	16.5	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	IN
				10	9	4	1	8	9	9	0	50	79.1	70.7	57.9	—	84.0	70.2	39.4		106.1	99.3	68	
3.8	3.9	4.1		20	19	22	1	9	30	23	0	124	109.0	81.2	74.1	—	102.0	73.8	78.0		93.5	90.9	105.2	
6.9	8.7	7.8	7.2	90	33	43	0	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	
6.6	7.7	8.1		25	53	50	0	18	48	61	0	289	83.6	72.8	73.7		77.3	62.9	67.5		92.4	86.4	91.6	
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	—
8.6	11.0	8.9	10.3	613	168	274	188	336	175	299	222	2512	189.6	145.3	115.0	84.1	168.0	126.6	108.2	75.8	88.6	87.1	94.1	90.2
6.0	6.6	7.0	6.6	172	170	88	118	91	147	124	164	1202	119.8	91.2	85.7	48.1	104.7	85.0	76.7	47.3	87.4	93.2	89.4	98.3
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	—
6.3	6.8	7.1		19	34	16	0	7	26	23	0	152	98.5	75.6	72.5		76.5	76.9	81.9		77.6	101.7	113	
6.3	6.7	5.9		57	41	34	0	28	26	20	0	296	81.8	74.5	70.0		85.0	70.0	65.1		103.9	94	93	
7.6	8.6	6.4	5.3	57	15	31	0	34	15	36	1	247	86.0	89.4	74.3		86.1	75.5	70.6	—	100.1	84.4	95	
6.5	7.3	7.4	—	69	50	21	0	49	40	36	2	342	78.3	70.2	73.5		78.9	68.3	67.3	—	100.7	97.2	91.6	
6.2	6.6	7.3		54	29	38	0	48	22	28	0	324	83.9	76.1	77.4		80.1	72.3	67.9		95.6	94.9	87.7	
6.1	6.7	6.9		22	10	11	0	15	8	39	0	118	73.6	74.8	63.7		71.1	61.3	56.6		96.7	81.9	88.8	
7.8	7.1	7.8		62	87	32	0	44	80	47	0	497	94.6	87.6	86.5		83.7	79.2	75.7		88.5	90.5	87.5	
3.7	7.4	5.8	6.5	146	91	87	9	63	75	91	7	726	129.6	101.1	93.0	58.2	114.9	98.4	83.7	55.2	88.7	97.4	90	94.7

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)				(5)	(6)	(7)	(8)		(9)		EQUITY RATIO
		CAT.	CTRL	AVG. SAL. (\$1000s)	%		% of SAL.		DEP. TUI.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC.		AVG. SAL.		
					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
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	64	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	O	0.0	5.7	36	26	64.3	61.7	96
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	---	5.0	---	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
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

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 non-binary for their gender identity have been categorized as women based on their biological sex.
25. Beginning in 2023-24, University of California-Davis has excluded Veterinary Medicine faculty per AAUP instructions. Results may not be comparable to prior years.
26. Retirement benefits are estimated based on a percentage of total pay per the HR office.
27. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
28. 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.
29. Instead of 9-month contracts, Georgia College & State University administers 10-month contracts.
30. Salary and retirement benefits expenditures are prorated to account for increases that were implemented January 1, 2024. Medical benefits include medical, dental, and vision benefits.
31. 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.
32. University formerly known as Indiana University - Purdue University - Fort Wayne
33. University of Notre Dame excluded non-tenure-track faculty members from the data reported to AAUP.
34. USNA faculty are on 10 month contracts; salary numbers are reported out as accurately as possible given the difference in contract length.
35. 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.
36. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
37. 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.
38. 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.
39. All faculty are on 9/12 contracts.
40. Salary includes the Special 7% benefit for all benefits eligible faculty over the age of 40.

NOTES TO APPENDIXES I AND II

41. Faculty who have an institutional rank of Lecturer and receive a post-doctoral fellowship are reported under the rank of Lecturer.
42. Salary Includes University-Funded (Not Grant-Funded) Research Allowances Paid To Faculty On 9-Month Contracts.
43. 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).
44. Conversion factor for 11 month contract to 10 month equivalent.
45. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
46. 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 reduced to 69%.
47. Davidson College provides employees \$750 or \$1500 toward an HSA account for those that elect the high deductible health plan. HSA contributions are not reflected on this year's AAUP survey.
48. Duke University excluded non-tenure-track faculty members from the data reported to AAUP.
49. Values are preliminary and may be revised in summer following a review of reporting processes.
50. Includes Great Valley, Harrisburg and Erie campuses. In an effort to establish standard titles and provide promotion opportunities for non-tenured faculty across units, in 2018, Penn State instituted a policy which created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
51. 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 non-tenured faculty across units, in 2018, Penn State instituted a policy which created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
52. In an effort to establish standard titles and provide promotion opportunities for non-tenured faculty across units, in 2018, Penn State instituted a policy which created new academic teaching ranks of teaching professor, associate teaching professor, and assistant teaching professor.
53. Saint Joseph's University excluded non-tenure-track faculty members from the data reported to AAUP.
54. 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.
55. University of Pennsylvania excluded non-tenure-track faculty members from the data reported to AAUP.
56. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford.
57. Compensation for faculty represented by a union is currently under negotiation. Salary raises for FY2024 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.
58. All faculty members on 12-month appointments.
59. Benefits data estimated from last year's data.
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 PA faculty on 12-month contracts.
63. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
64. Includes Owens, Stanton/George, and Terry campuses.

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Alabama										
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
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	65	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	66	IIA	PR	312	6,278			No	No	Semester
Occidental Coll	67	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	68	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	69	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	70	IV	PU	522	1,571	2,273				Semester
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

APPENDIX III

NAME	NOTES	(1)		(4)				(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Florida (continued)										
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
Florida Poly U*		IIB	PU	17	4,000	6,000	5,000	No	No	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	71	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	PU	45	3,600	3,945	3,773	Some	Some	Semester
Lewis-Clark St Coll		IIB	PI	40	1,000	1,000	1,000	Some	No	4-1-4

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	72	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
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

NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.		
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	69	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	73	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	74	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		
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	69	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	75	IIA	PU	761	4,000	4,840	4,596	No	Some	Semester		
U of Maryland Eastern Shore		IIB	PU	40	4,500	9,000	6,087	No	No	Semester		
United States Naval Academy		IIA	PU	68	2,289	4,161	3,225	No	No	Semester		
Washington Coll		IIB	PI	29	1,500	3,750	2,996	No	No	Semester		

APPENDIX III

NAME	NOTES	(1)		(4)			(8)		(5)	
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS			
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
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	76	IIB	PI	32	8,500	11,494	9,096	No	No	Semester
Stonehill Coll		IIB	PR	101	4,492	5,369	4,951	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
Washington Coll		IIB	PI	29	1,500	3,750	2,996	No	No	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	421						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
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	77	III	PU	115				Some	No	Semester
Missouri Baptist U	78	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

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION				(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Nebraska (continued)										
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	69	IIA	PR	146	3,150	3,810	3,480	No	No	Semester
Georgian Court U		IIA	PU	720						Semester
Kean U		IIA	PI	328	3,000	3,999	3,108	No	No	Semester
Monmouth U*		IIA	PU	277	1,575	1,626	1,599	Yes, all	No	Semester
Ramapo Coll of New Jersey		IIA	PI	205	4,122	5,817	4,445	Some	Some	Semester
Rider U		I	PU	963	5,115	5,266	5,219	Yes, all	No	Semester
Rowan U		I	PU	303				Some	Some	Semester
Rutgers U-Camden		I	PU	1,657				Some	Some	Semester
Rutgers U-New Brunswick		I	PU	396				Some	Some	Semester
Rutgers U-Newark		IIA	PR	220	2,340	4,200	2,784	No	No	Semester
Saint Peter's U		I	PR	622	2,800	18,000	3,099	No	Some	Semester
Seton Hall U		IIA	PU	375	5,595	6,015	5,805	Yes, all	Yes, all	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
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
Canisius U		IIA	PU	623				No	Some	Semester
Cayuga County Comm Coll		III	PU	598				No	Some	Semester
Colgate U	79	III	PU	226				No	Some	Semester
Coll of Mount Saint Vincent		IIA	PU	819				No	Some	Semester
Coll of Staten Island CUNY		I	PU	785				No	Some	Semester
CUNY Bernard M Baruch Coll		I	PU	416				No	Some	Semester
CUNY Borough of Manhattan Comm Coll		III	PU	213				No	Some	Semester
CUNY Bronx Comm Coll		IIA	PU	1,252				No	Some	Semester
CUNY Brooklyn Coll		IIA	PU	693				No	Some	Semester
CUNY City Coll		III	PU	414				No	Some	Semester
CUNY Graduate School and U Center		III	PU	447				No	Some	Semester
CUNY Hostos Comm Coll		IIA	PU	556				No	Some	Semester
CUNY Hunter Coll		IIB	PU	217				No	Some	Semester
CUNY John Jay Coll of Criminal Justice		IIB	PU	886				No	Some	Semester
CUNY Kingsborough Comm Coll		IIA	PU	717				No	Some	Semester
CUNY LaGuardia Comm Coll		III	PU	267				No	Some	Semester
CUNY Lehman Coll		IIA	PU	30				No	Some	Semester
CUNY Medgar Evers Coll		III	PU	15				No	Some	Semester
CUNY New York City Coll of Tech		IIA	PU	331				No	Some	Semester
CUNY Queens Coll		IIA	PR	139	1,087	6,500	3,277	No	No	Semester
CUNY Queensborough Comm Coll		III	PU	118	1,872	5,970	3,314	Yes, all	No	Semester
CUNY School of Law		IIB	PI	17	7,350	8,950	8,113	Some	No	Semester
CUNY Stella and Charles Guttman Comm Coll		IIA	PR	150	1,000	6,000	3,000	No	No	Semester

APPENDIX III

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION				(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
New York (continued)										
CUNY York Coll		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		IIB	PI	144	5,550	6,180	5,773	No	Some	Semester
New York School of Interior Design		I	PI	885	1,210			No	No	Semester
Pace U		IIA	PI	1,104	1,100	5,785	2,173	Some	Some	Semester
Pratt Inst-Main		I	PI	307	2,625	11,700	4,230	No	Yes, all	Semester
Rochester Inst of Tech		IIA	PU	198						Semester
Sarah Lawrence Coll	80	IIA	PU	286						Semester
Siena Coll		IIA	PU	94						Semester
Skidmore Coll		IIA	PU	196	4,333	6,354	4,425	Some	Some	Semester
St John Fisher U		IIA	PU	135						Semester
St U of New York at New Paltz		IIA	PU	70						Semester
St U of New York at Oswego		IIB	PU	62						Semester
SUNY at Albany		IIA	PU	34						Semester
SUNY at Fredonia		III	PU	61						Semester
SUNY at Purchase Coll		IIB	PU	82						Semester
SUNY Brockport		III	PU	46						Semester
SUNY Buffalo St U		IIA	PU	231						Semester
SUNY Coll at Geneseo		IIB	PU	38						Semester
SUNY Coll at Old Westbury		III	PU	63						Semester
SUNY Coll at Plattsburgh		IIA	PU	170						Semester
SUNY Coll at Potsdam		IIA	PU	122						Semester
SUNY Coll of Ag and Tech at Cobleskill		I	PU	417						Semester
SUNY Coll of Envi Science and Forestry		IIA	PU	145						Semester
SUNY Coll of Tech at Alfred		IIB	PU	234						Semester
SUNY Coll of Tech at Canton		IIA	PI	99	6,300	11,107	7,986	No	Some	Semester
SUNY Coll of Tech at Delhi		IIB	PR	128	1,800	7,200	3,694	No	No	Semester
SUNY Cortland		IIB	PI	64	6,600	6,600	6,600	Some	No	Semester
SUNY Maritime Coll		IIA	PR	143	3,500	4,668	3,514	No	No	Semester
SUNY Morrisville		IIA	PU	256						Semester
SUNY Oneonta		IIA	PU	193						Semester
SUNY Poly Inst		I	PI	1,579	4,725	13,338	6,251	Yes, all	Some	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

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION				(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.	
Ohio (continued)										
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	81	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
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

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
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

APPENDIX III

NAME	NOTES	(1) CAT.	(2) CTRL	(4) PART-TIME FACULTY PAY PER COURSE SECTION			(8) PART-TIME FACULTY BENEFITS		(5) CALENDAR	
				NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.		MED.
Pennsylvania (continued)										
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

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

South Dakota

Augustana U		IIA	PR	36	3,000	4,650		No	No	4-1-4
Dakota Wesleyan U		IIB	PR	46	1,200	3,000	2,181	No	No	Semester
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	82	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	PU	150	1,500	5,000	3,250	Some	No	Semester
U of Houston-Downtown		IIA	PR	71	2,730	12,878	5,645	No	No	Semester
U of Texas Permian Basin		IIA	PU	416	3,000	3,200	3,200	Some	Some	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
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NAME	NOTES	(1)		(2)			(4)			(8)		(5)
		CAT.	CTRL	PART-TIME FACULTY PAY PER COURSE SECTION			PART-TIME FACULTY BENEFITS		CALENDAR			
		NO.	MIN. (\$)	MAX. (\$)	AVG. (\$)	RET.	MED.					
Utah (continued)												
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	83	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	84	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		
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	85	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

65. Excludes data points for part time faculty members who are compensated in addition 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 as well.
66. Includes Chalon and Doheny campuses. The minimum, mean, and maximum salary amounts are provided per the university's academic salary table. The per unit rates articulated on our salary table have been calculated to represent the minimum, maximum, and mean payment for a 3-unit course. Salary amounts for all non-salaried PT faculty are based on this salary table.
67. Part-time Faculty salaries are not converted; based on 4-credit course sections.
68. Teaching load is based on courses, not credit hours. One course is the equivalent of 4 credit hours.
69. Most regular sections carry four credits.
70. Includes Owens, Stanton/George, and Terry campuses.
71. 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.
72. The maximum per section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
73. 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.
74. Part-time excludes private lessons and Law.
75. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
76. Part-time faculty pay is based on a 4-Credit hour standard (salaries have not been converted).
77. 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.
78. The minimum pay is due to under-enrolled classes (typically a class needs 4-6 student enrollment), and a fully-enrolled course pays \$1850.
79. Pay is on a course-unit system, where courses are essentially 4 semester credits.
80. Per section salary amounts are for one course (5 credits)--the vast majority of Sarah Lawrence courses are five credits.
81. Part-time faculty pay includes classes that with prorated pay due to low enrollment.
82. 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.
83. Adjunct faculty were paid a standard rate of \$3,207 per 3-credit course section.
84. Includes Radford University Carilion, formerly known as Jefferson College of Health Sciences.
85. 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).