

Appendixes to *The Annual Report on the Economic Status of the Profession, 2024–25*

Appendix I. Compensation for Full-Time Faculty at Institutions with Faculty Ranking Systems, by Institution, 2024–25

Appendix II. Compensation for Full-Time Faculty at Institutions without Faculty Ranking Systems, by Institution, 2024–25

Appendix III. Compensation for Part-Time Faculty Paid per Course Section, by Institution, 2023–24

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, 2024–25*.

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.

Summary statistics for the *Annual Report* were calculated using preliminary data received by March 21, 2025. Institutions with data revised or submitted after March 21, 2025, are marked with an asterisk (*).

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APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Alabama																			
Auburn U	1	I	PU	157.3	115.8	95.1	69.6	71.6	63.1	113.0	100.0	100.0	13.5	7.5	P	49.7	21.6	28.7	
Samford U	2	IIA	PR	112.6	91.3	79.4	65.3			93.8	100.0	100.0	7.0	11.4	FFTV	52.2	20.7	27.1	
Troy U	2	IIA	PU	91.5	81.4	77.6		60.6	57.5	75.4	99.5	85.6	13.1	1.4	P	33.7	33.0	33.3	
U of Alabama	2,22	I	PU	169.2	108.8	86.5	65.6			105.1	100.0	100.0	16.8	6.9	PO	43.0	18.2	38.8	
U of Alabama at Birmingham	2	I	PU	167.4	112.2	93.7	78.8			118.7	100.0	99.7	13.2	8.2	PO	41.4	17.9	40.7	
U of Montevallo		IIA	PU	94.3	82.1	74.8	60.1			81.6	100.0	100.0	13.8	13.1	F	58.1	28.1	13.8	
U of North Alabama	2	IIA	PU	102.9	83.9	74.5	57.6	63.5		82.5	100.0	97.0	12.8	9.9	F	47.7	32.8	19.5	
U of South Alabama	3	I	PU	94.7	76.4	69.5	53.3			72.9	100.0	100.0	10.7	15.2	P	40.0	15.6	44.4	
Alaska																			
U of Alaska Anchorage		IIA	PU	113.1	91.7	80.2	65.6			90.5	100.0	100.0	10.7	21.8		60.5	38.2	1.3	
U of Alaska Fairbanks		I	PU	114.5	95.6	82.1	70.9			91.7	100.0	100.0	13.8	21.8		53.0	20.6	26.5	
U of Alaska Southeast		IIA	PU	97.1	88.5	74.7	51.6			83.0	100.0	100.0	11.2	22.4		67.6	29.4	2.9	
Arizona																			
Arizona St U	2,23	I	PU	172.8	121.2	96.8	63.9	76.6	60.3	114.3	100.0	100.0	8.1	12.1	Pp	39.1	14.5	46.4	
Embry-Riddle Aero U-Prescott	4	IIB	PI	117.6	99.2	80.5	68.4			90.6	100.0	100.0	10.2	12.3	FFT	29.0	32.5	38.5	
Northern Arizona U		I	PU	117.1	85.2	75.0	64.8			89.1	97.0	92.6	9.3	15.1		31.6	12.9	55.5	
U of Arizona	2,24	I	PU	157.4	111.0	91.6	53.5	71.0		115.8	99.9	99.9	7.0	11.2		50.2	15.5	34.3	
Arkansas																			
Harding U	2	IIA	PR	84.6	74.3	68.9	59.4	41.7		74.2	100.0	100.0	7.5	8.1		0.0	0.0	100.0	
Hendrix Coll	22	IIB	PR	80.8	72.0	62.2	55.3			73.4	92.3	100.0	5.0	13.4	FFTOV	70.3	13.2	16.5	
Lyon Coll		IIB	PR	72.6	61.0	59.2	46.1			61.6						49.0	45.1	5.9	
Southern Arkansas U Main Campus	4	IIA	PU	78.8	70.7	67.6	50.8			66.4	100.0	100.0	10.9	11.0	Ff	45.5	25.3	29.2	
U of Arkansas	5	I	PU	146.7	102.6	88.0	55.6	53.5		97.2	100.0	100.0	10.2	7.7		41.4	17.4	41.2	
U of Central Arkansas	6	IIA	PU	85.4	74.0	67.2	59.7	54.2	47.8	68.2	100.0	100.0	11.0	11.9		46.1	18.5	35.3	
California																			
California Baptist U	1	IIA	PR	115.5	107.1	94.3	69.7	50.7		103.1					FpT	53.5	35.8	10.6	
California Poly St U-San Luis Obispo	2	IIA	PU	136.3	120.7	106.4		89.4	170.0	114.5	98.5	100.0	10.1	16.9		21.7	50.7	27.6	
California St Poly U-Humboldt	2	IIA	PU	125.8	109.7	93.2	89.2	81.7		107.3	97.0	100.0	10.0	19.4		18.2	64.0	17.8	
California St Poly U-Pomona	2	IIA	PU	138.3	118.6	102.0		85.0		116.6	98.0	100.0	10.0	17.1		25.7	58.0	16.2	
California St U Maritime Academy		IIB	PU	140.7	116.7	95.5		81.4		108.9	96.7	100.0	10.1			15.0	56.7	28.3	
California St U-Bakersfield	2	IIA	PU	134.0	113.5	93.5		82.1		104.7	97.6	100.0	10.0	16.5		20.8	49.1	30.1	
California St U-Channel Islands	2	IIA	PU	143.7	119.1	100.4		86.8		114.9						18.5	55.4	26.1	
California St U-Chico	2	IIA	PU	126.5	107.0	91.2		80.7	-	106.0	98.7	100.0	10.0	18.7		17.6	62.3	20.1	
California St U-Dominguez Hills	2	IIA	PU	138.3	114.0	97.4		86.0		115.7	99.1	100.0	10.0	18.4		29.7	59.9	10.4	
California St U-East Bay	2	IIA	PU	138.3	114.0	97.4		86.0		115.7	99.1	100.0	10.0	18.4		29.7	59.9	10.4	
California St U-Fresno	2	IIA	PU	129.5	111.6	89.9		80.5	-	104.1	91.6	100.0	10.2	19.1		17.0	53.6	29.4	
California St U-Fullerton	2	IIA	PU	133.8	118.9	103.8		80.8		111.1						13.9	57.2	29.0	
California St U-Long Beach	2	IIA	PU	136.3	116.7	99.6		85.3	-	111.0	98.3	100.0	10.0	17.1		17.8	53.0	29.2	
California St U-Los Angeles	2	IIA	PU	134.7	120.8	102.9		82.1		114.8	98.3	100.0	10.0	17.4		24.0	58.8	17.2	
California St U-Monterey Bay	2	IIA	PU	138.6	118.2	97.3		76.0	-	109.4	96.8	100.0	10.1	16.7		19.5	56.1	24.4	
California St U-Northridge	2	IIA	PU	128.8	114.2	101.5		81.7	180.2	113.1	96.7	100.0	10.1	17.4		17.4	64.0	18.6	
California St U-Sacramento	2	IIA	PU	138.3	118.6	102.0		85.0		116.6	98.0	100.0	10.0	17.1		25.7	58.0	16.2	
California St U-San Bernardino	2	IIA	PU	132.7	113.0	94.3		79.5	-	108.5	94.7	100.0	10.1	17.3		25.9	53.4	20.7	
California St U-San Marcos	2	IIA	PU	135.4	118.8	103.8		78.8	-	108.5	97.0	100.0	10.0	17.1		21.1	49.4	29.5	
California St U-Stanislaus	2	IIA	PU	128.9	111.2	92.6		80.4		107.9						18.7	59.5	21.9	
Chapman U	2	IIA	PR	179.6	126.3	104.4	84.9		117.6	131.9	100.0	100.0	7.9	13.4	FTOV	43.1	15.3	41.6	
Claremont Graduate U		I	PI	146.3	113.3	95.6				128.3	100.0	100.0	6.0	9.8	Pp	66.3	11.3	22.5	
Claremont McKenna Coll		IIB	PI	195.9	149.3	112.8	77.4			157.4	90.5	99.4	9.9	7.1	OV	76.3	11.8	11.8	
Fresno Pacific U	7	IIA	PR	91.3	81.6	72.9	68.0			77.1	100.0	100.0	2.8	2.5		34.8	38.2	27.0	
Harvey Mudd Coll		IIB	PI	170.6	130.7	117.1				145.3	100.0	100.0	12.9	10.0	PpV	70.5	29.5	0.0	
Mount Saint Mary's U	2,22,25	IIA	PR	100.2	89.6	81.7	73.0			89.1					FpT	50.8	8.2	41.0	
National U		IIA	PI	112.5	88.9	85.2				105.2	100.0	100.0	11.8	17.6	FO	0.0	0.0	100.0	
Occidental Coll		IIB	PI	148.6	118.2	93.5	79.8			111.1	96.5	100.0	9.4	11.5	FTO	48.0	23.8	28.2	
Otis Coll of Art and Design		IIB	PI	91.1	85.5	80.6	-			85.4	88.9	100.0	7.5	17.9		0.0	0.0	100.0	
Pepperdine U		I	PR	166.4	134.1	103.9	78.2	84.3	101.1	128.8	100.0	99.5	8.7	22.0		48.1	18.3	33.6	
Pitzer Coll		IIB	PI	141.7	117.9	96.4	72.1	87.1		112.5	100.0	100.0	12.0	10.0	PpT	55.2	18.1	26.7	
Point Loma Nazarene U		IIA	PR	120.3	101.0	81.0				108.0	100.0	100.0	5.6	10.5		48.2	32.1	19.6	
Pomona Coll	22	IIB	PI	181.3	140.1	107.4	74.4			135.4	93.5	100.0	10.3	7.9	Pp	60.6	15.2	24.2	
Saint Mary's Coll of California		IIA	PR	118.4	103.8	97.3	91.7			106.4	100.0	100.0	3.0	13.4	FTV	66.3	15.6	18.0	
San Diego St U	2	I	PU	148.0	122.3	108.0		82.4	187.1	118.3	97.5	100.0	10.0	16.8		20.7	55.8	23.5	
San Francisco St U	2	IIA	PU	139.1	121.0	104.6		80.3	-	119.7	93.1	100.0	10.2	15.4		22.8	62.4	14.8	
San Jose St U	2	IIA	PU	142.3	122.2	105.7		85.8	-	116.7	98.6	100.0	10.0	16.6		24.9	54.4	20.6	

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
4.3	5.3	5.9	5.5	280	251	181	33	140	173	191	34	1525	164.1	120.5	98.5	74.9	143.8	109.1	91.9	64.4	87.7	90.5	93.4	82.8
2.5	4.5	9.5	7.4	76	38	40	2	58	49	73	22	358	116.6	94.3	84.6	-	107.4	89.1	76.6	63.7	92.2	94.5	90.6	85
1.6	4.4	5.8		52	56	45		17	61	71		439	92.1	84.8	79.0		89.7	78.2	76.7		97.4	92.3	97	89.6
3.8	5.0	5.5	5.3	228	242	184	168	112	177	240	222	1573	178.9	113.9	90.7	64.2	149.4	101.8	83.3	66.6	83.5	89.3	91.9	79.4
4.9	6.5	5.1	4.4	163	119	114	29	125	115	220	75	960	169.6	115.6	94.8	78.2	164.6	108.6	93.1	79.0	97.1	93.9	98.2	86.7
3.8	7.2	5.1	5.8	33	18	19	7	26	22	28	14	167	95.4	84.2	77.9	59.5	92.9	80.4	72.6	60.4	97.4	95.5	93.2	92.1
1.9	1.4	0.5	-	52	36	40	3	35	29	52	1	302	109.1	83.3	76.5	59.8	93.6	84.7	72.9	-	85.8	101.7	95.2	88.7
0.6	0.9	0.7	1.6	64	71	67	34	36	68	115	70	525	97.6	75.3	69.1	52.1	89.6	77.6	69.8	53.9	91.8	103.1	101	92.1
0.0	3.8	0.8	14.7	75	53	75	18	58	50	121	26	476	117.1	93.7	79.5	62.2	108.0	89.5	80.6	67.9	92.2	95.5	101.4	92.6
4.1	0.7	3.3	13.2	77	68	76	47	52	55	90	41	506	119.3	97.8	82.7	69.3	107.3	92.8	81.7	72.8	89.9	94.8	98.8	93.3
0.5	7.3	13.1	-	18	6	19		12	12	32	3	102	97.5	87.1	72.1		96.4	89.2	76.2	51.6	98.9	102.5	105.7	96.3
4.0	3.3	4.0	4.2	590	453	332	145	339	376	431	260	3623	179.0	127.1	105.1	64.8	161.9	114.0	90.4	63.4	90.4	89.7	86	80.6
3.5	4.7	6.3	8.6	24	36	54	10	4	10	25	6	169	121.2	101.1	81.3	70.1	96.2	92.3	78.7	65.4	79.4	91.3	96.8	86.8
3.0	6.0	3.2	6.7	181	153	183	24	135	170	254	35	1135	122.7	88.6	78.1	65.9	109.5	82.2	72.7	64.1	89.3	92.7	93.1	87.3
0.3	1.0	1.7	-1.1	456	281	228	27	222	265	237	39	1986	162.0	115.7	98.0	51.0	148.0	106.1	85.5	55.3	91.3	91.7	87.2	82
4.1	4.3	3.4	3.5	67	32	34	11	18	31	43	11	252	85.6	73.4	72.8	62.0	80.8	75.3	65.8	56.8	94.5	102.5	90.4	88.9
0.1	0.9	0.1	0.5	26	7	9	1	22	9	14	3	91	80.9	72.1	61.8	-	80.6	71.9	62.4	54.7	99.6	99.7	101	96.2
3.2	4.0	3.5	-	8	8	16	1	2	8	6	2	51	73.8	65.6	60.0	-	-	56.4	57.0	-	-	85.9	95	88.4
2.1	2.8	4.3	6.3	9	33	22	16	6	27	25	16	154	87.7	71.3	71.7	50.8	65.5	70.1	64.0	50.7	74.7	98.3	89.3	91.8
3.9	5.2	4.0	5.8	240	183	169	157	86	145	207	187	1377	149.8	105.5	96.4	57.9	137.9	98.8	81.1	53.6	92.1	93.7	84.1	78.6
1.4	2.4	3.4	3.8	66	68	45	11	37	69	46	59	518	86.8	75.2	69.5	62.4	82.9	72.7	65.0	59.2	95.5	96.6	93.5	89.8
4.0	5.2	12.7	6.6	96	46	36	6	71	45	50	19	385	115.4	106.0	95.5	70.0	115.7	108.2	93.5	69.6	100.2	102.1	97.9	94.9
11.0	12.7	10.7		228	99	104		99	90	93		989	137.9	124.5	108.5		132.6	116.5	104.1		96.1	93.6	96	93.1
11.9	14.2	11.8		55	31		19	40	45	27		264	126.3	112.8		89.2	125.0	107.5	93.2		99	95.3		95.9
11.6	13.1	10.9		153	89	69		108	68	96		696	138.9	120.1	105.5		137.6	116.6	99.4		99.1	97	94.2	94.3
10.9	9.3	10.1		11	11	7		5	4	5		60	141.1	119.9	97.2		139.9	108.0	93.1		99.1	90.1	95.8	100.3
12.4	15.5	11.7		45	51	36		34	35	34		336	135.7	114.6	93.1		131.8	111.9	93.9		97.2	97.6	100.9	94.6
12.2	13.0	10.3		36	20	15		33	35	25		222	145.3	122.4	98.5		142.0	117.3	101.5		97.8	95.8	103.1	96.3
11.2	13.3	12.3		104	58	38		61	74	41		472	128.8	108.3	91.8		122.6	105.9	90.7		95.2	97.8	98.7	93
11.6	13.6	11.0		65	48	32		52	60	45		337	141.8	114.9	102.0		133.9	113.3	94.0		94.4	98.6	92.1	91.5
11.6	13.6	11.0		65	48	32		52	60	45		337	141.8	114.9	102.0		133.9	113.3	94.0		94.4	98.6	92.1	91.5
12.1	13.2	11.8		143	109	56		85	94	72		793	130.4	112.1	91.2		127.9	111.1	89.0		98.1	99.2	97.5	91.7
11.4	12.7	11.0		208	116	63		175	129	82		1088	136.0	122.0	107.6		131.3	116.2	100.9		96.5	95.3	93.7	93.4
11.2	13.0	10.5		191	102	83		174	126	116		1121	137.3	117.8	104.4		135.1	115.8	96.1		98.4	98.3	92.1	95.4
11.1	13.3	10.3		114	68	63		110	80	89		633	136.6	119.4	103.8		132.8	122.0	102.3		97.2	102.2	98.5	96.8
12.0	14.9	10.9		29	23	18		31	41	24		221	142.2	120.5	94.5		135.2	116.9	99.4		95.1	97	105.1	92.5
11.7	12.8	10.7		198	96	63		192	92	81		897	130.0	115.4	106.4		127.7	113.0	97.7		98.2	97.9	91.9	94.4
11.6	13.1	10.9		153	89	69		108	68	96		696	138.9	120.1	105.5		137.6	116.6	99.4		99.1	97	94.2	94.3
13.0	12.9	11.5		100	45	58		90	52	76		532	135.6	115.4	93.6		129.5	110.9	94.9		95.5	96.1	101.4	95.6
11.9	13.5	10.5		57	47	34		59	48	55		427	138.4	121.2	102.0		132.6	116.5	105.0		95.8	96.1	102.9	89.4
13.2	13.3	11.6		88	42	24		54	42	43		375	129.1	113.2	94.2		128.7	109.2	91.7		99.7	96.5	97.3	92.1
3.0	4.1	4.8	3.5	122	88	91	14	49	84	119	15	587	189.6	131.6	107.3	86.8	154.7	120.7	102.3	83.2	81.6	91.7	95.3	80.6
0.2	0.0	2.1		25	8	6		21	8	12		80	160.1	101.0	90.7		129.9	125.5	98.0		81.1	124.3	108.1	87.2
3.2	6.1	5.2	3.2	52	35	11	8	21	22	11	9	169	207.2	156.6	113.5	77.9	168.1	137.5	112.1	77.0	81.1	87.8	98.8	78.7
3.1	3.4	0.8	2.3	7	13	14	2	2	16	28	7	89	91.5	80.8	71.6	-	-	82.3	73.5	67.8	-	101.9	102.7	96.7
4.0	6.9	6.6		32	14	14		17	11	17		105	175.5	129.0	114.6		161.3	132.8	119.1		92	102.9	103.9	92
4.5	4.3	3.4	5.9	14	8	9	6	27	22	32	4	122	100.4	89.1	79.5	70.5	100.1	89.8	82.3	76.8	99.6	100.8	103.5	101.8
1.3	0.4	1.2		98	17	13		120	44	16		308	119.3	84.1	95.2		106.9	90.8	77.1		89.6	107.9	81	89.4
4.5	6.1	6.2	7.2	32	17	20	29	32	16	28	28	202	155.2	118.3	96.7	82.9	142.1	118.0	91.2	76.6	91.5	99.7	94.3	92.7
2.6	4.3	4.8	-	7	8	4	1	10	10	14		54	90.8	87.8	82.3	-	91.3	83.6	80.1		100.5	95.3	97.3	96.9
2.1	5.0	5.0	4.6	90	41	40	16	56	34	55	22	399	172.5	134.0	112.2	80.2	156.5	134.2	97.9	76.8	90.7	100.1	87.3	85.3
3.6	5.9	6.2	5.8	20	5	2	11	23	10	17	10	105	142.2	126.4	-	72.2	141.2	113.6	96.7	72.0	99.3	89.8	-	94.5
6.9	7.6	8.1		53	19	14		36	33	13		168	123.0	99.5	81.6		116.4	101.9	80.3		94.6	102.4	98.4	94.4
4.6	6.1	8.0	6.7	50	28	14	22	40	23	20	34	231	186.4	138.9	109.9	74.3	174.9	141.6	105.6	74.5	93.8	102	96.1	88.6
1.0	1.6	1.8	1.1	37	17	18	11	44	38	14	26	205	119.6	108.5	100.4	97.5	117.3	101.7	93.3	89.3	98.1	93.8	92.9	94.1
11.4	12.2	10.5		193	141	84		136	119	133		1060	150.2	124.0	112.9		144.8	120.2	104.9		96.4	97	93	91.4
11.1	12.7	10.5		153	75	52		168	110	85		756	141.8	120.6	104.6		136.6	121.4	104.5		96.4	100.6	100	96.9
11.3	13.4	10.4		135	83	100		124	123	117		862	142.3	123.8	107.5		142.3	121.1	104.2		100	97.8	96.9	96.8

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT		
California (continued)																				
Scripps Coll	22,26	IIB	PI	154.2	119.5	97.9	78.2					118.6	100.0	100.0	12.0	11.5	PpV	65.4	15.4	19.2
Sonoma St U	2	IIA	PU	129.7	110.6	94.4		83.7				115.3	98.3	100.0	10.0	18.4		14.8	74.2	10.9
Stanford U	2	I	PI	318.5	205.0	165.3	107.4	113.9				224.6	100.0	100.0	8.3	8.8		55.8	14.9	29.3
U of California-Berkeley	8	I	PU	232.8	159.9	138.6	122.6	105.8	115.4			177.5	100.0	100.0	14.0	10.5		61.5	16.2	22.2
U of California-Davis	8,27	I	PU	196.4	134.7	120.8	85.4	98.7				153.1	100.0	100.0	14.0	12.2		66.4	16.3	17.3
U of California-Irvine	8	I	PU	222.9	152.5	131.6	85.2	115.6				173.7	100.0	100.0	14.0	10.7		67.8	17.0	15.2
U of California-Los Angeles	8	I	PU	282.9	171.8	134.9	116.3	99.7	116.6			207.8	100.0	100.0	14.0	9.0		61.3	14.6	24.1
U of California-Merced	8	I	PU	190.3	142.6	122.1	62.3	93.0				133.2	100.0	100.0	14.0	14.0		51.4	24.1	24.5
U of California-Riverside	8	I	PU	184.6	136.1	118.5	76.9	99.6	86.2			142.0	100.0	100.0	14.0	13.2		63.2	21.9	15.0
U of California-San Diego	8	I	PU	241.5	163.0	138.0	80.1	110.4				175.2	100.0	100.0	14.0	10.7		61.9	21.7	16.4
U of California-Santa Barbara		I	PU	240.8	149.1	131.8	85.2	107.9	37.9			177.8	100.0	100.0	14.0	10.5		67.2	15.9	16.9
U of California-Santa Cruz	8	I	PU	212.5	152.1	129.9	86.5	93.5	96.5			156.3	100.0	100.0	14.0	11.9		59.8	21.1	19.2
U of Redlands		IIA	PI	113.4	85.8	78.8		67.8	58.9			97.4	100.0	100.0	0.8	8.0	FpTV	74.4	4.0	21.6
U of San Diego		IIA	PR	147.5	111.2	96.8	90.6					119.0	100.0	100.0	10.0	8.4	FTV	54.6	15.3	30.1
U of San Francisco		I	PR	181.1	140.6	117.0	105.5					150.5	100.0	100.0	10.3	15.1		57.4	14.2	28.4
U of Southern California	2	I	PI	212.0	141.0	125.8	77.8	95.2				164.6	100.0	100.0	5.0	21.4	FfT	42.4	13.2	44.4
Whittier Coll		IIB	PI	109.3	89.4	81.0		72.4				92.4	95.2	100.0	8.0	12.6	FTV	66.7	11.9	21.4

Colorado

Adams St U		IIA	PU	89.2	67.5	54.6	47.0	49.8				64.1	100.0	100.0	11.4	18.3	P	36.0	24.8	39.2
Colorado Coll		IIB	PI	153.5	116.3	96.9	64.3	81.0				120.1	93.1	100.0	18.0	20.8		66.5	27.6	5.9
Colorado School of Mines		I	PU	169.7	124.0	107.1	104.9	85.7				126.7	100.0	100.0	21.4	15.7	O	46.8	16.5	36.8
Colorado St U Pueblo		IIA	PU	104.0	83.3	74.1	59.2	48.6				77.0	100.0	100.0	12.9	15.1	PpO	45.7	25.4	28.9
Colorado St U-Fort Collins	2	I	PU	153.0	110.5	92.4	68.6					113.3	100.0	100.0	13.8	9.9	F	53.1	17.6	29.3
Fort Lewis Coll		IIB	PU	92.3	79.4	67.2		52.4				75.5	100.0	100.0	14.0	15.9	P	53.2	28.7	18.1
U of Colorado Boulder		I	PU	165.2	120.7	117.3	80.1					120.6	100.0	93.5	10.0	14.4	Pp	50.5	18.0	31.5
U of Colorado Colorado Springs	4,22	I	PU	121.5	97.5	84.7	62.4					84.7	100.0	100.0	7.9	16.0	Pp	37.7	21.2	41.1
U of Colorado Denver	28	I	PU	165.9	127.1	112.5	78.8					122.7	100.0	100.0	10.0	11.5	P	42.0	13.7	44.3
U of Denver	2	I	PI	151.0	113.1	99.2	105.3	79.7				115.7	100.0	100.0	6.3	9.3	P	49.9	13.6	36.5
U of Northern Colorado	2	I	PU	96.4	79.2	70.7	58.7	59.7				81.5	100.0	85.2	10.0	11.2	POV	59.5	15.3	25.2

Connecticut

Albertus Magnus Coll	22	IIA	PR	88.6	84.9	79.6						84.9	77.8	100.0	9.0	9.0	FT	6.7	0.0	93.3
Central Connecticut St U	29	IIA	PU	130.4	104.1	80.8	67.1					109.0	99.5	97.6	30.8	22.1	F	70.6	23.1	6.3
Connecticut Coll		IIB	PI	114.7	93.0	78.1	61.1	69.4				93.6		100.0		19.8	PTOV	62.2	18.4	19.5
Fairfield U		IIA	PR	156.5	126.7	104.5	92.5					120.1	87.1	100.0	9.2	14.4	FfT	45.4	19.4	35.2
Quinnipiac U	9	IIA	PI	131.4	103.2	91.1	77.5					108.8	100.0	100.0	8.7	12.7	FT	47.7	13.3	39.0
Trinity Coll		IIB	PI	149.2	111.4	92.2	66.8	77.2				104.8	100.0	100.0	8.2	8.5	FfTO	46.1	21.1	32.9
U of Connecticut	2	I	PU	184.4	128.8	103.9	79.3	103.1				134.2	100.0	100.0	6.5	17.2	Fp	49.9	18.6	31.6
U of Hartford	10	IIA	PI	103.5	84.8	80.1	75.9					85.9	100.0	100.0	5.5	10.4	FfTV	53.9	20.0	26.1
U of New Haven	2	IIA	PI	142.0	114.2	101.0						117.7	100.0	100.0	9.0	15.1	FT	64.7	29.9	5.4
U of Saint Joseph	2	IIA	PR	99.4	87.7	77.2	64.3					84.3	100.0	100.0	4.5	12.4	PfTV	38.5	29.9	31.6
Wesleyan U		IIA	PI	176.9	126.3	101.0	72.5		132.3			125.7	100.0	100.0	10.2	11.7	PO	46.4	20.4	33.2
Yale U	2	I	PI	283.2	177.1	146.2	106.9	106.0				201.1	100.0	87.6	12.3	8.4	O	47.0	19.5	33.5

Delaware

U of Delaware	2	I	PU	178.2	128.0	110.8	94.0					136.5	100.0	100.0	11.0	15.9	FT	52.0	14.6	33.5
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District of Columbia

American U		I	PR	182.0	127.5	114.5	80.1	89.1	113.7			123.5	98.5	100.0	9.1	7.1	FfTO	43.4	11.2	45.4
Catholic U of America		I	PR	126.9	95.5	88.3	57.0					101.3	100.0	100.0	7.0	5.2		53.5	22.8	23.7
Gallaudet U		IIA	PI	122.8	95.4	81.3	81.9	79.4				99.9	100.0	100.0	25.0	18.6	FfV	53.7	26.5	19.8
George Washington U	2	I	PI	203.0	131.8	108.1	102.7					152.4	100.0	100.0	9.0	7.0	PpTV	53.5	10.6	35.8
Georgetown U		I	PR	226.8	149.1	119.9	137.0	72.7				177.8	100.0	100.0	8.7	5.3		46.7	14.1	39.2
Howard U	2	I	PI	154.4	113.2	101.3	82.7	65.8				107.3	100.0	100.0	7.6	8.8	Fp	50.6	19.5	29.9

Florida

Beacon Coll		IIB	PI	77.3	68.7	58.1	58.4					62.3	100.0	100.0	4.4	13.6	FTV	0.0	0.0	100.0
Bethune-Cookman U		IIA	PR	92.3	71.4	66.7	66.3					69.8	55.5	94.9	6.7	10.2	F	23.4	37.2	39.4
Eckerd Coll		IIB	PR	105.2	85.5	77.5	61.4					81.0	94.0	100.0	10.0	15.6		47.6	25.0	27.4
Embry-Riddle Aero U-Daytona Beach	4	IIA	PI	132.6	99.6	80.6	60.3					96.8	100.0	100.0	10.2	12.3	FfT	36.0	19.5	44.6
Florida Ag and Mech U	2	IIA	PU	110.9	85.7	72.3	67.0					85.9	100.0	83.2	11.9	18.7		51.9	16.5	31.7
Florida Atlantic U	4	I	PU	129.6	102.5	86.1	67.5					97.3	100.0	100.0	11.1	16.8		53.1	14.9	32.1
Florida Gulf Coast U	2	IIA	PU	120.0	99.3	81.8	65.6					90.2	100.0	100.0	11.3	16.6	PpO	0.5	0.0	99.5
Florida International U	2	I	PU	167.5	115.8	107.0	87.3	124.9	123.9			117.7	100.0	100.0	8.2	13.6	Pp	42.4	11.3	46.3

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
7.7	8.8	11.6	3.3	10	15	9	9	19	24	11	6	104	153.1	122.1	98.2	79.7	154.7	117.8	97.6	75.9	101.1	96.5	99.4	104.6
11.0	11.6	10.5		66	22	12		47	39	17		229	131.1	111.6	91.3		127.7	109.9	96.6		97.4	98.5	105.7	95.1
4.8	6.8	7.7	4.7	528	131	117	26	156	95	107	35	1551	319.9	210.1	165.7	119.7	313.9	198.1	165.0	98.2	98.1	94.3	99.5	74.4
				543	201	155	19	301	170	161	7	1929	239.3	168.6	138.4	118.5	221.1	149.5	138.9	133.5	92.4	88.7	100.4	86.4
				431	142	118	11	249	137	104	8	1489	198.7	135.7	123.8	84.1	192.6	133.5	117.3	87.3	96.9	98.4	94.7	88.8
				428	118	99	14	235	132	129	3	1436	227.7	156.0	135.5	78.6	214.0	149.4	128.5	116.1	93.9	95.8	94.8	86.4
				598	141	188	8	379	150	200	2	1979	292.8	170.1	134.6	109.3	267.4	173.5	135.1	-	91.3	102	100.4	85.3
				62	54	37	3	48	42	48		444	191.2	144.2	119.2	62.3	189.2	140.7	124.3		98.9	97.6	104.3	95.3
				236	141	102	13	114	113	76	5	988	192.5	138.7	117.7	75.5	168.3	132.9	119.5	80.3	87.4	95.8	101.5	88.3
				430	122	151	30	163	115	113	3	1489	244.3	166.9	142.2	80.2	234.1	158.9	132.4	78.6	95.8	95.2	93.1	81.8
				313	105	82	15	191	88	69	9	1112	246.9	150.6	134.4	86.0	230.7	147.3	128.6	83.8	93.4	97.8	95.7	87.2
				190	76	71	6	130	72	87	4	835	214.2	156.7	133.4	77.8	210.0	147.2	127.2	99.4	98	94	95.3	89.9
1.2	1.7	5.1		52	11	2		58	10	5		176	116.7	86.3	-		110.5	85.2	76.9		94.7	98.7	-	97.4
3.4	3.5	4.0	4.1	105	71	49	30	92	67	78	30	522	156.4	111.9	93.3	99.2	137.4	110.5	98.9	82.0	87.8	98.8	106.1	90.4
5.0	5.2	5.8	3.7	90	56	41	10	87	90	60	3	437	182.3	144.3	121.6	104.5	179.9	138.3	113.8	108.9	98.7	95.8	93.6	94.8
5.7	6.8	5.7	-	610	343	224	9	325	282	231	10	2184	226.1	147.0	132.5	78.0	185.7	133.7	119.3	77.6	82.1	90.9	90.1	80.4
3.0	3.9	3.1		17	12	3		15	12	7		84	112.1	91.8	81.0		106.2	87.0	81.0		94.8	94.7	99.9	94.1
5.0	5.0	7.4	5.0	13	6	27	1	16	11	46	2	125	89.5	71.2	57.7	-	89.1	65.5	52.8	-	99.5	92.1	91.4	92
4.3	5.1	6.3	-	32	25	28	2	31	47	28	2	203	156.1	118.8	97.1	-	150.8	114.9	96.8	-	96.6	96.7	99.6	95.8
2.6	4.4	4.6	3.8	83	47	29	44	21	20	22	36	340	170.4	124.9	109.7	106.1	167.0	122.1	103.8	103.5	98	97.8	94.6	87.4
7.3	10.4	7.3	3.5	29	19	23	9	13	16	23	10	173	107.0	83.2	72.9	62.6	97.5	83.4	75.3	56.1	91.1	100.2	103.3	90.7
1.8	2.1	3.1	2.6	306	223	151	85	165	216	198	143	1487	157.8	114.7	95.2	71.3	144.1	106.0	90.4	67.0	91.3	92.4	94.9	83.3
2.4	2.3	2.2		33	18	26		31	20	26		188	95.7	79.4	67.9		88.6	79.4	66.5		92.6	100	97.9	92.8
4.2	6.4	5.0	6.1	356	217	144	271	158	162	148	272	1728	167.8	123.8	122.1	83.2	159.3	116.6	112.7	77.0	95	94.2	92.3	86.1
4.3	5.5	4.2	6.9	52	49	43	71	28	42	54	114	453	127.3	100.0	85.1	64.4	110.7	94.6	84.4	61.2	87	94.6	99.2	85.1
3.1	4.1	4.6	4.1	115	132	85	77	91	120	136	99	855	167.7	122.1	111.6	76.7	163.6	132.6	113.0	80.5	97.6	108.6	101.3	97.8
5.3	5.1	4.3	1.0	139	92	56	15	109	90	80	5	748	156.3	119.3	107.8	99.6	144.2	106.7	93.2	122.3	92.3	89.5	86.5	88.3
5.2	8.9	5.9	3.2	88	38	37	1	67	53	50	12	385	99.9	84.6	73.4	-	91.9	75.3	68.8	58.9	91.9	89	93.7	86.7
3.3	1.1	4.9	-	12	7	2		5	11	7	1	45	86.0	88.8	-		94.7	82.4	79.7	-	110.1	92.9	-	97
4.7	5.3	5.8	-	111	67	41	1	64	62	61	4	411	132.3	104.7	81.1	-	127.0	103.4	80.5	67.5	96	98.7	99.3	90.5
3.1	4.7	4.5	-	35	25	20	2	29	27	24	2	185	119.4	94.3	78.6	-	109.0	91.7	77.7	-	91.3	97.3	98.9	94.1
4.0	5.6	4.8	7.5	34	49	75	20	44	55	87	17	381	156.5	133.0	106.5	90.5	156.6	121.2	102.8	94.8	100.1	91.1	96.6	97.7
3.4	7.3	6.4	2.8	59	41	31	13	84	65	50	26	369	145.6	105.2	97.0	79.6	121.5	101.9	87.3	76.5	83.5	96.9	90	87.6
2.1	3.3	4.5	5.2	36	27	18	14	18	30	29	13	228	152.1	108.6	93.9	70.7	143.3	114.0	91.2	62.6	94.2	105	97.2	89.5
6.2	6.2	5.7	6.6	306	259	210	42	177	210	245	80	1568	191.2	132.3	107.1	81.4	172.5	124.5	101.2	78.2	90.2	94.1	94.4	84.5
3.3	3.2	4.8	6.5	49	47	24	36	23	52	34	44	310	103.9	86.1	81.2	75.6	102.5	83.7	79.3	76.0	98.6	97.2	97.7	94.3
5.2	3.2	4.1	-	30	42	20		17	25	30	2	167	145.2	117.0	105.9		136.4	109.5	97.8	-	93.9	93.6	92.4	89
2.9	4.1	3.1	-	9	14	13	2	8	33	37	1	117	95.7	95.7	74.8	-	103.5	84.2	78.1	-	108.1	88	104.5	95.5
4.6	8.4	7.1	2.3	76	54	42	33	44	62	66	35	422	183.4	126.5	100.1	72.0	165.6	126.2	101.6	73.1	90.3	99.8	101.5	89.3
4.3	6.0	5.5	2.8	449	94	124	14	202	70	131	6	1443	289.1	186.9	151.3	111.2	269.9	163.8	141.4	97.0	93.4	87.6	93.4	78.9
10.3	11.4	11.3	11.2	250	204	174	24	155	186	208	63	1264	181.7	132.0	112.4	99.3	172.5	123.6	109.4	92.0	94.9	93.6	97.3	88.4
3.0	3.5	4.9	4.0	120	86	57	5	78	86	63	8	815	185.5	129.7	117.0	83.1	176.5	125.4	112.2	78.2	95.2	96.7	95.9	87.9
1.1	3.9	0.9	0.0	62	78	57	1	25	39	46	4	312	123.8	97.0	90.3	-	134.5	92.4	85.9	56.5	108.6	95.3	95.2	94.7
				23	17	11	5	37	24	12	4	162	128.7	92.6	82.3	90.6	119.1	97.3	80.4	71.0	92.6	105.1	97.7	98.6
4.9	5.3	5.5	1.8	273	183	115	4	145	221	147	20	1108	203.9	140.9	116.3	108.8	201.2	124.3	101.6	101.5	98.7	88.3	87.4	83.4
5.6	6.8	6.8	5.2	306	166	95	13	232	157	161	8	1151	239.1	156.2	122.0	139.4	210.5	141.7	118.7	133.1	88.1	90.7	97.2	84.1
0.0	1.3	1.0	4.5	99	107	78	23	65	98	100	33	759	157.5	114.0	102.8	76.8	149.6	112.4	100.2	86.9	95	98.6	97.5	92.3
3.5	7.0	4.3	4.3	4	3	1	6	1	3	9	12	39	79.1	72.0	-	61.6	-	65.5	58.2	56.8	-	90.9	-	85.9
2.1	2.4	3.9	0.8	7	16	36	18	5	12	24	19	137	84.6	69.4	65.8	73.3	103.0	74.1	68.2	59.6	121.7	106.8	103.7	99.4
2.5	2.6	2.6	2.7	21	15	19	20	17	19	31	26	168	106.5	86.1	78.6	62.7	103.6	85.0	76.9	60.4	97.3	98.8	97.8	94.2
3.8	4.5	6.7	10.0	81	80	105	16	13	35	67	9	406	135.0	100.8	79.9	63.8	117.2	96.8	81.8	54.1	86.8	96	102.3	87.1
5.4	4.8																							

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	T		TT	NTT		
																			% of SAL.	RET
Florida Poly U		IIB	PU	153.0	103.8	88.3	74.4					95.7	100.0	100.0	10.1	14.7		0.0	0.0	100.0
Florida St U	2	I	PU	161.7	119.9	100.9				91.0	120.8	100.0	100.0	10.5	11.8			51.1	20.2	28.7
Jacksonville U	2	IIA	PI	94.6	88.9	74.1	55.4				80.7	100.0	100.0	5.4	7.6	PpT		41.2	29.4	29.4
Miami Dade Coll		III	PU	95.6	81.7	70.9	63.1				80.6	100.0	93.5	17.3	14.3			78.8	21.2	0.0
New Coll of Florida		IIB	PU	102.7	94.3	80.1	73.5				89.7	100.0	100.0	11.3	16.8			44.1	39.8	16.1
Rollins Coll		IIA	PI	120.1	97.2	74.0	65.2	78.5			96.2	100.0	100.0	9.5	10.3	FpT		58.2	15.0	26.8
Southeastern U		IIA	PR	95.7	76.0	61.8	-	-			77.0							0.0	0.0	100.0
Stetson U	22	IIA	PI	136.5	92.3	74.8	67.7	-	-	98.9	100.0	100.0	9.8	8.5	FTO		55.9	21.7	22.4	
U of Central Florida	2	I	PU	158.0	110.5	92.9	68.6	77.4			104.0	100.0	100.0	6.1	15.7	P		45.5	14.1	40.4
U of Florida	2	I	PU	181.5	125.1	102.5		86.3			130.0	100.0	100.0	11.0	11.1	TO		48.0	23.4	28.6
U of Miami	11	I	PI	209.1	145.4	118.9	86.7	84.7			145.6	100.0	100.0	7.4	10.5	O		49.2	11.1	39.7
U of North Florida	2	IIA	PU	122.9	97.5	82.8	61.7	53.9			88.4	100.0	100.0	11.1	14.2			46.5	17.2	36.3
U of South Florida	2,30	I	PU	145.9	106.7	99.6	71.6				104.5	100.0	100.0	5.4	4.9			48.6	15.2	36.2
U of Tampa		IIA	PI	129.3	112.4	92.7	80.3	78			98.7	100	100	7.2	10.2	FTV		40	25.9	34.1
U of West Florida	2	IIA	PU	127.0	101.8	88.3	67.0	71.3			97.2	100.0	100.0	11.5	23.0	PpO		48.0	15.4	36.5

Georgia

Agnes Scott Coll		IIB	PR	105.7	88.2	74.5	63.8		-	86.9	87.4	100.0	5.9	18.1	FFTV		48.4	17.9	33.7	
Berry Coll	4	IIA	PI	108.5	89.3	72.9	66.2	60.4			83.8	100.0	100.0	15.2	18.3	FFTV		47.5	19.2	33.3
Brenau U		IIA	PI	101.4	88.2	78.2	55.0				83.8	100.0	100.0	4.8	5.9	FFT		0.0	0.0	100.0
Clayton St U	2	IIA	PU	88.8	79.6	72.1	68.6	62.3			79.3	100.0	100.0	14.0	10.4			62.5	15.8	21.7
Emory U	2	I	PR	213.3	135.8	113.7	71.5				153.5	98.9	98.9	8.2	9.9			49.7	20.2	30.0
Georgia Coll & St U	31	IIA	PU	101.7	84.6	77.8		62.7			82.8	100.0	100.0	13.9	12.0	None		52.1	20.9	27.1
Georgia Inst of Tech-Main Campus	2	I	PU	185.9	134.3	125.9	81.7	94.7			145.7	100.0	100.0	20.0	13.8			58.4	22.6	18.9
Georgia St U	4	I	PU	153.4	109.9	102.2	71.3	72.7	76.7	110.0	99.0	98.9	15.4	9.5	None		42.6	15.1	42.3	
Georgia St U-Perimeter Coll	4	III	PU	75.7	64.1	60.7	56.0	55.8	49.5	62.8	97.5	97.5	20.1	15.1	None		54.5	21.5	24.0	
Kennesaw St U	11	I	PU	108.0	91.7	86.4	65.2	68.8			87.6	98.2	98.2	16.4	11.9			45.5	18.0	36.5
Mercer U	4	I	PI	103.5	87.9	76.6	54.6	68.0			86.7	100.0	100.0	13.6	23.0	FFTV		41.3	24.8	33.9
Oglethorpe U		IIB	PI	89.7	72.7	74.3	60.0	60.0			71.1	100.0	100.0	6.5	10.3			37.5	19.3	43.2
Spelman Coll		IIB	PI	114.5	90.6	76.2	68.1	69.0	176.9	86.0	100.0	100.0	5.4	18.9	FFTV		42.4	24.1	33.5	
U of Georgia	6	I	PU	152.9	117.2	105.0	60.3	88.5			120.9	99.3	100.0	14.1	9.4			55.3	18.5	26.2
U of North Georgia	2,22	IIA	PU	91.0	80.1	74.9	-	56.6	59.3	74.3	100.0	100.0					52.7	13.1	34.1	
U of West Georgia	4	I	PU	90.1	74.8	70.4	50.5	59.7			75.1	99.8	99.8	15.6	12.8	None		55.6	12.3	32.1
Wesleyan Coll		IIB	PR	69.4	63.2	54.2		-			62.2	100.0	100.0	5.0	20.8	FFTOV		63.8	17.0	19.1

Hawaii

Chaminade U of Honolulu	2	IIA	PR	92.7	81.6	77.8		64.9			79.9	84.8	96.7	5.5	7.4	PFT		26.1	14.1	59.8
Hawaii Comm Coll	12	III	PU	108.1	95.9	80.7	72.1				86.8	100.0	100.0	24.0	18.0			75.9	15.2	8.9
Honolulu Comm Coll	12	III	PU	113.2	95.3	81.2	67.0				92.3	100.0	100.0	24.0	16.9			84.3	9.8	5.9
Kapiolani Comm Coll	12	III	PU	113.8	95.6	85.7	77.5				94.2	100.0	100.0	24.0	16.6			75.9	16.6	7.5
Kauai Comm Coll	12	III	PU	114.0	96.5	86.7	76.4				90.0	100.0	100.0	24.0	17.3			70.7	22.4	6.9
Leeward Comm Coll	12	III	PU	110.5	94.8	83.2	69.5				91.0	100.0	100.0	24.0	17.1			76.0	21.1	2.9
U of Hawaii Maui Coll	12	III	PU	114.0	93.3	83.1	74.2				89.0	100.0	100.0	24.0	17.5			68.5	24.7	6.7
U of Hawaii at Hilo	12	IIA	PU	125.4	110.1	91.5	81.0				109.0	100.0	100.0	24.0	14.3			69.4	12.9	17.7
U of Hawaii at Manoa	12	I	PU	164.5	124.1	106.4	84.6				131.2	100.0	100.0	24.0	11.9			63.3	18.8	17.9
U of Hawaii-West Oahu	12	IIB	PU	124.6	102.0	88.0	81.6				104.9	100.0	100.0	24.0	14.9			67.1	21.2	11.8
Windward Comm Coll	12	III	PU	109.5	93.1	80.0	69.8				89.0	100.0	100.0	24.0	17.5			73.8	19.7	6.6

Idaho

Boise St U	2	I	PU	118.6	99.6	80.9	54.5	57.5			91.4	100.0	100.0	9.3	14.2	Pp		48.6	12.1	39.3
Coll of Idaho		IIB	PI	83.6	69.7	63.3	-	54.7	-		70.6	100.0	100.0	6.4	15.0	FT		49.4	34.6	16.0
Idaho St U	2	I	PU	100.0	91.0	81.0	65.0	56.2			82.5	78.6	78.6	11.8	15.8			37.2	13.9	48.9
Lewis-Clark St Coll	2	IIB	PU	84.2	68.0	60.2	54.2				68.1	100.0	100.0	10.8	19.1	Pp		50.0	14.3	35.7

Illinois

Augustana Coll	4	IIB	PR	93.0	75.7	66.7	53.3				75.1	100.0	100.0	6.3	10.5			59.6	15.0	25.4
Aurora U	4	I	PI	97.5	84.7	76.4		69.6			82.0	100.0	100.0	5.1	8.5	FFTV		38.4	9.6	52.0
Bradley U	11	IIA	PI	109.7	83.9	77.5	69.9	61.4	-		85.7	100.0	100.0	6.0	11.4	FFTV		55.3	23.7	21.0
DePaul U	2	I	PR	148.1	114.3	103.1	83.0				114.5	100.0	100.0	9.0	14.7			62.1	13.6	24.2
Dominican U		IIA	PR	93.2	75.9	75.6	69.2	70.6			80.9	100.0	100.0	6.8	13.6	FFTV		55.3	17.8	27.0
Elmhurst U	22,32	IIA	PR	95.6	79.8	74.7	63.2	62.5			80.0	95.7	100.0	8.1	15.6	FTO		46.6	20.5	32.9
Governors St U		IIA	PU	109.4	97.0	85.8		81.8	76.4		91.3							42.2	27.5	30.3
Illinois Coll		IIB	PR	81.4	69.2	61.4	61.3				69.0	95.6	98.5	5.1	19.0	FFT		48.5	27.9	23.5
Illinois St U	2	I	PU	110.6	95.6	81.8		55.1			88.3	100.0	100.0	12.0	23.9	PpOV		56.6	20.2	23.3
Illinois Wesleyan U		IIB	PI	97.1	76.0	68.4	59.3				79.5	76.0	100.0	6.0	14.5	FpT		62.0	18.0	20.0
Knox Coll		IIB	PI	82.9	71.7	63.2	56.2				70.8							59.2	21.4	19.4

APPENDIX I

(7)				(8)								(9)								SALARY-EQUITY				
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				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
				8	16	35	7	1	2	14	7	90	150.6	104.4	87.7	76.5	-	-	89.9	72.2	-	-	102.5	90.6
				340	194	172		148	155	148		1604	168.3	125.0	104.8		146.7	113.5	96.4		87.2	90.8	91.9	81.2
2.7	4.2	3.3	0.8	32	25	29	9	26	30	73	14	238	95.5	88.0	73.6	53.7	93.6	89.6	74.2	56.5	98	101.8	100.8	95.6
3.0	4.1	4.4	4.0	85	130	75	46	99	138	74	46	693	96.6	81.8	70.7	63.2	94.6	81.7	71.1	63.1	97.9	99.9	100.6	100.2
3.4	3.7	9.7	16.6	12	17	24	3	9	15	11	2	93	108.8	91.9	81.8	75.0	94.6	97.0	76.2	-	87	105.5	93.2	98.4
7.1	7.4	7.5	6.7	37	32	15	3	34	33	34	2	220	132.4	103.5	73.9	62.1	106.7	91.2	74.1	-	80.5	88.1	100.2	80.9
				16	12	10	1	20	17	26		104	113.2	73.3	59.5	-	81.7	77.9	62.7		72.2	106.3	105.4	85.6
5.4	8.2	8.7	11.0	44	38	40	10	41	32	49	6	263	131.1	94.2	81.4	70.6	142.4	90.1	69.4	62.9	108.6	95.7	85.2	96.2
1.9	2.2	2.9	1.8	226	207	117	106	90	123	91	124	1412	163.3	113.2	100.9	75.3	144.6	106.0	82.7	62.9	88.6	93.7	81.9	78.5
4.7	6.4	6.1		575	314	324		237	246	333		2511	185.7	131.2	106.2		171.4	117.4	98.8		92.3	89.5	93	82.1
11.7	11.2	11.6	12.3	256	175	91	1	120	112	69	4	1143	214.1	148.2	123.5	-	198.3	141.0	112.9	90.9	92.6	95.1	91.4	83.7
2.0	3.8	3.5	6.2	85	83	50	65	55	73	77	103	622	128.3	101.5	89.1	62.6	114.4	93.0	78.8	61.1	89.2	91.6	88.4	83.6
0.5	2.3	2.7	2.3	274	204	123	211	138	163	121	294	1528	152.7	109.8	104.2	75.3	132.2	102.8	95.0	68.9	86.6	93.6	91.1	81.5
5.9	6.2	5.5	4.9	43	80	46	49	23	55	74	70	487	131	112.8	99.1	78.8	126.1	111.7	88.8	81.4	96.2	99	89.7	91
5.2	7.8	10.0	9.3	66	48	36	18	32	30	58	29	356	129.3	105.1	91.1	71.3	122.2	96.6	86.6	64.3	94.5	92	95.1	84.8
3.1	5.9	3.3	5.2	11	4	6		18	20	31	4	95	103.3	85.5	68.1		107.2	88.8	75.7	63.8	103.7	103.8	111.2	95.8
2.3	2.8	2.7	2.5	27	30	28	1	12	24	25	6	177	110.8	91.3	74.1	-	103.5	86.9	71.6	66.0	93.4	95.2	96.6	89.8
-0.7	2.4	3.4	2.0	7	14	20	1	15	32	44	7	140	89.0	90.1	73.4	-	107.1	87.3	80.5	57.6	120.3	96.9	109.7	105.5
3.3	4.5	4.6	3.6	40	21	14		38	16	26	3	184	92.5	78.3	73.6		84.9	81.3	71.3	68.6	91.8	103.9	96.8	93.3
3.7	5.2	7.3	4.5	266	201	141	28	177	195	187	50	1245	219.0	141.6	119.0	79.1	204.7	129.7	109.6	67.3	93.5	91.6	92.1	84.4
2.8	5.3	5.5		59	31	38		49	39	33		340	103.9	88.1	79.8		99.1	81.8	75.6		95.4	92.9	94.7	94.2
2.6	4.1	3.1	3.3	430	179	146	76	109	85	109	40	1294	186.6	133.4	127.9	87.6	182.9	136.2	123.3	70.4	98	102.1	96.4	86.9
2.7	5.0	4.5	7.1	212	139	112	6	129	129	138	26	1214	166.1	112.7	108.3	61.9	132.7	106.8	97.3	73.5	79.9	94.8	89.9	82.3
4.2	5.5	5.2	5.1	37	48	35	7	33	69	34	10	358	75.3	64.8	60.5	54.4	76.3	63.7	61.0	57.1	101.3	98.4	100.9	97.4
4.3	5.9	6.1	8.3	205	171	169	21	130	129	167	27	1372	114.3	92.8	89.8	68.4	98.2	90.2	83.0	62.8	85.9	97.2	92.4	88.2
2.8	3.7	4.0	3.1	85	70	66		50	76	98	5	484	103.9	90.9	81.4		102.7	85.1	73.4	54.6	98.8	93.6	90.1	89
5.2	2.8	3.5	3.1	11	7	5	9	6	11	12	6	88	90.1	76.4	91.3	62.7	89.1	70.4	67.2	55.9	98.9	92.2	73.6	88.9
1.0	2.6	3.8	2.9	9	16	7	6	22	39	40	16	203	116.8	96.6	76.7	70.6	113.6	88.1	76.1	67.2	97.3	91.2	99.3	98.8
3.5	5.4	5.4	6.0	541	289	217	33	240	270	255	23	2238	156.1	121.1	106.7	62.1	145.8	113.0	103.6	57.8	93.4	93.3	97.1	87.5
1.6	1.4	1.8		104	109	48	1	67	90	50	1	700	92.0	80.1	74.7	-	89.4	80.1	75.1	-	97.2	100.1	100.5	96.3
3.3	4.7	6.4	3.4	80	45	23	6	58	49	57	19	405	93.0	71.8	73.6	51.3	86.2	77.6	69.1	50.3	92.7	108.1	93.9	89.5
0.0	0.9	2.3		6	3	5		12	10	9		47	69.6	59.7	53.8		69.2	64.2	54.4		99.4	107.6	101.2	103.4
0.2	1.3	0.7		8	12	13		5	19	26		92	94.9	84.1	72.3		89.3	79.9	80.5		94.1	95	111.3	100.3
				3	9	8	8	10	9	23	9	79	113.4	100.9	81.6	67.8	106.5	91.0	80.3	76.0	93.9	90.2	98.4	99.2
				16	14	24	2	13	11	14	8	102	115.6	96.7	83.2	-	110.2	93.4	77.8	68.1	95.3	96.6	93.6	93.6
				28	15	32	11	25	23	30	23	187	117.4	95.4	86.6	78.1	109.9	95.7	84.9	77.2	93.6	100.3	98.1	94.6
				6	3	14	4	5	1	15	10	58	112.6	99.6	86.0	77.5	115.7	-	87.2	76.0	102.8	-	101.4	95.7
				24	12	23	12	32	20	19	29	171	113.6	95.2	84.9	70.9	108.2	94.6	81.1	68.9	95.2	99.3	95.5	94.6
				9	9	11	10	10	9	13	18	89	111.0	95.2	81.9	70.1	116.8	91.4	84.1	76.6	105.3	96	102.6	100.6
				41	38	8	7	32	21	17	22	186	126.9	110.9	92.4	75.9	123.4	108.6	91.1	82.6	97.3	97.9	98.6	91.7
				252	148	117	45	174	137	114	93	1080	173.5	131.2	107.7	85.4	151.4	116.4	105.0	84.2	87.3	88.7	97.5	84.6
				20	10	8	7	11	16	11	2	85	123.8	107.4	85.8	80.6	125.9	98.6	89.7	-	101.7	91.8	104.6	96.5
				11	6	6	5	7	8	7	11	61	110.1	93.1	82.4	67.9	108.5	93.1	78.0	70.7	98.6	100	94.7	92.2
5.8	5.7	4.1	1.4	141	115	92	16	99	96	117	20	835	120.9	105.4	85.3	56.4	115.2	92.7	77.4	52.9	95.3	87.9	90.7	84.7
0.3	1.2	1.7	21.6	19	5	15	1	11	7	11	1	81	83.7	69.2	64.3	-	83.4	70.1	61.9	-	99.6	101.2	96.2	97
4.2	8.3	10.0	13.1	76	72	69	50	56	58	79	40	562	103.7	93.5	80.7	67.4	95.1	87.9	81.3	62.2	91.6	94	100.8	91.8
3.7	4.9	5.0	3.4	22	14	13	13	17	30	16	15	140	83.6	68.4	60.6	53.4	84.9	67.9	59.8	54.8	101.6	99.3	98.7	97.7
2.5	2.8	2.4	3.1	41	16	13	21	31	27	16	28	193	94.5	77.2	67.8	51.7	91.0	74.8	65.7	54.4	96.2	96.8	96.9	93.4
3.0	3.4	3.5		12	20	13		12	18	33		125	100.8	86.6	76.8		94.2	82.5	76.2		93.4	95.2	99.3	93.7
0.0	0.8	0.9	0.0	52	52	41	13	18	30	62	10	291	110.5	85.8	84.6	71.5	107.4	80.6	72.8	67.8	97.2	94	86.1	84.6
3.4	4.1	4.5	3.8	146	150	56	99	91	148	59	109	858	155.3	119.2	113.6	88.6	136.5	109.3	93.0	78.0	87.9	91.8	81.9	84.8
3.6	5.8	2.5	3.1	25	11	17	1	29	18	23	3	152	98.0	76.7	76.0	-	89.0	75.4	75.4	63.9	90.8	98.3	99.2	

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)			(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS								
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT							
Lake Forest Coll		IIB	PI	105.7	84.6	72.7	67.9	-			83.7	100.0	100.0	7.0	9.9		55.5	25.5	19.1						
Lewis U		IIA	PR	120.6	95.3	84.0	69.0				95.0						34.5	22.5	43.0						
Loyola U Chicago	2,22	I	PR	145.0	109.3	98.3	73.1	78.0			102.4	100.0	100.0	10.3	10.6		34.7	17.7	47.6						
McKendree U		IIA	PR	72.9	65.3	60.3	56.8	54.2			64.3	100.0	100.0	4.9	5.6	FFT	48.6	30.0	21.4						
Millikin U		IIB	PI	80.1	64.5	63.1	60.8	42.0			66.3	100.0	100.0	5.0	9.8	FT	48.3	22.0	29.7						
Monmouth Coll		IIB	PR	70.7	64.3	57.6		57.3			62.9	87.5	100.0	7.2	11.7	FTOV	34.4	35.9	29.7						
North Central Coll	6	IIA	PR	99.5	82.7	75.7	59.5	60.5			83.2	100.0	100.0	8.6	5.9	FTOV	48.9	11.1	40.0						
Northern Illinois U	2	I	PU	131.8	112.3	94.2	55.5		67.8	101.0							57.5	13.8	28.7						
Northwestern U		I	PI	253.0	157.6	133.1				206.5	100.0	100.0	11.0	7.3		68.5	18.4	13.1							
Olivet Nazarene U	2	IIA	PR	78.0	67.0	56.8	-			69.0	100.0	99.1	5.4	16.6	FFTV	3.5	0.0	96.5							
Roosevelt U	2	IIA	PI	102.0	77.7	85.2		66.5			83.8	3.3	100.0	2.8	14.2	FT	58.5	5.7	35.8						
Saint Xavier U		IIA	PR	87.2	75.3	72.7		62.5			73.1	100.0	100.0	3.9	15.3		42.0	19.6	38.4						
Southern Illinois U-Edwardsville	11	IIA	PU	103.5	87.3	78.1	53.6	46.7			81.3	100.0	100.0	11.0	24.1	PpV	52.0	15.5	32.5						
Trinity Christian Coll	2	IIB	PR	75.9	67.0	62.5				68.4		87.5		20.3	FfT	44.6	37.5	17.9							
U of Chicago	2	I	PI	287.6	164.5	144.0	62.3	89.9			183.0	100.0	100.0	7.5	7.0	PpOV	50.3	19.7	30.1						
U of Illinois Chicago	2	I	PU	188.2	142.7	118.1	80.3	81.7			141.1	100.0	100.0	12.0	14.4		48.4	17.3	34.4						
U of Illinois Springfield	2	IIA	PU	112.1	91.9	85.5	61.0	-		90.4	100.0	100.0	12.0	22.3		56.4	26.5	17.2							
U of Illinois Urbana-Champaign	2	I	PU	184.8	127.2	113.4	81.9	76.1			140.1	100.0	100.0	12.0	15.7		58.7	25.9	15.4						
U of St Francis		IIA	PR	89.4	75.9	66.1	63.6			74.8	100.0	100.0	8.2	15.4	FFT	48.1	21.5	30.4							
Waubensee Comm Coll	13	III	PU	112.9	96.1	87.6	90.0			98.5	-	100.0	-	22.7	F	90.8	9.2	0.0							
Wheaton Coll	2	IIA	PR	110.6	92.5	72.2	55.6			94.7	95.2	96.3	5.8	17.9	PTV	67.9	22.5	9.6							

Indiana

Ball St U	2	I	PU	103.1	84.2	79.0	63.5	59.2	42.4	75.7	100.0	100.0	10.7	15.5	PO	39.4	13.7	46.9	
Bethel U-Indiana		IIA	PR	68.5	59.0	49.0	-			57.6	100.0	100.0	0.0	15.8	FFT	56.0	24.0	20.0	
Butler U	2	IIA	PI	108.6	94.4	84.8	63.1	54.0			88.1	100.0	100.0	9.9	11.6	FpT	45.2	17.4	37.3
Calumet Coll of Saint Joseph	2	IIA	PR	61.9	63.5	59.1	49.7			56.1	100.0	100.0	6.0	8.4		26.9	30.8	42.3	
DePauw U		IIB	PI	111.1	84.7	75.9	66.6			93.5	100.0	100.0	7.8	13.5	FpT	55.9	25.9	18.2	
Earlham Coll	2,33	IIB	PR	92.4	77.9	66.1	59.7			74.5	100.0	100.0	6.4	19.7	FfV	44.9	23.5	31.6	
Franklin Coll		IIB	PR	75.5	79.2	61.0	52.6	42.6			66.5	100.0	100.0	3.8	7.1	FpTV	45.2	26.0	28.8
Goshen Coll		IIB	PR	76.3	63.4	55.3	-			66.0	100.0	100.0	3.9	17.5	PpV	35.4	16.9	47.7	
Hanover Coll		IIB	PR	84.5	73.6	62.3	63.0			76.7	100.0	100.0	7.4	10.0	FFT	74.0	16.9	9.1	
Indiana Inst of Tech	4	IIA	PI	98.1	92.0	86.3	65.3			87.3	100.0	100.0	10.0	7.1	FTOV	46.7	41.7	11.7	
Indiana St U	2	I	PU	104.4	85.4	69.8	57.6	49.0			80.8	96.7	100.0	10.1	13.3	P	55.0	16.9	28.1
Indiana U-Bloomington	2	I	PU	156.0	118.3	113.8		73.2	-	120.1	100.0	100.0	10.3	6.6	P	44.9	18.6	36.5	
Indiana U-East	2	IIB	PU	95.4	85.8	79.5		57.9		80.0	100.0	100.0	10.1	11.1	P	37.5	29.2	33.3	
Indiana U-Indianapolis	2	I	PU	124.6	100.4	89.3		63.6		95.3	100.0	100.0	10.2	9.6	P	38.4	13.1	48.6	
Indiana U-Kokomo	2	IIA	PU	88.7	76.0	71.3		57.7		72.2	100.0	100.0	10.1	12.7	P	31.1	26.1	42.9	
Indiana U-Northwest	2	IIA	PU	96.7	77.4	70.0		55.7		75.3	100.0	100.0	10.3	11.7	P	41.9	12.8	45.3	
Indiana U-South Bend	2	IIA	PU	78.0	73.9	68.5		53.5		70.3	100.0	100.0	10.3	13.1	P	46.2	11.6	42.2	
Indiana U-Southeast	2	IIA	PU	87.9	81.8	76.6		61.3		79.5	100.0	100.0	10.3	10.6	P	54.6	14.7	30.7	
Ivy Tech Comm Coll		III	PU	79.5	71.0	62.5	58.8	50.0			64.6	99.9	91.5	11.9	25.2	F	0.0	0.0	100.0
Purdue U Fort Wayne	2,34	IIA	PU	96.7	84.9	77.1	59.9		62.4	81.8	100.0	100.0	9.5	16.3		50.0	19.0	31.0	
Purdue U Northwest	2	IIA	PU	113.5	90.7	81.7	60.2		60.6	88.3	100.0	100.0	9.2	15.0		50.9	14.8	34.3	
Purdue U-Main Campus	2	I	PU	171.3	122.3	105.3	59.9		73.7	129.9	100.0	100.0	9.7	10.2		51.3	17.9	30.8	
Rose-Hulman Inst of Tech	2	IIB	PI	126.4	101.7	88.0				108.6	100.0	100.0	8.7	15.0	FTV	73.7	25.1	1.1	
Saint Mary's Coll	4	IIB	PR	92.6	74.8	68.0		61.2		73.8	100.0	100.0	5.5	10.5	FTOV	49.6	34.4	16.0	
Taylor U	4	IIB	PR	78.5	70.3	64.2	-			70.4	100.0	100.0	6.0	27.5	Ff	53.6	18.8	27.5	
U of Evansville	14	IIA	PR	91.5	77.3	77.7	51.0			79.9	90.3	100.0	5.6	10.2	FT	46.1	21.4	32.5	
U of Notre Dame	35	I	PR	219.3	146.1	135.4	-			178.9	96.6	95.3	10.0	9.9	O	75.2	24.8	0.0	
Valparaiso U	22	IIA	PR	87.0	73.9	72.0	61.7	59.7			74.5	100.0	100.0	5.9	10.3	FT	56.7	18.4	24.9
Wabash Coll		IIB	PI	108.5	88.5	76.5	54.1			88.3	100.0	100.0	9.5	12.1	FFTV	66.7	17.8	15.6	

Iowa

Allen Coll	15	IIA	PI	86.3	73.3	66.8	51.0			73.9	100.0	100.0	4.9	14.5		0.0	0.0	100.0
Central Coll		IIB	PR	81.2	66.8	58.4		64.0		70.0	97.7	100.0	9.3	9.5	FT	60.9	20.7	18.4
Coe Coll		IIB	PR	85.0	66.2	55.4	-			67.5	100.0	100.0	1.0	17.7	FfT	58.3	15.6	26.0
Cornell Coll		IIB	PR	81.7	66.6	65.6	53.8			71.3	94.7	100.0	7.5	13.2	FFT	60.5	28.9	10.5
Drake U	6	IIA	PI	108.3	88.5	77.8	73.5			93.6						61.2	19.0	19.7
Faith Baptist Bible Coll and Theo Sem		IIB	PR	59.3	52.5	49.4				53.2	100.0	100.0	2.1	22.4		0.0	0.0	100.0
Graceland U-Lamoni		IIA	PR	80.3	72.7	67.3	42.3			70.2						36.0	28.0	36.0
Grinnell Coll	36	IIB	PI	149.6	117.0	94.7	82.6			121.4	95.9	96.5	10.1	11.3	PpO	65.5	29.2	5.3
Iowa St U	2	I	PU	140.5	104.3	94.4		50.5		116.3	100.0	100.0	10.7	9.2	None	67.2	7.0	25.9
Kirkwood Comm Coll	16	III	PU	91.2	79.2	73.1	70.0		-	80.8	100.0	100.0	9.4	8.8		0.0	0.0	100.0
Loras Coll		IIB	PR	68.2	62.1	61.5	-			63.3	100.0	100.0	4.2	8.8	FfT	64.4	27.6	8.0
Luther Coll		IIB	PR	83.4	72.1	61.1	50.2			73.2	100.0	100.0	4.9	12.3	FpT	71.8	9.9	18.3
Morningside U		IIA	PR	79.2	67.8	66.2	57.8			68.7	97.1	100.0	4.4	15.5	FpTV	55.7	24.3	20.0

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
4.2	3.0	7.3	12.6	18	17	13	5	8	19	23	5	110	105.5	85.5	73.3	67.0	106.4	83.8	72.4	68.8	100.9	98	98.7	93.7
				37	35	56	4	35	34	83	9	293	125.4	94.5	89.1	67.2	115.4	96.1	80.5	69.8	92	101.7	90.3	90.7
2.1	2.1	3.3	2.3	80	102	78	33	69	99	132	39	826	152.0	115.5	102.7	73.4	136.8	102.8	95.7	73.0	90	89	93.2	91.1
2.0	2.0	3.6	2.6	9	9	5	2	13	6	14	4	70	74.9	69.5	63.2	-	71.6	59.1	59.2	58.8	95.6	85.1	93.7	91.7
0.2	0.4	1.1	5.5	17	18	9	10	9	18	21	13	118	81.6	61.9	67.1	62.8	77.4	67.0	61.4	59.2	94.8	108.3	91.6	93.4
1.9	1.0	6.9		12	5	14		9	5	9		64	72.2	64.6	59.2		68.6	64.0	55.2		95	99	93.4	95
0.0	1.0	1.2	-	37	16	12	4	23	41	35	2	190	100.8	84.6	79.9	61.3	97.5	81.9	74.2	-	96.7	96.9	92.9	90.3
5.4	4.7	4.2	4.7	143	104	57	64	91	117	70	109	783	132.7	112.2	99.7	55.8	130.4	112.3	89.7	55.4	98.2	100.1	90	89
3.3	4.1	4.7		467	156	123		217	140	114		1217	262.6	163.4	143.3		232.4	151.2	122.0		88.5	92.5	85.2	81.7
6.1	8.5	7.1	-	34	16	14		16	17	15	1	113	79.3	67.4	57.6		75.3	66.6	56.1	-	95	98.8	97.5	91.9
0.1	0.6	2.4		23	23	6		14	19	12		123	111.9	77.0	86.9		85.8	78.5	84.4		76.6	102	97.1	92.4
1.6	1.0	4.6		11	16	8		11	16	15		112	93.3	77.3	70.3		81.0	73.4	74.0		86.8	95	105.3	95.4
0.1	1.3	2.3	2.4	112	72	32	49	82	53	56	120	579	107.6	88.4	81.7	56.7	98.0	85.8	76.1	52.3	91.1	97.1	93.1	82.5
2.0	1.8	2.3		12	6	10		8	8	12		56	77.7	67.4	64.7		73.1	66.7	60.6		94.1	98.9	93.6	93
				493	157	154	117	182	91	160	68	1759	300.6	168.5	151.7	64.8	252.6	157.5	136.6	58.0	84.1	93.5	90.1	73.2
3.4	5.4	1.4	6.4	242	210	179	5	170	206	199	27	1396	196.0	151.2	123.6	74.9	177.0	134.1	113.2	81.3	90.3	88.6	91.6	85.3
4.1	4.1	6.1	3.9	23	41	30	12	19	36	28	13	204	123.7	97.2	93.2	62.6	98.1	85.8	77.2	59.4	79.3	88.3	82.8	84.1
4.0	4.6	4.3	7.1	621	287	338	26	259	236	305	45	2294	189.4	130.3	117.2	83.3	173.8	123.3	109.1	81.1	91.8	94.6	93.1	84
0.0	1.0	1.0	4.5	16	4	4	5	9	12	14	15	79	92.1	73.0	62.1	69.1	84.5	76.8	67.2	61.8	91.8	105.2	108.2	87.3
8.1	5.2	4.5	5.6	11	12	14	3	17	14	11	5	87	114.6	97.0	89.0	84.1	111.8	95.3	85.9	93.5	97.5	98.3	96.5	100.8
3.4	3.6	4.4	-	53	52	14	1	14	31	20	2	187	111.5	94.2	73.8	-	107.4	89.5	71.1	-	96.3	95	96.3	87.6
3.3	4.8	4.0	4.5	105	116	66	69	69	93	72	78	979	106.3	83.7	80.4	64.5	98.2	84.8	77.7	62.6	92.4	101.3	96.6	92.4
0.5	0.7	1.5		7	11	3	1	3	13	12		50	68.2	59.7	50.2	-	69.2	58.4	48.7		101.5	97.8	97.1	91.7
3.6	2.7	4.4	4.7	55	47	36	34	43	51	43	48	367	109.8	94.5	87.3	64.0	107.1	94.4	82.8	62.5	97.6	100	94.8	93
1.2	1.6	0.0	0.9	3	1	4	4	1	2	4	7	26	61.4	-	60.6	55.7	-	-	57.6	46.3	-	-	95	91.1
3.6	4.1	3.4	3.4	43	19	28	1	34	20	20	5	170	112.4	86.3	75.3	-	109.4	83.2	76.6	63.0	97.3	96.4	101.7	96.1
2.0	3.3	2.0	4.1	18	10	7	9	11	9	18	16	98	92.6	77.6	67.7	62.0	92.0	78.3	65.4	58.4	99.3	100.9	96.7	89.8
1.5	6.4	6.5	3.6	15	5	5	4	9	5	22	5	73	78.2	61.7	56.0	50.8	71.1	96.6	62.1	54.1	91	156.6	110.9	103
2.7	5.5	5.7	-	13	6	6		15	8	16	1	65	75.0	63.6	56.7		77.5	63.4	54.8	-	103.2	99.7	96.8	95.4
2.4	3.5	5.3	2.6	25	11	7	5	15	8	6		77	85.9	78.0	64.9	63.0	82.2	67.6	59.3		95.6	86.6	91.4	93.3
3.0	4.2	5.7	3.0	6	16	8	3	4	11	5	7	60	104.0	96.3	90.1	71.4	89.1	85.9	80.3	62.7	85.7	89.2	89.2	84.4
3.7	5.0	6.4	4.6	64	40	26	31	50	46	33	58	360	106.0	87.9	68.1	59.6	102.3	83.2	71.1	56.5	96.5	94.7	104.4	89.2
3.3	4.4	4.2		498	282	183		233	191	255		2124	162.3	123.7	125.9		142.5	110.2	105.2		87.8	89.1	83.6	81.2
3.5	4.8	4.1		9	12	7		13	15	18		96	96.1	89.1	85.0		94.9	83.1	77.4		98.8	93.3	91	96.5
3.4	5.1	4.1		143	111	73		89	126	160		910	130.8	107.3	101.1		114.5	94.4	84.0		87.6	88	83.1	82.1
2.9	3.2	3.5		12	11	15		12	16	21		119	98.3	77.3	68.3		79.0	75.1	73.5		80.3	97.2	107.6	89.9
3.9	3.4	4.3		16	20	4		9	19	26		117	101.7	78.5	72.8		87.7	76.2	69.5		86.3	97.2	95.5	84.2
3.1	3.2	5.7		29	35	14		33	24	27		199	80.8	73.9	66.0		75.5	73.9	69.9		93.5	100.1	105.9	96.4
3.2	3.8	3.6		28	21	5		33	22	25		163	91.8	84.4	96.3		84.6	79.3	72.6		92.2	94	75.4	88.3
				34	98	226	117	60	178	285	211	1221	75.7	69.9	61.0	56.0	81.7	71.5	63.6	60.3	107.9	102.3	104.3	105.4
4.8	5.2	6.0	4.0	56	52	63	3	17	38	39	3	310	98.1	86.7	78.1	63.9	92.0	82.3	75.5	55.9	93.8	94.9	96.8	92.2
3.3	3.4	3.8	6.2	44	47	30	8	26	29	42	17	271	115.4	90.1	82.6	63.1	110.3	91.7	81.1	58.9	95.5	101.8	98.1	92
3.3	4.9	4.7	17.0	725	370	449	3	245	260	321	3	2660	174.0	127.1	109.6	58.2	163.1	115.6	99.3	61.7	93.7	91	90.6	82.6
2.0	2.2	2.8		58	41	25		16	21	18		179	129.2	101.1	90.8		116.4	103.0	84.1		90.1	102	92.6	89.8
				8	18	11		13	27	44		131	93.6	78.2	72.6		91.9	72.6	66.9		98.2	92.9	92.1	90.9
4.8	5.7	5.9	-	35	27	22	2	9	13	30		138	78.7	69.9	62.2	-	77.9	71.0	65.7		98.9	101.6	105.6	97.1
3.4	2.4	3.8	1.0	26	13	31	3	11	23	44	3	154	94.3	75.8	84.1	53.3	84.6	78.1	73.2	48.7	89.7	103	86.9	88.5
3.4	4.5	4.9	-	342	180	126		101	84	87	1	921	228.4	149.5	141.3		188.3	138.8	127.0	-	82.5	92.9	89.9	81
3.7	4.2	5.1	0.6	30	36	16	10	19	35	33	6	201	86.7	74.0	70.2	60.0	87.3	73.9	72.9	64.6	100.7	99.8	103.8	101.1
3.7	4.4	5.2	9.3	18	20	11	3	9	17	4	8	90	109.1	89.6	77.3	54.2	107.2	87.2	74.5	54.1	98.2	97.2	96.4	91.2
5.1	6.7	6.3	5.2	4	1		1	12	8	14	3	43	102.2	-		-	80.9	71.7	66.8	51.5	79.2	-		78.3
1.4	2.7	0.9		17	14	5		13	14	8		87	81.7	66.8	60.4		80.6							

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	
Iowa (continued)																			
Simpson Coll		IIB	PR	71.8	63.3	57.4	48.8				63.2	97.4	100.0	4.8	16.1	FFT	57.7	29.5	12.8
U of Iowa	2	I	PU	164.3	107.8	92.5	63.6	97.5			120.5	100.0	100.0	9.8	12.4	None	50.0	17.4	32.6
U of Northern Iowa		IIA	PU	95.4	80.5	71.1	58.2				79.1						67.8	10.7	21.5
Upper Iowa U		IIA	PI	74.0	71.5	61.2		56.7			64.8	100.0	100.0	2.4	18.3		32.6	39.5	27.9
Wartburg Coll		IIB	PR	77.3	64.9	58.1		56.8			65.4	100.0	100.0	6.0	13.3	FFT	57.5	27.6	14.9
Kansas																			
Benedictine Coll		IIB	PR	82.6	78.0	71.1	54.0				75.0						42.5	23.9	33.6
Emporia St U	11	IIA	PU	78.5	67.3	62.5	46.8				62.6	100.0	100.0	8.5	17.6	PV	41.7	29.4	28.9
Fort Hays St U		IIA	PU	99.9	79.4	67.7	53.8	62.4			74.1	100.0	100.0	8.5	12.7	F	41.8	19.3	38.9
Kansas St U	2	I	PU	132.2	103.1	85.3	65.3	73.9			99.3	100.0	100.0	9.5	8.9	PT	54.5	14.1	31.4
Kansas Wesleyan U	4	IIB	PR	70.4	64.5	52.8		-			57.6	100.0	100.0	10.0	5.8	FT	30.0	56.0	14.0
Ottawa U-Ottawa	4	IIB	PR	68.2	64.3	61.7		-			63.4	100.0	100.0	1.5	12.7	FTOV	19.1	17.0	63.8
U of Kansas	2	I	PU	135.9	99.9	89.2		-	58.4		106.5	100.0	100.0	8.5	10.9	PO	53.6	16.9	29.5
Washburn U	2	IIA	PU	112.2	82.9	70.2	130.5	60.2			81.4	100.0	100.0	9.8	12.9	F	47.8	16.5	35.7
Wichita St U	5	I	PU	116.7	85.1	82.2			68.8	85.8	61.3	61.3	14.0	17.9		45.6	16.9	37.6	
Kentucky																			
Berea Coll		IIB	PI	105.3	83.5	71.9	59.7				83.3	100.0	100.0	8.0	10.8	FFT	52.1	23.6	24.3
Centre Coll		IIB	PR	111.4	88.4	68.2	70.3				87.5	95.5	99.2	9.8	9.6	FFT	56.1	28.0	15.9
Eastern Kentucky U		IIA	PU	81.6	72.2	64.5	69.6	52.8	55.1		71.8	100.0	100.0	11.9	8.1	F	58.2	25.0	16.9
Georgetown Coll	22	IIA	PR	66.5	55.8	48.8	39.9	43.8			57.9	100.0	100.0	2.0	9.7	PFT	68.2	10.6	21.2
Kentucky Wesleyan Coll		IIB	PR	64.8	59.2	52.3					56.9	100.0	100.0	2.8	22.9	FFT	48.7	38.5	12.8
Morehead St U		IIA	PU	91.3	76.6	70.4	55.6				73.2	100.0	100.0	15.9	14.5	P	54.6	17.5	27.9
Murray St U	2	IIA	PU	87.6	74.5	68.4	49.1				70.0	100.0	100.0	16.2	17.1	F	51.4	21.1	27.5
Northern Kentucky U	4	IIA	PU	103.1	81.6	86.3		60.0			77.8	100.0	100.0	10.9	18.1		45.4	13.2	41.4
Transylvania U		IIB	PR	105.9	90.9	67.5	64.1				91.8	98.8	100.0	9.1	10.6	FFT	75.0	19.0	6.0
U of Kentucky	2	I	PU	145.7	107.1	97.9		74.6			110.6	100.0	100.0	10.0	10.7	PV	57.3	24.2	18.5
U of Louisville	2	I	PU	137.7	98.5	83.6	63.5	61.7	66.9		104.0	100.0	100.0	10.0	11.9	F	53.0	14.9	32.1
U of Pikeville		IIB	PR	76.4	65.8	59.4	45.9				64.9	100.0	100.0	6.5	15.6	FpV	0.0	0.0	100.0
Western Kentucky U	2	IIA	PU	91.1	75.2	68.1	52.5			-	73.8	100.0	100.0	11.5	12.6	P	51.0	24.3	24.8
Louisiana																			
Centenary Coll of Louisiana		IIB	PR	89.9	70.8	62.8	67.1		-		69.4	100.0	100.0	5.1	12.6	FpTV	67.3	20.0	12.7
Louisiana St U and Ag & Mech Coll	1	I	PU	147.1	107.7	94.6	58.8		92.1		104.6	100.0	100.0	22.1	9.1	None	47.8	19.8	32.4
Loyola U New Orleans		IIA	PR	115.6	77.6	76.6	56.3	72.4			82.6	100.0	100.0	1.8	13.8	FfO	39.6	21.3	39.1
Tulane U	2,22	I	PI	169.3	119.5	125.2	81.5	109.9			118.2	99.4	99.4	7.1	6.4	FFT	39.7	16.1	44.2
U of New Orleans		I	PU	101.1	86.6	88.2			49.0	82.9	52.3	90.4	23.4	8.9	Ff	57.8	19.3	22.9	
Maine																			
Bates Coll		IIB	PI	147.2	115.2	93.4	72.0	97.9			111.1	100.0	100.0	9.9	9.3	P	52.8	22.8	24.4
Bowdoin Coll		IIB	PI	171.6	135.0	105.9	75.1	109.6		-	132.1	89.8	100.0	13.0	9.5	OV	60.5	24.4	15.1
Colby Coll		IIB	PI	165.6	122.5	96.8		84.5			120.8	100.0	100.0	7.8	16.3	Pp	50.2	33.9	15.9
U of Maine	2,37	I	PU	143.2	102.4	81.5		70.6			103.2	100.0	100.0	10.0	19.4	PpT	56.4	23.4	20.2
U of Maine at Augusta		IIB	PU	92.2	80.3	63.9		62.1			72.7	100.0	100.0	10.0	25.0	Pp	42.1	40.0	17.9
U of Maine at Farmington		IIB	PU	94.6	76.6	60.0		-	57.9		78.6	100.0	100.0	9.9	24.6	PpO	76.4	12.5	11.1
U of Maine at Fort Kent	2	IIB	PU	95.5	70.2	59.8		-	55.6		74.3	100.0	100.0	10.0	25.8	PpO	46.2	38.5	15.4
U of Maine at Presque Isle	2	IIB	PU	91.7	73.8	62.6		-	-		72.0	100.0	100.0	10.0	26.2	Pp	45.9	40.5	13.5
U of New England	2	IIA	PI	105.5	94.6	76.9		64.0			85.1	100.0	100.0	7.2	15.9	FTOV	34.6	6.9	58.4
U of Southern Maine	2	IIA	PU	123.4	100.9	73.6		69.9			94.3	100.0	100.0	10.0	21.1	Pp	52.0	21.3	26.8
Maryland																			
Bowie St U		IIA	PU	133.1	107.0	91.9	73.2				101.7						19.8	15.3	64.9
Comm Coll of Baltimore County	14	III	PU	116.3	99.5	82.8	68.6				93.9	95.9	100.0	11.8	14.6		2.3	0.0	97.7
Coppin St U	13	IIA	PU	121.8	105.8	93.8	80.2	75.7			100.7	98.3	98.3	12.7	19.8	FFTV	60.8	34.2	5.0
Frostburg St U	2	IIA	PU	110.5	94.6	87.3	76.8	60.8			94.0	98.5	100.0	10.6	14.7	FfV	62.6	25.7	11.7
Goucher Coll	38	IIA	PI	102.8	86.6	72.4					84.9	91.9	94.9	2.3	8.9	FT	54.5	22.2	23.2
Hood Coll		IIA	PI	87.7	75.0	68.9	71.2				75.2	100.0	100.0	4.6	8.8	F	48.0	42.0	10.0
Johns Hopkins U	2	I	PI	233.0	158.7	132.7	102.6	99.4	73.9		176.4						42.5	25.8	31.7
Loyola U Maryland	22	IIA	PR	130.6	94.2	74.5					96.1	100.0	100.0	8.7	8.7	Fp	50.9	9.1	40.0
McDaniel Coll		IIA	PI	93.0	79.9	73.7	71.4	66.2			79.2	93.1	100.0	4.7	14.5	FTV	53.4	19.8	26.7
Montgomery Coll		III	PU	107.3	92.3	86.8					103.4	100.0	100.0	4.8	9.2		0.0	0.0	100.0
Mount St Mary's U		IIA	PR	93.2	77.9	65.3		-	60.5		74.7					FTV	48.5	20.8	30.8
Salisbury U	2,22	IIA	PU	123.1	104.8	92.2	83.4	73.6			101.0	91.9	91.9	18.3	12.7	FpV	61.7	18.8	19.5
St Mary's Coll of Maryland	2	IIB	PU	114.8	92.3	80.6	67.9	69.1			91.6	86.6	100.0	9.0	15.6	FpTV	57.5	25.2	17.3

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
1.4	0.6	0.6	0.0	19	7	12	3	12	8	11	6	78	70.1	63.9	58.0	53.9	74.5	62.7	56.8	46.2	106.4	98.1	98	96.6
3.6	4.1	4.1	4.8	319	235	199	16	152	219	245	21	1419	173.4	115.0	96.7	65.1	145.1	100.0	89.1	62.5	83.7	87	92.1	78.9
2.6	2.9	3.6	5.0	82	73	18	35	56	55	31	63	413	96.7	82.5	76.7	58.3	93.5	77.9	67.9	58.1	96.7	94.5	88.4	89.3
4.2	4.4	1.6		5	3	6		5	5	7		43	77.7	77.1	62.1		70.3	68.1	60.4		90.4	88.4	97.1	95.2
3.0	1.9	3.5		12	16	9		11	15	11		87	77.9	65.7	57.1		76.6	64.1	58.9		98.3	97.6	103.2	98.5
11.2	4.6	2.0	2.5	18	35	34	2	5	12	26	2	134	83.7	77.9	71.8	-	78.5	78.3	70.1	-	93.8	100.6	97.6	96
1.8	2.7	3.6	2.9	24	28	25	16	13	25	37	36	204	76.7	70.3	59.6	48.4	81.7	64.0	64.4	46.0	106.5	91.1	108.1	92.5
3.4	3.5	2.6	2.6	37	48	48	29	32	31	66	28	347	100.1	79.3	68.7	52.4	99.7	79.6	67.0	55.2	99.6	100.4	97.6	97
				203	126	69	78	84	88	60	81	907	135.6	105.4	86.2	70.1	123.8	99.8	84.3	60.6	91.3	94.7	97.7	83.8
				5	2	11		12	19			50	70.4	-	49.3		65.2	54.9			-	111.3	106.3	
1.0	2.0	3.8	-	4	8	14	1	2	8	10		47	69.7	65.1	60.4	-	-	63.6	63.7		-	97.6	105.5	101.2
2.9	4.1	4.0	-	308	190	141		157	150	145	1	1227	140.6	106.8	97.7		126.8	91.2	80.9	-	90.2	85.4	82.7	81.5
4.6	4.5	4.6	2.5	34	20	20	1	35	32	23	2	255	114.0	80.4	69.1	-	110.4	84.5	71.1	-	96.9	105	102.9	95.9
4.6	5.0	2.5		85	76	51		43	46	43		551	120.2	87.9	86.0		109.7	80.3	77.7		91.2	91.4	90.4	82
5.0	5.1	6.1	5.3	17	25	19	5	16	29	23	6	140	102.0	85.4	70.6	56.2	108.8	81.8	73.0	62.6	106.8	95.8	103.3	100.2
3.3	4.9	2.0	3.5	21	21	18	10	15	27	17	3	132	113.6	87.6	67.5	71.9	108.2	89.0	68.9	64.9	95.3	101.7	102.1	98.9
2.8	2.2	1.5	1.7	99	58	54	2	83	77	79	12	509	81.3	73.5	66.7	-	81.9	71.3	63.0	67.9	100.8	97	94.4	96.3
0.0	2.7	0.0	0.0	22	6	3	2	13	4	4	3	66	67.5	56.3	49.4	-	64.8	54.9	48.4	39.3	96.1	97.6	97.9	90.6
0.0	1.3	1.8		4	10	10		2	5	8		39	66.4	59.9	52.8		-	57.8	51.6		-	96.5	97.9	94.8
3.7	5.0	4.5	8.6	34	40	31	33	33	32	26	40	269	95.8	79.2	71.1	55.4	86.6	73.3	69.6	55.9	90.4	92.5	97.8	93.1
4.4	4.8	3.1	5.0	67	63	46	43	41	52	60	64	436	90.6	79.3	70.6	49.7	82.7	68.7	66.7	48.7	91.2	86.7	94.4	86.4
0.3	1.2	1.4		56	47	32		47	73	29		485	107.5	83.2	89.1		97.9	80.6	83.3		91.1	96.8	93.4	90.3
0.0	0.5	6.2	8.9	23	13	5	3	11	19	8	2	84	108.2	89.6	69.4	59.5	101.1	91.9	66.3	-	93.4	102.5	95.5	92.9
4.1	5.3	4.8		301	213	147		134	190	191		1440	148.5	111.9	103.9		139.6	101.6	93.2		94	90.8	89.7	83
6.1	6.4	5.0	5.1	204	160	135	17	116	135	184	36	999	145.1	101.6	87.8	71.0	124.7	94.8	80.5	60.0	86	93.3	91.8	82.5
6.1	10.8	5.2	-	9	12	12	2	9	13	16	2	75	74.5	66.7	60.3	-	78.2	65.1	58.7	-	104.9	97.7	97.3	99.9
2.0	3.0	2.9	2.0	115	79	57	43	78	94	66	89	622	93.7	78.3	71.7	54.6	87.1	72.7	64.9	51.4	92.9	92.8	90.5	86.5
2.0	2.0	1.7		5	6	13	3	4	7	14	2	55	88.7	73.8	61.4	71.9	91.3	68.3	64.1	-	102.9	92.6	104.4	98.7
2.9	4.2	5.2	3.7	292	194	189	127	114	141	145	191	1431	152.9	111.6	99.3	63.2	132.3	102.3	88.4	55.8	86.5	91.6	89	77.5
3.1	0.9	1.9	2.6	37	26	20	11	15	18	27	6	235	113.9	82.0	76.2	54.8	120.0	71.3	76.9	59.1	105.4	86.9	100.9	97.4
5.1	5.6	5.6	5.3	137	111	75	165	70	89	88	157	907	173.1	126.3	137.7	85.3	161.8	111.1	114.5	77.6	93.5	88	83.1	84.2
0.0	0.2	1.4		51	41	23		19	15	19		218	103.2	89.5	100.6		95.2	78.5	73.2		92.2	87.7	72.8	75.4
3.2	3.8	3.4	2.8	23	24	14	14	27	22	26	13	180	148.8	116.2	93.7	72.4	145.8	114.2	93.3	71.6	98	98.3	99.5	97.2
5.3	4.5	5.3	4.2	32	25	22	9	32	35	28	8	205	168.4	135.3	103.7	78.0	174.8	134.8	107.7	71.7	103.8	99.6	103.9	103
5.3	5.8	5.0	-	33	31	37	2	25	36	64		233	166.6	123.5	96.0	-	164.2	121.7	97.2		98.5	98.6	101.2	93
5.0	5.5	6.1		97	83	63		47	71	53		509	147.7	105.6	85.0		133.9	98.6	77.4		90.7	93.4	91	84.8
5.9	5.2	5.4		8	10	10		10	12	28		95	94.5	80.9	62.1		90.5	79.8	64.5		95.7	98.7	103.8	93.7
4.1	4.5	7.5		8	14	2		17	16	6	1	72	95.3	79.2	-		94.2	74.4	60.0	-	98.8	94	-	94.2
3.5	-	8.6	3.5	7	4	2		3	1	3	1	26	90.9	69.9	-		106.2	-	59.8	-	116.8	-	-	93.5
5.4	6.4	3.5		4	7	7		3	7	6	1	37	89.8	75.3	62.4		94.3	72.3	62.8	-	105.1	95.9	100.7	96.2
2.8	3.4	2.9		33	15	15		24	39	51		231	107.8	102.5	80.8		102.4	91.6	75.7		95	89.3	93.7	93.8
5.4	5.4	6.4		36	34	23		30	46	28		254	128.9	114.6	73.4		116.7	90.7	73.7		90.6	79.1	100.3	85.1
1.1	2.2	2.2	1.7	25	32	47	12	26	28	59	19	248	139.1	114.9	91.6	75.7	127.3	98.0	92.2	71.5	91.5	85.3	100.6	91.3
5.1	5.6	5.9	5.6	22	53	59	17	64	71	81	25	392	117.2	100.7	82.6	69.0	116.1	98.5	83.0	68.3	99.1	97.8	100.6	102.6
3.4	7.4	5.6	-	13	17	18	1	8	17	37	4	120	122.6	103.9	99.0	-	120.4	107.6	91.2	84.7	98.2	103.6	92.1	94.2
4.6	6.2	6.0		51	25	20	2	22	33	21	8	206	111.0	95.8	88.6	-	109.2	93.7	86.1	75.7	98.3	97.8	97.2	90.1
2.1	2.4	2.1		9	13	15		16	21	25		99	100.2	92.3	69.4		104.3	83.0	74.1		104.1	89.9	106.8	100
0.5	0.6	0.0	-	8	15	18	1	14	20	21	3	100	90.5	77.7	69.2	-	86.0	73.0	68.5	76.3	95.1	94	99	98.3
				416	173	141	1	209	192	168	7	1495	239.1	164.9	137.2	-	220.8	153.0	129.0	87.9	92.3	92.8	94	81
2.1	3.2	2.9	-	53	40	67		42	52	76		330	143.4	95.4	79.2		114.5	93.2	70.3		79.8	97.7	88.8	84.4
3.0	3.1	3.8	3.0	17	14	6	2	17	15	16	5	116	93.0	80.7	73.7	-	93.0	79.0	73.7	69.4	100.1	97.9	100	93.5
5.0	5.6	5.3	-	149	25	6		183	49	17	2	431	107.9	92.0	97.3		106.7	92.4	83.1	-	98.9	100.4	85.4	96.8
				11	41	21	1	10	13	16	1	130	95.1	78.2	63.8	-	91.2	76.6	67.1	-	95.9	97.9	105.1	96.6
6.1	6.3	6.2	5.6	69	71	36		41	62	42	5	405	127.3	108.1	95.8		116.0	100.9	89.1	83.4	91.1	93.3	93.1	84
				20	22	14	6	17	14	17	13	127	118.2	94.4	83.4	73.9	110.9	89.0	78.3	65.2	93.8	94.2	94	88.8

APPENDIX I

NAME	NOTES	(1) CAT.	(2) CTRL	(3) AVG. SALARY (\$1000s)								(4) % COVERED				(5) % of SAL.		(6) DEP. TUI.	(7) TENURE STATUS		
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T	TT	NTT				
				Towson U		IIA	PU	128.5	106.9	92.6	87.8	65.2			99.9	100.0	100.0		10.4	21.0	FpOV
U of Maryland Baltimore	2	I	PU	217.7	142.5	117.9	100.3	86.4			149.7	100.0	100.0	9.3	9.0	FfT	28.5	7.0	64.5		
U of Maryland Eastern Shore	2	IIA	PU	122.4	100.0	88.6		69.7			100.3	100.0	100.0	7.8	10.5	FfV	50.2	28.6	21.1		
U of Maryland-Baltimore County	2	I	PU	160.9	122.8	100.9	74.5	83.7			119.9	100.0	100.0	8.5	11.2		49.7	19.0	31.3		
U of Maryland-Coll Park	2	I	PU	216.3	146.8	125.0		89.4			156.9	100.0	100.0	8.5	8.6	FpTV	55.3	15.7	29.0		
United States Naval Academy	14,39	IIB	PU	166.0	144.9	115.5	98.2		126.6		141.8	100.0	100.0	21.2	6.6	None	59.4	26.7	13.9		
Washington Coll		IIB	PI	98.2	81.0	71.1					80.5	100.0	100.0	2.6	16.5	FTO	48.0	34.0	18.0		

Maryland (continued)

Massachusetts

Amherst Coll		IIB	PI	178.0	136.0	109.0	85.2	97.1			136.7	88.1	92.0	10.9	11.6		53.6	26.1	20.3
Assumption U	4	IIA	PR	102.5	88.5	84.9	69.3				89.9	99.2	99.2	7.8	10.4	FfTV	57.9	19.0	23.0
Babson Coll		IIA	PI	245.8	184.2	170.6	132.7	142.6			189.3	100.0	100.0	8.8	7.4	FTV	53.0	15.3	31.7
Bentley U		IIA	PI	177.9	148.0	142.3	93.4	102.4			136.4	88.8	88.8	11.3	11.8	FV	36.6	28.6	34.8
Boston Coll		I	PR	214.3	136.8	132.2	99.6	125.6			163.4	86.9	100.0	9.2	10.8	Ff	51.0	16.3	32.7
Boston U	2	I	PI	222.1	154.3	131.8	126.6	94.7			150.0	100.0	100.0	9.7	8.2	PpT	37.4	12.7	49.9
Brandeis U		I	PI	173.3	121.2	108.1	63.4	83.4			130.9	100.0	100.0	9.4	10.0	Pp	48.0	20.5	31.5
Clark U		I	PI	148.1	107.1	105.3	66.7	90.5			112.3						57.2	17.0	25.8
Coll of Our Lady of the Elms	4	IIA	PR	80.0	71.6	65.1					68.9	100.0	40.4	1.0	20.3	FfT	46.2	36.5	17.3
Coll of the Holy Cross		IIB	PR	149.8	117.9	102.8	79.1				121.7	100.0	100.0	9.6	11.1	FTO	65.3	22.9	11.8
Curry Coll		IIA	PI	114.6	96.8	83.3					101.6	100.0	100.0	12.0	20.1	FT	0.0	0.0	100.0
Emerson Coll		IIA	PI	133.0	106.2	90.5	106.4				106.7	91.0	97.0	9.0	14.5	FO	50.2	31.3	18.5
Emmanuel Coll		IIA	PR	124.4	99.4	91.4		78.1			97.1	100.0	100.0	8.9	14.5		44.4	13.0	42.6
Endicott Coll		IIA	PI	115.7	101.0	86.2					101.6	100.0	100.0	8.2	17.1	FpTV	0.0	0.0	100.0
Hampshire Coll		IIB	PI	110.2	91.3	72.3	73.1				89.7		100.0		7.1	FT	0.0	0.0	100.0
Harvard U		I	PI	314.5	206.7	184.7	88.5	141.1			242.0	100.0	100.0	11.0	5.4		49.3	20.2	30.5
Lasell U	4	IIA	PI	88.8	81.0	73.2					80.3	100.0	100.0	3.9	12.8	FT	0.0	0.0	100.0
Lesley U		I	PI	108.3	91.9	81.2	70.6				89.7	100.0	100.0	6.2	13.5	FfTV	0.0	0.0	100.0
Massachusetts Coll of Liberal Arts		IIB	PU	108.3	81.8	73.5					94.1	100.0	100.0	0.8	13.6	None	76.9	15.4	7.7
Massachusetts Inst of Tech	2	I	PI	292.8	193.8	167.6	81.0	120.3			227.1	100.0	100.0	11.5	14.0	FO	63.7	17.1	19.2
Mount Holyoke Coll		IIB	PI	158.3	126.5	102.1	77.0	95.7			119.3	100.0	100.0	10.4	11.7	FTOV	53.7	18.8	27.5
Northeastern U		I	PI	186.5	130.7	115.7	145.6	98.5			145.3	100.0	100.0	9.9	8.3	F	36.1	15.8	48.1
Smith Coll		IIA	PI	158.2	120.0	99.1	76.5	88.4			123.3	97.1	100.0	10.9	10.5	PpO	58.1	19.7	22.2
Springfield Coll	4	IIA	PI	90.4	77.2	64.1					74.7						41.1	23.2	35.8
Stonehill Coll		IIB	PR	113.9	93.9	82.0					96.1	100.0	75.0	8.1	6.2	FT	49.4	26.8	23.8
Tufts U	2,40	I	PI	180.0	132.3	110.6	104.6	90.0			131.3	100.0	100.0	10.3	13.0	FV	35.0	12.0	53.0
U of Massachusetts-Amherst	2,41	I	PU	176.9	128.4	114.3	91.7	90.1			132.3	100.0	100.0	18.6	24.1	PpV	54.0	17.1	28.8
U of Massachusetts-Boston		I	PU	155.8	121.8	95.4		78.3			108.9	100.0	100.0	16.7	21.5	PpV	49.2	15.9	34.8
U of Massachusetts-Dartmouth		IIA	PU	150.2	107.7	87.5					115.0	99.5	99.5	19.5	24.1	Pp	54.4	13.5	32.2
U of Massachusetts-Lowell		I	PU	167.1	123.6	100.5	82.2				128.6						53.1	19.0	27.9
Wellesley Coll		IIB	PI	170.5	124.2	105.2	68.9	96.4			129.3	100.0	100.0	9.9	11.1		57.3	13.3	29.3
Wheaton Coll (MA)		IIB	PI	100.7	87.5	73.0	60.5				80.6	100.0	100.0	6.9	22.6	PT	54.7	11.5	33.8
Williams Coll		IIB	PI	179.4	128.7	114.5	81.0	135.9	102.5		142.5	100.0	100.0	9.0	12.0		61.6	21.3	17.0

Michigan

Albion Coll		IIB	PI	82.8	65.2	57.3	46.3	52.4			68.3	100.0	100.0	5.9	12.9	FfT	59.1	15.7	25.2
Aquinas Coll		IIB	PR	65.8	59.2	56.8	53.7				60.2						73.2	18.3	8.5
Calvin U		IIA	PR	96.1	85.5	77.4			66.5		86.1						59.8	20.6	19.6
Central Michigan U	2	I	PU	115.4	94.5	94.0		62.6			97.4	100.0	100.0	10.1	13.4	F	65.7	9.5	24.8
Eastern Michigan U		I	PU	113.5	96.4	77.1	78.8	54.3			97.0	100.0	100.0	10.9	15.7		73.1	13.1	13.8
Ferris St U	4,42	IIA	PU	115.3	97.5	79.7	46.2		53.5		96.6	97.8	100.0	11.9	16.2	P	70.7	14.4	14.9
Grand Valley St U	2	IIA	PU	123.1	99.7	90.2	61.7				92.5						49.1	19.3	31.6
Hope Coll		IIB	PR	103.5	79.7	68.1	58.0				80.4	100.0	100.0	9.6	16.0		46.6	25.4	28.0
Kalamazoo Coll		IIB	PI	102.2	77.5	66.9	60.2				81.5	100.0	100.0	7.0	16.7	FpTV	63.0	24.0	13.0
Kettering U	2	IIA	PI	95.7	87.5	84.4	59.8	69.7			84.2	100.0		9.0		FT	52.7	21.5	25.8
Michigan St U	2	I	PU	182.1	121.8	96.1	72.4				131.3	99.3	99.3	9.6	7.1	P	55.1	16.6	28.3
Michigan Technological U		I	PU	137.0	108.9	100.2	97.3	77.9			106.7	100.0	100.0	8.3	13.7	PV	49.5	23.8	26.7
Northern Michigan U	2	IIA	PU	104.0	90.1	77.2	66.0		59.2		85.7	100.0	100.0	15.5	16.7	F	46.0	21.0	33.0
Oakland U		I	PU	119.3	93.2	82.2	73.2				94.7	92.5	100.0	15.7	16.6	P	67.8	22.8	9.4
Saginaw Valley St U		IIA	PU	94.1	84.4	74.4		57.5			85.5						77.2	15.4	7.3
Spring Arbor U	2,22	IIA	PR	72.3	58.9	52.9					62.0	100.0	100.0	5.6	15.7	FfTV	36.7	43.3	20.0
U of Michigan-Ann Arbor	2	I	PU	202.5	136.5	116.3	74.5	88.4			146.3	100.0	100.0	9.9	9.1		52.2	15.2	32.6
U of Michigan-Flint	11	IIA	PU	122.6	104.2	89.2	106.2	76.1	47.8		98.6	100.0	100.0	10.0	13.7	PpO	50.0	15.9	34.1
Wayne St U	2	I	PU	145.9	103.7	90.1	97.0		83.2		112.5	100.0	100.0	8.2	9.8	PT	52.2	15.6	32.2
Western Michigan U	2	I	PU	120.4	93.8	79.8	63.3				98.9	100.0	100.0	10.5	22.5	P	71.6	21.0	7.5

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
5.2	6.5	6.4	8.7	150	80	68		134	126	140	6	935	133.6	107.2	90.2		122.9	106.8	93.7	87.8	92	99.6	103.9	91.6
5.5	7.2	6.5	6.0	71	34	41	13	69	83	156	29	501	233.8	147.5	130.9	109.4	201.1	140.5	114.5	96.2	86	95.2	87.4	76.9
7.2	7.7	6.8		51	29	31	1	28	22	34	1	227	124.3	102.1	89.0		118.9	97.2	88.2		95.7	95.1	99.1	90.2
5.4	7.2	6.6	5.1	117	70	48	2	59	84	65	6	594	167.8	130.1	108.6		147.4	116.6	95.3	86.1	87.8	89.7	87.8	82.2
7.2	9.9	10.9		536	238	187		219	224	171	2	2002	222.3	153.5	134.7		201.8	139.7	114.3		90.8	91	84.8	79.3
2.2	4.1	5.1	3.5	83	57	58	2	38	31	30	4	345	167.4	149.6	115.8		163.0	136.2	114.7	93.2	97.3	91	99.1	94.7
6.8	4.6	4.3	6.7	9	22	13		7	29	20		100	99.9	85.5	70.7		95.9	77.5	71.3		96	90.6	100.9	92.3
5.3	8.0	6.2	9.9	61	18	29	13	43	18	39	11	261	181.6	137.9	110.5	82.4	172.9	134.2	107.8	88.5	95.2	97.3	97.6	91.5
2.3	4.4	3.7	3.5	20	18	15	3	13	24	29	4	126	104.1	89.9	86.9	70.6	100.1	87.5	83.9	68.4	96.2	97.3	96.6	93.7
7.8	3.5	3.9	6.9	44	21	12	4	23	23	15	2	202	256.8	184.1	156.9	139.8	224.8	184.3	181.5		87.6	100.1	115.7	91.2
4.7	4.8	4.0		31	28	28	4	25	23	45	5	276	180.3	156.4	144.9	93.3	174.9	137.8	140.7	93.6	97	88.2	97	98.8
4.7	6.3	5.7	7.5	232	130	103	31	127	146	104	23	923	225.3	140.8	134.5	97.8	194.0	133.2	129.9	102.1	86.1	94.7	96.6	84.6
4.3	5.4	6.7	4.8	325	187	178	98	155	154	148	141	1830	227.3	155.7	135.7	131.4	211.1	152.6	127.1	123.2	92.9	98	93.7	83.6
2.2	2.8	2.6	1.9	79	50	40	5	59	43	53	1	381	176.7	124.6	113.1	63.5	168.7	117.3	104.3		95.5	94.1	92.2	90.1
0.1	2.4	3.1	1.4	40	32	23	10	25	34	16	8	229	150.4	110.1	108.9	62.5	144.2	104.4	100.1	71.9	95.9	94.9	91.9	92.6
1.9	3.5	3.3		4	7	7	1	6	9	16		52	78.7	70.2	64.1		80.9	72.6	65.5		102.7	103.4	102.1	102.8
5.1	6.2	7.5	6.2	51	44	21	15	46	31	38	16	262	152.1	117.6	104.1	74.8	147.2	118.3	102.0	83.1	96.8	100.6	98	96.4
5.9	8.2	11.0	16.1	11	7	6	1	36	24	16	1	102	117.6	93.2	85.8		113.6	97.8	82.4		96.6	105	96	100.1
4.8	9.6	14.0	14.9	24	37	27	19	23	32	47	24	233	135.3	105.5	91.1	108.5	130.7	107.1	90.1	104.8	96.5	101.4	98.9	95.9
2.9	5.0	3.5		6	16	12		15	14	21		108	126.4	96.4	90.5		123.6	102.9	91.9		97.8	106.7	101.6	106.1
2.5	2.5	2.5		23	11	9		27	23	34	1	128	115.7	100.7	86.1		115.7	101.1	86.2		100	100.4	100.2	94.2
7.3	1.3	1.7	3.4	6	4	4	3	10	5	12	1	45	111.0	91.8	71.5	75.6	109.7	91.0	72.6		98.8	99.1	101.5	97.7
4.4	3.9	4.9	5.4	687	84	130	81	313	51	123	86	1829	320.7	205.9	183.9	91.5	300.8	208.1	185.5	85.7	93.8	101.1	100.9	83
2.0	6.6	2.9		10	7	10		11	11	15		65	88.8	82.3	72.7		88.8	80.3	73.6		99.9	97.6	101.2	99.4
1.3	1.4	1.7	3.2	13	9	8	2	18	20	16	21	107	114.5	91.3	74.9		103.8	92.2	84.3	71.2	90.7	101	112.6	92.1
10.7	14.0	8.1		21	7	8		21	12	8	1	78	114.5	86.8	72.2		102.1	78.9	74.8		89.2	90.9	103.6	89.5
4.6	8.7	6.6	4.7	536	140	85	35	155	73	74	13	1315	291.0	195.8	174.4	80.3	298.9	189.9	159.9	82.8	102.7	97	91.7	85.3
15.4	21.8	13.7	29.5	29	26	15	15	34	28	26	24	218	165.5	127.0	100.7	79.2	152.2	126.2	102.9	75.7	91.9	99.4	102.2	93.1
5.3	6.0	5.1	5.8	381	295	252	51	241	263	283	23	1825	197.1	136.9	122.5	150.8	169.9	123.6	109.6	134.1	86.2	90.3	89.5	84.5
4.7	5.1	5.2	5.0	55	24	18	5	68	36	44	8	315	159.2	119.0	99.7	71.5	157.4	120.7	98.8	79.6	98.9	101.4	99.1	93.9
5.7	4.7	3.8		20	24	29		28	35	53	1	190	89.7	79.3	62.0		91.0	75.8	65.2		101.5	95.6	105.1	98.9
2.4	3.0	3.6		33	30	20		20	35	27	2	168	115.3	100.7	81.2		111.5	88.1	82.6		96.7	87.4	101.8	88.9
3.4	4.0	4.5	2.3	163	110	97	38	90	92	157	31	909	184.1	135.6	114.4	107.5	172.5	128.3	108.2	101.0	93.7	94.6	94.6	84.7
8.8	10.9	10.0	9.8	328	158	105	2	187	149	147	4	1482	184.2	130.4	120.8		164.0	126.3	109.6	82.1	89	96.9	90.8	85
8.4	9.4	7.6		75	110	49		61	102	65		709	158.8	124.3	94.6		152.2	119.1	96.0		95.8	95.8	101.4	93.1
9.7	9.7	9.6		74	66	44	1	50	67	75	1	379	159.3	109.2	88.7		136.7	106.1	86.9		85.8	97.1	98	85.3
				111	133	63	14	62	121	78	17	599	172.0	126.8	103.6	82.2	158.2	120.1	98.0	82.2	92	94.6	94.6	88.3
3.1	4.2	4.2	3.5	53	21	12	4	57	42	27	10	300	173.3	122.4	105.8	66.3	167.9	125.1	104.9	69.9	96.9	102.2	99.2	90.9
0.0	1.4	1.2	1.0	22	15	7	17	19	20	9	30	139	102.9	84.6	69.9	57.1	98.1	89.7	75.4	62.4	95.3	106	107.8	97.2
5.7	5.9	5.8	4.8	69	33	29	20	62	24	36	10	305	185.6	132.1	114.2	80.7	172.4	124.1	114.8	81.5	92.9	94	100.5	97.2
2.3	0.3	0.9	3.0	27	10	14	4	19	13	23	2	115	81.5	67.4	60.3	44.7	84.5	63.5	55.4		103.6	94.3	91.9	93.2
0.0	0.3	0.0	0.0	13	17	11	2	9	9	6	4	71	65.1	59.8	57.4		66.8	58.0	55.7	52.0	102.6	97	96.9	98
				70	27	15		26	17	23		209	96.2	85.2	79.9		95.6	85.9	75.8		99.3	100.8	94.9	94.4
3.8	3.8	4.0		177	46	29		122	38	25		580	119.8	96.4	93.5		109.0	92.1	94.6		91	95.6	101.2	90.1
3.8	5.0	5.0		160	57	27	12	128	72	47		573	115.5	102.3	77.1	78.8	110.9	91.7	77.1		96	89.6	100	91.7
5.0	6.7	5.9		112	68	42	3	92	49	24	3	451	116.6	99.8	79.3	53.4	113.6	94.2	80.2	39.0	97.4	94.3	101.1	93.3
				192	147	74	148	121	145	117	218	1162	125.3	102.8	100.5	60.2	119.6	96.7	83.7	62.7	95.5	94.1	83.2	87.4
3.0	4.9	4.9	5.1	45	33	44	7	30	40	56	13	268	104.6	84.0	67.8	60.6	101.8	76.3	68.3	56.6	97.4	90.8	100.8	91
3.5	3.8	4.0	3.1	18	12	9	1	17	17	15	11	100	104.6	76.7	65.1		99.5	78.0	68.0	57.6	95.1	101.8	104.4	89.6
0.0	5.7	0.0		22	15	13		6	6	7	5	93	96.3	86.2	88.0		93.6	90.8	77.8	59.8	97.3	105.3	88.5	91.8
3.8	5.3	5.4	4.5	538	335	341	45	237	282	407	75	2260	185.5	124.2	100.0	76.0	174.2	118.9	92.8	70.3	93.9	95.8	92.8	82.9
3.3	3.8	4.3	3.3	81	67	56	9	26	32	34	4	404	138.7	111.9	100.7	99.9	131.7	102.6	99.4	91.5	95	91.6	98.7	88.2
5.5	7.7	9.4	13.0	65	31	42	13	39	23	56	26	315	105.2	92.4	80.0	66.3	101.9	87.1	75.1	65.8	96.9	94.3	93.9	90.6
4.1	4.7	6.0	5.2	98	120	51	29	56	111	46	73	584	126.6	94.9	83.9	71.5	106.5	91.2	80.3	73.9	84.2	96.1	95.8	87
				72	30	21		56	36	26	1	259	98.0	88.8	79.6		89.1	80.7	70.1		91	90.9	88	89.5
3.2	3.6	3.8		18	6	6		5	11	14		60	72.7	58.2	52.7		70.7	59.3	53.0		97.3	101.9	100.7	88.6
5.3	5.7	5.0	6.3	765	307	317	6	405	295	305	12	3102	206.4	139.3	118.1	88.3	195.0	133.6	114.5	67.6	94.5	95.9	97	83.5
7.1	5.4	8.3		36	36	17	1	23	37	51	2	252	128.4	107.7	95.0		113.5	100.9	87.3		88.4	93.6	91.9	86.1
4.4	6.2	6.9	6.2	201	158	132	8	111	187	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							
Minnesota																									
Augsburg U	2	IIA	PR	91.7	83.0	76.5	68.2					80.3	100.0	100.0	13.2	17.9	FpT	48.4	24.8	26.8					
Carleton Coll		IIB	PI	162.2	126.0	94.4	74.2	89.2				129.8	100.0	100.0	9.7	9.0	PpV	62.4	20.7	16.9					
Coll of Saint Benedict and Saint John's U	43	IIB	PR	97.2	81.7	70.2	69.0					81.5						58.0	15.0	27.0					
Concordia Coll at Moorhead		IIB	PR	77.5	69.5	67.1	54.3					69.2	100.0	100.0	6.3	15.3	PpTV	57.4	19.1	23.4					
Gustavus Adolphus Coll		IIB	PR	86.0	76.2	69.5	59.9					74.5	100.0	100.0	4.7	13.2	FpTV	62.5	16.4	21.1					
Macalester Coll		IIB	PR	137.7	102.8	86.5	72.8					107.6	100.0	100.0	10.0	10.4	PpV	62.6	17.7	19.7					
Saint Mary's U of Minnesota	2	IIA	PR	70.6	71.2	66.9	70.7					69.3	100.0	100.0	7.5	12.5	FFTO	42.3	0.0	57.7					
St Olaf Coll		IIB	PR	105.4	84.4	70.7	65.5		89.6			84.4	92.7	100.0	8.7	12.8	PpO	47.6	19.7	32.6					
U of Minnesota-Crookston	2,44	IIB	PU	111.4	89.8	77.6	52.2	71.3				80.8	100.0	100.0	10.3	18.0	None	38.2	16.2	45.6					
U of Minnesota-Duluth	45	IIA	PU	110.0	88.4	72.1	62.3					83.2	100.0	100.0	10.3	17.7		51.3	14.8	33.8					
U of Minnesota-Morris		IIB	PU	93.2	74.1	63.7	55.4	-				73.6	100.0	100.0	10.3	17.7		62.2	9.2	28.6					
U of Minnesota-Rochester		IIB	PU	107.3	90.2	74.7	70.9	71.3				77.3	100.0	100.0	10.3	17.7		23.3	14.0	62.8					
U of Minnesota-Twin Cities	2	I	PU	165.8	119.3	101.3	68.5	74.3	-			125.6	100.0	100.0	10.3	18.7	None	52.5	17.8	29.6					
U of St Thomas		I	PR	125.3	99.0	96.6	82.6					109.5	97.3	97.3	9.2	10.3	FpTV	79.8	18.0	2.2					
Mississippi																									
Millsaps Coll	46	IIB	PR	88.0	75.1	81.6	57.9	-	42.7			76.0	100.0	100.0	4.1	10.7	FFTOV	29.2	47.2	23.6					
Mississippi St U	2	I	PU	128.0	92.5	84.0	56.5	31.6				90.7	36.8	100.0	16.4	4.7	P	37.0	28.4	34.6					
Mississippi U for Women	2	IIA	PU	75.2	61.1	55.2	58.8					63.2	100.0	100.0	17.9	7.8	P	42.3	23.2	34.5					
U of Southern Mississippi	4	I	PU	98.0	79.7	71.2	59.1	60.4				76.9	100.0	100.0	17.9	7.2	P	43.6	23.9	32.4					
Missouri																									
Columbia Coll	4	IIA	PR	84.6	79.5	70.6	63.2					74.6	100.0	100.0	4.3	13.0	FFT	41.9	36.5	21.6					
Drury U	4,22	IIA	PR	71.2	64.0	71.8	53.6					65.7	100.0	100.0	2.9	10.4	FpTV	66.7	12.1	21.2					
Lincoln U		IIB	PU	73.9	60.6	54.6	47.5					60.4	100.0	100.0	15.3	22.5		37.4	50.5	12.1					
Lindenwood U		I	PI	107.5	91.2	68.3	65.5					88.2	100.0	100.0	5.0	8.0	FT	0.0	0.0	100.0					
Maryville U of Saint Louis	2	I	PI	99.5	88.4	77.7	74.2					85.1	100.0	100.0	8.0	11.8	FFTV	48.3	19.0	32.7					
Mineral Area Coll		III	PU	67.3	61.8	61.6	57.4					60.3	100.0	100.0	16.7	15.4	Ff	0.0	0.0	100.0					
Missouri Baptist U		IIA	PR	82.2	70.7	65.8	59.7	-				69.2	90.1	100.0	10.1	15.0	FFT	0.0	0.0	100.0					
Missouri U of Science and Tech	2	I	PU	145.8	100.9	86.3		64.1				114.7	100.0	100.0	16.1	10.1	PpV	58.1	18.8	23.1					
Southeast Missouri St U		IIA	PU	101.1	76.5	68.1	57.7					77.2	100.0	100.0	8.4	9.4		50.6	19.3	30.1					
Truman St U	2	IIA	PU	79.2	73.0	61.8	51.3	37.7				68.5	100.0	100.0	17.6	12.3	P	51.9	21.6	26.4					
U of Central Missouri	2	IIA	PU	96.0	86.1	74.2	69.4					81.3	100.0	100.0	18.6	12.2	PTO	55.1	18.0	26.9					
U of Missouri-Columbia	2	I	PU	149.6	106.0	91.9	58.9	-				108.3	100.0	100.0	13.6	10.3	PpV	40.6	16.6	42.8					
U of Missouri-Kansas City	2	I	PU	131.7	101.9	83.4	62.2	43.4				102.7	100.0	100.0	13.5	10.9	PpTV	42.2	15.2	42.6					
U of Missouri-St Louis	2	I	PU	109.5	86.6	83.3						92.3	100.0	100.0	14.4	11.5	PpTV	44.3	14.3	41.4					
Washington U in St Louis	2	I	PI	210.2	144.3	123.2	101.8	80.0	-			155.2	100.0	100.0	7.3	13.9	FOV	48.8	18.7	32.5					
Webster U	2,47	IIA	PI	103.0	83.6	69.7						87.0	98.8	98.8	3.3	11.7	FFTO	72.6	18.3	9.1					
Montana																									
Montana St U		I	PU	130.2	98.6	86.3	69.2					98.4	100.0	100.0	6.0	12.8	Pp	52.8	25.0	22.1					
Montana St U Billings		IIA	PR	91.6	76.9	64.2		57.8	62.0			70.5	100.0	100.0	10.7	18.0	PpTV	38.7	38.7	22.6					
Rocky Mountain Coll		IIA	PR	72.9	59.4	58.9	42.5					61.8	100.0	100.0	4.4	10.0	FT	57.4	27.8	14.8					
U of Montana	2	I	PU	109.6	88.4	74.8	55.6	59.6				92.1	100.0	100.0	10.5	13.7	PpT	59.6	20.9	19.5					
Nebraska																									
Creighton U	2	IIA	PR	137.6	105.7	84.6	79.1					103.6	100.0	100.0	6.5	10.3	FFT	49.0	18.4	32.7					
Nebraska Wesleyan U		IIA	PR	74.3	65.1	59.8	58.3					65.6	92.7	100.0	5.5	13.9	FFT	55.2	30.2	14.6					
U of Nebraska at Kearney	2	IIA	PU	92.1	71.5	66.0		56.5				75.2						57.2	19.3	23.5					
U of Nebraska at Omaha		I	PU	109.1	89.8	82.8	58.7	63.8	75.1			84.6	100.0	100.0	8.0	16.1	PpT	47.3	21.7	31.0					
U of Nebraska-Lincoln	2	I	PU	145.6	112.5	97.6		52.7	55.7			113.3	41.6	94.6	18.4	14.0	Pp	52.5	15.7	31.8					
Wayne St Coll		IIA	PU	89.0	71.9	65.1	62.5	57.1				75.1	100.0	100.0	8.0	19.3	P	49.6	34.1	16.3					
Nevada																									
U of Nevada-Las Vegas		I	PU	179.4	125.4	104.1		72.2	96.4			123.6	97.9	97.9	15.1	7.4	Pp	47.7	20.5	31.8					
U of Nevada-Reno	14	I	PU	162.7	119.5	96.6		74.6				122.7	100.0	97.5	17.5	7.4	PO	54.1	16.8	29.1					
New Hampshire																									
Colby-Sawyer Coll		IIB	PI	81.3	67.2	62.0						67.8	100.0	100.0	1.7	20.6	FFT	37.3	27.5	35.3					
Dartmouth Coll	22,48	I	PI	271.4	171.1	137.1	139.6	107.8	-			187.4	100.0	99.6	7.8	6.5		55.0	20.1	24.9					
Keene St Coll		IIB	PU	105.6	88.6	76.1		56.8				94.7	94.3	100.0	8.9	14.9	Pp	81.9	15.2	2.9					
Plymouth St U	4	IIA	PU	100.5	84.2	69.6		67.7				84.3	92.5	100.0	9.6	17.8	Pp	61.2	9.5	29.3					
Saint Anselm Coll		IIB	PR	100.4	88.0	71.8						90.4	97.7	100.0	8.4	15.6	FT	74.2	12.9	12.9					
Southern New Hampshire U		IIA	PI	93.1	72.8	63.3	61.3	41.8				74.3						0.0	0.0	100.0					

APPENDIX I

(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
1.3	2.6	2.8	2.6	15	23	19	10	19	23	32	16	157	90.4	83.7	75.1	66.6	92.7	82.2	77.3	69.3	102.5	98.1	103	100.2
5.2	6.1	7.8	7.5	54	24	26	2	50	24	39	3	237	165.2	126.9	92.4	-	158.9	125.2	95.8	73.0	96.2	98.6	103.6	92.4
2.1	2.8	2.3	2.1	35	32	34	3	30	40	34	18	226	98.7	84.2	70.3	67.1	95.3	79.7	70.1	69.3	96.6	94.7	99.6	94.4
0.0	0.1	0.2	2.9	20	24	20	4	16	25	21	11	141	78.8	73.2	65.9	53.8	75.9	66.0	68.3	54.5	96.4	90.2	103.6	93.8
3.6	4.4	3.4	3.5	19	23	5	16	26	28	17	18	152	88.2	77.9	71.4	59.1	84.3	74.8	68.9	60.7	95.6	95.9	96.5	97.2
3.9	4.5	5.4	4.6	41	23	10	11	36	24	25	28	198	140.3	103.3	83.4	74.8	134.7	102.2	87.7	72.0	96	98.9	105.1	88.5
5.5	7.5	8.3	-	9	12	12		4	14	16	4	71	69.1	72.5	66.7		73.9	70.0	67.0	70.7	106.9	96.6	100.4	99.6
2.4	4.0	4.6	2.7	37	31	31	3	26	42	52	8	233	106.5	85.3	71.8	64.9	103.8	83.7	70.0	65.7	97.5	98.1	97.6	92.4
5.8	9.2	9.5	-4.1	6	9	6	3	3	11	2	4	68	108.6	89.1	78.8	58.4	117.1	90.3	-	47.6	107.9	101.4	-	95
6.7	7.6	7.6	7.3	59	80	74	28	29	68	68	46	452	112.2	92.1	73.7	70.2	105.7	84.1	70.4	57.5	94.3	91.3	95.5	86.5
2.6	3.7	5.3	3.6	15	20	6	8	10	19	5	14	98	98.0	73.1	63.6	57.0	86.1	75.2	63.9	54.5	87.8	103	100.4	91.4
-	4.4	3.1	3.8	1	5	1	4	2	2	5	6	43	-	90.9	-	75.2	-	-	75.2	68.0	-	-	-	91.6
3.5	5.1	4.8	4.7	628	314	235	41	310	288	302	93	2466	170.6	123.2	108.1	71.3	155.9	115.0	96.0	67.2	91.4	93.3	88.8	80.5
1.2	1.9	2.0	1.6	101	74	26	2	54	68	39	3	367	134.9	101.6	99.9	-	107.4	96.2	94.4	75.4	79.6	94.7	94.5	84
0.2	1.1	0.5	3.5	14	10	9	4	7	12	4	7	72	89.5	82.7	81.3	62.1	85.0	68.7	82.2	55.6	95	83.1	101.1	87.3
2.5	3.7	4.5	4.8	200	162	185	56	71	128	168	115	1125	130.2	98.4	89.5	62.0	121.6	85.0	77.9	53.9	93.4	86.4	87	77.3
3.9	3.8	6.5	4.5	17	9	10	8	24	18	21	35	142	72.5	58.0	52.3	52.1	77.0	62.7	56.6	60.3	106.2	108.2	108.2	104.6
3.8	5.7	4.6	5.5	92	105	101	39	53	90	107	72	685	100.9	82.2	74.2	57.8	93.1	76.7	68.4	59.8	92.3	93.3	92.3	87.9
7.6	-0.7	4.1	4.7	9	17	6	5	6	5	16	10	74	83.6	80.7	75.9	64.8	86.0	75.6	68.6	62.3	102.9	93.6	90.4	90
5.4	5.2	2.6	3.5	20	21	5	8	18	7	8	12	99	71.6	63.6	61.8	55.9	70.7	65.1	78.0	52.1	98.8	102.3	126.3	101.4
4.8	3.8	3.6	6.0	17	10	13	3	7	8	30	3	91	74.7	59.1	55.6	44.1	72.0	62.3	54.2	51.0	96.4	105.4	97.5	91.7
0.3	0.5	1.2	1.8	18	32	17	6	36	24	20	15	168	112.3	95.0	70.3	67.4	105.1	86.1	66.6	64.8	93.6	90.7	94.7	94.1
3.2	3.5	4.2	3.5	19	13	11	6	14	27	47	10	147	102.0	84.9	79.3	86.7	96.3	90.1	77.3	66.8	94.4	106.1	97.5	91.1
13.4	13.0	10.8	11.0	4	2	2	14	3	4	8	11	48	71.1	-	-	59.0	62.2	59.9	60.5	55.5	87.5	-	-	93.7
2.4	8.9	4.6	3.6	6	9	9	1	9	8	20	8	71	68.5	65.9	66.8	-	91.4	76.1	65.4	59.5	133.3	115.4	97.9	109.2
3.1	4.6	3.8		101	68	62		33	34	26		329	154.0	101.7	89.7		120.7	99.1	78.2		78.4	97.4	87.2	84
2.4	2.3	4.4	2.5	63	31	39	37	43	32	26	61	332	103.0	78.5	70.5	58.8	98.4	74.5	64.3	57.1	95.6	94.9	91.2	89.2
1.3	4.0	9.6	5.4	53	21	41	10	25	25	39	14	231	77.9	73.5	62.6	51.1	82.0	72.6	61.0	51.4	105.2	98.8	97.5	96
3.4	5.0	6.3	5.7	67	46	45	41	39	45	28	83	394	97.1	88.9	76.2	79.3	94.1	83.3	70.9	64.5	96.9	93.8	93	87.2
2.9	3.9	3.2	4.7	266	249	205	43	143	189	299	110	1506	159.4	109.2	97.2	57.5	131.3	101.7	88.3	59.5	82.4	93.1	90.9	79.4
5.0	5.2	4.0	4.5	94	109	78	10	74	87	89	14	564	138.2	107.1	85.4	66.6	123.4	95.4	81.7	59.0	89.3	89.1	95.7	87.8
2.4	2.5	2.8	-	60	55	37	1	42	79	69		343	116.8	89.1	94.3	-	99.1	84.8	77.4		84.9	95.1	82.1	84.4
3.6	5.4	3.5	2.8	339	105	109	2	158	87	91	5	1140	221.9	146.9	129.1	-	185.1	141.1	116.1	117.1	83.4	96.1	90	75.6
2.4	2.9	5.0		27	34	21		34	24	24		164	106.1	87.9	75.5		100.6	77.5	64.6		94.8	88.2	85.5	91.8
6.1	9.4	6.6	6.8	97	59	57	44	55	65	68	70	515	128.4	100.3	87.3	68.5	133.3	97.1	85.5	69.6	103.8	96.9	97.9	92
4.6	9.4	5.4		12	14	18		14	9	22		137	85.1	80.4	62.9		97.1	71.5	65.4		114.1	89	104	101.4
2.6	1.7	2.1	2.9	14	2	7	5	6	9	8	3	54	72.8	-	59.9	39.2	73.0	57.7	58.1	48.0	100.2	-	96.9	95.3
5.5	6.9	8.5	11.5	100	40	35	15	59	35	52	4	349	110.9	86.8	72.9	53.9	107.3	90.1	76.1	61.7	96.8	103.8	104.3	97.1
4.8	5.2	5.2	5.6	92	93	86	18	55	87	130	33	594	142.1	106.7	83.8	79.7	130.2	104.6	85.2	78.7	91.6	98	101.7	89.6
0.1	1.6	1.3	-	14	12	14	4	17	10	22	3	96	75.3	65.5	58.0	56.5	73.5	64.6	60.9	60.7	97.6	98.5	105	100.4
2.2	5.3	4.2		56	43	20		50	34	22		285	92.6	72.9	65.4		91.5	69.7	66.5		98.8	95.6	101.6	93.2
2.7	3.1	2.9	5.5	94	72	78	39	54	83	71	63	645	109.1	95.7	86.6	60.1	109.1	84.7	78.7	57.9	100	88.6	90.9	88.5
2.8	4.0	4.5		225	178	127		96	136	131		993	148.9	115.5	105.8		138.1	108.5	89.7		92.7	94	84.8	82.4
4.3	9.3	7.5	4.2	28	10	18	10	20	13	13	8	123	90.6	71.7	64.3	64.6	86.8	72.1	66.2	60.0	95.8	100.5	103.1	98.1
4.6	4.9	4.7	3.9	207	130	102	1	80	113	85	1	1099	182.8	125.1	106.5	-	170.6	125.6	101.3	-	93.3	100.4	95.1	86.2
11.6	12.0	13.5		131	181	115		74	142	134		791	171.0	123.6	98.5		147.8	114.4	95.0		86.4	92.6	96.4	86.6
0.0	0.0	1.1		7	3	12		6	5	18		51	80.8	70.9	61.0		81.9	65.0	62.7		101.4	91.6	102.8	97.7
2.8	5.1	4.7	2.5	171	105	69	11	78	64	73	9	706	283.1	174.4	138.1	159.8	245.9	165.6	136.1	114.8	86.8	95	98.6	80.9
2.0	2.9	7.2		26	15	9		27	21	4		105	106.5	88.9	76.2		104.7	88.4	75.9		98.3	99.4	99.7	101
2.0	5.3	6.2		28	15	7		29	18	7		147	101.1	86.3	71.4		100.0	82.4	67.8		98.9	95.5	94.9	100.2
4.0	4.5	5.2		31	21	13		27	28	12		132	105.2	90.1	72.2		94.9	86.5	71.5		90.2	96	99.1	93
4.0	4.0	4.2	4.0	28	16	20	7	18	20	14	4	136	98.8	74.5	69.1	66.1	84.2	71.5	55.1	52.8	85.2	95.9	79.8	87.3

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)		(5)		(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT
New Hampshire (continued)																		
U of New Hampshire-Main Campus	4	I	PU	148.3	116.4	104.5		84.5		115.0	100.0	94.9	7.9	11.8	Pp	55.1	19.7	25.2
New Jersey																		
Caldwell U		IIA	PR	84.1	73.5	64.7	64.5			74.9	100.0	100.0	1.6	22.6	FFT	58.8	31.3	10.0
Coll of New Jersey	6,22	IIA	PU	146.9	122.1	98.8	-	94.1		127.4	100.0	100.0	30.1	32.1	FV	72.1	13.5	14.4
Fairleigh Dickinson U-Metro Campus	2	IIA	PI	105.0	91.6	79.9		61.6		87.0	83.8	68.3	10.5	23.6	FFTV	50.7	24.5	24.8
Kean U	2,49	IIA	PU	142.5	119.8	100.3	-	81.4		104.9						36.7	34.3	29.0
Monmouth U		IIA	PI	141.8	110.8	95.5	65.2	83.3		103.0	100.0	100.0	7.2	18.1	FT	15.9	46.2	37.9
New Jersey Inst of Tech	2	I	PU	210.1	145.2	122.5		87.7	82.3	137.9	100.0	100.0	6.3	8.4	FpTO	44.4	21.4	34.2
Princeton U		I	PI	314.7	185.6	150.1	104.7	115.1		228.2	100.0	100.0	9.4	12.2		61.6	16.5	21.8
Ramapo Coll of New Jersey		IIA	PU	147.4	124.6	161.3		84.5		139.1	100.0	100.0	29.7	31.7		77.1	17.6	5.3
Rider U		IIA	PI	119.6	105.1	128.0		72.1		113.7	98.8	81.1	5.0	12.7	FpTV	68.9	0.0	31.1
Rowan U		I	PU	151.2	110.3	90.4	93.1			111.7	100.0	100.0	8.4	15.0	F	54.7	17.8	27.5
Rutgers U-Camden	17	I	PU	190.5	133.4	109.1	88.9			141.9	100.0	100.0	8.0	16.3	F	55.2	22.5	22.2
Rutgers U-New Brunswick	17	I	PU	202.4	132.1	103.9	84.1	87.9		147.2	100.0	100.0	8.0	12.1	F	49.0	15.1	35.9
Rutgers U-Newark	17	I	PU	217.5	154.8	121.8	80.1			165.6	100.0	100.0	8.0	8.6	F	53.4	15.4	31.2
Saint Peter's U		IIA	PR	109.9	82.2	76.0	69.6	70.9	-	85.3	100.0	100.0	2.0	7.2		59.2	25.2	15.5
Seton Hall U	3	I	PR	148.2	108.9	93.1	80.4	75.1		108.0	100.0	100.0	7.2	20.1	FTV	46.1	12.7	41.2
Stevens Inst of Tech		I	PI	217.0	153.1	145.4		87.4		158.5	100.0	100.0	6.9	10.5	FFTV	32.0	28.1	39.9
Stockton U	22	IIA	PU	146.7	116.3	90.1	79.6		76.1	114.9	100.0	100.0	8.0	32.0	FT	70.1	21.3	8.6
William Paterson U of New Jersey	14	IIA	PU	155.4	124.7	99.9	80.3		86.2	136.4	100.0	100.0	7.4	9.3	F	80.3	9.7	10.0
New Mexico																		
New Mexico St U-Alamogordo	4	III	PU	78.7	73.5	64.7				71.9	100.0	100.0	19.4	8.5	Pp	33.3	23.3	43.3
New Mexico St U-Dona Ana	4	III	PU	79.5	70.3	64.3	56.0			67.0	100.0	100.0	20.9	12.5	Pp	53.5	41.1	5.4
New Mexico St U-Grants		III	PU	77.2	64.5	58.7	-			64.4	100.0	100.0	19.8	14.4	Pp	41.2	29.4	29.4
New Mexico St U-Main Campus	4	I	PU	116.8	94.5	78.7	58.6		-	91.9	100.0	100.0	16.3	9.2	Pp	45.5	25.3	29.3
U of New Mexico-Main Campus	4	I	PU	141.3	104.7	87.9	69.6	73.7		106.5	76.6	76.6	18.2	8.4	PTV	20.4	52.8	26.9
New York																		
Adelphi U		IIA	PI	150.5	123.6	97.4	88.3	91.9		122.9	100.0		37.0		FT	61.1	22.1	16.8
Bard Coll		IIA	PI	164.5	114.5	95.6				125.2						61.7	29.6	8.6
Barnard Coll		IIB	PI	209.6	138.7	111.2	87.7	103.0		143.4	100.0	100.0	11.9	15.0	FfV	42.2	17.0	40.8
CUNY Bernard M Baruch Coll		IIA	PU	137.6	114.0	97.1		89.4		113.0	100.0	100.0	16.0	13.0		60.5	37.1	2.4
CUNY Borough of Manhattan Comm Coll		III	PU	127.6	106.5	88.8	58.7	83.1		103.3	100.0	100.0	17.5	14.3		76.1	17.5	6.4
CUNY Bronx Comm Coll		III	PU	125.6	104.0	91.0	-	85.8		107.3	100.0	100.0	16.9	13.7		86.6	11.3	2.1
CUNY Brooklyn Coll		IIA	PU	132.6	110.3	93.8		86.0		114.6	100.0	100.0	15.8	12.9		78.7	17.6	3.7
CUNY City Coll		I	PU	139.7	116.2	96.5	-	90.7		122.5	100.0	100.0	14.8	12.0		75.1	16.0	8.9
CUNY Graduate School and U Center		I	PU	136.3	117.0	97.6		85.8		124.8	100.0	100.0	14.5	11.8		64.8	18.2	16.9
CUNY Hostos Comm Coll		III	PU	122.5	102.6	90.0		85.7		102.8	100.0	100.0	17.6	14.3		73.0	25.8	1.2
CUNY Hunter Coll		IIA	PU	132.3	112.8	95.4		88.3		114.5	100.0	100.0	15.8	12.9		71.7	20.0	8.3
CUNY John Jay Coll of Criminal Justice		IIA	PU	133.6	111.8	92.1		86.6		109.5	100.0	100.0	16.5	13.5		73.1	22.5	4.4
CUNY Kingsborough Comm Coll		III	PU	130.3	105.6	91.9		84.7		102.5	100.0	100.0	17.7	14.4		70.3	26.3	3.5
CUNY LaGuardia Comm Coll		III	PU	125.9	106.6	91.5		83.8		111.6	100.0	100.0	16.2	13.2		80.7	16.2	3.1
CUNY Lehman Coll		IIA	PU	132.0	110.1	96.2	-	89.7		108.0	100.0	100.0	16.8	13.7		62.4	33.0	4.6
CUNY Medgar Evers Coll		IIB	PU	132.5	110.2	91.7		87.5		108.0	100.0	100.0	16.8	13.6		67.6	30.1	2.2
CUNY New York City Coll of Tech		IIB	PU	130.1	109.8	95.3		82.6		108.1	100.0	100.0	16.7	13.6		77.9	18.9	3.2
CUNY Queens Coll		IIA	PU	133.7	111.2	92.6		86.7		109.8	100.0	100.0	16.5	13.4		69.2	26.4	4.4
CUNY Queensborough Comm Coll		III	PU	129.5	107.9	90.8		86.9		106.7	100.0	100.0	17.0	13.8		85.5	14.5	0.0
CUNY School of Law		IIA	PU	175.9	143.4	120.5	98.7			150.5	100.0	100.0	12.0	9.8		45.6	38.6	15.8
CUNY Stella and Charles Guttman Comm Coll		III	PU	128.7	103.4	88.5		84.1		105.0	100.0	100.0	17.2	14.0		66.7	33.3	0.0
CUNY York Coll		IIA	PU	126.7	108.5	92.2		87.9		106.4	100.0	100.0	17.0	13.9		59.6	36.9	3.4
Canisius U	4	IIA	PR	87.4	76.4	74.8	59.1			78.5	100.0	100.0	3.6	9.0	FFT	67.2	17.6	15.1
Cayuga County Comm Coll		III	PU	95.7	81.9	74.1	-			89.2	100.0	100.0	16.9	13.7	F	82.9	14.3	2.9
Colgate U	22	IIB	PI	167.3	121.3	93.5	62.9	74.1		118.7	100.0	100.0	10.4	7.7	OV	53.4	20.3	26.3
Coll of Staten Island CUNY		IIA	PU	133.1	109.6	96.0		84.1		114.0	100.0	100.0	15.9	12.9		79.1	17.4	3.4
Columbia U in the City of New York	50	I	PI	316.8	215.4	175.2	-	113.3		231.8	100.0	100.0	8.1	6.9	FITOV	48.9	19.4	31.8
Cornell U	2,51	I	PI	221.1	155.1	139.6	101.1	98.4		168.4	100.0	100.0	10.0	12.7	OV	55.7	22.0	22.3
Dominican U New York		IIA	PI	96.5	85.6	76.4	67.5			80.3	100.0	100.0	0.0	18.1	FFT	58.5	21.5	20.0
Finger Lakes Comm Coll		III	PU	82.6	72.5	65.0	58.6			72.9	100.0	100.0	10.7	27.0	P	85.4	14.6	0.0
Fordham U	22	I	PR	196.5	140.6	122.4	127.7	77.2	65.2	146.1	100.0	100.0	9.9	17.0	FFTV	61.5	13.4	25.1
Hamilton Coll		IIB	PI	160.2	117.0	100.1	77.2			117.6						51.0	29.1	19.9
Hartwick Coll		IIB	PI	83.4	68.4	44.9	49.4			59.9	100.0	100.0	8.1	3.3	F	55.9	22.6	21.5
Hobart William Smith Colls		IIB	PI	102.3	84.6	69.6	62.5			89.3	100.0	100.0	8.6	13.6		84.0	11.5	4.5
Hofstra U		I	PI	157.8	120.6	113.7	90.3			134.6	97.2	100.0	11.6	16.2	TOV	67.5	19.3	13.2
Iona U	18,52	IIA	PR	119.4	92.6	85.6	45.5	84.4		94.4	100.0	100.0	6.3	16.2	FTV	59.1	12.9	28.1
Ithaca Coll		IIA	PI	108.9	90.9	72.5	67.1		-	89.2	100.0	100.0	7.5	15.3	F	60.4	13.0	26.6

APPENDIX I

(7)				(8)								(9)								SALARY-EQUITY					
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				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	
4.3	4.9	5.0		106	72	50		62	95	66		603	155.3	120.1	106.6		136.2	113.7	102.9		87.7	94.6	96.5	87.9	
1.0	2.1	2.5	1.0	14	10	6	1	18	12	12	7	80	84.4	75.7	64.5	-	83.8	71.6	64.9	65.9	99.3	94.5	100.6	95.8	
9.6	9.8	11.2	-	70	57	17	2	90	64	31		362	149.4	125.9	97.9	-	145.0	118.7	99.3		97	94.3	101.4	95.5	
2.4	4.5	1.0		54	34	30		29	39	39		278	105.8	86.9	81.4		103.4	95.8	78.8		97.7	110.3	96.7	93.9	
9.0	9.3	9.4	-	24	37	57	1	34	34	84		379	141.5	119.1	101.5	-	143.1	120.5	99.5		101.1	101.2	98.1	96.4	
11.8	8.6	8.7	8.4	24	44	16	4	18	48	16	6	264	149.7	115.9	97.3	65.9	131.3	106.1	93.7	64.7	87.7	91.5	96.3	86.8	
7.4	10.3	10.5		125	84	61		16	26	45		541	212.8	146.3	122.5		189.6	141.6	122.4		89.1	96.8	99.9	80.2	
5.3	9.0	9.8	10.2	378	75	105	10	155	55	73	2	1076	318.6	191.9	152.4	103.6	305.4	177.0	146.9	-	95.9	92.3	96.4	80.7	
8.2	8.5	9.3		34	34	19		27	42	25		188	148.1	154.7	96.6		146.6	100.3	210.4		99	64.8	217.9	97.5	
-1.4	0.1	-1.4		39	28	14		25	31	19		164	119.6	101.9	88.4		119.5	107.9	157.2		99.9	105.9	177.9	112.1	
8.0	9.8	10.6	9.5	80	126	101	10	53	132	114	9	625	154.3	111.8	92.6	100.4	146.7	108.9	88.5	84.9	95.1	97.4	95.6	92.3	
				60	53	52	3	30	62	44	2	306	198.7	138.7	112.3	98.4	174.1	128.8	105.3	-	87.6	92.9	93.8	86.2	
				533	253	285	19	283	339	401	49	2198	206.9	133.4	107.7	83.1	193.8	131.1	101.2	84.5		93.6	98.3	94	82.4
				127	93	100	5	78	82	68	11	564	225.5	158.0	124.3	80.2	204.6	151.1	118.0	80.1		90.7	95.6	95	90.2
3.0	3.4	4.6	2.4	13	16	15	8	11	21	11	1	103	114.4	82.4	78.1	70.4	104.5	82.0	73.2	-	91.4	99.6	93.7	97.5	
7.9	8.5	7.9	6.6	73	66	39	48	43	64	54	42	456	146.8	112.1	96.0	80.7	150.5	105.6	91.0	80.0	102.5	94.2	94.8	92.6	
3.3	4.1	5.5		73	71	75		15	32	48		356	219.5	157.1	144.3		204.9	144.3	147.0		93.3	91.9	101.9	89.3	
8.9	9.4	10.5	13.2	45	60	29	4	49	75	43	6	338	146.0	116.5	91.1	86.2	147.3	116.2	89.4	75.3	100.9	99.8	98.1	97	
10.3	1.4	10.9	-	76	25	9	2	74	35	14	2	259	157.7	129.7	101.3	-	153.1	121.2	99.0	-	97.1	93.5	97.6	91.3	
3.0	6.9	3.9		4	2	7		7	5	5		30	77.2	-	63.3		79.6	72.5	66.7		103.1	-	105.3	106	
4.9	7.7	6.3	7.0	17	8	18	18	22	9	14	23	129	80.4	69.1	63.5	56.5	78.7	71.4	65.2	55.5	97.9	103.3	102.7	100.4	
3.0	3.0	3.0	-	2	3	4	1	2	2	3		17	-	65.3	59.7	-	-	-	57.3	-	-	-	96.1	100.3	
5.2	6.6	6.5	1.1	120	99	96	25	82	80	152	42	697	120.6	97.5	82.1	57.5	111.3	90.8	76.5	59.2	92.3	93.1	93.2	87.1	
4.4	5.6	5.2	7.1	214	134	119	9	143	134	164	7	1109	143.6	105.1	90.1	66.8	137.9	104.2	86.3	73.1	96	99.2	95.8	89.5	
3.7	4.4	4.7	-	52	54	34	4	46	66	43	2	321	157.7	126.8	96.2	90.6	142.4	121.1	98.3	-	90.3	95.5	102.1	93.1	
1.0	2.7	4.7		30	34	23		23	27	25		162	162.3	113.5	94.8		167.2	115.8	96.3		103	102.1	101.6	99.8	
3.8	6.3	5.5	4.9	44	13	16	23	63	17	34	43	294	208.0	136.9	111.6	83.2	210.7	140.2	111.0	90.1	101.3	102.4	99.5	95.3	
0.6	1.0	1.4	-	104	82	69		65	57	67		534	137.9	114.5	97.7		137.2	113.3	96.5		99.5	98.9	98.7	96.7	
1.8	1.9	1.4	2.7	75	75	36	8	81	84	57	11	531	130.0	106.0	88.0	62.1	125.5	107.0	89.4	56.2	96.5	101	101.6	97.3	
1.8	2.2	1.6	-	50	38	16		42	34	13	1	238	129.5	104.9	88.4		121.0	103.0	94.2	-	93.5	98.2	106.5	98.1	
1.0	1.4	2.6		111	56	23		82	59	34		427	134.5	110.6	93.2		130.0	110.0	94.1		96.6	99.5	100.9	93.9	
0.4	2.0	1.1		170	83	36		98	60	34	1	539	139.6	116.7	96.6		139.8	115.4	96.3	-	100.1	98.9	99.8	96.3	
0.9	2.0	0.8		76	21	16		67	32	13		236	138.4	117.7	97.1		133.8	116.5	98.1		96.7	99	101	96.9	
1.9	2.4	1.1		25	18	20		28	20	23		163	124.4	102.7	90.5		120.7	102.6	89.6		97	99.9	99	97.1	
0.9	1.1	1.6	-	130	89	32		134	85	42		625	132.9	113.3	94.5		131.7	112.3	96.1		99.1	99.1	101.6	97.6	
1.2	1.0	0.3		66	76	28		54	62	35		413	135.5	112.8	92.8		131.3	110.6	91.6		96.9	98	98.8	94.7	
2.0	2.1	1.3		44	24	43		41	33	36		316	132.4	106.4	91.7		128.1	105.1	92.1		96.8	98.7	100.5	96.7	
2.0	2.4	1.5		81	38	3		106	48	12		358	127.6	106.3	93.4		124.5	106.7	91.0		97.6	100.4	97.4	98.3	
1.6	1.6	1.3	-	55	51	25		46	66	49	1	391	134.2	109.8	96.6		129.4	110.4	96.1	-	96.4	100.5	99.5	94.1	
0.9	1.5	1.6		26	14	12		20	11	23		136	134.3	110.5	91.5		130.2	110.0	91.8		97	99.6	100.3	94.8	
1.8	2.0	1.8		57	71	37		48	65	35		376	130.7	110.5	96.1		129.4	109.0	94.5		99	98.6	98.4	99.1	
1.1	1.4	0.7		121	65	55		77	70	50		572	135.0	110.8	93.9		131.7	111.6	91.1		97.6	100.8	97	93.8	
1.7	2.1	1.2		38	73	17		49	70	25		346	128.5	108.4	91.5		130.2	107.3	90.4		101.3	99.1	98.8	100.6	
0.8	1.7	2.6	6.4	9	5		1	18	9	11	4	57	180.2	142.6		-	173.8	143.8	120.5	97.0	96.4	100.8		89.8	
3.4	3.9	4.1	-	5	5	3		10	11	3		48	137.6	104.5	87.9		124.2	102.9	89.1		90.3	98.5	101.4	100.8	
1.6	1.6	1.1		35	22	21		30	27	31		203	129.2	108.6	91.5		123.8	108.4	92.6		95.8	99.8	101.3	95.7	
4.1	4.0	-1.8	7.4	26	26	17	5	12	19	12	2	119	91.1	75.4	76.2	61.6	79.4	77.7	72.7	-	87.2	103	95.4	94.4	
3.7	3.0	3.0	9.2	11	1	2	1	12	4	4		35	97.7	-	-	-	93.9	81.9	74.1		96.2	-	-	95.7	
4.6	5.4	4.8	6.5	61	48	50	5	40	41	59	7	350	167.6	122.2	95.5	66.2	167.0	120.3	91.8	60.6	99.7	98.5	96.1	91.9	
0.8	1.5	0.4		93	44	6		51	49	8		321	133.9	110.0	97.4		131.6	109.2	95.0		98.3	99.2	97.5	91.8	
3.7	6.1	4.0		536	156	127	1	237	111	102		1678	321.3	217.5	172.9	-	306.8	212.4	178.1		95.5	97.6	103	81.8	
4.8	5.9	6.0	1.4	517	202	190	29	207	152	185	13	1777	224.3	158.3	144.4	98.9	213.1	150.8	134.7	106.0	95	95.2	93.3	83.5	
5.8	3.3	1.3	1.7	1	6	13	1	6	13	19	6	65	-	93.5	74.9	-	99.2	81.9	77.5	65.8	-	87.5	10		

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							
Long Island U	2,53	I	PI	132.5	116.8	102.8	83.8					115.3	100.0	100.0	9.7	23.8			49.0	9.7	41.3				
Manhattan Coll		IIA	PR	128.4	111.4	100.4	83.9					114.3	94.6	100.0	8.2	15.4	FT		77.6	11.6	10.9				
Manhattanville Coll		IIA	PI	97.6	80.6	69.2	60.1			74.9		82.0	100.0	100.0	6.5	14.1	FTV		48.1	23.4	28.6				
Marist Coll	3	IIA	PI	131.8	111.6	94.8	85.4	90.3	71.8	101.0		100.0	100.0	10.0	19.1	FpT		40.2	18.4	41.4					
Marymount Manhattan Coll		IIB	PI	107.2	86.5	71.5	74.3					87.0	88.9	100.0	10.1	14.5	FpT		66.7	14.8	18.5				
Mercy U		IIA	PI	106.3	91.7	86.7	78.3					90.3	88.3	73.0	10.1	23.6	T		33.5	8.3	58.3				
Molloy U		IIA	PR	122.4	103.3	88.7	82.3				80.6	101.4	100.0	100.0	5.5	18.2			58.2	37.5	4.3				
Monroe Comm Coll	14	III	PU	85.9	67.5	62.2	55.6	56.9				73.2	100.0	100.0	14.0	28.8	F		78.5	11.9	9.6				
Mount Saint Mary Coll		IIA	PR	102.5	84.6	77.2	74.0	-	-	87.4		100.0	100.0	2.8	9.6	FFTV		72.6	21.0	6.5					
New School		I	PI	164.3	124.3	96.7	-	-				122.3	100.0	100.0	8.7	14.7			32.6	16.9	50.5				
New York Inst of Tech		IIA	PI	157.4	120.3	106.3	79.3					121.4	95.6	87.6	7.5	18.9			55.8	24.8	19.5				
New York School of Interior Design		IIB	PI																						
New York U	2	I	PI	280.2	163.7	138.9	85.3	126.9			169.8	100.0	100.0	9.8	11.7			37.4	12.0	50.6					
Niagara County Comm Coll	22	III	PU	102.5	80.8	67.2	50.0				80.9	100.0	100.0	11.5	23.6	None		69.9	30.1	0.0					
Pace U		I	PI	153.0	111.6	93.3			67.9	83.3		119.0	100.0	100.0	9.8	12.0	FFTOV		54.1	17.6	28.3				
Pratt Inst-Main	4	IIA	PI	134.1	111.3	88.7						115.4	100.0	100.0	7.0	15.1	FT		61.6	30.3	8.1				
Rochester Inst of Tech	4	I	PI	145.9	108.9	96.6	65.8	78.0				104.2	100.0	100.0	8.5	9.9	FTV		46.6	15.7	37.8				
Sarah Lawrence Coll		IIA	PI	119.6	98.4	81.2	60.7					103.1	90.0	90.0	8.4	37.9	FTOV		75.0	15.0	10.0				
Siena Coll		IIB	PR	112.8	96.0	84.8	63.8					96.7	100.0	100.0	9.2	14.9	FFTO		61.8	14.7	23.5				
Skidmore Coll		IIB	PI	137.3	109.8	87.8	74.8	78.1	84.1	104.1		94.9	100.0	10.5	14.0	FTOV		53.3	18.8	27.9					
St John Fisher U	2	IIA	PR	115.0	99.4	78.3	64.0				54.7	88.8	100.0	100.0	6.9	12.2	FFTV		46.6	22.6	30.8				
St John's U-New York	2	I	PR	168.4	127.8	97.4	-					134.9	100.0	100.0	8.8	19.7	FTOV		74.2	17.8	8.0				
St Joseph's U-New York		IIA	PI	109.1	87.9	70.6			68.7			83.3	90.7	100.0	6.8	22.8	FT		43.7	33.8	22.5				
St Lawrence U		IIB	PI	121.3	95.8	77.6	67.7					95.1	96.7	96.7	5.9	12.0	FTOV		69.9	20.9	9.2				
Stony Brook U	2,54	I	PU	192.2	133.6	106.2	89.9	87.5				138.7	100.0	100.0	10.0	9.9			54.8	12.7	32.5				
Tompkins Cortland Comm Coll		III	PU	89.7	75.7	72.5	56.4					80.6	100.0	100.0	12.5	24.4	F		73.9	26.1	0.0				
U at Buffalo	2,22	I	PU	173.1	115.4	93.1	80.8	82.0				123.9	100.0	100.0	10.5	11.7			53.3	18.2	28.5				
U of Mount Saint Vincent		IIA	PR	101.5	88.4	95.8	105.0					95.5	100.0	100.0	5.0	7.1	FFTV		42.7	28.1	29.2				
U of Rochester	2	I	PI	186.3	120.0	103.1	73.4					138.7	100.0	100.0	7.5	11.3	PV		51.2	18.1	30.7				
Union Coll		IIB	PI	140.3	109.3	87.2	73.4	79.0				109.0	100.0	100.0	10.2	15.3			59.4	17.4	23.3				
Utica U		IIA	PI	115.5	93.8	76.5	82.8					91.9	-	100.0	-	10.9	FFTV		48.3	20.7	31.0				
Vassar Coll	55	IIB	PI	168.8	125.7	100.2		100.9	87.2			126.3	100.0	93.0	11.2	11.0	F		54.4	23.5	22.1				
Yeshiva U		I	PI	180.4	133.4	129.7	82.8					125.2	100.0	100.0	4.3	14.9	P		34.9	9.9	55.2				

North Carolina

Appalachian St U	2	IIA	PU	107.5	91.1	81.4	78.2	56.0	69.6	83.6	100.0	100.0	17.7	9.1				47.0	20.7	32.3	
Barton Coll	2	IIB	PR	70.0	63.5	57.8	40.7					61.2	100.0	100.0	2.4	15.2	FT		47.9	27.1	25.0
Belmont Abbey Coll	22	IIB	PR	81.9	67.1	72.7	39.5	-				70.3	100.0	100.0	3.8	9.9	FTV		34.4	49.5	16.1
Brevard Coll		IIB	PR	62.3	54.5	52.4	-					54.5	100.0	100.0	1.6	20.1	PIFOV		44.2	34.6	21.2
Campbell U	4	IIA	PR	103.7	79.4	78.7	63.7	-	-			82.9	100.0	100.0	3.5	12.5	FTV		25.2	60.2	14.6
Chowan U	2	IIB	PR	76.1	70.3	59.5	47.3					66.3	100.0	100.0	0.0	22.7	FFTV		56.3	25.0	18.8
Davidson Coll	14,56	IIB	PR	157.8	116.4	97.7	64.2	78.0				119.8	89.9	100.0	9.5	8.6	O		56.4	22.9	20.7
East Carolina U	2	I	PU	113.9	89.2	77.4	60.7					87.6	98.7	98.7	17.1	8.8			47.1	16.0	36.8
Elizabeth City St U	2	IIB	PU	95.5	81.1	73.5	69.6	61.2				78.0	100.0	100.0	20.4	9.3			42.3	21.6	36.1
Elon U	11	IIA	PI	124.7	97.9	85.9	60.6	75.4				95.5	100.0	100.0	8.0	11.5	FTV		46.5	24.2	29.3
Fayetteville St U	2	IIA	PU	97.4	86.3	92.5	63.8	70.3	70.2	86.4	99.6	99.6	18.3	8.8				50.8	17.1	32.1	
Lees-McRae Coll	2	IIB	PR	68.6	58.3	54.5	48.6					56.7	100.0	100.0	3.3	14.9	FT		0.0	0.0	100.0
Mars Hill U	2	IIB	PI	63.9	59.1	55.9	47.2					58.3	95.9	100.0	4.6	11.5	FTV		54.1	29.7	16.2
Meredith Coll		IIA	PI	78.3	66.5	61.5	73.5					69.1	100.0	100.0	5.0	8.8	FFT		53.5	22.0	24.4
North Carolina A & T St U	2	I	PU	123.8	95.4	89.8	64.9	69.3	69.3	97.3		100.0	100.0	18.1	7.8			47.6	34.7	17.7	
North Carolina Central U	2	IIA	PU	118.7	92.5	82.4	63.6	58.9	61.9	87.1		100.0	100.0	19.4	8.2			36.0	31.0	33.0	
North Carolina St U at Raleigh	2	I	PU	152.5	112.8	93.3	45.7	63.4				118.8	95.8	99.1	16.4	6.4			55.5	18.8	25.7
North Carolina Wesleyan U	2	IIB	PR	63.5	62.1	57.2	49.4					59.7	100.0	100.0	5.4	15.2	FFT		56.1	31.6	12.3
U of North Carolina Asheville	2	IIB	PU	98.2	88.9	79.9	64.2	61.5				82.5	100.0	100.0	16.9	9.5			52.5	22.0	25.5
U of North Carolina School of the Arts	2	IIA	PU	93.1	83.1	74.1					61.7	81.1	92.6	92.6	17.6	9.5			0.0	0.0	100.0
U of North Carolina Wilmington	2	IIA	PU	115.7	92.6	88.5	78.2	61.9				90.8	99.4	99.4	17.1	8.6			49.1	22.4	28.5
U of North Carolina at Chapel Hill	2	I	PU	179.0	118.1	102.7	86.3	124.8	-	138.8		99.3	99.3	16.1	5.5			50.9	15.9	33.2	
U of North Carolina at Charlotte	2	I	PU	138.1	105.4	95.6	68.7	70.5				107.1	100.0	100.0	16.1	7.1			48.9	17.2	33.9
U of North Carolina at Greensboro	2	I	PU	116.8	93.7	85.7	72.2	56.5				89.0	100.0	100.0	16.6	8.5			44.2	16.3	39.5
U of North Carolina at Pembroke	2	IIA	PU	98.1	81.2	77.1	58.4	58.7				79.0	100.0	100.0	17.9	9.6			42.5	31.0	26.5
Wake Forest U		I	PI	153.7	115.2	81.9	103.5	80.9	-	116.2		100.0	100.0	8.0	7.8			46.1	19.7	34.2	
Western Carolina U	2	IIA	PU	110.7	83.3	78.2	57.0					82.9	100.0	100.0	17.7	9.1			42.9	25.1	32.0
Winston-Salem St U	2	IIA	PU	103.2	87.8	77.8	62.9	71.3	69.5	85.2		100.0	100.0	17.6	9.0			53.8	21.5	24.7	

North Dakota

North Dakota St U-Main Campus		I	PU	121.5	95.3	79.8	-	63.3				96.4	100.0</
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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
2.5	2.5	2.6	2.5	55	55	31	5	38	67	81	7	339	133.1	119.4	102.4	88.5	131.6	114.6	102.9	80.4	98.9	95.9	100.5	93.3
6.2	5.8	3.2	3.0	34	33	7	10	27	21	9	6	147	133.8	110.8	101.5	85.1	121.6	112.4	99.5	81.9	90.9	101.5	98	96
0.0	1.5	2.9	-	14	4	9	3	17	6	18	1	77	99.4	87.6	66.5	58.2	96.1	75.9	70.5	-	96.7	86.7	105.9	97.1
3.1	3.6	4.4	4.0	17	42	25	1	14	29	30	2	261	132.7	113.8	99.2	-	130.8	108.5	91.2	-	98.6	95.4	92	92.2
5.5	7.4	10.8	8.8	6	7	11	3	14	28	9	3	81	104.9	87.4	71.6	74.3	108.3	86.3	71.4	74.3	103.2	98.8	99.7	106.6
2.0	2.1	2.4	2.4	15	32	28	10	21	36	71	17	230	105.2	90.9	89.0	74.5	107.1	92.5	85.9	80.6	101.8	101.8	96.5	99
2.1	3.0	3.3	2.0	13	10	20	1	38	42	43	9	184	126.4	104.7	89.6	-	121.0	103.0	88.3	82.8	95.8	98.4	98.6	99.4
4.1	3.5	3.0	3.2	38	29	21	4	58	26	21	11	219	86.0	67.9	62.8	63.5	85.9	67.2	61.6	52.7	99.9	99	98.2	100.8
3.0	3.2	5.0	3.0	10	14	1	1	7	16	6	5	62	103.3	84.6	-	-	101.4	84.7	78.5	74.8	98.1	100.1	-	94
3.6	4.4	4.2	-	58	59	72		39	71	95	1	396	163.6	122.9	96.9		165.4	125.6	96.5	-	101.1	102.2	99.6	95.2
12.4	3.3	7.5	39.1	31	58	33	10	13	50	28	3	226	162.9	125.1	105.8	78.5	144.3	114.8	107.0	82.0	88.6	91.8	101.1	92
4.2	5.7	4.4	4.5	555	183	156	128	261	199	162	141	3070	290.3	167.7	145.6	88.9	258.7	160.1	132.5	82.0	89.1	95.4	91	80.1
1.9	2.9	9.3	1.8	14	6	7	10	21	7	12	6	83	101.9	82.2	69.3	49.9	102.8	79.7	66.0	50.0	100.9	96.9	95.3	105.5
2.7	3.2	3.5		84	60	57		91	90	71		484	155.8	108.7	92.5		150.5	113.5	94.0		96.6	104.4	101.6	96.8
4.6	3.9	4.6		40	34	14		47	25	38		198	139.0	115.1	85.4		130.0	106.2	89.9		93.6	92.3	105.2	91.4
3.9	3.8	4.7	2.5	181	153	98	32	81	90	66	30	1054	150.2	110.2	99.6	69.7	136.5	106.5	92.2	61.6	90.9	96.6	92.5	87.3
7.7	6.0	5.7	9.1	31	13	6	4	21	10	9	6	100	119.3	97.0	85.9	62.3	119.9	100.3	78.1	59.7	100.5	103.4	90.9	94
2.0	5.2	4.0	11.1	46	35	17	5	39	33	53	10	238	114.9	95.5	85.1	61.0	110.3	96.6	84.7	65.2	96	101.1	99.5	92.8
3.2	3.8	4.0	3.5	41	37	21	18	30	45	28	34	276	141.4	108.0	87.8	75.6	131.8	111.2	87.9	74.3	93.2	103	100	90.8
2.5	3.2	2.7	2.7	18	32	35	4	13	45	49	21	221	121.0	99.4	78.8	66.0	106.7	99.4	78.0	63.7	88.1	100	99	90.9
2.0	3.7	5.2	4.2	110	145	51	2	93	121	78		600	179.5	133.8	100.4	-	155.3	120.7	95.4		86.5	90.2	95	86.6
0.0	0.6	0.3		16	15	20		18	24	24		151	112.2	87.4	71.5		106.4	88.3	69.8		94.9	101	97.6	96.1
2.0	2.4	4.5	1.7	19	33	14	10	18	33	22	4	153	120.6	95.7	78.5	69.8	121.9	96.0	77.1	62.4	101.1	100.3	98.2	99.5
3.9	4.9	4.3	3.5	260	170	101	1	95	128	104	4	1069	196.8	137.5	108.6	-	179.5	128.4	103.9	97.0	91.2	93.4	95.6	80.9
4.3	6.5	4.0	3.7	11	3	2	1	15	4	5	5	46	91.7	77.8	-	-	88.3	74.2	75.7	54.8	96.3	95.5	-	92.9
9.2	10.2	9.8	8.2	247	184	149	25	128	167	172	22	1178	179.5	119.2	96.7	83.4	160.7	111.2	89.9	77.9	89.5	93.3	93	83.9
2.0	4.4	7.5	17.1	5	14	17		10	12	22	9	89	110.1	84.3	84.7		97.3	93.1	104.3	105.0	88.4	110.4	123.1	114.2
3.9	5.6	5.2	4.7	220	130	112	25	79	95	100	13	774	193.4	130.8	110.3	80.6	166.5	105.3	95.1	59.6	86.1	80.5	86.2	76.8
				46	27	20	19	34	23	18	11	219	143.7	110.5	87.3	73.9	135.7	107.9	87.1	72.5	94.4	97.6	99.7	95.4
				24	23	15	13	15	29	28	27	174	118.2	100.5	77.4	86.5	111.3	88.6	76.0	81.0	94.2	88.2	98.2	87.2
8.7	7.0	6.0		48	30	30		53	28	40		298	173.8	127.3	100.5		164.3	124.0	99.9		94.6	97.5	99.4	96.8
1.7	0.6	4.8	5.6	68	33	39	80	28	30	22	64	364	181.4	132.7	131.0	82.5	177.9	134.3	127.4	83.3	98	101.2	97.3	92.1
3.6	5.9	4.5	9.7	174	115	110	4	150	103	129	15	1125	110.3	92.4	86.4	66.4	104.2	89.6	77.1	81.3	94.5	97	89.1	90.4
-0.9	0.9	1.4	-	6	11	4	1	4	5	15	2	48	71.1	63.3	60.7	-	68.3	64.2	57.0	-	96	101.5	93.9	90.7
0.2	2.9	5.8	-	8	14	18	2	3	17	29	1	93	77.5	62.5	65.6	-	93.5	70.9	77.1	-	120.6	113.4	117.5	115.5
2.2	4.5	3.8	-	2	8	15	1	6	8	11	1	52	-	54.9	51.6	-	64.0	54.0	53.5	-	-	98.4	103.8	106.6
0.0	0.4	0.7	6.3	30	35	24	6	14	40	41	14	206	105.0	76.6	79.9	69.0	100.9	81.9	78.0	61.4	96.1	107	97.6	92.8
0.0	0.0	1.2	-	6	4	2	2	4	4	9	1	32	74.4	73.1	-	-	78.7	67.6	56.2	-	105.8	92.5	-	88.9
4.4	7.7	10.9	7.7	47	25	19	11	33	30	45	8	227	159.3	117.9	98.0	63.9	155.5	115.2	97.5	64.6	97.6	97.7	99.5	90.1
4.3	5.2	6.0	5.7	172	216	120	86	125	198	208	103	1228	117.6	91.2	78.5	60.9	108.7	87.0	76.8	60.6	92.4	95.4	97.9	91.1
3.7	3.7	3.5	-	16	18	15	1	5	6	17	3	97	97.5	80.3	75.7	-	89.4	83.2	71.6	60.3	91.7	103.5	94.6	86.5
7.7	5.3	4.2	-	48	90	68	2	48	82	82	4	501	129.5	99.9	89.6	-	119.9	95.6	82.9	62.0	92.6	95.7	92.5	92.7
3.2	4.4	4.3	9.0	54	31	17	3	25	40	19	1	252	97.6	87.6	95.9	71.4	97.0	85.3	89.5	-	99.4	97.4	93.3	95.6
9.4	5.1	9.7	10.6	9	4	9	8	4	7	11	8	60	68.1	59.7	55.2	46.8	69.7	57.5	53.9	50.5	102.3	96.2	97.8	97.4
0.6	1.1	1.7	0.9	7	11	9	4	13	13	14	3	74	66.3	57.9	60.9	47.1	62.6	60.1	52.8	47.3	94.4	103.8	86.7	97.2
1.4	2.8	2.3	2.7	13	11	11		29	23	33	6	127	87.4	72.1	63.6		74.3	63.9	60.8	73.5	85	88.6	95.6	88.9
14.2	10.9	9.1	8.4	96	95	74	2	35	75	64	4	513	126.9	95.0	94.3	-	115.3	95.8	84.6	61.6	90.9	100.9	89.7	89.6
3.0	4.1	4.6	4.2	40	47	43	11	27	56	70	17	364	121.9	91.6	81.6	68.3	114.0	93.3	82.9	60.5	93.5	101.9	101.6	93.1
3.7	5.0	5.0	3.7	517	254	227	8	217	188	231	7	1816	157.6	116.7	97.0	46.8	140.3	107.5	89.7	44.5	89	92.1	92.5	81.2
9.1	0.6	1.1	2.3	9	11	8		4	8	13	4	57	63.6	61.1	54.1		63.3	63.3	59.1	49.4	99.6	103.6	109.2	99.3
3.2	3.4	3.8	4.9	31	24	20	2	22	28	24	4	200	98.1	89.2	82.4	-	98.4	88.7	77.7	58.4	100.3	99.4	94.3	93.3
5.5	5.6	3.7		28	22	27		12	12	24		135	94.7	82.2	76.0		89.3	84.6	71.9		94.3	102.9	94.6	94.5
4.2	5.5	7.0	8.6	116	101	82	5	81	115	107	7	778	118.7	94.3	93.0	72.8	111.4	91.1	85.0	81.9	93.8	96.6	91.4	88.5
4.8	6.1	5.1	6.6	413	215	206	3	282	234	279	4	1683	189.7	121.9	107.2	82.4	163.3	114.7	99.4	89.3	86.1	94.1	92.7	83
3.2	4.8	4.5	17.2	193	162	142	2	132	153	137	2	1091	148.4	111.3	100.5	-	123.1	99.1	90.5	-	82.9	89	90.1	82.6
3.7	4.1	5.4	14.0	105	80	66	13	99	108	134	15	787	121.1	96.8	87.5	67.4	112.2	91.5	84.9	76.2	92.7	94.5	97	93.7
3.1	4.3	5.1	5.0	40	36	42	3	30	43	50	3	306	100.4	80.7	81.6	58.3	94.9	81.6	73.3	58.4	94.5	101.2	89.8	91.8
4.7	4.5	4.5	4.8	136	99	93	12	83	100	123	12	666	159.8	118.3	84.6	102.3	143.6	112.1	79.8	104.7	89.9	94.7	94.3	85.8
3.4	5.2	5.7	4.4	73	60	86																		

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)				DEP. TUI.	(5)			(6)		
				AVG. SALARY (\$1000s)								% COVERED		% of SAL.			TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT				
Ohio																						
Ashland U	3	IIA	PR	75.8	71.9	63.9	65.9	63.5		69.8	100.0	100.0	2.6	15.5	FTV	52.4	22.4	25.2				
Bowling Green St U-Firelands	2	III	PU	99.3	83.8			53.2	77.1	74.1	100.0	100.0	14.0	8.4	F	34.8	0.0	65.2				
Bowling Green St U-Main Campus	2	I	PU	127.9	97.7	86.5	71.9	76.1		96.3	100.0	100.0	14.0	6.8	F	49.7	13.8	36.6				
Case Western Reserve U	2	I	PI	170.3	128.7	107.7	81.3			135.7	98.5	91.7	9.5	8.8	FpT	55.4	17.1	27.5				
Coll of Wooster		IIB	PI	98.1	79.1	71.3	58.7			80.6	99.4	99.4	11.0	12.0		62.2	22.4	15.4				
Defiance Coll		IIB	PR	-	68.5	59.4	50.3			60.7	81.1	100.0	5.2	4.9	FT	24.3	43.2	32.4				
Hiram Coll		IIB	PI	65.5	59.8	61.4	56.3			60.8						50.7	23.9	25.4				
John Carroll U	22	IIA	PR	99.9	90.8	94.1	68.9			92.9	99.3	99.3	7.2	16.4	FFT	73.6	17.9	8.6				
Kent St U at Ashtabula	2	III	PU	-	90.7			64.7		74.3	100.0	100.0	14.0	21.0	F	32.4	0.0	67.6				
Kent St U at East Liverpool		III	PU		85.9			67.3		79.7	100.0	100.0	14.0	19.6	F	41.7	0.0	58.3				
Kent St U at Geauga	2	III	PU	93.5	75.4	-		54.6		69.5	100.0	100.0	14.0	22.5	F	25.0	0.0	75.0				
Kent St U at Kent	2	I	PU	121.9	94.9	79.8	-	68.6		98.2	100.0	100.0	14.0	15.9	F	51.2	12.5	36.3				
Kent St U at Salem	2	III	PU	93.5	87.8	55.1		68.4		73.4	100.0	100.0	14.0	21.3	F	27.6	3.4	69.0				
Kent St U at Stark	2	III	PU	97.7	85.6	62.0		63.8		81.1	100.0	100.0	14.0	19.3	F	59.3	0.0	40.7				
Kent St U at Trumbull	2	III	PU	98.1	81.3	-		65.0		79.9	100.0	100.0	14.0	19.6		37.5	0.0	62.5				
Kent St U at Tuscarawas	2	III	PU	113.1	76.8	71.2		59.4		73.2	100.0	100.0	14.0	21.4	F	41.3	0.0	58.7				
Kenyon Coll		IIB	PI	117.7	94.9	72.7	65.4			96.4	96.1	100.0	9.6	13.4		66.1	21.7	12.2				
Marietta Coll	2	IIB	PI	78.0	72.7	61.9	-			71.0	100.0	100.0	0.8	17.0	FT	58.8	10.6	30.6				
Miami U-Hamilton		IIB	PU	109.1	82.7	70.7	46.4	62.4		75.1	100.0	100.0	15.0	19.5	F	44.3	22.7	33.0				
Miami U-Middletown		IIB	PU	105.5	79.4	61.8	43.8	60.8		69.8	100.0	100.0	15.0	19.5	F	44.2	14.0	41.9				
Miami U-Oxford		I	PU	132.1	106.5	92.9	55.8	76.4		97.9	100.0	100.0	15.0	19.5	F	50.8	13.7	35.5				
Mount St Joseph U	2	IIA	PR	100.9	80.7	63.6	51.2			69.0	100.0	100.0	3.9	5.9	P	27.4	24.8	47.8				
Oberlin Coll		IIB	PI	139.8	108.4	84.7	60.6	69.9	90.9	103.9	100.0	100.0	5.1	4.4	FTV	56.0	23.2	20.8				
Ohio Northern U		IIB	PR	96.3	85.5	76.0				87.0	100.0	100.0	7.0	15.8	PpT	69.4	21.0	9.7				
Ohio St U Ag Tech Inst	2	III	PU	-	94.7	89.5				93.6	100.0	100.0	14.0	14.5	P	77.3	18.2	4.5				
Ohio St U-Lima Campus		III	PU	119.5	92.4	-				102.2	100.0	100.0	14.0	13.3	P	90.9	9.1	0.0				
Ohio St U-Main Campus	2	I	PU	176.5	117.5	104.5	109.8			139.9	100.0	100.0	14.0	9.7	P	65.3	19.7	15.0				
Ohio St U-Mansfield Campus	2	III	PU	105.0	87.6	-				93.2	100.0	100.0	14.0	14.5	P	89.7	0.0	10.3				
Ohio St U-Marion Campus		III	PU	118.7	94.8	82.8				98.3	100.0	100.0	14.0	13.8	P	73.7	15.8	10.5				
Ohio St U-Newark Campus	2	III	PU	121.6	105.1	82.1				106.5	100.0	100.0	14.0	12.7	P	81.6	8.2	10.2				
Ohio U-Chillicothe Campus		III	PU	-	77.4	63.9				73.3	100.0	100.0	14.0	25.1	F	38.7	6.5	54.8				
Ohio U-Eastern Campus		III	PU		79.9	64.6				77.0	100.0	100.0	14.0	23.9	F	75.0	0.0	25.0				
Ohio U-Lancaster Campus		III	PU	91.3	81.0	70.8				79.8	100.0	100.0	14.0	23.1	F	50.0	3.1	46.9				
Ohio U-Main Campus		I	PU	110.1	89.4	73.0				90.9	100.0	100.0	14.0	20.3	F	52.6	8.6	38.7				
Ohio U-Southern Campus		III	PU	90.7	71.7	62.0				72.9	100.0	100.0	14.0	25.3	F	39.1	0.0	60.9				
Ohio U-Zanesville Campus		III	PU	95.4	77.9	67.3				81.4	100.0	100.0	14.0	22.6	F	67.7	0.0	32.3				
Ohio Wesleyan U		IIB	PR	94.8	76.0	66.3	58.2			79.1	100.0	100.0	8.4	16.9	FFTO	68.4	24.5	7.1				
Sinclair Comm Coll	3	III	PU	90.8	71.5	61.8	58.0			79.5	100.0	100.0	13.9	14.2	F	66.6	30.0	3.5				
U of Akron Main Campus	2	I	PU	119.5	98.8	88.1	69.6	72.5		96.1	70.5	70.5	14.2	14.2	F	54.3	15.7	30.0				
U of Cincinnati-Blue Ash Coll	4	III	PU	107.3	88.8	63.7	54.8			84.3	100.0	100.0	15.2	11.5		64.3	18.4	17.3				
U of Cincinnati-Clermont Coll	4	III	PU	111.1	87.7	68.3	61.6			87.3	100.0	100.0	15.2	11.6		50.0	19.8	30.2				
U of Cincinnati-Main Campus	4	I	PU	139.4	104.0	85.9	49.9			106.5	98.5	98.5	15.3	11.9		45.2	16.2	38.5				
U of Dayton	2,57	I	PR	123.0	94.2	86.9		63.3		89.5	100.0	100.0	7.7	14.2	PTV	50.9	15.6	33.5				
U of Mount Union	2	IIB	PI	90.4	74.8	68.9	62.3			77.6	100.0	100.0	7.3	12.0	FFT	57.6	20.3	22.0				
U of Toledo	2	I	PU	116.6	99.6	89.5	77.8	65.5	50.1	92.9	100.0	100.0	13.9	14.0	F	54.7	11.2	34.1				
Ursuline Coll		IIA	PR	79.7	70.2	68.6	74.7			72.0	100.0	100.0	3.0	13.1	FFT	19.4	24.2	56.5				
Wittenberg U		IIB	PR	80.1	70.3	62.9	66.8			72.0	97.9	100.0	5.0	14.4	FpTV	67.0	20.2	12.8				
Xavier U	2	IIA	PR	107.0	92.8	85.9	63.8	60.1		85.4	100.0	100.0	8.8	11.1	PpT	50.0	17.9	32.1				
Youngstown St U	4	IIA	PU	95.0	82.4	75.8		54.8		78.5	100.0	100.0	13.7	20.3	F	57.6	14.2	28.2				

Oklahoma

Cameron U	4	IIA	PU	76.4	64.5	55.7	46.6			60.6	100.0	100.0	18.7	13.6	P	52.3	14.4	33.3
Oklahoma St U-Main Campus	2	I	PU	129.3	101.8	87.8	71.5	58.0	36.3	98.2	93.2	97.6	15.4	7.4	F	48.2	27.1	24.7
Oklahoma St U-Oklahoma City	2	III	PU	87.3	63.7	64.4	56.7			64.9	73.3	81.4	18.0	11.9	P	50.0	48.8	1.2
Southeastern Oklahoma St U		IIA	PU	92.7	83.3	66.8	46.5			73.2	100.0	100.0	18.8	11.3	P	48.3	30.3	21.4
Southwestern Oklahoma St U	2	IIA	PU	89.1	79.3	67.2	56.1			71.5	100.0	100.0	18.8	12.5	F	46.6	16.6	36.8
U of Central Oklahoma		IIA	PU	101.5	83.8	75.1	66.8	44.8		81.8	100.0	100.0	19.2	4.9	P	56.7	23.0	20.2
U of Oklahoma-Norman Campus	2	I	PU	145.6	103.7	94.8	55.7	62.3		100.6	100.0	100.0	12.6	6.4	F	46.6	19.1	34.2
U of Tulsa		I	PR	134.6	105.0	120.6	86.8			108.7	100.0	100.0	5.0	9.9		49.8	13.0	37.2

Oregon

Oregon St U	2	I	PU	148.9	116.9	98.2	67.0			105.5	95.0	100.0	20.9	15.5	O	49.9	15.3	34.8
Portland St U	6	I	PU	133.5	104.5	86.1	80.1			107.7	100.0	99.9	23.8	14.0	PpT	55.5	12.8	31.6
Reed Coll		IIB	PI	138.1	103.5	93.6	90.6			118.3	93.3	100.0	10.1	11.8	FOV	68.0	22.0	10.0
U of Oregon	2	I	PU	150.1	110.5	100.0	71.0	87.0		110.5	98.8	100.0	23.2	17.6	O	50.4	16.1	33.4

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	
1.7	3.9	1.5	2.1	32	23	20	6	7	18	13	18	143	76.6	73.5	66.2	61.4	71.7	69.9	60.4	67.4	93.6	95.1	91.2	93.2	
3.6	4.7		4.6	5	4		8	5	3		9	46	94.8	88.1		54.7	103.9	78.0		51.8	109.6	88.5		99.5	
2.9	3.8	5.1	6.3	116	85	45	35	86	82	51	60	725	130.7	101.9	89.9	75.9	124.1	93.3	83.4	69.6	95	91.5	92.8	88.6	
4.0	5.6	5.9	4.5	172	78	58	21	79	71	67	55	601	177.8	130.6	112.0	80.8	153.7	126.7	104.0	81.4	86.5	97	92.8	80.5	
2.3	2.3	3.7	2.6	27	20	14	13	26	23	22	11	156	98.6	79.1	73.0	58.9	97.6	79.2	70.3	58.5	99	100.2	96.2	98	
-	0.0	1.1	-	1	6	9	1	2	15	3		37	-	70.2	60.7	-	-	-	58.6	45.7	-	-	96.5	88	
				6	12	6	5	10	10	9	9	67	67.0	60.8	62.9	56.0	64.6	58.6	60.4	56.4	96.3	96.4	96	97.4	
2.4	2.8	2.6	1.8	30	22	18	5	24	24	9	8	140	104.4	91.9	101.9	65.7	94.2	89.7	78.5	71.0	90.3	97.6	77	89.7	
-	3.8			1	5			1	5			34	-	90.6			-	90.7		-	100.1	-	-	83.8	
	3.0				6				2			12		86.1				-		-	-	-	-	-	92.7
3.0	4.7	8.9		2	2			5	8	1		32	-	-			88.2	70.3	-	-	-	-	-	86.2	
3.1	4.1	4.7		171	153	77	1	156	163	98	1	935	130.2	98.5	86.6	-	112.8	91.5	74.4	-	86.7	92.9	85.9	85.3	
3.0	3.0	5.4		1	3	1		2	4	4		29	-	90.3	-		-	86.0	56.3	-	-	95.2	-	82.3	
3.0	4.0	4.4		10	21	5		8	16	3		81	100.2	85.7	64.6		94.7	85.4	57.8		94.5	99.6	89.5	90.7	
3.0	3.9	6.0		2	8	1		11	4	1		40	-	83.9	-		93.1	76.2	-	-	-	90.9	-	91.1	
3.0	3.0	5.0		3	9	1		2	10	2		46	122.0	77.0	-		-	76.7	-	-	-	99.6	-	96.9	
2.7	1.2	0.6	-	41	27	26		29	24	30	3	180	119.4	96.7	74.0		115.3	92.9	71.5	65.4	96.6	96	96.6	91.8	
				19	17	10		12	10	16		85	79.3	71.9	63.0	-	75.8	74.0	61.2		95.6	103	97.2	95.5	
1.7	0.8	0.0	5.6	6	15	5	5	8	14	17	7	97	120.1	81.1	63.0	51.4	100.7	84.5	72.9	42.8	83.9	104.1	115.8	95.1	
-	0.8	0.0	2.3	2	10	4	2	3	4	2	4	43	-	82.2	62.1	-	100.5	72.3	-	44.0	-	88	-	95.6	
1.0	0.3	0.1	2.6	146	127	63	70	89	73	53	60	854	137.1	112.6	98.1	58.4	123.9	95.9	86.7	52.7	90.4	85.2	88.4	84.1	
6.3	0.6	0.0		5	11	15	6	11	10	33	22	113	89.6	76.1	51.1	46.7	106.1	85.6	69.4	52.4	118.4	112.5	135.9	114.1	
9.7	7.8	6.1	13.6	62	49	31	20	39	42	37	37	327	143.6	109.7	85.3	57.7	133.8	106.8	84.3	62.2	93.1	97.4	98.8	86.4	
				52	32	30		22	26	24		186	97.9	85.2	75.5		92.5	85.8	76.7		94.5	100.7	101.7	95.9	
-	1.6	6.5		1	10	6			5			22	-	92.3	89.5			99.7			108.1	-	-	108.6	
7.2	7.7	-		5	7	1		4	4	1		22	127.7	93.5	-		109.3	90.4	-		85.6	96.7	-	93.1	
3.1	4.2	4.5	4.1	676	349	281	5	363	351	336	11	2372	182.4	122.1	111.0	99.0	165.5	113.0	99.1	114.7	90.8	92.6	89.3	84	
4.9	4.3	-		8	7	1		3	9	1		29	103.5	87.1	-		109.2	88.1	-		105.6	101.2	-	98.3	
6.5	5.1	6.1		6	7	5		4	12	4		38	121.2	94.3	82.6		115.1	95.1	82.9		95	100.9	100.4	96.7	
3.1	4.1	8.9		8	16	3		6	12	4		49	120.5	107.0	81.9		123.1	102.6	82.3		102.2	95.9	100.5	96.6	
	2.4	11.5			10			1	11	9		31		78.6			-	76.4	63.9			97.2		90.1	
	2.3	2.1			7				6	3		16		83.3				75.8	64.6			90.9		86.4	
2.3	3.3	4.0		2	9	4		4	7	6		32	-	87.5	86.7		88.6	72.7	60.2		-	83.1	69.4	81.3	
1.5	3.0	3.7		174	184	120		95	141	143		857	115.3	93.1	76.7		100.6	84.6	70.0		87.2	90.9	91.2	85.6	
2.0	5.3	4.1		1	2	1		5	6	8		23	-	-	-		95.2	72.5	62.3		-	-	-	111.4	
1.8	4.0	2.2		6	4	2		5	8	6		31	100.2	76.3	-		89.5	78.7	65.1		89.4	103.1	-	88	
0.8	0.9	0.1	0.0	25	12	11	2	10	20	13	5	98	96.1	74.8	68.7	-	91.4	76.7	64.3	58.3	95.1	102.6	93.6	89.3	
3.6	4.9	4.3	5.3	65	26	22	7	95	27	33	12	287	94.0	71.9	64.0	58.3	88.6	71.2	60.4	57.8	94.3	99.1	94.4	95.6	
6.0	1.6	3.2	2.3	113	48	35	34	36	42	25	53	427	122.5	105.3	89.9	70.6	110.3	91.4	85.6	68.9	90	86.8	95.2	83.1	
2.9	3.5	5.5	4.3	11	36	21	5	34	43	25	10	185	107.5	91.9	64.8	55.6	107.2	86.2	62.8	54.4	99.8	93.8	97	100.7	
2.8	2.9	4.7	2.7	12	9	13		23	10	23	6	96	113.5	88.7	68.9		109.8	86.7	67.9	61.6	96.7	97.7	98.5	95.5	
2.5	3.9	4.6	5.1	268	234	181	37	183	244	223	58	1428	147.8	111.0	92.5	53.0	127.0	97.3	80.6	47.9	85.9	87.6	87.1	81.7	
0.2	0.5	0.7		105	96	61		39	78	30		615	131.2	97.4	91.2		101.0	90.1	78.1		77	92.5	85.6	80.4	
2.3	3.3	4.6	2.8	19	17	10	5	19	28	17	3	118	90.8	73.2	71.4	61.8	90.0	75.8	67.4	63.1	99.1	103.6	94.4	98.5	
2.1	3.0	5.7	1.4	126	76	21	3	50	59	39	14	545	117.6	104.5	95.0	84.1	114.0	93.2	86.5	76.5	97	89.2	91.1	84.3	
6.2	5.2	8.2	16.5	3	2	6		5	11	18	17	62	74.3	-	64.9		83.0	69.5	69.8	74.7	111.7	-	107.7	105.2	
0.0	0.0	1.3	0.5	19	17	8	2	14	15	9	10	94	80.2	70.2	63.7	-	79.9	70.5	62.3	66.5	99.6	100.4	97.7	96.9	
0.4	1.4	0.0	0.3	49	53	24	32	33	47	37	67	358	108.3	94.3	96.3	65.8	105.0	91.0	79.1	62.9	97	96.4	82.1	85.6	
2.1	3.1	3.1		70	37	23		42	29	25		309	96.7	90.3	71.8		92.2	72.4	79.5		95.4	80.2	110.8	84.6	
0.4	0.6	0.2	0.6	20	15	11	20	13	8	7	17	111	75.8	66.4	51.5	46.8	77.3	60.8	62.4	46.2	102	91.5	121.2	99.1	
0.7	1.6	1.6	3.6	219	186	219	8	92	112	179	19	1149	134.4	105.9	90.0	73.4	117.1	94.8	85.2	70.7	87.1	89.5	94.7	82.9	
8.4	1.2	1.4	1.5	7	10	11	7	3	19	14	15	86	94.4	64.0	65.1	56.7	70.5	63.6	63.9	56.7	74.7	99.3	98.2	90	
0.6	0.0	6.8	0.6	25	14	17	15	11	24	23	16	145	95.1	86.1	71.0	47.8	87.2	81.7	63.7	45.2	91.7	94.9	89.8	89	
3.2	0.9	1.7	0.2	23	19	21	17	26	17	26	44	193	88.8	78.1	63.0	56.1	89.3	80.7	70.5	56.1	100.6	103.3	111.8	97.5	
0.4	4.0	5.2	1.2	92	39	32	15	91	53	43	21	460	104.8	86.8	80.1	65.1	98.1	81.6	71.4	68.0	93.6	94	89.2	89.7	
3.7	4.0	2.7	6.7	227	236	178	59	112	152	148	101	1405	150.0	108.2	98.3	59.5	136.9	96.7	90.6	53.5	91.3	89.4	92.2	81.8	
0.1	1.0	0.0	0.0	76	41	23	51	12	24	13	61	301	132.6	105.5	122.1	88.7	147.6	104.1	118.0	85.2	111.3	98.7	96.7	87.9	
2.6	3.2	3.0	2.0	263	197	96	230	114	134	100	254	1388	151.6	118.2	99.7	69.4	142.8	114.9	96.8	64.8	94.2	97.2	97.1	85.1	
4.5	5.2	3.9	5.1	160	117	71	36	100	116	116	33	749	138.8	107.8	89.8	84.2	124.9	101.2	83.8	75.6	90	93.9	93.4	86.7	
4.4	5.2	5.3	6.3	46	12	13	8	32	17	15	7	150	140.1	103.0	95.3	92.1	135.1	103.9	92.1	89.0	96.4	100.8	96.7	93.3	
4.4	4.2	4.3	4.4	205	153	100	127	141	133	114	144	1148	152.1	114.8	102.6	75.8	147.3	105.6	97.7	66.8	96.9	92	95.2	88.7	

APPENDIX I

NAME	NOTES	CAT.	CTRL	(3)								(4)				DEP. TUI.	(5)			(6)		
				AVG. SALARY (\$1000s)								% COVERED		% of SAL.			TENURE STATUS					
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT				
Allegheny Coll		IIB	PR	91.7	77.1	71.1	64.2				77.7	93.0	100.0	5.2	14.1		57.8	24.2	18.0			
Bryn Mawr Coll		IIA	PI	167.3	117.5	97.0		101.8	63.9	119.0	92.3	100.0	10.5	13.0		53.3	26.6	20.1				
Bucknell U		IIB	PI	141.4	117.8	102.0	71.5			119.3	94.3	100.0	9.2	9.2	FFTOV	64.3	28.3	7.4				
Butler County Comm Coll		III	PU	83.5	65.6	59.3	56.6			67.0	100.0	100.0	12.3	30.6	F	81.5	18.5	0.0				
Cheyney U of Pennsylvania	2	IIB	PU	130.2	102.6	77.1	54.4			94.9	100.0	100.0	17.1	13.2	Fp	51.5	33.3	15.2				
Commonwealth U of Pennsylvania	2	IIA	PU	124.6	100.1	83.2	63.3			105.9	100.0	100.0	18.1	14.5	Fp	82.6	12.8	4.6				
DeSales U	2	IIA	PR	100.6	94.6	74.1	58.9			83.9	100.0	100.0	8.1	16.7	FFTV	36.3	48.1	15.6				
Dickinson Coll		IIB	PI	117.0	94.8	85.9	65.3			96.9	92.2	100.0	8.5	11.0	FpTV	64.7	20.6	14.7				
Drexel U	2	I	PI	169.8	125.9	104.0	86.6			114.5	98.0	99.9	9.4	8.9		40.0	12.0	48.1				
Duquesne U	2	I	PR	121.9	96.8	78.5	69.9			94.2	98.7	100.0	5.0	8.7		54.2	13.0	32.8				
East Stroudsburg U of Pennsylvania	2	IIA	PU	125.1	98.3	78.3	58.8			98.8	100.0	100.0	15.4	14.7	Fp	68.2	18.8	13.0				
Eastern U	22	IIA	PR	75.6	63.0	56.3	52.6	55.3	28.4	57.1	100.0	100.0	7.6	14.0	FTOV	24.0	40.5	35.5				
Elizabethtown Coll	4	IIA	PI	101.0	84.2	72.0	58.9	68.4	64.2	83.2	100.0	100.0	6.0	18.0	FTV	59.6	11.0	29.4				
Franklin and Marshall Coll		IIB	PI	123.1	98.9	87.3	80.5			106.0	100.0	100.0	10.0	15.5	PT	76.1	15.6	8.3				
Geneva Coll		IIA	PR	75.7	68.3	57.5	-			68.1	97.0	-	4.8	-	Ff	41.8	34.3	23.9				
Gettysburg Coll		IIB	PI	112.4	93.3	77.6	67.5	74.3		95.3	100.0	100.0	7.1	13.1	FTOV	74.2	14.5	11.3				
Harcum Coll	2	III	PI	68.4	67.4	53.3	52.3		-	57.4	100.0	100.0	2.8	10.1	P	1.5	0.0	98.5				
Haverford Coll		IIB	PI	145.5	110.5	83.8	-	108.5		113.1	100.0	100.0	10.4	13.6	OV	59.3	16.0	24.7				
Indiana U of Pennsylvania-Main Campus		I	PU	121.1	98.5	78.4	56.3			106.9	100.0	100.0	17.7	14.3	Fp	88.5	3.5	8.0				
Juniata Coll	22	IIB	PI	95.5	75.6	67.4	60.7			81.8	100.0	100.0	9.7	16.7	FFTOV	62.9	13.4	23.7				
King's Coll	4	IIA	PR	90.1	71.0	74.7	-			79.0	100.0	100.0	5.1	18.5	FFT	67.2	9.0	23.8				
Kutztown U of Pennsylvania	2	IIA	PU	120.5	98.8	74.0	57.0			99.4	100.0	100.0	16.5	15.1	Fp	77.9	10.1	12.0				
La Salle U		IIA	PR	109.9	84.5	74.4	65.5			84.2	100.0	100.0	1.8	7.8	FTV	56.8	13.7	29.5				
Lafayette Coll		IIB	PR	157.9	114.6	93.9	76.5	87.5		116.0	100.0	100.0	10.0	9.6	FTOV	58.3	27.8	13.9				
Lebanon Valley Coll	2	IIA	PR	88.3	78.9	68.9	-			77.5	100.0	100.0	9.0	15.0	FTV	51.2	26.0	22.8				
Lehigh U		I	PI	178.4	123.4	105.8	108.2			136.4	95.2	95.2	9.8	10.1	FV	55.7	22.0	22.3				
Lincoln U		IIA	PU	108.4	85.1	78.1	-	68.9		86.2	100.0	88.1	9.5	13.6	F	52.3	37.6	10.1				
Lycoming Coll		IIB	PR	95.7	77.3	66.4	55.1			75.5	100.0	100.0	6.6	9.4		68.2	27.1	4.7				
Mercyhurst U	4	IIA	PR	79.2	70.4	58.0	53.6	53.1		63.9	100.0	100.0	2.6	15.1	FFTV	41.2	12.5	46.3				
Messiah U		IIA	PR	96.1	78.9	70.1		64.5		82.7	100.0	100.0	6.7	12.9	FpOV	62.0	28.5	9.5				
Millersville U of Pennsylvania	2	IIA	PU	124.2	99.0	80.8	-			103.6	100.0	100.0	18.2	15.5	Fp	86.5	13.1	0.4				
Misericordia U		IIA	PR	111.2	89.9	78.9	57.4			88.0	82.4	98.4	8.3	10.7	FFT	42.4	12.0	45.6				
Moravian U	4,58	IIA	PR	84.4	76.3	68.2	67.3	-		74.6	98.7	100.0	4.4	10.1		46.1	27.0	27.0				
Pennsylvania St U-IIA Campuses	2,59	IIA	PU	140.4	115.8	98.2	81.1	67.5		100.4	100.0	100.0	12.9	15.5	PO	40.0	16.7	43.3				
Pennsylvania St U-IIB Campuses	2,60	IIB	PU	120.1	97.6	85.0	76.9	67.9		88.0	100.0	100.0	14.5	17.3	PO	38.2	10.5	51.3				
Pennsylvania St U-Main Campus	2,61	I	PU	180.1	122.9	112.9	77.9	52.2		123.0	100.0	100.0	12.5	11.7	PO	48.6	15.9	35.5				
Pennsylvania Western U	2	IIA	PU	124.2	101.0	84.2	62.5			107.0	100.0	100.0	18.8	13.9	Fp	87.4	7.5	5.1				
Pittsburgh Theo Sem		IIA	PR								100.0	100.0			FT	66.7	13.3	20.0				
Robert Morris U	4	IIA	PI	134.3	105.2	80.0	-	56.0		114.5	100.0	100.0	7.0	12.0	FFT	82.7	11.1	6.2				
Saint Joseph's U	62	IIA	PR	127.3	99.0	98.1				112.1						89.8	10.2	0.0				
Saint Vincent Coll		IIA	PR	91.2	71.2	67.3	59.8			75.0	100.0	100.0	6.6	19.9	FFT	58.3	25.0	16.7				
Seton Hill U	11,22	IIA	PR	91.7	80.3	72.3	64.9			77.7	100.0	100.0	6.9	15.5	FFT	40.6	37.6	21.8				
Shippensburg U of Pennsylvania		IIA	PU	126.9	103.1	84.8	59.0			108.3	100.0	100.0	16.7	14.5	Fp	89.5	3.5	7.0				
Slippery Rock U of Pennsylvania	2	IIA	PU	123.8	100.7	81.9	59.3			99.2	100.0	100.0	15.6	14.7	Fp	70.0	22.4	7.6				
Susquehanna U		IIB	PR	89.2	80.0	78.1	73.8	83.4		81.2	97.9	94.5	8.9	11.8	FTV	60.3	32.2	7.5				
Swarthmore Coll	63	IIB	PI	179.7	134.3	107.8				141.4	97.1	100.0	10.0	11.5	PO	60.9	25.1	14.0				
Temple U	2	I	PU	169.4	116.9	93.0	72.5			124.1	100.0	100.0	8.0	12.7	FFTV	39.4	10.4	50.2				
Thomas Jefferson U	2	IIA	PI	139.8	115.0	89.1	79.2			100.9	100.0	100.0	9.0	11.5	FTV	13.2	7.2	79.6				
U of Pennsylvania	64	I	PI	280.7	171.8	163.5		93.4		199.0	100.0	100.0	10.7	11.6	PpO	58.8	18.6	22.6				
U of Pittsburgh-Bradford	2,65	IIB	PU	101.5	90.9	75.5	71.2			81.8	100.0	100.0	9.8	9.3	FFTO	33.3	24.0	42.7				
U of Pittsburgh-Greensburg	2,66	IIB	PU	97.4	84.2	71.6	62.2			74.9	100.0	100.0	9.8	9.4	FFTO	31.6	19.7	48.7				
U of Pittsburgh-Johnstown	2,66	IIB	PU	97.4	81.0	69.2	63.1			77.5	100.0	100.0	9.8	9.5	FFTO	49.6	7.3	43.1				
U of Pittsburgh-Pittsburgh Campus	2,66	I	PU	160.2	109.7	92.3	70.9	62.3		113.5	100.0	100.0	9.8	10.0	FFTO	36.3	13.1	50.7				
U of Pittsburgh-Titusville	67	III	PU	-	-	-	-			76.7	100.0	100.0	9.8	9.3	FFTO	33.3	0.0	66.7				
U of Scranton		IIA	PR	126.9	105.7	90.4	-	66.1	82.6	105.1	91.7	100.0	10.1	20.5	FFT	60.5	24.6	14.9				
Ursinus Coll		IIB	PI	105.0	87.4	77.0	68.6			83.5	100.0	100.0	3.9	7.8	FT	48.9	25.2	25.9				
Villanova U	4	IIA	PR	168.7	119.5	94.4	77.4			125.7	100.0	100.0	8.4	8.6	FFTOV	49.7	12.6	37.6				
Washington & Jefferson Coll		IIB	PI	86.1	72.7	65.4	57.0			74.9	100.0	100.0	7.3	16.2	FT	67.0	18.9	14.2				
Waynesburg U	2	IIA	PR	75.2	57.2	58.3	44.3			61.2	100.0	100.0	3.1	16.1	FT	51.7	19.0	29.3				
West Chester U of Pennsylvania	2	IIA	PU	123.1	101.1	85.2	56.2			101.1	100.0	100.0	14.8	14.6	Fp	71.1	17.0	11.9				
Westminster Coll		IIB	PR	80.5	69.2	60.2	-	59.1		68.4	100.0	100.0	4.1	8.7	FFOV	62.9	18.6	18.6				
Wilkes U	2	IIA	PI	112.6	91.3	78.0	69.4			90.6	94.0	100.0	7.5	9.0	FFTV	64.5	23.5	12.0				
York Coll of Pennsylvania		IIA	PI	100.2	90.3	79.4	67.1			85.9	100.0	100.0	7.8	20.5	FFTO	67.3	16.7	16.0				

Puerto Rico

Universidad Politecnica de Puerto Rico	68	IIA	PI								100.0	100.0				15.2	0.0	84.8
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(7)				(8)								(9)												
PCT. INCR. (CONT. FAC)				F-T FAC. MEN				F-T FAC. WOMEN				TOT.	AVG. SAL. MEN				AVG. SAL. WOMEN				SALARY-EQUITY RATIO			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
2.6	0.8	2.6	3.0	22	17	10	10	13	23	26	7	128	94.3	79.7	72.3	64.2	87.4	75.1	70.7	64.2	92.7	94.3	97.7	91.9
6.2	5.6	6.1		22	18	17		23	27	28		169	169.3	117.8	96.9		165.4	117.3	97.0		97.7	99.6	100.1	94.2
5.1	6.5	4.5	4.1	82	77	54	10	52	57	67	4	403	142.7	120.2	108.2	68.7	139.3	114.4	97.1	78.5	97.6	95.1	89.8	92.8
3.2	4.9	4.6	4.6	7	3	5	3	10	5	7	14	54	94.6	71.2	64.7	70.2	75.7	62.2	55.5	53.7	80	87.5	85.8	78.3
5.3	5.1	6.3	13.6	4	6	7	1	4	3	6	2	33	130.3	100.9	76.4	-	130.0	106.1	78.0	-	99.8	105.2	102.1	99
5.5	6.5	7.4	8.1	130	75	31	4	75	92	51	20	478	126.1	101.6	82.3	55.1	121.9	98.9	83.8	64.9	96.7	97.4	101.7	89.7
3.4	5.0	2.1	2.2	6	23	23	2	10	26	40	5	135	97.7	94.2	75.0	-	102.4	94.9	73.6	56.0	104.8	100.7	98.2	97.1
3.8	4.2	4.0	2.4	38	33	23	5	23	44	26	12	204	120.8	93.8	85.0	66.8	110.9	95.6	86.6	64.6	91.8	101.9	101.9	92.5
0.4	0.1	0.9	0.6	159	97	57	230	78	84	63	268	1036	174.4	129.7	108.9	89.2	160.5	121.5	99.7	84.3	92.1	93.7	91.5	84.8
2.7	2.4	2.7	2.4	53	92	46	14	31	101	99	9	445	127.7	98.4	76.7	63.8	112.0	95.4	79.4	79.4	87.8	97	103.5	91.5
5.6	6.2	8.9	7.3	55	26	22	11	33	33	17	26	223	126.2	100.1	80.1	56.2	123.3	96.8	75.9	60.0	97.7	96.7	94.7	88.7
10.5	19.7	13.2		15	7	11	2	12	5	28	2	121	75.9	61.9	58.0	-	75.3	64.6	55.7	-	99.2	104.3	96	93.9
0.0	0.8	3.6	1.0	20	15	4	2	16	14	8	2	109	103.4	87.0	71.2	-	97.9	81.2	72.4	-	94.6	93.4	101.7	91.8
3.2	3.7	3.7	3.3	47	30	13	7	30	31	13	9	180	125.0	98.5	90.8	84.5	120.2	99.2	83.9	77.4	96.2	100.7	92.4	93.4
1.6	13.6	2.2	-	18	17	9		4	12	6	1	67	75.0	70.4	57.1		78.8	65.3	58.2	-	105.1	92.7	102	93.8
4.3	5.6	2.8	3.8	39	46	7	4	26	27	20	4	186	114.1	94.9	77.4	69.9	109.8	90.7	77.6	65.2	96.2	95.6	100.4	92.1
				2		8	7	3	15	18	14	68	-		52.0	55.9	75.4	67.4	53.9	50.6	-		103.8	106.4
4.1	5.7	5.9	-	30	19	25		22	23	27	1	150	145.3	109.6	83.1		145.7	111.3	84.4	-	100.3	101.5	101.6	96
5.9	7.8	9.6	6.3	107	35	11	1	71	50	19	18	312	122.8	98.2	82.5	-	118.5	98.7	76.1	56.4	96.5	100.5	92.2	87.9
3.4	5.9	2.7	0.9	31	7	12	5	16	8	17	1	97	96.3	77.0	67.3	60.1	93.9	74.4	67.4	-	97.5	96.6	100.2	93.5
1.2	2.9	10.1	-	25	20	11	1	23	28	13	1	122	89.6	75.8	78.6	-	90.6	67.6	71.4	-	101.1	89.3	90.9	92.9
6.0	6.6	7.9	8.2	68	60	28	9	50	47	36	10	308	121.5	100.4	71.6	56.4	119.0	96.7	75.9	57.6	97.9	96.3	106.1	94.8
0.0	0.0	1.3	0.0	12	22	21	1	13	32	31	7	139	107.3	89.3	76.6	-	112.2	81.2	72.9	66.0	104.6	90.9	95.2	92.9
3.9	4.5	4.7	5.4	45	52	32	17	27	28	38	11	259	166.8	115.9	93.9	75.9	142.9	112.2	93.9	77.5	85.7	96.8	99.9	89.4
3.9	4.2	4.9		21	21	17		14	22	31	1	127	89.3	78.3	71.1		86.8	79.4	67.7	-	97.3	101.5	95.2	94
3.3	4.7	5.0	1.3	153	96	85	32	57	75	84	18	600	180.1	125.5	112.0	114.4	173.7	120.7	99.4	97.1	96.4	96.2	88.8	86.1
0.4	4.6	4.8	3.7	16	17	20	2	9	17	17		109	110.8	84.1	77.2	-	104.1	86.0	79.2		93.9	102.3	102.6	94.9
0.1	0.4	0.5	0.0	12	15	16	2	5	14	19	2	85	101.4	76.4	68.4	-	82.1	78.2	64.8	-	81	102.4	94.7	89.8
1.5	1.2	0.0	0.0	16	18	24	6	9	13	32	12	136	80.4	71.3	61.6	52.2	77.2	69.2	55.3	54.3	96.1	97	89.8	88.3
2.2	4.1	4.0		49	25	16		23	26	29		179	96.7	79.9	70.0		94.8	78.0	70.2		98	97.7	100.3	91.4
5.5	6.3	8.8		43	51	28	1	43	59	26		251	125.8	99.2	81.5	-	122.7	98.8	80.1		97.5	99.6	98.2	98.9
10.1	4.3	3.2	-6.5	15	12	13	3	12	22	46	2	125	111.2	83.7	75.5	51.3	111.2	93.3	79.9	-	100.1	111.5	105.8	99.1
2.1	3.9	3.5	27.0	17	18	14		16	38	41	6	152	82.8	76.8	65.8		86.1	76.1	69.1	67.3	103.9	99	104.9	97.7
3.4	3.7	4.4	4.1	54	107	48	86	13	30	31	80	492	141.9	118.5	99.1	83.7	134.3	106.0	96.6	78.2	94.7	89.4	97.5	84.3
3.8	4.2	5.1	4.6	84	116	42	151	51	111	61	240	947	119.6	98.3	87.6	78.0	121.0	96.8	83.2	76.2	101.2	98.5	95	91.9
3.3	4.1	4.5	4.7	651	284	208	415	253	213	207	480	2808	185.3	125.8	117.7	81.4	166.5	119.0	108.1	74.8	89.8	94.7	91.9	78.7
5.4	7.2	8.3	10.9	124	58	35	7	96	73	36	24	453	125.5	103.7	87.3	59.2	122.4	98.8	81.2	63.5	97.5	95.2	93	91.4
				6	3	2			3	1		15												
3.2	2.6	2.7		46	23	10	1	40	20	13	1	162	140.3	106.0	69.1	-	127.4	104.4	88.3	-	90.8	98.5	127.8	91.5
2.1	2.5	2.4		64	43	15		41	41	21		225	130.2	99.8	97.5		122.9	98.2	98.5		94.4	98.5	101	93.6
3.6	3.5	6.2	3.1	20	25	14	3	7	10	14	3	96	92.5	72.8	66.8	57.2	87.5	67.1	67.8	62.3	94.6	92.1	101.5	92.4
2.5	2.9	4.3	3.5	4	18	7	4	10	25	27	6	101	99.5	82.7	71.5	68.1	88.6	78.6	72.6	62.8	89.1	95.1	101.5	94.7
5.3	6.0	9.6	5.6	59	61	8	6	35	41	8	11	229	126.7	103.6	85.4	57.7	127.1	102.4	84.1	59.7	100.3	98.8	98.6	94.9
5.5	6.7	8.9	11.8	50	67	41	9	46	74	50	16	353	124.1	101.2	83.1	65.3	123.5	100.2	81.0	55.8	99.5	99	97.4	95.4
1.0	2.7	4.7	-	18	28	20	1	11	32	26	4	146	88.9	81.8	76.0	-	89.8	78.5	79.6	64.8	101	96.1	104.8	97.2
4.0	5.7	4.5		39	36	34		32	34	32		207	179.5	133.8	107.7		179.8	134.8	107.9		100.2	100.8	100.2	99.1
0.9	1.0	2.2	1.2	266	287	183	18	147	266	202	36	1405	178.4	121.3	94.0	71.1	153.0	112.3	92.2	73.1	85.7	92.5	98.1	84.6
5.6	5.8	7.3	7.9	20	33	49	6	19	60	110	37	334	137.5	114.4	84.6	82.6	142.3	115.3	91.1	78.6	103.5	100.8	107.7	96.5
4.3	5.9	5.6		433	129	136		199	124	127		1483	288.4	175.5	171.3		264.0	168.0	155.1		91.5	95.8	90.6	77.2
4.1	7.4	8.7	10.3	7	12	23	6	1	8	14	4	75	102.6	95.1	73.5	75.7	-	84.5	78.6	64.5	-	88.9	107	94.5
7.0	8.0	8.9	18.2	3	11	8	9	3	10	23	9	76	99.6	83.1	74.4	65.0	95.2	85.5	70.7	59.5	95.5	102.9	95	95.1
7.8	9.8	11.7	13.4	13	26	19	4	10	16	19	16	123	100.1	80.9	72.1	72.6	93.8	81.0	66.3	60.7	93.7	100.2	91.9	89.6
5.2	8.7	8.0	12.0	358	273	285	71	223	263	405	91	2037	172.8	114.7	97.7	77.4	139.9	104.4	88.5	65.9	81	91	90.6	80.1
-	-	-	-	1					1	2	2	6	-											
2.8	4.3	4.2	-	65	41	37		27	29	35	1	276	128.8	112.5	94.3		122.4	96.1	86.3	-	95	85.4	91.5	85.7
2.0	2.3	2.0	2.9	13	16	20	5	10	28	21	22	135	105.9	91.2	78.0	71.2	104.0	85.3	76.0	67.9	98.2	93.5	97.5	91.5
3.1	3.8	4.7	5.4	161	132	95	24	88	126	114	28	768	173.0	121.7	96.3	74.3	160.7	117.2	92.7	80.1	92.9	96.3	96.3	88
0.0	1.1	1.9	0.9	22	12	11	5	22	16	10	8	106	87.4	75.8	66.1	52.9	84.9	70.4	64.5	59.6	97.1	92.8	97.5	96.1
0.0	1.4	0.9	0.0	10	4	8	3	9	7	10	7	58	80.2	47.3	65.5	42.0	69.6	62.9	52.6	45.2	86.9	133	80.3	88.2
5.6	7.1	8.4	6.8	114	97	44	3																	

APPENDIX I

NAME	NOTES	(1)		(2)								(3)				(4)				(5)			(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)								% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS								
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED	T		TT	NTT							
Rhode Island																									
Brown U	19	I	PI	221.2	146.9	121.6	75.0	107.2			165.6	96.4	100.0	9.9	6.6	O	59.3	17.1	23.5						
Bryant U		IIA	PI	184.4	145.8	125.3		84.0			132.1	100.0	100.0	9.9	9.9	FTOV	45.3	16.5	38.2						
Comm Coll of Rhode Island		III	PU	88.9	71.5	63.8	49.5				75.1	98.3	100.0	13.2	10.9		70.7	28.6	0.7						
Providence Coll		IIA	PR	141.4	115.1	95.7	81.7				109.5	83.6	99.4	9.7	12.7	FTV	57.9	26.8	15.3						
Rhode Island Coll		IIA	PU	124.3	101.4	83.0	75.7				105.6	100.0	100.0	9.1	15.2		75.6	16.0	8.4						
Rhode Island School of Design		IIA	PI	136.4	93.7	70.5					101.5	100.0	100.0	8.4	11.8	FpV	0.0	0.0	100.0						
Salve Regina U	22	IIA	PR	104.8	89.3	78.0		65.5			82.2	92.4	100.0	8.2	14.8	FFTV	42.4	26.5	31.1						
U of Rhode Island	20	I	PU	140.9	104.2	91.0	73.1				112.8	100.0	100.0	8.6	15.0	Ff	49.3	19.3	31.5						
South Carolina																									
Clemson U	2,69	I	PU	159.6	113.9	100.2	106.4	69.3			109.7	96.7	94.6	25.4	6.9		46.5	19.0	34.5						
Coastal Carolina U		IIA	PU	106.4	88.6	78.7	67.2	61.6			81.6	100.0	100.0	24.8	14.8	P	44.4	20.7	34.9						
Coll of Charleston		IIA	PU	113.9	94.2	81.1	71.5				93.5	99.8	96.0	18.9	7.8		61.8	16.8	21.4						
Converse U		IIA	PI	68.0	60.9	56.8	44.0	-			59.6	100.0	100.0	3.0	12.7	FpTV	54.3	40.2	5.4						
Francis Marion U	3	IIA	PU	92.7	72.1	67.5	57.4				77.3						62.4	24.9	12.7						
Furman U		IIA	PI	111.7	91.5	77.7	-				99.2	100.0	100.0	10.4	12.1	FTOV	75.3	24.7	0.0						
U of South Carolina Aiken		IIA	PU	97.7	75.0	76.8	59.4				77.5	100.0	100.0	24.9	14.0		53.8	24.4	21.9						
U of South Carolina Beaufort		IIB	PU	95.3	77.1	69.0	60.7				75.7	100.0	100.0	24.9	14.3		53.7	17.9	28.4						
U of South Carolina-Columbia	22	I	PU	161.0	114.3	96.9	66.3	100.1	76.0		115.7	100.0	100.0	24.9	9.4		45.8	15.8	38.4						
U of South Carolina-Upstate		IIA	PU	90.5	82.1	70.6	62.6				76.1	100.0	100.0	24.9	14.3		51.0	18.9	30.1						
Wofford Coll		IIB	PR	95.2	83.7	79.3	61.9				83.5	100.0	100.0	9.6	11.4		61.1	26.4	12.5						
South Dakota																									
Augustana U		IIA	PR	85.2	80.6	67.0	50.6				74.9	100.0	100.0	7.0	13.1	PpTV	37.6	19.4	42.9						
Mount Marty U	11	IIA	PR	81.1	87.5	69.7	47.1				71.4	90.2	78.0	4.5	8.5	FFTV	43.9	36.6	19.5						
Tennessee																									
Austin Peay St U	2	IIA	PU	99.3	81.7	70.5	56.7				81.8	48.7	100.0	15.9	20.0		57.8	27.3	14.9						
Belmont U	11	IIA	PR	153.1	114.5	88.1	81.1				108.7	100.0	100.0	4.8	10.2	FTV	44.0	38.3	17.7						
East Tennessee St U	1	I	PU	120.8	93.6	88.8	64.6	53.2			95.4	100.0	100.0	11.3	11.2	Pp	44.5	13.5	42.0						
King U	68	IIA	PR	50.7	48.5	46.8	41.0				47.3	100.0	100.0	0.0	12.8	Ff	0.0	0.0	100.0						
Lee U	22	IIA	PR	76.7	67.7	65.2		53.8			69.3	100.0	100.0	0.0	11.1	FFT	56.0	30.6	13.4						
Maryville Coll		IIB	PR	78.2	65.0	58.8	54.6	54.6			66.7	100.0	100.0	3.7	5.8	FFTV	55.6	26.4	18.1						
Middle Tennessee St U	2	I	PU	112.0	91.3	81.7	58.9	55.3			88.0	100.0	100.0	12.1	15.2		55.6	14.0	30.4						
Milligan U	4	IIA	PR	66.8	68.5	61.6	38.2				64.1	100.0	100.0	6.6	9.8	FFTV	60.4	32.7	6.9						
Rhodes Coll	4,22	IIB	PR	106.1	87.7	72.0	62.4				85.4	98.9	100.0	8.5	12.0	FpTV	60.8	17.7	21.5						
U of Memphis	4,22	I	PU	117.6	92.9	81.6	58.6				87.2	100.0	91.6	11.0	15.5	PpV	44.2	21.0	34.8						
U of Tennessee-Chattanooga	4	IIA	PU	117.7	96.6	76.8	55.3	57.4			85.8	100.0	100.0	10.0	14.3	PpO	41.9	23.5	34.6						
U of Tennessee-Knoxville	6	I	PU	172.2	123.4	98.2	73.9	74.4			118.8	100.0	100.0	10.2	10.7	Pp	42.7	20.5	36.8						
U of the South		IIB	PR	117.7	90.8	75.0	62.1				91.2	90.2	100.0	11.5	9.5	FFT	58.7	20.7	20.7						
Vanderbilt U	2	I	PI	229.4	140.9	122.9	59.9	79.3			158.6	100.0	100.0	5.7	4.9	P	48.1	18.1	33.8						
Texas																									
Abilene Christian U	2	IIA	PR	93.2	82.4	72.6	71.6				79.7	100.0	100.0	8.0	14.3	F	41.5	15.6	42.9						
Angelo St U	2	IIA	PU	90.8	78.1	67.1	54.2		71.5		73.6	98.6	99.7	6.5	9.5		48.1	19.3	32.5						
Austin Coll	2	IIB	PR	93.6	78.4	67.5	48.6		-		77.4	80.6	100.0	7.8	13.3	FTV	66.3	18.4	15.3						
Austin Comm Coll District		III	PU	105.8	85.3	78.3					97.5	100.0	96.9	8.6	9.7	F	0.0	0.0	100.0						
Baylor U		I	PR	166.5	117.4	105.8		80.4			120.0	95.3	100.0	12.3	9.9	FFTV	44.0	15.5	40.5						
Lamar U		I	PU	114.7	89.7	77.5	61.4				84.0	100.0	100.0	7.7	10.8		48.5	22.9	28.5						
McMurry U		IIB	PR	79.7	57.8	73.4	57.2				68.5	100.0	100.0	3.9	10.3	PFTOV	40.7	30.2	29.1						
Our Lady of the Lake U	2	IIA	PR	84.8	72.1	65.0	58.2				72.5	100.0	100.0	5.2	13.4	FFT	45.5	19.8	34.7						
Prairie View A & M U		IIA	PU	122.1	93.7	68.6	-	57.1			81.3	100.0	100.0	2.0	4.7		40.6	24.6	34.7						
Rice U		I	PI	235.3	146.7	130.8	66.9	87.4			166.1	100.0	100.0	9.2	7.9	Ff	54.6	19.6	25.8						
Saint Edward's U	2	IIA	PR	104.4	91.4	75.6	-	70.9			89.0	100.0	100.0	7.1	8.5	FFTOV	54.4	25.0	20.6						
Sam Houston St U		I	PU	103.8	86.5	74.5	67.0	50.0			80.7	100.0	100.0	8.8	11.6	P	48.6	24.8	26.6						
Southern Methodist U		I	PR	195.3	134.7	137.6	112.1	68.9	105.3		134.2					FTV	45.3	13.1	41.6						
Southwestern U		IIB	PR	98.9	82.8	69.8	53.9				80.0	100.0	100.0	6.7	13.6	FFT	53.0	27.4	19.7						
St Mary's U	2	IIA	PR	122.6	92.4	76.9	55.2	47.4			95.1	100.0	100.0	5.4	8.0	FFTV	56.7	17.6	25.7						
Texas A & M U-Coll Station		I	PU	187.1	125.2	115.6		92.3			129.6	100.0	100.0	7.2	7.2		45.0	15.7	39.3						
Texas A & M U-Corpus Christi	4	IIA	PU	114.9	91.3	77.4	61.5				85.4	100.0	100.0	2.6	5.8	PpO	68.8	0.7	30.5						
Texas A & M U-Kingsville		IIA	PU	106.7	87.2	70.5	69.0	47.5			83.2	98.6	100.0	7.8	19.4		60.3	19.3	20.3						
Texas Christian U	2	I	PR	171.2	123.8	104.9	100.2	68.4			128.0	100.0	100.0	7.9	10.8	FFTOV	46.5	15.0	38.5						
Texas Lutheran U	4	IIB	PR	77.6	68.5	64.6	-	55.2	75.7		69.6		100.0		21.0	F	44.1	29.4	26.5						
Texas St U		I	PU	98.9	84.1	71.9		56.4			81.3	100.0	100.0	7.0	13.3	None	36.0	14.5	49.4						

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
4.5	5.0	5.8	4.1	310	104	96	30	123	91	96	20	998	221.8	148.9	125.6	80.6	219.8	144.6	117.6	66.5	99.1	97.1	93.6	84.6
3.1	3.3	4.7		41	12	6		16	11	19		170	188.1	142.6	126.2		174.9	149.4	125.0		93	104.8	99.1	81.8
8.2	11.8	10.7	-	37	26	36		70	50	65	3	287	89.4	71.4	64.4		88.6	71.5	63.5	49.5	99.2	100.1	98.6	98.9
3.6	3.6	3.7	3.9	51	62	49	37	24	52	62	17	354	141.4	122.7	94.4	83.8	141.3	106.1	96.7	77.0	100	86.4	102.4	92.3
3.1	0.6	3.5		41	35	9	3	67	53	35	19	262	127.5	102.5	84.4	74.3	122.3	100.6	82.7	76.0	95.9	98.2	98	92.2
5.3	4.2	4.1		40	36	27		30	33	34		200	137.5	95.4	69.9		134.9	91.8	71.0		98.1	96.3	101.7	93.2
0.4	0.9	1.0		18	9	11		8	21	27		132	104.4	90.0	82.0		105.8	89.0	76.3		101.4	98.9	93.1	89.9
5.3	6.3	8.4	-	167	120	102	6	120	144	134	11	804	148.2	107.5	96.2	76.7	130.9	101.4	87.1	71.2	88.3	94.3	90.5	86.2
2.4	4.1	4.4	-	299	200	151	49	104	124	135	25	1546	163.6	117.7	105.9	111.3	148.0	107.8	93.8	96.7	90.5	91.5	88.5	78.6
4.1	4.2	3.0		82	54	52	3	35	54	45	7	493	107.5	88.9	81.6	69.3	103.8	88.3	75.4	66.3	96.6	99.4	92.4	89.5
4.5	5.1	5.0	4.3	92	90	58	27	58	83	69	47	524	116.2	96.4	82.1	74.6	110.2	91.8	80.3	69.7	94.9	95.3	97.8	90.8
3.4	4.2	3.8	5.9	11	7	18	1	6	26	19	3	92	69.7	62.8	56.4	-	64.7	60.4	57.2	41.2	92.8	96	101.5	94.9
				44	25	26	2	31	31	35	11	205	95.8	70.0	64.3	-	88.4	73.7	69.9	57.2	92.2	105.3	108.8	93.9
				76	33	17	1	43	29	27	1	227	112.7	92.3	78.4	-	109.9	90.5	77.2	-	97.5	98.1	98.5	92.8
7.7	7.1	6.3	7.8	27	20	18	16	12	27	21	19	160	99.8	77.5	80.9	58.8	92.9	73.2	73.2	59.9	93.1	94.4	90.5	89
2.8	2.6	3.7	2.6	14	13	7	9	7	23	6	16	95	96.8	77.1	68.6	57.5	92.2	77.1	69.4	62.4	95.2	100	101.2	94.5
4.2	5.4	4.4	5.0	355	243	187	140	194	256	238	173	1822	163.7	122.1	102.8	66.7	156.1	106.8	92.3	65.9	95.4	87.5	89.8	84
3.4	4.0	4.0	2.6	25	27	19	19	24	30	19	43	206	90.3	84.3	71.8	63.0	90.7	80.0	69.3	62.4	100.4	94.9	96.6	93.8
1.8	8.6	4.5	21.0	20	21	13	9	26	21	25	9	144	98.5	85.3	85.9	62.4	92.7	82.1	75.9	61.4	94.2	96.3	88.3	94.2
0.1	4.9	2.2	5.9	19	24	27	3	13	38	44	2	170	80.3	76.4	72.1	49.0	92.4	83.3	63.8	-	115	109	88.5	100.5
3.0	7.5	3.8	6.5	5	5	7	5	3	4	9	3	41	81.5	68.5	69.9	48.4	80.5	111.2	69.5	45.0	98.8	162.4	99.5	113.2
3.3	4.5	4.8	14.7	84	32	63	18	65	42	63	29	396	101.6	81.0	73.0	54.2	96.4	82.2	68.0	58.2	94.9	101.6	93.2	93
3.1	4.2	4.1	4.5	78	55	80	44	46	67	114	36	520	158.2	115.6	94.1	85.4	144.4	113.6	83.9	76.0	91.3	98.2	89.2	86.6
3.5	4.7	6.9	3.6	172	114	109	12	95	124	160	35	895	124.1	95.3	90.4	68.5	114.7	92.0	87.7	63.3	92.4	96.6	97	89.2
0.0	1.2	0.4	3.0	7	7	10	2	3	8	22	4	63	52.6	49.0	47.3	-	46.2	48.0	46.6	42.2	87.9	98	98.6	95.7
0.0	2.7	0.6		41	15	15		14	11	25		134	76.7	66.5	66.1		76.5	69.3	64.6		99.7	104.2	97.8	91.7
3.1	2.7	4.4	-	14	7	4	2	14	6	14	2	72	79.4	64.4	62.1	-	77.0	65.7	57.8	-	97	102.1	93	91.4
5.3	5.4	3.5	3.2	201	114	55	30	138	85	93	57	935	115.9	91.1	85.9	59.3	106.2	91.6	79.2	58.6	91.6	100.5	92.2	88.1
12.0	7.0	0.8	13.1	21	22	12	1	10	12	18	5	101	67.3	71.9	64.8	-	65.8	62.4	59.5	37.7	97.7	86.7	91.7	87.7
				29	34	21	16	16	42	20	8	186	109.6	87.1	73.4	62.1	99.8	88.2	70.6	62.8	91.1	101.2	96.2	96.7
2.5	2.8	3.5	3.1	121	127	104	92	71	122	130	114	881	122.5	97.5	86.3	60.0	109.2	88.1	77.8	57.4	89.2	90.4	90.1	85.7
5.3	5.4	6.1	5.3	83	64	50	7	49	53	66	5	520	117.8	103.0	78.7	59.7	117.6	88.9	75.3	49.0	99.8	86.3	95.7	88.7
3.5	5.1	4.4	5.3	373	224	223	9	197	173	263	35	1951	178.8	129.9	105.8	79.6	159.7	114.9	91.7	72.4	89.3	88.5	86.6	80.1
2.4	5.0	7.7	6.5	29	35	22	17	30	20	17	14	184	119.1	94.6	75.6	62.7	116.4	84.1	74.3	61.4	97.7	88.9	98.3	97.7
3.4	4.4	2.5	3.6	272	106	111	2	112	103	138	2	1026	237.8	144.3	127.4	-	209.1	137.5	119.4	-	87.9	95.3	93.7	77.1
2.6	4.8	3.9	4.0	53	43	32	20	14	33	41	53	289	95.0	86.6	75.8	75.4	86.5	76.9	70.1	70.2	91	88.8	92.4	85.5
4.1	5.4	4.6	4.4	50	38	28	33	32	21	30	30	295	91.7	82.0	66.3	55.6	89.4	70.9	67.9	52.7	97.5	86.4	102.4	91.9
2.8	3.8	3.1	-	19	28	11	1	7	13	11	6	98	94.7	79.0	69.2	-	90.5	77.0	65.8	47.7	95.6	97.5	95	86.5
2.9	3.6	3.3		215	81	29		254	130	39		748	106.9	85.8	78.2		104.8	85.0	78.3		98.1	99	100.1	97.2
3.7	5.1	5.1	9.7	227	179	111		91	178	175		1209	170.5	124.3	114.9		156.7	110.3	100.1		91.9	88.7	87.1	81.3
3.0	3.3	3.3	9.2	55	64	50	44	29	50	46	72	410	117.1	92.7	77.9	59.5	110.1	85.9	77.0	62.5	94	92.7	98.9	88.9
0.2	2.1	1.5	2.0	17	9	13	5	10	5	9	18	86	74.9	55.8	74.2	57.8	88.0	61.3	72.3	57.1	117.6	109.8	97.5	99.1
0.7	0.6	0.7	1.2	9	8	13	3	22	19	22	5	101	86.0	68.2	68.1	55.3	84.4	73.7	63.2	59.9	98.2	108	92.8	101.3
4.9	4.8	4.0	-	66	48	48	1	23	33	45	1	406	122.9	93.3	70.6	-	120.0	94.2	66.5	-	97.7	101	94.2	86.7
4.2	6.1	5.7	2.5	239	91	104	9	77	67	94	7	818	238.6	155.4	135.3	68.2	224.9	135.0	125.8	65.3	94.3	86.9	92.9	77.8
3.7	5.0	4.6	9.0	25	17	31	1	30	20	33		160	105.5	103.9	78.7	-	103.6	80.8	72.7		98.2	77.8	92.3	91.7
0.5	1.0	1.0	0.5	120	94	82	29	73	77	95	70	737	106.9	89.3	76.8	64.0	98.9	83.1	72.6	68.3	92.5	93.1	94.6	86.8
3.7	5.2	4.5	5.0	164	90	50	83	54	53	49	88	788	201.8	138.3	146.2	129.4	175.7	128.6	128.7	95.8	87.1	93	88	72.6
2.4	2.8	4.7	7.3	16	17	10	4	19	13	28	10	117	100.9	82.1	71.7	51.8	97.3	83.7	69.1	54.8	96.5	102	96.4	92.5
2.7	4.0	3.7	4.9	49	30	30	8	29	21	28	10	210	129.1	94.0	74.4	64.1	111.6	90.1	79.5	48.0	86.4	95.9	106.9	85.4
4.7	6.3	5.8		712	292	251		225	190	174		3073	191.0	129.1	114.8		174.7	119.2	116.8		91.5	92.3	101.8	82.3
4.5	6.7	6.2	3.4	66	51	54	35	39	41	46	84	416	120.1	93.7	81.6	59.1	106.2	88.3	72.4	62.5	88.4	94.3	88.8	83.6
5.4	5.4	6.5	3.5	61	60	29	7	27	28	26	11	290	108.2	89.0	72.5	72.4	103.5	83.3	68.1	66.8	95.6	93.7	93.9	89.1
4.2	5.6	5.5	7.4	140	103	60	50	83	108	117	61	748	175.4	126.8	116.7	100.4	164.2	120.9	98.9	100.1	93.6	95.4	84.8	85.5
1.3	3.2	2.9	-	16	11	14		10	15	11	1	102	77.4	72.3	66.9		77.9	65.7	61.6	-	100.6	90.8	92.1	95.5
3.2	4.3	4.6		220	232	212		169	231	286		1485	102.8	86.1	74.3		93.8	82.0	70.1		91.3	95.2	94.4	90.8

APPENDIX I

NAME	NOTES	(1)		(2)		(3)						(4)				(5)	(6)		
		CAT.	CTRL	AVG. SALARY (\$1000s)						% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS				
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET		MED	T	TT	NTT	
Texas (continued)																			
Texas Tech U	4	I	PU	153.6	104.8	92.9	46.0	60.4	63.0	105.7	99.2	98.0	7.5	7.3	PO	48.0	24.0	28.0	
Texas Woman's U		I	PU	99.4	83.1	74.1	63.0	59.8		81.1	100.0	100.0	8.1	10.8	P	34.7	26.4	38.9	
Trinity U		IIA	PR	143.4	116.9	96.1	62.3	66.5		114.5	100.0	100.0	9.8	7.9		64.3	17.3	18.4	
U of Dallas	4	IIA	PR	107.3	85.6	75.1	58.9			80.4	99.2	99.2	5.8	14.1	FfT	52.0	24.4	23.6	
U of Houston		I	PU	171.3	115.6	105.0		72.8		118.4	100.0	100.0	7.7	8.4		51.9	18.2	29.9	
U of Houston-Downtown	4	IIA	PU	106.9	90.7	85.7		59.7		84.5	99.2	99.2	6.9	10.9	None	47.9	20.8	31.2	
U of St Thomas	2	IIA	PR	92.5	75.9	69.8	-			77.3	100.0	100.0	3.1	15.3	FTV	37.6	6.0	56.4	
U of Texas Permian Basin	2	IIA	PU	99.5	86.5	81.5		63.1	117.7	81.3	100.0	100.0	5.8	13.1	None	35.7	29.9	34.4	
U of Texas at Austin		I	PU	214.1	144.6	125.4	75.8	83.8		145.7	100.0	98.1	13.2	10.9		51.9	14.8	33.3	
U of Texas at Dallas		I	PU	207.0	150.4	134.0		87.5		135.7	100.0	100.0	7.5	8.1		40.9	18.5	40.6	
U of Texas at El Paso		I	PU	136.5	99.8	96.6		68.5		95.5	100.0	100.0	8.5	14.0		41.7	22.2	36.1	
U of Texas at San Antonio		I	PU	122.9	97.9	78.7		44.0		94.1	98.9	95.5	10.6	12.6		41.5	16.7	41.7	
Utah																			
Salt Lake Comm Coll	5	III	PU	88.5	73.6	66.4	57.6	-		72.5	100.0	100.0	14.3	25.0	None	60.9	28.4	10.7	
Snow Coll		III	PU	87.3	83.9	66.1	65.4	-		74.5						54.7	31.4	13.8	
Southern Utah U	11	IIA	PU	105.9	84.7	73.7		60.9	63.8	80.8	100.0	100.0	14.7	18.5		39.1	28.0	32.9	
U of Utah	2	I	PU	153.2	110.7	100.1	94.0	77.2	44.2	112.0	100.0	100.0	14.2	10.7		49.5	22.9	27.5	
Utah St U	2	I	PU	137.8	107.4	82.4	67.2	72.7		101.6	100.0	100.0	15.5	18.3	P	47.6	20.3	32.1	
Utah Tech U		III	PU	101.3	84.6	72.9	64.4	-		80.1	100.0	100.0	14.9	23.5	FfT	44.2	34.3	21.5	
Westminster U	2	IIA	PI	91.1	73.9	71.7				79.5	100.0	100.0	5.8	12.9	FpT	0.0	0.0	100.0	
Vermont																			
Middlebury Coll		IIA	PI	157.1	121.8	102.9	93.5	93.6	83.0	128.7	100.0	100.0	12.8	13.6	O	64.2	19.2	16.6	
Saint Michael's Coll		IIA	PR	101.0	81.6	73.7	72.0			83.5						53.8	23.1	23.1	
U of Vermont	2	I	PU	130.8	103.4	81.5	80.4	66.0		93.8	87.1	100.0	10.4	23.4	F	48.0	13.7	38.3	
Virginia																			
Averett U		IIB	PR	65.2	55.9	52.7	45.3			55.9	-	100.0	-	16.4	FfT	48.8	34.9	16.3	
Bridgewater Coll	4,22	IIB	PR	76.1	66.9	62.9	53.4			64.8	100.0	100.0	3.8	11.1	F	62.2	20.0	17.8	
Christopher Newport U		IIA	PU	124.1	98.7	89.5	82.4	82.5		98.9	100.0	100.0	10.4	17.2		57.7	20.1	22.3	
Eastern Mennonite U	70	IIA	PR	66.5	61.2	53.0	48.5			58.1					PpTO	54.3	12.3	33.3	
Emory & Henry U	4	IIB	PR	77.3	78.0	64.4	53.0	-		69.4						38.0	17.4	44.6	
George Mason U	2	I	PU	174.9	119.7	107.0	84.8			131.7	100.0	100.0	10.5	12.2	FOV	48.6	14.6	36.8	
Hampden-Sydney Coll		IIB	PI	106.8	83.9	75.1		62.0		86.0	100.0	100.0	9.2	8.4	FfT	60.8	21.6	17.5	
Hollins U	4,22	IIA	PI	86.0	70.9	61.6	58.2	59.5		67.3	100.0	100.0	7.0	10.7	FfTV	38.2	35.5	26.3	
James Madison U	2	IIA	PU	117.0	99.8	85.1	75.1			98.9	100.0	100.0	15.5	17.0		59.6	15.7	24.7	
Longwood U	4	IIA	PU	93.8	80.3	83.0	71.0	51.6		81.8	100.0	100.0	11.6	18.9	PpV	58.9	30.1	11.0	
Old Dominion U	2	I	PU	153.5	108.6	94.0	63.8	70.6	53.2	105.1	94.2	86.0	10.4	16.5	F	42.5	18.6	38.9	
Radford U	4	IIA	PU	105.0	90.2	83.1	71.3			89.9	100.0	100.0	12.2	16.6	None	53.3	21.3	25.4	
Randolph Coll		IIB	PI	90.1	73.6	69.5	-			76.6						61.3	29.0	9.7	
Randolph-Macon Coll	4,71	IIB	PR	93.5	78.0	85.4	62.3	70.2		83.2	100.0	100.0	5.1	10.7	FO	55.6	23.4	21.0	
Roanoke Coll		IIB	PR	81.4	71.4	66.1	54.8			68.8	91.7	100.0	4.9	14.4		56.3	14.6	29.2	
Shenandoah U	2	I	PR	87.2	79.8	71.5	68.2	63.0		77.3	100.0	100.0	6.2	8.2	PfTV	0.0	0.0	100.0	
U of Mary Washington	2	IIA	PU	101.9	87.7	73.2	82.8	81.7		89.6	100.0	100.0	11.6	17.8	None	69.5	14.8	15.7	
U of Richmond	2,22	IIA	PI	183.5	131.0	117.6	71.9	83.5	94.0	133.7	100.0	100.0	9.5	7.3	FpTV	56.0	17.3	26.7	
U of Virginia's Coll at Wise		IIB	PU	112.1	85.2	70.1	68.2			83.7	98.2	91.2	10.7	17.8	O	52.6	21.9	25.4	
U of Virginia-Main Campus	2	I	PU	214.2	139.5	112.0	84.7	74.7		157.7	100.0	100.0	10.4	10.2		55.0	15.7	29.2	
Virginia Commonwealth U		I	PU	176.5	123.3	97.2	85.1			123.6	100.0	100.0	10.1	3.8		44.1	10.6	45.4	
Virginia Poly Inst and St U	2	I	PU	182.9	125.9	107.6	67.8	-		131.0	100.0	100.0	11.1	12.5		51.4	20.1	28.5	
Washington and Lee U		IIB	PI	158.3	124.1	114.0	71.1			121.7	100.0	100.0	8.7	12.5	PfV	51.2	26.6	22.2	
William & Mary	2	I	PU	145.5	110.9	93.5	72.8	-		120.1	100.0	100.0	10.6	13.1		56.7	15.5	27.7	
Washington																			
Pacific Lutheran U	4	IIA	PR	90.5	85.0	79.4	64.5			79.5	87.8	100.0	2.0	9.7	PpTV	52.4	16.4	31.2	
Seattle U		IIA	PR	126.6	97.8	88.6	58.3			101.1						45.4	15.2	39.5	
U of Puget Sound	2	IIA	PI	117.5	94.7	81.2	84.9			103.1						62.9	18.3	18.8	
U of Washington-Bothell Campus		IIA	PU	143.8	111.7	111.0		-		119.5	100.0	99.5	7.7	8.8		51.9	10.6	37.6	
U of Washington-Seattle Campus	2	I	PU	173.2	127.2	111.7	62.7	97.9		141.1	100.0	97.9	7.8	7.7		59.4	17.2	23.4	
U of Washington-Tacoma Campus		IIA	PU	133.2	109.6	96.3	86.1	-		109.9	100.0	99.6	7.4	9.5		45.2	23.9	30.9	
Washington St U	2,22,72	I	PU	134.8	99.7	86.2	83.1	63.4		104.8	100.0	100.0	8.0	13.4	P	46.4	16.2	37.5	
Western Washington U		IIA	PU	136.5	109.2	85.5	67.8			105.3	99.4	99.3	11.6	13.3		60.5	17.6	22.0	
Whitman Coll	22	IIB	PI	124.2	99.3	84.6	74.8	75.6		100.0	92.4	100.0	10.2	9.4	FOV	63.1	21.0	15.9	
Whitworth U		IIA	PR	93.4	80.4	82.3	60.2	39.6		77.8	100.0	100.0	4.0	10.3		47.8	18.0	34.2	

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
3.2	3.1	3.4	8.0	284	275	246	11	125	151	241	4	1608	160.1	107.7	99.0	48.7	138.7	99.5	86.6	38.5	86.6	92.4	87.5	79
7.0	8.7	6.3	10.5	26	37	41	10	72	92	136	17	447	101.6	84.7	80.0	67.3	98.6	82.5	72.4	60.6	97.1	97.3	90.4	93.6
3.1	6.3	4.0	10.7	58	45	20	13	46	35	26	7	277	146.6	115.6	100.6	63.9	139.4	118.4	92.6	59.5	95.1	102.4	92.1	94.4
3.1	1.5	0.4	2.7	13	35	14	13	4	19	9	16	123	106.6	80.5	75.7	60.2	109.6	95.1	74.2	57.8	102.8	118.2	98.1	99.2
1.4	2.3	1.5		337	191	138		125	125	117		1473	178.0	118.1	109.2		153.2	111.7	100.2		86.1	94.6	91.8	78.8
1.7	2.1	2.5		50	52	38		32	45	45		365	109.9	89.6	92.8		102.2	91.9	79.7		93	102.6	85.9	90.5
3.8	4.5	6.0	-	23	34	25	2	14	16	35		149	91.7	75.8	66.8		93.9	76.2	71.9		102.4	100.4	107.7	100.9
0.0	0.2	0.8		17	20	27		8	13	22		154	102.1	90.8	83.4		93.8	79.8	79.2		91.9	87.9	95	90.3
2.8	4.1	4.8	6.3	657	257	206	15	288	206	192	4	2706	219.1	151.4	131.5	70.7	202.5	136.1	118.8	94.7	92.4	89.9	90.4	78.4
3.3	3.8	3.0		195	122	110		54	47	78		1020	214.1	152.7	137.6		181.1	144.4	128.9		84.6	94.6	93.7	74.9
4.3	5.4	6.2		125	111	95		51	74	79		837	141.3	102.2	99.4		124.7	96.3	93.1		88.2	94.3	93.7	82.6
3.6	3.9	4.0		242	154	184		128	100	169		1100	132.7	99.2	81.7		104.4	95.8	75.3		78.7	96.6	92.2	82.3
4.8	5.6	9.3	8.9	29	89	58	8	19	69	53	9	335	89.6	74.1	66.6	55.8	86.7	73.0	66.2	59.2	96.7	98.6	99.4	97.3
				15	34	38	16	8	15	26	6	159	87.1	80.7	67.1	68.2	87.6	91.0	64.6	57.9	100.6	112.7	96.2	99.9
3.7	3.6	3.5		64	62	93		13	41	75		407	107.6	86.7	75.8		97.6	81.8	71.1		90.7	94.4	93.8	85.1
3.1	3.6	3.7		319	190	185	4	144	141	157	3	1521	157.8	114.7	105.1	99.0	142.9	105.3	94.1	87.3	90.6	91.8	89.5	82.3
3.4	4.9	3.9	3.0	179	186	162	4	83	117	170	6	1063	143.0	111.5	85.6	70.7	126.5	100.9	79.5	64.9	88.5	90.4	92.9	84.2
4.4	3.6	7.4	18.8	30	38	53	19	23	35	51	23	274	105.3	86.4	76.0	67.7	96.1	82.5	69.7	61.7	91.3	95.5	91.8	90.8
2.6	0.9	2.8		21	22	8		16	24	14		105	90.2	75.6	73.6		92.3	72.4	70.6		102.3	95.7	95.9	95.7
4.5	4.5	5.2	4.8	82	36	24	8	49	43	38	14	313	160.8	121.7	103.2	91.6	150.9	121.8	102.7	94.6	93.9	100.1	99.5	88.6
				23	14	6	7	8	13	17	16	104	102.7	80.7	74.8	65.4	96.2	82.5	73.3	74.9	93.7	102.2	97.9	90.2
1.0	1.1	1.7	2.0	105	75	44	9	61	87	50	41	684	137.0	108.6	84.7	83.6	120.3	98.8	78.7	79.7	87.8	91	92.8	83.9
4.0	3.9	3.0	8.2	7	5	7		3	6	12	3	43	63.7	56.5	51.9		68.6	55.4	53.2	45.3	107.7	98.1	102.6	95.2
-0.2	0.7	3.6	-0.6	7	23	9	6	4	22	9	10	90	76.3	66.5	67.6	54.0	75.6	67.3	58.2	53.0	99.1	101.2	86.1	94.7
1.9	6.5	6.4	6.7	41	61	30	8	18	42	23	6	274	128.0	103.5	91.6	83.4	115.2	91.8	86.6	81.0	90	88.7	94.5	87.6
0.0	2.2	1.4	1.5	8	18	8	2	8	12	16	9	81	67.1	61.7	52.5		65.9	60.4	53.2	47.8	98.2	97.9	101.3	93.4
				9	9	15	4	9	15	23	6	92	74.0	77.0	63.5	54.1	80.5	78.6	65.0	52.3	108.8	102.1	102.4	102.7
5.1	5.9	6.6	6.1	279	258	187	25	169	285	199	45	1447	186.0	125.2	115.6	88.4	156.5	114.8	99.0	82.8	84.2	91.7	85.6	82
9.6	10.3	9.7		24	14	15		9	12	6		97	108.3	83.9	75.3		102.7	84.0	74.5		94.8	100.1	98.9	93.3
2.0	3.2	2.3	6.8	6	8	11	6	7	10	17	7	76	84.4	72.9	61.8	57.5	87.3	69.4	61.5	58.9	103.5	95.2	99.4	98.4
5.9	6.5	6.9	7.4	223	122	98	81	177	154	123	107	1085	119.9	103.2	85.3	75.7	113.4	97.2	84.8	74.6	94.6	94.2	99.4	92.8
2.7	3.3	4.9		33	49	23	3	29	42	34	3	236	96.1	79.3	79.9	64.3	91.2	81.3	85.1	77.7	94.9	102.5	106.4	97.9
6.8	6.2	6.6	5.9	181	135	85	2	75	105	150	14	1028	159.9	109.9	98.8		138.0	107.0	91.3	64.4	86.3	97.3	92.4	78.7
6.1	6.3	8.0	7.3	73	47	45	19	60	61	66	51	422	107.0	93.3	83.9	68.2	102.5	87.9	82.6	72.5	95.7	94.3	98.5	92.5
1.5	12.6	5.5	-	7	7	10		11	15	10	2	62	98.5	74.2	72.0		84.7	73.3	66.9		86	98.7	92.8	92.2
5.1	6.1	4.3	3.2	22	12	11	5	19	18	21	4	124	95.8	78.7	88.6	55.9	90.9	77.6	83.8	70.3	94.9	98.6	94.6	94.1
1.3	0.5	0.0	0.0	21	20	11	15	23	17	10	27	144	82.7	72.6	67.8	60.6	80.2	70.1	64.4	51.6	97	96.6	94.9	91.1
5.7	4.5	2.0	2.7	31	41	29	1	35	52	47	4	268	93.3	76.9	74.3		81.8	82.0	69.7	67.5	87.7	106.7	93.8	95.2
5.3	5.6	5.1		43	35	17	3	36	42	18	1	223	107.1	91.3	75.9	91.0	95.7	84.7	70.7		89.3	92.8	93.3	89.6
3.0	4.3	4.7	4.4	77	68	31	26	63	65	45	29	445	196.8	134.9	119.9	75.3	167.3	127.0	116.0	68.8	85	94.2	96.7	86.6
8.5	7.1	7.1	4.7	16	21	11	7	10	13	14	22	114	109.3	86.6	74.9	63.7	116.7	83.0	66.3	69.6	106.8	95.9	88.5	90.7
3.8	5.5	6.1	6.4	423	259	214	1	190	239	220	4	1615	219.3	146.6	118.0		202.8	131.8	106.2	84.2	92.5	89.9	90	80.9
5.1	6.0	6.8	5.9	177	232	170	28	92	247	240	55	1241	184.2	127.4	97.6	80.9	161.6	119.4	96.9	87.3	87.7	93.7	99.2	85.6
5.0	6.7	6.4	7.9	476	365	325	142	168	242	257	120	2096	186.3	129.3	111.4	67.3	173.3	120.7	102.7	68.4	93.1	93.4	92.1	85.1
4.3	6.0	4.9	5.5	50	28	26	27	37	14	38	28	248	160.9	125.9	115.7	76.2	154.7	120.4	112.8	66.3	96.1	95.6	97.5	91.2
3.2	3.2	3.4	5.2	172	119	70	17	124	85	74	20	682	154.5	111.7	102.1	69.7	133.1	109.7	85.3	75.4	86.2	98.1	83.5	87
0.9	2.2	4.6	8.7	24	19	11	15	23	38	19	40	189	90.9	82.4	83.2	55.7	90.0	86.4	77.2	67.8	99.1	104.9	92.8	99.7
				71	80	54	9	86	94	109	24	527	136.9	99.9	89.8	52.6	118.0	96.1	88.0	60.5	86.2	96.2	98	89.7
				49	14	6	3	48	25	36	5	186	117.9	94.2	80.8	85.8	117.1	95.0	81.3	84.3	99.3	100.8	100.6	91.4
3.2	4.7	7.5		23	52	17		25	51	19		189	155.5	117.7	110.1		133.1	105.6	111.8		85.6	89.7	101.6	90.8
4.7	6.2	5.9	5.0	535	264	230	32	366	286	281	40	2047	182.5	131.2	115.3	64.0	159.6	123.5	108.7	61.7	87.5	94.1	94.2	86.2
3.3	4.0	3.8	18.6	30	45	46	1	31	54	45	6	259	151.8	111.3	104.6		115.2	108.2	87.9	82.3	75.9	97.3	84.1	86
2.8	3.6	4.0	11.8	278	255	198	5	137	194	254	1	1361	141.2	103.1	88.4	91.2	121.8	95.2	84.5		86.3	92.3	95.6	85.7
5.5	6.9	7.4	8.2	134	99	48	67	93	90	75	77	683	139.6	112.7	87.2	71.3	132.1	105.4	84.5	64.7	94.6	93.5	96.9	88.5
1.5	1.8	3.0	4.2	26	27	11	9	20	29	19	3	157	126.0	101.8	83.1	73.8	121.8	97.0	85.5	78.0	96.6	95.4	103	96.5
3.5	4.0	9.2	7.2	29	27	17	3	22	19	15	5	161	94.8	79.6	78.9	67.2	91.6	81.7	86.2	56.0	96.6	102.7	109.3	95.2

APPENDIX I

NAME	NOTES	(1)	(2)	(3)							(4)				(5)	(6)			
		CAT.	CTRL	AVG. SALARY (\$1000s)							% COVERED		% of SAL.		DEP. TUI.	TENURE STATUS			
				PR	AO	AI	IN	LE	NR	AR	RET	MED	RET	MED		T	TT	NTT	
West Virginia																			
Davis & Elkins Coll	2	IIB	PR	60.8	57.4	51.0	49.2				54.1	100.0	100.0	3.5	19.1	FT	22.9	6.3	70.8
Glenville St U		IIB	PU	70.8	62.5	51.8		50.0			59.1	100.0	100.0	6.1	12.3	P	43.9	34.8	21.2
Marshall U	4	IIA	PU	89.8	82.6	68.6	46.5				78.7	99.8	99.8	6.0	12.6	P	64.2	22.8	13.0
Shepherd U	21	IIA	PU	80.6	70.7	65.5	52.7				70.8	100.0	100.0	7.6	10.6	PO	62.8	28.3	8.8
West Virginia Wesleyan Coll		IIB	PR	67.6	63.9	52.6	48.8				59.7	96.9	98.4	8.0	12.5	FTTV	56.3	25.0	18.8
Wisconsin																			
Beloit Coll		IIB	PI	79.8	69.4	65.7	53.0				70.4	100.0	100.0	5.9	15.2	FpTV	63.0	24.7	12.3
Carroll U		IIA	PR	91.3	77.9	72.8					77.6	91.5	100.0	6.3	13.1	FfT	35.9	28.8	35.3
Lakeland U		IIA	PR	77.1	64.6	67.1	74.5				70.6	100.0	100.0	3.0	15.4	FfT	44.7	39.5	15.8
Lawrence U		IIB	PI	97.1	83.8	73.9	60.4		-		79.8	100.0	100.0	6.6	12.5	PpT	57.3	21.3	21.3
Marquette U	2	I	PR	134.2	98.9	82.7	74.3			56.6	100.6	100.0	100.0	7.0	13.4	FT	44.1	13.5	42.5
Milwaukee School of Engineering	4	IIA	PI	107.9	100.9	87.2	63.6				92.8	100.0	100.0	4.9	15.4	FTV	0.0	0.0	100.0
Ripon Coll		IIB	PI	86.2	70.4	62.7				-	74.4						70.6	21.6	7.8
Saint Norbert Coll		IIB	PR	106.0	76.4	82.9		-			86.2	100.0	100.0	6.9	13.7	FT	82.7	14.4	2.9
U of Wisconsin-Eau Claire	2	IIA	PU	90.8	81.9	79.3	69.7	42.8			78.8	100.0	100.0	6.8	16.6	None	51.9	20.4	27.7
U of Wisconsin-Green Bay	2	IIA	PU	82.4	69.4	72.6		36.8			69.6	100.0	100.0	6.8	18.8	None	44.0	21.5	34.5
U of Wisconsin-La Crosse	2	IIA	PU	85.2	75.4	66.0	75.2	36.4			72.0	100.0	100.0	6.8	18.1	None	46.6	21.2	32.3
U of Wisconsin-Madison	2	I	PU	190.1	139.2	114.7	83.0	70.9	50.8		136.8	100.0	100.0	6.8	9.6	None	45.5	19.5	35.0
U of Wisconsin-Milwaukee	2	I	PU	119.3	90.1	85.1	49.5	27.4		-	79.5	100.0	100.0	6.8	16.4	None	42.9	10.5	46.6
U of Wisconsin-Oshkosh	2	IIA	PU	94.3	78.0	71.9		49.9			76.8	100.0	100.0	6.8	17.0	None	56.7	13.7	29.5
U of Wisconsin-Parkside	2	IIB	PU	87.1	80.1	78.4	31.5	52.3		-	73.9	100.0	100.0	6.7	17.7	None	53.2	23.7	23.0
U of Wisconsin-Platteville	2	IIA	PU	83.4	75.5	69.7		45.2			67.6	100.0	100.0	6.8	19.3	None	52.1	17.0	30.9
U of Wisconsin-River Falls	2	IIA	PU	87.0	83.5	73.6		40.3		-	71.7	100.0	100.0	6.8	18.2	None	49.6	22.4	28.0
U of Wisconsin-Stevens Point	2	IIA	PU	79.3	72.9	69.4		41.8	42.3		68.2	100.0	100.0	6.8	19.2	None	58.8	18.2	22.9
U of Wisconsin-Stout		IIA	PU	84.0	78.6	72.9		50.9		-	70.6	100.0	100.0	6.8	18.5	None	48.4	20.9	30.7
U of Wisconsin-Superior		IIA	PU	71.0	64.5	61.5		44.0			63.7	100.0	100.0	6.8	20.5	None	43.5	20.0	36.5
U of Wisconsin-Whitewater	2	IIA	PU	92.8	86.6	79.3		58.5		-	79.3	100.0	100.0	6.8	16.5	None	56.3	17.2	26.5
Wyoming																			
U of Wyoming	13	I	PU	126.4	102.9	88.1		68.4	100.1	97.1	100.0	100.0	16.3	16.0	P	45.1	24.4	30.4	

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
4.2	4.9	7.6	6.5	2	6	8	2	7	6	11	6	48	-	54.6	50.5	-	59.6	60.1	51.3	48.5	-	110.1	101.6	101.7
2.0	3.5	3.6		11	16	14		3	6	6		66	71.2	63.1	51.6		69.2	61.0	52.1		97.1	96.8	101	94.5
3.0	3.7	5.2	4.6	101	65	61	13	73	60	66	22	461	91.3	87.5	71.8	46.9	87.6	77.3	65.7	46.4	96	88.3	91.5	89.4
0.2	1.3	1.1	2.1	18	18	17	3	16	20	15	6	113	81.5	69.6	66.5	52.0	79.6	71.7	64.3	53.0	97.6	103	96.8	97.8
3.5	6.0	6.1		7	9	12	2	6	15	11	2	64	68.4	57.9	49.2	-	66.7	67.5	56.4	-	97.5	116.7	114.7	111.6
2.8	5.0	6.2	3.0	14	5	11	4	12	14	10	3	73	79.8	70.6	66.8	56.0	79.7	68.9	64.4	49.0	99.8	97.6	96.4	97.3
1.0	1.7	2.1		10	19	24		15	36	49		153	93.5	76.4	73.2		89.8	78.7	72.6		96	103	99.2	99
2.1	2.1	2.8	2.1	7	4	5	1	4	2	11	4	38	76.0	66.3	63.1	-	79.2	-	68.9	78.6	104.2	-	109.1	104.5
0.0	0.3	1.2	2.1	21	35	10	15	13	38	27	17	178	96.6	85.8	72.6	58.9	98.0	82.0	74.3	61.8	101.4	95.6	102.4	95
2.4	2.7	2.8	1.9	107	114	97	17	70	104	120	28	669	142.8	103.2	84.7	80.4	121.0	94.2	81.0	70.6	84.8	91.3	95.6	85.1
5.4	3.9	4.4	3.6	27	37	43	14	18	17	20	12	188	111.9	104.0	89.1	62.7	101.7	94.1	83.2	64.6	90.9	90.5	93.4	91.6
				11	8	5		10	8	7		51	85.0	75.5	62.4		87.5	65.2	62.9		103	86.4	100.8	93.4
1.5	1.7	-0.1		21	20	13		9	30	10	1	104	107.8	80.8	82.3		102.0	73.5	83.7	-	94.6	90.9	101.7	87.6
2.7	4.2	4.0	4.7	95	40	44		84	54	71	11	466	92.2	87.1	81.0		89.3	78.0	78.2	69.7	96.8	89.6	96.6	94.6
2.0	2.7	3.1		26	54	44		23	49	60		284	86.5	74.3	77.3		77.8	63.9	69.1		90	85.9	89.4	89.5
1.9	2.7	3.2	7.6	68	77	78	2	68	89	70	3	496	89.4	75.5	67.4	-	80.9	75.3	64.4	87.8	90.6	99.7	95.6	96.2
5.2	6.9	5.7	5.5	623	164	286	207	354	182	312	243	2594	197.9	146.3	119.5	86.2	176.6	132.9	110.3	80.3	89.2	90.8	92.3	82.2
2.6	3.5	2.9	3.6	156	163	86	110	96	146	112	151	1147	126.1	92.9	92.7	49.4	108.1	86.9	79.2	49.5	85.7	93.5	85.5	81.2
2.3	4.1	2.0	-	77	49	39	1	58	37	47		386	97.0	81.2	68.9	-	90.6	73.8	74.4		93.3	90.9	107.9	89.4
2.2	2.7	2.5		15	30	15	2	7	22	20	4	139	92.0	78.3	74.9	-	76.6	82.5	81.0	32.2	83.3	105.3	108.1	99.3
1.6	2.8	4.0		60	39	29		28	23	21		288	82.9	78.0	71.8		84.3	71.2	66.8		101.7	91.3	92.9	90.1
3.0	3.2	2.7		52	18	26		35	13	28	1	232	87.3	90.7	74.3		86.5	73.6	72.9	-	99	81.1	98.1	85.2
2.5	3.4	3.1	-	69	47	28		51	36	41		340	79.6	74.6	71.2		78.8	70.8	68.1		99	94.9	95.7	93.4
2.0	2.5	3.1		52	34	34		47	20	32		316	86.6	81.5	76.7		81.1	73.5	68.8		93.7	90.1	89.7	89.5
2.2	3.2	5.4		23	8	11		20	15	25		115	74.2	71.8	63.0		67.3	60.6	60.8		90.8	84.4	96.6	90.6
2.0	2.9	3.3		64	82	40		47	79	45		483	96.6	91.0	79.7		87.6	82.1	79.0		90.7	90.2	99.1	91.5
0.5	1.5	1.6		126	91	97		56	68	103		700	130.2	105.0	92.2		117.7	100.1	84.2		90.3	95.3	91.4	85

APPENDIX II

NAME	NOTES	(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)		(9)				
		CAT.	CTRL	AVG. SAL. (\$1000s)	RET	MED	RET	MED	DEP. TUI.	PCT. TEN.	PCT. INCR. CONT. FAC.	NO. OF F-T FAC. MEN WOMEN	AVG. SAL. MEN WOMEN	EQUITY RATIO		
Alabama																
Northwest Shoals Comm Coll		IV	PU	64.5	100.0	100.0	13.2	13.7	f	65.8	3.0	34	45	65.1	64.1	98.4
Arizona																
Pima Comm Coll	73	IV	PU	78.5						0.0		79	107	78.0	78.8	100.9
California																
Clovis Comm Coll		IV	PU	120.0	100.0	100.0	19.1	11.2	None	66.7	5.0	56	40	119.9	120.0	100.1
Fresno City Coll		IV	PU	120.5	100.0	100.0	19.1	11.2	None	71.8	3.8	145	149	121.2	119.9	99.0
Madera Comm Coll		IV	PU	121.8	100.0	100.0	19.1	11.1	None	65.5	4.1	29	26	125.5	117.6	93.7
Reedley Coll		IV	PU	121.0	100.0	100.0	19.1	8.5	None	68.5	5.9	60	48	120.9	121.2	100.3
Delaware																
Delaware Tech Comm Coll	74	IV	PU	96.8	100.0	100.0	23.0	24.8		0.0	14.6	139	236	96.4	97.0	100.6
Iowa																
Hawkeye Comm Coll		IV	PU	68.1	100.0	100.0	9.4	15.2	FOV	0.0	3.3	48	62	68.6	67.7	98.7
North Iowa Area Comm Coll		IV	PU	73.1	100.0	100.0	9.4	25.4	O	0.0	5.6	34	23	73.7	72.3	98.2
Maine																
Central Maine Comm Coll		IV	PU	60.1	100.0	100.0	13.7	27.2	Ff	0.0	7.7	33	28	60.3	59.9	99.4
Nebraska																
Central Comm Coll		IV	PU	65.5	100.0	100.0	9.7	37.5	FT	0.0	3.9	79	78	64.4	66.6	103.4
Nevada																
Coll of Southern Nevada	4	IV	PU	97.4	95.7	92.4	17.6	8.7		73.6	12.2	264	248	97.6	97.2	99.5
New Mexico																
Clovis Comm Coll	2	IV	PU	57.1	100.0	69.4	18.1	15.8	P	0.0	-4.2	12	37	59.2	56.4	95.3
Oklahoma																
Oklahoma St U Inst of Tech		IV	PU	62.2	100.0	100.0	14.4	12.0	None	0.0	0.1	55	26	61.1	64.6	105.6
Texas																
Central Texas Coll		IV	PU	69.2	100.0	100.0	14.9	10.8	POV	0.0	3.9	55	75	69.4	69.2	99.7
Vernon Coll		IV	PU	60.0	100.0	100.0	7.1	15.4	None	0.0	4.3	30	44	61.3	59.1	96.5
Wisconsin																
Gateway Tech Coll		IV	PU	91.8	100.0	100.0	6.9	23.0	None	0.0	4.2	100	142	93.0	91.0	97.9
Wyoming																
Laramie County Comm Coll		IV	PU	79.6	100.0	100.0	14.7	20.0	P	0.0	2.2	49	82	77.2	81.1	105.0

1. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8182.
2. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.81818.
3. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.82.
4. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.75.
5. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8.
6. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8181.
7. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.81966.
8. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.862.
9. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.86364.
10. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.769.
11. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.818.
12. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8547.
13. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.83.
14. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.83333.
15. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.76596.
16. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.867.
17. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.864.
18. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.909.
19. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.833.
20. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.8333.
21. Factor used to convert 11-/12-month contracts to 9-/10-month equivalent: 0.91667.
22. Excludes some faculty whose base salary falls well outside the norm for a particular rank.
23. Starting in 2020-21, data are reported for total university rather than by campus.
24. Includes U of Arizona-South.
25. Includes Chalon and Doheny campuses.
26. 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), one Assistant Professor who identifies as non-binary for their gender identity has been categorized as a man based on their biological sex.
27. Beginning in 2023-24, University of California-Davis has excluded Veterinary Medicine faculty per AAUP instructions. Results may not be comparable to prior years.
28. Retirement benefits are estimated based on a percentage of total pay per the HR office.
29. Benefits expenditure includes increased contributions to state pension plans to address past shortfalls.
30. 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.
31. Instead of 9-month contracts, Georgia College & State University administers 10-month contracts.
32. Salary and retirement benefits expenditures are prorated to account for increases that were implemented January 1, 2025. Medical benefits include medical, dental, and vision benefits.
33. 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.
34. University formerly known as Indiana University - Purdue University - Fort Wayne
35. University of Notre Dame excluded non-tenure-track faculty members from the data reported to AAUP.
36. Faculty are on 9-/10-month contracts.
37. The University of Maine at Machias is now part of the University of Maine and the figures in this survey include both campuses.
38. Some faculty members are on 10-month contracts, and graduate faculty members are on 12-month contracts.
39. USNA faculty are on 10 month contracts; salary numbers are reported out as accurately as possible given the difference in contract length.
40. 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.
41. Includes the Mount Ida Campus, formerly reported as a separate institution, Mount Ida College.
42. Includes Faculty data for Ferris States University's Kendall College of Art & Design.

NOTES TO APPENDIXES I AND II

43. Prior to 2024-25, College of Saint Benedict and Saint John's University were reported separately.
44. The faculty on the University of Minnesota Crookston campus are unionized. Their contract was ratified well after the 2023-2024 submission. As a result continuing faculty salary increases represent increases for two years, not just for the current year.
45. The faculty on the University of Minnesota Duluth campus are unionized. Their contract was ratified well after the 2023-2024 submission. As a result continuing faculty salary increases represent increases for two years, not just for the current year.
46. All faculty are on 9/12 contracts.
47. Full-time faculty salary data revised 8/1/2024.
48. Salary includes the Special 7% benefit for all benefits eligible faculty over the age of 40.
49. Faculty who have an institutional rank of Lecturer and receive a post-doctoral fellowship are reported under the rank of Lecturer.
50. Salary Includes University-Funded (Not Grant-Funded) Research Allowances Paid To Faculty On 9-Month Contracts.
51. 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).
52. Conversion factor for 11 month contract to 10 month equivalent.
53. Includes Brentwood, Brooklyn, Hudson at Westchester, Post, and Riverhead campuses.
54. By terms of the collective bargaining agreement, full-time faculty at Stony Brook University receive "location pay" of \$3,400 each to account for the high cost of living in the region. Location pay is included in salary amounts.
55. Missing values for gender variables for some faculty have been replaced with imputed values in alignment with federal reporting standards, per AAUP instructions.
56. 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.
57. Salaries include administrative stipends for some full-time faculty members.
58. Includes Lancaster Theological Seminary faculty.
59. 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.
60. 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.
61. 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.
62. Saint Joseph's University excluded non-tenure-track faculty members from the data reported to AAUP.
63. 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.
64. University of Pennsylvania AAUP data now includes non-tenure-track, full-time lecturers.
65. The University of Pittsburgh at Titusville is under the management and administration of the University of Pittsburgh at Bradford. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries include increases for both FY2024 and FY2025.
66. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries include increases for both FY2024 and FY2025.
67. In fall 2020, the University of Pittsburgh at Titusville converted its academic programs into a multi-institution education and training hub. The University of Pittsburgh at Titusville Education and Training Hub operates as a shared campus, providing a range of education and workforce training programs. In May of 2024, the first University of Pittsburgh collective bargaining agreement for faculty was ratified. Salary increases for FY2024 were under negotiation at the time of last year's submission. Therefore, FY2025 salaries include increases for both FY2024 and FY2025.

68. All faculty members on 12-month appointments.
69. Benefits data estimated from last year's data.
70. Includes faculty members teaching at least 3/4 of a full teaching load, reported at their full-time equivalent salary.
71. Includes PA faculty on 12-month contracts.
72. Includes Everett, Pullman, Spokane, Tri-Cities, and Vancouver campuses.
73. Only includes full-time faculty members on 9-month contracts. Excludes full-time faculty members on 12-month contracts.
74. Includes Owens, Stanton/George, and Terry campuses.

APPENDIX III

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.
Alabama										
Northwest Shoals Comm Coll		IV	PU	156	2,400	2,400	2,400	No	No	Semester
Troy U		IIA	PU	513	2,286	2,409	2,286	No	No	Semester
U of Montevallo		IIA	PU	71	2,300	12,500	3,064	No	No	Semester
U of North Alabama		IIA	PU	337	2,400	3,000	2,500	No	No	Semester
Arkansas										
Harding U		IIA	PR	109	2,700	2,700	2,700	No	No	Semester
Hendrix Coll		IIB	PR	21	2,325	2,325	2,325	No	No	Semester
Lyon Coll		IIB	PR	29	2,190	2,940	2,550	No	No	Semester
Southern Arkansas U Main Campus		IIA	PU	100	2,100	3,000	2,222	No	No	Semester
California										
California Baptist U		IIA	PR	416				No	No	Semester
Clovis Comm Coll		IV	PU	251	3,725	5,351	4,538	No	Some	Semester
Fresno City Coll		IV	PU	935	3,725	5,351	4,538	No	Some	Semester
Fresno Pacific U		IIA	PR	355	2,040	3,366	2,526	No	Some	Semester
Harvey Mudd Coll	75	IIB	PI	9	8,500	8,500	8,500	Some	No	Semester
Madera Comm Coll		IV	PU	166	3,725	5,351	4,538	No	Some	Semester
Occidental Coll	77	IIB	PI	102	8,150	11,250	8,534	Some	Some	Semester
Pitzer Coll		IIB	PI		9,650	9,650	9,650	Some	Some	Semester
Pomona Coll	78	IIB	PI	55	8,200	24,156	10,018	Some	Some	Semester
Reedley Coll		IV	PU	296	3,725	5,351	4,538	No	Some	Semester
Saint Mary's Coll of California		IIA	PR	133	6,480	10,308	8,413	Yes, all	Some	4-1-4
Scripps Coll	79	IIB	PI	39	8,100	9,350	8,974	Some	Some	Semester
U of San Diego		IIA	PR	122	5,946	6,795	6,648	No	No	4-1-4
U of San Francisco		I	PR	318	6,303	8,931	7,083			Semester
Whittier Coll		IIB	PI	31	6,300	6,300	6,300	No	No	Semester
Colorado										
Colorado St U Pueblo		IIA	PU	140	785	1,495	1,140	Yes, all	Some	Semester
Fort Lewis Coll		IIB	PU	68	3,825	5,000	4,413	Some	Some	Semester
U of Colorado Colorado Springs		I	PU	474	3,000	12,000	3,740	No	No	Semester
U of Colorado Denver	80	I	PU	770				No	Some	Semester
U of Denver		I	PI	673	4,500	6,000	5,000	No	No	Quarter
U of Northern Colorado		I	PU	299	1,080	1,888	1,539	Yes, all	Some	Semester
Connecticut										
Albertus Magnus Coll		IIA	PR	75	3,000	5,000	3,000	No	No	Semester
Central Connecticut St U		IIA	PU	458	5,814	6,816	6,316	Some	Some	Semester
Connecticut Coll		IIB	PI	61	6,000	6,000	6,000	No	No	Semester
Quinnipiac U		IIA	PI	659	4,649	5,542	5,095	Some	No	Semester
U of Hartford		IIA	PI	440	3,900	8,950	3,951	Some	Some	Semester
U of New Haven		IIA	PI	417	2,505	9,090	3,958	Some	Some	Semester
U of Saint Joseph		IIA	PR	315	3,000	3,700	3,325	No	No	Semester
Delaware										
Delaware Tech Comm Coll	81	IV	PU	574	1,570	2,273				Semester
District of Columbia										
Catholic U of America		I	PR	289	1,013	13,500	4,606	No	No	Semester
Florida										
Beacon Coll		IIB	PI	2	3,000	3,000	3,000	No	No	Semester
Bethune-Cookman U		IIA	PR	48	1,800	2,000		Some	Some	Semester
Eckerd Coll		IIB	PR	12	3,000	3,500	3,041	No	No	4-1-4
Florida Ag and Mech U		IIA	PU	153	2,000	10,000	5,329	No	No	Semester
Florida Gulf Coast U		IIA	PU	363	3,600	3,600	3,600	No	No	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.		
Florida (continued)												
Florida International U		I	PU	945	1,000	17,000	3,000	No	Some	Semester		
Florida Poly U		IIB	PU	13	4,000	8,000	5,000	No	No	Semester		
Jacksonville U		IIA	PI	214	1,000	10,000	3,000	No	No	Semester		
New Coll of Florida		IIB	PU	13	5,000	8,000	6,738	No	No	4-1-4		
Rollins Coll		IIA	PI	61	2,000	6,000	4,000	No	No	Semester		
Southeastern U		IIA	PR	486	1,800	2,250	2,025	No	No	Semester		
Stetson U		IIA	PI	76	3,250	4,875	3,419	No	No	Semester		
U of South Florida	82	I	PU	249	785	12,180	4,051	No	No	Semester		
Georgia												
Agnes Scott Coll		IIB	PR	37	4,100	6,000	4,100	Some	Some	Semester		
Berry Coll		IIA	PI	42						Semester		
Clayton St U		IIA	PU	75	2,350	3,250	2,580	Some	Some	Semester		
Georgia Coll & St U		IIA	PU	50	1,001	6,000	2,378	No	No	Semester		
Georgia St U		I	PU	469	3,000	7,000	4,000	No	No	Semester		
Georgia St U-Perimeter Coll		III	PU	48	2,100	2,601	2,334	No	No	Semester		
Mercer U		I	PI	244	3,000			No	No	Semester		
Oglethorpe U		IIB	PI	48	2,475	3,750		No	No	Semester		
Spelman Coll		IIB	PI	107	3,500	5,000	4,250	Some	Some	Semester		
U of North Georgia		IIA	PU	290	3,300	3,600		Some	Some	Semester		
U of West Georgia		I	PU	314	2,500	6,000	4,866	No	No	Semester		
Wesleyan Coll		IIB	PR	37	3,000	4,000	3,500	No	No	Semester		
Idaho												
Coll of Idaho		IIB	PI	37	3,000	4,000		Some	No	4-1-4		
Lewis-Clark St Coll		IIB	PU	50	3,600	3,945	3,773	Some	Some	Semester		
Illinois												
Augustana Coll		IIB	PR	59	5,600	10,000	6,264	Some	Some	Semester		
Aurora U		I	PI	282	3,000	3,000	3,000	No	No	Semester		
Dominican U		IIA	PR	160	2,175	5,950	3,375	No	No	Semester		
Illinois Coll		IIB	PR	11	2,400	4,393	3,283	No	No	Semester		
Knox Coll		IIB	PI	23	3,400	8,500	4,307	No	No	Quarter		
Lake Forest Coll		IIB	PI	79	5,300	11,589	6,201	Some	No	Semester		
Loyola U Chicago	83	I	PR	815	6,553	10,455	7,164	No	No	Semester		
McKendree U		IIA	PR	120	1,875	2,025	1,950	Some	No	Semester		
Monmouth Coll		IIB	PR	14	4,000	5,000	4,500	No	No	Semester		
North Central Coll		IIA	PR	122	2,880	3,285	2,974	No	No	Semester		
Northern Illinois U		I	PU	101	8,724	23,264	17,741	No	No	Semester		
Olivet Nazarene U		IIA	PR	161	2,250	3,000	2,500	No	No	Semester		
Roosevelt U		IIA	PI	482	2,100	5,774	4,457	Some	No	Semester		
Saint Xavier U		IIA	PR	269	3,000	3,000	3,000	No	No	Semester		
Trinity Christian Coll		IIB	PR	67	2,160	2,805	2,280	No	No	Semester		
U of St Francis		IIA	PR	77	2,100	2,850	2,671	No	No	Semester		
Waubonsee Comm Coll		III	PU	361	3,111	3,429	3,166	Yes, all	No	Semester		
Wheaton Coll		IIA	PR	223	2,805	3,671	3,300	No	No	Semester		
Indiana												
Bethel U-Indiana		IIA	PR	120	2,100	2,500	2,246	No	No	Semester		
Earlham Coll		IIB	PR	8	3,000	6,000		Some	No	Semester		
Goshen Coll		IIB	PR	44	3,000	3,600	3,135	No	No	Semester		
Hanover Coll		IIB	PR	21	3,000	6,000	4,500	No	No	4-1-4		
Indiana St U		I	PU	200	1,092	2,500	1,356	No	No	Semester		
Rose-Hulman Inst of Tech		IIB	PI	18	4,300	8,875	5,894	No	No	Quarter		
U of Evansville		IIA	PR	102	1,500	7,200	2,429	Some	Some	Semester		
Valparaiso U		IIA	PR	166	3,000	7,500	4,180	No	No	Semester		
Iowa												
Central Coll		IIB	PR	12	2,100	7,500	3,744	No	No	Semester		
Coe Coll		IIB	PR	39	3,500	8,750	4,676	Some	Some	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.	
Iowa (continued)										
Cornell Coll		IIB	PR	19	4,000	7,000	4,684	Some	Some	Semester
Faith Baptist Bible Coll and Theo Sem		IIB	PR	28	1,000	15,000		Some	No	Semester
Hawkeye Comm Coll		IV	PU	164	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	28	2,270	2,330	2,300	Some	No	Semester
Simpson Coll		IIB	PR	36	2,705	2,925		No	No	4-1-4
Upper Iowa U		IIA	PI	467	2,100	2,500	2,325	No	No	Semester
Kansas										
Emporia St U		IIA	PU	32	1,000	1,667	1,145	Some	Some	Semester
Kansas Wesleyan U		IIB	PR	35	2,400	4,800		No	No	Semester
Ottawa U-Ottawa		IIB	PR	394	1,500	2,750		No	No	Semester
Washburn U		IIA	PU	122	1,000	9,375	2,617	No	No	Semester
Wichita St U		I	PU	284				Some	Some	Semester
Kentucky										
Berea Coll	79	IIB	PI	11	5,000	6,500	5,321	Some	Some	Semester
Centre Coll		IIB	PR	6	5,850	16,653	9,953	No	No	4-1-4
Georgetown Coll	84	IIA	PR	55	1,950	2,588		No	No	Semester
Kentucky Wesleyan Coll		IIB	PR	73	1,600	3,600	2,027	Some	No	Semester
Morehead St U		IIA	PU	66	3,000	3,000	3,000	No	No	Semester
Murray St U		IIA	PU	134				Some	Some	Semester
Transylvania U	85	IIB	PR	40	1,750	4,500	3,765	No	No	4-1-4
U of Pikeville		IIB	PR	51				No	No	Semester
Western Kentucky U		IIA	PU	379	2,202	4,800		Some	Some	Semester
Louisiana										
Centenary Coll of Louisiana		IIB	PR	76	1,400	2,800	2,229	No	No	Semester
Loyola U New Orleans	86	IIA	PR	134	1,125	1,800	1,370	Some	Some	Semester
U of New Orleans		I	PU	70	1,000	5,000	3,853	No	No	Semester
Maine										
Bates Coll		IIB	PI	12	11,500	13,250	12,479	Yes, all	No	4-1-4
Central Maine Comm Coll		IV	PU	154	3,047	3,047	3,047	Some	No	Semester
U of Maine	87	I	PU	240	3,423	5,733	4,360	Some	Some	Semester
U of Maine at Augusta		IIB	PU	139	3,423	5,733	4,360	Some	Some	Semester
U of Maine at Farmington		IIB	PU	37	3,423	5,733	4,360	Some	Some	Semester
U of Maine at Fort Kent		IIB	PU	23	3,423	5,733	4,360	Some	Some	Semester
U of Maine at Presque Isle		IIB	PU	41	3,423	5,733	4,360	Some	Some	Semester
U of New England		IIA	PI	96	1,267	6,333	4,088	No	Some	Semester
U of Southern Maine		IIA	PU	329	3,423	5,733	4,360	Some	Some	Semester
Maryland										
Bowie St U		IIA	PU	297	3,000	5,000	3,500	No	No	Semester
Coppin St U		IIA	PU	109	933	5,600	2,451	No	No	Semester
Frostburg St U		IIA	PU	89	2,200	5,000	2,941	No	No	Semester
Goucher Coll	79	IIA	PI	33	3,600	4,200		No	No	Semester
Hood Coll		IIA	PI	132	3,180	4,500	3,538	No	No	Semester
Loyola U Maryland		IIA	PR	110	4,000	7,000	4,622	No	No	Semester
McDaniel Coll		IIA	PI	398	3,618	4,181	3,900	No	No	4-1-4
Montgomery Coll		III	PU	780	4,380	5,115	4,826	Some	No	Semester
Mount St Mary's U		IIA	PR	111	3,500	3,500	3,500	Some	No	Semester
Salisbury U		IIA	PU	216	3,231	5,000	4,195	No	No	4-1-4
Towson U	88	IIA	PU	735	4,450	5,384	4,729	No	Some	Semester
U of Maryland Eastern Shore		IIA	PU	59	2,289	4,161	3,225		No	Semester
United States Naval Academy		IIB	PU	80	5,400	9,000	6,602	No	No	Semester
Washington Coll		IIB	PI	15	2,889	11,555	6,602	No	No	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.		
Massachusetts												
Bentley U		IIA	PI	214	7,000	7,000	7,000	Yes, all	No	Semester		
Boston Coll		I	PR	860	7,650	9,520		No	Some	Semester		
Coll of Our Lady of the Elms		IIA	PR	66	2,500	3,000	2,553	No	No	Semester		
Coll of the Holy Cross		IIB	PR	46	7,384	9,855	7,680	No	No	Semester		
Emmanuel Coll		IIA	PR	99	4,950	5,500	5,250	No	No	Semester		
Endicott Coll		IIA	PI	327	1,100	4,600	2,793	No	No	Semester		
Hampshire Coll		IIB	PI	4	7,000	7,000	7,000	No	No	Semester		
Lesley U		I	PI	241	4,504	8,915	5,379	Some	Some	Semester		
Massachusetts Coll of Liberal Arts		IIB	PU	51	6,760			No	No	Semester		
Mount Holyoke Coll	89	IIB	PI	41	8,500	15,000	11,617	No	No	Semester		
Springfield Coll		IIA	PI	160	2,928	3,513	3,496	No	No	Semester		
Stonehill Coll		IIB	PR	124	4,742	7,590	6,069	No	No	Semester		
U of Massachusetts-Boston		I	PU	150	2,675	11,635	3,518			Semester		
U of Massachusetts-Dartmouth		IIA	PU	188	4,848	6,285	5,549	Some	Some	Semester		
Wheaton Coll (MA)		IIB	PI	55	5,000	7,500	5,000	Some	Some	Semester		
Michigan												
Albion Coll		IIB	PI	12	3,485	3,500	3,497	Some	No	Semester		
Aquinas Coll		IIB	PR	79	1,968	2,935	2,299	No	No	Semester		
Central Michigan U		I	PU	182	3,300	3,300	3,300	No	No	Semester		
Eastern Michigan U		I	PU	412						Semester		
Ferris St U	90	IIA	PU	136	3,744	5,280		Some	No	Semester		
Kalamazoo Coll		IIB	PI	5	2,747	4,635	3,569	No	No	Quarter		
Michigan Technological U		I	PU	29	4,962	17,508	8,517	No	No	Semester		
Northern Michigan U		IIA	PU	113	4,528	6,572	4,866	Some	Some	Semester		
Oakland U		I	PU	202	4,215		5,756	No	Some	Semester		
Wayne St U		I	PU	670	4,077	6,828		Yes, all	No	Semester		
Minnesota												
Augsburg U		IIA	PR	167	4,250	5,625	5,409	Some	No	Semester		
Concordia Coll at Moorhead		IIB	PR	49	1,296	6,581	3,728	No	No	Semester		
Gustavus Adolphus Coll		IIB	PR	16	3,600	3,600	3,600	No	No	4-1-4		
Saint Mary's U of Minnesota		IIA	PR	291	3,300	4,200		No	No	Semester		
U of St Thomas		I	PR	677	3,000	9,750	5,900	Some	Some	4-1-4		
Mississippi												
Millsaps Coll		IIB	PR	26	1,500	7,500	2,861	No	No	Semester		
Mississippi U for Women		IIA	PU	85	2,000	2,000	2,000	Some	Some	Semester		
U of Southern Mississippi		I	PU	127	2,250	9,000	4,335	Some	Yes, all	Semester		
Missouri												
Drury U		IIA	PR	40	2,127	2,780	2,372	No	No	Semester		
Lincoln U		IIB	PU	76	700	800		No	No	Semester		
Lindenwood U		I	PI	351	2,700	3,700	3,200	No	No	4-1-4		
Mineral Area Coll	91	III	PU	118				Some	No	Semester		
Missouri Baptist U	92	IIA	PR	150	1,850	3,000	1,800	No	No	Semester		
Southeast Missouri St U		IIA	PU	189	2,763	4,002	2,984	No	No	Semester		
Truman St U		IIA	PU	38	2,400	7,272	3,573	Some	Some	Semester		
U of Central Missouri		IIA	PU	188	1,800	4,500	2,170	No	No	Semester		
Webster U		IIA	PI	460				No	No	Semester		
Montana												
U of Montana		I	PU	160	30,054	15,000	10,000	Some	Some	Semester		
Nebraska												
Nebraska Wesleyan U		IIA	PR	63	1,000	4,000	2,826	No	No	Semester		
U of Nebraska at Kearney		IIA	PU	166	1,500	5,000	3,063	No	No	Semester		

APPENDIX III

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.		
Nevada												
Coll of Southern Nevada		IV	PU	723	2,775	2,775	2,775	No	No	Semester		
U of Nevada-Reno		I	PU	203	3,309	9,720	5,068	No	No	Semester		
New Hampshire												
Colby-Sawyer Coll		IIB	PI	56	1,000	1,000	1,000	No	No	Semester		
Saint Anselm Coll	93	IIB	PR	57	3,488	3,488	3,488	No	No	Semester		
New Jersey												
Caldwell U		IIA	PR	164	2,400	2,400	2,400	No	No	Semester		
Coll of New Jersey	79	IIA	PU	366	5,595	6,015	5,805	Yes, all	Yes, all	Semester		
Kean U		IIA	PU	742						Semester		
Monmouth U		IIA	PI	357	1,000	1,333	1,036	No	No	Semester		
New Jersey Inst of Tech		I	PU	393	7,773	8,355	8,064	Some	No	Semester		
Ramapo Coll of New Jersey		IIA	PU	282	1,975	2,050	2,013	Yes, all	No	Semester		
Rider U		IIA	PI	208	4,122	7,717	4,562	Some	Some	Semester		
Rowan U		I	PU	944	5,475	5,700	5,540	Yes, all	No	Semester		
Rutgers U-Camden		I	PU	329				Some	Some	Semester		
Rutgers U-New Brunswick		I	PU	1,651				Some	Some	Semester		
Rutgers U-Newark		I	PU	357				Some	Some	Semester		
Seton Hall U		I	PR	567	2,800	18,000	3,099	No	Some	Semester		
William Paterson U of New Jersey		IIA	PU	461	5,925	6,150	6,038	Yes, all	Some	Semester		
New Mexico												
Clovis Comm Coll		IV	PU	62	700	10,500	5,600	Yes, all	No	Semester		
New Mexico St U-Alamogordo		III	PU	41	1,275	3,506	2,505	Yes, all	Some	Semester		
New Mexico St U-Dona Ana		III	PU	225	1,478	8,672	3,476	Yes, all	Some	Semester		
New Mexico St U-Grants		III	PU	23	1,200	2,400	1,840	Yes, all	Some	Semester		
New Mexico St U-Main Campus		I	PU	197	1,110	15,000	3,922	Yes, all	Some	Semester		
U of New Mexico-Main Campus		I	PU	133	1,013	10,449	4,368	Some	Some	Semester		
New York												
Adelphi U		IIA	PI	797	1,299	12,034	5,280	Some	Some	Semester		
CUNY Bernard M Baruch Coll		IIA	PU	780				No	Some	Semester		
CUNY Borough of Manhattan Comm Coll		III	PU	699				No	Some	Semester		
CUNY Bronx Comm Coll		III	PU	256				No	Some	Semester		
CUNY Brooklyn Coll		IIA	PU	923				No	Some	Semester		
CUNY City Coll		I	PU	992				No	Some	Semester		
CUNY Graduate School and U Center		I	PU	474				No	Some	Semester		
CUNY Hostos Comm Coll		III	PU	240				No	Some	Semester		
CUNY Hunter Coll		IIA	PU	1,516				No	Some	Semester		
CUNY John Jay Coll of Criminal Justice		IIA	PU	746				No	Some	Semester		
CUNY Kingsborough Comm Coll		III	PU	439				No	Some	Semester		
CUNY LaGuardia Comm Coll		III	PU	550				No	Some	Semester		
CUNY Lehman Coll		IIA	PU	637				No	Some	Semester		
CUNY Medgar Evers Coll		IIB	PU	237				No	Some	Semester		
CUNY New York City Coll of Tech		IIB	PU	1,039				No	Some	Semester		
CUNY Queens Coll		IIA	PU	778				No	Some	Semester		
CUNY Queensborough Comm Coll		III	PU	325				No	Some	Semester		
CUNY School of Law		IIA	PU	34				No	Some	Semester		
CUNY Stella and Charles Guttman Comm Coll		III	PU	30				No	Some	Semester		
CUNY York Coll		IIA	PU	367				No	Some	Semester		
Canisius U		IIA	PR	135	2,176	3,471	3,363	No	No	Semester		
Cayuga County Comm Coll		III	PU	107	1,045	5,272	3,347	Yes, all	Some	Semester		
Colgate U	95	IIB	PI	16	7,550	8,700	8,001	Some	No	Semester		
Coll of Staten Island CUNY		IIA	PU	670				No	Some	Semester		
Finger Lakes Comm Coll		III	PU	136	2,898	3,219	3,065	Yes, all	No	Semester		
Hartwick Coll		IIB	PI	86	1,800	3,614	2,777	Some	Some	4-1-4		
Manhattan Coll		IIA	PR	188	4,432	6,200	4,657	No	No	Semester		
Manhattanville Coll		IIA	PI	293	1,120	8,520	4,820	No	No	Semester		
Molloy U		IIA	PR	542	3,450	4,200		No	No	4-1-4		
Monroe Comm Coll		III	PU	321	3,450	4,206	3,690	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.
New York (continued)										
New School		I	PI	1,651	5,400	16,431	6,663	Yes, all	Some	Semester
New York School of Interior Design		IIB	PI	155	5,775	6,300	5,974	No	Some	Semester
Niagara County Comm Coll		III	PU	150	2,376	2,652	2,514	Some	Some	Semester
Pace U		I	PI	870	1,349	1,795	1,572	No	No	Semester
Pratt Inst-Main		IIA	PI	1,060	1,245	5,154	2,360	Some	Some	Semester
Rochester Inst of Tech		I	PI	285	2,500	9,000	4,307	No	Yes, all	Semester
Sarah Lawrence Coll	95	IIA	PI	91	6,300	11,330	8,126	No	Some	Semester
Siena Coll		IIB	PR	121	1,875	7,500	3,774	No	No	Semester
Skidmore Coll		IIB	PI	44	6,815	6,815	6,815	Some	No	Semester
St John Fisher U		IIA	PR	131	3,501	4,668	3,525	No	No	Semester
Tompkins Cortland Comm Coll		III	PU	133	3,078	3,870	3,481	Some	Some	Semester
U at Buffalo		I	PU	247						Semester
U of Mount Saint Vincent		IIA	PR	150	3,000	4,500	3,000	No	No	Semester
Utica U		IIA	PI	204	1,020	6,120	2,717	No	No	Semester
Yeshiva U		I	PI	115	5,000	10,000	6,160	No	No	Semester
North Carolina										
Barton Coll		IIB	PR	67	1,860	4,000		No	No	Semester
Belmont Abbey Coll		IIB	PR	45	2,800	2,800	2,800	No	No	Semester
Brevard Coll		IIB	PR	53	1,800	7,500	2,759	No	No	Semester
Davidson Coll		IIB	PR	15	7,000	8,521	7,501	No	No	Semester
Lees-McRae Coll		IIB	PR	70	1,000	2,250		No	No	Semester
Mars Hill U		IIB	PI	105	1,950	2,250	2,100	No	No	Semester
North Carolina Wesleyan U		IIB	PR	60	1,890	1,890	1,890	No	No	Semester
Ohio										
John Carroll U		IIA	PR	134	1,180	4,362	3,343	No	No	Semester
Kent St U at Ashtabula		III	PU	63				Yes, all		Semester
Kent St U at East Liverpool		III	PU	26				Yes, all		Semester
Kent St U at Geauga		III	PU	65				Yes, all		Semester
Kent St U at Kent		I	PU	933				Yes, all		Semester
Kent St U at Salem		III	PU	53						Semester
Kent St U at Stark		III	PU	116						Semester
Kent St U at Trumbull		III	PU	28						Semester
Kent St U at Tuscarawas		III	PU	79						Semester
Kenyon Coll		IIB	PI	9	7,000	15,103	8,646	Some	Some	Semester
Marietta Coll		IIB	PI	30	2,750	2,750	2,750	No	No	Semester
Mount St Joseph U		IIA	PR	95	2,250	3,750		Some	No	Semester
Oberlin Coll		IIB	PI	46	5,000	45,143	19,873	Some	Some	4-1-4
Ohio Wesleyan U		IIB	PR	57	4,054	7,297	4,405	No	No	Semester
Sinclair Comm Coll		III	PU	908	2,871	3,042	2,953	Yes, all	No	Semester
U of Akron Main Campus		I	PU	606	1,800	12,000	3,000	Some	No	Semester
U of Cincinnati-Blue Ash Coll		III	PU	91	2,475	12,775	4,045	Yes, all	No	Semester
U of Cincinnati-Clermont Coll		III	PU	52	2,750	11,025	4,524	Yes, all	No	Semester
U of Cincinnati-Main Campus	96	I	PU	518				Yes, all	No	Semester
U of Toledo		I	PU	110	3,000	5,592	3,219	Yes, all	No	Semester
Ursuline Coll		IIA	PR	98	2,141	2,851	2,496	No	No	Semester
Wittenberg U		IIB	PR	29	2,250	4,162	2,559	No	No	Semester
Youngstown St U		IIA	PU	446	1,995	3,225	2,114	Yes, all	No	Semester
Oklahoma										
Cameron U		IIA	PU	125	450	4,125	2,678	No	No	Semester
Oklahoma St U Inst of Tech		IV	PU	63	2,175	3,300	2,444	No	Some	Trimester
Oklahoma St U-Oklahoma City		III	PU	149	2,250	7,200	2,183	No	No	Semester
Southeastern Oklahoma St U		IIA	PU	121	1,485	3,500	2,062	No	No	Semester
U of Central Oklahoma		IIA	PU	285	2,100	2,880	2,280	No	No	Semester
U of Tulsa		I	PR	105	2,500	8,000	3,000	No	No	Semester
Oregon										
Portland St U		I	PU	339	1,120	21,919	6,875	Some	Yes, all	Quarter
Reed Coll		IIB	PI	13	11,407	18,814	13,866	Some	Some	Semester

APPENDIX III

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.
Pennsylvania										
Allegheny Coll		IIB	PR	31	2,625	2,625	2,625	No	No	Semester
Bucknell U		IIB	PI	10	4,860	7,290	5,461	No	No	Semester
Butler County Comm Coll		III	PU	141	2,625	2,625	2,625	No	No	Semester
Dickinson Coll		IIB	PI	57	4,600	4,600	4,600	No	No	Semester
Duquesne U		I	PR	500	4,393	4,393	4,393	No	No	Semester
Eastern U		IIA	PR	182	2,750	2,750	2,750	No	No	Semester
Elizabethtown Coll		IIA	PI	78	1,800	6,000	3,772	No	No	Semester
Geneva Coll		IIA	PR	74	2,640	2,790	2,715	No	No	Semester
Harcum Coll		III	PI	110	1,776	3,000	1,950	Yes, all	No	Semester
Juniata Coll		IIB	PI	41	3,000	6,000		Some	No	Semester
King's Coll		IIA	PR	62	2,400	4,400		No	No	Semester
Lafayette Coll		IIB	PR	57	4,500	6,800	4,829	No	No	Semester
Lebanon Valley Coll		IIA	PR	145	3,474	4,632		No	No	Semester
Lincoln U		IIA	PU	69	1,800	2,700	2,687	Some	No	Semester
Mercyhurst U		IIA	PR	67	2,300	3,500	2,733	Some	Some	Semester
Messiah U		IIA	PR	193	3,570	3,840	3,729	Some	No	Semester
Misericordia U		IIA	PR	182	2,595	2,895	2,595	No	No	Semester
Moravian U	97	IIA	PR	142	3,158	5,946	3,777	No	No	Semester
Robert Morris U		IIA	PI	246	2,904	5,250	3,294	No	No	Semester
Saint Joseph's U		IIA	PR	425	4,372	7,172		No	No	Semester
Saint Vincent Coll		IIA	PR	69	3,130	3,415	3,265	No	No	Semester
Seton Hill U		IIA	PR	94	2,430	4,869	2,699	No	No	Semester
Susquehanna U		IIB	PR	73	1,830	3,345		Some	Some	Semester
Swarthmore Coll		IIB	PI	21	5,775	15,475	9,784	Some	No	Semester
Temple U		I	PU	1,381	4,800	33,600	5,536	No	Some	Semester
Ursinus Coll		IIB	PI		3,450	3,450	3,450	No	No	Semester
Washington & Jefferson Coll		IIB	PI	16	3,500	5,000		No	No	38078
Waynesburg U		IIA	PR	65	2,625	2,625	2,625	No	No	Semester
York Coll of Pennsylvania		IIA	PI	257	3,796	4,860	4,305	Yes, all	No	Semester

Rhode Island

Brown U		I	PI	153				No	No	Semester
Comm Coll of Rhode Island		III	PU	707	3,641	3,641	3,641	No	No	Semester
Providence Coll		IIA	PR	181	4,674	4,674	4,674	No	No	Semester
Rhode Island Coll		IIA	PU		4,380		5,244	No	No	Semester
Rhode Island School of Design		IIA	PI	392	5,750	15,385	8,341	Some	Some	4-1-4
Salve Regina U		IIA	PR	167	4,000	4,000	4,000	No	No	Semester
U of Rhode Island		I	PU	361	4,842	5,577	5,364	No	No	Semester

South Carolina

Coll of Charleston*		IIA	PU	298	3,174	10,000	3,676	Yes, all	Some	Semester
Wofford Coll		IIB	PR	32	3,500	5,000	3,955	No	No	4-1-4

South Dakota

Augustana U		IIA	PR	89	3,000	4,650		No	No	4-1-4
Mount Marty U		IIA	PR	68	1,400	2,800	1,750	No	No	Semester

Tennessee

Austin Peay St U		IIA	PU		2,250	6,750	4,500			Semester
East Tennessee St U		I	PU	502	2,400	16,000	3,395	No	No	Semester
King U		IIA	PR	94	1,050	2,400	1,740	No	No	Semester
Lee U		IIA	PR	389	1,800	2,100		No	No	Semester
Maryville Coll		IIB	PR	48	3,675	3,850	3,687	No	No	Semester
Middle Tennessee St U		I	PU	117	1,200	7,200	4,142	No	Some	Semester
Milligan U		IIA	PR	62	500	1,000	600	No	No	Semester
Rhodes Coll		IIB	PR	50	4,000	12,000	8,000	No	No	Semester
U of Tennessee-Chattanooga		IIA	PU	245	1,700	7,300	3,841	Some	Some	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.		
Texas												
Abilene Christian U		IIA	PR	220	1,500	8,000		No	No	Semester		
Austin Coll	98	IIB	PR	13	5,000	6,500	5,114	No	No	4-1-4		
Austin Comm Coll District		III	PU	1,502	4,113	9,663	4,921	Some	Some	Semester		
Central Texas Coll		IV	PU	349	1,895	2,250	2,080	Some	No	Semester		
McMurry U		IIB	PR	54	1,250	3,000	2,125	No	No	Semester		
Our Lady of the Lake U		IIA	PR	110	2,300	3,000	2,750	No	No	Semester		
Sam Houston St U		I	PU	146	2,619	6,750	3,393	Some	Some	Semester		
Southwestern U		IIB	PR	40	3,700	8,000	4,538	Some	Some	Semester		
Texas Lutheran U		IIB	PR	72	2,650	2,950	2,788	Some	Some	Semester		
Texas St U		I	PU	194	1,800	12,618	4,999	No	No	Semester		
Texas Woman's U		I	PU	168	1,324	4,094	2,951	Some	Some	Semester		
U of Dallas		IIA	PR	61	2,400	14,520	5,828	No	No	Semester		
U of Houston-Downtown		IIA	PU	405	3,000	3,200	3,200	Some	Some	Semester		
U of St Thomas		IIA	PR	217	2,500	7,500	2,457	No	No	Semester		
U of Texas Permian Basin		IIA	PU	163	1,500	5,000		No	No	Semester		
Vernon Coll		IV	PU	71	1,800	1,800	1,800	No	No	Semester		
Utah												
Salt Lake Comm Coll		III	PU	1,075	3,000	3,000	3,000	No	No	Semester		
Snow Coll		III	PU		1,000	3,000	3,000	No	No	Semester		
U of Utah		I	PU	347						Semester		
Utah Tech U		III	PU	390	2,700	2,700	2,700	No	No	Semester		
Westminster U		IIA	PI	121	2,415	4,203	3,228	No	No	4-1-4		
Virginia												
Bridgewater Coll		IIB	PR	48	3,000	3,000	3,000	No	No	Semester		
Christopher Newport U		IIA	PU	135	3,759	4,296	4,029	No	No	Semester		
Eastern Mennonite U		IIA	PR	86	2,250	5,823	3,156	No	No	Semester		
Hampden-Sydney Coll		IIB	PI	11	4,000	7,767	6,886	Some	Some	Semester		
Hollins U		IIA	PI	26	2,250	4,125	2,982	No	No	4-1-4		
James Madison U		IIA	PU	237	1,000	10,000	4,376	No	No	Semester		
Longwood U		IIA	PU	73	2,100	23,667	7,465	No	No	Semester		
Old Dominion U		I	PU	451	1,654	6,951	4,060	No	No	Semester		
Radford U		IIA	PU	178	1,146	8,490	3,230	No	No	Semester		
Randolph Coll		IIB	PI	47	4,667	4,667	4,667	No	No	Semester		
Roanoke Coll		IIB	PR	56	2,720	3,400	3,154	No	No	Semester		
U of Mary Washington		IIA	PU	98	1,606	10,714	4,236	No	No	Semester		
Virginia Poly Inst and St U		I	PU	155	1,250	28,350	7,830			Semester		
Washington												
Pacific Lutheran U		IIA	PR	19	1,599	10,800	4,383	No	No	4-1-4		
West Virginia												
Davis & Elkins Coll		IIB	PR	47	2,250	3,300		No	No	Semester		
Glenville St U		IIB	PU	28	1,800	2,100	1,835	No	No	Semester		
Shepherd U	99	IIA	PU	107	2,043	2,511	2,243	No	No	Semester		
West Virginia Wesleyan Coll		IIB	PR	45	1,800	3,250	1,984	No	No	Semester		
Wisconsin												
Carroll U		IIA	PR	258	3,000	3,500	3,200	No	No	Semester		
Ripon Coll		IIB	PI	23						Semester		
Saint Norbert Coll		IIB	PR	34	3,188	6,000	4,478	No	No	Semester		
Wyoming												
Laramie County Comm Coll		IV	PU	94	2,550	2,550	2,550	No	No	Semester		
U of Wyoming		I	PU	174		7,152	1,509	No	No	Semester		

NOTES TO APPENDIX III

75. 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.
76. 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.
77. Part-Time Faculty salaries are not converted; based on 4-credit course sections.
78. Teaching load is based on courses, not credit hours. One course is the equivalent of 4 credit hours.
79. Most regular sections carry four credits.
80. Count is for Denver/AMC consolidated, excluding School of Medicine.
81. Includes Owens, Stanton/George, and Terry campuses.
82. 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.
83. The maximum per section salary amount is inclusive of courses that require special expertise or professional credentials to teach the section.
84. 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.
85. All part-time faculty teach courses that are equivalent to 4 semester hours. Salaries have not been converted to 3 credit hours.
86. Part-time excludes private lessons and Law.
87. The University of Maine at Machias is now part of the University of Maine and the figures in this survey include both campuses.
88. Adjunct faculty compensation is reported only for sections that meet minimum enrollment criteria.
89. Part-time faculty pay is based on a 4-Credit hour standard (salaries have not been converted).
90. Includes Faculty data for Ferris States University's Kendall College of Art & Design.
91. 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.
92. The minimum pay is due to under-enrolled classes (typically a class needs 4-6 student enrollment), and a fully-enrolled course pays \$1850.
93. Two faculty excluded due to data privacy concerns.
94. Pay is on a course-unit system, where courses are essentially 4 semester credits.
95. Per section salary amounts are for one course (5 credits)--the vast majority of Sarah Lawrence courses are five credits.
96. Part-time faculty pay includes classes that with prorated pay due to low enrollment.
97. Includes Lancaster Theological Seminary faculty.
98. 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.
99. 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).