

Faculty **PAY**

Feeling flush? This year's special salary issue, a project of NEA Higher Ed, shows the purchasing power of an average, full-time faculty member in the U.S. in 2017-2018 reached its highest point in five decades. But these gains

have not been applied evenly. Because of limitations in the data available, this report focuses on full-time faculty salaries. Contingent and adjunct faculty, who represent the majority of U.S. faculty, are far less likely to earn a living wage. Women faculty continue to earn less than male colleagues, although the difference is closing in some ranks and sectors. Faculty at historically black colleges and universities (HBCUs) also are seeing a growing gap between their salaries and those at other land-grant institutions. But what the report also shows clearly is that there is a path to repairing these disadvantages. It's your union. Faculty at unionized institutions earn more, on average, than those at non-unionized institutions—and they can control the terms of their working conditions. Now is the time to organize.

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As the U.S. economy has improved since the Great Recession, so has the financial outlook for many full-time, tenured or tenure-track U.S. faculty members. In 2017, purchasing power within academe outpaced the nation as a whole.¹ During the 2017-18 academic year, this growth persisted as faculty's purchasing power improved about 2 percent, while purchasing power for U.S. workers overall improved 1 percent. At the same time, the academic workforce continued to grow, adding nearly 4,000 full-time faculty for a one-year growth rate of 1 percent.

This analysis, an annual look at full-time, tenured or tenure-track faculty salaries, provides an update of the status of academia: the distribution of faculty across sectors and ranks, historical and current perspectives on faculty salaries, and comparisons of faculty salaries across sectors, ranks, states, genders, disciplines, and collective bargaining status.

Some highlights:

- **A NEW HIGH:** Salaries of full-time, tenured or tenure-track faculty members averaged \$86,736 (Figure 4) in 2017-2018, and faculty purchasing power reached a five decades' high.³
- **STATE BY STATE:** Public four-year faculty in New Jersey received the highest average salaries—\$112,573—among faculty members on 9/10-month contracts in 2017-18, followed by Delaware faculty (\$111,014, Table 2). Among public two-year colleges, Californians continued to receive, by far, the highest pay in the sector (\$93,262), with Michigan a distant second (\$80,298) and, with a 7 percent increase over last year, New York in third (\$79,669.)
- **THE TWO-YEAR DISADVANTAGE:** The disparity in salaries between public two-year colleges and public research universities continued to widen, resulting in an average difference of \$23,114 in 2017-18 for 9/10-month faculty (derived from Figure 5).
- **THE GENDER GAP:** Women faculty continue to earn less, on average, than male colleagues, but the difference is closing in some ranks and sectors (Table 1). Women also comprise larger shares of the lower-paid instructor and lecturer positions, far fewer full professor positions, and the majority of lower-paid community college faculty.
- **THE HIGHEST PAID FIELDS:** With annual salaries over \$100,000, on average, faculty in legal fields, business, engineering, and computer and

DATA SOURCES

This report uses U.S. Department of Education (ED), National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Human Resources data, which involves data from 4,223 degree-granting colleges and universities.

This analysis excludes 1,202 seminaries, religious training institutions, and for-profit colleges, leaving 3,021 institutions. At this time, these data are an early, provisional release of the IPEDS data; thus, results may differ from data reported by NCES in the future.

This report also makes use of data provided by the College and University Professional Association (CUPA) reflecting 2017-18 average salaries in 273 public four-year institutions, by academic specialty; this report reflects 102,665 tenured or tenure-track faculty members.

information science earned the most (Table 3).

- THE UNION DIFFERENCE:** Faculty at public institutions with bargaining agreements earned about \$7,800 more than those teaching at institutions without contracts (Table 4). The largest advantage was seen in community colleges, where faculty with collective bargaining agreements earned nearly \$19,000 more than their colleagues who teach without a union contract in the same states.

Faculty Composition

The nation's 602,285 full-time faculty members are dispersed across sectors, ranks, and tenure statuses. In 2017-18, 69 percent of faculty members on 9/10- and 11/12-month contracts taught in public institutions (derived from Figure 1). The largest share of faculty, 42 percent, taught in public research universities; another 20 percent taught in community colleges. As has been the case for some time, 84 percent of faculty held 9/10-month contracts, with the remaining 16 percent working on 11/12-month contracts.

There was a slight shift among rank. Since last year, the share of faculty in the professor and associate ranks declined by 3 percentage points; in 2016-17, full and associate professors comprised 51 percent of faculty, in 2017-18, it declined to 48 percent (Figure 2). The difference was offset by slight increases in the lower-paid instructor rank and in faculty with no rank (1 and 2 percent, respectively), positions that generally do not provide a path to tenure.

Notably, the share of full-time faculty in public institutions with tenure has declined over the past two decades. The largest decline—18 percentage points—was experienced by faculty at public research universities (Figure 3), while faculty at other institution types

FIGURE 1: PERCENTAGE DISTRIBUTION OF FULL-TIME FACULTY ON 9/10- AND 11/12-MONTH CONTRACTS, BY INSTITUTIONAL TYPE AND CONTROL: 2017-18

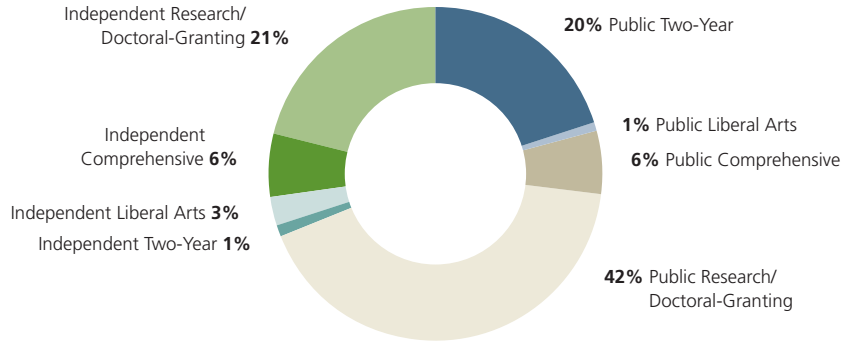


FIGURE 2: PERCENTAGE DISTRIBUTION OF FULL-TIME FACULTY ON 9/10- AND 11/12-MONTH CONTRACTS, BY FACULTY RANK: 2017-18

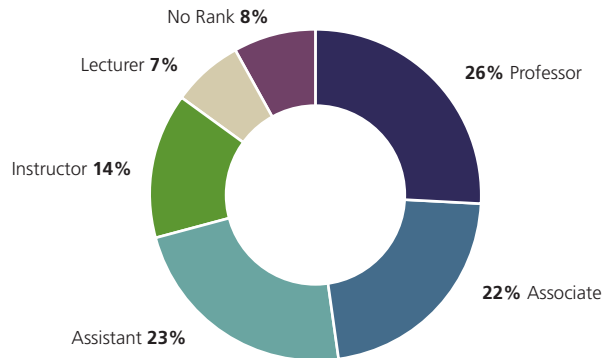
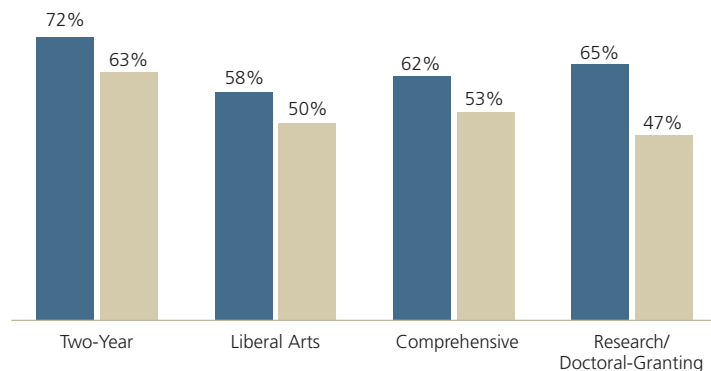


Figure 1-2 Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 2017-18 Salary Survey Data.

FIGURE 3: EROSION OF TENURE

Percentage of Full-Time Faculty on 9/10- and 11/12-Month Contracts Tenured, by Faculty Institutional Type, Public Institutions: ■ 1997-98 and ■ 2017-18



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 1997-98 and 2017-18 Salary Survey Data.

experienced an 8- to 9-percentage point decline in tenure over the past two decades. Faculty teaching at two-year colleges had the highest chance of tenure in 2017-18, with almost two-thirds (63 percent) tenured. Approximately one-half of faculty in the other three sectors have tenure, the smallest share being faculty at research universities, 47 percent.

Faculty Salaries

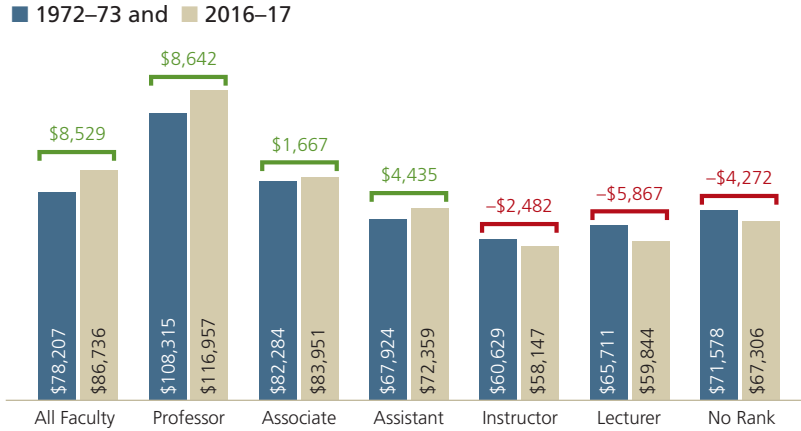
HISTORICAL PERSPECTIVE

Purchasing power refers to the current salary, corrected for inflation, and represents the ability—or power—to purchase goods and services. During inflationary periods and recessions, such as the housing crisis in the early 2000s, purchasing power typically declines, while during periods of economic recovery or growth, such as the 1990s tech boom, it generally improves.

Figure 4 displays faculty purchasing power in 1972-73 and 2017-18. A negative change indicates an erosion of purchasing power, a value of zero indicates steady purchasing power, and a positive change indicates a gain, or an increased ability to purchase goods and services. On average, faculty felt “richer” in 2017-18 than 1972-73, as purchasing power improved by \$8,529, or about 11 percent. However, not all faculty saw gains. The improvement is due to increases experienced by assistant, associate, and, most of all, full professors. Over the same time period, instructors, lecturers and faculty with no rank experienced large declines in purchasing power. Lecturers experienced the worst—both in amount and percentage of purchasing power—declining by nearly \$6,000 or 10 percent of their 1972-73 purchasing power.

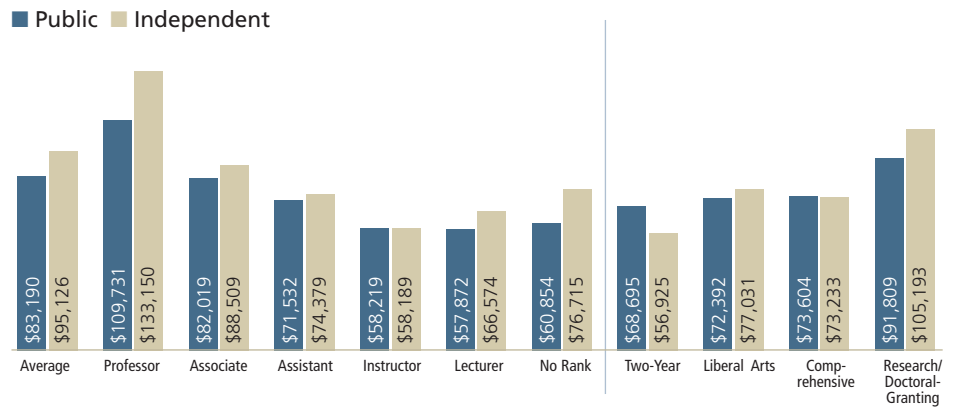
FIGURE 4: SOME FACULTY RANKS FARE BETTER

Average Purchasing Power of Full-Time Faculty on 9/10-Month Contracts:



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 1972-73 and 2017-18 Salary Survey Data.

FIGURE 5: AVERAGE SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS, BY FACULTY RANK AND SECTOR: 2017-18



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 2017-18 Salary Survey Data.

SALARIES IN 2017-18

The \$86,736 average salary for faculty on 9/10-month contracts in 2017-18 represents a 3 percent increase since 2016-17 (in current dollars, or not adjusted for inflation). Salary differentials exist across institutional sectors, ranks, genders, disciplines, and states. For example, faculty teaching in independent institutions averaged nearly \$12,000 more than colleagues in public institutions, a 14 percent differential (\$95,126 and \$83,190, respectively; Figure 5).

SALARIES BY ACADEMIC RANK AND SECTOR

Academic rank correlates with higher salaries. At public institutions, full professors averaged \$109,731 in 2017-18. Associates and assistants earned about three-quarters (\$82,019) and two-thirds (\$71,532) of full professors’ salaries, respectively, while instructors, lecturers, and faculty without rank at public institutions earned about half.

Except for instructors, faculty members at independent institutions earned more, on average, than their peers at public

institutions. Full professors showed the largest differential, with those at independents earning \$23,419 more than those at publics (a 21 percent difference). The magnitude of the salary range at independent institutions also is larger than at public institutions. For example, full professors at independents earned, on average, \$58,771 more than assistant professors, compared to a range of \$38,199 between those two groups at public institutions. The higher average salary paid to full professors at independent institutions accounts for this difference.

Faculty salaries at independent research universities also averaged about \$13,000 more than those at public research universities, or \$105,193 at independents and \$91,809 at publics. But faculty teaching at two-year public institutions have a large and growing salary advantage over their independent peers—the difference adds up to \$11,770 on average, or \$68,695 at publics and \$56,925 at independents.⁴

SALARIES BY GENDER

Across all industries, U.S. women earn about 80 cents to a dollar of men's earnings.⁵ Overall, a similar difference exists in academia, with women faculty averaging 84 percent of men's earnings at public institutions, and 81 percent at independent institutions in 2017-18 (Table 1). However, within specific sectors and ranks, the magnitude of the gender gap declines. At public two-year institutions, women earned 97 to 100 percent of men's earnings, depending on rank. The largest

TABLE 1. WOMEN'S EARNINGS ARE SIMILAR TO MEN'S IN COMMUNITY COLLEGES, BUT WOMEN ARE LESS LIKELY TO BE IN HIGHER PAID RANKS AND INSTITUTIONS

Average Salaries for Men and Women Faculty on 9/10 Month Contracts by Institutional Type, Control and Rank: 2017-18

	PUBLIC INSTITUTIONS				INDEPENDENT INSTITUTIONS			
	Women	Salary Men	Women/ Men	Number Women/ Men	Women	Salary Men	Women/ Men	Number Women/ Men
Two-Year								
Professor	\$77,118	\$79,648	97%	54%	\$67,933	\$67,102	101%	53%
Associate	66,256	67,690	98	56	66,005	67,779	97	64
Assistant	59,447	60,041	99	57	56,734	53,571	106	63
Instructor	72,583	74,271	98	53	52,197	49,221	106	63
Lecturer	56,796	56,932	100	54	61,974	59,508	104	50
No Rank	59,725	61,517	97	56	47,155	43,382	109	42
Average	67,770	69,807	97	55	57,640	55,796	103	61
Liberal Arts								
Professor	87,749	94,032	93	34	102,043	101,586	100	38
Associate	74,894	78,463	95	44	76,455	76,864	99	48
Assistant	64,942	69,172	94	50	62,011	62,491	99	54
Instructor	53,551	59,289	90	52	48,860	46,648	105	57
Lecturer	56,256	60,574	93	53	66,041	64,967	102	60
No Rank	60,136	55,521	108	42	61,823	62,819	98	51
Average	68,467	75,693	90	46	74,528	79,325	94	48

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Table 1 continued

	PUBLIC INSTITUTIONS				INDEPENDENT INSTITUTIONS			
	Women	Salary Men	Women/ Men	Number Women/ Men	Women	Salary Men	Women/ Men	Number Women/ Men
Comprehensive								
Professor	91,670	94,967	97	37	89,218	92,101	97	37
Associate	75,371	77,512	97	46	72,454	74,732	97	46
Assistant	64,169	66,732	96	53	60,646	62,469	97	55
Instructor	48,427	50,329	96	62	50,848	51,424	99	61
Lecturer	54,084	57,331	94	53	56,728	61,016	93	55
No Rank	57,782	60,899	95	55	68,604	75,519	91	47
Average	70,063	76,820	91	48	69,878	76,235	92	47
Research/Doctoral-Granting								
Professor	117,069	131,970	89	30	136,191	158,707	86	30
Associate	86,779	92,734	94	44	90,885	98,807	92	45
Assistant	74,464	81,778	91	49	76,185	85,117	90	52
Instructor	51,643	54,172	95	61	59,563	65,331	91	56
Lecturer	56,514	61,472	92	56	65,882	73,476	90	55
No Rank	58,615	65,262	90	59	74,206	86,764	86	49
Average	81,313	99,966	81	44	91,102	116,070	78	44
Average								
Professor	101,056	115,043	88	37	121,272	139,041	87	33
Associate	78,762	84,935	93	48	84,931	91,578	93	46
Assistant	68,394	74,828	91	52	70,952	78,106	91	53
Instructor	58,209	58,776	99	59	56,348	60,560	93	57
Lecturer	56,364	59,952	94	55	63,828	70,030	91	56
No Rank	58,920	63,771	92	57	71,320	81,879	87	48
Average	75,582	89,994	84	47	84,208	104,024	81	45

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 2017-18 Salary Survey Data.

TABLE 2. AVERAGE SALARIES FOR FACULTY ON 9/10 MONTH CONTRACTS BY STATE AND SECTOR: 2017-18

State	Public 2-year Institutions			Public 4-year Institutions			Independent Institutions		
	Salary	Rank	Change	Salary	Rank	Change	Salary	Rank	Change
Average	\$68,617	-	3%	\$88,911	-	3%	\$95,292	-	4%
Alabama	54,603	35	0.1	80,468	31	1.6	58,509	44	0.7
Alaska	-	-	-	83,508	27	0.9	53,368	47	2.3
Arizona	67,530	14	8.5	89,747	18	2.0	72,391	32	12.7
Arkansas	46,829	47	3.8	69,379	48	2.9	59,965	43	1.2
California	93,262	1	4.3	110,224	3	3.8	115,382	4	2.7
Colorado	61,234	22	2.4	80,085	33	-4.8	91,209	11	3.6
Connecticut	77,491	6	-1.4	100,518	4	-0.2	113,577	5	0.3
Delaware	69,503	13	-0.6	111,014	2	6.7	75,646	31	14.5
District of Columbia	-	-	-	76,558	39	-0.4	120,593	1	12.6
Florida	60,665	26	2.2	93,182	12	6.5	84,379	16	3.4
Georgia	50,788	43	3.0	79,307	35	1.5	81,695	21	1.9
Hawaii	73,843	8	0.3	100,385	5	0.3	78,961	26	6.1
Idaho	55,620	32	5.5	71,340	46	4.4	61,427	40	5.9
Illinois	78,143	5	3.0	88,393	21	2.8	100,074	9	3.1
Indiana	52,000	41	1.8	88,714	20	2.2	83,630	19	0.3
Iowa	61,132	24	2.8	94,873	9	3.0	66,790	38	0.9
Kansas	55,136	34	1.4	78,798	37	3.1	52,663	48	0.9
Kentucky	52,908	37	2.2	75,573	40	1.4	60,522	41	3.4
Louisiana	44,626	48	2.0	70,503	47	3.9	84,378	17	-1.4
Maine	57,080	31	0.5	76,967	38	0.5	81,830	20	-4.6
Maryland	73,698	9	0.9	91,454	14	-0.4	83,926	18	-1.6
Massachusetts	67,076	15	1.0	97,618	7	1.2	119,118	2	4.3
Michigan	80,298	2	2.5	100,005	6	11.2	70,894	35	4.1
Minnesota	69,919	12	0.4	91,049	16	2.7	76,628	29	0.2
Mississippi	52,268	39	0.1	68,798	50	-3.4	60,434	42	3.9
Missouri	59,304	27	2.3	73,931	43	2.8	85,526	15	3.4
Montana	52,130	40	13.5	72,877	44	2.5	52,417	49	0.1
Nebraska	61,143	23	4.0	83,975	26	4.6	69,257	36	0.9
Nevada	72,577	10	3.1	90,937	17	2.7	79,781	25	20.7
New Hampshire	62,159	21	-3.3	96,522	8	2.2	108,900	7	3.5
New Jersey	76,645	7	-1.5	112,573	1	5.1	115,486	3	2.5
New Mexico	52,599	38	2.2	74,551	42	0.5	67,849	37	-18.0
New York	79,669	3	6.9	91,243	15	4.0	107,474	8	4.3
North Carolina	51,478	42	2.5	86,376	25	3.3	89,987	13	3.4
North Dakota	55,178	33	1.0	75,173	41	1.4	57,066	46	7.8
Ohio	66,054	16	4.5	89,018	19	4.8	75,693	30	4.0
Oklahoma	48,926	45	0.5	72,665	45	-0.3	72,294	33	-0.2
Oregon	71,760	11	1.3	83,030	28	3.5	77,738	27	0.8
Pennsylvania	65,647	17	1.0	93,591	11	3.3	95,619	10	4.3
Rhode Island	62,747	19	4.7	87,568	22	2.9	112,102	6	2.1
South Carolina	49,594	44	-0.6	82,532	29	2.3	62,586	39	2.8
South Dakota	57,915	29	1.1	68,923	49	-3.0	57,111	45	0.8
Tennessee	53,309	36	4.2	78,803	36	3.1	86,568	14	5.0
Texas	60,934	25	2.5	87,347	23	7.7	90,758	12	2.4
Utah	57,404	30	0.7	80,864	30	7.3	81,242	22	4.7
Vermont	-	-	-	80,202	32	-0.3	80,657	23	1.0
Virginia	64,324	18	3.5	91,885	13	3.0	76,795	28	12.6
Washington	62,555	20	3.5	94,382	10	4.1	80,041	24	4.3
West Virginia	48,039	46	-1.4	68,465	51	-4.0	51,282	50	-1.1
Wisconsin	78,515	4	-2.0	79,731	34	3.9	71,377	34	2.9
Wyoming	58,316	28	0.6	86,529	24	3.1	-	-	-

- Not applicable.

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 2017-18 Salary Survey Data.

gap is for women professors at public research universities, where they earned 86 percent of men's earnings.

The overall pay disparity between men and women is mostly due to women's preponderance in lower-paying ranks and institutions. In 2017-18, even as women comprised almost half of the professoriate overall (47 percent in public and 45 percent in independent institutions), they comprised less than one-third of full professors at research universities. While men dominated the full professor and associate ranks (65 and 54 percent, respectively), the majority of faculty in the lowest-paid instructor and lecturer ranks were women (58 and 56 percent).

SALARIES BY STATE

Due to differences in union representation, state budgets, demographics, and local and regional economies and cost of living, faculty salaries vary widely by state and sector. Generally, the same states rank at the top and the bottom each year. Again in 2017-18, New Jersey faculty had the highest average salary of \$112,573, which represents a 5 percent increase over last year (Table 2). Delaware moved into second place, over California, with an average salary of \$111,014 for public four-year faculty, a 7 percent increase over last year. California was a close third, with an average of \$110,224 and an increase of less than 4 percent. Three other states—Connecticut, Hawaii, and Michigan—also paid public four-year faculty, on average, more than \$100,000.

The 2018 inflation rate was about 2 percent; thus, faculty in states with salary increases higher than 2 percent feel "richer." However, where salaries struggle to keep pace with inflation, faculty purchasing power declined. The average salary for public four-year faculty in Colorado and South Dakota declined by nearly 5 percent and 3 percent,

respectively; thus, faculty purchasing power is not as strong as the prior year. Among the lower-ranked states, such as Arkansas, Idaho and Louisiana, four-year faculty salary increases were equal to or larger than the 3 percent national average and the 2 percent inflation rate.⁶ With that in mind, salaries should be considered relative to local markets and economies rather than compared across states.

State rankings among public two-year institutions also remain consistent. California community colleges, as they have for many years, again topped the public two-year chart with an average salary of \$93,262. Ranked second, Michigan's average two-year salary is about \$13,000 less, or \$80,298. Meanwhile, New York reached third with a 6.9 percent increase, while Wisconsin and Illinois took fourth and fifth; all ranged from \$78,143 to \$79,669. Connecticut, perennially in the top five, saw a 1.4 percent decline in their public two-year salary average and dropped to sixth with an average of \$77,491. With average salaries of \$46,829 and \$44,626, respectively, Arkansas and Louisiana placed at the bottom, as they have historically; however, salary increases for these two states were similar to or higher than the rate of inflation at 3.8 and 2.0 percent, respectively (meaning purchasing power remained stable or improved). Public two-year faculty in Arizona and Montana experienced large increases in salaries, 8.5 and 13.5 percent, respectively. Notably, Arizona's public two-year average salaries declined significantly (15.2 percent) between 2015-16 and 2016-17, dropping their rank to 17th; this past year's recovery brought them back to 14th.

The range in the average salary across states is \$48,636 in public two-years and \$43,775 in public four-years, and the magnitude of these differences has grown over time.⁷ Not surprisingly, many states rank consistently in salary, no matter the institutional type; for example, Kentucky, ranked 45th for public two-year and four-

year institutions, and Tennessee also ranked 35th in both. The ranks do differ in a few states: faculty salaries at South Carolina's public two-years ranked 44th, while at four-years, it ranked 29th; South Dakota's rankings in the two sectors are 29th and 49th, respectively.

On average, faculty at public four-years earned \$20,294 more than their colleagues at two-years. With the exception of Wisconsin, public four-year faculty earned at least \$10,000 more, and up to \$41,511 more than public two-year colleagues. (In Wisconsin, four-year faculty earned only

TABLE 3. AVERAGE SALARIES FOR TENURED AND ON-TENURE-TRACK FACULTY IN PUBLIC FOUR-YEAR INSTITUTIONS, BY DISCIPLINE: 2017-18

Discipline	Salary
Average	\$83,982
Legal Professions and Studies	137,356
Business, Management, Marketing	114,690
Engineering	106,403
Computer and Information Sciences and Support Services	102,038
Architecture	91,121
Multi/Interdisciplinary Studies	89,158
Natural Resources and Conservation	88,973
Agriculture, Agriculture Operations	85,816
Engineering Technologies	85,392
Area, Ethnic, Cultural, Gender and Group Studies	84,730
Physical Sciences	83,474
Biological and Biomedical Sciences	82,111
Social Sciences	81,692
Mathematics and Statistics	81,312
Public Administration and Social Service Professions	80,461
Psychology	80,029
Liberal Arts and Sciences, General Studies	78,874
Philosophy and Religious Studies	78,128
Family and Consumer Sciences/Human Sciences	78,032
Transportation and Material Services	77,351
History	76,786
Communications Technologies/Technicians and Support Services	76,162
Education	75,528
Homeland Security, Law Enforcement, Firefighting	75,488
Communication, Journalism	75,268
English Language and Literature/Letters	74,894
Parks, Recreation, Leisure and Fitness Studies	74,605
Foreign Languages, Literatures and Linguistics	74,581
Theology and Religious Vocations	74,462
Visual and Performing Arts	72,799
Library Science	72,212

Source: ASA Research analysis of the College and University Professional Association (CUPA), 2017-18 Faculty in Higher Education Salary Survey Data, Four-Year Colleges and Universities.

\$1,216 more than their public two-year colleagues.)

Among independent institutions, faculty teaching in Washington, D.C., received an average salary increase of 12.6 percent over last year, and earned the top ranked salary of \$120,593, surpassing Massachusetts, a perennial leader. In 20 states, independent institutions paid higher average salaries than public four-year institutions. In D.C., faculty at independent institutions had the largest advantage over colleagues at the University of the District of Columbia, the city's sole four-year public university (\$120,953 and \$76,558, respectively, a \$44,035 difference), while Delaware faculty at public four-years had the largest advantage over those at independent institutions (\$111,014 compared with \$75,646, a \$35,368 difference).

SALARY BY DISCIPLINE

Faculty salaries vary widely among disciplines. Historically, faculty in legal professions, business, engineering and computer science fields earn the most, while those teaching theology, arts, and library science earn the least. This trend held in 2017-18, with faculty teaching at public four-year institutions in legal professions, business, and engineering fields earning more than \$100,000, on average, while their colleagues at the bottom remained there, with average salaries ranging from about \$72,000 to \$74,000 (Table 3).⁸

THE UNION DIFFERENCE

Table 4 displays average faculty salaries at (1) public institutions with collective bargaining agreements; (2) public institutions without collective bargaining contracts, located in the same states as the first group, and (3) public institutions in states without any collective bargaining agreements. The

TABLE 4. HIGHER SALARIES ARE RELATED TO THE PRESENCE OF COLLECTIVE BARGAINING AGREEMENTS

Average Salaries for Faculty on 9/10-Month Contracts in Public Institutions, by Collective Bargaining Status and Sector: 2017-18

	Faculty in States with collective bargaining agreements		Faculty in States with no collective bargaining agreements
	Institutions with faculty contracts	Institutions without faculty contracts	
Average	\$89,538	\$81,659	\$76,440
Two-year institutions	78,123	59,348	56,093
Liberal arts	76,713	76,252	63,173
Comprehensive	81,186	65,973	66,066
Research/ Doctoral-granting	99,224	90,484	85,500

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, 2017-18 Salary Survey Data.

third group is located mostly in southern states that, given their economies, tend to have lower salaries. Thus, the first two groups are most comparable.

Faculty in the first group—who work at public institutions with collectively bargained contracts—have a salary advantage of about \$7,900 over faculty who work in their same states at institutions without collective bargaining (Table 4). Further, they have a \$13,000 salary advantage over faculty who teach in states where no collectively bargained contracts are present. (Some of this difference may be due to local economies and cost of living.) Community college faculty in unionized institutions realize the largest differential, earning nearly \$19,000 more than their non-bargaining colleagues (\$78,123 and \$59,348, respectively), or 32 percent more. Faculty at comprehensive institutions had the second largest advantage: faculty with union contracts earned about \$15,000 more than those without, or 23 percent higher average salaries. A salary advantage also existed in research universities of about \$8,700, or 10 percent, for faculty with collectively

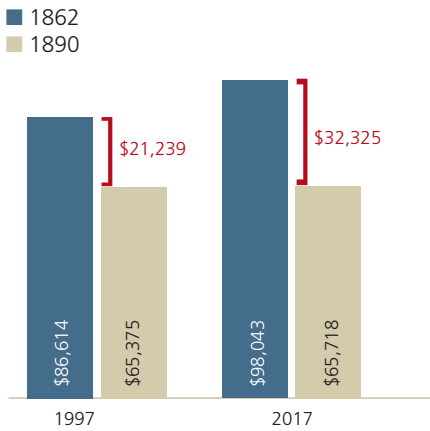
bargained contracts. Only a small difference was seen in the public liberal arts sector.⁹

Notably, the magnitude of the difference between salaries paid to faculty with collective bargaining agreements and those in the same states without bargaining agreements increased since the 2016-17 academic year for each of the three institution types; this is due to the larger salary increases won by unionized faculty, which outpaced the raises given to faculty without contracts.¹⁰

The HBCU Pay Penalty

Land grant institutions are funded by the federal Morrill Acts. The first, the 1862 Morrill Act, provided land and funding to institutions to include fields such as agriculture, science, military science, and engineering. Today, these 60 institutions are typically states' large, research universities. The second, 1890 Morrill Act, established historically black colleges and universities (HBCUs), of which 19 currently have land grant designation.¹¹

FIGURE 6. PURCHASING POWER AND GAP IN PURCHASING POWER FOR FACULTY TEACHING IN 1862 AND 1890 LAND GRANT INSTITUTIONS: 1997 AND 2017



Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 1997 and 2017.

In 2017-18, 85,200 full-time faculty taught in the 1862 and 1890 land-grant institutions, the majority (95 percent) in the 1862 institutions, where they earned an average \$98,043. Meanwhile, faculty teaching in HBCUs earned an average \$65,718, or 67 percent of the average 1862 land-grant faculty (Figure 6). Notably, the purchasing power of faculty teaching in HBCUs is about the same as it was 20 years ago, while the purchasing power of faculty at 1862 land grants has increased \$11,429. The result is a widening salary gap—from about \$21,000 in 1997 to about \$32,000 in 2017—between faculty at the two institutional types.

Because the vast majority of the 1890 HBCUs are located in the South, where cost of living tends to be lower, it may appear as if geography is influencing the salary gap between HBCUs and other land-grant institutions. However, an analysis limited to the 16 states with both types of institutions reveals that, even in a shared economic context, the trend persists. In those 16 states, faculty in the 1890 HBCUs

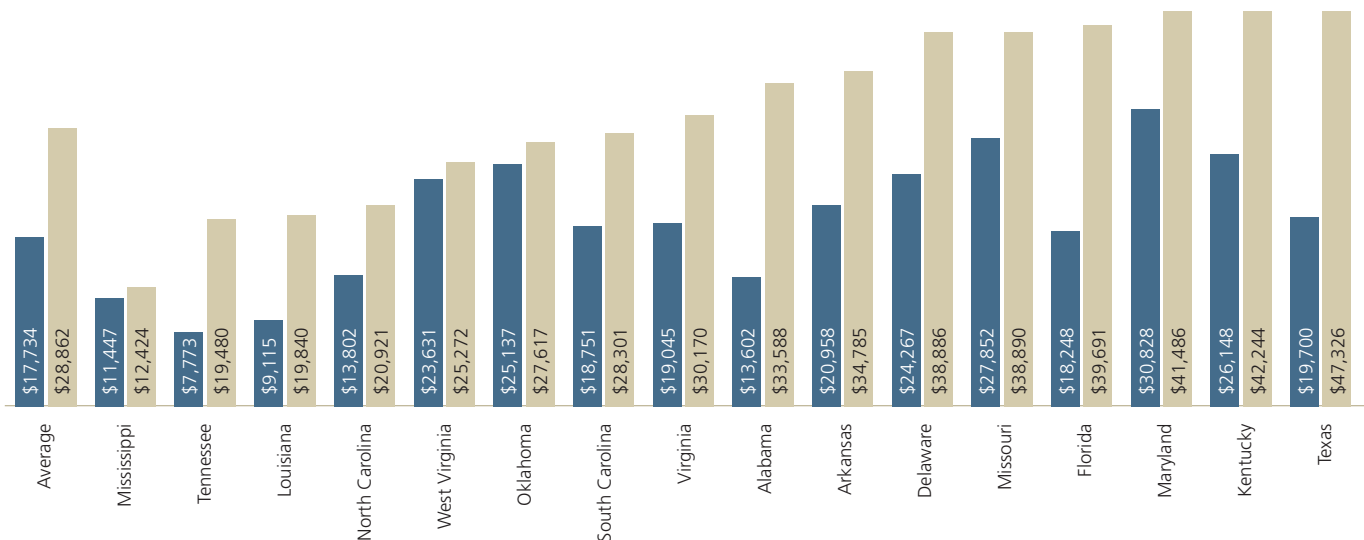
earn \$28,862 less, on average, than faculty in the 1862 land grants.

The size of the gap does vary, depending on the state; in 2017-18, the gap ranged from a low of \$12,424 in Mississippi to a high of \$47,326 in Texas. In Texas, faculty at 1862 land grants earned an average \$114,799 in 2017-18, while Texas' HBCU faculty earned \$67,473. Kentucky and Maryland are not far behind with a gap of more than \$40,000. Further, across the 16 states, the salary gap widened over the last two decades by an average of \$11,000. In Texas, Florida and Alabama, the salary gap increased by about \$20,000 or more.

Graduate Assistants

The average graduate assistant stipend was \$17,261 in 2017-18,¹² and graduate assistants received an additional average tuition discount of \$7,339 (Figure 8). Across the types of graduate employees—teaching or research assistant, or graduate associate—the stipends and discounts vary slightly, by \$744 and \$908, respectively.

FIGURE 7: GAP IN PURCHASING POWER FOR FACULTY TEACHING IN STATES WITH BOTH 1862 AND 1890 LAND GRANT INSTITUTIONS: 1997-98 AND 2017-18



Note: Sorted by 2017-18 salary gap between 1862 and 1890 land grant institution faculty salaries.

Source: ASA Research analysis of U.S. Department of Education's, Integrated Postsecondary Education Data System, Salary Survey Data, 1997 and 2017.

TABLE 5: LOW, HIGH, AND AVERAGE STIPEND AND TUITION DISCOUNTS PAID TO GRADUATE ASSISTANTS, BY DISCIPLINE: 2017-18

Discipline	STIPEND ONLY				STIPEND + TUITION DISCOUNT			
	Low	High	Average	Low-high difference	Low	High	Average	Low-high difference
All Disciplines	\$116	\$63,750	\$17,261	\$63,634	\$500	\$69,436	\$24,600	\$24,100
Legal Professions and Studies	1,250	20,000	11,678	18,750	1,250	27,256	19,375	18,125
Visual and Performing Arts	602	49,914	12,917	49,312	1,000	57,330	19,537	18,537
Engineering Technologies and Engineering-Related Fields	2,250	20,500	13,272	18,250	2,250	29,708	19,799	17,549
Architecture and Related Services	5,800	34,032	12,418	28,232	6,433	43,454	20,093	13,660
Library Science	3,229	28,575	12,543	25,346	9,187	39,601	20,313	11,126
History	2,000	40,500	15,124	38,500	5,795	46,984	22,023	16,228
Education	500	41,349	15,471	40,849	500	50,490	22,174	21,674
Philosophy and Religious Studies	6,035	30,323	15,584	24,288	6,035	36,807	22,456	16,421
Public Administration and Social Service Professions	1,928	34,001	16,584	32,073	1,928	44,387	22,511	20,583
Business, Management, Marketing, and Related Support Services	2,000	52,273	15,343	50,273	2,000	63,241	22,846	20,846
Psychology	3,000	42,581	15,898	39,581	3,000	50,650	22,952	19,952
Parks, Recreation, Leisure, and Fitness Studies	2,000	54,861	16,278	52,861	5,000	60,373	23,078	18,078
Family and Consumer Sciences/Human Sciences	3,750	40,167	15,436	36,417	8,000	46,046	23,123	15,123
Communication, Journalism, and Related Programs	3,280	33,700	15,971	30,420	4,500	44,726	23,406	18,906
Area, Ethnic, Cultural, Gender and Group Studies	6,750	33,189	15,491	26,439	7,744	43,575	23,552	15,808
English Language and Literature/Letters	3,750	40,000	16,223	36,250	5,000	47,256	23,552	18,552
Transportation and Materials Moving	7,758	17,014	15,422	9,256	14,240	26,222	23,651	9,411
Foreign Languages, Literatures, and Linguistics	4,031	36,000	16,370	31,969	5,319	44,324	23,701	18,382
Homeland Security, Law Enforcement, Firefighting and Related Services	6,750	34,000	15,567	27,250	7,388	44,386	23,899	16,511
Social Sciences	1,000	61,112	16,657	60,112	1,000	69,436	24,006	23,006
Natural Resources and Conservation	116	48,457	17,190	48,341	500	59,483	24,459	23,959
Agriculture, Agriculture Operations and Related Science	3,750	43,200	17,750	39,450	3,750	49,093	24,720	20,970
Liberal Arts and Sciences, General Studies and Humanities	4,500	26,666	15,859	22,166	9,187	35,414	24,803	15,616
Computer and Information Sciences and Support Services	1,200	49,198	18,635	47,998	1,200	60,166	26,080	24,880
Health Professions and Related Programs	1,504	56,592	18,051	55,088	1,562	64,068	26,159	24,597
Engineering	1,834	52,758	18,671	50,924	1,834	58,270	26,719	24,885
Biological and Biomedical Sciences	1,200	48,114	19,628	46,914	1,200	53,752	26,834	25,634
Mathematics and Statistics	3,600	39,778	19,248	36,178	3,600	50,804	26,921	23,321
Physical Sciences	1,500	40,500	19,656	39,000	2,400	50,298	27,008	24,608
Multi/Interdisciplinary Studies	1,620	40,351	18,844	38,731	1,620	47,767	28,325	26,705

Note: Sorted by average stipend + tuition discount.

Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2017-18.

Although stipends are similar across graduate employee types, stipends across disciplines vary significantly—from a low of \$11,678 in legal professions to a high of \$19,656 in physical sciences. Along with multi/interdisciplinary studies, engineering, biological and biomedical sciences, mathematics and statistics, and physical sciences round out the highest paid, while research assistants in the visual and performing arts, engineering technologies and engineering-related fields, architecture, and library science join the lowest paid.

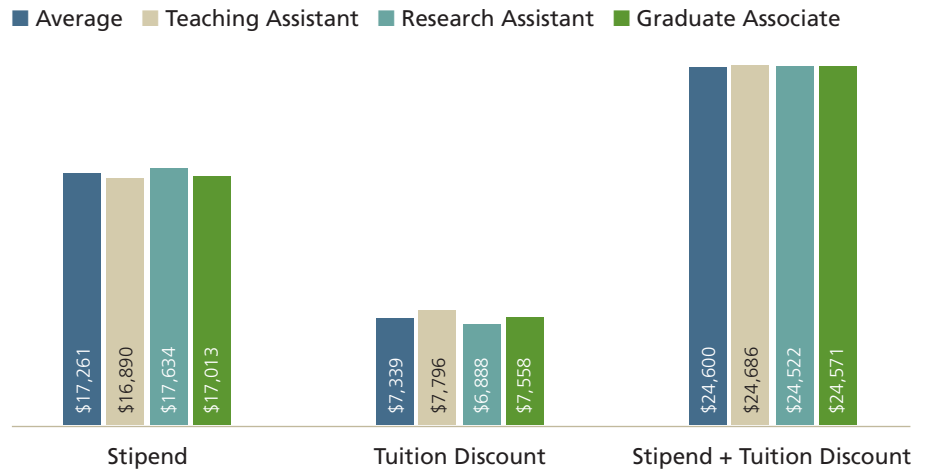
Conclusion

In 2017-2018, full-time faculty's economic position—in terms of average salaries and the size of its labor force—continued to improve and at a faster rate than that of all U.S. workers. However, these gains are not evenly distributed across all faculty. While full, associate and assistant professors' purchasing power is stronger today than in the 1970s, instructors and lecturers likely feel poorer. Notably, within the past year, the percentage of highly paid and likely tenured, full and associate professor positions declined, as lower paid and less-likely-to-be-tenured positions increased. Faculty were 8 to 18 percentage points less likely to have tenure in 2017-18 than two decades ago.

This research also indicates that full-time faculty pay is higher in public institutions with collective bargaining agreements, compared to peers, in the same states, without union contracts.

Not addressed here are salary trends among part-time and adjunct faculty, who constitute the majority of U.S. faculty. Pay for these contingent faculty is low, they do not typically have health or retirement benefits, and job security often is uncertain. They also can benefit from union representation to address salary and workplace conditions.

FIGURE 8. AVERAGE STIPEND AND TUITION DISCOUNT PAID TO GRADUATE ASSISTANTS: 2017-18



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2018.

End Notes

1. Clery, S. 2018. "Faculty Salaries: 2016-17," *The NEA 2018 Almanac of Higher Education*. Washington, D.C.: National Education Association. Retrieved from: <http://www.nea.org/assets/docs/3-2018%20Almanac%20Clery.pdf>.
2. U.S. Census Bureau. 2018. "Table F-12. Earners--Families, All Races by Median and Mean Income: 1947 to 2017." Historical Income Tables: Households. Washington, D.C.: U.S. Department of Commerce. Retrieved from: <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-families.html>.
3. Based on ASA Research analysis of U.S. Department of Education's historical faculty salary data.
4. The two-year independent sector employs only one percent of faculty.
5. Miller, K. 2018. *The Simple Truth about the Gender Pay Gap*. American Association of University Women. Retrieved from: <https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>.
6. Amadeo, K. 2018. "U.S. Inflation Rate by Year: 1929–2020: How Bad Is Inflation? Past, Present, Future." *The Balance*. Retrieved from: <https://www.thebalance.com/u-s-inflation-rate-history-by-year-and-forecast-3306093>.
7. The growth in the magnitude of the difference occurs because an average percentage increase on larger salaries – or those high in the rankings – results in a larger dollar increase compared with the same percentage increase on a smaller salary, those lower in the rankings.
8. These data reflect tenured and tenure-track faculty at a sample of four-year public and independent institutions. Source: ASA Research analysis of the College and University Professional Association. 2018. *2017–18 Faculty in Higher Education Salary Survey Data, Four-Year Colleges and Universities*. Washington, D.C.: CUPA.
9. This sector is small, constituting only 1 percent of faculty; as such, interpretation of data for this sector should be made with caution.
10. Clery, S. 2018. "Faculty Salaries: 2016-17," *The NEA 2018 Almanac of Higher Education*. Washington, D.C.: National Education Association. Retrieved from: <http://www.nea.org/assets/docs/3-2018%20Almanac%20Clery.pdf>.
11. Note, there are about 90 HBCUs that are not land grant institutions.
12. Oklahoma State University (OSU) gathers data reflecting stipends paid to graduate assistants. Stipends are reported as if each graduate assistant was employed at one-half of a full-time position (0.5 FTE) during a 9/10-month academic year. The OSU data also includes the amount of the institutional in-state tuition waiver, as applicable, assuming 9-credit hour enrollment for a semester. The OSU report reflects 49 public 4-year institutions of varying types – research/doctoral granting, HBCUs, and regional 4-year universities – and 73,854 graduate assistants.

2018 Salary Review

2017–2018 Faculty Salary Report

The 2017–18 institutional faculty salary report provides salary and compensation information for the 1,570 public institutions in NEA's faculty salary universe. The data are organized by state, institutional type, and control. The data are provided by the U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System's Preliminary Salary Data for 2017–18.

The detailed data reported are for faculty on 9/10 month contracts only. Changes in average faculty salaries are reported only for institutions responding to the NCES Salary Surveys in both 2016–17 and 2017–18. All dollar amounts are reported in thousands of dollars.

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
ALABAMA						
AA						
Alabama Southern Community College	-	-	-	55.1	55.1	3.7
Bevill State Community College	-	-	-	58.3	58.3	4.3
Bishop State Community College	-	-	-	57.8	57.8	5.9
Central Alabama Community College	-	-	-	54.5	54.5	1.5
Chattahoochee Valley Community College	-	-	-	53.6	53.6	-1.4
Coastal Alabama Community College	-	-	-	51.3	51.3	-9.0
Enterprise State Community College	-	-	-	58.1	58.1	-0.0
Gadsden State Community College	-	-	-	56.1	56.1	1.5
George C Wallace Community College-Dothan	-	-	-	53.0	53.0	0.7
George C Wallace State Community College-Hanceville	-	-	-	52.3	52.3	-2.6
George C Wallace State Community College-Selma	-	-	-	45.5	45.5	2.7
H Council Trenholm State Community College	-	-	-	51.7	51.7	-5.2
J F Ingram State Technical College	-	-	-	48.0	48.0	-7.1
J. F. Drake State Community and Technical College	-	-	-	53.8	53.8	-0.2
Jefferson Davis Community College	-	-	-	55.1	55.1	3.7
Jefferson State Community College	-	-	-	57.2	57.2	-0.2
John C Calhoun State Community College	-	-	-	58.3	58.3	2.4

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Lawson State Community College-Birmingham Campus	-	-	-	54.3	54.3	1.2
Lurleen B Wallace Community College	-	-	-	56.9	56.9	16.1
Marion Military Institute	-	-	-	-	-	-
Northeast Alabama Community College	-	-	-	-	-	-
Northwest-Shoals Community College	-	-	-	44.1	44.1	-14.7
Reid State Technical College	-	-	-	54.3	54.3	4.3
Shelton State Community College	-	-	-	-	-	-
Snead State Community College	-	-	-	55.5	55.5	-
Southern Union State Community College	-	-	-	56.3	56.3	2.2
BA+						
Athens State University	87.0	78.3	63.0	60.7	73.2	-2.7
University of Montevallo	79.8	69.2	58.0	53.7	67.1	-0.8
University of North Alabama	80.4	72.2	63.6	53.7	68.2	3.8
University of West Alabama	75.2	64.7	57.5	41.9	61.0	6.8
DOCTORAL						
Alabama A & M University	86.7	67.8	59.1	43.7	63.0	-0.4
Alabama State University	98.8	77.8	68.3	52.6	75.7	1.5
Auburn University	125.6	91.0	78.3	50.6	90.1	-0.1
Auburn University at Montgomery	94.5	67.6	62.8	45.6	68.5	4.9
Jacksonville State University	78.2	62.9	58.2	48.3	61.3	-1.7
The University of Alabama	148.1	98.6	77.7	55.5	93.5	5.5
Troy University	85.9	72.0	65.6	52.4	65.0	1.6

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Alabama at Birmingham	119.1	90.5	74.3	60.6	89.8	-7.1
University of Alabama in Huntsville	127.3	96.2	75.3	54.1	85.0	0.6
University of South Alabama	89.8	68.9	66.0	46.5	67.1	1.0

ALASKA

AA

AVTEC-Alaska's Institute of Technology	-	-	-	-	-	-
Ilisagvik College	-	-	-	-	-	-
Prince William Sound Community College	-	-	-	-	-	-

BA+

University of Alaska Southeast	92.0	79.4	67.4	42.0	75.6	2.3
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DOCTORAL

University of Alaska Anchorage	106.7	89.8	70.1	58.4	83.3	0.2
University of Alaska Fairbanks	106.3	88.9	73.5	65.5	86.2	1.6

ARIZONA

AA

Arizona Western College	-	-	-	61.2	61.2	3.9
Central Arizona College	59.4	-	-	-	59.4	3.1
Chandler-Gilbert Community College	-	-	-	75.7	75.7	9.9
Cochise County Community College District	-	-	-	60.4	60.4	5.6
Coconino Community College	-	-	-	63.5	63.5	6.0
Dine College	-	-	-	48.4	48.4	-
Eastern Arizona College	89.2	67.3	-	-	72.6	-1.4
Estrella Mountain Community College	-	-	-	75.2	75.2	14.2
GateWay Community College	-	-	-	76.8	76.8	21.8
Glendale Community College	-	-	-	75.7	75.7	13.0
Mesa Community College	-	-	-	81.0	81.0	17.6
Mohave Community College	-	-	-	62.3	62.3	10.1
Northland Pioneer College	-	-	-	57.0	57.0	1.5
Paradise Valley Community College	-	-	-	83.1	83.1	21.7
Phoenix College	-	-	-	74.0	74.0	9.4
Pima Community College	-	-	-	-	-	-
Rio Salado College	-	-	-	88.5	88.5	23.7
Scottsdale Community College	-	-	-	83.1	83.1	24.4
South Mountain Community College	-	-	-	75.6	75.6	12.9
Tohono O'Odham Community College	-	-	-	51.2	51.2	-
Yavapai College	-	-	-	64.8	64.8	2.7

BA+

University of Arizona-South	93.2	82.1	64.7	54.0	68.8	2.3
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)

DOCTORAL

Arizona State University-Downtown Phoenix	136.4	90.2	71.4	50.7	79.7	-0.1
Arizona State University-Polytechnic	123.7	91.6	81.1	55.2	75.6	0.7
Arizona State University-Skysong	132.2	97.2	82.3	54.2	77.8	7.2
Arizona State University-Tempe	144.0	103.8	92.9	58.4	102.5	2.7
Arizona State University-West	119.0	94.0	64.5	52.7	76.4	-0.9
Northern Arizona University	107.4	78.5	65.8	51.0	74.0	2.0
University of Arizona	127.8	93.4	81.0	55.5	97.1	1.7

ARKANSAS

AA

Arkansas Northeastern College	48.7	49.1	51.6	47.2	47.8	12.2
Arkansas State University Mid-South	-	-	-	42.6	42.6	-1.8
Arkansas State University-Beebe	64.7	62.7	49.7	43.2	47.3	0.5
Arkansas State University-Mountain Home	-	-	55.4	43.8	45.4	0.9
Arkansas State University-Newport	53.0	46.4	45.4	54.8	50.1	14.3
Black River Technical College	-	-	-	44.8	44.8	1.2
College of the Ouachitas	-	-	-	45.3	45.3	22.2
Cossatot Community College of the University of Arkansas	-	-	-	46.9	46.9	9.9
East Arkansas Community College	-	-	-	48.8	48.8	3.1
National Park College	-	-	-	46.8	46.8	1.1
North Arkansas College	-	56.5	45.4	46.3	46.8	0.3
NorthWest Arkansas Community College	62.0	56.9	55.7	54.4	56.4	2.3
Ozarka College	-	-	-	41.4	41.4	1.2
Phillips Community College of the University of Arkansas	-	-	-	44.0	44.0	6.2
South Arkansas Community College	57.9	46.1	46.9	43.8	47.0	9.1
Southeast Arkansas College	-	-	-	46.2	46.2	9.8
Southern Arkansas University Tech	-	-	-	42.1	42.1	6.0
University of Arkansas Community College Rich Mountain	-	-	-	43.1	43.1	-0.7
University of Arkansas Community College-Batesville	-	-	-	43.5	43.5	4.3
University of Arkansas Community College-Hope	-	-	-	38.0	38.0	3.1
University of Arkansas Community College-Morrilton	-	-	-	46.8	46.8	6.3
University of Arkansas-Pulaski Technical College	-	-	-	44.3	44.3	-0.9

BA+

Henderson State University	70.2	61.1	56.2	45.3	59.4	2.5
Southern Arkansas University Main Campus	79.6	68.6	58.6	47.5	61.3	0.6
University of Arkansas at Monticello	58.7	56.0	48.2	43.3	49.2	-0.5

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
University of Arkansas-Fort Smith	89.4	69.3	58.7	50.5	62.6	4.7
DOCTORAL						
Arkansas State University-Main Campus	87.0	73.3	59.2	42.9	64.5	1.9
Arkansas Tech University	79.7	65.9	56.7	43.2	58.6	-0.3
University of Arkansas	136.2	95.1	82.5	54.2	87.1	5.1
University of Arkansas at Little Rock	92.9	75.5	67.8	51.4	74.9	7.3
University of Arkansas at Pine Bluff	64.9	61.9	54.6	45.7	52.4	-0.8
University of Arkansas for Medical Sciences	-	-	-	-	-	-
University of Central Arkansas	80.4	67.4	62.5	49.4	62.2	0.2

CALIFORNIA

AA

Allan Hancock College	-	-	-	80.4	80.4	15.4
American River College	-	-	-	87.4	87.4	5.0
Antelope Valley College	100.2	93.4	91.5	85.7	91.9	6.7
Bakersfield College	-	-	-	94.2	94.2	4.7
Barstow Community College	103.4	77.8	60.5	56.6	85.2	-1.2
Berkeley City College	-	-	-	85.9	85.9	1.7
Butte College	-	-	-	83.5	83.5	6.2
Cabrillo College	-	-	-	75.9	75.9	4.7
Canada College	-	-	-	100.4	100.4	5.9
Cerritos College	-	-	-	104.6	104.6	40.7
Cerro Coso Community College	-	-	-	102.9	102.9	10.2
Chabot College	-	-	-	100.4	100.4	5.7
Chaffey College	-	-	-	94.7	94.7	5.5
Citrus College	-	-	-	86.4	86.4	-6.1
City College of San Francisco	-	-	-	93.0	93.0	2.7
Clovis Community College	-	-	-	90.4	90.4	7.6
Coastline Community College	-	-	-	100.8	100.8	1.7
College of Alameda	-	-	-	84.2	84.2	1.8
College of Marin	-	-	-	103.1	103.1	1.5
College of San Mateo	-	-	-	102.2	102.2	4.6
College of the Canyons	103.9	97.7	83.6	-	97.3	-1.9
College of the Desert	-	-	-	97.2	97.2	8.6
College of the Redwoods	-	-	-	82.2	82.2	19.8
College of the Sequoias	-	-	-	88.4	88.4	17.7
College of the Siskiyous	-	-	-	77.5	77.5	-1.6
Columbia College	-	-	-	87.9	87.9	-2.0
Contra Costa College	-	-	-	90.5	90.5	1.2
Copper Mountain Community College	-	-	-	96.6	96.6	-4.4
Cosumnes River College	-	-	-	84.8	84.8	3.3
Crafton Hills College	-	-	-	92.9	92.9	8.0

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Cuesta College	-	-	-	86.1	86.1	5.4
Cuyamaca College	-	-	-	82.1	82.1	1.3
Cypress College	-	-	-	101.2	101.2	-11.0
De Anza College	-	-	-	96.0	96.0	4.7
Diablo Valley College	-	-	-	92.6	92.6	2.6
East Los Angeles College	-	-	-	92.3	92.3	8.4
East San Gabriel Valley Regional Occupational Program	-	-	-	-	-	-
El Camino College-Compton Center	-	-	-	85.0	85.0	-2.1
El Camino Community College District	-	-	-	93.4	93.4	5.1
Evergreen Valley College	-	-	-	130.9	130.9	8.5
Feather River Community College District	-	-	-	74.6	74.6	-9.4
Folsom Lake College	-	-	-	84.1	84.1	3.5
Foothill College	-	-	-	94.4	94.4	2.8
Fresno City College	-	-	-	95.2	95.2	3.4
Fullerton College	-	-	-	97.3	97.3	-12.4
Gavilan College	-	-	-	98.1	98.1	2.0
Glendale Community College	-	-	-	88.7	88.7	-2.2
Golden West College	-	-	-	104.5	104.5	2.5
Grossmont College	-	-	-	78.6	78.6	5.6
Hacienda La Puente Adult Education	-	-	-	-	-	-
Hartnell College	-	-	-	86.6	86.6	2.0
Imperial Valley College	-	-	-	85.9	85.9	3.2
Irvine Valley College	-	-	-	101.1	101.1	16.0
Lake Tahoe Community College	-	-	-	74.8	74.8	-1.1
Laney College	-	-	-	87.7	87.7	2.2
Las Positas College	-	-	-	97.1	97.1	3.7
Lassen Community College	-	-	-	76.5	76.5	7.3
Long Beach City College	-	-	-	-	-	-
Los Angeles City College	-	-	-	97.7	97.7	6.8
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-
Los Angeles Harbor College	-	-	-	92.7	92.7	9.4
Los Angeles Mission College	-	-	-	89.5	89.5	8.8
Los Angeles Pierce College	-	-	-	92.4	92.4	6.9
Los Angeles Southwest College	-	-	-	94.2	94.2	9.6
Los Angeles Trade Technical College	-	-	-	92.2	92.2	2.0
Los Angeles Valley College	-	-	-	92.9	92.9	10.4
Los Medanos College	-	-	-	87.1	87.1	0.9
Mendocino College	-	-	-	73.2	73.2	-6.8
Merced College	-	-	-	80.2	80.2	3.9
Merritt College	-	-	-	87.7	87.7	1.7
MiraCosta College	-	-	-	126.7	126.7	5.9
Mission College	-	-	-	91.3	91.3	6.2
Modesto Junior College	-	-	-	88.4	88.4	-0.5

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Monterey Peninsula College	-	-	-	84.9	84.9	9.8
Moorpark College	-	-	-	87.5	87.5	2.8
Moreno Valley College	-	-	-	100.0	100.0	0.9
Mt San Antonio College	-	-	-	103.2	103.2	4.1
Mt San Jacinto Community College District	-	-	-	81.0	81.0	-11.0
Napa Valley College	-	-	-	90.1	90.1	5.9
Norco College	-	-	-	99.7	99.7	2.0
Ohlone College	-	-	-	110.2	110.2	-0.2
Orange Coast College	-	-	-	103.4	103.4	1.6
Oxnard College	-	-	-	89.1	89.1	5.2
Palo Verde College	-	-	-	86.1	86.1	8.5
Palomar College	-	-	-	101.0	101.0	5.1
Pasadena City College	-	-	-	91.7	91.7	2.7
Porterville College	-	-	-	93.9	93.9	5.2
Reedley College	-	-	-	91.9	91.9	3.7
Rio Hondo College	-	-	-	94.2	94.2	2.2
Riverside City College	-	-	-	103.4	103.4	2.6
Sacramento City College	-	-	-	85.7	85.7	4.4
Saddleback College	-	-	-	102.8	102.8	5.3
San Bernardino Valley College	-	-	-	86.7	86.7	6.1
San Diego City College	-	-	-	90.4	90.4	18.2
San Diego Mesa College	-	-	-	92.2	92.2	18.2
San Diego Miramar College	-	-	-	90.7	90.7	12.3
San Joaquin Delta College	-	-	-	98.3	98.3	2.7
San Jose City College	-	-	-	119.1	119.1	2.1
Santa Ana College	-	-	-	97.7	97.7	5.9
Santa Barbara City College	-	-	-	85.0	85.0	-3.0
Santa Monica College	-	-	-	108.4	108.4	5.4
Santa Rosa Junior College	-	-	-	93.3	93.3	4.0
Santiago Canyon College	-	-	-	101.5	101.5	8.8
Shasta College	-	-	-	82.9	82.9	12.1
Sierra College	-	-	-	75.9	75.9	13.6
Skyline College	-	-	-	101.2	101.2	5.5
Solano Community College	-	-	-	81.5	81.5	-0.9
Southwestern College	97.8	-	72.7	24.4	91.8	1.6
Taft College	102.5	72.4	-	35.1	94.5	5.0
Ventura College	-	-	-	84.7	84.7	0.2
Victor Valley College	-	-	-	85.9	85.9	14.3
West Hills College-Coalinga	-	-	-	-	-	-
West Hills College-Lemoore	-	-	-	100.8	100.8	-
West Los Angeles College	-	-	-	91.5	91.5	13.8
West Valley College	-	-	-	94.2	94.2	7.4
Woodland Community College	97.3	-	-	-	97.3	40.5
Yuba College	-	-	-	66.0	66.0	-0.7
BA						
Yosemite Community College District Office	-	-	-	96.5	96.5	1.4

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
BA+						
California Polytechnic State University-San Luis Obispo	108.0	92.7	83.1	69.3	89.8	3.8
California State University Maritime Academy	110.3	90.7	77.9	63.4	85.5	4.4
California State University-Channel Islands	114.7	97.4	84.4	67.2	86.4	4.1
California State University-Chico	103.3	85.9	77.1	62.3	84.4	3.1
California State University-Dominguez Hills	110.5	98.5	82.0	59.9	85.4	2.3
California State University-Monterey Bay	106.3	90.8	80.3	57.4	84.1	9.5
Humboldt State University	102.6	87.3	74.8	61.1	85.0	4.4
Sonoma State University	102.2	84.1	74.1	64.6	87.9	4.0
DOCTORAL						
California State Polytechnic University-Pomona	110.0	92.0	82.9	65.3	92.3	4.4
California State University-Bakersfield	106.8	90.4	79.6	62.8	83.3	3.2
California State University-East Bay	106.3	94.3	80.6	62.1	88.5	2.4
California State University-Fresno	106.0	87.9	78.3	61.0	83.0	4.0
California State University-Fullerton	105.8	92.0	86.9	63.4	88.2	3.9
California State University-Long Beach	105.8	92.1	83.1	67.9	88.3	3.5
California State University-Los Angeles	105.4	90.0	84.4	56.6	85.0	1.9
California State University-Northridge	103.0	87.5	80.7	66.4	87.5	3.9
California State University-Sacramento	98.9	88.6	76.7	61.6	84.9	3.0
California State University-San Bernardino	105.3	86.8	75.5	59.9	85.4	2.4
California State University-San Marcos	109.2	90.4	83.3	60.2	85.3	3.4
California State University-Stanislaus	102.0	87.0	76.6	56.0	83.9	4.3
San Diego State University	114.6	94.9	90.3	66.2	94.9	2.8
San Francisco State University	111.0	93.6	86.1	63.7	94.2	4.1
San Jose State University	109.4	94.1	85.2	66.9	92.2	1.4
University of California-Berkeley	190.2	131.2	111.0	87.5	153.3	4.6
University of California-Davis	166.6	111.5	94.2	76.5	126.0	2.7
University of California-Irvine	171.2	115.2	96.8	90.7	135.6	4.1
University of California-Los Angeles	204.6	134.8	106.9	86.1	164.5	6.6
University of California-Merced	152.8	108.4	92.4	61.9	95.0	4.7
University of California-Riverside	162.2	105.2	90.2	72.3	115.6	2.9
University of California-San Diego	169.7	115.2	100.4	87.1	134.5	5.2
University of California-Santa Barbara	175.6	107.4	92.9	86.1	137.4	2.8
University of California-Santa Cruz	159.4	109.4	95.3	91.2	129.5	5.9

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)

COLORADO

AA

Aims Community College	70.8	55.4	52.2	53.2	62.4	1.4
Arapahoe Community College	64.7	-	-	-	64.7	2.2
Colorado Mountain College	89.6	77.3	68.3	-	82.4	11.1
Colorado Northwestern Community College	-	-	-	52.3	52.3	-6.1
Community College of Aurora	-	-	-	61.0	61.0	3.2
Community College of Denver	-	-	-	-	-	-
Front Range Community College	63.4	-	-	-	63.4	4.8
Lamar Community College	-	-	-	48.4	48.4	2.6
Morgan Community College	-	-	-	57.6	57.6	7.3
Northeastern Junior College	61.9	49.1	42.1	-	50.0	0.1
Otero Junior College	-	-	-	48.8	48.8	3.2
Pikes Peak Community College	-	-	-	59.9	59.9	-1.2
Pueblo Community College	-	-	-	58.3	58.3	-1.5
Red Rocks Community College	-	-	-	60.3	60.3	3.6
Trinidad State Junior College	-	-	-	41.7	41.7	-10.6

BA

United States Air Force Academy	-	-	-	-	-	-
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BA+

Colorado State University-Global Campus	-	-	-	-	-	-
Colorado State University-Pueblo	83.3	63.2	56.8	36.7	60.2	2.1
Fort Lewis College	84.5	67.8	55.9	44.1	64.2	-0.2
Metropolitan State University of Denver	98.2	77.6	67.5	56.8	79.9	21.9
Western State Colorado University	72.0	63.0	58.4	43.9	58.6	-2.4

DOCTORAL

Adams State University	66.5	52.6	48.6	42.9	54.2	-3.2
Colorado Mesa University	81.5	66.9	60.3	47.9	60.5	2.1
Colorado School of Mines	139.6	104.7	91.4	73.4	102.6	4.0
Colorado State University-Fort Collins	122.6	93.8	78.8	55.1	93.0	8.4
University of Colorado Boulder	-	-	-	-	-	-
University of Colorado Colorado Springs	107.8	85.7	74.7	50.0	72.9	1.1
University of Colorado Denver/Anschutz Medical Campus	121.1	93.1	84.7	63.9	88.1	-4.2
University of Northern Colorado	90.5	67.0	57.7	48.7	70.8	0.5

CONNECTICUT

AA

Asnuntuck Community College	88.9	65.7	60.7	53.8	73.5	-0.7
Capital Community College	85.8	70.8	62.2	59.7	73.8	-2.5
Gateway Community College	92.3	69.7	67.2	54.0	81.4	-2.2
Housatonic Community College	84.5	70.3	61.4	53.8	70.8	-2.5
Manchester Community College	89.0	67.9	60.3	55.4	77.3	-2.2
Middlesex Community College	90.3	69.4	66.3	64.8	80.2	-1.3

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)

Naugatuck Valley Community College	88.9	73.4	60.2	54.1	79.3	-0.8
Northwestern Connecticut Community College	90.9	77.3	61.9	56.4	77.2	-2.2
Norwalk Community College	86.3	68.2	63.9	53.8	79.4	-1.8
Quinebaug Valley Community College	82.1	65.2	62.5	53.8	75.5	2.9
Three Rivers Community College	86.4	66.6	61.9	61.3	75.7	-0.2
Tunxis Community College	88.2	66.5	59.6	55.1	80.9	-0.3

BA

United States Coast Guard Academy	127.0	105.4	86.9	61.9	110.6	65.9
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BA+

Eastern Connecticut State University	100.8	81.1	65.3	-	86.2	-0.1
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DOCTORAL

Central Connecticut State University	105.7	85.9	69.1	59.4	89.7	-1.8
Southern Connecticut State University	105.3	91.4	69.4	58.5	90.4	1.3
University of Connecticut	151.3	102.5	83.7	78.3	110.3	-0.5
Western Connecticut State University	104.8	86.0	73.8	69.3	90.3	0.8

DELAWARE

AA

Delaware Technical Community College-Owens	-	-	-	-	-	-
Delaware Technical Community College-Stanton/Wilmington	-	-	-	-	-	-
Delaware Technical Community College-Terry	-	-	-	69.5	69.5	-0.6

DOCTORAL

Delaware State University	90.2	79.3	66.2	65.9	77.3	11.0
University of Delaware	153.7	108.5	92.4	75.8	116.2	5.7

DISTRICT OF COLUMBIA

BA+

University of the District of Columbia	104.7	75.4	62.6	54.8	76.6	-0.4
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FLORIDA

AA

Broward College	76.1	64.4	57.9	59.7	61.2	-0.1
Chipola College	63.6	60.4	55.9	48.4	53.6	2.1
College of Central Florida	65.0	54.5	48.5	47.2	53.6	3.4
Daytona State College	65.5	58.0	52.9	47.2	59.9	-2.4
Eastern Florida State College	68.6	62.6	53.1	44.9	54.1	1.4
Florida Gateway College	-	-	-	48.8	48.8	-3.1
Florida Keys Community College	70.3	66.8	66.2	61.6	65.8	3.1
Florida SouthWestern State College	-	-	-	57.8	57.8	-0.1
Florida State College at Jacksonville	-	-	-	55.3	55.3	1.5

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Gulf Coast State College	64.6	57.9	49.6	41.5	54.7	9.1
Hillsborough Community College	74.3	66.4	61.7	55.8	58.8	8.1
Indian River State College	103.6	94.4	79.6	63.6	82.6	4.9
Lake-Sumter State College	55.7	54.5	48.4	44.8	46.2	-2.0
Miami Dade College	86.6	71.8	63.8	55.9	71.0	-0.2
North Florida Community College	-	-	-	47.0	47.0	2.9
Northwest Florida State College	60.5	-	45.2	49.7	55.8	0.0
Palm Beach State College	65.8	59.0	54.6	55.0	57.0	1.2
Pasco-Hernando State College	68.1	57.1	50.4	46.4	55.4	2.4
Pensacola State College	56.1	48.5	43.9	39.2	46.4	-0.8
Polk State College	-	-	-	56.2	56.2	1.1
Saint Johns River State College	49.0	-	-	48.3	48.4	1.7
Santa Fe College	-	-	-	54.8	54.8	9.6
Seminole State College of Florida	-	-	-	64.9	64.9	5.4
South Florida State College	-	-	-	55.2	55.2	0.1
St Petersburg College	-	-	-	68.4	68.4	0.3
State College of Florida-Manatee-Sarasota	70.1	59.6	51.4	52.1	59.2	7.8
Tallahassee Community College	67.8	51.6	48.1	47.7	56.0	-1.7
Valencia College	-	-	-	66.0	66.0	9.2

BA

University of Florida-Online	-	-	-	63.9	63.9	-
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BA+

Florida Polytechnic University	131.4	89.0	72.7	61.5	78.9	8.4
New College of Florida	89.0	72.8	62.8	53.7	75.0	1.9
University of South Florida-Polytechnic	-	-	-	-	-	-
University of South Florida-Sarasota-Manatee	122.3	97.3	79.5	63.0	81.3	10.7
University of South Florida-St Petersburg	122.7	89.0	58.5	60.7	82.8	5.5

DOCTORAL

Florida Agricultural and Mechanical University	104.8	78.9	65.7	52.2	76.5	0.9
Florida Atlantic University	111.5	82.9	74.5	57.1	83.8	0.8
Florida Gulf Coast University	104.8	79.6	66.7	48.0	70.4	-2.0
Florida International University	127.3	97.6	86.0	68.4	93.4	2.6
Florida State University	131.6	96.0	87.9	72.7	104.7	8.7
The University of West Florida	100.3	80.1	68.7	54.0	74.0	5.4
University of Central Florida	136.8	95.6	80.3	61.7	88.8	3.5
University of Florida	153.1	101.6	100.9	67.0	116.2	14.3
University of North Florida	95.8	74.9	66.5	50.6	72.5	2.0
University of South Florida-Main Campus	128.2	94.2	85.0	60.7	94.9	10.1

GEORGIA

AA

Abraham Baldwin Agricultural College	62.3	53.4	55.0	46.0	54.0	2.2
Albany Technical College	-	-	-	-	-	-

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)	No Rank (\$)	
Altamaha Technical College	-	-	-	-	-	-
Appalachian Technical College	-	-	-	-	-	-
Athens Technical College	-	-	-	53.8	53.8	9.2
Atlanta Metropolitan State College	149.4	56.9	50.7	38.3	54.2	22.2
Atlanta Technical College	-	-	-	-	-	-
Augusta Technical College	-	-	-	-	-	-
Bainbridge State College	56.2	51.1	43.3	39.3	48.5	4.8
Central Georgia Technical College	-	-	-	-	-	-
Central Georgia Technical College	-	-	-	45.0	45.0	10.2
Chattahoochee Technical College	-	-	-	43.8	43.8	-4.7
Coastal Pines Technical College	-	-	-	41.0	41.0	5.8
College of Coastal Georgia	77.7	64.7	60.2	48.8	59.8	0.5
Columbus Technical College	-	-	-	-	-	-
Darton State College	-	-	-	-	-	-
East Central Technical College	-	-	-	-	-	-
East Georgia State College	59.7	50.5	44.1	39.6	47.4	19.5
Flint River Technical College	-	-	-	-	-	-
Gainesville State College	-	-	-	-	-	-
Georgia Highlands College	59.7	49.5	45.4	41.9	48.7	2.7
Georgia Military College	-	-	-	-	-	-
Georgia Military College	-	-	-	-	-	-
Georgia Military College-Atlanta Campus	-	-	-	-	-	-
Georgia Military College-Augusta Campus	-	-	-	-	-	-
Georgia Military College-Columbus Campus	-	-	-	-	-	-
Georgia Military College-Distance Learning Campuses	-	-	-	-	-	-
Georgia Military College-Valdosta Campus	-	-	-	-	-	-
Georgia Military College-Warner Robins Campus	-	-	-	-	-	-
Georgia Northwestern Technical College	-	-	-	39.4	39.4	-14.8
Georgia Piedmont Technical College	-	-	-	-	-	-
Georgia State University-Perimeter College	65.5	55.2	45.5	40.2	49.3	-0.6
Gordon State College	65.4	56.3	49.9	37.8	53.8	-0.7
Gwinnett Technical College	-	-	-	41.1	41.1	-16.1
Heart of Georgia Technical College	-	-	-	-	-	-
Lanier Technical College	-	-	-	-	-	-
Middle Georgia College	-	-	-	-	-	-
Middle Georgia College-Eastman	-	-	-	-	-	-
Middle Georgia Technical College	-	-	-	-	-	-
Moultrie Technical College	-	-	-	-	-	-
North Georgia Technical College	-	-	-	46.0	46.0	11.1
North Metro Technical College	-	-	-	-	-	-
Northwestern Technical College	-	-	-	-	-	-

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Oconee Fall Line Technical College	-	-	-	-	-	-
Ogeechee Technical College	-	-	-	-	-	-
Okefenokee Technical College	-	-	-	-	-	-
Savannah Technical College	-	-	-	44.9	44.9	1.8
South Georgia College	-	-	-	-	-	-
South Georgia State College	59.3	50.9	48.3	41.0	48.7	2.4
South Georgia Technical College	-	-	-	-	-	-
Southeastern Technical College	-	-	-	-	-	-
Southern Crescent Technical College	-	-	-	-	-	-
Southern Regional Technical College	-	-	-	48.1	48.1	4.7
Southwest Georgia Technical College	-	-	-	-	-	-
Swainsboro Technical College	-	-	-	-	-	-
Waycross College	-	-	-	-	-	-
West Georgia Technical College	-	-	-	43.3	43.3	0.5
West Georgia Technical College	-	-	-	-	-	-
Wiregrass Georgia Technical College	-	-	-	31.8	31.8	-23.1
BA						
Dalton State College	66.4	57.0	55.1	45.5	56.0	-0.6
Georgia Gwinnett College	93.9	72.6	66.3	52.1	68.9	0.6
Macon State College	-	-	-	-	-	-
BA+						
Albany State University	72.6	57.6	54.5	53.8	59.0	-3.5
Augusta State University	-	-	-	-	-	-
Clayton State University	79.1	67.8	61.2	56.7	66.6	2.6
Fort Valley State University	69.8	61.2	56.2	47.6	59.4	-4.2
Georgia Southwestern State University	69.0	61.5	60.9	52.0	60.6	1.0
Middle Georgia State University	74.9	59.7	55.3	48.8	58.1	2.0
Savannah State University	79.5	69.2	59.2	46.6	58.7	2.6
Southern Polytechnic State University	-	-	-	-	-	-
DOCTORAL						
Armstrong State University	85.9	65.1	57.6	48.5	61.2	0.1
Augusta University	85.8	67.7	64.0	48.0	66.0	-17.0
Columbus State University	77.4	71.1	60.7	50.4	65.7	1.6
Georgia College & State University	86.2	70.6	62.8	52.3	68.6	0.9
Georgia Health Sciences University	-	-	-	-	-	-
Georgia Institute of Technology- Main Campus	159.6	112.8	104.5	63.2	120.8	-2.0
Georgia Southern University	82.8	75.5	70.4	48.8	69.0	2.6
Georgia State University	132.6	90.4	81.7	53.9	89.3	3.6
Kennesaw State University	-	-	-	-	-	-
Kennesaw State University	91.7	73.7	65.5	51.7	69.7	-1.1

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
North Georgia College & State University	-	-	-	-	-	-
University of Georgia	134.9	97.7	89.4	66.5	102.9	5.4
University of North Georgia	80.5	66.0	57.5	43.6	57.8	-1.6
University of West Georgia	86.2	68.2	59.0	46.9	62.3	-1.2
Valdosta State University	82.0	64.6	62.1	48.7	66.8	1.8

HAWAII

AA

Hawaii Community College	94.1	84.5	70.4	61.4	71.0	-1.2
Honolulu Community College	93.3	80.2	73.4	60.2	74.6	3.1
Kapiolani Community College	94.9	80.2	72.1	64.0	75.7	-1.1
Kauai Community College	91.0	84.8	74.9	59.3	71.7	-0.6
Leeward Community College	93.9	79.9	70.7	60.4	74.3	1.2
University of Hawaii Maui College	91.5	83.1	69.8	59.8	72.1	-1.0
Windward Community College	98.0	77.1	71.3	60.5	75.5	2.1

BA

University of Hawaii-West Oahu	102.4	88.6	74.7	66.4	82.4	0.7
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DOCTORAL

University of Hawaii at Hilo	103.9	85.4	73.0	58.7	83.8	-3.6
University of Hawaii at Manoa	132.7	100.0	86.9	65.6	105.2	1.1

IDAHO

AA

College of Eastern Idaho	-	-	-	61.7	61.7	19.1
College of Southern Idaho	63.3	52.9	51.7	43.0	54.7	3.1
College of Western Idaho	-	56.9	51.4	49.7	51.8	8.2
North Idaho College	-	-	-	58.4	58.4	2.3

BA

Lewis-Clark State College	66.0	57.3	48.5	45.8	54.5	2.8
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DOCTORAL

Boise State University	90.1	76.4	71.8	46.5	71.7	4.9
Idaho State University	87.6	71.6	62.6	44.7	64.8	6.4
University of Idaho	103.1	81.0	71.9	48.4	81.3	2.7

ILLINOIS

AA

Black Hawk College	71.7	62.4	52.7	46.1	61.3	-1.5
Carl Sandburg College	-	-	-	-	-	-
City Colleges of Chicago- Harold Washington College	95.5	87.0	77.6	73.7	80.7	3.1
City Colleges of Chicago- Harry S Truman College	104.9	96.4	85.1	72.2	82.2	3.8
City Colleges of Chicago- Kennedy-King College	100.3	87.1	74.5	70.6	75.5	9.7
City Colleges of Chicago- Malcolm X College	121.3	95.3	86.4	76.5	80.9	4.0
City Colleges of Chicago- Olive-Harvey College	109.6	94.7	83.0	72.9	80.8	2.7

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
City Colleges of Chicago-Richard J Daley College	107.9	91.5	78.2	73.2	80.7	2.9
City Colleges of Chicago-Wilbur Wright College	95.9	91.6	79.2	71.7	83.6	3.9
College of DuPage	125.0	93.5	75.4	61.5	100.8	0.8
College of Lake County	-	-	-	98.0	98.0	3.2
Danville Area Community College	58.8	-	-	55.5	57.1	4.1
Elgin Community College	118.4	97.5	79.4	64.6	97.8	0.7
Frontier Community College	55.7	-	-	-	55.7	2.9
Heartland Community College	75.6	60.6	52.9	50.3	65.7	4.9
Highland Community College	-	-	-	77.6	77.6	0.9
Illinois Central College	73.9	61.4	57.7	52.2	68.2	1.7
Illinois Valley Community College	-	-	-	71.0	71.0	2.5
John A Logan College	84.8	69.9	76.1	63.3	69.3	-1.4
John Wood Community College	69.2	68.5	55.8	46.7	56.8	2.2
Joliet Junior College	-	-	-	94.0	94.0	2.3
Kankakee Community College	67.9	-	57.4	-	66.8	2.9
Kaskaskia College	86.0	78.2	67.3	-	76.7	-1.2
Kishwaukee College	-	-	-	59.8	59.8	2.9
Lake Land College	-	-	-	57.1	57.1	3.7
Lewis and Clark Community College	85.6	71.0	60.7	49.1	72.7	4.4
Lincoln Land Community College	91.0	69.5	65.8	56.1	84.7	2.3
Lincoln Trail College	56.4	-	-	-	56.4	2.2
McHenry County College	-	-	-	94.4	94.4	2.7
Moraine Valley Community College	83.1	71.2	63.6	57.0	70.6	3.4
Morton College	-	-	-	82.1	82.1	0.2
Oakton Community College	99.0	70.3	67.6	-	89.6	-0.1
Olney Central College	58.4	-	-	-	58.4	-0.1
Parkland College	87.7	72.8	67.7	43.6	75.4	3.1
Prairie State College	82.1	64.6	58.1	-	71.1	2.4
Rend Lake College	67.7	53.6	-	66.1	63.4	10.3
Richland Community College	69.2	64.3	58.2	53.8	63.6	2.7
Rock Valley College	76.9	62.8	53.8	54.0	66.6	1.5
Sauk Valley Community College	65.2	58.0	50.8	65.8	57.3	4.3
Shawnee Community College	-	-	-	66.5	66.5	4.3
South Suburban College	-	-	-	73.8	73.8	11.1
Southeastern Illinois College	-	-	-	56.8	56.8	3.4
Southwestern Illinois College	93.6	77.2	66.7	55.5	71.7	4.2
Spoon River College	-	-	-	57.3	57.3	3.3
Triton College	-	-	-	71.7	71.7	1.3
Wabash Valley College	59.5	-	-	-	59.5	21.2
Waubonsee Community College	106.9	85.9	75.7	59.9	83.3	14.1
William Rainey Harper College	110.2	88.5	66.1	55.1	86.1	2.8
BA+						
Eastern Illinois University	90.5	73.2	72.8	51.0	73.1	-3.5
Northeastern Illinois University	91.2	80.8	70.7	47.5	71.4	-

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
DOCTORAL						
Chicago State University	80.9	72.1	71.6	43.0	65.3	3.3
Governors State University	104.9	87.1	77.7	58.6	87.0	18.6
Illinois State University	91.3	74.8	74.8	44.0	72.8	2.6
Northern Illinois University	96.4	76.7	74.0	43.1	73.8	2.0
Southern Illinois University-Carbondale	95.5	73.0	70.6	40.3	70.6	1.1
Southern Illinois University-Edwardsville	84.6	70.9	61.1	44.4	65.2	-6.7
University of Illinois University Administration	-	-	-	-	-	-
University of Illinois at Chicago	145.3	104.3	91.3	54.2	103.8	5.5
University of Illinois at Springfield	115.3	77.4	70.7	51.0	74.4	10.5
University of Illinois at Urbana-Champaign	147.4	102.8	93.6	64.6	112.4	5.3
Western Illinois University	99.5	79.6	62.7	47.1	77.4	-1.1

INDIANA

AA

Ivy Tech Community College	63.6	54.6	49.9	48.3	51.6	2.0
Ivy Tech Community College-Bloomington	-	-	-	-	-	-
Ivy Tech Community College-Columbus	-	-	-	-	-	-
Ivy Tech Community College-East Central	-	-	-	-	-	-
Ivy Tech Community College-Kokomo	-	-	-	-	-	-
Ivy Tech Community College-Lafayette	-	-	-	-	-	-
Ivy Tech Community College-Northcentral	-	-	-	-	-	-
Ivy Tech Community College-Northeast	-	-	-	-	-	-
Ivy Tech Community College-Northwest	-	-	-	-	-	-
Ivy Tech Community College-Richmond	-	-	-	-	-	-
Ivy Tech Community College-South Central	-	-	-	-	-	-
Ivy Tech Community College-Southeast	-	-	-	-	-	-
Ivy Tech Community College-Southwest	-	-	-	-	-	-
Ivy Tech Community College-Wabash Valley	-	-	-	-	-	-
Vincennes University	67.5	57.5	47.5	51.9	54.6	1.0

BA+

Indiana University-East	83.5	72.4	66.0	50.2	63.7	2.7
Indiana University-Kokomo	94.9	68.7	59.8	48.7	60.8	-0.3
Indiana University-Northwest	88.8	68.7	62.4	50.0	67.4	0.1
Indiana University-South Bend	76.3	64.6	62.4	46.9	62.7	1.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)

Indiana University-Southeast	87.8	74.4	62.9	52.3	68.4	1.7
Purdue University-North Central Campus	-	-	-	-	-	-

DOCTORAL

Ball State University	94.4	75.8	61.3	45.3	66.4	0.2
Indiana State University	99.2	77.6	66.5	50.3	74.3	2.7
Indiana University-Bloomington	141.9	96.6	96.9	61.6	104.4	2.5
Indiana University-Purdue University-Fort Wayne	87.9	71.4	65.0	51.1	68.7	0.0
Indiana University-Purdue University-Indianapolis	122.5	85.0	77.5	53.6	82.3	0.2
Purdue University Northwest	98.8	78.0	71.5	49.5	75.8	-
Purdue University-Calumet Campus	-	-	-	-	-	-
Purdue University-Main Campus	143.4	102.1	90.8	57.6	110.2	3.7
University of Southern Indiana	91.4	75.0	64.7	51.6	67.0	2.0

IOWA

AA

Des Moines Area Community College	70.6	64.5	-	60.6	67.3	1.2
Eastern Iowa Community College District	-	-	-	54.9	54.9	8.0
Ellsworth Community College	71.6	61.1	56.7	52.3	63.6	1.1
Hawkeye Community College	-	-	-	57.2	57.2	0.6
Indian Hills Community College	-	-	-	58.6	58.6	7.6
Iowa Central Community College	69.2	68.5	66.1	64.0	64.9	2.4
Iowa Lakes Community College	64.3	48.5	50.0	49.4	59.3	12.5
Iowa Western Community College	63.5	54.5	51.8	49.3	52.4	9.6
Kirkwood Community College	74.6	63.9	60.8	55.6	64.8	7.1
Marshalltown Community College	73.1	62.7	55.2	45.7	66.9	2.7
North Iowa Area Community College	-	-	-	61.8	61.8	-2.7
Northeast Iowa Community College	-	-	-	51.7	51.7	-7.9
Northwest Iowa Community College	-	-	-	50.4	50.4	-1.9
Southeastern Community College	-	-	-	76.1	76.1	18.0
Southwestern Community College	-	-	-	49.4	49.4	6.1
Western Iowa Tech Community College	-	-	-	54.1	54.1	-9.6

DOCTORAL

Iowa State University	133.6	98.4	84.8	62.6	99.0	2.1
University of Iowa	136.7	93.3	81.9	57.4	97.9	0.2
University of Northern Iowa	92.1	74.4	65.7	70.7	76.8	10.3

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)

KANSAS

AA

Allen County Community College	-	-	-	49.4	49.4	1.5
Barton County Community College	-	-	-	50.3	50.3	8.1
Butler Community College	59.3	46.5	44.7	40.6	54.0	2.9
Cloud County Community College	-	-	-	41.2	41.2	2.2
Coffeyville Community College	-	-	-	49.6	49.6	3.0
Colby Community College	-	-	-	-	-	-
Cowley County Community College	-	-	-	43.8	43.8	-11.4
Dodge City Community College	54.5	47.4	46.1	44.9	51.5	-0.0
Flint Hills Technical College	-	-	-	51.9	51.9	8.2
Fort Scott Community College	-	-	-	40.6	40.6	9.3
Garden City Community College	-	-	-	54.5	54.5	2.7
Highland Community College	-	-	-	47.5	47.5	-0.5
Hutchinson Community College	-	-	-	50.3	50.3	7.5
Independence Community College	50.4	49.0	-	-	49.7	0.2
Johnson County Community College	76.5	71.4	62.0	64.5	72.5	2.4
Kansas City Kansas Community College	83.8	81.2	72.4	56.4	66.3	-4.2
Labette Community College	-	-	-	-	-	-
Manhattan Area Technical College	-	-	-	52.5	52.5	-1.4
Neosho County Community College	-	-	-	44.2	44.2	5.0
North Central Kansas Technical College	-	-	-	41.0	41.0	0.2
Northwest Kansas Technical College	-	-	-	48.8	48.8	1.4
Pratt Community College	-	-	-	48.6	48.6	-0.2
Salina Area Technical College	-	-	-	47.9	47.9	0.6
Seward County Community College	-	-	-	45.5	45.5	2.3
Wichita State University-Campus of Applied Sciences and Technology	-	-	-	45.8	45.8	15.0

BA

Haskell Indian Nations University	-	-	-	-	-	-
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DOCTORAL

Emporia State University	70.8	63.9	60.8	41.6	61.2	1.5
Fort Hays State University	81.1	70.2	59.5	48.2	62.4	7.3
Kansas State University	109.8	85.0	75.9	53.3	81.3	4.1
Pittsburg State University	76.7	63.0	57.0	48.6	62.5	-2.9
University of Kansas	127.0	84.3	75.6	58.2	94.0	3.3
Washburn University	95.8	71.6	59.7	46.3	69.8	3.8
Wichita State University	99.1	75.9	64.2	46.3	71.1	2.7

State/School

Prof. (\$) Assoc. (\$) Asst. (\$) Inst./Lect./No Rank (\$) Avg. (\$) % Chng. (%)

KENTUCKY

AA

Ashland Community and Technical College	61.6	52.0	44.0	40.7	51.0	-0.9
Big Sandy Community and Technical College	60.6	49.7	43.1	37.7	53.1	1.1
Bluegrass Community and Technical College	60.4	53.4	46.5	40.6	52.8	2.3
Elizabethtown Community and Technical College	63.4	50.4	43.9	39.1	52.3	2.3
Gateway Community and Technical College	61.4	52.6	52.4	46.9	51.3	4.8
Hazard Community and Technical College	63.0	52.1	44.5	38.8	55.0	1.3
Henderson Community College	64.1	50.1	43.7	43.5	54.8	4.1
Hopkinsville Community College	61.0	49.9	42.8	39.2	50.5	-0.9
Jefferson Community and Technical College	64.9	54.1	48.8	44.3	55.8	2.8
Madisonville Community College	60.5	51.4	43.0	42.9	54.2	2.8
Maysville Community and Technical College	62.7	50.8	44.8	40.6	52.0	2.3
Owensboro Community and Technical College	62.7	50.9	43.5	39.7	52.7	3.9
Somerset Community College	62.2	50.8	44.0	39.6	53.2	2.1
Southcentral Kentucky Community and Technical College	58.3	49.8	43.1	37.0	46.4	4.2
Southeast Kentucky Community and Technical College	63.8	52.0	42.7	42.9	53.8	-0.4
West Kentucky Community and Technical College	61.4	51.0	46.9	42.4	53.7	5.2
DOCTORAL						
Eastern Kentucky University	79.3	65.9	60.7	54.5	63.3	-0.2
Kentucky State University	70.3	57.9	50.5	40.1	55.2	-3.3
Morehead State University	72.7	64.9	52.9	42.3	59.4	-0.2
Murray State University	85.6	68.8	59.5	45.5	63.1	-0.7
Northern Kentucky University	99.8	73.4	68.3	49.2	69.6	2.5
University of Kentucky	127.7	94.5	85.7	60.5	97.5	5.5
University of Louisville	121.9	83.4	69.9	51.0	86.4	-2.4
Western Kentucky University	85.3	67.3	60.6	47.9	64.7	0.1

LOUISIANA

AA

Acadiana Technical College-Lafayette Campus	-	-	-	-	-	-
Baton Rouge Community College	54.9	49.8	48.9	43.2	48.0	1.6
Bossier Parish Community College	55.6	40.1	42.6	39.2	43.6	-0.7
Capital Area Technical College-Baton Rouge Campus	-	-	-	-	-	-

State/School

Prof. (\$) Assoc. (\$) Asst. (\$) Inst./Lect./No Rank (\$) Avg. (\$) % Chng. (%)

Central Louisiana Technical Community College	47.2	-	-	42.7	42.8	14.8
Delgado Community College	64.0	50.5	40.1	38.9	47.3	-0.4
Fletcher Technical Community College	40.0	-	45.3	39.0	39.9	1.1
Louisiana Delta Community College	51.4	46.5	44.3	38.9	40.6	5.2
Louisiana Delta Community College-Monroe Campus	-	-	-	-	-	-
Louisiana State University-Eunice	54.8	48.4	43.7	45.7	47.4	7.7
Louisiana Technical College-Ascension Campus	-	-	-	-	-	-
Louisiana Technical College-Gulf Area Campus	-	-	-	-	-	-
Louisiana Technical College-Jefferson Campus	-	-	-	-	-	-
Louisiana Technical College-Jumonville Memorial	-	-	-	-	-	-
Louisiana Technical College-Northeast LA Branch Campus	-	-	-	-	-	-
Louisiana Technical College-Oakdale Campus	-	-	-	-	-	-
Louisiana Technical College-Ruston Campus	-	-	-	-	-	-
Louisiana Technical College-Sabine Valley Campus	-	-	-	-	-	-
Louisiana Technical College-Shelby Jackson Campus	-	-	-	-	-	-
Louisiana Technical College-Shreveport-Bossier Campus	-	-	-	-	-	-
Louisiana Technical College-T H Harris Campus	-	-	-	-	-	-
Louisiana Technical College-Tallahulah Campus	-	-	-	-	-	-
Louisiana Technical College-Teche Area Campus	-	-	-	-	-	-
Louisiana Technical College-West Jefferson Campus	-	-	-	-	-	-
Northeast Louisiana Technical College	-	-	-	-	-	-
Northshore Technical College-Florida Parishes Branch Campus	-	-	-	-	-	-
Northshore Technical College-Hammond Area Branch Campus	-	-	-	-	-	-
Northshore Technical Community College	-	42.7	45.1	40.1	40.3	7.6
Northwest Louisiana Technical College	46.1	38.7	-	36.7	37.3	3.2
Northwest Louisiana Technical College-Natchitoches Campus	-	-	-	-	-	-
Nunez Community College	48.0	49.3	42.5	42.5	44.6	0.7
River Parishes Community College	48.3	46.8	44.4	43.7	44.7	4.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
SOWELA Technical Community College	68.1	53.2	48.6	40.9	44.8	6.7
South Central Louisiana Technical College	-	-	-	38.8	38.8	0.3
South Central Louisiana Technical College-Lafourche Campus	-	-	-	-	-	-
South Central Louisiana Technical College-River Parishes Campus	-	-	-	-	-	-
South Louisiana Community College	56.1	45.2	43.1	42.6	43.6	2.8
Southern University at Shreveport	54.0	49.3	44.4	42.4	45.4	9.4

BA

Louisiana State University-Alexandria	55.7	51.7	54.0	41.3	50.4	1.6
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BA+

McNeese State University	79.8	63.8	58.1	42.9	60.0	0.5
Nicholls State University	72.1	56.2	57.0	41.8	53.9	0.9
Southern University at New Orleans	61.8	54.9	50.0	44.0	53.8	1.0

DOCTORAL

Grambling State University	67.9	59.7	55.8	46.0	58.4	21.8
Louisiana State University Health Sciences Center-New Orleans	-	-	-	-	-	-
Louisiana State University Health Sciences Center-Shreveport	-	-	-	-	-	-
Louisiana State University and Agricultural & Mechanical College	123.2	85.3	80.7	52.6	89.5	4.3
Louisiana State University-Shreveport	68.7	60.2	66.9	39.9	62.7	7.4
Louisiana Tech University	83.4	70.0	69.9	47.8	65.6	0.6
Northwestern State University of Louisiana	75.3	57.2	53.0	45.2	57.1	2.1
Southeastern Louisiana University	81.2	69.9	60.7	46.2	58.9	5.6
Southern University and A & M College	77.8	65.4	59.5	43.2	63.8	14.8
Southern University-Board and System	-	-	-	-	-	-
University of Louisiana at Lafayette	109.8	83.2	68.9	52.1	78.0	4.8
University of Louisiana at Monroe	75.3	64.4	57.2	44.6	58.7	-11.0
University of New Orleans	86.5	67.1	70.7	38.2	69.7	2.5

MAINE

AA

Central Maine Community College	-	-	-	54.9	54.9	-0.3
Eastern Maine Community College	-	-	-	55.1	55.1	-1.1
Kennebec Valley Community College	-	-	-	56.8	56.8	-1.5
Northern Maine Community College	-	-	-	57.1	57.1	-3.6

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Southern Maine Community College	66.0	59.5	57.7	58.4	61.1	4.4
Washington County Community College	-	-	-	54.7	54.7	-0.3
York County Community College	-	-	-	53.4	53.4	-0.5

BA

University of Maine at Augusta	83.3	66.8	53.4	56.0	67.9	1.7
University of Maine at Fort Kent	75.5	61.7	52.0	47.0	62.8	6.0
University of Maine at Machias	69.2	57.4	48.4	40.2	57.1	-1.2
University of Maine at Presque Isle	70.9	62.0	51.2	50.2	60.6	5.4

BA+

Maine Maritime Academy	-	-	-	-	-	-
University of Maine at Farmington	77.7	63.0	52.3	50.3	62.9	-0.9

DOCTORAL

University of Maine	110.4	82.8	66.2	56.4	83.5	-0.7
University of Southern Maine	100.0	83.1	62.5	54.9	79.3	-1.5

MARYLAND

AA

Allegany College of Maryland	66.0	54.4	48.9	46.8	54.6	2.7
Anne Arundel Community College	86.9	75.6	65.6	62.3	75.1	1.0
Baltimore City Community College	80.2	71.7	60.9	46.3	66.7	0.2
Carroll Community College	70.3	64.5	54.5	48.7	58.0	-0.4
Cecil College	79.8	66.5	56.2	38.2	65.6	2.9
Chesapeake College	82.0	74.0	65.7	55.9	68.8	6.3
College of Southern Maryland	89.9	72.0	65.4	62.4	82.0	-0.5
Community College of Baltimore County	95.5	80.0	67.8	57.5	74.5	2.8
Frederick Community College	89.2	69.4	60.2	-	69.1	-0.2
Garrett College	68.0	54.4	53.1	-	61.1	-1.2
Hagerstown Community College	79.9	66.1	58.4	54.2	62.6	5.0
Harford Community College	82.9	68.3	55.9	49.9	60.4	1.0
Howard Community College	85.5	71.2	62.7	59.7	71.4	2.8
Montgomery College	96.0	79.8	74.3	71.6	87.8	-1.1
Prince George's Community College	80.2	67.7	60.6	-	71.2	0.9
Wor-Wic Community College	72.5	59.5	54.2	51.9	57.7	1.3

BA

United States Naval Academy	116.6	120.3	125.8	64.0	117.5	4.5
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BA+

St Mary's College of Maryland	93.5	73.2	59.7	42.1	75.3	2.8
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DOCTORAL

Bowie State University	98.1	81.5	72.4	59.9	77.1	0.6
Coppin State University	89.5	73.9	75.0	51.4	75.7	-0.4
Frostburg State University	92.1	73.9	65.6	68.9	77.0	8.3

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Morgan State University	115.8	89.7	73.5	48.2	74.8	-4.9
Salisbury University	96.7	77.3	72.4	67.6	80.9	0.6
Towson University	94.7	82.3	70.4	46.9	72.9	-1.0
University of Baltimore	152.3	109.7	82.8	78.0	107.6	0.9
University of Maryland Eastern Shore	85.1	74.4	69.5	54.5	70.5	-2.2
University of Maryland, Baltimore	182.2	108.5	90.3	70.0	135.7	18.2
University of Maryland- Baltimore County	118.5	89.6	77.8	58.2	87.1	-2.6
University of Maryland- College Park	157.5	109.4	95.3	62.5	111.9	-2.6
University of Maryland- University College	-	-	-	-	-	-

MASSACHUSETTS

AA

Berkshire Community College	75.1	56.3	52.2	-	66.0	1.2
Bristol Community College	75.0	62.3	54.5	56.8	65.8	3.3
Bunker Hill Community College	74.9	59.3	58.1	-	67.9	2.0
Cape Cod Community College	74.4	60.3	57.8	60.2	66.5	-0.8
Greenfield Community College	73.4	58.3	59.8	54.8	66.2	2.3
Holyoke Community College	72.1	58.4	55.2	51.2	65.4	1.4
Massachusetts Bay Community College	76.2	64.9	64.6	-	71.1	1.6
Massasoit Community College	78.8	61.6	58.9	53.8	67.3	1.8
Middlesex Community College	72.6	59.2	53.3	-	66.9	0.5
Mount Wachusett Community College	80.2	68.0	60.1	61.1	72.0	-7.7
North Shore Community College	72.6	59.3	55.1	52.9	64.3	1.2
Northern Essex Community College	67.9	56.5	53.4	49.3	63.3	0.5
Quincy College	78.6	63.9	64.1	66.6	70.7	-1.1
Quinsigamond Community College	72.4	59.9	55.4	-	66.5	4.9
Roxbury Community College	76.4	62.5	57.1	57.6	67.2	-2.4
Springfield Technical Community College	76.3	62.2	62.6	53.0	69.4	1.9

BA

Benjamin Franklin Institute of Technology	72.3	60.3	57.6	43.7	57.9	3.9
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BA+

Bridgewater State University	101.0	82.7	69.7	53.6	83.5	2.0
Fitchburg State University	102.1	80.0	67.2	61.6	82.7	1.2
Framingham State University	98.9	78.3	70.6	56.0	80.4	1.7
Massachusetts College of Art and Design	104.0	81.7	65.9	-	89.7	-2.8
Massachusetts College of Liberal Arts	102.6	74.8	59.5	52.0	82.6	2.0
Massachusetts Maritime Academy	103.0	81.6	70.7	66.4	85.6	-
Salem State University	103.1	85.1	75.4	71.3	90.0	1.8

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Westfield State University	103.1	79.4	70.9	60.4	85.6	1.5
Worcester State University	99.7	78.8	63.4	61.3	79.8	0.9

DOCTORAL

University of Massachusetts- Amherst	153.5	109.1	91.3	73.3	113.0	2.0
University of Massachusetts- Boston	139.4	107.8	87.9	70.8	97.9	1.0
University of Massachusetts- Dartmouth	128.5	100.0	84.4	69.2	97.6	0.7
University of Massachusetts- Lowell	147.7	112.1	92.4	72.6	105.0	-0.4

MICHIGAN

AA

Alpena Community College	-	-	-	75.9	75.9	1.1
Bay Mills Community College	-	-	-	45.1	45.1	-
Bay de Noc Community College	-	-	-	76.1	76.1	2.0
Delta College	96.3	85.5	75.0	62.9	83.6	2.8
Glen Oaks Community College	70.5	-	-	54.1	64.6	3.0
Gogebic Community College	-	-	-	62.2	62.2	5.8
Grand Rapids Community College	93.0	78.4	60.2	57.2	79.0	8.2
Henry Ford College	-	-	-	100.5	100.5	2.1
Jackson College	-	-	-	-	-	-
Kalamazoo Valley Community College	-	-	-	87.3	87.3	0.8
Kellogg Community College	85.9	-	-	53.6	82.3	1.7
Keweenaw Bay Ojibwa Community College	-	-	-	42.7	42.7	-
Kirtland Community College	-	-	-	-	-	-
Lake Michigan College	-	-	-	72.6	72.6	-2.3
Lansing Community College	75.9	-	-	-	75.9	8.7
Macomb Community College	-	-	-	80.1	80.1	1.7
Mid Michigan Community College	64.0	69.3	61.7	56.9	62.2	-6.0
Monroe County Community College	97.0	85.6	87.1	74.3	84.7	-0.5
Montcalm Community College	-	-	-	78.5	78.5	-2.0
Mott Community College	-	-	-	72.6	72.6	2.2
Muskegon Community College	-	-	-	89.3	89.3	1.1
North Central Michigan College	79.2	-	-	-	79.2	-5.4
Northwestern Michigan College	-	-	-	73.7	73.7	-0.4
Oakland Community College	-	-	-	90.2	90.2	5.8
Saginaw Chippewa Tribal College	-	-	-	49.9	49.9	-
Schoolcraft College	-	-	-	88.6	88.6	3.2
Southwestern Michigan College	-	-	-	56.9	56.9	3.4
St Clair County Community College	80.5	-	-	60.6	77.5	1.7
Washtenaw Community College	-	-	-	-	-	-
Wayne County Community College District	-	-	-	69.9	69.9	-1.2

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
West Shore Community College	74.7	58.2	-	72.4	-5.7	
BA						
Lake Superior State University	71.1	62.6	55.4	49.4	60.4	0.5
DOCTORAL						
Central Michigan University	108.3	83.1	77.8	49.1	82.2	4.5
Eastern Michigan University	103.5	83.9	73.9	45.9	86.0	1.8
Ferris State University	105.3	84.9	72.7	46.3	81.5	9.4
Grand Valley State University	127.1	105.8	88.9	73.9	92.9	57.9
Michigan State University	155.4	102.6	85.2	63.0	110.1	7.4
Michigan Technological University	116.0	95.5	78.8	63.6	91.7	2.6
Northern Michigan University	90.4	77.2	66.6	54.2	75.5	3.9
Oakland University	111.1	82.2	68.8	68.3	83.0	2.1
Saginaw Valley State University	86.5	71.8	63.7	52.6	73.9	4.6
University of Michigan-Ann Arbor	170.6	113.2	96.7	63.5	125.5	26.1
University of Michigan-Dearborn	116.0	98.6	84.7	66.2	95.9	3.5
University of Michigan-Flint	115.7	82.6	75.8	52.4	76.2	-0.1
Wayne State University	132.2	97.4	88.5	62.2	97.2	5.2
Western Michigan University	109.9	83.9	72.1	52.4	91.0	4.3

MINNESOTA

AA						
Alexandria Technical & Community College	-	-	-	71.6	71.6	1.2
Anoka Technical College	-	-	-	71.0	71.0	0.6
Anoka-Ramsey Community College	-	-	-	70.8	70.8	-0.1
Central Lakes College-Brainerd	-	-	-	71.3	71.3	1.4
Century College	-	-	-	71.3	71.3	0.3
Dakota County Technical College	-	-	-	69.4	69.4	-0.6
Fond du Lac Tribal and Community College	-	-	-	68.3	68.3	-
Hennepin Technical College	-	-	-	69.6	69.6	1.2
Hibbing Community College	-	-	-	69.2	69.2	-2.0
Inver Hills Community College	-	-	-	68.8	68.8	-0.7
Itasca Community College	-	-	-	71.3	71.3	0.3
Lake Superior College	-	-	-	69.1	69.1	0.2
Leech Lake Tribal College	-	-	-	48.3	48.3	-
Mesabi Range College	-	-	-	70.4	70.4	-0.7
Minneapolis Community and Technical College	-	-	-	71.4	71.4	0.2
Minnesota State College Southeast	-	-	-	70.1	70.1	1.2
Minnesota State Community and Technical College	-	-	-	69.8	69.8	0.4
Minnesota West Community and Technical College	-	-	-	67.6	67.6	-0.3
Normandale Community College	-	-	-	70.3	70.3	0.5
North Hennepin Community College	-	-	-	70.3	70.3	2.2

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Northland Community and Technical College	-	-	-	69.6	69.6	1.2
Northwest Technical College	-	-	-	68.8	68.8	-0.0
Pine Technical & Community College	-	-	-	68.9	68.9	0.9
Rainy River Community College	-	-	-	66.1	66.1	0.7
Ridgewater College	-	-	-	69.5	69.5	1.2
Riverland Community College	-	-	-	71.2	71.2	0.9
Rochester Community and Technical College	-	-	-	71.5	71.5	1.1
Saint Paul College	-	-	-	68.1	68.1	-1.8
South Central College	-	-	-	70.3	70.3	1.3
St Cloud Technical and Community College	-	-	-	69.9	69.9	0.6
Vermilion Community College	-	-	-	67.3	67.3	-3.3
BA						
University of Minnesota-Crookston	86.1	72.4	68.0	60.9	67.5	3.9
University of Minnesota-Morris	87.5	69.6	56.0	47.4	65.5	2.1
University of Minnesota-Rochester	-	85.4	70.4	51.8	59.6	2.9

BA+						
Bemidji State University	89.0	76.5	66.7	46.4	74.6	-1.6
Southwest Minnesota State University	92.6	78.1	63.8	43.5	81.5	0.4
DOCTORAL						
Metropolitan State University	94.3	80.7	72.1	-	81.6	1.5
Minnesota State University Moorhead	86.9	76.4	69.6	48.9	79.3	-0.7
Minnesota State University-Mankato	96.9	81.2	69.0	51.2	81.9	-0.8
Saint Cloud State University	94.5	79.7	70.3	54.1	84.0	0.2
University of Minnesota-Duluth	98.4	79.3	65.0	52.3	73.4	-0.0
University of Minnesota-Twin Cities	148.5	99.8	90.9	60.7	110.2	5.3
Winona State University	93.6	74.1	67.7	45.5	78.2	1.1

MISSISSIPPI

AA						
Coahoma Community College	-	-	-	49.8	49.8	2.2
Copiah-Lincoln Community College	-	-	-	46.6	46.6	2.8
East Central Community College	-	-	-	47.3	47.3	-2.4
East Mississippi Community College	-	-	-	54.2	54.2	1.9
Hinds Community College	-	-	-	49.4	49.4	2.2
Holmes Community College	-	-	-	57.5	57.5	6.6
Itawamba Community College	-	-	-	64.3	64.3	2.0
Jones County Junior College	-	-	-	56.5	56.5	7.0
Meridian Community College	-	-	-	48.0	48.0	4.8

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Mississippi Delta Community College	-	-	-	56.5	56.5	9.6
Mississippi Gulf Coast Community College	-	-	-	51.9	51.9	3.6
Northeast Mississippi Community College	-	-	-	50.6	50.6	-1.2
Northwest Mississippi Community College	-	-	-	53.5	53.5	-21.9
Pearl River Community College	-	-	-	46.0	46.0	7.0
Southwest Mississippi Community College	-	-	-	56.1	56.1	-0.3

BA+

Alcorn State University	74.5	70.9	56.7	41.6	60.0	-0.2
Mississippi Valley State University	64.6	56.0	49.7	44.7	52.3	-0.2

DOCTORAL

Delta State University	70.4	58.7	56.5	50.4	56.2	-0.6
Jackson State University	82.4	70.0	58.8	45.9	64.9	-2.3
Mississippi State University	105.8	82.1	73.4	41.9	72.5	-3.6
Mississippi University for Women	67.9	55.6	49.7	52.3	56.1	-0.9
University of Mississippi	118.0	83.3	71.7	47.2	77.2	-6.3
University of Mississippi Medical Center	-	-	-	-	-	-
University of Southern Mississippi	90.5	69.7	62.1	49.6	66.5	-2.4

MISSOURI

AA

Crowder College	-	-	-	45.1	45.1	1.3
East Central College	78.2	67.6	53.6	46.8	51.3	-1.4
Jefferson College	70.2	58.8	52.3	46.4	58.2	13.8
Metropolitan Community College-Blue River	-	-	-	-	-	-
Metropolitan Community College-Business & Technology	-	-	-	-	-	-
Metropolitan Community College-Kansas City	-	-	-	62.3	62.3	-1.6
Metropolitan Community College-Kansas City	-	-	-	-	-	-
Metropolitan Community College-Maple Woods	-	-	-	-	-	-
Metropolitan Community College-Penn Valley	-	-	-	-	-	-
Mineral Area College	58.8	54.3	50.8	47.3	53.0	5.5
Missouri State University-West Plains	61.6	53.8	47.3	40.2	49.9	3.6
Moberly Area Community College	54.4	48.1	45.1	45.4	47.8	2.1
North Central Missouri College	-	-	-	46.0	46.0	-1.4
Ozarks Technical Community College	-	-	-	50.7	50.7	11.1
Saint Louis Community College	81.0	71.0	64.3	58.7	71.9	0.7
Saint Louis Community College-Florissant Valley	-	-	-	-	-	-

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Saint Louis Community College-Meramec	-	-	-	-	-	-
Saint Louis Community College-Wildwood	-	-	-	-	-	-
St Charles Community College	81.3	68.4	60.4	53.4	68.9	1.0
State Fair Community College	-	-	-	50.3	50.3	4.4
State Technical College of Missouri	-	-	-	49.5	49.5	6.9
Three Rivers College	58.7	48.9	43.3	45.9	48.7	5.3

BA

Harris-Stowe State University	-	-	-	-	-	-
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BA+

Lincoln University	65.1	54.6	45.5	33.9	51.4	-0.5
Missouri Southern State University	76.6	59.8	49.9	41.6	60.1	1.5
Missouri Western State University	76.8	62.8	55.6	42.1	60.4	-0.6
Northwest Missouri State University	80.1	67.4	60.5	50.0	62.3	-0.5
Southeast Missouri State University	84.7	69.4	58.9	46.0	63.7	-1.1
Truman State University	75.4	62.7	54.0	44.8	64.0	-0.2
University of Central Missouri	85.4	69.2	66.9	49.7	64.1	-1.6

DOCTORAL

Missouri State University-Springfield	83.8	70.9	62.2	44.2	66.2	-1.4
Missouri University of Science and Technology	126.8	83.3	74.9	47.4	95.0	3.5
University of Missouri-Columbia	122.6	80.6	73.6	45.5	90.3	9.7
University of Missouri-Kansas City	112.1	78.3	73.3	51.2	84.8	5.9
University of Missouri-St Louis	101.1	69.4	65.1	67.7	75.9	-0.4

MONTANA

AA

Aaniih Nakoda College	-	-	-	39.5	39.5	-
Chief Dull Knife College	-	-	-	48.4	48.4	-
Dawson Community College	-	-	-	46.6	46.6	-4.9
Flathead Valley Community College	-	-	-	57.5	57.5	7.9
Fort Peck Community College	-	-	-	50.7	50.7	-
Great Falls College Montana State University	-	-	-	72.8	72.8	44.2
Helena College University of Montana	-	-	-	51.6	51.6	2.2
Little Big Horn College	-	-	-	11.7	11.7	-
Miles Community College	-	-	-	46.6	46.6	2.7
Stone Child College	-	-	-	44.1	44.1	-

BA

The University of Montana-Western	70.2	57.0	50.0	41.9	58.9	3.8
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State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)

BA+

Montana State University-Billings	78.3	69.0	54.3	49.5	59.7	-0.2
Montana State University-Northern	64.1	53.3	51.8	81.4	57.3	2.4

DOCTORAL

Montana State University	102.5	77.5	71.8	53.4	78.2	2.9
Montana Tech of the University of Montana	81.0	72.6	65.6	54.1	68.2	2.9
The University of Montana	91.0	72.2	64.4	43.0	75.9	2.5

NEBRASKA

AA

Central Community College	-	-	-	56.9	56.9	3.5
Little Priest Tribal College	-	-	-	-	-	-
Metropolitan Community College Area	-	-	-	66.6	66.6	7.7
Mid-Plains Community College	-	-	-	61.7	61.7	0.5
Nebraska College of Technical Agriculture	95.0	64.7	62.3	58.6	70.6	0.7
Nebraska Indian Community College	-	-	-	-	-	-
Northeast Community College	-	-	-	-	-	-
Southeast Community College Area	-	-	-	53.1	53.1	11.6
Western Nebraska Community College	-	-	-	58.0	58.0	-1.7

BA+

Chadron State College	77.5	60.9	51.6	45.1	64.4	2.0
Peru State College	76.4	62.3	68.5	56.3	68.0	7.4
University of Nebraska at Kearney	84.8	71.2	58.5	47.7	67.5	2.5
Wayne State College	79.8	63.3	52.6	49.3	65.6	-2.4

DOCTORAL

University of Nebraska Medical Center	102.9	106.4	73.7	57.5	64.5	-10.1
University of Nebraska at Omaha	95.0	81.6	73.3	48.3	75.9	2.6
University of Nebraska-Lincoln	130.3	90.9	91.6	63.0	99.0	7.0

NEVADA

AA

College of Southern Nevada	76.4	-	-	60.0	71.7	2.3
Truckee Meadows Community College	82.5	-	-	62.5	75.2	3.3
Western Nevada College	-	-	-	-	-	-

BA

Great Basin College	76.0	-	-	66.2	70.5	2.4
Nevada State College	85.5	85.2	73.6	60.1	71.8	6.2

DOCTORAL

University of Nevada-Las Vegas	129.8	94.5	69.8	54.6	93.3	1.6
University of Nevada-Reno	132.0	96.0	80.0	65.1	91.4	3.5

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)

NEW HAMPSHIRE

AA

Great Bay Community College	65.5	52.6	50.7	43.3	62.7	-3.0
Lakes Region Community College	60.6	53.4	41.5	49.2	55.6	-13.3
Manchester Community College	68.1	55.4	53.0	50.7	61.5	-2.9
NHTI-Concord's Community College	67.3	57.4	48.7	48.7	66.3	-1.9
Nashua Community College	64.4	55.6	46.9	-	62.6	-0.5
River Valley Community College	66.6	51.3	-	-	58.9	-1.2
White Mountains Community College	63.4	57.6	53.2	46.1	58.7	-3.7

BA

University of New Hampshire at Manchester	117.5	92.7	77.9	73.6	85.8	-0.3
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BA+

Granite State College	-	-	-	-	-	-
Keene State College	100.3	81.5	67.9	54.4	84.4	0.4

DOCTORAL

Plymouth State University	92.5	76.0	64.8	59.1	78.5	3.6
University of New Hampshire-Main Campus	133.3	103.4	83.5	83.7	105.6	2.2

NEW JERSEY

AA

Atlantic Cape Community College	82.5	67.7	64.2	62.7	69.7	3.2
Bergen Community College	105.0	80.1	67.5	43.0	81.5	-9.7
Brookdale Community College	96.8	77.7	67.1	57.4	80.3	1.3
Camden County College	105.1	83.7	70.3	58.3	80.1	4.8
County College of Morris	101.7	81.1	61.1	60.9	76.5	-1.5
Cumberland County College	78.0	67.9	55.8	-	62.9	-8.3
Essex County College	-	-	-	-	-	-
Hudson County Community College	68.4	59.0	47.7	49.8	53.1	12.6
Mercer County Community College	90.1	73.4	62.3	67.4	78.5	-0.7
Middlesex County College	99.6	97.2	78.8	47.1	85.4	-7.1
Ocean County College	85.5	69.6	70.2	63.5	74.0	22.8
Passaic County Community College	120.1	85.6	74.1	53.5	76.3	0.4
Raritan Valley Community College	96.1	79.2	67.9	58.1	77.0	0.6
Rowan College at Burlington County	102.2	64.8	57.2	50.4	54.1	-0.5
Rowan College at Gloucester County	96.7	81.6	75.8	48.7	72.5	-8.8
Salem Community College	-	67.5	61.1	58.6	64.0	-13.9
Sussex County Community College	80.3	68.1	63.9	56.7	68.8	-0.6
Union County College	102.3	86.4	63.7	59.4	86.0	21.8

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Warren County Community College	78.6	63.0	51.0	-	67.1	4.8
BA+						
Ramapo College of New Jersey	125.4	99.4	83.2	85.3	103.3	6.0
The College of New Jersey	123.1	99.8	81.5	76.0	101.3	4.8
DOCTORAL						
Kean University	126.2	101.0	83.5	66.0	91.1	3.3
Montclair State University	128.4	103.3	84.8	74.0	107.0	13.4
New Jersey City University	126.4	100.6	83.3	-	104.0	4.2
New Jersey Institute of Technology	184.8	131.9	100.9	71.7	127.1	8.0
Rowan University	127.5	99.2	76.4	48.0	87.9	-4.4
Rutgers University-Camden	157.0	101.4	89.7	65.5	114.3	4.2
Rutgers University-New Brunswick	168.2	112.4	87.3	62.3	125.9	6.1
Rutgers University-Newark	186.4	131.5	107.6	80.7	137.3	3.4
Stockton University	123.6	97.4	75.3	60.2	94.0	3.6
University of Medicine and Dentistry of New Jersey	-	-	-	-	-	-
William Paterson University of New Jersey	130.1	101.6	81.3	71.9	108.7	5.7

NEW MEXICO

AA

Central New Mexico Community College	-	-	-	53.5	53.5	2.4
Clovis Community College	-	-	-	46.3	46.3	-1.3
Eastern New Mexico University-Roswell Campus	-	-	-	45.6	45.6	9.8
Eastern New Mexico University-Ruidoso Campus	52.8	46.1	-	-	49.5	6.5
Luna Community College	-	-	-	38.1	38.1	0.1
Mesalands Community College	40.0	-	-	-	40.0	-6.7
Navajo Technical University	64.5	54.2	49.4	42.9	48.3	-
New Mexico Junior College	55.8	-	-	-	55.8	-0.1
New Mexico Military Institute	79.5	66.1	55.0	37.0	61.6	11.7
New Mexico State University-Alamogordo	59.5	54.5	53.3	43.3	56.0	-0.1
New Mexico State University-Carlsbad	61.5	56.3	51.6	46.2	54.8	0.1
New Mexico State University-Dona Ana	57.6	52.4	50.0	45.4	51.4	-1.8
New Mexico State University-Grants	59.1	51.2	-	41.4	50.7	-0.3
Northern New Mexico College	-	47.8	53.8	28.6	49.2	0.9
San Juan College	59.3	58.0	51.7	48.1	53.4	-1.6
Santa Fe Community College	56.8	57.3	52.8	-	54.0	1.7
Southwestern Indian Polytechnic Institute	-	-	-	-	-	-
University of New Mexico-Gallup Campus	93.0	62.9	58.1	53.9	59.2	8.3

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
University of New Mexico-Los Alamos Campus	-	57.1	51.1	46.5	53.0	5.8
University of New Mexico-Taos Campus	-	57.6	52.0	49.0	52.8	1.3
University of New Mexico-Valencia County Campus	62.6	46.3	45.5	51.2	50.2	6.7
BA+						
Eastern New Mexico University-Main Campus	80.4	67.3	59.6	51.4	61.7	0.3
Institute of American Indian and Alaska Native Culture & Arts Development	-	63.8	53.2	-	55.5	-
New Mexico Highlands University	65.8	73.6	57.0	47.1	58.9	8.2
Western New Mexico University	64.9	57.0	68.3	42.2	65.0	27.8
DOCTORAL						
New Mexico Institute of Mining and Technology	89.5	76.3	64.9	51.6	75.2	2.0
New Mexico State University-Main Campus	98.1	72.2	65.2	51.9	76.0	-1.0
University of New Mexico-Main Campus	107.9	78.0	74.9	51.5	79.9	-0.8

NEW YORK

AA

Adirondack Community College	71.4	61.6	52.6	45.7	61.1	2.5
CUNY Borough of Manhattan Community College	116.9	93.1	78.0	67.8	87.6	12.3
CUNY Bronx Community College	115.4	93.2	72.9	67.0	87.4	11.6
CUNY Hostos Community College	114.4	92.1	78.5	70.4	86.7	9.7
CUNY Kingsborough Community College	115.8	92.9	79.7	71.0	87.7	12.1
CUNY LaGuardia Community College	114.5	90.2	76.3	76.1	90.8	12.6
CUNY Queensborough Community College	118.9	94.7	79.5	72.2	89.4	11.4
Cayuga County Community College	83.1	70.0	63.4	56.5	75.2	0.1
Clinton Community College	66.3	59.2	49.1	-	59.2	-2.5
Columbia-Greene Community College	63.0	59.7	50.9	53.5	57.7	1.7
Corning Community College	69.0	58.6	51.4	46.9	59.6	2.7
Dutchess Community College	100.7	88.0	76.0	62.5	80.5	5.2
Erie Community College	80.0	69.7	58.8	49.1	64.6	2.4
Finger Lakes Community College	75.2	63.9	56.6	48.4	62.6	3.1
Fulton-Montgomery Community College	91.5	78.0	68.0	53.7	71.6	2.9
Genesee Community College	70.8	56.8	55.2	48.1	58.9	1.5
Herkimer County Community College	64.3	55.1	49.1	45.3	53.7	2.2
Hudson Valley Community College	90.0	69.4	63.1	51.1	67.4	1.0

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Jamestown Community College	70.3	59.0	55.1	56.2	60.4	1.2
Jefferson Community College	78.7	69.0	55.9	48.2	63.0	-0.1
Mohawk Valley Community College	73.6	59.9	52.9	47.0	57.5	-0.3
Monroe Community College	85.3	62.5	56.5	52.7	64.4	1.5
Nassau Community College	113.6	93.7	83.4	62.2	93.9	2.7
Niagara County Community College	91.7	75.8	64.2	50.0	76.8	0.7
North Country Community College	62.0	63.8	52.3	45.0	51.1	15.6
Onondaga Community College	83.5	62.8	56.4	52.8	68.8	4.0
Orange County Community College	102.1	80.7	68.1	53.7	79.4	1.9
Rockland Community College	129.9	76.0	75.8	64.9	90.8	5.4
SUNY Broome Community College	75.5	63.7	53.0	48.5	62.5	2.6
SUNY Westchester Community College	131.4	111.1	97.4	69.4	104.3	7.4
Schenectady County Community College	63.0	54.4	48.5	44.1	55.2	-1.0
Stella and Charles Guttman Community College	111.9	104.1	78.4	67.8	82.8	11.2
Suffolk County Community College	123.5	95.9	80.8	67.6	102.9	8.2
Sullivan County Community College	58.4	54.6	47.6	46.2	55.0	3.3
Tompkins Cortland Community College	77.8	61.7	60.9	52.7	72.6	2.7
Ulster County Community College	69.7	63.2	53.2	42.3	60.6	0.5
BA						
CUNY Medgar Evers College	123.0	95.9	82.9	78.0	95.5	9.1
CUNY New York City College of Technology	117.7	96.8	82.6	74.4	92.9	11.4
Morrisville State College	73.9	61.5	54.3	39.0	59.5	-0.5
SUNY College of Agriculture and Technology at Cobleskill	77.9	63.9	53.8	43.0	63.3	-4.2
SUNY College of Technology at Alfred	78.5	64.4	56.8	40.1	58.1	-1.1
SUNY College of Technology at Canton	85.1	69.3	62.8	42.5	60.8	-1.5
United States Military Academy	-	-	-	-	-	-
BA+						
CUNY Bernard M Baruch College	136.0	117.7	109.6	80.0	119.4	11.2
CUNY Brooklyn College	124.0	98.7	86.7	68.8	102.7	11.3
CUNY John Jay College of Criminal Justice	126.2	99.2	84.0	76.3	100.5	10.7
CUNY Lehman College	123.8	98.1	84.9	75.7	96.4	9.5
CUNY Queens College	125.0	98.0	83.7	73.0	100.6	10.0
CUNY York College	114.4	95.6	81.3	77.1	94.3	10.3
Farmingdale State College	103.2	79.6	72.5	65.5	80.1	-1.8
Fashion Institute of Technology	-	-	-	-	-	-

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
SUNY Buffalo State	92.3	76.7	65.6	49.8	75.1	-2.8
SUNY College at Brockport	96.1	75.8	62.6	53.0	73.0	-0.5
SUNY College at Geneseo	92.2	73.9	60.1	53.1	73.0	-0.7
SUNY College at Old Westbury	101.2	86.7	78.9	59.5	83.6	-0.1
SUNY College at Oswego	88.4	73.1	57.8	36.7	66.7	-2.0
SUNY College at Plattsburgh	88.6	68.7	60.6	49.4	68.0	-2.4
SUNY College at Potsdam	80.5	64.1	52.1	41.8	62.9	-0.8
SUNY College of Technology at Delhi	73.9	61.2	54.8	45.1	57.8	-0.2
SUNY Cortland	84.6	68.4	56.9	45.7	64.3	-1.1
SUNY Empire State College	-	-	-	-	-	-
SUNY Maritime College	91.3	79.3	67.7	61.6	75.0	5.7
SUNY Oneonta	83.4	67.8	61.0	47.8	65.0	-1.4
SUNY at Fredonia	88.6	66.9	60.8	45.8	68.8	-0.8
SUNY at Purchase College	94.3	75.9	59.4	55.7	72.0	-0.3
State University of New York at New Paltz	97.2	71.8	62.7	53.7	70.0	1.0
United States Merchant Marine Academy	-	-	-	-	-	-
DOCTORAL						
Binghamton University	129.5	93.9	76.7	57.1	92.2	-1.3
CUNY City College	133.6	102.3	88.7	79.4	111.3	11.8
CUNY Graduate School and University Center	154.2	110.2	82.2	67.9	130.4	7.3
CUNY Hunter College	125.0	102.4	87.2	76.9	107.6	11.5
College of Staten Island CUNY	120.4	97.7	83.6	74.2	99.3	11.9
SUNY College of Environmental Science and Forestry	98.5	80.6	64.0	55.2	78.8	-5.3
SUNY Downstate Medical Center	107.0	-	98.6	147.2	142.3	24.8
SUNY Polytechnic Institute	129.4	96.0	76.2	50.1	91.8	-2.8
SUNY at Albany	125.8	93.1	79.1	51.2	92.0	-0.0
Stony Brook University	151.1	104.3	93.2	65.1	113.0	1.3
University at Buffalo	135.8	92.4	82.0	69.1	101.8	-1.0
Upstate Medical University	-	-	-	-	-	-
NORTH CAROLINA						
AA						
Alamance Community College	-	-	-	55.1	55.1	-0.7
Asheville-Buncombe Technical Community College	-	-	-	46.7	46.7	-0.6
Beaufort County Community College	-	-	-	47.1	47.1	3.0
Bladen Community College	-	-	-	59.9	59.9	0.9
Blue Ridge Community College	-	-	-	51.9	51.9	6.7
Brunswick Community College	-	-	-	49.6	49.6	6.3
Caldwell Community College and Technical Institute	-	-	-	47.1	47.1	9.4
Cape Fear Community College	-	-	-	49.7	49.7	0.4
Carolinas College of Health Sciences	-	-	-	79.5	79.5	22.8

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Carteret Community College	-	-	-	47.6	47.6	1.2
Catawba Valley Community College	-	-	-	49.4	49.4	5.6
Central Carolina Community College	-	-	-	48.9	48.9	4.0
Central Piedmont Community College	-	-	-	59.6	59.6	1.8
Cleveland Community College	-	-	-	50.0	50.0	-11.6
Coastal Carolina Community College	-	-	-	47.2	47.2	4.9
College of the Albemarle	-	-	-	51.0	51.0	1.2
Craven Community College	-	-	-	51.0	51.0	1.2
Davidson County Community College	-	-	-	50.5	50.5	3.1
Durham Technical Community College	-	-	-	53.5	53.5	3.5
Edgecombe Community College	-	-	-	54.6	54.6	17.3
Fayetteville Technical Community College	-	-	-	56.5	56.5	1.8
Forsyth Technical Community College	-	-	-	48.5	48.5	0.9
Gaston College	-	-	-	51.2	51.2	-0.4
Guilford Technical Community College	-	-	-	54.1	54.1	2.3
Halifax Community College	-	-	-	50.6	50.6	4.1
Haywood Community College	-	-	-	50.6	50.6	2.5
Isothermal Community College	-	-	-	53.9	53.9	2.6
James Sprunt Community College	-	-	-	49.2	49.2	10.4
Johnston Community College	-	-	-	59.4	59.4	4.1
Lenoir Community College	-	-	-	45.3	45.3	2.1
Martin Community College	-	-	-	48.8	48.8	15.4
Mayland Community College	-	-	-	57.0	57.0	10.0
McDowell Technical Community College	-	-	-	49.7	49.7	12.4
Mitchell Community College	-	-	-	53.1	53.1	0.5
Montgomery Community College	-	-	-	47.4	47.4	4.4
Nash Community College	-	-	-	49.9	49.9	-4.1
Pamlico Community College	-	-	-	47.3	47.3	4.2
Piedmont Community College	-	-	-	47.0	47.0	6.5
Pitt Community College	-	-	-	50.9	50.9	-0.6
Randolph Community College	-	-	-	48.8	48.8	4.5
Richmond Community College	-	-	-	54.7	54.7	4.3
Roanoke-Chowan Community College	-	-	-	53.0	53.0	3.9
Robeson Community College	-	-	-	59.0	59.0	6.3
Rockingham Community College	-	-	-	48.0	48.0	5.5
Rowan-Cabarrus Community College	-	-	-	51.4	51.4	3.2
Sampson Community College	-	-	-	-	-	-
Sandhills Community College	-	-	-	47.2	47.2	-2.4

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
South Piedmont Community College	58.3	57.5	49.6	48.6	49.5	14.3
Southeastern Community College	-	-	-	56.8	56.8	15.7
Southwestern Community College	-	-	-	50.6	50.6	6.9
Stanly Community College	-	-	-	46.5	46.5	2.0
Surry Community College	-	-	-	50.3	50.3	3.8
Tri-County Community College	-	-	-	47.4	47.4	1.8
Vance-Granville Community College	-	-	-	43.8	43.8	-2.3
Wake Technical Community College	-	-	-	48.9	48.9	-0.9
Wayne Community College	-	-	-	46.2	46.2	0.9
Western Piedmont Community College	-	-	-	49.8	49.8	-1.0
Wilkes Community College	-	-	-	46.8	46.8	2.6
Wilson Community College	-	-	-	55.3	55.3	6.6

BA+

Elizabeth City State University	78.7	69.3	67.2	56.3	70.2	1.7
University of North Carolina School of the Arts	79.1	71.9	66.0	55.3	68.8	2.9
University of North Carolina at Asheville	94.2	80.7	69.6	58.4	77.7	2.6
University of North Carolina at Pembroke	88.4	66.6	63.1	54.5	66.7	4.4

DOCTORAL

Appalachian State University	98.1	78.9	69.1	49.0	75.7	1.7
East Carolina University	104.7	80.4	77.1	55.9	78.3	0.9
Fayetteville State University	87.8	78.0	77.5	63.4	77.4	-0.5
North Carolina A & T State University	99.2	82.9	73.0	57.3	80.3	3.8
North Carolina Central University	98.5	80.3	68.7	59.4	74.2	2.7
North Carolina State University at Raleigh	137.7	94.5	81.4	52.2	101.3	5.9
University of North Carolina Wilmington	99.1	75.1	71.0	50.6	75.2	-0.5
University of North Carolina at Chapel Hill	156.6	103.8	95.5	69.5	115.8	3.5
University of North Carolina at Charlotte	126.3	89.8	82.6	60.8	88.5	8.1
University of North Carolina at Greensboro	113.4	83.1	77.3	50.5	80.2	5.1
Western Carolina University	96.8	72.3	63.9	50.9	71.2	1.7
Winston-Salem State University	94.5	77.9	71.7	64.5	76.9	2.9

NORTH DAKOTA

AA

Bismarck State College	68.4	55.7	51.0	-	55.1	-0.5
Cankdeska Cikana Community College	-	-	-	48.0	48.0	-
Dakota College at Bottineau	83.3	46.3	40.3	41.4	46.3	11.8
Lake Region State College	66.0	60.4	60.0	49.9	56.9	5.7

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
North Dakota State College of Science	77.2	63.0	53.0	54.4	60.6	-0.3
Nueta Hidatsa Sahnish College	-	-	-	-	-	-
Sitting Bull College	-	-	-	38.0	38.0	-
Williston State College	74.7	67.5	67.6	48.3	60.2	-0.5
BA						
Dickinson State University	79.1	64.5	62.4	39.9	60.7	-4.4
BA+						
Mayville State University	60.3	56.2	51.0	40.1	49.6	-4.8
Minot State University	83.8	66.1	60.3	50.9	65.0	17.2
Valley City State University	69.9	57.8	49.2	43.9	54.0	1.5
DOCTORAL						
North Dakota State University-Main Campus	111.0	86.1	71.6	52.3	80.9	-2.0
University of North Dakota	103.4	81.2	71.6	51.5	81.1	3.2
OHIO						
AA						
Belmont College	47.9	42.3	38.6	-	43.2	1.2
Bowling Green State University-Firelands	92.8	68.9	55.3	60.7	67.2	6.1
Central Ohio Technical College	93.7	101.7	55.3	64.3	75.7	35.9
Cincinnati State Technical and Community College	-	-	-	71.6	71.6	10.3
Clark State Community College	67.6	55.7	50.3	46.7	54.2	3.2
Columbus State Community College	77.2	64.0	52.7	44.3	59.7	4.3
Cuyahoga Community College District	96.5	87.8	76.1	47.2	78.3	2.4
Eastern Gateway Community College	59.8	63.4	57.4	43.2	51.3	0.7
Edison State Community College	65.3	50.0	42.3	48.0	48.5	-0.1
Hocking College	62.5	61.4	59.4	50.1	54.2	4.4
James A Rhodes State College	57.9	52.3	51.2	41.7	49.1	5.2
Kent State University at Ashtabula	103.9	73.4	59.9	54.9	63.0	1.2
Kent State University at East Liverpool	-	70.3	60.6	53.7	62.6	1.5
Kent State University at Geauga	96.0	70.3	53.3	47.0	60.0	2.0
Kent State University at Salem	100.8	71.9	59.7	60.4	67.1	-0.2
Kent State University at Stark	114.6	75.1	60.1	55.2	69.5	4.4
Kent State University at Trumbull	104.4	76.6	62.6	56.5	70.9	4.0
Kent State University at Tuscarawas	95.5	74.9	59.9	48.5	63.8	-2.3
Lakeland Community College	99.0	70.5	61.3	63.4	87.0	5.9
Lorain County Community College	86.1	71.3	65.8	56.2	73.9	3.3
Marion Technical College	56.2	49.9	52.3	45.4	52.8	2.1
North Central State College	55.5	51.1	43.9	40.7	47.1	1.7
Northwest State Community College	-	-	-	60.1	60.1	2.8

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Ohio State University Agricultural Technical Institute	-	75.6	73.6	-	74.3	7.9
Owens Community College	62.0	52.6	58.1	45.2	57.8	-0.8
Sinclair Community College	79.7	61.5	55.4	44.4	67.6	3.5
Southern State Community College	68.2	69.0	61.7	50.4	62.1	2.8
Stark State College	76.1	68.2	58.3	52.6	59.7	7.6
Terra State Community College	63.7	57.7	54.1	45.4	53.5	1.0
University of Akron Wayne College	90.6	68.6	54.8	52.3	71.6	1.4
University of Cincinnati-Blue Ash College	94.6	75.2	56.8	48.6	70.8	3.6
University of Cincinnati-Clermont College	93.5	73.1	59.7	50.1	76.3	7.8
Washington State Community College	49.5	47.4	43.9	43.0	46.3	4.7
Zane State College	62.2	52.4	48.4	39.9	50.6	0.8
BA						
Central State University	76.7	61.4	50.9	42.1	59.0	0.6
Ohio State University-Marion Campus	106.7	77.1	71.5	-	78.2	1.5
Ohio University-Chillicothe Campus	85.4	78.7	59.8	56.1	65.8	0.1
Ohio University-Eastern Campus	-	77.1	65.7	56.4	72.4	-1.5
Ohio University-Lancaster Campus	92.7	75.4	60.6	58.1	72.7	0.9
Ohio University-Southern Campus	94.6	76.0	56.5	60.2	65.5	-0.2
Ohio University-Zanesville Campus	91.2	73.6	59.8	56.5	71.8	-0.8
BA+						
Miami University-Hamilton	112.0	73.7	60.7	43.3	62.8	-0.5
Miami University-Middletown	94.0	80.1	61.6	46.0	65.5	0.7
Ohio State University-Lima Campus	110.7	74.6	63.1	-	85.1	4.6
Ohio State University-Mansfield Campus	94.5	73.2	62.2	-	74.9	1.9
Ohio State University-Newark Campus	100.3	86.6	76.8	-	86.6	4.0
Shawnee State University	77.7	65.0	61.9	47.0	64.9	8.2
DOCTORAL						
Bowling Green State University-Main Campus	110.7	84.7	74.1	57.5	79.7	3.6
Cleveland State University	109.0	83.2	80.3	62.6	84.3	1.3
Kent State University at Kent	110.0	87.2	69.5	57.7	81.9	3.2
Miami University-Oxford	124.4	90.4	89.4	53.2	84.6	3.4
Ohio State University-Main Campus	148.3	98.8	89.7	204.3	117.8	8.5
Ohio University-Main Campus	112.5	85.6	75.1	59.3	82.3	0.7
University of Akron Main Campus	112.7	87.5	77.3	57.2	85.7	1.3
University of Cincinnati-Main Campus	125.2	86.9	75.7	53.4	94.3	8.4
University of Toledo	108.6	91.0	80.5	54.2	82.0	5.5
Wright State University-Main Campus	115.7	89.0	77.7	52.9	83.0	2.9

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Youngstown State University	89.4	76.2	63.3	50.3	73.2	-0.4

OKLAHOMA

AA

Carl Albert State College	-	-	-	42.2	42.2	8.2
College of the Muscogee Nation	-	-	-	-	-	-
Connors State College	-	-	-	42.4	42.4	7.6
Eastern Oklahoma State College	44.4	-	-	34.3	40.4	2.3
Murray State College	48.4	45.9	42.5	43.8	43.9	-3.4
Northeastern Oklahoma A&M College	-	-	-	45.3	45.3	-2.4
Northern Oklahoma College	-	-	-	49.5	49.5	0.9
Oklahoma City Community College	-	-	-	47.8	47.8	0.1
Oklahoma State University Institute of Technology	-	-	-	-	-	-
Oklahoma State University-Oklahoma City	62.9	53.3	44.4	41.9	48.0	0.5
Redlands Community College	48.5	-	-	38.0	48.0	6.3
Rose State College	46.0	-	-	30.8	44.8	-0.2
Seminole State College	49.7	45.9	42.2	41.0	42.9	-
Tulsa Community College	-	63.8	54.6	-	58.0	1.3
Western Oklahoma State College	-	-	-	45.4	45.4	4.2

BA

Oklahoma Panhandle State University	48.1	46.2	43.1	34.4	40.6	-4.3
University of Science and Arts of Oklahoma	57.2	49.1	44.9	40.4	49.2	-6.9

BA+

Cameron University	73.2	59.7	49.9	39.1	56.0	1.4
East Central University	68.2	54.8	54.1	49.8	55.4	1.1
Rogers State University	64.5	50.6	48.4	41.5	49.7	-0.0
Southeastern Oklahoma State University	71.7	65.4	54.0	39.2	61.3	-3.4
University of Central Oklahoma	87.7	72.3	62.6	41.3	67.4	1.0

DOCTORAL

Langston University	69.7	58.1	52.7	48.0	52.6	12.0
Northeastern State University	75.4	62.2	53.3	44.8	58.8	-0.5
Northwestern Oklahoma State University	69.1	65.0	57.2	40.1	56.3	0.2
Oklahoma State University-Main Campus	109.0	84.9	80.0	53.3	82.2	-0.3
Southwestern Oklahoma State University	76.1	60.3	53.3	48.5	56.9	-8.0
University of Oklahoma-Health Sciences Center	-	-	57.8	52.2	53.8	-24.5
University of Oklahoma-Norman Campus	120.2	82.6	76.2	44.4	88.4	3.3

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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OREGON

AA

Blue Mountain Community College	-	-	-	77.3	77.3	-
Central Oregon Community College	81.8	67.1	55.1	49.9	64.7	4.0
Chemeketa Community College	-	-	-	67.1	67.1	-0.0
Clackamas Community College	-	-	-	77.9	77.9	1.7
Clatsop Community College	-	-	-	68.2	68.2	1.4
Columbia Gorge Community College	-	-	-	63.1	63.1	-2.2
Klamath Community College	-	-	-	56.7	56.7	7.3
Lane Community College	-	-	-	77.0	77.0	5.8
Linn-Benton Community College	-	-	-	77.0	77.0	1.5
Mt Hood Community College	-	-	-	76.2	76.2	-7.2
Oregon Coast Community College	-	-	-	55.5	55.5	1.9
Portland Community College	-	-	-	72.9	72.9	-0.2
Rogue Community College	-	-	-	77.9	77.9	6.6
Southwestern Oregon Community College	66.5	61.2	58.4	51.5	57.7	2.5
Tillamook Bay Community College	-	-	-	70.6	70.6	-3.1
Treasure Valley Community College	-	-	-	67.0	67.0	11.4
Umpqua Community College	-	-	-	60.8	60.8	-0.9

BA+

Eastern Oregon University	76.2	67.8	55.9	45.5	63.5	9.8
Oregon Institute of Technology	87.9	69.0	57.6	50.3	68.4	4.6
Southern Oregon University	79.3	68.2	66.8	58.4	70.6	2.9
Western Oregon University	81.4	67.8	50.1	42.6	60.5	9.3

DOCTORAL

Oregon Health & Science University	-	-	73.0	63.8	66.6	-20.5
Oregon State University	129.9	96.5	85.1	52.4	89.1	6.1
Portland State University	111.2	84.4	73.2	57.2	82.5	5.1
University of Oregon	132.0	96.4	84.3	51.6	89.5	-0.8

PENNSYLVANIA

AA

Bucks County Community College	76.2	59.7	55.5	52.2	65.6	-0.4
Butler County Community College	78.2	68.9	59.0	46.5	62.0	0.7
Community College of Allegheny County	75.5	54.6	50.5	44.6	66.0	0.5
Community College of Beaver County	68.4	52.7	47.7	40.4	54.5	-0.3
Community College of Philadelphia	83.0	74.0	63.5	62.4	66.2	-0.5
Delaware County Community College	105.5	88.5	75.3	52.0	88.4	-1.0
Harrisburg Area Community College	74.0	61.9	52.7	48.5	62.5	2.2

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Harrisburg Area Community College-Gettysburg	-	-	-	-	-	-
Harrisburg Area Community College-Lancaster	-	-	-	-	-	-
Harrisburg Area Community College-Lebanon	-	-	-	-	-	-
Harrisburg Area Community College-York	-	-	-	-	-	-
Lancaster County Career and Technology Center	-	-	-	75.2	75.2	7.0
Lehigh Carbon Community College	70.9	61.9	52.7	48.2	59.8	9.0
Luzerne County Community College	72.7	63.3	51.9	51.0	61.4	0.8
Montgomery County Community College	83.1	68.3	60.5	51.0	62.2	-0.9
Montgomery County Community College-West Campus	-	-	-	-	-	-
Northampton County Area Community College	79.1	64.7	53.5	51.4	67.6	4.4
Pennsylvania Highlands Community College	47.9	42.8	37.9	37.0	41.4	3.1
Reading Area Community College	80.3	68.5	57.6	58.4	62.8	4.4
Thaddeus Stevens College of Technology	74.9	72.1	67.2	62.3	66.4	-0.0
University of Pittsburgh-Titusville	69.9	67.5	54.4	45.5	54.2	-1.1
Westmoreland County Community College	68.8	69.8	59.8	52.4	61.3	1.8
BA						
Pennsylvania College of Technology	120.6	108.7	92.6	76.2	89.2	3.0
Pennsylvania State University-Penn State Altoona	107.3	78.4	60.4	52.9	70.6	0.7
Pennsylvania State University-Penn State Beaver	110.9	82.9	70.1	62.9	76.2	4.2
Pennsylvania State University-Penn State Brandywine	114.1	88.2	69.2	58.2	79.8	6.7
Pennsylvania State University-Penn State DuBois	106.8	87.3	80.1	59.7	70.9	4.2
Pennsylvania State University-Penn State Fayette- Eberly	-	82.1	59.7	61.8	69.4	-1.5
Pennsylvania State University-Penn State Greater Allegheny	98.5	85.7	72.8	61.7	76.6	4.3
Pennsylvania State University-Penn State Mont Alto	88.9	83.9	74.3	65.9	71.8	0.8
Pennsylvania State University-Penn State New Kensington	105.7	93.9	70.9	64.8	77.2	0.9
Pennsylvania State University-Penn State Schuylkill	128.1	88.5	72.0	54.1	78.8	4.9
Pennsylvania State University-Penn State Shenango	104.1	75.1	66.7	59.6	65.0	0.9
Pennsylvania State University-Penn State Worthington Scranton	127.1	89.1	71.6	58.6	74.0	1.4
University of Pittsburgh-Bradford	88.3	73.1	60.7	49.7	67.8	1.7

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
University of Pittsburgh-Greensburg	82.9	69.3	62.6	44.6	62.7	1.2
University of Pittsburgh-Johnstown	94.8	72.2	58.6	50.0	64.6	1.8
BA+						
Cheyney University of Pennsylvania	109.7	92.1	69.8	49.3	89.4	1.9
Lincoln University	99.4	76.1	65.2	56.3	77.1	0.2
Lock Haven University	108.7	88.9	70.0	55.8	91.5	1.0
Mansfield University of Pennsylvania	113.7	90.6	70.4	55.5	87.7	0.8
Pennsylvania State University-Penn State Abington	107.7	89.6	78.9	55.3	73.7	-0.1
Pennsylvania State University-Penn State Berks	107.8	83.6	74.1	61.3	77.0	2.4
Pennsylvania State University-Penn State Erie-Behrend College	121.4	94.7	84.6	64.8	82.6	2.3
Pennsylvania State University-Penn State Hazleton	98.7	92.1	69.9	63.4	78.5	3.0
Pennsylvania State University-Penn State Lehigh Valley	98.4	82.5	64.2	50.6	68.8	8.3
Pennsylvania State University-Penn State Wilkes-Barre	105.6	86.9	73.2	52.6	73.8	5.9
Pennsylvania State University-Penn State York	108.0	83.2	74.8	65.6	79.8	4.2
DOCTORAL						
Bloomsburg University of Pennsylvania	111.6	87.7	69.6	50.5	83.4	0.8
California University of Pennsylvania	111.9	91.5	75.6	52.9	91.3	1.7
Clarion University of Pennsylvania	113.3	87.8	74.1	50.2	86.8	-0.4
East Stroudsburg University of Pennsylvania	111.5	88.6	70.4	51.0	86.3	5.2
Edinboro University of Pennsylvania	112.2	90.0	72.8	52.0	87.2	2.2
Indiana University of Pennsylvania-Main Campus	111.7	87.4	65.9	51.8	88.0	1.5
Kutztown University of Pennsylvania	107.3	88.4	63.6	48.8	83.6	2.0
Millersville University of Pennsylvania	112.6	89.3	67.7	54.7	90.3	2.3
Pennsylvania State University-Main Campus	153.6	107.1	92.3	58.2	107.5	6.2
Pennsylvania State University-Penn State Harrisburg	119.8	103.1	85.0	67.4	87.0	0.9
Pennsylvania State University-World Campus	-	-	-	-	-	-
Shippensburg University of Pennsylvania	111.8	91.6	74.1	50.3	92.8	0.3
Slippery Rock University of Pennsylvania	113.4	91.1	75.0	51.4	86.1	0.4
Temple University	156.8	105.8	80.1	62.9	105.6	1.1
University of Pittsburgh-Pittsburgh Campus	151.9	100.6	90.5	52.0	103.0	7.5

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		
West Chester University of Pennsylvania	112.1	89.4	74.2	52.3	85.4	0.5

RHODE ISLAND

AA

Community College of Rhode Island	78.5	59.0	51.5	40.8	62.7	4.7
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DOCTORAL

Rhode Island College	82.8	73.1	62.2	-	72.6	1.4
University of Rhode Island	124.2	90.4	84.4	59.1	94.8	3.1

SOUTH CAROLINA

AA

Aiken Technical College	-	-	-	50.7	50.7	-0.6
Central Carolina Technical College	-	-	-	46.9	46.9	-1.7
Denmark Technical College	-	-	-	41.4	41.4	1.3
Florence-Darlington Technical College	-	-	-	52.0	52.0	-1.2
Greenville Technical College	-	-	-	47.7	47.7	-0.8
Horry-Georgetown Technical College	-	-	-	52.0	52.0	-0.2
Midlands Technical College	-	-	-	55.4	55.4	-1.4
Northeastern Technical College	-	-	-	38.6	38.6	3.7
Orangeburg Calhoun Technical College	-	-	-	46.8	46.8	-0.8
Piedmont Technical College	-	-	-	45.8	45.8	-2.2
Spartanburg Community College	-	-	-	49.3	49.3	0.7
Technical College of the Lowcountry	-	-	-	50.3	50.3	-1.6
Tri-County Technical College	-	-	-	46.6	46.6	1.3
Trident Technical College	-	-	-	49.5	49.5	-0.9
University of South Carolina-Lancaster	77.2	57.6	46.4	50.1	54.0	-1.4
University of South Carolina-Salkehatchie	62.1	56.2	45.5	42.2	50.7	1.2
University of South Carolina-Sumter	69.8	57.8	43.4	42.1	53.1	-2.2
University of South Carolina-Union	-	68.6	54.1	57.6	56.9	3.2
Williamsburg Technical College	-	-	-	38.5	38.5	-1.0
York Technical College	-	-	-	51.3	51.3	0.2

BA

University of South Carolina-Beaufort	87.2	73.3	59.7	53.1	63.8	0.0
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BA+

Citadel Military College of South Carolina	92.9	78.8	65.1	62.6	78.0	1.2
College of Charleston	94.1	75.2	69.3	56.8	77.3	0.3
Francis Marion University	85.1	68.0	52.7	51.6	66.3	-2.4
Lander University	66.3	61.2	54.8	43.1	55.2	-1.7
University of South Carolina-Aiken	81.0	66.0	60.1	48.4	62.4	0.3

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		
University of South Carolina-Upstate	79.2	64.8	59.5	50.5	61.3	3.8
Winthrop University	87.9	69.2	63.6	46.0	70.3	2.9

DOCTORAL

Clemson University	135.3	95.2	86.1	55.9	93.6	5.4
Coastal Carolina University	96.0	74.1	65.8	48.9	69.6	-0.8
Medical University of South Carolina	-	-	-	-	-	-
South Carolina State University	74.6	67.7	60.2	50.7	65.3	0.9
University of South Carolina-Columbia	131.0	92.9	88.3	59.2	97.7	2.1

SOUTH DAKOTA

AA

Lake Area Technical Institute	-	-	-	58.0	58.0	2.1
Mitchell Technical Institute	-	-	-	59.5	59.5	-0.7
Sisseton Wahpeton College	-	-	-	44.6	44.6	-
Southeast Technical Institute	-	-	-	59.4	59.4	1.1
Western Dakota Technical Institute	-	-	-	56.3	56.3	2.2

BA+

Black Hills State University	86.5	58.3	59.6	43.5	61.6	-4.0
Northern State University	79.8	58.6	61.4	42.6	62.4	-2.9
Oglala Lakota College	-	-	-	45.9	45.9	-

DOCTORAL

Dakota State University	99.0	79.2	68.8	48.2	70.8	6.2
South Dakota School of Mines and Technology	102.4	82.1	74.4	57.8	79.7	-5.4
South Dakota State University	91.9	78.9	72.4	54.5	70.4	-4.1
University of South Dakota	101.7	78.6	66.8	53.7	70.7	-2.6

TENNESSEE

AA

Chattanooga State Community College	65.7	57.4	51.7	46.2	54.1	19.0
Cleveland State Community College	62.6	52.8	47.2	44.8	50.6	-1.3
Columbia State Community College	45.4	56.5	43.6	39.9	47.1	-10.3
Dyersburg State Community College	62.3	57.4	57.7	48.6	55.2	4.1
Jackson State Community College	65.5	56.7	49.8	45.2	54.8	1.2
Motlow State Community College	59.9	52.8	51.0	42.2	49.2	1.7
Nashville State Community College	76.4	61.5	52.5	45.8	52.9	3.7
Northeast State Community College	61.6	54.1	50.8	48.5	53.0	4.4
Pellissippi State Community College	74.0	60.7	49.8	47.2	58.9	5.6
Roane State Community College	65.7	58.7	50.2	50.1	57.6	6.2

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Southwest Tennessee Community College	66.2	54.3	46.3	39.9	48.7	0.9
Volunteer State Community College	67.7	57.9	47.2	44.4	53.4	4.9
Walters State Community College	62.5	56.1	51.2	42.7	53.3	4.1
BA+						
Austin Peay State University	85.2	67.4	56.5	45.9	69.1	4.6
The University of Tennessee-Martin	79.3	67.6	63.0	47.2	64.4	2.8
DOCTORAL						
East Tennessee State University	82.8	68.7	59.2	37.6	63.7	1.8
Middle Tennessee State University	94.1	73.8	65.8	48.4	73.4	4.1
Tennessee State University	86.2	65.1	61.5	41.9	68.9	7.2
Tennessee Technological University	92.2	74.2	67.0	47.1	72.0	2.2
The University of Tennessee-Chattanooga	97.4	75.5	70.1	47.4	72.9	0.4
The University of Tennessee-Health Science Center	126.0	88.9	74.0	-	94.6	-4.7
The University of Tennessee-Knoxville	143.5	98.3	82.8	54.8	98.2	1.4
University of Memphis	115.3	80.1	72.2	49.1	81.5	5.1

TEXAS

AA

Alvin Community College	-	-	-	59.9	59.9	3.9
Amarillo College	70.2	59.2	58.9	55.6	58.1	5.0
Angelina College	-	-	-	51.7	51.7	3.5
Austin Community College District	79.3	65.1	59.5	59.4	70.9	6.3
Blinn College	-	-	-	52.3	52.3	-3.4
Brazosport College	78.3	63.9	59.3	52.8	62.1	2.5
Brookhaven College	-	-	-	68.2	68.2	2.3
Cedar Valley College	-	-	-	65.8	65.8	4.1
Central Texas College	56.2	-	-	-	56.2	16.0
Cisco College	43.3	-	-	13.4	37.3	-9.5
Clarendon College	-	46.7	42.8	38.3	40.6	0.7
Coastal Bend College	50.6	41.9	48.0	45.0	47.4	3.6
College of the Mainland	65.7	56.4	54.8	54.3	57.8	6.4
Collin County Community College District	-	-	-	66.8	66.8	2.5
Del Mar College	81.8	68.8	61.3	51.8	65.2	1.3
Eastfield College	-	-	-	67.4	67.4	3.1
El Centro College	-	-	-	63.4	63.4	5.5
El Paso Community College	64.4	50.5	46.6	43.5	55.0	4.4
Frank Phillips College	45.7	40.7	34.4	41.2	41.0	14.7
Galveston College	80.0	64.4	63.7	53.6	59.4	4.0
Grayson College	54.5	-	-	-	54.5	1.3
Hill College	-	-	-	46.4	46.4	5.1

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	Chng.
				(\$)		(%)
Houston Community College	-	-	-	73.7	73.7	4.8
Howard College	50.6	46.9	40.7	39.4	41.9	1.7
Kilgore College	-	-	-	45.5	45.5	-10.5
Lamar Institute of Technology	-	-	-	50.9	50.9	-1.1
Lamar State College-Orange	60.1	45.7	58.7	45.2	48.0	1.5
Lamar State College-Port Arthur	59.2	52.1	47.6	41.9	44.2	3.4
Laredo Community College	-	-	-	59.4	59.4	0.5
Lee College	-	-	-	68.1	68.1	9.9
Lone Star College System	75.9	63.4	61.6	43.8	71.8	3.6
McLennan Community College	74.0	61.7	59.8	58.4	67.6	5.6
Midland College	74.0	61.5	56.9	54.8	63.8	5.0
Mountain View College	-	-	-	67.7	67.7	1.7
Navarro College	67.1	55.0	55.4	25.4	56.9	3.2
North Central Texas College	-	-	-	60.9	60.9	17.3
North Lake College	-	-	-	67.4	67.4	2.6
Northeast Lakeview College	71.7	61.5	59.7	54.2	60.1	-0.8
Northeast Texas Community College	60.2	54.4	46.3	44.7	56.0	6.9
Northwest Vista College	71.4	63.7	58.0	53.4	58.7	-0.9
Odessa College	76.6	58.5	58.3	61.0	61.5	13.0
Palo Alto College	74.9	71.0	62.2	52.8	62.8	-2.4
Panola College	55.5	-	-	50.1	54.5	1.7
Paris Junior College	-	-	-	58.1	58.1	-1.1
Ranger College	45.3	41.8	43.0	34.9	36.8	9.5
Richland College	-	-	-	71.4	71.4	3.1
San Antonio College	78.3	68.2	64.1	55.3	67.0	-1.7
San Jacinto Community College	-	-	-	61.5	61.5	-3.5
South Plains College	62.6	54.6	50.4	47.2	51.7	10.8
South Texas College	71.2	67.3	60.1	56.8	57.8	0.9
Southwest Texas Junior College	53.5	51.2	53.2	48.0	48.9	0.1
St Philip's College	75.4	68.2	63.5	53.1	57.1	-1.6
Tarrant County College District	72.5	66.2	67.1	60.1	64.8	2.0
Temple College	58.7	49.7	49.9	49.5	53.4	2.4
Texarkana College	62.3	55.4	49.0	39.8	55.1	8.3
Texas Southmost College	-	-	-	54.1	54.1	1.1
Texas State Technical College	-	51.6	-	43.3	43.9	13.2
Texas State Technical College-Harlingen	-	-	-	-	-	-
Texas State Technical College-Marshall	-	-	-	-	-	-
Texas State Technical College-Waco	-	-	-	-	-	-
Texas State Technical College-West Texas	-	-	-	-	-	-
Trinity Valley Community College	57.0	-	-	43.6	54.6	4.2
Tyler Junior College	53.1	-	-	-	53.1	4.0
Vernon College	-	-	-	48.6	48.6	1.4
Victoria College	67.6	56.1	49.7	52.2	56.8	3.4
Weatherford College	-	-	-	55.4	55.4	2.7

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Western Texas College	-	74.2	64.5	52.3	58.3	5.8
Wharton County Junior College	-	-	-	55.3	55.3	-2.2
BA+						
Midwestern State University	91.0	76.5	64.5	44.3	70.7	2.3
Sul Ross State University	66.2	60.7	51.3	38.1	55.0	-1.3
Texas A & M University- Central Texas	79.3	72.1	55.2	71.0	63.2	-1.1
Texas A&M University- San Antonio	103.9	75.8	66.1	49.7	65.4	-0.6
The University of Texas of the Permian Basin	84.3	80.7	69.1	49.1	68.8	0.2
University of Houston-Downtown	96.5	77.7	75.8	54.2	72.2	3.4
University of Houston-Victoria	98.6	83.2	63.0	48.8	74.2	-0.1
DOCTORAL						
Angelo State University	80.9	71.4	62.7	51.4	65.7	2.4
Lamar University	102.0	80.8	71.4	52.8	74.5	3.3
Prairie View A & M University	96.0	74.9	67.0	53.3	67.5	0.6
Sam Houston State University	98.4	77.7	66.2	37.0	68.2	-0.7
Stephen F Austin State University	83.7	70.4	61.4	50.6	65.1	-4.7
Tarleton State University	93.6	79.7	63.4	47.8	67.1	-3.5
Texas A & M International University	100.6	77.9	73.9	49.6	74.5	-15.5
Texas A & M University Health Science Center	-	-	-	-	-	-
Texas A & M University- College Station	149.5	105.3	83.5	64.4	114.8	11.5
Texas A & M University- Commerce	107.3	81.9	73.0	61.7	80.6	11.1
Texas A & M University- Corpus Christi	96.3	71.6	61.0	41.8	70.4	-1.4
Texas A & M University- Galveston	-	-	-	-	-	-
Texas A & M University-Kingsville	88.1	74.3	66.6	41.2	68.7	4.9
Texas A&M University-Texarkana	92.7	70.5	66.3	57.9	73.9	-1.5
Texas Southern University	116.4	86.8	73.6	56.2	74.7	6.9
Texas State University	101.8	81.2	72.4	49.4	69.9	-3.2
Texas Tech University	122.6	87.6	75.8	37.5	83.7	4.3
Texas Tech University Health Sciences Center	-	-	-	-	-	-
Texas Woman's University	100.4	73.3	60.3	60.6	75.0	1.6
The University of Texas Health Science Center at Houston	-	-	-	-	-	-
The University of Texas Health Science Center at San Antonio	-	-	59.0	-	59.0	-18.6
The University of Texas Medical Branch	-	-	-	-	-	-
The University of Texas Rio Grande Valley	96.9	74.6	71.0	49.9	68.3	3.3
The University of Texas at Arlington	130.3	94.3	77.1	53.1	84.3	3.9
The University of Texas at Austin	156.5	105.8	101.4	63.9	112.3	-
The University of Texas at Dallas	164.1	122.9	111.6	76.0	115.5	3.1

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
The University of Texas at El Paso	113.0	86.7	78.7	54.2	80.1	0.5
The University of Texas at San Antonio	124.8	88.5	78.4	43.2	83.4	5.0
The University of Texas at Tyler	98.3	82.5	69.5	55.8	73.8	-0.6
University of Houston	149.6	97.8	92.5	67.6	105.7	4.3
University of Houston-Clear Lake	103.8	82.1	72.0	66.5	80.2	-1.3
University of North Texas	130.6	97.5	86.1	66.3	96.1	6.0
University of North Texas System	-	-	-	-	-	-
University of North Texas at Dallas	113.8	103.1	81.6	70.6	82.5	4.2
University of Texas Southwestern Medical Center	-	-	-	-	-	-
West Texas A & M University	87.9	77.2	67.2	51.8	67.9	1.2

UTAH

AA

Davis Applied Technology College	-	-	-	-	-	-
Mountainland Applied Technology College	-	-	-	-	-	-
Ogden-Weber Applied Technology College	-	-	-	-	-	-
Salt Lake Community College	74.9	61.1	52.3	44.8	58.7	0.0
Snow College	68.3	62.1	50.8	48.0	54.2	3.0
Uintah Basin Applied Technology College	-	-	-	-	-	-
Utah State University-College of Eastern Utah	-	-	-	-	-	-
Utah State University-Regional Campuses and Distance Education	-	-	-	-	-	-

BA

Dixie State University	80.3	68.3	56.9	61.2	64.5	4.7
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BA+

Southern Utah University	85.4	73.1	56.8	46.8	63.9	5.4
Utah Valley University	88.5	73.2	67.3	56.9	71.2	2.7
Weber State University	92.0	72.0	68.8	52.4	71.4	2.5

DOCTORAL

University of Utah	135.0	92.7	88.4	56.1	103.3	19.1
Utah State University	103.5	83.2	72.9	56.1	79.8	0.9

VERMONT

BA+

Castleton University	71.9	56.2	49.1	-	60.4	3.4
Johnson State College	76.5	56.8	50.5	-	64.0	-1.3
Lyndon State College	67.5	56.8	49.7	-	57.8	1.9
Vermont Technical College	67.9	57.2	50.3	-	58.9	1.2

DOCTORAL

University of Vermont	119.8	91.0	76.0	59.6	88.9	-0.9
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State/School	Inst./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

VIRGINIA

AA

Blue Ridge Community College	64.5	63.5	56.3	49.9	58.4	5.2
Central Virginia Community College	69.1	61.2	56.9	45.8	59.3	5.0
Dabney S Lancaster Community College	63.5	63.2	57.3	54.4	59.3	4.4
Danville Community College	65.6	61.1	54.3	50.7	58.2	2.4
Eastern Shore Community College	63.5	60.6	57.2	44.0	56.3	2.5
Germanna Community College	67.9	64.1	57.5	45.6	57.5	1.0
J Sargeant Reynolds Community College	69.7	65.5	57.1	54.3	62.9	2.8
John Tyler Community College	69.3	63.7	61.2	50.3	60.3	10.2
Lord Fairfax Community College	70.5	62.1	58.1	51.4	62.3	3.7
Mountain Empire Community College	66.7	60.0	55.1	51.6	57.8	7.9
New River Community College	72.9	68.0	58.9	58.1	67.2	1.9
Northern Virginia Community College	83.1	73.9	66.2	61.6	72.5	3.4
Patrick Henry Community College	66.2	61.8	57.9	45.2	55.8	3.0
Paul D Camp Community College	-	65.8	54.8	48.7	56.0	12.5
Piedmont Virginia Community College	67.6	63.6	57.4	51.7	61.6	3.4
Rappahannock Community College	63.5	61.3	56.0	50.9	57.8	2.0
Richard Bland College of William and Mary	63.5	55.8	50.5	45.5	55.6	-1.0
Southside Virginia Community College	67.1	62.0	57.4	51.2	60.0	2.1
Southwest Virginia Community College	65.7	63.3	55.9	46.0	55.0	0.9
Thomas Nelson Community College	79.1	70.0	66.5	61.5	68.0	4.3
Tidewater Community College	73.6	66.3	58.0	52.5	62.3	3.5
Virginia Highlands Community College	67.1	62.5	55.0	47.1	57.5	3.0
Virginia Western Community College	69.5	61.3	58.7	54.0	60.4	3.8
Wytheville Community College	68.9	62.6	54.2	55.8	59.6	3.7

BA

The University of Virginia's College at Wise	79.2	78.8	59.1	53.3	67.5	3.7
Virginia Military Institute	94.9	75.0	61.1	48.9	77.9	7.0

BA+

Christopher Newport University	107.8	82.8	68.7	61.6	76.7	2.9
Longwood University	85.4	71.6	65.8	52.5	68.5	2.3
University of Mary Washington	85.8	71.4	65.3	66.1	73.8	7.0

DOCTORAL

College of William and Mary	136.1	101.5	74.5	60.9	101.3	4.8
George Mason University	139.9	94.3	80.8	64.3	100.4	5.6

State/School	Inst./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		

James Madison University	94.5	77.5	70.5	59.6	78.2	3.1
Norfolk State University	96.6	75.7	63.7	59.2	76.1	5.8
Old Dominion University	117.4	84.2	74.6	55.5	80.9	1.1
Radford University	91.4	72.2	66.6	54.9	74.5	3.4
University of Virginia-Main Campus	174.7	118.7	88.1	60.9	126.1	3.3
Virginia Commonwealth University	126.7	86.1	69.2	52.0	79.6	0.1
Virginia Polytechnic Institute and State University	139.3	98.2	87.1	53.7	98.3	-0.3
Virginia State University	87.4	74.7	65.5	49.1	68.2	-0.4

WASHINGTON

AA

Bates Technical College	-	-	-	60.0	60.0	1.9
Bellevue College	-	68.8	63.1	61.1	67.4	4.0
Bellingham Technical College	-	-	-	65.8	65.8	0.5
Big Bend Community College	-	-	-	61.1	61.1	2.2
Cascadia College	-	-	-	61.2	61.2	1.5
Centralia College	-	-	-	60.5	60.5	2.0
Clark College	-	-	-	64.0	64.0	2.9
Clover Park Technical College	-	-	-	60.8	60.8	14.6
Columbia Basin College	-	-	-	58.8	58.8	4.1
Edmonds Community College	-	-	-	66.0	66.0	2.6
Everett Community College	-	-	-	61.9	61.9	2.8
Grays Harbor College	-	-	61.9	-	61.9	10.0
Green River College	-	-	-	63.4	63.4	-
Highline College	-	-	-	66.7	66.7	12.9
Lake Washington Institute of Technology	-	-	-	56.1	56.1	-
Lower Columbia College	-	-	-	62.2	62.2	3.0
North Seattle College	-	-	-	62.7	62.7	33.9
Northwest Indian College	-	-	-	42.3	42.3	-
Olympic College	-	-	-	60.4	60.4	0.2
Peninsula College	-	-	-	-	-	-
Pierce College-Fort Steilacoom	-	-	-	63.8	63.8	-
Pierce College-Puyallup	-	-	-	60.6	60.6	-
Renton Technical College	-	-	-	63.6	63.6	5.1
Seattle Central College	-	-	-	64.3	64.3	41.9
Shoreline Community College	-	-	-	66.7	66.7	8.0
Skagit Valley College	-	-	-	67.5	67.5	3.2
South Puget Sound Community College	59.0	-	-	-	59.0	2.2
South Seattle College	-	-	-	63.6	63.6	38.3
Spokane Community College	-	-	-	59.7	59.7	1.1
Spokane Falls Community College	-	-	-	57.4	57.4	1.1
Tacoma Community College	-	-	-	65.7	65.7	4.9
Walla Walla Community College	-	-	-	60.5	60.5	3.8
Wenatchee Valley College	-	-	-	-	-	-

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Whatcom Community College	67.4	59.1	53.3	58.9	60.6	-
Yakima Valley College	-	-	-	62.2	62.2	2.1

BA+

Central Washington University	94.9	83.1	69.1	44.1	73.4	12.1
The Evergreen State College	-	-	-	74.7	74.7	3.7
University of Washington-Bothell Campus	127.7	109.1	97.4	77.9	96.2	5.6
Western Washington University	107.2	86.8	74.5	61.7	88.0	6.0

DOCTORAL

Eastern Washington University	93.4	92.0	71.9	51.5	76.0	-0.4
University of Washington-Seattle Campus	144.8	109.3	102.9	73.6	115.5	6.8
University of Washington-Tacoma Campus	124.6	102.5	85.7	65.7	87.7	1.6
Washington State University	121.7	86.6	85.2	59.5	85.4	-3.4

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	-	86.2	46.4	46.9	50.4	20.7
BridgeValley Community & Technical College	65.9	54.6	46.8	34.4	47.6	-7.6
Bridgemont Community and Technical College	-	-	-	-	-	-
Carver Career Center	-	-	-	52.1	52.1	-13.4
Eastern West Virginia Community and Technical College	-	41.6	48.4	38.2	41.6	7.2
Kanawha Valley Community and Technical College	-	-	-	-	-	-
Mountwest Community and Technical College	66.3	49.6	41.8	33.7	49.2	7.3
New River Community and Technical College	66.9	53.0	49.4	40.0	49.6	7.7
Pierpont Community and Technical College	69.2	52.1	45.8	44.6	49.5	-4.2
Potomac State College of West Virginia University	70.2	55.5	50.2	43.6	53.3	-1.6
Southern West Virginia Community and Technical College	51.1	45.2	38.5	33.1	40.2	-8.7
West Virginia Northern Community College	66.3	53.4	47.4	40.2	48.7	4.0

BA

Bluefield State College	72.1	64.0	52.7	46.2	59.8	6.9
Glennville State College	64.5	58.0	46.6	40.4	53.0	0.8
West Virginia University Institute of Technology	80.0	66.7	60.9	51.6	64.0	-3.2
West Virginia University at Parkersburg	59.6	53.6	45.7	42.9	50.1	-0.6

BA+

Concord University	48.5	33.2	28.9	28.9	36.2	-35.7
Fairmont State University	70.5	61.4	54.0	43.8	59.4	3.9
West Liberty University	66.5	67.2	55.5	45.9	59.6	0.5

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
West Virginia State University	65.4	56.6	49.1	34.9	55.1	0.0

DOCTORAL

Marshall University	77.9	65.5	59.6	37.9	64.0	-1.0
Shepherd University	77.5	64.6	59.7	44.4	64.8	3.7
West Virginia University	111.7	79.9	71.4	50.0	82.4	-5.3

WISCONSIN

AA

Blackhawk Technical College	-	-	-	78.6	78.6	4.7
Chippewa Valley Technical College	-	-	-	70.1	70.1	3.3
Fox Valley Technical College	-	-	-	79.5	79.5	2.6
Gateway Technical College	-	-	-	80.4	80.4	-4.0
Lac Courte Oreilles Ojibwa Community College	-	-	-	47.8	47.8	-
Lakeshore Technical College	-	-	-	75.3	75.3	-0.1
Madison Area Technical College	-	-	-	93.5	93.5	0.9
Mid-State Technical College	-	-	-	73.8	73.8	0.4
Milwaukee Area Technical College	-	-	-	97.1	97.1	2.2
Moraine Park Technical College	-	-	-	73.6	73.6	4.3
Nicolet Area Technical College	-	-	-	-	-	-
Northcentral Technical College	-	-	-	70.8	70.8	0.3
Northeast Wisconsin Technical College	-	-	-	80.2	80.2	-29.4
Southwest Wisconsin Technical College	-	-	-	72.4	72.4	0.7
University of Wisconsin Colleges	62.4	51.2	45.0	43.0	51.5	-0.1
Waukesha County Technical College	-	-	-	82.7	82.7	1.0
Western Technical College	-	-	-	67.3	67.3	9.2
Wisconsin Indianhead Technical College	-	-	-	61.5	61.5	-0.0

BA+

University of Wisconsin-Green Bay	69.0	61.9	62.4	48.3	60.7	0.1
University of Wisconsin-Parkside	73.6	65.1	56.4	44.0	58.5	1.2
University of Wisconsin-Platteville	73.4	62.6	58.8	44.6	59.4	1.0
University of Wisconsin-River Falls	74.1	66.2	64.0	44.1	67.4	0.9
University of Wisconsin-Superior	67.3	56.1	56.9	44.8	57.3	-0.0

DOCTORAL

University of Wisconsin-Eau Claire	79.0	66.4	66.1	49.2	68.1	3.0
University of Wisconsin-La Crosse	80.7	66.8	63.2	46.1	63.3	-0.6
University of Wisconsin-Madison	135.4	100.3	88.4	64.7	114.1	8.0
University of Wisconsin-Milwaukee	104.6	78.4	77.1	47.4	77.0	1.6
University of Wisconsin-Oshkosh	81.2	63.8	65.6	48.8	66.5	0.8

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of Wisconsin-Stevens Point	70.8	57.8	55.9	44.2	60.6	1.8
University of Wisconsin-Stout	73.2	63.8	61.0	49.3	61.6	1.7
University of Wisconsin-Whitewater	78.8	69.5	71.7	51.6	67.2	1.4

WYOMING

AA

Casper College	-	-	-	63.3	63.3	-0.1
Central Wyoming College	64.0	54.2	49.0	54.3	58.0	-0.2
Eastern Wyoming College	-	-	-	51.8	51.8	3.1
Laramie County Community College	-	-	-	55.7	55.7	1.9
Northwest College	73.3	63.6	60.7	53.8	60.2	-1.4
Sheridan College	-	-	-	55.7	55.7	2.6
Western Wyoming Community College	72.4	62.1	55.2	47.3	57.4	-0.4

DOCTORAL

University of Wyoming	118.0	82.3	79.9	59.1	86.5	3.1
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State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
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