

NEA Higher Education

FACULTY SALARY ANALYSIS: 2022-23



STABILIZING COVID + DECLINING INFLATION: WHAT DOES IT MEAN FOR ACADEME?

In this 2024 NEA Higher Ed Special Salary Report, we examine post-pandemic faculty salaries in 2023. What we find, looking at federal data, is that despite relatively large salary increases in 2023, U.S. faculty's purchasing power just keeps falling. Purchasing power reflects the value of workers' salaries or their ability to buy food, pay for medical bills, and keep a roof over their heads. This year's analysis also shows that the pay gap between women and men has persisted, that HBCU faculty are still underpaid compared to their colleagues, and that the most powerful thing that faculty and staff can do to win the pay they deserve is unionize and collectively bargain for it.

THE ANNUAL NEA SPECIAL SALARY ISSUE IS AUTHORED BY SUE CLERY,
of ASA Research, in partnership with the National Education Association.



Faculty Salaries in 2023: Purchasing power continues to decline

Regular readers of the NEA Higher Ed Special Salary Report on faculty salaries will recall that last year’s publication reflected the 2021-22 academic yearⁱ and reported a one-year increase in faculty salaries of 2 percent between 2020-21 and 2021-22. But with inflation at 7 percent, faculty experienced a 5 percent drop in purchasing power.

Today, we see that the effects of the COVID pandemic have somewhat stabilized and inflation slowed. According to the latest data, between 2021-22 and 2022-23, faculty salaries increased an average of 4 percent, a relatively large increase. But between the two academic years, inflation was nearly 6 percent—and so, faculty purchasing power further eroded by 1.6 percent. In other words, the costs of food, services, clothing, entertainment, home goods—virtually everything—has increased more than faculty earnings. As a result, faculty’s ability to purchase the same basket of goods from one month to the next has declined.

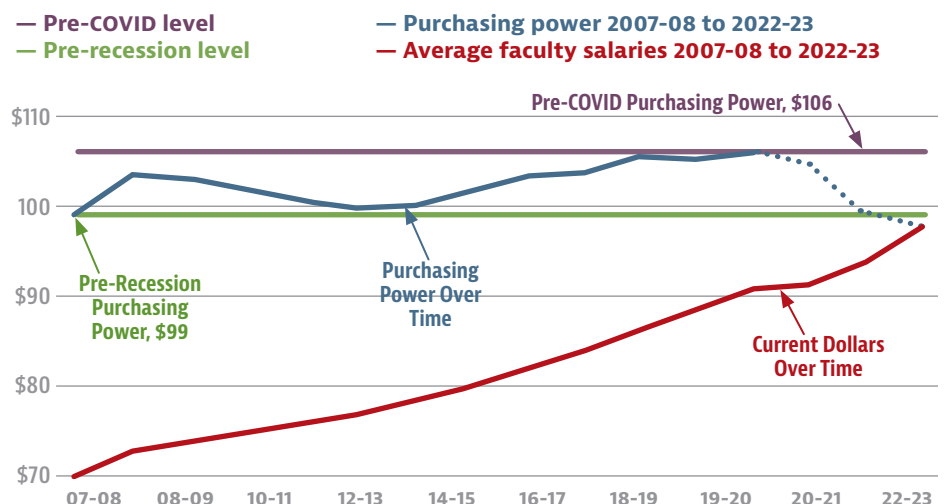
Looking back, we see how much this is due to the pandemic. In 2018-19, the academic year just before the pandemic, faculty purchasing power was at a historical high. Last year, due to the pandemic-era inflation, purchasing power fell to a level significantly lower than either the pre-recessionary or pre-pandemic highs (Figure 1).

Making matters worse, not only have faculty lost purchasing power, they also saw position losses. The first full

academic year of the pandemic was met with furloughs and layoffs, and the number of full-time faculty declined 1 percent between 2019-20 and 2020-21, while the number of part-time faculty declined 7 percent (Figure 2). During the next academic year, the number of full-time faculty declined another 1 percent while part-time increased 2 percent. More recently, in 2022-23, the number of

part- and full-time faculty positions increased, but very slightly, amounting to less than 1 percent for each. All told, there were about 598,000 full-time and 581,000 part-time faculty in 2022-23—a loss of 2 percent of full-time and 5 percent of part-time positions since prior to the pandemic, or about 44,000 faculty. This report examines trends in 2022-23

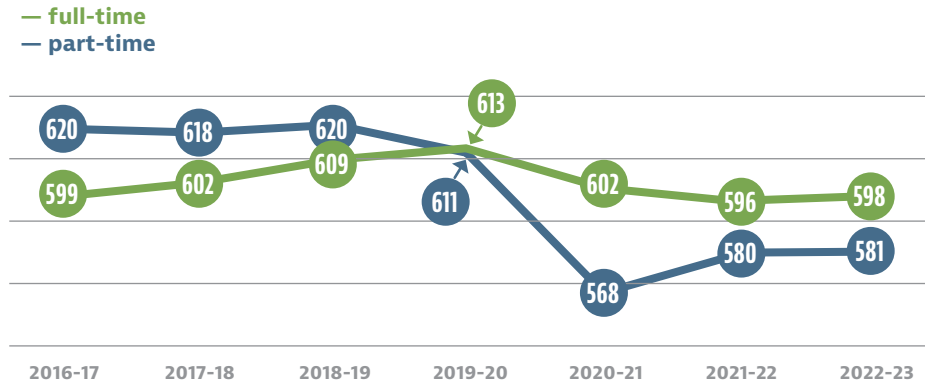
Figure 1. Increasing since before the Great Recession, faculty purchasing power declined through the COVID pandemic, and 2022-23 purchasing power is less than pre-recession and pre-COVID levels—recent historical high points.



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2007-08 to 2022-23

Figure 2. Holding steady or slightly increasing, the number of full-time and part-time faculty declined during the worst of the pandemic. Both the number of full-time and part-time faculty increased only very slightly between 2021-22 and 2022-23.

Number of full-time and part-time faculty, 2016-17 to 2022-23 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Fall Staff and Salary data, 2016-17 to 2022-23.

faculty salaries by rank, gender, various institution types and sectors, and collective bargaining status. Analysis of further effects of the recovering economy on academe during 2023-24 will be available in early 2025.

Faculty: Where They Teach, and How They Distribute Across Ranks and Tenure

In 2022-23, 598,003 full-time faculty worked in the country's 2,964 public and private non-profit colleges and universities. Although this was a gain of 1,575 faculty since 2021-22, the increase was less than 1 percent. At the same time, student enrollment between fall 2022 and fall 2023 increased by 2 percent.ⁱⁱ

The relative shares of faculty by rank and where they teach continued to remain steady, as it has for decades. In 2022-23, 7-in-10 faculty taught in public

institutions, with over 4-in-10 in public research universities and 2-in-10 in community colleges (Figure 3); 2-in-10 faculty taught in private research universities. The remaining 15 percent of faculty were spread across public and

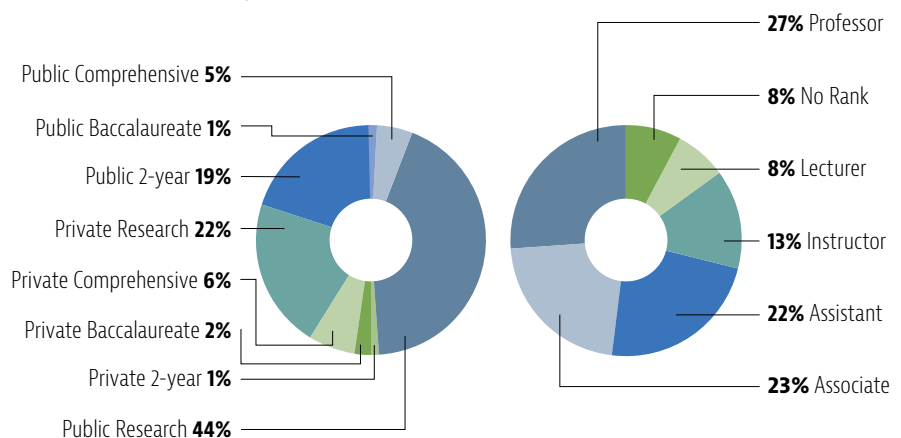
private liberal arts and comprehensive institutions, and private 2-year institutions.

By rank, more than 7-in-10 (71%) faculty were full, associate, or assistant professors—those most likely to have tenure status or be on track for tenure. Almost 3-in-10 faculty (27%) were full professors, while 22 and 23 percent were assistant and associate professors. Nearly half of the remaining 28 percent of faculty (13 percent) were instructors, 8 percent were lecturers, and 7 percent were faculty teaching with no rank.

Also remaining consistent over time, the majority of faculty (83 percent) taught with 9/10-month contracts; the remaining share worked on 11/12-month contracts. Note that the distributions in Figure 3 reflect only full-time faculty. The split of faculty that were part- or full-time was nearly even, with 51 percent full-time and 49 part-time.

Figure 3. 7-in-10 full-time faculty teach in public institutions, and 7-in-10 hold full, associate, or assistant professor positions—those most likely to have tenure or be on tenure track.

Number of full-time faculty, 2022-23



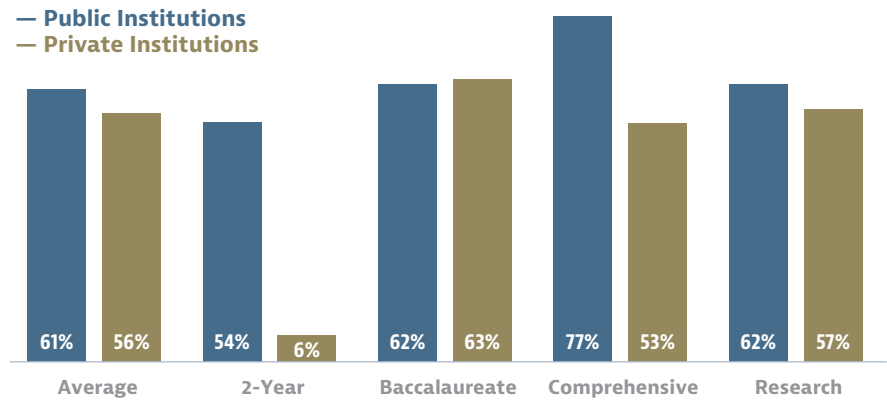
Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Salary data, 2022-23.

On average, 61 percent of faculty teaching in public institutions and 56 percent in private institutions in 2022-23 had tenure or were on tenure track (Figure 4). This varied by type of institution: faculty in public comprehensive institutions were the most likely to have tenure or be on track, at over three-quarters, while community college faculty were the least likely to have tenure or be on track (54%). Among private 4-year institutions, faculty in baccalaureate institutions were the most likely to have tenure or be on track (63%). Overall, faculty in private comprehensive or research universities were less likely to have tenure or be on track than their colleagues in the public sector. Note that the private 2-year sector, where only 6 percent of faculty were tenured or on track, comprised just 1 percent of institutions.

Faculty working without tenure and not on tenure track hold a variety of different types of contracts—multi-year, indefinite, annual, or less-than-annual contracts (Figure 5). Non-tenured faculty in public 4-year institutions were 4 to 5 times more likely than those in community colleges to hold multi-year contracts in 2022-23. Annual contracts were the most frequent, regardless of institution level, but three-quarters of community college faculty held annual contracts compared to about 55 to 60 percent of non-tenured faculty in 4-year institutions. About 1-in-10 community college non-tenured faculty had less-than-annual contracts, while 5 percent or less in 4-year institutions did so. Except in public baccalaureate institutions (1 percent of faculty), 8 percent of non-tenured faculty worked with indefinite contracts.

Figure 4. Faculty in public comprehensive institutions are the most likely to have tenure while those in 2-year institutions are the least likely.

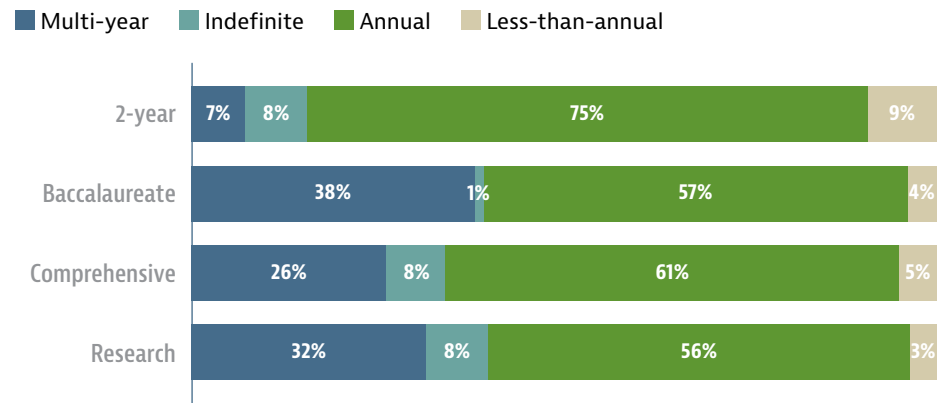
Percent of Full-time Faculty with Tenure or On Tenure Track, 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Instructional Staff, 2022-23.

Figure 5. One-quarter to over one-third of faculty in public 4-year institutions hold multi-year or even indefinite contracts, while 84 percent of faculty teaching in 2-year colleges hold annual or less than annual contracts.

Distribution of Contract Type, Non-tenured/Not on Track Faculty in Public Institutions, 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Instructional Staff Data, 2022-23.

Faculty Salaries, 2022-2023

No one is a stranger to COVID-era inflation. The cost of food, services, clothing, entertainment, housing—virtually everything—has increased noticeably. Nearly everyone, regardless

of profession, has experienced a decrease in purchasing power, or inflation-adjusted earnings. To help with inflationary pressures, employers across the country raised salaries by about 4 percent in 2023.ⁱⁱⁱ

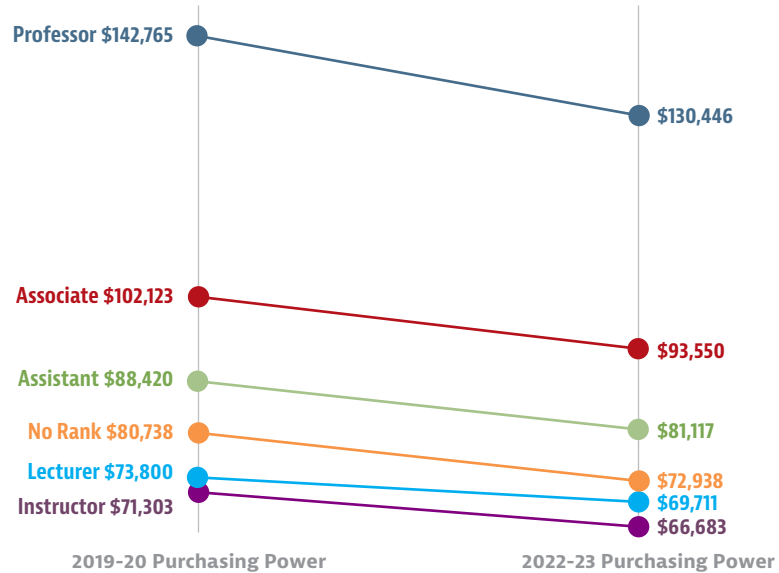
Faculty salaries also increased 4 percent, and the average salary for faculty on 9/10-month contracts in 2022-23 was \$97,762. But with nearly 6 percent inflation, purchasing power eroded by 1.6 percent between 2021-22 and 2022-23, and faculty felt an effective loss of \$1,611. This follows a 5 percent decline in the prior year for a cumulative effect of a nearly 7 percent decline in purchasing power over two years.

Professors lost the most in magnitude, over \$12,000, while faculty teaching with no rank lost the most in percentage, 10 percent (Figure 6). Lecturers lost the smallest ground at just over \$4,000, or 6 percent.

Sector and Academic Rank. Salary is correlated with academic rank: in the public sector, historically, associate professors earn about three-quarters of full professors' earnings; assistant professors earn about two-thirds; and instructors, lecturers, and faculty with no rank earn slightly more than one-half. These ratios held in 2022-23, as professors in public institutions earned an average \$122,000; associates earned \$92,000; assistants earned \$80,000; and instructors, lecturers, and faculty with no rank all earned similar averages of around \$67,000 (Figure 7).

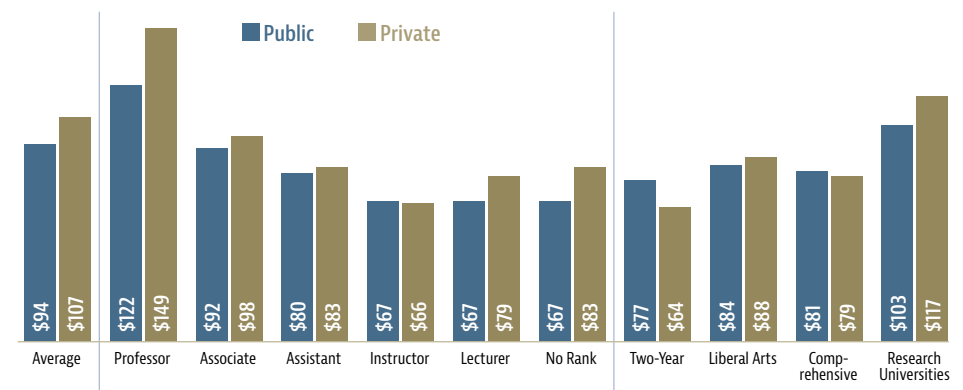
The type of institution also makes a difference. Faculty teaching in community colleges earned about 75 cents to the dollar of faculty in public research universities; those in public liberal arts and comprehensive institutions earned 78 to 81 cents to the dollar earned by faculty in research universities. These relative levels also have persisted over time.

Figure 6. All faculty ranks lost purchasing power since the recent high point just prior to the pandemic. Professors lost the most dollars, over \$12,000; faculty teaching with no rank lost the most in percentage, 10%; and lecturers, the least at just over \$4,000, or 6 percent.
Purchasing power of faculty salaries, 2019-20 and 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2019-20 and 2022-23.

Figure 7. Academic rank is correlated with salary, and faculty in private institutions generally earn higher salaries than faculty in public institutions.
Average salaries for faculty on 9/10-month contracts (in thousands), 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

On average, faculty teaching in private institutions earn more than those in public institutions— \$107,000 compared with \$94,000, for a \$13,000 difference in

2022-23. This differential of about 14 percent has persisted over time and it held true in 2023 excepting faculty teaching in two-year institutions, where

community college faculty earned about \$13,000 more than their private institution counterparts. (Note that the private 2-year sector is very small, comprising 1 percent of faculty.) Public instructors and those teaching in comprehensive institutions had a very slight advantage over those in private institutions. Due to the high earnings in the professorial rank, private institution professors' earnings were about \$27,000 higher than those in public institutions, for a 22 percent difference; faculty with

no rank in private institutions had the largest percentage advantage over those in public, 23 percent. Meanwhile, faculty in research universities at private institutions had a \$14,000, or 13 percent, earnings advantage over those in public universities.

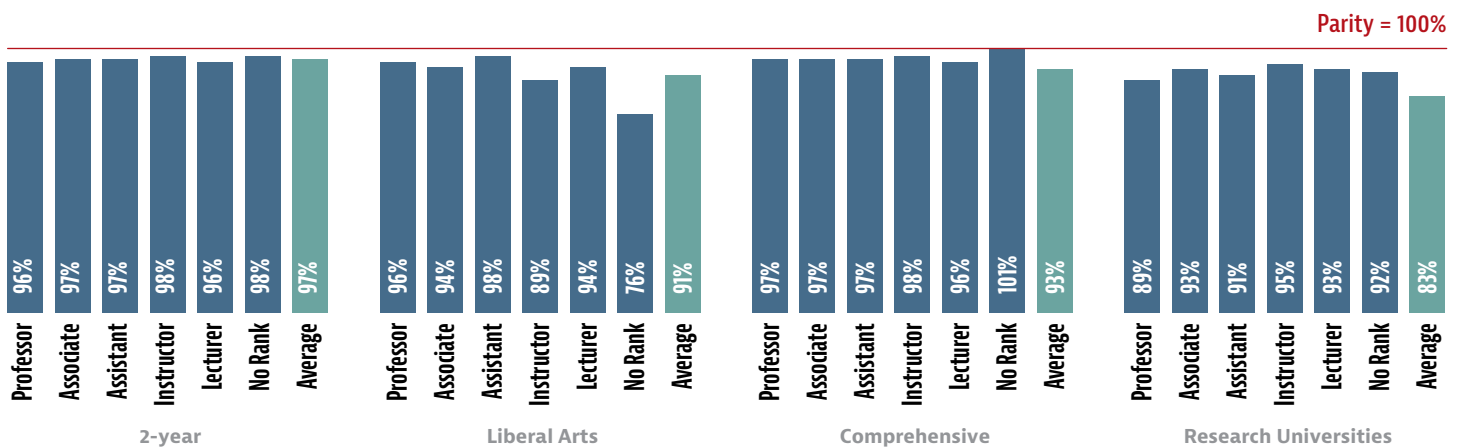
The Gender Wage Gap Persists.

Nationally, in 2022, women were paid 82 cents to a man's dollar.^{iv} This differential has persisted for two decades. It is slightly better in academe, where, on average,

women teaching in public institutions were paid 85 cents to a man's dollar in 2023. However, their rank and where they teach made a difference. Women earned 96 to 98 percent of men's earnings in community colleges; notably, community college faculty were the lowest-paid among public institutions (Figure 8). Although women professors earned 89 percent of men's earnings at the highest-paid research universities, women only earned 83 percent of men's earnings at research universities, on average.

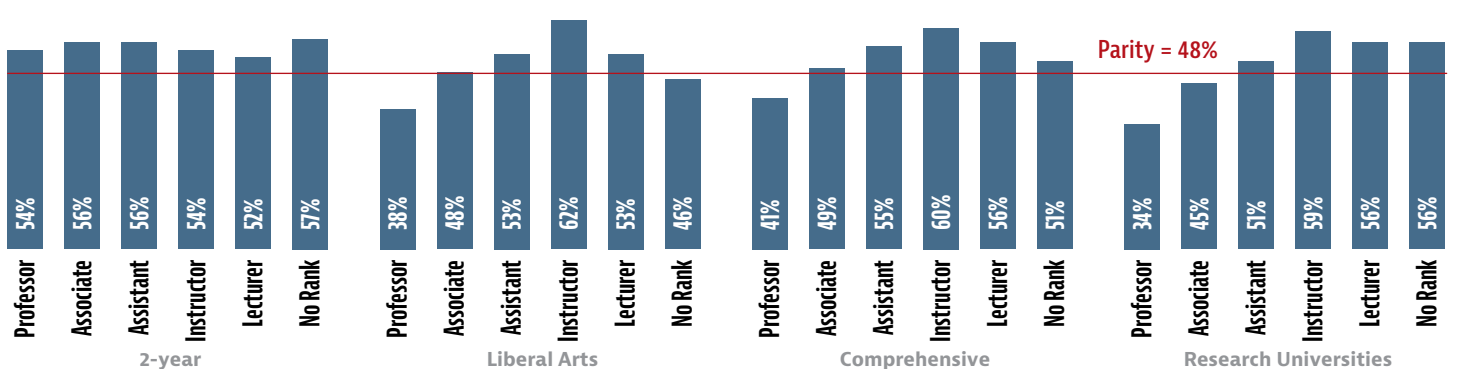
Figure 8. On average, women faculty earn 85 cents to men's dollar. The wage gap is smallest in lowest paid community colleges and largest in highest paid research universities, especially at the highest paid professorial rank.

Women's salaries as a percent of men's, public institutions: 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

Figure 9. Women comprise 48 percent of faculty. Women teach in large shares in lower-paying community colleges and faculty ranks. Only one-third of professors are women at research universities. Women's share of faculty positions, public institutions: 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

Table 1. Average salaries and change in salaries for faculty on 9/10-month contracts, by state and sector, 2022-23

State	Average 2022-23 Salary and Rank within Sector						Percent Change in Salaries: 2021-22 to 2022-23		
	Public 4-Year		Public 2-Year		Private		Public 4-Year	Public 2-Year	Private
Average	100,481		77,047		107,193		4.3	3.9	4.1
Wisconsin	92,617	29	86,880	5	77,328	33	3.3	2.7	3.1
Alaska	86,089	39	75,334	16	61,760	44	1.2	-1.4	2.8
Oregon	96,909	23	84,653	7	86,236	24	3.9	4.0	4.8
New York	101,606	16	88,668	4	120,320	8	1.4	2.4	3.9
Illinois	99,661	20	85,218	6	113,148	10	2.3	2.6	4.5
South Dakota	79,166	48	64,171	31	60,140	45	4.8	6.8	4.9
California	129,096	1	110,491	1	127,664	5	6.7	4.5	4.0
Nevada	95,353	26	76,620	15	--	--	1.3	2.5	--
North Dakota	80,978	45	61,717	35	59,719	46	1.0	4.1	6.1
Vermont	87,749	36	68,420	24	94,154	20	-0.6	5.7	5.5
Michigan	109,282	6	89,370	3	73,462	36	4.4	4.2	0.2
Arizona	100,447	18	80,471	11	80,766	29	1.4	4.5	8.9
Louisiana	76,009	51	54,807	46	92,988	21	2.7	9.0	0.2
Mississippi	76,634	50	54,839	45	65,505	41	4.8	4.8	5.5
Idaho	81,964	43	60,138	38	65,365	42	4.6	3.3	-1.8
Missouri	85,002	40	62,769	34	98,071	16	5.0	0.1	3.2
New Hampshire	95,765	25	73,273	19	128,354	4	0.6	3.2	9.7
Arkansas	76,844	49	53,252	50	62,820	43	2.5	1.2	1.6
Maine	89,056	34	64,944	30	94,943	17	5.8	9.0	2.5
Connecticut	114,753	5	90,262	2	132,376	3	4.8	5.4	5.3
Alabama	89,982	32	65,228	29	67,125	38	3.7	3.5	2.2
West Virginia	79,990	47	54,922	44	53,373	49	3.9	3.6	-0.4
New Mexico	86,891	38	61,605	36	83,617	27	8.0	9.6	7.9
Maryland	107,873	7	81,915	10	114,207	9	8.2	3.7	3.9
Montana	80,210	46	54,006	49	57,978	47	0.6	-0.3	4.3
Washington	105,600	11	79,245	12	85,545	25	2.4	4.8	2.2
Kentucky	81,062	44	54,556	47	66,651	39	4.0	6.0	5.8
Kansas	87,052	37	60,505	37	57,634	48	4.7	2.2	1.8
Nebraska	92,448	30	65,721	28	75,639	34	3.0	2.5	3.1
Oklahoma	82,143	42	55,401	42	73,743	35	3.5	2.4	-1.9
Minnesota	100,571	17	73,675	17	84,151	26	4.2	,	3.1
Ohio	99,909	19	72,184	21	80,709	30	3.1	3.0	2.8
Tennessee	88,083	35	59,767	39	94,707	18	3.9	4.3	2.6
Utah	105,251	12	76,690	14	98,733	15	5.2	6.1	8.5
Colorado	97,557	22	67,393	25	100,327	14	5.8	7.3	4.9
Texas	96,749	24	66,495	26	103,660	12	2.1	2.7	3.8
Pennsylvania	103,951	13	73,536	18	106,143	11	2.9	0.5	4.0
Wyoming	93,676	28	63,144	33	--	--	4.4	8.6	--
Hawaii	114,793	4	84,037	8	78,558	32	4.2	4.0	2.0
Georgia	91,359	31	57,979	40	90,854	23	8.6	11.3	3.4
Virginia	106,422	8	72,845	20	82,008	28	4.9	4.5	3.9
Rhode Island	103,315	14	68,960	22	125,020	7	4.4	1.9	3.3
South Carolina	89,446	33	54,468	48	65,600	40	2.4	4.0	3.6
Massachusetts	106,333	9	68,646	23	134,664	1	4.2	0.5	3.6
North Carolina	94,228	27	55,822	41	101,962	13	8.3	5.7	5.0
Florida	102,927	15	63,999	32	92,447	22	2.8	2.3	2.9
Iowa	105,996	10	65,977	27	71,589	37	4.7	2.1	2.0
Delaware	118,805	3	77,648	13	79,021	31	2.1	3.6	-0.2
Indiana	97,904	21	55,027	43	94,666	19	5.2	3.6	5.3
New Jersey	125,749	2	82,268	9	133,711	2	3.9	2.2	3.8
Washington, DC	83,296	41	--	--	125,154	6	-4.3	--	4.8
--Not applicable									

Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2021-22 and 2022-23.

Contributing to the wage gap is the fact that women are more likely to teach in lower-paid institutions and hold positions in lower-paid ranks. In 2023, women comprised 48 percent of all faculty but were over-represented in all ranks of community colleges, where they were 52 to 57 percent of faculty (Figure 9). Meanwhile, in 2023, women continued to be under-represented in the highest-paid ranks in the highest-paid public institutions: women comprised only 34 and 45 percent of professors and associate professors at research universities. Across all types of 4-year institutions, women were—and always have been—under-represented in the highest-paid professorial ranks.

What’s Happening within States?

Regional, state, and local economies and politics have an intrinsic bearing on salaries, as do institutional enrollments and demands for types of programs offered, faculty and staff unions, and a multitude of additional factors. Further, the pandemic and recent period of high inflation put pressure on state and institutional revenues, politics, and budgets. What effect has this had on states and their faculty salaries?

For the first time, the national average salary in public 4-year institutions topped \$100,000—with an average of \$100,481 in 2022-23. The states that historically vie for the top ranks remained in the top 5 in 2022-23—California, New Jersey, Delaware, Hawaii, and Connecticut (Table 1). Faculty teaching in

California's public 4-year institutions had an average salary of \$129,096. Notably, this was a 6.7 percent increase over 2021-22, which slightly exceeded the rate of inflation. On average, public 4-year faculty saw a slight gain in purchasing power. New Jersey ranked 2nd and had an average salary of \$127,749, which was \$1,347 less than California's. New Jersey's increase did not keep up with inflation.

Eighteen states paid public 4-year faculty salaries over \$100,000, on average, in 2023. But only six states saw increases to 4-year faculty salaries that surpassed the inflation rate: California, Georgia, California, Maryland, New Mexico, and North Carolina. With average salaries from \$76,000 to \$77,000, Arkansas, Louisiana and Mississippi remained at the bottom of the rankings, as they have for years; however, the cost of living in these states is significantly less compared with other states. Notably, of these three states, only Mississippi's salaries increased at a rate (4.8 percent) similar to the sector overall; Arkansas and Louisiana faculty salaries increased only 2.5 and 2.7 percent.

For the third year, California was the only state where community college faculty earned over \$100,000 (\$110,491). Connecticut community college faculty saw an increase of 5.4 percent, bringing them an average salary of \$90,262 (the second highest in the nation). New York dropped from 2nd to 4th place with an average salary of \$88,668.

Nine states paid their community college faculty an average between \$80,000 and \$90,000 in 2023: Connecticut, Michigan, New York, Wisconsin, Illinois, Oregon,

Hawaii, New Jersey, and Maryland. Arkansas historically trails the ranks and continued to do so, with an average salary of \$53,252 in 2022-23. Louisiana typically also trails but it moved up to 45th, due to a 9 percent increase in community college faculty salaries. Community college faculty in nine states saw increases in salaries above the inflation rate: Georgia, New Mexico, Maine, Louisiana, Wyoming, Colorado, South Dakota, Utah, and Kentucky. And, some of these states' increases were significant, for example, 11.3 percent in Georgia, and between 9 and 10 percent in New Mexico, Maine, and Louisiana.

Among private institutions' average faculty salaries, Massachusetts remained the leader at \$134,664 in 2022-23. New Jersey followed closely with an average of \$133,711. Seven states – Massachusetts, New Jersey, Connecticut, New Hampshire, California, Rhode Island, and New York – along with Washington, D.C., paid private institution faculty an average over \$120,000. Ranked 6th, Washington, D.C.'s average faculty salary at private institutions was \$125,154; meanwhile, public 4-year salaries in the District of Columbia ranked 41st, at \$83,296.

States vary in the difference between faculty pay at 2-year vs. 4-year public institutions. Across states, the average difference between 2- and 4-year faculty salaries was \$23,434. New Jersey and Indiana had the largest difference, \$43,481 and \$42,877, respectively. In 16 states, faculty teaching at public 4-year institutions earned over \$30,000 more than their colleagues in community colleges. Likewise, although salaries were quite disparate, some state salary

ranks were alike; for example, California's average faculty salary ranked 1st in both 2- and 4-year public institutions, but the dollar difference surpassed \$18,000. Conversely, some states' ranks for 2- vs. 4-year institutions differed by a fair magnitude, and yet the salary averages differed only slightly. In Wisconsin, the difference in salaries was only \$5,737, but the 2-year and 4-year ranks were 5th and 29th, respectively. Wisconsin was the only state with a 2- and 4-year differential under \$10,000. In 12 states, the differential was less than \$20,000.

The average state salaries for faculty teaching in public 2- and 4-year institutions increased 3.9 and 4.3 percent between 2021-22 and 2022-23, respectively, and salaries in private institutions increased 4.1 percent. As noted, this is less than the inflation rate between the two academic years, so purchasing power declined in all three sectors. Faculty in public 4-year institutions in Vermont and Washington, D.C. saw a decrease in salary averages, as did community college faculty in Alaska and Montana. Note that these declines may be due to a change in the mix of faculty by rank and/or field or discipline, and does not necessarily mean that individuals' salaries declined.

Differences by Discipline. What is taught and where it is taught matter. Interestingly, some of the highest-paid disciplines in 4-year institutions are the lowest-paid in 2-year, and vice versa. For example, faculty teaching in health fields in 4-year institutions had the highest earnings by discipline in 2023, averaging about \$122,000, yet health faculty were the lowest-paid in two-year institutions,

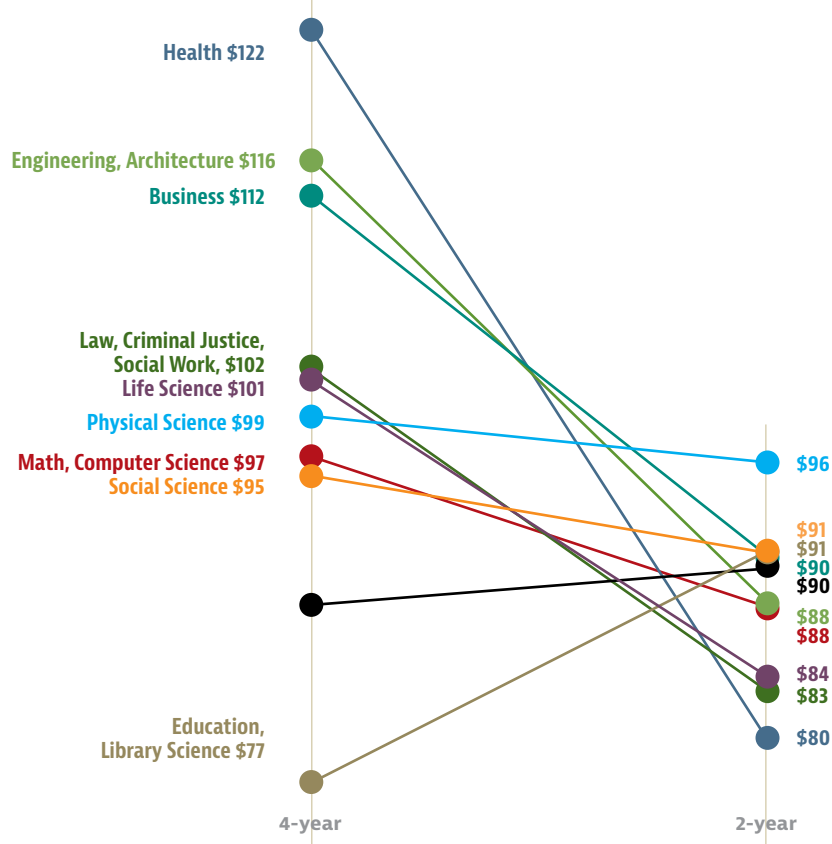
\$80,000 (Figure 10). On the other hand, education and library science faculty were the lowest-paid in 4-year institutions, \$77,000, but at an average of \$91,000, were near the top of the range at 2-year colleges. Physical science faculty were the highest-paid at 2-year colleges, earning \$96,000 in 2023; but at 4-year institutions, although they earned an average of \$99,000—more than at 2-year colleges—this fell mid-range at 4-year institutions. Engineering and architecture, and business faculty’s average salaries were ranked 2nd and 3rd in 4-year institutions, but mid-range at 2-year institutions. Only faculty teaching arts, communications, history, humanities, and education and library science earned more in 2-year colleges than they did in 4-year colleges, \$91,000 compared with \$77,000.

The range in salaries by discipline is three times larger in 4-year institutions compared with 2-year colleges. From a high of \$122,000 for health faculty to a low of \$77,000 for education and library science faculty in 4-year institutions, the range in salaries was \$45,000. With a much tighter range of only \$16,000, 2-year faculty salaries ranged from a high of \$96,000 for physical science faculty to a low of \$80,000 for health faculty.

The Union Advantage. Research shows that strong labor unions support middle-class workers and help to ensure a robust economy. And, unions are found to address worker challenges, such as flat wages, high housing prices, and help to improve intergenerational mobility.^v “... Middle-class workers reap substantial benefits from unionization. Unions raise the wages of their members by 10 to 15

Figure 10. By discipline, salaries in 4-year institutions range about \$45,000 while the range is smaller in 2-year institutions, \$16,000. Health has the highest paid faculty in 4-year, but the lowest in 2-year institutions. The lowest paid 4-year disciplines, education and arts/humanities, are mid-range in 2-year institutions.

Faculty salaries by discipline, 4-year and less than 4-year institutions, May 2022 (in thousands)



Source: ASA Research analysis of U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2022 National Industry-Specific Occupational Employment and Wage Estimates

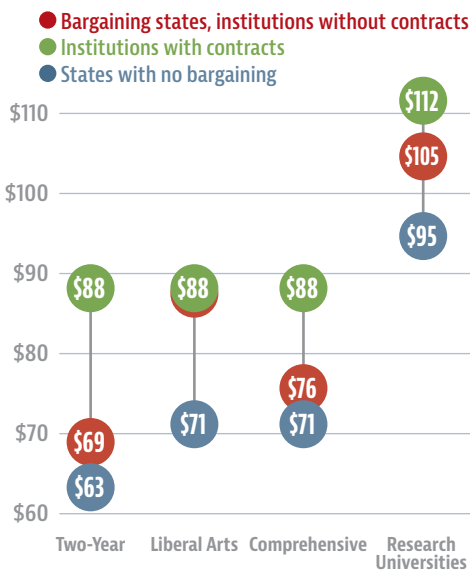
percent. Unions also improve fringe benefits and workplace procedures such as retirement plans, workplace grievance policies, and predictable scheduling.^{vi} Further, unions help to reduce gender and race wage gaps.^{vii} And, spillover effects work to improve wages and conditions at non-unionized industry competitors and nearby organizations and businesses.^{viii}

The presence of unions in higher education validates the above research.

Regardless of institution type, faculty teaching at institutions with collective bargaining agreements earned more than others in 2023, and the difference is considerable in some cases. Figure 11 illustrates the faculty salaries for (1) institutions with faculty bargaining agreements, (2) institutions in the same states, but without faculty bargaining agreements, and (3) institutions in states where no faculty collective bargaining agreements exist in colleges and universities. Community college faculty

Figure 11. The presence of faculty contracts at institutions is correlated with higher salaries.

Salaries for faculty in public institutions by bargaining status (in thousands), 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

with the presence of contracts had the largest advantage and earned, on average, about \$19,000 more than their colleagues in the same states but teaching at colleges without contracts. Meanwhile, the earnings advantage for unionized faculty in comprehensive institutions was \$12,000, and \$7,000 for faculty in research universities. At liberal arts institutions—a very small sector—the earnings advantage was about \$1,000.

Notably, faculty salaries in states with no collective bargaining were the lowest. This finding aligns with the notion that the presence of unions, regardless of membership, increases benefits for non-members. However, additional factors should be considered, as the states without faculty contracts may have

The student environment fit is very important for student success. HBCUs have been found to “outperform non-HBCUs in student experience, affordability, and after college preparedness for Black students”.¹ HBCUs are “best value” institutions of higher education and provide quality education at 27 percent lower cost than comparable institutions.² HBCUs represent only three percent of higher education institutions but they enroll 10 percent of higher education’s African American students, produce 15 percent of the African American bachelor’s degree recipients, and 19 percent of black STEM degree recipients.^{3 4}

different economies than those with collective bargaining activity. For example, these are largely southern states with a lower cost of living. Faculty salaries in institutions with contracts and those in the same states, but without contracts, are the most comparable.

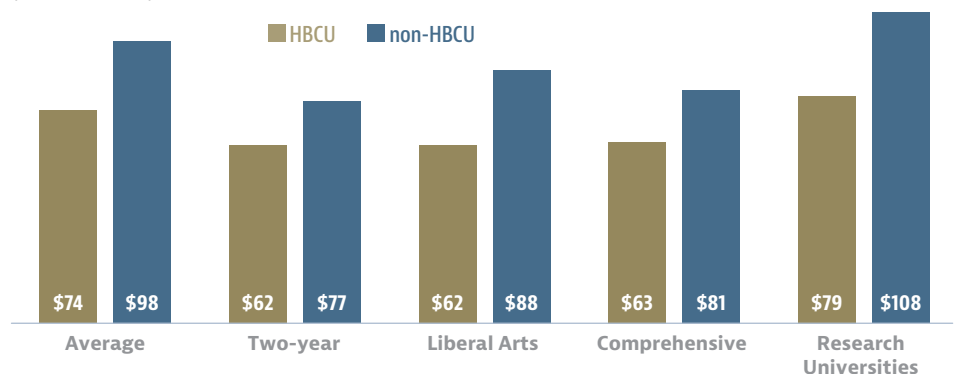
The HBCU Disadvantage. There are just over 100 Historically Black Colleges and Universities (HBCUs) in the U.S., and they provide higher education via a campus climate that fosters success, and where students of color feel comfortable,

supported, and safe.^{ix} Although HBCUs accelerate social mobility for underserved students, they do so with fewer resources, and their faculty teach at lower earnings levels than faculty at non-HBCUs. HBCU faculty earned on average, 75 cents to the dollar of other faculty’s earnings in 2023; specifically, HBCU faculty earned an average of \$73,632 compared with \$98,246 earned by faculty at non-HBCUs (Figure 12).

The difference is most pronounced in liberal arts colleges, where HBCU faculty

Figure 12. On average, HBCU faculty earn 75 cents to the dollar of non-HBCU faculty, and the difference is larger in some sectors.

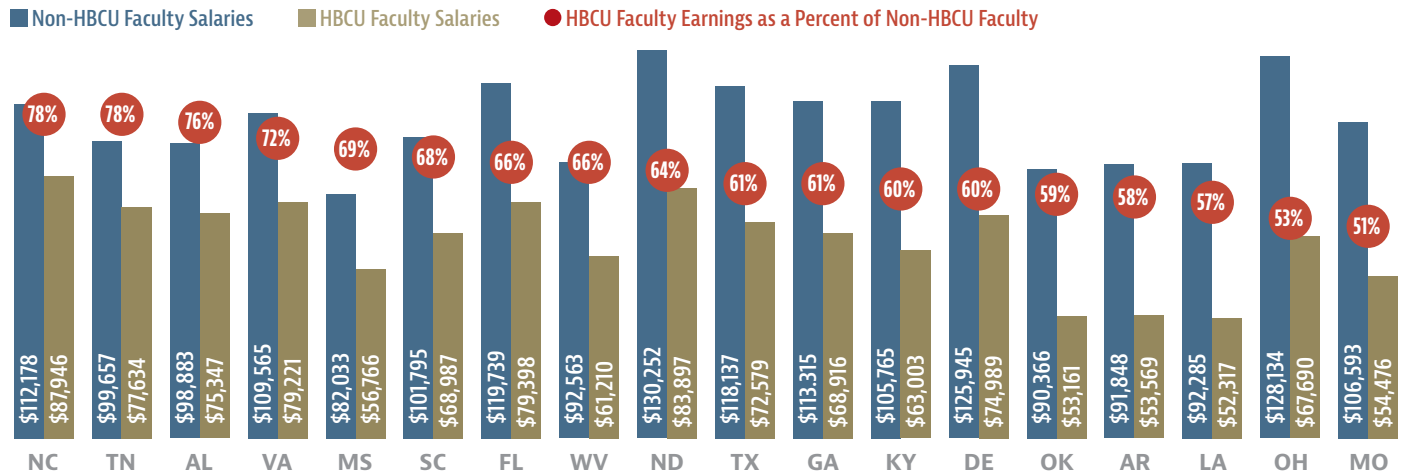
Average salaries for faculty on 9/10-month contracts by HBCU designation, 2022-23 (in thousands)



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

Figure 13. Land-grant HBCU faculty earn a fraction of non-HBCU land-grant faculty earnings. North Carolina and Alabama have the smallest earnings discrepancy while Ohio and Missouri display the largest.

Average salaries for HBCU faculty on 9/10-month contracts compared with non-HBCU, public land grant institutions, 2022-23



Source: ASA Research analysis of U.S. Department of Education, Integrated Postsecondary Education Data System, Faculty Salary data, 2022-23.

earned 71 percent of salaries of non-HBCU faculty, \$62,000 compared with \$88,000. Research university HBCU faculty earned 73 percent of non-HBCU faculty, \$79,000 compared with \$108,000. HBCU faculty at community colleges fared the best compared to their non-HBCU colleagues and earned 80 percent of non-HBCU faculty earnings.

Land-grant HBCUs ≠ Land-grant non-HBCUs. Faculty teaching in the HBCU land-grant institutions earn a fraction of those teaching in non-HBCU land-grants. Even when comparing faculty teaching in the same state, and thus taking different economies into account, some HBCU faculty earn just half of those teaching in non-HBCU land-grants in the same state. For example, in 2023, HBCU faculty teaching in Missouri earned 51 percent, or 51 cents to the dollar, compared with non-HBCU colleagues (Figure 13; Lincoln University and University of Missouri, are the 1890 and 1862 land-grant universities,

• *Legislation in 1862 – the First Morrill Act – gave land to states*
 • *with the aim to provide more Americans with broad access to*
 • *education, in disciplines of need at the time, such as agriculture*
 • *and mechanical arts. States could either sell this land to fund*
 • *the creation of a new public postsecondary institution or use this*
 • *land to expand an existing institution. However, many African*
 • *Americans were denied admission to these 1862 land-grant*
 • *universities. The Second Morrill Act of 1890, shortly after the*
 • *Civil War, required states to create additional land-grant*
 • *institutions for African Americans, or provide evidence that race*
 • *was not an admission criterion for their existing land grant*
 • *institution. Today, all 50 states and the District of Columbia*
 • *have an 1862 land grant institution—typically the state’s large*
 • *flagship university. And 19 of the 107 HBCU institutions, mostly*
 • *in southeastern states, are 1890 land-grant HBCUs. Although*
 • *the 1890 land-grant institutions were created to provide equal*
 • *opportunity, differences in regulations result in inequitable*
 • *funding streams for the 1890 land-grant institutions, and often,*
 • *under-funded institutions.¹*

respectively). The salary gap was the smallest in North Carolina and Tennessee where faculty teaching at NC Agricultural and Technical (A&T) State University and Tennessee State University (the 1890 HBCU land-grant universities) earned 78 cents for every dollar earned by faculty at the University of North Carolina and the University of Tennessee (the 1862 land-grants).

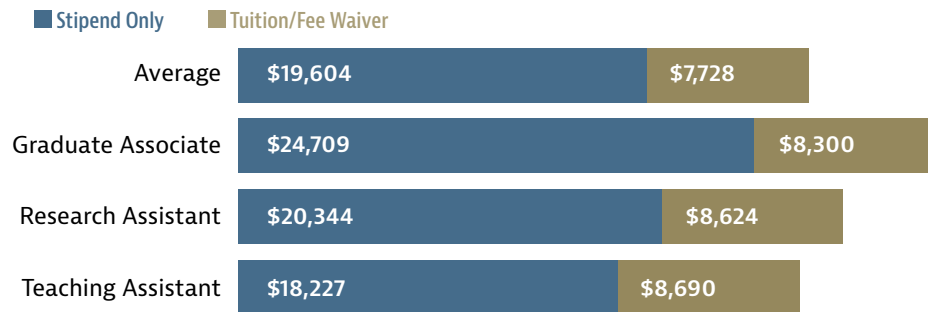
Graduate Assistant Earnings.

Graduate assistants typically earn a stipend for teaching, conducting research, or working in labs. The average stipend paid to graduate assistants in 2022-23 was \$19,604 (Figure 14), assuming the assistant is employed half-time. Also, although not universal, some may additionally receive tuition and fees waivers; the average tuition and fee waiver was \$7,728. Graduate associates, on average, received the highest stipend with an average of \$24,709, while research and teaching assistants earned about \$4,000 to \$5,000 less. The average stipend was similar to that paid in the last couple of years; as such, graduate assistants’ earnings have not kept pace with the high COVID-era inflation.

By discipline, the average stipend range was fairly small, between \$14,000 and \$20,000, with the majority of disciplines’ ranging from \$18,000 to \$20,000 (Figure 15). The highest stipend was paid to engineering graduate assistants, where the high was \$83,000 in 2022-23, followed by business management with a high stipend of \$74,000 and physical sciences at \$69,000. Across disciplines, the stipends at the high end appear to be outliers given the average stipend amounts within each of the disciplines are \$20,000 or less. The lowest graduate

Figure 14. The average stipend paid to graduate assistants was \$19,604. Research and teaching assistants’ stipends are within \$2k of each other, but graduate associates earn about \$5k to \$7k more. Tuition/fee waivers are similar and slightly higher for research and teaching assistants than graduate associates.

Average Stipend and Tuition/Fee Waivers for Graduate Assistants, 2022-23



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2022-23.

assistants’ stipends were under \$1,000, and many disciplines had stipends on the low end (under \$3,000); these low-end stipends occurred in all disciplines. Interestingly, disciplines among the lowest “high” stipend—ethnic and cultural studies; engineering-related technologies; protective services—tended to have higher “low” stipends than other disciplines (in other words, smaller ranges).

What are We Looking Forward To?

Inflation slowed over the second half of 2023, and forecasters predict it will fall back to about 2.5 percent by the end of 2024.^x At the same time, wages rose at a relatively high rate nationally in 2023, 4.4 percent, and employers say they plan to raise them another 4.0 percent in 2024.^{xi} Emerging from the pandemic, state budgets for 2024 are thought to be fairly robust.^{xii} However, some colleges and universities continue to face budget

deficits, declining enrollment, consolidations, and reorganizations, which can lead to faculty furloughs and layoffs.

Recent events, the political environment, and new technologies may affect and change how faculty do their work. The Israel-Hamas war increased campus conflict and antisemitism on campuses. Artificial intelligence (AI) is creeping its way into daily life. While concerned with students’ use of AI to cheat on their coursework, faculty also are looking to AI to assist with teaching and student learning. The on-going and changing demand for programs and content may lead to significant changes in curriculum, courses offered, and faculty composition.^{xiii}

What does this all mean for faculty salaries in 2024? Will faculty see the same relatively large increases in the 2023-24 academic year that were experienced in 2022-23, allowing them

to recover purchasing power? How many faculty will be affected by consolidations, restructuring, and new or different program offerings? How does the political and technical environment change the way faculty do their work? And, given the current slow-down in inflation, will the forecasted continued slowing of the high rate of inflation continue, allowing faculty earnings to catch up?

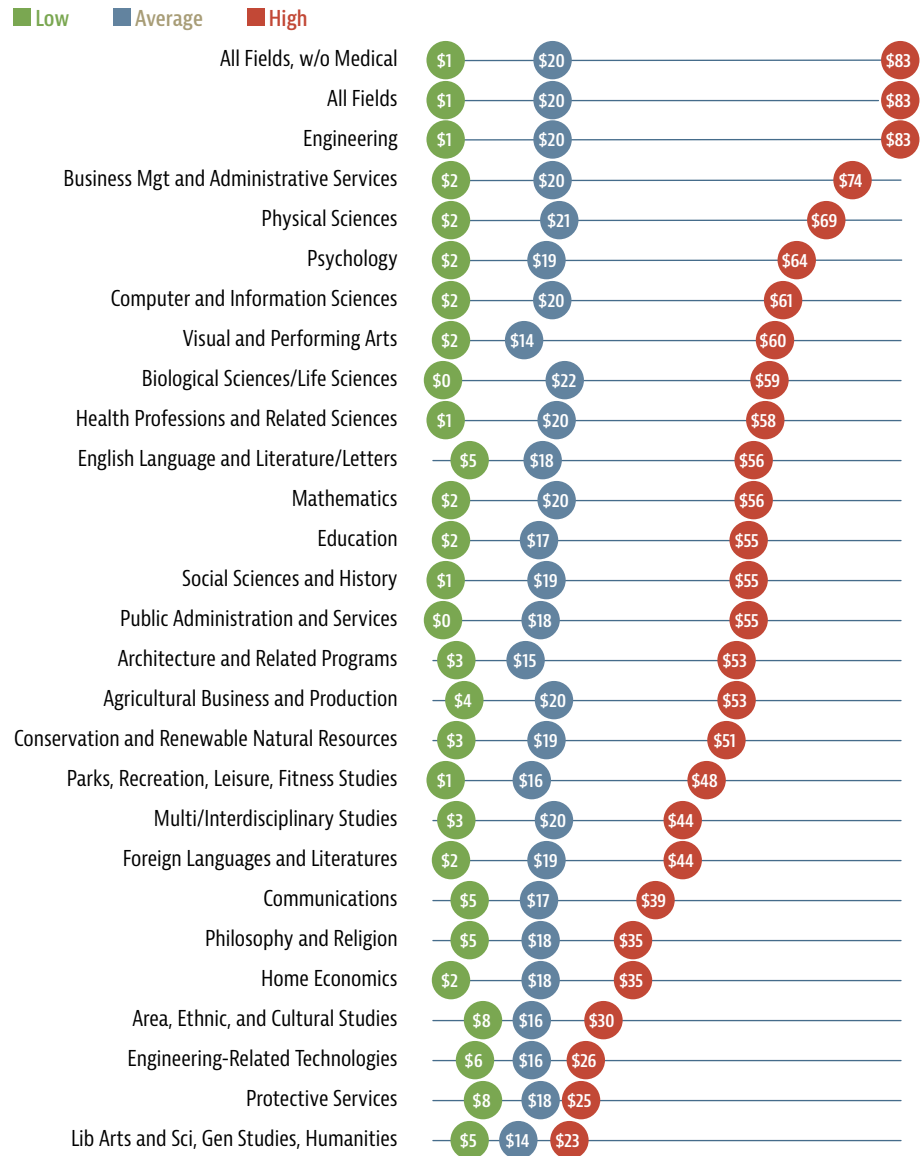
Data Sources

This report relies largely on U.S. Department of Education (ED), National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) Human Resources data. Reflecting 2022-23, NCES gathered data from 3,856 degree-granting colleges and universities as part of the annual IPEDS data collection for higher education institutions. This analysis excluded 892 seminaries, religious training institutions, and for-profit colleges, leaving 2,964 institutions. At the time of analysis, these data include the provisional release of the IPEDS data and results may differ from data reported by NCES in the future.

This report also includes U.S. Bureau of Labor Statistics wage estimates for faculty teaching in less-than-4-year and 4-year institutions by discipline in May 2022. Wage estimates are computed with data collected from a statistical sample of institutions of all sizes, in every state and the District of Columbia. An analysis of the Oklahoma State University’s Graduate Assistant Stipend Survey data for 2022-23 is also included; this survey includes 55 land-grant institutions and 75,896 graduate assistants.

Figure 15. The largest difference between the high and low stipend for graduate assistants occurs in engineering fields, \$95k, with the smallest difference in library sciences, \$17k

Low, Average, and High Stipends, by Discipline, 2022-23



Source: ASA Research analysis of Oklahoma State University, Graduate Assistant Stipend Survey, 2022-23.

REFERENCES FOR REPORT:

- ⁱ Clery, S. (March 2023). *Collateral damage: Effects of the pandemic on academe, continued*. National Education Association. Available: <https://www.nea.org/sites/default/files/2023-04/higher-education-faculty-salary-analysis-2023.pdf>
- ⁱⁱ Nietzel, M.T. (October 26, 2023). *College enrollment increases for first time since the pandemic*. Forbes. Available: <https://www.forbes.com/sites/michaelt Nietzel/2023/10/26/college-enrollment-increases-for-first-time-since-the-pandemic/?sh=68f028e515ef>
- ⁱⁱⁱ DiBlasi, J. (October 17, 2023). *Survey: 2023 US salary increase budgets reach 22-year high*. The Conference Board. Available: <https://www.conference-board.org/press/US-salary-increase-budgets-2023#:~:text=Among%20the%20report's%20key%20findings,in%20slightly%20lower%20at%204.0%25>.
- ^{iv} Aragao, C. (March 1, 2023). *Gender pay gap in U.S. hasn't changed much in two decades*. Pew Research Center. Available: <https://www.pewresearch.org/short-reads/2023/03/01/gender-pay-gap-facts/#:~:text=The%20gender%20gap%20in%20pay,%2D%20and%20part%2Dtime%20workers>.
- ^v --. (August 28, 2023). *Fact sheet: Treasury Department releases first-of-its-kind report on benefits of unions to the U.S. economy*. U.S. Department of the Treasury. Available: <https://home.treasury.gov/news/press-releases/jy1706#:~:text=Unions%20raise%20the%20wages%20of,stability%20and%20worker%20well%2Dbeing>.
- ^{vi} --. (August 2023). *Labor unions and the middle class*. U.S. Department of the Treasury. Available: <https://home.treasury.gov/system/files/136/Labor-Unions-And-The-Middle-Class.pdf>
- ^{vii} Ibid.
- ^{viii} --. (August 28, 2023). *Fact sheet: Treasury Department releases first-of-its-kind report on benefits of unions to the U.S. economy*. U.S. Department of the Treasury. Available: <https://home.treasury.gov/news/press-releases/jy1706#:~:text=Unions%20raise%20the%20wages%20of,stability%20and%20worker%20well%2Dbeing>.
- ^{ix} Lomax, M. L. (ND). *Six reasons HBCUs are more important than ever*. UNCF. Available: <https://uncf.org/the-latest/6-reasons-hbcus-are-more-important-than-ever#:~:text=HBCUs%20provide%20a%20stable%20and,needs%20to%20obtain%20college%20degrees>.
- ^x Duggan, W. (January 3, 2024). Ed. Adams, M. *Inflation outlook for 2024*. Forbes Advisor. Available: <https://www.forbes.com/advisor/investing/inflation-outlook-2024/#:~:text=2024%20Inflation%20Projections&text=Private%20sector%20forecasters%20are%20also,around%20+02.4%25%20by%20December%202024>.
- ^{xi} Bremen, J. (December 14, 2023). *Will pay increases exceed inflation in 2024?* Forbes. Available: <https://www.forbes.com/sites/johnbremen/2023/12/14/will-pay-increases-exceed-inflation-in-2024/?sh=37b62afb2266>
- ^{xii} Krob, K. and Kim, E. (August 30, 2023). *2024 U.S. State budgets resilient: States juggle spending pressure and slower revenue growth*. Fitch Ratings. Available: https://penniur.upenn.edu/uploads/media/Fitch-2024-US-State-Budgets-Resilient-States-Juggle-Spending-Pressure-and-Slower-Revenue-Growth-10243384_1.pdf.
- ^{xiii} Nietzel, M. T. (January 1, 2024). *5 Higher education trends to watch for in 2024*. Forbes. Available: <https://www.forbes.com/sites/michaelt Nietzel/2024/01/01/five-higher-education-trends-to-watch-for-in-2024/?sh=6c0f4c5e4fcb>

REFERENCES FOR TEXT BOX IN HBCU SECTION:

- ¹ --. (ND). *Why choose an HBCU?* HBCU First. Available: <https://hbcufirst.com/resources/why-choose-an-hbcu>.
- ² Ibid.
- ³ UNCF. (ND). *Fact sheet: Investing in better futures for students and for all of us*. Available: <https://cdn.uncf.org/wp-content/uploads/2022-UNCF-Fact-Sheet8.pdf>
- ⁴ Broady, K., Perry, A. M., Romer C. (August 4, 2021). "Underfunding HBCUs leads to an underrepresentation of Black faculty," *The Avenue*. Brookings. Available: <https://www.brookings.edu/blog/the-avenue/2021/08/04/underfunding-hbcus-leads-to-an->

REFERENCE FOR LAND GRANT TEXT BOX:

- ¹ National Education Association. "A Looming Crisis for HBCUs? An Analysis of Funding Sources for Land Grant Universities," *NEA Research Land Grant University: Brief No. 2*. Available: <https://www.nea.org/resource-library/looming-crisis-hbcus>.

2024 Salary Review

2022-23 Faculty Salary Report

The 2022-23 institutional faculty salary report provides salary and compensation information for the 1,582 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 Provisional Salary Data for 2022-23. 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 2021-22 and 2022-23. All dollar amounts are reported in thousands.

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

ALABAMA

AA

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect. (\$)	Avg. (\$)	% Chng. (%)
Bevill State Community College	.	.	.	67.2	67.2	5.2
Bishop State Community College	.	.	.	64.9	64.9	0.3
Central Alabama Community College	.	.	.	66.9	66.9	6.4
Chattahoochee Valley Community College	.	.	.	61.1	61.1	5.2
Coastal Alabama Community College	.	.	.	68.6	68.6	3.5
Enterprise State Community College	.	.	.	84.1	84.1	3.7
Gadsden State Community College	.	.	.	64.2	64.2	4.4
George C Wallace Community College-Dothan	.	.	.	62.7	62.7	7.9
George C Wallace State Community College-Hanceville	.	.	.	63.2	63.2	-11.7
George C Wallace State Community College-Selma	.	.	.	57.8	57.8	0.8
H Council Trenholm State Community College	.	.	.	63.1	63.1	5.0
J F Ingram State Technical College
J. F. Drake State Community and Technical College	.	.	.	57.7	57.7	5.3
Jefferson State Community College	.	.	.	67.4	67.4	6.0
John C Calhoun State Community College	.	.	.	65.3	65.3	3.0
Lawson State Community College	.	.	.	65.2	65.2	5.7
Lurleen B Wallace Community College	.	.	.	63.0	63.0	4.9
Marion Military Institute	.	.	.	62.9	62.9	5.5
Northeast Alabama Community College	.	.	.	62.9	62.9	-3.4
Northwest-Shoals Community College	.	.	.	61.5	61.5	3.0
Reid State Technical College	.	.	.	64.5	64.5	5.2
Shelton State Community College	.	.	.	63.8	63.8	2.0
Snead State Community College	.	.	.	68.1	68.1	10.2
Southern Union State Community College	.	.	.	64.0	64.0	16.1

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

BA+

Athens State University	96.5	83.2	68.6	67.1	80.0	3.4
University of Montevallo	89.1	73.7	70.2	64.1	77.0	13.8

DOCTORAL

Alabama A & M University	102.3	88.6	76.8	68.1	77.7	-1.7
Alabama State University	99.4	86.4	73.8	53.0	80.7	4.8
Auburn University	146.2	105.8	92.2	63.1	102.4	5.4
Auburn University at Montgomery	96.4	78.1	75.6	55.5	77.3	7.1
Jacksonville State University	84.0	72.3	62.1	52.9	66.7	0.3
The University of Alabama	159.5	103.3	82.9	60.6	98.8	2.4
Troy University	87.4	78.8	73.3	57.9	70.6	-0.8
University of Alabama at Birmingham	145.5	97.9	84.8	70.0	105.7	3.8
University of Alabama in Huntsville	140.2	100.1	84.9	59.2	93.1	5.4
University of North Alabama	97.5	82.0	69.4	60.9	78.5	1.8
University of South Alabama	98.4	76.1	67.5	51.2	73.9	3.7
University of West Alabama	82.8	68.2	62.6	46.9	66.1	5.1

ALASKA

AA

Ilisagvik College	.	.	.	.	.	.
University of Alaska Southeast	88.0	79.1	69.6	52.1	75.3	-1.4

DOCTORAL

University of Alaska Anchorage	102.8	85.3	74.6	63.3	85.5	1.5
University of Alaska Fairbanks	105.0	89.6	76.8	73.7	86.9	0.8

State/School

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

ARIZONA

AA

Arizona Western College	.	.	.	69.5	69.5	1.4
Central Arizona College	62.7	.	.	.	62.7	0.3
Chandler-Gilbert Community College	.	.	.	87.6	87.6	4.0
Cochise County Community College District	.	.	.	64.7	64.7	7.4
Coconino Community College	.	.	.	69.2	69.2	3.3
Dine College	64.9	59.3	54.8	52.1	57.1	0.0
Eastern Arizona College	90.3	67.9	.	.	74.9	3.9
Estrella Mountain Community College	.	.	.	87.4	87.4	4.0
GateWay Community College	.	.	.	86.7	86.7	5.0
Glendale Community College	.	.	.	90.0	90.0	4.8
Mesa Community College	.	.	.	90.0	90.0	4.3
Mohave Community College	.	.	.	65.3	65.3	14.4
Northland Pioneer College	.	.	.	63.9	63.9	0.7
Paradise Valley Community College	.	.	.	90.9	90.9	6.7
Phoenix College	.	.	.	87.2	87.2	3.7
Pima Community College	.	.	.	72.4	72.4	10.4
Rio Salado College	.	.	.	94.8	94.8	0.8
Scottsdale Community College	.	.	.	91.5	91.5	2.9
South Mountain Community College	.	.	.	89.3	89.3	3.5
Tohono O'odham Community College	.	.	.	57.2	57.2	3.5
Yavapai College	.	.	.	72.1	72.1	2.8

DOCTORAL

Arizona State University Campus Immersion	161.1	114.6	93.8	66.9	107.1	1.7
Arizona State University Digital Immersion	153.7	108.4	88.9	66.7	94.1	4.3
Northern Arizona University	110.9	79.0	70.5	56.9	82.8	3.5
University of Arizona	136.6	97.4	87.7	59.3	102.0	-1.4

ARKANSAS

AA

Arkansas Northeastern College	53.6	59.7	53.5	43.8	48.5	3.8
Arkansas State University Mid-South	.	.	.	41.8	41.8	-1.7
Arkansas State University Three Rivers	54.4	45.7	.	43.5	44.3	-4.0
Arkansas State University-Beebe	65.9	62.7	48.5	43.8	48.4	1.8
Arkansas State University-Mountain Home	.	.	.	48.4	48.4	-2.3
Arkansas State University-Newport	57.4	50.7	51.8	43.2	50.0	3.2
Arkansas Tech University	81.1	67.4	61.9	47.0	62.6	1.9
Black River Technical College	.	.	.	44.0	44.0	-2.8
Cossatot Community College of the University of Arkansas	.	.	.	49.1	49.1	3.4
East Arkansas Community College	.	.	.	49.7	49.7	0.2
National Park College	55.8	51.8	45.9	.	47.2	-6.8
North Arkansas College	54.5	49.5	48.9	45.0	46.8	-2.5
NorthWest Arkansas Community College	63.2	58.3	52.9	63.0	62.1	5.3
Ozarka College	.	.	.	44.2	44.2	1.6
Phillips Community College of the University of Arkansas	.	.	.	46.9	46.9	3.6

State/School

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

South Arkansas Community College	58.7	47.7	44.1	45.1	47.6	-2.8
Southeast Arkansas College	.	.	.	47.4	47.4	1.1
Southern Arkansas University Tech	.	.	.	44.7	44.7	2.1
University of Arkansas Community College Rich Mountain	.	.	.	45.5	45.5	6.6
University of Arkansas Community College-Batesville	.	.	.	43.3	43.3	-0.8
University of Arkansas Community College-Morrilton	.	.	.	49.3	49.3	2.2
University of Arkansas Hope-Texarkana	.	.	.	42.3	42.3	-2.7
University of Arkansas at Monticello	60.5	52.8	52.1	45.7	50.9	2.0
University of Arkansas-Fort Smith	87.4	66.4	66.7	53.8	65.4	3.4
University of Arkansas-Pulaski Technical College	.	.	.	45.6	45.6	-0.6

BA+

Henderson State University	65.1	65.6	56.4	53.9	62.8	4.0
University of Arkansas Grantham	.	.	.	.	.	.

DOCTORAL

Arkansas State University	91.6	77.1	63.2	45.0	68.1	1.3
Southern Arkansas University Main Campus	85.7	66.5	64.6	51.9	64.9	3.3
University of Arkansas	144.6	99.0	96.7	60.2	91.8	1.7
University of Arkansas at Little Rock	92.8	71.3	67.4	48.1	72.4	-0.6
University of Arkansas at Pine Bluff	66.8	64.2	54.5	47.5	53.6	0.5
University of Arkansas for Medical Sciences	.	.	.	.	.	.
University of Central Arkansas	82.4	68.1	68.6	52.0	65.4	0.7

CALIFORNIA

AA

Allan Hancock College	.	.	.	94.2	94.2	0.2
American River College	.	.	.	101.7	101.7	3.0
Antelope Valley Community College District	.	.	.	93.5	93.5	1.7
Bakersfield College	.	.	.	102.0	102.0	-6.1
Barstow Community College	111.3	91.4	81.4	.	102.1	4.4
Berkeley City College	.	.	.	110.0	110.0	8.8
Butte College	.	.	.	109.0	109.0	0.2
Cabrillo College	.	.	.	98.5	98.5	12.2
Canada College	.	.	.	117.9	117.9	1.2
Cerritos College	.	.	.	134.4	134.4	16.9
Cerro Coso Community College	.	.	.	106.1	106.1	-4.6
Chabot College	.	.	.	124.4	124.4	11.1
Chaffey College	.	.	.	114.1	114.1	7.9
Citrus College	.	.	.	116.3	116.3	31.2
City College of San Francisco	.	.	.	106.0	106.0	4.2
Clovis Community College	.	.	.	99.7	99.7	-1.2
Coastline Community College	.	.	.	122.4	122.4	6.6
College of Alameda	.	.	.	105.8	105.8	4.6
College of Marin	.	.	.	125.9	125.9	1.4
College of San Mateo	.	.	.	113.6	113.6	0.1
College of the Canyons	.	.	.	120.1	120.1	5.0
College of the Desert	124.3	103.8	107.1	99.1	116.0	5.3

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
College of the Redwoods	.	.	.	76.6	76.6	-3.8
College of the Sequoias	.	.	.	116.4	116.4	10.2
College of the Siskiyous	.	.	.	86.2	86.2	-0.1
Columbia College	.	.	.	105.0	105.0	1.2
Compton College	.	.	.	91.3	91.3	-2.5
Contra Costa College	.	.	.	99.3	99.3	-0.2
Copper Mountain Community College	.	.	.	96.6	96.6	15.4
Cosumnes River College	.	.	.	99.5	99.5	3.1
Crafton Hills College	.	.	.	110.6	110.6	6.5
Cuesta College	.	.	.	114.6	114.6	7.5
Cuyamaca College	.	.	.	70.8	70.8	-4.8
Cypress College	.	.	.	111.9	111.9	6.0
De Anza College	.	.	.	109.5	109.5	10.1
Diablo Valley College	.	.	.	99.9	99.9	-0.0
East Los Angeles College	.	.	.	114.0	114.0	5.4
El Camino Community College District	.	.	.	121.7	121.7	22.1
Evergreen Valley College	.	.	.	169.4	169.4	15.8
Feather River Community College District	146.9	.	90.0	.	129.8	32.7
Folsom Lake College	.	.	.	99.3	99.3	3.3
Foothill College	.	.	.	115.0	115.0	13.1
Fresno City College	.	.	.	103.8	103.8	-0.4
Fullerton College	.	.	.	102.8	102.8	-2.5
Gavilan College	.	.	.	108.7	108.7	13.3
Glendale Community College	.	.	.	106.2	106.2	1.8
Golden West College	.	.	.	126.0	126.0	6.1
Grossmont College	.	.	.	82.6	82.6	-0.3
Hacienda La Puente Adult Education	.	.	.	56.3	56.3	-18.6
Hartnell College	.	.	.	103.6	103.6	3.5
Imperial Valley College	.	.	.	110.4	110.4	12.6
Irvine Valley College	.	.	.	121.6	121.6	5.1
Lake Tahoe Community College	.	.	.	97.7	97.7	6.4
Laney College	.	.	.	105.9	105.9	6.2
Las Positas College	.	.	.	122.5	122.5	9.3
Lassen Community College	.	.	.	91.8	91.8	8.1
Long Beach City College
Los Angeles City College	.	.	.	118.6	118.6	5.8
Los Angeles County College of Nursing and Allied Health
Los Angeles Harbor College	.	.	.	114.5	114.5	3.0
Los Angeles Mission College	.	.	.	109.5	109.5	4.9
Los Angeles Pierce College	.	.	.	112.1	112.1	7.5
Los Angeles Southwest College	.	.	.	108.0	108.0	6.6
Los Angeles Trade Technical College	.	.	.	116.8	116.8	6.0
Los Angeles Valley College	.	.	.	114.4	114.4	5.7
Los Medanos College	.	.	.	99.8	99.8	0.7
Madera Community College	.	.	.	103.3	103.3	2.1
Mendocino College	.	.	.	106.3	106.3	-0.1
Merced College	.	.	.	88.5	88.5	-1.0
Merritt College	.	.	.	107.9	107.9	10.0

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
MiraCosta College	.	.	.	140.9	140.9	1.1
Mission College	.	.	.	128.5	128.5	4.7
Modesto Junior College	.	.	.	106.8	106.8	3.7
Monterey Peninsula College	.	.	.	89.4	89.4	-8.8
Moorpark College	.	.	.	101.9	101.9	2.9
Moreno Valley College	.	.	.	126.8	126.8	7.1
Mt San Antonio College	.	.	.	117.3	117.3	2.2
Mt San Jacinto Community College District	.	.	.	109.4	109.4	-1.8
Napa Valley College	.	.	.	108.0	108.0	9.9
Norco College	.	.	.	128.5	128.5	7.2
Ohlone College	.	.	.	120.5	120.5	-2.3
Orange Coast College	.	.	.	124.3	124.3	6.0
Oxnard College	.	.	.	99.1	99.1	0.5
Palo Verde College	.	.	.	97.5	97.5	6.3
Palomar College	.	.	.	120.9	120.9	4.8
Pasadena City College	.	.	.	98.2	98.2	-0.2
Peralta Community College System Office
Porterville College	.	.	.	103.3	103.3	0.2
Reedley College	.	.	.	103.2	103.2	-1.0
Rio Hondo College	.	.	.	118.6	118.6	7.9
Riverside City College	.	.	.	131.3	131.3	7.8
Sacramento City College	.	.	.	100.8	100.8	3.8
Saddleback College	.	.	.	123.7	123.7	4.9
San Bernardino Valley College	.	.	.	109.8	109.8	6.1
San Diego City College	.	.	.	97.1	97.1	2.3
San Diego Mesa College	.	.	.	97.7	97.7	5.2
San Diego Miramar College	.	.	.	95.4	95.4	2.7
San Joaquin Delta College	.	.	.	100.8	100.8	-4.3
San Jose City College	.	.	.	155.1	155.1	4.9
Santa Ana College	.	.	.	127.0	127.0	9.5
Santa Barbara City College	.	.	.	109.4	109.4	6.4
Santa Monica College	.	.	.	118.5	118.5	-1.1
Santa Rosa Junior College	.	.	.	113.6	113.6	4.2
Santiago Canyon College	.	.	.	148.2	148.2	15.6
Shasta College	.	.	.	103.5	103.5	15.6
Sierra College	.	.	.	85.2	85.2	6.0
Skyline College	.	.	.	115.3	115.3	-1.3
Solano Community College	.	.	.	98.8	98.8	2.7
Southwestern College	113.9	.	84.9	.	106.5	4.8
Taft College	125.1	97.5	.	55.2	116.4	5.2
Ventura College	.	.	.	98.4	98.4	-0.2
Victor Valley College	.	.	.	97.6	97.6	-1.1
West Hills College-Coalinga	.	.	.	118.8	118.8	18.9
West Hills College-Lemoore	.	.	.	116.7	116.7	10.4
West Los Angeles College	.	.	.	113.7	113.7	7.3
West Valley College	.	.	.	132.3	132.3	5.0
Woodland Community College	124.5	.	.	.	124.5	8.1
Yuba College	.	.	.	115.0	115.0	7.7

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

BA

Foothill-De Anza Community College District	.	.	.	.	.
Los Angeles Community College District Office	.	.	.	113.1	113.1
Rancho Santiago Community College District Office	.	.	.	.	.
San Mateo County Community College District Office	.	.	.	.	.
Yosemite Community College District Office	.	.	.	114.9	114.9

BA+

California Polytechnic State University-San Luis Obispo	123.4	107.1	95.8	79.6	103.1	8.4
California State Polytechnic University-Humboldt	113.2	99.1	82.0	71.3	95.1	7.9
California State University-Maritime Academy	129.3	105.2	90.5	78.6	104.0	12.1
California State University-Channel Islands	128.5	110.1	92.0	75.4	100.4	9.3
California State University-Chico	116.3	98.2	83.0	71.3	94.0	9.9
California State University-Dominguez Hills	128.6	105.5	88.7	67.9	96.9	7.5
California State University-Monterey Bay	124.1	103.1	89.5	65.3	98.1	9.4
Sonoma State University	118.6	98.1	86.0	73.5	103.6	9.7
Teachers College of San Joaquin	.	.	.	114.7	114.7	5.1

DOCTORAL

California State Polytechnic University-Pomona	123.7	107.4	91.4	72.9	103.2	8.6
California State University-Bakersfield	121.0	99.3	86.1	70.5	91.6	7.4
California State University-East Bay	120.9	106.2	86.4	73.8	101.6	9.2
California State University-Fresno	117.5	100.3	84.6	68.9	92.7	7.7
California State University-Fullerton	120.8	106.9	94.4	72.1	101.4	8.8
California State University-Long Beach	120.2	105.4	92.2	75.0	98.5	7.2
California State University-Los Angeles	121.5	106.3	96.0	67.3	97.7	9.1
California State University-Northridge	117.0	102.3	94.2	70.8	99.5	9.3
California State University-Sacramento	114.3	95.7	85.1	69.4	94.4	8.5
California State University-San Bernardino	120.5	99.2	85.7	67.7	93.7	5.3
California State University-San Marcos	123.4	106.8	92.9	69.6	98.4	8.6
California State University-Stanislaus	115.2	98.0	82.4	66.6	93.7	7.7
San Diego State University	134.3	110.6	98.7	73.6	105.6	8.0
San Francisco State University	127.5	108.1	97.2	69.7	106.7	9.9
San Jose State University	127.4	109.9	95.6	75.8	102.2	8.9
University of California-Berkeley	232.9	157.4	132.7	108.5	179.3	3.1
University of California-Davis	199.0	133.6	113.9	94.9	150.0	5.7
University of California-Irvine	204.8	139.5	113.9	110.5	159.6	5.0
University of California-Los Angeles	254.0	161.9	124.7	99.2	193.1	4.3
University of California-Merced	173.9	130.7	109.6	80.9	118.9	7.6
University of California-Riverside	192.7	128.6	111.2	94.7	140.8	6.1
University of California-San Diego	212.9	145.8	123.7	100.0	158.5	4.0
University of California-Santa Barbara	222.4	135.7	119.4	110.0	168.9	6.2
University of California-Santa Cruz	197.8	133.7	115.8	96.7	147.0	4.9
University of California-System Administration Central Office	.	.	.	.	.	.
University of Massachusetts Global	110.5	96.9	89.2	.	96.7	2.6

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

COLORADO

AA

Aims Community College	74.8	62.8	60.1	59.5	68.4	7.7
Arapahoe Community College	74.5	.	.	.	74.5	5.2
Colorado Mountain College	98.8	86.9	84.4	.	96.4	3.4
Colorado Northwestern Community College	.	.	.	62.6	62.6	27.7
Community College of Aurora	.	.	.	69.9	69.9	7.2
Community College of Denver	80.2	65.5	63.0	.	71.0	15.7
Front Range Community College	67.9	.	.	.	67.9	5.5
Lamar Community College	.	.	.	49.0	49.0	23.5
Morgan Community College	.	.	.	61.0	61.0	-1.0
Northeastern Junior College	62.7	52.3	46.7	.	53.5	12.0
Otero College	.	.	.	53.0	53.0	2.7
Pikes Peak State College	.	.	.	64.1	64.1	5.5
Pueblo Community College	.	.	.	60.8	60.8	1.3
Red Rocks Community College	.	.	.	70.8	70.8	13.7
Trinidad State College	47.9	.	.	.	47.9	-0.3

BA

United States Air Force Academy
---------------------------------	---	---	---	---	---	---

BA+

Colorado State University Global	.	.	.	.	.	.
Fort Lewis College	88.6	77.6	62.3	49.6	69.8	7.5
Metropolitan State University of Denver	.	.	.	41.4	41.4	-57.5
Western Colorado University	81.9	69.5	61.5	52.1	63.7	1.9

DOCTORAL

Adams State University	75.6	63.6	58.4	44.5	61.2	5.2
Colorado Mesa University	85.5	73.6	69.3	52.4	65.2	1.4
Colorado School of Mines	157.9	114.6	99.2	92.1	118.6	4.2
Colorado State University Pueblo	85.4	62.8	67.4	48.3	64.2	3.1
Colorado State University-Fort Collins	138.6	104.2	87.6	64.6	105.0	6.3
University of Colorado Boulder	158.9	110.8	109.0	71.0	113.3	4.5
University of Colorado Colorado Springs	119.8	93.2	78.2	52.0	78.0	1.0
University of Colorado Denver/Anschutz Medical Campus	.	.	.	.	.	.
University of Northern Colorado	90.3	71.0	62.1	61.6	75.8	5.1

CONNECTICUT

AA

Asnuntuck Community College	97.8	80.1	73.8	.	90.8	10.8
Capital Community College	103.1	85.4	75.5	67.1	90.2	9.2
Gateway Community College	102.0	91.4	82.6	67.8	90.0	4.7
Housatonic Community College	98.9	84.7	75.0	74.3	87.8	8.8
Manchester Community College	101.0	81.4	72.3	67.9	89.7	5.8
Middlesex Community College	103.7	88.9	68.2	63.0	94.7	4.5
Naugatuck Valley Community College	103.1	88.9	72.7	64.0	95.3	7.2
Northwestern Connecticut Community College	99.7	83.4	74.3	63.4	79.8	-7.7

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Norwalk Community College	105.8	83.2	75.2	64.8	94.9	4.8
Quinebaug Valley Community College	99.0	79.6	72.4	64.8	87.0	3.6
Three Rivers Community College	100.9	81.6	72.9	66.5	90.2	6.8
Tunxis Community College	97.5	79.1	75.8	72.1	84.3	2.6

BA

United States Coast Guard Academy	89.0	72.2	58.5	52.6	70.3	-44.9
-----------------------------------	------	------	------	------	------	-------

BA+

Eastern Connecticut State University	117.3	92.1	79.5	70.0	102.0	8.9
--------------------------------------	-------	------	------	------	-------	-----

DOCTORAL

Central Connecticut State University	122.6	98.2	78.0	69.3	103.7	6.0
Southern Connecticut State University	119.9	95.8	81.9	75.0	102.6	6.8
University of Connecticut	169.7	119.5	97.4	86.2	126.6	6.1
Western Connecticut State University	120.2	95.5	84.4	.	107.7	9.1

DELAWARE

AA

Delaware Technical Community College-Terry	.	.	.	77.6	77.6	3.6
--	---	---	---	------	------	-----

BA

Delaware Technical Community College-Central Office
---	---	---	---	---	---	---

DOCTORAL

Delaware State University	91.9	78.0	66.6	56.9	75.0	0.2
University of Delaware	165.6	115.9	103.5	86.0	125.9	2.4

DISTRICT OF COLUMBIA

DOCTORAL

University of the District of Columbia	117.8	89.9	75.6	79.4	83.3	-4.3
--	-------	------	------	------	------	------

FLORIDA

AA

Broward College	73.4	62.6	53.5	55.9	60.6	-1.8
Chipola College	73.6	63.4	61.5	51.4	59.2	1.1
College of Central Florida	69.9	62.0	56.2	57.2	59.5	8.3
Daytona State College	71.1	61.1	54.9	49.4	64.1	1.9
Eastern Florida State College	68.3	59.9	52.0	48.6	57.0	2.7
Florida Gateway College	.	.	.	56.8	56.8	2.2
Florida SouthWestern State College	.	.	.	58.9	58.9	-0.7
Florida State College at Jacksonville	.	.	.	56.8	56.8	-0.4
Gulf Coast State College	68.2	60.3	50.7	47.5	58.5	4.0
Hillsborough Community College	73.1	65.6	58.1	51.0	60.6	-1.2
Indian River State College	104.6	94.2	81.6	66.1	85.3	-1.6
Lake-Sumter State College	62.4	57.1	52.3	50.1	52.3	7.0
Miami Dade College	91.6	78.4	68.1	59.6	76.8	3.8

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
North Florida College	.	.	.	54.8	54.8	8.2
Northwest Florida State College	66.7	.	55.2	50.9	56.4	2.4
Palm Beach State College	68.4	61.0	59.5	60.5	61.8	3.0
Pasco-Hernando State College	68.5	59.6	57.0	50.8	58.3	9.8
Pensacola State College	57.2	51.6	47.0	42.7	48.8	3.4
Polk State College	.	.	.	59.7	59.7	2.7
Saint Johns River State College	52.4	.	.	50.9	51.2	1.2
Santa Fe College	.	.	.	60.3	60.3	12.2
Seminole State College of Florida	.	.	.	66.4	66.4	1.3
South Florida State College	.	.	.	58.5	58.5	4.8
St Petersburg College	.	.	.	66.3	66.3	-1.3
State College of Florida-Manatee-Sarasota	69.0	62.1	50.6	51.6	58.4	-2.8
Tallahassee Community College	65.1	55.6	52.9	51.7	58.8	6.1
The College of the Florida Keys	72.5	72.3	66.8	65.9	68.9	3.8
Valencia College	.	.	.	72.5	72.5	2.9

BA

University of Florida-Online	.	.	.	31.0	31.0	-51.7
------------------------------	---	---	---	------	------	-------

BA+

Florida Polytechnic University	154.2	102.8	86.4	64.8	89.7	2.9
New College of Florida	94.0	81.1	66.6	63.8	80.9	5.2

DOCTORAL

Florida Agricultural and Mechanical University	110.4	80.1	73.2	53.1	79.4	-6.4
Florida Atlantic University	120.6	96.1	83.9	66.9	93.5	4.5
Florida Gulf Coast University	110.8	89.9	75.8	59.0	81.6	4.4
Florida International University	146.1	104.0	97.4	77.4	105.8	3.2
Florida State University	147.3	110.8	94.2	86.6	116.6	5.6
The University of West Florida	109.7	86.1	76.3	59.5	83.8	1.4
University of Central Florida	149.7	104.2	86.8	70.2	100.0	2.3
University of Florida	165.0	115.4	100.2	70.2	119.7	1.1
University of North Florida	106.2	87.1	74.9	55.9	79.8	3.8
University of South Florida	139.9	101.8	91.8	68.2	101.8	2.4

GEORGIA

AA

Albany Technical College	.	.	.	54.2	54.2	14.8
Athens Technical College	.	.	.	63.2	63.2	13.0
Atlanta Metropolitan State College	70.8	78.6	74.0	57.7	65.5	31.2
Atlanta Technical College	.	.	.	.	.	.
Augusta Technical College	.	.	.	.	.	.
Central Georgia Technical College	.	.	.	67.0	67.0	.
Chattahoochee Technical College	.	.	.	49.5	49.5	-1.8
Coastal Pines Technical College	.	.	.	44.7	44.7	12.3
Columbus Technical College	.	.	.	.	.	.
East Georgia State College	69.6	57.4	54.1	52.3	61.5	18.2
Georgia Highlands College	67.7	59.9	52.4	55.4	60.5	18.9

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
Georgia Military College	48.4	48.4	48.7	.	48.5	-2.7
Georgia Northwestern Technical College	.	.	.	60.7	60.7	9.1
Georgia Piedmont Technical College	.	.	.	.	.	.
Georgia State University-Perimeter College	72.9	60.2	55.8	49.1	57.8	7.7
Gordon State College	75.9	64.5	62.5	53.4	68.1	15.9
Gwinnett Technical College	.	.	.	50.1	50.1	2.3
Lanier Technical College	.	.	.	.	.	.
North Georgia Technical College	.	.	.	46.8	46.8	12.0
Oconee Fall Line Technical College	.	.	.	.	.	.
Ogeechee Technical College	.	.	.	.	.	.
Savannah Technical College	.	.	.	51.3	51.3	10.8
South Georgia State College	65.9	64.3	59.8	50.6	61.0	17.8
South Georgia Technical College	.	.	.	.	.	.
Southeastern Technical College	.	.	.	.	.	.
Southern Crescent Technical College	.	.	.	.	.	.
Southern Regional Technical College	.	.	.	54.6	54.6	14.4
West Georgia Technical College	.	.	.	48.9	48.9	13.4
Wiregrass Georgia Technical College	.	.	.	40.1	40.1	8.4

BA

Abraham Baldwin Agricultural College	73.3	66.9	62.1	52.6	64.8	10.6
College of Coastal Georgia	86.8	78.7	66.5	61.1	71.8	13.7
Dalton State College	78.9	67.7	62.4	61.9	69.1	14.6
Georgia Gwinnett College	90.8	78.3	74.8	56.2	76.6	7.0

BA+

Albany State University	82.6	74.4	69.4	60.2	71.6	22.0
Clayton State University	85.7	74.0	71.1	59.3	73.4	10.2
Fort Valley State University	79.7	70.3	63.7	53.9	68.9	13.0
Georgia Southwestern State University	76.5	73.5	70.6	59.0	69.7	9.8
Savannah State University	87.6	71.9	66.1	53.8	69.3	8.7

DOCTORAL

Augusta University	98.6	80.2	75.8	57.0	76.7	7.7
Columbus State University	87.7	76.4	65.8	55.8	73.9	7.4
Georgia College & State University	91.5	76.3	75.7	58.4	76.3	6.3
Georgia Institute of Technology-Main Campus	174.9	128.1	118.8	85.8	139.8	9.1
Georgia Southern University	96.3	84.5	80.2	59.4	80.5	9.7
Georgia State University	148.9	99.8	96.7	63.3	101.1	4.7
Kennesaw State University	99.5	85.2	78.6	62.6	80.0	8.5
Middle Georgia State University	88.3	76.7	67.1	57.1	72.1	19.8
University of Georgia	148.4	108.4	105.0	80.0	113.3	3.7
University of North Georgia	88.1	77.1	71.5	54.9	70.5	13.2
University of West Georgia	93.0	74.2	67.0	57.0	74.3	12.1
Valdosta State University	88.8	76.5	68.2	53.5	74.5	9.7

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

HAWAII

AA

Hawaii Community College	101.0	89.8	76.5	66.7	79.6	4.1
Honolulu Community College	104.0	87.8	75.2	64.8	84.0	4.4
Kapiolani Community College	103.7	87.2	79.1	71.9	86.4	5.7
Kauai Community College	106.4	85.1	79.8	69.8	84.3	0.8
Leeward Community College	103.7	85.6	77.7	64.0	84.8	4.0
University of Hawaii Maui College	102.3	89.7	74.9	67.7	81.7	1.8
Windward Community College	102.4	83.5	73.8	67.4	85.6	5.8

BA

University of Hawaii-West Oahu	113.2	91.4	84.9	72.1	94.3	4.0
--------------------------------	-------	------	------	------	------	-----

DOCTORAL

University of Hawaii at Hilo	111.2	96.7	86.1	72.7	97.2	3.1
University of Hawaii at Manoa	150.6	112.4	98.8	76.1	120.0	4.4

IDAHO

AA

College of Eastern Idaho	.	.	.	63.9	63.9	7.5
College of Southern Idaho	69.9	59.3	55.6	49.3	59.0	3.3
College of Western Idaho	64.7	57.8	58.5	52.7	56.1	3.3
North Idaho College	69.0	66.2	58.9	.	64.6	2.5

BA+

Lewis-Clark State College	78.6	64.9	55.7	50.3	64.6	5.5
---------------------------	------	------	------	------	------	-----

DOCTORAL

Boise State University	103.1	91.5	85.2	54.8	83.1	4.2
Idaho State University	98.8	79.9	73.4	53.8	75.1	5.3
University of Idaho	114.2	92.3	77.2	58.4	91.9	3.9

ILLINOIS

AA

Black Hawk College	75.9	62.3	55.5	52.9	65.0	2.0
Carl Sandburg College	.	.	.	58.3	58.3	-4.8
City Colleges of Chicago-Harold Washington College	111.2	101.9	89.9	75.9	94.3	0.4
City Colleges of Chicago-Harry S Truman College	126.2	105.6	98.0	75.7	89.3	-3.1
City Colleges of Chicago-Kennedy-King College	111.3	95.7	84.8	77.3	86.2	-2.4
City Colleges of Chicago-Malcolm X College	116.9	100.3	88.7	82.1	88.1	-1.7
City Colleges of Chicago-Olive-Harvey College	119.3	101.4	94.6	84.7	97.6	2.4
City Colleges of Chicago-Richard J Daley College	130.4	104.0	87.4	82.1	92.7	0.1
City Colleges of Chicago-Wilbur Wright College	116.8	100.6	91.1	81.3	98.2	-1.5
College of DuPage	136.1	105.4	82.4	68.1	112.0	0.4
College of Lake County	.	.	.	103.8	103.8	-1.4
Danville Area Community College	66.6	.	.	63.0	64.2	3.2
Elgin Community College	124.0	101.4	85.8	64.4	98.8	-0.9

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Frontier Community College	52.1	.	.	75.3	59.8	1.2
Heartland Community College	81.1	65.0	61.0	58.4	72.7	8.2
Highland Community College	.	.	.	92.6	92.6	6.5
Illinois Central College	83.5	67.3	62.9	58.8	76.1	3.5
Illinois Valley Community College	.	.	.	75.4	75.4	2.7
John A Logan College	83.6	74.8	70.1	61.7	73.5	4.5
John Wood Community College	79.7	77.8	57.4	61.9	62.1	3.5
Joliet Junior College	117.7	88.7	74.8	78.6	107.1	.
Kankakee Community College	72.6	.	59.3	.	70.7	1.1
Kaskaskia College	96.9	85.5	73.2	.	83.4	3.1
Kishwaukee College	.	.	.	67.5	67.5	2.7
Lake Land College	.	.	.	62.9	62.9	4.3
Lewis and Clark Community College	96.5	77.4	64.8	54.4	82.5	4.5
Lincoln Land Community College	98.9	82.5	75.6	63.2	88.3	0.5
Lincoln Trail College	54.5	.	.	72.9	62.6	6.4
McHenry County College	.	.	.	101.6	101.6	1.9
Moraine Valley Community College	94.0	81.9	73.2	65.9	83.0	2.9
Morton College	.	.	.	78.0	78.0	2.7
Oakton Community College	103.1	80.2	71.9	66.1	89.7	0.7
Olney Central College	60.7	61.8	63.6	70.4	64.2	6.3
Parkland College	94.2	79.6	78.1	50.9	80.4	0.1
Prairie State College	92.1	73.8	69.1	.	82.5	3.0
Rend Lake College	77.2	69.3	.	59.6	75.7	5.9
Richland Community College	69.8	71.1	63.7	58.9	66.1	1.7
Rock Valley College	77.4	66.3	62.2	58.6	69.1	-2.0
Sauk Valley Community College	69.8	67.9	57.5	68.8	64.7	4.4
Shawnee Community College	.	.	.	68.6	68.6	-2.5
South Suburban College	.	.	.	72.5	72.5	1.2
Southeastern Illinois College	.	.	.	61.5	61.5	0.9
Southwestern Illinois College	83.9	64.5	53.7	53.0	68.9	-0.6
Spoon River College	.	.	.	60.9	60.9	-0.3
Triton College	.	.	.	73.8	73.8	1.9
Wabash Valley College	56.6	.	.	73.7	65.2	8.4
Waubensee Community College	110.2	89.5	82.0	77.7	92.0	-1.3
William Rainey Harper College	120.1	99.7	76.3	60.2	98.8	2.6

BA+

Eastern Illinois University	94.7	83.2	71.7	55.4	76.1	-0.6
Northeastern Illinois University	98.9	84.6	78.4	53.3	81.0	2.2

DOCTORAL

Chicago State University	89.6	81.6	70.8	53.9	78.2	2.3
Governors State University	105.1	90.4	76.0	86.8	86.5	-0.2
Illinois State University	102.0	90.4	80.1	50.0	81.3	4.3
Northern Illinois University	108.2	92.9	89.2	51.3	86.7	1.3
Southern Illinois University-Carbondale	97.6	72.4	66.7	42.6	72.3	2.6
Southern Illinois University-Edwardsville	94.4	82.0	73.1	51.7	74.3	1.2
University of Illinois Chicago	166.4	124.8	103.8	65.2	120.0	-0.3
University of Illinois Springfield	97.4	82.2	78.4	53.9	79.8	4.9

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
University of Illinois Urbana-Champaign	164.7	113.8	102.9	71.5	124.8	3.7
Western Illinois University	101.4	81.2	65.4	54.3	81.8	2.0

INDIANA

AA

Ivy Tech Community College	65.6	58.0	54.4	50.6	55.1	4.1
Vincennes University	65.0	56.9	51.4	52.6	54.8	0.2

BA+

Indiana University-East	86.6	80.4	74.6	52.9	73.2	5.3
Indiana University-Kokomo	85.8	74.3	64.8	54.1	66.8	3.8
Indiana University-Northwest	89.9	74.1	67.9	51.4	71.8	1.9
Indiana University-South Bend	77.5	70.2	64.0	51.0	68.4	3.7
Indiana University-Southeast	84.4	75.3	71.4	57.7	74.2	2.3
Purdue University Fort Wayne	87.3	76.8	72.8	44.1	68.8	23.6

DOCTORAL

Ball State University	94.5	78.3	75.6	55.7	70.3	1.3
Indiana State University	98.8	78.2	68.3	52.2	75.7	0.8
Indiana University-Bloomington	145.5	112.1	106.9	68.2	112.9	3.3
Indiana University-Purdue University-Indianapolis	121.3	90.9	83.4	61.0	89.2	4.7
Purdue University Global	.	.	.	.	.	.
Purdue University Northwest	104.1	83.0	79.1	45.8	79.0	-1.8
Purdue University-Main Campus	160.3	116.5	103.8	61.8	122.8	4.4
University of Southern Indiana	92.7	74.6	69.1	55.1	71.7	3.0

IOWA

AA

Des Moines Area Community College	76.1	67.5	.	62.5	72.1	0.8
Eastern Iowa Community College District	.	.	.	57.3	57.3	3.9
Ellsworth Community College	73.0	67.1	57.4	48.4	66.5	2.3
Hawkeye Community College	.	.	.	61.8	61.8	1.7
Indian Hills Community College	69.8	55.3	.	50.2	58.6	0.4
Iowa Central Community College	78.1	74.9	77.3	72.9	74.1	4.6
Iowa Lakes Community College	65.6	55.0	53.0	49.7	59.7	2.5
Iowa Western Community College	67.0	60.4	56.8	54.4	57.1	1.9
Kirkwood Community College	81.8	71.4	64.3	61.1	71.3	2.2
Marshalltown Community College	76.7	65.8	57.7	53.3	68.9	-1.8
North Iowa Area Community College	.	.	.	65.9	65.9	2.4
Northeast Iowa Community College	.	.	.	58.2	58.2	4.5
Northwest Iowa Community College	.	.	.	59.3	59.3	11.9
Southeastern Community College	.	.	.	71.3	71.3	-1.9
Southwestern Community College	.	.	.	51.8	51.8	0.6
Western Iowa Tech Community College	.	.	.	61.3	61.3	2.0

DOCTORAL

Iowa State University	139.4	100.3	90.2	61.4	111.8	4.3
-----------------------	-------	-------	------	------	-------	-----

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
University of Iowa	155.3	96.7	92.0	60.2	110.0	5.8
University of Northern Iowa	89.9	76.9	70.5	61.5	76.8	1.2

KANSAS

AA

Allen County Community College	.	.	.	54.9	54.9	3.3
Barton County Community College	.	.	.	60.1	60.1	7.6
Butler Community College	65.2	51.8	48.7	.	58.0	5.3
Cloud County Community College	.	.	.	46.4	46.4	3.0
Coffeyville Community College	.	.	.	52.7	52.7	9.9
Colby Community College	.	.	.	49.0	49.0	8.4
Cowley County Community College	.	.	.	54.6	54.6	2.0
Dodge City Community College	60.2	53.7	50.3	43.5	54.8	-0.1
Flint Hills Technical College	.	.	.	50.8	50.8	.
Fort Scott Community College	.	.	.	42.9	42.9	-0.2
Garden City Community College	64.9	60.0	58.0	59.5	60.6	6.6
Haskell Indian Nations University	.	.	.	.	.	.
Highland Community College	.	.	.	55.0	55.0	7.1
Hutchinson Community College	40.9	53.9	39.9	56.1	46.2	-10.3
Independence Community College	58.0	52.6	.	.	56.0	-1.7
Johnson County Community College	85.5	77.4	72.3	77.2	80.2	1.2
Kansas City Kansas Community College	91.3	72.1	63.6	56.0	73.2	-0.4
Labette Community College	61.3	56.5	48.3	51.3	57.9	4.1
Manhattan Area Technical College	.	.	.	57.3	57.3	-3.7
Neosho County Community College	57.0	50.0	49.7	46.0	51.7	3.4
North Central Kansas Technical College	.	.	.	45.6	45.6	-0.2
Northwest Kansas Technical College	.	.	.	52.0	52.0	1.8
Pratt Community College	.	.	.	59.7	59.7	14.0
Salina Area Technical College	.	.	.	54.0	54.0	4.9
Seward County Community College	.	.	.	52.2	52.2	3.8
Wichita State University-Campus of Applied Sciences and Technology	.	.	.	50.8	50.8	8.5

DOCTORAL

Emporia State University	72.6	66.6	65.9	47.2	64.3	4.4
Fort Hays State University	97.6	79.6	64.0	55.4	70.4	4.1
Kansas State University	115.6	95.3	80.8	62.0	90.1	4.7
Pittsburg State University	81.1	69.5	63.0	52.5	68.8	4.1
University of Kansas	131.8	92.7	92.6	57.1	104.2	4.7
Washburn University	99.7	76.4	67.6	55.6	74.5	4.3
Wichita State University	103.1	77.8	66.8	66.7	80.5	4.6

KENTUCKY

AA

Ashland Community and Technical College	65.0	52.8	44.0	41.5	51.6	2.2
Big Sandy Community and Technical College	64.4	53.6	44.8	41.9	55.8	7.2
Bluegrass Community and Technical College	65.1	56.5	46.5	45.4	54.3	7.1
Elizabethtown Community and Technical College	64.7	53.7	47.7	44.3	55.8	6.5

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Gateway Community and Technical College	63.2	54.3	51.6	49.1	53.0	5.1
Hazard Community and Technical College	66.2	54.3	50.2	46.3	56.9	5.6
Henderson Community College	64.1	53.7	44.6	45.5	53.0	1.9
Hopkinsville Community College	63.4	51.6	45.2	44.0	51.1	7.3
Jefferson Community and Technical College	66.1	58.6	51.6	53.1	57.4	6.4
Madisonville Community College	63.6	55.1	46.8	46.9	57.8	8.5
Maysville Community and Technical College	66.2	53.8	45.1	45.3	54.0	7.0
Owensboro Community and Technical College	64.6	52.3	45.6	43.3	54.6	3.0
Somerset Community College	64.9	53.9	46.7	46.3	54.3	8.8
Southcentral Kentucky Community and Technical College	62.5	51.9	44.6	40.0	50.4	7.0
Southeast Kentucky Community & Technical College	67.0	52.1	48.1	44.5	57.3	5.3
West Kentucky Community and Technical College	64.6	52.2	46.8	45.5	51.3	1.7

DOCTORAL

Eastern Kentucky University	73.1	67.5	64.6	56.9	66.3	1.3
Kentucky State University	76.4	66.8	58.5	46.2	63.0	-1.1
Morehead State University	74.8	68.4	62.9	45.7	62.9	4.6
Murray State University	83.1	69.7	63.6	48.6	65.9	2.4
Northern Kentucky University	107.0	79.7	82.1	55.4	76.9	3.9
University of Kentucky	136.7	102.6	95.9	69.6	105.8	5.2
University of Louisville	120.5	84.9	68.8	60.3	86.1	6.2
Western Kentucky University	86.7	70.7	66.1	50.7	69.4	2.2

LOUISIANA

AA

Baton Rouge Community College	68.7	61.5	58.3	53.4	60.1	4.9
Bossier Parish Community College	66.1	59.3	54.8	47.4	54.3	2.8
Central Louisiana Technical Community College	.	.	.	49.4	49.4	5.2
Delgado Community College	70.9	58.8	57.8	54.1	61.0	19.3
Fletcher Technical Community College	65.3	61.0	54.5	50.2	51.2	5.2
Louisiana Delta Community College	64.7	59.4	55.8	47.4	50.1	6.2
Louisiana State University-Eunice	62.1	58.8	48.7	48.4	52.1	6.0
Northshore Technical Community College	59.5	53.6	53.0	46.8	48.1	5.1
Northwest Louisiana Technical Community College	.	.	.	44.5	44.5	4.1
Nunez Community College	62.8	59.6	55.6	53.1	56.0	12.8
River Parishes Community College	63.6	58.6	52.2	53.9	55.3	12.1
SOWELA Technical Community College	67.3	58.8	53.4	52.1	53.5	4.0
South Louisiana Community College	58.6	50.3	49.0	46.6	48.5	4.3
Southern University at Shreveport	64.5	61.5	61.5	54.0	58.3	16.6

BA

Louisiana State University-Alexandria	61.1	62.9	58.1	54.0	58.9	6.8
---------------------------------------	------	------	------	------	------	-----

BA+

Nicholls State University	86.2	68.1	60.6	49.5	62.3	4.2
Southern University at New Orleans	83.3	64.3	59.0	55.0	65.8	5.6

State/School

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

DOCTORAL

Grambling State University	73.4	63.5	59.9	42.0	58.3	7.5
Louisiana State University Health Sciences Center-New Orleans	.	.	.	.	.	.
Louisiana State University Health Sciences Center-Shreveport	.	.	.	.	.	.
Louisiana State University and Agricultural & Mechanical College	136.2	96.1	91.7	57.1	97.7	4.8
Louisiana State University-Shreveport	83.0	79.1	85.5	73.5	81.2	4.1
Louisiana Tech University	101.9	83.2	76.3	58.1	76.6	5.3
McNeese State University	90.0	72.2	65.0	49.8	67.4	3.5
Northwestern State University of Louisiana	78.3	67.7	58.7	51.0	62.5	6.0
Southeastern Louisiana University	95.5	78.7	70.4	51.4	65.9	6.7
Southern University and A & M College	65.3	42.3	68.5	44.6	52.3	.
University of Louisiana at Lafayette	113.7	81.5	73.7	57.4	78.8	3.5
University of Louisiana at Monroe	74.0	68.9	61.2	52.4	63.0	3.5
University of New Orleans	100.9	85.8	80.5	47.3	79.0	4.6

MAINE

AA

Central Maine Community College	.	.	.	59.9	59.9	9.7
Eastern Maine Community College	.	.	.	62.7	62.7	5.7
Kennebec Valley Community College	.	.	.	62.3	62.3	8.4
Northern Maine Community College	.	.	.	64.6	64.6	14.6
Southern Maine Community College	77.2	70.4	71.0	64.7	71.3	10.3
Washington County Community College	.	.	.	62.5	62.5	7.0
York County Community College	.	.	.	64.1	64.1	4.5

BA+

Maine Maritime Academy	.	.	.	.	.	.
University of Maine at Augusta	87.5	76.0	61.0	58.9	68.9	3.7
University of Maine at Farmington	87.0	71.2	57.7	56.6	72.3	5.8
University of Maine at Fort Kent	89.3	68.3	57.5	56.1	68.7	9.6
University of Maine at Presque Isle	84.6	73.9	62.7	71.6	76.1	7.3

DOCTORAL

University of Maine	133.8	97.1	76.1	65.9	97.3	5.5
University of Southern Maine	114.6	97.7	74.9	65.0	89.0	5.0

MARYLAND

AA

Allegany College of Maryland	68.5	58.7	52.2	50.9	58.0	4.2
Anne Arundel Community College	95.7	83.4	74.9	54.5	82.4	2.7
Baltimore City Community College	90.6	76.5	67.1	57.3	76.7	8.7
Carroll Community College	82.3	72.2	63.4	62.0	70.3	11.1
Cecil College	86.4	69.4	64.0	44.7	72.6	-3.9
Chesapeake College	92.8	80.9	67.6	60.7	78.2	6.0
College of Southern Maryland	92.2	77.5	72.0	70.9	82.9	1.1
Community College of Baltimore County	104.4	90.3	73.8	61.1	84.4	2.5
Frederick Community College	89.3	78.6	67.3	.	77.4	0.9

State/School

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

Garrett College	82.0	71.0	65.7	51.8	72.3	3.4
Hagerstown Community College	87.4	72.4	66.9	53.5	68.1	3.9
Harford Community College	89.1	71.9	65.5	.	70.4	5.5
Howard Community College	94.6	79.3	74.2	65.6	82.6	7.9
Montgomery College	100.3	84.3	78.6	90.7	95.3	3.2
Prince George's Community College	90.1	78.7	71.8	.	82.5	3.9
Wor-Wic Community College	83.9	68.4	64.4	60.3	67.8	4.7

BA

United States Naval Academy	146.5	129.3	106.2	114.2	128.2	1.1
-----------------------------	-------	-------	-------	-------	-------	-----

BA+

St. Mary's College of Maryland	105.1	83.4	67.9	55.7	84.9	5.3
--------------------------------	-------	------	------	------	------	-----

DOCTORAL

Bowie State University	111.1	91.5	82.6	69.0	87.1	8.1
Coppin State University	103.4	95.4	83.9	66.6	90.2	7.6
Frostburg State University	104.8	86.0	79.7	62.3	90.9	8.6
Morgan State University	123.2	101.9	88.1	62.5	90.0	6.5
Salisbury University	106.9	88.1	87.7	71.3	93.8	6.8
Towson University	119.0	99.3	86.0	59.7	91.7	12.7
University of Baltimore	167.4	120.4	108.1	87.5	130.6	12.6
University of Maryland Eastern Shore	99.4	89.9	78.9	59.9	83.9	8.7
University of Maryland Global Campus	.	.	.	.	.	.
University of Maryland, Baltimore	198.2	125.8	95.7	76.6	147.2	10.6
University of Maryland-Baltimore County	138.8	104.4	92.4	71.5	102.2	7.7
University of Maryland-College Park	185.0	130.0	115.5	84.5	130.3	8.1

MASSACHUSETTS

AA

Berkshire Community College	73.4	58.5	56.2	.	64.7	0.1
Bristol Community College	73.4	62.6	57.7	61.3	66.4	-0.4
Bunker Hill Community College	71.4	62.0	60.9	.	68.7	-0.7
Cape Cod Community College	76.7	64.9	74.5	72.7	71.7	3.1
Greenfield Community College	72.7	61.3	58.1	58.2	68.9	1.1
Holyoke Community College	71.7	61.1	58.5	57.5	67.7	-0.2
Massachusetts Bay Community College	75.5	65.4	65.2	.	69.6	-0.3
Massasoit Community College	78.8	63.8	67.7	62.3	70.2	-0.6
Middlesex Community College	71.4	58.9	61.0	.	67.5	-0.6
Mount Wachusett Community College	81.2	65.6	57.7	65.7	70.4	-1.4
North Shore Community College	71.1	63.7	57.9	53.6	65.7	-1.0
Northern Essex Community College	71.7	63.5	58.3	63.2	67.0	1.7
Quincy College	87.3	72.3	70.1	71.2	80.5	12.7
Quinsigamond Community College	70.5	62.2	56.3	.	67.3	1.6
Roxbury Community College	.	.	.	.	.	.
Springfield Technical Community College	76.9	66.6	65.2	57.0	71.2	0.8

BA+

Bridgewater State University	109.4	88.0	71.1	50.4	92.4	5.3
------------------------------	-------	------	------	------	------	-----

State/School	Inst./Lect./			%		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		No Rank (\$)	Avg. (\$)	Chng. (%)
Fitchburg State University	107.5	84.4	71.9	69.8	90.1	6.7
Framingham State University	104.2	88.6	76.6	73.1	91.3	6.5
Massachusetts College of Art and Design	110.7	82.7	69.5	.	92.7	6.6
Massachusetts College of Liberal Arts	102.4	78.9	66.2	56.0	84.0	5.6
Massachusetts Maritime Academy	115.8	85.5	73.9	77.9	94.0	6.1
Salem State University	111.9	94.8	80.4	77.6	100.5	6.4
Westfield State University	107.4	89.0	76.3	67.7	94.8	6.9
Worcester State University	107.0	77.9	67.9	57.7	84.7	6.1

DOCTORAL

University of Massachusetts-Amherst	156.9	111.0	98.9	79.9	118.0	1.2
University of Massachusetts-Boston	153.8	118.8	92.4	70.2	105.3	4.6
University of Massachusetts-Dartmouth	140.6	108.0	94.4	75.6	108.5	5.2
University of Massachusetts-Lowell	158.0	123.0	99.9	86.1	116.9	5.5

MICHIGAN

AA

Alpena Community College	.	.	.	88.3	88.3	3.8
Bay Mills Community College	.	.	.	55.7	55.7	12.3
Bay de Noc Community College	.	.	.	.	.	.
Delta College	104.4	93.0	79.6	66.8	93.3	3.0
Glen Oaks Community College	81.6	.	.	62.5	75.2	1.4
Gogebic Community College	.	.	.	68.3	68.3	5.8
Grand Rapids Community College	103.6	87.1	71.0	40.4	88.8	7.2
Henry Ford College	.	.	.	105.0	105.0	11.8
Jackson College	.	.	.	.	.	.
Kalamazoo Valley Community College	.	.	.	98.6	98.6	4.4
Kellogg Community College	89.4	.	.	76.6	85.6	2.2
Keweenaw Bay Ojibwa Community College	.	.	.	50.9	50.9	10.1
Kirtland Community College	.	.	.	.	.	.
Lake Michigan College	.	.	.	94.2	94.2	6.1
Lansing Community College	80.0	.	.	.	80.0	0.9
Macomb Community College	92.3	.	.	79.6	90.2	1.9
Mid Michigan College	86.0	78.3	74.4	66.5	78.2	2.5
Monroe County Community College	99.1	89.2	89.5	83.5	89.9	-1.1
Montcalm Community College	.	.	.	85.3	85.3	0.9
Mott Community College	.	.	.	76.9	76.9	-5.3
Muskegon Community College	.	.	.	103.3	103.3	3.5
North Central Michigan College	105.4	.	.	59.8	95.7	5.7
Northwestern Michigan College	.	.	.	85.9	85.9	6.1
Oakland Community College	.	.	.	98.5	98.5	10.1
Saginaw Chippewa Tribal College	.	.	.	57.4	57.4	4.9
Schoolcraft Community College District	.	.	.	99.5	99.5	0.7
Southwestern Michigan College	70.6	59.3	60.7	.	65.5	6.0
St Clair County Community College	89.5	.	.	69.5	86.2	0.1
Washtenaw Community College	.	.	.	.	.	.
Wayne County Community College District	.	.	.	78.4	78.4	7.2
West Shore Community College	79.7	84.7	.	.	81.0	1.8

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

BA

Lake Superior State University	77.9	68.5	60.8	44.7	63.9	2.9
--------------------------------	------	------	------	------	------	-----

DOCTORAL

Central Michigan University	109.8	88.9	90.0	60.3	92.5	1.7
Eastern Michigan University	106.5	89.7	77.0	49.8	91.9	4.6
Ferris State University	109.7	88.8	77.0	51.1	90.0	3.2
Grand Valley State University	115.9	93.8	84.2	55.5	88.4	2.3
Michigan State University	172.1	115.0	92.2	71.9	120.6	7.5
Michigan Technological University	130.3	102.1	92.5	74.3	101.7	3.6
Northern Michigan University	96.3	81.6	72.0	56.7	79.0	5.0
Oakland University	114.2	88.9	77.4	72.3	90.1	2.7
Saginaw Valley State University	90.1	77.4	52.1	53.4	76.0	1.8
University of Michigan-Ann Arbor	190.8	125.3	108.0	81.7	141.1	4.4
University of Michigan-Dearborn	124.9	105.3	96.7	70.4	100.2	4.1
University of Michigan-Flint	126.4	90.4	81.1	66.4	90.2	2.7
Wayne State University	139.6	97.2	85.5	85.6	105.6	2.1
Western Michigan University	116.1	90.4	74.4	59.5	96.1	1.2

MINNESOTA

AA

Alexandria Technical & Community College	.	.	.	74.1	74.1	-1.5
Anoka Technical College	.	.	.	74.2	74.2	-1.7
Anoka-Ramsey Community College	.	.	.	75.2	75.2	-0.5
Central Lakes College-Brainerd	.	.	.	73.8	73.8	-1.7
Century College	.	.	.	76.9	76.9	-1.0
Dakota County Technical College	.	.	.	73.4	73.4	-1.1
Fond du Lac Tribal and Community College	.	.	.	71.4	71.4	-1.4
Hennepin Technical College	.	.	.	72.4	72.4	-0.8
Inver Hills Community College	.	.	.	74.5	74.5	0.4
Lake Superior College	.	.	.	71.0	71.0	-1.3
Leech Lake Tribal College	.	.	.	49.7	49.7	33.7
Minneapolis Community and Technical College	.	.	.	76.2	76.2	-0.3
Minnesota North College	.	.	.	71.6	71.6	0.2
Minnesota State College Southeast	.	.	.	73.3	73.3	-2.5
Minnesota State Community and Technical College	.	.	.	73.6	73.6	-0.7
Minnesota West Community and Technical College	.	.	.	72.1	72.1	-0.5
Normandale Community College	.	.	.	75.3	75.3	-0.7
North Hennepin Community College	.	.	.	74.7	74.7	-0.3
Northland Community and Technical College	.	.	.	72.8	72.8	-1.8
Northwest Technical College	.	.	.	69.5	69.5	0.7
Pine Technical & Community College	.	.	.	72.8	72.8	1.8
Red Lake Nation College	.	.	.	61.4	61.4	10.7
Ridgewater College	.	.	.	72.4	72.4	0.4
Riverland Community College	.	.	.	72.3	72.3	-0.4
Rochester Community and Technical College	.	.	.	77.5	77.5	0.1
Saint Paul College	.	.	.	73.1	73.1	-0.1

State/School				Inst./	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)		
South Central College	.	.	.	72.2	72.2	-0.6
St Cloud Technical and Community College	.	.	.	74.2	74.2	0.0

BA

University of Minnesota-Crookston	97.7	81.7	78.5	67.2	77.0	6.0
University of Minnesota-Morris	89.1	72.1	58.5	52.5	70.1	1.9
University of Minnesota-Rochester	105.6	84.1	72.3	67.7	73.4	10.2

BA+

Bemidji State University	99.5	81.8	71.9	.	82.0	2.2
Southwest Minnesota State University	105.7	84.2	71.4	56.5	90.1	5.2

DOCTORAL

Metropolitan State University	105.0	91.6	83.8	.	93.9	5.5
Minnesota State University Moorhead	95.9	85.6	74.5	44.7	86.9	3.0
Minnesota State University-Mankato	105.3	87.9	78.7	57.3	91.3	3.8
Saint Cloud State University	106.6	92.4	75.0	63.8	93.0	4.0
University of Minnesota-Duluth	104.5	83.4	71.0	57.0	78.8	4.3
University of Minnesota-Twin Cities	160.5	108.0	98.2	67.7	119.9	3.4
Winona State University	99.5	85.9	76.1	52.6	87.6	4.1

MISSISSIPPI

AA

Coahoma Community College	.	.	.	.	.	.
Copiah-Lincoln Community College	.	.	.	52.2	52.2	2.2
East Central Community College	.	.	.	53.4	53.4	5.9
East Mississippi Community College	.	.	.	54.8	54.8	-9.9
Hinds Community College	.	.	.	49.6	49.6	9.7
Holmes Community College	.	.	.	61.2	61.2	4.0
Itawamba Community College	.	.	.	65.3	65.3	-0.0
Jones County Junior College	.	.	.	57.7	57.7	13.6
Meridian Community College	.	.	.	52.9	52.9	-0.1
Mississippi Delta Community College	.	.	.	54.0	54.0	3.2
Mississippi Gulf Coast Community College	.	.	.	56.0	56.0	3.6
Northeast Mississippi Community College	.	.	.	53.0	53.0	4.7
Northwest Mississippi Community College	.	.	.	54.3	54.3	1.7
Pearl River Community College	.	.	.	56.1	56.1	13.9
Southwest Mississippi Community College	.	.	.	55.0	55.0	-1.4

BA+

Mississippi Valley State University	68.5	61.1	56.7	48.7	58.2	6.8
-------------------------------------	------	------	------	------	------	-----

DOCTORAL

Alcorn State University	78.6	64.5	56.8	43.1	56.8	2.7
Delta State University	72.7	68.3	62.1	57.7	64.0	3.2
Jackson State University	88.0	69.8	61.1	50.8	69.6	10.1
Mississippi State University	118.5	89.5	82.5	48.0	82.0	4.0
Mississippi University for Women	71.5	60.2	53.9	56.0	60.5	6.2
University of Mississippi	117.8	89.7	78.9	52.0	83.8	1.8

State/School				Inst./	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)		
University of Southern Mississippi	94.5	76.0	68.7	57.4	73.5	3.5

MISSOURI

AA

Crowder College	.	.	.	40.0	40.0	-8.6
East Central College	83.2	78.4	61.6	55.3	61.4	5.4
Jefferson College	80.2	65.0	59.2	48.3	66.6	3.9
Metropolitan Community College-Kansas City	.	.	.	73.7	73.7	4.4
Mineral Area College	58.2	50.2	51.8	47.1	52.4	3.4
Missouri State University-West Plains	70.3	60.8	53.6	51.9	59.3	4.9
Moberly Area Community College	55.4	50.5	47.8	46.0	49.5	3.7
North Central Missouri College	.	.	.	51.3	51.3	4.5
Ozarks Technical Community College	.	.	.	57.1	57.1	2.8
Saint Louis Community College	88.5	80.2	71.2	62.3	76.5	-1.0
St Charles Community College	87.2	77.0	66.5	57.1	73.7	3.6
State Fair Community College	.	.	.	52.6	52.6	2.3
State Technical College of Missouri	.	.	.	43.5	43.5	-17.1
Three Rivers College	60.2	48.9	47.9	43.5	49.5	-0.4

BA

Harris-Stowe State University
-------------------------------	---	---	---	---	---	---

BA+

Lincoln University	64.7	54.4	51.0	39.1	54.5	1.9
Missouri Southern State University	84.0	63.7	60.2	58.5	65.7	4.5
Missouri Western State University	82.6	67.9	63.6	45.8	67.1	5.2
Northwest Missouri State University	88.6	72.8	65.6	56.6	68.8	1.6
Southeast Missouri State University	95.5	72.0	66.0	53.7	72.4	5.3
Truman State University	77.7	69.6	55.3	47.7	66.4	2.9
University of Central Missouri	94.1	81.0	69.2	55.1	76.9	8.9

DOCTORAL

Missouri State University-Springfield	92.5	76.4	72.4	51.2	74.7	4.9
Missouri University of Science and Technology	134.9	92.8	81.1	53.7	105.7	4.3
University of Missouri-Columbia	143.4	95.7	94.4	58.5	106.6	2.4
University of Missouri-Kansas City	116.2	92.0	77.9	57.6	93.4	4.2
University of Missouri-St Louis	102.8	82.4	75.3	.	86.1	3.1

MONTANA

AA

Aaniih Nakoda College	.	.	.	47.6	47.6	12.1
Chief Dull Knife College	.	.	.	51.5	51.5	2.1
Dawson Community College	.	.	.	53.2	53.2	5.7
Flathead Valley Community College	63.5	63.8	64.9	62.5	63.8	0.9
Fort Peck Community College	.	.	.	52.0	52.0	6.1
Great Falls College Montana State University	.	.	.	56.6	56.6	0.3
Helena College University of Montana	.	.	.	56.9	56.9	2.0
Little Big Horn College	.	.	.	37.1	37.1	.

State/School				Inst./	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)		
Miles Community College	.	.	.	52.3	52.3	3.5
Salish Kootenai College	.	.	.	49.7	49.7	-1.0
Stone Child College	.	.	.	53.8	53.8	-2.5

BA

The University of Montana-Western	74.6	60.4	51.6	50.1	62.6	-1.4
-----------------------------------	------	------	------	------	------	------

BA+

Montana State University Billings	87.4	64.7	59.3	51.8	62.3	3.3
Montana State University-Northern	73.9	65.6	56.4	50.2	62.3	2.0

DOCTORAL

Montana State University	112.8	86.3	77.9	60.3	86.9	0.7
Montana Technological University	91.8	77.2	67.1	55.8	72.5	-2.1
The University of Montana	99.9	80.3	70.9	48.6	85.0	0.9

NEBRASKA

AA

Central Community College	.	.	.	63.9	63.9	3.8
Little Priest Tribal College	.	.	.	22.7	22.7	-44.9
Metropolitan Community College Area	.	.	.	74.5	74.5	2.5
Mid-Plains Community College	.	.	.	66.7	66.7	2.8
Nebraska College of Technical Agriculture	.	90.5	75.3	56.1	78.1	9.4
Nebraska Indian Community College	.	.	.	.	.	.
Northeast Community College	.	.	.	.	.	.
Southeast Community College Area	.	.	.	62.8	62.8	2.0
Western Nebraska Community College	.	.	.	64.3	64.3	2.0

BA+

Chadron State College	82.6	66.6	57.1	50.1	67.7	0.5
Peru State College	84.9	68.7	61.2	51.6	65.1	-0.5
University of Nebraska at Kearney	88.3	72.3	64.9	52.0	72.9	1.6
Wayne State College	85.5	66.7	59.1	57.4	71.1	1.3

DOCTORAL

University of Nebraska Medical Center	.	94.6	83.1	66.7	71.8	6.4
University of Nebraska at Omaha	100.7	83.7	79.3	54.6	78.7	1.9
University of Nebraska-Lincoln	146.9	106.4	98.1	49.8	113.1	3.9

NEVADA

AA

College of Southern Nevada	84.4	.	.	64.9	79.3	3.7
Great Basin College	78.1	.	.	65.7	71.4	-1.0
Truckee Meadows Community College	80.6	.	.	59.1	72.1	-0.1
Western Nevada College	74.3	.	.	65.8	70.5	1.9

BA+

Nevada State College	103.0	88.7	73.3	57.0	74.1	4.9
----------------------	-------	------	------	------	------	-----

State/School				Inst./	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)		
DOCTORAL						
University of Nevada-Las Vegas	137.8	100.7	82.8	63.4	95.9	-0.1
University of Nevada-Reno	136.4	98.1	86.3	69.5	96.9	2.4

NEW HAMPSHIRE

AA

Great Bay Community College	76.3	67.0	61.5	.	74.0	2.2
Lakes Region Community College	78.8	62.4	60.8	52.3	64.8	1.7
Manchester Community College	78.5	67.5	66.9	61.2	74.9	4.2
NHTI-Concord's Community College	79.7	65.6	56.6	.	77.5	3.2
Nashua Community College	75.9	70.8	.	.	75.3	6.4
River Valley Community College	77.5	59.4	52.9	.	66.9	-0.6
White Mountains Community College	75.3	68.7	60.0	58.8	70.5	4.3

BA

University of New Hampshire at Manchester	131.1	93.3	80.8	75.6	88.3	-0.4
---	-------	------	------	------	------	------

BA+

Granite State College	.	.	.	.	.	.
Keene State College	102.9	84.6	73.9	52.0	89.7	5.1

DOCTORAL

Plymouth State University	98.2	81.9	69.2	63.6	81.1	2.6
University of New Hampshire-Main Campus	134.1	104.7	87.5	73.4	100.4	-0.4

NEW JERSEY

AA

Atlantic Cape Community College	82.4	69.4	60.4	60.8	70.9	-0.2
Bergen Community College	106.3	82.7	72.6	66.8	87.2	9.7
Brookdale Community College	98.5	85.5	76.8	67.2	86.3	1.5
Camden County College	99.7	82.4	72.2	55.9	81.2	-0.5
County College of Morris	106.5	82.1	73.7	65.8	83.3	-2.7
Essex County College	.	.	.	.	.	.
Hudson County Community College	95.6	75.8	73.4	62.2	72.9	5.4
Mercer County Community College	94.4	76.2	60.6	55.7	82.4	-0.8
Middlesex College	116.3	101.5	86.0	62.5	94.6	0.6
Ocean County College	81.9	69.9	72.1	60.3	71.8	-1.7
Passaic County Community College	121.8	94.1	77.7	64.9	87.3	.
Raritan Valley Community College	97.6	86.9	72.1	63.5	82.6	1.2
Rowan College at Burlington County	85.1	73.9	66.5	52.3	61.9	-0.7
Rowan College of South Jersey-Cumberland Campus	87.0	73.2	64.7	61.2	67.8	2.7
Rowan College of South Jersey-Gloucester Campus	92.7	78.0	71.6	55.0	69.5	-0.6
Salem Community College	.	69.3	69.9	60.3	66.4	-0.5
Sussex County Community College	83.3	71.2	73.0	48.5	68.9	10.4
Union County College	117.8	94.6	80.5	.	102.7	-2.2
Warren County Community College	83.7	70.0	66.3	.	76.6	2.8

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
BA+						
The College of New Jersey	134.3	112.6	93.6	85.5	116.9	5.5
DOCTORAL						
Kean University	138.6	113.3	93.6	76.2	103.2	1.9
Montclair State University	145.3	117.2	100.5	79.5	124.2	4.9
New Jersey City University	142.9	111.7	98.4	102.1	120.1	4.7
New Jersey Institute of Technology	200.6	135.2	109.2	79.3	130.9	0.9
Ramapo College of New Jersey	136.4	114.1	94.4	82.9	116.2	3.3
Rowan University	141.8	107.0	89.7	68.9	100.7	9.1
Rutgers University-Camden	179.4	118.5	96.2	81.8	132.0	4.3
Rutgers University-New Brunswick	185.8	120.1	92.3	70.2	136.8	2.9
Rutgers University-Newark	203.0	137.7	115.2	69.2	148.9	2.0
Stockton University	136.3	107.3	86.2	64.7	106.6	3.1
William Paterson University of New Jersey	142.4	113.0	96.6	77.6	126.5	5.7

NEW MEXICO

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
AA						
Central New Mexico Community College	.	.	.	63.7	63.7	7.6
Clovis Community College	.	.	.	51.3	51.3	6.7
Eastern New Mexico University Ruidoso Branch Community College	64.0	54.5	51.9	.	57.5	1.2
Eastern New Mexico University-Roswell Campus	.	.	.	60.2	60.2	18.6
Luna Community College	.	.	.	47.1	47.1	9.0
Mesalands Community College	72.5	57.8	.	.	64.7	25.1
Navajo Technical University	66.4	60.3	53.5	46.0	53.0	4.9
New Mexico Junior College	60.9	.	.	.	60.9	14.9
New Mexico Military Institute	88.1	82.7	74.8	61.4	78.1	14.7
New Mexico State University-Alamogordo	70.4	62.1	59.5	.	64.3	6.2
New Mexico State University-Dona Ana	70.6	60.0	56.1	53.9	60.9	8.5
New Mexico State University-Grants	69.3	60.3	55.8	44.9	57.3	8.2
Northern New Mexico College	.	69.8	66.9	44.5	59.0	8.5
San Juan College	68.0	62.5	57.7	51.3	60.1	6.8
Santa Fe Community College	67.5	62.2	59.6	.	60.3	7.4
Southeast New Mexico College	85.9	76.2	92.0	44.4	70.6	19.7
Southwestern Indian Polytechnic Institute	.	.	.	.	.	.
University of New Mexico-Gallup Campus	90.1	72.5	66.1	61.0	66.8	5.7
University of New Mexico-Los Alamos Campus	.	.	.	51.6	51.6	6.7
University of New Mexico-Taos Campus	.	76.3	57.0	55.0	58.1	4.7
University of New Mexico-Valencia County Campus	72.9	63.4	57.3	60.0	59.9	15.3
BA+						
Eastern New Mexico University-Main Campus	90.8	75.3	65.2	57.8	70.1	7.0
Institute of American Indian and Alaska Native Culture and Arts Development	78.9	72.5	60.2	.	63.4	-4.3
New Mexico Highlands University	86.6	73.5	65.0	53.5	69.1	21.9
Western New Mexico University	80.0	72.6	65.3	58.2	70.0	9.2

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
DOCTORAL						
New Mexico Institute of Mining and Technology	115.6	86.0	76.5	50.9	88.1	6.6
New Mexico State University-Main Campus	108.4	85.1	75.5	55.3	85.6	5.8
University of New Mexico-Main Campus	125.6	90.3	86.7	63.2	95.7	8.4

NEW YORK

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
AA						
CUNY Borough of Manhattan Community College	128.1	105.2	88.7	78.0	101.6	2.4
CUNY Bronx Community College	128.1	102.7	90.7	83.7	105.0	2.0
CUNY Hostos Community College	124.1	100.4	90.7	83.4	100.4	2.2
CUNY Kingsborough Community College	128.5	105.7	91.3	84.2	101.6	1.9
CUNY LaGuardia Community College	122.5	103.2	89.6	85.0	108.7	2.4
CUNY Queensborough Community College	130.0	105.9	91.5	86.6	104.9	3.4
CUNY Stella and Charles Guttman Community College	127.5	102.8	87.8	83.1	99.8	2.1
Cayuga County Community College	91.5	77.2	69.8	62.3	84.3	0.3
Clinton Community College	60.0	62.4	56.2	47.4	58.9	2.1
Columbia-Greene Community College	67.6	58.2	51.8	54.7	57.9	2.0
Dutchess Community College	111.8	91.7	82.9	73.5	91.2	9.9
Erie Community College	.	.	.	.	.	.
Fashion Institute of Technology	.	.	.	.	.	.
Finger Lakes Community College	79.3	67.1	60.6	52.3	67.8	-0.8
Fulton-Montgomery Community College	102.4	88.1	74.9	59.4	79.0	0.1
Genesee Community College	71.3	63.8	60.1	52.7	62.7	3.0
Herkimer County Community College	65.3	57.0	54.1	54.2	57.8	3.8
Hudson Valley Community College	84.5	73.3	65.0	51.5	66.3	6.1
Jamestown Community College	64.5	56.0	56.8	54.8	58.6	-0.4
Jefferson Community College	90.3	71.0	62.0	52.0	69.8	4.8
Mohawk Valley Community College	75.9	66.9	59.4	52.1	64.2	0.6
Monroe Community College	82.5	64.6	59.4	55.6	69.2	3.2
Nassau Community College	117.0	100.0	83.9	62.0	100.1	-0.9
Niagara County Community College	103.7	82.1	67.3	49.9	85.2	-2.0
North Country Community College	71.4	62.8	58.3	50.2	56.5	2.2
Onondaga Community College	86.5	61.6	60.0	46.6	71.1	-1.2
Orange County Community College	108.0	87.5	69.0	63.5	86.8	9.6
Rockland Community College	117.7	98.4	85.3	67.3	90.6	-2.5
SUNY Adirondack	75.9	69.4	57.8	50.6	65.7	4.7
SUNY Broome Community College	73.5	66.5	58.1	53.2	66.9	-0.3
SUNY College of Technology at Alfred	87.9	70.1	62.2	43.6	60.6	0.1
SUNY Corning Community College	79.0	63.7	57.9	51.1	69.6	2.4
SUNY Morrisville	84.0	68.0	62.2	36.0	68.8	0.2
SUNY Westchester Community College	136.0	119.1	99.8	72.2	105.0	-1.6
Schenectady County Community College	67.7	56.4	48.0	46.5	57.0	0.2
Suffolk County Community College	129.6	106.2	90.2	80.5	114.1	3.3
Sullivan County Community College	64.7	55.8	47.1	44.8	56.0	-0.0
Tompkins Cortland Community College	84.1	69.4	64.4	59.6	78.2	4.5
Ulster County Community College	76.1	62.0	55.3	49.0	63.0	6.2

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		
BA						
CUNY Medgar Evers College	133.0	110.2	92.3	86.8	106.8	2.9
CUNY New York City College of Technology	129.9	107.8	93.2	84.1	107.1	1.0
SUNY College of Agriculture and Technology at Cobleskill -12	84.6	69.2	56.4	48.6	48.6	67.8
SUNY College of Technology at Canton	94.6	81.1	67.8	57.0	72.1	0.2
United States Military Academy	.	.	.	.	.	.

BA+						
CUNY Brooklyn College	133.2	108.8	93.3	84.8	114.7	2.5
CUNY John Jay College of Criminal Justice	132.8	110.4	93.2	83.3	108.1	1.4
CUNY Queens College	134.1	110.3	92.2	84.0	109.1	0.7
CUNY York College	126.6	107.9	92.3	87.5	105.7	1.4
Farmingdale State College	108.9	89.8	78.3	69.5	85.7	-0.5
SUNY Buffalo State University	101.7	84.8	71.6	60.2	83.1	0.3
SUNY College at Geneseo	102.9	79.5	73.6	56.5	81.5	-0.3
SUNY College at Old Westbury	114.4	101.3	87.9	66.2	95.8	2.2
SUNY College at Plattsburgh	95.8	75.0	63.9	57.2	74.4	-0.1
SUNY College at Potsdam	86.6	70.0	56.3	52.4	68.7	0.6
SUNY College of Technology at Delhi	79.7	66.8	59.0	51.5	65.9	1.5
SUNY Cortland	91.7	75.3	61.6	52.5	70.8	-0.1
SUNY Maritime College	112.5	92.3	73.6	64.8	82.6	1.0
SUNY Oneonta	89.1	75.5	65.7	53.3	72.9	0.8
SUNY at Fredonia	96.7	76.1	65.7	51.2	76.0	1.2
SUNY at Purchase College	103.2	82.2	63.5	52.6	76.8	-1.2
State University of New York at New Paltz	99.5	79.3	72.7	58.9	78.0	1.4
State University of New York at Oswego	99.0	80.2	63.4	48.8	75.4	0.1
United States Merchant Marine Academy	.	.	.	.	.	.

DOCTORAL						
Binghamton University	149.3	107.0	91.4	59.8	102.5	-0.4
CUNY Bernard M Baruch College	137.1	113.7	96.8	89.6	114.9	0.4
CUNY City College	136.1	112.7	94.7	91.1	118.6	1.4
CUNY Graduate School and University Center	133.3	116.1	98.0	82.8	124.8	2.4
CUNY Hunter College	132.8	112.5	95.9	85.3	115.5	0.4
CUNY Lehman College	130.8	109.8	95.8	88.6	106.7	1.0
College of Staten Island CUNY	133.4	109.7	96.7	82.4	113.6	1.3
Empire State University	.	.	.	.	.	.
SUNY Brockport	96.5	82.1	71.0	61.9	79.6	-0.4
SUNY College of Environmental Science and Forestry	113.5	92.3	74.9	61.8	87.2	-1.3
SUNY Downstate Health Sciences University	.	120.0	.	112.8	113.8	-3.5
SUNY Polytechnic Institute	137.2	107.6	86.6	58.6	100.9	0.2
SUNY at Albany	139.9	102.7	88.7	64.3	103.6	1.2
Stony Brook University	178.1	124.7	106.2	78.6	134.3	3.4
University at Buffalo	156.5	107.5	84.3	74.3	113.0	1.5
Upstate Medical University	.	.	.	32.9	32.9	.

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

NORTH CAROLINA

AA						
Alamance Community College	.	.	.	51.5	51.5	6.6
Asheville-Buncombe Technical Community College	.	.	.	48.9	48.9	5.0
Beaufort County Community College	.	.	.	46.4	46.4	-0.8
Bladen Community College	.	.	.	61.2	61.2	-11.8
Blue Ridge Community College	.	.	.	54.8	54.8	4.7
Brunswick Community College	.	.	.	52.6	52.6	13.0
Caldwell Community College and Technical Institute	.	.	.	52.5	52.5	7.1
Cape Fear Community College	.	.	.	54.5	54.5	3.6
Carolinas College of Health Sciences	.	.	.	.	.	.
Carteret Community College	.	.	.	54.8	54.8	6.9
Catawba Valley Community College	.	.	.	58.1	58.1	18.4
Central Carolina Community College	.	.	.	52.3	52.3	2.8
Central Piedmont Community College	.	.	.	61.9	61.9	6.6
Cleveland Community College	.	.	.	54.8	54.8	10.6
Coastal Carolina Community College	.	.	.	54.8	54.8	16.3
College of the Albemarle	.	.	.	57.2	57.2	9.7
Craven Community College	.	.	.	54.0	54.0	3.8
Davidson-Davie Community College	.	.	.	41.2	41.2	-29.1
Durham Technical Community College	.	.	.	56.6	56.6	6.1
Edgecombe Community College	.	.	.	48.4	48.4	3.2
Fayetteville Technical Community College	.	.	.	70.4	70.4	7.6
Forsyth Technical Community College	54.3	50.5	51.6	53.1	53.1	6.2
Gaston College	.	.	.	53.5	53.5	2.1
Guilford Technical Community College	.	.	.	59.5	59.5	6.0
Halifax Community College	.	.	.	41.1	41.1	-19.3
Haywood Community College	.	.	.	53.8	53.8	6.0
Isothermal Community College	.	.	.	57.6	57.6	3.5
James Sprunt Community College	.	.	.	51.3	51.3	5.8
Johnston Community College	.	.	.	63.1	63.1	11.1
Lenoir Community College	.	.	.	48.7	48.7	7.6
Martin Community College	.	.	.	54.7	54.7	4.5
Mayland Community College	.	.	.	60.0	60.0	3.7
McDowell Technical Community College	.	.	.	55.5	55.5	8.5
Mitchell Community College	.	.	.	58.0	58.0	8.1
Montgomery Community College	.	.	.	53.3	53.3	9.0
Nash Community College	.	.	.	53.5	53.5	5.5
Pamlico Community College	.	.	.	50.2	50.2	6.8
Piedmont Community College	.	.	.	55.1	55.1	2.7
Pitt Community College	.	.	.	49.8	49.8	0.0
Randolph Community College	.	.	.	54.6	54.6	8.5
Richmond Community College	.	.	.	59.2	59.2	4.5
Roanoke-Chowan Community College	.	.	.	55.4	55.4	2.4
Robeson Community College	.	.	.	59.3	59.3	2.3
Rockingham Community College	.	.	.	52.3	52.3	9.2
Rowan-Cabarrus Community College	.	.	.	54.9	54.9	5.1

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Sampson Community College	.	.	.	33.2	33.2	-42.7
Sandhills Community College	.	.	.	52.8	52.8	3.4
South Piedmont Community College	.	.	.	55.3	55.3	3.9
Southeastern Community College	.	.	.	59.7	59.7	5.0
Southwestern Community College	.	.	.	55.9	55.9	5.0
Stanly Community College	.	.	.	52.5	52.5	7.7
Surry Community College	.	.	.	56.5	56.5	3.7
Tri-County Community College	.	.	.	52.1	52.1	4.0
Vance-Granville Community College	.	.	.	48.9	48.9	12.6
Wake Technical Community College	.	.	.	53.9	53.9	7.0
Wayne Community College	.	.	.	50.4	50.4	4.8
Western Piedmont Community College	.	.	.	53.2	53.2	4.7
Wilkes Community College	.	.	.	53.7	53.7	8.5
Wilson Community College	.	.	.	52.1	52.1	7.3

BA+

Elizabeth City State University	88.2	74.8	70.8	58.2	74.7	6.0
University of North Carolina School of the Arts	84.7	76.8	72.7	55.2	74.6	8.7
University of North Carolina at Asheville	92.5	83.0	72.5	57.1	76.9	5.1
University of North Carolina at Pembroke	91.4	77.1	71.3	55.1	74.1	10.0

DOCTORAL

Appalachian State University	100.4	83.8	77.4	54.4	80.5	10.3
East Carolina University	106.1	83.2	73.1	57.6	81.7	5.5
Fayetteville State University	92.4	79.5	85.9	65.9	81.0	5.1
North Carolina A & T State University	104.5	87.1	82.8	61.0	87.9	5.7
North Carolina Central University	107.9	84.6	78.4	54.9	81.0	5.2
North Carolina State University at Raleigh	148.4	105.7	89.0	57.1	112.2	8.8
University of North Carolina Wilmington	107.9	85.4	79.5	54.6	82.7	8.2
University of North Carolina at Chapel Hill	167.9	104.4	98.4	99.2	130.4	9.0
University of North Carolina at Charlotte	129.8	99.3	90.7	63.8	98.7	9.3
University of North Carolina at Greensboro	115.1	91.0	80.7	51.9	85.8	5.6
Western Carolina University	106.7	76.7	71.8	52.6	77.7	9.2
Winston-Salem State University	96.7	80.8	71.8	64.1	80.9	4.5

NORTH DAKOTA

AA

Bismarck State College	74.5	62.1	55.8	54.6	60.4	5.5
Cankdeska Cikana Community College	.	.	.	.	.	.
Dakota College at Bottineau	53.4	52.1	.	48.0	49.8	5.2
Lake Region State College	75.8	64.9	56.6	56.1	62.7	1.8
North Dakota State College of Science	67.8	65.6	57.9	61.9	63.5	2.2
Nueta Hidatsa Sahnish College	.	.	.	62.3	62.3	5.9
Sitting Bull College	.	.	.	61.8	61.8	13.4
Williston State College	79.3	71.4	57.0	57.0	65.6	1.7

BA+

Dickinson State University	84.5	75.3	60.2	45.2	66.0	4.2
----------------------------	------	------	------	------	------	-----

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Mayville State University	63.0	58.5	57.9	49.2	56.2	4.2
Minot State University	86.1	68.8	54.4	53.2	62.4	-6.1
Valley City State University	74.1	58.2	50.2	43.9	56.3	-0.3

DOCTORAL

North Dakota State University-Main Campus	113.9	84.6	77.0	56.3	86.4	2.6
University of North Dakota	114.8	90.7	78.5	59.5	88.9	0.7

OHIO

AA

Belmont College	51.5	38.4	45.2	44.2	46.3	-0.8
Bowling Green State University-Firelands	100.4	74.5	.	59.4	69.2	-0.4
Central Ohio Technical College	77.5	69.0	62.0	45.2	59.9	-4.5
Cincinnati State Technical and Community College	.	.	.	64.9	64.9	25.3
Clark State College	67.7	57.5	54.5	53.0	57.7	3.5
Columbus State Community College	81.4	66.1	55.8	47.7	63.9	-0.0
Cuyahoga Community College District	104.5	96.8	86.6	50.6	87.2	2.3
Eastern Gateway Community College	81.2	75.4	62.9	57.9	63.3	-1.1
Edison State Community College	65.5	53.5	50.1	47.7	54.3	5.7
Hocking College	.	.	.	56.7	56.7	2.6
James A. Rhodes State College	66.0	57.3	52.3	48.6	52.4	2.7
Kent State University at Ashtabula	94.5	81.7	84.2	62.8	72.0	5.2
Kent State University at East Liverpool	98.8	80.6	.	56.6	71.2	5.8
Kent State University at Geauga	88.7	74.8	57.0	50.2	65.2	3.7
Kent State University at Salem	87.7	79.9	57.0	62.0	67.0	4.6
Kent State University at Stark	96.9	81.6	64.6	59.0	76.6	2.5
Kent State University at Trumbull	100.2	81.7	68.1	60.4	78.8	3.8
Kent State University at Tuscarawas	105.3	78.3	59.1	55.9	69.7	2.3
Lakeland Community College	102.7	81.1	72.9	68.0	93.7	0.5
Lorain County Community College	88.9	74.8	68.4	55.0	74.8	-0.2
Marion Technical College	59.1	57.2	54.9	51.1	55.0	-1.8
North Central State College	.	55.0	47.3	45.2	48.8	0.8
Northwest State Community College	.	.	.	62.1	62.1	1.7
Ohio State University Agricultural Technical Institute	91.3	79.3	.	.	87.1	2.1
Ohio State University-Mansfield Campus	100.0	81.6	66.7	.	84.9	2.3
Ohio State University-Newark Campus	117.3	97.1	79.7	.	98.1	5.2
Ohio University-Chillicothe Campus	.	82.8	64.6	59.6	69.1	2.4
Ohio University-Eastern Campus	.	78.2	64.2	64.2	72.8	-0.3
Ohio University-Lancaster Campus	99.7	80.3	63.7	66.4	77.4	1.6
Ohio University-Southern Campus	86.4	75.1	62.5	61.8	67.5	3.1
Ohio University-Zanesville Campus	89.7	76.1	63.2	60.0	76.1	1.5
Owens Community College	70.0	54.9	48.1	42.3	60.1	0.6
Sindair Community College	87.4	68.6	58.7	49.7	74.0	2.5
Southern State Community College	79.5	69.7	58.1	47.0	60.0	-1.7
Stark State College	79.9	70.8	64.3	55.5	65.4	4.6
Terra State Community College	69.6	64.1	57.3	62.1	62.7	2.9
University of Cincinnati-Blue Ash College	104.9	84.5	63.3	57.3	84.3	4.8
University of Cincinnati-Clermont College	108.1	84.7	65.9	.	89.3	2.2

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		
Washington State Community College	55.1	55.6	56.1	57.0	56.0	-1.1
Zane State College	61.1	53.8	47.9	43.0	54.1	2.5

BA

Ohio State University-Lima Campus	113.7	82.7	73.3	.	91.8	1.3
Ohio State University-Marion Campus	110.1	88.2	82.2	.	92.3	3.3

BA+

Central State University	85.9	70.1	57.6	45.2	67.7	7.6
Miami University-Hamilton	116.3	86.3	72.1	55.3	77.6	4.5
Miami University-Middletown	116.3	80.1	62.3	54.0	72.1	0.7

DOCTORAL

Bowling Green State University-Main Campus	125.4	93.0	80.6	67.3	91.0	2.3
Cleveland State University	114.5	93.2	89.3	68.8	91.1	3.6
Kent State University at Kent	116.7	90.3	77.5	62.9	91.1	3.7
Miami University-Oxford	136.3	107.5	90.5	64.3	97.8	3.9
Ohio State University-Main Campus	160.9	108.8	102.2	167.8	130.9	2.6
Ohio University-Main Campus	111.7	91.7	88.6	64.3	87.9	1.7
Shawnee State University	77.9	64.2	55.7	41.2	63.9	-0.4
University of Akron Main Campus	115.3	95.3	79.0	67.7	92.2	4.0
University of Cincinnati-Main Campus	136.3	101.5	80.3	60.8	106.1	3.2
University of Toledo	115.9	96.5	89.5	62.0	91.2	1.7
Wright State University-Main Campus	115.0	92.2	95.1	60.1	90.3	2.1
Youngstown State University	90.1	76.4	73.8	53.0	76.0	-0.8

OKLAHOMA

AA

Carl Albert State College	.	.	.	49.5	49.5	6.5
College of the Muscogee Nation	.	.	.	.	.	.
Connors State College	.	.	.	47.2	47.2	-0.7
Eastern Oklahoma State College	50.2	.	.	43.0	46.7	1.4
Murray State College	63.8	.	50.6	46.2	47.3	2.0
Northeastern Oklahoma A&M College	.	.	.	49.8	49.8	0.8
Northern Oklahoma College	.	.	.	52.3	52.3	-0.3
Oklahoma City Community College	56.2	.	.	.	56.2	-0.9
Oklahoma State University Institute of Technology	.	.	.	.	.	.
Oklahoma State University-Oklahoma City	67.4	57.7	51.2	46.6	53.6	5.7
Redlands Community College	52.6	.	.	.	52.6	4.0
Rose State College	47.3	.	.	38.4	46.8	2.3
Seminole State College	52.4	43.6	43.9	.	45.6	0.3
Tulsa Community College	84.6	72.1	63.0	.	67.7	2.6
Western Oklahoma State College	.	.	.	54.4	54.4	10.2

BA

University of Science and Arts of Oklahoma	61.0	54.0	46.7	38.5	51.7	0.0
--	------	------	------	------	------	-----

BA+

Cameron University	75.2	64.3	53.2	43.0	59.9	4.6
--------------------	------	------	------	------	------	-----

State/School	Inst./Lect./No Rank					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Avg. (\$)		
East Central University	58.9	52.8	45.0	37.1	47.5	-19.2
Oklahoma Panhandle State University	50.7	50.7	44.3	39.7	43.7	2.0
Rogers State University	63.5	53.4	50.3	46.5	53.4	-1.9
Southeastern Oklahoma State University	74.7	94.7	52.2	43.9	65.5	-2.9
University of Central Oklahoma	89.7	76.5	66.9	44.4	72.0	1.5

DOCTORAL

Langston University	.	61.9	53.3	49.5	53.2	-1.1
Northeastern State University	76.7	62.7	58.0	47.5	63.4	1.3
Northwestern Oklahoma State University	75.9	65.1	54.5	46.2	58.0	-0.9
Oklahoma State University-Main Campus	122.9	94.9	81.2	64.7	92.7	5.1
Southwestern Oklahoma State University	74.9	65.2	55.9	51.3	60.9	-1.2
University of Oklahoma-Health Sciences Center	.	.	.	.	.	.
University of Oklahoma-Norman Campus	134.7	93.5	92.4	57.6	103.0	4.6

OREGON

AA

Blue Mountain Community College	.	.	.	87.9	87.9	1.4
Central Oregon Community College	90.1	73.2	61.5	59.4	73.5	1.8
Chemeketa Community College	.	.	.	87.8	87.8	3.6
Clackamas Community College	.	.	.	93.2	93.2	5.4
Clatsop Community College	.	.	.	80.0	80.0	-3.6
Columbia Gorge Community College	.	.	.	67.0	67.0	2.7
Klamath Community College	.	.	.	71.1	71.1	9.0
Lane Community College	.	.	.	90.3	90.3	6.9
Linn-Benton Community College	.	.	.	86.8	86.8	3.8
Mt Hood Community College	.	.	.	94.3	94.3	0.5
Oregon Coast Community College	.	.	.	59.7	59.7	4.5
Portland Community College	.	.	.	86.3	86.3	4.5
Rogue Community College	.	.	.	90.1	90.1	8.2
Southwestern Oregon Community College	76.7	62.5	58.2	45.4	64.2	0.9
Tillamook Bay Community College	.	.	.	69.9	69.9	-2.5
Treasure Valley Community College	.	.	.	63.3	63.3	-1.0
Umpqua Community College	.	.	.	71.2	71.2	5.6

BA+

Eastern Oregon University	89.0	77.5	65.0	57.8	72.7	2.7
Oregon Institute of Technology	100.4	73.5	66.8	60.9	78.2	0.5
Southern Oregon University	98.2	76.8	69.2	72.0	80.9	-1.3
Western Oregon University	83.1	68.1	55.7	50.1	66.1	5.1

DOCTORAL

Oregon Health & Science University	.	.	80.5	65.6	70.5	0.1
Oregon State University	146.5	111.7	97.6	61.9	100.0	3.6
Portland State University	123.3	96.2	80.3	68.0	96.0	2.2
University of Oregon	147.7	107.1	96.2	68.7	110.0	5.5

State/School

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

PENNSYLVANIA

AA

Bucks County Community College	79.3	67.5	64.2	60.8	72.5	6.3
Butler County Community College	87.0	70.9	59.1	50.6	64.7	-0.6
Central Pennsylvania Institute of Science and Technology	.	.	.	.	.	.
Community College of Allegheny County	76.1	54.3	49.7	45.2	65.1	0.1
Community College of Beaver County	69.5	53.4	46.0	41.7	52.2	-0.2
Community College of Philadelphia	91.0	82.8	75.9	67.9	77.4	-1.9
Delaware County Community College	111.8	97.7	77.4	57.8	98.3	-0.2
Harrisburg Area Community College	76.2	57.5	55.9	53.9	66.1	1.8
Lancaster County Career and Technology Center	.	.	.	59.2	59.2	0.5
Lehigh Carbon Community College	74.4	63.3	59.9	53.2	63.9	-0.0
Luzerne County Community College	74.7	64.1	52.4	52.2	61.9	-2.2
Montgomery County Community College	85.3	77.5	70.1	61.6	72.2	5.3
Northampton County Area Community College	77.9	64.9	60.9	55.9	69.8	-1.9
Northern Pennsylvania Regional College	.	.	.	.	.	.
Pennsylvania College of Technology	120.9	105.8	92.5	79.0	89.1	0.3
Pennsylvania Highlands Community College	67.2	53.6	46.5	45.2	55.2	4.4
Pennsylvania State University-Penn State DuBois	110.9	90.2	67.8	64.2	79.2	.
Reading Area Community College	77.3	67.2	62.5	59.9	67.8	2.0
Thaddeus Stevens College of Technology	92.8	88.3	86.4	82.3	84.9	3.8
University of Pittsburgh-Titusville	77.6	78.6	44.2	72.0	70.9	4.3
Westmoreland County Community College	77.2	66.4	63.2	58.2	64.3	2.3

BA

Cheyney University of Pennsylvania	119.9	96.2	71.6	52.3	92.1	-4.1
Pennsylvania State University-Altoona	105.7	81.9	68.4	59.7	79.9	.
Pennsylvania State University-Penn State Beaver	109.5	88.1	79.9	67.2	86.1	.
Pennsylvania State University-Penn State Berks	118.2	88.2	71.4	62.2	87.8	.
Pennsylvania State University-Penn State Brandywine	121.0	85.4	75.7	62.6	85.4	.
Pennsylvania State University-Penn State Fayette- Eberly	112.1	86.2	69.5	64.3	76.7	.
Pennsylvania State University-Penn State Greater Allegheny	101.4	91.3	76.2	62.6	84.6	.
Pennsylvania State University-Penn State Hazleton	103.7	90.4	75.2	85.2	89.4	.
Pennsylvania State University-Penn State Lehigh Valley	111.5	84.6	62.9	63.3	74.7	.
Pennsylvania State University-Penn State Mont Alto	97.9	93.2	77.7	68.0	81.7	.
Pennsylvania State University-Penn State New Kensington	103.6	94.6	71.4	65.0	79.5	.
Pennsylvania State University-Penn State Schuylkill	100.9	92.9	67.9	65.0	78.2	.
Pennsylvania State University-Penn State Scranton	140.3	92.9	77.9	70.1	82.5	.
Pennsylvania State University-Penn State Shenango	110.2	75.1	71.3	66.9	72.9	.
Pennsylvania State University-Penn State Wilkes-Barre	109.1	94.0	71.8	65.7	79.5	.

State/School

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

University of Pittsburgh-Bradford	94.9	84.5	65.8	55.7	73.1	6.5
University of Pittsburgh-Greensburg	90.4	76.7	66.4	54.0	67.7	3.0
University of Pittsburgh-Johnstown	89.8	75.9	62.3	57.1	69.8	1.4

BA+

Lincoln University	103.4	86.4	74.6	63.9	81.4	1.2
Pennsylvania State University-Penn State Abington	109.3	92.1	72.6	58.4	80.9	.
Pennsylvania State University-Penn State Erie-Behrend College	131.5	98.3	82.4	67.3	91.1	.
Pennsylvania State University-Penn State York	120.2	91.9	78.6	68.6	88.0	.

DOCTORAL

Commonwealth University of Pennsylvania	117.4	94.3	77.7	57.2	97.6	.
East Stroudsburg University of Pennsylvania	118.1	94.4	74.5	57.8	95.4	3.7
Indiana University of Pennsylvania-Main Campus	115.6	91.4	73.9	55.0	99.8	4.2
Kutztown University of Pennsylvania	113.8	93.1	70.9	52.8	93.2	3.3
Millersville University of Pennsylvania	118.4	93.5	74.5	52.3	96.5	4.3
Pennsylvania State University-Main Campus	159.9	106.5	89.0	63.1	117.0	.
Pennsylvania State University-Penn State Harrisburg	131.5	104.6	82.8	70.3	96.2	.
Pennsylvania Western University	118.3	97.1	78.2	56.9	96.2	.
Shippensburg University of Pennsylvania	120.9	99.2	79.8	55.2	102.3	2.0
Slippery Rock University of Pennsylvania	119.9	96.1	77.9	57.1	93.1	2.6
Temple University	172.4	115.2	91.9	70.8	120.2	2.6
University of Pittsburgh-Pittsburgh Campus	149.2	101.8	90.3	48.4	108.9	2.7
West Chester University of Pennsylvania	117.0	95.4	80.4	54.0	94.9	3.9

RHODE ISLAND

AA

Community College of Rhode Island	82.0	64.4	59.0	42.2	69.0	1.9
-----------------------------------	------	------	------	------	------	-----

DOCTORAL

Rhode Island College	114.3	93.3	71.3	.	96.0	-3.9
University of Rhode Island	148.6	108.7	94.6	65.2	106.4	7.9

SOUTH CAROLINA

AA

Aiken Technical College	.	.	.	54.2	54.2	3.3
Central Carolina Technical College	.	.	.	49.0	49.0	2.8
Denmark Technical College	.	.	.	46.5	46.5	-2.9
Florence-Darlington Technical College	.	.	.	54.4	54.4	3.4
Greenville Technical College	.	.	.	51.6	51.6	5.8
Horry-Georgetown Technical College	.	.	.	58.5	58.5	6.1
Midlands Technical College	.	.	.	59.0	59.0	3.0
Northeastern Technical College	.	.	.	46.4	46.4	2.6
Orangeburg Calhoun Technical College	.	.	.	53.0	53.0	3.5
Piedmont Technical College	.	.	.	50.8	50.8	1.6

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Spartanburg Community College	.	.	.	55.8	55.8	4.1
Technical College of the Lowcountry	.	.	.	.	.	.
Tri-County Technical College	.	.	.	51.8	51.8	4.8
Trident Technical College	.	.	.	56.8	56.8	1.8
University of South Carolina-Lancaster	70.3	59.0	50.3	55.9	59.9	3.7
University of South Carolina-Salkehatchie	70.6	61.0	48.9	56.0	56.9	3.9
University of South Carolina-Sumter	76.6	61.8	60.6	47.4	57.4	9.1
University of South Carolina-Union	74.1	70.7	53.9	57.2	58.5	0.2
Williamsburg Technical College	.	.	.	44.5	44.5	4.1
York Technical College	.	.	.	54.1	54.1	4.9

BA+

Citadel Military College of South Carolina	98.7	83.7	77.2	60.7	84.5	4.2
College of Charleston	103.8	82.3	77.7	64.4	85.4	3.7
Lander University	75.6	66.3	46.8	31.0	46.2	-20.3
University of South Carolina Aiken	87.8	70.7	68.4	52.4	68.8	2.8
University of South Carolina Beaufort	86.3	71.7	67.5	57.9	69.4	2.8
University of South Carolina-Upstate	82.3	76.0	65.6	58.0	69.6	4.4
Winthrop University	88.6	71.7	69.3	52.8	74.6	2.0

DOCTORAL

Clemson University	149.7	104.4	98.6	64.7	101.8	4.4
Coastal Carolina University	99.6	82.1	70.3	54.9	74.7	2.6
Francis Marion University	85.3	71.0	59.5	54.3	71.2	3.5
Medical University of South Carolina	.	.	.	.	.	.
South Carolina State University	81.5	72.0	66.8	52.9	69.0	3.1
University of South Carolina-Columbia	142.0	103.5	95.0	61.7	105.0	0.1

SOUTH DAKOTA

AA

Lake Area Technical College	.	.	.	63.2	63.2	3.7
Mitchell Technical College	.	.	.	65.3	65.3	4.5
Oglala Lakota College	71.2	64.4	60.6	.	62.2	7.3
Sisseton Wahpeton College	.	.	.	50.1	50.1	19.9
Southeast Technical College	.	.	.	67.8	67.8	11.0
Western Dakota Technical College	.	.	.	64.2	64.2	6.6

BA+

Black Hills State University	91.5	66.0	63.6	52.0	68.5	4.2
Northern State University	92.1	81.3	63.4	54.9	72.0	6.7
Sinte Gleska University	.	.	.	.	.	.

DOCTORAL

Dakota State University	111.1	90.3	77.7	58.6	81.5	5.5
South Dakota School of Mines and Technology	113.6	97.6	81.0	62.6	86.1	4.2
South Dakota State University	106.2	88.6	81.0	64.5	81.5	5.4
University of South Dakota	107.5	86.5	74.7	61.4	78.2	3.7

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

TENNESSEE

AA

Chattanooga State Community College	70.8	61.1	53.5	46.7	59.2	2.8
Cleveland State Community College	69.2	60.0	54.6	50.6	57.8	2.2
Columbia State Community College	75.0	62.0	52.7	45.6	56.2	13.1
Dyersburg State Community College	70.9	66.4	55.7	52.6	62.5	6.9
Jackson State Community College	69.6	61.7	53.5	48.1	60.2	6.7
Motlow State Community College	71.5	60.2	50.8	43.9	55.1	7.8
Nashville State Community College	83.2	62.8	52.1	51.5	58.3	4.3
Northeast State Community College	72.0	63.8	55.9	50.8	59.2	1.5
Pellissippi State Community College	79.7	65.0	57.8	52.5	64.7	3.8
Roane State Community College	74.3	64.4	59.4	46.9	63.0	3.2
Southwest Tennessee Community College	74.3	62.9	51.1	44.8	57.4	3.5
Volunteer State Community College	79.1	66.5	56.9	48.5	63.4	5.0
Walters State Community College	73.7	62.5	55.3	46.0	58.0	2.8

BA+

The University of Tennessee Southern	64.1	59.0	53.0	46.3	55.1	4.9
The University of Tennessee-Martin	84.5	76.3	72.4	51.8	71.3	3.9

DOCTORAL

Austin Peay State University	90.9	74.7	66.1	53.7	76.3	2.7
East Tennessee State University	87.4	74.1	67.1	46.8	71.3	2.2
Middle Tennessee State University	106.1	85.0	74.5	53.7	82.7	2.8
Tennessee State University	89.5	75.8	69.3	57.9	77.6	6.8
Tennessee Technological University	102.9	82.9	76.7	54.1	79.4	5.3
The University of Tennessee Health Science Center	132.8	98.1	83.3	65.4	104.5	-0.4
The University of Tennessee-Chattanooga	108.8	93.5	72.9	55.8	81.2	2.6
The University of Tennessee-Knoxville	161.6	111.3	96.0	67.7	110.4	3.7
University of Memphis	116.9	87.4	80.3	55.7	86.7	3.3

TEXAS

AA

Alvin Community College	.	.	.	63.4	63.4	-2.9
Amarillo College	74.2	64.0	61.5	58.3	62.0	9.3
Angelina College	.	.	.	56.5	56.5	5.9
Austin Community College District	85.6	72.9	67.1	66.6	77.5	4.1
Blinn College District	.	.	.	60.9	60.9	5.1
Brazosport College	86.3	72.2	62.1	57.9	66.1	4.2
Central Texas College	63.6	.	.	.	63.6	1.2
Cisco College	42.0	.	.	37.9	41.6	-1.5
Clarendon College	44.2	.	52.9	40.9	41.4	-6.9
Coastal Bend College	60.7	52.9	53.2	53.8	55.0	7.5
College of the Mainland	73.0	60.8	63.1	.	64.5	3.9
Collin County Community College District	.	.	.	75.0	75.0	3.3
Dallas College	.	.	.	73.0	73.0	2.6
Del Mar College	90.5	76.1	65.2	56.6	71.7	2.7

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
El Paso Community College	67.7	53.6	48.7	48.1	57.7	2.8
Frank Phillips College	49.8	46.5	49.0	39.3	48.3	5.6
Galveston College	80.9	72.1	69.1	62.3	65.6	3.0
Grayson College	64.7	.	.	.	64.7	4.1
Hill College	.	.	.	57.5	57.5	8.4
Houston Community College	.	.	.	74.5	74.5	1.9
Howard College	57.6	47.5	54.1	45.3	48.8	4.5
Kilgore College	.	.	.	49.7	49.7	1.7
Lamar Institute of Technology	.	.	.	54.1	54.1	1.1
Lamar State College-Orange	66.2	51.0	58.9	55.0	55.8	3.9
Lamar State College-Port Arthur	69.8	61.4	54.4	45.7	47.5	4.9
Laredo College	69.6	57.7	64.3	55.9	65.7	3.8
Lee College	.	.	.	66.7	66.7	2.4
Lone Star College System	90.1	74.1	57.3	42.0	85.2	5.2
McLennan Community College	82.2	71.0	65.4	67.1	75.8	4.7
Midland College	80.0	66.4	65.8	59.9	69.4	4.0
Navarro College	69.1	57.8	64.9	.	59.9	3.8
North Central Texas College	.	.	.	60.3	60.3	4.0
Northeast Lakeview College	71.8	66.5	60.5	55.4	63.9	-0.8
Northeast Texas Community College	64.9	54.6	55.0	47.6	59.0	4.2
Northwest Vista College	74.2	66.6	62.9	58.0	65.3	0.0
Odessa College	76.0	65.4	63.8	47.8	57.0	-6.3
Palo Alto College	81.0	69.0	65.9	56.7	65.3	-0.8
Panola College	60.0	.	.	57.7	59.5	3.1
Paris Junior College	.	.	.	63.6	63.6	4.3
Ranger College	59.3	.	.	62.0	61.7	48.7
San Antonio College	81.6	74.5	66.6	56.8	68.2	-1.8
San Jacinto Community College	.	.	.	66.7	66.7	3.4
South Plains College	65.3	57.0	54.9	53.2	56.4	2.7
South Texas College	74.8	71.3	66.5	60.0	61.2	5.4
Southwest Texas Junior College	69.6	55.9	59.6	51.2	52.5	0.5
St Philip's College	74.8	68.8	61.9	55.8	60.4	1.2
Tarrant County College District	78.9	75.3	75.5	67.4	72.4	4.1
Temple College	61.0	55.5	53.9	.	56.9	2.6
Texarkana College	65.0	56.4	50.8	27.2	55.8	-0.9
Texas Southmost College	.	.	.	36.6	36.6	.
Texas State Technical College	.	57.6	.	51.4	52.0	6.6
Trinity Valley Community College	.	.	.	60.6	60.6	5.0
Tyler Junior College	54.2	.	.	.	54.2	-0.4
Vernon College	.	.	.	52.1	52.1	-1.6
Victoria College	71.3	58.4	55.0	59.4	61.6	2.1
Weatherford College	.	.	.	61.1	61.1	6.8
Western Texas College	.	85.7	56.3	56.5	58.5	12.0
Wharton County Junior College	.	.	.	55.7	55.7	0.2

BA+

Sul Ross State University	75.6	71.8	61.6	50.9	64.3	0.8
Texas A&M University-Central Texas	87.8	75.9	81.5	73.3	79.1	6.9

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Texas A&M University-San Antonio	99.5	79.8	74.5	56.6	70.3	3.0
The University of Texas MD Anderson Cancer Center	.	.	.	.	.	.
The University of Texas Permian Basin	93.7	85.1	77.1	62.3	76.2	-0.4
University of Houston-Downtown	104.9	85.8	82.1	59.7	80.9	5.7
University of Houston-Victoria	105.0	81.8	70.2	57.6	82.5	1.7

DOCTORAL

Angelo State University	85.5	75.0	69.2	55.9	70.2	0.0
Lamar University	103.7	84.1	73.9	55.4	77.0	1.4
Midwestern State University	94.6	81.9	66.2	45.8	74.2	-1.1
Prairie View A & M University	107.5	84.1	67.5	55.6	72.6	-1.2
Sam Houston State University	100.6	82.5	71.0	43.8	72.4	-0.2
Stephen F Austin State University	85.1	74.0	68.7	51.7	68.9	0.5
Tarleton State University	100.1	79.9	65.4	51.2	70.3	3.4
Texas A & M International University	107.6	88.9	75.9	56.6	76.9	2.4
Texas A & M University-College Station	165.7	112.2	90.7	71.0	118.1	0.6
Texas A & M University-Commerce	93.1	81.8	68.9	63.1	77.0	-5.8
Texas A & M University-Corpus Christi	108.1	81.2	69.3	37.6	79.9	4.4
Texas A & M University-Kingsville	89.0	75.4	69.5	50.8	73.9	3.5
Texas A&M University-Texarkana	87.0	78.1	76.9	61.9	75.6	2.8
Texas Southern University	115.4	83.8	77.2	56.6	76.4	1.4
Texas State University	104.9	87.2	77.4	54.0	75.2	-1.9
Texas Tech University	138.9	98.0	90.4	54.2	99.0	2.4
Texas Tech University Health Sciences Center	.	.	.	.	.	.
Texas Tech University Health Sciences Center-El Paso	.	.	.	.	.	.
Texas Woman's University	105.7	80.6	69.2	55.3	80.8	2.6
The University of Texas Health Science Center at Houston	.	.	.	.	.	.
The University of Texas Health Science Center at San Antonio	.	71.4	.	.	71.4	0.0
The University of Texas Medical Branch at Galveston	.	.	.	.	.	.
The University of Texas Rio Grande Valley	103.6	83.5	78.2	64.4	78.8	2.5
The University of Texas at Arlington	143.8	101.5	96.1	68.5	96.4	5.5
The University of Texas at Austin	193.5	133.6	119.2	77.4	133.8	4.9
The University of Texas at Dallas	181.7	136.0	125.2	80.2	125.2	3.7
The University of Texas at El Paso	121.7	92.2	91.0	59.6	85.3	3.1
The University of Texas at San Antonio	124.2	85.6	73.2	39.6	88.6	-0.2
The University of Texas at Tyler	109.8	88.1	79.6	65.0	81.7	1.7
University of Houston	164.3	110.1	103.7	79.8	120.4	0.7
University of Houston-Clear Lake	110.7	89.6	76.8	65.3	87.6	1.8
University of North Texas	129.3	93.4	88.5	69.0	94.7	0.3
University of North Texas Health Science Center	.	.	.	.	.	.
University of North Texas at Dallas	99.0	91.0	88.4	66.9	79.2	-0.7
West Texas A & M University	87.1	76.1	74.8	54.3	72.0	-0.0

UTAH

AA

Salt Lake Community College	83.9	68.4	59.5	52.2	67.9	8.1
Snow College	79.4	70.3	63.2	61.0	66.2	8.6
Southern Utah University	95.0	73.9	65.6	54.9	71.5	3.7

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Utah Tech University	90.0	75.9	66.9	52.9	70.1	5.5
Utah Valley University	103.9	85.3	77.8	67.9	82.6	6.1
Weber State University	102.3	86.0	75.6	60.2	83.0	5.9

DOCTORAL

University of Utah	160.0	107.2	103.2	72.1	123.6	5.1
Utah State University	120.9	93.5	80.9	64.6	90.6	5.8

VERMONT

AA

Vermont Technical College	80.8	70.7	55.9	.	68.4	5.7
---------------------------	------	------	------	---	------	-----

BA+

Castleton University	73.3	64.2	56.3	.	66.1	4.1
Northern Vermont University	73.8	65.2	53.9	.	65.8	0.4

DOCTORAL

University of Vermont	126.2	97.6	81.6	63.9	92.7	-1.6
-----------------------	-------	------	------	------	------	------

VIRGINIA

AA

Blue Ridge Community College	72.2	68.5	64.6	61.7	66.6	5.2
Brightpoint Community College	77.9	71.8	65.6	58.1	68.2	5.1
Central Virginia Community College	77.3	68.7	64.0	55.3	67.6	2.7
Danville Community College	74.2	68.7	63.4	62.0	66.0	3.5
Eastern Shore Community College	72.1	67.0	65.2	56.8	64.7	5.6
Germanna Community College	91.5	81.2	69.4	57.6	71.2	11.9
J Sargeant Reynolds Community College	74.5	73.1	62.7	63.4	69.7	4.0
Laurel Ridge Community College	74.4	69.1	63.6	56.0	66.6	3.0
Mountain Empire Community College	72.6	69.3	57.8	54.4	63.0	0.2
Mountain Gateway Community College	.	69.0	58.3	57.8	60.5	6.4
New River Community College	81.1	70.0	70.9	64.1	73.7	4.9
Northern Virginia Community College	93.8	84.3	76.4	69.5	83.9	3.8
Patrick & Henry Community College	78.1	68.9	66.6	56.1	66.1	6.4
Paul D Camp Community College	.	66.4	62.3	54.3	62.7	6.6
Piedmont Virginia Community College	77.3	69.8	67.8	64.4	71.0	13.3
Rappahannock Community College	72.9	70.6	62.4	60.0	66.9	6.3
Richard Bland College	78.3	62.6	58.3	53.7	65.1	6.5
Southside Virginia Community College	74.9	73.3	64.1	60.1	68.9	4.7
Southwest Virginia Community College	71.8	68.8	59.0	51.6	59.8	3.6
Tidewater Community College	77.1	73.7	63.4	59.0	68.9	4.0
Virginia Highlands Community College	71.0	70.1	61.1	55.0	64.8	4.9
Virginia Peninsula Community College	85.8	78.7	75.1	67.1	76.4	5.2
Virginia Western Community College	78.3	69.2	66.5	62.8	69.4	5.2
Wytheville Community College	74.0	68.8	59.0	62.8	64.5	5.2

BA

University of Virginia's College at Wise	96.1	74.4	64.5	65.0	75.1	1.5
--	------	------	------	------	------	-----

State/School

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

BA+

Christopher Newport University	114.8	90.3	82.9	72.8	89.2	3.5
Longwood University	91.4	76.3	75.2	55.3	76.4	4.7
University of Mary Washington	93.8	79.8	69.0	71.5	81.8	5.3

DOCTORAL

George Mason University	157.9	109.8	98.9	77.9	117.0	6.6
James Madison University	105.5	88.9	82.8	67.0	89.4	4.5
Norfolk State University	103.4	83.1	75.0	69.0	86.2	6.2
Old Dominion University	135.1	96.6	87.5	63.7	94.2	5.0
Radford University	98.1	81.2	76.1	65.4	82.4	1.3
University of Virginia-Main Campus	203.5	129.0	103.5	63.0	145.8	4.6
Virginia Commonwealth University	146.0	103.2	76.3	64.8	97.0	4.8
Virginia Polytechnic Institute and State University	153.1	111.7	100.2	59.5	109.6	4.6
Virginia State University	101.5	85.6	74.0	58.0	79.2	4.8
William & Mary	150.0	110.8	85.3	67.3	115.2	3.8

WASHINGTON

AA

Bates Technical College	.	.	.	.	.	.
Bellevue College	99.7	89.6	78.2	76.7	90.4	6.1
Bellingham Technical College	.	.	.	89.5	89.5	4.5
Big Bend Community College	.	.	.	78.0	78.0	3.4
Cascadia College	.	.	.	85.4	85.4	7.9
Centralia College	.	.	.	70.9	70.9	5.2
Clark College	.	.	.	87.3	87.3	5.0
Clover Park Technical College	.	.	.	68.2	68.2	-13.4
Columbia Basin College	.	.	.	73.3	73.3	3.1
Edmonds College	.	.	.	77.8	77.8	4.1
Everett Community College	.	.	.	75.1	75.1	3.9
Grays Harbor College	.	.	.	73.7	73.7	3.2
Green River College	.	.	.	81.4	81.4	5.7
Highline College	.	.	.	83.4	83.4	7.7
Lake Washington Institute of Technology	.	.	.	76.4	76.4	2.2
Lower Columbia College	.	.	.	74.2	74.2	3.8
North Seattle College	.	.	.	81.9	81.9	3.5
Northwest Indian College	.	.	.	47.8	47.8	2.5
Olympic College	.	.	.	80.5	80.5	7.5
Peninsula College	.	.	.	64.6	64.6	-8.8
Pierce College District	.	.	.	75.9	75.9	4.3
Renton Technical College	.	.	.	91.2	91.2	3.9
Seattle Central College	.	.	.	86.5	86.5	5.9
Shoreline Community College	.	.	.	82.3	82.3	4.4
Skagit Valley College	.	.	.	79.0	79.0	4.7
South Puget Sound Community College	.	.	.	67.9	67.9	3.0
South Seattle College	.	.	.	65.0	65.0	-13.3

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Spokane Community College	.	.	.	77.8	77.8	8.3
Spokane Falls Community College	.	.	.	76.0	76.0	8.3
Tacoma Community College	.	.	.	80.3	80.3	4.3
Walla Walla Community College	.	.	.	79.3	79.3	5.5
Wenatchee Valley College	.	.	.	81.9	81.9	6.2
Whatcom Community College	.	.	.	79.8	79.8	6.1
Yakima Valley College	.	.	.	73.5	73.5	5.6

BA+

Central Washington University	106.5	86.2	73.8	48.8	80.5	-2.5
The Evergreen State College	.	.	.	79.4	79.4	6.7
University of Washington-Bothell Campus	130.4	107.8	95.4	82.2	110.0	5.0

DOCTORAL

Eastern Washington University	116.0	92.4	83.8	63.8	89.5	5.2
University of Washington-Seattle Campus	157.3	114.7	103.4	60.4	126.4	1.6
University of Washington-Tacoma Campus	129.0	99.2	89.1	68.4	100.5	3.5
Washington State University	122.3	90.3	77.7	51.0	92.4	4.0
Western Washington University	126.3	100.9	79.3	63.2	98.7	0.6

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	.	101.4	59.9	51.2	58.9	1.9
BridgeValley Community & Technical College	70.3	62.8	56.0	42.7	57.4	0.8
Carver Career Center	.	.	.	48.6	48.6	.
Eastern West Virginia Community and Technical College	.	55.6	.	42.1	44.4	6.3
Glenville State University	71.0	61.3	50.1	47.7	57.5	4.4
Mountwest Community and Technical College	70.0	45.7	43.3	37.1	49.2	-3.1
New River Community and Technical College	90.2	71.2	61.2	53.3	63.4	19.3
Pierpont Community and Technical College	76.2	58.6	57.1	48.3	56.3	2.2
Potomac State College of West Virginia University	75.0	65.9	56.1	50.7	60.0	5.6
Southern West Virginia Community and Technical College	58.8	54.5	47.1	44.9	50.5	9.1
West Virginia Northern Community College	62.2	56.9	54.4	44.1	51.9	3.6
West Virginia University at Parkersburg	67.1	56.9	47.0	38.9	51.5	0.7

BA

West Virginia University Institute of Technology	97.8	77.2	66.9	53.4	73.1	5.8
--	------	------	------	------	------	-----

BA+

Bluefield State University	64.6	61.3	53.8	41.2	57.9	-1.9
Concord University	72.5	71.0	59.4	43.1	64.6	6.2
Fairmont State University	77.7	66.2	58.3	48.6	63.5	3.4
West Liberty University	76.0	72.0	59.6	48.1	64.5	4.2
West Virginia State University	71.4	63.0	60.0	40.8	61.2	6.4

DOCTORAL

Marshall University	86.6	75.0	68.8	42.6	74.4	2.8
---------------------	------	------	------	------	------	-----

State/School	Inst./Lect./No Rank			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Shepherd University	77.6	65.8	63.8	50.5	66.5	1.6
West Virginia University	124.8	94.7	80.5	52.4	95.6	4.0

WISCONSIN

AA

Blackhawk Technical College	.	.	.	75.3	75.3	-0.5
Chippewa Valley Technical College	.	.	.	77.0	77.0	6.7
Fox Valley Technical College	.	.	.	87.4	87.4	3.3
Gateway Technical College	.	.	.	88.3	88.3	3.8
Lac Courte Oreilles Ojibwe University	.	.	.	56.0	56.0	9.3
Lakeshore Technical College	.	.	.	74.5	74.5	2.5
Madison Area Technical College	.	.	.	99.0	99.0	2.4
Mid-State Technical College	.	.	.	73.9	73.9	0.2
Milwaukee Area Technical College	.	.	.	98.8	98.8	0.3
Moraine Park Technical College	.	.	.	81.4	81.4	4.8
Nicolet Area Technical College	.	.	.	.	.	.
Northcentral Technical College	.	.	.	76.9	76.9	4.9
Northeast Wisconsin Technical College	.	.	.	.	.	.
Northwood Technical College	.	.	.	74.0	74.0	1.6
Southwest Wisconsin Technical College	.	.	.	82.0	82.0	12.6
Waukesha County Technical College	.	.	.	85.4	85.4	0.5
Western Technical College	.	.	.	74.5	74.5	1.8

BA+

University of Wisconsin-Parkside	92.0	73.1	74.2	50.4	71.3	6.0
University of Wisconsin-Platteville	78.7	70.8	66.5	49.3	66.6	1.9
University of Wisconsin-Superior	68.1	67.9	53.6	49.2	60.5	-0.3

DOCTORAL

University of Wisconsin-Eau Claire	88.2	75.9	75.5	53.4	75.3	1.7
University of Wisconsin-Green Bay	81.1	64.9	63.3	45.8	65.4	2.4
University of Wisconsin-La Crosse	79.8	68.1	67.3	45.0	69.9	1.7
University of Wisconsin-Madison	178.3	129.7	106.7	75.1	135.4	3.7
University of Wisconsin-Milwaukee	114.5	87.1	84.8	51.4	83.9	0.7
University of Wisconsin-Oshkosh	84.9	70.8	66.8	50.1	70.9	3.5
University of Wisconsin-River Falls	82.3	77.6	70.1	48.4	73.2	0.8
University of Wisconsin-Stevens Point	74.3	64.7	64.9	47.9	66.3	2.7
University of Wisconsin-Stout	79.2	71.5	69.9	53.3	69.9	2.3
University of Wisconsin-Whitewater	84.6	78.6	79.7	56.2	74.6	1.6

WYOMING

AA

Casper College	.	.	.	64.0	64.0	2.3
Central Wyoming College	63.8	55.6	56.8	58.0	60.4	43.4
Eastern Wyoming College	63.5	53.3	49.2	44.7	53.7	4.4
Laramie County Community College	.	.	.	65.6	65.6	7.3
Northern Wyoming Community College District	.	.	70.2	58.7	64.5	7.8

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Northwest College	78.6	66.8	66.7	56.4	64.4	1.9
Western Wyoming Community College	79.2	67.2	56.9	53.0	62.3	7.4

DOCTORAL

University of Wyoming	122.4	92.8	84.2	64.9	93.7	4.4
-----------------------	-------	------	------	------	------	-----

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