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THE SPECIAL SALARY ISSUE: 2016



FUNDING UP, SALARIES DOWN

The good news: State funding for public institutions of higher education has improved, at least somewhat, in some states. The bad news: We're still nowhere near the state funding levels of decades ago, and this slight turnaround hasn't translated into support for faculty. Over the past five years, there has been an overall 7 percent increase in state support (including federal ARRA support), and a 1 percent decrease in faculty salaries, according to state budget and income data analyzed in this special 2016 salary issue of the *NEA Higher Education Advocate*.

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or public institutions of higher education, and especially for two-year colleges, state funding is vital to maintaining quality of education for students. While some funds come from other sources, such as student tuition and fees, which have skyrocketed in recent years as state funding has fallen, many institutions rely on state support to varying degrees, and assume some level of state support when planning their budgets. In other words, state support is critical to supporting high-quality higher education for students.

During the past decade, especially during the 2007-2009 recession and the years following it, state support for public higher education declined significantly, according to state budget data collected by the annual Grapevine study.¹ But more recently, as the economy has shown recovery, there has been an upturn in support. Between FY2015 and FY2016, only nine states showed a decrease, while an additional five had increases of less than 1 percent in state appropriations for higher education. (See Map 1 on pg. 3.) This trend represents a turnaround: three years earlier, between FY2012 and FY2013, 18 states reported a decrease in state support, plus 10 had a less-than-1 percent increase.

This 2016 special salary issue of the *Advocate* examines the effects of the economic rebound on state support for higher education, and also on faculty salaries. To do this, trends in public support and public sector faculty salaries were

reviewed over a five-year period. That data shows that while faculty purchasing power was higher at the end of the five-year period, there was a 1 percent decrease in salaries, which brought average salaries nearly down to a pre-recession level. At the same time, public institutions saw a 7 percent increase in state support (including ARRA support).

That 7 percent increase doesn't mean every state has rebounded. Between FY2011 and FY2016, a total of 15 states reported a decline in state support (including ARRA) for higher education. The declines varied drastically, and ranged between 27 percent in Arizona to less-than-1 percent in Kansas, with nine states reporting less than 5 percent decreases. (See Map 2 on pg. 4.) Meanwhile, the number of states with significant increases in state funded support (including ARRA) jumped from just three states between FY2009 to FY2014 to 20 states in FY2011 to FY2016. Those in-

creases ranged from 10 percent to 43 percent.

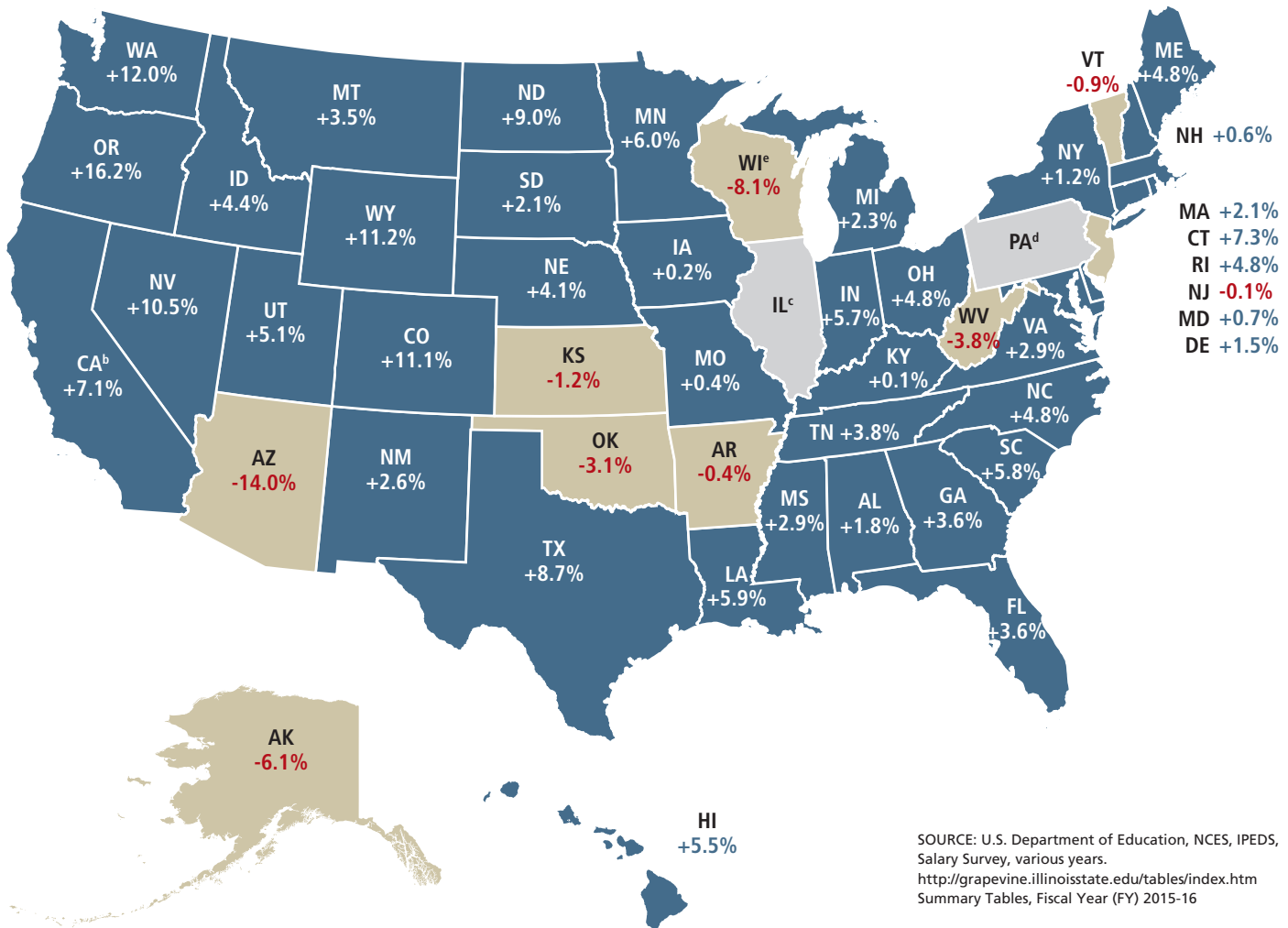
Two years ago, in the 2014 special salary issue of the *Advocate* it was noted that when the nation experiences economic problems, more Americans seek higher education, especially at community colleges. Unemployed workers want to learn more marketable skills, and those with marginal jobs want to upgrade their skills. Thus, an additional sign that the recession has ended is the decline in enrollment. After peaking in fall 2009, the number of full-time equivalent (FTE) students enrolled in higher education declined at a steady 1.4 percent last year, representing a 3.1 percent decline since 2009. (See Graph 1 on pg. 5.)

Meanwhile, during the last 10 years there was a 14 percent increase in the number of faculty members—the vast majority of whom are contingent or adjunct faculty members. Unfortunately, the number of full-time faculty

¹ Grapevine: An Annual Compilation of Data on State Fiscal Support for Higher Education. Illinois State University. <http://www.grapevine.ilstu.edu/index.shtml>, retrieved on February 20, 2016. Excludes Illinois and Pennsylvania as they had not reported final FY2016 numbers in time for publication.

BETWEEN 2015 AND 2016, ONLY NINE STATES SHOWED A DECREASE IN STATE FUNDING.

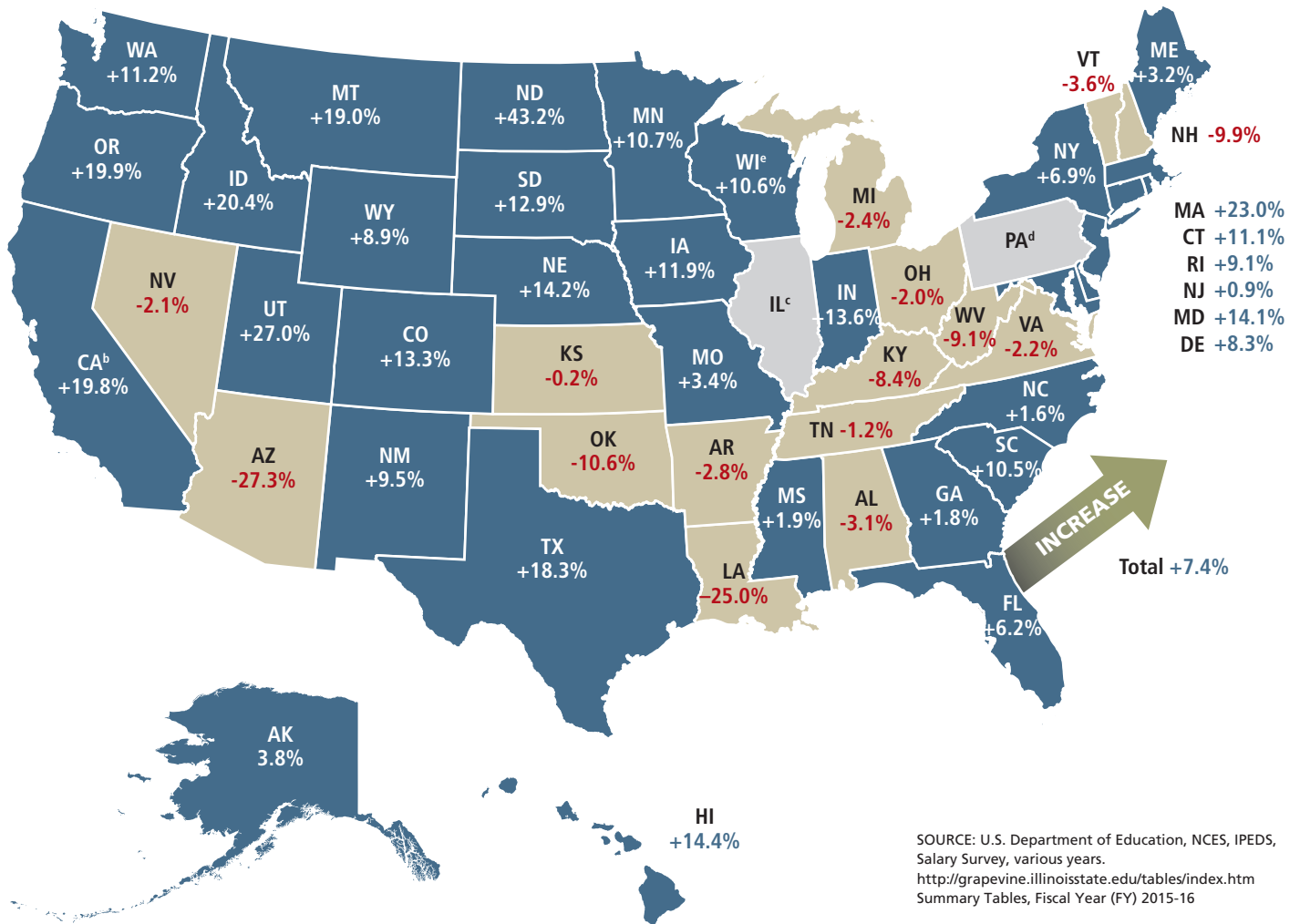
MAP 1. PERCENTAGE CHANGE IN STATE APPROPRIATIONS FOR HIGHER EDUCATION, FY2015 TO FY2016.^a



SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, various years.
<http://grapevine.illinoisstate.edu/tables/index.htm>
 Summary Tables, Fiscal Year (FY) 2015-16

^aFY2016 figures on state support for higher education represent initial allocations and estimates reported by the states from September through December 2015 and are subject to change. FY16 data for Illinois and Pennsylvania are not yet available. Data for FY11, FY14, and FY15 may have been revised from figures reported previously in Grapevine. ^bBeginning in 2013, CA data also include appropriations for California State University healthcare costs for retired annuitants. (Prior to 2013, these appropriations were not disaggregated from appropriations for the healthcare costs of state annuitants generally.) ^cFY16 state budget not yet enacted. The relatively large increases in previous fiscal years reflect rapidly increasing appropriations made to the State Universities Retirement System (SURS) to address the historical underfunding of pension programs. ^dFY16 budget has not yet been finalized in PA. ^eThe relatively large increase in state support from FY14 to FY15 reflects the allocation of \$406 million in property tax relief monies to the Wisconsin Technical College System. These state monies substitute for reductions in local property tax revenues to the colleges.

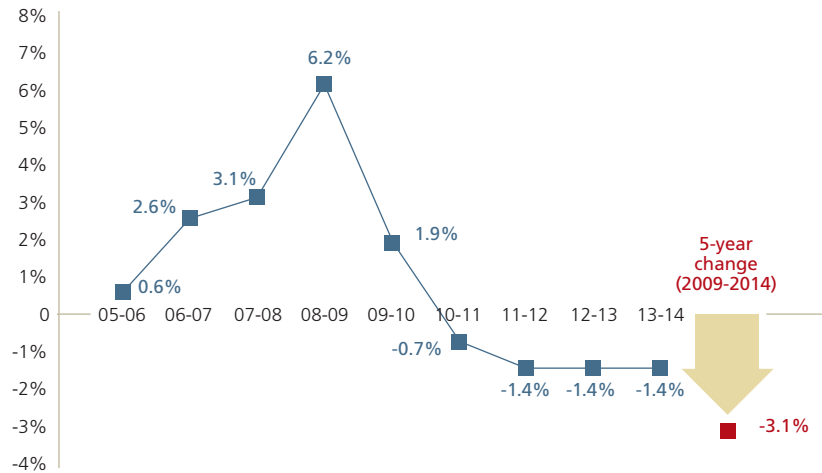
MAP 2. PERCENTAGE CHANGE IN TOTAL STATE SUPPORT (INCLUDING FEDERAL ARRA FUNDS), FY11 TO FY16.^a



SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, various years.
<http://grapevine.illinoisstate.edu/tables/index.htm>
 Summary Tables, Fiscal Year (FY) 2015-16

^aFY2016 figures on state support for higher education represent initial allocations and estimates reported by the states from September through December 2015 and are subject to change. FY16 data for Illinois and Pennsylvania are not yet available. Data for FY11, FY14, and FY15 may have been revised from figures reported previously in Grapevine. ^bBeginning in 2013, CA data also include appropriations for California State University healthcare costs for retired annuitants. (Prior to 2013, these appropriations were not disaggregated from appropriations for the healthcare costs of state annuitants generally.) ^cFY16 state budget not yet enacted. The relatively large increases in previous fiscal years reflect rapidly increasing appropriations made to the State Universities Retirement System (SURS) to address the historical underfunding of pension programs. ^dFY16 budget has not yet been finalized in PA. ^eThe relatively large increase in state support from FY14 to FY15 reflects the allocation of \$406 million in property tax relief monies to the Wisconsin Technical College System. These state monies substitute for reductions in local property tax revenues to the colleges.

GRAPH 1. PERCENT CHANGE IN FULL-TIME EQUIVALENT FALL ENROLLMENT AT PUBLIC INSTITUTIONS, FALL 2005 THROUGH FALL 2014.



SOURCE: U.S. Department of Education, NCES, IPEDS, Fall Enrollment Survey, various years.

decreased by 32.5 percent between FY2013 and FY2014.

Faculty salaries up in 2014, but down over five years

In FY2014, faculty salaries (in constant dollars) saw an increase from the previous year across all ranks, except among those with no rank, who typically include contingent or adjunct faculty. Specifically, the average faculty member's purchasing power increased by \$1,481 (1.9 percent) from \$78,888 in FY2013 to \$80,369 in FY2014. (See Graph 2, below.)

Nonetheless, it should be noted that faculty purchasing power has decreased when calculated for faculty with no rank, and they continue to be the lowest-paid faculty group. These include many faculty members who were previously categorized as lecturers or instructors but now have begun to be listed as having no rank. For all other ranks, faculty's purchasing power has followed the nation's

economic growth, with professors and assistant professors receiving a 2.4 percent salary increase, on average.

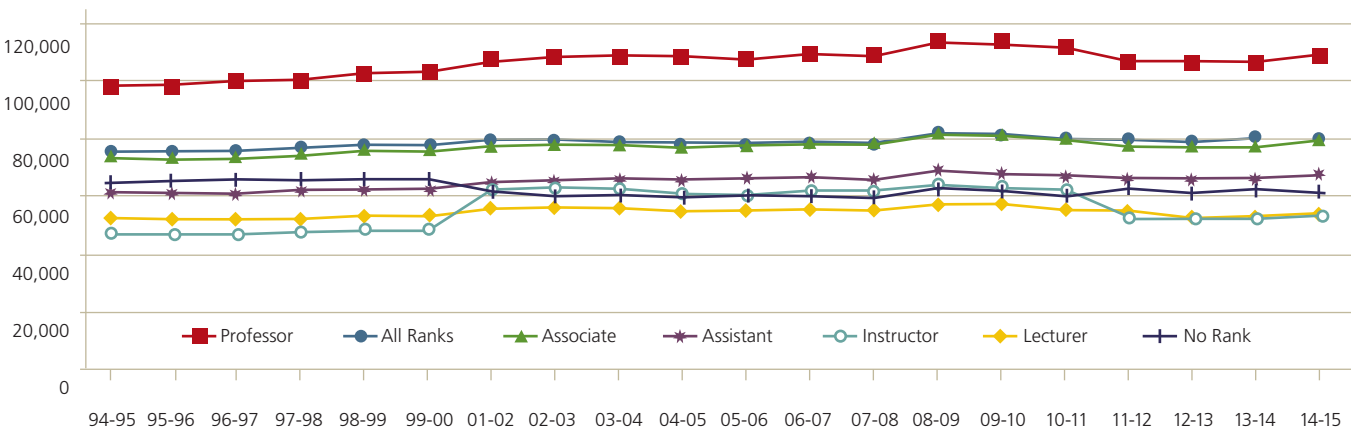
Faculty salaries are still lower than those from five years ago. In 2009-10 the overall average salary was 1 percent higher than the 2014-15 average salary (in constant dollars). Only 15 states had an increase of 1 percent during this time period with the highest increase in North Dakota (5 percent over five years.) Ten states have average salaries that are still more than 5 percent less than their

average salaries in 2009-10; Utah is 14 percent less. Map 3 on page 6 shows the five-year trend in faculty salaries and percent change in purchasing power by state between FY2009 and FY2014.

Public institution pay vs private

Full-time faculty salaries also differ by institutional type. In FY2014, faculty at public two-year colleges earned, on average, \$27,159 more per year than

GRAPH 2. AVERAGE FULL-TIME FACULTY SALARIES IN CONSTANT 2014-2015 DOLLARS, BY RANK, 1994 TO 2014

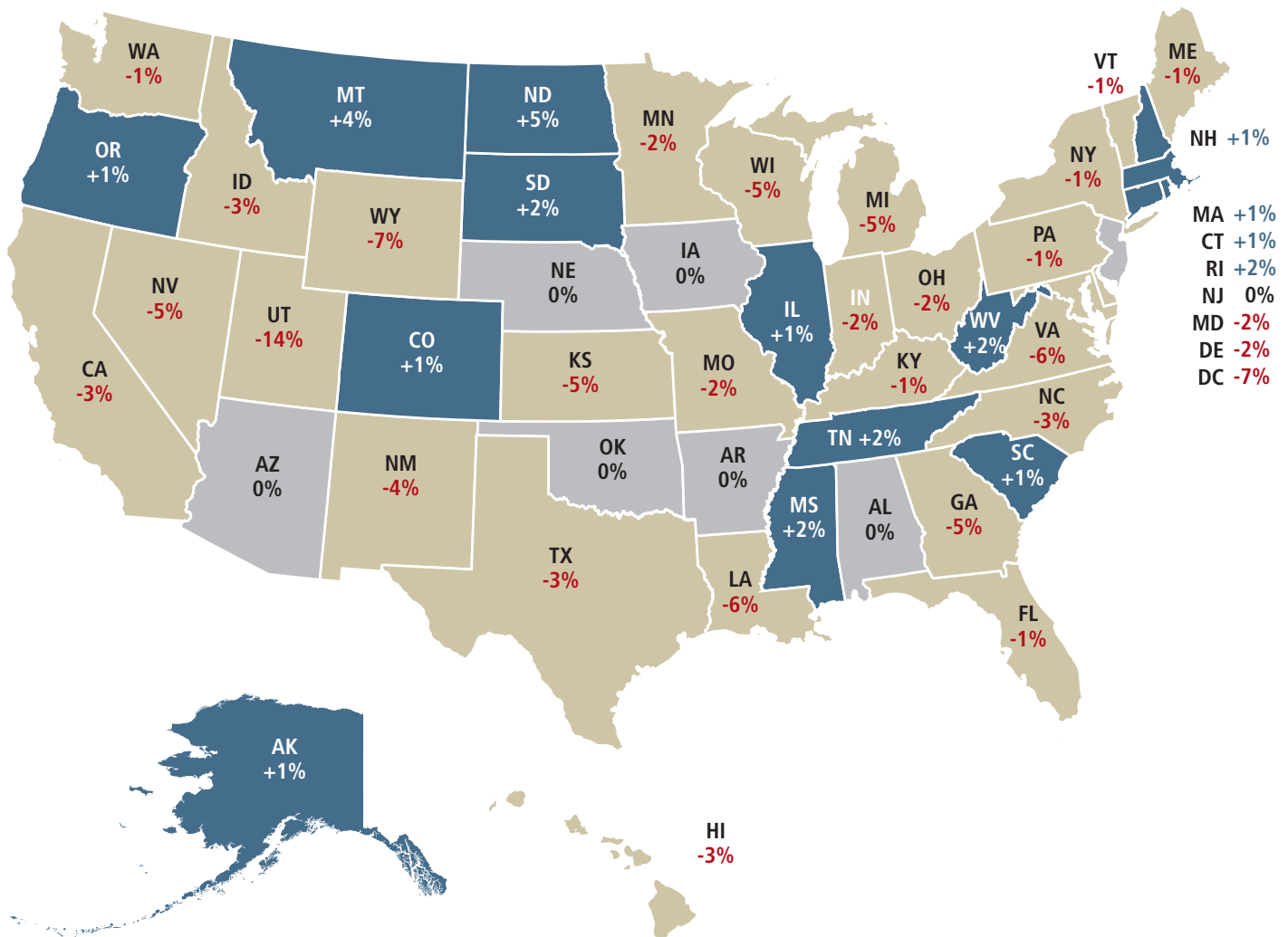


SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, various years.
*No IPEDS data collected for 2000-01

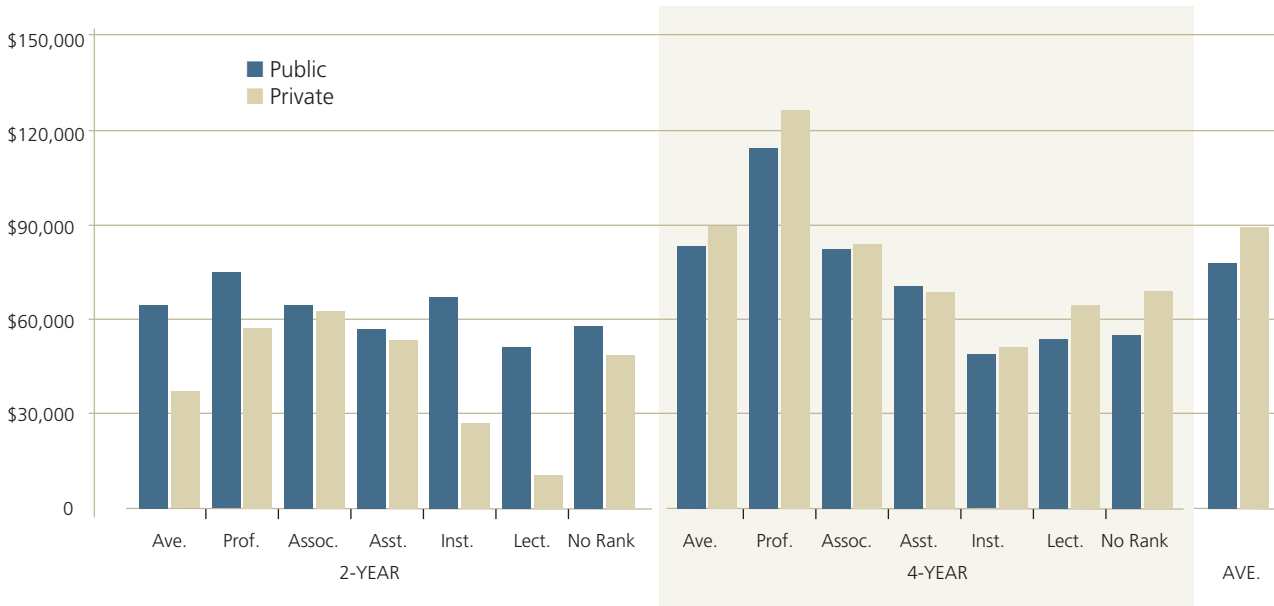
their counterparts at comparable two-year private institutions. Meanwhile, faculty members at private four-year institutions (includes liberal arts, comprehensive and doctoral/research) earn more than their public colleagues; in FY2014, the salary differential was \$6,401. Overall, faculty salaries at private institutions are higher than in public institutions; this year's differential is \$11,364. And, while public two-year college faculty

do earn a higher average salary, faculty at private two-year colleges saw the highest increase—9 percent over FY2013 salaries, with associate professors and instructors earning 10 percent and 19 percent more, respectively. Four-year institutions remained even with faculty at both public and private institutions gaining a 2 percent increase from 2013-14. (See Graphs 3 and 4, pg. 7.)

MAP 3. AVERAGE FULL-TIME FACULTY SALARIES, PERCENT CHANGE IN PURCHASING POWER FROM FY2009 TO FY2014.

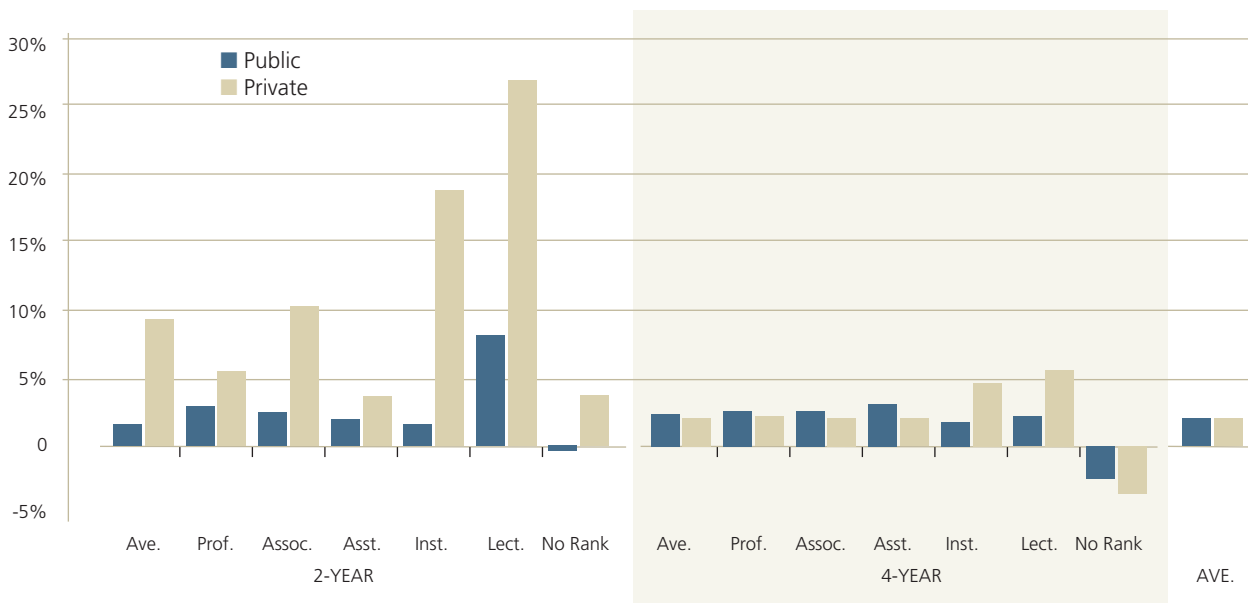


GRAPH 3. AVERAGE FULL-TIME FACULTY SALARIES IN PUBLIC AND PRIVATE INSTITUTIONS, BY ACADEMIC RANK AND TYPE OF INSTITUTION, FY2014.



SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2014-15.

GRAPH 4. PERCENT CHANGE IN FULL-TIME FACULTY SALARIES IN PUBLIC AND PRIVATE INSTITUTIONS, BY ACADEMIC RANK AND TYPE OF INSTITUTION, FY2013 TO FY2014.



SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2013-14 and 2014-15.

No progress in pay equity for women. Still.

Women faculty members continue to earn less than men in all sectors except for private two-year institutions (and the number of private two-year institutions reporting results in FY2014 was low.) In past years, public and private doctoral universities have shown the greatest disparities, and this remains true. At those institutions, women's salaries are 81 percent and 79 percent of men's salaries, respectively, in FY2014. Those percentages have remained basically unchanged since FY2004. Female faculty members continue to fare best at two-year institutions, both public and private, earning salaries that are 96 and 132 percent, respectively, of their male counterparts' salaries. (See Table 1, on right.) On average, women's salaries between FY2013 and FY2014 increased 2 percent and 2.5 percent at public and private institutions,

TABLE 1. WOMEN'S AVERAGE SALARIES COMPARED TO MEN'S, BY INSTITUTIONAL TYPE AND CONTROL, 2013-14 TO 2014-15.

	2013-14		2014-15		Women/ Men
	Womens Salary	Mens Salary	Womens Salary	Mens Salary	
2-Year Public	61,725	64,078	62,714	65,113	96%
2-Year Private*	50,552	48,176	40,857	30,946	132%
Liberal Arts Public*	60,819	68,330	64,477	71,963	90%
Liberal Arts Private	68,504	74,723	69,416	75,725	92%
Comprehensive Public	63,810	70,307	66,700	73,359	91%
Comprehensive Private	64,733	70,487	65,924	71,870	92%
Doctoral Public	72,822	90,882	74,505	92,471	81%
Doctoral Private	82,620	105,277	84,389	107,132	79%
Average Public	67,704	81,427	69,405	83,170	83%
Average Private	76,153	94,013	77,718	95,736	81%

**Due to the low number of private 2-year institutions (126) and public liberal arts (62), these results should be interpreted with caution.*

SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2013-14 & 2014-15

respectively. The largest increases were found at public liberal arts institutions, which showed a 6 percent increase, and comprehensive institutions, which showed a 4.5 percent increase. Factors to consider are these: two-year colleges are more likely to pay faculty on a salary schedule that takes into account education

and experience but treats men and women alike, while university salaries tend to reflect market rates and pay more in male-dominated areas such as engineering and business, and less in fields associated with women, such as teacher training and library science.

TABLE 2. AVERAGE PERCENTAGE OF WOMEN FACULTY AS A PERCENT OF TOTAL FACULTY, BY ACADEMIC RANK, INSTITUTIONAL TYPE AND CONTROL, 2014-15.

	All Ranks	Prof.	Assoc.	Asst.	Instr.	Lect.	No Rank
2-Year Public	55%	53%	56%	58%	54%	57%	55%
2-Year Private*	56%	54%	60%	64%	34%	100%	44%
Liberal Arts Public*	45%	32%	43%	47%	58%	52%	45%
Liberal Arts Private	47%	36%	48%	52%	61%	62%	51%
Comprehensive Public	47%	36%	45%	52%	62%	54%	56%
Comprehensive Private	46%	36%	45%	54%	60%	55%	46%
Doctoral Public	43%	28%	43%	49%	61%	56%	57%
Doctoral Private	42%	28%	44%	50%	57%	55%	48%
Average Public	47%	36%	47%	52%	59%	56%	56%
Average Private	44%	31%	45%	51%	58%	56%	48%

**Due to the low number of private 2-year institutions (126) and public liberal arts (62), these results should be interpreted with caution.*

SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2014-15

Women still more likely to be adjuncts

The data also shows that women are more likely to fill the roles of all ranks at two-year colleges, public and private, where they comprise an average of 56 percent of total faculty. Meanwhile, at doctoral universities, women faculty are just 28 percent of total faculty; as instructors or lecturers (non-tenure track positions) at these same institutions they are 55 to 60 percent of the total faculty. (See Table 2, previous page.)

Despite the unchanging salary disparity at public doctoral universities, the number of women faculty at those

institutions has increased 59 percent over the last 10 years. Overall, the percentage of full-time women faculty at public institutions has increased by 25 percent since FY2004, while the number of men by 4 percent. In just the last year however, both men and women have seen decreases in full-time employment at public doctoral universities: 39 percent for men compared to 37 percent for women. The share of women working full-time at private institutions has also increased in 10 years, by 32 percent, compared with a 7 percent increase for men. Private doctoral universities have seen a net increase in women faculty of 77 percent in the past ten years.

TABLE 3. NET INCREASE IN FACULTY BY GENDER, 2004-05 TO 2014-15.

Institution Type	Public		Private		Total
	Women	Men	Women	Men	
AA	14.6%	1.7%	63.2%	46.8%	8.8%
BA	-29.3%	-35.2%	-5.8%	-24.8%	-21.9%
Masters	-23.3%	-36.6%	-10.6%	-24.0%	-25.7%
Doctoral	59.3%	21.1%	77.4%	32.7%	39.0%
Total	24.9%	4.1%	32.3%	7.0%	14.0%

SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2004-05, 2014-15.

TABLE 4. ONE-YEAR PERCENT CHANGE IN FACULTY BY GENDER, INSTITUTIONAL TYPE AND CONTROL, 2013-14 TO 2014-15

Institution Type	Public		Private		Total
	Women	Men	Women	Men	
AA	-15.5%	-66.7%	-15.1%	-62.3%	-16.8%
BA	-6.7%	-11.8%	-11.9%	-16.7%	-13.2%
Masters	-11.7%	-22.2%	-12.3%	-20.4%	-16.5%
Doctoral	-37.2%	-42.7%	-39.2%	-44.7%	-40.3%
Total	-28.1%	-36.6%	-31.7%	-38.7%	-32.5%

SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2013-14, 2014-15.

More on the internet

The NEA website provides a list of salaries paid at individual campuses:

www.nea.org/he

For federal sources, including IPEDS:

www.nces.ed.gov

The American Association of University Professors's Annual Report on the Economic Status of the Profession also is a good source.

www.aaup.org/AAUP/pubsres/research

The College and University Professional Association for Human Resources (CUPA-HR) provides a number of salary reports based on their own college survey.

www.cupahr.org/surveys/index.asp

The Chronicle of Higher Education publishes "Fact Files," a compilation of data from various higher education agencies and collectors of information relating to higher education.

<http://chronicle.com>

Grapevine, at the Center for the Study of Education Policy at Illinois State University, does an annual compilation of data related to state tax appropriations for higher education general operating expenses.

www.grapevine.ilstu.edu

2016 Salary Review

2014–15 Faculty Salary Report

The 2014-15 institutional faculty salary report provides salary and compensation information for the 1,649 public institutions in NEA's faculty salary universe. The data are organized by state, institutional type, and control. The data are provided by the U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System's Preliminary Salary Data for 2014-15.

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 2013-14 and 2014-15. All dollar amounts are reported in thousands of dollars.

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
ALABAMA						
AA						
Alabama Southern Community College	–	–	–	51.4	51.4	-2.8
Bevill State Community College	–	–	–	54.8	54.8	-1.0
Bishop State Community College	–	–	–	53.9	53.9	-3.0
Central Alabama Community College	–	–	–	52.3	52.3	0.2
Chattahoochee Valley Community College	–	–	–	52.9	52.9	2.2
Enterprise State Community College	–	–	–	56.8	56.8	0.7
Gadsden State Community College	–	–	–	55.7	55.7	4.0
George C Wallace State Community College—Dothan	–	–	–	49.3	49.3	-1.2
George C Wallace State Community College—Hanceville	–	–	–	54.2	54.2	3.0
George C Wallace State Community College—Selma	–	–	–	46.2	46.2	-11.6
H Councill Trenholm State Technical College	–	–	–	53.4	53.4	-1.7
J F Drake State Community and Technical College	–	–	–	50.3	50.3	-19.1
J F Ingram State Technical College	–	–	–	53.3	53.3	-8.4
James H Faulkner State Community College	–	–	–	55.1	55.1	0.1
Jefferson Davis Community College	–	–	–	49.7	49.7	-2.4

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Jefferson State Community College	–	–	–	54.3	54.3	-0.8
John C Calhoun State Community College	–	–	–	55.0	55.0	0.4
Lawson State Community College—Birmingham Campus	–	–	–	52.6	52.6	-2.6
Lurleen B Wallace Community College	–	–	–	52.6	52.6	4.1
Marion Military Institute	–	–	–	53.2	53.2	0.1
Northeast Alabama Community College	–	–	–	54.3	54.3	-1.3
Northwest-Shoals Community College	–	–	–	55.2	55.2	1.1
Reid State Technical College	–	–	–	52.7	52.7	-0.4
Shelton State Community College	–	–	–	48.5	48.5	–
Snead State Community College	–	–	–	56.6	56.6	–
Southern Union State Community College	–	–	–	50.8	50.8	0.0
BA						
Athens State University	83.7	74.1	59.9	–	69.4	0.5
BA+						
University of Montevallo	78.3	69.8	57.2	54.5	66.9	5.7
University of North Alabama	79.9	67.9	60.2	50.1	66.8	3.8
University of West Alabama	71.1	64.3	53.9	39.4	55.4	-4.1
DOCTORAL						
Alabama A & M University	79.8	65.8	55.5	41.5	61.9	-2.8
Alabama State University	91.4	71.3	60.7	46.1	66.0	1.7

Definitions for the institutional report column headings are as follows:
 PROF (\$): Average salary for professors on 9/10 month contracts, in thousands of dollars.
 ASSC (\$): Average salary for associate professors on 9/10 month contracts, in thousands of dollars.
 ASST (\$): Average salary for assistant professors on 9/10 month contracts, in thousands of dollars.

INST/LECT/NO RANK (\$): Average salary for instructors, lecturers, and faculty with no rank on 9/10 month contracts, in thousands of dollars.
 AVG (\$): Average salary for all faculty on 9/10 month contracts, in thousands of dollars.
 % CHG (%): Percent change in average faculty salary from 2013-14 to 2014-15.

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Auburn University	110.7	79.0	69.7	46.5	85.7	0.6
Auburn University at Montgomery	86.0	66.3	55.0	45.6	65.7	1.1
Jacksonville State University	76.7	62.3	55.7	47.5	61.0	-0.9
The University of Alabama	138.6	90.9	69.4	49.0	87.4	0.6
Troy University	83.4	68.1	61.2	49.2	62.1	4.2
University of Alabama at Birmingham	133.4	85.5	71.9	61.6	91.2	-2.3
University of Alabama in Huntsville	116.9	89.1	73.7	52.9	83.5	-0.2
University of South Alabama	86.5	67.9	61.0	47.0	66.0	0.0

ALASKA

AA

AVTEC-Alaska's Institute of Technology	-	-	-	65.6	64.1	17.0
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BA+

University of Alaska Southeast	91.5	77.2	65.3	79.0	70.8	-2.1
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DOCTORAL

University of Alaska Anchorage	105.8	82.3	68.1	51.6	77.8	2.0
University of Alaska Fairbanks	106.7	84.9	68.9	64.9	82.5	3.6

ARIZONA

AA

Arizona Western College	-	-	-	56.1	56.1	-30.5
Central Arizona College	55.1	-	-	-	55.1	-1.1
Chandler-Gilbert Community College	-	-	-	86.0	86.0	8.5
Cochise County Community College District	-	-	-	58.7	58.7	4.0
Coconino Community College	-	-	-	61.1	61.1	2.2
Eastern Arizona College	-	-	-	73.7	73.7	2.1
Estrella Mountain Community College	-	-	-	83.7	83.7	9.9
GateWay Community College	-	-	-	81.5	81.5	4.7
Glendale Community College	-	-	-	81.1	81.1	-
Mesa Community College	-	-	-	83.4	83.4	-
Mohave Community College	-	-	-	49.0	49.0	-11.0
Northland Pioneer College	-	-	-	56.1	56.1	0.3
Paradise Valley Community College	-	-	-	89.8	89.8	14.6
Phoenix College	-	-	-	90.1	90.1	12.4
Pima Community College	-	-	-	-	-	-
Rio Salado College	-	-	-	86.4	86.4	3.7
Scottsdale Community College	-	-	-	85.5	85.5	6.5
South Mountain Community College	-	-	-	84.9	84.9	7.8
Yavapai College	-	-	-	59.6	59.6	2.2

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
DOCTORAL						
Arizona State University—Downtown Phoenix	123.3	80.4	68.6	46.9	78.0	-0.8
Arizona State University—Polytechnic	120.0	86.6	77.6	49.0	73.5	1.9
Arizona State University—Skysong	114.6	82.4	70.4	49.7	65.6	1.9
Arizona State University—Tempe	140.1	94.4	85.1	47.4	96.1	2.4
Arizona State University—West	111.3	88.1	79.9	51.1	77.0	3.1
Northern Arizona University	104.4	75.0	62.8	49.4	72.3	1.6
University of Arizona	122.5	84.3	73.6	50.9	92.8	-0.2

ARKANSAS

AA

Arkansas Northeastern College	-	-	-	47.1	47.1	3.4
Arkansas State University—Beebe	61.0	61.0	47.9	42.1	45.7	-2.1
Arkansas State University—Mountain Home	-	-	54.2	43.3	45.3	2.9
Arkansas State University—Newport	-	-	42.7	43.0	42.3	0.1
Black River Technical College	-	-	-	42.0	42.0	2.4
College of the Ouachitas	-	-	-	41.5	41.5	-2.2
Cossatot Community College of the University of Arkansas	-	-	-	44.8	44.8	1.6
East Arkansas Community College	-	-	-	46.8	46.8	-0.1
Mid-South Community College	-	-	-	44.1	44.1	3.0
National Park Community College	-	-	-	41.9	41.9	-0.3
North Arkansas College	-	-	50.8	45.1	46.4	-0.3
NorthWest Arkansas Community College	65.2	57.1	56.8	54.8	56.5	3.8
Ozarka College	-	-	-	40.4	40.4	-3.0
Phillips Community College of the University of Arkansas	-	-	-	39.4	39.4	2.0
Pulaski Technical College	-	-	-	46.2	46.2	-1.4
Rich Mountain Community College	-	-	-	44.2	44.2	-4.1
South Arkansas Community College	53.2	35.7	39.5	37.0	41.5	9.6
Southeast Arkansas College	-	-	-	42.7	42.7	19.0
Southern Arkansas University Tech	-	-	-	40.1	40.1	-0.8
University of Arkansas Community College—Batesville	-	-	-	40.7	40.7	2.2
University of Arkansas Community College—Hope	-	-	-	40.9	40.9	-6.2
University of Arkansas Community College—Morrilton	-	-	-	43.8	43.8	5.5
BA						
University of Arkansas—Fort Smith	87.5	70.7	56.8	48.6	60.6	0.8

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

BA+

Arkansas Tech University	75.6	61.8	51.9	38.4	54.7	-0.2
Henderson State University	66.3	58.0	51.9	43.9	56.1	0.2
Southern Arkansas University Main Campus	81.2	61.7	53.2	42.7	56.4	3.4
University of Arkansas at Monticello	68.6	55.4	47.9	40.8	49.1	-30.6

DOCTORAL

Arkansas State University— Main Campus	83.8	69.6	59.3	40.9	62.5	-0.3
University of Arkansas	113.8	82.3	76.8	48.5	81.0	2.0
University of Arkansas at Little Rock	90.5	69.2	61.0	47.9	71.1	5.0
University of Arkansas at Pine Bluff	61.7	54.3	49.0	38.2	49.4	2.3
University of Arkansas for Medical Sciences	—	—	—	—	—	—
University of Central Arkansas	80.1	66.5	58.4	44.9	59.3	2.1

CALIFORNIA

AA

Allan Hancock College	—	—	—	79.9	79.9	2.1
American River College	—	—	—	81.1	81.1	-0.3
Antelope Valley College	94.0	85.6	74.7	76.8	84.4	-0.4
Bakersfield College	—	—	—	81.4	81.4	-6.3
Barstow Community College	92.0	71.4	59.8	51.3	79.4	6.5
Berkeley City College	—	—	—	75.8	75.8	5.9
Butte College	—	—	—	74.7	74.7	-5.7
Cabrillo College	—	—	—	76.1	76.1	-3.4
Canada College	—	—	—	85.1	85.1	3.7
Cerritos College	—	—	—	93.8	93.8	-1.5
Cerro Coso Community College	—	—	—	85.9	85.9	5.4
Chabot College	—	—	—	80.7	80.7	-2.2
Chaffey College	—	—	—	81.7	81.7	-5.0
Citrus College	—	—	—	88.3	88.3	4.3
City College of San Francisco	—	—	—	76.2	76.2	-0.2
Coastline Community College	—	—	—	97.2	97.2	2.9
College of Alameda	—	—	—	72.6	72.6	-10.4
College of Marin	—	—	—	81.3	81.3	-1.4
College of San Mateo	—	—	—	91.6	91.6	2.6
College of the Canyons	98.4	86.5	77.4	—	94.9	6.5
College of the Desert	104.2	96.8	85.3	81.6	97.3	2.3
College of the Redwoods	84.2	—	56.0	52.1	79.5	-3.8
College of the Sequoias	—	—	—	81.6	81.6	-1.8
College of the Siskiyous	—	—	—	61.5	61.5	-16.6
Columbia College	—	—	—	81.6	81.6	-3.0
Contra Costa College	—	—	—	79.4	79.4	-0.3

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

Copper Mountain Community College	—	—	—	75.0	75.0	-11.8
Cosumnes River College	—	—	—	81.1	81.1	0.2
Crafton Hills College	94.5	88.0	75.2	78.0	83.4	69.9
Cuesta College	—	—	—	71.6	71.6	0.1
Cuyamaca College	—	—	—	74.6	74.6	0.9
Cypress College	—	—	—	107.4	107.4	2.8
De Anza College	—	—	—	85.1	85.1	-3.8
Diablo Valley College	—	—	—	76.7	76.7	-5.6
East Los Angeles College	—	—	—	67.0	67.0	-1.2
East San Gabriel Valley Regional Occupational Program	—	—	—	—	—	—
El Camino College— Compton Center	—	—	—	78.2	78.2	-2.7
El Camino Community College District	—	—	—	87.0	87.0	2.7
Evergreen Valley College	—	—	—	84.3	84.3	-10.9
Feather River Community College District	—	—	—	53.9	54.0	-8.7
Folsom Lake College	—	—	—	79.1	79.1	-0.2
Foothill College	—	—	—	86.6	86.6	0.1
Fresno City College	—	—	—	84.9	84.9	1.8
Fullerton College	—	—	—	107.0	107.0	2.3
Gavilan College	—	—	—	88.2	88.2	6.8
Glendale Community College	—	—	—	82.3	82.3	2.9
Golden West College	—	—	—	96.5	96.5	1.1
Grossmont College	—	—	—	80.1	80.1	4.1
Hartnell College	—	—	—	88.1	84.5	-0.2
Imperial Valley College	—	—	—	69.8	69.8	16.0
Irvine Valley College	—	—	—	85.6	85.6	-3.7
Lake Tahoe Community College	—	—	—	65.8	65.8	-15.1
Laney College	—	—	—	77.8	77.8	7.5
Las Positas College	—	—	—	84.9	84.9	10.2
Lassen Community College	—	—	—	73.3	73.3	8.8
Long Beach City College	—	—	—	—	—	—
Los Angeles City College	—	—	—	68.3	68.3	-2.4
Los Angeles Community College District Office	—	—	—	—	—	—
Los Angeles County College of Nursing and Allied Health	—	—	—	—	—	—
Los Angeles Harbor College	—	—	—	58.4	58.4	-13.7
Los Angeles Mission College	—	—	—	55.2	55.2	-9.1
Los Angeles Pierce College	—	—	—	63.7	63.7	-10.8
Los Angeles Southwest College	—	—	—	48.0	48.0	-19.8
Los Angeles Trade Technical College	—	—	—	69.3	69.3	-5.8
Los Angeles Valley College	—	—	—	74.0	74.0	-1.8
Los Medanos College	—	—	—	68.8	68.8	3.2

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Mendocino College	—	—	—	81.1	81.1	-1.0
Merced College	—	—	—	78.6	78.6	-1.7
Merritt College	—	—	—	79.8	79.8	1.6
MiraCosta College	—	—	—	116.8	116.8	1.2
Mission College	—	—	—	77.2	77.2	1.2
Modesto Junior College	—	—	—	83.7	83.7	-0.5
Monterey Peninsula College	—	—	—	78.3	78.3	-2.0
Moorpark College	—	—	—	83.8	83.8	4.3
Moreno Valley College	—	—	—	95.8	95.8	3.9
Mt San Antonio College	—	—	—	93.5	93.5	3.7
Mt San Jacinto Community College District	—	—	—	89.0	89.0	2.0
Napa Valley College	—	—	—	80.0	80.0	3.8
Norco College	—	—	—	95.4	95.4	0.5
Ohlone College	—	—	—	95.6	95.6	-4.1
Orange Coast College	—	—	—	99.2	99.2	3.2
Oxnard College	—	—	—	79.9	79.9	-2.3
Palo Verde College	—	—	—	77.0	77.0	1.5
Palomar College	—	—	—	94.3	94.3	1.8
Pasadena City College	—	—	—	83.6	83.6	-0.3
Porterville College	—	—	—	79.2	79.2	-8.3
Reedley College	—	—	—	83.6	83.6	-6.2
Rio Hondo College	—	—	—	92.8	92.8	1.4
Riverside City College	—	—	—	97.3	97.3	2.5
Sacramento City College	—	—	—	79.5	79.5	-0.8
Saddleback College	—	—	—	92.1	92.1	7.9
San Bernardino Valley College	105.0	93.9	85.3	68.1	85.2	153.6
San Diego City College	—	—	—	57.6	57.6	5.9
San Diego Mesa College	—	—	—	64.1	64.1	5.0
San Diego Miramar College	—	—	—	50.1	50.1	9.5
San Joaquin Delta College	—	—	—	93.4	93.4	-0.6
San Jose City College	—	—	—	99.0	99.0	-3.8
Santa Ana College	—	—	—	93.3	93.3	-3.8
Santa Barbara City College	—	—	—	53.0	53.0	-5.4
Santa Monica College	—	—	—	100.9	100.9	4.1
Santa Rosa Junior College	—	—	—	85.8	85.8	4.7
Santiago Canyon College	—	—	—	92.5	92.5	-2.0
Shasta College	—	—	—	83.1	83.1	4.6
Sierra College	—	—	—	70.9	70.9	-0.5
Skyline College	—	—	—	83.4	83.4	0.7
Solano Community College	—	—	—	77.8	77.8	-1.7
Southwestern College	92.3	—	72.6	—	89.2	1.5
Taft College	97.7	79.4	—	34.4	89.1	2.0
Ventura College	—	—	—	81.3	81.3	2.1
Victor Valley College	—	—	—	103.1	103.1	15.2
West Hills College—Coalinga	—	—	—	—	—	—

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
West Hills College—Lemoore	—	—	—	—	—	—
West Los Angeles College	—	—	—	57.8	57.8	-15.5
West Valley College	—	—	—	76.1	76.1	-2.7
Woodland Community College	—	—	—	75.3	75.3	4.8
Yosemite Community College District Office	—	—	—	83.9	83.9	—
Yuba College	—	—	—	76.8	76.8	-2.4
BA						
The California Maritime Academy	92.4	76.5	68.3	58.0	74.9	0.8
BA+						
California Polytechnic State University—San Luis Obispo	94.2	77.3	70.3	60.6	78.9	1.1
California State University— Bakersfield	94.3	75.7	73.5	55.9	74.2	1.7
California State University— Channel Islands	101.8	87.0	79.7	59.2	78.2	2.9
California State University— Chico	88.3	69.1	66.1	54.6	74.2	-1.4
California State University— Dominguez Hills	91.8	78.7	72.6	54.1	73.7	-0.4
California State University— Monterey Bay	90.1	70.6	67.3	51.3	68.0	1.1
California State University— San Marcos	92.3	77.5	68.9	53.4	75.4	0.2
Humboldt State University	89.1	70.1	66.0	52.4	73.0	-0.4
San Jose State University	94.9	78.0	74.1	58.4	82.4	0.1
Sonoma State University	87.7	70.7	66.1	58.1	78.0	2.5
DOCTORAL						
California State Polytechnic University—Pomona	94.3	78.8	72.9	57.6	81.3	-0.7
California State University— East Bay	94.2	79.1	70.4	50.8	77.6	-2.0
California State University— Fresno	91.7	70.8	67.6	52.8	73.0	1.1
California State University— Fullerton	93.0	77.7	76.3	55.7	77.1	0.5
California State University— Long Beach	93.0	76.9	72.5	58.2	78.0	0.0
California State University— Los Angeles	93.8	76.3	69.4	48.3	78.2	-1.0
California State University— Northridge	88.2	73.9	70.2	56.5	76.1	0.8
California State University— Sacramento	86.1	73.0	67.1	55.2	76.3	1.3
California State University— San Bernardino	91.4	72.0	64.9	52.2	76.7	-0.4
California State University— Stanislaus	87.5	71.7	64.4	49.5	72.4	-0.4
San Diego State University	97.7	80.5	77.1	61.7	83.5	0.3
San Francisco State University	98.1	81.4	74.8	56.6	83.3	1.1

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	Chng. (%)
University of California—Berkeley	169.6	113.5	101.5	76.6	136.8	3.7
University of California—Davis	135.0	94.3	82.9	70.5	113.0	4.4
University of California—Irvine	153.0	99.5	86.6	77.4	119.8	3.5
University of California—Los Angeles	178.1	113.8	94.4	78.3	143.0	4.9
University of California—Merced	143.1	98.1	79.7	54.8	83.1	6.7
University of California—Riverside	136.7	88.9	85.5	66.3	106.7	4.8
University of California—San Diego	152.1	99.4	90.6	81.3	123.2	4.2
University of California—Santa Barbara	152.3	93.5	82.2	77.5	123.0	4.7
University of California—Santa Cruz	136.5	94.6	82.9	78.8	111.8	2.6
University of California—System Administration Central Office	—	—	—	—	—	—

COLORADO

AA

Aims Community College	62.0	51.0	48.2	45.9	57.1	4.4
Arapahoe Community College	43.5	—	—	—	43.5	6.6
Colorado Mountain College	84.3	74.2	61.0	59.8	73.2	2.1
Colorado Northwestern Community College	—	—	—	51.1	51.1	15.8
Community College of Aurora	—	—	—	54.9	54.9	4.1
Community College of Denver	—	—	—	—	—	—
Front Range Community College	57.8	—	—	—	57.8	6.9
Lamar Community College	—	—	—	45.0	45.0	8.9
Morgan Community College	—	—	—	53.2	53.2	4.0
Northeastern Junior College	53.9	45.3	42.3	39.9	47.6	5.2
Otero Junior College	—	—	—	46.4	46.4	2.4
Pikes Peak Community College	—	—	—	53.5	53.5	6.5
Pueblo Community College	—	—	—	44.4	44.4	-10.8
Red Rocks Community College	—	—	—	49.5	49.5	-2.5
Trinidad State Junior College	—	—	—	45.2	45.2	8.6

BA

United States Air Force Academy	—	—	—	—	—	—
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BA+

Colorado State University—Global Campus	—	—	—	—	—	—
Colorado State University—Pueblo	80.7	60.6	52.7	37.5	58.8	-1.3
Fort Lewis College	87.9	65.4	56.4	51.2	69.3	9.5
Metropolitan State University of Denver	87.4	67.2	59.3	51.6	66.7	11.8
Western State Colorado University	71.9	56.7	55.7	40.0	57.1	2.6

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

DOCTORAL

Adams State University	60.9	51.6	48.8	42.2	52.7	-2.1
Colorado Mesa University	75.8	64.0	57.5	45.8	58.2	0.7
Colorado School of Mines	133.1	94.9	83.8	62.9	94.3	-1.0
Colorado State University—Fort Collins	116.7	86.5	73.2	46.6	83.1	3.3
University of Colorado Boulder	128.1	95.2	86.0	55.1	94.1	1.5
University of Colorado Colorado Springs	100.2	78.4	68.8	37.9	61.6	-6.1
University of Colorado Denver	124.4	90.6	82.5	60.7	87.6	2.5
University of Northern Colorado	89.5	66.6	56.6	40.4	68.3	1.4

CONNECTICUT

AA

Asnuntuck Community College	93.4	66.5	57.2	52.6	70.8	3.0
Capital Community College	86.8	68.8	60.3	56.1	72.1	2.7
Gateway Community College	91.4	73.0	62.8	65.0	82.2	5.8
Housatonic Community College	87.0	70.2	60.7	52.3	68.9	11.8
Manchester Community College	89.0	66.7	55.2	53.0	73.9	-0.9
Middlesex Community College	88.5	67.3	60.5	59.8	75.1	2.6
Naugatuck Valley Community College	86.9	72.8	61.3	52.0	76.3	4.7
Northwestern Connecticut Community College	90.6	76.0	62.1	54.4	75.2	6.7
Norwalk Community College	85.8	71.2	58.7	51.6	75.9	2.8
Quinebaug Valley Community College	83.0	67.1	58.8	52.3	71.5	17.7
Three Rivers Community College	85.5	70.7	60.4	55.2	72.2	4.0
Tunxis Community College	88.3	66.7	58.9	55.2	76.5	2.3

BA

United States Coast Guard Academy	144.4	96.2	63.0	107.4	114.5	—
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BA+

Eastern Connecticut State University	99.3	80.2	65.1	52.1	85.2	5.3
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DOCTORAL

Central Connecticut State University	104.2	83.9	67.4	60.6	88.0	3.4
Southern Connecticut State University	101.5	84.0	66.7	60.1	86.0	3.4
University of Connecticut	148.2	99.7	80.5	75.9	108.5	2.9
Western Connecticut State University	105.0	84.5	70.6	66.0	90.5	3.8

State/School

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

DELAWARE

AA

Delaware Technical Community College—Central Office	—	—	—	—	—	—
Delaware Technical Community College—Owens	—	—	—	53.5	53.5	-21.2
Delaware Technical Community College—Lancaster/Wilmington	—	—	—	66.5	66.5	-0.4
Delaware Technical Community College—Terry	—	—	—	73.9	73.9	10.9

DOCTORAL

Delaware State University	80.8	68.5	54.5	51.5	64.2	-4.5
University of Delaware	143.8	100.7	85.4	66.3	108.8	2.0

DISTRICT OF COLUMBIA

BA+

University of the District of Columbia	102.6	75.2	61.8	57.3	76.4	2.3
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FLORIDA

AA

Broward College	75.7	65.0	56.9	59.2	60.4	2.8
Chipola College	59.7	54.2	50.9	44.3	49.8	-1.3
College of Central Florida	65.8	52.4	46.7	41.2	54.0	3.5
Daytona State College	64.8	59.3	53.3	47.5	59.4	2.2
Eastern Florida State College	66.5	63.0	51.7	43.4	54.1	-1.7
Florida Gateway College	—	—	—	51.3	51.3	3.1
Florida Keys Community College	66.2	66.4	64.3	58.1	63.5	1.1
Florida SouthWestern State College	—	—	—	56.7	56.7	1.0
Florida State College at Jacksonville	52.3	—	47.8	43.6	51.8	-1.5
Gulf Coast State College	59.8	55.1	46.8	41.1	50.0	-0.9
Hillsborough Community College	66.9	59.4	55.6	48.9	51.7	2.0
Indian River State College	98.5	89.9	74.7	70.6	81.2	1.0
Lake-Sumter State College	58.5	52.1	47.1	44.2	46.2	-0.8
Miami Dade College	86.1	69.7	62.0	56.4	69.8	2.3
North Florida Community College	—	—	—	44.3	44.3	-2.4
Northwest Florida State College	—	—	—	55.5	55.5	-0.5
Palm Beach State College	—	—	—	53.9	53.9	-1.6
Pasco-Hernando State College	71.2	58.8	53.4	46.3	54.0	-0.0
Pensacola State College	55.1	46.9	43.0	40.0	47.3	-1.4
Polk State College	—	—	—	55.1	55.1	0.3
Saint Johns River State College	47.9	—	—	48.8	48.5	2.7
Santa Fe College	—	—	—	50.6	50.6	-1.5
Seminole State College of Florida	—	—	—	51.9	51.9	-1.0
South Florida State College	—	—	—	53.9	53.9	0.3
St Petersburg College	—	—	—	67.9	67.9	-1.5

State/School

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

State College of Florida—Manatee-Sarasota	69.3	59.4	49.2	46.4	54.9	2.1
Tallahassee Community College	56.3	37.9	46.3	40.8	47.1	-2.6
Valencia College	—	—	—	62.0	62.0	1.7

BA

New College of Florida	88.2	69.3	57.7	44.4	72.0	0.6
University of Florida—Online	—	96.3	—	62.0	72.4	—

BA+

Florida Polytechnic University	—	—	61.5	—	63.7	—
University of South Florida—Sarasota-Manatee	120.0	93.0	72.2	52.7	66.2	3.2
University of South Florida—St Petersburg	124.7	82.8	61.7	58.4	80.9	7.4

DOCTORAL

Florida Agricultural and Mechanical University	92.0	76.2	61.1	57.4	74.0	2.6
Florida Atlantic University	102.9	76.0	68.6	52.1	76.0	6.0
Florida Gulf Coast University	101.0	75.3	63.9	48.0	68.9	3.0
Florida International University	119.6	90.4	81.6	62.1	87.2	0.2
Florida State University	118.4	82.9	82.8	58.9	89.2	1.8
The University of West Florida	92.6	68.2	65.3	47.0	67.5	1.5
University of Central Florida	128.6	87.6	74.8	56.4	83.0	6.4
University of Florida	131.0	89.0	80.9	59.3	97.8	3.4
University of North Florida	93.6	68.9	61.8	48.0	66.7	1.7
University of South Florida—Main Campus	114.9	83.6	72.3	51.2	82.2	11.9

GEORGIA

AA

Abraham Baldwin Agricultural College	—	54.5	51.6	48.1	45.4	49.4
Albany Technical College	—	—	—	—	—	—
Athens Technical College	—	—	—	46.9	46.9	1.0
Atlanta Metropolitan State College	61.2	54.5	48.0	26.5	42.3	0.9
Atlanta Technical College	—	—	—	—	—	—
Augusta Technical College	—	—	—	—	—	—
Bainbridge State College	55.0	49.9	41.3	40.3	45.4	4.7
Central Georgia Technical College	—	—	—	37.6	37.6	—
Chattahoochee Technical College	—	—	—	—	—	—
Coastal Pines Technical College	—	—	—	—	—	—
College of Coastal Georgia	71.1	59.2	56.1	48.5	57.0	1.9
Columbus Technical College	—	—	—	—	—	—
Darton State College	61.5	51.2	44.8	40.8	44.2	-4.0
East Georgia State College	58.7	51.5	43.0	37.7	43.2	1.1
Georgia Highlands College	60.0	47.5	42.6	40.4	45.9	1.1
Georgia Military College	45.5	37.1	32.9	—	37.2	—

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Georgia Northwestern Technical College	—	—	—	43.3	43.3	1.0
Georgia Perimeter College	60.2	54.6	43.7	39.5	46.4	0.9
Georgia Piedmont Technical College	—	—	—	—	—	—
Gordon State College	62.7	53.3	46.1	40.3	52.5	1.6
Gwinnett Technical College	—	—	—	52.4	52.4	-13.1
Lanier Technical College	—	—	—	—	—	—
Moultrie Technical College	—	—	—	43.5	43.5	3.9
North Georgia Technical College	—	—	—	39.9	39.9	-2.6
Oconee Fall Line Technical College	—	—	—	—	—	—
Ogeechee Technical College	—	—	—	—	—	—
Savannah Technical College	—	—	—	—	—	—
South Georgia State College	52.1	47.5	45.8	41.9	45.9	5.1
South Georgia Technical College	—	—	—	—	—	—
Southeastern Technical College	—	—	—	—	—	—
Southern Crescent Technical College	—	—	—	—	—	—
Southwest Georgia Technical College	—	—	—	47.4	47.4	1.6
West Georgia Technical College	—	—	—	41.9	41.9	—
Wiregrass Georgia Technical College	—	—	—	39.8	39.8	—
BA						
Dalton State College	72.2	53.5	50.8	42.6	53.3	3.3
Georgia Gwinnett College	93.6	71.7	63.1	52.8	66.6	1.7
Middle Georgia State College	66.1	55.6	55.0	43.9	54.1	6.2
BA+						
Albany State University	70.8	58.5	53.7	49.9	57.8	3.1
Clayton State University	78.1	63.3	58.0	51.8	62.3	3.4
Fort Valley State University	76.1	61.4	52.3	51.1	62.7	1.4
Georgia Southwestern State University	68.7	59.3	55.8	48.6	58.0	1.8
Savannah State University	75.9	65.5	57.1	38.3	54.3	2.5
Southern Polytechnic State University	80.3	65.2	62.4	46.2	61.5	3.5
DOCTORAL						
Armstrong State University	80.7	61.8	53.1	46.4	58.4	3.7
Columbus State University	75.6	66.5	55.5	45.8	63.1	1.4
Georgia College and State University	79.6	67.1	56.8	45.3	64.2	0.9
Georgia Institute of Technology—Main Campus	152.4	103.3	92.3	57.7	115.8	3.4
Georgia Regents University	89.6	80.1	73.6	49.7	75.6	5.0
Georgia Southern University	83.1	69.9	63.0	44.6	64.0	3.0
Georgia State University	120.8	84.7	70.7	49.7	82.6	—
Kennesaw State University	85.5	68.1	58.1	48.4	63.7	1.8
University of Georgia	112.2	83.3	79.6	62.1	91.1	1.6

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
University of North Georgia	74.3	62.5	52.7	41.3	55.7	1.4
University of West Georgia	83.9	63.7	55.3	44.5	59.3	2.5
Valdosta State University	77.7	62.3	56.9	42.2	60.6	0.8

HAWAII

AA

Hawaii Community College	86.4	77.2	62.5	56.8	67.1	2.2
Honolulu Community College	85.9	73.9	67.8	54.4	69.9	2.3
Kapiolani Community College	83.6	75.2	66.1	57.8	70.6	2.1
Kauai Community College	84.8	77.4	70.2	59.5	67.4	2.9
Leeward Community College	85.3	73.1	65.6	55.8	68.4	1.8
University of Hawaii Maui College	85.9	77.3	69.2	58.2	69.7	3.0
Windward Community College	87.0	70.9	63.4	55.1	70.3	2.1

BA

University of Hawaii—West Oahu	89.3	78.3	68.9	56.5	75.0	-1.9
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DOCTORAL

University of Hawaii at Hilo	98.1	82.4	72.1	55.8	81.1	3.1
University of Hawaii at Manoa	122.1	90.6	78.3	63.5	96.6	3.5

IDAHO

AA

College of Southern Idaho	57.7	51.0	46.8	41.2	49.9	-0.5
College of Western Idaho	—	—	48.2	44.2	45.2	1.1
Eastern Idaho Technical College	—	—	—	33.6	33.6	-26.6
North Idaho College	—	—	—	54.4	54.4	0.1

BA

Lewis-Clark State College	56.9	50.0	46.1	42.2	50.4	0.6
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DOCTORAL

Boise State University	85.7	68.1	59.4	42.5	64.6	2.4
Idaho State University	77.8	66.3	58.3	40.0	59.3	0.9
University of Idaho	95.9	72.6	62.4	54.0	74.3	3.4

ILLINOIS

AA

Black Hawk College	71.3	62.5	51.5	46.1	58.7	-3.0
Carl Sandburg College	—	—	—	54.2	54.2	-0.2
City Colleges of Chicago—Harold Washington College	92.3	84.1	73.1	66.4	73.7	0.9
City Colleges of Chicago—Harry S Truman College	109.5	95.8	80.6	71.1	77.5	0.2
City Colleges of Chicago—Kennedy-King College	97.8	83.9	76.3	65.7	66.0	-0.3
City Colleges of Chicago—Malcolm X College	127.8	87.9	80.7	68.9	71.6	0.1
City Colleges of Chicago—Olive-Harvey College	101.7	93.8	80.9	65.2	69.9	-3.9

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
City Colleges of Chicago— Richard J Daley College	102.2	85.3	78.6	70.9	76.8	0.4
City Colleges of Chicago— Wilbur Wright College	92.1	83.1	77.6	69.6	76.3	2.5
College of DuPage	119.1	92.5	73.9	58.6	98.7	2.1
College of Lake County	—	—	—	87.7	87.7	2.0
Danville Area Community College	54.5	—	—	50.0	51.8	2.9
Elgin Community College	113.4	93.9	76.7	61.3	91.8	1.9
Frontier Community College	52.6	—	—	—	52.6	-2.9
Heartland Community College	69.3	62.0	51.3	45.6	61.9	1.8
Highland Community College	—	—	—	76.0	76.0	4.3
Illinois Central College	68.4	59.4	52.8	50.8	62.6	2.4
Illinois Valley Community College	—	—	—	68.2	68.2	3.3
John A Logan College	80.9	71.6	70.2	61.3	67.4	0.3
John Wood Community College	67.2	59.6	51.3	44.8	55.6	2.3
Joliet Junior College	—	—	—	84.6	84.6	2.1
Kankakee Community College	62.3	—	55.4	—	60.8	1.2
Kaskaskia College	83.2	74.4	67.3	—	74.9	4.6
Kishwaukee College	—	—	—	56.0	56.0	-2.3
Lake Land College	—	—	—	54.1	54.1	2.2
Lewis and Clark Community College	80.0	65.7	57.1	48.9	65.2	1.5
Lincoln Land Community College	87.0	64.6	61.3	50.6	78.6	1.5
Lincoln Trail College	54.9	—	—	—	54.9	3.2
McHenry County College	—	—	—	90.4	90.4	0.5
Moraine Valley Community College	79.5	67.6	59.2	53.3	64.8	3.4
Morton College	—	—	—	75.4	75.4	-1.4
Oakton Community College	85.5	71.6	58.9	93.8	89.4	1.5
Olney Central College	57.9	—	—	—	57.9	2.0
Parkland College	81.4	71.3	60.7	52.2	70.3	-0.8
Prairie State College	83.4	63.9	54.4	68.6	67.3	1.1
Rend Lake College	62.8	50.7	—	41.6	53.9	3.2
Richland Community College	67.4	56.4	52.7	49.7	59.1	26.8
Rock Valley College	76.9	66.2	50.7	52.1	63.9	-1.2
Sauk Valley Community College	63.1	58.3	47.1	45.0	52.7	0.4
Shawnee Community College	—	—	—	60.0	60.0	1.8
South Suburban College	—	—	—	64.2	64.2	1.2
Southeastern Illinois College	67.2	—	—	53.3	53.7	-0.2
Southwestern Illinois College	84.8	68.8	59.5	50.0	64.6	-1.0
Spoon River College	—	—	—	52.0	52.0	-0.0
Triton College	—	—	—	67.4	67.4	0.2
Wabash Valley College	48.2	—	—	—	48.2	1.3
Waubensee Community College	95.3	81.6	68.5	53.4	72.3	1.4
William Rainey Harper College	106.6	84.0	60.9	50.2	78.8	0.3

State/School

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

Eastern Illinois University	92.0	75.0	67.5	48.6	71.3	1.6
Northeastern Illinois University	84.6	73.1	66.4	42.1	63.2	0.5

DOCTORAL

Chicago State University	87.8	73.1	69.5	44.0	66.8	-1.9
Governors State University	84.6	72.5	66.2	58.4	65.9	-6.2
Illinois State University	92.3	73.5	71.0	43.3	71.9	3.9
Northern Illinois University	96.6	75.6	67.2	42.0	70.9	-0.0
Southern Illinois University— Carbondale	97.0	72.5	67.8	37.6	61.9	-4.6
Southern Illinois University— Edwardsville	92.2	77.7	65.0	43.4	70.7	0.1
University of Illinois at Chicago	135.8	97.7	85.5	53.1	96.1	8.6
University of Illinois at Springfield	108.5	69.5	63.9	50.1	68.1	1.3
University of Illinois at Urbana-Champaign	144.9	98.5	88.8	60.1	106.8	2.2
Western Illinois University	98.9	79.0	62.2	45.5	75.8	2.1

INDIANA

AA

Ivy Tech Community College	57.1	49.9	41.8	40.6	44.3	-0.7
Vincennes University	65.2	56.8	47.5	50.2	54.0	-1.3

BA+

Indiana University—East	79.9	64.6	60.5	47.2	58.0	1.0
Indiana University—Kokomo	95.4	65.3	55.6	42.2	58.6	2.9
Indiana University—Northwest	88.2	69.2	58.9	49.1	65.9	0.6
Indiana University—Purdue University—Fort Wayne	87.2	70.1	62.1	49.0	66.3	-0.5
Indiana University—South Bend	77.1	63.5	57.7	42.6	57.7	3.7
Indiana University—Southeast	85.7	72.8	62.4	49.9	66.3	1.3
Purdue University— Calumet Campus	93.3	72.9	66.1	45.0	73.1	2.3
Purdue University— North Central Campus	94.1	66.3	60.7	51.1	63.0	0.4

DOCTORAL

Ball State University	91.7	72.1	59.4	48.0	66.9	2.0
Indiana State University	96.4	73.4	65.7	44.1	70.7	-0.1
Indiana University— Bloomington	133.6	92.4	83.2	57.7	98.0	3.6
Indiana University—Purdue University—Indianapolis	113.7	82.6	71.0	50.3	78.2	1.1
Purdue University— Main Campus	126.1	91.3	81.8	49.4	99.9	1.2
University of Southern Indiana	89.0	68.4	60.9	49.1	62.5	6.6

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
IOWA						
AA						
Des Moines Area Community College	67.7	59.5	–	57.3	64.6	1.7
Eastern Iowa Community College District	–	–	–	50.9	50.9	-2.9
Ellsworth Community College	69.0	59.2	51.3	47.9	61.0	3.7
Hawkeye Community College	–	–	–	55.1	55.1	5.0
Indian Hills Community College	–	–	–	52.0	52.0	3.5
Iowa Central Community College	66.7	67.0	62.5	60.5	61.9	2.4
Iowa Lakes Community College	60.4	48.9	45.0	43.2	50.0	3.8
Iowa Western Community College	63.0	51.1	46.3	40.2	46.3	1.2
Kirkwood Community College	66.2	59.3	53.6	49.6	56.6	–
Marshalltown Community College	68.9	59.7	53.2	42.3	63.9	5.1
North Iowa Area Community College	–	–	–	56.0	56.0	-6.7
Northeast Iowa Community College	–	–	–	55.8	55.8	18.1
Northwest Iowa Community College	–	–	–	48.8	48.8	2.1
Southeastern Community College	–	–	–	66.1	66.1	4.2
Southwestern Community College	–	–	–	45.1	45.1	1.9
Western Iowa Tech Community College	–	–	–	56.0	56.0	2.3
DOCTORAL						
Iowa State University	121.7	90.3	81.2	57.8	93.9	4.5
University of Iowa	133.3	89.8	77.8	54.0	97.2	6.3
University of Northern Iowa	90.0	71.9	63.3	62.0	73.3	1.0

KANSAS

AA						
Allen County Community College	–	–	–	45.2	45.2	1.6
Barton County Community College	–	–	–	43.4	43.4	4.3
Butler Community College	55.9	46.2	41.6	41.0	52.1	-0.2
Cloud County Community College	–	–	–	35.7	35.7	-15.5
Coffeyville Community College	–	–	–	47.7	47.7	7.7
Colby Community College	–	–	–	38.6	38.6	-3.5
Cowley County Community College	–	–	–	–	–	–
Dodge City Community College	50.4	45.9	42.5	41.8	48.0	2.2
Flint Hills Technical College	–	–	–	43.9	43.9	0.9
Fort Scott Community College	–	–	–	32.8	32.6	-2.3
Garden City Community College	–	–	–	52.5	52.5	-0.3
Highland Community College	–	–	–	46.8	46.8	1.1
Hutchinson Community College	–	–	–	48.9	48.9	1.9

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
INDEPENDENCE						
Independence Community College	51.4	45.3	–	–	46.2	3.3
JOHNSON COUNTY						
Johnson County Community College	71.9	64.9	60.6	–	67.9	0.9
KANSAS CITY KANSAS						
Kansas City Kansas Community College	72.0	64.3	61.7	48.6	58.3	-0.1
Labette Community College	51.7	43.6	42.1	40.2	47.0	2.4
Manhattan Area Technical College	–	–	–	51.4	51.4	-3.4
Neosho County Community College	–	–	–	41.7	41.7	0.1
NORTH CENTRAL KANSAS						
North Central Kansas Technical College	–	–	–	37.3	37.3	-0.4
NORTHWEST KANSAS						
Northwest Kansas Technical College	–	–	–	45.9	45.9	0.1
Pratt Community College	–	–	–	48.9	48.9	18.7
Salina Area Technical College	–	–	–	47.5	47.5	5.0
SEWARD COUNTY COMMUNITY COLLEGE AND AREA TECHNICAL SCHOOL						
Seward County Community College and Area Technical School	–	–	–	46.8	46.8	0.0
Wichita Area Technical College	39.3	–	–	–	39.5	0.6
BA+						
Fort Hays State University	78.3	63.9	59.5	45.0	59.5	2.1
Pittsburg State University	78.3	62.6	59.7	46.3	63.9	1.4
DOCTORAL						
Emporia State University	70.9	57.7	58.6	39.2	58.1	3.2
Kansas State University	109.3	73.4	68.3	44.4	73.3	-0.1
University of Kansas	122.4	82.1	71.8	48.9	89.1	1.5
Washburn University	97.1	70.3	56.7	47.0	68.8	-1.0
Wichita State University	97.0	72.6	61.8	46.6	68.5	-1.3

KENTUCKY

AA						
Ashland Community and Technical College	62.4	40.3	43.0	40.7	48.5	-6.4
Big Sandy Community and Technical College	60.1	48.1	40.6	36.7	50.8	1.7
Bluegrass Community and Technical College	59.5	51.9	43.0	38.1	51.3	1.2
Elizabethtown Community and Technical College	61.8	49.7	41.3	38.5	49.5	1.9
Gateway Community and Technical College	59.9	51.7	48.6	43.4	48.5	0.0
Hazard Community and Technical College	61.0	52.4	42.8	38.6	53.3	-0.1
Henderson Community College	61.8	50.7	43.7	38.1	54.1	-1.7
Hopkinsville Community College	60.7	49.4	40.8	39.6	50.6	-1.2
Jefferson Community and Technical College	63.5	51.4	46.3	43.1	53.9	0.0
Madisonville Community College	61.7	49.3	42.9	39.5	51.4	0.9
Maysville Community and Technical College	59.8	50.5	42.2	38.5	49.7	-2.2

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Owensboro Community and Technical College	60.4	49.9	41.5	38.1	48.7	1.1
Somerset Community College	62.3	51.4	41.2	36.5	50.4	1.7
Southcentral Kentucky Community and Technical College	55.6	48.6	41.3	36.3	43.2	0.2
Southeast Kentucky Community and Technical College	61.6	49.3	40.9	39.3	51.8	0.6
West Kentucky Community and Technical College	60.3	48.9	43.8	41.7	50.6	0.7

BA+

Kentucky State University	73.0	56.4	47.1	42.2	55.6	1.3
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DOCTORAL

Eastern Kentucky University	77.9	62.1	58.2	51.4	62.6	0.7
Morehead State University	76.3	63.5	54.1	40.7	59.8	1.6
Murray State University	82.1	67.3	58.5	43.6	63.1	-1.7
Northern Kentucky University	101.8	74.4	66.7	47.4	69.1	1.9
University of Kentucky	113.8	83.6	75.1	52.4	87.9	1.6
University of Louisville	120.1	78.6	65.6	53.9	85.2	0.7
Western Kentucky University	85.0	67.7	57.1	45.4	63.6	1.4

LOUISIANA

AA

Baton Rouge Community College	52.6	50.2	47.2	41.9	44.9	-3.9
Bossier Parish Community College	57.2	45.7	44.2	39.3	44.3	-0.1
Central Louisiana Technical Community College	39.7	—	—	33.5	34.1	-3.0
Delgado Community College	70.5	55.1	45.0	37.0	47.2	-0.2
Fletcher Technical Community College	—	—	36.8	38.4	38.6	1.7
Louisiana Delta Community College	39.8	47.2	46.3	33.3	36.8	2.0
Louisiana State University—Eunice	55.2	47.0	42.5	39.3	44.4	4.6
Northshore Technical Community College	—	46.9	41.0	33.8	34.7	-1.2
Northwest Louisiana Technical College	42.3	48.9	—	35.4	36.3	-1.9
Nunez Community College	50.5	46.5	46.6	39.5	44.5	-1.6
River Parishes Community College	46.0	45.0	42.3	39.0	41.1	1.9
SOWELA Technical Community College	—	—	—	39.7	39.7	3.8
South Central Louisiana Technical College—Young Memorial Campus	—	—	—	38.4	40.0	6.2
South Louisiana Community College	35.9	42.5	42.0	37.4	38.1	1.9
Southern University at Shreveport	63.7	52.1	44.9	39.6	44.9	6.5

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Louisiana State University—Alexandria	58.9	47.9	46.9	41.7	48.0	0.8
Louisiana State University—Shreveport	66.8	57.7	51.9	37.2	57.1	0.9
McNeese State University	79.3	60.4	54.2	41.8	57.8	0.2
Nicholls State University	69.5	59.7	53.4	40.1	52.9	0.5
Southern University at New Orleans	61.7	56.6	49.6	27.2	51.1	-2.5

BA+

Louisiana State University—Health Sciences Center—New Orleans	—	—	—	—	—	—
Louisiana State University Health Sciences Center—Shreveport	—	—	—	—	—	—
Louisiana State University and Agricultural & Mechanical College	116.4	82.1	75.2	46.8	85.2	3.0
Louisiana Tech University	85.8	69.9	63.0	48.5	66.0	4.2
Northwestern State University of Louisiana	71.0	56.9	49.2	40.4	54.4	2.8
Southeastern Louisiana University	77.8	65.0	58.5	43.7	56.7	-0.5
Southern University and A & M College	70.1	60.7	34.2	34.0	51.6	-7.1
University of Louisiana at Lafayette	78.6	71.5	65.7	61.6	68.9	1.0
University of Louisiana at Monroe	80.2	66.0	59.8	43.7	62.7	0.3
University of New Orleans	87.5	67.1	64.4	39.3	68.0	1.1

DOCTORAL

Grambling State University	69.5	60.7	52.6	44.2	56.5	7.5
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MAINE

AA

Central Maine Community College	—	—	—	53.6	53.6	3.1
Eastern Maine Community College	—	—	—	54.1	54.1	-2.9
Kennebec Valley Community College	—	—	—	54.2	54.2	-1.6
Northern Maine Community College	—	—	—	55.5	55.5	-0.7
Southern Maine Community College	64.4	56.6	54.2	53.1	57.9	4.8
Washington County Community College	—	—	—	51.0	51.0	0.2
York County Community College	—	—	—	50.7	50.7	3.2

BA

University of Maine at Augusta	81.3	65.2	51.9	54.2	66.2	6.6
University of Maine at Fort Kent	77.3	62.9	51.6	45.3	61.7	6.2
University of Maine at Machias	67.4	58.7	47.4	39.9	56.7	8.2
University of Maine at Presque Isle	62.9	70.6	49.2	46.4	57.8	7.9

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	Chng. (%)
BA+						
University of Maine at Farmington	72.8	60.6	52.2	50.8	61.8	5.8

DOCTORAL

University of Maine	109.0	84.1	65.3	55.1	87.0	9.6
University of Southern Maine	101.6	80.2	59.2	51.9	82.2	7.1

MARYLAND

AA

Allegany College of Maryland	55.2	46.1	43.4	41.6	47.4	0.3
Anne Arundel Community College	84.8	71.0	63.1	57.6	71.9	6.2
Baltimore City Community College	65.4	56.2	50.4	37.0	54.0	-11.2
Carroll Community College	69.9	62.1	50.9	44.5	56.5	0.3
Cecil College	72.7	63.8	51.6	44.8	62.8	2.3
Chesapeake College	76.4	67.5	60.4	54.5	61.6	-2.2
College of Southern Maryland	85.8	68.9	63.2	52.5	79.6	0.3
Frederick Community College	89.6	71.6	59.8	45.7	67.7	1.5
Garrett College	70.1	58.3	53.7	—	61.8	0.2
Hagerstown Community College	79.1	61.9	56.3	50.2	57.7	1.8
Harford Community College	84.4	66.2	53.1	48.1	59.6	-0.1
Howard Community College	86.6	68.7	62.6	55.6	70.1	1.8
Montgomery College	90.4	73.5	68.0	65.4	82.3	3.7
Prince George's Community College	76.4	64.4	56.0	52.5	66.9	2.6
The Community College of Baltimore County	86.5	71.2	61.7	53.4	66.3	0.8
Wor-Wic Community College	74.6	65.1	53.6	44.8	57.2	-0.4

BA

United States Naval Academy	127.3	104.7	85.3	61.5	108.5	2.6
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BA+

St Mary's College of Maryland	90.5	70.6	56.3	40.0	72.7	4.0
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DOCTORAL

Bowie State University	97.3	78.1	69.1	59.8	73.6	10.6
Coppin State University	91.8	73.8	71.1	48.5	72.9	4.8
Frostburg State University	89.1	72.2	65.3	43.0	70.1	6.8
Morgan State University	110.6	83.8	74.3	49.1	76.5	14.4
Salisbury University	93.2	76.7	69.1	51.0	72.8	8.5
Towson University	95.1	77.1	69.2	46.3	71.5	7.2
University of Baltimore	144.0	103.0	86.8	69.6	104.5	6.7
University of Maryland Eastern Shore	86.2	75.9	66.4	52.6	69.7	6.0
University of Maryland—Baltimore	157.6	110.5	90.9	70.4	111.6	6.1
University of Maryland—Baltimore County	118.2	83.3	74.4	56.2	86.3	7.7
University of Maryland—College Park	143.5	103.9	123.0	60.4	109.1	5.9

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	Chng. (%)
University of Maryland—University College	62.4	59.0	49.7	—	61.6	-4.2

MASSACHUSETTS

AA

Berkshire Community College	68.7	53.5	49.9	—	61.5	-0.5
Bristol Community College	71.8	59.2	52.8	48.4	61.4	2.5
Bunker Hill Community College	74.4	59.7	53.5	—	65.6	0.8
Cape Cod Community College	71.6	57.5	50.6	49.0	66.3	2.2
Greenfield Community College	66.9	54.0	50.0	50.6	60.6	1.8
Holyoke Community College	69.0	57.0	52.5	47.6	62.1	1.0
Massachusetts Bay Community College	70.7	60.1	58.2	—	65.6	3.8
Massasoit Community College	75.8	57.5	47.8	50.2	63.5	0.2
Middlesex Community College	69.1	59.1	52.7	47.5	63.7	3.1
Mount Wachusett Community College	73.7	66.9	57.1	46.4	68.5	24.8
North Shore Community College	69.5	55.6	51.1	47.4	61.3	-0.8
Northern Essex Community College	67.9	55.6	51.1	46.8	61.8	1.2
Quincy College	80.0	—	63.4	66.2	69.8	-9.3
Quinsigamond Community College	69.3	52.9	51.6	—	63.2	2.4
Roxbury Community College	71.8	58.9	55.9	—	64.5	0.0
Springfield Technical Community College	72.8	56.2	49.0	47.8	65.9	—

BA+

Bridgewater State University	90.5	73.7	66.4	56.8	76.4	2.1
Fitchburg State University	93.0	72.0	62.2	58.7	75.5	0.2
Framingham State University	89.0	70.2	64.6	51.2	72.3	0.7
Massachusetts College of Art and Design	91.8	76.0	63.8	—	83.7	-1.1
Massachusetts College of Liberal Arts	91.2	67.2	55.8	42.8	74.0	1.4
Massachusetts Maritime Academy	90.1	69.8	65.5	59.4	78.3	-1.7
Salem State University	92.2	77.0	69.4	64.4	80.3	1.8
Westfield State University	92.9	71.6	64.6	55.9	77.0	2.4
Worcester State University	91.7	77.8	62.3	62.4	77.1	2.5

DOCTORAL

University of Massachusetts—Amherst	138.9	98.8	81.9	66.3	103.3	0.9
University of Massachusetts—Boston	127.2	98.0	83.7	65.4	91.5	0.5
University of Massachusetts—Dartmouth	118.4	91.1	80.8	66.2	92.3	-1.4
University of Massachusetts—Lowell	134.4	103.8	85.8	67.5	101.5	-0.2

State/School

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

MICHIGAN

AA

Alpena Community College	—	—	—	74.3	74.3	0.5
Bay de Noc Community College	—	—	—	76.3	76.3	—
Delta College	93.2	83.0	71.1	59.2	78.6	3.5
Glen Oaks Community College	67.0	—	—	48.1	64.1	11.7
Gogebic Community College	—	—	—	59.7	59.7	-0.5
Grand Rapids Community College	89.4	68.6	56.9	52.9	74.1	-1.4
Henry Ford Community College	—	—	—	96.6	96.6	—
Jackson College	—	—	—	—	—	—
Kalamazoo Valley Community College	—	—	—	84.6	84.2	-1.6
Kellogg Community College	80.2	—	—	—	80.2	-1.7
Kirtland Community College	—	—	—	—	—	—
Lake Michigan College	—	—	—	53.5	52.5	—
Lansing Community College	72.1	—	—	—	72.1	-1.5
Macomb Community College	—	—	—	76.1	76.1	1.4
Mid Michigan Community College	72.4	64.4	66.1	57.8	68.8	3.8
Monroe County Community College	92.6	84.5	80.1	80.1	83.5	5.5
Montcalm Community College	—	—	—	67.3	67.3	-7.3
Mott Community College	—	—	—	71.3	71.3	-0.7
Muskegon Community College	—	—	—	83.5	83.5	2.1
North Central Michigan College	83.8	—	—	65.0	80.8	-30.2
Northwestern Michigan College	—	—	—	75.1	75.1	3.2
Oakland Community College	—	—	—	85.2	85.2	-1.9
Schoolcraft College	—	—	—	80.8	80.8	-6.9
Southwestern Michigan College	—	—	—	56.6	56.6	-1.0
St Clair County Community College	79.0	—	—	57.7	73.2	0.5
Washtenaw Community College	—	—	—	—	—	—
Wayne County Community College District	—	—	—	—	—	—
West Shore Community College	78.3	44.1	—	—	72.8	2.7

BA+

Lake Superior State University	66.2	56.6	51.7	46.7	56.3	3.3
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DOCTORAL

Central Michigan University	102.0	78.9	68.7	45.3	75.9	-1.9
Eastern Michigan University	97.6	77.4	69.8	42.3	80.6	1.2
Ferris State University	94.3	76.4	65.9	46.3	73.7	2.8
Grand Valley State University	97.8	78.0	66.7	46.7	72.7	3.0
Michigan State University	134.9	91.9	73.1	51.9	97.0	1.7
Michigan Technological University	110.1	88.6	76.0	59.3	85.7	4.1
Northern Michigan University	85.3	70.7	59.7	48.8	68.2	1.7
Oakland University	106.6	78.8	66.7	62.4	79.3	3.9
Saginaw Valley State University	83.2	66.8	61.4	47.8	68.8	2.1

State/School

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

University of Michigan—Ann Arbor	158.8	105.5	88.3	61.9	96.2	1.6
University of Michigan—Dearborn	112.6	91.7	74.5	58.7	88.6	2.5
University of Michigan—Flint	106.0	80.0	69.7	48.5	70.8	2.9
Wayne State University	121.8	90.4	75.9	56.8	89.4	1.9
Western Michigan University	103.8	76.8	64.3	46.9	83.0	1.8

MINNESOTA

AA

Alexandria Technical & Community College	—	—	—	66.2	66.2	3.8
Anoka Technical College	—	—	—	63.7	63.7	3.2
Anoka-Ramsey Community College	—	—	—	65.5	65.5	4.7
Central Lakes College—Brainerd	—	—	—	66.0	66.0	5.6
Century College	—	—	—	66.1	66.1	4.5
Dakota County Technical College	—	—	—	65.5	65.5	1.9
Hennepin Technical College	—	—	—	64.3	64.3	3.6
Hibbing Community College	—	—	—	66.3	66.3	4.5
Inver Hills Community College	—	—	—	64.6	64.6	3.9
Itasca Community College	—	—	—	65.3	65.3	3.5
Lake Superior College	—	—	—	64.3	64.3	3.1
Mesabi Range College	—	—	—	65.6	65.6	2.5
Minneapolis Community and Technical College	—	—	—	66.1	66.1	4.3
Minnesota State College—Southeast Technical	—	—	—	65.2	65.2	4.8
Minnesota State Community and Technical College	—	—	—	64.2	64.2	4.9
Minnesota West Community and Technical College	—	—	—	64.6	64.6	4.9
Normandale Community College	—	—	—	65.8	65.8	4.4
North Hennepin Community College	—	—	—	64.8	64.8	4.1
Northland Community and Technical College	—	—	—	63.3	63.3	4.9
Northwest Technical College	—	—	—	65.0	65.0	5.9
Pine Technical & Community College	—	—	—	62.3	62.3	4.1
Rainy River Community College	—	—	—	62.3	62.3	4.1
Ridgewater College	—	—	—	65.1	65.1	4.2
Riverland Community College	—	—	—	66.3	66.3	4.6
Rochester Community and Technical College	—	—	—	65.6	65.6	5.6
Saint Paul College	—	—	—	64.4	64.4	4.3
South Central College	—	—	—	65.1	65.1	4.5
St Cloud Technical and Community College	—	—	—	64.2	64.2	3.6
Vermilion Community College	—	—	—	64.0	64.0	5.0

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

BA

University of Minnesota—Crookston	81.9	69.9	67.3	54.1	61.7	4.7
University of Minnesota—Morris	78.1	64.9	54.0	49.4	61.4	2.9
University of Minnesota—Rochester	—	80.8	67.0	46.7	53.5	2.6

BA+

Bemidji State University	78.8	68.4	60.9	48.7	68.3	-1.1
Southwest Minnesota State University	82.5	69.5	58.3	—	72.4	0.2

DOCTORAL

Metropolitan State University	89.3	71.2	65.2	—	73.4	0.3
Minnesota State University—Moorhead	79.6	65.2	59.8	44.4	69.7	-0.5
Minnesota State University—Mankato	87.4	72.8	63.1	45.8	73.3	-0.1
Saint Cloud State University	83.4	70.4	61.9	47.6	73.4	-0.8
University of Minnesota—Duluth	96.4	74.5	59.2	50.8	69.1	2.5
University of Minnesota—Twin Cities	131.9	92.1	80.9	59.0	100.0	1.9
Winona State University	83.9	66.5	60.0	39.7	68.9	1.1

MISSISSIPPI

AA

Coahoma Community College	—	—	—	44.0	44.0	-1.3
Copiah-Lincoln Community College	—	—	—	43.3	43.3	-3.3
East Central Community College	—	—	—	47.7	47.7	1.7
East Mississippi Community College	—	—	—	53.5	53.5	0.4
Hinds Community College	—	—	—	48.1	48.1	2.3
Holmes Community College	—	—	—	53.8	53.8	-9.7
Itawamba Community College	—	—	—	59.5	59.5	1.5
Jones County Junior College	—	—	—	45.6	45.6	9.1
Meridian Community College	—	—	—	47.3	47.3	23.8
Mississippi Delta Community College	—	—	—	51.5	51.5	-0.1
Mississippi Gulf Coast Community College	—	—	—	52.0	52.0	6.9
Northeast Mississippi Community College	—	—	—	50.0	50.0	-1.1
Northwest Mississippi Community College	—	—	—	63.5	63.5	23.4
Pearl River Community College	—	—	—	38.6	38.6	-32.3
Southwest Mississippi Community College	—	—	—	57.3	57.3	-2.0

BA+

Alcorn State University	75.5	65.6	57.6	41.7	59.3	2.5
Mississippi Valley State University	65.3	56.0	50.4	41.1	52.1	2.3

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

DOCTORAL

Delta State University	61.4	53.7	54.7	50.7	54.2	1.9
Jackson State University	77.8	68.2	62.5	49.6	63.1	3.5
Mississippi State University	98.8	75.6	67.7	40.0	71.7	2.6
Mississippi University for Women	64.3	58.8	51.3	50.7	55.6	2.6
University of Mississippi	111.5	84.8	74.5	44.7	80.0	6.1
University of Southern Mississippi	86.5	67.3	62.2	46.5	65.3	2.1

MISSOURI

AA

Crowder College	—	—	—	48.6	48.6	3.9
East Central College	73.2	67.1	53.5	43.5	48.8	-0.2
Jefferson College	68.7	63.2	51.1	49.1	58.0	7.4
Metropolitan Community College—Kansas City	—	—	—	57.2	57.2	13.8
Metropolitan Community College—Kansas City	—	—	—	—	—	—
Mineral Area College	57.3	54.5	51.5	43.9	47.9	2.2
Missouri State University—West Plains	63.9	50.8	44.2	40.8	45.2	37.0
Moberly Area Community College	53.1	48.2	44.9	43.3	46.1	3.8
North Central Missouri College	—	—	—	44.7	44.7	-0.4
Ozarks Technical Community College	—	—	—	34.6	34.6	-16.1
Saint Louis Community College	79.2	68.8	62.1	56.2	67.7	2.0
St Charles Community College	72.0	59.3	54.0	48.9	61.7	4.7
State Fair Community College	—	—	—	47.7	47.7	0.4
State Technical College of Missouri	—	—	—	42.3	42.3	1.4
Three Rivers Community College	—	—	—	47.8	47.8	0.6

BA

Harris-Stowe State University	66.6	55.8	47.8	45.0	49.4	2.7
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BA+

Lincoln University	62.0	51.0	44.8	35.1	50.7	1.0
Missouri Southern State University	76.3	59.8	48.3	44.3	59.9	1.2
Missouri Western State University	76.3	63.8	53.6	39.9	60.7	1.1
Northwest Missouri State University	79.7	63.2	58.2	45.6	58.9	0.7
Southeast Missouri State University	83.7	66.7	57.1	45.6	63.5	4.6
Truman State University	73.4	60.1	52.9	41.9	63.9	0.8
University of Central Missouri	82.3	66.4	54.6	48.8	63.0	2.1

DOCTORAL

Missouri State University—Springfield	81.3	68.4	59.9	42.0	65.9	2.3
Missouri University of Science and Technology	123.9	84.8	73.1	45.4	92.3	3.3

State/School						% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	
University of Missouri—Columbia	118.7	78.5	66.0	39.5	83.2	4.6
University of Missouri—Kansas City	108.5	75.0	65.2	41.9	77.3	2.4
University of Missouri—St Louis	96.0	71.6	61.5	50.1	74.8	1.9

MONTANA

AA

Dawson Community College	–	–	–	45.8	45.8	7.7
Flathead Valley Community College	–	–	–	55.3	55.3	3.7
Great Falls College Montana State University	–	–	–	50.4	50.4	3.2
Helena College University of Montana	–	–	–	48.4	48.4	4.4
Miles Community College	–	–	–	43.0	43.0	–

BA

The University of Montana—Western	66.7	55.7	49.5	43.3	55.2	16.7
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BA+

Montana State University—Billings	71.7	72.2	51.5	44.0	55.9	0.3
Montana State University—Northern	64.5	58.3	48.8	41.8	54.0	4.6

DOCTORAL

Montana State University	95.2	72.1	67.8	53.8	75.2	4.0
Montana Tech of the University of Montana	80.6	66.0	62.2	49.8	64.6	1.3
The University of Montana	87.0	70.6	64.0	47.0	72.0	-19.8

NEBRASKA

AA

Central Community College	–	–	–	54.1	54.1	5.1
Metropolitan Community College Area	–	–	–	61.4	61.4	3.3
Mid-Plains Community College	–	–	–	55.1	55.1	2.1
Nebraska College of Technical Agriculture	63.1	–	48.0	37.9	49.4	-1.3
Northeast Community College	–	–	–	53.9	53.9	4.1
Southeast Community College Area	–	–	–	–	–	–
Western Nebraska Community College	–	–	–	77.2	77.2	48.0

BA+

Chadron State College	74.4	58.3	50.8	41.3	61.4	1.7
Peru State College	77.5	60.1	45.3	71.4	61.1	1.0
University of Nebraska at Kearney	83.1	65.3	55.4	44.4	63.7	0.9
Wayne State College	77.4	64.3	51.2	39.8	64.3	-0.8

State/School						% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	
DOCTORAL						
University of Nebraska Medical Center	102.1	82.0	65.9	54.9	70.4	-26.4
University of Nebraska at Omaha	87.1	77.8	63.9	43.9	71.4	0.8
University of Nebraska—Lincoln	118.2	84.7	79.2	54.3	91.4	1.1

NEVADA

AA

College of Southern Nevada	73.1	–	–	59.4	68.5	12.3
Truckee Meadows Community College	76.2	–	–	61.3	71.4	12.2
Western Nevada College	69.8	–	–	59.6	67.4	-2.8

BA

Nevada State College	102.9	81.3	69.1	70.1	72.7	6.9
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BA+

Great Basin College	–	–	–	–	–	–
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DOCTORAL

University of Nevada—Las Vegas	121.6	88.1	70.0	57.8	91.4	1.6
University of Nevada—Reno	122.1	88.9	72.5	57.5	89.0	6.9

NEW HAMPSHIRE

AA

Great Bay Community College	66.1	53.1	46.4	–	61.6	4.7
Lakes Region Community College	65.0	74.1	54.4	–	64.8	9.1
Manchester Community College	67.0	53.4	51.8	46.4	61.8	4.4
NHTI-Concord's Community College	66.2	56.3	57.4	44.5	65.0	2.0
Nashua Community College	64.7	53.1	51.0	–	61.5	5.0
River Valley Community College	62.1	50.8	–	–	59.0	3.4
White Mountains Community College	63.9	57.9	48.4	50.2	60.0	5.0

BA

University of New Hampshire at Manchester	112.9	85.4	71.9	–	88.4	2.3
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BA+

Granite State College	–	–	–	–	–	–
Keene State College	93.2	76.3	62.8	60.2	78.7	-0.0

DOCTORAL

Plymouth State University	88.3	74.8	62.2	56.7	75.5	3.8
University of New Hampshire—Main Campus	123.9	95.7	78.8	–	102.1	2.5

NEW JERSEY

AA

Atlantic Cape Community College	82.3	68.4	56.2	58.2	64.3	1.1
Bergen Community College	101.9	74.0	61.0	40.2	67.4	-2.1

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Brookdale Community College	92.5	72.4	65.6	64.0	73.9	-2.2
Burlington County College	97.0	68.4	61.3	47.8	53.5	-1.8
Camden County College	98.8	87.1	66.3	—	74.0	4.7
County College of Morris	98.4	78.4	59.9	49.5	76.2	0.1
Cumberland County College	76.4	85.4	55.9	52.1	68.0	0.7
Essex County College	—	—	—	—	—	—
Hudson County Community College	84.6	42.2	39.4	16.8	36.6	0.0
Mercer County Community College	89.3	74.0	62.6	54.2	77.5	1.0
Middlesex County College	115.8	99.3	84.1	62.6	93.7	1.5
Ocean County College	77.9	66.9	59.0	56.0	58.6	-7.3
Passaic County Community College	117.9	82.8	68.8	50.7	70.4	-0.5
Raritan Valley Community College	95.9	76.6	67.2	54.3	75.7	0.6
Rowan College at Gloucester County	108.1	79.1	72.4	55.9	73.6	-0.3
Salem Community College	—	77.6	71.6	66.2	73.7	23.8
Sussex County Community College	—	—	—	—	—	—
Union County College	111.9	87.1	67.0	57.3	88.1	6.0
Warren County Community College	79.3	66.4	50.6	45.9	61.7	4.1
BA+						
Ramapo College of New Jersey	119.3	95.3	81.0	80.6	98.1	3.0
The College of New Jersey	118.2	97.0	78.7	71.1	97.0	1.9
DOCTORAL						
Kean University	122.9	97.2	80.7	60.4	92.2	0.1
Montclair State University	124.3	98.2	76.7	53.5	96.0	-0.7
New Jersey City University	118.9	98.2	78.5	67.0	99.2	9.0
New Jersey Institute of Technology	170.8	120.0	95.2	62.6	111.3	-1.1
Rowan University	124.3	93.9	60.0	46.9	90.5	-3.4
Rutgers University—Camden	144.1	95.5	84.2	55.8	104.4	-2.2
Rutgers University—New Brunswick	153.1	100.9	79.5	57.5	111.4	0.4
Rutgers University—Newark	164.6	120.0	99.4	73.3	123.7	-2.0
Stockton University	124.9	93.6	72.8	64.1	94.3	2.0
William Paterson University of New Jersey	128.0	97.5	80.5	65.6	104.9	2.6

NEW MEXICO

AA						
Central New Mexico Community College	—	—	—	48.6	48.6	9.3
Clovis Community College	—	—	—	45.9	45.9	9.3
Eastern New Mexico University—Roswell Campus	—	—	—	42.2	42.2	71.0

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Eastern New Mexico University—Ruidoso Campus	52.3	50.9	44.7	46.6	49.9	4.6
Luna Community College	—	—	—	38.3	38.3	2.2
Mesalands Community College	—	—	—	41.9	41.9	4.6
New Mexico Junior College	54.1	—	—	—	54.1	3.8
New Mexico Military Institute	79.2	65.7	57.0	40.2	53.3	-14.8
New Mexico State University—Alamogordo	60.2	55.7	52.5	47.0	55.6	2.4
New Mexico State University—Carlsbad	63.2	56.4	52.0	47.2	54.2	5.8
New Mexico State University—Dona Ana	57.4	52.6	49.8	44.9	51.1	1.0
New Mexico State University—Grants	59.1	50.5	45.4	—	49.5	2.7
Northern New Mexico College	—	48.0	51.2	44.5	48.0	-0.6
San Juan College	63.2	52.1	52.8	49.1	52.9	3.3
Santa Fe Community College	60.3	58.1	54.2	—	55.1	1.5
University of New Mexico—Gallup Campus	81.7	59.3	54.1	51.0	56.5	-0.4
University of New Mexico—Los Alamos Campus	118.0	50.1	49.7	47.7	54.4	14.6
University of New Mexico—Taos Campus	—	57.5	—	49.3	52.5	1.2
University of New Mexico—Valencia County Campus	63.2	46.1	47.0	44.3	46.7	2.1

BA+

Eastern New Mexico University—Main Campus	76.3	63.0	55.5	46.0	59.8	10.9
New Mexico Highlands University	67.5	59.7	50.5	48.0	55.9	1.5
Western New Mexico University	66.4	54.2	51.6	—	56.3	4.1

DOCTORAL

New Mexico Institute of Mining and Technology	84.3	68.8	64.3	45.5	70.7	2.9
New Mexico State University—Main Campus	91.1	70.4	62.7	47.5	73.4	2.9
University of New Mexico—Main Campus	109.4	79.6	73.0	54.4	80.5	-0.3

NEW YORK

AA

Adirondack Community College	68.9	59.4	52.0	39.9	59.7	3.7
CUNY Borough of Manhattan Community College	105.4	85.7	68.8	58.8	77.4	—
CUNY Bronx Community College	102.3	82.7	64.4	60.4	76.5	—
CUNY Hostos Community College	105.0	82.6	70.2	63.9	77.5	—
CUNY Kingsborough Community College	101.7	84.8	69.7	61.1	75.6	—
CUNY LaGuardia Community College	104.7	81.7	66.9	66.5	78.8	—

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
CUNY Queensborough Community College	108.5	85.9	70.8	61.5	78.7	-
Cayuga County Community College	79.9	67.5	61.4	55.3	72.8	-4.3
Clinton Community College	65.5	56.7	46.7	-	56.4	0.1
Columbia-Greene Community College	65.6	58.7	50.6	47.5	57.2	0.4
Corning Community College	69.8	59.2	48.5	44.0	57.6	0.2
Dutchess Community College	93.4	81.5	70.5	57.4	75.0	1.9
Erie Community College	76.0	64.7	55.6	49.2	63.0	-0.8
Finger Lakes Community College	70.8	59.8	51.4	44.8	58.9	1.4
Fulton-Montgomery Community College	86.9	75.4	64.3	51.3	68.4	-
Genesee Community College	69.9	57.7	51.9	46.2	56.2	2.3
Herkimer County Community College	53.5	43.0	43.9	41.9	45.7	-8.4
Hudson Valley Community College	90.4	73.4	61.4	52.7	67.6	-0.5
Jamestown Community College	69.2	61.1	57.2	50.4	60.2	1.4
Jefferson Community College	78.4	67.9	56.2	46.4	60.9	2.3
Mohawk Valley Community College	76.8	60.8	51.8	45.2	56.8	6.6
Monroe Community College	88.3	62.0	55.0	50.2	63.2	1.7
Nassau Community College	111.4	89.6	76.9	57.0	88.0	1.3
Niagara County Community College	91.1	74.6	63.7	49.8	78.9	13.8
North Country Community College	68.6	57.5	51.8	35.6	45.5	-
Onondaga Community College	79.2	64.6	53.1	46.5	65.5	-0.2
Orange County Community College	99.1	80.2	66.9	54.2	71.3	-4.0
Rockland Community College	113.7	89.9	77.1	62.8	90.9	-0.9
SUNY Broome Community College	72.6	61.4	49.8	41.1	58.1	1.7
SUNY Westchester Community College	120.7	102.1	87.0	60.7	96.5	-6.9
Schenectady County Community College	62.7	53.1	45.7	43.0	52.1	-1.7
Stella and Charles Guttman Community College	90.0	90.4	74.4	57.9	73.4	-
Suffolk County Community College	66.7	57.4	45.9	23.1	55.3	-37.9
Sullivan County Community College	61.0	51.1	43.2	-	52.5	12.6
Tompkins Cortland Community College	75.4	47.3	39.9	48.5	65.0	-4.0
Ulster County Community College	69.1	58.0	52.2	42.3	58.8	-1.4

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
BA						
CUNY Medgar Evers College	111.8	86.7	74.5	68.0	86.6	-
CUNY New York City College of Technology	108.5	86.3	72.5	67.4	80.8	-
Farmingdale State College	102.5	79.7	69.9	61.1	81.2	2.2
Morrisville State College	74.8	66.6	54.4	46.0	58.7	1.6
SUNY College of Agriculture and Technology at Cobleskill	77.1	65.1	54.7	43.2	65.0	0.3
SUNY College of Technology at Alfred	79.9	63.7	55.6	40.1	59.2	2.1
SUNY College of Technology at Canton	84.9	68.0	58.6	39.9	62.2	2.7
United States Military Academy	-	-	-	-	-	-
BA+						
CUNY Bernard M Baruch College	120.3	100.1	95.3	69.7	104.1	-
CUNY Brooklyn College	112.0	88.6	74.6	62.1	90.7	-
CUNY John Jay College of Criminal Justice	113.5	88.4	74.8	68.1	88.4	-
CUNY Lehman College	113.5	88.9	75.7	67.6	87.5	-
CUNY Queens College	113.6	89.4	75.7	67.4	91.8	-
CUNY York College	104.0	88.2	72.9	68.8	83.6	-
Fashion Institute of Technology	113.5	93.5	81.4	57.3	91.8	1.8
SUNY Buffalo State	93.2	75.9	64.0	46.2	75.2	1.1
SUNY College at Brockport	98.1	74.8	61.5	53.4	72.9	1.6
SUNY College at Cortland	86.4	67.4	57.2	45.6	66.2	1.5
SUNY College at Genesee	92.1	71.7	58.2	50.5	72.7	1.3
SUNY College at Old Westbury	102.6	83.1	77.0	55.6	81.7	1.4
SUNY College at Oswego	87.6	73.3	58.1	45.0	68.6	2.0
SUNY College at Plattsburgh	88.4	69.2	57.0	51.1	69.3	1.5
SUNY College at Potsdam	80.2	63.8	52.1	41.7	64.8	4.6
SUNY College of Technology at Delhi	74.8	62.5	53.1	45.5	57.5	1.3
SUNY Empire State College	-	-	-	-	-	-
SUNY Institute of Technology at Utica—Rome	126.0	97.1	80.6	56.3	96.6	13.7
SUNY Maritime College	91.2	78.2	65.2	51.3	69.4	6.3
SUNY Oneonta	87.2	68.6	60.4	47.6	65.9	5.6
SUNY at Fredonia	88.6	66.9	56.3	43.4	69.0	1.3
SUNY at Purchase College	93.9	75.7	60.7	48.9	72.3	2.0
State University of New York at New Paltz	98.3	71.3	59.8	50.4	68.5	2.0
United States Merchant Marine Academy	-	-	-	-	-	-
DOCTORAL						
CUNY City College	122.5	93.3	77.9	74.0	98.6	-
CUNY Graduate School and University Center	138.6	98.7	63.8	59.0	122.5	-
CUNY Hunter College	113.4	90.5	74.3	65.9	94.5	-
College of Staten Island CUNY	108.4	88.5	72.8	63.6	86.7	-

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	Chng. (%)
SUNY College of Environmental Science and Forestry	100.6	83.1	65.1	52.2	82.6	1.3
SUNY Downstate Medical Center	–	–	88.4	–	95.3	-3.1
SUNY at Albany	125.1	91.0	74.0	52.1	92.1	-2.2
SUNY at Binghamton	128.7	92.0	75.9	56.6	92.0	1.6
Stony Brook University	147.2	103.4	85.1	63.4	107.5	3.2
University at Buffalo	133.9	93.8	81.5	62.4	101.6	1.0
Upstate Medical University	–	–	–	–	–	–

NORTH CAROLINA

AA

Alamance Community College	–	–	–	55.3	55.3	-1.9
Asheville-Buncombe Technical Community College	–	–	–	43.9	43.9	1.8
Beaufort County Community College	–	–	–	45.1	45.1	0.8
Bladen Community College	–	–	–	57.2	57.2	2.4
Blue Ridge Community College	–	–	–	42.2	42.2	2.4
Brunswick Community College	–	–	–	47.5	47.5	7.1
Caldwell Community College and Technical Institute	–	–	–	42.8	42.8	0.7
Cape Fear Community College	–	–	–	48.8	48.8	0.9
Carolinas College of Health Sciences	–	–	–	–	–	–
Carteret Community College	–	43.1	–	47.2	47.3	8.3
Catawba Valley Community College	–	–	–	50.3	50.3	-2.2
Central Carolina Community College	–	–	–	45.8	45.8	6.1
Central Piedmont Community College	–	–	–	57.8	57.8	0.2
Cleveland Community College	–	–	–	49.0	49.0	1.7
Coastal Carolina Community College	–	–	–	46.7	46.7	2.3
College of the Albemarle	–	–	–	47.3	47.3	5.0
Craven Community College	–	–	–	49.8	49.8	-0.8
Davidson County Community College	–	–	–	48.1	48.1	2.3
Durham Technical Community College	–	–	–	51.0	51.0	7.7
Edgecombe Community College	–	–	–	46.9	46.9	35.5
Fayetteville Technical Community College	–	–	–	53.8	53.8	2.9
Forsyth Technical Community College	–	–	–	44.4	44.4	1.9
Gaston College	–	–	–	51.2	51.2	-16.7
Guilford Technical Community College	–	–	–	50.9	50.9	2.4
Halifax Community College	–	–	–	49.3	49.3	2.5
Haywood Community College	–	–	–	48.1	48.1	1.9

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	Chng. (%)
Isothermal Community College	–	–	–	52.2	52.2	1.7
James Sprunt Community College	–	–	–	44.5	44.5	1.4
Johnston Community College	–	–	–	56.8	56.8	2.8
Lenoir Community College	–	–	–	43.7	43.7	1.4
Martin Community College	–	–	–	42.6	42.6	0.9
Mayland Community College	–	–	–	50.8	50.8	-8.4
McDowell Technical Community College	–	–	–	48.5	48.5	2.5
Mitchell Community College	–	–	–	52.1	52.1	0.5
Montgomery Community College	–	–	–	44.4	44.4	2.8
Nash Community College	–	–	–	49.0	49.0	0.3
Pamlico Community College	–	–	–	55.8	55.8	25.6
Piedmont Community College	–	–	–	44.3	44.3	-2.4
Pitt Community College	–	–	–	49.5	49.5	-7.6
Randolph Community College	–	–	–	47.4	47.4	2.6
Richmond Community College	–	–	–	51.4	51.4	-1.9
Roanoke-Chowan Community College	–	–	–	52.3	52.3	5.2
Robeson Community College	–	–	–	53.5	53.5	1.4
Rockingham Community College	–	–	–	44.4	44.4	1.7
Rowan-Cabarrus Community College	–	–	–	48.9	48.9	0.8
Sampson Community College	–	–	–	45.1	45.1	1.5
Sandhills Community College	–	–	–	49.4	49.4	0.6
South Piedmont Community College	–	–	–	42.0	42.0	3.4
Southeastern Community College	–	–	–	53.2	53.2	9.0
Southwestern Community College	–	–	–	44.6	44.6	1.8
Stanly Community College	–	–	–	43.9	43.9	13.3
Surry Community College	–	–	–	49.5	49.5	2.7
Tri-County Community College	–	–	–	48.1	48.1	-4.0
Vance-Granville Community College	–	–	–	44.7	44.7	1.2
Wake Technical Community College	–	–	–	48.6	48.6	6.0
Wayne Community College	–	–	–	44.0	44.0	1.4
Western Piedmont Community College	–	–	–	49.7	49.7	1.6
Wilkes Community College	–	–	–	47.7	47.7	4.0
Wilson Community College	–	–	–	–	–	–

BA+

Elizabeth City State University	75.0	66.0	65.9	61.1	68.3	0.5
University of North Carolina School of the Arts	133.1	66.6	61.6	48.0	62.2	-1.7
University of North Carolina at Asheville	85.3	72.9	63.2	52.6	69.8	4.6
University of North Carolina at Pembroke	77.5	60.7	55.1	44.3	57.4	-2.3

State/School

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

DOCTORAL

Appalachian State University	90.9	71.1	64.2	43.7	69.1	0.2
East Carolina University	94.8	75.3	67.4	53.3	72.0	-0.1
Fayetteville State University	85.7	72.5	69.9	57.8	74.5	1.6
North Carolina A & T State University	95.6	80.5	72.9	57.1	78.5	6.1
North Carolina Central University	94.6	76.0	66.7	52.4	69.5	0.8
North Carolina State University at Raleigh	121.0	86.1	76.4	45.7	76.3	-13.3
University of North Carolina Wilmington	92.3	72.2	61.9	45.9	70.5	-0.5
University of North Carolina at Chapel Hill	143.9	96.9	83.2	60.2	98.6	-4.3
University of North Carolina at Charlotte	113.3	81.3	73.4	49.3	76.4	1.9
University of North Carolina at Greensboro	105.4	75.3	68.1	44.7	73.5	1.8
Western Carolina University	90.9	69.5	60.0	48.7	66.9	-0.6
Winston-Salem State University	90.8	73.9	65.0	58.5	71.6	3.5

NORTH DAKOTA

AA

Bismarck State College	70.3	56.2	48.8	—	53.5	3.3
Dakota College at Bottineau	43.8	47.1	41.1	37.2	39.9	1.2
Lake Region State College	66.9	56.3	53.1	49.5	52.6	0.8
North Dakota State College of Science	72.2	60.0	56.7	51.4	57.7	0.6
Williston State College	—	77.7	69.8	51.9	63.4	10.9

BA

Dickinson State University	73.4	68.9	58.6	36.1	57.3	-1.0
Mayville State University	60.4	55.6	49.8	45.0	52.0	5.9

BA+

Minot State University	79.8	66.2	57.7	48.4	58.7	2.7
Valley City State University	74.8	61.1	48.8	45.1	52.0	-0.4

DOCTORAL

North Dakota State University—Main Campus	112.2	82.3	67.2	44.9	78.2	6.2
University of North Dakota	101.9	80.8	67.0	47.7	77.0	2.4

OHIO

AA

Belmont College	50.5	42.4	38.6	36.9	42.7	-1.4
Bowling Green State University—Firelands	86.4	67.8	52.2	55.9	59.3	7.4
Central Ohio Technical College	69.0	59.5	52.4	48.9	53.6	2.7
Cincinnati State Technical and Community College	—	—	—	79.1	79.1	5.1
Clark State Community College	67.0	54.8	46.9	44.0	52.0	3.0

State/School

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

Columbus State Community College	73.7	60.9	51.0	41.7	55.6	1.4
Cuyahoga Community College District	94.1	84.4	70.5	46.1	74.3	2.4
Eastern Gateway Community College	56.9	61.0	51.0	42.4	52.0	2.6
Edison State Community College	63.5	49.5	40.7	41.8	46.0	2.5
Hocking College	56.6	44.3	49.5	45.3	47.7	-0.3
James A Rhodes State College	59.3	52.4	45.8	40.7	45.4	32.6
Kent State University at Ashtabula	92.6	65.3	54.8	48.0	58.9	2.7
Kent State University at East Liverpool	—	64.0	55.3	—	60.5	3.7
Kent State University at Geauga	96.3	64.9	52.2	44.5	56.3	3.7
Kent State University at Salem	94.8	66.2	57.5	57.5	63.7	5.2
Kent State University at Stark	100.0	67.0	54.8	47.4	62.7	2.8
Kent State University at Trumbull	94.4	72.9	54.9	46.7	66.1	2.1
Kent State University at Tuscarawas	96.0	75.7	56.6	45.3	63.9	1.5
Lakeland Community College	95.9	81.0	70.2	64.2	86.7	-2.2
Lorain County Community College	81.9	68.6	59.0	55.6	69.4	13.1
Marion Technical College	55.3	52.2	51.8	46.9	50.5	-1.8
North Central State College	50.7	50.9	44.7	31.3	47.4	-0.4
Northwest State Community College	—	—	—	53.4	53.4	-2.3
Ohio State University Agricultural Technical Institute	—	67.3	62.4	—	71.9	14.5
Owens Community College	67.3	57.2	52.6	44.6	59.3	3.1
Sinclair Community College	76.3	60.0	52.0	42.5	63.8	-1.2
Southern State Community College	65.8	65.3	58.2	53.1	58.7	3.1
Stark State College	76.5	69.1	59.7	50.4	57.2	-1.7
Terra State Community College	63.3	55.2	60.9	43.6	55.4	6.3
University of Akron Wayne College	82.2	71.2	53.1	53.0	67.5	0.3
University of Cincinnati—Blue Ash College	85.6	70.4	54.2	47.2	64.9	6.7
University of Cincinnati—Clermont College	86.9	65.4	54.4	41.1	64.0	7.9
Washington State Community College	46.6	48.7	43.5	42.4	46.0	5.1
Zane State College	57.6	56.5	49.3	43.4	47.2	3.1
BA						
Miami University—Hamilton	105.8	69.7	58.0	40.3	61.5	2.6
Miami University—Middletown	97.1	72.4	58.1	42.9	62.3	0.8
Ohio State University—Lima Campus	108.4	68.5	61.0	—	78.2	-0.6
Ohio State University—Marion Campus	92.0	70.9	65.3	—	74.0	1.6

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
BA+						
Central State University	77.0	61.5	52.3	39.4	57.9	0.2
Ohio State University— Mansfield Campus	87.5	68.7	60.7	—	71.2	2.1
Ohio State University— Newark Campus	89.0	78.3	71.2	—	76.7	2.7
Ohio University— Chillicothe Campus	89.7	74.6	58.9	51.6	64.5	0.5
Ohio University— Eastern Campus	—	72.8	64.5	51.9	69.4	5.8
Ohio University— Lancaster Campus	86.8	72.4	58.6	55.3	67.0	2.0
Ohio University— Southern Campus	86.0	68.2	56.9	58.2	61.7	6.5
Ohio University— Zanesville Campus	87.8	70.7	55.9	—	68.4	3.2
Shawnee State University	73.1	63.4	53.6	41.3	57.9	1.4

DOCTORAL

Bowling Green State University— Main Campus	101.7	77.6	66.4	51.1	73.9	7.2
Cleveland State University	99.8	74.7	71.4	58.9	78.1	0.8
Kent State University at Kent	109.6	76.9	65.1	51.3	76.5	2.2
Miami University—Oxford	111.4	85.6	81.9	46.4	78.1	2.4
Ohio State University— Main Campus	131.1	89.4	79.1	109.1	103.6	1.7
Ohio University—Main Campus	104.2	79.9	65.4	51.2	77.1	3.2
University of Akron Main Campus	111.2	83.1	70.1	46.1	82.0	-0.8
University of Cincinnati— Main Campus	116.3	80.4	67.8	34.2	84.8	3.3
University of Toledo	97.6	78.1	69.1	47.6	73.3	-3.9
Wright State University— Main Campus	107.8	82.6	70.7	49.8	76.8	2.0
Youngstown State University	89.5	72.6	61.2	46.9	72.2	1.6

OKLAHOMA

AA

Carl Albert State College	—	—	—	42.1	42.1	3.4
Connors State College	—	—	—	—	—	—
Eastern Oklahoma State College	31.2	—	—	50.6	44.4	-13.1
Murray State College	—	—	—	44.6	45.3	1.6
Northeastern Oklahoma A&M College	—	—	—	46.1	46.1	23.2
Northern Oklahoma College	—	—	—	48.3	48.3	3.4
Oklahoma City Community College	—	—	—	49.0	49.0	-1.4
Oklahoma State University Institute of Technology	—	—	—	—	—	—
Oklahoma State University— Oklahoma City	62.6	53.5	50.9	44.4	50.9	2.4
Redlands Community College	41.4	—	—	30.6	40.4	-0.8

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

Rose State College	46.5	—	—	—	44.8	-3.0
Seminole State College	—	—	—	—	—	—
Tulsa Community College	—	66.9	54.1	—	57.5	-1.5
Western Oklahoma State College	—	—	—	44.8	44.8	-1.0

BA

Oklahoma Panhandle State University	47.5	51.0	42.7	37.6	43.5	-3.5
University of Science and Arts of Oklahoma	59.7	51.0	45.7	42.4	50.5	4.2

BA+

Cameron University	71.5	61.2	51.3	39.8	54.3	2.0
East Central University	69.1	56.3	51.8	46.8	55.2	5.8
Northwestern Oklahoma State University	68.7	61.6	54.3	41.9	53.9	2.7
Rogers State University	67.8	59.4	49.9	42.1	55.0	-0.3
Southeastern Oklahoma State University	74.2	61.2	58.8	40.1	64.0	6.9
University of Central Oklahoma	86.3	73.5	61.9	42.7	68.7	7.7

DOCTORAL

Langston University	85.0	55.0	50.9	48.3	53.3	-6.6
Northeastern State University	75.7	61.7	53.9	44.9	58.3	2.0
Oklahoma State University— Main Campus	106.0	80.1	74.3	44.6	77.0	2.5
Southwestern Oklahoma State University	81.9	66.8	54.8	48.2	60.2	7.2
University of Oklahoma— Health Sciences Center	—	72.2	62.1	52.3	67.0	1.3
University of Oklahoma— Norman Campus	118.3	78.1	70.6	42.4	85.5	2.8

OREGON

AA

Blue Mountain Community College	—	—	—	—	—	—
Central Oregon Community College	76.8	65.7	50.2	45.3	60.5	1.1
Chemeketa Community College	—	—	—	64.7	64.7	1.9
Clackamas Community College	—	—	—	71.9	71.9	1.6
Clatsop Community College	—	—	—	64.2	64.2	2.8
Columbia Gorge Community College	—	—	—	59.4	59.4	0.7
Klamath Community College	—	—	—	49.4	49.4	3.1
Lane Community College	—	—	—	71.1	71.1	5.0
Linn-Benton Community College	—	—	—	75.4	75.4	1.5
Mt Hood Community College	—	—	—	75.8	75.8	-2.5
Oregon Coast Community College	—	—	—	58.1	58.1	5.7
Portland Community College	—	—	—	70.4	70.4	2.7
Rogue Community College	—	—	—	69.5	69.5	5.2
Southwestern Oregon Community College	65.9	56.2	53.8	51.7	57.7	4.4

State/School

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

Tillamook Bay Community College	–	–	–	–	–	–
Treasure Valley Community College	–	–	–	58.3	58.3	3.6
Umpqua Community College	–	–	–	60.3	60.3	5.0
BA+						
Eastern Oregon University	67.4	56.7	52.6	44.8	55.3	1.5
Oregon Institute of Technology	82.6	67.3	55.4	48.2	65.2	8.5
Southern Oregon University	79.6	64.5	54.2	46.8	64.2	0.6
Western Oregon University	74.1	59.9	46.4	38.1	58.0	5.7
DOCTORAL						
Oregon Health & Science University	–	–	–	–	–	–
Oregon State University	114.6	89.8	80.4	46.3	81.5	4.0
Portland State University	99.2	75.4	62.0	46.0	72.9	-2.1
University of Oregon	123.5	88.6	83.6	51.9	84.5	6.3

PENNSYLVANIA

AA

Bucks County Community College	77.5	54.6	49.0	45.9	61.5	-3.4
Butler County Community College	73.0	63.3	55.8	47.3	60.0	0.7
Community College of Allegheny County	71.9	53.0	50.0	42.7	63.5	-1.5
Community College of Beaver County	69.8	53.4	51.8	42.6	57.0	1.7
Community College of Philadelphia	70.7	67.2	62.3	52.9	63.4	2.0
Delaware County Community College	101.8	88.5	71.1	52.0	84.3	2.8
Harrisburg Area Community College—Harrisburg	73.4	61.3	55.2	47.7	62.5	1.4
Lancaster County Career and Technology Center	–	–	–	67.9	67.9	-4.7
Lehigh Carbon Community College	65.3	59.2	50.2	46.6	56.3	-5.5
Luzerne County Community College	69.6	59.8	46.1	42.7	54.9	-2.9
Montgomery County Community College	87.1	66.8	59.2	48.9	63.4	-1.4
Northampton County Area Community College	76.2	63.3	54.1	45.7	64.1	2.2
Pennsylvania Highlands Community College	53.8	49.5	45.1	42.0	46.7	1.6
Reading Area Community College	96.2	62.7	54.6	62.3	67.2	2.3
Thaddeus Stevens College of Technology	72.5	70.5	68.0	61.8	66.0	0.5
University of Pittsburgh—Titusville	64.5	61.9	54.8	43.9	54.9	1.7
Westmoreland County Community College	67.9	69.2	60.3	50.8	60.5	4.1

State/School

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

BA

Pennsylvania College of Technology	108.5	101.6	84.5	69.9	82.3	3.8
Pennsylvania State University—Penn State Altoona	100.7	77.9	59.5	52.9	66.6	1.9
Pennsylvania State University—Penn State Berks	96.3	80.3	67.1	59.5	72.9	3.8
Pennsylvania State University—Penn State Brandywine	103.2	83.1	65.2	51.4	70.0	1.6
Pennsylvania State University—Penn State DuBois	101.6	71.7	72.4	58.3	65.6	-1.7
Pennsylvania State University—Penn State Fayette-Eberly	89.8	78.5	55.3	60.6	65.9	-1.6
Pennsylvania State University—Penn State Hazleton	93.2	88.6	66.0	60.5	72.8	4.2
Pennsylvania State University—Penn State Mont Alto	103.6	77.0	62.5	61.7	67.2	2.9
Pennsylvania State University—Penn State Schuylkill	117.0	80.9	66.6	51.7	71.8	3.6
Pennsylvania State University—Penn State Shenango	99.0	78.3	54.9	55.9	61.8	-5.2
Pennsylvania State University—Penn State Worthington Scranton	101.4	82.3	72.7	60.7	71.3	1.9
University of Pittsburgh—Bradford	82.9	69.1	56.6	47.5	63.8	1.2
University of Pittsburgh—Greensburg	86.8	69.9	57.6	43.5	60.6	2.9
University of Pittsburgh—Johnstown	77.7	69.3	55.3	51.1	61.3	3.0
BA+						
California University of Pennsylvania	107.4	88.6	72.4	51.9	86.8	2.4
Cheyney University of Pennsylvania	109.0	87.8	68.8	49.9	89.2	10.8
Clarion University of Pennsylvania	109.0	88.0	70.8	49.9	86.0	1.1
East Stroudsburg University of Pennsylvania	108.2	86.3	71.2	48.3	84.3	1.7
Edinboro University of Pennsylvania	107.8	85.9	71.2	50.8	84.2	4.9
Kutztown University of Pennsylvania	107.8	84.7	64.5	46.7	80.0	3.3
Lock Haven University	104.4	86.0	70.3	51.5	87.9	6.8
Mansfield University of Pennsylvania	109.8	87.4	68.1	52.4	85.1	4.3
Millersville University of Pennsylvania	108.6	86.9	67.5	53.5	87.3	2.2
Pennsylvania State University—Penn State Abington	101.5	81.3	74.8	53.0	69.4	1.4
Pennsylvania State University—Penn State Beaver	103.3	75.0	58.9	59.7	68.6	1.5

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Pennsylvania State University— Penn State Erie-Behrend College	124.9	91.6	78.7	61.1	78.7	1.2
Pennsylvania State University— Penn State Greater Allegheny	87.6	81.6	66.3	53.8	67.6	1.6
Pennsylvania State University— Penn State Lehigh Valley	108.5	78.6	61.3	47.4	60.6	3.4
Pennsylvania State University— Penn State New Kensington	113.6	80.8	68.2	67.2	75.9	2.9
Pennsylvania State University— Penn State Wilkes-Barre	100.7	80.2	66.6	58.0	71.3	1.5
Pennsylvania State University— Penn State York	101.1	80.2	62.9	63.3	73.0	4.2
Shippensburg University of Pennsylvania	108.2	87.5	71.8	47.8	88.1	3.3
The Lincoln University	84.5	61.6	52.3	55.6	62.7	-14.8

DOCTORAL

Bloomsburg University of Pennsylvania	107.8	85.2	67.1	48.6	79.9	2.6
Indiana University of Pennsylvania—Main Campus	108.7	85.8	64.3	50.2	84.2	3.0
Pennsylvania State University— Main Campus	143.0	94.0	73.4	53.7	92.1	2.7
Pennsylvania State University— Penn State Harrisburg	112.6	93.6	80.3	63.3	83.4	2.6
Pennsylvania State University— World Campus	—	—	—	—	—	—
Slippery Rock University of Pennsylvania	110.2	89.7	73.6	51.3	86.9	3.4
Temple University	142.2	98.1	74.4	59.1	98.3	2.0
University of Pittsburgh— Pittsburgh Campus	138.8	92.4	73.7	46.7	90.1	3.1
West Chester University of Pennsylvania	109.1	88.0	71.7	49.3	82.7	3.1

RHODE ISLAND

AA

Community College of Rhode Island	74.1	55.0	48.8	47.6	60.6	-0.7
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DOCTORAL

Rhode Island College	77.4	66.0	57.1	—	67.7	-1.0
University of Rhode Island	108.4	80.0	73.1	48.8	85.7	4.0

SOUTH CAROLINA

AA

Aiken Technical College	—	—	—	50.1	50.1	1.4
Central Carolina Technical College	—	—	—	47.0	47.0	1.3
Denmark Technical College	—	—	—	41.0	41.0	4.9
Florence-Darlington Technical College	—	—	—	51.5	51.5	3.6
Greenville Technical College	—	—	—	63.5	63.5	34.0

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Horry-Georgetown Technical College	—	—	—	50.7	50.7	2.2
Midlands Technical College	—	—	—	54.8	54.8	1.5
Northeastern Technical College	—	—	—	35.0	35.0	1.2
Orangeburg Calhoun Technical College	—	—	—	44.4	44.4	2.2
Piedmont Technical College	—	—	—	45.8	45.8	1.8
Spartanburg Community College	—	—	—	47.5	47.5	1.3
Technical College of the Lowcountry	—	—	—	49.6	49.6	0.1
Tri-County Technical College	—	—	—	44.4	44.4	0.5
Trident Technical College	—	—	—	49.1	49.1	1.0
University of South Carolina— Lancaster	63.0	55.1	47.0	44.8	48.1	-4.4
University of South Carolina— Salkehatchie	60.2	53.7	49.0	40.6	48.5	4.6
University of South Carolina— Sumter	74.0	57.0	44.1	36.9	50.8	2.0
University of South Carolina— Union	—	60.3	51.6	51.8	53.7	10.4
Williamsburg Technical College	—	—	—	36.8	36.8	1.3
York Technical College	—	—	—	49.3	49.3	1.8

BA

University of South Carolina— Beaufort	79.5	58.7	55.9	48.5	57.7	-0.1
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BA+

Citadel Military College of South Carolina	90.6	75.4	63.6	50.3	75.2	3.0
College of Charleston	92.3	73.1	65.1	54.7	73.7	5.6
Francis Marion University	82.5	65.9	56.1	52.5	66.8	2.4
Lander University	64.9	58.0	52.3	39.8	53.0	3.6
University of South Carolina— Aiken	76.7	59.6	57.4	45.5	58.7	4.6
University of South Carolina— Upstate	73.6	60.8	56.2	48.5	56.5	2.2
Winthrop University	82.4	67.9	58.7	43.7	67.4	2.5

DOCTORAL

Clemson University	126.9	91.7	80.7	51.5	91.1	2.5
Coastal Carolina University	95.0	71.3	61.7	47.4	67.0	4.4
Medical University of South Carolina	—	—	—	—	—	—
South Carolina State University	73.4	64.3	59.2	46.8	62.5	3.9
University of South Carolina— Columbia	126.1	86.3	77.7	53.1	87.9	2.4

State/School

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

SOUTH DAKOTA

AA

Lake Area Technical Institute	—	—	—	47.0	47.0	2.7
Mitchell Technical Institute	—	—	—	46.9	46.9	5.7
Southeast Technical Institute	—	—	—	57.6	56.0	3.2
Western Dakota Technical Institute	—	—	—	41.2	41.2	2.8

BA+

Black Hills State University	75.6	59.7	57.2	51.9	62.6	4.4
Northern State University	74.3	63.1	55.4	49.8	62.1	1.1

DOCTORAL

Dakota State University	85.2	85.0	64.7	44.4	65.4	5.5
South Dakota School of Mines and Technology	103.7	80.9	69.4	51.8	82.0	2.7
South Dakota State University	87.3	74.2	66.3	50.6	69.2	3.1
University of South Dakota	96.7	67.7	63.3	44.6	67.4	2.5

TENNESSEE

AA

Chattanooga State Community College	55.6	50.9	48.5	40.5	47.3	-4.0
Cleveland State Community College	60.2	50.6	43.0	42.0	47.3	-3.1
Columbia State Community College	67.3	50.0	50.3	41.0	50.9	1.7
Dyersburg State Community College	59.6	52.3	51.2	50.7	52.5	1.2
Jackson State Community College	63.1	52.3	54.4	44.3	54.0	-15.2
Motlow State Community College	66.1	50.7	26.1	40.4	43.7	-3.9
Nashville State Community College	72.1	56.3	47.5	44.4	49.0	2.5
Northeast State Community College	57.2	50.4	43.5	41.6	47.5	2.9
Pellissippi State Community College	63.5	54.6	41.5	38.0	50.3	1.1
Roane State Community College	71.5	57.7	44.5	43.4	55.0	8.5
Southwest Tennessee Community College	60.9	51.2	41.4	33.0	45.3	0.4
Volunteer State Community College	61.2	53.4	46.7	41.2	49.8	0.1
Walters State Community College	62.8	53.8	45.3	39.6	51.4	1.0

BA+

Austin Peay State University	76.4	61.6	51.1	42.2	61.6	-0.6
The University of Tennessee—Martin	72.1	63.9	58.5	44.9	60.4	-2.3

State/School

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

DOCTORAL

East Tennessee State University	79.6	60.5	54.7	36.3	60.2	-0.3
Middle Tennessee State University	88.8	70.9	59.6	44.7	70.9	0.9
Tennessee State University	81.3	62.1	52.2	37.3	63.3	-1.2
Tennessee Technological University	85.6	71.6	61.1	43.4	67.7	-0.4
The University of Tennessee—Chattanooga	89.6	69.6	61.6	41.4	67.4	0.4
The University of Tennessee—Knoxville	126.1	90.0	75.0	48.5	90.9	0.8
University of Memphis	109.3	73.9	65.0	43.5	75.8	1.0

TEXAS

AA

Alvin Community College	—	—	—	57.1	57.1	3.6
Amarillo College	68.7	59.4	57.1	49.4	54.3	-0.5
Angelina College	—	—	—	47.6	47.6	-0.8
Austin Community College District	70.9	55.6	49.0	54.9	63.5	0.3
Blinn College	—	—	—	49.6	49.6	-6.4
Brazosport College	78.5	59.8	53.1	46.8	56.8	5.5
Brookhaven College	—	—	—	61.3	61.3	-0.7
Cedar Valley College	—	—	—	60.5	60.5	2.0
Central Texas College	57.6	—	—	39.9	52.9	-0.6
Cisco College	42.1	—	—	29.7	39.4	-0.1
Clarendon College	—	48.1	42.8	36.1	38.8	-2.1
Coastal Bend College	48.7	39.7	41.6	37.6	40.4	-2.8
College of the Mainland	60.2	52.1	51.4	—	53.5	3.8
Collin County Community College District	—	—	—	60.2	60.2	4.1
Del Mar College	74.4	62.3	53.7	45.8	58.4	3.9
Eastfield College	—	—	—	61.2	61.2	0.4
El Centro College	—	—	—	56.3	56.3	0.6
El Paso Community College	62.1	48.2	45.0	41.1	51.9	-0.8
Frank Phillips College	—	—	—	36.2	36.2	-6.3
Galveston College	60.6	62.9	46.5	69.3	64.4	22.0
Grayson College	48.6	—	—	—	48.6	-2.5
Hill College	—	—	—	44.0	44.0	2.9
Houston Community College	—	—	—	65.1	65.1	0.2
Howard College	55.9	48.0	41.7	37.7	41.4	3.9
Kilgore College	—	—	—	54.4	54.4	0.8
Lamar Institute of Technology	—	—	—	50.3	50.3	1.0
Lamar State College—Orange	55.0	—	53.0	42.5	45.1	1.3
Lamar State College—Port Arthur	56.9	52.3	47.0	37.7	39.2	-2.0
Laredo Community College	—	—	—	54.7	54.7	1.3
Lee College	—	—	—	54.6	54.6	-20.2
Lone Star College System	70.8	62.7	64.8	33.0	67.3	-2.4

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
McLennan Community College	68.9	56.3	53.6	66.9	62.6	3.1
Midland College	67.4	58.0	54.2	50.4	59.9	4.3
Mountain View College	—	—	—	62.6	62.6	2.0
Navarro College	62.4	54.9	53.6	—	56.1	2.6
North Central Texas College	—	—	—	50.6	50.6	2.8
North Lake College	—	—	—	60.6	60.6	1.5
Northeast Texas Community College	59.9	49.7	49.6	46.7	54.0	1.9
Northwest Vista College	67.8	60.7	55.0	41.1	50.5	-1.8
Odessa College	59.1	52.8	52.4	42.6	48.3	-6.1
Palo Alto College	73.4	64.6	60.2	43.9	58.8	-1.8
Panola College	55.3	—	—	46.7	52.7	3.1
Paris Junior College	—	—	—	60.1	60.1	2.5
Ranger College	40.4	—	—	36.0	36.0	1.1
Richland College	—	—	—	65.4	65.4	0.8
San Antonio College	74.6	64.5	58.1	34.9	58.1	0.5
San Jacinto Community College	—	—	—	61.1	61.1	1.4
South Plains College	59.2	54.5	45.7	31.6	43.3	-9.4
South Texas College	66.4	60.9	53.4	53.3	53.9	-0.1
Southwest Texas Junior College	61.9	—	—	46.9	47.3	-4.1
St Philip's College	74.0	66.0	56.8	40.9	50.9	-7.2
Tarrant County College District	68.6	67.5	63.7	77.4	70.4	15.1
Temple College	—	—	—	60.8	60.8	2.6
Texarkana College	62.4	53.6	48.5	37.9	50.4	-0.1
Texas State Technical College—Harlingen	—	41.4	—	39.5	39.9	3.6
Texas State Technical College-Marshall	—	—	—	—	—	—
Texas State Technical College—Waco	—	43.0	—	37.6	38.4	5.2
Texas State Technical College—West Texas	—	—	—	—	—	—
Trinity Valley Community College	52.3	—	—	54.3	52.3	0.4
Tyler Junior College	48.2	—	—	—	48.2	1.2
Vernon College	—	—	—	46.0	46.0	3.0
Victoria College	64.4	52.0	43.2	48.3	51.1	-2.1
Weatherford College	—	—	—	52.8	52.8	2.5
Western Texas College	—	59.3	58.0	41.1	44.0	1.2
Wharton County Junior College	—	—	—	54.1	54.1	1.4
BA+						
Midwestern State University	86.2	71.6	59.0	44.6	66.0	2.9
Sul Ross State University	66.6	58.7	47.3	40.6	54.3	-2.3
Texas A & M University—Central Texas	84.9	71.0	65.0	59.8	66.2	2.7
The University of Texas of the Permian Basin	84.6	74.3	62.7	46.5	65.5	1.1
University of Houston—Downtown	90.6	72.8	65.4	50.0	67.1	2.4

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
University of Houston—Victoria	95.1	82.6	49.0	54.8	65.9	-9.2
University of North Texas at Dallas	103.5	103.3	76.9	69.1	79.6	—
DOCTORAL						
Angelo State University	77.7	65.8	61.5	44.5	61.9	0.2
Lamar University	94.6	76.3	62.6	45.4	68.3	-1.3
Prairie View A & M University	87.6	72.2	65.7	61.5	68.8	4.7
Sam Houston State University	94.9	73.3	63.4	35.0	66.0	0.3
Stephen F Austin State University	82.7	66.2	57.5	47.6	64.4	1.0
Tarleton State University	92.7	77.7	62.8	45.0	67.5	5.2
Texas A & M International University	97.1	77.2	71.6	45.5	71.6	3.1
Texas A & M University—College Station	131.0	88.6	74.8	43.2	93.3	0.3
Texas A & M University—Commerce	76.0	63.9	56.9	27.2	56.5	-19.0
Texas A & M University—Corpus Christi	94.9	72.2	56.3	42.6	67.9	0.6
Texas A & M University—Kingsville	81.6	68.8	61.9	33.9	62.5	-6.0
Texas A & M University—Texarkana	98.0	73.2	65.3	54.8	75.7	4.1
Texas Southern University	96.5	73.8	57.1	37.0	65.5	-5.3
Texas State University	99.4	77.0	66.1	44.8	68.4	1.0
Texas Tech University	116.0	80.2	70.7	47.5	80.3	1.8
Texas Tech University Health Sciences Center	—	—	—	—	—	—
Texas Woman's University	93.0	72.9	58.3	61.1	72.8	7.6
The University of Texas Health Science Center at Houston	—	—	—	—	—	—
The University of Texas Health Science Center at San Antonio	—	69.3	65.6	—	71.0	11.9
The University of Texas Medical Branch	—	—	—	—	—	—
The University of Texas at Arlington	118.3	89.3	68.7	55.0	80.5	8.1
The University of Texas at Austin	140.9	95.3	89.5	61.5	100.5	2.5
The University of Texas at Brownsville	84.3	69.1	55.8	36.7	52.5	-16.9
The University of Texas at Dallas	158.4	111.0	105.0	69.1	110.8	-0.9
The University of Texas at El Paso	110.2	79.7	71.9	50.2	75.8	3.1
The University of Texas at San Antonio	118.7	83.2	71.9	25.2	68.1	-18.4
The University of Texas at Tyler	97.9	74.6	68.2	45.8	66.4	1.2
The University of Texas—Pan American	95.0	72.8	71.7	55.3	70.7	4.0
University of Houston	136.8	90.9	87.3	60.4	95.5	-0.0
University of Houston—Clear Lake	95.0	77.2	65.7	55.3	73.6	2.7

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
University of North Texas	123.8	94.0	76.2	59.3	89.8	2.6
University of North Texas System	106.2	—	—	107.5	106.9	34.9
University of Texas Southwestern Medical Center	—	—	—	—	—	—
West Texas A & M University	84.8	72.4	62.5	56.0	66.9	1.2

UTAH

AA

Salt Lake Community College	62.2	55.0	49.0	42.7	51.4	1.9
Snow College	63.0	59.9	49.7	46.2	52.8	5.0

BA

Dixie State University	79.1	63.3	53.2	46.2	58.0	-0.8
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BA+

Southern Utah University	82.0	65.6	53.6	40.4	57.7	-3.2
Utah Valley University	80.0	67.5	62.6	50.1	65.8	3.0
Weber State University	80.9	66.7	60.4	48.2	65.8	4.0

DOCTORAL

University of Utah	109.8	77.4	64.6	45.2	77.6	10.2
Utah State University	97.8	76.6	67.0	52.5	75.8	3.1

VERMONT

BA

Vermont Technical College	70.8	51.3	44.2	—	56.6	-0.4
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BA+

Castleton State College	68.9	53.0	43.8	—	54.7	-1.4
Johnson State College	73.8	52.4	44.9	—	60.9	1.7
Lyndon State College	67.2	55.2	45.2	33.6	55.7	-1.0

DOCTORAL

University of Vermont	118.7	88.6	72.6	56.0	87.8	1.9
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VIRGINIA

AA

Blue Ridge Community College	64.8	59.6	54.3	45.9	54.5	-3.1
Central Virginia Community College	62.4	58.5	50.5	43.3	54.1	-1.7
Dabney S Lancaster Community College	59.8	60.4	55.6	54.5	57.4	1.0
Danville Community College	62.0	58.5	52.5	49.5	55.5	-1.9
Eastern Shore Community College	—	60.2	53.3	51.5	54.9	0.4
Germanna Community College	67.3	62.7	54.8	44.4	55.0	-1.5
J Sargeant Reynolds Community College	68.4	61.1	54.6	48.8	59.0	-1.0
John Tyler Community College	66.1	61.2	56.2	48.3	57.8	-1.2
Lord Fairfax Community College	65.1	62.4	54.9	45.4	57.9	0.2
Mountain Empire Community College	63.1	58.4	50.5	47.1	53.6	0.7
New River Community College	69.2	64.6	56.2	53.2	63.4	-0.3

State/School

	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Northern Virginia Community College	81.3	71.8	64.6	57.5	68.5	4.1
Patrick Henry Community College	61.8	58.5	51.5	45.2	53.6	-1.1
Paul D Camp Community College	62.7	61.7	54.5	45.5	53.8	-5.2
Piedmont Virginia Community College	66.5	60.4	55.1	46.9	57.9	1.8
Rappahannock Community College	60.9	57.8	53.6	51.6	54.5	1.0
Richard Bland College of the College of William and Mary	66.3	48.2	48.9	41.0	53.5	-3.4
Southside Virginia Community College	66.5	60.3	55.2	46.9	56.6	-1.3
Southwest Virginia Community College	60.9	58.7	54.2	45.9	56.2	-1.2
Thomas Nelson Community College	75.8	66.1	63.3	56.0	63.2	5.8
Tidewater Community College	70.3	64.0	55.0	48.6	59.0	-1.2
Virginia Highlands Community College	63.3	59.0	52.7	45.3	55.4	-2.5
Virginia Western Community College	66.3	59.2	56.2	48.9	57.0	1.1
Wytheville Community College	66.0	60.6	52.3	45.8	55.7	1.0

BA

The University of Virginia's College at Wise	75.8	66.3	56.9	48.6	61.6	-1.2
Virginia Military Institute	94.6	67.3	58.9	47.4	76.6	3.2

BA+

Christopher Newport University	105.2	78.7	63.9	56.0	71.9	3.6
Longwood University	79.7	67.0	59.2	46.2	63.3	0.2
University of Mary Washington	80.9	64.7	61.6	58.8	68.2	-2.2

DOCTORAL

College of William and Mary	128.5	95.7	71.2	56.5	96.6	4.9
George Mason University	132.0	87.0	72.1	56.6	94.3	-0.5
James Madison University	89.4	69.8	64.5	53.6	72.0	-0.3
Norfolk State University	87.1	72.7	61.4	54.4	68.3	-0.2
Old Dominion University	108.4	78.3	69.8	50.8	76.8	-2.0
Radford University	85.6	70.1	62.5	52.6	70.4	1.5
University of Virginia— Main Campus	152.3	100.6	87.7	58.6	115.8	3.3
Virginia Commonwealth University	115.8	80.5	66.5	47.2	75.6	0.5
Virginia Polytechnic Institute and State University	121.8	86.0	77.5	48.4	91.3	0.6
Virginia State University	87.1	70.9	60.5	46.5	66.6	-0.9

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
WASHINGTON						
AA						
Bates Technical College	–	–	–	59.1	58.9	-11.3
Bellevue College	–	–	–	59.3	59.3	2.0
Bellingham Technical College	–	–	–	61.1	61.1	-1.5
Big Bend Community College	–	–	–	56.5	56.5	–
Cascadia College	–	–	–	57.5	57.5	-0.4
Centralia College	–	–	–	54.5	54.5	-0.6
Clark College	–	–	–	57.5	57.5	0.6
Clover Park Technical College	–	–	–	45.5	45.8	-5.0
Columbia Basin College	–	–	–	54.5	54.5	-1.3
Edmonds Community College	–	–	–	60.1	60.1	6.3
Everett Community College	–	–	–	57.5	57.5	0.1
Grays Harbor College	–	–	52.3	–	51.8	2.1
Green River Community College	–	–	–	56.7	56.7	-0.2
Highline College	–	–	–	54.5	54.5	6.4
Lake Washington Institute of Technology	–	–	–	54.3	54.3	-0.9
Lower Columbia College	–	–	–	56.9	56.9	-0.2
North Seattle College	–	–	–	57.8	57.8	5.6
Olympic College	–	–	–	58.2	58.2	0.7
Peninsula College	–	–	–	52.8	52.8	-0.2
Pierce College—Fort Steilacoom	–	–	–	55.5	55.5	1.4
Pierce College—Puyallup	–	–	–	56.3	56.3	2.1
Renton Technical College	–	–	–	58.0	58.0	-2.0
Seattle Central College	–	–	–	57.9	57.9	2.4
Shoreline Community College	–	–	–	59.8	59.8	1.1
Skagit Valley College	–	–	–	62.1	62.1	2.3
South Puget Sound Community College	–	–	–	54.7	54.7	-0.9
South Seattle College	–	–	–	57.0	56.6	0.5
Spokane Community College	–	–	–	56.6	56.6	-0.9
Spokane Falls Community College	–	–	–	55.2	55.2	-0.2
Tacoma Community College	–	–	–	58.6	58.6	0.5
Walla Walla Community College	–	–	–	54.7	54.7	4.2
Wenatchee Valley College	–	–	–	58.3	58.3	-0.5
Whatcom Community College	62.0	53.2	50.3	48.5	54.5	2.0
Yakima Valley Community College	–	–	–	52.1	52.1	-0.2
BA+						
Central Washington University	85.9	72.8	65.6	44.8	69.1	4.2
The Evergreen State College	–	–	–	69.4	69.4	0.3
University of Washington—Bothell Campus	118.2	101.1	95.0	69.0	90.1	7.0
Western Washington University	94.8	76.0	66.8	47.8	75.4	4.4
DOCTORAL						
Eastern Washington University	92.6	71.9	68.5	49.5	70.5	7.3

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

University of Washington—Seattle Campus	130.6	98.0	92.5	64.7	101.9	7.5
University of Washington—Tacoma Campus	113.6	92.9	79.0	61.1	82.0	6.8
Washington State University	113.9	80.7	76.7	56.9	82.0	6.5

WEST VIRGINIA

AA						
Blue Ridge Community and Technical College	–	74.7	48.2	36.6	40.9	3.2
BridgeValley Community & Technical College	74.7	59.8	50.9	39.2	50.9	–
Carver Career Center	–	–	–	51.3	51.3	1.8
Eastern West Virginia Community and Technical College	–	–	45.7	37.9	40.6	1.6
Mountwest Community and Technical College	59.8	53.2	40.1	36.0	43.4	3.7
New River Community and Technical College	67.5	53.5	48.8	42.8	46.7	0.6
Pierpont Community and Technical College	68.4	56.1	47.3	42.3	49.6	-4.2
Potomac State College of West Virginia University	69.1	54.1	48.4	42.7	51.1	-0.7
Southern West Virginia Community and Technical College	58.2	46.0	42.3	34.6	44.6	-1.1
West Virginia Northern Community College	60.3	48.6	41.8	36.2	44.7	-2.4
BA						
Bluefield State College	65.9	59.0	52.6	39.5	55.7	-0.0
Glennville State College	70.7	62.4	52.3	50.3	57.6	5.3
West Virginia University Institute of Technology	80.6	59.9	55.4	49.7	60.8	-2.7
West Virginia University at Parkersburg	64.2	55.6	45.7	40.1	50.7	3.6
BA+						
Concord University	65.8	57.6	51.1	38.6	55.0	-0.5
Fairmont State University	71.7	64.5	50.7	40.1	58.8	-2.7
Shepherd University	74.0	62.4	55.1	44.4	60.3	1.8
West Liberty University	68.1	67.2	56.7	47.0	59.7	0.3
West Virginia State University	66.4	58.3	50.9	37.3	56.6	3.0
DOCTORAL						
Marshall University	77.6	66.4	60.5	35.3	64.1	3.7
West Virginia University	115.1	82.0	67.3	48.3	85.1	2.5

State/School

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

AA

Blackhawk Technical College	—	—	—	77.6	77.6	2.0
Chippewa Valley Technical College	—	—	—	69.1	69.1	-1.9
Fox Valley Technical College	—	—	—	77.5	77.5	-1.0
Gateway Technical College	—	—	—	81.3	81.3	0.7
Lakeshore Technical College	—	—	—	74.2	74.2	0.3
Madison Area Technical College	—	—	—	92.9	92.9	0.3
Mid-State Technical College	—	—	—	73.9	73.9	0.8
Milwaukee Area Technical College	—	—	—	58.4	58.4	-39.3
Moraine Park Technical College	—	—	—	66.9	66.9	-3.5
Nicolet Area Technical College	—	—	—	—	—	—
Northcentral Technical College	—	—	—	70.8	70.8	—
Northeast Wisconsin Technical College	—	—	—	79.2	79.2	1.1
Southwest Wisconsin Technical College	—	—	—	54.5	56.1	-14.5
University of Wisconsin Colleges	62.4	50.1	44.8	41.9	50.2	1.2
Waukesha County Technical College	—	—	—	83.9	83.9	0.5
Western Technical College	—	—	—	63.8	63.8	4.0
Wisconsin Indianhead Technical College	—	—	—	67.5	67.5	0.9

BA+

University of Wisconsin—Green Bay	71.6	61.2	55.4	46.3	59.2	2.7
University of Wisconsin—Parkside	73.5	63.3	56.7	42.6	56.8	0.4
University of Wisconsin—Platteville	72.1	58.5	57.3	41.5	57.6	2.4
University of Wisconsin—River Falls	71.5	65.8	58.9	43.5	64.7	1.8
University of Wisconsin—Superior	66.8	56.1	55.7	43.6	57.1	0.6

DOCTORAL

University of Wisconsin—Eau Claire	77.0	63.6	63.5	46.6	65.0	4.8
University of Wisconsin—La Crosse	80.3	64.0	59.6	43.2	61.1	2.0
University of Wisconsin—Madison	117.0	87.6	80.2	63.6	100.5	3.5
University of Wisconsin—Milwaukee	100.0	76.7	70.2	45.2	73.5	1.3
University of Wisconsin—Oshkosh	78.8	62.9	64.1	44.5	63.1	3.1
University of Wisconsin—Stevens Point	70.6	60.4	53.1	41.9	58.5	2.8
University of Wisconsin—Stout	73.4	62.2	58.9	46.7	60.5	3.4
University of Wisconsin—Whitewater	79.6	66.2	67.4	49.7	64.9	1.9

State/School

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

AA

Casper College	—	—	—	63.9	63.9	-1.1
Central Wyoming College	65.7	58.1	53.7	51.3	57.4	2.5
Eastern Wyoming College	—	—	—	53.3	53.3	-3.2
Laramie County Community College	—	—	—	55.3	55.3	-3.2
Northwest College	74.7	65.5	61.2	52.7	61.1	1.9
Sheridan College	—	—	—	55.1	54.3	-0.5
Western Wyoming Community College	75.7	61.5	55.3	49.8	58.2	1.4

DOCTORAL

University of Wyoming	112.3	79.2	72.4	59.1	82.4	3.7
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