



Faculty **PAY**

Once again, the NEA Higher Education Advocate delves deeply into the subject of faculty pay, specifically full-time faculty pay. In this 2018 issue of the special salary issue, the available data teaches us a few things:

Full-time faculty get paid more, on average, *when their union negotiates on their behalf*. There is real value—like calculable dollars—in fighting for strong unions. Another thing, in terms of pay, it's good to be a man, and to teach at a historically white institution. On average, women faculty still get paid less, while faculty at Historically Black Colleges and Universities face a growing pay penalty, compared to faculty at other land-grant institutions. This issue does not reflect the compelling issues of part-time faculty pay. Unfortunately, a lack of state and federal data hampers our efforts to provide those numbers. As always, average full-time faculty pay at every public institution in the U.S. is listed here, in the last pages.

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This special salary issue of the *Advocate* reports the continued growth of faculty salaries, in constant dollars over the last two decades. As the last few *Advocates* have been tracking the constant dollar for faculty salaries in relation to pre-2008 recession levels, this year marks the return of the highs from 2008-2009 on average overall. There also is growth in graduate assistants and a special look at the comparison of faculty salaries at land-grant universities, including Historically Black Colleges and Universities.

Full-time faculty salaries in 2016–2017 constant dollars remained fairly constant in 2017, compared to the previous year, across all ranks. The average full-time faculty member’s purchasing power increased by \$245 (0.3 percent) from \$83,908 in 2015–2016 to \$84,153 in 2016–2017. Figure 1 shows the 20-year trend in faculty salaries in constant dollars from 1996–1997 through 2016–2017.

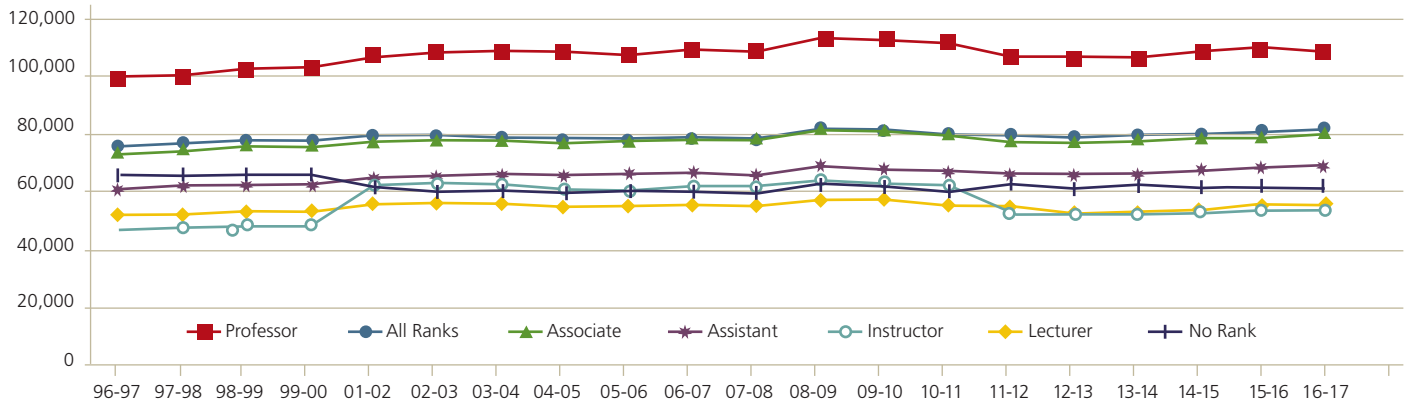
The purchasing power of faculty with no ranks shows the largest percent change, decreasing by \$1,072 on average. They continue to be the lowest-paid faculty group and have remained relatively constant for the past nine years. These “no-rank” faculty may include full-time lecturers and instructors, who frequently are re-categorized by institutions. Meanwhile, the largest increase in purchasing power—a 1 percent growth—has been seen by assistant faculty. All other faculty ranks have remained constant with less than a 1 percent increase in 2016–2017 in their purchasing power.

Although we see a 3 percent increase in purchasing power over five years ago, this boost merely has returned current salaries to the level of 10 years ago (Table 1). In 2006–2007, professors and associate professors were earning slightly less in average constant dollars salaries compared to 2016–2017.

The pay advantage at private colleges

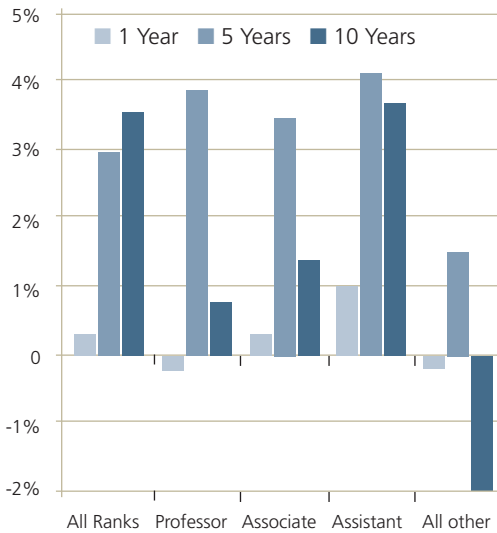
The pay discrepancy at public 2-year colleges versus private 2-year colleges continues to favor faculty at community and technical colleges who earn, on average, \$10,000 more than their counterparts. This is not true in other sectors. Within other sectors, including private 4-year institutions, faculty at private institutions have a \$6,000-plus advantage, on average, compared to faculty at similar public institutions. The overall average salary at private institutions is 14 percent higher (Figure 2).

FIGURE 1. AVERAGE FULL-TIME FACULTY SALARIES IN CONSTANT 2016–2017 DOLLARS, BY ACADEMIC RANK, 1996–1997 TO 2016–2017.



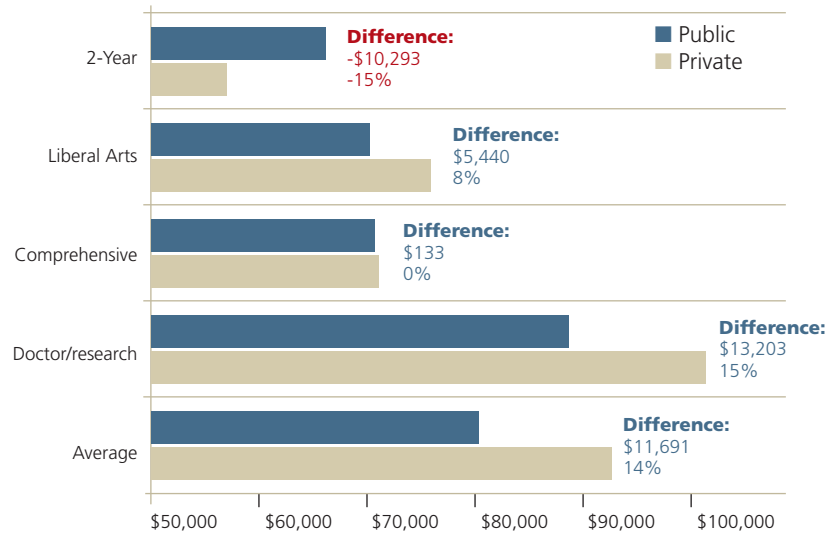
SOURCE: U.S. Department of Education, NCES, IPEDS, Salary Survey, various years.
*No IPEDS data collected for 2000 – 2001

TABLE 1. PERCENTAGE CHANGE IN FULL-TIME FACULTY SALARIES IN CONSTANT 2016–2017 DOLLARS, BY ACADEMIC RANK OVER A SPAN OF 1, 5, AND 10 YEARS



SOURCE: U.S. Department of Education, NCES, IPEDS, Fall Enrollment Survey, Fall 2014 and Fall 2015.

FIGURE 2. AVERAGE FULL-TIME FACULTY SALARIES IN PUBLIC AND PRIVATE INSTITUTIONS, BY TYPE OF INSTITUTION, 2016–2017 (DIFFERENCE: PUBLIC VS. PRIVATE)



SOURCE: U.S. Department of Education, Integrated Postsecondary Education Data System, Salary Survey Provisional Data, 2016 – 2017. Washington, D.C.: U.S. Department of Education, National Center for Education Statistics, 2017.

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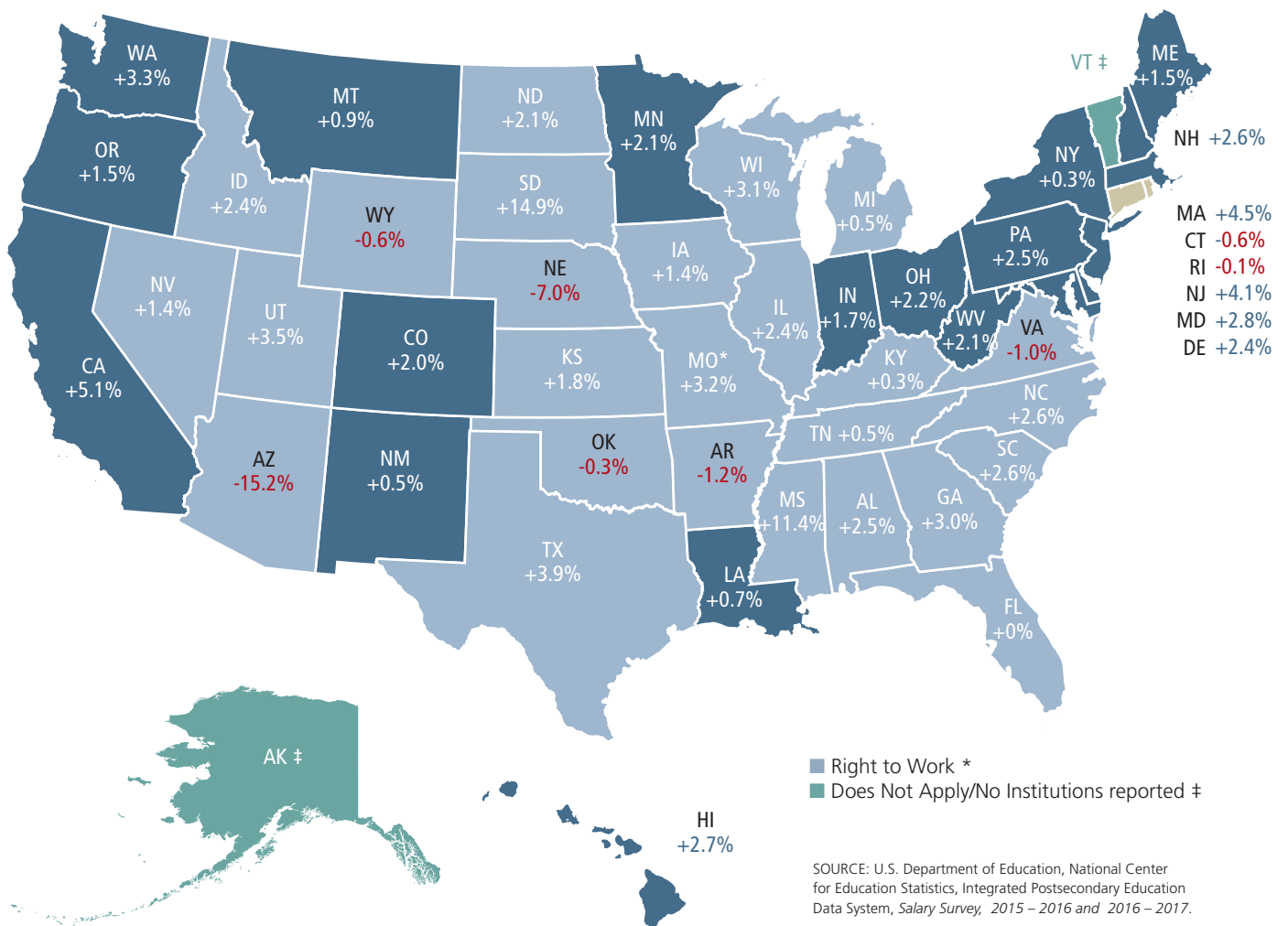
Hello, South Dakota!

Although overall faculty salaries slightly increased from 2015–2016 to 2016–2017, faculty salaries decreased in several states. At public 2-year institutions, full-time faculty salaries decreased in eight states

overall, with the largest decrease in Arizona, -15.2 percent. Salaries at four-year public institutions also decreased in six states, with the largest difference seen in Wyoming, -2.7 percent. In 2013–2014, the District of Columbia decreased by -4.8 percent, but in 2016–2017 it has the largest

increase in salaries at public 4-years with a 20.2 percent increase. Most notably, in public 2-years, South Dakota and Mississippi increased by 14.9 percent and 11.4 percent respectively (Maps 1/2, Table 2).

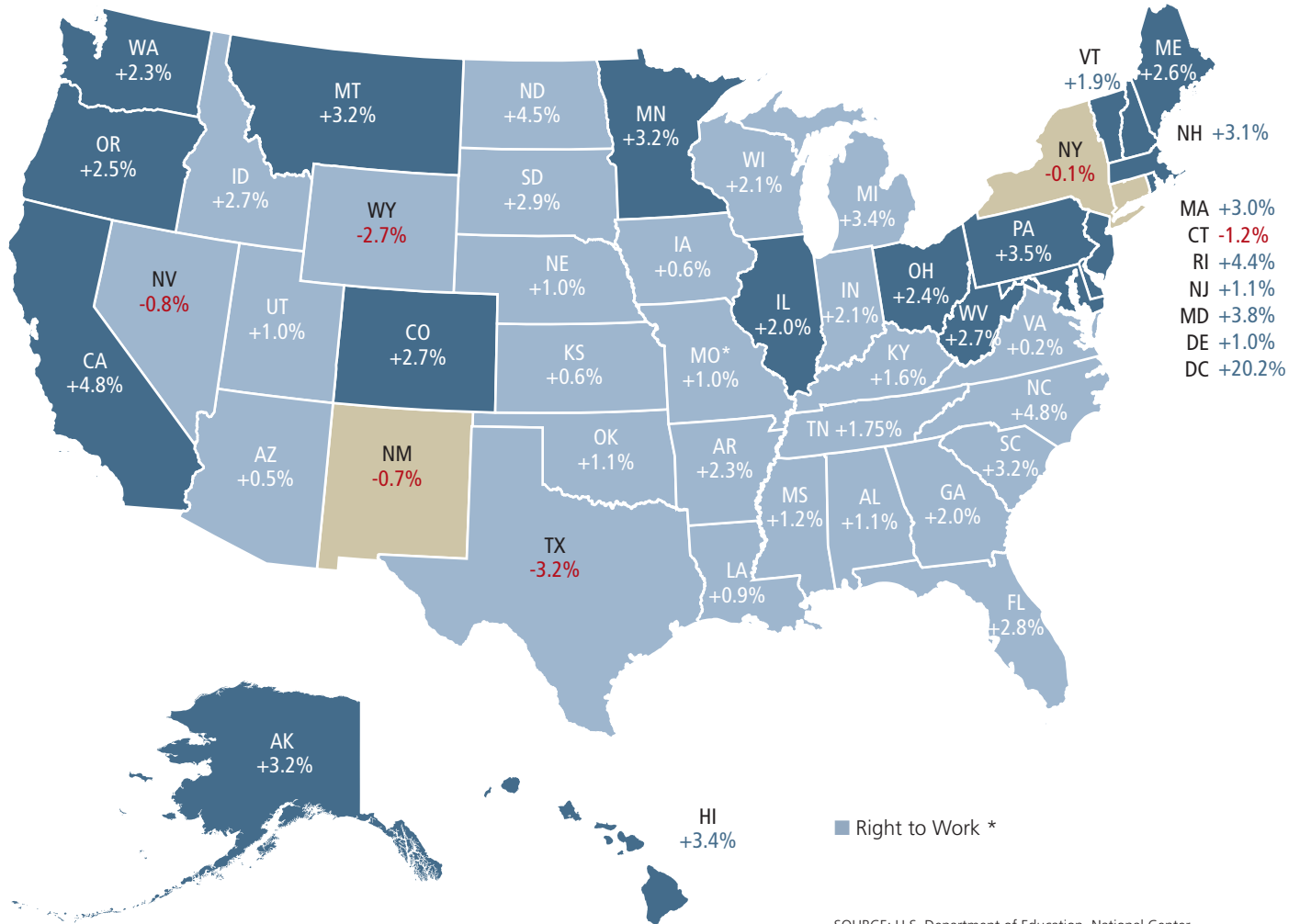
MAP 1: PERCENTAGE CHANGE IN AVERAGE PUBLIC FACULTY SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS, BY 2-YEAR INSTITUTIONS AND STATE, 2016–2017



‡ Does not apply/No institutions reported.

* Right to work effective Aug 28, 2017, before IPEDS salary data collected

MAP 2: PERCENTAGE CHANGE IN AVERAGE PUBLIC FACULTY SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS, BY 4-YEAR INSTITUTIONS AND STATE, 2016–2017



SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey, 2015–2016 and 2016–2017*.

* Does not apply/No institutions reported.

* Right to work effective Aug 28, 2017, before IPEDS salary data collected

How “Right to Work” laws suppress salaries

As of 2016, 26 states have so-called “Right to Work” laws, where unions are prohibited from including “union security clauses” in contracts that require all employees in the bargaining unit to either join the union or pay fair-share dues. “Right to Work” laws make it more difficult for unions to organize and can affect employee salaries. Not surprisingly, faculty at institutions in more union-friendly states without “Right to Work” laws earn significantly more on average than faculty in states with “Right to Work” laws: \$9,518 more at public 2-years and \$8,029 more at public 4-years.

The pay penalty for women faculty

As has been true for decades, women faculty members continue to earn less than men in all sectors, except private 2-year institutions. The largest disparity remains at both public and private doctoral universities, where women’s salaries are 81 percent and 79 percent of men’s salaries respectively, in 2016 – 2017. The smallest disparity is at public 2-years, where women earn 97 percent of men’s salaries, and where positions remain reliant on contingent and lower paid faculty. On average, women’s salaries between 2015–2016 to 2016–2017 increased 2.4 to 2.5 percent at public and private institutions, respectively. The largest increase was at public liberal arts with 3.2 percent increase from last year.

TABLE 2. AVERAGE FULL-TIME FACULTY SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS, BY INSTITUTIONAL SECTOR AND STATE, 2016–2017

State	Public 2-year Institutions	Public 4-year Institutions
Alaska	‡	\$82,769
Alabama	\$54,522	79,175
Arkansas	45,112	67,445
Arizona	63,471	87,974
California	89,420	106,178
Colorado	59,783	84,139
Connecticut	78,630	100,501
District of Columbia	‡	76,855
Delaware	69,919	103,996
Florida	59,349	87,473
Georgia	49,380	78,113
Hawaii	73,588	100,057
Iowa	59,485	92,110
Idaho	52,738	68,346
Illinois	75,892	85,984
Indiana	51,068	86,811
Kansas	54,368	76,393
Kentucky	51,772	74,524
Louisiana	43,738	67,863
Massachusetts	66,387	96,443
Maryland	73,073	91,836
Maine	56,780	76,550
Michigan	78,746	89,922
Minnesota	69,781	88,614
Missouri*	57,970	71,937
Mississippi	52,230	71,202
Montana	50,610	71,125
North Carolina	502,46	83,587
North Dakota	56,587	74,146
Nebraska	58,811	80,264
New Hampshire	64,275	94,487
New Jersey	77,811	107,109
New Mexico	51,801	74,381
Nevada	70,404	88,575
New York	74,513	87,710
Ohio	63,198	84,938
Oklahoma	48,695	72,882
Oregon	70,862	80,245
Pennsylvania	65,004	90,561
Rhode Island	59,944	85,081
South Carolina	49,900	80,691
South Dakota	57,817	72,254
Tennessee	51,138	76,443
Texas	59,426	81,095
Utah	56,979	75,369
Virginia	62,157	89,216
Vermont	‡	80,448
Washington	60,616	90,667
Wisconsin	80,163	76,705
West Virginia	48,708	71,311
Wyoming	57,981	83,966

■ Right to Work *

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary Survey, 2015 – 2016 and 2016 – 2017*.

‡ Does not apply/No institutions reported.

* right to work effective Aug 28, 2017, before IPEDS salary data collected

Grad assistants: Better paid, still poor

Data from Oklahoma State University's Graduate Assistant Stipend Survey showed that graduate assistants working on 9/10-month contracts at public land-grant universities were paid an average stipend of just over \$16,500 in 2016–2017, a 10 percent increase in the last five years. Utilization of graduate assistants, at land grant institutions, also continued to grow by 4 percent in 2016–2017.

While average graduate stipends award increased on average by 2 percent, they varied substantially by discipline. Law and legal studies graduate assistants remain among the lowest paid at \$12,200, but also showed the largest increase since 2015–2016 at 26 percent. Meanwhile, graduate assistants in STEM fields remained among the highest paid in 2016–2017, with those in biological sciences earning the most at \$18,770.

Graduate assistants in agricultural business and protective services experienced the largest cut with a 4 percent decrease from 2015–2016. Transportation and protective services had the largest decrease in number of graduate assistants by 24 and 21 percent respectively, since 2015–2016. In computer & information sciences, the number of graduate assistants grew the most: 76 percent since 2011–2012.

TABLE 3. WOMEN'S AVERAGE SALARIES COMPARED TO MEN'S, BY INSTITUTIONAL TYPE AND CONTROL, 2016 – 2017

Type/Control	Women Salary	Men Salary	Women/Men
2-year Public	\$65,957	\$68,186	97%
2-year Private	57,723	54,775	105%
Liberal Arts Public	66,843	73,872	90%
Liberal Arts Private	73,067	78,656	93%
Comprehensive Public	68,256	74,943	91%
Comprehensive Private	68,632	74,798	92%
Doctoral Public	78,290	96,333	81%
Doctoral Private	87,654	111,464	79%
Average Public	73,026	87,012	84%
Average Private	81,309	100,221	81%

SOURCE: U.S. Department of Education, Integrated Postsecondary Education Data System, *Salary Survey Provisional Data, 2016 – 2017*. Washington, D.C.: U.S. Department of Education, National Center for Education Statistics, 2017.

TABLE 4. AVERAGE STIPENDS AND NUMBER OF 9/10-MONTH CONTRACT GRADUATE ASSISTANTS AT PUBLIC LAND GRANT INSTITUTIONS, BY DISCIPLINE: 2011–2012, 2015–2016, AND 2016–2017*

Discipline	2011–2012		2015–2016		2016–2017	
	Average Stipend	Graduate Assistants	Average Stipend	Graduate Assistants	Average Stipend	Graduate Assistants
Average, All disciplines	\$15,141	55,167	\$16,198	71,979	\$16,586	74,860
Biological Sciences/Life Sciences	17,345	4,150	17,858	5,094	18,769	5,445
Physical Sciences	17,961	6,372	18,512	8,060	18,660	7,945
Mathematics	17,312	2,404	17,834	2,946	18,386	3,081
Computer & Information Sciences	16,141	1,319	16,901	1,988	17,805	2,315
Engineering	16,240	8,967	17,249	12,815	17,741	13,897
Health Professions & Related Sciences	16,554	1,469	17,733	2,148	17,071	1,893
Agricultural Business & Production	15,356	1,947	15,939	2,817	16,921	3,142
Multi/Interdisciplinary Studies	15,294	391	17,460	514	16,706	528
Transportation & Materials Moving Workers	‡	‡	16,089	38	15,987	29
Conservation & Renewable Natural Resources	15,203	1,074	15,293	1,238	15,966	1,282
Public Administration & Services	12,552	454	16,061	602	15,791	627
Social Sciences & History	14,749	2,920	15,814	3,620	15,613	3,765
Protective Services	‡	‡	16,193	221	15,546	175
Foreign Languages & Literatures	14,258	1,251	15,278	1,383	15,532	1,278
Area, Ethnic, & Cultural Studies	13,981	221	14,798	287	15,416	286
Psychology	14,079	2,549	15,452	2,788	15,306	2,867
Home Economics	13,129	842	14,857	1,091	15,303	1,109
Education	12,410	2,053	14,159	2,647	15,221	2,641
Liberal Arts & Sciences, General Studies, & Humanities	12,777	110	15,108	105	15,113	117
Communications	14,154	928	14,401	1,137	15,075	1,268
English Language & Literature/Letters	14,166	2,394	14,696	2,759	15,049	2,574
Parks, Recreation, Leisure, & Fitness Studies	13,411	610	15,305	866	14,780	835
Philosophy & Religion	13,845	406	15,012	526	14,650	446
Engineering-Related Technologies	12,067	74	13,899	223	14,355	239
Business Management & Administrative Services	12,979	2,261	14,368	2,703	14,279	2,833
Library Science	‡	‡	12,357	188	12,841	161
Visual & Performing Arts	11,029	2,533	12,119	3,355	12,450	3,097
Law And Legal Studies	6,484	147	9,727	132	12,216	128
Architecture & Related Programs	11,102	666	11,663	637	11,883	681

*Sorted by average graduate stipend, 2016 – 2017.

‡ Not available.

SOURCE: Oklahoma State University, *Graduate Assistant Stipend Survey, 2011 – 2012, 2015 – 2016, and 2016 – 2017*. OSU: Stillwater, OK, 2012, 2016, and 2017.

Best paid? Legal professions, business and engineering faculty

As noted in the 2017 *NEA Almanac* salary chapter by Suzanne Clery, survey data from the College and University Professional Association (CUPA) reports in 2016–2017 that faculty teaching in legal professions, business, and engineering fields continued to top the charts with annual salaries averaging over \$100,000; for the first time, faculty in computer and information science fields also had an average salary of over \$100,000 (Table 5). These fields have led the salary rankings for many years. Similarly, library science, as well as visual and performing arts, are perennially at the bottom of the salary ranks; faculty in a new field this year, personal and culinary services, trail the ranks with an average salary of \$67,442.

TABLE 5. AVERAGE SALARIES FOR TENURED AND ON-TENURE-TRACK FACULTY IN FOUR-YEAR INSTITUTIONS, BY DISCIPLINE: 2016–2017

	Average salary
All fields	\$78,199
Legal professions and studies	136,156
Business, management, marketing, and related support services	112,910
Engineering	104,558
Computer and information sciences and support services	100,404
Architecture and related services	89,342
Health professions and related clinical sciences	87,524
Natural resources and conservation	87,182
Multi/interdisciplinary studies	86,715
Agriculture, agriculture operations, and related sciences	86,076
Engineering technologies/technicians	84,740
Area, ethnic, cultural, and gender studies	83,121
Physical sciences	82,954
Biological and biomedical sciences	81,999
Transportation and Material Services	81,979
Social sciences	80,785
Mathematics and statistics	80,397
Psychology	79,589
Public administration and social service professions	79,122
Liberal arts and sciences, general studies and humanities	78,926
Family and consumer sciences/human sciences	77,597
Philosophy and religious studies	77,258
History	75,830
Education	74,767
Theology and Religious Vocations	74,717
Communications technologies/technicians and support services	74,605
Communication, journalism and related services	74,355
English language and literature/letters	74,118
Foreign languages, literatures, and linguistics	74,055
Parks, recreation, leisure and fitness studies	73,803
Security and protective services (Homeland security, law enforcement, firefighting and related protective services)	73,776
Visual and performing arts	72,132
Library science	69,728
Personal and culinary services	67,442

Note: Arranged in descending order of average salary.
 SOURCE: College and University Professional Association (CUPA), *2016 – 2017 Faculty in Higher Education Salary Survey Data, Four-Year Colleges and Universities*. Washington, D.C.: CUPA, March 2017.

The union difference

In states where collectively bargained faculty contracts are present, as noted by Clery, faculty at institutions with union contracts earned an average of more than \$7,000 above faculty without contracts, for a 9 percent difference (Table 6). Community college faculty in collective bargaining institutions had the largest differential, earning nearly \$18,000 more than their non-bargaining colleagues (\$76,177 and \$58,314, respectively, a 31 percent difference). Faculty at

comprehensive institutions with contracts earned about \$13,000 more than those without contracts, or a 20 percent difference. A salary advantage also existed for faculty in research universities with contracts, albeit not as large: \$8,000, or a 9 percent advantage over faculty in research universities without contracts. The public liberal arts sector is very small, constituting only 1 percent of faculty; as such, interpretation of data for this sector should be done with caution as the number of institutions and faculty represented is small.

The HBCU pay penalty: It's getting bigger

An analysis by Coffey Consulting's Amelia Topper provides a picture of faculty salaries at land-grant colleges, for faculty on 9/10 month contracts only (who constitute 85 percent of faculty at land-grant colleges).

Across the land-grant types, average faculty salaries vary considerably—with faculty at the historically white institutions created in 1862 (these include public universities ranging from University of Maine to University of Nebraska to University of Arizona) earning 25 percent more than the faculty at the Historically Black Colleges and Universities created by land-grant in 1890 and 42 percent more than the faculty at tribal land-grant colleges created in 1944.

While average constant dollar faculty salaries (purchasing power) increased 15 percent between 1995-96 and 2015-2016 across all land-grant institutions, the increase was driven largely by the 1862 land-grant universities, where purchasing power increased by \$12,108 to \$80,398 during this time period (Table 7). Professors teaching at those institutions realized the greatest gains, with a \$30,215 increase in purchasing power to \$107,472 in 2015-2016. All other faculty ranks at 1862 land grants also saw increases in purchasing power about one-third to one-half that of professors, with one exception—no rank faculty experienced a \$23,081 increase in purchasing power, to \$59,380 in 2015-2016.

TABLE 6. AVERAGE SALARIES FOR FACULTY ON 9/10-MONTH CONTRACTS IN PUBLIC INSTITUTIONS, BY COLLECTIVE BARGAINING STATUS AND SECTOR: 2016-2017

	States containing institutions with collective bargaining agreements		States not containing institutions with collective bargaining agreements
	Institutions with faculty contracts	Institutions without faculty contracts	
Average	\$86,710	\$79,558	\$73,963
Two-year institutions	76,177	58,314	54,939
Liberal arts institutions	74,134	75,205	61,884
Comprehensive institutions	78,430	65,425	64,995
Research/Doctoral-granting institutions	95,884	87,870	82,544

Note: Based on 100 percent of NEA's public institution faculty salary universe (1,568 public institutions) reporting complete data.

SOURCE: U.S. Department of Education, Integrated Postsecondary Education Data System, *Salary Survey Provisional Data, 2016 – 2017*. Washington, D.C.: U.S. Department of Education, National Center for Education Statistics, 2017; National Education Association, College and University Data Analysis System (CUDAS) database. Data extracted January 10, 2018.

TABLE 7. AVERAGE CONSTANT DOLLAR SALARIES (IN 2015–2016 CONSTANT DOLLARS) OF FACULTY ON 9/10-MONTH CONTRACTS, BY LAND GRANT TYPE AND FACULTY RANK: 1995–1996 AND 2015–2016

	Average, All Land Grants	1862 Land Grants	1890 HBCU Land Grants	1994 Tribal Land Grants
1995-1996 (Constant \$)				
All Faculty	\$63,412	\$68,289	\$59,170	\$34,295
Professor	76,756	77,256	73,778	‡
Associate	67,447	67,905	64,678	‡
Assistant	58,535	58,953	55,983	‡
Instructor	40,634	40,129	42,260	64,274
Lecturer	38,258	39,356	30,851	‡
No rank	31,675	36,299	20,100	30,590
2015–2016 (Constant \$)				
All Faculty	\$73,163	\$80,398	\$60,176	\$46,774
Professor	102,805	107,472	77,038	60,408
Associate	78,800	81,493	63,112	74,324
Assistant	67,945	70,106	55,490	60,917
Instructor	52,762	55,218	46,445	46,291
Lecturer	55,988	57,816	40,952	42,467
No rank	56,149	59,380	45,774	44,079
Change, 1995-1995 (Constant \$) to 2015–2016				
All Faculty	\$10,038	\$12,108	\$1,005	\$12,479
Professor	26,412	30,215	3,260	‡
Associate	11,852	13,588	-1,566	‡
Assistant	9,840	11,153	-493	‡
Instructor	12,128	15,089	4,184	-17,983
Lecturer	17,730	18,460	10,101	‡
No rank	24,474	23,081	25,673	13,488

‡Not applicable.

SOURCE: Coffey Consulting (Coffey) analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary and Fall Staff Surveys*, 1995–96 and 2015–2016.

Meanwhile, faculty on 9/10-month contracts at 1890 HBCU land-grant institutions saw the smallest average increase in purchasing power among the land grant types over the two decades, increasing only \$1,005 to \$60,176 in 2015–2016 (Figure 3).

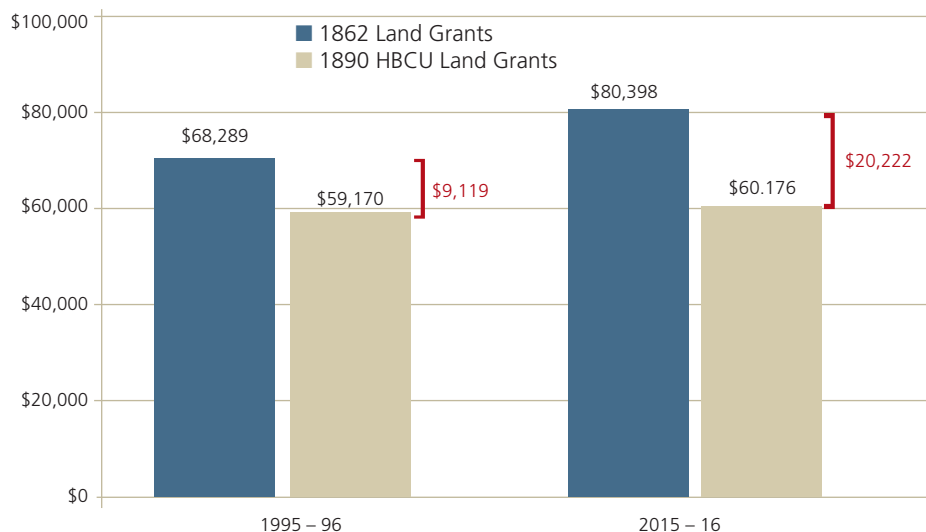
While most 1890 HBCU tenure- and tenure-track faculty ranks experienced increases in purchasing power, these increases ranged from a low of \$3,260 for professors to a high of \$10,101 for lecturers. Like at 1862 land grants, faculty teaching in no rank categories at 1890 HBCU land-grants saw a large increase in purchasing power, from \$20,100 in 1995-96 to \$45,774 in 2015–2016—a difference of \$25,673, while associate professors and assistant professors saw small decreases of \$1,566 to \$63,112 and \$493 to \$55,490, respectively. The difference in purchasing power between the 1862 and 1890 land grant institutions also increased during this time period by \$11,103, from a gap of \$9,119 in 1995–1996 to \$20,222 in 2015–2016, which likely reflects their differing missions, demand for faculty, pay scales, changes in enrollments and competition for students, and variations in appropriations.

Tribal college pay

Faculty at the 1994 tribal land grants have the lowest average faculty salaries across land grant types, earning about half that of faculty at 1862 land grants and about three-quarters of faculty at 1890 HBCU land grants. Because only instructors and no rank faculty at tribal land grants were on 9/10-month contracts in 1995-1996, change in average salaries by rank is

limited. Where comparable data are available, tribal land grant instructors saw a decline in purchasing power of \$17,983 between 1995-96 and 2015-2016 to \$46,291, while no rank faculty saw a substantial increase of \$13,488 to \$44,079. Interestingly, tribal land grant associate professors earned approximately \$14,000 more than professors in 2015-2016 (\$74,324 compared with \$60,408, respectively).

FIGURE 3. AVERAGE CONSTANT DOLLAR SALARIES (IN 2015-2016 CONSTANT DOLLARS) OF 9/10-MONTH FACULTY, BY LAND GRANT TYPE: 1995-1996 AND 2015-2016



SOURCE: Coffey Consulting (Coffey) analysis of U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, *Salary and Fall Staff Surveys, 1995-96 and 2015-2016*.

More on the Internet

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

nea.org/he

The NEA Almanac of Higher Education provides an analysis of 20-year trends in faculty salaries and related topics:

nea.org/almanac

For federal sources, including IPEDS:

nces.ed.gov

The American Association of University Professors' Annual Report on the Economic Status of the Profession also is a 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. 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. chronicle.com/

Grapevine, at the Center for the Study of Education Policy at Illinois State University, annually compiles data related to state tax appropriations for higher education general operating expenses grapevine.ilstu.edu/

2017 Salary Review

2016–2017 Faculty Salary Report

The 2016–17 institutional faculty salary report provides salary and compensation information for the 1,570 public institutions in NEA's faculty salary universe. The data are organized by state, institutional type, and control. The data are provided by the U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System's Preliminary Salary Data for 2016–17.

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 2015–16 and 2016–17. 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	-	-	-	53.1	53.1	2.2
Bevill State Community College	-	-	-	55.9	55.9	-
Bishop State Community College	-	-	-	54.5	54.5	-0.7
Central Alabama Community College	-	-	-	53.7	53.7	5.1
Chattahoochee Valley Community College	-	-	-	54.4	54.4	2.4
Enterprise State Community College	-	-	-	58.1	58.1	2.5
Gadsden State Community College	-	-	-	55.3	55.3	1.6
George C Wallace Community College-Dothan	-	-	-	52.6	52.6	3.2
George C Wallace State Community College-Hanceville	-	-	-	53.7	53.7	0.1
George C Wallace State Community College-Selma	-	-	-	44.4	44.4	-5.8
H Council Trenholm State Community College	-	-	-	54.5	54.5	0.9
J F Drake State Community and Technical College	-	-	-	53.9	53.9	9.1
J F Ingram State Technical College	-	-	-	51.6	51.6	0.1
James H Faulkner State Community College	-	-	-	56.4	56.4	4.6
Jefferson Davis Community College	-	-	-	53.1	53.1	3.3
Jefferson State Community College	-	-	-	57.4	57.4	3.7
John C Calhoun State Community College	-	-	-	56.9	56.9	2.7

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

Lawson State Community College-Birmingham Campus	-	-	-	53.7	53.7	3.0
Lurleen B Wallace Community College	-	-	-	49.0	49.0	-6.1
Marion Military Institute	-	-	-	54.7	54.7	3.2
Northeast Alabama Community College	-	-	-	56.9	56.9	4.3
Northwest-Shoals Community College	-	-	-	51.6	51.6	-3.1
Reid State Technical College	-	-	-	52.0	52.0	-0.1
Shelton State Community College	-	-	-	-	-	-
Snead State Community College	-	-	-	-	-	-
Southern Union State Community College	-	-	-	55.1	55.1	6.7

BA

Athens State University	88.1	77.4	65.0	77.8	75.3	5.6
University of Montevallo	80.4	70.8	58.4	53.7	67.6	0.2
University of North Alabama	79.1	69.9	60.5	44.6	65.7	-1.3
University of West Alabama	74.3	66.5	54.4	40.9	57.1	6.5

BA+

Athens State University	88.1	77.4	65.0	77.8	75.3	5.6
University of Montevallo	80.4	70.8	58.4	53.7	67.6	0.2
University of North Alabama	79.1	69.9	60.5	44.6	65.7	-1.3
University of West Alabama	74.3	66.5	54.4	40.9	57.1	6.5

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

DOCTORAL

Alabama A & M University	86.5	70.1	57.7	43.6	63.2	0.2
Alabama State University	102.1	77.9	71.4	49.5	74.6	-0.1
Auburn University	119.4	86.2	74.0	47.8	90.2	2.5
Auburn University at Montgomery	85.4	67.4	59.2	48.3	65.3	-4.5
Jacksonville State University	78.4	64.5	56.9	48.6	62.3	2.2
The University of Alabama	141.2	92.2	72.1	55.1	88.6	0.8
Troy University	88.2	70.5	63.9	51.0	63.9	1.3
University of Alabama at Birmingham	136.5	92.2	75.2	66.8	96.6	2.9
University of Alabama in Huntsville	122.5	92.3	75.1	51.7	84.5	-0.8
University of South Alabama	86.9	70.1	64.2	48.9	66.5	1.2

ALASKA

BA+

Athens State University	88.1	77.4	65.0	77.8	75.3	5.6
University of Montevallo	80.4	70.8	58.4	53.7	67.6	0.2
University of North Alabama	79.1	69.9	60.5	44.6	65.7	-1.3
University of West Alabama	74.3	66.5	54.4	40.9	57.1	6.5

DOCTORAL

Alabama A & M University	86.5	70.1	57.7	43.6	63.2	0.2
Alabama State University	102.1	77.9	71.4	49.5	74.6	-0.1
Auburn University	119.4	86.2	74.0	47.8	90.2	2.5
Auburn University at Montgomery	85.4	67.4	59.2	48.3	65.3	-4.5
Jacksonville State University	78.4	64.5	56.9	48.6	62.3	2.2
The University of Alabama	141.2	92.2	72.1	55.1	88.6	0.8
Troy University	88.2	70.5	63.9	51.0	63.9	1.3
University of Alabama at Birmingham	136.5	92.2	75.2	66.8	96.6	2.9
University of Alabama in Huntsville	122.5	92.3	75.1	51.7	84.5	-0.8
University of South Alabama	86.9	70.1	64.2	48.9	66.5	1.2

ARIZONA

AA

Arizona Western College	-	-	-	58.9	58.9	4.1
Central Arizona College	57.6	-	-	-	57.6	1.9
Chandler-Gilbert Community College	-	-	-	68.8	68.8	-16.1
Cochise County Community College District	-	-	-	57.3	57.3	-8.5
Coconino Community College	-	-	-	59.9	59.9	-0.1
Eastern Arizona College	-	-	-	73.6	73.6	-1.1

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

Estrella Mountain Community College	-	-	-	65.9	65.9	-16.7
GateWay Community College	-	-	-	63.1	63.1	-19.5
Glendale Community College	-	-	-	67.0	67.0	-17.9
Mesa Community College	-	-	-	68.9	68.9	-15.7
Mohave Community College	-	-	-	56.6	56.6	-0.4
Northland Pioneer College	-	-	-	56.2	56.2	-1.7
Paradise Valley Community College	-	-	-	68.3	68.3	-16.0
Phoenix College	-	-	-	67.7	67.7	-17.5
Pima Community College	-	-	-	-	-	-
Rio Salado College	-	-	-	71.6	71.6	-3.9
Scottsdale Community College	-	-	-	66.8	66.8	-18.7
South Mountain Community College	-	-	-	66.9	66.9	-16.6
Yavapai College	-	-	-	63.1	63.1	0.8

BA+

University of Arizona-South	90.2	81.2	64.6	54.4	67.2	5.3
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DOCTORAL

Arizona State University-Downtown Phoenix	130.5	85.9	69.9	47.7	79.8	3.1
Arizona State University-Polytechnic	119.6	88.7	80.8	52.4	75.1	0.2
Arizona State University-SkySong	131.2	90.5	75.8	51.3	72.5	2.4
Arizona State University-Tempe	142.9	98.3	86.5	55.1	99.8	1.1
Arizona State University-West	121.3	91.2	63.5	52.5	77.0	1.9
Northern Arizona University	103.8	75.8	64.3	49.9	72.5	0.3
University of Arizona	129.2	88.3	74.2	51.9	95.5	0.9

ARKANSAS

AA

Arkansas Northeastern College	-	-	-	42.6	42.6	-10.2
Arkansas State University Mid-South	-	-	-	43.4	43.4	-0.4
Arkansas State University-Beebe	64.6	63.8	48.8	43.0	47.1	-0.4
Arkansas State University-Mountain Home	-	-	54.1	43.9	45.0	0.2
Arkansas State University-Newport	-	-	45.4	44.2	43.9	3.2
Black River Technical College	-	-	-	44.2	44.2	-0.8
College of the Ouachitas	-	-	-	37.1	37.1	-14.5
Cossatot Community College of the University of Arkansas	-	-	-	42.7	42.7	-1.0
East Arkansas Community College	-	-	-	47.3	47.3	-1.7
National Park College	-	-	-	46.3	46.3	5.0
North Arkansas College	-	53.2	48.5	45.5	46.6	-0.9

State/School	Inst./			Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
NorthWest Arkansas Community College	60.0	55.1	53.6	53.7	55.2	1.2
Ozarka College	-	-	-	40.9	40.9	-0.4
Phillips Community College of the University of Arkansas	-	-	-	41.4	41.4	2.3
Pulaski Technical College	-	-	-	44.7	44.7	-1.6
South Arkansas Community College	53.4	39.0	41.0	40.0	43.0	1.1
Southeast Arkansas College	-	-	-	42.1	42.1	-12.2
Southern Arkansas University Tech	-	-	-	39.7	39.7	-1.1
University of Arkansas Community College Rich Mountain	-	-	-	43.4	43.4	0.5
University of Arkansas Community College-Batesville	-	-	-	41.7	41.7	0.8
University of Arkansas Community College-Hope	-	-	-	36.8	36.8	-11.6
University of Arkansas Community College-Morrilton	-	-	-	44.0	44.0	-1.3
South Mountain Community College	-	-	-	66.9	66.9	-16.6
Yavapai College	-	-	-	63.1	63.1	0.8

BA+

Henderson State University	69.4	57.8	56.6	43.4	58.0	0.3
Southern Arkansas University Main Campus	90.5	66.0	58.4	45.2	60.9	8.0
University of Arkansas at Monticello	64.0	57.7	48.8	41.0	49.4	-0.2
University of Arkansas-Fort Smith	86.4	68.2	55.8	46.8	59.8	0.9

DOCTORAL

Arkansas State University-Main Campus	84.4	70.2	60.3	40.7	63.3	1.4
Arkansas Tech University	79.2	64.2	55.6	42.5	58.8	2.6
University of Arkansas	118.6	88.2	78.0	51.1	83.0	1.6
University of Arkansas at Little Rock	91.8	69.4	55.9	50.4	69.8	3.1
University of Arkansas at Pine Bluff	64.9	60.9	54.2	43.0	52.8	1.0
University of Arkansas for Medical Sciences	-	-	-	-	-	-
University of Central Arkansas	81.6	69.1	61.0	47.8	62.1	2.7

CALIFORNIA

AA

Allan Hancock College	-	-	-	69.7	69.7	-1.0
American River College	-	-	-	83.2	83.2	-1.0
Antelope Valley College	98.3	90.5	82.1	77.0	86.1	1.2

State/School	Inst./			Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Bakersfield College	-	-	-	90.0	90.0	8.1
Barstow Community College	98.7	76.5	65.0	60.1	86.2	1.0
Berkeley City College	-	-	-	84.5	84.5	6.2
Butte College	-	-	-	78.6	78.6	2.5
Cabrillo College	-	-	-	72.5	72.5	-0.7
Canada College	-	-	-	94.8	94.8	4.9
Cerritos College	-	-	-	74.3	74.3	-16.8
Cerro Coso Community College	-	-	-	93.3	93.3	6.9
Chabot College	-	-	-	95.0	95.0	20.1
Chaffey College	-	-	-	89.8	89.8	11.2
Citrus College	-	-	-	92.0	92.0	1.7
City College of San Francisco	-	-	-	90.6	90.6	22.1
Clovis Community College	-	-	-	84.0	84.0	-
Coastline Community College	-	-	-	99.2	99.2	3.7
College of Alameda	-	-	-	82.7	82.7	11.5
College of Marin	-	-	-	101.6	101.6	10.1
College of San Mateo	-	-	-	97.8	97.8	4.2
College of the Canyons	105.2	93.5	80.0	-	99.2	8.3
College of the Desert	-	-	-	89.4	89.4	15.7
College of the Redwoods	-	-	-	68.6	68.6	-28.5
College of the Sequoias	-	-	-	75.1	75.1	0.4
College of the Siskiyous	-	-	-	78.8	78.8	9.4
Columbia College	-	-	-	89.7	89.7	-0.1
Contra Costa College	-	-	-	89.4	89.4	7.6
Copper Mountain Community College	-	-	-	101.0	101.0	5.1
Cosumnes River College	-	-	-	82.1	82.1	-0.8
Crafton Hills College	-	-	-	86.0	86.0	-2.1
Cuesta College	-	-	-	81.7	81.7	12.1
Cuyamaca College	-	-	-	81.0	81.0	5.0
Cypress College	-	-	-	113.6	113.6	3.2
De Anza College	-	-	-	91.7	91.7	13.3
Diablo Valley College	-	-	-	90.2	90.2	15.4
East Los Angeles College	-	-	-	85.2	85.2	1.4
East San Gabriel Valley Regional Occupational Program	-	-	-	-	-	-
El Camino College-Compton Center	-	-	-	86.8	86.8	7.0
El Camino Community College District	-	-	-	88.9	88.9	0.5
Evergreen Valley College	-	-	-	120.7	120.7	13.3
Feather River Community College District	82.3	-	-	-	82.3	-6.2
Folsom Lake College	-	-	-	81.2	81.2	0.3
Foothill College	-	-	-	91.9	91.9	13.4
Fresno City College	-	-	-	92.1	92.1	5.8
Fullerton College	-	-	-	111.0	111.0	0.2
Gavilan College	-	-	-	96.1	96.1	9.4

State/School	Inst./			Avg.	% Chng.	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			Lect./ No Rank (\$)
Glendale Community College	-	-	-	90.7	90.7	0.4
Golden West College	-	-	-	102.0	102.0	4.4
Grossmont College	-	-	-	74.4	74.4	-6.6
Hacienda La Puente Adult Education	-	-	-	-	-	-
Hartnell College	-	-	-	90.5	84.9	2.8
Imperial Valley College	-	-	-	83.3	83.3	19.3
Irvine Valley College	-	-	-	87.1	87.1	-0.4
Lake Tahoe Community College	-	-	-	75.6	75.6	28.8
Laney College	-	-	-	85.8	85.8	6.2
Las Positas College	-	-	-	93.7	93.7	7.4
Lassen Community College	-	-	-	71.3	71.3	2.4
Long Beach City College	-	-	-	-	-	-
Los Angeles City College	-	-	-	91.5	91.5	4.6
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-
Los Angeles Harbor College	-	-	-	84.7	84.7	1.1
Los Angeles Mission College	-	-	-	82.2	82.2	4.4
Los Angeles Pierce College	-	-	-	86.5	86.5	3.8
Los Angeles Southwest College	-	-	-	86.0	86.0	2.5
Los Angeles Trade Technical College	-	-	-	90.4	90.4	-0.0
Los Angeles Valley College	-	-	-	84.1	84.1	1.6
Los Medanos College	-	-	-	86.3	86.3	39.3
Mendocino College	-	-	-	78.6	78.6	0.1
Merced College	-	-	-	77.2	77.2	2.9
Merritt College	-	-	-	86.2	86.2	5.6
MiraCosta College	-	-	-	119.6	119.6	4.0
Mission College	-	-	-	86.0	86.0	2.7
Modesto Junior College	-	-	-	88.9	88.9	2.0
Monterey Peninsula College	-	-	-	77.3	77.3	-5.3
Moorpark College	-	-	-	85.1	85.1	0.0
Moreno Valley College	-	-	-	99.1	99.1	2.2
Mt San Antonio College	-	-	-	99.1	99.1	6.9
Mt San Jacinto Community College District	-	-	-	91.0	91.0	14.2
Napa Valley College	-	-	-	85.1	85.1	3.5
Norco College	-	-	-	97.8	97.8	0.3
Ohlone College	-	-	-	110.4	110.4	13.3
Orange Coast College	-	-	-	101.8	101.8	2.8
Oxnard College	-	-	-	84.7	84.7	0.6
Palo Verde College	-	-	-	79.4	79.4	3.7
Palomar College	-	-	-	96.1	96.1	2.9
Pasadena City College	-	-	-	89.3	89.3	11.9
Porterville College	-	-	-	89.3	89.3	-0.7
Reedley College	-	-	-	88.6	88.6	3.9
Rio Hondo College	-	-	-	92.2	92.2	1.1
Riverside City College	-	-	-	100.8	100.8	1.7
Sacramento City College	-	-	-	82.1	82.1	-0.9
Saddleback College	-	-	-	97.7	97.7	1.7

State/School	Inst./			Avg.	% Chng.	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			Lect./ No Rank (\$)
San Bernardino Valley College	-	-	-	81.8	81.8	-3.5
San Diego City College	-	-	-	76.5	76.5	21.1
San Diego Mesa College	-	-	-	78.0	78.0	22.8
San Diego Miramar College	-	-	-	80.8	80.8	34.6
San Joaquin Delta College	-	-	-	95.8	95.8	3.9
San Jose City College	-	-	-	116.7	116.7	-0.3
Santa Ana College	-	-	-	92.2	92.2	-3.4
Santa Barbara City College	-	-	-	87.7	87.7	65.8
Santa Monica College	-	-	-	102.9	102.9	1.8
Santa Rosa Junior College	-	-	-	89.8	89.8	5.7
Santiago Canyon College	-	-	-	93.2	93.2	-2.6
Shasta College	-	-	-	74.0	74.0	-10.9
Sierra College	-	-	-	66.8	66.8	-3.7
Skyline College	-	-	-	96.0	96.0	4.4
Solano Community College	-	-	-	82.3	82.3	-22.9
Southwestern College	95.5	-	70.7	-	90.4	-4.2
Taft College	100.1	77.6	-	37.4	90.0	1.9
Ventura College	-	-	-	84.5	84.5	6.4
Victor Valley College	-	-	-	75.1	75.1	-8.8
West Hills College-Coalinga	-	-	-	-	-	-
West Hills College-Lemoore	-	-	-	-	-	-
West Los Angeles College	-	-	-	80.4	80.4	3.8
West Valley College	-	-	-	87.7	87.7	5.5
Woodland Community College	-	-	-	69.3	69.3	-23.6
Yuba College	-	-	-	66.4	66.4	-29.7

BA

Yosemite Community College District Office	-	-	-	95.3	95.3	7.2
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BA+

California Polytechnic State University-San Luis Obispo	103.2	87.5	79.7	66.9	86.6	6.7
California State University Maritime Academy	107.7	87.9	75.4	59.5	81.8	6.7
California State University-Channel Islands	109.6	95.0	82.3	64.2	83.0	4.7
California State University-Chico	97.4	80.0	74.3	60.4	81.9	4.2
California State University-Dominguez Hills	103.1	93.5	79.3	60.7	83.4	6.5
California State University-Monterey Bay	99.9	86.5	76.9	55.7	76.8	7.4
Humboldt State University	99.1	84.6	73.1	56.6	81.4	5.5
Sonoma State University	97.5	80.5	71.7	61.3	84.5	6.5

DOCTORAL

California State Polytechnic University-Pomona	106.2	90.8	78.9	62.1	88.4	4.7
California State University-Bakersfield	103.6	86.6	77.1	60.9	80.7	6.2

State/School	Inst./Lect./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
California State University-East Bay	101.8	89.4	78.5	59.5	86.4	6.2
California State University-Fresno	100.6	84.2	74.3	57.0	79.8	5.9
California State University-Fullerton	101.0	86.9	83.8	61.5	84.8	6.4
California State University-Long Beach	101.8	86.7	80.2	64.8	85.3	7.2
California State University-Los Angeles	100.8	85.9	81.0	54.5	83.5	4.5
California State University-Northridge	96.8	83.3	77.7	63.3	84.2	7.1
California State University-Sacramento	94.0	81.6	74.6	58.3	82.4	6.1
California State University-San Bernardino	100.1	83.1	72.1	60.0	83.4	7.0
California State University-San Marcos	104.6	86.1	79.3	58.5	82.5	6.8
California State University-Stanislaus	97.6	84.6	73.2	53.5	80.4	6.6
San Diego State University	108.8	90.4	87.1	66.2	92.3	7.6
San Francisco State University	106.2	89.7	81.1	61.3	90.5	6.7
San Jose State University	104.3	88.6	82.5	65.2	90.9	6.5
University of California-Berkeley	182.0	123.9	106.7	83.4	146.6	3.5
University of California-Davis	150.9	104.9	89.1	76.1	122.8	4.1
University of California-Irvine	165.2	108.8	94.6	87.2	130.3	4.9
University of California-Los Angeles	192.4	124.7	98.9	83.9	154.4	3.8
University of California-Merced	149.1	105.8	89.0	59.6	90.7	4.4
University of California-Riverside	151.5	99.3	88.8	69.5	112.4	2.0
University of California-San Diego	162.9	110.2	94.6	81.6	127.9	1.0
University of California-Santa Barbara	169.4	103.2	88.4	83.3	133.7	3.7
University of California-Santa Cruz	151.4	104.1	90.5	83.1	122.3	3.8
University of California-System Administration Central Office	-	-	-	-	-	-

COLORADO

AA

Aims Community College	69.2	54.4	52.1	50.3	61.5	3.2
Arapahoe Community College	63.3	-	-	-	63.3	4.3
Colorado Mountain College	83.1	74.7	59.1	-	74.1	2.1
Colorado Northwestern Community College	-	-	-	55.7	55.7	14.5
Community College of Aurora	-	-	-	59.1	59.1	-3.5
Community College of Denver	-	-	-	-	-	-
Front Range Community College	60.5	-	-	-	60.5	-0.0
Lamar Community College	-	-	-	47.2	47.2	1.9
Morgan Community College	-	-	-	53.7	53.7	-0.5
Northeastern Junior College	60.2	49.4	42.6	42.1	49.9	-4.3

State/School	Inst./Lect./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Otero Junior College	-	-	-	47.3	47.3	-3.4
Pikes Peak Community College	-	-	-	60.6	60.6	5.7
Pueblo Community College	-	-	-	59.2	59.2	6.1
Red Rocks Community College	-	-	-	58.2	58.2	6.9
Trinidad State Junior College	-	-	-	46.7	46.7	-17.4

BA

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

Colorado State University-Global Campus	-	-	-	-	-	-
Colorado State University-Pueblo	80.1	61.1	54.0	35.5	58.9	0.0
Fort Lewis College	87.3	66.1	56.9	45.0	64.4	1.0
Metropolitan State University of Denver	88.1	63.7	52.7	50.1	65.5	3.0
Western State Colorado University	72.8	60.8	59.0	46.6	60.1	4.0

DOCTORAL

Adams State University	69.0	54.1	50.7	42.7	56.0	3.7
Colorado Mesa University	80.0	66.7	59.0	46.3	59.2	-0.5
Colorado School of Mines	134.3	102.9	87.4	68.8	98.7	1.6
Colorado State University-Fort Collins	122.7	89.3	75.6	51.3	85.7	1.0
University of Colorado Boulder	136.5	99.5	92.6	59.5	100.0	4.0
University of Colorado Colorado Springs	106.3	84.5	75.3	48.7	72.1	2.3
University of Colorado Denver/Anschutz Medical Campus	130.4	94.4	87.6	63.2	92.0	1.9
University of Northern Colorado	89.8	68.6	56.4	47.1	70.4	2.5

CONNECTICUT

AA

Asnuntuck Community College	87.6	65.7	59.4	53.9	74.0	0.1
Capital Community College	88.0	72.0	63.1	55.6	75.6	-2.2
Gateway Community College	94.3	70.7	67.7	55.4	83.2	-2.5
Housatonic Community College	88.6	70.6	63.5	54.3	72.6	0.6
Manchester Community College	90.0	69.6	61.9	55.3	79.0	0.4
Middlesex Community College	92.0	69.7	66.0	52.1	81.2	3.8
Naugatuck Valley Community College	89.0	74.9	61.3	56.3	79.9	-2.0
Northwestern Connecticut Community College	94.6	75.9	62.5	57.3	78.9	0.8
Norwalk Community College	89.2	69.0	61.3	54.6	80.9	0.5
Quinebaug Valley Community College	78.9	69.9	61.5	53.8	73.4	-3.7
Three Rivers Community College	86.8	67.0	64.0	59.0	75.8	-1.1
Tunxis Community College	89.4	67.8	60.0	55.6	81.2	0.2

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
BA+					
Eastern Connecticut State University	102.0	82.3	66.5	-	86.2 -1.4

DOCTORAL					
Central Connecticut State University	107.3	87.6	69.8	61.6	91.4 0.3
Southern Connecticut State University	105.9	86.2	70.7	58.3	89.2 -0.8
University of Connecticut	151.3	102.9	83.9	77.3	110.8 -1.6
Western Connecticut State University	106.9	88.2	72.1	61.0	89.6 -4.2

DELAWARE

AA					
Delaware Technical Community College-Terry	-	-	-	69.9	69.9 2.4

DOCTORAL					
Delaware State University	85.8	73.4	63.8	52.5	69.6 7.0
University of Delaware	144.2	103.3	87.2	69.3	109.9 -0.0

DISTRICT OF COLUMBIA

BA+					
University of the District of Columbia	104.8	75.2	63.2	53.3	76.9 20.2

FLORIDA

AA					
Broward College	75.2	64.7	57.9	60.9	61.2 1.1
Chipola College	61.9	58.5	53.8	48.2	52.6 2.7
College of Central Florida	61.7	50.3	44.5	40.5	51.9 -6.3
Daytona State College	67.5	58.6	53.7	46.5	61.4 2.7
Eastern Florida State College	67.1	63.9	53.0	43.5	53.3 -0.9
Florida Gateway College	-	-	-	50.3	50.3 -1.9
Florida Keys Community College	70.1	67.6	64.8	53.1	63.8 -0.6
Florida SouthWestern State College	-	-	-	57.8	57.8 1.9
Florida State College at Jacksonville	-	-	-	54.5	54.5 -0.8
Gulf Coast State College	68.1	60.1	49.8	44.1	50.1 -8.9
Hillsborough Community College	67.7	60.8	58.1	51.9	54.3 2.6
Indian River State College	101.8	88.4	77.3	50.4	78.7 -5.2
Lake-Sumter State College	60.5	54.2	48.3	45.5	47.1 2.9
Miami Dade College	87.5	72.3	63.9	56.1	71.2 0.6
North Florida Community College	-	-	-	45.7	45.7 0.8
Northwest Florida State College	59.4	-	44.5	65.4	55.8 -0.3
Palm Beach State College	64.7	58.8	54.6	54.0	56.3 0.1
Pasco-Hernando State College	69.0	57.6	51.3	44.9	54.1 0.2

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)		
Pensacola State College	55.2	49.1	43.6	39.9	46.8 -0.4
Polk State College	-	-	-	55.6	55.6 0.3
Saint Johns River State College	48.2	-	-	47.8	47.6 -1.6
Santa Fe College	-	-	-	50.0	50.0 1.4
Seminole State College of Florida	-	-	-	61.6	61.6 18.5
South Florida State College	-	-	-	55.2	55.2 2.4
St Petersburg College	-	-	-	68.3	68.3 -1.8
State College of Florida-Manatee-Sarasota	67.3	54.9	48.1	44.0	54.9 -0.1
Tallahassee Community College	68.4	51.9	48.1	45.6	56.9 -1.9
Valencia College	-	-	-	60.4	60.4 -3.4

BA					
University of Florida-Online	-	-	-	-	- -

BA+					
Florida Polytechnic University	133.8	81.7	63.4	-	72.8 0.2
New College of Florida	88.6	70.6	61.7	45.0	73.6 -0.7
University of South Florida-Sarasota-Manatee	127.7	90.7	71.8	57.1	73.4 2.2
University of South Florida-St Petersburg	117.2	83.7	60.7	57.0	78.5 -0.4

DOCTORAL					
Florida Agricultural and Mechanical University	94.9	77.8	63.3	59.2	75.8 1.4
Florida Atlantic University	110.2	87.4	75.8	55.6	83.1 9.3
Florida Gulf Coast University	104.8	78.7	66.9	49.7	71.9 1.3
Florida International University	128.2	95.1	85.3	65.3	91.0 1.5
Florida State University	128.0	94.9	86.4	68.7	96.3 4.4
The University of West Florida	93.9	73.7	67.6	51.8	70.2 0.3
University of Central Florida	136.1	92.9	78.1	58.0	85.8 2.8
University of Florida	136.0	91.4	83.0	62.9	101.7 2.9
University of North Florida	100.7	75.0	66.2	49.5	71.1 -0.1
University of South Florida-Main Campus	120.8	86.9	77.5	55.2	86.2 0.7

GEORGIA

AA					
Abraham Baldwin Agricultural College	60.9	59.1	51.3	44.8	52.8 3.9
Albany Technical College	-	-	-	-	- -
Athens Technical College	-	-	-	49.2	49.2 2.4
Atlanta Metropolitan State College	60.0	57.7	51.0	32.6	44.4 5.0
Atlanta Technical College	-	-	-	-	- -
Augusta Technical College	-	-	-	-	- -
Bainbridge State College	55.2	49.5	41.3	40.6	46.3 1.8
Central Georgia Technical College	-	-	-	40.8	40.8 10.0

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Chattahoochee Technical College	-	-	-	46.0	46.0	-
Coastal Pines Technical College	-	-	-	38.8	38.8	-2.5
College of Coastal Georgia	77.2	64.6	60.1	46.1	59.4	1.8
Columbus Technical College	-	-	-	-	-	-
Darton State College	65.9	57.5	49.8	45.8	50.6	7.7
East Georgia State College	58.6	48.4	44.0	22.0	39.7	-8.8
Georgia Highlands College	59.0	48.1	44.2	42.2	47.4	1.1
Georgia Military College	-	-	-	-	-	-
Georgia Northwestern Technical College	-	-	-	46.3	46.3	3.8
Georgia Piedmont Technical College	-	-	-	-	-	-
Georgia State University-Perimeter College	64.4	55.5	45.7	41.7	49.6	5.1
Gordon State College	65.6	55.1	48.1	38.1	54.1	3.5
Gwinnett Technical College	-	-	-	49.0	49.0	-1.2
Lanier Technical College	-	-	-	-	-	-
North Georgia Technical College	-	-	-	41.4	41.4	0.6
Oconee Fall Line Technical College	-	-	-	-	-	-
Ogeechee Technical College	-	-	-	-	-	-
Savannah Technical College	-	-	-	44.1	44.1	-
South Georgia State College	54.9	49.6	48.6	39.6	47.6	3.5
South Georgia Technical College	-	-	-	-	-	-
Southeastern Technical College	-	-	-	-	-	-
Southern Crescent Technical College	-	-	-	-	-	-
Southern Regional Technical College	-	-	-	45.9	45.9	1.0
West Georgia Technical College	-	-	-	43.1	43.1	0.2
Wiregrass Georgia Technical College	-	-	-	41.4	41.4	5.1

BA

Dalton State College	69.9	56.2	54.8	43.7	56.4	3.1
Georgia Gwinnett College	92.9	72.3	65.1	53.3	68.5	2.9

BA+

Albany State University	73.3	58.2	57.6	51.9	61.2	8.4
Clayton State University	77.7	66.2	60.0	54.0	64.9	2.8
Fort Valley State University	72.5	59.4	53.3	53.4	62.1	57.4
Georgia Southwestern State University	69.9	59.0	61.2	51.5	60.0	2.1
Middle Georgia State University	75.4	58.9	54.7	46.0	57.0	4.8
Savannah State University	76.8	67.7	58.2	43.7	57.2	5.3

DOCTORAL

Armstrong State University	84.3	65.9	57.3	48.0	61.1	4.1
Augusta University	106.3	85.0	76.1	49.5	79.5	4.3
Columbus State University	77.6	71.1	60.1	45.8	64.6	3.1
Georgia College and State University	85.5	70.5	60.7	49.6	67.9	3.2
Georgia Institute of Technology-Main Campus	163.2	111.6	104.5	69.6	123.3	1.7

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Georgia Southern University	82.0	72.6	67.9	48.1	67.2	2.6
Georgia State University	133.3	90.3	77.7	52.7	86.2	0.3
Kennesaw State University	92.2	74.7	64.6	52.2	70.5	6.5
University of Georgia	121.9	92.1	84.3	64.8	97.6	2.0
University of North Georgia	81.1	65.3	57.2	42.7	58.7	2.7
University of West Georgia	87.7	68.6	58.3	45.6	63.1	3.3
Valdosta State University	81.3	65.0	59.8	49.2	65.6	7.6

HAWAII

AA

Hawaii Community College	93.3	81.9	68.9	60.5	71.9	3.2
Honolulu Community College	91.9	79.1	71.1	58.0	72.4	1.5
Kapiolani Community College	91.7	80.5	69.5	61.8	76.5	3.1
Kauai Community College	90.4	83.1	73.5	59.7	72.1	0.9
Leeward Community College	92.2	79.0	69.3	59.4	73.4	3.4
University of Hawaii Maui College	93.1	83.5	73.9	59.4	72.8	2.0
Windward Community College	95.7	76.4	72.1	58.5	73.9	3.7

BA

University of Hawaii-West Oahu	99.9	85.2	72.9	64.9	81.8	3.7
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DOCTORAL

University of Hawaii at Hilo	102.3	87.1	77.1	59.0	86.9	4.1
University of Hawaii at Manoa	129.9	97.1	82.7	64.5	104.1	3.3

IDAHO

AA

College of Southern Idaho	60.5	52.6	50.7	42.1	53.1	2.8
College of Western Idaho	-	-	50.3	47.3	47.9	3.0
Eastern Idaho Technical College	-	-	-	51.8	51.8	7.0
North Idaho College	-	-	-	57.3	57.1	2.1

BA

Lewis-Clark State College	61.2	55.8	47.6	44.6	53.0	1.3
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DOCTORAL

Boise State University	88.4	71.5	66.8	45.0	68.3	2.9
Idaho State University	80.1	71.3	60.8	41.5	60.9	-0.4
University of Idaho	101.6	78.3	68.8	50.1	79.1	4.4

ILLINOIS

AA

Black Hawk College	72.8	61.6	52.3	46.1	62.2	1.6
Carl Sandburg College	-	-	-	-	-	-

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
City Colleges of Chicago-Harold Washington College	93.9	85.8	76.2	70.7	78.3	3.4
City Colleges of Chicago-Harry S Truman College	108.8	94.2	85.8	70.8	79.2	0.4
City Colleges of Chicago-Kennedy-King College	100.1	83.1	76.0	68.2	68.8	3.1
City Colleges of Chicago-Malcolm X College	118.4	89.3	85.4	73.8	77.8	6.2
City Colleges of Chicago-Olive-Harvey College	106.9	92.3	83.0	70.3	78.6	5.3
City Colleges of Chicago-Richard J Daley College	107.4	86.4	79.5	71.5	78.4	1.1
City Colleges of Chicago-Wilbur Wright College	94.3	88.8	78.5	69.0	80.5	2.3
College of DuPage	124.5	95.6	75.1	61.1	100.0	1.6
College of Lake County	-	-	-	95.0	95.0	4.4
Danville Area Community College	57.2	-	-	53.1	54.8	3.1
Elgin Community College	118.1	95.2	79.1	65.2	97.2	2.0
Frontier Community College	54.1	-	-	-	54.1	0.0
Heartland Community College	72.3	58.2	50.7	44.9	62.6	0.3
Highland Community College	-	-	-	76.9	76.9	0.4
Illinois Central College	72.8	61.4	56.5	51.5	67.0	2.5
Illinois Valley Community College	-	-	-	69.2	69.2	-0.8
John A Logan College	83.5	71.1	74.7	64.5	70.2	2.4
John Wood Community College	68.1	62.8	54.0	45.5	55.6	1.1
Joliet Junior College	-	-	-	91.9	91.9	4.1
Kankakee Community College	65.9	-	55.6	-	65.0	3.5
Kaskaskia College	86.9	77.1	69.5	-	77.6	-1.8
Kishwaukee College	-	-	-	58.2	58.2	1.2
Lake Land College	-	-	-	55.1	55.1	-0.7
Lewis and Clark Community College	83.4	70.2	57.2	46.8	69.6	3.3
Lincoln Land Community College	90.0	67.2	64.2	54.9	82.8	3.3
Lincoln Trail College	55.2	-	-	-	55.2	-0.1
McHenry County College	-	-	-	91.9	91.9	1.1
Moraine Valley Community College	81.8	70.1	61.6	56.4	68.3	2.8
Morton College	-	-	-	81.9	81.9	3.5
Oakton Community College	98.7	69.1	65.7	-	89.7	-0.7
Olney Central College	58.4	-	-	-	58.4	2.3
Parkland College	85.0	71.9	66.0	53.2	73.2	2.6
Prairie State College	86.8	66.2	57.5	-	69.5	-0.1
Rend Lake College	65.4	50.7	-	47.5	57.5	1.8
Richland Community College	69.7	60.9	57.0	50.6	61.9	3.4
Rock Valley College	77.3	64.8	53.7	54.1	65.7	0.2
Sauk Valley Community College	66.7	55.4	50.3	45.2	54.9	0.3
Shawnee Community College	-	-	-	63.8	63.8	1.0
South Suburban College	-	-	-	66.4	66.4	-0.5
Southeastern Illinois College	-	-	-	55.0	55.0	-1.8
Southwestern Illinois College	89.7	74.9	64.2	52.0	68.9	0.9

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Spoon River College	-	-	-	55.5	55.5	12.1
Triton College	-	-	-	70.7	70.7	5.7
Wabash Valley College	49.1	-	-	-	49.1	0.3
Waubensee Community College	96.9	84.0	68.8	50.2	73.0	-1.6
William Rainey Harper College	110.2	86.6	64.3	52.6	83.7	3.5

BA+

Eastern Illinois University	93.1	75.5	71.7	51.1	75.7	3.6
Northeastern Illinois University	-	-	-	-	-	-

DOCTORAL

Chicago State University	77.2	65.4	65.9	41.2	63.2	-5.5
Governors State University	101.6	80.0	72.8	54.6	73.3	-3.2
Illinois State University	90.3	72.1	73.1	43.1	71.0	0.4
Northern Illinois University	96.1	75.7	70.0	41.7	72.4	0.5
Southern Illinois University-Carbondale	94.3	72.4	68.4	40.4	69.8	4.6
Southern Illinois University-Edwardsville	89.8	75.5	63.5	43.1	69.9	-0.4
University of Illinois at Chicago	140.6	100.2	87.7	56.4	98.4	2.3
University of Illinois at Springfield	106.3	68.9	62.6	50.6	67.3	0.2
University of Illinois at Urbana-Champaign	143.5	98.3	89.5	61.9	106.8	-0.0
Western Illinois University	99.6	78.9	62.2	46.8	78.3	0.6

INDIANA

AA

Ivy Tech Community College	63.3	54.5	49.1	46.6	50.6	2.4
Vincennes University	66.7	56.8	48.3	49.8	54.1	-1.5

BA+

Indiana University-East	85.5	72.3	62.1	50.8	62.0	2.2
Indiana University-Kokomo	91.2	68.8	58.7	49.5	61.1	2.1
Indiana University-Northwest	85.8	70.8	60.1	49.4	67.3	2.1
Indiana University-South Bend	79.7	63.8	61.7	45.7	62.1	3.8
Indiana University-Southeast	85.5	74.5	62.9	51.8	67.3	0.8
Purdue University-North Central Campus	93.4	72.0	68.2	54.0	70.7	10.0

DOCTORAL

Ball State University	95.1	75.6	57.9	42.1	66.3	-2.0
Indiana State University	97.7	77.3	67.4	47.9	72.4	2.0
Indiana University-Bloomington	140.2	95.6	90.9	60.2	101.9	1.7
Indiana University-Purdue University-Fort Wayne	88.4	72.1	65.1	51.0	68.7	2.2
Indiana University-Purdue University-Indianapolis	118.9	85.9	75.6	52.9	82.1	1.9

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Purdue University-Calumet Campus	100.2	78.7	69.9	45.2	76.8	3.4
Purdue University-Main Campus	134.7	97.2	88.7	54.0	106.3	2.7
University of Southern Indiana	89.7	72.6	62.6	50.6	65.7	2.3

IOWA

AA

Des Moines Area						
Community College	70.1	62.0	-	58.6	66.5	1.0
Eastern Iowa Community College District	-	-	-	50.9	50.9	-4.2
Ellsworth Community College	70.9	60.3	53.2	52.2	62.9	1.1
Hawkeye Community College	-	-	-	56.8	56.8	5.1
Indian Hills Community College	-	-	-	54.5	54.5	2.7
Iowa Central Community College	68.6	64.3	65.6	62.3	63.4	0.3
Iowa Lakes Community College	61.4	50.6	49.5	44.0	52.7	1.8
Iowa Western Community College	61.0	50.5	49.1	44.3	47.8	-1.0
Kirkwood Community College	68.1	59.7	55.6	51.5	60.5	2.7
Marshalltown Community College	71.7	61.4	54.8	46.4	65.2	0.1
North Iowa Area Community College	-	-	-	63.4	63.5	3.7
Northeast Iowa Community College	-	-	-	56.1	56.1	-3.6
Northwest Iowa Community College	-	-	-	51.4	51.4	2.8
Southeastern Community College	-	-	-	68.8	64.5	1.2
Southwestern Community College	-	-	-	46.6	46.6	3.4
Western Iowa Tech Community College	-	-	-	59.8	59.8	3.4

DOCTORAL

Iowa State University	126.5	96.2	82.5	57.3	97.0	2.8
University of Iowa	136.1	94.0	79.5	57.2	97.8	1.7
University of Northern Iowa	93.5	73.6	64.9	41.3	69.7	-7.7

KANSAS

AA

Allen County Community College	-	-	-	48.7	48.7	0.2
Barton County Community College	-	-	-	46.6	46.6	4.3
Butler Community College	57.4	44.6	43.5	33.8	52.5	1.5
Cloud County Community College	-	-	-	40.3	40.3	7.1
Coffeyville Community College	-	-	-	48.1	48.1	-0.9
Colby Community College	-	-	-	-	-	-
Cowley County Community College	-	-	-	49.4	49.4	7.9
Dodge City Community College	53.4	46.6	47.6	44.8	51.5	-0.2
Flint Hills Technical College	-	-	-	48.0	48.0	0.1
Fort Scott Community College	-	-	-	37.1	37.1	7.1

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Garden City Community College	-	-	-	53.1	53.1	4.4
Highland Community College	-	-	-	47.7	47.7	0.6
Hutchinson Community College	-	-	-	51.1	46.7	-15.5
Independence Community College	54.6	47.9	-	16.0	49.6	6.5
Johnson County Community College	73.4	67.9	63.6	64.8	70.8	1.8
Kansas City Kansas Community College	82.7	78.6	76.0	61.6	69.2	5.6
Labette Community College	-	-	-	-	-	-
Manhattan Area Technical College	-	-	-	53.2	53.2	0.5
Neosho County Community College	-	-	-	42.1	42.1	0.5
North Central Kansas Technical College	-	-	-	40.9	40.9	7.7
Northwest Kansas Technical College	-	-	-	48.1	48.1	2.0
Pratt Community College	-	-	-	48.7	48.7	14.2
Salina Area Technical College	-	-	-	47.6	47.6	2.9
Seward County Community College	-	-	-	44.5	44.5	-2.3
Wichita Area Technical College	-	-	-	39.8	39.8	0.8

DOCTORAL

Emporia State University	69.6	61.2	61.7	41.7	60.4	5.9
Fort Hays State University	73.8	63.6	59.2	44.9	58.2	-3.7
Kansas State University	108.8	81.4	72.7	48.3	78.0	0.3
Pittsburg State University	79.1	65.1	57.5	48.2	64.4	-0.7
University of Kansas	126.3	82.9	75.5	55.6	90.9	2.3
Washburn University	92.2	68.3	59.3	45.4	67.3	-2.2
Wichita State University	95.7	72.6	63.3	47.6	69.3	-1.0

KENTUCKY

AA

Ashland Community and Technical College	60.0	51.2	43.5	40.3	51.5	-2.5
Big Sandy Community and Technical College	60.1	47.8	40.4	37.4	52.5	1.5
Bluegrass Community and Technical College	58.7	52.8	44.7	39.4	51.7	-0.5
Elizabethtown Community and Technical College	62.4	48.5	40.8	37.4	51.1	1.0
Gateway Community and Technical College	58.8	51.8	50.9	44.4	49.0	-0.1
Hazard Community and Technical College	61.5	53.1	43.0	39.0	54.3	0.4
Henderson Community College	62.2	49.9	43.4	41.0	52.6	-3.5
Hopkinsville Community College	59.9	48.4	41.9	39.6	50.9	0.2
Jefferson Community and Technical College	61.8	52.4	46.7	45.2	54.3	1.7
Madisonville Community College	60.3	49.2	45.1	42.8	52.7	-0.3

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Maysville Community and Technical College	61.0	49.1	43.5	38.8	50.8	-1.4
Owensboro Community and Technical College	61.0	49.8	41.6	39.6	50.7	1.7
Somerset Community College	63.3	48.7	42.6	37.7	52.1	1.7
Southcentral Kentucky Community and Technical College	55.2	47.7	41.2	35.4	44.5	1.5
Southeast Kentucky Community and Technical College	62.0	49.5	41.2	43.0	54.0	0.9
West Kentucky Community and Technical College	61.8	49.3	43.9	41.3	51.1	0.0

DOCTORAL

Eastern Kentucky University	77.0	65.0	60.0	53.8	63.5	-1.0
Kentucky State University	64.6	59.0	51.5	43.9	57.1	0.3
Morehead State University	74.0	62.3	55.2	40.5	59.5	-3.2
Murray State University	84.2	66.8	60.1	43.3	63.5	-0.7
Northern Kentucky University	95.8	73.0	67.0	47.0	67.9	-0.3
University of Kentucky	119.2	88.8	79.7	56.8	92.4	1.6
University of Louisville	122.4	85.4	70.6	50.7	88.5	5.2
Western Kentucky University	84.3	67.0	58.3	46.8	64.7	1.0

LOUISIANA

AA

Baton Rouge Community College	53.1	51.0	49.5	44.0	47.2	3.0
Bossier Parish Community College	55.8	42.8	42.2	39.8	43.9	-0.4
Central Louisiana Technical Community College	44.5	-	-	36.8	37.3	8.4
Delgado Community College	65.8	51.0	41.5	37.4	47.5	1.1
Fletcher Technical Community College	-	-	43.4	39.0	39.4	3.2
Louisiana Delta Community College	46.4	46.5	47.0	36.5	38.6	2.0
Louisiana State University-Eunice	54.8	46.5	40.0	40.2	44.0	-0.1
Northshore Technical Community College	-	46.9	41.6	36.8	37.4	2.4
Northwest Louisiana Technical College	49.1	-	-	35.3	36.1	1.0
Nunez Community College	48.6	47.0	42.3	41.1	44.3	-1.1
River Parishes Community College	48.3	47.3	44.1	39.7	43.0	9.2
SOWELA Technical Community College	65.1	50.6	46.5	39.8	42.0	6.7
South Central Louisiana Technical College	-	47.7	-	38.1	38.7	0.8
South Louisiana Community College	51.1	43.8	42.7	41.5	42.4	4.2
Southern University at Shreveport	55.2	48.6	44.0	36.1	41.5	-2.9

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

BA

Louisiana State University-Alexandria	58.4	49.7	51.1	39.5	49.7	1.1
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BA+

McNeese State University	82.2	63.7	55.5	42.5	59.7	0.2
Nicholls State University	72.7	57.6	53.8	41.7	53.4	0.8
Southern University at New Orleans	61.8	53.1	50.3	42.0	53.2	34.7

DOCTORAL

Grambling State University	64.2	40.1	44.2	37.6	47.9	-13.4
Louisiana State University Health Sciences Center-New Orleans	-	-	-	-	-	-
Louisiana State University Health Sciences Center-Shreveport	-	-	-	-	-	-
Louisiana State University and Agricultural & Mechanical College	116.7	83.9	76.0	49.8	85.7	0.9
Louisiana State University-Shreveport	67.9	57.8	55.8	36.7	58.3	3.2
Louisiana Tech University	85.9	69.4	66.8	46.0	65.3	-2.1
Northwestern State University of Louisiana	72.7	57.2	52.2	42.1	55.9	0.3
Southeastern Louisiana University	76.8	64.8	59.2	44.0	55.8	-1.1
Southern University and A & M College	69.6	61.6	56.8	30.6	55.5	-3.2
University of Louisiana at Lafayette	105.0	80.7	66.6	51.3	74.4	2.0
University of Louisiana at Monroe	87.0	69.1	61.5	46.1	66.0	3.0
University of New Orleans	86.6	66.8	69.2	39.1	68.0	-0.6

MAINE

AA

Central Maine Community College	-	-	-	55.0	55.0	1.7
Eastern Maine Community College	-	-	-	55.7	55.7	0.5
Kennebec Valley Community College	-	-	-	57.7	57.7	2.8
Northern Maine Community College	-	-	-	59.2	59.2	1.2
Southern Maine Community College	64.5	58.8	55.9	54.2	58.5	1.1
Washington County Community College	-	-	-	54.9	54.9	2.7
York County Community College	-	-	-	53.7	53.7	2.8

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
BA						
University of Maine at Augusta	82.1	67.6	53.0	53.8	66.8	2.2
University of Maine at Fort Kent	79.6	61.9	49.7	47.0	59.2	-2.8
University of Maine at Machias	69.7	59.3	48.4	40.2	57.8	2.5
University of Maine at Presque Isle	71.3	62.7	49.7	48.0	57.5	3.7

BA+						
Maine Maritime Academy	86.8	71.4	58.2	43.2	69.1	5.3
University of Maine at Farmington	76.9	62.6	53.1	50.7	63.4	3.3

DOCTORAL						
University of Maine	110.5	83.8	64.0	56.2	84.1	1.8
University of Southern Maine	99.1	82.8	61.5	56.1	80.5	2.7

MARYLAND

AA						
Allegany College of Maryland	64.7	52.3	46.9	47.4	53.1	0.5
Anne Arundel Community College	86.6	74.8	64.8	58.0	74.3	1.7
Baltimore City Community College	82.1	71.9	60.8	-	66.6	1.3
Carroll Community College	72.5	64.1	52.5	46.7	58.2	2.8
Cecil College	76.7	68.3	53.9	37.5	63.8	1.4
Chesapeake College	79.4	67.9	64.9	55.0	64.7	3.2
College of Southern Maryland	89.5	71.8	63.4	59.9	82.5	6.1
Frederick Community College	91.3	69.6	61.0	-	69.2	2.1
Garrett College	70.9	55.6	55.7	-	61.9	1.0
Hagerstown Community College	78.2	64.3	56.8	51.9	59.6	0.9
Harford Community College	83.3	65.8	55.1	49.0	59.9	2.2
Howard Community College	83.8	68.1	62.4	56.7	69.5	-2.2
Montgomery College	97.1	80.8	74.1	76.9	88.8	3.1
Prince George's Community College	79.0	69.1	59.5	-	70.6	5.8
The Community College of Baltimore County	93.9	77.6	66.5	56.8	72.5	4.4
Wor-Wic Community College	70.7	64.2	52.9	45.6	57.0	0.5

BA						
United States Naval Academy	132.2	107.4	89.6	66.3	112.4	6.0

BA+						
St Mary's College of Maryland	91.4	71.4	56.6	28.6	73.3	2.4

DOCTORAL						
Bowie State University	97.9	81.1	71.2	60.7	76.6	2.1
Coppin State University	91.8	74.7	74.8	52.1	76.0	2.6
Frostburg State University	92.4	74.4	67.8	52.8	71.2	-0.0
Morgan State University	117.5	88.0	78.1	50.8	78.7	-1.0

State/School	Inst./			No Rank	Avg.	% Chng.
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Salisbury University	94.7	79.1	70.9	67.1	80.4	8.5
Towson University	96.6	81.8	70.7	47.7	73.7	1.9
University of Baltimore	152.2	108.4	83.4	70.8	106.7	0.6
University of Maryland Eastern Shore	89.7	78.0	68.6	54.5	72.0	2.0
University of Maryland, Baltimore	164.9	116.1	92.3	73.3	114.9	2.7
University of Maryland-Baltimore County	121.3	88.0	76.2	58.4	89.5	1.8
University of Maryland-College Park	154.1	109.2	93.7	60.3	114.9	4.6
University of Maryland-University College	-	-	-	-	-	-

MASSACHUSETTS

AA						
Berkshire Community College	73.2	55.3	52.7	-	65.2	7.4
Bristol Community College	75.7	60.8	52.9	51.4	63.7	2.9
Bunker Hill Community College	72.4	58.1	56.7	-	66.6	4.1
Cape Cod Community College	75.2	62.3	55.8	57.1	67.0	2.3
Greenfield Community College	70.6	55.9	59.3	56.5	64.7	7.8
Holyoke Community College	70.7	60.5	53.5	49.9	64.4	4.2
Massachusetts Bay Community College	75.1	63.8	62.0	-	70.1	4.9
Massasoit Community College	80.1	61.1	57.9	53.4	66.1	3.6
Middlesex Community College	72.0	60.8	54.7	-	66.6	4.7
Mount Wachusett Community College	84.5	66.7	86.5	58.4	78.0	13.6
North Shore Community College	72.2	57.9	53.5	51.5	63.5	3.6
Northern Essex Community College	67.5	56.8	52.7	48.6	63.0	4.4
Quincy College	83.9	-	62.5	67.0	71.5	2.3
Quinsigamond Community College	70.1	56.6	53.2	-	63.4	2.2
Roxbury Community College	74.6	66.0	52.9	56.1	68.9	2.8
Springfield Technical Community College	75.4	57.1	61.9	52.8	68.1	4.3

BA						
Benjamin Franklin Institute of Technology	70.9	63.7	55.9	46.5	55.7	1.5

BA+						
Bridgewater State University	100.5	81.5	69.3	57.7	81.8	2.6
Fitchburg State University	102.7	79.4	66.4	65.7	81.7	3.4
Framingham State University	100.7	77.6	70.0	58.8	79.1	3.8
Massachusetts College of Art and Design	104.4	72.9	75.3	-	92.2	3.7
Massachusetts College of Liberal Arts	104.0	72.5	59.3	52.0	81.0	4.2

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Massachusetts Maritime Academy	-	-	-	-	-	-
Salem State University	102.1	85.1	73.1	74.2	88.4	3.9
Westfield State University	103.3	77.2	68.6	61.1	84.4	5.2
Worcester State University	98.2	80.7	62.6	64.3	79.1	0.1

DOCTORAL

University of Massachusetts-Amherst	150.1	107.1	89.5	71.9	110.7	3.1
University of Massachusetts-Boston	138.2	107.0	87.9	71.3	96.9	2.7
University of Massachusetts-Dartmouth	126.7	99.2	83.5	69.1	96.9	2.2
University of Massachusetts-Lowell	144.4	109.9	90.4	72.7	105.3	1.9

MICHIGAN

AA

Alpena Community College	-	-	-	75.1	75.1	0.5
Bay de Noc Community College	-	-	-	74.7	74.7	0.7
Delta College	94.8	85.1	72.6	62.3	81.3	1.4
Glen Oaks Community College	68.8	-	-	51.8	62.8	5.5
Gogebic Community College	-	-	-	58.8	58.8	-1.9
Grand Rapids Community College	88.4	75.6	56.9	52.3	73.0	-2.1
Henry Ford College	-	-	-	98.4	98.4	5.5
Jackson College	-	-	-	-	-	-
Kalamazoo Valley Community College	-	-	-	86.6	86.6	0.3
Kellogg Community College	82.6	-	-	63.7	80.9	1.7
Kirtland Community College	-	-	-	-	-	-
Lake Michigan College	-	-	-	76.2	74.3	-5.9
Lansing Community College	69.8	-	-	-	69.8	-3.6
Macomb Community College	-	-	-	78.8	78.8	2.3
Mid Michigan Community College	74.9	68.0	61.7	47.2	66.1	-3.2
Monroe County Community College	93.6	86.1	82.6	81.1	85.1	-0.7
Montcalm Community College	-	-	-	80.1	80.1	14.9
Mott Community College	-	-	-	71.1	71.1	0.2
Muskegon Community College	-	-	-	88.3	88.3	4.4
North Central Michigan College	84.4	-	-	61.8	83.7	5.8
Northwestern Michigan College	-	-	-	73.9	73.9	0.8
Oakland Community College	-	-	-	85.3	85.3	-0.6
Schoolcraft College	-	-	-	85.8	85.8	2.8
Southwestern Michigan College	-	-	-	55.1	55.1	-2.5
St Clair County Community College	79.4	-	-	58.7	76.2	3.4
Washtenaw Community College	-	-	-	-	-	-
Wayne County Community College District	-	-	-	70.8	70.8	-

State/School				Inst./		
	Prof.	Assoc.	Asst.	Lect./	Avg.	%
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
West Shore Community College	76.8	-	-	-	76.8	2.9

BA

Lake Superior State University	71.0	61.8	55.0	52.2	60.1	3.4
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DOCTORAL

Central Michigan University	105.5	80.4	73.3	48.4	78.7	3.4
Eastern Michigan University	101.8	80.9	73.2	44.6	84.5	1.8
Ferris State University	90.5	78.7	67.6	47.3	74.5	-2.1
Grand Valley State University	79.8	63.4	56.6	42.4	58.9	-21.1
Michigan State University	145.8	97.9	78.5	55.6	102.6	2.4
Michigan Technological University	112.7	93.9	76.7	63.6	89.4	1.2
Northern Michigan University	88.3	75.1	63.5	53.3	72.7	4.1
Oakland University	109.2	80.9	67.6	66.4	81.3	0.8
Saginaw Valley State University	84.0	68.2	65.8	47.7	70.6	2.1
University of Michigan-Ann Arbor	167.3	110.3	90.7	63.3	99.5	1.8
University of Michigan-Dearborn	113.4	96.1	83.3	63.9	92.7	2.6
University of Michigan-Flint	114.1	80.8	75.1	53.5	76.3	3.7
Wayne State University	126.0	94.9	79.3	58.7	92.4	2.3
Western Michigan University	108.8	80.9	69.0	51.5	87.2	3.5

MINNESOTA

AA

Alexandria Technical & Community College	-	-	-	70.7	70.7	1.8
Anoka Technical College	-	-	-	70.6	70.6	5.4
Anoka-Ramsey Community College	-	-	-	70.8	70.8	3.1
Central Lakes College-Brainerd	-	-	-	70.3	70.3	1.0
Century College	-	-	-	71.1	71.1	2.2
Dakota County Technical College	-	-	-	69.8	69.8	1.7
Hennepin Technical College	-	-	-	68.7	68.7	1.3
Hibbing Community College	-	-	-	70.6	70.6	1.9
Inver Hills Community College	-	-	-	69.3	69.3	3.6
Itasca Community College	-	-	-	71.1	71.1	1.8
Lake Superior College	-	-	-	69.0	69.0	1.9
Mesabi Range College	-	-	-	70.9	70.9	2.8
Minneapolis Community and Technical College	-	-	-	71.2	71.2	2.3
Minnesota State College Southeast	-	-	-	69.3	69.3	1.7
Minnesota State Community and Technical College	-	-	-	69.5	69.5	2.5
Minnesota West Community and Technical College	-	-	-	67.8	67.8	0.7
Normandale Community College	-	-	-	69.9	69.9	2.5
North Hennepin Community College	-	-	-	68.8	68.8	0.9

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Northland Community and Technical College	-	-	-	68.7	68.7	2.1
Northwest Technical College	-	-	-	68.8	68.8	0.9
Pine Technical & Community College	-	-	-	68.3	68.3	2.8
Rainy River Community College	-	-	-	65.6	65.6	-0.5
Ridgewater College	-	-	-	68.7	68.7	1.7
Riverland Community College	-	-	-	70.6	70.6	1.9
Rochester Community and Technical College	-	-	-	70.7	70.7	2.5
Saint Paul College	-	-	-	69.4	69.4	2.6
South Central College	-	-	-	69.4	69.4	1.8
St Cloud Technical and Community College	-	-	-	69.5	69.5	2.2
Vermilion Community College	-	-	-	69.6	69.6	1.3

BA

University of Minnesota-Crookston	85.6	71.8	68.3	56.5	65.0	2.6
University of Minnesota-Morris	84.0	68.7	55.9	47.3	64.2	1.4
University of Minnesota-Rochester	-	81.7	69.1	50.1	57.9	3.3

BA+

Bemidji State University	88.9	75.4	68.0	47.7	75.7	1.7
Minnesota State University Moorhead	88.0	75.4	69.3	46.8	79.9	5.6
Southwest Minnesota State University	92.4	77.7	64.9	-	81.2	3.0

DOCTORAL

Metropolitan State University	97.3	79.3	71.9	-	80.4	1.7
Minnesota State University-Mankato	98.1	81.2	69.5	51.5	82.5	3.1
Saint Cloud State University	94.0	81.5	69.4	54.5	83.8	4.5
University of Minnesota-Duluth	101.0	79.8	64.1	53.6	73.4	2.4
University of Minnesota-Twin Cities	137.4	96.4	85.0	59.3	104.7	3.0
Winona State University	94.8	75.1	67.5	44.6	77.3	3.9

MISSISSIPPI

AA

Coahoma Community College	-	-	-	48.7	48.7	11.7
Copiah-Lincoln Community College	-	-	-	45.4	45.4	0.8
East Central Community College	-	-	-	48.5	48.5	61.3
East Mississippi Community College	-	-	-	53.2	53.2	-2.2
Hinds Community College	-	-	-	48.3	48.3	-0.3
Holmes Community College	-	-	-	53.9	53.9	-2.3
Itawamba Community College	-	-	-	63.1	63.1	3.6
Jones County Junior College	-	-	-	52.8	52.8	192.3

State/School				Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Meridian Community College	-	-	-	45.8	45.8	-3.4
Mississippi Delta Community College	-	-	-	51.5	51.5	2.3
Mississippi Gulf Coast Community College	-	-	-	50.1	50.1	-0.9
Northeast Mississippi Community College	-	-	-	51.2	51.2	1.0
Northwest Mississippi Community College	-	-	-	68.4	68.4	28.6
Pearl River Community College	-	-	-	43.0	43.0	0.0
Southwest Mississippi Community College	-	-	-	56.3	56.3	-1.5

BA+

Alcorn State University	76.7	66.4	57.9	42.5	60.2	0.8
Mississippi Valley State University	64.6	57.4	51.3	43.0	52.4	-0.7

DOCTORAL

Delta State University	71.8	60.8	53.6	51.5	56.5	-0.7
Jackson State University	86.1	69.9	60.2	45.7	66.4	6.0
Mississippi State University	104.7	78.6	70.3	41.6	75.1	0.6
Mississippi University for Women	66.5	60.6	49.7	52.5	56.6	-0.7
University of Mississippi	113.8	87.2	76.3	48.3	82.3	0.6
University of Southern Mississippi	89.6	69.6	65.7	48.7	68.1	-0.1

MISSOURI

AA

Crowder College	-	-	-	44.5	44.5	-2.9
East Central College	75.9	68.3	60.1	46.8	52.0	4.2
Jefferson College	72.1	55.1	40.4	33.2	51.2	8.5
Metropolitan Community College-Kansas City	-	-	-	63.3	63.3	20.3
Mineral Area College	58.6	52.7	49.1	46.0	50.2	5.6
Missouri State University-West Plains	61.6	54.5	46.2	42.3	48.2	-1.1
Moberly Area Community College	55.5	49.2	44.0	44.5	46.9	0.8
North Central Missouri College	-	-	-	46.6	46.6	10.0
Ozarks Technical Community College	-	-	-	45.6	45.6	-7.1
Saint Louis Community College	81.2	69.4	63.7	57.2	71.4	3.4
St Charles Community College	81.3	67.5	60.0	52.9	68.3	5.0
State Fair Community College	-	-	-	48.2	48.2	-1.7
State Technical College of Missouri	-	-	-	46.3	46.3	0.2
Three Rivers College	62.6	52.2	46.1	41.8	46.3	-4.9

BA

Harris-Stowe State University	-	51.7	33.4	-	41.4	-16.5
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State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./No Rank (\$)	Avg. (\$)	% Chng. (%)
BA+						
Lincoln University	63.7	55.1	46.1	37.2	51.6	2.6
Missouri Southern State University	76.3	58.6	48.2	37.8	59.2	-1.5
Missouri Western State University	76.7	64.4	55.2	42.4	60.8	1.2
Northwest Missouri State University	80.3	66.8	61.0	49.9	62.6	4.3
Southeast Missouri State University	84.8	69.5	59.9	45.8	64.4	-1.6
Truman State University	75.8	62.3	54.8	43.1	64.1	2.1
University of Central Missouri	85.1	67.5	61.3	53.3	65.1	1.7

DOCTORAL

Missouri State University-Springfield	84.1	71.1	63.5	43.3	67.1	0.4
Missouri University of Science and Technology	125.9	84.1	72.7	50.0	91.8	-1.5
University of Missouri-Columbia	119.1	78.8	67.0	40.7	82.3	0.8
University of Missouri-Kansas City	106.1	77.7	71.6	51.6	80.0	2.5
University of Missouri-St Louis	97.2	70.0	63.5	54.4	76.2	1.1

MONTANA

AA

Dawson Community College	-	-	-	49.0	49.0	25.6
Flathead Valley Community College	-	-	-	53.2	53.2	-6.8
Great Falls College Montana State University	-	-	-	50.5	50.5	2.6
Helena College University of Montana	-	-	-	50.5	50.5	2.8
Miles Community College	-	-	-	45.4	45.4	2.6

BA

The University of Montana-Western	67.2	55.7	49.6	40.7	56.8	1.9
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BA+

Montana State University-Billings	77.6	70.4	54.0	47.7	59.8	1.3
Montana State University-Northern	65.7	60.3	50.2	44.1	55.9	2.7

DOCTORAL

Montana State University	98.5	74.4	69.5	52.0	76.0	2.6
Montana Tech of the University of Montana	80.4	70.6	63.8	51.9	66.3	1.4
The University of Montana	89.3	72.5	63.4	41.8	74.1	4.6

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

NEBRASKA

AA

Central Community College	-	-	-	55.0	55.0	-2.1
Metropolitan Community College Area	-	-	-	61.8	61.8	-3.1
Mid-Plains Community College	-	-	-	61.4	61.4	1.2
Nebraska College of Technical Agriculture	92.9	67.0	65.3	-	70.1	34.0
Northeast Community College	-	-	-	-	-	-
Southeast Community College Area	-	-	-	47.6	47.6	-
Western Nebraska Community College	-	-	-	59.0	59.0	-29.8

BA+

Chadron State College	76.7	60.4	51.0	42.8	63.1	2.1
Peru State College	81.1	63.0	55.9	56.6	63.3	-0.1
University of Nebraska at Kearney	84.6	68.5	58.0	46.6	65.9	2.2
Wayne State College	81.4	64.9	51.4	44.8	67.2	2.3

DOCTORAL

University of Nebraska Medical Center	109.7	82.3	67.4	57.4	71.7	0.4
University of Nebraska at Omaha	92.3	80.8	69.8	47.8	74.0	2.6
University of Nebraska-Lincoln	124.9	75.8	83.4	61.9	92.5	-0.6

NEVADA

AA

College of Southern Nevada	74.0	-	-	60.8	70.0	1.7
Truckee Meadows Community College	80.5	-	-	59.6	72.8	0.7
Western Nevada College	72.0	-	-	59.3	66.6	0.6

BA

Great Basin College	73.4	-	-	65.0	68.9	-
Nevada State College	85.1	78.0	67.4	61.1	67.6	-7.1

DOCTORAL

University of Nevada-Las Vegas	121.1	91.3	70.8	54.6	91.8	-0.0
University of Nevada-Reno	125.5	90.3	76.4	58.1	88.4	0.5

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

NEW HAMPSHIRE**AA**

Great Bay Community College	67.3	59.9	50.7	-	64.6	3.5
Lakes Region Community College	68.1	61.2	55.3	48.7	64.1	-0.4
Manchester Community College	69.8	56.0	52.5	50.7	63.3	1.4
NHTI-Concord's Community College	68.4	59.4	-	46.9	67.6	1.2
Nashua Community College	65.1	54.6	51.4	-	63.0	0.4
River Valley Community College	64.8	51.3	45.0	-	59.7	-0.2
White Mountains Community College	64.6	60.3	51.7	52.8	61.0	32.4

BA

University of New Hampshire at Manchester	110.3	90.0	75.4	74.4	86.0	-1.7
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BA+

Granite State College	-	-	-	-	-	-
Keene State College	100.9	81.4	68.0	55.6	84.1	1.4

DOCTORAL

Plymouth State University	90.3	74.8	62.7	55.2	75.7	1.4
University of New Hampshire-Main Campus	128.2	100.7	81.7	84.4	103.4	3.6

NEW JERSEY**AA**

Atlantic Cape Community College	82.4	66.8	59.0	59.2	67.5	-0.8
Bergen Community College	105.4	89.2	80.7	70.0	90.2	25.1
Brookdale Community College	95.9	76.2	65.7	56.2	79.3	-1.7
Camden County College	110.1	87.9	70.1	48.5	76.4	0.6
County College of Morris	102.2	81.8	61.5	53.6	77.7	0.2
Cumberland County College	76.6	77.8	56.2	-	68.6	1.0
Essex County College	-	-	-	-	-	-
Hudson County Community College	69.9	63.1	49.0	33.6	47.2	-3.1
Mercer County Community College	89.2	73.3	63.1	61.0	79.0	2.4
Middlesex County College	116.9	97.5	79.6	70.3	91.9	-4.8
Ocean County College	84.1	68.5	67.7	60.5	60.2	1.2
Passaic County Community College	120.1	86.4	74.1	53.7	76.0	1.7
Raritan Valley Community College	98.4	77.8	67.4	55.7	76.5	2.1
Rowan College at Burlington County	99.4	64.9	62.0	49.7	54.3	1.2
Rowan College at Gloucester County	97.6	80.5	95.4	56.8	79.5	13.9

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

Salem Community College	-	79.0	71.1	68.1	74.3	-
Sussex County Community College	76.3	64.1	67.4	49.2	69.2	-
Union County College	86.5	69.1	55.4	49.9	70.6	-1.8
Warren County Community College	78.6	63.0	51.7	45.9	64.0	6.9

BA+

Ramapo College of New Jersey	119.3	93.2	78.3	64.3	97.5	-0.9
The College of New Jersey	117.6	94.9	78.1	76.2	96.7	-0.1

DOCTORAL

Kean University	122.1	96.7	80.7	60.4	88.2	-3.1
Montclair State University	123.5	97.6	77.8	58.6	94.4	-1.6
New Jersey City University	121.6	96.9	79.1	-	99.8	-0.5
New Jersey Institute of Technology	178.3	126.9	97.1	67.6	117.6	1.6
Rowan University	122.6	93.7	72.3	56.3	91.9	-1.0
Rutgers University-Camden	150.6	101.1	86.2	64.1	109.7	2.1
Rutgers University-New Brunswick	162.0	106.7	85.5	63.6	118.6	3.6
Rutgers University-Newark	176.7	128.2	106.1	69.0	132.8	3.2
Stockton University	120.2	91.5	71.7	63.5	90.7	-0.5
William Paterson University of New Jersey	124.5	95.3	77.7	68.3	102.9	-0.6

NEW MEXICO**AA**

Central New Mexico Community College	-	-	-	52.2	52.2	3.1
Clovis Community College	-	-	-	46.9	46.9	0.3
Eastern New Mexico University-Roswell Campus	-	-	-	41.5	41.5	-8.4
Eastern New Mexico University-Ruidoso Campus	52.8	45.9	-	22.5	46.5	-7.9
Luna Community College	-	-	-	38.0	38.0	0.3
Mesalands Community College	42.9	-	-	-	42.9	-6.5
New Mexico Junior College	55.9	-	-	-	55.9	-3.4
New Mexico Military Institute	81.1	66.2	55.0	40.4	55.1	-0.8
New Mexico State University-Alamogordo	60.7	55.1	53.1	40.0	56.1	0.6
New Mexico State University-Carlsbad	61.6	57.0	52.2	46.2	54.8	1.1
New Mexico State University-Dona Ana	57.6	53.1	50.4	45.5	52.4	1.5
New Mexico State University-Grants	59.1	51.2	51.4	40.1	50.8	3.4
Northern New Mexico College	-	50.4	49.1	39.1	48.8	1.1
San Juan College	62.3	55.5	54.4	48.2	54.3	1.7
Santa Fe Community College	58.1	58.3	51.8	-	53.1	-0.1

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
University of New Mexico-Gallup Campus	89.9	59.0	51.6	51.7	54.6	2.1
University of New Mexico-Los Alamos Campus	-	51.7	46.7	-	50.0	-7.4
University of New Mexico-Taos Campus	-	57.6	-	48.5	52.2	-3.2
University of New Mexico-Valencia County Campus	62.6	46.2	45.1	45.9	47.0	-0.9

BA+

Eastern New Mexico University-Main Campus	80.2	65.2	58.1	48.7	61.5	1.5
New Mexico Highlands University	68.8	58.4	50.2	45.3	54.4	-2.4
Western New Mexico University	62.7	50.7	54.0	40.6	50.8	17.3

DOCTORAL

New Mexico Institute of Mining and Technology	85.6	75.6	66.1	49.6	73.8	2.0
New Mexico State University-Main Campus	95.6	71.9	64.8	49.0	76.8	1.8
University of New Mexico-Main Campus	108.5	79.3	74.4	53.7	80.6	-0.0

NEW YORK

AA

Adirondack Community College	65.9	61.3	53.0	44.8	59.6	-2.0
CUNY Borough of Manhattan Community College	104.8	85.0	70.1	60.0	78.0	0.6
CUNY Bronx Community College	104.3	84.2	65.5	62.1	78.3	1.7
CUNY Hostos Community College	104.3	84.2	71.5	62.9	79.0	1.2
CUNY Kingsborough Community College	102.7	84.4	71.4	62.7	78.2	1.8
CUNY LaGuardia Community College	103.5	82.3	68.1	67.7	80.6	1.9
CUNY Queensborough Community College	107.6	86.3	71.9	64.4	80.3	1.0
Cayuga County Community College	82.7	71.3	65.3	58.8	75.1	-4.0
Clinton Community College	67.6	59.2	51.2	-	60.7	3.1
Columbia-Greene Community College	62.1	58.5	50.0	51.0	56.7	-0.3
Corning Community College	68.9	57.4	47.7	42.3	58.0	0.8
Dutchess Community College	95.2	81.8	70.1	57.9	76.5	3.1
Erie Community College	78.4	68.4	57.7	48.9	63.1	0.1
Finger Lakes Community College	73.1	62.0	54.6	48.3	60.8	2.1
Fulton-Montgomery Community College	90.3	77.4	66.6	53.0	69.5	1.3
Genesee Community College	71.4	55.7	54.2	47.1	58.0	1.6
Herkimer County Community College	64.2	51.2	46.8	48.0	52.6	1.0

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Hudson Valley Community College	88.7	70.1	62.0	50.3	66.7	0.2
Jamestown Community College	72.0	65.9	52.1	51.9	59.7	-6.2
Jefferson Community College	77.2	68.6	55.4	48.3	63.0	0.1
Mohawk Valley Community College	74.2	60.3	53.6	47.7	57.7	-0.2
Monroe Community College	86.4	62.1	55.6	51.5	63.5	0.8
Nassau Community College	112.4	92.3	82.0	61.5	91.4	0.9
Niagara County Community College	90.9	75.0	63.3	49.3	76.3	-1.4
North Country Community College	57.7	60.0	48.3	36.4	44.2	-13.5
Onondaga Community College	81.3	62.6	55.4	50.6	66.2	0.2
Orange County Community College	101.7	76.6	66.8	54.1	77.9	0.8
Rockland Community College	121.3	74.1	76.5	63.2	86.1	-8.4
SUNY Broome Community College	74.1	62.6	51.7	42.9	60.9	4.3
SUNY Westchester Community College	120.9	105.7	93.8	61.1	97.1	0.7
Schenectady County Community College	63.1	55.1	48.1	49.3	55.8	-3.8
Stella and Charles Guttman Community College	98.9	97.1	74.5	59.7	74.5	-0.9
Suffolk County Community College	114.6	91.6	77.5	65.0	95.1	-1.5
Sullivan County Community College	56.7	51.5	47.7	-	53.2	-2.2
Tompkins Cortland Community College	77.3	59.6	59.0	51.0	70.7	2.6
Ulster County Community College	70.2	62.2	52.9	43.9	60.3	1.4

BA

CUNY Medgar Evers College	112.8	86.2	76.5	69.3	87.5	0.7
CUNY New York City College of Technology	106.8	87.4	74.3	69.9	83.4	2.3
Farmingdale State College	103.6	81.3	71.7	66.2	81.5	-1.1
Morrisville State College	73.8	62.1	53.9	45.7	59.8	2.0
SUNY College of Agriculture and Technology at Cobleskill	79.3	65.6	55.9	44.5	66.0	0.6
SUNY College of Technology at Alfred	79.3	65.4	55.7	40.0	58.7	-0.5
SUNY College of Technology at Canton	85.9	70.3	61.7	42.4	61.8	0.6
United States Military Academy	-	-	-	-	-	-

BA+

CUNY Bernard M Baruch College	121.6	104.1	100.2	72.0	107.4	0.9
CUNY Brooklyn College	113.1	88.6	77.8	61.6	92.3	-0.2
CUNY John Jay College of Criminal Justice	112.9	88.5	77.1	69.8	90.8	2.3
CUNY Lehman College	112.3	88.2	76.9	69.1	88.1	0.0

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
CUNY Queens College	113.3	89.3	75.4	66.6	91.4	-0.1
CUNY York College	103.7	87.1	72.6	70.3	85.5	1.5
Fashion Institute of Technology	-	-	-	-	-	-
SUNY Buffalo State	94.5	77.3	65.7	50.4	77.2	-0.0
SUNY College at Brockport	96.5	76.9	60.1	52.6	73.4	-0.9
SUNY College at Geneseo	92.3	73.9	59.9	53.6	73.5	-0.9
SUNY College at Old Westbury	102.4	85.8	78.7	59.0	83.6	0.1
SUNY College at Oswego	88.3	74.3	57.2	44.3	68.0	-1.2
SUNY College at Plattsburgh	90.2	69.8	60.0	50.0	69.6	-1.9
SUNY College at Potsdam	81.2	64.7	50.9	40.7	63.4	-3.5
SUNY College of Technology at Delhi	74.5	61.6	54.7	45.9	57.9	0.5
SUNY Cortland	85.6	68.4	56.9	46.8	65.1	-1.5
SUNY Empire State College	-	-	-	-	-	-
SUNY Maritime College	91.2	78.8	67.7	55.3	71.0	0.1
SUNY Oneonta	85.2	69.3	60.4	48.7	66.0	0.9
SUNY at Fredonia	89.5	67.3	59.9	44.5	69.4	-2.1
SUNY at Purchase College	97.1	76.7	59.5	53.8	72.2	-0.3
State University of New York at New Paltz	99.0	71.8	63.9	52.3	69.4	-0.5
United States Merchant Marine Academy	-	-	-	-	-	-

DOCTORAL

CUNY City College	120.9	92.5	79.7	69.8	99.6	0.2
CUNY Graduate School and University Center	140.5	99.4	72.7	61.9	121.5	-1.4
CUNY Hunter College	114.2	92.4	77.1	68.0	96.6	1.0
College of Staten Island CUNY	108.8	88.1	74.1	68.0	88.7	1.3
SUNY College of Environmental Science and Forestry	101.7	82.2	62.1	57.9	83.2	-0.9
SUNY Downstate Medical Center	141.5	105.3	98.9	123.5	114.0	10.2
SUNY Polytechnic Institute	125.7	98.4	79.0	54.6	94.4	0.5
SUNY at Albany	127.0	95.4	77.6	50.0	92.0	-0.6
SUNY at Binghamton	131.8	94.3	77.5	56.6	93.5	-0.4
Stony Brook University	153.7	105.6	89.4	62.8	111.6	-0.2
University at Buffalo	137.6	94.7	83.4	65.4	102.9	-0.5
Upstate Medical University	-	-	-	-	-	-

NORTH CAROLINA

AA

Alamance Community College	-	-	-	55.5	55.5	5.0
Asheville-Buncombe Technical Community College	-	-	-	47.0	47.0	3.2
Beaufort County Community College	-	-	-	45.7	45.7	0.8
Bladen Community College	-	-	-	59.3	59.3	1.6
Blue Ridge Community College	-	-	-	48.7	48.7	5.3

State/School	Inst./Lect./			Avg. (\$)	% Chng. (%)	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Brunswick Community College	-	-	-	46.6	46.6	0.7
Caldwell Community College and Technical Institute	-	-	-	43.0	43.0	1.3
Cape Fear Community College	-	-	-	49.5	49.5	2.6
Carolinas College of Health Sciences	-	-	-	64.8	64.8	-
Carteret Community College	-	-	-	47.0	47.0	-0.6
Catawba Valley Community College	-	-	-	46.7	46.7	-6.0
Central Carolina Community College	-	-	-	47.2	47.0	2.4
Central Piedmont Community College	-	-	-	58.6	58.6	0.8
Cleveland Community College	-	-	-	56.5	56.5	15.8
Coastal Carolina Community College	-	-	-	45.0	45.0	-5.7
College of the Albemarle	-	-	-	50.4	50.4	6.1
Craven Community College	-	-	-	50.3	50.3	1.7
Davidson County Community College	-	-	-	49.0	49.0	1.8
Durham Technical Community College	-	-	-	51.7	51.7	2.4
Edgecombe Community College	-	-	-	46.5	46.5	13.6
Fayetteville Technical Community College	-	-	-	55.5	55.5	2.9
Forsyth Technical Community College	-	-	-	48.1	48.1	9.1
Gaston College	-	-	-	51.4	51.4	2.6
Guilford Technical Community College	-	-	-	52.9	52.9	4.4
Halifax Community College	-	-	-	48.6	48.6	2.8
Haywood Community College	-	-	-	49.4	49.4	4.4
Isothermal Community College	-	-	-	52.6	52.6	1.3
James Sprunt Community College	-	-	-	44.6	44.6	-2.3
Johnston Community College	-	-	-	57.1	57.1	0.9
Lenoir Community College	-	-	-	44.4	44.4	1.8
Martin Community College	-	-	-	42.3	42.3	-2.7
Mayland Community College	-	-	-	51.8	51.8	0.8
McDowell Technical Community College	-	-	-	44.2	44.2	1.5
Mitchell Community College	-	-	-	52.9	52.9	0.7
Montgomery Community College	-	-	-	45.4	45.4	2.7
Nash Community College	-	-	-	52.0	52.0	8.7
Pamlico Community College	-	-	-	45.4	45.4	1.4
Piedmont Community College	-	-	-	44.2	44.2	-0.8
Pitt Community College	-	-	-	51.3	51.3	2.4
Randolph Community College	-	-	-	46.7	46.7	-0.9
Richmond Community College	-	-	-	52.5	52.5	0.1
Roanoke-Chowan Community College	-	-	-	51.0	51.0	3.4
Robeson Community College	-	-	-	55.6	55.6	0.6
Rockingham Community College	-	-	-	45.5	45.5	0.8

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Rowan-Cabarrus Community College	-	-	-	49.8	49.8	1.0
Sampson Community College	-	-	-	43.4	43.4	-7.8
Sandhills Community College	-	-	-	48.4	48.4	0.2
South Piedmont Community College	57.1	64.2	-	42.6	43.3	2.4
Southeastern Community College	-	-	-	49.1	49.1	3.4
Southwestern Community College	-	-	-	47.3	47.3	2.5
Stanly Community College	-	-	-	45.6	45.6	0.4
Surry Community College	-	-	-	48.5	48.5	2.9
Tri-County Community College	-	-	-	46.6	46.6	-0.4
Vance-Granville Community College	-	-	-	44.8	44.9	17.3
Wake Technical Community College	-	-	-	49.3	49.3	3.1
Wayne Community College	-	-	-	45.8	45.8	3.0
Western Piedmont Community College	-	-	-	50.3	50.3	0.3
Wilkes Community College	-	-	-	45.6	45.6	2.3
Wilson Community College	-	-	-	51.9	51.9	-

BA+

Elizabeth City State University	76.2	66.4	68.2	60.0	69.0	1.6
University of North Carolina School of the Arts	75.9	72.3	64.5	52.0	66.9	4.0
University of North Carolina at Asheville	92.3	79.7	68.0	56.8	75.7	5.9
University of North Carolina at Pembroke	84.9	65.3	60.3	50.3	63.9	4.8

DOCTORAL

Appalachian State University	97.2	77.1	68.1	47.4	74.4	6.0
East Carolina University	102.8	78.4	73.1	62.5	77.6	7.3
Fayetteville State University	89.9	77.9	75.1	62.6	77.8	6.2
North Carolina A & T State University	96.7	81.9	71.8	52.7	77.4	-2.2
North Carolina Central University	95.1	79.4	67.0	55.0	72.3	3.8
North Carolina State University at Raleigh	123.4	90.5	78.1	51.6	95.6	4.0
University of North Carolina Wilmington	97.6	74.6	68.7	50.5	75.5	4.7
University of North Carolina at Chapel Hill	152.7	102.9	89.6	64.4	112.0	4.8
University of North Carolina at Charlotte	121.8	87.4	76.3	55.1	81.9	3.8
University of North Carolina at Greensboro	110.3	80.2	73.9	47.9	76.3	2.8
Western Carolina University	95.8	71.9	62.3	51.3	70.0	2.9
Winston-Salem State University	92.7	77.3	68.4	59.8	74.7	1.7

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

NORTH DAKOTA

AA

Bismarck State College	69.6	56.4	51.7	-	55.4	1.5
Dakota College at Bottineau	49.3	50.0	46.2	36.4	41.4	2.9
Lake Region State College	68.3	60.6	57.7	48.8	53.8	1.9
North Dakota State College of Science	77.2	63.3	57.3	54.7	60.8	2.6
Williston State College	74.7	67.5	67.3	51.9	60.5	-1.6

BA

Dickinson State University	81.9	66.6	61.4	45.5	63.5	5.9
BA+						
Mayville State University	61.9	55.3	52.2	43.5	52.1	-1.3
Minot State University	76.9	58.8	49.0	42.8	55.4	-9.5
Valley City State University	72.6	59.8	49.5	43.9	53.2	-0.8

DOCTORAL

North Dakota State University-Main Campus	113.8	87.4	72.6	49.7	82.6	2.8
University of North Dakota	105.6	82.9	72.5	48.8	78.5	25.3

OHIO

AA

Belmont College	48.6	42.2	38.8	34.5	42.7	0.1
Bowling Green State University-Firelands	89.5	66.6	54.2	58.2	63.3	3.4
Central Ohio Technical College	73.0	61.3	54.9	52.5	55.7	1.2
Cincinnati State Technical and Community College	-	-	-	64.9	64.9	-
Clark State Community College	67.6	55.0	49.1	44.5	52.5	1.0
Columbus State Community College	73.5	61.1	50.3	42.9	57.3	1.3
Cuyahoga Community College District	95.4	87.1	74.1	46.8	76.4	2.2
Eastern Gateway Community College	59.0	60.9	53.5	41.8	51.0	-2.6
Edison State Community College	65.2	48.8	41.9	47.6	48.5	2.9
Hocking College	60.3	55.2	52.3	49.5	52.0	2.2
James A Rhodes State College	55.0	49.7	51.3	39.5	46.7	6.9
Kent State University at Ashtabula	101.9	67.2	59.0	51.9	62.3	4.2
Kent State University at East Liverpool	-	63.9	61.8	50.7	61.6	5.8
Kent State University at Geauga	94.1	65.3	52.1	45.3	58.9	2.8
Kent State University at Salem	98.8	68.5	60.6	60.0	67.3	5.1
Kent State University at Stark	98.8	71.9	57.6	53.3	66.6	6.7
Kent State University at Trumbull	102.4	71.7	58.9	54.1	68.2	3.2

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Kent State University at Tuscarawas	103.1	71.2	59.6	46.5	65.3	3.5
Lakeland Community College	90.5	79.5	66.8	62.6	82.2	-5.1
Lorain County Community College	85.0	72.3	63.7	55.4	71.6	0.3
Marion Technical College	55.5	50.8	51.4	46.5	51.8	0.2
North Central State College	52.2	49.9	44.2	37.8	46.3	-0.2
Northwest State Community College	-	-	-	58.5	58.5	-0.1
Ohio State University Agricultural Technical Institute	-	69.9	68.2	-	68.9	-5.7
Owens Community College	63.4	51.8	58.1	46.9	58.2	-1.8
Sinclair Community College	77.2	60.2	53.1	43.4	65.3	2.4
Southern State Community College	67.2	67.6	59.8	51.3	60.4	5.1
Stark State College	72.7	58.3	58.7	50.4	55.5	-0.6
Terra State Community College	62.7	57.2	54.0	45.5	53.0	-1.4
University of Akron Wayne College	88.8	69.8	53.6	48.2	70.6	1.6
University of Cincinnati-Blue Ash College	90.9	74.1	56.0	51.3	68.3	4.6
University of Cincinnati-Clermont College	93.9	70.4	57.0	48.5	70.8	5.4
Washington State Community College	49.2	45.7	43.2	39.4	44.3	1.1
Zane State College Lima Campus	108.7	71.7	62.8	-	81.3	1.9
Ohio State University-Marion Campus	102.4	76.9	70.0	-	77.0	5.0

BA+

Central State University	78.2	61.8	51.6	41.1	58.6	-0.4
Miami University-Hamilton	111.7	73.7	60.7	42.8	63.1	1.2
Miami University-Middletown	92.1	78.1	60.9	44.8	65.0	3.4
Ohio State University-Mansfield Campus	88.8	72.3	62.3	-	73.5	0.4
Ohio State University-Newark Campus	97.2	84.4	74.9	-	83.3	5.0
Ohio University-Chillicothe Campus	90.9	77.9	59.8	55.8	65.7	3.2
Ohio University-Eastern Campus	-	77.1	65.7	56.6	73.4	2.6
Ohio University-Lancaster Campus	92.7	75.9	60.5	58.1	72.0	3.9
Ohio University-Southern Campus	-	76.1	61.0	60.8	65.7	3.7
Ohio University-Zanesville Campus	91.2	74.6	59.2	55.2	72.4	5.0
Shawnee State University	76.5	62.9	55.8	41.5	60.0	0.6

DOCTORAL

Bowling Green State University-Main Campus	105.5	80.7	69.8	55.4	76.9	1.7
Cleveland State University	106.7	80.4	76.1	65.4	83.2	3.5

State/School	Inst./Lect./					% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	No Rank (\$)	Avg. (\$)	
Kent State University at Kent	109.0	84.2	67.1	54.3	79.3	4.0
Miami University-Oxford	119.8	90.2	88.0	51.6	81.8	2.6
Ohio State University Main Campus	139.0	93.2	81.7	141.5	108.6	2.4
Ohio University-Main Campus	108.0	84.3	73.9	58.1	81.7	3.3
University of Akron Main Campus	113.6	85.1	73.1	54.9	84.6	5.0
University of Cincinnati-Main Campus	121.6	84.3	72.9	34.2	87.0	-0.5
University of Toledo	103.2	86.2	72.4	54.0	77.7	1.2
Wright State University-Main Campus	111.8	85.7	76.8	52.1	80.7	2.0
Youngstown State University	89.9	74.2	61.2	49.7	73.5	2.1

OKLAHOMA

AA

Carl Albert State College	-	-	-	39.0	39.0	-4.3
Connors State College	-	-	-	39.4	39.4	1.9
Eastern Oklahoma State College	45.7	-	-	35.1	39.5	-8.7
Murray State College	-	46.9	-	44.5	45.4	-0.2
Northeastern Oklahoma A&M College	-	-	-	46.5	46.5	-1.5
Northern Oklahoma College	-	-	-	49.1	49.1	-0.2
Oklahoma City Community College	-	-	-	47.8	47.8	0.2
Oklahoma State University Institute of Technology	-	-	-	-	-	-
Oklahoma State University-Oklahoma City	62.3	49.0	45.9	44.2	47.7	-3.1
Redlands Community College	45.1	-	-	45.4	45.1	4.7
Rose State College	46.1	-	-	43.6	44.9	-0.5
Seminole State College	-	-	-	-	-	-
Tulsa Community College	-	64.1	54.0	-	57.2	0.1
Western Oklahoma State College	-	-	-	43.6	43.6	-1.1

BA

Oklahoma Panhandle State University	51.3	49.2	42.1	37.2	42.4	26.1
University of Science and Arts of Oklahoma	59.0	51.1	46.0	48.3	52.8	6.4

BA+

Cameron University	71.9	60.1	50.0	39.4	55.2	0.6
East Central University	67.2	57.3	51.8	48.7	54.8	0.3
Northwestern Oklahoma State University	68.7	67.8	56.6	39.5	56.2	18.9
Rogers State University	59.7	53.0	46.6	39.7	49.7	-12.8
Southeastern Oklahoma State University	73.9	61.7	58.1	38.6	63.4	1.0
University of Central Oklahoma	86.9	73.7	61.1	41.3	66.8	-0.9

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

DOCTORAL

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Langston University	-	-	49.7	-	46.9	-11.4
Northeastern State University	75.7	61.5	55.5	44.7	59.1	2.4
Oklahoma State University- Main Campus	110.6	84.3	79.6	50.1	82.5	3.5
Southwestern Oklahoma State University	84.9	64.5	58.5	48.9	61.8	3.1
University of Oklahoma- Health Sciences Center	-	-	63.5	68.2	71.2	4.2
University of Oklahoma- Norman Campus	118.7	81.0	70.3	41.6	85.6	-0.4

OREGON

AA

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Blue Mountain Community College	-	-	-	-	-	-
Central Oregon Community College	80.6	65.8	52.6	47.0	62.2	1.1
Chemeketa Community College	-	-	-	67.2	67.2	1.1
Clackamas Community College	-	-	-	76.6	76.6	4.3
Clatsop Community College	-	-	-	67.2	67.2	-1.7
Columbia Gorge Community College	-	-	-	64.5	64.5	4.8
Klamath Community College	-	-	-	52.9	52.9	5.3
Lane Community College	-	-	-	72.8	72.8	1.0
Linn-Benton Community College	-	-	-	75.8	75.8	-1.3
Mt Hood Community College	-	-	-	82.1	82.1	3.0
Oregon Coast Community College	-	-	-	54.4	54.4	-5.3
Portland Community College	-	-	-	73.0	73.0	2.4
Rogue Community College	-	-	-	73.1	73.1	2.9
Southwestern Oregon Community College	63.8	58.8	56.7	50.2	56.3	1.5
Tillamook Bay Community College	-	-	-	72.9	72.9	7.7
Treasure Valley Community College	-	-	-	60.1	60.1	7.3
Umpqua Community College	-	-	-	61.3	61.3	3.3

BA+

Eastern Oregon University	70.5	60.5	53.2	38.7	57.8	1.3
Oregon Institute of Technology	86.2	66.2	55.4	47.2	65.4	4.2
Southern Oregon University	80.9	65.4	56.3	54.0	68.6	2.8
Western Oregon University	79.6	66.4	45.3	31.8	55.4	-1.7

DOCTORAL

Oregon Health & Science University	-	-	75.9	66.9	83.7	8.1
Oregon State University	118.2	92.6	81.7	50.2	83.9	2.7
Portland State University	103.6	80.6	68.1	53.4	78.5	-0.3
University of Oregon	134.5	91.5	83.3	59.0	90.2	5.1

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

PENNSYLVANIA

AA

State/School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Bucks County Community College	77.0	58.3	54.4	51.1	65.8	3.4
Butler County Community College	75.6	67.8	59.4	46.8	61.6	1.3
Community College of Allegheny County	74.6	55.3	50.6	44.9	65.7	2.0
Community College of Beaver County	68.4	52.7	47.7	38.5	54.6	0.6
Community College of Philadelphia	83.4	75.9	64.7	52.9	66.5	7.1
Delaware County Community College	106.0	94.3	77.3	51.0	89.2	4.8
Harrisburg Area Community College-Harrisburg	74.6	62.0	54.7	44.5	61.1	-0.7
Lancaster County Career and Technology Center	-	-	-	70.2	70.2	2.5
Lehigh Carbon Community College	67.4	60.7	48.2	39.5	54.9	-4.2
Luzerne County Community College	73.7	63.1	52.7	49.1	60.9	11.4
Montgomery County Community College	85.7	69.3	62.1	51.4	62.8	2.8
Northampton County Area Community College	78.3	63.3	50.0	50.4	64.7	-2.6
Pennsylvania Highlands Community College	47.5	42.2	37.5	34.4	40.2	-14.0
Reading Area Community College	75.8	65.8	58.5	59.5	60.2	-3.9
Thaddeus Stevens College of Technology	74.7	72.5	69.5	62.6	66.4	1.5
University of Pittsburgh-Titusville	68.4	66.0	53.6	43.3	54.8	1.0
Westmoreland County Community College	67.3	70.1	58.7	51.2	60.2	-0.6

BA

Pennsylvania College of Technology	117.3	105.0	89.8	73.8	86.6	1.6
Pennsylvania State University- Penn State Altoona	107.6	78.5	62.0	55.4	70.1	2.8
Pennsylvania State University- Penn State Beaver	108.8	78.3	64.9	63.6	73.2	2.8
Pennsylvania State University- Penn State Brandywine	108.6	85.2	70.6	54.4	74.8	2.3
Pennsylvania State University- Penn State DuBois	108.8	79.3	78.5	58.3	68.1	1.3
Pennsylvania State University- Penn State Fayette- Eberly	95.0	81.9	62.1	64.0	70.5	0.2
Pennsylvania State University- Penn State Mont Alto	102.8	78.7	70.2	64.4	71.2	2.3
Pennsylvania State University- Penn State New Kensington	108.8	84.1	68.7	64.9	76.5	-0.5

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Pennsylvania State University-Penn State Schuylkill	125.6	79.4	73.8	55.2	75.1	1.1
Pennsylvania State University-Penn State Shenango	102.3	77.5	64.4	59.9	64.4	0.9
Pennsylvania State University-Penn State Worthington Scranton	106.9	86.2	65.3	64.5	73.0	-0.1
University of Pittsburgh-Bradford	86.8	72.1	59.0	49.9	66.6	0.8
University of Pittsburgh-Greensburg	81.5	71.1	60.2	43.6	61.9	0.8
University of Pittsburgh-Johnstown	92.3	70.8	56.4	49.9	63.4	1.6

BA+

Cheyney University of Pennsylvania	109.0	90.5	65.0	48.4	87.7	1.0
Edinboro University of Pennsylvania	111.1	87.8	72.9	51.0	85.3	3.4
Lincoln University	99.6	74.2	64.9	53.5	76.9	14.4
Lock Haven University	107.4	88.1	71.9	55.0	90.6	4.9
Mansfield University of Pennsylvania	111.9	89.1	69.2	56.9	87.0	4.6
Pennsylvania State University-Penn State Abington	110.6	85.1	74.2	56.6	73.8	4.1
Pennsylvania State University-Penn State Berks	100.8	83.9	68.2	60.9	75.3	2.4
Pennsylvania State University-Penn State Erie-Behrend College	125.4	93.1	83.4	62.8	80.7	1.4
Pennsylvania State University-Penn State Greater Allegheny	94.5	84.0	67.0	57.9	73.4	1.7
Pennsylvania State University-Penn State Hazleton	98.6	87.0	73.2	60.9	76.3	1.8
Pennsylvania State University-Penn State Lehigh Valley	95.0	82.2	64.0	49.3	63.5	3.1
Pennsylvania State University-Penn State Wilkes-Barre	101.4	82.5	62.8	60.0	69.7	-0.7
Pennsylvania State University-Penn State York	107.9	83.4	65.6	65.4	76.6	2.7

DOCTORAL

Bloomsburg University of Pennsylvania	110.4	87.0	70.0	49.9	82.7	4.4
California University of Pennsylvania	110.1	89.9	75.2	51.0	89.8	4.1
Clarion University of Pennsylvania	112.0	87.2	72.9	50.7	87.1	3.3
East Stroudsburg University of Pennsylvania	110.0	88.1	70.9	49.8	82.1	2.8
Indiana University of Pennsylvania-Main Campus	111.3	87.3	66.6	52.2	86.7	4.2
Kutztown University of Pennsylvania	108.1	87.3	63.7	48.8	81.9	4.1
Millersville University of Pennsylvania	111.1	88.6	68.2	49.5	88.3	2.7

State/School				Inst./	%	
	Prof.	Assoc.	Asst.	Lect./	Avg.	Chng.
	(\$)	(\$)	(\$)	No Rank	(\$)	(%)
Pennsylvania State University-Main Campus	148.5	101.3	85.6	57.8	101.3	6.3
Pennsylvania State University-Penn State Harrisburg	117.0	99.6	83.9	66.0	86.2	-0.3
Shippensburg University of Pennsylvania	110.7	90.4	76.0	48.2	92.5	2.9
Slippery Rock University of Pennsylvania	112.0	90.3	75.1	49.8	85.7	1.9
Temple University	153.1	103.5	79.0	64.1	104.5	2.1
University of Pittsburgh-Pittsburgh Campus	146.0	96.9	78.0	48.9	95.8	0.8
West Chester University of Pennsylvania	111.1	89.1	73.4	51.8	85.0	4.3

RHODE ISLAND

AA

Community College of Rhode Island	77.4	57.2	39.6	39.6	59.9	-0.1
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DOCTORAL

Rhode Island College	81.5	71.3	60.5	-	71.6	7.0
University of Rhode Island	117.3	85.7	81.5	55.5	92.0	3.1

SOUTH CAROLINA

AA

Aiken Technical College	-	-	-	51.1	51.1	2.8
Central Carolina Technical College	-	-	-	47.7	47.7	1.8
Denmark Technical College	-	-	-	40.8	40.8	-23.6
Florence-Darlington Technical College	-	-	-	52.6	52.6	1.0
Greenville Technical College	-	-	-	48.1	48.1	1.9
Horry-Georgetown Technical College	-	-	-	52.1	52.1	3.5
Midlands Technical College	-	-	-	56.2	56.2	2.4
Northeastern Technical College	-	-	-	37.2	37.2	5.9
Orangeburg Calhoun Technical College	-	-	-	47.1	47.1	5.8
Piedmont Technical College	-	-	-	46.8	46.8	3.0
Spartanburg Community College	-	-	-	49.0	49.0	1.8
Technical College of the Lowcountry	-	-	-	51.1	51.1	4.7
Tri-County Technical College	-	-	-	46.0	46.0	4.1
Trident Technical College	-	-	-	50.0	50.0	2.6
University of South Carolina-Lancaster	70.8	58.3	46.9	52.0	54.7	4.1
University of South Carolina-Salkehatchie	62.1	55.6	42.1	40.4	50.1	5.3
University of South Carolina-Sumter	70.8	59.8	44.0	39.9	54.3	4.0
University of South Carolina-Union	-	62.4	53.9	57.6	55.2	2.4

State/School				Inst./	%	
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	Chng. (%)
Williamsburg Technical College	-	-	-	38.9	38.9	5.6
York Technical College	-	-	-	51.2	51.2	3.8

BA

University of South Carolina-Beaufort	84.2	72.4	59.2	52.1	63.8	8.2
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BA+

Citadel Military College of South Carolina	91.5	76.3	66.4	46.7	77.1	2.7
College of Charleston	94.2	75.2	68.7	57.6	77.1	3.5
Francis Marion University	84.1	68.6	55.7	52.2	68.0	2.5
Lander University	66.3	60.9	55.7	41.5	56.1	1.6
University of South Carolina-Aiken	78.9	63.9	58.4	47.8	62.3	4.4
University of South Carolina-Upstate	74.0	63.0	59.1	48.5	59.0	4.3
Winthrop University	81.3	70.4	61.2	45.3	68.4	-0.4

DOCTORAL

Clemson University	122.1	91.3	83.3	52.9	88.8	-2.8
Coastal Carolina University	98.0	74.3	66.6	48.5	70.2	13.4
Medical University of South Carolina	-	-	-	-	-	-
South Carolina State University	74.6	65.6	61.3	49.6	64.7	2.9
University of South Carolina-Columbia	133.9	92.5	87.0	54.3	95.8	6.0

SOUTH DAKOTA

AA

Lake Area Technical Institute	-	-	-	56.7	56.7	20.1
Mitchell Technical Institute	-	-	-	59.9	59.9	24.3
Southeast Technical Institute	-	-	-	59.4	58.8	1.4
Western Dakota Technical Institute	-	-	-	55.1	55.1	31.5

BA+

Black Hills State University	82.0	62.3	58.6	52.2	64.2	0.5
Northern State University	78.2	59.7	62.0	48.4	64.2	-0.8

DOCTORAL

Dakota State University	98.4	72.7	67.4	44.9	66.6	-0.9
South Dakota School of Mines and Technology	104.0	81.6	83.6	50.0	84.3	0.1
South Dakota State University	94.0	79.1	72.7	54.0	73.5	3.6
University of South Dakota	102.1	76.5	67.2	49.2	72.6	7.4

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

TENNESSEE

AA

Chattanooga State Community College	62.3	55.1	49.1	31.4	45.4	-6.8
Cleveland State Community College	63.8	52.7	46.9	49.6	51.3	1.9
Columbia State Community College	70.5	57.0	48.8	40.1	52.5	2.9
Dyersburg State Community College	60.5	54.7	56.0	47.3	53.1	0.1
Jackson State Community College	63.8	54.3	50.3	41.8	54.2	1.5
Motlow State Community College	63.4	52.4	49.8	40.9	48.4	1.7
Nashville State Community College	73.1	58.9	50.5	45.2	51.0	3.1
Northeast State Community College	61.8	53.9	48.0	44.8	50.8	0.8
Pellissippi State Community College	69.7	59.0	47.7	43.3	55.7	-0.7
Roane State Community College	60.9	55.4	48.6	43.0	54.3	0.6
Southwest Tennessee Community College	65.1	52.7	45.7	38.4	48.3	4.8
Volunteer State Community College	64.8	56.1	48.1	41.8	50.9	2.5
Walters State Community College	61.0	54.8	49.1	41.0	51.2	-2.3

BA+

Austin Peay State University	81.8	65.7	55.8	44.2	66.1	6.1
The University of Tennessee-Martin	77.5	67.3	60.1	46.5	62.6	1.3

DOCTORAL

East Tennessee State University	80.3	66.2	56.4	35.8	62.6	1.7
Middle Tennessee State University	90.8	71.9	61.3	46.3	70.6	-1.3
Tennessee State University	82.8	62.9	53.8	41.0	64.3	-0.1
Tennessee Technological University	89.6	73.8	65.6	45.2	70.4	1.4
The University of Tennessee-Chattanooga	97.2	73.5	66.5	45.7	72.6	4.7
The University of Tennessee-Health Science Center	130.4	87.0	82.2	-	99.2	4.0
The University of Tennessee-Knoxville	136.5	95.5	79.0	51.5	96.8	3.0
University of Memphis	113.6	75.8	67.5	44.8	77.5	0.6

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

TEXAS

AA

Alvin Community College	-	-	-	57.6	57.6	2.5
Amarillo College	71.3	60.5	59.1	51.0	55.3	1.4
Angelina College	-	-	-	50.0	50.0	-1.3
Austin Community College District	72.9	59.4	54.5	56.1	66.6	0.8
Blinn College	-	-	-	54.1	54.1	6.4
Brazosport College	77.5	63.6	58.1	50.2	60.6	0.4
Brookhaven College	-	-	-	66.7	66.7	3.1
Cedar Valley College	-	-	-	63.3	63.3	1.5
Central Texas College	56.2	-	-	-	48.5	-1.4
Cisco College	41.8	-	-	37.1	41.2	4.4
Clarendon College	-	44.8	42.8	39.3	40.3	-0.2
Coastal Bend College	48.1	46.5	44.7	38.2	45.7	0.7
College of the Mainland	62.1	53.1	52.0	-	54.3	0.3
Collin County Community College District	-	-	-	65.2	65.2	5.2
Del Mar College	80.5	68.4	59.8	51.2	64.4	5.7
Eastfield College	-	-	-	65.4	65.4	2.0
El Centro College	-	-	-	60.1	60.1	2.4
El Paso Community College	63.0	49.2	45.9	41.4	52.7	1.6
Frank Phillips College	46.4	40.0	40.0	33.1	35.8	-4.6
Galveston College	77.8	63.8	58.3	53.1	57.1	1.3
Grayson College	54.8	-	-	-	53.8	4.0
Hill College	-	-	-	44.1	44.1	-0.3
Houston Community College	-	-	-	70.4	70.4	2.8
Howard College	53.3	42.1	42.9	39.2	41.2	-1.8
Kilgore College	-	-	-	50.8	50.8	-2.0
Lamar Institute of Technology	-	-	-	51.5	51.5	2.3
Lamar State College-Orange	58.4	44.3	57.8	44.2	47.3	3.5
Lamar State College-Port Arthur	59.1	51.9	49.5	41.3	42.8	2.2
Laredo Community College	-	-	-	59.1	59.1	0.1
Lee College	-	-	-	61.9	61.9	0.8
Lone Star College System	75.6	62.7	60.2	43.8	69.3	4.6
McLennan Community College	70.3	58.1	54.8	56.8	64.0	3.4
Midland College	68.8	60.2	54.6	52.1	60.8	0.6
Mountain View College	-	-	-	66.6	66.6	0.1
Navarro College	65.4	54.1	52.6	32.4	55.2	-2.3
North Central Texas College	-	-	-	51.9	51.9	-1.2
North Lake College	-	-	-	65.7	65.7	3.6
Northeast Lakeview College	76.8	66.1	60.1	54.9	60.6	-
Northeast Texas Community College	57.5	50.5	50.0	41.3	52.4	-6.9
Northwest Vista College	72.5	63.5	59.3	53.9	59.2	11.8
Odessa College	68.6	54.2	55.5	50.9	54.4	0.7
Palo Alto College	76.1	69.1	64.0	54.3	64.3	14.4
Panola College	56.4	-	-	46.7	53.6	-0.3

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

Paris Junior College	-	-	-	58.8	58.8	-1.5
Ranger College	43.0	30.4	-	32.6	33.6	-1.8
Richland College	-	-	-	69.2	69.2	1.2
San Antonio College	79.7	68.2	64.0	55.9	68.2	14.7
San Jacinto Community College	-	-	-	63.7	63.7	2.2
South Plains College	50.7	54.1	49.2	41.1	46.6	-5.7
South Texas College	69.3	66.5	58.6	56.5	57.3	6.1
Southwest Texas Junior College	59.0	49.2	52.0	47.1	48.9	139.5
St Philip's College	75.3	68.5	62.5	53.4	58.0	12.5
Tarrant County College District	70.3	66.5	65.9	58.2	63.5	1.9
Temple College	56.9	49.0	47.3	50.8	52.2	1.2
Texarkana College	62.2	54.7	45.4	38.0	50.9	-0.7
Texas Southmost College	-	-	-	53.5	53.5	12.1
Texas State Technical College	-	42.5	-	38.2	38.8	3.1
Trinity Valley Community College	54.4	-	-	48.1	52.5	-2.8
Tyler Junior College	51.0	-	-	-	51.0	4.5
Vernon College	-	-	-	48.0	48.0	4.5
Victoria College	69.7	57.4	47.7	50.8	54.9	5.8
Weatherford College	-	-	-	53.9	53.9	-0.1
Western Texas College	-	79.9	63.4	46.9	55.1	27.6
Wharton County Junior College	-	-	-	56.5	56.5	4.0

BA+

Midwestern State University	91.4	75.5	61.9	46.1	69.1	0.7
Sul Ross State University	68.5	60.3	50.2	41.5	55.7	3.6
Texas A & M University-Central Texas	87.2	77.4	57.8	61.2	63.9	-6.1
Texas A & M University-San Antonio	112.3	70.4	63.9	45.6	65.7	0.0
The University of Texas of the Permian Basin	89.2	80.2	70.1	48.0	68.7	0.0
University of Houston-Downtown	94.7	74.0	72.4	54.3	69.8	0.5
University of Houston-Victoria	99.0	84.2	75.6	57.2	74.3	-0.4

DOCTORAL

Angelo State University	80.8	70.6	61.1	48.0	64.1	1.5
Lamar University	99.6	77.8	69.6	49.8	72.1	2.9
Prairie View A & M University	94.8	76.0	67.9	52.9	67.0	1.1
Sam Houston State University	98.2	78.1	66.2	36.8	68.6	2.9
Stephen F Austin State University	86.3	69.7	60.4	50.8	68.3	3.1
Tarleton State University	96.2	81.7	62.4	47.3	69.5	1.8
Texas A & M International University	103.6	82.4	97.6	46.9	88.1	18.2
Texas A & M University-College Station	142.2	96.7	81.9	54.8	103.0	2.7
Texas A & M University-Commerce	95.0	72.5	68.8	60.7	72.5	-0.8
Texas A & M University-Corpus Christi	99.0	74.5	59.5	44.6	71.4	1.1
Texas A & M University-Kingsville	89.0	72.6	60.3	40.7	65.5	-4.6

State/School	Inst./Lect./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Asst. (\$)			
Texas A & M University-Texarkana	94.2	74.0	63.8	60.1	75.1	-1.7
Texas Southern University	93.1	70.8	61.4	40.9	69.9	2.2
Texas State University	103.3	82.9	72.2	49.5	72.3	2.3
Texas Tech University	120.4	86.3	72.3	40.6	80.3	-1.7
Texas Tech University Health Sciences Center	-	-	-	-	-	-
Texas Woman's University	95.1	80.2	67.0	62.3	73.8	-0.1
The University of Texas Health Science Center at Houston	-	-	-	-	-	-
The University of Texas Health Science Center at San Antonio	-	-	67.1	-	72.5	0.3
The University of Texas Medical Branch	-	-	-	-	-	-
The University of Texas Rio Grande Valley	93.4	72.0	68.8	50.3	66.1	-7.0
The University of Texas at Arlington	131.3	88.7	74.2	47.3	81.2	2.6
The University of Texas at Austin	-	-	-	-	-	-
The University of Texas at Dallas	159.6	119.5	111.5	74.0	112.0	1.3
The University of Texas at El Paso	113.7	85.9	75.6	53.8	79.7	2.7
The University of Texas at San Antonio	122.4	85.2	75.8	40.6	79.4	-6.0
The University of Texas at Tyler	98.0	79.5	71.2	61.2	74.3	3.6
University of Houston	148.0	98.2	92.9	65.0	101.3	2.9
University of Houston-Clear Lake	104.9	83.6	74.7	65.5	81.2	3.3
University of North Texas	124.3	93.5	80.5	63.6	90.7	-2.7
University of North Texas at Dallas	101.4	90.2	81.2	68.3	79.2	-1.4
West Texas A & M University	89.1	74.7	66.9	49.6	67.1	-1.3

UTAH

AA

Salt Lake Community College	73.6	61.9	51.7	44.3	58.7	5.4
Snow College	66.4	59.9	47.8	48.3	52.6	-1.4

BA

Dixie State University	82.3	66.8	55.5	51.3	61.6	3.2
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BA+

Southern Utah University	83.1	69.7	53.7	43.4	60.6	7.8
Utah Valley University	84.8	72.0	65.3	55.4	69.3	3.7
Weber State University	88.0	71.4	66.5	50.7	69.7	3.2

DOCTORAL

University of Utah	128.4	91.0	82.9	57.0	86.8	-4.7
Utah State University	101.8	81.3	69.9	54.1	79.2	2.2

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

VERMONT

BA+

Johnson State College	77.6	55.2	47.2	-	64.9	3.9
Lyndon State College	68.2	54.7	48.8	-	56.7	3.1
Vermont Technical College	69.8	54.0	48.1	-	58.2	1.0

DOCTORAL

Castleton University	70.9	55.1	47.8	-	58.4	2.4
University of Vermont	123.2	92.7	77.4	59.2	89.7	1.5

VIRGINIA

AA

Blue Ridge Community College	65.6	62.1	53.7	46.8	55.5	-2.7
Central Virginia Community College	64.3	59.7	54.4	44.5	56.5	0.1
Dabney S Lancaster Community College	61.6	62.2	54.8	52.2	56.8	-5.4
Danville Community College	63.5	59.8	52.8	51.1	56.9	0.8
Eastern Shore Community College	-	61.2	54.2	48.9	54.9	-1.6
Germanna Community College	66.3	62.8	56.6	45.6	57.0	0.4
J Sargeant Reynolds Community College	69.0	63.6	54.9	52.1	61.2	-0.1
John Tyler Community College	59.2	58.2	54.4	47.2	54.7	-8.7
Lord Fairfax Community College	67.2	62.0	54.7	48.7	60.1	0.0
Mountain Empire Community College	64.7	59.2	49.5	46.3	53.6	-1.8
New River Community College	72.1	65.5	59.8	55.4	65.9	0.1
Northern Virginia Community College	81.6	72.5	65.0	60.0	70.1	-0.4
Patrick Henry Community College	63.7	59.3	52.9	43.9	54.2	-2.4
Paul D Camp Community College	-	61.5	50.0	46.1	49.8	-9.1
Piedmont Virginia Community College	66.7	60.7	56.7	48.9	59.5	-0.2
Rappahannock Community College	62.2	60.3	53.6	52.9	56.6	-0.4
Richard Bland College of William and Mary	64.4	56.0	51.2	43.2	56.1	1.0
Southside Virginia Community College	68.9	60.8	57.5	50.0	58.8	0.4
Southwest Virginia Community College	63.6	60.0	55.6	42.5	54.5	-2.8
Thomas Nelson Community College	77.6	67.8	64.6	58.5	65.2	-0.7
Tidewater Community College	72.6	65.1	56.3	50.6	60.2	-1.2
Virginia Highlands Community College	66.0	60.7	53.8	45.5	55.8	-2.7
Virginia Western Community College	67.7	59.9	57.3	51.4	58.2	-2.0
Wytheville Community College	67.9	61.5	53.2	51.6	57.5	0.1

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

BA

The University of Virginia's College at Wise	80.5	71.8	56.5	50.7	65.1	-
Virginia Military Institute	89.9	66.8	55.4	49.6	72.8	-4.4

BA+

Christopher Newport University	106.3	81.5	66.3	58.8	74.6	0.3
Longwood University	82.9	69.5	65.3	50.4	67.0	2.5
University of Mary Washington	79.9	67.4	62.6	59.9	69.0	-0.7

DOCTORAL

College of William and Mary	128.2	94.6	70.8	60.4	96.6	-2.8
George Mason University	134.0	89.0	75.3	55.4	95.0	-0.6
James Madison University	90.5	74.3	68.4	56.7	75.9	1.3
Norfolk State University	88.6	70.8	62.5	54.4	71.9	0.8
Old Dominion University	112.9	82.8	71.8	53.0	80.1	-0.5
Radford University	88.6	71.3	64.8	53.0	72.1	-0.5
University of Virginia-Main Campus	165.4	111.6	93.3	60.7	122.0	2.3
Virginia Commonwealth University	121.8	84.9	68.3	48.7	79.5	-0.2
Virginia Polytechnic Institute and State University	131.1	93.6	83.2	52.0	98.6	1.1
Virginia State University	89.3	72.4	61.9	47.5	68.4	3.8

WASHINGTON

AA

Bates Technical College	-	-	-	59.2	58.9	-5.1
Bellevue College	-	68.3	57.9	55.8	64.8	4.8
Bellingham Technical College	-	-	-	65.5	65.5	3.5
Big Bend Community College	-	-	-	59.8	59.8	2.1
Cascadia College	-	-	-	60.3	60.3	1.2
Centralia College	-	-	-	59.3	59.3	6.4
Clark College	-	-	-	62.2	62.2	2.9
Clover Park Technical College	-	-	-	53.1	53.0	1.4
Columbia Basin College	-	-	-	56.5	56.5	2.3
Edmonds Community College	-	-	-	64.4	64.4	4.0
Everett Community College	-	-	-	60.2	60.2	1.7
Grays Harbor College	-	-	57.2	-	56.3	6.3
Green River College	-	-	-	-	-	-
Highline College	-	-	-	59.1	59.1	-0.7
Lake Washington Institute of Technology	-	-	-	-	-	-
Lower Columbia College	-	-	-	60.4	60.4	2.2
North Seattle College	-	-	-	46.8	46.8	-17.8
Olympic College	-	-	-	60.3	60.3	3.4
Peninsula College	-	-	-	-	-	-
Pierce College-Fort Steilacoom	-	-	-	-	-	-

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

Pierce College-Puyallup	-	-	-	-	-	-
Renton Technical College	-	-	-	60.6	60.6	0.4
Seattle Central College	-	-	-	45.3	45.3	-22.3
Shoreline Community College	-	-	-	61.8	61.8	-0.3
Skagit Valley College	-	-	-	65.3	65.3	1.1
South Puget Sound Community College	57.7	-	-	-	57.7	-
South Seattle College	-	-	-	49.6	46.0	-18.9
Spokane Community College	-	-	-	59.0	59.0	4.4
Spokane Falls Community College	-	-	-	56.8	56.8	2.9
Tacoma Community College	-	-	-	62.7	62.7	9.4
Walla Walla Community College	-	-	-	58.3	58.3	2.2
Wenatchee Valley College	-	-	-	-	-	-
Whatcom Community College	-	-	-	-	-	-
Yakima Valley College	-	-	-	60.9	60.9	2.6

BA+

Central Washington University	89.0	74.2	53.5	39.4	65.5	-7.1
The Evergreen State College	-	-	-	72.1	72.1	1.0
University of Washington-Bothell Campus	123.2	101.6	96.8	71.6	91.1	0.5
Western Washington University	102.2	83.1	72.1	54.4	83.0	6.6

DOCTORAL

Eastern Washington University	99.2	80.4	72.6	52.7	76.3	3.5
University of Washington-Seattle Campus	138.8	102.6	96.6	68.2	108.2	0.8
University of Washington-Tacoma Campus	120.8	98.5	84.3	64.1	86.3	4.8
Washington State University	123.6	86.6	83.8	64.0	88.4	2.4

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	-	69.1	48.5	36.1	41.8	-4.0
BridgeValley Community & Technical College	69.0	59.1	49.2	39.5	51.5	1.6
Carver Career Center	-	-	-	60.1	60.1	16.4
Eastern West Virginia Community and Technical College	-	-	46.3	35.7	38.8	-7.1
Mountwest Community and Technical College	67.5	50.1	41.3	36.4	45.9	-0.3
New River Community and Technical College	67.4	53.6	48.3	41.1	46.0	-0.8
Pierpont Community and Technical College	68.7	52.0	51.4	43.7	51.7	1.6
Potomac State College of West Virginia University	67.7	60.6	48.9	43.9	54.1	7.0

State/School				Inst./		
	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Lect./ No Rank (\$)	Avg. (\$)	% Chng. (%)
Southern West Virginia Community and Technical College	56.2	46.7	41.9	35.0	44.1	2.2
West Virginia Northern Community College	64.3	51.1	43.8	38.9	46.9	-1.8

BA

Bluefield State College	66.4	59.6	52.4	39.9	55.9	2.4
Glenville State College	65.4	59.3	47.3	39.4	52.6	-1.8
West Virginia University Institute of Technology	89.0	67.4	59.7	49.5	66.1	0.2
West Virginia University at Parkersburg	61.7	52.8	46.3	39.5	50.5	-0.7

BA+

Concord University	68.0	57.7	50.6	39.6	56.3	-0.6
Fairmont State University	70.3	62.3	52.7	40.8	57.1	-0.7
West Liberty University	67.5	65.4	54.0	44.1	59.3	1.2
West Virginia State University	65.9	56.7	49.3	37.6	55.1	0.6

DOCTORAL

Marshall University	78.9	67.3	60.8	38.5	64.7	2.3
Shepherd University	75.2	62.6	57.7	45.2	62.5	3.9
West Virginia University	119.2	82.2	70.2	48.9	87.0	2.9

WISCONSIN

AA

Blackhawk Technical College	-	-	-	75.1	75.1	-2.7
Chippewa Valley Technical College	-	-	-	67.9	67.9	-2.2
Fox Valley Technical College	-	-	-	77.5	77.5	0.8
Gateway Technical College	-	-	-	83.7	83.7	1.9
Lakeshore Technical College	-	-	-	75.3	75.3	0.1
Madison Area Technical College	-	-	-	92.7	92.7	-0.3
Mid-State Technical College	-	-	-	73.5	73.5	-1.1
Milwaukee Area Technical College	-	-	-	95.0	95.0	1.4
Moraine Park Technical College	-	-	-	70.6	70.6	2.5
Nicolet Area Technical College	-	-	-	-	-	-
Northcentral Technical College	-	-	-	70.6	70.6	-1.0
Northeast Wisconsin Technical College	-	-	-	113.5	113.5	43.6
Southwest Wisconsin Technical College	-	-	-	71.9	71.9	15.5
University of Wisconsin Colleges	62.4	51.1	45.1	42.3	51.6	1.8
Waukesha County Technical College	-	-	-	81.9	81.9	-0.1
Western Technical College	-	-	-	61.6	61.6	-7.3
Wisconsin Indianhead Technical College	-	-	-	61.6	61.6	-9.7

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

BA+

University of Wisconsin-Green Bay	69.7	62.6	61.9	47.2	60.6	0.7
University of Wisconsin-Parkside	72.5	64.4	56.3	43.3	57.8	2.2
University of Wisconsin-Platteville	72.9	61.1	58.3	42.6	58.8	1.7
University of Wisconsin-River Falls	73.8	66.2	62.2	43.7	66.8	1.4
University of Wisconsin-Superior	67.8	54.0	59.9	45.0	57.4	1.7

DOCTORAL

University of Wisconsin-Eau Claire	76.5	64.8	63.8	49.0	66.1	0.6
University of Wisconsin-La Crosse	80.9	67.0	63.0	46.1	63.7	3.5
University of Wisconsin-Madison	123.3	93.9	83.0	62.9	105.6	4.0
University of Wisconsin-Milwaukee	101.6	78.3	73.6	46.4	75.9	2.5
University of Wisconsin-Oshkosh	79.8	64.7	66.6	48.9	66.0	3.2
University of Wisconsin-Stevens Point	72.1	58.9	54.4	40.5	59.6	-0.6
University of Wisconsin-Stout	70.8	63.5	60.1	47.6	60.5	-0.4
University of Wisconsin-Whitewater	79.4	68.0	71.1	50.7	66.3	1.7

WYOMING

AA

Casper College	-	-	-	63.4	63.4	-0.8
Central Wyoming College	64.1	54.4	55.3	50.0	58.2	5.1
Eastern Wyoming College	-	-	-	50.3	50.3	-5.4
Laramie County Community College	-	-	-	54.6	54.6	-0.6
Northwest College	73.9	64.9	61.0	54.6	61.1	-0.2
Sheridan College	-	-	-	55.5	54.3	-2.0
Western Wyoming Community College	77.8	60.4	53.8	50.7	57.7	-0.4

DOCTORAL

University of Wyoming	114.8	81.4	77.3	58.3	84.0	-2.7
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