



# Advocate Salary Review

The 2009–2010 institutional faculty salary report provides salary and compensation information for the 1,627 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 2009–2010.

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 2008–2009 and 2009–2010. All dollar amounts are reported in thousands of dollars.

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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## ALABAMA

### AA

ALABAMA SOUTHERN COMMUNITY COLLEGE	-	-	-	52.1	52.1	-0.5	19.5
BEVILL STATE COMMUNITY COLLEGE	-	-	-	56.4	56.4	3.7	20.7
BISHOP STATE COMMUNITY COLLEGE	-	-	-	53.7	53.7	1.2	20.1
CENTRAL ALABAMA COMMUNITY COLLEGE	-	-	-	53.4	53.4	-2.6	19.9
CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE	-	-	-	55.6	55.6	1.2	20.2
ENTERPRISE-OZARK COMMUNITY COLLEGE	-	-	-	51.6	51.6	-0.0	18.7
GADSDEN STATE COMMUNITY COLLEGE	-	-	-	53.4	53.4	-0.8	20.4

**Definitions for the institutional report column headings are as follows:**

PROF (\$):	Average salary for professors on 9/10 month contracts, in thousands of dollars.
ASSC (\$):	Average salary for associate professors on 9/10 month contracts, in thousands of dollars.
ASST (\$):	Average salary for assistant professors on 9/10 month contracts, in thousands of dollars.
INST/LECT/	
NO RANK (\$):	Average salary for instructors, lecturers, and faculty with no rank on 9/10 month contracts, in thousands of dollars.
AVG (\$):	Average salary for all faculty on 9/10 month contracts, in thousands of dollars.
% CHG (%):	Percent change in average faculty salary from 2008-09 to 2009-10.
AVG BENE (\$):	Average benefits for faculty on 9/10 month contracts, in thousands of dollars.

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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GEORGE C WALLACE COMMUNITY COLLEGE-DOTHAN	-	-	-	51.1	51.1	-1.3	19.3
GEORGE C WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE	-	-	-	52.5	52.5	1.0	19.8
GEORGE C WALLACE STATE COMMUNITY COLLEGE-SELMA	-	-	-	50.4	50.4	-1.6	19.3
H COUNCILL TRENHOLM STATE TECHNICAL COLLEGE	-	-	-	52.1	52.1	-1.4	18.8
J F DRAKE STATE TECHNICAL COLLEGE	-	-	-	54.0	54.0	-14.9	19.6
J F INGRAM STATE TECHNICAL COLLEGE	-	-	-	48.2	48.2	1.1	18.7
JAMES H FAULKNER STATE COMMUNITY COLLEGE	-	-	-	54.7	54.7	0.6	20.1
JEFFERSON DAVIS COMMUNITY COLLEGE	-	-	-	52.3	52.3	0.5	19.7

† Beginning in academic year 2001-02, the number of faculty and percent of faculty tenured are collected by the U.S. Department of Education on two different surveys. The definitions of faculty on the two surveys are not the same and may not appear congruous. The number of faculty reported reflects those whose activities include at least 50 percent of their time in the classroom. The percent of faculty tenured reflects any staff member with faculty status (this includes librarians, counselors, etc).

**The following notes are used throughout the report:**

- (1) Based on data as reported by the institution.
- (2) Non-responding institution; data are not imputed.

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
JEFFERSON STATE COMMUNITY COLLEGE	-	-	-	53.1	53.1	1.3	19.5
JOHN C CALHOUN STATE COMMUNITY COLLEGE	-	-	-	54.3	54.3	-0.3	20.1
LAWSON STATE COMMUNITY COLLEGE- BIRMINGHAM CAMPUS	-	-	-	53.4	53.4	-0.1	19.4
LURLEEN B WALLACE COMMUNITY COLLEGE	-	-	-	53.2	53.2	2.5	19.8
MARION MILITARY INSTITUTE	-	-	-	51.8	51.8	0.9	20.1
NORTHEAST ALABAMA COMMUNITY COLLEGE	-	-	-	56.0	56.0	4.0	20.3
NORTHWEST SHOALS COMMUNITY COLLEGE- MUSCLE SHOALS	-	-	-	54.1	54.1	3.2	20.2
REID STATE TECHNICAL COLLEGE	-	-	-	50.0	50.0	-1.2	19.2
SHELTON STATE COMMUNITY COLLEGE	-	-	-	55.6	55.6	2.2	21.3
SNEAD STATE COMMUNITY COLLEGE	-	-	-	55.5	55.5	0.6	20.9
SOUTHERN UNION STATE COMMUNITY COLLEGE	-	-	-	52.1	52.1	0.8	19.6

### BA

ATHENS STATE UNIVERSITY	83.7	73.0	59.8	55.0	68.7	0.5	23.5
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### BA+

AUBURN UNIVERSITY- MONTGOMERY	80.4	66.3	52.5	41.2	64.1	1.6	17.4
JACKSONVILLE STATE UNIVERSITY	78.0	61.6	53.4	46.2	58.1	0.9	23.3
UNIVERSITY OF MONTEVALLO	77.2	60.3	50.0	41.5	59.2	-1.0	13.0
UNIVERSITY OF NORTH ALABAMA	76.2	64.7	54.7	47.9	62.7	1.4	18.8
UNIVERSITY OF WEST ALABAMA	68.9	62.2	49.1	41.4	53.2	-0.8	16.0

### DOCTORAL

ALABAMA A & M UNIVERSITY	84.3	68.9	54.8	40.0	58.8	0.0	14.1
ALABAMA STATE UNIVERSITY	86.1	66.9	55.0	45.1	63.1	4.0	17.0
AUBURN UNIVERSITY MAIN CAMPUS	104.4	73.7	62.5	36.3	77.9	1.9	21.6
THE UNIVERSITY OF ALABAMA	116.7	80.3	61.1	41.2	79.7	-0.7	29.4
TROY UNIVERSITY	75.1	63.3	55.1	42.0	58.4	1.9	14.6
UNIVERSITY OF ALABAMA AT BIRMINGHAM	95.7	72.2	57.6	41.8	71.1	-0.9	29.1

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
UNIVERSITY OF ALABAMA IN HUNTSVILLE	101.9	77.9	62.5	46.0	74.3	0.8	22.1
UNIVERSITY OF SOUTH ALABAMA	89.0	65.8	55.4	43.5	63.1	-0.1	15.8

## ALASKA

### AA

PRINCE WILLIAM SOUND COMMUNITY COLLEGE	93.8	71.6	64.4	-	80.0	6.0	29.7
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### BA+

UNIVERSITY OF ALASKA ANCHORAGE	95.4	75.0	62.9	48.0	71.6	4.8	24.7
UNIVERSITY OF ALASKA SOUTHEAST	95.4	69.7	60.3	-	65.4	3.3	22.6

### DOCTORAL

UNIVERSITY OF ALASKA FAIRBANKS	98.6	74.1	62.7	54.4	72.5	3.3	24.6
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## ARIZONA

### AA

ARIZONA WESTERN COLLEGE	50.9	-	-	-	50.9	-1.4	17.4
CENTRAL ARIZONA COLLEGE	-	-	-	54.3	54.3	2.3	17.4
CHANDLER/GILBERT COMMUNITY COLLEGE	-	-	-	75.9	75.9	-1.3	21.8
COCHISE COLLEGE	-	-	-	57.4	57.4	-0.6	15.9
COCONINO COUNTY COMMUNITY COLLEGE	-	-	-	54.0	54.0	-4.0	15.0
EASTERN ARIZONA COLLEGE	-	-	-	59.7	59.7	2.9	27.2
ESTRELLA MOUNTAIN COMMUNITY COLLEGE	-	-	-	73.0	73.0	0.2	21.2
GATEWAY COMMUNITY COLLEGE	-	-	-	75.4	75.4	-0.7	21.5
GLENDALE COMMUNITY COLLEGE	-	-	-	76.3	76.3	-0.5	21.8
MESA COMMUNITY COLLEGE	-	-	-	76.7	76.7	0.5	21.9
MOHAVE COMMUNITY COLLEGE	-	-	-	51.8	51.8	2.8	14.1
NORTHLAND PIONEER COLLEGE	-	-	-	54.3	54.3	0.8	16.8
PARADISE VALLEY COMMUNITY COLLEGE	-	-	-	75.8	75.8	-0.4	21.8
PHOENIX COLLEGE	-	-	-	77.6	77.6	0.5	22.0
PIMA COMMUNITY COLLEGE	-	-	-	61.7	61.7	2.2	17.5
RIO SALADO COLLEGE	-	-	-	77.8	77.8	1.4	22.0

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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SCOTTSDALE COMMUNITY COLLEGE	-	-	-	75.8	75.8	-0.7	21.8
SOUTH MOUNTAIN COMMUNITY COLLEGE	-	-	-	75.0	75.0	-2.8	21.5
YAVAPAI COLLEGE	-	-	-	53.2	53.2	-1.7	16.1

### DOCTORAL

ARIZONA STATE UNIVERSITY	116.5	81.6	71.1	47.3	83.2	1.8	24.1
ARIZONA STATE UNIVERSITY AT THE DOWNTOWN PHOENIX CAMPUS	-	-	-	-	-	-	-
ARIZONA STATE UNIVERSITY AT THE POLYTECHNIC CAMPUS	-	-	-	-	-	-	-
ARIZONA STATE UNIVERSITY AT THE WEST CAMPUS	-	-	-	-	-	-	-
NORTHERN ARIZONA UNIVERSITY	87.0	66.5	56.9	44.6	66.7	1.3	21.7
UNIVERSITY OF ARIZONA	116.6	79.5	66.4	48.0	87.6	1.0	24.4

## ARKANSAS

### AA

ARKANSAS NORTHEASTERN COLLEGE	-	-	-	43.6	43.6	2.3	14.7
ARKANSAS STATE UNIVERSITY-BEEBE	55.0	48.5	45.5	40.0	42.7	-1.0	12.2
ARKANSAS STATE UNIVERSITY- MOUNTAIN HOME	-	-	48.3	36.4	39.5	-5.6	11.8
ARKANSAS STATE UNIVERSITY-NEWPORT	-	-	40.8	37.4	38.7	-0.1	11.5
BLACK RIVER TECHNICAL COLLEGE	-	-	-	41.9	41.9	3.2	14.8
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	-	-	-	40.5	40.5	-0.7	13.7
EAST ARKANSAS COMMUNITY COLLEGE	-	-	-	47.7	47.7	4.0	16.5
MID-SOUTH COMMUNITY COLLEGE	-	-	-	41.1	41.1	1.3	14.1
NATIONAL PARK COMMUNITY COLLEGE	-	-	-	43.2	43.2	2.1	14.9
NORTH ARKANSAS COLLEGE	-	-	-	48.2	48.2	-0.9	20.4
NORTHWEST ARKANSAS COMMUNITY COLLEGE	-	-	-	51.5	51.5	3.5	16.2
OUACHITA TECHNICAL COLLEGE	-	-	-	41.9	41.9	-0.7	12.8
OZARKA COLLEGE	-	-	-	39.9	39.9	1.5	18.1
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	-	-	-	38.1	38.1	0.1	12.5
PULASKI TECHNICAL COLLEGE	-	-	-	46.1	46.1	5.2	13.7
RICH MOUNTAIN COMMUNITY COLLEGE	-	-	-	48.4	48.4	4.5	20.8

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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SOUTH ARKANSAS COMMUNITY COLLEGE	-	-	-	47.2	47.2	4.9	15.3
SOUTHEAST ARKANSAS COLLEGE	-	-	-	46.2	46.2	3.8	14.9
SOUTHERN ARKANSAS UNIVERSITY TECH	-	-	-	42.6	42.6	2.3	12.9
UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-BATESVILLE	-	-	-	39.8	39.8	2.2	12.5
UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-HOPE	-	-	-	39.7	39.7	-0.8	16.0
UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE-MORRILTON	-	-	-	39.5	39.5	-2.7	13.9

### BA

UNIVERSITY OF ARKANSAS- FORT SMITH	73.2	66.9	53.8	45.6	55.2	0.3	16.4
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### BA+

ARKANSAS TECH UNIVERSITY	65.1	57.2	47.9	40.1	51.3	0.3	13.7
HENDERSON STATE UNIVERSITY	63.9	53.0	48.1	37.5	52.9	-1.0	19.9
SOUTHERN ARKANSAS UNIVERSITY MAIN CAMPUS	67.6	55.3	49.2	41.0	51.8	1.2	14.7
UNIVERSITY OF ARKANSAS AT MONTICELLO	60.2	57.1	44.0	40.2	48.5	1.8	14.7
UNIVERSITY OF ARKANSAS AT PINE BLUFF	57.4	53.4	45.0	37.3	45.0	-1.3	13.8

### DOCTORAL

ARKANSAS STATE UNIVERSITY- MAIN CAMPUS	74.5	58.5	54.1	36.7	54.8	-0.4	14.7
UNIVERSITY OF ARKANSAS MAIN CAMPUS	102.2	73.8	69.4	41.8	74.4	-0.6	18.9
UNIVERSITY OF ARKANSAS AT LITTLE ROCK	85.4	66.3	57.0	40.1	63.3	0.2	16.3
UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES	-	-	-	-	-	-	-
UNIVERSITY OF CENTRAL ARKANSAS	75.2	61.4	54.5	41.7	54.6	-2.6	13.9

## CALIFORNIA

### AA

ALLAN HANCOCK COLLEGE	-	-	-	78.0	78.0	0.9	17.5
AMERICAN RIVER COLLEGE	-	-	-	77.8	77.8	1.6	20.1
ANTELOPE VALLEY COLLEGE	89.0	73.9	75.0	72.7	79.0	1.9	21.4
BAKERSFIELD COLLEGE	-	-	-	86.3	86.3	2.0	21.5
BARSTOW COMMUNITY COLLEGE	-	-	-	79.0	79.0	1.6	24.4
BERKELEY CITY COLLEGE	-	-	-	74.8	74.8	1.4	29.2

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
BUTTE COLLEGE	-	-	-	79.3	79.3	7.1	22.0	FEATHER RIVER COMMUNITY COLLEGE DISTRICT	-	-	-	78.9	78.9	14.7	21.1
CABRILLO COLLEGE	-	-	-	69.9	69.9	3.4	9.2	FOLSOM LAKE COLLEGE	-	-	-	74.8	74.8	3.9	19.7
CANADA COLLEGE	-	-	-	80.2	80.2	7.1	20.1	FOOTHILL COLLEGE	-	-	-	92.4	92.4	3.1	29.2
CERRITOS COLLEGE	-	-	-	85.8	85.8	1.1	19.6	FRESNO CITY COLLEGE	-	-	-	88.5	88.5	-1.1	21.8
CERRO COSO COMMUNITY COLLEGE	-	-	-	84.8	84.8	2.0	21.4	FULLERTON COLLEGE	-	-	-	104.6	104.6	0.5	13.7
CHABOT COLLEGE	-	-	-	90.9	90.9	3.7	23.9	GAVILAN COLLEGE	-	-	-	76.1	76.1	-9.2	22.5
CHAFFEY COLLEGE	-	-	-	89.5	89.5	6.7	24.3	GLENDALE COMMUNITY COLLEGE	-	-	-	83.6	83.6	13.1	20.8
CITRUS COLLEGE	-	-	-	87.3	87.3	7.3	7.2	GOLDEN WEST COLLEGE	-	-	-	95.3	95.3	2.6	22.5
CITY COLLEGE OF SAN FRANCISCO	-	-	-	83.5	83.5	-0.5	16.1	GROSSMONT COLLEGE	-	-	-	75.7	75.7	1.9	15.6
COASTLINE COMMUNITY COLLEGE	-	-	-	99.3	99.3	8.2	22.9	HARTNELL COLLEGE	-	-	-	81.1	81.1	4.4	21.0
COLLEGE OF ALAMEDA	-	-	-	79.1	79.1	-2.3	30.1	IMPERIAL VALLEY COLLEGE	-	-	-	72.5	72.5	5.8	1.8
COLLEGE OF MARIN	-	-	-	92.1	92.1	2.8	24.6	IRVINE VALLEY COLLEGE	-	-	-	92.3	92.3	9.4	25.8
COLLEGE OF SAN MATEO	-	-	-	82.9	82.9	2.7	22.0	LAKE TAHOE COMMUNITY COLLEGE	-	-	-	70.5	70.5	0.1	41.3
COLLEGE OF THE CANYONS	-	-	-	87.9	87.9	1.6	21.9	LANEY COLLEGE	-	-	-	77.5	77.5	2.4	29.8
COLLEGE OF THE DESERT	95.4	85.0	76.7	80.4	86.5	3.4	25.6	LAS POSITAS COLLEGE	-	-	-	86.6	86.6	-0.3	25.1
COLLEGE OF THE REDWOODS	-	-	-	87.3	87.3	13.2	26.0	LASSEN COMMUNITY COLLEGE	-	-	-	70.2	70.2	3.5	25.7
COLLEGE OF THE SEQUOIAS	-	-	-	86.5	86.5	4.3	25.0	LONG BEACH CITY COLLEGE	-	-	-	88.1	88.1	1.2	25.6
COLLEGE OF THE SISKIYOU	-	-	-	69.5	69.5	2.2	22.7	LOS ANGELES CITY COLLEGE	-	-	-	74.1	74.1	20.8	15.1
COLUMBIA COLLEGE	-	-	-	68.3	68.3	-4.2	21.1	LOS ANGELES COUNTY COLLEGE OF NURSING AND ALLIED HEALTH	-	-	-	-	-	-	-
CONTRA COSTA COLLEGE	-	-	-	85.2	85.2	4.9	17.2	LOS ANGELES HARBOR COLLEGE	-	-	-	69.9	69.9	4.4	16.2
COPPER MOUNTAIN COMMUNITY COLLEGE	-	-	-	71.0	71.0	-6.9	19.2	LOS ANGELES MISSION COLLEGE	-	-	-	57.9	57.9	-5.5	11.8
COSUMNES RIVER COLLEGE	-	-	-	78.3	78.3	3.0	20.1	LOS ANGELES PIERCE COLLEGE	-	-	-	71.8	71.8	9.1	15.2
CRAFTON HILLS COLLEGE	-	-	-	78.7	78.7	1.5	16.7	LOS ANGELES SOUTHWEST COLLEGE	-	-	-	62.3	62.3	-5.9	12.7
CUESTA COLLEGE	-	-	-	75.2	75.2	1.7	16.3	LOS ANGELES TRADE TECHNICAL COLLEGE	-	-	-	74.8	74.8	-1.8	17.6
CUYAMACA COLLEGE	-	-	-	79.8	79.8	3.4	16.1	LOS ANGELES VALLEY COLLEGE	-	-	-	78.4	78.4	1.8	19.5
CYPRESS COLLEGE	-	-	-	105.1	105.1	1.2	13.6	LOS MEDANOS COLLEGE	-	-	-	83.8	83.8	3.0	17.4
DE ANZA COLLEGE	-	-	-	90.2	90.2	1.2	28.8	MENDOCINO COLLEGE	-	-	-	80.0	80.0	1.9	25.8
DIABLO VALLEY COLLEGE	-	-	-	86.7	86.7	3.8	18.2	MERCED COLLEGE	-	-	-	80.4	80.4	-0.6	24.9
EAST LOS ANGELES COLLEGE	-	-	-	66.1	66.1	8.1	14.6	MERRITT COLLEGE	-	-	-	77.6	77.6	-0.3	29.7
EAST SAN GABRIEL VALLEY REGIONAL OCCUPATIONAL PROGRAM	-	-	-	39.8	39.8	-5.2	7.9	MIRACOSTA COLLEGE	-	-	-	114.1	114.1	0.7	28.7
EL CAMINO COLLEGE-COMPTON CENTER	86.4	76.8	76.5	73.9	81.2	-0.6	17.0	MISSION COLLEGE	-	-	-	81.1	81.1	2.7	25.7
EL CAMINO COMMUNITY COLLEGE DISTRICT	-	-	-	86.5	86.5	0.2	21.3	MODESTO JUNIOR COLLEGE	-	-	-	75.8	75.8	1.1	21.4
EVERGREEN VALLEY COLLEGE	-	-	-	83.8	83.8	-1.7	22.8	MONTEREY PENINSULA COLLEGE	-	-	-	80.0	80.0	-3.8	33.0

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
MOORPARK COLLEGE	-	-	-	82.8	82.8	2.1	24.6
MT SAN ANTONIO COLLEGE	-	-	-	84.3	84.3	-7.2	18.3
MT. SAN JACINTO COMMUNITY COLLEGE DISTRICT	-	-	-	82.4	82.4	1.2	15.8
NAPA VALLEY COLLEGE	-	-	-	79.6	79.6	8.6	15.6
OHLONE COLLEGE	-	-	-	99.5	99.5	2.6	10.4
ORANGE COAST COLLEGE	-	-	-	93.8	93.8	3.0	22.3
OXNARD COLLEGE	-	-	-	86.5	86.5	8.5	25.7
PALO VERDE COLLEGE	-	-	-	72.6	72.6	4.2	22.3
PALOMAR COLLEGE	-	-	-	92.2	92.2	1.1	25.6
PASADENA CITY COLLEGE	-	-	-	84.6	84.6	-0.5	23.0
PERALTA COMMUNITY COLLEGE SYSTEM OFFICE	-	-	-	-	-	-	-
PORTERVILLE COLLEGE	-	-	-	87.7	87.7	1.3	21.7
REEDLEY COLLEGE	-	-	-	87.8	87.8	-0.2	21.1
RIO HONDO COLLEGE	-	-	-	87.0	87.0	1.8	30.2
RIVERSIDE COMMUNITY COLLEGE	-	-	-	90.7	90.7	2.2	26.5
SACRAMENTO CITY COLLEGE	-	-	-	77.0	77.0	2.1	20.0
SADDLEBACK COLLEGE	-	-	-	94.0	94.0	7.8	26.4
SAN BERNARDINO VALLEY COLLEGE	-	-	-	79.6	79.6	-0.1	16.9
SAN DIEGO CITY COLLEGE	-	-	-	66.1	66.1	3.1	14.8
SAN DIEGO MESA COLLEGE	-	-	-	71.1	71.1	2.3	15.9
SAN DIEGO MIRAMAR COLLEGE	-	-	-	66.7	66.7	3.0	15.4
SAN JOAQUIN DELTA COLLEGE	-	-	-	90.0	90.0	4.0	23.5
SAN JOSE CITY COLLEGE	-	-	-	85.4	85.4	1.7	26.8
SANTA ANA COLLEGE	-	-	-	92.6	92.6	2.6	23.7
SANTA BARBARA CITY COLLEGE	-	-	-	81.1	81.1	1.8	20.8
SANTA MONICA COLLEGE	-	-	-	95.2	95.2	2.9	26.7
SANTA ROSA JUNIOR COLLEGE	-	-	-	83.9	83.9	-3.3	24.5
SANTIAGO CANYON COLLEGE	-	-	-	88.6	88.6	7.6	23.3
SHASTA COLLEGE	-	-	-	79.5	79.5	0.4	22.4
SIERRA COLLEGE	-	-	-	75.4	75.4	-1.3	19.4
SKYLINE COLLEGE	-	-	-	83.7	83.7	1.6	20.5
SOLANO COMMUNITY COLLEGE	-	-	-	74.4	74.4	4.6	26.5
SOUTHWESTERN COLLEGE	-	-	-	86.0	86.0	-0.3	21.6
TAFT COLLEGE	91.7	71.2	-	-	82.2	0.2	22.6

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
VENTURA COLLEGE	-	-	-	83.5	83.5	0.7	24.6
VICTOR VALLEY COLLEGE	-	-	-	89.5	89.5	1.5	19.4
WEST HILLS COLLEGE-COALINGA	-	-	-	81.3	81.3	-5.5	21.7
WEST HILLS COLLEGE-LEMOORE	-	-	-	77.3	77.3	-6.8	21.1
WEST LOS ANGELES COLLEGE	-	-	-	73.1	73.1	10.2	14.8
WEST VALLEY COLLEGE	-	-	-	80.8	80.8	9.3	27.5
WOODLAND COMMUNITY COLLEGE	-	-	-	74.8	74.8	-	22.2
YUBA COLLEGE	-	-	-	80.0	80.0	15.1	23.3

### BA

CALIFORNIA MARITIME ACADEMY	96.3	78.6	66.2	62.1	74.3	2.6	25.8
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### BA+

CALIFORNIA POLYTECHNIC STATE UNIVERSITY- SAN LUIS OBISPO	97.4	80.7	67.0	63.8	79.8	0.4	26.7
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CALIFORNIA STATE POLYTECHNIC UNIVERSITY-POMONA	98.2	77.9	69.8	62.5	84.6	1.0	27.5
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CALIFORNIA STATE UNIVERSITY- BAKERSFIELD	95.6	73.1	67.0	56.5	75.3	1.7	25.6
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CALIFORNIA STATE UNIVERSITY- CHANNEL ISLANDS	105.0	89.6	78.5	59.7	80.6	0.4	26.8
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CALIFORNIA STATE UNIVERSITY-CHICO	94.3	72.1	60.8	61.5	78.0	1.9	26.1
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CALIFORNIA STATE UNIVERSITY- DOMINGUEZ HILLS	96.0	76.6	71.5	63.2	78.5	-2.4	26.6
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CALIFORNIA STATE UNIVERSITY-EAST BAY	96.5	78.4	70.8	61.8	80.2	0.7	26.9
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CALIFORNIA STATE UNIVERSITY- MONTEREY BAY	92.3	73.8	62.6	53.1	71.1	-1.9	25.2
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CALIFORNIA STATE UNIVERSITY- NORTHRIDGE	94.6	74.6	66.8	59.2	77.5	1.1	26.2
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CALIFORNIA STATE UNIVERSITY- SAN BERNARDINO	93.3	74.3	61.5	57.8	78.0	2.6	26.1
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CALIFORNIA STATE UNIVERSITY- SAN MARCOS	95.5	77.7	68.3	56.5	78.9	1.0	26.3
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HUMBOLDT STATE UNIVERSITY	91.0	70.2	58.1	58.0	75.5	-0.0	25.8
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SAN JOSE STATE UNIVERSITY	96.6	78.5	69.6	67.9	83.1	1.5	27.1
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SONOMA STATE UNIVERSITY	91.1	69.8	62.7	60.5	76.5	0.2	26.1
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### DOCTORAL

CALIFORNIA STATE UNIVERSITY-FRESNO	96.5	73.0	62.0	56.3	75.1	2.7	25.6
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CALIFORNIA STATE UNIVERSITY-FULLERTON	96.7	79.3	69.3	60.2	78.3	1.7	26.2
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## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
CALIFORNIA STATE UNIVERSITY- LONG BEACH	96.1	76.3	67.9	64.0	78.8	1.0	26.3
CALIFORNIA STATE UNIVERSITY- LOS ANGELES	95.2	77.8	66.4	60.2	81.6	2.0	27.0
CALIFORNIA STATE UNIVERSITY- SACRAMENTO	93.7	70.4	64.3	60.1	76.2	0.5	25.7
CALIFORNIA STATE UNIVERSITY-STANISLAUS	93.1	69.4	62.8	56.5	75.9	3.3	26.0
SAN DIEGO STATE UNIVERSITY	99.2	78.6	72.1	66.3	82.9	2.5	27.0
SAN FRANCISCO STATE UNIVERSITY	98.4	81.3	71.7	65.0	83.1	1.7	27.2
UNIVERSITY OF CALIFORNIA-BERKELEY	145.8	98.1	84.9	70.6	118.3	1.3	18.0
UNIVERSITY OF CALIFORNIA-DAVIS	124.6	82.6	75.5	74.0	100.0	1.8	17.1
UNIVERSITY OF CALIFORNIA-IRVINE	129.8	84.4	76.1	66.9	101.8	1.7	17.2
UNIVERSITY OF CALIFORNIA- LOS ANGELES	150.3	97.9	85.4	74.2	125.6	4.9	18.3
UNIVERSITY OF CALIFORNIA-MERCED	123.0	83.7	74.5	46.6	72.9	2.8	15.3
UNIVERSITY OF CALIFORNIA-RIVERSIDE	124.3	81.6	71.0	58.7	93.0	1.7	16.7
UNIVERSITY OF CALIFORNIA-SAN DIEGO	134.9	88.0	79.5	68.2	107.8	1.8	17.5
UNIVERSITY OF CALIFORNIA- SANTA BARBARA	130.5	79.9	76.4	65.6	105.2	3.1	17.4
UNIVERSITY OF CALIFORNIA- SANTA CRUZ	116.3	79.0	71.3	70.4	95.6	3.5	17.0

### COLORADO

#### AA

AIMS COMMUNITY COLLEGE	53.5	47.9	-	41.8	50.7	-0.5	15.7
ARAPAHOE COMMUNITY COLLEGE	-	-	-	50.6	50.6	1.7	11.0
COLORADO MOUNTAIN COLLEGE	86.1	73.2	63.9	60.1	73.8	2.6	20.0
COLORADO NORTHWESTERN COMMUNITY COLLEGE	-	-	-	44.2	44.2	-0.7	3.9
COMMUNITY COLLEGE OF AURORA	-	-	-	51.5	51.5	4.1	12.2
COMMUNITY COLLEGE OF DENVER	56.1	46.9	48.7	41.9	46.7	-2.0	3.8
FRONT RANGE COMMUNITY COLLEGE	49.4	-	-	-	49.4	-1.0	12.5
LAMAR COMMUNITY COLLEGE	-	-	-	42.4	42.4	4.1	10.4
MORGAN COMMUNITY COLLEGE	-	-	-	44.4	44.4	-0.3	11.0

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
NORTHEASTERN JUNIOR COLLEGE	-	-	-	40.3	40.3	0.1	11.1
OTERO JUNIOR COLLEGE	-	-	-	40.8	40.8	-5.9	12.2
PIKES PEAK COMMUNITY COLLEGE	-	-	-	52.7	52.7	16.6	12.6
PUEBLO COMMUNITY COLLEGE	-	-	-	45.6	45.6	-3.7	11.6
RED ROCKS COMMUNITY COLLEGE	-	-	-	46.9	46.9	-1.5	0.9
TRINIDAD STATE JUNIOR COLLEGE	43.1	32.0	38.2	-	39.8	-0.7	8.9

#### BA

FORT LEWIS COLLEGE METROPOLITAN STATE	68.1	56.0	47.2	38.0	52.8	1.3	12.5
COLLEGE OF DENVER UNITED STATES AIR	77.2	60.1	50.0	44.6	58.4	2.9	9.8
FORCE ACADEMY	-	-	-	-	-	-	-
WESTERN STATE COLLEGE OF COLORADO	67.1	51.8	49.9	41.1	55.0	-0.4	14.3

#### BA+

ADAMS STATE COLLEGE	62.9	50.2	46.7	40.2	51.8	-1.4	14.2
COLORADO STATE UNIVERSITY-PUEBLO	77.2	63.2	53.5	30.2	57.4	2.2	11.4
MESA STATE COLLEGE	68.0	58.9	51.4	39.9	53.6	1.2	13.1

#### DOCTORAL

COLORADO SCHOOL OF MINES	122.8	85.0	77.4	50.4	88.2	2.9	26.5
COLORADO STATE UNIVERSITY	104.2	79.8	67.2	43.2	80.1	0.6	20.1
UNIVERSITY OF COLORADO DENVER	107.3	81.1	67.7	45.1	70.0	1.0	18.0
UNIVERSITY OF COLORADO AT BOULDER	118.5	88.5	75.2	48.3	86.2	0.2	22.4
UNIVERSITY OF COLORADO AT COLORADO SPRINGS	93.4	71.3	61.8	41.3	64.8	1.4	13.6
UNIVERSITY OF NORTHERN COLORADO	79.4	63.6	51.7	40.3	59.8	1.4	12.7

### CONNECTICUT

#### AA

ASNUNTUCK COMMUNITY COLLEGE	84.4	58.4	64.9	46.8	75.6	-4.3	44.9
CAPITAL COMMUNITY COLLEGE	81.0	61.9	58.8	63.0	70.5	1.9	32.8
GATEWAY COMMUNITY COLLEGE	85.6	67.2	57.7	49.7	73.8	-1.3	34.2
HOUSATONIC COMMUNITY COLLEGE	76.2	71.5	55.9	47.7	65.2	-3.5	29.0

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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MANCHESTER COMMUNITY COLLEGE	83.3	66.9	55.0	49.6	69.6	-2.1	33.7
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MIDDLESEX COMMUNITY COLLEGE	83.6	64.8	60.2	47.7	69.0	-3.9	30.7
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NAUGATUCK VALLEY COMMUNITY COLLEGE	81.5	61.1	55.2	48.2	68.4	-3.6	36.1
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NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE	81.2	68.2	53.3	50.2	70.5	-3.6	32.2
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NORWALK COMMUNITY COLLEGE	79.4	62.9	56.3	51.1	68.3	-1.4	35.7
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OUINEBAUG VALLEY COMMUNITY COLLEGE	77.4	61.6	53.5	48.2	61.3	0.2	29.0
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THREE RIVERS COMMUNITY COLLEGE	84.1	62.7	56.2	51.4	63.9	-5.9	30.4
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TUNXIS COMMUNITY COLLEGE	86.5	64.3	54.5	50.3	70.4	0.3	35.8
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### BA

UNITED STATES COAST GUARD ACADEMY	-	-	-	-	-	-	-
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### BA+

EASTERN CONNECTICUT STATE UNIVERSITY	91.3	70.9	57.3	47.3	73.7	1.5	29.0
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### DOCTORAL

CENTRAL CONNECTICUT STATE UNIVERSITY	92.2	74.8	60.2	53.3	76.4	-0.9	24.5
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SOUTHERN CONNECTICUT STATE UNIVERSITY	92.1	74.1	60.2	46.6	76.9	1.3	24.4
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UNIVERSITY OF CONNECTICUT	134.0	91.7	72.4	68.3	99.9	-0.0	29.2
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WESTERN CONNECTICUT STATE UNIVERSITY	95.8	75.3	62.3	61.4	80.5	1.4	29.5
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## DELAWARE

### AA

DELAWARE TECHNICAL AND COMMUNITY COLLEGE-OWENS	-	-	-	62.5	62.5	-1.5	25.5
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DELAWARE TECHNICAL AND COMMUNITY COLLEGE- STANTON-WILMINGTON	-	-	-	62.5	62.5	-2.8	24.2
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DELAWARE TECHNICAL AND COMMUNITY COLLEGE-TERRY	-	-	-	61.8	61.8	-1.5	24.7
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### DOCTORAL

DELAWARE STATE UNIVERSITY	82.5	67.9	61.9	44.0	68.0	3.8	21.2
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UNIVERSITY OF DELAWARE	133.9	89.9	76.2	60.6	98.1	3.8	30.3
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State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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## DISTRICT OF COLUMBIA

### BA+

UNIVERSITY OF THE DISTRICT OF COLUMBIA	93.6	74.2	56.8	54.3	76.4	-2.6	15.9
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## FLORIDA

### AA

BREVARD COMMUNITY COLLEGE	60.5	55.9	51.8	43.0	52.7	-0.9	15.4
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BROWARD COLLEGE	70.3	64.9	55.3	42.3	56.9	1.1	19.3
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CENTRAL FLORIDA COMMUNITY COLLEGE	67.8	60.0	49.8	44.8	57.0	9.5	13.6
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CHIPOLA COLLEGE	53.7	49.2	46.8	43.0	48.6	2.2	14.0
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DAYTONA STATE COLLEGE	71.9	60.8	59.0	47.4	63.2	-0.9	19.6
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EDISON STATE COLLEGE	-	-	-	52.5	52.5	-1.3	16.6
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FLORIDA KEYS COMMUNITY COLLEGE	60.7	58.0	53.1	52.7	56.3	7.0	11.3
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FLORIDA STATE COLLEGE AT JACKSONVILLE	47.3	-	-	41.6	47.2	-0.9	16.0
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GULF COAST COMMUNITY COLLEGE	65.3	49.9	44.7	37.3	47.3	-2.8	13.4
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HILLSBOROUGH COMMUNITY COLLEGE	66.8	56.2	57.4	48.5	51.9	2.7	15.8
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INDIAN RIVER STATE COLLEGE	87.5	78.7	66.1	56.8	71.6	0.5	18.4
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LAKE CITY COMMUNITY COLLEGE	-	-	-	45.7	45.7	0.5	14.7
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LAKE-SUMTER COMMUNITY COLLEGE	56.3	48.7	43.9	39.5	43.5	-0.4	15.4
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MIAMI DADE COLLEGE	81.4	64.5	56.8	49.2	66.0	-0.4	18.5
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NORTH FLORIDA COMMUNITY COLLEGE	-	-	-	43.3	43.3	-2.3	12.5
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NORTHWEST FLORIDA STATE COLLEGE	-	-	-	54.6	54.6	0.1	15.0
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PALM BEACH COMMUNITY COLLEGE	64.9	58.1	56.1	53.4	55.5	-1.8	17.8
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PASCO-HERNANDO COMMUNITY COLLEGE	64.2	51.6	45.3	44.4	51.4	-0.8	13.1
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PENSACOLA JUNIOR COLLEGE	54.7	45.5	40.9	37.0	48.0	-0.0	14.0
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POLK STATE COLLEGE	-	-	-	49.2	49.2	-0.4	15.1
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SAINT JOHNS RIVER COMMUNITY COLLEGE	-	-	-	51.1	51.1	-0.9	12.7
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SANTA FE COLLEGE	-	-	-	45.9	45.9	-0.7	14.2
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SEMINOLE COMMUNITY COLLEGE	-	-	-	55.7	55.7	3.1	15.5
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## SPECIAL Salary Review

State/ School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assoc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
SOUTH FLORIDA COMMUNITY COLLEGE	-	-	-	49.7	49.7	-2.4	15.3	ALTAMAHA TECHNICAL COLLEGE	-	25.3	-	-	25.3	-	8.6
ST PETERSBURG COLLEGE	-	-	-	59.9	59.9	-0.1	18.9	APPALACHIAN TECHNICAL COLLEGE	-	-	-	-	-	-	-
STATE COLLEGE OF FLORIDA MANATEE-SARASOTA	65.9	55.5	46.6	41.2	51.4	-0.6	14.6	ATHENS TECHNICAL COLLEGE	-	-	-	53.7	53.7	-5.5	18.5
TALLAHASSEE COMMUNITY COLLEGE	-	-	-	60.3	60.3	0.8	14.4	ATLANTA METROPOLITAN COLLEGE	59.8	57.5	46.3	44.8	50.6	2.4	13.1
VALENCIA COMMUNITY COLLEGE	-	-	-	58.5	58.5	1.3	16.8	ATLANTA TECHNICAL COLLEGE	-	-	-	-	-	-	-
<b>BA</b>								AUGUSTA TECHNICAL COLLEGE	-	-	-	-	-	-	-
NEW COLLEGE OF FLORIDA	86.0	67.3	54.7	42.0	68.6	4.1	21.6	BAINBRIDGE COLLEGE	60.4	46.6	41.5	35.9	42.0	-2.7	18.2
<b>BA+</b>								CENTRAL GEORGIA TECHNICAL COLLEGE	-	-	-	59.7	59.7	25.5	14.7
FLORIDA GULF COAST UNIVERSITY	88.4	69.1	56.7	40.8	61.6	0.3	18.9	CHATTAHOOCHEE TECHNICAL COLLEGE	-	-	-	25.8	25.8	-41.5	6.0
UNIVERSITY OF SOUTH FLORIDA POLYTECHNIC	91.4	83.7	72.9	61.2	72.1	-	20.0	COLLEGE OF COASTAL GEORGIA	63.7	58.1	49.5	40.4	51.7	10.6	12.7
UNIVERSITY OF SOUTH FLORIDA SARASOTA-MANATEE	116.3	83.1	72.7	60.8	76.6	-	20.0	COLUMBUS TECHNICAL COLLEGE	-	-	-	-	-	-	-
UNIVERSITY OF S. FLORIDA ST. PETERSBURG CAMPUS	111.9	82.0	58.5	54.4	74.2	-	19.5	DARTON COLLEGE	61.4	49.2	43.7	46.1	45.5	0.6	13.5
<b>DOCTORAL</b>								DEKALB TECHNICAL COLLEGE	-	-	-	-	-	-	-
FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY	85.8	71.2	60.4	47.7	66.9	1.1	20.7	EAST CENTRAL TECHNICAL COLLEGE	-	-	-	29.8	29.8	-1.7	5.8
FLORIDA ATLANTIC UNIVERSITY	91.9	70.8	62.2	44.1	69.2	0.6	20.1	EAST GEORGIA COLLEGE	63.4	50.6	43.9	37.7	42.8	0.6	12.8
FLORIDA INTERNATIONAL UNIVERSITY	108.7	77.0	72.4	55.8	79.8	2.5	22.3	FLINT RIVER TECHNICAL COLLEGE	-	-	-	-	-	-	-
FLORIDA STATE UNIVERSITY	104.1	72.9	70.8	51.7	81.4	1.6	22.6	GAINESVILLE STATE COLLEGE	61.1	48.4	40.5	39.0	45.2	2.5	12.9
THE UNIVERSITY OF WEST FLORIDA	87.6	64.9	55.2	44.2	63.7	1.1	18.4	GEORGIA HIGHLANDS COLLEGE	60.5	54.9	44.7	42.4	48.2	2.3	10.2
UNIVERSITY OF CENTRAL FLORIDA	111.1	76.2	64.5	46.7	72.4	2.2	20.8	GEORGIA MILITARY COLLEGE- ATLANTA CAMPUS	-	-	-	-	-	-	-
UNIVERSITY OF FLORIDA	120.2	76.7	68.3	49.3	85.6	0.8	25.6	GEORGIA MILITARY COLLEGE- AUGUSTA CAMPUS	-	-	-	-	-	-	-
UNIVERSITY OF NORTH FLORIDA	90.8	65.7	54.0	43.2	61.3	-0.5	15.8	GEORGIA MILITARY COLLEGE- COLUMBUS CAMPUS	-	-	-	-	-	-	-
UNIVERSITY OF SOUTH FLORIDA-MAIN CAMPUS	106.8	75.7	66.1	51.1	79.1	5.0	20.5	GEORGIA MILITARY COLLEGE- MILLEDGEVILLE CAMPUS	54.8	35.1	38.9	39.1	42.3	0.5	9.3
<b>GEORGIA</b>								GEORGIA MILITARY COLLEGE- VALDOSTA CAMPUS	-	-	-	-	-	-	-
<b>AA</b>								GEORGIA MILITARY COLLEGE- ROBINS CAMPUS	-	-	-	-	-	-	-
ABRAHAM BALDWIN AGRICULTURAL COLLEGE	53.1	48.9	43.9	40.9	45.5	2.6	13.5	GEORGIA NORTHWESTERN TECHNICAL COLLEGE	-	-	-	59.7	59.7	5.9	1.9
ALBANY TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA PERIMETER COLLEGE	64.6	55.9	44.9	40.0	49.5	0.9	13.4



## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect. (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect. (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
GORDON COLLEGE	60.2	51.2	49.1	45.1	51.3	1.7	12.6	<b>BA</b>							
GRIFFIN TECHNICAL COLLEGE	-	-	-	-	-	-	-	DALTON STATE COLLEGE	75.6	57.3	47.6	41.9	54.2	1.1	18.3
GWINNETT TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA GWINNETT COLLEGE	120.1	76.4	61.6	43.5	66.5	3.0	16.8
HEART OF GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	MACON STATE COLLEGE	77.2	59.9	46.6	46.2	53.1	1.7	13.8
LANIER TECHNICAL COLLEGE	-	-	-	43.1	43.1	1.7	14.1	<b>BA+</b>							
MIDDLE GEORGIA COLLEGE	59.7	48.6	41.3	43.5	45.5	-0.7	14.7	ALBANY STATE UNIVERSITY	70.5	56.2	51.5	42.2	55.4	0.1	15.9
MIDDLE GEORGIA COLLEGE-EASTMAN	-	-	-	-	-	-	-	ARMSTRONG ATLANTIC STATE UNIVERSITY	79.7	62.6	51.3	44.7	59.7	1.4	15.8
MIDDLE GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	AUGUSTA STATE UNIVERSITY	76.0	57.9	54.0	40.3	57.4	-0.9	13.1
MOULTRIE TECHNICAL COLLEGE	-	-	-	-	-	-	-	CLAYTON STATE UNIVERSITY	79.1	63.6	53.9	49.8	59.8	3.7	16.0
NORTH GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	COLUMBUS STATE UNIVERSITY	73.0	62.6	51.0	43.4	58.8	4.6	15.0
NORTH METRO TECHNICAL COLLEGE	-	-	-	-	-	-	-	FORT VALLEY STATE UNIVERSITY	73.8	51.6	49.4	-	55.7	8.6	12.9
NORTHWESTERN TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA COLLEGE & STATE UNIVERSITY	69.1	58.2	52.6	40.9	56.1	3.8	15.6
OGEECHEE TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA SOUTHWESTERN STATE UNIVERSITY	71.5	59.3	51.7	44.9	56.7	2.3	15.3
OKEFENOKEE TECHNICAL COLLEGE	-	-	-	36.7	36.7	-0.5	13.9	NORTH GEORGIA COLLEGE & STATE UNIVERSITY	72.8	64.2	51.3	43.3	57.1	3.5	15.6
SANDERSVILLE TECHNICAL COLLEGE	-	-	-	38.4	38.4	49.4	13.4	SAVANNAH STATE UNIVERSITY	73.5	63.6	51.5	40.7	57.4	5.0	14.2
SAVANNAH TECHNICAL COLLEGE	-	-	-	37.5	37.5	9.1	5.0	SOUTHERN POLYTECHNIC STATE UNIVERSITY	77.6	65.6	56.3	42.1	59.9	-0.1	15.4
SOUTH GEORGIA COLLEGE	54.5	46.4	43.5	40.0	44.0	5.2	13.6	<b>DOCTORAL</b>							
SOUTH GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA INSTITUTE OF TECHNOLOGY-MAIN CAMPUS	132.8	95.1	85.3	46.6	102.1	3.0	23.6
SOUTHEASTERN TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA SOUTHERN UNIVERSITY	80.4	68.3	58.4	38.9	61.4	1.4	16.4
SOUTHWEST GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	GEORGIA STATE UNIVERSITY	120.1	78.1	66.8	45.9	75.9	3.5	21.1
SWAINSBORO TECHNICAL COLLEGE	-	-	-	-	-	-	-	KENNESAW STATE UNIVERSITY	84.3	67.1	56.0	45.6	61.4	2.6	15.9
VALDOSTA TECHNICAL COLLEGE	-	-	-	-	-	-	-	MEDICAL COLLEGE OF GEORGIA	84.6	67.2	-	-	75.9	11.0	18.5
WAYCROSS COLLEGE	60.3	49.0	40.3	37.0	42.9	-0.6	12.5	UNIVERSITY OF GEORGIA	110.5	78.9	73.1	57.5	86.7	-0.6	21.4
WEST CENTRAL TECHNICAL COLLEGE	-	-	-	-	-	-	-	UNIVERSITY OF WEST GEORGIA	77.2	59.8	51.5	40.6	55.0	-0.9	13.3
WEST GEORGIA TECHNICAL COLLEGE	-	-	-	-	-	-	-	VALDOSTA STATE UNIVERSITY	75.7	60.4	54.2	41.7	59.2	2.0	16.6

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### HAWAII

#### AA

HAWAII COMMUNITY COLLEGE	80.5	74.6	63.8	55.6	67.2	-2.4	22.8
HONOLULU COMMUNITY COLLEGE	82.5	71.2	67.8	53.7	71.8	-0.5	23.9
KAPIOLANI COMMUNITY COLLEGE	82.5	70.1	63.4	57.5	67.3	-1.0	22.8
KAUAI COMMUNITY COLLEGE	78.4	74.7	67.2	61.7	67.1	0.5	22.8
LEEWARD COMMUNITY COLLEGE	80.7	68.9	62.8	53.9	66.4	-2.4	22.6
UNIVERSITY OF HAWAII MAUI COLLEGE	83.8	70.8	65.7	56.3	67.2	-1.2	22.8
WINDWARD COMMUNITY COLLEGE	82.8	72.4	60.2	51.6	71.6	0.5	23.8

#### BA

UNIVERSITY OF HAWAII-WEST OAHU	84.4	75.0	65.8	51.3	73.6	0.3	24.3
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#### DOCTORAL

UNIVERSITY OF HAWAII AT HILO	90.5	75.4	66.7	49.3	71.6	0.1	23.8
UNIVERSITY OF HAWAII AT MANOA	114.8	87.5	75.0	59.6	91.6	0.4	28.1

### IDAHO

#### AA

COLLEGE OF SOUTHERN IDAHO	58.7	48.6	44.3	36.7	46.9	-1.2	18.9
COLLEGE OF WESTERN IDAHO	-	-	-	46.0	46.0	-	5.0
EASTERN IDAHO TECHNICAL COLLEGE	-	-	-	41.5	41.5	-6.1	16.7
NORTH IDAHO COLLEGE	-	-	-	50.5	50.5	-1.9	15.9

#### BA

LEWIS-CLARK STATE COLLEGE	57.7	47.6	42.7	34.7	48.1	-2.2	18.2
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#### DOCTORAL

BOISE STATE UNIVERSITY	77.3	64.0	55.6	39.3	61.4	2.7	20.6
IDAHO STATE UNIVERSITY	76.3	58.8	50.9	40.3	56.5	3.0	19.4
UNIVERSITY OF IDAHO	90.8	70.6	59.3	43.0	69.5	1.0	23.1

### ILLINOIS

#### AA

BLACK HAWK COLLEGE	73.6	58.4	48.9	43.7	60.6	2.3	2.8
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State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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CARL SANDBURG COLLEGE	-	-	-	49.1	49.1	2.5	8.1
CITY COLLEGES OF CHICAGO-HAROLD WASHINGTON COLLEGE	99.3	80.6	61.8	58.9	64.1	4.9	11.1
CITY COLLEGES OF CHICAGO-HARRY S TRUMAN COLLEGE	103.0	88.7	73.3	63.6	73.9	2.0	12.3
CITY COLLEGES OF CHICAGO-KENNEDY-KING COLLEGE	97.1	92.2	64.5	64.2	67.0	-0.0	11.9
CITY COLLEGES OF CHICAGO-MALCOLM X COLLEGE	99.1	87.8	78.0	59.0	62.6	4.3	11.2
CITY COLLEGES OF CHICAGO-OLIVE-HARVEY COLLEGE	94.8	88.0	76.6	59.8	68.9	1.6	11.1
CITY COLLEGES OF CHICAGO-RICHARD J DALEY COLLEGE	92.3	79.6	68.2	61.8	69.3	1.2	12.0
CITY COLLEGES OF CHICAGO-WILBUR WRIGHT COLLEGE	94.8	73.6	70.4	61.1	69.5	1.9	11.9
COLLEGE OF DUPAGE	108.5	86.0	69.5	84.9	95.4	3.0	4.5
COLLEGE OF LAKE COUNTY	-	-	-	80.0	80.0	2.5	1.6
DANVILLE AREA COMMUNITY COLLEGE	-	-	-	49.0	49.0	1.4	8.9
ELGIN COMMUNITY COLLEGE	109.2	88.2	72.7	55.4	82.9	0.4	4.4
HARPER COLLEGE	98.2	77.8	59.1	49.5	71.0	2.5	3.1
HEARTLAND COMMUNITY COLLEGE	64.6	56.2	50.2	45.9	55.3	3.8	6.8
HIGHLAND COMMUNITY COLLEGE	-	-	-	70.7	70.7	2.1	7.5
ILLINOIS CENTRAL COLLEGE	70.6	55.9	50.3	43.6	56.8	4.3	5.3
ILLINOIS EASTERN COMMUNITY COLLEGES-FRONTIER COMMUNITY COLLEGE	50.6	-	-	-	50.6	-0.1	7.3
ILLINOIS EASTERN COMMUNITY COLLEGES-LINCOLN TRAIL COLLEGE	54.6	-	-	-	54.6	-0.4	7.6
ILLINOIS EASTERN COMMUNITY COLLEGES-OLNEY CENTRAL COLLEGE	51.8	-	-	-	51.8	3.4	7.8
ILLINOIS EASTERN COMMUNITY COLLEGES-WABASH VALLEY COLLEGE	55.3	-	-	-	55.3	4.4	8.0
ILLINOIS VALLEY COMMUNITY COLLEGE	-	-	-	60.9	60.9	3.4	2.3
JOHN A LOGAN COLLEGE	75.5	67.4	65.6	55.0	62.9	6.7	6.0
JOHN WOOD COMMUNITY COLLEGE	61.6	52.4	49.6	43.2	52.9	6.0	6.0
JOLIET JUNIOR COLLEGE	-	-	-	71.2	71.2	1.4	2.2
KANKAKEE COMMUNITY COLLEGE	63.2	-	51.1	-	58.5	3.4	6.5
KASKASKIA COLLEGE	67.6	58.3	56.0	-	59.8	5.0	6.4
KISHWAUKEE COLLEGE	-	-	-	51.7	51.7	2.7	4.8
LAKE LAND COLLEGE	-	-	-	53.7	53.7	1.3	10.8

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
LEWIS AND CLARK COMMUNITY COLLEGE	79.1	64.4	55.7	47.6	63.2	3.7	6.6
LINCOLN LAND COMMUNITY COLLEGE	79.7	62.5	57.1	49.3	71.5	4.0	7.7
MCHENRY COUNTY COLLEGE	-	-	-	76.3	76.3	0.1	5.3
MORAIN VALLEY COMMUNITY COLLEGE	77.4	61.1	53.4	47.5	56.4	5.0	12.7
MORTON COLLEGE	-	-	-	70.5	70.5	2.0	3.5
OAKTON COMMUNITY COLLEGE	100.9	69.1	63.8	58.1	87.3	9.8	4.3
PARKLAND COLLEGE	75.2	60.9	52.6	51.5	60.8	4.6	7.9
PRAIRIE STATE COLLEGE	78.3	59.0	49.9	-	64.3	-0.6	9.1
REND LAKE COLLEGE	63.6	50.2	-	45.0	53.4	2.7	10.6
RICHLAND COMMUNITY COLLEGE	62.5	53.0	46.5	40.2	50.8	3.8	8.2
ROCK VALLEY COLLEGE	78.6	64.5	53.2	48.1	63.4	7.2	8.1
SAUK VALLEY COMMUNITY COLLEGE	58.6	53.4	49.8	52.8	53.3	2.8	11.1
SHAWNEE COMMUNITY COLLEGE	-	-	-	54.9	54.9	5.4	5.1
SOUTH SUBURBAN COLLEGE	-	-	-	68.4	68.4	5.0	8.7
SOUTHEASTERN ILLINOIS COLLEGE	53.2	-	-	51.9	52.0	4.6	5.5
SOUTHWESTERN ILLINOIS COLLEGE	91.3	72.3	57.0	53.0	61.0	3.8	4.2
SPOON RIVER COLLEGE	-	-	-	47.8	47.8	0.6	6.4
TRITON COLLEGE	-	-	-	66.6	66.6	1.9	2.9
WAUBONSEE COMMUNITY COLLEGE	96.0	83.5	74.7	64.6	69.9	2.7	7.0
<b>BA+</b>							
EASTERN ILLINOIS UNIVERSITY	86.9	70.8	61.7	43.2	64.8	4.4	16.1
NORTHEASTERN ILLINOIS UNIVERSITY	79.9	65.0	62.1	35.8	56.9	-0.1	13.6
<b>DOCTORAL</b>							
CHICAGO STATE UNIVERSITY	82.8	67.4	61.3	38.8	62.3	2.5	13.2
GOVERNORS STATE UNIVERSITY	109.9	79.9	65.8	92.0	82.5	-0.0	20.6
ILLINOIS STATE UNIVERSITY	86.9	67.2	63.0	39.2	65.9	0.8	18.3
NORTHERN ILLINOIS UNIVERSITY	90.7	69.7	62.3	41.0	67.3	0.5	19.0
SOUTHERN ILLINOIS UNIVERSITY CARBONDALE	100.9	73.5	63.1	37.1	68.1	6.3	18.5
SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE	83.6	66.4	55.9	38.4	59.7	3.1	18.4

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
UNIVERSITY OF ILLINOIS AT CHICAGO	116.3	83.5	71.8	41.0	84.1	1.0	23.5
UNIVERSITY OF ILLINOIS AT SPRINGFIELD	87.8	65.6	55.1	44.0	61.9	1.7	20.8
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	127.6	82.6	75.6	52.0	94.3	-0.4	24.8
WESTERN ILLINOIS UNIVERSITY	89.0	70.3	57.0	42.8	66.3	4.5	13.5

### INDIANA

#### AA

IVY TECH COMMUNITY COLLEGE-BLOOMINGTON	58.6	48.8	41.3	38.3	45.3	-0.7	17.4
IVY TECH COMMUNITY COLLEGE- CENTRAL INDIANA	58.6	48.8	41.3	38.3	45.3	-0.7	17.4
IVY TECH COMMUNITY COLLEGE-COLUMBUS	53.2	48.2	45.2	40.8	46.0	-1.9	18.7
IVY TECH COMMUNITY COLLEGE-EAST CENTRAL	59.3	54.6	45.0	38.1	45.4	4.1	16.8
IVY TECH COMMUNITY COLLEGE-KOKOMO	-	44.4	40.1	34.8	38.7	-3.5	15.1
IVY TECH COMMUNITY COLLEGE-LAFAYETTE	56.1	48.8	44.2	39.0	43.8	-4.4	17.4
IVY TECH COMMUNITY COLLEGE-NORTHCENTRAL	49.6	44.1	40.3	37.9	40.8	-4.4	18.0
IVY TECH COMMUNITY COLLEGE-NORTHEAST	62.0	51.4	47.4	41.5	45.8	-3.1	18.6
IVY TECH COMMUNITY COLLEGE-NORTHWEST	55.1	50.1	41.2	36.2	41.4	-5.3	15.5
IVY TECH COMMUNITY COLLEGE- SOUTH CENTRAL	53.7	50.9	46.9	38.8	44.3	1.5	16.6
IVY TECH COMMUNITY COLLEGE-SOUTHEAST	54.5	45.2	40.2	35.3	43.3	-0.5	18.9
IVY TECH COMMUNITY COLLEGE-SOUTHWEST	62.1	52.4	47.3	40.4	49.0	-5.0	19.5
IVY TECH COMMUNITY COLLEGE- WABASH VALLEY	55.6	49.0	44.3	36.7	43.3	-3.5	19.3
IVY TECH COMMUNITY COLLEGE-WHITEWATER	54.8	45.9	41.4	39.0	42.4	-6.6	18.6
VINCENNES UNIVERSITY	62.1	54.1	46.2	45.7	54.8	0.1	19.5
<b>BA+</b>							
INDIANA UNIVERSITY-EAST	66.7	57.5	54.6	46.2	53.1	-1.6	15.7
INDIANA UNIVERSITY- KOKOMO	84.2	55.8	52.6	40.4	55.8	1.3	18.2
INDIANA UNIVERSITY- NORTHWEST	78.7	63.3	53.9	44.9	59.3	1.2	19.8
INDIANA UNIVERSITY-PURDUE UNIVERSITY-FORT WAYNE	78.4	62.6	58.8	42.0	60.7	0.4	23.1
INDIANA UNIVERSITY- SOUTH BEND	75.5	58.0	53.5	39.9	54.7	-1.4	17.8

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
INDIANA UNIVERSITY-SOUTHEAST	80.3	62.6	58.3	45.3	62.7	-0.1	20.7
PURDUE UNIVERSITY-CALUMET CAMPUS	83.4	65.8	59.4	40.0	64.8	1.4	23.7
PURDUE UNIVERSITY-NORTH CENTRAL CAMPUS	83.0	58.8	52.1	49.0	56.5	1.9	21.3

### DOCTORAL

BALL STATE UNIVERSITY	81.4	63.3	52.1	40.5	58.6	0.1	22.5
INDIANA STATE UNIVERSITY	79.7	62.0	55.2	36.2	62.5	2.0	20.4
INDIANA UNIVERSITY-BLOOMINGTON	120.1	82.6	73.2	52.7	90.4	1.8	23.5
INDIANA UNIVERSITY-PURDUE UNIVERSITY-INDIANAPOLIS	100.8	73.7	60.9	42.7	69.1	-0.7	19.7
PURDUE UNIVERSITY-MAIN CAMPUS	117.7	80.2	72.6	44.2	86.8	0.1	28.3
UNIVERSITY OF SOUTHERN INDIANA	79.0	65.3	55.0	45.6	57.8	1.7	19.1

## IOWA

### AA

DES MOINES AREA COMMUNITY COLLEGE	62.7	52.4	-	51.8	58.3	6.6	18.0
EASTERN IOWA COMMUNITY COLLEGE DISTRICT	-	-	-	49.6	49.6	1.3	14.6
ELLSWORTH COMMUNITY COLLEGE	61.1	50.2	44.1	-	51.7	5.5	19.3
HAWKEYE COMMUNITY COLLEGE	-	-	-	51.0	51.0	0.5	22.2
INDIAN HILLS COMMUNITY COLLEGE	-	-	-	54.1	54.1	3.1	17.9
IOWA CENTRAL COMMUNITY COLLEGE	55.6	59.2	56.9	52.8	54.1	5.0	13.2
IOWA LAKES COMMUNITY COLLEGE	55.7	44.5	41.2	42.5	49.2	1.4	25.7
IOWA WESTERN COMMUNITY COLLEGE	59.2	47.5	49.3	37.6	45.8	0.2	15.5
KIRKWOOD COMMUNITY COLLEGE	65.3	55.4	51.5	45.8	55.8	3.5	18.4
MARSHALLTOWN COMMUNITY COLLEGE	60.6	51.3	44.5	34.3	53.7	5.7	20.6
NORTH IOWA AREA COMMUNITY COLLEGE	-	-	-	55.6	55.6	2.3	18.5
NORTHEAST IOWA COMMUNITY COLLEGE-CALMAR	-	-	-	49.0	49.0	1.8	18.7
NORTHWEST IOWA COMMUNITY COLLEGE	-	-	-	41.9	41.9	2.0	19.2
SOUTHEASTERN COMMUNITY COLLEGE	-	-	-	63.6	63.6	1.7	15.9

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
SOUTHWESTERN COMMUNITY COLLEGE	-	-	-	40.3	40.3	1.0	16.3
WESTERN IOWA TECH COMMUNITY COLLEGE	-	-	-	50.1	50.1	2.0	18.2

### DOCTORAL

IOWA STATE UNIVERSITY	112.4	82.4	71.2	43.6	82.1	-0.1	23.3
UNIVERSITY OF IOWA	122.2	80.4	70.3	56.0	91.9	-0.2	25.5
UNIVERSITY OF NORTHERN IOWA	83.9	67.1	54.4	48.4	65.6	-0.4	21.3

## KANSAS

### AA

ALLEN COUNTY COMMUNITY COLLEGE	-	-	-	40.9	40.9	2.1	8.9
BARTON COUNTY COMMUNITY COLLEGE	-	-	-	42.7	42.7	-1.7	12.8
BUTLER COMMUNITY COLLEGE	-	-	-	52.6	52.6	1.8	12.6
CLOUD COUNTY COMMUNITY COLLEGE	-	-	-	38.8	38.8	-3.9	11.0
COFFEYVILLE COMMUNITY COLLEGE	-	-	-	45.0	45.0	7.4	10.1
COLBY COMMUNITY COLLEGE	-	-	-	39.4	39.4	-0.8	9.2
COWLEY COUNTY COMMUNITY COLLEGE	-	-	-	52.6	52.6	15.7	14.3
DODGE CITY COMMUNITY COLLEGE	45.7	46.2	33.6	32.9	43.1	-2.1	12.4
FLINT HILLS TECHNICAL COLLEGE	-	-	-	41.6	41.6	-2.1	5.3
FORT SCOTT COMMUNITY COLLEGE	-	-	-	38.1	38.1	-1.4	13.8
GARDEN CITY COMMUNITY COLLEGE	-	-	-	50.2	50.2	9.0	10.1
HIGHLAND COMMUNITY COLLEGE	-	-	-	40.1	40.1	-0.5	8.7
HUTCHINSON COMMUNITY COLLEGE	-	-	-	47.2	47.2	-3.0	11.9
INDEPENDENCE COMMUNITY COLLEGE	43.3	32.1	-	-	39.3	-3.6	8.0
JOHNSON COUNTY COMMUNITY COLLEGE	69.3	58.5	55.2	-	63.7	2.5	27.9
KANSAS CITY KANSAS COMMUNITY COLLEGE	68.3	57.1	49.9	43.6	58.2	-0.4	17.7
LABETTER COMMUNITY COLLEGE	48.1	43.1	39.4	33.3	42.6	6.0	11.4
MANHATTAN AREA TECHNICAL COLLEGE	-	-	-	49.2	49.2	-0.2	7.9

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
NEOSHO COUNTY COMMUNITY COLLEGE	-	-	-	39.7	39.7	0.5	9.9
NORTH CENTRAL KANSAS TECHNICAL COLLEGE	-	-	-	37.1	37.1	-0.3	10.3
NORTHWEST KANSAS TECHNICAL COLLEGE	-	-	-	-	-	-	-
PRATT COMMUNITY COLLEGE	-	-	-	39.1	39.1	4.1	9.4
SALINA AREA TECHNICAL COLLEGE	-	-	-	47.2	47.2	-	4.9
SEWARD COUNTY COMMUNITY COLLEGE AND AREA TECHNICAL SCHOOL	-	-	-	47.2	47.2	0.3	11.8
WICHITA AREA TECHNICAL COLLEGE	-	-	-	41.4	41.4	208.4	11.4

### BA+

FORT HAYS STATE UNIVERSITY	71.8	58.2	49.7	38.8	51.7	-0.9	14.5
PITTSBURG STATE UNIVERSITY	75.1	55.5	52.5	44.7	58.4	0.7	17.0

### DOCTORAL

EMPORIA STATE UNIVERSITY	73.8	58.3	51.7	38.6	56.6	1.1	16.4
KANSAS STATE UNIVERSITY	97.4	72.1	59.5	42.2	70.9	1.6	15.5
UNIVERSITY OF KANSAS	116.6	79.5	65.3	44.6	87.6	-0.5	21.4
WASHBURN UNIVERSITY	99.3	70.8	53.4	43.9	67.5	-1.3	18.1
WICHITA STATE UNIVERSITY	92.7	68.9	60.3	43.2	69.2	0.9	17.7

## KENTUCKY

### AA

ASHLAND COMMUNITY AND TECHNICAL COLLEGE	59.7	48.4	40.0	38.1	48.5	-1.6	13.9
BIG SANDY COMMUNITY AND TECHNICAL COLLEGE	56.6	46.3	39.1	34.6	45.3	-1.7	14.7
BLUEGRASS COMMUNITY AND TECHNICAL COLLEGE	57.1	50.8	41.0	38.5	49.4	0.4	15.4
BOWLING GREEN TECHNICAL COLLEGE	60.6	48.8	41.9	35.6	43.5	-1.6	15.0
ELIZABETHTOWN COMMUNITY AND TECHNICAL COLLEGE	59.4	46.8	41.0	35.5	48.3	0.7	14.8
GATEWAY COMMUNITY AND TECHNICAL COLLEGE	71.9	53.2	46.5	43.2	48.2	-2.2	14.0
HAZARD COMMUNITY AND TECHNICAL COLLEGE	57.4	47.6	42.4	37.4	50.8	-0.5	15.9
HENDERSON COMMUNITY COLLEGE	57.5	48.8	40.2	48.2	52.3	0.5	14.9
HOPKINSVILLE COMMUNITY COLLEGE	60.5	46.4	38.8	36.0	46.4	0.7	14.6

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
JEFFERSON COMMUNITY AND TECHNICAL COLLEGE	58.1	49.5	44.6	41.1	50.6	-1.0	15.2
MADISONVILLE COMMUNITY COLLEGE	59.1	46.0	42.4	37.4	48.4	-0.7	14.8
MAYSVILLE COMMUNITY AND TECHNICAL COLLEGE	60.7	46.7	41.5	37.3	48.3	0.7	15.4
OWENSBORO COMMUNITY AND TECHNICAL COLLEGE	58.1	49.0	40.7	37.8	47.8	-0.2	15.5
SOMERSET COMMUNITY COLLEGE	58.2	47.4	39.4	35.1	47.7	-1.7	15.8
SOUTHEAST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE	59.5	47.0	44.1	37.3	52.6	0.7	15.9
WEST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE	57.6	47.3	41.2	38.0	48.6	-1.1	15.0

### BA+

KENTUCKY STATE UNIVERSITY	73.7	61.6	49.1	41.2	55.1	0.3	15.2
MOREHEAD STATE UNIVERSITY	72.1	60.1	51.1	37.1	54.9	-0.8	18.6
MURRAY STATE UNIVERSITY	79.9	61.9	52.8	43.6	59.1	-1.0	17.4

### DOCTORAL

EASTERN KENTUCKY UNIVERSITY	84.0	65.6	55.7	50.2	60.0	-1.0	17.2
NORTHERN KENTUCKY UNIVERSITY	93.2	69.9	62.6	44.1	64.8	3.1	16.4
UNIVERSITY OF KENTUCKY	104.8	74.8	69.0	45.6	80.3	0.9	21.3
UNIVERSITY OF LOUISVILLE	99.8	74.5	57.6	47.9	74.9	-1.2	21.1
WESTERN KENTUCKY UNIVERSITY	82.1	63.4	53.0	41.4	58.6	-0.6	18.8

## LOUISIANA

### AA

BATON ROUGE COMMUNITY COLLEGE	54.1	50.0	49.6	43.8	47.4	6.1	6.9
BOSSIER PARISH COMMUNITY COLLEGE	53.5	52.3	45.0	38.5	44.4	1.8	9.2
DELGADO COMMUNITY COLLEGE	79.7	70.4	64.4	46.3	59.0	-5.0	10.3
L E FLETCHER TECHNICAL COMMUNITY COLLEGE	-	-	-	33.9	33.9	-0.5	9.4
LOUISIANA DELTA COMMUNITY COLLEGE	40.0	45.3	41.2	32.2	38.5	-4.7	11.0
LOUISIANA STATE UNIVERSITY AT ALEXANDRIA	59.9	49.0	41.9	39.5	47.1	-0.3	13.7

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
LOUISIANA STATE UNIVERSITY-EUNICE	59.9	49.0	41.9	39.5	47.1	-0.3	13.7	RIVER PARISHES COMMUNITY COLLEGE	-	52.0	41.7	30.7	37.6	-7.1	8.7
LOUISIANA TECHNICAL COLLEGE-ALEXANDRIA CAMPUS	-	-	-	36.0	36.0	1.5	9.6	SOUTH CENTRAL LOUISIANA TECHNICAL COLLEGE LAFOURCHE CAMPUS	-	-	-	38.2	38.2	0.0	11.2
LOUISIANA TECHNICAL COLLEGE-ASCENSION CAMPUS	-	39.6	-	38.2	38.4	-5.5	9.4	SOUTH CENTRAL LOUISIANA TECHNICAL COLLEGE RIVER PARISHES CAMPUS	-	-	-	-	-	-	-
LOUISIANA TECHNICAL COLLEGE-BATON ROUGE CAMPUS	-	-	-	37.8	37.8	-0.1	6.4	SOUTH CENTRAL LOUISIANA TECHNICAL COLLEGE YOUNG MEMORIAL CAMPUS	-	-	-	44.5	44.5	0.0	9.8
LOUISIANA TECHNICAL COLLEGE-DELTA-OUACHITA CAMPUS	-	-	-	45.2	45.2	-9.5	11.8	SOUTH LOUISIANA COMMUNITY COLLEGE	-	-	47.8	37.0	38.5	0.7	13.6
LOUISIANA TECHNICAL COLLEGE-GULF AREA CAMPUS	-	-	-	33.8	33.8	4.0	7.8	SOUTHERN UNIVERSITY AT SHREVEPORT	68.1	48.2	44.3	36.9	43.5	-8.9	12.1
LOUISIANA TECHNICAL COLLEGE-JEFFERSON CAMPUS	-	-	-	33.4	33.4	-19.0	9.2	SOWELA TECHNICAL COMMUNITY COLLEGE	-	-	-	36.1	36.1	1.2	10.3
LOUISIANA TECHNICAL COLLEGE-JUMONVILLE MEMORIAL	-	-	-	-	-	-	-	<b>BA</b>							
LOUISIANA TECHNICAL COLLEGE-LAFAYETTE CAMPUS	-	-	42.2	42.1	42.1	11.6	13.0	LOUISIANA STATE UNIVERSITY-AT ALEXANDRIA	60.9	47.2	45.8	38.8	47.5	1.4	11.0
LOUISIANA TECHNICAL COLLEGE-NORTHEAST LA BRANCH CAMPUS	-	-	-	-	-	-	-	<b>BA+</b>							
LOUISIANA TECHNICAL COLLEGE-NORTHWEST LOUISIANA CAMPUS	-	-	-	-	-	-	-	LOUISIANA STATE UNIVERSITY-SHREVEPORT	62.3	57.1	52.7	36.3	53.3	-2.4	13.4
LOUISIANA TECHNICAL COLLEGE-OAKDALE CAMPUS	-	-	-	34.3	34.3	0.0	11.0	MCNEESE STATE UNIVERSITY	81.2	65.3	55.3	42.1	60.3	1.0	15.5
LOUISIANA TECHNICAL COLLEGE-RUSTON CAMPUS	-	-	-	39.2	39.2	-12.1	12.3	NICHOLLS STATE UNIVERSITY	73.1	57.9	51.6	38.1	51.9	0.8	14.1
LOUISIANA TECHNICAL COLLEGE-SABINE VALLEY CAMPUS	-	-	-	-	-	-	-	NORTHWESTERN STATE UNIVERSITY OF LOUISIANA	75.0	60.1	49.9	39.9	54.6	0.0	13.2
LOUISIANA TECHNICAL COLLEGE-SHELBY JACKSON CAMPUS	-	-	-	35.0	35.0	-4.3	10.1	SOUTHERN UNIVERSITY AT NEW ORLEANS	65.0	54.0	46.9	40.0	51.3	-0.8	9.7
LOUISIANA TECHNICAL COLLEGE-SHREVEPORT-BOSSIER CAMPUS	-	36.1	-	35.2	35.3	-0.9	8.8	<b>DOCTORAL</b>							
LOUISIANA TECHNICAL COLLEGE-T H HARRIS CAMPUS	-	-	-	-	-	-	-	GRAMBLING STATE UNIVERSITY	70.9	62.9	52.3	42.4	57.7	3.5	18.3
LOUISIANA TECHNICAL COLLEGE-TALLULAH CAMPUS	-	-	-	37.4	37.4	9.2	13.9	LOUISIANA STATE UNIVERSITY HEALTH SCIENCES CENTER AT NEW ORLEANS	-	-	-	-	-	-	-
LOUISIANA TECHNICAL COLLEGE-TECHE AREA CAMPUS	-	-	-	37.3	37.3	1.2	11.4	LOUISIANA STATE UNIVERSITY HEALTH SCIENCES CENTER-SHREVEPORT	-	-	-	-	-	-	-
LOUISIANA TECHNICAL COLLEGE-WEST JEFFERSON CAMPUS	-	-	-	40.0	40.0	0.0	8.3	LOUISIANA STATE UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE	112.0	79.4	67.9	44.4	80.3	1.2	19.5
NORTHSHORE TECHNICAL COLLEGE-FLORIDA PARISHES BRANCH CAMPUS	-	-	-	34.0	34.0	-	7.7	LOUISIANA TECH UNIVERSITY	75.1	66.9	59.8	45.4	60.0	0.8	19.7
NORTHSHORE TECHNICAL COLLEGE-HAMMOND AREA BRANCH CAMPUS	-	-	-	33.8	33.8	-21.9	12.8	SOUTHEASTERN LOUISIANA UNIVERSITY	78.4	65.4	57.3	44.2	57.0	-1.3	15.1
NORTHSHORE TECHNICAL COLLEGE-SULLIVAN MAIN CAMPUS	-	-	-	40.1	40.1	-10.2	9.6	SOUTHERN UNIVERSITY AND A & M COLLEGE	73.6	60.2	51.3	38.4	58.6	3.3	13.0
NORTHWEST LOUISIANA TECHNICAL COLLEGE NATCHITOCHES CAMPUS	-	-	-	28.9	28.9	-	4.5	UNIVERSITY OF LOUISIANA MONROE	70.0	62.5	51.5	41.7	55.3	1.2	14.3
NUEZ COMMUNITY COLLEGE	61.7	49.7	47.8	41.0	46.5	-0.4	11.7	UNIVERSITY OF LOUISIANA AT LAFAYETTE	103.9	75.1	61.2	43.9	70.0	-2.5	18.4
								UNIVERSITY OF NEW ORLEANS	88.2	66.8	60.3	42.9	66.2	1.5	14.5

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### MAINE

#### AA

CENTRAL MAINE COMMUNITY COLLEGE	-	-	-	53.9	53.9	-3.4	26.2
EASTERN MAINE COMMUNITY COLLEGE	-	-	-	57.2	57.2	2.9	25.5
KENNEBEC VALLEY COMMUNITY COLLEGE	-	-	-	55.4	55.4	1.3	25.1
NORTHERN MAINE COMMUNITY COLLEGE	-	-	-	59.3	59.3	1.8	26.8
SOUTHERN MAINE COMMUNITY COLLEGE	-	-	-	54.5	54.5	2.6	23.1
WASHINGTON COUNTY COMMUNITY COLLEGE	-	-	-	53.2	53.2	3.0	28.3
YORK COUNTY COMMUNITY COLLEGE	-	-	-	48.3	48.3	-0.0	22.5

#### BA

UNIVERSITY OF MAINE AT FORT KENT	70.1	56.3	47.1	42.6	54.8	-0.4	19.3
UNIVERSITY OF MAINE AT MACHIAS	66.7	56.0	44.3	36.8	55.1	2.1	20.7
UNIVERSITY OF MAINE AT PRESQUE ISLE	66.7	56.7	46.8	47.7	56.6	2.1	20.7

#### BA+

UNIVERSITY OF MAINE AT AUGUSTA	74.6	59.9	48.4	44.5	60.2	1.6	19.8
UNIVERSITY OF MAINE AT FARMINGTON	72.9	55.8	48.0	44.2	57.1	2.4	21.0

#### DOCTORAL

UNIVERSITY OF MAINE	96.8	76.0	62.4	51.7	79.4	3.9	24.5
UNIVERSITY OF SOUTHERN MAINE	93.3	72.5	56.9	47.0	75.0	2.4	24.4

### MARYLAND

#### AA

ALLEGANY COLLEGE OF MARYLAND	60.3	47.3	41.8	38.5	50.1	-1.4	17.5
ANNE ARUNDEL COMMUNITY COLLEGE	85.6	67.2	58.6	51.3	68.3	-0.8	17.5
BALTIMORE CITY COMMUNITY COLLEGE	77.4	63.0	55.0	45.4	60.5	0.7	22.6
CARROLL COMMUNITY COLLEGE	70.5	60.6	53.7	44.5	55.6	1.7	20.4
CECIL COLLEGE	72.7	61.7	47.9	-	59.3	-2.7	21.2
CHESAPEAKE COLLEGE	75.1	68.7	57.4	52.3	64.3	0.3	19.5

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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COLLEGE OF SOUTHERN MARYLAND	82.6	63.9	59.0	43.3	75.2	0.7	19.5
FREDERICK COMMUNITY COLLEGE	82.1	71.8	58.9	-	67.5	2.4	20.6
GARRETT COLLEGE	61.3	52.2	55.0	45.1	58.4	-4.6	21.8
HAGERSTOWN COMMUNITY COLLEGE	75.0	58.8	52.5	47.5	57.3	2.0	19.5
HARFORD COMMUNITY COLLEGE	83.5	67.5	55.1	45.0	58.2	0.1	19.3
HOWARD COMMUNITY COLLEGE	81.8	67.3	57.7	51.3	64.9	-0.7	18.5
MONTGOMERY COLLEGE	87.9	70.6	61.7	54.3	78.2	1.7	17.8
PRINCE GEORGE'S COMMUNITY COLLEGE	69.9	56.4	47.1	36.5	60.0	-0.5	13.9
THE COMMUNITY COLLEGE OF BALTIMORE COUNTY	83.8	67.5	56.1	49.0	61.6	4.0	19.6
WOR-WIC COMMUNITY COLLEGE	82.0	63.2	54.5	46.1	55.6	-0.8	16.6

#### BA

UNITED STATES NAVAL ACADEMY	140.1	112.4	88.3	72.5	114.8	1.5	18.2
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#### BA+

COPPIN STATE UNIVERSITY	89.8	68.0	60.6	46.8	63.4	-0.3	21.0
FROSTBURG STATE UNIVERSITY	84.6	68.5	60.1	41.7	67.4	-0.1	16.2
SALISBURY UNIVERSITY	83.9	67.8	64.3	45.3	65.3	-0.1	18.3
ST MARY'S COLLEGE OF MARYLAND	91.8	64.2	53.5	48.9	68.5	8.3	20.4

#### DOCTORAL

BOWIE STATE UNIVERSITY	87.9	71.7	62.4	55.5	64.7	0.0	17.8
MORGAN STATE UNIVERSITY	100.9	78.9	66.9	43.9	62.2	-0.5	14.2
TOWSON UNIVERSITY	90.3	73.0	61.5	41.9	64.2	-0.3	19.3
UNIVERSITY OF BALTIMORE	131.8	100.0	78.6	60.7	100.1	-0.2	24.0
UNIVERSITY OF MARYLAND EASTERN SHORE	80.8	66.8	62.1	48.0	60.3	-1.3	18.3
UNIVERSITY OF MARYLAND-BALTIMORE	156.0	100.4	84.5	68.7	118.5	-2.4	26.6
UNIVERSITY OF MARYLAND- BALTIMORE COUNTY	105.5	77.6	67.0	51.7	77.6	-0.7	21.1
UNIVERSITY OF MARYLAND- COLLEGE PARK	131.4	93.1	82.0	62.8	98.6	1.3	25.0
UNIVERSITY OF MARYLAND- UNIVERSITY COLLEGE	38.0	33.7	28.9	-	35.9	-3.6	2.8

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### MASSACHUSETTS

#### AA

BERKSHIRE COMMUNITY COLLEGE	63.4	50.0	47.9	-	59.2	-0.9	15.9
BRISTOL COMMUNITY COLLEGE	63.6	54.8	51.3	47.4	58.6	0.0	13.5
BUNKER HILL COMMUNITY COLLEGE	66.4	59.8	52.4	-	62.6	-0.9	16.1
CAPE COD COMMUNITY COLLEGE	64.8	51.9	48.2	46.4	59.5	-0.5	15.5
GREENFIELD COMMUNITY COLLEGE	67.6	53.9	54.3	47.6	59.2	6.3	14.4
HOLYOKE COMMUNITY COLLEGE	64.5	52.3	51.1	49.4	58.7	0.9	16.5
MASSACHUSETTS BAY COMMUNITY COLLEGE	64.5	58.9	51.5	43.1	59.3	-0.6	17.0
MASSASOIT COMMUNITY COLLEGE	68.5	55.0	50.2	46.9	61.8	-0.2	8.7
MIDDLESEX COMMUNITY COLLEGE	64.6	50.1	47.0	47.6	58.7	-0.1	0.6
MOUNT WACHUSETT COMMUNITY COLLEGE	66.0	58.8	51.0	52.4	62.4	0.6	15.3
NORTH SHORE COMMUNITY COLLEGE	66.7	53.5	49.6	42.2	59.1	-2.0	16.1
NORTHERN ESSEX COMMUNITY COLLEGE	66.3	52.4	49.4	45.0	57.1	-1.8	17.7
QUINCY COLLEGE	70.3	-	-	58.0	63.8	4.0	6.4
QUINSIGAMOND COMMUNITY COLLEGE	64.6	55.1	51.5	46.3	60.2	-0.7	16.3
ROXBURY COMMUNITY COLLEGE	66.4	60.2	53.3	49.5	60.9	-0.7	19.1
SPRINGFIELD TECHNICAL COMMUNITY COLLEGE	66.8	52.8	48.4	40.0	61.8	-0.9	15.9

#### BA+

BRIDGEWATER STATE COLLEGE	80.6	66.0	58.1	54.3	68.0	1.3	18.0
FITCHBURG STATE COLLEGE	81.9	65.7	57.5	54.4	68.0	2.6	12.1
FRAMINGHAM STATE COLLEGE	81.0	63.2	55.2	44.5	65.1	0.1	17.2
MASSACHUSETTS COLLEGE OF ART AND DESIGN	78.3	64.8	60.7	-	71.9	1.8	18.4
MASSACHUSETTS COLLEGE OF LIBERAL ARTS	78.0	60.5	51.0	42.5	66.3	-1.0	17.5
MASSACHUSETTS MARITIME ACADEMY	87.1	65.6	58.9	54.6	73.9	6.8	22.0
SALEM STATE COLLEGE	79.3	66.4	60.3	57.2	68.5	1.9	18.4
WESTFIELD STATE COLLEGE	79.3	65.1	53.6	47.0	65.2	0.3	17.9

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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WORCESTER STATE COLLEGE	80.8	67.0	55.3	53.7	67.3	1.5	18.8
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#### DOCTORAL

UNIVERSITY OF MASSACHUSETTS AMHERST	117.3	88.1	68.6	56.9	90.0	-0.7	18.6
UNIVERSITY OF MASSACHUSETTS- BOSTON	113.6	85.7	72.6	57.5	83.7	-1.5	17.1
UNIVERSITY OF MASSACHUSETTS- DARTMOUTH	107.8	83.1	70.5	58.2	84.0	1.6	23.3
UNIVERSITY OF MASSACHUSETTS- LOWELL	114.9	91.9	73.8	67.0	96.4	1.4	25.5

### MICHIGAN

#### AA

ALPENA COMMUNITY COLLEGE	-	-	-	65.8	65.8	0.2	32.8
BAY DE NOC COMMUNITY COLLEGE	-	-	-	63.1	63.1	4.3	31.0
DELTA COLLEGE	88.6	80.5	69.4	57.9	74.1	2.3	28.4
GLEN OAKS COMMUNITY COLLEGE	-	-	-	-	-	-	-
GOGBIC COMMUNITY COLLEGE	-	-	-	54.1	54.1	1.5	22.3
GRAND RAPIDS COMMUNITY COLLEGE	93.9	81.9	61.3	49.7	84.6	3.6	36.1
HENRY FORD COMMUNITY COLLEGE	-	-	-	93.0	93.0	6.5	37.9
JACKSON COMMUNITY COLLEGE	-	-	-	-	-	-	-
KALAMAZOO VALLEY COMMUNITY COLLEGE	-	-	-	81.3	81.3	4.4	26.9
KELLOGG COMMUNITY COLLEGE	-	-	-	76.2	76.2	6.2	27.1
KIRTLAND COMMUNITY COLLEGE	-	-	-	-	-	-	-
LAKE MICHIGAN COLLEGE	-	-	-	77.6	77.6	3.4	33.1
LANSING COMMUNITY COLLEGE	65.8	-	-	-	65.8	5.9	9.6
MACOMB COMMUNITY COLLEGE	-	-	-	74.1	74.1	0.0	30.9
MID MICHIGAN COMMUNITY COLLEGE	68.1	60.6	61.5	53.9	62.7	0.3	27.7
MONROE COUNTY COMMUNITY COLLEGE	91.0	83.2	81.5	73.2	80.9	-0.0	40.3
MONTCALM COMMUNITY COLLEGE	-	-	-	67.5	67.5	0.8	33.2
MOTT COMMUNITY COLLEGE	-	-	-	68.1	68.1	1.0	30.0
MUSKEGON COMMUNITY COLLEGE	-	-	-	77.2	77.2	3.6	32.0



## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
NORTH CENTRAL MICHIGAN COLLEGE	73.0	-	-	-	73.0	4.2	39.6
NORTHWESTERN MICHIGAN COLLEGE	-	-	-	65.4	65.4	-0.1	26.0
OAKLAND COMMUNITY COLLEGE	-	-	-	84.8	84.8	-0.6	33.0
SCHOOLCRAFT COLLEGE	-	-	-	79.0	79.0	-0.1	38.1
SOUTHWESTERN MICHIGAN COLLEGE	-	-	-	52.8	52.8	-1.9	22.4
ST CLAIR COUNTY COMMUNITY COLLEGE	76.4	-	-	59.9	74.0	0.7	34.7
WASHTENAW COMMUNITY COLLEGE	-	-	-	-	-	-	-
WAYNE COUNTY COMMUNITY COLLEGE DISTRICT	-	-	-	68.0	68.0	-0.2	31.0
WEST SHORE COMMUNITY COLLEGE	70.3	55.8	-	-	69.3	3.9	32.1
<b>BA+</b>							
LAKE SUPERIOR STATE UNIVERSITY	70.1	53.1	51.1	43.9	55.5	1.1	26.2
NORTHERN MICHIGAN UNIVERSITY	77.6	63.6	53.5	49.0	63.2	-0.3	28.7
SAGINAW VALLEY STATE UNIVERSITY	77.4	65.1	55.6	44.8	64.7	1.6	23.2
<b>DOCTORAL</b>							
CENTRAL MICHIGAN UNIVERSITY	95.7	72.6	58.3	37.8	71.3	2.8	26.2
EASTERN MICHIGAN UNIVERSITY	90.7	73.2	62.5	38.9	74.1	3.2	26.5
FERRIS STATE UNIVERSITY	83.0	66.8	55.8	42.3	66.6	3.6	27.3
GRAND VALLEY STATE UNIVERSITY	87.6	68.0	54.9	41.1	61.9	1.2	22.4
MICHIGAN STATE UNIVERSITY	125.8	88.2	69.9	48.1	94.6	1.8	32.4
MICHIGAN TECHNOLOGICAL UNIVERSITY	97.6	77.3	70.8	51.9	76.4	2.2	32.4
OAKLAND UNIVERSITY	93.3	72.4	60.8	54.3	71.6	1.4	22.6
UNIVERSITY OF MICHIGAN-ANN ARBOR	143.2	94.2	83.7	53.6	107.4	2.1	26.5
UNIVERSITY OF MICHIGAN-DEARBORN	98.0	80.2	71.5	51.2	78.1	2.3	24.0
UNIVERSITY OF MICHIGAN-FLINT	90.2	69.3	62.3	46.4	65.0	3.2	19.9
WAYNE STATE UNIVERSITY	110.9	84.5	70.3	54.8	83.7	2.0	20.7
WESTERN MICHIGAN UNIVERSITY	97.8	74.5	58.4	45.2	79.4	5.7	39.5

## MINNESOTA

### AA

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
ALEXANDRIA TECHNICAL COLLEGE	-	-	-	62.8	62.8	-1.1	20.9
ANOKA TECHNICAL COLLEGE	-	-	-	60.1	60.1	-2.5	20.2
ANOKA-RAMSEY COMMUNITY COLLEGE	-	-	-	60.8	60.8	-1.3	19.9
CENTRAL LAKES COLLEGE-BRAINERD	-	-	-	62.0	62.0	-1.6	19.8
CENTURY COMMUNITY AND TECHNICAL COLLEGE	-	-	-	61.5	61.5	0.2	19.2
DAKOTA COUNTY TECHNICAL COLLEGE	-	-	-	62.6	62.6	-1.5	20.1
HENNEPIN TECHNICAL COLLEGE	-	-	-	59.3	59.3	-1.7	19.8
HIBBING COMMUNITY COLLEGE-A TECHNICAL AND COMMUNITY COLLEGE	-	-	-	62.9	62.9	0.8	20.9
INVER HILLS COMMUNITY COLLEGE	-	-	-	60.7	60.7	-1.0	19.3
ITASCA COMMUNITY COLLEGE	-	-	-	62.9	62.9	-0.8	21.2
LAKE SUPERIOR COLLEGE	-	-	-	62.0	62.0	-0.8	19.9
MESABI RANGE COMMUNITY AND TECHNICAL COLLEGE	-	-	-	62.4	62.4	-0.3	20.9
MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE	-	-	-	63.5	63.5	-1.7	20.0
MINNESOTA STATE COLLEGE- SOUTHEAST TECHNICAL	-	-	-	61.4	61.4	-0.3	20.7
MINNESOTA STATE COMMUNITY AND TECHNICAL COLLEGE	-	-	-	59.6	59.6	-0.1	20.4
MINNESOTA WEST COMMUNITY AND TECHNICAL COLLEGE	-	-	-	61.1	61.1	-0.3	21.0
NORMANDALE COMMUNITY COLLEGE	-	-	-	60.9	60.9	-0.0	19.6
NORTH HENNEPIN COMMUNITY COLLEGE	-	-	-	62.4	62.4	-1.3	19.5
NORTHLAND COMMUNITY AND TECHNICAL COLLEGE	-	-	-	59.5	59.5	0.5	20.1
NORTHWEST TECHNICAL COLLEGE	-	-	-	61.9	61.9	0.9	20.7
PINE TECHNICAL COLLEGE	-	-	-	60.0	60.0	1.1	19.7
RAINY RIVER COMMUNITY COLLEGE	-	-	-	60.1	60.1	-1.3	22.5
RIDGEWATER COLLEGE	-	-	-	61.0	61.0	-0.5	21.6
RIVERLAND COMMUNITY COLLEGE	-	-	-	61.9	61.9	0.4	21.3

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
ROCHESTER COMMUNITY AND TECHNICAL COLLEGE	-	-	-	61.1	61.1	-0.5	19.8
SAINT CLOUD TECHNICAL COLLEGE	-	-	-	61.2	61.2	-0.1	21.2
SAINT PAUL COLLEGE - A COMMUNITY AND TECHNICAL COLLEGE	-	-	-	59.8	59.8	-1.7	19.7
SOUTH CENTRAL COLLEGE	-	-	-	62.0	62.0	-0.3	20.3
VERMILION COMMUNITY COLLEGE	-	-	-	61.6	61.6	0.6	20.6

### BA

UNIVERSITY OF MINNESOTA-CROOKSTON	83.8	67.1	58.0	46.1	58.8	1.0	24.6
UNIVERSITY OF MINNESOTA-MORRIS	74.3	60.5	49.5	41.2	59.4	-0.5	24.6

### BA+

BEMIDJI STATE UNIVERSITY	81.4	66.2	57.8	39.1	69.8	2.1	20.2
SOUTHWEST MINNESOTA STATE UNIVERSITY	82.7	70.0	58.9	39.4	70.1	1.7	21.4

### DOCTORAL

METROPOLITAN STATE UNIVERSITY	85.9	65.2	62.9	-	69.6	0.8	19.6
MINNESOTA STATE UNIVERSITY-MANKATO	88.4	69.2	60.8	45.0	71.9	3.2	21.2
MINNESOTA STATE UNIVERSITY-MOORHEAD	80.6	64.7	58.3	42.4	66.8	2.2	20.3
SAINT CLOUD STATE UNIVERSITY	84.5	68.4	61.2	46.0	72.7	3.9	21.0
UNIVERSITY OF MINNESOTA-DULUTH	93.4	74.1	57.1	49.6	67.7	1.7	24.9
UNIVERSITY OF MINNESOTA-TWIN CITIES	128.2	84.4	76.3	51.7	93.7	-0.7	29.1
WINONA STATE UNIVERSITY	85.6	64.3	57.9	38.2	68.8	1.7	20.0

## MISSISSIPPI

### AA

COAHOMA COMMUNITY COLLEGE	-	-	-	46.2	46.2	7.0	9.6
COPIAH-LINCOLN COMMUNITY COLLEGE	-	-	-	47.1	47.1	-1.1	14.7
EAST CENTRAL COMMUNITY COLLEGE	-	-	-	47.8	47.8	0.4	14.2
EAST MISSISSIPPI COMMUNITY COLLEGE	-	-	-	50.3	50.3	-0.0	14.9
HINDS COMMUNITY COLLEGE	-	-	-	47.4	47.4	0.4	15.5

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
HOLMES COMMUNITY COLLEGE	-	-	-	56.1	56.1	1.3	16.6
ITAWAMBA COMMUNITY COLLEGE	-	-	-	53.9	53.9	2.9	15.8
JONES COUNTY JUNIOR COLLEGE	-	-	-	51.2	51.2	1.1	15.7
MERIDIAN COMMUNITY COLLEGE	-	-	-	48.3	48.3	0.0	14.5
MISSISSIPPI DELTA COMMUNITY COLLEGE	-	-	-	50.4	50.4	0.8	14.8
MISSISSIPPI GULF COAST COMMUNITY COLLEGE	-	-	-	46.5	46.5	-1.5	13.8
NORTHEAST MISSISSIPPI COMMUNITY COLLEGE	-	-	-	51.8	51.8	-0.4	10.5
NORTHWEST MISSISSIPPI COMMUNITY COLLEGE	-	-	-	53.4	53.4	3.8	13.6
PEARL RIVER COMMUNITY COLLEGE	-	-	-	33.2	33.2	-29.6	10.6
SOUTHWEST MISSISSIPPI COMMUNITY COLLEGE	-	-	-	55.2	55.2	1.0	15.4

### BA+

ALCORN STATE UNIVERSITY	65.3	59.3	54.6	38.6	52.6	0.2	15.3
MISSISSIPPI UNIVERSITY FOR WOMEN	56.4	46.0	46.3	45.2	47.5	-1.2	14.3
MISSISSIPPI VALLEY STATE UNIVERSITY	62.6	56.5	48.6	40.1	49.8	1.4	16.3

### DOCTORAL

DELTA STATE UNIVERSITY	64.3	57.4	47.1	47.1	51.9	1.4	14.9
JACKSON STATE UNIVERSITY	68.7	59.7	53.7	37.7	54.0	-2.3	11.4
MISSISSIPPI STATE UNIVERSITY	90.6	70.9	60.8	36.6	62.5	-0.5	8.7
UNIVERSITY OF MISSISSIPPI MAIN CAMPUS	106.2	74.5	61.3	37.0	68.6	0.1	15.1
UNIVERSITY OF MISSISSIPPI MEDICAL CENTER	-	-	-	-	-	-	-
UNIVERSITY OF SOUTHERN MISSISSIPPI	83.8	63.6	55.2	45.3	59.7	-1.3	15.8

## MISSOURI

### AA

CROWDER COLLEGE	-	-	-	44.0	44.0	0.7	11.6
EAST CENTRAL COLLEGE	70.5	60.5	57.6	44.8	49.8	3.6	14.7
JEFFERSON COLLEGE	68.2	58.0	50.5	46.6	57.4	0.5	17.0
LINN STATE TECHNICAL COLLEGE	-	-	-	41.7	41.7	-0.6	14.9

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
METROPOLITAN COMMUNITY COLLEGE-BLUE RIVER	-	-	-	54.5	54.5	3.2	15.8
METROPOLITAN COMMUNITY COLLEGE-BUSINESS & TECHNOLOGY	-	-	-	-	-	-	-
METROPOLITAN COMMUNITY COLLEGE-LONGVIEW	-	-	-	58.1	58.1	3.3	15.9
METROPOLITAN COMMUNITY COLLEGE-MAPLE WOODS	-	-	-	55.0	55.0	-3.5	16.1
METROPOLITAN COMMUNITY COLLEGE-PENN VALLEY	-	-	-	57.1	57.1	1.6	16.5
MINERAL AREA COLLEGE	51.4	49.3	45.7	43.7	47.7	1.4	14.6
MISSOURI STATE UNIVERSITY-WEST PLAINS	53.3	43.7	40.5	36.9	41.5	-1.3	13.6
MOBERLY AREA COMMUNITY COLLEGE	47.3	45.2	38.8	38.2	41.4	0.9	13.2
NORTH CENTRAL MISSOURI COLLEGE	-	-	-	41.3	41.3	-1.7	8.2
OZARKS TECHNICAL COMMUNITY COLLEGE	-	-	-	46.4	46.4	1.2	13.2
SAINT LOUIS COMMUNITY COLLEGE-FLORISSANT VALLEY	76.0	66.5	59.0	53.5	65.7	3.5	19.2
SAINT LOUIS COMMUNITY COLLEGE-FOREST PARK	76.4	65.6	59.6	53.1	64.8	3.7	18.5
SAINT LOUIS COMMUNITY COLLEGE-MERAMEC	75.6	64.1	59.2	52.5	65.1	3.2	18.3
SAINT LOUIS COMMUNITY COLLEGE-WILDWOOD	80.7	-	61.2	53.3	65.1	3.3	17.9
ST CHARLES COMMUNITY COLLEGE	64.9	53.3	42.7	36.7	56.5	2.5	16.7
STATE FAIR COMMUNITY COLLEGE	-	-	-	43.9	43.9	-1.2	11.9
THREE RIVERS COMMUNITY COLLEGE	-	-	-	46.7	46.7	0.3	14.0
<b>BA</b>							
HARRIS-STOWE STATE UNIVERSITY	63.4	54.5	46.6	43.0	48.1	-0.7	13.3
<b>BA+</b>							
LINCOLN UNIVERSITY	66.6	51.9	44.4	36.3	49.6	-1.2	15.1
MISSOURI SOUTHERN STATE UNIVERSITY	72.7	56.7	44.7	40.3	57.6	1.1	16.1
MISSOURI WESTERN STATE UNIVERSITY	76.3	62.3	53.4	39.4	58.8	-1.4	17.8
NORTHWEST MISSOURI STATE UNIVERSITY	79.9	62.9	53.6	42.9	56.6	2.2	17.0
SOUTHEAST MISSOURI STATE UNIVERSITY	74.0	58.9	53.8	41.8	58.1	0.8	17.2

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
TRUMAN STATE UNIVERSITY	73.3	56.6	48.2	40.4	60.5	1.1	17.6
UNIVERSITY OF CENTRAL MISSOURI	80.6	65.7	50.7	38.1	61.3	0.9	17.4
<b>DOCTORAL</b>							
MISSOURI STATE UNIVERSITY	75.3	58.6	56.8	38.0	59.3	-0.7	17.4
MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY	111.0	80.8	71.3	47.2	85.6	0.6	20.5
UNIVERSITY OF MISSOURI-COLUMBIA	110.4	75.0	61.1	43.3	79.8	0.4	18.4
UNIVERSITY OF MISSOURI-KANSAS CITY	106.5	74.4	57.7	43.5	76.8	0.3	17.8
UNIVERSITY OF MISSOURI-ST LOUIS	92.4	66.4	59.0	40.1	67.9	-1.4	16.1
UNIVERSITY OF MISSOURI-SYSTEMS OFFICE	-	-	-	-	-	-	-

### MONTANA

#### AA

DAWSON COMMUNITY COLLEGE	-	-	-	42.9	42.9	0.3	14.5
FLATHEAD VALLEY COMMUNITY COLLEGE	-	-	-	50.0	50.0	-3.5	15.5
MILES COMMUNITY COLLEGE	-	-	-	40.8	40.8	1.5	15.0
MONTANA STATE UNIVERSITY-GREAT FALLS COLLEGE OF TECHNOLOGY	-	-	-	44.0	44.0	3.6	17.5
UNIVERSITY OF MONTANA-HELENA COLLEGE OF TECHNOLOGY	-	-	-	41.9	41.9	0.5	16.1

#### BA

THE UNIVERSITY OF MONTANA-WESTERN	60.7	54.1	46.6	36.7	48.4	-1.1	17.4
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#### BA+

MONTANA STATE UNIVERSITY-BILLINGS	65.9	58.2	52.6	42.0	53.1	0.2	16.4
MONTANA STATE UNIVERSITY-NORTHERN	57.5	51.2	42.9	33.0	48.6	1.4	15.9
MONTANA TECH OF THE UNIVERSITY OF MONTANA	72.1	61.0	55.0	47.4	59.2	0.2	19.4

#### DOCTORAL

MONTANA STATE UNIVERSITY	83.8	63.9	59.7	44.4	64.8	0.1	20.5
THE UNIVERSITY OF MONTANA	79.2	63.4	55.6	44.1	63.8	0.2	20.2

# SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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## NEBRASKA

### AA

CENTRAL COMMUNITY COLLEGE	-	-	-	50.0	50.0	2.3	21.6
METROPOLITAN COMMUNITY COLLEGE AREA	-	-	-	55.0	55.0	1.1	20.5
MID-PLAINS COMMUNITY COLLEGE	-	-	-	52.0	52.0	3.9	20.8
NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE	56.3	54.5	39.9	27.3	42.4	-1.1	10.3
NORTHEAST COMMUNITY COLLEGE	-	-	-	47.7	47.7	6.5	22.9
SOUTHEAST COMMUNITY COLLEGE AREA	-	-	-	-	-	-	-
WESTERN NEBRASKA COMMUNITY COLLEGE	-	-	-	49.6	49.6	7.3	24.4

### BA+

CHADRON STATE COLLEGE	66.5	54.2	45.5	37.0	53.9	1.9	17.1
PERU STATE COLLEGE	68.9	55.5	46.7	42.4	54.1	0.1	17.4
UNIVERSITY OF NEBRASKA AT KEARNEY	78.6	64.3	53.3	40.5	61.6	1.2	18.5
WAYNE STATE COLLEGE	68.3	57.4	44.9	38.0	56.8	-1.2	17.7

### DOCTORAL

UNIVERSITY OF NEBRASKA MEDICAL CENTER	85.8	74.1	57.0	49.3	53.2	0.5	5.7
UNIVERSITY OF NEBRASKA AT OMAHA	86.2	76.2	62.3	41.9	71.3	4.3	18.5
UNIVERSITY OF NEBRASKA-LINCOLN	114.6	77.7	68.6	41.0	86.7	2.8	19.7

## NEVADA

### AA

COLLEGE OF SOUTHERN NEVADA	71.7	-	-	52.7	65.6	-2.0	15.6
TRUCKEE MEADOWS COMMUNITY COLLEGE	70.2	-	-	45.9	63.4	0.3	16.4
WESTERN NEVADA COLLEGE	76.4	-	-	59.7	73.2	1.6	18.8

### BA

GREAT BASIN COLLEGE	68.4	-	-	55.1	64.2	-0.3	14.5
NEVADA STATE COLLEGE	118.5	81.1	67.4	60.1	67.3	0.5	16.6

### DOCTORAL

UNIVERSITY OF NEVADA-LAS VEGAS	121.4	87.2	69.8	49.2	89.1	0.2	19.5
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State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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UNIVERSITY OF NEVADA-RENO	121.5	90.5	71.9	57.2	90.4	1.1	18.4
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## NEW HAMPSHIRE

### AA

GREAT BAY COMMUNITY COLLEGE	55.0	46.2	36.3	-	52.6	9.1	25.8
LAKES REGION COMMUNITY COLLEGE	57.0	48.1	44.0	41.1	53.5	8.2	26.0
MANCHESTER COMMUNITY COLLEGE	57.6	47.7	43.7	33.5	55.2	10.2	26.3
NHTI-CONCORD'S COMMUNITY COLLEGE	56.7	47.6	46.4	-	55.2	7.9	26.3
NASHUA COMMUNITY COLLEGE	57.4	42.8	45.2	-	52.2	10.6	25.7
RIVER VALLEY COMMUNITY COLLEGE	56.9	47.2	37.8	-	52.3	4.9	25.7
WHITE MOUNTAINS COMMUNITY COLLEGE	57.3	49.4	-	41.9	55.1	7.4	26.3

### BA

UNIVERSITY OF NEW HAMPSHIRE AT MANCHESTER	98.9	79.3	67.7	50.3	80.1	1.3	17.9
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### BA+

KEENE STATE COLLEGE	86.1	72.4	58.1	48.3	71.0	-1.3	22.7
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### DOCTORAL

PLYMOUTH STATE UNIVERSITY	83.8	67.6	57.8	49.1	69.8	-0.7	23.9
UNIVERSITY OF NEW HAMPSHIRE-MAIN CAMPUS	113.8	86.0	71.6	68.9	92.9	-0.5	30.0

## NEW JERSEY

### AA

ATLANTIC CAPE COMMUNITY COLLEGE	86.0	70.5	52.7	59.7	62.2	3.6	19.7
BERGEN COMMUNITY COLLEGE	107.8	79.9	57.1	54.0	76.1	0.4	22.2
BROOKDALE COMMUNITY COLLEGE	93.6	71.0	59.6	51.6	73.2	3.6	23.3
BURLINGTON COUNTY COLLEGE	84.0	83.8	64.1	47.8	56.3	-1.2	20.4
CAMDEN COUNTY COLLEGE	89.8	79.4	57.7	47.3	65.5	-1.4	18.3
COUNTY COLLEGE OF MORRIS	95.3	76.4	58.5	51.5	78.9	4.0	22.5
CUMBERLAND COUNTY COLLEGE	79.4	78.3	47.4	-	61.5	0.7	23.3
ESSEX COUNTY COLLEGE	-	-	-	-	-	-	-

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
GLOUCESTER COUNTY COLLEGE	99.3	85.4	72.7	54.3	73.6	1.3	23.2
HUDSON COUNTY COMMUNITY COLLEGE	86.3	79.4	56.1	35.1	52.6	-9.1	20.9
MERCER COUNTY COMMUNITY COLLEGE	87.4	67.0	59.1	54.2	68.9	3.1	21.4
MIDDLESEX COUNTY COLLEGE	99.7	87.5	76.5	58.1	81.6	1.8	28.8
OCEAN COUNTY COLLEGE	85.3	65.9	60.0	50.2	65.8	5.9	15.2
PASSAIC COUNTY COMMUNITY COLLEGE	107.0	73.6	60.4	47.5	62.2	0.6	21.1
RARITAN VALLEY COMMUNITY COLLEGE	95.9	74.7	61.4	56.1	68.6	7.7	18.1
SALEM COMMUNITY COLLEGE	70.3	64.7	55.3	47.9	55.2	-0.8	17.5
SUSSEX COUNTY COMMUNITY COLLEGE	66.9	58.8	51.6	37.8	52.7	-0.8	21.4
UNION COUNTY COLLEGE	99.5	80.8	61.8	50.4	80.0	3.5	21.5
WARREN COUNTY COMMUNITY COLLEGE	69.6	60.7	48.9	40.6	59.2	5.5	20.4
<b>BA+</b>							
NEW JERSEY CITY UNIVERSITY	109.4	88.5	73.1	56.5	91.0	0.4	18.2
RAMAPO COLLEGE OF NEW JERSEY	108.9	85.7	67.0	-	85.1	-0.1	29.7
RUTGERS UNIVERSITY- CAMDEN	137.3	88.7	75.2	49.0	100.8	-0.2	29.5
THE COLLEGE OF NEW JERSEY	109.7	87.9	72.0	61.5	86.4	1.1	35.7
WILLIAM PATERSON UNIVERSITY OF NEW JERSEY	114.8	90.7	73.2	66.1	94.4	2.5	21.2
<b>DOCTORAL</b>							
KEAN UNIVERSITY	111.1	89.2	70.6	57.3	89.8	1.2	32.4
MONTCLAIR STATE UNIVERSITY	112.6	88.0	71.4	45.4	89.3	-0.8	24.8
NEW JERSEY INSTITUTE OF TECHNOLOGY	151.4	112.3	84.5	56.7	108.4	5.2	29.0
ROWAN UNIVERSITY	112.2	87.4	67.2	54.4	87.1	1.2	31.1
RUTGERS UNIVERSITY- NEW BRUNSWICK	141.0	95.3	77.6	48.6	108.2	3.8	30.4
RUTGERS UNIVERSITY-NEWARK	145.0	98.6	90.9	56.4	106.2	5.2	30.2
THE RICHARD STOCKTON COLLEGE OF NEW JERSEY	112.1	85.8	66.1	51.9	84.2	2.4	28.1
UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	102.2	87.1	77.1	60.9	69.6	5.3	29.6

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
<b>NEW MEXICO</b>							
<b>AA</b>							
CENTRAL NEW MEXICO COMMUNITY COLLEGE	-	-	-	45.7	45.7	1.5	13.1
CLOVIS COMMUNITY COLLEGE	-	-	-	43.5	43.5	-1.1	10.3
EASTERN NEW MEXICO UNIVERSITY- ROSWELL CAMPUS	-	-	-	46.7	46.7	8.6	14.8
EASTERN NEW MEXICO UNIVERSITY-RUIDOSO	-	-	-	43.2	43.2	-6.7	13.7
LUNA COMMUNITY COLLEGE	-	-	-	35.4	35.4	1.0	10.2
MESALANDS COMMUNITY COLLEGE	-	-	-	39.5	39.5	1.6	11.3
NEW MEXICO JUNIOR COLLEGE	-	-	-	48.8	48.8	0.0	11.6
NEW MEXICO MILITARY INSTITUTE	69.2	58.8	49.4	45.1	53.6	1.3	3.7
NEW MEXICO STATE UNIVERSITY- ALAMOGORDO	53.6	47.0	45.5	40.8	46.4	9.3	12.0
NEW MEXICO STATE UNIVERSITY-CARLSBAD	59.4	62.2	47.8	45.0	48.6	6.0	12.7
NEW MEXICO STATE UNIVERSITY-DONA ANA	54.3	49.6	44.8	42.7	46.3	3.5	13.4
NEW MEXICO STATE UNIVERSITY-GRANTS	57.2	51.2	47.3	44.6	50.4	6.5	13.3
NORTHERN NEW MEXICO COLLEGE	-	51.2	44.2	37.0	43.3	-0.2	12.5
SAN JUAN COLLEGE	59.0	54.5	48.9	54.1	52.4	1.4	17.1
SANTA FE COMMUNITY COLLEGE	55.7	51.6	48.6	-	49.9	0.7	15.4
UNIVERSITY OF NEW MEXICO- GALLUP CAMPUS	67.6	56.9	48.2	51.4	53.1	-1.0	14.1
UNIVERSITY OF NEW MEXICO- LOS ALAMOS CAMPUS	-	-	-	51.4	51.4	0.0	14.8
UNIVERSITY OF NEW MEXICO-TAOS BRANCH	-	62.1	51.7	-	58.2	1.7	15.4
UNIVERSITY OF NEW MEXICO-VALENCIA COUNTY BRANCH	63.7	51.3	40.2	44.9	48.1	-3.7	13.2
<b>BA+</b>							
EASTERN NEW MEXICO UNIVERSITY- MAIN CAMPUS	66.4	54.2	49.1	41.0	53.6	-0.6	16.6
NEW MEXICO HIGHLANDS UNIVERSITY	65.1	57.1	48.7	43.3	53.4	2.2	14.8
WESTERN NEW MEXICO UNIVERSITY	53.7	52.7	43.3	39.6	49.7	-1.0	16.1

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<b>DOCTORAL</b>															
NEW MEXICO INSTITUTE OF MINING AND TECHNOLOGY	86.2	65.8	57.7	34.4	67.1	1.8	19.0	JEFFERSON COMMUNITY COLLEGE	72.9	62.0	55.0	44.6	58.4	1.5	19.9
NEW MEXICO STATE UNIVERSITY-MAIN CAMPUS	84.8	69.1	57.2	43.6	68.2	2.5	18.2	MOHAWK VALLEY COMMUNITY COLLEGE-UTICA BRANCH	70.6	58.0	49.4	39.0	52.4	0.5	21.3
UNIVERSITY OF NEW MEXICO-MAIN CAMPUS	102.1	71.4	65.0	50.0	78.0	0.5	20.3	MONROE COMMUNITY COLLEGE	83.7	62.8	51.0	45.9	58.6	2.6	22.7
<b>NEW YORK</b>															
<b>AA</b>															
ADIRONDACK COMMUNITY COLLEGE	67.1	53.2	46.8	40.4	53.9	0.6	18.6	NIAGARA COUNTY COMMUNITY COLLEGE	78.4	63.5	55.3	43.7	69.4	-1.5	32.7
BROOME COMMUNITY COLLEGE	69.8	53.9	44.1	35.9	57.2	-1.9	23.9	NORTH COUNTRY COMMUNITY COLLEGE	67.1	59.8	52.6	36.2	47.1	2.8	18.7
CUNY BOROUGH OF MANHATTAN COMMUNITY COLLEGE	104.0	78.8	70.4	59.1	76.7	1.8	23.2	ONONDAGA COMMUNITY COLLEGE	70.2	61.7	50.8	45.3	60.5	1.2	20.5
CUNY BRONX COMMUNITY COLLEGE	99.8	78.8	68.2	58.6	75.0	3.8	23.1	ORANGE COUNTY COMMUNITY COLLEGE	91.6	73.6	60.9	49.7	68.8	10.8	28.7
CUNY HOSTOS COMMUNITY COLLEGE	108.7	85.1	68.4	61.4	75.3	2.2	23.1	ROCKLAND COMMUNITY COLLEGE	101.6	83.9	68.2	55.0	84.5	5.7	39.9
CUNY KINGSBOROUGH COMMUNITY COLLEGE	102.3	81.0	68.6	59.4	77.2	4.6	23.2	SUNY WESTCHESTER COMMUNITY COLLEGE	116.9	102.7	88.9	61.2	97.0	4.8	41.6
CUNY LAGUARDIA COMMUNITY COLLEGE	106.4	81.8	66.9	63.4	80.3	3.9	23.4	SCHENECTADY COUNTY COMMUNITY COLLEGE	63.1	50.7	44.0	39.0	53.1	1.4	20.0
CUNY QUEENSBOROUGH COMMUNITY COLLEGE	110.2	80.4	69.1	60.3	79.9	4.0	23.4	SUFFOLK COUNTY COMMUNITY COLLEGE	104.5	83.9	70.0	58.9	81.1	1.1	26.6
CAYUGA COUNTY COMMUNITY COLLEGE	77.7	64.5	59.0	52.4	66.7	3.7	23.3	SULLIVAN COUNTY COMMUNITY COLLEGE	58.5	48.4	41.9	34.2	44.7	2.4	20.1
CLINTON COMMUNITY COLLEGE	64.2	53.3	48.6	43.3	56.3	4.2	23.2	TOMPKINS-CORTLAND COMMUNITY COLLEGE	71.0	51.7	43.3	41.4	59.6	2.1	19.3
COLUMBIA-GREENE COMMUNITY COLLEGE	63.6	53.5	42.0	42.8	51.3	0.9	21.5	ULSTER COUNTY COMMUNITY COLLEGE	71.9	59.9	52.4	47.1	61.3	4.9	23.6
CORNING COMMUNITY COLLEGE	71.9	53.4	45.9	41.2	54.7	2.2	17.5	<b>BA</b>							
DUTCHESS COMMUNITY COLLEGE	88.5	73.2	63.8	52.8	70.2	8.1	20.4	CUNY MEDGAR EVERS COLLEGE	107.9	86.9	72.7	62.4	83.3	3.7	23.6
ERIE COMMUNITY COLLEGE	75.4	65.8	56.5	46.2	62.5	0.8	21.2	CUNY NEW YORK CITY COLLEGE OF TECHNOLOGY	110.0	85.6	69.2	64.7	77.5	2.7	23.3
FINGER LAKES COMMUNITY COLLEGE	74.4	57.3	49.5	42.7	57.5	5.7	17.1	FARMINGDALE STATE COLLEGE	98.8	76.0	64.8	60.3	79.3	3.2	24.8
FULTON-MONTGOMERY COMMUNITY COLLEGE	84.9	69.0	58.1	45.9	62.6	5.1	20.4	MORRISVILLE STATE COLLEGE	74.9	63.5	52.7	45.0	56.7	2.6	18.4
GENESEE COMMUNITY COLLEGE	63.5	53.0	49.3	42.4	50.6	-2.6	17.1	SUNY COLLEGE OF AGRICULTURE AND TECHNOLOGY AT COBLESKILL	73.0	60.2	50.1	44.0	63.9	4.6	21.1
HERKIMER COUNTY COMMUNITY COLLEGE	61.0	53.5	45.8	41.0	49.4	4.2	17.9	SUNY COLLEGE OF TECHNOLOGY AT ALFRED	74.5	61.3	51.6	43.5	58.2	2.8	19.9
HUDSON VALLEY COMMUNITY COLLEGE	83.1	65.3	57.2	50.7	61.9	1.4	23.4	SUNY COLLEGE OF TECHNOLOGY AT CANTON	79.2	66.1	56.1	48.1	61.4	3.9	19.5
JAMESTOWN COMMUNITY COLLEGE	67.2	52.4	51.0	46.8	55.4	0.4	19.1	SUNY COLLEGE OF TECHNOLOGY AT DELHI	66.4	61.1	54.2	43.1	55.7	1.4	19.9
								UNITED STATES MILITARY ACADEMY	-	-	-	-	-	-	-

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<b>BA+</b>							
CUNY BERNARD M BARUCH COLLEGE	112.5	92.1	77.3	68.2	94.2	-1.8	24.4
CUNY BROOKLYN COLLEGE	109.5	86.9	70.6	57.8	88.2	2.8	23.9
CUNY HUNTER COLLEGE	111.5	87.9	73.5	64.7	91.2	3.4	24.2
CUNY JOHN JAY COLLEGE CRIMINAL JUSTICE	111.0	87.5	71.9	63.4	82.8	1.4	23.6
CUNY LEHMAN COLLEGE	112.1	89.6	73.1	66.8	86.1	3.7	23.8
CUNY QUEENS COLLEGE	110.7	88.3	69.6	63.4	86.8	3.9	23.8
CUNY YORK COLLEGE	107.2	83.8	69.8	60.3	78.6	1.5	23.3
FASHION INSTITUTE OF TECHNOLOGY	119.9	89.7	77.0	54.8	84.7	11.7	30.8
SUNY COLLEGE AT BROCKPORT	97.2	73.8	59.3	53.9	70.7	3.5	21.3
SUNY COLLEGE AT BUFFALO	88.7	73.2	61.6	49.3	70.9	4.3	21.5
SUNY COLLEGE AT CORTLAND	84.2	65.0	54.4	43.4	63.5	4.2	20.3
SUNY COLLEGE AT NEW PALTZ	93.0	72.7	55.4	48.8	66.8	4.7	21.6
SUNY COLLEGE AT OLD WESTBURY	95.1	76.5	71.4	58.2	77.4	3.6	23.4
SUNY COLLEGE AT ONEONTA	84.3	65.5	55.8	48.1	62.0	3.4	20.6
SUNY COLLEGE AT OSWEGO	85.4	68.7	56.6	40.6	67.4	4.7	21.1
SUNY COLLEGE AT PLATTSBURGH	85.3	67.7	56.2	49.3	67.7	4.9	21.8
SUNY COLLEGE AT POTSDAM	77.7	62.6	51.9	42.2	62.1	4.5	19.8
SUNY EMPIRE STATE COLLEGE	-	-	-	-	-	-	-
SUNY INSTITUTE OF TECHNOLOGY AT UTICA-ROME	100.5	79.3	78.7	54.7	79.9	3.9	25.0
SUNY MARITIME COLLEGE	82.8	76.7	58.2	51.4	66.4	1.0	21.4
SUNY AT FREDONIA	86.2	64.5	56.1	44.2	66.6	4.5	21.6
SUNY AT GENESEO	86.4	69.8	57.7	53.8	70.2	4.4	22.1
SUNY AT PURCHASE COLLEGE	89.9	74.2	56.6	56.4	72.4	1.7	22.4
UNITED STATES MERCHANT MARINE ACADEMY	-	-	-	-	-	-	-
<b>DOCTORAL</b>							
CUNY CITY COLLEGE	114.0	90.8	75.9	65.6	93.8	1.5	24.3
CUNY COLLEGE OF STATEN ISLAND	107.5	88.2	70.0	61.8	84.1	5.1	23.7

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CUNY GRADUATE SCHOOL AND UNIVERSITY CENTER	114.4	90.6	65.0	53.3	104.6	-7.7	24.8
SUNY COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY	95.2	76.5	66.0	56.1	77.8	5.3	24.7
SUNY HEALTH SCIENCE CENTER AT BROOKLYN	-	-	-	-	-	-	-
SUNY HEALTH SCIENCE CENTER AT SYRACUSE	-	-	-	-	-	-	-
SUNY AT ALBANY	123.4	87.8	72.4	59.0	94.7	6.2	27.5
SUNY AT BINGHAMTON	119.4	87.4	70.3	54.1	89.1	4.3	25.8
STONY BROOK UNIVERSITY	130.6	94.8	75.0	51.9	98.4	4.0	27.9
UNIVERSITY AT BUFFALO	128.4	88.8	73.6	65.0	98.2	3.0	27.9

## NORTH CAROLINA

### AA

ALAMANCE COMMUNITY COLLEGE	-	-	-	48.6	48.6	-1.4	11.6
ASHEVILLE-BUNCOMBE TECHNICAL COMMUNITY COLLEGE	-	-	-	46.9	46.9	0.4	11.1
BEAUFORT COUNTY COMMUNITY COLLEGE	-	-	-	45.7	45.7	-0.2	12.5
BLADEN COMMUNITY COLLEGE	-	-	-	48.3	48.3	4.1	12.4
BLUE RIDGE COMMUNITY COLLEGE	-	-	-	51.5	51.5	0.3	8.8
BRUNSWICK COMMUNITY COLLEGE	-	-	-	42.5	42.5	8.5	11.5
CALDWELL COMMUNITY COLLEGE AND TECHNICAL INSTITUTE	-	-	-	43.5	43.5	-0.8	11.7
CAPE FEAR COMMUNITY COLLEGE	-	-	-	48.4	48.4	1.2	12.2
CAROLINAS COLLEGE OF HEALTH SCIENCES	-	-	-	62.8	62.8	0.4	20.4
CARTERET COMMUNITY COLLEGE	-	-	-	45.0	45.0	0.2	10.7
CATAWBA VALLEY COMMUNITY COLLEGE	-	-	-	50.7	50.7	14.3	13.1
CENTRAL CAROLINA COMMUNITY COLLEGE	-	-	-	45.3	45.3	4.5	8.0
CENTRAL PIEDMONT COMMUNITY COLLEGE	-	-	-	52.1	52.1	-0.6	15.2
CLEVELAND COMMUNITY COLLEGE	-	-	-	46.1	46.1	2.4	12.4
COASTAL CAROLINA COMMUNITY COLLEGE	-	-	-	43.0	43.0	-0.7	10.3
COLLEGE OF THE ALBEMARLE--	-	-	-	42.0	42.0	0.2	11.4

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CRAVEN COMMUNITY COLLEGE	-	-	-	43.9	43.9	-8.7	7.8	ROANOKE-CHOWAN COMMUNITY COLLEGE	-	-	-	48.9	48.9	-1.4	12.5
DAVIDSON COUNTY COMMUNITY COLLEGE	-	-	-	47.0	47.0	-1.0	12.9	ROBESON COMMUNITY COLLEGE	-	-	-	50.9	50.9	9.5	10.8
DURHAM TECHNICAL COMMUNITY COLLEGE	-	-	-	53.1	53.1	-1.5	13.3	ROCKINGHAM COMMUNITY COLLEGE	-	-	-	46.7	46.7	0.5	11.5
EDGEcombe COMMUNITY COLLEGE	-	-	-	42.3	42.3	-10.0	11.5	ROWAN-CABARRUS COMMUNITY COLLEGE	-	-	-	54.0	54.0	-2.8	13.3
FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE	-	-	-	45.4	45.4	-0.8	10.5	SAMPSON COMMUNITY COLLEGE	-	-	-	44.2	44.2	-1.4	10.6
FORSYTH TECHNICAL COMMUNITY COLLEGE	-	-	-	43.6	43.6	-1.3	13.3	SANDHILLS COMMUNITY COLLEGE	-	-	-	49.2	49.2	-0.5	12.6
GASTON COLLEGE	-	-	-	50.3	50.3	-0.7	12.1	SOUTH PIEDMONT COMMUNITY COLLEGE	-	-	-	46.1	46.1	-1.0	12.0
GUILFORD TECHNICAL COMMUNITY COLLEGE	-	-	-	50.9	50.9	-3.2	13.2	SOUTHEASTERN COMMUNITY COLLEGE	-	-	-	49.7	49.7	-3.8	11.5
HALIFAX COMMUNITY COLLEGE	-	-	-	44.9	44.9	-0.5	10.7	SOUTHWESTERN COMMUNITY COLLEGE	-	-	-	45.3	45.3	-1.7	12.1
HAYWOOD COMMUNITY COLLEGE	-	-	-	48.1	48.1	-1.1	12.5	STANLY COMMUNITY COLLEGE	-	-	-	44.1	44.1	-0.1	10.9
ISOTHERMAL COMMUNITY COLLEGE	-	-	-	45.3	45.3	1.3	12.0	SURRY COMMUNITY COLLEGE	-	-	-	48.2	48.2	-2.2	12.9
JAMES SPRUNT COMMUNITY COLLEGE	-	-	-	42.9	42.9	0.6	11.6	TRI-COUNTY COMMUNITY COLLEGE	-	-	-	45.0	45.0	3.5	11.9
JOHNSTON COMMUNITY COLLEGE	-	-	-	58.1	58.1	-0.1	13.9	VANCE-GRANVILLE COMMUNITY COLLEGE	-	-	-	45.5	45.5	-1.7	11.3
LENOIR COMMUNITY COLLEGE	-	-	-	43.8	43.8	2.0	11.7	WAKE TECHNICAL COMMUNITY COLLEGE	-	-	-	45.1	45.1	2.5	10.9
MARTIN COMMUNITY COLLEGE	-	-	-	41.7	41.7	1.5	11.4	WAYNE COMMUNITY COLLEGE	-	-	-	43.2	43.2	3.6	11.9
MAYLAND COMMUNITY COLLEGE	-	-	-	41.2	41.2	-1.1	10.1	WESTERN PIEDMONT COMMUNITY COLLEGE	-	-	-	49.7	49.7	-1.7	12.6
MCDOWELL TECHNICAL COMMUNITY COLLEGE	-	-	-	41.4	41.4	-10.2	12.2	WILKES COMMUNITY COLLEGE	-	-	-	46.6	46.6	0.2	12.2
MITCHELL COMMUNITY COLLEGE	-	-	-	48.3	48.3	-1.5	12.2	WILSON COMMUNITY COLLEGE	-	-	-	48.2	48.2	-5.0	8.8
MONTGOMERY COMMUNITY COLLEGE	-	-	-	42.1	42.1	-0.8	10.3								
NASH COMMUNITY COLLEGE	-	-	-	43.8	43.8	-1.4	10.5	<b>BA+</b>							
PAMLICO COMMUNITY COLLEGE	-	-	-	45.7	45.7	4.7	9.2	ELIZABETH CITY STATE UNIVERSITY	78.0	68.4	61.1	58.9	67.4	-2.4	17.1
PIEDMONT COMMUNITY COLLEGE	-	-	-	44.3	44.3	0.0	11.8	UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS	-	-	-	62.0	62.0	-0.6	16.8
PITT COMMUNITY COLLEGE	-	-	-	47.1	47.1	-1.5	11.1	UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE	87.9	68.3	59.8	50.1	68.3	1.0	16.8
RANDOLPH COMMUNITY COLLEGE	-	-	-	43.1	43.1	3.2	11.6	UNIVERSITY OF NORTH CAROLINA AT PEMBROKE	86.4	66.9	58.1	47.1	62.4	-0.3	16.9
RICHMOND COMMUNITY COLLEGE	-	-	-	54.8	54.8	-1.7	13.5	WINSTON-SALEM STATE UNIVERSITY	93.7	75.8	68.1	60.4	72.4	1.7	17.1



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<b>DOCTORAL</b>							
APPALACHIAN STATE UNIVERSITY	90.4	73.1	59.6	46.2	69.9	-0.8	18.4
EAST CAROLINA UNIVERSITY	94.1	74.9	66.4	49.6	69.4	-0.4	18.2
FAYETTEVILLE STATE UNIVERSITY	87.4	75.5	62.4	54.1	68.7	1.2	17.8
NORTH CAROLINA A & T STATE UNIVERSITY	93.3	74.8	64.5	54.8	71.7	-1.0	18.4
NORTH CAROLINA CENTRAL UNIVERSITY	102.6	75.0	70.9	56.1	73.6	-0.9	19.1
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH	121.7	86.2	74.5	50.6	89.2	2.1	21.9
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL	141.1	90.9	84.0	66.2	105.7	-0.7	24.5
UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE	110.8	81.9	69.3	48.9	77.1	1.7	19.6
UNIVERSITY OF NORTH CAROLINA AT GREENSBORO	108.4	77.6	64.3	48.8	75.3	2.8	19.5
UNIVERSITY OF NORTH CAROLINA-WILMINGTON	94.2	73.3	61.9	47.5	71.4	2.0	18.6
WESTERN CAROLINA UNIVERSITY	89.3	72.8	59.5	55.5	66.8	0.6	17.7

### NORTH DAKOTA

#### AA

BISMARCK STATE COLLEGE	61.5	49.9	40.7	-	46.3	4.2	17.7
LAKE REGION STATE COLLEGE	49.1	40.7	41.8	36.8	41.5	6.9	17.6
MINOT STATE UNIVERSITY-BOTTINEAU CAMPUS	55.9	46.6	46.6	44.0	45.5	5.0	17.2
NORTH DAKOTA STATE COLLEGE OF SCIENCE	58.5	51.4	48.3	45.7	49.7	5.0	18.3
WILLISTON STATE COLLEGE	-	61.8	49.0	33.9	40.0	4.7	16.5

#### BA

DICKINSON STATE UNIVERSITY	68.5	59.8	50.3	28.0	50.6	3.0	18.0
MAYVILLE STATE UNIVERSITY	69.3	52.0	44.7	39.4	48.5	4.0	18.2

#### BA+

MINOT STATE UNIVERSITY	75.3	58.1	53.1	39.3	55.7	6.8	19.8
VALLEY CITY STATE UNIVERSITY	63.6	49.2	42.4	38.4	46.6	5.5	15.9

#### DOCTORAL

NORTH DAKOTA STATE UNIVERSITY-MAIN CAMPUS	90.6	71.6	64.0	40.3	66.3	5.5	18.9
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State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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UNIVERSITY OF NORTH DAKOTA	88.5	72.0	59.7	46.2	68.8	4.3	21.2
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### OHIO

#### AA

BELMONT TECHNICAL COLLEGE	49.2	41.8	35.9	33.5	43.0	0.1	16.4
BOWLING GREEN STATE UNIVERSITY-FIRELANDS	71.7	67.7	48.7	47.8	55.2	2.8	17.0
CENTRAL OHIO TECHNICAL COLLEGE	61.3	51.4	48.4	42.4	52.0	6.8	20.2
CINCINNATI STATE TECHNICAL AND COMMUNITY COLLEGE	-	-	-	72.1	72.1	2.2	26.3
CLARK STATE COMMUNITY COLLEGE	61.8	51.5	45.9	39.0	47.7	-13.0	14.8
COLUMBUS STATE COMMUNITY COLLEGE	74.5	62.2	53.1	45.8	58.0	2.2	21.7
CUYAHOGA COMMUNITY COLLEGE DISTRICT	88.8	83.0	68.0	49.8	70.1	4.4	18.9
EASTERN GATEWAY COMMUNITY COLLEGE	53.3	57.5	49.9	38.9	50.8	3.5	21.6
EDISON STATE COMMUNITY COLLEGE	59.2	51.0	43.5	41.2	49.0	-1.1	14.9
HOCKING COLLEGE	54.9	45.9	60.9	37.6	46.1	1.7	22.3
JAMES A RHODES STATE COLLEGE	60.6	57.2	48.1	46.8	50.5	4.2	10.2
KENT STATE UNIVERSITY ASHTABULA CAMPUS	-	67.3	50.9	43.0	51.0	7.4	19.5
KENT STATE UNIVERSITY EAST LIVERPOOL CAMPUS	87.5	66.6	51.4	40.2	54.0	7.5	20.1
KENT STATE UNIVERSITY GEauga CAMPUS	78.3	66.9	47.3	45.8	52.4	3.4	20.0
KENT STATE UNIVERSITY SALEM CAMPUS	82.2	69.7	54.7	47.9	56.9	7.8	20.4
KENT STATE UNIVERSITY STARK CAMPUS	81.8	69.0	51.2	43.8	55.7	3.5	20.4
KENT STATE UNIVERSITY TRUMBULL CAMPUS	85.6	70.8	52.1	41.2	59.8	3.5	21.0
KENT STATE UNIVERSITY TUSCARAWAS CAMPUS	87.2	74.4	52.3	44.5	58.3	4.9	20.7
LAKELAND COMMUNITY COLLEGE	85.4	78.5	62.9	57.7	79.8	0.5	24.3
LORAIN COUNTY COMMUNITY COLLEGE	79.8	73.5	58.9	49.4	64.7	2.9	20.5
MARION TECHNICAL COLLEGE	52.6	50.1	47.5	48.6	50.1	1.0	14.6
NORTH CENTRAL STATE COLLEGE	50.9	51.2	46.6	44.5	49.8	8.4	18.7
NORTHWEST STATE COMMUNITY COLLEGE	-	-	-	56.0	56.0	1.6	21.5

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
OHIO STATE UNIVERSITY AGRICULTURAL TECHNICAL INSTITUTE	-	64.1	58.4	-	61.2	0.8	17.4
OWENS COMMUNITY COLLEGE	66.7	61.7	57.8	44.9	59.5	-3.4	22.4
SINCLAIR COMMUNITY COLLEGE	75.4	56.7	50.4	39.2	61.9	2.7	18.7
SOUTHERN STATE COMMUNITY COLLEGE	70.6	60.5	54.5	45.6	51.9	0.9	19.8
STARK STATE COLLEGE OF TECHNOLOGY	67.1	56.7	50.7	42.2	48.5	2.5	26.0
TERRA STATE COMMUNITY COLLEGE	62.0	60.3	48.9	46.3	53.6	-1.9	19.8
UNIVERSITY OF AKRON WAYNE COLLEGE	74.4	66.5	48.5	47.8	64.1	-2.7	18.7
UNIVERSITY OF CINCINNATI- CLERMONT COLLEGE	72.3	59.0	47.5	43.6	54.2	2.7	17.2
UNIVERSITY OF CINCINNATI- RAYMOND WALTERS COLLEGE	72.2	58.1	47.2	52.7	58.2	0.6	18.4
WASHINGTON STATE COMMUNITY COLLEGE	51.7	43.1	46.2	35.4	44.8	-0.2	22.9
ZANE STATE COLLEGE	65.1	55.4	47.6	39.6	48.7	0.5	17.9

### BA

MIAMI UNIVERSITY- HAMILTON	97.3	68.8	52.9	34.8	59.9	3.4	22.7
MIAMI UNIVERSITY- MIDDLETOWN	86.9	65.9	57.9	39.2	58.2	0.8	22.1

### BA+

CENTRAL STATE UNIVERSITY	72.5	60.4	51.5	44.0	57.5	7.3	17.3
OHIO STATE UNIVERSITY- LIMA CAMPUS	94.5	70.8	55.5	-	70.3	2.7	19.8
OHIO STATE UNIVERSITY- MANSFIELD CAMPUS	80.4	68.7	54.5	-	64.9	1.7	18.4
OHIO STATE UNIVERSITY- MARION CAMPUS	93.0	70.9	56.3	-	69.0	2.3	19.0
OHIO STATE UNIVERSITY- NEWARK CAMPUS	96.8	70.3	63.9	-	68.4	1.9	18.7
OHIO UNIVERSITY- CHILLICOTHE CAMPUS	80.0	65.0	52.9	41.9	58.7	-1.2	18.8
OHIO UNIVERSITY- EASTERN CAMPUS	-	64.7	55.8	-	61.6	0.3	21.4
OHIO UNIVERSITY- LANCASTER CAMPUS	68.7	66.4	51.1	-	61.7	-4.1	19.4
OHIO UNIVERSITY- SOUTHERN CAMPUS	-	65.9	50.1	50.2	52.0	-3.6	11.6
OHIO UNIVERSITY- ZANESVILLE CAMPUS	80.4	61.8	48.9	-	58.3	0.3	20.5
SHAWNEE STATE UNIVERSITY	73.2	60.4	50.5	41.3	57.9	4.1	26.4

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
<b>DOCTORAL</b>							
BOWLING GREEN STATE UNIVERSITY- MAIN CAMPUS	92.6	70.0	57.0	41.6	62.5	0.2	17.2
CLEVELAND STATE UNIVERSITY	99.6	70.9	60.7	50.0	73.3	-0.7	21.7
KENT STATE UNIVERSITY KENT CAMPUS	103.6	74.6	61.3	47.0	72.1	6.0	22.8
MIAMI UNIVERSITY- OXFORD	102.8	73.9	64.3	41.4	74.5	2.0	28.1
OHIO STATE UNIVERSITY- MAIN CAMPUS	129.5	85.8	79.0	63.1	103.7	2.6	24.6
OHIO UNIVERSITY- MAIN CAMPUS	97.6	73.7	57.8	41.3	71.6	-0.7	19.1
UNIVERSITY OF AKRON MAIN CAMPUS	92.6	69.8	61.2	41.1	71.4	1.5	21.6
UNIVERSITY OF CINCINNATI- MAIN CAMPUS	102.4	74.6	60.4	44.5	80.4	2.4	25.1
UNIVERSITY OF TOLEDO	102.2	79.8	66.3	43.7	71.9	10.6	23.9
WRIGHT STATE UNIVERSITY- MAIN CAMPUS	103.6	75.4	65.1	44.1	72.3	4.3	23.1
YOUNGSTOWN STATE UNIVERSITY	90.6	71.2	59.9	46.9	71.5	2.6	23.6

## OKLAHOMA

### AA

CARL ALBERT STATE COLLEGE	-	-	-	39.6	39.6	-1.9	12.8
CONNORS STATE COLLEGE	-	-	-	40.4	40.4	6.9	15.1
EASTERN OKLAHOMA STATE COLLEGE	-	-	-	43.4	43.4	-2.4	22.3
MURRAY STATE COLLEGE	-	66.0	45.3	40.5	41.5	0.9	11.8
NORTHEASTERN OKLAHOMA A&M COLLEGE	-	-	-	40.7	40.7	-3.8	11.9
NORTHERN OKLAHOMA COLLEGE	-	-	-	46.2	46.2	-0.2	14.1
OKLAHOMA CITY COMMUNITY COLLEGE	-	-	-	47.1	47.1	-4.1	21.2
OKLAHOMA STATE UNIVERSITY INSTITUTE OF TECHNOLOGY-OKMULGEE	-	-	-	-	-	-	-
OKLAHOMA STATE UNIVERSITY- OKLAHOMA CITY	60.1	51.8	49.7	39.8	47.0	-1.7	17.3
REDLANDS COMMUNITY COLLEGE	40.8	-	-	34.4	40.5	1.7	18.0
ROSE STATE COLLEGE	46.9	-	-	-	46.9	-0.4	14.8
SEMINOLE STATE COLLEGE	-	-	-	43.5	43.5	-0.3	19.8
TULSA COMMUNITY COLLEGE--	63.7	52.3	-	56.7	-0.3	13.3	
WESTERN OKLAHOMA STATE COLLEGE	44.4	-	-	-	44.4	1.4	12.3

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### BA

OKLAHOMA PANHANDLE STATE UNIVERSITY	47.7	50.3	43.2	31.4	39.6	-1.6	14.2
ROGERS STATE UNIVERSITY	70.5	55.3	48.7	42.8	51.4	3.1	22.2
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA	62.0	51.7	46.1	42.1	51.9	-0.1	17.3

### BA+

CAMERON UNIVERSITY	62.9	57.6	48.2	36.6	50.3	-1.1	19.8
EAST CENTRAL UNIVERSITY	63.8	54.8	47.9	41.2	52.0	-1.8	20.5
NORTHWESTERN OKLAHOMA STATE UNIVERSITY	64.4	55.4	47.5	39.8	49.0	3.6	14.7
SOUTHEASTERN OKLAHOMA STATE UNIVERSITY	67.0	62.1	51.3	40.1	57.4	0.9	12.8
UNIVERSITY OF CENTRAL OKLAHOMA	77.8	64.4	59.1	41.1	63.2	1.2	14.9

### DOCTORAL

LANGSTON UNIVERSITY	68.5	70.5	55.8	49.2	58.5	4.1	9.4
NORTHEASTERN STATE UNIVERSITY	69.6	58.0	48.8	40.5	52.5	-0.2	18.7
OKLAHOMA STATE UNIVERSITY-MAIN CAMPUS	95.1	74.0	65.2	39.7	74.6	1.0	23.6
SOUTHWESTERN OKLAHOMA STATE UNIVERSITY	74.5	58.1	48.6	43.3	52.7	-0.1	20.3
UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER	-	62.5	55.5	47.3	52.0	1.2	17.3
UNIVERSITY OF OKLAHOMA NORMAN CAMPUS	109.2	73.4	62.3	38.2	76.4	-0.3	24.9

## OREGON

### AA

BLUE MOUNTAIN COMMUNITY COLLEGE	-	-	-	59.4	59.4	4.4	18.4
CENTRAL OREGON COMMUNITY COLLEGE	72.3	60.7	48.7	42.6	59.0	3.1	24.3
CHEMEKETA COMMUNITY COLLEGE	-	-	-	59.1	59.1	8.7	25.5
CLACKAMAS COMMUNITY COLLEGE	-	-	-	65.5	65.5	-0.7	26.0
CLATSOP COMMUNITY COLLEGE	-	-	-	51.3	51.3	3.8	17.6
COLUMBIA GORGE COMMUNITY COLLEGE	-	-	-	53.3	53.3	3.7	23.2
KLAMATH COMMUNITY COLLEGE	-	-	-	41.4	41.4	1.0	20.4
LANE COMMUNITY COLLEGE	-	-	-	63.0	63.0	2.6	26.0

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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LINN-BENTON COMMUNITY COLLEGE	-	-	-	61.6	61.6	3.0	27.3
MT HOOD COMMUNITY COLLEGE	-	-	-	74.0	74.0	7.0	26.8
OREGON COAST COMMUNITY COLLEGE	-	-	-	59.0	59.0	3.6	14.0
PORTLAND COMMUNITY COLLEGE	-	-	-	63.7	63.7	2.5	23.7
ROGUE COMMUNITY COLLEGE	-	-	-	60.0	60.0	-5.4	20.2
SOUTHWESTERN OREGON COMMUNITY COLLEGE	61.3	54.4	55.1	44.6	53.2	2.0	18.0
TILLAMOOK BAY COMMUNITY COLLEGE	-	-	-	57.8	57.8	-2.5	20.5
TREASURE VALLEY COMMUNITY COLLEGE	-	-	-	57.2	57.2	3.4	21.1
UMPOUA COMMUNITY COLLEGE	-	-	-	52.2	52.2	0.8	18.4

### BA+

EASTERN OREGON UNIVERSITY	65.1	54.6	50.9	36.2	56.0	5.6	25.8
OREGON INSTITUTE OF TECHNOLOGY	70.8	56.6	48.1	41.4	57.0	0.5	26.0
SOUTHERN OREGON UNIVERSITY	68.7	55.4	46.7	40.1	56.3	1.3	25.3
WESTERN OREGON UNIVERSITY	69.1	54.7	42.3	33.2	54.2	-0.4	24.0

### DOCTORAL

OREGON HEALTH & SCIENCE UNIVERSITY	-	95.3	80.8	71.0	74.3	-	14.9
OREGON STATE UNIVERSITY	93.4	76.2	70.4	51.0	73.4	5.5	28.9
PORTLAND STATE UNIVERSITY	93.4	73.5	59.3	41.7	69.9	6.0	27.8
UNIVERSITY OF OREGON	103.2	74.7	69.2	45.6	76.5	3.7	29.1

## PENNSYLVANIA

### AA

BUCKS COUNTY COMMUNITY COLLEGE	77.2	52.4	46.5	42.6	58.6	0.1	23.0
BUTLER COUNTY COMMUNITY COLLEGE	61.3	53.3	49.0	42.3	52.7	-0.9	22.5
COMMUNITY COLLEGE OF ALLEGHENY COUNTY	69.6	50.1	47.0	40.9	62.9	1.9	25.1
COMMUNITY COLLEGE OF BEAVER COUNTY	65.0	52.4	44.0	42.6	52.6	3.4	19.6
COMMUNITY COLLEGE OF PHILADELPHIA	71.8	68.0	58.2	47.6	61.9	3.6	27.6

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
DELAWARE COUNTY COMMUNITY COLLEGE	93.9	80.5	66.1	42.5	75.8	3.8	30.7	PENNSYLVANIA STATE UNIVERSITY-PENN STATE GREATER ALLEGHENY	87.4	72.1	66.7	52.2	66.1	-1.9	17.4
HARRISBURG AREA COMMUNITY COLLEGE-GETTYSBURG	-	-	-	-	-	-	-	PENNSYLVANIA STATE UNIVERSITY- PENN STATE HAZLETON	81.8	74.1	65.0	50.2	60.9	-0.9	16.1
HARRISBURG AREA COMMUNITY COLLEGE-HARRISBURG	70.2	56.7	50.2	44.6	56.4	-2.5	18.3	PENNSYLVANIA STATE UNIVERSITY-PENN STATE LEHIGH VALLEY	92.7	69.4	65.0	51.4	63.9	1.5	15.9
HARRISBURG AREA COMMUNITY COLLEGE-LANCASTER	-	-	-	-	-	-	-	PENNSYLVANIA STATE UNIVERSITY- PENN STATE MONT ALTO	92.0	66.8	65.1	53.6	60.2	3.4	17.4
HARRISBURG AREA COMMUNITY COLLEGE-LEBANON	-	-	-	-	-	-	-	PENNSYLVANIA STATE UNIVERSITY-PENN STATE NEW KENSINGTON	101.8	79.4	67.3	58.9	69.0	1.3	19.6
HARRISBURG AREA COMMUNITY COLLEGE-YORK	-	-	-	-	-	-	-	PENNSYLVANIA STATE UNIVERSITY-PENN STATE SCHUYLKILL	98.4	73.9	64.2	46.2	62.0	-3.0	16.5
LEHIGH CARBON COMMUNITY COLLEGE	72.0	57.1	50.5	43.4	57.2	2.7	22.3	PENNSYLVANIA STATE UNIVERSITY-PENN STATE SHENANGO	123.2	70.9	64.2	57.6	64.2	-2.6	17.2
LUZERNE COUNTY COMMUNITY COLLEGE	66.4	60.4	47.2	45.2	54.8	-1.6	25.0	PENNSYLVANIA STATE UNIVERSITY-PENN STATE WILKES-BARRE	89.5	72.2	65.3	52.8	65.6	-1.7	19.7
MONTGOMERY COUNTY COMMUNITY COLLEGE- CENTRAL CAMPUS	86.1	66.8	56.1	47.2	60.3	2.0	32.9	PENNSYLVANIA STATE UNIVERSITY-PENN STATE SCRANTON	78.9	76.3	65.7	57.1	64.8	-1.4	17.3
MONTGOMERY COUNTY COMMUNITY COLLEGE-WEST CAMPUS	70.0	55.3	51.7	47.6	50.7	0.5	29.0	PENNSYLVANIA STATE UNIVERSITY- PENN STATE YORK	93.1	73.1	60.6	55.9	65.8	2.8	19.0
NORTHAMPTON COUNTY AREA COMMUNITY COLLEGE	79.8	58.9	49.6	45.2	59.4	0.9	18.5	UNIVERSITY OF PITTSBURGH- BRADFORD	74.1	63.5	52.6	45.3	57.6	-2.2	18.1
PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE	48.0	44.5	41.0	38.4	43.1	2.7	16.6	UNIVERSITY OF PITTSBURGH- GREENSBURG	77.8	58.7	49.4	41.9	54.2	-2.0	15.6
READING AREA COMMUNITY COLLEGE	68.3	55.7	52.8	51.8	58.5	8.6	21.2	UNIVERSITY OF PITTSBURGH- JOHNSTOWN	70.4	61.7	49.0	43.3	54.7	0.1	17.5
THADDEUS STEVENS COLLEGE OF TECHNOLOGY	69.0	65.2	63.6	63.9	65.7	3.4	25.9	<b>BA+</b>							
UNIVERSITY OF PITTSBURGH-TITUSVILLE	56.9	55.6	46.0	40.4	50.3	-0.9	16.4	CALIFORNIA UNIVERSITY OF PENNSYLVANIA	99.6	80.9	65.4	49.2	79.1	5.2	21.1
WESTMORELAND COUNTY COMMUNITY COLLEGE	66.8	62.4	53.4	45.6	56.7	2.1	23.6	CHEYNEY UNIVERSITY OF PENNSYLVANIA	101.5	80.0	65.3	45.2	73.1	5.1	19.0
<b>BA</b>								CLARION UNIVERSITY OF PENNSYLVANIA	99.7	78.8	64.0	49.0	80.3	3.8	21.2
PENNSYLVANIA COLLEGE OF TECHNOLOGY	91.5	81.5	71.4	58.4	70.5	2.0	24.4	EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA	100.0	79.5	64.7	45.7	75.5	4.0	20.4
PENNSYLVANIA STATE UNIVERSITY- PENN STATE ABINGTON	91.3	72.5	63.3	46.8	62.0	0.3	18.1	EDINBORO UNIVERSITY OF PENNSYLVANIA	98.9	79.0	64.9	47.2	77.0	2.0	20.3
PENNSYLVANIA STATE UNIVERSITY- PENN STATE ALTOONA	91.3	72.1	55.2	45.8	59.1	-3.2	17.7	KUTZTOWN UNIVERSITY OF PENNSYLVANIA	99.9	79.3	59.3	44.5	71.4	4.0	20.1
PENNSYLVANIA STATE UNIVERSITY- PENN STATE BEAVER	83.9	70.6	61.6	53.8	62.8	-2.3	18.1	LINCOLN UNIVERSITY OF PENNSYLVANIA	-	-	-	-	-	-	-
PENNSYLVANIA STATE UNIVERSITY- PENN STATE BERKS	81.2	71.2	63.0	52.6	62.7	-1.2	17.1	LOCK HAVEN UNIVERSITY	97.0	76.0	63.7	48.8	75.6	5.2	20.7
PENNSYLVANIA STATE UNIVERSITY- PENN STATE DUBOIS	87.1	69.4	63.1	54.2	63.3	0.2	17.8	MANSFIELD UNIVERSITY OF PENNSYLVANIA	99.8	78.4	63.3	46.8	77.7	2.8	21.3
PENNSYLVANIA STATE UNIVERSITY-PENN STATE FAYETTE- EBERLY CAMPUS	77.3	70.2	67.8	50.6	60.6	0.3	18.0	MILLERSVILLE UNIVERSITY OF PENNSYLVANIA	100.5	80.2	61.7	43.1	79.9	3.3	22.6

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
PENNSYLVANIA STATE UNIVERSITY-BRANDYWINE	95.6	73.2	68.6	50.1	69.4	2.5	19.6	MIDLANDS TECHNICAL COLLEGE	-	-	-	49.1	49.1	-0.5	15.3
PENNSYLVANIA STATE UNIVERSITY-PENN STATE ERIE-BEHREND COLLEGE	115.2	83.1	69.7	56.0	73.2	1.4	20.6	NORTHEASTERN TECHNICAL COLLEGE	-	-	-	35.9	35.9	-2.1	10.9
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA	99.8	79.3	62.8	46.8	79.2	4.0	21.2	ORANGEBURG CALHOUN TECHNICAL COLLEGE	-	-	-	43.6	43.6	-0.2	13.3
WEST CHESTER UNIVERSITY OF PENNSYLVANIA	101.0	81.9	66.6	44.5	75.9	4.2	21.2	PIEDMONT TECHNICAL COLLEGE	-	-	-	43.0	43.0	0.5	12.6
<b>DOCTORAL</b>								SPARTANBURG COMMUNITY COLLEGE	-	-	-	45.6	45.6	-0.2	12.7
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA	100.5	79.6	61.7	48.5	76.3	1.1	20.2	TECHNICAL COLLEGE OF THE LOWCOUNTRY	-	-	-	49.6	49.6	-0.3	14.5
INDIANA UNIVERSITY OF PENNSYLVANIA-MAIN CAMPUS	100.9	80.7	62.8	44.9	79.2	4.2	20.9	TRI-COUNTY TECHNICAL COLLEGE	-	-	-	43.8	43.8	-2.2	14.1
PENNSYLVANIA STATE UNIVERSITY-MAIN CAMPUS	128.0	86.9	71.4	45.2	89.8	-0.3	22.3	TRIDENT TECHNICAL COLLEGE	-	-	-	47.2	47.2	-0.5	14.2
PENNSYLVANIA STATE UNIVERSITY-PENN STATE HARRISBURG	107.2	83.4	71.2	52.9	77.3	-0.0	20.4	UNIVERSITY OF SOUTH CAROLINA-LANCASTER	64.1	56.3	46.8	45.5	48.8	-0.9	15.3
SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA	101.1	81.4	67.7	49.2	78.2	2.5	20.7	UNIVERSITY OF SOUTH CAROLINA-SALKEHATCHIE	57.3	50.9	44.4	42.2	45.4	0.4	14.6
TEMPLE UNIVERSITY	128.7	92.4	65.7	54.1	91.6	5.4	26.0	UNIVERSITY OF SOUTH CAROLINA-SUMTER	67.8	55.6	46.6	33.9	48.3	0.0	15.2
UNIVERSITY OF PITTSBURGH-PITTSBURGH CAMPUS	122.4	82.2	70.3	40.1	85.2	-0.3	25.7	UNIVERSITY OF SOUTH CAROLINA-UNION	-	-	47.9	45.8	46.7	1.9	14.9
<b>RHODE ISLAND</b>								WILLIAMSBURG TECHNICAL COLLEGE	-	-	-	34.6	34.6	-0.1	13.1
<b>AA</b>								YORK TECHNICAL COLLEGE	-	-	-	48.2	48.2	0.8	11.3
COMMUNITY COLLEGE OF RHODE ISLAND	75.8	57.8	50.5	-	62.2	4.4	22.3	<b>BA</b>							
<b>DOCTORAL</b>								UNIVERSITY OF SOUTH CAROLINA-BEAUFORT	66.4	58.4	52.4	44.0	53.4	0.0	16.3
RHODE ISLAND COLLEGE	76.1	65.8	55.7	43.2	65.2	3.5	24.7	<b>BA+</b>							
UNIVERSITY OF RHODE ISLAND	104.8	77.7	66.2	45.9	84.0	2.6	31.6	CITADEL MILITARY COLLEGE OF SOUTH CAROLINA	83.7	69.0	55.7	-	68.7	2.8	20.5
<b>SOUTH CAROLINA</b>								COASTAL CAROLINA UNIVERSITY	80.6	67.9	57.6	39.3	58.8	0.6	17.9
<b>AA</b>								COLLEGE OF CHARLESTON	81.2	65.0	58.4	46.4	64.8	-0.1	21.6
AIKEN TECHNICAL COLLEGE	-	-	-	47.8	47.8	-2.3	13.4	FRANCIS MARION UNIVERSITY	75.7	58.9	51.7	45.8	59.7	-0.5	17.6
CENTRAL CAROLINA TECHNICAL COLLEGE	-	-	-	44.7	44.7	0.5	13.1	LANDER UNIVERSITY	71.1	52.8	49.8	41.8	52.0	5.6	16.3
DENMARK TECHNICAL COLLEGE	-	-	-	39.2	39.2	-0.2	11.6	UNIVERSITY OF SOUTH CAROLINA-AIKEN	73.5	58.3	51.9	43.1	54.4	0.2	16.5
FLORENCE-DARLINGTON TECHNICAL COLLEGE	-	-	-	49.5	49.5	0.0	14.1	UNIVERSITY OF SOUTH CAROLINA-UPSTATE	73.8	59.1	51.1	46.2	53.6	-1.3	16.3
GREENVILLE TECHNICAL COLLEGE	-	-	-	45.3	45.3	-0.5	13.8	WINTHROP UNIVERSITY	77.3	66.3	55.2	43.7	63.4	3.0	18.2
HORRY-GEORGETOWN TECHNICAL COLLEGE	-	-	-	49.1	49.1	-0.5	16.1								

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### DOCTORAL

CLEMSON UNIVERSITY	108.1	76.4	68.4	44.7	78.3	0.8	22.0
MEDICAL UNIVERSITY OF SOUTH CAROLINA	-	-	-	-	-	-	-
SOUTH CAROLINA STATE UNIVERSITY	70.8	62.9	57.9	44.1	59.6	0.1	13.9
UNIVERSITY OF SOUTH CAROLINA-COLUMBIA	109.7	77.7	70.5	45.8	79.0	1.5	21.2

### SOUTH DAKOTA

#### AA

LAKE AREA TECHNICAL INSTITUTE	-	-	-	43.9	43.9	1.1	11.7
MITCHELL TECHNICAL INSTITUTE	-	-	-	44.5	44.5	0.0	13.1
SOUTHEAST TECHNICAL INSTITUTE	-	-	-	54.3	54.3	1.8	15.4
WESTERN DAKOTA TECHNICAL INSTITUTE	-	-	-	36.5	36.5	-2.6	10.5

#### BA+

BLACK HILLS STATE UNIVERSITY	68.7	62.0	49.6	45.1	55.5	2.1	13.0
NORTHERN STATE UNIVERSITY	75.8	56.7	47.0	49.4	57.3	1.7	12.7

### DOCTORAL

DAKOTA STATE UNIVERSITY	76.3	70.0	57.2	40.6	59.6	-1.3	14.1
SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY	93.3	65.1	59.6	55.6	74.3	2.9	15.1
SOUTH DAKOTA STATE UNIVERSITY	78.2	64.8	56.3	42.8	59.6	0.6	14.2
UNIVERSITY OF SOUTH DAKOTA	89.5	64.6	56.5	37.0	63.5	1.4	13.8

### TENNESSEE

#### AA

CHATTANOOGA STATE TECHNICAL COMMUNITY COLLEGE	57.9	50.4	45.4	41.3	48.9	0.2	18.0
CLEVELAND STATE COMMUNITY COLLEGE	56.7	48.9	39.7	34.8	44.3	-0.5	17.9
COLUMBIA STATE COMMUNITY COLLEGE	69.3	51.4	40.8	37.1	48.9	-0.4	16.3
DYERSBURG STATE COMMUNITY COLLEGE	55.8	47.2	40.0	42.0	45.8	-2.4	17.0
JACKSON STATE COMMUNITY COLLEGE	59.1	48.6	43.5	42.1	46.9	-0.9	4.6

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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MOTLOW STATE COMMUNITY COLLEGE	69.4	46.0	38.2	37.1	43.3	-4.1	17.4
NASHVILLE STATE TECHNICAL COMMUNITY COLLEGE	59.0	51.4	41.9	37.8	43.4	-0.5	17.2
NORTHEAST STATE TECHNICAL COMMUNITY COLLEGE	54.8	47.8	37.8	35.2	41.8	-0.6	16.3
PELLISSIPPI STATE TECHNICAL COMMUNITY COLLEGE	58.0	50.6	41.4	35.2	49.2	-1.3	18.0
ROANE STATE COMMUNITY COLLEGE	58.5	50.5	43.4	42.3	49.1	1.4	17.9
SOUTHWEST TENNESSEE COMMUNITY COLLEGE	59.0	50.2	40.8	34.4	45.3	-2.7	17.3
VOLUNTEER STATE COMMUNITY COLLEGE	56.1	48.8	40.4	36.8	46.8	-0.8	17.4
WALTERS STATE COMMUNITY COLLEGE	61.3	50.3	43.9	37.3	48.0	-0.7	18.3

#### BA+

AUSTIN PEAY STATE UNIVERSITY	68.5	57.9	45.6	34.5	54.0	-1.3	18.4
THE UNIVERSITY OF TENNESSEE-MARTIN	74.1	58.2	52.1	43.2	56.0	3.2	20.2

### DOCTORAL

EAST TENNESSEE STATE UNIVERSITY	73.4	57.5	50.8	32.9	55.3	-0.7	19.2
MIDDLE TENNESSEE STATE UNIVERSITY	82.1	64.4	52.5	36.2	65.0	1.0	20.1
TENNESSEE STATE UNIVERSITY	71.0	55.9	45.6	47.2	55.9	-3.0	17.4
TENNESSEE TECHNOLOGICAL UNIVERSITY	78.0	62.0	52.9	38.1	63.3	-0.2	21.6
THE UNIVERSITY OF TENNESSEE	106.5	78.9	65.2	40.4	77.5	4.1	24.2
THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA	82.7	62.9	55.5	34.9	61.4	-2.0	20.6
UNIVERSITY OF MEMPHIS	98.3	70.5	59.7	41.2	71.0	0.1	21.2

### TEXAS

#### AA

ALVIN COMMUNITY COLLEGE	-	-	-	54.3	54.3	0.2	10.4
AMARILLO COLLEGE	61.9	55.0	51.8	45.3	50.2	3.8	9.7
ANGELINA COLLEGE	-	-	-	47.8	47.8	2.6	9.9
AUSTIN COMMUNITY COLLEGE DISTRICT	68.3	53.0	44.8	-	60.7	-2.7	10.7
BLINN COLLEGE	-	-	-	54.8	54.8	11.6	14.2
BRAZOSPORT COLLEGE	-	50.6	47.1	40.9	46.8	5.3	9.8

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BROOKHAVEN COLLEGE	-	-	-	58.6	58.6	-0.5	11.5	NORTHEAST TEXAS COMMUNITY COLLEGE	55.4	51.2	38.4	41.7	49.1	-3.6	15.7
CEDAR VALLEY COLLEGE	-	-	-	56.6	56.6	-1.0	11.1	NORTHWEST VISTA COLLEGE	79.8	55.0	50.1	44.0	47.3	-24.0	12.4
CENTRAL TEXAS COLLEGE	59.2	-	-	-	59.2	-2.5	14.9	ODESSA COLLEGE	60.7	50.0	48.9	45.8	49.8	0.9	12.3
CISCO COLLEGE	41.2	-	-	-	41.2	-1.4	10.3	PALO ALTO COLLEGE	67.9	61.3	55.6	47.2	55.1	-14.2	14.1
CLARENDON COLLEGE	45.7	42.4	40.5	36.0	40.1	1.2	9.1	PANOLA COLLEGE	50.8	-	-	41.1	48.6	1.5	13.3
COASTAL BEND COLLEGE	44.7	-	-	-	44.7	4.2	9.8	PARIS JUNIOR COLLEGE	-	-	-	52.1	52.1	4.9	11.1
COLLEGE OF THE MAINLAND	61.9	51.2	50.0	-	53.3	5.2	13.9	RANGER COLLEGE	45.4	36.1	27.3	31.0	31.3	-3.0	10.1
COLLIN COUNTY COMMUNITY COLLEGE DISTRICT	-	-	-	54.2	54.2	1.1	10.7	RICHLAND COLLEGE	-	-	-	64.1	64.1	-1.2	12.1
DEL MAR COLLEGE	71.8	57.0	51.5	44.7	55.9	2.2	14.9	SAN ANTONIO COLLEGE	70.6	59.8	52.4	45.5	57.6	-15.0	14.5
EASTFIELD COLLEGE	-	-	-	58.7	58.7	-3.4	11.5	SAN JACINTO COMMUNITY COLLEGE	-	-	-	56.2	56.2	-1.5	13.8
EL CENTRO COLLEGE	-	-	-	54.5	54.5	-1.2	11.2	SOUTH PLAINS COLLEGE	57.3	49.9	43.5	38.2	45.9	2.4	14.4
EL PASO COMMUNITY COLLEGE	62.9	44.4	39.2	41.5	50.1	-0.9	12.3	SOUTH TEXAS COLLEGE	61.4	56.8	49.4	50.3	50.5	1.4	13.6
FRANK PHILLIPS COLLEGE	-	-	-	36.9	36.9	6.8	3.3	SOUTHWEST TEXAS JUNIOR COLLEGE	-	-	-	46.9	46.9	2.5	9.4
GALVESTON COLLEGE	73.3	68.6	64.9	59.5	63.0	3.3	15.0	ST PHILIPS COLLEGE	67.1	63.2	54.7	45.5	51.0	-14.2	13.1
GRAYSON COUNTY COLLEGE	53.3	-	-	-	53.3	4.0	14.2	TARRANT COUNTY COLLEGE DISTRICT	68.0	61.6	60.9	52.5	58.0	0.2	15.6
HILL COLLEGE	-	-	-	41.2	41.2	-1.7	8.2	TEMPLE COLLEGE	-	-	-	59.2	59.2	6.1	15.0
HOUSTON COMMUNITY COLLEGE SYSTEM	-	-	-	53.7	53.7	3.5	9.8	TEXARKANA COLLEGE	61.7	52.8	48.1	46.3	54.9	-1.4	9.7
HOWARD COLLEGE	54.1	45.6	38.3	39.9	41.7	1.5	12.4	TEXAS STATE TECHNICAL COLLEGE HARLINGEN	-	51.8	-	39.6	41.0	0.5	12.3
KILGORE COLLEGE	-	-	-	51.7	51.7	7.0	10.1	TEXAS STATE TECHNICAL COLLEGE WACO	-	47.0	-	41.5	42.3	-0.3	12.1
LAMAR INSTITUTE OF TECHNOLOGY	-	-	-	49.2	49.2	3.2	10.1	TEXAS STATE TECHNICAL COLLEGE-MARSHALL	-	-	-	-	-	-	-
LAMAR STATE COLLEGE-ORANGE	51.0	47.6	51.6	39.1	42.1	2.2	11.8	TEXAS STATE TECHNICAL COLLEGE-WEST TEXAS	-	-	-	-	-	-	-
LAMAR STATE COLLEGE- PORT ARTHUR	54.0	48.6	44.5	41.5	42.6	1.2	11.7	TRINITY VALLEY COMMUNITY COLLEGE	50.1	-	-	-	50.1	-25.9	15.3
LAREDO COMMUNITY COLLEGE	-	-	-	55.0	55.0	0.9	15.0	TYLER JUNIOR COLLEGE	-	-	-	50.9	50.9	8.1	13.2
LEE COLLEGE	-	-	-	51.0	51.0	1.6	11.7	VERNON COLLEGE	-	-	-	41.9	41.9	0.7	9.1
LONE STAR COLLEGE SYSTEM	68.7	54.7	52.0	30.3	65.0	1.8	10.5	VICTORIA COLLEGE	52.9	-	-	-	52.9	0.4	14.3
MCLENNAN COMMUNITY COLLEGE	-	-	-	60.1	60.1	3.4	10.4	WEATHERFORD COLLEGE	-	-	-	50.6	50.6	1.9	9.5
MIDLAND COLLEGE	63.8	52.4	50.0	48.7	54.7	0.3	16.4	WESTERN TEXAS COLLEGE	65.8	58.8	50.3	43.3	46.8	10.2	10.5
MOUNTAIN VIEW COLLEGE	-	-	-	60.8	60.8	0.3	11.1	WHARTON COUNTY JUNIOR COLLEGE	-	-	-	49.2	49.2	-0.3	12.7
NAVARRO COLLEGE	56.7	51.7	47.9	-	53.6	4.2	10.4	<b>BA+</b>							
NORTH CENTRAL TEXAS COLLEGE	-	-	-	47.0	47.0	5.0	9.7	MIDWESTERN STATE UNIVERSITY	78.5	63.3	56.7	40.2	60.9	-0.5	14.5
NORTH LAKE COLLEGE	-	-	-	57.6	57.6	-1.3	11.1								

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SUL ROSS STATE UNIVERSITY	69.8	53.0	47.6	44.0	55.3	1.3	15.3	THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT SAN ANTONIO	-	-	-	-	-	-	-
TEXAS A & M UNIVERSITY AT GALVESTON	93.5	72.1	64.6	49.0	66.4	9.2	16.2	THE UNIVERSITY OF TEXAS MEDICAL BRANCH	-	-	-	-	-	-	-
TEXAS A & M UNIVERSITY- TEXARKANA	75.7	61.2	58.8	52.1	65.1	-1.3	14.8	THE UNIVERSITY OF TEXAS AT ARLINGTON	103.8	79.0	71.1	49.4	73.4	2.4	20.1
THE UNIVERSITY OF TEXAS OF THE PERMIAN BASIN	80.4	68.3	60.6	41.6	61.7	3.0	10.4	THE UNIVERSITY OF TEXAS AT AUSTIN	133.3	85.3	82.2	57.8	96.3	0.3	20.2
UNIVERSITY OF HOUSTON- DOWNTOWN	85.0	67.2	56.0	47.0	61.6	-1.0	14.3	THE UNIVERSITY OF TEXAS AT BROWNSVILLE	79.2	66.7	56.5	51.1	60.2	3.3	14.1
UNIVERSITY OF HOUSTON- VICTORIA	89.0	76.3	67.5	55.1	72.5	2.6	16.1	THE UNIVERSITY OF TEXAS AT DALLAS	129.9	101.5	88.2	60.0	96.6	2.0	17.4
<b>DOCTORAL</b>								THE UNIVERSITY OF TEXAS AT EL PASO	96.9	73.4	66.2	45.4	68.5	4.5	17.0
ANGELO STATE UNIVERSITY	75.4	62.6	56.3	41.4	58.7	2.9	10.7	THE UNIVERSITY OF TEXAS AT SAN ANTONIO	115.6	84.8	68.0	43.8	80.3	-1.2	16.2
LAMAR UNIVERSITY	91.6	71.2	57.6	40.8	64.4	1.4	15.7	THE UNIVERSITY OF TEXAS AT TYLER	80.6	66.2	58.4	46.8	61.5	-0.0	16.4
PRAIRIE VIEW A & M UNIVERSITY	81.3	67.3	60.3	51.0	60.8	-0.4	12.7	THE UNIVERSITY OF TEXAS-PAN AMERICAN	88.8	70.5	60.6	48.9	64.9	5.4	10.7
SAM HOUSTON STATE UNIVERSITY	87.7	68.6	58.6	47.6	68.0	4.1	14.2	UNIVERSITY OF HOUSTON	119.9	78.7	77.8	55.3	88.3	2.0	19.3
STEPHEN F AUSTIN STATE UNIVERSITY	77.9	73.0	66.2	53.4	60.7	2.3	9.7	UNIVERSITY OF HOUSTON-CLEAR LAKE	92.1	70.6	62.7	49.1	69.4	3.3	16.0
TARLETON STATE UNIVERSITY	77.7	64.5	52.3	38.9	57.0	0.7	12.2	UNIVERSITY OF NORTH TEXAS	104.8	80.5	66.7	49.2	77.0	1.3	12.8
TEXAS A & M INTERNATIONAL UNIVERSITY	88.5	67.9	60.8	41.7	62.7	4.7	14.3	UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER AT DALLAS	80.0	-	-	-	80.0	-	16.8
TEXAS A & M UNIVERSITY 121.0	82.1	71.4	45.4	88.4	4.9	18.5	WEST TEXAS A & M UNIVERSITY	79.1	63.1	59.1	45.7	58.9	7.3	14.7	
TEXAS A & M UNIVERSITY-COMMERCE	80.1	55.6	59.0	47.5	59.5	0.6	12.5	<b>UTAH</b>							
TEXAS A & M UNIVERSITY- CORPUS CHRISTI	84.6	67.5	60.7	-	71.8	3.9	16.0	<b>AA</b>							
TEXAS A & M UNIVERSITY-KINGSVILLE	79.8	64.6	64.9	36.1	62.3	3.5	14.0	COLLEGE OF EASTERN UTAH	-	-	-	55.6	55.6	1.5	18.8
TEXAS A&M HEALTH SCIENCE CENTER	-	-	-	-	-	-	-	DAVIS APPLIED TECHNOLOGY COLLEGE	-	-	-	59.8	59.8	7.0	24.4
TEXAS SOUTHERN UNIVERSITY	100.9	80.3	69.9	55.2	68.9	1.4	19.3	MOUNTAINLAND APPLIED TECHNOLOGY COLLEGE	-	-	-	-	-	-	-
TEXAS STATE UNIVERSITY- SAN MARCOS	87.3	71.5	60.7	43.0	63.8	0.8	9.6	OGDEN-WEBER APPLIED TECHNOLOGY COLLEGE	-	-	-	-	-	-	-
TEXAS TECH UNIVERSITY	100.6	73.1	64.6	40.1	71.7	-1.0	16.6	SALT LAKE COMMUNITY COLLEGE	57.4	51.6	48.2	42.5	48.8	-0.1	24.5
TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER	-	-	-	-	-	-	-	SNOW COLLEGE	62.9	55.7	44.9	43.4	50.4	-0.1	23.7
TEXAS WOMAN'S UNIVERSITY	86.6	71.0	60.2	56.0	64.3	2.8	13.1	UINTAH BASIN APPLIED TECHNOLOGY COLLEGE	-	-	-	43.9	43.9	-0.6	22.6
THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON	-	-	-	-	-	-	-	UTAH STATE UNIVERSITY- CONTINUING EDUCATION	-	58.6	50.8	52.4	53.0	2.6	22.1



## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### BA

DIXIE STATE COLLEGE OF UTAH	76.5	61.4	51.3	44.5	57.8	0.1	24.2
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### BA+

SOUTHERN UTAH UNIVERSITY	74.7	60.2	49.8	41.5	57.0	1.3	23.6
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UTAH VALLEY UNIVERSITY	72.1	61.1	56.1	44.5	59.9	2.2	25.7
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WEBER STATE UNIVERSITY	71.4	61.9	53.2	43.0	60.5	2.0	24.6
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### DOCTORAL

UNIVERSITY OF UTAH	102.2	74.8	71.7	50.5	83.0	-1.2	18.8
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UTAH STATE UNIVERSITY	84.1	66.9	62.3	48.0	67.1	1.0	25.5
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## VERMONT

### BA

VERMONT TECHNICAL COLLEGE	69.7	52.6	44.9	-	57.2	3.6	25.3
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### BA+

CASTLETON STATE COLLEGE	72.3	55.1	44.5	-	58.7	6.7	23.2
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JOHNSON STATE COLLEGE	72.4	58.9	44.5	-	64.7	2.3	26.6
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LYNDON STATE COLLEGE	71.9	56.3	46.2	46.6	57.4	3.5	25.6
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### DOCTORAL

UNIVERSITY OF VERMONT	109.8	81.0	68.0	51.8	78.7	4.7	23.9
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## VIRGINIA

### AA

BLUE RIDGE COMMUNITY COLLEGE	69.9	59.8	53.8	46.8	55.6	1.0	19.9
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CENTRAL VIRGINIA COMMUNITY COLLEGE	64.1	57.1	50.2	46.5	55.6	-0.0	17.3
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DABNEY S LANCASTER COMMUNITY COLLEGE	58.1	58.8	49.4	54.9	55.9	-0.2	17.4
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DANVILLE COMMUNITY COLLEGE	63.9	56.6	50.9	47.5	53.6	-0.6	16.9
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EASTERN SHORE COMMUNITY COLLEGE	-	55.7	52.4	42.3	52.6	0.7	16.7
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GERMANNA COMMUNITY COLLEGE	64.2	58.0	49.9	47.0	54.4	0.0	17.1
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J SARGEANT REYNOLDS COMMUNITY COLLEGE	66.2	59.5	51.7	47.8	56.7	-1.1	17.5
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JOHN TYLER COMMUNITY COLLEGE	63.5	61.3	53.7	48.4	57.4	-0.1	17.7
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LORD FAIRFAX COMMUNITY COLLEGE	60.1	59.2	52.1	46.8	55.4	1.2	17.3
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State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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MOUNTAIN EMPIRE COMMUNITY COLLEGE	61.5	55.8	50.1	48.2	55.5	-2.0	17.3
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NEW RIVER COMMUNITY COLLEGE	70.3	64.5	54.5	48.7	58.9	-0.7	18.0
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NORTHERN VIRGINIA COMMUNITY COLLEGE	73.7	65.6	58.1	50.5	61.9	-1.0	18.6
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PATRICK HENRY COMMUNITY COLLEGE	62.0	55.2	49.0	45.7	53.6	-2.2	16.9
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PAUL D CAMP COMMUNITY COLLEGE	59.1	60.0	54.2	42.9	56.0	-0.3	17.4
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PIEDMONT VIRGINIA COMMUNITY COLLEGE	64.4	58.5	55.4	46.7	57.9	-0.2	17.8
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RAPPAHANNOCK COMMUNITY COLLEGE	63.8	55.6	49.2	46.5	51.6	-0.3	16.5
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RICHARD BLAND COLLEGE OF THE COLLEGE OF WILLIAM AND MARY	67.7	52.8	46.9	-	55.4	-1.8	18.6
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SOUTHSIDE VIRGINIA COMMUNITY COLLEGE	66.3	61.0	51.9	47.0	55.1	-0.7	17.2
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SOUTHWEST VIRGINIA COMMUNITY COLLEGE	64.4	56.8	51.8	44.8	53.9	-1.8	17.0
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THOMAS NELSON COMMUNITY COLLEGE	64.8	57.4	53.1	45.8	54.8	0.5	17.2
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TIDEWATER COMMUNITY COLLEGE	64.6	60.9	53.0	45.5	57.0	0.1	17.6
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VIRGINIA HIGHLANDS COMMUNITY COLLEGE	62.1	59.2	50.6	43.5	56.4	-0.8	17.5
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VIRGINIA WESTERN COMMUNITY COLLEGE	61.9	57.0	51.5	45.6	54.1	0.4	17.0
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WYTHEVILLE COMMUNITY COLLEGE	61.3	58.8	50.4	46.1	54.0	-1.5	17.0
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### BA

THE UNIVERSITY OF VIRGINIA'S COLLEGE AT WISE	77.5	58.3	53.8	42.8	56.8	-1.5	19.0
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VIRGINIA MILITARY INSTITUTE	83.9	64.6	56.6	39.5	73.6	0.1	22.8
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### BA+

CHRISTOPHER NEWPORT UNIVERSITY	97.5	74.7	57.8	48.9	68.1	0.0	20.9
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LONGWOOD UNIVERSITY	74.3	63.1	52.5	42.6	59.3	-0.2	19.1
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UNIVERSITY OF MARY WASHINGTON	84.4	65.1	53.2	57.3	67.4	2.3	21.1
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### DOCTORAL

COLLEGE OF WILLIAM AND MARY	116.3	80.4	66.5	50.3	86.1	-2.8	24.7
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GEORGE MASON UNIVERSITY	125.2	82.9	69.7	55.2	88.6	0.7	24.4
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JAMES MADISON UNIVERSITY	86.5	67.3	57.5	50.0	66.8	0.8	22.7
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## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
NORFOLK STATE UNIVERSITY	80.7	68.9	57.4	50.5	64.7	1.4	18.7	PIERCE COLLEGE AT PUYALLUP	-	-	-	50.1	50.1	0.4	17.4
OLD DOMINION UNIVERSITY	102.9	73.8	64.4	48.8	71.7	0.4	20.8	RENTON TECHNICAL COLLEGE	-	-	-	58.6	58.6	-0.5	18.9
RADFORD UNIVERSITY	77.3	63.8	57.2	49.6	63.7	-0.7	19.9	SEATTLE COMMUNITY COLLEGE-CENTRAL CAMPUS	-	-	-	57.6	57.6	11.4	18.8
UNIVERSITY OF VIRGINIA-MAIN CAMPUS	135.2	95.3	75.1	52.5	104.5	2.8	27.0	SEATTLE COMMUNITY COLLEGE-NORTH CAMPUS	-	-	-	56.8	56.8	4.1	18.4
VIRGINIA COMMONWEALTH UNIVERSITY	104.8	78.2	59.5	45.9	73.1	-0.5	22.6	SEATTLE COMMUNITY COLLEGE-SOUTH CAMPUS	-	-	-	58.0	58.0	19.8	19.0
VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY	111.5	83.1	70.2	45.2	83.3	-1.5	24.6	SHORELINE COMMUNITY COLLEGE	-	-	-	60.3	60.3	-0.3	19.2
VIRGINIA STATE UNIVERSITY	78.0	64.7	61.5	52.0	64.7	2.8	19.9	SKAGIT VALLEY COLLEGE	-	-	-	57.2	57.2	-0.7	18.3
<b>WASHINGTON</b>								SOUTH PUGET SOUND COMMUNITY COLLEGE	55.5	-	-	-	55.5	-0.3	18.6
<b>AA</b>								SPOKANE COMMUNITY COLLEGE	-	-	-	54.5	54.5	-1.2	19.3
BATES TECHNICAL COLLEGE	-	-	-	53.5	53.5	-5.5	18.3	SPOKANE FALLS COMMUNITY COLLEGE	-	-	-	53.0	53.0	-1.2	19.0
BELLEVUE COLLEGE	-	-	-	58.8	58.8	-0.8	19.0	TACOMA COMMUNITY COLLEGE	-	-	-	56.8	56.8	-1.8	18.3
BELLINGHAM TECHNICAL COLLEGE	-	-	-	57.7	57.7	0.8	18.8	WALLA WALLA COMMUNITY COLLEGE	-	-	-	55.3	55.3	2.3	18.7
BIG BEND COMMUNITY COLLEGE	-	-	-	55.0	55.0	3.1	17.8	WENATCHEE VALLEY COLLEGE	-	-	-	56.1	56.1	-1.3	19.1
CASCADIA COMMUNITY COLLEGE	-	-	-	55.2	55.2	-0.4	17.7	WHATCOM COMMUNITY COLLEGE	-	-	-	49.7	49.7	2.8	17.7
CENTRALIA COLLEGE	-	-	-	54.8	54.8	-2.3	18.5	YAKIMA VALLEY COMMUNITY COLLEGE	-	-	-	57.7	57.7	0.4	18.7
CLARK COLLEGE	-	-	-	54.8	54.8	-2.1	18.2	<b>BA+</b>							
CLOVER PARK TECHNICAL COLLEGE	-	-	-	52.4	52.4	-11.3	17.4	CENTRAL WASHINGTON UNIVERSITY	78.5	63.3	57.1	41.2	62.5	2.5	17.3
COLUMBIA BASIN COLLEGE	-	-	-	57.2	57.2	1.8	18.5	THE EVERGREEN STATE COLLEGE	-	-	-	64.0	64.0	2.8	18.8
EDMONDS COMMUNITY COLLEGE	-	-	-	56.7	56.7	-0.0	18.8	UNIVERSITY OF WASHINGTON-BOTHELL CAMPUS	108.0	89.9	88.1	60.1	85.5	2.3	20.7
EVERETT COMMUNITY COLLEGE	-	-	-	53.4	53.4	12.1	18.2	UNIVERSITY OF WASHINGTON-TACOMA CAMPUS	102.4	82.0	82.1	52.7	80.8	0.1	19.7
GRAYS HARBOR COLLEGE	-	-	-	53.9	53.9	6.8	19.5	WESTERN WASHINGTON UNIVERSITY	81.2	65.9	55.7	47.3	66.5	1.1	19.4
GREEN RIVER COMMUNITY COLLEGE	-	-	-	57.5	57.5	-0.1	18.7	<b>DOCTORAL</b>							
HIGHLINE COMMUNITY COLLEGE	-	-	-	59.6	59.6	-1.3	17.0	EASTERN WASHINGTON UNIVERSITY	74.8	64.5	53.9	43.6	59.8	-0.4	19.3
LAKE WASHINGTON TECHNICAL COLLEGE	-	-	-	53.4	53.4	-1.5	18.4	UNIVERSITY OF WASHINGTON-SEATTLE CAMPUS	115.5	86.8	77.6	60.0	93.7	0.7	21.8
LOWER COLUMBIA COLLEGE	-	-	-	56.2	56.2	-0.1	18.8	WASHINGTON STATE UNIVERSITY	101.8	74.8	67.9	49.9	74.8	1.4	21.0
OLYMPIC COLLEGE	-	-	-	55.8	55.8	-1.4	18.4								
PENINSULA COLLEGE	-	-	-	51.3	51.3	0.8	17.8								
PIERCE COLLEGE AT FORT STEILACOOM	-	-	-	55.0	55.0	3.4	18.4								

## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### WEST VIRGINIA

#### AA

BLUE RIDGE COMMUNITY AND TECHNICAL COLLEGE		60.8	53.1	39.9	44.6	-0.5	10.0
CARVER CAREER CENTER	65.7	55.6	45.1	39.6	49.8	4.2	14.1
COMMUNITY AND TECHNICAL COLLEGE AT WEST VIRGINIA UNIVERSITY INSTITUTE OF TECHNOLOGY	-	-	-	49.5	49.5	-0.0	10.7
EASTERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	-	-	-	35.2	35.2	-7.4	7.2
KANAWHA VALLEY COMMUNITY AND TECHNICAL COLLEGE	66.0	56.6	48.0	41.7	48.8	2.0	12.1
MARSHALL COMMUNITY AND TECHNICAL COLLEGE	64.4	54.9	42.6	40.5	47.6	6.2	11.2
NEW RIVER COMMUNITY AND TECHNICAL COLLEGE	62.7	52.4	42.2	37.6	44.6	-3.1	9.9
POTOMAC STATE COLLEGE OF WEST VIRGINIA UNIVERSITY	68.1	62.2	48.2	45.8	50.3	-	12.5
SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	66.5	43.2	42.9	38.4	48.7	-1.2	9.5
WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	55.6	45.8	38.5	33.5	42.0	-0.4	12.5
WEST VIRGINIA STATE COMMUNITY AND TECHNICAL COLLEGE	54.4	43.6	38.0	32.2	43.1	-1.9	12.3

#### BA

BLUEFIELD STATE COLLEGE	63.5	54.9	48.7	30.7	53.8	-5.4	11.8
GLENVILLE STATE COLLEGE	64.6	55.0	43.2	35.1	47.8	-2.6	13.5
WEST VIRGINIA UNIVERSITY INSTITUTE OF TECHNOLOGY	73.5	55.2	50.6	44.8	58.9	5.6	13.8
WEST VIRGINIA UNIVERSITY AT PARKERSBURG	55.0	52.8	43.6	36.9	46.4	0.9	11.1

#### BA+

CONCORD UNIVERSITY	66.9	55.6	48.6	37.4	51.9	-2.0	14.6
FAIRMONT STATE UNIVERSITY	69.5	57.0	49.5	42.5	56.9	3.6	14.3
SHEPHERD UNIVERSITY	70.7	59.9	52.1	47.7	58.1	-0.5	13.1
WEST LIBERTY STATE COLLEGE	60.2	52.7	45.3	41.1	48.4	1.6	12.1
WEST VIRGINIA STATE UNIVERSITY	62.3	57.6	47.6	39.9	52.3	-0.8	12.3

#### DOCTORAL

MARSHALL UNIVERSITY	72.2	59.6	48.8	33.5	59.6	-0.2	14.8
WEST VIRGINIA UNIVERSITY	102.0	73.0	59.1	44.5	73.0	-0.6	16.3

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
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### WISCONSIN

#### AA

BLACKHAWK TECHNICAL COLLEGE	-	-	-	70.2	70.2	4.1	26.1
CHIPPEWA VALLEY TECHNICAL COLLEGE	-	-	-	68.5	68.5	8.2	32.6
FOX VALLEY TECHNICAL COLLEGE	-	-	-	73.6	73.6	-1.9	30.1
GATEWAY TECHNICAL COLLEGE	-	-	-	76.9	76.9	-4.5	35.1
LAKESHORE TECHNICAL COLLEGE	-	-	-	72.0	72.0	1.5	29.1
MADISON AREA TECHNICAL COLLEGE	-	-	-	92.8	92.8	7.3	48.8
MID-STATE TECHNICAL COLLEGE	-	-	-	67.2	67.2	2.3	28.9
MILWAUKEE AREA TECHNICAL COLLEGE	-	-	-	87.7	87.7	1.2	44.9
MORAIN PARK TECHNICAL COLLEGE	-	-	-	68.2	68.2	4.3	27.8
NICOLET AREA TECHNICAL COLLEGE	-	-	-	73.6	73.6	3.7	35.7
NORTHCENTRAL TECHNICAL COLLEGE	-	-	-	67.4	67.4	4.0	27.4
NORTHEAST WISCONSIN TECHNICAL COLLEGE	-	-	-	74.3	74.3	4.6	27.6
SOUTHWEST WISCONSIN TECHNICAL COLLEGE	-	-	-	62.2	62.2	2.3	29.5
UNIVERSITY OF WISCONSIN COLLEGES	64.5	52.5	44.3	40.0	51.1	0.2	23.6
WAUKESHA COUNTY TECHNICAL COLLEGE	-	-	-	79.3	79.3	2.2	32.1
WESTERN TECHNICAL COLLEGE	-	-	-	58.5	58.5	-0.0	24.5
WISCONSIN INDIANHEAD TECHNICAL COLLEGE	-	-	-	64.8	64.8	2.1	24.6

#### BA+

UNIVERSITY OF WISCONSIN-EAU CLAIRE	72.4	60.0	56.5	43.5	59.7	1.7	25.2
UNIVERSITY OF WISCONSIN-GREEN BAY	71.5	57.5	55.2	46.5	57.3	0.8	24.8
UNIVERSITY OF WISCONSIN-OSHKOSH	74.2	62.0	55.8	43.4	59.3	0.1	25.1
UNIVERSITY OF WISCONSIN-PARKSIDE	75.1	64.3	56.4	41.2	57.8	-0.0	24.9
UNIVERSITY OF WISCONSIN-PLATTEVILLE	70.1	58.3	49.8	40.2	56.8	0.3	24.7
UNIVERSITY OF WISCONSIN-RIVER FALLS	69.3	58.5	52.9	42.6	61.6	0.6	25.6

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## SPECIAL Salary Review

State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)	State/ School	Prof. (\$)	Assc. (\$)	Asst. (\$)	Inst./ Lect./ NoRank (\$)	Avg. (\$)	% Chng. (%)	Avg. Bene. (\$)
UNIVERSITY OF WISCONSIN-STOUT	72.1	58.1	54.1	44.7	57.9	1.5	24.9	EASTERN WYOMING COLLEGE	-	-	-	50.2	50.2	3.4	20.1
UNIVERSITY OF WISCONSIN-SUPERIOR	68.2	54.4	51.2	44.7	57.1	0.3	24.8	LARAMIE COUNTY COMMUNITY COLLEGE	-	-	-	60.9	60.9	0.7	20.9
UNIVERSITY OF WISCONSIN-WHITEWATER	74.4	63.6	58.2	45.9	60.0	1.8	25.3	NORTHWEST COLLEGE	69.8	63.9	59.5	52.0	59.3	2.3	21.2
<b>DOCTORAL</b>								SHERIDAN COLLEGE	-	-	-	56.7	56.7	2.9	18.5
UNIVERSITY OF WISCONSIN-LA CROSSE	77.3	58.8	55.0	42.0	59.6	-0.1	25.2	WESTERN WYOMING COMMUNITY COLLEGE	80.2	64.6	55.0	49.2	57.8	2.0	23.2
UNIVERSITY OF WISCONSIN-MADISON	110.7	82.5	72.8	59.2	94.0	1.0	31.3	<b>DOCTORAL</b>							
UNIVERSITY OF WISCONSIN-MILWAUKEE	94.2	71.1	66.3	44.7	69.7	1.4	27.0	UNIVERSITY OF WYOMING	108.7	77.2	68.2	55.0	79.5	3.6	25.1
UNIVERSITY OF WISCONSIN-STEVENS POINT	69.5	57.7	52.2	43.6	57.4	-0.4	24.8								
<b>WYOMING</b>															
<b>AA</b>															
CASPER COLLEGE	-	-	-	63.7	63.7	2.7	23.1								
CENTRAL WYOMING COLLEGE	64.2	61.4	53.9	47.0	56.3	-1.9	20.8								