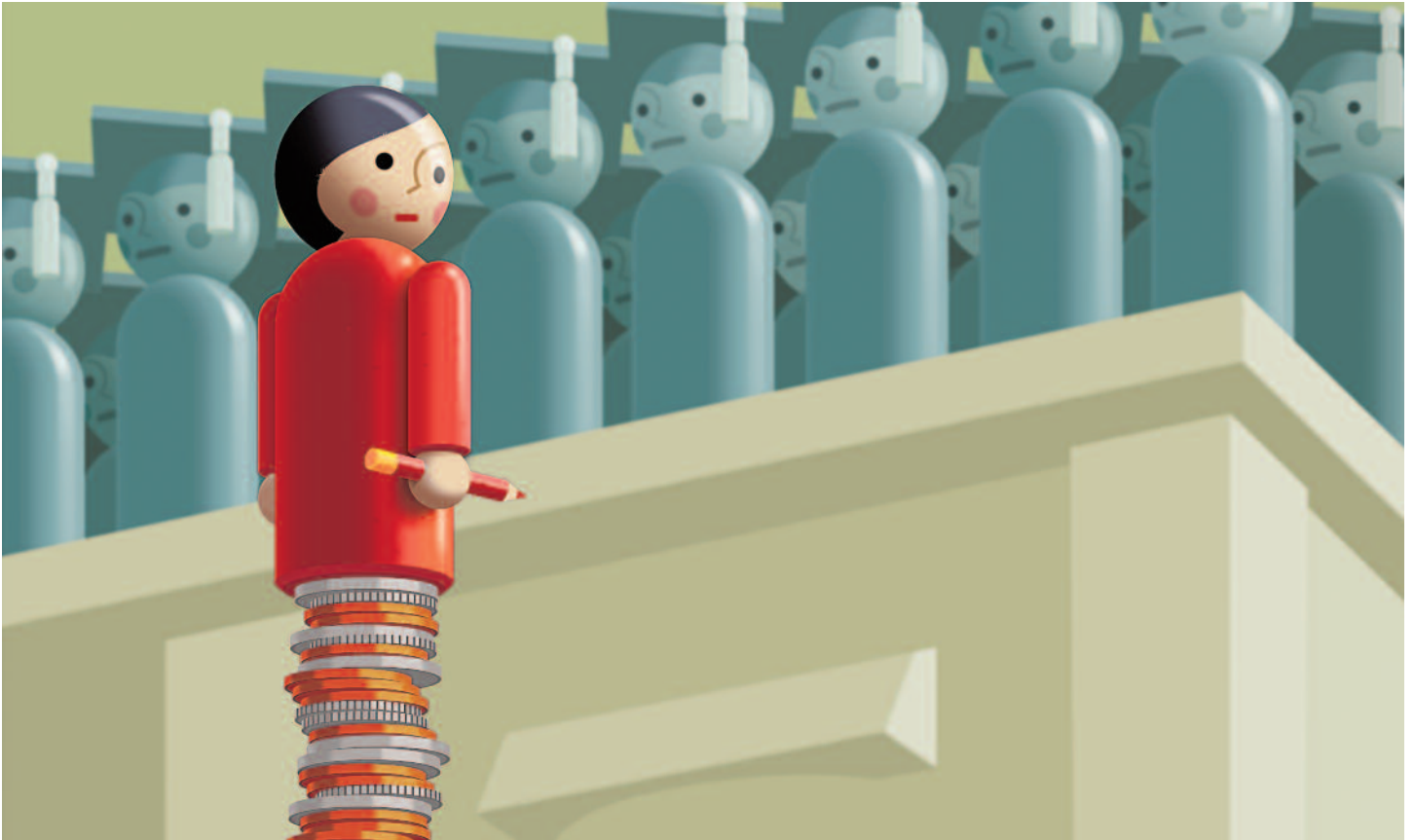


NEA Higher Education Advocate

VOL. 30, NO. 2 MARCH 2013



The Salary Issue



More students, less funding: No, it doesn't make sense

The gender gap shows no sign of shrinking

No surprise here: Unionized contingents earn more

Compare your salary to campus averages

MORE STUDENTS, LESS MONEY? **3**

Recent years have seen record numbers of college students but diminished state funding to public institutions of higher education. How does that make sense? This year's special salary coverage also takes note of the increasing numbers of contingent faculty, the continuing salary gap between men and women, and the overall stagnant salaries.

2013 SALARY REVIEW **11**

Get the scoop on states and schools that pay faculty what they deserve.

Advocate (ISSN: 1522-3183) is published five times a year, in September, November, January, March, and June by the National Education Association, 1201 16th St., N.W., Washington, D.C. 20036. Periodicals postage paid at Washington, D.C., and additional mailing offices. The Advocate is mailed to NEA Higher Education members as a benefit of membership. Postmaster: Send change of address to Advocate, 1201 16th St., N.W., Washington, D.C. 20036. Copyright © 2013 by the National Education Assoc.

National
Education
Association

Dennis
Van Roekle
NEA PRESIDENT
Lily Eskelsen
VICE PRESIDENT

Rebecca S.
Pringle
**SECRETARY-
TREASURER**

John C. Stocks
**EXECUTIVE
DIRECTOR**

NEA Center for
Communications

Ramona Oliver
SENIOR DIRECTOR

Steven Grant
**ASSOCIATE
DIRECTOR**

Mary Ellen
Flannery
EDITOR

Alice Trued
PRODUCTION
Groff Creative
GRAPHIC DESIGN

Prepared with
the assistance of
NEA staff:
Nancy O'Brien
Sara Robertson
Mark F. Smith
Valerie Wilk
and Phadra
Williams-Tuitt



Headline News

State support for higher ed: The facts to bring to your legislator



STATE BUDGETS are likely to be written this spring in capitols around the country. But before you walk into your lawmaker's office to make the case for more funding for public institu-

tions of higher ed, take a look at the most recent issue of the *NEA Almanac*, specifically the article that provides the latest research around state funding for higher education. Here is the proof that public colleges and universities are getting shortchanged. From 2008 to 2012, state support for higher education fell by \$8.7 billion, or 10.8 percent across the 50 states. Some decreases were even larger: 23.9 percent in California; 24.9 percent in Florida; 22.1 percent in Massachusetts. But 44 states foresee revenue growth this year, which points to the possibility of a catch-up in spending. The 2013 issue of the *Almanac* also includes the latest research on additional subjects including trends in for-profit college employment, faculty salaries, and employee benefits. Check it out at nea.org/almanac.

Why can't college be free?

IS HIGH-QUALITY, LOW-COST HIGHER EDUCATION an impossible dream? The authors of three working papers, published last month by the Campaign for the Future of Higher Education, don't think so.



The three papers, written by unionized faculty members, outline strategies for increasing funds to public institutions of higher ed. Their approaches include the better use of existing funds, as well as a proposed tax on some Wall Street transactions. "We know the costs of a

college education have been shifted from states onto poor and middle-class Americans, and far too many families are either drowning in debt or putting off their education altogether," said NEA's Mark F. Smith, higher-education policy analyst. "Common-sense solutions to the funding crisis are welcome." Check them out and join the conversation at futureofhighered.com

Nominate a colleague!

NOMINATIONS FOR THE U.S. PROFESSORS OF THE YEAR AWARDS are being accepted at www.usprofessorsoftheyear.com. In recent years, many NEA Higher Ed members have won recognition (and \$5,000 each!) for their excellent undergraduate teaching and mentoring.

MISSED SOMETHING?

READ PREVIOUS ARTICLES ON OUR WEBSITE

STATE OF THE UNION

President Obama's February speech reminded the nation of the link between high-quality higher education and a strong economy. It also touted his new "College Score Cards."

<http://neatoday.org/2013/02/13/>

ARE GUNS PAYING FOR YOUR RETIREMENT?

The largest educator-only pension fund in the world, California's CalSTRS, which includes community college faculty, said it will sell its shares in arms manufacturing companies.

<http://neatoday.org/2013/02/12/>

EXTREMIST AGENDAS AFOOT IN STATES

A national network of extremist lawmakers and wealthy donors is working hard to limit union rights in states like Maine and Pennsylvania. Find out how you can stay informed.

<http://educationvotes.nea.org/2013/02/07/>

IMMIGRATION REFORM FOR STUDENTS

A plan to carve out a faster path to citizenship for "DREAMERS—the students and young immigrants who came here as children—has been introduced to Congress. Find out how you can support it.

<http://educationvotes.nea.org/2013/01/30/>



MORE STUDENTS, Less Money ?

Even as students have flocked to public colleges and universities in recent years, seeking degrees or certificates that could mean good jobs during lean economic years, state funding for higher education has not followed. Institutions are still struggling financially — and likely you know this when you look into your wallet. Moreover, more institutions are relying on poorly paid contingent faculty instead of full-time tenure-track faculty. These are dangerous trends for anybody who cares about high-quality education, and they must be answered. At the state and federal level, faculty and staff must hold their elected officials accountable for their support (or lack of) for public education and students. At the local level, the answers can be found in a strong, unified union. Get involved!

This 2013 special salary issue of the *Advocate* continues to track the effects of the recession on state support for higher education and on faculty salaries, examining 10-year trends in public sector faculty salaries and state appropriations for community colleges and public universities. Although faculty purchasing power has increased over the past ten years, there have been some fluctuations. Declines in purchasing power were seen following the recessions of the late 1990s, between 2001-02 and 2004-05, and again starting in 2008. These declines coincided with reductions in state tax support for higher education.

The annual Grapevine study¹ conducted by the Center for the Study of Education Policy at Illinois State University indicates that state spending on higher education has decreased over the past several years. Between FY2011 and FY2012, a total of 41 states reported a decline in state support for higher education. The declines varied drastically, and ranged between 41 percent in New Hampshire and a little less than 1 percent in Utah and Nebraska. State budget data for FY2013 indicates a continued decline in education appropriations; eighteen states showed a decrease in the percentage of state appropriations for higher education between FY2012 and FY2013², and an additional ten states had increases of less than 1 percent (Table 1). Nationally, the percentage of total state appropriations for higher education (including ARRA funds)

almost remained the same over the past fiscal year (Table 1); the decrease was less than 1 percent.

Last year's *Advocate* noted that institutions of higher education, especially community colleges, experience an increase in student enrollment in a time of economic uncertainty. Unemployed workers want to learn new skills in high-demand industries, and those with marginal jobs want to upgrade their skills to keep up with emerging technology and changing workforce. Since the recession beginning in 2008, the number of full-time equivalent (FTE) students enrolled at public institutions rose by 7.2³ percent. In fact, the number of FTE students in higher education has been trending upward for more than a decade, representing both demographic trends and the increasing importance of a postsecondary

degree in the job market. Despite increases in FTE enrollment, the number of full-time faculty members has not kept pace; the number of full-time faculty at public institutions increased by only 1 percent during the same three-year time period.⁴

The continued decline in state support for higher education, coupled with the surge in the number of enrolled students, has negative consequences for higher education institutions. Many public institutions will continue to see short-term declines in state funding, based on the decreases (or minimal increases) in state support over the last few years. Even if the economy improves there will be a lag between increased state revenue and meaningful increases in state support for higher education. In addition to continuing downward pressure on full-time faculty salaries, these pressures will lead to a continuation of the shift to low-cost part-time faculty and increased teaching loads. The other fear is that the salary gap between faculty in public and private universities will continue to increase.

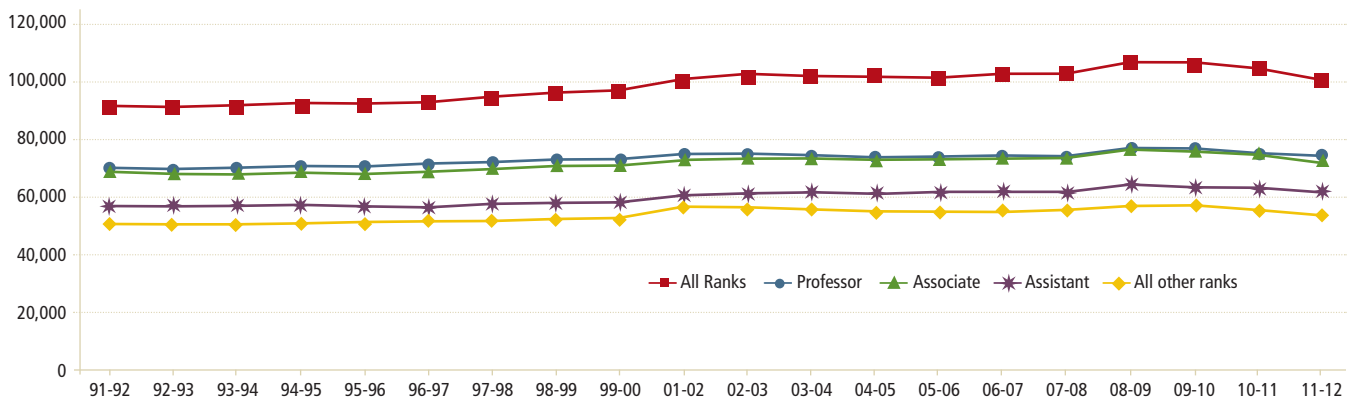
¹ Grapevine: An Annual Compilation of Data on State Fiscal Support for Higher Education. Illinois State University. <http://www.grapevine.ilstu.edu/index.shtml>, retrieved on January 22, 2013.

² Note: the FY2012-13 data are preliminary, and may be adjusted at a later date.

³ U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall Enrollment Survey, 2008 and 2011.

⁴ U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Staffing Survey, 2010-11.

CHART 1. AVERAGE FULL-TIME FACULTY SALARIES IN CONSTANT DOLLARS BY ACADEMIC RANK, 1991 TO 2011



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

Faculty salaries show decrease over previous year

In 2011-2012, faculty salaries (in constant dollars) decreased from the previous year across all ranks. The average faculty member’s purchasing power decreased by \$286 (-0.4 percent) from \$76,851 in 2010-11 to \$76,565 in 2011-12. Chart 1 shows the trend in faculty salaries in constant dollars from 1991-92 to 2011-2012.

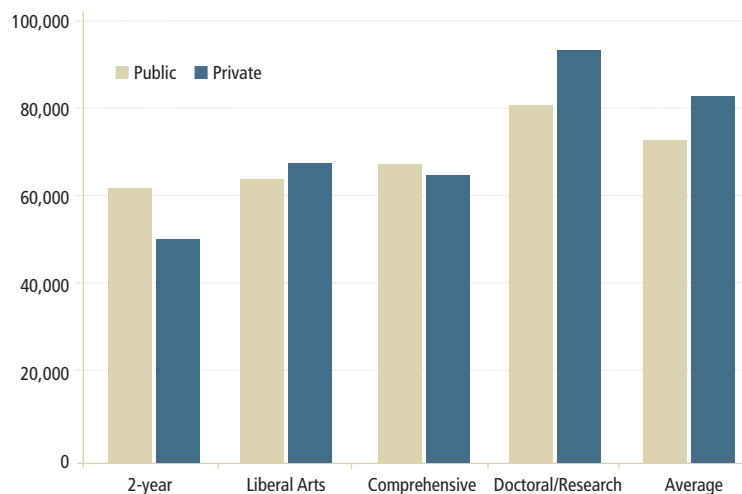
It should be noted that faculty purchasing power has decreased when calculated for all ranks. In Chart 1, the following faculty ranks have been combined and classified as “all other ranks”: instructor, lecturer, and faculty with no rank. Whether salaries for these three groups are calculated individually or collectively, they are still the lowest-paid faculty group. Over the past few years, many faculty members who were previously categorized as lecturers or instructors began to be listed as having no rank. However, the chart indicates that all faculty ranks had a small decrease in their purchasing power in 2011-12.

Salary differences between public and private institutions

Full-time faculty salaries differ by institutional type (Chart 2). In 2011-12, faculty members at public 2-year colleges, comprehensive colleges, and public comprehensive institutions earned higher salaries than did their counterparts at private institutions.

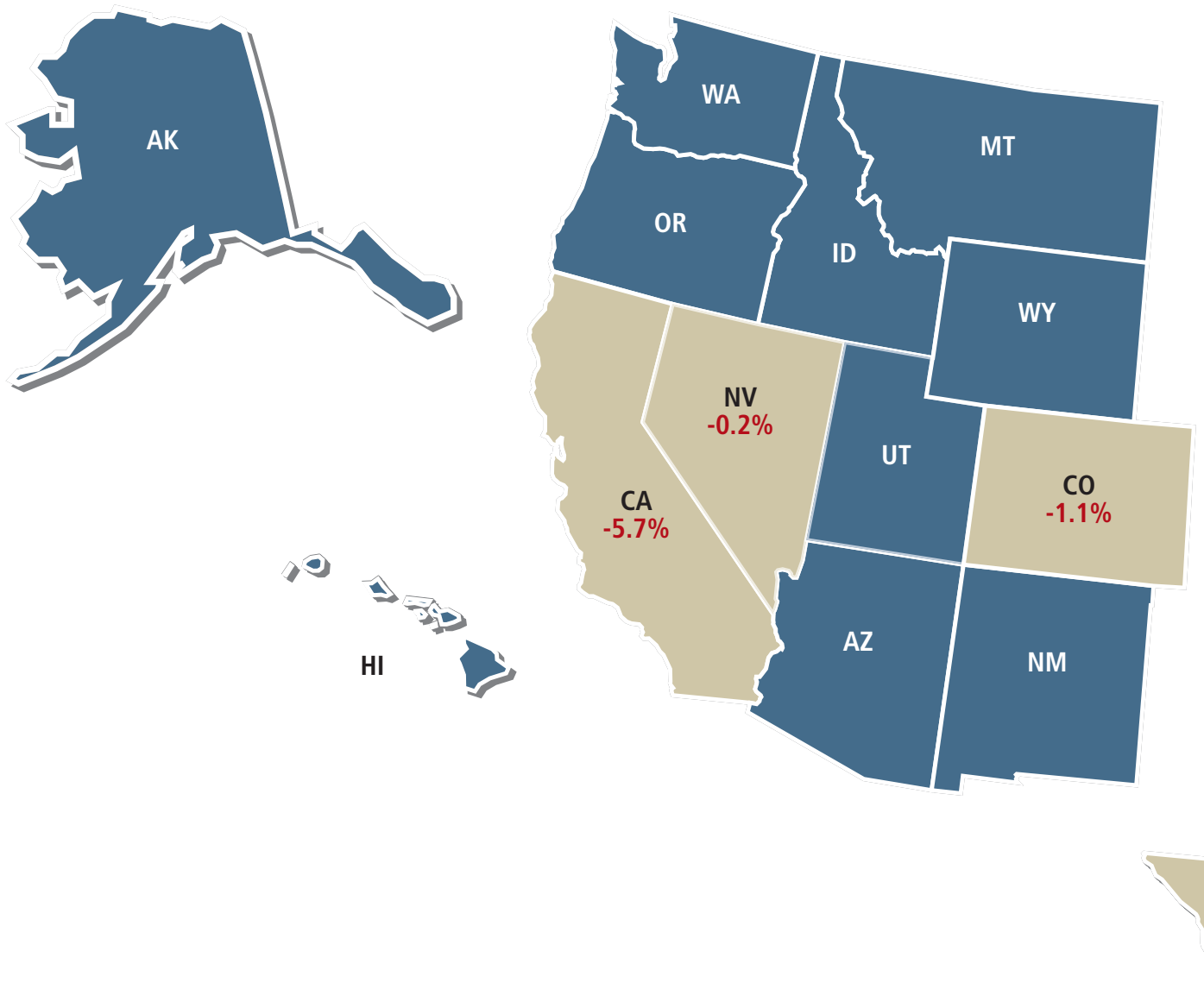
Faculty members at private liberal arts and private doctoral institutions earn more than their public counterparts; in 2011-12, the salary differentials were \$3,585 and \$12,364, respectively. The result is that the average faculty salary at private institutions remains higher than in public institutions; this year’s differential is \$10,147, an increase of 14 percent over last year’s difference of \$8,197.

CHART 2. AVERAGE FULL-TIME FACULTY SALARIES IN PUBLIC AND PRIVATE INSTITUTIONS, BY TYPE OF INSTITUTION, 2011-12



Source: US Department of Education, NCES, IPEDS Salary Survey 2010-11.

TABLE 1. STATES WITH A DECREASE IN HIGHER EDUCATION APPROPRIATIONS, FY12 TO FY2013



^aIncludes rapidly increasing appropriations made to the State Universities Retirement System (SURS) to address historical underfunding of pension programs. These SURS appropriations do not go to individual institutions or agencies and are not available to be used for educational purposes.

^bIncludes \$30 million to Missouri for need-based grants in FY11 and FY12, and \$5 million in FY13 for this same purpose, from the Missouri Higher Education Loan Authority, commonly referred to as MOHELA, which is a quasi-governmental organization. Also reflected in the 2012 and 2013 figures is \$100,000 provided to the state by this same entity for an Advanced Placement Incentive Grant, a nonrenewable grant award to eligible students based on specified criteria.

^cTennessee's 12.3% decrease in state monies for higher education between FY11 and FY13 is an anomaly, reflecting the decision by state government to apply all available federal stimulus funds in FY11 to K-12 education. An equivalent amount of one-time state funds were appropriated to higher education instead. Because of this decision, FY11 was artificially high, distorting the calculation of the change from FY11 to FY13.

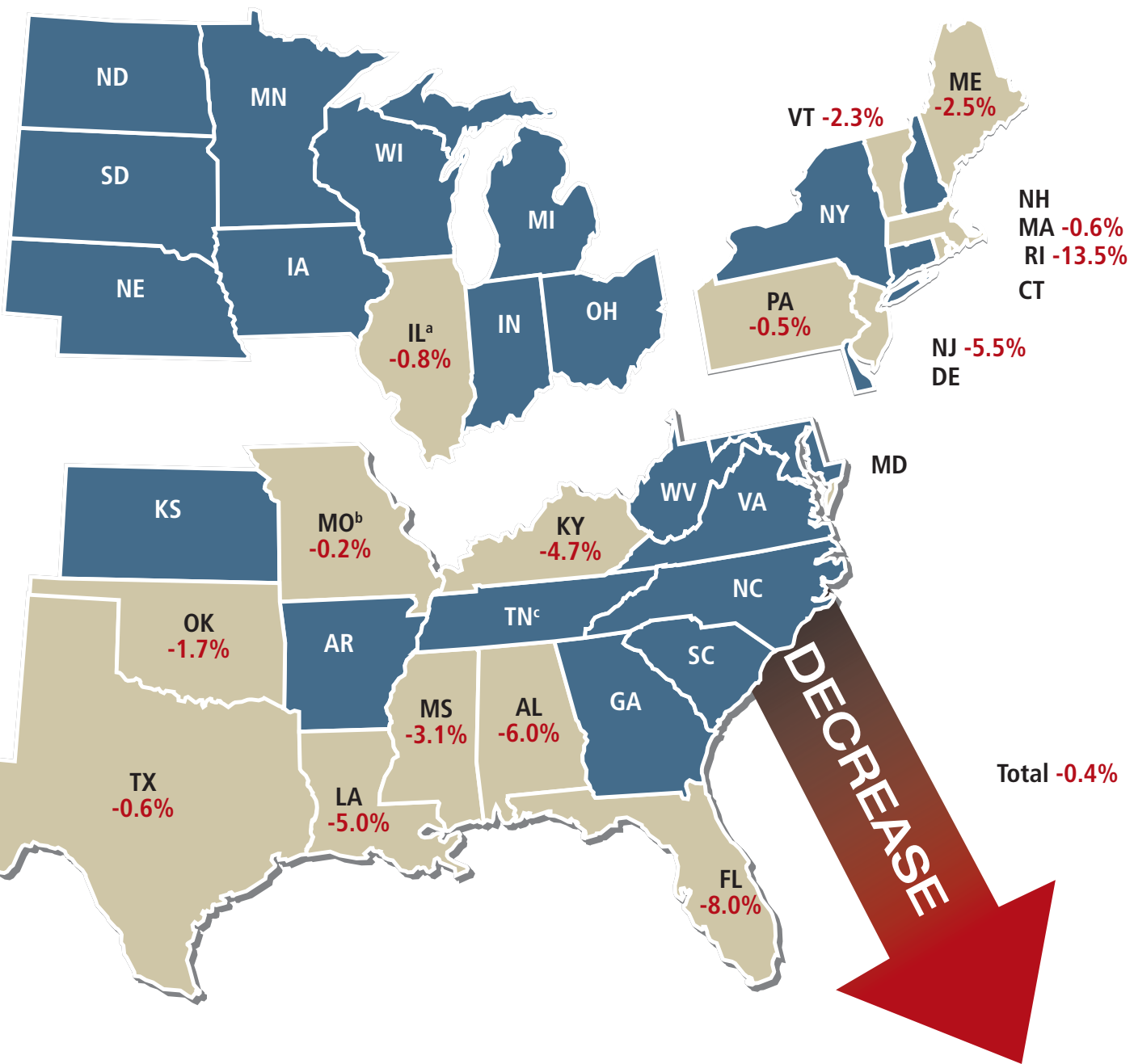


TABLE 2. WOMEN'S AVERAGE SALARIES COMPARED WITH MEN'S, BY INSTITUTIONAL TYPE AND CONTROL, 2011-12.

Type/Control	Women Salary	Men Salary	Women/Men
2-year Public	61,180	63,569	96%
2-year Private*	51,550	50,313	102%
Liberal Arts Public*	60,937	67,648	90%
Liberal Arts Private	64,805	71,112	91%
Comprehensive Public	64,200	70,794	91%
Comprehensive Private	62,555	68,294	92%
Doctoral Public	71,050	88,941	80%
Doctoral Private	80,632	103,021	78%
Average Public	66,371	79,562	83%
Average Private	73,617	91,034	81%

*Due to the low number of private 2-year institutions (95) and public liberal arts (63), these results should be interpreted with caution.

Source: U.S. Department of Education, NCES, IPEDS, Salary Survey, 2011-12.

women's salaries are nearly equal to those of their male counterparts. Two-year colleges are more likely to pay faculty on a salary schedule that treats everyone the same based on education and experience while universities reflect market rates that tend to pay masculine dominated areas such as engineering and business more than those associated with women such as teacher training and library science.

The number of women faculty members continues to increase

Despite the fact that women's salaries have made little headway relative to men, the percentage of full-time women faculty members at public institutions has increased by 100 percent since 1989-1990, while the number of men increased by 9 percent (Table 3). The share of women working full-time at private institutions has also increased dramatically during this time period, by 89 percent, compared with an 8 percent increase for men. Doctoral universities and community colleges have seen a net increase in women faculty of 195 and 82 percent, respectively. Overall, women account for 84 percent of the increase in the number of teaching faculty over the past 20 years.

TABLE 3. NET INCREASE IN FACULTY BY GENDER, 1989-90 TO 2011-12.

Institution Type	Public		Private		Total
	Women	Men	Women	Men	
AA	81.8%	9.2%	-75.4%	-79.3%	33.3%
BA	21.3%	-31.9%	-3.2%	-41.5%	-25.8%
Masters	9.3%	-43.5%	43.8%	-15.8%	-16.3%
Doctoral	195.0%	38.9%	242.3%	52.1%	83.4%
Total	100.3%	8.5%	89.4%	8.4%	35.8%

Source: U.S. Department of Education, NCES, IPEDS, Salary Survey, 1989-90, 2010-11.

Women faculty: Still paid less

Women faculty members continue to earn less than their male counterparts in all sectors except for private 2-year institutions, although the number of private 2-year institutions reporting results in 2011-12 was quite low. Similar to last year's data, the greatest disparity is at both public and private doctoral universities,

where women's salaries are 80 percent of men's in public universities and 78 percent of men's salaries in private universities (Table 2). These gaps have stubbornly remained the same for the past five years. Marginal progress has been made over the past few years in most sectors, but the disparities remain basically unchanged from 2008-2009. Female faculty members continue to fare best at 2-year institutions where

Comparison to administration salaries

Data from the College and University Professional Association for Human Resources (CUPA-HR) annual Administrative Compensation Survey shows a small increase in public

institutions senior administrators⁵ salaries between 2010-11 and 2011-12 (Table 4). Based on a sample of 1,240 public and private institutions, the average total pay increase across all institutions was 2.7 percent.

Administrative salaries showed less than 2 percent increase in public institutions while salaries for administrators in private institutions have gained between 2 to 3 percent (Table 5). Taken together the median salary has increased approximately 2.0 percent for most administrators; the highest median salary increase was 2.3 percent for athletics. Again, the difference in increases between the two sectors reinforces the effect of lagging state support for public higher education.

Graduate assistant stipends

Graduate students are an important part of the temporary work force in higher education, especially in universities, where many of them assist with teaching classes or academic research. Data from Oklahoma State University's annual Graduate Assistant Stipend Survey shows that the average stipend award for graduate students at land-grant universities on a 9/10 month contract decreased \$810 from \$15,951 in 2010-11 to \$15,141 in 2011-12 (Table 6). Not surprisingly, stipend amounts varied substantially by discipline area. STEM fields continued to provide the greatest graduate stipends. Specifically, graduate assistants in the following disciplines were compensated the most in 2011-12: physical sciences, biological science/life sciences, mathematics, health professions and related sciences, and engineering (in rank order).

TABLE 4. MEDIAN AND AVERAGE SALARY INCREASES FOR SENIOR ADMINISTRATORS AT POSTSECONDARY INSTITUTIONS, 2011-2012.

	All Institutions		Institutions Giving Increase	
	Median	Average	Median	Average
General pay increase (e.g. cost of living)	1.0%	2.4%	2.3%	4.5%
Merit pay increase	0.0%	0.9%	2.5%	2.7%
Total pay increase	2.0%	2.7%	2.5%	4.5%

Source: College and University Professional Association for Human Resources (2012). *Administrative compensation Survey For the 2011-12 academic year.*

TABLE 5. TWO-YEAR MEDIAN SALARY INCREASE BY JOB CATEGORY AND INSTITUTIONAL TYPE, 2010-11 TO 2011-12.

	All Institutions	Public	Private
Senior Executives/CFOs	2.0%	1.1%	2.6%
Deans	2.0%	1.5%	2.4%
Assoc. Deans	2.0%	1.5%	2.8%
Academic Affairs	2.0%	1.5%	2.3%
Business, Admin. Affairs, HR & IT	2.1%	1.8%	2.5%
Athletics	2.3%	2.0%	2.5%
Student Affairs	2.0%	1.5%	2.3%
External Affairs	2.0%	1.2%	2.2%

Source: Administrative compensation Survey For the 2011-12 academic year. College and University Professional Association for Human Resources (CUPA-HR).

Graduate students enrolled in law and legal studies programs were compensated 36 percent less than were students in the top compensated discipline, physical science (\$6,484 vs. \$17,961, respectively).

Contingent faculty

Contingent faculty members who provide instruction without the benefit of tenure or permanent employment make up a significant portion of the teaching force in postsecondary education. The majority of contingent

faculty appointments are part-time, but the percentage of full-time contingent faculty has been growing. According to a survey study of contingent faculty members and instructors conducted by the Coalition on the Academic Workforce, the median pay for part-time contingent faculty was \$2,700 per three-unit class, ranging from \$4,000 per course in engineering to \$1,800 in entry level health sciences programs. Not surprisingly, the median per course pay for part-time contingent faculty was higher at four-year doctoral and research

⁵ Defined as positions that require management of a function or subdivision of an institution, such as Senior Vice President, Vice President, Vice Chancellor, Vice Provost, etc.

TABLE 6. NUMBER OF GRADUATE ASSISTANTS AND AVERAGE STIPEND AMOUNTS AT LAND GRAND UNIVERSITIES ON 9/10-MONTH CONTRACTS, BY DISCIPLINE, 2011-2012.

Discipline	Average Stipend	Number of Graduate Assistants
Physical Sciences	\$17,961	6,372
Biological Sciences/Life Sciences	\$17,345	4,150
Mathematics	\$17,312	2,404
Health Professions and Related Sciences	\$16,554	1,469
Engineering	\$16,240	8,967
Computer and Information Sciences	\$16,141	1,319
Agricultural Business and Production	\$15,356	1,947
Multi/Interdisciplinary Studies	\$15,294	391
Conservation & Renewable Natural Resources	\$15,203	1,074
All Fields	\$15,141	55,167
All Fields-Without Medical	\$15,093	53,608
Social Sciences and History	\$14,749	2,920
Foreign Languages and Literatures	\$14,258	1,251
English Language and Literature/Letters	\$14,166	2,394
Communications	\$14,154	928
Psychology	\$14,079	2,549
Area, Ethnic, and Cultural Studies	\$13,981	221
Philosophy and Religion	\$13,845	406
Parks, Recreation, Leisure, & Fitness Studies	\$13,411	610
Home Economics	\$13,129	842
Business Management & Administrative Services	\$12,979	2,261
Liberal Arts & Sciences, General Studies, & Humanities	\$12,777	110
Public Administration and Services	\$12,552	454
Education	\$12,410	2,053
Engineering-Related Technologies	\$12,067	74
Architecture and Related Programs	\$11,102	666
Visual and Performing Arts	\$11,029	2,533
Law and Legal Studies	\$6,484	147

Note: Ranked in descending order according to 2011-12 salary.

Source: Oklahoma State University (2011). *Graduate Assistant Stipend Survey, 2011-12*. OSU: Stillwater, OK, 2012.

universities (\$3,400) than two-year-college level institutions (\$2,235). The study also revealed a positive relationship between the presence of a union on campus and part-time contingent faculty wages; the median pay per course was \$625 more for part-time faculty with union representation than for part-time faculty without union representation (\$3,100 and \$2,475, respectively).

This examination of state support shows that the recession continues to effect state support for higher education and faculty salaries. Faculty hiring has remained stagnant despite increases in student enrollment. Purchasing power has decreased across all faculty ranks, with faculty at public institutions generally earning less than those at private institutions.

MORE RESOURCES ON THE INTERNET:

The NEA website provides a list of salaries paid at individual campuses: www.nea.org/he

For federal sources, including IPEDS and NSOPF: www.nces.ed.gov

The American Association of University Professor's Annual Report on the Economic Status of the Profession also is a good source. www.aaup.org/AAUP/pubsres/research

The College and University Professional Association for Human Resources (CUPA-HR) provides a number of salary reports based on their own college survey. www.cupahr.org/surveys/index.asp

The Chronicle of Higher Education publishes "Fact Files," a compilation of data from various higher education agencies and collectors of information relating to higher education. <http://chronicle.com>

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

2013 Salary Review

2011–12 Faculty Salary Report

The 2011–12 institutional faculty salary report provides salary and compensation information for the 1,640 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 2011–12.

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 NCEES Salary Surveys in both 2010–11 and 2011–12. All dollar amounts are reported in thousands of dollars.

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

ALABAMA

AA

Alabama Southern Community College	–	–	–	52.3	52.3	0.1
Bevill State Community College	–	–	–	54.5	54.5	-2.8
Bishop State Community College	–	–	–	54.8	54.8	-0.8
Central Alabama Community College	–	–	–	53.8	53.8	-0.8
Chattahoochee Valley Community College	–	–	–	53.8	53.8	-2.0
Enterprise State Community College	–	–	–	51.9	51.9	0.9
Gadsden State Community College	–	–	–	54.0	54.0	0.9
George C Wallace State Community College–Dothan	–	–	–	50.9	50.9	-0.1
George C Wallace State Community College–Hanceville	–	–	–	52.5	52.5	0.5
George C Wallace State Community College–Selma	–	–	–	50.9	50.9	1.6

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

H Council Trenholm State Technical College	–	–	–	52.4	52.4	-0.6
J F Drake State Technical College	–	–	–	50.8	50.8	-5.0
J F Ingram State Technical College	–	–	–	48.4	48.4	0.6
James H Faulkner State Community College	–	–	–	53.4	53.4	0.2
Jefferson Davis Community College	–	–	–	52.5	52.5	-0.5
Jefferson State Community College	–	–	–	53.9	53.9	1.3
John C Calhoun State Community College	–	–	–	54.5	54.5	0.6
Lawson State Community College–Birmingham Campus	–	–	–	54.2	54.2	0.5
Lurleen B Wallace Community College	–	–	–	50.9	50.9	-0.5
Marion Military Institute	–	–	–	52.6	52.6	1.9
Northeast Alabama Community College	–	–	–	54.5	54.5	-1.7
Northwest Shoals Community College–Muscle Shoals	–	–	–	55.2	55.2	1.7

Definitions for the institutional report column headings are as follows:

PROF (\$): Average salary for professors on 9/10 month contracts, in thousands of dollars.

ASSC (\$): Average salary for associate professors on 9/10 month contracts, in thousands of dollars.

ASST (\$): Average salary for assistant professors on 9/10 month contracts, in thousands of dollars.

INST/LECT/NO RANK (\$): Average salary for instructors, lecturers, and faculty with no rank on 9/10 month contracts, in thousands of dollars.

AVG (\$): Average salary for all faculty on 9/10 month contracts, in thousands of dollars.

% CHG (%): Percent change in average faculty salary from 2008-09 to 2009-10.

AVG BENE (\$): Average benefits for faculty on 9/10 month contracts, in thousands of dollars.

† 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).

Special Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Reid State Technical College	–	–	–	51.7	51.7	2.6
Shelton State Community College	–	–	–	54.4	54.4	-0.9
Snead State Community College	–	–	–	57.4	57.4	5.4
Southern Union State Community College	–	–	–	52.3	52.3	1.3
BA						
Athens State University	84.5	73.3	60.4	59.9	69.1	1.3
BA+						
Auburn University at Montgomery	81.7	67.2	51.2	37.5	62.8	-0.9
University of Montevallo	77.7	59.9	51.2	47.7	60.9	1.8
University of North Alabama	78.6	67.6	56.3	49.6	65.8	3.6
University of West Alabama	72.3	62.0	49.2	37.7	52.7	-2.4
DOCTORAL						
Alabama A & M University	83.4	66.4	55.0	42.1	60.1	0.4
Alabama State University	85.7	69.0	56.1	46.2	64.5	0.7
Auburn University	106.8	75.7	65.0	41.0	79.8	3.5
Jacksonville State University	79.1	64.5	54.7	47.0	59.9	2.9
The University of Alabama	129.8	89.1	67.4	44.0	86.0	5.3
Troy University	79.6	67.7	58.7	45.3	61.0	6.1
University of Alabama at Birmingham	105.2	78.0	66.7	49.3	78.0	6.2
University of Alabama at Huntsville	112.9	82.5	68.5	47.7	79.3	4.4
University of South Alabama	90.4	67.5	57.0	44.7	64.7	3.0
ALASKA						
AA						
Prince William Sound Community College	94.6	64.7	67.3	50.8	74.7	-5.6
BA+						
University of Alaska Anchorage	98.9	78.4	67.3	55.4	74.2	1.3
University of Alaska Southeast	93.8	72.9	63.5	57.0	68.1	4.7

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
DOCTORAL						
University of Alaska Fairbanks	102.8	78.9	65.7	62.5	76.8	2.8
ARIZONA						
AA						
Arizona Western College	–	–	–	51.7	51.7	1.3
Central Arizona College	–	–	–	54.6	54.6	0.6
Chandler/Gilbert Community College	–	–	–	74.9	74.9	-1.1
Cochise College	–	–	–	57.4	57.4	1.2
Coconino Community College	–	–	–	55.5	55.5	4.0
Eastern Arizona College	–	–	–	65.9	65.9	1.3
Estrella Mountain Community College	–	–	–	73.2	73.2	-0.2
GateWay Community College	–	–	–	76.2	76.2	0.3
Glendale Community College	–	–	–	74.3	74.3	-0.4
Mesa Community College	–	–	–	75.9	75.9	-0.8
Mohave Community College	–	–	–	50.3	50.3	-1.4
Northland Pioneer College	–	–	–	53.8	53.8	-0.9
Paradise Valley Community College	–	–	–	75.1	75.1	-0.9
Phoenix College	–	–	–	76.7	76.7	-1.5
Pima Community College	–	–	–	61.3	61.3	-0.5
Rio Salado College	–	–	–	75.1	75.1	-3.2
Scottsdale Community College	–	–	–	75.5	75.5	0.0
South Mountain Community College	–	–	–	76.0	76.0	2.7
Yavapai College	–	–	–	55.0	55.0	3.4
DOCTORAL						
Arizona State University	121.8	84.4	74.6	47.2	84.7	0.5
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	96.9	69.3	59.0	46.5	69.5	2.6
University of Arizona	119.2	82.0	71.2	48.3	89.8	0.9

State/School

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

ARKANSAS

AA

Arkansas Northeastern College	–	–	–	44.0	44.0	1.8
Arkansas State University–Beebe	46.4	48.2	44.7	40.9	42.7	-1.0
Arkansas State University–Mountain Home	–	–	49.7	38.4	41.0	-2.1
Arkansas State University–Newport	–	–	34.9	43.5	39.8	-2.3
Black River Technical College	–	–	–	41.2	41.2	-0.5
College of the Ouachitas	–	–	–	42.1	42.1	-2.4
Cossatot Community College of the University of Arkansas	–	–	–	40.9	40.9	2.3
East Arkansas Community College	–	–	–	46.8	46.8	0.5
Mid–South Community College	–	–	–	40.7	40.7	-1.0
National Park Community College	–	–	–	42.8	42.8	1.3
North Arkansas College	–	–	–	45.7	45.7	-2.3
NorthWest Arkansas Community College	–	–	–	52.8	52.8	4.6
Ozarka College	–	–	–	39.4	39.4	-1.3
Phillips Community College of the University of Arkansas	–	–	–	39.6	39.6	2.0
Pulaski Technical College	–	–	–	47.6	47.6	0.7
Rich Mountain Community College	–	–	–	47.6	47.6	0.3
South Arkansas Community College	55.0	46.3	37.7	39.8	44.8	0.6
Southeast Arkansas College	–	–	–	43.3	43.3	2.0
Southern Arkansas University Tech	–	–	–	41.6	41.6	-1.2
University of Arkansas Community College–Batesville	–	–	–	39.3	39.3	-3.4
University of Arkansas Community College–Hope	–	–	–	39.0	39.0	-1.5
University of Arkansas Community College–Morrliton	–	–	–	45.0	45.0	11.8

BA

University of Arkansas–Fort Smith	88.5	69.5	54.2	46.9	56.7	2.9
-----------------------------------	------	------	------	------	------	-----

State/School

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

BA+

Arkansas Tech University	67.7	58.1	48.4	39.6	51.4	0.3
Henderson State University	63.7	54.0	51.0	41.9	55.3	3.9
Southern Arkansas University Main Campus	71.6	56.4	49.8	41.3	52.6	1.7
University of Arkansas at Monticello	63.2	55.1	46.5	40.8	50.8	3.8
University of Arkansas at Pine Bluff	59.5	55.7	47.0	38.7	46.6	1.3

DOCTORAL

Arkansas State University–Main Campus	77.1	61.0	56.7	36.2	57.5	4.8
University of Arkansas	110.9	76.3	76.0	43.1	76.5	1.0
University of Arkansas at Little Rock	85.7	67.2	58.8	41.9	64.8	1.4
University of Arkansas for Medical Sciences	–	–	–	–	–	–
University of Central Arkansas	76.1	62.2	55.6	41.2	55.3	2.4

CALIFORNIA

AA

Allan Hancock College	–	–	–	75.2	75.2	0.7
American River College	–	–	–	80.4	80.4	1.6
Antelope Valley College	90.6	77.0	78.2	75.6	81.8	1.5
Bakersfield College	–	–	–	86.3	86.3	-0.7
Barstow Community College	–	–	–	75.5	75.5	4.9
Berkeley City College	–	–	–	80.1	80.1	4.2
Butte College	–	–	–	84.7	84.7	-0.7
Cabrillo College	–	–	–	68.0	68.0	-7.2
Canada College	–	–	–	82.7	82.7	1.1
Cerritos College	–	–	–	86.4	86.4	0.9
Cerro Coso Community College	–	–	–	76.7	76.7	-10.3
Chabot College	–	–	–	90.4	90.4	1.5
Chaffey College	–	–	–	90.8	90.8	-0.0
Citrus College	–	–	–	86.7	86.7	1.4
City College of San Francisco	–	–	–	83.7	83.7	0.1
Coastline Community College	–	–	–	101.9	101.9	1.4
College of Alameda	–	–	–	84.4	84.4	5.2
College of Marin	–	–	–	97.6	97.6	-0.1
College of San Mateo	–	–	–	86.6	86.6	2.4
College of the Canyons	–	–	–	90.0	90.0	1.4

2013 Salary Review

State/School	Inst./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
College of the Desert	95.7	90.0	76.2	70.1	88.1	1.1
College of the Redwoods	-	-	-	89.4	89.4	0.1
College of the Sequoias	-	-	-	87.8	87.8	2.6
College of the Siskiyous	-	-	-	70.9	70.9	1.9
Columbia College	-	-	-	84.2	84.2	19.7
Contra Costa College	-	-	-	86.7	86.7	0.8
Copper Mountain Community College	-	-	-	70.7	70.7	-5.2
Cosumnes River College	-	-	-	80.5	80.5	0.6
Crafton Hills College	-	-	-	79.2	79.2	-0.8
Cuesta College	-	-	-	77.9	77.9	2.3
Cuyamaca College	-	-	-	81.0	81.0	2.4
Cypress College	-	-	-	105.6	105.6	0.6
De Anza College	-	-	-	90.7	90.7	8.1
Diablo Valley College	-	-	-	88.0	88.0	0.7
East Los Angeles College	-	-	-	65.4	65.4	-2.0
East San Gabriel Valley Regional Occupational Program	-	-	-	-	-	-
El Camino College--Compton Center	85.4	82.4	76.2	65.4	80.3	-4.1
El Camino Community College District	-	-	-	87.0	87.0	1.3
Evergreen Valley College	-	-	-	84.3	84.3	-1.2
Feather River Community College District	-	-	-	78.1	78.1	2.2
Folsom Lake College	-	-	-	78.6	78.6	2.1
Foothill College	-	-	-	90.4	90.4	2.4
Fresno City College	-	-	-	92.5	92.5	0.3
Fullerton College	-	-	-	106.6	106.6	0.9
Gavilan College	-	-	-	88.4	88.4	3.5
Glendale Community College	-	-	-	83.6	83.6	4.1
Golden West College	-	-	-	98.3	98.3	0.4
Grossmont College	-	-	-	77.9	77.9	-0.4
Hartnell College	-	-	-	82.6	82.6	0.4
Imperial Valley College	-	-	-	-	-	-
Irvine Valley College	-	-	-	89.5	89.5	-2.1
Lake Tahoe Community College	-	-	-	70.2	70.2	-2.5
Laney College	-	-	-	80.7	80.7	1.4
Las Positas College	-	-	-	89.7	89.7	1.5
Lassen Community College	-	-	-	68.4	68.4	-2.9
Long Beach City College	-	-	-	88.3	88.3	2.0
Los Angeles City College	-	-	-	70.6	70.6	0.0
Los Angeles County College of Nursing and Allied Health	-	-	-	-	-	-

State/School	Inst./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
Los Angeles Harbor College	-	-	-	69.3	69.3	-6.0
Los Angeles Mission College	-	-	-	60.1	60.1	3.1
Los Angeles Pierce College	-	-	-	65.9	65.9	-2.4
Los Angeles Southwest College	-	-	-	59.1	59.1	-7.0
Los Angeles Trade Technical College	-	-	-	74.0	74.0	0.7
Los Angeles Valley College	-	-	-	74.0	74.0	2.0
Los Medanos College	-	-	-	83.5	83.5	0.0
Mendocino College	-	-	-	87.0	87.0	18.4
Merced College	-	-	-	80.4	80.4	-1.0
Merritt College	-	-	-	80.0	80.0	1.8
MiraCosta College	-	-	-	117.2	117.2	1.5
Mission College	-	-	-	81.6	81.6	-0.8
Modesto Junior College	-	-	-	84.6	84.6	8.3
Monterey Peninsula College	-	-	-	80.5	80.5	-2.3
Moorpark College	-	-	-	82.4	82.4	0.1
Moreno Valley College	-	-	-	90.8	90.8	4.0
Mt. San Antonio College	-	-	-	90.9	90.9	7.1
Mt. San Jacinto Community College District	-	-	-	83.7	83.7	-0.8
Napa Valley College	-	-	-	79.9	79.9	3.5
Norco College	-	-	-	92.9	92.9	1.8
Ohlone Community College	-	-	-	101.6	101.6	3.0
Orange Coast College	-	-	-	96.4	96.4	0.7
Oxnard College	-	-	-	87.0	87.0	-0.2
Palo Verde College	-	-	-	74.7	74.7	1.2
Palomar College	-	-	-	93.3	93.3	-0.1
Pasadena City College	-	-	-	85.3	85.3	3.1
Peralta Community College System Office	-	-	-	-	-	-
Porterville College	-	-	-	85.4	85.4	-3.5
Reedley College	-	-	-	90.4	90.4	0.7
Rio Hondo College	-	-	-	87.9	87.9	-0.0
Riverside City College	-	-	-	93.2	93.2	6.1
Sacramento City College	-	-	-	79.8	79.8	1.3
Saddleback College	-	-	-	92.4	92.4	-0.4
San Bernardino Valley College	-	-	-	72.6	72.6	-8.3
San Diego City College	-	-	-	68.9	68.9	2.4
San Diego Mesa College	-	-	-	74.9	74.9	5.0
San Diego Miramar College	-	-	-	66.9	66.9	-7.1
San Joaquin Delta College	-	-	-	90.9	90.9	0.4
San Jose City College	-	-	-	87.6	87.6	0.6
Santa Ana College	-	-	-	92.3	92.3	0.9
Santa Barbara City College	-	-	-	82.9	82.9	0.6

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Santa Monica College	–	–	–	96.4	96.4	0.0
Santa Rosa Junior College	–	–	–	82.9	82.9	-2.1
Santiago Canyon College	–	–	–	90.0	90.0	1.7
Shasta College	–	–	–	70.5	70.5	-5.9
Sierra College	–	–	–	76.1	76.1	5.8
Skyline College	–	–	–	85.6	85.6	1.3
Solano Community College	–	–	–	76.8	76.8	-2.4
Southwestern College	–	–	–	86.8	86.8	0.1
Taft College	90.1	72.4	–	–	84.9	-0.1
Ventura College	–	–	–	82.8	82.8	-0.2
Victor Valley College	–	–	–	92.3	92.3	0.8
West Hills College Coalinga	–	–	–	83.6	83.6	-2.4
West Hills College Lemoore	–	–	–	84.4	84.4	1.5
West Los Angeles College	–	–	–	64.6	64.6	-5.0
West Valley College	–	–	–	81.6	81.6	0.7
Woodland Community College	–	–	–	74.1	74.1	-0.7
Yuba College	–	–	–	83.7	83.7	2.6

BA

California Maritime Academy	96.1	78.9	65.4	68.1	75.6	2.0
-----------------------------	------	------	------	------	------	-----

BA+

California State Polytechnic University–San Luis Obispo	96.7	79.7	65.5	61.6	78.9	-0.9
California State Polytechnic University–Pomona	96.0	75.3	71.3	60.0	83.4	-1.5
California State University–Bakersfield	94.7	73.1	66.9	56.5	75.6	0.7
California State University–Channel Islands	101.3	90.3	77.5	58.3	78.0	2.2
California State University–Chico	91.3	70.7	60.6	59.5	75.9	-0.6
California State University–Dominguez Hills	96.1	76.8	70.2	57.3	77.0	-1.2
California State University–East Bay	95.0	77.5	70.4	56.1	79.4	0.1
California State University–Monterey Bay	90.4	70.8	61.7	53.3	70.2	0.8
California State University–San Marcos	93.4	77.8	66.9	55.0	76.0	-3.2
Humboldt State University	88.6	68.2	61.8	53.1	73.5	-2.0
San Jose State University	96.1	77.5	70.1	61.7	82.1	-1.3

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Sonoma State University	89.5	70.9	62.6	60.4	76.6	0.5

DOCTORAL

California State University–Fresno	94.8	71.3	62.1	53.9	73.9	-1.2
California State University–Fullerton	95.0	78.4	69.8	56.8	76.5	-1.2
California State University–Long Beach	93.9	75.7	68.5	61.1	77.6	-0.9
California State University–Los Angeles	95.6	77.3	65.3	52.2	81.3	-1.5
California State University–Northridge	91.7	74.6	67.0	56.6	76.4	-1.6
California State University–Sacramento	90.6	71.3	64.1	55.2	75.3	-1.1
California State University–San Bernardino	93.4	71.4	64.7	53.5	77.5	0.3
California State University–Stanislaus	90.1	69.3	62.2	49.6	72.9	-2.0
San Diego State University	99.4	78.6	72.9	67.5	83.7	0.9
San Francisco State University	98.2	81.2	71.2	61.7	83.1	-0.0
University of California–Berkeley	153.9	103.9	92.3	69.8	125.4	2.9
University of California–Davis	132.2	89.6	78.3	75.9	107.2	5.6
University of California–Irvine	136.3	89.4	80.9	76.7	109.1	4.8
University of California–Los Angeles	163.4	108.2	88.5	74.2	133.4	4.5
University of California–Merced	126.7	85.7	76.5	48.7	73.6	2.9
University of California–Riverside	132.7	82.8	75.7	60.3	98.8	4.5
University of California–San Diego	139.8	90.7	87.7	75.1	113.9	4.3
University of California–Santa Barbara	138.5	85.4	78.5	69.6	112.8	5.4
University of California–Santa Cruz	125.3	85.1	75.6	74.1	103.7	5.8

COLORADO

AA

Aims Community College	48.2	43.9	40.9	38.3	45.9	-8.6
Arapahoe Community College	–	–	–	52.0	52.0	4.8
Colorado Mountain College	84.6	73.2	63.9	61.4	73.6	-1.5

2013 Salary Review

State/School				No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)			
Colorado Northwestern Community College	–	–	–	42.9	42.9	-5.0
Community College of Aurora	–	–	–	49.3	49.3	-5.1
Community College of Denver	53.1	45.5	39.7	40.4	43.8	-1.4
Front Range Community College	49.3	–	–	–	49.3	0.3
Lamar Community College	–	–	–	42.6	42.6	-6.5
Morgan Community College	–	–	–	46.2	46.2	3.9
Northeastern Junior College	49.5	42.1	41.1	–	43.9	8.2
Otero Junior College	–	–	–	39.7	39.7	1.2
Pikes Peak Community College	–	–	–	42.7	42.7	8.7
Pueblo Community College	–	–	–	46.0	46.0	-0.2
Red Rocks Community College	–	–	–	46.3	46.3	-0.3
Trinidad State Junior College	44.7	39.1	39.1	–	40.3	2.3
BA						
Fort Lewis College	72.9	59.7	49.6	38.2	56.6	4.0
United States Air Force Academy	–	–	–	–	–	–
BA+						
Adams State College	61.9	50.6	48.9	38.4	52.3	-1.0
Colorado State University–Pueblo	79.5	62.5	52.1	32.1	57.7	1.3
Metropolitan State College of Denver	83.1	62.4	54.3	45.9	61.9	2.2
Western State College of Colorado	69.7	56.2	53.1	41.5	57.4	3.6
DOCTORAL						
Colorado Mesa University	70.0	59.8	52.7	41.1	54.0	-1.9
Colorado School of Mines	128.9	89.4	78.5	54.9	90.2	0.2
Colorado State University–Fort Collins	104.4	79.4	67.1	44.3	79.9	0.6
University of Colorado Boulder	123.2	90.1	77.1	50.2	89.9	5.8
University of Colorado Denver	106.9	82.6	71.3	50.9	73.0	1.5
University of Colorado–Colorado Springs	95.5	72.2	63.1	43.4	65.2	1.4
University of Northern Colorado	75.9	59.6	51.3	37.9	58.9	-2.2

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

CONNECTICUT

AA

Asnuntuck Community College	87.0	71.7	51.9	47.7	71.0	3.5
Capital Community College	82.3	63.4	57.7	50.5	67.9	-1.1
Gateway Community College	87.1	68.3	59.8	50.5	75.0	3.2
Housatonic Community College	82.9	65.6	56.9	49.9	65.2	5.3
Manchester Community College	85.3	65.4	54.6	55.5	72.9	1.4
Middlesex Community College	83.1	66.2	55.9	49.8	70.4	2.5
Naugatuck Valley Community College	82.8	66.0	55.0	49.4	70.0	-0.3
Northwestern Connecticut Community College	81.6	73.6	57.8	51.1	69.6	2.1
Norwalk Community College	79.8	63.6	59.4	48.2	71.5	3.8
Quinebaug Valley Community College	77.0	60.3	55.6	48.2	65.5	8.1
Three Rivers Community College	82.1	65.0	54.9	49.7	66.7	6.4
Tunxis Community College	84.3	64.8	54.7	47.1	69.4	2.0

BA

United States Coast Guard Academy	–	–	–	–	–	–
-----------------------------------	---	---	---	---	---	---

BA+

Eastern Connecticut State University	94.2	73.4	59.7	48.2	78.6	1.8
--------------------------------------	------	------	------	------	------	-----

DOCTORAL

Central Connecticut State University	96.6	77.5	62.3	56.1	80.6	2.2
Southern Connecticut State University	94.5	77.3	61.3	48.2	78.6	4.4
University of Connecticut	138.6	91.7	73.2	65.9	102.5	-1.3
Western Connecticut State University	99.7	79.2	63.7	53.2	82.0	0.5

DELAWARE

AA

Delaware Technical and Community College–Owens	–	–	–	64.6	64.6	1.4
Delaware Technical and Community College–Stanton-Wilmington	–	–	–	64.4	64.4	0.8

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Delaware Technical and Community College–Terry	–	–	–	63.5	63.5	-0.2

DOCTORAL

Delaware State University	78.6	64.3	59.1	47.2	63.6	-3.6
University of Delaware	139.2	94.7	82.0	66.1	104.0	4.0

DISTRICT OF COLUMBIA

BA+

University of the District of Columbia	101.1	79.5	61.9	57.0	83.2	4.0
---	-------	------	------	------	------	-----

FLORIDA

AA

Brevard Community College	63.6	60.0	51.0	42.5	53.2	-0.9
Broward College	71.4	63.2	54.9	41.5	56.3	-0.5
Chipola College	55.2	49.4	47.7	42.7	48.6	0.5
College of Central Florida	60.6	49.8	43.2	38.1	49.2	3.9
Daytona State College	58.5	55.3	52.0	60.6	55.8	-15.0
Edison State College	–	–	–	54.2	54.2	-2.0
Florida Gateway College	–	–	–	47.9	47.9	3.3
Florida Keys Community College	65.9	65.9	62.3	59.6	62.9	0.4
Florida State College at Jacksonville	48.9	45.6	44.4	42.1	48.0	-0.8
Gulf Coast State College	65.2	53.1	44.4	41.8	47.3	2.4
Hillsborough Community College	65.2	55.5	56.6	49.1	52.1	0.1
Indian River State College	92.9	86.4	74.1	71.3	75.4	2.3
Lake–Sumter Community College	58.7	50.8	46.0	41.4	45.2	3.5
Miami Dade College	81.4	65.1	57.0	51.4	65.5	-1.1
North Florida Community College	–	–	–	44.6	44.6	-0.6
Northwest Florida State College	–	–	–	55.8	55.8	2.8
Palm Beach State College	67.2	59.7	55.3	55.1	56.7	0.4
Pasco–Hernando Community College	68.4	55.5	49.9	47.8	54.8	5.4
Pensacola State College	54.4	46.2	42.3	38.1	47.7	-2.1
Polk State College	–	–	–	53.5	53.5	6.3
Saint Johns River State College	53.4	–	–	51.0	51.0	3.5

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Santa Fe College	–	–	–	50.8	50.8	3.9
Seminole State College of Florida	–	–	–	58.1	58.1	-0.3
South Florida Community College	–	–	–	52.3	52.3	3.0
St Petersburg College	–	–	–	65.3	65.3	5.3
State College of Florida– Manatee–Sarasota	69.6	58.2	48.6	45.9	53.8	2.3
Tallahassee Community College	67.0	–	59.5	47.0	58.5	1.0
Valencia College	–	–	–	59.8	59.8	1.0

BA

New College of Florida	81.9	66.6	54.5	42.0	67.8	-0.4
------------------------	------	------	------	------	------	------

BA+

University of South Florida Sarasota–Manatee	93.1	88.0	76.3	61.5	75.1	-0.6
University of South Florida–Polytechnic	124.4	89.1	76.3	66.4	79.7	0.4
University of South Florida– St. Petersburg Campus	111.8	79.8	60.4	57.1	75.6	2.1

DOCTORAL

Florida Agricultural and Mechanical University	90.4	74.3	60.4	46.0	68.4	1.7
Florida Atlantic University	96.0	72.2	65.1	46.7	71.5	0.3
Florida Gulf Coast University	87.3	70.3	59.2	41.8	62.0	2.0
Florida International University	113.5	82.6	75.5	56.0	81.8	-0.2
Florida State University	108.2	75.5	74.6	55.5	85.9	4.0
The University of West Florida	86.0	63.3	57.4	45.3	64.1	-1.3
University of Central Florida	117.0	79.8	65.4	49.6	74.0	3.0
University of Florida	125.6	81.7	76.8	52.0	91.8	1.3
University of North Florida	95.3	67.1	57.6	46.1	64.4	4.7
University of South Florida–Main Campus	111.0	79.3	70.0	49.6	82.1	2.5

GEORGIA

AA

Abraham Baldwin Agricultural College	51.8	49.2	45.0	42.2	45.8	2.4
Albany Technical College	–	–	–	–	–	–
Altamaha Technical College	–	–	–	–	–	–
Appalachian Technical College	–	–	–	–	–	–

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Athens Technical College	--	--	--	54.2	54.2	0.8
Atlanta Metropolitan College	55.7	53.1	42.5	29.8	41.9	-9.5
Atlanta Technical College	--	--	--	--	--	--
Augusta Technical College	--	--	--	53.5	53.5	10.5
Bainbridge College	57.8	46.3	39.0	36.0	42.2	0.4
Central Georgia Technical College	--	--	--	52.9	52.9	5.1
Chattahoochee Technical College	--	--	--	27.1	27.1	-10.0
College of Coastal Georgia	70.4	56.6	51.9	46.6	53.9	5.5
Columbus Technical College	--	--	--	--	--	--
Darton College	65.7	48.5	43.9	47.0	45.7	0.1
East Central Technical College	--	--	--	--	--	--
East Georgia College	63.4	50.1	41.5	36.7	42.0	-0.3
Flint River Technical College	--	--	--	--	--	--
Gainesville State College	63.4	49.4	43.0	38.2	47.6	3.4
Georgia Highlands College	61.0	48.2	41.8	40.2	44.8	-0.1
Georgia Military College--Atlanta Campus	--	--	--	--	--	--
Georgia Military College--Augusta Campus	--	--	--	--	--	--
Georgia Military College--Columbus Campus	--	--	--	--	--	--
Georgia Military College--Milledgeville Campus	54.7	43.1	40.5	36.7	44.2	2.9
Georgia Military College--Valdosta Campus	--	--	--	--	--	--
Georgia Military College--Warner Robins Campus	--	--	--	--	--	--
Georgia Northwestern Technical College	--	--	--	53.1	53.1	-11.0
Georgia Perimeter College	62.6	55.8	44.6	38.7	45.2	-7.1
Georgia Piedmont Technical College	--	--	--	--	--	--
Gordon College	63.7	52.8	46.6	39.6	51.9	-0.7
Gwinnett Technical College	--	--	--	--	--	--
Heart of Georgia Technical College	--	--	--	--	--	--
Lanier Technical College	--	--	--	40.9	40.9	-5.0
Middle Georgia College	59.7	49.3	44.1	44.4	47.4	2.5
Middle Georgia College--Eastman	--	--	--	--	--	--
Middle Georgia Technical College	--	--	--	--	--	--

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Moultrie Technical College	--	--	--	50.0	50.0	--
North Georgia Technical College	--	--	--	--	--	--
North Metro Technical College	--	--	--	--	--	--
Northwestern Technical College	--	--	--	--	--	--
Oconee Fall Line Technical College	--	--	--	--	--	--
Ogeechee Technical College	--	--	--	--	--	--
Okefenokee Technical College	--	--	--	37.7	37.7	2.7
Savannah Technical College	--	--	--	52.8	52.8	-3.2
South Georgia College	54.3	47.5	43.1	38.2	42.4	-1.8
South Georgia Technical College	--	--	--	--	--	--
Southeastern Technical College	--	--	--	--	--	--
Southern Crescent Technical College	--	--	--	--	--	--
Southwest Georgia Technical College	--	--	--	42.7	42.7	0.0
Swainsboro Technical College	--	--	--	--	--	--
Waycross College	61.3	50.2	41.5	38.2	43.5	2.6
West Georgia Technical College	--	--	--	--	--	--
West Georgia Technical College	--	--	--	--	--	--
Wiregrass Georgia Technical College	--	--	--	--	--	--
BA						
Dalton State College	72.7	56.1	48.3	37.5	51.7	-2.8
Georgia Gwinnett College	103.7	72.8	61.2	50.5	64.9	-0.7
Macon State College	73.0	55.3	47.3	44.8	52.2	-0.4
BA+						
Albany State University	69.9	57.6	51.3	47.3	55.9	-0.4
Augusta State University	75.3	56.9	53.3	41.7	55.6	-3.1
Clayton State University	81.8	61.6	55.5	50.3	59.1	-0.4
Fort Valley State University	74.1	57.7	50.3	43.6	56.3	-0.2
Georgia College & State University	72.5	62.7	50.6	44.9	56.6	1.4
Georgia Southwestern State University	67.7	60.6	49.9	45.9	55.3	-1.1
Savannah State University	72.4	63.9	53.7	40.1	54.1	-2.4

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Southern Polytechnic State University	76.8	65.1	56.6	42.1	58.7	0.2

DOCTORAL

Armstrong Atlantic State University	75.3	63.5	51.3	43.9	56.0	1.1
Columbus State University	72.5	61.1	54.1	44.3	59.0	0.8
Georgia Health Sciences University	84.6	72.2	–	–	78.4	2.6
Georgia Institute of Technology–Main Campus	134.8	94.8	86.7	53.6	103.8	1.8
Georgia Southern University	79.7	66.4	58.8	40.8	61.2	-1.0
Georgia State University	120.4	78.0	69.5	46.9	77.5	1.4
Kennesaw State University	83.4	66.7	56.8	46.2	61.7	0.3
North Georgia College & State University	72.1	64.3	51.2	42.6	56.6	-0.3
University of Georgia	111.7	79.8	76.7	57.7	87.6	0.7
University of West Georgia	80.6	60.5	51.4	39.4	56.2	0.0
Valdosta State University	73.2	60.4	53.1	41.3	58.3	0.2

HAWAII

AA

Hawaii Community College	80.3	73.9	62.5	56.0	66.7	6.9
Honolulu Community College	81.5	69.9	64.5	53.4	69.1	4.8
Kapiolani Community College	81.0	69.8	64.0	55.6	65.9	5.4
Kauai Community College	80.0	70.7	68.4	56.5	63.4	3.0
Leeward Community College	80.9	68.4	62.9	53.1	65.9	5.5
University of Hawaii Maui College	82.0	71.0	64.5	55.8	65.0	4.2
Windward Community College	82.9	72.1	59.5	51.8	70.5	4.7

BA

University of Hawaii–West Oahu	83.5	77.3	66.1	53.1	73.0	7.9
--------------------------------	------	------	------	------	------	-----

DOCTORAL

University of Hawaii at Hilo	90.1	74.3	64.8	52.0	71.3	6.7
University of Hawaii at Manoa	113.1	87.2	73.6	60.6	89.5	5.3

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

IDAHO

AA

College of Southern Idaho	56.5	47.8	43.7	38.5	47.8	1.4
College of Western Idaho	–	–	–	42.7	42.7	-1.7
Eastern Idaho Technical College	–	–	–	44.9	44.9	-3.9
North Idaho College	–	–	–	53.0	53.0	4.1

BA

Lewis-Clark State College	56.0	47.3	43.6	34.5	48.2	0.1
---------------------------	------	------	------	------	------	-----

DOCTORAL

Boise State University	78.9	65.0	56.5	41.7	62.5	0.8
Idaho State University	74.7	57.1	53.4	39.4	55.1	-0.1
University of Idaho	90.6	68.8	60.6	44.8	70.6	0.5

ILLINOIS

AA

Black Hawk College	73.1	59.9	49.7	44.5	61.2	0.3
Carl Sandburg College	–	–	–	51.6	51.6	3.1
City Colleges of Chicago–Harold Washington College	95.9	76.6	65.4	62.0	67.1	0.3
City Colleges of Chicago–Harry S Truman College	108.1	89.3	73.8	68.3	77.7	0.7
City Colleges of Chicago–Kennedy-King College	96.8	79.1	69.0	63.3	66.9	-3.6
City Colleges of Chicago–Malcolm X College	122.2	93.0	72.1	63.3	66.6	1.9
City Colleges of Chicago–Olive-Harvey College	97.6	99.0	74.9	65.1	74.0	2.6
City Colleges of Chicago–Richard J Daley College	92.9	78.4	73.1	65.5	71.1	-1.2
City Colleges of Chicago–Wilbur Wright College	94.2	79.4	70.8	66.0	72.6	0.1
College of DuPage	111.7	87.3	69.7	52.5	99.4	-0.7
College of Lake County	–	–	–	84.0	84.0	5.1
Danville Area Community College	–	–	–	49.1	49.1	-2.8
Elgin Community College	113.2	90.9	75.7	58.8	88.0	1.3
Harper College	100.5	81.2	60.4	50.1	75.6	3.0
Heartland Community College	67.1	59.3	48.9	47.7	58.5	2.9
Highland Community College	–	–	–	72.3	72.3	5.5
Illinois Central College	63.6	53.4	48.6	45.1	57.6	0.9

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Illinois Eastern Community Colleges– Frontier Community College	50.9	–	–	–	50.9	3.5
Illinois Eastern Community Colleges– Lincoln Trail College	55.1	–	–	–	55.1	2.3
Illinois Eastern Community Colleges– Olney Central College	55.2	–	–	–	55.2	4.3
Illinois Eastern Community Colleges– Wabash Valley College	59.0	–	–	–	59.0	2.2
Illinois Valley Community College	–	–	–	64.6	64.6	2.7
John A Logan College	77.8	71.0	68.0	60.8	66.8	3.5
John Wood Community College	63.5	54.7	50.5	43.7	52.5	2.3
Joliet Junior College	–	–	–	76.3	76.3	3.2
Kankakee Community College	62.4	–	50.9	–	58.3	1.3
Kaskaskia College	74.5	64.5	60.4	–	65.7	4.9
Kishwaukee College	–	–	–	56.2	56.2	2.8
Lake Land College	–	–	–	51.3	51.3	-3.5
Lewis and Clark Community College	78.9	63.1	57.0	49.5	64.4	-1.3
Lincoln Land Community College	82.8	60.4	59.5	44.5	74.6	3.3
McHenry County College	–	–	–	83.7	83.7	3.9
Moraine Valley Community College	76.2	62.3	55.8	50.1	59.6	1.4
Morton College	–	–	–	76.3	76.3	3.3
Oakton Community College	112.8	80.1	73.0	61.8	95.8	5.6
Parkland College	77.1	66.2	55.7	52.7	65.3	3.8
Prairie State College	81.2	60.8	51.5	–	67.5	2.7
Rend Lake College	62.0	48.7	–	45.4	54.4	-1.7
Richland Community College	63.0	52.6	48.4	43.7	54.7	3.7
Rock Valley College	78.1	65.6	51.9	49.2	64.0	2.0
Sauk Valley Community College	57.4	53.1	48.9	39.2	49.9	-4.3
Shawnee Community College	–	–	–	56.3	56.3	6.1
South Suburban College	–	–	–	53.3	53.3	-9.8
Southeastern Illinois College	62.1	–	–	54.5	54.7	4.4
Southwestern Illinois College	80.6	64.2	56.8	49.5	62.4	12.6
Spoon River College	–	–	–	50.7	50.7	1.5
Triton College	–	–	–	67.3	67.3	-0.9

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Waubensee Community College	99.9	87.8	78.6	64.8	70.5	2.8
BA+						
Eastern Illinois University	90.0	72.4	63.2	45.2	66.4	5.0
Northeastern Illinois University	83.1	67.2	64.7	40.1	59.3	4.7
DOCTORAL						
Chicago State University	69.8	61.4	58.8	31.6	53.2	-9.9
Governors State University	103.2	78.3	70.3	80.3	81.7	1.3
Illinois State University	90.0	69.1	67.1	41.1	69.3	2.1
Northern Illinois University	92.7	72.1	65.7	40.0	69.1	2.3
Southern Illinois University Carbondale	97.3	73.5	62.7	37.0	67.7	-1.3
Southern Illinois University Edwardsville	86.9	69.1	58.0	38.8	62.2	4.9
University of Illinois at Chicago	122.9	86.9	74.6	43.4	87.9	2.6
University of Illinois at Springfield	90.6	67.8	55.9	50.0	63.2	-0.1
University of Illinois at Urbana–Champaign	134.9	85.7	81.4	57.2	100.7	3.3
Western Illinois University	91.1	72.1	59.3	45.4	69.0	2.0

INDIANA

AA

Ivy Tech Community College–Bloomington	56.5	46.9	42.2	36.1	44.4	-0.4
Ivy Tech Community College–Central Indiana	55.4	49.5	44.2	39.1	45.8	0.7
Ivy Tech Community College–Columbus	55.9	52.3	45.1	43.9	48.0	2.5
Ivy Tech Community College–East Central	59.4	53.4	43.8	37.7	44.7	0.8
Ivy Tech Community College–Kokomo	48.4	45.5	42.6	36.6	40.8	5.3
Ivy Tech Community College–Lafayette	55.5	50.4	45.4	41.3	45.6	-0.7
Ivy Tech Community College–Northcentral	59.0	50.2	43.1	38.4	43.3	6.9
Ivy Tech Community College–Northeast	55.9	52.8	47.6	43.2	46.7	1.8
Ivy Tech Community College–Northwest	60.4	51.1	42.2	37.7	43.0	1.0
Ivy Tech Community College–Richmond	62.2	49.0	45.9	40.3	45.0	1.0

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

Ivy Tech Community College—South Central	58.8	51.2	42.5	37.7	43.0	1.0
Ivy Tech Community College—Southeast	53.9	47.6	41.3	36.9	44.7	3.4
Ivy Tech Community College—Southwest	61.9	52.6	48.9	41.3	49.4	0.1
Ivy Tech Community College—Wabash Valley	57.7	50.0	42.6	36.7	42.0	-0.8
Vincennes University	64.0	55.1	46.0	46.7	54.9	0.3

BA+

Indiana University—East	70.1	60.8	57.3	47.1	56.1	4.0
Indiana University—Kokomo	75.4	58.1	53.8	41.7	55.8	0.8
Indiana University—Northwest	79.6	66.2	55.2	47.6	61.7	3.8
Indiana University—Purdue University—Fort Wayne	84.8	69.4	62.9	46.1	65.1	2.1
Indiana University—South Bend	73.6	59.1	57.0	42.0	56.5	4.7
Indiana University—Southeast	82.3	67.1	62.0	48.1	65.1	3.9
Purdue University—Calumet Campus	91.6	68.4	65.7	40.3	68.4	2.4
Purdue University—North Central Campus	85.8	62.5	57.1	52.1	60.8	1.8

DOCTORAL

Ball State University	86.3	66.8	54.3	43.3	61.7	2.6
Indiana State University	90.6	67.4	60.5	41.3	67.8	0.0
Indiana University—Bloomington	128.4	87.0	79.0	55.7	95.9	5.8
Indiana University—Purdue University—Indianapolis	106.3	76.6	64.1	46.7	72.7	4.8
Purdue University—Main Campus	126.6	87.2	78.9	45.1	94.0	2.0
University of Southern Indiana	82.0	66.7	56.2	45.6	59.3	1.1

IOWA

AA

Des Moines Area Community College	65.0	56.9	—	52.6	61.7	2.5
Eastern Iowa Community College District	—	—	—	51.2	51.2	-0.7
Ellsworth Community College	64.3	52.4	46.9	38.3	54.5	2.4
Hawkeye Community College	—	—	—	49.5	49.5	-0.5

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

Indian Hills Community College	—	—	—	55.3	55.3	2.8
Iowa Central Community College	59.2	54.8	59.1	54.8	55.9	2.4
Iowa Lakes Community College	58.5	44.1	48.1	—	52.6	5.8
Iowa Western Community College	58.9	49.6	45.0	39.2	46.3	2.6
Kirkwood Community College	66.1	57.6	51.4	48.5	56.1	1.5
Marshalltown Community College	62.4	53.8	47.0	39.0	55.8	1.1
North Iowa Area Community College	—	—	—	57.2	57.2	3.3
Northeast Iowa Community College—Calmar	—	—	—	46.7	46.7	-2.8
Northwest Iowa Community College	—	—	—	43.2	43.2	1.1
Southeastern Community College	—	—	—	63.0	63.0	1.2
Southwestern Community College	—	—	—	41.1	41.1	-1.9
Western Iowa Tech Community College	—	—	—	51.4	51.4	0.2

DOCTORAL

Iowa State University	119.5	83.3	74.8	52.1	88.2	1.5
University of Iowa	127.2	84.0	72.2	51.5	92.8	0.6
University of Northern Iowa	87.1	68.9	58.9	49.9	67.9	3.6

KANSAS

AA

Allen County Community College	—	—	—	42.2	42.2	1.2
Barton County Community College	—	—	—	44.0	44.0	3.3
Butler Community College	54.9	47.3	41.8	38.0	52.5	-0.0
Cloud County Community College	—	—	—	40.1	40.1	2.6
Coffeyville Community College	—	—	—	46.5	46.5	6.2
Colby Community College	—	—	—	36.2	36.2	-5.2
Cowley County Community College	—	—	—	49.8	49.8	-4.2
Dodge City Community College	48.0	42.7	37.9	37.0	45.5	1.9
Flint Hills Technical College	—	—	—	44.3	44.3	1.1
Fort Scott Community College	—	—	—	37.7	37.7	-0.0

2013 Salary Review

State/School	Inst./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
Garden City Community College	–	–	–	52.4	52.4	6.5
Highland Community College	–	–	–	46.0	46.0	4.7
Hutchinson Community College	–	–	–	49.6	49.6	5.1
Independence Community College	45.2	40.7	–	–	43.7	0.9
Johnson County Community College	70.8	61.7	60.5	–	66.5	2.7
Kansas City Kansas Community College	69.9	60.0	51.7	43.3	58.4	2.6
Labette Community College	49.4	43.4	38.5	34.1	43.5	1.9
Manhattan Area Technical College	–	–	–	52.7	52.7	3.2
Neosho County Community College	–	–	–	39.4	39.4	-1.3
North Central Kansas Technical College	–	–	–	37.0	37.0	0.1
Northwest Kansas Technical College	–	–	–	–	–	–
Pratt Community College	–	–	–	40.1	40.1	2.4
Salina Area Technical College	–	–	–	44.7	44.7	1.8
Seward County Community College and Area Technical School	–	–	–	46.6	46.6	-1.3
Wichita Area Technical College	–	–	–	42.5	42.5	1.7
BA+						
Fort Hays State University	71.7	60.3	53.9	41.0	54.2	3.1
Pittsburg State University	75.7	58.2	55.5	44.8	59.9	2.2
DOCTORAL						
Emporia State University	71.0	56.8	52.4	40.3	55.7	-0.0
Kansas State University	101.5	72.3	62.7	44.7	72.4	2.7
University of Kansas	116.6	78.6	68.1	47.0	87.1	0.1
Washburn University	96.4	68.1	54.1	43.1	65.8	-2.3
Wichita State University	95.2	69.9	61.4	47.9	71.5	3.7
KENTUCKY						
AA						
Ashland Community and Technical College	61.7	48.6	41.4	40.7	50.1	2.9

State/School	Inst./			No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
Big Sandy Community and Technical College	57.1	46.6	39.7	35.3	45.1	1.9
Bluegrass Community and Technical College	59.7	50.5	42.5	37.7	50.1	1.3
Bowling Green Technical College	58.7	48.8	41.7	36.1	42.7	-0.5
Elizabethtown Community and Technical College	60.7	46.8	41.1	36.6	47.9	0.7
Gateway Community and Technical College	66.6	51.1	48.2	43.3	48.6	1.7
Hazard Community and Technical College	58.5	49.6	43.1	37.6	51.9	3.8
Henderson Community College	59.9	49.7	43.6	42.2	52.9	2.0
Hopkinsville Community College	61.1	47.7	40.0	38.8	48.3	3.2
Jefferson Community and Technical College	60.9	49.2	48.1	41.4	51.8	2.4
Madisonville Community College	58.2	47.1	40.4	40.3	49.0	1.6
Maysville Community and Technical College	61.5	47.6	42.6	38.0	48.9	2.4
Owensboro Community and Technical College	60.4	49.6	39.8	38.9	47.5	-1.3
Somerset Community College	58.0	48.4	40.8	36.2	46.2	-0.7
Southeast Kentucky Community and Technical College	60.9	48.2	41.3	37.5	49.8	-1.3
West Kentucky Community and Technical College	59.0	47.7	41.8	38.2	49.8	1.2
BA+						
Kentucky State University	73.3	59.1	47.3	39.2	54.6	0.1
Murray State University	84.4	65.2	54.6	44.7	62.0	4.9
DOCTORAL						
Eastern Kentucky University	80.3	65.4	55.1	48.6	60.3	1.3
Morehead State University	72.9	60.8	51.6	38.1	55.4	1.4
Northern Kentucky University	95.8	71.9	65.7	45.5	66.9	2.1
University of Kentucky	110.1	78.8	71.7	49.0	82.9	3.9
University of Louisville	103.7	74.9	61.6	49.2	77.2	-0.0
Western Kentucky University	83.9	65.2	54.2	42.9	60.1	-0.1

State/School

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

LOUISIANA

AA

Acadiana Technical College—Lafayette Campus	54.0	—	42.2	33.3	34.7	6.0
Baton Rouge Community College	57.3	49.5	44.4	42.4	45.3	-1.0
Bossier Parish Community College	69.4	63.2	52.2	52.0	56.7	28.2
Capital Area Technical College—Baton Rouge Campus	—	—	—	35.6	35.6	0.3
Central Louisiana Technical College—Alexandria Campus	38.3	34.9	—	34.1	34.2	0.6
Delgado Community College	79.5	71.4	62.5	45.3	55.9	-2.6
L E Fletcher Technical Community College	—	—	38.6	27.9	28.2	-15.8
Louisiana Delta Community College—Monroe Campus	40.0	43.7	44.5	35.7	40.1	-1.1
Louisiana State University Eunice	58.2	48.3	41.5	39.9	46.5	-1.2
Louisiana Technical College—Ascension Campus	—	—	—	—	—	—
Louisiana Technical College—Gulf Area Campus	—	—	—	—	—	—
Louisiana Technical College—Jefferson Campus	—	—	—	—	—	—
Louisiana Technical College—Jumonville Memorial	—	—	—	—	—	—
Louisiana Technical College—Northeast LA Branch Campus	—	—	—	—	—	—
Louisiana Technical College—Oakdale Campus	—	—	—	—	—	—
Louisiana Technical College—Ruston Campus	—	—	—	—	—	—
Louisiana Technical College—Sabine Valley Campus	—	—	—	—	—	—
Louisiana Technical College—Shelby Jackson Campus	—	—	—	—	—	—
Louisiana Technical College—Shreveport-Bossier Campus	—	—	—	—	—	—
Louisiana Technical College—T H Harris Campus	—	—	—	—	—	—
Louisiana Technical College—Tallulah Campus	—	—	—	—	—	—

State/School

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

Louisiana Technical College—Teche Area Campus	—	—	—	—	—	—
Louisiana Technical College—West Jefferson Campus	—	—	—	—	—	—
Northeast Louisiana Technical College—Delta Ouachita Campus	—	—	—	32.5	32.5	—
Northshore Technical College—Florida Parishes Branch Campus	—	—	—	—	—	—
Northshore Technical College—Hammond Area Branch Campus	—	—	—	—	—	—
Northshore Technical Community College	47.0	43.3	39.4	36.5	37.7	2.6
Northwest Louisiana Technical College	45.0	36.1	—	34.3	36.6	0.4
Northwest Louisiana Technical College—Natchitoches Campus	—	—	—	—	—	—
Nunez Community College	52.9	48.5	41.6	47.7	47.7	1.7
River Parishes Community College	—	48.5	39.3	35.7	38.1	8.0
South Central Louisiana Technical College—Lafourche Campus	—	—	—	—	—	—
South Central Louisiana Technical College—River Parishes Campus	—	—	—	—	—	—
South Central Louisiana Technical College—Young Memorial Campus	—	—	—	35.1	35.1	-14.6
South Louisiana Community College	—	—	49.7	36.8	37.7	0.3
Southern University at Shreveport	47.8	45.9	43.5	39.6	43.7	-1.9
Sowela Technical Community College	—	—	—	36.0	36.0	-0.1
BA						
Louisiana State University—Alexandria	59.0	47.1	46.4	39.2	47.6	-0.1
BA+						
Louisiana State University—Shreveport	61.1	58.2	51.7	34.7	53.4	-0.9
McNeese State University	82.3	64.0	55.7	42.5	59.6	-0.9
Nicholls State University	71.2	58.7	51.3	39.5	51.6	-0.2
Northwestern State University of Louisiana	70.5	56.0	48.5	40.7	53.1	-2.7

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Southern University at New Orleans	61.0	53.9	49.9	41.6	51.8	0.6
DOCTORAL						
Grambling State University	70.8	60.0	54.2	41.5	56.4	-1.1
Louisiana State University Health Sciences Center–New Orleans	–	–	–	–	–	–
Louisiana State University Health Sciences Center–Shreveport	–	–	–	–	–	–
Louisiana State University and Agricultural & Mechanical College	110.5	79.4	67.2	44.9	81.1	0.4
Louisiana Tech University	78.6	68.4	59.2	45.1	61.7	-1.3
Southeastern Louisiana University	76.8	65.3	57.6	44.7	57.1	-1.7
Southern University and A & M College	75.2	60.7	50.8	51.5	61.6	7.5
University of Louisiana at Lafayette	101.6	74.4	59.7	44.7	69.2	-0.8
University of Louisiana–Monroe	77.9	68.2	61.1	40.3	62.1	6.7
University of New Orleans	88.3	64.6	61.4	39.0	67.3	0.8

MAINE

AA

Central Maine Community College	–	–	–	52.4	52.4	-1.9
Eastern Maine Community College	–	–	–	55.1	55.1	-2.2
Kennebec Valley Community College	–	–	–	54.8	54.8	-0.9
Northern Maine Community College	–	–	–	56.1	56.1	-1.0
Southern Maine Community College	61.9	49.3	50.7	47.9	52.8	0.6
Washington County Community College	–	–	–	49.2	49.2	-3.9
York County Community College	–	–	–	48.2	48.2	0.8

BA

University of Maine at Fort Kent	71.0	55.0	47.5	44.1	56.5	2.4
University of Maine at Machias	66.6	56.2	44.3	37.4	53.7	-3.7
University of Maine at Presque Isle	67.5	56.3	47.2	49.5	56.2	0.6

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

BA+

University of Maine at Augusta	75.0	59.8	49.9	47.2	60.3	-0.6
University of Maine at Farmington	72.8	55.7	49.0	44.3	57.1	0.1

DOCTORAL

University of Maine	97.3	75.4	60.5	52.1	78.7	-1.6
University of Southern Maine	96.5	73.8	61.3	45.9	75.7	1.4

MARYLAND

AA

Allegany College of Maryland	62.0	48.4	44.5	39.6	51.1	-0.5
Anne Arundel Community College	82.4	65.8	57.6	49.9	67.2	-0.1
Baltimore City Community College	77.8	64.4	55.2	58.3	60.9	1.5
Carroll Community College	62.8	59.5	49.3	49.9	53.4	-1.9
Cecil College	70.6	59.2	47.9	42.1	56.3	-0.1
Chesapeake College	74.6	67.7	57.5	53.9	64.0	-0.6
College of Southern Maryland	81.7	65.4	61.8	–	75.9	0.4
Frederick Community College	83.1	72.8	58.2	–	66.6	0.4
Garrett College	65.7	53.3	–	43.9	60.3	-2.8
Hagerstown Community College	74.7	57.6	53.3	47.4	57.3	2.7
Harford Community College	83.6	65.9	52.4	44.9	58.4	0.9
Howard Community College	82.4	67.0	57.9	52.1	65.2	0.7
Montgomery College	86.9	70.4	59.9	58.4	77.4	0.0
Prince George's Community College	70.7	58.7	50.4	49.0	61.7	-2.4
The Community College of Baltimore County	85.4	67.0	57.6	51.4	63.6	0.9
Wor-Wic Community College	78.8	60.9	53.0	44.8	53.6	-1.1

BA

United States Naval Academy	128.2	103.9	82.0	73.8	107.1	-0.1
-----------------------------	-------	-------	------	------	-------	------

BA+

Coppin State University	84.9	67.7	59.8	43.8	62.8	-0.4
Frostburg State University	81.9	67.5	58.8	43.6	67.4	2.0
Salisbury University	84.1	66.3	63.6	44.7	65.1	0.0

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
St Mary's College of Maryland	89.1	64.2	56.8	49.7	69.2	2.7

DOCTORAL

Bowie State University	85.9	68.8	62.2	53.7	64.0	-0.8
Morgan State University	108.9	77.9	67.3	44.9	62.9	1.7
Towson University	89.3	70.6	61.8	40.9	64.1	0.2
University of Baltimore	132.9	99.3	83.0	64.5	100.2	1.9
University of Maryland Eastern Shore	77.3	66.8	62.2	49.5	61.0	-0.6
University of Maryland-Baltimore	153.0	97.7	88.6	66.4	117.1	1.6
University of Maryland-Baltimore County	103.6	76.6	67.8	51.2	76.6	-0.6
University of Maryland-College Park	131.7	94.4	83.5	62.8	97.9	0.7
University of Maryland-University College	42.9	36.0	30.9	-	40.8	7.3

MASSACHUSETTS

AA

Berkshire Community College	62.1	49.9	50.2	-	59.5	1.5
Bristol Community College	65.1	54.6	50.7	45.4	57.5	-0.6
Bunker Hill Community College	67.3	58.3	51.4	-	62.5	2.6
Cape Cod Community College	64.7	53.4	48.9	49.0	60.3	2.7
Greenfield Community College	61.8	54.3	46.1	48.7	56.7	3.7
Holyoke Community College	64.5	53.0	50.5	48.0	58.6	1.4
Massachusetts Bay Community College	67.6	55.2	53.8	60.9	60.7	1.4
Massasoit Community College	70.2	53.1	49.2	47.0	61.3	0.6
Middlesex Community College	63.9	50.8	53.2	-	61.3	4.2
Mount Wachusett Community College	66.8	60.2	56.8	-	63.7	3.0
North Shore Community College	65.8	51.8	50.2	40.5	59.4	0.9
Northern Essex Community College	65.9	51.8	49.9	47.5	57.4	1.0
Quincy College	74.9	-	-	61.3	64.4	-2.8
Quinsigamond Community College	63.4	51.9	47.7	43.4	58.3	-1.3
Roxbury Community College	66.3	59.2	52.5	50.8	60.3	0.3

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Springfield Technical Community College	67.2	51.8	46.6	30.0	60.9	0.1

BA+

Bridgewater State University	82.1	68.5	61.0	53.0	70.2	3.3
Fitchburg State University	83.2	67.6	58.0	56.6	69.8	3.6
Framingham State University	82.4	64.4	58.1	50.5	66.6	2.8
Massachusetts College of Art and Design	81.6	68.1	64.8	-	76.9	5.6
Massachusetts College of Liberal Arts	85.1	63.9	52.0	46.0	69.5	2.5
Massachusetts Maritime Academy	88.2	67.9	60.4	-	76.1	5.2
Salem State University	83.4	70.2	64.2	59.4	72.9	4.9
Westfield State University	83.4	66.5	56.8	52.1	69.0	5.4
Worcester State University	82.5	70.0	56.9	55.5	70.1	4.4

DOCTORAL

University of Massachusetts-Amherst	123.4	90.9	72.7	59.8	93.9	2.5
University of Massachusetts-Boston	116.2	87.1	77.1	61.6	86.0	2.8
University of Massachusetts-Dartmouth	111.2	86.0	72.6	60.6	86.7	2.7
University of Massachusetts-Lowell	120.4	95.0	77.2	65.2	97.0	1.0

MICHIGAN

AA

Alpena Community College	-	-	-	66.7	66.7	4.0
Bay de Noc Community College	-	-	-	70.4	70.4	4.0
Delta College	89.4	81.1	69.0	56.2	72.9	1.2
Glen Oaks Community College	-	-	-	-	-	-
Gogebic Community College	-	-	-	56.8	56.8	2.8
Grand Rapids Community College	96.3	84.0	59.2	47.9	81.1	-5.2
Henry Ford Community College	-	-	-	101.9	101.9	5.9
Jackson Community College	-	-	-	-	-	-
Kalamazoo Valley Community College	-	-	-	83.8	83.8	5.5

2013 Salary Review

State/School				No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)			
Kellogg Community College	65.6	—	—	55.6	63.9	-21.4
Kirtland Community College	—	—	—	—	—	—
Lake Michigan College	—	—	—	73.9	73.9	-0.2
Lansing Community College	55.9	—	—	—	55.9	-11.1
Macomb Community College	—	—	—	74.0	74.0	-0.6
Mid Michigan Community College	67.4	68.3	61.7	56.4	64.3	2.1
Monroe County Community College	91.7	81.0	75.3	74.2	79.5	-0.4
Montcalm Community College	—	—	—	70.1	70.1	2.6
Mott Community College	—	—	—	69.1	69.1	-0.3
Muskegon Community College	—	—	—	78.1	78.1	3.2
North Central Michigan College	76.0	—	—	—	76.0	1.0
Northwestern Michigan College	—	—	—	65.6	65.6	-1.6
Oakland Community College	—	—	—	81.8	81.8	1.1
Schoolcraft College	—	—	—	78.4	78.4	-0.7
Southwestern Michigan College	—	—	—	56.8	56.8	2.6
St Clair County Community College	76.3	—	—	53.3	74.1	-0.8
Washtenaw Community College	—	—	—	—	—	—
Wayne County Community College District	—	—	—	69.6	69.6	0.5
West Shore Community College	75.3	49.7	—	39.0	69.7	-1.3
BA+						
Lake Superior State University	66.6	55.0	50.5	42.5	54.4	-0.9
Northern Michigan University	82.2	64.7	52.8	47.0	64.4	-1.5
Saginaw Valley State University	80.0	66.9	57.5	45.4	66.3	0.1
DOCTORAL						
Central Michigan University	97.8	75.2	61.5	41.3	71.8	-1.5
Eastern Michigan University	93.2	75.4	64.8	40.2	76.6	2.5
Ferris State University	86.7	70.4	60.4	43.2	72.3	4.1
Grand Valley State University	92.1	71.3	58.7	42.4	65.9	5.7
Michigan State University	129.5	90.2	71.7	47.6	97.9	2.3

State/School				No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)			
Michigan Technological University	102.6	80.4	73.7	51.9	79.5	0.4
Oakland University	99.3	73.2	63.6	56.2	73.9	0.4
University of Michigan—Ann Arbor	147.3	97.8	86.8	56.9	111.6	1.9
University of Michigan—Dearborn	104.0	84.9	72.6	53.9	83.0	3.6
University of Michigan—Flint	94.5	72.1	65.2	47.8	66.9	-0.1
Wayne State University	117.1	87.8	75.2	56.3	86.6	2.4
Western Michigan University	99.6	76.0	61.3	48.5	82.2	-0.4

MINNESOTA

AA

Alexandria Technical & Community College	—	—	—	63.0	63.0	0.7
Anoka Technical College	—	—	—	60.5	60.5	-0.6
Anoka-Ramsey Community College	—	—	—	59.4	59.4	-0.6
Central Lakes College—Brainerd	—	—	—	60.7	60.7	-1.6
Century Community and Technical College	—	—	—	60.7	60.7	-0.2
Dakota County Technical College	—	—	—	62.4	62.4	-1.5
Hennepin Technical College	—	—	—	58.8	58.8	-0.5
Hibbing Community College—A Technical and Community College	—	—	—	61.9	61.9	0.1
Inver Hills Community College	—	—	—	59.7	59.7	-0.2
Itasca Community College	—	—	—	62.4	62.4	-1.8
Lake Superior College	—	—	—	61.1	61.1	-0.8
Mesabi Range Community and Technical College	—	—	—	62.2	62.2	-1.1
Minneapolis Community and Technical College	—	—	—	61.6	61.6	-2.2
Minnesota State College—Southeast Technical	—	—	—	60.5	60.5	-0.6
Minnesota State Community and Technical College	—	—	—	58.7	58.7	-1.0
Minnesota West Community and Technical College	—	—	—	60.1	60.1	-0.6
Normandale Community College	—	—	—	61.0	61.0	-0.3
North Hennepin Community College	—	—	—	60.1	60.1	-2.0
Northland Community and Technical College	—	—	—	59.5	59.5	0.2
Northwest Technical College—	—	—	—	61.4	61.4	-0.4

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Pine Technical College	–	–	–	59.8	59.8	1.0
Rainy River Community College	–	–	–	59.1	59.1	-1.1
Ridgewater College	–	–	–	60.6	60.6	-0.4
Riverland Community College	–	–	–	61.7	61.7	0.2
Rochester Community and Technical College	–	–	–	60.2	60.2	-0.8
Saint Paul College—A Community and Technical College	–	–	–	59.4	59.4	-0.9
South Central College	–	–	–	60.0	60.0	-2.4
St Cloud Technical and Community College	–	–	–	60.3	60.3	-1.4
Vermilion Community College	–	–	–	59.6	59.6	-2.1
BA						
University of Minnesota—Crookston	84.3	66.9	62.1	51.5	60.6	2.8
University of Minnesota—Morris	75.6	58.9	50.7	44.8	58.7	-4.3
BA+						
Bemidji State University	79.9	66.7	59.2	50.0	70.3	0.9
Southwest Minnesota State University	79.8	68.0	56.0	–	68.6	-0.2
DOCTORAL						
Metropolitan State University	83.2	66.5	62.6	–	68.7	-1.5
Minnesota State University Moorhead	79.6	62.6	56.5	41.7	66.2	-0.1
Minnesota State University—Mankato	87.4	68.4	62.2	43.9	71.8	-0.2
Saint Cloud State University	83.1	67.6	62.0	44.9	73.1	-0.3
University of Minnesota—Duluth	93.8	72.1	58.3	47.1	67.4	-0.4
University of Minnesota— Twin Cities	128.6	84.7	79.4	51.5	94.3	1.3
Winona State University	83.7	63.7	56.6	38.7	68.1	0.6
MISSISSIPPI						
AA						
Coahoma Community College	–	–	–	45.7	45.7	2.4
Copiah-Lincoln Community College	–	–	–	31.6	31.6	-34.8
East Central Community College	–	–	–	47.0	47.0	1.3
East Mississippi Community College	–	–	–	53.6	53.6	6.8

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Hinds Community College	–	–	–	47.9	47.9	3.2
Holmes Community College	–	–	–	56.8	56.8	2.7
Itawamba Community College	–	–	–	57.6	57.6	2.4
Jones County Junior College	–	–	–	47.4	47.4	-4.3
Meridian Community College	–	–	–	50.0	50.0	2.3
Mississippi Delta Community College	–	–	–	51.4	51.4	0.6
Mississippi Gulf Coast Community College	–	–	–	47.5	47.5	3.1
Northeast Mississippi Community College	–	–	–	51.6	51.6	-0.1
Northwest Mississippi Community College	–	–	–	51.7	51.7	-1.5
Pearl River Community College	–	–	–	33.2	33.2	0.0
Southwest Mississippi Community College	–	–	–	56.6	56.6	2.5
BA+						
Alcorn State University	65.7	54.9	54.4	39.2	52.5	-1.4
Mississippi University for Women	55.8	47.7	48.3	46.8	49.1	2.3
Mississippi Valley State University	64.9	54.4	47.9	39.7	50.4	1.0
DOCTORAL						
Delta State University	65.2	56.8	50.6	46.7	53.0	2.1
Jackson State University	69.7	62.9	55.5	41.3	56.9	4.7
Mississippi State University	92.2	72.7	64.6	37.3	64.2	3.9
University of Mississippi	109.1	75.9	64.8	38.2	70.5	1.1
University of Mississippi Medical Center	–	–	–	–	–	–
University of Southern Mississippi	86.9	64.7	57.8	47.8	62.1	3.4
MISSOURI						
AA						
Crowder College	–	–	–	45.5	45.5	0.7
East Central College	72.6	69.4	54.7	45.0	50.4	2.4
Jefferson College	66.1	56.1	52.2	44.7	55.1	-2.0
Linn State Technical College	–	–	–	40.6	40.6	-1.0
Metropolitan Community College—Blue River	–	–	–	56.6	56.6	19.0
Metropolitan Community College— Business & Technology	–	–	–	51.3	51.3	-4.4

2013 Salary Review

State/School	Inst./			No Rank	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
Metropolitan Community College–Longview	–	–	–	59.9	59.9	0.4
Metropolitan Community College–Maple Woods	–	–	–	58.0	58.0	3.3
Metropolitan Community College–Penn Valley	–	–	–	58.3	58.3	0.7
Mineral Area College	52.0	50.6	47.6	46.5	48.8	0.0
Missouri State University–West Plains	55.3	47.5	42.6	39.0	43.0	4.3
Moberly Area Community College	48.6	47.5	40.0	39.5	42.8	0.9
North Central Missouri College	–	–	–	41.8	41.8	-0.2
Ozarks Technical Community College	–	–	–	46.7	46.7	-1.1
Saint Louis Community College	76.6	65.1	59.7	52.9	65.6	2.3
Saint Louis Community College–Florissant Valley	–	–	–	–	–	–
Saint Louis Community College–Meramec	–	–	–	–	–	–
Saint Louis Community College–Wildwood	–	–	–	–	–	–
St Charles Community College	67.3	49.5	45.1	39.5	57.1	-1.2
State Fair Community College	–	–	–	46.3	46.3	1.7
Three Rivers Community College	–	–	–	45.7	45.7	-1.2
BA						
Harris-Stowe State University	63.7	53.6	47.5	43.5	47.7	-1.1
BA+						
Lincoln University	61.7	50.6	45.0	35.4	49.5	-1.2
Missouri Southern State University	72.6	56.7	44.5	42.4	57.3	0.0
Missouri Western State University	75.5	61.3	52.2	38.1	59.4	1.3
Northwest Missouri State University	76.1	60.9	53.0	44.3	56.1	-0.1
Southeast Missouri State University	75.8	57.7	57.4	42.4	58.8	2.1
Truman State University	70.4	56.6	49.1	41.1	62.1	2.4
University of Central Missouri	80.4	65.5	51.8	41.6	61.8	0.6
DOCTORAL						
Missouri State University–Springfield	76.9	62.3	57.5	38.7	61.3	3.4
Missouri University of Science and Technology	115.2	79.5	69.9	43.1	87.6	3.2

State/School	Inst./			No Rank	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)			
University of Missouri–Columbia	113.7	76.8	62.6	46.5	82.3	3.5
University of Missouri–Kansas City	111.7	76.3	61.3	40.7	78.2	0.6
University of Missouri–St Louis	93.0	67.6	58.8	42.8	70.0	1.8
University of Missouri–Systems Office	–	–	–	–	–	–

MONTANA

AA

Dawson Community College	–	–	–	44.5	44.5	-1.9
Flathead Valley Community College	–	–	–	48.6	48.6	-2.7
Miles Community College	–	–	–	42.3	42.3	3.1
Montana State University–Great Falls College of Technology	–	–	–	45.2	45.2	2.2
University of Montana–Helena College of Technology	–	–	–	42.3	42.3	0.7

BA

The University of Montana–Western	59.7	52.7	44.7	36.3	47.3	-1.2
-----------------------------------	------	------	------	------	------	------

BA+

Montana State University–Billings	65.8	59.5	50.1	42.1	53.1	1.5
Montana State University–Northern	58.6	51.0	43.5	35.6	48.4	3.0
Montana Tech of the University of Montana	74.8	62.2	57.3	48.2	61.2	2.6

DOCTORAL

Montana State University	84.8	65.0	60.3	42.8	65.0	2.6
The University of Montana	78.7	63.2	56.1	41.8	63.4	-1.8

NEBRASKA

AA

Central Community College	–	–	–	51.4	51.4	1.4
Metropolitan Community College Area	–	–	–	57.3	57.3	1.9
Mid-Plains Community College	–	–	–	52.8	52.8	1.2
Nebraska College of Technical Agriculture	57.5	57.2	43.1	–	46.4	9.7
Northeast Community College	–	–	–	49.9	49.9	2.1

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

Southeast Community College Area	–	–	–	–	–	–
Western Nebraska Community College	–	–	–	51.4	51.4	4.3

BA+

Chadron State College	72.3	58.7	50.1	42.2	60.3	1.8
Peru State College	75.9	59.7	50.2	47.2	59.9	0.7
University of Nebraska at Kearney	79.5	64.9	54.4	42.7	62.7	-1.0
Wayne State College	74.7	63.8	48.5	43.0	64.0	1.4

DOCTORAL

University of Nebraska Medical Center	89.2	77.9	58.1	50.9	54.6	2.7
University of Nebraska at Omaha	87.5	75.7	63.8	41.8	71.8	-0.7
University of Nebraska– Lincoln	117.8	78.3	72.2	48.7	86.9	1.2

NEVADA

AA

College of Southern Nevada	69.4	–	–	52.2	64.3	-0.7
Truckee Meadows Community College	68.6	–	–	52.1	64.5	-0.8
Western Nevada College	71.1	–	–	62.4	69.9	-2.0

BA

Great Basin College	68.0	–	–	47.6	61.0	-2.4
Nevada State College	118.5	90.1	62.2	62.0	68.0	1.2

DOCTORAL

University of Nevada– Las Vegas	119.9	85.4	69.3	51.6	90.8	0.7
University of Nevada– Reno	119.1	86.9	72.6	56.0	88.9	-0.9

NEW HAMPSHIRE

AA

Great Bay Community College	56.8	46.7	37.8	39.4	52.9	-0.7
Lakes Region Community College	58.3	49.3	44.6	41.9	54.3	1.2
Manchester Community College	58.2	47.6	44.6	35.6	54.5	-1.4
NHTI-Concord’s Community College	56.5	49.5	–	–	55.3	0.3
Nashua Community College	56.7	46.0	45.8	–	52.7	1.2

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

River Valley Community College	53.6	48.5	38.7	–	51.3	-1.3
White Mountains Community College	57.7	48.6	43.6	42.7	53.9	-2.6

BA

University of New Hampshire at Manchester	101.2	81.4	68.5	–	83.3	1.7
---	-------	------	------	---	------	-----

BA+

Granite State College	–	–	–	–	–	–
Keene State College	90.0	74.0	59.7	49.1	75.2	1.3

DOCTORAL

Plymouth State University	83.3	68.7	60.4	49.9	71.0	-0.3
University of New Hampshire– Main Campus	114.3	88.0	72.3	59.1	94.5	-0.1

NEW JERSEY

AA

Atlantic Cape Community College	88.9	66.9	54.8	56.5	61.9	4.0
Bergen Community College	103.2	80.0	61.5	50.3	77.5	-1.5
Brookdale Community College	97.4	74.2	61.2	53.7	76.3	2.1
Burlington County College	85.9	86.7	65.4	47.7	53.2	-3.4
Camden County College	96.9	86.2	61.8	53.0	71.0	2.1
County College of Morris	96.5	75.9	58.9	49.6	76.8	-0.6
Cumberland County College	71.7	81.1	54.3	49.4	66.4	-1.8
Essex County College	–	–	–	–	–	–
Gloucester County College	106.0	77.8	74.7	56.5	74.6	-0.0
Hudson County Community College	87.0	32.6	42.5	41.5	44.3	-21.5
Mercer County Community College	88.8	68.7	63.1	57.9	75.0	4.4
Middlesex County College	110.6	98.1	82.3	63.6	91.8	3.8
Ocean County College	81.1	66.5	61.2	51.6	65.9	1.2
Passaic County Community College	104.3	80.4	68.1	51.7	68.8	4.0
Raritan Valley Community College	98.1	77.5	64.3	54.2	70.0	-0.8
Salem Community College	91.1	68.1	57.3	50.4	59.5	4.1

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Sussex County Community College	75.7	64.5	57.0	43.5	60.4	5.7
Union County College	103.0	87.9	62.0	56.2	84.8	2.9
Warren County Community College	77.2	59.6	49.3	39.9	61.4	-0.7
BA+						
New Jersey City University	117.7	94.0	77.4	58.4	97.1	2.4
Ramapo College of New Jersey	116.6	92.2	73.2	78.9	93.2	0.3
The College of New Jersey	116.2	93.4	74.3	71.9	92.1	2.6
DOCTORAL						
Kean University	119.5	95.3	76.6	58.6	94.8	1.5
Montclair State University	120.7	92.7	74.2	47.0	94.8	2.3
New Jersey Institute of Technology	166.6	120.2	89.9	61.0	117.8	3.5
Rowan University	121.2	93.6	70.9	53.9	94.1	4.0
Rutgers University– Camden	143.0	89.6	74.3	54.6	104.1	2.9
Rutgers University– New Brunswick	145.8	99.0	79.9	51.8	110.9	1.1
Rutgers University– Newark	148.9	106.9	101.1	58.4	110.5	2.9
The Richard Stockton College of New Jersey	121.5	89.8	70.3	53.4	91.2	4.2
University of Medicine and Dentistry of New Jersey	98.4	72.4	75.6	62.3	66.7	-7.7
William Paterson University of New Jersey	124.0	96.6	77.8	61.4	99.6	2.0

NEW MEXICO

AA

Central New Mexico Community College	–	–	–	44.6	44.6	-0.4
Clovis Community College	–	–	–	42.1	42.1	-1.6
Eastern New Mexico University–Roswell Campus	–	–	–	44.3	44.3	-2.8
Eastern New Mexico University–Ruidoso Campus	–	–	–	44.8	44.8	26.4
Luna Community College	–	–	–	37.7	37.7	5.4
Mesalands Community College	–	–	–	40.7	40.7	3.0
New Mexico Junior College	–	–	–	50.8	50.8	4.1
New Mexico Military Institute	72.3	59.7	50.7	42.4	54.8	1.4

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
New Mexico State University–Alamogordo	56.2	49.4	47.3	43.9	49.2	-0.2
New Mexico State University–Carlsbad	60.1	50.1	49.9	43.7	48.2	-0.7
New Mexico State University–Dona Ana	52.5	49.8	44.5	41.7	45.9	-0.0
New Mexico State University–Grants	56.5	51.3	45.0	–	49.5	-1.0
Northern New Mexico College	–	48.0	46.9	41.1	46.5	-3.5
San Juan College	57.1	52.8	50.8	47.1	51.2	-0.3
Santa Fe Community College	53.0	51.8	48.1	–	49.4	-0.3
University of New Mexico– Gallup Campus	68.2	57.7	47.5	51.1	53.6	0.9
University of New Mexico–Los Alamos Campus	–	–	–	–	–	–
University of New Mexico–Taos Campus	–	56.1	51.6	53.2	54.6	-11.2
University of New Mexico–Valencia County Campus	65.4	50.2	41.0	48.0	49.6	4.6
BA+						
Eastern New Mexico University– Main Campus	64.9	53.9	48.3	38.9	52.4	-1.4
New Mexico Highlands University	64.7	55.7	48.6	43.3	53.0	-0.1
Western New Mexico University	58.4	47.4	50.1	38.0	52.8	3.5

DOCTORAL

New Mexico Institute of Mining and Technology	81.3	64.1	54.6	40.8	66.8	0.4
New Mexico State University– Main Campus	84.1	68.2	57.7	43.0	68.3	0.1
University of New Mexico– Main Campus	100.7	72.1	66.0	49.7	77.0	-1.2

NEW YORK

AA

Adirondack Community College	72.2	57.1	50.4	41.5	57.4	2.7
Broome Community College	75.6	60.0	49.2	38.5	63.2	1.9
CUNY Borough of Manhattan Community College	104.3	83.1	71.7	58.0	79.3	0.8

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
CUNY Bronx Community College	98.9	79.0	67.3	58.8	74.7	-0.2
CUNY Hostos Community College	104.7	84.7	70.1	61.4	76.4	-0.7
CUNY Kingsborough Community College	104.7	81.6	68.6	59.5	74.5	-2.2
CUNY LaGuardia Community College	105.2	81.7	66.8	64.2	79.5	0.1
CUNY Queensborough Community College	109.2	80.7	68.6	61.7	78.7	0.1
Cayuga County Community College	81.2	71.6	61.0	54.5	69.7	1.1
Clinton Community College	65.7	56.2	46.6	–	56.1	-1.6
Columbia-Greene Community College	65.7	55.7	47.6	45.6	54.3	2.8
Corning Community College	69.1	57.1	48.5	42.1	56.3	4.5
Dutchess Community College	89.2	76.5	65.9	53.1	71.2	-1.6
Erie Community College	75.7	66.6	57.1	50.4	64.5	1.4
Finger Lakes Community College	73.5	58.7	50.5	43.9	58.0	-0.4
Fulton-Montgomery Community College	87.4	73.2	60.8	48.7	65.4	9.6
Genesee Community College	66.6	53.8	51.0	43.9	52.8	2.6
Herkimer County Community College	59.3	51.5	44.8	40.5	48.2	-1.1
Hudson Valley Community College	86.5	69.4	59.0	52.6	65.0	5.6
Jamestown Community College	70.6	56.1	51.3	47.7	56.7	1.4
Jefferson Community College	76.4	65.2	57.1	46.8	59.7	1.9
Mohawk Valley Community College–Utica Branch	69.4	54.3	48.4	41.6	50.6	-2.1
Monroe Community College	88.8	63.8	54.1	48.8	61.3	2.4
Nassau Community College	110.9	87.1	76.4	57.7	86.6	3.9
Niagara County Community College	78.2	63.6	54.1	45.2	69.9	-0.1
North Country Community College	69.1	62.0	56.4	31.3	48.3	1.3
Onondaga Community College	74.3	65.4	53.1	45.4	62.9	6.2
Orange County Community College	98.9	78.9	66.0	51.8	72.8	1.9
Rockland Community College	111.3	87.5	75.9	61.2	90.6	3.8

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
SUNY Westchester Community College	120.2	106.0	90.2	63.9	101.0	1.8
Schenectady County Community College	58.9	50.0	43.2	39.5	52.0	-1.9
Suffolk County Community College	109.9	84.4	71.8	60.0	86.7	-0.8
Sullivan County Community College	54.2	46.8	40.5	38.1	45.9	2.7
Tompkins Cortland Community College	74.5	55.1	48.2	45.6	63.8	3.9
Ulster County Community College	68.5	58.3	50.8	41.9	59.1	-3.2
BA						
CUNY Medgar Evers College	109.9	89.5	75.8	65.6	86.1	1.3
CUNY New York City College of Technology	109.3	86.3	70.7	66.0	79.1	0.6
Farmingdale State College	101.1	78.9	68.0	48.1	80.9	-2.0
Morrisville State College	78.1	66.4	55.0	48.4	59.7	1.5
SUNY College of Agriculture and Technology at Cobleskill	78.0	64.5	56.3	44.4	68.8	1.7
SUNY College of Technology at Alfred	80.0	62.0	54.5	40.7	59.2	-3.0
SUNY College of Technology at Canton	83.6	67.0	57.1	46.7	64.5	-2.3
SUNY College of Technology at Delhi	63.7	67.6	54.6	45.0	56.7	-2.5
United States Military Academy	–	–	–	–	–	–
BA+						
CUNY Bernard M Baruch College	120.4	98.3	94.9	69.1	103.8	2.1
CUNY Brooklyn College	111.0	87.6	71.9	60.4	90.4	0.4
CUNY College of Staten Island	108.3	88.1	71.1	62.8	85.3	0.0
CUNY John Jay College of Criminal Justice	115.4	87.8	73.4	65.3	87.0	0.8
CUNY Lehman College	114.3	89.7	73.9	68.6	88.1	0.9
CUNY Queens College	113.6	88.5	73.4	65.7	89.6	1.0
CUNY York College	107.0	86.3	70.9	65.0	81.5	2.8
Fashion Institute of Technology	119.6	91.4	79.3	55.8	88.6	3.0
SUNY College at Brockport	97.6	76.0	60.6	54.1	72.7	-0.7
SUNY College at Buffalo	92.8	75.7	64.4	53.0	75.2	1.3
SUNY College at Cortland	86.7	67.0	56.9	44.7	65.6	-2.7
SUNY College at Old Westbury	98.6	80.5	74.4	56.6	80.1	0.2

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
SUNY College at Oneonta	89.8	68.0	57.1	48.1	63.7	0.2
SUNY College at Oswego	90.7	72.2	57.5	42.4	69.3	-1.1
SUNY College at Plattsburgh	88.6	68.9	56.2	50.8	69.6	-0.6
SUNY College at Potsdam	79.5	65.2	53.1	41.5	64.0	0.2
SUNY Empire State College	–	–	–	–	–	–
SUNY Institute of Technology at Utica–Rome	102.5	86.0	74.2	59.3	83.6	-1.0
SUNY Maritime College	87.9	78.5	60.3	44.8	65.4	-5.0
SUNY at Fredonia	89.7	67.6	55.9	43.6	68.5	-0.9
SUNY at Geneseo	89.6	71.0	60.9	53.0	73.5	-0.8
SUNY at Purchase College	93.4	74.9	55.9	52.3	73.4	-2.1
State University of New York at New Paltz	97.3	75.3	57.5	50.6	68.9	-0.1
United States Merchant Marine Academy	–	–	–	–	–	–
DOCTORAL						
CUNY City College	121.5	92.4	77.0	70.0	98.0	0.6
CUNY Graduate School and University Center	140.0	93.7	63.5	53.8	123.9	3.5
CUNY Hunter College	114.5	89.2	74.4	65.6	94.1	0.5
SUNY College of Environmental Science and Forestry	97.6	80.8	68.1	60.6	80.9	-0.7
SUNY Health Science Center at Brooklyn	–	–	–	–	–	–
SUNY at Albany	128.9	91.6	76.3	62.8	100.1	1.5
SUNY at Binghamton	125.6	91.9	72.0	56.1	92.7	0.3
Stony Brook University	138.3	98.0	78.5	59.4	104.1	0.0
University at Buffalo	134.0	92.0	77.0	68.1	103.7	0.4
Upstate Medical University	–	–	–	–	–	–

NORTH CAROLINA

AA

Alamance Community College	–	–	–	47.2	47.2	-2.0
Asheville-Buncombe Technical Community College	–	–	–	52.3	52.3	14.0
Beaufort County Community College	–	–	–	45.4	45.4	0.8
Bladen Community College	–	–	–	57.8	57.8	-3.9

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Blue Ridge Community College	–	–	–	40.0	40.0	-4.4
Brunswick Community College	–	–	–	41.3	41.3	-1.2
Caldwell Community College and Technical Institute	–	–	–	43.6	43.6	-1.5
Cape Fear Community College	–	–	–	47.8	47.8	-1.1
Carolinas College of Health Sciences	–	–	–	66.6	66.6	0.7
Carteret Community College	–	–	–	43.0	43.0	-4.1
Catawba Valley Community College	–	–	–	51.9	51.9	-1.2
Central Carolina Community College	–	–	–	40.5	40.5	-0.9
Central Piedmont Community College	–	–	–	52.5	52.5	0.1
Cleveland Community College	–	–	–	55.0	55.0	-0.8
Coastal Carolina Community College	–	–	–	41.4	41.4	-1.2
College of the Albemarle	–	–	–	42.6	42.6	0.1
Craven Community College	–	–	–	52.2	52.2	1.4
Davidson County Community College	–	–	–	47.0	47.0	0.6
Durham Technical Community College	–	–	–	49.2	49.2	-6.5
Edgecombe Community College	–	–	–	44.6	44.6	0.6
Fayetteville Technical Community College	–	–	–	45.5	45.5	-0.6
Forsyth Technical Community College	–	–	–	42.8	42.8	-0.9
Gaston College	–	–	–	50.0	50.0	-0.6
Guilford Technical Community College	–	–	–	48.5	48.5	-2.2
Halifax Community College*	–	–	–	42.8	42.8	2,812.5
Haywood Community College	–	–	–	49.1	49.1	3.5
Isothermal Community College	–	–	–	51.3	51.3	-1.1
James Sprunt Community College	–	–	–	41.8	41.8	0.3
Johnston Community College	–	–	–	61.9	61.9	1.7
Lenoir Community College	–	–	–	42.7	42.7	-4.4
Martin Community College	–	–	–	41.0	41.0	-4.2
Mayland Community College	–	–	–	52.6	52.6	-8.2
McDowell Technical Community College	–	–	–	46.9	46.9	8.6

*The salary data for 9/10 and 11/12 month faculty in 2010-11 is inconsistent with previous years and may be reported incorrectly by the institution.

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Mitchell Community College	–	–	–	51.1	51.1	6.0
Montgomery Community College	–	–	–	41.7	41.7	-1.7
Nash Community College	–	–	–	44.4	44.4	0.2
Pamlico Community College	–	–	–	52.6	52.6	9.7
Piedmont Community College	–	–	–	49.3	49.3	-4.3
Pitt Community College	–	–	–	47.8	47.8	1.3
Randolph Community College	–	–	–	41.4	41.4	-1.9
Richmond Community College	–	–	–	56.1	56.1	-0.7
Roanoke-Chowan Community College	–	–	–	50.5	50.5	1.0
Robeson Community College	–	–	–	58.9	58.9	17.4
Rockingham Community College	–	–	–	44.8	44.8	-2.4
Rowan-Cabarrus Community College	–	–	–	47.8	47.8	-11.9
Sampson Community College	–	–	–	41.2	41.2	-7.9
Sandhills Community College	–	–	–	47.9	47.9	-1.6
South Piedmont Community College	–	–	–	45.7	45.7	0.0
Southeastern Community College	–	–	–	49.4	49.4	7.0
Southwestern Community College	–	–	–	44.3	44.3	-0.9
Stanly Community College	–	–	–	43.1	43.1	-1.0
Surry Community College	–	–	–	45.5	45.5	-3.5
Tri-County Community College	–	–	–	50.1	50.1	12.7
Vance-Granville Community College	–	–	–	59.7	59.7	32.7
Wake Technical Community College	–	–	–	44.1	44.1	-0.3
Wayne Community College	–	–	–	44.1	44.1	-0.7
Western Piedmont Community College	–	–	–	48.1	48.1	-2.8
Wilkes Community College	–	–	–	45.9	45.9	-2.6
Wilson Community College	–	–	–	47.5	47.5	1.7
BA+						
Elizabeth City State University	76.4	66.4	62.6	60.7	67.6	0.3
University of North Carolina School of the Arts	–	–	–	62.8	62.8	0.1

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
University of North Carolina at Asheville	84.6	67.5	61.7	49.9	67.8	-0.2
University of North Carolina at Pembroke	82.3	63.3	57.0	47.8	60.9	-1.5
DOCTORAL						
Appalachian State University	89.3	70.3	60.5	43.0	68.5	-0.5
East Carolina University	93.5	74.1	66.8	50.1	69.6	1.4
Fayetteville State University	86.3	73.8	62.9	56.1	68.7	1.7
North Carolina A & T State University	91.1	74.3	67.4	53.2	71.6	-0.4
North Carolina Central University	100.1	76.0	68.6	50.4	68.1	-7.8
North Carolina State University at Raleigh	125.0	85.6	75.4	52.5	90.9	1.2
University of North Carolina at Chapel Hill	141.6	92.2	84.1	62.1	104.7	-0.6
University of North Carolina at Charlotte	112.6	79.2	69.9	49.0	77.3	-0.3
University of North Carolina at Greensboro	109.4	75.8	62.9	46.4	73.7	-0.3
University of North Carolina at Wilmington	93.3	71.7	59.8	45.5	70.4	-1.4
Western Carolina University	88.8	71.8	57.2	55.8	66.8	1.5
Winston-Salem State University	89.8	75.5	66.8	58.4	69.9	-2.8

NORTH DAKOTA

AA

Bismarck State College	67.7	52.6	43.5	–	49.1	2.1
Dakota College at Bottineau	48.9	40.0	45.4	38.6	42.2	0.2
Lake Region State College	60.6	53.3	49.8	49.5	50.9	1.5
North Dakota State College of Science	66.8	54.7	52.5	46.2	52.8	1.7
Williston State College	–	63.8	54.8	43.9	49.8	5.4

BA

Dickinson State University	69.2	64.0	53.0	31.4	52.7	-0.7
Mayville State University	60.4	49.0	44.6	35.0	47.7	0.4

2013 Salary Review

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

BA+

Minot State University	77.7	62.5	56.1	43.6	59.2	1.5
Valley City State University	68.7	54.1	45.1	40.2	48.7	-1.1

DOCTORAL

North Dakota State University—Main Campus	99.6	76.8	67.2	42.3	71.2	2.9
University of North Dakota	94.4	75.4	63.4	46.0	73.3	2.0

OHIO

AA

Belmont Technical College	51.1	42.6	37.0	34.4	43.3	0.8
Bowling Green State University—Firelands	70.9	65.2	47.0	49.5	53.9	-3.7
Central Ohio Technical College	63.9	53.4	49.7	42.6	52.6	-0.8
Cincinnati State Technical and Community College	—	—	—	73.1	73.1	-0.1
Clark State Community College	63.6	51.1	46.9	40.2	49.0	1.5
Columbus State Community College	75.0	61.7	52.7	42.3	56.0	-4.8
Cuyahoga Community College District	89.3	81.2	69.0	55.7	70.6	1.1
Eastern Gateway Community College	57.2	58.0	51.7	37.6	52.9	3.7
Edison State Community College	56.5	50.9	42.2	39.7	45.9	-0.9
Hocking College	76.3	64.8	58.6	48.2	57.8	27.8
James A Rhodes State College	59.7	52.5	48.8	40.3	45.9	-6.6
Kent State University at Ashtabula	87.1	65.1	48.9	43.1	52.5	-0.2
Kent State University at East Liverpool	91.4	67.0	53.2	43.7	56.4	0.4
Kent State University at Geauga	80.1	63.8	46.9	48.3	54.3	1.6
Kent State University at Salem	84.8	71.2	54.7	50.6	58.7	1.5
Kent State University at Stark	86.0	70.4	51.7	46.8	57.6	-0.4
Kent State University at Trumbull	82.9	73.6	52.8	46.2	61.8	-0.2
Kent State University at Tuscarawas	89.5	73.4	53.6	43.9	60.3	-0.5
Lakeland Community College	92.3	84.5	77.6	63.0	86.2	4.0

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

Lorain County Community College	82.5	67.2	57.2	52.3	66.0	2.6
Marion Technical College	56.6	52.9	49.7	47.9	52.1	0.6
North Central State College	52.1	51.2	47.0	41.7	49.6	-0.7
Northwest State Community College	—	—	—	56.2	56.2	-2.0
Ohio State University Agricultural Technical Institute	—	57.6	58.9	—	58.5	-6.4
Owens Community College	66.6	62.8	55.2	42.6	58.9	-2.1
Sinclair Community College	76.0	58.9	50.4	40.3	61.5	-1.7
Southern State Community College	73.9	60.6	59.0	49.8	54.9	1.2
Stark State College	—	67.8	60.6	51.1	57.2	4.9
Terra State Community College	63.9	59.3	51.3	46.7	52.9	2.0
University of Akron Wayne College	80.6	73.6	51.5	45.2	71.0	5.5
University of Cincinnati—Clermont College	79.9	64.3	49.8	46.8	58.6	3.0
University of Cincinnati—Raymond Walters College	78.6	64.4	50.5	46.1	61.1	1.4
Washington State Community College	49.9	44.4	41.2	38.5	44.4	-3.2
Zane State College	68.4	56.2	46.1	41.7	49.3	0.5

BA

Miami University—Hamilton	98.3	68.6	55.1	38.8	59.6	3.3
Miami University—Middletown	93.3	66.5	57.8	40.1	58.4	3.9

BA+

Central State University	74.9	60.9	51.4	39.8	57.4	0.1
Ohio State University—Lima Campus	96.4	73.7	57.7	—	72.9	2.0
Ohio State University—Mansfield Campus	84.1	67.2	56.2	—	67.4	2.1
Ohio State University—Marion Campus	98.8	71.5	57.5	—	74.0	4.2
Ohio State University—Newark Campus	95.2	73.2	65.6	—	72.0	1.6
Ohio University—Chillicothe Campus	84.8	68.1	59.2	47.0	65.1	1.2
Ohio University—Eastern Campus	—	67.7	66.9	—	67.6	6.1
Ohio University—Lancaster Campus	79.1	67.8	54.0	—	64.0	0.9

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Ohio University– Southern Campus	–	67.5	53.2	54.5	56.8	4.6
Ohio University– Zanesville Campus	82.5	65.7	50.6	–	61.5	2.8
Shawnee State University	72.8	60.8	52.7	42.8	57.6	1.8

DOCTORAL

Bowling Green State University– Main Campus	92.6	69.9	57.0	41.8	61.2	-2.0
Cleveland State University	100.0	71.7	64.5	54.8	75.7	1.1
Kent State University at Kent	104.8	75.3	63.2	49.6	74.5	0.1
Miami University– Oxford	103.9	74.7	67.0	42.1	73.4	1.4
Ohio State University– Main Campus	133.9	88.8	82.6	157.5	107.6	1.8
Ohio University– Main Campus	102.1	76.0	60.4	41.1	74.1	1.7
University of Akron Main Campus	101.8	77.9	67.4	46.1	77.8	5.5
University of Cincinnati– Main Campus	108.7	78.7	61.9	46.6	84.5	2.9
University of Toledo	105.1	83.8	69.5	45.3	74.2	1.6
Wright State University– Main Campus	108.4	78.9	67.5	45.9	73.7	-0.4
Youngstown State University	92.5	73.4	60.8	47.6	73.6	-1.7

OKLAHOMA

AA

Carl Albert State College	–	–	–	40.2	40.2	3.1
Connors State College	–	–	–	42.0	42.0	4.7
Eastern Oklahoma State College	–	–	–	42.8	42.8	-9.0
Murray State College	–	66.9	68.0	41.4	42.9	5.9
Northeastern Oklahoma A&M College*	–	–	–	42.9	42.9	2,925.8
Northern Oklahoma College	–	–	–	45.7	45.7	-1.1
Oklahoma City Community College	–	–	–	47.1	47.1	0.2
Oklahoma State University Institute of Technology– Okmulgee	–	–	–	–	–	–
Oklahoma State University– Oklahoma City	60.5	53.7	39.9	40.1	47.7	-2.0
Redlands Community College	40.5	–	–	39.5	40.3	1.6

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Rose State College	46.2	–	–	42.9	46.1	-0.1
Seminole State College	58.6	41.8	39.9	34.6	44.3	4.2
Tulsa Community College	–	63.3	50.8	–	55.1	-1.8
Western Oklahoma State College	43.8	–	–	–	43.8	-2.2

BA

Oklahoma Panhandle State University	47.3	50.7	42.8	29.4	39.8	1.6
Rogers State University	69.1	56.7	49.1	42.5	52.2	0.8
University of Science and Arts of Oklahoma	60.7	50.0	44.6	40.9	49.8	-1.5

BA+

Cameron University	70.1	61.3	52.3	40.0	54.6	6.2
East Central University	65.0	56.4	49.6	43.0	53.2	2.8
Northwestern Oklahoma State University	65.6	55.5	48.7	41.0	49.8	1.4
Southeastern Oklahoma State University	67.1	61.2	52.9	41.4	59.3	1.8
University of Central Oklahoma	76.7	63.4	60.0	42.4	62.5	-1.3

DOCTORAL

Langston University	70.4	69.6	61.9	53.5	61.2	5.4
Northeastern State University	69.5	55.9	49.7	40.8	52.5	0.8
Oklahoma State University– Main Campus	98.6	74.4	68.8	41.3	76.5	3.0
Southwestern Oklahoma State University	73.5	57.2	46.8	44.9	52.3	-2.1
University of Oklahoma Health Sciences Center	–	64.1	55.9	47.4	52.3	1.1
University of Oklahoma Norman Campus	111.7	75.2	65.1	39.6	79.3	3.4

OREGON

AA

Blue Mountain Community College	–	–	–	61.8	61.8	3.4
Central Oregon Community College	74.7	63.7	48.0	41.9	58.8	0.2
Chemeketa Community College	–	–	–	61.1	61.1	-0.8
Clackamas Community College	–	–	–	69.4	69.4	-3.3
Clatsop Community College	–	–	–	53.9	53.9	0.4
Columbia Gorge Community College	–	–	–	54.6	54.6	-2.1
Klamath Community College	–	–	–	44.1	44.1	2.6

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Lane Community College	–	–	–	65.7	65.7	2.1
Linn-Benton Community College	–	–	–	72.7	72.7	7.7
Mt Hood Community College	–	–	–	76.6	76.6	3.3
Oregon Coast Community College	–	–	–	55.9	55.9	-7.0
Portland Community College	–	–	–	65.2	65.2	0.7
Rogue Community College	–	–	–	64.8	64.8	-0.7
Southwestern Oregon Community College	60.8	51.6	49.6	44.2	53.9	5.2
Tillamook Bay Community College	–	–	–	52.7	52.7	-6.3
Treasure Valley Community College	–	–	–	60.0	60.0	2.1
Umpqua Community College	–	–	–	54.1	54.1	2.1
BA+						
Eastern Oregon University	66.4	58.7	49.4	39.4	54.9	-0.1
Oregon Institute of Technology	72.6	58.4	48.4	43.4	59.0	0.1
Southern Oregon University	73.0	59.8	50.4	43.0	59.1	2.2
Western Oregon University	69.0	54.5	42.5	35.4	52.3	-3.8
DOCTORAL						
Oregon Health & Science University	–	103.9	83.9	76.2	80.0	3.8
Oregon State University	100.0	77.3	71.5	46.1	72.8	-0.7
Portland State University	93.4	73.8	60.3	41.5	69.1	1.1
University of Oregon	112.7	79.6	73.9	48.8	80.4	4.1

PENNSYLVANIA

AA

Bucks County Community College	78.8	53.6	47.2	43.6	60.5	5.4
Butler County Community College	64.5	56.2	53.7	44.2	55.4	3.5
Community College of Allegheny County	72.2	52.4	48.2	42.4	65.6	1.3
Community College of Beaver County	66.7	51.1	45.1	37.8	52.6	-1.2
Community College of Philadelphia	68.7	66.9	58.4	48.5	61.0	-2.8
Delaware County Community College	99.3	87.2	71.2	46.6	81.2	3.5

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Harrisburg Area Community College– Gettysburg	–	–	–	–	–	–
Harrisburg Area Community College– Harrisburg	71.3	59.7	51.0	40.6	56.8	-1.0
Harrisburg Area Community College– Lancaster	–	–	–	–	–	–
Harrisburg Area Community College– Lebanon	–	–	–	–	–	–
Harrisburg Area Community College–York	–	–	–	–	–	–
Lehigh Carbon Community College	66.7	57.3	49.3	43.0	55.5	-1.1
Luzerne County Community College	66.2	60.3	47.8	44.2	55.7	2.4
Montgomery County Community College– Central Campus	88.6	69.3	57.6	48.6	62.4	2.7
Montgomery County Community College– West Campus	73.0	58.3	55.4	50.3	55.6	3.8
Northampton County Area Community College	79.4	61.7	51.5	51.9	62.3	3.8
Pennsylvania Highlands Community College	49.0	44.8	42.7	39.0	43.6	-0.0
Reading Area Community College	71.2	61.0	55.6	53.9	60.7	1.6
Thaddeus Stevens College of Technology	71.1	68.2	66.9	64.3	67.1	-0.7
University of Pittsburgh–Titusville	61.7	56.5	47.1	41.1	50.4	-1.2
Westmoreland County Community College	68.4	66.3	55.6	45.7	58.5	0.1
BA						
Pennsylvania College of Technology	95.1	87.2	75.5	61.3	73.9	2.6
Pennsylvania State University–Penn State Abington	90.9	77.7	59.9	49.2	64.0	-1.6
Pennsylvania State University–Penn State Altoona	90.0	74.3	54.5	48.2	62.2	0.8
Pennsylvania State University–Penn State Berks	83.6	72.7	62.4	55.6	64.9	-0.3
Pennsylvania State University–Penn State Brandywine	95.5	75.9	68.4	50.8	72.0	-0.4
Pennsylvania State University–Penn State Fayette-Eberly Campus	96.3	73.6	68.5	52.7	62.9	1.1

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Pennsylvania State University–Penn State Hazleton	83.7	75.5	66.3	51.6	62.8	-0.1
Pennsylvania State University–Penn State Lehigh Valley	95.0	71.3	67.9	50.8	64.4	-1.0
Pennsylvania State University–Penn State Mont Alto	103.6	69.6	68.8	55.5	62.0	-0.9
Pennsylvania State University–Penn State Schuylkill	102.0	76.5	63.1	46.9	63.6	-1.4
Pennsylvania State University–Penn State Shenango	127.5	75.8	62.3	51.5	62.6	-4.8
Pennsylvania State University–Penn State Wilkes-Barre	89.1	75.4	60.7	52.2	67.5	-0.2
Pennsylvania State University–Penn State Worthington Scranton	92.5	77.3	68.5	58.9	68.5	1.6
University of Pittsburgh–Bradford	81.7	67.1	55.9	47.9	61.3	1.1
University of Pittsburgh–Greensburg	77.8	62.9	51.5	43.5	56.4	1.2
University of Pittsburgh–Johnstown	73.5	62.4	51.0	46.2	55.7	-1.3
BA+						
California University of Pennsylvania	103.0	83.0	68.0	50.3	82.3	-0.8
Cheyney University of Pennsylvania	103.2	80.9	66.6	48.5	80.0	3.9
Clarion University of Pennsylvania	103.5	81.8	65.9	50.3	83.5	-0.2
East Stroudsburg University of Pennsylvania	104.5	81.6	65.8	47.9	80.8	2.6
Edinboro University of Pennsylvania	102.4	81.9	67.0	46.6	79.1	-0.9
Kutztown University of Pennsylvania	102.7	81.7	60.8	45.6	74.9	-2.3
Lincoln University of Pennsylvania	96.3	72.8	56.3	47.6	71.2	-0.5
Lock Haven University	98.6	79.0	65.3	49.6	79.5	-0.7
Mansfield University of Pennsylvania	103.5	82.2	63.3	50.5	82.7	1.2
Millersville University of Pennsylvania	103.8	83.0	64.6	–	83.7	0.0
Pennsylvania State University–Penn State Beaver	84.0	72.9	63.1	54.9	64.7	0.3
Pennsylvania State University–Penn State Dubois	90.6	72.3	65.5	55.2	65.6	0.1

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Pennsylvania State University–Penn State Erie-Behrend College	117.2	85.6	70.8	57.1	74.3	-1.0
Pennsylvania State University–Penn State Greater Allegheny	90.4	75.3	62.4	56.8	67.8	0.2
Pennsylvania State University–Penn State New Kensington	96.7	82.3	67.0	61.3	72.4	0.6
Pennsylvania State University–Penn State York	95.0	73.5	62.3	56.6	66.8	-1.0
Shippensburg University of Pennsylvania	103.5	82.1	67.0	45.5	82.6	0.9
West Chester University of Pennsylvania	103.9	83.9	67.5	47.2	78.7	0.0
DOCTORAL						
Bloomsburg University of Pennsylvania	104.4	82.1	64.5	48.7	77.8	-2.4
Indiana University of Pennsylvania–Main Campus	103.7	83.2	63.3	47.0	80.7	-1.6
Pennsylvania State University–Main Campus	130.3	89.4	75.8	50.7	93.4	0.3
Pennsylvania State University–Penn State Harrisburg	107.7	86.3	72.6	56.2	78.6	-2.0
Slippery Rock University of Pennsylvania	105.2	84.7	70.4	48.2	80.3	-0.5
Temple University	133.2	93.5	69.5	55.6	93.1	2.8
University of Pittsburgh–Pittsburgh Campus	130.5	87.9	75.2	43.8	89.8	2.8

RHODE ISLAND

AA

Community College of Rhode Island	74.9	56.8	49.0	–	61.1	-1.2
-----------------------------------	------	------	------	---	------	------

DOCTORAL

Rhode Island College	75.9	64.1	56.1	47.0	65.2	-0.6
University of Rhode Island	105.2	79.6	65.8	45.1	82.5	-0.8

SOUTH CAROLINA

AA

Aiken Technical College	–	–	–	47.3	47.3	-0.6
Central Carolina Technical College	–	–	–	45.4	45.4	1.4
Denmark Technical College	–	–	–	39.1	39.1	1.2

2013 Salary Review

State/School			Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)				
Florence-Darlington Technical College	–	–	–	47.7	47.7	-0.7
Greenville Technical College	–	–	–	46.1	46.1	0.7
Horry-Georgetown Technical College	–	–	–	49.4	49.4	1.3
Midlands Technical College	–	–	–	49.6	49.6	1.5
Northeastern Technical College	–	–	–	35.1	35.1	-0.8
Orangeburg Calhoun Technical College	–	–	–	42.4	42.4	-1.6
Piedmont Technical College	–	–	–	43.5	43.5	-0.3
Spartanburg Community College	–	–	–	44.6	44.6	-0.7
Technical College of the Lowcountry	–	–	–	49.2	49.2	-0.3
Tri-County Technical College	–	–	–	42.8	42.8	-1.2
Trident Technical College	–	–	–	47.8	47.8	1.1
University of South Carolina– Lancaster	65.6	58.2	45.8	47.2	49.7	0.4
University of South Carolina– Salkehatchie	57.3	51.2	45.7	39.9	46.3	1.1
University of South Carolina–Sumter	69.1	52.5	48.7	35.3	47.8	-0.3
University of South Carolina–Union	–	61.4	46.5	45.6	49.3	-3.2
Williamsburg Technical College	–	–	–	35.4	35.4	0.0
York Technical College	–	–	–	47.7	47.7	0.5
BA						
University of South Carolina– Beaufort	71.3	58.1	54.1	47.3	54.8	0.7
BA+						
Citadel Military College of South Carolina	86.4	70.1	57.5	45.0	70.5	3.0
Coastal Carolina University	83.4	70.0	58.2	41.1	61.4	4.9
College of Charleston	82.3	65.0	59.1	49.2	66.0	2.0
Francis Marion University	76.6	60.9	54.1	48.4	61.6	1.9
Lander University	67.3	53.7	49.4	39.8	49.9	-4.2
University of South Carolina–Aiken	73.6	58.1	53.2	42.5	54.7	0.1
University of South Carolina–Upstate	71.5	61.0	51.6	46.8	54.2	-0.3
Winthrop University	76.3	64.6	54.7	43.3	62.8	-1.1
DOCTORAL						
Clemson University	109.8	79.5	70.8	46.2	80.4	2.3

State/School			Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
	Prof. (\$)	Assoc. (\$)				
Medical University of South Carolina	–	–	–	–	–	–
South Carolina State University	71.2	62.9	56.2	44.1	59.3	0.2
University of South Carolina– Columbia	113.0	80.3	71.8	48.4	82.6	2.5

SOUTH DAKOTA

AA

Lake Area Technical Institute	–	–	–	43.5	43.5	-3.4
Mitchell Technical Institute	–	–	–	44.1	44.1	-2.6
Southeast Technical Institute	–	–	–	55.3	55.3	-2.9
Western Dakota Technical Institute	–	–	–	36.7	36.7	-0.8

BA+

Black Hills State University	70.6	59.6	54.8	46.9	57.7	4.5
Northern State University	77.3	66.1	47.8	46.1	60.1	9.4

DOCTORAL

Dakota State University	82.6	66.3	56.6	39.7	59.2	0.8
South Dakota School of Mines and Technology	90.4	68.0	60.5	46.1	72.5	1.7
South Dakota State University	77.1	64.2	57.4	43.8	59.7	0.4
University of South Dakota	87.3	66.6	56.1	39.3	62.8	-1.5

TENNESSEE

AA

Chattanooga State Community College	57.8	51.5	46.1	42.4	49.6	2.3
Cleveland State Community College	59.6	48.3	38.0	36.5	43.7	1.5
Columbia State Community College	68.1	50.0	42.6	37.2	48.0	-0.4
Dyersburg State Community College	57.6	50.8	48.2	45.6	50.1	8.5
Jackson State Community College	60.2	49.8	41.0	38.4	48.0	1.9
Motlow State Community College	66.6	47.9	42.1	38.5	45.5	4.0
Nashville State Community College	62.6	52.0	42.8	40.6	44.9	4.7

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

Northeast State Community College	52.1	45.2	38.6	38.1	41.9	2.8
Pellissippi State Community College	60.2	52.4	42.4	35.9	48.4	0.3
Roane State Community College	58.9	51.3	44.3	41.6	50.2	2.0
Southwest Tennessee Community College	59.4	50.2	42.0	33.4	44.3	-2.5
Volunteer State Community College	58.7	50.9	42.3	39.7	49.1	5.0
Walters State Community College	61.6	50.9	45.8	37.4	49.1	2.8

BA+

Austin Peay State University	71.0	55.9	46.6	38.3	55.5	3.9
The University of Tennessee—Martin	74.3	62.7	53.8	45.2	59.1	4.1

DOCTORAL

East Tennessee State University	74.6	57.6	52.0	32.0	54.8	3.1
Middle Tennessee State University	82.6	65.7	54.4	39.1	65.2	3.7
Tennessee State University	73.5	60.3	52.9	40.5	59.0	-0.2
Tennessee Technological University	77.2	65.2	53.1	39.6	62.8	0.6
The University of Tennessee	114.6	82.5	70.5	43.1	81.8	5.7
The University of Tennessee at Chattanooga	84.1	66.3	55.8	37.6	63.0	2.3
University of Memphis	101.2	73.2	62.2	42.6	72.3	1.8

TEXAS

AA

Alvin Community College	—	—	—	53.6	53.6	0.8
Amarillo College	63.2	56.4	53.2	47.0	51.8	0.3
Angelina College	—	—	—	46.7	46.7	-1.2
Austin Community College District	69.7	54.4	47.9	—	61.3	1.6
Blinn College	—	—	—	49.1	49.1	-0.3
Brazosport College	72.1	52.8	47.8	41.9	52.8	8.3
Brookhaven College	—	—	—	56.7	56.7	-1.9
Cedar Valley College	—	—	—	55.9	55.9	-1.2
Central Texas College	57.2	—	—	—	57.2	-1.6
Cisco College	39.1	—	—	—	39.1	-2.0
Clarendon College	46.1	42.4	40.8	34.8	38.9	-0.5
Coastal Bend College	44.3	—	—	—	44.3	-0.6
College of the Mainland	61.8	48.2	48.5	—	50.8	0.7

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

Collin County Community College District	—	—	—	54.7	54.7	-1.6
Del Mar College	69.6	56.5	50.6	44.7	55.8	2.1
Eastfield College	—	—	—	55.9	55.9	-3.0
El Centro College	—	—	—	52.3	52.3	-3.1
El Paso Community College	64.8	43.5	43.5	39.9	51.9	-0.4
Frank Phillips College	—	—	—	38.7	38.7	6.4
Galveston College	79.3	71.4	65.6	60.7	65.5	2.6
Grayson County College	52.7	—	—	—	52.7	-0.6
Hill College	—	—	—	41.6	41.6	-1.4
Houston Community College	—	—	—	63.1	63.1	15.0
Howard College	51.0	44.8	40.1	37.7	41.3	-1.9
Kilgore College	—	—	—	53.3	53.3	1.5
Lamar Institute of Technology	—	—	—	49.4	49.4	19.1
Lamar State College—Orange	52.5	49.1	53.4	40.3	43.3	0.5
Lamar State College—Port Arthur	51.7	46.3	45.4	39.6	41.2	-3.2
Laredo Community College	—	—	—	54.5	54.5	-1.6
Lee College	—	—	—	51.7	51.7	2.1
Lone Star College System	68.3	52.7	51.7	28.9	65.1	1.0
McLennan Community College	—	—	—	61.2	61.2	-2.0
Midland College	65.8	49.0	51.2	47.2	54.5	-1.5
Mountain View College	—	—	—	59.0	59.0	-2.1
Navarro College	59.4	51.3	50.3	—	54.6	1.5
North Central Texas College	—	—	—	47.2	47.2	0.1
North Lake College	—	—	—	56.9	56.9	-2.5
Northeast Texas Community College	60.2	50.1	46.4	42.1	53.4	1.8
Northwest Vista College	67.7	41.6	38.6	25.3	34.0	-28.9
Odessa College	59.8	48.7	50.4	45.8	49.6	1.1
Palo Alto College	64.6	54.3	50.0	34.5	48.9	-12.8
Panola College	51.0	—	—	45.7	49.8	0.2
Paris Junior College	—	—	—	54.5	54.5	0.8
Ranger College	39.6	35.1	30.0	27.1	29.3	2.6
Richland College	—	—	—	61.3	61.3	-1.4
San Antonio College	46.4	48.5	36.6	32.8	41.3	-29.5
San Jacinto Community College	—	—	—	56.4	56.4	-2.5
South Plains College	57.1	48.8	44.1	39.7	46.7	-1.4
South Texas College	62.7	57.2	50.6	51.5	51.8	1.4
Southwest Texas Junior College	—	—	—	51.2	51.2	6.7

2013 Salary Review

State/School	Inst./					
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
St Philip's College	63.5	54.6	47.0	31.9	41.9	-19.6
Tarrant County College District	67.5	61.0	60.8	53.8	58.8	-1.2
Temple College	–	–	–	58.8	58.8	-2.1
Texarkana College	62.1	53.0	48.9	48.2	55.4	0.7
Texas State Technical College Harlingen	–	61.7	–	38.3	39.1	-1.2
Texas State Technical College Waco	–	51.3	–	41.1	41.9	-0.6
Texas State Technical College–Marshall	–	–	–	40.0	40.0	–
Texas State Technical College–West Texas	–	–	–	–	–	–
Trinity Valley Community College	–	–	–	51.6	51.6	-0.4
Tyler Junior College	–	–	–	49.2	49.2	-1.9
Vernon College	–	–	–	42.8	42.8	-1.0
Victoria College	53.3	–	–	–	53.3	2.6
Weatherford College	–	–	–	49.7	49.7	-2.5
Western Texas College	66.7	61.8	52.4	47.5	49.8	3.2
Wharton County Junior College	–	–	–	51.0	51.0	1.5
BA+						
Midwestern State University	76.0	67.0	57.2	39.8	63.0	-0.4
Sul Ross State University	68.8	53.4	47.6	41.7	54.3	-1.6
Texas A & M University–Texarkana	81.9	62.7	61.8	53.0	68.9	1.5
The University of Texas of the Permian Basin	77.5	67.1	60.1	43.3	61.7	2.3
University of Houston–Downtown	86.0	67.7	57.2	48.3	64.1	-1.5
University of Houston–Victoria	87.9	78.8	70.4	44.2	71.9	-2.1
DOCTORAL						
Angelo State University	75.4	65.6	58.3	43.7	61.0	3.8
Lamar University	90.3	71.5	60.3	42.5	66.1	0.0
Prairie View A & M University	82.2	66.7	59.0	52.0	61.9	0.5
Sam Houston State University	87.3	69.0	59.8	48.6	69.4	-0.4
Stephen F Austin State University	80.5	63.0	53.7	42.1	56.9	-7.3
Tarleton State University	77.2	66.5	53.8	41.2	58.1	0.9
Texas A & M International University	86.7	69.4	63.6	45.3	64.2	3.2
Texas A & M University–College Station	123.8	81.7	70.6	47.9	87.9	3.5
Texas A & M University–Commerce	85.0	65.4	60.3	50.0	64.5	7.8

State/School	Inst./					
	Prof. (\$)	Assoc. (\$)	Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
Texas A & M University–Corpus Christi	87.0	70.9	62.5	–	74.2	-0.1
Texas A & M University–Galveston	96.8	67.3	65.1	46.4	66.2	3.7
Texas A & M University–Kingsville	75.8	65.5	68.9	26.1	59.0	-4.6
Texas A&M Health Science Center	–	–	–	–	–	–
Texas Southern University	107.8	77.7	65.3	46.9	72.5	1.2
Texas State University–San Marcos	87.8	68.0	62.5	43.2	63.5	0.5
Texas Tech University	105.6	73.7	66.2	43.4	75.2	2.3
Texas Tech University Health Sciences Center	–	84.8	73.6	64.2	74.2	–
Texas Woman's University	89.4	74.3	64.1	58.2	66.7	0.6
The University of Texas Health Science Center at Houston	–	–	–	–	–	–
The University of Texas Health Science Center at San Antonio	–	72.8	59.1	53.5	58.2	-3.3
The University of Texas Medical Branch	–	–	–	–	–	–
The University of Texas at Arlington	106.5	80.0	72.5	50.7	74.0	0.8
The University of Texas at Austin	140.6	89.9	83.9	59.2	102.3	2.3
The University of Texas at Brownsville	80.3	66.1	57.0	43.6	60.9	-0.5
The University of Texas at Dallas	150.3	108.9	101.0	64.3	106.8	7.1
The University of Texas at El Paso	100.2	74.3	68.1	45.8	70.3	-0.2
The University of Texas at San Antonio	114.7	80.9	70.8	34.2	69.5	-2.0
The University of Texas at Tyler	82.2	66.2	59.8	46.0	61.5	-0.8
The University of Texas–Pan American	87.2	67.0	62.0	47.3	64.6	-0.7
University of Houston	126.9	82.8	81.2	61.6	93.0	0.3
University of Houston–Clear Lake	95.1	72.6	61.5	52.5	70.0	-1.4
University of North Texas	106.2	80.2	66.5	51.7	77.0	0.5
University of Texas Southwestern Medical Center	80.0	–	–	–	80.0	0.0
West Texas A & M University	79.2	65.5	61.3	46.6	61.1	3.0

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

UTAH

AA

Davis Applied Technology College	–	–	–	53.3	53.3	0.0
Mountainland Applied Technology College	–	–	–	–	–	–
Ogden-Weber Applied Technology College	–	–	–	–	–	–
Salt Lake Community College	59.5	52.8	48.2	41.6	49.4	3.2
Snow College	62.3	56.7	45.2	46.2	50.8	0.6
Uintah Basin Applied Technology College	–	–	–	46.0	46.0	5.8
Utah State University–College of Eastern Utah	–	59.3	48.2	50.2	55.9	1.7
Utah State University–Regional Campuses and Distance Education	–	–	–	–	–	–

BA

Dixie State College of Utah	77.1	59.2	52.0	44.9	57.7	-0.8
-----------------------------	------	------	------	------	------	------

BA+

Southern Utah University	79.4	62.5	51.9	41.4	58.6	1.7
Utah Valley University	75.3	63.0	57.9	44.5	61.3	3.1
Weber State University	74.0	63.3	52.6	41.1	61.5	3.3

DOCTORAL

University of Utah	112.0	80.9	71.5	52.9	88.3	1.7
Utah State University	89.5	68.9	62.0	49.8	68.8	2.1

VERMONT

BA

Vermont Technical College	70.8	51.8	45.6	32.0	58.2	2.1
---------------------------	------	------	------	------	------	-----

BA+

Castleton State College	69.2	55.3	44.1	38.7	56.7	-0.9
Johnson State College	72.9	59.6	46.2	–	63.0	2.3
Lyndon State College	69.0	56.0	44.3	37.9	55.7	-0.9

DOCTORAL

University of Vermont	113.3	84.4	68.5	52.5	81.8	-0.4
-----------------------	-------	------	------	------	------	------

VIRGINIA

AA

Blue Ridge Community College	71.7	60.0	54.6	45.8	55.6	1.3
------------------------------	------	------	------	------	------	-----

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

Central Virginia Community College	60.5	59.8	50.7	48.4	55.9	1.4
Dabney S Lancaster Community College	58.1	60.2	50.2	56.6	56.8	0.4
Danville Community College	62.1	58.2	52.5	50.3	55.8	3.1
Eastern Shore Community College	–	58.3	52.6	46.8	54.8	5.5
Germanna Community College	65.4	59.8	52.2	49.2	56.6	2.9
J Sargeant Reynolds Community College	67.5	61.5	51.9	45.1	57.5	1.3
John Tyler Community College	65.0	61.1	55.6	49.5	58.3	2.5
Lord Fairfax Community College	62.5	61.2	53.1	47.2	56.5	3.7
Mountain Empire Community College	55.4	59.4	51.7	50.4	53.9	-2.4
New River Community College	71.0	63.4	55.6	53.4	61.5	3.9
Northern Virginia Community College	75.7	66.9	59.8	52.8	62.8	3.0
Patrick Henry Community College	60.3	55.7	50.3	46.2	52.6	0.2
Paul D Camp Community College	61.1	61.6	57.1	44.7	57.7	4.4
Piedmont Virginia Community College	63.9	59.8	56.7	48.0	58.8	1.5
Rappahannock Community College	65.5	56.8	51.2	47.2	52.5	1.8
Richard Bland College of the College of William and Mary	67.1	54.0	46.3	–	56.0	2.8
Southside Virginia Community College	67.3	61.2	54.1	49.5	57.2	2.6
Southwest Virginia Community College	62.6	56.2	53.2	48.0	53.9	2.7
Thomas Nelson Community College	62.3	58.7	53.5	47.0	53.9	0.6
Tidewater Community College	66.9	61.4	54.0	47.8	58.1	2.0
Virginia Highlands Community College	64.7	60.5	52.6	45.1	56.9	1.2
Virginia Western Community College	61.9	57.1	52.9	49.6	55.3	1.7
Wytheville Community College	65.1	60.3	51.8	49.4	56.6	5.0

BA

The University of Virginia's College at Wise	76.5	60.2	56.8	44.7	57.9	0.4
Virginia Military Institute	86.5	64.0	55.5	38.0	73.9	2.0

2013 Salary Review

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

BA+

Christopher Newport University	95.8	72.0	59.0	51.5	66.6	-0.4
Longwood University	77.3	61.2	55.0	44.2	59.8	-1.0
University of Mary Washington	82.9	62.9	55.2	56.1	67.2	0.6

DOCTORAL

College of William and Mary	120.1	87.3	66.0	50.5	90.7	5.7
George Mason University	129.5	85.5	71.5	57.6	91.9	3.0
James Madison University	85.6	65.1	60.2	50.7	67.1	1.4
Norfolk State University	84.4	70.1	58.8	53.0	66.5	2.2
Old Dominion University	106.4	76.1	66.5	50.7	74.4	3.4
Radford University	78.8	65.5	58.2	51.3	65.6	3.6
University of Virginia—Main Campus	143.1	97.2	81.1	55.3	112.2	4.3
Virginia Commonwealth University	109.4	76.9	60.6	46.5	72.6	1.7
Virginia Polytechnic Institute and State University	116.8	83.7	73.0	46.6	84.4	2.9
Virginia State University	77.4	64.7	64.8	46.8	64.1	-0.1

WASHINGTON

AA

Bates Technical College	—	—	—	58.5	58.5	-5.7
Bellevue College	—	—	—	63.0	63.0	5.1
Bellingham Technical College	—	—	—	59.9	59.9	1.2
Big Bend Community College	—	—	—	53.4	53.4	-4.0
Cascadia Community College	—	—	—	55.2	55.2	0.4
Centralia College	—	—	—	54.3	54.3	-0.4
Clark College	—	—	—	56.8	56.8	6.0
Clover Park Technical College	—	—	—	56.3	56.3	7.0
Columbia Basin College	—	—	—	57.3	57.3	-0.1
Edmonds Community College	—	—	—	49.8	49.8	1.5
Everett Community College	—	—	—	56.0	56.0	1.4
Grays Harbor College	—	—	—	52.7	52.7	-2.6
Green River Community College	—	—	—	57.5	57.5	-0.2
Highline Community College	—	—	—	61.0	61.0	0.9

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

Lake Washington Institute of Technology	—	—	—	52.4	52.4	-2.2
Lower Columbia College	—	—	—	55.6	55.6	-2.0
Olympic College	—	—	—	56.3	56.3	1.3
Peninsula College	—	—	—	53.9	53.9	4.0
Pierce College at Fort Steilacoom	—	—	—	54.3	54.3	-1.0
Pierce College at Puyallup	—	—	—	51.6	51.6	0.2
Renton Technical College	—	—	—	58.5	58.5	0.0
Seattle Community College—Central Campus	—	—	—	58.3	58.3	1.2
Seattle Community College—North Campus	—	—	—	56.6	56.6	0.3
Seattle Community College—South Campus	—	—	—	57.4	57.4	0.4
Shoreline Community College	—	—	—	60.3	60.3	0.3
Skagit Valley College	—	—	—	59.1	59.1	1.1
South Puget Sound Community College	54.7	—	—	—	54.7	-0.3
Spokane Community College	—	—	—	55.5	55.5	-0.4
Spokane Falls Community College	—	—	—	53.4	53.4	0.4
Tacoma Community College	—	—	—	58.2	58.2	2.0
Walla Walla Community College	—	—	—	52.7	52.7	-0.5
Wenatchee Valley College	—	—	—	56.9	56.9	1.7
Whatcom Community College	—	—	—	51.7	51.7	2.4
Yakima Valley Community College	—	—	—	55.9	55.9	-1.9

BA+

Central Washington University	77.5	65.0	59.6	39.9	62.8	1.3
The Evergreen State College	—	—	—	64.4	64.4	-1.5
University of Washington—Bothell Campus	108.2	86.8	87.7	63.0	83.2	-3.2
University of Washington—Tacoma Campus	96.9	81.4	80.5	51.3	76.0	-3.6
Western Washington University	81.7	65.4	55.3	43.7	65.6	-2.7

DOCTORAL

Eastern Washington University	76.2	61.7	57.5	43.8	61.1	1.9
University of Washington—Seattle Campus	116.2	87.1	80.6	58.9	94.6	0.6
Washington State University	101.9	74.0	67.8	49.9	74.3	0.5

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

WEST VIRGINIA

AA

Blue Ridge Community and Technical College	–	63.8	48.7	39.1	46.5	8.3
Bridgmont Community and Technical College	77.9	65.3	51.5	40.2	57.5	2.9
Carver Career Center	–	–	–	49.5	49.5	3.8
Eastern West Virginia Community and Technical College	–	–	–	36.4	36.4	-3.4
Kanawha Valley Community and Technical College	63.4	62.6	54.2	46.7	49.7	4.8
Mountwest Community and Technical College	66.1	56.0	39.5	38.8	47.2	-1.7
New River Community and Technical College	65.5	55.2	46.2	40.1	49.1	4.1
Pierpont Community and Technical College	72.7	49.2	49.3	44.1	49.1	0.5
Potomac State College of West Virginia University	71.4	51.4	45.2	41.9	52.3	3.3
Southern West Virginia Community and Technical College	58.6	47.5	40.7	33.0	44.5	10.6
West Virginia Northern Community College	57.0	45.9	40.9	34.6	45.7	6.1

BA

Bluefield State College	65.3	57.0	52.5	35.9	56.6	3.0
Glennville State College	67.3	59.0	43.4	42.7	50.8	6.7
West Virginia University Institute of Technology	77.1	57.2	53.9	49.4	60.2	2.0
West Virginia University at Parkersburg	59.7	56.7	45.2	38.5	48.2	6.4

BA+

Concord University	71.0	58.5	51.7	37.8	55.3	3.1
Fairmont State University	71.0	61.9	49.8	44.4	59.2	3.6
Shepherd University	74.3	63.2	55.5	52.1	61.6	4.2
West Liberty University	61.5	61.1	53.8	44.7	54.2	9.7
West Virginia State University	63.5	54.9	49.1	38.8	53.8	2.4

DOCTORAL

Marshall University	72.9	61.3	51.6	37.1	59.9	-0.3
West Virginia University	106.4	78.4	63.3	46.6	77.0	5.0

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

WISCONSIN

AA

Blackhawk Technical College	–	–	–	73.4	73.4	1.4
Chippewa Valley Technical College	–	–	–	72.3	72.3	3.0
Fox Valley Technical College	–	–	–	75.9	75.9	0.9
Gateway Technical College	–	–	–	76.2	76.2	-3.1
Lakeshore Technical College	–	–	–	73.9	73.9	0.6
Madison Area Technical College	–	–	–	92.7	92.7	-6.9
Mid-State Technical College	–	–	–	70.6	70.6	1.0
Milwaukee Area Technical College	–	–	–	93.8	93.8	-0.3
Moraine Park Technical College	–	–	–	70.5	70.5	1.0
Nicolet Area Technical College	–	–	–	76.3	76.3	0.9
Northcentral Technical College	–	–	–	71.9	71.9	3.7
Northeast Wisconsin Technical College	–	–	–	77.1	77.1	-0.2
Southwest Wisconsin Technical College	–	–	–	63.1	63.1	-3.0
University of Wisconsin Colleges	62.4	50.8	44.9	41.2	49.9	-1.5
Waukesha County Technical College	–	–	–	81.4	81.4	0.3
Western Technical College	–	–	–	59.6	59.6	0.6
Wisconsin Indianhead Technical College	–	–	–	65.1	65.1	-2.5

BA+

University of Wisconsin–Green Bay	72.5	57.4	55.7	44.4	56.8	-0.6
University of Wisconsin–Parkside	75.6	64.0	54.9	41.6	56.2	-1.5
University of Wisconsin–Platteville	68.8	57.6	51.5	40.0	55.9	-0.8
University of Wisconsin–River Falls	71.4	60.8	54.5	41.6	62.7	0.7
University of Wisconsin–Stout	70.8	59.3	54.3	45.3	57.4	-2.0
University of Wisconsin–Superior	68.1	55.1	50.7	45.7	55.4	-2.9
University of Wisconsin–Whitewater	75.6	63.7	62.0	46.3	60.8	0.1

2013 Salary Review

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
DOCTORAL						
University of Wisconsin—Eau Claire	72.9	61.5	56.4	42.9	59.2	-0.4
University of Wisconsin—La Crosse	75.6	59.7	56.5	43.1	58.6	-2.2
University of Wisconsin—Madison	114.7	84.4	74.7	62.1	97.6	0.9
University of Wisconsin—Milwaukee	95.5	71.5	68.7	44.2	70.1	0.4
University of Wisconsin—Oshkosh	73.4	61.5	56.7	43.4	59.5	-0.4
University of Wisconsin—Stevens Point	68.8	57.6	52.0	42.4	57.0	-0.5

State/School	Prof. (\$)	Assoc. (\$)	Inst./ Lect./ Asst. (\$)	No Rank (\$)	Avg. (\$)	% Chng. (%)
WYOMING						
AA						
Casper College	—	—	—	63.3	63.3	0.1
Central Wyoming College	62.8	57.1	53.2	50.8	56.4	0.8
Eastern Wyoming College	—	—	—	52.1	52.1	5.2
Laramie County Community College	—	—	—	58.7	58.7	2.5
Northwest College	71.9	65.1	60.9	54.5	61.4	3.9
Sheridan College	—	—	—	55.8	55.8	2.2
Western Wyoming Community College	82.7	65.2	55.5	49.1	59.2	3.6
DOCTORAL						
University of Wyoming	107.8	76.4	66.8	56.0	79.6	-0.5

*The salary data for 9/10 and 11/12 month faculty in 2010-11 is inconsistent with previous years and may be reported incorrectly by the institution.